

P-4 FS 40-Hours Salary Plan Effective 07/01/2020

<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>
FS	11	Annual	\$ 41,889.00	\$ 43,164.00	\$ 44,449.00	\$ 45,722.00	\$ 47,038.00	\$ 48,373.00	\$ 49,720.00	\$ 50,968.00	\$ 52,240.00	\$ 53,542.00	\$ 54,890.00	\$ 56,263.00
		Bi-Wk	\$ 1,604.95	\$ 1,653.80	\$ 1,703.03	\$ 1,751.81	\$ 1,802.23	\$ 1,853.38	\$ 1,904.99	\$ 1,952.80	\$ 2,001.54	\$ 2,051.42	\$ 2,103.07	\$ 2,155.68
		Daily	\$ 160.50	\$ 165.38	\$ 170.31	\$ 175.19	\$ 180.23	\$ 185.34	\$ 190.50	\$ 195.28	\$ 200.16	\$ 205.15	\$ 210.31	\$ 215.57
		Hourly	\$ 20.07	\$ 20.68	\$ 21.29	\$ 21.90	\$ 22.53	\$ 23.17	\$ 23.82	\$ 24.41	\$ 25.02	\$ 25.65	\$ 26.29	\$ 26.95
FS	12	Annual	\$ 43,247.00	\$ 44,586.00	\$ 45,908.00	\$ 47,289.00	\$ 48,674.00	\$ 50,078.00	\$ 51,465.00	\$ 52,751.00	\$ 54,071.00	\$ 55,420.00	\$ 56,805.00	\$ 58,229.00
		Bi-Wk	\$ 1,656.98	\$ 1,708.28	\$ 1,758.93	\$ 1,811.84	\$ 1,864.91	\$ 1,918.70	\$ 1,971.84	\$ 2,021.12	\$ 2,071.69	\$ 2,123.38	\$ 2,176.44	\$ 2,231.00
		Daily	\$ 165.70	\$ 170.83	\$ 175.90	\$ 181.19	\$ 186.50	\$ 191.87	\$ 197.19	\$ 202.12	\$ 207.17	\$ 212.34	\$ 217.65	\$ 223.10
		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
FS	13	Annual	\$ 45,684.00	\$ 47,376.00	\$ 49,077.00	\$ 50,769.00	\$ 52,477.00	\$ 54,169.00	\$ 55,880.00	\$ 57,278.00	\$ 58,712.00	\$ 60,182.00	\$ 61,688.00	\$ 63,231.00
		Bi-Wk	\$ 1,750.35	\$ 1,815.18	\$ 1,880.35	\$ 1,945.18	\$ 2,010.62	\$ 2,075.45	\$ 2,141.00	\$ 2,194.56	\$ 2,249.51	\$ 2,305.83	\$ 2,363.53	\$ 2,422.65
		Daily	\$ 175.04	\$ 181.52	\$ 188.04	\$ 194.52	\$ 201.07	\$ 207.55	\$ 214.10	\$ 219.46	\$ 224.96	\$ 230.59	\$ 236.36	\$ 242.27
		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
FS	14	Annual	\$ 47,823.00	\$ 49,585.00	\$ 51,340.00	\$ 53,097.00	\$ 54,851.00	\$ 56,608.00	\$ 58,360.00	\$ 59,825.00	\$ 61,315.00	\$ 62,845.00	\$ 64,420.00	\$ 66,033.00
		Bi-Wk	\$ 1,832.30	\$ 1,899.81	\$ 1,967.05	\$ 2,034.37	\$ 2,101.58	\$ 2,168.89	\$ 2,236.02	\$ 2,292.15	\$ 2,349.24	\$ 2,407.86	\$ 2,468.20	\$ 2,530.00
		Daily	\$ 183.23	\$ 189.99	\$ 196.71	\$ 203.44	\$ 210.16	\$ 216.89	\$ 223.61	\$ 229.22	\$ 234.93	\$ 240.79	\$ 246.82	\$ 253.00
		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
FS	15	Annual	\$ 50,122.00	\$ 51,927.00	\$ 53,735.00	\$ 55,540.00	\$ 57,350.00	\$ 59,171.00	\$ 60,970.00	\$ 62,498.00	\$ 64,059.00	\$ 65,665.00	\$ 67,306.00	\$ 68,992.00
		Bi-Wk	\$ 1,920.39	\$ 1,989.55	\$ 2,058.82	\$ 2,127.97	\$ 2,197.32	\$ 2,267.09	\$ 2,336.02	\$ 2,394.56	\$ 2,454.37	\$ 2,515.91	\$ 2,578.78	\$ 2,643.38
		Daily	\$ 192.04	\$ 198.96	\$ 205.89	\$ 212.80	\$ 219.74	\$ 226.71	\$ 233.61	\$ 239.46	\$ 245.44	\$ 251.60	\$ 257.88	\$ 264.34
		Hourly	\$ 24.01	\$ 24.87	\$ 25.74	\$ 26.60	\$ 27.47	\$ 28.34	\$ 29.21	\$ 29.94	\$ 30.68	\$ 31.45	\$ 32.24	\$ 33.05
FS	16	Annual	\$ 52,560.00	\$ 54,424.00	\$ 56,285.00	\$ 58,146.00	\$ 60,006.00	\$ 61,875.00	\$ 63,733.00	\$ 65,326.00	\$ 66,957.00	\$ 68,630.00	\$ 70,348.00	\$ 72,112.00
		Bi-Wk	\$ 2,013.80	\$ 2,085.22	\$ 2,156.52	\$ 2,227.82	\$ 2,299.09	\$ 2,370.69	\$ 2,441.88	\$ 2,502.92	\$ 2,565.41	\$ 2,629.51	\$ 2,695.33	\$ 2,762.92
		Daily	\$ 201.38	\$ 208.53	\$ 215.66	\$ 222.79	\$ 229.91	\$ 237.07	\$ 244.19	\$ 250.30	\$ 256.55	\$ 262.96	\$ 269.54	\$ 276.30
		Hourly	\$ 25.18	\$ 26.07	\$ 26.96	\$ 27.85	\$ 28.74	\$ 29.64	\$ 30.53	\$ 31.29	\$ 32.07	\$ 32.87	\$ 33.70	\$ 34.54
FS	17	Annual	\$ 55,162.00	\$ 57,079.00	\$ 59,001.00	\$ 60,912.00	\$ 62,829.00	\$ 64,739.00	\$ 66,654.00	\$ 68,321.00	\$ 70,037.00	\$ 71,785.00	\$ 73,580.00	\$ 75,418.00
		Bi-Wk	\$ 2,113.49	\$ 2,186.94	\$ 2,260.58	\$ 2,333.80	\$ 2,407.25	\$ 2,480.43	\$ 2,553.80	\$ 2,617.67	\$ 2,683.41	\$ 2,750.39	\$ 2,819.16	\$ 2,889.58
		Daily	\$ 211.35	\$ 218.70	\$ 226.06	\$ 233.38	\$ 240.73	\$ 248.05	\$ 255.38	\$ 261.77	\$ 268.35	\$ 275.04	\$ 281.92	\$ 288.96
		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 FS 40-Hours Salary Plan Effective 07/01/2020

<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>
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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."

FS	18 Annual	\$ 57,945.00	\$ 59,913.00	\$ 61,875.00	\$ 63,842.00	\$ 65,796.00	\$ 67,760.00	\$ 69,720.00	\$ 71,470.00	\$ 73,254.00	\$ 75,087.00	\$ 76,961.00	\$ 78,887.00
	Bi-Wk	\$ 2,220.12	\$ 2,295.52	\$ 2,370.69	\$ 2,446.06	\$ 2,520.92	\$ 2,596.17	\$ 2,671.27	\$ 2,738.32	\$ 2,806.67	\$ 2,876.90	\$ 2,948.70	\$ 3,022.50
	Daily	\$ 222.02	\$ 229.56	\$ 237.07	\$ 244.61	\$ 252.10	\$ 259.62	\$ 267.13	\$ 273.84	\$ 280.67	\$ 287.69	\$ 294.87	\$ 302.25
	Hourly	\$ 27.76	\$ 28.70	\$ 29.64	\$ 30.58	\$ 31.52	\$ 32.46	\$ 33.40	\$ 34.23	\$ 35.09	\$ 35.97	\$ 36.86	\$ 37.79
FS	19 Annual	\$ 60,798.00	\$ 62,829.00	\$ 64,845.00	\$ 66,871.00	\$ 68,885.00	\$ 70,904.00	\$ 72,922.00	\$ 74,746.00	\$ 76,615.00	\$ 78,528.00	\$ 80,490.00	\$ 82,506.00
	Bi-Wk	\$ 2,329.43	\$ 2,407.25	\$ 2,484.49	\$ 2,562.11	\$ 2,639.28	\$ 2,716.63	\$ 2,793.95	\$ 2,863.84	\$ 2,935.45	\$ 3,008.74	\$ 3,083.91	\$ 3,161.15
	Daily	\$ 232.95	\$ 240.73	\$ 248.45	\$ 256.22	\$ 263.93	\$ 271.67	\$ 279.40	\$ 286.39	\$ 293.55	\$ 300.88	\$ 308.40	\$ 316.12
	Hourly	\$ 29.12	\$ 30.10	\$ 31.06	\$ 32.03	\$ 33.00	\$ 33.96	\$ 34.93	\$ 35.80	\$ 36.70	\$ 37.61	\$ 38.55	\$ 39.52
FS	20 Annual	\$ 63,899.00	\$ 65,968.00	\$ 68,035.00	\$ 70,101.00	\$ 72,167.00	\$ 74,234.00	\$ 76,302.00	\$ 78,214.00	\$ 80,175.00	\$ 82,175.00	\$ 84,229.00	\$ 86,337.00
	Bi-Wk	\$ 2,448.24	\$ 2,527.51	\$ 2,606.71	\$ 2,685.87	\$ 2,765.02	\$ 2,844.22	\$ 2,923.45	\$ 2,996.71	\$ 3,071.84	\$ 3,148.47	\$ 3,227.17	\$ 3,307.94
	Daily	\$ 244.83	\$ 252.76	\$ 260.68	\$ 268.59	\$ 276.51	\$ 284.43	\$ 292.35	\$ 299.68	\$ 307.19	\$ 314.85	\$ 322.72	\$ 330.80
	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
FS	21 Annual	\$ 67,046.00	\$ 69,179.00	\$ 71,300.00	\$ 73,423.00	\$ 75,557.00	\$ 77,676.00	\$ 79,810.00	\$ 81,807.00	\$ 83,846.00	\$ 85,942.00	\$ 88,092.00	\$ 90,297.00
	Bi-Wk	\$ 2,568.82	\$ 2,650.54	\$ 2,731.81	\$ 2,813.15	\$ 2,894.91	\$ 2,976.10	\$ 3,057.86	\$ 3,134.37	\$ 3,212.50	\$ 3,292.80	\$ 3,375.18	\$ 3,459.66
	Daily	\$ 256.89	\$ 265.06	\$ 273.19	\$ 281.32	\$ 289.50	\$ 297.61	\$ 305.79	\$ 313.44	\$ 321.25	\$ 329.28	\$ 337.52	\$ 345.97
	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
FS	22 Annual	\$ 68,885.00	\$ 71,404.00	\$ 73,935.00	\$ 76,452.00	\$ 78,979.00	\$ 81,501.00	\$ 84,024.00	\$ 86,121.00	\$ 88,285.00	\$ 90,490.00	\$ 92,753.00	\$ 95,072.00
	Bi-Wk	\$ 2,639.28	\$ 2,735.79	\$ 2,832.76	\$ 2,929.20	\$ 3,026.02	\$ 3,122.65	\$ 3,219.32	\$ 3,299.66	\$ 3,382.57	\$ 3,467.05	\$ 3,553.76	\$ 3,642.61
	Daily	\$ 263.93	\$ 273.58	\$ 283.28	\$ 292.92	\$ 302.61	\$ 312.27	\$ 321.94	\$ 329.97	\$ 338.26	\$ 346.71	\$ 355.38	\$ 364.27
	Hourly	\$ 33.00	\$ 34.20	\$ 35.41	\$ 36.62	\$ 37.83	\$ 39.04	\$ 40.25	\$ 41.25	\$ 42.29	\$ 43.34	\$ 44.43	\$ 45.54
FS	23 Annual	\$ 72,144.00	\$ 74,775.00	\$ 77,398.00	\$ 80,034.00	\$ 82,660.00	\$ 85,291.00	\$ 87,920.00	\$ 90,119.00	\$ 92,368.00	\$ 94,678.00	\$ 97,049.00	\$ 99,474.00
	Bi-Wk	\$ 2,764.14	\$ 2,864.95	\$ 2,965.45	\$ 3,066.44	\$ 3,167.05	\$ 3,267.86	\$ 3,368.59	\$ 3,452.84	\$ 3,539.01	\$ 3,627.51	\$ 3,718.36	\$ 3,811.27
	Daily	\$ 276.42	\$ 286.50	\$ 296.55	\$ 306.65	\$ 316.71	\$ 326.79	\$ 336.86	\$ 345.29	\$ 353.91	\$ 362.76	\$ 371.84	\$ 381.13
	Hourly	\$ 34.56	\$ 35.82	\$ 37.07	\$ 38.34	\$ 39.59	\$ 40.85	\$ 42.11	\$ 43.17	\$ 44.24	\$ 45.35	\$ 46.48	\$ 47.65
FS	24 Annual	\$ 75,612.00	\$ 78,355.00	\$ 81,094.00	\$ 83,840.00	\$ 86,575.00	\$ 89,312.00	\$ 92,060.00	\$ 94,355.00	\$ 96,721.00	\$ 99,132.00	\$101,610.00	\$104,153.00
	Bi-Wk	\$ 2,897.02	\$ 3,002.11	\$ 3,107.05	\$ 3,212.27	\$ 3,317.05	\$ 3,421.92	\$ 3,527.21	\$ 3,615.14	\$ 3,705.79	\$ 3,798.17	\$ 3,893.11	\$ 3,990.54

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		Daily	\$ 289.71	\$ 300.22	\$ 310.71	\$ 321.23	\$ 331.71	\$ 342.20	\$ 352.73	\$ 361.52	\$ 370.58	\$ 379.82	\$ 389.32	\$ 399.06
		Hourly	\$ 36.22	\$ 37.53	\$ 38.84	\$ 40.16	\$ 41.47	\$ 42.78	\$ 44.10	\$ 45.19	\$ 46.33	\$ 47.48	\$ 48.67	\$ 49.89
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FS	25	Annual	\$ 79,310.00	\$ 82,154.00	\$ 84,983.00	\$ 87,824.00	\$ 90,677.00	\$ 93,518.00	\$ 96,353.00	\$ 98,760.00	\$ 101,234.00	\$ 103,769.00	\$ 106,363.00	\$ 109,022.00
		Bi-Wk	\$ 3,038.70	\$ 3,147.67	\$ 3,256.06	\$ 3,364.91	\$ 3,474.22	\$ 3,583.07	\$ 3,691.69	\$ 3,783.91	\$ 3,878.70	\$ 3,975.83	\$ 4,075.22	\$ 4,177.09
		Daily	\$ 303.87	\$ 314.77	\$ 325.61	\$ 336.50	\$ 347.43	\$ 358.31	\$ 369.17	\$ 378.40	\$ 387.87	\$ 397.59	\$ 407.53	\$ 417.71
		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
FS	26	Annual	\$ 83,216.00	\$ 86,160.00	\$ 89,114.00	\$ 92,060.00	\$ 95,000.00	\$ 97,950.00	\$ 100,888.00	\$ 103,413.00	\$ 105,999.00	\$ 108,650.00	\$ 111,364.00	\$ 114,148.00
		Bi-Wk	\$ 3,188.36	\$ 3,301.15	\$ 3,414.33	\$ 3,527.21	\$ 3,639.85	\$ 3,752.88	\$ 3,865.45	\$ 3,962.19	\$ 4,061.27	\$ 4,162.84	\$ 4,266.82	\$ 4,373.49
		Daily	\$ 318.84	\$ 330.12	\$ 341.44	\$ 352.73	\$ 363.99	\$ 375.29	\$ 386.55	\$ 396.22	\$ 406.13	\$ 416.29	\$ 426.69	\$ 437.35
		Hourly	\$ 39.86	\$ 41.27	\$ 42.68	\$ 44.10	\$ 45.50	\$ 46.92	\$ 48.32	\$ 49.53	\$ 50.77	\$ 52.04	\$ 53.34	\$ 54.67
FS	27	Annual	\$ 87,339.00	\$ 90,394.00	\$ 93,447.00	\$ 96,484.00	\$ 99,536.00	\$ 102,585.00	\$ 105,638.00	\$ 108,282.00	\$ 110,988.00	\$ 113,761.00	\$ 116,606.00	\$ 119,522.00
		Bi-Wk	\$ 3,346.33	\$ 3,463.38	\$ 3,580.35	\$ 3,696.71	\$ 3,813.64	\$ 3,930.46	\$ 4,047.44	\$ 4,148.74	\$ 4,252.42	\$ 4,358.66	\$ 4,467.67	\$ 4,579.39
		Daily	\$ 334.64	\$ 346.34	\$ 358.04	\$ 369.68	\$ 381.37	\$ 393.05	\$ 404.75	\$ 414.88	\$ 425.25	\$ 435.87	\$ 446.77	\$ 457.94
		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
FS	28	Annual	\$ 91,754.00	\$ 94,908.00	\$ 98,067.00	\$ 101,227.00	\$ 104,371.00	\$ 107,526.00	\$ 110,681.00	\$ 113,442.00	\$ 116,276.00	\$ 119,187.00	\$ 122,165.00	\$ 125,220.00
		Bi-Wk	\$ 3,515.48	\$ 3,636.33	\$ 3,757.36	\$ 3,878.43	\$ 3,998.89	\$ 4,119.78	\$ 4,240.66	\$ 4,346.44	\$ 4,455.02	\$ 4,566.56	\$ 4,680.66	\$ 4,797.71
		Daily	\$ 351.55	\$ 363.64	\$ 375.74	\$ 387.85	\$ 399.89	\$ 411.98	\$ 424.07	\$ 434.65	\$ 445.51	\$ 456.66	\$ 468.07	\$ 479.78
		Hourly	\$ 43.95	\$ 45.46	\$ 46.97	\$ 48.49	\$ 49.99	\$ 51.50	\$ 53.01	\$ 54.34	\$ 55.69	\$ 57.09	\$ 58.51	\$ 59.98
FS	29	Annual	\$ 92,635.00	\$ 96,113.00	\$ 99,587.00	\$ 103,066.00	\$ 106,539.00	\$ 110,018.00	\$ 113,490.00	\$ 116,327.00	\$ 119,240.00	\$ 122,223.00	\$ 125,277.00	\$ 128,409.00
		Bi-Wk	\$ 3,549.24	\$ 3,682.50	\$ 3,815.60	\$ 3,948.89	\$ 4,081.96	\$ 4,215.25	\$ 4,348.28	\$ 4,456.98	\$ 4,568.59	\$ 4,682.88	\$ 4,799.89	\$ 4,919.89
		Daily	\$ 354.93	\$ 368.25	\$ 381.56	\$ 394.89	\$ 408.20	\$ 421.53	\$ 434.83	\$ 445.70	\$ 456.86	\$ 468.29	\$ 479.99	\$ 491.99
		Hourly	\$ 44.37	\$ 46.04	\$ 47.70	\$ 49.37	\$ 51.03	\$ 52.70	\$ 54.36	\$ 55.72	\$ 57.11	\$ 58.54	\$ 60.00	\$ 61.50
FS	30	Annual	\$ 96,353.00	\$ 99,930.00	\$ 103,516.00	\$ 107,083.00	\$ 110,652.00	\$ 114,234.00	\$ 117,821.00	\$ 120,763.00	\$ 123,790.00	\$ 126,881.00	\$ 130,055.00	\$ 133,305.00
		Bi-Wk	\$ 3,691.69	\$ 3,828.74	\$ 3,966.14	\$ 4,102.80	\$ 4,239.55	\$ 4,376.79	\$ 4,514.22	\$ 4,626.94	\$ 4,742.92	\$ 4,861.35	\$ 4,982.96	\$ 5,107.48
		Daily	\$ 369.17	\$ 382.88	\$ 396.62	\$ 410.28	\$ 423.96	\$ 437.68	\$ 451.43	\$ 462.70	\$ 474.30	\$ 486.14	\$ 498.30	\$ 510.75
		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

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FS	31	Annual	\$100,220.00	\$103,903.00	\$107,590.00	\$111,266.00	\$114,951.00	\$118,632.00	\$122,317.00	\$125,372.00	\$128,508.00	\$131,721.00	\$135,013.00	\$138,389.00
		Bi-Wk	\$ 3,839.85	\$ 3,980.96	\$ 4,122.23	\$ 4,263.07	\$ 4,404.26	\$ 4,545.29	\$ 4,686.48	\$ 4,803.53	\$ 4,923.68	\$ 5,046.79	\$ 5,172.92	\$ 5,302.27
		Daily	\$ 383.99	\$ 398.10	\$ 412.23	\$ 426.31	\$ 440.43	\$ 454.53	\$ 468.65	\$ 480.36	\$ 492.37	\$ 504.68	\$ 517.30	\$ 530.23
		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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FS	32	Annual	\$104,237.00	\$108,018.00	\$111,798.00	\$115,587.00	\$119,371.00	\$123,157.00	\$126,947.00	\$130,123.00	\$133,377.00	\$136,712.00	\$140,131.00	\$143,635.00
		Bi-Wk	\$ 3,993.76	\$ 4,138.63	\$ 4,283.45	\$ 4,428.63	\$ 4,573.61	\$ 4,718.66	\$ 4,863.87	\$ 4,985.56	\$ 5,110.23	\$ 5,238.01	\$ 5,369.01	\$ 5,503.26
		Daily	\$ 399.38	\$ 413.87	\$ 428.35	\$ 442.87	\$ 457.37	\$ 471.87	\$ 486.39	\$ 498.56	\$ 511.03	\$ 523.81	\$ 536.91	\$ 550.33
		Hourly	\$ 49.93	\$ 51.74	\$ 53.55	\$ 55.36	\$ 57.18	\$ 58.99	\$ 60.80	\$ 62.32	\$ 63.88	\$ 65.48	\$ 67.12	\$ 68.80

FS	33	Annual	\$108,432.00	\$112,321.00	\$116,209.00	\$120,098.00	\$123,992.00	\$127,879.00	\$131,778.00	\$135,077.00	\$138,447.00	\$141,911.00	\$145,457.00	\$149,097.00
		Bi-Wk	\$ 4,154.49	\$ 4,303.49	\$ 4,452.46	\$ 4,601.46	\$ 4,750.66	\$ 4,899.58	\$ 5,048.97	\$ 5,175.37	\$ 5,304.49	\$ 5,437.21	\$ 5,573.07	\$ 5,712.53
		Daily	\$ 415.45	\$ 430.35	\$ 445.25	\$ 460.15	\$ 475.07	\$ 489.96	\$ 504.90	\$ 517.54	\$ 530.45	\$ 543.73	\$ 557.31	\$ 571.26
		Hourly	\$ 51.94	\$ 53.80	\$ 55.66	\$ 57.52	\$ 59.39	\$ 61.25	\$ 63.12	\$ 64.70	\$ 66.31	\$ 67.97	\$ 69.67	\$ 71.41

FS	34	Annual	\$112,895.00	\$116,892.00	\$120,890.00	\$124,887.00	\$128,881.00	\$132,879.00	\$136,867.00	\$140,292.00	\$143,801.00	\$147,392.00	\$151,075.00	\$154,853.00
		Bi-Wk	\$ 4,325.48	\$ 4,478.63	\$ 4,631.81	\$ 4,784.95	\$ 4,937.97	\$ 5,091.15	\$ 5,243.95	\$ 5,375.18	\$ 5,509.62	\$ 5,647.21	\$ 5,788.32	\$ 5,933.07
		Daily	\$ 432.55	\$ 447.87	\$ 463.19	\$ 478.50	\$ 493.80	\$ 509.12	\$ 524.40	\$ 537.52	\$ 550.97	\$ 564.73	\$ 578.84	\$ 593.31
		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

FS	35	Annual	\$117,536.00	\$121,630.00	\$125,731.00	\$129,831.00	\$133,926.00	\$138,017.00	\$142,124.00	\$145,671.00	\$149,316.00	\$153,052.00	\$156,878.00	\$160,802.00
		Bi-Wk	\$ 4,503.30	\$ 4,660.16	\$ 4,817.28	\$ 4,974.37	\$ 5,131.27	\$ 5,288.01	\$ 5,445.37	\$ 5,581.27	\$ 5,720.92	\$ 5,864.07	\$ 6,010.66	\$ 6,161.00
		Daily	\$ 450.33	\$ 466.02	\$ 481.73	\$ 497.44	\$ 513.13	\$ 528.81	\$ 544.54	\$ 558.13	\$ 572.10	\$ 586.41	\$ 601.07	\$ 616.10
		Hourly	\$ 56.30	\$ 58.26	\$ 60.22	\$ 62.18	\$ 64.15	\$ 66.11	\$ 68.07	\$ 69.77	\$ 71.52	\$ 73.31	\$ 75.14	\$ 77.02

FS	36	Annual	\$122,424.00	\$126,621.00	\$130,829.00	\$135,030.00	\$139,236.00	\$143,434.00	\$147,638.00	\$151,336.00	\$155,113.00	\$158,995.00	\$162,971.00	\$167,045.00
		Bi-Wk	\$ 4,690.58	\$ 4,851.38	\$ 5,012.61	\$ 5,173.57	\$ 5,334.72	\$ 5,495.56	\$ 5,656.63	\$ 5,798.32	\$ 5,943.03	\$ 6,091.77	\$ 6,244.10	\$ 6,400.20
		Daily	\$ 469.06	\$ 485.14	\$ 501.27	\$ 517.36	\$ 533.48	\$ 549.56	\$ 565.67	\$ 579.84	\$ 594.31	\$ 609.18	\$ 624.41	\$ 640.02
		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

FS	37	Annual	\$127,502.00	\$131,818.00	\$136,140.00	\$140,457.00	\$144,778.00	\$149,097.00	\$153,415.00	\$157,244.00	\$161,180.00	\$165,213.00	\$169,345.00	\$173,576.00
		Bi-Wk	\$ 4,885.14	\$ 5,050.50	\$ 5,216.10	\$ 5,381.50	\$ 5,547.05	\$ 5,712.53	\$ 5,877.97	\$ 6,024.68	\$ 6,175.48	\$ 6,330.00	\$ 6,488.32	\$ 6,650.43
		Daily	\$ 488.52	\$ 505.05	\$ 521.61	\$ 538.15	\$ 554.71	\$ 571.26	\$ 587.80	\$ 602.47	\$ 617.55	\$ 633.00	\$ 648.84	\$ 665.05

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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>
		Hourly	\$ 61.07	\$ 63.14	\$ 65.21	\$ 67.27	\$ 69.34	\$ 71.41	\$ 73.48	\$ 75.31	\$ 77.20	\$ 79.13	\$ 81.11	\$ 83.14
FS	38	Annual	\$132,766.00	\$137,177.00	\$141,599.00	\$146,020.00	\$150,442.00	\$154,857.00	\$159,280.00	\$163,267.00	\$167,347.00	\$171,534.00	\$175,820.00	\$180,215.00
		Bi-Wk	\$ 5,086.82	\$ 5,255.83	\$ 5,425.25	\$ 5,594.64	\$ 5,764.07	\$ 5,933.22	\$ 6,102.69	\$ 6,255.45	\$ 6,411.77	\$ 6,572.19	\$ 6,736.40	\$ 6,904.79
		Daily	\$ 508.69	\$ 525.59	\$ 542.53	\$ 559.47	\$ 576.41	\$ 593.33	\$ 610.27	\$ 625.55	\$ 641.18	\$ 657.22	\$ 673.64	\$ 690.48
		Hourly	\$ 63.59	\$ 65.70	\$ 67.82	\$ 69.94	\$ 72.06	\$ 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."

FS	39	Annual	\$138,289.00	\$142,815.00	\$147,333.00	\$151,868.00	\$156,393.00	\$160,907.00	\$165,441.00	\$169,580.00	\$173,819.00	\$178,166.00	\$182,619.00	\$187,184.00
		Bi-Wk	\$ 5,298.43	\$ 5,471.84	\$ 5,644.95	\$ 5,818.70	\$ 5,992.07	\$ 6,165.02	\$ 6,338.74	\$ 6,497.32	\$ 6,659.74	\$ 6,826.29	\$ 6,996.90	\$ 7,171.81
		Daily	\$ 529.85	\$ 547.19	\$ 564.50	\$ 581.87	\$ 599.21	\$ 616.51	\$ 633.88	\$ 649.74	\$ 665.98	\$ 682.63	\$ 699.69	\$ 717.19
		Hourly	\$ 66.24	\$ 68.40	\$ 70.57	\$ 72.74	\$ 74.91	\$ 77.07	\$ 79.24	\$ 81.22	\$ 83.25	\$ 85.33	\$ 87.47	\$ 89.65

FS	40	Annual	\$144,052.00	\$148,670.00	\$153,301.00	\$157,916.00	\$162,539.00	\$167,159.00	\$171,784.00	\$176,082.00	\$180,484.00	\$184,996.00	\$189,622.00	\$194,364.00
		Bi-Wk	\$ 5,519.24	\$ 5,696.17	\$ 5,873.61	\$ 6,050.43	\$ 6,227.55	\$ 6,404.56	\$ 6,581.77	\$ 6,746.44	\$ 6,915.10	\$ 7,087.97	\$ 7,265.22	\$ 7,446.90
		Daily	\$ 551.93	\$ 569.62	\$ 587.37	\$ 605.05	\$ 622.76	\$ 640.46	\$ 658.18	\$ 674.65	\$ 691.51	\$ 708.80	\$ 726.53	\$ 744.69
		Hourly	\$ 69.00	\$ 71.21	\$ 73.43	\$ 75.64	\$ 77.85	\$ 80.06	\$ 82.28	\$ 84.34	\$ 86.44	\$ 88.60	\$ 90.82	\$ 93.09

FS	41	Annual	\$150,071.00	\$154,808.00	\$159,541.00	\$164,280.00	\$169,011.00	\$173,742.00	\$178,475.00	\$182,939.00	\$187,514.00	\$192,198.00	\$197,009.00	\$201,932.00
		Bi-Wk	\$ 5,749.85	\$ 5,931.35	\$ 6,112.69	\$ 6,294.26	\$ 6,475.52	\$ 6,656.79	\$ 6,838.13	\$ 7,009.16	\$ 7,184.45	\$ 7,363.91	\$ 7,548.24	\$ 7,736.86
		Daily	\$ 574.99	\$ 593.14	\$ 611.27	\$ 629.43	\$ 647.56	\$ 665.68	\$ 683.82	\$ 700.92	\$ 718.45	\$ 736.40	\$ 754.83	\$ 773.69
		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

FS	42	Annual	\$156,325.00	\$161,172.00	\$166,014.00	\$170,842.00	\$175,688.00	\$180,522.00	\$185,370.00	\$190,007.00	\$194,756.00	\$199,623.00	\$204,613.00	\$209,729.00
		Bi-Wk	\$ 5,989.47	\$ 6,175.18	\$ 6,360.69	\$ 6,545.68	\$ 6,731.35	\$ 6,916.56	\$ 7,102.30	\$ 7,279.97	\$ 7,461.92	\$ 7,648.40	\$ 7,839.58	\$ 8,035.60
		Daily	\$ 598.95	\$ 617.52	\$ 636.07	\$ 654.57	\$ 673.14	\$ 691.66	\$ 710.23	\$ 728.00	\$ 746.20	\$ 764.84	\$ 783.96	\$ 803.56
		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

FS	43	Annual	\$162,970.00	\$167,899.00	\$172,841.00	\$177,773.00	\$182,714.00	\$187,642.00	\$192,580.00	\$197,389.00	\$202,329.00	\$207,382.00	\$212,568.00	\$217,881.00
		Bi-Wk	\$ 6,244.07	\$ 6,432.92	\$ 6,622.27	\$ 6,811.23	\$ 7,000.54	\$ 7,189.35	\$ 7,378.55	\$ 7,562.80	\$ 7,752.07	\$ 7,945.68	\$ 8,144.37	\$ 8,347.94
		Daily	\$ 624.41	\$ 643.30	\$ 662.23	\$ 681.13	\$ 700.06	\$ 718.94	\$ 737.86	\$ 756.28	\$ 775.21	\$ 794.57	\$ 814.44	\$ 834.80
		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

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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 Step 10 Step 11 Step 12

through that salary group and then shall proceed to the maximum salary of the next salary group."