

**NP-3 CL 40 Hour Pay Plan Effective 07/01/2019**

<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	\$29,805.00	\$30,312.00	\$30,817.00	\$31,322.00	\$31,826.00	\$32,331.00	\$32,828.00	\$33,649.00	\$34,574.00	\$35,498.00
		Bi-Wk	\$1,141.96	\$1,161.38	\$1,180.73	\$1,200.08	\$1,219.39	\$1,238.74	\$1,257.78	\$1,289.24	\$1,324.68	\$1,360.08
		Daily	\$114.20	\$116.14	\$118.08	\$120.01	\$121.94	\$123.88	\$125.78	\$128.93	\$132.47	\$136.01
		Hourly	\$14.28	\$14.52	\$14.76	\$15.01	\$15.25	\$15.49	\$15.73	\$16.12	\$16.56	\$17.01
CL	2	Annual	\$30,817.00	\$31,322.00	\$31,826.00	\$32,331.00	\$32,828.00	\$33,337.00	\$33,834.00	\$34,677.00	\$35,633.00	\$36,587.00
		Bi-Wk	\$1,180.73	\$1,200.08	\$1,219.39	\$1,238.74	\$1,257.78	\$1,277.28	\$1,296.33	\$1,328.63	\$1,365.25	\$1,401.81
		Daily	\$118.08	\$120.01	\$121.94	\$123.88	\$125.78	\$127.73	\$129.64	\$132.87	\$136.53	\$140.19
		Hourly	\$14.76	\$15.01	\$15.25	\$15.49	\$15.73	\$15.97	\$16.21	\$16.61	\$17.07	\$17.53
CL	3	Annual	\$31,322.00	\$31,826.00	\$32,331.00	\$32,828.00	\$33,337.00	\$33,834.00	\$34,341.00	\$35,200.00	\$36,168.00	\$37,133.00
		Bi-Wk	\$1,200.08	\$1,219.39	\$1,238.74	\$1,257.78	\$1,277.28	\$1,296.33	\$1,315.75	\$1,348.66	\$1,385.75	\$1,422.73
		Daily	\$120.01	\$121.94	\$123.88	\$125.78	\$127.73	\$129.64	\$131.58	\$134.87	\$138.58	\$142.28
		Hourly	\$15.01	\$15.25	\$15.49	\$15.73	\$15.97	\$16.21	\$16.45	\$16.86	\$17.33	\$17.79
CL	4	Annual	\$32,040.00	\$32,652.00	\$33,259.00	\$33,871.00	\$34,490.00	\$35,097.00	\$35,713.00	\$36,606.00	\$37,608.00	\$38,617.00
		Bi-Wk	\$1,227.59	\$1,251.04	\$1,274.30	\$1,297.74	\$1,321.46	\$1,344.72	\$1,368.32	\$1,402.53	\$1,440.92	\$1,479.58
		Daily	\$122.76	\$125.11	\$127.43	\$129.78	\$132.15	\$134.48	\$136.84	\$140.26	\$144.10	\$147.96
		Hourly	\$15.35	\$15.64	\$15.93	\$16.23	\$16.52	\$16.81	\$17.11	\$17.54	\$18.02	\$18.50
CL	5	Annual	\$32,616.00	\$33,259.00	\$33,906.00	\$34,550.00	\$35,201.00	\$35,846.00	\$36,515.00	\$37,425.00	\$38,453.00	\$39,482.00
		Bi-Wk	\$1,249.66	\$1,274.30	\$1,299.09	\$1,323.76	\$1,348.70	\$1,373.41	\$1,399.05	\$1,433.91	\$1,473.30	\$1,512.73
		Daily	\$124.97	\$127.43	\$129.91	\$132.38	\$134.87	\$137.35	\$139.91	\$143.40	\$147.33	\$151.28
		Hourly	\$15.63	\$15.93	\$16.24	\$16.55	\$16.86	\$17.17	\$17.49	\$17.93	\$18.42	\$18.91
CL	6	Annual	\$33,413.00	\$34,056.00	\$34,698.00	\$35,352.00	\$35,999.00	\$36,676.00	\$37,431.00	\$38,366.00	\$39,423.00	\$40,474.00
		Bi-Wk	\$1,280.20	\$1,304.83	\$1,329.43	\$1,354.49	\$1,379.28	\$1,405.22	\$1,434.14	\$1,469.97	\$1,510.46	\$1,550.73
		Daily	\$128.02	\$130.49	\$132.95	\$135.45	\$137.93	\$140.53	\$143.42	\$147.00	\$151.05	\$155.08
		Hourly	\$16.01	\$16.32	\$16.62	\$16.94	\$17.25	\$17.57	\$17.93	\$18.38	\$18.89	\$19.39
CL	7	Annual	\$34,650.00	\$35,604.00	\$36,560.00	\$37,519.00	\$38,475.00	\$39,425.00	\$40,382.00	\$41,390.00	\$42,531.00	\$43,669.00
		Bi-Wk	\$1,327.59	\$1,364.14	\$1,400.77	\$1,437.51	\$1,474.14	\$1,510.54	\$1,547.21	\$1,585.83	\$1,629.55	\$1,673.15
		Daily	\$132.76	\$136.42	\$140.08	\$143.76	\$147.42	\$151.06	\$154.73	\$158.59	\$162.96	\$167.32
		Hourly	\$16.60	\$17.06	\$17.51	\$17.97	\$18.43	\$18.89	\$19.35	\$19.83	\$20.37	\$20.92

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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	8	Annual	\$35,999.00	\$36,841.00	\$37,789.00	\$38,759.00	\$39,723.00	\$40,696.00	\$41,665.00	\$42,707.00	\$43,881.00	\$45,054.00
		Bi-Wk	\$1,379.28	\$1,411.54	\$1,447.86	\$1,485.02	\$1,521.96	\$1,559.24	\$1,596.37	\$1,636.29	\$1,681.27	\$1,726.21
		Daily	\$137.93	\$141.16	\$144.79	\$148.51	\$152.20	\$155.93	\$159.64	\$163.63	\$168.13	\$172.63
		Hourly	\$17.25	\$17.65	\$18.10	\$18.57	\$19.03	\$19.50	\$19.96	\$20.46	\$21.02	\$21.58
CL	9	Annual	\$36,877.00	\$37,866.00	\$38,877.00	\$39,891.00	\$40,907.00	\$41,907.00	\$42,932.00	\$44,002.00	\$45,212.00	\$46,422.00
		Bi-Wk	\$1,412.92	\$1,450.81	\$1,489.55	\$1,528.40	\$1,567.32	\$1,605.64	\$1,644.91	\$1,685.91	\$1,732.27	\$1,778.63
		Daily	\$141.30	\$145.09	\$148.96	\$152.84	\$156.74	\$160.57	\$164.50	\$168.60	\$173.23	\$177.87
		Hourly	\$17.67	\$18.14	\$18.62	\$19.11	\$19.60	\$20.08	\$20.57	\$21.08	\$21.66	\$22.24
CL	10	Annual	\$37,955.00	\$39,010.00	\$40,064.00	\$41,125.00	\$42,182.00	\$43,259.00	\$44,370.00	\$45,478.00	\$46,726.00	\$47,978.00
		Bi-Wk	\$1,454.22	\$1,494.64	\$1,535.02	\$1,575.68	\$1,616.17	\$1,657.44	\$1,700.00	\$1,742.46	\$1,790.27	\$1,838.24
		Daily	\$145.43	\$149.47	\$153.51	\$157.57	\$161.62	\$165.75	\$170.00	\$174.25	\$179.03	\$183.83
		Hourly	\$18.18	\$18.69	\$19.19	\$19.70	\$20.21	\$20.72	\$21.25	\$21.79	\$22.38	\$22.98
CL	11	Annual	\$39,057.00	\$40,165.00	\$41,266.00	\$42,370.00	\$43,501.00	\$44,657.00	\$45,816.00	\$46,964.00	\$48,259.00	\$49,549.00
		Bi-Wk	\$1,496.44	\$1,538.89	\$1,581.08	\$1,623.38	\$1,666.71	\$1,711.00	\$1,755.41	\$1,799.39	\$1,849.01	\$1,898.43
		Daily	\$149.65	\$153.89	\$158.11	\$162.34	\$166.68	\$171.10	\$175.55	\$179.94	\$184.91	\$189.85
		Hourly	\$18.71	\$19.24	\$19.77	\$20.30	\$20.84	\$21.39	\$21.95	\$22.50	\$23.12	\$23.74
CL	12	Annual	\$40,231.00	\$41,378.00	\$42,520.00	\$43,717.00	\$44,913.00	\$46,120.00	\$47,376.00	\$48,558.00	\$49,892.00	\$51,229.00
		Bi-Wk	\$1,541.42	\$1,585.37	\$1,629.12	\$1,674.99	\$1,720.81	\$1,767.05	\$1,815.18	\$1,860.46	\$1,911.58	\$1,962.80
		Daily	\$154.15	\$158.54	\$162.92	\$167.50	\$172.09	\$176.71	\$181.52	\$186.05	\$191.16	\$196.28
		Hourly	\$19.27	\$19.82	\$20.37	\$20.94	\$21.52	\$22.09	\$22.69	\$23.26	\$23.90	\$24.54
CL	13	Annual	\$42,333.00	\$43,784.00	\$45,252.00	\$46,735.00	\$48,277.00	\$49,818.00	\$51,362.00	\$52,649.00	\$54,096.00	\$55,542.00
		Bi-Wk	\$1,621.96	\$1,677.55	\$1,733.80	\$1,790.62	\$1,849.70	\$1,908.74	\$1,967.90	\$2,017.21	\$2,072.65	\$2,128.05
		Daily	\$162.20	\$167.76	\$173.38	\$179.07	\$184.97	\$190.88	\$196.79	\$201.73	\$207.27	\$212.81
		Hourly	\$20.28	\$20.97	\$21.68	\$22.39	\$23.13	\$23.86	\$24.60	\$25.22	\$25.91	\$26.61
CL	14	Annual	\$44,178.00	\$45,702.00	\$47,250.00	\$48,843.00	\$50,425.00	\$52,015.00	\$53,608.00	\$54,951.00	\$56,461.00	\$57,970.00
		Bi-Wk	\$1,692.65	\$1,751.04	\$1,810.35	\$1,871.38	\$1,932.00	\$1,992.92	\$2,053.95	\$2,105.41	\$2,163.26	\$2,221.08
		Daily	\$169.27	\$175.11	\$181.04	\$187.14	\$193.20	\$199.30	\$205.40	\$210.55	\$216.33	\$222.11
		Hourly	\$21.16	\$21.89	\$22.63	\$23.40	\$24.15	\$24.92	\$25.68	\$26.32	\$27.05	\$27.77

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CL	15	Annual	\$46,163.00	\$47,783.00	\$49,422.00	\$51,059.00	\$52,701.00	\$54,339.00	\$55,983.00	\$57,382.00	\$58,961.00	\$60,537.00
		Bi-Wk	\$1,768.70	\$1,830.77	\$1,893.57	\$1,956.29	\$2,019.20	\$2,081.96	\$2,144.95	\$2,198.55	\$2,259.05	\$2,319.43
		Daily	\$176.87	\$183.08	\$189.36	\$195.63	\$201.92	\$208.20	\$214.50	\$219.86	\$225.91	\$231.95
		Hourly	\$22.11	\$22.89	\$23.67	\$24.46	\$25.24	\$26.03	\$26.82	\$27.49	\$28.24	\$29.00
CL	16	Annual	\$48,357.00	\$50,049.00	\$51,741.00	\$53,414.00	\$55,106.00	\$56,791.00	\$58,478.00	\$59,938.00	\$61,588.00	\$63,235.00
		Bi-Wk	\$1,852.76	\$1,917.59	\$1,982.42	\$2,046.52	\$2,111.35	\$2,175.91	\$2,240.54	\$2,296.48	\$2,359.70	\$2,422.80
		Daily	\$185.28	\$191.76	\$198.25	\$204.66	\$211.14	\$217.60	\$224.06	\$229.65	\$235.97	\$242.28
		Hourly	\$23.16	\$23.97	\$24.79	\$25.59	\$26.40	\$27.20	\$28.01	\$28.71	\$29.50	\$30.29
CL	17	Annual	\$50,721.00	\$52,454.00	\$54,183.00	\$55,931.00	\$57,656.00	\$59,386.00	\$61,130.00	\$62,656.00	\$64,380.00	\$66,100.00
		Bi-Wk	\$1,943.34	\$2,009.74	\$2,075.98	\$2,142.96	\$2,209.05	\$2,275.33	\$2,342.15	\$2,400.62	\$2,466.67	\$2,532.57
		Daily	\$194.34	\$200.98	\$207.60	\$214.30	\$220.91	\$227.54	\$234.22	\$240.07	\$246.67	\$253.26
		Hourly	\$24.30	\$25.13	\$25.95	\$26.79	\$27.62	\$28.45	\$29.28	\$30.01	\$30.84	\$31.66
CL	18	Annual	\$53,242.00	\$55,013.00	\$56,791.00	\$58,573.00	\$60,346.00	\$62,129.00	\$63,899.00	\$65,500.00	\$67,300.00	\$69,101.00
		Bi-Wk	\$2,039.93	\$2,107.78	\$2,175.91	\$2,244.18	\$2,312.11	\$2,380.43	\$2,448.24	\$2,509.58	\$2,578.55	\$2,647.55
		Daily	\$204.00	\$210.78	\$217.60	\$224.42	\$231.22	\$238.05	\$244.83	\$250.96	\$257.86	\$264.76
		Hourly	\$25.50	\$26.35	\$27.20	\$28.06	\$28.91	\$29.76	\$30.61	\$31.37	\$32.24	\$33.10
CL	19	Annual	\$55,823.00	\$57,656.00	\$59,485.00	\$61,320.00	\$63,152.00	\$64,972.00	\$66,808.00	\$68,473.00	\$70,358.00	\$72,238.00
		Bi-Wk	\$2,138.82	\$2,209.05	\$2,279.12	\$2,349.43	\$2,419.62	\$2,489.35	\$2,559.70	\$2,623.49	\$2,695.71	\$2,767.74
		Daily	\$213.89	\$220.91	\$227.92	\$234.95	\$241.97	\$248.94	\$255.97	\$262.35	\$269.58	\$276.78
		Hourly	\$26.74	\$27.62	\$28.49	\$29.37	\$30.25	\$31.12	\$32.00	\$32.80	\$33.70	\$34.60
CL	20	Annual	\$58,622.00	\$60,497.00	\$62,378.00	\$64,249.00	\$66,117.00	\$67,998.00	\$69,870.00	\$71,616.00	\$73,585.00	\$75,555.00
		Bi-Wk	\$2,246.06	\$2,317.90	\$2,389.97	\$2,461.65	\$2,533.22	\$2,605.29	\$2,677.02	\$2,743.91	\$2,819.35	\$2,894.83
		Daily	\$224.61	\$231.79	\$239.00	\$246.17	\$253.33	\$260.53	\$267.71	\$274.40	\$281.94	\$289.49
		Hourly	\$28.08	\$28.98	\$29.88	\$30.78	\$31.67	\$32.57	\$33.47	\$34.30	\$35.25	\$36.19
CL	21	Annual	\$61,481.00	\$63,408.00	\$65,330.00	\$67,261.00	\$69,184.00	\$71,115.00	\$73,034.00	\$74,863.00	\$76,920.00	\$78,977.00
		Bi-Wk	\$2,355.60	\$2,429.43	\$2,503.07	\$2,577.05	\$2,650.73	\$2,724.72	\$2,798.24	\$2,868.32	\$2,947.13	\$3,025.94
		Daily	\$235.56	\$242.95	\$250.31	\$257.71	\$265.08	\$272.48	\$279.83	\$286.84	\$294.72	\$302.60
		Hourly	\$29.45	\$30.37	\$31.29	\$32.22	\$33.14	\$34.06	\$34.98	\$35.86	\$36.84	\$37.83

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CL *	22	Annual	\$63,152.00	\$65,429.00	\$67,716.00	\$70,001.00	\$72,283.00	\$74,567.00	\$76,859.00	\$78,781.00	\$80,946.00	\$83,113.00
		Bi-Wk	\$2,419.62	\$2,506.86	\$2,594.49	\$2,682.04	\$2,769.47	\$2,856.98	\$2,944.79	\$3,018.43	\$3,101.38	\$3,184.41
		Daily	\$241.97	\$250.69	\$259.45	\$268.21	\$276.95	\$285.70	\$294.48	\$301.85	\$310.14	\$318.45
		Hourly	\$30.25	\$31.34	\$32.44	\$33.53	\$34.62	\$35.72	\$36.81	\$37.74	\$38.77	\$39.81
CL	23	Annual	\$66,103.00	\$68,480.00	\$70,857.00	\$73,237.00	\$75,623.00	\$78,005.00	\$80,387.00	\$82,397.00	\$84,658.00	\$86,925.00
		Bi-Wk	\$2,532.69	\$2,623.76	\$2,714.83	\$2,806.02	\$2,897.44	\$2,988.70	\$3,079.97	\$3,156.98	\$3,243.61	\$3,330.46
		Daily	\$253.27	\$262.38	\$271.49	\$280.61	\$289.75	\$298.87	\$308.00	\$315.70	\$324.37	\$333.05
		Hourly	\$31.66	\$32.80	\$33.94	\$35.08	\$36.22	\$37.36	\$38.50	\$39.47	\$40.55	\$41.64
CL	24	Annual	\$69,246.00	\$71,723.00	\$74,211.00	\$76,687.00	\$79,166.00	\$81,648.00	\$84,133.00	\$86,235.00	\$88,608.00	\$90,977.00
		Bi-Wk	\$2,653.11	\$2,748.01	\$2,843.34	\$2,938.20	\$3,033.19	\$3,128.28	\$3,223.49	\$3,304.03	\$3,394.95	\$3,485.71
		Daily	\$265.32	\$274.81	\$284.34	\$293.82	\$303.32	\$312.83	\$322.35	\$330.41	\$339.50	\$348.58
		Hourly	\$33.17	\$34.36	\$35.55	\$36.73	\$37.92	\$39.11	\$40.30	\$41.31	\$42.44	\$43.58
CL	25	Annual	\$72,588.00	\$75,155.00	\$77,732.00	\$80,303.00	\$82,878.00	\$85,450.00	\$88,024.00	\$90,224.00	\$92,706.00	\$95,184.00
		Bi-Wk	\$2,781.15	\$2,879.51	\$2,978.24	\$3,076.75	\$3,175.41	\$3,273.95	\$3,372.57	\$3,456.86	\$3,551.96	\$3,646.90
		Daily	\$278.12	\$287.96	\$297.83	\$307.68	\$317.55	\$327.40	\$337.26	\$345.69	\$355.20	\$364.69
		Hourly	\$34.77	\$36.00	\$37.23	\$38.46	\$39.70	\$40.93	\$42.16	\$43.22	\$44.40	\$45.59
CL	26	Annual	\$76,129.00	\$78,790.00	\$81,465.00	\$84,133.00	\$86,799.00	\$89,470.00	\$92,135.00	\$94,442.00	\$97,043.00	\$99,636.00
		Bi-Wk	\$2,916.82	\$3,018.78	\$3,121.27	\$3,223.49	\$3,325.64	\$3,427.97	\$3,530.08	\$3,618.47	\$3,718.13	\$3,817.48
		Daily	\$291.69	\$301.88	\$312.13	\$322.35	\$332.57	\$342.80	\$353.01	\$361.85	\$371.82	\$381.75
		Hourly	\$36.47	\$37.74	\$39.02	\$40.30	\$41.58	\$42.85	\$44.13	\$45.24	\$46.48	\$47.72
CL	27	Annual	\$79,866.00	\$82,628.00	\$85,396.00	\$88,148.00	\$90,916.00	\$93,672.00	\$96,431.00	\$98,845.00	\$101,565.00	\$104,280.00
		Bi-Wk	\$3,060.00	\$3,165.83	\$3,271.88	\$3,377.32	\$3,483.38	\$3,588.97	\$3,694.68	\$3,787.17	\$3,891.38	\$3,995.41
		Daily	\$306.00	\$316.59	\$327.19	\$337.74	\$348.34	\$358.90	\$369.47	\$378.72	\$389.14	\$399.55
		Hourly	\$38.25	\$39.58	\$40.90	\$42.22	\$43.55	\$44.87	\$46.19	\$47.34	\$48.65	\$49.95
CL ***	28	Annual	\$83,858.00	\$86,720.00	\$89,573.00	\$92,442.00	\$95,292.00	\$98,140.00	\$101,001.00	\$103,527.00	\$106,372.00	\$109,222.00
		Bi-Wk	\$3,212.96	\$3,322.61	\$3,431.92	\$3,541.84	\$3,651.04	\$3,760.16	\$3,869.78	\$3,966.56	\$4,075.56	\$4,184.76
		Daily	\$321.30	\$332.27	\$343.20	\$354.19	\$365.11	\$376.02	\$386.98	\$396.66	\$407.56	\$418.48
		Hourly	\$40.17	\$41.54	\$42.90	\$44.28	\$45.64	\$47.01	\$48.38	\$49.59	\$50.95	\$52.31

**NP-3 CL 40 Hour Pay Plan Effective 07/01/2019**

<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	Annual	\$84,661.00	\$87,809.00	\$90,958.00	\$94,105.00	\$97,255.00	\$100,409.00	\$103,553.00	\$106,142.00	\$109,062.00	\$111,980.00
		Bi-Wk	\$3,243.72	\$3,364.33	\$3,484.99	\$3,605.56	\$3,726.25	\$3,847.09	\$3,967.55	\$4,066.75	\$4,178.63	\$4,290.43
		Daily	\$324.38	\$336.44	\$348.50	\$360.56	\$372.63	\$384.71	\$396.76	\$406.68	\$417.87	\$429.05
		Hourly	\$40.55	\$42.06	\$43.57	\$45.07	\$46.58	\$48.09	\$49.60	\$50.84	\$52.24	\$53.64
CL	30	Annual	\$88,024.00	\$91,268.00	\$94,507.00	\$97,743.00	\$100,984.00	\$104,224.00	\$107,469.00	\$110,152.00	\$113,184.00	\$116,217.00
		Bi-Wk	\$3,372.57	\$3,496.86	\$3,620.96	\$3,744.95	\$3,869.12	\$3,993.26	\$4,117.59	\$4,220.39	\$4,336.56	\$4,452.76
		Daily	\$337.26	\$349.69	\$362.10	\$374.50	\$386.92	\$399.33	\$411.76	\$422.04	\$433.66	\$445.28
		Hourly	\$42.16	\$43.72	\$45.27	\$46.82	\$48.37	\$49.92	\$51.47	\$52.76	\$54.21	\$55.66
CL	31	Annual	\$91,526.00	\$94,859.00	\$98,197.00	\$101,538.00	\$104,870.00	\$108,200.00	\$111,547.00	\$114,333.00	\$117,477.00	\$120,621.00
		Bi-Wk	\$3,506.75	\$3,634.45	\$3,762.34	\$3,890.35	\$4,018.01	\$4,145.60	\$4,273.84	\$4,380.58	\$4,501.04	\$4,621.50
		Daily	\$350.68	\$363.45	\$376.24	\$389.04	\$401.81	\$414.56	\$427.39	\$438.06	\$450.11	\$462.15
		Hourly	\$43.84	\$45.44	\$47.03	\$48.63	\$50.23	\$51.82	\$53.43	\$54.76	\$56.27	\$57.77
CL	32	Annual	\$95,170.00	\$98,598.00	\$102,021.00	\$105,447.00	\$108,878.00	\$112,307.00	\$115,736.00	\$118,636.00	\$121,896.00	\$125,158.00
		Bi-Wk	\$3,646.37	\$3,777.71	\$3,908.86	\$4,040.12	\$4,171.58	\$4,302.96	\$4,434.33	\$4,545.45	\$4,670.35	\$4,795.33
		Daily	\$364.64	\$377.78	\$390.89	\$404.02	\$417.16	\$430.30	\$443.44	\$454.55	\$467.04	\$479.54
		Hourly	\$45.58	\$47.23	\$48.87	\$50.51	\$52.15	\$53.79	\$55.43	\$56.82	\$58.38	\$59.95
CL	33	Annual	\$98,967.00	\$102,493.00	\$106,010.00	\$109,534.00	\$113,058.00	\$116,575.00	\$120,106.00	\$123,111.00	\$126,494.00	\$129,881.00
		Bi-Wk	\$3,791.84	\$3,926.94	\$4,061.69	\$4,196.71	\$4,331.73	\$4,466.48	\$4,601.77	\$4,716.90	\$4,846.52	\$4,976.29
		Daily	\$379.19	\$392.70	\$406.17	\$419.68	\$433.18	\$446.65	\$460.18	\$471.69	\$484.66	\$497.63
		Hourly	\$47.40	\$49.09	\$50.78	\$52.46	\$54.15	\$55.84	\$57.53	\$58.97	\$60.59	\$62.21
CL	34	Annual	\$103,011.00	\$106,629.00	\$110,244.00	\$113,866.00	\$117,489.00	\$121,109.00	\$124,728.00	\$127,848.00	\$131,362.00	\$134,879.00
		Bi-Wk	\$3,946.79	\$4,085.41	\$4,223.91	\$4,362.69	\$4,501.50	\$4,640.20	\$4,778.86	\$4,898.40	\$5,033.03	\$5,167.78
		Daily	\$394.68	\$408.55	\$422.40	\$436.27	\$450.15	\$464.02	\$477.89	\$489.84	\$503.31	\$516.78
		Hourly	\$49.34	\$51.07	\$52.80	\$54.54	\$56.27	\$58.01	\$59.74	\$61.23	\$62.92	\$64.60
CL	35	Annual	\$107,209.00	\$110,917.00	\$114,641.00	\$118,351.00	\$122,053.00	\$125,772.00	\$129,481.00	\$132,715.00	\$136,367.00	\$140,015.00
		Bi-Wk	\$4,107.63	\$4,249.70	\$4,392.38	\$4,534.53	\$4,676.37	\$4,818.86	\$4,960.96	\$5,084.87	\$5,224.79	\$5,364.56
		Daily	\$410.77	\$424.97	\$439.24	\$453.46	\$467.64	\$481.89	\$496.10	\$508.49	\$522.48	\$536.46
		Hourly	\$51.35	\$53.13	\$54.91	\$56.69	\$58.46	\$60.24	\$62.02	\$63.57	\$65.31	\$67.06

**NP-3 CL 40 Hour Pay Plan Effective 07/01/2019**

<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	Annual	\$111,637.00	\$115,444.00	\$119,255.00	\$123,057.00	\$126,867.00	\$130,679.00	\$134,480.00	\$137,847.00	\$141,634.00	\$145,426.00
		Bi-Wk	\$4,277.28	\$4,423.15	\$4,569.16	\$4,714.83	\$4,860.81	\$5,006.86	\$5,152.50	\$5,281.50	\$5,426.60	\$5,571.88
		Daily	\$427.73	\$442.32	\$456.92	\$471.49	\$486.09	\$500.69	\$515.25	\$528.15	\$542.66	\$557.19
		Hourly	\$53.47	\$55.29	\$57.12	\$58.94	\$60.77	\$62.59	\$64.41	\$66.02	\$67.84	\$69.65
CL	37	Annual	\$116,239.00	\$120,157.00	\$124,068.00	\$127,978.00	\$131,895.00	\$135,801.00	\$139,707.00	\$143,200.00	\$147,137.00	\$151,074.00
		Bi-Wk	\$4,453.61	\$4,603.72	\$4,753.57	\$4,903.38	\$5,053.45	\$5,203.11	\$5,352.76	\$5,486.60	\$5,637.44	\$5,788.28
		Daily	\$445.37	\$460.38	\$475.36	\$490.34	\$505.35	\$520.32	\$535.28	\$548.66	\$563.75	\$578.83
		Hourly	\$55.68	\$57.55	\$59.42	\$61.30	\$63.17	\$65.04	\$66.91	\$68.59	\$70.47	\$72.36
CL	38	Annual	\$121,012.00	\$125,007.00	\$129,018.00	\$133,018.00	\$137,016.00	\$141,030.00	\$145,026.00	\$148,654.00	\$152,741.00	\$156,827.00
		Bi-Wk	\$4,636.48	\$4,789.55	\$4,943.22	\$5,096.48	\$5,249.66	\$5,403.45	\$5,556.56	\$5,695.56	\$5,852.15	\$6,008.70
		Daily	\$463.65	\$478.96	\$494.33	\$509.65	\$524.97	\$540.35	\$555.66	\$569.56	\$585.22	\$600.87
		Hourly	\$57.96	\$59.87	\$61.80	\$63.71	\$65.63	\$67.55	\$69.46	\$71.20	\$73.16	\$75.11
CL	39	Annual	\$126,010.00	\$130,106.00	\$134,206.00	\$138,307.00	\$142,407.00	\$146,506.00	\$150,602.00	\$154,371.00	\$158,615.00	\$162,860.00
		Bi-Wk	\$4,827.97	\$4,984.91	\$5,142.00	\$5,299.12	\$5,456.21	\$5,613.26	\$5,770.20	\$5,914.60	\$6,077.21	\$6,239.85
		Daily	\$482.80	\$498.50	\$514.20	\$529.92	\$545.63	\$561.33	\$577.02	\$591.46	\$607.73	\$623.99
		Hourly	\$60.35	\$62.32	\$64.28	\$66.24	\$68.21	\$70.17	\$72.13	\$73.94	\$75.97	\$78.00
CL	40	Annual	\$131,223.00	\$135,412.00	\$139,601.00	\$143,791.00	\$147,973.00	\$152,167.00	\$156,348.00	\$160,259.00	\$164,665.00	\$169,075.00
		Bi-Wk	\$5,027.71	\$5,188.20	\$5,348.70	\$5,509.24	\$5,669.47	\$5,830.16	\$5,990.35	\$6,140.20	\$6,309.01	\$6,477.97
		Daily	\$502.78	\$518.82	\$534.87	\$550.93	\$566.95	\$583.02	\$599.04	\$614.02	\$630.91	\$647.80
		Hourly	\$62.85	\$64.86	\$66.86	\$68.87	\$70.87	\$72.88	\$74.88	\$76.76	\$78.87	\$80.98
CL	41	Annual	\$136,686.00	\$140,979.00	\$145,265.00	\$149,550.00	\$153,839.00	\$158,123.00	\$162,412.00	\$166,472.00	\$171,051.00	\$175,628.00
		Bi-Wk	\$5,237.02	\$5,401.50	\$5,565.71	\$5,729.89	\$5,894.22	\$6,058.36	\$6,222.69	\$6,378.24	\$6,553.68	\$6,729.05
		Daily	\$523.71	\$540.15	\$556.58	\$572.99	\$589.43	\$605.84	\$622.27	\$637.83	\$655.37	\$672.91
		Hourly	\$65.47	\$67.52	\$69.58	\$71.63	\$73.68	\$75.73	\$77.79	\$79.73	\$81.93	\$84.12
CL	42	Annual	\$142,356.00	\$146,739.00	\$151,120.00	\$155,501.00	\$159,891.00	\$164,268.00	\$168,648.00	\$172,866.00	\$177,620.00	\$182,378.00
		Bi-Wk	\$5,454.26	\$5,622.19	\$5,790.04	\$5,957.90	\$6,126.10	\$6,293.80	\$6,461.61	\$6,623.22	\$6,805.37	\$6,987.67
		Daily	\$545.43	\$562.22	\$579.01	\$595.79	\$612.61	\$629.38	\$646.17	\$662.33	\$680.54	\$698.77
		Hourly	\$68.18	\$70.28	\$72.38	\$74.48	\$76.58	\$78.68	\$80.78	\$82.80	\$85.07	\$87.35

**NP-3 CL 40 Hour Pay Plan Effective 07/01/2019**

<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	43	Annual	\$148,362.00	\$152,838.00	\$157,303.00	\$161,776.00	\$166,247.00	\$170,719.00	\$175,186.00	\$179,569.00	\$184,507.00	\$189,444.00
		Bi-Wk	\$5,684.37	\$5,855.87	\$6,026.94	\$6,198.32	\$6,369.62	\$6,540.96	\$6,712.11	\$6,880.04	\$7,069.24	\$7,258.40
		Daily	\$568.44	\$585.59	\$602.70	\$619.84	\$636.97	\$654.10	\$671.22	\$688.01	\$706.93	\$725.84
		Hourly	\$71.06	\$73.20	\$75.34	\$77.48	\$79.63	\$81.77	\$83.91	\$86.01	\$88.37	\$90.73