

P-4 LS 37.5 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| LS | 11 | Annual | \$42,293.00 | \$43,580.00 | \$44,878.00 | \$46,162.00 | \$47,491.00 | \$48,839.00 | \$50,199.00 | \$51,460.00 | \$52,742.00 | \$54,058.00 | \$55,418.00 | \$56,804.00 |
| | | Bi-Wk | \$1,620.43 | \$1,669.74 | \$1,719.47 | \$1,768.66 | \$1,819.58 | \$1,871.23 | \$1,923.34 | \$1,971.65 | \$2,020.77 | \$2,071.19 | \$2,123.30 | \$2,176.40 |
| | | Daily | \$162.05 | \$166.98 | \$171.95 | \$176.87 | \$181.96 | \$187.13 | \$192.34 | \$197.17 | \$202.08 | \$207.12 | \$212.33 | \$217.64 |
| | | Hourly | \$21.61 | \$22.27 | \$22.93 | \$23.59 | \$24.27 | \$24.95 | \$25.65 | \$26.29 | \$26.95 | \$27.62 | \$28.32 | \$29.02 |
| LS | 12 | Annual | \$43,664.00 | \$45,015.00 | \$46,350.00 | \$47,744.00 | \$49,142.00 | \$50,560.00 | \$51,960.00 | \$53,258.00 | \$54,591.00 | \$55,953.00 | \$57,351.00 | \$58,789.00 |
| | | Bi-Wk | \$1,672.96 | \$1,724.72 | \$1,775.87 | \$1,829.28 | \$1,882.84 | \$1,937.17 | \$1,990.81 | \$2,040.54 | \$2,091.61 | \$2,143.80 | \$2,197.36 | \$2,252.46 |
| | | Daily | \$167.30 | \$172.48 | \$177.59 | \$182.93 | \$188.29 | \$193.72 | \$199.09 | \$204.06 | \$209.17 | \$214.38 | \$219.74 | \$225.25 |
| | | Hourly | \$22.31 | \$23.00 | \$23.68 | \$24.40 | \$25.11 | \$25.83 | \$26.55 | \$27.21 | \$27.89 | \$28.59 | \$29.30 | \$30.04 |
| LS | 13 | Annual | \$46,124.00 | \$47,832.00 | \$49,549.00 | \$51,258.00 | \$52,982.00 | \$54,690.00 | \$56,416.00 | \$57,828.00 | \$59,276.00 | \$60,761.00 | \$62,282.00 | \$63,839.00 |
| | | Bi-Wk | \$1,767.21 | \$1,832.65 | \$1,898.43 | \$1,963.91 | \$2,029.97 | \$2,095.41 | \$2,161.54 | \$2,215.64 | \$2,271.12 | \$2,328.01 | \$2,386.29 | \$2,445.94 |
| | | Daily | \$176.73 | \$183.27 | \$189.85 | \$196.40 | \$203.00 | \$209.55 | \$216.16 | \$221.57 | \$227.12 | \$232.81 | \$238.63 | \$244.60 |
| | | Hourly | \$23.57 | \$24.44 | \$25.32 | \$26.19 | \$27.07 | \$27.94 | \$28.83 | \$29.55 | \$30.29 | \$31.05 | \$31.82 | \$32.62 |
| LS | 14 | Annual | \$48,283.00 | \$50,061.00 | \$51,834.00 | \$53,608.00 | \$55,379.00 | \$57,152.00 | \$58,921.00 | \$60,401.00 | \$61,904.00 | \$63,450.00 | \$65,039.00 | \$66,668.00 |
| | | Bi-Wk | \$1,849.93 | \$1,918.05 | \$1,985.98 | \$2,053.95 | \$2,121.81 | \$2,189.74 | \$2,257.51 | \$2,314.22 | \$2,371.81 | \$2,431.04 | \$2,491.92 | \$2,554.33 |
| | | Daily | \$185.00 | \$191.81 | \$198.60 | \$205.40 | \$212.19 | \$218.98 | \$225.76 | \$231.43 | \$237.19 | \$243.11 | \$249.20 | \$255.44 |
| | | Hourly | \$24.67 | \$25.58 | \$26.48 | \$27.39 | \$28.30 | \$29.20 | \$30.11 | \$30.86 | \$31.63 | \$32.42 | \$33.23 | \$34.06 |
| LS | 15 | Annual | \$50,605.00 | \$52,427.00 | \$54,252.00 | \$56,074.00 | \$57,902.00 | \$59,741.00 | \$61,557.00 | \$63,099.00 | \$64,675.00 | \$66,296.00 | \$67,953.00 | \$69,654.00 |
| | | Bi-Wk | \$1,938.89 | \$2,008.70 | \$2,078.63 | \$2,148.43 | \$2,218.47 | \$2,288.93 | \$2,358.51 | \$2,417.59 | \$2,477.97 | \$2,540.08 | \$2,603.57 | \$2,668.74 |
| | | Daily | \$193.89 | \$200.87 | \$207.87 | \$214.85 | \$221.85 | \$228.90 | \$235.86 | \$241.76 | \$247.80 | \$254.01 | \$260.36 | \$266.88 |
| | | Hourly | \$25.86 | \$26.79 | \$27.72 | \$28.65 | \$29.58 | \$30.52 | \$31.45 | \$32.24 | \$33.04 | \$33.87 | \$34.72 | \$35.59 |
| LS | 16 | Annual | \$53,065.00 | \$54,948.00 | \$56,826.00 | \$58,704.00 | \$60,583.00 | \$62,469.00 | \$64,346.00 | \$65,954.00 | \$67,600.00 | \$69,289.00 | \$71,024.00 | \$72,804.00 |
| | | Bi-Wk | \$2,033.15 | \$2,105.29 | \$2,177.25 | \$2,249.20 | \$2,321.19 | \$2,393.45 | \$2,465.37 | \$2,526.98 | \$2,590.04 | \$2,654.76 | \$2,721.23 | \$2,789.43 |
| | | Daily | \$203.32 | \$210.53 | \$217.73 | \$224.92 | \$232.12 | \$239.35 | \$246.54 | \$252.70 | \$259.01 | \$265.48 | \$272.13 | \$278.95 |
| | | Hourly | \$27.11 | \$28.08 | \$29.03 | \$29.99 | \$30.95 | \$31.92 | \$32.88 | \$33.70 | \$34.54 | \$35.40 | \$36.29 | \$37.20 |
| LS | 17 | Annual | \$55,693.00 | \$57,627.00 | \$59,568.00 | \$61,497.00 | \$63,433.00 | \$65,361.00 | \$67,296.00 | \$68,978.00 | \$70,710.00 | \$72,475.00 | \$74,287.00 | \$76,143.00 |
| | | Bi-Wk | \$2,133.84 | \$2,207.94 | \$2,282.30 | \$2,356.21 | \$2,430.39 | \$2,504.26 | \$2,578.40 | \$2,642.84 | \$2,709.20 | \$2,776.82 | \$2,846.25 | \$2,917.36 |
| | | Daily | \$213.39 | \$220.80 | \$228.23 | \$235.63 | \$243.04 | \$250.43 | \$257.84 | \$264.29 | \$270.92 | \$277.69 | \$284.63 | \$291.74 |
| | | Hourly | \$28.46 | \$29.44 | \$30.44 | \$31.42 | \$32.41 | \$33.40 | \$34.38 | \$35.24 | \$36.13 | \$37.03 | \$37.95 | \$38.90 |
| LS | 18 | Annual | \$58,502.00 | \$60,489.00 | \$62,469.00 | \$64,456.00 | \$66,429.00 | \$68,411.00 | \$70,389.00 | \$72,156.00 | \$73,958.00 | \$75,809.00 | \$77,702.00 | \$79,645.00 |
| | | Bi-Wk | \$2,241.46 | \$2,317.59 | \$2,393.45 | \$2,469.58 | \$2,545.18 | \$2,621.12 | \$2,696.90 | \$2,764.60 | \$2,833.64 | \$2,904.56 | \$2,977.09 | \$3,051.54 |
| | | Daily | \$224.15 | \$231.76 | \$239.35 | \$246.96 | \$254.52 | \$262.12 | \$269.69 | \$276.46 | \$283.37 | \$290.46 | \$297.71 | \$305.16 |
| | | Hourly | \$29.89 | \$30.91 | \$31.92 | \$32.93 | \$33.94 | \$34.95 | \$35.96 | \$36.87 | \$37.79 | \$38.73 | \$39.70 | \$40.69 |

P-4 LS 37.5 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| LS | 19 | Annual | \$61,382.00 | \$63,433.00 | \$65,468.00 | \$67,513.00 | \$69,548.00 | \$71,585.00 | \$73,623.00 | \$75,464.00 | \$77,352.00 | \$79,283.00 | \$81,264.00 | \$83,299.00 |
| | | Bi-Wk | \$2,351.81 | \$2,430.39 | \$2,508.36 | \$2,586.71 | \$2,664.68 | \$2,742.73 | \$2,820.81 | \$2,891.35 | \$2,963.68 | \$3,037.67 | \$3,113.57 | \$3,191.54 |
| | | Daily | \$235.19 | \$243.04 | \$250.84 | \$258.68 | \$266.47 | \$274.28 | \$282.09 | \$289.14 | \$296.37 | \$303.77 | \$311.36 | \$319.16 |
| | | Hourly | \$31.36 | \$32.41 | \$33.45 | \$34.49 | \$35.53 | \$36.57 | \$37.62 | \$38.56 | \$39.52 | \$40.51 | \$41.52 | \$42.56 |
| LS | 20 | Annual | \$64,514.00 | \$66,603.00 | \$68,689.00 | \$70,775.00 | \$72,862.00 | \$74,947.00 | \$77,035.00 | \$78,966.00 | \$80,946.00 | \$82,964.00 | \$85,039.00 | \$87,166.00 |
| | | Bi-Wk | \$2,471.81 | \$2,551.84 | \$2,631.77 | \$2,711.69 | \$2,791.65 | \$2,871.54 | \$2,951.54 | \$3,025.52 | \$3,101.38 | \$3,178.70 | \$3,258.20 | \$3,339.70 |
| | | Daily | \$247.19 | \$255.19 | \$263.18 | \$271.17 | \$279.17 | \$287.16 | \$295.16 | \$302.56 | \$310.14 | \$317.87 | \$325.82 | \$333.97 |
| | | Hourly | \$32.96 | \$34.03 | \$35.10 | \$36.16 | \$37.23 | \$38.29 | \$39.36 | \$40.35 | \$41.36 | \$42.39 | \$43.45 | \$44.53 |
| LS | 21 | Annual | \$67,691.00 | \$69,844.00 | \$71,986.00 | \$74,128.00 | \$76,283.00 | \$78,422.00 | \$80,578.00 | \$82,594.00 | \$84,652.00 | \$86,768.00 | \$88,939.00 | \$91,164.00 |
| | | Bi-Wk | \$2,593.53 | \$2,676.02 | \$2,758.09 | \$2,840.16 | \$2,922.73 | \$3,004.68 | \$3,087.28 | \$3,164.53 | \$3,243.38 | \$3,324.45 | \$3,407.63 | \$3,492.88 |
| | | Daily | \$259.36 | \$267.61 | \$275.81 | \$284.02 | \$292.28 | \$300.47 | \$308.73 | \$316.46 | \$324.34 | \$332.45 | \$340.77 | \$349.29 |
| | | Hourly | \$34.59 | \$35.69 | \$36.78 | \$37.87 | \$38.97 | \$40.07 | \$41.17 | \$42.20 | \$43.25 | \$44.33 | \$45.44 | \$46.58 |
| LS | 22 | Annual | \$69,548.00 | \$72,091.00 | \$74,646.00 | \$77,187.00 | \$79,737.00 | \$82,284.00 | \$84,832.00 | \$86,948.00 | \$89,133.00 | \$91,359.00 | \$93,643.00 | \$95,986.00 |
| | | Bi-Wk | \$2,664.68 | \$2,762.11 | \$2,860.00 | \$2,957.36 | \$3,055.06 | \$3,152.65 | \$3,250.27 | \$3,331.35 | \$3,415.06 | \$3,500.35 | \$3,587.86 | \$3,677.63 |
| | | Daily | \$266.47 | \$276.22 | \$286.00 | \$295.74 | \$305.51 | \$315.27 | \$325.03 | \$333.14 | \$341.51 | \$350.04 | \$358.79 | \$367.77 |
| | | Hourly | \$35.53 | \$36.83 | \$38.14 | \$39.44 | \$40.74 | \$42.04 | \$43.34 | \$44.42 | \$45.54 | \$46.68 | \$47.84 | \$49.04 |
| LS | 23 | Annual | \$72,837.00 | \$75,494.00 | \$78,141.00 | \$80,802.00 | \$83,455.00 | \$86,111.00 | \$88,763.00 | \$90,985.00 | \$93,255.00 | \$95,587.00 | \$97,981.00 | \$100,430.00 |
| | | Bi-Wk | \$2,790.69 | \$2,892.50 | \$2,993.91 | \$3,095.87 | \$3,197.51 | \$3,299.28 | \$3,400.89 | \$3,486.02 | \$3,572.99 | \$3,662.34 | \$3,754.07 | \$3,847.90 |
| | | Daily | \$279.07 | \$289.25 | \$299.40 | \$309.59 | \$319.76 | \$329.93 | \$340.09 | \$348.61 | \$357.30 | \$366.24 | \$375.41 | \$384.79 |
| | | Hourly | \$37.21 | \$38.57 | \$39.92 | \$41.28 | \$42.64 | \$44.00 | \$45.35 | \$46.49 | \$47.64 | \$48.84 | \$50.06 | \$51.31 |
| LS | 24 | Annual | \$76,338.00 | \$79,107.00 | \$81,873.00 | \$84,645.00 | \$87,407.00 | \$90,170.00 | \$92,944.00 | \$95,261.00 | \$97,650.00 | \$100,085.00 | \$102,586.00 | \$105,152.00 |
| | | Bi-Wk | \$2,924.83 | \$3,030.92 | \$3,136.90 | \$3,243.11 | \$3,348.93 | \$3,454.79 | \$3,561.08 | \$3,649.85 | \$3,741.38 | \$3,834.68 | \$3,930.50 | \$4,028.82 |
| | | Daily | \$292.49 | \$303.10 | \$313.69 | \$324.32 | \$334.90 | \$345.48 | \$356.11 | \$364.99 | \$374.14 | \$383.47 | \$393.05 | \$402.89 |
| | | Hourly | \$39.00 | \$40.42 | \$41.83 | \$43.25 | \$44.66 | \$46.07 | \$47.49 | \$48.67 | \$49.89 | \$51.13 | \$52.41 | \$53.72 |
| LS | 25 | Annual | \$80,072.00 | \$82,943.00 | \$85,799.00 | \$88,668.00 | \$91,547.00 | \$94,416.00 | \$97,278.00 | \$99,707.00 | \$102,206.00 | \$104,766.00 | \$107,385.00 | \$110,069.00 |
| | | Bi-Wk | \$3,067.90 | \$3,177.90 | \$3,287.32 | \$3,397.25 | \$3,507.55 | \$3,617.48 | \$3,727.13 | \$3,820.20 | \$3,915.94 | \$4,014.03 | \$4,114.37 | \$4,217.21 |
| | | Daily | \$306.79 | \$317.79 | \$328.74 | \$339.73 | \$350.76 | \$361.75 | \$372.72 | \$382.02 | \$391.60 | \$401.41 | \$411.44 | \$421.73 |
| | | Hourly | \$40.91 | \$42.38 | \$43.84 | \$45.30 | \$46.77 | \$48.24 | \$49.70 | \$50.94 | \$52.22 | \$53.53 | \$54.86 | \$56.23 |
| LS | 26 | Annual | \$84,016.00 | \$86,987.00 | \$89,970.00 | \$92,944.00 | \$95,912.00 | \$98,890.00 | \$101,858.00 | \$104,406.00 | \$107,017.00 | \$109,694.00 | \$112,434.00 | \$115,244.00 |
| | | Bi-Wk | \$3,219.01 | \$3,332.84 | \$3,447.13 | \$3,561.08 | \$3,674.79 | \$3,788.89 | \$3,902.61 | \$4,000.23 | \$4,100.27 | \$4,202.84 | \$4,307.82 | \$4,415.48 |
| | | Daily | \$321.91 | \$333.29 | \$344.72 | \$356.11 | \$367.48 | \$378.89 | \$390.27 | \$400.03 | \$410.03 | \$420.29 | \$430.79 | \$441.55 |
| | | Hourly | \$42.93 | \$44.44 | \$45.97 | \$47.49 | \$49.00 | \$50.52 | \$52.04 | \$53.34 | \$54.68 | \$56.04 | \$57.44 | \$58.88 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| LS | 27 | Annual | \$88,178.00 | \$91,262.00 | \$94,345.00 | \$97,411.00 | \$100,491.00 | \$103,570.00 | \$106,652.00 | \$109,322.00 | \$112,053.00 | \$114,854.00 | \$117,727.00 | \$120,670.00 |
| | | Bi-Wk | \$3,378.47 | \$3,496.63 | \$3,614.76 | \$3,732.23 | \$3,850.23 | \$3,968.20 | \$4,086.29 | \$4,188.59 | \$4,293.22 | \$4,400.54 | \$4,510.62 | \$4,623.38 |
| | | Daily | \$337.85 | \$349.67 | \$361.48 | \$373.23 | \$385.03 | \$396.82 | \$408.63 | \$418.86 | \$429.33 | \$440.06 | \$451.07 | \$462.34 |
| | | Hourly | \$45.05 | \$46.63 | \$48.20 | \$49.77 | \$51.34 | \$52.91 | \$54.49 | \$55.85 | \$57.25 | \$58.68 | \$60.15 | \$61.65 |
| LS | 28 | Annual | \$92,635.00 | \$95,820.00 | \$99,008.00 | \$102,198.00 | \$105,374.00 | \$108,559.00 | \$111,745.00 | \$114,531.00 | \$117,392.00 | \$120,331.00 | \$123,339.00 | \$126,422.00 |
| | | Bi-Wk | \$3,549.24 | \$3,671.27 | \$3,793.41 | \$3,915.64 | \$4,037.32 | \$4,159.35 | \$4,281.42 | \$4,388.17 | \$4,497.78 | \$4,610.39 | \$4,725.64 | \$4,843.76 |
| | | Daily | \$354.93 | \$367.13 | \$379.35 | \$391.57 | \$403.74 | \$415.94 | \$428.15 | \$438.82 | \$449.78 | \$461.04 | \$472.57 | \$484.38 |
| | | Hourly | \$47.33 | \$48.96 | \$50.58 | \$52.21 | \$53.84 | \$55.46 | \$57.09 | \$58.51 | \$59.98 | \$61.48 | \$63.01 | \$64.59 |
| LS | 29 | Annual | \$93,525.00 | \$97,035.00 | \$100,543.00 | \$104,056.00 | \$107,563.00 | \$111,075.00 | \$114,580.00 | \$117,444.00 | \$120,385.00 | \$123,396.00 | \$126,479.00 | \$129,642.00 |
| | | Bi-Wk | \$3,583.34 | \$3,717.82 | \$3,852.23 | \$3,986.82 | \$4,121.19 | \$4,255.75 | \$4,390.04 | \$4,499.78 | \$4,612.46 | \$4,727.82 | \$4,845.94 | \$4,967.13 |
| | | Daily | \$358.34 | \$371.79 | \$385.23 | \$398.69 | \$412.12 | \$425.58 | \$439.01 | \$449.98 | \$461.25 | \$472.79 | \$484.60 | \$496.72 |
| | | Hourly | \$47.78 | \$49.58 | \$51.37 | \$53.16 | \$54.95 | \$56.75 | \$58.54 | \$60.00 | \$61.50 | \$63.04 | \$64.62 | \$66.23 |
| LS | 30 | Annual | \$97,278.00 | \$100,890.00 | \$104,509.00 | \$108,112.00 | \$111,715.00 | \$115,330.00 | \$118,953.00 | \$121,923.00 | \$124,979.00 | \$128,100.00 | \$131,303.00 | \$134,584.00 |
| | | Bi-Wk | \$3,727.13 | \$3,865.52 | \$4,004.18 | \$4,142.23 | \$4,280.27 | \$4,418.78 | \$4,557.59 | \$4,671.38 | \$4,788.47 | \$4,908.05 | \$5,030.77 | \$5,156.48 |
| | | Daily | \$372.72 | \$386.56 | \$400.42 | \$414.23 | \$428.03 | \$441.88 | \$455.76 | \$467.14 | \$478.85 | \$490.81 | \$503.08 | \$515.65 |
| | | Hourly | \$49.70 | \$51.55 | \$53.39 | \$55.23 | \$57.08 | \$58.92 | \$60.77 | \$62.29 | \$63.85 | \$65.45 | \$67.08 | \$68.76 |
| LS | 31 | Annual | \$101,183.00 | \$104,901.00 | \$108,623.00 | \$112,334.00 | \$116,054.00 | \$119,771.00 | \$123,491.00 | \$126,576.00 | \$129,742.00 | \$132,986.00 | \$136,309.00 | \$139,717.00 |
| | | Bi-Wk | \$3,876.75 | \$4,019.20 | \$4,161.81 | \$4,303.99 | \$4,446.52 | \$4,588.93 | \$4,731.46 | \$4,849.66 | \$4,970.96 | \$5,095.25 | \$5,222.57 | \$5,353.15 |
| | | Daily | \$387.68 | \$401.92 | \$416.19 | \$430.40 | \$444.66 | \$458.90 | \$473.15 | \$484.97 | \$497.10 | \$509.53 | \$522.26 | \$535.32 |
| | | Hourly | \$51.69 | \$53.59 | \$55.50 | \$57.39 | \$59.29 | \$61.19 | \$63.09 | \$64.67 | \$66.28 | \$67.94 | \$69.64 | \$71.38 |
| LS | 32 | Annual | \$105,238.00 | \$109,055.00 | \$112,870.00 | \$116,697.00 | \$120,517.00 | \$124,338.00 | \$128,166.00 | \$131,373.00 | \$134,657.00 | \$138,024.00 | \$141,476.00 | \$145,013.00 |
| | | Bi-Wk | \$4,032.11 | \$4,178.36 | \$4,324.53 | \$4,471.15 | \$4,617.51 | \$4,763.91 | \$4,910.58 | \$5,033.45 | \$5,159.28 | \$5,288.28 | \$5,420.54 | \$5,556.06 |
| | | Daily | \$403.22 | \$417.84 | \$432.46 | \$447.12 | \$461.76 | \$476.40 | \$491.06 | \$503.35 | \$515.93 | \$528.83 | \$542.06 | \$555.61 |
| | | Hourly | \$53.77 | \$55.72 | \$57.67 | \$59.62 | \$61.57 | \$63.52 | \$65.48 | \$67.12 | \$68.80 | \$70.52 | \$72.28 | \$74.09 |
| LS | 33 | Annual | \$109,473.00 | \$113,400.00 | \$117,325.00 | \$121,251.00 | \$125,183.00 | \$129,105.00 | \$133,042.00 | \$136,374.00 | \$139,776.00 | \$143,273.00 | \$146,853.00 | \$150,528.00 |
| | | Bi-Wk | \$4,194.37 | \$4,344.83 | \$4,495.22 | \$4,645.64 | \$4,796.29 | \$4,946.56 | \$5,097.40 | \$5,225.06 | \$5,355.41 | \$5,489.39 | \$5,626.56 | \$5,767.36 |
| | | Daily | \$419.44 | \$434.49 | \$449.53 | \$464.57 | \$479.63 | \$494.66 | \$509.74 | \$522.51 | \$535.55 | \$548.94 | \$562.66 | \$576.74 |
| | | Hourly | \$55.93 | \$57.94 | \$59.94 | \$61.95 | \$63.96 | \$65.96 | \$67.97 | \$69.67 | \$71.41 | \$73.20 | \$75.03 | \$76.90 |
| LS | 34 | Annual | \$113,978.00 | \$118,015.00 | \$122,050.00 | \$126,087.00 | \$130,119.00 | \$134,155.00 | \$138,181.00 | \$141,638.00 | \$145,181.00 | \$148,806.00 | \$152,525.00 | \$156,340.00 |
| | | Bi-Wk | \$4,366.98 | \$4,521.65 | \$4,676.25 | \$4,830.92 | \$4,985.41 | \$5,140.04 | \$5,294.30 | \$5,426.75 | \$5,562.50 | \$5,701.38 | \$5,843.87 | \$5,990.04 |
| | | Daily | \$436.70 | \$452.17 | \$467.63 | \$483.10 | \$498.55 | \$514.01 | \$529.43 | \$542.68 | \$556.25 | \$570.14 | \$584.39 | \$599.01 |
| | | Hourly | \$58.23 | \$60.29 | \$62.35 | \$64.42 | \$66.48 | \$68.54 | \$70.60 | \$72.36 | \$74.17 | \$76.02 | \$77.92 | \$79.87 |

P-4 LS 37.5 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| LS | 35 | Annual | \$118,665.00 | \$122,798.00 | \$126,938.00 | \$131,076.00 | \$135,211.00 | \$139,342.00 | \$143,488.00 | \$147,069.00 | \$150,749.00 | \$154,520.00 | \$158,382.00 | \$162,345.00 |
| | | Bi-Wk | \$4,546.56 | \$4,704.91 | \$4,863.53 | \$5,022.07 | \$5,180.50 | \$5,338.78 | \$5,497.63 | \$5,634.83 | \$5,775.83 | \$5,920.31 | \$6,068.28 | \$6,220.12 |
| | | Daily | \$454.66 | \$470.50 | \$486.36 | \$502.21 | \$518.05 | \$533.88 | \$549.77 | \$563.49 | \$577.59 | \$592.04 | \$606.83 | \$622.02 |
| | | Hourly | \$60.63 | \$62.74 | \$64.85 | \$66.97 | \$69.08 | \$71.19 | \$73.31 | \$75.14 | \$77.02 | \$78.94 | \$80.92 | \$82.94 |
| LS | 36 | Annual | \$123,600.00 | \$127,836.00 | \$132,085.00 | \$136,327.00 | \$140,572.00 | \$144,810.00 | \$149,055.00 | \$152,788.00 | \$156,601.00 | \$160,521.00 | \$164,536.00 | \$168,649.00 |
| | | Bi-Wk | \$4,735.64 | \$4,897.94 | \$5,060.73 | \$5,223.26 | \$5,385.91 | \$5,548.28 | \$5,710.92 | \$5,853.95 | \$6,000.04 | \$6,150.23 | \$6,304.07 | \$6,461.65 |
| | | Daily | \$473.57 | \$489.80 | \$506.08 | \$522.33 | \$538.60 | \$554.83 | \$571.10 | \$585.40 | \$600.01 | \$615.03 | \$630.41 | \$646.17 |
| | | Hourly | \$63.15 | \$65.31 | \$67.48 | \$69.65 | \$71.82 | \$73.98 | \$76.15 | \$78.06 | \$80.01 | \$82.01 | \$84.06 | \$86.16 |
| LS | 37 | Annual | \$128,726.00 | \$133,083.00 | \$137,447.00 | \$141,805.00 | \$146,168.00 | \$150,528.00 | \$154,888.00 | \$158,754.00 | \$162,727.00 | \$166,799.00 | \$170,970.00 | \$175,242.00 |
| | | Bi-Wk | \$4,932.04 | \$5,098.97 | \$5,266.17 | \$5,433.15 | \$5,600.31 | \$5,767.36 | \$5,934.41 | \$6,082.53 | \$6,234.76 | \$6,390.77 | \$6,550.58 | \$6,714.26 |
| | | Daily | \$493.21 | \$509.90 | \$526.62 | \$543.32 | \$560.04 | \$576.74 | \$593.45 | \$608.26 | \$623.48 | \$639.08 | \$655.06 | \$671.43 |
| | | Hourly | \$65.77 | \$67.99 | \$70.22 | \$72.45 | \$74.68 | \$76.90 | \$79.13 | \$81.11 | \$83.14 | \$85.22 | \$87.35 | \$89.53 |
| LS | 38 | Annual | \$134,041.00 | \$138,494.00 | \$142,957.00 | \$147,421.00 | \$151,887.00 | \$156,344.00 | \$160,808.00 | \$164,834.00 | \$168,953.00 | \$173,180.00 | \$177,507.00 | \$181,945.00 |
| | | Bi-Wk | \$5,135.68 | \$5,306.29 | \$5,477.28 | \$5,648.32 | \$5,819.43 | \$5,990.20 | \$6,161.23 | \$6,315.48 | \$6,473.30 | \$6,635.25 | \$6,801.04 | \$6,971.08 |
| | | Daily | \$513.57 | \$530.63 | \$547.73 | \$564.84 | \$581.95 | \$599.02 | \$616.13 | \$631.55 | \$647.33 | \$663.53 | \$680.11 | \$697.11 |
| | | Hourly | \$68.48 | \$70.76 | \$73.04 | \$75.32 | \$77.60 | \$79.87 | \$82.15 | \$84.21 | \$86.32 | \$88.47 | \$90.69 | \$92.95 |
| LS | 39 | Annual | \$139,617.00 | \$144,186.00 | \$148,747.00 | \$153,325.00 | \$157,894.00 | \$162,452.00 | \$167,029.00 | \$171,207.00 | \$175,488.00 | \$179,876.00 | \$184,371.00 | \$188,980.00 |
| | | Bi-Wk | \$5,349.32 | \$5,524.37 | \$5,699.12 | \$5,874.53 | \$6,049.58 | \$6,224.22 | \$6,399.58 | \$6,559.66 | \$6,723.68 | \$6,891.81 | \$7,064.03 | \$7,240.62 |
| | | Daily | \$534.94 | \$552.44 | \$569.92 | \$587.46 | \$604.96 | \$622.43 | \$639.96 | \$655.97 | \$672.37 | \$689.19 | \$706.41 | \$724.07 |
| | | Hourly | \$71.33 | \$73.66 | \$75.99 | \$78.33 | \$80.67 | \$82.99 | \$85.33 | \$87.47 | \$89.65 | \$91.90 | \$94.19 | \$96.55 |
| LS | 40 | Annual | \$145,435.00 | \$150,096.00 | \$154,772.00 | \$159,431.00 | \$164,099.00 | \$168,763.00 | \$173,432.00 | \$177,772.00 | \$182,216.00 | \$186,771.00 | \$191,442.00 | \$196,230.00 |
| | | Bi-Wk | \$5,572.23 | \$5,750.81 | \$5,929.97 | \$6,108.47 | \$6,287.32 | \$6,466.02 | \$6,644.91 | \$6,811.19 | \$6,981.46 | \$7,155.98 | \$7,334.95 | \$7,518.40 |
| | | Daily | \$557.23 | \$575.09 | \$593.00 | \$610.85 | \$628.74 | \$646.61 | \$664.50 | \$681.12 | \$698.15 | \$715.60 | \$733.50 | \$751.84 |
| | | Hourly | \$74.30 | \$76.68 | \$79.07 | \$81.45 | \$83.84 | \$86.22 | \$88.60 | \$90.82 | \$93.09 | \$95.42 | \$97.80 | \$100.25 |
| LS | 41 | Annual | \$151,511.00 | \$156,294.00 | \$161,072.00 | \$165,856.00 | \$170,632.00 | \$175,410.00 | \$180,187.00 | \$184,694.00 | \$189,313.00 | \$194,042.00 | \$198,900.00 | \$203,870.00 |
| | | Bi-Wk | \$5,805.02 | \$5,988.28 | \$6,171.35 | \$6,354.64 | \$6,537.63 | \$6,720.69 | \$6,903.72 | \$7,076.40 | \$7,253.38 | \$7,434.56 | \$7,620.69 | \$7,811.12 |
| | | Daily | \$580.51 | \$598.83 | \$617.14 | \$635.47 | \$653.77 | \$672.07 | \$690.38 | \$707.64 | \$725.34 | \$743.46 | \$762.07 | \$781.12 |
| | | Hourly | \$77.41 | \$79.85 | \$82.29 | \$84.73 | \$87.17 | \$89.61 | \$92.05 | \$94.36 | \$96.72 | \$99.13 | \$101.61 | \$104.15 |
| LS | 42 | Annual | \$157,825.00 | \$162,719.00 | \$167,607.00 | \$172,481.00 | \$177,375.00 | \$182,255.00 | \$187,149.00 | \$191,830.00 | \$196,624.00 | \$201,538.00 | \$206,577.00 | \$211,742.00 |
| | | Bi-Wk | \$6,046.94 | \$6,234.45 | \$6,421.73 | \$6,608.47 | \$6,795.98 | \$6,982.96 | \$7,170.46 | \$7,349.81 | \$7,533.49 | \$7,721.77 | \$7,914.83 | \$8,112.73 |
| | | Daily | \$604.70 | \$623.45 | \$642.18 | \$660.85 | \$679.60 | \$698.30 | \$717.05 | \$734.99 | \$753.35 | \$772.18 | \$791.49 | \$811.28 |
| | | Hourly | \$80.63 | \$83.13 | \$85.63 | \$88.12 | \$90.62 | \$93.11 | \$95.61 | \$98.00 | \$100.45 | \$102.96 | \$105.54 | \$108.17 |

P-4 LS 37.5 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| LS | 43 | Annual | \$164,535.00 | \$169,510.00 | \$174,501.00 | \$179,479.00 | \$184,468.00 | \$189,443.00 | \$194,428.00 | \$199,283.00 | \$204,271.00 | \$209,372.00 | \$214,608.00 | \$219,972.00 |
| | | Bi-Wk | \$6,304.03 | \$6,494.64 | \$6,685.87 | \$6,876.60 | \$7,067.74 | \$7,258.36 | \$7,449.35 | \$7,635.37 | \$7,826.48 | \$8,021.92 | \$8,222.53 | \$8,428.05 |
| | | Daily | \$630.41 | \$649.47 | \$668.59 | \$687.66 | \$706.78 | \$725.84 | \$744.94 | \$763.54 | \$782.65 | \$802.20 | \$822.26 | \$842.81 |
| | | Hourly | \$84.06 | \$86.60 | \$89.15 | \$91.69 | \$94.24 | \$96.78 | \$99.33 | \$101.81 | \$104.36 | \$106.96 | \$109.64 | \$112.38 |

*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."