

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	11	Annual	\$37,571.00	\$38,710.00	\$39,863.00	\$41,008.00	\$42,185.00	\$43,385.00	\$44,593.00	\$45,713.00	\$46,852.00	\$48,021.00	\$49,228.00	\$50,460.00
		Bi-Wk	\$1,439.51	\$1,483.15	\$1,527.32	\$1,571.19	\$1,616.29	\$1,662.27	\$1,708.55	\$1,751.46	\$1,795.10	\$1,839.89	\$1,886.14	\$1,933.34
		Daily	\$143.96	\$148.32	\$152.74	\$157.12	\$161.63	\$166.23	\$170.86	\$175.15	\$179.51	\$183.99	\$188.62	\$193.34
ES	12	Annual	\$38,786.00	\$39,988.00	\$41,174.00	\$42,411.00	\$43,654.00	\$44,912.00	\$46,158.00	\$47,310.00	\$48,493.00	\$49,706.00	\$50,948.00	\$52,222.00
		Bi-Wk	\$1,486.06	\$1,532.11	\$1,577.55	\$1,624.95	\$1,672.57	\$1,720.77	\$1,768.51	\$1,812.65	\$1,857.97	\$1,904.45	\$1,952.04	\$2,000.85
		Daily	\$148.61	\$153.22	\$157.76	\$162.50	\$167.26	\$172.08	\$176.86	\$181.27	\$185.80	\$190.45	\$195.21	\$200.09
ES	13	Annual	\$40,974.00	\$42,490.00	\$44,015.00	\$45,533.00	\$47,065.00	\$48,583.00	\$50,117.00	\$51,371.00	\$52,657.00	\$53,976.00	\$55,325.00	\$56,709.00
		Bi-Wk	\$1,569.89	\$1,627.97	\$1,686.40	\$1,744.56	\$1,803.26	\$1,861.42	\$1,920.20	\$1,968.24	\$2,017.51	\$2,068.05	\$2,119.74	\$2,172.76
		Daily	\$156.99	\$162.80	\$168.64	\$174.46	\$180.33	\$186.15	\$192.02	\$196.83	\$201.76	\$206.81	\$211.98	\$217.28
ES	14	Annual	\$42,892.00	\$44,471.00	\$46,045.00	\$47,622.00	\$49,191.00	\$50,769.00	\$52,342.00	\$53,654.00	\$54,991.00	\$56,364.00	\$57,777.00	\$59,222.00
		Bi-Wk	\$1,643.38	\$1,703.87	\$1,764.18	\$1,824.60	\$1,884.72	\$1,945.18	\$2,005.45	\$2,055.71	\$2,106.94	\$2,159.55	\$2,213.68	\$2,269.05
		Daily	\$164.34	\$170.39	\$176.42	\$182.46	\$188.48	\$194.52	\$200.55	\$205.58	\$210.70	\$215.96	\$221.37	\$226.91
ES	15	Annual	\$44,953.00	\$46,574.00	\$48,194.00	\$49,811.00	\$51,436.00	\$53,068.00	\$54,684.00	\$56,053.00	\$57,454.00	\$58,893.00	\$60,367.00	\$61,877.00
		Bi-Wk	\$1,722.34	\$1,784.45	\$1,846.52	\$1,908.47	\$1,970.73	\$2,033.26	\$2,095.18	\$2,147.63	\$2,201.31	\$2,256.44	\$2,312.92	\$2,370.77
		Daily	\$172.24	\$178.45	\$184.66	\$190.85	\$197.08	\$203.33	\$209.52	\$214.77	\$220.14	\$225.65	\$231.30	\$237.08
ES	16	Annual	\$47,139.00	\$48,813.00	\$50,484.00	\$52,151.00	\$53,817.00	\$55,495.00	\$57,162.00	\$58,586.00	\$60,052.00	\$61,556.00	\$63,094.00	\$64,673.00
		Bi-Wk	\$1,806.10	\$1,870.23	\$1,934.26	\$1,998.13	\$2,061.96	\$2,126.25	\$2,190.12	\$2,244.68	\$2,300.85	\$2,358.47	\$2,417.40	\$2,477.90
		Daily	\$180.61	\$187.03	\$193.43	\$199.82	\$206.20	\$212.63	\$219.02	\$224.47	\$230.09	\$235.85	\$241.74	\$247.79
ES	17	Annual	\$49,472.00	\$51,191.00	\$52,913.00	\$54,630.00	\$56,350.00	\$58,062.00	\$59,782.00	\$61,277.00	\$62,814.00	\$64,383.00	\$65,991.00	\$67,640.00
		Bi-Wk	\$1,895.48	\$1,961.35	\$2,027.32	\$2,093.11	\$2,159.01	\$2,224.60	\$2,290.50	\$2,347.78	\$2,406.67	\$2,466.79	\$2,528.40	\$2,591.58
		Daily	\$189.55	\$196.14	\$202.74	\$209.32	\$215.91	\$222.46	\$229.05	\$234.78	\$240.67	\$246.68	\$252.84	\$259.16
ES	18	Annual	\$51,969.00	\$53,734.00	\$55,495.00	\$57,257.00	\$59,012.00	\$60,775.00	\$62,533.00	\$64,099.00	\$65,699.00	\$67,341.00	\$69,025.00	\$70,752.00
		Bi-Wk	\$1,991.15	\$2,058.78	\$2,126.25	\$2,193.76	\$2,261.00	\$2,328.55	\$2,395.91	\$2,455.91	\$2,517.21	\$2,580.12	\$2,644.64	\$2,710.81
		Daily	\$199.12	\$205.88	\$212.63	\$219.38	\$226.10	\$232.86	\$239.60	\$245.60	\$251.73	\$258.02	\$264.47	\$271.09
ES	18	Hourly	\$28.45	\$29.42	\$30.38	\$31.34	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97	\$36.86	\$37.79	\$38.73

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

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

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

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

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

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

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
ES	11	Annual	\$38,511.00	\$39,678.00	\$40,860.00	\$42,034.00	\$43,240.00	\$44,470.00	\$45,708.00	\$46,856.00	\$48,024.00	\$49,222.00	\$50,459.00	\$51,722.00	
		Bi-Wk	\$1,475.52	\$1,520.23	\$1,565.52	\$1,610.50	\$1,656.71	\$1,703.84	\$1,751.27	\$1,795.25	\$1,840.00	\$1,885.91	\$1,885.91	\$1,933.30	\$1,981.69
		Daily	\$147.56	\$152.03	\$156.56	\$161.05	\$165.68	\$170.39	\$175.13	\$179.53	\$184.00	\$188.60	\$188.60	\$193.33	\$198.17
ES	12	Annual	\$39,756.00	\$40,988.00	\$42,204.00	\$43,472.00	\$44,746.00	\$46,035.00	\$47,312.00	\$48,493.00	\$49,706.00	\$50,949.00	\$52,222.00	\$53,528.00	
		Bi-Wk	\$1,523.22	\$1,570.43	\$1,617.02	\$1,665.60	\$1,714.41	\$1,763.80	\$1,812.73	\$1,857.97	\$1,904.45	\$1,952.07	\$1,952.07	\$2,000.85	\$2,050.89
		Daily	\$152.33	\$157.05	\$161.71	\$166.56	\$171.45	\$176.38	\$181.28	\$185.80	\$190.45	\$195.21	\$195.21	\$200.09	\$205.09
ES	13	Annual	\$41,999.00	\$43,553.00	\$45,116.00	\$46,672.00	\$48,242.00	\$49,798.00	\$51,370.00	\$52,656.00	\$53,974.00	\$55,326.00	\$56,709.00	\$58,127.00	
		Bi-Wk	\$1,609.16	\$1,668.70	\$1,728.59	\$1,788.20	\$1,848.36	\$1,907.97	\$1,968.20	\$2,017.48	\$2,067.97	\$2,119.78	\$2,119.78	\$2,172.76	\$2,227.09
		Daily	\$160.92	\$166.87	\$172.86	\$178.82	\$184.84	\$190.80	\$196.82	\$201.75	\$206.80	\$211.98	\$211.98	\$217.28	\$222.71
ES	14	Annual	\$43,965.00	\$45,583.00	\$47,197.00	\$48,813.00	\$50,421.00	\$52,039.00	\$53,651.00	\$54,996.00	\$56,366.00	\$57,774.00	\$59,222.00	\$60,703.00	
		Bi-Wk	\$1,684.49	\$1,746.48	\$1,808.32	\$1,870.23	\$1,931.84	\$1,993.84	\$2,055.60	\$2,107.13	\$2,159.62	\$2,213.57	\$2,213.57	\$2,269.05	\$2,325.79
		Daily	\$168.45	\$174.65	\$180.84	\$187.03	\$193.19	\$199.39	\$205.56	\$210.72	\$215.97	\$221.36	\$221.36	\$226.91	\$232.58
ES	15	Annual	\$46,077.00	\$47,739.00	\$49,399.00	\$51,057.00	\$52,722.00	\$54,395.00	\$56,052.00	\$57,455.00	\$58,891.00	\$60,366.00	\$61,877.00	\$63,424.00	
		Bi-Wk	\$1,765.41	\$1,829.09	\$1,892.69	\$1,956.21	\$2,020.00	\$2,084.10	\$2,147.59	\$2,201.35	\$2,256.37	\$2,312.88	\$2,312.88	\$2,370.77	\$2,430.04
		Daily	\$176.55	\$182.91	\$189.27	\$195.63	\$202.00	\$208.41	\$214.76	\$220.14	\$225.64	\$231.29	\$231.29	\$237.08	\$243.01
ES	16	Annual	\$48,318.00	\$50,034.00	\$51,747.00	\$53,455.00	\$55,163.00	\$56,863.00	\$58,592.00	\$60,051.00	\$61,554.00	\$63,095.00	\$64,672.00	\$66,290.00	
		Bi-Wk	\$1,851.27	\$1,917.02	\$1,982.65	\$2,048.09	\$2,113.53	\$2,179.43	\$2,244.91	\$2,300.81	\$2,358.40	\$2,417.44	\$2,417.44	\$2,477.86	\$2,539.85
		Daily	\$185.13	\$191.71	\$198.27	\$204.81	\$211.36	\$217.95	\$224.50	\$230.09	\$235.84	\$241.75	\$241.75	\$247.79	\$253.99
ES	17	Annual	\$50,709.00	\$52,471.00	\$54,236.00	\$55,996.00	\$57,759.00	\$59,514.00	\$61,277.00	\$62,809.00	\$64,385.00	\$65,993.00	\$67,641.00	\$69,331.00	
		Bi-Wk	\$1,942.88	\$2,010.39	\$2,078.01	\$2,145.45	\$2,212.99	\$2,280.23	\$2,347.78	\$2,406.48	\$2,466.86	\$2,528.47	\$2,528.47	\$2,591.61	\$2,656.37
		Daily	\$194.29	\$201.04	\$207.81	\$214.55	\$221.30	\$228.03	\$234.78	\$240.65	\$246.69	\$252.85	\$252.85	\$259.17	\$265.64
ES	18	Annual	\$53,269.00	\$55,078.00	\$56,883.00	\$58,689.00	\$60,488.00	\$62,295.00	\$64,097.00	\$65,702.00	\$67,342.00	\$69,025.00	\$70,751.00	\$72,521.00	
		Bi-Wk	\$2,040.96	\$2,110.27	\$2,179.43	\$2,248.63	\$2,317.55	\$2,386.79	\$2,455.83	\$2,517.32	\$2,580.16	\$2,644.64	\$2,710.77	\$2,778.59	
		Daily	\$204.10	\$211.03	\$217.95	\$224.87	\$231.76	\$238.68	\$245.59	\$251.74	\$258.02	\$264.47	\$271.08	\$277.86	
ES	18	Hourly	\$29.16	\$30.15	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.86	\$37.79	\$38.73	\$39.70	

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	19	Annual	\$55,893.00	\$57,759.00	\$59,612.00	\$61,473.00	\$63,324.00	\$65,179.00	\$67,039.00	\$68,713.00	\$70,431.00	\$72,189.00	\$73,995.00	\$75,847.00
		Bi-Wk	\$2,141.50	\$2,212.99	\$2,283.99	\$2,355.29	\$2,426.21	\$2,497.28	\$2,568.55	\$2,632.69	\$2,698.51	\$2,765.87	\$2,835.06	\$2,906.02
		Daily	\$214.15	\$221.30	\$228.40	\$235.53	\$242.63	\$249.73	\$256.86	\$263.27	\$269.86	\$276.59	\$283.51	\$290.61
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.61	\$38.56	\$39.52	\$40.51	\$41.52
ES	20	Annual	\$58,741.00	\$60,643.00	\$62,548.00	\$64,444.00	\$66,343.00	\$68,244.00	\$70,146.00	\$71,900.00	\$73,704.00	\$75,544.00	\$77,431.00	\$79,369.00
		Bi-Wk	\$2,250.62	\$2,323.49	\$2,396.48	\$2,469.12	\$2,541.88	\$2,614.72	\$2,687.59	\$2,754.79	\$2,823.91	\$2,894.41	\$2,966.71	\$3,040.96
		Daily	\$225.07	\$232.35	\$239.65	\$246.92	\$254.19	\$261.48	\$268.76	\$275.48	\$282.40	\$289.45	\$296.68	\$304.10
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.35	\$41.35	\$42.39	\$43.45
ES	21	Annual	\$61,636.00	\$63,596.00	\$65,545.00	\$67,499.00	\$69,460.00	\$71,408.00	\$73,370.00	\$75,205.00	\$77,080.00	\$79,006.00	\$80,982.00	\$83,009.00
		Bi-Wk	\$2,361.54	\$2,436.63	\$2,511.31	\$2,586.17	\$2,661.31	\$2,735.94	\$2,811.12	\$2,881.42	\$2,953.26	\$3,027.05	\$3,102.76	\$3,180.43
		Daily	\$236.16	\$243.67	\$251.14	\$258.62	\$266.14	\$273.60	\$281.12	\$288.15	\$295.33	\$302.71	\$310.28	\$318.05
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.19	\$43.25	\$44.33	\$45.44
ES	22	Annual	\$63,324.00	\$65,643.00	\$67,966.00	\$70,282.00	\$72,605.00	\$74,922.00	\$77,244.00	\$79,173.00	\$81,161.00	\$83,186.00	\$85,266.00	\$87,399.00
		Bi-Wk	\$2,426.21	\$2,515.06	\$2,604.07	\$2,692.80	\$2,781.81	\$2,870.58	\$2,959.55	\$3,033.45	\$3,109.62	\$3,187.21	\$3,266.90	\$3,348.63
		Daily	\$242.63	\$251.51	\$260.41	\$269.28	\$278.19	\$287.06	\$295.96	\$303.35	\$310.97	\$318.73	\$326.69	\$334.87
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.75	\$41.01	\$42.28	\$43.34	\$44.43	\$45.54	\$46.67	\$47.84
ES	23	Annual	\$66,323.00	\$68,741.00	\$71,153.00	\$73,577.00	\$75,990.00	\$78,408.00	\$80,825.00	\$82,845.00	\$84,914.00	\$87,038.00	\$89,216.00	\$91,446.00
		Bi-Wk	\$2,541.12	\$2,633.76	\$2,726.17	\$2,819.05	\$2,911.50	\$3,004.14	\$3,096.75	\$3,174.14	\$3,253.41	\$3,334.79	\$3,418.24	\$3,503.68
		Daily	\$254.12	\$263.38	\$272.62	\$281.91	\$291.15	\$300.42	\$309.68	\$317.42	\$325.35	\$333.48	\$341.83	\$350.37
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06
ES	24	Annual	\$69,512.00	\$72,030.00	\$74,550.00	\$77,072.00	\$79,590.00	\$82,103.00	\$84,629.00	\$86,742.00	\$88,912.00	\$91,133.00	\$93,409.00	\$95,746.00
		Bi-Wk	\$2,663.30	\$2,759.78	\$2,856.33	\$2,952.96	\$3,049.43	\$3,145.71	\$3,242.50	\$3,323.45	\$3,406.60	\$3,491.69	\$3,578.89	\$3,668.43
		Daily	\$266.33	\$275.98	\$285.64	\$295.30	\$304.95	\$314.58	\$324.25	\$332.35	\$340.66	\$349.17	\$357.89	\$366.85
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.33	\$47.48	\$48.67	\$49.89	\$51.13	\$52.41
ES	25	Annual	\$72,908.00	\$75,524.00	\$78,125.00	\$80,739.00	\$83,361.00	\$85,970.00	\$88,577.00	\$90,791.00	\$93,064.00	\$95,391.00	\$97,780.00	\$100,223.00
		Bi-Wk	\$2,793.41	\$2,893.64	\$2,993.30	\$3,093.45	\$3,193.91	\$3,293.87	\$3,393.76	\$3,478.59	\$3,565.68	\$3,654.83	\$3,746.37	\$3,839.97
		Daily	\$279.35	\$289.37	\$299.33	\$309.35	\$319.40	\$329.39	\$339.38	\$347.86	\$356.57	\$365.49	\$374.64	\$384.00
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86
ES	26	Annual	\$76,503.00	\$79,207.00	\$81,925.00	\$84,629.00	\$87,335.00	\$90,045.00	\$92,746.00	\$95,068.00	\$97,443.00	\$99,881.00	\$102,380.00	\$104,936.00
		Bi-Wk	\$2,931.15	\$3,034.76	\$3,138.89	\$3,242.50	\$3,346.17	\$3,450.00	\$3,553.49	\$3,642.46	\$3,733.45	\$3,826.86	\$3,922.61	\$4,020.54
		Daily	\$293.12	\$303.48	\$313.89	\$324.25	\$334.62	\$345.00	\$355.35	\$364.25	\$373.35	\$382.69	\$392.27	\$402.06
		Hourly	\$41.88	\$43.36	\$44.85	\$46.33	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34	\$54.67	\$56.04	\$57.44

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
ES	27	Annual	\$80,291.00	\$83,099.00	\$85,906.00	\$88,699.00	\$91,506.00	\$94,307.00	\$97,110.00	\$99,543.00	\$102,029.00	\$104,583.00	\$107,196.00	\$109,876.00	
		Bi-Wk	\$3,076.29	\$3,183.87	\$3,291.42	\$3,398.43	\$3,505.98	\$3,613.30	\$3,720.69	\$3,813.91	\$3,909.16	\$4,007.02	\$4,107.13	\$4,209.81	\$4,209.81
		Daily	\$307.63	\$318.39	\$329.15	\$339.85	\$350.60	\$361.33	\$372.07	\$381.40	\$390.92	\$400.71	\$410.72	\$410.72	\$420.99
ES	28	Annual	\$84,350.00	\$87,251.00	\$90,152.00	\$93,057.00	\$95,949.00	\$98,850.00	\$101,748.00	\$104,286.00	\$106,893.00	\$109,567.00	\$112,307.00	\$115,113.00	
		Bi-Wk	\$3,231.81	\$3,342.96	\$3,454.10	\$3,565.41	\$3,676.21	\$3,787.36	\$3,898.40	\$3,995.64	\$4,095.52	\$4,197.97	\$4,302.96	\$4,410.46	\$4,410.46
		Daily	\$323.19	\$334.30	\$345.41	\$356.55	\$367.63	\$378.74	\$389.84	\$399.57	\$409.56	\$419.80	\$430.30	\$441.05	\$441.05
ES	29	Annual	\$85,157.00	\$88,354.00	\$91,552.00	\$94,747.00	\$97,942.00	\$101,140.00	\$104,332.00	\$106,940.00	\$109,616.00	\$112,358.00	\$115,166.00	\$118,047.00	
		Bi-Wk	\$3,262.73	\$3,385.22	\$3,507.74	\$3,630.16	\$3,752.57	\$3,875.10	\$3,997.40	\$4,097.32	\$4,199.85	\$4,304.91	\$4,412.50	\$4,522.88	\$4,522.88
		Daily	\$326.28	\$338.53	\$350.78	\$363.02	\$375.26	\$387.51	\$399.74	\$409.74	\$419.99	\$430.50	\$441.25	\$452.29	\$452.29
ES	30	Annual	\$88,577.00	\$91,863.00	\$95,161.00	\$98,443.00	\$101,725.00	\$105,015.00	\$108,312.00	\$111,019.00	\$113,797.00	\$116,642.00	\$119,560.00	\$122,551.00	
		Bi-Wk	\$3,393.76	\$3,519.66	\$3,646.02	\$3,771.77	\$3,897.51	\$4,023.57	\$4,149.89	\$4,253.61	\$4,360.04	\$4,469.05	\$4,580.85	\$4,695.45	\$4,695.45
		Daily	\$339.38	\$351.97	\$364.61	\$377.18	\$389.76	\$402.36	\$414.99	\$425.37	\$436.01	\$446.91	\$458.09	\$469.55	\$469.55
ES	31	Annual	\$92,133.00	\$95,517.00	\$98,905.00	\$102,286.00	\$105,675.00	\$109,059.00	\$112,445.00	\$115,254.00	\$118,138.00	\$121,090.00	\$124,118.00	\$127,222.00	
		Bi-Wk	\$3,530.00	\$3,659.66	\$3,789.47	\$3,919.01	\$4,048.86	\$4,178.51	\$4,308.24	\$4,415.87	\$4,526.37	\$4,639.47	\$4,755.48	\$4,874.41	\$4,874.41
		Daily	\$353.00	\$365.97	\$378.95	\$391.91	\$404.89	\$417.86	\$430.83	\$441.59	\$452.64	\$463.95	\$475.55	\$487.45	\$487.45
ES	32	Annual	\$95,826.00	\$99,301.00	\$102,777.00	\$106,259.00	\$109,738.00	\$113,216.00	\$116,703.00	\$119,621.00	\$122,613.00	\$125,679.00	\$128,821.00	\$132,045.00	
		Bi-Wk	\$3,671.50	\$3,804.64	\$3,937.82	\$4,071.23	\$4,204.53	\$4,337.78	\$4,471.38	\$4,583.19	\$4,697.82	\$4,815.29	\$4,935.68	\$5,059.20	\$5,059.20
		Daily	\$367.15	\$380.47	\$393.79	\$407.13	\$420.46	\$433.78	\$447.14	\$458.32	\$469.79	\$481.53	\$493.57	\$505.92	\$505.92
ES	33	Annual	\$99,680.00	\$103,259.00	\$106,831.00	\$110,407.00	\$113,985.00	\$117,558.00	\$121,144.00	\$124,175.00	\$127,274.00	\$130,460.00	\$133,719.00	\$137,066.00	
		Bi-Wk	\$3,819.16	\$3,956.29	\$4,093.15	\$4,230.16	\$4,367.25	\$4,504.14	\$4,641.54	\$4,757.67	\$4,876.40	\$4,998.47	\$5,123.34	\$5,251.58	\$5,251.58
		Daily	\$381.92	\$395.63	\$409.32	\$423.02	\$436.73	\$450.42	\$464.16	\$475.77	\$487.64	\$499.85	\$512.34	\$525.16	\$525.16
ES	34	Annual	\$103,784.00	\$107,458.00	\$111,131.00	\$114,808.00	\$118,480.00	\$122,156.00	\$125,822.00	\$128,969.00	\$132,197.00	\$135,498.00	\$138,885.00	\$142,357.00	
		Bi-Wk	\$3,976.40	\$4,117.17	\$4,257.90	\$4,398.78	\$4,539.47	\$4,680.31	\$4,820.77	\$4,941.35	\$5,065.02	\$5,191.50	\$5,321.27	\$5,454.30	\$5,454.30
		Daily	\$397.64	\$411.72	\$425.79	\$439.88	\$453.95	\$468.04	\$482.08	\$494.14	\$506.51	\$519.15	\$532.13	\$545.43	\$545.43
ES	34	Hourly	\$56.81	\$58.82	\$60.83	\$62.84	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$77.92



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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	35	Annual	\$108,051.00	\$111,814.00	\$115,587.00	\$119,351.00	\$123,117.00	\$126,877.00	\$130,654.00	\$133,915.00	\$137,267.00	\$140,702.00	\$144,217.00	\$147,824.00
		Bi-Wk	\$4,139.89	\$4,284.07	\$4,428.63	\$4,572.84	\$4,717.13	\$4,861.19	\$5,005.91	\$5,130.85	\$5,259.28	\$5,390.89	\$5,525.56	\$5,663.76
		Daily	\$413.99	\$428.41	\$442.87	\$457.29	\$471.72	\$486.12	\$500.60	\$513.09	\$525.93	\$539.09	\$552.56	\$566.38
		Hourly	\$59.15	\$61.21	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14	\$77.02	\$78.94	\$80.92
ES	36	Annual	\$112,543.00	\$116,402.00	\$120,272.00	\$124,132.00	\$127,996.00	\$131,859.00	\$135,723.00	\$139,123.00	\$142,596.00	\$146,163.00	\$149,820.00	\$153,565.00
		Bi-Wk	\$4,312.00	\$4,459.85	\$4,608.13	\$4,756.02	\$4,904.14	\$5,052.07	\$5,200.12	\$5,330.39	\$5,463.45	\$5,600.12	\$5,740.23	\$5,883.72
		Daily	\$431.20	\$445.99	\$460.82	\$475.61	\$490.42	\$505.21	\$520.02	\$533.04	\$546.35	\$560.02	\$574.03	\$588.38
		Hourly	\$61.60	\$63.72	\$65.84	\$67.95	\$70.06	\$72.18	\$74.29	\$76.15	\$78.05	\$80.01	\$82.01	\$84.06
ES	37	Annual	\$117,215.00	\$121,179.00	\$125,151.00	\$129,123.00	\$133,094.00	\$137,066.00	\$141,033.00	\$144,554.00	\$148,172.00	\$151,882.00	\$155,677.00	\$159,569.00
		Bi-Wk	\$4,491.00	\$4,642.88	\$4,795.06	\$4,947.25	\$5,099.39	\$5,251.58	\$5,403.57	\$5,538.47	\$5,677.09	\$5,819.24	\$5,964.64	\$6,113.76
		Daily	\$449.10	\$464.29	\$479.51	\$494.73	\$509.94	\$525.16	\$540.36	\$553.85	\$567.71	\$581.93	\$596.47	\$611.38
		Hourly	\$64.16	\$66.33	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11	\$83.14	\$85.21	\$87.34
ES	38	Annual	\$122,053.00	\$126,106.00	\$130,173.00	\$134,236.00	\$138,300.00	\$142,362.00	\$146,425.00	\$150,091.00	\$153,841.00	\$157,689.00	\$161,632.00	\$165,672.00
		Bi-Wk	\$4,676.37	\$4,831.65	\$4,987.48	\$5,143.15	\$5,298.86	\$5,454.49	\$5,610.16	\$5,750.62	\$5,894.30	\$6,041.73	\$6,192.80	\$6,347.59
		Daily	\$467.64	\$483.17	\$498.75	\$514.32	\$529.89	\$545.45	\$561.02	\$575.07	\$589.43	\$604.18	\$619.28	\$634.76
		Hourly	\$66.81	\$69.03	\$71.25	\$73.48	\$75.70	\$77.93	\$80.15	\$82.16	\$84.21	\$86.32	\$88.47	\$90.68
ES	39	Annual	\$127,129.00	\$131,287.00	\$135,445.00	\$139,613.00	\$143,773.00	\$147,923.00	\$152,089.00	\$155,893.00	\$159,791.00	\$163,787.00	\$167,881.00	\$172,077.00
		Bi-Wk	\$4,870.85	\$5,030.16	\$5,189.47	\$5,349.16	\$5,508.55	\$5,667.55	\$5,827.17	\$5,972.92	\$6,122.27	\$6,275.37	\$6,432.23	\$6,592.99
		Daily	\$487.09	\$503.02	\$518.95	\$534.92	\$550.86	\$566.76	\$582.72	\$597.30	\$612.23	\$627.54	\$643.23	\$659.30
		Hourly	\$69.59	\$71.86	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47	\$89.65	\$91.89	\$94.19
ES	40	Annual	\$132,429.00	\$136,670.00	\$140,928.00	\$145,172.00	\$149,422.00	\$153,668.00	\$157,918.00	\$161,872.00	\$165,918.00	\$170,065.00	\$174,320.00	\$178,680.00
		Bi-Wk	\$5,073.91	\$5,236.40	\$5,399.55	\$5,562.15	\$5,724.99	\$5,887.67	\$6,050.50	\$6,202.00	\$6,357.02	\$6,515.91	\$6,678.93	\$6,845.98
		Daily	\$507.40	\$523.64	\$539.96	\$556.22	\$572.50	\$588.77	\$605.05	\$620.20	\$635.71	\$651.60	\$667.90	\$684.60
		Hourly	\$72.49	\$74.81	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80
ES	41	Annual	\$137,959.00	\$142,315.00	\$146,664.00	\$151,022.00	\$155,371.00	\$159,721.00	\$164,072.00	\$168,174.00	\$172,381.00	\$176,690.00	\$181,109.00	\$185,637.00
		Bi-Wk	\$5,285.79	\$5,452.69	\$5,619.32	\$5,786.29	\$5,952.92	\$6,119.58	\$6,286.29	\$6,443.45	\$6,604.64	\$6,769.74	\$6,939.05	\$7,112.53
		Daily	\$528.58	\$545.27	\$561.94	\$578.63	\$595.30	\$611.96	\$628.63	\$644.35	\$660.47	\$676.98	\$693.91	\$711.26
		Hourly	\$75.52	\$77.90	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61
ES	42	Annual	\$143,711.00	\$148,164.00	\$152,617.00	\$157,056.00	\$161,510.00	\$165,952.00	\$170,410.00	\$174,673.00	\$179,039.00	\$183,511.00	\$188,099.00	\$192,803.00
		Bi-Wk	\$5,506.17	\$5,676.79	\$5,847.40	\$6,017.48	\$6,188.13	\$6,358.32	\$6,529.12	\$6,692.46	\$6,859.74	\$7,031.08	\$7,206.86	\$7,387.09
		Daily	\$550.62	\$567.68	\$584.74	\$601.75	\$618.82	\$635.84	\$652.92	\$669.25	\$685.98	\$703.11	\$720.69	\$738.71
		Hourly	\$78.66	\$81.10	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00	\$100.45	\$102.96	\$105.53

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

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

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

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
ES	11	Annual	\$39,474.00	\$40,670.00	\$41,882.00	\$43,085.00	\$44,321.00	\$45,582.00	\$46,851.00	\$48,028.00	\$49,225.00	\$50,453.00	\$51,721.00	\$53,016.00	
		Bi-Wk	\$1,512.42	\$1,558.24	\$1,604.68	\$1,650.77	\$1,698.13	\$1,746.44	\$1,795.06	\$1,840.16	\$1,884.02	\$1,886.02	\$1,933.07	\$1,981.65	\$2,031.27
		Daily	\$151.25	\$155.83	\$160.47	\$165.08	\$169.82	\$174.65	\$179.51	\$184.02	\$184.02	\$188.61	\$193.31	\$198.17	\$203.13
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.26	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02	
ES	12	Annual	\$40,750.00	\$42,013.00	\$43,260.00	\$44,559.00	\$45,865.00	\$47,186.00	\$48,495.00	\$49,706.00	\$50,949.00	\$52,223.00	\$53,528.00	\$54,867.00	
		Bi-Wk	\$1,561.31	\$1,609.70	\$1,657.48	\$1,707.25	\$1,757.28	\$1,807.90	\$1,858.05	\$1,904.45	\$1,952.07	\$2,000.89	\$2,050.89	\$2,102.19	
		Daily	\$156.14	\$160.97	\$165.75	\$170.73	\$175.73	\$180.79	\$185.81	\$190.45	\$195.21	\$195.21	\$200.09	\$205.09	\$210.22
		Hourly	\$22.31	\$23.00	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	
ES	13	Annual	\$43,049.00	\$44,642.00	\$46,244.00	\$47,839.00	\$49,449.00	\$51,043.00	\$52,655.00	\$53,973.00	\$55,324.00	\$56,710.00	\$58,127.00	\$59,581.00	
		Bi-Wk	\$1,649.39	\$1,710.43	\$1,771.81	\$1,832.92	\$1,894.60	\$1,955.68	\$2,017.44	\$2,067.94	\$2,119.70	\$2,172.80	\$2,227.09	\$2,282.80	
		Daily	\$164.94	\$171.05	\$177.19	\$183.30	\$189.46	\$195.57	\$201.75	\$206.80	\$211.97	\$217.28	\$222.71	\$228.28	
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	
ES	14	Annual	\$45,065.00	\$46,723.00	\$48,377.00	\$50,034.00	\$51,682.00	\$53,340.00	\$54,993.00	\$56,371.00	\$57,776.00	\$59,219.00	\$60,703.00	\$62,221.00	
		Bi-Wk	\$1,726.63	\$1,790.16	\$1,853.53	\$1,917.02	\$1,980.16	\$2,043.68	\$2,107.02	\$2,159.81	\$2,213.64	\$2,268.93	\$2,325.79	\$2,383.95	
		Daily	\$172.67	\$179.02	\$185.36	\$191.71	\$198.02	\$204.37	\$210.71	\$215.99	\$221.37	\$226.90	\$232.58	\$238.40	
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.29	\$29.20	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	
ES	15	Annual	\$47,229.00	\$48,933.00	\$50,634.00	\$52,334.00	\$54,041.00	\$55,755.00	\$57,454.00	\$58,892.00	\$60,364.00	\$61,876.00	\$63,424.00	\$65,010.00	
		Bi-Wk	\$1,809.55	\$1,874.83	\$1,940.00	\$2,005.14	\$2,070.54	\$2,136.21	\$2,201.31	\$2,256.40	\$2,312.80	\$2,370.73	\$2,430.04	\$2,490.81	
		Daily	\$180.96	\$187.49	\$194.00	\$200.52	\$207.06	\$213.63	\$220.14	\$225.64	\$231.28	\$237.08	\$243.01	\$249.09	
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72	\$35.59	
ES	16	Annual	\$49,526.00	\$51,285.00	\$53,041.00	\$54,792.00	\$56,543.00	\$58,306.00	\$60,057.00	\$61,553.00	\$63,093.00	\$64,673.00	\$66,289.00	\$67,948.00	
		Bi-Wk	\$1,897.55	\$1,964.95	\$2,032.23	\$2,099.32	\$2,166.40	\$2,233.95	\$2,301.04	\$2,358.36	\$2,417.36	\$2,477.90	\$2,539.81	\$2,603.38	
		Daily	\$189.76	\$196.50	\$203.23	\$209.94	\$216.64	\$223.40	\$230.11	\$235.84	\$241.74	\$247.79	\$253.99	\$260.34	
		Hourly	\$27.11	\$28.08	\$29.04	\$30.00	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	
ES	17	Annual	\$51,977.00	\$53,783.00	\$55,592.00	\$57,396.00	\$59,203.00	\$61,002.00	\$62,809.00	\$64,380.00	\$65,995.00	\$67,643.00	\$69,333.00	\$71,065.00	
		Bi-Wk	\$1,991.46	\$2,060.66	\$2,129.97	\$2,199.09	\$2,268.32	\$2,337.25	\$2,406.48	\$2,466.67	\$2,528.55	\$2,591.69	\$2,656.44	\$2,722.80	
		Daily	\$199.15	\$206.07	\$213.00	\$219.91	\$226.84	\$233.73	\$240.65	\$246.67	\$252.86	\$259.17	\$265.65	\$272.28	
		Hourly	\$28.45	\$29.44	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13	\$37.03	\$37.95	\$38.90	
ES	18	Annual	\$54,601.00	\$56,455.00	\$58,306.00	\$60,157.00	\$62,001.00	\$63,853.00	\$65,700.00	\$67,345.00	\$69,026.00	\$70,751.00	\$72,520.00	\$74,335.00	
		Bi-Wk	\$2,092.00	\$2,163.03	\$2,233.95	\$2,304.87	\$2,375.52	\$2,446.48	\$2,517.25	\$2,580.27	\$2,644.68	\$2,710.77	\$2,778.55	\$2,848.09	
		Daily	\$209.20	\$216.31	\$223.40	\$230.49	\$237.56	\$244.65	\$251.73	\$258.03	\$264.47	\$271.08	\$277.86	\$284.81	
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.97	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	19	Annual	\$57,291.00	\$59,203.00	\$61,103.00	\$63,010.00	\$64,908.00	\$66,809.00	\$68,715.00	\$70,431.00	\$72,192.00	\$73,994.00	\$75,845.00	\$77,744.00
		Bi-Wk	\$2,195.06	\$2,268.32	\$2,341.12	\$2,414.18	\$2,486.90	\$2,559.74	\$2,632.76	\$2,698.51	\$2,765.98	\$2,835.02	\$2,905.94	\$2,978.70
		Daily	\$219.51	\$226.84	\$234.12	\$241.42	\$248.69	\$255.98	\$263.28	\$269.86	\$276.60	\$283.51	\$290.60	\$297.87
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56
ES	20	Annual	\$60,210.00	\$62,160.00	\$64,112.00	\$66,056.00	\$68,002.00	\$69,951.00	\$71,900.00	\$73,698.00	\$75,547.00	\$77,433.00	\$79,367.00	\$81,354.00
		Bi-Wk	\$2,306.90	\$2,381.61	\$2,456.40	\$2,530.89	\$2,605.45	\$2,680.12	\$2,754.79	\$2,823.68	\$2,894.53	\$2,966.79	\$3,040.89	\$3,117.02
		Daily	\$230.69	\$238.17	\$245.64	\$253.09	\$260.55	\$268.02	\$275.48	\$282.37	\$289.46	\$296.68	\$304.09	\$311.71
		Hourly	\$32.96	\$34.03	\$35.10	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.36	\$42.39	\$43.45	\$44.53
ES	21	Annual	\$63,177.00	\$65,186.00	\$67,184.00	\$69,187.00	\$71,197.00	\$73,194.00	\$75,205.00	\$77,086.00	\$79,007.00	\$80,982.00	\$83,007.00	\$85,085.00
		Bi-Wk	\$2,420.58	\$2,497.55	\$2,574.10	\$2,650.85	\$2,727.86	\$2,804.37	\$2,881.42	\$2,953.49	\$3,027.09	\$3,102.76	\$3,180.35	\$3,259.97
		Daily	\$242.06	\$249.76	\$257.41	\$265.09	\$272.79	\$280.44	\$288.15	\$295.35	\$302.71	\$310.28	\$318.04	\$326.00
		Hourly	\$34.58	\$35.68	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58
ES	22	Annual	\$64,908.00	\$67,285.00	\$69,666.00	\$72,040.00	\$74,421.00	\$76,796.00	\$79,176.00	\$81,153.00	\$83,191.00	\$85,266.00	\$87,398.00	\$89,584.00
		Bi-Wk	\$2,486.90	\$2,577.97	\$2,669.20	\$2,760.16	\$2,851.38	\$2,942.38	\$3,033.57	\$3,109.32	\$3,187.40	\$3,266.90	\$3,348.59	\$3,432.34
		Daily	\$248.69	\$257.80	\$266.92	\$276.02	\$285.14	\$294.24	\$303.36	\$310.94	\$318.74	\$326.69	\$334.86	\$343.24
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.67	\$47.84	\$49.04
ES	23	Annual	\$67,982.00	\$70,460.00	\$72,932.00	\$75,417.00	\$77,890.00	\$80,369.00	\$82,846.00	\$84,917.00	\$87,037.00	\$89,214.00	\$91,447.00	\$93,733.00
		Bi-Wk	\$2,604.68	\$2,699.62	\$2,794.33	\$2,889.55	\$2,984.30	\$3,079.28	\$3,174.18	\$3,253.53	\$3,334.76	\$3,418.17	\$3,503.72	\$3,591.31
		Daily	\$260.47	\$269.97	\$279.44	\$288.96	\$298.43	\$307.93	\$317.42	\$325.36	\$333.48	\$341.82	\$350.38	\$359.14
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06	\$51.31
ES	24	Annual	\$71,250.00	\$73,831.00	\$76,414.00	\$78,999.00	\$81,580.00	\$84,156.00	\$86,745.00	\$88,911.00	\$91,135.00	\$93,412.00	\$95,745.00	\$98,140.00
		Bi-Wk	\$2,729.89	\$2,828.78	\$2,927.74	\$3,026.79	\$3,125.68	\$3,224.37	\$3,323.57	\$3,406.56	\$3,491.77	\$3,579.01	\$3,668.40	\$3,760.16
		Daily	\$272.99	\$282.88	\$292.78	\$302.68	\$312.57	\$322.44	\$332.36	\$340.66	\$349.18	\$357.91	\$366.84	\$376.02
		Hourly	\$39.00	\$40.42	\$41.83	\$43.24	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72
ES	25	Annual	\$74,731.00	\$77,413.00	\$80,079.00	\$82,758.00	\$85,446.00	\$88,120.00	\$90,792.00	\$93,061.00	\$95,391.00	\$97,776.00	\$100,225.00	\$102,729.00
		Bi-Wk	\$2,863.26	\$2,966.02	\$3,068.17	\$3,170.81	\$3,273.80	\$3,376.25	\$3,478.63	\$3,565.56	\$3,654.83	\$3,746.21	\$3,840.04	\$3,935.98
		Daily	\$286.33	\$296.61	\$306.82	\$317.09	\$327.38	\$337.63	\$347.87	\$356.56	\$365.49	\$374.63	\$384.01	\$393.60
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86	\$56.23
ES	26	Annual	\$78,416.00	\$81,188.00	\$83,974.00	\$86,745.00	\$89,519.00	\$92,297.00	\$95,065.00	\$97,445.00	\$99,880.00	\$102,379.00	\$104,940.00	\$107,560.00
		Bi-Wk	\$3,004.45	\$3,110.66	\$3,217.40	\$3,323.57	\$3,429.85	\$3,536.29	\$3,642.34	\$3,733.53	\$3,826.82	\$3,922.57	\$4,020.69	\$4,121.08
		Daily	\$300.45	\$311.07	\$321.74	\$332.36	\$342.99	\$353.63	\$364.24	\$373.36	\$382.69	\$392.26	\$402.07	\$412.11
		Hourly	\$42.93	\$44.44	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.67	\$56.04	\$57.44	\$58.88

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	27	Annual	\$82,299.00	\$85,177.00	\$88,054.00	\$90,917.00	\$93,794.00	\$96,665.00	\$99,538.00	\$102,032.00	\$104,580.00	\$107,198.00	\$109,876.00	\$112,623.00
		Bi-Wk	\$3,153.22	\$3,263.49	\$3,373.72	\$3,483.41	\$3,593.64	\$3,703.64	\$3,813.72	\$3,909.28	\$4,006.90	\$4,107.21	\$4,209.81	\$4,315.06
		Daily	\$315.33	\$326.35	\$337.38	\$348.35	\$359.37	\$370.37	\$381.38	\$390.93	\$400.69	\$410.73	\$420.99	\$431.51
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65
ES	28	Annual	\$86,459.00	\$89,433.00	\$92,406.00	\$95,384.00	\$98,348.00	\$101,322.00	\$104,292.00	\$106,894.00	\$109,566.00	\$112,307.00	\$115,115.00	\$117,991.00
		Bi-Wk	\$3,312.61	\$3,426.56	\$3,540.46	\$3,654.56	\$3,768.13	\$3,882.07	\$3,995.87	\$4,095.56	\$4,197.94	\$4,302.96	\$4,410.54	\$4,520.73
		Daily	\$331.27	\$342.66	\$354.05	\$365.46	\$376.82	\$388.21	\$399.59	\$409.56	\$419.80	\$430.30	\$441.06	\$452.08
		Hourly	\$47.33	\$48.96	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59
ES	29	Annual	\$87,286.00	\$90,563.00	\$93,841.00	\$97,116.00	\$100,391.00	\$103,669.00	\$106,941.00	\$109,614.00	\$112,357.00	\$115,167.00	\$118,046.00	\$120,999.00
		Bi-Wk	\$3,344.30	\$3,469.85	\$3,595.45	\$3,720.92	\$3,846.40	\$3,972.00	\$4,097.36	\$4,199.78	\$4,304.87	\$4,412.53	\$4,522.84	\$4,635.98
		Daily	\$334.43	\$346.99	\$359.55	\$372.10	\$384.64	\$397.20	\$409.74	\$419.98	\$430.49	\$441.26	\$452.29	\$463.60
		Hourly	\$47.78	\$49.57	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23
ES	30	Annual	\$90,792.00	\$94,160.00	\$97,541.00	\$100,905.00	\$104,269.00	\$107,641.00	\$111,020.00	\$113,795.00	\$116,642.00	\$119,559.00	\$122,549.00	\$125,615.00
		Bi-Wk	\$3,478.63	\$3,607.67	\$3,737.21	\$3,866.10	\$3,994.99	\$4,124.18	\$4,253.64	\$4,359.97	\$4,469.05	\$4,580.81	\$4,695.37	\$4,812.84
		Daily	\$347.87	\$360.77	\$373.73	\$386.61	\$399.50	\$412.42	\$425.37	\$436.00	\$446.91	\$458.09	\$469.54	\$481.29
		Hourly	\$49.70	\$51.54	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76
ES	31	Annual	\$94,437.00	\$97,905.00	\$101,378.00	\$104,844.00	\$108,317.00	\$111,786.00	\$115,257.00	\$118,136.00	\$121,092.00	\$124,118.00	\$127,221.00	\$130,403.00
		Bi-Wk	\$3,618.28	\$3,751.15	\$3,884.22	\$4,017.02	\$4,150.08	\$4,282.99	\$4,415.98	\$4,526.29	\$4,639.55	\$4,755.48	\$4,874.37	\$4,996.29
		Daily	\$361.83	\$375.12	\$388.43	\$401.71	\$415.01	\$428.30	\$441.60	\$452.63	\$463.96	\$475.55	\$487.44	\$499.63
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38
ES	32	Annual	\$98,222.00	\$101,784.00	\$105,347.00	\$108,916.00	\$112,482.00	\$116,047.00	\$119,621.00	\$122,612.00	\$125,679.00	\$128,821.00	\$132,042.00	\$135,347.00
		Bi-Wk	\$3,763.30	\$3,899.78	\$4,036.29	\$4,173.03	\$4,309.66	\$4,446.25	\$4,583.19	\$4,697.78	\$4,815.29	\$4,935.68	\$5,059.09	\$5,185.71
		Daily	\$376.33	\$389.98	\$403.63	\$417.31	\$430.97	\$444.63	\$458.32	\$469.78	\$481.53	\$493.57	\$505.91	\$518.58
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.79	\$70.51	\$72.28	\$74.09
ES	33	Annual	\$102,172.00	\$105,841.00	\$109,502.00	\$113,168.00	\$116,835.00	\$120,497.00	\$124,173.00	\$127,280.00	\$130,456.00	\$133,722.00	\$137,062.00	\$140,493.00
		Bi-Wk	\$3,914.64	\$4,055.22	\$4,195.48	\$4,335.94	\$4,476.44	\$4,616.75	\$4,757.59	\$4,876.63	\$4,998.32	\$5,123.45	\$5,251.42	\$5,382.88
		Daily	\$391.47	\$405.53	\$419.55	\$433.60	\$447.65	\$461.68	\$475.76	\$487.67	\$499.84	\$512.35	\$525.15	\$538.29
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90
ES	34	Annual	\$106,379.00	\$110,145.00	\$113,910.00	\$117,679.00	\$121,442.00	\$125,210.00	\$128,968.00	\$132,194.00	\$135,502.00	\$138,886.00	\$142,358.00	\$145,916.00
		Bi-Wk	\$4,075.83	\$4,220.12	\$4,364.37	\$4,508.78	\$4,652.96	\$4,797.32	\$4,941.31	\$5,064.91	\$5,191.65	\$5,321.31	\$5,454.33	\$5,590.66
		Daily	\$407.59	\$422.02	\$436.44	\$450.88	\$465.30	\$479.74	\$494.14	\$506.50	\$519.17	\$532.14	\$545.44	\$559.07
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	35	Annual	\$110,753.00	\$114,610.00	\$118,477.00	\$122,335.00	\$126,195.00	\$130,049.00	\$133,921.00	\$137,263.00	\$140,699.00	\$144,220.00	\$147,823.00	\$151,520.00
		Bi-Wk	\$4,243.41	\$4,391.19	\$4,539.35	\$4,687.17	\$4,835.06	\$4,982.73	\$5,131.08	\$5,259.12	\$5,390.77	\$5,525.68	\$5,663.72	\$5,805.37
		Daily	\$424.35	\$439.12	\$453.94	\$468.72	\$483.51	\$498.28	\$513.11	\$525.92	\$539.08	\$552.57	\$566.38	\$580.54
ES	36	Annual	\$115,357.00	\$119,313.00	\$123,279.00	\$127,236.00	\$131,198.00	\$135,156.00	\$139,117.00	\$142,602.00	\$146,161.00	\$149,818.00	\$153,566.00	\$157,405.00
		Bi-Wk	\$4,419.81	\$4,571.38	\$4,723.34	\$4,874.95	\$5,026.75	\$5,178.40	\$5,330.16	\$5,463.68	\$5,600.04	\$5,740.16	\$5,883.76	\$6,030.85
		Daily	\$441.99	\$457.14	\$472.34	\$487.50	\$502.68	\$517.84	\$533.02	\$546.37	\$560.01	\$574.02	\$588.38	\$603.09
ES	37	Annual	\$120,146.00	\$124,209.00	\$128,280.00	\$132,352.00	\$136,422.00	\$140,493.00	\$144,559.00	\$148,168.00	\$151,877.00	\$155,680.00	\$159,569.00	\$163,559.00
		Bi-Wk	\$4,603.30	\$4,758.97	\$4,914.95	\$5,070.96	\$5,226.90	\$5,382.88	\$5,538.66	\$5,676.94	\$5,819.05	\$5,964.76	\$6,113.76	\$6,266.63
		Daily	\$460.33	\$475.90	\$491.50	\$507.10	\$522.69	\$538.29	\$553.87	\$567.70	\$581.91	\$596.48	\$611.38	\$626.67
ES	38	Annual	\$125,105.00	\$129,259.00	\$133,428.00	\$137,592.00	\$141,758.00	\$145,922.00	\$150,086.00	\$153,844.00	\$157,688.00	\$161,632.00	\$165,673.00	\$169,814.00
		Bi-Wk	\$4,793.30	\$4,952.46	\$5,112.19	\$5,271.73	\$5,431.35	\$5,590.89	\$5,750.43	\$5,894.41	\$6,041.69	\$6,192.80	\$6,347.63	\$6,506.29
		Daily	\$479.33	\$495.25	\$511.22	\$527.18	\$543.14	\$559.09	\$575.05	\$589.45	\$604.17	\$619.28	\$634.77	\$650.63
ES	39	Annual	\$130,308.00	\$134,570.00	\$138,832.00	\$143,104.00	\$147,368.00	\$151,622.00	\$155,892.00	\$159,791.00	\$163,786.00	\$167,882.00	\$172,079.00	\$176,379.00
		Bi-Wk	\$4,992.65	\$5,155.94	\$5,319.24	\$5,482.92	\$5,646.29	\$5,809.28	\$5,972.88	\$6,122.27	\$6,275.33	\$6,432.27	\$6,593.07	\$6,757.82
		Daily	\$499.27	\$515.60	\$531.93	\$548.30	\$564.63	\$580.93	\$597.29	\$612.23	\$627.54	\$643.23	\$659.31	\$675.79
ES	40	Annual	\$135,740.00	\$140,087.00	\$144,452.00	\$148,802.00	\$153,158.00	\$157,510.00	\$161,866.00	\$165,919.00	\$170,066.00	\$174,317.00	\$178,678.00	\$183,147.00
		Bi-Wk	\$5,200.77	\$5,367.32	\$5,534.56	\$5,701.23	\$5,868.13	\$6,034.87	\$6,201.77	\$6,357.05	\$6,515.94	\$6,678.82	\$6,845.91	\$7,017.13
		Daily	\$520.08	\$536.74	\$553.46	\$570.13	\$586.82	\$603.49	\$620.18	\$635.71	\$651.60	\$667.89	\$684.60	\$701.72
ES	41	Annual	\$141,408.00	\$145,873.00	\$150,331.00	\$154,798.00	\$159,256.00	\$163,715.00	\$168,174.00	\$172,379.00	\$176,691.00	\$181,108.00	\$185,637.00	\$190,278.00
		Bi-Wk	\$5,417.94	\$5,589.01	\$5,759.81	\$5,930.96	\$6,101.77	\$6,272.61	\$6,443.45	\$6,604.56	\$6,769.78	\$6,939.01	\$7,112.53	\$7,290.35
		Daily	\$541.80	\$558.91	\$575.99	\$593.10	\$610.18	\$627.27	\$644.35	\$660.46	\$676.98	\$693.91	\$711.26	\$729.04
ES	42	Annual	\$147,304.00	\$151,869.00	\$156,433.00	\$160,983.00	\$165,548.00	\$170,101.00	\$174,671.00	\$179,040.00	\$183,515.00	\$188,099.00	\$192,802.00	\$197,624.00
		Bi-Wk	\$5,643.84	\$5,818.74	\$5,993.61	\$6,167.94	\$6,342.84	\$6,517.28	\$6,692.38	\$6,859.78	\$7,031.23	\$7,206.86	\$7,387.05	\$7,571.81
		Daily	\$564.39	\$581.88	\$599.37	\$616.80	\$634.29	\$651.73	\$669.24	\$685.98	\$703.13	\$720.69	\$738.71	\$757.19
ES	42	Annual	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.53	\$108.17
		Bi-Wk	\$5,643.84	\$5,818.74	\$5,993.61	\$6,167.94	\$6,342.84	\$6,517.28	\$6,692.38	\$6,859.78	\$7,031.23	\$7,206.86	\$7,387.05	\$7,571.81
		Daily	\$564.39	\$581.88	\$599.37	\$616.80	\$634.29	\$651.73	\$669.24	\$685.98	\$703.13	\$720.69	\$738.71	\$757.19

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

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

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

**P-4 ES 35 Hour Pay Plan Effective 06/28/2024**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
ES	11	Annual	\$40,461.00	\$41,687.00	\$42,930.00	\$44,163.00	\$45,430.00	\$46,722.00	\$48,023.00	\$49,229.00	\$50,456.00	\$51,715.00	\$53,015.00	\$54,342.00
		Bi-Wk	\$1,550.23	\$1,597.21	\$1,644.83	\$1,692.07	\$1,740.62	\$1,790.12	\$1,839.97	\$1,886.17	\$1,933.19	\$1,981.42	\$2,031.23	\$2,082.07
		Daily	\$155.03	\$159.73	\$164.49	\$169.21	\$174.07	\$179.02	\$184.00	\$188.62	\$193.32	\$198.15	\$203.13	\$208.21
		Hourly	\$22.15	\$22.82	\$23.50	\$24.18	\$24.87	\$25.58	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02	\$29.75
ES	12	Annual	\$41,769.00	\$43,064.00	\$44,342.00	\$45,673.00	\$47,012.00	\$48,366.00	\$49,708.00	\$50,949.00	\$52,223.00	\$53,529.00	\$54,867.00	\$56,239.00
		Bi-Wk	\$1,600.35	\$1,649.97	\$1,698.93	\$1,749.93	\$1,801.23	\$1,853.11	\$1,904.53	\$1,952.07	\$2,000.89	\$2,050.92	\$2,102.19	\$2,154.76
		Daily	\$160.04	\$165.00	\$169.90	\$175.00	\$180.13	\$185.32	\$190.46	\$195.21	\$200.09	\$205.10	\$210.22	\$215.48
		Hourly	\$22.87	\$23.58	\$24.28	\$25.00	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$30.79
ES	13	Annual	\$44,126.00	\$45,759.00	\$47,401.00	\$49,035.00	\$50,686.00	\$52,320.00	\$53,972.00	\$55,323.00	\$56,708.00	\$58,128.00	\$59,581.00	\$61,071.00
		Bi-Wk	\$1,690.66	\$1,753.22	\$1,816.14	\$1,878.74	\$1,942.00	\$2,004.60	\$2,067.90	\$2,119.66	\$2,172.73	\$2,227.13	\$2,282.80	\$2,339.89
		Daily	\$169.07	\$175.33	\$181.62	\$187.88	\$194.20	\$200.46	\$206.79	\$211.97	\$217.28	\$222.72	\$228.28	\$233.99
		Hourly	\$24.16	\$25.05	\$25.95	\$26.84	\$27.75	\$28.64	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$33.43
ES	14	Annual	\$46,192.00	\$47,892.00	\$49,587.00	\$51,285.00	\$52,975.00	\$54,674.00	\$56,368.00	\$57,781.00	\$59,221.00	\$60,700.00	\$62,221.00	\$63,777.00
		Bi-Wk	\$1,769.81	\$1,834.95	\$1,899.89	\$1,964.95	\$2,029.70	\$2,094.79	\$2,159.70	\$2,213.84	\$2,269.01	\$2,325.68	\$2,383.95	\$2,443.57
		Daily	\$176.99	\$183.50	\$189.99	\$196.50	\$202.97	\$209.48	\$215.97	\$221.39	\$226.91	\$232.57	\$238.40	\$244.36
		Hourly	\$25.29	\$26.22	\$27.15	\$28.08	\$29.00	\$29.93	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$34.91
ES	15	Annual	\$48,410.00	\$50,157.00	\$51,900.00	\$53,643.00	\$55,393.00	\$57,149.00	\$58,891.00	\$60,365.00	\$61,874.00	\$63,423.00	\$65,010.00	\$66,636.00
		Bi-Wk	\$1,854.79	\$1,921.73	\$1,988.51	\$2,055.29	\$2,122.34	\$2,189.62	\$2,256.37	\$2,312.84	\$2,370.66	\$2,430.00	\$2,490.81	\$2,553.11
		Daily	\$185.48	\$192.18	\$198.86	\$205.53	\$212.24	\$218.97	\$225.64	\$231.29	\$237.07	\$243.00	\$249.09	\$255.32
		Hourly	\$26.50	\$27.46	\$28.41	\$29.37	\$30.32	\$31.29	\$32.24	\$33.05	\$33.87	\$34.72	\$35.59	\$36.48
ES	16	Annual	\$50,765.00	\$52,568.00	\$54,368.00	\$56,162.00	\$57,957.00	\$59,764.00	\$61,559.00	\$63,092.00	\$64,671.00	\$66,290.00	\$67,947.00	\$69,647.00
		Bi-Wk	\$1,945.02	\$2,014.10	\$2,083.07	\$2,151.81	\$2,220.58	\$2,289.81	\$2,358.59	\$2,417.32	\$2,477.82	\$2,539.85	\$2,603.34	\$2,668.47
		Daily	\$194.51	\$201.41	\$208.31	\$215.19	\$222.06	\$228.99	\$235.86	\$241.74	\$247.79	\$253.99	\$260.34	\$266.85
		Hourly	\$27.79	\$28.78	\$29.76	\$30.75	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.13
ES	17	Annual	\$53,277.00	\$55,128.00	\$56,982.00	\$58,831.00	\$60,684.00	\$62,528.00	\$64,380.00	\$65,990.00	\$67,645.00	\$69,335.00	\$71,067.00	\$72,842.00
		Bi-Wk	\$2,041.27	\$2,112.19	\$2,183.22	\$2,254.07	\$2,325.06	\$2,395.71	\$2,466.67	\$2,528.36	\$2,591.77	\$2,656.52	\$2,722.88	\$2,790.89
		Daily	\$204.13	\$211.22	\$218.33	\$225.41	\$232.51	\$239.58	\$246.67	\$252.84	\$259.18	\$265.66	\$272.29	\$279.09
		Hourly	\$29.17	\$30.18	\$31.19	\$32.21	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03	\$37.96	\$38.90	\$39.87
ES	18	Annual	\$55,967.00	\$57,867.00	\$59,764.00	\$61,661.00	\$63,552.00	\$65,450.00	\$67,343.00	\$69,029.00	\$70,752.00	\$72,520.00	\$74,333.00	\$76,194.00
		Bi-Wk	\$2,144.33	\$2,217.13	\$2,289.81	\$2,362.50	\$2,434.95	\$2,507.67	\$2,580.20	\$2,644.79	\$2,710.81	\$2,778.55	\$2,848.01	\$2,919.32
		Daily	\$214.44	\$221.72	\$228.99	\$236.25	\$243.50	\$250.77	\$258.02	\$264.48	\$271.09	\$277.86	\$284.81	\$291.94
		Hourly	\$30.64	\$31.68	\$32.72	\$33.75	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73	\$39.70	\$40.69	\$41.71
ES	19	Annual	\$58,724.00	\$60,684.00	\$62,631.00	\$64,586.00	\$66,531.00	\$68,480.00	\$70,433.00	\$72,192.00	\$73,997.00	\$75,844.00	\$77,742.00	\$79,688.00
		Bi-Wk	\$2,249.97	\$2,325.06	\$2,399.66	\$2,474.56	\$2,549.09	\$2,623.76	\$2,698.59	\$2,765.98	\$2,835.14	\$2,905.91	\$2,978.63	\$3,053.19
		Daily	\$225.00	\$232.51	\$239.97	\$247.46	\$254.91	\$262.38	\$269.86	\$276.60	\$283.52	\$290.60	\$297.87	\$305.32
		Hourly	\$32.15	\$33.22	\$34.29	\$35.36	\$36.42	\$37.49	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$43.62
ES	20	Annual	\$61,716.00	\$63,714.00	\$65,715.00	\$67,708.00	\$69,703.00	\$71,700.00	\$73,698.00	\$75,541.00	\$77,436.00	\$79,369.00	\$81,352.00	\$83,388.00
		Bi-Wk	\$2,364.60	\$2,441.15	\$2,517.82	\$2,594.18	\$2,670.62	\$2,747.13	\$2,823.68	\$2,894.30	\$2,966.90	\$3,040.96	\$3,116.94	\$3,194.95
		Daily	\$236.46	\$244.12	\$251.79	\$259.42	\$267.07	\$274.72	\$282.37	\$289.43	\$296.69	\$304.10	\$311.70	\$319.50
		Hourly	\$33.78	\$34.88	\$35.97	\$37.06	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39	\$43.45	\$44.53	\$45.65
ES	21	Annual	\$64,757.00	\$66,816.00	\$68,864.00	\$70,917.00	\$72,977.00	\$75,024.00	\$77,086.00	\$79,014.00	\$80,983.00	\$83,007.00	\$85,083.00	\$87,213.00
		Bi-Wk	\$2,481.12	\$2,560.00	\$2,638.47	\$2,717.13	\$2,796.06	\$2,874.49	\$2,953.49	\$3,027.36	\$3,102.80	\$3,180.35	\$3,259.89	\$3,341.50
		Daily	\$248.12	\$256.00	\$263.85	\$271.72	\$279.61	\$287.45	\$295.35	\$302.74	\$310.28	\$318.04	\$325.99	\$334.15
		Hourly	\$35.45	\$36.58	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33	\$45.44	\$46.57	\$47.74



**P-4 ES 35 Hour Pay Plan Effective 06/28/2024**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
ES	22	Annual	\$66,531.00	\$68,968.00	\$71,408.00	\$73,841.00	\$76,282.00	\$78,716.00	\$81,156.00	\$83,182.00	\$85,271.00	\$87,398.00	\$89,583.00	\$91,824.00
		Bi-Wk	\$2,549.09	\$2,642.46	\$2,735.94	\$2,829.16	\$2,922.69	\$3,015.94	\$3,109.43	\$3,187.05	\$3,267.09	\$3,348.59	\$3,432.30	\$3,518.17
		Daily	\$254.91	\$264.25	\$273.60	\$282.92	\$292.27	\$301.60	\$310.95	\$318.71	\$326.71	\$334.86	\$343.23	\$351.82
		Hourly	\$36.42	\$37.75	\$39.09	\$40.42	\$41.76	\$43.09	\$44.43	\$45.53	\$46.68	\$47.84	\$49.04	\$50.26
ES	23	Annual	\$69,682.00	\$72,222.00	\$74,756.00	\$77,303.00	\$79,838.00	\$82,379.00	\$84,918.00	\$87,040.00	\$89,213.00	\$91,445.00	\$93,734.00	\$96,077.00
		Bi-Wk	\$2,669.81	\$2,767.13	\$2,864.22	\$2,961.81	\$3,058.93	\$3,156.29	\$3,253.57	\$3,334.87	\$3,418.13	\$3,503.64	\$3,591.35	\$3,681.12
		Daily	\$266.99	\$276.72	\$286.43	\$296.19	\$305.90	\$315.63	\$325.36	\$333.49	\$341.82	\$350.37	\$359.14	\$368.12
		Hourly	\$38.15	\$39.54	\$40.92	\$42.32	\$43.70	\$45.09	\$46.48	\$47.65	\$48.84	\$50.06	\$51.31	\$52.59
ES	24	Annual	\$73,032.00	\$75,677.00	\$78,325.00	\$80,974.00	\$83,620.00	\$86,260.00	\$88,914.00	\$91,134.00	\$93,414.00	\$95,748.00	\$98,139.00	\$100,594.00
		Bi-Wk	\$2,798.17	\$2,899.51	\$3,000.96	\$3,102.46	\$3,203.84	\$3,304.99	\$3,406.67	\$3,491.73	\$3,579.09	\$3,668.51	\$3,760.12	\$3,854.18
		Daily	\$279.82	\$289.96	\$300.10	\$310.25	\$320.39	\$330.50	\$340.67	\$349.18	\$357.91	\$366.86	\$376.02	\$385.42
		Hourly	\$39.98	\$41.43	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$55.06
ES	25	Annual	\$76,600.00	\$79,349.00	\$82,081.00	\$84,827.00	\$87,583.00	\$90,323.00	\$93,062.00	\$95,388.00	\$97,776.00	\$100,221.00	\$102,731.00	\$105,298.00
		Bi-Wk	\$2,934.87	\$3,040.20	\$3,144.87	\$3,250.08	\$3,355.68	\$3,460.66	\$3,565.60	\$3,654.72	\$3,746.21	\$3,839.89	\$3,936.06	\$4,034.41
		Daily	\$293.49	\$304.02	\$314.49	\$325.01	\$335.57	\$346.07	\$356.56	\$365.48	\$374.63	\$383.99	\$393.61	\$403.45
		Hourly	\$41.93	\$43.44	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.22	\$53.52	\$54.86	\$56.23	\$57.64
ES	26	Annual	\$80,377.00	\$83,218.00	\$86,074.00	\$88,914.00	\$91,757.00	\$94,605.00	\$97,442.00	\$99,882.00	\$102,377.00	\$104,939.00	\$107,564.00	\$110,249.00
		Bi-Wk	\$3,079.58	\$3,188.43	\$3,297.86	\$3,406.67	\$3,515.60	\$3,624.72	\$3,733.41	\$3,826.90	\$3,922.50	\$4,020.66	\$4,121.23	\$4,224.10
		Daily	\$307.96	\$318.85	\$329.79	\$340.67	\$351.56	\$362.48	\$373.35	\$382.69	\$392.25	\$402.07	\$412.13	\$422.41
		Hourly	\$44.00	\$45.55	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.67	\$56.04	\$57.44	\$58.88	\$60.35
ES	27	Annual	\$84,357.00	\$87,307.00	\$90,256.00	\$93,190.00	\$96,139.00	\$99,082.00	\$102,027.00	\$104,583.00	\$107,195.00	\$109,878.00	\$112,623.00	\$115,439.00
		Bi-Wk	\$3,232.07	\$3,345.10	\$3,458.09	\$3,570.50	\$3,683.49	\$3,796.25	\$3,909.09	\$4,007.02	\$4,107.09	\$4,209.89	\$4,315.06	\$4,422.96
		Daily	\$323.21	\$334.51	\$345.81	\$357.05	\$368.35	\$379.63	\$390.91	\$400.71	\$410.71	\$420.99	\$431.51	\$442.30
		Hourly	\$46.18	\$47.79	\$49.41	\$51.01	\$52.63	\$54.24	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$63.19
ES	28	Annual	\$88,621.00	\$91,669.00	\$94,717.00	\$97,769.00	\$100,807.00	\$103,856.00	\$106,900.00	\$109,567.00	\$112,306.00	\$115,115.00	\$117,993.00	\$120,941.00
		Bi-Wk	\$3,395.45	\$3,512.23	\$3,629.01	\$3,745.94	\$3,862.34	\$3,979.16	\$4,095.79	\$4,197.97	\$4,302.92	\$4,410.54	\$4,520.81	\$4,633.76
		Daily	\$339.55	\$351.23	\$362.91	\$374.60	\$386.24	\$397.92	\$409.58	\$419.80	\$430.30	\$441.06	\$452.09	\$463.38
		Hourly	\$48.51	\$50.18	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.48	\$63.01	\$64.59	\$66.20
ES	29	Annual	\$89,469.00	\$92,828.00	\$96,188.00	\$99,544.00	\$102,901.00	\$106,261.00	\$109,615.00	\$112,355.00	\$115,166.00	\$118,047.00	\$120,998.00	\$124,024.00
		Bi-Wk	\$3,427.94	\$3,556.63	\$3,685.37	\$3,813.95	\$3,942.57	\$4,071.31	\$4,199.81	\$4,304.79	\$4,412.50	\$4,522.88	\$4,635.94	\$4,751.88
		Daily	\$342.80	\$355.67	\$368.54	\$381.40	\$394.26	\$407.14	\$419.99	\$430.48	\$441.25	\$452.29	\$463.60	\$475.19
		Hourly	\$48.98	\$50.81	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$67.89
ES	30	Annual	\$93,062.00	\$96,514.00	\$99,980.00	\$103,428.00	\$106,876.00	\$110,333.00	\$113,796.00	\$116,640.00	\$119,559.00	\$122,548.00	\$125,613.00	\$128,756.00
		Bi-Wk	\$3,565.60	\$3,697.86	\$3,830.66	\$3,962.76	\$4,094.87	\$4,227.32	\$4,360.00	\$4,468.97	\$4,580.81	\$4,695.33	\$4,812.76	\$4,933.19
		Daily	\$356.56	\$369.79	\$383.07	\$396.28	\$409.49	\$422.74	\$436.00	\$446.90	\$458.09	\$469.54	\$481.28	\$493.32
		Hourly	\$50.94	\$52.83	\$54.73	\$56.62	\$58.50	\$60.40	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$70.48
ES	31	Annual	\$96,798.00	\$100,353.00	\$103,913.00	\$107,466.00	\$111,025.00	\$114,581.00	\$118,139.00	\$121,090.00	\$124,120.00	\$127,221.00	\$130,402.00	\$133,664.00
		Bi-Wk	\$3,708.74	\$3,844.95	\$3,981.35	\$4,117.48	\$4,253.84	\$4,390.08	\$4,526.40	\$4,639.47	\$4,755.56	\$4,874.37	\$4,996.25	\$5,121.23
		Daily	\$370.88	\$384.50	\$398.14	\$411.75	\$425.39	\$439.01	\$452.64	\$463.95	\$475.56	\$487.44	\$499.63	\$512.13
		Hourly	\$52.99	\$54.93	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$73.17
ES	32	Annual	\$100,678.00	\$104,329.00	\$107,981.00	\$111,639.00	\$115,295.00	\$118,949.00	\$122,612.00	\$125,678.00	\$128,821.00	\$132,042.00	\$135,344.00	\$138,731.00
		Bi-Wk	\$3,857.40	\$3,997.28	\$4,137.21	\$4,277.36	\$4,417.44	\$4,557.44	\$4,697.78	\$4,815.25	\$4,935.68	\$5,059.09	\$5,185.60	\$5,315.37
		Daily	\$385.74	\$399.73	\$413.73	\$427.74	\$441.75	\$455.75	\$469.78	\$481.53	\$493.57	\$505.91	\$518.56	\$531.54
		Hourly	\$55.11	\$57.11	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.79	\$70.51	\$72.28	\$74.08	\$75.94

**P-4 ES 35 Hour Pay Plan Effective 06/28/2024**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
ES	33	Annual	\$104,727.00	\$108,488.00	\$112,240.00	\$115,998.00	\$119,756.00	\$123,510.00	\$127,278.00	\$130,462.00	\$133,718.00	\$137,066.00	\$140,489.00	\$144,006.00
		Bi-Wk	\$4,012.53	\$4,156.63	\$4,300.39	\$4,444.37	\$4,588.36	\$4,732.19	\$4,876.56	\$4,998.55	\$5,123.30	\$5,251.58	\$5,382.73	\$5,517.48
		Daily	\$401.26	\$415.67	\$430.04	\$444.44	\$458.84	\$473.22	\$487.66	\$499.86	\$512.33	\$525.16	\$538.28	\$551.75
		Hourly	\$57.33	\$59.39	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.19	\$75.03	\$76.90	\$78.83
ES	34	Annual	\$109,039.00	\$112,899.00	\$116,758.00	\$120,621.00	\$124,479.00	\$128,341.00	\$132,193.00	\$135,499.00	\$138,890.00	\$142,359.00	\$145,917.00	\$149,564.00
		Bi-Wk	\$4,177.74	\$4,325.64	\$4,473.49	\$4,621.50	\$4,769.32	\$4,917.28	\$5,064.87	\$5,191.54	\$5,321.46	\$5,454.37	\$5,590.69	\$5,730.43
		Daily	\$417.78	\$432.57	\$447.35	\$462.15	\$476.94	\$491.73	\$506.49	\$519.16	\$532.15	\$545.44	\$559.07	\$573.05
		Hourly	\$59.69	\$61.80	\$63.91	\$66.03	\$68.14	\$70.25	\$72.36	\$74.17	\$76.03	\$77.92	\$79.87	\$81.87
ES	35	Annual	\$113,522.00	\$117,476.00	\$121,439.00	\$125,394.00	\$129,350.00	\$133,301.00	\$137,270.00	\$140,695.00	\$144,217.00	\$147,826.00	\$151,519.00	\$155,308.00
		Bi-Wk	\$4,349.51	\$4,501.00	\$4,652.84	\$4,804.37	\$4,955.94	\$5,107.32	\$5,259.39	\$5,390.62	\$5,525.56	\$5,663.84	\$5,805.33	\$5,950.50
		Daily	\$434.96	\$450.10	\$465.29	\$480.44	\$495.60	\$510.74	\$525.94	\$539.07	\$552.56	\$566.39	\$580.54	\$595.05
		Hourly	\$62.14	\$64.30	\$66.47	\$68.64	\$70.80	\$72.97	\$75.14	\$77.01	\$78.94	\$80.92	\$82.94	\$85.01
ES	36	Annual	\$118,241.00	\$122,296.00	\$126,361.00	\$130,417.00	\$134,478.00	\$138,535.00	\$142,595.00	\$146,168.00	\$149,816.00	\$153,564.00	\$157,406.00	\$161,341.00
		Bi-Wk	\$4,530.31	\$4,685.68	\$4,841.42	\$4,996.82	\$5,152.42	\$5,307.86	\$5,463.41	\$5,600.31	\$5,740.08	\$5,883.68	\$6,030.89	\$6,181.65
		Daily	\$453.04	\$468.57	\$484.15	\$499.69	\$515.25	\$530.79	\$546.35	\$560.04	\$574.01	\$588.37	\$603.09	\$618.17
		Hourly	\$64.72	\$66.94	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.01	\$84.06	\$86.16	\$88.31
ES	37	Annual	\$123,150.00	\$127,315.00	\$131,487.00	\$135,661.00	\$139,833.00	\$144,006.00	\$148,173.00	\$151,873.00	\$155,674.00	\$159,572.00	\$163,559.00	\$167,648.00
		Bi-Wk	\$4,718.40	\$4,877.97	\$5,037.82	\$5,197.74	\$5,357.59	\$5,517.48	\$5,677.13	\$5,818.89	\$5,964.53	\$6,113.87	\$6,266.63	\$6,423.30
		Daily	\$471.84	\$487.80	\$503.79	\$519.78	\$535.76	\$551.75	\$567.72	\$581.89	\$596.46	\$611.39	\$626.67	\$642.33
		Hourly	\$67.41	\$69.69	\$71.97	\$74.26	\$76.54	\$78.83	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53	\$91.77
ES	38	Annual	\$128,233.00	\$132,491.00	\$136,764.00	\$141,032.00	\$145,302.00	\$149,571.00	\$153,839.00	\$157,691.00	\$161,631.00	\$165,673.00	\$169,815.00	\$174,060.00
		Bi-Wk	\$4,913.15	\$5,076.29	\$5,240.00	\$5,403.53	\$5,567.13	\$5,730.69	\$5,894.22	\$6,041.81	\$6,192.76	\$6,347.63	\$6,506.33	\$6,668.97
		Daily	\$491.32	\$507.63	\$524.00	\$540.36	\$556.72	\$573.07	\$589.43	\$604.19	\$619.28	\$634.77	\$650.64	\$666.90
		Hourly	\$70.19	\$72.52	\$74.86	\$77.20	\$79.54	\$81.87	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$95.28
ES	39	Annual	\$133,566.00	\$137,935.00	\$142,303.00	\$146,682.00	\$151,053.00	\$155,413.00	\$159,790.00	\$163,786.00	\$167,881.00	\$172,080.00	\$176,381.00	\$180,789.00
		Bi-Wk	\$5,117.48	\$5,284.87	\$5,452.23	\$5,620.00	\$5,787.48	\$5,954.53	\$6,122.23	\$6,275.33	\$6,432.23	\$6,593.11	\$6,757.90	\$6,926.79
		Daily	\$511.75	\$528.49	\$545.23	\$562.00	\$578.75	\$595.46	\$612.23	\$627.54	\$643.23	\$659.32	\$675.79	\$692.68
		Hourly	\$73.11	\$75.50	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.89	\$94.19	\$96.55	\$98.96
ES	40	Annual	\$139,134.00	\$143,590.00	\$148,064.00	\$152,523.00	\$156,987.00	\$161,448.00	\$165,913.00	\$170,067.00	\$174,318.00	\$178,675.00	\$183,145.00	\$187,726.00
		Bi-Wk	\$5,330.81	\$5,501.54	\$5,672.96	\$5,843.80	\$6,014.83	\$6,185.75	\$6,356.82	\$6,515.98	\$6,678.86	\$6,845.79	\$7,017.05	\$7,192.57
		Daily	\$533.09	\$550.16	\$567.30	\$584.38	\$601.49	\$618.58	\$635.69	\$651.60	\$667.89	\$684.58	\$701.71	\$719.26
		Hourly	\$76.16	\$78.60	\$81.05	\$83.49	\$85.93	\$88.37	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$102.76
ES	41	Annual	\$144,944.00	\$149,520.00	\$154,090.00	\$158,668.00	\$163,238.00	\$167,808.00	\$172,379.00	\$176,689.00	\$181,109.00	\$185,636.00	\$190,278.00	\$195,035.00
		Bi-Wk	\$5,553.41	\$5,728.74	\$5,903.84	\$6,079.24	\$6,254.33	\$6,429.43	\$6,604.56	\$6,769.70	\$6,939.05	\$7,112.50	\$7,290.35	\$7,472.61
		Daily	\$555.35	\$572.88	\$590.39	\$607.93	\$625.44	\$642.95	\$660.46	\$676.97	\$693.91	\$711.25	\$729.04	\$747.27
		Hourly	\$79.34	\$81.84	\$84.35	\$86.85	\$89.35	\$91.85	\$94.36	\$96.71	\$99.13	\$101.61	\$104.15	\$106.76
ES	42	Annual	\$150,987.00	\$155,666.00	\$160,344.00	\$165,008.00	\$169,687.00	\$174,354.00	\$179,038.00	\$183,516.00	\$188,103.00	\$192,802.00	\$197,623.00	\$202,565.00
		Bi-Wk	\$5,784.95	\$5,964.22	\$6,143.45	\$6,322.15	\$6,501.42	\$6,680.23	\$6,859.70	\$7,031.27	\$7,207.02	\$7,387.05	\$7,571.77	\$7,761.12
		Daily	\$578.50	\$596.43	\$614.35	\$632.22	\$650.15	\$668.03	\$685.97	\$703.13	\$720.71	\$738.71	\$757.18	\$776.12
		Hourly	\$82.65	\$85.21	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96	\$105.53	\$108.17	\$110.88

**P-4 ES 35 Hour Pay Plan Effective 06/28/2024**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
ES	43	Annual	\$157,405.00	\$162,167.00	\$166,937.00	\$171,700.00	\$176,474.00	\$181,234.00	\$186,000.00	\$190,647.00	\$195,417.00	\$200,299.00	\$205,306.00	\$210,439.00
		Bi-Wk	\$6,030.85	\$6,213.30	\$6,396.06	\$6,578.55	\$6,761.46	\$6,943.84	\$7,126.44	\$7,304.49	\$7,487.25	\$7,674.30	\$7,866.14	\$8,062.80
		Daily	\$603.09	\$621.33	\$639.61	\$657.86	\$676.15	\$694.39	\$712.65	\$730.45	\$748.73	\$767.43	\$786.62	\$806.28
		Hourly	\$86.16	\$88.77	\$91.38	\$93.98	\$96.60	\$99.20	\$101.81	\$104.35	\$106.97	\$109.64	\$112.38	\$115.19

\*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."