

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 8/26/2013

| 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 | \$27,637.00 | \$28,168.00 | \$28,694.00 | \$29,230.00 | \$29,772.00 | \$30,301.00 | \$30,833.00 | \$31,601.00 | \$32,392.00 | \$33,181.00 |
| | | Bi-Wk | \$1,058.89 | \$1,079.24 | \$1,099.39 | \$1,119.93 | \$1,140.69 | \$1,160.96 | \$1,181.35 | \$1,210.77 | \$1,241.08 | \$1,271.31 |
| | | Daily | \$105.89 | \$107.93 | \$109.94 | \$112.00 | \$114.07 | \$116.10 | \$118.14 | \$121.08 | \$124.11 | \$127.14 |
| | | Hourly | \$13.24 | \$13.50 | \$13.75 | \$14.00 | \$14.26 | \$14.52 | \$14.77 | \$15.14 | \$15.52 | \$15.90 |
| FM | 2 | Annual | \$28,694.00 | \$29,230.00 | \$29,772.00 | \$30,301.00 | \$30,833.00 | \$31,361.00 | \$31,893.00 | \$32,693.00 | \$33,507.00 | \$34,328.00 |
| | | Bi-Wk | \$1,099.39 | \$1,119.93 | \$1,140.69 | \$1,160.96 | \$1,181.35 | \$1,201.58 | \$1,221.96 | \$1,252.61 | \$1,283.80 | \$1,315.25 |
| | | Daily | \$109.94 | \$112.00 | \$114.07 | \$116.10 | \$118.14 | \$120.16 | \$122.20 | \$125.27 | \$128.38 | \$131.53 |
| | | Hourly | \$13.75 | \$14.00 | \$14.26 | \$14.52 | \$14.77 | \$15.02 | \$15.28 | \$15.66 | \$16.05 | \$16.45 |
| FM | 3 | Annual | \$29,230.00 | \$29,772.00 | \$30,301.00 | \$30,833.00 | \$31,361.00 | \$31,893.00 | \$32,425.00 | \$33,236.00 | \$34,066.00 | \$34,897.00 |
| | | Bi-Wk | \$1,119.93 | \$1,140.69 | \$1,160.96 | \$1,181.35 | \$1,201.58 | \$1,221.96 | \$1,242.34 | \$1,273.41 | \$1,305.22 | \$1,337.05 |
| | | Daily | \$112.00 | \$114.07 | \$116.10 | \$118.14 | \$120.16 | \$122.20 | \$124.24 | \$127.35 | \$130.53 | \$133.71 |
| | | Hourly | \$14.00 | \$14.26 | \$14.52 | \$14.77 | \$15.02 | \$15.28 | \$15.53 | \$15.92 | \$16.32 | \$16.72 |
| FM | 4 | Annual | \$29,995.00 | \$30,641.00 | \$31,286.00 | \$31,936.00 | \$32,579.00 | \$33,223.00 | \$33,873.00 | \$34,723.00 | \$35,592.00 | \$36,457.00 |
| | | Bi-Wk | \$1,149.24 | \$1,173.99 | \$1,198.70 | \$1,223.61 | \$1,248.24 | \$1,272.92 | \$1,297.82 | \$1,330.39 | \$1,363.68 | \$1,396.82 |
| | | Daily | \$114.93 | \$117.40 | \$119.87 | \$122.37 | \$124.83 | \$127.30 | \$129.79 | \$133.04 | \$136.37 | \$139.69 |
| | | Hourly | \$14.37 | \$14.68 | \$14.99 | \$15.30 | \$15.61 | \$15.92 | \$16.23 | \$16.63 | \$17.05 | \$17.47 |
| FM | 5 | Annual | \$30,602.00 | \$31,286.00 | \$31,969.00 | \$32,648.00 | \$33,332.00 | \$34,009.00 | \$34,694.00 | \$35,562.00 | \$36,453.00 | \$37,339.00 |
| | | Bi-Wk | \$1,172.50 | \$1,198.70 | \$1,224.87 | \$1,250.89 | \$1,277.09 | \$1,303.03 | \$1,329.28 | \$1,362.53 | \$1,396.67 | \$1,430.62 |
| | | Daily | \$117.25 | \$119.87 | \$122.49 | \$125.09 | \$127.71 | \$130.31 | \$132.93 | \$136.26 | \$139.67 | \$143.07 |
| | | Hourly | \$14.66 | \$14.99 | \$15.32 | \$15.64 | \$15.97 | \$16.29 | \$16.62 | \$17.04 | \$17.46 | \$17.89 |
| FM | 6 | Annual | \$31,440.00 | \$32,129.00 | \$32,807.00 | \$33,493.00 | \$34,174.00 | \$34,854.00 | \$35,535.00 | \$36,424.00 | \$37,335.00 | \$38,250.00 |
| | | Bi-Wk | \$1,204.60 | \$1,231.00 | \$1,256.98 | \$1,283.26 | \$1,309.35 | \$1,335.41 | \$1,361.50 | \$1,395.56 | \$1,430.46 | \$1,465.52 |
| | | Daily | \$120.46 | \$123.10 | \$125.70 | \$128.33 | \$130.94 | \$133.55 | \$136.15 | \$139.56 | \$143.05 | \$146.56 |
| | | Hourly | \$15.06 | \$15.39 | \$15.72 | \$16.05 | \$16.37 | \$16.70 | \$17.02 | \$17.45 | \$17.89 | \$18.32 |
| FM | 7 | Annual | \$32,202.00 | \$32,882.00 | \$33,565.00 | \$34,248.00 | \$34,925.00 | \$35,609.00 | \$36,289.00 | \$37,196.00 | \$38,124.00 | \$39,055.00 |
| | | Bi-Wk | \$1,233.80 | \$1,259.85 | \$1,286.02 | \$1,312.19 | \$1,338.13 | \$1,364.33 | \$1,390.39 | \$1,425.14 | \$1,460.69 | \$1,496.37 |
| | | Daily | \$123.38 | \$125.99 | \$128.61 | \$131.22 | \$133.82 | \$136.44 | \$139.04 | \$142.52 | \$146.07 | \$149.64 |
| | | Hourly | \$15.43 | \$15.75 | \$16.08 | \$16.41 | \$16.73 | \$17.06 | \$17.38 | \$17.82 | \$18.26 | \$18.71 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 8/26/2013

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 8 | Annual | \$34,174.00 | \$35,010.00 | \$35,840.00 | \$36,708.00 | \$37,606.00 | \$38,499.00 | \$39,445.00 | \$40,432.00 | \$41,445.00 | \$42,453.00 |
| | | Bi-Wk | \$1,309.35 | \$1,341.38 | \$1,373.19 | \$1,406.44 | \$1,440.85 | \$1,475.06 | \$1,511.31 | \$1,549.12 | \$1,587.94 | \$1,626.56 |
| | | Daily | \$130.94 | \$134.14 | \$137.32 | \$140.65 | \$144.09 | \$147.51 | \$151.14 | \$154.92 | \$158.80 | \$162.66 |
| | | Hourly | \$16.37 | \$16.77 | \$17.17 | \$17.59 | \$18.02 | \$18.44 | \$18.90 | \$19.37 | \$19.85 | \$20.34 |
| FM | 9 | Annual | \$35,040.00 | \$35,914.00 | \$36,819.00 | \$37,755.00 | \$38,690.00 | \$39,678.00 | \$40,681.00 | \$41,702.00 | \$42,741.00 | \$43,789.00 |
| | | Bi-Wk | \$1,342.53 | \$1,376.02 | \$1,410.69 | \$1,446.56 | \$1,482.38 | \$1,520.23 | \$1,558.66 | \$1,597.78 | \$1,637.59 | \$1,677.74 |
| | | Daily | \$134.26 | \$137.61 | \$141.07 | \$144.66 | \$148.24 | \$152.03 | \$155.87 | \$159.78 | \$163.76 | \$167.78 |
| | | Hourly | \$16.79 | \$17.21 | \$17.64 | \$18.09 | \$18.53 | \$19.01 | \$19.49 | \$19.98 | \$20.47 | \$20.98 |
| FM | 10 | Annual | \$36,044.00 | \$37,003.00 | \$37,974.00 | \$38,958.00 | \$39,998.00 | \$41,064.00 | \$42,158.00 | \$43,210.00 | \$44,293.00 | \$45,373.00 |
| | | Bi-Wk | \$1,381.00 | \$1,417.74 | \$1,454.95 | \$1,492.65 | \$1,532.50 | \$1,573.34 | \$1,615.25 | \$1,655.56 | \$1,697.05 | \$1,738.43 |
| | | Daily | \$138.10 | \$141.78 | \$145.50 | \$149.27 | \$153.25 | \$157.34 | \$161.53 | \$165.56 | \$169.71 | \$173.85 |
| | | Hourly | \$17.27 | \$17.73 | \$18.19 | \$18.66 | \$19.16 | \$19.67 | \$20.20 | \$20.70 | \$21.22 | \$21.74 |
| FM | 11 | Annual | \$37,047.00 | \$38,063.00 | \$39,102.00 | \$40,184.00 | \$41,310.00 | \$42,442.00 | \$43,589.00 | \$44,679.00 | \$45,799.00 | \$46,913.00 |
| | | Bi-Wk | \$1,419.43 | \$1,458.36 | \$1,498.17 | \$1,539.62 | \$1,582.76 | \$1,626.14 | \$1,670.08 | \$1,711.84 | \$1,754.76 | \$1,797.44 |
| | | Daily | \$141.95 | \$145.84 | \$149.82 | \$153.97 | \$158.28 | \$162.62 | \$167.01 | \$171.19 | \$175.48 | \$179.75 |
| | | Hourly | \$17.75 | \$18.23 | \$18.73 | \$19.25 | \$19.79 | \$20.33 | \$20.88 | \$21.40 | \$21.94 | \$22.47 |
| FM | 12 | Annual | \$38,122.00 | \$39,213.00 | \$40,341.00 | \$41,516.00 | \$42,699.00 | \$43,890.00 | \$45,072.00 | \$46,202.00 | \$47,359.00 | \$48,512.00 |
| | | Bi-Wk | \$1,460.62 | \$1,502.42 | \$1,545.64 | \$1,590.66 | \$1,635.98 | \$1,681.61 | \$1,726.90 | \$1,770.20 | \$1,814.53 | \$1,858.70 |
| | | Daily | \$146.07 | \$150.25 | \$154.57 | \$159.07 | \$163.60 | \$168.17 | \$172.69 | \$177.02 | \$181.46 | \$185.87 |
| | | Hourly | \$18.26 | \$18.79 | \$19.33 | \$19.89 | \$20.45 | \$21.03 | \$21.59 | \$22.13 | \$22.69 | \$23.24 |
| FM | 13 | Annual | \$40,149.00 | \$41,587.00 | \$43,036.00 | \$44,481.00 | \$45,935.00 | \$47,384.00 | \$48,834.00 | \$50,055.00 | \$51,309.00 | \$52,559.00 |
| | | Bi-Wk | \$1,538.28 | \$1,593.38 | \$1,648.89 | \$1,704.26 | \$1,759.97 | \$1,815.48 | \$1,871.04 | \$1,917.82 | \$1,965.87 | \$2,013.76 |
| | | Daily | \$153.83 | \$159.34 | \$164.89 | \$170.43 | \$176.00 | \$181.55 | \$187.11 | \$191.79 | \$196.59 | \$201.38 |
| | | Hourly | \$19.23 | \$19.92 | \$20.62 | \$21.31 | \$22.00 | \$22.70 | \$23.39 | \$23.98 | \$24.58 | \$25.18 |
| FM | 14 | Annual | \$41,984.00 | \$43,477.00 | \$44,970.00 | \$46,464.00 | \$47,953.00 | \$49,454.00 | \$50,940.00 | \$52,212.00 | \$53,522.00 | \$54,827.00 |
| | | Bi-Wk | \$1,608.59 | \$1,665.79 | \$1,722.99 | \$1,780.23 | \$1,837.28 | \$1,894.79 | \$1,951.73 | \$2,000.46 | \$2,050.66 | \$2,100.66 |
| | | Daily | \$160.86 | \$166.58 | \$172.30 | \$178.03 | \$183.73 | \$189.48 | \$195.18 | \$200.05 | \$205.07 | \$210.07 |
| | | Hourly | \$20.11 | \$20.83 | \$21.54 | \$22.26 | \$22.97 | \$23.69 | \$24.40 | \$25.01 | \$25.64 | \$26.26 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 15 | Annual | \$43,926.00 | \$45,472.00 | \$47,007.00 | \$48,545.00 | \$50,089.00 | \$51,632.00 | \$53,169.00 | \$54,500.00 | \$55,863.00 | \$57,222.00 |
| | | Bi-Wk | \$1,682.99 | \$1,742.23 | \$1,801.04 | \$1,859.97 | \$1,919.12 | \$1,978.24 | \$2,037.13 | \$2,088.13 | \$2,140.35 | \$2,192.42 |
| | | Daily | \$168.30 | \$174.23 | \$180.11 | \$186.00 | \$191.92 | \$197.83 | \$203.72 | \$208.82 | \$214.04 | \$219.25 |
| | | Hourly | \$21.04 | \$21.78 | \$22.52 | \$23.25 | \$23.99 | \$24.73 | \$25.47 | \$26.11 | \$26.76 | \$27.41 |
| FM | 16 | Annual | \$46,012.00 | \$47,597.00 | \$49,184.00 | \$50,768.00 | \$52,349.00 | \$53,936.00 | \$55,511.00 | \$56,906.00 | \$58,326.00 | \$59,748.00 |
| | | Bi-Wk | \$1,762.92 | \$1,823.64 | \$1,884.45 | \$1,945.14 | \$2,005.71 | \$2,066.52 | \$2,126.86 | \$2,180.31 | \$2,234.72 | \$2,289.20 |
| | | Daily | \$176.30 | \$182.37 | \$188.45 | \$194.52 | \$200.58 | \$206.66 | \$212.69 | \$218.04 | \$223.48 | \$228.92 |
| | | Hourly | \$22.04 | \$22.80 | \$23.56 | \$24.32 | \$25.08 | \$25.84 | \$26.59 | \$27.26 | \$27.94 | \$28.62 |
| FM | 17 | Annual | \$48,225.00 | \$49,866.00 | \$51,484.00 | \$53,121.00 | \$54,747.00 | \$56,379.00 | \$58,011.00 | \$59,461.00 | \$60,951.00 | \$62,434.00 |
| | | Bi-Wk | \$1,847.71 | \$1,910.58 | \$1,972.57 | \$2,035.29 | \$2,097.59 | \$2,160.12 | \$2,222.65 | \$2,278.20 | \$2,335.29 | \$2,392.11 |
| | | Daily | \$184.78 | \$191.06 | \$197.26 | \$203.53 | \$209.76 | \$216.02 | \$222.27 | \$227.82 | \$233.53 | \$239.22 |
| | | Hourly | \$23.10 | \$23.89 | \$24.66 | \$25.45 | \$26.22 | \$27.01 | \$27.79 | \$28.48 | \$29.20 | \$29.91 |
| FM | 18 | Annual | \$50,598.00 | \$52,265.00 | \$53,936.00 | \$55,608.00 | \$57,278.00 | \$58,943.00 | \$60,621.00 | \$62,136.00 | \$63,690.00 | \$65,245.00 |
| | | Bi-Wk | \$1,938.63 | \$2,002.50 | \$2,066.52 | \$2,130.58 | \$2,194.56 | \$2,258.36 | \$2,322.65 | \$2,380.69 | \$2,440.23 | \$2,499.81 |
| | | Daily | \$193.87 | \$200.25 | \$206.66 | \$213.06 | \$219.46 | \$225.84 | \$232.27 | \$238.07 | \$244.03 | \$249.99 |
| | | Hourly | \$24.24 | \$25.04 | \$25.84 | \$26.64 | \$27.44 | \$28.23 | \$29.04 | \$29.76 | \$30.51 | \$31.25 |
| FM | 19 | Annual | \$53,022.00 | \$54,747.00 | \$56,469.00 | \$58,189.00 | \$59,910.00 | \$61,625.00 | \$63,341.00 | \$64,927.00 | \$66,548.00 | \$68,170.00 |
| | | Bi-Wk | \$2,031.50 | \$2,097.59 | \$2,163.57 | \$2,229.47 | \$2,295.41 | \$2,361.12 | \$2,426.86 | \$2,487.63 | \$2,549.74 | \$2,611.88 |
| | | Daily | \$203.15 | \$209.76 | \$216.36 | \$222.95 | \$229.55 | \$236.12 | \$242.69 | \$248.77 | \$254.98 | \$261.19 |
| | | Hourly | \$25.40 | \$26.22 | \$27.05 | \$27.87 | \$28.70 | \$29.52 | \$30.34 | \$31.10 | \$31.88 | \$32.65 |
| FM | 20 | Annual | \$55,662.00 | \$57,422.00 | \$59,185.00 | \$60,947.00 | \$62,703.00 | \$64,474.00 | \$66,227.00 | \$67,884.00 | \$69,581.00 | \$71,278.00 |
| | | Bi-Wk | \$2,132.65 | \$2,200.08 | \$2,267.63 | \$2,335.14 | \$2,402.42 | \$2,470.27 | \$2,537.44 | \$2,600.92 | \$2,665.94 | \$2,730.96 |
| | | Daily | \$213.27 | \$220.01 | \$226.77 | \$233.52 | \$240.25 | \$247.03 | \$253.75 | \$260.10 | \$266.60 | \$273.10 |
| | | Hourly | \$26.66 | \$27.51 | \$28.35 | \$29.19 | \$30.04 | \$30.88 | \$31.72 | \$32.52 | \$33.33 | \$34.14 |
| FM | 21 | Annual | \$58,346.00 | \$60,157.00 | \$61,964.00 | \$63,774.00 | \$65,589.00 | \$67,389.00 | \$69,204.00 | \$70,936.00 | \$72,706.00 | \$74,481.00 |
| | | Bi-Wk | \$2,235.48 | \$2,304.87 | \$2,374.10 | \$2,443.45 | \$2,512.99 | \$2,581.96 | \$2,651.50 | \$2,717.86 | \$2,785.68 | \$2,853.68 |
| | | Daily | \$223.55 | \$230.49 | \$237.41 | \$244.35 | \$251.30 | \$258.20 | \$265.15 | \$271.79 | \$278.57 | \$285.37 |
| | | Hourly | \$27.95 | \$28.82 | \$29.68 | \$30.55 | \$31.42 | \$32.28 | \$33.15 | \$33.98 | \$34.83 | \$35.68 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 22 | Annual | \$59,910.00 | \$62,056.00 | \$64,207.00 | \$66,350.00 | \$68,501.00 | \$70,648.00 | \$72,797.00 | \$74,619.00 | \$76,484.00 | \$78,350.00 |
| | | Bi-Wk | \$2,295.41 | \$2,377.63 | \$2,460.04 | \$2,542.15 | \$2,624.56 | \$2,706.82 | \$2,789.16 | \$2,858.97 | \$2,930.43 | \$3,001.92 |
| | | Daily | \$229.55 | \$237.77 | \$246.01 | \$254.22 | \$262.46 | \$270.69 | \$278.92 | \$285.90 | \$293.05 | \$300.20 |
| | | Hourly | \$28.70 | \$29.73 | \$30.76 | \$31.78 | \$32.81 | \$33.84 | \$34.87 | \$35.74 | \$36.64 | \$37.53 |
| FM | 23 | Annual | \$62,683.00 | \$64,928.00 | \$67,162.00 | \$69,397.00 | \$71,638.00 | \$73,872.00 | \$76,113.00 | \$78,019.00 | \$79,971.00 | \$81,918.00 |
| | | Bi-Wk | \$2,401.65 | \$2,487.67 | \$2,573.26 | \$2,658.89 | \$2,744.76 | \$2,830.35 | \$2,916.21 | \$2,989.24 | \$3,064.03 | \$3,138.63 |
| | | Daily | \$240.17 | \$248.77 | \$257.33 | \$265.89 | \$274.48 | \$283.04 | \$291.63 | \$298.93 | \$306.41 | \$313.87 |
| | | Hourly | \$30.03 | \$31.10 | \$32.17 | \$33.24 | \$34.31 | \$35.38 | \$36.46 | \$37.37 | \$38.31 | \$39.24 |
| FM | 24 | Annual | \$65,642.00 | \$67,974.00 | \$70,309.00 | \$72,641.00 | \$74,970.00 | \$77,307.00 | \$79,636.00 | \$81,630.00 | \$83,668.00 | \$85,711.00 |
| | | Bi-Wk | \$2,515.02 | \$2,604.37 | \$2,693.84 | \$2,783.19 | \$2,872.42 | \$2,961.96 | \$3,051.19 | \$3,127.59 | \$3,205.68 | \$3,283.95 |
| | | Daily | \$251.51 | \$260.44 | \$269.39 | \$278.32 | \$287.25 | \$296.20 | \$305.12 | \$312.76 | \$320.57 | \$328.40 |
| | | Hourly | \$31.44 | \$32.56 | \$33.68 | \$34.79 | \$35.91 | \$37.03 | \$38.14 | \$39.10 | \$40.08 | \$41.05 |
| FM | 25 | Annual | \$68,782.00 | \$71,202.00 | \$73,624.00 | \$76,037.00 | \$78,461.00 | \$80,874.00 | \$83,298.00 | \$85,379.00 | \$87,514.00 | \$89,649.00 |
| | | Bi-Wk | \$2,635.33 | \$2,728.05 | \$2,820.85 | \$2,913.30 | \$3,006.17 | \$3,098.63 | \$3,191.50 | \$3,271.23 | \$3,353.03 | \$3,434.83 |
| | | Daily | \$263.54 | \$272.81 | \$282.09 | \$291.33 | \$300.62 | \$309.87 | \$319.15 | \$327.13 | \$335.31 | \$343.49 |
| | | Hourly | \$32.95 | \$34.11 | \$35.27 | \$36.42 | \$37.58 | \$38.74 | \$39.90 | \$40.90 | \$41.92 | \$42.94 |
| FM | 26 | Annual | \$72,114.00 | \$74,620.00 | \$77,124.00 | \$79,636.00 | \$82,146.00 | \$84,655.00 | \$87,156.00 | \$89,338.00 | \$91,567.00 | \$93,805.00 |
| | | Bi-Wk | \$2,762.99 | \$2,859.01 | \$2,954.95 | \$3,051.19 | \$3,147.36 | \$3,243.49 | \$3,339.32 | \$3,422.92 | \$3,508.32 | \$3,594.07 |
| | | Daily | \$276.30 | \$285.91 | \$295.50 | \$305.12 | \$314.74 | \$324.35 | \$333.94 | \$342.30 | \$350.84 | \$359.41 |
| | | Hourly | \$34.54 | \$35.74 | \$36.94 | \$38.14 | \$39.35 | \$40.55 | \$41.75 | \$42.79 | \$43.86 | \$44.93 |
| FM | 27 | Annual | \$75,628.00 | \$78,219.00 | \$80,824.00 | \$83,417.00 | \$86,012.00 | \$88,602.00 | \$91,204.00 | \$93,484.00 | \$95,818.00 | \$98,156.00 |
| | | Bi-Wk | \$2,897.63 | \$2,996.90 | \$3,096.71 | \$3,196.06 | \$3,295.48 | \$3,394.72 | \$3,494.41 | \$3,581.77 | \$3,671.19 | \$3,760.77 |
| | | Daily | \$289.77 | \$299.69 | \$309.68 | \$319.61 | \$329.55 | \$339.48 | \$349.45 | \$358.18 | \$367.12 | \$376.08 |
| | | Hourly | \$36.23 | \$37.47 | \$38.71 | \$39.96 | \$41.20 | \$42.44 | \$43.69 | \$44.78 | \$45.89 | \$47.01 |
| FM | 28 | Annual | \$79,382.00 | \$82,072.00 | \$84,756.00 | \$87,440.00 | \$90,121.00 | \$92,810.00 | \$95,494.00 | \$97,883.00 | \$100,331.00 | \$102,775.00 |
| | | Bi-Wk | \$3,041.46 | \$3,144.53 | \$3,247.36 | \$3,350.20 | \$3,452.92 | \$3,555.94 | \$3,658.78 | \$3,750.31 | \$3,844.10 | \$3,937.74 |
| | | Daily | \$304.15 | \$314.46 | \$324.74 | \$335.02 | \$345.30 | \$355.60 | \$365.88 | \$375.04 | \$384.41 | \$393.78 |
| | | Hourly | \$38.02 | \$39.31 | \$40.60 | \$41.88 | \$43.17 | \$44.45 | \$45.74 | \$46.88 | \$48.06 | \$49.23 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 8/26/2013

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 29 | Annual | \$80,132.00 | \$83,093.00 | \$86,055.00 | \$89,014.00 | \$91,973.00 | \$94,929.00 | \$97,893.00 | \$100,344.00 | \$102,852.00 | \$105,359.00 |
| | | Bi-Wk | \$3,070.20 | \$3,183.64 | \$3,297.13 | \$3,410.50 | \$3,523.87 | \$3,637.13 | \$3,750.69 | \$3,844.60 | \$3,940.69 | \$4,036.75 |
| | | Daily | \$307.02 | \$318.37 | \$329.72 | \$341.05 | \$352.39 | \$363.72 | \$375.07 | \$384.46 | \$394.07 | \$403.68 |
| | | Hourly | \$38.38 | \$39.80 | \$41.22 | \$42.64 | \$44.05 | \$45.47 | \$46.89 | \$48.06 | \$49.26 | \$50.46 |
| FM | 30 | Annual | \$83,298.00 | \$86,339.00 | \$89,389.00 | \$92,433.00 | \$95,478.00 | \$98,524.00 | \$101,575.00 | \$104,113.00 | \$106,717.00 | \$109,316.00 |
| | | Bi-Wk | \$3,191.50 | \$3,308.01 | \$3,424.87 | \$3,541.50 | \$3,658.17 | \$3,774.87 | \$3,891.77 | \$3,989.01 | \$4,088.78 | \$4,188.36 |
| | | Daily | \$319.15 | \$330.81 | \$342.49 | \$354.15 | \$365.82 | \$377.49 | \$389.18 | \$398.91 | \$408.88 | \$418.84 |
| | | Hourly | \$39.90 | \$41.36 | \$42.82 | \$44.27 | \$45.73 | \$47.19 | \$48.65 | \$49.87 | \$51.11 | \$52.36 |
| FM | 31 | Annual | \$86,588.00 | \$89,731.00 | \$92,855.00 | \$95,993.00 | \$99,134.00 | \$102,264.00 | \$105,406.00 | \$108,042.00 | \$110,744.00 | \$113,442.00 |
| | | Bi-Wk | \$3,317.55 | \$3,437.97 | \$3,557.67 | \$3,677.90 | \$3,798.24 | \$3,918.17 | \$4,038.55 | \$4,139.55 | \$4,243.07 | \$4,346.44 |
| | | Daily | \$331.76 | \$343.80 | \$355.77 | \$367.79 | \$379.83 | \$391.82 | \$403.86 | \$413.96 | \$424.31 | \$434.65 |
| | | Hourly | \$41.47 | \$42.98 | \$44.48 | \$45.98 | \$47.48 | \$48.98 | \$50.49 | \$51.75 | \$53.04 | \$54.34 |
| FM | 32 | Annual | \$90,010.00 | \$93,232.00 | \$96,449.00 | \$99,671.00 | \$102,903.00 | \$106,116.00 | \$109,346.00 | \$112,080.00 | \$114,881.00 | \$117,683.00 |
| | | Bi-Wk | \$3,448.66 | \$3,572.11 | \$3,695.37 | \$3,818.82 | \$3,942.65 | \$4,065.75 | \$4,189.51 | \$4,294.26 | \$4,401.58 | \$4,508.93 |
| | | Daily | \$344.87 | \$357.22 | \$369.54 | \$381.89 | \$394.27 | \$406.58 | \$418.96 | \$429.43 | \$440.16 | \$450.90 |
| | | Hourly | \$43.11 | \$44.66 | \$46.20 | \$47.74 | \$49.29 | \$50.83 | \$52.37 | \$53.68 | \$55.02 | \$56.37 |
| FM | 33 | Annual | \$93,579.00 | \$96,893.00 | \$100,199.00 | \$103,518.00 | \$106,832.00 | \$110,144.00 | \$113,456.00 | \$116,294.00 | \$119,201.00 | \$122,107.00 |
| | | Bi-Wk | \$3,585.41 | \$3,712.38 | \$3,839.05 | \$3,966.21 | \$4,093.19 | \$4,220.08 | \$4,346.98 | \$4,455.71 | \$4,567.09 | \$4,678.43 |
| | | Daily | \$358.55 | \$371.24 | \$383.91 | \$396.63 | \$409.32 | \$422.01 | \$434.70 | \$445.58 | \$456.71 | \$467.85 |
| | | Hourly | \$44.82 | \$46.41 | \$47.99 | \$49.58 | \$51.17 | \$52.76 | \$54.34 | \$55.70 | \$57.09 | \$58.49 |
| FM | 34 | Annual | \$97,378.00 | \$100,784.00 | \$104,188.00 | \$107,591.00 | \$110,992.00 | \$114,395.00 | \$117,794.00 | \$120,741.00 | \$123,758.00 | \$126,776.00 |
| | | Bi-Wk | \$3,730.96 | \$3,861.46 | \$3,991.88 | \$4,122.27 | \$4,252.57 | \$4,382.96 | \$4,513.19 | \$4,626.10 | \$4,741.69 | \$4,857.32 |
| | | Daily | \$373.10 | \$386.15 | \$399.19 | \$412.23 | \$425.26 | \$438.30 | \$451.32 | \$462.61 | \$474.17 | \$485.74 |
| | | Hourly | \$46.64 | \$48.27 | \$49.90 | \$51.53 | \$53.16 | \$54.79 | \$56.42 | \$57.83 | \$59.28 | \$60.72 |
| FM | 35 | Annual | \$101,336.00 | \$104,814.00 | \$108,313.00 | \$111,800.00 | \$115,288.00 | \$118,775.00 | \$122,271.00 | \$125,327.00 | \$128,460.00 | \$131,594.00 |
| | | Bi-Wk | \$3,882.61 | \$4,015.87 | \$4,149.93 | \$4,283.53 | \$4,417.17 | \$4,550.77 | \$4,684.72 | \$4,801.81 | \$4,921.84 | \$5,041.92 |
| | | Daily | \$388.27 | \$401.59 | \$415.00 | \$428.36 | \$441.72 | \$455.08 | \$468.48 | \$480.19 | \$492.19 | \$504.20 |
| | | Hourly | \$48.54 | \$50.20 | \$51.88 | \$53.55 | \$55.22 | \$56.89 | \$58.56 | \$60.03 | \$61.53 | \$63.03 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 8/26/2013

| 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 | \$105,495.00 | \$109,071.00 | \$112,653.00 | \$116,233.00 | \$119,810.00 | \$123,393.00 | \$126,972.00 | \$130,143.00 | \$133,398.00 | \$136,648.00 |
| | | Bi-Wk | \$4,041.96 | \$4,178.97 | \$4,316.21 | \$4,453.38 | \$4,590.43 | \$4,727.71 | \$4,864.83 | \$4,986.33 | \$5,111.04 | \$5,235.56 |
| | | Daily | \$404.20 | \$417.90 | \$431.63 | \$445.34 | \$459.05 | \$472.78 | \$486.49 | \$498.64 | \$511.11 | \$523.56 |
| | | Hourly | \$50.53 | \$52.24 | \$53.96 | \$55.67 | \$57.39 | \$59.10 | \$60.82 | \$62.33 | \$63.89 | \$65.45 |
| FM | 37 | Annual | \$109,818.00 | \$113,498.00 | \$117,173.00 | \$120,850.00 | \$124,530.00 | \$128,206.00 | \$131,884.00 | \$135,182.00 | \$138,557.00 | \$141,939.00 |
| | | Bi-Wk | \$4,207.59 | \$4,348.59 | \$4,489.39 | \$4,630.27 | \$4,771.27 | \$4,912.11 | \$5,053.03 | \$5,179.39 | \$5,308.70 | \$5,438.28 |
| | | Daily | \$420.76 | \$434.86 | \$448.94 | \$463.03 | \$477.13 | \$491.22 | \$505.31 | \$517.94 | \$530.87 | \$543.83 |
| | | Hourly | \$52.60 | \$54.36 | \$56.12 | \$57.88 | \$59.65 | \$61.41 | \$63.17 | \$64.75 | \$66.36 | \$67.98 |
| FM | 38 | Annual | \$114,299.00 | \$118,060.00 | \$121,829.00 | \$125,590.00 | \$129,354.00 | \$133,120.00 | \$136,885.00 | \$140,303.00 | \$143,812.00 | \$147,317.00 |
| | | Bi-Wk | \$4,379.28 | \$4,523.38 | \$4,667.78 | \$4,811.88 | \$4,956.10 | \$5,100.39 | \$5,244.64 | \$5,375.60 | \$5,510.04 | \$5,644.33 |
| | | Daily | \$437.93 | \$452.34 | \$466.78 | \$481.19 | \$495.61 | \$510.04 | \$524.47 | \$537.56 | \$551.01 | \$564.44 |
| | | Hourly | \$54.75 | \$56.55 | \$58.35 | \$60.15 | \$61.96 | \$63.76 | \$65.56 | \$67.20 | \$68.88 | \$70.56 |
| FM | 39 | Annual | \$119,006.00 | \$122,859.00 | \$126,706.00 | \$130,565.00 | \$134,419.00 | \$138,267.00 | \$142,118.00 | \$145,674.00 | \$149,314.00 | \$152,957.00 |
| | | Bi-Wk | \$4,559.62 | \$4,707.25 | \$4,854.64 | \$5,002.50 | \$5,150.16 | \$5,297.59 | \$5,445.14 | \$5,581.38 | \$5,720.85 | \$5,860.43 |
| | | Daily | \$455.97 | \$470.73 | \$485.47 | \$500.25 | \$515.02 | \$529.76 | \$544.52 | \$558.14 | \$572.09 | \$586.05 |
| | | Hourly | \$57.00 | \$58.85 | \$60.69 | \$62.54 | \$64.38 | \$66.22 | \$68.07 | \$69.77 | \$71.52 | \$73.26 |
| FM | 40 | Annual | \$123,909.00 | \$127,844.00 | \$131,784.00 | \$135,710.00 | \$139,650.00 | \$143,590.00 | \$147,525.00 | \$151,213.00 | \$154,997.00 | \$158,774.00 |
| | | Bi-Wk | \$4,747.48 | \$4,898.24 | \$5,049.20 | \$5,199.62 | \$5,350.58 | \$5,501.54 | \$5,652.30 | \$5,793.61 | \$5,938.59 | \$6,083.30 |
| | | Daily | \$474.75 | \$489.83 | \$504.92 | \$519.97 | \$535.06 | \$550.16 | \$565.23 | \$579.37 | \$593.86 | \$608.33 |
| | | Hourly | \$59.35 | \$61.23 | \$63.12 | \$65.00 | \$66.89 | \$68.77 | \$70.66 | \$72.43 | \$74.24 | \$76.05 |
| FM | 41 | Annual | \$129,040.00 | \$133,076.00 | \$137,101.00 | \$141,135.00 | \$145,166.00 | \$149,190.00 | \$153,219.00 | \$157,052.00 | \$160,977.00 | \$164,905.00 |
| | | Bi-Wk | \$4,944.07 | \$5,098.70 | \$5,252.92 | \$5,407.48 | \$5,561.92 | \$5,716.10 | \$5,870.46 | \$6,017.32 | \$6,167.71 | \$6,318.20 |
| | | Daily | \$494.41 | \$509.87 | \$525.30 | \$540.75 | \$556.20 | \$571.61 | \$587.05 | \$601.74 | \$616.78 | \$631.82 |
| | | Hourly | \$61.81 | \$63.74 | \$65.67 | \$67.60 | \$69.53 | \$71.46 | \$73.39 | \$75.22 | \$77.10 | \$78.98 |
| FM | 42 | Annual | \$134,368.00 | \$138,493.00 | \$142,614.00 | \$146,729.00 | \$150,849.00 | \$154,969.00 | \$159,090.00 | \$163,068.00 | \$167,146.00 | \$171,222.00 |
| | | Bi-Wk | \$5,148.20 | \$5,306.25 | \$5,464.14 | \$5,621.81 | \$5,779.66 | \$5,937.51 | \$6,095.41 | \$6,247.82 | \$6,404.07 | \$6,560.23 |
| | | Daily | \$514.82 | \$530.63 | \$546.42 | \$562.19 | \$577.97 | \$593.76 | \$609.55 | \$624.79 | \$640.41 | \$656.03 |
| | | Hourly | \$64.36 | \$66.33 | \$68.31 | \$70.28 | \$72.25 | \$74.22 | \$76.20 | \$78.10 | \$80.06 | \$82.01 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 8/26/2013

| <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 | \$140,015.00 | \$144,224.00 | \$148,420.00 | \$152,625.00 | \$156,830.00 | \$161,031.00 | \$165,234.00 | \$169,361.00 | \$173,595.00 | \$177,832.00 |
| | | Bi-Wk | \$5,364.56 | \$5,525.83 | \$5,686.60 | \$5,847.71 | \$6,008.82 | \$6,169.78 | \$6,330.81 | \$6,488.93 | \$6,651.15 | \$6,813.49 |
| | | Daily | \$536.46 | \$552.59 | \$568.66 | \$584.78 | \$600.89 | \$616.98 | \$633.09 | \$648.90 | \$665.12 | \$681.35 |
| | | Hourly | \$67.06 | \$69.08 | \$71.09 | \$73.10 | \$75.12 | \$77.13 | \$79.14 | \$81.12 | \$83.14 | \$85.17 |