

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 6/23/2006

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CL	1	Annual	\$24,233.00	\$24,644.00	\$25,054.00	\$25,466.00	\$25,874.00	\$26,285.00	\$26,691.00	\$27,358.00	\$28,109.00	\$28,862.00
		Bi-Wk	\$928.47	\$944.22	\$959.93	\$975.71	\$991.35	\$1,007.09	\$1,022.65	\$1,048.20	\$1,076.98	\$1,105.83
		Daily	\$92.85	\$94.43	\$96.00	\$97.58	\$99.14	\$100.71	\$102.27	\$104.82	\$107.70	\$110.59
		Hourly	\$11.61	\$11.81	\$12.00	\$12.20	\$12.40	\$12.59	\$12.79	\$13.11	\$13.47	\$13.83
CL	2	Annual	\$25,054.00	\$25,466.00	\$25,874.00	\$26,285.00	\$26,691.00	\$27,103.00	\$27,507.00	\$28,194.00	\$28,970.00	\$29,746.00
		Bi-Wk	\$959.93	\$975.71	\$991.35	\$1,007.09	\$1,022.65	\$1,038.43	\$1,053.91	\$1,080.23	\$1,109.97	\$1,139.70
		Daily	\$96.00	\$97.58	\$99.14	\$100.71	\$102.27	\$103.85	\$105.40	\$108.03	\$111.00	\$113.97
		Hourly	\$12.00	\$12.20	\$12.40	\$12.59	\$12.79	\$12.99	\$13.18	\$13.51	\$13.88	\$14.25
CL	3	Annual	\$25,466.00	\$25,874.00	\$26,285.00	\$26,691.00	\$27,103.00	\$27,507.00	\$27,920.00	\$28,618.00	\$29,405.00	\$30,192.00
		Bi-Wk	\$975.71	\$991.35	\$1,007.09	\$1,022.65	\$1,038.43	\$1,053.91	\$1,069.74	\$1,096.48	\$1,126.63	\$1,156.79
		Daily	\$97.58	\$99.14	\$100.71	\$102.27	\$103.85	\$105.40	\$106.98	\$109.65	\$112.67	\$115.68
		Hourly	\$12.20	\$12.40	\$12.59	\$12.79	\$12.99	\$13.18	\$13.38	\$13.71	\$14.09	\$14.46
CL	4	Annual	\$26,050.00	\$26,545.00	\$27,040.00	\$27,537.00	\$28,041.00	\$28,536.00	\$29,035.00	\$29,762.00	\$30,577.00	\$31,397.00
		Bi-Wk	\$998.09	\$1,017.05	\$1,036.02	\$1,055.06	\$1,074.37	\$1,093.34	\$1,112.46	\$1,140.31	\$1,171.54	\$1,202.96
		Daily	\$99.81	\$101.71	\$103.61	\$105.51	\$107.44	\$109.34	\$111.25	\$114.04	\$117.16	\$120.30
		Hourly	\$12.48	\$12.72	\$12.96	\$13.19	\$13.43	\$13.67	\$13.91	\$14.26	\$14.65	\$15.04
CL	5	Annual	\$26,517.00	\$27,040.00	\$27,566.00	\$28,090.00	\$28,619.00	\$29,144.00	\$29,688.00	\$30,427.00	\$31,263.00	\$32,100.00
		Bi-Wk	\$1,015.98	\$1,036.02	\$1,056.17	\$1,076.25	\$1,096.52	\$1,116.63	\$1,137.48	\$1,165.79	\$1,197.82	\$1,229.89
		Daily	\$101.60	\$103.61	\$105.62	\$107.63	\$109.66	\$111.67	\$113.75	\$116.58	\$119.79	\$122.99
		Hourly	\$12.70	\$12.96	\$13.21	\$13.46	\$13.71	\$13.96	\$14.22	\$14.58	\$14.98	\$15.38
CL	6	Annual	\$27,166.00	\$27,688.00	\$28,210.00	\$28,742.00	\$29,267.00	\$29,819.00	\$30,433.00	\$31,193.00	\$32,051.00	\$32,908.00
		Bi-Wk	\$1,040.85	\$1,060.85	\$1,080.85	\$1,101.23	\$1,121.35	\$1,142.50	\$1,166.02	\$1,195.14	\$1,228.01	\$1,260.85
		Daily	\$104.09	\$106.09	\$108.09	\$110.13	\$112.14	\$114.25	\$116.61	\$119.52	\$122.81	\$126.09
		Hourly	\$13.02	\$13.27	\$13.52	\$13.77	\$14.02	\$14.29	\$14.58	\$14.94	\$15.36	\$15.77
CL	7	Annual	\$28,170.00	\$28,948.00	\$29,725.00	\$30,503.00	\$31,281.00	\$32,053.00	\$32,832.00	\$33,653.00	\$34,579.00	\$35,504.00
		Bi-Wk	\$1,079.32	\$1,109.12	\$1,138.89	\$1,168.70	\$1,198.51	\$1,228.09	\$1,257.94	\$1,289.39	\$1,324.87	\$1,360.31
		Daily	\$107.94	\$110.92	\$113.89	\$116.87	\$119.86	\$122.81	\$125.80	\$128.94	\$132.49	\$136.04
		Hourly	\$13.50	\$13.87	\$14.24	\$14.61	\$14.99	\$15.36	\$15.73	\$16.12	\$16.57	\$17.01

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CL	8	Annual	\$29,267.00	\$29,953.00	\$30,724.00	\$31,513.00	\$32,297.00	\$33,087.00	\$33,875.00	\$34,724.00	\$35,678.00	\$36,632.00
		Bi-Wk	\$1,121.35	\$1,147.63	\$1,177.17	\$1,207.40	\$1,237.44	\$1,267.71	\$1,297.90	\$1,330.43	\$1,366.98	\$1,403.53
		Daily	\$112.14	\$114.77	\$117.72	\$120.74	\$123.75	\$126.78	\$129.79	\$133.05	\$136.70	\$140.36
		Hourly	\$14.02	\$14.35	\$14.72	\$15.10	\$15.47	\$15.85	\$16.23	\$16.64	\$17.09	\$17.55
CL	9	Annual	\$29,981.00	\$30,786.00	\$31,607.00	\$32,433.00	\$33,258.00	\$34,072.00	\$34,906.00	\$35,775.00	\$36,760.00	\$37,742.00
		Bi-Wk	\$1,148.70	\$1,179.55	\$1,211.00	\$1,242.65	\$1,274.26	\$1,305.45	\$1,337.40	\$1,370.69	\$1,408.43	\$1,446.06
		Daily	\$114.87	\$117.96	\$121.10	\$124.27	\$127.43	\$130.55	\$133.74	\$137.07	\$140.85	\$144.61
		Hourly	\$14.36	\$14.75	\$15.14	\$15.54	\$15.93	\$16.32	\$16.72	\$17.14	\$17.61	\$18.08
CL	10	Annual	\$30,859.00	\$31,716.00	\$32,574.00	\$33,436.00	\$34,296.00	\$35,172.00	\$36,075.00	\$36,976.00	\$37,991.00	\$39,008.00
		Bi-Wk	\$1,182.34	\$1,215.18	\$1,248.05	\$1,281.08	\$1,314.03	\$1,347.59	\$1,382.19	\$1,416.71	\$1,455.60	\$1,494.56
		Daily	\$118.24	\$121.52	\$124.81	\$128.11	\$131.41	\$134.76	\$138.22	\$141.68	\$145.56	\$149.46
		Hourly	\$14.78	\$15.19	\$15.61	\$16.02	\$16.43	\$16.85	\$17.28	\$17.71	\$18.20	\$18.69
CL	11	Annual	\$31,754.00	\$32,654.00	\$33,551.00	\$34,449.00	\$35,367.00	\$36,308.00	\$37,250.00	\$38,184.00	\$39,236.00	\$40,286.00
		Bi-Wk	\$1,216.63	\$1,251.12	\$1,285.48	\$1,319.89	\$1,355.06	\$1,391.12	\$1,427.21	\$1,462.99	\$1,503.30	\$1,543.53
		Daily	\$121.67	\$125.12	\$128.55	\$131.99	\$135.51	\$139.12	\$142.73	\$146.30	\$150.33	\$154.36
		Hourly	\$15.21	\$15.64	\$16.07	\$16.50	\$16.94	\$17.39	\$17.85	\$18.29	\$18.80	\$19.30
CL	12	Annual	\$32,708.00	\$33,641.00	\$34,571.00	\$35,543.00	\$36,516.00	\$37,498.00	\$38,518.00	\$39,480.00	\$40,565.00	\$41,652.00
		Bi-Wk	\$1,253.19	\$1,288.93	\$1,324.56	\$1,361.81	\$1,399.09	\$1,436.71	\$1,475.79	\$1,512.65	\$1,554.22	\$1,595.87
		Daily	\$125.32	\$128.90	\$132.46	\$136.19	\$139.91	\$143.68	\$147.58	\$151.27	\$155.43	\$159.59
		Hourly	\$15.67	\$16.12	\$16.56	\$17.03	\$17.49	\$17.96	\$18.45	\$18.91	\$19.43	\$19.95
CL	13	Annual	\$34,419.00	\$35,598.00	\$36,792.00	\$37,998.00	\$39,252.00	\$40,504.00	\$41,760.00	\$42,806.00	\$43,983.00	\$45,159.00
		Bi-Wk	\$1,318.74	\$1,363.91	\$1,409.66	\$1,455.87	\$1,503.91	\$1,551.88	\$1,600.00	\$1,640.08	\$1,685.18	\$1,730.23
		Daily	\$131.88	\$136.40	\$140.97	\$145.59	\$150.40	\$155.19	\$160.00	\$164.01	\$168.52	\$173.03
		Hourly	\$16.49	\$17.05	\$17.63	\$18.20	\$18.80	\$19.40	\$20.00	\$20.51	\$21.07	\$21.63
CL	14	Annual	\$35,920.00	\$37,157.00	\$38,417.00	\$39,711.00	\$40,999.00	\$42,292.00	\$43,587.00	\$44,678.00	\$45,906.00	\$47,133.00
		Bi-Wk	\$1,376.25	\$1,423.64	\$1,471.92	\$1,521.50	\$1,570.85	\$1,620.39	\$1,670.00	\$1,711.81	\$1,758.86	\$1,805.87
		Daily	\$137.63	\$142.37	\$147.20	\$152.15	\$157.09	\$162.04	\$167.00	\$171.19	\$175.89	\$180.59
		Hourly	\$17.21	\$17.80	\$18.40	\$19.02	\$19.64	\$20.26	\$20.88	\$21.40	\$21.99	\$22.58

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CL	15	Annual	\$37,532.00	\$38,850.00	\$40,183.00	\$41,514.00	\$42,848.00	\$44,180.00	\$45,517.00	\$46,655.00	\$47,939.00	\$49,221.00
		Bi-Wk	\$1,438.01	\$1,488.51	\$1,539.58	\$1,590.58	\$1,641.69	\$1,692.73	\$1,743.95	\$1,787.55	\$1,836.75	\$1,885.87
		Daily	\$143.81	\$148.86	\$153.96	\$159.06	\$164.17	\$169.28	\$174.40	\$178.76	\$183.68	\$188.59
		Hourly	\$17.98	\$18.61	\$19.25	\$19.89	\$20.53	\$21.16	\$21.80	\$22.35	\$22.96	\$23.58
CL	16	Annual	\$39,317.00	\$40,692.00	\$42,068.00	\$43,429.00	\$44,804.00	\$46,174.00	\$47,545.00	\$48,734.00	\$50,074.00	\$51,414.00
		Bi-Wk	\$1,506.40	\$1,559.09	\$1,611.81	\$1,663.95	\$1,716.63	\$1,769.12	\$1,821.65	\$1,867.21	\$1,918.55	\$1,969.89
		Daily	\$150.64	\$155.91	\$161.19	\$166.40	\$171.67	\$176.92	\$182.17	\$186.73	\$191.86	\$196.99
		Hourly	\$18.83	\$19.49	\$20.15	\$20.80	\$21.46	\$22.12	\$22.78	\$23.35	\$23.99	\$24.63
CL	17	Annual	\$41,238.00	\$42,647.00	\$44,053.00	\$45,474.00	\$46,877.00	\$48,284.00	\$49,701.00	\$50,943.00	\$52,345.00	\$53,743.00
		Bi-Wk	\$1,580.00	\$1,633.99	\$1,687.86	\$1,742.30	\$1,796.06	\$1,849.97	\$1,904.26	\$1,951.84	\$2,005.56	\$2,059.12
		Daily	\$158.00	\$163.40	\$168.79	\$174.23	\$179.61	\$185.00	\$190.43	\$195.19	\$200.56	\$205.92
		Hourly	\$19.75	\$20.43	\$21.10	\$21.78	\$22.46	\$23.13	\$23.81	\$24.40	\$25.07	\$25.74
CL	18	Annual	\$43,288.00	\$44,728.00	\$46,174.00	\$47,623.00	\$49,065.00	\$50,516.00	\$51,955.00	\$53,256.00	\$54,720.00	\$56,184.00
		Bi-Wk	\$1,658.55	\$1,713.72	\$1,769.12	\$1,824.64	\$1,879.89	\$1,935.48	\$1,990.62	\$2,040.46	\$2,096.56	\$2,152.65
		Daily	\$165.86	\$171.38	\$176.92	\$182.47	\$187.99	\$193.55	\$199.07	\$204.05	\$209.66	\$215.27
		Hourly	\$20.74	\$21.43	\$22.12	\$22.81	\$23.50	\$24.20	\$24.89	\$25.51	\$26.21	\$26.91
CL	19	Annual	\$45,388.00	\$46,877.00	\$48,366.00	\$49,857.00	\$51,346.00	\$52,825.00	\$54,318.00	\$55,673.00	\$57,205.00	\$58,735.00
		Bi-Wk	\$1,739.01	\$1,796.06	\$1,853.11	\$1,910.23	\$1,967.28	\$2,023.95	\$2,081.15	\$2,133.07	\$2,191.77	\$2,250.39
		Daily	\$173.91	\$179.61	\$185.32	\$191.03	\$196.73	\$202.40	\$208.12	\$213.31	\$219.18	\$225.04
		Hourly	\$21.74	\$22.46	\$23.17	\$23.88	\$24.60	\$25.30	\$26.02	\$26.67	\$27.40	\$28.13
CL	20	Annual	\$47,664.00	\$49,189.00	\$50,716.00	\$52,237.00	\$53,758.00	\$55,287.00	\$56,809.00	\$58,229.00	\$59,831.00	\$61,431.00
		Bi-Wk	\$1,826.21	\$1,884.64	\$1,943.15	\$2,001.42	\$2,059.70	\$2,118.28	\$2,176.60	\$2,231.00	\$2,292.38	\$2,353.68
		Daily	\$182.63	\$188.47	\$194.32	\$200.15	\$205.97	\$211.83	\$217.66	\$223.10	\$229.24	\$235.37
		Hourly	\$22.83	\$23.56	\$24.29	\$25.02	\$25.75	\$26.48	\$27.21	\$27.89	\$28.66	\$29.43
CL	21	Annual	\$49,988.00	\$51,554.00	\$53,118.00	\$54,688.00	\$56,251.00	\$57,822.00	\$59,382.00	\$60,869.00	\$62,541.00	\$64,214.00
		Bi-Wk	\$1,915.25	\$1,975.25	\$2,035.18	\$2,095.33	\$2,155.22	\$2,215.41	\$2,275.18	\$2,332.15	\$2,396.21	\$2,460.31
		Daily	\$191.53	\$197.53	\$203.52	\$209.54	\$215.53	\$221.55	\$227.52	\$233.22	\$239.63	\$246.04
		Hourly	\$23.95	\$24.70	\$25.44	\$26.20	\$26.95	\$27.70	\$28.44	\$29.16	\$29.96	\$30.76

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CL	22	Annual	\$51,346.00	\$53,199.00	\$55,057.00	\$56,916.00	\$58,770.00	\$60,628.00	\$62,492.00	\$64,055.00	\$65,815.00	\$67,577.00
		Bi-Wk	\$1,967.28	\$2,038.28	\$2,109.47	\$2,180.69	\$2,251.73	\$2,322.92	\$2,394.33	\$2,454.22	\$2,521.65	\$2,589.16
		Daily	\$196.73	\$203.83	\$210.95	\$218.07	\$225.18	\$232.30	\$239.44	\$245.43	\$252.17	\$258.92
		Hourly	\$24.60	\$25.48	\$26.37	\$27.26	\$28.15	\$29.04	\$29.93	\$30.68	\$31.53	\$32.37
CL	23	Annual	\$53,746.00	\$55,679.00	\$57,611.00	\$59,547.00	\$61,487.00	\$63,423.00	\$65,360.00	\$66,995.00	\$68,834.00	\$70,677.00
		Bi-Wk	\$2,059.24	\$2,133.30	\$2,207.32	\$2,281.50	\$2,355.83	\$2,430.00	\$2,504.22	\$2,566.86	\$2,637.32	\$2,707.94
		Daily	\$205.93	\$213.33	\$220.74	\$228.15	\$235.59	\$243.00	\$250.43	\$256.69	\$263.74	\$270.80
		Hourly	\$25.75	\$26.67	\$27.60	\$28.52	\$29.45	\$30.38	\$31.31	\$32.09	\$32.97	\$33.85
CL	24	Annual	\$56,302.00	\$58,316.00	\$60,338.00	\$62,351.00	\$64,368.00	\$66,386.00	\$68,406.00	\$70,115.00	\$72,045.00	\$73,971.00
		Bi-Wk	\$2,157.17	\$2,234.33	\$2,311.81	\$2,388.93	\$2,466.21	\$2,543.53	\$2,620.92	\$2,686.40	\$2,760.35	\$2,834.14
		Daily	\$215.72	\$223.44	\$231.19	\$238.90	\$246.63	\$254.36	\$262.10	\$268.64	\$276.04	\$283.42
		Hourly	\$26.97	\$27.93	\$28.90	\$29.87	\$30.83	\$31.80	\$32.77	\$33.58	\$34.51	\$35.43
CL	25	Annual	\$59,019.00	\$61,106.00	\$63,202.00	\$65,293.00	\$67,385.00	\$69,478.00	\$71,570.00	\$73,359.00	\$75,377.00	\$77,393.00
		Bi-Wk	\$2,261.27	\$2,341.23	\$2,421.54	\$2,501.65	\$2,581.81	\$2,662.00	\$2,742.15	\$2,810.69	\$2,888.01	\$2,965.25
		Daily	\$226.13	\$234.13	\$242.16	\$250.17	\$258.19	\$266.20	\$274.22	\$281.07	\$288.81	\$296.53
		Hourly	\$28.27	\$29.27	\$30.27	\$31.28	\$32.28	\$33.28	\$34.28	\$35.14	\$36.11	\$37.07
CL	26	Annual	\$61,899.00	\$64,062.00	\$66,238.00	\$68,406.00	\$70,574.00	\$72,746.00	\$74,914.00	\$76,789.00	\$78,903.00	\$81,012.00
		Bi-Wk	\$2,371.61	\$2,454.49	\$2,537.86	\$2,620.92	\$2,703.99	\$2,787.21	\$2,870.27	\$2,942.11	\$3,023.11	\$3,103.91
		Daily	\$237.17	\$245.45	\$253.79	\$262.10	\$270.40	\$278.73	\$287.03	\$294.22	\$302.32	\$310.40
		Hourly	\$29.65	\$30.69	\$31.73	\$32.77	\$33.80	\$34.85	\$35.88	\$36.78	\$37.79	\$38.80
CL	27	Annual	\$64,936.00	\$67,183.00	\$69,433.00	\$71,671.00	\$73,922.00	\$76,162.00	\$78,407.00	\$80,369.00	\$82,580.00	\$84,788.00
		Bi-Wk	\$2,487.97	\$2,574.07	\$2,660.27	\$2,746.02	\$2,832.27	\$2,918.09	\$3,004.10	\$3,079.28	\$3,163.99	\$3,248.59
		Daily	\$248.80	\$257.41	\$266.03	\$274.61	\$283.23	\$291.81	\$300.41	\$307.93	\$316.40	\$324.86
		Hourly	\$31.10	\$32.18	\$33.26	\$34.33	\$35.41	\$36.48	\$37.56	\$38.50	\$39.55	\$40.61
CL 28	CL 28	Annual	\$68,183.00	\$70,509.00	\$72,830.00	\$75,162.00	\$77,480.00	\$79,796.00	\$82,121.00	\$84,175.00	\$86,489.00	\$88,805.00
		Bi-Wk	\$2,612.38	\$2,701.50	\$2,790.43	\$2,879.78	\$2,968.59	\$3,057.32	\$3,146.40	\$3,225.10	\$3,313.76	\$3,402.50
		Daily	\$261.24	\$270.15	\$279.05	\$287.98	\$296.86	\$305.74	\$314.64	\$322.51	\$331.38	\$340.25
		Hourly	\$32.66	\$33.77	\$34.89	\$36.00	\$37.11	\$38.22	\$39.33	\$40.32	\$41.43	\$42.54

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CL 29	CL 29	Annual	\$68,835.00	\$71,394.00	\$73,956.00	\$76,513.00	\$79,076.00	\$81,640.00	\$84,197.00	\$86,303.00	\$88,676.00	\$91,049.00
		Bi-Wk	\$2,637.36	\$2,735.41	\$2,833.57	\$2,931.54	\$3,029.74	\$3,127.97	\$3,225.94	\$3,306.63	\$3,397.55	\$3,488.47
		Daily	\$263.74	\$273.55	\$283.36	\$293.16	\$302.98	\$312.80	\$322.60	\$330.67	\$339.76	\$348.85
		Hourly	\$32.97	\$34.20	\$35.42	\$36.65	\$37.88	\$39.10	\$40.33	\$41.34	\$42.47	\$43.61
CL	30	Annual	\$71,570.00	\$74,207.00	\$76,841.00	\$79,473.00	\$82,108.00	\$84,743.00	\$87,380.00	\$89,564.00	\$92,028.00	\$94,494.00
		Bi-Wk	\$2,742.15	\$2,843.19	\$2,944.10	\$3,044.95	\$3,145.91	\$3,246.86	\$3,347.90	\$3,431.58	\$3,525.98	\$3,620.46
		Daily	\$274.22	\$284.32	\$294.41	\$304.50	\$314.60	\$324.69	\$334.79	\$343.16	\$352.60	\$362.05
		Hourly	\$34.28	\$35.54	\$36.81	\$38.07	\$39.33	\$40.59	\$41.85	\$42.90	\$44.08	\$45.26
CL 31	CL 31	Annual	\$74,418.00	\$77,128.00	\$79,842.00	\$82,558.00	\$85,267.00	\$87,975.00	\$90,697.00	\$92,963.00	\$95,519.00	\$98,075.00
		Bi-Wk	\$2,851.27	\$2,955.10	\$3,059.09	\$3,163.15	\$3,266.94	\$3,370.69	\$3,474.99	\$3,561.81	\$3,659.74	\$3,757.67
		Daily	\$285.13	\$295.51	\$305.91	\$316.32	\$326.70	\$337.07	\$347.50	\$356.19	\$365.98	\$375.77
		Hourly	\$35.65	\$36.94	\$38.24	\$39.54	\$40.84	\$42.14	\$43.44	\$44.53	\$45.75	\$46.98
CL 32	CL 32	Annual	\$77,379.00	\$80,167.00	\$82,951.00	\$85,737.00	\$88,528.00	\$91,316.00	\$94,104.00	\$96,462.00	\$99,111.00	\$101,764.00
		Bi-Wk	\$2,964.72	\$3,071.54	\$3,178.20	\$3,284.95	\$3,391.88	\$3,498.70	\$3,605.52	\$3,695.87	\$3,797.36	\$3,899.01
		Daily	\$296.48	\$307.16	\$317.82	\$328.50	\$339.19	\$349.87	\$360.56	\$369.59	\$379.74	\$389.91
		Hourly	\$37.06	\$38.40	\$39.73	\$41.07	\$42.40	\$43.74	\$45.07	\$46.20	\$47.47	\$48.74
CL	33	Annual	\$80,467.00	\$83,334.00	\$86,195.00	\$89,060.00	\$91,926.00	\$94,786.00	\$97,657.00	\$100,100.00	\$102,851.00	\$105,604.00
		Bi-Wk	\$3,083.03	\$3,192.88	\$3,302.50	\$3,412.27	\$3,522.07	\$3,631.65	\$3,741.65	\$3,835.25	\$3,940.66	\$4,046.14
		Daily	\$308.31	\$319.29	\$330.25	\$341.23	\$352.21	\$363.17	\$374.17	\$383.53	\$394.07	\$404.62
		Hourly	\$38.54	\$39.92	\$41.29	\$42.66	\$44.03	\$45.40	\$46.78	\$47.95	\$49.26	\$50.58
CL 34	CL 34	Annual	\$83,756.00	\$86,699.00	\$89,637.00	\$92,583.00	\$95,529.00	\$98,472.00	\$101,416.00	\$103,951.00	\$106,809.00	\$109,668.00
		Bi-Wk	\$3,209.05	\$3,321.81	\$3,434.37	\$3,547.25	\$3,660.12	\$3,772.88	\$3,885.68	\$3,982.80	\$4,092.30	\$4,201.84
		Daily	\$320.91	\$332.19	\$343.44	\$354.73	\$366.02	\$377.29	\$388.57	\$398.28	\$409.23	\$420.19
		Hourly	\$40.12	\$41.53	\$42.93	\$44.35	\$45.76	\$47.17	\$48.58	\$49.79	\$51.16	\$52.53
CL 35	CL 35	Annual	\$87,170.00	\$90,185.00	\$93,212.00	\$96,229.00	\$99,239.00	\$102,263.00	\$105,279.00	\$107,909.00	\$110,878.00	\$113,845.00
		Bi-Wk	\$3,339.85	\$3,455.37	\$3,571.35	\$3,686.94	\$3,802.27	\$3,918.13	\$4,033.68	\$4,134.45	\$4,248.20	\$4,361.88
		Daily	\$333.99	\$345.54	\$357.14	\$368.70	\$380.23	\$391.82	\$403.37	\$413.45	\$424.82	\$436.19
		Hourly	\$41.75	\$43.20	\$44.65	\$46.09	\$47.53	\$48.98	\$50.43	\$51.69	\$53.11	\$54.53

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 6/23/2006

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CL 36	CL 36	Annual	\$90,769.00	\$93,866.00	\$96,965.00	\$100,056.00	\$103,153.00	\$106,252.00	\$109,343.00	\$112,081.00	\$115,162.00	\$118,244.00
		Bi-Wk	\$3,477.74	\$3,596.40	\$3,715.14	\$3,833.57	\$3,952.23	\$4,070.96	\$4,189.39	\$4,294.30	\$4,412.34	\$4,530.43
		Daily	\$347.78	\$359.64	\$371.52	\$383.36	\$395.23	\$407.10	\$418.94	\$429.43	\$441.24	\$453.05
		Hourly	\$43.48	\$44.96	\$46.44	\$47.92	\$49.41	\$50.89	\$52.37	\$53.68	\$55.16	\$56.64
CL	37	Annual	\$94,512.00	\$97,698.00	\$100,878.00	\$104,058.00	\$107,242.00	\$110,418.00	\$113,595.00	\$116,434.00	\$119,636.00	\$122,837.00
		Bi-Wk	\$3,621.15	\$3,743.22	\$3,865.06	\$3,986.90	\$4,108.89	\$4,230.58	\$4,352.30	\$4,461.08	\$4,583.76	\$4,706.40
		Daily	\$362.12	\$374.33	\$386.51	\$398.69	\$410.89	\$423.06	\$435.23	\$446.11	\$458.38	\$470.64
		Hourly	\$45.27	\$46.80	\$48.32	\$49.84	\$51.37	\$52.89	\$54.41	\$55.77	\$57.30	\$58.83
CL 38	CL 38	Annual	\$98,393.00	\$101,642.00	\$104,903.00	\$108,155.00	\$111,406.00	\$114,669.00	\$117,919.00	\$120,869.00	\$124,192.00	\$127,514.00
		Bi-Wk	\$3,769.85	\$3,894.33	\$4,019.28	\$4,143.87	\$4,268.43	\$4,393.45	\$4,517.97	\$4,631.00	\$4,758.32	\$4,885.60
		Daily	\$376.99	\$389.44	\$401.93	\$414.39	\$426.85	\$439.35	\$451.80	\$463.10	\$475.84	\$488.56
		Hourly	\$47.13	\$48.68	\$50.25	\$51.80	\$53.36	\$54.92	\$56.48	\$57.89	\$59.48	\$61.07
CL	39	Annual	\$102,457.00	\$105,788.00	\$109,122.00	\$112,456.00	\$115,790.00	\$119,123.00	\$122,454.00	\$125,517.00	\$128,968.00	\$132,420.00
		Bi-Wk	\$3,925.56	\$4,053.19	\$4,180.92	\$4,308.66	\$4,436.40	\$4,564.10	\$4,691.73	\$4,809.09	\$4,941.31	\$5,073.57
		Daily	\$392.56	\$405.32	\$418.10	\$430.87	\$443.64	\$456.41	\$469.18	\$480.91	\$494.14	\$507.36
		Hourly	\$49.07	\$50.67	\$52.27	\$53.86	\$55.46	\$57.06	\$58.65	\$60.12	\$61.77	\$63.42
CL	40	Annual	\$106,697.00	\$110,101.00	\$113,508.00	\$116,915.00	\$120,315.00	\$123,725.00	\$127,125.00	\$130,305.00	\$133,888.00	\$137,474.00
		Bi-Wk	\$4,088.01	\$4,218.43	\$4,348.97	\$4,479.51	\$4,609.78	\$4,740.43	\$4,870.69	\$4,992.53	\$5,129.81	\$5,267.21
		Daily	\$408.81	\$421.85	\$434.90	\$447.96	\$460.98	\$474.05	\$487.07	\$499.26	\$512.99	\$526.73
		Hourly	\$51.11	\$52.74	\$54.37	\$56.00	\$57.63	\$59.26	\$60.89	\$62.41	\$64.13	\$65.85
CL	41	Annual	\$111,137.00	\$114,628.00	\$118,114.00	\$121,598.00	\$125,084.00	\$128,568.00	\$132,055.00	\$135,357.00	\$139,080.00	\$142,801.00
		Bi-Wk	\$4,258.13	\$4,391.88	\$4,525.45	\$4,658.93	\$4,792.50	\$4,925.98	\$5,059.58	\$5,186.10	\$5,328.74	\$5,471.31
		Daily	\$425.82	\$439.19	\$452.55	\$465.90	\$479.25	\$492.60	\$505.96	\$518.61	\$532.88	\$547.14
		Hourly	\$53.23	\$54.90	\$56.57	\$58.24	\$59.91	\$61.58	\$63.25	\$64.83	\$66.61	\$68.40
CL	42	Annual	\$115,748.00	\$119,311.00	\$122,875.00	\$126,437.00	\$130,005.00	\$133,565.00	\$137,127.00	\$140,557.00	\$144,422.00	\$148,290.00
		Bi-Wk	\$4,434.79	\$4,571.31	\$4,707.86	\$4,844.33	\$4,981.04	\$5,117.44	\$5,253.91	\$5,385.33	\$5,533.41	\$5,681.61
		Daily	\$443.48	\$457.14	\$470.79	\$484.44	\$498.11	\$511.75	\$525.40	\$538.54	\$553.35	\$568.17
		Hourly	\$55.44	\$57.15	\$58.85	\$60.56	\$62.27	\$63.97	\$65.68	\$67.32	\$69.17	\$71.03
CL	43	Annual	\$120,631.00	\$124,271.00	\$127,901.00	\$131,539.00	\$135,174.00	\$138,809.00	\$142,443.00	\$146,005.00	\$150,022.00	\$154,035.00
		Bi-Wk	\$4,621.88	\$4,761.35	\$4,900.43	\$5,039.81	\$5,179.09	\$5,318.36	\$5,457.59	\$5,594.07	\$5,747.97	\$5,901.73
		Daily	\$462.19	\$476.14	\$490.05	\$503.99	\$517.91	\$531.84	\$545.76	\$559.41	\$574.80	\$590.18
		Hourly	\$57.78	\$59.52	\$61.26	\$63.00	\$64.74	\$66.48	\$68.22	\$69.93	\$71.85	\$73.78