

**P-4 (EM,EO,FO,FQ,LO,LQ) Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment effective 6/28/2024***

Salary Group	Plan EM (13th Step)	Plan EO (13th Step)	Plan FO (13th Step)	Plan FQ (13th Step)	Plan LO (13th Step)	Plan LQ (13th Step)
11	\$1,478.00	\$1,442.00	\$1,648.00	\$1,689.00	\$1,545.00	\$1,583.00
12	\$1,605.00	\$1,565.00	\$1,789.00	\$1,834.00	\$1,677.00	\$1,719.00
13	\$1,676.00	\$1,635.00	\$1,868.00	\$1,915.00	\$1,752.00	\$1,795.00
14	\$1,751.00	\$1,708.00	\$1,952.00	\$2,001.00	\$1,830.00	\$1,876.00
15	\$1,830.00	\$1,785.00	\$2,040.00	\$2,091.00	\$1,913.00	\$1,961.00
16	\$1,914.00	\$1,867.00	\$2,134.00	\$2,187.00	\$2,000.00	\$2,050.00
17	\$2,002.00	\$1,953.00	\$2,232.00	\$2,288.00	\$2,092.00	\$2,145.00
18	\$2,094.00	\$2,043.00	\$2,334.00	\$2,393.00	\$2,188.00	\$2,243.00
19	\$2,191.00	\$2,137.00	\$2,443.00	\$2,504.00	\$2,290.00	\$2,347.00
20	\$2,291.00	\$2,235.00	\$2,555.00	\$2,618.00	\$2,395.00	\$2,455.00
21	\$2,412.00	\$2,353.00	\$2,690.00	\$2,757.00	\$2,522.00	\$2,585.00
22	\$2,524.00	\$2,462.00	\$2,814.00	\$2,885.00	\$2,638.00	\$2,704.00
23	\$2,643.00	\$2,578.00	\$2,947.00	\$3,020.00	\$2,762.00	\$2,831.00
24	\$2,766.00	\$2,699.00	\$3,084.00	\$3,161.00	\$2,892.00	\$2,964.00
25	\$2,896.00	\$2,826.00	\$3,229.00	\$3,310.00	\$3,028.00	\$3,103.00
26	\$3,033.00	\$2,959.00	\$3,381.00	\$3,466.00	\$3,170.00	\$3,249.00
27	\$3,177.00	\$3,100.00	\$3,542.00	\$3,631.00	\$3,321.00	\$3,404.00
28	\$3,258.00	\$3,179.00	\$3,633.00	\$3,723.00	\$3,406.00	\$3,491.00
29	\$3,382.00	\$3,300.00	\$3,771.00	\$3,865.00	\$3,535.00	\$3,624.00
30	\$3,511.00	\$3,426.00	\$3,915.00	\$4,013.00	\$3,670.00	\$3,762.00
31	\$3,644.00	\$3,555.00	\$4,063.00	\$4,165.00	\$3,809.00	\$3,905.00
32	\$3,783.00	\$3,691.00	\$4,218.00	\$4,323.00	\$3,954.00	\$4,053.00
33	\$3,929.00	\$3,833.00	\$4,381.00	\$4,490.00	\$4,107.00	\$4,210.00
34	\$4,080.00	\$3,980.00	\$4,549.00	\$4,663.00	\$4,265.00	\$4,371.00
35	\$4,238.00	\$4,135.00	\$4,725.00	\$4,844.00	\$4,430.00	\$4,541.00
36	\$4,404.00	\$4,296.00	\$4,910.00	\$5,033.00	\$4,603.00	\$4,718.00
37	\$4,572.00	\$4,461.00	\$5,098.00	\$5,225.00	\$4,779.00	\$4,899.00
38	\$4,749.00	\$4,633.00	\$5,295.00	\$5,427.00	\$4,964.00	\$5,088.00
39	\$4,931.00	\$4,811.00	\$5,498.00	\$5,636.00	\$5,155.00	\$5,283.00
40	\$5,123.00	\$4,998.00	\$5,712.00	\$5,855.00	\$5,355.00	\$5,489.00
41	\$5,321.00	\$5,191.00	\$5,933.00	\$6,081.00	\$5,562.00	\$5,701.00
42	\$5,528.00	\$5,393.00	\$6,163.00	\$6,317.00	\$5,778.00	\$5,923.00
43**	\$5,528.00	\$5,393.00	\$6,163.00	\$6,317.00	\$5,778.00	\$5,923.00

* Payments are made in lieu of an Annual Increment (AI) to employees who are at the maximum step of the salary group prior to applying the AI. The Lump Sum Payment is effective when the AI would have been applied (June 28, 2024). The 2.5% is calculated on the pay plan in effect on June 28, 2024 which is the pay plan effective June 28, 2024.

** The top step for Salary Group 43 is step 12.