

**P-4 Lump Sum Payments at Maximum Step**  
**2.5% Lump Sum Payment effective 6/19/2020\***

<b>Salary Group</b>	<b>Plan ES (12th Step)</b>	<b>Plan ET (10th Step)</b>	<b>Plan EU (9th Step)</b>	<b>Plan FS (12th Step)</b>	<b>Plan FT (10th Step)</b>	<b>Plan FD (9th Step)</b>
11	\$1,190.00	\$1,132.00	\$1,105.00	\$1,359.00	\$1,294.00	\$1,262.00
12	\$1,231.00	\$1,172.00	\$1,143.00	\$1,407.00	\$1,339.00	\$1,307.00
13	\$1,337.00	\$1,272.00	\$1,241.00	\$1,528.00	\$1,454.00	\$1,419.00
14	\$1,396.00	\$1,329.00	\$1,296.00	\$1,595.00	\$1,519.00	\$1,482.00
15	\$1,459.00	\$1,388.00	\$1,354.00	\$1,667.00	\$1,587.00	\$1,548.00
16	\$1,525.00	\$1,451.00	\$1,416.00	\$1,742.00	\$1,658.00	\$1,618.00
17	\$1,594.00	\$1,518.00	\$1,481.00	\$1,822.00	\$1,734.00	\$1,692.00
18	\$1,668.00	\$1,587.00	\$1,549.00	\$1,906.00	\$1,814.00	\$1,770.00
19	\$1,744.00	\$1,660.00	\$1,620.00	\$1,993.00	\$1,897.00	\$1,851.00
20	\$1,825.00	\$1,737.00	\$1,695.00	\$2,086.00	\$1,985.00	\$1,937.00
21	\$1,909.00	\$1,817.00	\$1,773.00	\$2,182.00	\$2,076.00	\$2,026.00
22	\$2,010.00	\$1,913.00	\$1,866.00	\$2,297.00	\$2,186.00	\$2,133.00
23	\$2,103.00	\$2,001.00	\$1,953.00	\$2,403.00	\$2,287.00	\$2,232.00
24	\$2,202.00	\$2,096.00	\$2,045.00	\$2,516.00	\$2,395.00	\$2,337.00
25	\$2,305.00	\$2,193.00	\$2,140.00	\$2,634.00	\$2,507.00	\$2,446.00
26	\$2,413.00	\$2,297.00	\$2,241.00	\$2,758.00	\$2,625.00	\$2,561.00
27	\$2,527.00	\$2,405.00	\$2,346.00	\$2,887.00	\$2,748.00	\$2,681.00
28	\$2,647.00	\$2,519.00	\$2,458.00	\$3,025.00	\$2,879.00	\$2,809.00
29	\$2,714.00	\$2,584.00	\$2,521.00	\$3,102.00	\$2,953.00	\$2,881.00
30	\$2,818.00	\$2,682.00	\$2,617.00	\$3,220.00	\$3,065.00	\$2,990.00
31	\$2,925.00	\$2,784.00	\$2,716.00	\$3,343.00	\$3,182.00	\$3,105.00
32	\$3,036.00	\$2,890.00	\$2,819.00	\$3,470.00	\$3,303.00	\$3,222.00
33	\$3,152.00	\$3,000.00	\$2,927.00	\$3,602.00	\$3,428.00	\$3,345.00
34	\$3,273.00	\$3,116.00	\$3,040.00	\$3,741.00	\$3,561.00	\$3,474.00
35	\$3,399.00	\$3,235.00	\$3,156.00	\$3,885.00	\$3,697.00	\$3,607.00
36	\$3,531.00	\$3,361.00	\$3,279.00	\$4,035.00	\$3,841.00	\$3,747.00
37	\$3,669.00	\$3,492.00	\$3,407.00	\$4,193.00	\$3,991.00	\$3,894.00
38	\$3,809.00	\$3,626.00	\$3,537.00	\$4,353.00	\$4,144.00	\$4,043.00
39	\$3,957.00	\$3,766.00	\$3,674.00	\$4,522.00	\$4,304.00	\$4,199.00
40	\$4,108.00	\$3,910.00	\$3,815.00	\$4,695.00	\$4,469.00	\$4,360.00
41	\$4,268.00	\$4,063.00	\$3,964.00	\$4,878.00	\$4,643.00	\$4,530.00
42	\$4,433.00	\$4,220.00	\$4,117.00	\$5,066.00	\$4,822.00	\$4,705.00
43	\$4,605.00	\$4,384.00	\$4,277.00	\$5,263.00	\$5,010.00	\$4,888.00

\* Payments are made in lieu of an Annual Increment (AI) to employees who are at the maximum step of the salary group prior to applying the AI. The Lump Sum Payment is effective when the AI would have been applied (June 19, 2020). The 2.5% is calculated on the pay plan in effect on June 19, 2020 which is the pay plan effective July 1, 2019.