

P-4 EU 35 Hour Pay Plan Effective 06/30/2023

<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>
EU	11	Annual	\$39,474.00	\$40,670.00	\$41,882.00	\$43,085.00	\$44,321.00	\$45,582.00	\$46,851.00	\$48,028.00	\$49,227.00
		Bi-Wk	\$1,512.42	\$1,558.24	\$1,604.68	\$1,650.77	\$1,698.13	\$1,746.44	\$1,795.06	\$1,840.16	\$1,886.10
		Daily	\$151.25	\$155.83	\$160.47	\$165.08	\$169.82	\$174.65	\$179.51	\$184.02	\$188.61
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.26	\$24.95	\$25.65	\$26.29	\$26.95
EU	12	Annual	\$40,750.00	\$42,013.00	\$43,260.00	\$44,559.00	\$45,865.00	\$47,186.00	\$48,495.00	\$49,706.00	\$50,949.00
		Bi-Wk	\$1,561.31	\$1,609.70	\$1,657.48	\$1,707.25	\$1,757.28	\$1,807.90	\$1,858.05	\$1,904.45	\$1,952.07
		Daily	\$156.14	\$160.97	\$165.75	\$170.73	\$175.73	\$180.79	\$185.81	\$190.45	\$195.21
		Hourly	\$22.31	\$23.00	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89
EU	13	Annual	\$43,049.00	\$44,642.00	\$46,244.00	\$47,839.00	\$49,449.00	\$51,043.00	\$52,655.00	\$53,973.00	\$55,322.00
		Bi-Wk	\$1,649.39	\$1,710.43	\$1,771.81	\$1,832.92	\$1,894.60	\$1,955.68	\$2,017.44	\$2,067.94	\$2,119.62
		Daily	\$164.94	\$171.05	\$177.19	\$183.30	\$189.46	\$195.57	\$201.75	\$206.80	\$211.97
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29
EU	14	Annual	\$45,065.00	\$46,723.00	\$48,377.00	\$50,034.00	\$51,682.00	\$53,340.00	\$54,993.00	\$56,371.00	\$57,779.00
		Bi-Wk	\$1,726.63	\$1,790.16	\$1,853.53	\$1,917.02	\$1,980.16	\$2,043.68	\$2,107.02	\$2,159.81	\$2,213.76
		Daily	\$172.67	\$179.02	\$185.36	\$191.71	\$198.02	\$204.37	\$210.71	\$215.99	\$221.38
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.29	\$29.20	\$30.11	\$30.86	\$31.63
EU	15	Annual	\$47,229.00	\$48,933.00	\$50,634.00	\$52,334.00	\$54,041.00	\$55,755.00	\$57,454.00	\$58,892.00	\$60,363.00
		Bi-Wk	\$1,809.55	\$1,874.83	\$1,940.00	\$2,005.14	\$2,070.54	\$2,136.21	\$2,201.31	\$2,256.40	\$2,312.76
		Daily	\$180.96	\$187.49	\$194.00	\$200.52	\$207.06	\$213.63	\$220.14	\$225.64	\$231.28
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04
EU	16	Annual	\$49,526.00	\$51,285.00	\$53,041.00	\$54,792.00	\$56,543.00	\$58,306.00	\$60,057.00	\$61,553.00	\$63,094.00
		Bi-Wk	\$1,897.55	\$1,964.95	\$2,032.23	\$2,099.32	\$2,166.40	\$2,233.95	\$2,301.04	\$2,358.36	\$2,417.40
		Daily	\$189.76	\$196.50	\$203.23	\$209.94	\$216.64	\$223.40	\$230.11	\$235.84	\$241.74
		Hourly	\$27.11	\$28.08	\$29.04	\$30.00	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54
EU	17	Annual	\$51,977.00	\$53,783.00	\$55,592.00	\$57,396.00	\$59,203.00	\$61,002.00	\$62,809.00	\$64,380.00	\$65,993.00
		Bi-Wk	\$1,991.46	\$2,060.66	\$2,129.97	\$2,199.09	\$2,268.32	\$2,337.25	\$2,406.48	\$2,466.67	\$2,528.47
		Daily	\$199.15	\$206.07	\$213.00	\$219.91	\$226.84	\$233.73	\$240.65	\$246.67	\$252.85
		Hourly	\$28.45	\$29.44	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13
EU	18	Annual	\$54,601.00	\$56,455.00	\$58,306.00	\$60,157.00	\$62,001.00	\$63,853.00	\$65,700.00	\$67,345.00	\$69,028.00
		Bi-Wk	\$2,092.00	\$2,163.03	\$2,233.95	\$2,304.87	\$2,375.52	\$2,446.48	\$2,517.25	\$2,580.27	\$2,644.76
		Daily	\$209.20	\$216.31	\$223.40	\$230.49	\$237.56	\$244.65	\$251.73	\$258.03	\$264.48
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.97	\$36.87	\$37.79

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EU	19	Annual	\$57,291.00	\$59,203.00	\$61,103.00	\$63,010.00	\$64,908.00	\$66,809.00	\$68,715.00	\$70,431.00	\$72,190.00
		Bi-Wk	\$2,195.06	\$2,268.32	\$2,341.12	\$2,414.18	\$2,486.90	\$2,559.74	\$2,632.76	\$2,698.51	\$2,765.91
		Daily	\$219.51	\$226.84	\$234.12	\$241.42	\$248.69	\$255.98	\$263.28	\$269.86	\$276.60
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52
EU	20	Annual	\$60,210.00	\$62,160.00	\$64,112.00	\$66,056.00	\$68,002.00	\$69,951.00	\$71,900.00	\$73,698.00	\$75,541.00
		Bi-Wk	\$2,306.90	\$2,381.61	\$2,456.40	\$2,530.89	\$2,605.45	\$2,680.12	\$2,754.79	\$2,823.68	\$2,894.30
		Daily	\$230.69	\$238.17	\$245.64	\$253.09	\$260.55	\$268.02	\$275.48	\$282.37	\$289.43
		Hourly	\$32.96	\$34.03	\$35.10	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.35
EU	21	Annual	\$63,177.00	\$65,186.00	\$67,184.00	\$69,187.00	\$71,197.00	\$73,194.00	\$75,205.00	\$77,086.00	\$79,012.00
		Bi-Wk	\$2,420.58	\$2,497.55	\$2,574.10	\$2,650.85	\$2,727.86	\$2,804.37	\$2,881.42	\$2,953.49	\$3,027.28
		Daily	\$242.06	\$249.76	\$257.41	\$265.09	\$272.79	\$280.44	\$288.15	\$295.35	\$302.73
		Hourly	\$34.58	\$35.68	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25
EU	22	Annual	\$64,908.00	\$67,285.00	\$69,666.00	\$72,040.00	\$74,421.00	\$76,796.00	\$79,176.00	\$81,153.00	\$83,180.00
		Bi-Wk	\$2,486.90	\$2,577.97	\$2,669.20	\$2,760.16	\$2,851.38	\$2,942.38	\$3,033.57	\$3,109.32	\$3,186.98
		Daily	\$248.69	\$257.80	\$266.92	\$276.02	\$285.14	\$294.24	\$303.36	\$310.94	\$318.70
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.53
EU	23	Annual	\$67,982.00	\$70,460.00	\$72,932.00	\$75,417.00	\$77,890.00	\$80,369.00	\$82,846.00	\$84,917.00	\$87,037.00
		Bi-Wk	\$2,604.68	\$2,699.62	\$2,794.33	\$2,889.55	\$2,984.30	\$3,079.28	\$3,174.18	\$3,253.53	\$3,334.76
		Daily	\$260.47	\$269.97	\$279.44	\$288.96	\$298.43	\$307.93	\$317.42	\$325.36	\$333.48
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.64
EU	24	Annual	\$71,250.00	\$73,831.00	\$76,414.00	\$78,999.00	\$81,580.00	\$84,156.00	\$86,745.00	\$88,911.00	\$91,133.00
		Bi-Wk	\$2,729.89	\$2,828.78	\$2,927.74	\$3,026.79	\$3,125.68	\$3,224.37	\$3,323.57	\$3,406.56	\$3,491.69
		Daily	\$272.99	\$282.88	\$292.78	\$302.68	\$312.57	\$322.44	\$332.36	\$340.66	\$349.17
		Hourly	\$39.00	\$40.42	\$41.83	\$43.24	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89
EU	25	Annual	\$74,731.00	\$77,413.00	\$80,079.00	\$82,758.00	\$85,446.00	\$88,120.00	\$90,792.00	\$93,061.00	\$95,389.00
		Bi-Wk	\$2,863.26	\$2,966.02	\$3,068.17	\$3,170.81	\$3,273.80	\$3,376.25	\$3,478.63	\$3,565.56	\$3,654.76
		Daily	\$286.33	\$296.61	\$306.82	\$317.09	\$327.38	\$337.63	\$347.87	\$356.56	\$365.48
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22
EU	26	Annual	\$78,416.00	\$81,188.00	\$83,974.00	\$86,745.00	\$89,519.00	\$92,297.00	\$95,065.00	\$97,445.00	\$99,884.00
		Bi-Wk	\$3,004.45	\$3,110.66	\$3,217.40	\$3,323.57	\$3,429.85	\$3,536.29	\$3,642.34	\$3,733.53	\$3,826.98
		Daily	\$300.45	\$311.07	\$321.74	\$332.36	\$342.99	\$353.63	\$364.24	\$373.36	\$382.70
		Hourly	\$42.93	\$44.44	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68

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EU	27	Annual	\$82,299.00	\$85,177.00	\$88,054.00	\$90,917.00	\$93,794.00	\$96,665.00	\$99,538.00	\$102,032.00	\$104,585.00
		Bi-Wk	\$3,153.22	\$3,263.49	\$3,373.72	\$3,483.41	\$3,593.64	\$3,703.64	\$3,813.72	\$3,909.28	\$4,007.09
		Daily	\$315.33	\$326.35	\$337.38	\$348.35	\$359.37	\$370.37	\$381.38	\$390.93	\$400.71
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25
EU	28	Annual	\$86,459.00	\$89,433.00	\$92,406.00	\$95,384.00	\$98,348.00	\$101,322.00	\$104,292.00	\$106,894.00	\$109,566.00
		Bi-Wk	\$3,312.61	\$3,426.56	\$3,540.46	\$3,654.56	\$3,768.13	\$3,882.07	\$3,995.87	\$4,095.56	\$4,197.94
		Daily	\$331.27	\$342.66	\$354.05	\$365.46	\$376.82	\$388.21	\$399.59	\$409.56	\$419.80
		Hourly	\$47.33	\$48.96	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98
EU	29	Annual	\$87,286.00	\$90,563.00	\$93,841.00	\$97,116.00	\$100,391.00	\$103,669.00	\$106,941.00	\$109,614.00	\$112,357.00
		Bi-Wk	\$3,344.30	\$3,469.85	\$3,595.45	\$3,720.92	\$3,846.40	\$3,972.00	\$4,097.36	\$4,199.78	\$4,304.87
		Daily	\$334.43	\$346.99	\$359.55	\$372.10	\$384.64	\$397.20	\$409.74	\$419.98	\$430.49
		Hourly	\$47.78	\$49.57	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50
EU	30	Annual	\$90,792.00	\$94,160.00	\$97,541.00	\$100,905.00	\$104,269.00	\$107,641.00	\$111,020.00	\$113,795.00	\$116,638.00
		Bi-Wk	\$3,478.63	\$3,607.67	\$3,737.21	\$3,866.10	\$3,994.99	\$4,124.18	\$4,253.64	\$4,359.97	\$4,468.89
		Daily	\$347.87	\$360.77	\$373.73	\$386.61	\$399.50	\$412.42	\$425.37	\$436.00	\$446.89
		Hourly	\$49.70	\$51.54	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85
EU	31	Annual	\$94,437.00	\$97,905.00	\$101,378.00	\$104,844.00	\$108,317.00	\$111,786.00	\$115,257.00	\$118,136.00	\$121,091.00
		Bi-Wk	\$3,618.28	\$3,751.15	\$3,884.22	\$4,017.02	\$4,150.08	\$4,282.99	\$4,415.98	\$4,526.29	\$4,639.51
		Daily	\$361.83	\$375.12	\$388.43	\$401.71	\$415.01	\$428.30	\$441.60	\$452.63	\$463.96
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28
EU	32	Annual	\$98,222.00	\$101,784.00	\$105,347.00	\$108,916.00	\$112,482.00	\$116,047.00	\$119,621.00	\$122,612.00	\$125,680.00
		Bi-Wk	\$3,763.30	\$3,899.78	\$4,036.29	\$4,173.03	\$4,309.66	\$4,446.25	\$4,583.19	\$4,697.78	\$4,815.33
		Daily	\$376.33	\$389.98	\$403.63	\$417.31	\$430.97	\$444.63	\$458.32	\$469.78	\$481.54
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80
EU	33	Annual	\$102,172.00	\$105,841.00	\$109,502.00	\$113,168.00	\$116,835.00	\$120,497.00	\$124,173.00	\$127,280.00	\$130,462.00
		Bi-Wk	\$3,914.64	\$4,055.22	\$4,195.48	\$4,335.94	\$4,476.44	\$4,616.75	\$4,757.59	\$4,876.63	\$4,998.55
		Daily	\$391.47	\$405.53	\$419.55	\$433.60	\$447.65	\$461.68	\$475.76	\$487.67	\$499.86
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41
EU	34	Annual	\$106,379.00	\$110,145.00	\$113,910.00	\$117,679.00	\$121,442.00	\$125,210.00	\$128,968.00	\$132,194.00	\$135,501.00
		Bi-Wk	\$4,075.83	\$4,220.12	\$4,364.37	\$4,508.78	\$4,652.96	\$4,797.32	\$4,941.31	\$5,064.91	\$5,191.61
		Daily	\$407.59	\$422.02	\$436.44	\$450.88	\$465.30	\$479.74	\$494.14	\$506.50	\$519.17
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17

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EU	35	Annual	\$110,753.00	\$114,610.00	\$118,477.00	\$122,335.00	\$126,195.00	\$130,049.00	\$133,921.00	\$137,263.00	\$140,698.00
		Bi-Wk	\$4,243.41	\$4,391.19	\$4,539.35	\$4,687.17	\$4,835.06	\$4,982.73	\$5,131.08	\$5,259.12	\$5,390.73
		Daily	\$424.35	\$439.12	\$453.94	\$468.72	\$483.51	\$498.28	\$513.11	\$525.92	\$539.08
		Hourly	\$60.63	\$62.74	\$64.85	\$66.96	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02
EU	36	Annual	\$115,357.00	\$119,313.00	\$123,279.00	\$127,236.00	\$131,198.00	\$135,156.00	\$139,117.00	\$142,602.00	\$146,170.00
		Bi-Wk	\$4,419.81	\$4,571.38	\$4,723.34	\$4,874.95	\$5,026.75	\$5,178.40	\$5,330.16	\$5,463.68	\$5,600.39
		Daily	\$441.99	\$457.14	\$472.34	\$487.50	\$502.68	\$517.84	\$533.02	\$546.37	\$560.04
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01
EU	37	Annual	\$120,146.00	\$124,209.00	\$128,280.00	\$132,352.00	\$136,422.00	\$140,493.00	\$144,559.00	\$148,168.00	\$151,875.00
		Bi-Wk	\$4,603.30	\$4,758.97	\$4,914.95	\$5,070.96	\$5,226.90	\$5,382.88	\$5,538.66	\$5,676.94	\$5,818.97
		Daily	\$460.33	\$475.90	\$491.50	\$507.10	\$522.69	\$538.29	\$553.87	\$567.70	\$581.90
		Hourly	\$65.77	\$67.99	\$70.22	\$72.45	\$74.67	\$76.90	\$79.13	\$81.10	\$83.13
EU	38	Annual	\$125,105.00	\$129,259.00	\$133,428.00	\$137,592.00	\$141,758.00	\$145,922.00	\$150,086.00	\$153,844.00	\$157,688.00
		Bi-Wk	\$4,793.30	\$4,952.46	\$5,112.19	\$5,271.73	\$5,431.35	\$5,590.89	\$5,750.43	\$5,894.41	\$6,041.69
		Daily	\$479.33	\$495.25	\$511.22	\$527.18	\$543.14	\$559.09	\$575.05	\$589.45	\$604.17
		Hourly	\$68.48	\$70.75	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.31
EU	39	Annual	\$130,308.00	\$134,570.00	\$138,832.00	\$143,104.00	\$147,368.00	\$151,622.00	\$155,892.00	\$159,791.00	\$163,786.00
		Bi-Wk	\$4,992.65	\$5,155.94	\$5,319.24	\$5,482.92	\$5,646.29	\$5,809.28	\$5,972.88	\$6,122.27	\$6,275.33
		Daily	\$499.27	\$515.60	\$531.93	\$548.30	\$564.63	\$580.93	\$597.29	\$612.23	\$627.54
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65
EU	40	Annual	\$135,740.00	\$140,087.00	\$144,452.00	\$148,802.00	\$153,158.00	\$157,510.00	\$161,866.00	\$165,919.00	\$170,065.00
		Bi-Wk	\$5,200.77	\$5,367.32	\$5,534.56	\$5,701.23	\$5,868.13	\$6,034.87	\$6,201.77	\$6,357.05	\$6,515.91
		Daily	\$520.08	\$536.74	\$553.46	\$570.13	\$586.82	\$603.49	\$620.18	\$635.71	\$651.60
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09
EU	41	Annual	\$141,408.00	\$145,873.00	\$150,331.00	\$154,798.00	\$159,256.00	\$163,715.00	\$168,174.00	\$172,379.00	\$176,690.00
		Bi-Wk	\$5,417.94	\$5,589.01	\$5,759.81	\$5,930.96	\$6,101.77	\$6,272.61	\$6,443.45	\$6,604.56	\$6,769.74
		Daily	\$541.80	\$558.91	\$575.99	\$593.10	\$610.18	\$627.27	\$644.35	\$660.46	\$676.98
		Hourly	\$77.40	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72
EU	42	Annual	\$147,304.00	\$151,869.00	\$156,433.00	\$160,983.00	\$165,548.00	\$170,101.00	\$174,671.00	\$179,040.00	\$183,515.00
		Bi-Wk	\$5,643.84	\$5,818.74	\$5,993.61	\$6,167.94	\$6,342.84	\$6,517.28	\$6,692.38	\$6,859.78	\$7,031.23
		Daily	\$564.39	\$581.88	\$599.37	\$616.80	\$634.29	\$651.73	\$669.24	\$685.98	\$703.13
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45

P-4 EU 35 Hour Pay Plan Effective 06/30/2023

<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>
EU	43	Annual	\$153,565.00	\$158,211.00	\$162,865.00	\$167,512.00	\$172,169.00	\$176,813.00	\$181,463.00	\$185,997.00	\$190,647.00
		Bi-Wk	\$5,883.72	\$6,061.73	\$6,240.04	\$6,418.09	\$6,596.52	\$6,774.45	\$6,952.61	\$7,126.33	\$7,304.49
		Daily	\$588.38	\$606.18	\$624.01	\$641.81	\$659.66	\$677.45	\$695.27	\$712.64	\$730.45
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.35