

P-4 ES 35-Hours Salary Plan Effective 07/01/2019														
<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
ES	11	Annual	\$ 35,414.00	\$ 36,487.00	\$ 37,574.00	\$ 38,654.00	\$ 39,764.00	\$ 40,894.00	\$ 42,033.00	\$ 43,089.00	\$ 44,163.00	\$ 45,264.00	\$ 46,402.00	\$ 47,564.00
		Bi-Wk	\$ 1,356.86	\$ 1,397.97	\$ 1,439.62	\$ 1,481.00	\$ 1,523.53	\$ 1,566.82	\$ 1,610.46	\$ 1,650.92	\$ 1,692.07	\$ 1,734.26	\$ 1,777.86	\$ 1,822.38
		Daily	\$ 135.69	\$ 139.80	\$ 143.97	\$ 148.10	\$ 152.36	\$ 156.69	\$ 161.05	\$ 165.10	\$ 169.21	\$ 173.43	\$ 177.79	\$ 182.24
		Hourly	\$ 19.39	\$ 19.98	\$ 20.57	\$ 21.16	\$ 21.77	\$ 22.39	\$ 23.01	\$ 23.59	\$ 24.18	\$ 24.78	\$ 25.40	\$ 26.04
ES	12	Annual	\$ 36,560.00	\$ 37,692.00	\$ 38,810.00	\$ 39,976.00	\$ 41,148.00	\$ 42,334.00	\$ 43,509.00	\$ 44,595.00	\$ 45,710.00	\$ 46,853.00	\$ 48,024.00	\$ 49,225.00
		Bi-Wk	\$ 1,400.77	\$ 1,444.14	\$ 1,486.98	\$ 1,531.65	\$ 1,576.56	\$ 1,622.00	\$ 1,667.02	\$ 1,708.63	\$ 1,751.35	\$ 1,795.14	\$ 1,840.00	\$ 1,886.02
		Daily	\$ 140.08	\$ 144.42	\$ 148.70	\$ 153.17	\$ 157.66	\$ 162.20	\$ 166.71	\$ 170.87	\$ 175.14	\$ 179.52	\$ 184.00	\$ 188.61
		Hourly	\$ 20.02	\$ 20.64	\$ 21.25	\$ 21.89	\$ 22.53	\$ 23.18	\$ 23.82	\$ 24.41	\$ 25.02	\$ 25.65	\$ 26.29	\$ 26.95
ES	13	Annual	\$ 38,622.00	\$ 40,051.00	\$ 41,488.00	\$ 42,919.00	\$ 44,364.00	\$ 45,795.00	\$ 47,240.00	\$ 48,423.00	\$ 49,634.00	\$ 50,878.00	\$ 52,149.00	\$ 53,454.00
		Bi-Wk	\$ 1,479.78	\$ 1,534.53	\$ 1,589.58	\$ 1,644.41	\$ 1,699.78	\$ 1,754.60	\$ 1,809.97	\$ 1,855.29	\$ 1,901.69	\$ 1,949.35	\$ 1,998.05	\$ 2,048.05
		Daily	\$ 147.98	\$ 153.46	\$ 158.96	\$ 164.45	\$ 169.98	\$ 175.46	\$ 181.00	\$ 185.53	\$ 190.17	\$ 194.94	\$ 199.81	\$ 204.81
		Hourly	\$ 21.14	\$ 21.93	\$ 22.71	\$ 23.50	\$ 24.29	\$ 25.07	\$ 25.86	\$ 26.51	\$ 27.17	\$ 27.85	\$ 28.55	\$ 29.26
ES	14	Annual	\$ 40,429.00	\$ 41,918.00	\$ 43,401.00	\$ 44,888.00	\$ 46,368.00	\$ 47,855.00	\$ 49,338.00	\$ 50,574.00	\$ 51,834.00	\$ 53,129.00	\$ 54,460.00	\$ 55,823.00
		Bi-Wk	\$ 1,549.01	\$ 1,606.06	\$ 1,662.88	\$ 1,719.85	\$ 1,776.56	\$ 1,833.53	\$ 1,890.35	\$ 1,937.71	\$ 1,985.98	\$ 2,035.60	\$ 2,086.60	\$ 2,138.82
		Daily	\$ 154.91	\$ 160.61	\$ 166.29	\$ 171.99	\$ 177.66	\$ 183.36	\$ 189.04	\$ 193.78	\$ 198.60	\$ 203.56	\$ 208.66	\$ 213.89
		Hourly	\$ 22.13	\$ 22.95	\$ 23.76	\$ 24.57	\$ 25.38	\$ 26.20	\$ 27.01	\$ 27.69	\$ 28.38	\$ 29.08	\$ 29.81	\$ 30.56
ES	15	Annual	\$ 42,372.00	\$ 43,901.00	\$ 45,428.00	\$ 46,952.00	\$ 48,484.00	\$ 50,022.00	\$ 51,545.00	\$ 52,835.00	\$ 54,156.00	\$ 55,513.00	\$ 56,902.00	\$ 58,325.00
		Bi-Wk	\$ 1,623.45	\$ 1,682.04	\$ 1,740.54	\$ 1,798.93	\$ 1,857.63	\$ 1,916.56	\$ 1,974.91	\$ 2,024.33	\$ 2,074.95	\$ 2,126.94	\$ 2,180.16	\$ 2,234.68
		Daily	\$ 162.35	\$ 168.21	\$ 174.06	\$ 179.90	\$ 185.77	\$ 191.66	\$ 197.50	\$ 202.44	\$ 207.50	\$ 212.70	\$ 218.02	\$ 223.47
		Hourly	\$ 23.20	\$ 24.03	\$ 24.87	\$ 25.70	\$ 26.54	\$ 27.38	\$ 28.22	\$ 28.92	\$ 29.65	\$ 30.39	\$ 31.15	\$ 31.93
ES	16	Annual	\$ 44,433.00	\$ 46,011.00	\$ 47,586.00	\$ 49,158.00	\$ 50,728.00	\$ 52,310.00	\$ 53,881.00	\$ 55,224.00	\$ 56,605.00	\$ 58,023.00	\$ 59,473.00	\$ 60,961.00
		Bi-Wk	\$ 1,702.42	\$ 1,762.88	\$ 1,823.22	\$ 1,883.45	\$ 1,943.61	\$ 2,004.22	\$ 2,064.41	\$ 2,115.87	\$ 2,168.78	\$ 2,223.11	\$ 2,278.66	\$ 2,335.68
		Daily	\$ 170.25	\$ 176.29	\$ 182.33	\$ 188.35	\$ 194.37	\$ 200.43	\$ 206.45	\$ 211.59	\$ 216.88	\$ 222.32	\$ 227.87	\$ 233.57
		Hourly	\$ 24.33	\$ 25.19	\$ 26.05	\$ 26.91	\$ 27.77	\$ 28.64	\$ 29.50	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.56	\$ 33.37
ES	17	Annual	\$ 46,632.00	\$ 48,253.00	\$ 49,876.00	\$ 51,494.00	\$ 53,115.00	\$ 54,729.00	\$ 56,350.00	\$ 57,760.00	\$ 59,208.00	\$ 60,687.00	\$ 62,203.00	\$ 63,758.00
		Bi-Wk	\$ 1,786.67	\$ 1,848.78	\$ 1,910.96	\$ 1,972.96	\$ 2,035.06	\$ 2,096.90	\$ 2,159.01	\$ 2,213.03	\$ 2,268.51	\$ 2,325.18	\$ 2,383.26	\$ 2,442.84
		Daily	\$ 178.67	\$ 184.88	\$ 191.10	\$ 197.30	\$ 203.51	\$ 209.69	\$ 215.91	\$ 221.31	\$ 226.86	\$ 232.52	\$ 238.33	\$ 244.29
		Hourly	\$ 25.53	\$ 26.42	\$ 27.30	\$ 28.19	\$ 29.08	\$ 29.96	\$ 30.85	\$ 31.62	\$ 32.41	\$ 33.22	\$ 34.05	\$ 34.90
ES	18	Annual	\$ 48,986.00	\$ 50,650.00	\$ 52,310.00	\$ 53,971.00	\$ 55,625.00	\$ 57,286.00	\$ 58,943.00	\$ 60,420.00	\$ 61,928.00	\$ 63,476.00	\$ 65,063.00	\$ 66,691.00
		Bi-Wk	\$ 1,876.86	\$ 1,940.62	\$ 2,004.22	\$ 2,067.86	\$ 2,131.23	\$ 2,194.87	\$ 2,258.36	\$ 2,314.95	\$ 2,372.73	\$ 2,432.04	\$ 2,492.84	\$ 2,555.22
		Daily	\$ 187.69	\$ 194.07	\$ 200.43	\$ 206.79	\$ 213.13	\$ 219.49	\$ 225.84	\$ 231.50	\$ 237.28	\$ 243.21	\$ 249.29	\$ 255.53
		Hourly	\$ 26.82	\$ 27.73	\$ 28.64	\$ 29.55	\$ 30.45	\$ 31.36	\$ 32.27	\$ 33.08	\$ 33.90	\$ 34.75	\$ 35.62	\$ 36.51

*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."

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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>
ES	19	Annual	\$ 51,400.00	\$ 53,115.00	\$ 54,820.00	\$ 56,531.00	\$ 58,233.00	\$ 59,940.00	\$ 61,649.00	\$ 63,189.00	\$ 64,770.00	\$ 66,386.00	\$ 68,047.00	\$ 69,750.00
		Bi-Wk	\$ 1,969.35	\$ 2,035.06	\$ 2,100.39	\$ 2,165.94	\$ 2,231.15	\$ 2,296.56	\$ 2,362.04	\$ 2,421.04	\$ 2,481.61	\$ 2,543.53	\$ 2,607.17	\$ 2,672.42
		Daily	\$ 196.94	\$ 203.51	\$ 210.04	\$ 216.60	\$ 223.12	\$ 229.66	\$ 236.21	\$ 242.11	\$ 248.17	\$ 254.36	\$ 260.72	\$ 267.25
		Hourly	\$ 28.14	\$ 29.08	\$ 30.01	\$ 30.95	\$ 31.88	\$ 32.81	\$ 33.75	\$ 34.59	\$ 35.46	\$ 36.34	\$ 37.25	\$ 38.18
ES	20	Annual	\$ 54,019.00	\$ 55,768.00	\$ 57,519.00	\$ 59,263.00	\$ 61,009.00	\$ 62,758.00	\$ 64,507.00	\$ 66,120.00	\$ 67,779.00	\$ 69,471.00	\$ 71,206.00	\$ 72,989.00
		Bi-Wk	\$ 2,069.70	\$ 2,136.71	\$ 2,203.80	\$ 2,270.62	\$ 2,337.51	\$ 2,404.53	\$ 2,471.54	\$ 2,533.34	\$ 2,596.90	\$ 2,661.73	\$ 2,728.20	\$ 2,796.52
		Daily	\$ 206.97	\$ 213.68	\$ 220.38	\$ 227.07	\$ 233.76	\$ 240.46	\$ 247.16	\$ 253.34	\$ 259.69	\$ 266.18	\$ 272.82	\$ 279.66
		Hourly	\$ 29.57	\$ 30.53	\$ 31.49	\$ 32.44	\$ 33.40	\$ 34.36	\$ 35.31	\$ 36.20	\$ 37.10	\$ 38.03	\$ 38.98	\$ 39.96
ES	21	Annual	\$ 56,681.00	\$ 58,483.00	\$ 60,276.00	\$ 62,072.00	\$ 63,876.00	\$ 65,667.00	\$ 67,472.00	\$ 69,159.00	\$ 70,884.00	\$ 72,656.00	\$ 74,472.00	\$ 76,336.00
		Bi-Wk	\$ 2,171.69	\$ 2,240.73	\$ 2,309.43	\$ 2,378.24	\$ 2,447.36	\$ 2,515.98	\$ 2,585.14	\$ 2,649.78	\$ 2,715.87	\$ 2,783.76	\$ 2,853.34	\$ 2,924.76
		Daily	\$ 217.17	\$ 224.08	\$ 230.95	\$ 237.83	\$ 244.74	\$ 251.60	\$ 258.52	\$ 264.98	\$ 271.59	\$ 278.38	\$ 285.34	\$ 292.48
		Hourly	\$ 31.03	\$ 32.02	\$ 33.00	\$ 33.98	\$ 34.97	\$ 35.95	\$ 36.94	\$ 37.86	\$ 38.80	\$ 39.77	\$ 40.77	\$ 41.79
ES	22	Annual	\$ 58,233.00	\$ 60,366.00	\$ 62,502.00	\$ 64,631.00	\$ 66,769.00	\$ 68,899.00	\$ 71,034.00	\$ 72,808.00	\$ 74,636.00	\$ 76,499.00	\$ 78,412.00	\$ 80,373.00
		Bi-Wk	\$ 2,231.15	\$ 2,312.88	\$ 2,394.72	\$ 2,476.29	\$ 2,558.20	\$ 2,639.81	\$ 2,721.61	\$ 2,789.58	\$ 2,859.62	\$ 2,931.00	\$ 3,004.30	\$ 3,079.43
		Daily	\$ 223.12	\$ 231.29	\$ 239.48	\$ 247.63	\$ 255.82	\$ 263.99	\$ 272.17	\$ 278.96	\$ 285.97	\$ 293.10	\$ 300.43	\$ 307.95
		Hourly	\$ 31.88	\$ 33.05	\$ 34.22	\$ 35.38	\$ 36.55	\$ 37.72	\$ 38.89	\$ 39.86	\$ 40.86	\$ 41.88	\$ 42.92	\$ 44.00
ES	23	Annual	\$ 60,991.00	\$ 63,215.00	\$ 65,432.00	\$ 67,662.00	\$ 69,881.00	\$ 72,105.00	\$ 74,327.00	\$ 76,185.00	\$ 78,087.00	\$ 80,041.00	\$ 82,045.00	\$ 84,095.00
		Bi-Wk	\$ 2,336.82	\$ 2,422.04	\$ 2,506.98	\$ 2,592.42	\$ 2,677.44	\$ 2,762.65	\$ 2,847.78	\$ 2,918.97	\$ 2,991.84	\$ 3,066.71	\$ 3,143.49	\$ 3,222.04
		Daily	\$ 233.69	\$ 242.21	\$ 250.70	\$ 259.25	\$ 267.75	\$ 276.27	\$ 284.78	\$ 291.90	\$ 299.19	\$ 306.68	\$ 314.35	\$ 322.21
		Hourly	\$ 33.39	\$ 34.61	\$ 35.82	\$ 37.04	\$ 38.25	\$ 39.47	\$ 40.69	\$ 41.70	\$ 42.75	\$ 43.82	\$ 44.91	\$ 46.03
ES	24	Annual	\$ 63,923.00	\$ 66,240.00	\$ 68,557.00	\$ 70,877.00	\$ 73,192.00	\$ 75,503.00	\$ 77,826.00	\$ 79,769.00	\$ 81,765.00	\$ 83,807.00	\$ 85,900.00	\$ 88,049.00
		Bi-Wk	\$ 2,449.16	\$ 2,537.94	\$ 2,626.71	\$ 2,715.60	\$ 2,804.30	\$ 2,892.84	\$ 2,981.84	\$ 3,056.29	\$ 3,132.76	\$ 3,211.00	\$ 3,291.19	\$ 3,373.53
		Daily	\$ 244.92	\$ 253.80	\$ 262.68	\$ 271.56	\$ 280.43	\$ 289.29	\$ 298.19	\$ 305.63	\$ 313.28	\$ 321.10	\$ 329.12	\$ 337.36
		Hourly	\$ 34.99	\$ 36.26	\$ 37.53	\$ 38.80	\$ 40.07	\$ 41.33	\$ 42.60	\$ 43.67	\$ 44.76	\$ 45.88	\$ 47.02	\$ 48.20
ES	25	Annual	\$ 67,047.00	\$ 69,452.00	\$ 71,845.00	\$ 74,248.00	\$ 76,659.00	\$ 79,059.00	\$ 81,457.00	\$ 83,492.00	\$ 85,583.00	\$ 87,723.00	\$ 89,920.00	\$ 92,167.00
		Bi-Wk	\$ 2,568.86	\$ 2,661.00	\$ 2,752.69	\$ 2,844.76	\$ 2,937.13	\$ 3,029.09	\$ 3,120.96	\$ 3,198.93	\$ 3,279.05	\$ 3,361.04	\$ 3,445.22	\$ 3,531.31
		Daily	\$ 256.89	\$ 266.10	\$ 275.27	\$ 284.48	\$ 293.72	\$ 302.91	\$ 312.10	\$ 319.90	\$ 327.91	\$ 336.11	\$ 344.53	\$ 353.14
		Hourly	\$ 36.70	\$ 38.02	\$ 39.33	\$ 40.64	\$ 41.96	\$ 43.28	\$ 44.59	\$ 45.70	\$ 46.85	\$ 48.02	\$ 49.22	\$ 50.45
ES	26	Annual	\$ 70,353.00	\$ 72,840.00	\$ 75,339.00	\$ 77,826.00	\$ 80,314.00	\$ 82,806.00	\$ 85,290.00	\$ 87,426.00	\$ 89,610.00	\$ 91,852.00	\$ 94,149.00	\$ 96,501.00
		Bi-Wk	\$ 2,695.52	\$ 2,790.81	\$ 2,886.56	\$ 2,981.84	\$ 3,077.17	\$ 3,172.65	\$ 3,267.82	\$ 3,349.66	\$ 3,433.34	\$ 3,519.24	\$ 3,607.25	\$ 3,697.36
		Daily	\$ 269.56	\$ 279.09	\$ 288.66	\$ 298.19	\$ 307.72	\$ 317.27	\$ 326.79	\$ 334.97	\$ 343.34	\$ 351.93	\$ 360.73	\$ 369.74
		Hourly	\$ 38.51	\$ 39.87	\$ 41.24	\$ 42.60	\$ 43.96	\$ 45.33	\$ 46.69	\$ 47.86	\$ 49.05	\$ 50.28	\$ 51.54	\$ 52.82

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ES	27	Annual	\$ 73,836.00	\$ 76,419.00	\$ 79,000.00	\$ 81,569.00	\$ 84,150.00	\$ 86,725.00	\$ 89,304.00	\$ 91,542.00	\$ 93,828.00	\$ 96,176.00	\$ 98,579.00	\$ 101,044.00
		Bi-Wk	\$ 2,828.97	\$ 2,927.94	\$ 3,026.82	\$ 3,125.25	\$ 3,224.14	\$ 3,322.80	\$ 3,421.61	\$ 3,507.36	\$ 3,594.95	\$ 3,684.91	\$ 3,776.98	\$ 3,871.42
		Daily	\$ 282.90	\$ 292.80	\$ 302.69	\$ 312.53	\$ 322.42	\$ 332.28	\$ 342.17	\$ 350.74	\$ 359.50	\$ 368.50	\$ 377.70	\$ 387.15
		Hourly	\$ 40.42	\$ 41.83	\$ 43.25	\$ 44.65	\$ 46.06	\$ 47.47	\$ 48.89	\$ 50.11	\$ 51.36	\$ 52.65	\$ 53.96	\$ 55.31
ES	28	Annual	\$ 77,569.00	\$ 80,236.00	\$ 82,905.00	\$ 85,576.00	\$ 88,235.00	\$ 90,904.00	\$ 93,569.00	\$ 95,903.00	\$ 98,300.00	\$ 100,759.00	\$ 103,279.00	\$ 105,859.00
		Bi-Wk	\$ 2,972.00	\$ 3,074.18	\$ 3,176.44	\$ 3,278.78	\$ 3,380.66	\$ 3,482.92	\$ 3,585.02	\$ 3,674.45	\$ 3,766.29	\$ 3,860.50	\$ 3,957.05	\$ 4,055.91
		Daily	\$ 297.20	\$ 307.42	\$ 317.65	\$ 327.88	\$ 338.07	\$ 348.30	\$ 358.51	\$ 367.45	\$ 376.63	\$ 386.05	\$ 395.71	\$ 405.60
		Hourly	\$ 42.46	\$ 43.92	\$ 45.38	\$ 46.84	\$ 48.30	\$ 49.76	\$ 51.22	\$ 52.50	\$ 53.81	\$ 55.15	\$ 56.53	\$ 57.95
ES	29	Annual	\$ 78,312.00	\$ 81,252.00	\$ 84,193.00	\$ 87,131.00	\$ 90,069.00	\$ 93,010.00	\$ 95,945.00	\$ 98,343.00	\$ 100,804.00	\$ 103,326.00	\$ 105,909.00	\$ 108,558.00
		Bi-Wk	\$ 3,000.46	\$ 3,113.11	\$ 3,225.79	\$ 3,338.36	\$ 3,450.92	\$ 3,563.61	\$ 3,676.06	\$ 3,767.94	\$ 3,862.23	\$ 3,958.86	\$ 4,057.82	\$ 4,159.32
		Daily	\$ 300.05	\$ 311.32	\$ 322.58	\$ 333.84	\$ 345.10	\$ 356.37	\$ 367.61	\$ 376.80	\$ 386.23	\$ 395.89	\$ 405.79	\$ 415.94
		Hourly	\$ 42.87	\$ 44.48	\$ 46.09	\$ 47.70	\$ 49.30	\$ 50.91	\$ 52.52	\$ 53.83	\$ 55.18	\$ 56.56	\$ 57.97	\$ 59.42
ES	30	Annual	\$ 81,457.00	\$ 84,479.00	\$ 87,512.00	\$ 90,529.00	\$ 93,547.00	\$ 96,573.00	\$ 99,605.00	\$ 102,095.00	\$ 104,650.00	\$ 107,266.00	\$ 109,949.00	\$ 112,699.00
		Bi-Wk	\$ 3,120.96	\$ 3,236.75	\$ 3,352.96	\$ 3,468.55	\$ 3,584.18	\$ 3,700.12	\$ 3,816.29	\$ 3,911.69	\$ 4,009.58	\$ 4,109.81	\$ 4,212.61	\$ 4,317.97
		Daily	\$ 312.10	\$ 323.68	\$ 335.30	\$ 346.86	\$ 358.42	\$ 370.02	\$ 381.63	\$ 391.17	\$ 400.96	\$ 410.99	\$ 421.27	\$ 431.80
		Hourly	\$ 44.59	\$ 46.24	\$ 47.90	\$ 49.56	\$ 51.21	\$ 52.86	\$ 54.52	\$ 55.89	\$ 57.28	\$ 58.72	\$ 60.19	\$ 61.69
ES	31	Annual	\$ 84,726.00	\$ 87,839.00	\$ 90,954.00	\$ 94,064.00	\$ 97,180.00	\$ 100,292.00	\$ 103,406.00	\$ 105,989.00	\$ 108,641.00	\$ 111,356.00	\$ 114,141.00	\$ 116,996.00
		Bi-Wk	\$ 3,246.21	\$ 3,365.48	\$ 3,484.83	\$ 3,603.99	\$ 3,723.38	\$ 3,842.61	\$ 3,961.92	\$ 4,060.89	\$ 4,162.50	\$ 4,266.52	\$ 4,373.22	\$ 4,482.61
		Daily	\$ 324.63	\$ 336.55	\$ 348.49	\$ 360.40	\$ 372.34	\$ 384.27	\$ 396.20	\$ 406.09	\$ 416.25	\$ 426.66	\$ 437.33	\$ 448.27
		Hourly	\$ 46.38	\$ 48.08	\$ 49.79	\$ 51.49	\$ 53.20	\$ 54.90	\$ 56.60	\$ 58.02	\$ 59.47	\$ 60.96	\$ 62.48	\$ 64.04
ES	32	Annual	\$ 88,122.00	\$ 91,319.00	\$ 94,515.00	\$ 97,717.00	\$ 100,916.00	\$ 104,115.00	\$ 107,322.00	\$ 110,005.00	\$ 112,757.00	\$ 115,576.00	\$ 118,466.00	\$ 121,430.00
		Bi-Wk	\$ 3,376.33	\$ 3,498.82	\$ 3,621.27	\$ 3,743.95	\$ 3,866.52	\$ 3,989.09	\$ 4,111.96	\$ 4,214.76	\$ 4,320.20	\$ 4,428.20	\$ 4,538.93	\$ 4,652.50
		Daily	\$ 337.64	\$ 349.89	\$ 362.13	\$ 374.40	\$ 386.66	\$ 398.91	\$ 411.20	\$ 421.48	\$ 432.02	\$ 442.82	\$ 453.90	\$ 465.25
		Hourly	\$ 48.24	\$ 49.99	\$ 51.74	\$ 53.49	\$ 55.24	\$ 56.99	\$ 58.75	\$ 60.22	\$ 61.72	\$ 63.26	\$ 64.85	\$ 66.47
ES	33	Annual	\$ 91,667.00	\$ 94,958.00	\$ 98,243.00	\$ 101,532.00	\$ 104,822.00	\$ 108,108.00	\$ 111,406.00	\$ 114,194.00	\$ 117,043.00	\$ 119,973.00	\$ 122,971.00	\$ 126,048.00
		Bi-Wk	\$ 3,512.15	\$ 3,638.24	\$ 3,764.10	\$ 3,890.12	\$ 4,016.17	\$ 4,142.07	\$ 4,268.43	\$ 4,375.25	\$ 4,484.41	\$ 4,596.67	\$ 4,711.54	\$ 4,829.43
		Daily	\$ 351.22	\$ 363.83	\$ 376.41	\$ 389.02	\$ 401.62	\$ 414.21	\$ 426.85	\$ 437.53	\$ 448.45	\$ 459.67	\$ 471.16	\$ 482.95
		Hourly	\$ 50.18	\$ 51.98	\$ 53.78	\$ 55.58	\$ 57.38	\$ 59.18	\$ 60.98	\$ 62.51	\$ 64.07	\$ 65.67	\$ 67.31	\$ 69.00
ES	34	Annual	\$ 95,441.00	\$ 98,821.00	\$ 102,198.00	\$ 105,579.00	\$ 108,956.00	\$ 112,337.00	\$ 115,709.00	\$ 118,602.00	\$ 121,571.00	\$ 124,606.00	\$ 127,721.00	\$ 130,914.00
		Bi-Wk	\$ 3,656.75	\$ 3,786.25	\$ 3,915.64	\$ 4,045.18	\$ 4,174.56	\$ 4,304.10	\$ 4,433.30	\$ 4,544.14	\$ 4,657.90	\$ 4,774.18	\$ 4,893.53	\$ 5,015.87
		Daily	\$ 365.68	\$ 378.63	\$ 391.57	\$ 404.52	\$ 417.46	\$ 430.41	\$ 443.33	\$ 454.42	\$ 465.79	\$ 477.42	\$ 489.36	\$ 501.59
		Hourly	\$ 52.24	\$ 54.09	\$ 55.94	\$ 57.79	\$ 59.64	\$ 61.49	\$ 63.34	\$ 64.92	\$ 66.55	\$ 68.21	\$ 69.91	\$ 71.66

P-4 ES 35-Hours Salary Plan Effective 07/01/2019

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

*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."

ES	35 Annual	\$ 99,365.00	\$ 102,826.00	\$ 106,295.00	\$ 109,758.00	\$ 113,221.00	\$ 116,678.00	\$ 120,152.00	\$ 123,150.00	\$ 126,233.00	\$ 129,392.00	\$ 132,625.00	\$ 135,942.00
	Bi-Wk	\$ 3,807.09	\$ 3,939.70	\$ 4,072.61	\$ 4,205.29	\$ 4,337.97	\$ 4,470.43	\$ 4,603.53	\$ 4,718.40	\$ 4,836.52	\$ 4,957.55	\$ 5,081.42	\$ 5,208.51
	Daily	\$ 380.71	\$ 393.97	\$ 407.27	\$ 420.53	\$ 433.80	\$ 447.05	\$ 460.36	\$ 471.84	\$ 483.66	\$ 495.76	\$ 508.15	\$ 520.86
	Hourly	\$ 54.39	\$ 56.29	\$ 58.19	\$ 60.08	\$ 61.98	\$ 63.87	\$ 65.77	\$ 67.41	\$ 69.10	\$ 70.83	\$ 72.60	\$ 74.41
ES	36 Annual	\$ 103,497.00	\$ 107,045.00	\$ 110,604.00	\$ 114,154.00	\$ 117,710.00	\$ 121,259.00	\$ 124,813.00	\$ 127,940.00	\$ 131,134.00	\$ 134,415.00	\$ 137,777.00	\$ 141,221.00
	Bi-Wk	\$ 3,965.41	\$ 4,101.35	\$ 4,237.71	\$ 4,373.72	\$ 4,509.97	\$ 4,645.94	\$ 4,782.11	\$ 4,901.92	\$ 5,024.30	\$ 5,150.00	\$ 5,278.82	\$ 5,410.77
	Daily	\$ 396.55	\$ 410.14	\$ 423.78	\$ 437.38	\$ 451.00	\$ 464.60	\$ 478.22	\$ 490.20	\$ 502.43	\$ 515.00	\$ 527.89	\$ 541.08
	Hourly	\$ 56.65	\$ 58.60	\$ 60.54	\$ 62.49	\$ 64.43	\$ 66.38	\$ 68.32	\$ 70.03	\$ 71.78	\$ 73.58	\$ 75.42	\$ 77.30
ES	37 Annual	\$ 107,793.00	\$ 111,438.00	\$ 115,091.00	\$ 118,743.00	\$ 122,396.00	\$ 126,048.00	\$ 129,697.00	\$ 132,935.00	\$ 136,262.00	\$ 139,673.00	\$ 143,164.00	\$ 146,743.00
	Bi-Wk	\$ 4,130.00	\$ 4,269.66	\$ 4,409.62	\$ 4,549.55	\$ 4,689.51	\$ 4,829.43	\$ 4,969.24	\$ 5,093.30	\$ 5,220.77	\$ 5,351.46	\$ 5,485.22	\$ 5,622.34
	Daily	\$ 413.00	\$ 426.97	\$ 440.97	\$ 454.96	\$ 468.96	\$ 482.95	\$ 496.93	\$ 509.33	\$ 522.08	\$ 535.15	\$ 548.53	\$ 562.24
	Hourly	\$ 59.00	\$ 61.00	\$ 63.00	\$ 65.00	\$ 67.00	\$ 69.00	\$ 70.99	\$ 72.77	\$ 74.59	\$ 76.45	\$ 78.37	\$ 80.32
ES	38 Annual	\$ 112,242.00	\$ 115,970.00	\$ 119,710.00	\$ 123,445.00	\$ 127,183.00	\$ 130,918.00	\$ 134,655.00	\$ 138,027.00	\$ 141,475.00	\$ 145,013.00	\$ 148,639.00	\$ 152,355.00
	Bi-Wk	\$ 4,300.46	\$ 4,443.30	\$ 4,586.60	\$ 4,729.70	\$ 4,872.92	\$ 5,016.02	\$ 5,159.20	\$ 5,288.40	\$ 5,420.50	\$ 5,556.06	\$ 5,694.99	\$ 5,837.36
	Daily	\$ 430.05	\$ 444.33	\$ 458.66	\$ 472.97	\$ 487.30	\$ 501.61	\$ 515.92	\$ 528.84	\$ 542.05	\$ 555.61	\$ 569.50	\$ 583.74
	Hourly	\$ 61.44	\$ 63.48	\$ 65.53	\$ 67.57	\$ 69.62	\$ 71.66	\$ 73.71	\$ 75.55	\$ 77.44	\$ 79.38	\$ 81.36	\$ 83.40
ES	39 Annual	\$ 116,910.00	\$ 120,734.00	\$ 124,558.00	\$ 128,390.00	\$ 132,216.00	\$ 136,033.00	\$ 139,864.00	\$ 143,362.00	\$ 146,946.00	\$ 150,622.00	\$ 154,387.00	\$ 158,246.00
	Bi-Wk	\$ 4,479.32	\$ 4,625.83	\$ 4,772.34	\$ 4,919.16	\$ 5,065.75	\$ 5,212.00	\$ 5,358.78	\$ 5,492.80	\$ 5,630.12	\$ 5,770.96	\$ 5,915.22	\$ 6,063.07
	Daily	\$ 447.94	\$ 462.59	\$ 477.24	\$ 491.92	\$ 506.58	\$ 521.20	\$ 535.88	\$ 549.28	\$ 563.02	\$ 577.10	\$ 591.53	\$ 606.31
	Hourly	\$ 64.00	\$ 66.09	\$ 68.18	\$ 70.28	\$ 72.37	\$ 74.46	\$ 76.56	\$ 78.47	\$ 80.44	\$ 82.45	\$ 84.51	\$ 86.62
ES	40 Annual	\$ 121,784.00	\$ 125,684.00	\$ 129,600.00	\$ 133,503.00	\$ 137,411.00	\$ 141,316.00	\$ 145,225.00	\$ 148,860.00	\$ 152,581.00	\$ 156,396.00	\$ 160,309.00	\$ 164,317.00
	Bi-Wk	\$ 4,666.06	\$ 4,815.48	\$ 4,965.52	\$ 5,115.06	\$ 5,264.79	\$ 5,414.41	\$ 5,564.18	\$ 5,703.45	\$ 5,846.02	\$ 5,992.19	\$ 6,142.11	\$ 6,295.68
	Daily	\$ 466.61	\$ 481.55	\$ 496.56	\$ 511.51	\$ 526.48	\$ 541.45	\$ 556.42	\$ 570.35	\$ 584.61	\$ 599.22	\$ 614.22	\$ 629.57
	Hourly	\$ 66.66	\$ 68.80	\$ 70.94	\$ 73.08	\$ 75.22	\$ 77.35	\$ 79.49	\$ 81.48	\$ 83.52	\$ 85.61	\$ 87.75	\$ 89.94
ES	41 Annual	\$ 126,870.00	\$ 130,875.00	\$ 134,875.00	\$ 138,883.00	\$ 142,882.00	\$ 146,883.00	\$ 150,884.00	\$ 154,657.00	\$ 158,525.00	\$ 162,487.00	\$ 166,551.00	\$ 170,715.00
	Bi-Wk	\$ 4,860.92	\$ 5,014.37	\$ 5,167.63	\$ 5,321.19	\$ 5,474.41	\$ 5,627.71	\$ 5,781.00	\$ 5,925.56	\$ 6,073.76	\$ 6,225.56	\$ 6,381.27	\$ 6,540.81
	Daily	\$ 486.10	\$ 501.44	\$ 516.77	\$ 532.12	\$ 547.45	\$ 562.78	\$ 578.10	\$ 592.56	\$ 607.38	\$ 622.56	\$ 638.13	\$ 654.09
	Hourly	\$ 69.45	\$ 71.64	\$ 73.83	\$ 76.02	\$ 78.21	\$ 80.40	\$ 82.59	\$ 84.66	\$ 86.77	\$ 88.94	\$ 91.17	\$ 93.45
ES	42 Annual	\$ 132,159.00	\$ 136,255.00	\$ 140,349.00	\$ 144,431.00	\$ 148,527.00	\$ 152,613.00	\$ 156,713.00	\$ 160,632.00	\$ 164,648.00	\$ 168,761.00	\$ 172,980.00	\$ 177,306.00
	Bi-Wk	\$ 5,063.57	\$ 5,220.50	\$ 5,377.36	\$ 5,533.76	\$ 5,690.69	\$ 5,847.25	\$ 6,004.33	\$ 6,154.49	\$ 6,308.36	\$ 6,465.94	\$ 6,627.59	\$ 6,793.34
	Daily	\$ 506.36	\$ 522.05	\$ 537.74	\$ 553.38	\$ 569.07	\$ 584.73	\$ 600.44	\$ 615.45	\$ 630.84	\$ 646.60	\$ 662.76	\$ 679.34
	Hourly	\$ 72.34	\$ 74.58	\$ 76.82	\$ 79.06	\$ 81.30	\$ 83.54	\$ 85.78	\$ 87.93	\$ 90.12	\$ 92.38	\$ 94.68	\$ 97.05

P-4 ES 35-Hours Salary Plan Effective 07/01/2019

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

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ES	43 Annual	\$ 137,776.00	\$ 141,945.00	\$ 146,120.00	\$ 150,290.00	\$ 154,468.00	\$ 158,634.00	\$ 162,807.00	\$ 166,875.00	\$ 171,050.00	\$ 175,322.00	\$ 179,705.00	\$ 184,198.00
	Bi-Wk	\$ 5,278.78	\$ 5,438.51	\$ 5,598.47	\$ 5,758.24	\$ 5,918.32	\$ 6,077.94	\$ 6,237.82	\$ 6,393.68	\$ 6,553.64	\$ 6,717.32	\$ 6,885.25	\$ 7,057.40
	Daily	\$ 527.88	\$ 543.86	\$ 559.85	\$ 575.83	\$ 591.84	\$ 607.80	\$ 623.79	\$ 639.37	\$ 655.37	\$ 671.74	\$ 688.53	\$ 705.74
	Hourly	\$ 75.42	\$ 77.70	\$ 79.98	\$ 82.27	\$ 84.55	\$ 86.83	\$ 89.12	\$ 91.34	\$ 93.63	\$ 95.97	\$ 98.37	\$ 100.82