

**P-1 FP 40 Hour Pay Plan Effective 06/28/2024**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 1            | Annual        | \$31,956.00   | \$32,742.00   | \$33,516.00   | \$34,296.00   | \$35,069.00   | \$35,856.00   | \$36,630.00   | \$37,631.00   | \$38,643.00   | \$39,679.00    | \$40,741.00    |
|             |              | Bi-Wk         | \$1,224.37    | \$1,254.49    | \$1,284.14    | \$1,314.03    | \$1,343.64    | \$1,373.80    | \$1,403.45    | \$1,441.81    | \$1,480.58    | \$1,520.27     | \$1,560.96     |
|             |              | Daily         | \$122.44      | \$125.45      | \$128.42      | \$131.41      | \$134.37      | \$137.38      | \$140.35      | \$144.19      | \$148.06      | \$152.03       | \$156.10       |
|             |              | Hourly        | \$15.31       | \$15.69       | \$16.06       | \$16.43       | \$16.80       | \$17.18       | \$17.55       | \$18.03       | \$18.51       | \$19.01        | \$19.52        |
| FP          | 2            | Annual        | \$33,516.00   | \$34,296.00   | \$35,069.00   | \$35,856.00   | \$36,630.00   | \$37,407.00   | \$38,180.00   | \$39,231.00   | \$40,280.00   | \$41,351.00    | \$42,456.00    |
|             |              | Bi-Wk         | \$1,284.14    | \$1,314.03    | \$1,343.64    | \$1,373.80    | \$1,403.45    | \$1,433.22    | \$1,462.84    | \$1,503.11    | \$1,543.30    | \$1,584.33     | \$1,626.67     |
|             |              | Daily         | \$128.42      | \$131.41      | \$134.37      | \$137.38      | \$140.35      | \$143.33      | \$146.29      | \$150.32      | \$154.33      | \$158.44       | \$162.67       |
|             |              | Hourly        | \$16.06       | \$16.43       | \$16.80       | \$17.18       | \$17.55       | \$17.92       | \$18.29       | \$18.79       | \$19.30       | \$19.81        | \$20.34        |
| FP          | 3            | Annual        | \$34,296.00   | \$35,069.00   | \$35,856.00   | \$36,630.00   | \$37,407.00   | \$38,180.00   | \$38,958.00   | \$40,033.00   | \$41,100.00   | \$42,193.00    | \$43,317.00    |
|             |              | Bi-Wk         | \$1,314.03    | \$1,343.64    | \$1,373.80    | \$1,403.45    | \$1,433.22    | \$1,462.84    | \$1,492.65    | \$1,533.84    | \$1,574.72    | \$1,616.60     | \$1,659.66     |
|             |              | Daily         | \$131.41      | \$134.37      | \$137.38      | \$140.35      | \$143.33      | \$146.29      | \$149.27      | \$153.39      | \$157.48      | \$161.66       | \$165.97       |
|             |              | Hourly        | \$16.43       | \$16.80       | \$17.18       | \$17.55       | \$17.92       | \$18.29       | \$18.66       | \$19.18       | \$19.69       | \$20.21        | \$20.75        |
| FP          | 4            | Annual        | \$35,401.00   | \$36,349.00   | \$37,287.00   | \$38,237.00   | \$39,190.00   | \$40,127.00   | \$41,071.00   | \$42,204.00   | \$43,331.00   | \$44,489.00    | \$45,682.00    |
|             |              | Bi-Wk         | \$1,356.37    | \$1,392.69    | \$1,428.63    | \$1,465.02    | \$1,501.54    | \$1,537.44    | \$1,573.61    | \$1,617.02    | \$1,660.20    | \$1,704.56     | \$1,750.27     |
|             |              | Daily         | \$135.64      | \$139.27      | \$142.87      | \$146.51      | \$150.16      | \$153.75      | \$157.37      | \$161.71      | \$166.02      | \$170.46       | \$175.03       |
|             |              | Hourly        | \$16.96       | \$17.41       | \$17.86       | \$18.32       | \$18.77       | \$19.22       | \$19.68       | \$20.22       | \$20.76       | \$21.31        | \$21.88        |
| FP          | 5            | Annual        | \$36,288.00   | \$37,287.00   | \$38,293.00   | \$39,286.00   | \$40,286.00   | \$41,283.00   | \$42,288.00   | \$43,446.00   | \$44,613.00   | \$45,806.00    | \$47,032.00    |
|             |              | Bi-Wk         | \$1,390.35    | \$1,428.63    | \$1,467.17    | \$1,505.22    | \$1,543.53    | \$1,581.73    | \$1,620.23    | \$1,664.60    | \$1,709.32    | \$1,755.02     | \$1,802.00     |
|             |              | Daily         | \$139.04      | \$142.87      | \$146.72      | \$150.53      | \$154.36      | \$158.18      | \$162.03      | \$166.46      | \$170.94      | \$175.51       | \$180.20       |
|             |              | Hourly        | \$17.38       | \$17.86       | \$18.34       | \$18.82       | \$19.30       | \$19.78       | \$20.26       | \$20.81       | \$21.37       | \$21.94        | \$22.53        |
| FP          | 6            | Annual        | \$37,522.00   | \$38,525.00   | \$39,516.00   | \$40,359.00   | \$41,512.00   | \$42,511.00   | \$43,506.00   | \$44,703.00   | \$45,899.00   | \$47,121.00    | \$48,382.00    |
|             |              | Bi-Wk         | \$1,437.63    | \$1,476.06    | \$1,514.03    | \$1,546.33    | \$1,590.50    | \$1,628.78    | \$1,666.90    | \$1,712.76    | \$1,758.59    | \$1,805.41     | \$1,853.72     |
|             |              | Daily         | \$143.77      | \$147.61      | \$151.41      | \$154.64      | \$159.05      | \$162.88      | \$166.69      | \$171.28      | \$175.86      | \$180.55       | \$185.38       |
|             |              | Hourly        | \$17.98       | \$18.46       | \$18.93       | \$19.33       | \$19.89       | \$20.36       | \$20.84       | \$21.41       | \$21.99       | \$22.57        | \$23.18        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 7            | Annual        | \$38,629.00   | \$39,621.00   | \$40,621.00   | \$41,619.00   | \$42,623.00   | \$43,620.00   | \$44,616.00   | \$45,845.00   | \$47,065.00   | \$48,325.00    | \$49,619.00    |
|             |              | Bi-Wk         | \$1,480.04    | \$1,518.05    | \$1,556.37    | \$1,594.60    | \$1,633.07    | \$1,671.27    | \$1,709.43    | \$1,756.52    | \$1,803.26    | \$1,851.54     | \$1,901.12     |
|             |              | Daily         | \$148.01      | \$151.81      | \$155.64      | \$159.46      | \$163.31      | \$167.13      | \$170.95      | \$175.66      | \$180.33      | \$185.16       | \$190.12       |
|             |              | Hourly        | \$18.51       | \$18.98       | \$19.46       | \$19.94       | \$20.42       | \$20.90       | \$21.37       | \$21.96       | \$22.55       | \$23.15        | \$23.77        |
| FP          | 8            | Annual        | \$41,512.00   | \$42,731.00   | \$43,966.00   | \$45,180.00   | \$46,404.00   | \$47,628.00   | \$48,858.00   | \$50,195.00   | \$51,537.00   | \$52,918.00    | \$54,335.00    |
|             |              | Bi-Wk         | \$1,590.50    | \$1,637.21    | \$1,684.53    | \$1,731.04    | \$1,777.94    | \$1,824.83    | \$1,871.96    | \$1,923.19    | \$1,974.60    | \$2,027.51     | \$2,081.81     |
|             |              | Daily         | \$159.05      | \$163.73      | \$168.46      | \$173.11      | \$177.80      | \$182.49      | \$187.20      | \$192.32      | \$197.46      | \$202.76       | \$208.19       |
|             |              | Hourly        | \$19.89       | \$20.47       | \$21.06       | \$21.64       | \$22.23       | \$22.82       | \$23.40       | \$24.04       | \$24.69       | \$25.35        | \$26.03        |
| FP          | 9            | Annual        | \$42,789.00   | \$44,001.00   | \$45,337.00   | \$46,613.00   | \$47,892.00   | \$49,163.00   | \$50,453.00   | \$51,840.00   | \$53,223.00   | \$54,646.00    | \$56,109.00    |
|             |              | Bi-Wk         | \$1,639.43    | \$1,685.87    | \$1,737.05    | \$1,785.94    | \$1,834.95    | \$1,883.64    | \$1,933.07    | \$1,986.21    | \$2,039.20    | \$2,093.72     | \$2,149.78     |
|             |              | Daily         | \$163.95      | \$168.59      | \$173.71      | \$178.60      | \$183.50      | \$188.37      | \$193.31      | \$198.63      | \$203.92      | \$209.38       | \$214.98       |
|             |              | Hourly        | \$20.50       | \$21.08       | \$21.72       | \$22.33       | \$22.94       | \$23.55       | \$24.17       | \$24.83       | \$25.49       | \$26.18        | \$26.88        |
| FP          | 10           | Annual        | \$44,164.00   | \$45,505.00   | \$46,831.00   | \$48,169.00   | \$49,504.00   | \$50,861.00   | \$52,265.00   | \$53,700.00   | \$55,142.00   | \$56,619.00    | \$58,143.00    |
|             |              | Bi-Wk         | \$1,692.11    | \$1,743.49    | \$1,794.30    | \$1,845.56    | \$1,896.71    | \$1,948.70    | \$2,002.50    | \$2,057.48    | \$2,112.73    | \$2,169.32     | \$2,227.71     |
|             |              | Daily         | \$169.22      | \$174.35      | \$179.43      | \$184.56      | \$189.68      | \$194.87      | \$200.25      | \$205.75      | \$211.28      | \$216.94       | \$222.78       |
|             |              | Hourly        | \$21.16       | \$21.80       | \$22.43       | \$23.07       | \$23.71       | \$24.36       | \$25.04       | \$25.72       | \$26.41       | \$27.12        | \$27.85        |
| FP          | 11           | Annual        | \$45,569.00   | \$46,952.00   | \$48,349.00   | \$49,732.00   | \$51,165.00   | \$52,626.00   | \$54,086.00   | \$55,574.00   | \$57,057.00   | \$58,591.00    | \$60,159.00    |
|             |              | Bi-Wk         | \$1,745.94    | \$1,798.93    | \$1,852.46    | \$1,905.45    | \$1,960.35    | \$2,016.33    | \$2,072.27    | \$2,129.28    | \$2,186.10    | \$2,244.87     | \$2,304.95     |
|             |              | Daily         | \$174.60      | \$179.90      | \$185.25      | \$190.55      | \$196.04      | \$201.64      | \$207.23      | \$212.93      | \$218.61      | \$224.49       | \$230.50       |
|             |              | Hourly        | \$21.83       | \$22.49       | \$23.16       | \$23.82       | \$24.51       | \$25.21       | \$25.91       | \$26.62       | \$27.33       | \$28.07        | \$28.82        |
| FP          | 12           | Annual        | \$47,045.00   | \$48,497.00   | \$49,933.00   | \$51,432.00   | \$52,949.00   | \$54,472.00   | \$55,981.00   | \$57,521.00   | \$59,061.00   | \$60,637.00    | \$62,265.00    |
|             |              | Bi-Wk         | \$1,802.50    | \$1,858.13    | \$1,913.15    | \$1,970.58    | \$2,028.70    | \$2,087.05    | \$2,144.87    | \$2,203.87    | \$2,262.88    | \$2,323.26     | \$2,385.64     |
|             |              | Daily         | \$180.25      | \$185.82      | \$191.32      | \$197.06      | \$202.87      | \$208.71      | \$214.49      | \$220.39      | \$226.29      | \$232.33       | \$238.57       |
|             |              | Hourly        | \$22.54       | \$23.23       | \$23.92       | \$24.64       | \$25.36       | \$26.09       | \$26.82       | \$27.55       | \$28.29       | \$29.05        | \$29.83        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 13           | Annual        | \$49,700.00   | \$51,530.00   | \$53,387.00   | \$55,230.00   | \$57,085.00   | \$58,927.00   | \$60,787.00   | \$62,453.00   | \$64,126.00   | \$65,844.00    | \$67,612.00    |
|             |              | Bi-Wk         | \$1,904.22    | \$1,974.33    | \$2,045.48    | \$2,116.10    | \$2,187.17    | \$2,257.74    | \$2,329.01    | \$2,392.84    | \$2,456.94    | \$2,522.76     | \$2,590.50     |
|             |              | Daily         | \$190.43      | \$197.44      | \$204.55      | \$211.61      | \$218.72      | \$225.78      | \$232.91      | \$239.29      | \$245.70      | \$252.28       | \$259.05       |
|             |              | Hourly        | \$23.81       | \$24.68       | \$25.57       | \$26.46       | \$27.34       | \$28.23       | \$29.12       | \$29.92       | \$30.72       | \$31.54        | \$32.39        |
| FP          | 14           | Annual        | \$52,018.00   | \$53,939.00   | \$55,849.00   | \$57,757.00   | \$59,665.00   | \$61,576.00   | \$63,477.00   | \$65,223.00   | \$66,970.00   | \$68,765.00    | \$70,611.00    |
|             |              | Bi-Wk         | \$1,993.03    | \$2,066.63    | \$2,139.81    | \$2,212.92    | \$2,286.02    | \$2,359.24    | \$2,432.07    | \$2,498.97    | \$2,565.91    | \$2,634.68     | \$2,705.41     |
|             |              | Daily         | \$199.31      | \$206.67      | \$213.99      | \$221.30      | \$228.61      | \$235.93      | \$243.21      | \$249.90      | \$256.60      | \$263.47       | \$270.55       |
|             |              | Hourly        | \$24.92       | \$25.84       | \$26.75       | \$27.67       | \$28.58       | \$29.50       | \$30.41       | \$31.24       | \$32.08       | \$32.94        | \$33.82        |
| FP          | 15           | Annual        | \$54,521.00   | \$56,488.00   | \$58,452.00   | \$60,416.00   | \$62,385.00   | \$64,360.00   | \$66,324.00   | \$68,150.00   | \$69,972.00   | \$71,848.00    | \$73,769.00    |
|             |              | Bi-Wk         | \$2,088.93    | \$2,164.30    | \$2,239.55    | \$2,314.79    | \$2,390.23    | \$2,465.91    | \$2,541.15    | \$2,611.12    | \$2,680.92    | \$2,752.80     | \$2,826.40     |
|             |              | Daily         | \$208.90      | \$216.43      | \$223.96      | \$231.48      | \$239.03      | \$246.60      | \$254.12      | \$261.12      | \$268.10      | \$275.28       | \$282.64       |
|             |              | Hourly        | \$26.12       | \$27.06       | \$28.00       | \$28.94       | \$29.88       | \$30.83       | \$31.77       | \$32.64       | \$33.52       | \$34.41        | \$35.33        |
| FP          | 16           | Annual        | \$57,174.00   | \$59,199.00   | \$61,230.00   | \$63,253.00   | \$65,279.00   | \$67,307.00   | \$69,323.00   | \$71,225.00   | \$73,132.00   | \$75,091.00    | \$77,106.00    |
|             |              | Bi-Wk         | \$2,190.58    | \$2,268.17    | \$2,345.98    | \$2,423.49    | \$2,501.12    | \$2,578.82    | \$2,656.06    | \$2,728.93    | \$2,802.00    | \$2,877.05     | \$2,954.26     |
|             |              | Daily         | \$219.06      | \$226.82      | \$234.60      | \$242.35      | \$250.12      | \$257.89      | \$265.61      | \$272.90      | \$280.20      | \$287.71       | \$295.43       |
|             |              | Hourly        | \$27.39       | \$28.36       | \$29.33       | \$30.30       | \$31.27       | \$32.24       | \$33.21       | \$34.12       | \$35.03       | \$35.97        | \$36.93        |
| FP          | 17           | Annual        | \$60,003.00   | \$62,091.00   | \$64,177.00   | \$66,256.00   | \$68,339.00   | \$70,414.00   | \$72,508.00   | \$74,504.00   | \$76,496.00   | \$78,542.00    | \$80,644.00    |
|             |              | Bi-Wk         | \$2,298.97    | \$2,378.97    | \$2,458.89    | \$2,538.55    | \$2,618.36    | \$2,697.86    | \$2,778.09    | \$2,854.56    | \$2,930.89    | \$3,009.28     | \$3,089.81     |
|             |              | Daily         | \$229.90      | \$237.90      | \$245.89      | \$253.86      | \$261.84      | \$269.79      | \$277.81      | \$285.46      | \$293.09      | \$300.93       | \$308.99       |
|             |              | Hourly        | \$28.74       | \$29.74       | \$30.74       | \$31.74       | \$32.73       | \$33.73       | \$34.73       | \$35.69       | \$36.64       | \$37.62        | \$38.63        |
| FP          | 18           | Annual        | \$63,030.00   | \$65,169.00   | \$67,307.00   | \$69,445.00   | \$71,568.00   | \$73,709.00   | \$75,840.00   | \$77,927.00   | \$80,015.00   | \$82,162.00    | \$84,370.00    |
|             |              | Bi-Wk         | \$2,414.95    | \$2,496.90    | \$2,578.82    | \$2,660.73    | \$2,742.07    | \$2,824.10    | \$2,905.75    | \$2,985.71    | \$3,065.71    | \$3,147.97     | \$3,232.57     |
|             |              | Daily         | \$241.50      | \$249.69      | \$257.89      | \$266.08      | \$274.21      | \$282.41      | \$290.58      | \$298.58      | \$306.58      | \$314.80       | \$323.26       |
|             |              | Hourly        | \$30.19       | \$31.22       | \$32.24       | \$33.26       | \$34.28       | \$35.31       | \$36.33       | \$37.33       | \$38.33       | \$39.35        | \$40.41        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 19           | Annual        | \$66,135.00   | \$68,339.00   | \$70,535.00   | \$72,743.00   | \$74,926.00   | \$77,123.00   | \$79,319.00   | \$81,506.00   | \$83,684.00   | \$85,926.00    | \$88,229.00    |
|             |              | Bi-Wk         | \$2,533.91    | \$2,618.36    | \$2,702.50    | \$2,787.09    | \$2,870.73    | \$2,954.91    | \$3,039.05    | \$3,122.84    | \$3,206.29    | \$3,292.19     | \$3,380.43     |
|             |              | Daily         | \$253.40      | \$261.84      | \$270.25      | \$278.71      | \$287.08      | \$295.50      | \$303.91      | \$312.29      | \$320.63      | \$329.22       | \$338.05       |
|             |              | Hourly        | \$31.68       | \$32.73       | \$33.79       | \$34.84       | \$35.89       | \$36.94       | \$37.99       | \$39.04       | \$40.08       | \$41.16        | \$42.26        |
| FP          | 20           | Annual        | \$69,508.00   | \$71,761.00   | \$74,010.00   | \$76,256.00   | \$78,498.00   | \$80,753.00   | \$83,003.00   | \$85,285.00   | \$87,566.00   | \$89,913.00    | \$92,318.00    |
|             |              | Bi-Wk         | \$2,663.15    | \$2,749.47    | \$2,835.64    | \$2,921.69    | \$3,007.59    | \$3,093.99    | \$3,180.20    | \$3,267.63    | \$3,355.02    | \$3,444.95     | \$3,537.09     |
|             |              | Daily         | \$266.32      | \$274.95      | \$283.57      | \$292.17      | \$300.76      | \$309.40      | \$318.02      | \$326.77      | \$335.51      | \$344.50       | \$353.71       |
|             |              | Hourly        | \$33.29       | \$34.37       | \$35.45       | \$36.53       | \$37.60       | \$38.68       | \$39.76       | \$40.85       | \$41.94       | \$43.07        | \$44.22        |
| FP          | 21           | Annual        | \$72,935.00   | \$75,247.00   | \$77,557.00   | \$79,874.00   | \$82,187.00   | \$84,494.00   | \$86,814.00   | \$89,198.00   | \$91,585.00   | \$94,034.00    | \$96,552.00    |
|             |              | Bi-Wk         | \$2,794.45    | \$2,883.03    | \$2,971.54    | \$3,060.31    | \$3,148.93    | \$3,237.32    | \$3,326.21    | \$3,417.55    | \$3,509.01    | \$3,602.84     | \$3,699.32     |
|             |              | Daily         | \$279.45      | \$288.31      | \$297.16      | \$306.04      | \$314.90      | \$323.74      | \$332.63      | \$341.76      | \$350.91      | \$360.29       | \$369.94       |
|             |              | Hourly        | \$34.94       | \$36.04       | \$37.15       | \$38.26       | \$39.37       | \$40.47       | \$41.58       | \$42.72       | \$43.87       | \$45.04        | \$46.25        |
| FP          | 22           | Annual        | \$74,926.00   | \$77,677.00   | \$80,425.00   | \$83,161.00   | \$85,909.00   | \$88,655.00   | \$91,396.00   | \$93,911.00   | \$96,424.00   | \$99,007.00    | \$101,663.00   |
|             |              | Bi-Wk         | \$2,870.73    | \$2,976.14    | \$3,081.42    | \$3,186.25    | \$3,291.54    | \$3,396.75    | \$3,501.77    | \$3,598.13    | \$3,694.41    | \$3,793.38     | \$3,895.14     |
|             |              | Daily         | \$287.08      | \$297.62      | \$308.15      | \$318.63      | \$329.16      | \$339.68      | \$350.18      | \$359.82      | \$369.45      | \$379.34       | \$389.52       |
|             |              | Hourly        | \$35.89       | \$37.21       | \$38.52       | \$39.83       | \$41.15       | \$42.46       | \$43.78       | \$44.98       | \$46.19       | \$47.42        | \$48.69        |
| FP          | 23           | Annual        | \$78,480.00   | \$81,341.00   | \$84,190.00   | \$87,054.00   | \$89,913.00   | \$92,776.00   | \$95,639.00   | \$98,262.00   | \$100,892.00  | \$103,597.00   | \$106,374.00   |
|             |              | Bi-Wk         | \$3,006.90    | \$3,116.52    | \$3,225.68    | \$3,335.41    | \$3,444.95    | \$3,554.64    | \$3,664.33    | \$3,764.83    | \$3,865.60    | \$3,969.24     | \$4,075.64     |
|             |              | Daily         | \$300.69      | \$311.66      | \$322.57      | \$333.55      | \$344.50      | \$355.47      | \$366.44      | \$376.49      | \$386.56      | \$396.93       | \$407.57       |
|             |              | Hourly        | \$37.59       | \$38.96       | \$40.33       | \$41.70       | \$43.07       | \$44.44       | \$45.81       | \$47.07       | \$48.32       | \$49.62        | \$50.95        |
| FP          | 24           | Annual        | \$82,249.00   | \$85,232.00   | \$88,206.00   | \$91,192.00   | \$94,179.00   | \$97,154.00   | \$100,132.00  | \$102,882.00  | \$105,636.00  | \$108,464.00   | \$111,370.00   |
|             |              | Bi-Wk         | \$3,151.31    | \$3,265.60    | \$3,379.55    | \$3,493.95    | \$3,608.40    | \$3,722.38    | \$3,836.48    | \$3,941.84    | \$4,047.36    | \$4,155.71     | \$4,267.05     |
|             |              | Daily         | \$315.14      | \$326.56      | \$337.96      | \$349.40      | \$360.84      | \$372.24      | \$383.65      | \$394.19      | \$404.74      | \$415.58       | \$426.71       |
|             |              | Hourly        | \$39.40       | \$40.82       | \$42.25       | \$43.68       | \$45.11       | \$46.53       | \$47.96       | \$49.28       | \$50.60       | \$51.95        | \$53.34        |

**P-1 FP 40 Hour Pay Plan Effective 06/28/2024**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 25           | Annual        | \$86,261.00   | \$89,366.00   | \$92,440.00   | \$95,538.00   | \$98,626.00   | \$101,723.00  | \$104,807.00  | \$107,692.00  | \$110,572.00  | \$113,528.00   | \$116,571.00   |
|             |              | Bi-Wk         | \$3,305.02    | \$3,423.99    | \$3,541.77    | \$3,660.46    | \$3,778.78    | \$3,897.44    | \$4,015.60    | \$4,126.14    | \$4,236.48    | \$4,349.74     | \$4,466.33     |
|             |              | Daily         | \$330.51      | \$342.40      | \$354.18      | \$366.05      | \$377.88      | \$389.75      | \$401.56      | \$412.62      | \$423.65      | \$434.98       | \$446.64       |
|             |              | Hourly        | \$41.32       | \$42.80       | \$44.28       | \$45.76       | \$47.24       | \$48.72       | \$50.20       | \$51.58       | \$52.96       | \$54.38        | \$55.83        |
| FP          | 26           | Annual        | \$90,516.00   | \$93,716.00   | \$96,936.00   | \$100,132.00  | \$103,338.00  | \$106,547.00  | \$109,745.00  | \$112,761.00  | \$115,778.00  | \$118,885.00   | \$122,070.00   |
|             |              | Bi-Wk         | \$3,468.05    | \$3,590.66    | \$3,714.03    | \$3,836.48    | \$3,959.32    | \$4,082.27    | \$4,204.79    | \$4,320.35    | \$4,435.94    | \$4,554.99     | \$4,677.02     |
|             |              | Daily         | \$346.81      | \$359.07      | \$371.41      | \$383.65      | \$395.94      | \$408.23      | \$420.48      | \$432.04      | \$443.60      | \$455.50       | \$467.71       |
|             |              | Hourly        | \$43.36       | \$44.89       | \$46.43       | \$47.96       | \$49.50       | \$51.03       | \$52.56       | \$54.01       | \$55.45       | \$56.94        | \$58.47        |
| FP          | 27           | Annual        | \$95,009.00   | \$98,326.00   | \$101,645.00  | \$104,954.00  | \$108,273.00  | \$111,586.00  | \$114,913.00  | \$118,069.00  | \$121,228.00  | \$124,479.00   | \$127,817.00   |
|             |              | Bi-Wk         | \$3,640.20    | \$3,767.28    | \$3,894.45    | \$4,021.23    | \$4,148.40    | \$4,275.33    | \$4,402.80    | \$4,523.72    | \$4,644.76    | \$4,769.32     | \$4,897.21     |
|             |              | Daily         | \$364.02      | \$376.73      | \$389.45      | \$402.13      | \$414.84      | \$427.54      | \$440.28      | \$452.38      | \$464.48      | \$476.94       | \$489.73       |
|             |              | Hourly        | \$45.51       | \$47.10       | \$48.69       | \$50.27       | \$51.86       | \$53.45       | \$55.04       | \$56.55       | \$58.06       | \$59.62        | \$61.22        |
| FP          | 28           | Annual        | \$99,806.00   | \$103,234.00  | \$106,676.00  | \$110,111.00  | \$113,538.00  | \$116,955.00  | \$120,385.00  | \$123,694.00  | \$127,007.00  | \$130,414.00   | \$133,911.00   |
|             |              | Bi-Wk         | \$3,823.99    | \$3,955.33    | \$4,087.21    | \$4,218.82    | \$4,350.12    | \$4,481.04    | \$4,612.46    | \$4,739.24    | \$4,866.17    | \$4,996.71     | \$5,130.69     |
|             |              | Daily         | \$382.40      | \$395.54      | \$408.73      | \$421.89      | \$435.02      | \$448.11      | \$461.25      | \$473.93      | \$486.62      | \$499.68       | \$513.07       |
|             |              | Hourly        | \$47.80       | \$49.45       | \$51.10       | \$52.74       | \$54.38       | \$56.02       | \$57.66       | \$59.25       | \$60.83       | \$62.46        | \$64.14        |
| FP          | 29           | Annual        | \$100,763.00  | \$104,544.00  | \$108,329.00  | \$112,112.00  | \$115,892.00  | \$119,669.00  | \$123,454.00  | \$126,842.00  | \$130,243.00  | \$133,727.00   | \$137,308.00   |
|             |              | Bi-Wk         | \$3,860.66    | \$4,005.52    | \$4,150.54    | \$4,295.48    | \$4,440.31    | \$4,585.02    | \$4,730.04    | \$4,859.85    | \$4,990.16    | \$5,123.64     | \$5,260.85     |
|             |              | Daily         | \$386.07      | \$400.56      | \$415.06      | \$429.55      | \$444.04      | \$458.51      | \$473.01      | \$485.99      | \$499.02      | \$512.37       | \$526.09       |
|             |              | Hourly        | \$48.26       | \$50.07       | \$51.89       | \$53.70       | \$55.51       | \$57.32       | \$59.13       | \$60.75       | \$62.38       | \$64.05        | \$65.77        |
| FP          | 30           | Annual        | \$104,807.00  | \$108,699.00  | \$112,597.00  | \$116,483.00  | \$120,369.00  | \$124,260.00  | \$128,158.00  | \$131,681.00  | \$135,202.00  | \$138,815.00   | \$142,528.00   |
|             |              | Bi-Wk         | \$4,015.60    | \$4,164.72    | \$4,314.07    | \$4,462.96    | \$4,611.84    | \$4,760.92    | \$4,910.27    | \$5,045.25    | \$5,180.16    | \$5,318.59     | \$5,460.85     |
|             |              | Daily         | \$401.56      | \$416.48      | \$431.41      | \$446.30      | \$461.19      | \$476.10      | \$491.03      | \$504.53      | \$518.02      | \$531.86       | \$546.09       |
|             |              | Hourly        | \$50.20       | \$52.06       | \$53.93       | \$55.79       | \$57.65       | \$59.52       | \$61.38       | \$63.07       | \$64.76       | \$66.49        | \$68.27        |

**P-1 FP 40 Hour Pay Plan Effective 06/28/2024**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 31           | Annual        | \$109,012.00  | \$113,016.00  | \$117,020.00  | \$121,030.00  | \$125,045.00  | \$129,046.00  | \$133,051.00  | \$136,713.00  | \$140,364.00  | \$144,119.00   | \$147,973.00   |
|             |              | Bi-Wk         | \$4,176.71    | \$4,330.12    | \$4,483.53    | \$4,637.17    | \$4,791.00    | \$4,944.30    | \$5,097.74    | \$5,238.05    | \$5,377.94    | \$5,521.81     | \$5,669.47     |
|             |              | Daily         | \$417.68      | \$433.02      | \$448.36      | \$463.72      | \$479.10      | \$494.43      | \$509.78      | \$523.81      | \$537.80      | \$552.19       | \$566.95       |
|             |              | Hourly        | \$52.21       | \$54.13       | \$56.05       | \$57.97       | \$59.89       | \$61.81       | \$63.73       | \$65.48       | \$67.23       | \$69.03        | \$70.87        |
| FP          | 32           | Annual        | \$113,382.00  | \$117,499.00  | \$121,613.00  | \$125,725.00  | \$129,851.00  | \$133,960.00  | \$138,090.00  | \$141,888.00  | \$145,683.00  | \$149,581.00   | \$153,585.00   |
|             |              | Bi-Wk         | \$4,344.14    | \$4,501.88    | \$4,659.51    | \$4,817.05    | \$4,975.14    | \$5,132.57    | \$5,290.81    | \$5,436.33    | \$5,581.73    | \$5,731.08     | \$5,884.49     |
|             |              | Daily         | \$434.42      | \$450.19      | \$465.96      | \$481.71      | \$497.52      | \$513.26      | \$529.09      | \$543.64      | \$558.18      | \$573.11       | \$588.45       |
|             |              | Hourly        | \$54.31       | \$56.28       | \$58.25       | \$60.22       | \$62.19       | \$64.16       | \$66.14       | \$67.96       | \$69.78       | \$71.64        | \$73.56        |
| FP          | 33           | Annual        | \$117,950.00  | \$122,183.00  | \$126,408.00  | \$130,639.00  | \$134,870.00  | \$139,102.00  | \$143,341.00  | \$147,284.00  | \$151,228.00  | \$155,274.00   | \$159,432.00   |
|             |              | Bi-Wk         | \$4,519.16    | \$4,681.35    | \$4,843.22    | \$5,005.33    | \$5,167.44    | \$5,329.58    | \$5,492.00    | \$5,643.07    | \$5,794.18    | \$5,949.20     | \$6,108.51     |
|             |              | Daily         | \$451.92      | \$468.14      | \$484.33      | \$500.54      | \$516.75      | \$532.96      | \$549.20      | \$564.31      | \$579.42      | \$594.92       | \$610.86       |
|             |              | Hourly        | \$56.49       | \$58.52       | \$60.55       | \$62.57       | \$64.60       | \$66.62       | \$68.65       | \$70.54       | \$72.43       | \$74.37        | \$76.36        |
| FP          | 34           | Annual        | \$122,807.00  | \$127,149.00  | \$131,501.00  | \$135,849.00  | \$140,186.00  | \$144,540.00  | \$148,882.00  | \$152,971.00  | \$157,069.00  | \$161,281.00   | \$165,605.00   |
|             |              | Bi-Wk         | \$4,705.25    | \$4,871.61    | \$5,038.36    | \$5,204.95    | \$5,371.12    | \$5,537.94    | \$5,704.30    | \$5,860.96    | \$6,017.97    | \$6,179.35     | \$6,345.02     |
|             |              | Daily         | \$470.53      | \$487.17      | \$503.84      | \$520.50      | \$537.12      | \$553.80      | \$570.43      | \$586.10      | \$601.80      | \$617.94       | \$634.51       |
|             |              | Hourly        | \$58.82       | \$60.90       | \$62.98       | \$65.07       | \$67.14       | \$69.23       | \$71.31       | \$73.27       | \$75.23       | \$77.25        | \$79.32        |
| FP          | 35           | Annual        | \$127,853.00  | \$132,303.00  | \$136,169.00  | \$141,223.00  | \$145,676.00  | \$150,130.00  | \$153,993.00  | \$158,227.00  | \$162,461.00  | \$166,812.00   | \$171,283.00   |
|             |              | Bi-Wk         | \$4,898.59    | \$5,069.09    | \$5,217.21    | \$5,410.85    | \$5,581.46    | \$5,752.11    | \$5,900.12    | \$6,062.34    | \$6,224.56    | \$6,391.27     | \$6,562.57     |
|             |              | Daily         | \$489.86      | \$506.91      | \$521.73      | \$541.09      | \$558.15      | \$575.22      | \$590.02      | \$606.24      | \$622.46      | \$639.13       | \$656.26       |
|             |              | Hourly        | \$61.24       | \$63.37       | \$65.22       | \$67.64       | \$69.77       | \$71.91       | \$73.76       | \$75.78       | \$77.81       | \$79.90        | \$82.04        |
| FP          | 36           | Annual        | \$133,167.00  | \$137,734.00  | \$142,313.00  | \$146,881.00  | \$151,461.00  | \$156,026.00  | \$160,594.00  | \$165,013.00  | \$169,430.00  | \$173,965.00   | \$178,621.00   |
|             |              | Bi-Wk         | \$5,102.19    | \$5,277.17    | \$5,452.61    | \$5,627.63    | \$5,803.11    | \$5,978.01    | \$6,153.03    | \$6,322.34    | \$6,491.58    | \$6,665.33     | \$6,843.72     |
|             |              | Daily         | \$510.22      | \$527.72      | \$545.27      | \$562.77      | \$580.32      | \$597.81      | \$615.31      | \$632.24      | \$649.16      | \$666.54       | \$684.38       |
|             |              | Hourly        | \$63.78       | \$65.97       | \$68.16       | \$70.35       | \$72.54       | \$74.73       | \$76.92       | \$79.03       | \$81.15       | \$83.32        | \$85.55        |

**P-1 FP 40 Hour Pay Plan Effective 06/28/2024**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 37           | Annual        | \$138,692.00  | \$143,384.00  | \$148,081.00  | \$152,783.00  | \$157,484.00  | \$162,180.00  | \$166,875.00  | \$171,460.00  | \$176,049.00  | \$180,756.00   | \$185,594.00   |
|             |              | Bi-Wk         | \$5,313.87    | \$5,493.64    | \$5,673.61    | \$5,853.76    | \$6,033.87    | \$6,213.80    | \$6,393.68    | \$6,569.35    | \$6,745.18    | \$6,925.52     | \$7,110.89     |
|             |              | Daily         | \$531.39      | \$549.37      | \$567.37      | \$585.38      | \$603.39      | \$621.38      | \$639.37      | \$656.94      | \$674.52      | \$692.56       | \$711.09       |
|             |              | Hourly        | \$66.43       | \$68.68       | \$70.93       | \$73.18       | \$75.43       | \$77.68       | \$79.93       | \$82.12       | \$84.32       | \$86.57        | \$88.89        |
| FP          | 38           | Annual        | \$144,420.00  | \$149,220.00  | \$154,039.00  | \$158,842.00  | \$163,644.00  | \$168,454.00  | \$173,262.00  | \$178,024.00  | \$182,787.00  | \$187,678.00   | \$192,703.00   |
|             |              | Bi-Wk         | \$5,533.34    | \$5,717.25    | \$5,901.88    | \$6,085.91    | \$6,269.89    | \$6,454.18    | \$6,638.40    | \$6,820.85    | \$7,003.34    | \$7,190.73     | \$7,383.26     |
|             |              | Daily         | \$553.34      | \$571.73      | \$590.19      | \$608.60      | \$626.99      | \$645.42      | \$663.84      | \$682.09      | \$700.34      | \$719.08       | \$738.33       |
|             |              | Hourly        | \$69.17       | \$71.47       | \$73.78       | \$76.08       | \$78.38       | \$80.68       | \$82.98       | \$85.27       | \$87.55       | \$89.89        | \$92.30        |
| FP          | 39           | Annual        | \$150,421.00  | \$155,342.00  | \$160,263.00  | \$165,198.00  | \$170,117.00  | \$175,178.00  | \$179,961.00  | \$184,906.00  | \$189,857.00  | \$194,942.00   | \$200,164.00   |
|             |              | Bi-Wk         | \$5,763.26    | \$5,951.81    | \$6,140.35    | \$6,329.43    | \$6,517.90    | \$6,711.81    | \$6,895.06    | \$7,084.53    | \$7,274.22    | \$7,469.05     | \$7,669.12     |
|             |              | Daily         | \$576.33      | \$595.19      | \$614.04      | \$632.95      | \$651.79      | \$671.19      | \$689.51      | \$708.46      | \$727.43      | \$746.91       | \$766.92       |
|             |              | Hourly        | \$72.05       | \$74.40       | \$76.76       | \$79.12       | \$81.48       | \$83.90       | \$86.19       | \$88.56       | \$90.93       | \$93.37        | \$95.87        |
| FP          | 40           | Annual        | \$156,693.00  | \$161,717.00  | \$166,752.00  | \$171,775.00  | \$176,800.00  | \$181,831.00  | \$186,858.00  | \$191,993.00  | \$197,137.00  | \$202,419.00   | \$207,844.00   |
|             |              | Bi-Wk         | \$6,003.57    | \$6,196.06    | \$6,388.97    | \$6,581.42    | \$6,773.95    | \$6,966.71    | \$7,159.32    | \$7,356.06    | \$7,553.15    | \$7,755.52     | \$7,963.38     |
|             |              | Daily         | \$600.36      | \$619.61      | \$638.90      | \$658.15      | \$677.40      | \$696.68      | \$715.94      | \$735.61      | \$755.32      | \$775.56       | \$796.34       |
|             |              | Hourly        | \$75.05       | \$77.46       | \$79.87       | \$82.27       | \$84.68       | \$87.09       | \$89.50       | \$91.96       | \$94.42       | \$96.95        | \$99.55        |
| FP          | 41           | Annual        | \$163,246.00  | \$168,390.00  | \$173,540.00  | \$178,696.00  | \$183,842.00  | \$188,986.00  | \$194,132.00  | \$199,475.00  | \$204,813.00  | \$210,292.00   | \$215,920.00   |
|             |              | Bi-Wk         | \$6,254.64    | \$6,451.73    | \$6,649.05    | \$6,846.60    | \$7,043.76    | \$7,240.85    | \$7,438.01    | \$7,642.73    | \$7,847.25    | \$8,057.17     | \$8,272.80     |
|             |              | Daily         | \$625.47      | \$645.18      | \$664.91      | \$684.66      | \$704.38      | \$724.09      | \$743.81      | \$764.28      | \$784.73      | \$805.72       | \$827.28       |
|             |              | Hourly        | \$78.19       | \$80.65       | \$83.12       | \$85.59       | \$88.05       | \$90.52       | \$92.98       | \$95.54       | \$98.10       | \$100.72       | \$103.41       |
| FP          | 42           | Annual        | \$170,048.00  | \$175,316.00  | \$180,588.00  | \$185,827.00  | \$191,106.00  | \$196,371.00  | \$201,632.00  | \$207,181.00  | \$212,724.00  | \$218,414.00   | \$224,258.00   |
|             |              | Bi-Wk         | \$6,515.25    | \$6,717.09    | \$6,919.09    | \$7,119.81    | \$7,322.07    | \$7,523.80    | \$7,725.37    | \$7,937.97    | \$8,150.35    | \$8,368.36     | \$8,592.27     |
|             |              | Daily         | \$651.53      | \$671.71      | \$691.91      | \$711.99      | \$732.21      | \$752.38      | \$772.54      | \$793.80      | \$815.04      | \$836.84       | \$859.23       |
|             |              | Hourly        | \$81.45       | \$83.97       | \$86.49       | \$89.00       | \$91.53       | \$94.05       | \$96.57       | \$99.23       | \$101.88      | \$104.61       | \$107.41       |

**P-1 FP 40 Hour Pay Plan Effective 06/28/2024**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FP          | 43           | Annual        | \$177,266.00  | \$182,636.00  | \$188,008.00  | \$193,373.00  | \$198,744.00  | \$204,107.00  | \$209,469.00  | \$215,234.00  | \$220,993.00  | \$226,908.00   | \$232,977.00   |
|             |              | Bi-Wk         | \$6,791.81    | \$6,997.55    | \$7,203.38    | \$7,408.93    | \$7,614.72    | \$7,820.20    | \$8,025.64    | \$8,246.52    | \$8,467.17    | \$8,693.80     | \$8,926.33     |
|             |              | Daily         | \$679.19      | \$699.76      | \$720.34      | \$740.90      | \$761.48      | \$782.02      | \$802.57      | \$824.66      | \$846.72      | \$869.38       | \$892.64       |
|             |              | Hourly        | \$84.90       | \$87.47       | \$90.05       | \$92.62       | \$95.19       | \$97.76       | \$100.33      | \$103.09      | \$105.84      | \$108.68       | \$111.58       |