

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

| <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 | \$22,956.00 | \$23,521.00 | \$24,076.00 | \$24,635.00 | \$25,192.00 | \$25,757.00 | \$26,313.00 | \$27,034.00 | \$27,759.00 | \$28,505.00 | \$29,268.00 |
| | | Bi-Wk | \$879.55 | \$901.19 | \$922.46 | \$943.87 | \$965.22 | \$986.86 | \$1,008.17 | \$1,035.79 | \$1,063.57 | \$1,092.15 | \$1,121.38 |
| | | Daily | \$87.96 | \$90.12 | \$92.25 | \$94.39 | \$96.53 | \$98.69 | \$100.82 | \$103.58 | \$106.36 | \$109.22 | \$112.14 |
| | | Hourly | \$12.57 | \$12.88 | \$13.18 | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.80 | \$15.20 | \$15.61 | \$16.02 |
| HC | 2 | Annual | \$24,076.00 | \$24,635.00 | \$25,192.00 | \$25,757.00 | \$26,313.00 | \$26,871.00 | \$27,427.00 | \$28,181.00 | \$28,935.00 | \$29,706.00 | \$30,500.00 |
| | | Bi-Wk | \$922.46 | \$943.87 | \$965.22 | \$986.86 | \$1,008.17 | \$1,029.55 | \$1,050.85 | \$1,079.74 | \$1,108.63 | \$1,138.17 | \$1,168.59 |
| | | Daily | \$92.25 | \$94.39 | \$96.53 | \$98.69 | \$100.82 | \$102.96 | \$105.09 | \$107.98 | \$110.87 | \$113.82 | \$116.86 |
| | | Hourly | \$13.18 | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.71 | \$15.02 | \$15.43 | \$15.84 | \$16.26 | \$16.70 |
| HC | 3 | Annual | \$24,635.00 | \$25,192.00 | \$25,757.00 | \$26,313.00 | \$26,871.00 | \$27,427.00 | \$27,986.00 | \$28,759.00 | \$29,524.00 | \$30,311.00 | \$31,119.00 |
| | | Bi-Wk | \$943.87 | \$965.22 | \$986.86 | \$1,008.17 | \$1,029.55 | \$1,050.85 | \$1,072.27 | \$1,101.88 | \$1,131.19 | \$1,161.35 | \$1,192.30 |
| | | Daily | \$94.39 | \$96.53 | \$98.69 | \$100.82 | \$102.96 | \$105.09 | \$107.23 | \$110.19 | \$113.12 | \$116.14 | \$119.23 |
| | | Hourly | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.71 | \$15.02 | \$15.32 | \$15.75 | \$16.16 | \$16.60 | \$17.04 |
| HC | 4 | Annual | \$25,432.00 | \$26,112.00 | \$26,786.00 | \$27,470.00 | \$28,155.00 | \$28,827.00 | \$29,504.00 | \$30,319.00 | \$31,128.00 | \$31,961.00 | \$32,816.00 |
| | | Bi-Wk | \$974.41 | \$1,000.46 | \$1,026.29 | \$1,052.50 | \$1,078.74 | \$1,104.49 | \$1,130.43 | \$1,161.65 | \$1,192.65 | \$1,224.56 | \$1,257.32 |
| | | Daily | \$97.45 | \$100.05 | \$102.63 | \$105.25 | \$107.88 | \$110.45 | \$113.05 | \$116.17 | \$119.27 | \$122.46 | \$125.74 |
| | | Hourly | \$13.93 | \$14.30 | \$14.67 | \$15.04 | \$15.42 | \$15.78 | \$16.15 | \$16.60 | \$17.04 | \$17.50 | \$17.97 |
| HC | 5 | Annual | \$26,069.00 | \$26,786.00 | \$27,509.00 | \$28,222.00 | \$28,939.00 | \$29,657.00 | \$30,379.00 | \$31,212.00 | \$32,049.00 | \$32,906.00 | \$33,787.00 |
| | | Bi-Wk | \$998.82 | \$1,026.29 | \$1,053.99 | \$1,081.31 | \$1,108.78 | \$1,136.29 | \$1,163.95 | \$1,195.87 | \$1,227.94 | \$1,260.77 | \$1,294.53 |
| | | Daily | \$99.89 | \$102.63 | \$105.40 | \$108.14 | \$110.88 | \$113.63 | \$116.40 | \$119.59 | \$122.80 | \$126.08 | \$129.46 |
| | | Hourly | \$14.27 | \$14.67 | \$15.06 | \$15.45 | \$15.84 | \$16.24 | \$16.63 | \$17.09 | \$17.55 | \$18.02 | \$18.50 |
| HC | 6 | Annual | \$26,954.00 | \$27,675.00 | \$28,387.00 | \$28,992.00 | \$29,822.00 | \$30,540.00 | \$31,253.00 | \$32,115.00 | \$32,972.00 | \$33,852.00 | \$34,757.00 |
| | | Bi-Wk | \$1,032.73 | \$1,060.35 | \$1,087.63 | \$1,110.81 | \$1,142.61 | \$1,170.12 | \$1,197.44 | \$1,230.46 | \$1,263.30 | \$1,297.02 | \$1,331.69 |
| | | Daily | \$103.28 | \$106.04 | \$108.77 | \$111.09 | \$114.27 | \$117.02 | \$119.75 | \$123.05 | \$126.33 | \$129.71 | \$133.17 |
| | | Hourly | \$14.76 | \$15.15 | \$15.54 | \$15.87 | \$16.33 | \$16.72 | \$17.11 | \$17.58 | \$18.05 | \$18.53 | \$19.03 |
| HC | 7 | Annual | \$27,749.00 | \$28,464.00 | \$29,181.00 | \$29,897.00 | \$30,618.00 | \$31,336.00 | \$32,052.00 | \$32,934.00 | \$33,812.00 | \$34,717.00 | \$35,646.00 |
| | | Bi-Wk | \$1,063.19 | \$1,090.58 | \$1,118.05 | \$1,145.48 | \$1,173.11 | \$1,200.62 | \$1,228.05 | \$1,261.84 | \$1,295.48 | \$1,330.16 | \$1,365.75 |
| | | Daily | \$106.32 | \$109.06 | \$111.81 | \$114.55 | \$117.32 | \$120.07 | \$122.81 | \$126.19 | \$129.55 | \$133.02 | \$136.58 |
| | | Hourly | \$15.19 | \$15.58 | \$15.98 | \$16.37 | \$16.76 | \$17.16 | \$17.55 | \$18.03 | \$18.51 | \$19.01 | \$19.52 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC | 8 | Annual | \$29,822.00 | \$30,698.00 | \$31,585.00 | \$32,457.00 | \$33,336.00 | \$34,216.00 | \$35,098.00 | \$36,059.00 | \$37,024.00 | \$38,015.00 | \$39,033.00 |
| | | Bi-Wk | \$1,142.61 | \$1,176.17 | \$1,210.16 | \$1,243.57 | \$1,277.25 | \$1,310.96 | \$1,344.76 | \$1,381.58 | \$1,418.55 | \$1,456.52 | \$1,495.52 |
| | | Daily | \$114.27 | \$117.62 | \$121.02 | \$124.36 | \$127.73 | \$131.10 | \$134.48 | \$138.16 | \$141.86 | \$145.66 | \$149.56 |
| | | Hourly | \$16.33 | \$16.81 | \$17.29 | \$17.77 | \$18.25 | \$18.73 | \$19.22 | \$19.74 | \$20.27 | \$20.81 | \$21.37 |
| HC | 9 | Annual | \$30,739.00 | \$31,609.00 | \$32,570.00 | \$33,486.00 | \$34,405.00 | \$35,317.00 | \$36,244.00 | \$37,241.00 | \$38,235.00 | \$39,258.00 | \$40,307.00 |
| | | Bi-Wk | \$1,177.74 | \$1,211.08 | \$1,247.90 | \$1,282.99 | \$1,318.20 | \$1,353.15 | \$1,388.66 | \$1,426.86 | \$1,464.95 | \$1,504.14 | \$1,544.33 |
| | | Daily | \$117.78 | \$121.11 | \$124.79 | \$128.30 | \$131.82 | \$135.32 | \$138.87 | \$142.69 | \$146.50 | \$150.42 | \$154.44 |
| | | Hourly | \$16.83 | \$17.31 | \$17.83 | \$18.33 | \$18.84 | \$19.34 | \$19.84 | \$20.39 | \$20.93 | \$21.49 | \$22.07 |
| HC | 10 | Annual | \$31,727.00 | \$32,691.00 | \$33,642.00 | \$34,604.00 | \$35,562.00 | \$36,539.00 | \$37,547.00 | \$38,577.00 | \$39,613.00 | \$40,676.00 | \$41,770.00 |
| | | Bi-Wk | \$1,215.60 | \$1,252.53 | \$1,288.97 | \$1,325.83 | \$1,362.53 | \$1,399.97 | \$1,438.59 | \$1,478.05 | \$1,517.74 | \$1,558.47 | \$1,600.39 |
| | | Daily | \$121.56 | \$125.26 | \$128.90 | \$132.59 | \$136.26 | \$140.00 | \$143.86 | \$147.81 | \$151.78 | \$155.85 | \$160.04 |
| | | Hourly | \$17.37 | \$17.90 | \$18.42 | \$18.95 | \$19.47 | \$20.00 | \$20.56 | \$21.12 | \$21.69 | \$22.27 | \$22.87 |
| HC | 11 | Annual | \$32,736.00 | \$33,729.00 | \$34,733.00 | \$35,728.00 | \$36,758.00 | \$37,807.00 | \$38,856.00 | \$39,924.00 | \$40,991.00 | \$42,090.00 | \$43,219.00 |
| | | Bi-Wk | \$1,254.26 | \$1,292.30 | \$1,330.77 | \$1,368.89 | \$1,408.36 | \$1,448.55 | \$1,488.74 | \$1,529.66 | \$1,570.54 | \$1,612.65 | \$1,655.91 |
| | | Daily | \$125.43 | \$129.23 | \$133.08 | \$136.89 | \$140.84 | \$144.86 | \$148.88 | \$152.97 | \$157.06 | \$161.27 | \$165.60 |
| | | Hourly | \$17.92 | \$18.47 | \$19.02 | \$19.56 | \$20.12 | \$20.70 | \$21.27 | \$21.86 | \$22.44 | \$23.04 | \$23.66 |
| HC | 12 | Annual | \$33,796.00 | \$34,841.00 | \$35,871.00 | \$36,950.00 | \$38,036.00 | \$39,132.00 | \$40,218.00 | \$41,323.00 | \$42,428.00 | \$43,562.00 | \$44,731.00 |
| | | Bi-Wk | \$1,294.87 | \$1,334.91 | \$1,374.37 | \$1,415.71 | \$1,457.32 | \$1,499.32 | \$1,540.92 | \$1,583.26 | \$1,625.60 | \$1,669.05 | \$1,713.84 |
| | | Daily | \$129.49 | \$133.50 | \$137.44 | \$141.58 | \$145.74 | \$149.94 | \$154.10 | \$158.33 | \$162.56 | \$166.91 | \$171.39 |
| | | Hourly | \$18.50 | \$19.08 | \$19.64 | \$20.23 | \$20.82 | \$21.42 | \$22.02 | \$22.62 | \$23.23 | \$23.85 | \$24.49 |
| HC | 13 | Annual | \$35,702.00 | \$37,017.00 | \$38,352.00 | \$39,676.00 | \$41,008.00 | \$42,332.00 | \$43,667.00 | \$44,866.00 | \$46,068.00 | \$47,303.00 | \$48,572.00 |
| | | Bi-Wk | \$1,367.90 | \$1,418.28 | \$1,469.43 | \$1,520.16 | \$1,571.19 | \$1,621.92 | \$1,673.07 | \$1,719.01 | \$1,765.06 | \$1,812.38 | \$1,861.00 |
| | | Daily | \$136.79 | \$141.83 | \$146.95 | \$152.02 | \$157.12 | \$162.20 | \$167.31 | \$171.91 | \$176.51 | \$181.24 | \$186.10 |
| | | Hourly | \$19.55 | \$20.27 | \$21.00 | \$21.72 | \$22.45 | \$23.18 | \$23.91 | \$24.56 | \$25.22 | \$25.90 | \$26.59 |
| HC | 14 | Annual | \$37,370.00 | \$38,748.00 | \$40,122.00 | \$41,492.00 | \$42,864.00 | \$44,235.00 | \$45,603.00 | \$46,855.00 | \$48,112.00 | \$49,400.00 | \$50,727.00 |
| | | Bi-Wk | \$1,431.81 | \$1,484.60 | \$1,537.25 | \$1,589.74 | \$1,642.30 | \$1,694.83 | \$1,747.25 | \$1,795.22 | \$1,843.38 | \$1,892.73 | \$1,943.57 |
| | | Daily | \$143.19 | \$148.46 | \$153.73 | \$158.98 | \$164.23 | \$169.49 | \$174.73 | \$179.53 | \$184.34 | \$189.28 | \$194.36 |
| | | Hourly | \$20.46 | \$21.21 | \$21.97 | \$22.72 | \$23.47 | \$24.22 | \$24.97 | \$25.65 | \$26.34 | \$27.04 | \$27.77 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC | 15 | Annual | \$39,168.00 | \$40,580.00 | \$41,993.00 | \$43,403.00 | \$44,818.00 | \$46,236.00 | \$47,647.00 | \$48,958.00 | \$50,269.00 | \$51,615.00 | \$52,996.00 |
| | | Bi-Wk | \$1,500.69 | \$1,554.79 | \$1,608.93 | \$1,662.96 | \$1,717.17 | \$1,771.50 | \$1,825.56 | \$1,875.79 | \$1,926.02 | \$1,977.59 | \$2,030.50 |
| | | Daily | \$150.07 | \$155.48 | \$160.90 | \$166.30 | \$171.72 | \$177.15 | \$182.56 | \$187.58 | \$192.61 | \$197.76 | \$203.05 |
| | | Hourly | \$21.44 | \$22.22 | \$22.99 | \$23.76 | \$24.54 | \$25.31 | \$26.08 | \$26.80 | \$27.52 | \$28.26 | \$29.01 |
| HC | 16 | Annual | \$41,073.00 | \$42,528.00 | \$43,988.00 | \$45,441.00 | \$46,896.00 | \$48,354.00 | \$49,802.00 | \$51,168.00 | \$52,539.00 | \$53,947.00 | \$55,394.00 |
| | | Bi-Wk | \$1,573.68 | \$1,629.43 | \$1,685.37 | \$1,741.04 | \$1,796.79 | \$1,852.65 | \$1,908.13 | \$1,960.46 | \$2,012.99 | \$2,066.94 | \$2,122.38 |
| | | Daily | \$157.37 | \$162.95 | \$168.54 | \$174.11 | \$179.68 | \$185.27 | \$190.82 | \$196.05 | \$201.30 | \$206.70 | \$212.24 |
| | | Hourly | \$22.49 | \$23.28 | \$24.08 | \$24.88 | \$25.67 | \$26.47 | \$27.26 | \$28.01 | \$28.76 | \$29.53 | \$30.32 |
| HC | 17 | Annual | \$43,106.00 | \$44,607.00 | \$46,104.00 | \$47,599.00 | \$49,095.00 | \$50,585.00 | \$52,090.00 | \$53,523.00 | \$54,955.00 | \$56,426.00 | \$57,936.00 |
| | | Bi-Wk | \$1,651.58 | \$1,709.09 | \$1,766.44 | \$1,823.72 | \$1,881.04 | \$1,938.13 | \$1,995.79 | \$2,050.69 | \$2,105.56 | \$2,161.92 | \$2,219.78 |
| | | Daily | \$165.16 | \$170.91 | \$176.65 | \$182.38 | \$188.11 | \$193.82 | \$199.58 | \$205.07 | \$210.56 | \$216.20 | \$221.98 |
| | | Hourly | \$23.60 | \$24.42 | \$25.24 | \$26.06 | \$26.88 | \$27.69 | \$28.52 | \$29.30 | \$30.08 | \$30.89 | \$31.72 |
| HC | 18 | Annual | \$45,280.00 | \$46,817.00 | \$48,354.00 | \$49,890.00 | \$51,416.00 | \$52,953.00 | \$54,484.00 | \$55,984.00 | \$57,484.00 | \$59,027.00 | \$60,613.00 |
| | | Bi-Wk | \$1,734.87 | \$1,793.76 | \$1,852.65 | \$1,911.50 | \$1,969.97 | \$2,028.86 | \$2,087.51 | \$2,144.99 | \$2,202.46 | \$2,261.58 | \$2,322.34 |
| | | Daily | \$173.49 | \$179.38 | \$185.27 | \$191.15 | \$197.00 | \$202.89 | \$208.76 | \$214.50 | \$220.25 | \$226.16 | \$232.24 |
| | | Hourly | \$24.79 | \$25.63 | \$26.47 | \$27.31 | \$28.15 | \$28.99 | \$29.83 | \$30.65 | \$31.47 | \$32.31 | \$33.18 |
| HC | 19 | Annual | \$47,511.00 | \$49,095.00 | \$50,672.00 | \$52,259.00 | \$53,828.00 | \$55,405.00 | \$56,985.00 | \$58,555.00 | \$60,121.00 | \$61,731.00 | \$63,386.00 |
| | | Bi-Wk | \$1,820.35 | \$1,881.04 | \$1,941.46 | \$2,002.27 | \$2,062.38 | \$2,122.80 | \$2,183.34 | \$2,243.49 | \$2,303.49 | \$2,365.18 | \$2,428.59 |
| | | Daily | \$182.04 | \$188.11 | \$194.15 | \$200.23 | \$206.24 | \$212.28 | \$218.34 | \$224.35 | \$230.35 | \$236.52 | \$242.86 |
| | | Hourly | \$26.01 | \$26.88 | \$27.74 | \$28.61 | \$29.47 | \$30.33 | \$31.20 | \$32.05 | \$32.91 | \$33.79 | \$34.70 |
| HC | 20 | Annual | \$49,935.00 | \$51,552.00 | \$53,169.00 | \$54,782.00 | \$56,394.00 | \$58,013.00 | \$59,631.00 | \$61,270.00 | \$62,909.00 | \$64,594.00 | \$66,323.00 |
| | | Bi-Wk | \$1,913.22 | \$1,975.18 | \$2,037.13 | \$2,098.93 | \$2,160.69 | \$2,222.73 | \$2,284.72 | \$2,347.51 | \$2,410.31 | \$2,474.87 | \$2,541.12 |
| | | Daily | \$191.33 | \$197.52 | \$203.72 | \$209.90 | \$216.07 | \$222.28 | \$228.48 | \$234.76 | \$241.04 | \$247.49 | \$254.12 |
| | | Hourly | \$27.34 | \$28.22 | \$29.11 | \$29.99 | \$30.87 | \$31.76 | \$32.64 | \$33.54 | \$34.44 | \$35.36 | \$36.31 |
| HC | 21 | Annual | \$52,397.00 | \$54,057.00 | \$55,718.00 | \$57,382.00 | \$59,044.00 | \$60,703.00 | \$62,367.00 | \$64,081.00 | \$65,796.00 | \$67,557.00 | \$69,366.00 |
| | | Bi-Wk | \$2,007.55 | \$2,071.15 | \$2,134.79 | \$2,198.55 | \$2,262.23 | \$2,325.79 | \$2,389.55 | \$2,455.22 | \$2,520.92 | \$2,588.40 | \$2,657.71 |
| | | Daily | \$200.76 | \$207.12 | \$213.48 | \$219.86 | \$226.23 | \$232.58 | \$238.96 | \$245.53 | \$252.10 | \$258.84 | \$265.78 |
| | | Hourly | \$28.68 | \$29.59 | \$30.50 | \$31.41 | \$32.32 | \$33.23 | \$34.14 | \$35.08 | \$36.02 | \$36.98 | \$37.97 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC | 22 | Annual | \$53,828.00 | \$55,802.00 | \$57,777.00 | \$59,745.00 | \$61,718.00 | \$63,692.00 | \$65,661.00 | \$67,468.00 | \$69,272.00 | \$71,129.00 | \$73,036.00 |
| | | Bi-Wk | \$2,062.38 | \$2,138.01 | \$2,213.68 | \$2,289.09 | \$2,364.68 | \$2,440.31 | \$2,515.75 | \$2,584.99 | \$2,654.10 | \$2,725.25 | \$2,798.32 |
| | | Daily | \$206.24 | \$213.81 | \$221.37 | \$228.91 | \$236.47 | \$244.04 | \$251.58 | \$258.50 | \$265.41 | \$272.53 | \$279.84 |
| | | Hourly | \$29.47 | \$30.55 | \$31.63 | \$32.71 | \$33.79 | \$34.87 | \$35.94 | \$36.93 | \$37.92 | \$38.94 | \$39.98 |
| HC | 23 | Annual | \$56,381.00 | \$58,437.00 | \$60,483.00 | \$62,541.00 | \$64,594.00 | \$66,652.00 | \$68,708.00 | \$70,593.00 | \$72,483.00 | \$74,426.00 | \$76,420.00 |
| | | Bi-Wk | \$2,160.20 | \$2,238.97 | \$2,317.36 | \$2,396.21 | \$2,474.87 | \$2,553.72 | \$2,632.50 | \$2,704.72 | \$2,777.13 | \$2,851.58 | \$2,927.97 |
| | | Daily | \$216.02 | \$223.90 | \$231.74 | \$239.63 | \$247.49 | \$255.38 | \$263.25 | \$270.48 | \$277.72 | \$285.16 | \$292.80 |
| | | Hourly | \$30.86 | \$31.99 | \$33.11 | \$34.24 | \$35.36 | \$36.49 | \$37.61 | \$38.64 | \$39.68 | \$40.74 | \$41.83 |
| HC | 24 | Annual | \$59,089.00 | \$61,232.00 | \$63,369.00 | \$65,514.00 | \$67,660.00 | \$69,796.00 | \$71,937.00 | \$73,912.00 | \$75,892.00 | \$77,924.00 | \$80,010.00 |
| | | Bi-Wk | \$2,263.95 | \$2,346.06 | \$2,427.94 | \$2,510.12 | \$2,592.34 | \$2,674.18 | \$2,756.21 | \$2,831.88 | \$2,907.74 | \$2,985.60 | \$3,065.52 |
| | | Daily | \$226.40 | \$234.61 | \$242.80 | \$251.02 | \$259.24 | \$267.42 | \$275.63 | \$283.19 | \$290.78 | \$298.56 | \$306.56 |
| | | Hourly | \$32.35 | \$33.52 | \$34.69 | \$35.86 | \$37.04 | \$38.21 | \$39.38 | \$40.46 | \$41.54 | \$42.66 | \$43.80 |
| HC | 25 | Annual | \$61,971.00 | \$64,201.00 | \$66,411.00 | \$68,636.00 | \$70,854.00 | \$73,080.00 | \$75,295.00 | \$77,367.00 | \$79,437.00 | \$81,563.00 | \$83,747.00 |
| | | Bi-Wk | \$2,374.37 | \$2,459.81 | \$2,544.49 | \$2,629.74 | \$2,714.72 | \$2,800.00 | \$2,884.87 | \$2,964.26 | \$3,043.57 | \$3,125.02 | \$3,208.70 |
| | | Daily | \$237.44 | \$245.99 | \$254.45 | \$262.98 | \$271.48 | \$280.00 | \$288.49 | \$296.43 | \$304.36 | \$312.51 | \$320.87 |
| | | Hourly | \$33.92 | \$35.15 | \$36.35 | \$37.57 | \$38.79 | \$40.00 | \$41.22 | \$42.35 | \$43.48 | \$44.65 | \$45.84 |
| HC | 26 | Annual | \$65,027.00 | \$67,327.00 | \$69,640.00 | \$71,937.00 | \$74,241.00 | \$76,545.00 | \$78,843.00 | \$81,009.00 | \$83,179.00 | \$85,409.00 | \$87,698.00 |
| | | Bi-Wk | \$2,491.46 | \$2,579.58 | \$2,668.20 | \$2,756.21 | \$2,844.49 | \$2,932.76 | \$3,020.81 | \$3,103.80 | \$3,186.94 | \$3,272.38 | \$3,360.08 |
| | | Daily | \$249.15 | \$257.96 | \$266.82 | \$275.63 | \$284.45 | \$293.28 | \$302.09 | \$310.38 | \$318.70 | \$327.24 | \$336.01 |
| | | Hourly | \$35.60 | \$36.86 | \$38.12 | \$39.38 | \$40.64 | \$41.90 | \$43.16 | \$44.34 | \$45.53 | \$46.75 | \$48.01 |
| HC | 27 | Annual | \$68,257.00 | \$70,640.00 | \$73,023.00 | \$75,401.00 | \$77,787.00 | \$80,164.00 | \$82,555.00 | \$84,823.00 | \$87,092.00 | \$89,427.00 | \$91,827.00 |
| | | Bi-Wk | \$2,615.22 | \$2,706.52 | \$2,797.82 | \$2,888.93 | \$2,980.35 | \$3,071.42 | \$3,163.03 | \$3,249.93 | \$3,336.86 | \$3,426.33 | \$3,518.28 |
| | | Daily | \$261.53 | \$270.66 | \$279.79 | \$288.90 | \$298.04 | \$307.15 | \$316.31 | \$325.00 | \$333.69 | \$342.64 | \$351.83 |
| | | Hourly | \$37.37 | \$38.67 | \$39.97 | \$41.28 | \$42.58 | \$43.88 | \$45.19 | \$46.43 | \$47.67 | \$48.95 | \$50.27 |
| HC | 28 | Annual | \$71,703.00 | \$74,167.00 | \$76,638.00 | \$79,104.00 | \$81,567.00 | \$84,024.00 | \$86,487.00 | \$88,864.00 | \$91,245.00 | \$93,692.00 | \$96,205.00 |
| | | Bi-Wk | \$2,747.25 | \$2,841.65 | \$2,936.33 | \$3,030.81 | \$3,125.18 | \$3,219.32 | \$3,313.68 | \$3,404.76 | \$3,495.98 | \$3,589.74 | \$3,686.02 |
| | | Daily | \$274.73 | \$284.17 | \$293.64 | \$303.09 | \$312.52 | \$321.94 | \$331.37 | \$340.48 | \$349.60 | \$358.98 | \$368.61 |
| | | Hourly | \$39.25 | \$40.60 | \$41.95 | \$43.30 | \$44.65 | \$46.00 | \$47.34 | \$48.64 | \$49.95 | \$51.29 | \$52.66 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

| <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 | \$72,392.00 | \$75,106.00 | \$77,826.00 | \$80,543.00 | \$83,261.00 | \$85,973.00 | \$88,690.00 | \$91,126.00 | \$93,569.00 | \$96,073.00 | \$98,646.00 |
| | | Bi-Wk | \$2,773.64 | \$2,877.63 | \$2,981.84 | \$3,085.94 | \$3,190.08 | \$3,293.99 | \$3,398.09 | \$3,491.42 | \$3,585.02 | \$3,680.96 | \$3,779.55 |
| | | Daily | \$277.37 | \$287.77 | \$298.19 | \$308.60 | \$319.01 | \$329.40 | \$339.81 | \$349.15 | \$358.51 | \$368.10 | \$377.96 |
| | | Hourly | \$39.63 | \$41.11 | \$42.60 | \$44.09 | \$45.58 | \$47.06 | \$48.55 | \$49.88 | \$51.22 | \$52.59 | \$54.00 |
| HC | 30 | Annual | \$75,295.00 | \$78,092.00 | \$80,892.00 | \$83,683.00 | \$86,476.00 | \$89,272.00 | \$92,071.00 | \$94,603.00 | \$97,132.00 | \$99,729.00 | \$102,396.00 |
| | | Bi-Wk | \$2,884.87 | \$2,992.04 | \$3,099.32 | \$3,206.25 | \$3,313.26 | \$3,420.39 | \$3,527.63 | \$3,624.64 | \$3,721.54 | \$3,821.04 | \$3,923.22 |
| | | Daily | \$288.49 | \$299.21 | \$309.94 | \$320.63 | \$331.33 | \$342.04 | \$352.77 | \$362.47 | \$372.16 | \$382.11 | \$392.33 |
| | | Hourly | \$41.22 | \$42.75 | \$44.28 | \$45.81 | \$47.34 | \$48.87 | \$50.40 | \$51.79 | \$53.17 | \$54.59 | \$56.05 |
| HC | 31 | Annual | \$78,318.00 | \$81,192.00 | \$84,070.00 | \$86,950.00 | \$89,835.00 | \$92,710.00 | \$95,586.00 | \$98,217.00 | \$100,842.00 | \$103,538.00 | \$106,307.00 |
| | | Bi-Wk | \$3,000.69 | \$3,110.81 | \$3,221.08 | \$3,331.42 | \$3,441.96 | \$3,552.11 | \$3,662.30 | \$3,763.11 | \$3,863.68 | \$3,966.98 | \$4,073.07 |
| | | Daily | \$300.07 | \$311.09 | \$322.11 | \$333.15 | \$344.20 | \$355.22 | \$366.23 | \$376.32 | \$386.37 | \$396.70 | \$407.31 |
| | | Hourly | \$42.87 | \$44.45 | \$46.02 | \$47.60 | \$49.18 | \$50.75 | \$52.32 | \$53.76 | \$55.20 | \$56.68 | \$58.19 |
| HC | 32 | Annual | \$81,456.00 | \$84,415.00 | \$87,369.00 | \$90,324.00 | \$93,287.00 | \$96,241.00 | \$99,207.00 | \$101,937.00 | \$104,663.00 | \$107,462.00 | \$110,339.00 |
| | | Bi-Wk | \$3,120.92 | \$3,234.30 | \$3,347.48 | \$3,460.69 | \$3,574.22 | \$3,687.40 | \$3,801.04 | \$3,905.64 | \$4,010.08 | \$4,117.32 | \$4,227.55 |
| | | Daily | \$312.10 | \$323.43 | \$334.75 | \$346.07 | \$357.43 | \$368.74 | \$380.11 | \$390.57 | \$401.01 | \$411.74 | \$422.76 |
| | | Hourly | \$44.59 | \$46.21 | \$47.83 | \$49.44 | \$51.07 | \$52.68 | \$54.31 | \$55.80 | \$57.29 | \$58.82 | \$60.40 |
| HC | 33 | Annual | \$84,739.00 | \$87,778.00 | \$90,816.00 | \$93,854.00 | \$96,894.00 | \$99,934.00 | \$102,981.00 | \$105,812.00 | \$108,646.00 | \$111,554.00 | \$114,540.00 |
| | | Bi-Wk | \$3,246.71 | \$3,363.15 | \$3,479.55 | \$3,595.94 | \$3,712.42 | \$3,828.89 | \$3,945.64 | \$4,054.10 | \$4,162.69 | \$4,274.10 | \$4,388.51 |
| | | Daily | \$324.68 | \$336.32 | \$347.96 | \$359.60 | \$371.25 | \$382.89 | \$394.57 | \$405.41 | \$416.27 | \$427.41 | \$438.86 |
| | | Hourly | \$46.39 | \$48.05 | \$49.71 | \$51.38 | \$53.04 | \$54.70 | \$56.37 | \$57.92 | \$59.47 | \$61.06 | \$62.70 |
| HC | 34 | Annual | \$88,227.00 | \$91,347.00 | \$94,472.00 | \$97,596.00 | \$100,713.00 | \$103,841.00 | \$106,960.00 | \$109,899.00 | \$112,843.00 | \$115,870.00 | \$118,977.00 |
| | | Bi-Wk | \$3,380.35 | \$3,499.89 | \$3,619.62 | \$3,739.32 | \$3,858.74 | \$3,978.59 | \$4,098.09 | \$4,210.69 | \$4,323.49 | \$4,439.47 | \$4,558.51 |
| | | Daily | \$338.04 | \$349.99 | \$361.97 | \$373.94 | \$385.88 | \$397.86 | \$409.81 | \$421.07 | \$432.35 | \$443.95 | \$455.86 |
| | | Hourly | \$48.30 | \$50.00 | \$51.71 | \$53.42 | \$55.13 | \$56.84 | \$58.55 | \$60.16 | \$61.77 | \$63.43 | \$65.13 |
| HC | 35 | Annual | \$91,852.00 | \$95,050.00 | \$97,826.00 | \$101,458.00 | \$104,659.00 | \$107,857.00 | \$110,634.00 | \$113,674.00 | \$116,717.00 | \$119,843.00 | \$123,054.00 |
| | | Bi-Wk | \$3,519.24 | \$3,641.77 | \$3,748.13 | \$3,887.28 | \$4,009.93 | \$4,132.46 | \$4,238.86 | \$4,355.33 | \$4,471.92 | \$4,591.69 | \$4,714.72 |
| | | Daily | \$351.93 | \$364.18 | \$374.82 | \$388.73 | \$401.00 | \$413.25 | \$423.89 | \$435.54 | \$447.20 | \$459.17 | \$471.48 |
| | | Hourly | \$50.28 | \$52.03 | \$53.55 | \$55.54 | \$57.29 | \$59.04 | \$60.56 | \$62.22 | \$63.89 | \$65.60 | \$67.36 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

| <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 | \$95,671.00 | \$98,953.00 | \$102,240.00 | \$105,523.00 | \$108,812.00 | \$112,092.00 | \$115,376.00 | \$118,550.00 | \$121,724.00 | \$124,981.00 | \$128,326.00 |
| | | Bi-Wk | \$3,665.56 | \$3,791.31 | \$3,917.25 | \$4,043.03 | \$4,169.05 | \$4,294.72 | \$4,420.54 | \$4,542.15 | \$4,663.76 | \$4,788.55 | \$4,916.71 |
| | | Daily | \$366.56 | \$379.14 | \$391.73 | \$404.31 | \$416.91 | \$429.48 | \$442.06 | \$454.22 | \$466.38 | \$478.86 | \$491.68 |
| | | Hourly | \$52.37 | \$54.17 | \$55.97 | \$57.76 | \$59.56 | \$61.36 | \$63.16 | \$64.89 | \$66.63 | \$68.41 | \$70.24 |
| HC | 37 | Annual | \$99,640.00 | \$103,011.00 | \$106,385.00 | \$109,763.00 | \$113,141.00 | \$116,514.00 | \$119,889.00 | \$123,182.00 | \$126,478.00 | \$129,862.00 | \$133,336.00 |
| | | Bi-Wk | \$3,817.63 | \$3,946.79 | \$4,076.06 | \$4,205.48 | \$4,334.91 | \$4,464.14 | \$4,593.45 | \$4,719.62 | \$4,845.91 | \$4,975.56 | \$5,108.66 |
| | | Daily | \$381.77 | \$394.68 | \$407.61 | \$420.55 | \$433.50 | \$446.42 | \$459.35 | \$471.97 | \$484.60 | \$497.56 | \$510.87 |
| | | Hourly | \$54.54 | \$56.39 | \$58.23 | \$60.08 | \$61.93 | \$63.78 | \$65.63 | \$67.43 | \$69.23 | \$71.08 | \$72.99 |
| HC | 38 | Annual | \$103,754.00 | \$107,204.00 | \$110,666.00 | \$114,116.00 | \$117,568.00 | \$121,022.00 | \$124,477.00 | \$127,898.00 | \$131,320.00 | \$134,834.00 | \$138,443.00 |
| | | Bi-Wk | \$3,975.25 | \$4,107.44 | \$4,240.08 | \$4,372.27 | \$4,504.53 | \$4,636.86 | \$4,769.24 | \$4,900.31 | \$5,031.42 | \$5,166.06 | \$5,304.33 |
| | | Daily | \$397.53 | \$410.75 | \$424.01 | \$437.23 | \$450.46 | \$463.69 | \$476.93 | \$490.04 | \$503.15 | \$516.61 | \$530.44 |
| | | Hourly | \$56.79 | \$58.68 | \$60.58 | \$62.47 | \$64.36 | \$66.25 | \$68.14 | \$70.01 | \$71.88 | \$73.81 | \$75.78 |
| HC | 39 | Annual | \$108,066.00 | \$111,601.00 | \$115,139.00 | \$118,683.00 | \$122,216.00 | \$125,853.00 | \$129,291.00 | \$132,844.00 | \$136,400.00 | \$140,053.00 | \$143,805.00 |
| | | Bi-Wk | \$4,140.46 | \$4,275.91 | \$4,411.46 | \$4,547.25 | \$4,682.61 | \$4,821.96 | \$4,953.68 | \$5,089.81 | \$5,226.06 | \$5,366.02 | \$5,509.78 |
| | | Daily | \$414.05 | \$427.60 | \$441.15 | \$454.73 | \$468.27 | \$482.20 | \$495.37 | \$508.99 | \$522.61 | \$536.61 | \$550.98 |
| | | Hourly | \$59.15 | \$61.09 | \$63.03 | \$64.97 | \$66.90 | \$68.89 | \$70.77 | \$72.72 | \$74.66 | \$76.66 | \$78.72 |
| HC | 40 | Annual | \$112,573.00 | \$116,181.00 | \$119,800.00 | \$123,408.00 | \$127,018.00 | \$130,632.00 | \$134,246.00 | \$137,934.00 | \$141,630.00 | \$145,425.00 | \$149,321.00 |
| | | Bi-Wk | \$4,313.15 | \$4,451.38 | \$4,590.04 | \$4,728.28 | \$4,866.60 | \$5,005.06 | \$5,143.53 | \$5,284.83 | \$5,426.44 | \$5,571.84 | \$5,721.12 |
| | | Daily | \$431.32 | \$445.14 | \$459.01 | \$472.83 | \$486.66 | \$500.51 | \$514.36 | \$528.49 | \$542.65 | \$557.19 | \$572.12 |
| | | Hourly | \$61.62 | \$63.60 | \$65.58 | \$67.55 | \$69.53 | \$71.51 | \$73.48 | \$75.50 | \$77.53 | \$79.60 | \$81.74 |
| HC | 41 | Annual | \$117,280.00 | \$120,977.00 | \$124,677.00 | \$128,380.00 | \$132,077.00 | \$135,774.00 | \$139,471.00 | \$143,309.00 | \$147,143.00 | \$151,082.00 | \$155,125.00 |
| | | Bi-Wk | \$4,493.49 | \$4,635.14 | \$4,776.90 | \$4,918.78 | \$5,060.43 | \$5,202.07 | \$5,343.72 | \$5,490.77 | \$5,637.67 | \$5,788.59 | \$5,943.49 |
| | | Daily | \$449.35 | \$463.52 | \$477.69 | \$491.88 | \$506.05 | \$520.21 | \$534.38 | \$549.08 | \$563.77 | \$578.86 | \$594.35 |
| | | Hourly | \$64.20 | \$66.22 | \$68.25 | \$70.27 | \$72.30 | \$74.32 | \$76.34 | \$78.44 | \$80.54 | \$82.70 | \$84.91 |
| HC | 42 | Annual | \$122,167.00 | \$125,953.00 | \$129,739.00 | \$133,506.00 | \$137,295.00 | \$141,080.00 | \$144,860.00 | \$148,845.00 | \$152,828.00 | \$156,916.00 | \$161,113.00 |
| | | Bi-Wk | \$4,680.73 | \$4,825.79 | \$4,970.85 | \$5,115.18 | \$5,260.35 | \$5,405.37 | \$5,550.20 | \$5,702.88 | \$5,855.48 | \$6,012.11 | \$6,172.92 |
| | | Daily | \$468.08 | \$482.58 | \$497.09 | \$511.52 | \$526.04 | \$540.54 | \$555.02 | \$570.29 | \$585.55 | \$601.22 | \$617.30 |
| | | Hourly | \$66.87 | \$68.94 | \$71.02 | \$73.08 | \$75.15 | \$77.22 | \$79.29 | \$81.47 | \$83.65 | \$85.89 | \$88.19 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

| <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 | \$127,353.00 | \$131,212.00 | \$135,071.00 | \$138,924.00 | \$142,784.00 | \$146,639.00 | \$150,490.00 | \$154,631.00 | \$158,769.00 | \$163,017.00 | \$167,380.00 |
| | | Bi-Wk | \$4,879.43 | \$5,027.28 | \$5,175.14 | \$5,322.76 | \$5,470.66 | \$5,618.36 | \$5,765.91 | \$5,924.56 | \$6,083.11 | \$6,245.87 | \$6,413.03 |
| | | Daily | \$487.95 | \$502.73 | \$517.52 | \$532.28 | \$547.07 | \$561.84 | \$576.60 | \$592.46 | \$608.32 | \$624.59 | \$641.31 |
| | | Hourly | \$69.71 | \$71.82 | \$73.94 | \$76.04 | \$78.16 | \$80.27 | \$82.38 | \$84.64 | \$86.91 | \$89.23 | \$91.62 |