

P-4 LU 37.5 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>
LU	11	Annual	\$41,261.00	\$42,516.00	\$43,781.00	\$45,033.00	\$46,331.00	\$47,647.00	\$48,974.00	\$50,200.00	\$51,454.00
		Bi-Wk	\$1,580.89	\$1,628.97	\$1,677.44	\$1,725.41	\$1,775.14	\$1,825.56	\$1,876.40	\$1,923.38	\$1,971.42
		Daily	\$158.09	\$162.90	\$167.75	\$172.55	\$177.52	\$182.56	\$187.64	\$192.34	\$197.15
		Hourly	\$21.08	\$21.72	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29
LU	12	Annual	\$42,598.00	\$43,914.00	\$45,217.00	\$46,575.00	\$47,941.00	\$49,325.00	\$50,691.00	\$51,959.00	\$53,259.00
		Bi-Wk	\$1,632.11	\$1,682.53	\$1,732.46	\$1,784.49	\$1,836.82	\$1,889.85	\$1,942.19	\$1,990.77	\$2,040.58
		Daily	\$163.22	\$168.26	\$173.25	\$178.45	\$183.69	\$188.99	\$194.22	\$199.08	\$204.06
		Hourly	\$21.77	\$22.44	\$23.10	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21
LU	13	Annual	\$44,998.00	\$46,664.00	\$48,339.00	\$50,006.00	\$51,687.00	\$53,357.00	\$55,040.00	\$56,415.00	\$57,828.00
		Bi-Wk	\$1,724.07	\$1,787.90	\$1,852.07	\$1,915.94	\$1,980.35	\$2,044.33	\$2,108.82	\$2,161.50	\$2,215.64
		Daily	\$172.41	\$178.79	\$185.21	\$191.60	\$198.04	\$204.44	\$210.89	\$216.15	\$221.57
		Hourly	\$22.99	\$23.84	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.82	\$29.55
LU	14	Annual	\$47,106.00	\$48,840.00	\$50,567.00	\$52,298.00	\$54,027.00	\$55,758.00	\$57,483.00	\$58,922.00	\$60,398.00
		Bi-Wk	\$1,804.83	\$1,871.27	\$1,937.44	\$2,003.76	\$2,070.00	\$2,136.33	\$2,202.42	\$2,257.55	\$2,314.10
		Daily	\$180.49	\$187.13	\$193.75	\$200.38	\$207.00	\$213.64	\$220.25	\$225.76	\$231.41
		Hourly	\$24.07	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.11	\$30.86
LU	15	Annual	\$49,370.00	\$51,147.00	\$52,928.00	\$54,707.00	\$56,487.00	\$58,281.00	\$60,056.00	\$61,560.00	\$63,097.00
		Bi-Wk	\$1,891.58	\$1,959.66	\$2,027.90	\$2,096.06	\$2,164.26	\$2,232.99	\$2,301.00	\$2,358.63	\$2,417.51
		Daily	\$189.16	\$195.97	\$202.79	\$209.61	\$216.43	\$223.30	\$230.10	\$235.87	\$241.76
		Hourly	\$25.23	\$26.13	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24
LU	16	Annual	\$51,770.00	\$53,606.00	\$55,440.00	\$57,272.00	\$59,104.00	\$60,945.00	\$62,776.00	\$64,347.00	\$65,954.00
		Bi-Wk	\$1,983.53	\$2,053.87	\$2,124.14	\$2,194.33	\$2,264.53	\$2,335.06	\$2,405.22	\$2,465.41	\$2,526.98
		Daily	\$198.36	\$205.39	\$212.42	\$219.44	\$226.46	\$233.51	\$240.53	\$246.55	\$252.70
		Hourly	\$26.45	\$27.39	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$32.88	\$33.70
LU	17	Annual	\$54,331.00	\$56,220.00	\$58,112.00	\$59,994.00	\$61,884.00	\$63,765.00	\$65,652.00	\$67,295.00	\$68,978.00
		Bi-Wk	\$2,081.65	\$2,154.03	\$2,226.52	\$2,298.63	\$2,371.04	\$2,443.11	\$2,515.41	\$2,578.36	\$2,642.84
		Daily	\$208.17	\$215.41	\$222.66	\$229.87	\$237.11	\$244.32	\$251.55	\$257.84	\$264.29
		Hourly	\$27.76	\$28.73	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.24

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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
LU	18	Annual	\$57,075.00	\$59,013.00	\$60,945.00	\$62,882.00	\$64,808.00	\$66,742.00	\$68,671.00	\$70,395.00	\$72,154.00
		Bi-Wk	\$2,186.79	\$2,261.04	\$2,335.06	\$2,409.28	\$2,483.07	\$2,557.17	\$2,631.08	\$2,697.13	\$2,764.53
		Daily	\$218.68	\$226.11	\$233.51	\$240.93	\$248.31	\$255.72	\$263.11	\$269.72	\$276.46
		Hourly	\$29.16	\$30.15	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87
LU	19	Annual	\$59,884.00	\$61,884.00	\$63,870.00	\$65,865.00	\$67,850.00	\$69,837.00	\$71,826.00	\$73,625.00	\$75,466.00
		Bi-Wk	\$2,294.41	\$2,371.04	\$2,447.13	\$2,523.57	\$2,599.62	\$2,675.75	\$2,751.96	\$2,820.89	\$2,891.42
		Daily	\$229.45	\$237.11	\$244.72	\$252.36	\$259.97	\$267.58	\$275.20	\$282.09	\$289.15
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56
LU	20	Annual	\$62,939.00	\$64,978.00	\$67,012.00	\$69,047.00	\$71,082.00	\$73,119.00	\$75,156.00	\$77,037.00	\$78,963.00
		Bi-Wk	\$2,411.46	\$2,489.58	\$2,567.51	\$2,645.48	\$2,723.45	\$2,801.50	\$2,879.55	\$2,951.61	\$3,025.41
		Daily	\$241.15	\$248.96	\$256.76	\$264.55	\$272.35	\$280.15	\$287.96	\$295.17	\$302.55
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.34
LU	21	Annual	\$66,038.00	\$68,138.00	\$70,230.00	\$72,319.00	\$74,419.00	\$76,508.00	\$78,610.00	\$80,578.00	\$82,591.00
		Bi-Wk	\$2,530.20	\$2,610.66	\$2,690.81	\$2,770.85	\$2,851.31	\$2,931.35	\$3,011.88	\$3,087.28	\$3,164.41
		Daily	\$253.02	\$261.07	\$269.09	\$277.09	\$285.14	\$293.14	\$301.19	\$308.73	\$316.45
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.20
LU	22	Annual	\$67,850.00	\$70,332.00	\$72,824.00	\$75,303.00	\$77,791.00	\$80,276.00	\$82,761.00	\$84,831.00	\$86,953.00
		Bi-Wk	\$2,599.62	\$2,694.72	\$2,790.20	\$2,885.18	\$2,980.50	\$3,075.71	\$3,170.92	\$3,250.23	\$3,331.54
		Daily	\$259.97	\$269.48	\$279.02	\$288.52	\$298.05	\$307.58	\$317.10	\$325.03	\$333.16
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.74	\$41.01	\$42.28	\$43.34	\$44.43
LU	23	Annual	\$71,061.00	\$73,653.00	\$76,235.00	\$78,831.00	\$81,418.00	\$84,008.00	\$86,598.00	\$88,763.00	\$90,986.00
		Bi-Wk	\$2,722.65	\$2,821.96	\$2,920.89	\$3,020.35	\$3,119.47	\$3,218.70	\$3,317.94	\$3,400.89	\$3,486.06
		Daily	\$272.27	\$282.20	\$292.09	\$302.04	\$311.95	\$321.87	\$331.80	\$340.09	\$348.61
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.49

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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>
LU	24	Annual	\$74,476.00	\$77,176.00	\$79,875.00	\$82,578.00	\$85,274.00	\$87,968.00	\$90,671.00	\$92,937.00	\$95,261.00
		Bi-Wk	\$2,853.49	\$2,956.94	\$3,060.35	\$3,163.91	\$3,267.21	\$3,370.43	\$3,473.99	\$3,560.81	\$3,649.85
		Daily	\$285.35	\$295.70	\$306.04	\$316.40	\$326.73	\$337.05	\$347.40	\$356.09	\$364.99
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.32	\$47.48	\$48.67
LU	25	Annual	\$78,118.00	\$80,918.00	\$83,707.00	\$86,505.00	\$89,312.00	\$92,111.00	\$94,905.00	\$97,275.00	\$99,711.00
		Bi-Wk	\$2,993.03	\$3,100.31	\$3,207.17	\$3,314.37	\$3,421.92	\$3,529.16	\$3,636.21	\$3,727.02	\$3,820.35
		Daily	\$299.31	\$310.04	\$320.72	\$331.44	\$342.20	\$352.92	\$363.63	\$372.71	\$382.04
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94
LU	26	Annual	\$81,964.00	\$84,867.00	\$87,775.00	\$90,671.00	\$93,572.00	\$96,477.00	\$99,373.00	\$101,855.00	\$104,402.00
		Bi-Wk	\$3,140.39	\$3,251.61	\$3,363.03	\$3,473.99	\$3,585.14	\$3,696.44	\$3,807.40	\$3,902.50	\$4,000.08
		Daily	\$314.04	\$325.17	\$336.31	\$347.40	\$358.52	\$369.65	\$380.74	\$390.25	\$400.01
		Hourly	\$41.88	\$43.36	\$44.85	\$46.32	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34
LU	27	Annual	\$86,027.00	\$89,036.00	\$92,040.00	\$95,035.00	\$98,040.00	\$101,041.00	\$104,050.00	\$106,650.00	\$109,319.00
		Bi-Wk	\$3,296.06	\$3,411.35	\$3,526.44	\$3,641.19	\$3,756.33	\$3,871.31	\$3,986.60	\$4,086.21	\$4,188.47
		Daily	\$329.61	\$341.14	\$352.65	\$364.12	\$375.64	\$387.14	\$398.66	\$408.63	\$418.85
		Hourly	\$43.95	\$45.49	\$47.02	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85
LU	28	Annual	\$90,373.00	\$93,480.00	\$96,591.00	\$99,705.00	\$102,803.00	\$105,911.00	\$109,016.00	\$111,742.00	\$114,537.00
		Bi-Wk	\$3,462.57	\$3,581.61	\$3,700.81	\$3,820.12	\$3,938.82	\$4,057.90	\$4,176.86	\$4,281.31	\$4,388.40
		Daily	\$346.26	\$358.17	\$370.09	\$382.02	\$393.89	\$405.79	\$417.69	\$428.14	\$438.84
		Hourly	\$46.17	\$47.76	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.52
LU	29	Annual	\$91,240.00	\$94,667.00	\$98,090.00	\$101,518.00	\$104,938.00	\$108,364.00	\$111,783.00	\$114,578.00	\$117,444.00
		Bi-Wk	\$3,495.79	\$3,627.09	\$3,758.24	\$3,889.58	\$4,020.62	\$4,151.88	\$4,282.88	\$4,389.97	\$4,499.78
		Daily	\$349.58	\$362.71	\$375.83	\$388.96	\$402.07	\$415.19	\$428.29	\$439.00	\$449.98
		Hourly	\$46.62	\$48.37	\$50.11	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00
LU	30	Annual	\$94,905.00	\$98,429.00	\$101,959.00	\$105,473.00	\$108,990.00	\$112,516.00	\$116,049.00	\$118,949.00	\$121,921.00
		Bi-Wk	\$3,636.21	\$3,771.23	\$3,906.48	\$4,041.12	\$4,175.87	\$4,310.96	\$4,446.33	\$4,557.44	\$4,671.31
		Daily	\$363.63	\$377.13	\$390.65	\$404.12	\$417.59	\$431.10	\$444.64	\$455.75	\$467.14
		Hourly	\$48.49	\$50.29	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29

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LU	31	Annual	\$98,712.00	\$102,341.00	\$105,970.00	\$109,593.00	\$113,223.00	\$116,849.00	\$120,479.00	\$123,491.00	\$126,577.00
		Bi-Wk	\$3,782.07	\$3,921.12	\$4,060.16	\$4,198.97	\$4,338.05	\$4,476.98	\$4,616.06	\$4,731.46	\$4,849.70
		Daily	\$378.21	\$392.12	\$406.02	\$419.90	\$433.81	\$447.70	\$461.61	\$473.15	\$484.97
		Hourly	\$50.43	\$52.29	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67
LU	32	Annual	\$102,671.00	\$106,395.00	\$110,117.00	\$113,850.00	\$117,578.00	\$121,301.00	\$125,038.00	\$128,166.00	\$131,372.00
		Bi-Wk	\$3,933.76	\$4,076.44	\$4,219.05	\$4,362.07	\$4,504.91	\$4,647.55	\$4,790.73	\$4,910.58	\$5,033.41
		Daily	\$393.38	\$407.65	\$421.91	\$436.21	\$450.50	\$464.76	\$479.08	\$491.06	\$503.35
		Hourly	\$52.46	\$54.36	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12
LU	33	Annual	\$106,800.00	\$110,634.00	\$114,463.00	\$118,293.00	\$122,129.00	\$125,956.00	\$129,798.00	\$133,043.00	\$136,371.00
		Bi-Wk	\$4,091.96	\$4,238.86	\$4,385.56	\$4,532.30	\$4,679.28	\$4,825.91	\$4,973.11	\$5,097.44	\$5,224.95
		Daily	\$409.20	\$423.89	\$438.56	\$453.23	\$467.93	\$482.60	\$497.32	\$509.75	\$522.50
		Hourly	\$54.56	\$56.52	\$58.48	\$60.44	\$62.40	\$64.35	\$66.31	\$67.97	\$69.67
LU	34	Annual	\$111,198.00	\$115,137.00	\$119,070.00	\$123,010.00	\$126,943.00	\$130,883.00	\$134,808.00	\$138,181.00	\$141,635.00
		Bi-Wk	\$4,260.46	\$4,411.38	\$4,562.07	\$4,713.03	\$4,863.72	\$5,014.68	\$5,165.06	\$5,294.30	\$5,426.63
		Daily	\$426.05	\$441.14	\$456.21	\$471.31	\$486.38	\$501.47	\$516.51	\$529.43	\$542.67
		Hourly	\$56.81	\$58.82	\$60.83	\$62.85	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36
LU	35	Annual	\$115,769.00	\$119,805.00	\$123,840.00	\$127,880.00	\$131,911.00	\$135,942.00	\$139,988.00	\$143,484.00	\$147,074.00
		Bi-Wk	\$4,435.60	\$4,590.23	\$4,744.83	\$4,899.62	\$5,054.07	\$5,208.51	\$5,363.53	\$5,497.48	\$5,635.02
		Daily	\$443.56	\$459.03	\$474.49	\$489.97	\$505.41	\$520.86	\$536.36	\$549.75	\$563.51
		Hourly	\$59.15	\$61.21	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14
LU	36	Annual	\$120,583.00	\$124,718.00	\$128,863.00	\$133,000.00	\$137,143.00	\$141,277.00	\$145,420.00	\$149,056.00	\$152,779.00
		Bi-Wk	\$4,620.04	\$4,778.47	\$4,937.28	\$5,095.79	\$5,254.53	\$5,412.92	\$5,571.65	\$5,710.96	\$5,853.61
		Daily	\$462.01	\$477.85	\$493.73	\$509.58	\$525.46	\$541.30	\$557.17	\$571.10	\$585.37
		Hourly	\$61.61	\$63.72	\$65.84	\$67.95	\$70.07	\$72.18	\$74.29	\$76.15	\$78.05

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LU	37	Annual	\$125,585.00	\$129,837.00	\$134,090.00	\$138,345.00	\$142,602.00	\$146,855.00	\$151,109.00	\$154,886.00	\$158,758.00
		Bi-Wk	\$4,811.69	\$4,974.60	\$5,137.55	\$5,300.58	\$5,463.68	\$5,626.63	\$5,789.62	\$5,934.33	\$6,082.69
		Daily	\$481.17	\$497.46	\$513.76	\$530.06	\$546.37	\$562.67	\$578.97	\$593.44	\$608.27
		Hourly	\$64.16	\$66.33	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11
LU	38	Annual	\$130,770.00	\$135,117.00	\$139,474.00	\$143,824.00	\$148,182.00	\$152,530.00	\$156,887.00	\$160,807.00	\$164,827.00
		Bi-Wk	\$5,010.35	\$5,176.90	\$5,343.84	\$5,510.50	\$5,677.48	\$5,844.07	\$6,011.00	\$6,161.19	\$6,315.22
		Daily	\$501.04	\$517.69	\$534.39	\$551.05	\$567.75	\$584.41	\$601.10	\$616.12	\$631.53
		Hourly	\$66.81	\$69.03	\$71.26	\$73.48	\$75.70	\$77.93	\$80.15	\$82.15	\$84.21
LU	39	Annual	\$136,210.00	\$140,669.00	\$145,118.00	\$149,584.00	\$154,040.00	\$158,488.00	\$162,957.00	\$167,030.00	\$171,207.00
		Bi-Wk	\$5,218.78	\$5,389.62	\$5,560.08	\$5,731.19	\$5,901.92	\$6,072.34	\$6,243.57	\$6,399.62	\$6,559.66
		Daily	\$521.88	\$538.97	\$556.01	\$573.12	\$590.20	\$607.24	\$624.36	\$639.97	\$655.97
		Hourly	\$69.59	\$71.87	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47
LU	40	Annual	\$141,885.00	\$146,434.00	\$150,996.00	\$155,542.00	\$160,097.00	\$164,643.00	\$169,200.00	\$173,428.00	\$177,765.00
		Bi-Wk	\$5,436.21	\$5,610.50	\$5,785.29	\$5,959.47	\$6,133.99	\$6,308.17	\$6,482.76	\$6,644.76	\$6,810.92
		Daily	\$543.63	\$561.05	\$578.53	\$595.95	\$613.40	\$630.82	\$648.28	\$664.48	\$681.10
		Hourly	\$72.49	\$74.81	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82
LU	41	Annual	\$147,814.00	\$152,484.00	\$157,142.00	\$161,810.00	\$166,471.00	\$171,131.00	\$175,790.00	\$180,187.00	\$184,691.00
		Bi-Wk	\$5,663.38	\$5,842.30	\$6,020.77	\$6,199.62	\$6,378.20	\$6,556.75	\$6,735.25	\$6,903.72	\$7,076.29
		Daily	\$566.34	\$584.23	\$602.08	\$619.97	\$637.82	\$655.68	\$673.53	\$690.38	\$707.63
		Hourly	\$75.52	\$77.90	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36
LU	42	Annual	\$153,975.00	\$158,747.00	\$163,518.00	\$168,271.00	\$173,048.00	\$177,808.00	\$182,584.00	\$187,151.00	\$191,827.00
		Bi-Wk	\$5,899.43	\$6,082.27	\$6,265.06	\$6,447.17	\$6,630.20	\$6,812.57	\$6,995.56	\$7,170.54	\$7,349.70
		Daily	\$589.95	\$608.23	\$626.51	\$644.72	\$663.02	\$681.26	\$699.56	\$717.06	\$734.97
		Hourly	\$78.66	\$81.10	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00
LU	43	Annual	\$160,517.00	\$165,377.00	\$170,242.00	\$175,100.00	\$179,968.00	\$184,821.00	\$189,684.00	\$194,425.00	\$199,288.00
		Bi-Wk	\$6,150.08	\$6,336.29	\$6,522.69	\$6,708.82	\$6,895.33	\$7,081.27	\$7,267.59	\$7,449.24	\$7,635.56
		Daily	\$615.01	\$633.63	\$652.27	\$670.89	\$689.54	\$708.13	\$726.76	\$744.93	\$763.56
		Hourly	\$82.01	\$84.49	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81

P-4 LU 37.5 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>
LU	11	Annual	\$42,293.00	\$43,579.00	\$44,876.00	\$46,159.00	\$47,490.00	\$48,839.00	\$50,199.00	\$51,455.00	\$52,741.00
		Bi-Wk	\$1,620.43	\$1,669.70	\$1,719.39	\$1,768.55	\$1,819.55	\$1,871.23	\$1,923.34	\$1,971.46	\$2,020.73
		Daily	\$162.05	\$166.97	\$171.94	\$176.86	\$181.96	\$187.13	\$192.34	\$197.15	\$202.08
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95
LU	12	Annual	\$43,663.00	\$45,012.00	\$46,348.00	\$47,740.00	\$49,140.00	\$50,559.00	\$51,959.00	\$53,258.00	\$54,591.00
		Bi-Wk	\$1,672.92	\$1,724.60	\$1,775.79	\$1,829.12	\$1,882.76	\$1,937.13	\$1,990.77	\$2,040.54	\$2,091.61
		Daily	\$167.30	\$172.46	\$177.58	\$182.92	\$188.28	\$193.72	\$199.08	\$204.06	\$209.17
		Hourly	\$22.31	\$23.00	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89
LU	13	Annual	\$46,123.00	\$47,831.00	\$49,548.00	\$51,257.00	\$52,980.00	\$54,691.00	\$56,416.00	\$57,826.00	\$59,274.00
		Bi-Wk	\$1,767.17	\$1,832.61	\$1,898.40	\$1,963.87	\$2,029.89	\$2,095.45	\$2,161.54	\$2,215.56	\$2,271.04
		Daily	\$176.72	\$183.27	\$189.84	\$196.39	\$202.99	\$209.55	\$216.16	\$221.56	\$227.11
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29
LU	14	Annual	\$48,284.00	\$50,061.00	\$51,832.00	\$53,606.00	\$55,378.00	\$57,152.00	\$58,921.00	\$60,396.00	\$61,908.00
		Bi-Wk	\$1,849.97	\$1,918.05	\$1,985.91	\$2,053.87	\$2,121.77	\$2,189.74	\$2,257.51	\$2,314.03	\$2,371.96
		Daily	\$185.00	\$191.81	\$198.60	\$205.39	\$212.18	\$218.98	\$225.76	\$231.41	\$237.20
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.30	\$29.20	\$30.11	\$30.86	\$31.63
LU	15	Annual	\$50,605.00	\$52,426.00	\$54,252.00	\$56,075.00	\$57,900.00	\$59,739.00	\$61,558.00	\$63,099.00	\$64,675.00
		Bi-Wk	\$1,938.89	\$2,008.66	\$2,078.63	\$2,148.47	\$2,218.40	\$2,288.86	\$2,358.55	\$2,417.59	\$2,477.97
		Daily	\$193.89	\$200.87	\$207.87	\$214.85	\$221.84	\$228.89	\$235.86	\$241.76	\$247.80
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04
LU	16	Annual	\$53,065.00	\$54,947.00	\$56,826.00	\$58,704.00	\$60,582.00	\$62,469.00	\$64,346.00	\$65,956.00	\$67,603.00
		Bi-Wk	\$2,033.15	\$2,105.25	\$2,177.25	\$2,249.20	\$2,321.15	\$2,393.45	\$2,465.37	\$2,527.05	\$2,590.16
		Daily	\$203.32	\$210.53	\$217.73	\$224.92	\$232.12	\$239.35	\$246.54	\$252.71	\$259.02
		Hourly	\$27.11	\$28.07	\$29.03	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54
LU	17	Annual	\$55,690.00	\$57,626.00	\$59,565.00	\$61,494.00	\$63,432.00	\$65,360.00	\$67,294.00	\$68,978.00	\$70,703.00
		Bi-Wk	\$2,133.72	\$2,207.90	\$2,282.19	\$2,356.10	\$2,430.35	\$2,504.22	\$2,578.32	\$2,642.84	\$2,708.93
		Daily	\$213.38	\$220.79	\$228.22	\$235.61	\$243.04	\$250.43	\$257.84	\$264.29	\$270.90
		Hourly	\$28.45	\$29.44	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.12
LU	18	Annual	\$58,502.00	\$60,489.00	\$62,469.00	\$64,455.00	\$66,429.00	\$68,411.00	\$70,388.00	\$72,155.00	\$73,958.00
		Bi-Wk	\$2,241.46	\$2,317.59	\$2,393.45	\$2,469.55	\$2,545.18	\$2,621.12	\$2,696.86	\$2,764.56	\$2,833.64
		Daily	\$224.15	\$231.76	\$239.35	\$246.96	\$254.52	\$262.12	\$269.69	\$276.46	\$283.37
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79

P-4 LU 37.5 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>
LU	19	Annual	\$61,382.00	\$63,432.00	\$65,467.00	\$67,512.00	\$69,547.00	\$71,583.00	\$73,622.00	\$75,466.00	\$77,353.00
		Bi-Wk	\$2,351.81	\$2,430.35	\$2,508.32	\$2,586.67	\$2,664.64	\$2,742.65	\$2,820.77	\$2,891.42	\$2,963.72
		Daily	\$235.19	\$243.04	\$250.84	\$258.67	\$266.47	\$274.27	\$282.08	\$289.15	\$296.38
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52
LU	20	Annual	\$64,513.00	\$66,603.00	\$68,688.00	\$70,774.00	\$72,860.00	\$74,947.00	\$77,035.00	\$78,963.00	\$80,938.00
		Bi-Wk	\$2,471.77	\$2,551.84	\$2,631.73	\$2,711.65	\$2,791.58	\$2,871.54	\$2,951.54	\$3,025.41	\$3,101.08
		Daily	\$247.18	\$255.19	\$263.18	\$271.17	\$279.16	\$287.16	\$295.16	\$302.55	\$310.11
		Hourly	\$32.96	\$34.03	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.35
LU	21	Annual	\$67,689.00	\$69,842.00	\$71,986.00	\$74,127.00	\$76,280.00	\$78,421.00	\$80,576.00	\$82,593.00	\$84,656.00
		Bi-Wk	\$2,593.45	\$2,675.94	\$2,758.09	\$2,840.12	\$2,922.61	\$3,004.64	\$3,087.21	\$3,164.49	\$3,243.53
		Daily	\$259.35	\$267.60	\$275.81	\$284.02	\$292.27	\$300.47	\$308.73	\$316.45	\$324.36
		Hourly	\$34.58	\$35.68	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25
LU	22	Annual	\$69,547.00	\$72,091.00	\$74,645.00	\$77,186.00	\$79,736.00	\$82,283.00	\$84,831.00	\$86,952.00	\$89,127.00
		Bi-Wk	\$2,664.64	\$2,762.11	\$2,859.97	\$2,957.32	\$3,055.02	\$3,152.61	\$3,250.23	\$3,331.50	\$3,414.83
		Daily	\$266.47	\$276.22	\$286.00	\$295.74	\$305.51	\$315.27	\$325.03	\$333.15	\$341.49
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54
LU	23	Annual	\$72,838.00	\$75,495.00	\$78,141.00	\$80,802.00	\$83,454.00	\$86,109.00	\$88,763.00	\$90,983.00	\$93,261.00
		Bi-Wk	\$2,790.73	\$2,892.53	\$2,993.91	\$3,095.87	\$3,197.48	\$3,299.20	\$3,400.89	\$3,485.94	\$3,573.22
		Daily	\$279.08	\$289.26	\$299.40	\$309.59	\$319.75	\$329.92	\$340.09	\$348.60	\$357.33
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.65
LU	24	Annual	\$76,338.00	\$79,106.00	\$81,872.00	\$84,643.00	\$87,406.00	\$90,168.00	\$92,938.00	\$95,261.00	\$97,643.00
		Bi-Wk	\$2,924.83	\$3,030.89	\$3,136.86	\$3,243.03	\$3,348.89	\$3,454.72	\$3,560.85	\$3,649.85	\$3,741.12
		Daily	\$292.49	\$303.09	\$313.69	\$324.31	\$334.89	\$345.48	\$356.09	\$364.99	\$374.12
		Hourly	\$39.00	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89
LU	25	Annual	\$80,071.00	\$82,941.00	\$85,800.00	\$88,668.00	\$91,545.00	\$94,414.00	\$97,278.00	\$99,707.00	\$102,204.00
		Bi-Wk	\$3,067.86	\$3,177.82	\$3,287.36	\$3,397.25	\$3,507.48	\$3,617.40	\$3,727.13	\$3,820.20	\$3,915.87
		Daily	\$306.79	\$317.79	\$328.74	\$339.73	\$350.75	\$361.74	\$372.72	\$382.02	\$391.59
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22
LU	26	Annual	\$84,014.00	\$86,989.00	\$89,970.00	\$92,938.00	\$95,912.00	\$98,889.00	\$101,858.00	\$104,402.00	\$107,013.00
		Bi-Wk	\$3,218.93	\$3,332.92	\$3,447.13	\$3,560.85	\$3,674.79	\$3,788.86	\$3,902.61	\$4,000.08	\$4,100.12
		Daily	\$321.90	\$333.30	\$344.72	\$356.09	\$367.48	\$378.89	\$390.27	\$400.01	\$410.02
		Hourly	\$42.92	\$44.44	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.67

P-4 LU 37.5 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>
LU	27	Annual	\$88,178.00	\$91,262.00	\$94,341.00	\$97,411.00	\$100,491.00	\$103,568.00	\$106,652.00	\$109,317.00	\$112,052.00
		Bi-Wk	\$3,378.47	\$3,496.63	\$3,614.60	\$3,732.23	\$3,850.23	\$3,968.13	\$4,086.29	\$4,188.40	\$4,293.19
		Daily	\$337.85	\$349.67	\$361.46	\$373.23	\$385.03	\$396.82	\$408.63	\$418.84	\$429.32
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25
LU	28	Annual	\$92,633.00	\$95,817.00	\$99,006.00	\$102,198.00	\$105,374.00	\$108,559.00	\$111,742.00	\$114,536.00	\$117,401.00
		Bi-Wk	\$3,549.16	\$3,671.15	\$3,793.34	\$3,915.64	\$4,037.32	\$4,159.35	\$4,281.31	\$4,388.36	\$4,498.13
		Daily	\$354.92	\$367.12	\$379.34	\$391.57	\$403.74	\$415.94	\$428.14	\$438.84	\$449.82
		Hourly	\$47.33	\$48.95	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.52	\$59.98
LU	29	Annual	\$93,521.00	\$97,034.00	\$100,543.00	\$104,056.00	\$107,562.00	\$111,074.00	\$114,578.00	\$117,443.00	\$120,381.00
		Bi-Wk	\$3,583.19	\$3,717.78	\$3,852.23	\$3,986.82	\$4,121.15	\$4,255.71	\$4,389.97	\$4,499.74	\$4,612.30
		Daily	\$358.32	\$371.78	\$385.23	\$398.69	\$412.12	\$425.58	\$439.00	\$449.98	\$461.23
		Hourly	\$47.78	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50
LU	30	Annual	\$97,278.00	\$100,890.00	\$104,508.00	\$108,110.00	\$111,715.00	\$115,329.00	\$118,951.00	\$121,923.00	\$124,970.00
		Bi-Wk	\$3,727.13	\$3,865.52	\$4,004.14	\$4,142.15	\$4,280.27	\$4,418.74	\$4,557.51	\$4,671.38	\$4,788.13
		Daily	\$372.72	\$386.56	\$400.42	\$414.22	\$428.03	\$441.88	\$455.76	\$467.14	\$478.82
		Hourly	\$49.70	\$51.55	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85
LU	31	Annual	\$101,180.00	\$104,900.00	\$108,620.00	\$112,333.00	\$116,054.00	\$119,771.00	\$123,491.00	\$126,579.00	\$129,742.00
		Bi-Wk	\$3,876.63	\$4,019.16	\$4,161.69	\$4,303.95	\$4,446.52	\$4,588.93	\$4,731.46	\$4,849.78	\$4,970.96
		Daily	\$387.67	\$401.92	\$416.17	\$430.40	\$444.66	\$458.90	\$473.15	\$484.98	\$497.10
		Hourly	\$51.69	\$53.59	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28
LU	32	Annual	\$105,238.00	\$109,055.00	\$112,870.00	\$116,697.00	\$120,518.00	\$124,334.00	\$128,164.00	\$131,371.00	\$134,657.00
		Bi-Wk	\$4,032.11	\$4,178.36	\$4,324.53	\$4,471.15	\$4,617.55	\$4,763.76	\$4,910.50	\$5,033.38	\$5,159.28
		Daily	\$403.22	\$417.84	\$432.46	\$447.12	\$461.76	\$476.38	\$491.05	\$503.34	\$515.93
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80
LU	33	Annual	\$109,470.00	\$113,400.00	\$117,325.00	\$121,251.00	\$125,183.00	\$129,105.00	\$133,043.00	\$136,370.00	\$139,781.00
		Bi-Wk	\$4,194.26	\$4,344.83	\$4,495.22	\$4,645.64	\$4,796.29	\$4,946.56	\$5,097.44	\$5,224.91	\$5,355.60
		Daily	\$419.43	\$434.49	\$449.53	\$464.57	\$479.63	\$494.66	\$509.75	\$522.50	\$535.56
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.96	\$65.96	\$67.97	\$69.67	\$71.41
LU	34	Annual	\$113,978.00	\$118,016.00	\$122,047.00	\$126,086.00	\$130,117.00	\$134,156.00	\$138,179.00	\$141,636.00	\$145,176.00
		Bi-Wk	\$4,366.98	\$4,521.69	\$4,676.14	\$4,830.89	\$4,985.33	\$5,140.08	\$5,294.22	\$5,426.67	\$5,562.30
		Daily	\$436.70	\$452.17	\$467.62	\$483.09	\$498.54	\$514.01	\$529.43	\$542.67	\$556.23
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.59	\$72.36	\$74.17

P-4 LU 37.5 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>
LU	35	Annual	\$118,664.00	\$122,801.00	\$126,936.00	\$131,077.00	\$135,209.00	\$139,341.00	\$143,488.00	\$147,072.00	\$150,751.00
		Bi-Wk	\$4,546.52	\$4,705.02	\$4,863.45	\$5,022.11	\$5,180.43	\$5,338.74	\$5,497.63	\$5,634.95	\$5,775.91
		Daily	\$454.66	\$470.51	\$486.35	\$502.22	\$518.05	\$533.88	\$549.77	\$563.50	\$577.60
		Hourly	\$60.63	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02
LU	36	Annual	\$123,598.00	\$127,836.00	\$132,085.00	\$136,325.00	\$140,572.00	\$144,809.00	\$149,056.00	\$152,783.00	\$156,599.00
		Bi-Wk	\$4,735.56	\$4,897.94	\$5,060.73	\$5,223.19	\$5,385.91	\$5,548.24	\$5,710.96	\$5,853.76	\$5,999.97
		Daily	\$473.56	\$489.80	\$506.08	\$522.32	\$538.60	\$554.83	\$571.10	\$585.38	\$600.00
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.00
LU	37	Annual	\$128,725.00	\$133,083.00	\$137,443.00	\$141,804.00	\$146,168.00	\$150,527.00	\$154,887.00	\$158,759.00	\$162,727.00
		Bi-Wk	\$4,932.00	\$5,098.97	\$5,266.02	\$5,433.11	\$5,600.31	\$5,767.32	\$5,934.37	\$6,082.73	\$6,234.76
		Daily	\$493.20	\$509.90	\$526.61	\$543.32	\$560.04	\$576.74	\$593.44	\$608.28	\$623.48
		Hourly	\$65.76	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.14
LU	38	Annual	\$134,040.00	\$138,495.00	\$142,961.00	\$147,420.00	\$151,887.00	\$156,344.00	\$160,810.00	\$164,828.00	\$168,948.00
		Bi-Wk	\$5,135.64	\$5,306.33	\$5,477.44	\$5,648.28	\$5,819.43	\$5,990.20	\$6,161.31	\$6,315.25	\$6,473.11
		Daily	\$513.57	\$530.64	\$547.75	\$564.83	\$581.95	\$599.02	\$616.14	\$631.53	\$647.32
		Hourly	\$68.48	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.16	\$84.21	\$86.31
LU	39	Annual	\$139,616.00	\$144,186.00	\$148,746.00	\$153,324.00	\$157,891.00	\$162,451.00	\$167,031.00	\$171,206.00	\$175,488.00
		Bi-Wk	\$5,349.28	\$5,524.37	\$5,699.09	\$5,874.49	\$6,049.47	\$6,224.18	\$6,399.66	\$6,559.62	\$6,723.68
		Daily	\$534.93	\$552.44	\$569.91	\$587.45	\$604.95	\$622.42	\$639.97	\$655.97	\$672.37
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.66	\$82.99	\$85.33	\$87.47	\$89.65
LU	40	Annual	\$145,433.00	\$150,095.00	\$154,771.00	\$159,431.00	\$164,100.00	\$168,760.00	\$173,430.00	\$177,764.00	\$182,210.00
		Bi-Wk	\$5,572.15	\$5,750.77	\$5,929.93	\$6,108.47	\$6,287.36	\$6,465.91	\$6,644.83	\$6,810.89	\$6,981.23
		Daily	\$557.22	\$575.08	\$593.00	\$610.85	\$628.74	\$646.60	\$664.49	\$681.09	\$698.13
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09
LU	41	Annual	\$151,510.00	\$156,297.00	\$161,071.00	\$165,856.00	\$170,633.00	\$175,410.00	\$180,185.00	\$184,692.00	\$189,309.00
		Bi-Wk	\$5,804.99	\$5,988.40	\$6,171.31	\$6,354.64	\$6,537.67	\$6,720.69	\$6,903.64	\$7,076.33	\$7,253.22
		Daily	\$580.50	\$598.84	\$617.14	\$635.47	\$653.77	\$672.07	\$690.37	\$707.64	\$725.33
		Hourly	\$77.40	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.71
LU	42	Annual	\$157,825.00	\$162,716.00	\$167,606.00	\$172,478.00	\$177,375.00	\$182,254.00	\$187,149.00	\$191,830.00	\$196,623.00
		Bi-Wk	\$6,046.94	\$6,234.33	\$6,421.69	\$6,608.36	\$6,795.98	\$6,982.92	\$7,170.46	\$7,349.81	\$7,533.45
		Daily	\$604.70	\$623.44	\$642.17	\$660.84	\$679.60	\$698.30	\$717.05	\$734.99	\$753.35
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45

P-4 LU 37.5 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>
LU	43	Annual	\$164,530.00	\$169,512.00	\$174,499.00	\$179,478.00	\$184,468.00	\$189,442.00	\$194,427.00	\$199,286.00	\$204,271.00
		Bi-Wk	\$6,303.84	\$6,494.72	\$6,685.79	\$6,876.56	\$7,067.74	\$7,258.32	\$7,449.32	\$7,635.48	\$7,826.48
		Daily	\$630.39	\$649.48	\$668.58	\$687.66	\$706.78	\$725.84	\$744.94	\$763.55	\$782.65
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36