

P-4 ES 35-Hours Salary Plan Effective 08/26/2013

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	\$ 32,251.00	\$ 33,229.00	\$ 34,218.00	\$ 35,201.00	\$ 36,213.00	\$ 37,242.00	\$ 38,279.00	\$ 39,240.00	\$ 40,219.00	\$ 41,222.00	\$ 42,258.00	\$ 43,316.00
	Bi-Wk	\$ 1,235.68	\$ 1,273.15	\$ 1,311.04	\$ 1,348.70	\$ 1,387.48	\$ 1,426.90	\$ 1,466.63	\$ 1,503.45	\$ 1,540.96	\$ 1,579.39	\$ 1,619.09	\$ 1,659.62
	Daily	\$ 123.57	\$ 127.32	\$ 131.11	\$ 134.87	\$ 138.75	\$ 142.69	\$ 146.67	\$ 150.35	\$ 154.10	\$ 157.94	\$ 161.91	\$ 165.97
	Hourly	\$ 17.66	\$ 18.19	\$ 18.73	\$ 19.27	\$ 19.83	\$ 20.39	\$ 20.96	\$ 21.48	\$ 22.02	\$ 22.57	\$ 23.13	\$ 23.71
ES	12 Annual	\$ 33,295.00	\$ 34,326.00	\$ 35,343.00	\$ 36,406.00	\$ 37,473.00	\$ 38,553.00	\$ 39,623.00	\$ 40,612.00	\$ 41,628.00	\$ 42,668.00	\$ 43,735.00	\$ 44,829.00
	Bi-Wk	\$ 1,275.68	\$ 1,315.18	\$ 1,354.14	\$ 1,394.87	\$ 1,435.75	\$ 1,477.13	\$ 1,518.13	\$ 1,556.02	\$ 1,594.95	\$ 1,634.79	\$ 1,675.68	\$ 1,717.59
	Daily	\$ 127.57	\$ 131.52	\$ 135.42	\$ 139.49	\$ 143.58	\$ 147.72	\$ 151.82	\$ 155.61	\$ 159.50	\$ 163.48	\$ 167.57	\$ 171.76
	Hourly	\$ 18.23	\$ 18.79	\$ 19.35	\$ 19.93	\$ 20.52	\$ 21.11	\$ 21.69	\$ 22.23	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54
ES	13 Annual	\$ 35,172.00	\$ 36,473.00	\$ 37,783.00	\$ 39,086.00	\$ 40,401.00	\$ 41,705.00	\$ 43,021.00	\$ 44,099.00	\$ 45,201.00	\$ 46,334.00	\$ 47,492.00	\$ 48,680.00
	Bi-Wk	\$ 1,347.59	\$ 1,397.44	\$ 1,447.63	\$ 1,497.55	\$ 1,547.94	\$ 1,597.90	\$ 1,648.32	\$ 1,689.62	\$ 1,731.84	\$ 1,775.25	\$ 1,819.62	\$ 1,865.14
	Daily	\$ 134.76	\$ 139.75	\$ 144.77	\$ 149.76	\$ 154.80	\$ 159.79	\$ 164.84	\$ 168.97	\$ 173.19	\$ 177.53	\$ 181.97	\$ 186.52
	Hourly	\$ 19.26	\$ 19.97	\$ 20.69	\$ 21.40	\$ 22.12	\$ 22.83	\$ 23.55	\$ 24.14	\$ 24.75	\$ 25.37	\$ 26.00	\$ 26.65
ES	14 Annual	\$ 36,818.00	\$ 38,174.00	\$ 39,525.00	\$ 40,879.00	\$ 42,228.00	\$ 43,581.00	\$ 44,932.00	\$ 46,057.00	\$ 47,205.00	\$ 48,384.00	\$ 49,597.00	\$ 50,838.00
	Bi-Wk	\$ 1,410.66	\$ 1,462.61	\$ 1,514.37	\$ 1,566.25	\$ 1,617.94	\$ 1,669.78	\$ 1,721.54	\$ 1,764.64	\$ 1,808.63	\$ 1,853.80	\$ 1,900.27	\$ 1,947.82
	Daily	\$ 141.07	\$ 146.27	\$ 151.44	\$ 156.63	\$ 161.80	\$ 166.98	\$ 172.16	\$ 176.47	\$ 180.87	\$ 185.38	\$ 190.03	\$ 194.79
	Hourly	\$ 20.16	\$ 20.90	\$ 21.64	\$ 22.38	\$ 23.12	\$ 23.86	\$ 24.60	\$ 25.21	\$ 25.84	\$ 26.49	\$ 27.15	\$ 27.83
ES	15 Annual	\$ 38,588.00	\$ 39,980.00	\$ 41,370.00	\$ 42,759.00	\$ 44,154.00	\$ 45,555.00	\$ 46,941.00	\$ 48,117.00	\$ 49,320.00	\$ 50,555.00	\$ 51,820.00	\$ 53,116.00
	Bi-Wk	\$ 1,478.47	\$ 1,531.81	\$ 1,585.06	\$ 1,638.28	\$ 1,691.73	\$ 1,745.41	\$ 1,798.51	\$ 1,843.57	\$ 1,889.66	\$ 1,936.98	\$ 1,985.45	\$ 2,035.10
	Daily	\$ 147.85	\$ 153.19	\$ 158.51	\$ 163.83	\$ 169.18	\$ 174.55	\$ 179.86	\$ 184.36	\$ 188.97	\$ 193.70	\$ 198.55	\$ 203.51
	Hourly	\$ 21.13	\$ 21.89	\$ 22.65	\$ 23.41	\$ 24.17	\$ 24.94	\$ 25.70	\$ 26.34	\$ 27.00	\$ 27.68	\$ 28.37	\$ 29.08
ES	16 Annual	\$ 40,465.00	\$ 41,902.00	\$ 43,335.00	\$ 44,767.00	\$ 46,198.00	\$ 47,638.00	\$ 49,068.00	\$ 50,292.00	\$ 51,550.00	\$ 52,841.00	\$ 54,162.00	\$ 55,517.00
	Bi-Wk	\$ 1,550.39	\$ 1,605.45	\$ 1,660.35	\$ 1,715.22	\$ 1,770.04	\$ 1,825.22	\$ 1,880.00	\$ 1,926.90	\$ 1,975.10	\$ 2,024.56	\$ 2,075.18	\$ 2,127.09
	Daily	\$ 155.04	\$ 160.55	\$ 166.04	\$ 171.53	\$ 177.01	\$ 182.53	\$ 188.00	\$ 192.69	\$ 197.51	\$ 202.46	\$ 207.52	\$ 212.71
	Hourly	\$ 22.15	\$ 22.94	\$ 23.72	\$ 24.51	\$ 25.29	\$ 26.08	\$ 26.86	\$ 27.53	\$ 28.22	\$ 28.93	\$ 29.65	\$ 30.39

*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 of the next salary group."

P-4 ES 35-Hours Salary Plan Effective 08/26/2013

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	17 Annual	\$ 42,467.00	\$ 43,944.00	\$ 45,422.00	\$ 46,895.00	\$ 48,371.00	\$ 49,841.00	\$ 51,318.00	\$ 52,601.00	\$ 53,920.00	\$ 55,267.00	\$ 56,648.00	\$ 58,064.00
	Bi-Wk	\$ 1,627.09	\$ 1,683.68	\$ 1,740.31	\$ 1,796.75	\$ 1,853.30	\$ 1,909.62	\$ 1,966.21	\$ 2,015.37	\$ 2,065.91	\$ 2,117.51	\$ 2,170.43	\$ 2,224.68
	Daily	\$ 162.71	\$ 168.37	\$ 174.04	\$ 179.68	\$ 185.33	\$ 190.97	\$ 196.63	\$ 201.54	\$ 206.60	\$ 211.76	\$ 217.05	\$ 222.47
	Hourly	\$ 23.25	\$ 24.06	\$ 24.87	\$ 25.67	\$ 26.48	\$ 27.29	\$ 28.09	\$ 28.80	\$ 29.52	\$ 30.26	\$ 31.01	\$ 31.79
ES	18 Annual	\$ 44,611.00	\$ 46,127.00	\$ 47,638.00	\$ 49,151.00	\$ 50,657.00	\$ 52,169.00	\$ 53,679.00	\$ 55,024.00	\$ 56,398.00	\$ 57,807.00	\$ 59,253.00	\$ 60,735.00
	Bi-Wk	\$ 1,709.24	\$ 1,767.32	\$ 1,825.22	\$ 1,883.19	\$ 1,940.89	\$ 1,998.82	\$ 2,056.67	\$ 2,108.20	\$ 2,160.85	\$ 2,214.83	\$ 2,270.23	\$ 2,327.02
	Daily	\$ 170.93	\$ 176.74	\$ 182.53	\$ 188.32	\$ 194.09	\$ 199.89	\$ 205.67	\$ 210.82	\$ 216.09	\$ 221.49	\$ 227.03	\$ 232.71
	Hourly	\$ 24.42	\$ 25.25	\$ 26.08	\$ 26.91	\$ 27.73	\$ 28.56	\$ 29.39	\$ 30.12	\$ 30.87	\$ 31.65	\$ 32.44	\$ 33.25
ES	19 Annual	\$ 46,809.00	\$ 48,371.00	\$ 49,925.00	\$ 51,483.00	\$ 53,033.00	\$ 54,588.00	\$ 56,144.00	\$ 57,546.00	\$ 58,986.00	\$ 60,458.00	\$ 61,970.00	\$ 63,522.00
	Bi-Wk	\$ 1,793.45	\$ 1,853.30	\$ 1,912.84	\$ 1,972.53	\$ 2,031.92	\$ 2,091.50	\$ 2,151.12	\$ 2,204.83	\$ 2,260.00	\$ 2,316.40	\$ 2,374.33	\$ 2,433.80
	Daily	\$ 179.35	\$ 185.33	\$ 191.29	\$ 197.26	\$ 203.20	\$ 209.15	\$ 215.12	\$ 220.49	\$ 226.00	\$ 231.64	\$ 237.44	\$ 243.38
	Hourly	\$ 25.63	\$ 26.48	\$ 27.33	\$ 28.18	\$ 29.03	\$ 29.88	\$ 30.74	\$ 31.50	\$ 32.29	\$ 33.10	\$ 33.92	\$ 34.77
ES	20 Annual	\$ 49,195.00	\$ 50,788.00	\$ 52,382.00	\$ 53,970.00	\$ 55,561.00	\$ 57,153.00	\$ 58,746.00	\$ 60,216.00	\$ 61,726.00	\$ 63,267.00	\$ 64,848.00	\$ 66,471.00
	Bi-Wk	\$ 1,884.87	\$ 1,945.91	\$ 2,006.98	\$ 2,067.82	\$ 2,128.78	\$ 2,189.78	\$ 2,250.81	\$ 2,307.13	\$ 2,364.99	\$ 2,424.03	\$ 2,484.60	\$ 2,546.79
	Daily	\$ 188.49	\$ 194.60	\$ 200.70	\$ 206.79	\$ 212.88	\$ 218.98	\$ 225.09	\$ 230.72	\$ 236.50	\$ 242.41	\$ 248.46	\$ 254.68
	Hourly	\$ 26.93	\$ 27.80	\$ 28.68	\$ 29.55	\$ 30.42	\$ 31.29	\$ 32.16	\$ 32.96	\$ 33.79	\$ 34.63	\$ 35.50	\$ 36.39
ES	21 Annual	\$ 51,619.00	\$ 53,261.00	\$ 54,893.00	\$ 56,529.00	\$ 58,171.00	\$ 59,803.00	\$ 61,447.00	\$ 62,983.00	\$ 64,554.00	\$ 66,168.00	\$ 67,822.00	\$ 69,519.00
	Bi-Wk	\$ 1,977.74	\$ 2,040.66	\$ 2,103.19	\$ 2,165.87	\$ 2,228.78	\$ 2,291.31	\$ 2,354.30	\$ 2,413.15	\$ 2,473.34	\$ 2,535.18	\$ 2,598.55	\$ 2,663.57
	Daily	\$ 197.78	\$ 204.07	\$ 210.32	\$ 216.59	\$ 222.88	\$ 229.14	\$ 235.43	\$ 241.32	\$ 247.34	\$ 253.52	\$ 259.86	\$ 266.36
	Hourly	\$ 28.26	\$ 29.16	\$ 30.05	\$ 30.95	\$ 31.84	\$ 32.74	\$ 33.64	\$ 34.48	\$ 35.34	\$ 36.22	\$ 37.13	\$ 38.06
ES	22 Annual	\$ 53,033.00	\$ 54,975.00	\$ 56,921.00	\$ 58,860.00	\$ 60,807.00	\$ 62,747.00	\$ 64,691.00	\$ 66,306.00	\$ 67,971.00	\$ 69,668.00	\$ 71,410.00	\$ 73,197.00
	Bi-Wk	\$ 2,031.92	\$ 2,106.33	\$ 2,180.89	\$ 2,255.18	\$ 2,329.78	\$ 2,404.10	\$ 2,478.59	\$ 2,540.46	\$ 2,604.26	\$ 2,669.28	\$ 2,736.02	\$ 2,804.49
	Daily	\$ 203.20	\$ 210.64	\$ 218.09	\$ 225.52	\$ 232.98	\$ 240.41	\$ 247.86	\$ 254.05	\$ 260.43	\$ 266.93	\$ 273.61	\$ 280.45
	Hourly	\$ 29.03	\$ 30.10	\$ 31.16	\$ 32.22	\$ 33.29	\$ 34.35	\$ 35.41	\$ 36.30	\$ 37.21	\$ 38.14	\$ 39.09	\$ 40.07

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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	23 Annual	\$ 55,544.00	\$ 57,570.00	\$ 59,589.00	\$ 61,619.00	\$ 63,640.00	\$ 65,666.00	\$ 67,690.00	\$ 69,382.00	\$ 71,114.00	\$ 72,894.00	\$ 74,719.00	\$ 76,586.00
	Bi-Wk	\$ 2,128.13	\$ 2,205.75	\$ 2,283.11	\$ 2,360.89	\$ 2,438.32	\$ 2,515.94	\$ 2,593.49	\$ 2,658.32	\$ 2,724.68	\$ 2,792.88	\$ 2,862.80	\$ 2,934.33
	Daily	\$ 212.82	\$ 220.58	\$ 228.32	\$ 236.09	\$ 243.84	\$ 251.60	\$ 259.35	\$ 265.84	\$ 272.47	\$ 279.29	\$ 286.28	\$ 293.44
	Hourly	\$ 30.41	\$ 31.52	\$ 32.62	\$ 33.73	\$ 34.84	\$ 35.95	\$ 37.05	\$ 37.98	\$ 38.93	\$ 39.90	\$ 40.90	\$ 41.92
ES	24 Annual	\$ 58,215.00	\$ 60,325.00	\$ 62,434.00	\$ 64,548.00	\$ 66,656.00	\$ 68,761.00	\$ 70,876.00	\$ 72,646.00	\$ 74,465.00	\$ 76,323.00	\$ 78,230.00	\$ 80,187.00
	Bi-Wk	\$ 2,230.46	\$ 2,311.31	\$ 2,392.11	\$ 2,473.11	\$ 2,553.87	\$ 2,634.53	\$ 2,715.56	\$ 2,783.38	\$ 2,853.07	\$ 2,924.26	\$ 2,997.32	\$ 3,072.30
	Daily	\$ 223.05	\$ 231.14	\$ 239.22	\$ 247.32	\$ 255.39	\$ 263.46	\$ 271.56	\$ 278.34	\$ 285.31	\$ 292.43	\$ 299.74	\$ 307.23
	Hourly	\$ 31.87	\$ 33.02	\$ 34.18	\$ 35.34	\$ 36.49	\$ 37.64	\$ 38.80	\$ 39.77	\$ 40.76	\$ 41.78	\$ 42.82	\$ 43.89
ES	25 Annual	\$ 61,060.00	\$ 63,250.00	\$ 65,430.00	\$ 67,618.00	\$ 69,813.00	\$ 72,000.00	\$ 74,183.00	\$ 76,036.00	\$ 77,940.00	\$ 79,890.00	\$ 81,891.00	\$ 83,937.00
	Bi-Wk	\$ 2,339.47	\$ 2,423.38	\$ 2,506.90	\$ 2,590.73	\$ 2,674.83	\$ 2,758.63	\$ 2,842.27	\$ 2,913.26	\$ 2,986.21	\$ 3,060.92	\$ 3,137.59	\$ 3,215.98
	Daily	\$ 233.95	\$ 242.34	\$ 250.69	\$ 259.08	\$ 267.49	\$ 275.87	\$ 284.23	\$ 291.33	\$ 298.63	\$ 306.10	\$ 313.76	\$ 321.60
	Hourly	\$ 33.43	\$ 34.62	\$ 35.82	\$ 37.02	\$ 38.22	\$ 39.41	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.73	\$ 44.83	\$ 45.95
ES	26 Annual	\$ 64,070.00	\$ 66,335.00	\$ 68,611.00	\$ 70,876.00	\$ 73,142.00	\$ 75,411.00	\$ 77,673.00	\$ 79,619.00	\$ 81,608.00	\$ 83,650.00	\$ 85,742.00	\$ 87,884.00
	Bi-Wk	\$ 2,454.79	\$ 2,541.58	\$ 2,628.78	\$ 2,715.56	\$ 2,802.38	\$ 2,889.32	\$ 2,975.98	\$ 3,050.54	\$ 3,126.75	\$ 3,204.99	\$ 3,285.14	\$ 3,367.21
	Daily	\$ 245.48	\$ 254.16	\$ 262.88	\$ 271.56	\$ 280.24	\$ 288.94	\$ 297.60	\$ 305.06	\$ 312.68	\$ 320.50	\$ 328.52	\$ 336.73
	Hourly	\$ 35.07	\$ 36.31	\$ 37.56	\$ 38.80	\$ 40.04	\$ 41.28	\$ 42.52	\$ 43.58	\$ 44.67	\$ 45.79	\$ 46.94	\$ 48.11
ES	27 Annual	\$ 67,243.00	\$ 69,595.00	\$ 71,945.00	\$ 74,285.00	\$ 76,635.00	\$ 78,981.00	\$ 81,330.00	\$ 83,367.00	\$ 85,450.00	\$ 87,588.00	\$ 89,776.00	\$ 92,022.00
	Bi-Wk	\$ 2,576.37	\$ 2,666.48	\$ 2,756.52	\$ 2,846.17	\$ 2,936.21	\$ 3,026.10	\$ 3,116.10	\$ 3,194.14	\$ 3,273.95	\$ 3,355.87	\$ 3,439.70	\$ 3,525.75
	Daily	\$ 257.64	\$ 266.65	\$ 275.66	\$ 284.62	\$ 293.63	\$ 302.61	\$ 311.61	\$ 319.42	\$ 327.40	\$ 335.59	\$ 343.97	\$ 352.58
	Hourly	\$ 36.81	\$ 38.10	\$ 39.38	\$ 40.66	\$ 41.95	\$ 43.23	\$ 44.52	\$ 45.64	\$ 46.78	\$ 47.95	\$ 49.14	\$ 50.37
ES	28 Annual	\$ 70,642.00	\$ 73,071.00	\$ 75,501.00	\$ 77,934.00	\$ 80,356.00	\$ 82,786.00	\$ 85,213.00	\$ 87,339.00	\$ 89,522.00	\$ 91,762.00	\$ 94,057.00	\$ 96,407.00
	Bi-Wk	\$ 2,706.60	\$ 2,799.66	\$ 2,892.76	\$ 2,985.98	\$ 3,078.78	\$ 3,171.88	\$ 3,264.87	\$ 3,346.33	\$ 3,429.97	\$ 3,515.79	\$ 3,603.72	\$ 3,693.76
	Daily	\$ 270.66	\$ 279.97	\$ 289.28	\$ 298.60	\$ 307.88	\$ 317.19	\$ 326.49	\$ 334.64	\$ 343.00	\$ 351.58	\$ 360.38	\$ 369.38
	Hourly	\$ 38.67	\$ 40.00	\$ 41.33	\$ 42.66	\$ 43.99	\$ 45.32	\$ 46.65	\$ 47.81	\$ 49.00	\$ 50.23	\$ 51.49	\$ 52.77

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P-4 ES 35-Hours Salary Plan Effective 08/26/2013

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	29 Annual	\$ 71,319.00	\$ 73,997.00	\$ 76,674.00	\$ 79,351.00	\$ 82,027.00	\$ 84,704.00	\$ 87,378.00	\$ 89,562.00	\$ 91,803.00	\$ 94,100.00	\$ 96,452.00	\$ 98,865.00
	Bi-Wk	\$ 2,732.53	\$ 2,835.14	\$ 2,937.71	\$ 3,040.27	\$ 3,142.80	\$ 3,245.37	\$ 3,347.82	\$ 3,431.50	\$ 3,517.36	\$ 3,605.37	\$ 3,695.48	\$ 3,787.94
	Daily	\$ 273.26	\$ 283.52	\$ 293.78	\$ 304.03	\$ 314.28	\$ 324.54	\$ 334.79	\$ 343.15	\$ 351.74	\$ 360.54	\$ 369.55	\$ 378.80
	Hourly	\$ 39.04	\$ 40.51	\$ 41.97	\$ 43.44	\$ 44.90	\$ 46.37	\$ 47.83	\$ 49.03	\$ 50.25	\$ 51.51	\$ 52.80	\$ 54.12
ES	30 Annual	\$ 74,183.00	\$ 76,935.00	\$ 79,698.00	\$ 82,445.00	\$ 85,194.00	\$ 87,950.00	\$ 90,711.00	\$ 92,978.00	\$ 95,306.00	\$ 97,688.00	\$ 100,131.00	\$ 102,635.00
	Bi-Wk	\$ 2,842.27	\$ 2,947.71	\$ 3,053.57	\$ 3,158.82	\$ 3,264.14	\$ 3,369.74	\$ 3,475.52	\$ 3,562.38	\$ 3,651.58	\$ 3,742.84	\$ 3,836.44	\$ 3,932.38
	Daily	\$ 284.23	\$ 294.78	\$ 305.36	\$ 315.89	\$ 326.42	\$ 336.98	\$ 347.56	\$ 356.24	\$ 365.16	\$ 374.29	\$ 383.65	\$ 393.24
	Hourly	\$ 40.61	\$ 42.12	\$ 43.63	\$ 45.13	\$ 46.64	\$ 48.14	\$ 49.66	\$ 50.90	\$ 52.17	\$ 53.47	\$ 54.81	\$ 56.18
ES	31 Annual	\$ 77,160.00	\$ 79,996.00	\$ 82,833.00	\$ 85,665.00	\$ 88,502.00	\$ 91,336.00	\$ 94,173.00	\$ 96,525.00	\$ 98,940.00	\$ 101,413.00	\$ 103,949.00	\$ 106,549.00
	Bi-Wk	\$ 2,956.33	\$ 3,064.99	\$ 3,173.68	\$ 3,282.19	\$ 3,390.89	\$ 3,499.47	\$ 3,608.17	\$ 3,698.28	\$ 3,790.81	\$ 3,885.56	\$ 3,982.73	\$ 4,082.34
	Daily	\$ 295.64	\$ 306.50	\$ 317.37	\$ 328.22	\$ 339.09	\$ 349.95	\$ 360.82	\$ 369.83	\$ 379.09	\$ 388.56	\$ 398.28	\$ 408.24
	Hourly	\$ 42.24	\$ 43.79	\$ 45.34	\$ 46.89	\$ 48.45	\$ 50.00	\$ 51.55	\$ 52.84	\$ 54.16	\$ 55.51	\$ 56.90	\$ 58.32
ES	32 Annual	\$ 80,254.00	\$ 83,165.00	\$ 86,075.00	\$ 88,992.00	\$ 91,905.00	\$ 94,819.00	\$ 97,738.00	\$ 100,183.00	\$ 102,688.00	\$ 105,256.00	\$ 107,888.00	\$ 110,587.00
	Bi-Wk	\$ 3,074.87	\$ 3,186.40	\$ 3,297.90	\$ 3,409.66	\$ 3,521.27	\$ 3,632.92	\$ 3,744.76	\$ 3,838.43	\$ 3,934.41	\$ 4,032.80	\$ 4,133.64	\$ 4,237.05
	Daily	\$ 307.49	\$ 318.64	\$ 329.79	\$ 340.97	\$ 352.13	\$ 363.30	\$ 374.48	\$ 383.85	\$ 393.45	\$ 403.28	\$ 413.37	\$ 423.71
	Hourly	\$ 43.93	\$ 45.52	\$ 47.12	\$ 48.71	\$ 50.31	\$ 51.90	\$ 53.50	\$ 54.84	\$ 56.21	\$ 57.62	\$ 59.06	\$ 60.53
ES	33 Annual	\$ 83,482.00	\$ 86,478.00	\$ 89,470.00	\$ 92,466.00	\$ 95,463.00	\$ 98,455.00	\$ 101,458.00	\$ 103,998.00	\$ 106,593.00	\$ 109,260.00	\$ 111,991.00	\$ 114,793.00
	Bi-Wk	\$ 3,198.55	\$ 3,313.34	\$ 3,427.97	\$ 3,542.76	\$ 3,657.59	\$ 3,772.23	\$ 3,887.28	\$ 3,984.60	\$ 4,084.03	\$ 4,186.21	\$ 4,290.85	\$ 4,398.20
	Daily	\$ 319.86	\$ 331.34	\$ 342.80	\$ 354.28	\$ 365.76	\$ 377.23	\$ 388.73	\$ 398.46	\$ 408.41	\$ 418.63	\$ 429.09	\$ 439.82
	Hourly	\$ 45.70	\$ 47.34	\$ 48.98	\$ 50.62	\$ 52.26	\$ 53.89	\$ 55.54	\$ 56.93	\$ 58.35	\$ 59.81	\$ 61.30	\$ 62.84
ES	34 Annual	\$ 86,919.00	\$ 89,998.00	\$ 93,073.00	\$ 96,151.00	\$ 99,227.00	\$ 102,306.00	\$ 105,377.00	\$ 108,012.00	\$ 110,715.00	\$ 113,480.00	\$ 116,316.00	\$ 119,224.00
	Bi-Wk	\$ 3,330.23	\$ 3,448.20	\$ 3,566.02	\$ 3,683.95	\$ 3,801.81	\$ 3,919.78	\$ 4,037.44	\$ 4,138.40	\$ 4,241.96	\$ 4,347.90	\$ 4,456.56	\$ 4,567.97
	Daily	\$ 333.03	\$ 344.82	\$ 356.61	\$ 368.40	\$ 380.19	\$ 391.98	\$ 403.75	\$ 413.84	\$ 424.20	\$ 434.79	\$ 445.66	\$ 456.80
	Hourly	\$ 47.58	\$ 49.26	\$ 50.95	\$ 52.63	\$ 54.32	\$ 56.00	\$ 57.68	\$ 59.12	\$ 60.60	\$ 62.12	\$ 63.67	\$ 65.26

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P-4 ES 35-Hours Salary Plan Effective 08/26/2013

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	35 Annual	\$ 90,492.00	\$ 93,644.00	\$ 96,803.00	\$ 99,958.00	\$103,111.00	\$ 106,260.00	\$ 109,423.00	\$ 112,154.00	\$ 114,962.00	\$117,838.00	\$120,783.00	\$ 123,803.00
	Bi-Wk	\$ 3,467.13	\$ 3,587.90	\$ 3,708.93	\$ 3,829.81	\$ 3,950.62	\$ 4,071.27	\$ 4,192.46	\$ 4,297.09	\$ 4,404.68	\$ 4,514.87	\$ 4,627.71	\$ 4,743.41
	Daily	\$ 346.72	\$ 358.79	\$ 370.90	\$ 382.99	\$ 395.07	\$ 407.13	\$ 419.25	\$ 429.71	\$ 440.47	\$ 451.49	\$ 462.78	\$ 474.35
	Hourly	\$ 49.54	\$ 51.26	\$ 52.99	\$ 54.72	\$ 56.44	\$ 58.17	\$ 59.90	\$ 61.39	\$ 62.93	\$ 64.50	\$ 66.12	\$ 67.77
ES	36 Annual	\$ 94,256.00	\$ 97,487.00	\$ 100,728.00	\$103,961.00	\$107,200.00	\$ 110,432.00	\$ 113,668.00	\$ 116,516.00	\$ 119,425.00	\$122,413.00	\$125,474.00	\$ 128,611.00
	Bi-Wk	\$ 3,611.35	\$ 3,735.14	\$ 3,859.32	\$ 3,983.19	\$ 4,107.28	\$ 4,231.12	\$ 4,355.10	\$ 4,464.22	\$ 4,575.68	\$ 4,690.16	\$ 4,807.44	\$ 4,927.63
	Daily	\$ 361.14	\$ 373.52	\$ 385.94	\$ 398.32	\$ 410.73	\$ 423.12	\$ 435.51	\$ 446.43	\$ 457.57	\$ 469.02	\$ 480.75	\$ 492.77
	Hourly	\$ 51.60	\$ 53.36	\$ 55.14	\$ 56.91	\$ 58.68	\$ 60.45	\$ 62.22	\$ 63.78	\$ 65.37	\$ 67.01	\$ 68.68	\$ 70.40
ES	37 Annual	\$ 98,167.00	\$ 101,488.00	\$ 104,815.00	\$108,140.00	\$111,467.00	\$ 114,793.00	\$ 118,117.00	\$ 121,066.00	\$ 124,096.00	\$127,201.00	\$130,381.00	\$ 133,640.00
	Bi-Wk	\$ 3,761.19	\$ 3,888.43	\$ 4,015.91	\$ 4,143.30	\$ 4,270.77	\$ 4,398.20	\$ 4,525.56	\$ 4,638.55	\$ 4,754.64	\$ 4,873.61	\$ 4,995.45	\$ 5,120.31
	Daily	\$ 376.12	\$ 388.85	\$ 401.60	\$ 414.33	\$ 427.08	\$ 439.82	\$ 452.56	\$ 463.86	\$ 475.47	\$ 487.37	\$ 499.55	\$ 512.04
	Hourly	\$ 53.74	\$ 55.55	\$ 57.38	\$ 59.19	\$ 61.02	\$ 62.84	\$ 64.66	\$ 66.27	\$ 67.93	\$ 69.63	\$ 71.37	\$ 73.15
ES	38 Annual	\$102,220.00	\$105,615.00	\$ 109,021.00	\$112,423.00	\$115,827.00	\$ 119,228.00	\$ 122,632.00	\$ 125,702.00	\$ 128,842.00	\$132,066.00	\$135,367.00	\$ 138,751.00
	Bi-Wk	\$ 3,916.48	\$ 4,046.56	\$ 4,177.05	\$ 4,307.40	\$ 4,437.82	\$ 4,568.13	\$ 4,698.55	\$ 4,816.17	\$ 4,936.48	\$ 5,060.00	\$ 5,186.48	\$ 5,316.14
	Daily	\$ 391.65	\$ 404.66	\$ 417.71	\$ 430.74	\$ 443.79	\$ 456.82	\$ 469.86	\$ 481.62	\$ 493.65	\$ 506.00	\$ 518.65	\$ 531.62
	Hourly	\$ 55.95	\$ 57.81	\$ 59.68	\$ 61.54	\$ 63.40	\$ 65.26	\$ 67.13	\$ 68.81	\$ 70.53	\$ 72.29	\$ 74.10	\$ 75.95
ES	39 Annual	\$106,471.00	\$109,954.00	\$ 113,435.00	\$116,926.00	\$120,410.00	\$ 123,886.00	\$ 127,376.00	\$ 130,562.00	\$ 133,825.00	\$137,173.00	\$140,602.00	\$ 144,116.00
	Bi-Wk	\$ 4,079.35	\$ 4,212.80	\$ 4,346.17	\$ 4,479.93	\$ 4,613.41	\$ 4,746.60	\$ 4,880.31	\$ 5,002.38	\$ 5,127.40	\$ 5,255.68	\$ 5,387.05	\$ 5,521.69
	Daily	\$ 407.94	\$ 421.28	\$ 434.62	\$ 448.00	\$ 461.35	\$ 474.66	\$ 488.04	\$ 500.24	\$ 512.74	\$ 525.57	\$ 538.71	\$ 552.17
	Hourly	\$ 58.28	\$ 60.19	\$ 62.09	\$ 64.00	\$ 65.91	\$ 67.81	\$ 69.72	\$ 71.47	\$ 73.25	\$ 75.09	\$ 76.96	\$ 78.89
ES	40 Annual	\$110,909.00	\$114,462.00	\$ 118,028.00	\$121,583.00	\$125,142.00	\$ 128,699.00	\$ 132,259.00	\$ 135,568.00	\$ 138,958.00	\$142,432.00	\$145,995.00	\$ 149,645.00
	Bi-Wk	\$ 4,249.39	\$ 4,385.52	\$ 4,522.15	\$ 4,658.36	\$ 4,794.72	\$ 4,931.00	\$ 5,067.40	\$ 5,194.18	\$ 5,324.07	\$ 5,457.17	\$ 5,593.68	\$ 5,733.53
	Daily	\$ 424.94	\$ 438.56	\$ 452.22	\$ 465.84	\$ 479.48	\$ 493.10	\$ 506.74	\$ 519.42	\$ 532.41	\$ 545.72	\$ 559.37	\$ 573.36
	Hourly	\$ 60.71	\$ 62.66	\$ 64.61	\$ 66.55	\$ 68.50	\$ 70.45	\$ 72.40	\$ 74.21	\$ 76.06	\$ 77.96	\$ 79.91	\$ 81.91

*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 of the next salary group."

P-4 ES 35-Hours Salary Plan Effective 08/26/2013

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	41 Annual	\$115,541.00	\$119,190.00	\$122,833.00	\$126,482.00	\$130,125.00	\$133,767.00	\$137,411.00	\$140,848.00	\$144,370.00	\$147,979.00	\$151,680.00	\$155,472.00
	Bi-Wk	\$4,426.86	\$4,566.67	\$4,706.25	\$4,846.06	\$4,985.64	\$5,125.18	\$5,264.79	\$5,396.48	\$5,531.42	\$5,669.70	\$5,811.50	\$5,956.79
	Daily	\$442.69	\$456.67	\$470.63	\$484.61	\$498.57	\$512.52	\$526.48	\$539.65	\$553.15	\$566.97	\$581.15	\$595.68
	Hourly	\$63.25	\$65.24	\$67.24	\$69.23	\$71.23	\$73.22	\$75.22	\$77.10	\$79.03	\$81.00	\$83.03	\$85.10
ES	42 Annual	\$120,358.00	\$124,089.00	\$127,817.00	\$131,534.00	\$135,266.00	\$138,987.00	\$142,720.00	\$146,290.00	\$149,947.00	\$153,693.00	\$157,535.00	\$161,475.00
	Bi-Wk	\$4,611.42	\$4,754.37	\$4,897.21	\$5,039.62	\$5,182.61	\$5,325.18	\$5,468.20	\$5,604.99	\$5,745.10	\$5,888.63	\$6,035.83	\$6,186.79
	Daily	\$461.15	\$475.44	\$489.73	\$503.97	\$518.27	\$532.52	\$546.82	\$560.50	\$574.51	\$588.87	\$603.59	\$618.68
	Hourly	\$65.88	\$67.92	\$69.97	\$72.00	\$74.04	\$76.08	\$78.12	\$80.08	\$82.08	\$84.13	\$86.23	\$88.39
ES	43 Annual	\$125,473.00	\$129,270.00	\$133,073.00	\$136,870.00	\$140,676.00	\$144,469.00	\$148,270.00	\$151,974.00	\$155,777.00	\$159,668.00	\$163,660.00	\$167,752.00
	Bi-Wk	\$4,807.40	\$4,952.88	\$5,098.59	\$5,244.07	\$5,389.89	\$5,535.22	\$5,680.85	\$5,822.76	\$5,968.47	\$6,117.55	\$6,270.50	\$6,427.28
	Daily	\$480.74	\$495.29	\$509.86	\$524.41	\$538.99	\$553.53	\$568.09	\$582.28	\$596.85	\$611.76	\$627.05	\$642.73
	Hourly	\$68.68	\$70.76	\$72.84	\$74.92	\$77.00	\$79.08	\$81.16	\$83.19	\$85.27	\$87.40	\$89.58	\$91.82

*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 of the next salary group."