

P-4 FO 40-Hours Salary Plan Effective 06/30/2023

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
FO	11	Annual	\$46,485.00	\$47,869.00	\$49,239.00	\$50,656.00	\$52,094.00	\$53,544.00	\$54,889.00	\$56,258.00	\$57,661.00	\$59,112.00	\$60,590.00	\$62,708.00	\$64,276.00
		Bi-Wk	\$1,781.04	\$1,834.07	\$1,886.56	\$1,940.85	\$1,995.94	\$2,051.50	\$2,103.03	\$2,155.48	\$2,209.24	\$2,264.83	\$2,321.46	\$2,402.61	\$2,462.69
		Daily	\$178.11	\$183.41	\$188.66	\$194.09	\$199.60	\$205.15	\$210.31	\$215.55	\$220.93	\$226.49	\$232.15	\$240.27	\$246.27
		Hourly	\$22.27	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.32	\$29.02	\$30.04	\$30.79
FO	12	Annual	\$48,016.00	\$49,439.00	\$50,927.00	\$52,418.00	\$53,930.00	\$55,423.00	\$56,808.00	\$58,230.00	\$59,683.00	\$61,175.00	\$62,708.00	\$68,094.00	\$69,797.00
		Bi-Wk	\$1,839.70	\$1,894.22	\$1,951.23	\$2,008.36	\$2,066.29	\$2,123.49	\$2,176.56	\$2,231.04	\$2,286.71	\$2,343.87	\$2,402.61	\$2,608.97	\$2,674.22
		Daily	\$183.97	\$189.43	\$195.13	\$200.84	\$206.63	\$212.35	\$217.66	\$223.11	\$228.68	\$234.39	\$240.27	\$260.90	\$267.43
		Hourly	\$23.00	\$23.68	\$24.40	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$32.62	\$33.43
FO	13	Annual	\$51,021.00	\$52,852.00	\$54,674.00	\$56,513.00	\$58,336.00	\$60,177.00	\$61,683.00	\$63,228.00	\$64,811.00	\$66,433.00	\$68,094.00	\$71,112.00	\$72,890.00
		Bi-Wk	\$1,954.83	\$2,024.99	\$2,094.79	\$2,165.25	\$2,235.10	\$2,305.64	\$2,363.34	\$2,422.53	\$2,483.19	\$2,545.33	\$2,608.97	\$2,724.60	\$2,792.73
		Daily	\$195.49	\$202.50	\$209.48	\$216.53	\$223.51	\$230.57	\$236.34	\$242.26	\$248.32	\$254.54	\$260.90	\$272.46	\$279.28
		Hourly	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$34.06	\$34.91
FO	14	Annual	\$53,399.00	\$55,289.00	\$57,181.00	\$59,070.00	\$60,962.00	\$62,848.00	\$64,427.00	\$66,031.00	\$67,679.00	\$69,375.00	\$71,112.00	\$74,298.00	\$76,156.00
		Bi-Wk	\$2,045.94	\$2,118.36	\$2,190.85	\$2,263.22	\$2,335.71	\$2,407.97	\$2,468.47	\$2,529.93	\$2,593.07	\$2,658.05	\$2,724.60	\$2,846.67	\$2,917.86
		Daily	\$204.60	\$211.84	\$219.09	\$226.33	\$233.58	\$240.80	\$246.85	\$253.00	\$259.31	\$265.81	\$272.46	\$284.67	\$291.79
		Hourly	\$25.58	\$26.48	\$27.39	\$28.30	\$29.20	\$30.10	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$35.59	\$36.48
FO	15	Annual	\$55,921.00	\$57,868.00	\$59,812.00	\$61,761.00	\$63,723.00	\$65,660.00	\$67,305.00	\$68,986.00	\$70,715.00	\$72,482.00	\$74,298.00	\$77,658.00	\$79,600.00
		Bi-Wk	\$2,142.57	\$2,217.17	\$2,291.65	\$2,366.33	\$2,441.50	\$2,515.71	\$2,578.74	\$2,643.15	\$2,709.39	\$2,777.09	\$2,846.67	\$2,975.41	\$3,049.81
		Daily	\$214.26	\$221.72	\$229.17	\$236.64	\$244.15	\$251.58	\$257.88	\$264.32	\$270.94	\$277.71	\$284.67	\$297.55	\$304.99
		Hourly	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72	\$35.59	\$37.20	\$38.13
FO	16	Annual	\$58,610.00	\$60,615.00	\$62,618.00	\$64,622.00	\$66,634.00	\$68,636.00	\$70,350.00	\$72,106.00	\$73,908.00	\$75,758.00	\$77,658.00	\$81,218.00	\$83,249.00
		Bi-Wk	\$2,245.60	\$2,322.42	\$2,399.16	\$2,475.94	\$2,553.03	\$2,629.74	\$2,695.41	\$2,762.69	\$2,831.73	\$2,902.61	\$2,975.41	\$3,111.81	\$3,189.62
		Daily	\$224.56	\$232.25	\$239.92	\$247.60	\$255.31	\$262.98	\$269.55	\$276.27	\$283.18	\$290.27	\$297.55	\$311.19	\$318.97
		Hourly	\$28.07	\$29.04	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.90	\$39.88
FO	17	Annual	\$61,469.00	\$63,539.00	\$65,596.00	\$67,661.00	\$69,718.00	\$71,781.00	\$73,576.00	\$75,423.00	\$77,306.00	\$79,239.00	\$81,218.00	\$84,955.00	\$87,079.00
		Bi-Wk	\$2,355.14	\$2,434.45	\$2,513.26	\$2,592.38	\$2,671.19	\$2,750.23	\$2,819.01	\$2,889.78	\$2,961.92	\$3,035.98	\$3,111.81	\$3,254.99	\$3,336.37
		Daily	\$235.52	\$243.45	\$251.33	\$259.24	\$267.12	\$275.03	\$281.91	\$288.98	\$296.20	\$303.60	\$311.19	\$325.50	\$333.64
		Hourly	\$29.44	\$30.44	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13	\$37.03	\$37.95	\$38.90	\$40.69	\$41.71
FO	18	Annual	\$64,521.00	\$66,634.00	\$68,752.00	\$70,857.00	\$72,971.00	\$75,082.00	\$76,967.00	\$78,889.00	\$80,863.00	\$82,881.00	\$84,955.00	\$88,852.00	\$91,074.00
		Bi-Wk	\$2,472.07	\$2,553.03	\$2,634.18	\$2,714.83	\$2,795.83	\$2,876.71	\$2,948.93	\$3,022.57	\$3,098.20	\$3,175.52	\$3,254.99	\$3,404.30	\$3,489.43
		Daily	\$247.21	\$255.31	\$263.42	\$271.49	\$279.59	\$287.68	\$294.90	\$302.26	\$309.82	\$317.56	\$325.50	\$340.43	\$348.95
		Hourly	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	\$42.56	\$43.62
FO	19	Annual	\$67,661.00	\$69,833.00	\$72,014.00	\$74,184.00	\$76,357.00	\$78,531.00	\$80,495.00	\$82,508.00	\$84,568.00	\$86,681.00	\$88,852.00	\$92,977.00	\$95,302.00
		Bi-Wk	\$2,592.38	\$2,675.60	\$2,759.16	\$2,842.30	\$2,925.56	\$3,008.86	\$3,084.10	\$3,161.23	\$3,240.16	\$3,321.12	\$3,404.30	\$3,562.34	\$3,651.42
		Daily	\$259.24	\$267.56	\$275.92	\$284.23	\$292.56	\$300.89	\$308.41	\$316.13	\$324.02	\$332.12	\$340.43	\$356.24	\$365.15
		Hourly	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$44.53	\$45.65
FO	20	Annual	\$71,042.00	\$73,267.00	\$75,493.00	\$77,718.00	\$79,943.00	\$82,171.00	\$84,230.00	\$86,341.00	\$88,495.00	\$90,707.00	\$92,977.00	\$97,241.00	\$99,673.00
		Bi-Wk	\$2,721.92	\$2,807.17	\$2,892.46	\$2,977.71	\$3,062.96	\$3,148.32	\$3,227.21	\$3,308.09	\$3,390.62	\$3,475.37	\$3,562.34	\$3,725.71	\$3,818.89
		Daily	\$272.20	\$280.72	\$289.25	\$297.78	\$306.30	\$314.84	\$322.73	\$330.81	\$339.07	\$347.54	\$356.24	\$372.58	\$381.89
		Hourly	\$34.03	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.35	\$41.36	\$42.39	\$43.45	\$44.53	\$46.58	\$47.74

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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>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
FO	21	Annual	\$74,500.00	\$76,784.00	\$79,070.00	\$81,368.00	\$83,650.00	\$85,949.00	\$88,099.00	\$90,295.00	\$92,552.00	\$94,867.00	\$97,241.00	\$102,384.00	\$104,944.00
		Bi-Wk	\$2,854.41	\$2,941.92	\$3,029.51	\$3,117.55	\$3,204.99	\$3,293.07	\$3,375.45	\$3,459.58	\$3,546.06	\$3,634.76	\$3,725.71	\$3,922.76	\$4,020.85
		Daily	\$285.45	\$294.20	\$302.96	\$311.76	\$320.50	\$329.31	\$337.55	\$345.96	\$354.61	\$363.48	\$372.58	\$392.28	\$402.09
		Hourly	\$35.69	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$49.04	\$50.27
FO	22	Annual	\$76,896.00	\$79,621.00	\$82,333.00	\$85,053.00	\$87,769.00	\$90,486.00	\$92,745.00	\$95,075.00	\$97,449.00	\$99,886.00	\$102,384.00	\$107,124.00	\$109,803.00
		Bi-Wk	\$2,946.21	\$3,050.62	\$3,154.53	\$3,258.74	\$3,362.80	\$3,466.90	\$3,553.45	\$3,642.73	\$3,733.68	\$3,827.05	\$3,922.76	\$4,104.37	\$4,207.02
		Daily	\$294.63	\$305.07	\$315.46	\$325.88	\$336.28	\$346.69	\$355.35	\$364.28	\$373.37	\$382.71	\$392.28	\$410.44	\$420.71
		Hourly	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.68	\$47.84	\$49.04	\$51.31	\$52.59
FO	23	Annual	\$80,527.00	\$83,350.00	\$86,189.00	\$89,018.00	\$91,851.00	\$94,681.00	\$97,050.00	\$99,472.00	\$101,959.00	\$104,513.00	\$107,124.00	\$112,162.00	\$114,967.00
		Bi-Wk	\$3,085.33	\$3,193.49	\$3,302.27	\$3,410.66	\$3,519.20	\$3,627.63	\$3,718.40	\$3,811.19	\$3,906.48	\$4,004.33	\$4,104.37	\$4,297.40	\$4,404.87
		Daily	\$308.54	\$319.35	\$330.23	\$341.07	\$351.92	\$362.77	\$371.84	\$381.12	\$390.65	\$400.44	\$410.44	\$429.74	\$440.49
		Hourly	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06	\$51.31	\$53.72	\$55.07
FO	24	Annual	\$84,381.00	\$87,332.00	\$90,288.00	\$93,233.00	\$96,180.00	\$99,141.00	\$101,611.00	\$104,160.00	\$106,756.00	\$109,424.00	\$112,162.00	\$117,406.00	\$120,342.00
		Bi-Wk	\$3,232.99	\$3,346.06	\$3,459.32	\$3,572.15	\$3,685.06	\$3,798.51	\$3,893.15	\$3,990.81	\$4,090.27	\$4,192.50	\$4,297.40	\$4,498.32	\$4,610.81
		Daily	\$323.30	\$334.61	\$345.94	\$357.22	\$368.51	\$379.86	\$389.32	\$399.09	\$409.03	\$419.25	\$429.74	\$449.84	\$461.09
		Hourly	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$56.23	\$57.64
FO	25	Annual	\$88,472.00	\$91,519.00	\$94,578.00	\$97,650.00	\$100,710.00	\$103,763.00	\$106,354.00	\$109,019.00	\$111,750.00	\$114,543.00	\$117,406.00	\$122,927.00	\$126,001.00
		Bi-Wk	\$3,389.74	\$3,506.48	\$3,623.68	\$3,741.38	\$3,858.63	\$3,975.60	\$4,074.87	\$4,176.98	\$4,281.61	\$4,388.63	\$4,498.32	\$4,709.85	\$4,827.63
		Daily	\$338.98	\$350.65	\$362.37	\$374.14	\$385.87	\$397.56	\$407.49	\$417.70	\$428.17	\$438.87	\$449.84	\$470.99	\$482.77
		Hourly	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.53	\$54.86	\$56.23	\$58.88	\$60.35
FO	26	Annual	\$92,786.00	\$95,967.00	\$99,141.00	\$102,306.00	\$105,482.00	\$108,647.00	\$111,366.00	\$114,151.00	\$117,006.00	\$119,929.00	\$122,927.00	\$128,714.00	\$131,932.00
		Bi-Wk	\$3,555.02	\$3,676.90	\$3,798.51	\$3,919.78	\$4,041.46	\$4,162.73	\$4,266.90	\$4,373.61	\$4,482.99	\$4,594.99	\$4,709.85	\$4,931.58	\$5,054.87
		Daily	\$355.51	\$367.69	\$379.86	\$391.98	\$404.15	\$416.28	\$426.69	\$437.37	\$448.30	\$459.50	\$470.99	\$493.16	\$505.49
		Hourly	\$44.44	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$61.65	\$63.19
FO	27	Annual	\$97,346.00	\$100,634.00	\$103,905.00	\$107,191.00	\$110,474.00	\$113,761.00	\$116,610.00	\$119,524.00	\$122,511.00	\$125,574.00	\$128,714.00	\$134,849.00	\$138,221.00
		Bi-Wk	\$3,729.74	\$3,855.71	\$3,981.04	\$4,106.94	\$4,232.73	\$4,358.66	\$4,467.82	\$4,579.47	\$4,693.91	\$4,811.27	\$4,931.58	\$5,166.63	\$5,295.83
		Daily	\$372.98	\$385.58	\$398.11	\$410.70	\$423.28	\$435.87	\$446.79	\$457.95	\$469.40	\$481.13	\$493.16	\$516.67	\$529.59
		Hourly	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$64.59	\$66.20
FO	28	Annual	\$102,207.00	\$105,608.00	\$109,011.00	\$112,398.00	\$115,796.00	\$119,194.00	\$122,166.00	\$125,218.00	\$128,353.00	\$131,560.00	\$134,849.00	\$138,284.00	\$141,742.00
		Bi-Wk	\$3,915.98	\$4,046.29	\$4,176.67	\$4,306.44	\$4,436.63	\$4,566.82	\$4,680.69	\$4,797.63	\$4,917.74	\$5,040.62	\$5,166.63	\$5,298.24	\$5,430.73
		Daily	\$391.60	\$404.63	\$417.67	\$430.65	\$443.67	\$456.69	\$468.07	\$479.77	\$491.78	\$504.07	\$516.67	\$529.83	\$543.08
		Hourly	\$48.95	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59	\$66.23	\$67.89
FO	29	Annual	\$103,504.00	\$107,245.00	\$110,993.00	\$114,733.00	\$118,479.00	\$122,218.00	\$125,273.00	\$128,409.00	\$131,622.00	\$134,911.00	\$138,284.00	\$143,556.00	\$147,145.00
		Bi-Wk	\$3,965.68	\$4,109.01	\$4,252.61	\$4,395.91	\$4,539.43	\$4,682.69	\$4,799.74	\$4,919.89	\$5,042.99	\$5,169.01	\$5,298.24	\$5,500.23	\$5,637.74
		Daily	\$396.57	\$410.91	\$425.27	\$439.60	\$453.95	\$468.27	\$479.98	\$491.99	\$504.30	\$516.91	\$529.83	\$550.03	\$563.78
		Hourly	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$68.76	\$70.48
FO	30	Annual	\$107,615.00	\$111,476.00	\$115,319.00	\$119,162.00	\$123,019.00	\$126,882.00	\$130,050.00	\$133,310.00	\$136,639.00	\$140,056.00	\$143,556.00	\$149,031.00	\$152,757.00
		Bi-Wk	\$4,123.19	\$4,271.12	\$4,418.36	\$4,565.60	\$4,713.38	\$4,861.38	\$4,982.76	\$5,107.67	\$5,235.22	\$5,366.14	\$5,500.23	\$5,710.00	\$5,852.76
		Daily	\$412.32	\$427.12	\$441.84	\$456.56	\$471.34	\$486.14	\$498.28	\$510.77	\$523.53	\$536.62	\$550.03	\$571.00	\$585.28
		Hourly	\$51.54	\$53.39	\$55.23	\$57.07	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$71.38	\$73.16

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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>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
FO	31	Annual	\$111,894.00	\$115,863.00	\$119,823.00	\$123,791.00	\$127,754.00	\$131,723.00	\$135,013.00	\$138,391.00	\$141,851.00	\$145,396.00	\$149,031.00	\$154,680.00	\$158,547.00
		Bi-Wk	\$4,287.13	\$4,439.20	\$4,590.92	\$4,742.96	\$4,894.79	\$5,046.86	\$5,172.92	\$5,302.34	\$5,434.91	\$5,570.73	\$5,710.00	\$5,926.44	\$6,074.60
		Daily	\$428.72	\$443.92	\$459.10	\$474.30	\$489.48	\$504.69	\$517.30	\$530.24	\$543.50	\$557.08	\$571.00	\$592.65	\$607.46
		Hourly	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$74.09	\$75.94
FO	32	Annual	\$116,325.00	\$120,395.00	\$124,475.00	\$128,551.00	\$132,627.00	\$136,710.00	\$140,130.00	\$143,634.00	\$147,225.00	\$150,907.00	\$154,680.00	\$160,563.00	\$164,578.00
		Bi-Wk	\$4,456.90	\$4,612.84	\$4,769.16	\$4,925.33	\$5,081.50	\$5,237.94	\$5,368.97	\$5,503.22	\$5,640.81	\$5,781.88	\$5,926.44	\$6,151.84	\$6,305.68
		Daily	\$445.69	\$461.29	\$476.92	\$492.54	\$508.15	\$523.80	\$536.90	\$550.33	\$564.09	\$578.19	\$592.65	\$615.19	\$630.57
		Hourly	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$76.90	\$78.83
FO	33	Annual	\$120,960.00	\$125,146.00	\$129,334.00	\$133,527.00	\$137,712.00	\$141,912.00	\$145,464.00	\$149,094.00	\$152,824.00	\$156,643.00	\$160,563.00	\$166,762.00	\$170,932.00
		Bi-Wk	\$4,634.49	\$4,794.87	\$4,955.33	\$5,115.98	\$5,276.33	\$5,437.25	\$5,573.34	\$5,712.42	\$5,855.33	\$6,001.65	\$6,151.84	\$6,389.35	\$6,549.12
		Daily	\$463.45	\$479.49	\$495.54	\$511.60	\$527.64	\$543.73	\$557.34	\$571.25	\$585.54	\$600.17	\$615.19	\$638.94	\$654.92
		Hourly	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$79.87	\$81.87
FO	34	Annual	\$125,882.00	\$130,187.00	\$134,492.00	\$138,793.00	\$143,098.00	\$147,392.00	\$151,080.00	\$154,860.00	\$158,726.00	\$162,693.00	\$166,762.00	\$173,168.00	\$177,498.00
		Bi-Wk	\$4,823.07	\$4,988.01	\$5,152.96	\$5,317.74	\$5,482.69	\$5,647.21	\$5,788.51	\$5,933.34	\$6,081.46	\$6,233.45	\$6,389.35	\$6,634.79	\$6,800.69
		Daily	\$482.31	\$498.81	\$515.30	\$531.78	\$548.27	\$564.73	\$578.86	\$593.34	\$608.15	\$623.35	\$638.94	\$663.48	\$680.07
		Hourly	\$60.29	\$62.36	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87	\$82.94	\$85.01
FO	35	Annual	\$130,983.00	\$135,400.00	\$139,815.00	\$144,225.00	\$148,631.00	\$153,053.00	\$156,873.00	\$160,798.00	\$164,822.00	\$168,941.00	\$173,168.00	\$179,891.00	\$184,389.00
		Bi-Wk	\$5,018.51	\$5,187.74	\$5,356.90	\$5,525.87	\$5,694.68	\$5,864.10	\$6,010.46	\$6,160.85	\$6,315.02	\$6,472.84	\$6,634.79	\$6,892.38	\$7,064.72
		Daily	\$501.86	\$518.78	\$535.69	\$552.59	\$569.47	\$586.41	\$601.05	\$616.09	\$631.51	\$647.29	\$663.48	\$689.24	\$706.48
		Hourly	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94	\$86.16	\$88.31
FO	36	Annual	\$136,358.00	\$140,890.00	\$145,414.00	\$149,943.00	\$154,464.00	\$158,991.00	\$162,973.00	\$167,041.00	\$171,222.00	\$175,504.00	\$179,891.00	\$186,924.00	\$191,598.00
		Bi-Wk	\$5,224.45	\$5,398.09	\$5,571.42	\$5,744.95	\$5,918.17	\$6,091.61	\$6,244.18	\$6,400.04	\$6,560.23	\$6,724.30	\$6,892.38	\$7,161.84	\$7,340.92
		Daily	\$522.45	\$539.81	\$557.15	\$574.50	\$591.82	\$609.17	\$624.42	\$640.01	\$656.03	\$672.43	\$689.24	\$716.19	\$734.10
		Hourly	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01	\$82.01	\$84.06	\$86.16	\$89.53	\$91.77
FO	37	Annual	\$141,955.00	\$146,609.00	\$151,259.00	\$155,911.00	\$160,563.00	\$165,213.00	\$169,337.00	\$173,575.00	\$177,918.00	\$182,367.00	\$186,924.00	\$194,074.00	\$198,926.00
		Bi-Wk	\$5,438.89	\$5,617.21	\$5,795.37	\$5,973.61	\$6,151.84	\$6,330.00	\$6,488.01	\$6,650.39	\$6,816.79	\$6,987.25	\$7,161.84	\$7,435.79	\$7,621.69
		Daily	\$543.89	\$561.73	\$579.54	\$597.37	\$615.19	\$633.00	\$648.81	\$665.04	\$681.68	\$698.73	\$716.19	\$743.58	\$762.17
		Hourly	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53	\$92.95	\$95.28
FO	38	Annual	\$147,727.00	\$152,488.00	\$157,249.00	\$162,012.00	\$166,766.00	\$171,528.00	\$175,822.00	\$180,216.00	\$184,725.00	\$189,341.00	\$194,074.00	\$201,578.00	\$206,618.00
		Bi-Wk	\$5,660.04	\$5,842.46	\$6,024.87	\$6,207.36	\$6,389.51	\$6,571.96	\$6,736.48	\$6,904.83	\$7,077.59	\$7,254.45	\$7,435.79	\$7,723.30	\$7,916.40
		Daily	\$566.01	\$584.25	\$602.49	\$620.74	\$638.96	\$657.20	\$673.65	\$690.49	\$707.76	\$725.45	\$743.58	\$772.33	\$791.64
		Hourly	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$96.55	\$98.96
FO	39	Annual	\$153,798.00	\$158,663.00	\$163,546.00	\$168,419.00	\$173,281.00	\$178,164.00	\$182,621.00	\$187,186.00	\$191,867.00	\$196,662.00	\$201,578.00	\$209,311.00	\$214,544.00
		Bi-Wk	\$5,892.65	\$6,079.05	\$6,266.14	\$6,452.84	\$6,639.12	\$6,826.21	\$6,996.98	\$7,171.88	\$7,351.23	\$7,534.95	\$7,723.30	\$8,019.58	\$8,220.08
		Daily	\$589.27	\$607.91	\$626.62	\$645.29	\$663.92	\$682.63	\$699.70	\$717.19	\$735.13	\$753.50	\$772.33	\$801.96	\$822.01
		Hourly	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$100.25	\$102.76
FO	40	Annual	\$160,102.00	\$165,090.00	\$170,059.00	\$175,039.00	\$180,013.00	\$184,994.00	\$189,623.00	\$194,363.00	\$199,222.00	\$204,204.00	\$209,311.00	\$217,460.00	\$222,897.00
		Bi-Wk	\$6,134.18	\$6,325.29	\$6,515.68	\$6,706.48	\$6,897.05	\$7,087.90	\$7,265.25	\$7,446.86	\$7,633.03	\$7,823.91	\$8,019.58	\$8,331.81	\$8,540.12
		Daily	\$613.42	\$632.53	\$651.57	\$670.65	\$689.71	\$708.79	\$726.53	\$744.69	\$763.31	\$782.40	\$801.96	\$833.19	\$854.02
		Hourly	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$104.15	\$106.76

P-4 FO 40-Hours Salary 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>
FO	41	Annual	\$166,713.00	\$171,810.00	\$176,912.00	\$182,008.00	\$187,103.00	\$192,199.00	\$197,007.00	\$201,934.00	\$206,978.00	\$212,159.00	\$217,460.00	\$225,857.00	\$231,504.00
		Bi-Wk	\$6,387.48	\$6,582.76	\$6,778.24	\$6,973.49	\$7,168.70	\$7,363.95	\$7,548.17	\$7,736.94	\$7,930.20	\$8,128.70	\$8,331.81	\$8,653.53	\$8,869.89
		Daily	\$638.75	\$658.28	\$677.83	\$697.35	\$716.87	\$736.40	\$754.82	\$773.70	\$793.02	\$812.87	\$833.19	\$865.36	\$886.99
		Hourly	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$108.17	\$110.88
FO	42	Annual	\$173,567.00	\$178,781.00	\$183,980.00	\$189,199.00	\$194,404.00	\$199,625.00	\$204,618.00	\$209,732.00	\$214,974.00	\$220,348.00	\$225,857.00	\$234,636.00	\$240,502.00
		Bi-Wk	\$6,650.08	\$6,849.85	\$7,049.05	\$7,249.01	\$7,448.43	\$7,648.47	\$7,839.78	\$8,035.71	\$8,236.56	\$8,442.46	\$8,653.53	\$8,989.89	\$9,214.64
		Daily	\$665.01	\$684.99	\$704.91	\$724.91	\$744.85	\$764.85	\$783.98	\$803.58	\$823.66	\$844.25	\$865.36	\$898.99	\$921.47
		Hourly	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$112.38	\$115.19
FO	43	Annual	\$180,810.00	\$186,133.00	\$191,444.00	\$196,765.00	\$202,072.00	\$207,389.00	\$212,568.00	\$217,888.00	\$223,330.00	\$228,915.00	\$234,636.00	\$240,502.00	
		Bi-Wk	\$6,927.59	\$7,131.54	\$7,335.02	\$7,538.89	\$7,742.23	\$7,945.94	\$8,144.37	\$8,348.20	\$8,556.71	\$8,770.69	\$8,989.89	\$9,214.64	
		Daily	\$692.76	\$713.16	\$733.51	\$753.89	\$774.23	\$794.60	\$814.44	\$834.82	\$855.68	\$877.07	\$898.99	\$921.47	
		Hourly	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.96	\$109.64	\$112.38	\$115.19	