

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 1 | Annual | \$33,003.00 | \$33,636.00 | \$34,263.00 | \$34,904.00 | \$35,551.00 | \$36,183.00 | \$36,816.00 | \$37,735.00 | \$38,678.00 | \$39,622.00 |
| | | Bi-Wk | \$1,264.49 | \$1,288.74 | \$1,312.76 | \$1,337.32 | \$1,362.11 | \$1,386.33 | \$1,410.58 | \$1,445.79 | \$1,481.92 | \$1,518.09 |
| | | Daily | \$126.45 | \$128.88 | \$131.28 | \$133.74 | \$136.22 | \$138.64 | \$141.06 | \$144.58 | \$148.20 | \$151.81 |
| | | Hourly | \$15.81 | \$16.11 | \$16.41 | \$16.72 | \$17.03 | \$17.33 | \$17.64 | \$18.08 | \$18.53 | \$18.98 |
| FM | 2 | Annual | \$34,263.00 | \$34,904.00 | \$35,551.00 | \$36,183.00 | \$36,816.00 | \$37,449.00 | \$38,083.00 | \$39,038.00 | \$40,011.00 | \$40,990.00 |
| | | Bi-Wk | \$1,312.76 | \$1,337.32 | \$1,362.11 | \$1,386.33 | \$1,410.58 | \$1,434.83 | \$1,459.12 | \$1,495.71 | \$1,532.99 | \$1,570.50 |
| | | Daily | \$131.28 | \$133.74 | \$136.22 | \$138.64 | \$141.06 | \$143.49 | \$145.92 | \$149.58 | \$153.30 | \$157.05 |
| | | Hourly | \$16.41 | \$16.72 | \$17.03 | \$17.33 | \$17.64 | \$17.94 | \$18.24 | \$18.70 | \$19.17 | \$19.64 |
| FM | 3 | Annual | \$34,904.00 | \$35,551.00 | \$36,183.00 | \$36,816.00 | \$37,449.00 | \$38,083.00 | \$38,718.00 | \$39,688.00 | \$40,677.00 | \$41,670.00 |
| | | Bi-Wk | \$1,337.32 | \$1,362.11 | \$1,386.33 | \$1,410.58 | \$1,434.83 | \$1,459.12 | \$1,483.45 | \$1,520.62 | \$1,558.51 | \$1,596.56 |
| | | Daily | \$133.74 | \$136.22 | \$138.64 | \$141.06 | \$143.49 | \$145.92 | \$148.35 | \$152.07 | \$155.86 | \$159.66 |
| | | Hourly | \$16.72 | \$17.03 | \$17.33 | \$17.64 | \$17.94 | \$18.24 | \$18.55 | \$19.01 | \$19.49 | \$19.96 |
| FM | 4 | Annual | \$35,816.00 | \$36,588.00 | \$37,358.00 | \$38,135.00 | \$38,902.00 | \$39,670.00 | \$40,447.00 | \$41,462.00 | \$42,499.00 | \$43,532.00 |
| | | Bi-Wk | \$1,372.27 | \$1,401.84 | \$1,431.35 | \$1,461.12 | \$1,490.50 | \$1,519.93 | \$1,549.70 | \$1,588.59 | \$1,628.32 | \$1,667.90 |
| | | Daily | \$137.23 | \$140.19 | \$143.14 | \$146.12 | \$149.05 | \$152.00 | \$154.97 | \$158.86 | \$162.84 | \$166.79 |
| | | Hourly | \$17.16 | \$17.53 | \$17.90 | \$18.27 | \$18.64 | \$19.00 | \$19.38 | \$19.86 | \$20.36 | \$20.85 |
| FM | 5 | Annual | \$36,543.00 | \$37,358.00 | \$38,175.00 | \$38,984.00 | \$39,800.00 | \$40,610.00 | \$41,428.00 | \$42,463.00 | \$43,527.00 | \$44,586.00 |
| | | Bi-Wk | \$1,400.12 | \$1,431.35 | \$1,462.65 | \$1,493.64 | \$1,524.91 | \$1,555.94 | \$1,587.28 | \$1,626.94 | \$1,667.71 | \$1,708.28 |
| | | Daily | \$140.02 | \$143.14 | \$146.27 | \$149.37 | \$152.50 | \$155.60 | \$158.73 | \$162.70 | \$166.78 | \$170.83 |
| | | Hourly | \$17.51 | \$17.90 | \$18.29 | \$18.68 | \$19.07 | \$19.45 | \$19.85 | \$20.34 | \$20.85 | \$21.36 |
| FM | 6 | Annual | \$37,543.00 | \$38,364.00 | \$39,175.00 | \$39,993.00 | \$40,806.00 | \$41,619.00 | \$42,432.00 | \$43,492.00 | \$44,581.00 | \$45,673.00 |
| | | Bi-Wk | \$1,438.43 | \$1,469.89 | \$1,500.96 | \$1,532.30 | \$1,563.45 | \$1,594.60 | \$1,625.75 | \$1,666.37 | \$1,708.09 | \$1,749.93 |
| | | Daily | \$143.85 | \$146.99 | \$150.10 | \$153.23 | \$156.35 | \$159.46 | \$162.58 | \$166.64 | \$170.81 | \$175.00 |
| | | Hourly | \$17.99 | \$18.38 | \$18.77 | \$19.16 | \$19.55 | \$19.94 | \$20.33 | \$20.83 | \$21.36 | \$21.88 |
| FM | 7 | Annual | \$38,452.00 | \$39,265.00 | \$40,079.00 | \$40,896.00 | \$41,704.00 | \$42,521.00 | \$43,332.00 | \$44,415.00 | \$45,524.00 | \$46,634.00 |
| | | Bi-Wk | \$1,473.26 | \$1,504.41 | \$1,535.60 | \$1,566.90 | \$1,597.86 | \$1,629.16 | \$1,660.23 | \$1,701.73 | \$1,744.22 | \$1,786.75 |
| | | Daily | \$147.33 | \$150.45 | \$153.56 | \$156.69 | \$159.79 | \$162.92 | \$166.03 | \$170.18 | \$174.43 | \$178.68 |
| | | Hourly | \$18.42 | \$18.81 | \$19.20 | \$19.59 | \$19.98 | \$20.37 | \$20.76 | \$21.28 | \$21.81 | \$22.34 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 8 | Annual | \$40,806.00 | \$41,805.00 | \$42,796.00 | \$43,833.00 | \$44,906.00 | \$45,970.00 | \$47,099.00 | \$48,278.00 | \$49,487.00 | \$50,692.00 |
| | | Bi-Wk | \$1,563.45 | \$1,601.73 | \$1,639.70 | \$1,679.43 | \$1,720.54 | \$1,761.31 | \$1,804.56 | \$1,849.74 | \$1,896.06 | \$1,942.23 |
| | | Daily | \$156.35 | \$160.18 | \$163.97 | \$167.95 | \$172.06 | \$176.14 | \$180.46 | \$184.98 | \$189.61 | \$194.23 |
| | | Hourly | \$19.55 | \$20.03 | \$20.50 | \$21.00 | \$21.51 | \$22.02 | \$22.56 | \$23.13 | \$23.71 | \$24.28 |
| FM | 9 | Annual | \$41,841.00 | \$42,884.00 | \$43,966.00 | \$45,081.00 | \$46,198.00 | \$47,379.00 | \$48,576.00 | \$49,795.00 | \$51,036.00 | \$52,287.00 |
| | | Bi-Wk | \$1,603.11 | \$1,643.07 | \$1,684.53 | \$1,727.25 | \$1,770.04 | \$1,815.29 | \$1,861.15 | \$1,907.86 | \$1,955.41 | \$2,003.34 |
| | | Daily | \$160.32 | \$164.31 | \$168.46 | \$172.73 | \$177.01 | \$181.53 | \$186.12 | \$190.79 | \$195.55 | \$200.34 |
| | | Hourly | \$20.04 | \$20.54 | \$21.06 | \$21.60 | \$22.13 | \$22.70 | \$23.27 | \$23.85 | \$24.45 | \$25.05 |
| FM | 10 | Annual | \$43,040.00 | \$44,186.00 | \$45,344.00 | \$46,518.00 | \$47,760.00 | \$49,032.00 | \$50,339.00 | \$51,596.00 | \$52,888.00 | \$54,179.00 |
| | | Bi-Wk | \$1,649.05 | \$1,692.96 | \$1,737.32 | \$1,782.30 | \$1,829.89 | \$1,878.63 | \$1,928.70 | \$1,976.86 | \$2,026.37 | \$2,075.83 |
| | | Daily | \$164.91 | \$169.30 | \$173.74 | \$178.23 | \$182.99 | \$187.87 | \$192.87 | \$197.69 | \$202.64 | \$207.59 |
| | | Hourly | \$20.62 | \$21.17 | \$21.72 | \$22.28 | \$22.88 | \$23.49 | \$24.11 | \$24.72 | \$25.33 | \$25.95 |
| FM | 11 | Annual | \$44,236.00 | \$45,450.00 | \$46,690.00 | \$47,983.00 | \$49,327.00 | \$50,679.00 | \$52,048.00 | \$53,351.00 | \$54,687.00 | \$56,016.00 |
| | | Bi-Wk | \$1,694.87 | \$1,741.38 | \$1,788.89 | \$1,838.43 | \$1,889.93 | \$1,941.73 | \$1,994.18 | \$2,044.10 | \$2,095.29 | \$2,146.21 |
| | | Daily | \$169.49 | \$174.14 | \$178.89 | \$183.85 | \$189.00 | \$194.18 | \$199.42 | \$204.41 | \$209.53 | \$214.63 |
| | | Hourly | \$21.19 | \$21.77 | \$22.37 | \$22.99 | \$23.63 | \$24.28 | \$24.93 | \$25.56 | \$26.20 | \$26.83 |
| FM | 12 | Annual | \$45,521.00 | \$46,825.00 | \$48,170.00 | \$49,573.00 | \$50,986.00 | \$52,408.00 | \$53,819.00 | \$55,168.00 | \$56,550.00 | \$57,927.00 |
| | | Bi-Wk | \$1,744.10 | \$1,794.07 | \$1,845.60 | \$1,899.35 | \$1,953.49 | \$2,007.97 | \$2,062.04 | \$2,113.72 | \$2,166.67 | \$2,219.43 |
| | | Daily | \$174.41 | \$179.41 | \$184.56 | \$189.94 | \$195.35 | \$200.80 | \$206.21 | \$211.38 | \$216.67 | \$221.95 |
| | | Hourly | \$21.81 | \$22.43 | \$23.07 | \$23.75 | \$24.42 | \$25.10 | \$25.78 | \$26.43 | \$27.09 | \$27.75 |
| FM | 13 | Annual | \$47,941.00 | \$49,659.00 | \$51,388.00 | \$53,113.00 | \$54,850.00 | \$56,580.00 | \$58,311.00 | \$59,768.00 | \$61,266.00 | \$62,758.00 |
| | | Bi-Wk | \$1,836.82 | \$1,902.65 | \$1,968.89 | \$2,034.99 | \$2,101.54 | \$2,167.82 | \$2,234.14 | \$2,289.97 | \$2,347.36 | \$2,404.53 |
| | | Daily | \$183.69 | \$190.27 | \$196.89 | \$203.50 | \$210.16 | \$216.79 | \$223.42 | \$229.00 | \$234.74 | \$240.46 |
| | | Hourly | \$22.97 | \$23.79 | \$24.62 | \$25.44 | \$26.27 | \$27.10 | \$27.93 | \$28.63 | \$29.35 | \$30.06 |
| FM | 14 | Annual | \$50,131.00 | \$51,915.00 | \$53,697.00 | \$55,481.00 | \$57,258.00 | \$59,052.00 | \$60,826.00 | \$62,344.00 | \$63,907.00 | \$65,466.00 |
| | | Bi-Wk | \$1,920.73 | \$1,989.09 | \$2,057.36 | \$2,125.71 | \$2,193.80 | \$2,262.53 | \$2,330.50 | \$2,388.66 | \$2,448.55 | \$2,508.28 |
| | | Daily | \$192.08 | \$198.91 | \$205.74 | \$212.58 | \$219.38 | \$226.26 | \$233.05 | \$238.87 | \$244.86 | \$250.83 |
| | | Hourly | \$24.01 | \$24.87 | \$25.72 | \$26.58 | \$27.43 | \$28.29 | \$29.14 | \$29.86 | \$30.61 | \$31.36 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 15 | Annual | \$52,452.00 | \$54,297.00 | \$56,129.00 | \$57,966.00 | \$59,808.00 | \$61,651.00 | \$63,487.00 | \$65,076.00 | \$66,703.00 | \$68,326.00 |
| | | Bi-Wk | \$2,009.66 | \$2,080.35 | \$2,150.54 | \$2,220.92 | \$2,291.50 | \$2,362.11 | \$2,432.46 | \$2,493.34 | \$2,555.68 | \$2,617.86 |
| | | Daily | \$200.97 | \$208.04 | \$215.06 | \$222.10 | \$229.15 | \$236.22 | \$243.25 | \$249.34 | \$255.57 | \$261.79 |
| | | Hourly | \$25.13 | \$26.01 | \$26.89 | \$27.77 | \$28.65 | \$29.53 | \$30.41 | \$31.17 | \$31.95 | \$32.73 |
| FM | 16 | Annual | \$54,942.00 | \$56,834.00 | \$58,729.00 | \$60,621.00 | \$62,507.00 | \$64,402.00 | \$66,284.00 | \$67,950.00 | \$69,644.00 | \$71,343.00 |
| | | Bi-Wk | \$2,105.06 | \$2,177.55 | \$2,250.16 | \$2,322.65 | \$2,394.91 | \$2,467.51 | \$2,539.62 | \$2,603.45 | \$2,668.36 | \$2,733.45 |
| | | Daily | \$210.51 | \$217.76 | \$225.02 | \$232.27 | \$239.50 | \$246.76 | \$253.97 | \$260.35 | \$266.84 | \$273.35 |
| | | Hourly | \$26.32 | \$27.22 | \$28.13 | \$29.04 | \$29.94 | \$30.85 | \$31.75 | \$32.55 | \$33.36 | \$34.17 |
| FM | 17 | Annual | \$57,584.00 | \$59,542.00 | \$61,474.00 | \$63,430.00 | \$65,371.00 | \$67,319.00 | \$69,269.00 | \$70,999.00 | \$72,779.00 | \$74,550.00 |
| | | Bi-Wk | \$2,206.29 | \$2,281.31 | \$2,355.33 | \$2,430.27 | \$2,504.64 | \$2,579.28 | \$2,653.99 | \$2,720.27 | \$2,788.47 | \$2,856.33 |
| | | Daily | \$220.63 | \$228.14 | \$235.54 | \$243.03 | \$250.47 | \$257.93 | \$265.40 | \$272.03 | \$278.85 | \$285.64 |
| | | Hourly | \$27.58 | \$28.52 | \$29.45 | \$30.38 | \$31.31 | \$32.25 | \$33.18 | \$34.01 | \$34.86 | \$35.71 |
| FM | 18 | Annual | \$60,416.00 | \$62,406.00 | \$64,402.00 | \$66,399.00 | \$68,393.00 | \$70,381.00 | \$72,384.00 | \$74,195.00 | \$76,048.00 | \$77,906.00 |
| | | Bi-Wk | \$2,314.79 | \$2,391.04 | \$2,467.51 | \$2,544.03 | \$2,620.43 | \$2,696.60 | \$2,773.34 | \$2,842.73 | \$2,913.72 | \$2,984.91 |
| | | Daily | \$231.48 | \$239.11 | \$246.76 | \$254.41 | \$262.05 | \$269.66 | \$277.34 | \$284.28 | \$291.38 | \$298.50 |
| | | Hourly | \$28.94 | \$29.89 | \$30.85 | \$31.81 | \$32.76 | \$33.71 | \$34.67 | \$35.54 | \$36.43 | \$37.32 |
| FM | 19 | Annual | \$63,311.00 | \$65,371.00 | \$67,427.00 | \$69,481.00 | \$71,536.00 | \$73,583.00 | \$75,632.00 | \$77,525.00 | \$79,462.00 | \$81,398.00 |
| | | Bi-Wk | \$2,425.71 | \$2,504.64 | \$2,583.41 | \$2,662.11 | \$2,740.85 | \$2,819.28 | \$2,897.78 | \$2,970.31 | \$3,044.53 | \$3,118.70 |
| | | Daily | \$242.58 | \$250.47 | \$258.35 | \$266.22 | \$274.09 | \$281.93 | \$289.78 | \$297.04 | \$304.46 | \$311.87 |
| | | Hourly | \$30.33 | \$31.31 | \$32.30 | \$33.28 | \$34.27 | \$35.25 | \$36.23 | \$37.13 | \$38.06 | \$38.99 |
| FM | 20 | Annual | \$66,463.00 | \$68,565.00 | \$70,669.00 | \$72,774.00 | \$74,871.00 | \$76,985.00 | \$79,078.00 | \$81,055.00 | \$83,083.00 | \$85,109.00 |
| | | Bi-Wk | \$2,546.48 | \$2,627.02 | \$2,707.63 | \$2,788.28 | \$2,868.63 | \$2,949.62 | \$3,029.81 | \$3,105.56 | \$3,183.26 | \$3,260.89 |
| | | Daily | \$254.65 | \$262.71 | \$270.77 | \$278.83 | \$286.87 | \$294.97 | \$302.99 | \$310.56 | \$318.33 | \$326.09 |
| | | Hourly | \$31.84 | \$32.84 | \$33.85 | \$34.86 | \$35.86 | \$36.88 | \$37.88 | \$38.82 | \$39.80 | \$40.77 |
| FM | 21 | Annual | \$69,668.00 | \$71,829.00 | \$73,987.00 | \$76,149.00 | \$78,316.00 | \$80,465.00 | \$82,633.00 | \$84,700.00 | \$86,814.00 | \$88,934.00 |
| | | Bi-Wk | \$2,669.28 | \$2,752.07 | \$2,834.76 | \$2,917.59 | \$3,000.62 | \$3,082.96 | \$3,166.02 | \$3,245.22 | \$3,326.21 | \$3,407.44 |
| | | Daily | \$266.93 | \$275.21 | \$283.48 | \$291.76 | \$300.07 | \$308.30 | \$316.61 | \$324.53 | \$332.63 | \$340.75 |
| | | Hourly | \$33.37 | \$34.41 | \$35.44 | \$36.47 | \$37.51 | \$38.54 | \$39.58 | \$40.57 | \$41.58 | \$42.60 |

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| FM | 22 | Annual | \$71,536.00 | \$74,098.00 | \$76,667.00 | \$79,225.00 | \$81,793.00 | \$84,358.00 | \$86,923.00 | \$89,098.00 | \$91,326.00 | \$93,554.00 |
| | | Bi-Wk | \$2,740.85 | \$2,839.01 | \$2,937.44 | \$3,035.45 | \$3,133.84 | \$3,232.11 | \$3,330.39 | \$3,413.72 | \$3,499.09 | \$3,584.45 |
| | | Daily | \$274.09 | \$283.91 | \$293.75 | \$303.55 | \$313.39 | \$323.22 | \$333.04 | \$341.38 | \$349.91 | \$358.45 |
| | | Hourly | \$34.27 | \$35.49 | \$36.72 | \$37.95 | \$39.18 | \$40.41 | \$41.63 | \$42.68 | \$43.74 | \$44.81 |
| FM | 23 | Annual | \$74,846.00 | \$77,526.00 | \$80,194.00 | \$82,863.00 | \$85,540.00 | \$88,207.00 | \$90,882.00 | \$93,157.00 | \$95,489.00 | \$97,813.00 |
| | | Bi-Wk | \$2,867.67 | \$2,970.35 | \$3,072.57 | \$3,174.83 | \$3,277.40 | \$3,379.58 | \$3,482.07 | \$3,569.24 | \$3,658.59 | \$3,747.63 |
| | | Daily | \$286.77 | \$297.04 | \$307.26 | \$317.49 | \$327.74 | \$337.96 | \$348.21 | \$356.93 | \$365.86 | \$374.77 |
| | | Hourly | \$35.85 | \$37.13 | \$38.41 | \$39.69 | \$40.97 | \$42.25 | \$43.53 | \$44.62 | \$45.74 | \$46.85 |
| FM | 24 | Annual | \$78,380.00 | \$81,165.00 | \$83,952.00 | \$86,736.00 | \$89,518.00 | \$92,308.00 | \$95,089.00 | \$97,470.00 | \$99,903.00 | \$102,343.00 |
| | | Bi-Wk | \$3,003.07 | \$3,109.78 | \$3,216.56 | \$3,323.22 | \$3,429.81 | \$3,536.71 | \$3,643.26 | \$3,734.49 | \$3,827.71 | \$3,921.19 |
| | | Daily | \$300.31 | \$310.98 | \$321.66 | \$332.33 | \$342.99 | \$353.68 | \$364.33 | \$373.45 | \$382.78 | \$392.12 |
| | | Hourly | \$37.54 | \$38.88 | \$40.21 | \$41.55 | \$42.88 | \$44.21 | \$45.55 | \$46.69 | \$47.85 | \$49.02 |
| FM | 25 | Annual | \$82,130.00 | \$85,019.00 | \$87,909.00 | \$90,792.00 | \$93,685.00 | \$96,568.00 | \$99,459.00 | \$101,946.00 | \$104,495.00 | \$107,044.00 |
| | | Bi-Wk | \$3,146.75 | \$3,257.44 | \$3,368.17 | \$3,478.63 | \$3,589.47 | \$3,699.93 | \$3,810.69 | \$3,905.98 | \$4,003.64 | \$4,101.31 |
| | | Daily | \$314.68 | \$325.75 | \$336.82 | \$347.87 | \$358.95 | \$370.00 | \$381.07 | \$390.60 | \$400.37 | \$410.14 |
| | | Hourly | \$39.34 | \$40.72 | \$42.11 | \$43.49 | \$44.87 | \$46.25 | \$47.64 | \$48.83 | \$50.05 | \$51.27 |
| FM | 26 | Annual | \$86,107.00 | \$89,099.00 | \$92,090.00 | \$95,089.00 | \$98,086.00 | \$101,081.00 | \$104,068.00 | \$106,673.00 | \$109,335.00 | \$112,007.00 |
| | | Bi-Wk | \$3,299.12 | \$3,413.76 | \$3,528.36 | \$3,643.26 | \$3,758.09 | \$3,872.84 | \$3,987.28 | \$4,087.09 | \$4,189.09 | \$4,291.46 |
| | | Daily | \$329.92 | \$341.38 | \$352.84 | \$364.33 | \$375.81 | \$387.29 | \$398.73 | \$408.71 | \$418.91 | \$429.15 |
| | | Hourly | \$41.24 | \$42.68 | \$44.11 | \$45.55 | \$46.98 | \$48.42 | \$49.85 | \$51.09 | \$52.37 | \$53.65 |
| FM | 27 | Annual | \$90,302.00 | \$93,396.00 | \$96,507.00 | \$99,603.00 | \$102,700.00 | \$105,794.00 | \$108,902.00 | \$111,623.00 | \$114,409.00 | \$117,201.00 |
| | | Bi-Wk | \$3,459.85 | \$3,578.40 | \$3,697.59 | \$3,816.21 | \$3,934.87 | \$4,053.41 | \$4,172.50 | \$4,276.75 | \$4,383.49 | \$4,490.46 |
| | | Daily | \$345.99 | \$357.84 | \$369.76 | \$381.63 | \$393.49 | \$405.35 | \$417.25 | \$427.68 | \$438.35 | \$449.05 |
| | | Hourly | \$43.25 | \$44.73 | \$46.22 | \$47.71 | \$49.19 | \$50.67 | \$52.16 | \$53.46 | \$54.80 | \$56.14 |
| FM | 28 | Annual | \$94,784.00 | \$97,998.00 | \$101,202.00 | \$104,406.00 | \$107,607.00 | \$110,817.00 | \$114,021.00 | \$116,875.00 | \$119,797.00 | \$122,717.00 |
| | | Bi-Wk | \$3,631.58 | \$3,754.72 | \$3,877.48 | \$4,000.23 | \$4,122.88 | \$4,245.87 | \$4,368.63 | \$4,477.97 | \$4,589.93 | \$4,701.81 |
| | | Daily | \$363.16 | \$375.48 | \$387.75 | \$400.03 | \$412.29 | \$424.59 | \$436.87 | \$447.80 | \$459.00 | \$470.19 |
| | | Hourly | \$45.40 | \$46.94 | \$48.47 | \$50.01 | \$51.54 | \$53.08 | \$54.61 | \$55.98 | \$57.38 | \$58.78 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 07/01/2022

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 29 | Annual | \$95,680.00 | \$99,215.00 | \$102,754.00 | \$106,286.00 | \$109,819.00 | \$113,348.00 | \$116,886.00 | \$119,813.00 | \$122,809.00 | \$125,802.00 |
| | | Bi-Wk | \$3,665.91 | \$3,801.35 | \$3,936.94 | \$4,072.27 | \$4,207.63 | \$4,342.84 | \$4,478.40 | \$4,590.54 | \$4,705.33 | \$4,820.00 |
| | | Daily | \$366.60 | \$380.14 | \$393.70 | \$407.23 | \$420.77 | \$434.29 | \$447.84 | \$459.06 | \$470.54 | \$482.00 |
| | | Hourly | \$45.83 | \$47.52 | \$49.22 | \$50.91 | \$52.60 | \$54.29 | \$55.98 | \$57.39 | \$58.82 | \$60.25 |
| FM | 30 | Annual | \$99,459.00 | \$103,092.00 | \$106,734.00 | \$110,368.00 | \$114,004.00 | \$117,641.00 | \$121,283.00 | \$124,315.00 | \$127,423.00 | \$130,526.00 |
| | | Bi-Wk | \$3,810.69 | \$3,949.89 | \$4,089.43 | \$4,228.66 | \$4,367.97 | \$4,507.32 | \$4,646.86 | \$4,763.03 | \$4,882.11 | \$5,001.00 |
| | | Daily | \$381.07 | \$394.99 | \$408.95 | \$422.87 | \$436.80 | \$450.74 | \$464.69 | \$476.31 | \$488.22 | \$500.10 |
| | | Hourly | \$47.64 | \$49.38 | \$51.12 | \$52.86 | \$54.60 | \$56.35 | \$58.09 | \$59.54 | \$61.03 | \$62.52 |
| FM | 31 | Annual | \$103,389.00 | \$107,141.00 | \$110,872.00 | \$114,619.00 | \$118,370.00 | \$122,106.00 | \$125,857.00 | \$129,005.00 | \$132,233.00 | \$135,453.00 |
| | | Bi-Wk | \$3,961.27 | \$4,105.02 | \$4,247.97 | \$4,391.54 | \$4,535.25 | \$4,678.40 | \$4,822.11 | \$4,942.73 | \$5,066.40 | \$5,189.78 |
| | | Daily | \$396.13 | \$410.51 | \$424.80 | \$439.16 | \$453.53 | \$467.84 | \$482.22 | \$494.28 | \$506.64 | \$518.98 |
| | | Hourly | \$49.52 | \$51.32 | \$53.10 | \$54.90 | \$56.70 | \$58.48 | \$60.28 | \$61.79 | \$63.33 | \$64.88 |
| FM | 32 | Annual | \$107,476.00 | \$111,321.00 | \$115,163.00 | \$119,009.00 | \$122,868.00 | \$126,705.00 | \$130,562.00 | \$133,827.00 | \$137,170.00 | \$140,516.00 |
| | | Bi-Wk | \$4,117.86 | \$4,265.18 | \$4,412.38 | \$4,559.74 | \$4,707.59 | \$4,854.60 | \$5,002.38 | \$5,127.48 | \$5,255.56 | \$5,383.76 |
| | | Daily | \$411.79 | \$426.52 | \$441.24 | \$455.98 | \$470.76 | \$485.46 | \$500.24 | \$512.75 | \$525.56 | \$538.38 |
| | | Hourly | \$51.48 | \$53.32 | \$55.16 | \$57.00 | \$58.85 | \$60.69 | \$62.53 | \$64.10 | \$65.70 | \$67.30 |
| FM | 33 | Annual | \$111,736.00 | \$115,691.00 | \$119,640.00 | \$123,603.00 | \$127,560.00 | \$131,515.00 | \$135,469.00 | \$138,858.00 | \$142,330.00 | \$145,800.00 |
| | | Bi-Wk | \$4,281.08 | \$4,432.61 | \$4,583.91 | \$4,735.75 | \$4,887.36 | \$5,038.89 | \$5,190.39 | \$5,320.23 | \$5,453.26 | \$5,586.21 |
| | | Daily | \$428.11 | \$443.27 | \$458.40 | \$473.58 | \$488.74 | \$503.89 | \$519.04 | \$532.03 | \$545.33 | \$558.63 |
| | | Hourly | \$53.52 | \$55.41 | \$57.30 | \$59.20 | \$61.10 | \$62.99 | \$64.88 | \$66.51 | \$68.17 | \$69.83 |
| FM | 34 | Annual | \$116,271.00 | \$120,340.00 | \$124,404.00 | \$128,466.00 | \$132,527.00 | \$136,590.00 | \$140,647.00 | \$144,168.00 | \$147,771.00 | \$151,374.00 |
| | | Bi-Wk | \$4,454.83 | \$4,610.73 | \$4,766.44 | \$4,922.07 | \$5,077.67 | \$5,233.34 | \$5,388.78 | \$5,523.68 | \$5,661.73 | \$5,799.78 |
| | | Daily | \$445.49 | \$461.08 | \$476.65 | \$492.21 | \$507.77 | \$523.34 | \$538.88 | \$552.37 | \$566.18 | \$579.98 |
| | | Hourly | \$55.69 | \$57.64 | \$59.59 | \$61.53 | \$63.48 | \$65.42 | \$67.36 | \$69.05 | \$70.78 | \$72.50 |
| FM | 35 | Annual | \$120,999.00 | \$125,150.00 | \$129,328.00 | \$133,491.00 | \$137,656.00 | \$141,821.00 | \$145,995.00 | \$149,642.00 | \$153,383.00 | \$157,126.00 |
| | | Bi-Wk | \$4,635.98 | \$4,795.02 | \$4,955.10 | \$5,114.60 | \$5,274.18 | \$5,433.76 | \$5,593.68 | \$5,733.41 | \$5,876.75 | \$6,020.16 |
| | | Daily | \$463.60 | \$479.51 | \$495.51 | \$511.46 | \$527.42 | \$543.38 | \$559.37 | \$573.35 | \$587.68 | \$602.02 |
| | | Hourly | \$57.95 | \$59.94 | \$61.94 | \$63.94 | \$65.93 | \$67.93 | \$69.93 | \$71.67 | \$73.46 | \$75.26 |

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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 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 36 | Annual | \$125,964.00 | \$130,234.00 | \$134,509.00 | \$138,783.00 | \$143,057.00 | \$147,333.00 | \$151,607.00 | \$155,394.00 | \$159,279.00 | \$163,160.00 |
| | | Bi-Wk | \$4,826.21 | \$4,989.81 | \$5,153.61 | \$5,317.36 | \$5,481.12 | \$5,644.95 | \$5,808.70 | \$5,953.80 | \$6,102.65 | \$6,251.35 |
| | | Daily | \$482.63 | \$498.99 | \$515.37 | \$531.74 | \$548.12 | \$564.50 | \$580.87 | \$595.38 | \$610.27 | \$625.14 |
| | | Hourly | \$60.33 | \$62.38 | \$64.43 | \$66.47 | \$68.52 | \$70.57 | \$72.61 | \$74.43 | \$76.29 | \$78.15 |
| FM | 37 | Annual | \$131,126.00 | \$135,519.00 | \$139,908.00 | \$144,298.00 | \$148,690.00 | \$153,081.00 | \$157,473.00 | \$161,410.00 | \$165,439.00 | \$169,477.00 |
| | | Bi-Wk | \$5,023.99 | \$5,192.30 | \$5,360.46 | \$5,528.66 | \$5,696.94 | \$5,865.18 | \$6,033.45 | \$6,184.30 | \$6,338.66 | \$6,493.38 |
| | | Daily | \$502.40 | \$519.23 | \$536.05 | \$552.87 | \$569.70 | \$586.52 | \$603.35 | \$618.43 | \$633.87 | \$649.34 |
| | | Hourly | \$62.80 | \$64.91 | \$67.01 | \$69.11 | \$71.22 | \$73.32 | \$75.42 | \$77.31 | \$79.24 | \$81.17 |
| FM | 38 | Annual | \$136,475.00 | \$140,967.00 | \$145,466.00 | \$149,957.00 | \$154,453.00 | \$158,947.00 | \$163,443.00 | \$167,525.00 | \$171,713.00 | \$175,900.00 |
| | | Bi-Wk | \$5,228.93 | \$5,401.04 | \$5,573.41 | \$5,745.48 | \$5,917.74 | \$6,089.93 | \$6,262.19 | \$6,418.59 | \$6,579.05 | \$6,739.47 |
| | | Daily | \$522.90 | \$540.11 | \$557.35 | \$574.55 | \$591.78 | \$609.00 | \$626.22 | \$641.86 | \$657.91 | \$673.95 |
| | | Hourly | \$65.37 | \$67.52 | \$69.67 | \$71.82 | \$73.98 | \$76.13 | \$78.28 | \$80.24 | \$82.24 | \$84.25 |
| FM | 39 | Annual | \$142,096.00 | \$146,695.00 | \$151,289.00 | \$155,897.00 | \$160,499.00 | \$165,094.00 | \$169,691.00 | \$173,938.00 | \$178,284.00 | \$182,633.00 |
| | | Bi-Wk | \$5,444.30 | \$5,620.50 | \$5,796.52 | \$5,973.07 | \$6,149.39 | \$6,325.45 | \$6,501.58 | \$6,664.30 | \$6,830.81 | \$6,997.44 |
| | | Daily | \$544.43 | \$562.05 | \$579.66 | \$597.31 | \$614.94 | \$632.55 | \$650.16 | \$666.43 | \$683.09 | \$699.75 |
| | | Hourly | \$68.06 | \$70.26 | \$72.46 | \$74.67 | \$76.87 | \$79.07 | \$81.27 | \$83.31 | \$85.39 | \$87.47 |
| FM | 40 | Annual | \$147,949.00 | \$152,650.00 | \$157,353.00 | \$162,041.00 | \$166,744.00 | \$171,448.00 | \$176,147.00 | \$180,551.00 | \$185,068.00 | \$189,579.00 |
| | | Bi-Wk | \$5,668.55 | \$5,848.66 | \$6,028.86 | \$6,208.47 | \$6,388.66 | \$6,568.89 | \$6,748.93 | \$6,917.67 | \$7,090.73 | \$7,263.57 |
| | | Daily | \$566.86 | \$584.87 | \$602.89 | \$620.85 | \$638.87 | \$656.89 | \$674.90 | \$691.77 | \$709.08 | \$726.36 |
| | | Hourly | \$70.86 | \$73.11 | \$75.37 | \$77.61 | \$79.86 | \$82.12 | \$84.37 | \$86.48 | \$88.64 | \$90.80 |
| FM | 41 | Annual | \$154,077.00 | \$158,896.00 | \$163,702.00 | \$168,519.00 | \$173,330.00 | \$178,134.00 | \$182,947.00 | \$187,522.00 | \$192,210.00 | \$196,900.00 |
| | | Bi-Wk | \$5,903.34 | \$6,087.97 | \$6,272.11 | \$6,456.67 | \$6,641.00 | \$6,825.06 | \$7,009.47 | \$7,184.76 | \$7,364.37 | \$7,544.07 |
| | | Daily | \$590.34 | \$608.80 | \$627.22 | \$645.67 | \$664.10 | \$682.51 | \$700.95 | \$718.48 | \$736.44 | \$754.41 |
| | | Hourly | \$73.80 | \$76.10 | \$78.41 | \$80.71 | \$83.02 | \$85.32 | \$87.62 | \$89.81 | \$92.06 | \$94.31 |
| FM | 42 | Annual | \$160,438.00 | \$165,363.00 | \$170,283.00 | \$175,196.00 | \$180,117.00 | \$185,036.00 | \$189,957.00 | \$194,705.00 | \$199,574.00 | \$204,441.00 |
| | | Bi-Wk | \$6,147.05 | \$6,335.75 | \$6,524.26 | \$6,712.50 | \$6,901.04 | \$7,089.51 | \$7,278.05 | \$7,459.97 | \$7,646.52 | \$7,832.99 |
| | | Daily | \$614.71 | \$633.58 | \$652.43 | \$671.25 | \$690.11 | \$708.96 | \$727.81 | \$746.00 | \$764.66 | \$783.30 |
| | | Hourly | \$76.84 | \$79.20 | \$81.56 | \$83.91 | \$86.27 | \$88.62 | \$90.98 | \$93.25 | \$95.59 | \$97.92 |

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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> |
|--------------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|
| FM | 43 | Annual | \$167,182.00 | \$172,206.00 | \$177,217.00 | \$182,237.00 | \$187,258.00 | \$192,273.00 | \$197,292.00 | \$202,219.00 | \$207,275.00 | \$212,334.00 |
| | | Bi-Wk | \$6,405.45 | \$6,597.94 | \$6,789.93 | \$6,982.27 | \$7,174.64 | \$7,366.79 | \$7,559.09 | \$7,747.86 | \$7,941.58 | \$8,135.41 |
| | | Daily | \$640.55 | \$659.80 | \$679.00 | \$698.23 | \$717.47 | \$736.68 | \$755.91 | \$774.79 | \$794.16 | \$813.55 |
| | | Hourly | \$80.07 | \$82.48 | \$84.88 | \$87.28 | \$89.69 | \$92.09 | \$94.49 | \$96.85 | \$99.27 | \$101.70 |