

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

| 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 | \$37,571.00 | \$38,710.00 | \$39,863.00 | \$41,008.00 | \$42,185.00 | \$43,385.00 | \$44,593.00 | \$45,713.00 | \$46,852.00 | \$48,021.00 | \$49,228.00 | \$50,460.00 |
| | | Bi-Wk | \$1,439.51 | \$1,483.15 | \$1,527.32 | \$1,571.19 | \$1,616.29 | \$1,662.27 | \$1,708.55 | \$1,751.46 | \$1,795.10 | \$1,839.89 | \$1,886.14 | \$1,933.34 |
| | | Daily | \$143.96 | \$148.32 | \$152.74 | \$157.12 | \$161.63 | \$166.23 | \$170.86 | \$175.15 | \$179.51 | \$183.99 | \$188.62 | \$193.34 |
| ES | 12 | Annual | \$38,786.00 | \$39,988.00 | \$41,174.00 | \$42,411.00 | \$43,654.00 | \$44,912.00 | \$46,158.00 | \$47,310.00 | \$48,493.00 | \$49,706.00 | \$50,948.00 | \$52,222.00 |
| | | Bi-Wk | \$1,486.06 | \$1,532.11 | \$1,577.55 | \$1,624.95 | \$1,672.57 | \$1,720.77 | \$1,768.51 | \$1,812.65 | \$1,857.97 | \$1,904.45 | \$1,952.04 | \$2,000.85 |
| | | Daily | \$148.61 | \$153.22 | \$157.76 | \$162.50 | \$167.26 | \$172.08 | \$176.86 | \$181.27 | \$185.80 | \$190.45 | \$195.21 | \$200.09 |
| ES | 13 | Annual | \$40,974.00 | \$42,490.00 | \$44,015.00 | \$45,533.00 | \$47,065.00 | \$48,583.00 | \$50,117.00 | \$51,371.00 | \$52,657.00 | \$53,976.00 | \$55,325.00 | \$56,709.00 |
| | | Bi-Wk | \$1,569.89 | \$1,627.97 | \$1,686.40 | \$1,744.56 | \$1,803.26 | \$1,861.42 | \$1,920.20 | \$1,968.24 | \$2,017.51 | \$2,068.05 | \$2,119.74 | \$2,172.76 |
| | | Daily | \$156.99 | \$162.80 | \$168.64 | \$174.46 | \$180.33 | \$186.15 | \$192.02 | \$196.83 | \$201.76 | \$206.81 | \$211.98 | \$217.28 |
| ES | 14 | Annual | \$42,892.00 | \$44,471.00 | \$46,045.00 | \$47,622.00 | \$49,191.00 | \$50,769.00 | \$52,342.00 | \$53,654.00 | \$54,991.00 | \$56,364.00 | \$57,777.00 | \$59,222.00 |
| | | Bi-Wk | \$1,643.38 | \$1,703.87 | \$1,764.18 | \$1,824.60 | \$1,884.72 | \$1,945.18 | \$2,005.45 | \$2,055.71 | \$2,106.94 | \$2,159.55 | \$2,213.68 | \$2,269.05 |
| | | Daily | \$164.34 | \$170.39 | \$176.42 | \$182.46 | \$188.48 | \$194.52 | \$200.55 | \$205.58 | \$210.70 | \$215.96 | \$221.37 | \$226.91 |
| ES | 15 | Annual | \$44,953.00 | \$46,574.00 | \$48,194.00 | \$49,811.00 | \$51,436.00 | \$53,068.00 | \$54,684.00 | \$56,053.00 | \$57,454.00 | \$58,893.00 | \$60,367.00 | \$61,877.00 |
| | | Bi-Wk | \$1,722.34 | \$1,784.45 | \$1,846.52 | \$1,908.47 | \$1,970.73 | \$2,033.26 | \$2,095.18 | \$2,147.63 | \$2,201.31 | \$2,256.44 | \$2,312.92 | \$2,370.77 |
| | | Daily | \$172.24 | \$178.45 | \$184.66 | \$190.85 | \$197.08 | \$203.33 | \$209.52 | \$214.77 | \$220.14 | \$225.65 | \$231.30 | \$237.08 |
| ES | 16 | Annual | \$47,139.00 | \$48,813.00 | \$50,484.00 | \$52,151.00 | \$53,817.00 | \$55,495.00 | \$57,162.00 | \$58,586.00 | \$60,052.00 | \$61,556.00 | \$63,094.00 | \$64,673.00 |
| | | Bi-Wk | \$1,806.10 | \$1,870.23 | \$1,934.26 | \$1,998.13 | \$2,061.96 | \$2,126.25 | \$2,190.12 | \$2,244.68 | \$2,300.85 | \$2,358.47 | \$2,417.40 | \$2,477.90 |
| | | Daily | \$180.61 | \$187.03 | \$193.43 | \$199.82 | \$206.20 | \$212.63 | \$219.02 | \$224.47 | \$230.09 | \$235.85 | \$241.74 | \$247.79 |
| ES | 17 | Annual | \$49,472.00 | \$51,191.00 | \$52,913.00 | \$54,630.00 | \$56,350.00 | \$58,062.00 | \$59,782.00 | \$61,277.00 | \$62,814.00 | \$64,383.00 | \$65,991.00 | \$67,640.00 |
| | | Bi-Wk | \$1,895.48 | \$1,961.35 | \$2,027.32 | \$2,093.11 | \$2,159.01 | \$2,224.60 | \$2,290.50 | \$2,347.78 | \$2,406.67 | \$2,466.79 | \$2,528.40 | \$2,591.58 |
| | | Daily | \$189.55 | \$196.14 | \$202.74 | \$209.32 | \$215.91 | \$222.46 | \$229.05 | \$234.78 | \$240.67 | \$246.68 | \$252.84 | \$259.16 |
| ES | 18 | Annual | \$51,969.00 | \$53,734.00 | \$55,495.00 | \$57,257.00 | \$59,012.00 | \$60,775.00 | \$62,533.00 | \$64,099.00 | \$65,699.00 | \$67,341.00 | \$69,025.00 | \$70,752.00 |
| | | Bi-Wk | \$1,991.15 | \$2,058.78 | \$2,126.25 | \$2,193.76 | \$2,261.00 | \$2,328.55 | \$2,395.91 | \$2,455.91 | \$2,517.21 | \$2,580.12 | \$2,644.64 | \$2,710.81 |
| | | Daily | \$199.12 | \$205.88 | \$212.63 | \$219.38 | \$226.10 | \$232.86 | \$239.60 | \$245.60 | \$251.73 | \$258.02 | \$264.47 | \$271.09 |
| ES | 18 | Hourly | \$28.45 | \$29.42 | \$30.38 | \$31.34 | \$32.30 | \$33.27 | \$34.23 | \$35.09 | \$35.97 | \$36.86 | \$37.79 | \$38.73 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

| 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 | 19 | Annual | \$54,529.00 | \$56,350.00 | \$58,158.00 | \$59,973.00 | \$61,779.00 | \$63,589.00 | \$65,403.00 | \$67,037.00 | \$68,713.00 | \$70,428.00 | \$72,190.00 | \$73,997.00 |
| | | Bi-Wk | \$2,089.24 | \$2,159.01 | \$2,228.28 | \$2,297.82 | \$2,367.02 | \$2,436.37 | \$2,505.87 | \$2,568.47 | \$2,632.69 | \$2,698.40 | \$2,765.91 | \$2,835.14 |
| | | Daily | \$208.93 | \$215.91 | \$222.83 | \$229.79 | \$236.71 | \$243.64 | \$250.59 | \$256.85 | \$263.27 | \$269.84 | \$276.60 | \$283.52 |
| ES | 20 | Annual | \$57,308.00 | \$59,163.00 | \$61,022.00 | \$62,872.00 | \$64,724.00 | \$66,579.00 | \$68,435.00 | \$70,146.00 | \$71,906.00 | \$73,701.00 | \$75,542.00 | \$77,433.00 |
| | | Bi-Wk | \$2,195.71 | \$2,266.79 | \$2,338.01 | \$2,408.89 | \$2,479.85 | \$2,550.92 | \$2,622.04 | \$2,687.59 | \$2,755.02 | \$2,823.80 | \$2,894.33 | \$2,966.79 |
| | | Daily | \$219.58 | \$226.68 | \$233.81 | \$240.89 | \$247.99 | \$255.10 | \$262.21 | \$268.76 | \$275.51 | \$282.38 | \$289.44 | \$296.68 |
| ES | 21 | Annual | \$60,132.00 | \$62,044.00 | \$63,946.00 | \$65,852.00 | \$67,765.00 | \$69,666.00 | \$71,580.00 | \$73,370.00 | \$75,200.00 | \$77,079.00 | \$79,006.00 | \$80,984.00 |
| | | Bi-Wk | \$2,303.91 | \$2,377.17 | \$2,450.04 | \$2,523.07 | \$2,596.37 | \$2,669.20 | \$2,742.53 | \$2,811.12 | \$2,881.23 | \$2,953.22 | \$3,027.05 | \$3,102.84 |
| | | Daily | \$230.40 | \$237.72 | \$245.01 | \$252.31 | \$259.64 | \$266.92 | \$274.26 | \$281.12 | \$288.13 | \$295.33 | \$302.71 | \$310.29 |
| ES | 22 | Annual | \$61,779.00 | \$64,041.00 | \$66,308.00 | \$68,567.00 | \$70,834.00 | \$73,094.00 | \$75,360.00 | \$77,241.00 | \$79,181.00 | \$81,157.00 | \$83,186.00 | \$85,267.00 |
| | | Bi-Wk | \$2,367.02 | \$2,453.68 | \$2,540.54 | \$2,627.09 | \$2,713.95 | \$2,800.54 | \$2,887.36 | \$2,959.43 | \$3,033.76 | \$3,109.47 | \$3,187.21 | \$3,266.94 |
| | | Daily | \$236.71 | \$245.37 | \$254.06 | \$262.71 | \$271.40 | \$280.06 | \$288.74 | \$295.95 | \$303.38 | \$310.95 | \$318.73 | \$326.70 |
| ES | 23 | Annual | \$64,705.00 | \$67,064.00 | \$69,417.00 | \$71,782.00 | \$74,136.00 | \$76,495.00 | \$78,853.00 | \$80,824.00 | \$82,842.00 | \$84,915.00 | \$87,040.00 | \$89,215.00 |
| | | Bi-Wk | \$2,479.12 | \$2,569.51 | \$2,659.66 | \$2,750.27 | \$2,840.46 | \$2,930.85 | \$3,021.19 | \$3,096.71 | \$3,174.03 | \$3,253.45 | \$3,334.87 | \$3,418.20 |
| | | Daily | \$247.92 | \$256.96 | \$265.97 | \$275.03 | \$284.05 | \$293.09 | \$302.12 | \$309.68 | \$317.41 | \$325.35 | \$333.49 | \$341.82 |
| ES | 24 | Annual | \$67,816.00 | \$70,273.00 | \$72,731.00 | \$75,192.00 | \$77,648.00 | \$80,100.00 | \$82,564.00 | \$84,626.00 | \$86,743.00 | \$88,910.00 | \$91,130.00 | \$93,410.00 |
| | | Bi-Wk | \$2,598.32 | \$2,692.46 | \$2,786.63 | \$2,880.92 | \$2,975.02 | \$3,068.97 | \$3,163.38 | \$3,242.38 | \$3,323.49 | \$3,406.52 | \$3,491.58 | \$3,578.93 |
| | | Daily | \$259.84 | \$269.25 | \$278.67 | \$288.10 | \$297.51 | \$306.90 | \$316.34 | \$324.24 | \$332.35 | \$340.66 | \$349.16 | \$357.90 |
| ES | 25 | Annual | \$71,129.00 | \$73,681.00 | \$76,219.00 | \$78,769.00 | \$81,327.00 | \$83,873.00 | \$86,416.00 | \$88,576.00 | \$90,794.00 | \$93,064.00 | \$95,395.00 | \$97,778.00 |
| | | Bi-Wk | \$2,725.25 | \$2,823.03 | \$2,920.27 | \$3,017.97 | \$3,115.98 | \$3,213.53 | \$3,310.96 | \$3,393.72 | \$3,478.70 | \$3,565.68 | \$3,654.99 | \$3,746.29 |
| | | Daily | \$272.53 | \$282.31 | \$292.03 | \$301.80 | \$311.60 | \$321.36 | \$331.10 | \$339.38 | \$347.87 | \$356.57 | \$365.50 | \$374.63 |
| ES | 26 | Annual | \$74,637.00 | \$77,275.00 | \$79,926.00 | \$82,564.00 | \$85,204.00 | \$87,848.00 | \$90,483.00 | \$92,749.00 | \$95,066.00 | \$97,444.00 | \$99,882.00 | \$102,376.00 |
| | | Bi-Wk | \$2,859.66 | \$2,960.73 | \$3,062.30 | \$3,163.38 | \$3,264.53 | \$3,365.83 | \$3,466.79 | \$3,553.61 | \$3,642.38 | \$3,733.49 | \$3,826.90 | \$3,922.46 |
| | | Daily | \$285.97 | \$296.08 | \$306.23 | \$316.34 | \$326.46 | \$336.59 | \$346.68 | \$355.37 | \$364.24 | \$373.35 | \$382.69 | \$392.25 |
| ES | 26 | Hourly | \$40.86 | \$42.30 | \$43.75 | \$45.20 | \$46.64 | \$48.09 | \$49.53 | \$50.77 | \$52.04 | \$53.34 | \$54.67 | \$56.04 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

| 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 | 27 | Annual | \$78,332.00 | \$81,072.00 | \$83,810.00 | \$86,535.00 | \$89,274.00 | \$92,006.00 | \$94,741.00 | \$97,115.00 | \$99,540.00 | \$102,032.00 | \$104,581.00 | \$107,196.00 |
| | | Bi-Wk | \$3,001.23 | \$3,106.21 | \$3,211.12 | \$3,315.52 | \$3,420.46 | \$3,525.14 | \$3,629.93 | \$3,720.89 | \$3,813.80 | \$3,909.28 | \$4,006.94 | \$4,107.13 |
| | | Daily | \$300.13 | \$310.63 | \$321.12 | \$331.56 | \$342.05 | \$352.52 | \$363.00 | \$372.09 | \$381.38 | \$390.93 | \$400.70 | \$410.72 |
| | | Hourly | \$42.88 | \$44.38 | \$45.88 | \$47.37 | \$48.87 | \$50.36 | \$51.86 | \$53.16 | \$54.49 | \$55.85 | \$57.25 | \$58.68 |
| ES | 28 | Annual | \$82,292.00 | \$85,122.00 | \$87,953.00 | \$90,787.00 | \$93,608.00 | \$96,439.00 | \$99,266.00 | \$101,742.00 | \$104,285.00 | \$106,894.00 | \$109,567.00 | \$112,305.00 |
| | | Bi-Wk | \$3,152.96 | \$3,261.38 | \$3,369.85 | \$3,478.43 | \$3,586.52 | \$3,694.99 | \$3,803.30 | \$3,898.17 | \$3,995.60 | \$4,095.56 | \$4,197.97 | \$4,302.88 |
| | | Daily | \$315.30 | \$326.14 | \$336.99 | \$347.85 | \$358.66 | \$369.50 | \$380.33 | \$389.82 | \$399.56 | \$409.56 | \$419.80 | \$430.29 |
| | | Hourly | \$45.05 | \$46.60 | \$48.15 | \$49.70 | \$51.24 | \$52.79 | \$54.34 | \$55.69 | \$57.08 | \$58.51 | \$59.98 | \$61.47 |
| ES | 29 | Annual | \$83,080.00 | \$86,199.00 | \$89,319.00 | \$92,436.00 | \$95,553.00 | \$98,673.00 | \$101,787.00 | \$104,331.00 | \$106,942.00 | \$109,617.00 | \$112,357.00 | \$115,167.00 |
| | | Bi-Wk | \$3,183.15 | \$3,302.65 | \$3,422.19 | \$3,541.61 | \$3,661.04 | \$3,780.58 | \$3,899.89 | \$3,997.36 | \$4,097.40 | \$4,199.89 | \$4,304.87 | \$4,412.53 |
| | | Daily | \$318.32 | \$330.27 | \$342.22 | \$354.17 | \$366.11 | \$378.06 | \$389.99 | \$399.74 | \$409.74 | \$419.99 | \$430.49 | \$441.26 |
| | | Hourly | \$45.48 | \$47.19 | \$48.89 | \$50.60 | \$52.31 | \$54.01 | \$55.72 | \$57.11 | \$58.54 | \$60.00 | \$61.50 | \$63.04 |
| ES | 30 | Annual | \$86,416.00 | \$89,622.00 | \$92,840.00 | \$96,041.00 | \$99,243.00 | \$102,453.00 | \$105,670.00 | \$108,311.00 | \$111,021.00 | \$113,797.00 | \$116,643.00 | \$119,561.00 |
| | | Bi-Wk | \$3,310.96 | \$3,433.80 | \$3,557.09 | \$3,679.74 | \$3,802.42 | \$3,925.41 | \$4,048.66 | \$4,149.85 | \$4,253.68 | \$4,360.04 | \$4,469.09 | \$4,580.89 |
| | | Daily | \$331.10 | \$343.38 | \$355.71 | \$367.98 | \$380.25 | \$392.55 | \$404.87 | \$414.99 | \$425.37 | \$436.01 | \$446.91 | \$458.09 |
| | | Hourly | \$47.30 | \$49.06 | \$50.82 | \$52.57 | \$54.33 | \$56.08 | \$57.84 | \$59.29 | \$60.77 | \$62.29 | \$63.85 | \$65.45 |
| ES | 31 | Annual | \$89,885.00 | \$93,187.00 | \$96,492.00 | \$99,791.00 | \$103,097.00 | \$106,399.00 | \$109,702.00 | \$112,442.00 | \$115,256.00 | \$118,136.00 | \$121,090.00 | \$124,119.00 |
| | | Bi-Wk | \$3,443.87 | \$3,570.39 | \$3,697.02 | \$3,823.41 | \$3,950.08 | \$4,076.60 | \$4,203.15 | \$4,308.13 | \$4,415.94 | \$4,526.29 | \$4,639.47 | \$4,755.52 |
| | | Daily | \$344.39 | \$357.04 | \$369.71 | \$382.35 | \$395.01 | \$407.66 | \$420.32 | \$430.82 | \$441.60 | \$452.63 | \$463.95 | \$475.56 |
| | | Hourly | \$49.20 | \$51.01 | \$52.82 | \$54.63 | \$56.43 | \$58.24 | \$60.05 | \$61.55 | \$63.09 | \$64.67 | \$66.28 | \$67.94 |
| ES | 32 | Annual | \$93,488.00 | \$96,879.00 | \$100,270.00 | \$103,667.00 | \$107,061.00 | \$110,454.00 | \$113,856.00 | \$116,703.00 | \$119,622.00 | \$122,613.00 | \$125,679.00 | \$128,824.00 |
| | | Bi-Wk | \$3,581.92 | \$3,711.84 | \$3,841.77 | \$3,971.92 | \$4,101.96 | \$4,231.96 | \$4,362.30 | \$4,471.38 | \$4,583.22 | \$4,697.82 | \$4,815.29 | \$4,935.79 |
| | | Daily | \$358.20 | \$371.19 | \$384.18 | \$397.20 | \$410.20 | \$423.20 | \$436.23 | \$447.14 | \$458.33 | \$469.79 | \$481.53 | \$493.58 |
| | | Hourly | \$51.18 | \$53.03 | \$54.89 | \$56.75 | \$58.60 | \$60.46 | \$62.32 | \$63.88 | \$65.48 | \$67.12 | \$68.79 | \$70.52 |
| ES | 33 | Annual | \$97,248.00 | \$100,740.00 | \$104,225.00 | \$107,714.00 | \$111,204.00 | \$114,690.00 | \$118,189.00 | \$121,146.00 | \$124,169.00 | \$127,278.00 | \$130,457.00 | \$133,722.00 |
| | | Bi-Wk | \$3,725.98 | \$3,859.78 | \$3,993.30 | \$4,126.98 | \$4,260.69 | \$4,394.26 | \$4,528.32 | \$4,641.61 | \$4,757.44 | \$4,876.56 | \$4,998.36 | \$5,123.45 |
| | | Daily | \$372.60 | \$385.98 | \$399.33 | \$412.70 | \$426.07 | \$439.43 | \$452.84 | \$464.17 | \$475.75 | \$487.66 | \$499.84 | \$512.35 |
| | | Hourly | \$53.23 | \$55.14 | \$57.05 | \$58.96 | \$60.87 | \$62.78 | \$64.70 | \$66.31 | \$67.97 | \$69.67 | \$71.41 | \$73.20 |
| ES | 34 | Annual | \$101,252.00 | \$104,837.00 | \$108,420.00 | \$112,007.00 | \$115,590.00 | \$119,176.00 | \$122,753.00 | \$125,823.00 | \$128,972.00 | \$132,193.00 | \$135,497.00 | \$138,884.00 |
| | | Bi-Wk | \$3,879.39 | \$4,016.75 | \$4,154.03 | \$4,291.46 | \$4,428.74 | \$4,566.14 | \$4,703.19 | \$4,820.81 | \$4,941.46 | \$5,064.87 | \$5,191.46 | \$5,321.23 |
| | | Daily | \$387.94 | \$401.68 | \$415.41 | \$429.15 | \$442.88 | \$456.62 | \$470.32 | \$482.09 | \$494.15 | \$506.49 | \$519.15 | \$532.13 |
| | | Hourly | \$55.42 | \$57.39 | \$59.35 | \$61.31 | \$63.27 | \$65.24 | \$67.19 | \$68.87 | \$70.60 | \$72.36 | \$74.17 | \$76.02 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| ES | 35 | Annual | \$105,415.00 | \$109,086.00 | \$112,767.00 | \$116,440.00 | \$120,114.00 | \$123,782.00 | \$127,467.00 | \$130,648.00 | \$133,919.00 | \$137,270.00 | \$140,699.00 | \$144,218.00 |
| | | Bi-Wk | \$4,038.89 | \$4,179.55 | \$4,320.58 | \$4,461.31 | \$4,602.07 | \$4,742.61 | \$4,883.80 | \$5,005.68 | \$5,131.00 | \$5,259.39 | \$5,390.77 | \$5,525.60 |
| | | Daily | \$403.89 | \$417.96 | \$432.06 | \$446.14 | \$460.21 | \$474.27 | \$488.38 | \$500.57 | \$513.10 | \$525.94 | \$539.08 | \$552.56 |
| | | Hourly | \$57.70 | \$59.71 | \$61.73 | \$63.74 | \$65.75 | \$67.76 | \$69.77 | \$71.51 | \$73.30 | \$75.14 | \$77.02 | \$78.94 |
| ES | 36 | Annual | \$109,798.00 | \$113,562.00 | \$117,338.00 | \$121,104.00 | \$124,876.00 | \$128,642.00 | \$132,412.00 | \$135,729.00 | \$139,118.00 | \$142,598.00 | \$146,165.00 | \$149,819.00 |
| | | Bi-Wk | \$4,206.82 | \$4,351.04 | \$4,495.71 | \$4,640.00 | \$4,784.53 | \$4,928.82 | \$5,073.26 | \$5,200.35 | \$5,330.20 | \$5,463.53 | \$5,600.20 | \$5,740.20 |
| | | Daily | \$420.69 | \$435.11 | \$449.58 | \$464.00 | \$478.46 | \$492.89 | \$507.33 | \$520.04 | \$533.02 | \$546.36 | \$560.02 | \$574.02 |
| | | Hourly | \$60.10 | \$62.16 | \$64.23 | \$66.29 | \$68.36 | \$70.42 | \$72.48 | \$74.30 | \$76.15 | \$78.06 | \$80.01 | \$82.01 |
| ES | 37 | Annual | \$114,356.00 | \$118,223.00 | \$122,098.00 | \$125,973.00 | \$129,847.00 | \$133,722.00 | \$137,593.00 | \$141,028.00 | \$144,558.00 | \$148,177.00 | \$151,880.00 | \$155,677.00 |
| | | Bi-Wk | \$4,381.46 | \$4,529.62 | \$4,678.09 | \$4,826.56 | \$4,974.99 | \$5,123.45 | \$5,271.77 | \$5,403.38 | \$5,538.63 | \$5,677.28 | \$5,819.16 | \$5,964.64 |
| | | Daily | \$438.15 | \$452.97 | \$467.81 | \$482.66 | \$497.50 | \$512.35 | \$527.18 | \$540.34 | \$553.87 | \$567.73 | \$581.92 | \$596.47 |
| | | Hourly | \$62.60 | \$64.71 | \$66.83 | \$68.96 | \$71.08 | \$73.20 | \$75.32 | \$77.20 | \$79.13 | \$81.11 | \$83.14 | \$85.21 |
| ES | 38 | Annual | \$119,076.00 | \$123,030.00 | \$126,998.00 | \$130,961.00 | \$134,926.00 | \$138,889.00 | \$142,853.00 | \$146,430.00 | \$150,088.00 | \$153,842.00 | \$157,689.00 | \$161,631.00 |
| | | Bi-Wk | \$4,562.30 | \$4,713.80 | \$4,865.83 | \$5,017.67 | \$5,169.58 | \$5,321.42 | \$5,473.30 | \$5,610.35 | \$5,750.50 | \$5,894.33 | \$6,041.73 | \$6,192.76 |
| | | Daily | \$456.23 | \$471.38 | \$486.59 | \$501.77 | \$516.96 | \$532.15 | \$547.33 | \$561.04 | \$575.05 | \$589.44 | \$604.18 | \$619.28 |
| | | Hourly | \$65.18 | \$67.34 | \$69.52 | \$71.69 | \$73.86 | \$76.03 | \$78.19 | \$80.15 | \$82.15 | \$84.21 | \$86.32 | \$88.47 |
| ES | 39 | Annual | \$124,028.00 | \$128,084.00 | \$132,141.00 | \$136,207.00 | \$140,266.00 | \$144,315.00 | \$148,379.00 | \$152,090.00 | \$155,893.00 | \$159,792.00 | \$163,786.00 | \$167,880.00 |
| | | Bi-Wk | \$4,752.04 | \$4,907.44 | \$5,062.88 | \$5,218.66 | \$5,374.18 | \$5,529.32 | \$5,685.02 | \$5,827.21 | \$5,972.92 | \$6,122.30 | \$6,275.33 | \$6,432.19 |
| | | Daily | \$475.21 | \$490.75 | \$506.29 | \$521.87 | \$537.42 | \$552.94 | \$568.51 | \$582.73 | \$597.30 | \$612.23 | \$627.54 | \$643.22 |
| | | Hourly | \$67.89 | \$70.11 | \$72.33 | \$74.56 | \$76.78 | \$79.00 | \$81.22 | \$83.25 | \$85.33 | \$87.47 | \$89.65 | \$91.89 |
| ES | 40 | Annual | \$129,199.00 | \$133,336.00 | \$137,490.00 | \$141,631.00 | \$145,777.00 | \$149,920.00 | \$154,066.00 | \$157,923.00 | \$161,871.00 | \$165,917.00 | \$170,068.00 | \$174,321.00 |
| | | Bi-Wk | \$4,950.16 | \$5,108.66 | \$5,267.82 | \$5,426.48 | \$5,585.33 | \$5,744.07 | \$5,902.92 | \$6,050.69 | \$6,201.96 | \$6,356.98 | \$6,516.02 | \$6,678.97 |
| | | Daily | \$495.02 | \$510.87 | \$526.79 | \$542.65 | \$558.54 | \$574.41 | \$590.30 | \$605.07 | \$620.20 | \$635.70 | \$651.61 | \$667.90 |
| | | Hourly | \$70.72 | \$72.99 | \$75.26 | \$77.53 | \$79.80 | \$82.06 | \$84.33 | \$86.44 | \$88.60 | \$90.82 | \$93.09 | \$95.42 |
| ES | 41 | Annual | \$134,594.00 | \$138,843.00 | \$143,086.00 | \$147,338.00 | \$151,581.00 | \$155,825.00 | \$160,070.00 | \$164,072.00 | \$168,176.00 | \$172,380.00 | \$176,691.00 | \$181,109.00 |
| | | Bi-Wk | \$5,156.86 | \$5,319.66 | \$5,482.23 | \$5,645.14 | \$5,807.71 | \$5,970.31 | \$6,132.96 | \$6,286.29 | \$6,443.53 | \$6,604.60 | \$6,769.78 | \$6,939.05 |
| | | Daily | \$515.69 | \$531.97 | \$548.23 | \$564.52 | \$580.78 | \$597.04 | \$613.30 | \$628.63 | \$644.36 | \$660.46 | \$676.98 | \$693.91 |
| | | Hourly | \$73.67 | \$76.00 | \$78.32 | \$80.65 | \$82.97 | \$85.30 | \$87.62 | \$89.81 | \$92.06 | \$94.36 | \$96.72 | \$99.13 |
| ES | 42 | Annual | \$140,205.00 | \$144,550.00 | \$148,894.00 | \$153,225.00 | \$157,570.00 | \$161,904.00 | \$166,253.00 | \$170,412.00 | \$174,672.00 | \$179,035.00 | \$183,511.00 | \$188,100.00 |
| | | Bi-Wk | \$5,371.84 | \$5,538.32 | \$5,704.76 | \$5,870.69 | \$6,037.17 | \$6,203.22 | \$6,369.85 | \$6,529.20 | \$6,692.42 | \$6,859.58 | \$7,031.08 | \$7,206.90 |
| | | Daily | \$537.19 | \$553.84 | \$570.48 | \$587.07 | \$603.72 | \$620.33 | \$636.99 | \$652.92 | \$669.25 | \$685.96 | \$703.11 | \$720.69 |
| | | Hourly | \$76.75 | \$79.12 | \$81.50 | \$83.87 | \$86.25 | \$88.62 | \$91.00 | \$93.28 | \$95.61 | \$98.00 | \$100.45 | \$102.96 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| ES | 43 | Annual | \$146,164.00 | \$150,587.00 | \$155,016.00 | \$159,440.00 | \$163,872.00 | \$168,292.00 | \$172,719.00 | \$177,034.00 | \$181,463.00 | \$185,996.00 | \$190,645.00 | \$195,412.00 |
| | | Bi-Wk | \$5,600.16 | \$5,769.62 | \$5,939.32 | \$6,108.82 | \$6,278.63 | \$6,447.97 | \$6,617.59 | \$6,782.92 | \$6,952.61 | \$7,126.29 | \$7,304.41 | \$7,487.05 |
| | | Daily | \$560.02 | \$576.97 | \$593.94 | \$610.89 | \$627.87 | \$644.80 | \$661.76 | \$678.30 | \$695.27 | \$712.63 | \$730.45 | \$748.71 |
| | | Hourly | \$80.01 | \$82.43 | \$84.85 | \$87.27 | \$89.70 | \$92.12 | \$94.54 | \$96.90 | \$99.33 | \$101.81 | \$104.35 | \$106.96 |

*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."

P4 ES 35 Hour Pay Plan Effective 07/01/2022

| 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 | \$38,511.00 | \$39,678.00 | \$40,860.00 | \$42,034.00 | \$43,240.00 | \$44,470.00 | \$45,708.00 | \$46,856.00 | \$48,024.00 | \$49,222.00 | \$50,459.00 | \$51,722.00 | |
| | | Bi-Wk | \$1,475.52 | \$1,520.23 | \$1,565.52 | \$1,610.50 | \$1,656.71 | \$1,703.84 | \$1,751.27 | \$1,795.25 | \$1,840.00 | \$1,885.91 | \$1,885.91 | \$1,933.30 | \$1,981.69 |
| | | Daily | \$147.56 | \$152.03 | \$156.56 | \$161.05 | \$165.68 | \$170.39 | \$175.13 | \$179.53 | \$184.00 | \$188.60 | \$188.60 | \$193.33 | \$198.17 |
| ES | 12 | Annual | \$39,756.00 | \$40,988.00 | \$42,204.00 | \$43,472.00 | \$44,746.00 | \$46,035.00 | \$47,312.00 | \$48,493.00 | \$49,706.00 | \$50,949.00 | \$52,222.00 | \$53,528.00 | |
| | | Bi-Wk | \$1,523.22 | \$1,570.43 | \$1,617.02 | \$1,665.60 | \$1,714.41 | \$1,763.80 | \$1,812.73 | \$1,857.97 | \$1,904.45 | \$1,952.07 | \$1,952.07 | \$2,000.85 | \$2,050.89 |
| | | Daily | \$152.33 | \$157.05 | \$161.71 | \$166.56 | \$171.45 | \$176.38 | \$181.28 | \$185.80 | \$190.45 | \$195.21 | \$195.21 | \$200.09 | \$205.09 |
| ES | 13 | Annual | \$41,999.00 | \$43,553.00 | \$45,116.00 | \$46,672.00 | \$48,242.00 | \$49,798.00 | \$51,370.00 | \$52,656.00 | \$53,974.00 | \$55,326.00 | \$56,709.00 | \$58,127.00 | |
| | | Bi-Wk | \$1,609.16 | \$1,668.70 | \$1,728.59 | \$1,788.20 | \$1,848.36 | \$1,907.97 | \$1,968.20 | \$2,017.48 | \$2,067.97 | \$2,119.78 | \$2,119.78 | \$2,172.76 | \$2,227.09 |
| | | Daily | \$160.92 | \$166.87 | \$172.86 | \$178.82 | \$184.84 | \$190.80 | \$196.82 | \$201.75 | \$206.80 | \$211.98 | \$211.98 | \$217.28 | \$222.71 |
| ES | 14 | Annual | \$43,965.00 | \$45,583.00 | \$47,197.00 | \$48,813.00 | \$50,421.00 | \$52,039.00 | \$53,651.00 | \$54,996.00 | \$56,366.00 | \$57,774.00 | \$59,222.00 | \$60,703.00 | |
| | | Bi-Wk | \$1,684.49 | \$1,746.48 | \$1,808.32 | \$1,870.23 | \$1,931.84 | \$1,993.84 | \$2,055.60 | \$2,107.13 | \$2,159.62 | \$2,213.57 | \$2,213.57 | \$2,269.05 | \$2,325.79 |
| | | Daily | \$168.45 | \$174.65 | \$180.84 | \$187.03 | \$193.19 | \$199.39 | \$205.56 | \$210.72 | \$215.97 | \$221.36 | \$221.36 | \$226.91 | \$232.58 |
| ES | 15 | Annual | \$46,077.00 | \$47,739.00 | \$49,399.00 | \$51,057.00 | \$52,722.00 | \$54,395.00 | \$56,052.00 | \$57,455.00 | \$58,891.00 | \$60,366.00 | \$61,877.00 | \$63,424.00 | |
| | | Bi-Wk | \$1,765.41 | \$1,829.09 | \$1,892.69 | \$1,956.21 | \$2,020.00 | \$2,084.10 | \$2,147.59 | \$2,201.35 | \$2,256.37 | \$2,312.88 | \$2,312.88 | \$2,370.77 | \$2,430.04 |
| | | Daily | \$176.55 | \$182.91 | \$189.27 | \$195.63 | \$202.00 | \$208.41 | \$214.76 | \$220.14 | \$225.64 | \$231.29 | \$231.29 | \$237.08 | \$243.01 |
| ES | 16 | Annual | \$48,318.00 | \$50,034.00 | \$51,747.00 | \$53,455.00 | \$55,163.00 | \$56,863.00 | \$58,592.00 | \$60,051.00 | \$61,554.00 | \$63,095.00 | \$64,672.00 | \$66,290.00 | |
| | | Bi-Wk | \$1,851.27 | \$1,917.02 | \$1,982.65 | \$2,048.09 | \$2,113.53 | \$2,179.43 | \$2,244.91 | \$2,300.81 | \$2,358.40 | \$2,417.44 | \$2,477.86 | \$2,539.85 | |
| | | Daily | \$185.13 | \$191.71 | \$198.27 | \$204.81 | \$211.36 | \$217.95 | \$224.50 | \$230.09 | \$235.84 | \$241.75 | \$247.79 | \$253.99 | |
| ES | 17 | Annual | \$50,709.00 | \$52,471.00 | \$54,236.00 | \$55,996.00 | \$57,759.00 | \$59,514.00 | \$61,277.00 | \$62,809.00 | \$64,385.00 | \$65,993.00 | \$67,641.00 | \$69,331.00 | |
| | | Bi-Wk | \$1,942.88 | \$2,010.39 | \$2,078.01 | \$2,145.45 | \$2,212.99 | \$2,280.23 | \$2,347.78 | \$2,406.48 | \$2,466.86 | \$2,528.47 | \$2,591.61 | \$2,655.37 | |
| | | Daily | \$194.29 | \$201.04 | \$207.81 | \$214.55 | \$221.30 | \$228.03 | \$234.78 | \$240.65 | \$246.69 | \$252.85 | \$259.17 | \$265.64 | |
| ES | 18 | Annual | \$53,269.00 | \$55,078.00 | \$56,883.00 | \$58,689.00 | \$60,488.00 | \$62,295.00 | \$64,097.00 | \$65,702.00 | \$67,342.00 | \$69,025.00 | \$70,751.00 | \$72,521.00 | |
| | | Bi-Wk | \$2,040.96 | \$2,110.27 | \$2,179.43 | \$2,248.63 | \$2,317.55 | \$2,386.79 | \$2,455.83 | \$2,517.32 | \$2,580.16 | \$2,644.64 | \$2,710.77 | \$2,778.59 | |
| | | Daily | \$204.10 | \$211.03 | \$217.95 | \$224.87 | \$231.76 | \$238.68 | \$245.59 | \$251.74 | \$258.02 | \$264.47 | \$271.08 | \$277.86 | |
| ES | 18 | Hourly | \$29.16 | \$30.15 | \$31.14 | \$32.13 | \$33.11 | \$34.10 | \$35.09 | \$35.97 | \$36.86 | \$37.79 | \$38.73 | \$39.70 | |

P4 ES 35 Hour Pay Plan Effective 07/01/2022

| 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 | 19 | Annual | \$55,893.00 | \$57,759.00 | \$59,612.00 | \$61,473.00 | \$63,324.00 | \$65,179.00 | \$67,039.00 | \$68,713.00 | \$70,431.00 | \$72,189.00 | \$73,995.00 | \$75,847.00 |
| | | Bi-Wk | \$2,141.50 | \$2,212.99 | \$2,283.99 | \$2,355.29 | \$2,426.21 | \$2,497.28 | \$2,568.55 | \$2,632.69 | \$2,698.51 | \$2,765.87 | \$2,835.06 | \$2,906.02 |
| | | Daily | \$214.15 | \$221.30 | \$228.40 | \$235.53 | \$242.63 | \$249.73 | \$256.86 | \$263.27 | \$269.86 | \$276.59 | \$283.51 | \$290.61 |
| | | Hourly | \$30.60 | \$31.62 | \$32.63 | \$33.65 | \$34.67 | \$35.68 | \$36.70 | \$37.61 | \$38.56 | \$39.52 | \$40.51 | \$41.52 |
| ES | 20 | Annual | \$58,741.00 | \$60,643.00 | \$62,548.00 | \$64,444.00 | \$66,343.00 | \$68,244.00 | \$70,146.00 | \$71,900.00 | \$73,704.00 | \$75,544.00 | \$77,431.00 | \$79,369.00 |
| | | Bi-Wk | \$2,250.62 | \$2,323.49 | \$2,396.48 | \$2,469.12 | \$2,541.88 | \$2,614.72 | \$2,687.59 | \$2,754.79 | \$2,823.91 | \$2,894.41 | \$2,966.71 | \$3,040.96 |
| | | Daily | \$225.07 | \$232.35 | \$239.65 | \$246.92 | \$254.19 | \$261.48 | \$268.76 | \$275.48 | \$282.40 | \$289.45 | \$296.68 | \$304.10 |
| | | Hourly | \$32.16 | \$33.20 | \$34.24 | \$35.28 | \$36.32 | \$37.36 | \$38.40 | \$39.36 | \$40.35 | \$41.35 | \$42.39 | \$43.45 |
| ES | 21 | Annual | \$61,636.00 | \$63,596.00 | \$65,545.00 | \$67,499.00 | \$69,460.00 | \$71,408.00 | \$73,370.00 | \$75,205.00 | \$77,080.00 | \$79,006.00 | \$80,982.00 | \$83,009.00 |
| | | Bi-Wk | \$2,361.54 | \$2,436.63 | \$2,511.31 | \$2,586.17 | \$2,661.31 | \$2,735.94 | \$2,811.12 | \$2,881.42 | \$2,953.26 | \$3,027.05 | \$3,102.76 | \$3,180.43 |
| | | Daily | \$236.16 | \$243.67 | \$251.14 | \$258.62 | \$266.14 | \$273.60 | \$281.12 | \$288.15 | \$295.33 | \$302.71 | \$310.28 | \$318.05 |
| | | Hourly | \$33.74 | \$34.81 | \$35.88 | \$36.95 | \$38.02 | \$39.09 | \$40.16 | \$41.17 | \$42.19 | \$43.25 | \$44.33 | \$45.44 |
| ES | 22 | Annual | \$63,324.00 | \$65,643.00 | \$67,966.00 | \$70,282.00 | \$72,605.00 | \$74,922.00 | \$77,244.00 | \$79,173.00 | \$81,161.00 | \$83,186.00 | \$85,266.00 | \$87,399.00 |
| | | Bi-Wk | \$2,426.21 | \$2,515.06 | \$2,604.07 | \$2,692.80 | \$2,781.81 | \$2,870.58 | \$2,959.55 | \$3,033.45 | \$3,109.62 | \$3,187.21 | \$3,266.90 | \$3,348.63 |
| | | Daily | \$242.63 | \$251.51 | \$260.41 | \$269.28 | \$278.19 | \$287.06 | \$295.96 | \$303.35 | \$310.97 | \$318.73 | \$326.69 | \$334.87 |
| | | Hourly | \$34.67 | \$35.93 | \$37.21 | \$38.47 | \$39.75 | \$41.01 | \$42.28 | \$43.34 | \$44.43 | \$45.54 | \$46.67 | \$47.84 |
| ES | 23 | Annual | \$66,323.00 | \$68,741.00 | \$71,153.00 | \$73,577.00 | \$75,990.00 | \$78,408.00 | \$80,825.00 | \$82,845.00 | \$84,914.00 | \$87,038.00 | \$89,216.00 | \$91,446.00 |
| | | Bi-Wk | \$2,541.12 | \$2,633.76 | \$2,726.17 | \$2,819.05 | \$2,911.50 | \$3,004.14 | \$3,096.75 | \$3,174.14 | \$3,253.41 | \$3,334.79 | \$3,418.24 | \$3,503.68 |
| | | Daily | \$254.12 | \$263.38 | \$272.62 | \$281.91 | \$291.15 | \$300.42 | \$309.68 | \$317.42 | \$325.35 | \$333.48 | \$341.83 | \$350.37 |
| | | Hourly | \$36.31 | \$37.63 | \$38.95 | \$40.28 | \$41.60 | \$42.92 | \$44.24 | \$45.35 | \$46.48 | \$47.64 | \$48.84 | \$50.06 |
| ES | 24 | Annual | \$69,512.00 | \$72,030.00 | \$74,550.00 | \$77,072.00 | \$79,590.00 | \$82,103.00 | \$84,629.00 | \$86,742.00 | \$88,912.00 | \$91,133.00 | \$93,409.00 | \$95,746.00 |
| | | Bi-Wk | \$2,663.30 | \$2,759.78 | \$2,856.33 | \$2,952.96 | \$3,049.43 | \$3,145.71 | \$3,242.50 | \$3,323.45 | \$3,406.60 | \$3,491.69 | \$3,578.89 | \$3,668.43 |
| | | Daily | \$266.33 | \$275.98 | \$285.64 | \$295.30 | \$304.95 | \$314.58 | \$324.25 | \$332.35 | \$340.66 | \$349.17 | \$357.89 | \$366.85 |
| | | Hourly | \$38.05 | \$39.43 | \$40.81 | \$42.19 | \$43.57 | \$44.94 | \$46.33 | \$47.48 | \$48.67 | \$49.89 | \$51.13 | \$52.41 |
| ES | 25 | Annual | \$72,908.00 | \$75,524.00 | \$78,125.00 | \$80,739.00 | \$83,361.00 | \$85,970.00 | \$88,577.00 | \$90,791.00 | \$93,064.00 | \$95,391.00 | \$97,780.00 | \$100,223.00 |
| | | Bi-Wk | \$2,793.41 | \$2,893.64 | \$2,993.30 | \$3,093.45 | \$3,193.91 | \$3,293.87 | \$3,393.76 | \$3,478.59 | \$3,565.68 | \$3,654.83 | \$3,746.37 | \$3,839.97 |
| | | Daily | \$279.35 | \$289.37 | \$299.33 | \$309.35 | \$319.40 | \$329.39 | \$339.38 | \$347.86 | \$356.57 | \$365.49 | \$374.64 | \$384.00 |
| | | Hourly | \$39.91 | \$41.34 | \$42.77 | \$44.20 | \$45.63 | \$47.06 | \$48.49 | \$49.70 | \$50.94 | \$52.22 | \$53.52 | \$54.86 |
| ES | 26 | Annual | \$76,503.00 | \$79,207.00 | \$81,925.00 | \$84,629.00 | \$87,335.00 | \$90,045.00 | \$92,746.00 | \$95,068.00 | \$97,443.00 | \$99,881.00 | \$102,380.00 | \$104,936.00 |
| | | Bi-Wk | \$2,931.15 | \$3,034.76 | \$3,138.89 | \$3,242.50 | \$3,346.17 | \$3,450.00 | \$3,553.49 | \$3,642.46 | \$3,733.45 | \$3,826.86 | \$3,922.61 | \$4,020.54 |
| | | Daily | \$293.12 | \$303.48 | \$313.89 | \$324.25 | \$334.62 | \$345.00 | \$355.35 | \$364.25 | \$373.35 | \$382.69 | \$392.27 | \$402.06 |
| | | Hourly | \$41.88 | \$43.36 | \$44.85 | \$46.33 | \$47.81 | \$49.29 | \$50.77 | \$52.04 | \$53.34 | \$54.67 | \$56.04 | \$57.44 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2022

| 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 | 27 | Annual | \$80,291.00 | \$83,099.00 | \$85,906.00 | \$88,699.00 | \$91,506.00 | \$94,307.00 | \$97,110.00 | \$99,543.00 | \$102,029.00 | \$104,583.00 | \$107,196.00 | \$109,876.00 |
| | | Bi-Wk | \$3,076.29 | \$3,183.87 | \$3,291.42 | \$3,398.43 | \$3,505.98 | \$3,613.30 | \$3,720.69 | \$3,813.91 | \$3,909.16 | \$4,007.02 | \$4,107.13 | \$4,209.81 |
| | | Daily | \$307.63 | \$318.39 | \$329.15 | \$339.85 | \$350.60 | \$361.33 | \$372.07 | \$381.40 | \$390.92 | \$400.71 | \$410.72 | \$420.99 |
| ES | 28 | Annual | \$84,350.00 | \$87,251.00 | \$90,152.00 | \$93,057.00 | \$95,949.00 | \$98,850.00 | \$101,748.00 | \$104,286.00 | \$106,893.00 | \$109,567.00 | \$112,307.00 | \$115,113.00 |
| | | Bi-Wk | \$3,231.81 | \$3,342.96 | \$3,454.10 | \$3,565.41 | \$3,676.21 | \$3,787.36 | \$3,898.40 | \$3,995.64 | \$4,095.52 | \$4,197.97 | \$4,302.96 | \$4,410.46 |
| | | Daily | \$323.19 | \$334.30 | \$345.41 | \$356.55 | \$367.63 | \$378.74 | \$389.84 | \$399.57 | \$409.56 | \$419.80 | \$430.30 | \$441.05 |
| ES | 29 | Annual | \$85,157.00 | \$88,354.00 | \$91,552.00 | \$94,747.00 | \$97,942.00 | \$101,140.00 | \$104,332.00 | \$106,940.00 | \$109,616.00 | \$112,358.00 | \$115,166.00 | \$118,047.00 |
| | | Bi-Wk | \$3,262.73 | \$3,385.22 | \$3,507.74 | \$3,630.16 | \$3,752.57 | \$3,875.10 | \$3,997.40 | \$4,097.32 | \$4,199.85 | \$4,304.91 | \$4,412.50 | \$4,522.88 |
| | | Daily | \$326.28 | \$338.53 | \$350.78 | \$363.02 | \$375.26 | \$387.51 | \$399.74 | \$409.74 | \$419.99 | \$430.50 | \$441.25 | \$452.29 |
| ES | 30 | Annual | \$88,577.00 | \$91,863.00 | \$95,161.00 | \$98,443.00 | \$101,725.00 | \$105,015.00 | \$108,312.00 | \$111,019.00 | \$113,797.00 | \$116,642.00 | \$119,560.00 | \$122,551.00 |
| | | Bi-Wk | \$3,393.76 | \$3,519.66 | \$3,646.02 | \$3,771.77 | \$3,897.51 | \$4,023.57 | \$4,149.89 | \$4,253.61 | \$4,360.04 | \$4,469.05 | \$4,580.85 | \$4,695.45 |
| | | Daily | \$339.38 | \$351.97 | \$364.61 | \$377.18 | \$389.76 | \$402.36 | \$414.99 | \$425.37 | \$436.01 | \$446.91 | \$458.09 | \$469.55 |
| ES | 31 | Annual | \$92,133.00 | \$95,517.00 | \$98,905.00 | \$102,286.00 | \$105,675.00 | \$109,059.00 | \$112,445.00 | \$115,254.00 | \$118,138.00 | \$121,090.00 | \$124,118.00 | \$127,222.00 |
| | | Bi-Wk | \$3,530.00 | \$3,659.66 | \$3,789.47 | \$3,919.01 | \$4,048.86 | \$4,178.51 | \$4,308.24 | \$4,415.87 | \$4,526.37 | \$4,639.47 | \$4,755.48 | \$4,874.41 |
| | | Daily | \$353.00 | \$365.97 | \$378.95 | \$391.91 | \$404.89 | \$417.86 | \$430.83 | \$441.59 | \$452.64 | \$463.95 | \$475.55 | \$487.45 |
| ES | 32 | Annual | \$95,826.00 | \$99,301.00 | \$102,777.00 | \$106,259.00 | \$109,738.00 | \$113,216.00 | \$116,703.00 | \$119,621.00 | \$122,613.00 | \$125,679.00 | \$128,821.00 | \$132,045.00 |
| | | Bi-Wk | \$3,671.50 | \$3,804.64 | \$3,937.82 | \$4,071.23 | \$4,204.53 | \$4,337.78 | \$4,471.38 | \$4,583.19 | \$4,697.82 | \$4,815.29 | \$4,935.68 | \$5,059.20 |
| | | Daily | \$367.15 | \$380.47 | \$393.79 | \$407.13 | \$420.46 | \$433.78 | \$447.14 | \$458.32 | \$469.79 | \$481.53 | \$493.57 | \$505.92 |
| ES | 33 | Annual | \$99,680.00 | \$103,259.00 | \$106,831.00 | \$110,407.00 | \$113,985.00 | \$117,558.00 | \$121,144.00 | \$124,175.00 | \$127,274.00 | \$130,460.00 | \$133,719.00 | \$137,066.00 |
| | | Bi-Wk | \$3,819.16 | \$3,956.29 | \$4,093.15 | \$4,230.16 | \$4,367.25 | \$4,504.14 | \$4,641.54 | \$4,757.67 | \$4,876.40 | \$4,998.47 | \$5,123.34 | \$5,251.58 |
| | | Daily | \$381.92 | \$395.63 | \$409.32 | \$423.02 | \$436.73 | \$450.42 | \$464.16 | \$475.77 | \$487.64 | \$499.85 | \$512.34 | \$525.16 |
| ES | 34 | Annual | \$103,784.00 | \$107,458.00 | \$111,131.00 | \$114,808.00 | \$118,480.00 | \$122,156.00 | \$125,822.00 | \$128,969.00 | \$132,197.00 | \$135,498.00 | \$138,885.00 | \$142,357.00 |
| | | Bi-Wk | \$3,976.40 | \$4,117.17 | \$4,257.90 | \$4,398.78 | \$4,539.47 | \$4,680.31 | \$4,820.77 | \$4,941.35 | \$5,065.02 | \$5,191.50 | \$5,321.27 | \$5,454.30 |
| | | Daily | \$397.64 | \$411.72 | \$425.79 | \$439.88 | \$453.95 | \$468.04 | \$482.08 | \$494.14 | \$506.51 | \$519.15 | \$532.13 | \$545.43 |
| ES | | Hourly | \$56.81 | \$58.82 | \$60.83 | \$62.84 | \$64.85 | \$66.87 | \$68.87 | \$70.60 | \$72.36 | \$74.17 | \$76.02 | \$77.92 |

P4 ES 35 Hour Pay Plan Effective 07/01/2022

| 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 | \$108,051.00 | \$111,814.00 | \$115,587.00 | \$119,351.00 | \$123,117.00 | \$126,877.00 | \$130,654.00 | \$133,915.00 | \$137,267.00 | \$140,702.00 | \$144,217.00 | \$147,824.00 |
| | | Bi-Wk | \$4,139.89 | \$4,284.07 | \$4,428.63 | \$4,572.84 | \$4,717.13 | \$4,861.19 | \$5,005.91 | \$5,130.85 | \$5,259.28 | \$5,390.89 | \$5,525.56 | \$5,663.76 |
| | | Daily | \$413.99 | \$428.41 | \$442.87 | \$457.29 | \$471.72 | \$486.12 | \$500.60 | \$513.09 | \$525.93 | \$539.09 | \$552.56 | \$566.38 |
| | | Hourly | \$59.15 | \$61.21 | \$63.27 | \$65.33 | \$67.39 | \$69.45 | \$71.52 | \$73.30 | \$75.14 | \$77.02 | \$78.94 | \$80.92 |
| ES | 36 | Annual | \$112,543.00 | \$116,402.00 | \$120,272.00 | \$124,132.00 | \$127,996.00 | \$131,859.00 | \$135,723.00 | \$139,123.00 | \$142,596.00 | \$146,163.00 | \$149,820.00 | \$153,565.00 |
| | | Bi-Wk | \$4,312.00 | \$4,459.85 | \$4,608.13 | \$4,756.02 | \$4,904.14 | \$5,052.07 | \$5,200.12 | \$5,330.39 | \$5,463.45 | \$5,600.12 | \$5,740.23 | \$5,883.72 |
| | | Daily | \$431.20 | \$445.99 | \$460.82 | \$475.61 | \$490.42 | \$505.21 | \$520.02 | \$533.04 | \$546.35 | \$560.02 | \$574.03 | \$588.38 |
| | | Hourly | \$61.60 | \$63.72 | \$65.84 | \$67.95 | \$70.06 | \$72.18 | \$74.29 | \$76.15 | \$78.05 | \$80.01 | \$82.01 | \$84.06 |
| ES | 37 | Annual | \$117,215.00 | \$121,179.00 | \$125,151.00 | \$129,123.00 | \$133,094.00 | \$137,066.00 | \$141,033.00 | \$144,554.00 | \$148,172.00 | \$151,882.00 | \$155,677.00 | \$159,569.00 |
| | | Bi-Wk | \$4,491.00 | \$4,642.88 | \$4,795.06 | \$4,947.25 | \$5,099.39 | \$5,251.58 | \$5,403.57 | \$5,538.47 | \$5,677.09 | \$5,819.24 | \$5,964.64 | \$6,113.76 |
| | | Daily | \$449.10 | \$464.29 | \$479.51 | \$494.73 | \$509.94 | \$525.16 | \$540.36 | \$553.85 | \$567.71 | \$581.93 | \$596.47 | \$611.38 |
| | | Hourly | \$64.16 | \$66.33 | \$68.51 | \$70.68 | \$72.85 | \$75.03 | \$77.20 | \$79.13 | \$81.11 | \$83.14 | \$85.21 | \$87.34 |
| ES | 38 | Annual | \$122,053.00 | \$126,106.00 | \$130,173.00 | \$134,236.00 | \$138,300.00 | \$142,362.00 | \$146,425.00 | \$150,091.00 | \$153,841.00 | \$157,689.00 | \$161,632.00 | \$165,672.00 |
| | | Bi-Wk | \$4,676.37 | \$4,831.65 | \$4,987.48 | \$5,143.15 | \$5,298.86 | \$5,454.49 | \$5,610.16 | \$5,750.62 | \$5,894.30 | \$6,041.73 | \$6,192.80 | \$6,347.59 |
| | | Daily | \$467.64 | \$483.17 | \$498.75 | \$514.32 | \$529.89 | \$545.45 | \$561.02 | \$575.07 | \$589.43 | \$604.18 | \$619.28 | \$634.76 |
| | | Hourly | \$66.81 | \$69.03 | \$71.25 | \$73.48 | \$75.70 | \$77.93 | \$80.15 | \$82.16 | \$84.21 | \$86.32 | \$88.47 | \$90.68 |
| ES | 39 | Annual | \$127,129.00 | \$131,287.00 | \$135,445.00 | \$139,613.00 | \$143,773.00 | \$147,923.00 | \$152,089.00 | \$155,893.00 | \$159,791.00 | \$163,787.00 | \$167,881.00 | \$172,077.00 |
| | | Bi-Wk | \$4,870.85 | \$5,030.16 | \$5,189.47 | \$5,349.16 | \$5,508.55 | \$5,667.55 | \$5,827.17 | \$5,972.92 | \$6,122.27 | \$6,275.37 | \$6,432.23 | \$6,592.99 |
| | | Daily | \$487.09 | \$503.02 | \$518.95 | \$534.92 | \$550.86 | \$566.76 | \$582.72 | \$597.30 | \$612.23 | \$627.54 | \$643.23 | \$659.30 |
| | | Hourly | \$69.59 | \$71.86 | \$74.14 | \$76.42 | \$78.70 | \$80.97 | \$83.25 | \$85.33 | \$87.47 | \$89.65 | \$91.89 | \$94.19 |
| ES | 40 | Annual | \$132,429.00 | \$136,670.00 | \$140,928.00 | \$145,172.00 | \$149,422.00 | \$153,668.00 | \$157,918.00 | \$161,872.00 | \$165,918.00 | \$170,065.00 | \$174,320.00 | \$178,680.00 |
| | | Bi-Wk | \$5,073.91 | \$5,236.40 | \$5,399.55 | \$5,562.15 | \$5,724.99 | \$5,887.67 | \$6,050.50 | \$6,202.00 | \$6,357.02 | \$6,515.91 | \$6,678.93 | \$6,845.98 |
| | | Daily | \$507.40 | \$523.64 | \$539.96 | \$556.22 | \$572.50 | \$588.77 | \$605.05 | \$620.20 | \$635.71 | \$651.60 | \$667.90 | \$684.60 |
| | | Hourly | \$72.49 | \$74.81 | \$77.14 | \$79.46 | \$81.79 | \$84.11 | \$86.44 | \$88.60 | \$90.82 | \$93.09 | \$95.42 | \$97.80 |
| ES | 41 | Annual | \$137,959.00 | \$142,315.00 | \$146,664.00 | \$151,022.00 | \$155,371.00 | \$159,721.00 | \$164,072.00 | \$168,174.00 | \$172,381.00 | \$176,690.00 | \$181,109.00 | \$185,637.00 |
| | | Bi-Wk | \$5,285.79 | \$5,452.69 | \$5,619.32 | \$5,786.29 | \$5,952.92 | \$6,119.58 | \$6,286.29 | \$6,443.45 | \$6,604.64 | \$6,769.74 | \$6,939.05 | \$7,112.53 |
| | | Daily | \$528.58 | \$545.27 | \$561.94 | \$578.63 | \$595.30 | \$611.96 | \$628.63 | \$644.35 | \$660.47 | \$676.98 | \$693.91 | \$711.26 |
| | | Hourly | \$75.52 | \$77.90 | \$80.28 | \$82.67 | \$85.05 | \$87.43 | \$89.81 | \$92.05 | \$94.36 | \$96.72 | \$99.13 | \$101.61 |
| ES | 42 | Annual | \$143,711.00 | \$148,164.00 | \$152,617.00 | \$157,056.00 | \$161,510.00 | \$165,952.00 | \$170,410.00 | \$174,673.00 | \$179,039.00 | \$183,511.00 | \$188,099.00 | \$192,803.00 |
| | | Bi-Wk | \$5,506.17 | \$5,676.79 | \$5,847.40 | \$6,017.48 | \$6,188.13 | \$6,358.32 | \$6,529.12 | \$6,692.46 | \$6,859.74 | \$7,031.08 | \$7,206.86 | \$7,387.09 |
| | | Daily | \$550.62 | \$567.68 | \$584.74 | \$601.75 | \$618.82 | \$635.84 | \$652.92 | \$669.25 | \$685.98 | \$703.11 | \$720.69 | \$738.71 |
| | | Hourly | \$78.66 | \$81.10 | \$83.54 | \$85.97 | \$88.41 | \$90.84 | \$93.28 | \$95.61 | \$98.00 | \$100.45 | \$102.96 | \$105.53 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2022

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| ES | 43 | Annual | \$149,819.00 | \$154,352.00 | \$158,892.00 | \$163,426.00 | \$167,969.00 | \$172,500.00 | \$177,037.00 | \$181,460.00 | \$186,000.00 | \$190,646.00 | \$195,412.00 | \$200,298.00 |
| | | Bi-Wk | \$5,740.20 | \$5,913.87 | \$6,087.82 | \$6,261.54 | \$6,435.60 | \$6,609.20 | \$6,783.03 | \$6,952.50 | \$7,126.44 | \$7,304.45 | \$7,487.05 | \$7,674.26 |
| | | Daily | \$574.02 | \$591.39 | \$608.79 | \$626.16 | \$643.56 | \$660.92 | \$678.31 | \$695.25 | \$712.65 | \$730.45 | \$748.71 | \$767.43 |
| | | Hourly | \$82.01 | \$84.49 | \$86.97 | \$89.46 | \$91.94 | \$94.42 | \$96.91 | \$99.33 | \$101.81 | \$104.35 | \$106.96 | \$109.64 |

*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."

P-4 ES 35 Hour Pay Plan Effective 06/30/2023

| 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 | \$39,474.00 | \$40,670.00 | \$41,882.00 | \$43,085.00 | \$44,321.00 | \$45,582.00 | \$46,851.00 | \$48,028.00 | \$49,225.00 | \$50,453.00 | \$51,721.00 | \$53,016.00 | |
| | | Bi-Wk | \$1,512.42 | \$1,558.24 | \$1,604.68 | \$1,650.77 | \$1,698.13 | \$1,746.44 | \$1,795.06 | \$1,840.16 | \$1,884.02 | \$1,886.02 | \$1,933.07 | \$1,981.65 | \$2,031.27 |
| | | Daily | \$151.25 | \$155.83 | \$160.47 | \$165.08 | \$169.82 | \$174.65 | \$179.51 | \$184.02 | \$184.02 | \$188.61 | \$193.31 | \$198.17 | \$203.13 |
| | | Hourly | \$21.61 | \$22.27 | \$22.93 | \$23.59 | \$24.26 | \$24.95 | \$25.65 | \$26.29 | \$26.95 | \$27.62 | \$28.31 | \$29.02 | |
| ES | 12 | Annual | \$40,750.00 | \$42,013.00 | \$43,260.00 | \$44,559.00 | \$45,865.00 | \$47,186.00 | \$48,495.00 | \$49,706.00 | \$50,949.00 | \$52,223.00 | \$53,528.00 | \$54,867.00 | |
| | | Bi-Wk | \$1,561.31 | \$1,609.70 | \$1,657.48 | \$1,707.25 | \$1,757.28 | \$1,807.90 | \$1,858.05 | \$1,904.45 | \$1,952.07 | \$1,952.07 | \$2,000.89 | \$2,050.89 | \$2,102.19 |
| | | Daily | \$156.14 | \$160.97 | \$165.75 | \$170.73 | \$175.73 | \$180.79 | \$185.81 | \$190.45 | \$195.21 | \$195.21 | \$200.09 | \$205.09 | \$210.22 |
| | | Hourly | \$22.31 | \$23.00 | \$23.68 | \$24.39 | \$25.11 | \$25.83 | \$26.55 | \$27.21 | \$27.89 | \$28.59 | \$29.30 | \$30.04 | |
| ES | 13 | Annual | \$43,049.00 | \$44,642.00 | \$46,244.00 | \$47,839.00 | \$49,449.00 | \$51,043.00 | \$52,655.00 | \$53,973.00 | \$55,324.00 | \$56,710.00 | \$58,127.00 | \$59,581.00 | |
| | | Bi-Wk | \$1,649.39 | \$1,710.43 | \$1,771.81 | \$1,832.92 | \$1,894.60 | \$1,955.68 | \$2,017.44 | \$2,067.94 | \$2,067.94 | \$2,119.70 | \$2,172.80 | \$2,227.09 | \$2,282.80 |
| | | Daily | \$164.94 | \$171.05 | \$177.19 | \$183.30 | \$189.46 | \$195.57 | \$201.75 | \$206.80 | \$206.80 | \$211.97 | \$217.28 | \$222.71 | \$228.28 |
| | | Hourly | \$23.57 | \$24.44 | \$25.32 | \$26.19 | \$27.07 | \$27.94 | \$28.83 | \$29.55 | \$30.29 | \$31.04 | \$31.82 | \$32.62 | |
| ES | 14 | Annual | \$45,065.00 | \$46,723.00 | \$48,377.00 | \$50,034.00 | \$51,682.00 | \$53,340.00 | \$54,993.00 | \$56,371.00 | \$57,776.00 | \$59,219.00 | \$60,703.00 | \$62,221.00 | |
| | | Bi-Wk | \$1,726.63 | \$1,790.16 | \$1,853.53 | \$1,917.02 | \$1,980.16 | \$2,043.68 | \$2,107.02 | \$2,159.81 | \$2,213.64 | \$2,268.93 | \$2,325.79 | \$2,383.95 | |
| | | Daily | \$172.67 | \$179.02 | \$185.36 | \$191.71 | \$198.02 | \$204.37 | \$210.71 | \$215.99 | \$221.37 | \$226.90 | \$232.58 | \$238.40 | |
| | | Hourly | \$24.67 | \$25.58 | \$26.48 | \$27.39 | \$28.29 | \$29.20 | \$30.11 | \$30.86 | \$31.63 | \$32.42 | \$33.23 | \$34.06 | |
| ES | 15 | Annual | \$47,229.00 | \$48,933.00 | \$50,634.00 | \$52,334.00 | \$54,041.00 | \$55,755.00 | \$57,454.00 | \$58,892.00 | \$60,364.00 | \$61,876.00 | \$63,424.00 | \$65,010.00 | |
| | | Bi-Wk | \$1,809.55 | \$1,874.83 | \$1,940.00 | \$2,005.14 | \$2,070.54 | \$2,136.21 | \$2,201.31 | \$2,256.40 | \$2,312.80 | \$2,370.73 | \$2,430.04 | \$2,490.81 | |
| | | Daily | \$180.96 | \$187.49 | \$194.00 | \$200.52 | \$207.06 | \$213.63 | \$220.14 | \$225.64 | \$231.28 | \$237.08 | \$243.01 | \$249.09 | |
| | | Hourly | \$25.86 | \$26.79 | \$27.72 | \$28.65 | \$29.58 | \$30.52 | \$31.45 | \$32.24 | \$33.04 | \$33.87 | \$34.72 | \$35.59 | |
| ES | 16 | Annual | \$49,526.00 | \$51,285.00 | \$53,041.00 | \$54,792.00 | \$56,543.00 | \$58,306.00 | \$60,057.00 | \$61,553.00 | \$63,093.00 | \$64,673.00 | \$66,289.00 | \$67,948.00 | |
| | | Bi-Wk | \$1,897.55 | \$1,964.95 | \$2,032.23 | \$2,099.32 | \$2,166.40 | \$2,233.95 | \$2,301.04 | \$2,358.36 | \$2,417.36 | \$2,477.90 | \$2,539.81 | \$2,603.38 | |
| | | Daily | \$189.76 | \$196.50 | \$203.23 | \$209.94 | \$216.64 | \$223.40 | \$230.11 | \$235.84 | \$241.74 | \$247.79 | \$253.99 | \$260.34 | |
| | | Hourly | \$27.11 | \$28.08 | \$29.04 | \$30.00 | \$30.95 | \$31.92 | \$32.88 | \$33.70 | \$34.54 | \$35.40 | \$36.29 | \$37.20 | |
| ES | 17 | Annual | \$51,977.00 | \$53,783.00 | \$55,592.00 | \$57,396.00 | \$59,203.00 | \$61,002.00 | \$62,809.00 | \$64,380.00 | \$65,995.00 | \$67,643.00 | \$69,333.00 | \$71,065.00 | |
| | | Bi-Wk | \$1,991.46 | \$2,060.66 | \$2,129.97 | \$2,199.09 | \$2,268.32 | \$2,337.25 | \$2,406.48 | \$2,466.67 | \$2,528.55 | \$2,591.69 | \$2,656.44 | \$2,722.80 | |
| | | Daily | \$199.15 | \$206.07 | \$213.00 | \$219.91 | \$226.84 | \$233.73 | \$240.65 | \$246.67 | \$252.86 | \$259.17 | \$265.65 | \$272.28 | |
| | | Hourly | \$28.45 | \$29.44 | \$30.43 | \$31.42 | \$32.41 | \$33.39 | \$34.38 | \$35.24 | \$36.13 | \$37.03 | \$37.95 | \$38.90 | |
| ES | 18 | Annual | \$54,601.00 | \$56,455.00 | \$58,306.00 | \$60,157.00 | \$62,001.00 | \$63,853.00 | \$65,700.00 | \$67,345.00 | \$69,026.00 | \$70,751.00 | \$72,520.00 | \$74,335.00 | |
| | | Bi-Wk | \$2,092.00 | \$2,163.03 | \$2,233.95 | \$2,304.87 | \$2,375.52 | \$2,446.48 | \$2,517.25 | \$2,580.27 | \$2,644.68 | \$2,710.77 | \$2,778.55 | \$2,848.09 | |
| | | Daily | \$209.20 | \$216.31 | \$223.40 | \$230.49 | \$237.56 | \$244.65 | \$251.73 | \$258.03 | \$264.47 | \$271.08 | \$277.86 | \$284.81 | |
| | | Hourly | \$29.89 | \$30.91 | \$31.92 | \$32.93 | \$33.94 | \$34.95 | \$35.97 | \$36.87 | \$37.79 | \$38.73 | \$39.70 | \$40.69 | |

P-4 ES 35 Hour Pay Plan Effective 06/30/2023

| 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 | 19 | Annual | \$57,291.00 | \$59,203.00 | \$61,103.00 | \$63,010.00 | \$64,908.00 | \$66,809.00 | \$68,715.00 | \$70,431.00 | \$72,192.00 | \$73,994.00 | \$75,845.00 | \$77,744.00 |
| | | Bi-Wk | \$2,195.06 | \$2,268.32 | \$2,341.12 | \$2,414.18 | \$2,486.90 | \$2,559.74 | \$2,632.76 | \$2,698.51 | \$2,765.98 | \$2,835.02 | \$2,905.94 | \$2,978.70 |
| | | Daily | \$219.51 | \$226.84 | \$234.12 | \$241.42 | \$248.69 | \$255.98 | \$263.28 | \$269.86 | \$276.60 | \$283.51 | \$290.60 | \$297.87 |
| | | Hourly | \$31.36 | \$32.41 | \$33.45 | \$34.49 | \$35.53 | \$36.57 | \$37.62 | \$38.56 | \$39.52 | \$40.51 | \$41.52 | \$42.56 |
| ES | 20 | Annual | \$60,210.00 | \$62,160.00 | \$64,112.00 | \$66,056.00 | \$68,002.00 | \$69,951.00 | \$71,900.00 | \$73,698.00 | \$75,547.00 | \$77,433.00 | \$79,367.00 | \$81,354.00 |
| | | Bi-Wk | \$2,306.90 | \$2,381.61 | \$2,456.40 | \$2,530.89 | \$2,605.45 | \$2,680.12 | \$2,754.79 | \$2,823.68 | \$2,894.53 | \$2,966.79 | \$3,040.89 | \$3,117.02 |
| | | Daily | \$230.69 | \$238.17 | \$245.64 | \$253.09 | \$260.55 | \$268.02 | \$275.48 | \$282.37 | \$289.46 | \$296.68 | \$304.09 | \$311.71 |
| | | Hourly | \$32.96 | \$34.03 | \$35.10 | \$36.16 | \$37.23 | \$38.29 | \$39.36 | \$40.34 | \$41.36 | \$42.39 | \$43.45 | \$44.53 |
| ES | 21 | Annual | \$63,177.00 | \$65,186.00 | \$67,184.00 | \$69,187.00 | \$71,197.00 | \$73,194.00 | \$75,205.00 | \$77,086.00 | \$79,007.00 | \$80,982.00 | \$83,007.00 | \$85,085.00 |
| | | Bi-Wk | \$2,420.58 | \$2,497.55 | \$2,574.10 | \$2,650.85 | \$2,727.86 | \$2,804.37 | \$2,881.42 | \$2,953.49 | \$3,027.09 | \$3,102.76 | \$3,180.35 | \$3,259.97 |
| | | Daily | \$242.06 | \$249.76 | \$257.41 | \$265.09 | \$272.79 | \$280.44 | \$288.15 | \$295.35 | \$302.71 | \$310.28 | \$318.04 | \$326.00 |
| | | Hourly | \$34.58 | \$35.68 | \$36.78 | \$37.87 | \$38.97 | \$40.07 | \$41.17 | \$42.20 | \$43.25 | \$44.33 | \$45.44 | \$46.58 |
| ES | 22 | Annual | \$64,908.00 | \$67,285.00 | \$69,666.00 | \$72,040.00 | \$74,421.00 | \$76,796.00 | \$79,176.00 | \$81,153.00 | \$83,191.00 | \$85,266.00 | \$87,398.00 | \$89,584.00 |
| | | Bi-Wk | \$2,486.90 | \$2,577.97 | \$2,669.20 | \$2,760.16 | \$2,851.38 | \$2,942.38 | \$3,033.57 | \$3,109.32 | \$3,187.40 | \$3,266.90 | \$3,348.59 | \$3,432.34 |
| | | Daily | \$248.69 | \$257.80 | \$266.92 | \$276.02 | \$285.14 | \$294.24 | \$303.36 | \$310.94 | \$318.74 | \$326.69 | \$334.86 | \$343.24 |
| | | Hourly | \$35.53 | \$36.83 | \$38.14 | \$39.44 | \$40.74 | \$42.04 | \$43.34 | \$44.42 | \$45.54 | \$46.67 | \$47.84 | \$49.04 |
| ES | 23 | Annual | \$67,982.00 | \$70,460.00 | \$72,932.00 | \$75,417.00 | \$77,890.00 | \$80,369.00 | \$82,846.00 | \$84,917.00 | \$87,037.00 | \$89,214.00 | \$91,447.00 | \$93,733.00 |
| | | Bi-Wk | \$2,604.68 | \$2,699.62 | \$2,794.33 | \$2,889.55 | \$2,984.30 | \$3,079.28 | \$3,174.18 | \$3,253.53 | \$3,334.76 | \$3,418.17 | \$3,503.72 | \$3,591.31 |
| | | Daily | \$260.47 | \$269.97 | \$279.44 | \$288.96 | \$298.43 | \$307.93 | \$317.42 | \$325.36 | \$333.48 | \$341.82 | \$350.38 | \$359.14 |
| | | Hourly | \$37.21 | \$38.57 | \$39.92 | \$41.28 | \$42.64 | \$43.99 | \$45.35 | \$46.48 | \$47.64 | \$48.84 | \$50.06 | \$51.31 |
| ES | 24 | Annual | \$71,250.00 | \$73,831.00 | \$76,414.00 | \$78,999.00 | \$81,580.00 | \$84,156.00 | \$86,745.00 | \$88,911.00 | \$91,135.00 | \$93,412.00 | \$95,745.00 | \$98,140.00 |
| | | Bi-Wk | \$2,729.89 | \$2,828.78 | \$2,927.74 | \$3,026.79 | \$3,125.68 | \$3,224.37 | \$3,323.57 | \$3,406.56 | \$3,491.77 | \$3,579.01 | \$3,666.40 | \$3,760.16 |
| | | Daily | \$272.99 | \$282.88 | \$292.78 | \$302.68 | \$312.57 | \$322.44 | \$332.36 | \$340.66 | \$349.18 | \$357.91 | \$366.84 | \$376.02 |
| | | Hourly | \$39.00 | \$40.42 | \$41.83 | \$43.24 | \$44.66 | \$46.07 | \$47.48 | \$48.67 | \$49.89 | \$51.13 | \$52.41 | \$53.72 |
| ES | 25 | Annual | \$74,731.00 | \$77,413.00 | \$80,079.00 | \$82,758.00 | \$85,446.00 | \$88,120.00 | \$90,792.00 | \$93,061.00 | \$95,391.00 | \$97,776.00 | \$100,225.00 | \$102,729.00 |
| | | Bi-Wk | \$2,863.26 | \$2,966.02 | \$3,068.17 | \$3,170.81 | \$3,273.80 | \$3,376.25 | \$3,478.63 | \$3,565.56 | \$3,654.83 | \$3,746.21 | \$3,840.04 | \$3,935.98 |
| | | Daily | \$286.33 | \$296.61 | \$306.82 | \$317.09 | \$327.38 | \$337.63 | \$347.87 | \$356.56 | \$365.49 | \$374.63 | \$384.01 | \$393.60 |
| | | Hourly | \$40.91 | \$42.38 | \$43.84 | \$45.30 | \$46.77 | \$48.24 | \$49.70 | \$50.94 | \$52.22 | \$53.52 | \$54.86 | \$56.23 |
| ES | 26 | Annual | \$78,416.00 | \$81,188.00 | \$83,974.00 | \$86,745.00 | \$89,519.00 | \$92,297.00 | \$95,065.00 | \$97,445.00 | \$99,880.00 | \$102,379.00 | \$104,940.00 | \$107,560.00 |
| | | Bi-Wk | \$3,004.45 | \$3,110.66 | \$3,217.40 | \$3,323.57 | \$3,429.85 | \$3,536.29 | \$3,642.34 | \$3,733.53 | \$3,826.82 | \$3,922.57 | \$4,020.69 | \$4,121.08 |
| | | Daily | \$300.45 | \$311.07 | \$321.74 | \$332.36 | \$342.99 | \$353.63 | \$364.24 | \$373.36 | \$382.69 | \$392.26 | \$402.07 | \$412.11 |
| | | Hourly | \$42.93 | \$44.44 | \$45.97 | \$47.48 | \$49.00 | \$50.52 | \$52.04 | \$53.34 | \$54.67 | \$56.04 | \$57.44 | \$58.88 |

P 4 ES 35 Hour Pay Plan Effective 06/30/2023

| 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 | 27 | Annual | \$82,299.00 | \$85,177.00 | \$88,054.00 | \$90,917.00 | \$93,794.00 | \$96,665.00 | \$99,538.00 | \$102,032.00 | \$104,580.00 | \$107,198.00 | \$109,876.00 | \$112,623.00 |
| | | Bi-Wk | \$3,153.22 | \$3,263.49 | \$3,373.72 | \$3,483.41 | \$3,593.64 | \$3,703.64 | \$3,813.72 | \$3,909.28 | \$4,006.90 | \$4,107.21 | \$4,209.81 | \$4,315.06 |
| | | Daily | \$315.33 | \$326.35 | \$337.38 | \$348.35 | \$359.37 | \$370.37 | \$381.38 | \$390.93 | \$400.69 | \$410.73 | \$420.99 | \$431.51 |
| | | Hourly | \$45.05 | \$46.63 | \$48.20 | \$49.77 | \$51.34 | \$52.91 | \$54.49 | \$55.85 | \$57.25 | \$58.68 | \$60.15 | \$61.65 |
| ES | 28 | Annual | \$86,459.00 | \$89,433.00 | \$92,406.00 | \$95,384.00 | \$98,348.00 | \$101,322.00 | \$104,292.00 | \$106,894.00 | \$109,566.00 | \$112,307.00 | \$115,115.00 | \$117,991.00 |
| | | Bi-Wk | \$3,312.61 | \$3,426.56 | \$3,540.46 | \$3,654.56 | \$3,768.13 | \$3,882.07 | \$3,995.87 | \$4,095.56 | \$4,197.94 | \$4,302.96 | \$4,410.54 | \$4,520.73 |
| | | Daily | \$331.27 | \$342.66 | \$354.05 | \$365.46 | \$376.82 | \$388.21 | \$399.59 | \$409.56 | \$419.80 | \$430.30 | \$441.06 | \$452.08 |
| | | Hourly | \$47.33 | \$48.96 | \$50.58 | \$52.21 | \$53.84 | \$55.46 | \$57.09 | \$58.51 | \$59.98 | \$61.48 | \$63.01 | \$64.59 |
| ES | 29 | Annual | \$87,286.00 | \$90,563.00 | \$93,841.00 | \$97,116.00 | \$100,391.00 | \$103,669.00 | \$106,941.00 | \$109,614.00 | \$112,357.00 | \$115,167.00 | \$118,046.00 | \$120,999.00 |
| | | Bi-Wk | \$3,344.30 | \$3,469.85 | \$3,595.45 | \$3,720.92 | \$3,846.40 | \$3,972.00 | \$4,097.36 | \$4,199.78 | \$4,304.87 | \$4,412.53 | \$4,522.84 | \$4,635.98 |
| | | Daily | \$334.43 | \$346.99 | \$359.55 | \$372.10 | \$384.64 | \$397.20 | \$409.74 | \$419.98 | \$430.49 | \$441.26 | \$452.29 | \$463.60 |
| | | Hourly | \$47.78 | \$49.57 | \$51.37 | \$53.16 | \$54.95 | \$56.75 | \$58.54 | \$60.00 | \$61.50 | \$63.04 | \$64.62 | \$66.23 |
| ES | 30 | Annual | \$90,792.00 | \$94,160.00 | \$97,541.00 | \$100,905.00 | \$104,269.00 | \$107,641.00 | \$111,020.00 | \$113,795.00 | \$116,642.00 | \$119,559.00 | \$122,549.00 | \$125,615.00 |
| | | Bi-Wk | \$3,478.63 | \$3,607.67 | \$3,737.21 | \$3,866.10 | \$3,994.99 | \$4,124.18 | \$4,253.64 | \$4,359.97 | \$4,469.05 | \$4,580.81 | \$4,695.37 | \$4,812.84 |
| | | Daily | \$347.87 | \$360.77 | \$373.73 | \$386.61 | \$399.50 | \$412.42 | \$425.37 | \$436.00 | \$446.91 | \$458.09 | \$469.54 | \$481.29 |
| | | Hourly | \$49.70 | \$51.54 | \$53.39 | \$55.23 | \$57.08 | \$58.92 | \$60.77 | \$62.29 | \$63.85 | \$65.45 | \$67.08 | \$68.76 |
| ES | 31 | Annual | \$94,437.00 | \$97,905.00 | \$101,378.00 | \$104,844.00 | \$108,317.00 | \$111,786.00 | \$115,257.00 | \$118,136.00 | \$121,092.00 | \$124,118.00 | \$127,221.00 | \$130,403.00 |
| | | Bi-Wk | \$3,618.28 | \$3,751.15 | \$3,884.22 | \$4,017.02 | \$4,150.08 | \$4,282.99 | \$4,415.98 | \$4,526.29 | \$4,639.55 | \$4,755.48 | \$4,874.37 | \$4,996.29 |
| | | Daily | \$361.83 | \$375.12 | \$388.43 | \$401.71 | \$415.01 | \$428.30 | \$441.60 | \$452.63 | \$463.96 | \$475.55 | \$487.44 | \$499.63 |
| | | Hourly | \$51.69 | \$53.59 | \$55.49 | \$57.39 | \$59.29 | \$61.19 | \$63.09 | \$64.67 | \$66.28 | \$67.94 | \$69.64 | \$71.38 |
| ES | 32 | Annual | \$98,222.00 | \$101,784.00 | \$105,347.00 | \$108,916.00 | \$112,482.00 | \$116,047.00 | \$119,621.00 | \$122,612.00 | \$125,679.00 | \$128,821.00 | \$132,042.00 | \$135,347.00 |
| | | Bi-Wk | \$3,763.30 | \$3,899.78 | \$4,036.29 | \$4,173.03 | \$4,309.66 | \$4,446.25 | \$4,583.19 | \$4,697.78 | \$4,815.29 | \$4,935.68 | \$5,059.09 | \$5,185.71 |
| | | Daily | \$376.33 | \$389.98 | \$403.63 | \$417.31 | \$430.97 | \$444.63 | \$458.32 | \$469.78 | \$481.53 | \$493.57 | \$505.91 | \$518.58 |
| | | Hourly | \$53.77 | \$55.72 | \$57.67 | \$59.62 | \$61.57 | \$63.52 | \$65.48 | \$67.12 | \$68.79 | \$70.51 | \$72.28 | \$74.09 |
| ES | 33 | Annual | \$102,172.00 | \$105,841.00 | \$109,502.00 | \$113,168.00 | \$116,835.00 | \$120,497.00 | \$124,173.00 | \$127,280.00 | \$130,456.00 | \$133,722.00 | \$137,062.00 | \$140,493.00 |
| | | Bi-Wk | \$3,914.64 | \$4,055.22 | \$4,195.48 | \$4,335.94 | \$4,476.44 | \$4,616.75 | \$4,757.59 | \$4,876.63 | \$4,998.32 | \$5,123.45 | \$5,251.42 | \$5,382.88 |
| | | Daily | \$391.47 | \$405.53 | \$419.55 | \$433.60 | \$447.65 | \$461.68 | \$475.76 | \$487.67 | \$499.84 | \$512.35 | \$525.15 | \$538.29 |
| | | Hourly | \$55.93 | \$57.94 | \$59.94 | \$61.95 | \$63.95 | \$65.96 | \$67.97 | \$69.67 | \$71.41 | \$73.20 | \$75.03 | \$76.90 |
| ES | 34 | Annual | \$106,379.00 | \$110,145.00 | \$113,910.00 | \$117,679.00 | \$121,442.00 | \$125,210.00 | \$128,968.00 | \$132,194.00 | \$135,502.00 | \$138,886.00 | \$142,358.00 | \$145,916.00 |
| | | Bi-Wk | \$4,075.83 | \$4,220.12 | \$4,364.37 | \$4,508.78 | \$4,652.96 | \$4,797.32 | \$4,941.31 | \$5,064.91 | \$5,191.65 | \$5,321.31 | \$5,454.33 | \$5,590.66 |
| | | Daily | \$407.59 | \$422.02 | \$436.44 | \$450.88 | \$465.30 | \$479.74 | \$494.14 | \$506.50 | \$519.17 | \$532.14 | \$545.44 | \$559.07 |
| | | Hourly | \$58.23 | \$60.29 | \$62.35 | \$64.42 | \$66.48 | \$68.54 | \$70.60 | \$72.36 | \$74.17 | \$76.02 | \$77.92 | \$79.87 |

P 4 ES 35 Hour Pay Plan Effective 06/30/2023

| 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 | \$110,753.00 | \$114,610.00 | \$118,477.00 | \$122,335.00 | \$126,195.00 | \$130,049.00 | \$133,921.00 | \$137,263.00 | \$140,699.00 | \$144,220.00 | \$147,823.00 | \$151,520.00 |
| | | Bi-Wk | \$4,243.41 | \$4,391.19 | \$4,539.35 | \$4,687.17 | \$4,835.06 | \$4,982.73 | \$5,131.08 | \$5,259.12 | \$5,390.77 | \$5,525.68 | \$5,663.72 | \$5,805.37 |
| | | Daily | \$424.35 | \$439.12 | \$453.94 | \$468.72 | \$483.51 | \$498.28 | \$513.11 | \$525.92 | \$539.08 | \$552.57 | \$566.38 | \$580.54 |
| ES | 36 | Annual | \$115,357.00 | \$119,313.00 | \$123,279.00 | \$127,236.00 | \$131,198.00 | \$135,156.00 | \$139,117.00 | \$142,602.00 | \$146,161.00 | \$149,818.00 | \$153,566.00 | \$157,405.00 |
| | | Bi-Wk | \$4,419.81 | \$4,571.38 | \$4,723.34 | \$4,874.95 | \$5,026.75 | \$5,178.40 | \$5,330.16 | \$5,463.68 | \$5,600.04 | \$5,740.16 | \$5,883.76 | \$6,030.85 |
| | | Daily | \$441.99 | \$457.14 | \$472.34 | \$487.50 | \$502.68 | \$517.84 | \$533.02 | \$546.37 | \$560.01 | \$574.02 | \$588.38 | \$603.09 |
| ES | 37 | Annual | \$120,146.00 | \$124,209.00 | \$128,280.00 | \$132,352.00 | \$136,422.00 | \$140,493.00 | \$144,559.00 | \$148,168.00 | \$151,877.00 | \$155,680.00 | \$159,569.00 | \$163,559.00 |
| | | Bi-Wk | \$4,603.30 | \$4,758.97 | \$4,914.95 | \$5,070.96 | \$5,226.90 | \$5,382.88 | \$5,538.66 | \$5,676.94 | \$5,819.05 | \$5,964.76 | \$6,113.76 | \$6,266.63 |
| | | Daily | \$460.33 | \$475.90 | \$491.50 | \$507.10 | \$522.69 | \$538.29 | \$553.87 | \$567.70 | \$581.91 | \$596.48 | \$611.38 | \$626.67 |
| ES | 38 | Annual | \$125,105.00 | \$129,259.00 | \$133,428.00 | \$137,592.00 | \$141,758.00 | \$145,922.00 | \$150,086.00 | \$153,844.00 | \$157,688.00 | \$161,632.00 | \$165,673.00 | \$169,814.00 |
| | | Bi-Wk | \$4,793.30 | \$4,952.46 | \$5,112.19 | \$5,271.73 | \$5,431.35 | \$5,590.89 | \$5,750.43 | \$5,894.41 | \$6,041.69 | \$6,192.80 | \$6,347.63 | \$6,506.29 |
| | | Daily | \$479.33 | \$495.25 | \$511.22 | \$527.18 | \$543.14 | \$559.09 | \$575.05 | \$589.45 | \$604.17 | \$619.28 | \$634.77 | \$650.63 |
| ES | 39 | Annual | \$130,308.00 | \$134,570.00 | \$138,832.00 | \$143,104.00 | \$147,368.00 | \$151,622.00 | \$155,892.00 | \$159,791.00 | \$163,786.00 | \$167,882.00 | \$172,079.00 | \$176,379.00 |
| | | Bi-Wk | \$4,992.65 | \$5,155.94 | \$5,319.24 | \$5,482.92 | \$5,646.29 | \$5,809.28 | \$5,972.88 | \$6,122.27 | \$6,275.33 | \$6,432.27 | \$6,593.07 | \$6,757.82 |
| | | Daily | \$499.27 | \$515.60 | \$531.93 | \$548.30 | \$564.63 | \$580.93 | \$597.29 | \$612.23 | \$627.54 | \$643.23 | \$659.31 | \$675.79 |
| ES | 40 | Annual | \$135,740.00 | \$140,087.00 | \$144,452.00 | \$148,802.00 | \$153,158.00 | \$157,510.00 | \$161,866.00 | \$165,919.00 | \$170,066.00 | \$174,317.00 | \$178,678.00 | \$183,147.00 |
| | | Bi-Wk | \$5,200.77 | \$5,367.32 | \$5,534.56 | \$5,701.23 | \$5,868.13 | \$6,034.87 | \$6,201.77 | \$6,357.05 | \$6,515.94 | \$6,678.82 | \$6,845.91 | \$7,017.13 |
| | | Daily | \$520.08 | \$536.74 | \$553.46 | \$570.13 | \$586.82 | \$603.49 | \$620.18 | \$635.71 | \$651.60 | \$667.89 | \$684.60 | \$701.72 |
| ES | 41 | Annual | \$141,408.00 | \$145,873.00 | \$150,331.00 | \$154,798.00 | \$159,256.00 | \$163,715.00 | \$168,174.00 | \$172,379.00 | \$176,691.00 | \$181,108.00 | \$185,637.00 | \$190,278.00 |
| | | Bi-Wk | \$5,417.94 | \$5,589.01 | \$5,759.81 | \$5,930.96 | \$6,101.77 | \$6,272.61 | \$6,443.45 | \$6,604.56 | \$6,769.78 | \$6,939.01 | \$7,112.53 | \$7,290.35 |
| | | Daily | \$541.80 | \$558.91 | \$575.99 | \$593.10 | \$610.18 | \$627.27 | \$644.35 | \$660.46 | \$676.98 | \$693.91 | \$711.26 | \$729.04 |
| ES | 42 | Annual | \$147,304.00 | \$151,869.00 | \$156,433.00 | \$160,983.00 | \$165,548.00 | \$170,101.00 | \$174,671.00 | \$179,040.00 | \$183,515.00 | \$188,099.00 | \$192,802.00 | \$197,624.00 |
| | | Bi-Wk | \$5,643.84 | \$5,818.74 | \$5,993.61 | \$6,167.94 | \$6,342.84 | \$6,517.28 | \$6,692.38 | \$6,859.78 | \$7,031.23 | \$7,206.86 | \$7,387.05 | \$7,571.81 |
| | | Daily | \$564.39 | \$581.88 | \$599.37 | \$616.80 | \$634.29 | \$651.73 | \$669.24 | \$685.98 | \$703.13 | \$720.69 | \$738.71 | \$757.19 |
| ES | 42 | Annual | \$80.63 | \$83.13 | \$85.63 | \$88.12 | \$90.62 | \$93.11 | \$95.61 | \$98.00 | \$100.45 | \$102.96 | \$105.53 | \$108.17 |
| | | Bi-Wk | \$5,643.84 | \$5,818.74 | \$5,993.61 | \$6,167.94 | \$6,342.84 | \$6,517.28 | \$6,692.38 | \$6,859.78 | \$7,031.23 | \$7,206.86 | \$7,387.05 | \$7,571.81 |
| | | Daily | \$564.39 | \$581.88 | \$599.37 | \$616.80 | \$634.29 | \$651.73 | \$669.24 | \$685.98 | \$703.13 | \$720.69 | \$738.71 | \$757.19 |

P-4 ES 35 Hour Pay Plan Effective 07/01/2023

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| ES | 43 | Annual | \$153,565.00 | \$158,211.00 | \$162,865.00 | \$167,512.00 | \$172,169.00 | \$176,813.00 | \$181,463.00 | \$185,997.00 | \$190,650.00 | \$195,413.00 | \$200,298.00 | \$205,306.00 |
| | | Bi-Wk | \$5,883.72 | \$6,061.73 | \$6,240.04 | \$6,418.09 | \$6,596.52 | \$6,774.45 | \$6,952.61 | \$7,126.33 | \$7,304.60 | \$7,487.09 | \$7,674.26 | \$7,866.14 |
| | | Daily | \$588.38 | \$606.18 | \$624.01 | \$641.81 | \$659.66 | \$677.45 | \$695.27 | \$712.64 | \$730.46 | \$748.71 | \$767.43 | \$786.62 |
| | | Hourly | \$84.06 | \$86.60 | \$89.15 | \$91.69 | \$94.24 | \$96.78 | \$99.33 | \$101.81 | \$104.36 | \$106.96 | \$109.64 | \$112.38 |

*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."