

**P-4 ES 35-Hours Salary Plan Effective 07/01/2020**

<u>Plan 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	\$ 36,654.00	\$ 37,765.00	\$ 38,890.00	\$ 40,007.00	\$ 41,156.00	\$ 42,326.00	\$ 43,505.00	\$ 44,598.00	\$ 45,709.00	\$ 46,849.00	\$ 48,027.00	\$ 49,229.00
	Bi-Wk	\$ 1,404.37	\$ 1,446.94	\$ 1,490.04	\$ 1,532.84	\$ 1,576.86	\$ 1,621.69	\$ 1,666.86	\$ 1,708.74	\$ 1,751.31	\$ 1,794.99	\$ 1,840.12	\$ 1,886.17
	Daily	\$ 140.44	\$ 144.70	\$ 149.01	\$ 153.29	\$ 157.69	\$ 162.17	\$ 166.69	\$ 170.88	\$ 175.14	\$ 179.50	\$ 184.02	\$ 188.62
	Hourly	\$ 20.07	\$ 20.68	\$ 21.29	\$ 21.90	\$ 22.53	\$ 23.17	\$ 23.82	\$ 24.42	\$ 25.02	\$ 25.65	\$ 26.29	\$ 26.95
ES	12 Annual	\$ 37,840.00	\$ 39,012.00	\$ 40,169.00	\$ 41,376.00	\$ 42,589.00	\$ 43,816.00	\$ 45,032.00	\$ 46,156.00	\$ 47,310.00	\$ 48,493.00	\$ 49,705.00	\$ 50,948.00
	Bi-Wk	\$ 1,449.81	\$ 1,494.72	\$ 1,539.05	\$ 1,585.29	\$ 1,631.77	\$ 1,678.78	\$ 1,725.37	\$ 1,768.43	\$ 1,812.65	\$ 1,857.97	\$ 1,904.41	\$ 1,952.04
	Daily	\$ 144.99	\$ 149.48	\$ 153.91	\$ 158.53	\$ 163.18	\$ 167.88	\$ 172.54	\$ 176.85	\$ 181.27	\$ 185.80	\$ 190.45	\$ 195.21
	Hourly	\$ 20.72	\$ 21.36	\$ 21.99	\$ 22.65	\$ 23.32	\$ 23.99	\$ 24.65	\$ 25.27	\$ 25.90	\$ 26.55	\$ 27.21	\$ 27.89
ES	13 Annual	\$ 39,974.00	\$ 41,453.00	\$ 42,941.00	\$ 44,422.00	\$ 45,917.00	\$ 47,398.00	\$ 48,894.00	\$ 50,118.00	\$ 51,372.00	\$ 52,659.00	\$ 53,975.00	\$ 55,325.00
	Bi-Wk	\$ 1,531.58	\$ 1,588.24	\$ 1,645.25	\$ 1,702.00	\$ 1,759.28	\$ 1,816.02	\$ 1,873.34	\$ 1,920.23	\$ 1,968.28	\$ 2,017.59	\$ 2,068.01	\$ 2,119.74
	Daily	\$ 153.16	\$ 158.83	\$ 164.53	\$ 170.20	\$ 175.93	\$ 181.61	\$ 187.34	\$ 192.03	\$ 196.83	\$ 201.76	\$ 206.81	\$ 211.98
	Hourly	\$ 21.88	\$ 22.69	\$ 23.51	\$ 24.32	\$ 25.14	\$ 25.95	\$ 26.77	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.55	\$ 30.29
ES	14 Annual	\$ 41,845.00	\$ 43,386.00	\$ 44,921.00	\$ 46,460.00	\$ 47,991.00	\$ 49,530.00	\$ 51,065.00	\$ 52,345.00	\$ 53,649.00	\$ 54,989.00	\$ 56,367.00	\$ 57,777.00
	Bi-Wk	\$ 1,603.26	\$ 1,662.30	\$ 1,721.12	\$ 1,780.08	\$ 1,838.74	\$ 1,897.71	\$ 1,956.52	\$ 2,005.56	\$ 2,055.52	\$ 2,106.86	\$ 2,159.66	\$ 2,213.68
	Daily	\$ 160.33	\$ 166.23	\$ 172.12	\$ 178.01	\$ 183.88	\$ 189.78	\$ 195.66	\$ 200.56	\$ 205.56	\$ 210.69	\$ 215.97	\$ 221.37
	Hourly	\$ 22.91	\$ 23.75	\$ 24.59	\$ 25.43	\$ 26.27	\$ 27.12	\$ 27.96	\$ 28.66	\$ 29.37	\$ 30.10	\$ 30.86	\$ 31.63
ES	15 Annual	\$ 43,856.00	\$ 45,438.00	\$ 47,018.00	\$ 48,596.00	\$ 50,181.00	\$ 51,773.00	\$ 53,350.00	\$ 54,685.00	\$ 56,052.00	\$ 57,456.00	\$ 58,894.00	\$ 60,367.00
	Bi-Wk	\$ 1,680.31	\$ 1,740.92	\$ 1,801.46	\$ 1,861.92	\$ 1,922.65	\$ 1,983.64	\$ 2,044.07	\$ 2,095.22	\$ 2,147.59	\$ 2,201.38	\$ 2,256.48	\$ 2,312.92
	Daily	\$ 168.04	\$ 174.10	\$ 180.15	\$ 186.20	\$ 192.27	\$ 198.37	\$ 204.41	\$ 209.53	\$ 214.76	\$ 220.14	\$ 225.65	\$ 231.30
	Hourly	\$ 24.01	\$ 24.88	\$ 25.74	\$ 26.60	\$ 27.47	\$ 28.34	\$ 29.21	\$ 29.94	\$ 30.68	\$ 31.45	\$ 32.24	\$ 33.05
ES	16 Annual	\$ 45,989.00	\$ 47,622.00	\$ 49,252.00	\$ 50,879.00	\$ 52,504.00	\$ 54,141.00	\$ 55,767.00	\$ 57,157.00	\$ 58,587.00	\$ 60,054.00	\$ 61,555.00	\$ 63,095.00
	Bi-Wk	\$ 1,762.04	\$ 1,824.60	\$ 1,887.05	\$ 1,949.39	\$ 2,011.65	\$ 2,074.37	\$ 2,136.67	\$ 2,189.93	\$ 2,244.72	\$ 2,300.92	\$ 2,358.43	\$ 2,417.44
	Daily	\$ 176.21	\$ 182.46	\$ 188.71	\$ 194.94	\$ 201.17	\$ 207.44	\$ 213.67	\$ 219.00	\$ 224.48	\$ 230.10	\$ 235.85	\$ 241.75
	Hourly	\$ 25.18	\$ 26.07	\$ 26.96	\$ 27.85	\$ 28.74	\$ 29.64	\$ 30.53	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.70	\$ 34.54
ES	17 Annual	\$ 48,265.00	\$ 49,942.00	\$ 51,622.00	\$ 53,297.00	\$ 54,975.00	\$ 56,645.00	\$ 58,323.00	\$ 59,782.00	\$ 61,281.00	\$ 62,812.00	\$ 64,381.00	\$ 65,990.00
	Bi-Wk	\$ 1,849.24	\$ 1,913.49	\$ 1,977.86	\$ 2,042.04	\$ 2,106.33	\$ 2,170.31	\$ 2,234.60	\$ 2,290.50	\$ 2,347.94	\$ 2,406.60	\$ 2,466.71	\$ 2,528.36
	Daily	\$ 184.93	\$ 191.35	\$ 197.79	\$ 204.21	\$ 210.64	\$ 217.04	\$ 223.46	\$ 229.05	\$ 234.80	\$ 240.66	\$ 246.68	\$ 252.84
	Hourly	\$ 26.42	\$ 27.34	\$ 28.26	\$ 29.18	\$ 30.10	\$ 31.01	\$ 31.93	\$ 32.73	\$ 33.55	\$ 34.38	\$ 35.24	\$ 36.12

**P-4 ES 35-Hours Salary Plan Effective 07/01/2020**

<u>Plan 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>
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\*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	18 Annual	\$ 50,701.00	\$ 52,423.00	\$ 54,141.00	\$ 55,860.00	\$ 57,572.00	\$ 59,292.00	\$ 61,007.00	\$ 62,535.00	\$ 64,096.00	\$ 65,698.00	\$ 67,341.00	\$ 69,026.00
	Bi-Wk	\$ 1,942.57	\$ 2,008.55	\$ 2,074.37	\$ 2,140.23	\$ 2,205.83	\$ 2,271.73	\$ 2,337.44	\$ 2,395.98	\$ 2,455.79	\$ 2,517.17	\$ 2,580.12	\$ 2,644.68
	Daily	\$ 194.26	\$ 200.86	\$ 207.44	\$ 214.03	\$ 220.59	\$ 227.18	\$ 233.75	\$ 239.60	\$ 245.58	\$ 251.72	\$ 258.02	\$ 264.47
	Hourly	\$ 27.76	\$ 28.70	\$ 29.64	\$ 30.58	\$ 31.52	\$ 32.46	\$ 33.40	\$ 34.23	\$ 35.09	\$ 35.96	\$ 36.86	\$ 37.79
ES	19 Annual	\$ 53,199.00	\$ 54,975.00	\$ 56,739.00	\$ 58,510.00	\$ 60,272.00	\$ 62,038.00	\$ 63,807.00	\$ 65,401.00	\$ 67,037.00	\$ 68,710.00	\$ 70,429.00	\$ 72,192.00
	Bi-Wk	\$ 2,038.28	\$ 2,106.33	\$ 2,173.91	\$ 2,241.77	\$ 2,309.28	\$ 2,376.94	\$ 2,444.72	\$ 2,505.79	\$ 2,568.47	\$ 2,632.57	\$ 2,698.43	\$ 2,765.98
	Daily	\$ 203.83	\$ 210.64	\$ 217.40	\$ 224.18	\$ 230.93	\$ 237.70	\$ 244.48	\$ 250.58	\$ 256.85	\$ 263.26	\$ 269.85	\$ 276.60
	Hourly	\$ 29.12	\$ 30.10	\$ 31.06	\$ 32.03	\$ 32.99	\$ 33.96	\$ 34.93	\$ 35.80	\$ 36.70	\$ 37.61	\$ 38.55	\$ 39.52
ES	20 Annual	\$ 55,910.00	\$ 57,720.00	\$ 59,533.00	\$ 61,338.00	\$ 63,145.00	\$ 64,955.00	\$ 66,765.00	\$ 68,435.00	\$ 70,152.00	\$ 71,903.00	\$ 73,699.00	\$ 75,544.00
	Bi-Wk	\$ 2,142.15	\$ 2,211.50	\$ 2,280.96	\$ 2,350.12	\$ 2,419.35	\$ 2,488.70	\$ 2,558.05	\$ 2,622.04	\$ 2,687.82	\$ 2,754.91	\$ 2,823.72	\$ 2,894.41
	Daily	\$ 214.22	\$ 221.15	\$ 228.10	\$ 235.02	\$ 241.94	\$ 248.87	\$ 255.81	\$ 262.21	\$ 268.79	\$ 275.50	\$ 282.38	\$ 289.45
	Hourly	\$ 30.61	\$ 31.60	\$ 32.59	\$ 33.58	\$ 34.57	\$ 35.56	\$ 36.55	\$ 37.46	\$ 38.40	\$ 39.36	\$ 40.34	\$ 41.35
ES	21 Annual	\$ 58,665.00	\$ 60,530.00	\$ 62,386.00	\$ 64,245.00	\$ 66,112.00	\$ 67,966.00	\$ 69,834.00	\$ 71,580.00	\$ 73,365.00	\$ 75,199.00	\$ 77,079.00	\$ 79,008.00
	Bi-Wk	\$ 2,247.71	\$ 2,319.16	\$ 2,390.27	\$ 2,461.50	\$ 2,533.03	\$ 2,604.07	\$ 2,675.64	\$ 2,742.53	\$ 2,810.92	\$ 2,881.19	\$ 2,953.22	\$ 3,027.13
	Daily	\$ 224.78	\$ 231.92	\$ 239.03	\$ 246.15	\$ 253.31	\$ 260.41	\$ 267.57	\$ 274.26	\$ 281.10	\$ 288.12	\$ 295.33	\$ 302.72
	Hourly	\$ 32.12	\$ 33.14	\$ 34.15	\$ 35.17	\$ 36.19	\$ 37.21	\$ 38.23	\$ 39.18	\$ 40.16	\$ 41.16	\$ 42.19	\$ 43.25
ES	22 Annual	\$ 60,272.00	\$ 62,479.00	\$ 64,690.00	\$ 66,894.00	\$ 69,106.00	\$ 71,311.00	\$ 73,521.00	\$ 75,357.00	\$ 77,249.00	\$ 79,177.00	\$ 81,157.00	\$ 83,187.00
	Bi-Wk	\$ 2,309.28	\$ 2,393.84	\$ 2,478.55	\$ 2,562.99	\$ 2,647.74	\$ 2,732.23	\$ 2,816.90	\$ 2,887.25	\$ 2,959.74	\$ 3,033.61	\$ 3,109.47	\$ 3,187.25
	Daily	\$ 230.93	\$ 239.39	\$ 247.86	\$ 256.30	\$ 264.78	\$ 273.23	\$ 281.69	\$ 288.73	\$ 295.98	\$ 303.37	\$ 310.95	\$ 318.73
	Hourly	\$ 32.99	\$ 34.20	\$ 35.41	\$ 36.62	\$ 37.83	\$ 39.04	\$ 40.25	\$ 41.25	\$ 42.29	\$ 43.34	\$ 44.43	\$ 45.54
ES	23 Annual	\$ 63,126.00	\$ 65,428.00	\$ 67,723.00	\$ 70,031.00	\$ 72,327.00	\$ 74,629.00	\$ 76,929.00	\$ 78,852.00	\$ 80,821.00	\$ 82,843.00	\$ 84,917.00	\$ 87,039.00
	Bi-Wk	\$ 2,418.63	\$ 2,506.82	\$ 2,594.76	\$ 2,683.19	\$ 2,771.15	\$ 2,859.35	\$ 2,947.48	\$ 3,021.15	\$ 3,096.60	\$ 3,174.07	\$ 3,253.53	\$ 3,334.83
	Daily	\$ 241.87	\$ 250.69	\$ 259.48	\$ 268.32	\$ 277.12	\$ 285.94	\$ 294.75	\$ 302.12	\$ 309.66	\$ 317.41	\$ 325.36	\$ 333.49
	Hourly	\$ 34.56	\$ 35.82	\$ 37.07	\$ 38.34	\$ 39.59	\$ 40.85	\$ 42.11	\$ 43.16	\$ 44.24	\$ 45.35	\$ 46.48	\$ 47.65
ES	24 Annual	\$ 66,161.00	\$ 68,559.00	\$ 70,957.00	\$ 73,358.00	\$ 75,754.00	\$ 78,146.00	\$ 80,550.00	\$ 82,561.00	\$ 84,627.00	\$ 86,741.00	\$ 88,907.00	\$ 91,131.00

**P-4 ES 35-Hours Salary Plan Effective 07/01/2020**

<u>Plan 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>
	Bi-Wk	\$ 2,534.91	\$ 2,626.79	\$ 2,718.66	\$ 2,810.66	\$ 2,902.46	\$ 2,994.10	\$ 3,086.21	\$ 3,163.26	\$ 3,242.42	\$ 3,323.41	\$ 3,406.40	\$ 3,491.61
	Daily	\$ 253.50	\$ 262.68	\$ 271.87	\$ 281.07	\$ 290.25	\$ 299.41	\$ 308.63	\$ 316.33	\$ 324.25	\$ 332.35	\$ 340.64	\$ 349.17
	Hourly	\$ 36.22	\$ 37.53	\$ 38.84	\$ 40.16	\$ 41.47	\$ 42.78	\$ 44.09	\$ 45.19	\$ 46.33	\$ 47.48	\$ 48.67	\$ 49.89
*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	25 Annual	\$ 69,394.00	\$ 71,883.00	\$ 74,360.00	\$ 76,847.00	\$ 79,343.00	\$ 81,827.00	\$ 84,308.00	\$ 86,415.00	\$ 88,579.00	\$ 90,794.00	\$ 93,068.00	\$ 95,393.00
	Bi-Wk	\$ 2,658.78	\$ 2,754.14	\$ 2,849.05	\$ 2,944.33	\$ 3,039.97	\$ 3,135.14	\$ 3,230.20	\$ 3,310.92	\$ 3,393.84	\$ 3,478.70	\$ 3,565.83	\$ 3,654.91
	Daily	\$ 265.88	\$ 275.42	\$ 284.91	\$ 294.44	\$ 304.00	\$ 313.52	\$ 323.02	\$ 331.10	\$ 339.39	\$ 347.87	\$ 356.59	\$ 365.50
	Hourly	\$ 37.99	\$ 39.35	\$ 40.71	\$ 42.07	\$ 43.43	\$ 44.79	\$ 46.15	\$ 47.30	\$ 48.49	\$ 49.70	\$ 50.95	\$ 52.22
ES	26 Annual	\$ 72,816.00	\$ 75,390.00	\$ 77,976.00	\$ 80,550.00	\$ 83,125.00	\$ 85,705.00	\$ 88,276.00	\$ 90,486.00	\$ 92,747.00	\$ 95,067.00	\$ 97,445.00	\$ 99,879.00
	Bi-Wk	\$ 2,789.89	\$ 2,888.51	\$ 2,987.59	\$ 3,086.21	\$ 3,184.87	\$ 3,283.72	\$ 3,382.23	\$ 3,466.90	\$ 3,553.53	\$ 3,642.42	\$ 3,733.53	\$ 3,826.79
	Daily	\$ 278.99	\$ 288.86	\$ 298.76	\$ 308.63	\$ 318.49	\$ 328.38	\$ 338.23	\$ 346.69	\$ 355.36	\$ 364.25	\$ 373.36	\$ 382.68
	Hourly	\$ 39.86	\$ 41.27	\$ 42.68	\$ 44.09	\$ 45.50	\$ 46.92	\$ 48.32	\$ 49.53	\$ 50.77	\$ 52.04	\$ 53.34	\$ 54.67
ES	27 Annual	\$ 76,421.00	\$ 79,094.00	\$ 81,765.00	\$ 84,424.00	\$ 87,096.00	\$ 89,761.00	\$ 92,430.00	\$ 94,746.00	\$ 97,112.00	\$ 99,543.00	\$102,030.00	\$104,581.00
	Bi-Wk	\$ 2,928.01	\$ 3,030.43	\$ 3,132.76	\$ 3,234.64	\$ 3,337.02	\$ 3,439.12	\$ 3,541.38	\$ 3,630.12	\$ 3,720.77	\$ 3,813.91	\$ 3,909.20	\$ 4,006.94
	Daily	\$ 292.81	\$ 303.05	\$ 313.28	\$ 323.47	\$ 333.71	\$ 343.92	\$ 354.14	\$ 363.02	\$ 372.08	\$ 381.40	\$ 390.92	\$ 400.70
	Hourly	\$ 41.83	\$ 43.30	\$ 44.76	\$ 46.21	\$ 47.68	\$ 49.14	\$ 50.60	\$ 51.86	\$ 53.16	\$ 54.49	\$ 55.85	\$ 57.25
ES	28 Annual	\$ 80,284.00	\$ 83,045.00	\$ 85,807.00	\$ 88,572.00	\$ 91,324.00	\$ 94,086.00	\$ 96,844.00	\$ 99,260.00	\$101,741.00	\$104,286.00	\$106,894.00	\$109,565.00
	Bi-Wk	\$ 3,076.02	\$ 3,181.81	\$ 3,287.63	\$ 3,393.57	\$ 3,499.01	\$ 3,604.83	\$ 3,710.50	\$ 3,803.07	\$ 3,898.13	\$ 3,995.64	\$ 4,095.56	\$ 4,197.90
	Daily	\$ 307.61	\$ 318.19	\$ 328.77	\$ 339.36	\$ 349.91	\$ 360.49	\$ 371.05	\$ 380.31	\$ 389.82	\$ 399.57	\$ 409.56	\$ 419.79
	Hourly	\$ 43.95	\$ 45.46	\$ 46.97	\$ 48.48	\$ 49.99	\$ 51.50	\$ 53.01	\$ 54.33	\$ 55.69	\$ 57.09	\$ 58.51	\$ 59.97
ES	29 Annual	\$ 81,053.00	\$ 84,096.00	\$ 87,140.00	\$ 90,181.00	\$ 93,222.00	\$ 96,266.00	\$ 99,304.00	\$101,786.00	\$104,333.00	\$106,943.00	\$109,616.00	\$112,358.00
	Bi-Wk	\$ 3,105.48	\$ 3,222.07	\$ 3,338.70	\$ 3,455.22	\$ 3,571.73	\$ 3,688.36	\$ 3,804.76	\$ 3,899.85	\$ 3,997.44	\$ 4,097.44	\$ 4,199.85	\$ 4,304.91
	Daily	\$ 310.55	\$ 322.21	\$ 333.87	\$ 345.53	\$ 357.18	\$ 368.84	\$ 380.48	\$ 389.99	\$ 399.75	\$ 409.75	\$ 419.99	\$ 430.50
	Hourly	\$ 44.37	\$ 46.03	\$ 47.70	\$ 49.37	\$ 51.03	\$ 52.70	\$ 54.36	\$ 55.72	\$ 57.11	\$ 58.54	\$ 60.00	\$ 61.50
ES	30 Annual	\$ 84,308.00	\$ 87,436.00	\$ 90,575.00	\$ 93,698.00	\$ 96,822.00	\$ 99,954.00	\$103,092.00	\$105,669.00	\$108,313.00	\$111,021.00	\$113,798.00	\$116,644.00
	Bi-Wk	\$ 3,230.20	\$ 3,350.04	\$ 3,470.31	\$ 3,589.97	\$ 3,709.66	\$ 3,829.66	\$ 3,949.89	\$ 4,048.63	\$ 4,149.93	\$ 4,253.68	\$ 4,360.08	\$ 4,469.12
	Daily	\$ 323.02	\$ 335.01	\$ 347.04	\$ 359.00	\$ 370.97	\$ 382.97	\$ 394.99	\$ 404.87	\$ 415.00	\$ 425.37	\$ 436.01	\$ 446.92

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<u>Plan 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>
	Hourly	\$ 46.15	\$ 47.86	\$ 49.58	\$ 51.29	\$ 53.00	\$ 54.71	\$ 56.43	\$ 57.84	\$ 59.29	\$ 60.77	\$ 62.29	\$ 63.85
ES	31 Annual	\$ 87,692.00	\$ 90,914.00	\$ 94,138.00	\$ 97,357.00	\$100,582.00	\$103,803.00	\$107,026.00	\$109,699.00	\$112,444.00	\$115,254.00	\$118,136.00	\$121,091.00
	Bi-Wk	\$ 3,359.85	\$ 3,483.30	\$ 3,606.82	\$ 3,730.16	\$ 3,853.72	\$ 3,977.13	\$ 4,100.62	\$ 4,203.03	\$ 4,308.20	\$ 4,415.87	\$ 4,526.29	\$ 4,639.51
	Daily	\$ 335.99	\$ 348.33	\$ 360.69	\$ 373.02	\$ 385.38	\$ 397.72	\$ 410.07	\$ 420.31	\$ 430.82	\$ 441.59	\$ 452.63	\$ 463.96
	Hourly	\$ 48.00	\$ 49.77	\$ 51.53	\$ 53.29	\$ 55.06	\$ 56.82	\$ 58.59	\$ 60.05	\$ 61.55	\$ 63.09	\$ 64.67	\$ 66.28
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ES	32 Annual	\$ 91,207.00	\$ 94,516.00	\$ 97,824.00	\$101,138.00	\$104,449.00	\$107,760.00	\$111,079.00	\$113,856.00	\$116,704.00	\$119,622.00	\$122,613.00	\$125,681.00
	Bi-Wk	\$ 3,494.53	\$ 3,621.31	\$ 3,748.05	\$ 3,875.02	\$ 4,001.88	\$ 4,128.74	\$ 4,255.91	\$ 4,362.30	\$ 4,471.42	\$ 4,583.22	\$ 4,697.82	\$ 4,815.37
	Daily	\$ 349.46	\$ 362.14	\$ 374.81	\$ 387.51	\$ 400.19	\$ 412.88	\$ 425.60	\$ 436.23	\$ 447.15	\$ 458.33	\$ 469.79	\$ 481.54
	Hourly	\$ 49.93	\$ 51.74	\$ 53.55	\$ 55.36	\$ 57.17	\$ 58.99	\$ 60.80	\$ 62.32	\$ 63.88	\$ 65.48	\$ 67.12	\$ 68.80
ES	33 Annual	\$ 94,876.00	\$ 98,282.00	\$101,682.00	\$105,086.00	\$108,491.00	\$111,892.00	\$115,306.00	\$118,191.00	\$121,140.00	\$124,173.00	\$127,275.00	\$130,460.00
	Bi-Wk	\$ 3,635.10	\$ 3,765.60	\$ 3,895.87	\$ 4,026.29	\$ 4,156.75	\$ 4,287.05	\$ 4,417.86	\$ 4,528.40	\$ 4,641.38	\$ 4,757.59	\$ 4,876.44	\$ 4,998.47
	Daily	\$ 363.51	\$ 376.56	\$ 389.59	\$ 402.63	\$ 415.68	\$ 428.71	\$ 441.79	\$ 452.84	\$ 464.14	\$ 475.76	\$ 487.65	\$ 499.85
	Hourly	\$ 51.93	\$ 53.80	\$ 55.66	\$ 57.52	\$ 59.39	\$ 61.25	\$ 63.12	\$ 64.70	\$ 66.31	\$ 67.97	\$ 69.67	\$ 71.41
ES	34 Annual	\$ 98,782.00	\$102,280.00	\$105,775.00	\$109,275.00	\$112,770.00	\$116,269.00	\$119,759.00	\$122,754.00	\$125,826.00	\$128,968.00	\$132,192.00	\$135,496.00
	Bi-Wk	\$ 3,784.76	\$ 3,918.78	\$ 4,052.69	\$ 4,186.79	\$ 4,320.69	\$ 4,454.76	\$ 4,588.47	\$ 4,703.22	\$ 4,820.92	\$ 4,941.31	\$ 5,064.83	\$ 5,191.42
	Daily	\$ 378.48	\$ 391.88	\$ 405.27	\$ 418.68	\$ 432.07	\$ 445.48	\$ 458.85	\$ 470.33	\$ 482.10	\$ 494.14	\$ 506.49	\$ 519.15
	Hourly	\$ 54.07	\$ 55.99	\$ 57.90	\$ 59.82	\$ 61.73	\$ 63.64	\$ 65.55	\$ 67.19	\$ 68.88	\$ 70.60	\$ 72.36	\$ 74.17
ES	35 Annual	\$102,843.00	\$106,425.00	\$110,016.00	\$113,600.00	\$117,184.00	\$120,762.00	\$124,358.00	\$127,461.00	\$130,652.00	\$133,921.00	\$137,267.00	\$140,700.00
	Bi-Wk	\$ 3,940.35	\$ 4,077.59	\$ 4,215.18	\$ 4,352.50	\$ 4,489.81	\$ 4,626.90	\$ 4,764.68	\$ 4,883.57	\$ 5,005.83	\$ 5,131.08	\$ 5,259.28	\$ 5,390.81
	Daily	\$ 394.04	\$ 407.76	\$ 421.52	\$ 435.25	\$ 448.99	\$ 462.69	\$ 476.47	\$ 488.36	\$ 500.59	\$ 513.11	\$ 525.93	\$ 539.09
	Hourly	\$ 56.30	\$ 58.26	\$ 60.22	\$ 62.18	\$ 64.15	\$ 66.10	\$ 68.07	\$ 69.77	\$ 71.52	\$ 73.31	\$ 75.14	\$ 77.02
ES	36 Annual	\$107,120.00	\$110,792.00	\$114,476.00	\$118,150.00	\$121,830.00	\$125,504.00	\$129,182.00	\$132,418.00	\$135,724.00	\$139,120.00	\$142,600.00	\$146,164.00
	Bi-Wk	\$ 4,104.22	\$ 4,244.91	\$ 4,386.06	\$ 4,526.82	\$ 4,667.82	\$ 4,808.59	\$ 4,949.51	\$ 5,073.49	\$ 5,200.16	\$ 5,330.27	\$ 5,463.61	\$ 5,600.16
	Daily	\$ 410.43	\$ 424.50	\$ 438.61	\$ 452.69	\$ 466.79	\$ 480.86	\$ 494.96	\$ 507.35	\$ 520.02	\$ 533.03	\$ 546.37	\$ 560.02
	Hourly	\$ 58.64	\$ 60.65	\$ 62.66	\$ 64.67	\$ 66.69	\$ 68.70	\$ 70.71	\$ 72.48	\$ 74.29	\$ 76.15	\$ 78.06	\$ 80.01

**P-4 ES 35-Hours Salary Plan Effective 07/01/2020**

<u>Plan 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	37 Annual	\$111,566.00	\$115,339.00	\$119,120.00	\$122,900.00	\$126,680.00	\$130,460.00	\$134,237.00	\$137,588.00	\$141,032.00	\$144,562.00	\$148,175.00	\$151,880.00
	Bi-Wk	\$ 4,274.56	\$ 4,419.12	\$ 4,563.99	\$ 4,708.82	\$ 4,853.64	\$ 4,998.47	\$ 5,143.19	\$ 5,271.58	\$ 5,403.53	\$ 5,538.78	\$ 5,677.21	\$ 5,819.16
	Daily	\$ 427.46	\$ 441.92	\$ 456.40	\$ 470.89	\$ 485.37	\$ 499.85	\$ 514.32	\$ 527.16	\$ 540.36	\$ 553.88	\$ 567.73	\$ 581.92
	Hourly	\$ 61.07	\$ 63.14	\$ 65.20	\$ 67.27	\$ 69.34	\$ 71.41	\$ 73.48	\$ 75.31	\$ 77.20	\$ 79.13	\$ 81.11	\$ 83.14
ES	38 Annual	\$116,171.00	\$120,029.00	\$123,900.00	\$127,766.00	\$131,635.00	\$135,501.00	\$139,368.00	\$142,858.00	\$146,427.00	\$150,089.00	\$153,842.00	\$157,688.00
	Bi-Wk	\$ 4,451.00	\$ 4,598.82	\$ 4,747.13	\$ 4,895.25	\$ 5,043.49	\$ 5,191.61	\$ 5,339.78	\$ 5,473.49	\$ 5,610.23	\$ 5,750.54	\$ 5,894.33	\$ 6,041.69
	Daily	\$ 445.10	\$ 459.89	\$ 474.72	\$ 489.53	\$ 504.35	\$ 519.17	\$ 533.98	\$ 547.35	\$ 561.03	\$ 575.06	\$ 589.44	\$ 604.17
	Hourly	\$ 63.59	\$ 65.70	\$ 67.82	\$ 69.94	\$ 72.05	\$ 74.17	\$ 76.29	\$ 78.20	\$ 80.15	\$ 82.16	\$ 84.21	\$ 86.31
*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	39 Annual	\$121,002.00	\$124,960.00	\$128,918.00	\$132,884.00	\$136,844.00	\$140,795.00	\$144,760.00	\$148,380.00	\$152,090.00	\$155,894.00	\$159,791.00	\$163,785.00
	Bi-Wk	\$ 4,636.10	\$ 4,787.74	\$ 4,939.39	\$ 5,091.35	\$ 5,243.07	\$ 5,394.45	\$ 5,546.37	\$ 5,685.06	\$ 5,827.21	\$ 5,972.96	\$ 6,122.27	\$ 6,275.29
	Daily	\$ 463.61	\$ 478.78	\$ 493.94	\$ 509.14	\$ 524.31	\$ 539.45	\$ 554.64	\$ 568.51	\$ 582.73	\$ 597.30	\$ 612.23	\$ 627.53
	Hourly	\$ 66.23	\$ 68.40	\$ 70.57	\$ 72.74	\$ 74.91	\$ 77.07	\$ 79.24	\$ 81.22	\$ 83.25	\$ 85.33	\$ 87.47	\$ 89.65
ES	40 Annual	\$126,047.00	\$130,083.00	\$134,136.00	\$138,176.00	\$142,221.00	\$146,263.00	\$150,308.00	\$154,071.00	\$157,922.00	\$161,870.00	\$165,920.00	\$170,069.00
	Bi-Wk	\$ 4,829.39	\$ 4,984.03	\$ 5,139.32	\$ 5,294.10	\$ 5,449.09	\$ 5,603.95	\$ 5,758.93	\$ 5,903.11	\$ 6,050.66	\$ 6,201.92	\$ 6,357.09	\$ 6,516.06
	Daily	\$ 482.94	\$ 498.41	\$ 513.94	\$ 529.41	\$ 544.91	\$ 560.40	\$ 575.90	\$ 590.32	\$ 605.07	\$ 620.20	\$ 635.71	\$ 651.61
	Hourly	\$ 69.00	\$ 71.21	\$ 73.42	\$ 75.63	\$ 77.85	\$ 80.06	\$ 82.28	\$ 84.34	\$ 86.44	\$ 88.60	\$ 90.82	\$ 93.09
ES	41 Annual	\$131,311.00	\$135,456.00	\$139,596.00	\$143,744.00	\$147,883.00	\$152,024.00	\$156,165.00	\$160,070.00	\$164,074.00	\$168,175.00	\$172,381.00	\$176,691.00
	Bi-Wk	\$ 5,031.08	\$ 5,189.89	\$ 5,348.51	\$ 5,507.44	\$ 5,666.02	\$ 5,824.68	\$ 5,983.34	\$ 6,132.96	\$ 6,286.37	\$ 6,443.49	\$ 6,604.64	\$ 6,769.78
	Daily	\$ 503.11	\$ 518.99	\$ 534.86	\$ 550.75	\$ 566.61	\$ 582.47	\$ 598.34	\$ 613.30	\$ 628.64	\$ 644.35	\$ 660.47	\$ 676.98
	Hourly	\$ 71.88	\$ 74.15	\$ 76.41	\$ 78.68	\$ 80.95	\$ 83.21	\$ 85.48	\$ 87.62	\$ 89.81	\$ 92.05	\$ 94.36	\$ 96.72
ES	42 Annual	\$136,785.00	\$141,024.00	\$145,262.00	\$149,487.00	\$153,726.00	\$157,955.00	\$162,198.00	\$166,255.00	\$170,411.00	\$174,668.00	\$179,035.00	\$183,512.00
	Bi-Wk	\$ 5,240.81	\$ 5,403.22	\$ 5,565.60	\$ 5,727.48	\$ 5,889.89	\$ 6,051.92	\$ 6,214.49	\$ 6,369.93	\$ 6,529.16	\$ 6,692.27	\$ 6,859.58	\$ 7,031.12
	Daily	\$ 524.09	\$ 540.33	\$ 556.56	\$ 572.75	\$ 588.99	\$ 605.20	\$ 621.45	\$ 637.00	\$ 652.92	\$ 669.23	\$ 685.96	\$ 703.12
	Hourly	\$ 74.87	\$ 77.19	\$ 79.51	\$ 81.83	\$ 84.15	\$ 86.46	\$ 88.78	\$ 91.00	\$ 93.28	\$ 95.61	\$ 98.00	\$ 100.45
ES	43 Annual	\$142,599.00	\$146,914.00	\$151,235.00	\$155,551.00	\$159,875.00	\$164,187.00	\$168,506.00	\$172,716.00	\$177,037.00	\$181,459.00	\$185,995.00	\$190,645.00
	Bi-Wk	\$ 5,463.57	\$ 5,628.89	\$ 5,794.45	\$ 5,959.81	\$ 6,125.48	\$ 6,290.69	\$ 6,456.17	\$ 6,617.48	\$ 6,783.03	\$ 6,952.46	\$ 7,126.25	\$ 7,304.41

**P-4 ES 35-Hours Salary Plan Effective 07/01/2020**

<u>Plan 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>
Daily	\$	546.36	\$ 562.89	\$ 579.45	\$ 595.99	\$ 612.55	\$ 629.07	\$ 645.62	\$ 661.75	\$ 678.31	\$ 695.25	\$ 712.63	\$ 730.45
Hourly	\$	78.06	\$ 80.42	\$ 82.78	\$ 85.15	\$ 87.51	\$ 89.87	\$ 92.24	\$ 94.54	\$ 96.91	\$ 99.33	\$ 101.81	\$ 104.35

\*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."