

P-4 ES 35 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>	<u>Step 12</u>
ES	11	Annual	\$40,461.00	\$41,687.00	\$42,930.00	\$44,163.00	\$45,430.00	\$46,722.00	\$48,023.00	\$49,229.00	\$50,456.00	\$51,715.00	\$53,015.00	\$54,342.00
		Bi-Wk	\$1,550.23	\$1,597.21	\$1,644.83	\$1,692.07	\$1,740.62	\$1,790.12	\$1,839.97	\$1,886.17	\$1,933.19	\$1,981.42	\$2,031.23	\$2,082.07
		Daily	\$155.03	\$159.73	\$164.49	\$169.21	\$174.07	\$179.02	\$184.00	\$188.62	\$193.32	\$198.15	\$203.13	\$208.21
		Hourly	\$22.15	\$22.82	\$23.50	\$24.18	\$24.87	\$25.58	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02	\$29.75
ES	12	Annual	\$41,769.00	\$43,064.00	\$44,342.00	\$45,673.00	\$47,012.00	\$48,366.00	\$49,708.00	\$50,949.00	\$52,223.00	\$53,529.00	\$54,867.00	\$56,239.00
		Bi-Wk	\$1,600.35	\$1,649.97	\$1,698.93	\$1,749.93	\$1,801.23	\$1,853.11	\$1,904.53	\$1,952.07	\$2,000.89	\$2,050.92	\$2,102.19	\$2,154.76
		Daily	\$160.04	\$165.00	\$169.90	\$175.00	\$180.13	\$185.32	\$190.46	\$195.21	\$200.09	\$205.10	\$210.22	\$215.48
		Hourly	\$22.87	\$23.58	\$24.28	\$25.00	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$30.79
ES	13	Annual	\$44,126.00	\$45,759.00	\$47,401.00	\$49,035.00	\$50,686.00	\$52,320.00	\$53,972.00	\$55,323.00	\$56,708.00	\$58,128.00	\$59,581.00	\$61,071.00
		Bi-Wk	\$1,690.66	\$1,753.22	\$1,816.14	\$1,878.74	\$1,942.00	\$2,004.60	\$2,067.90	\$2,119.66	\$2,172.73	\$2,227.13	\$2,282.80	\$2,339.89
		Daily	\$169.07	\$175.33	\$181.62	\$187.88	\$194.20	\$200.46	\$206.79	\$211.97	\$217.28	\$222.72	\$228.28	\$233.99
		Hourly	\$24.16	\$25.05	\$25.95	\$26.84	\$27.75	\$28.64	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$33.43
ES	14	Annual	\$46,192.00	\$47,892.00	\$49,587.00	\$51,285.00	\$52,975.00	\$54,674.00	\$56,368.00	\$57,781.00	\$59,221.00	\$60,700.00	\$62,221.00	\$63,777.00
		Bi-Wk	\$1,769.81	\$1,834.95	\$1,899.89	\$1,964.95	\$2,029.70	\$2,094.79	\$2,159.70	\$2,213.84	\$2,269.01	\$2,325.68	\$2,383.95	\$2,443.57
		Daily	\$176.99	\$183.50	\$189.99	\$196.50	\$202.97	\$209.48	\$215.97	\$221.39	\$226.91	\$232.57	\$238.40	\$244.36
		Hourly	\$25.29	\$26.22	\$27.15	\$28.08	\$29.00	\$29.93	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$34.91
ES	15	Annual	\$48,410.00	\$50,157.00	\$51,900.00	\$53,643.00	\$55,393.00	\$57,149.00	\$58,891.00	\$60,365.00	\$61,874.00	\$63,423.00	\$65,010.00	\$66,636.00
		Bi-Wk	\$1,854.79	\$1,921.73	\$1,988.51	\$2,055.29	\$2,122.34	\$2,189.62	\$2,256.37	\$2,312.84	\$2,370.66	\$2,430.00	\$2,490.81	\$2,553.11
		Daily	\$185.48	\$192.18	\$198.86	\$205.53	\$212.24	\$218.97	\$225.64	\$231.29	\$237.07	\$243.00	\$249.09	\$255.32
		Hourly	\$26.50	\$27.46	\$28.41	\$29.37	\$30.32	\$31.29	\$32.24	\$33.05	\$33.87	\$34.72	\$35.59	\$36.48
ES	16	Annual	\$50,765.00	\$52,568.00	\$54,368.00	\$56,162.00	\$57,957.00	\$59,764.00	\$61,559.00	\$63,092.00	\$64,671.00	\$66,290.00	\$67,947.00	\$69,647.00
		Bi-Wk	\$1,945.02	\$2,014.10	\$2,083.07	\$2,151.81	\$2,220.58	\$2,289.81	\$2,358.59	\$2,417.32	\$2,477.82	\$2,539.85	\$2,603.34	\$2,668.47
		Daily	\$194.51	\$201.41	\$208.31	\$215.19	\$222.06	\$228.99	\$235.86	\$241.74	\$247.79	\$253.99	\$260.34	\$266.85
		Hourly	\$27.79	\$28.78	\$29.76	\$30.75	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.13
ES	17	Annual	\$53,277.00	\$55,128.00	\$56,982.00	\$58,831.00	\$60,684.00	\$62,528.00	\$64,380.00	\$65,990.00	\$67,645.00	\$69,335.00	\$71,067.00	\$72,842.00
		Bi-Wk	\$2,041.27	\$2,112.19	\$2,183.22	\$2,254.07	\$2,325.06	\$2,395.71	\$2,466.67	\$2,528.36	\$2,591.77	\$2,656.52	\$2,722.88	\$2,790.89
		Daily	\$204.13	\$211.22	\$218.33	\$225.41	\$232.51	\$239.58	\$246.67	\$252.84	\$259.18	\$265.66	\$272.29	\$279.09
		Hourly	\$29.17	\$30.18	\$31.19	\$32.21	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03	\$37.96	\$38.90	\$39.87
ES	18	Annual	\$55,967.00	\$57,867.00	\$59,764.00	\$61,661.00	\$63,552.00	\$65,450.00	\$67,343.00	\$69,029.00	\$70,752.00	\$72,520.00	\$74,333.00	\$76,194.00
		Bi-Wk	\$2,144.33	\$2,217.13	\$2,289.81	\$2,362.50	\$2,434.95	\$2,507.67	\$2,580.20	\$2,644.79	\$2,710.81	\$2,778.55	\$2,848.01	\$2,919.32
		Daily	\$214.44	\$221.72	\$228.99	\$236.25	\$243.50	\$250.77	\$258.02	\$264.48	\$271.09	\$277.86	\$284.81	\$291.94
		Hourly	\$30.64	\$31.68	\$32.72	\$33.75	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73	\$39.70	\$40.69	\$41.71
ES	19	Annual	\$58,724.00	\$60,684.00	\$62,631.00	\$64,586.00	\$66,531.00	\$68,480.00	\$70,433.00	\$72,192.00	\$73,997.00	\$75,844.00	\$77,742.00	\$79,688.00
		Bi-Wk	\$2,249.97	\$2,325.06	\$2,399.66	\$2,474.56	\$2,549.09	\$2,623.76	\$2,698.59	\$2,765.98	\$2,835.14	\$2,905.91	\$2,978.63	\$3,053.19
		Daily	\$225.00	\$232.51	\$239.97	\$247.46	\$254.91	\$262.38	\$269.86	\$276.60	\$283.52	\$290.60	\$297.87	\$305.32
		Hourly	\$32.15	\$33.22	\$34.29	\$35.36	\$36.42	\$37.49	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$43.62
ES	20	Annual	\$61,716.00	\$63,714.00	\$65,715.00	\$67,708.00	\$69,703.00	\$71,700.00	\$73,698.00	\$75,541.00	\$77,436.00	\$79,369.00	\$81,352.00	\$83,388.00
		Bi-Wk	\$2,364.60	\$2,441.15	\$2,517.82	\$2,594.18	\$2,670.62	\$2,747.13	\$2,823.68	\$2,894.30	\$2,966.90	\$3,040.96	\$3,116.94	\$3,194.95
		Daily	\$236.46	\$244.12	\$251.79	\$259.42	\$267.07	\$274.72	\$282.37	\$289.43	\$296.69	\$304.10	\$311.70	\$319.50
		Hourly	\$33.78	\$34.88	\$35.97	\$37.06	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39	\$43.45	\$44.53	\$45.65
ES	21	Annual	\$64,757.00	\$66,816.00	\$68,864.00	\$70,917.00	\$72,977.00	\$75,024.00	\$77,086.00	\$79,014.00	\$80,983.00	\$83,007.00	\$85,083.00	\$87,213.00
		Bi-Wk	\$2,481.12	\$2,560.00	\$2,638.47	\$2,717.13	\$2,796.06	\$2,874.49	\$2,953.49	\$3,027.36	\$3,102.80	\$3,180.35	\$3,259.89	\$3,341.50
		Daily	\$248.12	\$256.00	\$263.85	\$271.72	\$279.61	\$287.45	\$295.35	\$302.74	\$310.28	\$318.04	\$325.99	\$334.15
		Hourly	\$35.45	\$36.58	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33	\$45.44	\$46.57	\$47.74

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ES	22	Annual	\$66,531.00	\$68,968.00	\$71,408.00	\$73,841.00	\$76,282.00	\$78,716.00	\$81,156.00	\$83,182.00	\$85,271.00	\$87,398.00	\$89,583.00	\$91,824.00
		Bi-Wk	\$2,549.09	\$2,642.46	\$2,735.94	\$2,829.16	\$2,922.69	\$3,015.94	\$3,109.43	\$3,187.05	\$3,267.09	\$3,348.59	\$3,432.30	\$3,518.17
		Daily	\$254.91	\$264.25	\$273.60	\$282.92	\$292.27	\$301.60	\$310.95	\$318.71	\$326.71	\$334.86	\$343.23	\$351.82
		Hourly	\$36.42	\$37.75	\$39.09	\$40.42	\$41.76	\$43.09	\$44.43	\$45.53	\$46.68	\$47.84	\$49.04	\$50.26
ES	23	Annual	\$69,682.00	\$72,222.00	\$74,756.00	\$77,303.00	\$79,838.00	\$82,379.00	\$84,918.00	\$87,040.00	\$89,213.00	\$91,445.00	\$93,734.00	\$96,077.00
		Bi-Wk	\$2,669.81	\$2,767.13	\$2,864.22	\$2,961.81	\$3,058.93	\$3,156.29	\$3,253.57	\$3,334.87	\$3,418.13	\$3,503.64	\$3,591.35	\$3,681.12
		Daily	\$266.99	\$276.72	\$286.43	\$296.19	\$305.90	\$315.63	\$325.36	\$333.49	\$341.82	\$350.37	\$359.14	\$368.12
		Hourly	\$38.15	\$39.54	\$40.92	\$42.32	\$43.70	\$45.09	\$46.48	\$47.65	\$48.84	\$50.06	\$51.31	\$52.59
ES	24	Annual	\$73,032.00	\$75,677.00	\$78,325.00	\$80,974.00	\$83,620.00	\$86,260.00	\$88,914.00	\$91,134.00	\$93,414.00	\$95,748.00	\$98,139.00	\$100,594.00
		Bi-Wk	\$2,798.17	\$2,899.51	\$3,000.96	\$3,102.46	\$3,203.84	\$3,304.99	\$3,406.67	\$3,491.73	\$3,579.09	\$3,668.51	\$3,760.12	\$3,854.18
		Daily	\$279.82	\$289.96	\$300.10	\$310.25	\$320.39	\$330.50	\$340.67	\$349.18	\$357.91	\$366.86	\$376.02	\$385.42
		Hourly	\$39.98	\$41.43	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$55.06
ES	25	Annual	\$76,600.00	\$79,349.00	\$82,081.00	\$84,827.00	\$87,583.00	\$90,323.00	\$93,062.00	\$95,388.00	\$97,776.00	\$100,221.00	\$102,731.00	\$105,298.00
		Bi-Wk	\$2,934.87	\$3,040.20	\$3,144.87	\$3,250.08	\$3,355.68	\$3,460.66	\$3,565.60	\$3,654.72	\$3,746.21	\$3,839.89	\$3,936.06	\$4,034.41
		Daily	\$293.49	\$304.02	\$314.49	\$325.01	\$335.57	\$346.07	\$356.56	\$365.48	\$374.63	\$383.99	\$393.61	\$403.45
		Hourly	\$41.93	\$43.44	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.22	\$53.52	\$54.86	\$56.23	\$57.64
ES	26	Annual	\$80,377.00	\$83,218.00	\$86,074.00	\$88,914.00	\$91,757.00	\$94,605.00	\$97,442.00	\$99,882.00	\$102,377.00	\$104,939.00	\$107,564.00	\$110,249.00
		Bi-Wk	\$3,079.58	\$3,188.43	\$3,297.86	\$3,406.67	\$3,515.60	\$3,624.72	\$3,733.41	\$3,826.90	\$3,922.50	\$4,020.66	\$4,121.23	\$4,224.10
		Daily	\$307.96	\$318.85	\$329.79	\$340.67	\$351.56	\$362.48	\$373.35	\$382.69	\$392.25	\$402.07	\$412.13	\$422.41
		Hourly	\$44.00	\$45.55	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.67	\$56.04	\$57.44	\$58.88	\$60.35
ES	27	Annual	\$84,357.00	\$87,307.00	\$90,256.00	\$93,190.00	\$96,139.00	\$99,082.00	\$102,027.00	\$104,583.00	\$107,195.00	\$109,878.00	\$112,623.00	\$115,439.00
		Bi-Wk	\$3,232.07	\$3,345.10	\$3,458.09	\$3,570.50	\$3,683.49	\$3,796.25	\$3,909.09	\$4,007.02	\$4,107.09	\$4,209.89	\$4,315.06	\$4,422.96
		Daily	\$323.21	\$334.51	\$345.81	\$357.05	\$368.35	\$379.63	\$390.91	\$400.71	\$410.71	\$420.99	\$431.51	\$442.30
		Hourly	\$46.18	\$47.79	\$49.41	\$51.01	\$52.63	\$54.24	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$63.19
ES	28	Annual	\$88,621.00	\$91,669.00	\$94,717.00	\$97,769.00	\$100,807.00	\$103,856.00	\$106,900.00	\$109,567.00	\$112,306.00	\$115,115.00	\$117,993.00	\$120,941.00
		Bi-Wk	\$3,395.45	\$3,512.23	\$3,629.01	\$3,745.94	\$3,862.34	\$3,979.16	\$4,095.79	\$4,197.97	\$4,302.92	\$4,410.54	\$4,520.81	\$4,633.76
		Daily	\$339.55	\$351.23	\$362.91	\$374.60	\$386.24	\$397.92	\$409.58	\$419.80	\$430.30	\$441.06	\$452.09	\$463.38
		Hourly	\$48.51	\$50.18	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.48	\$63.01	\$64.59	\$66.20
ES	29	Annual	\$89,469.00	\$92,828.00	\$96,188.00	\$99,544.00	\$102,901.00	\$106,261.00	\$109,615.00	\$112,355.00	\$115,166.00	\$118,047.00	\$120,998.00	\$124,024.00
		Bi-Wk	\$3,427.94	\$3,556.63	\$3,685.37	\$3,813.95	\$3,942.57	\$4,071.31	\$4,199.81	\$4,304.79	\$4,412.50	\$4,522.88	\$4,635.94	\$4,751.88
		Daily	\$342.80	\$355.67	\$368.54	\$381.40	\$394.26	\$407.14	\$419.99	\$430.48	\$441.25	\$452.29	\$463.60	\$475.19
		Hourly	\$48.98	\$50.81	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$67.89
ES	30	Annual	\$93,062.00	\$96,514.00	\$99,980.00	\$103,428.00	\$106,876.00	\$110,333.00	\$113,796.00	\$116,640.00	\$119,559.00	\$122,548.00	\$125,613.00	\$128,756.00
		Bi-Wk	\$3,565.60	\$3,697.86	\$3,830.66	\$3,962.76	\$4,094.87	\$4,227.32	\$4,360.00	\$4,468.97	\$4,580.81	\$4,695.33	\$4,812.76	\$4,933.19
		Daily	\$356.56	\$369.79	\$383.07	\$396.28	\$409.49	\$422.74	\$436.00	\$446.90	\$458.09	\$469.54	\$481.28	\$493.32
		Hourly	\$50.94	\$52.83	\$54.73	\$56.62	\$58.50	\$60.40	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$70.48
ES	31	Annual	\$96,798.00	\$100,353.00	\$103,913.00	\$107,466.00	\$111,025.00	\$114,581.00	\$118,139.00	\$121,090.00	\$124,120.00	\$127,221.00	\$130,402.00	\$133,664.00
		Bi-Wk	\$3,708.74	\$3,844.95	\$3,981.35	\$4,117.48	\$4,253.84	\$4,390.08	\$4,526.40	\$4,639.47	\$4,755.56	\$4,874.37	\$4,996.25	\$5,121.23
		Daily	\$370.88	\$384.50	\$398.14	\$411.75	\$425.39	\$439.01	\$452.64	\$463.95	\$475.56	\$487.44	\$499.63	\$512.13
		Hourly	\$52.99	\$54.93	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$73.17
ES	32	Annual	\$100,678.00	\$104,329.00	\$107,981.00	\$111,639.00	\$115,295.00	\$118,949.00	\$122,612.00	\$125,678.00	\$128,821.00	\$132,042.00	\$135,344.00	\$138,731.00
		Bi-Wk	\$3,857.40	\$3,997.28	\$4,137.21	\$4,277.36	\$4,417.44	\$4,557.44	\$4,697.78	\$4,815.25	\$4,935.68	\$5,059.09	\$5,185.60	\$5,315.37
		Daily	\$385.74	\$399.73	\$413.73	\$427.74	\$441.75	\$455.75	\$469.78	\$481.53	\$493.57	\$505.91	\$518.56	\$531.54
		Hourly	\$55.11	\$57.11	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.79	\$70.51	\$72.28	\$74.08	\$75.94

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ES	33	Annual	\$104,727.00	\$108,488.00	\$112,240.00	\$115,998.00	\$119,756.00	\$123,510.00	\$127,278.00	\$130,462.00	\$133,718.00	\$137,066.00	\$140,489.00	\$144,006.00
		Bi-Wk	\$4,012.53	\$4,156.63	\$4,300.39	\$4,444.37	\$4,588.36	\$4,732.19	\$4,876.56	\$4,998.55	\$5,123.30	\$5,251.58	\$5,382.73	\$5,517.48
		Daily	\$401.26	\$415.67	\$430.04	\$444.44	\$458.84	\$473.22	\$487.66	\$499.86	\$512.33	\$525.16	\$538.28	\$551.75
		Hourly	\$57.33	\$59.39	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.19	\$75.03	\$76.90	\$78.83
ES	34	Annual	\$109,039.00	\$112,899.00	\$116,758.00	\$120,621.00	\$124,479.00	\$128,341.00	\$132,193.00	\$135,499.00	\$138,890.00	\$142,359.00	\$145,917.00	\$149,564.00
		Bi-Wk	\$4,177.74	\$4,325.64	\$4,473.49	\$4,621.50	\$4,769.32	\$4,917.28	\$5,064.87	\$5,191.54	\$5,321.46	\$5,454.37	\$5,590.69	\$5,730.43
		Daily	\$417.78	\$432.57	\$447.35	\$462.15	\$476.94	\$491.73	\$506.49	\$519.16	\$532.15	\$545.44	\$559.07	\$573.05
		Hourly	\$59.69	\$61.80	\$63.91	\$66.03	\$68.14	\$70.25	\$72.36	\$74.17	\$76.03	\$77.92	\$79.87	\$81.87
ES	35	Annual	\$113,522.00	\$117,476.00	\$121,439.00	\$125,394.00	\$129,350.00	\$133,301.00	\$137,270.00	\$140,695.00	\$144,217.00	\$147,826.00	\$151,519.00	\$155,308.00
		Bi-Wk	\$4,349.51	\$4,501.00	\$4,652.84	\$4,804.37	\$4,955.94	\$5,107.32	\$5,259.39	\$5,390.62	\$5,525.56	\$5,663.84	\$5,805.33	\$5,950.50
		Daily	\$434.96	\$450.10	\$465.29	\$480.44	\$495.60	\$510.74	\$525.94	\$539.07	\$552.56	\$566.39	\$580.54	\$595.05
		Hourly	\$62.14	\$64.30	\$66.47	\$68.64	\$70.80	\$72.97	\$75.14	\$77.01	\$78.94	\$80.92	\$82.94	\$85.01
ES	36	Annual	\$118,241.00	\$122,296.00	\$126,361.00	\$130,417.00	\$134,478.00	\$138,535.00	\$142,595.00	\$146,168.00	\$149,816.00	\$153,564.00	\$157,406.00	\$161,341.00
		Bi-Wk	\$4,530.31	\$4,685.68	\$4,841.42	\$4,996.82	\$5,152.42	\$5,307.86	\$5,463.41	\$5,600.31	\$5,740.08	\$5,883.68	\$6,030.89	\$6,181.65
		Daily	\$453.04	\$468.57	\$484.15	\$499.69	\$515.25	\$530.79	\$546.35	\$560.04	\$574.01	\$588.37	\$603.09	\$618.17
		Hourly	\$64.72	\$66.94	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.01	\$84.06	\$86.16	\$88.31
ES	37	Annual	\$123,150.00	\$127,315.00	\$131,487.00	\$135,661.00	\$139,833.00	\$144,006.00	\$148,173.00	\$151,873.00	\$155,674.00	\$159,572.00	\$163,559.00	\$167,648.00
		Bi-Wk	\$4,718.40	\$4,877.97	\$5,037.82	\$5,197.74	\$5,357.59	\$5,517.48	\$5,677.13	\$5,818.89	\$5,964.53	\$6,113.87	\$6,266.63	\$6,423.30
		Daily	\$471.84	\$487.80	\$503.79	\$519.78	\$535.76	\$551.75	\$567.72	\$581.89	\$596.46	\$611.39	\$626.67	\$642.33
		Hourly	\$67.41	\$69.69	\$71.97	\$74.26	\$76.54	\$78.83	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53	\$91.77
ES	38	Annual	\$128,233.00	\$132,491.00	\$136,764.00	\$141,032.00	\$145,302.00	\$149,571.00	\$153,839.00	\$157,691.00	\$161,631.00	\$165,673.00	\$169,815.00	\$174,060.00
		Bi-Wk	\$4,913.15	\$5,076.29	\$5,240.00	\$5,403.53	\$5,567.13	\$5,730.69	\$5,894.22	\$6,041.81	\$6,192.76	\$6,347.63	\$6,506.33	\$6,668.97
		Daily	\$491.32	\$507.63	\$524.00	\$540.36	\$556.72	\$573.07	\$589.43	\$604.19	\$619.28	\$634.77	\$650.64	\$666.90
		Hourly	\$70.19	\$72.52	\$74.86	\$77.20	\$79.54	\$81.87	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$95.28
ES	39	Annual	\$133,566.00	\$137,935.00	\$142,303.00	\$146,682.00	\$151,053.00	\$155,413.00	\$159,790.00	\$163,786.00	\$167,881.00	\$172,080.00	\$176,381.00	\$180,789.00
		Bi-Wk	\$5,117.48	\$5,284.87	\$5,452.23	\$5,620.00	\$5,787.48	\$5,954.53	\$6,122.23	\$6,275.33	\$6,432.23	\$6,593.11	\$6,757.90	\$6,926.79
		Daily	\$511.75	\$528.49	\$545.23	\$562.00	\$578.75	\$595.46	\$612.23	\$627.54	\$643.23	\$659.32	\$675.79	\$692.68
		Hourly	\$73.11	\$75.50	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.89	\$94.19	\$96.55	\$98.96
ES	40	Annual	\$139,134.00	\$143,590.00	\$148,064.00	\$152,523.00	\$156,987.00	\$161,448.00	\$165,913.00	\$170,067.00	\$174,318.00	\$178,675.00	\$183,145.00	\$187,726.00
		Bi-Wk	\$5,330.81	\$5,501.54	\$5,672.96	\$5,843.80	\$6,014.83	\$6,185.75	\$6,356.82	\$6,515.98	\$6,678.86	\$6,845.79	\$7,017.05	\$7,192.57
		Daily	\$533.09	\$550.16	\$567.30	\$584.38	\$601.49	\$618.58	\$635.69	\$651.60	\$667.89	\$684.58	\$701.71	\$719.26
		Hourly	\$76.16	\$78.60	\$81.05	\$83.49	\$85.93	\$88.37	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$102.76
ES	41	Annual	\$144,944.00	\$149,520.00	\$154,090.00	\$158,668.00	\$163,238.00	\$167,808.00	\$172,379.00	\$176,689.00	\$181,109.00	\$185,636.00	\$190,278.00	\$195,035.00
		Bi-Wk	\$5,553.41	\$5,728.74	\$5,903.84	\$6,079.24	\$6,254.33	\$6,429.43	\$6,604.56	\$6,769.70	\$6,939.05	\$7,112.50	\$7,290.35	\$7,472.61
		Daily	\$555.35	\$572.88	\$590.39	\$607.93	\$625.44	\$642.95	\$660.46	\$676.97	\$693.91	\$711.25	\$729.04	\$747.27
		Hourly	\$79.34	\$81.84	\$84.35	\$86.85	\$89.35	\$91.85	\$94.36	\$96.71	\$99.13	\$101.61	\$104.15	\$106.76
ES	42	Annual	\$150,987.00	\$155,666.00	\$160,344.00	\$165,008.00	\$169,687.00	\$174,354.00	\$179,038.00	\$183,516.00	\$188,103.00	\$192,802.00	\$197,623.00	\$202,565.00
		Bi-Wk	\$5,784.95	\$5,964.22	\$6,143.45	\$6,322.15	\$6,501.42	\$6,680.23	\$6,859.70	\$7,031.27	\$7,207.02	\$7,387.05	\$7,571.77	\$7,761.12
		Daily	\$578.50	\$596.43	\$614.35	\$632.22	\$650.15	\$668.03	\$685.97	\$703.13	\$720.71	\$738.71	\$757.18	\$776.12
		Hourly	\$82.65	\$85.21	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96	\$105.53	\$108.17	\$110.88

P-4 ES 35 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>	<u>Step 12</u>
ES	43	Annual	\$157,405.00	\$162,167.00	\$166,937.00	\$171,700.00	\$176,474.00	\$181,234.00	\$186,000.00	\$190,647.00	\$195,417.00	\$200,299.00	\$205,306.00	\$210,439.00
		Bi-Wk	\$6,030.85	\$6,213.30	\$6,396.06	\$6,578.55	\$6,761.46	\$6,943.84	\$7,126.44	\$7,304.49	\$7,487.25	\$7,674.30	\$7,866.14	\$8,062.80
		Daily	\$603.09	\$621.33	\$639.61	\$657.86	\$676.15	\$694.39	\$712.65	\$730.45	\$748.73	\$767.43	\$786.62	\$806.28
		Hourly	\$86.16	\$88.77	\$91.38	\$93.98	\$96.60	\$99.20	\$101.81	\$104.35	\$106.97	\$109.64	\$112.38	\$115.19

*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."