

**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	11	Annual	\$33,219.00	\$34,226.00	\$35,245.00	\$36,258.00	\$37,300.00	\$38,360.00	\$39,428.00	\$40,418.00	\$41,426.00	\$42,459.00	\$43,526.00	\$44,616.00
		Bi-Wk	\$1,272.76	\$1,311.35	\$1,350.39	\$1,389.20	\$1,429.12	\$1,469.74	\$1,510.66	\$1,548.59	\$1,587.21	\$1,626.79	\$1,667.67	\$1,709.43
		Daily	\$127.28	\$131.14	\$135.04	\$138.92	\$142.92	\$146.98	\$151.07	\$154.86	\$158.73	\$162.68	\$166.77	\$170.95
		Hourly	\$18.19	\$18.74	\$19.30	\$19.85	\$20.42	\$21.00	\$21.59	\$22.13	\$22.68	\$23.24	\$23.83	\$24.43
ES	12	Annual	\$34,294.00	\$35,356.00	\$36,404.00	\$37,499.00	\$38,598.00	\$39,710.00	\$40,812.00	\$41,831.00	\$42,877.00	\$43,949.00	\$45,048.00	\$46,174.00
		Bi-Wk	\$1,313.95	\$1,354.64	\$1,394.79	\$1,436.75	\$1,478.86	\$1,521.46	\$1,563.68	\$1,602.73	\$1,642.80	\$1,683.87	\$1,725.98	\$1,769.12
		Daily	\$131.40	\$135.47	\$139.48	\$143.68	\$147.89	\$152.15	\$156.37	\$160.28	\$164.28	\$168.39	\$172.60	\$176.92
		Hourly	\$18.78	\$19.36	\$19.93	\$20.53	\$21.13	\$21.74	\$22.34	\$22.90	\$23.47	\$24.06	\$24.66	\$25.28
ES	13	Annual	\$36,228.00	\$37,568.00	\$38,917.00	\$40,259.00	\$41,614.00	\$42,957.00	\$44,312.00	\$45,422.00	\$46,558.00	\$47,725.00	\$48,917.00	\$50,141.00
		Bi-Wk	\$1,388.05	\$1,439.39	\$1,491.08	\$1,542.50	\$1,594.41	\$1,645.87	\$1,697.78	\$1,740.31	\$1,783.84	\$1,828.55	\$1,874.22	\$1,921.12
		Daily	\$138.81	\$143.94	\$149.11	\$154.25	\$159.45	\$164.59	\$169.78	\$174.04	\$178.39	\$182.86	\$187.43	\$192.12
		Hourly	\$19.83	\$20.57	\$21.31	\$22.04	\$22.78	\$23.52	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45
ES	14	Annual	\$37,923.00	\$39,320.00	\$40,711.00	\$42,106.00	\$43,495.00	\$44,889.00	\$46,280.00	\$47,439.00	\$48,622.00	\$49,836.00	\$51,085.00	\$52,364.00
		Bi-Wk	\$1,452.99	\$1,506.52	\$1,559.81	\$1,613.26	\$1,666.48	\$1,719.89	\$1,773.19	\$1,817.59	\$1,862.92	\$1,909.43	\$1,957.28	\$2,006.29
		Daily	\$145.30	\$150.66	\$155.99	\$161.33	\$166.65	\$171.99	\$177.32	\$181.76	\$186.30	\$190.95	\$195.73	\$200.63
		Hourly	\$20.76	\$21.53	\$22.29	\$23.05	\$23.81	\$24.57	\$25.34	\$25.97	\$26.62	\$27.28	\$27.97	\$28.67
ES	15	Annual	\$39,746.00	\$41,180.00	\$42,612.00	\$44,042.00	\$45,479.00	\$46,922.00	\$48,350.00	\$49,561.00	\$50,800.00	\$52,072.00	\$53,375.00	\$54,710.00
		Bi-Wk	\$1,522.84	\$1,577.78	\$1,632.65	\$1,687.44	\$1,742.50	\$1,797.78	\$1,852.50	\$1,898.89	\$1,946.37	\$1,995.10	\$2,045.02	\$2,096.17
		Daily	\$152.29	\$157.78	\$163.27	\$168.75	\$174.25	\$179.78	\$185.25	\$189.89	\$194.64	\$199.51	\$204.51	\$209.62
		Hourly	\$21.76	\$22.54	\$23.33	\$24.11	\$24.90	\$25.69	\$26.47	\$27.13	\$27.81	\$28.51	\$29.22	\$29.95
ES	16	Annual	\$41,679.00	\$43,160.00	\$44,636.00	\$46,111.00	\$47,584.00	\$49,068.00	\$50,541.00	\$51,801.00	\$53,097.00	\$54,427.00	\$55,787.00	\$57,183.00
		Bi-Wk	\$1,596.90	\$1,653.64	\$1,710.20	\$1,766.71	\$1,823.15	\$1,880.00	\$1,936.44	\$1,984.72	\$2,034.37	\$2,085.33	\$2,137.44	\$2,190.92
		Daily	\$159.69	\$165.37	\$171.02	\$176.68	\$182.32	\$188.00	\$193.65	\$198.48	\$203.44	\$208.54	\$213.75	\$219.10
		Hourly	\$22.82	\$23.63	\$24.44	\$25.24	\$26.05	\$26.86	\$27.67	\$28.36	\$29.07	\$29.80	\$30.54	\$31.30

\*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."

**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	17	Annual	\$43,742.00	\$45,263.00	\$46,785.00	\$48,302.00	\$49,823.00	\$51,337.00	\$52,858.00	\$54,180.00	\$55,538.00	\$56,926.00	\$58,348.00	\$59,806.00
		Bi-Wk	\$1,675.94	\$1,734.22	\$1,792.53	\$1,850.66	\$1,908.93	\$1,966.94	\$2,025.22	\$2,075.87	\$2,127.90	\$2,181.08	\$2,235.56	\$2,291.42
		Daily	\$167.60	\$173.43	\$179.26	\$185.07	\$190.90	\$196.70	\$202.53	\$207.59	\$212.79	\$218.11	\$223.56	\$229.15
		Hourly	\$23.95	\$24.78	\$25.61	\$26.44	\$27.28	\$28.10	\$28.94	\$29.66	\$30.40	\$31.16	\$31.94	\$32.74
ES	18	Annual	\$45,950.00	\$47,511.00	\$49,068.00	\$50,626.00	\$52,177.00	\$53,735.00	\$55,290.00	\$56,675.00	\$58,090.00	\$59,542.00	\$61,031.00	\$62,558.00
		Bi-Wk	\$1,760.54	\$1,820.35	\$1,880.00	\$1,939.70	\$1,999.12	\$2,058.82	\$2,118.40	\$2,171.46	\$2,225.68	\$2,281.31	\$2,338.36	\$2,396.86
		Daily	\$176.06	\$182.04	\$188.00	\$193.97	\$199.92	\$205.89	\$211.84	\$217.15	\$222.57	\$228.14	\$233.84	\$239.69
		Hourly	\$25.16	\$26.01	\$26.86	\$27.71	\$28.56	\$29.42	\$30.27	\$31.03	\$31.80	\$32.60	\$33.41	\$34.25
ES	19	Annual	\$48,214.00	\$49,823.00	\$51,423.00	\$53,028.00	\$54,624.00	\$56,226.00	\$57,829.00	\$59,273.00	\$60,756.00	\$62,272.00	\$63,830.00	\$65,428.00
		Bi-Wk	\$1,847.28	\$1,908.93	\$1,970.23	\$2,031.73	\$2,092.88	\$2,154.26	\$2,215.68	\$2,271.00	\$2,327.82	\$2,385.91	\$2,445.60	\$2,506.82
		Daily	\$184.73	\$190.90	\$197.03	\$203.18	\$209.29	\$215.43	\$221.57	\$227.10	\$232.79	\$238.60	\$244.56	\$250.69
		Hourly	\$26.39	\$27.28	\$28.15	\$29.03	\$29.90	\$30.78	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82
ES	20	Annual	\$50,671.00	\$52,312.00	\$53,954.00	\$55,590.00	\$57,228.00	\$58,868.00	\$60,509.00	\$62,023.00	\$63,578.00	\$65,166.00	\$66,794.00	\$68,466.00
		Bi-Wk	\$1,941.42	\$2,004.30	\$2,067.21	\$2,129.89	\$2,192.65	\$2,255.48	\$2,318.36	\$2,376.37	\$2,435.94	\$2,496.79	\$2,559.16	\$2,623.22
		Daily	\$194.15	\$200.43	\$206.73	\$212.99	\$219.27	\$225.55	\$231.84	\$237.64	\$243.60	\$249.68	\$255.92	\$262.33
		Hourly	\$27.74	\$28.64	\$29.54	\$30.43	\$31.33	\$32.23	\$33.12	\$33.95	\$34.80	\$35.67	\$36.56	\$37.48
ES	21	Annual	\$53,168.00	\$54,859.00	\$56,540.00	\$58,225.00	\$59,917.00	\$61,598.00	\$63,291.00	\$64,873.00	\$66,491.00	\$68,154.00	\$69,857.00	\$71,605.00
		Bi-Wk	\$2,037.09	\$2,101.88	\$2,166.29	\$2,230.85	\$2,295.68	\$2,360.08	\$2,424.95	\$2,485.56	\$2,547.55	\$2,611.27	\$2,676.52	\$2,743.49
		Daily	\$203.71	\$210.19	\$216.63	\$223.09	\$229.57	\$236.01	\$242.50	\$248.56	\$254.76	\$261.13	\$267.66	\$274.35
		Hourly	\$29.11	\$30.03	\$30.95	\$31.87	\$32.80	\$33.72	\$34.65	\$35.51	\$36.40	\$37.31	\$38.24	\$39.20
ES	22	Annual	\$54,624.00	\$56,625.00	\$58,629.00	\$60,626.00	\$62,632.00	\$64,630.00	\$66,632.00	\$68,296.00	\$70,011.00	\$71,759.00	\$73,553.00	\$75,393.00
		Bi-Wk	\$2,092.88	\$2,169.55	\$2,246.33	\$2,322.84	\$2,399.70	\$2,476.25	\$2,552.96	\$2,616.71	\$2,682.42	\$2,749.39	\$2,818.13	\$2,888.63
		Daily	\$209.29	\$216.96	\$224.64	\$232.29	\$239.97	\$247.63	\$255.30	\$261.68	\$268.25	\$274.94	\$281.82	\$288.87
		Hourly	\$29.90	\$31.00	\$32.10	\$33.19	\$34.29	\$35.38	\$36.48	\$37.39	\$38.33	\$39.28	\$40.26	\$41.27

\*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."

**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	23	Annual	\$57,211.00	\$59,298.00	\$61,377.00	\$63,468.00	\$65,550.00	\$67,636.00	\$69,721.00	\$71,464.00	\$73,248.00	\$75,081.00	\$76,961.00	\$78,884.00
		Bi-Wk	\$2,192.00	\$2,271.96	\$2,351.61	\$2,431.73	\$2,511.50	\$2,591.42	\$2,671.31	\$2,738.09	\$2,806.44	\$2,876.67	\$2,948.70	\$3,022.38
		Daily	\$219.20	\$227.20	\$235.17	\$243.18	\$251.15	\$259.15	\$267.14	\$273.81	\$280.65	\$287.67	\$294.87	\$302.24
		Hourly	\$31.32	\$32.46	\$33.60	\$34.74	\$35.88	\$37.03	\$38.17	\$39.12	\$40.10	\$41.10	\$42.13	\$43.18
ES	24	Annual	\$59,962.00	\$62,135.00	\$64,308.00	\$66,485.00	\$68,656.00	\$70,824.00	\$73,003.00	\$74,826.00	\$76,699.00	\$78,613.00	\$80,577.00	\$82,593.00
		Bi-Wk	\$2,297.40	\$2,380.66	\$2,463.91	\$2,547.32	\$2,630.50	\$2,713.57	\$2,797.05	\$2,866.90	\$2,938.66	\$3,012.00	\$3,087.25	\$3,164.49
		Daily	\$229.74	\$238.07	\$246.40	\$254.74	\$263.05	\$271.36	\$279.71	\$286.69	\$293.87	\$301.20	\$308.73	\$316.45
		Hourly	\$32.82	\$34.01	\$35.20	\$36.40	\$37.58	\$38.77	\$39.96	\$40.96	\$41.99	\$43.03	\$44.11	\$45.21
ES	25	Annual	\$62,892.00	\$65,148.00	\$67,393.00	\$69,647.00	\$71,908.00	\$74,160.00	\$76,409.00	\$78,318.00	\$80,279.00	\$82,287.00	\$84,348.00	\$86,456.00
		Bi-Wk	\$2,409.66	\$2,496.10	\$2,582.11	\$2,668.47	\$2,755.10	\$2,841.38	\$2,927.55	\$3,000.69	\$3,075.83	\$3,152.76	\$3,231.73	\$3,312.50
		Daily	\$240.97	\$249.61	\$258.22	\$266.85	\$275.51	\$284.14	\$292.76	\$300.07	\$307.59	\$315.28	\$323.18	\$331.25
		Hourly	\$34.43	\$35.66	\$36.89	\$38.13	\$39.36	\$40.60	\$41.83	\$42.87	\$43.95	\$45.04	\$46.17	\$47.33
ES	26	Annual	\$65,993.00	\$68,326.00	\$70,670.00	\$73,003.00	\$75,337.00	\$77,674.00	\$80,004.00	\$82,008.00	\$84,057.00	\$86,160.00	\$88,315.00	\$90,521.00
		Bi-Wk	\$2,528.47	\$2,617.86	\$2,707.67	\$2,797.05	\$2,886.48	\$2,976.02	\$3,065.29	\$3,142.07	\$3,220.58	\$3,301.15	\$3,383.72	\$3,468.24
		Daily	\$252.85	\$261.79	\$270.77	\$279.71	\$288.65	\$297.61	\$306.53	\$314.21	\$322.06	\$330.12	\$338.38	\$346.83
		Hourly	\$36.13	\$37.40	\$38.69	\$39.96	\$41.24	\$42.52	\$43.79	\$44.89	\$46.01	\$47.16	\$48.34	\$49.55
ES	27	Annual	\$69,261.00	\$71,683.00	\$74,104.00	\$76,514.00	\$78,935.00	\$81,351.00	\$83,770.00	\$85,869.00	\$88,014.00	\$90,216.00	\$92,470.00	\$94,783.00
		Bi-Wk	\$2,653.68	\$2,746.48	\$2,839.24	\$2,931.58	\$3,024.33	\$3,116.90	\$3,209.58	\$3,290.00	\$3,372.19	\$3,456.56	\$3,542.92	\$3,631.54
		Daily	\$265.37	\$274.65	\$283.93	\$293.16	\$302.44	\$311.69	\$320.96	\$329.00	\$337.22	\$345.66	\$354.30	\$363.16
		Hourly	\$37.91	\$39.24	\$40.57	\$41.88	\$43.21	\$44.53	\$45.86	\$47.00	\$48.18	\$49.38	\$50.62	\$51.88
ES	28	Annual	\$72,762.00	\$75,264.00	\$77,767.00	\$80,273.00	\$82,767.00	\$85,270.00	\$87,770.00	\$89,960.00	\$92,208.00	\$94,515.00	\$96,879.00	\$99,300.00
		Bi-Wk	\$2,787.82	\$2,883.68	\$2,979.58	\$3,075.60	\$3,171.15	\$3,267.05	\$3,362.84	\$3,446.75	\$3,532.88	\$3,621.27	\$3,711.84	\$3,804.60
		Daily	\$278.79	\$288.37	\$297.96	\$307.56	\$317.12	\$326.71	\$336.29	\$344.68	\$353.29	\$362.13	\$371.19	\$380.46
		Hourly	\$39.83	\$41.20	\$42.57	\$43.94	\$45.31	\$46.68	\$48.05	\$49.24	\$50.47	\$51.74	\$53.03	\$54.36

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**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	29	Annual	\$73,459.00	\$76,217.00	\$78,975.00	\$81,732.00	\$84,488.00	\$87,246.00	\$90,000.00	\$92,249.00	\$94,558.00	\$96,923.00	\$99,346.00	\$101,831.00
		Bi-Wk	\$2,814.53	\$2,920.20	\$3,025.87	\$3,131.50	\$3,237.09	\$3,342.76	\$3,448.28	\$3,534.45	\$3,622.92	\$3,713.53	\$3,806.37	\$3,901.58
		Daily	\$281.46	\$292.02	\$302.59	\$313.15	\$323.71	\$334.28	\$344.83	\$353.45	\$362.30	\$371.36	\$380.64	\$390.16
		Hourly	\$40.21	\$41.72	\$43.23	\$44.74	\$46.25	\$47.76	\$49.27	\$50.50	\$51.76	\$53.06	\$54.38	\$55.74
ES	30	Annual	\$76,409.00	\$79,244.00	\$82,089.00	\$84,919.00	\$87,750.00	\$90,589.00	\$93,433.00	\$95,768.00	\$98,166.00	\$100,619.00	\$103,135.00	\$105,715.00
		Bi-Wk	\$2,927.55	\$3,036.17	\$3,145.18	\$3,253.61	\$3,362.07	\$3,470.85	\$3,579.81	\$3,669.28	\$3,761.15	\$3,855.14	\$3,951.54	\$4,050.39
		Daily	\$292.76	\$303.62	\$314.52	\$325.37	\$336.21	\$347.09	\$357.99	\$366.93	\$376.12	\$385.52	\$395.16	\$405.04
		Hourly	\$41.83	\$43.38	\$44.94	\$46.49	\$48.03	\$49.59	\$51.15	\$52.42	\$53.74	\$55.08	\$56.46	\$57.87
ES	31	Annual	\$79,475.00	\$82,396.00	\$85,318.00	\$88,235.00	\$91,158.00	\$94,077.00	\$96,999.00	\$99,421.00	\$101,909.00	\$104,456.00	\$107,068.00	\$109,746.00
		Bi-Wk	\$3,045.02	\$3,156.94	\$3,268.89	\$3,380.66	\$3,492.65	\$3,604.49	\$3,716.44	\$3,809.24	\$3,904.56	\$4,002.15	\$4,102.23	\$4,204.83
		Daily	\$304.51	\$315.70	\$326.89	\$338.07	\$349.27	\$360.45	\$371.65	\$380.93	\$390.46	\$400.22	\$410.23	\$420.49
		Hourly	\$43.51	\$45.10	\$46.70	\$48.30	\$49.90	\$51.50	\$53.10	\$54.42	\$55.78	\$57.18	\$58.61	\$60.07
ES	32	Annual	\$82,662.00	\$85,660.00	\$88,658.00	\$91,662.00	\$94,663.00	\$97,664.00	\$100,671.00	\$103,189.00	\$105,769.00	\$108,414.00	\$111,125.00	\$113,905.00
		Bi-Wk	\$3,167.13	\$3,282.00	\$3,396.86	\$3,511.96	\$3,626.94	\$3,741.92	\$3,857.13	\$3,953.61	\$4,052.46	\$4,153.80	\$4,257.67	\$4,364.18
		Daily	\$316.72	\$328.20	\$339.69	\$351.20	\$362.70	\$374.20	\$385.72	\$395.37	\$405.25	\$415.38	\$425.77	\$436.42
		Hourly	\$45.25	\$46.89	\$48.53	\$50.18	\$51.82	\$53.46	\$55.11	\$56.49	\$57.90	\$59.34	\$60.83	\$62.35
ES	33	Annual	\$85,987.00	\$89,073.00	\$92,155.00	\$95,240.00	\$98,327.00	\$101,409.00	\$104,502.00	\$107,118.00	\$109,791.00	\$112,538.00	\$115,351.00	\$118,237.00
		Bi-Wk	\$3,294.53	\$3,412.76	\$3,530.85	\$3,649.05	\$3,767.32	\$3,885.41	\$4,003.91	\$4,104.14	\$4,206.56	\$4,311.81	\$4,419.58	\$4,530.16
		Daily	\$329.46	\$341.28	\$353.09	\$364.91	\$376.74	\$388.55	\$400.40	\$410.42	\$420.66	\$431.19	\$441.96	\$453.02
		Hourly	\$47.07	\$48.76	\$50.45	\$52.13	\$53.82	\$55.51	\$57.20	\$58.64	\$60.10	\$61.60	\$63.14	\$64.72
ES	34	Annual	\$89,527.00	\$92,698.00	\$95,866.00	\$99,036.00	\$102,204.00	\$105,376.00	\$108,539.00	\$111,253.00	\$114,037.00	\$116,885.00	\$119,806.00	\$122,801.00
		Bi-Wk	\$3,430.16	\$3,551.65	\$3,673.03	\$3,794.49	\$3,915.87	\$4,037.40	\$4,158.59	\$4,262.57	\$4,369.24	\$4,478.36	\$4,590.27	\$4,705.02
		Daily	\$343.02	\$355.17	\$367.31	\$379.45	\$391.59	\$403.74	\$415.86	\$426.26	\$436.93	\$447.84	\$459.03	\$470.51
		Hourly	\$49.01	\$50.74	\$52.48	\$54.21	\$55.95	\$57.68	\$59.41	\$60.90	\$62.42	\$63.98	\$65.58	\$67.22

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**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	35	Annual	\$93,207.00	\$96,454.00	\$99,708.00	\$102,957.00	\$106,205.00	\$109,448.00	\$112,706.00	\$115,519.00	\$118,411.00	\$121,374.00	\$124,407.00	\$127,518.00
		Bi-Wk	\$3,571.15	\$3,695.56	\$3,820.23	\$3,944.72	\$4,069.16	\$4,193.41	\$4,318.24	\$4,426.02	\$4,536.82	\$4,650.35	\$4,766.56	\$4,885.75
		Daily	\$357.12	\$369.56	\$382.03	\$394.48	\$406.92	\$419.35	\$431.83	\$442.61	\$453.69	\$465.04	\$476.66	\$488.58
		Hourly	\$51.02	\$52.80	\$54.58	\$56.36	\$58.14	\$59.91	\$61.69	\$63.23	\$64.82	\$66.44	\$68.10	\$69.80
ES	36	Annual	\$97,084.00	\$100,412.00	\$103,750.00	\$107,080.00	\$110,416.00	\$113,745.00	\$117,079.00	\$120,012.00	\$123,008.00	\$126,086.00	\$129,239.00	\$132,470.00
		Bi-Wk	\$3,719.70	\$3,847.21	\$3,975.10	\$4,102.69	\$4,230.50	\$4,358.05	\$4,485.79	\$4,598.17	\$4,712.96	\$4,830.89	\$4,951.69	\$5,075.48
		Daily	\$371.97	\$384.73	\$397.51	\$410.27	\$423.05	\$435.81	\$448.58	\$459.82	\$471.30	\$483.09	\$495.17	\$507.55
		Hourly	\$53.14	\$54.97	\$56.79	\$58.61	\$60.44	\$62.26	\$64.09	\$65.69	\$67.33	\$69.02	\$70.74	\$72.51
ES	37	Annual	\$101,113.00	\$104,533.00	\$107,960.00	\$111,385.00	\$114,812.00	\$118,237.00	\$121,661.00	\$124,698.00	\$127,819.00	\$131,018.00	\$134,293.00	\$137,650.00
		Bi-Wk	\$3,874.07	\$4,005.10	\$4,136.40	\$4,267.63	\$4,398.93	\$4,530.16	\$4,661.35	\$4,777.71	\$4,897.28	\$5,019.85	\$5,145.33	\$5,273.95
		Daily	\$387.41	\$400.51	\$413.64	\$426.77	\$439.90	\$453.02	\$466.14	\$477.78	\$489.73	\$501.99	\$514.54	\$527.40
		Hourly	\$55.35	\$57.22	\$59.10	\$60.97	\$62.85	\$64.72	\$66.60	\$68.26	\$69.97	\$71.72	\$73.51	\$75.35
ES	38	Annual	\$105,287.00	\$108,784.00	\$112,292.00	\$115,796.00	\$119,302.00	\$122,805.00	\$126,311.00	\$129,474.00	\$132,708.00	\$136,028.00	\$139,429.00	\$142,914.00
		Bi-Wk	\$4,033.99	\$4,167.97	\$4,302.38	\$4,436.63	\$4,570.96	\$4,705.18	\$4,839.51	\$4,960.69	\$5,084.60	\$5,211.81	\$5,342.11	\$5,475.64
		Daily	\$403.40	\$416.80	\$430.24	\$443.67	\$457.10	\$470.52	\$483.96	\$496.07	\$508.46	\$521.19	\$534.22	\$547.57
		Hourly	\$57.63	\$59.55	\$61.47	\$63.39	\$65.30	\$67.22	\$69.14	\$70.87	\$72.64	\$74.46	\$76.32	\$78.23
ES	39	Annual	\$109,666.00	\$113,253.00	\$116,839.00	\$120,434.00	\$124,023.00	\$127,603.00	\$131,198.00	\$134,479.00	\$137,840.00	\$141,289.00	\$144,821.00	\$148,440.00
		Bi-Wk	\$4,201.77	\$4,339.20	\$4,476.60	\$4,614.33	\$4,751.84	\$4,889.01	\$5,026.75	\$5,152.46	\$5,281.23	\$5,413.38	\$5,548.70	\$5,687.36
		Daily	\$420.18	\$433.92	\$447.66	\$461.44	\$475.19	\$488.91	\$502.68	\$515.25	\$528.13	\$541.34	\$554.87	\$568.74
		Hourly	\$60.03	\$61.99	\$63.96	\$65.92	\$67.89	\$69.85	\$71.82	\$73.61	\$75.45	\$77.34	\$79.27	\$81.25
ES	40	Annual	\$114,237.00	\$117,896.00	\$121,569.00	\$125,231.00	\$128,897.00	\$132,560.00	\$136,227.00	\$139,636.00	\$143,127.00	\$146,705.00	\$150,375.00	\$154,135.00
		Bi-Wk	\$4,376.90	\$4,517.09	\$4,657.82	\$4,798.13	\$4,938.59	\$5,078.93	\$5,219.43	\$5,350.04	\$5,483.80	\$5,620.89	\$5,761.50	\$5,905.56
		Daily	\$437.69	\$451.71	\$465.79	\$479.82	\$493.86	\$507.90	\$521.95	\$535.01	\$548.38	\$562.09	\$576.15	\$590.56
		Hourly	\$62.53	\$64.53	\$66.55	\$68.55	\$70.56	\$72.56	\$74.57	\$76.43	\$78.34	\$80.30	\$82.31	\$84.37

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**P-4 ES 35-Hours Salary Plan Effective 07/01/2014**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	41	Annual	\$119,008.00	\$122,766.00	\$126,518.00	\$130,277.00	\$134,029.00	\$137,781.00	\$141,534.00	\$145,074.00	\$148,702.00	\$152,419.00	\$156,231.00	\$160,137.00
		Bi-Wk	\$4,559.70	\$4,703.68	\$4,847.44	\$4,991.46	\$5,135.22	\$5,278.97	\$5,422.76	\$5,558.40	\$5,697.40	\$5,839.81	\$5,985.87	\$6,135.52
		Daily	\$455.97	\$470.37	\$484.75	\$499.15	\$513.53	\$527.90	\$542.28	\$555.84	\$569.74	\$583.99	\$598.59	\$613.56
		Hourly	\$65.14	\$67.20	\$69.25	\$71.31	\$73.37	\$75.42	\$77.47	\$79.41	\$81.40	\$83.43	\$85.52	\$87.66
ES	42	Annual	\$123,969.00	\$127,812.00	\$131,652.00	\$135,481.00	\$139,324.00	\$143,157.00	\$147,002.00	\$150,679.00	\$154,446.00	\$158,304.00	\$162,262.00	\$166,320.00
		Bi-Wk	\$4,749.78	\$4,897.02	\$5,044.14	\$5,190.85	\$5,338.09	\$5,484.95	\$5,632.27	\$5,773.15	\$5,917.48	\$6,065.29	\$6,216.94	\$6,372.42
		Daily	\$474.98	\$489.71	\$504.42	\$519.09	\$533.81	\$548.50	\$563.23	\$577.32	\$591.75	\$606.53	\$621.70	\$637.25
		Hourly	\$67.86	\$69.96	\$72.06	\$74.16	\$76.26	\$78.36	\$80.47	\$82.48	\$84.54	\$86.65	\$88.82	\$91.04
ES	43	Annual	\$129,238.00	\$133,149.00	\$137,066.00	\$140,977.00	\$144,897.00	\$148,804.00	\$152,719.00	\$156,534.00	\$160,451.00	\$164,459.00	\$168,570.00	\$172,785.00
		Bi-Wk	\$4,951.65	\$5,101.50	\$5,251.58	\$5,401.42	\$5,551.61	\$5,701.31	\$5,851.31	\$5,997.48	\$6,147.55	\$6,301.12	\$6,458.63	\$6,620.12
		Daily	\$495.17	\$510.15	\$525.16	\$540.15	\$555.17	\$570.14	\$585.14	\$599.75	\$614.76	\$630.12	\$645.87	\$662.02
		Hourly	\$70.74	\$72.88	\$75.03	\$77.17	\$79.31	\$81.45	\$83.60	\$85.68	\$87.83	\$90.02	\$92.27	\$94.58

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