

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

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
FK	1	Annual	\$23,718.00	\$24,294.00	\$24,866.00	\$25,432.00	\$26,000.00	\$26,574.00	\$27,148.00	\$27,894.00	\$28,639.00	\$29,408.00	\$30,198.00
		Bi-Wk	\$908.74	\$930.81	\$952.73	\$974.41	\$996.17	\$1,018.17	\$1,040.16	\$1,068.74	\$1,097.28	\$1,126.75	\$1,157.02
		Daily	\$90.88	\$93.09	\$95.28	\$97.45	\$99.62	\$101.82	\$104.02	\$106.88	\$109.73	\$112.68	\$115.71
		Hourly	\$11.36	\$11.64	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.36	\$13.72	\$14.09	\$14.47
FK	2	Annual	\$24,866.00	\$25,432.00	\$26,000.00	\$26,574.00	\$27,148.00	\$27,714.00	\$28,283.00	\$29,063.00	\$29,839.00	\$30,639.00	\$31,462.00
		Bi-Wk	\$952.73	\$974.41	\$996.17	\$1,018.17	\$1,040.16	\$1,061.84	\$1,083.64	\$1,113.53	\$1,143.26	\$1,173.91	\$1,205.45
		Daily	\$95.28	\$97.45	\$99.62	\$101.82	\$104.02	\$106.19	\$108.37	\$111.36	\$114.33	\$117.40	\$120.55
		Hourly	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.92	\$14.30	\$14.68	\$15.07
FK	3	Annual	\$25,432.00	\$26,000.00	\$26,574.00	\$27,148.00	\$27,714.00	\$28,283.00	\$28,853.00	\$29,647.00	\$30,443.00	\$31,260.00	\$32,102.00
		Bi-Wk	\$974.41	\$996.17	\$1,018.17	\$1,040.16	\$1,061.84	\$1,083.64	\$1,105.48	\$1,135.91	\$1,166.40	\$1,197.71	\$1,229.97
		Daily	\$97.45	\$99.62	\$101.82	\$104.02	\$106.19	\$108.37	\$110.55	\$113.60	\$116.64	\$119.78	\$123.00
		Hourly	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.82	\$14.20	\$14.58	\$14.98	\$15.38
FK	4	Annual	\$26,243.00	\$26,939.00	\$27,632.00	\$28,324.00	\$29,023.00	\$29,710.00	\$30,404.00	\$31,242.00	\$32,076.00	\$32,934.00	\$33,815.00
		Bi-Wk	\$1,005.48	\$1,032.15	\$1,058.70	\$1,085.22	\$1,112.00	\$1,138.32	\$1,164.91	\$1,197.02	\$1,228.97	\$1,261.84	\$1,295.60
		Daily	\$100.55	\$103.22	\$105.87	\$108.53	\$111.20	\$113.84	\$116.50	\$119.71	\$122.90	\$126.19	\$129.56
		Hourly	\$12.57	\$12.91	\$13.24	\$13.57	\$13.90	\$14.23	\$14.57	\$14.97	\$15.37	\$15.78	\$16.20
FK	5	Annual	\$26,896.00	\$27,632.00	\$28,363.00	\$29,092.00	\$29,823.00	\$30,560.00	\$31,292.00	\$32,151.00	\$33,012.00	\$33,896.00	\$34,806.00
		Bi-Wk	\$1,030.50	\$1,058.70	\$1,086.71	\$1,114.64	\$1,142.65	\$1,170.89	\$1,198.93	\$1,231.84	\$1,264.83	\$1,298.70	\$1,333.57
		Daily	\$103.05	\$105.87	\$108.68	\$111.47	\$114.27	\$117.09	\$119.90	\$123.19	\$126.49	\$129.87	\$133.36
		Hourly	\$12.89	\$13.24	\$13.59	\$13.94	\$14.29	\$14.64	\$14.99	\$15.40	\$15.82	\$16.24	\$16.67
FK	6	Annual	\$27,796.00	\$28,533.00	\$29,266.00	\$29,997.00	\$30,727.00	\$31,458.00	\$32,189.00	\$33,074.00	\$33,958.00	\$34,864.00	\$35,796.00
		Bi-Wk	\$1,064.99	\$1,093.22	\$1,121.31	\$1,149.32	\$1,177.28	\$1,205.29	\$1,233.30	\$1,267.21	\$1,301.08	\$1,335.79	\$1,371.50
		Daily	\$106.50	\$109.33	\$112.14	\$114.94	\$117.73	\$120.53	\$123.33	\$126.73	\$130.11	\$133.58	\$137.15
		Hourly	\$13.32	\$13.67	\$14.02	\$14.37	\$14.72	\$15.07	\$15.42	\$15.85	\$16.27	\$16.70	\$17.15
FK	7	Annual	\$28,608.00	\$29,338.00	\$30,079.00	\$30,808.00	\$31,535.00	\$32,268.00	\$32,998.00	\$33,906.00	\$34,811.00	\$35,741.00	\$36,698.00
		Bi-Wk	\$1,096.10	\$1,124.07	\$1,152.46	\$1,180.39	\$1,208.24	\$1,236.33	\$1,264.30	\$1,299.09	\$1,333.76	\$1,369.39	\$1,406.06
		Daily	\$109.61	\$112.41	\$115.25	\$118.04	\$120.83	\$123.64	\$126.43	\$129.91	\$133.38	\$136.94	\$140.61
		Hourly	\$13.71	\$14.06	\$14.41	\$14.76	\$15.11	\$15.46	\$15.81	\$16.24	\$16.68	\$17.12	\$17.58
FK	8	Annual	\$30,727.00	\$31,621.00	\$32,519.00	\$33,413.00	\$34,317.00	\$35,208.00	\$36,108.00	\$37,098.00	\$38,091.00	\$39,114.00	\$40,164.00
		Bi-Wk	\$1,177.28	\$1,211.54	\$1,245.94	\$1,280.20	\$1,314.83	\$1,348.97	\$1,383.45	\$1,421.38	\$1,459.43	\$1,498.63	\$1,538.86
		Daily	\$117.73	\$121.16	\$124.60	\$128.02	\$131.49	\$134.90	\$138.35	\$142.14	\$145.95	\$149.87	\$153.89
		Hourly	\$14.72	\$15.15	\$15.58	\$16.01	\$16.44	\$16.87	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
FK	9	Annual	\$31,661.00	\$32,595.00	\$33,527.00	\$34,469.00	\$35,403.00	\$36,332.00	\$37,275.00	\$38,296.00	\$39,323.00	\$40,375.00	\$41,459.00
		Bi-Wk	\$1,213.07	\$1,248.86	\$1,284.56	\$1,320.66	\$1,356.44	\$1,392.04	\$1,428.17	\$1,467.28	\$1,506.63	\$1,546.94	\$1,588.47
		Daily	\$121.31	\$124.89	\$128.46	\$132.07	\$135.65	\$139.21	\$142.82	\$146.73	\$150.67	\$154.70	\$158.85
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86
FK	10	Annual	\$32,668.00	\$33,646.00	\$34,622.00	\$35,611.00	\$36,583.00	\$37,576.00	\$38,606.00	\$39,666.00	\$40,728.00	\$41,820.00	\$42,942.00
		Bi-Wk	\$1,251.65	\$1,289.12	\$1,326.52	\$1,364.41	\$1,401.65	\$1,439.70	\$1,479.16	\$1,519.78	\$1,560.46	\$1,602.30	\$1,645.29
		Daily	\$125.17	\$128.92	\$132.66	\$136.45	\$140.17	\$143.97	\$147.92	\$151.98	\$156.05	\$160.23	\$164.53
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
FK	11	Annual	\$33,693.00	\$34,711.00	\$35,740.00	\$36,756.00	\$37,804.00	\$38,870.00	\$39,943.00	\$41,040.00	\$42,138.00	\$43,266.00	\$44,426.00
		Bi-Wk	\$1,290.92	\$1,329.93	\$1,369.35	\$1,408.28	\$1,448.43	\$1,489.28	\$1,530.39	\$1,572.42	\$1,614.49	\$1,657.71	\$1,702.15
		Daily	\$129.10	\$133.00	\$136.94	\$140.83	\$144.85	\$148.93	\$153.04	\$157.25	\$161.45	\$165.78	\$170.22
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.13	\$19.66	\$20.19	\$20.73	\$21.28

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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>	<u>Step 11</u>
FK	12	Annual	\$34,779.00	\$35,847.00	\$36,903.00	\$37,999.00	\$39,102.00	\$40,226.00	\$41,335.00	\$42,472.00	\$43,607.00	\$44,774.00	\$45,972.00
		Bi-Wk	\$1,332.53	\$1,373.45	\$1,413.91	\$1,455.91	\$1,498.17	\$1,541.23	\$1,583.72	\$1,627.28	\$1,670.77	\$1,715.48	\$1,761.38
		Daily	\$133.26	\$137.35	\$141.40	\$145.60	\$149.82	\$154.13	\$158.38	\$162.73	\$167.08	\$171.55	\$176.14
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
FK	13	Annual	\$36,723.00	\$38,071.00	\$39,421.00	\$40,780.00	\$42,136.00	\$43,492.00	\$44,853.00	\$46,084.00	\$47,317.00	\$48,586.00	\$49,886.00
		Bi-Wk	\$1,407.02	\$1,458.66	\$1,510.39	\$1,562.46	\$1,614.41	\$1,666.37	\$1,718.51	\$1,765.68	\$1,812.92	\$1,861.54	\$1,911.35
		Daily	\$140.71	\$145.87	\$151.04	\$156.25	\$161.45	\$166.64	\$171.86	\$176.57	\$181.30	\$186.16	\$191.14
		Hourly	\$17.59	\$18.24	\$18.88	\$19.54	\$20.19	\$20.83	\$21.49	\$22.08	\$22.67	\$23.27	\$23.90
FK	14	Annual	\$38,428.00	\$39,835.00	\$41,236.00	\$42,632.00	\$44,031.00	\$45,431.00	\$46,831.00	\$48,117.00	\$49,408.00	\$50,734.00	\$52,098.00
		Bi-Wk	\$1,472.34	\$1,526.25	\$1,579.93	\$1,633.41	\$1,687.02	\$1,740.66	\$1,794.30	\$1,843.57	\$1,893.03	\$1,943.84	\$1,996.10
		Daily	\$147.24	\$152.63	\$158.00	\$163.35	\$168.71	\$174.07	\$179.43	\$184.36	\$189.31	\$194.39	\$199.61
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
FK	15	Annual	\$40,266.00	\$41,702.00	\$43,144.00	\$44,582.00	\$46,027.00	\$47,476.00	\$48,910.00	\$50,256.00	\$51,603.00	\$52,984.00	\$54,405.00
		Bi-Wk	\$1,542.76	\$1,597.78	\$1,653.03	\$1,708.13	\$1,763.49	\$1,819.01	\$1,873.95	\$1,925.52	\$1,977.13	\$2,030.04	\$2,084.49
		Daily	\$154.28	\$159.78	\$165.31	\$170.82	\$176.35	\$181.91	\$187.40	\$192.56	\$197.72	\$203.01	\$208.45
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
FK	16	Annual	\$42,207.00	\$43,690.00	\$45,178.00	\$46,662.00	\$48,144.00	\$49,632.00	\$51,110.00	\$52,515.00	\$53,923.00	\$55,365.00	\$56,851.00
		Bi-Wk	\$1,617.13	\$1,673.95	\$1,730.96	\$1,787.82	\$1,844.60	\$1,901.61	\$1,958.24	\$2,012.07	\$2,066.02	\$2,121.27	\$2,178.20
		Daily	\$161.72	\$167.40	\$173.10	\$178.79	\$184.46	\$190.17	\$195.83	\$201.21	\$206.61	\$212.13	\$217.82
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
FK	17	Annual	\$44,280.00	\$45,814.00	\$47,340.00	\$48,867.00	\$50,392.00	\$51,917.00	\$53,443.00	\$54,912.00	\$56,383.00	\$57,894.00	\$59,445.00
		Bi-Wk	\$1,696.56	\$1,755.33	\$1,813.80	\$1,872.30	\$1,930.73	\$1,989.16	\$2,047.63	\$2,103.91	\$2,160.27	\$2,218.17	\$2,277.59
		Daily	\$169.66	\$175.54	\$181.38	\$187.23	\$193.08	\$198.92	\$204.77	\$210.40	\$216.03	\$221.82	\$227.76
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
FK	18	Annual	\$46,506.00	\$48,063.00	\$49,632.00	\$51,194.00	\$52,758.00	\$54,328.00	\$55,888.00	\$57,426.00	\$58,964.00	\$60,547.00	\$62,170.00
		Bi-Wk	\$1,781.84	\$1,841.50	\$1,901.61	\$1,961.46	\$2,021.38	\$2,081.54	\$2,141.31	\$2,200.23	\$2,259.16	\$2,319.81	\$2,382.00
		Daily	\$178.19	\$184.15	\$190.17	\$196.15	\$202.14	\$208.16	\$214.14	\$220.03	\$225.92	\$231.99	\$238.20
		Hourly	\$22.28	\$23.02	\$23.78	\$24.52	\$25.27	\$26.02	\$26.77	\$27.51	\$28.24	\$29.00	\$29.78
FK	19	Annual	\$48,772.00	\$50,392.00	\$52,000.00	\$53,615.00	\$55,221.00	\$56,836.00	\$58,440.00	\$60,048.00	\$61,655.00	\$63,304.00	\$64,999.00
		Bi-Wk	\$1,868.66	\$1,930.73	\$1,992.34	\$2,054.22	\$2,115.75	\$2,177.63	\$2,239.09	\$2,300.69	\$2,362.27	\$2,425.45	\$2,490.39
		Daily	\$186.87	\$193.08	\$199.24	\$205.43	\$211.58	\$217.77	\$223.91	\$230.07	\$236.23	\$242.55	\$249.04
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.13
FK	20	Annual	\$51,243.00	\$52,892.00	\$54,546.00	\$56,188.00	\$57,842.00	\$59,490.00	\$61,144.00	\$62,824.00	\$64,503.00	\$66,230.00	\$68,006.00
		Bi-Wk	\$1,963.34	\$2,026.52	\$2,089.89	\$2,152.80	\$2,216.17	\$2,279.32	\$2,342.69	\$2,407.05	\$2,471.38	\$2,537.55	\$2,605.60
		Daily	\$196.34	\$202.66	\$208.99	\$215.28	\$221.62	\$227.94	\$234.27	\$240.71	\$247.14	\$253.76	\$260.56
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.57
FK	21	Annual	\$53,759.00	\$55,459.00	\$57,150.00	\$58,848.00	\$60,542.00	\$62,231.00	\$63,930.00	\$65,687.00	\$67,445.00	\$69,250.00	\$71,104.00
		Bi-Wk	\$2,059.74	\$2,124.87	\$2,189.66	\$2,254.72	\$2,319.62	\$2,384.33	\$2,449.43	\$2,516.75	\$2,584.10	\$2,653.26	\$2,724.30
		Daily	\$205.98	\$212.49	\$218.97	\$225.48	\$231.97	\$238.44	\$244.95	\$251.68	\$258.41	\$265.33	\$272.43
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
FK	22	Annual	\$55,221.00	\$57,232.00	\$59,245.00	\$61,254.00	\$63,272.00	\$65,280.00	\$67,291.00	\$69,142.00	\$70,994.00	\$72,894.00	\$74,845.00
		Bi-Wk	\$2,115.75	\$2,192.80	\$2,269.93	\$2,346.90	\$2,424.22	\$2,501.15	\$2,578.20	\$2,649.12	\$2,720.08	\$2,792.88	\$2,867.63
		Daily	\$211.58	\$219.28	\$227.00	\$234.69	\$242.43	\$250.12	\$257.82	\$264.92	\$272.01	\$279.29	\$286.77
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85

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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
FK	23	Annual	\$57,820.00	\$59,922.00	\$62,012.00	\$64,110.00	\$66,206.00	\$68,301.00	\$70,400.00	\$72,335.00	\$74,271.00	\$76,260.00	\$78,303.00
		Bi-Wk	\$2,215.33	\$2,295.87	\$2,375.94	\$2,456.33	\$2,536.63	\$2,616.90	\$2,697.32	\$2,771.46	\$2,845.64	\$2,921.84	\$3,000.12
		Daily	\$221.54	\$229.59	\$237.60	\$245.64	\$253.67	\$261.69	\$269.74	\$277.15	\$284.57	\$292.19	\$300.02
		Hourly	\$27.70	\$28.70	\$29.70	\$30.71	\$31.71	\$32.72	\$33.72	\$34.65	\$35.58	\$36.53	\$37.51
FK	24	Annual	\$60,589.00	\$62,773.00	\$64,963.00	\$67,149.00	\$69,330.00	\$71,517.00	\$73,702.00	\$75,725.00	\$77,752.00	\$79,835.00	\$81,974.00
		Bi-Wk	\$2,321.42	\$2,405.10	\$2,489.01	\$2,572.76	\$2,656.33	\$2,740.12	\$2,823.84	\$2,901.35	\$2,979.01	\$3,058.82	\$3,140.77
		Daily	\$232.15	\$240.51	\$248.91	\$257.28	\$265.64	\$274.02	\$282.39	\$290.14	\$297.91	\$305.89	\$314.08
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
FK	25	Annual	\$63,539.00	\$65,802.00	\$68,067.00	\$70,330.00	\$72,597.00	\$74,862.00	\$77,126.00	\$79,246.00	\$81,367.00	\$83,544.00	\$85,780.00
		Bi-Wk	\$2,434.45	\$2,521.15	\$2,607.94	\$2,694.64	\$2,781.50	\$2,868.28	\$2,955.02	\$3,036.25	\$3,117.51	\$3,200.92	\$3,286.60
		Daily	\$243.45	\$252.12	\$260.80	\$269.47	\$278.15	\$286.83	\$295.51	\$303.63	\$311.76	\$320.10	\$328.66
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
FK	26	Annual	\$66,655.00	\$68,994.00	\$71,346.00	\$73,702.00	\$76,052.00	\$78,391.00	\$80,741.00	\$82,963.00	\$85,184.00	\$87,469.00	\$89,812.00
		Bi-Wk	\$2,553.84	\$2,643.45	\$2,733.57	\$2,823.84	\$2,913.87	\$3,003.49	\$3,093.53	\$3,178.66	\$3,263.76	\$3,351.31	\$3,441.08
		Daily	\$255.39	\$264.35	\$273.36	\$282.39	\$291.39	\$300.35	\$309.36	\$317.87	\$326.38	\$335.14	\$344.11
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02
FK	27	Annual	\$69,942.00	\$72,376.00	\$74,813.00	\$77,231.00	\$79,666.00	\$82,098.00	\$84,528.00	\$86,855.00	\$89,178.00	\$91,564.00	\$94,016.00
		Bi-Wk	\$2,679.78	\$2,773.03	\$2,866.40	\$2,959.05	\$3,052.34	\$3,145.52	\$3,238.63	\$3,327.78	\$3,416.79	\$3,508.20	\$3,602.15
		Daily	\$267.98	\$277.31	\$286.64	\$295.91	\$305.24	\$314.56	\$323.87	\$332.78	\$341.68	\$350.82	\$360.22
		Hourly	\$33.50	\$34.67	\$35.83	\$36.99	\$38.16	\$39.32	\$40.49	\$41.60	\$42.71	\$43.86	\$45.03
FK	28	Annual	\$73,461.00	\$75,974.00	\$78,493.00	\$81,011.00	\$83,520.00	\$86,032.00	\$88,546.00	\$90,979.00	\$93,413.00	\$95,916.00	\$98,483.00
		Bi-Wk	\$2,814.60	\$2,910.89	\$3,007.40	\$3,103.87	\$3,200.00	\$3,296.25	\$3,392.57	\$3,485.79	\$3,579.05	\$3,674.95	\$3,773.30
		Daily	\$281.46	\$291.09	\$300.74	\$310.39	\$320.00	\$329.63	\$339.26	\$348.58	\$357.91	\$367.50	\$377.33
		Hourly	\$35.19	\$36.39	\$37.60	\$38.80	\$40.00	\$41.21	\$42.41	\$43.58	\$44.74	\$45.94	\$47.17
FK	29	Annual	\$74,168.00	\$76,934.00	\$79,711.00	\$82,484.00	\$85,252.00	\$88,022.00	\$90,791.00	\$93,287.00	\$95,786.00	\$98,351.00	\$100,986.00
		Bi-Wk	\$2,841.69	\$2,947.67	\$3,054.07	\$3,160.31	\$3,266.37	\$3,372.50	\$3,478.59	\$3,574.22	\$3,669.97	\$3,768.24	\$3,869.20
		Daily	\$284.17	\$294.77	\$305.41	\$316.04	\$326.64	\$337.25	\$347.86	\$357.43	\$367.00	\$376.83	\$386.92
		Hourly	\$35.53	\$36.85	\$38.18	\$39.51	\$40.83	\$42.16	\$43.49	\$44.68	\$45.88	\$47.11	\$48.37
FK	30	Annual	\$77,126.00	\$79,980.00	\$82,830.00	\$85,680.00	\$88,535.00	\$91,388.00	\$94,240.00	\$96,832.00	\$99,421.00	\$102,080.00	\$104,811.00
		Bi-Wk	\$2,955.02	\$3,064.37	\$3,173.57	\$3,282.76	\$3,392.15	\$3,501.46	\$3,610.73	\$3,710.04	\$3,809.24	\$3,911.12	\$4,015.75
		Daily	\$295.51	\$306.44	\$317.36	\$328.28	\$339.22	\$350.15	\$361.08	\$371.01	\$380.93	\$391.12	\$401.58
		Hourly	\$36.94	\$38.31	\$39.67	\$41.04	\$42.41	\$43.77	\$45.14	\$46.38	\$47.62	\$48.89	\$50.20
FK	31	Annual	\$83,036.00	\$86,072.00	\$89,114.00	\$92,151.00	\$95,191.00	\$98,232.00	\$101,277.00	\$104,062.00	\$106,847.00	\$109,707.00	\$112,644.00
		Bi-Wk	\$3,181.46	\$3,297.78	\$3,414.33	\$3,530.69	\$3,647.17	\$3,763.68	\$3,880.35	\$3,987.05	\$4,093.76	\$4,203.34	\$4,315.87
		Daily	\$318.15	\$329.78	\$341.44	\$353.07	\$364.72	\$376.37	\$388.04	\$398.71	\$409.38	\$420.34	\$431.59
		Hourly	\$39.77	\$41.23	\$42.68	\$44.14	\$45.59	\$47.05	\$48.51	\$49.84	\$51.18	\$52.55	\$53.95
FK	32	Annual	\$86,350.00	\$89,468.00	\$92,594.00	\$95,716.00	\$98,845.00	\$101,967.00	\$105,095.00	\$107,981.00	\$110,874.00	\$113,842.00	\$116,890.00
		Bi-Wk	\$3,308.43	\$3,427.90	\$3,547.67	\$3,667.28	\$3,787.17	\$3,906.79	\$4,026.63	\$4,137.21	\$4,248.05	\$4,361.77	\$4,478.55
		Daily	\$330.85	\$342.79	\$354.77	\$366.73	\$378.72	\$390.68	\$402.67	\$413.73	\$424.81	\$436.18	\$447.86
		Hourly	\$41.36	\$42.85	\$44.35	\$45.85	\$47.34	\$48.84	\$50.34	\$51.72	\$53.11	\$54.53	\$55.99
FK	33	Annual	\$89,811.00	\$93,021.00	\$96,232.00	\$99,446.00	\$102,650.00	\$105,864.00	\$109,078.00	\$112,080.00	\$115,079.00	\$118,159.00	\$121,320.00
		Bi-Wk	\$3,441.04	\$3,564.03	\$3,687.05	\$3,810.20	\$3,932.96	\$4,056.10	\$4,179.24	\$4,294.26	\$4,409.16	\$4,527.17	\$4,648.28
		Daily	\$344.11	\$356.41	\$368.71	\$381.02	\$393.30	\$405.61	\$417.93	\$429.43	\$440.92	\$452.72	\$464.83
		Hourly	\$43.02	\$44.56	\$46.09	\$47.63	\$49.17	\$50.71	\$52.25	\$53.68	\$55.12	\$56.59	\$58.11

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

<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>	<u>Step 11</u>
FK	34	Annual	\$93,501.00	\$96,790.00	\$100,093.00	\$103,391.00	\$106,687.00	\$109,990.00	\$113,285.00	\$116,399.00	\$119,515.00	\$122,716.00	\$126,003.00
		Bi-Wk	\$3,582.42	\$3,708.43	\$3,834.99	\$3,961.35	\$4,087.63	\$4,214.18	\$4,340.43	\$4,459.74	\$4,579.12	\$4,701.77	\$4,827.71
		Daily	\$358.25	\$370.85	\$383.50	\$396.14	\$408.77	\$421.42	\$434.05	\$445.98	\$457.92	\$470.18	\$482.78
		Hourly	\$44.79	\$46.36	\$47.94	\$49.52	\$51.10	\$52.68	\$54.26	\$55.75	\$57.24	\$58.78	\$60.35
FK	35	Annual	\$97,324.00	\$100,708.00	\$104,086.00	\$107,471.00	\$110,854.00	\$114,234.00	\$117,620.00	\$120,852.00	\$124,090.00	\$127,415.00	\$130,831.00
		Bi-Wk	\$3,728.89	\$3,858.55	\$3,987.97	\$4,117.67	\$4,247.28	\$4,376.79	\$4,506.52	\$4,630.35	\$4,754.41	\$4,881.81	\$5,012.69
		Daily	\$372.89	\$385.86	\$398.80	\$411.77	\$424.73	\$437.68	\$450.66	\$463.04	\$475.45	\$488.19	\$501.27
		Hourly	\$46.62	\$48.24	\$49.85	\$51.48	\$53.10	\$54.71	\$56.34	\$57.88	\$59.44	\$61.03	\$62.66
FK	36	Annual	\$101,357.00	\$104,829.00	\$108,298.00	\$111,767.00	\$115,240.00	\$118,708.00	\$122,174.00	\$125,535.00	\$128,893.00	\$132,342.00	\$135,885.00
		Bi-Wk	\$3,883.41	\$4,016.44	\$4,149.35	\$4,282.27	\$4,415.33	\$4,548.20	\$4,681.00	\$4,809.78	\$4,938.43	\$5,070.58	\$5,206.33
		Daily	\$388.35	\$401.65	\$414.94	\$428.23	\$441.54	\$454.82	\$468.10	\$480.98	\$493.85	\$507.06	\$520.64
		Hourly	\$48.55	\$50.21	\$51.87	\$53.53	\$55.20	\$56.86	\$58.52	\$60.13	\$61.74	\$63.39	\$65.08
FK	37	Annual	\$105,246.00	\$108,806.00	\$112,372.00	\$115,938.00	\$119,506.00	\$123,071.00	\$126,634.00	\$130,116.00	\$133,596.00	\$137,170.00	\$140,840.00
		Bi-Wk	\$4,032.42	\$4,168.82	\$4,305.45	\$4,442.07	\$4,578.78	\$4,715.37	\$4,851.88	\$4,985.29	\$5,118.63	\$5,255.56	\$5,396.17
		Daily	\$403.25	\$416.89	\$430.55	\$444.21	\$457.88	\$471.54	\$485.19	\$498.53	\$511.87	\$525.56	\$539.62
		Hourly	\$50.41	\$52.12	\$53.82	\$55.53	\$57.24	\$58.95	\$60.65	\$62.32	\$63.99	\$65.70	\$67.46
FK	38	Annual	\$109,590.00	\$113,236.00	\$116,888.00	\$120,535.00	\$124,184.00	\$127,829.00	\$131,482.00	\$135,094.00	\$138,712.00	\$142,422.00	\$146,234.00
		Bi-Wk	\$4,198.86	\$4,338.55	\$4,478.47	\$4,618.20	\$4,758.01	\$4,897.67	\$5,037.63	\$5,176.02	\$5,314.64	\$5,456.79	\$5,602.84
		Daily	\$419.89	\$433.86	\$447.85	\$461.82	\$475.81	\$489.77	\$503.77	\$517.61	\$531.47	\$545.68	\$560.29
		Hourly	\$52.49	\$54.24	\$55.99	\$57.73	\$59.48	\$61.23	\$62.98	\$64.71	\$66.44	\$68.21	\$70.04
FK	39	Annual	\$114,148.00	\$117,882.00	\$121,618.00	\$125,360.00	\$129,093.00	\$132,824.00	\$136,564.00	\$140,315.00	\$144,076.00	\$147,939.00	\$151,906.00
		Bi-Wk	\$4,373.49	\$4,516.56	\$4,659.70	\$4,803.07	\$4,946.10	\$5,089.05	\$5,232.34	\$5,376.06	\$5,520.16	\$5,668.17	\$5,820.16
		Daily	\$437.35	\$451.66	\$465.97	\$480.31	\$494.61	\$508.91	\$523.24	\$537.61	\$552.02	\$566.82	\$582.02
		Hourly	\$54.67	\$56.46	\$58.25	\$60.04	\$61.83	\$63.62	\$65.41	\$67.21	\$69.01	\$70.86	\$72.76
FK	40	Annual	\$118,906.00	\$122,718.00	\$126,538.00	\$130,349.00	\$134,165.00	\$137,982.00	\$141,798.00	\$145,695.00	\$149,597.00	\$153,605.00	\$157,723.00
		Bi-Wk	\$4,555.79	\$4,701.84	\$4,848.20	\$4,994.22	\$5,140.43	\$5,286.67	\$5,432.88	\$5,582.19	\$5,731.69	\$5,885.25	\$6,043.03
		Daily	\$455.58	\$470.19	\$484.82	\$499.43	\$514.05	\$528.67	\$543.29	\$558.22	\$573.17	\$588.53	\$604.31
		Hourly	\$56.95	\$58.78	\$60.61	\$62.43	\$64.26	\$66.09	\$67.92	\$69.78	\$71.65	\$73.57	\$75.54
FK	41	Annual	\$123,879.00	\$127,784.00	\$131,692.00	\$135,602.00	\$139,510.00	\$143,414.00	\$147,318.00	\$151,372.00	\$155,422.00	\$159,584.00	\$163,858.00
		Bi-Wk	\$4,746.33	\$4,895.94	\$5,045.68	\$5,195.48	\$5,345.22	\$5,494.79	\$5,644.37	\$5,799.70	\$5,954.87	\$6,114.33	\$6,278.09
		Daily	\$474.64	\$489.60	\$504.57	\$519.55	\$534.53	\$549.48	\$564.44	\$579.97	\$595.49	\$611.44	\$627.81
		Hourly	\$59.33	\$61.20	\$63.08	\$64.95	\$66.82	\$68.69	\$70.56	\$72.50	\$74.44	\$76.43	\$78.48
FK	42	Annual	\$129,039.00	\$133,040.00	\$137,038.00	\$141,019.00	\$145,020.00	\$149,015.00	\$153,012.00	\$157,221.00	\$161,428.00	\$165,748.00	\$170,183.00
		Bi-Wk	\$4,944.03	\$5,097.32	\$5,250.50	\$5,403.03	\$5,556.33	\$5,709.39	\$5,862.53	\$6,023.80	\$6,184.99	\$6,350.50	\$6,520.43
		Daily	\$494.41	\$509.74	\$525.05	\$540.31	\$555.64	\$570.94	\$586.26	\$602.38	\$618.50	\$635.05	\$652.05
		Hourly	\$61.81	\$63.72	\$65.64	\$67.54	\$69.46	\$71.37	\$73.29	\$75.30	\$77.32	\$79.39	\$81.51
FK	43	Annual	\$134,519.00	\$138,595.00	\$142,672.00	\$146,739.00	\$150,820.00	\$154,887.00	\$158,958.00	\$163,333.00	\$167,702.00	\$172,189.00	\$176,796.00
		Bi-Wk	\$5,153.99	\$5,310.16	\$5,466.37	\$5,622.19	\$5,778.55	\$5,934.37	\$6,090.35	\$6,257.97	\$6,425.37	\$6,597.28	\$6,773.80
		Daily	\$515.40	\$531.02	\$546.64	\$562.22	\$577.86	\$593.44	\$609.04	\$625.80	\$642.54	\$659.73	\$677.38
		Hourly	\$64.43	\$66.38	\$68.33	\$70.28	\$72.24	\$74.18	\$76.13	\$78.23	\$80.32	\$82.47	\$84.68