

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CL	1	Annual	\$20,194.00	\$20,538.00	\$20,879.00	\$21,222.00	\$21,562.00	\$21,904.00	\$22,243.00	\$22,799.00	\$23,425.00	\$24,052.00
		Bi-Wk	\$773.72	\$786.90	\$799.97	\$813.11	\$826.14	\$839.24	\$852.23	\$873.53	\$897.51	\$921.54
		Daily	\$77.38	\$78.69	\$80.00	\$81.32	\$82.62	\$83.93	\$85.23	\$87.36	\$89.76	\$92.16
		Hourly	\$9.68	\$9.84	\$10.00	\$10.17	\$10.33	\$10.50	\$10.66	\$10.92	\$11.22	\$11.52
CL	2	Annual	\$20,879.00	\$21,222.00	\$21,562.00	\$21,904.00	\$22,243.00	\$22,585.00	\$22,922.00	\$23,495.00	\$24,142.00	\$24,789.00
		Bi-Wk	\$799.97	\$813.11	\$826.14	\$839.24	\$852.23	\$865.33	\$878.24	\$900.20	\$924.99	\$949.78
		Daily	\$80.00	\$81.32	\$82.62	\$83.93	\$85.23	\$86.54	\$87.83	\$90.02	\$92.50	\$94.98
		Hourly	\$10.00	\$10.17	\$10.33	\$10.50	\$10.66	\$10.82	\$10.98	\$11.26	\$11.57	\$11.88
CL	3	Annual	\$21,222.00	\$21,562.00	\$21,904.00	\$22,243.00	\$22,585.00	\$22,922.00	\$23,266.00	\$23,849.00	\$24,505.00	\$25,161.00
		Bi-Wk	\$813.11	\$826.14	\$839.24	\$852.23	\$865.33	\$878.24	\$891.42	\$913.76	\$938.89	\$964.03
		Daily	\$81.32	\$82.62	\$83.93	\$85.23	\$86.54	\$87.83	\$89.15	\$91.38	\$93.89	\$96.41
		Hourly	\$10.17	\$10.33	\$10.50	\$10.66	\$10.82	\$10.98	\$11.15	\$11.43	\$11.74	\$12.06
CL	4	Annual	\$21,708.00	\$22,121.00	\$22,534.00	\$22,948.00	\$23,369.00	\$23,780.00	\$24,196.00	\$24,801.00	\$25,482.00	\$26,166.00
		Bi-Wk	\$831.73	\$847.55	\$863.38	\$879.24	\$895.37	\$911.12	\$927.05	\$950.23	\$976.33	\$1,002.53
		Daily	\$83.18	\$84.76	\$86.34	\$87.93	\$89.54	\$91.12	\$92.71	\$95.03	\$97.64	\$100.26
		Hourly	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20	\$11.39	\$11.59	\$11.88	\$12.21	\$12.54
CL	5	Annual	\$22,098.00	\$22,534.00	\$22,972.00	\$23,408.00	\$23,850.00	\$24,286.00	\$24,740.00	\$25,356.00	\$26,053.00	\$26,751.00
		Bi-Wk	\$846.67	\$863.38	\$880.16	\$896.86	\$913.80	\$930.50	\$947.90	\$971.50	\$998.20	\$1,024.95
		Daily	\$84.67	\$86.34	\$88.02	\$89.69	\$91.38	\$93.05	\$94.79	\$97.15	\$99.82	\$102.50
		Hourly	\$10.59	\$10.80	\$11.01	\$11.22	\$11.43	\$11.64	\$11.85	\$12.15	\$12.48	\$12.82
CL	6	Annual	\$22,638.00	\$23,074.00	\$23,510.00	\$23,951.00	\$24,389.00	\$24,850.00	\$25,361.00	\$25,994.00	\$26,710.00	\$27,424.00
		Bi-Wk	\$867.36	\$884.07	\$900.77	\$917.67	\$934.45	\$952.11	\$971.69	\$995.94	\$1,023.38	\$1,050.73
		Daily	\$86.74	\$88.41	\$90.08	\$91.77	\$93.45	\$95.22	\$97.17	\$99.60	\$102.34	\$105.08
		Hourly	\$10.85	\$11.06	\$11.26	\$11.48	\$11.69	\$11.91	\$12.15	\$12.45	\$12.80	\$13.14
CL	7	Annual	\$23,476.00	\$24,123.00	\$24,771.00	\$25,420.00	\$26,068.00	\$26,712.00	\$27,360.00	\$28,046.00	\$28,817.00	\$29,588.00
		Bi-Wk	\$899.47	\$924.26	\$949.09	\$973.95	\$998.78	\$1,023.45	\$1,048.28	\$1,074.56	\$1,104.10	\$1,133.64
		Daily	\$89.95	\$92.43	\$94.91	\$97.40	\$99.88	\$102.35	\$104.83	\$107.46	\$110.41	\$113.37
		Hourly	\$11.25	\$11.56	\$11.87	\$12.18	\$12.49	\$12.80	\$13.11	\$13.44	\$13.81	\$14.18
CL	8	Annual	\$24,389.00	\$24,961.00	\$25,604.00	\$26,261.00	\$26,915.00	\$27,573.00	\$28,231.00	\$28,938.00	\$29,733.00	\$30,529.00
		Bi-Wk	\$934.45	\$956.37	\$981.00	\$1,006.17	\$1,031.23	\$1,056.44	\$1,081.65	\$1,108.74	\$1,139.20	\$1,169.70
		Daily	\$93.45	\$95.64	\$98.10	\$100.62	\$103.13	\$105.65	\$108.17	\$110.88	\$113.92	\$116.97
		Hourly	\$11.69	\$11.96	\$12.27	\$12.58	\$12.90	\$13.21	\$13.53	\$13.86	\$14.24	\$14.63
CL	9	Annual	\$24,984.00	\$25,656.00	\$26,341.00	\$27,028.00	\$27,715.00	\$28,394.00	\$29,088.00	\$29,814.00	\$30,634.00	\$31,453.00
		Bi-Wk	\$957.25	\$982.99	\$1,009.24	\$1,035.56	\$1,061.88	\$1,087.90	\$1,114.49	\$1,142.30	\$1,173.72	\$1,205.10
		Daily	\$95.73	\$98.30	\$100.93	\$103.56	\$106.19	\$108.79	\$111.45	\$114.23	\$117.38	\$120.51
		Hourly	\$11.97	\$12.29	\$12.62	\$12.95	\$13.28	\$13.60	\$13.94	\$14.28	\$14.68	\$15.07

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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
CL	10	Annual	\$25,716.00	\$26,431.00	\$27,145.00	\$27,864.00	\$28,581.00	\$29,311.00	\$30,063.00	\$30,815.00	\$31,660.00	\$32,508.00
		Bi-Wk	\$985.29	\$1,012.69	\$1,040.04	\$1,067.59	\$1,095.06	\$1,123.03	\$1,151.84	\$1,180.66	\$1,213.03	\$1,245.52
		Daily	\$98.53	\$101.27	\$104.01	\$106.76	\$109.51	\$112.31	\$115.19	\$118.07	\$121.31	\$124.56
		Hourly	\$12.32	\$12.66	\$13.01	\$13.35	\$13.69	\$14.04	\$14.40	\$14.76	\$15.17	\$15.57
CL	11	Annual	\$26,463.00	\$27,212.00	\$27,959.00	\$28,708.00	\$29,473.00	\$30,258.00	\$31,044.00	\$31,821.00	\$32,698.00	\$33,573.00
		Bi-Wk	\$1,013.91	\$1,042.61	\$1,071.23	\$1,099.93	\$1,129.24	\$1,159.32	\$1,189.43	\$1,219.20	\$1,252.80	\$1,286.33
		Daily	\$101.40	\$104.27	\$107.13	\$110.00	\$112.93	\$115.94	\$118.95	\$121.92	\$125.28	\$128.64
		Hourly	\$12.68	\$13.04	\$13.40	\$13.75	\$14.12	\$14.50	\$14.87	\$15.24	\$15.66	\$16.08
CL	12	Annual	\$27,258.00	\$28,035.00	\$28,810.00	\$29,620.00	\$30,431.00	\$31,249.00	\$32,100.00	\$32,902.00	\$33,805.00	\$34,712.00
		Bi-Wk	\$1,044.37	\$1,074.14	\$1,103.84	\$1,134.87	\$1,165.94	\$1,197.28	\$1,229.89	\$1,260.62	\$1,295.22	\$1,329.97
		Daily	\$104.44	\$107.42	\$110.39	\$113.49	\$116.60	\$119.73	\$122.99	\$126.07	\$129.53	\$133.00
		Hourly	\$13.06	\$13.43	\$13.80	\$14.19	\$14.58	\$14.97	\$15.38	\$15.76	\$16.20	\$16.63
CL	13	Annual	\$28,684.00	\$29,666.00	\$30,660.00	\$31,666.00	\$32,712.00	\$33,755.00	\$34,801.00	\$35,674.00	\$36,654.00	\$37,635.00
		Bi-Wk	\$1,099.01	\$1,136.63	\$1,174.72	\$1,213.26	\$1,253.34	\$1,293.30	\$1,333.38	\$1,366.82	\$1,404.37	\$1,441.96
		Daily	\$109.91	\$113.67	\$117.48	\$121.33	\$125.34	\$129.33	\$133.34	\$136.69	\$140.44	\$144.20
		Hourly	\$13.74	\$14.21	\$14.69	\$15.17	\$15.67	\$16.17	\$16.67	\$17.09	\$17.56	\$18.03
CL	14	Annual	\$29,934.00	\$30,965.00	\$32,016.00	\$33,094.00	\$34,168.00	\$35,245.00	\$36,325.00	\$37,233.00	\$38,257.00	\$39,281.00
		Bi-Wk	\$1,146.90	\$1,186.40	\$1,226.67	\$1,267.97	\$1,309.12	\$1,350.39	\$1,391.77	\$1,426.56	\$1,465.79	\$1,505.02
		Daily	\$114.69	\$118.64	\$122.67	\$126.80	\$130.92	\$135.04	\$139.18	\$142.66	\$146.58	\$150.51
		Hourly	\$14.34	\$14.83	\$15.34	\$15.85	\$16.37	\$16.88	\$17.40	\$17.84	\$18.33	\$18.82
CL	15	Annual	\$31,277.00	\$32,376.00	\$33,487.00	\$34,597.00	\$35,709.00	\$36,819.00	\$37,933.00	\$38,882.00	\$39,951.00	\$41,021.00
		Bi-Wk	\$1,198.36	\$1,240.46	\$1,283.03	\$1,325.56	\$1,368.17	\$1,410.69	\$1,453.38	\$1,489.74	\$1,530.69	\$1,571.69
		Daily	\$119.84	\$124.05	\$128.31	\$132.56	\$136.82	\$141.07	\$145.34	\$148.98	\$153.07	\$157.17
		Hourly	\$14.98	\$15.51	\$16.04	\$16.57	\$17.11	\$17.64	\$18.17	\$18.63	\$19.14	\$19.65
CL	16	Annual	\$32,766.00	\$33,912.00	\$35,058.00	\$36,193.00	\$37,339.00	\$38,482.00	\$39,623.00	\$40,614.00	\$41,732.00	\$42,848.00
		Bi-Wk	\$1,255.41	\$1,299.32	\$1,343.22	\$1,386.71	\$1,430.62	\$1,474.41	\$1,518.13	\$1,556.10	\$1,598.93	\$1,641.69
		Daily	\$125.55	\$129.94	\$134.33	\$138.68	\$143.07	\$147.45	\$151.82	\$155.61	\$159.90	\$164.17
		Hourly	\$15.70	\$16.25	\$16.80	\$17.34	\$17.89	\$18.44	\$18.98	\$19.46	\$19.99	\$20.53
CL	17	Annual	\$34,365.00	\$35,542.00	\$36,713.00	\$37,897.00	\$39,066.00	\$40,239.00	\$41,420.00	\$42,456.00	\$43,623.00	\$44,789.00
		Bi-Wk	\$1,316.67	\$1,361.77	\$1,406.63	\$1,452.00	\$1,496.79	\$1,541.73	\$1,586.98	\$1,626.67	\$1,671.38	\$1,716.06
		Daily	\$131.67	\$136.18	\$140.67	\$145.20	\$149.68	\$154.18	\$158.70	\$162.67	\$167.14	\$171.61
		Hourly	\$16.46	\$17.03	\$17.59	\$18.15	\$18.71	\$19.28	\$19.84	\$20.34	\$20.90	\$21.46
CL	18	Annual	\$36,075.00	\$37,276.00	\$38,482.00	\$39,687.00	\$40,890.00	\$42,099.00	\$43,298.00	\$44,382.00	\$45,603.00	\$46,824.00
		Bi-Wk	\$1,382.19	\$1,428.20	\$1,474.41	\$1,520.58	\$1,566.67	\$1,612.99	\$1,658.93	\$1,700.46	\$1,747.25	\$1,794.03
		Daily	\$138.22	\$142.82	\$147.45	\$152.06	\$156.67	\$161.30	\$165.90	\$170.05	\$174.73	\$179.41
		Hourly	\$17.28	\$17.86	\$18.44	\$19.01	\$19.59	\$20.17	\$20.74	\$21.26	\$21.85	\$22.43

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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
CL	19	Annual	\$37,826.00	\$39,066.00	\$40,308.00	\$41,550.00	\$42,792.00	\$44,025.00	\$45,268.00	\$46,398.00	\$47,674.00	\$48,950.00
		Bi-Wk	\$1,449.28	\$1,496.79	\$1,544.37	\$1,591.96	\$1,639.55	\$1,686.79	\$1,734.41	\$1,777.71	\$1,826.60	\$1,875.48
		Daily	\$144.93	\$149.68	\$154.44	\$159.20	\$163.96	\$168.68	\$173.45	\$177.78	\$182.66	\$187.55
		Hourly	\$18.12	\$18.71	\$19.31	\$19.90	\$20.50	\$21.09	\$21.69	\$22.23	\$22.84	\$23.45
CL	20	Annual	\$39,722.00	\$40,994.00	\$42,265.00	\$43,533.00	\$44,801.00	\$46,076.00	\$47,343.00	\$48,528.00	\$49,863.00	\$51,196.00
		Bi-Wk	\$1,521.92	\$1,570.66	\$1,619.35	\$1,667.94	\$1,716.52	\$1,765.37	\$1,813.91	\$1,859.32	\$1,910.46	\$1,961.54
		Daily	\$152.20	\$157.07	\$161.94	\$166.80	\$171.66	\$176.54	\$181.40	\$185.94	\$191.05	\$196.16
		Hourly	\$19.03	\$19.64	\$20.25	\$20.85	\$21.46	\$22.07	\$22.68	\$23.25	\$23.89	\$24.52
CL	21	Annual	\$41,659.00	\$42,964.00	\$44,267.00	\$45,576.00	\$46,879.00	\$48,187.00	\$49,488.00	\$50,727.00	\$52,122.00	\$53,516.00
		Bi-Wk	\$1,596.14	\$1,646.14	\$1,696.06	\$1,746.21	\$1,796.14	\$1,846.25	\$1,896.10	\$1,943.57	\$1,997.02	\$2,050.43
		Daily	\$159.62	\$164.62	\$169.61	\$174.63	\$179.62	\$184.63	\$189.61	\$194.36	\$199.71	\$205.05
		Hourly	\$19.96	\$20.58	\$21.21	\$21.83	\$22.46	\$23.08	\$23.71	\$24.30	\$24.97	\$25.64
CL	22	Annual	\$42,792.00	\$44,336.00	\$45,885.00	\$47,433.00	\$48,979.00	\$50,528.00	\$52,080.00	\$53,383.00	\$54,850.00	\$56,318.00
		Bi-Wk	\$1,639.55	\$1,698.70	\$1,758.05	\$1,817.36	\$1,876.60	\$1,935.94	\$1,995.41	\$2,045.33	\$2,101.54	\$2,157.78
		Daily	\$163.96	\$169.87	\$175.81	\$181.74	\$187.66	\$193.60	\$199.55	\$204.54	\$210.16	\$215.78
		Hourly	\$20.50	\$21.24	\$21.98	\$22.72	\$23.46	\$24.20	\$24.95	\$25.57	\$26.27	\$26.98
CL	23	Annual	\$44,792.00	\$46,402.00	\$48,013.00	\$49,627.00	\$51,243.00	\$52,856.00	\$54,470.00	\$55,833.00	\$57,367.00	\$58,903.00
		Bi-Wk	\$1,716.17	\$1,777.86	\$1,839.58	\$1,901.42	\$1,963.34	\$2,025.14	\$2,086.98	\$2,139.20	\$2,197.97	\$2,256.82
		Daily	\$171.62	\$177.79	\$183.96	\$190.15	\$196.34	\$202.52	\$208.70	\$213.92	\$219.80	\$225.69
		Hourly	\$21.46	\$22.23	\$23.00	\$23.77	\$24.55	\$25.32	\$26.09	\$26.74	\$27.48	\$28.22
CL	24	Annual	\$46,922.00	\$48,600.00	\$50,285.00	\$51,963.00	\$53,644.00	\$55,326.00	\$57,009.00	\$58,434.00	\$60,042.00	\$61,648.00
		Bi-Wk	\$1,797.78	\$1,862.07	\$1,926.63	\$1,990.92	\$2,055.33	\$2,119.78	\$2,184.26	\$2,238.86	\$2,300.46	\$2,362.00
		Daily	\$179.78	\$186.21	\$192.67	\$199.10	\$205.54	\$211.98	\$218.43	\$223.89	\$230.05	\$236.20
		Hourly	\$22.48	\$23.28	\$24.09	\$24.89	\$25.70	\$26.50	\$27.31	\$27.99	\$28.76	\$29.53
CL	25	Annual	\$49,186.00	\$50,926.00	\$52,672.00	\$54,415.00	\$56,159.00	\$57,904.00	\$59,647.00	\$61,138.00	\$62,819.00	\$64,500.00
		Bi-Wk	\$1,884.53	\$1,951.19	\$2,018.09	\$2,084.87	\$2,151.69	\$2,218.55	\$2,285.33	\$2,342.46	\$2,406.86	\$2,471.27
		Daily	\$188.46	\$195.12	\$201.81	\$208.49	\$215.17	\$221.86	\$228.54	\$234.25	\$240.69	\$247.13
		Hourly	\$23.56	\$24.39	\$25.23	\$26.07	\$26.90	\$27.74	\$28.57	\$29.29	\$30.09	\$30.90
CL	26	Annual	\$51,587.00	\$53,390.00	\$55,201.00	\$57,009.00	\$58,816.00	\$60,627.00	\$62,434.00	\$63,996.00	\$65,757.00	\$67,515.00
		Bi-Wk	\$1,976.52	\$2,045.60	\$2,114.99	\$2,184.26	\$2,253.49	\$2,322.88	\$2,392.11	\$2,451.96	\$2,519.43	\$2,586.79
		Daily	\$197.66	\$204.56	\$211.50	\$218.43	\$225.35	\$232.29	\$239.22	\$245.20	\$251.95	\$258.68
		Hourly	\$24.71	\$25.57	\$26.44	\$27.31	\$28.17	\$29.04	\$29.91	\$30.65	\$31.50	\$32.34
CL	27	Annual	\$54,117.00	\$55,991.00	\$57,865.00	\$59,731.00	\$61,606.00	\$63,474.00	\$65,345.00	\$66,980.00	\$68,822.00	\$70,663.00
		Bi-Wk	\$2,073.45	\$2,145.25	\$2,217.05	\$2,288.55	\$2,360.39	\$2,431.96	\$2,503.64	\$2,566.29	\$2,636.86	\$2,707.40
		Daily	\$207.35	\$214.53	\$221.71	\$228.86	\$236.04	\$243.20	\$250.37	\$256.63	\$263.69	\$270.74
		Hourly	\$25.92	\$26.82	\$27.72	\$28.61	\$29.51	\$30.40	\$31.30	\$32.08	\$32.97	\$33.85

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CL	28	Annual	\$56,824.00	\$58,763.00	\$60,696.00	\$62,640.00	\$64,572.00	\$66,503.00	\$68,440.00	\$70,152.00	\$72,080.00	\$74,010.00
		Bi-Wk	\$2,177.17	\$2,251.46	\$2,325.52	\$2,400.00	\$2,474.03	\$2,548.01	\$2,622.23	\$2,687.82	\$2,761.69	\$2,835.64
		Daily	\$217.72	\$225.15	\$232.56	\$240.00	\$247.41	\$254.81	\$262.23	\$268.79	\$276.17	\$283.57
		Hourly	\$27.22	\$28.15	\$29.07	\$30.00	\$30.93	\$31.86	\$32.78	\$33.60	\$34.53	\$35.45
CL	29	Annual	\$57,368.00	\$59,500.00	\$61,634.00	\$63,767.00	\$65,902.00	\$68,039.00	\$70,171.00	\$71,925.00	\$73,904.00	\$75,882.00
		Bi-Wk	\$2,198.01	\$2,279.70	\$2,361.46	\$2,443.19	\$2,524.99	\$2,606.86	\$2,688.55	\$2,755.75	\$2,831.58	\$2,907.36
		Daily	\$219.81	\$227.97	\$236.15	\$244.32	\$252.50	\$260.69	\$268.86	\$275.58	\$283.16	\$290.74
		Hourly	\$27.48	\$28.50	\$29.52	\$30.54	\$31.57	\$32.59	\$33.61	\$34.45	\$35.40	\$36.35
CL	30	Annual	\$59,647.00	\$61,844.00	\$64,039.00	\$66,233.00	\$68,429.00	\$70,626.00	\$72,823.00	\$74,644.00	\$76,697.00	\$78,751.00
		Bi-Wk	\$2,285.33	\$2,369.51	\$2,453.61	\$2,537.67	\$2,621.81	\$2,705.98	\$2,790.16	\$2,859.93	\$2,938.59	\$3,017.28
		Daily	\$228.54	\$236.96	\$245.37	\$253.77	\$262.19	\$270.60	\$279.02	\$286.00	\$293.86	\$301.73
		Hourly	\$28.57	\$29.62	\$30.68	\$31.73	\$32.78	\$33.83	\$34.88	\$35.75	\$36.74	\$37.72
CL	31	Annual	\$62,020.00	\$64,280.00	\$66,541.00	\$68,804.00	\$71,062.00	\$73,319.00	\$75,588.00	\$77,477.00	\$79,606.00	\$81,737.00
		Bi-Wk	\$2,376.25	\$2,462.84	\$2,549.47	\$2,636.17	\$2,722.69	\$2,809.16	\$2,896.10	\$2,968.47	\$3,050.04	\$3,131.69
		Daily	\$237.63	\$246.29	\$254.95	\$263.62	\$272.27	\$280.92	\$289.61	\$296.85	\$305.01	\$313.17
		Hourly	\$29.71	\$30.79	\$31.87	\$32.96	\$34.04	\$35.12	\$36.21	\$37.11	\$38.13	\$39.15
CL	32	Annual	\$64,487.00	\$66,813.00	\$69,132.00	\$71,454.00	\$73,780.00	\$76,104.00	\$78,427.00	\$80,392.00	\$82,601.00	\$84,812.00
		Bi-Wk	\$2,470.77	\$2,559.89	\$2,648.74	\$2,737.71	\$2,826.82	\$2,915.87	\$3,004.87	\$3,080.16	\$3,164.79	\$3,249.51
		Daily	\$247.08	\$255.99	\$264.88	\$273.78	\$282.69	\$291.59	\$300.49	\$308.02	\$316.48	\$324.96
		Hourly	\$30.89	\$32.00	\$33.11	\$34.23	\$35.34	\$36.45	\$37.57	\$38.51	\$39.56	\$40.62
CL	33	Annual	\$67,061.00	\$69,451.00	\$71,835.00	\$74,224.00	\$76,612.00	\$78,996.00	\$81,388.00	\$83,424.00	\$85,717.00	\$88,012.00
		Bi-Wk	\$2,569.39	\$2,660.96	\$2,752.30	\$2,843.84	\$2,935.33	\$3,026.67	\$3,118.32	\$3,196.33	\$3,284.18	\$3,372.11
		Daily	\$256.94	\$266.10	\$275.23	\$284.39	\$293.54	\$302.67	\$311.84	\$319.64	\$328.42	\$337.22
		Hourly	\$32.12	\$33.27	\$34.41	\$35.55	\$36.70	\$37.84	\$38.98	\$39.96	\$41.06	\$42.16
CL	34	Annual	\$69,802.00	\$72,256.00	\$74,705.00	\$77,160.00	\$79,614.00	\$82,067.00	\$84,521.00	\$86,634.00	\$89,017.00	\$91,399.00
		Bi-Wk	\$2,674.41	\$2,768.43	\$2,862.27	\$2,956.33	\$3,050.35	\$3,144.33	\$3,238.36	\$3,319.32	\$3,410.62	\$3,501.88
		Daily	\$267.45	\$276.85	\$286.23	\$295.64	\$305.04	\$314.44	\$323.84	\$331.94	\$341.07	\$350.19
		Hourly	\$33.44	\$34.61	\$35.78	\$36.96	\$38.13	\$39.31	\$40.48	\$41.50	\$42.64	\$43.78
CL	35	Annual	\$72,649.00	\$75,162.00	\$77,684.00	\$80,199.00	\$82,706.00	\$85,228.00	\$87,740.00	\$89,933.00	\$92,406.00	\$94,880.00
		Bi-Wk	\$2,783.49	\$2,879.78	\$2,976.40	\$3,072.76	\$3,168.82	\$3,265.45	\$3,361.69	\$3,445.71	\$3,540.46	\$3,635.25
		Daily	\$278.35	\$287.98	\$297.64	\$307.28	\$316.89	\$326.55	\$336.17	\$344.58	\$354.05	\$363.53
		Hourly	\$34.80	\$36.00	\$37.21	\$38.41	\$39.62	\$40.82	\$42.03	\$43.08	\$44.26	\$45.45
CL	36	Annual	\$75,649.00	\$78,229.00	\$80,811.00	\$83,388.00	\$85,970.00	\$88,551.00	\$91,129.00	\$93,409.00	\$95,977.00	\$98,547.00
		Bi-Wk	\$2,898.43	\$2,997.28	\$3,096.21	\$3,194.95	\$3,293.87	\$3,392.76	\$3,491.54	\$3,578.89	\$3,677.28	\$3,775.75
		Daily	\$289.85	\$299.73	\$309.63	\$319.50	\$329.39	\$339.28	\$349.16	\$357.89	\$367.73	\$377.58
		Hourly	\$36.24	\$37.47	\$38.71	\$39.94	\$41.18	\$42.41	\$43.65	\$44.74	\$45.97	\$47.20

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CL	37	Annual	\$78,768.00	\$81,422.00	\$84,073.00	\$86,724.00	\$89,376.00	\$92,023.00	\$94,672.00	\$97,037.00	\$99,707.00	\$102,374.00
		Bi-Wk	\$3,017.94	\$3,119.62	\$3,221.19	\$3,322.76	\$3,424.37	\$3,525.79	\$3,627.28	\$3,717.90	\$3,820.20	\$3,922.38
		Daily	\$301.80	\$311.97	\$322.12	\$332.28	\$342.44	\$352.58	\$362.73	\$371.79	\$382.02	\$392.24
		Hourly	\$37.73	\$39.00	\$40.27	\$41.54	\$42.81	\$44.08	\$45.35	\$46.48	\$47.76	\$49.03
CL	38	Annual	\$82,001.00	\$84,709.00	\$87,428.00	\$90,138.00	\$92,848.00	\$95,567.00	\$98,275.00	\$100,735.00	\$103,504.00	\$106,274.00
		Bi-Wk	\$3,141.81	\$3,245.56	\$3,349.74	\$3,453.57	\$3,557.40	\$3,661.58	\$3,765.33	\$3,859.58	\$3,965.68	\$4,071.81
		Daily	\$314.19	\$324.56	\$334.98	\$345.36	\$355.74	\$366.16	\$376.54	\$385.96	\$396.57	\$407.19
		Hourly	\$39.28	\$40.57	\$41.88	\$43.17	\$44.47	\$45.77	\$47.07	\$48.25	\$49.58	\$50.90
CL	39	Annual	\$85,389.00	\$88,165.00	\$90,944.00	\$93,722.00	\$96,501.00	\$99,279.00	\$102,057.00	\$104,608.00	\$107,485.00	\$110,362.00
		Bi-Wk	\$3,271.61	\$3,377.97	\$3,484.45	\$3,590.89	\$3,697.36	\$3,803.80	\$3,910.23	\$4,007.97	\$4,118.20	\$4,228.43
		Daily	\$327.17	\$337.80	\$348.45	\$359.09	\$369.74	\$380.38	\$391.03	\$400.80	\$411.82	\$422.85
		Hourly	\$40.90	\$42.23	\$43.56	\$44.89	\$46.22	\$47.55	\$48.88	\$50.10	\$51.48	\$52.86
CL	40	Annual	\$88,922.00	\$91,760.00	\$94,599.00	\$97,438.00	\$100,272.00	\$103,115.00	\$105,948.00	\$108,599.00	\$111,585.00	\$114,572.00
		Bi-Wk	\$3,406.98	\$3,515.71	\$3,624.49	\$3,733.26	\$3,841.84	\$3,950.77	\$4,059.32	\$4,160.89	\$4,275.29	\$4,389.74
		Daily	\$340.70	\$351.58	\$362.45	\$373.33	\$384.19	\$395.08	\$405.94	\$416.09	\$427.53	\$438.98
		Hourly	\$42.59	\$43.95	\$45.31	\$46.67	\$48.03	\$49.39	\$50.75	\$52.02	\$53.45	\$54.88
CL	41	Annual	\$92,624.00	\$95,533.00	\$98,438.00	\$101,342.00	\$104,247.00	\$107,151.00	\$110,057.00	\$112,809.00	\$115,912.00	\$119,012.00
		Bi-Wk	\$3,548.82	\$3,660.27	\$3,771.58	\$3,882.84	\$3,994.14	\$4,105.41	\$4,216.75	\$4,322.19	\$4,441.08	\$4,559.85
		Daily	\$354.89	\$366.03	\$377.16	\$388.29	\$399.42	\$410.55	\$421.68	\$432.22	\$444.11	\$455.99
		Hourly	\$44.37	\$45.76	\$47.15	\$48.54	\$49.93	\$51.32	\$52.71	\$54.03	\$55.52	\$57.00
CL	42	Annual	\$96,465.00	\$99,435.00	\$102,406.00	\$105,374.00	\$108,347.00	\$111,315.00	\$114,285.00	\$117,143.00	\$120,365.00	\$123,587.00
		Bi-Wk	\$3,695.98	\$3,809.78	\$3,923.61	\$4,037.32	\$4,151.23	\$4,264.95	\$4,378.74	\$4,488.24	\$4,611.69	\$4,735.14
		Daily	\$369.60	\$380.98	\$392.37	\$403.74	\$415.13	\$426.50	\$437.88	\$448.83	\$461.17	\$473.52
		Hourly	\$46.20	\$47.63	\$49.05	\$50.47	\$51.90	\$53.32	\$54.74	\$56.11	\$57.65	\$59.19
CL	43	Annual	\$100,536.00	\$103,570.00	\$106,595.00	\$109,627.00	\$112,657.00	\$115,686.00	\$118,715.00	\$121,684.00	\$125,031.00	\$128,376.00
		Bi-Wk	\$3,851.96	\$3,968.20	\$4,084.10	\$4,200.27	\$4,316.37	\$4,432.42	\$4,548.47	\$4,662.23	\$4,790.46	\$4,918.63
		Daily	\$385.20	\$396.82	\$408.41	\$420.03	\$431.64	\$443.25	\$454.85	\$466.23	\$479.05	\$491.87
		Hourly	\$48.15	\$49.61	\$51.06	\$52.51	\$53.96	\$55.41	\$56.86	\$58.28	\$59.89	\$61.49