

**P-4 EU 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>
EU	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
		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
		Daily	\$155.03	\$159.73	\$164.49	\$169.21	\$174.07	\$179.02	\$184.00	\$188.62	\$193.33
		Hourly	\$22.15	\$22.82	\$23.50	\$24.18	\$24.87	\$25.58	\$26.29	\$26.95	\$27.62
EU	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
		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
		Daily	\$160.04	\$165.00	\$169.90	\$175.00	\$180.13	\$185.32	\$190.46	\$195.21	\$200.09
		Hourly	\$22.87	\$23.58	\$24.28	\$25.00	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59
EU	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
		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
		Daily	\$169.07	\$175.33	\$181.62	\$187.88	\$194.20	\$200.46	\$206.79	\$211.97	\$217.27
		Hourly	\$24.16	\$25.05	\$25.95	\$26.84	\$27.75	\$28.64	\$29.55	\$30.29	\$31.04
EU	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
		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
		Daily	\$176.99	\$183.50	\$189.99	\$196.50	\$202.97	\$209.48	\$215.97	\$221.39	\$226.92
		Hourly	\$25.29	\$26.22	\$27.15	\$28.08	\$29.00	\$29.93	\$30.86	\$31.63	\$32.42
EU	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
		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
		Daily	\$185.48	\$192.18	\$198.86	\$205.53	\$212.24	\$218.97	\$225.64	\$231.29	\$237.07
		Hourly	\$26.50	\$27.46	\$28.41	\$29.37	\$30.32	\$31.29	\$32.24	\$33.05	\$33.87
EU	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
		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
		Daily	\$194.51	\$201.41	\$208.31	\$215.19	\$222.06	\$228.99	\$235.86	\$241.74	\$247.79
		Hourly	\$27.79	\$28.78	\$29.76	\$30.75	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40
EU	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
		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
		Daily	\$204.13	\$211.22	\$218.33	\$225.41	\$232.51	\$239.58	\$246.67	\$252.84	\$259.17
		Hourly	\$29.17	\$30.18	\$31.19	\$32.21	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03
EU	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
		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
		Daily	\$214.44	\$221.72	\$228.99	\$236.25	\$243.50	\$250.77	\$258.02	\$264.48	\$271.09
		Hourly	\$30.64	\$31.68	\$32.72	\$33.75	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73

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EU	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
		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
		Daily	\$225.00	\$232.51	\$239.97	\$247.46	\$254.91	\$262.38	\$269.86	\$276.60	\$283.51
		Hourly	\$32.15	\$33.22	\$34.29	\$35.36	\$36.42	\$37.49	\$38.56	\$39.52	\$40.51
EU	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
		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
		Daily	\$236.46	\$244.12	\$251.79	\$259.42	\$267.07	\$274.72	\$282.37	\$289.43	\$296.67
		Hourly	\$33.78	\$34.88	\$35.97	\$37.06	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39
EU	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
		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
		Daily	\$248.12	\$256.00	\$263.85	\$271.72	\$279.61	\$287.45	\$295.35	\$302.74	\$310.30
		Hourly	\$35.45	\$36.58	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33
EU	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
		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
		Daily	\$254.91	\$264.25	\$273.60	\$282.92	\$292.27	\$301.60	\$310.95	\$318.71	\$326.67
		Hourly	\$36.42	\$37.75	\$39.09	\$40.42	\$41.76	\$43.09	\$44.43	\$45.53	\$46.67
EU	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
		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
		Daily	\$266.99	\$276.72	\$286.43	\$296.19	\$305.90	\$315.63	\$325.36	\$333.49	\$341.82
		Hourly	\$38.15	\$39.54	\$40.92	\$42.32	\$43.70	\$45.09	\$46.48	\$47.65	\$48.84
EU	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
		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
		Daily	\$279.82	\$289.96	\$300.10	\$310.25	\$320.39	\$330.50	\$340.67	\$349.18	\$357.91
		Hourly	\$39.98	\$41.43	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.13
EU	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
		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
		Daily	\$293.49	\$304.02	\$314.49	\$325.01	\$335.57	\$346.07	\$356.56	\$365.48	\$374.62
		Hourly	\$41.93	\$43.44	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.22	\$53.52
EU	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
		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
		Daily	\$307.96	\$318.85	\$329.79	\$340.67	\$351.56	\$362.48	\$373.35	\$382.69	\$392.27
		Hourly	\$44.00	\$45.55	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.67	\$56.04

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EU	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
		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
		Daily	\$323.21	\$334.51	\$345.81	\$357.05	\$368.35	\$379.63	\$390.91	\$400.71	\$410.73
		Hourly	\$46.18	\$47.79	\$49.41	\$51.01	\$52.63	\$54.24	\$55.85	\$57.25	\$58.68
EU	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
		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
		Daily	\$339.55	\$351.23	\$362.91	\$374.60	\$386.24	\$397.92	\$409.58	\$419.80	\$430.30
		Hourly	\$48.51	\$50.18	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.48
EU	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
		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
		Daily	\$342.80	\$355.67	\$368.54	\$381.40	\$394.26	\$407.14	\$419.99	\$430.48	\$441.25
		Hourly	\$48.98	\$50.81	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04
EU	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
		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
		Daily	\$356.56	\$369.79	\$383.07	\$396.28	\$409.49	\$422.74	\$436.00	\$446.90	\$458.07
		Hourly	\$50.94	\$52.83	\$54.73	\$56.62	\$58.50	\$60.40	\$62.29	\$63.85	\$65.44
EU	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	\$124,119.00
		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
		Daily	\$370.88	\$384.50	\$398.14	\$411.75	\$425.39	\$439.01	\$452.64	\$463.95	\$475.56
		Hourly	\$52.99	\$54.93	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.28	\$67.94
EU	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
		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
		Daily	\$385.74	\$399.73	\$413.73	\$427.74	\$441.75	\$455.75	\$469.78	\$481.53	\$493.58
		Hourly	\$55.11	\$57.11	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.79	\$70.52
EU	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
		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
		Daily	\$401.26	\$415.67	\$430.04	\$444.44	\$458.84	\$473.22	\$487.66	\$499.86	\$512.36
		Hourly	\$57.33	\$59.39	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.20
EU	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
		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
		Daily	\$417.78	\$432.57	\$447.35	\$462.15	\$476.94	\$491.73	\$506.49	\$519.16	\$532.15
		Hourly	\$59.69	\$61.80	\$63.91	\$66.03	\$68.14	\$70.25	\$72.36	\$74.17	\$76.03

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EU	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
		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
		Daily	\$434.96	\$450.10	\$465.29	\$480.44	\$495.60	\$510.74	\$525.94	\$539.07	\$552.56
		Hourly	\$62.14	\$64.30	\$66.47	\$68.64	\$70.80	\$72.97	\$75.14	\$77.01	\$78.94
EU	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
		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
		Daily	\$453.04	\$468.57	\$484.15	\$499.69	\$515.25	\$530.79	\$546.35	\$560.04	\$574.05
		Hourly	\$64.72	\$66.94	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.01
EU	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
		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
		Daily	\$471.84	\$487.80	\$503.79	\$519.78	\$535.76	\$551.75	\$567.72	\$581.89	\$596.45
		Hourly	\$67.41	\$69.69	\$71.97	\$74.26	\$76.54	\$78.83	\$81.11	\$83.13	\$85.21
EU	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
		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
		Daily	\$491.32	\$507.63	\$524.00	\$540.36	\$556.72	\$573.07	\$589.43	\$604.19	\$619.28
		Hourly	\$70.19	\$72.52	\$74.86	\$77.20	\$79.54	\$81.87	\$84.21	\$86.32	\$88.47
EU	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
		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
		Daily	\$511.75	\$528.49	\$545.23	\$562.00	\$578.75	\$595.46	\$612.23	\$627.54	\$643.23
		Hourly	\$73.11	\$75.50	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.89
EU	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
		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
		Daily	\$533.09	\$550.16	\$567.30	\$584.38	\$601.49	\$618.58	\$635.69	\$651.60	\$667.89
		Hourly	\$76.16	\$78.60	\$81.05	\$83.49	\$85.93	\$88.37	\$90.82	\$93.09	\$95.42
EU	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
		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
		Daily	\$555.35	\$572.88	\$590.39	\$607.93	\$625.44	\$642.95	\$660.46	\$676.97	\$693.91
		Hourly	\$79.34	\$81.84	\$84.35	\$86.85	\$89.35	\$91.85	\$94.36	\$96.71	\$99.13
EU	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
		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
		Daily	\$578.50	\$596.43	\$614.35	\$632.22	\$650.15	\$668.03	\$685.97	\$703.13	\$720.71
		Hourly	\$82.65	\$85.21	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96

**P-4 EU 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>
EU	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
		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
		Daily	\$603.09	\$621.33	\$639.61	\$657.86	\$676.15	\$694.39	\$712.65	\$730.45	\$748.72
		Hourly	\$86.16	\$88.77	\$91.38	\$93.98	\$96.60	\$99.20	\$101.81	\$104.35	\$106.96