

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

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
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
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

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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
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
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

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

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
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
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

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 06/18/2010

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
ES 11	Annual	\$31,311.00	\$32,261.00	\$33,221.00	\$34,175.00	\$35,158.00	\$36,157.00	\$37,164.00	\$38,097.00	\$39,047.00	\$40,021.00	\$41,027.00	\$42,054.00
	Bi-Wk	\$1,199.66	\$1,236.06	\$1,272.84	\$1,309.39	\$1,347.05	\$1,385.33	\$1,423.91	\$1,459.66	\$1,496.06	\$1,533.38	\$1,571.92	\$1,611.27
	Daily	\$119.97	\$123.61	\$127.29	\$130.94	\$134.71	\$138.54	\$142.40	\$145.97	\$149.61	\$153.34	\$157.20	\$161.13
	Hourly	\$17.14	\$17.66	\$18.19	\$18.71	\$19.25	\$19.80	\$20.35	\$20.86	\$21.38	\$21.91	\$22.46	\$23.02
ES 12	Annual	\$32,325.00	\$33,326.00	\$34,313.00	\$35,345.00	\$36,381.00	\$37,430.00	\$38,468.00	\$39,429.00	\$40,415.00	\$41,425.00	\$42,461.00	\$43,523.00
	Bi-Wk	\$1,238.51	\$1,276.86	\$1,314.68	\$1,354.22	\$1,393.91	\$1,434.10	\$1,473.87	\$1,510.69	\$1,548.47	\$1,587.17	\$1,626.86	\$1,667.55
	Daily	\$123.86	\$127.69	\$131.47	\$135.43	\$139.40	\$143.41	\$147.39	\$151.07	\$154.85	\$158.72	\$162.69	\$166.76
	Hourly	\$17.70	\$18.25	\$18.79	\$19.35	\$19.92	\$20.49	\$21.06	\$21.59	\$22.13	\$22.68	\$23.25	\$23.83
ES 13	Annual	\$34,147.00	\$35,410.00	\$36,682.00	\$37,947.00	\$39,224.00	\$40,490.00	\$41,767.00	\$42,814.00	\$43,884.00	\$44,984.00	\$46,108.00	\$47,262.00
	Bi-Wk	\$1,308.32	\$1,356.71	\$1,405.45	\$1,453.91	\$1,502.84	\$1,551.35	\$1,600.27	\$1,640.39	\$1,681.38	\$1,723.53	\$1,766.60	\$1,810.81
	Daily	\$130.84	\$135.68	\$140.55	\$145.40	\$150.29	\$155.14	\$160.03	\$164.04	\$168.14	\$172.36	\$176.66	\$181.09
	Hourly	\$18.70	\$19.39	\$20.08	\$20.78	\$21.47	\$22.17	\$22.87	\$23.44	\$24.02	\$24.63	\$25.24	\$25.87
ES 14	Annual	\$35,745.00	\$37,062.00	\$38,373.00	\$39,688.00	\$40,998.00	\$42,311.00	\$43,623.00	\$44,715.00	\$45,830.00	\$46,974.00	\$48,152.00	\$49,357.00
	Bi-Wk	\$1,369.55	\$1,420.00	\$1,470.23	\$1,520.62	\$1,570.81	\$1,621.12	\$1,671.38	\$1,713.22	\$1,755.94	\$1,799.78	\$1,844.91	\$1,891.08
	Daily	\$136.96	\$142.00	\$147.03	\$152.07	\$157.09	\$162.12	\$167.14	\$171.33	\$175.60	\$179.98	\$184.50	\$189.11
	Hourly	\$19.57	\$20.29	\$21.01	\$21.73	\$22.45	\$23.16	\$23.88	\$24.48	\$25.09	\$25.72	\$26.36	\$27.02
ES 15	Annual	\$37,464.00	\$38,815.00	\$40,165.00	\$41,513.00	\$42,867.00	\$44,228.00	\$45,573.00	\$46,715.00	\$47,883.00	\$49,082.00	\$50,310.00	\$51,568.00
	Bi-Wk	\$1,435.41	\$1,487.17	\$1,538.89	\$1,590.54	\$1,642.42	\$1,694.56	\$1,746.10	\$1,789.85	\$1,834.60	\$1,880.54	\$1,927.59	\$1,975.79
	Daily	\$143.55	\$148.72	\$153.89	\$159.06	\$164.25	\$169.46	\$174.61	\$178.99	\$183.46	\$188.06	\$192.76	\$197.58
	Hourly	\$20.51	\$21.25	\$21.99	\$22.73	\$23.47	\$24.21	\$24.95	\$25.57	\$26.21	\$26.87	\$27.54	\$28.23
ES 16	Annual	\$39,286.00	\$40,681.00	\$42,072.00	\$43,463.00	\$44,852.00	\$46,250.00	\$47,638.00	\$48,827.00	\$50,048.00	\$51,301.00	\$52,584.00	\$53,900.00
	Bi-Wk	\$1,505.22	\$1,558.66	\$1,611.96	\$1,665.25	\$1,718.47	\$1,772.04	\$1,825.22	\$1,870.77	\$1,917.55	\$1,965.56	\$2,014.72	\$2,065.14
	Daily	\$150.53	\$155.87	\$161.20	\$166.53	\$171.85	\$177.21	\$182.53	\$187.08	\$191.76	\$196.56	\$201.48	\$206.52
	Hourly	\$21.51	\$22.27	\$23.03	\$23.79	\$24.55	\$25.32	\$26.08	\$26.73	\$27.40	\$28.08	\$28.79	\$29.51
ES 17	Annual	\$41,230.00	\$42,664.00	\$44,099.00	\$45,529.00	\$46,962.00	\$48,389.00	\$49,823.00	\$51,068.00	\$52,349.00	\$53,657.00	\$54,998.00	\$56,372.00
	Bi-Wk	\$1,579.70	\$1,634.64	\$1,689.62	\$1,744.41	\$1,799.32	\$1,853.99	\$1,908.93	\$1,956.63	\$2,005.71	\$2,055.83	\$2,107.21	\$2,159.85
	Daily	\$157.97	\$163.47	\$168.97	\$174.45	\$179.94	\$185.40	\$190.90	\$195.67	\$200.58	\$205.59	\$210.73	\$215.99
	Hourly	\$22.57	\$23.36	\$24.14	\$24.93	\$25.71	\$26.49	\$27.28	\$27.96	\$28.66	\$29.37	\$30.11	\$30.86
ES 18	Annual	\$43,311.00	\$44,783.00	\$46,250.00	\$47,719.00	\$49,181.00	\$50,649.00	\$52,115.00	\$53,421.00	\$54,755.00	\$56,123.00	\$57,527.00	\$58,966.00
	Bi-Wk	\$1,659.43	\$1,715.83	\$1,772.04	\$1,828.32	\$1,884.33	\$1,940.58	\$1,996.75	\$2,046.79	\$2,097.90	\$2,150.31	\$2,204.10	\$2,259.24
	Daily	\$165.95	\$171.59	\$177.21	\$182.84	\$188.44	\$194.06	\$199.68	\$204.68	\$209.79	\$215.04	\$220.41	\$225.93
	Hourly	\$23.71	\$24.52	\$25.32	\$26.12	\$26.92	\$27.73	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49	\$32.28
ES 19	Annual	\$45,445.00	\$46,962.00	\$48,470.00	\$49,983.00	\$51,488.00	\$52,998.00	\$54,508.00	\$55,869.00	\$57,267.00	\$58,697.00	\$60,165.00	\$61,671.00
	Bi-Wk	\$1,741.19	\$1,799.32	\$1,857.09	\$1,915.06	\$1,972.73	\$2,030.58	\$2,088.43	\$2,140.58	\$2,194.14	\$2,248.93	\$2,305.18	\$2,362.88
	Daily	\$174.12	\$179.94	\$185.71	\$191.51	\$197.28	\$203.06	\$208.85	\$214.06	\$219.42	\$224.90	\$230.52	\$236.29
	Hourly	\$24.88	\$25.71	\$26.53	\$27.36	\$28.19	\$29.01	\$29.84	\$30.58	\$31.35	\$32.13	\$32.94	\$33.76
ES 20	Annual	\$47,762.00	\$49,308.00	\$50,856.00	\$52,398.00	\$53,942.00	\$55,488.00	\$57,034.00	\$58,462.00	\$59,928.00	\$61,424.00	\$62,959.00	\$64,534.00
	Bi-Wk	\$1,829.97	\$1,889.20	\$1,948.51	\$2,007.59	\$2,066.75	\$2,125.98	\$2,185.22	\$2,239.93	\$2,296.10	\$2,353.41	\$2,412.23	\$2,472.57
	Daily	\$183.00	\$188.92	\$194.86	\$200.76	\$206.68	\$212.60	\$218.53	\$224.00	\$229.61	\$235.35	\$241.23	\$247.26
	Hourly	\$26.15	\$26.99	\$27.84	\$28.68	\$29.53	\$30.38	\$31.22	\$32.00	\$32.81	\$33.63	\$34.47	\$35.33
ES 21	Annual	\$50,115.00	\$51,709.00	\$53,294.00	\$54,882.00	\$56,476.00	\$58,061.00	\$59,657.00	\$61,148.00	\$62,673.00	\$64,240.00	\$65,846.00	\$67,494.00
	Bi-Wk	\$1,920.12	\$1,981.19	\$2,041.92	\$2,102.76	\$2,163.84	\$2,224.56	\$2,285.71	\$2,342.84	\$2,401.27	\$2,461.31	\$2,522.84	\$2,585.98
	Daily	\$192.02	\$198.12	\$204.20	\$210.28	\$216.39	\$222.46	\$228.58	\$234.29	\$240.13	\$246.14	\$252.29	\$258.60
	Hourly	\$27.44	\$28.31	\$29.18	\$30.04	\$30.92	\$31.78	\$32.66	\$33.47	\$34.31	\$35.17	\$36.05	\$36.95
ES 22	Annual	\$51,488.00	\$53,373.00	\$55,263.00	\$57,145.00	\$59,035.00	\$60,919.00	\$62,806.00	\$64,374.00	\$65,991.00	\$67,638.00	\$69,330.00	\$71,065.00
	Bi-Wk	\$1,972.73	\$2,044.95	\$2,117.36	\$2,189.47	\$2,261.88	\$2,334.07	\$2,406.37	\$2,466.44	\$2,528.40	\$2,591.50	\$2,656.33	\$2,722.80
	Daily	\$197.28	\$204.50	\$211.74	\$218.95	\$226.19	\$233.41	\$240.64	\$246.65	\$252.84	\$259.15	\$265.64	\$272.28
	Hourly	\$28.19	\$29.22	\$30.25	\$31.28	\$32.32	\$33.35	\$34.38	\$35.24	\$36.12	\$37.03	\$37.95	\$38.90
ES 23	Annual	\$53,926.00	\$55,893.00	\$57,853.00	\$59,824.00	\$61,786.00	\$63,753.00	\$65,718.00	\$67,361.00	\$69,042.00	\$70,770.00	\$72,542.00	\$74,355.00
	Bi-Wk	\$2,066.14	\$2,141.50	\$2,216.60	\$2,292.11	\$2,367.28	\$2,442.65	\$2,517.94	\$2,580.89	\$2,645.29	\$2,711.50	\$2,779.39	\$2,848.86
	Daily	\$206.62	\$214.15	\$221.66	\$229.22	\$236.73	\$244.27	\$251.80	\$258.09	\$264.53	\$271.15	\$277.94	\$284.89
	Hourly	\$29.52	\$30.60	\$31.67	\$32.75	\$33.82	\$34.90	\$35.98	\$36.87	\$37.79	\$38.74	\$39.71	\$40.70

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 06/18/2010

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
ES 24	Annual	\$56,519.00	\$58,567.00	\$60,615.00	\$62,667.00	\$64,714.00	\$66,758.00	\$68,811.00	\$70,530.00	\$72,296.00	\$74,100.00	\$75,951.00	\$77,851.00
	Bi-Wk	\$2,165.48	\$2,243.95	\$2,322.42	\$2,401.04	\$2,479.47	\$2,557.78	\$2,636.44	\$2,702.30	\$2,769.97	\$2,839.09	\$2,910.00	\$2,982.80
	Daily	\$216.55	\$224.40	\$232.25	\$240.11	\$247.95	\$255.78	\$263.65	\$270.23	\$277.00	\$283.91	\$291.00	\$298.28
	Hourly	\$30.94	\$32.06	\$33.18	\$34.31	\$35.43	\$36.54	\$37.67	\$38.61	\$39.58	\$40.56	\$41.58	\$42.62
ES 25	Annual	\$59,281.00	\$61,407.00	\$63,524.00	\$65,648.00	\$67,779.00	\$69,902.00	\$72,022.00	\$73,821.00	\$75,669.00	\$77,563.00	\$79,505.00	\$81,492.00
	Bi-Wk	\$2,271.31	\$2,352.76	\$2,433.87	\$2,515.25	\$2,596.90	\$2,678.24	\$2,759.47	\$2,828.40	\$2,899.20	\$2,971.77	\$3,046.17	\$3,123.30
	Daily	\$227.14	\$235.28	\$243.39	\$251.53	\$259.69	\$267.83	\$275.95	\$282.84	\$289.92	\$297.18	\$304.62	\$312.23
	Hourly	\$32.45	\$33.62	\$34.77	\$35.94	\$37.10	\$38.27	\$39.43	\$40.41	\$41.42	\$42.46	\$43.52	\$44.61
ES 26	Annual	\$62,203.00	\$64,402.00	\$66,612.00	\$68,811.00	\$71,011.00	\$73,214.00	\$75,410.00	\$77,300.00	\$79,231.00	\$81,213.00	\$83,244.00	\$85,324.00
	Bi-Wk	\$2,383.26	\$2,467.51	\$2,552.19	\$2,636.44	\$2,720.73	\$2,805.14	\$2,889.28	\$2,961.69	\$3,035.68	\$3,111.61	\$3,189.43	\$3,269.12
	Daily	\$238.33	\$246.76	\$255.22	\$263.65	\$272.08	\$280.52	\$288.93	\$296.17	\$303.57	\$311.17	\$318.95	\$326.92
	Hourly	\$34.05	\$35.26	\$36.46	\$37.67	\$38.87	\$40.08	\$41.28	\$42.31	\$43.37	\$44.46	\$45.57	\$46.71
ES 27	Annual	\$65,284.00	\$67,567.00	\$69,849.00	\$72,121.00	\$74,402.00	\$76,680.00	\$78,961.00	\$80,938.00	\$82,961.00	\$85,036.00	\$87,161.00	\$89,341.00
	Bi-Wk	\$2,501.31	\$2,588.78	\$2,676.21	\$2,763.26	\$2,850.66	\$2,937.94	\$3,025.33	\$3,101.08	\$3,178.59	\$3,258.09	\$3,339.51	\$3,423.03
	Daily	\$250.14	\$258.88	\$267.63	\$276.33	\$285.07	\$293.80	\$302.54	\$310.11	\$317.86	\$325.81	\$333.96	\$342.31
	Hourly	\$35.74	\$36.99	\$38.24	\$39.48	\$40.73	\$41.98	\$43.22	\$44.31	\$45.41	\$46.55	\$47.71	\$48.91
ES 28	Annual	\$68,584.00	\$70,942.00	\$73,301.00	\$75,664.00	\$78,015.00	\$80,374.00	\$82,731.00	\$84,795.00	\$86,914.00	\$89,089.00	\$91,317.00	\$93,599.00
	Bi-Wk	\$2,627.74	\$2,718.09	\$2,808.47	\$2,899.01	\$2,989.09	\$3,079.47	\$3,169.78	\$3,248.86	\$3,330.04	\$3,413.38	\$3,498.74	\$3,586.17
	Daily	\$262.78	\$271.81	\$280.85	\$289.91	\$298.91	\$307.95	\$316.98	\$324.89	\$333.01	\$341.34	\$349.88	\$358.62
	Hourly	\$37.54	\$38.83	\$40.13	\$41.42	\$42.71	\$44.00	\$45.29	\$46.42	\$47.58	\$48.77	\$49.99	\$51.24
ES 29	Annual	\$69,241.00	\$71,841.00	\$74,440.00	\$77,039.00	\$79,637.00	\$82,236.00	\$84,833.00	\$86,953.00	\$89,129.00	\$91,359.00	\$93,642.00	\$95,985.00
	Bi-Wk	\$2,652.92	\$2,752.53	\$2,852.11	\$2,951.69	\$3,051.23	\$3,150.81	\$3,250.31	\$3,331.54	\$3,414.91	\$3,500.35	\$3,587.82	\$3,677.59
	Daily	\$265.30	\$275.26	\$285.22	\$295.17	\$305.13	\$315.09	\$325.04	\$333.16	\$341.50	\$350.04	\$358.79	\$367.76
	Hourly	\$37.90	\$39.33	\$40.75	\$42.17	\$43.59	\$45.02	\$46.44	\$47.60	\$48.79	\$50.01	\$51.26	\$52.54
ES 30	Annual	\$72,022.00	\$74,694.00	\$77,376.00	\$80,043.00	\$82,712.00	\$85,388.00	\$88,068.00	\$90,269.00	\$92,530.00	\$94,842.00	\$97,214.00	\$99,645.00
	Bi-Wk	\$2,759.47	\$2,861.84	\$2,964.60	\$3,066.79	\$3,169.05	\$3,271.58	\$3,374.26	\$3,458.59	\$3,545.22	\$3,633.80	\$3,724.68	\$3,817.82
	Daily	\$275.95	\$286.19	\$296.46	\$306.68	\$316.91	\$327.16	\$337.43	\$345.86	\$354.53	\$363.38	\$372.47	\$381.79
	Hourly	\$39.43	\$40.89	\$42.36	\$43.82	\$45.28	\$46.74	\$48.21	\$49.41	\$50.65	\$51.92	\$53.21	\$54.55
ES 31	Annual	\$74,912.00	\$77,666.00	\$80,420.00	\$83,169.00	\$85,924.00	\$88,675.00	\$91,430.00	\$93,713.00	\$96,058.00	\$98,459.00	\$100,921.00	\$103,445.00
	Bi-Wk	\$2,870.20	\$2,975.71	\$3,081.23	\$3,186.56	\$3,292.11	\$3,397.51	\$3,503.07	\$3,590.54	\$3,680.39	\$3,772.38	\$3,866.71	\$3,963.41
	Daily	\$287.02	\$297.58	\$308.13	\$318.66	\$329.22	\$339.76	\$350.31	\$359.06	\$368.04	\$377.24	\$386.68	\$396.35
	Hourly	\$41.01	\$42.52	\$44.02	\$45.53	\$47.04	\$48.54	\$50.05	\$51.30	\$52.58	\$53.90	\$55.24	\$56.63
ES 32	Annual	\$77,916.00	\$80,742.00	\$83,567.00	\$86,400.00	\$89,228.00	\$92,057.00	\$94,891.00	\$97,265.00	\$99,697.00	\$102,190.00	\$104,745.00	\$107,366.00
	Bi-Wk	\$2,985.29	\$3,093.57	\$3,201.81	\$3,310.35	\$3,418.70	\$3,527.09	\$3,635.68	\$3,726.63	\$3,819.81	\$3,915.33	\$4,013.22	\$4,113.64
	Daily	\$298.53	\$309.36	\$320.19	\$331.04	\$341.87	\$352.71	\$363.57	\$372.67	\$381.99	\$391.54	\$401.33	\$411.37
	Hourly	\$42.65	\$44.20	\$45.75	\$47.30	\$48.84	\$50.39	\$51.94	\$53.24	\$54.57	\$55.94	\$57.34	\$58.77
ES 33	Annual	\$81,050.00	\$83,959.00	\$86,864.00	\$89,772.00	\$92,682.00	\$95,587.00	\$98,502.00	\$100,968.00	\$103,488.00	\$106,077.00	\$108,729.00	\$111,449.00
	Bi-Wk	\$3,105.37	\$3,216.82	\$3,328.13	\$3,439.55	\$3,551.04	\$3,662.34	\$3,774.03	\$3,868.51	\$3,965.06	\$4,064.26	\$4,165.87	\$4,270.08
	Daily	\$310.54	\$321.69	\$332.82	\$343.96	\$355.11	\$366.24	\$377.41	\$386.86	\$396.51	\$406.43	\$416.59	\$427.01
	Hourly	\$44.37	\$45.96	\$47.55	\$49.14	\$50.73	\$52.32	\$53.92	\$55.27	\$56.65	\$58.07	\$59.52	\$61.01
ES 34	Annual	\$84,387.00	\$87,376.00	\$90,362.00	\$93,350.00	\$96,336.00	\$99,326.00	\$102,307.00	\$104,866.00	\$107,490.00	\$110,174.00	\$112,928.00	\$115,751.00
	Bi-Wk	\$3,233.22	\$3,347.74	\$3,462.15	\$3,576.63	\$3,691.04	\$3,805.60	\$3,919.81	\$4,017.86	\$4,118.40	\$4,221.23	\$4,326.75	\$4,434.91
	Daily	\$323.33	\$334.78	\$346.22	\$357.67	\$369.11	\$380.56	\$391.99	\$401.79	\$411.84	\$422.13	\$432.68	\$443.50
	Hourly	\$46.19	\$47.83	\$49.46	\$51.10	\$52.73	\$54.37	\$56.00	\$57.40	\$58.84	\$60.31	\$61.82	\$63.36
ES 35	Annual	\$87,856.00	\$90,916.00	\$93,983.00	\$97,046.00	\$100,107.00	\$103,165.00	\$106,235.00	\$108,887.00	\$111,613.00	\$114,405.00	\$117,265.00	\$120,197.00
	Bi-Wk	\$3,366.14	\$3,483.38	\$3,600.89	\$3,718.24	\$3,835.52	\$3,952.69	\$4,070.31	\$4,171.92	\$4,276.37	\$4,383.34	\$4,492.92	\$4,605.25
	Daily	\$336.62	\$348.34	\$360.09	\$371.83	\$383.56	\$395.27	\$407.04	\$417.20	\$427.64	\$438.34	\$449.30	\$460.53
	Hourly	\$48.09	\$49.77	\$51.45	\$53.12	\$54.80	\$56.47	\$58.15	\$59.60	\$61.10	\$62.62	\$64.19	\$65.79
ES 36	Annual	\$91,510.00	\$94,647.00	\$97,794.00	\$100,933.00	\$104,077.00	\$107,215.00	\$110,357.00	\$113,122.00	\$115,946.00	\$118,847.00	\$121,819.00	\$124,865.00
	Bi-Wk	\$3,506.14	\$3,626.33	\$3,746.90	\$3,867.17	\$3,987.63	\$4,107.86	\$4,228.24	\$4,334.18	\$4,442.38	\$4,553.53	\$4,667.40	\$4,784.10
	Daily	\$350.62	\$362.64	\$374.69	\$386.72	\$398.77	\$410.79	\$422.83	\$433.42	\$444.24	\$455.36	\$466.74	\$478.41
	Hourly	\$50.09	\$51.81	\$53.53	\$55.25	\$56.97	\$58.69	\$60.41	\$61.92	\$63.47	\$65.06	\$66.68	\$68.35

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 06/18/2010

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
ES 37	Annual	\$95,307.00	\$98,532.00	\$101,762.00	\$104,990.00	\$108,220.00	\$111,449.00	\$114,676.00	\$117,539.00	\$120,481.00	\$123,496.00	\$126,583.00	\$129,747.00
	Bi-Wk	\$3,651.61	\$3,775.18	\$3,898.93	\$4,022.61	\$4,146.37	\$4,270.08	\$4,393.72	\$4,503.41	\$4,616.14	\$4,731.65	\$4,849.93	\$4,971.15
	Daily	\$365.17	\$377.52	\$389.90	\$402.27	\$414.64	\$427.01	\$439.38	\$450.35	\$461.62	\$473.17	\$485.00	\$497.12
	Hourly	\$52.17	\$53.94	\$55.70	\$57.47	\$59.24	\$61.01	\$62.77	\$64.34	\$65.95	\$67.60	\$69.29	\$71.02
ES 38	Annual	\$99,242.00	\$102,538.00	\$105,845.00	\$109,148.00	\$112,453.00	\$115,755.00	\$119,060.00	\$122,040.00	\$125,089.00	\$128,219.00	\$131,424.00	\$134,709.00
	Bi-Wk	\$3,802.38	\$3,928.66	\$4,055.37	\$4,181.92	\$4,308.55	\$4,435.06	\$4,561.69	\$4,675.87	\$4,792.69	\$4,912.61	\$5,035.41	\$5,161.27
	Daily	\$380.24	\$392.87	\$405.54	\$418.20	\$430.86	\$443.51	\$456.17	\$467.59	\$479.27	\$491.27	\$503.55	\$516.13
	Hourly	\$54.32	\$56.13	\$57.94	\$59.75	\$61.56	\$63.36	\$65.17	\$66.80	\$68.47	\$70.19	\$71.94	\$73.74
ES 39	Annual	\$103,369.00	\$106,751.00	\$110,131.00	\$113,520.00	\$116,902.00	\$120,277.00	\$123,666.00	\$126,759.00	\$129,927.00	\$133,177.00	\$136,506.00	\$139,918.00
	Bi-Wk	\$3,960.50	\$4,090.08	\$4,219.58	\$4,349.43	\$4,479.01	\$4,608.32	\$4,738.17	\$4,856.67	\$4,978.05	\$5,102.57	\$5,230.12	\$5,360.85
	Daily	\$396.05	\$409.01	\$421.96	\$434.95	\$447.91	\$460.84	\$473.82	\$485.67	\$497.81	\$510.26	\$523.02	\$536.09
	Hourly	\$56.58	\$58.43	\$60.28	\$62.14	\$63.99	\$65.84	\$67.69	\$69.39	\$71.12	\$72.90	\$74.72	\$76.59
ES 40	Annual	\$107,678.00	\$111,128.00	\$114,590.00	\$118,041.00	\$121,497.00	\$124,950.00	\$128,406.00	\$131,619.00	\$134,910.00	\$138,283.00	\$141,742.00	\$145,286.00
	Bi-Wk	\$4,125.60	\$4,257.78	\$4,390.43	\$4,522.65	\$4,655.06	\$4,787.36	\$4,919.78	\$5,042.88	\$5,168.97	\$5,298.20	\$5,430.73	\$5,566.52
	Daily	\$412.56	\$425.78	\$439.05	\$452.27	\$465.51	\$478.74	\$491.98	\$504.29	\$516.90	\$529.82	\$543.08	\$556.66
	Hourly	\$58.94	\$60.83	\$62.73	\$64.61	\$66.51	\$68.40	\$70.29	\$72.05	\$73.85	\$75.69	\$77.59	\$79.53
ES 41	Annual	\$112,175.00	\$115,718.00	\$119,255.00	\$122,798.00	\$126,334.00	\$129,870.00	\$133,408.00	\$136,745.00	\$140,165.00	\$143,668.00	\$147,262.00	\$150,943.00
	Bi-Wk	\$4,297.90	\$4,433.64	\$4,569.16	\$4,704.91	\$4,840.39	\$4,975.87	\$5,111.42	\$5,239.28	\$5,370.31	\$5,504.53	\$5,642.23	\$5,783.26
	Daily	\$429.79	\$443.37	\$456.92	\$470.50	\$484.04	\$497.59	\$511.15	\$523.93	\$537.04	\$550.46	\$564.23	\$578.33
	Hourly	\$61.40	\$63.34	\$65.28	\$67.22	\$69.15	\$71.09	\$73.03	\$74.85	\$76.72	\$78.64	\$80.61	\$82.62
ES 42	Annual	\$116,852.00	\$120,474.00	\$124,094.00	\$127,702.00	\$131,326.00	\$134,938.00	\$138,563.00	\$142,029.00	\$145,579.00	\$149,216.00	\$152,946.00	\$156,771.00
	Bi-Wk	\$4,477.09	\$4,615.87	\$4,754.56	\$4,892.80	\$5,031.65	\$5,170.04	\$5,308.93	\$5,441.73	\$5,577.74	\$5,717.09	\$5,860.00	\$6,006.56
	Daily	\$447.71	\$461.59	\$475.46	\$489.28	\$503.17	\$517.01	\$530.90	\$544.18	\$557.78	\$571.71	\$586.00	\$600.66
	Hourly	\$63.96	\$65.95	\$67.93	\$69.90	\$71.89	\$73.86	\$75.85	\$77.74	\$79.69	\$81.68	\$83.72	\$85.81
ES 43	Annual	\$121,818.00	\$125,504.00	\$129,197.00	\$132,883.00	\$136,578.00	\$140,261.00	\$143,951.00	\$147,547.00	\$151,239.00	\$155,017.00	\$158,893.00	\$162,866.00
	Bi-Wk	\$4,667.36	\$4,808.59	\$4,950.08	\$5,091.31	\$5,232.88	\$5,373.99	\$5,515.37	\$5,653.15	\$5,794.60	\$5,939.35	\$6,087.86	\$6,240.08
	Daily	\$466.74	\$480.86	\$495.01	\$509.14	\$523.29	\$537.40	\$551.54	\$565.32	\$579.46	\$593.94	\$608.79	\$624.01
	Hourly	\$66.68	\$68.70	\$70.72	\$72.74	\$74.76	\$76.78	\$78.80	\$80.76	\$82.78	\$84.85	\$86.97	\$89.15

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 07/01/2011

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
ES 11	Annual	\$32,094.00	\$33,068.00	\$34,052.00	\$35,030.00	\$36,037.00	\$37,061.00	\$38,094.00	\$39,050.00	\$40,024.00	\$41,022.00	\$42,053.00	\$43,106.00
	Bi-Wk	\$1,229.66	\$1,266.98	\$1,304.68	\$1,342.15	\$1,380.73	\$1,419.97	\$1,459.55	\$1,496.17	\$1,533.49	\$1,571.73	\$1,611.23	\$1,651.58
	Daily	\$122.97	\$126.70	\$130.47	\$134.22	\$138.08	\$142.00	\$145.96	\$149.62	\$153.35	\$157.18	\$161.13	\$165.16
	Hourly	\$18.14	\$18.10	\$18.64	\$19.18	\$19.73	\$20.29	\$20.86	\$21.38	\$21.91	\$22.46	\$23.02	\$23.60
ES 12	Annual	\$33,134.00	\$34,160.00	\$35,171.00	\$36,229.00	\$37,291.00	\$38,366.00	\$39,430.00	\$40,415.00	\$41,426.00	\$42,461.00	\$43,523.00	\$44,612.00
	Bi-Wk	\$1,269.51	\$1,308.82	\$1,347.55	\$1,388.09	\$1,428.78	\$1,469.97	\$1,510.73	\$1,548.47	\$1,587.21	\$1,626.86	\$1,667.55	\$1,709.28
	Daily	\$126.96	\$130.89	\$134.76	\$138.81	\$142.88	\$147.00	\$151.08	\$154.85	\$158.73	\$162.69	\$166.76	\$170.93
	Hourly	\$18.14	\$18.70	\$19.26	\$19.83	\$20.42	\$21.00	\$21.59	\$22.13	\$22.68	\$23.25	\$23.83	\$24.42
ES 13	Annual	\$35,001.00	\$36,296.00	\$37,600.00	\$38,896.00	\$40,205.00	\$41,503.00	\$42,812.00	\$43,885.00	\$44,982.00	\$46,109.00	\$47,261.00	\$48,444.00
	Bi-Wk	\$1,341.04	\$1,390.66	\$1,440.62	\$1,490.27	\$1,540.43	\$1,590.16	\$1,640.31	\$1,681.42	\$1,723.45	\$1,766.63	\$1,810.77	\$1,856.10
	Daily	\$134.11	\$139.07	\$144.07	\$149.03	\$154.05	\$159.02	\$164.04	\$168.15	\$172.35	\$176.67	\$181.08	\$185.61
	Hourly	\$19.16	\$19.87	\$20.59	\$21.29	\$22.01	\$22.72	\$23.44	\$24.03	\$24.63	\$25.24	\$25.87	\$26.52
ES 14	Annual	\$36,639.00	\$37,989.00	\$39,333.00	\$40,681.00	\$42,023.00	\$43,369.00	\$44,714.00	\$45,833.00	\$46,976.00	\$48,149.00	\$49,356.00	\$50,591.00
	Bi-Wk	\$1,403.80	\$1,455.52	\$1,507.02	\$1,558.66	\$1,610.08	\$1,661.65	\$1,713.19	\$1,756.06	\$1,799.85	\$1,844.79	\$1,891.04	\$1,938.36
	Daily	\$140.38	\$145.56	\$150.71	\$155.87	\$161.01	\$166.17	\$171.32	\$175.61	\$179.99	\$184.48	\$189.11	\$193.84
	Hourly	\$20.06	\$20.80	\$21.53	\$22.27	\$23.01	\$23.74	\$24.48	\$25.09	\$25.72	\$26.36	\$27.02	\$27.70
ES 15	Annual	\$38,401.00	\$39,786.00	\$41,170.00	\$42,551.00	\$43,939.00	\$45,334.00	\$46,713.00	\$47,883.00	\$49,081.00	\$50,310.00	\$51,568.00	\$52,858.00
	Bi-Wk	\$1,471.31	\$1,524.37	\$1,577.40	\$1,630.31	\$1,683.49	\$1,736.94	\$1,789.78	\$1,834.60	\$1,880.50	\$1,927.59	\$1,975.79	\$2,025.22
	Daily	\$147.14	\$152.44	\$157.74	\$163.04	\$168.35	\$173.70	\$178.98	\$183.46	\$188.05	\$192.76	\$197.58	\$202.53
	Hourly	\$21.02	\$21.78	\$22.54	\$23.30	\$24.05	\$24.82	\$25.57	\$26.21	\$26.87	\$27.54	\$28.23	\$28.94
ES 16	Annual	\$40,269.00	\$41,699.00	\$43,124.00	\$44,550.00	\$45,974.00	\$47,407.00	\$48,829.00	\$50,048.00	\$51,300.00	\$52,584.00	\$53,899.00	\$55,248.00
	Bi-Wk	\$1,542.88	\$1,597.67	\$1,652.27	\$1,706.90	\$1,761.46	\$1,816.37	\$1,870.85	\$1,917.55	\$1,965.52	\$2,014.72	\$2,065.10	\$2,116.79
	Daily	\$154.29	\$159.77	\$165.23	\$170.69	\$176.15	\$181.64	\$187.09	\$191.76	\$196.56	\$201.48	\$206.51	\$211.68
	Hourly	\$22.05	\$22.83	\$23.61	\$24.39	\$25.17	\$25.95	\$26.73	\$27.40	\$28.08	\$28.79	\$29.51	\$30.24
ES 17	Annual	\$42,261.00	\$43,731.00	\$45,202.00	\$46,668.00	\$48,137.00	\$49,599.00	\$51,069.00	\$52,345.00	\$53,658.00	\$54,999.00	\$56,373.00	\$57,782.00
	Bi-Wk	\$1,619.20	\$1,675.52	\$1,731.88	\$1,788.05	\$1,844.33	\$1,900.35	\$1,956.67	\$2,005.56	\$2,055.87	\$2,107.25	\$2,159.89	\$2,213.87
	Daily	\$161.92	\$167.56	\$173.19	\$178.81	\$184.44	\$190.04	\$195.67	\$200.56	\$205.59	\$210.73	\$215.99	\$221.39
	Hourly	\$23.14	\$23.94	\$24.75	\$25.55	\$26.35	\$27.15	\$27.96	\$28.66	\$29.37	\$30.11	\$30.86	\$31.63
ES 18	Annual	\$44,394.00	\$45,903.00	\$47,407.00	\$48,912.00	\$50,411.00	\$51,916.00	\$53,418.00	\$54,757.00	\$56,124.00	\$57,527.00	\$58,966.00	\$60,441.00
	Bi-Wk	\$1,700.92	\$1,758.74	\$1,816.37	\$1,874.03	\$1,931.46	\$1,989.12	\$2,046.67	\$2,097.97	\$2,150.35	\$2,204.10	\$2,259.24	\$2,315.75
	Daily	\$170.10	\$175.88	\$181.64	\$187.41	\$193.15	\$198.92	\$204.67	\$209.80	\$215.04	\$220.41	\$225.93	\$231.58
	Hourly	\$24.30	\$25.13	\$25.95	\$26.78	\$27.60	\$28.42	\$29.24	\$29.98	\$30.72	\$31.49	\$32.28	\$33.09
ES 19	Annual	\$46,582.00	\$48,137.00	\$49,682.00	\$51,233.00	\$52,776.00	\$54,323.00	\$55,871.00	\$57,266.00	\$58,699.00	\$60,165.00	\$61,670.00	\$63,213.00
	Bi-Wk	\$1,784.76	\$1,844.33	\$1,903.53	\$1,962.96	\$2,022.07	\$2,081.35	\$2,140.66	\$2,194.10	\$2,249.01	\$2,305.18	\$2,362.84	\$2,421.96
	Daily	\$178.48	\$184.44	\$190.36	\$196.30	\$202.21	\$208.14	\$214.07	\$219.41	\$224.91	\$230.52	\$236.29	\$242.20
	Hourly	\$25.50	\$26.35	\$27.20	\$28.05	\$28.89	\$29.74	\$30.59	\$31.35	\$32.13	\$32.94	\$33.76	\$34.60
ES 20	Annual	\$48,957.00	\$50,541.00	\$52,128.00	\$53,708.00	\$55,291.00	\$56,876.00	\$58,460.00	\$59,924.00	\$61,427.00	\$62,960.00	\$64,533.00	\$66,148.00
	Bi-Wk	\$1,875.75	\$1,936.44	\$1,997.25	\$2,057.78	\$2,118.43	\$2,179.16	\$2,239.85	\$2,295.94	\$2,353.53	\$2,412.27	\$2,472.53	\$2,534.41
	Daily	\$187.58	\$193.65	\$199.73	\$205.78	\$211.85	\$217.92	\$223.99	\$229.60	\$235.36	\$241.23	\$247.26	\$253.45
	Hourly	\$26.80	\$27.67	\$28.54	\$29.40	\$30.27	\$31.14	\$32.00	\$32.80	\$33.63	\$34.47	\$35.33	\$36.21
ES 21	Annual	\$51,368.00	\$53,002.00	\$54,627.00	\$56,255.00	\$57,888.00	\$59,513.00	\$61,149.00	\$62,677.00	\$64,240.00	\$65,846.00	\$67,493.00	\$69,182.00
	Bi-Wk	\$1,968.13	\$2,030.73	\$2,092.99	\$2,155.37	\$2,217.94	\$2,280.20	\$2,342.88	\$2,401.42	\$2,461.31	\$2,522.84	\$2,585.94	\$2,650.66
	Daily	\$196.82	\$203.08	\$209.30	\$215.54	\$221.80	\$228.02	\$234.29	\$240.15	\$246.14	\$252.29	\$258.60	\$265.07
	Hourly	\$28.12	\$29.02	\$29.90	\$30.80	\$31.69	\$32.58	\$33.47	\$34.31	\$35.17	\$36.05	\$36.95	\$37.87
ES 22	Annual	\$52,776.00	\$54,708.00	\$56,645.00	\$58,574.00	\$60,511.00	\$62,442.00	\$64,377.00	\$65,984.00	\$67,641.00	\$69,329.00	\$71,064.00	\$72,842.00
	Bi-Wk	\$2,022.07	\$2,096.10	\$2,170.31	\$2,244.22	\$2,318.43	\$2,392.42	\$2,466.56	\$2,528.13	\$2,591.61	\$2,656.29	\$2,722.76	\$2,790.89
	Daily	\$202.21	\$209.61	\$217.04	\$224.43	\$231.85	\$239.25	\$246.66	\$252.82	\$259.17	\$265.63	\$272.28	\$279.09
	Hourly	\$28.89	\$29.95	\$31.01	\$32.07	\$33.13	\$34.18	\$35.24	\$36.12	\$37.03	\$37.95	\$38.90	\$39.87
ES 23	Annual	\$55,275.00	\$57,291.00	\$59,300.00	\$61,320.00	\$63,331.00	\$65,347.00	\$67,361.00	\$69,046.00	\$70,769.00	\$72,540.00	\$74,356.00	\$76,214.00
	Bi-Wk	\$2,117.82	\$2,195.06	\$2,272.04	\$2,349.43	\$2,426.48	\$2,503.72	\$2,580.89	\$2,645.45	\$2,711.46	\$2,779.32	\$2,848.89	\$2,920.08
	Daily	\$211.79	\$219.51	\$227.21	\$234.95	\$242.65	\$250.38	\$258.09	\$264.55	\$271.15	\$277.94	\$284.89	\$292.01
	Hourly	\$30.26	\$31.36	\$32.46	\$33.57	\$34.67	\$35.77	\$36.87	\$37.80	\$38.74	\$39.71	\$40.70	\$41.72

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 07/01/2011

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
ES 24	Annual	\$57,932.00	\$60,032.00	\$62,131.00	\$64,234.00	\$66,332.00	\$68,427.00	\$70,532.00	\$72,294.00	\$74,104.00	\$75,953.00	\$77,850.00	\$79,798.00
	Bi-Wk	\$2,219.62	\$2,300.08	\$2,380.50	\$2,461.08	\$2,541.46	\$2,621.73	\$2,702.38	\$2,769.89	\$2,839.24	\$2,910.08	\$2,982.76	\$3,057.40
	Daily	\$221.97	\$230.01	\$238.05	\$246.11	\$254.15	\$262.18	\$270.24	\$276.99	\$283.93	\$291.01	\$298.28	\$305.74
	Hourly	\$31.71	\$32.86	\$34.01	\$35.16	\$36.31	\$37.46	\$38.61	\$39.57	\$40.57	\$41.58	\$42.62	\$43.68
ES 25	Annual	\$60,764.00	\$62,943.00	\$65,113.00	\$67,290.00	\$69,474.00	\$71,650.00	\$73,823.00	\$75,667.00	\$77,561.00	\$79,503.00	\$81,493.00	\$83,530.00
	Bi-Wk	\$2,328.13	\$2,411.61	\$2,494.76	\$2,578.17	\$2,661.84	\$2,745.22	\$2,828.47	\$2,899.12	\$2,971.69	\$3,046.10	\$3,122.34	\$3,200.39
	Daily	\$232.82	\$241.17	\$249.48	\$257.82	\$266.19	\$274.53	\$282.85	\$289.92	\$297.17	\$304.61	\$312.24	\$320.04
	Hourly	\$33.26	\$34.46	\$35.64	\$36.84	\$38.03	\$39.22	\$40.41	\$41.42	\$42.46	\$43.52	\$44.61	\$45.72
ES 26	Annual	\$63,759.00	\$66,013.00	\$68,278.00	\$70,532.00	\$72,787.00	\$75,045.00	\$77,296.00	\$79,233.00	\$81,212.00	\$83,244.00	\$85,326.00	\$87,458.00
	Bi-Wk	\$2,442.88	\$2,529.24	\$2,616.02	\$2,702.38	\$2,788.78	\$2,875.29	\$2,961.54	\$3,035.75	\$3,111.58	\$3,189.43	\$3,269.20	\$3,350.89
	Daily	\$244.29	\$252.93	\$261.61	\$270.24	\$278.88	\$287.53	\$296.16	\$303.58	\$311.16	\$318.95	\$326.92	\$335.09
	Hourly	\$34.90	\$36.14	\$37.38	\$38.61	\$39.84	\$41.08	\$42.31	\$43.37	\$44.46	\$45.57	\$46.71	\$47.87
ES 27	Annual	\$66,917.00	\$69,257.00	\$71,596.00	\$73,925.00	\$76,263.00	\$78,597.00	\$80,936.00	\$82,962.00	\$85,036.00	\$87,162.00	\$89,341.00	\$91,575.00
	Bi-Wk	\$2,563.87	\$2,653.53	\$2,743.15	\$2,832.38	\$2,921.96	\$3,011.38	\$3,101.00	\$3,178.63	\$3,258.09	\$3,339.55	\$3,423.03	\$3,508.63
	Daily	\$256.39	\$265.36	\$274.32	\$283.24	\$292.20	\$301.14	\$310.10	\$317.87	\$325.81	\$333.96	\$342.31	\$350.87
	Hourly	\$36.63	\$37.91	\$39.19	\$40.47	\$41.75	\$43.02	\$44.30	\$45.41	\$46.55	\$47.71	\$48.91	\$50.13
ES 28	Annual	\$70,299.00	\$72,716.00	\$75,134.00	\$77,556.00	\$79,966.00	\$82,384.00	\$84,800.00	\$86,915.00	\$89,087.00	\$91,317.00	\$93,600.00	\$95,939.00
	Bi-Wk	\$2,693.45	\$2,786.06	\$2,878.70	\$2,971.50	\$3,063.84	\$3,156.48	\$3,249.05	\$3,330.08	\$3,413.30	\$3,498.74	\$3,586.21	\$3,675.83
	Daily	\$269.35	\$278.61	\$287.87	\$297.15	\$306.39	\$315.65	\$324.91	\$333.01	\$341.33	\$349.88	\$358.63	\$367.59
	Hourly	\$38.48	\$39.81	\$41.13	\$42.45	\$43.77	\$45.10	\$46.42	\$47.58	\$48.77	\$49.99	\$51.24	\$52.52
ES 29	Annual	\$70,973.00	\$73,638.00	\$76,301.00	\$78,965.00	\$81,628.00	\$84,292.00	\$86,954.00	\$89,127.00	\$91,358.00	\$93,643.00	\$95,984.00	\$98,385.00
	Bi-Wk	\$2,719.28	\$2,821.38	\$2,923.41	\$3,025.48	\$3,127.51	\$3,229.58	\$3,331.58	\$3,414.83	\$3,500.31	\$3,587.86	\$3,677.55	\$3,769.55
	Daily	\$271.93	\$282.14	\$292.35	\$302.55	\$312.76	\$322.96	\$333.16	\$341.49	\$350.04	\$358.79	\$367.76	\$376.96
	Hourly	\$38.85	\$40.31	\$41.77	\$43.23	\$44.68	\$46.14	\$47.60	\$48.79	\$50.01	\$51.26	\$52.54	\$53.86
ES 30	Annual	\$73,823.00	\$76,562.00	\$79,311.00	\$82,045.00	\$84,780.00	\$87,523.00	\$90,270.00	\$92,526.00	\$94,844.00	\$97,214.00	\$99,645.00	\$102,137.00
	Bi-Wk	\$2,828.47	\$2,933.41	\$3,038.74	\$3,143.49	\$3,248.28	\$3,353.38	\$3,458.63	\$3,545.06	\$3,633.87	\$3,724.68	\$3,817.82	\$3,913.30
	Daily	\$282.85	\$293.35	\$303.88	\$314.35	\$324.83	\$335.34	\$345.87	\$354.51	\$363.39	\$372.47	\$381.79	\$391.33
	Hourly	\$40.41	\$41.91	\$43.42	\$44.91	\$46.41	\$47.91	\$49.41	\$50.65	\$51.92	\$53.21	\$54.55	\$55.91
ES 31	Annual	\$76,785.00	\$79,608.00	\$82,431.00	\$85,249.00	\$88,073.00	\$90,892.00	\$93,716.00	\$96,056.00	\$98,460.00	\$100,921.00	\$103,445.00	\$106,032.00
	Bi-Wk	\$2,941.96	\$3,050.12	\$3,158.28	\$3,266.25	\$3,374.45	\$3,482.46	\$3,590.66	\$3,680.31	\$3,772.42	\$3,866.71	\$3,963.41	\$4,062.53
	Daily	\$294.20	\$305.02	\$315.83	\$326.63	\$337.45	\$348.25	\$359.07	\$368.04	\$377.25	\$386.68	\$396.35	\$406.26
	Hourly	\$42.03	\$43.58	\$45.12	\$46.67	\$48.21	\$49.75	\$51.30	\$52.58	\$53.90	\$55.24	\$56.63	\$58.04
ES 32	Annual	\$79,864.00	\$82,761.00	\$85,657.00	\$88,560.00	\$91,459.00	\$94,359.00	\$97,264.00	\$99,697.00	\$102,190.00	\$104,745.00	\$107,364.00	\$110,051.00
	Bi-Wk	\$3,059.93	\$3,170.92	\$3,281.88	\$3,393.11	\$3,504.18	\$3,615.29	\$3,726.60	\$3,819.81	\$3,915.33	\$4,013.22	\$4,113.57	\$4,216.52
	Daily	\$306.00	\$317.10	\$328.19	\$339.32	\$350.42	\$361.53	\$372.66	\$381.99	\$391.54	\$401.33	\$411.36	\$421.66
	Hourly	\$43.72	\$45.30	\$46.89	\$48.48	\$50.06	\$51.65	\$53.24	\$54.57	\$55.94	\$57.34	\$58.77	\$60.24
ES 33	Annual	\$83,077.00	\$86,058.00	\$89,036.00	\$92,017.00	\$95,000.00	\$97,977.00	\$100,965.00	\$103,493.00	\$106,076.00	\$108,729.00	\$111,448.00	\$114,236.00
	Bi-Wk	\$3,183.03	\$3,297.25	\$3,411.35	\$3,525.56	\$3,639.85	\$3,753.91	\$3,868.40	\$3,965.25	\$4,064.22	\$4,165.87	\$4,270.04	\$4,376.86
	Daily	\$318.31	\$329.73	\$341.14	\$352.56	\$363.99	\$375.40	\$386.84	\$396.53	\$406.43	\$416.59	\$427.01	\$437.69
	Hourly	\$45.48	\$47.11	\$48.74	\$50.37	\$52.00	\$53.63	\$55.27	\$56.65	\$58.07	\$59.52	\$61.01	\$62.53
ES 34	Annual	\$86,497.00	\$89,561.00	\$92,622.00	\$95,684.00	\$98,745.00	\$101,810.00	\$104,865.00	\$107,488.00	\$110,178.00	\$112,929.00	\$115,752.00	\$118,645.00
	Bi-Wk	\$3,314.07	\$3,431.46	\$3,548.74	\$3,666.06	\$3,783.34	\$3,900.77	\$4,017.82	\$4,118.32	\$4,221.38	\$4,326.79	\$4,434.95	\$4,545.79
	Daily	\$331.41	\$343.15	\$354.88	\$366.61	\$378.34	\$390.08	\$401.79	\$411.84	\$422.14	\$432.68	\$443.50	\$454.58
	Hourly	\$47.35	\$49.03	\$50.70	\$52.38	\$54.05	\$55.73	\$57.40	\$58.84	\$60.31	\$61.82	\$63.36	\$64.94
ES 35	Annual	\$90,053.00	\$93,189.00	\$96,333.00	\$99,473.00	\$102,610.00	\$105,745.00	\$108,891.00	\$111,610.00	\$114,404.00	\$117,266.00	\$120,197.00	\$123,202.00
	Bi-Wk	\$3,450.31	\$3,570.46	\$3,690.92	\$3,811.23	\$3,931.42	\$4,051.54	\$4,172.07	\$4,276.25	\$4,383.30	\$4,492.96	\$4,605.25	\$4,720.39
	Daily	\$345.04	\$357.05	\$369.10	\$381.13	\$393.15	\$405.16	\$417.21	\$427.63	\$438.33	\$449.30	\$460.53	\$472.04
	Hourly	\$49.30	\$51.01	\$52.73	\$54.45	\$56.17	\$57.88	\$59.61	\$61.09	\$62.62	\$64.19	\$65.79	\$67.44
ES 36	Annual	\$93,798.00	\$97,014.00	\$100,239.00	\$103,457.00	\$106,679.00	\$109,896.00	\$113,116.00	\$115,951.00	\$118,845.00	\$121,819.00	\$124,865.00	\$127,987.00
	Bi-Wk	\$3,593.80	\$3,717.02	\$3,840.58	\$3,963.87	\$4,087.32	\$4,210.58	\$4,333.95	\$4,442.57	\$4,553.45	\$4,667.40	\$4,784.10	\$4,903.72
	Daily	\$359.38	\$371.71	\$384.06	\$396.39	\$408.74	\$421.06	\$433.40	\$444.26	\$455.35	\$466.74	\$478.41	\$490.38
	Hourly	\$51.34	\$53.11	\$54.87	\$56.63	\$58.40	\$60.16	\$61.92	\$63.47	\$65.05	\$66.68	\$68.35	\$70.06

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 07/01/2011

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
ES 37	Annual	\$97,690.00	\$100,996.00	\$104,307.00	\$107,615.00	\$110,926.00	\$114,236.00	\$117,543.00	\$120,478.00	\$123,494.00	\$126,584.00	\$129,748.00	\$132,991.00
	Bi-Wk	\$3,742.92	\$3,869.58	\$3,996.44	\$4,123.19	\$4,250.04	\$4,376.86	\$4,503.57	\$4,616.02	\$4,731.58	\$4,849.97	\$4,971.19	\$5,095.45
	Daily	\$374.30	\$386.96	\$399.65	\$412.32	\$425.01	\$437.69	\$450.36	\$461.61	\$473.16	\$485.00	\$497.12	\$509.55
	Hourly	\$53.48	\$55.28	\$57.10	\$58.91	\$60.72	\$62.53	\$64.34	\$66.95	\$67.60	\$69.29	\$71.02	\$72.80
ES 38	Annual	\$101,724.00	\$105,102.00	\$108,492.00	\$111,877.00	\$115,265.00	\$118,649.00	\$122,037.00	\$125,091.00	\$128,217.00	\$131,425.00	\$134,710.00	\$138,077.00
	Bi-Wk	\$3,897.48	\$4,026.90	\$4,156.79	\$4,286.48	\$4,416.29	\$4,545.94	\$4,675.75	\$4,792.76	\$4,912.53	\$5,035.45	\$5,161.31	\$5,290.31
	Daily	\$389.75	\$402.69	\$415.68	\$428.65	\$441.63	\$454.60	\$467.58	\$479.28	\$491.26	\$503.55	\$516.14	\$529.04
	Hourly	\$55.68	\$57.53	\$59.39	\$61.24	\$63.09	\$64.95	\$66.80	\$68.47	\$70.18	\$71.94	\$73.74	\$75.58
ES 39	Annual	\$105,954.00	\$109,420.00	\$112,885.00	\$116,358.00	\$119,825.00	\$123,284.00	\$126,758.00	\$129,928.00	\$133,176.00	\$136,507.00	\$139,919.00	\$143,416.00
	Bi-Wk	\$4,059.55	\$4,192.34	\$4,325.10	\$4,458.17	\$4,591.00	\$4,723.53	\$4,856.63	\$4,978.09	\$5,102.53	\$5,230.16	\$5,360.89	\$5,494.87
	Daily	\$405.96	\$419.24	\$432.51	\$445.82	\$459.10	\$472.36	\$485.67	\$497.81	\$510.26	\$523.02	\$536.09	\$549.49
	Hourly	\$58.00	\$59.90	\$61.79	\$63.69	\$65.59	\$67.48	\$69.39	\$71.12	\$72.90	\$74.72	\$76.59	\$78.50
ES 40	Annual	\$110,370.00	\$113,907.00	\$117,455.00	\$120,993.00	\$124,535.00	\$128,074.00	\$131,617.00	\$134,910.00	\$138,283.00	\$141,741.00	\$145,286.00	\$148,919.00
	Bi-Wk	\$4,228.74	\$4,364.26	\$4,500.20	\$4,635.75	\$4,771.46	\$4,907.05	\$5,042.80	\$5,168.97	\$5,298.20	\$5,430.69	\$5,566.52	\$5,705.71
	Daily	\$422.88	\$436.43	\$450.02	\$463.58	\$477.15	\$490.71	\$504.28	\$516.90	\$529.82	\$543.07	\$556.66	\$570.58
	Hourly	\$60.42	\$62.35	\$64.29	\$66.23	\$68.17	\$70.11	\$72.04	\$73.85	\$75.69	\$77.59	\$79.53	\$81.52
ES 41	Annual	\$114,980.00	\$118,611.00	\$122,237.00	\$125,868.00	\$129,493.00	\$133,117.00	\$136,744.00	\$140,164.00	\$143,670.00	\$147,260.00	\$150,944.00	\$154,717.00
	Bi-Wk	\$4,405.37	\$4,544.49	\$4,683.41	\$4,822.53	\$4,961.42	\$5,100.27	\$5,239.24	\$5,370.27	\$5,504.60	\$5,642.15	\$5,783.30	\$5,927.86
	Daily	\$440.54	\$454.45	\$468.35	\$482.26	\$496.15	\$510.03	\$523.93	\$537.03	\$550.46	\$564.22	\$578.33	\$592.79
	Hourly	\$62.94	\$64.93	\$66.91	\$68.90	\$70.88	\$72.87	\$74.85	\$76.72	\$78.64	\$80.61	\$82.62	\$84.69
ES 42	Annual	\$119,774.00	\$123,486.00	\$127,197.00	\$130,895.00	\$134,610.00	\$138,312.00	\$142,028.00	\$145,580.00	\$149,219.00	\$152,947.00	\$156,770.00	\$160,691.00
	Bi-Wk	\$4,589.05	\$4,731.27	\$4,873.45	\$5,015.14	\$5,157.48	\$5,299.32	\$5,441.69	\$5,577.78	\$5,717.21	\$5,860.04	\$6,006.52	\$6,156.75
	Daily	\$458.91	\$473.13	\$487.35	\$501.52	\$515.75	\$529.94	\$544.17	\$557.78	\$571.73	\$586.01	\$600.66	\$615.68
	Hourly	\$65.56	\$67.59	\$69.63	\$71.65	\$73.68	\$75.71	\$77.74	\$79.69	\$81.68	\$83.72	\$85.81	\$87.96
ES 43	Annual	\$124,864.00	\$128,642.00	\$132,427.00	\$136,206.00	\$139,993.00	\$143,768.00	\$147,550.00	\$151,236.00	\$155,020.00	\$158,893.00	\$162,866.00	\$166,938.00
	Bi-Wk	\$4,784.07	\$4,928.82	\$5,073.84	\$5,218.63	\$5,363.72	\$5,508.36	\$5,653.26	\$5,794.49	\$5,939.47	\$6,087.86	\$6,240.08	\$6,396.10
	Daily	\$478.41	\$492.89	\$507.39	\$521.87	\$536.38	\$550.84	\$565.33	\$579.45	\$593.95	\$608.79	\$624.01	\$639.61
	Hourly	\$68.35	\$70.42	\$72.49	\$74.56	\$76.63	\$78.70	\$80.77	\$82.78	\$84.85	\$86.97	\$89.15	\$91.38