

**P-4 FQ 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| FQ          | 11           | Annual        | \$47,869.00   | \$49,239.00   | \$50,656.00   | \$52,094.00   | \$53,544.00   | \$54,889.00   | \$56,258.00   | \$57,661.00   | \$59,112.00   | \$60,590.00    | \$62,708.00    | \$64,276.00    | \$65,883.00    |
|             |              | Bi-Wk         | \$1,834.07    | \$1,886.56    | \$1,940.85    | \$1,995.94    | \$2,051.50    | \$2,103.03    | \$2,155.48    | \$2,209.24    | \$2,264.83    | \$2,321.46     | \$2,402.61     | \$2,462.69     | \$2,524.26     |
|             |              | Daily         | \$183.41      | \$188.66      | \$194.09      | \$199.60      | \$205.15      | \$210.31      | \$215.55      | \$220.93      | \$226.49      | \$232.15       | \$240.27       | \$246.27       | \$252.43       |
|             |              | Hourly        | \$22.93       | \$23.59       | \$24.27       | \$24.95       | \$25.65       | \$26.29       | \$26.95       | \$27.62       | \$28.32       | \$29.02        | \$30.04        | \$30.79        | \$31.56        |
| FQ          | 12           | Annual        | \$49,439.00   | \$50,927.00   | \$52,418.00   | \$53,930.00   | \$55,423.00   | \$56,808.00   | \$58,230.00   | \$59,683.00   | \$61,175.00   | \$62,708.00    | \$68,094.00    | \$69,797.00    | \$71,542.00    |
|             |              | Bi-Wk         | \$1,894.22    | \$1,951.23    | \$2,008.36    | \$2,066.29    | \$2,123.49    | \$2,176.56    | \$2,231.04    | \$2,286.71    | \$2,343.87    | \$2,402.61     | \$2,608.97     | \$2,674.22     | \$2,741.08     |
|             |              | Daily         | \$189.43      | \$195.13      | \$200.84      | \$206.63      | \$212.35      | \$217.66      | \$223.11      | \$228.68      | \$234.39      | \$240.27       | \$260.90       | \$267.43       | \$274.11       |
|             |              | Hourly        | \$23.68       | \$24.40       | \$25.11       | \$25.83       | \$26.55       | \$27.21       | \$27.89       | \$28.59       | \$29.30       | \$30.04        | \$32.62        | \$33.43        | \$34.27        |
| FQ          | 13           | Annual        | \$52,852.00   | \$54,674.00   | \$56,513.00   | \$58,336.00   | \$60,177.00   | \$61,683.00   | \$63,228.00   | \$64,811.00   | \$66,433.00   | \$68,094.00    | \$71,112.00    | \$72,890.00    | \$74,713.00    |
|             |              | Bi-Wk         | \$2,024.99    | \$2,094.79    | \$2,165.25    | \$2,235.10    | \$2,305.64    | \$2,363.34    | \$2,422.53    | \$2,483.19    | \$2,545.33    | \$2,608.97     | \$2,724.60     | \$2,792.73     | \$2,862.57     |
|             |              | Daily         | \$202.50      | \$209.48      | \$216.53      | \$223.51      | \$230.57      | \$236.34      | \$242.26      | \$248.32      | \$254.54      | \$260.90       | \$272.46       | \$279.28       | \$286.26       |
|             |              | Hourly        | \$25.32       | \$26.19       | \$27.07       | \$27.94       | \$28.83       | \$29.55       | \$30.29       | \$31.04       | \$31.82       | \$32.62        | \$34.06        | \$34.91        | \$35.79        |
| FQ          | 14           | Annual        | \$55,289.00   | \$57,181.00   | \$59,070.00   | \$60,962.00   | \$62,848.00   | \$64,427.00   | \$66,031.00   | \$67,679.00   | \$69,375.00   | \$71,112.00    | \$74,298.00    | \$76,156.00    | \$78,060.00    |
|             |              | Bi-Wk         | \$2,118.36    | \$2,190.85    | \$2,263.22    | \$2,335.71    | \$2,407.97    | \$2,468.47    | \$2,529.93    | \$2,593.07    | \$2,658.05    | \$2,724.60     | \$2,846.67     | \$2,917.86     | \$2,990.81     |
|             |              | Daily         | \$211.84      | \$219.09      | \$226.33      | \$233.58      | \$240.80      | \$246.85      | \$253.00      | \$259.31      | \$265.81      | \$272.46       | \$284.67       | \$291.79       | \$299.09       |
|             |              | Hourly        | \$26.48       | \$27.39       | \$28.30       | \$29.20       | \$30.10       | \$30.86       | \$31.63       | \$32.42       | \$33.23       | \$34.06        | \$35.59        | \$36.48        | \$37.39        |
| FQ          | 15           | Annual        | \$57,868.00   | \$59,812.00   | \$61,761.00   | \$63,723.00   | \$65,660.00   | \$67,305.00   | \$68,986.00   | \$70,715.00   | \$72,482.00   | \$74,298.00    | \$77,658.00    | \$79,600.00    | \$81,590.00    |
|             |              | Bi-Wk         | \$2,217.17    | \$2,291.65    | \$2,366.33    | \$2,441.50    | \$2,515.71    | \$2,578.74    | \$2,643.15    | \$2,709.39    | \$2,777.09    | \$2,846.67     | \$2,975.41     | \$3,049.81     | \$3,126.06     |
|             |              | Daily         | \$221.72      | \$229.17      | \$236.64      | \$244.15      | \$251.58      | \$257.88      | \$264.32      | \$270.94      | \$277.71      | \$284.67       | \$297.55       | \$304.99       | \$312.61       |
|             |              | Hourly        | \$27.72       | \$28.65       | \$29.58       | \$30.52       | \$31.45       | \$32.24       | \$33.04       | \$33.87       | \$34.72       | \$35.59        | \$37.20        | \$38.13        | \$39.08        |
| FQ          | 16           | Annual        | \$60,615.00   | \$62,618.00   | \$64,622.00   | \$66,634.00   | \$68,636.00   | \$70,350.00   | \$72,106.00   | \$73,908.00   | \$75,758.00   | \$77,658.00    | \$81,218.00    | \$83,249.00    | \$85,331.00    |
|             |              | Bi-Wk         | \$2,322.42    | \$2,399.16    | \$2,475.94    | \$2,553.03    | \$2,629.74    | \$2,695.41    | \$2,762.69    | \$2,831.73    | \$2,902.61    | \$2,975.41     | \$3,111.81     | \$3,189.62     | \$3,269.39     |
|             |              | Daily         | \$232.25      | \$239.92      | \$247.60      | \$255.31      | \$262.98      | \$269.55      | \$276.27      | \$283.18      | \$290.27      | \$297.55       | \$311.19       | \$318.97       | \$326.94       |
|             |              | Hourly        | \$29.04       | \$29.99       | \$30.95       | \$31.92       | \$32.88       | \$33.70       | \$34.54       | \$35.40       | \$36.29       | \$37.20        | \$38.90        | \$39.88        | \$40.87        |
| FQ          | 17           | Annual        | \$63,539.00   | \$65,596.00   | \$67,661.00   | \$69,718.00   | \$71,781.00   | \$73,576.00   | \$75,423.00   | \$77,306.00   | \$79,239.00   | \$81,218.00    | \$84,955.00    | \$87,079.00    | \$89,256.00    |
|             |              | Bi-Wk         | \$2,434.45    | \$2,513.26    | \$2,592.38    | \$2,671.19    | \$2,750.23    | \$2,819.01    | \$2,889.78    | \$2,961.92    | \$3,035.98    | \$3,111.81     | \$3,254.99     | \$3,336.37     | \$3,419.78     |
|             |              | Daily         | \$243.45      | \$251.33      | \$259.24      | \$267.12      | \$275.03      | \$281.91      | \$288.98      | \$296.20      | \$303.60      | \$311.19       | \$325.50       | \$333.64       | \$341.98       |
|             |              | Hourly        | \$30.44       | \$31.42       | \$32.41       | \$33.39       | \$34.38       | \$35.24       | \$36.13       | \$37.03       | \$37.95       | \$38.90        | \$40.69        | \$41.71        | \$42.75        |
| FQ          | 18           | Annual        | \$66,634.00   | \$68,752.00   | \$70,857.00   | \$72,971.00   | \$75,082.00   | \$76,967.00   | \$78,889.00   | \$80,863.00   | \$82,881.00   | \$84,955.00    | \$88,852.00    | \$91,074.00    | \$93,351.00    |
|             |              | Bi-Wk         | \$2,553.03    | \$2,634.18    | \$2,714.83    | \$2,795.83    | \$2,876.71    | \$2,948.93    | \$3,022.57    | \$3,098.20    | \$3,175.52    | \$3,254.99     | \$3,404.30     | \$3,489.43     | \$3,576.67     |
|             |              | Daily         | \$255.31      | \$263.42      | \$271.49      | \$279.59      | \$287.68      | \$294.90      | \$302.26      | \$309.82      | \$317.56      | \$325.50       | \$340.43       | \$348.95       | \$357.67       |
|             |              | Hourly        | \$31.92       | \$32.93       | \$33.94       | \$34.95       | \$35.96       | \$36.87       | \$37.79       | \$38.73       | \$39.70       | \$40.69        | \$42.56        | \$43.62        | \$44.71        |
| FQ          | 19           | Annual        | \$69,833.00   | \$72,014.00   | \$74,184.00   | \$76,357.00   | \$78,531.00   | \$80,495.00   | \$82,508.00   | \$84,568.00   | \$86,681.00   | \$88,852.00    | \$92,977.00    | \$95,302.00    | \$97,685.00    |
|             |              | Bi-Wk         | \$2,675.60    | \$2,759.16    | \$2,842.30    | \$2,925.56    | \$3,008.86    | \$3,084.10    | \$3,161.23    | \$3,240.16    | \$3,321.12    | \$3,404.30     | \$3,562.34     | \$3,651.42     | \$3,742.73     |
|             |              | Daily         | \$267.56      | \$275.92      | \$284.23      | \$292.56      | \$300.89      | \$308.41      | \$316.13      | \$324.02      | \$332.12      | \$340.43       | \$356.24       | \$365.15       | \$374.28       |
|             |              | Hourly        | \$33.45       | \$34.49       | \$35.53       | \$36.57       | \$37.62       | \$38.56       | \$39.52       | \$40.51       | \$41.52       | \$42.56        | \$44.53        | \$45.65        | \$46.79        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| FQ          | 20           | Annual        | \$73,267.00   | \$75,493.00   | \$77,718.00   | \$79,943.00   | \$82,171.00   | \$84,230.00   | \$86,341.00   | \$88,495.00   | \$90,707.00   | \$92,977.00    | \$97,241.00    | \$99,673.00    | \$102,165.00   |
|             |              | Bi-Wk         | \$2,807.17    | \$2,892.46    | \$2,977.71    | \$3,062.96    | \$3,148.32    | \$3,227.21    | \$3,308.09    | \$3,390.62    | \$3,475.37    | \$3,562.34     | \$3,725.71     | \$3,818.89     | \$3,914.37     |
|             |              | Daily         | \$280.72      | \$289.25      | \$297.78      | \$306.30      | \$314.84      | \$322.73      | \$330.81      | \$339.07      | \$347.54      | \$356.24       | \$372.58       | \$381.89       | \$391.44       |
|             |              | Hourly        | \$35.09       | \$36.16       | \$37.23       | \$38.29       | \$39.36       | \$40.35       | \$41.36       | \$42.39       | \$43.45       | \$44.53        | \$46.58        | \$47.74        | \$48.93        |
| FQ          | 21           | Annual        | \$76,784.00   | \$79,070.00   | \$81,368.00   | \$83,650.00   | \$85,949.00   | \$88,099.00   | \$90,295.00   | \$92,552.00   | \$94,867.00   | \$97,241.00    | \$102,384.00   | \$104,944.00   | \$107,568.00   |
|             |              | Bi-Wk         | \$2,941.92    | \$3,029.51    | \$3,117.55    | \$3,204.99    | \$3,293.07    | \$3,375.45    | \$3,459.58    | \$3,546.06    | \$3,634.76    | \$3,725.71     | \$3,922.76     | \$4,020.85     | \$4,121.38     |
|             |              | Daily         | \$294.20      | \$302.96      | \$311.76      | \$320.50      | \$329.31      | \$337.55      | \$345.96      | \$354.61      | \$363.48      | \$372.58       | \$392.28       | \$402.09       | \$412.14       |
|             |              | Hourly        | \$36.78       | \$37.87       | \$38.97       | \$40.07       | \$41.17       | \$42.20       | \$43.25       | \$44.33       | \$45.44       | \$46.58        | \$49.04        | \$50.27        | \$51.52        |
| FQ          | 22           | Annual        | \$79,621.00   | \$82,333.00   | \$85,053.00   | \$87,769.00   | \$90,486.00   | \$92,745.00   | \$95,075.00   | \$97,449.00   | \$99,886.00   | \$102,384.00   | \$107,124.00   | \$109,803.00   | \$112,549.00   |
|             |              | Bi-Wk         | \$3,050.62    | \$3,154.53    | \$3,258.74    | \$3,362.80    | \$3,466.90    | \$3,553.45    | \$3,642.73    | \$3,733.68    | \$3,827.05    | \$3,922.76     | \$4,104.37     | \$4,207.02     | \$4,312.23     |
|             |              | Daily         | \$305.07      | \$315.46      | \$325.88      | \$336.28      | \$346.69      | \$355.35      | \$364.28      | \$373.37      | \$382.71      | \$392.28       | \$410.44       | \$420.71       | \$431.23       |
|             |              | Hourly        | \$38.14       | \$39.44       | \$40.74       | \$42.04       | \$43.34       | \$44.42       | \$45.54       | \$46.68       | \$47.84       | \$49.04        | \$51.31        | \$52.59        | \$53.91        |
| FQ          | 23           | Annual        | \$83,350.00   | \$86,189.00   | \$89,018.00   | \$91,851.00   | \$94,681.00   | \$97,050.00   | \$99,472.00   | \$101,959.00  | \$104,513.00  | \$107,124.00   | \$112,162.00   | \$114,967.00   | \$117,842.00   |
|             |              | Bi-Wk         | \$3,193.49    | \$3,302.27    | \$3,410.66    | \$3,519.20    | \$3,627.63    | \$3,718.40    | \$3,811.19    | \$3,906.48    | \$4,004.33    | \$4,104.37     | \$4,297.40     | \$4,404.87     | \$4,515.02     |
|             |              | Daily         | \$319.35      | \$330.23      | \$341.07      | \$351.92      | \$362.77      | \$371.84      | \$381.12      | \$390.65      | \$400.44      | \$410.44       | \$429.74       | \$440.49       | \$451.51       |
|             |              | Hourly        | \$39.92       | \$41.28       | \$42.64       | \$43.99       | \$45.35       | \$46.48       | \$47.64       | \$48.84       | \$50.06       | \$51.31        | \$53.72        | \$55.07        | \$56.44        |
| FQ          | 24           | Annual        | \$87,332.00   | \$90,288.00   | \$93,233.00   | \$96,180.00   | \$99,141.00   | \$101,611.00  | \$104,160.00  | \$106,756.00  | \$109,424.00  | \$112,162.00   | \$117,406.00   | \$120,342.00   | \$123,351.00   |
|             |              | Bi-Wk         | \$3,346.06    | \$3,459.32    | \$3,572.15    | \$3,685.06    | \$3,798.51    | \$3,893.15    | \$3,990.81    | \$4,090.27    | \$4,192.50    | \$4,297.40     | \$4,498.32     | \$4,610.81     | \$4,726.10     |
|             |              | Daily         | \$334.61      | \$345.94      | \$357.22      | \$368.51      | \$379.86      | \$389.32      | \$399.09      | \$409.03      | \$419.25      | \$429.74       | \$449.84       | \$461.09       | \$472.61       |
|             |              | Hourly        | \$41.83       | \$43.25       | \$44.66       | \$46.07       | \$47.49       | \$48.67       | \$49.89       | \$51.13       | \$52.41       | \$53.72        | \$56.23        | \$57.64        | \$59.08        |
| FQ          | 25           | Annual        | \$91,519.00   | \$94,578.00   | \$97,650.00   | \$100,710.00  | \$103,763.00  | \$106,354.00  | \$109,019.00  | \$111,750.00  | \$114,543.00  | \$117,406.00   | \$122,927.00   | \$126,001.00   | \$129,152.00   |
|             |              | Bi-Wk         | \$3,506.48    | \$3,623.68    | \$3,741.38    | \$3,858.63    | \$3,975.60    | \$4,074.87    | \$4,176.98    | \$4,281.61    | \$4,388.63    | \$4,498.32     | \$4,709.85     | \$4,827.63     | \$4,948.36     |
|             |              | Daily         | \$350.65      | \$362.37      | \$374.14      | \$385.87      | \$397.56      | \$407.49      | \$417.70      | \$428.17      | \$438.87      | \$449.84       | \$470.99       | \$482.77       | \$494.84       |
|             |              | Hourly        | \$43.84       | \$45.30       | \$46.77       | \$48.24       | \$49.70       | \$50.94       | \$52.22       | \$53.53       | \$54.86       | \$56.23        | \$58.88        | \$60.35        | \$61.86        |
| FQ          | 26           | Annual        | \$95,967.00   | \$99,141.00   | \$102,306.00  | \$105,482.00  | \$108,647.00  | \$111,366.00  | \$114,151.00  | \$117,006.00  | \$119,929.00  | \$122,927.00   | \$128,714.00   | \$131,932.00   | \$135,231.00   |
|             |              | Bi-Wk         | \$3,676.90    | \$3,798.51    | \$3,919.78    | \$4,041.46    | \$4,162.73    | \$4,266.90    | \$4,373.61    | \$4,482.99    | \$4,594.99    | \$4,709.85     | \$4,931.58     | \$5,054.87     | \$5,181.27     |
|             |              | Daily         | \$367.69      | \$379.86      | \$391.98      | \$404.15      | \$416.28      | \$426.69      | \$437.37      | \$448.30      | \$459.50      | \$470.99       | \$493.16       | \$505.49       | \$518.13       |
|             |              | Hourly        | \$45.97       | \$47.49       | \$49.00       | \$50.52       | \$52.04       | \$53.34       | \$54.68       | \$56.04       | \$57.44       | \$58.88        | \$61.65        | \$63.19        | \$64.77        |
| FQ          | 27           | Annual        | \$100,634.00  | \$103,905.00  | \$107,191.00  | \$110,474.00  | \$113,761.00  | \$116,610.00  | \$119,524.00  | \$122,511.00  | \$125,574.00  | \$128,714.00   | \$134,849.00   | \$138,221.00   | \$141,677.00   |
|             |              | Bi-Wk         | \$3,855.71    | \$3,981.04    | \$4,106.94    | \$4,232.73    | \$4,358.66    | \$4,467.82    | \$4,579.47    | \$4,693.91    | \$4,811.27    | \$4,931.58     | \$5,166.63     | \$5,295.83     | \$5,428.24     |
|             |              | Daily         | \$385.58      | \$398.11      | \$410.70      | \$423.28      | \$435.87      | \$446.79      | \$457.95      | \$469.40      | \$481.13      | \$493.16       | \$516.67       | \$529.59       | \$542.83       |
|             |              | Hourly        | \$48.20       | \$49.77       | \$51.34       | \$52.91       | \$54.49       | \$55.85       | \$57.25       | \$58.68       | \$60.15       | \$61.65        | \$64.59        | \$66.20        | \$67.86        |
| FQ          | 28           | Annual        | \$105,608.00  | \$109,011.00  | \$112,398.00  | \$115,796.00  | \$119,194.00  | \$122,166.00  | \$125,218.00  | \$128,353.00  | \$131,560.00  | \$134,849.00   | \$138,284.00   | \$141,742.00   | \$145,286.00   |
|             |              | Bi-Wk         | \$4,046.29    | \$4,176.67    | \$4,306.44    | \$4,436.63    | \$4,566.82    | \$4,680.69    | \$4,797.63    | \$4,917.74    | \$5,040.62    | \$5,166.63     | \$5,298.24     | \$5,430.73     | \$5,566.52     |
|             |              | Daily         | \$404.63      | \$417.67      | \$430.65      | \$443.67      | \$456.69      | \$468.07      | \$479.77      | \$491.78      | \$504.07      | \$516.67       | \$529.83       | \$543.08       | \$556.66       |
|             |              | Hourly        | \$50.58       | \$52.21       | \$53.84       | \$55.46       | \$57.09       | \$58.51       | \$59.98       | \$61.48       | \$63.01       | \$64.59        | \$66.23        | \$67.89        | \$69.59        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| FQ          | 29           | Annual        | \$107,245.00  | \$110,993.00  | \$114,733.00  | \$118,479.00  | \$122,218.00  | \$125,273.00  | \$128,409.00  | \$131,622.00  | \$134,911.00  | \$138,284.00   | \$143,556.00   | \$147,145.00   | \$150,824.00   |
|             |              | Bi-Wk         | \$4,109.01    | \$4,252.61    | \$4,395.91    | \$4,539.43    | \$4,682.69    | \$4,799.74    | \$4,919.89    | \$5,042.99    | \$5,169.01    | \$5,298.24     | \$5,500.23     | \$5,637.74     | \$5,778.70     |
|             |              | Daily         | \$410.91      | \$425.27      | \$439.60      | \$453.95      | \$468.27      | \$479.98      | \$491.99      | \$504.30      | \$516.91      | \$529.83       | \$550.03       | \$563.78       | \$577.87       |
|             |              | Hourly        | \$51.37       | \$53.16       | \$54.95       | \$56.75       | \$58.54       | \$60.00       | \$61.50       | \$63.04       | \$64.62       | \$66.23        | \$68.76        | \$70.48        | \$72.24        |
| FQ          | 30           | Annual        | \$111,476.00  | \$115,319.00  | \$119,162.00  | \$123,019.00  | \$126,882.00  | \$130,050.00  | \$133,310.00  | \$136,639.00  | \$140,056.00  | \$143,556.00   | \$149,031.00   | \$152,757.00   | \$156,576.00   |
|             |              | Bi-Wk         | \$4,271.12    | \$4,418.36    | \$4,565.60    | \$4,713.38    | \$4,861.38    | \$4,982.76    | \$5,107.67    | \$5,235.22    | \$5,366.14    | \$5,500.23     | \$5,710.00     | \$5,852.76     | \$5,999.09     |
|             |              | Daily         | \$427.12      | \$441.84      | \$456.56      | \$471.34      | \$486.14      | \$498.28      | \$510.77      | \$523.53      | \$536.62      | \$550.03       | \$571.00       | \$585.28       | \$599.91       |
|             |              | Hourly        | \$53.39       | \$55.23       | \$57.07       | \$58.92       | \$60.77       | \$62.29       | \$63.85       | \$65.45       | \$67.08       | \$68.76        | \$71.38        | \$73.16        | \$74.99        |
| FQ          | 31           | Annual        | \$115,863.00  | \$119,823.00  | \$123,791.00  | \$127,754.00  | \$131,723.00  | \$135,013.00  | \$138,391.00  | \$141,851.00  | \$145,396.00  | \$149,031.00   | \$154,680.00   | \$158,547.00   | \$162,511.00   |
|             |              | Bi-Wk         | \$4,439.20    | \$4,590.92    | \$4,742.96    | \$4,894.79    | \$5,046.86    | \$5,172.92    | \$5,302.34    | \$5,434.91    | \$5,570.73    | \$5,710.00     | \$5,926.44     | \$6,074.60     | \$6,226.48     |
|             |              | Daily         | \$443.92      | \$459.10      | \$474.30      | \$489.48      | \$504.69      | \$517.30      | \$530.24      | \$543.50      | \$557.08      | \$571.00       | \$592.65       | \$607.46       | \$622.65       |
|             |              | Hourly        | \$55.49       | \$57.39       | \$59.29       | \$61.19       | \$63.09       | \$64.67       | \$66.28       | \$67.94       | \$69.64       | \$71.38        | \$74.09        | \$75.94        | \$77.84        |
| FQ          | 32           | Annual        | \$120,395.00  | \$124,475.00  | \$128,551.00  | \$132,627.00  | \$136,710.00  | \$140,130.00  | \$143,634.00  | \$147,225.00  | \$150,907.00  | \$154,680.00   | \$160,563.00   | \$164,578.00   | \$168,693.00   |
|             |              | Bi-Wk         | \$4,612.84    | \$4,769.16    | \$4,925.33    | \$5,081.50    | \$5,237.94    | \$5,368.97    | \$5,503.22    | \$5,640.81    | \$5,781.88    | \$5,926.44     | \$6,151.84     | \$6,305.68     | \$6,463.34     |
|             |              | Daily         | \$461.29      | \$476.92      | \$492.54      | \$508.15      | \$523.80      | \$536.90      | \$550.33      | \$564.09      | \$578.19      | \$592.65       | \$615.19       | \$630.57       | \$646.34       |
|             |              | Hourly        | \$57.67       | \$59.62       | \$61.57       | \$63.52       | \$65.48       | \$67.12       | \$68.80       | \$70.52       | \$72.28       | \$74.09        | \$76.90        | \$78.83        | \$80.80        |
| FQ          | 33           | Annual        | \$125,146.00  | \$129,334.00  | \$133,527.00  | \$137,712.00  | \$141,912.00  | \$145,464.00  | \$149,094.00  | \$152,824.00  | \$156,643.00  | \$160,563.00   | \$166,762.00   | \$170,932.00   | \$175,206.00   |
|             |              | Bi-Wk         | \$4,794.87    | \$4,955.33    | \$5,115.98    | \$5,276.33    | \$5,437.25    | \$5,573.34    | \$5,712.42    | \$5,855.33    | \$6,001.65    | \$6,151.84     | \$6,389.35     | \$6,549.12     | \$6,712.88     |
|             |              | Daily         | \$479.49      | \$495.54      | \$511.60      | \$527.64      | \$543.73      | \$557.34      | \$571.25      | \$585.54      | \$600.17      | \$615.19       | \$638.94       | \$654.92       | \$671.29       |
|             |              | Hourly        | \$59.94       | \$61.95       | \$63.95       | \$65.96       | \$67.97       | \$69.67       | \$71.41       | \$73.20       | \$75.03       | \$76.90        | \$79.87        | \$81.87        | \$83.92        |
| FQ          | 34           | Annual        | \$130,187.00  | \$134,492.00  | \$138,793.00  | \$143,098.00  | \$147,392.00  | \$151,080.00  | \$154,860.00  | \$158,726.00  | \$162,693.00  | \$166,762.00   | \$173,168.00   | \$177,498.00   | \$181,936.00   |
|             |              | Bi-Wk         | \$4,988.01    | \$5,152.96    | \$5,317.74    | \$5,482.69    | \$5,647.21    | \$5,788.51    | \$5,933.34    | \$6,081.46    | \$6,233.45    | \$6,389.35     | \$6,634.79     | \$6,800.69     | \$6,970.73     |
|             |              | Daily         | \$498.81      | \$515.30      | \$531.78      | \$548.27      | \$564.73      | \$578.86      | \$593.34      | \$608.15      | \$623.35      | \$638.94       | \$663.48       | \$680.07       | \$697.08       |
|             |              | Hourly        | \$62.36       | \$64.42       | \$66.48       | \$68.54       | \$70.60       | \$72.36       | \$74.17       | \$76.02       | \$77.92       | \$79.87        | \$82.94        | \$85.01        | \$87.14        |
| FQ          | 35           | Annual        | \$135,400.00  | \$139,815.00  | \$144,225.00  | \$148,631.00  | \$153,053.00  | \$156,873.00  | \$160,798.00  | \$164,822.00  | \$168,941.00  | \$173,168.00   | \$179,891.00   | \$184,389.00   | \$188,999.00   |
|             |              | Bi-Wk         | \$5,187.74    | \$5,356.90    | \$5,525.87    | \$5,694.68    | \$5,864.10    | \$6,010.46    | \$6,160.85    | \$6,315.02    | \$6,472.84    | \$6,634.79     | \$6,892.38     | \$7,064.72     | \$7,241.35     |
|             |              | Daily         | \$518.78      | \$535.69      | \$552.59      | \$569.47      | \$586.41      | \$601.05      | \$616.09      | \$631.51      | \$647.29      | \$663.48       | \$689.24       | \$706.48       | \$724.14       |
|             |              | Hourly        | \$64.85       | \$66.97       | \$69.08       | \$71.19       | \$73.31       | \$75.14       | \$77.02       | \$78.94       | \$80.92       | \$82.94        | \$86.16        | \$88.31        | \$90.52        |
| FQ          | 36           | Annual        | \$140,890.00  | \$145,414.00  | \$149,943.00  | \$154,464.00  | \$158,991.00  | \$162,973.00  | \$167,041.00  | \$171,222.00  | \$175,504.00  | \$179,891.00   | \$186,924.00   | \$191,598.00   | \$196,388.00   |
|             |              | Bi-Wk         | \$5,398.09    | \$5,571.42    | \$5,744.95    | \$5,918.17    | \$6,091.61    | \$6,244.18    | \$6,400.04    | \$6,560.23    | \$6,724.30    | \$6,892.38     | \$7,161.84     | \$7,340.92     | \$7,524.45     |
|             |              | Daily         | \$539.81      | \$557.15      | \$574.50      | \$591.82      | \$609.17      | \$624.42      | \$640.01      | \$656.03      | \$672.43      | \$689.24       | \$716.19       | \$734.10       | \$752.45       |
|             |              | Hourly        | \$67.48       | \$69.65       | \$71.82       | \$73.98       | \$76.15       | \$78.06       | \$80.01       | \$82.01       | \$84.06       | \$86.16        | \$89.53        | \$91.77        | \$94.06        |
| FQ          | 37           | Annual        | \$146,609.00  | \$151,259.00  | \$155,911.00  | \$160,563.00  | \$165,213.00  | \$169,337.00  | \$173,575.00  | \$177,918.00  | \$182,367.00  | \$186,924.00   | \$194,074.00   | \$198,926.00   | \$203,900.00   |
|             |              | Bi-Wk         | \$5,617.21    | \$5,795.37    | \$5,973.61    | \$6,151.84    | \$6,330.00    | \$6,488.01    | \$6,650.39    | \$6,816.79    | \$6,987.25    | \$7,161.84     | \$7,435.79     | \$7,621.69     | \$7,812.27     |
|             |              | Daily         | \$561.73      | \$579.54      | \$597.37      | \$615.19      | \$633.00      | \$648.81      | \$665.04      | \$681.68      | \$698.73      | \$716.19       | \$743.58       | \$762.17       | \$781.23       |
|             |              | Hourly        | \$70.22       | \$72.45       | \$74.68       | \$76.90       | \$79.13       | \$81.11       | \$83.13       | \$85.21       | \$87.35       | \$89.53        | \$92.95        | \$95.28        | \$97.66        |

**P-4 FQ 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> | <u>Step 10</u> | <u>Step 11</u> | <u>Step 12</u> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| FQ          | 38           | Annual        | \$152,488.00  | \$157,249.00  | \$162,012.00  | \$166,766.00  | \$171,528.00  | \$175,822.00  | \$180,216.00  | \$184,725.00  | \$189,341.00  | \$194,074.00   | \$201,578.00   | \$206,618.00   | \$211,784.00   |
|             |              | Bi-Wk         | \$5,842.46    | \$6,024.87    | \$6,207.36    | \$6,389.51    | \$6,571.96    | \$6,736.48    | \$6,904.83    | \$7,077.59    | \$7,254.45    | \$7,435.79     | \$7,723.30     | \$7,916.40     | \$8,114.33     |
|             |              | Daily         | \$584.25      | \$602.49      | \$620.74      | \$638.96      | \$657.20      | \$673.65      | \$690.49      | \$707.76      | \$725.45      | \$743.58       | \$772.33       | \$791.64       | \$811.44       |
|             |              | Hourly        | \$73.04       | \$75.32       | \$77.60       | \$79.87       | \$82.15       | \$84.21       | \$86.32       | \$88.47       | \$90.69       | \$92.95        | \$96.55        | \$98.96        | \$101.43       |
| FQ          | 39           | Annual        | \$158,663.00  | \$163,546.00  | \$168,419.00  | \$173,281.00  | \$178,164.00  | \$182,621.00  | \$187,186.00  | \$191,867.00  | \$196,662.00  | \$201,578.00   | \$209,311.00   | \$214,544.00   | \$219,908.00   |
|             |              | Bi-Wk         | \$6,079.05    | \$6,266.14    | \$6,452.84    | \$6,639.12    | \$6,826.21    | \$6,996.98    | \$7,171.88    | \$7,351.23    | \$7,534.95    | \$7,723.30     | \$8,019.58     | \$8,220.08     | \$8,425.60     |
|             |              | Daily         | \$607.91      | \$626.62      | \$645.29      | \$663.92      | \$682.63      | \$699.70      | \$717.19      | \$735.13      | \$753.50      | \$772.33       | \$801.96       | \$822.01       | \$842.56       |
|             |              | Hourly        | \$75.99       | \$78.33       | \$80.67       | \$82.99       | \$85.33       | \$87.47       | \$89.65       | \$91.90       | \$94.19       | \$96.55        | \$100.25       | \$102.76       | \$105.32       |
| FQ          | 40           | Annual        | \$165,090.00  | \$170,059.00  | \$175,039.00  | \$180,013.00  | \$184,994.00  | \$189,623.00  | \$194,363.00  | \$199,222.00  | \$204,204.00  | \$209,311.00   | \$217,460.00   | \$222,897.00   | \$228,470.00   |
|             |              | Bi-Wk         | \$6,325.29    | \$6,515.68    | \$6,706.48    | \$6,897.05    | \$7,087.90    | \$7,265.25    | \$7,446.86    | \$7,633.03    | \$7,823.91    | \$8,019.58     | \$8,331.81     | \$8,540.12     | \$8,753.64     |
|             |              | Daily         | \$632.53      | \$651.57      | \$670.65      | \$689.71      | \$708.79      | \$726.53      | \$744.69      | \$763.31      | \$782.40      | \$801.96       | \$833.19       | \$854.02       | \$875.37       |
|             |              | Hourly        | \$79.07       | \$81.45       | \$83.84       | \$86.22       | \$88.60       | \$90.82       | \$93.09       | \$95.42       | \$97.80       | \$100.25       | \$104.15       | \$106.76       | \$109.43       |
| FQ          | 41           | Annual        | \$171,810.00  | \$176,912.00  | \$182,008.00  | \$187,103.00  | \$192,199.00  | \$197,007.00  | \$201,934.00  | \$206,978.00  | \$212,159.00  | \$217,460.00   | \$225,857.00   | \$231,504.00   | \$237,292.00   |
|             |              | Bi-Wk         | \$6,582.76    | \$6,778.24    | \$6,973.49    | \$7,168.70    | \$7,363.95    | \$7,548.17    | \$7,736.94    | \$7,930.20    | \$8,128.70    | \$8,331.81     | \$8,653.53     | \$8,869.89     | \$9,091.65     |
|             |              | Daily         | \$658.28      | \$677.83      | \$697.35      | \$716.87      | \$736.40      | \$754.82      | \$773.70      | \$793.02      | \$812.87      | \$833.19       | \$865.36       | \$886.99       | \$909.17       |
|             |              | Hourly        | \$82.29       | \$84.73       | \$87.17       | \$89.61       | \$92.05       | \$94.36       | \$96.72       | \$99.13       | \$101.61      | \$104.15       | \$108.17       | \$110.88       | \$113.65       |
| FQ          | 42           | Annual        | \$178,781.00  | \$183,980.00  | \$189,199.00  | \$194,404.00  | \$199,625.00  | \$204,618.00  | \$209,732.00  | \$214,974.00  | \$220,348.00  | \$225,857.00   | \$234,636.00   | \$240,502.00   | \$246,515.00   |
|             |              | Bi-Wk         | \$6,849.85    | \$7,049.05    | \$7,249.01    | \$7,448.43    | \$7,648.47    | \$7,839.78    | \$8,035.71    | \$8,236.56    | \$8,442.46    | \$8,653.53     | \$8,989.89     | \$9,214.64     | \$9,445.02     |
|             |              | Daily         | \$684.99      | \$704.91      | \$724.91      | \$744.85      | \$764.85      | \$783.98      | \$803.58      | \$823.66      | \$844.25      | \$865.36       | \$898.99       | \$921.47       | \$944.51       |
|             |              | Hourly        | \$85.63       | \$88.12       | \$90.62       | \$93.11       | \$95.61       | \$98.00       | \$100.45      | \$102.96      | \$105.54      | \$108.17       | \$112.38       | \$115.19       | \$118.07       |
| FQ          | 43           | Annual        | \$186,133.00  | \$191,444.00  | \$196,765.00  | \$202,072.00  | \$207,389.00  | \$212,568.00  | \$217,888.00  | \$223,330.00  | \$228,915.00  | \$234,636.00   | \$240,502.00   | \$246,515.00   |                |
|             |              | Bi-Wk         | \$7,131.54    | \$7,335.02    | \$7,538.89    | \$7,742.23    | \$7,945.94    | \$8,144.37    | \$8,348.20    | \$8,556.71    | \$8,770.69    | \$8,989.89     | \$9,214.64     | \$9,445.02     |                |
|             |              | Daily         | \$713.16      | \$733.51      | \$753.89      | \$774.23      | \$794.60      | \$814.44      | \$834.82      | \$855.68      | \$877.07      | \$898.99       | \$921.47       | \$944.51       |                |
|             |              | Hourly        | \$89.15       | \$91.69       | \$94.24       | \$96.78       | \$99.33       | \$101.81      | \$104.36      | \$106.96      | \$109.64      | \$112.38       | \$115.19       | \$118.07       |                |

\*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."