

P-4 ET 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET | 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 | \$ 44,165.00 | \$ 45,268.00 |
| | | 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 | \$ 1,692.15 | \$ 1,734.41 |
| | | Daily | \$ 135.69 | \$ 139.80 | \$ 143.97 | \$ 148.10 | \$ 152.36 | \$ 156.69 | \$ 161.05 | \$ 165.10 | \$ 169.22 | \$ 173.45 |
| | | Hourly | \$ 19.39 | \$ 19.98 | \$ 20.57 | \$ 21.16 | \$ 21.77 | \$ 22.39 | \$ 23.01 | \$ 23.59 | \$ 24.18 | \$ 24.78 |
| ET | 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 |
| | | 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 |
| | | Daily | \$ 140.08 | \$ 144.42 | \$ 148.70 | \$ 153.17 | \$ 157.66 | \$ 162.20 | \$ 166.71 | \$ 170.87 | \$ 175.14 | \$ 179.52 |
| | | Hourly | \$ 20.02 | \$ 20.64 | \$ 21.25 | \$ 21.89 | \$ 22.53 | \$ 23.18 | \$ 23.82 | \$ 24.41 | \$ 25.02 | \$ 25.65 |
| ET | 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 | \$ 49,632.00 | \$ 50,873.00 |
| | | 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 | \$ 1,901.61 | \$ 1,949.16 |
| | | Daily | \$ 147.98 | \$ 153.46 | \$ 158.96 | \$ 164.45 | \$ 169.98 | \$ 175.46 | \$ 181.00 | \$ 185.53 | \$ 190.17 | \$ 194.92 |
| | | Hourly | \$ 21.14 | \$ 21.93 | \$ 22.71 | \$ 23.50 | \$ 24.29 | \$ 25.07 | \$ 25.86 | \$ 26.51 | \$ 27.17 | \$ 27.85 |
| ET | 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 | \$ 51,837.00 | \$ 53,135.00 |
| | | 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 | \$ 1,986.10 | \$ 2,035.83 |
| | | Daily | \$ 154.91 | \$ 160.61 | \$ 166.29 | \$ 171.99 | \$ 177.66 | \$ 183.36 | \$ 189.04 | \$ 193.78 | \$ 198.61 | \$ 203.59 |
| | | Hourly | \$ 22.13 | \$ 22.95 | \$ 23.76 | \$ 24.57 | \$ 25.38 | \$ 26.20 | \$ 27.01 | \$ 27.69 | \$ 28.38 | \$ 29.09 |
| ET | 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 | \$ 54,155.00 | \$ 55,511.00 |
| | | 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 | \$ 2,074.91 | \$ 2,126.86 |
| | | Daily | \$ 162.35 | \$ 168.21 | \$ 174.06 | \$ 179.90 | \$ 185.77 | \$ 191.66 | \$ 197.50 | \$ 202.44 | \$ 207.50 | \$ 212.69 |
| | | Hourly | \$ 23.20 | \$ 24.03 | \$ 24.87 | \$ 25.70 | \$ 26.54 | \$ 27.38 | \$ 28.22 | \$ 28.92 | \$ 29.65 | \$ 30.39 |
| ET | 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 | \$ 56,606.00 | \$ 58,021.00 |
| | | 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 | \$ 2,168.82 | \$ 2,223.03 |
| | | Daily | \$ 170.25 | \$ 176.29 | \$ 182.33 | \$ 188.35 | \$ 194.37 | \$ 200.43 | \$ 206.45 | \$ 211.59 | \$ 216.89 | \$ 222.31 |
| | | Hourly | \$ 24.33 | \$ 25.19 | \$ 26.05 | \$ 26.91 | \$ 27.77 | \$ 28.64 | \$ 29.50 | \$ 30.23 | \$ 30.99 | \$ 31.76 |
| ET | 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 | \$ 59,207.00 | \$ 60,687.00 |
| | | 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 | \$ 2,268.47 | \$ 2,325.18 |
| | | Daily | \$ 178.67 | \$ 184.88 | \$ 191.10 | \$ 197.30 | \$ 203.51 | \$ 209.69 | \$ 215.91 | \$ 221.31 | \$ 226.85 | \$ 232.52 |
| | | Hourly | \$ 25.53 | \$ 26.42 | \$ 27.30 | \$ 28.19 | \$ 29.08 | \$ 29.96 | \$ 30.85 | \$ 31.62 | \$ 32.41 | \$ 33.22 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET | 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 | \$ 61,930.00 | \$ 63,479.00 |
| | | 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 | \$ 2,372.80 | \$ 2,432.15 |
| | | Daily | \$ 187.69 | \$ 194.07 | \$ 200.43 | \$ 206.79 | \$ 213.13 | \$ 219.49 | \$ 225.84 | \$ 231.50 | \$ 237.28 | \$ 243.22 |
| | | Hourly | \$ 26.82 | \$ 27.73 | \$ 28.64 | \$ 29.55 | \$ 30.45 | \$ 31.36 | \$ 32.27 | \$ 33.08 | \$ 33.90 | \$ 34.75 |
| ET | 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 | \$ 64,768.00 | \$ 66,389.00 |
| | | 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 | \$ 2,481.54 | \$ 2,543.64 |
| | | Daily | \$ 196.94 | \$ 203.51 | \$ 210.04 | \$ 216.60 | \$ 223.12 | \$ 229.66 | \$ 236.21 | \$ 242.11 | \$ 248.16 | \$ 254.37 |
| | | Hourly | \$ 28.14 | \$ 29.08 | \$ 30.01 | \$ 30.95 | \$ 31.88 | \$ 32.81 | \$ 33.75 | \$ 34.59 | \$ 35.46 | \$ 36.34 |
| ET | 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 | \$ 67,773.00 | \$ 69,468.00 |
| | | 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 | \$ 2,596.67 | \$ 2,661.61 |
| | | Daily | \$ 206.97 | \$ 213.68 | \$ 220.38 | \$ 227.07 | \$ 233.76 | \$ 240.46 | \$ 247.16 | \$ 253.34 | \$ 259.67 | \$ 266.17 |
| | | Hourly | \$ 29.57 | \$ 30.53 | \$ 31.49 | \$ 32.44 | \$ 33.40 | \$ 34.36 | \$ 35.31 | \$ 36.20 | \$ 37.10 | \$ 38.03 |
| ET | 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 | \$ 70,886.00 | \$ 72,659.00 |
| | | 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 | \$ 2,715.94 | \$ 2,783.87 |
| | | Daily | \$ 217.17 | \$ 224.08 | \$ 230.95 | \$ 237.83 | \$ 244.74 | \$ 251.60 | \$ 258.52 | \$ 264.98 | \$ 271.60 | \$ 278.39 |
| | | Hourly | \$ 31.03 | \$ 32.02 | \$ 33.00 | \$ 33.98 | \$ 34.97 | \$ 35.95 | \$ 36.94 | \$ 37.86 | \$ 38.80 | \$ 39.77 |
| ET | 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 | \$ 74,628.00 | \$ 76,492.00 |
| | | 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 | \$ 2,859.32 | \$ 2,930.73 |
| | | Daily | \$ 223.12 | \$ 231.29 | \$ 239.48 | \$ 247.63 | \$ 255.82 | \$ 263.99 | \$ 272.17 | \$ 278.96 | \$ 285.94 | \$ 293.08 |
| | | Hourly | \$ 31.88 | \$ 33.05 | \$ 34.22 | \$ 35.38 | \$ 36.55 | \$ 37.72 | \$ 38.89 | \$ 39.86 | \$ 40.85 | \$ 41.87 |
| ET | 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 | \$ 80,040.00 |
| | | 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 | \$ 3,066.67 |
| | | Daily | \$ 233.69 | \$ 242.21 | \$ 250.70 | \$ 259.25 | \$ 267.75 | \$ 276.27 | \$ 284.78 | \$ 291.90 | \$ 299.19 | \$ 306.67 |
| | | Hourly | \$ 33.39 | \$ 34.61 | \$ 35.82 | \$ 37.04 | \$ 38.25 | \$ 39.47 | \$ 40.69 | \$ 41.70 | \$ 42.75 | \$ 43.81 |
| ET | 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 | \$ 81,763.00 | \$ 83,810.00 |
| | | 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 | \$ 3,132.69 | \$ 3,211.12 |
| | | Daily | \$ 244.92 | \$ 253.80 | \$ 262.68 | \$ 271.56 | \$ 280.43 | \$ 289.29 | \$ 298.19 | \$ 305.63 | \$ 313.27 | \$ 321.12 |
| | | Hourly | \$ 34.99 | \$ 36.26 | \$ 37.53 | \$ 38.80 | \$ 40.07 | \$ 41.33 | \$ 42.60 | \$ 43.67 | \$ 44.76 | \$ 45.88 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET | 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 | \$ 85,581.00 | \$ 87,719.00 |
| | | 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 | \$ 3,278.97 | \$ 3,360.89 |
| | | Daily | \$ 256.89 | \$ 266.10 | \$ 275.27 | \$ 284.48 | \$ 293.72 | \$ 302.91 | \$ 312.10 | \$ 319.90 | \$ 327.90 | \$ 336.09 |
| | | Hourly | \$ 36.70 | \$ 38.02 | \$ 39.33 | \$ 40.64 | \$ 41.96 | \$ 43.28 | \$ 44.59 | \$ 45.70 | \$ 46.85 | \$ 48.02 |
| ET | 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 | \$ 89,614.00 | \$ 91,854.00 |
| | | 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 | \$ 3,433.49 | \$ 3,519.32 |
| | | Daily | \$ 269.56 | \$ 279.09 | \$ 288.66 | \$ 298.19 | \$ 307.72 | \$ 317.27 | \$ 326.79 | \$ 334.97 | \$ 343.35 | \$ 351.94 |
| | | Hourly | \$ 38.51 | \$ 39.87 | \$ 41.24 | \$ 42.60 | \$ 43.96 | \$ 45.33 | \$ 46.69 | \$ 47.86 | \$ 49.05 | \$ 50.28 |
| ET | 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 | \$ 93,832.00 | \$ 96,177.00 |
| | | 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 | \$ 3,595.10 | \$ 3,684.95 |
| | | Daily | \$ 282.90 | \$ 292.80 | \$ 302.69 | \$ 312.53 | \$ 322.42 | \$ 332.28 | \$ 342.17 | \$ 350.74 | \$ 359.51 | \$ 368.50 |
| | | Hourly | \$ 40.42 | \$ 41.83 | \$ 43.25 | \$ 44.65 | \$ 46.06 | \$ 47.47 | \$ 48.89 | \$ 50.11 | \$ 51.36 | \$ 52.65 |
| ET | 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 | \$ 100,758.00 |
| | | 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 | \$ 3,860.46 |
| | | Daily | \$ 297.20 | \$ 307.42 | \$ 317.65 | \$ 327.88 | \$ 338.07 | \$ 348.30 | \$ 358.51 | \$ 367.45 | \$ 376.63 | \$ 386.05 |
| | | Hourly | \$ 42.46 | \$ 43.92 | \$ 45.38 | \$ 46.84 | \$ 48.30 | \$ 49.76 | \$ 51.22 | \$ 52.50 | \$ 53.81 | \$ 55.15 |
| ET | 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 |
| | | 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 |
| | | Daily | \$ 300.05 | \$ 311.32 | \$ 322.58 | \$ 333.84 | \$ 345.10 | \$ 356.37 | \$ 367.61 | \$ 376.80 | \$ 386.23 | \$ 395.89 |
| | | Hourly | \$ 42.87 | \$ 44.48 | \$ 46.09 | \$ 47.70 | \$ 49.30 | \$ 50.91 | \$ 52.52 | \$ 53.83 | \$ 55.18 | \$ 56.56 |
| ET | 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 | \$ 104,646.00 | \$ 107,264.00 |
| | | 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 | \$ 4,009.43 | \$ 4,109.74 |
| | | Daily | \$ 312.10 | \$ 323.68 | \$ 335.30 | \$ 346.86 | \$ 358.42 | \$ 370.02 | \$ 381.63 | \$ 391.17 | \$ 400.95 | \$ 410.98 |
| | | Hourly | \$ 44.59 | \$ 46.24 | \$ 47.90 | \$ 49.56 | \$ 51.21 | \$ 52.86 | \$ 54.52 | \$ 55.89 | \$ 57.28 | \$ 58.72 |
| ET | 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 | \$ 108,640.00 | \$ 111,357.00 |
| | | 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 | \$ 4,162.46 | \$ 4,266.56 |
| | | Daily | \$ 324.63 | \$ 336.55 | \$ 348.49 | \$ 360.40 | \$ 372.34 | \$ 384.27 | \$ 396.20 | \$ 406.09 | \$ 416.25 | \$ 426.66 |
| | | Hourly | \$ 46.38 | \$ 48.08 | \$ 49.79 | \$ 51.49 | \$ 53.20 | \$ 54.90 | \$ 56.60 | \$ 58.02 | \$ 59.47 | \$ 60.96 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET | 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 | \$ 112,758.00 | \$ 115,578.00 |
| | | 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 | \$ 4,320.23 | \$ 4,428.28 |
| | | Daily | \$ 337.64 | \$ 349.89 | \$ 362.13 | \$ 374.40 | \$ 386.66 | \$ 398.91 | \$ 411.20 | \$ 421.48 | \$ 432.03 | \$ 442.83 |
| | | Hourly | \$ 48.24 | \$ 49.99 | \$ 51.74 | \$ 53.49 | \$ 55.24 | \$ 56.99 | \$ 58.75 | \$ 60.22 | \$ 61.72 | \$ 63.27 |
| ET | 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 | \$ 117,049.00 | \$ 119,977.00 |
| | | 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 | \$ 4,484.64 | \$ 4,596.82 |
| | | Daily | \$ 351.22 | \$ 363.83 | \$ 376.41 | \$ 389.02 | \$ 401.62 | \$ 414.21 | \$ 426.85 | \$ 437.53 | \$ 448.47 | \$ 459.69 |
| | | Hourly | \$ 50.18 | \$ 51.98 | \$ 53.78 | \$ 55.58 | \$ 57.38 | \$ 59.18 | \$ 60.98 | \$ 62.51 | \$ 64.07 | \$ 65.67 |
| ET | 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 | \$ 121,570.00 | \$ 124,608.00 |
| | | 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 | \$ 4,657.86 | \$ 4,774.26 |
| | | Daily | \$ 365.68 | \$ 378.63 | \$ 391.57 | \$ 404.52 | \$ 417.46 | \$ 430.41 | \$ 443.33 | \$ 454.42 | \$ 465.79 | \$ 477.43 |
| | | Hourly | \$ 52.24 | \$ 54.09 | \$ 55.94 | \$ 57.79 | \$ 59.64 | \$ 61.49 | \$ 63.34 | \$ 64.92 | \$ 66.55 | \$ 68.21 |
| ET | 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 | \$ 126,232.00 | \$ 129,389.00 |
| | | 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 | \$ 4,836.48 | \$ 4,957.44 |
| | | Daily | \$ 380.71 | \$ 393.97 | \$ 407.27 | \$ 420.53 | \$ 433.80 | \$ 447.05 | \$ 460.36 | \$ 471.84 | \$ 483.65 | \$ 495.75 |
| | | Hourly | \$ 54.39 | \$ 56.29 | \$ 58.19 | \$ 60.08 | \$ 61.98 | \$ 63.87 | \$ 65.77 | \$ 67.41 | \$ 69.10 | \$ 70.83 |
| ET | 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 | \$ 131,141.00 | \$ 134,420.00 |
| | | 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 | \$ 5,024.56 | \$ 5,150.20 |
| | | Daily | \$ 396.55 | \$ 410.14 | \$ 423.78 | \$ 437.38 | \$ 451.00 | \$ 464.60 | \$ 478.22 | \$ 490.20 | \$ 502.46 | \$ 515.02 |
| | | Hourly | \$ 56.65 | \$ 58.60 | \$ 60.54 | \$ 62.49 | \$ 64.43 | \$ 66.38 | \$ 68.32 | \$ 70.03 | \$ 71.78 | \$ 73.58 |
| ET | 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 | \$ 136,260.00 | \$ 139,668.00 |
| | | 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 | \$ 5,220.69 | \$ 5,351.27 |
| | | Daily | \$ 413.00 | \$ 426.97 | \$ 440.97 | \$ 454.96 | \$ 468.96 | \$ 482.95 | \$ 496.93 | \$ 509.33 | \$ 522.07 | \$ 535.13 |
| | | Hourly | \$ 59.00 | \$ 61.00 | \$ 63.00 | \$ 65.00 | \$ 67.00 | \$ 69.00 | \$ 70.99 | \$ 72.77 | \$ 74.59 | \$ 76.45 |
| ET | 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 |
| | | 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 |
| | | Daily | \$ 430.05 | \$ 444.33 | \$ 458.66 | \$ 472.97 | \$ 487.30 | \$ 501.61 | \$ 515.92 | \$ 528.84 | \$ 542.05 | \$ 555.61 |
| | | Hourly | \$ 61.44 | \$ 63.48 | \$ 65.53 | \$ 67.57 | \$ 69.62 | \$ 71.66 | \$ 73.71 | \$ 75.55 | \$ 77.44 | \$ 79.38 |

P-4 ET 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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| ET | 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 |
| | | 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 |
| | | Daily | \$ 447.94 | \$ 462.59 | \$ 477.24 | \$ 491.92 | \$ 506.58 | \$ 521.20 | \$ 535.88 | \$ 549.28 | \$ 563.02 | \$ 577.10 |
| | | Hourly | \$ 64.00 | \$ 66.09 | \$ 68.18 | \$ 70.28 | \$ 72.37 | \$ 74.46 | \$ 76.56 | \$ 78.47 | \$ 80.44 | \$ 82.45 |
| ET | 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 | \$ 152,580.00 | \$ 156,396.00 |
| | | 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 | \$ 5,845.98 | \$ 5,992.19 |
| | | Daily | \$ 466.61 | \$ 481.55 | \$ 496.56 | \$ 511.51 | \$ 526.48 | \$ 541.45 | \$ 556.42 | \$ 570.35 | \$ 584.60 | \$ 599.22 |
| | | Hourly | \$ 66.66 | \$ 68.80 | \$ 70.94 | \$ 73.08 | \$ 75.22 | \$ 77.35 | \$ 79.49 | \$ 81.48 | \$ 83.52 | \$ 85.61 |
| ET | 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 | \$ 158,524.00 | \$ 162,488.00 |
| | | 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 | \$ 6,073.72 | \$ 6,225.60 |
| | | Daily | \$ 486.10 | \$ 501.44 | \$ 516.77 | \$ 532.12 | \$ 547.45 | \$ 562.78 | \$ 578.10 | \$ 592.56 | \$ 607.38 | \$ 622.56 |
| | | Hourly | \$ 69.45 | \$ 71.64 | \$ 73.83 | \$ 76.02 | \$ 78.21 | \$ 80.40 | \$ 82.59 | \$ 84.66 | \$ 86.77 | \$ 88.94 |
| ET | 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 | \$ 168,764.00 |
| | | 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 | \$ 6,466.06 |
| | | Daily | \$ 506.36 | \$ 522.05 | \$ 537.74 | \$ 553.38 | \$ 569.07 | \$ 584.73 | \$ 600.44 | \$ 615.45 | \$ 630.84 | \$ 646.61 |
| | | Hourly | \$ 72.34 | \$ 74.58 | \$ 76.82 | \$ 79.06 | \$ 81.30 | \$ 83.54 | \$ 85.78 | \$ 87.93 | \$ 90.12 | \$ 92.38 |
| ET | 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 | \$ 171,047.00 | \$ 175,323.00 |
| | | 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 | \$ 6,553.53 | \$ 6,717.36 |
| | | Daily | \$ 527.88 | \$ 543.86 | \$ 559.85 | \$ 575.83 | \$ 591.84 | \$ 607.80 | \$ 623.79 | \$ 639.37 | \$ 655.36 | \$ 671.74 |
| | | Hourly | \$ 75.42 | \$ 77.70 | \$ 79.98 | \$ 82.27 | \$ 84.55 | \$ 86.83 | \$ 89.12 | \$ 91.34 | \$ 93.63 | \$ 95.97 |