

P-4 FD 40 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>
FD	11	Annual	\$42,937.00	\$44,243.00	\$45,560.00	\$46,863.00	\$48,213.00	\$49,583.00	\$50,963.00	\$52,240.00	\$53,545.00
		Bi-Wk	\$1,645.10	\$1,695.14	\$1,745.60	\$1,795.52	\$1,847.25	\$1,899.74	\$1,952.61	\$2,001.54	\$2,051.54
		Daily	\$164.51	\$169.52	\$174.56	\$179.56	\$184.73	\$189.98	\$195.27	\$200.16	\$205.16
		Hourly	\$20.57	\$21.19	\$21.82	\$22.45	\$23.10	\$23.75	\$24.41	\$25.02	\$25.65
FD	12	Annual	\$44,328.00	\$45,698.00	\$47,054.00	\$48,467.00	\$49,889.00	\$51,329.00	\$52,751.00	\$54,070.00	\$55,423.00
		Bi-Wk	\$1,698.40	\$1,750.89	\$1,802.84	\$1,856.98	\$1,911.46	\$1,966.63	\$2,021.12	\$2,071.65	\$2,123.49
		Daily	\$169.84	\$175.09	\$180.29	\$185.70	\$191.15	\$196.67	\$202.12	\$207.17	\$212.35
		Hourly	\$21.23	\$21.89	\$22.54	\$23.22	\$23.90	\$24.59	\$25.27	\$25.90	\$26.55
FD	13	Annual	\$46,826.00	\$48,560.00	\$50,303.00	\$52,038.00	\$53,787.00	\$55,525.00	\$57,277.00	\$58,708.00	\$60,178.00
		Bi-Wk	\$1,794.10	\$1,860.54	\$1,927.32	\$1,993.80	\$2,060.81	\$2,127.40	\$2,194.53	\$2,249.35	\$2,305.68
		Daily	\$179.41	\$186.06	\$192.74	\$199.38	\$206.09	\$212.74	\$219.46	\$224.94	\$230.57
		Hourly	\$22.43	\$23.26	\$24.10	\$24.93	\$25.77	\$26.60	\$27.44	\$28.12	\$28.83
FD	14	Annual	\$49,020.00	\$50,825.00	\$52,622.00	\$54,423.00	\$56,222.00	\$58,024.00	\$59,819.00	\$61,317.00	\$62,852.00
		Bi-Wk	\$1,878.17	\$1,947.32	\$2,016.17	\$2,085.18	\$2,154.10	\$2,223.15	\$2,291.92	\$2,349.32	\$2,408.13
		Daily	\$187.82	\$194.74	\$201.62	\$208.52	\$215.41	\$222.32	\$229.20	\$234.94	\$240.82
		Hourly	\$23.48	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.37	\$30.11
FD	15	Annual	\$51,376.00	\$53,225.00	\$55,079.00	\$56,930.00	\$58,782.00	\$60,649.00	\$62,496.00	\$64,061.00	\$65,661.00
		Bi-Wk	\$1,968.43	\$2,039.28	\$2,110.31	\$2,181.23	\$2,252.19	\$2,323.72	\$2,394.49	\$2,454.45	\$2,515.75
		Daily	\$196.85	\$203.93	\$211.04	\$218.13	\$225.22	\$232.38	\$239.45	\$245.45	\$251.58
		Hourly	\$24.61	\$25.50	\$26.38	\$27.27	\$28.16	\$29.05	\$29.94	\$30.69	\$31.45
FD	16	Annual	\$53,874.00	\$55,784.00	\$57,693.00	\$59,600.00	\$61,506.00	\$63,421.00	\$65,327.00	\$66,961.00	\$68,634.00
		Bi-Wk	\$2,064.14	\$2,137.32	\$2,210.46	\$2,283.53	\$2,356.56	\$2,429.93	\$2,502.96	\$2,565.56	\$2,629.66
		Daily	\$206.42	\$213.74	\$221.05	\$228.36	\$235.66	\$243.00	\$250.30	\$256.56	\$262.97
		Hourly	\$25.81	\$26.72	\$27.64	\$28.55	\$29.46	\$30.38	\$31.29	\$32.07	\$32.88
FD	17	Annual	\$56,539.00	\$58,505.00	\$60,474.00	\$62,432.00	\$64,399.00	\$66,356.00	\$68,320.00	\$70,030.00	\$71,781.00
		Bi-Wk	\$2,166.25	\$2,241.58	\$2,317.02	\$2,392.04	\$2,467.40	\$2,542.38	\$2,617.63	\$2,683.15	\$2,750.23
		Daily	\$216.63	\$224.16	\$231.71	\$239.21	\$246.74	\$254.24	\$261.77	\$268.32	\$275.03
		Hourly	\$27.08	\$28.02	\$28.97	\$29.91	\$30.85	\$31.78	\$32.73	\$33.54	\$34.38

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FD	18	Annual	\$59,394.00	\$61,411.00	\$63,421.00	\$65,438.00	\$67,441.00	\$69,454.00	\$71,462.00	\$73,256.00	\$75,086.00
		Bi-Wk	\$2,275.64	\$2,352.92	\$2,429.93	\$2,507.21	\$2,583.95	\$2,661.08	\$2,738.01	\$2,806.75	\$2,876.86
		Daily	\$227.57	\$235.30	\$243.00	\$250.73	\$258.40	\$266.11	\$273.81	\$280.68	\$287.69
		Hourly	\$28.45	\$29.42	\$30.38	\$31.35	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97
FD	19	Annual	\$62,318.00	\$64,399.00	\$66,466.00	\$68,541.00	\$70,607.00	\$72,675.00	\$74,745.00	\$76,617.00	\$78,533.00
		Bi-Wk	\$2,387.67	\$2,467.40	\$2,546.60	\$2,626.10	\$2,705.25	\$2,784.49	\$2,863.80	\$2,935.52	\$3,008.93
		Daily	\$238.77	\$246.74	\$254.66	\$262.61	\$270.53	\$278.45	\$286.38	\$293.56	\$300.90
		Hourly	\$29.85	\$30.85	\$31.84	\$32.83	\$33.82	\$34.81	\$35.80	\$36.70	\$37.62
FD	20	Annual	\$65,496.00	\$67,618.00	\$69,735.00	\$71,853.00	\$73,970.00	\$76,090.00	\$78,210.00	\$80,167.00	\$82,172.00
		Bi-Wk	\$2,509.43	\$2,590.73	\$2,671.84	\$2,752.99	\$2,834.10	\$2,915.33	\$2,996.56	\$3,071.54	\$3,148.36
		Daily	\$250.95	\$259.08	\$267.19	\$275.30	\$283.41	\$291.54	\$299.66	\$307.16	\$314.84
		Hourly	\$31.37	\$32.39	\$33.40	\$34.42	\$35.43	\$36.45	\$37.46	\$38.40	\$39.36
FD	21	Annual	\$68,721.00	\$70,907.00	\$73,083.00	\$75,258.00	\$77,443.00	\$79,617.00	\$81,804.00	\$83,852.00	\$85,948.00
		Bi-Wk	\$2,632.99	\$2,716.75	\$2,800.12	\$2,883.45	\$2,967.17	\$3,050.46	\$3,134.26	\$3,212.73	\$3,293.03
		Daily	\$263.30	\$271.68	\$280.02	\$288.35	\$296.72	\$305.05	\$313.43	\$321.28	\$329.31
		Hourly	\$32.92	\$33.96	\$35.01	\$36.05	\$37.09	\$38.14	\$39.18	\$40.16	\$41.17
FD	22	Annual	\$70,607.00	\$73,190.00	\$75,783.00	\$78,363.00	\$80,953.00	\$83,538.00	\$86,124.00	\$88,279.00	\$90,486.00
		Bi-Wk	\$2,705.25	\$2,804.22	\$2,903.57	\$3,002.42	\$3,101.65	\$3,200.69	\$3,299.78	\$3,382.34	\$3,466.90
		Daily	\$270.53	\$280.43	\$290.36	\$300.25	\$310.17	\$320.07	\$329.98	\$338.24	\$346.69
		Hourly	\$33.82	\$35.06	\$36.30	\$37.54	\$38.78	\$40.01	\$41.25	\$42.28	\$43.34
FD	23	Annual	\$73,949.00	\$76,646.00	\$79,333.00	\$82,035.00	\$84,726.00	\$87,422.00	\$90,118.00	\$92,370.00	\$94,683.00
		Bi-Wk	\$2,833.30	\$2,936.63	\$3,039.58	\$3,143.11	\$3,246.21	\$3,349.51	\$3,452.80	\$3,539.09	\$3,627.71
		Daily	\$283.33	\$293.67	\$303.96	\$314.32	\$324.63	\$334.96	\$345.28	\$353.91	\$362.78
		Hourly	\$35.42	\$36.71	\$38.00	\$39.29	\$40.58	\$41.87	\$43.16	\$44.24	\$45.35
FD	24	Annual	\$77,503.00	\$80,313.00	\$83,121.00	\$85,934.00	\$88,739.00	\$91,543.00	\$94,356.00	\$96,714.00	\$99,132.00
		Bi-Wk	\$2,969.47	\$3,077.13	\$3,184.72	\$3,292.50	\$3,399.97	\$3,507.40	\$3,615.18	\$3,705.52	\$3,798.17
		Daily	\$296.95	\$307.72	\$318.48	\$329.25	\$340.00	\$350.74	\$361.52	\$370.56	\$379.82
		Hourly	\$37.12	\$38.47	\$39.81	\$41.16	\$42.50	\$43.85	\$45.19	\$46.32	\$47.48

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FD	25	Annual	\$81,292.00	\$84,206.00	\$87,109.00	\$90,021.00	\$92,942.00	\$95,854.00	\$98,761.00	\$101,229.00	\$103,763.00
		Bi-Wk	\$3,114.64	\$3,226.29	\$3,337.51	\$3,449.09	\$3,561.00	\$3,672.57	\$3,783.95	\$3,878.51	\$3,975.60
		Daily	\$311.47	\$322.63	\$333.76	\$344.91	\$356.10	\$367.26	\$378.40	\$387.86	\$397.56
		Hourly	\$38.94	\$40.33	\$41.72	\$43.12	\$44.52	\$45.91	\$47.30	\$48.49	\$49.70
FD	26	Annual	\$85,295.00	\$88,316.00	\$91,342.00	\$94,356.00	\$97,375.00	\$100,398.00	\$103,411.00	\$105,995.00	\$108,645.00
		Bi-Wk	\$3,268.01	\$3,383.76	\$3,499.70	\$3,615.18	\$3,730.85	\$3,846.67	\$3,962.11	\$4,061.12	\$4,162.65
		Daily	\$326.81	\$338.38	\$349.97	\$361.52	\$373.09	\$384.67	\$396.22	\$406.12	\$416.27
		Hourly	\$40.86	\$42.30	\$43.75	\$45.19	\$46.64	\$48.09	\$49.53	\$50.77	\$52.04
FD	27	Annual	\$89,523.00	\$92,654.00	\$95,781.00	\$98,897.00	\$102,025.00	\$105,148.00	\$108,279.00	\$110,984.00	\$113,761.00
		Bi-Wk	\$3,430.00	\$3,549.97	\$3,669.78	\$3,789.16	\$3,909.01	\$4,028.66	\$4,148.63	\$4,252.27	\$4,358.66
		Daily	\$343.00	\$355.00	\$366.98	\$378.92	\$390.91	\$402.87	\$414.87	\$425.23	\$435.87
		Hourly	\$42.88	\$44.38	\$45.88	\$47.37	\$48.87	\$50.36	\$51.86	\$53.16	\$54.49
FD	28	Annual	\$94,045.00	\$97,280.00	\$100,517.00	\$103,758.00	\$106,981.00	\$110,215.00	\$113,446.00	\$116,283.00	\$119,192.00
		Bi-Wk	\$3,603.26	\$3,727.21	\$3,851.23	\$3,975.41	\$4,098.89	\$4,222.80	\$4,346.60	\$4,455.29	\$4,566.75
		Daily	\$360.33	\$372.73	\$385.13	\$397.55	\$409.89	\$422.28	\$434.66	\$445.53	\$456.68
		Hourly	\$45.05	\$46.60	\$48.15	\$49.70	\$51.24	\$52.79	\$54.34	\$55.70	\$57.09
FD	29	Annual	\$94,948.00	\$98,515.00	\$102,077.00	\$105,643.00	\$109,202.00	\$112,768.00	\$116,326.00	\$119,235.00	\$122,217.00
		Bi-Wk	\$3,637.86	\$3,774.53	\$3,911.00	\$4,047.63	\$4,183.99	\$4,320.62	\$4,456.94	\$4,568.40	\$4,682.65
		Daily	\$363.79	\$377.46	\$391.10	\$404.77	\$418.40	\$432.07	\$445.70	\$456.84	\$468.27
		Hourly	\$45.48	\$47.19	\$48.89	\$50.60	\$52.30	\$54.01	\$55.72	\$57.11	\$58.54
FD	30	Annual	\$98,761.00	\$102,429.00	\$106,103.00	\$109,760.00	\$113,420.00	\$117,089.00	\$120,765.00	\$123,783.00	\$126,877.00
		Bi-Wk	\$3,783.95	\$3,924.49	\$4,065.25	\$4,205.37	\$4,345.60	\$4,486.17	\$4,627.02	\$4,742.65	\$4,861.19
		Daily	\$378.40	\$392.45	\$406.53	\$420.54	\$434.56	\$448.62	\$462.71	\$474.27	\$486.12
		Hourly	\$47.30	\$49.06	\$50.82	\$52.57	\$54.32	\$56.08	\$57.84	\$59.29	\$60.77
FD	31	Annual	\$102,723.00	\$106,500.00	\$110,277.00	\$114,047.00	\$117,825.00	\$121,598.00	\$125,375.00	\$128,510.00	\$131,721.00
		Bi-Wk	\$3,935.75	\$4,080.46	\$4,225.18	\$4,369.62	\$4,514.37	\$4,658.93	\$4,803.64	\$4,923.76	\$5,046.79
		Daily	\$393.58	\$408.05	\$422.52	\$436.97	\$451.44	\$465.90	\$480.37	\$492.38	\$504.68
		Hourly	\$49.20	\$51.01	\$52.82	\$54.63	\$56.43	\$58.24	\$60.05	\$61.55	\$63.09

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FD	32	Annual	\$106,843.00	\$110,719.00	\$114,593.00	\$118,477.00	\$122,357.00	\$126,231.00	\$130,120.00	\$133,375.00	\$136,712.00
		Bi-Wk	\$4,093.61	\$4,242.11	\$4,390.54	\$4,539.35	\$4,688.01	\$4,836.44	\$4,985.45	\$5,110.16	\$5,238.01
		Daily	\$409.37	\$424.22	\$439.06	\$453.94	\$468.81	\$483.65	\$498.55	\$511.02	\$523.81
		Hourly	\$51.18	\$53.03	\$54.89	\$56.75	\$58.61	\$60.46	\$62.32	\$63.88	\$65.48
FD	33	Annual	\$111,141.00	\$115,130.00	\$119,115.00	\$123,101.00	\$127,092.00	\$131,076.00	\$135,074.00	\$138,450.00	\$141,914.00
		Bi-Wk	\$4,258.28	\$4,411.12	\$4,563.80	\$4,716.52	\$4,869.43	\$5,022.07	\$5,175.25	\$5,304.60	\$5,437.32
		Daily	\$425.83	\$441.12	\$456.38	\$471.66	\$486.95	\$502.21	\$517.53	\$530.46	\$543.74
		Hourly	\$53.23	\$55.14	\$57.05	\$58.96	\$60.87	\$62.78	\$64.70	\$66.31	\$67.97
FD	34	Annual	\$115,718.00	\$119,816.00	\$123,910.00	\$128,009.00	\$132,102.00	\$136,202.00	\$140,287.00	\$143,798.00	\$147,392.00
		Bi-Wk	\$4,433.64	\$4,590.66	\$4,747.51	\$4,904.56	\$5,061.38	\$5,218.47	\$5,374.99	\$5,509.51	\$5,647.21
		Daily	\$443.37	\$459.07	\$474.76	\$490.46	\$506.14	\$521.85	\$537.50	\$550.96	\$564.73
		Hourly	\$55.43	\$57.39	\$59.35	\$61.31	\$63.27	\$65.24	\$67.19	\$68.87	\$70.60
FD	35	Annual	\$120,474.00	\$124,674.00	\$128,873.00	\$133,078.00	\$137,273.00	\$141,467.00	\$145,678.00	\$149,316.00	\$153,051.00
		Bi-Wk	\$4,615.87	\$4,776.79	\$4,937.67	\$5,098.78	\$5,259.51	\$5,420.20	\$5,581.54	\$5,720.92	\$5,864.03
		Daily	\$461.59	\$477.68	\$493.77	\$509.88	\$525.96	\$542.02	\$558.16	\$572.10	\$586.41
		Hourly	\$57.70	\$59.71	\$61.73	\$63.74	\$65.75	\$67.76	\$69.77	\$71.52	\$73.31
FD	36	Annual	\$125,483.00	\$129,787.00	\$134,100.00	\$138,405.00	\$142,717.00	\$147,019.00	\$151,330.00	\$155,115.00	\$158,989.00
		Bi-Wk	\$4,807.78	\$4,972.69	\$5,137.94	\$5,302.88	\$5,468.09	\$5,632.92	\$5,798.09	\$5,943.11	\$6,091.54
		Daily	\$480.78	\$497.27	\$513.80	\$530.29	\$546.81	\$563.30	\$579.81	\$594.32	\$609.16
		Hourly	\$60.10	\$62.16	\$64.23	\$66.29	\$68.36	\$70.42	\$72.48	\$74.29	\$76.15
FD	37	Annual	\$130,689.00	\$135,114.00	\$139,540.00	\$143,968.00	\$148,398.00	\$152,824.00	\$157,250.00	\$161,181.00	\$165,210.00
		Bi-Wk	\$5,007.25	\$5,176.79	\$5,346.37	\$5,516.02	\$5,685.75	\$5,855.33	\$6,024.91	\$6,175.52	\$6,329.89
		Daily	\$500.73	\$517.68	\$534.64	\$551.61	\$568.58	\$585.54	\$602.50	\$617.56	\$632.99
		Hourly	\$62.60	\$64.71	\$66.83	\$68.96	\$71.08	\$73.20	\$75.32	\$77.20	\$79.13
FD	38	Annual	\$136,084.00	\$140,608.00	\$145,143.00	\$149,670.00	\$154,204.00	\$158,729.00	\$163,264.00	\$167,343.00	\$171,526.00
		Bi-Wk	\$5,213.95	\$5,387.28	\$5,561.04	\$5,734.49	\$5,908.20	\$6,081.58	\$6,255.33	\$6,411.61	\$6,571.88
		Daily	\$521.40	\$538.73	\$556.11	\$573.45	\$590.82	\$608.16	\$625.54	\$641.17	\$657.19
		Hourly	\$65.18	\$67.35	\$69.52	\$71.69	\$73.86	\$76.02	\$78.20	\$80.15	\$82.15

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FD 39	Annual	\$141,746.00	\$146,386.00	\$151,016.00	\$155,664.00	\$160,301.00	\$164,929.00	\$169,580.00	\$173,819.00	\$178,165.00
	Bi-Wk	\$5,430.89	\$5,608.66	\$5,786.06	\$5,964.14	\$6,141.81	\$6,319.12	\$6,497.32	\$6,659.74	\$6,826.25
	Daily	\$543.09	\$560.87	\$578.61	\$596.42	\$614.19	\$631.92	\$649.74	\$665.98	\$682.63
	Hourly	\$67.89	\$70.11	\$72.33	\$74.56	\$76.78	\$78.99	\$81.22	\$83.25	\$85.33
FD 40	Annual	\$147,652.00	\$152,386.00	\$157,133.00	\$161,864.00	\$166,604.00	\$171,335.00	\$176,077.00	\$180,477.00	\$184,991.00
	Bi-Wk	\$5,657.17	\$5,838.55	\$6,020.43	\$6,201.69	\$6,383.30	\$6,564.56	\$6,746.25	\$6,914.83	\$7,087.78
	Daily	\$565.72	\$583.86	\$602.05	\$620.17	\$638.33	\$656.46	\$674.63	\$691.49	\$708.78
	Hourly	\$70.72	\$72.99	\$75.26	\$77.53	\$79.80	\$82.06	\$84.33	\$86.44	\$88.60
FD 41	Annual	\$153,822.00	\$158,681.00	\$163,529.00	\$168,387.00	\$173,238.00	\$178,086.00	\$182,935.00	\$187,511.00	\$192,198.00
	Bi-Wk	\$5,893.57	\$6,079.74	\$6,265.48	\$6,451.61	\$6,637.48	\$6,823.22	\$7,009.01	\$7,184.33	\$7,363.91
	Daily	\$589.36	\$607.98	\$626.55	\$645.17	\$663.75	\$682.33	\$700.91	\$718.44	\$736.40
	Hourly	\$73.67	\$76.00	\$78.32	\$80.65	\$82.97	\$85.30	\$87.62	\$89.81	\$92.05
FD 42	Annual	\$160,233.00	\$165,200.00	\$170,164.00	\$175,111.00	\$180,081.00	\$185,035.00	\$190,005.00	\$194,758.00	\$199,624.00
	Bi-Wk	\$6,139.20	\$6,329.51	\$6,519.70	\$6,709.24	\$6,899.66	\$7,089.47	\$7,279.89	\$7,462.00	\$7,648.43
	Daily	\$613.92	\$632.96	\$651.97	\$670.93	\$689.97	\$708.95	\$727.99	\$746.20	\$764.85
	Hourly	\$76.74	\$79.12	\$81.50	\$83.87	\$86.25	\$88.62	\$91.00	\$93.28	\$95.61
FD 43	Annual	\$167,041.00	\$172,099.00	\$177,161.00	\$182,217.00	\$187,282.00	\$192,333.00	\$197,394.00	\$202,327.00	\$207,388.00
	Bi-Wk	\$6,400.04	\$6,593.84	\$6,787.78	\$6,981.50	\$7,175.56	\$7,369.09	\$7,562.99	\$7,752.00	\$7,945.91
	Daily	\$640.01	\$659.39	\$678.78	\$698.15	\$717.56	\$736.91	\$756.30	\$775.20	\$794.60
	Hourly	\$80.01	\$82.43	\$84.85	\$87.27	\$89.70	\$92.12	\$94.54	\$96.90	\$99.33

P-4 FD 40 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>
FD	11	Annual	\$44,011.00	\$45,350.00	\$46,699.00	\$48,035.00	\$49,419.00	\$50,823.00	\$52,238.00	\$53,546.00	\$54,884.00
		Bi-Wk	\$1,686.25	\$1,737.55	\$1,789.24	\$1,840.43	\$1,893.45	\$1,947.25	\$2,001.46	\$2,051.58	\$2,102.84
		Daily	\$168.63	\$173.76	\$178.93	\$184.05	\$189.35	\$194.73	\$200.15	\$205.16	\$210.29
		Hourly	\$21.08	\$21.72	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29
FD	12	Annual	\$45,437.00	\$46,841.00	\$48,231.00	\$49,679.00	\$51,137.00	\$52,613.00	\$54,070.00	\$55,422.00	\$56,809.00
		Bi-Wk	\$1,740.89	\$1,794.68	\$1,847.94	\$1,903.41	\$1,959.28	\$2,015.83	\$2,071.65	\$2,123.45	\$2,176.60
		Daily	\$174.09	\$179.47	\$184.80	\$190.35	\$195.93	\$201.59	\$207.17	\$212.35	\$217.66
		Hourly	\$21.77	\$22.44	\$23.10	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21
FD	13	Annual	\$47,997.00	\$49,774.00	\$51,561.00	\$53,339.00	\$55,132.00	\$56,914.00	\$58,709.00	\$60,176.00	\$61,683.00
		Bi-Wk	\$1,838.97	\$1,907.05	\$1,975.52	\$2,043.64	\$2,112.34	\$2,180.62	\$2,249.39	\$2,305.60	\$2,363.34
		Daily	\$183.90	\$190.71	\$197.56	\$204.37	\$211.24	\$218.07	\$224.94	\$230.56	\$236.34
		Hourly	\$22.99	\$23.84	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.82	\$29.55
FD	14	Annual	\$50,246.00	\$52,096.00	\$53,938.00	\$55,784.00	\$57,628.00	\$59,475.00	\$61,315.00	\$62,850.00	\$64,424.00
		Bi-Wk	\$1,925.14	\$1,996.02	\$2,066.60	\$2,137.32	\$2,207.97	\$2,278.74	\$2,349.24	\$2,408.05	\$2,468.36
		Daily	\$192.52	\$199.61	\$206.66	\$213.74	\$220.80	\$227.88	\$234.93	\$240.81	\$246.84
		Hourly	\$24.07	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.11	\$30.86
FD	15	Annual	\$52,661.00	\$54,556.00	\$56,456.00	\$58,354.00	\$60,252.00	\$62,166.00	\$64,059.00	\$65,663.00	\$67,303.00
		Bi-Wk	\$2,017.67	\$2,090.27	\$2,163.07	\$2,235.79	\$2,308.51	\$2,381.84	\$2,454.37	\$2,515.83	\$2,578.66
		Daily	\$201.77	\$209.03	\$216.31	\$223.58	\$230.86	\$238.19	\$245.44	\$251.59	\$257.87
		Hourly	\$25.23	\$26.13	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24
FD	16	Annual	\$55,221.00	\$57,179.00	\$59,136.00	\$61,090.00	\$63,044.00	\$65,007.00	\$66,961.00	\$68,636.00	\$70,350.00
		Bi-Wk	\$2,115.75	\$2,190.77	\$2,265.75	\$2,340.62	\$2,415.48	\$2,490.69	\$2,565.56	\$2,629.74	\$2,695.41
		Daily	\$211.58	\$219.08	\$226.58	\$234.07	\$241.55	\$249.07	\$256.56	\$262.98	\$269.55
		Hourly	\$26.45	\$27.39	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$32.88	\$33.70
FD	17	Annual	\$57,953.00	\$59,968.00	\$61,986.00	\$63,993.00	\$66,009.00	\$68,015.00	\$70,028.00	\$71,781.00	\$73,576.00
		Bi-Wk	\$2,220.43	\$2,297.63	\$2,374.95	\$2,451.84	\$2,529.09	\$2,605.94	\$2,683.07	\$2,750.23	\$2,819.01
		Daily	\$222.05	\$229.77	\$237.50	\$245.19	\$252.91	\$260.60	\$268.31	\$275.03	\$281.91
		Hourly	\$27.76	\$28.73	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.24

P-4 FD 40 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>
FD	18	Annual	\$60,879.00	\$62,947.00	\$65,007.00	\$67,074.00	\$69,128.00	\$71,191.00	\$73,249.00	\$75,088.00	\$76,964.00
		Bi-Wk	\$2,332.53	\$2,411.77	\$2,490.69	\$2,569.89	\$2,648.59	\$2,727.63	\$2,806.48	\$2,876.94	\$2,948.82
		Daily	\$233.26	\$241.18	\$249.07	\$256.99	\$264.86	\$272.77	\$280.65	\$287.70	\$294.89
		Hourly	\$29.16	\$30.15	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87
FD	19	Annual	\$63,876.00	\$66,009.00	\$68,128.00	\$70,255.00	\$72,373.00	\$74,492.00	\$76,614.00	\$78,533.00	\$80,497.00
		Bi-Wk	\$2,447.36	\$2,529.09	\$2,610.27	\$2,691.77	\$2,772.92	\$2,854.10	\$2,935.41	\$3,008.93	\$3,084.18
		Daily	\$244.74	\$252.91	\$261.03	\$269.18	\$277.30	\$285.41	\$293.55	\$300.90	\$308.42
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56
FD	20	Annual	\$67,134.00	\$69,309.00	\$71,479.00	\$73,650.00	\$75,820.00	\$77,993.00	\$80,166.00	\$82,172.00	\$84,227.00
		Bi-Wk	\$2,572.19	\$2,655.52	\$2,738.66	\$2,821.84	\$2,904.99	\$2,988.24	\$3,071.50	\$3,148.36	\$3,227.09
		Daily	\$257.22	\$265.56	\$273.87	\$282.19	\$290.50	\$298.83	\$307.15	\$314.84	\$322.71
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.34
FD	21	Annual	\$70,440.00	\$72,680.00	\$74,911.00	\$77,140.00	\$79,380.00	\$81,608.00	\$83,850.00	\$85,949.00	\$88,097.00
		Bi-Wk	\$2,698.86	\$2,784.68	\$2,870.16	\$2,955.56	\$3,041.38	\$3,126.75	\$3,212.65	\$3,293.07	\$3,375.37
		Daily	\$269.89	\$278.47	\$287.02	\$295.56	\$304.14	\$312.68	\$321.27	\$329.31	\$337.54
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.20
FD	22	Annual	\$72,373.00	\$75,020.00	\$77,678.00	\$80,323.00	\$82,977.00	\$85,627.00	\$88,278.00	\$90,486.00	\$92,749.00
		Bi-Wk	\$2,772.92	\$2,874.33	\$2,976.17	\$3,077.51	\$3,179.20	\$3,280.73	\$3,382.30	\$3,466.90	\$3,553.61
		Daily	\$277.30	\$287.44	\$297.62	\$307.76	\$317.92	\$328.08	\$338.23	\$346.69	\$355.37
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.74	\$41.01	\$42.28	\$43.34	\$44.43
FD	23	Annual	\$75,798.00	\$78,563.00	\$81,317.00	\$84,086.00	\$86,845.00	\$89,608.00	\$92,371.00	\$94,680.00	\$97,051.00
		Bi-Wk	\$2,904.14	\$3,010.08	\$3,115.60	\$3,221.69	\$3,327.40	\$3,433.26	\$3,539.12	\$3,627.59	\$3,718.43
		Daily	\$290.42	\$301.01	\$311.56	\$322.17	\$332.74	\$343.33	\$353.92	\$362.76	\$371.85
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.49
FD	24	Annual	\$79,441.00	\$82,321.00	\$85,200.00	\$88,083.00	\$90,958.00	\$93,832.00	\$96,715.00	\$99,132.00	\$101,611.00
		Bi-Wk	\$3,043.72	\$3,154.07	\$3,264.37	\$3,374.83	\$3,484.99	\$3,595.10	\$3,705.56	\$3,798.17	\$3,893.15
		Daily	\$304.38	\$315.41	\$326.44	\$337.49	\$348.50	\$359.51	\$370.56	\$379.82	\$389.32
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.32	\$47.48	\$48.67

P-4 FD 40 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>
FD	25	Annual	\$83,325.00	\$86,312.00	\$89,287.00	\$92,272.00	\$95,266.00	\$98,251.00	\$101,231.00	\$103,760.00	\$106,358.00
		Bi-Wk	\$3,192.53	\$3,306.98	\$3,420.96	\$3,535.33	\$3,650.04	\$3,764.41	\$3,878.59	\$3,975.48	\$4,075.02
		Daily	\$319.26	\$330.70	\$342.10	\$353.54	\$365.01	\$376.45	\$387.86	\$397.55	\$407.51
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94
FD	26	Annual	\$87,428.00	\$90,524.00	\$93,626.00	\$96,715.00	\$99,810.00	\$102,908.00	\$105,997.00	\$108,645.00	\$111,362.00
		Bi-Wk	\$3,349.74	\$3,468.36	\$3,587.21	\$3,705.56	\$3,824.14	\$3,942.84	\$4,061.19	\$4,162.65	\$4,266.75
		Daily	\$334.98	\$346.84	\$358.73	\$370.56	\$382.42	\$394.29	\$406.12	\$416.27	\$426.68
		Hourly	\$41.88	\$43.36	\$44.85	\$46.32	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34
FD	27	Annual	\$91,762.00	\$94,971.00	\$98,176.00	\$101,370.00	\$104,576.00	\$107,777.00	\$110,986.00	\$113,759.00	\$116,606.00
		Bi-Wk	\$3,515.79	\$3,638.74	\$3,761.54	\$3,883.91	\$4,006.75	\$4,129.39	\$4,252.34	\$4,358.59	\$4,467.67
		Daily	\$351.58	\$363.88	\$376.16	\$388.40	\$400.68	\$412.94	\$425.24	\$435.86	\$446.77
		Hourly	\$43.95	\$45.49	\$47.02	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85
FD	28	Annual	\$96,397.00	\$99,712.00	\$103,030.00	\$106,352.00	\$109,656.00	\$112,971.00	\$116,283.00	\$119,191.00	\$122,172.00
		Bi-Wk	\$3,693.38	\$3,820.39	\$3,947.51	\$4,074.79	\$4,201.38	\$4,328.40	\$4,455.29	\$4,566.71	\$4,680.92
		Daily	\$369.34	\$382.04	\$394.76	\$407.48	\$420.14	\$432.84	\$445.53	\$456.68	\$468.10
		Hourly	\$46.17	\$47.76	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.52
FD	29	Annual	\$97,322.00	\$100,978.00	\$104,629.00	\$108,285.00	\$111,933.00	\$115,588.00	\$119,235.00	\$122,216.00	\$125,273.00
		Bi-Wk	\$3,728.82	\$3,868.89	\$4,008.78	\$4,148.86	\$4,288.63	\$4,428.66	\$4,568.40	\$4,682.61	\$4,799.74
		Daily	\$372.89	\$386.89	\$400.88	\$414.89	\$428.87	\$442.87	\$456.84	\$468.27	\$479.98
		Hourly	\$46.62	\$48.37	\$50.11	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00
FD	30	Annual	\$101,231.00	\$104,990.00	\$108,756.00	\$112,504.00	\$116,256.00	\$120,017.00	\$123,785.00	\$126,878.00	\$130,049.00
		Bi-Wk	\$3,878.59	\$4,022.61	\$4,166.90	\$4,310.50	\$4,454.26	\$4,598.36	\$4,742.73	\$4,861.23	\$4,982.73
		Daily	\$387.86	\$402.27	\$416.69	\$431.05	\$445.43	\$459.84	\$474.28	\$486.13	\$498.28
		Hourly	\$48.49	\$50.29	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29
FD	31	Annual	\$105,292.00	\$109,163.00	\$113,034.00	\$116,899.00	\$120,771.00	\$124,638.00	\$128,510.00	\$131,723.00	\$135,015.00
		Bi-Wk	\$4,034.18	\$4,182.50	\$4,330.81	\$4,478.89	\$4,627.25	\$4,775.41	\$4,923.76	\$5,046.86	\$5,172.99
		Daily	\$403.42	\$418.25	\$433.09	\$447.89	\$462.73	\$477.55	\$492.38	\$504.69	\$517.30
		Hourly	\$50.43	\$52.29	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67

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<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>
FD	32	Annual	\$109,515.00	\$113,487.00	\$117,458.00	\$121,439.00	\$125,416.00	\$129,387.00	\$133,373.00	\$136,710.00	\$140,130.00
		Bi-Wk	\$4,195.98	\$4,348.17	\$4,500.31	\$4,652.84	\$4,805.22	\$4,957.36	\$5,110.08	\$5,237.94	\$5,368.97
		Daily	\$419.60	\$434.82	\$450.04	\$465.29	\$480.53	\$495.74	\$511.01	\$523.80	\$536.90
		Hourly	\$52.45	\$54.36	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12
FD	33	Annual	\$113,920.00	\$118,009.00	\$122,093.00	\$126,179.00	\$130,270.00	\$134,353.00	\$138,451.00	\$141,912.00	\$145,462.00
		Bi-Wk	\$4,364.76	\$4,521.42	\$4,677.90	\$4,834.45	\$4,991.19	\$5,147.63	\$5,304.64	\$5,437.25	\$5,573.26
		Daily	\$436.48	\$452.15	\$467.79	\$483.45	\$499.12	\$514.77	\$530.47	\$543.73	\$557.33
		Hourly	\$54.56	\$56.52	\$58.48	\$60.44	\$62.39	\$64.35	\$66.31	\$67.97	\$69.67
FD	34	Annual	\$118,611.00	\$122,812.00	\$127,008.00	\$131,210.00	\$135,405.00	\$139,608.00	\$143,795.00	\$147,393.00	\$151,077.00
		Bi-Wk	\$4,544.49	\$4,705.45	\$4,866.21	\$5,027.21	\$5,187.94	\$5,348.97	\$5,509.39	\$5,647.25	\$5,788.40
		Daily	\$454.45	\$470.55	\$486.63	\$502.73	\$518.80	\$534.90	\$550.94	\$564.73	\$578.84
		Hourly	\$56.81	\$58.82	\$60.83	\$62.85	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36
FD	35	Annual	\$123,486.00	\$127,791.00	\$132,095.00	\$136,405.00	\$140,705.00	\$145,004.00	\$149,320.00	\$153,049.00	\$156,878.00
		Bi-Wk	\$4,731.27	\$4,896.21	\$5,061.12	\$5,226.25	\$5,391.00	\$5,555.71	\$5,721.08	\$5,863.95	\$6,010.66
		Daily	\$473.13	\$489.63	\$506.12	\$522.63	\$539.10	\$555.58	\$572.11	\$586.40	\$601.07
		Hourly	\$59.15	\$61.21	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14
FD	36	Annual	\$128,621.00	\$133,032.00	\$137,453.00	\$141,866.00	\$146,285.00	\$150,695.00	\$155,114.00	\$158,993.00	\$162,964.00
		Bi-Wk	\$4,928.01	\$5,097.02	\$5,266.40	\$5,435.48	\$5,604.79	\$5,773.76	\$5,943.07	\$6,091.69	\$6,243.84
		Daily	\$492.81	\$509.71	\$526.64	\$543.55	\$560.48	\$577.38	\$594.31	\$609.17	\$624.39
		Hourly	\$61.61	\$63.72	\$65.83	\$67.95	\$70.06	\$72.18	\$74.29	\$76.15	\$78.05
FD	37	Annual	\$133,957.00	\$138,492.00	\$143,029.00	\$147,568.00	\$152,108.00	\$156,645.00	\$161,182.00	\$165,211.00	\$169,341.00
		Bi-Wk	\$5,132.46	\$5,306.21	\$5,480.04	\$5,653.95	\$5,827.90	\$6,001.73	\$6,175.56	\$6,329.93	\$6,488.17
		Daily	\$513.25	\$530.63	\$548.01	\$565.40	\$582.79	\$600.18	\$617.56	\$633.00	\$648.82
		Hourly	\$64.16	\$66.33	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11
FD	38	Annual	\$139,487.00	\$144,124.00	\$148,772.00	\$153,412.00	\$158,060.00	\$162,698.00	\$167,346.00	\$171,527.00	\$175,815.00
		Bi-Wk	\$5,344.33	\$5,522.00	\$5,700.08	\$5,877.86	\$6,055.94	\$6,233.64	\$6,411.73	\$6,571.92	\$6,736.21
		Daily	\$534.44	\$552.20	\$570.01	\$587.79	\$605.60	\$623.37	\$641.18	\$657.20	\$673.63
		Hourly	\$66.81	\$69.03	\$71.26	\$73.48	\$75.70	\$77.93	\$80.15	\$82.15	\$84.21

P-4 FD 40 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>
FD	39	Annual	\$145,290.00	\$150,046.00	\$154,792.00	\$159,556.00	\$164,309.00	\$169,053.00	\$173,820.00	\$178,165.00	\$182,620.00
		Bi-Wk	\$5,566.67	\$5,748.89	\$5,930.73	\$6,113.26	\$6,295.37	\$6,477.13	\$6,659.78	\$6,826.25	\$6,996.94
		Daily	\$556.67	\$574.89	\$593.08	\$611.33	\$629.54	\$647.72	\$665.98	\$682.63	\$699.70
		Hourly	\$69.59	\$71.87	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47
FD	40	Annual	\$151,344.00	\$156,196.00	\$161,062.00	\$165,911.00	\$170,770.00	\$175,619.00	\$180,479.00	\$184,989.00	\$189,616.00
		Bi-Wk	\$5,798.63	\$5,984.53	\$6,170.96	\$6,356.75	\$6,542.92	\$6,728.70	\$6,914.91	\$7,087.71	\$7,264.99
		Daily	\$579.87	\$598.46	\$617.10	\$635.68	\$654.30	\$672.87	\$691.50	\$708.78	\$726.50
		Hourly	\$72.49	\$74.81	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82
FD	41	Annual	\$157,668.00	\$162,649.00	\$167,618.00	\$172,597.00	\$177,569.00	\$182,539.00	\$187,509.00	\$192,199.00	\$197,003.00
		Bi-Wk	\$6,040.92	\$6,231.77	\$6,422.15	\$6,612.92	\$6,803.41	\$6,993.84	\$7,184.26	\$7,363.95	\$7,548.01
		Daily	\$604.10	\$623.18	\$642.22	\$661.30	\$680.35	\$699.39	\$718.43	\$736.40	\$754.81
		Hourly	\$75.52	\$77.90	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36
FD	42	Annual	\$164,239.00	\$169,330.00	\$174,419.00	\$179,489.00	\$184,584.00	\$189,661.00	\$194,756.00	\$199,627.00	\$204,615.00
		Bi-Wk	\$6,292.69	\$6,487.74	\$6,682.73	\$6,876.98	\$7,072.19	\$7,266.71	\$7,461.92	\$7,648.55	\$7,839.66
		Daily	\$629.27	\$648.78	\$668.28	\$687.70	\$707.22	\$726.68	\$746.20	\$764.86	\$783.97
		Hourly	\$78.66	\$81.10	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00
FD	43	Annual	\$171,218.00	\$176,402.00	\$181,591.00	\$186,773.00	\$191,965.00	\$197,142.00	\$202,329.00	\$207,386.00	\$212,573.00
		Bi-Wk	\$6,560.08	\$6,758.70	\$6,957.51	\$7,156.06	\$7,354.99	\$7,553.34	\$7,752.07	\$7,945.83	\$8,144.56
		Daily	\$656.01	\$675.87	\$695.76	\$715.61	\$735.50	\$755.34	\$775.21	\$794.59	\$814.46
		Hourly	\$82.01	\$84.49	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81

P-4 FD 40 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>
FD	11	Annual	\$45,112.00	\$46,484.00	\$47,867.00	\$49,236.00	\$50,655.00	\$52,094.00	\$53,544.00	\$54,885.00	\$56,257.00
		Bi-Wk	\$1,728.43	\$1,781.00	\$1,833.99	\$1,886.44	\$1,940.81	\$1,995.94	\$2,051.50	\$2,102.88	\$2,155.45
		Daily	\$172.85	\$178.10	\$183.40	\$188.65	\$194.09	\$199.60	\$205.15	\$210.29	\$215.55
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95
FD	12	Annual	\$46,573.00	\$48,013.00	\$49,437.00	\$50,921.00	\$52,416.00	\$53,929.00	\$55,422.00	\$56,808.00	\$58,230.00
		Bi-Wk	\$1,784.41	\$1,839.58	\$1,894.14	\$1,951.00	\$2,008.28	\$2,066.25	\$2,123.45	\$2,176.56	\$2,231.04
		Daily	\$178.45	\$183.96	\$189.42	\$195.10	\$200.83	\$206.63	\$212.35	\$217.66	\$223.11
		Hourly	\$22.31	\$23.00	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89
FD	13	Annual	\$49,197.00	\$51,019.00	\$52,851.00	\$54,673.00	\$56,511.00	\$58,337.00	\$60,177.00	\$61,681.00	\$63,226.00
		Bi-Wk	\$1,884.95	\$1,954.76	\$2,024.95	\$2,094.76	\$2,165.18	\$2,235.14	\$2,305.64	\$2,363.26	\$2,422.46
		Daily	\$188.50	\$195.48	\$202.50	\$209.48	\$216.52	\$223.52	\$230.57	\$236.33	\$242.25
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29
FD	14	Annual	\$51,503.00	\$53,399.00	\$55,287.00	\$57,179.00	\$59,069.00	\$60,962.00	\$62,848.00	\$64,422.00	\$66,035.00
		Bi-Wk	\$1,973.30	\$2,045.94	\$2,118.28	\$2,190.77	\$2,263.19	\$2,335.71	\$2,407.97	\$2,468.28	\$2,530.08
		Daily	\$197.33	\$204.60	\$211.83	\$219.08	\$226.32	\$233.58	\$240.80	\$246.83	\$253.01
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.29	\$29.20	\$30.10	\$30.86	\$31.63
FD	15	Annual	\$53,978.00	\$55,920.00	\$57,868.00	\$59,813.00	\$61,759.00	\$63,721.00	\$65,661.00	\$67,305.00	\$68,986.00
		Bi-Wk	\$2,068.13	\$2,142.53	\$2,217.17	\$2,291.69	\$2,366.25	\$2,441.42	\$2,515.75	\$2,578.74	\$2,643.15
		Daily	\$206.82	\$214.26	\$221.72	\$229.17	\$236.63	\$244.15	\$251.58	\$257.88	\$264.32
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04
FD	16	Annual	\$56,602.00	\$58,609.00	\$60,615.00	\$62,618.00	\$64,621.00	\$66,633.00	\$68,636.00	\$70,352.00	\$72,109.00
		Bi-Wk	\$2,168.66	\$2,245.56	\$2,322.42	\$2,399.16	\$2,475.91	\$2,552.99	\$2,629.74	\$2,695.48	\$2,762.80
		Daily	\$216.87	\$224.56	\$232.25	\$239.92	\$247.60	\$255.30	\$262.98	\$269.55	\$276.28
		Hourly	\$27.11	\$28.07	\$29.04	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54
FD	17	Annual	\$59,402.00	\$61,468.00	\$63,536.00	\$65,593.00	\$67,660.00	\$69,716.00	\$71,779.00	\$73,576.00	\$75,416.00
		Bi-Wk	\$2,275.94	\$2,355.10	\$2,434.33	\$2,513.15	\$2,592.34	\$2,671.12	\$2,750.16	\$2,819.01	\$2,889.51
		Daily	\$227.60	\$235.51	\$243.44	\$251.32	\$259.24	\$267.12	\$275.02	\$281.91	\$288.96
		Hourly	\$28.45	\$29.44	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.12
FD	18	Annual	\$62,401.00	\$64,521.00	\$66,633.00	\$68,751.00	\$70,857.00	\$72,971.00	\$75,081.00	\$76,966.00	\$78,889.00
		Bi-Wk	\$2,390.85	\$2,472.07	\$2,552.99	\$2,634.14	\$2,714.83	\$2,795.83	\$2,876.67	\$2,948.89	\$3,022.57
		Daily	\$239.09	\$247.21	\$255.30	\$263.42	\$271.49	\$279.59	\$287.67	\$294.89	\$302.26
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79

P-4 FD 40 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>
FD	19	Annual	\$65,473.00	\$67,660.00	\$69,832.00	\$72,012.00	\$74,183.00	\$76,355.00	\$78,530.00	\$80,497.00	\$82,510.00
		Bi-Wk	\$2,508.55	\$2,592.34	\$2,675.56	\$2,759.09	\$2,842.27	\$2,925.48	\$3,008.82	\$3,084.18	\$3,161.31
		Daily	\$250.86	\$259.24	\$267.56	\$275.91	\$284.23	\$292.55	\$300.89	\$308.42	\$316.14
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52
FD	20	Annual	\$68,813.00	\$71,042.00	\$73,266.00	\$75,492.00	\$77,716.00	\$79,943.00	\$82,171.00	\$84,227.00	\$86,333.00
		Bi-Wk	\$2,636.52	\$2,721.92	\$2,807.13	\$2,892.42	\$2,977.63	\$3,062.96	\$3,148.32	\$3,227.09	\$3,307.78
		Daily	\$263.66	\$272.20	\$280.72	\$289.25	\$297.77	\$306.30	\$314.84	\$322.71	\$330.78
		Hourly	\$32.96	\$34.03	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.35
FD	21	Annual	\$72,201.00	\$74,497.00	\$76,784.00	\$79,069.00	\$81,365.00	\$83,649.00	\$85,947.00	\$88,098.00	\$90,300.00
		Bi-Wk	\$2,766.33	\$2,854.30	\$2,941.92	\$3,029.47	\$3,117.44	\$3,204.95	\$3,292.99	\$3,375.41	\$3,459.78
		Daily	\$276.64	\$285.43	\$294.20	\$302.95	\$311.75	\$320.50	\$329.30	\$337.55	\$345.98
		Hourly	\$34.58	\$35.68	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25
FD	22	Annual	\$74,183.00	\$76,896.00	\$79,620.00	\$82,332.00	\$85,052.00	\$87,768.00	\$90,485.00	\$92,749.00	\$95,068.00
		Bi-Wk	\$2,842.27	\$2,946.21	\$3,050.58	\$3,154.49	\$3,258.70	\$3,362.76	\$3,466.86	\$3,553.61	\$3,642.46
		Daily	\$284.23	\$294.63	\$305.06	\$315.45	\$325.87	\$336.28	\$346.69	\$355.37	\$364.25
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.43	\$45.54
FD	23	Annual	\$77,693.00	\$80,528.00	\$83,350.00	\$86,189.00	\$89,017.00	\$91,849.00	\$94,681.00	\$97,047.00	\$99,478.00
		Bi-Wk	\$2,976.75	\$3,085.37	\$3,193.49	\$3,302.27	\$3,410.62	\$3,519.12	\$3,627.63	\$3,718.28	\$3,811.42
		Daily	\$297.68	\$308.54	\$319.35	\$330.23	\$341.07	\$351.92	\$362.77	\$371.83	\$381.15
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.65
FD	24	Annual	\$81,428.00	\$84,380.00	\$87,330.00	\$90,286.00	\$93,232.00	\$96,178.00	\$99,133.00	\$101,611.00	\$104,152.00
		Bi-Wk	\$3,119.85	\$3,232.96	\$3,345.98	\$3,459.24	\$3,572.11	\$3,684.99	\$3,798.20	\$3,893.15	\$3,990.50
		Daily	\$311.99	\$323.30	\$334.60	\$345.93	\$357.22	\$368.50	\$379.82	\$389.32	\$399.05
		Hourly	\$39.00	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89
FD	25	Annual	\$85,409.00	\$88,470.00	\$91,520.00	\$94,579.00	\$97,648.00	\$100,708.00	\$103,762.00	\$106,354.00	\$109,017.00
		Bi-Wk	\$3,272.38	\$3,389.66	\$3,506.52	\$3,623.72	\$3,741.31	\$3,858.55	\$3,975.56	\$4,074.87	\$4,176.90
		Daily	\$327.24	\$338.97	\$350.66	\$362.38	\$374.14	\$385.86	\$397.56	\$407.49	\$417.69
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22
FD	26	Annual	\$89,614.00	\$92,788.00	\$95,967.00	\$99,133.00	\$102,306.00	\$105,481.00	\$108,647.00	\$111,362.00	\$114,147.00
		Bi-Wk	\$3,433.49	\$3,555.10	\$3,676.90	\$3,798.20	\$3,919.78	\$4,041.42	\$4,162.73	\$4,266.75	\$4,373.45
		Daily	\$343.35	\$355.51	\$367.69	\$379.82	\$391.98	\$404.15	\$416.28	\$426.68	\$437.35
		Hourly	\$42.92	\$44.44	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.67

P-4 FD 40 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
FD	27	Annual	\$94,057.00	\$97,346.00	\$100,631.00	\$103,905.00	\$107,191.00	\$110,472.00	\$113,761.00	\$116,603.00	\$119,522.00
		Bi-Wk	\$3,603.72	\$3,729.74	\$3,855.60	\$3,981.04	\$4,106.94	\$4,232.65	\$4,358.66	\$4,467.55	\$4,579.39
		Daily	\$360.38	\$372.98	\$385.56	\$398.11	\$410.70	\$423.27	\$435.87	\$446.76	\$457.94
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25
FD	28	Annual	\$98,807.00	\$102,205.00	\$105,606.00	\$109,011.00	\$112,398.00	\$115,796.00	\$119,191.00	\$122,171.00	\$125,227.00
		Bi-Wk	\$3,785.71	\$3,915.91	\$4,046.21	\$4,176.67	\$4,306.44	\$4,436.63	\$4,566.71	\$4,680.89	\$4,797.97
		Daily	\$378.58	\$391.60	\$404.63	\$417.67	\$430.65	\$443.67	\$456.68	\$468.09	\$479.80
		Hourly	\$47.33	\$48.95	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.52	\$59.98
FD	29	Annual	\$99,756.00	\$103,503.00	\$107,245.00	\$110,993.00	\$114,732.00	\$118,478.00	\$122,216.00	\$125,272.00	\$128,405.00
		Bi-Wk	\$3,822.07	\$3,965.64	\$4,109.01	\$4,252.61	\$4,395.87	\$4,539.39	\$4,682.61	\$4,799.70	\$4,919.74
		Daily	\$382.21	\$396.57	\$410.91	\$425.27	\$439.59	\$453.94	\$468.27	\$479.97	\$491.98
		Hourly	\$47.78	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50
FD	30	Annual	\$103,762.00	\$107,615.00	\$111,475.00	\$115,317.00	\$119,163.00	\$123,018.00	\$126,880.00	\$130,050.00	\$133,301.00
		Bi-Wk	\$3,975.56	\$4,123.19	\$4,271.08	\$4,418.28	\$4,565.64	\$4,713.34	\$4,861.31	\$4,982.76	\$5,107.32
		Daily	\$397.56	\$412.32	\$427.11	\$441.83	\$456.57	\$471.34	\$486.14	\$498.28	\$510.74
		Hourly	\$49.70	\$51.54	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85
FD	31	Annual	\$107,925.00	\$111,893.00	\$115,860.00	\$119,822.00	\$123,791.00	\$127,754.00	\$131,723.00	\$135,017.00	\$138,391.00
		Bi-Wk	\$4,135.06	\$4,287.09	\$4,439.09	\$4,590.89	\$4,742.96	\$4,894.79	\$5,046.86	\$5,173.07	\$5,302.34
		Daily	\$413.51	\$428.71	\$443.91	\$459.09	\$474.30	\$489.48	\$504.69	\$517.31	\$530.24
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28
FD	32	Annual	\$112,253.00	\$116,325.00	\$120,395.00	\$124,475.00	\$128,552.00	\$132,622.00	\$136,708.00	\$140,128.00	\$143,634.00
		Bi-Wk	\$4,300.89	\$4,456.90	\$4,612.84	\$4,769.16	\$4,925.37	\$5,081.31	\$5,237.86	\$5,368.89	\$5,503.22
		Daily	\$430.09	\$445.69	\$461.29	\$476.92	\$492.54	\$508.14	\$523.79	\$536.89	\$550.33
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80
FD	33	Annual	\$116,768.00	\$120,960.00	\$125,146.00	\$129,334.00	\$133,527.00	\$137,712.00	\$141,913.00	\$145,460.00	\$149,099.00
		Bi-Wk	\$4,473.87	\$4,634.49	\$4,794.87	\$4,955.33	\$5,115.98	\$5,276.33	\$5,437.28	\$5,573.19	\$5,712.61
		Daily	\$447.39	\$463.45	\$479.49	\$495.54	\$511.60	\$527.64	\$543.73	\$557.32	\$571.27
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41
FD	34	Annual	\$121,577.00	\$125,883.00	\$130,184.00	\$134,491.00	\$138,791.00	\$143,099.00	\$147,390.00	\$151,078.00	\$154,854.00
		Bi-Wk	\$4,658.13	\$4,823.11	\$4,987.90	\$5,152.92	\$5,317.67	\$5,482.73	\$5,647.13	\$5,788.43	\$5,933.11
		Daily	\$465.82	\$482.32	\$498.79	\$515.30	\$531.77	\$548.28	\$564.72	\$578.85	\$593.32
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.59	\$72.36	\$74.17

P-4 FD 40 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
FD	35	Annual	\$126,574.00	\$130,986.00	\$135,398.00	\$139,816.00	\$144,223.00	\$148,630.00	\$153,053.00	\$156,876.00	\$160,800.00
		Bi-Wk	\$4,849.58	\$5,018.63	\$5,187.67	\$5,356.94	\$5,525.79	\$5,694.64	\$5,864.10	\$6,010.58	\$6,160.92
		Daily	\$484.96	\$501.87	\$518.77	\$535.70	\$552.58	\$569.47	\$586.41	\$601.06	\$616.10
		Hourly	\$60.62	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02
FD	36	Annual	\$131,837.00	\$136,358.00	\$140,890.00	\$145,413.00	\$149,943.00	\$154,463.00	\$158,992.00	\$162,968.00	\$167,039.00
		Bi-Wk	\$5,051.23	\$5,224.45	\$5,398.09	\$5,571.38	\$5,744.95	\$5,918.13	\$6,091.65	\$6,243.99	\$6,399.97
		Daily	\$505.13	\$522.45	\$539.81	\$557.14	\$574.50	\$591.82	\$609.17	\$624.40	\$640.00
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.05	\$80.00
FD	37	Annual	\$137,306.00	\$141,955.00	\$146,605.00	\$151,258.00	\$155,911.00	\$160,562.00	\$165,212.00	\$169,342.00	\$173,575.00
		Bi-Wk	\$5,260.77	\$5,438.89	\$5,617.05	\$5,795.33	\$5,973.61	\$6,151.81	\$6,329.97	\$6,488.20	\$6,650.39
		Daily	\$526.08	\$543.89	\$561.71	\$579.54	\$597.37	\$615.19	\$633.00	\$648.82	\$665.04
		Hourly	\$65.76	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.13
FD	38	Annual	\$142,975.00	\$147,728.00	\$152,492.00	\$157,248.00	\$162,012.00	\$166,766.00	\$171,530.00	\$175,816.00	\$180,211.00
		Bi-Wk	\$5,477.97	\$5,660.08	\$5,842.61	\$6,024.83	\$6,207.36	\$6,389.51	\$6,572.04	\$6,736.25	\$6,904.64
		Daily	\$547.80	\$566.01	\$584.27	\$602.49	\$620.74	\$638.96	\$657.21	\$673.63	\$690.47
		Hourly	\$68.48	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.16	\$84.21	\$86.31
FD	39	Annual	\$148,923.00	\$153,798.00	\$158,662.00	\$163,545.00	\$168,417.00	\$173,280.00	\$178,166.00	\$182,620.00	\$187,186.00
		Bi-Wk	\$5,705.87	\$5,892.65	\$6,079.01	\$6,266.10	\$6,452.76	\$6,639.09	\$6,826.29	\$6,996.94	\$7,171.88
		Daily	\$570.59	\$589.27	\$607.91	\$626.61	\$645.28	\$663.91	\$682.63	\$699.70	\$717.19
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.66	\$82.99	\$85.33	\$87.47	\$89.65
FD	40	Annual	\$155,128.00	\$160,101.00	\$165,089.00	\$170,059.00	\$175,040.00	\$180,010.00	\$184,991.00	\$189,614.00	\$194,357.00
		Bi-Wk	\$5,943.61	\$6,134.14	\$6,325.25	\$6,515.68	\$6,706.52	\$6,896.94	\$7,087.78	\$7,264.91	\$7,446.63
		Daily	\$594.37	\$613.42	\$632.53	\$651.57	\$670.66	\$689.70	\$708.78	\$726.50	\$744.67
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09
FD	41	Annual	\$161,610.00	\$166,716.00	\$171,809.00	\$176,912.00	\$182,009.00	\$187,103.00	\$192,197.00	\$197,004.00	\$201,929.00
		Bi-Wk	\$6,191.96	\$6,387.59	\$6,582.73	\$6,778.24	\$6,973.53	\$7,168.70	\$7,363.87	\$7,548.05	\$7,736.75
		Daily	\$619.20	\$638.76	\$658.28	\$677.83	\$697.36	\$716.87	\$736.39	\$754.81	\$773.68
		Hourly	\$77.40	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.71
FD	42	Annual	\$168,345.00	\$173,564.00	\$178,780.00	\$183,977.00	\$189,199.00	\$194,403.00	\$199,625.00	\$204,618.00	\$209,731.00
		Bi-Wk	\$6,450.00	\$6,649.97	\$6,849.81	\$7,048.93	\$7,249.01	\$7,448.40	\$7,648.47	\$7,839.78	\$8,035.68
		Daily	\$645.00	\$665.00	\$684.99	\$704.90	\$724.91	\$744.84	\$764.85	\$783.98	\$803.57
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45

P-4 FD 40 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>
FD	43	Annual	\$175,499.00	\$180,813.00	\$186,131.00	\$191,443.00	\$196,765.00	\$202,071.00	\$207,388.00	\$212,571.00	\$217,888.00
		Bi-Wk	\$6,724.10	\$6,927.71	\$7,131.46	\$7,334.99	\$7,538.89	\$7,742.19	\$7,945.91	\$8,144.49	\$8,348.20
		Daily	\$672.41	\$692.78	\$713.15	\$733.50	\$753.89	\$774.22	\$794.60	\$814.45	\$834.82
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36