

MANAGEMENT 40 HOUR MP PAY PLAN EFFECTIVE 7/1/2019

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------|---------------------|----------------------|-----------------------|-----------------------|
| MP | 51 | Annual | \$47,138.00 | \$64,274.00 |
| | | Bi-Wk | \$1,806.06 | \$2,462.61 |
| | | Daily | \$180.61 | \$246.27 |
| | | Hourly | \$22.58 | \$30.79 |
| MP | 52 | Annual | \$49,496.00 | \$67,498.00 |
| | | Bi-Wk | \$1,896.40 | \$2,586.14 |
| | | Daily | \$189.64 | \$258.62 |
| | | Hourly | \$23.71 | \$32.33 |
| MP | 53 | Annual | \$51,971.00 | \$70,867.00 |
| | | Bi-Wk | \$1,991.23 | \$2,715.22 |
| | | Daily | \$199.13 | \$271.53 |
| | | Hourly | \$24.90 | \$33.95 |
| MP | 54 | Annual | \$54,575.00 | \$74,407.00 |
| | | Bi-Wk | \$2,091.00 | \$2,850.85 |
| | | Daily | \$209.10 | \$285.09 |
| | | Hourly | \$26.14 | \$35.64 |
| MP | 55 | Annual | \$57,303.00 | \$78,134.00 |
| | | Bi-Wk | \$2,195.52 | \$2,993.64 |
| | | Daily | \$219.56 | \$299.37 |
| | | Hourly | \$27.45 | \$37.43 |
| MP | 56 | Annual | \$60,165.00 | \$82,037.00 |
| | | Bi-Wk | \$2,305.18 | \$3,143.19 |
| | | Daily | \$230.52 | \$314.32 |
| | | Hourly | \$28.82 | \$39.29 |
| MP | 57 | Annual | \$63,176.00 | \$86,147.00 |
| | | Bi-Wk | \$2,420.54 | \$3,300.66 |
| | | Daily | \$242.06 | \$330.07 |
| | | Hourly | \$30.26 | \$41.26 |
| MP | 58 | Annual | \$66,340.00 | \$90,452.00 |
| | | Bi-Wk | \$2,541.77 | \$3,465.60 |
| | | Daily | \$254.18 | \$346.56 |
| | | Hourly | \$31.78 | \$43.32 |
| MP | 59 | Annual | \$69,656.00 | \$94,976.00 |
| | | Bi-Wk | \$2,668.82 | \$3,638.93 |
| | | Daily | \$266.89 | \$363.90 |
| | | Hourly | \$33.37 | \$45.49 |

PARS Bonus

A lump sum bonus over position/rate maximum may be given in accordance with an approved performance assessment and recognition system if funds are available.

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|--------------------|---------------------|----------------------|-----------------------|-----------------------|
| MP | 60 | Annual | \$73,136.00 | \$99,724.00 |
| | | Bi-Wk | \$2,802.15 | \$3,820.85 |
| | | Daily | \$280.22 | \$382.09 |
| | | Hourly | \$35.03 | \$47.77 |
| MP | 61 | Annual | \$76,804.00 | \$104,711.00 |
| | | Bi-Wk | \$2,942.69 | \$4,011.92 |
| | | Daily | \$294.27 | \$401.20 |
| | | Hourly | \$36.79 | \$50.15 |
| MP | 62 | Annual | \$79,874.00 | \$108,907.00 |
| | | Bi-Wk | \$3,060.31 | \$4,172.69 |
| | | Daily | \$306.04 | \$417.27 |
| | | Hourly | \$38.26 | \$52.16 |
| MP | 63 | Annual | \$83,071.00 | \$113,258.00 |
| | | Bi-Wk | \$3,182.80 | \$4,339.39 |
| | | Daily | \$318.28 | \$433.94 |
| | | Hourly | \$39.79 | \$54.25 |
| MP | 64 | Annual | \$86,386.00 | \$117,793.00 |
| | | Bi-Wk | \$3,309.81 | \$4,513.15 |
| | | Daily | \$330.99 | \$451.32 |
| | | Hourly | \$41.38 | \$56.42 |
| MP | 65 | Annual | \$89,852.00 | \$122,505.00 |
| | | Bi-Wk | \$3,442.61 | \$4,693.68 |
| | | Daily | \$344.27 | \$469.37 |
| | | Hourly | \$43.04 | \$58.68 |
| MP | 66 | Annual | \$93,442.00 | \$127,413.00 |
| | | Bi-Wk | \$3,580.16 | \$4,881.73 |
| | | Daily | \$358.02 | \$488.18 |
| | | Hourly | \$44.76 | \$61.03 |
| MP | 67 | Annual | \$97,183.00 | \$132,508.00 |
| | | Bi-Wk | \$3,723.49 | \$5,076.94 |
| | | Daily | \$372.35 | \$507.70 |
| | | Hourly | \$46.55 | \$63.47 |
| MP | 68 | Annual | \$101,066.00 | \$137,814.00 |
| | | Bi-Wk | \$3,872.27 | \$5,280.23 |
| | | Daily | \$387.23 | \$528.03 |
| | | Hourly | \$48.41 | \$66.01 |

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|-------------|--------------|---------------|----------------|----------------|
| MP | 69 | Annual | \$105,113.00 | \$143,324.00 |
| | | Bi-Wk | \$4,027.32 | \$5,491.35 |
| | | Daily | \$402.74 | \$549.14 |
| | | Hourly | \$50.35 | \$68.65 |
| MP | 70 | Annual | \$109,320.00 | \$149,062.00 |
| | | Bi-Wk | \$4,188.51 | \$5,711.19 |
| | | Daily | \$418.86 | \$571.12 |
| | | Hourly | \$52.36 | \$71.39 |
| MP | 71 | Annual | \$113,691.00 | \$155,012.00 |
| | | Bi-Wk | \$4,355.98 | \$5,939.16 |
| | | Daily | \$435.60 | \$593.92 |
| | | Hourly | \$54.45 | \$74.24 |
| MP | 72 | Annual | \$118,237.00 | \$161,219.00 |
| | | Bi-Wk | \$4,530.16 | \$6,176.98 |
| | | Daily | \$453.02 | \$617.70 |
| | | Hourly | \$56.63 | \$77.22 |
| MP | 73 | Annual | \$122,972.00 | \$167,674.00 |
| | | Bi-Wk | \$4,711.58 | \$6,424.30 |
| | | Daily | \$471.16 | \$642.43 |
| | | Hourly | \$58.90 | \$80.31 |
| MP | 74 | Annual | \$128,563.00 | \$174,387.00 |
| | | Bi-Wk | \$4,925.79 | \$6,681.50 |
| | | Daily | \$492.58 | \$668.15 |
| | | Hourly | \$61.58 | \$83.52 |
| MP | 75 | Annual | \$133,001.00 | \$181,353.00 |
| | | Bi-Wk | \$5,095.83 | \$6,948.40 |
| | | Daily | \$509.59 | \$694.84 |
| | | Hourly | \$63.70 | \$86.86 |
| MP | 76 | Annual | \$138,319.00 | \$188,615.00 |
| | | Bi-Wk | \$5,299.58 | \$7,226.63 |
| | | Daily | \$529.96 | \$722.67 |
| | | Hourly | \$66.25 | \$90.34 |
| MP | 77 | Annual | \$143,649.00 | \$196,150.00 |
| | | Bi-Wk | \$5,503.80 | \$7,515.33 |
| | | Daily | \$550.38 | \$751.54 |
| | | Hourly | \$68.80 | \$93.95 |

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|-------------|--------------|---------------|----------------|----------------|
| MP | 78 | Annual | \$149,397.00 | \$203,998.00 |
| | | Bi-Wk | \$5,724.03 | \$7,816.02 |
| | | Daily | \$572.41 | \$781.61 |
| | | Hourly | \$71.56 | \$97.71 |
| MP | 79 | Annual | \$155,371.00 | \$212,153.00 |
| | | Bi-Wk | \$5,952.92 | \$8,128.47 |
| | | Daily | \$595.30 | \$812.85 |
| | | Hourly | \$74.42 | \$101.61 |
| MP | 80 | Annual | \$161,589.00 | \$220,640.00 |
| | | Bi-Wk | \$6,191.15 | \$8,453.64 |
| | | Daily | \$619.12 | \$845.37 |
| | | Hourly | \$77.39 | \$105.68 |

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