

**P-4 (EL,FR,LR) Lump Sum Payments at Maximum Step  
2.5% Lump Sum Payment effective 6/30/2023\***

<b>Salary Group</b>	<b>Plan EL (9th Step)</b>	<b>Plan FR (9th Step)</b>	<b>Plan LR (9th Step)</b>
11	\$1,293.00	\$1,478.00	\$1,386.00
12	\$1,339.00	\$1,530.00	\$1,434.00
13	\$1,454.00	\$1,661.00	\$1,557.00
14	\$1,518.00	\$1,735.00	\$1,627.00
15	\$1,586.00	\$1,812.00	\$1,699.00
16	\$1,658.00	\$1,894.00	\$1,776.00
17	\$1,734.00	\$1,981.00	\$1,858.00
18	\$1,814.00	\$2,073.00	\$1,943.00
19	\$1,897.00	\$2,168.00	\$2,032.00
20	\$1,985.00	\$2,268.00	\$2,126.00
21	\$2,076.00	\$2,372.00	\$2,224.00
22	\$2,185.00	\$2,498.00	\$2,341.00
23	\$2,287.00	\$2,613.00	\$2,450.00
24	\$2,394.00	\$2,736.00	\$2,565.00
25	\$2,506.00	\$2,864.00	\$2,685.00
26	\$2,624.00	\$2,999.00	\$2,811.00
27	\$2,747.00	\$3,140.00	\$2,944.00
28	\$2,878.00	\$3,290.00	\$3,084.00
29	\$2,952.00	\$3,373.00	\$3,162.00
30	\$3,064.00	\$3,502.00	\$3,283.00
31	\$3,181.00	\$3,635.00	\$3,408.00
32	\$3,302.00	\$3,773.00	\$3,537.00
33	\$3,427.00	\$3,917.00	\$3,672.00
34	\$3,560.00	\$4,068.00	\$3,814.00
35	\$3,696.00	\$4,224.00	\$3,960.00
36	\$3,840.00	\$4,388.00	\$4,114.00
37	\$3,990.00	\$4,560.00	\$4,275.00
38	\$4,142.00	\$4,734.00	\$4,438.00
39	\$4,302.00	\$4,917.00	\$4,610.00
40	\$4,467.00	\$5,105.00	\$4,786.00
41	\$4,641.00	\$5,304.00	\$4,973.00
42	\$4,821.00	\$5,509.00	\$5,165.00
43	\$5,008.00	\$5,723.00	\$5,366.00

\* Payments are made in lieu of an Annual Increment (AI) to employees who are at the maximum step of the salary group prior to applying the AI. The Lump Sum Payment is effective when the AI would have been applied (June 30, 2023). The 2.5% is calculated on the pay plan in effect on June 30, 2023 which is the pay plan effective June 30, 2023.