

P-4 FD 40 Hour Pay Plan Effective 07/01/2020

<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>
FD	11	Annual	\$41,889.00	\$43,163.00	\$44,448.00	\$45,720.00	\$47,037.00	\$48,373.00	\$49,720.00	\$50,965.00	\$52,239.00
		Bi-Wk	\$1,604.95	\$1,653.76	\$1,702.99	\$1,751.73	\$1,802.19	\$1,853.38	\$1,904.99	\$1,952.69	\$2,001.50
		Daily	\$160.50	\$165.38	\$170.30	\$175.18	\$180.22	\$185.34	\$190.50	\$195.27	\$200.15
		Hourly	\$20.07	\$20.68	\$21.29	\$21.90	\$22.53	\$23.17	\$23.82	\$24.41	\$25.02
FD	12	Annual	\$43,246.00	\$44,583.00	\$45,906.00	\$47,284.00	\$48,672.00	\$50,077.00	\$51,464.00	\$52,751.00	\$54,071.00
		Bi-Wk	\$1,656.94	\$1,708.17	\$1,758.86	\$1,811.65	\$1,864.83	\$1,918.66	\$1,971.81	\$2,021.12	\$2,071.69
		Daily	\$165.70	\$170.82	\$175.89	\$181.17	\$186.49	\$191.87	\$197.19	\$202.12	\$207.17
		Hourly	\$20.72	\$21.36	\$21.99	\$22.65	\$23.32	\$23.99	\$24.65	\$25.27	\$25.90
FD	13	Annual	\$45,683.00	\$47,375.00	\$49,076.00	\$50,768.00	\$52,475.00	\$54,170.00	\$55,880.00	\$57,276.00	\$58,710.00
		Bi-Wk	\$1,750.31	\$1,815.14	\$1,880.31	\$1,945.14	\$2,010.54	\$2,075.48	\$2,141.00	\$2,194.49	\$2,249.43
		Daily	\$175.04	\$181.52	\$188.04	\$194.52	\$201.06	\$207.55	\$214.10	\$219.45	\$224.95
		Hourly	\$21.88	\$22.69	\$23.51	\$24.32	\$25.14	\$25.95	\$26.77	\$27.44	\$28.12
FD	14	Annual	\$47,824.00	\$49,585.00	\$51,338.00	\$53,095.00	\$54,850.00	\$56,608.00	\$58,360.00	\$59,821.00	\$61,319.00
		Bi-Wk	\$1,832.34	\$1,899.81	\$1,966.98	\$2,034.30	\$2,101.54	\$2,168.89	\$2,236.02	\$2,292.00	\$2,349.39
		Daily	\$183.24	\$189.99	\$196.70	\$203.43	\$210.16	\$216.89	\$223.61	\$229.20	\$234.94
		Hourly	\$22.91	\$23.75	\$24.59	\$25.43	\$26.27	\$27.12	\$27.96	\$28.65	\$29.37
FD	15	Annual	\$50,122.00	\$51,926.00	\$53,735.00	\$55,541.00	\$57,348.00	\$59,169.00	\$60,971.00	\$62,498.00	\$64,059.00
		Bi-Wk	\$1,920.39	\$1,989.51	\$2,058.82	\$2,128.01	\$2,197.25	\$2,267.02	\$2,336.06	\$2,394.56	\$2,454.37
		Daily	\$192.04	\$198.96	\$205.89	\$212.81	\$219.73	\$226.71	\$233.61	\$239.46	\$245.44
		Hourly	\$24.01	\$24.87	\$25.74	\$26.61	\$27.47	\$28.34	\$29.21	\$29.94	\$30.68
FD	16	Annual	\$52,560.00	\$54,423.00	\$56,285.00	\$58,146.00	\$60,005.00	\$61,874.00	\$63,733.00	\$65,327.00	\$66,960.00
		Bi-Wk	\$2,013.80	\$2,085.18	\$2,156.52	\$2,227.82	\$2,299.05	\$2,370.66	\$2,441.88	\$2,502.96	\$2,565.52
		Daily	\$201.38	\$208.52	\$215.66	\$222.79	\$229.91	\$237.07	\$244.19	\$250.30	\$256.56
		Hourly	\$25.18	\$26.07	\$26.96	\$27.85	\$28.74	\$29.64	\$30.53	\$31.29	\$32.07
FD	17	Annual	\$55,160.00	\$57,078.00	\$58,999.00	\$60,909.00	\$62,828.00	\$64,737.00	\$66,653.00	\$68,321.00	\$70,030.00
		Bi-Wk	\$2,113.41	\$2,186.90	\$2,260.50	\$2,333.68	\$2,407.21	\$2,480.35	\$2,553.76	\$2,617.67	\$2,683.15
		Daily	\$211.35	\$218.69	\$226.05	\$233.37	\$240.73	\$248.04	\$255.38	\$261.77	\$268.32
		Hourly	\$26.42	\$27.34	\$28.26	\$29.18	\$30.10	\$31.01	\$31.93	\$32.73	\$33.54

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FD	18	Annual	\$57,945.00	\$59,913.00	\$61,874.00	\$63,841.00	\$65,796.00	\$67,760.00	\$69,719.00	\$71,469.00	\$73,254.00
		Bi-Wk	\$2,220.12	\$2,295.52	\$2,370.66	\$2,446.02	\$2,520.92	\$2,596.17	\$2,671.23	\$2,738.28	\$2,806.67
		Daily	\$222.02	\$229.56	\$237.07	\$244.61	\$252.10	\$259.62	\$267.13	\$273.83	\$280.67
		Hourly	\$27.76	\$28.70	\$29.64	\$30.58	\$31.52	\$32.46	\$33.40	\$34.23	\$35.09
FD	19	Annual	\$60,798.00	\$62,828.00	\$64,844.00	\$66,869.00	\$68,884.00	\$70,902.00	\$72,921.00	\$74,748.00	\$76,617.00
		Bi-Wk	\$2,329.43	\$2,407.21	\$2,484.45	\$2,562.04	\$2,639.24	\$2,716.56	\$2,793.91	\$2,863.91	\$2,935.52
		Daily	\$232.95	\$240.73	\$248.45	\$256.21	\$263.93	\$271.66	\$279.40	\$286.40	\$293.56
		Hourly	\$29.12	\$30.10	\$31.06	\$32.03	\$33.00	\$33.96	\$34.93	\$35.80	\$36.70
FD	20	Annual	\$63,898.00	\$65,968.00	\$68,034.00	\$70,100.00	\$72,165.00	\$74,234.00	\$76,302.00	\$78,211.00	\$80,167.00
		Bi-Wk	\$2,448.20	\$2,527.51	\$2,606.67	\$2,685.83	\$2,764.95	\$2,844.22	\$2,923.45	\$2,996.60	\$3,071.54
		Daily	\$244.82	\$252.76	\$260.67	\$268.59	\$276.50	\$284.43	\$292.35	\$299.66	\$307.16
		Hourly	\$30.61	\$31.60	\$32.59	\$33.58	\$34.57	\$35.56	\$36.55	\$37.46	\$38.40
FD	21	Annual	\$67,044.00	\$69,177.00	\$71,300.00	\$73,422.00	\$75,554.00	\$77,675.00	\$79,808.00	\$81,806.00	\$83,851.00
		Bi-Wk	\$2,568.74	\$2,650.46	\$2,731.81	\$2,813.11	\$2,894.79	\$2,976.06	\$3,057.78	\$3,134.33	\$3,212.69
		Daily	\$256.88	\$265.05	\$273.19	\$281.32	\$289.48	\$297.61	\$305.78	\$313.44	\$321.27
		Hourly	\$32.11	\$33.14	\$34.15	\$35.17	\$36.19	\$37.21	\$38.23	\$39.18	\$40.16
FD	22	Annual	\$68,884.00	\$71,404.00	\$73,934.00	\$76,451.00	\$78,978.00	\$81,500.00	\$84,023.00	\$86,125.00	\$88,279.00
		Bi-Wk	\$2,639.24	\$2,735.79	\$2,832.73	\$2,929.16	\$3,025.98	\$3,122.61	\$3,219.28	\$3,299.81	\$3,382.34
		Daily	\$263.93	\$273.58	\$283.28	\$292.92	\$302.60	\$312.27	\$321.93	\$329.99	\$338.24
		Hourly	\$33.00	\$34.20	\$35.41	\$36.62	\$37.83	\$39.04	\$40.25	\$41.25	\$42.28
FD	23	Annual	\$72,145.00	\$74,776.00	\$77,398.00	\$80,034.00	\$82,659.00	\$85,289.00	\$87,920.00	\$90,117.00	\$92,373.00
		Bi-Wk	\$2,764.18	\$2,864.99	\$2,965.45	\$3,066.44	\$3,167.02	\$3,267.78	\$3,368.59	\$3,452.76	\$3,539.20
		Daily	\$276.42	\$286.50	\$296.55	\$306.65	\$316.71	\$326.78	\$336.86	\$345.28	\$353.92
		Hourly	\$34.56	\$35.82	\$37.07	\$38.34	\$39.59	\$40.85	\$42.11	\$43.16	\$44.24
FD	24	Annual	\$75,612.00	\$78,354.00	\$81,093.00	\$83,838.00	\$86,574.00	\$89,310.00	\$92,054.00	\$94,355.00	\$96,714.00
		Bi-Wk	\$2,897.02	\$3,002.07	\$3,107.02	\$3,212.19	\$3,317.02	\$3,421.84	\$3,526.98	\$3,615.14	\$3,705.52
		Daily	\$289.71	\$300.21	\$310.71	\$321.22	\$331.71	\$342.19	\$352.70	\$361.52	\$370.56
		Hourly	\$36.22	\$37.53	\$38.84	\$40.16	\$41.47	\$42.78	\$44.09	\$45.19	\$46.32

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FD	25	Annual	\$79,309.00	\$82,152.00	\$84,984.00	\$87,825.00	\$90,675.00	\$93,516.00	\$96,352.00	\$98,760.00	\$101,232.00
		Bi-Wk	\$3,038.66	\$3,147.59	\$3,256.10	\$3,364.95	\$3,474.14	\$3,582.99	\$3,691.65	\$3,783.91	\$3,878.63
		Daily	\$303.87	\$314.76	\$325.61	\$336.50	\$347.42	\$358.30	\$369.17	\$378.40	\$387.87
		Hourly	\$37.99	\$39.35	\$40.71	\$42.07	\$43.43	\$44.79	\$46.15	\$47.30	\$48.49
FD	26	Annual	\$83,214.00	\$86,161.00	\$89,114.00	\$92,054.00	\$95,000.00	\$97,949.00	\$100,888.00	\$103,409.00	\$105,995.00
		Bi-Wk	\$3,188.28	\$3,301.19	\$3,414.33	\$3,526.98	\$3,639.85	\$3,752.84	\$3,865.45	\$3,962.04	\$4,061.12
		Daily	\$318.83	\$330.12	\$341.44	\$352.70	\$363.99	\$375.29	\$386.55	\$396.21	\$406.12
		Hourly	\$39.86	\$41.27	\$42.68	\$44.09	\$45.50	\$46.92	\$48.32	\$49.53	\$50.77
FD	27	Annual	\$87,339.00	\$90,394.00	\$93,444.00	\$96,484.00	\$99,536.00	\$102,583.00	\$105,638.00	\$108,277.00	\$110,986.00
		Bi-Wk	\$3,346.33	\$3,463.38	\$3,580.23	\$3,696.71	\$3,813.64	\$3,930.39	\$4,047.44	\$4,148.55	\$4,252.34
		Daily	\$334.64	\$346.34	\$358.03	\$369.68	\$381.37	\$393.04	\$404.75	\$414.86	\$425.24
		Hourly	\$41.83	\$43.30	\$44.76	\$46.21	\$47.68	\$49.13	\$50.60	\$51.86	\$53.16
FD	28	Annual	\$91,751.00	\$94,907.00	\$98,065.00	\$101,227.00	\$104,371.00	\$107,526.00	\$110,679.00	\$113,446.00	\$116,284.00
		Bi-Wk	\$3,515.37	\$3,636.29	\$3,757.28	\$3,878.43	\$3,998.89	\$4,119.78	\$4,240.58	\$4,346.60	\$4,455.33
		Daily	\$351.54	\$363.63	\$375.73	\$387.85	\$399.89	\$411.98	\$424.06	\$434.66	\$445.54
		Hourly	\$43.95	\$45.46	\$46.97	\$48.49	\$49.99	\$51.50	\$53.01	\$54.34	\$55.70
FD	29	Annual	\$92,632.00	\$96,112.00	\$99,587.00	\$103,066.00	\$106,538.00	\$110,017.00	\$113,488.00	\$116,326.00	\$119,236.00
		Bi-Wk	\$3,549.12	\$3,682.46	\$3,815.60	\$3,948.89	\$4,081.92	\$4,215.22	\$4,348.20	\$4,456.94	\$4,568.43
		Daily	\$354.92	\$368.25	\$381.56	\$394.89	\$408.20	\$421.53	\$434.82	\$445.70	\$456.85
		Hourly	\$44.37	\$46.04	\$47.70	\$49.37	\$51.03	\$52.70	\$54.36	\$55.72	\$57.11
FD	30	Annual	\$96,352.00	\$99,930.00	\$103,515.00	\$107,082.00	\$110,653.00	\$114,233.00	\$117,819.00	\$120,763.00	\$123,782.00
		Bi-Wk	\$3,691.65	\$3,828.74	\$3,966.10	\$4,102.76	\$4,239.58	\$4,376.75	\$4,514.14	\$4,626.94	\$4,742.61
		Daily	\$369.17	\$382.88	\$396.61	\$410.28	\$423.96	\$437.68	\$451.42	\$462.70	\$474.27
		Hourly	\$46.15	\$47.86	\$49.58	\$51.29	\$53.00	\$54.71	\$56.43	\$57.84	\$59.29
FD	31	Annual	\$100,217.00	\$103,902.00	\$107,587.00	\$111,265.00	\$114,951.00	\$118,632.00	\$122,317.00	\$125,375.00	\$128,508.00
		Bi-Wk	\$3,839.74	\$3,980.92	\$4,122.11	\$4,263.03	\$4,404.26	\$4,545.29	\$4,686.48	\$4,803.64	\$4,923.68
		Daily	\$383.98	\$398.10	\$412.22	\$426.31	\$440.43	\$454.53	\$468.65	\$480.37	\$492.37
		Hourly	\$48.00	\$49.77	\$51.53	\$53.29	\$55.06	\$56.82	\$58.59	\$60.05	\$61.55

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FD	32	Annual	\$104,237.00	\$108,018.00	\$111,798.00	\$115,587.00	\$119,372.00	\$123,152.00	\$126,946.00	\$130,121.00	\$133,377.00
		Bi-Wk	\$3,993.76	\$4,138.63	\$4,283.45	\$4,428.63	\$4,573.64	\$4,718.47	\$4,863.84	\$4,985.48	\$5,110.23
		Daily	\$399.38	\$413.87	\$428.35	\$442.87	\$457.37	\$471.85	\$486.39	\$498.55	\$511.03
		Hourly	\$49.93	\$51.74	\$53.55	\$55.36	\$57.18	\$58.99	\$60.80	\$62.32	\$63.88
FD	33	Annual	\$108,430.00	\$112,321.00	\$116,209.00	\$120,098.00	\$123,992.00	\$127,879.00	\$131,779.00	\$135,073.00	\$138,452.00
		Bi-Wk	\$4,154.41	\$4,303.49	\$4,452.46	\$4,601.46	\$4,750.66	\$4,899.58	\$5,049.01	\$5,175.22	\$5,304.68
		Daily	\$415.45	\$430.35	\$445.25	\$460.15	\$475.07	\$489.96	\$504.91	\$517.53	\$530.47
		Hourly	\$51.94	\$53.80	\$55.66	\$57.52	\$59.39	\$61.25	\$63.12	\$64.70	\$66.31
FD	34	Annual	\$112,895.00	\$116,893.00	\$120,887.00	\$124,886.00	\$128,880.00	\$132,880.00	\$136,865.00	\$140,290.00	\$143,797.00
		Bi-Wk	\$4,325.48	\$4,478.66	\$4,631.69	\$4,784.91	\$4,937.94	\$5,091.19	\$5,243.87	\$5,375.10	\$5,509.47
		Daily	\$432.55	\$447.87	\$463.17	\$478.50	\$493.80	\$509.12	\$524.39	\$537.51	\$550.95
		Hourly	\$54.07	\$55.99	\$57.90	\$59.82	\$61.73	\$63.64	\$65.55	\$67.19	\$68.87
FD	35	Annual	\$117,535.00	\$121,633.00	\$125,729.00	\$129,832.00	\$133,924.00	\$138,016.00	\$142,124.00	\$145,674.00	\$149,318.00
		Bi-Wk	\$4,503.26	\$4,660.27	\$4,817.21	\$4,974.41	\$5,131.19	\$5,287.97	\$5,445.37	\$5,581.38	\$5,721.00
		Daily	\$450.33	\$466.03	\$481.73	\$497.45	\$513.12	\$528.80	\$544.54	\$558.14	\$572.10
		Hourly	\$56.30	\$58.26	\$60.22	\$62.19	\$64.14	\$66.10	\$68.07	\$69.77	\$71.52
FD	36	Annual	\$122,422.00	\$126,621.00	\$130,829.00	\$135,029.00	\$139,236.00	\$143,433.00	\$147,639.00	\$151,331.00	\$155,111.00
		Bi-Wk	\$4,690.50	\$4,851.38	\$5,012.61	\$5,173.53	\$5,334.72	\$5,495.52	\$5,656.67	\$5,798.13	\$5,942.96
		Daily	\$469.05	\$485.14	\$501.27	\$517.36	\$533.48	\$549.56	\$565.67	\$579.82	\$594.30
		Hourly	\$58.64	\$60.65	\$62.66	\$64.67	\$66.69	\$68.70	\$70.71	\$72.48	\$74.29
FD	37	Annual	\$127,501.00	\$131,818.00	\$136,136.00	\$140,456.00	\$144,778.00	\$149,096.00	\$153,414.00	\$157,249.00	\$161,180.00
		Bi-Wk	\$4,885.10	\$5,050.50	\$5,215.94	\$5,381.46	\$5,547.05	\$5,712.50	\$5,877.94	\$6,024.87	\$6,175.48
		Daily	\$488.51	\$505.05	\$521.60	\$538.15	\$554.71	\$571.25	\$587.80	\$602.49	\$617.55
		Hourly	\$61.07	\$63.14	\$65.20	\$67.27	\$69.34	\$71.41	\$73.48	\$75.32	\$77.20
FD	38	Annual	\$132,764.00	\$137,178.00	\$141,602.00	\$146,019.00	\$150,442.00	\$154,857.00	\$159,281.00	\$163,261.00	\$167,342.00
		Bi-Wk	\$5,086.75	\$5,255.87	\$5,425.37	\$5,594.60	\$5,764.07	\$5,933.22	\$6,102.73	\$6,255.22	\$6,411.58
		Daily	\$508.68	\$525.59	\$542.54	\$559.46	\$576.41	\$593.33	\$610.28	\$625.53	\$641.16
		Hourly	\$63.59	\$65.70	\$67.82	\$69.94	\$72.06	\$74.17	\$76.29	\$78.20	\$80.15

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FD	39	Annual	\$138,288.00	\$142,815.00	\$147,332.00	\$151,867.00	\$156,391.00	\$160,906.00	\$165,443.00	\$169,579.00	\$173,819.00
		Bi-Wk	\$5,298.40	\$5,471.84	\$5,644.91	\$5,818.66	\$5,992.00	\$6,164.99	\$6,338.82	\$6,497.28	\$6,659.74
		Daily	\$529.84	\$547.19	\$564.50	\$581.87	\$599.20	\$616.50	\$633.89	\$649.73	\$665.98
		Hourly	\$66.23	\$68.40	\$70.57	\$72.74	\$74.90	\$77.07	\$79.24	\$81.22	\$83.25
FD	40	Annual	\$144,050.00	\$148,669.00	\$153,300.00	\$157,916.00	\$162,540.00	\$167,156.00	\$171,782.00	\$176,075.00	\$180,479.00
		Bi-Wk	\$5,519.16	\$5,696.14	\$5,873.57	\$6,050.43	\$6,227.59	\$6,404.45	\$6,581.69	\$6,746.17	\$6,914.91
		Daily	\$551.92	\$569.62	\$587.36	\$605.05	\$622.76	\$640.45	\$658.17	\$674.62	\$691.50
		Hourly	\$68.99	\$71.21	\$73.42	\$75.64	\$77.85	\$80.06	\$82.28	\$84.33	\$86.44
FD	41	Annual	\$150,070.00	\$154,810.00	\$159,540.00	\$164,280.00	\$169,012.00	\$173,742.00	\$178,473.00	\$182,937.00	\$187,510.00
		Bi-Wk	\$5,749.81	\$5,931.42	\$6,112.65	\$6,294.26	\$6,475.56	\$6,656.79	\$6,838.05	\$7,009.09	\$7,184.30
		Daily	\$574.99	\$593.15	\$611.27	\$629.43	\$647.56	\$665.68	\$683.81	\$700.91	\$718.43
		Hourly	\$71.88	\$74.15	\$76.41	\$78.68	\$80.95	\$83.21	\$85.48	\$87.62	\$89.81
FD	42	Annual	\$156,324.00	\$161,170.00	\$166,013.00	\$170,840.00	\$175,688.00	\$180,521.00	\$185,370.00	\$190,007.00	\$194,755.00
		Bi-Wk	\$5,989.43	\$6,175.10	\$6,360.66	\$6,545.60	\$6,731.35	\$6,916.52	\$7,102.30	\$7,279.97	\$7,461.88
		Daily	\$598.95	\$617.51	\$636.07	\$654.56	\$673.14	\$691.66	\$710.23	\$728.00	\$746.19
		Hourly	\$74.87	\$77.19	\$79.51	\$81.82	\$84.15	\$86.46	\$88.78	\$91.00	\$93.28
FD	43	Annual	\$162,966.00	\$167,901.00	\$172,840.00	\$177,772.00	\$182,714.00	\$187,641.00	\$192,579.00	\$197,392.00	\$202,329.00
		Bi-Wk	\$6,243.91	\$6,432.99	\$6,622.23	\$6,811.19	\$7,000.54	\$7,189.32	\$7,378.51	\$7,562.92	\$7,752.07
		Daily	\$624.40	\$643.30	\$662.23	\$681.12	\$700.06	\$718.94	\$737.86	\$756.30	\$775.21
		Hourly	\$78.05	\$80.42	\$82.78	\$85.14	\$87.51	\$89.87	\$92.24	\$94.54	\$96.91