

P-4 FS 40 Hour Pay Plan Effective 07/01/2021

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FS	11	Annual	\$42,937.00	\$44,244.00	\$45,561.00	\$46,866.00	\$48,214.00	\$49,563.00	\$50,963.00	\$52,243.00	\$53,546.00	\$54,881.00	\$56,263.00	\$57,670.00
		Bi-Wk	\$1,645.10	\$1,695.18	\$1,745.64	\$1,795.64	\$1,847.28	\$1,899.74	\$1,952.61	\$2,001.65	\$2,051.58	\$2,102.73	\$2,155.68	\$2,209.58
		Daily	\$164.51	\$169.52	\$174.57	\$179.57	\$184.73	\$189.98	\$195.27	\$200.17	\$205.16	\$210.28	\$215.57	\$220.96
		Hourly	\$20.57	\$21.19	\$21.83	\$22.45	\$23.10	\$23.75	\$24.41	\$25.03	\$25.65	\$26.29	\$26.95	\$27.62
FS	12	Annual	\$44,329.00	\$45,701.00	\$47,056.00	\$48,472.00	\$49,891.00	\$51,330.00	\$52,752.00	\$54,070.00	\$55,423.00	\$56,806.00	\$58,226.00	\$59,685.00
		Bi-Wk	\$1,698.43	\$1,751.00	\$1,802.92	\$1,857.17	\$1,911.54	\$1,966.67	\$2,021.15	\$2,071.65	\$2,123.49	\$2,176.48	\$2,230.89	\$2,286.79
		Daily	\$169.85	\$175.10	\$180.30	\$185.72	\$191.16	\$196.67	\$202.12	\$207.17	\$212.35	\$217.65	\$223.09	\$228.68
		Hourly	\$21.24	\$21.89	\$22.54	\$23.22	\$23.90	\$24.59	\$25.27	\$25.90	\$26.55	\$27.21	\$27.89	\$28.59
FS	13	Annual	\$46,827.00	\$48,561.00	\$50,304.00	\$52,039.00	\$53,789.00	\$55,524.00	\$57,277.00	\$58,710.00	\$60,180.00	\$61,687.00	\$63,231.00	\$64,812.00
		Bi-Wk	\$1,794.14	\$1,860.58	\$1,927.36	\$1,993.84	\$2,060.89	\$2,127.36	\$2,194.53	\$2,249.43	\$2,305.75	\$2,363.49	\$2,422.65	\$2,483.22
		Daily	\$179.42	\$186.06	\$192.74	\$199.39	\$206.09	\$212.74	\$219.46	\$224.95	\$230.58	\$236.35	\$242.27	\$248.33
		Hourly	\$22.43	\$23.26	\$24.10	\$24.93	\$25.77	\$26.60	\$27.44	\$28.12	\$28.83	\$29.55	\$30.29	\$31.05
FS	14	Annual	\$49,019.00	\$50,825.00	\$52,624.00	\$54,425.00	\$56,223.00	\$58,024.00	\$59,819.00	\$61,321.00	\$62,848.00	\$64,417.00	\$66,031.00	\$67,684.00
		Bi-Wk	\$1,878.13	\$1,947.32	\$2,016.25	\$2,085.25	\$2,154.14	\$2,223.15	\$2,291.92	\$2,339.47	\$2,407.97	\$2,468.09	\$2,529.93	\$2,593.26
		Daily	\$187.82	\$194.74	\$201.63	\$208.53	\$215.42	\$222.32	\$229.20	\$234.95	\$240.80	\$246.81	\$253.00	\$259.33
		Hourly	\$23.48	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.37	\$30.10	\$30.86	\$31.63	\$32.42
FS	15	Annual	\$51,376.00	\$53,226.00	\$55,079.00	\$56,929.00	\$58,784.00	\$60,651.00	\$62,495.00	\$64,061.00	\$65,661.00	\$67,307.00	\$68,989.00	\$70,717.00
		Bi-Wk	\$1,968.43	\$2,039.32	\$2,110.31	\$2,181.19	\$2,252.27	\$2,323.80	\$2,394.45	\$2,454.45	\$2,515.75	\$2,578.82	\$2,643.26	\$2,709.47
		Daily	\$196.85	\$203.94	\$211.04	\$218.12	\$225.23	\$232.38	\$239.45	\$245.45	\$251.58	\$257.89	\$264.33	\$270.95
		Hourly	\$24.61	\$25.50	\$26.38	\$27.27	\$28.16	\$29.05	\$29.94	\$30.69	\$31.45	\$32.24	\$33.05	\$33.87
FS	16	Annual	\$53,874.00	\$55,785.00	\$57,693.00	\$59,600.00	\$61,507.00	\$63,422.00	\$65,327.00	\$66,960.00	\$68,631.00	\$70,346.00	\$72,107.00	\$73,915.00
		Bi-Wk	\$2,064.14	\$2,137.36	\$2,210.46	\$2,283.53	\$2,356.60	\$2,429.97	\$2,502.96	\$2,565.52	\$2,629.55	\$2,695.25	\$2,762.73	\$2,832.00
		Daily	\$206.42	\$213.74	\$221.05	\$228.36	\$235.66	\$243.00	\$250.30	\$256.56	\$262.96	\$269.53	\$276.28	\$283.20
		Hourly	\$25.81	\$26.72	\$27.64	\$28.55	\$29.46	\$30.38	\$31.29	\$32.07	\$32.87	\$33.70	\$34.54	\$35.40
FS	17	Annual	\$56,542.00	\$58,506.00	\$60,477.00	\$62,435.00	\$64,400.00	\$66,358.00	\$68,321.00	\$70,030.00	\$71,788.00	\$73,580.00	\$75,420.00	\$77,304.00
		Bi-Wk	\$2,166.37	\$2,241.61	\$2,317.13	\$2,392.15	\$2,467.44	\$2,542.46	\$2,617.67	\$2,663.15	\$2,750.50	\$2,819.16	\$2,889.66	\$2,961.84
		Daily	\$216.64	\$224.17	\$231.72	\$239.22	\$246.75	\$254.25	\$261.77	\$268.32	\$275.05	\$281.92	\$288.97	\$296.19
		Hourly	\$27.08	\$28.03	\$28.97	\$29.91	\$30.85	\$31.79	\$32.73	\$33.54	\$34.39	\$35.24	\$36.13	\$37.03
FS	18	Annual	\$59,394.00	\$61,411.00	\$63,422.00	\$65,439.00	\$67,441.00	\$69,454.00	\$71,463.00	\$73,257.00	\$75,086.00	\$76,965.00	\$78,886.00	\$80,860.00
		Bi-Wk	\$2,275.64	\$2,352.92	\$2,429.97	\$2,507.25	\$2,583.95	\$2,661.08	\$2,738.05	\$2,806.79	\$2,876.86	\$2,948.86	\$3,022.46	\$3,098.09
		Daily	\$227.57	\$235.30	\$243.00	\$250.73	\$258.40	\$266.11	\$273.81	\$280.68	\$287.69	\$294.89	\$302.25	\$309.81
		Hourly	\$28.45	\$29.42	\$30.38	\$31.35	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97	\$36.87	\$37.79	\$38.73

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
FS	19	Annual	\$62,318.00	\$64,400.00	\$66,467.00	\$68,543.00	\$70,608.00	\$72,677.00	\$74,746.00	\$76,815.00	\$78,884.00	\$80,953.00	\$83,022.00	\$85,091.00	\$87,160.00	
		Bi-Wk	\$2,387.67	\$2,467.44	\$2,546.63	\$2,626.17	\$2,705.29	\$2,784.56	\$2,863.84	\$2,943.12	\$3,022.40	\$3,101.68	\$3,181.00	\$3,260.32	\$3,339.64	\$3,418.96
		Daily	\$238.77	\$246.75	\$254.67	\$262.62	\$270.53	\$278.46	\$286.39	\$294.32	\$302.25	\$310.17	\$318.10	\$326.03	\$333.96	\$341.89
FS	20	Annual	\$65,497.00	\$67,618.00	\$69,736.00	\$71,854.00	\$73,972.00	\$76,090.00	\$78,210.00	\$80,330.00	\$82,450.00	\$84,570.00	\$86,690.00	\$88,810.00	\$90,930.00	
		Bi-Wk	\$2,509.47	\$2,590.73	\$2,671.88	\$2,753.03	\$2,834.18	\$2,915.33	\$2,996.56	\$3,077.65	\$3,158.74	\$3,239.83	\$3,320.92	\$3,402.01	\$3,483.10	\$3,564.19
		Daily	\$250.95	\$259.08	\$267.19	\$275.31	\$283.42	\$291.54	\$299.66	\$307.77	\$315.89	\$324.01	\$332.12	\$340.24	\$348.35	\$356.47
FS	21	Annual	\$68,723.00	\$70,909.00	\$73,083.00	\$75,259.00	\$77,446.00	\$79,618.00	\$81,806.00	\$83,983.00	\$86,160.00	\$88,337.00	\$90,514.00	\$92,691.00	\$94,868.00	
		Bi-Wk	\$2,633.07	\$2,716.82	\$2,800.12	\$2,883.49	\$2,967.28	\$3,050.50	\$3,134.33	\$3,218.16	\$3,301.99	\$3,385.82	\$3,469.65	\$3,553.48	\$3,637.31	\$3,721.14
		Daily	\$263.31	\$271.69	\$280.02	\$288.35	\$296.73	\$305.05	\$313.44	\$321.82	\$330.21	\$338.59	\$347.00	\$355.41	\$363.82	\$372.23
FS	22	Annual	\$70,608.00	\$73,190.00	\$75,784.00	\$78,364.00	\$80,954.00	\$83,539.00	\$86,125.00	\$88,710.00	\$91,295.00	\$93,880.00	\$96,465.00	\$99,050.00	\$101,635.00	
		Bi-Wk	\$2,705.29	\$2,804.22	\$2,903.61	\$3,002.46	\$3,101.69	\$3,200.73	\$3,299.81	\$3,398.91	\$3,498.00	\$3,597.09	\$3,696.18	\$3,795.27	\$3,894.36	\$3,993.45
		Daily	\$270.53	\$280.43	\$290.37	\$300.25	\$310.17	\$320.08	\$329.99	\$339.91	\$349.82	\$359.73	\$369.64	\$379.55	\$389.46	\$399.37
FS	23	Annual	\$73,948.00	\$76,645.00	\$79,333.00	\$82,035.00	\$84,727.00	\$87,424.00	\$90,118.00	\$92,812.00	\$95,506.00	\$98,200.00	\$100,894.00	\$103,588.00	\$106,282.00	
		Bi-Wk	\$2,833.26	\$2,936.60	\$3,039.58	\$3,143.11	\$3,246.25	\$3,349.58	\$3,452.80	\$3,556.02	\$3,659.16	\$3,762.51	\$3,865.85	\$3,969.19	\$4,072.53	\$4,175.87
		Daily	\$283.33	\$293.66	\$303.96	\$314.32	\$324.63	\$334.96	\$345.28	\$355.60	\$365.92	\$376.24	\$386.56	\$396.88	\$407.20	\$417.53
FS	24	Annual	\$77,503.00	\$80,314.00	\$83,122.00	\$85,936.00	\$88,740.00	\$91,545.00	\$94,362.00	\$97,174.00	\$99,980.00	\$102,786.00	\$105,592.00	\$108,398.00	\$111,204.00	
		Bi-Wk	\$2,969.47	\$3,077.17	\$3,184.76	\$3,292.57	\$3,400.00	\$3,507.48	\$3,615.41	\$3,723.34	\$3,831.27	\$3,939.20	\$4,047.13	\$4,155.06	\$4,262.99	\$4,370.92
		Daily	\$296.95	\$307.72	\$318.48	\$329.26	\$340.00	\$350.75	\$361.55	\$372.34	\$383.13	\$393.92	\$404.71	\$415.50	\$426.29	\$437.08
FS	25	Annual	\$81,293.00	\$84,208.00	\$87,108.00	\$90,020.00	\$92,944.00	\$95,856.00	\$98,762.00	\$101,669.00	\$104,575.00	\$107,481.00	\$110,387.00	\$113,293.00	\$116,199.00	
		Bi-Wk	\$3,114.68	\$3,226.37	\$3,337.48	\$3,449.05	\$3,561.08	\$3,672.65	\$3,783.99	\$3,895.51	\$4,007.25	\$4,119.00	\$4,230.74	\$4,342.49	\$4,454.23	\$4,565.97
		Daily	\$311.47	\$322.64	\$333.75	\$344.91	\$356.11	\$367.27	\$378.40	\$389.55	\$400.70	\$411.85	\$423.00	\$434.15	\$445.30	\$456.45
FS	26	Annual	\$85,297.00	\$88,314.00	\$91,342.00	\$94,362.00	\$97,375.00	\$100,399.00	\$103,411.00	\$106,424.00	\$109,437.00	\$112,450.00	\$115,463.00	\$118,476.00	\$121,489.00	
		Bi-Wk	\$3,268.09	\$3,383.68	\$3,499.70	\$3,615.41	\$3,730.85	\$3,846.71	\$3,962.11	\$4,077.51	\$4,192.91	\$4,308.31	\$4,423.71	\$4,539.11	\$4,654.51	\$4,769.91
		Daily	\$326.81	\$338.37	\$349.97	\$361.55	\$373.09	\$384.68	\$396.22	\$407.76	\$419.30	\$430.84	\$442.38	\$453.92	\$465.46	\$477.00
FS	26	Hourly	\$40.86	\$42.30	\$43.75	\$45.20	\$46.64	\$48.09	\$49.53	\$50.97	\$52.42	\$53.86	\$55.31	\$56.75	\$58.20	

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
FS	27	Annual	\$89,523.00	\$92,654.00	\$95,784.00	\$98,897.00	\$102,025.00	\$105,150.00	\$108,279.00	\$110,990.00	\$113,763.00	\$116,606.00	\$119,522.00	\$122,511.00	
		Bi-Wk	\$3,430.00	\$3,549.97	\$3,669.89	\$3,789.16	\$3,909.01	\$4,028.74	\$4,148.63	\$4,262.50	\$4,358.74	\$4,467.67	\$4,579.39	\$4,693.91	\$4,811.11
		Daily	\$343.00	\$355.00	\$366.99	\$378.92	\$390.91	\$402.88	\$414.87	\$425.25	\$435.88	\$446.77	\$457.94	\$469.40	\$481.11
		Hourly	\$42.88	\$44.38	\$45.88	\$47.37	\$48.87	\$50.36	\$51.86	\$53.16	\$54.49	\$55.85	\$57.25	\$58.68	
FS	28	Annual	\$94,048.00	\$97,281.00	\$100,519.00	\$103,758.00	\$106,981.00	\$110,215.00	\$113,449.00	\$116,328.00	\$119,236.00	\$122,221.00	\$125,279.00	\$128,409.00	\$131,620.00
		Bi-Wk	\$3,603.38	\$3,727.25	\$3,851.31	\$3,975.41	\$4,098.89	\$4,222.80	\$4,346.71	\$4,455.14	\$4,566.40	\$4,682.80	\$4,799.97	\$4,919.89	\$5,042.92
		Daily	\$360.34	\$372.73	\$385.14	\$397.55	\$409.89	\$422.28	\$434.68	\$445.52	\$456.64	\$468.08	\$479.78	\$491.77	\$504.30
		Hourly	\$45.05	\$46.60	\$48.15	\$49.70	\$51.24	\$52.79	\$54.34	\$55.69	\$57.08	\$58.51	\$59.98	\$61.48	
FS	29	Annual	\$94,951.00	\$98,516.00	\$102,077.00	\$105,643.00	\$109,203.00	\$112,769.00	\$116,328.00	\$119,236.00	\$122,221.00	\$125,279.00	\$128,409.00	\$131,620.00	
		Bi-Wk	\$3,637.97	\$3,774.56	\$3,911.00	\$4,047.63	\$4,184.03	\$4,320.66	\$4,457.02	\$4,568.43	\$4,682.80	\$4,799.97	\$4,919.89	\$5,042.92	
		Daily	\$363.80	\$377.46	\$391.10	\$404.77	\$418.41	\$432.07	\$445.71	\$456.85	\$468.28	\$480.00	\$491.99	\$504.30	
		Hourly	\$45.48	\$47.19	\$48.89	\$50.60	\$52.31	\$54.01	\$55.72	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04	
FS	30	Annual	\$98,762.00	\$102,429.00	\$106,104.00	\$109,761.00	\$113,419.00	\$117,090.00	\$120,767.00	\$123,783.00	\$126,885.00	\$130,054.00	\$133,307.00	\$136,638.00	
		Bi-Wk	\$3,783.99	\$3,924.49	\$4,065.29	\$4,205.41	\$4,345.56	\$4,486.21	\$4,627.09	\$4,742.65	\$4,861.50	\$4,982.92	\$5,107.55	\$5,235.18	
		Daily	\$378.40	\$392.45	\$406.53	\$420.55	\$434.56	\$448.63	\$462.71	\$474.27	\$486.15	\$498.30	\$510.76	\$523.52	
		Hourly	\$47.30	\$49.06	\$50.82	\$52.57	\$54.32	\$56.08	\$57.84	\$59.29	\$60.77	\$62.29	\$63.85	\$65.44	
FS	31	Annual	\$102,726.00	\$106,501.00	\$110,280.00	\$114,048.00	\$117,825.00	\$121,598.00	\$125,375.00	\$128,507.00	\$131,721.00	\$135,015.00	\$138,389.00	\$141,849.00	
		Bi-Wk	\$3,935.87	\$4,080.50	\$4,225.29	\$4,369.66	\$4,514.37	\$4,658.93	\$4,803.64	\$4,923.64	\$5,046.79	\$5,172.99	\$5,302.27	\$5,434.83	
		Daily	\$393.59	\$408.05	\$422.53	\$436.97	\$451.44	\$465.90	\$480.37	\$492.37	\$504.68	\$517.30	\$530.23	\$543.49	
		Hourly	\$49.20	\$51.01	\$52.82	\$54.63	\$56.43	\$58.24	\$60.05	\$61.55	\$63.09	\$64.67	\$66.28	\$67.94	
FS	32	Annual	\$106,843.00	\$110,719.00	\$114,593.00	\$118,477.00	\$122,356.00	\$126,236.00	\$130,121.00	\$133,377.00	\$136,712.00	\$140,130.00	\$143,635.00	\$147,226.00	
		Bi-Wk	\$4,093.61	\$4,242.11	\$4,390.54	\$4,539.35	\$4,687.97	\$4,836.63	\$4,985.48	\$5,110.23	\$5,238.01	\$5,368.97	\$5,503.26	\$5,640.85	
		Daily	\$409.37	\$424.22	\$439.06	\$453.94	\$468.80	\$483.67	\$498.55	\$511.03	\$523.81	\$536.90	\$550.33	\$564.09	
		Hourly	\$51.18	\$53.03	\$54.89	\$56.75	\$58.60	\$60.46	\$62.32	\$63.88	\$65.48	\$67.12	\$68.80	\$70.52	
FS	33	Annual	\$111,143.00	\$115,130.00	\$119,115.00	\$123,101.00	\$127,092.00	\$131,076.00	\$135,073.00	\$138,454.00	\$141,909.00	\$145,459.00	\$149,094.00	\$152,825.00	
		Bi-Wk	\$4,258.36	\$4,411.12	\$4,563.80	\$4,716.52	\$4,869.43	\$5,022.07	\$5,175.22	\$5,304.76	\$5,437.13	\$5,573.15	\$5,712.42	\$5,855.37	
		Daily	\$425.84	\$441.12	\$456.38	\$471.66	\$486.95	\$502.21	\$517.53	\$530.48	\$543.72	\$557.32	\$571.25	\$585.54	
		Hourly	\$53.23	\$55.14	\$57.05	\$58.96	\$60.87	\$62.78	\$64.70	\$66.31	\$67.97	\$69.67	\$71.41	\$73.20	
FS	34	Annual	\$115,718.00	\$119,815.00	\$123,913.00	\$128,010.00	\$132,104.00	\$136,201.00	\$140,289.00	\$143,800.00	\$147,397.00	\$151,077.00	\$154,852.00	\$158,725.00	
		Bi-Wk	\$4,433.64	\$4,590.62	\$4,747.63	\$4,904.60	\$5,061.46	\$5,218.43	\$5,375.06	\$5,509.58	\$5,647.40	\$5,788.40	\$5,933.03	\$6,081.42	
		Daily	\$443.37	\$459.07	\$474.77	\$490.46	\$506.15	\$521.85	\$537.51	\$550.96	\$564.74	\$578.84	\$593.31	\$608.15	
		Hourly	\$55.43	\$57.39	\$59.35	\$61.31	\$63.27	\$65.24	\$67.19	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02	

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FS	35	Annual	\$120,475.00	\$124,671.00	\$128,875.00	\$133,077.00	\$137,275.00	\$141,468.00	\$145,678.00	\$149,313.00	\$153,049.00	\$156,879.00	\$160,800.00	\$164,823.00
		Bi-Wk	\$4,615.91	\$4,776.67	\$4,937.74	\$5,098.74	\$5,259.58	\$5,420.23	\$5,581.54	\$5,720.81	\$5,863.95	\$6,010.69	\$6,160.92	\$6,315.06
		Daily	\$461.60	\$477.67	\$493.78	\$509.88	\$525.96	\$542.03	\$558.16	\$572.09	\$586.40	\$601.07	\$616.10	\$631.51
FS	36	Annual	\$125,485.00	\$129,787.00	\$134,100.00	\$138,406.00	\$142,717.00	\$147,020.00	\$151,329.00	\$155,120.00	\$158,991.00	\$162,970.00	\$167,046.00	\$171,222.00
		Bi-Wk	\$4,807.86	\$4,972.69	\$5,137.94	\$5,302.92	\$5,468.09	\$5,632.96	\$5,798.05	\$5,943.30	\$6,091.61	\$6,244.07	\$6,400.23	\$6,560.23
		Daily	\$480.79	\$497.27	\$513.80	\$530.30	\$546.81	\$563.30	\$579.81	\$594.33	\$609.17	\$624.41	\$640.03	\$656.03
FS	37	Annual	\$130,690.00	\$135,114.00	\$139,544.00	\$143,969.00	\$148,398.00	\$152,825.00	\$157,251.00	\$161,176.00	\$165,210.00	\$169,344.00	\$173,579.00	\$177,916.00
		Bi-Wk	\$5,007.28	\$5,176.79	\$5,346.52	\$5,516.06	\$5,685.75	\$5,855.37	\$6,024.95	\$6,175.33	\$6,329.89	\$6,488.28	\$6,650.54	\$6,816.71
		Daily	\$500.73	\$517.68	\$534.66	\$551.61	\$568.58	\$585.54	\$602.50	\$617.54	\$632.99	\$648.83	\$665.06	\$681.68
FS	38	Annual	\$136,086.00	\$140,607.00	\$145,139.00	\$149,671.00	\$154,204.00	\$158,729.00	\$163,262.00	\$167,349.00	\$171,531.00	\$175,823.00	\$180,216.00	\$184,721.00
		Bi-Wk	\$5,214.03	\$5,387.25	\$5,560.89	\$5,734.53	\$5,908.20	\$6,081.58	\$6,255.25	\$6,411.84	\$6,572.07	\$6,736.52	\$6,904.83	\$7,077.44
		Daily	\$521.41	\$538.73	\$556.09	\$573.46	\$590.82	\$608.16	\$625.53	\$641.19	\$657.21	\$673.66	\$690.49	\$707.75
FS	39	Annual	\$141,747.00	\$146,386.00	\$151,017.00	\$155,665.00	\$160,303.00	\$164,930.00	\$169,578.00	\$173,820.00	\$178,165.00	\$182,621.00	\$187,185.00	\$191,864.00
		Bi-Wk	\$5,430.92	\$5,608.66	\$5,786.10	\$5,964.18	\$6,141.88	\$6,319.16	\$6,497.25	\$6,659.78	\$6,826.25	\$6,996.98	\$7,171.84	\$7,351.12
		Daily	\$543.10	\$560.87	\$578.61	\$596.42	\$614.19	\$631.92	\$649.73	\$665.98	\$682.63	\$699.70	\$717.19	\$735.12
FS	40	Annual	\$147,654.00	\$152,387.00	\$157,134.00	\$161,864.00	\$166,603.00	\$171,338.00	\$176,079.00	\$180,485.00	\$184,997.00	\$189,621.00	\$194,363.00	\$199,224.00
		Bi-Wk	\$5,657.25	\$5,838.59	\$6,020.46	\$6,201.69	\$6,383.26	\$6,564.68	\$6,746.33	\$6,915.14	\$7,088.01	\$7,265.18	\$7,446.86	\$7,633.11
		Daily	\$565.73	\$583.86	\$602.05	\$620.17	\$638.33	\$656.47	\$674.64	\$691.52	\$708.81	\$726.52	\$744.69	\$763.32
FS	41	Annual	\$153,823.00	\$158,679.00	\$163,530.00	\$168,387.00	\$173,237.00	\$178,086.00	\$182,937.00	\$187,513.00	\$192,202.00	\$197,003.00	\$201,935.00	\$206,981.00
		Bi-Wk	\$5,893.61	\$6,079.66	\$6,265.52	\$6,451.61	\$6,637.44	\$6,823.22	\$7,009.09	\$7,184.41	\$7,364.07	\$7,548.01	\$7,736.98	\$7,930.31
		Daily	\$589.37	\$607.97	\$626.56	\$645.17	\$663.75	\$682.33	\$700.91	\$718.45	\$736.41	\$754.81	\$773.70	\$793.04
FS	42	Annual	\$160,234.00	\$165,202.00	\$170,165.00	\$175,114.00	\$180,081.00	\$185,036.00	\$190,005.00	\$194,758.00	\$199,625.00	\$204,614.00	\$209,729.00	\$214,973.00
		Bi-Wk	\$6,139.24	\$6,329.58	\$6,519.74	\$6,709.35	\$6,899.66	\$7,089.51	\$7,279.89	\$7,462.00	\$7,648.47	\$7,839.62	\$8,035.60	\$8,236.52
		Daily	\$613.93	\$632.96	\$651.98	\$670.94	\$689.97	\$708.96	\$727.99	\$746.20	\$764.85	\$783.97	\$803.56	\$823.66
FS	42	Hourly	\$76.75	\$79.12	\$81.50	\$83.87	\$86.25	\$88.62	\$91.00	\$93.28	\$95.61	\$98.00	\$100.45	\$102.96

P-4 FS 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>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
FS	43	Annual	\$167,045.00	\$172,097.00	\$177,163.00	\$182,218.00	\$187,282.00	\$192,334.00	\$197,395.00	\$202,324.00	\$207,388.00	\$212,567.00	\$217,883.00	\$223,329.00
		BI-Wk	\$6,400.20	\$6,593.76	\$6,787.86	\$6,981.54	\$7,175.56	\$7,369.12	\$7,563.03	\$7,751.88	\$7,945.91	\$8,144.33	\$8,348.01	\$8,556.67
		Daily	\$640.02	\$659.38	\$678.79	\$698.16	\$717.56	\$736.92	\$756.31	\$775.19	\$794.60	\$814.44	\$834.81	\$855.67
		Hourly	\$80.01	\$82.43	\$84.85	\$87.27	\$89.70	\$92.12	\$94.54	\$96.90	\$99.33	\$101.81	\$104.36	\$106.96

*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."

P-4 FS 40 Hour Pay Plan Effective 07/01/2022

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
FS	11	Annual	\$44,011.00	\$45,351.00	\$46,701.00	\$48,038.00	\$49,420.00	\$50,823.00	\$52,238.00	\$53,550.00	\$54,885.00	\$56,254.00	\$57,670.00	\$59,112.00	
		Bi-Wk	\$1,686.25	\$1,737.59	\$1,789.32	\$1,840.54	\$1,893.49	\$1,947.25	\$1,993.35	\$2,015.87	\$2,051.73	\$2,102.88	\$2,155.33	\$2,209.58	\$2,264.83
		Daily	\$168.63	\$173.76	\$178.94	\$184.06	\$189.35	\$194.73	\$200.15	\$201.59	\$205.18	\$210.29	\$215.54	\$220.96	\$226.49
FS	12	Annual	\$45,438.00	\$46,844.00	\$48,233.00	\$49,684.00	\$51,139.00	\$52,614.00	\$54,071.00	\$55,422.00	\$56,809.00	\$58,227.00	\$59,682.00	\$61,178.00	
		Bi-Wk	\$1,740.92	\$1,794.79	\$1,848.01	\$1,903.61	\$1,959.35	\$2,015.87	\$2,071.69	\$2,123.45	\$2,176.60	\$2,230.92	\$2,286.67	\$2,343.99	
		Daily	\$174.10	\$179.48	\$184.81	\$190.37	\$195.94	\$201.59	\$207.17	\$212.35	\$217.66	\$223.10	\$228.67	\$234.40	
FS	13	Annual	\$47,998.00	\$49,776.00	\$51,562.00	\$53,340.00	\$55,134.00	\$56,913.00	\$58,709.00	\$60,178.00	\$61,685.00	\$63,230.00	\$64,812.00	\$66,433.00	
		Bi-Wk	\$1,839.01	\$1,907.13	\$1,975.56	\$2,043.68	\$2,112.42	\$2,180.58	\$2,249.39	\$2,305.68	\$2,363.41	\$2,422.61	\$2,483.22	\$2,545.33	
		Daily	\$183.91	\$190.72	\$197.56	\$204.37	\$211.25	\$218.06	\$224.94	\$230.57	\$236.35	\$242.27	\$248.33	\$254.54	
FS	14	Annual	\$50,245.00	\$52,096.00	\$53,940.00	\$55,786.00	\$57,629.00	\$59,475.00	\$61,315.00	\$62,855.00	\$64,420.00	\$66,028.00	\$67,682.00	\$69,377.00	
		Bi-Wk	\$1,925.10	\$1,996.02	\$2,066.67	\$2,137.40	\$2,208.01	\$2,278.74	\$2,349.24	\$2,408.24	\$2,468.20	\$2,529.81	\$2,593.19	\$2,658.13	
		Daily	\$192.51	\$199.61	\$206.67	\$213.74	\$220.81	\$227.88	\$234.93	\$240.83	\$246.82	\$252.99	\$259.32	\$265.82	
FS	15	Annual	\$52,661.00	\$54,557.00	\$56,456.00	\$58,353.00	\$60,254.00	\$62,168.00	\$64,058.00	\$65,663.00	\$67,303.00	\$68,990.00	\$70,714.00	\$72,485.00	
		Bi-Wk	\$2,017.67	\$2,090.31	\$2,163.07	\$2,235.75	\$2,308.59	\$2,381.92	\$2,454.33	\$2,515.83	\$2,578.66	\$2,643.30	\$2,709.35	\$2,777.21	
		Daily	\$201.77	\$209.04	\$216.31	\$223.58	\$230.86	\$238.20	\$245.44	\$251.59	\$257.87	\$264.33	\$270.94	\$277.73	
FS	16	Annual	\$55,221.00	\$57,180.00	\$59,136.00	\$61,090.00	\$63,045.00	\$65,008.00	\$66,961.00	\$68,634.00	\$70,347.00	\$72,105.00	\$73,910.00	\$75,763.00	
		Bi-Wk	\$2,115.75	\$2,190.81	\$2,265.75	\$2,340.62	\$2,415.52	\$2,490.73	\$2,565.56	\$2,629.66	\$2,695.29	\$2,762.65	\$2,831.81	\$2,902.80	
		Daily	\$211.58	\$219.09	\$226.58	\$234.07	\$241.56	\$249.08	\$256.56	\$262.97	\$269.53	\$276.27	\$283.19	\$290.28	
FS	17	Annual	\$57,956.00	\$59,969.00	\$61,989.00	\$63,996.00	\$66,010.00	\$68,017.00	\$70,030.00	\$71,781.00	\$73,583.00	\$75,420.00	\$77,306.00	\$79,237.00	
		Bi-Wk	\$2,220.54	\$2,297.67	\$2,375.06	\$2,451.96	\$2,529.12	\$2,606.02	\$2,683.15	\$2,750.23	\$2,819.28	\$2,889.66	\$2,961.92	\$3,035.91	
		Daily	\$222.06	\$229.77	\$237.51	\$245.20	\$252.92	\$260.61	\$268.32	\$275.03	\$281.93	\$288.97	\$296.20	\$303.60	
FS	18	Annual	\$60,879.00	\$62,947.00	\$65,008.00	\$67,075.00	\$69,128.00	\$71,191.00	\$73,250.00	\$75,089.00	\$76,964.00	\$78,890.00	\$80,859.00	\$82,882.00	
		Bi-Wk	\$2,332.53	\$2,411.77	\$2,490.73	\$2,569.93	\$2,648.59	\$2,727.63	\$2,806.52	\$2,876.98	\$2,948.82	\$3,022.61	\$3,098.05	\$3,175.56	
		Daily	\$233.26	\$241.18	\$249.08	\$257.00	\$264.86	\$272.77	\$280.66	\$287.70	\$294.89	\$302.27	\$309.81	\$317.56	
FS	19	Annual	\$62,947.00	\$65,008.00	\$67,075.00	\$69,128.00	\$71,191.00	\$73,250.00	\$75,089.00	\$76,964.00	\$78,890.00	\$80,859.00	\$82,882.00	\$84,947.00	
		Bi-Wk	\$2,411.77	\$2,490.73	\$2,569.93	\$2,648.59	\$2,727.63	\$2,806.52	\$2,876.98	\$2,948.82	\$3,022.61	\$3,098.05	\$3,175.56	\$3,254.40	
		Daily	\$241.18	\$249.08	\$257.00	\$264.86	\$272.77	\$280.66	\$287.70	\$294.89	\$302.27	\$309.81	\$317.56	\$325.44	
FS	20	Annual	\$65,008.00	\$67,075.00	\$69,128.00	\$71,191.00	\$73,250.00	\$75,089.00	\$76,964.00	\$78,890.00	\$80,859.00	\$82,882.00	\$84,947.00	\$87,012.00	
		Bi-Wk	\$2,490.73	\$2,569.93	\$2,648.59	\$2,727.63	\$2,806.52	\$2,876.98	\$2,948.82	\$3,022.61	\$3,098.05	\$3,175.56	\$3,254.40	\$3,333.33	
		Daily	\$249.08	\$257.00	\$264.86	\$272.77	\$280.66	\$287.70	\$294.89	\$302.27	\$309.81	\$317.56	\$325.44	\$333.33	

P-4 FS 40 Hour Pay Plan Effective 07/01/2022

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
FS	19	Annual	\$63,876.00	\$66,010.00	\$68,129.00	\$70,257.00	\$72,374.00	\$74,494.00	\$76,615.00	\$78,731.00	\$80,849.00	\$82,965.00	\$85,082.00	\$87,199.00	\$89,316.00
		Bi-Wk	\$2,447.36	\$2,529.12	\$2,610.31	\$2,691.84	\$2,772.96	\$2,854.18	\$2,935.45	\$3,016.86	\$3,098.86	\$3,180.41	\$3,261.92	\$3,343.08	\$3,424.08
		Daily	\$244.74	\$252.92	\$261.04	\$269.19	\$277.30	\$285.42	\$293.55	\$301.69	\$309.89	\$317.62	\$325.56	\$333.41	\$341.17
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	
FS	20	Annual	\$67,135.00	\$69,309.00	\$71,480.00	\$73,651.00	\$75,822.00	\$77,993.00	\$80,166.00	\$82,341.00	\$84,517.00	\$86,692.00	\$88,867.00	\$91,042.00	\$93,217.00
		Bi-Wk	\$2,572.23	\$2,655.52	\$2,738.70	\$2,821.88	\$2,905.06	\$2,988.24	\$3,071.50	\$3,154.85	\$3,238.11	\$3,321.48	\$3,404.85	\$3,488.22	\$3,571.59
		Daily	\$257.23	\$265.56	\$273.87	\$282.19	\$290.51	\$298.83	\$307.15	\$314.85	\$322.74	\$330.63	\$338.52	\$346.41	\$354.30
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.35	\$41.35	\$42.39	\$43.45	
FS	21	Annual	\$70,442.00	\$72,682.00	\$74,911.00	\$77,141.00	\$79,383.00	\$81,609.00	\$83,852.00	\$85,950.00	\$88,092.00	\$90,235.00	\$92,294.00	\$94,353.00	\$96,412.00
		Bi-Wk	\$2,698.93	\$2,784.76	\$2,870.16	\$2,955.60	\$3,041.50	\$3,126.79	\$3,212.73	\$3,293.11	\$3,375.18	\$3,459.55	\$3,545.96	\$3,634.83	\$3,727.05
		Daily	\$269.90	\$278.48	\$287.02	\$295.56	\$304.15	\$312.68	\$321.28	\$329.32	\$337.52	\$345.96	\$354.61	\$363.49	\$372.71
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.19	\$43.25	\$44.33	\$45.44	
FS	22	Annual	\$72,374.00	\$75,020.00	\$77,679.00	\$80,324.00	\$82,978.00	\$85,628.00	\$88,279.00	\$90,482.00	\$92,756.00	\$95,072.00	\$97,449.00	\$99,886.00	\$102,383.00
		Bi-Wk	\$2,772.96	\$2,874.33	\$2,976.21	\$3,077.55	\$3,179.24	\$3,280.77	\$3,382.34	\$3,486.75	\$3,553.87	\$3,642.61	\$3,733.68	\$3,827.05	\$3,922.71
		Daily	\$277.30	\$287.44	\$297.63	\$307.76	\$317.93	\$328.08	\$338.24	\$346.68	\$355.39	\$364.27	\$373.37	\$382.71	\$392.29
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.75	\$41.01	\$42.28	\$43.34	\$44.43	\$45.54	\$46.68	\$47.84	
FS	23	Annual	\$75,797.00	\$78,562.00	\$81,317.00	\$84,086.00	\$86,846.00	\$89,610.00	\$92,371.00	\$94,622.00	\$97,045.00	\$99,472.00	\$101,963.00	\$104,511.00	\$107,117.00
		Bi-Wk	\$2,904.10	\$3,010.04	\$3,115.60	\$3,221.69	\$3,327.44	\$3,433.34	\$3,539.12	\$3,627.67	\$3,718.20	\$3,811.19	\$3,811.19	\$3,906.63	\$4,004.26
		Daily	\$290.41	\$301.01	\$311.56	\$322.17	\$332.75	\$343.34	\$353.92	\$362.77	\$371.82	\$381.12	\$381.12	\$390.67	\$400.43
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06	
FS	24	Annual	\$79,441.00	\$82,322.00	\$85,201.00	\$88,085.00	\$90,959.00	\$93,834.00	\$96,722.00	\$99,132.00	\$101,619.00	\$104,152.00	\$106,755.00	\$109,426.00	\$112,155.00
		Bi-Wk	\$3,043.72	\$3,154.10	\$3,264.41	\$3,374.91	\$3,485.02	\$3,595.18	\$3,705.83	\$3,798.17	\$3,893.45	\$3,990.50	\$4,090.23	\$4,192.57	\$4,298.59
		Daily	\$304.38	\$315.41	\$326.45	\$337.50	\$348.51	\$359.52	\$370.59	\$379.82	\$389.35	\$399.05	\$409.03	\$419.26	\$429.86
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.33	\$47.48	\$48.67	\$49.89	\$51.13	\$52.41	
FS	25	Annual	\$83,326.00	\$86,314.00	\$89,286.00	\$92,271.00	\$95,266.00	\$98,253.00	\$101,222.00	\$103,750.00	\$106,350.00	\$109,024.00	\$111,749.00	\$114,542.00	\$117,403.00
		Bi-Wk	\$3,192.57	\$3,307.05	\$3,420.92	\$3,535.29	\$3,650.12	\$3,764.49	\$3,878.63	\$3,975.48	\$4,075.10	\$4,177.17	\$4,281.58	\$4,388.59	\$4,498.59
		Daily	\$319.26	\$330.71	\$342.10	\$353.53	\$365.02	\$376.45	\$387.87	\$397.55	\$407.51	\$417.72	\$428.16	\$438.86	\$449.86
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86	
FS	26	Annual	\$87,430.00	\$90,522.00	\$93,626.00	\$96,722.00	\$99,810.00	\$102,909.00	\$105,997.00	\$108,649.00	\$111,366.00	\$114,152.00	\$117,003.00	\$119,928.00	\$122,928.00
		Bi-Wk	\$3,349.81	\$3,468.28	\$3,587.21	\$3,705.83	\$3,824.14	\$3,942.88	\$4,061.19	\$4,162.80	\$4,266.90	\$4,373.64	\$4,482.88	\$4,594.95	\$4,709.95
		Daily	\$334.99	\$346.83	\$358.73	\$370.59	\$382.42	\$394.29	\$406.12	\$416.28	\$426.69	\$437.37	\$448.29	\$459.50	\$471.24
		Hourly	\$41.88	\$43.36	\$44.85	\$46.33	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	

P-4 FS 40 Hour Pay Plan Effective 07/01/2022

Plan	Group	Period	Steps											
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FS	27	Annual	\$91,762.00	\$94,971.00	\$98,179.00	\$101,370.00	\$104,576.00	\$107,779.00	\$110,986.00	\$113,765.00	\$116,608.00	\$119,522.00	\$122,511.00	\$125,574.00
		Bi-Wk	\$3,515.79	\$3,638.74	\$3,761.65	\$3,883.91	\$4,006.75	\$4,129.47	\$4,252.34	\$4,358.82	\$4,467.74	\$4,579.39	\$4,693.91	\$4,811.27
		Daily	\$351.58	\$363.88	\$376.17	\$388.40	\$400.68	\$412.95	\$425.24	\$435.89	\$446.78	\$457.94	\$469.40	\$481.13
		Hourly	\$43.95	\$45.49	\$47.03	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15
FS	28	Annual	\$96,400.00	\$99,714.00	\$103,032.00	\$106,352.00	\$109,656.00	\$112,971.00	\$116,286.00	\$119,186.00	\$122,163.00	\$125,222.00	\$128,351.00	\$131,560.00
		Bi-Wk	\$3,693.49	\$3,820.46	\$3,947.59	\$4,074.79	\$4,201.38	\$4,328.40	\$4,455.41	\$4,566.52	\$4,680.58	\$4,797.78	\$4,917.78	\$5,040.62
		Daily	\$369.35	\$382.05	\$394.76	\$407.48	\$420.14	\$432.84	\$445.55	\$456.66	\$468.06	\$479.99	\$491.77	\$504.07
		Hourly	\$46.17	\$47.76	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01
FS	29	Annual	\$97,325.00	\$100,979.00	\$104,629.00	\$108,285.00	\$111,934.00	\$115,589.00	\$119,237.00	\$122,217.00	\$125,277.00	\$128,411.00	\$131,620.00	\$134,911.00
		Bi-Wk	\$3,728.93	\$3,868.93	\$4,008.78	\$4,148.86	\$4,288.66	\$4,428.70	\$4,568.47	\$4,682.65	\$4,799.89	\$4,919.97	\$5,042.92	\$5,169.01
		Daily	\$372.90	\$386.90	\$400.88	\$414.89	\$428.87	\$442.87	\$456.85	\$468.27	\$479.99	\$492.00	\$504.30	\$516.91
		Hourly	\$46.62	\$48.37	\$50.11	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62
FS	30	Annual	\$101,232.00	\$104,990.00	\$108,757.00	\$112,506.00	\$116,255.00	\$120,018.00	\$123,787.00	\$126,878.00	\$130,058.00	\$133,306.00	\$136,640.00	\$140,054.00
		Bi-Wk	\$3,878.63	\$4,022.61	\$4,166.94	\$4,310.58	\$4,454.22	\$4,598.40	\$4,742.80	\$4,861.23	\$4,983.07	\$5,107.51	\$5,235.25	\$5,366.06
		Daily	\$387.87	\$402.27	\$416.70	\$431.06	\$445.43	\$459.84	\$474.28	\$486.13	\$498.31	\$510.76	\$523.53	\$536.61
		Hourly	\$48.49	\$50.29	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08
FS	31	Annual	\$105,295.00	\$109,164.00	\$113,037.00	\$116,900.00	\$120,771.00	\$124,638.00	\$128,510.00	\$131,720.00	\$135,015.00	\$138,391.00	\$141,849.00	\$145,396.00
		Bi-Wk	\$4,034.30	\$4,182.53	\$4,330.92	\$4,478.93	\$4,627.25	\$4,775.41	\$4,923.76	\$5,046.75	\$5,172.99	\$5,302.34	\$5,434.83	\$5,570.73
		Daily	\$403.43	\$418.26	\$433.10	\$447.90	\$462.73	\$477.55	\$492.38	\$504.68	\$517.30	\$530.24	\$543.49	\$557.08
		Hourly	\$50.43	\$52.29	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64
FS	32	Annual	\$109,515.00	\$113,487.00	\$117,458.00	\$121,439.00	\$125,415.00	\$129,392.00	\$133,375.00	\$136,712.00	\$140,130.00	\$143,634.00	\$147,226.00	\$150,907.00
		Bi-Wk	\$4,195.98	\$4,348.17	\$4,500.31	\$4,652.84	\$4,805.18	\$4,957.55	\$5,110.16	\$5,238.01	\$5,368.97	\$5,503.22	\$5,640.85	\$5,781.88
		Daily	\$419.60	\$434.82	\$450.04	\$465.29	\$480.52	\$495.76	\$511.02	\$523.81	\$536.90	\$550.33	\$564.09	\$578.19
		Hourly	\$52.45	\$54.36	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28
FS	33	Annual	\$113,922.00	\$118,009.00	\$122,093.00	\$126,179.00	\$130,270.00	\$134,353.00	\$138,450.00	\$141,916.00	\$145,457.00	\$149,096.00	\$152,822.00	\$156,646.00
		Bi-Wk	\$4,364.83	\$4,521.42	\$4,677.90	\$4,834.45	\$4,991.19	\$5,147.63	\$5,304.60	\$5,437.40	\$5,573.07	\$5,712.50	\$5,855.25	\$6,001.77
		Daily	\$436.49	\$452.15	\$467.79	\$483.45	\$499.12	\$514.77	\$530.46	\$543.74	\$557.31	\$571.25	\$585.53	\$600.18
		Hourly	\$54.57	\$56.52	\$58.48	\$60.44	\$62.39	\$64.35	\$66.31	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03
FS	34	Annual	\$118,611.00	\$122,811.00	\$127,011.00	\$131,211.00	\$135,407.00	\$139,607.00	\$143,797.00	\$147,395.00	\$151,082.00	\$154,854.00	\$158,724.00	\$162,694.00
		Bi-Wk	\$4,544.49	\$4,705.41	\$4,866.33	\$5,027.25	\$5,188.01	\$5,348.93	\$5,509.47	\$5,647.32	\$5,788.59	\$5,933.11	\$6,081.38	\$6,233.49
		Daily	\$454.45	\$470.55	\$486.64	\$502.73	\$518.81	\$534.90	\$550.95	\$564.74	\$578.86	\$593.32	\$608.14	\$623.35
		Hourly	\$56.81	\$58.82	\$60.83	\$62.85	\$64.86	\$66.87	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92

P-4 FS 40 Hour Pay Plan Effective 07/01/2022

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
FS	35	Annual	\$123,487.00	\$127,788.00	\$132,097.00	\$136,404.00	\$140,707.00	\$145,005.00	\$149,320.00	\$153,646.00	\$157,966.00	\$162,286.00	\$166,606.00	\$170,926.00	\$175,246.00	
		Bi-Wk	\$4,731.31	\$4,896.10	\$5,061.19	\$5,226.21	\$5,391.08	\$5,555.75	\$5,721.08	\$5,886.39	\$6,051.88	\$6,217.40	\$6,382.91	\$6,548.43	\$6,713.95	\$6,879.47
		Daily	\$473.14	\$489.61	\$506.12	\$522.63	\$539.11	\$555.58	\$572.11	\$588.60	\$605.12	\$621.63	\$638.14	\$654.65	\$671.16	\$687.67
FS	36	Annual	\$128,623.00	\$133,032.00	\$137,453.00	\$141,867.00	\$146,285.00	\$150,696.00	\$155,113.00	\$159,526.00	\$163,938.00	\$168,350.00	\$172,762.00	\$177,174.00	\$181,586.00	
		Bi-Wk	\$4,928.09	\$5,097.02	\$5,266.40	\$5,435.52	\$5,604.79	\$5,773.80	\$5,943.03	\$6,112.11	\$6,281.23	\$6,450.35	\$6,619.47	\$6,788.59	\$6,957.71	\$7,126.83
		Daily	\$492.81	\$509.71	\$526.64	\$543.56	\$560.48	\$577.38	\$594.31	\$611.23	\$628.15	\$645.07	\$661.99	\$678.91	\$695.83	\$712.75
FS	37	Annual	\$133,958.00	\$138,492.00	\$143,033.00	\$147,569.00	\$152,108.00	\$156,646.00	\$161,183.00	\$165,720.00	\$170,257.00	\$174,794.00	\$179,331.00	\$183,868.00	\$188,405.00	
		Bi-Wk	\$5,132.50	\$5,306.21	\$5,480.20	\$5,653.99	\$5,827.90	\$6,001.77	\$6,175.60	\$6,349.43	\$6,523.26	\$6,697.09	\$6,870.92	\$7,044.75	\$7,218.58	\$7,392.41
		Daily	\$513.25	\$530.63	\$548.02	\$565.40	\$582.79	\$600.18	\$617.56	\$634.95	\$652.34	\$669.73	\$687.12	\$704.51	\$721.90	\$739.29
FS	38	Annual	\$139,489.00	\$144,123.00	\$148,768.00	\$153,413.00	\$158,060.00	\$162,698.00	\$167,344.00	\$171,989.00	\$176,634.00	\$181,279.00	\$185,924.00	\$190,569.00	\$195,214.00	
		Bi-Wk	\$5,344.41	\$5,521.96	\$5,699.93	\$5,877.90	\$6,055.94	\$6,233.64	\$6,411.65	\$6,589.66	\$6,767.67	\$6,945.68	\$7,123.69	\$7,301.70	\$7,479.71	\$7,657.72
		Daily	\$534.45	\$552.20	\$570.00	\$587.79	\$605.60	\$623.37	\$641.17	\$658.97	\$676.77	\$694.57	\$712.37	\$730.17	\$747.97	\$765.77
FS	39	Annual	\$145,291.00	\$150,046.00	\$154,793.00	\$159,557.00	\$164,311.00	\$169,054.00	\$173,818.00	\$178,582.00	\$183,346.00	\$188,109.00	\$192,873.00	\$197,637.00	\$202,401.00	
		Bi-Wk	\$5,566.71	\$5,748.89	\$5,930.77	\$6,113.30	\$6,295.45	\$6,477.17	\$6,659.70	\$6,842.23	\$7,024.76	\$7,207.29	\$7,389.82	\$7,572.35	\$7,754.88	\$7,937.41
		Daily	\$556.68	\$574.89	\$593.08	\$611.33	\$629.55	\$647.72	\$665.97	\$684.22	\$702.47	\$720.72	\$738.97	\$757.22	\$775.47	\$793.72
FS	40	Annual	\$151,346.00	\$156,197.00	\$161,063.00	\$165,911.00	\$170,769.00	\$175,622.00	\$180,481.00	\$185,340.00	\$190,198.00	\$195,057.00	\$199,915.00	\$204,774.00	\$209,633.00	
		Bi-Wk	\$5,798.70	\$5,984.56	\$6,171.00	\$6,356.75	\$6,542.88	\$6,728.82	\$6,914.99	\$7,101.16	\$7,287.33	\$7,473.50	\$7,659.67	\$7,845.84	\$8,031.99	\$8,218.16
		Daily	\$579.87	\$598.46	\$617.10	\$635.68	\$654.29	\$672.89	\$691.50	\$710.11	\$728.72	\$747.33	\$765.94	\$784.55	\$803.16	\$821.77
FS	41	Annual	\$157,669.00	\$162,646.00	\$167,619.00	\$172,597.00	\$177,568.00	\$182,539.00	\$187,511.00	\$192,483.00	\$197,454.00	\$202,426.00	\$207,397.00	\$212,369.00	\$217,340.00	
		Bi-Wk	\$6,040.96	\$6,231.65	\$6,422.19	\$6,612.92	\$6,803.38	\$6,993.84	\$7,184.33	\$7,374.83	\$7,565.33	\$7,755.83	\$7,946.33	\$8,136.83	\$8,327.33	\$8,517.83
		Daily	\$604.10	\$623.17	\$642.22	\$661.30	\$680.34	\$699.39	\$718.44	\$737.44	\$756.44	\$775.44	\$794.44	\$813.44	\$832.44	\$851.44
FS	42	Annual	\$164,240.00	\$169,333.00	\$174,420.00	\$179,492.00	\$184,584.00	\$189,662.00	\$194,756.00	\$199,849.00	\$204,943.00	\$209,997.00	\$215,091.00	\$220,185.00	\$225,279.00	
		Bi-Wk	\$6,292.73	\$6,487.86	\$6,682.76	\$6,877.09	\$7,072.19	\$7,266.75	\$7,461.92	\$7,657.09	\$7,852.26	\$8,047.43	\$8,242.60	\$8,437.77	\$8,632.94	\$8,828.11
		Daily	\$629.28	\$648.79	\$668.28	\$687.71	\$707.22	\$726.68	\$746.20	\$765.71	\$785.23	\$804.74	\$824.26	\$843.77	\$863.29	\$882.80
FS	42	Annual	\$164,240.00	\$169,333.00	\$174,420.00	\$179,492.00	\$184,584.00	\$189,662.00	\$194,756.00	\$199,849.00	\$204,943.00	\$209,997.00	\$215,091.00	\$220,185.00	\$225,279.00	
		Bi-Wk	\$6,292.73	\$6,487.86	\$6,682.76	\$6,877.09	\$7,072.19	\$7,266.75	\$7,461.92	\$7,657.09	\$7,852.26	\$8,047.43	\$8,242.60	\$8,437.77	\$8,632.94	\$8,828.11
		Daily	\$629.28	\$648.79	\$668.28	\$687.71	\$707.22	\$726.68	\$746.20	\$765.71	\$785.23	\$804.74	\$824.26	\$843.77	\$863.29	\$882.80
FS	42	Annual	\$164,240.00	\$169,333.00	\$174,420.00	\$179,492.00	\$184,584.00	\$189,662.00	\$194,756.00	\$199,849.00	\$204,943.00	\$209,997.00	\$215,091.00	\$220,185.00	\$225,279.00	
		Bi-Wk	\$6,292.73	\$6,487.86	\$6,682.76	\$6,877.09	\$7,072.19	\$7,266.75	\$7,461.92	\$7,657.09	\$7,852.26	\$8,047.43	\$8,242.60	\$8,437.77	\$8,632.94	\$8,828.11
		Daily	\$629.28	\$648.79	\$668.28	\$687.71	\$707.22	\$726.68	\$746.20	\$765.71	\$785.23	\$804.74	\$824.26	\$843.77	\$863.29	\$882.80
FS	42	Annual	\$164,240.00	\$169,333.00	\$174,420.00	\$179,492.00	\$184,584.00	\$189,662.00	\$194,756.00	\$199,849.00	\$204,943.00	\$209,997.00	\$215,091.00	\$220,185.00	\$225,279.00	
		Bi-Wk	\$6,292.73	\$6,487.86	\$6,682.76	\$6,877.09	\$7,072.19	\$7,266.75	\$7,461.92	\$7,657.09	\$7,852.26	\$8,047.43	\$8,242.60	\$8,437.77	\$8,632.94	\$8,828.11
		Daily	\$629.28	\$648.79	\$668.28	\$687.71	\$707.22	\$726.68	\$746.20	\$765.71	\$785.23	\$804.74	\$824.26	\$843.77	\$863.29	\$882.80

P-4 FS 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>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
FS	43	Annual	\$171,222.00	\$176,400.00	\$181,593.00	\$186,774.00	\$191,965.00	\$197,143.00	\$202,330.00	\$207,383.00	\$212,573.00	\$217,882.00	\$223,331.00	\$228,913.00
		Bi-Wk	\$6,560.23	\$6,758.63	\$6,957.59	\$7,156.10	\$7,354.99	\$7,553.38	\$7,752.11	\$7,945.71	\$8,144.56	\$8,347.97	\$8,556.75	\$8,770.62
		Daily	\$656.03	\$675.87	\$695.76	\$715.61	\$735.50	\$755.34	\$775.22	\$794.58	\$814.46	\$834.80	\$855.68	\$877.07
		Hourly	\$82.01	\$84.49	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81	\$104.35	\$106.96	\$109.64

*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."

P-4 FS 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	Step 10	Step 11	Step 12	
FS	11	Annual	\$45,112.00	\$46,486.00	\$47,869.00	\$49,239.00	\$50,656.00	\$52,094.00	\$53,544.00	\$54,889.00	\$56,256.00	\$57,661.00	\$59,112.00	\$60,590.00	
		Bi-Wk	\$1,728.43	\$1,781.04	\$1,834.07	\$1,886.56	\$1,940.85	\$1,995.94	\$2,051.50	\$2,103.03	\$2,155.48	\$2,209.24	\$2,269.24	\$2,264.83	\$2,321.46
		Daily	\$172.85	\$178.11	\$183.41	\$188.66	\$194.09	\$199.60	\$205.15	\$210.31	\$215.55	\$220.93	\$226.93	\$226.49	\$232.15
FS	12	Annual	\$46,574.00	\$48,016.00	\$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	
		Bi-Wk	\$1,784.45	\$1,839.70	\$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	
		Daily	\$178.45	\$183.97	\$189.43	\$195.13	\$200.84	\$206.63	\$212.35	\$217.66	\$223.11	\$228.68	\$234.39	\$240.27	
FS	13	Annual	\$49,198.00	\$51,021.00	\$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	
		Bi-Wk	\$1,884.99	\$1,954.83	\$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	
		Daily	\$188.50	\$195.49	\$202.50	\$209.48	\$216.53	\$223.51	\$230.57	\$236.34	\$242.26	\$248.32	\$254.54	\$260.90	
FS	14	Annual	\$51,502.00	\$53,399.00	\$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	
		Bi-Wk	\$1,973.26	\$2,045.94	\$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	
		Daily	\$197.33	\$204.60	\$211.84	\$219.09	\$226.33	\$233.58	\$240.80	\$246.85	\$253.00	\$259.31	\$265.81	\$272.46	
FS	15	Annual	\$53,978.00	\$55,921.00	\$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	
		Bi-Wk	\$2,068.13	\$2,142.57	\$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	
		Daily	\$206.82	\$214.26	\$221.72	\$229.17	\$236.64	\$244.15	\$251.58	\$257.88	\$264.32	\$270.94	\$277.71	\$284.67	
FS	16	Annual	\$56,602.00	\$58,610.00	\$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	
		Bi-Wk	\$2,168.66	\$2,245.60	\$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	
		Daily	\$216.87	\$224.56	\$232.25	\$239.92	\$247.60	\$255.31	\$262.98	\$269.55	\$276.27	\$283.18	\$290.27	\$297.55	
FS	17	Annual	\$59,405.00	\$61,469.00	\$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	
		Bi-Wk	\$2,276.06	\$2,355.14	\$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	
		Daily	\$227.61	\$235.52	\$243.45	\$251.33	\$259.24	\$267.12	\$275.03	\$281.91	\$288.98	\$296.20	\$303.60	\$311.19	
FS	18	Annual	\$62,401.00	\$64,521.00	\$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	
		Bi-Wk	\$2,390.85	\$2,472.07	\$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	
		Daily	\$239.09	\$247.21	\$255.31	\$263.42	\$271.49	\$279.59	\$287.68	\$294.90	\$302.26	\$309.82	\$317.56	\$325.50	
FS	19	Annual	\$65,112.00	\$67,259.00	\$69,406.00	\$71,553.00	\$73,700.00	\$75,847.00	\$77,994.00	\$80,141.00	\$82,288.00	\$84,435.00	\$86,582.00	\$88,729.00	
		Bi-Wk	\$2,564.48	\$2,652.97	\$2,741.46	\$2,830.95	\$2,920.44	\$3,010.93	\$3,101.42	\$3,191.91	\$3,281.40	\$3,371.89	\$3,461.38	\$3,550.87	
		Daily	\$256.45	\$265.30	\$274.15	\$283.00	\$291.85	\$300.70	\$309.55	\$318.40	\$327.25	\$336.10	\$344.95	\$353.80	

P-4 FS 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	Step 10	Step 11	Step 12		
FS	19	Annual	\$65,473.00	\$67,661.00	\$69,833.00	\$72,014.00	\$74,184.00	\$76,357.00	\$78,531.00	\$80,705.00	\$82,878.00	\$85,051.00	\$87,224.00	\$89,397.00	\$91,570.00	
		Bi-Wk	\$2,508.55	\$2,592.38	\$2,675.60	\$2,759.16	\$2,842.30	\$2,925.56	\$3,008.86	\$3,092.16	\$3,175.46	\$3,258.76	\$3,342.06	\$3,425.36	\$3,508.66	\$3,591.96
		Daily	\$250.86	\$259.24	\$267.56	\$275.92	\$284.23	\$292.56	\$300.89	\$309.22	\$317.55	\$325.88	\$334.21	\$342.54	\$350.87	\$359.20
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.66	\$39.70	\$40.74	\$41.78	\$42.82	\$43.86	
FS	20	Annual	\$68,814.00	\$71,042.00	\$73,267.00	\$75,493.00	\$77,718.00	\$79,943.00	\$82,167.00	\$84,391.00	\$86,615.00	\$88,839.00	\$91,063.00	\$93,287.00	\$95,511.00	\$97,735.00
		Bi-Wk	\$2,636.56	\$2,721.92	\$2,807.17	\$2,892.46	\$2,977.71	\$3,062.96	\$3,148.32	\$3,233.67	\$3,319.03	\$3,404.38	\$3,489.74	\$3,575.09	\$3,660.45	\$3,745.80
		Daily	\$263.66	\$272.20	\$280.72	\$289.25	\$297.78	\$306.30	\$314.84	\$323.37	\$331.90	\$340.43	\$348.96	\$357.49	\$366.02	\$374.55
		Hourly	\$32.96	\$34.03	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.43	\$41.50	\$42.57	\$43.64	\$44.71	\$45.78	
FS	21	Annual	\$72,204.00	\$74,500.00	\$76,784.00	\$79,070.00	\$81,356.00	\$83,642.00	\$85,928.00	\$88,214.00	\$90,500.00	\$92,786.00	\$95,072.00	\$97,358.00	\$99,644.00	\$101,930.00
		Bi-Wk	\$2,766.44	\$2,854.41	\$2,941.92	\$3,029.51	\$3,117.55	\$3,204.99	\$3,293.07	\$3,381.15	\$3,469.23	\$3,557.31	\$3,645.39	\$3,733.47	\$3,821.55	\$3,909.63
		Daily	\$276.65	\$285.45	\$294.20	\$302.96	\$311.76	\$320.50	\$329.31	\$338.11	\$346.91	\$355.71	\$364.51	\$373.31	\$382.11	\$390.91
		Hourly	\$34.59	\$35.69	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.27	\$43.37	\$44.47	\$45.57	\$46.67	\$47.77	
FS	22	Annual	\$74,184.00	\$76,896.00	\$79,621.00	\$82,333.00	\$85,053.00	\$87,769.00	\$90,486.00	\$93,203.00	\$95,920.00	\$98,637.00	\$101,354.00	\$104,071.00	\$106,788.00	\$109,505.00
		Bi-Wk	\$2,842.30	\$2,946.21	\$3,050.62	\$3,154.53	\$3,258.74	\$3,362.80	\$3,466.90	\$3,571.00	\$3,675.10	\$3,779.20	\$3,883.30	\$3,987.40	\$4,091.50	\$4,195.60
		Daily	\$284.23	\$294.63	\$305.07	\$315.46	\$325.88	\$336.28	\$346.69	\$357.10	\$367.51	\$377.92	\$388.33	\$398.74	\$409.15	\$419.56
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.64	\$45.94	\$47.24	\$48.54	\$49.84	\$51.14	
FS	23	Annual	\$77,692.00	\$80,527.00	\$83,350.00	\$86,189.00	\$89,018.00	\$91,851.00	\$94,681.00	\$97,511.00	\$100,341.00	\$103,171.00	\$106,001.00	\$108,831.00	\$111,661.00	\$114,491.00
		Bi-Wk	\$2,976.71	\$3,085.33	\$3,193.49	\$3,302.27	\$3,410.66	\$3,519.20	\$3,627.63	\$3,736.27	\$3,844.91	\$3,953.54	\$4,062.18	\$4,170.82	\$4,279.45	\$4,388.09
		Daily	\$297.68	\$308.54	\$319.35	\$330.23	\$341.07	\$351.92	\$362.77	\$373.62	\$384.47	\$395.32	\$406.17	\$417.02	\$427.87	\$438.72
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.70	\$48.06	\$49.41	\$50.77	\$52.12	\$53.48	
FS	24	Annual	\$81,428.00	\$84,381.00	\$87,332.00	\$90,288.00	\$93,233.00	\$96,180.00	\$99,124.00	\$102,068.00	\$105,012.00	\$107,956.00	\$110,900.00	\$113,844.00	\$116,788.00	\$119,732.00
		Bi-Wk	\$3,119.85	\$3,232.99	\$3,346.06	\$3,459.32	\$3,572.15	\$3,685.06	\$3,798.51	\$3,911.96	\$4,025.41	\$4,138.86	\$4,252.31	\$4,365.76	\$4,479.21	\$4,592.66
		Daily	\$311.99	\$323.30	\$334.61	\$345.94	\$357.22	\$368.51	\$379.86	\$391.21	\$402.56	\$413.91	\$425.26	\$436.61	\$447.96	\$459.31
		Hourly	\$39.00	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.90	\$50.31	\$51.73	\$53.14	\$54.55	\$55.96	
FS	25	Annual	\$85,410.00	\$88,472.00	\$91,519.00	\$94,578.00	\$97,650.00	\$100,710.00	\$103,763.00	\$106,816.00	\$109,869.00	\$112,922.00	\$115,975.00	\$119,028.00	\$122,081.00	\$125,134.00
		Bi-Wk	\$3,272.42	\$3,389.74	\$3,506.48	\$3,623.68	\$3,741.38	\$3,858.63	\$3,975.60	\$4,093.27	\$4,210.97	\$4,328.67	\$4,446.37	\$4,564.07	\$4,681.77	\$4,799.47
		Daily	\$327.25	\$338.98	\$350.65	\$362.37	\$374.14	\$385.87	\$397.56	\$409.25	\$420.94	\$432.63	\$444.32	\$456.01	\$467.70	\$479.39
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$51.17	\$52.63	\$54.10	\$55.57	\$57.04	\$58.50	
FS	26	Annual	\$89,616.00	\$92,786.00	\$95,967.00	\$99,141.00	\$102,306.00	\$105,482.00	\$108,647.00	\$111,812.00	\$114,977.00	\$118,152.00	\$121,327.00	\$124,502.00	\$127,677.00	\$130,852.00
		Bi-Wk	\$3,433.57	\$3,555.02	\$3,676.90	\$3,798.51	\$3,919.78	\$4,041.46	\$4,162.73	\$4,284.41	\$4,405.68	\$4,526.95	\$4,648.22	\$4,769.49	\$4,890.76	\$5,012.03
		Daily	\$343.36	\$355.51	\$367.69	\$379.86	\$391.98	\$404.15	\$416.28	\$428.41	\$440.54	\$452.67	\$464.80	\$476.93	\$489.06	\$501.19
		Hourly	\$42.92	\$44.44	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.56	\$55.07	\$56.59	\$58.11	\$59.63	\$61.15	

P-4-FS 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	Step 10	Step 11	Step 12	
FS	27	Annual	\$94,057.00	\$97,346.00	\$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	
		Bi-Wk	\$3,603.72	\$3,729.74	\$3,855.71	\$3,981.04	\$4,106.94	\$4,232.73	\$4,358.66	\$4,487.82	\$4,619.47	\$4,759.47	\$4,893.91	\$5,031.58	
		Daily	\$360.38	\$372.98	\$385.58	\$398.11	\$410.70	\$423.28	\$435.87	\$448.79	\$461.95	\$475.95	\$489.40	\$503.16	
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	
FS	28	Annual	\$98,810.00	\$102,207.00	\$105,608.00	\$109,011.00	\$112,398.00	\$115,796.00	\$119,194.00	\$122,666.00	\$126,166.00	\$129,218.00	\$132,853.00	\$136,639.00	\$140,556.00
		Bi-Wk	\$3,785.83	\$3,915.98	\$4,046.29	\$4,176.67	\$4,306.44	\$4,436.63	\$4,566.82	\$4,696.82	\$4,826.69	\$4,956.34	\$5,085.74	\$5,214.99	\$5,344.14
		Daily	\$378.59	\$391.60	\$404.63	\$417.67	\$430.65	\$443.67	\$456.69	\$469.69	\$482.67	\$495.67	\$508.57	\$521.48	
		Hourly	\$47.33	\$48.95	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59	
FS	29	Annual	\$99,759.00	\$103,504.00	\$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	\$141,742.00
		Bi-Wk	\$3,822.19	\$3,965.68	\$4,109.01	\$4,252.61	\$4,395.91	\$4,539.43	\$4,682.69	\$4,826.69	\$4,969.74	\$5,112.89	\$5,255.99	\$5,399.14	\$5,542.24
		Daily	\$382.22	\$396.57	\$410.91	\$425.27	\$439.60	\$453.95	\$468.27	\$482.69	\$497.08	\$511.49	\$525.91	\$540.30	
		Hourly	\$47.78	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	
FS	30	Annual	\$103,763.00	\$107,615.00	\$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	\$147,142.00
		Bi-Wk	\$3,975.60	\$4,123.19	\$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	
		Daily	\$397.56	\$412.32	\$427.12	\$441.84	\$456.56	\$471.34	\$486.14	\$498.28	\$510.77	\$523.53	\$536.62	\$550.03	
		Hourly	\$49.70	\$51.54	\$53.39	\$55.23	\$57.07	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	
FS	31	Annual	\$107,928.00	\$111,894.00	\$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	\$152,757.00
		Bi-Wk	\$4,135.18	\$4,287.13	\$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	
		Daily	\$413.52	\$428.72	\$443.92	\$459.10	\$474.30	\$489.48	\$504.69	\$517.30	\$530.24	\$543.50	\$557.08	\$571.00	
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	
FS	32	Annual	\$112,253.00	\$116,325.00	\$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	\$158,544.00
		Bi-Wk	\$4,300.89	\$4,456.90	\$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	
		Daily	\$430.09	\$445.69	\$461.29	\$476.92	\$492.54	\$508.15	\$523.80	\$536.90	\$550.33	\$564.09	\$578.19	\$592.65	
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	
FS	33	Annual	\$116,771.00	\$120,960.00	\$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	\$164,584.00
		Bi-Wk	\$4,473.99	\$4,634.49	\$4,794.87	\$4,955.33	\$5,115.98	\$5,276.33	\$5,437.25	\$5,598.51	\$5,760.51	\$5,923.34	\$6,087.46	\$6,252.35	
		Daily	\$447.40	\$463.45	\$479.49	\$495.54	\$511.60	\$527.64	\$543.73	\$559.85	\$576.07	\$592.34	\$608.65	\$625.35	
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	
FS	34	Annual	\$121,577.00	\$125,882.00	\$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	\$170,933.00
		Bi-Wk	\$4,658.13	\$4,823.07	\$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	
		Daily	\$465.82	\$482.31	\$498.81	\$515.30	\$531.78	\$548.27	\$564.73	\$578.86	\$593.34	\$608.15	\$623.35	\$638.94	
		Hourly	\$58.23	\$60.29	\$62.36	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87	

P-4-FS 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	Step 10	Step 11	Step 12
FS	35	Annual	\$126,575.00	\$130,983.00	\$135,400.00	\$139,815.00	\$144,225.00	\$148,631.00	\$153,035.00	\$156,873.00	\$160,798.00	\$164,822.00	\$168,941.00	\$173,168.00
		Bi-Wk	\$4,849.62	\$5,018.51	\$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
		Daily	\$484.97	\$501.86	\$518.78	\$535.69	\$552.59	\$569.47	\$586.41	\$601.05	\$616.09	\$631.51	\$647.29	\$663.48
		Hourly	\$60.63	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94
FS	36	Annual	\$131,839.00	\$136,358.00	\$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
		Bi-Wk	\$5,051.31	\$5,224.45	\$5,396.09	\$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
		Daily	\$505.14	\$522.45	\$539.81	\$557.15	\$574.50	\$591.82	\$609.17	\$624.42	\$640.01	\$656.03	\$672.43	\$689.24
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01	\$82.01	\$84.06	\$86.16
FS	37	Annual	\$137,307.00	\$141,955.00	\$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
		Bi-Wk	\$5,260.81	\$5,438.89	\$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
		Daily	\$526.09	\$543.89	\$561.73	\$579.54	\$597.37	\$615.19	\$633.00	\$648.81	\$665.04	\$681.68	\$698.73	\$716.19
		Hourly	\$65.77	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53
FS	38	Annual	\$142,977.00	\$147,727.00	\$152,486.00	\$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
		Bi-Wk	\$5,478.05	\$5,660.04	\$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
		Daily	\$547.81	\$566.01	\$584.25	\$602.49	\$620.74	\$638.96	\$657.20	\$673.65	\$690.49	\$707.76	\$725.45	\$743.58
		Hourly	\$68.48	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95
FS	39	Annual	\$148,924.00	\$153,798.00	\$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
		Bi-Wk	\$5,705.91	\$5,892.65	\$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
		Daily	\$570.60	\$589.27	\$607.91	\$626.62	\$645.29	\$663.92	\$682.63	\$699.70	\$717.19	\$735.13	\$753.50	\$772.33
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55
FS	40	Annual	\$155,130.00	\$160,102.00	\$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
		Bi-Wk	\$5,943.68	\$6,134.18	\$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
		Daily	\$594.37	\$613.42	\$632.53	\$651.57	\$670.65	\$689.71	\$708.79	\$726.53	\$744.69	\$763.31	\$782.40	\$801.96
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25
FS	41	Annual	\$161,611.00	\$166,713.00	\$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
		Bi-Wk	\$6,192.00	\$6,387.48	\$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
		Daily	\$619.20	\$638.75	\$658.28	\$677.83	\$697.35	\$716.87	\$736.40	\$754.82	\$773.70	\$793.02	\$812.87	\$833.19
		Hourly	\$77.40	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15
FS	42	Annual	\$168,346.00	\$173,567.00	\$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
		Bi-Wk	\$6,450.04	\$6,650.08	\$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
		Daily	\$645.01	\$665.01	\$684.99	\$704.91	\$724.91	\$744.85	\$764.85	\$783.98	\$803.58	\$823.66	\$844.25	\$865.36
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17

P-4 FS 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>
FS	43	Annual	\$175,503.00	\$180,810.00	\$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
		Bi-Wk	\$6,724.26	\$6,927.59	\$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
		Daily	\$672.43	\$692.76	\$713.16	\$733.51	\$753.89	\$774.23	\$794.60	\$814.44	\$834.82	\$855.68	\$877.07	\$898.99
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.96	\$109.64	\$112.38

*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."