

**P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2008**

<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	\$30,547.00	\$31,474.00	\$32,410.00	\$33,341.00	\$34,300.00	\$35,275.00	\$36,257.00	\$37,167.00	\$38,094.00	\$39,044.00	\$40,026.00	\$41,028.00
		Bi-Wk	\$1,170.39	\$1,205.91	\$1,241.77	\$1,277.44	\$1,314.18	\$1,351.54	\$1,389.16	\$1,424.03	\$1,459.55	\$1,495.94	\$1,533.57	\$1,571.96
		Daily	\$117.04	\$120.60	\$124.18	\$127.75	\$131.42	\$135.16	\$138.92	\$142.41	\$145.96	\$149.60	\$153.36	\$157.20
		Hourly	\$16.72	\$17.23	\$17.74	\$18.25	\$18.78	\$19.31	\$19.85	\$20.35	\$20.86	\$21.38	\$21.91	\$22.46
ES	12	Annual	\$31,536.00	\$32,513.00	\$33,476.00	\$34,482.00	\$35,493.00	\$36,517.00	\$37,529.00	\$38,467.00	\$39,429.00	\$40,414.00	\$41,425.00	\$42,461.00
		Bi-Wk	\$1,208.28	\$1,245.71	\$1,282.61	\$1,321.15	\$1,359.89	\$1,399.12	\$1,437.90	\$1,473.84	\$1,510.69	\$1,548.43	\$1,587.17	\$1,626.86
		Daily	\$120.83	\$124.58	\$128.27	\$132.12	\$135.99	\$139.92	\$143.79	\$147.39	\$151.07	\$154.85	\$158.72	\$162.69
		Hourly	\$17.27	\$17.80	\$18.33	\$18.88	\$19.43	\$19.99	\$20.55	\$21.06	\$21.59	\$22.13	\$22.68	\$23.25
ES	13	Annual	\$33,314.00	\$34,546.00	\$35,787.00	\$37,021.00	\$38,267.00	\$39,502.00	\$40,748.00	\$41,769.00	\$42,813.00	\$43,886.00	\$44,983.00	\$46,109.00
		Bi-Wk	\$1,276.40	\$1,323.61	\$1,371.15	\$1,418.43	\$1,466.17	\$1,513.49	\$1,561.23	\$1,600.35	\$1,640.35	\$1,681.46	\$1,723.49	\$1,766.63
		Daily	\$127.64	\$132.37	\$137.12	\$141.85	\$146.62	\$151.35	\$156.13	\$160.04	\$164.04	\$168.15	\$172.35	\$176.67
		Hourly	\$18.24	\$18.91	\$19.59	\$20.27	\$20.95	\$21.63	\$22.31	\$22.87	\$23.44	\$24.03	\$24.63	\$25.24
ES	14	Annual	\$34,873.00	\$36,158.00	\$37,437.00	\$38,720.00	\$39,998.00	\$41,279.00	\$42,559.00	\$43,624.00	\$44,712.00	\$45,828.00	\$46,977.00	\$48,153.00
		Bi-Wk	\$1,336.14	\$1,385.37	\$1,434.37	\$1,483.53	\$1,532.50	\$1,581.58	\$1,630.62	\$1,671.42	\$1,713.11	\$1,755.87	\$1,799.89	\$1,844.95
		Daily	\$133.62	\$138.54	\$143.44	\$148.36	\$153.25	\$158.16	\$163.07	\$167.15	\$171.32	\$175.59	\$179.99	\$184.50
		Hourly	\$19.09	\$19.80	\$20.50	\$21.20	\$21.90	\$22.60	\$23.30	\$23.88	\$24.48	\$25.09	\$25.72	\$26.36
ES	15	Annual	\$36,550.00	\$37,868.00	\$39,185.00	\$40,500.00	\$41,821.00	\$43,149.00	\$44,461.00	\$45,575.00	\$46,715.00	\$47,884.00	\$49,082.00	\$50,310.00
		Bi-Wk	\$1,400.39	\$1,450.89	\$1,501.35	\$1,551.73	\$1,602.34	\$1,653.22	\$1,703.49	\$1,746.17	\$1,789.85	\$1,834.64	\$1,880.54	\$1,927.59
		Daily	\$140.04	\$145.09	\$150.14	\$155.18	\$160.24	\$165.33	\$170.35	\$174.62	\$178.99	\$183.47	\$188.06	\$192.76
		Hourly	\$20.01	\$20.73	\$21.45	\$22.17	\$22.90	\$23.62	\$24.34	\$24.95	\$25.57	\$26.21	\$26.87	\$27.54
ES	16	Annual	\$38,327.00	\$39,688.00	\$41,045.00	\$42,402.00	\$43,758.00	\$45,121.00	\$46,476.00	\$47,636.00	\$48,827.00	\$50,049.00	\$51,301.00	\$52,585.00
		Bi-Wk	\$1,468.47	\$1,520.62	\$1,572.61	\$1,624.60	\$1,676.56	\$1,728.78	\$1,780.69	\$1,825.14	\$1,870.77	\$1,917.59	\$1,965.56	\$2,014.76
		Daily	\$146.85	\$152.07	\$157.27	\$162.46	\$167.66	\$172.88	\$178.07	\$182.52	\$187.08	\$191.76	\$196.56	\$201.48
		Hourly	\$20.98	\$21.73	\$22.47	\$23.21	\$23.96	\$24.70	\$25.44	\$26.08	\$26.73	\$27.40	\$28.08	\$28.79
ES	17	Annual	\$40,224.00	\$41,623.00	\$43,023.00	\$44,418.00	\$45,816.00	\$47,208.00	\$48,607.00	\$49,822.00	\$51,072.00	\$52,348.00	\$53,656.00	\$54,997.00
		Bi-Wk	\$1,541.15	\$1,594.76	\$1,648.40	\$1,701.84	\$1,755.41	\$1,808.74	\$1,862.34	\$1,908.89	\$1,956.79	\$2,005.68	\$2,055.79	\$2,107.17
		Daily	\$154.12	\$159.48	\$164.84	\$170.19	\$175.55	\$180.88	\$186.24	\$190.89	\$195.68	\$200.57	\$205.58	\$210.72
		Hourly	\$22.02	\$22.79	\$23.55	\$24.32	\$25.08	\$25.84	\$26.61	\$27.27	\$27.96	\$28.66	\$29.37	\$30.11
ES	18	Annual	\$42,254.00	\$43,690.00	\$45,121.00	\$46,555.00	\$47,981.00	\$49,413.00	\$50,843.00	\$52,118.00	\$53,419.00	\$54,754.00	\$56,123.00	\$57,527.00
		Bi-Wk	\$1,618.93	\$1,673.95	\$1,728.78	\$1,783.72	\$1,838.36	\$1,893.22	\$1,948.01	\$1,996.86	\$2,046.71	\$2,097.86	\$2,150.31	\$2,204.10
		Daily	\$161.90	\$167.40	\$172.88	\$178.38	\$183.84	\$189.33	\$194.81	\$199.69	\$204.68	\$209.79	\$215.04	\$220.41
		Hourly	\$23.13	\$23.92	\$24.70	\$25.49	\$26.27	\$27.05	\$27.83	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49

\* 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."

**P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2008**

<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	\$44,336.00	\$45,816.00	\$47,287.00	\$48,763.00	\$50,232.00	\$51,705.00	\$53,178.00	\$54,506.00	\$55,870.00	\$57,265.00	\$58,697.00	\$60,166.00
		Bi-Wk	\$1,698.70	\$1,755.41	\$1,811.77	\$1,868.32	\$1,924.60	\$1,981.04	\$2,037.48	\$2,088.36	\$2,140.62	\$2,194.07	\$2,248.93	\$2,305.22
		Daily	\$169.87	\$175.55	\$181.18	\$186.84	\$192.46	\$198.11	\$203.75	\$208.84	\$214.07	\$219.41	\$224.90	\$230.53
		Hourly	\$24.27	\$25.08	\$25.89	\$26.70	\$27.50	\$28.31	\$29.11	\$29.84	\$30.59	\$31.35	\$32.13	\$32.94
ES	20	Annual	\$46,597.00	\$48,105.00	\$49,615.00	\$51,120.00	\$52,626.00	\$54,134.00	\$55,642.00	\$57,036.00	\$58,466.00	\$59,925.00	\$61,423.00	\$62,960.00
		Bi-Wk	\$1,785.33	\$1,843.11	\$1,900.96	\$1,958.63	\$2,016.33	\$2,074.10	\$2,131.88	\$2,185.29	\$2,240.08	\$2,295.98	\$2,353.38	\$2,412.27
		Daily	\$178.54	\$184.32	\$190.10	\$195.87	\$201.64	\$207.41	\$213.19	\$218.53	\$224.01	\$229.60	\$235.34	\$241.23
		Hourly	\$25.51	\$26.34	\$27.16	\$27.99	\$28.81	\$29.63	\$30.46	\$31.22	\$32.01	\$32.80	\$33.62	\$34.47
ES	21	Annual	\$48,892.00	\$50,447.00	\$51,994.00	\$53,543.00	\$55,098.00	\$56,644.00	\$58,201.00	\$59,656.00	\$61,144.00	\$62,673.00	\$64,240.00	\$65,847.00
		Bi-Wk	\$1,873.26	\$1,932.84	\$1,992.11	\$2,051.46	\$2,111.04	\$2,170.27	\$2,229.93	\$2,285.68	\$2,342.69	\$2,401.27	\$2,461.31	\$2,522.88
		Daily	\$187.33	\$193.29	\$199.22	\$205.15	\$211.11	\$217.03	\$223.00	\$228.57	\$234.27	\$240.13	\$246.14	\$252.29
		Hourly	\$26.77	\$27.62	\$28.46	\$29.31	\$30.16	\$31.01	\$31.86	\$32.66	\$33.47	\$34.31	\$35.17	\$36.05
ES	22	Annual	\$50,232.00	\$52,071.00	\$53,915.00	\$55,751.00	\$57,595.00	\$59,433.00	\$61,274.00	\$62,803.00	\$64,381.00	\$65,988.00	\$67,639.00	\$69,331.00
		Bi-Wk	\$1,924.60	\$1,995.06	\$2,065.71	\$2,136.06	\$2,206.71	\$2,277.13	\$2,347.67	\$2,406.25	\$2,466.71	\$2,528.28	\$2,591.54	\$2,656.37
		Daily	\$192.46	\$199.51	\$206.58	\$213.61	\$220.68	\$227.72	\$234.77	\$240.63	\$246.68	\$252.83	\$259.16	\$265.64
		Hourly	\$27.50	\$28.51	\$29.52	\$30.52	\$31.53	\$32.54	\$33.54	\$34.38	\$35.24	\$36.12	\$37.03	\$37.95
ES	23	Annual	\$52,610.00	\$54,529.00	\$56,441.00	\$58,364.00	\$60,279.00	\$62,198.00	\$64,115.00	\$65,718.00	\$67,358.00	\$69,043.00	\$70,772.00	\$72,541.00
		Bi-Wk	\$2,015.71	\$2,089.24	\$2,162.50	\$2,236.17	\$2,309.55	\$2,383.07	\$2,456.52	\$2,517.94	\$2,580.77	\$2,645.33	\$2,711.58	\$2,779.35
		Daily	\$201.58	\$208.93	\$216.25	\$223.62	\$230.96	\$238.31	\$245.66	\$251.80	\$258.08	\$264.54	\$271.16	\$277.94
		Hourly	\$28.80	\$29.85	\$30.90	\$31.95	\$33.00	\$34.05	\$35.10	\$35.98	\$36.87	\$37.80	\$38.74	\$39.71
ES	24	Annual	\$55,140.00	\$57,138.00	\$59,136.00	\$61,138.00	\$63,135.00	\$65,129.00	\$67,132.00	\$68,809.00	\$70,532.00	\$72,292.00	\$74,098.00	\$75,952.00
		Bi-Wk	\$2,112.65	\$2,189.20	\$2,265.75	\$2,342.46	\$2,418.97	\$2,495.37	\$2,572.11	\$2,636.37	\$2,702.38	\$2,769.81	\$2,839.01	\$2,910.04
		Daily	\$211.27	\$218.92	\$226.58	\$234.25	\$241.90	\$249.54	\$257.22	\$263.64	\$270.24	\$276.99	\$283.91	\$291.01
		Hourly	\$30.19	\$31.28	\$32.37	\$33.47	\$34.56	\$35.65	\$36.75	\$37.67	\$38.61	\$39.57	\$40.56	\$41.58
ES	25	Annual	\$57,835.00	\$59,909.00	\$61,974.00	\$64,046.00	\$66,125.00	\$68,197.00	\$70,265.00	\$72,020.00	\$73,823.00	\$75,671.00	\$77,565.00	\$79,504.00
		Bi-Wk	\$2,215.91	\$2,295.37	\$2,374.49	\$2,453.87	\$2,533.53	\$2,612.92	\$2,692.15	\$2,759.39	\$2,828.47	\$2,899.28	\$2,971.84	\$3,046.14
		Daily	\$221.60	\$229.54	\$237.45	\$245.39	\$253.36	\$261.30	\$269.22	\$275.94	\$282.85	\$289.93	\$297.19	\$304.62
		Hourly	\$31.66	\$32.80	\$33.93	\$35.06	\$36.20	\$37.33	\$38.46	\$39.42	\$40.41	\$41.42	\$42.46	\$43.52
ES	26	Annual	\$60,685.00	\$62,831.00	\$64,987.00	\$67,132.00	\$69,279.00	\$71,428.00	\$73,570.00	\$75,414.00	\$77,298.00	\$79,232.00	\$81,213.00	\$83,242.00
		Bi-Wk	\$2,325.10	\$2,407.32	\$2,489.93	\$2,572.11	\$2,654.37	\$2,736.71	\$2,818.78	\$2,889.43	\$2,961.61	\$3,035.71	\$3,111.61	\$3,189.35
		Daily	\$232.51	\$240.74	\$249.00	\$257.22	\$265.44	\$273.68	\$281.88	\$288.95	\$296.17	\$303.58	\$311.17	\$318.94
		Hourly	\$33.22	\$34.40	\$35.58	\$36.75	\$37.92	\$39.10	\$40.27	\$41.28	\$42.31	\$43.37	\$44.46	\$45.57

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ES	27	Annual	\$63,691.00	\$65,919.00	\$68,145.00	\$70,361.00	\$72,587.00	\$74,809.00	\$77,035.00	\$78,963.00	\$80,937.00	\$82,961.00	\$85,035.00	\$87,161.00
		Bi-Wk	\$2,440.27	\$2,525.64	\$2,610.92	\$2,695.83	\$2,781.12	\$2,866.25	\$2,951.54	\$3,025.41	\$3,101.04	\$3,178.59	\$3,258.05	\$3,339.51
		Daily	\$244.03	\$252.57	\$261.10	\$269.59	\$278.12	\$286.63	\$295.16	\$302.55	\$310.11	\$317.86	\$325.81	\$333.96
		Hourly	\$34.87	\$36.09	\$37.30	\$38.52	\$39.74	\$40.95	\$42.17	\$43.23	\$44.31	\$45.41	\$46.55	\$47.71
ES	28	Annual	\$66,911.00	\$69,211.00	\$71,513.00	\$73,818.00	\$76,112.00	\$78,413.00	\$80,713.00	\$82,726.00	\$84,794.00	\$86,916.00	\$89,089.00	\$91,316.00
		Bi-Wk	\$2,563.64	\$2,651.77	\$2,739.97	\$2,828.28	\$2,916.17	\$3,004.33	\$3,092.46	\$3,169.58	\$3,248.82	\$3,330.12	\$3,413.38	\$3,498.70
		Daily	\$256.37	\$265.18	\$274.00	\$282.83	\$291.62	\$300.44	\$309.25	\$316.96	\$324.89	\$333.02	\$341.34	\$349.87
		Hourly	\$36.63	\$37.89	\$39.15	\$40.41	\$41.66	\$42.92	\$44.18	\$45.28	\$46.42	\$47.58	\$48.77	\$49.99
ES	29	Annual	\$67,552.00	\$70,088.00	\$72,624.00	\$75,160.00	\$77,694.00	\$80,230.00	\$82,763.00	\$84,832.00	\$86,955.00	\$89,130.00	\$91,358.00	\$93,643.00
		Bi-Wk	\$2,588.20	\$2,685.37	\$2,782.53	\$2,879.70	\$2,976.79	\$3,073.95	\$3,171.00	\$3,250.27	\$3,331.61	\$3,414.95	\$3,500.31	\$3,587.86
		Daily	\$258.82	\$268.54	\$278.26	\$287.97	\$297.68	\$307.40	\$317.10	\$325.03	\$333.17	\$341.50	\$350.04	\$358.79
		Hourly	\$36.98	\$38.37	\$39.76	\$41.14	\$42.53	\$43.92	\$45.30	\$46.44	\$47.60	\$48.79	\$50.01	\$51.26
ES	30	Annual	\$70,265.00	\$72,872.00	\$75,488.00	\$78,090.00	\$80,694.00	\$83,305.00	\$85,920.00	\$88,067.00	\$90,273.00	\$92,528.00	\$94,842.00	\$97,214.00
		Bi-Wk	\$2,692.15	\$2,792.04	\$2,892.27	\$2,991.96	\$3,091.73	\$3,191.77	\$3,291.96	\$3,374.22	\$3,458.74	\$3,545.14	\$3,633.80	\$3,724.68
		Daily	\$269.22	\$279.21	\$289.23	\$299.20	\$309.18	\$319.18	\$329.20	\$337.43	\$345.88	\$354.52	\$363.38	\$372.47
		Hourly	\$38.46	\$39.89	\$41.32	\$42.75	\$44.17	\$45.60	\$47.03	\$48.21	\$49.42	\$50.65	\$51.92	\$53.21
ES	31	Annual	\$73,084.00	\$75,771.00	\$78,458.00	\$81,140.00	\$83,828.00	\$86,512.00	\$89,200.00	\$91,427.00	\$93,715.00	\$96,057.00	\$98,459.00	\$100,921.00
		Bi-Wk	\$2,800.16	\$2,903.11	\$3,006.06	\$3,108.82	\$3,211.81	\$3,314.64	\$3,417.63	\$3,502.96	\$3,590.62	\$3,680.35	\$3,772.38	\$3,866.71
		Daily	\$280.02	\$290.32	\$300.61	\$310.89	\$321.19	\$331.47	\$341.77	\$350.30	\$359.07	\$368.04	\$377.24	\$386.68
		Hourly	\$40.01	\$41.48	\$42.95	\$44.42	\$45.89	\$47.36	\$48.83	\$50.05	\$51.30	\$52.58	\$53.90	\$55.24
ES	32	Annual	\$76,015.00	\$78,772.00	\$81,528.00	\$84,292.00	\$87,051.00	\$89,811.00	\$92,576.00	\$94,892.00	\$97,265.00	\$99,697.00	\$102,190.00	\$104,747.00
		Bi-Wk	\$2,912.46	\$3,018.09	\$3,123.68	\$3,229.58	\$3,335.29	\$3,441.04	\$3,546.98	\$3,635.71	\$3,726.63	\$3,819.81	\$3,915.33	\$4,013.30
		Daily	\$291.25	\$301.81	\$312.37	\$322.96	\$333.53	\$344.11	\$354.70	\$363.58	\$372.67	\$381.99	\$391.54	\$401.33
		Hourly	\$41.61	\$43.12	\$44.63	\$46.14	\$47.65	\$49.16	\$50.68	\$51.94	\$53.24	\$54.57	\$55.94	\$57.34
ES	33	Annual	\$79,073.00	\$81,911.00	\$84,745.00	\$87,582.00	\$90,421.00	\$93,255.00	\$96,099.00	\$98,505.00	\$100,963.00	\$103,489.00	\$106,077.00	\$108,730.00
		Bi-Wk	\$3,029.62	\$3,138.36	\$3,246.94	\$3,355.64	\$3,464.41	\$3,572.99	\$3,681.96	\$3,774.14	\$3,868.32	\$3,965.10	\$4,064.26	\$4,165.91
		Daily	\$302.97	\$313.84	\$324.70	\$335.57	\$346.45	\$357.30	\$368.20	\$377.42	\$386.84	\$396.51	\$406.43	\$416.60
		Hourly	\$43.29	\$44.84	\$46.39	\$47.94	\$49.50	\$51.05	\$52.60	\$53.92	\$55.27	\$56.65	\$58.07	\$59.52
ES	34	Annual	\$82,328.00	\$85,244.00	\$88,158.00	\$91,073.00	\$93,986.00	\$96,903.00	\$99,811.00	\$102,308.00	\$104,868.00	\$107,486.00	\$110,173.00	\$112,927.00
		Bi-Wk	\$3,154.33	\$3,266.06	\$3,377.71	\$3,489.39	\$3,601.00	\$3,712.76	\$3,824.18	\$3,919.85	\$4,017.94	\$4,118.24	\$4,221.19	\$4,326.71
		Daily	\$315.44	\$326.61	\$337.78	\$348.94	\$360.10	\$371.28	\$382.42	\$391.99	\$401.80	\$411.83	\$422.12	\$432.68
		Hourly	\$45.07	\$46.66	\$48.26	\$49.85	\$51.45	\$53.04	\$54.64	\$56.00	\$57.40	\$58.84	\$60.31	\$61.82

\* 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."

**P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2008**

<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	35	Annual	\$85,713.00	\$88,698.00	\$91,690.00	\$94,679.00	\$97,665.00	\$100,648.00	\$103,643.00	\$106,231.00	\$108,890.00	\$111,614.00	\$114,404.00	\$117,265.00
		Bi-Wk	\$3,284.03	\$3,398.40	\$3,513.03	\$3,627.55	\$3,741.96	\$3,856.25	\$3,971.00	\$4,070.16	\$4,172.04	\$4,276.40	\$4,383.30	\$4,492.92
		Daily	\$328.41	\$339.84	\$351.31	\$362.76	\$374.20	\$385.63	\$397.10	\$407.02	\$417.21	\$427.64	\$438.33	\$449.30
		Hourly	\$46.92	\$48.55	\$50.19	\$51.83	\$53.46	\$55.09	\$56.73	\$58.15	\$59.61	\$61.10	\$62.62	\$64.19
ES	36	Annual	\$89,278.00	\$92,338.00	\$95,408.00	\$98,471.00	\$101,538.00	\$104,600.00	\$107,665.00	\$110,362.00	\$113,118.00	\$115,948.00	\$118,847.00	\$121,819.00
		Bi-Wk	\$3,420.62	\$3,537.86	\$3,655.48	\$3,772.84	\$3,890.35	\$4,007.67	\$4,125.10	\$4,228.43	\$4,334.03	\$4,442.46	\$4,553.53	\$4,667.40
		Daily	\$342.07	\$353.79	\$365.55	\$377.29	\$389.04	\$400.77	\$412.51	\$422.85	\$433.41	\$444.25	\$455.36	\$466.74
		Hourly	\$48.87	\$50.55	\$52.23	\$53.90	\$55.58	\$57.26	\$58.93	\$60.41	\$61.92	\$63.47	\$65.06	\$66.68
ES	37	Annual	\$92,982.00	\$96,128.00	\$99,280.00	\$102,429.00	\$105,580.00	\$108,730.00	\$111,879.00	\$114,672.00	\$117,542.00	\$120,483.00	\$123,495.00	\$126,582.00
		Bi-Wk	\$3,562.53	\$3,683.07	\$3,803.84	\$3,924.49	\$4,045.22	\$4,165.91	\$4,286.56	\$4,393.57	\$4,503.53	\$4,616.21	\$4,731.61	\$4,849.89
		Daily	\$356.26	\$368.31	\$380.39	\$392.45	\$404.53	\$416.60	\$428.66	\$439.36	\$450.36	\$461.63	\$473.17	\$484.99
		Hourly	\$50.90	\$52.62	\$54.35	\$56.07	\$57.79	\$59.52	\$61.24	\$62.77	\$64.34	\$65.95	\$67.60	\$69.29
ES	38	Annual	\$96,821.00	\$100,037.00	\$103,263.00	\$106,485.00	\$109,710.00	\$112,931.00	\$116,156.00	\$119,063.00	\$122,038.00	\$125,091.00	\$128,218.00	\$131,423.00
		Bi-Wk	\$3,709.62	\$3,832.84	\$3,956.44	\$4,079.89	\$4,203.45	\$4,326.86	\$4,450.43	\$4,561.81	\$4,675.79	\$4,792.76	\$4,912.57	\$5,035.37
		Daily	\$370.97	\$383.29	\$395.65	\$407.99	\$420.35	\$432.69	\$445.05	\$456.19	\$467.58	\$479.28	\$491.26	\$503.54
		Hourly	\$53.00	\$54.76	\$56.53	\$58.29	\$60.05	\$61.82	\$63.58	\$65.17	\$66.80	\$68.47	\$70.18	\$71.94
ES	39	Annual	\$100,847.00	\$104,147.00	\$107,444.00	\$110,751.00	\$114,050.00	\$117,343.00	\$120,649.00	\$123,667.00	\$126,758.00	\$129,928.00	\$133,176.00	\$136,505.00
		Bi-Wk	\$3,863.87	\$3,990.31	\$4,116.63	\$4,243.34	\$4,369.74	\$4,495.91	\$4,622.57	\$4,738.20	\$4,856.63	\$4,978.09	\$5,102.53	\$5,230.08
		Daily	\$386.39	\$399.04	\$411.67	\$424.34	\$436.98	\$449.60	\$462.26	\$473.82	\$485.67	\$497.81	\$510.26	\$523.01
		Hourly	\$55.20	\$57.01	\$58.81	\$60.62	\$62.43	\$64.23	\$66.04	\$67.69	\$69.39	\$71.12	\$72.90	\$74.72
ES	40	Annual	\$105,051.00	\$108,417.00	\$111,795.00	\$115,161.00	\$118,533.00	\$121,902.00	\$125,274.00	\$128,408.00	\$131,619.00	\$134,910.00	\$138,284.00	\$141,742.00
		Bi-Wk	\$4,024.95	\$4,153.91	\$4,283.34	\$4,412.30	\$4,541.50	\$4,670.58	\$4,799.78	\$4,919.85	\$5,042.88	\$5,168.97	\$5,298.24	\$5,430.73
		Daily	\$402.50	\$415.40	\$428.34	\$441.23	\$454.15	\$467.06	\$479.98	\$491.99	\$504.29	\$516.90	\$529.83	\$543.08
		Hourly	\$57.50	\$59.35	\$61.20	\$63.04	\$64.88	\$66.73	\$68.57	\$70.29	\$72.05	\$73.85	\$75.69	\$77.59
ES	41	Annual	\$109,439.00	\$112,895.00	\$116,346.00	\$119,802.00	\$123,252.00	\$126,702.00	\$130,154.00	\$133,409.00	\$136,746.00	\$140,163.00	\$143,670.00	\$147,261.00
		Bi-Wk	\$4,193.07	\$4,325.48	\$4,457.71	\$4,590.12	\$4,722.30	\$4,854.49	\$4,986.75	\$5,111.46	\$5,239.32	\$5,370.23	\$5,504.60	\$5,642.19
		Daily	\$419.31	\$432.55	\$445.78	\$459.02	\$472.23	\$485.45	\$498.68	\$511.15	\$523.94	\$537.03	\$550.46	\$564.22
		Hourly	\$59.91	\$61.80	\$63.69	\$65.58	\$67.47	\$69.35	\$71.24	\$73.03	\$74.85	\$76.72	\$78.64	\$80.61
ES	42	Annual	\$114,001.00	\$117,535.00	\$121,067.00	\$124,587.00	\$128,122.00	\$131,646.00	\$135,183.00	\$138,564.00	\$142,028.00	\$145,576.00	\$149,215.00	\$152,947.00
		Bi-Wk	\$4,367.86	\$4,503.26	\$4,638.59	\$4,773.45	\$4,908.89	\$5,043.91	\$5,179.43	\$5,308.97	\$5,441.69	\$5,577.63	\$5,717.05	\$5,860.04
		Daily	\$436.79	\$450.33	\$463.86	\$477.35	\$490.89	\$504.40	\$517.95	\$530.90	\$544.17	\$557.77	\$571.71	\$586.01
		Hourly	\$62.40	\$64.34	\$66.27	\$68.20	\$70.13	\$72.06	\$74.00	\$75.85	\$77.74	\$79.69	\$81.68	\$83.72

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**P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2008**

<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	43	Annual	\$118,846.00	\$122,442.00	\$126,045.00	\$129,641.00	\$133,246.00	\$136,840.00	\$140,440.00	\$143,948.00	\$147,550.00	\$151,236.00	\$155,017.00	\$158,893.00
		Bi-Wk	\$4,553.49	\$4,691.27	\$4,829.32	\$4,967.09	\$5,105.22	\$5,242.92	\$5,380.85	\$5,515.25	\$5,653.26	\$5,794.49	\$5,939.35	\$6,087.86
		Daily	\$455.35	\$469.13	\$482.94	\$496.71	\$510.53	\$524.30	\$538.09	\$551.53	\$565.33	\$579.45	\$593.94	\$608.79
		Hourly	\$65.05	\$67.02	\$69.00	\$70.96	\$72.94	\$74.90	\$76.87	\$78.79	\$80.77	\$82.78	\$84.85	\$86.97

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