

P-4 FQ 40 Hour Pay Plan Effective 06/30/2023

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
FQ	11	Annual	\$47,869.00	\$49,239.00	\$50,656.00	\$52,094.00	\$53,544.00	\$54,889.00	\$56,258.00	\$57,661.00	\$59,112.00	\$60,590.00	\$62,708.00	\$64,276.00	\$65,883.00
		Bi-Wk	\$1,834.07	\$1,886.56	\$1,940.85	\$1,995.94	\$2,051.50	\$2,103.03	\$2,155.48	\$2,209.24	\$2,264.83	\$2,321.46	\$2,402.61	\$2,462.69	\$2,524.26
		Daily	\$183.41	\$188.66	\$194.09	\$199.60	\$205.15	\$210.31	\$215.55	\$220.93	\$226.49	\$232.15	\$240.27	\$246.27	\$252.43
		Hourly	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.32	\$29.02	\$30.04	\$30.79	\$31.56
FQ	12	Annual	\$49,439.00	\$50,927.00	\$52,418.00	\$53,930.00	\$55,423.00	\$56,808.00	\$58,230.00	\$59,683.00	\$61,175.00	\$62,708.00	\$68,094.00	\$69,797.00	\$71,542.00
		Bi-Wk	\$1,894.22	\$1,951.23	\$2,008.36	\$2,066.29	\$2,123.49	\$2,176.56	\$2,231.04	\$2,286.71	\$2,343.87	\$2,402.61	\$2,608.97	\$2,674.22	\$2,741.08
		Daily	\$189.43	\$195.13	\$200.84	\$206.63	\$212.35	\$217.66	\$223.11	\$228.68	\$234.39	\$240.27	\$260.90	\$267.43	\$274.11
		Hourly	\$23.68	\$24.40	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$32.62	\$33.43	\$34.27
FQ	13	Annual	\$52,852.00	\$54,674.00	\$56,513.00	\$58,336.00	\$60,177.00	\$61,683.00	\$63,228.00	\$64,811.00	\$66,433.00	\$68,094.00	\$71,112.00	\$72,890.00	\$74,713.00
		Bi-Wk	\$2,024.99	\$2,094.79	\$2,165.25	\$2,235.10	\$2,305.64	\$2,363.34	\$2,422.53	\$2,483.19	\$2,545.33	\$2,608.97	\$2,724.60	\$2,792.73	\$2,862.57
		Daily	\$202.50	\$209.48	\$216.53	\$223.51	\$230.57	\$236.34	\$242.26	\$248.32	\$254.54	\$260.90	\$272.46	\$279.28	\$286.26
		Hourly	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$34.06	\$34.91	\$35.79
FQ	14	Annual	\$55,289.00	\$57,181.00	\$59,070.00	\$60,962.00	\$62,848.00	\$64,427.00	\$66,031.00	\$67,679.00	\$69,375.00	\$71,112.00	\$74,298.00	\$76,156.00	\$78,060.00
		Bi-Wk	\$2,118.36	\$2,190.85	\$2,263.22	\$2,335.71	\$2,407.97	\$2,468.47	\$2,529.93	\$2,593.07	\$2,658.05	\$2,724.60	\$2,846.67	\$2,917.86	\$2,990.81
		Daily	\$211.84	\$219.09	\$226.33	\$233.58	\$240.80	\$246.85	\$253.00	\$259.31	\$265.81	\$272.46	\$284.67	\$291.79	\$299.09
		Hourly	\$26.48	\$27.39	\$28.30	\$29.20	\$30.10	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$35.59	\$36.48	\$37.39
FQ	15	Annual	\$57,868.00	\$59,812.00	\$61,761.00	\$63,723.00	\$65,660.00	\$67,305.00	\$68,986.00	\$70,715.00	\$72,482.00	\$74,298.00	\$77,658.00	\$79,600.00	\$81,590.00
		Bi-Wk	\$2,217.17	\$2,291.65	\$2,366.33	\$2,441.50	\$2,515.71	\$2,578.74	\$2,643.15	\$2,709.39	\$2,777.09	\$2,846.67	\$2,975.41	\$3,049.81	\$3,126.06
		Daily	\$221.72	\$229.17	\$236.64	\$244.15	\$251.58	\$257.88	\$264.32	\$270.94	\$277.71	\$284.67	\$297.55	\$304.99	\$312.61
		Hourly	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72	\$35.59	\$37.20	\$38.13	\$39.08
FQ	16	Annual	\$60,615.00	\$62,618.00	\$64,622.00	\$66,634.00	\$68,636.00	\$70,350.00	\$72,106.00	\$73,908.00	\$75,758.00	\$77,658.00	\$81,218.00	\$83,249.00	\$85,331.00
		Bi-Wk	\$2,322.42	\$2,399.16	\$2,475.94	\$2,553.03	\$2,629.74	\$2,695.41	\$2,762.69	\$2,831.73	\$2,902.61	\$2,975.41	\$3,111.81	\$3,189.62	\$3,269.39
		Daily	\$232.25	\$239.92	\$247.60	\$255.31	\$262.98	\$269.55	\$276.27	\$283.18	\$290.27	\$297.55	\$311.19	\$318.97	\$326.94
		Hourly	\$29.04	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.90	\$39.88	\$40.87
FQ	17	Annual	\$63,539.00	\$65,596.00	\$67,661.00	\$69,718.00	\$71,781.00	\$73,576.00	\$75,423.00	\$77,306.00	\$79,239.00	\$81,218.00	\$84,955.00	\$87,079.00	\$89,256.00
		Bi-Wk	\$2,434.45	\$2,513.26	\$2,592.38	\$2,671.19	\$2,750.23	\$2,819.01	\$2,889.78	\$2,961.92	\$3,035.98	\$3,111.81	\$3,254.99	\$3,336.37	\$3,419.78
		Daily	\$243.45	\$251.33	\$259.24	\$267.12	\$275.03	\$281.91	\$288.98	\$296.20	\$303.60	\$311.19	\$325.50	\$333.64	\$341.98
		Hourly	\$30.44	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13	\$37.03	\$37.95	\$38.90	\$40.69	\$41.71	\$42.75
FQ	18	Annual	\$66,634.00	\$68,752.00	\$70,857.00	\$72,971.00	\$75,082.00	\$76,967.00	\$78,889.00	\$80,863.00	\$82,881.00	\$84,955.00	\$88,852.00	\$91,074.00	\$93,351.00
		Bi-Wk	\$2,553.03	\$2,634.18	\$2,714.83	\$2,795.83	\$2,876.71	\$2,948.93	\$3,022.57	\$3,098.20	\$3,175.52	\$3,254.99	\$3,404.30	\$3,489.43	\$3,576.67
		Daily	\$255.31	\$263.42	\$271.49	\$279.59	\$287.68	\$294.90	\$302.26	\$309.82	\$317.56	\$325.50	\$340.43	\$348.95	\$357.67
		Hourly	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	\$42.56	\$43.62	\$44.71
FQ	19	Annual	\$69,833.00	\$72,014.00	\$74,184.00	\$76,357.00	\$78,531.00	\$80,495.00	\$82,508.00	\$84,568.00	\$86,681.00	\$88,852.00	\$92,977.00	\$95,302.00	\$97,685.00
		Bi-Wk	\$2,675.60	\$2,759.16	\$2,842.30	\$2,925.56	\$3,008.86	\$3,084.10	\$3,161.23	\$3,240.16	\$3,321.12	\$3,404.30	\$3,562.34	\$3,651.42	\$3,742.73
		Daily	\$267.56	\$275.92	\$284.23	\$292.56	\$300.89	\$308.41	\$316.13	\$324.02	\$332.12	\$340.43	\$356.24	\$365.15	\$374.28
		Hourly	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$44.53	\$45.65	\$46.79

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
FQ	20	Annual	\$73,267.00	\$75,493.00	\$77,718.00	\$79,943.00	\$82,171.00	\$84,230.00	\$86,341.00	\$88,495.00	\$90,707.00	\$92,977.00	\$97,241.00	\$99,673.00	\$102,165.00
		Bi-Wk	\$2,807.17	\$2,892.46	\$2,977.71	\$3,062.96	\$3,148.32	\$3,227.21	\$3,308.09	\$3,390.62	\$3,475.37	\$3,562.34	\$3,725.71	\$3,818.89	\$3,914.37
		Daily	\$280.72	\$289.25	\$297.78	\$306.30	\$314.84	\$322.73	\$330.81	\$339.07	\$347.54	\$356.24	\$372.58	\$381.89	\$391.44
		Hourly	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.35	\$41.36	\$42.39	\$43.45	\$44.53	\$46.58	\$47.74	\$48.93
FQ	21	Annual	\$76,784.00	\$79,070.00	\$81,368.00	\$83,650.00	\$85,949.00	\$88,099.00	\$90,295.00	\$92,552.00	\$94,867.00	\$97,241.00	\$102,384.00	\$104,944.00	\$107,568.00
		Bi-Wk	\$2,941.92	\$3,029.51	\$3,117.55	\$3,204.99	\$3,293.07	\$3,375.45	\$3,459.58	\$3,546.06	\$3,634.76	\$3,725.71	\$3,922.76	\$4,020.85	\$4,121.38
		Daily	\$294.20	\$302.96	\$311.76	\$320.50	\$329.31	\$337.55	\$345.96	\$354.61	\$363.48	\$372.58	\$392.28	\$402.09	\$412.14
		Hourly	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$49.04	\$50.27	\$51.52
FQ	22	Annual	\$79,621.00	\$82,333.00	\$85,053.00	\$87,769.00	\$90,486.00	\$92,745.00	\$95,075.00	\$97,449.00	\$99,886.00	\$102,384.00	\$107,124.00	\$109,803.00	\$112,549.00
		Bi-Wk	\$3,050.62	\$3,154.53	\$3,258.74	\$3,362.80	\$3,466.90	\$3,553.45	\$3,642.73	\$3,733.68	\$3,827.05	\$3,922.76	\$4,104.37	\$4,207.02	\$4,312.23
		Daily	\$305.07	\$315.46	\$325.88	\$336.28	\$346.69	\$355.35	\$364.28	\$373.37	\$382.71	\$392.28	\$410.44	\$420.71	\$431.23
		Hourly	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.68	\$47.84	\$49.04	\$51.31	\$52.59	\$53.91
FQ	23	Annual	\$83,350.00	\$86,189.00	\$89,018.00	\$91,851.00	\$94,681.00	\$97,050.00	\$99,472.00	\$101,959.00	\$104,513.00	\$107,124.00	\$112,162.00	\$114,967.00	\$117,842.00
		Bi-Wk	\$3,193.49	\$3,302.27	\$3,410.66	\$3,519.20	\$3,627.63	\$3,718.40	\$3,811.19	\$3,906.48	\$4,004.33	\$4,104.37	\$4,297.40	\$4,404.87	\$4,515.02
		Daily	\$319.35	\$330.23	\$341.07	\$351.92	\$362.77	\$371.84	\$381.12	\$390.65	\$400.44	\$410.44	\$429.74	\$440.49	\$451.51
		Hourly	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06	\$51.31	\$53.72	\$55.07	\$56.44
FQ	24	Annual	\$87,332.00	\$90,288.00	\$93,233.00	\$96,180.00	\$99,141.00	\$101,611.00	\$104,160.00	\$106,756.00	\$109,424.00	\$112,162.00	\$117,406.00	\$120,342.00	\$123,351.00
		Bi-Wk	\$3,346.06	\$3,459.32	\$3,572.15	\$3,685.06	\$3,798.51	\$3,893.15	\$3,990.81	\$4,090.27	\$4,192.50	\$4,297.40	\$4,498.32	\$4,610.81	\$4,726.10
		Daily	\$334.61	\$345.94	\$357.22	\$368.51	\$379.86	\$389.32	\$399.09	\$409.03	\$419.25	\$429.74	\$449.84	\$461.09	\$472.61
		Hourly	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$56.23	\$57.64	\$59.08
FQ	25	Annual	\$91,519.00	\$94,578.00	\$97,650.00	\$100,710.00	\$103,763.00	\$106,354.00	\$109,019.00	\$111,750.00	\$114,543.00	\$117,406.00	\$122,927.00	\$126,001.00	\$129,152.00
		Bi-Wk	\$3,506.48	\$3,623.68	\$3,741.38	\$3,858.63	\$3,975.60	\$4,074.87	\$4,176.98	\$4,281.61	\$4,388.63	\$4,498.32	\$4,709.85	\$4,827.63	\$4,948.36
		Daily	\$350.65	\$362.37	\$374.14	\$385.87	\$397.56	\$407.49	\$417.70	\$428.17	\$438.87	\$449.84	\$470.99	\$482.77	\$494.84
		Hourly	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.53	\$54.86	\$56.23	\$58.88	\$60.35	\$61.86
FQ	26	Annual	\$95,967.00	\$99,141.00	\$102,306.00	\$105,482.00	\$108,647.00	\$111,366.00	\$114,151.00	\$117,006.00	\$119,929.00	\$122,927.00	\$128,714.00	\$131,932.00	\$135,231.00
		Bi-Wk	\$3,676.90	\$3,798.51	\$3,919.78	\$4,041.46	\$4,162.73	\$4,266.90	\$4,373.61	\$4,482.99	\$4,594.99	\$4,709.85	\$4,931.58	\$5,054.87	\$5,181.27
		Daily	\$367.69	\$379.86	\$391.98	\$404.15	\$416.28	\$426.69	\$437.37	\$448.30	\$459.50	\$470.99	\$493.16	\$505.49	\$518.13
		Hourly	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$61.65	\$63.19	\$64.77
FQ	27	Annual	\$100,634.00	\$103,905.00	\$107,191.00	\$110,474.00	\$113,761.00	\$116,610.00	\$119,524.00	\$122,511.00	\$125,574.00	\$128,714.00	\$134,849.00	\$138,221.00	\$141,677.00
		Bi-Wk	\$3,855.71	\$3,981.04	\$4,106.94	\$4,232.73	\$4,358.66	\$4,467.82	\$4,579.47	\$4,693.91	\$4,811.27	\$4,931.58	\$5,166.63	\$5,295.83	\$5,428.24
		Daily	\$385.58	\$398.11	\$410.70	\$423.28	\$435.87	\$446.79	\$457.95	\$469.40	\$481.13	\$493.16	\$516.67	\$529.59	\$542.83
		Hourly	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$64.59	\$66.20	\$67.86
FQ	28	Annual	\$105,608.00	\$109,011.00	\$112,398.00	\$115,796.00	\$119,194.00	\$122,166.00	\$125,218.00	\$128,353.00	\$131,560.00	\$134,849.00	\$138,284.00	\$141,742.00	\$145,286.00
		Bi-Wk	\$4,046.29	\$4,176.67	\$4,306.44	\$4,436.63	\$4,566.82	\$4,680.69	\$4,797.63	\$4,917.74	\$5,040.62	\$5,166.63	\$5,298.24	\$5,430.73	\$5,566.52
		Daily	\$404.63	\$417.67	\$430.65	\$443.67	\$456.69	\$468.07	\$479.77	\$491.78	\$504.07	\$516.67	\$529.83	\$543.08	\$556.66
		Hourly	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59	\$66.23	\$67.89	\$69.59

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

P-4 FQ 40 Hour Pay Plan Effective 06/30/2023

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
FQ	38	Annual	\$152,488.00	\$157,249.00	\$162,012.00	\$166,766.00	\$171,528.00	\$175,822.00	\$180,216.00	\$184,725.00	\$189,341.00	\$194,074.00	\$201,578.00	\$206,618.00	\$211,784.00
		Bi-Wk	\$5,842.46	\$6,024.87	\$6,207.36	\$6,389.51	\$6,571.96	\$6,736.48	\$6,904.83	\$7,077.59	\$7,254.45	\$7,435.79	\$7,723.30	\$7,916.40	\$8,114.33
		Daily	\$584.25	\$602.49	\$620.74	\$638.96	\$657.20	\$673.65	\$690.49	\$707.76	\$725.45	\$743.58	\$772.33	\$791.64	\$811.44
		Hourly	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$96.55	\$98.96	\$101.43
FQ	39	Annual	\$158,663.00	\$163,546.00	\$168,419.00	\$173,281.00	\$178,164.00	\$182,621.00	\$187,186.00	\$191,867.00	\$196,662.00	\$201,578.00	\$209,311.00	\$214,544.00	\$219,908.00
		Bi-Wk	\$6,079.05	\$6,266.14	\$6,452.84	\$6,639.12	\$6,826.21	\$6,996.98	\$7,171.88	\$7,351.23	\$7,534.95	\$7,723.30	\$8,019.58	\$8,220.08	\$8,425.60
		Daily	\$607.91	\$626.62	\$645.29	\$663.92	\$682.63	\$699.70	\$717.19	\$735.13	\$753.50	\$772.33	\$801.96	\$822.01	\$842.56
		Hourly	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$100.25	\$102.76	\$105.32
FQ	40	Annual	\$165,090.00	\$170,059.00	\$175,039.00	\$180,013.00	\$184,994.00	\$189,623.00	\$194,363.00	\$199,222.00	\$204,204.00	\$209,311.00	\$217,460.00	\$222,897.00	\$228,470.00
		Bi-Wk	\$6,325.29	\$6,515.68	\$6,706.48	\$6,897.05	\$7,087.90	\$7,265.25	\$7,446.86	\$7,633.03	\$7,823.91	\$8,019.58	\$8,331.81	\$8,540.12	\$8,753.64
		Daily	\$632.53	\$651.57	\$670.65	\$689.71	\$708.79	\$726.53	\$744.69	\$763.31	\$782.40	\$801.96	\$833.19	\$854.02	\$875.37
		Hourly	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$104.15	\$106.76	\$109.43
FQ	41	Annual	\$171,810.00	\$176,912.00	\$182,008.00	\$187,103.00	\$192,199.00	\$197,007.00	\$201,934.00	\$206,978.00	\$212,159.00	\$217,460.00	\$225,857.00	\$231,504.00	\$237,292.00
		Bi-Wk	\$6,582.76	\$6,778.24	\$6,973.49	\$7,168.70	\$7,363.95	\$7,548.17	\$7,736.94	\$7,930.20	\$8,128.70	\$8,331.81	\$8,653.53	\$8,869.89	\$9,091.65
		Daily	\$658.28	\$677.83	\$697.35	\$716.87	\$736.40	\$754.82	\$773.70	\$793.02	\$812.87	\$833.19	\$865.36	\$886.99	\$909.17
		Hourly	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$108.17	\$110.88	\$113.65
FQ	42	Annual	\$178,781.00	\$183,980.00	\$189,199.00	\$194,404.00	\$199,625.00	\$204,618.00	\$209,732.00	\$214,974.00	\$220,348.00	\$225,857.00	\$234,636.00	\$240,502.00	\$246,515.00
		Bi-Wk	\$6,849.85	\$7,049.05	\$7,249.01	\$7,448.43	\$7,648.47	\$7,839.78	\$8,035.71	\$8,236.56	\$8,442.46	\$8,653.53	\$8,989.89	\$9,214.64	\$9,445.02
		Daily	\$684.99	\$704.91	\$724.91	\$744.85	\$764.85	\$783.98	\$803.58	\$823.66	\$844.25	\$865.36	\$898.99	\$921.47	\$944.51
		Hourly	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$112.38	\$115.19	\$118.07
FQ	43	Annual	\$186,133.00	\$191,444.00	\$196,765.00	\$202,072.00	\$207,389.00	\$212,568.00	\$217,888.00	\$223,330.00	\$228,915.00	\$234,636.00	\$240,502.00	\$246,515.00	
		Bi-Wk	\$7,131.54	\$7,335.02	\$7,538.89	\$7,742.23	\$7,945.94	\$8,144.37	\$8,348.20	\$8,556.71	\$8,770.69	\$8,989.89	\$9,214.64	\$9,445.02	
		Daily	\$713.16	\$733.51	\$753.89	\$774.23	\$794.60	\$814.44	\$834.82	\$855.68	\$877.07	\$898.99	\$921.47	\$944.51	
		Hourly	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.96	\$109.64	\$112.38	\$115.19	\$118.07	

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

P-4 FQ 40 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>	<u>Step 13</u>
FQ	11	Annual	\$49,066.00	\$50,470.00	\$51,923.00	\$53,397.00	\$54,883.00	\$56,262.00	\$57,665.00	\$59,103.00	\$60,590.00	\$62,105.00	\$64,276.00	\$65,883.00	\$67,531.00
		Bi-Wk	\$1,879.93	\$1,933.72	\$1,989.39	\$2,045.87	\$2,102.80	\$2,155.64	\$2,209.39	\$2,264.49	\$2,321.46	\$2,379.51	\$2,462.69	\$2,524.26	\$2,587.40
		Daily	\$188.00	\$193.38	\$198.94	\$204.59	\$210.28	\$215.57	\$220.94	\$226.45	\$232.15	\$237.96	\$246.27	\$252.43	\$258.74
		Hourly	\$23.50	\$24.18	\$24.87	\$25.58	\$26.29	\$26.95	\$27.62	\$28.31	\$29.02	\$29.75	\$30.79	\$31.56	\$32.35
FQ	12	Annual	\$50,675.00	\$52,201.00	\$53,729.00	\$55,279.00	\$56,809.00	\$58,229.00	\$59,686.00	\$61,176.00	\$62,705.00	\$64,276.00	\$69,797.00	\$71,542.00	\$73,331.00
		Bi-Wk	\$1,941.58	\$2,000.04	\$2,058.59	\$2,117.97	\$2,176.60	\$2,231.00	\$2,286.82	\$2,343.91	\$2,402.50	\$2,462.69	\$2,674.22	\$2,741.08	\$2,809.62
		Daily	\$194.16	\$200.01	\$205.86	\$211.80	\$217.66	\$223.10	\$228.69	\$234.40	\$240.25	\$246.27	\$267.43	\$274.11	\$280.97
		Hourly	\$24.27	\$25.01	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$30.79	\$33.43	\$34.27	\$35.13
FQ	13	Annual	\$54,174.00	\$56,041.00	\$57,926.00	\$59,795.00	\$61,682.00	\$63,226.00	\$64,809.00	\$66,432.00	\$68,094.00	\$69,797.00	\$72,890.00	\$74,713.00	\$76,581.00
		Bi-Wk	\$2,075.64	\$2,147.17	\$2,219.39	\$2,291.00	\$2,363.30	\$2,422.46	\$2,483.11	\$2,545.29	\$2,608.97	\$2,674.22	\$2,792.73	\$2,862.57	\$2,934.14
		Daily	\$207.57	\$214.72	\$221.94	\$229.10	\$236.33	\$242.25	\$248.32	\$254.53	\$260.90	\$267.43	\$279.28	\$286.26	\$293.42
		Hourly	\$25.95	\$26.84	\$27.75	\$28.64	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$33.43	\$34.91	\$35.79	\$36.68
FQ	14	Annual	\$56,672.00	\$58,611.00	\$60,547.00	\$62,487.00	\$64,420.00	\$66,038.00	\$67,682.00	\$69,371.00	\$71,110.00	\$72,890.00	\$76,156.00	\$78,060.00	\$80,012.00
		Bi-Wk	\$2,171.35	\$2,245.64	\$2,319.81	\$2,394.14	\$2,468.20	\$2,530.20	\$2,593.19	\$2,657.90	\$2,724.53	\$2,792.73	\$2,917.86	\$2,990.81	\$3,065.60
		Daily	\$217.14	\$224.57	\$231.99	\$239.42	\$246.82	\$253.02	\$259.32	\$265.79	\$272.46	\$279.28	\$291.79	\$299.09	\$306.56
		Hourly	\$27.15	\$28.08	\$29.00	\$29.93	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$34.91	\$36.48	\$37.39	\$38.32
FQ	15	Annual	\$59,315.00	\$61,308.00	\$63,306.00	\$65,317.00	\$67,302.00	\$68,988.00	\$70,711.00	\$72,483.00	\$74,295.00	\$76,156.00	\$79,600.00	\$81,590.00	\$83,630.00
		Bi-Wk	\$2,272.61	\$2,348.97	\$2,425.52	\$2,502.57	\$2,578.63	\$2,643.22	\$2,709.24	\$2,777.13	\$2,846.56	\$2,917.86	\$3,049.81	\$3,126.06	\$3,204.22
		Daily	\$227.27	\$234.90	\$242.56	\$250.26	\$257.87	\$264.33	\$270.93	\$277.72	\$284.66	\$291.79	\$304.99	\$312.61	\$320.43
		Hourly	\$28.41	\$29.37	\$30.32	\$31.29	\$32.24	\$33.05	\$33.87	\$34.72	\$35.59	\$36.48	\$38.13	\$39.08	\$40.06
FQ	16	Annual	\$62,131.00	\$64,184.00	\$66,238.00	\$68,300.00	\$70,352.00	\$72,109.00	\$73,909.00	\$75,756.00	\$77,652.00	\$79,600.00	\$83,249.00	\$85,331.00	\$87,465.00
		Bi-Wk	\$2,380.50	\$2,459.16	\$2,537.86	\$2,616.86	\$2,695.48	\$2,762.80	\$2,831.77	\$2,902.53	\$2,975.18	\$3,049.81	\$3,189.62	\$3,269.39	\$3,351.15
		Daily	\$238.05	\$245.92	\$253.79	\$261.69	\$269.55	\$276.28	\$283.18	\$290.26	\$297.52	\$304.99	\$318.97	\$326.94	\$335.12
		Hourly	\$29.76	\$30.74	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40	\$36.29	\$37.19	\$38.13	\$39.88	\$40.87	\$41.89
FQ	17	Annual	\$65,128.00	\$67,236.00	\$69,353.00	\$71,461.00	\$73,576.00	\$75,416.00	\$77,309.00	\$79,239.00	\$81,220.00	\$83,249.00	\$87,079.00	\$89,256.00	\$91,488.00
		Bi-Wk	\$2,495.33	\$2,576.10	\$2,657.21	\$2,737.97	\$2,819.01	\$2,889.51	\$2,962.04	\$3,035.98	\$3,111.88	\$3,189.62	\$3,336.37	\$3,419.78	\$3,505.29
		Daily	\$249.54	\$257.61	\$265.73	\$273.80	\$281.91	\$288.96	\$296.21	\$303.60	\$311.19	\$318.97	\$333.64	\$341.98	\$350.53
		Hourly	\$31.20	\$32.21	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03	\$37.95	\$38.90	\$39.88	\$41.71	\$42.75	\$43.82
FQ	18	Annual	\$68,300.00	\$70,471.00	\$72,629.00	\$74,796.00	\$76,960.00	\$78,892.00	\$80,862.00	\$82,885.00	\$84,954.00	\$87,079.00	\$91,074.00	\$93,351.00	\$95,685.00
		Bi-Wk	\$2,616.86	\$2,700.04	\$2,782.73	\$2,865.75	\$2,948.66	\$3,022.69	\$3,098.17	\$3,175.68	\$3,254.95	\$3,336.37	\$3,489.43	\$3,576.67	\$3,666.10
		Daily	\$261.69	\$270.01	\$278.28	\$286.58	\$294.87	\$302.27	\$309.82	\$317.57	\$325.50	\$333.64	\$348.95	\$357.67	\$366.61
		Hourly	\$32.72	\$33.76	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73	\$39.70	\$40.69	\$41.71	\$43.62	\$44.71	\$45.83
FQ	19	Annual	\$71,579.00	\$73,815.00	\$76,039.00	\$78,266.00	\$80,495.00	\$82,508.00	\$84,571.00	\$86,683.00	\$88,849.00	\$91,074.00	\$95,302.00	\$97,685.00	\$100,128.00
		Bi-Wk	\$2,742.50	\$2,828.17	\$2,913.38	\$2,998.70	\$3,084.10	\$3,161.23	\$3,240.27	\$3,321.19	\$3,404.18	\$3,489.43	\$3,651.42	\$3,742.73	\$3,836.33
		Daily	\$274.25	\$282.82	\$291.34	\$299.87	\$308.41	\$316.13	\$324.03	\$332.12	\$340.42	\$348.95	\$365.15	\$374.28	\$383.64
		Hourly	\$34.29	\$35.36	\$36.42	\$37.49	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$43.62	\$45.65	\$46.79	\$47.96
FQ	20	Annual	\$75,099.00	\$77,381.00	\$79,661.00	\$81,942.00	\$84,226.00	\$86,336.00	\$88,500.00	\$90,708.00	\$92,975.00	\$95,302.00	\$99,673.00	\$102,165.00	\$104,720.00
		Bi-Wk	\$2,877.36	\$2,964.79	\$3,052.15	\$3,139.55	\$3,227.05	\$3,307.90	\$3,390.81	\$3,475.41	\$3,562.27	\$3,651.42	\$3,818.89	\$3,914.37	\$4,012.27
		Daily	\$287.74	\$296.48	\$305.22	\$313.96	\$322.71	\$330.79	\$339.09	\$347.55	\$356.23	\$365.15	\$381.89	\$391.44	\$401.23
		Hourly	\$35.97	\$37.06	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39	\$43.45	\$44.53	\$45.65	\$47.74	\$48.93	\$50.16
FQ	21	Annual	\$78,704.00	\$81,047.00	\$83,403.00	\$85,742.00	\$88,098.00	\$90,302.00	\$92,553.00	\$94,866.00	\$97,239.00	\$99,673.00	\$104,944.00	\$107,568.00	\$110,258.00
		Bi-Wk	\$3,015.48	\$3,105.25	\$3,195.52	\$3,285.14	\$3,375.41	\$3,459.85	\$3,546.10	\$3,634.72	\$3,725.64	\$3,818.89	\$4,020.85	\$4,121.38	\$4,224.45
		Daily	\$301.55	\$310.53	\$319.56	\$328.52	\$337.55	\$345.99	\$354.61	\$363.48	\$372.57	\$381.89	\$402.09	\$412.14	\$422.45
		Hourly	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$47.74	\$50.27	\$51.52	\$52.81

P-4 FQ 40 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>	<u>Step 13</u>
FQ	22	Annual	\$81,612.00	\$84,392.00	\$87,180.00	\$89,964.00	\$92,749.00	\$95,064.00	\$97,452.00	\$99,886.00	\$102,384.00	\$104,944.00	\$109,803.00	\$112,549.00	\$115,363.00
		Bi-Wk	\$3,126.90	\$3,233.41	\$3,340.23	\$3,446.90	\$3,553.61	\$3,642.30	\$3,733.80	\$3,827.05	\$3,922.76	\$4,020.85	\$4,207.02	\$4,312.23	\$4,420.04
		Daily	\$312.69	\$323.35	\$334.03	\$344.69	\$355.37	\$364.23	\$373.38	\$382.71	\$392.28	\$402.09	\$420.71	\$431.23	\$442.01
		Hourly	\$39.09	\$40.42	\$41.76	\$43.09	\$44.43	\$45.53	\$46.68	\$47.84	\$49.04	\$50.27	\$52.59	\$53.91	\$55.26
FQ	23	Annual	\$85,434.00	\$88,344.00	\$91,244.00	\$94,148.00	\$97,049.00	\$99,477.00	\$101,959.00	\$104,508.00	\$107,126.00	\$109,803.00	\$114,967.00	\$117,842.00	\$120,789.00
		Bi-Wk	\$3,273.34	\$3,384.83	\$3,495.94	\$3,607.21	\$3,718.36	\$3,811.38	\$3,906.48	\$4,004.14	\$4,104.45	\$4,207.02	\$4,404.87	\$4,515.02	\$4,627.94
		Daily	\$327.34	\$338.49	\$349.60	\$360.73	\$371.84	\$381.14	\$390.65	\$400.42	\$410.45	\$420.71	\$440.49	\$451.51	\$462.80
		Hourly	\$40.92	\$42.32	\$43.70	\$45.10	\$46.48	\$47.65	\$48.84	\$50.06	\$51.31	\$52.59	\$55.07	\$56.44	\$57.85
FQ	24	Annual	\$89,516.00	\$92,546.00	\$95,564.00	\$98,585.00	\$101,620.00	\$104,152.00	\$106,764.00	\$109,425.00	\$112,160.00	\$114,967.00	\$120,342.00	\$123,351.00	\$126,435.00
		Bi-Wk	\$3,429.74	\$3,545.83	\$3,661.46	\$3,777.21	\$3,893.49	\$3,990.50	\$4,090.58	\$4,192.53	\$4,297.32	\$4,404.87	\$4,610.81	\$4,726.10	\$4,844.26
		Daily	\$342.98	\$354.59	\$366.15	\$377.73	\$389.35	\$399.05	\$409.06	\$419.26	\$429.74	\$440.49	\$461.09	\$472.61	\$484.43
		Hourly	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.14	\$52.41	\$53.72	\$55.07	\$57.64	\$59.08	\$60.56
FQ	25	Annual	\$93,807.00	\$96,943.00	\$100,092.00	\$103,228.00	\$106,358.00	\$109,013.00	\$111,745.00	\$114,544.00	\$117,407.00	\$120,342.00	\$126,001.00	\$129,152.00	\$132,381.00
		Bi-Wk	\$3,594.14	\$3,714.30	\$3,834.95	\$3,955.10	\$4,075.02	\$4,176.75	\$4,281.42	\$4,388.66	\$4,498.36	\$4,610.81	\$4,827.63	\$4,948.36	\$5,072.07
		Daily	\$359.42	\$371.43	\$383.50	\$395.51	\$407.51	\$417.68	\$428.15	\$438.87	\$449.84	\$461.09	\$482.77	\$494.84	\$507.21
		Hourly	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.21	\$53.52	\$54.86	\$56.23	\$57.64	\$60.35	\$61.86	\$63.41
FQ	26	Annual	\$98,367.00	\$101,620.00	\$104,864.00	\$108,120.00	\$111,364.00	\$114,151.00	\$117,005.00	\$119,932.00	\$122,928.00	\$126,001.00	\$131,932.00	\$135,231.00	\$138,612.00
		Bi-Wk	\$3,768.86	\$3,893.49	\$4,017.78	\$4,142.53	\$4,266.82	\$4,373.61	\$4,482.96	\$4,595.10	\$4,709.89	\$4,827.63	\$5,054.87	\$5,181.27	\$5,310.81
		Daily	\$376.89	\$389.35	\$401.78	\$414.26	\$426.69	\$437.37	\$448.30	\$459.51	\$470.99	\$482.77	\$505.49	\$518.13	\$531.09
		Hourly	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$60.35	\$63.19	\$64.77	\$66.39
FQ	27	Annual	\$103,150.00	\$106,503.00	\$109,871.00	\$113,236.00	\$116,606.00	\$119,526.00	\$122,513.00	\$125,574.00	\$128,714.00	\$131,932.00	\$138,221.00	\$141,677.00	\$145,219.00
		Bi-Wk	\$3,952.11	\$4,080.58	\$4,209.62	\$4,338.55	\$4,467.67	\$4,579.55	\$4,693.99	\$4,811.27	\$4,931.58	\$5,054.87	\$5,295.83	\$5,428.24	\$5,563.95
		Daily	\$395.22	\$408.06	\$420.97	\$433.86	\$446.77	\$457.96	\$469.40	\$481.13	\$493.16	\$505.49	\$529.59	\$542.83	\$556.40
		Hourly	\$49.41	\$51.01	\$52.63	\$54.24	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$63.19	\$66.20	\$67.86	\$69.55
FQ	28	Annual	\$108,249.00	\$111,737.00	\$115,208.00	\$118,691.00	\$122,174.00	\$125,221.00	\$128,349.00	\$131,562.00	\$134,849.00	\$138,221.00	\$141,742.00	\$145,286.00	\$148,919.00
		Bi-Wk	\$4,147.48	\$4,281.12	\$4,414.10	\$4,547.55	\$4,681.00	\$4,797.74	\$4,917.59	\$5,040.69	\$5,166.63	\$5,295.83	\$5,430.73	\$5,566.52	\$5,705.71
		Daily	\$414.75	\$428.12	\$441.41	\$454.76	\$468.10	\$479.78	\$491.76	\$504.07	\$516.67	\$529.59	\$543.08	\$556.66	\$570.58
		Hourly	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.47	\$63.01	\$64.59	\$66.20	\$67.89	\$69.59	\$71.33
FQ	29	Annual	\$109,927.00	\$113,768.00	\$117,602.00	\$121,441.00	\$125,274.00	\$128,405.00	\$131,620.00	\$134,913.00	\$138,284.00	\$141,742.00	\$147,145.00	\$150,824.00	\$154,595.00
		Bi-Wk	\$4,211.77	\$4,358.93	\$4,505.83	\$4,652.92	\$4,799.78	\$4,919.74	\$5,042.92	\$5,169.09	\$5,298.24	\$5,430.73	\$5,637.74	\$5,778.70	\$5,923.19
		Daily	\$421.18	\$435.90	\$450.59	\$465.30	\$479.98	\$491.98	\$504.30	\$516.91	\$529.83	\$543.08	\$563.78	\$577.87	\$592.32
		Hourly	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$67.89	\$70.48	\$72.24	\$74.04
FQ	30	Annual	\$114,263.00	\$118,202.00	\$122,142.00	\$126,095.00	\$130,055.00	\$133,302.00	\$136,643.00	\$140,055.00	\$143,558.00	\$147,145.00	\$152,757.00	\$156,576.00	\$160,491.00
		Bi-Wk	\$4,377.90	\$4,528.82	\$4,679.78	\$4,831.23	\$4,982.96	\$5,107.36	\$5,235.37	\$5,366.10	\$5,500.31	\$5,637.74	\$5,852.76	\$5,999.09	\$6,149.09
		Daily	\$437.79	\$452.89	\$467.98	\$483.13	\$498.30	\$510.74	\$523.54	\$536.61	\$550.04	\$563.78	\$585.28	\$599.91	\$614.91
		Hourly	\$54.73	\$56.62	\$58.50	\$60.40	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$70.48	\$73.16	\$74.99	\$76.87
FQ	31	Annual	\$118,760.00	\$122,819.00	\$126,886.00	\$130,948.00	\$135,017.00	\$138,389.00	\$141,851.00	\$145,398.00	\$149,031.00	\$152,757.00	\$158,547.00	\$162,511.00	\$166,574.00
		Bi-Wk	\$4,550.20	\$4,705.71	\$4,861.54	\$5,017.17	\$5,173.07	\$5,302.27	\$5,434.91	\$5,570.81	\$5,710.00	\$5,852.76	\$6,074.60	\$6,226.48	\$6,382.15
		Daily	\$455.02	\$470.58	\$486.16	\$501.72	\$517.31	\$530.23	\$543.50	\$557.09	\$571.00	\$585.28	\$607.46	\$622.65	\$638.22
		Hourly	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$73.16	\$75.94	\$77.84	\$79.78
FQ	32	Annual	\$123,405.00	\$127,587.00	\$131,765.00	\$135,943.00	\$140,128.00	\$143,634.00	\$147,225.00	\$150,906.00	\$154,680.00	\$158,547.00	\$164,578.00	\$168,693.00	\$172,911.00
		Bi-Wk	\$4,728.17	\$4,888.40	\$5,048.47	\$5,208.55	\$5,368.89	\$5,503.22	\$5,640.81	\$5,781.84	\$5,926.44	\$6,074.60	\$6,305.68	\$6,463.34	\$6,624.95
		Daily	\$472.82	\$488.84	\$504.85	\$520.86	\$536.89	\$550.33	\$564.09	\$578.19	\$592.65	\$607.46	\$630.57	\$646.34	\$662.50
		Hourly	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$75.94	\$78.83	\$80.80	\$82.82

P-4 FQ 40 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>	<u>Step 13</u>
FQ	33	Annual	\$128,275.00	\$132,568.00	\$136,866.00	\$141,155.00	\$145,460.00	\$149,101.00	\$152,822.00	\$156,645.00	\$160,560.00	\$164,578.00	\$170,932.00	\$175,206.00	\$179,587.00
		Bi-Wk	\$4,914.76	\$5,079.24	\$5,243.91	\$5,408.24	\$5,573.19	\$5,712.69	\$5,855.25	\$6,001.73	\$6,151.73	\$6,305.68	\$6,549.12	\$6,712.88	\$6,880.73
		Daily	\$491.48	\$507.93	\$524.40	\$540.83	\$557.32	\$571.27	\$585.53	\$600.18	\$615.18	\$630.57	\$654.92	\$671.29	\$688.08
		Hourly	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$78.83	\$81.87	\$83.92	\$86.01
FQ	34	Annual	\$133,442.00	\$137,855.00	\$142,263.00	\$146,676.00	\$151,077.00	\$154,857.00	\$158,732.00	\$162,695.00	\$166,761.00	\$170,932.00	\$177,498.00	\$181,936.00	\$186,485.00
		Bi-Wk	\$5,112.73	\$5,281.81	\$5,450.69	\$5,619.78	\$5,788.40	\$5,933.22	\$6,081.69	\$6,233.53	\$6,389.32	\$6,549.12	\$6,800.69	\$6,970.73	\$7,145.02
		Daily	\$511.28	\$528.19	\$545.07	\$561.98	\$578.84	\$593.33	\$608.17	\$623.36	\$638.94	\$654.92	\$680.07	\$697.08	\$714.51
		Hourly	\$63.91	\$66.03	\$68.14	\$70.25	\$72.36	\$74.17	\$76.03	\$77.92	\$79.87	\$81.87	\$85.01	\$87.14	\$89.32
FQ	35	Annual	\$138,785.00	\$143,311.00	\$147,831.00	\$152,347.00	\$156,880.00	\$160,795.00	\$164,818.00	\$168,943.00	\$173,165.00	\$177,498.00	\$184,389.00	\$188,999.00	\$193,724.00
		Bi-Wk	\$5,317.44	\$5,490.85	\$5,664.03	\$5,837.05	\$6,010.73	\$6,160.73	\$6,314.87	\$6,472.92	\$6,634.68	\$6,800.69	\$7,064.72	\$7,241.35	\$7,422.38
		Daily	\$531.75	\$549.09	\$566.41	\$583.71	\$601.08	\$616.08	\$631.49	\$647.30	\$663.47	\$680.07	\$706.48	\$724.14	\$742.24
		Hourly	\$66.47	\$68.64	\$70.81	\$72.97	\$75.14	\$77.01	\$78.94	\$80.92	\$82.94	\$85.01	\$88.31	\$90.52	\$92.78
FQ	36	Annual	\$144,413.00	\$149,050.00	\$153,692.00	\$158,326.00	\$162,966.00	\$167,048.00	\$171,218.00	\$175,503.00	\$179,892.00	\$184,389.00	\$191,598.00	\$196,388.00	\$201,298.00
		Bi-Wk	\$5,533.07	\$5,710.73	\$5,888.59	\$6,066.14	\$6,243.91	\$6,400.31	\$6,560.08	\$6,724.26	\$6,892.42	\$7,064.72	\$7,340.92	\$7,524.45	\$7,712.57
		Daily	\$553.31	\$571.08	\$588.86	\$606.62	\$624.40	\$640.04	\$656.01	\$672.43	\$689.25	\$706.48	\$734.10	\$752.45	\$771.26
		Hourly	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.01	\$84.06	\$86.16	\$88.31	\$91.77	\$94.06	\$96.41
FQ	37	Annual	\$150,275.00	\$155,041.00	\$159,809.00	\$164,578.00	\$169,344.00	\$173,571.00	\$177,915.00	\$182,366.00	\$186,927.00	\$191,598.00	\$198,926.00	\$203,900.00	\$208,998.00
		Bi-Wk	\$5,757.67	\$5,940.27	\$6,122.96	\$6,305.68	\$6,488.28	\$6,650.23	\$6,816.67	\$6,987.21	\$7,161.96	\$7,340.92	\$7,621.69	\$7,812.27	\$8,007.59
		Daily	\$575.77	\$594.03	\$612.30	\$630.57	\$648.83	\$665.03	\$681.67	\$698.73	\$716.20	\$734.10	\$762.17	\$781.23	\$800.76
		Hourly	\$71.98	\$74.26	\$76.54	\$78.83	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53	\$91.77	\$95.28	\$97.66	\$100.10
FQ	38	Annual	\$156,301.00	\$161,181.00	\$166,063.00	\$170,936.00	\$175,817.00	\$180,218.00	\$184,722.00	\$189,344.00	\$194,075.00	\$198,926.00	\$206,618.00	\$211,784.00	\$217,079.00
		Bi-Wk	\$5,988.55	\$6,175.52	\$6,362.57	\$6,549.28	\$6,736.29	\$6,904.91	\$7,077.48	\$7,254.56	\$7,435.83	\$7,621.69	\$7,916.40	\$8,114.33	\$8,317.21
		Daily	\$598.86	\$617.56	\$636.26	\$654.93	\$673.63	\$690.50	\$707.75	\$725.46	\$743.59	\$762.17	\$791.64	\$811.44	\$831.73
		Hourly	\$74.86	\$77.20	\$79.54	\$81.87	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$95.28	\$98.96	\$101.43	\$103.97
FQ	39	Annual	\$162,630.00	\$167,635.00	\$172,630.00	\$177,614.00	\$182,619.00	\$187,187.00	\$191,866.00	\$196,664.00	\$201,579.00	\$206,618.00	\$214,544.00	\$219,908.00	\$225,406.00
		Bi-Wk	\$6,231.04	\$6,422.80	\$6,614.18	\$6,805.14	\$6,996.90	\$7,171.92	\$7,351.19	\$7,535.02	\$7,723.34	\$7,916.40	\$8,220.08	\$8,425.60	\$8,636.25
		Daily	\$623.11	\$642.28	\$661.42	\$680.52	\$699.69	\$717.20	\$735.12	\$753.51	\$772.34	\$791.64	\$822.01	\$842.56	\$863.63
		Hourly	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.89	\$94.19	\$96.55	\$98.96	\$102.76	\$105.32	\$107.96
FQ	40	Annual	\$169,218.00	\$174,311.00	\$179,415.00	\$184,514.00	\$189,619.00	\$194,364.00	\$199,223.00	\$204,203.00	\$209,310.00	\$214,544.00	\$222,897.00	\$228,470.00	\$234,182.00
		Bi-Wk	\$6,483.45	\$6,678.59	\$6,874.14	\$7,069.51	\$7,265.10	\$7,446.90	\$7,633.07	\$7,823.87	\$8,019.55	\$8,220.08	\$8,540.12	\$8,753.64	\$8,972.50
		Daily	\$648.35	\$667.86	\$687.42	\$706.96	\$726.51	\$744.69	\$763.31	\$782.39	\$801.96	\$822.01	\$854.02	\$875.37	\$897.25
		Hourly	\$81.05	\$83.49	\$85.93	\$88.37	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$102.76	\$106.76	\$109.43	\$112.16
FQ	41	Annual	\$176,106.00	\$181,335.00	\$186,559.00	\$191,781.00	\$197,004.00	\$201,933.00	\$206,983.00	\$212,153.00	\$217,463.00	\$222,897.00	\$231,504.00	\$237,292.00	\$243,225.00
		Bi-Wk	\$6,747.36	\$6,947.71	\$7,147.86	\$7,347.94	\$7,548.05	\$7,736.90	\$7,930.39	\$8,128.47	\$8,331.92	\$8,540.12	\$8,869.89	\$9,091.65	\$9,318.97
		Daily	\$674.74	\$694.78	\$714.79	\$734.80	\$754.81	\$773.69	\$793.04	\$812.85	\$833.20	\$854.02	\$886.99	\$909.17	\$931.90
		Hourly	\$84.35	\$86.85	\$89.35	\$91.85	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$106.76	\$110.88	\$113.65	\$116.49
FQ	42	Annual	\$183,251.00	\$188,580.00	\$193,929.00	\$199,265.00	\$204,616.00	\$209,734.00	\$214,976.00	\$220,349.00	\$225,857.00	\$231,504.00	\$240,502.00	\$246,515.00	\$252,678.00
		Bi-Wk	\$7,021.12	\$7,225.29	\$7,430.23	\$7,634.68	\$7,839.70	\$8,035.79	\$8,236.63	\$8,442.50	\$8,653.53	\$8,869.89	\$9,214.64	\$9,445.02	\$9,681.15
		Daily	\$702.12	\$722.53	\$743.03	\$763.47	\$783.97	\$803.58	\$823.67	\$844.25	\$865.36	\$886.99	\$921.47	\$944.51	\$968.12
		Hourly	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$110.88	\$115.19	\$118.07	\$121.02
FQ	43	Annual	\$190,787.00	\$196,231.00	\$201,685.00	\$207,124.00	\$212,574.00	\$217,883.00	\$223,336.00	\$228,914.00	\$234,638.00	\$240,502.00	\$246,515.00	\$252,678.00	\$258,995.00
		Bi-Wk	\$7,309.85	\$7,518.43	\$7,727.40	\$7,935.79	\$8,144.60	\$8,348.01	\$8,556.94	\$8,770.66	\$8,989.97	\$9,214.64	\$9,445.02	\$9,681.15	\$9,923.19
		Daily	\$730.99	\$751.85	\$772.74	\$793.58	\$814.46	\$834.81	\$855.70	\$877.07	\$899.00	\$921.47	\$944.51	\$968.12	\$992.32
		Hourly	\$91.38	\$93.99	\$96.60	\$99.20	\$101.81	\$104.36	\$106.97	\$109.64	\$112.38	\$115.19	\$118.07	\$121.02	\$124.04