

P-4 EU 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>	
EU	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	\$46,854.00	
		Bi-Wk	\$1,439.51	\$1,483.15	\$1,527.32	\$1,571.19	\$1,616.29	\$1,662.27	\$1,662.27	\$1,708.55	\$1,751.46	\$1,795.18
		Daily	\$143.96	\$148.32	\$152.74	\$157.12	\$161.63	\$166.23	\$166.23	\$170.86	\$175.15	\$179.52
		Hourly	\$20.57	\$21.19	\$21.82	\$22.45	\$23.09	\$23.75	\$24.41	\$25.03	\$25.65	
EU	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	
		Bi-Wk	\$1,486.06	\$1,532.11	\$1,577.55	\$1,624.95	\$1,672.57	\$1,720.77	\$1,720.77	\$1,768.51	\$1,812.65	\$1,857.97
		Daily	\$148.61	\$153.22	\$157.76	\$162.50	\$167.26	\$172.08	\$172.08	\$176.86	\$181.27	\$185.80
		Hourly	\$21.23	\$21.89	\$22.54	\$23.22	\$23.90	\$24.59	\$25.27	\$25.90	\$26.55	
EU	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	\$52,655.00	
		Bi-Wk	\$1,569.89	\$1,627.97	\$1,686.40	\$1,744.56	\$1,803.26	\$1,861.42	\$1,861.42	\$1,920.20	\$1,968.24	\$2,017.44
		Daily	\$156.99	\$162.80	\$168.64	\$174.46	\$180.33	\$186.15	\$186.15	\$192.02	\$196.83	\$201.75
		Hourly	\$22.43	\$23.26	\$24.10	\$24.93	\$25.77	\$26.60	\$27.44	\$28.12	\$28.83	
EU	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	\$54,994.00	
		Bi-Wk	\$1,643.38	\$1,703.87	\$1,764.18	\$1,824.60	\$1,884.72	\$1,945.18	\$1,945.18	\$2,005.45	\$2,055.71	\$2,107.05
		Daily	\$164.34	\$170.39	\$176.42	\$182.46	\$188.48	\$194.52	\$194.52	\$200.55	\$205.58	\$210.71
		Hourly	\$23.48	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.37	\$30.11	
EU	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	\$57,453.00	
		Bi-Wk	\$1,722.34	\$1,784.45	\$1,846.52	\$1,908.47	\$1,970.73	\$2,033.26	\$2,033.26	\$2,095.18	\$2,147.63	\$2,201.27
		Daily	\$172.24	\$178.45	\$184.66	\$190.85	\$197.08	\$203.33	\$203.33	\$209.52	\$214.77	\$220.13
		Hourly	\$24.61	\$25.50	\$26.38	\$27.27	\$28.16	\$29.05	\$29.94	\$30.69	\$31.45	
EU	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	\$60,053.00	
		Bi-Wk	\$1,806.10	\$1,870.23	\$1,934.26	\$1,998.13	\$2,061.96	\$2,126.25	\$2,126.25	\$2,190.12	\$2,244.68	\$2,300.89
		Daily	\$180.61	\$187.03	\$193.43	\$199.82	\$206.20	\$212.63	\$212.63	\$219.02	\$224.47	\$230.09
		Hourly	\$25.81	\$26.72	\$27.64	\$28.55	\$29.46	\$30.38	\$31.29	\$32.07	\$32.87	
EU	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	\$62,812.00	
		Bi-Wk	\$1,895.48	\$1,961.35	\$2,027.32	\$2,093.11	\$2,159.01	\$2,224.60	\$2,224.60	\$2,290.50	\$2,347.78	\$2,406.60
		Daily	\$189.55	\$196.14	\$202.74	\$209.32	\$215.91	\$222.46	\$222.46	\$229.05	\$234.78	\$240.66
		Hourly	\$27.08	\$28.02	\$28.97	\$29.91	\$30.85	\$31.78	\$32.73	\$33.54	\$34.38	
EU	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	\$65,701.00	
		Bi-Wk	\$1,991.15	\$2,058.78	\$2,126.25	\$2,193.76	\$2,261.00	\$2,328.55	\$2,328.55	\$2,395.91	\$2,455.91	\$2,517.28
		Daily	\$199.12	\$205.88	\$212.63	\$219.38	\$226.10	\$232.86	\$232.86	\$239.60	\$245.60	\$251.73
		Hourly	\$28.45	\$29.42	\$30.38	\$31.34	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97	

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EU	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	\$68,711.00
		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	\$2,632.61
		Daily	\$208.93	\$215.91	\$222.83	\$229.79	\$236.71	\$243.64	\$250.59	\$256.85	\$263.27
		Hourly	\$29.85	\$30.85	\$31.84	\$32.83	\$33.82	\$34.81	\$35.80	\$36.70	\$37.61
EU	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	\$71,900.00
		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	\$2,754.79
		Daily	\$219.58	\$226.68	\$233.81	\$240.89	\$247.99	\$255.10	\$262.21	\$268.76	\$275.48
		Hourly	\$31.37	\$32.39	\$33.41	\$34.42	\$35.43	\$36.45	\$37.46	\$38.40	\$39.36
EU	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	\$75,203.00
		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	\$2,881.35
		Daily	\$230.40	\$237.72	\$245.01	\$252.31	\$259.64	\$266.92	\$274.26	\$281.12	\$288.14
		Hourly	\$32.92	\$33.96	\$35.01	\$36.05	\$37.10	\$38.14	\$39.18	\$40.16	\$41.17
EU	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	\$79,171.00
		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	\$3,033.38
		Daily	\$236.71	\$245.37	\$254.06	\$262.71	\$271.40	\$280.06	\$288.74	\$295.95	\$303.34
		Hourly	\$33.82	\$35.06	\$36.30	\$37.53	\$38.78	\$40.01	\$41.25	\$42.28	\$43.34
EU	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
		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
		Daily	\$247.92	\$256.96	\$265.97	\$275.03	\$284.05	\$293.09	\$302.12	\$309.68	\$317.41
		Hourly	\$35.42	\$36.71	\$38.00	\$39.29	\$40.58	\$41.87	\$43.16	\$44.24	\$45.35
EU	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	\$86,741.00
		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	\$3,323.41
		Daily	\$259.84	\$269.25	\$278.67	\$288.10	\$297.51	\$306.90	\$316.34	\$324.24	\$332.35
		Hourly	\$37.12	\$38.47	\$39.81	\$41.16	\$42.51	\$43.85	\$45.20	\$46.32	\$47.48
EU	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	\$90,792.00
		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	\$3,478.63
		Daily	\$272.53	\$282.31	\$292.03	\$301.80	\$311.60	\$321.36	\$331.10	\$339.38	\$347.87
		Hourly	\$38.94	\$40.33	\$41.72	\$43.12	\$44.52	\$45.91	\$47.30	\$48.49	\$49.70
EU	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	\$95,070.00
		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	\$3,642.53
		Daily	\$285.97	\$296.08	\$306.23	\$316.34	\$326.46	\$336.59	\$346.68	\$355.37	\$364.26
		Hourly	\$40.86	\$42.30	\$43.75	\$45.20	\$46.64	\$48.09	\$49.53	\$50.77	\$52.04

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EU	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	\$99,545.00
		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	\$3,813.99
		Daily	\$300.13	\$310.63	\$321.12	\$331.56	\$342.05	\$352.52	\$363.00	\$372.09	\$381.40
		Hourly	\$42.88	\$44.38	\$45.88	\$47.37	\$48.87	\$50.36	\$51.86	\$53.16	\$54.49
EU	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
		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
		Daily	\$315.30	\$326.14	\$336.99	\$347.85	\$358.66	\$369.50	\$380.33	\$389.82	\$399.56
		Hourly	\$45.05	\$46.60	\$48.15	\$49.70	\$51.24	\$52.79	\$54.34	\$55.69	\$57.08
EU	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
		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
		Daily	\$318.32	\$330.27	\$342.22	\$354.17	\$366.11	\$378.06	\$389.99	\$399.74	\$409.74
		Hourly	\$45.48	\$47.19	\$48.89	\$50.60	\$52.31	\$54.01	\$55.72	\$57.11	\$58.54
EU	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	\$111,017.00
		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	\$4,253.53
		Daily	\$331.10	\$343.38	\$355.71	\$367.98	\$380.25	\$392.55	\$404.87	\$414.99	\$425.36
		Hourly	\$47.30	\$49.06	\$50.82	\$52.57	\$54.33	\$56.08	\$57.84	\$59.29	\$60.77
EU	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	\$115,255.00
		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	\$4,415.91
		Daily	\$344.39	\$357.04	\$369.71	\$382.35	\$395.01	\$407.66	\$420.32	\$430.82	\$441.60
		Hourly	\$49.20	\$51.01	\$52.82	\$54.63	\$56.43	\$58.24	\$60.05	\$61.55	\$63.09
EU	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	\$119,623.00
		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	\$4,583.26
		Daily	\$358.20	\$371.19	\$384.18	\$397.20	\$410.20	\$423.20	\$436.23	\$447.14	\$458.33
		Hourly	\$51.18	\$53.03	\$54.89	\$56.75	\$58.60	\$60.46	\$62.32	\$63.88	\$65.48
EU	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	\$124,175.00
		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	\$4,757.67
		Daily	\$372.60	\$385.98	\$399.33	\$412.70	\$426.07	\$439.43	\$452.84	\$464.17	\$475.77
		Hourly	\$53.23	\$55.14	\$57.05	\$58.96	\$60.87	\$62.78	\$64.70	\$66.31	\$67.97
EU	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	\$128,971.00
		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	\$4,941.42
		Daily	\$387.94	\$401.68	\$415.41	\$429.15	\$442.88	\$456.62	\$470.32	\$482.09	\$494.15
		Hourly	\$55.42	\$57.39	\$59.35	\$61.31	\$63.27	\$65.24	\$67.19	\$68.87	\$70.60

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EU	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	\$133,918.00
		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	\$5,130.96
		Daily	\$403.89	\$417.96	\$432.06	\$446.14	\$460.21	\$474.27	\$488.38	\$500.57	\$513.10
		Hourly	\$57.70	\$59.71	\$61.73	\$63.74	\$65.75	\$67.76	\$69.77	\$71.51	\$73.30
EU	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	\$139,125.00
		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	\$5,330.46
		Daily	\$420.69	\$435.11	\$449.58	\$464.00	\$478.46	\$492.89	\$507.33	\$520.04	\$533.05
		Hourly	\$60.10	\$62.16	\$64.23	\$66.29	\$68.36	\$70.42	\$72.48	\$74.30	\$76.15
EU	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	\$144,556.00
		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	\$5,538.55
		Daily	\$438.15	\$452.97	\$467.81	\$482.66	\$497.50	\$512.35	\$527.18	\$540.34	\$553.86
		Hourly	\$62.60	\$64.71	\$66.83	\$68.96	\$71.08	\$73.20	\$75.32	\$77.20	\$79.13
EU	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
		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
		Daily	\$456.23	\$471.38	\$486.59	\$501.77	\$516.96	\$532.15	\$547.33	\$561.04	\$575.05
		Hourly	\$65.18	\$67.34	\$69.52	\$71.69	\$73.86	\$76.03	\$78.19	\$80.15	\$82.15
EU	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
		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
		Daily	\$475.21	\$490.75	\$506.29	\$521.87	\$537.42	\$552.94	\$568.51	\$582.73	\$597.30
		Hourly	\$67.89	\$70.11	\$72.33	\$74.56	\$76.78	\$79.00	\$81.22	\$83.25	\$85.33
EU	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	\$161,870.00
		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	\$6,201.92
		Daily	\$495.02	\$510.87	\$526.79	\$542.65	\$558.54	\$574.41	\$590.30	\$605.07	\$620.20
		Hourly	\$70.72	\$72.99	\$75.26	\$77.53	\$79.80	\$82.06	\$84.33	\$86.44	\$88.60
EU	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	\$168,175.00
		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	\$6,443.49
		Daily	\$515.69	\$531.97	\$548.23	\$564.52	\$580.78	\$597.04	\$613.30	\$628.63	\$644.35
		Hourly	\$73.67	\$76.00	\$78.32	\$80.65	\$82.97	\$85.30	\$87.62	\$89.81	\$92.05
EU	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
		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
		Daily	\$537.19	\$553.84	\$570.48	\$587.07	\$603.72	\$620.33	\$636.99	\$652.92	\$669.25
		Hourly	\$76.75	\$79.12	\$81.50	\$83.87	\$86.25	\$88.62	\$91.00	\$93.28	\$95.61

P-4 EU 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>
EU	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	\$181,460.00
		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	\$6,952.50
		Daily	\$560.02	\$576.97	\$593.94	\$610.89	\$627.87	\$644.80	\$661.76	\$678.30	\$695.25
		Hourly	\$80.01	\$82.43	\$84.85	\$87.27	\$89.70	\$92.12	\$94.54	\$96.90	\$99.33

P-4 EU 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>
EU	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	\$48,026.00
		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	\$1,840.08
		Daily	\$147.56	\$152.03	\$156.56	\$161.05	\$165.68	\$170.39	\$175.13	\$179.53	\$184.01
		Hourly	\$21.08	\$21.72	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29
EU	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
		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
		Daily	\$152.33	\$157.05	\$161.71	\$166.56	\$171.45	\$176.38	\$181.28	\$185.80	\$190.45
		Hourly	\$21.77	\$22.44	\$23.11	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21
EU	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	\$53,972.00
		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	\$2,067.90
		Daily	\$160.92	\$166.87	\$172.86	\$178.82	\$184.84	\$190.80	\$196.82	\$201.75	\$206.79
		Hourly	\$22.99	\$23.84	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.83	\$29.55
EU	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	\$56,369.00
		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	\$2,159.74
		Daily	\$168.45	\$174.65	\$180.84	\$187.03	\$193.19	\$199.39	\$205.56	\$210.72	\$215.98
		Hourly	\$24.07	\$24.95	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.11	\$30.86
EU	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	\$58,890.00
		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	\$2,256.33
		Daily	\$176.55	\$182.91	\$189.27	\$195.63	\$202.00	\$208.41	\$214.76	\$220.14	\$225.64
		Hourly	\$25.23	\$26.13	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24
EU	16	Annual	\$48,318.00	\$50,034.00	\$51,747.00	\$53,455.00	\$55,163.00	\$56,883.00	\$58,592.00	\$60,051.00	\$61,555.00
		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	\$2,358.43
		Daily	\$185.13	\$191.71	\$198.27	\$204.81	\$211.36	\$217.95	\$224.50	\$230.09	\$235.85
		Hourly	\$26.45	\$27.39	\$28.33	\$29.26	\$30.20	\$31.14	\$32.08	\$32.87	\$33.70
EU	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	\$64,383.00
		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	\$2,466.79
		Daily	\$194.29	\$201.04	\$207.81	\$214.55	\$221.30	\$228.03	\$234.78	\$240.65	\$246.68
		Hourly	\$27.76	\$28.72	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.24
EU	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	\$67,344.00
		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	\$2,580.23
		Daily	\$204.10	\$211.03	\$217.95	\$224.87	\$231.76	\$238.68	\$245.59	\$251.74	\$258.03
		Hourly	\$29.16	\$30.15	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87

P-4 EU 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>
EU	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	\$70,429.00
		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	\$2,698.43
		Daily	\$214.15	\$221.30	\$228.40	\$235.53	\$242.63	\$249.73	\$256.86	\$263.27	\$269.85
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.61	\$38.55
EU	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	\$73,698.00
		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	\$2,823.68
		Daily	\$225.07	\$232.35	\$239.65	\$246.92	\$254.19	\$261.48	\$268.76	\$275.48	\$282.37
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.34
EU	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	\$77,084.00
		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	\$2,953.41
		Daily	\$236.16	\$243.67	\$251.14	\$258.62	\$266.14	\$273.60	\$281.12	\$288.15	\$295.35
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.20
EU	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	\$81,151.00
		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	\$3,109.24
		Daily	\$242.63	\$251.51	\$260.41	\$269.28	\$278.19	\$287.06	\$295.96	\$303.35	\$310.93
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.75	\$41.01	\$42.28	\$43.34	\$44.42
EU	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
		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
		Daily	\$254.12	\$263.38	\$272.62	\$281.91	\$291.15	\$300.42	\$309.68	\$317.42	\$325.35
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.48
EU	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	\$88,910.00
		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	\$3,406.52
		Daily	\$266.33	\$275.98	\$285.64	\$295.30	\$304.95	\$314.58	\$324.25	\$332.35	\$340.66
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.33	\$47.48	\$48.67
EU	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	\$93,062.00
		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	\$3,565.60
		Daily	\$279.35	\$289.37	\$299.33	\$309.35	\$319.40	\$329.39	\$339.38	\$347.86	\$356.56
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94
EU	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	\$97,447.00
		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	\$3,733.61
		Daily	\$293.12	\$303.48	\$313.89	\$324.25	\$334.62	\$345.00	\$355.35	\$364.25	\$373.37
		Hourly	\$41.88	\$43.36	\$44.85	\$46.33	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34

P-4 EU 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>
EU	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	\$102,034.00
		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	\$3,909.35
		Daily	\$307.63	\$318.39	\$329.15	\$339.85	\$350.60	\$361.33	\$372.07	\$381.40	\$390.94
		Hourly	\$43.95	\$45.49	\$47.03	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85
EU	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
		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
		Daily	\$323.19	\$334.30	\$345.41	\$356.55	\$367.63	\$378.74	\$389.84	\$399.57	\$409.56
		Hourly	\$46.17	\$47.76	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.51
EU	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
		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
		Daily	\$326.28	\$338.53	\$350.78	\$363.02	\$375.26	\$387.51	\$399.74	\$409.74	\$419.99
		Hourly	\$46.62	\$48.37	\$50.12	\$51.86	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00
EU	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	\$113,793.00
		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	\$4,359.89
		Daily	\$339.38	\$351.97	\$364.61	\$377.18	\$389.76	\$402.36	\$414.99	\$425.37	\$435.99
		Hourly	\$48.49	\$50.29	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29
EU	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	\$118,137.00
		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	\$4,526.33
		Daily	\$353.00	\$365.97	\$378.95	\$391.91	\$404.89	\$417.86	\$430.83	\$441.59	\$452.64
		Hourly	\$50.43	\$52.29	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67
EU	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	\$122,614.00
		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	\$4,697.86
		Daily	\$367.15	\$380.47	\$393.79	\$407.13	\$420.46	\$433.78	\$447.14	\$458.32	\$469.79
		Hourly	\$52.45	\$54.36	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12
EU	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	\$127,280.00
		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	\$4,876.63
		Daily	\$381.92	\$395.63	\$409.32	\$423.02	\$436.73	\$450.42	\$464.16	\$475.77	\$487.67
		Hourly	\$54.56	\$56.52	\$58.48	\$60.44	\$62.39	\$64.35	\$66.31	\$67.97	\$69.67
EU	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	\$132,196.00
		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	\$5,064.99
		Daily	\$397.64	\$411.72	\$425.79	\$439.88	\$453.95	\$468.04	\$482.08	\$494.14	\$506.50
		Hourly	\$56.81	\$58.82	\$60.83	\$62.84	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36

P-4 EU 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>
EU	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	\$137,266.00
		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	\$5,259.24
		Daily	\$413.99	\$428.41	\$442.87	\$457.29	\$471.72	\$486.12	\$500.60	\$513.09	\$525.93
		Hourly	\$59.15	\$61.21	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14
EU	36	Annual	\$112,543.00	\$116,402.00	\$120,272.00	\$124,132.00	\$127,998.00	\$131,859.00	\$135,723.00	\$139,123.00	\$142,604.00
		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	\$5,463.76
		Daily	\$431.20	\$445.99	\$460.82	\$475.61	\$490.42	\$505.21	\$520.02	\$533.04	\$546.38
		Hourly	\$61.60	\$63.72	\$65.84	\$67.95	\$70.06	\$72.18	\$74.29	\$76.15	\$78.06
EU	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	\$148,170.00
		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	\$5,677.02
		Daily	\$449.10	\$464.29	\$479.51	\$494.73	\$509.94	\$525.16	\$540.36	\$553.85	\$567.71
		Hourly	\$64.16	\$66.33	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11
EU	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
		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
		Daily	\$467.64	\$483.17	\$498.75	\$514.32	\$529.89	\$545.45	\$561.02	\$575.07	\$589.43
		Hourly	\$66.81	\$69.03	\$71.25	\$73.48	\$75.70	\$77.93	\$80.15	\$82.16	\$84.21
EU	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
		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
		Daily	\$487.09	\$503.02	\$518.95	\$534.92	\$550.86	\$566.76	\$582.72	\$597.30	\$612.23
		Hourly	\$69.59	\$71.86	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47
EU	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	\$165,917.00
		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	\$6,356.98
		Daily	\$507.40	\$523.64	\$539.96	\$556.22	\$572.50	\$588.77	\$605.05	\$620.20	\$635.70
		Hourly	\$72.49	\$74.81	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82
EU	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	\$172,380.00
		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	\$6,604.60
		Daily	\$528.58	\$545.27	\$561.94	\$578.63	\$595.30	\$611.96	\$628.63	\$644.35	\$660.46
		Hourly	\$75.52	\$77.90	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36
EU	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
		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
		Daily	\$550.62	\$567.68	\$584.74	\$601.75	\$618.82	\$635.84	\$652.92	\$669.25	\$685.98
		Hourly	\$78.66	\$81.10	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00

P-4 EU 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>
EU	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	\$185,997.00
		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	\$7,126.33
		Daily	\$574.02	\$591.39	\$608.79	\$626.16	\$643.56	\$660.92	\$678.31	\$695.25	\$712.64
		Hourly	\$82.01	\$84.49	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81

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

<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>
EU	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	\$49,227.00
		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	\$1,886.10
		Daily	\$151.25	\$155.83	\$160.47	\$165.08	\$169.82	\$174.65	\$179.51	\$184.02	\$188.61
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.26	\$24.95	\$25.65	\$26.29	\$26.95
EU	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
		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
		Daily	\$156.14	\$160.97	\$165.75	\$170.73	\$175.73	\$180.79	\$185.81	\$190.45	\$195.21
		Hourly	\$22.31	\$23.00	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89
EU	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	\$55,322.00
		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	\$2,119.62
		Daily	\$164.94	\$171.05	\$177.19	\$183.30	\$189.46	\$195.57	\$201.75	\$206.80	\$211.97
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29
EU	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	\$57,779.00
		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	\$2,213.76
		Daily	\$172.67	\$179.02	\$185.36	\$191.71	\$198.02	\$204.37	\$210.71	\$215.99	\$221.38
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.29	\$29.20	\$30.11	\$30.86	\$31.63
EU	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	\$60,363.00
		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	\$2,312.76
		Daily	\$180.96	\$187.49	\$194.00	\$200.52	\$207.06	\$213.63	\$220.14	\$225.64	\$231.28
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04
EU	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	\$63,094.00
		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	\$2,417.40
		Daily	\$189.76	\$196.50	\$203.23	\$209.94	\$216.64	\$223.40	\$230.11	\$235.84	\$241.74
		Hourly	\$27.11	\$28.08	\$29.04	\$30.00	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54
EU	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	\$65,993.00
		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	\$2,528.47
		Daily	\$199.15	\$206.07	\$213.00	\$219.91	\$226.84	\$233.73	\$240.65	\$246.67	\$252.85
		Hourly	\$28.45	\$29.44	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13
EU	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	\$69,028.00
		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	\$2,644.76
		Daily	\$209.20	\$216.31	\$223.40	\$230.49	\$237.56	\$244.65	\$251.73	\$258.03	\$264.48
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.97	\$36.87	\$37.79

P-4 EU 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
EU	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	\$72,190.00
		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	\$2,765.91
		Daily	\$219.51	\$226.84	\$234.12	\$241.42	\$248.69	\$255.98	\$263.28	\$269.86	\$276.60
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52
EU	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	\$75,541.00
		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	\$2,894.30
		Daily	\$230.69	\$238.17	\$245.64	\$253.09	\$260.55	\$268.02	\$275.48	\$282.37	\$289.43
		Hourly	\$32.96	\$34.03	\$35.10	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.35
EU	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	\$79,012.00
		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	\$3,027.28
		Daily	\$242.06	\$249.76	\$257.41	\$265.09	\$272.79	\$280.44	\$288.15	\$295.35	\$302.73
		Hourly	\$34.58	\$35.68	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25
EU	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	\$83,180.00
		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	\$3,186.98
		Daily	\$248.69	\$257.80	\$266.92	\$276.02	\$285.14	\$294.24	\$303.36	\$310.94	\$318.70
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.53
EU	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
		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
		Daily	\$260.47	\$269.97	\$279.44	\$288.96	\$298.43	\$307.93	\$317.42	\$325.36	\$333.48
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.64
EU	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	\$91,133.00
		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	\$3,491.69
		Daily	\$272.99	\$282.88	\$292.78	\$302.68	\$312.57	\$322.44	\$332.36	\$340.66	\$349.17
		Hourly	\$39.00	\$40.42	\$41.83	\$43.24	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89
EU	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	\$95,389.00
		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	\$3,654.76
		Daily	\$286.33	\$296.61	\$306.82	\$317.09	\$327.38	\$337.63	\$347.87	\$356.56	\$365.48
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22
EU	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	\$99,884.00
		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	\$3,826.98
		Daily	\$300.45	\$311.07	\$321.74	\$332.36	\$342.99	\$353.63	\$364.24	\$373.36	\$382.70
		Hourly	\$42.93	\$44.44	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68

P-4 EU 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
EU	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	\$104,585.00
		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	\$4,007.09
		Daily	\$315.33	\$326.35	\$337.38	\$348.35	\$359.37	\$370.37	\$381.38	\$390.93	\$400.71
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25
EU	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
		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
		Daily	\$331.27	\$342.66	\$354.05	\$365.46	\$376.82	\$388.21	\$399.59	\$409.56	\$419.80
		Hourly	\$47.33	\$48.96	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98
EU	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
		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
		Daily	\$334.43	\$346.99	\$359.55	\$372.10	\$384.64	\$397.20	\$409.74	\$419.98	\$430.49
		Hourly	\$47.78	\$49.57	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50
EU	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	\$116,638.00
		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	\$4,468.89
		Daily	\$347.87	\$360.77	\$373.73	\$386.61	\$399.50	\$412.42	\$425.37	\$436.00	\$446.89
		Hourly	\$49.70	\$51.54	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85
EU	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	\$121,091.00
		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	\$4,639.51
		Daily	\$361.83	\$375.12	\$388.43	\$401.71	\$415.01	\$428.30	\$441.60	\$452.63	\$463.96
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28
EU	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	\$125,680.00
		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	\$4,815.33
		Daily	\$376.33	\$389.98	\$403.63	\$417.31	\$430.97	\$444.63	\$458.32	\$469.78	\$481.54
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80
EU	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	\$130,462.00
		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	\$4,998.55
		Daily	\$391.47	\$405.53	\$419.55	\$433.60	\$447.65	\$461.68	\$475.76	\$487.67	\$499.86
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41
EU	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	\$135,501.00
		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	\$5,191.61
		Daily	\$407.59	\$422.02	\$436.44	\$450.88	\$465.30	\$479.74	\$494.14	\$506.50	\$519.17
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17

P-4 EU 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
EU	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	\$140,698.00
		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	\$5,390.73
		Daily	\$424.35	\$439.12	\$453.94	\$468.72	\$483.51	\$498.28	\$513.11	\$525.92	\$539.08
		Hourly	\$60.63	\$62.74	\$64.85	\$66.96	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02
EU	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	\$146,170.00
		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	\$5,600.39
		Daily	\$441.99	\$457.14	\$472.34	\$487.50	\$502.68	\$517.84	\$533.02	\$546.37	\$560.04
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01
EU	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	\$151,875.00
		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	\$5,818.97
		Daily	\$460.33	\$475.90	\$491.50	\$507.10	\$522.69	\$538.29	\$553.87	\$567.70	\$581.90
		Hourly	\$65.77	\$67.99	\$70.22	\$72.45	\$74.67	\$76.90	\$79.13	\$81.10	\$83.13
EU	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
		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
		Daily	\$479.33	\$495.25	\$511.22	\$527.18	\$543.14	\$559.09	\$575.05	\$589.45	\$604.17
		Hourly	\$68.48	\$70.75	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.31
EU	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
		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
		Daily	\$499.27	\$515.60	\$531.93	\$548.30	\$564.63	\$580.93	\$597.29	\$612.23	\$627.54
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65
EU	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	\$170,065.00
		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	\$6,515.91
		Daily	\$520.08	\$536.74	\$553.46	\$570.13	\$586.82	\$603.49	\$620.18	\$635.71	\$651.60
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09
EU	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	\$176,690.00
		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	\$6,769.74
		Daily	\$541.80	\$558.91	\$575.99	\$593.10	\$610.18	\$627.27	\$644.35	\$660.46	\$676.98
		Hourly	\$77.40	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72
EU	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
		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
		Daily	\$564.39	\$581.88	\$599.37	\$616.80	\$634.29	\$651.73	\$669.24	\$685.98	\$703.13
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45

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

<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>
EU	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	\$190,647.00
		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	\$7,304.49
		Daily	\$588.38	\$606.18	\$624.01	\$641.81	\$659.66	\$677.45	\$695.27	\$712.64	\$730.45
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.35