

P-4 IE 37.5-Hours Salary 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>
IE	11	Annual	\$42,293.00	\$43,580.00	\$44,878.00	\$46,162.00	\$47,491.00	\$48,839.00	\$50,199.00	\$51,460.00	\$52,742.00	\$54,058.00	\$55,418.00	\$56,804.00	\$58,789.00
		Bi-Wk	\$1,620.43	\$1,669.74	\$1,719.47	\$1,768.66	\$1,819.58	\$1,871.23	\$1,923.34	\$1,971.65	\$2,020.77	\$2,071.19	\$2,123.30	\$2,176.40	\$2,252.46
		Daily	\$162.05	\$166.98	\$171.95	\$176.87	\$181.96	\$187.13	\$192.34	\$197.17	\$202.08	\$207.12	\$212.33	\$217.64	\$225.25
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.32	\$29.02	\$30.04
IE	12	Annual	\$43,664.00	\$45,015.00	\$46,350.00	\$47,744.00	\$49,142.00	\$50,560.00	\$51,960.00	\$53,258.00	\$54,591.00	\$55,953.00	\$57,351.00	\$58,789.00	\$63,839.00
		Bi-Wk	\$1,672.96	\$1,724.72	\$1,775.87	\$1,829.28	\$1,882.84	\$1,937.17	\$1,990.81	\$2,040.54	\$2,091.61	\$2,143.80	\$2,197.36	\$2,252.46	\$2,445.94
		Daily	\$167.30	\$172.48	\$177.59	\$182.93	\$188.29	\$193.72	\$199.09	\$204.06	\$209.17	\$214.38	\$219.74	\$225.25	\$244.60
		Hourly	\$22.31	\$23.00	\$23.68	\$24.40	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$32.62
IE	13	Annual	\$46,124.00	\$47,832.00	\$49,549.00	\$51,258.00	\$52,982.00	\$54,690.00	\$56,416.00	\$57,828.00	\$59,276.00	\$60,761.00	\$62,282.00	\$63,839.00	\$66,668.00
		Bi-Wk	\$1,767.21	\$1,832.65	\$1,898.43	\$1,963.91	\$2,029.97	\$2,095.41	\$2,161.54	\$2,215.64	\$2,271.12	\$2,328.01	\$2,386.29	\$2,445.94	\$2,554.33
		Daily	\$176.73	\$183.27	\$189.85	\$196.40	\$203.00	\$209.55	\$216.16	\$221.57	\$227.12	\$232.81	\$238.63	\$244.60	\$255.44
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.05	\$31.82	\$32.62	\$34.06
IE	14	Annual	\$48,283.00	\$50,061.00	\$51,834.00	\$53,608.00	\$55,379.00	\$57,152.00	\$58,921.00	\$60,401.00	\$61,904.00	\$63,450.00	\$65,039.00	\$66,668.00	\$69,654.00
		Bi-Wk	\$1,849.93	\$1,918.05	\$1,985.98	\$2,053.95	\$2,121.81	\$2,189.74	\$2,257.51	\$2,314.22	\$2,371.81	\$2,431.04	\$2,491.92	\$2,554.33	\$2,668.74
		Daily	\$185.00	\$191.81	\$198.60	\$205.40	\$212.19	\$218.98	\$225.76	\$231.43	\$237.19	\$243.11	\$249.20	\$255.44	\$266.88
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.30	\$29.20	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$35.59
IE	15	Annual	\$50,605.00	\$52,427.00	\$54,252.00	\$56,074.00	\$57,902.00	\$59,741.00	\$61,557.00	\$63,099.00	\$64,675.00	\$66,296.00	\$67,953.00	\$69,654.00	\$72,804.00
		Bi-Wk	\$1,938.89	\$2,008.70	\$2,078.63	\$2,148.43	\$2,218.47	\$2,288.93	\$2,358.51	\$2,417.59	\$2,477.97	\$2,540.08	\$2,603.57	\$2,668.74	\$2,789.43
		Daily	\$193.89	\$200.87	\$207.87	\$214.85	\$221.85	\$228.90	\$235.86	\$241.76	\$247.80	\$254.01	\$260.36	\$266.88	\$278.95
		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	\$37.20
IE	16	Annual	\$53,065.00	\$54,948.00	\$56,826.00	\$58,704.00	\$60,583.00	\$62,469.00	\$64,346.00	\$65,954.00	\$67,600.00	\$69,289.00	\$71,024.00	\$72,804.00	\$76,143.00
		Bi-Wk	\$2,033.15	\$2,105.29	\$2,177.25	\$2,249.20	\$2,321.19	\$2,393.45	\$2,465.37	\$2,526.98	\$2,590.04	\$2,654.76	\$2,721.23	\$2,789.43	\$2,917.36
		Daily	\$203.32	\$210.53	\$217.73	\$224.92	\$232.12	\$239.35	\$246.54	\$252.70	\$259.01	\$265.48	\$272.13	\$278.95	\$291.74
		Hourly	\$27.11	\$28.08	\$29.03	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.90
IE	17	Annual	\$55,693.00	\$57,627.00	\$59,568.00	\$61,497.00	\$63,433.00	\$65,361.00	\$67,296.00	\$68,978.00	\$70,710.00	\$72,475.00	\$74,287.00	\$76,143.00	\$79,645.00
		Bi-Wk	\$2,133.84	\$2,207.94	\$2,282.30	\$2,356.21	\$2,430.39	\$2,504.26	\$2,578.40	\$2,642.84	\$2,709.20	\$2,776.82	\$2,846.25	\$2,917.36	\$3,051.54
		Daily	\$213.39	\$220.80	\$228.23	\$235.63	\$243.04	\$250.43	\$257.84	\$264.29	\$270.92	\$277.69	\$284.63	\$291.74	\$305.16
		Hourly	\$28.46	\$29.44	\$30.44	\$31.42	\$32.41	\$33.40	\$34.38	\$35.24	\$36.13	\$37.03	\$37.95	\$38.90	\$40.69
IE	18	Annual	\$58,502.00	\$60,489.00	\$62,469.00	\$64,456.00	\$66,429.00	\$68,411.00	\$70,389.00	\$72,156.00	\$73,958.00	\$75,809.00	\$77,702.00	\$79,645.00	\$83,299.00
		Bi-Wk	\$2,241.46	\$2,317.59	\$2,393.45	\$2,469.58	\$2,545.18	\$2,621.12	\$2,696.90	\$2,764.60	\$2,833.64	\$2,904.56	\$2,977.09	\$3,051.54	\$3,191.54
		Daily	\$224.15	\$231.76	\$239.35	\$246.96	\$254.52	\$262.12	\$269.69	\$276.46	\$283.37	\$290.46	\$297.71	\$305.16	\$319.16
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	\$42.56

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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>
IE	19	Annual	\$61,382.00	\$63,433.00	\$65,468.00	\$67,513.00	\$69,548.00	\$71,585.00	\$73,623.00	\$75,464.00	\$77,352.00	\$79,283.00	\$81,264.00	\$83,299.00	\$87,166.00
		Bi-Wk	\$2,351.81	\$2,430.39	\$2,508.36	\$2,586.71	\$2,664.68	\$2,742.73	\$2,820.81	\$2,891.35	\$2,963.68	\$3,037.67	\$3,113.57	\$3,191.54	\$3,339.70
		Daily	\$235.19	\$243.04	\$250.84	\$258.68	\$266.47	\$274.28	\$282.09	\$289.14	\$296.37	\$303.77	\$311.36	\$319.16	\$333.97
		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	\$44.53
IE	20	Annual	\$64,514.00	\$66,603.00	\$68,689.00	\$70,775.00	\$72,862.00	\$74,947.00	\$77,035.00	\$78,966.00	\$80,946.00	\$82,964.00	\$85,039.00	\$87,166.00	\$91,164.00
		Bi-Wk	\$2,471.81	\$2,551.84	\$2,631.77	\$2,711.69	\$2,791.65	\$2,871.54	\$2,951.54	\$3,025.52	\$3,101.38	\$3,178.70	\$3,258.20	\$3,339.70	\$3,492.88
		Daily	\$247.19	\$255.19	\$263.18	\$271.17	\$279.17	\$287.16	\$295.16	\$302.56	\$310.14	\$317.87	\$325.82	\$333.97	\$349.29
		Hourly	\$32.96	\$34.03	\$35.10	\$36.16	\$37.23	\$38.29	\$39.36	\$40.35	\$41.36	\$42.39	\$43.45	\$44.53	\$46.58
IE	21	Annual	\$67,691.00	\$69,844.00	\$71,986.00	\$74,128.00	\$76,283.00	\$78,422.00	\$80,578.00	\$82,594.00	\$84,652.00	\$86,768.00	\$88,939.00	\$91,164.00	\$95,986.00
		Bi-Wk	\$2,593.53	\$2,676.02	\$2,758.09	\$2,840.16	\$2,922.73	\$3,004.68	\$3,087.28	\$3,164.53	\$3,243.38	\$3,324.45	\$3,407.63	\$3,492.88	\$3,677.63
		Daily	\$259.36	\$267.61	\$275.81	\$284.02	\$292.28	\$300.47	\$308.73	\$316.46	\$324.34	\$332.45	\$340.77	\$349.29	\$367.77
		Hourly	\$34.59	\$35.69	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$49.04
IE	22	Annual	\$69,548.00	\$72,091.00	\$74,646.00	\$77,187.00	\$79,737.00	\$82,284.00	\$84,832.00	\$86,948.00	\$89,133.00	\$91,359.00	\$93,643.00	\$95,986.00	\$100,430.00
		Bi-Wk	\$2,664.68	\$2,762.11	\$2,860.00	\$2,957.36	\$3,055.06	\$3,152.65	\$3,250.27	\$3,331.35	\$3,415.06	\$3,500.35	\$3,587.86	\$3,677.63	\$3,847.90
		Daily	\$266.47	\$276.22	\$286.00	\$295.74	\$305.51	\$315.27	\$325.03	\$333.14	\$341.51	\$350.04	\$358.79	\$367.77	\$384.79
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.68	\$47.84	\$49.04	\$51.31
IE	23	Annual	\$72,837.00	\$75,494.00	\$78,141.00	\$80,802.00	\$83,455.00	\$86,111.00	\$88,763.00	\$90,985.00	\$93,255.00	\$95,587.00	\$97,981.00	\$100,430.00	\$105,152.00
		Bi-Wk	\$2,790.69	\$2,892.50	\$2,993.91	\$3,095.87	\$3,197.51	\$3,299.28	\$3,400.89	\$3,486.02	\$3,572.99	\$3,662.34	\$3,754.07	\$3,847.90	\$4,028.82
		Daily	\$279.07	\$289.25	\$299.40	\$309.59	\$319.76	\$329.93	\$340.09	\$348.61	\$357.30	\$366.24	\$375.41	\$384.79	\$402.89
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$44.00	\$45.35	\$46.49	\$47.64	\$48.84	\$50.06	\$51.31	\$53.72
IE	24	Annual	\$76,338.00	\$79,107.00	\$81,873.00	\$84,645.00	\$87,407.00	\$90,170.00	\$92,944.00	\$95,261.00	\$97,650.00	\$100,085.00	\$102,586.00	\$105,152.00	\$110,069.00
		Bi-Wk	\$2,924.83	\$3,030.92	\$3,136.90	\$3,243.11	\$3,348.93	\$3,454.79	\$3,561.08	\$3,649.85	\$3,741.38	\$3,834.68	\$3,930.50	\$4,028.82	\$4,217.21
		Daily	\$292.49	\$303.10	\$313.69	\$324.32	\$334.90	\$345.48	\$356.11	\$364.99	\$374.14	\$383.47	\$393.05	\$402.89	\$421.73
		Hourly	\$39.00	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$56.23
IE	25	Annual	\$80,072.00	\$82,943.00	\$85,799.00	\$88,668.00	\$91,547.00	\$94,416.00	\$97,278.00	\$99,707.00	\$102,206.00	\$104,766.00	\$107,385.00	\$110,069.00	\$115,244.00
		Bi-Wk	\$3,067.90	\$3,177.90	\$3,287.32	\$3,397.25	\$3,507.55	\$3,617.48	\$3,727.13	\$3,820.20	\$3,915.94	\$4,014.03	\$4,114.37	\$4,217.21	\$4,415.48
		Daily	\$306.79	\$317.79	\$328.74	\$339.73	\$350.76	\$361.75	\$372.72	\$382.02	\$391.60	\$401.41	\$411.44	\$421.73	\$441.55
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.53	\$54.86	\$56.23	\$58.88
IE	26	Annual	\$84,016.00	\$86,987.00	\$89,970.00	\$92,944.00	\$95,912.00	\$98,890.00	\$101,858.00	\$104,406.00	\$107,017.00	\$109,694.00	\$112,434.00	\$115,244.00	\$120,670.00
		Bi-Wk	\$3,219.01	\$3,332.84	\$3,447.13	\$3,561.08	\$3,674.79	\$3,788.89	\$3,902.61	\$4,000.23	\$4,100.27	\$4,202.84	\$4,307.82	\$4,415.48	\$4,623.38
		Daily	\$321.91	\$333.29	\$344.72	\$356.11	\$367.48	\$378.89	\$390.27	\$400.03	\$410.03	\$420.29	\$430.79	\$441.55	\$462.34
		Hourly	\$42.93	\$44.44	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$61.65

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IE	27	Annual	\$88,178.00	\$91,262.00	\$94,345.00	\$97,411.00	\$100,491.00	\$103,570.00	\$106,652.00	\$109,322.00	\$112,053.00	\$114,854.00	\$117,727.00	\$120,670.00	\$126,422.00
		Bi-Wk	\$3,378.47	\$3,496.63	\$3,614.76	\$3,732.23	\$3,850.23	\$3,968.20	\$4,086.29	\$4,188.59	\$4,293.22	\$4,400.54	\$4,510.62	\$4,623.38	\$4,843.76
		Daily	\$337.85	\$349.67	\$361.48	\$373.23	\$385.03	\$396.82	\$408.63	\$418.86	\$429.33	\$440.06	\$451.07	\$462.34	\$484.38
		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	\$64.59
IE	28	Annual	\$92,635.00	\$95,820.00	\$99,008.00	\$102,198.00	\$105,374.00	\$108,559.00	\$111,745.00	\$114,531.00	\$117,392.00	\$120,331.00	\$123,339.00	\$126,422.00	\$129,642.00
		Bi-Wk	\$3,549.24	\$3,671.27	\$3,793.41	\$3,915.64	\$4,037.32	\$4,159.35	\$4,281.42	\$4,388.17	\$4,497.78	\$4,610.39	\$4,725.64	\$4,843.76	\$4,967.13
		Daily	\$354.93	\$367.13	\$379.35	\$391.57	\$403.74	\$415.94	\$428.15	\$438.82	\$449.78	\$461.04	\$472.57	\$484.38	\$496.72
		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	\$66.23
IE	29	Annual	\$93,525.00	\$97,035.00	\$100,543.00	\$104,056.00	\$107,563.00	\$111,075.00	\$114,580.00	\$117,444.00	\$120,385.00	\$123,396.00	\$126,479.00	\$129,642.00	\$134,584.00
		Bi-Wk	\$3,583.34	\$3,717.82	\$3,852.23	\$3,986.82	\$4,121.19	\$4,255.75	\$4,390.04	\$4,499.78	\$4,612.46	\$4,727.82	\$4,845.94	\$4,967.13	\$5,156.48
		Daily	\$358.34	\$371.79	\$385.23	\$398.69	\$412.12	\$425.58	\$439.01	\$449.98	\$461.25	\$472.79	\$484.60	\$496.72	\$515.65
		Hourly	\$47.78	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$68.76
IE	30	Annual	\$97,278.00	\$100,890.00	\$104,509.00	\$108,112.00	\$111,715.00	\$115,330.00	\$118,953.00	\$121,923.00	\$124,979.00	\$128,100.00	\$131,303.00	\$134,584.00	\$139,717.00
		Bi-Wk	\$3,727.13	\$3,865.52	\$4,004.18	\$4,142.23	\$4,280.27	\$4,418.78	\$4,557.59	\$4,671.38	\$4,788.47	\$4,908.05	\$5,030.77	\$5,156.48	\$5,353.15
		Daily	\$372.72	\$386.56	\$400.42	\$414.23	\$428.03	\$441.88	\$455.76	\$467.14	\$478.85	\$490.81	\$503.08	\$515.65	\$535.32
		Hourly	\$49.70	\$51.55	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$71.38
IE	31	Annual	\$101,183.00	\$104,901.00	\$108,623.00	\$112,334.00	\$116,054.00	\$119,771.00	\$123,491.00	\$126,576.00	\$129,742.00	\$132,986.00	\$136,309.00	\$139,717.00	\$145,013.00
		Bi-Wk	\$3,876.75	\$4,019.20	\$4,161.81	\$4,303.99	\$4,446.52	\$4,588.93	\$4,731.46	\$4,849.66	\$4,970.96	\$5,095.25	\$5,222.57	\$5,353.15	\$5,556.06
		Daily	\$387.68	\$401.92	\$416.19	\$430.40	\$444.66	\$458.90	\$473.15	\$484.97	\$497.10	\$509.53	\$522.26	\$535.32	\$555.61
		Hourly	\$51.69	\$53.59	\$55.50	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$74.09
IE	32	Annual	\$105,238.00	\$109,055.00	\$112,870.00	\$116,697.00	\$120,517.00	\$124,338.00	\$128,166.00	\$131,373.00	\$134,657.00	\$138,024.00	\$141,476.00	\$145,013.00	\$150,528.00
		Bi-Wk	\$4,032.11	\$4,178.36	\$4,324.53	\$4,471.15	\$4,617.51	\$4,763.91	\$4,910.58	\$5,033.45	\$5,159.28	\$5,288.28	\$5,420.54	\$5,556.06	\$5,767.36
		Daily	\$403.22	\$417.84	\$432.46	\$447.12	\$461.76	\$476.40	\$491.06	\$503.35	\$515.93	\$528.83	\$542.06	\$555.61	\$576.74
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$76.90
IE	33	Annual	\$109,473.00	\$113,400.00	\$117,325.00	\$121,251.00	\$125,183.00	\$129,105.00	\$133,042.00	\$136,374.00	\$139,776.00	\$143,273.00	\$146,853.00	\$150,528.00	\$156,340.00
		Bi-Wk	\$4,194.37	\$4,344.83	\$4,495.22	\$4,645.64	\$4,796.29	\$4,946.56	\$5,097.40	\$5,225.06	\$5,355.41	\$5,489.39	\$5,626.56	\$5,767.36	\$5,990.04
		Daily	\$419.44	\$434.49	\$449.53	\$464.57	\$479.63	\$494.66	\$509.74	\$522.51	\$535.55	\$548.94	\$562.66	\$576.74	\$599.01
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.96	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$79.87
IE	34	Annual	\$113,978.00	\$118,015.00	\$122,050.00	\$126,087.00	\$130,119.00	\$134,155.00	\$138,181.00	\$141,638.00	\$145,181.00	\$148,806.00	\$152,525.00	\$156,340.00	\$162,345.00
		Bi-Wk	\$4,366.98	\$4,521.65	\$4,676.25	\$4,830.92	\$4,985.41	\$5,140.04	\$5,294.30	\$5,426.75	\$5,562.50	\$5,701.38	\$5,843.87	\$5,990.04	\$6,220.12
		Daily	\$436.70	\$452.17	\$467.63	\$483.10	\$498.55	\$514.01	\$529.43	\$542.68	\$556.25	\$570.14	\$584.39	\$599.01	\$622.02
		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	\$82.94

P-4 IE 37.5-Hours Salary 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>
IE	35	Annual	\$118,665.00	\$122,798.00	\$126,938.00	\$131,076.00	\$135,211.00	\$139,342.00	\$143,488.00	\$147,069.00	\$150,749.00	\$154,520.00	\$158,382.00	\$162,345.00	\$168,649.00
		Bi-Wk	\$4,546.56	\$4,704.91	\$4,863.53	\$5,022.07	\$5,180.50	\$5,338.78	\$5,497.63	\$5,634.83	\$5,775.83	\$5,920.31	\$6,068.28	\$6,220.12	\$6,461.65
		Daily	\$454.66	\$470.50	\$486.36	\$502.21	\$518.05	\$533.88	\$549.77	\$563.49	\$577.59	\$592.04	\$606.83	\$622.02	\$646.17
		Hourly	\$60.63	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94	\$86.16
IE	36	Annual	\$123,600.00	\$127,836.00	\$132,085.00	\$136,327.00	\$140,572.00	\$144,810.00	\$149,055.00	\$152,788.00	\$156,601.00	\$160,521.00	\$164,536.00	\$168,649.00	\$175,242.00
		Bi-Wk	\$4,735.64	\$4,897.94	\$5,060.73	\$5,223.26	\$5,385.91	\$5,548.28	\$5,710.92	\$5,853.95	\$6,000.04	\$6,150.23	\$6,304.07	\$6,461.65	\$6,714.26
		Daily	\$473.57	\$489.80	\$506.08	\$522.33	\$538.60	\$554.83	\$571.10	\$585.40	\$600.01	\$615.03	\$630.41	\$646.17	\$671.43
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01	\$82.01	\$84.06	\$86.16	\$89.53
IE	37	Annual	\$128,726.00	\$133,083.00	\$137,447.00	\$141,805.00	\$146,168.00	\$150,528.00	\$154,888.00	\$158,754.00	\$162,727.00	\$166,799.00	\$170,970.00	\$175,242.00	\$181,945.00
		Bi-Wk	\$4,932.04	\$5,098.97	\$5,266.17	\$5,433.15	\$5,600.31	\$5,767.36	\$5,934.41	\$6,082.53	\$6,234.76	\$6,390.77	\$6,550.58	\$6,714.26	\$6,971.08
		Daily	\$493.21	\$509.90	\$526.62	\$543.32	\$560.04	\$576.74	\$593.45	\$608.26	\$623.48	\$639.08	\$655.06	\$671.43	\$697.11
		Hourly	\$65.77	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.14	\$85.22	\$87.35	\$89.53	\$92.95
IE	38	Annual	\$134,041.00	\$138,494.00	\$142,957.00	\$147,421.00	\$151,887.00	\$156,344.00	\$160,808.00	\$164,834.00	\$168,953.00	\$173,180.00	\$177,507.00	\$181,945.00	\$188,980.00
		Bi-Wk	\$5,135.68	\$5,306.29	\$5,477.28	\$5,648.32	\$5,819.43	\$5,990.20	\$6,161.23	\$6,315.48	\$6,473.30	\$6,635.25	\$6,801.04	\$6,971.08	\$7,240.62
		Daily	\$513.57	\$530.63	\$547.73	\$564.84	\$581.95	\$599.02	\$616.13	\$631.55	\$647.33	\$663.53	\$680.11	\$697.11	\$724.07
		Hourly	\$68.48	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$96.55
IE	39	Annual	\$139,617.00	\$144,186.00	\$148,747.00	\$153,325.00	\$157,894.00	\$162,452.00	\$167,029.00	\$171,207.00	\$175,488.00	\$179,876.00	\$184,371.00	\$188,980.00	\$196,230.00
		Bi-Wk	\$5,349.32	\$5,524.37	\$5,699.12	\$5,874.53	\$6,049.58	\$6,224.22	\$6,399.58	\$6,559.66	\$6,723.68	\$6,891.81	\$7,064.03	\$7,240.62	\$7,518.40
		Daily	\$534.94	\$552.44	\$569.92	\$587.46	\$604.96	\$622.43	\$639.96	\$655.97	\$672.37	\$689.19	\$706.41	\$724.07	\$751.84
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$100.25
IE	40	Annual	\$145,435.00	\$150,096.00	\$154,772.00	\$159,431.00	\$164,099.00	\$168,763.00	\$173,432.00	\$177,772.00	\$182,216.00	\$186,771.00	\$191,442.00	\$196,230.00	\$203,870.00
		Bi-Wk	\$5,572.23	\$5,750.81	\$5,929.97	\$6,108.47	\$6,287.32	\$6,466.02	\$6,644.91	\$6,811.19	\$6,981.46	\$7,155.98	\$7,334.95	\$7,518.40	\$7,811.12
		Daily	\$557.23	\$575.09	\$593.00	\$610.85	\$628.74	\$646.61	\$664.50	\$681.12	\$698.15	\$715.60	\$733.50	\$751.84	\$781.12
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$104.15
IE	41	Annual	\$151,511.00	\$156,294.00	\$161,072.00	\$165,856.00	\$170,632.00	\$175,410.00	\$180,187.00	\$184,694.00	\$189,313.00	\$194,042.00	\$198,900.00	\$203,870.00	\$211,742.00
		Bi-Wk	\$5,805.02	\$5,988.28	\$6,171.35	\$6,354.64	\$6,537.63	\$6,720.69	\$6,903.72	\$7,076.40	\$7,253.38	\$7,434.56	\$7,620.69	\$7,811.12	\$8,112.73
		Daily	\$580.51	\$598.83	\$617.14	\$635.47	\$653.77	\$672.07	\$690.38	\$707.64	\$725.34	\$743.46	\$762.07	\$781.12	\$811.28
		Hourly	\$77.41	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$108.17
IE	42	Annual	\$157,825.00	\$162,719.00	\$167,607.00	\$172,481.00	\$177,375.00	\$182,255.00	\$187,149.00	\$191,830.00	\$196,624.00	\$201,538.00	\$206,577.00	\$211,742.00	\$219,972.00
		Bi-Wk	\$6,046.94	\$6,234.45	\$6,421.73	\$6,608.47	\$6,795.98	\$6,982.96	\$7,170.46	\$7,349.81	\$7,533.49	\$7,721.77	\$7,914.83	\$8,112.73	\$8,428.05
		Daily	\$604.70	\$623.45	\$642.18	\$660.85	\$679.60	\$698.30	\$717.05	\$734.99	\$753.35	\$772.18	\$791.49	\$811.28	\$842.81
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$112.38

P-4 IE 37.5-Hours Salary 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>
IE	43	Annual	\$164,535.00	\$169,510.00	\$174,501.00	\$179,479.00	\$184,468.00	\$189,443.00	\$194,428.00	\$199,283.00	\$204,271.00	\$209,372.00	\$214,608.00	\$219,972.00	
		Bi-Wk	\$6,304.03	\$6,494.64	\$6,685.87	\$6,876.60	\$7,067.74	\$7,258.36	\$7,449.35	\$7,635.37	\$7,826.48	\$8,021.92	\$8,222.53	\$8,428.05	
		Daily	\$630.41	\$649.47	\$668.59	\$687.66	\$706.78	\$725.84	\$744.94	\$763.54	\$782.65	\$802.20	\$822.26	\$842.81	
		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	

P-4 IE 37.5-Hours Salary Plan Effective 06/28/2024

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	Step 13
IE	11	Annual	\$43,351.00	\$44,670.00	\$46,000.00	\$47,317.00	\$48,679.00	\$50,060.00	\$51,454.00	\$52,747.00	\$54,061.00	\$55,410.00	\$56,804.00	\$58,225.00	\$60,259.00
		Bi-Wk	\$1,660.96	\$1,711.50	\$1,762.46	\$1,812.92	\$1,865.10	\$1,918.01	\$1,971.42	\$2,020.96	\$2,071.31	\$2,122.99	\$2,176.40	\$2,230.85	\$2,308.78
		Daily	\$166.10	\$171.15	\$176.25	\$181.30	\$186.51	\$191.81	\$197.15	\$202.10	\$207.14	\$212.30	\$217.64	\$223.09	\$230.88
		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	\$30.79
IE	12	Annual	\$44,756.00	\$46,141.00	\$47,509.00	\$48,938.00	\$50,371.00	\$51,824.00	\$53,259.00	\$54,590.00	\$55,956.00	\$57,352.00	\$58,785.00	\$60,259.00	\$65,435.00
		Bi-Wk	\$1,714.79	\$1,767.86	\$1,820.27	\$1,875.02	\$1,929.93	\$1,985.60	\$2,040.58	\$2,091.58	\$2,143.91	\$2,197.40	\$2,252.30	\$2,308.78	\$2,507.09
		Daily	\$171.48	\$176.79	\$182.03	\$187.51	\$193.00	\$198.56	\$204.06	\$209.16	\$214.40	\$219.74	\$225.23	\$230.88	\$250.71
		Hourly	\$22.87	\$23.58	\$24.28	\$25.01	\$25.74	\$26.48	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$30.79	\$33.43
IE	13	Annual	\$47,278.00	\$49,028.00	\$50,788.00	\$52,540.00	\$54,307.00	\$56,058.00	\$57,827.00	\$59,274.00	\$60,758.00	\$62,281.00	\$63,840.00	\$65,435.00	\$68,335.00
		Bi-Wk	\$1,811.42	\$1,878.47	\$1,945.91	\$2,013.03	\$2,080.73	\$2,147.82	\$2,215.60	\$2,271.04	\$2,327.90	\$2,386.25	\$2,445.98	\$2,507.09	\$2,618.20
		Daily	\$181.15	\$187.85	\$194.60	\$201.31	\$208.08	\$214.79	\$221.56	\$227.11	\$232.79	\$238.63	\$244.60	\$250.71	\$261.82
		Hourly	\$24.16	\$25.05	\$25.95	\$26.85	\$27.75	\$28.64	\$29.55	\$30.29	\$31.04	\$31.82	\$32.62	\$33.43	\$34.91
IE	14	Annual	\$49,491.00	\$51,313.00	\$53,130.00	\$54,949.00	\$56,764.00	\$58,581.00	\$60,395.00	\$61,912.00	\$63,452.00	\$65,037.00	\$66,665.00	\$68,335.00	\$71,396.00
		Bi-Wk	\$1,896.21	\$1,966.02	\$2,035.64	\$2,105.33	\$2,174.87	\$2,244.49	\$2,313.99	\$2,372.11	\$2,431.12	\$2,491.84	\$2,554.22	\$2,618.20	\$2,735.48
		Daily	\$189.63	\$196.61	\$203.57	\$210.54	\$217.49	\$224.45	\$231.40	\$237.22	\$243.12	\$249.19	\$255.43	\$261.82	\$273.55
		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	\$36.48
IE	15	Annual	\$51,871.00	\$53,738.00	\$55,609.00	\$57,476.00	\$59,350.00	\$61,235.00	\$63,096.00	\$64,677.00	\$66,292.00	\$67,954.00	\$69,652.00	\$71,396.00	\$74,625.00
		Bi-Wk	\$1,987.40	\$2,058.93	\$2,130.62	\$2,202.15	\$2,273.95	\$2,346.17	\$2,417.48	\$2,478.05	\$2,539.93	\$2,603.61	\$2,668.66	\$2,735.48	\$2,859.20
		Daily	\$198.74	\$205.90	\$213.07	\$220.22	\$227.40	\$234.62	\$241.75	\$247.81	\$254.00	\$260.37	\$266.87	\$273.55	\$285.92
		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	\$38.13
IE	16	Annual	\$54,392.00	\$56,322.00	\$58,247.00	\$60,172.00	\$62,098.00	\$64,031.00	\$65,955.00	\$67,603.00	\$69,290.00	\$71,022.00	\$72,800.00	\$74,625.00	\$78,047.00
		Bi-Wk	\$2,083.99	\$2,157.94	\$2,231.69	\$2,305.45	\$2,379.24	\$2,453.30	\$2,527.02	\$2,590.16	\$2,654.79	\$2,721.15	\$2,789.28	\$2,859.20	\$2,990.31
		Daily	\$208.40	\$215.80	\$223.17	\$230.55	\$237.93	\$245.33	\$252.71	\$259.02	\$265.48	\$272.12	\$278.93	\$285.92	\$299.04
		Hourly	\$27.79	\$28.78	\$29.76	\$30.74	\$31.73	\$32.72	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.13	\$39.88
IE	17	Annual	\$57,086.00	\$59,068.00	\$61,058.00	\$63,035.00	\$65,019.00	\$66,996.00	\$68,979.00	\$70,703.00	\$72,478.00	\$74,287.00	\$76,145.00	\$78,047.00	\$81,637.00
		Bi-Wk	\$2,187.21	\$2,263.15	\$2,339.39	\$2,415.14	\$2,491.15	\$2,566.90	\$2,642.88	\$2,708.93	\$2,776.94	\$2,846.25	\$2,917.44	\$2,990.31	\$3,127.86
		Daily	\$218.73	\$226.32	\$233.94	\$241.52	\$249.12	\$256.69	\$264.29	\$270.90	\$277.70	\$284.63	\$291.75	\$299.04	\$312.79
		Hourly	\$29.17	\$30.18	\$31.20	\$32.21	\$33.22	\$34.23	\$35.24	\$36.12	\$37.03	\$37.95	\$38.90	\$39.88	\$41.71
IE	18	Annual	\$59,965.00	\$62,002.00	\$64,031.00	\$66,068.00	\$68,090.00	\$70,122.00	\$72,149.00	\$73,960.00	\$75,807.00	\$77,705.00	\$79,645.00	\$81,637.00	\$85,382.00
		Bi-Wk	\$2,297.51	\$2,375.56	\$2,453.30	\$2,531.35	\$2,608.82	\$2,686.67	\$2,764.33	\$2,833.72	\$2,904.49	\$2,977.21	\$3,051.54	\$3,127.86	\$3,271.35
		Daily	\$229.76	\$237.56	\$245.33	\$253.14	\$260.89	\$268.67	\$276.44	\$283.38	\$290.45	\$297.73	\$305.16	\$312.79	\$327.14
		Hourly	\$30.64	\$31.68	\$32.72	\$33.76	\$34.79	\$35.83	\$36.86	\$37.79	\$38.73	\$39.70	\$40.69	\$41.71	\$43.62
IE	19	Annual	\$62,917.00	\$65,019.00	\$67,105.00	\$69,201.00	\$71,287.00	\$73,375.00	\$75,464.00	\$77,351.00	\$79,286.00	\$81,266.00	\$83,296.00	\$85,382.00	\$89,346.00
		Bi-Wk	\$2,410.62	\$2,491.15	\$2,571.08	\$2,651.38	\$2,731.31	\$2,811.31	\$2,891.35	\$2,963.64	\$3,037.78	\$3,113.64	\$3,191.42	\$3,271.35	\$3,423.22
		Daily	\$241.07	\$249.12	\$257.11	\$265.14	\$273.14	\$281.14	\$289.14	\$296.37	\$303.78	\$311.37	\$319.15	\$327.14	\$342.33
		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	\$45.65
IE	20	Annual	\$66,127.00	\$68,269.00	\$70,407.00	\$72,545.00	\$74,684.00	\$76,821.00	\$78,961.00	\$80,941.00	\$82,970.00	\$85,039.00	\$87,165.00	\$89,346.00	\$93,444.00
		Bi-Wk	\$2,533.61	\$2,615.68	\$2,697.59	\$2,779.51	\$2,861.46	\$2,943.34	\$3,025.33	\$3,101.19	\$3,178.93	\$3,258.20	\$3,339.66	\$3,423.22	\$3,580.23
		Daily	\$253.37	\$261.57	\$269.76	\$277.96	\$286.15	\$294.34	\$302.54	\$310.12	\$317.90	\$325.82	\$333.97	\$342.33	\$358.03
		Hourly	\$33.79	\$34.88	\$35.97	\$37.07	\$38.16	\$39.25	\$40.34	\$41.35	\$42.39	\$43.45	\$44.53	\$45.65	\$47.74
IE	21	Annual	\$69,384.00	\$71,591.00	\$73,786.00	\$75,982.00	\$78,191.00	\$80,383.00	\$82,593.00	\$84,659.00	\$86,769.00	\$88,938.00	\$91,163.00	\$93,444.00	\$98,386.00
		Bi-Wk	\$2,658.40	\$2,742.96	\$2,827.05	\$2,911.19	\$2,995.83	\$3,079.81	\$3,164.49	\$3,243.64	\$3,324.49	\$3,407.59	\$3,492.84	\$3,580.23	\$3,769.58
		Daily	\$265.84	\$274.30	\$282.71	\$291.12	\$299.59	\$307.99	\$316.45	\$324.37	\$332.45	\$340.76	\$349.29	\$358.03	\$376.96
		Hourly	\$35.45	\$36.58	\$37.70	\$38.82	\$39.95	\$41.07	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$47.74	\$50.27

P-4 IE 37.5-Hours Salary Plan Effective 06/28/2024

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	Step 13
IE	22	Annual	\$71,287.00	\$73,894.00	\$76,513.00	\$79,117.00	\$81,731.00	\$84,342.00	\$86,953.00	\$89,122.00	\$91,362.00	\$93,643.00	\$95,985.00	\$98,386.00	\$102,941.00
		Bi-Wk	\$2,731.31	\$2,831.19	\$2,931.54	\$3,031.31	\$3,131.46	\$3,231.50	\$3,331.54	\$3,414.64	\$3,500.46	\$3,587.86	\$3,677.59	\$3,769.58	\$3,944.10
		Daily	\$273.14	\$283.12	\$293.16	\$303.14	\$313.15	\$323.15	\$333.16	\$341.47	\$350.05	\$358.79	\$367.76	\$376.96	\$394.41
		Hourly	\$36.42	\$37.75	\$39.09	\$40.42	\$41.76	\$43.09	\$44.43	\$45.53	\$46.68	\$47.84	\$49.04	\$50.27	\$52.59
IE	23	Annual	\$74,658.00	\$77,382.00	\$80,095.00	\$82,823.00	\$85,542.00	\$88,264.00	\$90,983.00	\$93,260.00	\$95,587.00	\$97,977.00	\$100,431.00	\$102,941.00	\$107,781.00
		Bi-Wk	\$2,860.46	\$2,964.83	\$3,068.78	\$3,173.30	\$3,277.48	\$3,381.77	\$3,485.94	\$3,573.19	\$3,662.34	\$3,753.91	\$3,847.94	\$3,944.10	\$4,129.55
		Daily	\$286.05	\$296.49	\$306.88	\$317.33	\$327.75	\$338.18	\$348.60	\$357.32	\$366.24	\$375.40	\$384.80	\$394.41	\$412.96
		Hourly	\$38.14	\$39.54	\$40.92	\$42.32	\$43.70	\$45.10	\$46.48	\$47.65	\$48.84	\$50.06	\$51.31	\$52.59	\$55.07
IE	24	Annual	\$78,247.00	\$81,085.00	\$83,920.00	\$86,762.00	\$89,593.00	\$92,425.00	\$95,268.00	\$97,643.00	\$100,092.00	\$102,588.00	\$105,151.00	\$107,781.00	\$112,821.00
		Bi-Wk	\$2,997.97	\$3,106.71	\$3,215.33	\$3,324.22	\$3,432.69	\$3,541.19	\$3,650.12	\$3,741.12	\$3,834.95	\$3,930.58	\$4,028.78	\$4,129.55	\$4,322.65
		Daily	\$299.80	\$310.68	\$321.54	\$332.43	\$343.27	\$354.12	\$365.02	\$374.12	\$383.50	\$393.06	\$402.88	\$412.96	\$432.27
		Hourly	\$39.98	\$41.43	\$42.88	\$44.33	\$45.77	\$47.22	\$48.67	\$49.89	\$51.14	\$52.41	\$53.72	\$55.07	\$57.64
IE	25	Annual	\$82,074.00	\$85,017.00	\$87,944.00	\$90,885.00	\$93,836.00	\$96,777.00	\$99,710.00	\$102,200.00	\$104,762.00	\$107,386.00	\$110,070.00	\$112,821.00	\$118,126.00
		Bi-Wk	\$3,144.60	\$3,257.36	\$3,369.51	\$3,482.19	\$3,595.25	\$3,707.94	\$3,820.31	\$3,915.71	\$4,013.87	\$4,114.41	\$4,217.25	\$4,322.65	\$4,525.91
		Daily	\$314.46	\$325.74	\$336.96	\$348.22	\$359.53	\$370.80	\$382.04	\$391.58	\$401.39	\$411.45	\$421.73	\$432.27	\$452.60
		Hourly	\$41.93	\$43.44	\$44.93	\$46.43	\$47.94	\$49.44	\$50.94	\$52.21	\$53.52	\$54.86	\$56.23	\$57.64	\$60.35
IE	26	Annual	\$86,117.00	\$89,162.00	\$92,220.00	\$95,268.00	\$98,310.00	\$101,363.00	\$104,405.00	\$107,017.00	\$109,693.00	\$112,437.00	\$115,245.00	\$118,126.00	\$123,687.00
		Bi-Wk	\$3,299.51	\$3,416.17	\$3,533.34	\$3,650.12	\$3,766.67	\$3,883.64	\$4,000.20	\$4,100.27	\$4,202.80	\$4,307.94	\$4,415.52	\$4,525.91	\$4,738.97
		Daily	\$329.96	\$341.62	\$353.34	\$365.02	\$376.67	\$388.37	\$400.02	\$410.03	\$420.28	\$430.80	\$441.56	\$452.60	\$473.90
		Hourly	\$44.00	\$45.55	\$47.12	\$48.67	\$50.23	\$51.79	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$60.35	\$63.19
IE	27	Annual	\$90,383.00	\$93,544.00	\$96,704.00	\$99,847.00	\$103,004.00	\$106,160.00	\$109,319.00	\$112,056.00	\$114,855.00	\$117,726.00	\$120,671.00	\$123,687.00	\$129,583.00
		Bi-Wk	\$3,462.96	\$3,584.07	\$3,705.14	\$3,825.56	\$3,946.52	\$4,067.44	\$4,188.47	\$4,293.34	\$4,400.58	\$4,510.58	\$4,623.41	\$4,738.97	\$4,964.87
		Daily	\$346.30	\$358.41	\$370.52	\$382.56	\$394.66	\$406.75	\$418.85	\$429.34	\$440.06	\$451.06	\$462.35	\$473.90	\$496.49
		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	\$66.20
IE	28	Annual	\$94,951.00	\$98,216.00	\$101,484.00	\$104,753.00	\$108,009.00	\$111,273.00	\$114,539.00	\$117,395.00	\$120,327.00	\$123,340.00	\$126,423.00	\$129,583.00	\$132,884.00
		Bi-Wk	\$3,637.97	\$3,763.07	\$3,888.28	\$4,013.53	\$4,138.28	\$4,263.34	\$4,388.47	\$4,497.90	\$4,610.23	\$4,725.68	\$4,843.80	\$4,964.87	\$5,091.35
		Daily	\$363.80	\$376.31	\$388.83	\$401.36	\$413.83	\$426.34	\$438.85	\$449.79	\$461.03	\$472.57	\$484.38	\$496.49	\$509.14
		Hourly	\$48.51	\$50.18	\$51.85	\$53.52	\$55.18	\$56.85	\$58.52	\$59.98	\$61.47	\$63.01	\$64.59	\$66.20	\$67.89
IE	29	Annual	\$95,864.00	\$99,461.00	\$103,057.00	\$106,658.00	\$110,253.00	\$113,852.00	\$117,445.00	\$120,381.00	\$123,395.00	\$126,481.00	\$129,641.00	\$132,884.00	\$137,949.00
		Bi-Wk	\$3,672.96	\$3,810.77	\$3,948.55	\$4,086.52	\$4,224.26	\$4,362.15	\$4,499.81	\$4,612.30	\$4,727.78	\$4,846.02	\$4,967.09	\$5,091.35	\$5,285.41
		Daily	\$367.30	\$381.08	\$394.86	\$408.66	\$422.43	\$436.22	\$449.99	\$461.23	\$472.78	\$484.61	\$496.71	\$509.14	\$528.55
		Hourly	\$48.98	\$50.82	\$52.65	\$54.49	\$56.33	\$58.17	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$67.89	\$70.48
IE	30	Annual	\$99,710.00	\$103,413.00	\$107,122.00	\$110,815.00	\$114,508.00	\$118,214.00	\$121,927.00	\$124,972.00	\$128,104.00	\$131,303.00	\$134,586.00	\$137,949.00	\$143,210.00
		Bi-Wk	\$3,820.31	\$3,962.19	\$4,104.30	\$4,245.79	\$4,387.28	\$4,529.28	\$4,671.54	\$4,788.20	\$4,908.20	\$5,030.77	\$5,156.56	\$5,285.41	\$5,486.98
		Daily	\$382.04	\$396.22	\$410.43	\$424.58	\$438.73	\$452.93	\$467.16	\$478.82	\$490.82	\$503.08	\$515.66	\$528.55	\$548.70
		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	\$73.16
IE	31	Annual	\$103,713.00	\$107,524.00	\$111,339.00	\$115,143.00	\$118,956.00	\$122,766.00	\$126,579.00	\$129,741.00	\$132,986.00	\$136,311.00	\$139,717.00	\$143,210.00	\$148,639.00
		Bi-Wk	\$3,973.68	\$4,119.70	\$4,265.87	\$4,411.61	\$4,557.71	\$4,703.68	\$4,849.78	\$4,970.92	\$5,095.25	\$5,222.65	\$5,353.15	\$5,486.98	\$5,694.99
		Daily	\$397.37	\$411.97	\$426.59	\$441.17	\$455.78	\$470.37	\$484.98	\$497.10	\$509.53	\$522.27	\$535.32	\$548.70	\$569.50
		Hourly	\$52.99	\$54.93	\$56.88	\$58.83	\$60.77	\$62.72	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$73.16	\$75.94
IE	32	Annual	\$107,869.00	\$111,782.00	\$115,692.00	\$119,615.00	\$123,530.00	\$127,447.00	\$131,371.00	\$134,658.00	\$138,024.00	\$141,475.00	\$145,013.00	\$148,639.00	\$154,292.00
		Bi-Wk	\$4,132.92	\$4,282.84	\$4,432.65	\$4,582.96	\$4,732.96	\$4,883.03	\$5,033.38	\$5,159.32	\$5,288.28	\$5,420.50	\$5,556.06	\$5,694.99	\$5,911.58
		Daily	\$413.30	\$428.29	\$443.27	\$458.30	\$473.30	\$488.31	\$503.34	\$515.94	\$528.83	\$542.05	\$555.61	\$569.50	\$591.16
		Hourly	\$55.11	\$57.11	\$59.11	\$61.11	\$63.11	\$65.11	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$75.94	\$78.83

P-4 IE 37.5-Hours Salary Plan Effective 06/28/2024

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	Step 13
IE	33	Annual	\$112,210.00	\$116,235.00	\$120,259.00	\$124,283.00	\$128,313.00	\$132,333.00	\$136,369.00	\$139,784.00	\$143,271.00	\$146,855.00	\$150,525.00	\$154,292.00	\$160,249.00
		Bi-Wk	\$4,299.24	\$4,453.45	\$4,607.63	\$4,761.81	\$4,916.21	\$5,070.23	\$5,224.87	\$5,355.71	\$5,489.32	\$5,626.63	\$5,767.25	\$5,911.58	\$6,139.81
		Daily	\$429.93	\$445.35	\$460.77	\$476.19	\$491.63	\$507.03	\$522.49	\$535.58	\$548.94	\$562.67	\$576.73	\$591.16	\$613.99
		Hourly	\$57.33	\$59.38	\$61.44	\$63.50	\$65.55	\$67.61	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$78.83	\$81.87
IE	34	Annual	\$116,828.00	\$120,966.00	\$125,102.00	\$129,240.00	\$133,372.00	\$137,509.00	\$141,636.00	\$145,179.00	\$148,811.00	\$152,527.00	\$156,339.00	\$160,249.00	\$166,404.00
		Bi-Wk	\$4,476.17	\$4,634.72	\$4,793.19	\$4,951.73	\$5,110.04	\$5,268.55	\$5,426.67	\$5,562.42	\$5,701.58	\$5,843.95	\$5,990.00	\$6,139.81	\$6,375.64
		Daily	\$447.62	\$463.48	\$479.32	\$495.18	\$511.01	\$526.86	\$542.67	\$556.25	\$570.16	\$584.40	\$599.00	\$613.99	\$637.57
		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	\$85.01
IE	35	Annual	\$121,632.00	\$125,868.00	\$130,112.00	\$134,353.00	\$138,592.00	\$142,826.00	\$147,076.00	\$150,746.00	\$154,518.00	\$158,383.00	\$162,342.00	\$166,404.00	\$172,866.00
		Bi-Wk	\$4,660.23	\$4,822.53	\$4,985.14	\$5,147.63	\$5,310.04	\$5,472.27	\$5,635.10	\$5,775.71	\$5,920.23	\$6,068.32	\$6,220.00	\$6,375.64	\$6,623.22
		Daily	\$466.03	\$482.26	\$498.52	\$514.77	\$531.01	\$547.23	\$563.51	\$577.58	\$592.03	\$606.84	\$622.00	\$637.57	\$662.33
		Hourly	\$62.14	\$64.31	\$66.47	\$68.64	\$70.81	\$72.97	\$75.14	\$77.01	\$78.94	\$80.92	\$82.94	\$85.01	\$88.31
IE	36	Annual	\$126,690.00	\$131,032.00	\$135,388.00	\$139,736.00	\$144,087.00	\$148,431.00	\$152,782.00	\$156,608.00	\$160,517.00	\$164,535.00	\$168,650.00	\$172,866.00	\$179,624.00
		Bi-Wk	\$4,854.03	\$5,020.39	\$5,187.28	\$5,353.87	\$5,520.58	\$5,687.02	\$5,853.72	\$6,000.31	\$6,150.08	\$6,304.03	\$6,461.69	\$6,623.22	\$6,882.15
		Daily	\$485.41	\$502.04	\$518.73	\$535.39	\$552.06	\$568.71	\$585.38	\$600.04	\$615.01	\$630.41	\$646.17	\$662.33	\$688.22
		Hourly	\$64.73	\$66.94	\$69.17	\$71.39	\$73.61	\$75.83	\$78.05	\$80.01	\$82.01	\$84.06	\$86.16	\$88.31	\$91.77
IE	37	Annual	\$131,945.00	\$136,411.00	\$140,884.00	\$145,351.00	\$149,823.00	\$154,292.00	\$158,761.00	\$162,723.00	\$166,796.00	\$170,969.00	\$175,245.00	\$179,624.00	\$186,494.00
		Bi-Wk	\$5,055.37	\$5,226.48	\$5,397.86	\$5,569.01	\$5,740.35	\$5,911.58	\$6,082.80	\$6,234.60	\$6,390.66	\$6,550.54	\$6,714.37	\$6,882.15	\$7,145.37
		Daily	\$505.54	\$522.65	\$539.79	\$556.91	\$574.04	\$591.16	\$608.28	\$623.46	\$639.07	\$655.06	\$671.44	\$688.22	\$714.54
		Hourly	\$67.41	\$69.69	\$71.98	\$74.26	\$76.54	\$78.83	\$81.11	\$83.13	\$85.21	\$87.35	\$89.53	\$91.77	\$95.28
IE	38	Annual	\$137,393.00	\$141,957.00	\$146,531.00	\$151,107.00	\$155,685.00	\$160,253.00	\$164,829.00	\$168,955.00	\$173,177.00	\$177,510.00	\$181,945.00	\$186,494.00	\$193,705.00
		Bi-Wk	\$5,264.10	\$5,438.97	\$5,614.22	\$5,789.55	\$5,964.95	\$6,139.97	\$6,315.29	\$6,473.38	\$6,635.14	\$6,801.15	\$6,971.08	\$7,145.37	\$7,421.65
		Daily	\$526.41	\$543.90	\$561.43	\$578.96	\$596.50	\$614.00	\$631.53	\$647.34	\$663.52	\$680.12	\$697.11	\$714.54	\$742.17
		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	\$98.96
IE	39	Annual	\$143,108.00	\$147,791.00	\$152,466.00	\$157,159.00	\$161,842.00	\$166,514.00	\$171,205.00	\$175,488.00	\$179,876.00	\$184,373.00	\$188,981.00	\$193,705.00	\$201,136.00
		Bi-Wk	\$5,483.07	\$5,662.50	\$5,841.61	\$6,021.42	\$6,200.85	\$6,379.85	\$6,559.58	\$6,723.68	\$6,891.81	\$7,064.10	\$7,240.66	\$7,421.65	\$7,706.37
		Daily	\$548.31	\$566.25	\$584.17	\$602.15	\$620.09	\$637.99	\$655.96	\$672.37	\$689.19	\$706.41	\$724.07	\$742.17	\$770.64
		Hourly	\$73.11	\$75.50	\$77.89	\$80.29	\$82.68	\$85.07	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$98.96	\$102.76
IE	40	Annual	\$149,071.00	\$153,849.00	\$158,642.00	\$163,417.00	\$168,202.00	\$172,983.00	\$177,768.00	\$182,217.00	\$186,772.00	\$191,441.00	\$196,229.00	\$201,136.00	\$208,967.00
		Bi-Wk	\$5,711.54	\$5,894.60	\$6,078.24	\$6,261.19	\$6,444.53	\$6,627.71	\$6,811.10	\$6,981.50	\$7,156.02	\$7,334.91	\$7,518.36	\$7,706.37	\$8,006.40
		Daily	\$571.16	\$589.46	\$607.83	\$626.12	\$644.46	\$662.78	\$681.11	\$698.15	\$715.61	\$733.50	\$751.84	\$770.64	\$800.64
		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	\$106.76
IE	41	Annual	\$155,299.00	\$160,202.00	\$165,099.00	\$170,003.00	\$174,898.00	\$179,796.00	\$184,692.00	\$189,312.00	\$194,046.00	\$198,894.00	\$203,873.00	\$208,967.00	\$217,036.00
		Bi-Wk	\$5,950.16	\$6,138.01	\$6,325.64	\$6,513.53	\$6,701.08	\$6,888.74	\$7,076.33	\$7,253.34	\$7,434.72	\$7,620.46	\$7,811.23	\$8,006.40	\$8,315.56
		Daily	\$595.02	\$613.81	\$632.57	\$651.36	\$670.11	\$688.88	\$707.64	\$725.34	\$743.48	\$762.05	\$781.13	\$800.64	\$831.56
		Hourly	\$79.34	\$81.85	\$84.35	\$86.85	\$89.35	\$91.85	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$106.76	\$110.88
IE	42	Annual	\$161,771.00	\$166,787.00	\$171,798.00	\$176,794.00	\$181,810.00	\$186,812.00	\$191,828.00	\$196,626.00	\$201,540.00	\$206,577.00	\$211,742.00	\$217,036.00	\$225,472.00
		Bi-Wk	\$6,198.13	\$6,390.31	\$6,582.30	\$6,773.72	\$6,965.91	\$7,157.55	\$7,349.74	\$7,533.57	\$7,721.84	\$7,914.83	\$8,112.73	\$8,315.56	\$8,638.78
		Daily	\$619.82	\$639.04	\$658.23	\$677.38	\$696.60	\$715.76	\$734.98	\$753.36	\$772.19	\$791.49	\$811.28	\$831.56	\$863.88
		Hourly	\$82.65	\$85.21	\$87.77	\$90.32	\$92.88	\$95.44	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$110.88	\$115.19
IE	43	Annual	\$168,649.00	\$173,748.00	\$178,864.00	\$183,966.00	\$189,080.00	\$194,180.00	\$199,289.00	\$204,266.00	\$209,378.00	\$214,607.00	\$219,974.00	\$225,472.00	\$231,109.00
		Bi-Wk	\$6,461.65	\$6,657.02	\$6,853.03	\$7,048.51	\$7,244.45	\$7,439.85	\$7,635.60	\$7,826.29	\$8,022.15	\$8,222.50	\$8,428.13	\$8,638.78	\$8,854.76
		Daily	\$646.17	\$665.71	\$685.31	\$704.86	\$724.45	\$743.99	\$763.56	\$782.63	\$802.22	\$822.25	\$842.82	\$863.88	\$885.48
		Hourly	\$86.16	\$88.77	\$91.38	\$93.99	\$96.60	\$99.20	\$101.81	\$104.36	\$106.97	\$109.64	\$112.38	\$115.19	\$118.07