

P-4 FD 40 Hour Pay Plan Effective 07/01/2019

<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	\$40,472.00	\$41,703.00	\$42,944.00	\$44,173.00	\$45,446.00	\$46,737.00	\$48,038.00	\$49,241.00	\$50,472.00
		Bi-Wk	\$1,550.66	\$1,597.82	\$1,645.37	\$1,692.46	\$1,741.23	\$1,790.69	\$1,840.54	\$1,886.63	\$1,933.80
		Daily	\$155.07	\$159.79	\$164.54	\$169.25	\$174.13	\$179.07	\$184.06	\$188.67	\$193.38
		Hourly	\$19.39	\$19.98	\$20.57	\$21.16	\$21.77	\$22.39	\$23.01	\$23.59	\$24.18
FD	12	Annual	\$41,783.00	\$43,075.00	\$44,353.00	\$45,685.00	\$47,026.00	\$48,383.00	\$49,723.00	\$50,967.00	\$52,242.00
		Bi-Wk	\$1,600.89	\$1,650.39	\$1,699.35	\$1,750.39	\$1,801.77	\$1,853.76	\$1,905.10	\$1,952.76	\$2,001.61
		Daily	\$160.09	\$165.04	\$169.94	\$175.04	\$180.18	\$185.38	\$190.51	\$195.28	\$200.17
		Hourly	\$20.02	\$20.63	\$21.25	\$21.88	\$22.53	\$23.18	\$23.82	\$24.41	\$25.03
FD	13	Annual	\$44,138.00	\$45,772.00	\$47,416.00	\$49,051.00	\$50,700.00	\$52,338.00	\$53,990.00	\$55,339.00	\$56,724.00
		Bi-Wk	\$1,691.12	\$1,753.72	\$1,816.71	\$1,879.35	\$1,942.53	\$2,005.29	\$2,068.59	\$2,120.27	\$2,173.34
		Daily	\$169.12	\$175.38	\$181.68	\$187.94	\$194.26	\$200.53	\$206.86	\$212.03	\$217.34
		Hourly	\$21.14	\$21.93	\$22.71	\$23.50	\$24.29	\$25.07	\$25.86	\$26.51	\$27.17
FD	14	Annual	\$46,206.00	\$47,908.00	\$49,601.00	\$51,299.00	\$52,995.00	\$54,693.00	\$56,386.00	\$57,798.00	\$59,245.00
		Bi-Wk	\$1,770.35	\$1,835.56	\$1,900.43	\$1,965.48	\$2,030.46	\$2,095.52	\$2,160.39	\$2,214.49	\$2,269.93
		Daily	\$177.04	\$183.56	\$190.05	\$196.55	\$203.05	\$209.56	\$216.04	\$221.45	\$227.00
		Hourly	\$22.13	\$22.95	\$23.76	\$24.57	\$25.39	\$26.20	\$27.01	\$27.69	\$28.38
FD	15	Annual	\$48,427.00	\$50,170.00	\$51,917.00	\$53,662.00	\$55,408.00	\$57,168.00	\$58,909.00	\$60,384.00	\$61,892.00
		Bi-Wk	\$1,855.45	\$1,922.23	\$1,989.16	\$2,056.02	\$2,122.92	\$2,190.35	\$2,257.05	\$2,313.57	\$2,371.35
		Daily	\$185.55	\$192.23	\$198.92	\$205.61	\$212.30	\$219.04	\$225.71	\$231.36	\$237.14
		Hourly	\$23.20	\$24.03	\$24.87	\$25.71	\$26.54	\$27.38	\$28.22	\$28.92	\$29.65
FD	16	Annual	\$50,782.00	\$52,582.00	\$54,381.00	\$56,179.00	\$57,975.00	\$59,781.00	\$61,577.00	\$63,117.00	\$64,695.00
		Bi-Wk	\$1,945.68	\$2,014.64	\$2,083.57	\$2,152.46	\$2,221.27	\$2,290.46	\$2,359.28	\$2,418.28	\$2,478.74
		Daily	\$194.57	\$201.47	\$208.36	\$215.25	\$222.13	\$229.05	\$235.93	\$241.83	\$247.88
		Hourly	\$24.33	\$25.19	\$26.05	\$26.91	\$27.77	\$28.64	\$29.50	\$30.23	\$30.99
FD	17	Annual	\$53,294.00	\$55,147.00	\$57,003.00	\$58,849.00	\$60,703.00	\$62,547.00	\$64,399.00	\$66,010.00	\$67,661.00
		Bi-Wk	\$2,041.92	\$2,112.92	\$2,184.03	\$2,254.76	\$2,325.79	\$2,396.44	\$2,467.40	\$2,529.12	\$2,592.38
		Daily	\$204.20	\$211.30	\$218.41	\$225.48	\$232.58	\$239.65	\$246.74	\$252.92	\$259.24
		Hourly	\$25.53	\$26.42	\$27.31	\$28.19	\$29.08	\$29.96	\$30.85	\$31.62	\$32.41

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FD	18	Annual	\$55,985.00	\$57,886.00	\$59,781.00	\$61,682.00	\$63,571.00	\$65,468.00	\$67,361.00	\$69,052.00	\$70,776.00
		Bi-Wk	\$2,145.02	\$2,217.86	\$2,290.46	\$2,363.30	\$2,435.68	\$2,508.36	\$2,580.89	\$2,645.68	\$2,711.73
		Daily	\$214.51	\$221.79	\$229.05	\$236.33	\$243.57	\$250.84	\$258.09	\$264.57	\$271.18
		Hourly	\$26.82	\$27.73	\$28.64	\$29.55	\$30.45	\$31.36	\$32.27	\$33.08	\$33.90
FD	19	Annual	\$58,742.00	\$60,703.00	\$62,651.00	\$64,607.00	\$66,554.00	\$68,504.00	\$70,455.00	\$72,220.00	\$74,026.00
		Bi-Wk	\$2,250.66	\$2,325.79	\$2,400.43	\$2,475.37	\$2,549.97	\$2,624.68	\$2,699.43	\$2,767.05	\$2,836.25
		Daily	\$225.07	\$232.58	\$240.05	\$247.54	\$255.00	\$262.47	\$269.95	\$276.71	\$283.63
		Hourly	\$28.14	\$29.08	\$30.01	\$30.95	\$31.88	\$32.81	\$33.75	\$34.59	\$35.46
FD	20	Annual	\$61,737.00	\$63,737.00	\$65,733.00	\$67,729.00	\$69,724.00	\$71,723.00	\$73,721.00	\$75,566.00	\$77,456.00
		Bi-Wk	\$2,365.41	\$2,442.04	\$2,518.51	\$2,594.99	\$2,671.42	\$2,748.01	\$2,824.56	\$2,895.25	\$2,967.67
		Daily	\$236.55	\$244.21	\$251.86	\$259.50	\$267.15	\$274.81	\$282.46	\$289.53	\$296.77
		Hourly	\$29.57	\$30.53	\$31.49	\$32.44	\$33.40	\$34.36	\$35.31	\$36.20	\$37.10
FD	21	Annual	\$64,776.00	\$66,837.00	\$68,888.00	\$70,939.00	\$72,999.00	\$75,048.00	\$77,109.00	\$79,039.00	\$81,015.00
		Bi-Wk	\$2,481.84	\$2,560.81	\$2,639.39	\$2,717.97	\$2,796.90	\$2,875.41	\$2,954.37	\$3,028.32	\$3,104.03
		Daily	\$248.19	\$256.09	\$263.94	\$271.80	\$279.69	\$287.55	\$295.44	\$302.84	\$310.41
		Hourly	\$31.03	\$32.02	\$33.00	\$33.98	\$34.97	\$35.95	\$36.93	\$37.86	\$38.81
FD	22	Annual	\$66,554.00	\$68,989.00	\$71,433.00	\$73,865.00	\$76,307.00	\$78,743.00	\$81,181.00	\$83,212.00	\$85,293.00
		Bi-Wk	\$2,549.97	\$2,643.26	\$2,736.90	\$2,830.08	\$2,923.64	\$3,016.98	\$3,110.39	\$3,188.20	\$3,267.94
		Daily	\$255.00	\$264.33	\$273.69	\$283.01	\$292.37	\$301.70	\$311.04	\$318.82	\$326.80
		Hourly	\$31.88	\$33.05	\$34.22	\$35.38	\$36.55	\$37.72	\$38.88	\$39.86	\$40.85
FD	23	Annual	\$69,705.00	\$72,247.00	\$74,780.00	\$77,327.00	\$79,863.00	\$82,404.00	\$84,946.00	\$87,069.00	\$89,249.00
		Bi-Wk	\$2,670.69	\$2,768.09	\$2,865.14	\$2,962.73	\$3,059.89	\$3,157.25	\$3,254.64	\$3,335.98	\$3,419.51
		Daily	\$267.07	\$276.81	\$286.52	\$296.28	\$305.99	\$315.73	\$325.47	\$333.60	\$341.96
		Hourly	\$33.39	\$34.61	\$35.82	\$37.04	\$38.25	\$39.47	\$40.69	\$41.70	\$42.75
FD	24	Annual	\$73,055.00	\$75,704.00	\$78,350.00	\$81,002.00	\$83,646.00	\$86,289.00	\$88,941.00	\$91,164.00	\$93,443.00
		Bi-Wk	\$2,799.05	\$2,900.54	\$3,001.92	\$3,103.53	\$3,204.83	\$3,306.10	\$3,407.71	\$3,492.88	\$3,580.20
		Daily	\$279.91	\$290.06	\$300.20	\$310.36	\$320.49	\$330.61	\$340.78	\$349.29	\$358.02
		Hourly	\$34.99	\$36.26	\$37.53	\$38.80	\$40.07	\$41.33	\$42.60	\$43.67	\$44.76

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FD	25	Annual	\$76,627.00	\$79,373.00	\$82,110.00	\$84,855.00	\$87,608.00	\$90,353.00	\$93,093.00	\$95,420.00	\$97,808.00
		Bi-Wk	\$2,935.91	\$3,041.12	\$3,145.98	\$3,251.15	\$3,356.63	\$3,461.81	\$3,566.79	\$3,655.94	\$3,747.44
		Daily	\$293.60	\$304.12	\$314.60	\$325.12	\$335.67	\$346.19	\$356.68	\$365.60	\$374.75
		Hourly	\$36.70	\$38.02	\$39.33	\$40.64	\$41.96	\$43.28	\$44.59	\$45.70	\$46.85
FD	26	Annual	\$80,400.00	\$83,247.00	\$86,100.00	\$88,941.00	\$91,787.00	\$94,636.00	\$97,476.00	\$99,912.00	\$102,410.00
		Bi-Wk	\$3,080.46	\$3,189.55	\$3,298.86	\$3,407.71	\$3,516.75	\$3,625.91	\$3,734.72	\$3,828.05	\$3,923.76
		Daily	\$308.05	\$318.96	\$329.89	\$340.78	\$351.68	\$362.60	\$373.48	\$382.81	\$392.38
		Hourly	\$38.51	\$39.87	\$41.24	\$42.60	\$43.96	\$45.33	\$46.69	\$47.86	\$49.05
FD	27	Annual	\$84,385.00	\$87,337.00	\$90,284.00	\$93,221.00	\$96,170.00	\$99,114.00	\$102,065.00	\$104,615.00	\$107,232.00
		Bi-Wk	\$3,233.15	\$3,346.25	\$3,459.16	\$3,571.69	\$3,684.68	\$3,797.48	\$3,910.54	\$4,008.24	\$4,108.51
		Daily	\$323.32	\$334.63	\$345.92	\$357.17	\$368.47	\$379.75	\$391.06	\$400.83	\$410.86
		Hourly	\$40.42	\$41.83	\$43.24	\$44.65	\$46.06	\$47.47	\$48.89	\$50.11	\$51.36
FD	28	Annual	\$88,648.00	\$91,697.00	\$94,748.00	\$97,803.00	\$100,841.00	\$103,889.00	\$106,936.00	\$109,609.00	\$112,351.00
		Bi-Wk	\$3,396.48	\$3,513.30	\$3,630.20	\$3,747.25	\$3,863.64	\$3,980.43	\$4,097.17	\$4,199.58	\$4,304.64
		Daily	\$339.65	\$351.33	\$363.02	\$374.73	\$386.37	\$398.05	\$409.72	\$419.96	\$430.47
		Hourly	\$42.46	\$43.92	\$45.38	\$46.85	\$48.30	\$49.76	\$51.22	\$52.50	\$53.81
FD	29	Annual	\$89,499.00	\$92,861.00	\$96,219.00	\$99,580.00	\$102,935.00	\$106,296.00	\$109,650.00	\$112,392.00	\$115,203.00
		Bi-Wk	\$3,429.09	\$3,557.90	\$3,686.56	\$3,815.33	\$3,943.87	\$4,072.65	\$4,201.15	\$4,306.21	\$4,413.91
		Daily	\$342.91	\$355.79	\$368.66	\$381.54	\$394.39	\$407.27	\$420.12	\$430.63	\$441.40
		Hourly	\$42.87	\$44.48	\$46.09	\$47.70	\$49.30	\$50.91	\$52.52	\$53.83	\$55.18
FD	30	Annual	\$93,093.00	\$96,550.00	\$100,014.00	\$103,460.00	\$106,911.00	\$110,370.00	\$113,834.00	\$116,679.00	\$119,596.00
		Bi-Wk	\$3,566.79	\$3,699.24	\$3,831.96	\$3,963.99	\$4,096.21	\$4,228.74	\$4,361.46	\$4,470.46	\$4,582.23
		Daily	\$356.68	\$369.93	\$383.20	\$396.40	\$409.63	\$422.88	\$436.15	\$447.05	\$458.23
		Hourly	\$44.59	\$46.25	\$47.90	\$49.55	\$51.21	\$52.86	\$54.52	\$55.89	\$57.28
FD	31	Annual	\$96,828.00	\$100,388.00	\$103,948.00	\$107,502.00	\$111,063.00	\$114,620.00	\$118,180.00	\$121,135.00	\$124,162.00
		Bi-Wk	\$3,709.89	\$3,846.29	\$3,982.69	\$4,118.86	\$4,255.29	\$4,391.58	\$4,527.97	\$4,641.19	\$4,757.17
		Daily	\$370.99	\$384.63	\$398.27	\$411.89	\$425.53	\$439.16	\$452.80	\$464.12	\$475.72
		Hourly	\$46.38	\$48.08	\$49.79	\$51.49	\$53.20	\$54.90	\$56.60	\$58.02	\$59.47

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FD	32	Annual	\$100,712.00	\$104,365.00	\$108,017.00	\$111,678.00	\$115,335.00	\$118,987.00	\$122,653.00	\$125,720.00	\$128,866.00
		Bi-Wk	\$3,858.70	\$3,998.66	\$4,138.59	\$4,278.86	\$4,418.97	\$4,558.89	\$4,699.35	\$4,816.86	\$4,937.40
		Daily	\$385.87	\$399.87	\$413.86	\$427.89	\$441.90	\$455.89	\$469.94	\$481.69	\$493.74
		Hourly	\$48.24	\$49.99	\$51.74	\$53.49	\$55.24	\$56.99	\$58.75	\$60.22	\$61.72
FD	33	Annual	\$104,763.00	\$108,522.00	\$112,279.00	\$116,036.00	\$119,799.00	\$123,554.00	\$127,322.00	\$130,505.00	\$133,770.00
		Bi-Wk	\$4,013.91	\$4,157.94	\$4,301.88	\$4,445.83	\$4,590.00	\$4,733.87	\$4,878.24	\$5,000.20	\$5,125.29
		Daily	\$401.40	\$415.80	\$430.19	\$444.59	\$459.00	\$473.39	\$487.83	\$500.02	\$512.53
		Hourly	\$50.18	\$51.98	\$53.78	\$55.58	\$57.38	\$59.18	\$60.98	\$62.51	\$64.07
FD	34	Annual	\$109,077.00	\$112,940.00	\$116,799.00	\$120,662.00	\$124,521.00	\$128,386.00	\$132,236.00	\$135,545.00	\$138,934.00
		Bi-Wk	\$4,179.20	\$4,327.21	\$4,475.06	\$4,623.07	\$4,770.92	\$4,919.01	\$5,066.52	\$5,193.30	\$5,323.15
		Daily	\$417.92	\$432.73	\$447.51	\$462.31	\$477.10	\$491.91	\$506.66	\$519.33	\$532.32
		Hourly	\$52.24	\$54.10	\$55.94	\$57.79	\$59.64	\$61.49	\$63.34	\$64.92	\$66.54
FD	35	Annual	\$113,560.00	\$117,519.00	\$121,477.00	\$125,441.00	\$129,395.00	\$133,348.00	\$137,317.00	\$140,747.00	\$144,268.00
		Bi-Wk	\$4,350.96	\$4,502.65	\$4,654.30	\$4,806.17	\$4,957.67	\$5,109.12	\$5,261.19	\$5,392.61	\$5,527.51
		Daily	\$435.10	\$450.27	\$465.43	\$480.62	\$495.77	\$510.92	\$526.12	\$539.27	\$552.76
		Hourly	\$54.39	\$56.29	\$58.18	\$60.08	\$61.98	\$63.87	\$65.77	\$67.41	\$69.10
FD	36	Annual	\$118,282.00	\$122,339.00	\$126,404.00	\$130,462.00	\$134,527.00	\$138,582.00	\$142,646.00	\$146,213.00	\$149,865.00
		Bi-Wk	\$4,531.88	\$4,687.32	\$4,843.07	\$4,998.55	\$5,154.30	\$5,309.66	\$5,465.37	\$5,602.04	\$5,741.96
		Daily	\$453.19	\$468.74	\$484.31	\$499.86	\$515.43	\$530.97	\$546.54	\$560.21	\$574.20
		Hourly	\$56.65	\$58.60	\$60.54	\$62.49	\$64.43	\$66.38	\$68.32	\$70.03	\$71.78
FD	37	Annual	\$123,189.00	\$127,360.00	\$131,532.00	\$135,706.00	\$139,882.00	\$144,054.00	\$148,226.00	\$151,931.00	\$155,729.00
		Bi-Wk	\$4,719.89	\$4,879.70	\$5,039.55	\$5,199.47	\$5,359.47	\$5,519.32	\$5,679.16	\$5,821.12	\$5,966.63
		Daily	\$471.99	\$487.97	\$503.96	\$519.95	\$535.95	\$551.94	\$567.92	\$582.12	\$596.67
		Hourly	\$59.00	\$61.00	\$63.00	\$65.00	\$67.00	\$69.00	\$70.99	\$72.77	\$74.59
FD	38	Annual	\$128,274.00	\$132,539.00	\$136,813.00	\$141,081.00	\$145,354.00	\$149,620.00	\$153,894.00	\$157,740.00	\$161,683.00
		Bi-Wk	\$4,914.72	\$5,078.13	\$5,241.88	\$5,405.41	\$5,569.12	\$5,732.57	\$5,896.33	\$6,043.68	\$6,194.76
		Daily	\$491.48	\$507.82	\$524.19	\$540.55	\$556.92	\$573.26	\$589.64	\$604.37	\$619.48
		Hourly	\$61.44	\$63.48	\$65.53	\$67.57	\$69.62	\$71.66	\$73.71	\$75.55	\$77.44

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FD	39	Annual	\$133,611.00	\$137,985.00	\$142,349.00	\$146,731.00	\$151,102.00	\$155,464.00	\$159,848.00	\$163,844.00	\$167,941.00
		Bi-Wk	\$5,119.20	\$5,286.79	\$5,453.99	\$5,621.88	\$5,789.35	\$5,956.48	\$6,124.45	\$6,277.55	\$6,434.53
		Daily	\$511.92	\$528.68	\$545.40	\$562.19	\$578.94	\$595.65	\$612.45	\$627.76	\$643.46
		Hourly	\$63.99	\$66.09	\$68.18	\$70.28	\$72.37	\$74.46	\$76.56	\$78.47	\$80.44
FD	40	Annual	\$139,178.00	\$143,641.00	\$148,115.00	\$152,575.00	\$157,043.00	\$161,503.00	\$165,972.00	\$170,120.00	\$174,375.00
		Bi-Wk	\$5,332.50	\$5,503.49	\$5,674.91	\$5,845.79	\$6,016.98	\$6,187.86	\$6,359.09	\$6,518.01	\$6,681.04
		Daily	\$533.25	\$550.35	\$567.50	\$584.58	\$601.70	\$618.79	\$635.91	\$651.81	\$668.11
		Hourly	\$66.66	\$68.80	\$70.94	\$73.08	\$75.22	\$77.35	\$79.49	\$81.48	\$83.52
FD	41	Annual	\$144,995.00	\$149,574.00	\$154,144.00	\$158,724.00	\$163,296.00	\$167,866.00	\$172,437.00	\$176,750.00	\$181,169.00
		Bi-Wk	\$5,555.37	\$5,730.81	\$5,905.91	\$6,081.38	\$6,256.56	\$6,431.65	\$6,606.79	\$6,772.04	\$6,941.35
		Daily	\$555.54	\$573.09	\$590.60	\$608.14	\$625.66	\$643.17	\$660.68	\$677.21	\$694.14
		Hourly	\$69.45	\$71.64	\$73.83	\$76.02	\$78.21	\$80.40	\$82.59	\$84.66	\$86.77
FD	42	Annual	\$151,037.00	\$155,719.00	\$160,399.00	\$165,062.00	\$169,746.00	\$174,416.00	\$179,101.00	\$183,581.00	\$188,169.00
		Bi-Wk	\$5,786.86	\$5,966.25	\$6,145.56	\$6,324.22	\$6,503.68	\$6,682.61	\$6,862.11	\$7,033.76	\$7,209.55
		Daily	\$578.69	\$596.63	\$614.56	\$632.43	\$650.37	\$668.27	\$686.22	\$703.38	\$720.96
		Hourly	\$72.34	\$74.58	\$76.82	\$79.06	\$81.30	\$83.54	\$85.78	\$87.93	\$90.12
FD	43	Annual	\$157,455.00	\$162,223.00	\$166,995.00	\$171,760.00	\$176,535.00	\$181,295.00	\$186,066.00	\$190,716.00	\$195,486.00
		Bi-Wk	\$6,032.76	\$6,215.45	\$6,398.28	\$6,580.85	\$6,763.80	\$6,946.17	\$7,128.97	\$7,307.13	\$7,489.89
		Daily	\$603.28	\$621.55	\$639.83	\$658.09	\$676.38	\$694.62	\$712.90	\$730.72	\$748.99
		Hourly	\$75.41	\$77.70	\$79.98	\$82.27	\$84.55	\$86.83	\$89.12	\$91.34	\$93.63