

**P-4 ET 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET          | 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   | \$50,458.00   | \$51,719.00    |
|             |              | 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    | \$1,933.26    | \$1,981.58     |
|             |              | Daily         | \$155.03      | \$159.73      | \$164.49      | \$169.21      | \$174.07      | \$179.02      | \$184.00      | \$188.62      | \$193.33      | \$198.16       |
|             |              | Hourly        | \$22.15       | \$22.82       | \$23.50       | \$24.18       | \$24.87       | \$25.58       | \$26.29       | \$26.95       | \$27.62       | \$28.31        |
| ET          | 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    |
|             |              | 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     |
|             |              | Daily         | \$160.04      | \$165.00      | \$169.90      | \$175.00      | \$180.13      | \$185.32      | \$190.46      | \$195.21      | \$200.09      | \$205.10       |
|             |              | Hourly        | \$22.87       | \$23.58       | \$24.28       | \$25.00       | \$25.74       | \$26.48       | \$27.21       | \$27.89       | \$28.59       | \$29.30        |
| ET          | 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   | \$56,706.00   | \$58,123.00    |
|             |              | 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    | \$2,172.65    | \$2,226.94     |
|             |              | Daily         | \$169.07      | \$175.33      | \$181.62      | \$187.88      | \$194.20      | \$200.46      | \$206.79      | \$211.97      | \$217.27      | \$222.70       |
|             |              | Hourly        | \$24.16       | \$25.05       | \$25.95       | \$26.84       | \$27.75       | \$28.64       | \$29.55       | \$30.29       | \$31.04       | \$31.82        |
| ET          | 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   | \$59,224.00   | \$60,706.00    |
|             |              | 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    | \$2,269.12    | \$2,325.91     |
|             |              | Daily         | \$176.99      | \$183.50      | \$189.99      | \$196.50      | \$202.97      | \$209.48      | \$215.97      | \$221.39      | \$226.92      | \$232.60       |
|             |              | Hourly        | \$25.29       | \$26.22       | \$27.15       | \$28.08       | \$29.00       | \$29.93       | \$30.86       | \$31.63       | \$32.42       | \$33.23        |
| ET          | 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   | \$61,873.00   | \$63,421.00    |
|             |              | 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    | \$2,370.62    | \$2,429.93     |
|             |              | Daily         | \$185.48      | \$192.18      | \$198.86      | \$205.53      | \$212.24      | \$218.97      | \$225.64      | \$231.29      | \$237.07      | \$243.00       |
|             |              | Hourly        | \$26.50       | \$27.46       | \$28.41       | \$29.37       | \$30.32       | \$31.29       | \$32.24       | \$33.05       | \$33.87       | \$34.72        |
| ET          | 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   | \$64,672.00   | \$66,288.00    |
|             |              | 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    | \$2,477.86    | \$2,539.78     |
|             |              | Daily         | \$194.51      | \$201.41      | \$208.31      | \$215.19      | \$222.06      | \$228.99      | \$235.86      | \$241.74      | \$247.79      | \$253.98       |
|             |              | Hourly        | \$27.79       | \$28.78       | \$29.76       | \$30.75       | \$31.73       | \$32.72       | \$33.70       | \$34.54       | \$35.40       | \$36.29        |
| ET          | 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   | \$67,643.00   | \$69,335.00    |
|             |              | 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    | \$2,591.69    | \$2,656.52     |
|             |              | Daily         | \$204.13      | \$211.22      | \$218.33      | \$225.41      | \$232.51      | \$239.58      | \$246.67      | \$252.84      | \$259.17      | \$265.66       |
|             |              | Hourly        | \$29.17       | \$30.18       | \$31.19       | \$32.21       | \$33.22       | \$34.23       | \$35.24       | \$36.12       | \$37.03       | \$37.96        |
| ET          | 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   | \$70,754.00   | \$72,523.00    |
|             |              | 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    | \$2,710.89    | \$2,778.66     |
|             |              | Daily         | \$214.44      | \$221.72      | \$228.99      | \$236.25      | \$243.50      | \$250.77      | \$258.02      | \$264.48      | \$271.09      | \$277.87       |
|             |              | Hourly        | \$30.64       | \$31.68       | \$32.72       | \$33.75       | \$34.79       | \$35.83       | \$36.86       | \$37.79       | \$38.73       | \$39.70        |
| ET          | 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   | \$73,995.00   | \$75,847.00    |
|             |              | 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    | \$2,835.06    | \$2,906.02     |
|             |              | Daily         | \$225.00      | \$232.51      | \$239.97      | \$247.46      | \$254.91      | \$262.38      | \$269.86      | \$276.60      | \$283.51      | \$290.61       |
|             |              | Hourly        | \$32.15       | \$33.22       | \$34.29       | \$35.36       | \$36.42       | \$37.49       | \$38.56       | \$39.52       | \$40.51       | \$41.52        |
| ET          | 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   | \$77,430.00   | \$79,366.00    |
|             |              | 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    | \$2,966.67    | \$3,040.85     |
|             |              | Daily         | \$236.46      | \$244.12      | \$251.79      | \$259.42      | \$267.07      | \$274.72      | \$282.37      | \$289.43      | \$296.67      | \$304.09       |
|             |              | Hourly        | \$33.78       | \$34.88       | \$35.97       | \$37.06       | \$38.16       | \$39.25       | \$40.34       | \$41.35       | \$42.39       | \$43.45        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET          | 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   | \$80,988.00   | \$83,013.00    |
|             |              | 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    | \$3,102.99    | \$3,180.58     |
|             |              | Daily         | \$248.12      | \$256.00      | \$263.85      | \$271.72      | \$279.61      | \$287.45      | \$295.35      | \$302.74      | \$310.30      | \$318.06       |
|             |              | Hourly        | \$35.45       | \$36.58       | \$37.70       | \$38.82       | \$39.95       | \$41.07       | \$42.20       | \$43.25       | \$44.33       | \$45.44        |
| ET          | 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   | \$85,260.00   | \$87,391.00    |
|             |              | 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    | \$3,266.67    | \$3,348.32     |
|             |              | Daily         | \$254.91      | \$264.25      | \$273.60      | \$282.92      | \$292.27      | \$301.60      | \$310.95      | \$318.71      | \$326.67      | \$334.84       |
|             |              | Hourly        | \$36.42       | \$37.75       | \$39.09       | \$40.42       | \$41.76       | \$43.09       | \$44.43       | \$45.53       | \$46.67       | \$47.84        |
| ET          | 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   | \$91,444.00    |
|             |              | 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    | \$3,503.61     |
|             |              | Daily         | \$266.99      | \$276.72      | \$286.43      | \$296.19      | \$305.90      | \$315.63      | \$325.36      | \$333.49      | \$341.82      | \$350.37       |
|             |              | Hourly        | \$38.15       | \$39.54       | \$40.92       | \$42.32       | \$43.70       | \$45.09       | \$46.48       | \$47.65       | \$48.84       | \$50.06        |
| ET          | 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   | \$93,412.00   | \$95,751.00    |
|             |              | 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    | \$3,579.01    | \$3,668.63     |
|             |              | Daily         | \$279.82      | \$289.96      | \$300.10      | \$310.25      | \$320.39      | \$330.50      | \$340.67      | \$349.18      | \$357.91      | \$366.87       |
|             |              | Hourly        | \$39.98       | \$41.43       | \$42.88       | \$44.33       | \$45.77       | \$47.22       | \$48.67       | \$49.89       | \$51.13       | \$52.41        |
| ET          | 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   | \$97,774.00   | \$100,217.00   |
|             |              | 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    | \$3,746.14    | \$3,839.74     |
|             |              | Daily         | \$293.49      | \$304.02      | \$314.49      | \$325.01      | \$335.57      | \$346.07      | \$356.56      | \$365.48      | \$374.62      | \$383.98       |
|             |              | Hourly        | \$41.93       | \$43.44       | \$44.93       | \$46.43       | \$47.94       | \$49.44       | \$50.94       | \$52.22       | \$53.52       | \$54.86        |
| ET          | 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   | \$102,382.00  | \$104,941.00   |
|             |              | 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    | \$3,922.69    | \$4,020.73     |
|             |              | Daily         | \$307.96      | \$318.85      | \$329.79      | \$340.67      | \$351.56      | \$362.48      | \$373.35      | \$382.69      | \$392.27      | \$402.08       |
|             |              | Hourly        | \$44.00       | \$45.55       | \$47.12       | \$48.67       | \$50.23       | \$51.79       | \$53.34       | \$54.67       | \$56.04       | \$57.44        |
| ET          | 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  | \$107,200.00  | \$109,879.00   |
|             |              | 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    | \$4,107.28    | \$4,209.93     |
|             |              | Daily         | \$323.21      | \$334.51      | \$345.81      | \$357.05      | \$368.35      | \$379.63      | \$390.91      | \$400.71      | \$410.73      | \$421.00       |
|             |              | Hourly        | \$46.18       | \$47.79       | \$49.41       | \$51.01       | \$52.63       | \$54.24       | \$55.85       | \$57.25       | \$58.68       | \$60.15        |
| ET          | 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  | \$115,114.00   |
|             |              | 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    | \$4,410.50     |
|             |              | Daily         | \$339.55      | \$351.23      | \$362.91      | \$374.60      | \$386.24      | \$397.92      | \$409.58      | \$419.80      | \$430.30      | \$441.05       |
|             |              | Hourly        | \$48.51       | \$50.18       | \$51.85       | \$53.52       | \$55.18       | \$56.85       | \$58.52       | \$59.98       | \$61.48       | \$63.01        |
| ET          | 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   |
|             |              | 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     |
|             |              | Daily         | \$342.80      | \$355.67      | \$368.54      | \$381.40      | \$394.26      | \$407.14      | \$419.99      | \$430.48      | \$441.25      | \$452.29       |
|             |              | Hourly        | \$48.98       | \$50.81       | \$52.65       | \$54.49       | \$56.33       | \$58.17       | \$60.00       | \$61.50       | \$63.04       | \$64.62        |
| ET          | 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  | \$119,554.00  | \$122,545.00   |
|             |              | 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    | \$4,580.62    | \$4,695.22     |
|             |              | Daily         | \$356.56      | \$369.79      | \$383.07      | \$396.28      | \$409.49      | \$422.74      | \$436.00      | \$446.90      | \$458.07      | \$469.53       |
|             |              | Hourly        | \$50.94       | \$52.83       | \$54.73       | \$56.62       | \$58.50       | \$60.40       | \$62.29       | \$63.85       | \$65.44       | \$67.08        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET          | 31           | Annual        | \$96,798.00   | \$100,353.00  | \$103,913.00  | \$107,466.00  | \$111,025.00  | \$114,581.00  | \$118,139.00  | \$121,690.00  | \$124,119.00  | \$127,222.00   |
|             |              | 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    | \$4,755.52    | \$4,874.41     |
|             |              | Daily         | \$370.88      | \$384.50      | \$398.14      | \$411.75      | \$425.39      | \$439.01      | \$452.64      | \$463.95      | \$475.56      | \$487.45       |
|             |              | Hourly        | \$52.99       | \$54.93       | \$56.88       | \$58.83       | \$60.77       | \$62.72       | \$64.67       | \$66.28       | \$67.94       | \$69.64        |
| ET          | 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  | \$128,822.00  | \$132,045.00   |
|             |              | 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    | \$4,935.71    | \$5,059.20     |
|             |              | Daily         | \$385.74      | \$399.73      | \$413.73      | \$427.74      | \$441.75      | \$455.75      | \$469.78      | \$481.53      | \$493.58      | \$505.92       |
|             |              | Hourly        | \$55.11       | \$57.11       | \$59.11       | \$61.11       | \$63.11       | \$65.11       | \$67.12       | \$68.79       | \$70.52       | \$72.28        |
| ET          | 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  | \$133,724.00  | \$137,071.00   |
|             |              | 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    | \$5,123.53    | \$5,251.77     |
|             |              | Daily         | \$401.26      | \$415.67      | \$430.04      | \$444.44      | \$458.84      | \$473.22      | \$487.66      | \$499.86      | \$512.36      | \$525.18       |
|             |              | Hourly        | \$57.33       | \$59.39       | \$61.44       | \$63.50       | \$65.55       | \$67.61       | \$69.67       | \$71.41       | \$73.20       | \$75.03        |
| ET          | 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  | \$138,889.00  | \$142,361.00   |
|             |              | 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    | \$5,321.42    | \$5,454.45     |
|             |              | Daily         | \$417.78      | \$432.57      | \$447.35      | \$462.15      | \$476.94      | \$491.73      | \$506.49      | \$519.16      | \$532.15      | \$545.45       |
|             |              | Hourly        | \$59.69       | \$61.80       | \$63.91       | \$66.03       | \$68.14       | \$70.25       | \$72.36       | \$74.17       | \$76.03       | \$77.93        |
| ET          | 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  | \$144,216.00  | \$147,822.00   |
|             |              | 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    | \$5,525.52    | \$5,663.68     |
|             |              | Daily         | \$434.96      | \$450.10      | \$465.29      | \$480.44      | \$495.60      | \$510.74      | \$525.94      | \$539.07      | \$552.56      | \$566.37       |
|             |              | Hourly        | \$62.14       | \$64.30       | \$66.47       | \$68.64       | \$70.80       | \$72.97       | \$75.14       | \$77.01       | \$78.94       | \$80.91        |
| ET          | 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  | \$149,825.00  | \$153,571.00   |
|             |              | 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    | \$5,740.43    | \$5,883.95     |
|             |              | Daily         | \$453.04      | \$468.57      | \$484.15      | \$499.69      | \$515.25      | \$530.79      | \$546.35      | \$560.04      | \$574.05      | \$588.40       |
|             |              | Hourly        | \$64.72       | \$66.94       | \$69.17       | \$71.39       | \$73.61       | \$75.83       | \$78.05       | \$80.01       | \$82.01       | \$84.06        |
| ET          | 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  | \$155,672.00  | \$159,565.00   |
|             |              | 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    | \$5,964.45    | \$6,113.61     |
|             |              | Daily         | \$471.84      | \$487.80      | \$503.79      | \$519.78      | \$535.76      | \$551.75      | \$567.72      | \$581.89      | \$596.45      | \$611.37       |
|             |              | Hourly        | \$67.41       | \$69.69       | \$71.97       | \$74.26       | \$76.54       | \$78.83       | \$81.11       | \$83.13       | \$85.21       | \$87.34        |
| ET          | 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   |
|             |              | 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     |
|             |              | Daily         | \$491.32      | \$507.63      | \$524.00      | \$540.36      | \$556.72      | \$573.07      | \$589.43      | \$604.19      | \$619.28      | \$634.77       |
|             |              | Hourly        | \$70.19       | \$72.52       | \$74.86       | \$77.20       | \$79.54       | \$81.87       | \$84.21       | \$86.32       | \$88.47       | \$90.69        |
| ET          | 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   |
|             |              | 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     |
|             |              | Daily         | \$511.75      | \$528.49      | \$545.23      | \$562.00      | \$578.75      | \$595.46      | \$612.23      | \$627.54      | \$643.23      | \$659.32       |
|             |              | Hourly        | \$73.11       | \$75.50       | \$77.89       | \$80.29       | \$82.68       | \$85.07       | \$87.47       | \$89.65       | \$91.89       | \$94.19        |
| ET          | 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  | \$174,317.00  | \$178,675.00   |
|             |              | 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    | \$6,678.82    | \$6,845.79     |
|             |              | Daily         | \$533.09      | \$550.16      | \$567.30      | \$584.38      | \$601.49      | \$618.58      | \$635.69      | \$651.60      | \$667.89      | \$684.58       |
|             |              | Hourly        | \$76.16       | \$78.60       | \$81.05       | \$83.49       | \$85.93       | \$88.37       | \$90.82       | \$93.09       | \$95.42       | \$97.80        |

**P-4 ET 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET          | 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  | \$181,108.00  | \$185,637.00   |
|             |              | 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    | \$6,939.01    | \$7,112.53     |
|             |              | Daily         | \$555.35      | \$572.88      | \$590.39      | \$607.93      | \$625.44      | \$642.95      | \$660.46      | \$676.97      | \$693.91      | \$711.26       |
|             |              | Hourly        | \$79.34       | \$81.84       | \$84.35       | \$86.85       | \$89.35       | \$91.85       | \$94.36       | \$96.71       | \$99.13       | \$101.61       |
| ET          | 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  | \$192,805.00   |
|             |              | 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    | \$7,387.17     |
|             |              | Daily         | \$578.50      | \$596.43      | \$614.35      | \$632.22      | \$650.15      | \$668.03      | \$685.97      | \$703.13      | \$720.71      | \$738.72       |
|             |              | Hourly        | \$82.65       | \$85.21       | \$87.77       | \$90.32       | \$92.88       | \$95.44       | \$98.00       | \$100.45      | \$102.96      | \$105.54       |
| ET          | 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  | \$195,414.00  | \$200,300.00   |
|             |              | 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    | \$7,487.13    | \$7,674.33     |
|             |              | Daily         | \$603.09      | \$621.33      | \$639.61      | \$657.86      | \$676.15      | \$694.39      | \$712.65      | \$730.45      | \$748.72      | \$767.44       |
|             |              | Hourly        | \$86.16       | \$88.77       | \$91.38       | \$93.98       | \$96.60       | \$99.20       | \$101.81      | \$104.35      | \$106.96      | \$109.64       |