

P-2 SH 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 1 | Annual | \$26,858.00 | \$27,515.00 | \$28,173.00 | \$28,816.00 | \$29,477.00 | \$30,127.00 | \$30,781.00 | \$31,706.00 | \$32,183.00 |
| | | Bi-Wk | \$1,029.05 | \$1,054.22 | \$1,079.43 | \$1,104.07 | \$1,129.39 | \$1,154.30 | \$1,179.35 | \$1,214.79 | \$1,233.07 |
| | | Daily | \$102.91 | \$105.43 | \$107.95 | \$110.41 | \$112.94 | \$115.43 | \$117.94 | \$121.48 | \$123.31 |
| | | Hourly | \$12.87 | \$13.18 | \$13.50 | \$13.81 | \$14.12 | \$14.43 | \$14.75 | \$15.19 | \$15.42 |
| SH | 2 | Annual | \$28,173.00 | \$28,816.00 | \$29,477.00 | \$30,127.00 | \$30,781.00 | \$31,436.00 | \$32,087.00 | \$33,050.00 | \$33,547.00 |
| | | Bi-Wk | \$1,079.43 | \$1,104.07 | \$1,129.39 | \$1,154.30 | \$1,179.35 | \$1,204.45 | \$1,229.39 | \$1,266.29 | \$1,285.33 |
| | | Daily | \$107.95 | \$110.41 | \$112.94 | \$115.43 | \$117.94 | \$120.45 | \$122.94 | \$126.63 | \$128.54 |
| | | Hourly | \$13.50 | \$13.81 | \$14.12 | \$14.43 | \$14.75 | \$15.06 | \$15.37 | \$15.83 | \$16.07 |
| SH | 3 | Annual | \$28,816.00 | \$29,477.00 | \$30,127.00 | \$30,781.00 | \$31,436.00 | \$32,087.00 | \$32,740.00 | \$33,720.00 | \$34,226.00 |
| | | Bi-Wk | \$1,104.07 | \$1,129.39 | \$1,154.30 | \$1,179.35 | \$1,204.45 | \$1,229.39 | \$1,254.41 | \$1,291.96 | \$1,311.35 |
| | | Daily | \$110.41 | \$112.94 | \$115.43 | \$117.94 | \$120.45 | \$122.94 | \$125.45 | \$129.20 | \$131.14 |
| | | Hourly | \$13.81 | \$14.12 | \$14.43 | \$14.75 | \$15.06 | \$15.37 | \$15.69 | \$16.15 | \$16.40 |
| SH | 4 | Annual | \$29,748.00 | \$30,542.00 | \$31,341.00 | \$32,135.00 | \$32,931.00 | \$33,722.00 | \$34,518.00 | \$35,555.00 | \$36,085.00 |
| | | Bi-Wk | \$1,139.78 | \$1,170.20 | \$1,200.81 | \$1,231.23 | \$1,261.73 | \$1,292.04 | \$1,322.53 | \$1,362.27 | \$1,382.57 |
| | | Daily | \$113.98 | \$117.02 | \$120.09 | \$123.13 | \$126.18 | \$129.21 | \$132.26 | \$136.23 | \$138.26 |
| | | Hourly | \$14.25 | \$14.63 | \$15.02 | \$15.40 | \$15.78 | \$16.16 | \$16.54 | \$17.03 | \$17.29 |
| SH | 5 | Annual | \$30,500.00 | \$31,341.00 | \$32,179.00 | \$33,020.00 | \$33,853.00 | \$34,694.00 | \$35,538.00 | \$36,605.00 | \$37,156.00 |
| | | Bi-Wk | \$1,168.59 | \$1,200.81 | \$1,232.92 | \$1,265.14 | \$1,297.05 | \$1,329.28 | \$1,361.61 | \$1,402.50 | \$1,423.61 |
| | | Daily | \$116.86 | \$120.09 | \$123.30 | \$126.52 | \$129.71 | \$132.93 | \$136.17 | \$140.25 | \$142.37 |
| | | Hourly | \$14.61 | \$15.02 | \$15.42 | \$15.82 | \$16.22 | \$16.62 | \$17.03 | \$17.54 | \$17.80 |
| SH | 6 | Annual | \$31,532.00 | \$32,374.00 | \$33,214.00 | \$34,048.00 | \$34,888.00 | \$35,730.00 | \$36,564.00 | \$37,660.00 | \$38,228.00 |
| | | Bi-Wk | \$1,208.13 | \$1,240.39 | \$1,272.57 | \$1,304.53 | \$1,336.71 | \$1,368.97 | \$1,400.92 | \$1,442.92 | \$1,464.68 |
| | | Daily | \$120.82 | \$124.04 | \$127.26 | \$130.46 | \$133.68 | \$136.90 | \$140.10 | \$144.30 | \$146.47 |
| | | Hourly | \$15.11 | \$15.51 | \$15.91 | \$16.31 | \$16.71 | \$17.12 | \$17.52 | \$18.04 | \$18.31 |
| SH | 7 | Annual | \$32,457.00 | \$33,305.00 | \$34,134.00 | \$34,978.00 | \$35,819.00 | \$36,657.00 | \$37,491.00 | \$38,614.00 | \$39,198.00 |
| | | Bi-Wk | \$1,243.57 | \$1,276.06 | \$1,307.82 | \$1,340.16 | \$1,372.38 | \$1,404.49 | \$1,436.44 | \$1,479.47 | \$1,501.84 |
| | | Daily | \$124.36 | \$127.61 | \$130.79 | \$134.02 | \$137.24 | \$140.45 | \$143.65 | \$147.95 | \$150.19 |
| | | Hourly | \$15.55 | \$15.96 | \$16.35 | \$16.76 | \$17.16 | \$17.56 | \$17.96 | \$18.50 | \$18.78 |

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| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 8 | Annual | \$34,888.00 | \$35,917.00 | \$36,942.00 | \$37,973.00 | \$38,997.00 | \$40,026.00 | \$41,065.00 | \$42,297.00 | \$42,933.00 |
| | | Bi-Wk | \$1,336.71 | \$1,376.14 | \$1,415.41 | \$1,454.91 | \$1,494.14 | \$1,533.57 | \$1,573.38 | \$1,620.58 | \$1,644.95 |
| | | Daily | \$133.68 | \$137.62 | \$141.55 | \$145.50 | \$149.42 | \$153.36 | \$157.34 | \$162.06 | \$164.50 |
| | | Hourly | \$16.71 | \$17.21 | \$17.70 | \$18.19 | \$18.68 | \$19.17 | \$19.67 | \$20.26 | \$20.57 |
| SH | 9 | Annual | \$35,958.00 | \$37,032.00 | \$38,099.00 | \$39,180.00 | \$40,253.00 | \$41,317.00 | \$42,402.00 | \$43,674.00 | \$44,330.00 |
| | | Bi-Wk | \$1,377.71 | \$1,418.86 | \$1,459.74 | \$1,501.15 | \$1,542.27 | \$1,583.03 | \$1,624.60 | \$1,673.34 | \$1,698.47 |
| | | Daily | \$137.78 | \$141.89 | \$145.98 | \$150.12 | \$154.23 | \$158.31 | \$162.46 | \$167.34 | \$169.85 |
| | | Hourly | \$17.23 | \$17.74 | \$18.25 | \$18.77 | \$19.28 | \$19.79 | \$20.31 | \$20.92 | \$21.24 |
| SH | 10 | Annual | \$37,119.00 | \$38,242.00 | \$39,367.00 | \$40,486.00 | \$41,604.00 | \$42,740.00 | \$43,919.00 | \$45,238.00 | \$45,919.00 |
| | | Bi-Wk | \$1,422.19 | \$1,465.22 | \$1,508.32 | \$1,551.19 | \$1,594.03 | \$1,637.55 | \$1,682.73 | \$1,733.26 | \$1,759.35 |
| | | Daily | \$142.22 | \$146.53 | \$150.84 | \$155.12 | \$159.41 | \$163.76 | \$168.28 | \$173.33 | \$175.94 |
| | | Hourly | \$17.78 | \$18.32 | \$18.86 | \$19.39 | \$19.93 | \$20.47 | \$21.04 | \$21.67 | \$22.00 |
| SH | 11 | Annual | \$38,295.00 | \$39,463.00 | \$40,631.00 | \$41,803.00 | \$43,003.00 | \$44,231.00 | \$45,453.00 | \$46,814.00 | \$47,521.00 |
| | | Bi-Wk | \$1,467.25 | \$1,512.00 | \$1,556.75 | \$1,601.65 | \$1,647.63 | \$1,694.68 | \$1,741.50 | \$1,793.64 | \$1,820.73 |
| | | Daily | \$146.73 | \$151.20 | \$155.68 | \$160.17 | \$164.77 | \$169.47 | \$174.15 | \$179.37 | \$182.08 |
| | | Hourly | \$18.35 | \$18.90 | \$19.46 | \$20.03 | \$20.60 | \$21.19 | \$21.77 | \$22.43 | \$22.76 |
| SH | 12 | Annual | \$39,542.00 | \$40,753.00 | \$41,970.00 | \$43,229.00 | \$44,501.00 | \$45,776.00 | \$47,054.00 | \$48,465.00 | \$49,191.00 |
| | | Bi-Wk | \$1,515.02 | \$1,561.42 | \$1,608.05 | \$1,656.29 | \$1,705.02 | \$1,753.87 | \$1,802.84 | \$1,856.90 | \$1,884.72 |
| | | Daily | \$151.51 | \$156.15 | \$160.81 | \$165.63 | \$170.51 | \$175.39 | \$180.29 | \$185.69 | \$188.48 |
| | | Hourly | \$18.94 | \$19.52 | \$20.11 | \$20.71 | \$21.32 | \$21.93 | \$22.54 | \$23.22 | \$23.56 |
| SH | 13 | Annual | \$41,769.00 | \$43,303.00 | \$44,862.00 | \$46,406.00 | \$47,970.00 | \$49,529.00 | \$51,088.00 | \$52,615.00 | \$53,410.00 |
| | | Bi-Wk | \$1,600.35 | \$1,659.12 | \$1,718.86 | \$1,778.01 | \$1,837.94 | \$1,897.67 | \$1,957.40 | \$2,015.91 | \$2,046.37 |
| | | Daily | \$160.04 | \$165.92 | \$171.89 | \$177.81 | \$183.80 | \$189.77 | \$195.74 | \$201.60 | \$204.64 |
| | | Hourly | \$20.01 | \$20.74 | \$21.49 | \$22.23 | \$22.98 | \$23.73 | \$24.47 | \$25.20 | \$25.58 |
| SH | 14 | Annual | \$43,724.00 | \$45,331.00 | \$46,940.00 | \$48,545.00 | \$50,140.00 | \$51,750.00 | \$53,353.00 | \$54,954.00 | \$55,779.00 |
| | | Bi-Wk | \$1,675.25 | \$1,736.82 | \$1,798.47 | \$1,859.97 | \$1,921.08 | \$1,982.76 | \$2,044.18 | \$2,105.52 | \$2,137.13 |
| | | Daily | \$167.53 | \$173.69 | \$179.85 | \$186.00 | \$192.11 | \$198.28 | \$204.42 | \$210.56 | \$213.72 |
| | | Hourly | \$20.95 | \$21.72 | \$22.49 | \$23.25 | \$24.02 | \$24.79 | \$25.56 | \$26.32 | \$26.72 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 15 | Annual | \$45,820.00 | \$47,478.00 | \$49,131.00 | \$50,776.00 | \$52,432.00 | \$54,090.00 | \$55,750.00 | \$57,419.00 | \$58,288.00 |
| | | Bi-Wk | \$1,755.56 | \$1,819.09 | \$1,882.42 | \$1,945.45 | \$2,008.89 | \$2,072.42 | \$2,136.02 | \$2,199.97 | \$2,233.26 |
| | | Daily | \$175.56 | \$181.91 | \$188.25 | \$194.55 | \$200.89 | \$207.25 | \$213.61 | \$220.00 | \$223.33 |
| | | Hourly | \$21.95 | \$22.74 | \$23.54 | \$24.32 | \$25.12 | \$25.91 | \$26.71 | \$27.50 | \$27.92 |
| SH | 16 | Annual | \$48,056.00 | \$49,761.00 | \$51,465.00 | \$53,155.00 | \$54,861.00 | \$56,565.00 | \$58,262.00 | \$60,012.00 | \$60,914.00 |
| | | Bi-Wk | \$1,841.23 | \$1,906.56 | \$1,971.84 | \$2,036.60 | \$2,101.96 | \$2,167.25 | \$2,232.27 | \$2,299.32 | \$2,333.87 |
| | | Daily | \$184.13 | \$190.66 | \$197.19 | \$203.66 | \$210.20 | \$216.73 | \$223.23 | \$229.94 | \$233.39 |
| | | Hourly | \$23.02 | \$23.84 | \$24.65 | \$25.46 | \$26.28 | \$27.10 | \$27.91 | \$28.75 | \$29.18 |
| SH | 17 | Annual | \$50,437.00 | \$52,181.00 | \$53,937.00 | \$55,688.00 | \$57,434.00 | \$59,184.00 | \$60,940.00 | \$62,769.00 | \$63,710.00 |
| | | Bi-Wk | \$1,932.46 | \$1,999.28 | \$2,066.56 | \$2,133.64 | \$2,200.54 | \$2,267.59 | \$2,334.87 | \$2,404.95 | \$2,441.00 |
| | | Daily | \$193.25 | \$199.93 | \$206.66 | \$213.37 | \$220.06 | \$226.76 | \$233.49 | \$240.50 | \$244.10 |
| | | Hourly | \$24.16 | \$25.00 | \$25.84 | \$26.68 | \$27.51 | \$28.35 | \$29.19 | \$30.07 | \$30.52 |
| SH | 18 | Annual | \$52,980.00 | \$54,763.00 | \$56,565.00 | \$58,360.00 | \$60,153.00 | \$61,946.00 | \$63,740.00 | \$65,654.00 | \$66,643.00 |
| | | Bi-Wk | \$2,029.89 | \$2,098.20 | \$2,167.25 | \$2,236.02 | \$2,304.72 | \$2,373.41 | \$2,442.15 | \$2,515.48 | \$2,553.38 |
| | | Daily | \$202.99 | \$209.82 | \$216.73 | \$223.61 | \$230.48 | \$237.35 | \$244.22 | \$251.55 | \$255.34 |
| | | Hourly | \$25.38 | \$26.23 | \$27.10 | \$27.96 | \$28.81 | \$29.67 | \$30.53 | \$31.45 | \$31.92 |
| SH | 19 | Annual | \$55,588.00 | \$57,434.00 | \$59,279.00 | \$61,132.00 | \$62,979.00 | \$64,824.00 | \$66,667.00 | \$68,668.00 | \$69,702.00 |
| | | Bi-Wk | \$2,129.81 | \$2,200.54 | \$2,271.23 | \$2,342.23 | \$2,412.99 | \$2,483.68 | \$2,554.30 | \$2,630.96 | \$2,670.58 |
| | | Daily | \$212.99 | \$220.06 | \$227.13 | \$234.23 | \$241.30 | \$248.37 | \$255.43 | \$263.10 | \$267.06 |
| | | Hourly | \$26.63 | \$27.51 | \$28.40 | \$29.28 | \$30.17 | \$31.05 | \$31.93 | \$32.89 | \$33.39 |
| SH | 20 | Annual | \$58,410.00 | \$60,311.00 | \$62,197.00 | \$64,087.00 | \$65,977.00 | \$67,877.00 | \$69,765.00 | \$71,855.00 | \$72,936.00 |
| | | Bi-Wk | \$2,237.94 | \$2,310.77 | \$2,383.03 | \$2,455.45 | \$2,527.86 | \$2,600.66 | \$2,672.99 | \$2,753.07 | \$2,794.49 |
| | | Daily | \$223.80 | \$231.08 | \$238.31 | \$245.55 | \$252.79 | \$260.07 | \$267.30 | \$275.31 | \$279.45 |
| | | Hourly | \$27.98 | \$28.89 | \$29.79 | \$30.70 | \$31.60 | \$32.51 | \$33.42 | \$34.42 | \$34.94 |
| SH | 21 | Annual | \$61,293.00 | \$63,249.00 | \$65,185.00 | \$67,127.00 | \$69,075.00 | \$71,015.00 | \$72,961.00 | \$75,147.00 | \$76,277.00 |
| | | Bi-Wk | \$2,348.40 | \$2,423.34 | \$2,497.51 | \$2,571.92 | \$2,646.56 | \$2,720.89 | \$2,795.45 | \$2,879.20 | \$2,922.50 |
| | | Daily | \$234.84 | \$242.34 | \$249.76 | \$257.20 | \$264.66 | \$272.09 | \$279.55 | \$287.92 | \$292.25 |
| | | Hourly | \$29.36 | \$30.30 | \$31.22 | \$32.15 | \$33.09 | \$34.02 | \$34.95 | \$35.99 | \$36.54 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 22 | Annual | \$62,979.00 | \$65,282.00 | \$67,586.00 | \$69,891.00 | \$72,206.00 | \$74,509.00 | \$76,816.00 | \$79,120.00 | \$80,312.00 |
| | | Bi-Wk | \$2,412.99 | \$2,501.23 | \$2,589.51 | \$2,677.82 | \$2,766.52 | \$2,854.76 | \$2,943.15 | \$3,031.42 | \$3,077.09 |
| | | Daily | \$241.30 | \$250.13 | \$258.96 | \$267.79 | \$276.66 | \$285.48 | \$294.32 | \$303.15 | \$307.71 |
| | | Hourly | \$30.17 | \$31.27 | \$32.37 | \$33.48 | \$34.59 | \$35.69 | \$36.79 | \$37.90 | \$38.47 |
| SH | 23 | Annual | \$65,959.00 | \$68,362.00 | \$70,766.00 | \$73,163.00 | \$75,574.00 | \$77,973.00 | \$80,374.00 | \$82,784.00 | \$84,028.00 |
| | | Bi-Wk | \$2,527.17 | \$2,619.24 | \$2,711.35 | \$2,803.19 | \$2,895.56 | \$2,987.48 | \$3,079.47 | \$3,171.81 | \$3,219.47 |
| | | Daily | \$252.72 | \$261.93 | \$271.14 | \$280.32 | \$289.56 | \$298.75 | \$307.95 | \$317.19 | \$321.95 |
| | | Hourly | \$31.59 | \$32.75 | \$33.90 | \$35.04 | \$36.20 | \$37.35 | \$38.50 | \$39.65 | \$40.25 |
| SH | 24 | Annual | \$69,131.00 | \$71,638.00 | \$74,140.00 | \$76,645.00 | \$79,151.00 | \$81,654.00 | \$84,156.00 | \$86,682.00 | \$87,985.00 |
| | | Bi-Wk | \$2,648.70 | \$2,744.76 | \$2,840.62 | \$2,936.60 | \$3,032.61 | \$3,128.51 | \$3,224.37 | \$3,321.15 | \$3,371.08 |
| | | Daily | \$264.87 | \$274.48 | \$284.07 | \$293.66 | \$303.27 | \$312.86 | \$322.44 | \$332.12 | \$337.11 |
| | | Hourly | \$33.11 | \$34.31 | \$35.51 | \$36.71 | \$37.91 | \$39.11 | \$40.31 | \$41.52 | \$42.14 |
| SH | 25 | Annual | \$72,513.00 | \$75,102.00 | \$77,703.00 | \$80,297.00 | \$82,896.00 | \$85,493.00 | \$88,089.00 | \$90,732.00 | \$92,093.00 |
| | | Bi-Wk | \$2,778.28 | \$2,877.48 | \$2,977.13 | \$3,076.52 | \$3,176.10 | \$3,275.60 | \$3,375.06 | \$3,476.33 | \$3,528.47 |
| | | Daily | \$277.83 | \$287.75 | \$297.72 | \$307.66 | \$317.61 | \$327.56 | \$337.51 | \$347.64 | \$352.85 |
| | | Hourly | \$34.73 | \$35.97 | \$37.22 | \$38.46 | \$39.71 | \$40.95 | \$42.19 | \$43.46 | \$44.11 |
| SH | 26 | Annual | \$76,079.00 | \$78,771.00 | \$81,465.00 | \$84,156.00 | \$86,853.00 | \$89,555.00 | \$92,239.00 | \$95,006.00 | \$96,435.00 |
| | | Bi-Wk | \$2,914.91 | \$3,018.05 | \$3,121.27 | \$3,224.37 | \$3,327.71 | \$3,431.23 | \$3,534.07 | \$3,640.08 | \$3,694.83 |
| | | Daily | \$291.50 | \$301.81 | \$312.13 | \$322.44 | \$332.78 | \$343.13 | \$353.41 | \$364.01 | \$369.49 |
| | | Hourly | \$36.44 | \$37.73 | \$39.02 | \$40.31 | \$41.60 | \$42.90 | \$44.18 | \$45.51 | \$46.19 |
| SH | 27 | Annual | \$79,856.00 | \$82,645.00 | \$85,436.00 | \$88,216.00 | \$91,002.00 | \$93,788.00 | \$96,579.00 | \$99,477.00 | \$100,972.00 |
| | | Bi-Wk | \$3,059.62 | \$3,166.48 | \$3,273.41 | \$3,379.93 | \$3,486.67 | \$3,593.41 | \$3,700.35 | \$3,811.38 | \$3,868.66 |
| | | Daily | \$305.97 | \$316.65 | \$327.35 | \$338.00 | \$348.67 | \$359.35 | \$370.04 | \$381.14 | \$386.87 |
| | | Hourly | \$38.25 | \$39.59 | \$40.92 | \$42.25 | \$43.59 | \$44.92 | \$46.26 | \$47.65 | \$48.36 |
| SH | 28 | Annual | \$83,945.00 | \$86,767.00 | \$89,651.00 | \$92,539.00 | \$95,417.00 | \$98,308.00 | \$101,188.00 | \$104,223.00 | \$105,790.00 |
| | | Bi-Wk | \$3,216.29 | \$3,324.41 | \$3,434.91 | \$3,545.56 | \$3,655.83 | \$3,766.60 | \$3,876.94 | \$3,993.22 | \$4,053.26 |
| | | Daily | \$321.63 | \$332.45 | \$343.50 | \$354.56 | \$365.59 | \$376.66 | \$387.70 | \$399.33 | \$405.33 |
| | | Hourly | \$40.21 | \$41.56 | \$42.94 | \$44.32 | \$45.70 | \$47.09 | \$48.47 | \$49.92 | \$50.67 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 29 | Annual | \$84,692.00 | \$87,869.00 | \$91,045.00 | \$94,232.00 | \$97,411.00 | \$100,583.00 | \$103,761.00 | \$106,871.00 | \$108,484.00 |
| | | Bi-Wk | \$3,244.91 | \$3,366.63 | \$3,488.32 | \$3,610.43 | \$3,732.23 | \$3,853.76 | \$3,975.52 | \$4,094.68 | \$4,156.48 |
| | | Daily | \$324.50 | \$336.67 | \$348.84 | \$361.05 | \$373.23 | \$385.38 | \$397.56 | \$409.47 | \$415.65 |
| | | Hourly | \$40.57 | \$42.09 | \$43.61 | \$45.14 | \$46.66 | \$48.18 | \$49.70 | \$51.19 | \$51.96 |
| SH | 30 | Annual | \$88,089.00 | \$91,357.00 | \$94,637.00 | \$97,896.00 | \$101,172.00 | \$104,448.00 | \$107,714.00 | \$110,945.00 | \$112,615.00 |
| | | Bi-Wk | \$3,375.06 | \$3,500.27 | \$3,625.94 | \$3,750.81 | \$3,876.33 | \$4,001.84 | \$4,126.98 | \$4,250.77 | \$4,314.76 |
| | | Daily | \$337.51 | \$350.03 | \$362.60 | \$375.09 | \$387.64 | \$400.19 | \$412.70 | \$425.08 | \$431.48 |
| | | Hourly | \$42.19 | \$43.76 | \$45.33 | \$46.89 | \$48.46 | \$50.03 | \$51.59 | \$53.14 | \$53.94 |
| SH | 31 | Annual | \$91,622.00 | \$94,991.00 | \$98,364.00 | \$101,729.00 | \$105,094.00 | \$108,464.00 | \$111,821.00 | \$115,179.00 | \$116,909.00 |
| | | Bi-Wk | \$3,510.43 | \$3,639.51 | \$3,768.74 | \$3,897.67 | \$4,026.60 | \$4,155.71 | \$4,284.33 | \$4,412.99 | \$4,479.28 |
| | | Daily | \$351.05 | \$363.96 | \$376.88 | \$389.77 | \$402.66 | \$415.58 | \$428.44 | \$441.30 | \$447.93 |
| | | Hourly | \$43.89 | \$45.50 | \$47.11 | \$48.73 | \$50.34 | \$51.95 | \$53.56 | \$55.17 | \$56.00 |
| SH | 32 | Annual | \$95,298.00 | \$98,758.00 | \$102,208.00 | \$105,677.00 | \$109,142.00 | \$112,595.00 | \$116,069.00 | \$119,551.00 | \$121,346.00 |
| | | Bi-Wk | \$3,651.27 | \$3,783.84 | \$3,916.02 | \$4,048.93 | \$4,181.69 | \$4,313.99 | \$4,447.09 | \$4,580.50 | \$4,649.28 |
| | | Daily | \$365.13 | \$378.39 | \$391.61 | \$404.90 | \$418.17 | \$431.40 | \$444.71 | \$458.05 | \$464.93 |
| | | Hourly | \$45.65 | \$47.30 | \$48.96 | \$50.62 | \$52.28 | \$53.93 | \$55.59 | \$57.26 | \$58.12 |
| SH | 33 | Annual | \$99,133.00 | \$102,686.00 | \$106,247.00 | \$109,800.00 | \$113,360.00 | \$116,909.00 | \$120,476.00 | \$124,087.00 | \$125,954.00 |
| | | Bi-Wk | \$3,798.20 | \$3,934.33 | \$4,070.77 | \$4,206.90 | \$4,343.30 | \$4,479.28 | \$4,615.94 | \$4,754.30 | \$4,825.83 |
| | | Daily | \$379.82 | \$393.44 | \$407.08 | \$420.69 | \$434.33 | \$447.93 | \$461.60 | \$475.43 | \$482.59 |
| | | Hourly | \$47.48 | \$49.18 | \$50.89 | \$52.59 | \$54.30 | \$56.00 | \$57.70 | \$59.43 | \$60.33 |
| SH | 34 | Annual | \$103,215.00 | \$106,867.00 | \$110,517.00 | \$114,183.00 | \$117,832.00 | \$121,488.00 | \$125,134.00 | \$128,890.00 | \$130,832.00 |
| | | Bi-Wk | \$3,954.60 | \$4,094.53 | \$4,234.37 | \$4,374.83 | \$4,514.64 | \$4,654.72 | \$4,794.41 | \$4,938.32 | \$5,012.73 |
| | | Daily | \$395.46 | \$409.46 | \$423.44 | \$437.49 | \$451.47 | \$465.48 | \$479.45 | \$493.84 | \$501.28 |
| | | Hourly | \$49.44 | \$51.19 | \$52.93 | \$54.69 | \$56.44 | \$58.19 | \$59.94 | \$61.73 | \$62.66 |
| SH | 35 | Annual | \$107,460.00 | \$111,203.00 | \$114,950.00 | \$118,697.00 | \$122,444.00 | \$126,191.00 | \$129,928.00 | \$133,828.00 | \$135,839.00 |
| | | Bi-Wk | \$4,117.25 | \$4,260.66 | \$4,404.22 | \$4,547.78 | \$4,691.35 | \$4,834.91 | \$4,978.09 | \$5,127.51 | \$5,204.56 |
| | | Daily | \$411.73 | \$426.07 | \$440.43 | \$454.78 | \$469.14 | \$483.50 | \$497.81 | \$512.76 | \$520.46 |
| | | Hourly | \$51.47 | \$53.26 | \$55.06 | \$56.85 | \$58.65 | \$60.44 | \$62.23 | \$64.10 | \$65.06 |

P-2 SH 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 36 | Annual | \$111,924.00 | \$115,761.00 | \$119,608.00 | \$123,454.00 | \$127,297.00 | \$131,134.00 | \$134,983.00 | \$139,032.00 | \$141,119.00 |
| | | Bi-Wk | \$4,288.28 | \$4,435.29 | \$4,582.69 | \$4,730.04 | \$4,877.28 | \$5,024.30 | \$5,171.77 | \$5,326.90 | \$5,406.86 |
| | | Daily | \$428.83 | \$443.53 | \$458.27 | \$473.01 | \$487.73 | \$502.43 | \$517.18 | \$532.69 | \$540.69 |
| | | Hourly | \$53.61 | \$55.45 | \$57.29 | \$59.13 | \$60.97 | \$62.81 | \$64.65 | \$66.59 | \$67.59 |
| SH | 37 | Annual | \$116,569.00 | \$120,522.00 | \$124,468.00 | \$128,410.00 | \$132,363.00 | \$136,308.00 | \$140,251.00 | \$144,459.00 | \$146,629.00 |
| | | Bi-Wk | \$4,466.25 | \$4,617.71 | \$4,768.89 | \$4,919.93 | \$5,071.38 | \$5,222.53 | \$5,373.61 | \$5,534.83 | \$5,617.97 |
| | | Daily | \$446.63 | \$461.78 | \$476.89 | \$492.00 | \$507.14 | \$522.26 | \$537.37 | \$553.49 | \$561.80 |
| | | Hourly | \$55.83 | \$57.73 | \$59.62 | \$61.50 | \$63.40 | \$65.29 | \$67.18 | \$69.19 | \$70.23 |
| SH | 38 | Annual | \$121,380.00 | \$125,415.00 | \$129,462.00 | \$133,503.00 | \$137,547.00 | \$141,591.00 | \$145,628.00 | \$149,997.00 | \$152,248.00 |
| | | Bi-Wk | \$4,650.58 | \$4,805.18 | \$4,960.23 | \$5,115.06 | \$5,270.00 | \$5,424.95 | \$5,579.62 | \$5,747.02 | \$5,833.26 |
| | | Daily | \$465.06 | \$480.52 | \$496.03 | \$511.51 | \$527.00 | \$542.50 | \$557.97 | \$574.71 | \$583.33 |
| | | Hourly | \$58.14 | \$60.07 | \$62.01 | \$63.94 | \$65.88 | \$67.82 | \$69.75 | \$71.84 | \$72.92 |
| SH | 39 | Annual | \$126,573.00 | \$130,565.00 | \$134,704.00 | \$138,847.00 | \$142,984.00 | \$147,121.00 | \$151,257.00 | \$155,797.00 | \$158,130.00 |
| | | Bi-Wk | \$4,849.55 | \$5,002.50 | \$5,161.08 | \$5,319.81 | \$5,478.32 | \$5,636.82 | \$5,795.29 | \$5,969.24 | \$6,058.63 |
| | | Daily | \$484.96 | \$500.25 | \$516.11 | \$531.99 | \$547.84 | \$563.69 | \$579.53 | \$596.93 | \$605.87 |
| | | Hourly | \$60.62 | \$62.54 | \$64.52 | \$66.50 | \$68.48 | \$70.47 | \$72.45 | \$74.62 | \$75.74 |
| SH | 40 | Annual | \$131,690.00 | \$135,920.00 | \$140,155.00 | \$144,373.00 | \$148,601.00 | \$152,829.00 | \$157,048.00 | \$161,762.00 | \$164,193.00 |
| | | Bi-Wk | \$5,045.60 | \$5,207.67 | \$5,369.93 | \$5,531.54 | \$5,693.53 | \$5,855.52 | \$6,017.17 | \$6,197.78 | \$6,290.92 |
| | | Daily | \$504.56 | \$520.77 | \$537.00 | \$553.16 | \$569.36 | \$585.56 | \$601.72 | \$619.78 | \$629.10 |
| | | Hourly | \$63.07 | \$65.10 | \$67.13 | \$69.15 | \$71.17 | \$73.20 | \$75.22 | \$77.48 | \$78.64 |
| SH | 41 | Annual | \$137,209.00 | \$141,541.00 | \$145,865.00 | \$150,189.00 | \$154,524.00 | \$158,841.00 | \$163,173.00 | \$168,070.00 | \$170,591.00 |
| | | Bi-Wk | \$5,257.05 | \$5,423.03 | \$5,588.70 | \$5,754.37 | \$5,920.46 | \$6,085.87 | \$6,251.84 | \$6,439.47 | \$6,536.06 |
| | | Daily | \$525.71 | \$542.31 | \$558.87 | \$575.44 | \$592.05 | \$608.59 | \$625.19 | \$643.95 | \$653.61 |
| | | Hourly | \$65.72 | \$67.79 | \$69.86 | \$71.93 | \$74.01 | \$76.08 | \$78.15 | \$80.50 | \$81.71 |
| SH | 42 | Annual | \$142,933.00 | \$147,350.00 | \$151,775.00 | \$156,199.00 | \$160,623.00 | \$165,047.00 | \$169,472.00 | \$174,556.00 | \$177,174.00 |
| | | Bi-Wk | \$5,476.37 | \$5,645.60 | \$5,815.14 | \$5,984.64 | \$6,154.14 | \$6,323.64 | \$6,493.19 | \$6,687.97 | \$6,788.28 |
| | | Daily | \$547.64 | \$564.56 | \$581.52 | \$598.47 | \$615.42 | \$632.37 | \$649.32 | \$668.80 | \$678.83 |
| | | Hourly | \$68.46 | \$70.57 | \$72.69 | \$74.81 | \$76.93 | \$79.05 | \$81.17 | \$83.60 | \$84.86 |

P-2 SH 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SH | 43 | Annual | \$148,992.00 | \$153,509.00 | \$158,018.00 | \$162,524.00 | \$167,041.00 | \$171,555.00 | \$176,067.00 | \$181,349.00 | \$184,069.00 |
| | | Bi-Wk | \$5,708.51 | \$5,881.58 | \$6,054.33 | \$6,226.98 | \$6,400.04 | \$6,572.99 | \$6,745.87 | \$6,948.24 | \$7,052.46 |
| | | Daily | \$570.86 | \$588.16 | \$605.44 | \$622.70 | \$640.01 | \$657.30 | \$674.59 | \$694.83 | \$705.25 |
| | | Hourly | \$71.36 | \$73.52 | \$75.68 | \$77.84 | \$80.01 | \$82.17 | \$84.33 | \$86.86 | \$88.16 |