P-4 ES 35 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	11	Annual	$41,473.00	$42,730.00	$44,004.00	$45,268.00	$46,566.00	$47,891.00	$49,224.00	$50,460.00	$51,718.00	$53,008.00	$54,341.00	$55,701.00
		Bi-Wk	$1,589.01	$1,637.17	$1,685.98	$1,734.41	$1,784.14	$1,834.91	$1,885.98	$1,933.34	$1,981.54	$2,030.96	$2,082.04	$2,134.14
		Daily	$158.91	$163.72	$168.60	$173.45	$178.42	$183.50	$188.60	$193.34	$198.16	$203.10	$208.21	$213.42
		Hourly	$22.71	$23.39	$24.09	$24.78	$25.49	$26.22	$26.95	$27.62	$28.31	$29.02	$29.75	$30.49
ES	12	Annual	$42,814.00	$44,141.00	$45,451.00	$46,815.00	$48,188.00	$49,576.00	$50,951.00	$52,223.00	$53,529.00	$54,868.00	$56,239.00	$57,645.00
		Bi-Wk	$1,640.39	$1,691.23	$1,741.42	$1,793.68	$1,846.29	$1,899.47	$1,952.15	$2,000.89	$2,050.92	$2,102.23	$2,154.76	$2,208.63
		Daily	$164.04	$169.13	$174.15	$179.37	$184.63	$189.95	$195.22	$200.09	$205.10	$210.23	$215.48	$220.87
		Hourly	$23.44	$24.17	$24.88	$25.63	$26.38	$27.14	$27.89	$28.59	$29.30	$30.04	$30.79	$31.56
ES	13	Annual	$45,230.00	$46,903.00	$48,587.00	$50,261.00	$51,954.00	$53,628.00	$55,322.00	$56,707.00	$58,126.00	$59,582.00	$61,071.00	$62,598.00
		Bi-Wk	$1,732.96	$1,797.05	$1,861.58	$1,925.71	$1,990.58	$2,054.72	$2,119.62	$2,172.69	$2,227.05	$2,282.84	$2,339.89	$2,398.40
		Daily	$173.30	$179.71	$186.16	$192.58	$199.06	$205.48	$211.97	$217.27	$222.71	$228.29	$233.99	$239.84
		Hourly	$24.76	$25.68	$26.60	$27.52	$28.44	$29.36	$30.29	$31.04	$31.82	$32.62	$33.43	$34.27
ES	14	Annual	$47,347.00	$49,090.00	$50,827.00	$52,568.00	$54,300.00	$56,041.00	$57,778.00	$59,226.00	$60,702.00	$62,218.00	$63,777.00	$65,372.00
		Bi-Wk	$1,814.07	$1,880.85	$1,947.40	$2,014.10	$2,080.46	$2,147.17	$2,213.72	$2,269.20	$2,325.75	$2,383.84	$2,443.57	$2,504.68
		Daily	$181.41	$188.09	$194.74	$201.41	$208.05	$214.72	$221.38	$226.92	$232.58	$238.39	$244.36	$250.47
		Hourly	$25.92	$26.87	$27.82	$28.78	$29.73	$30.68	$31.63	$32.42	$33.23	$34.06	$34.91	$35.79
ES	15	Annual	$49,621.00	$51,411.00	$53,198.00	$54,985.00	$56,778.00	$58,578.00	$60,364.00	$61,875.00	$63,421.00	$65,009.00	$66,636.00	$68,302.00
		Bi-Wk	$1,901.19	$1,969.78	$2,038.24	$2,106.71	$2,175.41	$2,244.37	$2,312.80	$2,370.69	$2,429.93	$2,490.77	$2,553.11	$2,616.94
		Daily	$190.12	$196.98	$203.83	$210.68	$217.55	$224.44	$231.28	$237.07	$243.00	$249.08	$255.32	$261.70
		Hourly	$27.16	$28.14	$29.12	$30.10	$31.08	$32.07	$33.04	$33.87	$34.72	$35.59	$36.48	$37.39
ES	16	Annual	$52,035.00	$53,883.00	$55,728.00	$57,567.00	$59,406.00	$61,259.00	$63,098.00	$64,670.00	$66,288.00	$67,948.00	$69,646.00	$71,389.00
		Bi-Wk	$1,993.68	$2,064.49	$2,135.18	$2,205.64	$2,276.10	$2,347.09	$2,417.55	$2,477.78	$2,539.78	$2,603.38	$2,668.43	$2,735.22
		Daily	$199.37	$206.45	$213.52	$220.57	$227.61	$234.71	$241.76	$247.78	$253.98	$260.34	$266.85	$273.53
		Hourly	$28.49	$29.50	$30.51	$31.51	$32.52	$33.53	$34.54	$35.40	$36.29	$37.20	$38.13	$39.08
ES	17	Annual	$54,609.00	$56,507.00	$58,407.00	$60,302.00	$62,202.00	$64,092.00	$65,990.00	$67,640.00	$69,337.00	$71,069.00	$72,844.00	$74,664.00
		Bi-Wk	$2,092.30	$2,165.02	$2,237.82	$2,310.43	$2,383.22	$2,455.64	$2,528.36	$2,591.58	$2,656.60	$2,722.96	$2,790.96	$2,860.69
		Daily	$209.23	$216.51	$223.79	$231.05	$238.33	$245.57	$252.84	$259.16	$265.66	$272.30	$279.10	$286.07
		Hourly	$29.89	$30.93	$31.97	$33.01	$34.05	$35.09	$36.12	$37.03	$37.96	$38.90	$39.88	$40.87
ES	18	Annual	$57,367.00	$59,314.00	$61,259.00	$63,203.00	$65,141.00	$67,087.00	$69,027.00	$70,755.00	$72,521.00	$74,333.00	$76,192.00	$78,099.00
		Bi-Wk	$2,197.97	$2,272.57	$2,347.09	$2,421.58	$2,495.83	$2,570.39	$2,644.72	$2,710.92	$2,778.59	$2,848.01	$2,919.24	$2,992.30
		Daily	$219.80	$227.26	$234.71	$242.16	$249.59	$257.04	$264.48	$271.10	$277.86	$284.81	$291.93	$299.23
		Hourly	$31.40	$32.47	$33.53	$34.60	$35.66	$36.72	$37.79	$38.73	$39.70	$40.69	$41.71	$42.75
ES	19	Annual	$60,193.00	$62,202.00	$64,197.00	$66,201.00	$68,195.00	$70,192.00	$72,194.00	$73,997.00	$75,847.00	$77,741.00	$79,686.00	$81,681.00
		Bi-Wk	$2,306.25	$2,383.22	$2,459.66	$2,536.44	$2,612.84	$2,689.35	$2,766.06	$2,835.14	$2,906.02	$2,978.59	$3,053.11	$3,129.55
		Daily	$230.63	$238.33	$245.97	$253.65	$261.29	$268.94	$276.61	$283.52	$290.61	$297.86	$305.32	$312.96
		Hourly	$32.95	$34.05	$35.14	$36.24	$37.33	$38.42	$39.52	$40.51	$41.52	$42.56	$43.62	$44.71
ES	20	Annual	$63,259.00	$65,307.00	$67,358.00	$69,401.00	$71,446.00	$73,493.00	$75,541.00	$77,430.00	$79,372.00	$81,354.00	$83,386.00	$85,473.00
		Bi-Wk	$2,423.72	$2,502.19	$2,580.77	$2,659.05	$2,737.40	$2,815.83	$2,894.30	$2,966.67	$3,041.08	$3,117.02	$3,194.87	$3,274.83
		Daily	$242.38	$250.22	$258.08	$265.91	$273.74	$281.59	$289.43	$296.67	$304.11	$311.71	$319.49	$327.49
		Hourly	$34.63	$35.75	$36.87	$37.99	$39.11	$40.23	$41.35	$42.39	$43.45	$44.53	$45.65	$46.79
ES	21	Annual	$66,376.00	$68,487.00	$70,586.00	$72,690.00	$74,802.00	$76,900.00	$79,014.00	$80,990.00	$83,008.00	$85,083.00	$87,211.00	$89,394.00
		Bi-Wk	$2,543.15	$2,624.03	$2,704.45	$2,785.06	$2,865.98	$2,946.37	$3,027.36	$3,103.07	$3,180.39	$3,259.89	$3,341.42	$3,425.06
		Daily	$254.32	$262.41	$270.45	$278.51	$286.60	$294.64	$302.74	$310.31	$318.04	$325.99	$334.15	$342.51
		Hourly	$36.34	$37.49	$38.64	$39.79	$40.95	$42.10	$43.25	$44.33	$45.44	$46.57	$47.74	$48.93
ES	22	Annual	$68,195.00	$70,693.00	$73,194.00	$75,688.00	$78,190.00	$80,684.00	$83,185.00	$85,262.00	$87,403.00	$89,583.00	$91,823.00	$94,120.00
		Bi-Wk	$2,612.84	$2,708.55	$2,804.37	$2,899.93	$2,995.79	$3,091.35	$3,187.17	$3,266.75	$3,348.78	$3,432.30	$3,518.13	$3,606.14
		Daily	$261.29	$270.86	$280.44	$290.00	$299.58	$309.14	$318.72	$326.68	$334.88	$343.23	$351.82	$360.62
		Hourly	$37.33	$38.70	$40.07	$41.43	$42.80	$44.17	$45.54	$46.67	$47.84	$49.04	$50.26	$51.52
ES	23	Annual	$71,425.00	$74,028.00	$76,625.00	$79,236.00	$81,834.00	$84,439.00	$87,041.00	$89,216.00	$91,444.00	$93,732.00	$96,078.00	$98,479.00
		Bi-Wk	$2,736.60	$2,836.33	$2,935.83	$3,035.87	$3,135.41	$3,235.22	$3,334.91	$3,418.24	$3,503.61	$3,591.27	$3,681.15	$3,773.15
		Daily	$273.66	$283.64	$293.59	$303.59	$313.55	$323.53	$333.50	$341.83	$350.37	$359.13	$368.12	$377.32
		Hourly	$39.10	$40.52	$41.95	$43.37	$44.80	$46.22	$47.65	$48.84	$50.06	$51.31	$52.59	$53.91
ES	24	Annual	$74,858.00	$77,569.00	$80,284.00	$82,999.00	$85,711.00	$88,417.00	$91,137.00	$93,413.00	$95,750.00	$98,142.00	$100,593.00	$103,109.00
		Bi-Wk	$2,868.13	$2,972.00	$3,076.02	$3,180.04	$3,283.95	$3,387.63	$3,491.84	$3,579.05	$3,668.59	$3,760.23	$3,854.14	$3,950.54
		Daily	$286.82	$297.20	$307.61	$318.01	$328.40	$338.77	$349.19	$357.91	$366.86	$376.03	$385.42	$395.06
		Hourly	$40.98	$42.46	$43.95	$45.43	$46.92	$48.40	$49.89	$51.13	$52.41	$53.72	$55.06	$56.44

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	25	Annual	$78,515.00	$81,333.00	$84,134.00	$86,948.00	$89,773.00	$92,582.00	$95,389.00	$97,773.00	$100,221.00	$102,727.00	$105,300.00	$107,931.00
		Bi-Wk	$3,008.24	$3,116.21	$3,223.53	$3,331.35	$3,439.58	$3,547.21	$3,654.76	$3,746.10	$3,839.89	$3,935.91	$4,034.49	$4,135.29
		Daily	$300.83	$311.63	$322.36	$333.14	$343.96	$354.73	$365.48	$374.61	$383.99	$393.60	$403.45	$413.53
		Hourly	$42.98	$44.52	$46.06	$47.60	$49.14	$50.68	$52.22	$53.52	$54.86	$56.23	$57.64	$59.08
ES	26	Annual	$82,387.00	$85,299.00	$88,226.00	$91,137.00	$94,051.00	$96,971.00	$99,879.00	$102,380.00	$104,937.00	$107,563.00	$110,254.00	$113,006.00
		Bi-Wk	$3,156.60	$3,268.17	$3,380.31	$3,491.84	$3,603.49	$3,715.37	$3,826.79	$3,922.61	$4,020.58	$4,121.19	$4,224.30	$4,329.74
		Daily	$315.66	$326.82	$338.04	$349.19	$360.35	$371.54	$382.68	$392.27	$402.06	$412.12	$422.43	$432.98
		Hourly	$45.10	$46.69	$48.30	$49.89	$51.48	$53.08	$54.67	$56.04	$57.44	$58.88	$60.35	$61.86
ES	27	Annual	$86,466.00	$89,490.00	$92,513.00	$95,520.00	$98,543.00	$101,560.00	$104,578.00	$107,198.00	$109,875.00	$112,625.00	$115,439.00	$118,325.00
		Bi-Wk	$3,312.88	$3,428.74	$3,544.56	$3,659.78	$3,775.60	$3,891.19	$4,006.82	$4,107.21	$4,209.78	$4,315.14	$4,422.96	$4,533.53
		Daily	$331.29	$342.88	$354.46	$365.98	$377.56	$389.12	$400.69	$410.73	$420.98	$431.52	$442.30	$453.36
		Hourly	$47.33	$48.99	$50.64	$52.29	$53.94	$55.59	$57.25	$58.68	$60.14	$61.65	$63.19	$64.77
ES	28	Annual	$90,837.00	$93,961.00	$97,085.00	$100,214.00	$103,328.00	$106,453.00	$109,573.00	$112,307.00	$115,114.00	$117,993.00	$120,943.00	$123,965.00
		Bi-Wk	$3,480.35	$3,600.04	$3,719.74	$3,839.62	$3,958.93	$4,078.66	$4,198.20	$4,302.96	$4,410.50	$4,520.81	$4,633.84	$4,749.62
		Daily	$348.04	$360.01	$371.98	$383.97	$395.90	$407.87	$419.82	$430.30	$441.05	$452.09	$463.39	$474.97
		Hourly	$49.72	$51.43	$53.14	$54.86	$56.56	$58.27	$59.98	$61.48	$63.01	$64.59	$66.20	$67.86
ES	29	Annual	$91,706.00	$95,149.00	$98,593.00	$102,033.00	$105,474.00	$108,918.00	$112,356.00	$115,164.00	$118,046.00	$120,999.00	$124,023.00	$127,125.00
		Bi-Wk	$3,513.64	$3,645.56	$3,777.51	$3,909.32	$4,041.15	$4,173.11	$4,304.83	$4,412.42	$4,522.84	$4,635.98	$4,751.84	$4,870.69
		Daily	$351.37	$364.56	$377.76	$390.94	$404.12	$417.32	$430.49	$441.25	$452.29	$463.60	$475.19	$487.07
		Hourly	$50.20	$52.08	$53.97	$55.85	$57.74	$59.62	$61.50	$63.04	$64.62	$66.23	$67.89	$69.59
ES	30	Annual	$95,389.00	$98,927.00	$102,480.00	$106,014.00	$109,548.00	$113,092.00	$116,641.00	$119,556.00	$122,548.00	$125,612.00	$128,754.00	$131,975.00
		Bi-Wk	$3,654.76	$3,790.31	$3,926.44	$4,061.84	$4,197.25	$4,333.03	$4,469.01	$4,580.69	$4,695.33	$4,812.73	$4,933.11	$5,056.52
		Daily	$365.48	$379.04	$392.65	$406.19	$419.73	$433.31	$446.91	$458.07	$469.54	$481.28	$493.32	$505.66
		Hourly	$52.22	$54.15	$56.10	$58.03	$59.97	$61.91	$63.85	$65.44	$67.08	$68.76	$70.48	$72.24
ES	31	Annual	$99,218.00	$102,862.00	$106,511.00	$110,153.00	$113,801.00	$117,446.00	$121,093.00	$124,118.00	$127,223.00	$130,402.00	$133,663.00	$137,006.00
		Bi-Wk	$3,801.46	$3,941.08	$4,080.89	$4,220.43	$4,360.20	$4,499.85	$4,639.58	$4,755.48	$4,874.45	$4,996.25	$5,121.19	$5,249.28
		Daily	$380.15	$394.11	$408.09	$422.05	$436.02	$449.99	$463.96	$475.55	$487.45	$499.63	$512.12	$524.93
		Hourly	$54.31	$56.31	$58.30	$60.30	$62.29	$64.29	$66.28	$67.94	$69.64	$71.38	$73.16	$74.99
ES	32	Annual	$103,195.00	$106,938.00	$110,681.00	$114,430.00	$118,178.00	$121,923.00	$125,678.00	$128,820.00	$132,042.00	$135,344.00	$138,728.00	$142,200.00
		Bi-Wk	$3,953.84	$4,097.25	$4,240.66	$4,384.30	$4,527.90	$4,671.38	$4,815.25	$4,935.64	$5,059.09	$5,185.60	$5,315.25	$5,448.28
		Daily	$395.39	$409.73	$424.07	$438.43	$452.79	$467.14	$481.53	$493.57	$505.91	$518.56	$531.53	$544.83
		Hourly	$56.49	$58.54	$60.59	$62.64	$64.69	$66.74	$68.79	$70.51	$72.28	$74.08	$75.94	$77.84
ES	33	Annual	$107,346.00	$111,201.00	$115,046.00	$118,898.00	$122,750.00	$126,598.00	$130,460.00	$133,724.00	$137,061.00	$140,493.00	$144,002.00	$147,607.00
		Bi-Wk	$4,112.88	$4,260.58	$4,407.90	$4,555.48	$4,703.07	$4,850.50	$4,998.47	$5,123.53	$5,251.38	$5,382.88	$5,517.32	$5,655.45
		Daily	$411.29	$426.06	$440.79	$455.55	$470.31	$485.05	$499.85	$512.36	$525.14	$538.29	$551.74	$565.55
		Hourly	$58.76	$60.87	$62.97	$65.08	$67.19	$69.30	$71.41	$73.20	$75.02	$76.90	$78.82	$80.80
ES	34	Annual	$111,765.00	$115,722.00	$119,677.00	$123,637.00	$127,591.00	$131,550.00	$135,498.00	$138,887.00	$142,363.00	$145,918.00	$149,565.00	$153,304.00
		Bi-Wk	$4,282.19	$4,433.80	$4,585.33	$4,737.05	$4,888.55	$5,040.23	$5,191.50	$5,321.35	$5,454.53	$5,590.73	$5,730.46	$5,873.72
		Daily	$428.22	$443.38	$458.54	$473.71	$488.86	$504.03	$519.15	$532.14	$545.46	$559.08	$573.05	$587.38
		Hourly	$61.18	$63.34	$65.51	$67.68	$69.84	$72.01	$74.17	$76.02	$77.93	$79.87	$81.87	$83.92
ES	35	Annual	$116,361.00	$120,413.00	$124,475.00	$128,529.00	$132,584.00	$136,634.00	$140,702.00	$144,213.00	$147,823.00	$151,522.00	$155,307.00	$159,191.00
		Bi-Wk	$4,458.28	$4,613.53	$4,769.16	$4,924.49	$5,079.85	$5,235.02	$5,390.89	$5,525.41	$5,663.72	$5,805.45	$5,950.46	$6,099.28
		Daily	$445.83	$461.36	$476.92	$492.45	$507.99	$523.51	$539.09	$552.55	$566.38	$580.55	$595.05	$609.93
		Hourly	$63.69	$65.91	$68.14	$70.35	$72.57	$74.79	$77.02	$78.94	$80.92	$82.94	$85.01	$87.14
ES	36	Annual	$121,198.00	$125,354.00	$129,521.00	$133,678.00	$137,840.00	$141,999.00	$146,160.00	$149,823.00	$153,562.00	$157,404.00	$161,342.00	$165,375.00
		Bi-Wk	$4,643.61	$4,802.84	$4,962.50	$5,121.77	$5,281.23	$5,440.58	$5,600.00	$5,740.35	$5,883.61	$6,030.81	$6,181.69	$6,336.21
		Daily	$464.37	$480.29	$496.25	$512.18	$528.13	$544.06	$560.00	$574.04	$588.37	$603.09	$618.17	$633.63
		Hourly	$66.34	$68.62	$70.90	$73.17	$75.45	$77.73	$80.00	$82.01	$84.06	$86.16	$88.31	$90.52
ES	37	Annual	$126,229.00	$130,498.00	$134,775.00	$139,053.00	$143,329.00	$147,607.00	$151,878.00	$155,670.00	$159,566.00	$163,562.00	$167,648.00	$171,840.00
		Bi-Wk	$4,836.37	$4,999.93	$5,163.80	$5,327.71	$5,491.54	$5,655.45	$5,819.09	$5,964.37	$6,113.64	$6,266.75	$6,423.30	$6,583.91
		Daily	$483.64	$500.00	$516.38	$532.78	$549.16	$565.55	$581.91	$596.44	$611.37	$626.68	$642.33	$658.40
		Hourly	$69.10	$71.43	$73.77	$76.12	$78.46	$80.80	$83.13	$85.21	$87.34	$89.53	$91.77	$94.06
ES	38	Annual	$131,439.00	$135,804.00	$140,184.00	$144,558.00	$148,935.00	$153,311.00	$157,685.00	$161,634.00	$165,672.00	$169,815.00	$174,061.00	$178,412.00
		Bi-Wk	$5,035.98	$5,203.22	$5,371.04	$5,538.63	$5,706.33	$5,873.99	$6,041.58	$6,192.88	$6,347.59	$6,506.33	$6,669.01	$6,835.71
		Daily	$503.60	$520.33	$537.11	$553.87	$570.64	$587.40	$604.16	$619.29	$634.76	$650.64	$666.91	$683.58
		Hourly	$71.95	$74.34	$76.73	$79.13	$81.52	$83.92	$86.31	$88.47	$90.68	$92.95	$95.28	$97.66

P-4 ES 35 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	39	Annual	$136,906.00	$141,384.00	$145,861.00	$150,350.00	$154,830.00	$159,299.00	$163,785.00	$167,881.00	$172,079.00	$176,382.00	$180,791.00	$185,309.00
		Bi-Wk	$5,245.45	$5,417.02	$5,588.55	$5,760.54	$5,932.19	$6,103.41	$6,275.29	$6,432.23	$6,593.07	$6,757.94	$6,926.86	$7,099.97
		Daily	$524.55	$541.71	$558.86	$576.06	$593.22	$610.35	$627.53	$643.23	$659.31	$675.80	$692.69	$710.00
		Hourly	$74.94	$77.39	$79.84	$82.30	$84.75	$87.20	$89.65	$91.89	$94.19	$96.55	$98.96	$101.43
ES	40	Annual	$142,613.00	$147,180.00	$151,766.00	$156,337.00	$160,912.00	$165,485.00	$170,061.00	$174,319.00	$178,676.00	$183,142.00	$187,724.00	$192,420.00
		Bi-Wk	$5,464.10	$5,639.09	$5,814.79	$5,989.93	$6,165.22	$6,340.43	$6,515.75	$6,678.89	$6,845.83	$7,016.94	$7,192.50	$7,372.42
		Daily	$546.41	$563.91	$581.48	$599.00	$616.53	$634.05	$651.58	$667.89	$684.59	$701.70	$719.25	$737.25
		Hourly	$78.06	$80.56	$83.07	$85.58	$88.08	$90.58	$93.09	$95.42	$97.80	$100.25	$102.75	$105.33
ES	41	Annual	$148,568.00	$153,258.00	$157,943.00	$162,635.00	$167,319.00	$172,004.00	$176,689.00	$181,107.00	$185,637.00	$190,277.00	$195,035.00	$199,911.00
		Bi-Wk	$5,692.27	$5,871.96	$6,051.46	$6,231.23	$6,410.69	$6,590.20	$6,769.70	$6,938.97	$7,112.53	$7,290.31	$7,472.61	$7,659.43
		Daily	$569.23	$587.20	$605.15	$623.13	$641.07	$659.02	$676.97	$693.90	$711.26	$729.04	$747.27	$765.95
		Hourly	$81.32	$83.89	$86.45	$89.02	$91.59	$94.15	$96.71	$99.13	$101.61	$104.15	$106.76	$109.43
ES	42	Annual	$154,762.00	$159,558.00	$164,353.00	$169,134.00	$173,930.00	$178,713.00	$183,514.00	$188,104.00	$192,806.00	$197,623.00	$202,564.00	$207,630.00
		Bi-Wk	$5,929.58	$6,113.34	$6,297.05	$6,480.23	$6,663.99	$6,847.25	$7,031.19	$7,207.05	$7,387.21	$7,571.77	$7,761.08	$7,955.18
		Daily	$592.96	$611.34	$629.71	$648.03	$666.40	$684.73	$703.12	$720.71	$738.73	$757.18	$776.11	$795.52
		Hourly	$84.71	$87.34	$89.96	$92.58	$95.20	$97.82	$100.45	$102.96	$105.54	$108.17	$110.88	$113.65
ES	43	Annual	$161,341.00	$166,222.00	$171,111.00	$175,993.00	$180,886.00	$185,765.00	$190,650.00	$195,414.00	$200,303.00	$205,307.00	$210,439.00	$215,700.00
		Bi-Wk	$6,181.65	$6,368.66	$6,555.98	$6,743.03	$6,930.50	$7,117.44	$7,304.60	$7,487.13	$7,674.45	$7,866.17	$8,062.80	$8,264.37
		Daily	$618.17	$636.87	$655.60	$674.31	$693.05	$711.75	$730.46	$748.72	$767.45	$786.62	$806.28	$826.44
		Hourly	$88.31	$90.99	$93.66	$96.33	$99.01	$101.68	$104.36	$106.96	$109.64	$112.38	$115.19	$118.07

*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."