

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2007

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	Step 13
ES	11	Annual	\$29,514.00	\$30,409.00	\$31,314.00	\$32,213.00	\$33,140.00	\$34,082.00	\$35,030.00	\$35,910.00	\$36,805.00	\$37,723.00	\$38,672.00	\$39,640.00	\$41,025.00
		Bi-Wk	\$1,130.81	\$1,165.10	\$1,199.78	\$1,234.22	\$1,269.74	\$1,305.83	\$1,342.15	\$1,375.87	\$1,410.16	\$1,445.33	\$1,481.69	\$1,518.78	\$1,571.84
		Daily	\$113.09	\$116.51	\$119.98	\$123.43	\$126.98	\$130.59	\$134.22	\$137.59	\$141.02	\$144.54	\$148.17	\$151.88	\$157.19
		Hourly	\$16.16	\$16.65	\$17.14	\$17.64	\$18.14	\$18.66	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.46
ES	12	Annual	\$30,469.00	\$31,413.00	\$32,343.00	\$33,315.00	\$34,292.00	\$35,282.00	\$36,259.00	\$37,166.00	\$38,095.00	\$39,047.00	\$40,024.00	\$41,025.00	\$44,549.00
		Bi-Wk	\$1,167.40	\$1,203.57	\$1,239.20	\$1,276.44	\$1,313.87	\$1,351.81	\$1,389.24	\$1,423.99	\$1,459.58	\$1,496.06	\$1,533.49	\$1,571.84	\$1,706.86
		Daily	\$116.74	\$120.36	\$123.92	\$127.65	\$131.39	\$135.19	\$138.93	\$142.40	\$145.96	\$149.61	\$153.35	\$157.19	\$170.69
		Hourly	\$16.68	\$17.20	\$17.71	\$18.24	\$18.77	\$19.32	\$19.85	\$20.35	\$20.86	\$21.38	\$21.91	\$22.46	\$24.39
ES	13	Annual	\$32,187.00	\$33,377.00	\$34,576.00	\$35,769.00	\$36,972.00	\$38,166.00	\$39,370.00	\$40,356.00	\$41,365.00	\$42,401.00	\$43,461.00	\$44,549.00	\$46,524.00
		Bi-Wk	\$1,233.22	\$1,278.82	\$1,324.76	\$1,370.46	\$1,416.56	\$1,462.30	\$1,508.43	\$1,546.21	\$1,584.87	\$1,624.56	\$1,665.18	\$1,706.86	\$1,782.53
		Daily	\$123.33	\$127.89	\$132.48	\$137.05	\$141.66	\$146.23	\$150.85	\$154.63	\$158.49	\$162.46	\$166.52	\$170.69	\$178.26
		Hourly	\$17.62	\$18.27	\$18.93	\$19.58	\$20.24	\$20.89	\$21.55	\$22.09	\$22.65	\$23.21	\$23.79	\$24.39	\$25.47
ES	14	Annual	\$33,693.00	\$34,935.00	\$36,171.00	\$37,410.00	\$38,645.00	\$39,883.00	\$41,119.00	\$42,148.00	\$43,200.00	\$44,278.00	\$45,388.00	\$46,524.00	\$48,608.00
		Bi-Wk	\$1,290.92	\$1,338.51	\$1,385.87	\$1,433.34	\$1,480.66	\$1,528.09	\$1,575.45	\$1,614.87	\$1,655.18	\$1,696.48	\$1,739.01	\$1,782.53	\$1,862.38
		Daily	\$129.10	\$133.86	\$138.59	\$143.34	\$148.07	\$152.81	\$157.55	\$161.49	\$165.52	\$169.65	\$173.91	\$178.26	\$186.24
		Hourly	\$18.45	\$19.13	\$19.80	\$20.48	\$21.16	\$21.83	\$22.51	\$23.07	\$23.65	\$24.24	\$24.85	\$25.47	\$26.61
ES	15	Annual	\$35,314.00	\$36,587.00	\$37,859.00	\$39,130.00	\$40,406.00	\$41,689.00	\$42,957.00	\$44,033.00	\$45,135.00	\$46,264.00	\$47,422.00	\$48,608.00	\$50,806.00
		Bi-Wk	\$1,353.03	\$1,401.81	\$1,450.54	\$1,499.24	\$1,548.13	\$1,597.28	\$1,645.87	\$1,687.09	\$1,729.32	\$1,772.57	\$1,816.94	\$1,862.38	\$1,946.60
		Daily	\$135.31	\$140.19	\$145.06	\$149.93	\$154.82	\$159.73	\$164.59	\$168.71	\$172.94	\$177.26	\$181.70	\$186.24	\$194.66
		Hourly	\$19.33	\$20.03	\$20.73	\$21.42	\$22.12	\$22.82	\$23.52	\$24.11	\$24.71	\$25.33	\$25.96	\$26.61	\$27.81
ES	16	Annual	\$37,030.00	\$38,345.00	\$39,657.00	\$40,968.00	\$42,278.00	\$43,595.00	\$44,904.00	\$46,025.00	\$47,175.00	\$48,356.00	\$49,566.00	\$50,806.00	\$53,137.00
		Bi-Wk	\$1,418.78	\$1,469.16	\$1,519.43	\$1,569.66	\$1,619.85	\$1,670.31	\$1,720.46	\$1,763.41	\$1,807.48	\$1,852.73	\$1,899.09	\$1,946.60	\$2,035.91
		Daily	\$141.88	\$146.92	\$151.95	\$156.97	\$161.99	\$167.04	\$172.05	\$176.35	\$180.75	\$185.28	\$189.91	\$194.66	\$203.60
		Hourly	\$20.27	\$20.99	\$21.71	\$22.43	\$23.15	\$23.87	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81	\$29.09
ES	17	Annual	\$38,863.00	\$40,215.00	\$41,568.00	\$42,915.00	\$44,266.00	\$45,611.00	\$46,963.00	\$48,137.00	\$49,344.00	\$50,577.00	\$51,841.00	\$53,137.00	\$55,581.00
		Bi-Wk	\$1,489.01	\$1,540.81	\$1,592.65	\$1,644.26	\$1,696.02	\$1,747.55	\$1,799.35	\$1,844.33	\$1,890.58	\$1,937.82	\$1,986.25	\$2,035.91	\$2,129.55
		Daily	\$148.91	\$154.09	\$159.27	\$164.43	\$169.61	\$174.76	\$179.94	\$184.44	\$189.06	\$193.79	\$198.63	\$203.60	\$212.96
		Hourly	\$21.28	\$22.02	\$22.76	\$23.49	\$24.23	\$24.97	\$25.71	\$26.35	\$27.01	\$27.69	\$28.38	\$29.09	\$30.43
ES	18	Annual	\$40,825.00	\$42,212.00	\$43,595.00	\$44,980.00	\$46,358.00	\$47,742.00	\$49,123.00	\$50,355.00	\$51,612.00	\$52,902.00	\$54,225.00	\$55,581.00	\$58,131.00
		Bi-Wk	\$1,564.18	\$1,617.32	\$1,670.31	\$1,723.38	\$1,776.17	\$1,829.20	\$1,882.11	\$1,929.32	\$1,977.48	\$2,026.90	\$2,077.59	\$2,129.55	\$2,227.25
		Daily	\$156.42	\$161.74	\$167.04	\$172.34	\$177.62	\$182.92	\$188.22	\$192.94	\$197.75	\$202.69	\$207.76	\$212.96	\$222.73
		Hourly	\$22.35	\$23.11	\$23.87	\$24.62	\$25.38	\$26.14	\$26.89	\$27.57	\$28.25	\$28.96	\$29.68	\$30.43	\$31.82
ES	19	Annual	\$42,836.00	\$44,266.00	\$45,687.00	\$47,114.00	\$48,533.00	\$49,956.00	\$51,379.00	\$52,662.00	\$53,980.00	\$55,328.00	\$56,712.00	\$58,131.00	\$60,830.00
		Bi-Wk	\$1,641.23	\$1,696.02	\$1,750.46	\$1,805.14	\$1,859.51	\$1,914.03	\$1,968.55	\$2,017.71	\$2,068.20	\$2,119.85	\$2,172.88	\$2,227.25	\$2,330.66
		Daily	\$164.13	\$169.61	\$175.05	\$180.52	\$185.96	\$191.41	\$196.86	\$201.78	\$206.82	\$211.99	\$217.29	\$222.73	\$233.07
		Hourly	\$23.45	\$24.23	\$25.01	\$25.79	\$26.57	\$27.35	\$28.13	\$28.83	\$29.55	\$30.29	\$31.05	\$31.82	\$33.30
ES	20	Annual	\$45,021.00	\$46,478.00	\$47,937.00	\$49,391.00	\$50,846.00	\$52,303.00	\$53,760.00	\$55,107.00	\$56,488.00	\$57,898.00	\$59,345.00	\$60,830.00	\$63,620.00
		Bi-Wk	\$1,724.95	\$1,780.77	\$1,836.67	\$1,892.38	\$1,948.13	\$2,003.95	\$2,059.78	\$2,111.38	\$2,164.30	\$2,218.32	\$2,273.76	\$2,330.66	\$2,437.55
		Daily	\$172.50	\$178.08	\$183.67	\$189.24	\$194.82	\$200.40	\$205.98	\$211.14	\$216.43	\$221.84	\$227.38	\$233.07	\$243.76
		Hourly	\$24.65	\$25.44	\$26.24	\$27.04	\$27.84	\$28.63	\$29.43	\$30.17	\$30.92	\$31.70	\$32.49	\$33.30	\$34.83

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ES	21	Annual	\$47,238.00	\$48,741.00	\$50,235.00	\$51,732.00	\$53,234.00	\$54,728.00	\$56,232.00	\$57,638.00	\$59,076.00	\$60,553.00	\$62,067.00	\$63,620.00	\$66,986.00
		Bi-Wk	\$1,809.89	\$1,867.48	\$1,924.72	\$1,982.07	\$2,039.62	\$2,096.86	\$2,154.49	\$2,208.36	\$2,263.45	\$2,320.04	\$2,378.05	\$2,437.55	\$2,566.52
		Daily	\$180.99	\$186.75	\$192.48	\$198.21	\$203.97	\$209.69	\$215.45	\$220.84	\$226.35	\$232.01	\$237.81	\$243.76	\$256.66
		Hourly	\$25.86	\$26.68	\$27.50	\$28.32	\$29.14	\$29.96	\$30.78	\$31.55	\$32.34	\$33.15	\$33.98	\$34.83	\$36.67
ES	22	Annual	\$48,533.00	\$50,310.00	\$52,091.00	\$53,865.00	\$55,647.00	\$57,423.00	\$59,201.00	\$60,679.00	\$62,203.00	\$63,756.00	\$65,351.00	\$66,986.00	\$70,087.00
		Bi-Wk	\$1,859.51	\$1,927.59	\$1,995.83	\$2,063.80	\$2,132.07	\$2,200.12	\$2,268.24	\$2,324.87	\$2,383.26	\$2,442.76	\$2,503.87	\$2,566.52	\$2,685.33
		Daily	\$185.96	\$192.76	\$199.59	\$206.38	\$213.21	\$220.02	\$226.83	\$232.49	\$238.33	\$244.28	\$250.39	\$256.66	\$268.54
		Hourly	\$26.57	\$27.54	\$28.52	\$29.49	\$30.46	\$31.44	\$32.41	\$33.22	\$34.05	\$34.90	\$35.77	\$36.67	\$38.37
ES	23	Annual	\$50,830.00	\$52,685.00	\$54,532.00	\$56,390.00	\$58,240.00	\$60,094.00	\$61,946.00	\$63,495.00	\$65,080.00	\$66,708.00	\$68,378.00	\$70,087.00	\$73,383.00
		Bi-Wk	\$1,947.51	\$2,018.59	\$2,089.35	\$2,160.54	\$2,231.42	\$2,302.46	\$2,373.41	\$2,432.76	\$2,493.49	\$2,555.87	\$2,619.85	\$2,685.33	\$2,811.61
		Daily	\$194.76	\$201.86	\$208.94	\$216.06	\$223.15	\$230.25	\$237.35	\$243.28	\$249.35	\$255.59	\$261.99	\$268.54	\$281.17
		Hourly	\$27.83	\$28.84	\$29.85	\$30.87	\$31.88	\$32.90	\$33.91	\$34.76	\$35.63	\$36.52	\$37.43	\$38.37	\$40.17
ES	24	Annual	\$53,275.00	\$55,205.00	\$57,136.00	\$59,070.00	\$61,000.00	\$62,926.00	\$64,861.00	\$66,482.00	\$68,146.00	\$69,847.00	\$71,592.00	\$73,383.00	\$76,815.00
		Bi-Wk	\$2,041.19	\$2,115.14	\$2,189.12	\$2,263.22	\$2,337.17	\$2,410.96	\$2,485.10	\$2,547.21	\$2,610.96	\$2,676.14	\$2,742.99	\$2,811.61	\$2,943.11
		Daily	\$204.12	\$211.52	\$218.92	\$226.33	\$233.72	\$241.10	\$248.51	\$254.73	\$261.10	\$267.62	\$274.30	\$281.17	\$294.32
		Hourly	\$29.16	\$30.22	\$31.28	\$32.34	\$33.39	\$34.45	\$35.51	\$36.39	\$37.30	\$38.24	\$39.19	\$40.17	\$42.05
ES	25	Annual	\$55,879.00	\$57,883.00	\$59,878.00	\$61,880.00	\$63,888.00	\$65,890.00	\$67,888.00	\$69,584.00	\$71,326.00	\$73,112.00	\$74,942.00	\$76,815.00	\$80,427.00
		Bi-Wk	\$2,140.96	\$2,217.74	\$2,294.18	\$2,370.89	\$2,447.82	\$2,524.53	\$2,601.08	\$2,666.06	\$2,732.80	\$2,801.23	\$2,871.35	\$2,943.11	\$3,081.50
		Daily	\$214.10	\$221.78	\$229.42	\$237.09	\$244.79	\$252.46	\$260.11	\$266.61	\$273.28	\$280.13	\$287.14	\$294.32	\$308.15
		Hourly	\$30.59	\$31.69	\$32.78	\$33.87	\$34.97	\$36.07	\$37.16	\$38.09	\$39.04	\$40.02	\$41.02	\$42.05	\$44.03
ES	26	Annual	\$58,632.00	\$60,706.00	\$62,789.00	\$64,861.00	\$66,936.00	\$69,012.00	\$71,082.00	\$72,863.00	\$74,684.00	\$76,552.00	\$78,466.00	\$80,427.00	\$84,213.00
		Bi-Wk	\$2,246.44	\$2,325.91	\$2,405.71	\$2,485.10	\$2,564.60	\$2,644.14	\$2,723.45	\$2,791.69	\$2,861.46	\$2,933.03	\$3,006.37	\$3,081.50	\$3,226.56
		Daily	\$224.65	\$232.60	\$240.58	\$248.51	\$256.46	\$264.42	\$272.35	\$279.17	\$286.15	\$293.31	\$300.64	\$308.15	\$322.66
		Hourly	\$32.10	\$33.23	\$34.37	\$35.51	\$36.64	\$37.78	\$38.91	\$39.89	\$40.88	\$41.91	\$42.95	\$44.03	\$46.10
ES	27	Annual	\$61,537.00	\$63,689.00	\$65,840.00	\$67,981.00	\$70,132.00	\$72,279.00	\$74,429.00	\$76,292.00	\$78,200.00	\$80,155.00	\$82,159.00	\$84,213.00	\$88,228.00
		Bi-Wk	\$2,357.74	\$2,440.20	\$2,522.61	\$2,604.64	\$2,687.05	\$2,769.32	\$2,851.69	\$2,923.07	\$2,996.17	\$3,071.08	\$3,147.86	\$3,226.56	\$3,380.39
		Daily	\$235.78	\$244.02	\$252.27	\$260.47	\$268.71	\$276.94	\$285.17	\$292.31	\$299.62	\$307.11	\$314.79	\$322.66	\$338.04
		Hourly	\$33.69	\$34.86	\$36.04	\$37.21	\$38.39	\$39.57	\$40.74	\$41.76	\$42.81	\$43.88	\$44.97	\$46.10	\$48.30
ES	28	Annual	\$64,648.00	\$66,870.00	\$69,094.00	\$71,321.00	\$73,538.00	\$75,761.00	\$77,983.00	\$79,928.00	\$81,926.00	\$83,976.00	\$86,076.00	\$88,228.00	\$90,476.00
		Bi-Wk	\$2,476.94	\$2,562.07	\$2,647.28	\$2,732.61	\$2,817.55	\$2,902.73	\$2,987.86	\$3,062.38	\$3,138.93	\$3,217.48	\$3,297.94	\$3,380.39	\$3,466.52
		Daily	\$247.70	\$256.21	\$264.73	\$273.27	\$281.76	\$290.28	\$298.79	\$306.24	\$313.90	\$321.75	\$329.80	\$338.04	\$346.66
		Hourly	\$35.39	\$36.61	\$37.82	\$39.04	\$40.26	\$41.47	\$42.69	\$43.75	\$44.85	\$45.97	\$47.12	\$48.30	\$49.53
ES	29	Annual	\$65,267.00	\$67,717.00	\$70,168.00	\$72,618.00	\$75,066.00	\$77,516.00	\$79,964.00	\$81,963.00	\$84,014.00	\$86,115.00	\$88,268.00	\$90,476.00	\$93,926.00
		Bi-Wk	\$2,500.66	\$2,594.53	\$2,688.43	\$2,782.30	\$2,876.10	\$2,969.97	\$3,063.76	\$3,140.35	\$3,218.93	\$3,299.43	\$3,381.92	\$3,466.52	\$3,598.70
		Daily	\$250.07	\$259.46	\$268.85	\$278.23	\$287.61	\$297.00	\$306.38	\$314.04	\$321.90	\$329.95	\$338.20	\$346.66	\$359.87
		Hourly	\$35.73	\$37.07	\$38.41	\$39.75	\$41.09	\$42.43	\$43.77	\$44.87	\$45.99	\$47.14	\$48.32	\$49.53	\$51.41
ES	30	Annual	\$67,888.00	\$70,407.00	\$72,935.00	\$75,449.00	\$77,965.00	\$80,487.00	\$83,014.00	\$85,088.00	\$87,220.00	\$89,399.00	\$91,634.00	\$93,926.00	\$97,508.00
		Bi-Wk	\$2,601.08	\$2,697.59	\$2,794.45	\$2,890.77	\$2,987.17	\$3,083.80	\$3,180.62	\$3,260.08	\$3,341.77	\$3,425.25	\$3,510.89	\$3,598.70	\$3,735.94
		Daily	\$260.11	\$269.76	\$279.45	\$289.08	\$298.72	\$308.38	\$318.07	\$326.01	\$334.18	\$342.53	\$351.09	\$359.87	\$373.60
		Hourly	\$37.16	\$38.54	\$39.93	\$41.30	\$42.68	\$44.06	\$45.44	\$46.58	\$47.74	\$48.94	\$50.16	\$51.41	\$53.38

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ES	31	Annual	\$70,612.00	\$73,208.00	\$75,804.00	\$78,396.00	\$80,993.00	\$83,586.00	\$86,183.00	\$88,335.00	\$90,545.00	\$92,808.00	\$95,129.00	\$97,508.00	\$101,204.00
		Bi-Wk	\$2,705.45	\$2,804.91	\$2,904.37	\$3,003.68	\$3,103.19	\$3,202.53	\$3,302.04	\$3,384.49	\$3,469.16	\$3,555.87	\$3,644.79	\$3,735.94	\$3,877.55
		Daily	\$270.55	\$280.50	\$290.44	\$300.37	\$310.32	\$320.26	\$330.21	\$338.45	\$346.92	\$355.59	\$364.48	\$373.60	\$387.76
		Hourly	\$38.65	\$40.08	\$41.50	\$42.91	\$44.34	\$45.76	\$47.18	\$48.35	\$49.56	\$50.80	\$52.07	\$53.38	\$55.40
ES	32	Annual	\$73,444.00	\$76,108.00	\$78,771.00	\$81,441.00	\$84,107.00	\$86,773.00	\$89,445.00	\$91,683.00	\$93,975.00	\$96,325.00	\$98,734.00	\$101,204.00	\$105,053.00
		Bi-Wk	\$2,813.95	\$2,916.02	\$3,018.05	\$3,120.35	\$3,222.50	\$3,324.64	\$3,427.02	\$3,512.76	\$3,600.58	\$3,690.62	\$3,782.92	\$3,877.55	\$4,025.02
		Daily	\$281.40	\$291.61	\$301.81	\$312.04	\$322.25	\$332.47	\$342.71	\$351.28	\$360.06	\$369.07	\$378.30	\$387.76	\$402.51
		Hourly	\$40.20	\$41.66	\$43.12	\$44.58	\$46.04	\$47.50	\$48.96	\$50.19	\$51.44	\$52.73	\$54.05	\$55.40	\$57.51
ES	33	Annual	\$76,399.00	\$79,141.00	\$81,879.00	\$84,620.00	\$87,363.00	\$90,101.00	\$92,849.00	\$95,173.00	\$97,548.00	\$99,989.00	\$102,489.00	\$105,053.00	\$109,108.00
		Bi-Wk	\$2,927.17	\$3,032.23	\$3,137.13	\$3,242.15	\$3,347.25	\$3,452.15	\$3,557.44	\$3,646.48	\$3,737.48	\$3,831.00	\$3,926.79	\$4,025.02	\$4,180.39
		Daily	\$292.72	\$303.23	\$313.72	\$324.22	\$334.73	\$345.22	\$355.75	\$364.65	\$373.75	\$383.10	\$392.68	\$402.51	\$418.04
		Hourly	\$41.82	\$43.32	\$44.82	\$46.32	\$47.82	\$49.32	\$50.83	\$52.10	\$53.40	\$54.73	\$56.10	\$57.51	\$59.72
ES	34	Annual	\$79,543.00	\$82,361.00	\$85,176.00	\$87,993.00	\$90,807.00	\$93,626.00	\$96,435.00	\$98,848.00	\$101,321.00	\$103,851.00	\$106,447.00	\$109,108.00	\$113,299.00
		Bi-Wk	\$3,047.63	\$3,155.60	\$3,263.45	\$3,371.38	\$3,479.20	\$3,587.21	\$3,694.83	\$3,787.28	\$3,882.04	\$3,978.97	\$4,078.43	\$4,180.39	\$4,340.96
		Daily	\$304.77	\$315.56	\$326.35	\$337.14	\$347.92	\$358.73	\$369.49	\$378.73	\$388.21	\$397.90	\$407.85	\$418.04	\$434.10
		Hourly	\$43.54	\$45.08	\$46.63	\$48.17	\$49.71	\$51.25	\$52.79	\$54.11	\$55.46	\$56.85	\$58.27	\$59.72	\$62.02
ES	35	Annual	\$82,814.00	\$85,698.00	\$88,589.00	\$91,477.00	\$94,362.00	\$97,244.00	\$100,138.00	\$102,638.00	\$105,207.00	\$107,839.00	\$110,535.00	\$113,299.00	\$117,699.00
		Bi-Wk	\$3,172.96	\$3,283.45	\$3,394.22	\$3,504.87	\$3,615.41	\$3,725.83	\$3,836.71	\$3,932.50	\$4,030.92	\$4,131.77	\$4,235.06	\$4,340.96	\$4,509.55
		Daily	\$317.30	\$328.35	\$339.43	\$350.49	\$361.55	\$372.59	\$383.68	\$393.25	\$403.10	\$413.18	\$423.51	\$434.10	\$450.96
		Hourly	\$45.33	\$46.91	\$48.49	\$50.07	\$51.65	\$53.23	\$54.82	\$56.18	\$57.59	\$59.03	\$60.51	\$62.02	\$64.43
ES	36	Annual	\$86,258.00	\$89,215.00	\$92,181.00	\$95,141.00	\$98,104.00	\$101,062.00	\$104,024.00	\$106,629.00	\$109,292.00	\$112,027.00	\$114,828.00	\$117,699.00	\$122,301.00
		Bi-Wk	\$3,304.91	\$3,418.20	\$3,531.84	\$3,645.25	\$3,758.78	\$3,872.11	\$3,985.60	\$4,085.41	\$4,187.44	\$4,292.23	\$4,399.55	\$4,509.55	\$4,685.87
		Daily	\$330.50	\$341.82	\$353.19	\$364.53	\$375.88	\$387.22	\$398.56	\$408.55	\$418.75	\$429.23	\$439.96	\$450.96	\$468.59
		Hourly	\$47.22	\$48.84	\$50.46	\$52.08	\$53.70	\$55.32	\$56.94	\$58.37	\$59.83	\$61.32	\$62.86	\$64.43	\$66.95
ES	37	Annual	\$89,837.00	\$92,877.00	\$95,922.00	\$98,965.00	\$102,009.00	\$105,053.00	\$108,095.00	\$110,794.00	\$113,567.00	\$116,408.00	\$119,318.00	\$122,301.00	\$126,978.00
		Bi-Wk	\$3,442.04	\$3,558.51	\$3,675.18	\$3,791.77	\$3,908.40	\$4,025.02	\$4,141.58	\$4,244.99	\$4,351.23	\$4,460.08	\$4,571.58	\$4,685.87	\$4,865.06
		Daily	\$344.21	\$355.86	\$367.52	\$379.18	\$390.84	\$402.51	\$414.16	\$424.50	\$435.13	\$446.01	\$457.16	\$468.59	\$486.51
		Hourly	\$49.18	\$50.84	\$52.51	\$54.17	\$55.84	\$57.51	\$59.17	\$60.65	\$62.17	\$63.72	\$65.31	\$66.95	\$69.51
ES	38	Annual	\$93,546.00	\$96,654.00	\$99,771.00	\$102,884.00	\$106,000.00	\$109,112.00	\$112,228.00	\$115,036.00	\$117,911.00	\$120,860.00	\$123,882.00	\$126,978.00	\$131,888.00
		Bi-Wk	\$3,584.14	\$3,703.22	\$3,822.65	\$3,941.92	\$4,061.31	\$4,180.54	\$4,299.93	\$4,407.51	\$4,517.67	\$4,630.66	\$4,746.44	\$4,865.06	\$5,053.19
		Daily	\$358.42	\$370.33	\$382.27	\$394.20	\$406.14	\$418.06	\$430.00	\$440.76	\$451.77	\$463.07	\$474.65	\$486.51	\$505.32
		Hourly	\$51.21	\$52.91	\$54.61	\$56.32	\$58.02	\$59.73	\$61.43	\$62.97	\$64.54	\$66.16	\$67.81	\$69.51	\$72.19
ES	39	Annual	\$97,436.00	\$100,625.00	\$103,810.00	\$107,005.00	\$110,193.00	\$113,374.00	\$116,569.00	\$119,485.00	\$122,471.00	\$125,534.00	\$128,672.00	\$131,888.00	\$136,948.00
		Bi-Wk	\$3,733.19	\$3,855.37	\$3,977.40	\$4,099.81	\$4,221.96	\$4,343.84	\$4,466.25	\$4,577.97	\$4,692.38	\$4,809.74	\$4,929.97	\$5,053.19	\$5,247.05
		Daily	\$373.32	\$385.54	\$397.74	\$409.99	\$422.20	\$434.39	\$446.63	\$457.80	\$469.24	\$480.98	\$493.00	\$505.32	\$524.71
		Hourly	\$53.34	\$55.08	\$56.82	\$58.57	\$60.32	\$62.06	\$63.81	\$65.40	\$67.04	\$68.72	\$70.43	\$72.19	\$74.96
ES	40	Annual	\$101,498.00	\$104,750.00	\$108,014.00	\$111,266.00	\$114,524.00	\$117,779.00	\$121,037.00	\$124,065.00	\$127,168.00	\$130,347.00	\$133,607.00	\$136,948.00	\$142,281.00
		Bi-Wk	\$3,888.82	\$4,013.41	\$4,138.47	\$4,263.07	\$4,387.90	\$4,512.61	\$4,637.44	\$4,753.45	\$4,872.34	\$4,994.14	\$5,119.05	\$5,247.05	\$5,451.38
		Daily	\$388.89	\$401.35	\$413.85	\$426.31	\$438.79	\$451.27	\$463.75	\$475.35	\$487.24	\$499.42	\$511.91	\$524.71	\$545.14
		Hourly	\$55.56	\$57.34	\$59.13	\$60.91	\$62.69	\$64.47	\$66.25	\$67.91	\$69.61	\$71.35	\$73.13	\$74.96	\$77.88

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P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/01/2007

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	Step 13
ES	41	Annual	\$105,738.00	\$109,077.00	\$112,411.00	\$115,750.00	\$119,084.00	\$122,417.00	\$125,752.00	\$128,897.00	\$132,121.00	\$135,423.00	\$138,811.00	\$142,281.00	\$147,774.00
		Bi-Wk	\$4,051.27	\$4,179.20	\$4,306.94	\$4,434.87	\$4,562.61	\$4,690.31	\$4,818.09	\$4,938.59	\$5,062.11	\$5,188.63	\$5,318.43	\$5,451.38	\$5,661.84
		Daily	\$405.13	\$417.92	\$430.70	\$443.49	\$456.27	\$469.04	\$481.81	\$493.86	\$506.22	\$518.87	\$531.85	\$545.14	\$566.19
		Hourly	\$57.88	\$59.71	\$61.53	\$63.36	\$65.19	\$67.01	\$68.83	\$70.56	\$72.32	\$74.13	\$75.98	\$77.88	\$80.89
ES	42	Annual	\$110,145.00	\$113,560.00	\$116,972.00	\$120,373.00	\$123,789.00	\$127,194.00	\$130,611.00	\$133,878.00	\$137,225.00	\$140,653.00	\$144,169.00	\$147,774.00	\$153,519.00
		Bi-Wk	\$4,220.12	\$4,350.96	\$4,481.69	\$4,612.00	\$4,742.88	\$4,873.34	\$5,004.26	\$5,129.43	\$5,257.67	\$5,389.01	\$5,523.72	\$5,661.84	\$5,881.96
		Daily	\$422.02	\$435.10	\$448.17	\$461.20	\$474.29	\$487.34	\$500.43	\$512.95	\$525.77	\$538.91	\$552.38	\$566.19	\$588.20
		Hourly	\$60.29	\$62.16	\$64.03	\$65.89	\$67.76	\$69.62	\$71.49	\$73.28	\$75.11	\$76.99	\$78.92	\$80.89	\$84.03
ES	43	Annual	\$114,827.00	\$118,301.00	\$121,782.00	\$125,257.00	\$128,740.00	\$132,212.00	\$135,690.00	\$139,080.00	\$142,560.00	\$146,121.00	\$149,774.00	\$153,519.00	
		Bi-Wk	\$4,399.51	\$4,532.61	\$4,665.98	\$4,799.12	\$4,932.57	\$5,065.60	\$5,198.86	\$5,328.74	\$5,462.07	\$5,598.51	\$5,738.47	\$5,881.96	
		Daily	\$439.96	\$453.27	\$466.60	\$479.92	\$493.26	\$506.56	\$519.89	\$532.88	\$546.21	\$559.86	\$573.85	\$588.20	
		Hourly	\$62.86	\$64.76	\$66.66	\$68.56	\$70.47	\$72.37	\$74.27	\$76.13	\$78.03	\$79.98	\$81.98	\$84.03	

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** Step 13 is for those jobcodes in the ES Salary Plan that are entitled to have the 13th step based on OJE rating. Such jobcodes are identified as Salary Plan EE in Core-CT.