

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 1/1/99

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	\$19,252.00	\$19,621.00	\$19,989.00	\$20,361.00	\$20,735.00	\$21,107.00	\$21,476.00	\$22,012.00	\$22,563.00	\$23,112.00
		Bi-Wk	\$737.63	\$751.77	\$765.87	\$780.12	\$794.45	\$808.70	\$822.84	\$843.38	\$864.49	\$885.52
		Daily	\$73.77	\$75.18	\$76.59	\$78.02	\$79.45	\$80.87	\$82.29	\$84.34	\$86.45	\$88.56
		Hourly	\$9.23	\$9.40	\$9.58	\$9.76	\$9.94	\$10.11	\$10.29	\$10.55	\$10.81	\$11.07
FM	2	Annual	\$19,989.00	\$20,361.00	\$20,735.00	\$21,107.00	\$21,476.00	\$21,845.00	\$22,216.00	\$22,773.00	\$23,341.00	\$23,912.00
		Bi-Wk	\$765.87	\$780.12	\$794.45	\$808.70	\$822.84	\$836.98	\$851.19	\$872.53	\$894.30	\$916.17
		Daily	\$76.59	\$78.02	\$79.45	\$80.87	\$82.29	\$83.70	\$85.12	\$87.26	\$89.43	\$91.62
		Hourly	\$9.58	\$9.76	\$9.94	\$10.11	\$10.29	\$10.47	\$10.64	\$10.91	\$11.18	\$11.46
FM	3	Annual	\$20,361.00	\$20,735.00	\$21,107.00	\$21,476.00	\$21,845.00	\$22,216.00	\$22,586.00	\$23,150.00	\$23,728.00	\$24,308.00
		Bi-Wk	\$780.12	\$794.45	\$808.70	\$822.84	\$836.98	\$851.19	\$865.37	\$886.98	\$909.12	\$931.35
		Daily	\$78.02	\$79.45	\$80.87	\$82.29	\$83.70	\$85.12	\$86.54	\$88.70	\$90.92	\$93.14
		Hourly	\$9.76	\$9.94	\$10.11	\$10.29	\$10.47	\$10.64	\$10.82	\$11.09	\$11.37	\$11.65
FM	4	Annual	\$20,892.00	\$21,342.00	\$21,792.00	\$22,244.00	\$22,693.00	\$23,141.00	\$23,595.00	\$24,187.00	\$24,791.00	\$25,395.00
		Bi-Wk	\$800.46	\$817.71	\$834.95	\$852.27	\$869.47	\$886.63	\$904.03	\$926.71	\$949.85	\$972.99
		Daily	\$80.05	\$81.78	\$83.50	\$85.23	\$86.95	\$88.67	\$90.41	\$92.68	\$94.99	\$97.30
		Hourly	\$10.01	\$10.23	\$10.44	\$10.66	\$10.87	\$11.09	\$11.31	\$11.59	\$11.88	\$12.17
FM	5	Annual	\$21,317.00	\$21,792.00	\$22,268.00	\$22,741.00	\$23,219.00	\$23,689.00	\$24,166.00	\$24,772.00	\$25,391.00	\$26,010.00
		Bi-Wk	\$816.75	\$834.95	\$853.19	\$871.31	\$889.62	\$907.63	\$925.91	\$949.12	\$972.84	\$996.56
		Daily	\$81.68	\$83.50	\$85.32	\$87.14	\$88.97	\$90.77	\$92.60	\$94.92	\$97.29	\$99.66
		Hourly	\$10.21	\$10.44	\$10.67	\$10.90	\$11.13	\$11.35	\$11.58	\$11.87	\$12.17	\$12.46
FM	6	Annual	\$21,899.00	\$22,378.00	\$22,853.00	\$23,330.00	\$23,803.00	\$24,278.00	\$24,752.00	\$25,373.00	\$26,007.00	\$26,642.00
		Bi-Wk	\$839.05	\$857.40	\$875.60	\$893.87	\$912.00	\$930.20	\$948.36	\$972.15	\$996.44	\$1,020.77
		Daily	\$83.91	\$85.74	\$87.56	\$89.39	\$91.20	\$93.02	\$94.84	\$97.22	\$99.65	\$102.08
		Hourly	\$10.49	\$10.72	\$10.95	\$11.18	\$11.40	\$11.63	\$11.86	\$12.16	\$12.46	\$12.76
FM	7	Annual	\$22,429.00	\$22,906.00	\$23,381.00	\$23,856.00	\$24,328.00	\$24,805.00	\$25,279.00	\$25,909.00	\$26,556.00	\$27,205.00
		Bi-Wk	\$859.35	\$877.63	\$895.83	\$914.03	\$932.11	\$950.39	\$968.55	\$992.69	\$1,017.48	\$1,042.34
		Daily	\$85.94	\$87.77	\$89.59	\$91.41	\$93.22	\$95.04	\$96.86	\$99.27	\$101.75	\$104.24
		Hourly	\$10.75	\$10.98	\$11.20	\$11.43	\$11.66	\$11.88	\$12.11	\$12.41	\$12.72	\$13.03
FM	8	Annual	\$23,803.00	\$24,388.00	\$24,966.00	\$25,571.00	\$26,196.00	\$26,818.00	\$27,477.00	\$28,165.00	\$28,870.00	\$29,572.00
		Bi-Wk	\$912.00	\$934.41	\$956.56	\$979.74	\$1,003.68	\$1,027.51	\$1,052.76	\$1,079.12	\$1,106.14	\$1,133.03
		Daily	\$91.20	\$93.45	\$95.66	\$97.98	\$100.37	\$102.76	\$105.28	\$107.92	\$110.62	\$113.31
		Hourly	\$11.40	\$11.69	\$11.96	\$12.25	\$12.55	\$12.85	\$13.16	\$13.49	\$13.83	\$14.17
FM	9	Annual	\$24,408.00	\$25,016.00	\$25,648.00	\$26,299.00	\$26,950.00	\$27,639.00	\$28,339.00	\$29,049.00	\$29,775.00	\$30,502.00
		Bi-Wk	\$935.18	\$958.47	\$982.69	\$1,007.63	\$1,032.57	\$1,058.97	\$1,085.79	\$1,112.99	\$1,140.81	\$1,168.66
		Daily	\$93.52	\$95.85	\$98.27	\$100.77	\$103.26	\$105.90	\$108.58	\$111.30	\$114.09	\$116.87
		Hourly	\$11.69	\$11.99	\$12.29	\$12.60	\$12.91	\$13.24	\$13.58	\$13.92	\$14.27	\$14.61

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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	10 Annual	\$25,108.00	\$25,775.00	\$26,452.00	\$27,138.00	\$27,863.00	\$28,605.00	\$29,367.00	\$30,101.00	\$30,854.00	\$31,606.00
	Bi-Wk	\$962.00	\$987.55	\$1,013.49	\$1,039.78	\$1,067.55	\$1,095.98	\$1,125.18	\$1,153.30	\$1,182.15	\$1,210.96
	Daily	\$96.20	\$98.76	\$101.35	\$103.98	\$106.76	\$109.60	\$112.52	\$115.33	\$118.22	\$121.10
	Hourly	\$12.03	\$12.35	\$12.67	\$13.00	\$13.35	\$13.70	\$14.07	\$14.42	\$14.78	\$15.14
FM	11 Annual	\$25,805.00	\$26,515.00	\$27,237.00	\$27,991.00	\$28,774.00	\$29,564.00	\$30,363.00	\$31,123.00	\$31,902.00	\$32,680.00
	Bi-Wk	\$988.70	\$1,015.91	\$1,043.57	\$1,072.46	\$1,102.46	\$1,132.73	\$1,163.34	\$1,192.46	\$1,222.30	\$1,252.11
	Daily	\$98.87	\$101.60	\$104.36	\$107.25	\$110.25	\$113.28	\$116.34	\$119.25	\$122.23	\$125.22
	Hourly	\$12.36	\$12.70	\$13.05	\$13.41	\$13.79	\$14.16	\$14.55	\$14.91	\$15.28	\$15.66
FM	12 Annual	\$26,555.00	\$27,315.00	\$28,102.00	\$28,919.00	\$29,744.00	\$30,573.00	\$31,398.00	\$32,185.00	\$32,989.00	\$33,794.00
	Bi-Wk	\$1,017.44	\$1,046.56	\$1,076.71	\$1,108.01	\$1,139.62	\$1,171.38	\$1,202.99	\$1,233.15	\$1,263.95	\$1,294.79
	Daily	\$101.75	\$104.66	\$107.68	\$110.81	\$113.97	\$117.14	\$120.30	\$123.32	\$126.40	\$129.48
	Hourly	\$12.72	\$13.09	\$13.46	\$13.86	\$14.25	\$14.65	\$15.04	\$15.42	\$15.80	\$16.19
FM	13 Annual	\$27,966.00	\$28,968.00	\$29,978.00	\$30,987.00	\$31,999.00	\$33,008.00	\$34,018.00	\$34,870.00	\$35,742.00	\$36,614.00
	Bi-Wk	\$1,071.50	\$1,109.89	\$1,148.59	\$1,187.25	\$1,226.02	\$1,264.68	\$1,303.38	\$1,336.02	\$1,369.43	\$1,402.84
	Daily	\$107.15	\$110.99	\$114.86	\$118.73	\$122.61	\$126.47	\$130.34	\$133.61	\$136.95	\$140.29
	Hourly	\$13.40	\$13.88	\$14.36	\$14.85	\$15.33	\$15.81	\$16.30	\$16.71	\$17.12	\$17.54
FM	14 Annual	\$29,244.00	\$30,285.00	\$31,327.00	\$32,367.00	\$33,405.00	\$34,451.00	\$35,485.00	\$36,373.00	\$37,283.00	\$38,192.00
	Bi-Wk	\$1,120.46	\$1,160.35	\$1,200.27	\$1,240.12	\$1,279.89	\$1,319.97	\$1,359.58	\$1,393.61	\$1,428.47	\$1,463.30
	Daily	\$112.05	\$116.04	\$120.03	\$124.02	\$127.99	\$132.00	\$135.96	\$139.37	\$142.85	\$146.33
	Hourly	\$14.01	\$14.51	\$15.01	\$15.51	\$16.00	\$16.50	\$17.00	\$17.43	\$17.86	\$18.30
FM	15 Annual	\$30,598.00	\$31,676.00	\$32,745.00	\$33,816.00	\$34,891.00	\$35,966.00	\$37,038.00	\$37,963.00	\$38,914.00	\$39,863.00
	Bi-Wk	\$1,172.34	\$1,213.64	\$1,254.60	\$1,295.64	\$1,336.82	\$1,378.01	\$1,419.09	\$1,454.53	\$1,490.96	\$1,527.32
	Daily	\$117.24	\$121.37	\$125.46	\$129.57	\$133.69	\$137.81	\$141.91	\$145.46	\$149.10	\$152.74
	Hourly	\$14.66	\$15.18	\$15.69	\$16.20	\$16.72	\$17.23	\$17.74	\$18.19	\$18.64	\$19.10
FM	16 Annual	\$32,053.00	\$33,156.00	\$34,262.00	\$35,365.00	\$36,467.00	\$37,573.00	\$38,671.00	\$39,641.00	\$40,631.00	\$41,622.00
	Bi-Wk	\$1,228.09	\$1,270.35	\$1,312.73	\$1,354.99	\$1,397.21	\$1,439.58	\$1,481.65	\$1,518.82	\$1,556.75	\$1,594.72
	Daily	\$122.81	\$127.04	\$131.28	\$135.50	\$139.73	\$143.96	\$148.17	\$151.89	\$155.68	\$159.48
	Hourly	\$15.36	\$15.88	\$16.41	\$16.94	\$17.47	\$18.00	\$18.53	\$18.99	\$19.46	\$19.94
FM	17 Annual	\$33,594.00	\$34,735.00	\$35,865.00	\$37,004.00	\$38,137.00	\$39,274.00	\$40,410.00	\$41,421.00	\$42,458.00	\$43,493.00
	Bi-Wk	\$1,287.13	\$1,330.85	\$1,374.14	\$1,417.78	\$1,461.19	\$1,504.76	\$1,548.28	\$1,587.02	\$1,626.75	\$1,666.40
	Daily	\$128.72	\$133.09	\$137.42	\$141.78	\$146.12	\$150.48	\$154.83	\$158.71	\$162.68	\$166.64
	Hourly	\$16.09	\$16.64	\$17.18	\$17.73	\$18.27	\$18.81	\$19.36	\$19.84	\$20.34	\$20.83
FM	18 Annual	\$35,247.00	\$36,407.00	\$37,573.00	\$38,738.00	\$39,899.00	\$41,062.00	\$42,230.00	\$43,285.00	\$44,367.00	\$45,451.00
	Bi-Wk	\$1,350.46	\$1,394.91	\$1,439.58	\$1,484.22	\$1,528.70	\$1,573.26	\$1,618.01	\$1,658.43	\$1,699.89	\$1,741.42
	Daily	\$135.05	\$139.50	\$143.96	\$148.43	\$152.87	\$157.33	\$161.81	\$165.85	\$169.99	\$174.15
	Hourly	\$16.89	\$17.44	\$18.00	\$18.56	\$19.11	\$19.67	\$20.23	\$20.74	\$21.25	\$21.77

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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	19	Annual	\$36,936.00	\$38,137.00	\$39,337.00	\$40,535.00	\$41,735.00	\$42,930.00	\$44,125.00	\$45,228.00	\$46,359.00	\$47,490.00
		Bi-Wk	\$1,415.18	\$1,461.19	\$1,507.17	\$1,553.07	\$1,599.05	\$1,644.83	\$1,690.62	\$1,732.88	\$1,776.21	\$1,819.55
		Daily	\$141.52	\$146.12	\$150.72	\$155.31	\$159.91	\$164.49	\$169.07	\$173.29	\$177.63	\$181.96
		Hourly	\$17.69	\$18.27	\$18.84	\$19.42	\$19.99	\$20.57	\$21.14	\$21.67	\$22.21	\$22.75
FM	20	Annual	\$38,775.00	\$40,002.00	\$41,229.00	\$42,456.00	\$43,680.00	\$44,912.00	\$46,136.00	\$47,289.00	\$48,472.00	\$49,654.00
		Bi-Wk	\$1,485.64	\$1,532.65	\$1,579.66	\$1,626.67	\$1,673.57	\$1,720.77	\$1,767.67	\$1,811.84	\$1,857.17	\$1,902.46
		Daily	\$148.57	\$153.27	\$157.97	\$162.67	\$167.36	\$172.08	\$176.77	\$181.19	\$185.72	\$190.25
		Hourly	\$18.58	\$19.16	\$19.75	\$20.34	\$20.92	\$21.51	\$22.10	\$22.65	\$23.22	\$23.79
FM	21	Annual	\$40,645.00	\$41,906.00	\$43,164.00	\$44,427.00	\$45,691.00	\$46,946.00	\$48,211.00	\$49,416.00	\$50,651.00	\$51,886.00
		Bi-Wk	\$1,557.28	\$1,605.60	\$1,653.80	\$1,702.19	\$1,750.62	\$1,798.70	\$1,847.17	\$1,893.34	\$1,940.66	\$1,987.97
		Daily	\$155.73	\$160.56	\$165.38	\$170.22	\$175.07	\$179.87	\$184.72	\$189.34	\$194.07	\$198.80
		Hourly	\$19.47	\$20.07	\$20.68	\$21.28	\$21.89	\$22.49	\$23.09	\$23.67	\$24.26	\$24.85
FM	22	Annual	\$41,735.00	\$43,228.00	\$44,728.00	\$46,221.00	\$47,719.00	\$49,216.00	\$50,713.00	\$51,981.00	\$53,282.00	\$54,582.00
		Bi-Wk	\$1,599.05	\$1,656.25	\$1,713.72	\$1,770.92	\$1,828.32	\$1,885.68	\$1,943.03	\$1,991.61	\$2,041.46	\$2,091.27
		Daily	\$159.91	\$165.63	\$171.38	\$177.10	\$182.84	\$188.57	\$194.31	\$199.17	\$204.15	\$209.13
		Hourly	\$19.99	\$20.71	\$21.43	\$22.14	\$22.86	\$23.58	\$24.29	\$24.90	\$25.52	\$26.15
FM	23	Annual	\$43,667.00	\$45,229.00	\$46,787.00	\$48,344.00	\$49,906.00	\$51,461.00	\$53,023.00	\$54,350.00	\$55,709.00	\$57,067.00
		Bi-Wk	\$1,673.07	\$1,732.92	\$1,792.61	\$1,852.27	\$1,912.11	\$1,971.69	\$2,031.54	\$2,082.38	\$2,134.45	\$2,186.48
		Daily	\$167.31	\$173.30	\$179.27	\$185.23	\$191.22	\$197.17	\$203.16	\$208.24	\$213.45	\$218.65
		Hourly	\$20.92	\$21.67	\$22.41	\$23.16	\$23.91	\$24.65	\$25.40	\$26.03	\$26.69	\$27.34
FM	24	Annual	\$45,727.00	\$47,352.00	\$48,980.00	\$50,603.00	\$52,227.00	\$53,853.00	\$55,478.00	\$56,866.00	\$58,286.00	\$59,708.00
		Bi-Wk	\$1,752.00	\$1,814.26	\$1,876.63	\$1,938.82	\$2,001.04	\$2,063.34	\$2,125.60	\$2,178.78	\$2,233.19	\$2,287.67
		Daily	\$175.20	\$181.43	\$187.67	\$193.89	\$200.11	\$206.34	\$212.56	\$217.88	\$223.32	\$228.77
		Hourly	\$21.90	\$22.68	\$23.46	\$24.24	\$25.02	\$25.80	\$26.57	\$27.24	\$27.92	\$28.60
FM	25	Annual	\$47,916.00	\$49,602.00	\$51,288.00	\$52,970.00	\$54,658.00	\$56,341.00	\$58,028.00	\$59,479.00	\$60,966.00	\$62,452.00
		Bi-Wk	\$1,835.87	\$1,900.46	\$1,965.06	\$2,029.51	\$2,094.18	\$2,158.66	\$2,223.30	\$2,278.89	\$2,335.87	\$2,392.80
		Daily	\$183.59	\$190.05	\$196.51	\$202.96	\$209.42	\$215.87	\$222.33	\$227.89	\$233.59	\$239.28
		Hourly	\$22.95	\$23.76	\$24.57	\$25.37	\$26.18	\$26.99	\$27.80	\$28.49	\$29.20	\$29.91
FM	26	Annual	\$50,236.00	\$51,982.00	\$53,728.00	\$55,478.00	\$57,225.00	\$58,973.00	\$60,717.00	\$62,236.00	\$63,790.00	\$65,348.00
		Bi-Wk	\$1,924.76	\$1,991.65	\$2,058.55	\$2,125.60	\$2,192.53	\$2,259.51	\$2,326.33	\$2,384.53	\$2,444.07	\$2,503.76
		Daily	\$192.48	\$199.17	\$205.86	\$212.56	\$219.26	\$225.96	\$232.64	\$238.46	\$244.41	\$250.38
		Hourly	\$24.06	\$24.90	\$25.74	\$26.57	\$27.41	\$28.25	\$29.08	\$29.81	\$30.56	\$31.30
FM	27	Annual	\$52,685.00	\$54,490.00	\$56,303.00	\$58,110.00	\$59,919.00	\$61,724.00	\$63,536.00	\$65,124.00	\$66,752.00	\$68,381.00
		Bi-Wk	\$2,018.59	\$2,087.74	\$2,157.21	\$2,226.44	\$2,295.75	\$2,364.91	\$2,434.33	\$2,495.18	\$2,557.55	\$2,619.97
		Daily	\$201.86	\$208.78	\$215.73	\$222.65	\$229.58	\$236.50	\$243.44	\$249.52	\$255.76	\$262.00
		Hourly	\$25.24	\$26.10	\$26.97	\$27.84	\$28.70	\$29.57	\$30.43	\$31.19	\$31.97	\$32.75

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FM	28	Annual	\$55,301.00	\$57,175.00	\$59,044.00	\$60,915.00	\$62,782.00	\$64,656.00	\$66,525.00	\$68,188.00	\$69,895.00	\$71,598.00
		Bi-Wk	\$2,118.82	\$2,190.62	\$2,262.23	\$2,333.91	\$2,405.45	\$2,477.25	\$2,548.86	\$2,612.57	\$2,677.97	\$2,743.22
		Daily	\$211.89	\$219.07	\$226.23	\$233.40	\$240.55	\$247.73	\$254.89	\$261.26	\$267.80	\$274.33
		Hourly	\$26.49	\$27.39	\$28.28	\$29.18	\$30.07	\$30.97	\$31.87	\$32.66	\$33.48	\$34.30
FM	29	Annual	\$55,824.00	\$57,885.00	\$59,949.00	\$62,010.00	\$64,073.00	\$66,133.00	\$68,197.00	\$69,904.00	\$71,652.00	\$73,398.00
		Bi-Wk	\$2,138.86	\$2,217.82	\$2,296.90	\$2,375.87	\$2,454.91	\$2,533.84	\$2,612.92	\$2,678.32	\$2,745.29	\$2,812.19
		Daily	\$213.89	\$221.79	\$229.69	\$237.59	\$245.50	\$253.39	\$261.30	\$267.84	\$274.53	\$281.22
		Hourly	\$26.74	\$27.73	\$28.72	\$29.70	\$30.69	\$31.68	\$32.67	\$33.48	\$34.32	\$35.16
FM	30	Annual	\$58,028.00	\$60,148.00	\$62,271.00	\$64,392.00	\$66,515.00	\$68,636.00	\$70,760.00	\$72,532.00	\$74,345.00	\$76,156.00
		Bi-Wk	\$2,223.30	\$2,304.53	\$2,385.87	\$2,467.13	\$2,548.47	\$2,629.74	\$2,711.12	\$2,779.01	\$2,848.47	\$2,917.86
		Daily	\$222.33	\$230.46	\$238.59	\$246.72	\$254.85	\$262.98	\$271.12	\$277.91	\$284.85	\$291.79
		Hourly	\$27.80	\$28.81	\$29.83	\$30.84	\$31.86	\$32.88	\$33.89	\$34.74	\$35.61	\$36.48
FM	31	Annual	\$60,322.00	\$62,510.00	\$64,687.00	\$66,873.00	\$69,061.00	\$71,243.00	\$73,432.00	\$75,268.00	\$77,150.00	\$79,030.00
		Bi-Wk	\$2,311.19	\$2,395.02	\$2,478.43	\$2,562.19	\$2,646.02	\$2,729.62	\$2,813.49	\$2,883.84	\$2,955.94	\$3,027.97
		Daily	\$231.12	\$239.51	\$247.85	\$256.22	\$264.61	\$272.97	\$281.35	\$288.39	\$295.60	\$302.80
		Hourly	\$28.89	\$29.94	\$30.99	\$32.03	\$33.08	\$34.13	\$35.17	\$36.05	\$36.95	\$37.85
FM	32	Annual	\$62,703.00	\$64,950.00	\$67,192.00	\$69,435.00	\$71,686.00	\$73,926.00	\$76,175.00	\$78,079.00	\$80,032.00	\$81,984.00
		Bi-Wk	\$2,402.42	\$2,488.51	\$2,574.41	\$2,660.35	\$2,746.60	\$2,832.42	\$2,918.59	\$2,991.54	\$3,066.37	\$3,141.15
		Daily	\$240.25	\$248.86	\$257.45	\$266.04	\$274.66	\$283.25	\$291.86	\$299.16	\$306.64	\$314.12
		Hourly	\$30.04	\$31.11	\$32.19	\$33.26	\$34.34	\$35.41	\$36.49	\$37.40	\$38.33	\$39.27
FM	33	Annual	\$65,192.00	\$67,498.00	\$69,803.00	\$72,116.00	\$74,425.00	\$76,732.00	\$79,039.00	\$81,016.00	\$83,042.00	\$85,067.00
		Bi-Wk	\$2,497.78	\$2,586.14	\$2,674.45	\$2,763.07	\$2,851.54	\$2,939.93	\$3,028.32	\$3,104.07	\$3,181.69	\$3,259.28
		Daily	\$249.78	\$258.62	\$267.45	\$276.31	\$285.16	\$294.00	\$302.84	\$310.41	\$318.17	\$325.93
		Hourly	\$31.23	\$32.33	\$33.44	\$34.54	\$35.65	\$36.75	\$37.86	\$38.81	\$39.78	\$40.75
FM	34	Annual	\$67,837.00	\$70,213.00	\$72,583.00	\$74,955.00	\$77,322.00	\$79,694.00	\$82,062.00	\$84,115.00	\$86,217.00	\$88,319.00
		Bi-Wk	\$2,599.12	\$2,690.16	\$2,780.96	\$2,871.84	\$2,962.53	\$3,053.41	\$3,144.14	\$3,222.80	\$3,303.34	\$3,383.87
		Daily	\$259.92	\$269.02	\$278.10	\$287.19	\$296.26	\$305.35	\$314.42	\$322.28	\$330.34	\$338.39
		Hourly	\$32.49	\$33.63	\$34.77	\$35.90	\$37.04	\$38.17	\$39.31	\$40.29	\$41.30	\$42.30
FM	35	Annual	\$70,596.00	\$73,020.00	\$75,458.00	\$77,886.00	\$80,316.00	\$82,746.00	\$85,180.00	\$87,309.00	\$89,493.00	\$91,676.00
		Bi-Wk	\$2,704.83	\$2,797.71	\$2,891.12	\$2,984.14	\$3,077.25	\$3,170.35	\$3,263.61	\$3,345.18	\$3,428.86	\$3,512.50
		Daily	\$270.49	\$279.78	\$289.12	\$298.42	\$307.73	\$317.04	\$326.37	\$334.52	\$342.89	\$351.25
		Hourly	\$33.82	\$34.98	\$36.14	\$37.31	\$38.47	\$39.63	\$40.80	\$41.82	\$42.87	\$43.91
FM	36	Annual	\$73,493.00	\$75,982.00	\$78,480.00	\$80,974.00	\$83,467.00	\$85,962.00	\$88,455.00	\$90,666.00	\$92,932.00	\$95,198.00
		Bi-Wk	\$2,815.83	\$2,911.19	\$3,006.90	\$3,102.46	\$3,197.97	\$3,293.57	\$3,389.09	\$3,473.80	\$3,560.62	\$3,647.44
		Daily	\$281.59	\$291.12	\$300.69	\$310.25	\$319.80	\$329.36	\$338.91	\$347.38	\$356.07	\$364.75
		Hourly	\$35.20	\$36.39	\$37.59	\$38.79	\$39.98	\$41.17	\$42.37	\$43.43	\$44.51	\$45.60

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 1/1/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FM	37	Annual	\$76,505.00	\$79,069.00	\$81,628.00	\$84,190.00	\$86,755.00	\$89,316.00	\$91,878.00	\$94,175.00	\$96,528.00	\$98,884.00
		Bi-Wk	\$2,931.23	\$3,029.47	\$3,127.51	\$3,225.68	\$3,323.95	\$3,422.07	\$3,520.23	\$3,608.24	\$3,698.40	\$3,788.66
		Daily	\$293.13	\$302.95	\$312.76	\$322.57	\$332.40	\$342.21	\$352.03	\$360.83	\$369.84	\$378.87
		Hourly	\$36.65	\$37.87	\$39.10	\$40.33	\$41.55	\$42.78	\$44.01	\$45.11	\$46.23	\$47.36
FM	38	Annual	\$79,626.00	\$82,248.00	\$84,872.00	\$87,494.00	\$90,115.00	\$92,740.00	\$95,362.00	\$97,744.00	\$100,188.00	\$102,631.00
		Bi-Wk	\$3,050.81	\$3,151.27	\$3,251.81	\$3,352.27	\$3,452.69	\$3,553.26	\$3,653.72	\$3,744.99	\$3,838.63	\$3,932.23
		Daily	\$305.09	\$315.13	\$325.19	\$335.23	\$345.27	\$355.33	\$365.38	\$374.50	\$383.87	\$393.23
		Hourly	\$38.14	\$39.40	\$40.65	\$41.91	\$43.16	\$44.42	\$45.68	\$46.82	\$47.99	\$49.16
FM	39	Annual	\$82,906.00	\$85,590.00	\$88,270.00	\$90,960.00	\$93,643.00	\$96,325.00	\$99,008.00	\$101,485.00	\$104,022.00	\$106,558.00
		Bi-Wk	\$3,176.48	\$3,279.32	\$3,382.00	\$3,485.06	\$3,587.86	\$3,690.62	\$3,793.41	\$3,888.32	\$3,985.52	\$4,082.69
		Daily	\$317.65	\$327.94	\$338.20	\$348.51	\$358.79	\$369.07	\$379.35	\$388.84	\$398.56	\$408.27
		Hourly	\$39.71	\$41.00	\$42.28	\$43.57	\$44.85	\$46.14	\$47.42	\$48.61	\$49.82	\$51.04
FM	40	Annual	\$86,323.00	\$89,064.00	\$91,808.00	\$94,546.00	\$97,289.00	\$100,032.00	\$102,775.00	\$105,344.00	\$107,980.00	\$110,613.00
		Bi-Wk	\$3,307.40	\$3,412.42	\$3,517.55	\$3,622.46	\$3,727.55	\$3,832.65	\$3,937.74	\$4,036.17	\$4,137.17	\$4,238.05
		Daily	\$330.74	\$341.25	\$351.76	\$362.25	\$372.76	\$383.27	\$393.78	\$403.62	\$413.72	\$423.81
		Hourly	\$41.35	\$42.66	\$43.97	\$45.29	\$46.60	\$47.91	\$49.23	\$50.46	\$51.72	\$52.98
FM	41	Annual	\$89,896.00	\$92,709.00	\$95,513.00	\$98,324.00	\$101,131.00	\$103,935.00	\$106,743.00	\$109,412.00	\$112,147.00	\$114,883.00
		Bi-Wk	\$3,444.30	\$3,552.07	\$3,659.51	\$3,767.21	\$3,874.76	\$3,982.19	\$4,089.78	\$4,192.04	\$4,296.82	\$4,401.65
		Daily	\$344.43	\$355.21	\$365.96	\$376.73	\$387.48	\$398.22	\$408.98	\$419.21	\$429.69	\$440.17
		Hourly	\$43.06	\$44.41	\$45.75	\$47.10	\$48.44	\$49.78	\$51.13	\$52.41	\$53.72	\$55.03
FM	42	Annual	\$93,608.00	\$96,483.00	\$99,354.00	\$102,219.00	\$105,091.00	\$107,961.00	\$110,832.00	\$113,604.00	\$116,445.00	\$119,285.00
		Bi-Wk	\$3,586.52	\$3,696.67	\$3,806.67	\$3,916.44	\$4,026.48	\$4,136.44	\$4,246.44	\$4,352.65	\$4,461.50	\$4,570.31
		Daily	\$358.66	\$369.67	\$380.67	\$391.65	\$402.65	\$413.65	\$424.65	\$435.27	\$446.15	\$457.04
		Hourly	\$44.84	\$46.21	\$47.59	\$48.96	\$50.34	\$51.71	\$53.09	\$54.41	\$55.77	\$57.13
FM	43	Annual	\$97,544.00	\$100,474.00	\$103,399.00	\$106,328.00	\$109,258.00	\$112,186.00	\$115,112.00	\$117,989.00	\$120,938.00	\$123,890.00
		Bi-Wk	\$3,737.32	\$3,849.58	\$3,961.65	\$4,073.87	\$4,186.14	\$4,298.32	\$4,410.43	\$4,520.66	\$4,633.64	\$4,746.75
		Daily	\$373.74	\$384.96	\$396.17	\$407.39	\$418.62	\$429.84	\$441.05	\$452.07	\$463.37	\$474.68
		Hourly	\$46.72	\$48.12	\$49.53	\$50.93	\$52.33	\$53.73	\$55.14	\$56.51	\$57.93	\$59.34