

NP-2 TE 37.5 HOUR HIRING RATE PAY PLAN EFFECTIVE 7/04/2008

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>
TE	1	Annual	\$21,980.00
		Bi-Wk	\$842.15
		Daily	\$84.22
		Hourly	\$11.23
TE	2	Annual	\$22,821.00
		Bi-Wk	\$874.37
		Daily	\$87.44
		Hourly	\$11.66
TE	3	Annual	\$23,248.00
		Bi-Wk	\$890.73
		Daily	\$89.08
		Hourly	\$11.88
TE	4	Annual	\$23,854.00
		Bi-Wk	\$913.95
		Daily	\$91.40
		Hourly	\$12.19
TE	5	Annual	\$24,338.00
		Bi-Wk	\$932.50
		Daily	\$93.25
		Hourly	\$12.44
TE	6	Annual	\$25,005.00
		Bi-Wk	\$958.05
		Daily	\$95.81
		Hourly	\$12.78
TE	7	Annual	\$25,610.00
		Bi-Wk	\$981.23
		Daily	\$98.13
		Hourly	\$13.09
TE	8	Annual	\$27,179.00
		Bi-Wk	\$1,041.35
		Daily	\$104.14
		Hourly	\$13.89
TE	9	Annual	\$27,867.00
		Bi-Wk	\$1,067.71
		Daily	\$106.78
		Hourly	\$14.24
TE	10	Annual	\$28,666.00
		Bi-Wk	\$1,098.32
		Daily	\$109.84
		Hourly	\$14.65
TE	11	Annual	\$29,464.00
		Bi-Wk	\$1,128.89
		Daily	\$112.89
		Hourly	\$15.06
TE	12	Annual	\$30,319.00
		Bi-Wk	\$1,161.65
		Daily	\$116.17
		Hourly	\$15.49