

**P-4 Lump Sum Payments at Maximum Step  
2.5% Lump Sum Payment effective 6/28/2024\***

| Salary Group | Plan ES<br>(12th Step) | Plan ET<br>(10th Step) | Plan EU<br>(9th Step) | Plan FS<br>(12th Step) | Plan FT<br>(10th Step) | Plan FD<br>(9th Step) | Plan LS<br>(12th Step) | Plan LT<br>(10th Step) | Plan LU<br>(9th Step) |
|--------------|------------------------|------------------------|-----------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|-----------------------|
| 11           | \$1,359.00             | \$1,293.00             | \$1,262.00            | \$1,553.00             | \$1,478.00             | \$1,442.00            | \$1,456.00             | \$1,386.00             | \$1,352.00            |
| 12           | \$1,406.00             | \$1,339.00             | \$1,306.00            | \$1,607.00             | \$1,530.00             | \$1,493.00            | \$1,507.00             | \$1,434.00             | \$1,399.00            |
| 13           | \$1,527.00             | \$1,454.00             | \$1,418.00            | \$1,745.00             | \$1,661.00             | \$1,621.00            | \$1,636.00             | \$1,557.00             | \$1,519.00            |
| 14           | \$1,595.00             | \$1,518.00             | \$1,481.00            | \$1,823.00             | \$1,735.00             | \$1,693.00            | \$1,709.00             | \$1,627.00             | \$1,587.00            |
| 15           | \$1,666.00             | \$1,586.00             | \$1,547.00            | \$1,904.00             | \$1,813.00             | \$1,768.00            | \$1,785.00             | \$1,699.00             | \$1,658.00            |
| 16           | \$1,742.00             | \$1,658.00             | \$1,617.00            | \$1,990.00             | \$1,894.00             | \$1,848.00            | \$1,866.00             | \$1,776.00             | \$1,733.00            |
| 17           | \$1,822.00             | \$1,734.00             | \$1,692.00            | \$2,082.00             | \$1,981.00             | \$1,933.00            | \$1,952.00             | \$1,858.00             | \$1,812.00            |
| 18           | \$1,905.00             | \$1,814.00             | \$1,769.00            | \$2,177.00             | \$2,073.00             | \$2,022.00            | \$2,041.00             | \$1,943.00             | \$1,896.00            |
| 19           | \$1,993.00             | \$1,897.00             | \$1,850.00            | \$2,277.00             | \$2,168.00             | \$2,115.00            | \$2,135.00             | \$2,032.00             | \$1,983.00            |
| 20           | \$2,085.00             | \$1,985.00             | \$1,936.00            | \$2,383.00             | \$2,268.00             | \$2,213.00            | \$2,234.00             | \$2,126.00             | \$2,075.00            |
| 21           | \$2,181.00             | \$2,076.00             | \$2,025.00            | \$2,492.00             | \$2,372.00             | \$2,314.00            | \$2,337.00             | \$2,224.00             | \$2,170.00            |
| 22           | \$2,296.00             | \$2,185.00             | \$2,132.00            | \$2,624.00             | \$2,497.00             | \$2,437.00            | \$2,460.00             | \$2,341.00             | \$2,284.00            |
| 23           | \$2,402.00             | \$2,287.00             | \$2,231.00            | \$2,746.00             | \$2,613.00             | \$2,550.00            | \$2,574.00             | \$2,450.00             | \$2,390.00            |
| 24           | \$2,515.00             | \$2,394.00             | \$2,336.00            | \$2,875.00             | \$2,736.00             | \$2,669.00            | \$2,695.00             | \$2,565.00             | \$2,503.00            |
| 25           | \$2,633.00             | \$2,506.00             | \$2,445.00            | \$3,009.00             | \$2,864.00             | \$2,794.00            | \$2,821.00             | \$2,685.00             | \$2,619.00            |
| 26           | \$2,757.00             | \$2,624.00             | \$2,560.00            | \$3,151.00             | \$2,999.00             | \$2,926.00            | \$2,954.00             | \$2,811.00             | \$2,743.00            |
| 27           | \$2,886.00             | \$2,747.00             | \$2,680.00            | \$3,299.00             | \$3,140.00             | \$3,063.00            | \$3,093.00             | \$2,944.00             | \$2,872.00            |
| 28           | \$3,024.00             | \$2,878.00             | \$2,808.00            | \$3,456.00             | \$3,290.00             | \$3,209.00            | \$3,240.00             | \$3,084.00             | \$3,009.00            |
| 29           | \$3,101.00             | \$2,952.00             | \$2,880.00            | \$3,544.00             | \$3,373.00             | \$3,291.00            | \$3,323.00             | \$3,163.00             | \$3,085.00            |
| 30           | \$3,219.00             | \$3,064.00             | \$2,989.00            | \$3,679.00             | \$3,502.00             | \$3,416.00            | \$3,449.00             | \$3,283.00             | \$3,203.00            |
| 31           | \$3,342.00             | \$3,181.00             | \$3,103.00            | \$3,819.00             | \$3,635.00             | \$3,547.00            | \$3,581.00             | \$3,408.00             | \$3,325.00            |
| 32           | \$3,469.00             | \$3,302.00             | \$3,221.00            | \$3,964.00             | \$3,773.00             | \$3,681.00            | \$3,716.00             | \$3,537.00             | \$3,451.00            |
| 33           | \$3,601.00             | \$3,427.00             | \$3,344.00            | \$4,115.00             | \$3,917.00             | \$3,821.00            | \$3,858.00             | \$3,672.00             | \$3,582.00            |
| 34           | \$3,740.00             | \$3,560.00             | \$3,473.00            | \$4,274.00             | \$4,068.00             | \$3,969.00            | \$4,007.00             | \$3,814.00             | \$3,721.00            |
| 35           | \$3,883.00             | \$3,696.00             | \$3,606.00            | \$4,438.00             | \$4,224.00             | \$4,121.00            | \$4,161.00             | \$3,960.00             | \$3,863.00            |
| 36           | \$4,034.00             | \$3,840.00             | \$3,746.00            | \$4,610.00             | \$4,388.00             | \$4,281.00            | \$4,322.00             | \$4,114.00             | \$4,013.00            |
| 37           | \$4,192.00             | \$3,990.00             | \$3,892.00            | \$4,790.00             | \$4,560.00             | \$4,448.00            | \$4,491.00             | \$4,275.00             | \$4,170.00            |
| 38           | \$4,352.00             | \$4,142.00             | \$4,041.00            | \$4,974.00             | \$4,734.00             | \$4,618.00            | \$4,663.00             | \$4,438.00             | \$4,330.00            |
| 39           | \$4,520.00             | \$4,302.00             | \$4,198.00            | \$5,166.00             | \$4,917.00             | \$4,797.00            | \$4,843.00             | \$4,610.00             | \$4,497.00            |
| 40           | \$4,694.00             | \$4,467.00             | \$4,358.00            | \$5,364.00             | \$5,106.00             | \$4,981.00            | \$5,029.00             | \$4,787.00             | \$4,670.00            |
| 41           | \$4,876.00             | \$4,641.00             | \$4,528.00            | \$5,573.00             | \$5,304.00             | \$5,175.00            | \$5,225.00             | \$4,973.00             | \$4,852.00            |
| 42           | \$5,065.00             | \$4,821.00             | \$4,703.00            | \$5,788.00             | \$5,509.00             | \$5,375.00            | \$5,426.00             | \$5,165.00             | \$5,039.00            |
| 43           | \$5,261.00             | \$5,008.00             | \$4,886.00            | \$6,013.00             | \$5,723.00             | \$5,584.00            | \$5,637.00             | \$5,366.00             | \$5,235.00            |

\* 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.