

Engineering and Scientific Confidential CN 40 Hour Plan Effective 6/28/2024

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CN	11	Annual	\$49,064.00	\$50,467.00	\$51,922.00	\$53,397.00	\$54,883.00	\$56,258.00	\$57,664.00	\$59,106.00	\$60,584.00
		Bi-Wk	\$1,879.85	\$1,933.61	\$1,989.35	\$2,045.87	\$2,102.80	\$2,155.48	\$2,209.35	\$2,264.60	\$2,321.23
		Daily	\$187.99	\$193.37	\$198.94	\$204.59	\$210.28	\$215.55	\$220.94	\$226.46	\$232.13
		Hourly	\$23.50	\$24.18	\$24.87	\$25.58	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02
CN	12	Annual	\$50,673.00	\$52,195.00	\$53,727.00	\$55,278.00	\$56,808.00	\$58,229.00	\$59,686.00	\$61,179.00	\$62,709.00
		Bi-Wk	\$1,941.50	\$1,999.81	\$2,058.51	\$2,117.94	\$2,176.56	\$2,231.00	\$2,286.82	\$2,344.03	\$2,402.65
		Daily	\$194.15	\$199.99	\$205.86	\$211.80	\$217.66	\$223.10	\$228.69	\$234.41	\$240.27
		Hourly	\$24.27	\$25.00	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59	\$29.31	\$30.04
CN	13	Annual	\$54,173.00	\$56,040.00	\$57,924.00	\$59,796.00	\$61,682.00	\$63,224.00	\$64,807.00	\$66,428.00	\$68,089.00
		Bi-Wk	\$2,075.60	\$2,147.13	\$2,219.32	\$2,291.04	\$2,363.30	\$2,422.38	\$2,483.03	\$2,545.14	\$2,608.78
		Daily	\$207.56	\$214.72	\$221.94	\$229.11	\$236.33	\$242.24	\$248.31	\$254.52	\$260.88
		Hourly	\$25.95	\$26.84	\$27.75	\$28.64	\$29.55	\$30.28	\$31.04	\$31.82	\$32.61
CN	14	Annual	\$56,670.00	\$58,609.00	\$60,546.00	\$62,487.00	\$64,420.00	\$66,033.00	\$67,686.00	\$69,379.00	\$71,114.00
		Bi-Wk	\$2,171.27	\$2,245.56	\$2,319.78	\$2,394.14	\$2,468.20	\$2,530.00	\$2,593.34	\$2,658.20	\$2,724.68
		Daily	\$217.13	\$224.56	\$231.98	\$239.42	\$246.82	\$253.00	\$259.34	\$265.82	\$272.47
		Hourly	\$27.15	\$28.07	\$29.00	\$29.93	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06
CN	15	Annual	\$59,315.00	\$61,309.00	\$63,303.00	\$65,315.00	\$67,303.00	\$68,988.00	\$70,711.00	\$72,479.00	\$74,291.00
		Bi-Wk	\$2,272.61	\$2,349.01	\$2,425.41	\$2,502.50	\$2,578.66	\$2,643.22	\$2,709.24	\$2,776.98	\$2,846.40
		Daily	\$227.27	\$234.91	\$242.55	\$250.25	\$257.87	\$264.33	\$270.93	\$277.70	\$284.64
		Hourly	\$28.41	\$29.37	\$30.32	\$31.29	\$32.24	\$33.05	\$33.87	\$34.72	\$35.58
CN	16	Annual	\$62,131.00	\$64,184.00	\$66,237.00	\$68,299.00	\$70,352.00	\$72,111.00	\$73,912.00	\$75,760.00	\$77,654.00
		Bi-Wk	\$2,380.50	\$2,459.16	\$2,537.82	\$2,616.82	\$2,695.48	\$2,762.88	\$2,831.88	\$2,902.69	\$2,975.25
		Daily	\$238.05	\$245.92	\$253.79	\$261.69	\$269.55	\$276.29	\$283.19	\$290.27	\$297.53
		Hourly	\$29.76	\$30.74	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20
CN	17	Annual	\$65,125.00	\$67,233.00	\$69,352.00	\$71,459.00	\$73,574.00	\$75,416.00	\$77,302.00	\$79,235.00	\$81,216.00
		Bi-Wk	\$2,495.22	\$2,575.98	\$2,657.17	\$2,737.90	\$2,818.93	\$2,889.51	\$2,961.77	\$3,035.83	\$3,111.73
		Daily	\$249.53	\$257.60	\$265.72	\$273.79	\$281.90	\$288.96	\$296.18	\$303.59	\$311.18
		Hourly	\$31.20	\$32.20	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03	\$37.95	\$38.90

Engineering and Scientific Confidential CN 40 Hour Plan Effective 6/28/2024

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CN	18	Annual	\$68,299.00	\$70,470.00	\$72,629.00	\$74,796.00	\$76,959.00	\$78,891.00	\$80,862.00	\$82,884.00	\$84,957.00
		Bi-Wk	\$2,616.82	\$2,700.00	\$2,782.73	\$2,865.75	\$2,948.63	\$3,022.65	\$3,098.17	\$3,175.64	\$3,255.06
		Daily	\$261.69	\$270.00	\$278.28	\$286.58	\$294.87	\$302.27	\$309.82	\$317.57	\$325.51
		Hourly	\$32.72	\$33.75	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73	\$39.70	\$40.69
CN	19	Annual	\$71,578.00	\$73,813.00	\$76,038.00	\$78,264.00	\$80,494.00	\$82,510.00	\$84,573.00	\$86,688.00	\$88,856.00
		Bi-Wk	\$2,742.46	\$2,828.09	\$2,913.34	\$2,998.63	\$3,084.07	\$3,161.31	\$3,240.35	\$3,321.38	\$3,404.45
		Daily	\$274.25	\$282.81	\$291.34	\$299.87	\$308.41	\$316.14	\$324.04	\$332.14	\$340.45
		Hourly	\$34.29	\$35.36	\$36.42	\$37.49	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56
CN	20	Annual	\$75,098.00	\$77,380.00	\$79,659.00	\$81,942.00	\$84,226.00	\$86,333.00	\$88,492.00	\$90,705.00	\$92,973.00
		Bi-Wk	\$2,877.32	\$2,964.76	\$3,052.07	\$3,139.55	\$3,227.05	\$3,307.78	\$3,390.50	\$3,475.29	\$3,562.19
		Daily	\$287.74	\$296.48	\$305.21	\$313.96	\$322.71	\$330.78	\$339.05	\$347.53	\$356.22
		Hourly	\$35.97	\$37.06	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39	\$43.45	\$44.53
CN	21	Annual	\$78,704.00	\$81,046.00	\$83,400.00	\$85,741.00	\$88,096.00	\$90,301.00	\$92,558.00	\$94,872.00	\$97,244.00
		Bi-Wk	\$3,015.48	\$3,105.22	\$3,195.41	\$3,285.10	\$3,375.33	\$3,459.81	\$3,546.29	\$3,634.95	\$3,725.83
		Daily	\$301.55	\$310.53	\$319.55	\$328.51	\$337.54	\$345.99	\$354.63	\$363.50	\$372.59
		Hourly	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58
CN	22	Annual	\$81,611.00	\$84,391.00	\$87,179.00	\$89,963.00	\$92,748.00	\$95,068.00	\$97,445.00	\$99,882.00	\$102,380.00
		Bi-Wk	\$3,126.86	\$3,233.38	\$3,340.20	\$3,446.86	\$3,553.57	\$3,642.46	\$3,733.53	\$3,826.90	\$3,922.61
		Daily	\$312.69	\$323.34	\$334.02	\$344.69	\$355.36	\$364.25	\$373.36	\$382.69	\$392.27
		Hourly	\$39.09	\$40.42	\$41.76	\$43.09	\$44.42	\$45.54	\$46.67	\$47.84	\$49.04
CN	23	Annual	\$85,434.00	\$88,344.00	\$91,243.00	\$94,146.00	\$97,049.00	\$99,474.00	\$101,965.00	\$104,515.00	\$107,128.00
		Bi-Wk	\$3,273.34	\$3,384.83	\$3,495.91	\$3,607.13	\$3,718.36	\$3,811.27	\$3,906.71	\$4,004.41	\$4,104.53
		Daily	\$327.34	\$338.49	\$349.60	\$360.72	\$371.84	\$381.13	\$390.68	\$400.45	\$410.46
		Hourly	\$40.92	\$42.32	\$43.70	\$45.09	\$46.48	\$47.65	\$48.84	\$50.06	\$51.31
CN	24	Annual	\$89,514.00	\$92,544.00	\$95,563.00	\$98,583.00	\$101,612.00	\$104,152.00	\$106,756.00	\$109,425.00	\$112,161.00
		Bi-Wk	\$3,429.66	\$3,545.75	\$3,661.42	\$3,777.13	\$3,893.19	\$3,990.50	\$4,090.27	\$4,192.53	\$4,297.36
		Daily	\$342.97	\$354.58	\$366.15	\$377.72	\$389.32	\$399.05	\$409.03	\$419.26	\$429.74
		Hourly	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72

Engineering and Scientific Confidential CN 40 Hour Plan Effective 6/28/2024

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CN	25	Annual	\$93,808.00	\$96,944.00	\$100,090.00	\$103,226.00	\$106,357.00	\$109,013.00	\$111,743.00	\$114,537.00	\$117,401.00
		Bi-Wk	\$3,594.18	\$3,714.33	\$3,834.87	\$3,955.02	\$4,074.99	\$4,176.75	\$4,281.35	\$4,388.40	\$4,498.13
		Daily	\$359.42	\$371.44	\$383.49	\$395.51	\$407.50	\$417.68	\$428.14	\$438.84	\$449.82
		Hourly	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.21	\$53.52	\$54.86	\$56.23
CN	26	Annual	\$98,367.00	\$101,612.00	\$104,864.00	\$108,119.00	\$111,364.00	\$114,147.00	\$117,001.00	\$119,927.00	\$122,926.00
		Bi-Wk	\$3,768.86	\$3,893.19	\$4,017.78	\$4,142.50	\$4,266.82	\$4,373.45	\$4,482.80	\$4,594.91	\$4,709.81
		Daily	\$376.89	\$389.32	\$401.78	\$414.25	\$426.69	\$437.35	\$448.28	\$459.50	\$470.99
		Hourly	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.67	\$56.04	\$57.44	\$58.88
CN	27	Annual	\$103,147.00	\$106,503.00	\$109,871.00	\$113,234.00	\$116,606.00	\$119,519.00	\$122,511.00	\$125,574.00	\$128,714.00
		Bi-Wk	\$3,952.00	\$4,080.58	\$4,209.62	\$4,338.47	\$4,467.67	\$4,579.28	\$4,693.91	\$4,811.27	\$4,931.58
		Daily	\$395.20	\$408.06	\$420.97	\$433.85	\$446.77	\$457.93	\$469.40	\$481.13	\$493.16
		Hourly	\$49.40	\$51.01	\$52.63	\$54.24	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65
CN	28	Annual	\$108,247.00	\$111,737.00	\$115,208.00	\$118,691.00	\$122,171.00	\$125,226.00	\$128,358.00	\$131,567.00	\$134,857.00
		Bi-Wk	\$4,147.40	\$4,281.12	\$4,414.10	\$4,547.55	\$4,680.89	\$4,797.94	\$4,917.94	\$5,040.89	\$5,166.94
		Daily	\$414.74	\$428.12	\$441.41	\$454.76	\$468.09	\$479.80	\$491.80	\$504.09	\$516.70
		Hourly	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.48	\$63.02	\$64.59
CN	29	Annual	\$109,927.00	\$113,768.00	\$117,601.00	\$121,440.00	\$125,272.00	\$128,404.00	\$131,616.00	\$134,907.00	\$138,280.00
		Bi-Wk	\$4,211.77	\$4,358.93	\$4,505.79	\$4,652.88	\$4,799.70	\$4,919.70	\$5,042.76	\$5,168.86	\$5,298.09
		Daily	\$421.18	\$435.90	\$450.58	\$465.29	\$479.97	\$491.97	\$504.28	\$516.89	\$529.81
		Hourly	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23
CN	30	Annual	\$114,262.00	\$118,200.00	\$122,143.00	\$126,094.00	\$130,052.00	\$133,302.00	\$136,634.00	\$140,050.00	\$143,552.00
		Bi-Wk	\$4,377.86	\$4,528.74	\$4,679.81	\$4,831.19	\$4,982.84	\$5,107.36	\$5,235.02	\$5,365.91	\$5,500.08
		Daily	\$437.79	\$452.88	\$467.99	\$483.12	\$498.29	\$510.74	\$523.51	\$536.60	\$550.01
		Hourly	\$54.73	\$56.61	\$58.50	\$60.39	\$62.29	\$63.85	\$65.44	\$67.08	\$68.76
CN	31	Annual	\$118,757.00	\$122,818.00	\$126,886.00	\$130,948.00	\$135,017.00	\$138,393.00	\$141,851.00	\$145,398.00	\$149,033.00
		Bi-Wk	\$4,550.08	\$4,705.68	\$4,861.54	\$5,017.17	\$5,173.07	\$5,302.42	\$5,434.91	\$5,570.81	\$5,710.08
		Daily	\$455.01	\$470.57	\$486.16	\$501.72	\$517.31	\$530.25	\$543.50	\$557.09	\$571.01
		Hourly	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.29	\$67.94	\$69.64	\$71.38

Engineering and Scientific Confidential CN 40 Hour Plan Effective 6/28/2024

<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>
CN	32	Annual	\$123,405.00	\$127,587.00	\$131,766.00	\$135,938.00	\$140,126.00	\$143,632.00	\$147,225.00	\$150,906.00	\$154,679.00
		Bi-Wk	\$4,728.17	\$4,888.40	\$5,048.51	\$5,208.36	\$5,368.82	\$5,503.15	\$5,640.81	\$5,781.84	\$5,926.40
		Daily	\$472.82	\$488.84	\$504.86	\$520.84	\$536.89	\$550.32	\$564.09	\$578.19	\$592.64
		Hourly	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.79	\$70.52	\$72.28	\$74.08
CN	33	Annual	\$128,275.00	\$132,568.00	\$136,866.00	\$141,155.00	\$145,461.00	\$149,097.00	\$152,827.00	\$156,648.00	\$160,565.00
		Bi-Wk	\$4,914.76	\$5,079.24	\$5,243.91	\$5,408.24	\$5,573.22	\$5,712.53	\$5,855.45	\$6,001.84	\$6,151.92
		Daily	\$491.48	\$507.93	\$524.40	\$540.83	\$557.33	\$571.26	\$585.55	\$600.19	\$615.20
		Hourly	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90
CN	34	Annual	\$133,439.00	\$137,854.00	\$142,261.00	\$146,677.00	\$151,075.00	\$154,855.00	\$158,726.00	\$162,695.00	\$166,763.00
		Bi-Wk	\$5,112.61	\$5,281.77	\$5,450.62	\$5,619.81	\$5,788.32	\$5,933.15	\$6,081.46	\$6,233.53	\$6,389.39
		Daily	\$511.27	\$528.18	\$545.07	\$561.99	\$578.84	\$593.32	\$608.15	\$623.36	\$638.94
		Hourly	\$63.91	\$66.03	\$68.14	\$70.25	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87
CN	35	Annual	\$138,783.00	\$143,312.00	\$147,829.00	\$152,346.00	\$156,880.00	\$160,798.00	\$164,820.00	\$168,941.00	\$173,165.00
		Bi-Wk	\$5,317.36	\$5,490.89	\$5,663.95	\$5,837.02	\$6,010.73	\$6,160.85	\$6,314.95	\$6,472.84	\$6,634.68
		Daily	\$531.74	\$549.09	\$566.40	\$583.71	\$601.08	\$616.09	\$631.50	\$647.29	\$663.47
		Hourly	\$66.47	\$68.64	\$70.80	\$72.97	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94
CN	36	Annual	\$144,413.00	\$149,049.00	\$153,692.00	\$158,325.00	\$162,967.00	\$167,043.00	\$171,215.00	\$175,496.00	\$179,884.00
		Bi-Wk	\$5,533.07	\$5,710.69	\$5,888.59	\$6,066.10	\$6,243.95	\$6,400.12	\$6,559.97	\$6,723.99	\$6,892.11
		Daily	\$553.31	\$571.07	\$588.86	\$606.61	\$624.40	\$640.02	\$656.00	\$672.40	\$689.22
		Hourly	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.00	\$84.05	\$86.16
CN	37	Annual	\$150,271.00	\$155,040.00	\$159,809.00	\$164,577.00	\$169,343.00	\$173,576.00	\$177,915.00	\$182,363.00	\$186,923.00
		Bi-Wk	\$5,757.51	\$5,940.23	\$6,122.96	\$6,305.64	\$6,488.24	\$6,650.43	\$6,816.67	\$6,987.09	\$7,161.81
		Daily	\$575.76	\$594.03	\$612.30	\$630.57	\$648.83	\$665.05	\$681.67	\$698.71	\$716.19
		Hourly	\$71.97	\$74.26	\$76.54	\$78.83	\$81.11	\$83.14	\$85.21	\$87.34	\$89.53
CN	38	Annual	\$156,305.00	\$161,180.00	\$166,063.00	\$170,936.00	\$175,819.00	\$180,212.00	\$184,717.00	\$189,335.00	\$194,069.00
		Bi-Wk	\$5,988.70	\$6,175.48	\$6,362.57	\$6,549.28	\$6,736.37	\$6,904.68	\$7,077.28	\$7,254.22	\$7,435.60
		Daily	\$598.87	\$617.55	\$636.26	\$654.93	\$673.64	\$690.47	\$707.73	\$725.43	\$743.56
		Hourly	\$74.86	\$77.20	\$79.54	\$81.87	\$84.21	\$86.31	\$88.47	\$90.68	\$92.95

Engineering and Scientific Confidential CN 40 Hour Plan Effective 6/28/2024

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CN	39	Annual	\$162,629.00	\$167,634.00	\$172,628.00	\$177,612.00	\$182,621.00	\$187,186.00	\$191,866.00	\$196,663.00	\$201,580.00
		Bi-Wk	\$6,231.00	\$6,422.76	\$6,614.10	\$6,805.06	\$6,996.98	\$7,171.88	\$7,351.19	\$7,534.99	\$7,723.38
		Daily	\$623.10	\$642.28	\$661.41	\$680.51	\$699.70	\$717.19	\$735.12	\$753.50	\$772.34
		Hourly	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.89	\$94.19	\$96.55
CN	40	Annual	\$169,217.00	\$174,311.00	\$179,416.00	\$184,511.00	\$189,616.00	\$194,355.00	\$199,216.00	\$204,197.00	\$209,302.00
		Bi-Wk	\$6,483.41	\$6,678.59	\$6,874.18	\$7,069.39	\$7,264.99	\$7,446.56	\$7,632.80	\$7,823.64	\$8,019.24
		Daily	\$648.35	\$667.86	\$687.42	\$706.94	\$726.50	\$744.66	\$763.28	\$782.37	\$801.93
		Hourly	\$81.05	\$83.49	\$85.93	\$88.37	\$90.82	\$93.09	\$95.41	\$97.80	\$100.25
CN	41	Annual	\$176,105.00	\$181,335.00	\$186,560.00	\$191,781.00	\$197,002.00	\$201,930.00	\$206,978.00	\$212,153.00	\$217,457.00
		Bi-Wk	\$6,747.32	\$6,947.71	\$7,147.90	\$7,347.94	\$7,547.97	\$7,736.79	\$7,930.20	\$8,128.47	\$8,331.69
		Daily	\$674.74	\$694.78	\$714.79	\$734.80	\$754.80	\$773.68	\$793.02	\$812.85	\$833.17
		Hourly	\$84.35	\$86.85	\$89.35	\$91.85	\$94.35	\$96.71	\$99.13	\$101.61	\$104.15
CN	42	Annual	\$183,250.00	\$188,577.00	\$193,929.00	\$199,264.00	\$204,616.00	\$209,734.00	\$214,975.00	\$220,350.00	\$225,859.00
		Bi-Wk	\$7,021.08	\$7,225.18	\$7,430.23	\$7,634.64	\$7,839.70	\$8,035.79	\$8,236.60	\$8,442.53	\$8,653.61
		Daily	\$702.11	\$722.52	\$743.03	\$763.47	\$783.97	\$803.58	\$823.66	\$844.26	\$865.37
		Hourly	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96	\$105.54	\$108.18
CN	43	Annual	\$190,785.00	\$196,230.00	\$201,685.00	\$207,123.00	\$212,573.00	\$217,886.00	\$223,336.00	\$228,920.00	\$234,643.00
		Bi-Wk	\$7,309.78	\$7,518.40	\$7,727.40	\$7,935.75	\$8,144.56	\$8,348.13	\$8,556.94	\$8,770.89	\$8,990.16
		Daily	\$730.98	\$751.84	\$772.74	\$793.58	\$814.46	\$834.82	\$855.70	\$877.09	\$899.02
		Hourly	\$91.38	\$93.98	\$96.60	\$99.20	\$101.81	\$104.36	\$106.97	\$109.64	\$112.38