

**P-4 LO 37.5-Hours Salary Plan Effective 06/28/2024**

| <b>Plan</b> | <b>Group</b> | <b>Period</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| LO          | 11           | Annual        | \$44,670.00   | \$46,000.00   | \$47,317.00   | \$48,679.00   | \$50,060.00   | \$51,454.00   | \$52,747.00   | \$54,061.00   | \$55,410.00   | \$56,804.00    | \$58,225.00    | \$60,259.00    | \$61,766.00    |
|             |              | Bi-Wk         | \$1,711.50    | \$1,762.46    | \$1,812.92    | \$1,865.10    | \$1,918.01    | \$1,971.42    | \$2,020.96    | \$2,071.31    | \$2,122.99    | \$2,176.40     | \$2,230.85     | \$2,308.78     | \$2,366.52     |
|             |              | Daily         | \$171.15      | \$176.25      | \$181.30      | \$186.51      | \$191.81      | \$197.15      | \$202.10      | \$207.14      | \$212.30      | \$217.64       | \$223.09       | \$230.88       | \$236.66       |
|             |              | Hourly        | \$22.82       | \$23.50       | \$24.18       | \$24.87       | \$25.58       | \$26.29       | \$26.95       | \$27.62       | \$28.31       | \$29.02        | \$29.75        | \$30.79        | \$31.56        |
| LO          | 12           | Annual        | \$46,141.00   | \$47,509.00   | \$48,938.00   | \$50,371.00   | \$51,824.00   | \$53,259.00   | \$54,590.00   | \$55,956.00   | \$57,352.00   | \$58,785.00    | \$60,259.00    | \$65,435.00    | \$65,435.00    |
|             |              | Bi-Wk         | \$1,767.86    | \$1,820.27    | \$1,875.02    | \$1,929.93    | \$1,985.60    | \$2,040.58    | \$2,091.58    | \$2,143.91    | \$2,197.40    | \$2,252.30     | \$2,308.78     | \$2,507.09     | \$2,507.09     |
|             |              | Daily         | \$176.79      | \$182.03      | \$187.51      | \$193.00      | \$198.56      | \$204.06      | \$209.16      | \$214.40      | \$219.74      | \$225.23       | \$230.88       | \$250.71       | \$250.71       |
|             |              | Hourly        | \$23.58       | \$24.28       | \$25.01       | \$25.74       | \$26.48       | \$27.21       | \$27.89       | \$28.59       | \$29.30       | \$30.04        | \$30.79        | \$33.43        | \$33.43        |
| LO          | 13           | Annual        | \$49,028.00   | \$50,788.00   | \$52,540.00   | \$54,307.00   | \$56,058.00   | \$57,827.00   | \$59,274.00   | \$60,758.00   | \$62,281.00   | \$63,840.00    | \$65,435.00    | \$68,335.00    | \$68,335.00    |
|             |              | Bi-Wk         | \$1,878.47    | \$1,945.91    | \$2,013.03    | \$2,080.73    | \$2,147.82    | \$2,215.60    | \$2,271.04    | \$2,327.90    | \$2,386.25    | \$2,445.98     | \$2,507.09     | \$2,618.20     | \$2,618.20     |
|             |              | Daily         | \$187.85      | \$194.60      | \$201.31      | \$208.08      | \$214.79      | \$221.56      | \$227.11      | \$232.79      | \$238.63      | \$244.60       | \$250.71       | \$261.82       | \$261.82       |
|             |              | Hourly        | \$25.05       | \$25.95       | \$26.85       | \$27.75       | \$28.64       | \$29.55       | \$30.29       | \$31.04       | \$31.82       | \$32.62        | \$33.43        | \$34.91        | \$34.91        |
| LO          | 14           | Annual        | \$51,313.00   | \$53,130.00   | \$54,949.00   | \$56,764.00   | \$58,581.00   | \$60,395.00   | \$61,912.00   | \$63,452.00   | \$65,037.00   | \$66,665.00    | \$68,335.00    | \$71,396.00    | \$71,397.00    |
|             |              | Bi-Wk         | \$1,966.02    | \$2,035.64    | \$2,105.33    | \$2,174.87    | \$2,244.49    | \$2,313.99    | \$2,372.11    | \$2,431.12    | \$2,491.84    | \$2,554.22     | \$2,618.20     | \$2,735.48     | \$2,735.52     |
|             |              | Daily         | \$196.61      | \$203.57      | \$210.54      | \$217.49      | \$224.45      | \$231.40      | \$237.22      | \$243.12      | \$249.19      | \$255.43       | \$261.82       | \$273.55       | \$273.56       |
|             |              | Hourly        | \$26.22       | \$27.15       | \$28.08       | \$29.00       | \$29.93       | \$30.86       | \$31.63       | \$32.42       | \$33.23       | \$34.06        | \$34.91        | \$36.48        | \$36.48        |
| LO          | 15           | Annual        | \$53,738.00   | \$55,609.00   | \$57,476.00   | \$59,350.00   | \$61,235.00   | \$63,096.00   | \$64,677.00   | \$66,292.00   | \$67,954.00   | \$69,652.00    | \$71,396.00    | \$74,625.00    | \$74,626.00    |
|             |              | Bi-Wk         | \$2,058.93    | \$2,130.62    | \$2,202.15    | \$2,273.95    | \$2,346.17    | \$2,417.48    | \$2,478.05    | \$2,539.93    | \$2,603.61    | \$2,668.66     | \$2,735.48     | \$2,859.20     | \$2,859.24     |
|             |              | Daily         | \$205.90      | \$213.07      | \$220.22      | \$227.40      | \$234.62      | \$241.75      | \$247.81      | \$254.00      | \$260.37      | \$266.87       | \$273.55       | \$285.92       | \$285.93       |
|             |              | Hourly        | \$27.46       | \$28.41       | \$29.37       | \$30.32       | \$31.29       | \$32.24       | \$33.05       | \$33.87       | \$34.72       | \$35.59        | \$36.48        | \$38.13        | \$38.13        |
| LO          | 16           | Annual        | \$56,322.00   | \$58,247.00   | \$60,172.00   | \$62,098.00   | \$64,031.00   | \$65,955.00   | \$67,603.00   | \$69,290.00   | \$71,022.00   | \$72,800.00    | \$74,625.00    | \$78,047.00    | \$78,046.00    |
|             |              | Bi-Wk         | \$2,157.94    | \$2,231.69    | \$2,305.45    | \$2,379.24    | \$2,453.30    | \$2,527.02    | \$2,590.16    | \$2,654.79    | \$2,721.15    | \$2,789.28     | \$2,859.20     | \$2,990.31     | \$2,990.27     |
|             |              | Daily         | \$215.80      | \$223.17      | \$230.55      | \$237.93      | \$245.33      | \$252.71      | \$259.02      | \$265.48      | \$272.12      | \$278.93       | \$285.92       | \$299.04       | \$299.03       |
|             |              | Hourly        | \$28.78       | \$29.76       | \$30.74       | \$31.73       | \$32.72       | \$33.70       | \$34.54       | \$35.40       | \$36.29       | \$37.20        | \$38.13        | \$39.88        | \$39.88        |
| LO          | 17           | Annual        | \$59,068.00   | \$61,058.00   | \$63,035.00   | \$65,019.00   | \$66,996.00   | \$68,979.00   | \$70,703.00   | \$72,478.00   | \$74,287.00   | \$76,145.00    | \$78,047.00    | \$81,637.00    | \$81,638.00    |
|             |              | Bi-Wk         | \$2,263.15    | \$2,339.39    | \$2,415.14    | \$2,491.15    | \$2,566.90    | \$2,642.88    | \$2,708.93    | \$2,776.94    | \$2,846.25    | \$2,917.44     | \$2,990.31     | \$3,127.86     | \$3,127.90     |
|             |              | Daily         | \$226.32      | \$233.94      | \$241.52      | \$249.12      | \$256.69      | \$264.29      | \$270.90      | \$277.70      | \$284.63      | \$291.75       | \$299.04       | \$312.79       | \$312.79       |
|             |              | Hourly        | \$30.18       | \$31.20       | \$32.21       | \$33.22       | \$34.23       | \$35.24       | \$36.12       | \$37.03       | \$37.95       | \$38.90        | \$39.88        | \$41.71        | \$41.71        |
| LO          | 18           | Annual        | \$62,002.00   | \$64,031.00   | \$66,068.00   | \$68,090.00   | \$70,122.00   | \$72,149.00   | \$73,960.00   | \$75,807.00   | \$77,705.00   | \$79,645.00    | \$81,637.00    | \$85,382.00    | \$85,382.00    |
|             |              | Bi-Wk         | \$2,375.56    | \$2,453.30    | \$2,531.35    | \$2,608.82    | \$2,686.67    | \$2,764.33    | \$2,833.72    | \$2,904.49    | \$2,977.21    | \$3,051.54     | \$3,127.86     | \$3,271.35     | \$3,271.35     |
|             |              | Daily         | \$237.56      | \$245.33      | \$253.14      | \$260.89      | \$268.67      | \$276.44      | \$283.38      | \$290.45      | \$297.73      | \$305.16       | \$312.79       | \$327.14       | \$327.14       |
|             |              | Hourly        | \$31.68       | \$32.72       | \$33.76       | \$34.79       | \$35.83       | \$36.86       | \$37.79       | \$38.73       | \$39.70       | \$40.69        | \$41.71        | \$43.62        | \$43.62        |
| LO          | 19           | Annual        | \$65,019.00   | \$67,105.00   | \$69,201.00   | \$71,287.00   | \$73,375.00   | \$75,464.00   | \$77,351.00   | \$79,286.00   | \$81,266.00   | \$83,296.00    | \$85,382.00    | \$89,346.00    | \$89,346.00    |
|             |              | Bi-Wk         | \$2,491.15    | \$2,571.08    | \$2,651.38    | \$2,731.31    | \$2,811.31    | \$2,891.35    | \$2,963.64    | \$3,037.78    | \$3,113.64    | \$3,191.42     | \$3,271.35     | \$3,423.22     | \$3,423.22     |
|             |              | Daily         | \$249.12      | \$257.11      | \$265.14      | \$273.14      | \$281.14      | \$289.14      | \$296.37      | \$303.78      | \$311.37      | \$319.15       | \$327.14       | \$342.33       | \$342.33       |
|             |              | Hourly        | \$33.22       | \$34.29       | \$35.36       | \$36.42       | \$37.49       | \$38.56       | \$39.52       | \$40.51       | \$41.52       | \$42.56        | \$43.62        | \$45.65        | \$45.65        |
| LO          | 20           | Annual        | \$68,269.00   | \$70,407.00   | \$72,545.00   | \$74,684.00   | \$76,821.00   | \$78,961.00   | \$80,941.00   | \$82,970.00   | \$85,039.00   | \$87,165.00    | \$89,346.00    | \$93,444.00    | \$93,444.00    |
|             |              | Bi-Wk         | \$2,615.68    | \$2,697.59    | \$2,779.51    | \$2,861.46    | \$2,943.34    | \$3,025.33    | \$3,101.19    | \$3,178.93    | \$3,258.20    | \$3,339.66     | \$3,423.22     | \$3,580.23     | \$3,580.23     |
|             |              | Daily         | \$261.57      | \$269.76      | \$277.96      | \$286.15      | \$294.34      | \$302.54      | \$310.12      | \$317.90      | \$325.82      | \$333.97       | \$342.33       | \$358.03       | \$358.03       |
|             |              | Hourly        | \$34.88       | \$35.97       | \$37.07       | \$38.16       | \$39.25       | \$40.34       | \$41.35       | \$42.39       | \$43.45       | \$44.53        | \$45.65        | \$47.74        | \$47.74        |
| LO          | 21           | Annual        | \$71,591.00   | \$73,786.00   | \$75,982.00   | \$78,191.00   | \$80,383.00   | \$82,593.00   | \$84,659.00   | \$86,769.00   | \$88,938.00   | \$91,163.00    | \$93,444.00    | \$98,386.00    | \$98,385.00    |
|             |              | Bi-Wk         | \$2,742.96    | \$2,827.05    | \$2,911.19    | \$2,995.83    | \$3,079.81    | \$3,164.49    | \$3,243.64    | \$3,324.49    | \$3,407.59    | \$3,492.84     | \$3,580.23     | \$3,769.58     | \$3,769.55     |
|             |              | Daily         | \$274.30      | \$282.71      | \$291.12      | \$299.59      | \$307.99      | \$316.45      | \$324.37      | \$332.45      | \$340.76      | \$349.29       | \$358.03       | \$376.96       | \$376.96       |
|             |              | Hourly        | \$36.58       | \$37.70       | \$38.82       | \$39.95       | \$41.07       | \$42.20       | \$43.25       | \$44.33       | \$45.44       | \$46.58        | \$47.74        | \$50.27        | \$50.27        |

**P-4 LO 37.5-Hours Salary Plan Effective 06/28/2024**

| <b>Plan</b> | <b>Group</b> | <b>Period</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| LO          | 22           | Annual        | \$73,894.00   | \$76,513.00   | \$79,117.00   | \$81,731.00   | \$84,342.00   | \$86,953.00   | \$89,122.00   | \$91,362.00   | \$93,643.00   | \$95,985.00    | \$98,386.00    | \$102,941.00   | \$102,940.00   |
|             |              | Bi-Wk         | \$2,831.19    | \$2,931.54    | \$3,031.31    | \$3,131.46    | \$3,231.50    | \$3,331.54    | \$3,414.64    | \$3,500.46    | \$3,587.86    | \$3,677.59     | \$3,769.58     | \$3,944.10     | \$3,944.07     |
|             |              | Daily         | \$283.12      | \$293.16      | \$303.14      | \$313.15      | \$323.15      | \$333.16      | \$341.47      | \$350.05      | \$358.79      | \$367.76       | \$376.96       | \$394.41       | \$394.41       |
|             |              | Hourly        | \$37.75       | \$39.09       | \$40.42       | \$41.76       | \$43.09       | \$44.43       | \$45.53       | \$46.68       | \$47.84       | \$49.04        | \$50.27        | \$52.59        | \$52.59        |
| LO          | 23           | Annual        | \$77,382.00   | \$80,095.00   | \$82,823.00   | \$85,542.00   | \$88,264.00   | \$90,983.00   | \$93,260.00   | \$95,587.00   | \$97,977.00   | \$100,431.00   | \$102,941.00   | \$107,781.00   | \$107,781.00   |
|             |              | Bi-Wk         | \$2,964.83    | \$3,068.78    | \$3,173.30    | \$3,277.48    | \$3,381.77    | \$3,485.94    | \$3,573.19    | \$3,662.34    | \$3,753.91    | \$3,847.94     | \$3,944.10     | \$4,129.55     | \$4,129.55     |
|             |              | Daily         | \$296.49      | \$306.88      | \$317.33      | \$327.75      | \$338.18      | \$348.60      | \$357.32      | \$366.24      | \$375.40      | \$384.80       | \$394.41       | \$412.96       | \$412.96       |
|             |              | Hourly        | \$39.54       | \$40.92       | \$42.32       | \$43.70       | \$45.10       | \$46.48       | \$47.65       | \$48.84       | \$50.06       | \$51.31        | \$52.59        | \$55.07        | \$55.07        |
| LO          | 24           | Annual        | \$81,085.00   | \$83,920.00   | \$86,762.00   | \$89,593.00   | \$92,425.00   | \$95,268.00   | \$97,643.00   | \$100,092.00  | \$102,588.00  | \$105,151.00   | \$107,781.00   | \$112,821.00   | \$112,821.00   |
|             |              | Bi-Wk         | \$3,106.71    | \$3,215.33    | \$3,324.22    | \$3,432.69    | \$3,541.19    | \$3,650.12    | \$3,741.12    | \$3,834.95    | \$3,930.58    | \$4,028.78     | \$4,129.55     | \$4,322.65     | \$4,322.65     |
|             |              | Daily         | \$310.68      | \$321.54      | \$332.43      | \$343.27      | \$354.12      | \$365.02      | \$374.12      | \$383.50      | \$393.06      | \$402.88       | \$412.96       | \$432.27       | \$432.27       |
|             |              | Hourly        | \$41.43       | \$42.88       | \$44.33       | \$45.77       | \$47.22       | \$48.67       | \$49.89       | \$51.14       | \$52.41       | \$53.72        | \$55.07        | \$57.64        | \$57.64        |
| LO          | 25           | Annual        | \$85,017.00   | \$87,944.00   | \$90,885.00   | \$93,836.00   | \$96,777.00   | \$99,710.00   | \$102,200.00  | \$104,762.00  | \$107,386.00  | \$110,070.00   | \$112,821.00   | \$118,126.00   | \$118,127.00   |
|             |              | Bi-Wk         | \$3,257.36    | \$3,369.51    | \$3,482.19    | \$3,595.25    | \$3,707.94    | \$3,820.31    | \$3,915.71    | \$4,013.87    | \$4,114.41    | \$4,217.25     | \$4,322.65     | \$4,525.91     | \$4,525.94     |
|             |              | Daily         | \$325.74      | \$336.96      | \$348.22      | \$359.53      | \$370.80      | \$382.04      | \$391.58      | \$401.39      | \$411.45      | \$421.73       | \$432.27       | \$452.60       | \$452.60       |
|             |              | Hourly        | \$43.44       | \$44.93       | \$46.43       | \$47.94       | \$49.44       | \$50.94       | \$52.21       | \$53.52       | \$54.86       | \$56.23        | \$57.64        | \$60.35        | \$60.35        |
| LO          | 26           | Annual        | \$89,162.00   | \$92,220.00   | \$95,268.00   | \$98,310.00   | \$101,363.00  | \$104,405.00  | \$107,017.00  | \$109,693.00  | \$112,437.00  | \$115,245.00   | \$118,126.00   | \$123,687.00   | \$123,687.00   |
|             |              | Bi-Wk         | \$3,416.17    | \$3,533.34    | \$3,650.12    | \$3,766.67    | \$3,883.64    | \$4,000.20    | \$4,100.27    | \$4,202.80    | \$4,307.94    | \$4,415.52     | \$4,525.91     | \$4,738.97     | \$4,738.97     |
|             |              | Daily         | \$341.62      | \$353.34      | \$365.02      | \$376.67      | \$388.37      | \$400.02      | \$410.03      | \$420.28      | \$430.80      | \$441.56       | \$452.60       | \$473.90       | \$473.90       |
|             |              | Hourly        | \$45.55       | \$47.12       | \$48.67       | \$50.23       | \$51.79       | \$53.34       | \$54.68       | \$56.04       | \$57.44       | \$58.88        | \$60.35        | \$63.19        | \$63.19        |
| LO          | 27           | Annual        | \$93,544.00   | \$96,704.00   | \$99,847.00   | \$103,004.00  | \$106,160.00  | \$109,319.00  | \$112,056.00  | \$114,855.00  | \$117,726.00  | \$120,671.00   | \$123,687.00   | \$129,583.00   | \$129,582.00   |
|             |              | Bi-Wk         | \$3,584.07    | \$3,705.14    | \$3,825.56    | \$3,946.52    | \$4,067.44    | \$4,188.47    | \$4,293.34    | \$4,400.58    | \$4,510.58    | \$4,623.41     | \$4,738.97     | \$4,964.87     | \$4,964.83     |
|             |              | Daily         | \$358.41      | \$370.52      | \$382.56      | \$394.66      | \$406.75      | \$418.85      | \$429.34      | \$440.06      | \$451.06      | \$462.35       | \$473.90       | \$496.49       | \$496.49       |
|             |              | Hourly        | \$47.79       | \$49.41       | \$51.01       | \$52.63       | \$54.24       | \$55.85       | \$57.25       | \$58.68       | \$60.15       | \$61.65        | \$63.19        | \$66.20        | \$66.20        |
| LO          | 28           | Annual        | \$98,216.00   | \$101,484.00  | \$104,753.00  | \$108,009.00  | \$111,273.00  | \$114,539.00  | \$117,395.00  | \$120,327.00  | \$123,340.00  | \$126,423.00   | \$129,583.00   | \$132,884.00   | \$132,884.00   |
|             |              | Bi-Wk         | \$3,763.07    | \$3,888.28    | \$4,013.53    | \$4,138.28    | \$4,263.34    | \$4,388.47    | \$4,497.90    | \$4,610.23    | \$4,725.68    | \$4,843.80     | \$4,964.87     | \$5,091.35     | \$5,091.35     |
|             |              | Daily         | \$376.31      | \$388.83      | \$401.36      | \$413.83      | \$426.34      | \$438.85      | \$449.79      | \$461.03      | \$472.57      | \$484.38       | \$496.49       | \$509.14       | \$509.14       |
|             |              | Hourly        | \$50.18       | \$51.85       | \$53.52       | \$55.18       | \$56.85       | \$58.52       | \$59.98       | \$61.47       | \$63.01       | \$64.59        | \$66.20        | \$67.89        | \$67.89        |
| LO          | 29           | Annual        | \$99,461.00   | \$103,057.00  | \$106,658.00  | \$110,253.00  | \$113,852.00  | \$117,445.00  | \$120,381.00  | \$123,395.00  | \$126,481.00  | \$129,641.00   | \$132,884.00   | \$137,949.00   | \$137,949.00   |
|             |              | Bi-Wk         | \$3,810.77    | \$3,948.55    | \$4,086.52    | \$4,224.26    | \$4,362.15    | \$4,499.81    | \$4,612.30    | \$4,727.78    | \$4,846.02    | \$4,967.09     | \$5,091.35     | \$5,285.41     | \$5,285.41     |
|             |              | Daily         | \$381.08      | \$394.86      | \$408.66      | \$422.43      | \$436.22      | \$449.99      | \$461.23      | \$472.78      | \$484.61      | \$496.71       | \$509.14       | \$528.55       | \$528.55       |
|             |              | Hourly        | \$50.82       | \$52.65       | \$54.49       | \$56.33       | \$58.17       | \$60.00       | \$61.50       | \$63.04       | \$64.62       | \$66.23        | \$67.89        | \$70.48        | \$70.48        |
| LO          | 30           | Annual        | \$103,413.00  | \$107,122.00  | \$110,815.00  | \$114,508.00  | \$118,214.00  | \$121,927.00  | \$124,972.00  | \$128,104.00  | \$131,303.00  | \$134,586.00   | \$137,949.00   | \$143,210.00   | \$143,210.00   |
|             |              | Bi-Wk         | \$3,962.19    | \$4,104.30    | \$4,245.79    | \$4,387.28    | \$4,529.28    | \$4,671.54    | \$4,788.20    | \$4,908.20    | \$5,030.77    | \$5,156.56     | \$5,285.41     | \$5,486.98     | \$5,486.98     |
|             |              | Daily         | \$396.22      | \$410.43      | \$424.58      | \$438.73      | \$452.93      | \$467.16      | \$478.82      | \$490.82      | \$503.08      | \$515.66       | \$528.55       | \$548.70       | \$548.70       |
|             |              | Hourly        | \$52.83       | \$54.73       | \$56.62       | \$58.50       | \$60.40       | \$62.29       | \$63.85       | \$65.45       | \$67.08       | \$68.76        | \$70.48        | \$73.16        | \$73.16        |
| LO          | 31           | Annual        | \$107,524.00  | \$111,339.00  | \$115,143.00  | \$118,956.00  | \$122,766.00  | \$126,579.00  | \$129,741.00  | \$132,986.00  | \$136,311.00  | \$139,717.00   | \$143,210.00   | \$148,639.00   | \$148,639.00   |
|             |              | Bi-Wk         | \$4,119.70    | \$4,265.87    | \$4,411.61    | \$4,557.71    | \$4,703.68    | \$4,849.78    | \$4,970.92    | \$5,095.25    | \$5,222.65    | \$5,353.15     | \$5,486.98     | \$5,694.99     | \$5,694.99     |
|             |              | Daily         | \$411.97      | \$426.59      | \$441.17      | \$455.78      | \$470.37      | \$484.98      | \$497.10      | \$509.53      | \$522.27      | \$535.32       | \$548.70       | \$569.50       | \$569.50       |
|             |              | Hourly        | \$54.93       | \$56.88       | \$58.83       | \$60.77       | \$62.72       | \$64.67       | \$66.28       | \$67.94       | \$69.64       | \$71.38        | \$73.16        | \$75.94        | \$75.94        |
| LO          | 32           | Annual        | \$111,782.00  | \$115,692.00  | \$119,615.00  | \$123,530.00  | \$127,447.00  | \$131,371.00  | \$134,658.00  | \$138,024.00  | \$141,475.00  | \$145,013.00   | \$148,639.00   | \$154,292.00   | \$154,292.00   |
|             |              | Bi-Wk         | \$4,282.84    | \$4,432.65    | \$4,582.96    | \$4,732.96    | \$4,883.03    | \$5,033.38    | \$5,159.32    | \$5,288.28    | \$5,420.50    | \$5,556.06     | \$5,694.99     | \$5,911.58     | \$5,911.58     |
|             |              | Daily         | \$428.29      | \$443.27      | \$458.30      | \$473.30      | \$488.31      | \$503.34      | \$515.94      | \$528.83      | \$542.05      | \$555.61       | \$569.50       | \$591.16       | \$591.16       |
|             |              | Hourly        | \$57.11       | \$59.11       | \$61.11       | \$63.11       | \$65.11       | \$67.12       | \$68.80       | \$70.52       | \$72.28       | \$74.09        | \$75.94        | \$78.83        | \$78.83        |

**P-4 LO 37.5-Hours Salary Plan Effective 06/28/2024**

| <b>Plan</b> | <b>Group</b> | <b>Period</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| LO          | 33           | Annual        | \$116,235.00  | \$120,259.00  | \$124,283.00  | \$128,313.00  | \$132,333.00  | \$136,369.00  | \$139,784.00  | \$143,271.00  | \$146,855.00  | \$150,525.00   | \$154,292.00   | \$160,249.00   | \$160,249.00   |
|             |              | Bi-Wk         | \$4,453.45    | \$4,607.63    | \$4,761.81    | \$4,916.21    | \$5,070.23    | \$5,224.87    | \$5,355.71    | \$5,489.32    | \$5,626.63    | \$5,767.25     | \$5,911.58     | \$6,139.81     | \$6,139.81     |
|             |              | Daily         | \$445.35      | \$460.77      | \$476.19      | \$491.63      | \$507.03      | \$522.49      | \$535.58      | \$548.94      | \$562.67      | \$576.73       | \$591.16       | \$613.99       | \$613.99       |
|             |              | Hourly        | \$59.38       | \$61.44       | \$63.50       | \$65.55       | \$67.61       | \$69.67       | \$71.41       | \$73.20       | \$75.03       | \$76.90        | \$78.83        | \$81.87        | \$81.87        |
| LO          | 34           | Annual        | \$120,966.00  | \$125,102.00  | \$129,240.00  | \$133,372.00  | \$137,509.00  | \$141,636.00  | \$145,179.00  | \$148,811.00  | \$152,527.00  | \$156,339.00   | \$160,249.00   | \$166,404.00   | \$166,404.00   |
|             |              | Bi-Wk         | \$4,634.72    | \$4,793.19    | \$4,951.73    | \$5,110.04    | \$5,268.55    | \$5,426.67    | \$5,562.42    | \$5,701.58    | \$5,843.95    | \$5,990.00     | \$6,139.81     | \$6,375.64     | \$6,375.64     |
|             |              | Daily         | \$463.48      | \$479.32      | \$495.18      | \$511.01      | \$526.86      | \$542.67      | \$556.25      | \$570.16      | \$584.40      | \$599.00       | \$613.99       | \$637.57       | \$637.57       |
|             |              | Hourly        | \$61.80       | \$63.91       | \$66.03       | \$68.14       | \$70.25       | \$72.36       | \$74.17       | \$76.03       | \$77.92       | \$79.87        | \$81.87        | \$85.01        | \$85.01        |
| LO          | 35           | Annual        | \$125,868.00  | \$130,112.00  | \$134,353.00  | \$138,592.00  | \$142,826.00  | \$147,076.00  | \$150,746.00  | \$154,518.00  | \$158,383.00  | \$162,342.00   | \$166,404.00   | \$172,866.00   | \$172,865.00   |
|             |              | Bi-Wk         | \$4,822.53    | \$4,985.14    | \$5,147.63    | \$5,310.04    | \$5,472.27    | \$5,635.10    | \$5,775.71    | \$5,920.23    | \$6,068.32    | \$6,220.00     | \$6,375.64     | \$6,623.22     | \$6,623.19     |
|             |              | Daily         | \$482.26      | \$498.52      | \$514.77      | \$531.01      | \$547.23      | \$563.51      | \$577.58      | \$592.03      | \$606.84      | \$622.00       | \$637.57       | \$662.33       | \$662.32       |
|             |              | Hourly        | \$64.31       | \$66.47       | \$68.64       | \$70.81       | \$72.97       | \$75.14       | \$77.01       | \$78.94       | \$80.92       | \$82.94        | \$85.01        | \$88.31        | \$88.31        |
| LO          | 36           | Annual        | \$131,032.00  | \$135,388.00  | \$139,736.00  | \$144,087.00  | \$148,431.00  | \$152,782.00  | \$156,608.00  | \$160,517.00  | \$164,535.00  | \$168,650.00   | \$172,866.00   | \$179,624.00   | \$179,624.00   |
|             |              | Bi-Wk         | \$5,020.39    | \$5,187.28    | \$5,353.87    | \$5,520.58    | \$5,687.02    | \$5,853.72    | \$6,000.31    | \$6,150.08    | \$6,304.03    | \$6,461.69     | \$6,623.22     | \$6,882.15     | \$6,882.15     |
|             |              | Daily         | \$502.04      | \$518.73      | \$535.39      | \$552.06      | \$568.71      | \$585.38      | \$600.04      | \$615.01      | \$630.41      | \$646.17       | \$662.33       | \$688.22       | \$688.22       |
|             |              | Hourly        | \$66.94       | \$69.17       | \$71.39       | \$73.61       | \$75.83       | \$78.05       | \$80.01       | \$82.01       | \$84.06       | \$86.16        | \$88.31        | \$91.77        | \$91.77        |
| LO          | 37           | Annual        | \$136,411.00  | \$140,884.00  | \$145,351.00  | \$149,823.00  | \$154,292.00  | \$158,761.00  | \$162,723.00  | \$166,796.00  | \$170,969.00  | \$175,245.00   | \$179,624.00   | \$186,494.00   | \$186,494.00   |
|             |              | Bi-Wk         | \$5,226.48    | \$5,397.86    | \$5,569.01    | \$5,740.35    | \$5,911.58    | \$6,082.80    | \$6,234.60    | \$6,390.66    | \$6,550.54    | \$6,714.37     | \$6,882.15     | \$7,145.37     | \$7,145.37     |
|             |              | Daily         | \$522.65      | \$539.79      | \$556.91      | \$574.04      | \$591.16      | \$608.28      | \$623.46      | \$639.07      | \$655.06      | \$671.44       | \$688.22       | \$714.54       | \$714.54       |
|             |              | Hourly        | \$69.69       | \$71.98       | \$74.26       | \$76.54       | \$78.83       | \$81.11       | \$83.13       | \$85.21       | \$87.35       | \$89.53        | \$91.77        | \$95.28        | \$95.28        |
| LO          | 38           | Annual        | \$141,957.00  | \$146,531.00  | \$151,107.00  | \$155,685.00  | \$160,253.00  | \$164,829.00  | \$168,955.00  | \$173,177.00  | \$177,510.00  | \$181,945.00   | \$186,494.00   | \$193,705.00   | \$193,705.00   |
|             |              | Bi-Wk         | \$5,438.97    | \$5,614.22    | \$5,789.55    | \$5,964.95    | \$6,139.97    | \$6,315.29    | \$6,473.38    | \$6,635.14    | \$6,801.15    | \$6,971.08     | \$7,145.37     | \$7,421.65     | \$7,421.65     |
|             |              | Daily         | \$543.90      | \$561.43      | \$578.96      | \$596.50      | \$614.00      | \$631.53      | \$647.34      | \$663.52      | \$680.12      | \$697.11       | \$714.54       | \$742.17       | \$742.17       |
|             |              | Hourly        | \$72.52       | \$74.86       | \$77.20       | \$79.54       | \$81.87       | \$84.21       | \$86.32       | \$88.47       | \$90.69       | \$92.95        | \$95.28        | \$98.96        | \$98.96        |
| LO          | 39           | Annual        | \$147,791.00  | \$152,466.00  | \$157,159.00  | \$161,842.00  | \$166,514.00  | \$171,205.00  | \$175,488.00  | \$179,876.00  | \$184,373.00  | \$188,981.00   | \$193,705.00   | \$201,136.00   | \$201,136.00   |
|             |              | Bi-Wk         | \$5,662.50    | \$5,841.61    | \$6,021.42    | \$6,200.85    | \$6,379.85    | \$6,559.58    | \$6,723.68    | \$6,891.81    | \$7,064.10    | \$7,240.66     | \$7,421.65     | \$7,706.37     | \$7,706.37     |
|             |              | Daily         | \$566.25      | \$584.17      | \$602.15      | \$620.09      | \$637.99      | \$655.96      | \$672.37      | \$689.19      | \$706.41      | \$724.07       | \$742.17       | \$770.64       | \$770.64       |
|             |              | Hourly        | \$75.50       | \$77.89       | \$80.29       | \$82.68       | \$85.07       | \$87.47       | \$89.65       | \$91.90       | \$94.19       | \$96.55        | \$98.96        | \$102.76       | \$102.76       |
| LO          | 40           | Annual        | \$153,849.00  | \$158,642.00  | \$163,417.00  | \$168,202.00  | \$172,983.00  | \$177,768.00  | \$182,217.00  | \$186,772.00  | \$191,441.00  | \$196,229.00   | \$201,136.00   | \$208,967.00   | \$208,966.00   |
|             |              | Bi-Wk         | \$5,894.60    | \$6,078.24    | \$6,261.19    | \$6,444.53    | \$6,627.71    | \$6,811.04    | \$6,981.50    | \$7,156.02    | \$7,334.91    | \$7,518.36     | \$7,706.37     | \$8,006.40     | \$8,006.37     |
|             |              | Daily         | \$589.46      | \$607.83      | \$626.12      | \$644.46      | \$662.78      | \$681.11      | \$698.15      | \$715.61      | \$733.50      | \$751.84       | \$770.64       | \$800.64       | \$800.64       |
|             |              | Hourly        | \$78.60       | \$81.05       | \$83.49       | \$85.93       | \$88.37       | \$90.82       | \$93.09       | \$95.42       | \$97.80       | \$100.25       | \$102.76       | \$106.76       | \$106.76       |
| LO          | 41           | Annual        | \$160,202.00  | \$165,099.00  | \$170,003.00  | \$174,898.00  | \$179,796.00  | \$184,692.00  | \$189,312.00  | \$194,046.00  | \$198,894.00  | \$203,873.00   | \$208,967.00   | \$217,036.00   | \$217,035.00   |
|             |              | Bi-Wk         | \$6,138.01    | \$6,325.64    | \$6,513.53    | \$6,701.08    | \$6,888.74    | \$7,076.33    | \$7,253.34    | \$7,434.72    | \$7,620.46    | \$7,811.23     | \$8,006.40     | \$8,315.56     | \$8,315.52     |
|             |              | Daily         | \$613.81      | \$632.57      | \$651.36      | \$670.11      | \$688.88      | \$707.64      | \$725.34      | \$743.48      | \$762.05      | \$781.13       | \$800.64       | \$831.56       | \$831.56       |
|             |              | Hourly        | \$81.85       | \$84.35       | \$86.85       | \$89.35       | \$91.85       | \$94.36       | \$96.72       | \$99.13       | \$101.61      | \$104.15       | \$106.76       | \$110.88       | \$110.88       |
| LO          | 42           | Annual        | \$166,787.00  | \$171,798.00  | \$176,794.00  | \$181,810.00  | \$186,812.00  | \$191,828.00  | \$196,626.00  | \$201,540.00  | \$206,577.00  | \$211,742.00   | \$217,036.00   | \$225,472.00   | \$225,472.00   |
|             |              | Bi-Wk         | \$6,390.31    | \$6,582.30    | \$6,773.72    | \$6,965.91    | \$7,157.55    | \$7,349.74    | \$7,533.57    | \$7,721.84    | \$7,914.83    | \$8,112.73     | \$8,315.56     | \$8,638.78     | \$8,638.78     |
|             |              | Daily         | \$639.04      | \$658.23      | \$677.38      | \$696.60      | \$715.76      | \$734.98      | \$753.36      | \$772.19      | \$791.49      | \$811.28       | \$831.56       | \$863.88       | \$863.88       |
|             |              | Hourly        | \$85.21       | \$87.77       | \$90.32       | \$92.88       | \$95.44       | \$98.00       | \$100.45      | \$102.96      | \$105.54      | \$108.17       | \$110.88       | \$115.19       | \$115.19       |
| LO          | 43           | Annual        | \$173,748.00  | \$178,864.00  | \$183,966.00  | \$189,080.00  | \$194,180.00  | \$199,289.00  | \$204,266.00  | \$209,378.00  | \$214,607.00  | \$219,974.00   | \$225,472.00   | \$231,109.00   | \$236,887.00   |
|             |              | Bi-Wk         | \$6,657.02    | \$6,853.03    | \$7,048.51    | \$7,244.45    | \$7,439.85    | \$7,635.60    | \$7,826.29    | \$8,022.15    | \$8,222.50    | \$8,428.13     | \$8,638.78     | \$8,854.76     | \$9,076.14     |
|             |              | Daily         | \$665.71      | \$685.31      | \$704.86      | \$724.45      | \$743.99      | \$763.56      | \$782.63      | \$802.22      | \$822.25      | \$842.82       | \$863.88       | \$885.48       | \$907.62       |
|             |              | Hourly        | \$88.77       | \$91.38       | \$93.99       | \$96.60       | \$99.20       | \$101.81      | \$104.36      | \$106.97      | \$109.64      | \$112.38       | \$115.19       | \$118.07       | \$121.02       |