

NP-3 CL 40 Hour Pay Plan Effective 07/01/2020

<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	\$30,849.00	\$31,373.00	\$31,896.00	\$32,419.00	\$32,940.00	\$33,463.00	\$33,977.00	\$34,827.00	\$35,785.00	\$36,741.00
		Bi-Wk	\$1,181.96	\$1,202.04	\$1,222.07	\$1,242.11	\$1,262.07	\$1,282.11	\$1,301.81	\$1,334.37	\$1,371.08	\$1,407.71
		Daily	\$118.20	\$120.21	\$122.21	\$124.22	\$126.21	\$128.22	\$130.19	\$133.44	\$137.11	\$140.78
		Hourly	\$14.78	\$15.03	\$15.28	\$15.53	\$15.78	\$16.03	\$16.28	\$16.68	\$17.14	\$17.60
CL	2	Annual	\$31,896.00	\$32,419.00	\$32,940.00	\$33,463.00	\$33,977.00	\$34,504.00	\$35,019.00	\$35,891.00	\$36,881.00	\$37,868.00
		Bi-Wk	\$1,222.07	\$1,242.11	\$1,262.07	\$1,282.11	\$1,301.81	\$1,322.00	\$1,341.73	\$1,375.14	\$1,413.07	\$1,450.89
		Daily	\$122.21	\$124.22	\$126.21	\$128.22	\$130.19	\$132.20	\$134.18	\$137.52	\$141.31	\$145.09
		Hourly	\$15.28	\$15.53	\$15.78	\$16.03	\$16.28	\$16.53	\$16.78	\$17.19	\$17.67	\$18.14
CL	3	Annual	\$32,419.00	\$32,940.00	\$33,463.00	\$33,977.00	\$34,504.00	\$35,019.00	\$35,543.00	\$36,432.00	\$37,434.00	\$38,433.00
		Bi-Wk	\$1,242.11	\$1,262.07	\$1,282.11	\$1,301.81	\$1,322.00	\$1,341.73	\$1,361.81	\$1,395.87	\$1,434.26	\$1,472.53
		Daily	\$124.22	\$126.21	\$128.22	\$130.19	\$132.20	\$134.18	\$136.19	\$139.59	\$143.43	\$147.26
		Hourly	\$15.53	\$15.78	\$16.03	\$16.28	\$16.53	\$16.78	\$17.03	\$17.45	\$17.93	\$18.41
CL	4	Annual	\$33,162.00	\$33,795.00	\$34,424.00	\$35,057.00	\$35,698.00	\$36,326.00	\$36,963.00	\$37,888.00	\$38,925.00	\$39,969.00
		Bi-Wk	\$1,270.58	\$1,294.83	\$1,318.93	\$1,343.19	\$1,367.74	\$1,391.81	\$1,416.21	\$1,451.65	\$1,491.38	\$1,531.38
		Daily	\$127.06	\$129.49	\$131.90	\$134.32	\$136.78	\$139.19	\$141.63	\$145.17	\$149.14	\$153.14
		Hourly	\$15.89	\$16.19	\$16.49	\$16.79	\$17.10	\$17.40	\$17.71	\$18.15	\$18.65	\$19.15
CL	5	Annual	\$33,758.00	\$34,424.00	\$35,093.00	\$35,760.00	\$36,434.00	\$37,101.00	\$37,794.00	\$38,735.00	\$39,799.00	\$40,864.00
		Bi-Wk	\$1,293.41	\$1,318.93	\$1,344.56	\$1,370.12	\$1,395.94	\$1,421.50	\$1,448.05	\$1,484.10	\$1,524.87	\$1,565.68
		Daily	\$129.35	\$131.90	\$134.46	\$137.02	\$139.60	\$142.15	\$144.81	\$148.41	\$152.49	\$156.57
		Hourly	\$16.17	\$16.49	\$16.81	\$17.13	\$17.45	\$17.77	\$18.11	\$18.56	\$19.07	\$19.58
CL	6	Annual	\$34,583.00	\$35,248.00	\$35,913.00	\$36,590.00	\$37,259.00	\$37,960.00	\$38,742.00	\$39,709.00	\$40,803.00	\$41,891.00
		Bi-Wk	\$1,325.02	\$1,350.50	\$1,375.98	\$1,401.92	\$1,427.55	\$1,454.41	\$1,484.37	\$1,521.42	\$1,563.34	\$1,605.02
		Daily	\$132.51	\$135.05	\$137.60	\$140.20	\$142.76	\$145.45	\$148.44	\$152.15	\$156.34	\$160.51
		Hourly	\$16.57	\$16.89	\$17.20	\$17.53	\$17.85	\$18.19	\$18.56	\$19.02	\$19.55	\$20.07
CL	7	Annual	\$35,863.00	\$36,851.00	\$37,840.00	\$38,833.00	\$39,822.00	\$40,805.00	\$41,796.00	\$42,839.00	\$44,020.00	\$45,198.00
		Bi-Wk	\$1,374.07	\$1,411.92	\$1,449.81	\$1,487.86	\$1,525.75	\$1,563.41	\$1,601.38	\$1,641.35	\$1,686.60	\$1,731.73
		Daily	\$137.41	\$141.20	\$144.99	\$148.79	\$152.58	\$156.35	\$160.14	\$164.14	\$168.66	\$173.18
		Hourly	\$17.18	\$17.65	\$18.13	\$18.60	\$19.08	\$19.55	\$20.02	\$20.52	\$21.09	\$21.65

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CL	8	Annual	\$37,259.00	\$38,131.00	\$39,112.00	\$40,116.00	\$41,114.00	\$42,121.00	\$43,124.00	\$44,202.00	\$45,417.00	\$46,631.00
		Bi-Wk	\$1,427.55	\$1,460.96	\$1,498.55	\$1,537.02	\$1,575.25	\$1,613.84	\$1,652.27	\$1,693.57	\$1,740.12	\$1,786.63
		Daily	\$142.76	\$146.10	\$149.86	\$153.71	\$157.53	\$161.39	\$165.23	\$169.36	\$174.02	\$178.67
		Hourly	\$17.85	\$18.27	\$18.74	\$19.22	\$19.70	\$20.18	\$20.66	\$21.17	\$21.76	\$22.34
CL	9	Annual	\$38,168.00	\$39,192.00	\$40,238.00	\$41,288.00	\$42,339.00	\$43,374.00	\$44,435.00	\$45,543.00	\$46,795.00	\$48,047.00
		Bi-Wk	\$1,462.38	\$1,501.61	\$1,541.69	\$1,581.92	\$1,622.19	\$1,661.84	\$1,702.50	\$1,744.95	\$1,792.92	\$1,840.89
		Daily	\$146.24	\$150.17	\$154.17	\$158.20	\$162.22	\$166.19	\$170.25	\$174.50	\$179.30	\$184.09
		Hourly	\$18.28	\$18.78	\$19.28	\$19.78	\$20.28	\$20.78	\$21.29	\$21.82	\$22.42	\$23.02
CL	10	Annual	\$39,284.00	\$40,376.00	\$41,467.00	\$42,565.00	\$43,659.00	\$44,774.00	\$45,923.00	\$47,070.00	\$48,362.00	\$49,658.00
		Bi-Wk	\$1,505.14	\$1,546.98	\$1,588.78	\$1,630.85	\$1,672.76	\$1,715.48	\$1,759.51	\$1,803.45	\$1,852.96	\$1,902.61
		Daily	\$150.52	\$154.70	\$158.88	\$163.09	\$167.28	\$171.55	\$175.96	\$180.35	\$185.30	\$190.27
		Hourly	\$18.82	\$19.34	\$19.86	\$20.39	\$20.91	\$21.45	\$22.00	\$22.55	\$23.17	\$23.79
CL	11	Annual	\$40,424.00	\$41,571.00	\$42,711.00	\$43,853.00	\$45,024.00	\$46,220.00	\$47,420.00	\$48,608.00	\$49,949.00	\$51,284.00
		Bi-Wk	\$1,548.82	\$1,592.76	\$1,636.44	\$1,680.20	\$1,725.06	\$1,770.89	\$1,816.86	\$1,862.38	\$1,913.76	\$1,964.91
		Daily	\$154.89	\$159.28	\$163.65	\$168.02	\$172.51	\$177.09	\$181.69	\$186.24	\$191.38	\$196.50
		Hourly	\$19.37	\$19.91	\$20.46	\$21.01	\$21.57	\$22.14	\$22.72	\$23.28	\$23.93	\$24.57
CL	12	Annual	\$41,640.00	\$42,827.00	\$44,009.00	\$45,248.00	\$46,485.00	\$47,735.00	\$49,035.00	\$50,258.00	\$51,639.00	\$53,023.00
		Bi-Wk	\$1,595.41	\$1,640.89	\$1,686.17	\$1,733.64	\$1,781.04	\$1,828.93	\$1,878.74	\$1,925.60	\$1,978.51	\$2,031.54
		Daily	\$159.55	\$164.09	\$168.62	\$173.37	\$178.11	\$182.90	\$187.88	\$192.56	\$197.86	\$203.16
		Hourly	\$19.95	\$20.52	\$21.08	\$21.68	\$22.27	\$22.87	\$23.49	\$24.07	\$24.74	\$25.40
CL	13	Annual	\$43,815.00	\$45,317.00	\$46,836.00	\$48,371.00	\$49,967.00	\$51,562.00	\$53,160.00	\$54,492.00	\$55,990.00	\$57,486.00
		Bi-Wk	\$1,678.74	\$1,736.29	\$1,794.49	\$1,853.30	\$1,914.45	\$1,975.56	\$2,036.79	\$2,087.82	\$2,145.22	\$2,202.53
		Daily	\$167.88	\$173.63	\$179.45	\$185.33	\$191.45	\$197.56	\$203.68	\$208.79	\$214.53	\$220.26
		Hourly	\$20.99	\$21.71	\$22.44	\$23.17	\$23.94	\$24.70	\$25.46	\$26.10	\$26.82	\$27.54
CL	14	Annual	\$45,725.00	\$47,302.00	\$48,904.00	\$50,553.00	\$52,190.00	\$53,836.00	\$55,485.00	\$56,875.00	\$58,438.00	\$59,999.00
		Bi-Wk	\$1,751.92	\$1,812.34	\$1,873.72	\$1,936.90	\$1,999.62	\$2,062.69	\$2,125.87	\$2,179.12	\$2,239.01	\$2,298.82
		Daily	\$175.20	\$181.24	\$187.38	\$193.69	\$199.97	\$206.27	\$212.59	\$217.92	\$223.91	\$229.89
		Hourly	\$21.90	\$22.66	\$23.43	\$24.22	\$25.00	\$25.79	\$26.58	\$27.24	\$27.99	\$28.74

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CL	15	Annual	\$47,779.00	\$49,456.00	\$51,152.00	\$52,847.00	\$54,546.00	\$56,241.00	\$57,943.00	\$59,391.00	\$61,025.00	\$62,656.00
		Bi-Wk	\$1,830.62	\$1,894.87	\$1,959.85	\$2,024.79	\$2,089.89	\$2,154.83	\$2,220.04	\$2,275.52	\$2,338.13	\$2,400.62
		Daily	\$183.07	\$189.49	\$195.99	\$202.48	\$208.99	\$215.49	\$222.01	\$227.56	\$233.82	\$240.07
		Hourly	\$22.89	\$23.69	\$24.50	\$25.31	\$26.13	\$26.94	\$27.76	\$28.45	\$29.23	\$30.01
CL	16	Annual	\$50,050.00	\$51,801.00	\$53,552.00	\$55,284.00	\$57,035.00	\$58,779.00	\$60,525.00	\$62,036.00	\$63,744.00	\$65,449.00
		Bi-Wk	\$1,917.63	\$1,984.72	\$2,051.81	\$2,118.17	\$2,185.25	\$2,252.07	\$2,318.97	\$2,376.86	\$2,442.30	\$2,507.63
		Daily	\$191.77	\$198.48	\$205.19	\$211.82	\$218.53	\$225.21	\$231.90	\$237.69	\$244.23	\$250.77
		Hourly	\$23.98	\$24.81	\$25.65	\$26.48	\$27.32	\$28.16	\$28.99	\$29.72	\$30.53	\$31.35
CL	17	Annual	\$52,497.00	\$54,290.00	\$56,080.00	\$57,889.00	\$59,674.00	\$61,465.00	\$63,270.00	\$64,849.00	\$66,634.00	\$68,414.00
		Bi-Wk	\$2,011.38	\$2,080.08	\$2,148.66	\$2,217.97	\$2,286.37	\$2,354.99	\$2,424.14	\$2,484.64	\$2,553.03	\$2,621.23
		Daily	\$201.14	\$208.01	\$214.87	\$221.80	\$228.64	\$235.50	\$242.42	\$248.47	\$255.31	\$262.13
		Hourly	\$25.15	\$26.01	\$26.86	\$27.73	\$28.58	\$29.44	\$30.31	\$31.06	\$31.92	\$32.77
CL	18	Annual	\$55,106.00	\$56,939.00	\$58,779.00	\$60,624.00	\$62,459.00	\$64,304.00	\$66,136.00	\$67,793.00	\$69,656.00	\$71,520.00
		Bi-Wk	\$2,111.35	\$2,181.58	\$2,252.07	\$2,322.76	\$2,393.07	\$2,463.76	\$2,533.95	\$2,597.44	\$2,668.82	\$2,740.23
		Daily	\$211.14	\$218.16	\$225.21	\$232.28	\$239.31	\$246.38	\$253.40	\$259.75	\$266.89	\$274.03
		Hourly	\$26.40	\$27.27	\$28.16	\$29.04	\$29.92	\$30.80	\$31.68	\$32.47	\$33.37	\$34.26
CL	19	Annual	\$57,777.00	\$59,674.00	\$61,567.00	\$63,467.00	\$65,363.00	\$67,247.00	\$69,147.00	\$70,870.00	\$72,821.00	\$74,767.00
		Bi-Wk	\$2,213.68	\$2,286.37	\$2,358.89	\$2,431.69	\$2,504.33	\$2,576.52	\$2,649.32	\$2,715.33	\$2,790.08	\$2,864.64
		Daily	\$221.37	\$228.64	\$235.89	\$243.17	\$250.44	\$257.66	\$264.94	\$271.54	\$279.01	\$286.47
		Hourly	\$27.68	\$28.58	\$29.49	\$30.40	\$31.31	\$32.21	\$33.12	\$33.95	\$34.88	\$35.81
CL	20	Annual	\$60,674.00	\$62,615.00	\$64,562.00	\$66,498.00	\$68,432.00	\$70,378.00	\$72,316.00	\$74,123.00	\$76,161.00	\$78,200.00
		Bi-Wk	\$2,324.68	\$2,399.05	\$2,473.64	\$2,547.82	\$2,621.92	\$2,696.48	\$2,770.73	\$2,839.97	\$2,918.05	\$2,996.17
		Daily	\$232.47	\$239.91	\$247.37	\$254.79	\$262.20	\$269.65	\$277.08	\$284.00	\$291.81	\$299.62
		Hourly	\$29.06	\$29.99	\$30.93	\$31.85	\$32.78	\$33.71	\$34.64	\$35.50	\$36.48	\$37.46
CL	21	Annual	\$63,633.00	\$65,628.00	\$67,617.00	\$69,616.00	\$71,606.00	\$73,605.00	\$75,591.00	\$77,484.00	\$79,613.00	\$81,742.00
		Bi-Wk	\$2,438.05	\$2,514.49	\$2,590.69	\$2,667.28	\$2,743.53	\$2,820.12	\$2,896.21	\$2,968.74	\$3,050.31	\$3,131.88
		Daily	\$243.81	\$251.45	\$259.07	\$266.73	\$274.36	\$282.02	\$289.63	\$296.88	\$305.04	\$313.19
		Hourly	\$30.48	\$31.44	\$32.39	\$33.35	\$34.30	\$35.26	\$36.21	\$37.11	\$38.13	\$39.15

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CL *	22	Annual	\$65,363.00	\$67,720.00	\$70,087.00	\$72,452.00	\$74,813.00	\$77,177.00	\$79,550.00	\$81,539.00	\$83,780.00	\$86,022.00
		Bi-Wk	\$2,504.33	\$2,594.64	\$2,685.33	\$2,775.94	\$2,866.40	\$2,956.98	\$3,047.90	\$3,124.10	\$3,209.97	\$3,295.87
		Daily	\$250.44	\$259.47	\$268.54	\$277.60	\$286.64	\$295.70	\$304.79	\$312.41	\$321.00	\$329.59
		Hourly	\$31.31	\$32.44	\$33.57	\$34.70	\$35.83	\$36.97	\$38.10	\$39.06	\$40.13	\$41.20
CL	23	Annual	\$68,417.00	\$70,877.00	\$73,337.00	\$75,801.00	\$78,270.00	\$80,736.00	\$83,201.00	\$85,281.00	\$87,622.00	\$89,968.00
		Bi-Wk	\$2,621.35	\$2,715.60	\$2,809.85	\$2,904.26	\$2,998.86	\$3,093.34	\$3,187.78	\$3,267.48	\$3,357.17	\$3,447.05
		Daily	\$262.14	\$271.56	\$280.99	\$290.43	\$299.89	\$309.34	\$318.78	\$326.75	\$335.72	\$344.71
		Hourly	\$32.77	\$33.95	\$35.13	\$36.31	\$37.49	\$38.67	\$39.85	\$40.85	\$41.97	\$43.09
CL	24	Annual	\$71,670.00	\$74,234.00	\$76,809.00	\$79,372.00	\$81,937.00	\$84,506.00	\$87,078.00	\$89,254.00	\$91,710.00	\$94,162.00
		Bi-Wk	\$2,745.98	\$2,844.22	\$2,942.88	\$3,041.08	\$3,139.35	\$3,237.78	\$3,336.33	\$3,419.70	\$3,513.80	\$3,607.74
		Daily	\$274.60	\$284.43	\$294.29	\$304.11	\$313.94	\$323.78	\$333.64	\$341.97	\$351.38	\$360.78
		Hourly	\$34.33	\$35.56	\$36.79	\$38.02	\$39.25	\$40.48	\$41.71	\$42.75	\$43.93	\$45.10
CL	25	Annual	\$75,129.00	\$77,786.00	\$80,453.00	\$83,114.00	\$85,779.00	\$88,441.00	\$91,105.00	\$93,382.00	\$95,951.00	\$98,516.00
		Bi-Wk	\$2,878.51	\$2,980.31	\$3,082.50	\$3,184.45	\$3,286.56	\$3,388.55	\$3,490.62	\$3,577.86	\$3,676.29	\$3,774.56
		Daily	\$287.86	\$298.04	\$308.25	\$318.45	\$328.66	\$338.86	\$349.07	\$357.79	\$367.63	\$377.46
		Hourly	\$35.99	\$37.26	\$38.54	\$39.81	\$41.09	\$42.36	\$43.64	\$44.73	\$45.96	\$47.19
CL	26	Annual	\$78,794.00	\$81,548.00	\$84,317.00	\$87,078.00	\$89,837.00	\$92,602.00	\$95,360.00	\$97,748.00	\$100,440.00	\$103,124.00
		Bi-Wk	\$3,018.93	\$3,124.45	\$3,230.54	\$3,336.33	\$3,442.04	\$3,547.97	\$3,653.64	\$3,745.14	\$3,848.28	\$3,951.12
		Daily	\$301.90	\$312.45	\$323.06	\$333.64	\$344.21	\$354.80	\$365.37	\$374.52	\$384.83	\$395.12
		Hourly	\$37.74	\$39.06	\$40.39	\$41.71	\$43.03	\$44.35	\$45.68	\$46.82	\$48.11	\$49.39
CL	27	Annual	\$82,662.00	\$85,520.00	\$88,385.00	\$91,234.00	\$94,099.00	\$96,951.00	\$99,807.00	\$102,305.00	\$105,120.00	\$107,930.00
		Bi-Wk	\$3,167.13	\$3,276.63	\$3,386.40	\$3,495.56	\$3,605.33	\$3,714.60	\$3,824.03	\$3,919.74	\$4,027.59	\$4,135.25
		Daily	\$316.72	\$327.67	\$338.64	\$349.56	\$360.54	\$371.46	\$382.41	\$391.98	\$402.76	\$413.53
		Hourly	\$39.59	\$40.96	\$42.33	\$43.70	\$45.07	\$46.44	\$47.81	\$49.00	\$50.35	\$51.70
CL ***	28	Annual	\$86,794.00	\$89,756.00	\$92,709.00	\$95,678.00	\$98,628.00	\$101,575.00	\$104,537.00	\$107,151.00	\$110,096.00	\$113,045.00
		Bi-Wk	\$3,325.45	\$3,438.93	\$3,552.07	\$3,665.83	\$3,778.86	\$3,891.77	\$4,005.25	\$4,105.41	\$4,218.24	\$4,331.23
		Daily	\$332.55	\$343.90	\$355.21	\$366.59	\$377.89	\$389.18	\$400.53	\$410.55	\$421.83	\$433.13
		Hourly	\$41.57	\$42.99	\$44.41	\$45.83	\$47.24	\$48.65	\$50.07	\$51.32	\$52.73	\$54.15

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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	Annual	\$87,625.00	\$90,883.00	\$94,142.00	\$97,399.00	\$100,659.00	\$103,924.00	\$107,178.00	\$109,857.00	\$112,880.00	\$115,900.00
		Bi-Wk	\$3,357.28	\$3,482.11	\$3,606.98	\$3,731.77	\$3,856.67	\$3,981.77	\$4,106.44	\$4,209.09	\$4,324.91	\$4,440.62
		Daily	\$335.73	\$348.22	\$360.70	\$373.18	\$385.67	\$398.18	\$410.65	\$420.91	\$432.50	\$444.07
		Hourly	\$41.97	\$43.53	\$45.09	\$46.65	\$48.21	\$49.78	\$51.34	\$52.62	\$54.07	\$55.51
CL	30	Annual	\$91,105.00	\$94,463.00	\$97,815.00	\$101,165.00	\$104,519.00	\$107,872.00	\$111,231.00	\$114,008.00	\$117,146.00	\$120,285.00
		Bi-Wk	\$3,490.62	\$3,619.28	\$3,747.71	\$3,876.06	\$4,004.56	\$4,133.03	\$4,261.73	\$4,368.13	\$4,488.36	\$4,608.63
		Daily	\$349.07	\$361.93	\$374.78	\$387.61	\$400.46	\$413.31	\$426.18	\$436.82	\$448.84	\$460.87
		Hourly	\$43.64	\$45.25	\$46.85	\$48.46	\$50.06	\$51.67	\$53.28	\$54.61	\$56.11	\$57.61
CL	31	Annual	\$94,730.00	\$98,180.00	\$101,634.00	\$105,092.00	\$108,541.00	\$111,987.00	\$115,452.00	\$118,335.00	\$121,589.00	\$124,843.00
		Bi-Wk	\$3,629.51	\$3,761.69	\$3,894.03	\$4,026.52	\$4,158.66	\$4,290.69	\$4,423.45	\$4,533.91	\$4,658.59	\$4,783.26
		Daily	\$362.96	\$376.17	\$389.41	\$402.66	\$415.87	\$429.07	\$442.35	\$453.40	\$465.86	\$478.33
		Hourly	\$45.37	\$47.03	\$48.68	\$50.34	\$51.99	\$53.64	\$55.30	\$56.68	\$58.24	\$59.80
CL	32	Annual	\$98,501.00	\$102,049.00	\$105,592.00	\$109,138.00	\$112,689.00	\$116,238.00	\$119,787.00	\$122,789.00	\$126,163.00	\$129,539.00
		Bi-Wk	\$3,773.99	\$3,909.93	\$4,045.68	\$4,181.54	\$4,317.59	\$4,453.57	\$4,589.55	\$4,704.56	\$4,833.84	\$4,963.19
		Daily	\$377.40	\$391.00	\$404.57	\$418.16	\$431.76	\$445.36	\$458.96	\$470.46	\$483.39	\$496.32
		Hourly	\$47.18	\$48.88	\$50.58	\$52.27	\$53.97	\$55.67	\$57.37	\$58.81	\$60.43	\$62.04
CL	33	Annual	\$102,431.00	\$106,081.00	\$109,721.00	\$113,368.00	\$117,016.00	\$120,656.00	\$124,310.00	\$127,420.00	\$130,922.00	\$134,427.00
		Bi-Wk	\$3,924.56	\$4,064.41	\$4,203.87	\$4,343.61	\$4,483.38	\$4,622.84	\$4,762.84	\$4,882.00	\$5,016.17	\$5,150.46
		Daily	\$392.46	\$406.45	\$420.39	\$434.37	\$448.34	\$462.29	\$476.29	\$488.20	\$501.62	\$515.05
		Hourly	\$49.06	\$50.81	\$52.55	\$54.30	\$56.05	\$57.79	\$59.54	\$61.03	\$62.71	\$64.39
CL	34	Annual	\$106,617.00	\$110,362.00	\$114,103.00	\$117,852.00	\$121,602.00	\$125,348.00	\$129,094.00	\$132,323.00	\$135,960.00	\$139,600.00
		Bi-Wk	\$4,084.95	\$4,228.43	\$4,371.77	\$4,515.41	\$4,659.09	\$4,802.61	\$4,946.14	\$5,069.85	\$5,209.20	\$5,348.66
		Daily	\$408.50	\$422.85	\$437.18	\$451.55	\$465.91	\$480.27	\$494.62	\$506.99	\$520.92	\$534.87
		Hourly	\$51.07	\$52.86	\$54.65	\$56.45	\$58.24	\$60.04	\$61.83	\$63.38	\$65.12	\$66.86
CL	35	Annual	\$110,962.00	\$114,800.00	\$118,654.00	\$122,494.00	\$126,325.00	\$130,175.00	\$134,013.00	\$137,361.00	\$141,140.00	\$144,916.00
		Bi-Wk	\$4,251.42	\$4,398.47	\$4,546.14	\$4,693.26	\$4,840.04	\$4,987.55	\$5,134.60	\$5,262.88	\$5,407.67	\$5,552.34
		Daily	\$425.15	\$439.85	\$454.62	\$469.33	\$484.01	\$498.76	\$513.46	\$526.29	\$540.77	\$555.24
		Hourly	\$53.15	\$54.99	\$56.83	\$58.67	\$60.51	\$62.35	\$64.19	\$65.79	\$67.60	\$69.41

NP-3 CL 40 Hour Pay Plan Effective 07/01/2020

<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	\$115,545.00	\$119,485.00	\$123,429.00	\$127,364.00	\$131,308.00	\$135,253.00	\$139,187.00	\$142,672.00	\$146,592.00	\$150,516.00
		Bi-Wk	\$4,427.02	\$4,577.97	\$4,729.09	\$4,879.85	\$5,030.96	\$5,182.11	\$5,332.84	\$5,466.37	\$5,616.56	\$5,766.90
		Daily	\$442.71	\$457.80	\$472.91	\$487.99	\$503.10	\$518.22	\$533.29	\$546.64	\$561.66	\$576.69
		Hourly	\$55.34	\$57.23	\$59.12	\$61.00	\$62.89	\$64.78	\$66.67	\$68.33	\$70.21	\$72.09
CL	37	Annual	\$120,308.00	\$124,363.00	\$128,411.00	\$132,458.00	\$136,512.00	\$140,555.00	\$144,597.00	\$148,212.00	\$152,287.00	\$156,362.00
		Bi-Wk	\$4,609.51	\$4,764.87	\$4,919.97	\$5,075.02	\$5,230.35	\$5,385.25	\$5,540.12	\$5,678.63	\$5,834.76	\$5,990.89
		Daily	\$460.96	\$476.49	\$492.00	\$507.51	\$523.04	\$538.53	\$554.02	\$567.87	\$583.48	\$599.09
		Hourly	\$57.62	\$59.57	\$61.50	\$63.44	\$65.38	\$67.32	\$69.26	\$70.99	\$72.94	\$74.89
CL	38	Annual	\$125,248.00	\$129,383.00	\$133,534.00	\$137,674.00	\$141,812.00	\$145,967.00	\$150,102.00	\$153,857.00	\$158,087.00	\$162,316.00
		Bi-Wk	\$4,798.78	\$4,957.21	\$5,116.25	\$5,274.87	\$5,433.41	\$5,592.61	\$5,751.04	\$5,894.91	\$6,056.98	\$6,219.01
		Daily	\$479.88	\$495.73	\$511.63	\$527.49	\$543.35	\$559.27	\$575.11	\$589.50	\$605.70	\$621.91
		Hourly	\$59.99	\$61.97	\$63.96	\$65.94	\$67.92	\$69.91	\$71.89	\$73.69	\$75.72	\$77.74
CL	39	Annual	\$130,421.00	\$134,660.00	\$138,904.00	\$143,148.00	\$147,392.00	\$151,634.00	\$155,874.00	\$159,774.00	\$164,167.00	\$168,561.00
		Bi-Wk	\$4,996.98	\$5,159.39	\$5,322.00	\$5,484.60	\$5,647.21	\$5,809.74	\$5,972.19	\$6,121.61	\$6,289.93	\$6,458.28
		Daily	\$499.70	\$515.94	\$532.20	\$548.46	\$564.73	\$580.98	\$597.22	\$612.17	\$629.00	\$645.83
		Hourly	\$62.47	\$64.50	\$66.53	\$68.56	\$70.60	\$72.63	\$74.66	\$76.53	\$78.63	\$80.73
CL	40	Annual	\$135,816.00	\$140,152.00	\$144,488.00	\$148,824.00	\$153,153.00	\$157,493.00	\$161,821.00	\$165,869.00	\$170,429.00	\$174,993.00
		Bi-Wk	\$5,203.68	\$5,369.81	\$5,535.94	\$5,702.07	\$5,867.94	\$6,034.22	\$6,200.04	\$6,355.14	\$6,529.85	\$6,704.72
		Daily	\$520.37	\$536.99	\$553.60	\$570.21	\$586.80	\$603.43	\$620.01	\$635.52	\$652.99	\$670.48
		Hourly	\$65.05	\$67.13	\$69.20	\$71.28	\$73.35	\$75.43	\$77.51	\$79.44	\$81.63	\$83.81
CL	41	Annual	\$141,471.00	\$145,914.00	\$150,350.00	\$154,785.00	\$159,224.00	\$163,658.00	\$168,097.00	\$172,299.00	\$177,038.00	\$181,775.00
		Bi-Wk	\$5,420.35	\$5,590.58	\$5,760.54	\$5,930.46	\$6,100.54	\$6,270.43	\$6,440.50	\$6,601.50	\$6,783.07	\$6,964.56
		Daily	\$542.04	\$559.06	\$576.06	\$593.05	\$610.06	\$627.05	\$644.05	\$660.15	\$678.31	\$696.46
		Hourly	\$67.76	\$69.89	\$72.01	\$74.14	\$76.26	\$78.39	\$80.51	\$82.52	\$84.79	\$87.06
CL	42	Annual	\$147,339.00	\$151,875.00	\$156,410.00	\$160,944.00	\$165,488.00	\$170,018.00	\$174,551.00	\$178,917.00	\$183,837.00	\$188,762.00
		Bi-Wk	\$5,645.18	\$5,818.97	\$5,992.73	\$6,166.44	\$6,340.54	\$6,514.10	\$6,687.78	\$6,855.06	\$7,043.57	\$7,232.27
		Daily	\$564.52	\$581.90	\$599.28	\$616.65	\$634.06	\$651.41	\$668.78	\$685.51	\$704.36	\$723.23
		Hourly	\$70.57	\$72.74	\$74.91	\$77.09	\$79.26	\$81.43	\$83.60	\$85.69	\$88.05	\$90.41

NP-3 CL 40 Hour Pay Plan Effective 07/01/2020

<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	\$153,555.00	\$158,188.00	\$162,809.00	\$167,439.00	\$172,066.00	\$176,695.00	\$181,318.00	\$185,854.00	\$190,965.00	\$196,075.00
		Bi-Wk	\$5,883.34	\$6,060.85	\$6,237.90	\$6,415.29	\$6,592.57	\$6,769.93	\$6,947.05	\$7,120.85	\$7,316.67	\$7,512.46
		Daily	\$588.34	\$606.09	\$623.79	\$641.53	\$659.26	\$677.00	\$694.71	\$712.09	\$731.67	\$751.25
		Hourly	\$73.55	\$75.77	\$77.98	\$80.20	\$82.41	\$84.63	\$86.84	\$89.02	\$91.46	\$93.91