P-4 Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment effective 7/01/2025*

Salary Group	ES Plan (12th Step)	ET Plan (10th Step)	EU Plan (9th Step)	FS Plan (12th Step)	FT Plan (10th Step)	FD Plan (9th Step)	LS Plan (12th Step)	LT Plan (10th Step)	LU Plan (9th Step)
11	$1,393.00	$1,326.00	$1,293.00	$1,592.00	$1,515.00	$1,478.00	$1,493.00	$1,421.00	$1,386.00
12	$1,442.00	$1,372.00	$1,339.00	$1,648.00	$1,568.00	$1,530.00	$1,545.00	$1,470.00	$1,434.00
13	$1,565.00	$1,490.00	$1,454.00	$1,789.00	$1,703.00	$1,661.00	$1,677.00	$1,596.00	$1,557.00
14	$1,635.00	$1,556.00	$1,518.00	$1,868.00	$1,778.00	$1,735.00	$1,752.00	$1,667.00	$1,627.00
15	$1,708.00	$1,626.00	$1,586.00	$1,952.00	$1,858.00	$1,812.00	$1,830.00	$1,742.00	$1,699.00
16	$1,785.00	$1,699.00	$1,658.00	$2,040.00	$1,942.00	$1,894.00	$1,913.00	$1,820.00	$1,776.00
17	$1,867.00	$1,777.00	$1,734.00	$2,134.00	$2,031.00	$1,981.00	$2,000.00	$1,904.00	$1,858.00
18	$1,953.00	$1,859.00	$1,814.00	$2,232.00	$2,125.00	$2,073.00	$2,092.00	$1,992.00	$1,943.00
19	$2,043.00	$1,944.00	$1,897.00	$2,334.00	$2,222.00	$2,168.00	$2,188.00	$2,083.00	$2,032.00
20	$2,137.00	$2,034.00	$1,985.00	$2,443.00	$2,325.00	$2,268.00	$2,290.00	$2,180.00	$2,126.00
21	$2,235.00	$2,128.00	$2,076.00	$2,555.00	$2,432.00	$2,372.00	$2,395.00	$2,280.00	$2,224.00
22	$2,353.00	$2,240.00	$2,185.00	$2,690.00	$2,560.00	$2,498.00	$2,522.00	$2,400.00	$2,341.00
23	$2,462.00	$2,344.00	$2,287.00	$2,814.00	$2,678.00	$2,613.00	$2,638.00	$2,511.00	$2,450.00
24	$2,578.00	$2,454.00	$2,394.00	$2,947.00	$2,805.00	$2,736.00	$2,762.00	$2,629.00	$2,565.00
25	$2,699.00	$2,569.00	$2,506.00	$3,084.00	$2,935.00	$2,864.00	$2,892.00	$2,752.00	$2,685.00
26	$2,826.00	$2,690.00	$2,624.00	$3,229.00	$3,074.00	$2,999.00	$3,027.00	$2,882.00	$2,811.00
27	$2,959.00	$2,816.00	$2,747.00	$3,381.00	$3,218.00	$3,140.00	$3,170.00	$3,017.00	$2,944.00
28	$3,100.00	$2,950.00	$2,878.00	$3,542.00	$3,372.00	$3,290.00	$3,321.00	$3,161.00	$3,084.00
29	$3,179.00	$3,025.00	$2,952.00	$3,633.00	$3,458.00	$3,373.00	$3,406.00	$3,242.00	$3,162.00
30	$3,300.00	$3,141.00	$3,064.00	$3,771.00	$3,589.00	$3,502.00	$3,535.00	$3,365.00	$3,283.00
31	$3,426.00	$3,261.00	$3,181.00	$3,915.00	$3,726.00	$3,635.00	$3,670.00	$3,493.00	$3,408.00
32	$3,555.00	$3,384.00	$3,302.00	$4,063.00	$3,868.00	$3,773.00	$3,809.00	$3,626.00	$3,537.00
33	$3,691.00	$3,513.00	$3,427.00	$4,218.00	$4,015.00	$3,917.00	$3,954.00	$3,764.00	$3,672.00
34	$3,833.00	$3,649.00	$3,560.00	$4,381.00	$4,170.00	$4,068.00	$4,107.00	$3,909.00	$3,814.00
35	$3,980.00	$3,788.00	$3,696.00	$4,549.00	$4,330.00	$4,224.00	$4,265.00	$4,059.00	$3,960.00
36	$4,135.00	$3,936.00	$3,840.00	$4,725.00	$4,498.00	$4,388.00	$4,430.00	$4,217.00	$4,114.00
37	$4,296.00	$4,089.00	$3,990.00	$4,910.00	$4,674.00	$4,560.00	$4,603.00	$4,381.00	$4,275.00
38	$4,461.00	$4,246.00	$4,142.00	$5,098.00	$4,852.00	$4,734.00	$4,779.00	$4,549.00	$4,438.00
39	$4,633.00	$4,410.00	$4,302.00	$5,295.00	$5,040.00	$4,917.00	$4,964.00	$4,725.00	$4,610.00
40	$4,811.00	$4,579.00	$4,467.00	$5,498.00	$5,233.00	$5,105.00	$5,155.00	$4,906.00	$4,786.00
41	$4,998.00	$4,757.00	$4,641.00	$5,712.00	$5,437.00	$5,304.00	$5,355.00	$5,097.00	$4,973.00
42	$5,191.00	$4,941.00	$4,821.00	$5,933.00	$5,647.00	$5,509.00	$5,562.00	$5,294.00	$5,165.00
43	$5,393.00	$5,133.00	$5,008.00	$6,163.00	$5,866.00	$5,723.00	$5,778.00	$5,500.00	$5,366.00

* 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 occur. The 2.5% is calculated on the pay plan in effect on **July 1, 2025** which is the pay plan effective **July 1, 2025.**