

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/1999

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	\$20,022.00	\$20,406.00	\$20,789.00	\$21,176.00	\$21,565.00	\$21,951.00	\$22,335.00	\$22,893.00	\$23,466.00	\$24,037.00
		Bi-Wk	\$767.13	\$781.84	\$796.52	\$811.35	\$826.25	\$841.04	\$855.75	\$877.13	\$899.09	\$920.96
		Daily	\$76.72	\$78.19	\$79.66	\$81.14	\$82.63	\$84.11	\$85.58	\$87.72	\$89.91	\$92.10
		Hourly	\$9.59	\$9.78	\$9.96	\$10.15	\$10.33	\$10.52	\$10.70	\$10.97	\$11.24	\$11.52
FM	2	Annual	\$20,789.00	\$21,176.00	\$21,565.00	\$21,951.00	\$22,335.00	\$22,719.00	\$23,106.00	\$23,684.00	\$24,276.00	\$24,869.00
		Bi-Wk	\$796.52	\$811.35	\$826.25	\$841.04	\$855.75	\$870.46	\$885.29	\$907.44	\$930.12	\$952.84
		Daily	\$79.66	\$81.14	\$82.63	\$84.11	\$85.58	\$87.05	\$88.53	\$90.75	\$93.02	\$95.29
		Hourly	\$9.96	\$10.15	\$10.33	\$10.52	\$10.70	\$10.89	\$11.07	\$11.35	\$11.63	\$11.92
FM	3	Annual	\$21,176.00	\$21,565.00	\$21,951.00	\$22,335.00	\$22,719.00	\$23,106.00	\$23,490.00	\$24,077.00	\$24,678.00	\$25,280.00
		Bi-Wk	\$811.35	\$826.25	\$841.04	\$855.75	\$870.46	\$885.29	\$900.00	\$922.50	\$945.52	\$968.59
		Daily	\$81.14	\$82.63	\$84.11	\$85.58	\$87.05	\$88.53	\$90.00	\$92.25	\$94.56	\$96.86
		Hourly	\$10.15	\$10.33	\$10.52	\$10.70	\$10.89	\$11.07	\$11.25	\$11.54	\$11.82	\$12.11
FM	4	Annual	\$21,728.00	\$22,197.00	\$22,665.00	\$23,134.00	\$23,600.00	\$24,067.00	\$24,539.00	\$25,155.00	\$25,783.00	\$26,411.00
		Bi-Wk	\$832.50	\$850.46	\$868.40	\$886.37	\$904.22	\$922.11	\$940.20	\$963.80	\$987.86	\$1,011.92
		Daily	\$83.25	\$85.05	\$86.84	\$88.64	\$90.43	\$92.22	\$94.02	\$96.38	\$98.79	\$101.20
		Hourly	\$10.41	\$10.64	\$10.86	\$11.08	\$11.31	\$11.53	\$11.76	\$12.05	\$12.35	\$12.65
FM	5	Annual	\$22,170.00	\$22,665.00	\$23,160.00	\$23,651.00	\$24,148.00	\$24,637.00	\$25,133.00	\$25,763.00	\$26,408.00	\$27,051.00
		Bi-Wk	\$849.43	\$868.40	\$887.36	\$906.17	\$925.22	\$943.95	\$962.96	\$987.09	\$1,011.81	\$1,036.44
		Daily	\$84.95	\$86.84	\$88.74	\$90.62	\$92.53	\$94.40	\$96.30	\$98.71	\$101.19	\$103.65
		Hourly	\$10.62	\$10.86	\$11.10	\$11.33	\$11.57	\$11.80	\$12.04	\$12.34	\$12.65	\$12.96
FM	6	Annual	\$22,776.00	\$23,274.00	\$23,767.00	\$24,263.00	\$24,756.00	\$25,250.00	\$25,743.00	\$26,389.00	\$27,048.00	\$27,708.00
		Bi-Wk	\$872.65	\$891.73	\$910.62	\$929.62	\$948.51	\$967.44	\$986.33	\$1,011.08	\$1,036.33	\$1,061.61
		Daily	\$87.27	\$89.18	\$91.07	\$92.97	\$94.86	\$96.75	\$98.64	\$101.11	\$103.64	\$106.17
		Hourly	\$10.91	\$11.15	\$11.39	\$11.63	\$11.86	\$12.10	\$12.33	\$12.64	\$12.96	\$13.28
FM	7	Annual	\$23,327.00	\$23,822.00	\$24,316.00	\$24,811.00	\$25,302.00	\$25,798.00	\$26,291.00	\$26,946.00	\$27,619.00	\$28,294.00
		Bi-Wk	\$893.76	\$912.73	\$931.65	\$950.62	\$969.43	\$988.43	\$1,007.32	\$1,032.42	\$1,058.20	\$1,084.07
		Daily	\$89.38	\$91.28	\$93.17	\$95.07	\$96.95	\$98.85	\$100.74	\$103.25	\$105.82	\$108.41
		Hourly	\$11.18	\$11.41	\$11.65	\$11.89	\$12.12	\$12.36	\$12.60	\$12.91	\$13.23	\$13.56
FM	8	Annual	\$24,756.00	\$25,364.00	\$25,965.00	\$26,594.00	\$27,244.00	\$27,891.00	\$28,576.00	\$29,292.00	\$30,025.00	\$30,755.00
		Bi-Wk	\$948.51	\$971.81	\$994.83	\$1,018.93	\$1,043.84	\$1,068.63	\$1,094.87	\$1,122.30	\$1,150.39	\$1,178.36
		Daily	\$94.86	\$97.19	\$99.49	\$101.90	\$104.39	\$106.87	\$109.49	\$112.23	\$115.04	\$117.84
		Hourly	\$11.86	\$12.15	\$12.44	\$12.74	\$13.05	\$13.36	\$13.69	\$14.03	\$14.38	\$14.73
FM	9	Annual	\$25,385.00	\$26,018.00	\$26,675.00	\$27,352.00	\$28,028.00	\$28,745.00	\$29,472.00	\$30,212.00	\$30,967.00	\$31,722.00
		Bi-Wk	\$972.61	\$996.86	\$1,022.04	\$1,047.97	\$1,073.87	\$1,101.35	\$1,129.20	\$1,157.55	\$1,186.48	\$1,215.41
		Daily	\$97.27	\$99.69	\$102.21	\$104.80	\$107.39	\$110.14	\$112.92	\$115.76	\$118.65	\$121.55
		Hourly	\$12.16	\$12.47	\$12.78	\$13.10	\$13.43	\$13.77	\$14.12	\$14.47	\$14.84	\$15.20

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/1999

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	\$26,112.00	\$26,807.00	\$27,510.00	\$28,223.00	\$28,978.00	\$29,750.00	\$30,542.00	\$31,305.00	\$32,088.00	\$32,871.00
		Bi-Wk	\$1,000.46	\$1,027.09	\$1,054.03	\$1,081.35	\$1,110.27	\$1,139.85	\$1,170.20	\$1,199.43	\$1,229.43	\$1,259.43
		Daily	\$100.05	\$102.71	\$105.41	\$108.14	\$111.03	\$113.99	\$117.02	\$119.95	\$122.95	\$125.95
		Hourly	\$12.51	\$12.84	\$13.18	\$13.52	\$13.88	\$14.25	\$14.63	\$15.00	\$15.37	\$15.75
FM	11	Annual	\$26,838.00	\$27,576.00	\$28,327.00	\$29,111.00	\$29,925.00	\$30,747.00	\$31,578.00	\$32,368.00	\$33,179.00	\$33,988.00
		Bi-Wk	\$1,028.28	\$1,056.56	\$1,085.33	\$1,115.37	\$1,146.56	\$1,178.05	\$1,209.89	\$1,240.16	\$1,271.23	\$1,302.23
		Daily	\$102.83	\$105.66	\$108.54	\$111.54	\$114.66	\$117.81	\$120.99	\$124.02	\$127.13	\$130.23
		Hourly	\$12.86	\$13.21	\$13.57	\$13.95	\$14.34	\$14.73	\$15.13	\$15.51	\$15.90	\$16.28
FM	12	Annual	\$27,618.00	\$28,408.00	\$29,226.00	\$30,076.00	\$30,935.00	\$31,797.00	\$32,654.00	\$33,472.00	\$34,310.00	\$35,146.00
		Bi-Wk	\$1,058.17	\$1,088.43	\$1,119.78	\$1,152.34	\$1,185.25	\$1,218.28	\$1,251.12	\$1,282.46	\$1,314.56	\$1,346.60
		Daily	\$105.82	\$108.85	\$111.98	\$115.24	\$118.53	\$121.83	\$125.12	\$128.25	\$131.46	\$134.66
		Hourly	\$13.23	\$13.61	\$14.00	\$14.41	\$14.82	\$15.23	\$15.64	\$16.04	\$16.44	\$16.84
FM	13	Annual	\$29,085.00	\$30,127.00	\$31,178.00	\$32,227.00	\$33,279.00	\$34,329.00	\$35,379.00	\$36,265.00	\$37,173.00	\$38,078.00
		Bi-Wk	\$1,114.37	\$1,154.30	\$1,194.56	\$1,234.76	\$1,275.06	\$1,315.29	\$1,355.52	\$1,389.47	\$1,424.26	\$1,458.93
		Daily	\$111.44	\$115.43	\$119.46	\$123.48	\$127.51	\$131.53	\$135.56	\$138.95	\$142.43	\$145.90
		Hourly	\$13.93	\$14.43	\$14.94	\$15.44	\$15.94	\$16.45	\$16.95	\$17.37	\$17.81	\$18.24
FM	14	Annual	\$30,414.00	\$31,497.00	\$32,581.00	\$33,662.00	\$34,742.00	\$35,829.00	\$36,905.00	\$37,828.00	\$38,775.00	\$39,721.00
		Bi-Wk	\$1,165.29	\$1,206.79	\$1,248.32	\$1,289.74	\$1,331.12	\$1,372.76	\$1,413.99	\$1,449.35	\$1,485.64	\$1,521.88
		Daily	\$116.53	\$120.68	\$124.84	\$128.98	\$133.12	\$137.28	\$141.40	\$144.94	\$148.57	\$152.19
		Hourly	\$14.57	\$15.09	\$15.61	\$16.13	\$16.64	\$17.16	\$17.68	\$18.12	\$18.58	\$19.03
FM	15	Annual	\$31,822.00	\$32,943.00	\$34,055.00	\$35,170.00	\$36,287.00	\$37,405.00	\$38,520.00	\$39,482.00	\$40,471.00	\$41,458.00
		Bi-Wk	\$1,219.24	\$1,262.19	\$1,304.79	\$1,347.51	\$1,390.31	\$1,433.15	\$1,475.87	\$1,512.73	\$1,550.62	\$1,588.43
		Daily	\$121.93	\$126.22	\$130.48	\$134.76	\$139.04	\$143.32	\$147.59	\$151.28	\$155.07	\$158.85
		Hourly	\$15.25	\$15.78	\$16.31	\$16.85	\$17.38	\$17.92	\$18.45	\$18.91	\$19.39	\$19.86
FM	16	Annual	\$33,335.00	\$34,483.00	\$35,632.00	\$36,780.00	\$37,926.00	\$39,076.00	\$40,219.00	\$41,227.00	\$42,256.00	\$43,287.00
		Bi-Wk	\$1,277.21	\$1,321.19	\$1,365.22	\$1,409.20	\$1,453.11	\$1,497.17	\$1,540.96	\$1,579.58	\$1,619.01	\$1,658.51
		Daily	\$127.73	\$132.12	\$136.53	\$140.92	\$145.32	\$149.72	\$154.10	\$157.96	\$161.91	\$165.86
		Hourly	\$15.97	\$16.52	\$17.07	\$17.62	\$18.17	\$18.72	\$19.27	\$19.75	\$20.24	\$20.74
FM	17	Annual	\$34,938.00	\$36,125.00	\$37,300.00	\$38,485.00	\$39,663.00	\$40,845.00	\$42,027.00	\$43,079.00	\$44,157.00	\$45,232.00
		Bi-Wk	\$1,338.63	\$1,384.10	\$1,429.12	\$1,474.53	\$1,519.66	\$1,564.95	\$1,610.23	\$1,650.54	\$1,691.84	\$1,733.03
		Daily	\$133.87	\$138.41	\$142.92	\$147.46	\$151.97	\$156.50	\$161.03	\$165.06	\$169.19	\$173.31
		Hourly	\$16.74	\$17.31	\$17.87	\$18.44	\$19.00	\$19.57	\$20.13	\$20.64	\$21.15	\$21.67
FM	18	Annual	\$36,658.00	\$37,864.00	\$39,076.00	\$40,287.00	\$41,496.00	\$42,704.00	\$43,919.00	\$45,017.00	\$46,142.00	\$47,270.00
		Bi-Wk	\$1,404.53	\$1,450.73	\$1,497.17	\$1,543.57	\$1,589.89	\$1,636.17	\$1,682.73	\$1,724.79	\$1,767.90	\$1,811.12
		Daily	\$140.46	\$145.08	\$149.72	\$154.36	\$158.99	\$163.62	\$168.28	\$172.48	\$176.79	\$181.12
		Hourly	\$17.56	\$18.14	\$18.72	\$19.30	\$19.88	\$20.46	\$21.04	\$21.56	\$22.10	\$22.64

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FM	19	Annual	\$38,414.00	\$39,663.00	\$40,911.00	\$42,157.00	\$43,405.00	\$44,647.00	\$45,891.00	\$47,038.00	\$48,214.00	\$49,389.00
		Bi-Wk	\$1,471.81	\$1,519.66	\$1,567.48	\$1,615.22	\$1,663.03	\$1,710.62	\$1,758.28	\$1,802.23	\$1,847.28	\$1,892.30
		Daily	\$147.19	\$151.97	\$156.75	\$161.53	\$166.31	\$171.07	\$175.83	\$180.23	\$184.73	\$189.23
		Hourly	\$18.40	\$19.00	\$19.60	\$20.20	\$20.79	\$21.39	\$21.98	\$22.53	\$23.10	\$23.66
FM	20	Annual	\$40,327.00	\$41,603.00	\$42,879.00	\$44,155.00	\$45,428.00	\$46,710.00	\$47,982.00	\$49,181.00	\$50,411.00	\$51,640.00
		Bi-Wk	\$1,545.10	\$1,593.99	\$1,642.88	\$1,691.77	\$1,740.54	\$1,789.66	\$1,838.40	\$1,884.33	\$1,931.46	\$1,978.55
		Daily	\$154.51	\$159.40	\$164.29	\$169.18	\$174.06	\$178.97	\$183.84	\$188.44	\$193.15	\$197.86
		Hourly	\$19.32	\$19.93	\$20.54	\$21.15	\$21.76	\$22.38	\$22.98	\$23.56	\$24.15	\$24.74
FM	21	Annual	\$42,271.00	\$43,582.00	\$44,891.00	\$46,204.00	\$47,519.00	\$48,824.00	\$50,139.00	\$51,394.00	\$52,678.00	\$53,962.00
		Bi-Wk	\$1,619.58	\$1,669.81	\$1,719.97	\$1,770.27	\$1,820.66	\$1,870.66	\$1,921.04	\$1,969.12	\$2,018.32	\$2,067.51
		Daily	\$161.96	\$166.99	\$172.00	\$177.03	\$182.07	\$187.07	\$192.11	\$196.92	\$201.84	\$206.76
		Hourly	\$20.25	\$20.88	\$21.50	\$22.13	\$22.76	\$23.39	\$24.02	\$24.62	\$25.23	\$25.85
FM	22	Annual	\$43,405.00	\$44,958.00	\$46,518.00	\$48,071.00	\$49,628.00	\$51,186.00	\$52,742.00	\$54,061.00	\$55,414.00	\$56,765.00
		Bi-Wk	\$1,663.03	\$1,722.53	\$1,782.30	\$1,841.81	\$1,901.46	\$1,961.15	\$2,020.77	\$2,071.31	\$2,123.15	\$2,174.91
		Daily	\$166.31	\$172.26	\$178.23	\$184.19	\$190.15	\$196.12	\$202.08	\$207.14	\$212.32	\$217.50
		Hourly	\$20.79	\$21.54	\$22.28	\$23.03	\$23.77	\$24.52	\$25.26	\$25.90	\$26.54	\$27.19
FM	23	Annual	\$45,414.00	\$47,039.00	\$48,659.00	\$50,278.00	\$51,902.00	\$53,519.00	\$55,145.00	\$56,525.00	\$57,939.00	\$59,350.00
		Bi-Wk	\$1,740.00	\$1,802.27	\$1,864.33	\$1,926.37	\$1,988.59	\$2,050.54	\$2,112.84	\$2,165.71	\$2,219.89	\$2,273.95
		Daily	\$174.00	\$180.23	\$186.44	\$192.64	\$198.86	\$205.06	\$211.29	\$216.58	\$221.99	\$227.40
		Hourly	\$21.75	\$22.53	\$23.31	\$24.08	\$24.86	\$25.64	\$26.42	\$27.08	\$27.75	\$28.43
FM	24	Annual	\$47,557.00	\$49,246.00	\$50,939.00	\$52,628.00	\$54,316.00	\$56,008.00	\$57,698.00	\$59,141.00	\$60,618.00	\$62,098.00
		Bi-Wk	\$1,822.11	\$1,886.82	\$1,951.69	\$2,016.40	\$2,081.08	\$2,145.91	\$2,210.66	\$2,265.94	\$2,322.53	\$2,379.24
		Daily	\$182.22	\$188.69	\$195.17	\$201.64	\$208.11	\$214.60	\$221.07	\$226.60	\$232.26	\$237.93
		Hourly	\$22.78	\$23.59	\$24.40	\$25.21	\$26.02	\$26.83	\$27.64	\$28.33	\$29.04	\$29.75
FM	25	Annual	\$49,833.00	\$51,587.00	\$53,340.00	\$55,090.00	\$56,844.00	\$58,595.00	\$60,350.00	\$61,859.00	\$63,405.00	\$64,950.00
		Bi-Wk	\$1,909.32	\$1,976.52	\$2,043.68	\$2,110.73	\$2,177.94	\$2,245.02	\$2,312.27	\$2,370.08	\$2,429.32	\$2,488.51
		Daily	\$190.94	\$197.66	\$204.37	\$211.08	\$217.80	\$224.51	\$231.23	\$237.01	\$242.94	\$248.86
		Hourly	\$23.87	\$24.71	\$25.55	\$26.39	\$27.23	\$28.07	\$28.91	\$29.63	\$30.37	\$31.11
FM	26	Annual	\$52,246.00	\$54,062.00	\$55,878.00	\$57,698.00	\$59,514.00	\$61,333.00	\$63,146.00	\$64,726.00	\$66,343.00	\$67,962.00
		Bi-Wk	\$2,001.77	\$2,071.35	\$2,140.92	\$2,210.66	\$2,280.23	\$2,349.93	\$2,419.39	\$2,479.93	\$2,541.88	\$2,603.91
		Daily	\$200.18	\$207.14	\$214.10	\$221.07	\$228.03	\$235.00	\$241.94	\$248.00	\$254.19	\$260.40
		Hourly	\$25.03	\$25.90	\$26.77	\$27.64	\$28.51	\$29.38	\$30.25	\$31.00	\$31.78	\$32.55
FM	27	Annual	\$54,793.00	\$56,670.00	\$58,556.00	\$60,436.00	\$62,316.00	\$64,194.00	\$66,078.00	\$67,730.00	\$69,423.00	\$71,117.00
		Bi-Wk	\$2,099.35	\$2,171.27	\$2,243.53	\$2,315.56	\$2,387.59	\$2,459.55	\$2,531.73	\$2,595.02	\$2,659.89	\$2,724.79
		Daily	\$209.94	\$217.13	\$224.36	\$231.56	\$238.76	\$245.96	\$253.18	\$259.51	\$265.99	\$272.48
		Hourly	\$26.25	\$27.15	\$28.05	\$28.95	\$29.85	\$30.75	\$31.65	\$32.44	\$33.25	\$34.06

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FM	28	Annual	\$57,513.00	\$59,463.00	\$61,406.00	\$63,352.00	\$65,294.00	\$67,243.00	\$69,187.00	\$70,917.00	\$72,692.00	\$74,462.00
		Bi-Wk	\$2,203.57	\$2,278.28	\$2,352.73	\$2,427.28	\$2,501.69	\$2,576.37	\$2,650.85	\$2,717.13	\$2,785.14	\$2,852.96
		Daily	\$220.36	\$227.83	\$235.28	\$242.73	\$250.17	\$257.64	\$265.09	\$271.72	\$278.52	\$285.30
		Hourly	\$27.55	\$28.48	\$29.41	\$30.35	\$31.28	\$32.21	\$33.14	\$33.97	\$34.82	\$35.67
FM	29	Annual	\$58,058.00	\$60,201.00	\$62,348.00	\$64,491.00	\$66,636.00	\$68,778.00	\$70,925.00	\$72,701.00	\$74,518.00	\$76,334.00
		Bi-Wk	\$2,224.45	\$2,306.56	\$2,388.82	\$2,470.92	\$2,553.11	\$2,635.18	\$2,717.44	\$2,785.48	\$2,855.10	\$2,924.68
		Daily	\$222.45	\$230.66	\$238.89	\$247.10	\$255.32	\$263.52	\$271.75	\$278.55	\$285.51	\$292.47
		Hourly	\$27.81	\$28.84	\$29.87	\$30.89	\$31.92	\$32.94	\$33.97	\$34.82	\$35.69	\$36.56
FM	30	Annual	\$60,350.00	\$62,554.00	\$64,763.00	\$66,968.00	\$69,176.00	\$71,382.00	\$73,591.00	\$75,433.00	\$77,319.00	\$79,203.00
		Bi-Wk	\$2,312.27	\$2,396.71	\$2,481.35	\$2,565.83	\$2,650.43	\$2,734.95	\$2,819.58	\$2,890.16	\$2,962.42	\$3,034.60
		Daily	\$231.23	\$239.68	\$248.14	\$256.59	\$265.05	\$273.50	\$281.96	\$289.02	\$296.25	\$303.46
		Hourly	\$28.91	\$29.96	\$31.02	\$32.08	\$33.14	\$34.19	\$35.25	\$36.13	\$37.04	\$37.94
FM	31	Annual	\$62,735.00	\$65,012.00	\$67,275.00	\$69,548.00	\$71,823.00	\$74,093.00	\$76,370.00	\$78,279.00	\$80,237.00	\$82,191.00
		Bi-Wk	\$2,403.64	\$2,490.89	\$2,577.59	\$2,664.68	\$2,751.84	\$2,838.82	\$2,926.06	\$2,999.20	\$3,074.22	\$3,149.09
		Daily	\$240.37	\$249.09	\$257.76	\$266.47	\$275.19	\$283.89	\$292.61	\$299.92	\$307.43	\$314.91
		Hourly	\$30.05	\$31.14	\$32.22	\$33.31	\$34.40	\$35.49	\$36.58	\$37.49	\$38.43	\$39.37
FM	32	Annual	\$65,212.00	\$67,548.00	\$69,880.00	\$72,213.00	\$74,554.00	\$76,884.00	\$79,223.00	\$81,203.00	\$83,235.00	\$85,264.00
		Bi-Wk	\$2,498.55	\$2,588.05	\$2,677.40	\$2,766.79	\$2,856.48	\$2,945.75	\$3,035.37	\$3,111.23	\$3,189.09	\$3,266.82
		Daily	\$249.86	\$258.81	\$267.74	\$276.68	\$285.65	\$294.58	\$303.54	\$311.13	\$318.91	\$326.69
		Hourly	\$31.24	\$32.36	\$33.47	\$34.59	\$35.71	\$36.83	\$37.95	\$38.90	\$39.87	\$40.84
FM	33	Annual	\$67,800.00	\$70,199.00	\$72,596.00	\$75,001.00	\$77,402.00	\$79,802.00	\$82,201.00	\$84,258.00	\$86,364.00	\$88,470.00
		Bi-Wk	\$2,597.71	\$2,689.62	\$2,781.46	\$2,873.61	\$2,965.60	\$3,057.55	\$3,149.47	\$3,228.28	\$3,308.97	\$3,389.66
		Daily	\$259.78	\$268.97	\$278.15	\$287.37	\$296.56	\$305.76	\$314.95	\$322.83	\$330.90	\$338.97
		Hourly	\$32.48	\$33.63	\$34.77	\$35.93	\$37.07	\$38.22	\$39.37	\$40.36	\$41.37	\$42.38
FM	34	Annual	\$70,551.00	\$73,021.00	\$75,486.00	\$77,954.00	\$80,415.00	\$82,883.00	\$85,346.00	\$87,480.00	\$89,667.00	\$91,852.00
		Bi-Wk	\$2,703.11	\$2,797.74	\$2,892.19	\$2,986.75	\$3,081.04	\$3,175.60	\$3,269.97	\$3,351.73	\$3,435.52	\$3,519.24
		Daily	\$270.32	\$279.78	\$289.22	\$298.68	\$308.11	\$317.56	\$327.00	\$335.18	\$343.56	\$351.93
		Hourly	\$33.79	\$34.98	\$36.16	\$37.34	\$38.52	\$39.70	\$40.88	\$41.90	\$42.95	\$44.00
FM	35	Annual	\$73,420.00	\$75,942.00	\$78,476.00	\$81,002.00	\$83,529.00	\$86,056.00	\$88,588.00	\$90,803.00	\$93,072.00	\$95,343.00
		Bi-Wk	\$2,813.03	\$2,909.66	\$3,006.75	\$3,103.53	\$3,200.35	\$3,297.17	\$3,394.18	\$3,479.05	\$3,565.98	\$3,652.99
		Daily	\$281.31	\$290.97	\$300.68	\$310.36	\$320.04	\$329.72	\$339.42	\$347.91	\$356.60	\$365.30
		Hourly	\$35.17	\$36.38	\$37.59	\$38.80	\$40.01	\$41.22	\$42.43	\$43.49	\$44.58	\$45.67
FM	36	Annual	\$76,432.00	\$79,022.00	\$81,620.00	\$84,214.00	\$86,806.00	\$89,401.00	\$91,994.00	\$94,293.00	\$96,649.00	\$99,006.00
		Bi-Wk	\$2,928.43	\$3,027.67	\$3,127.21	\$3,226.60	\$3,325.91	\$3,425.33	\$3,524.68	\$3,612.76	\$3,703.03	\$3,793.34
		Daily	\$292.85	\$302.77	\$312.73	\$322.66	\$332.60	\$342.54	\$352.47	\$361.28	\$370.31	\$379.34
		Hourly	\$36.61	\$37.85	\$39.10	\$40.34	\$41.58	\$42.82	\$44.06	\$45.16	\$46.29	\$47.42

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/1999

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	\$79,565.00	\$82,233.00	\$84,894.00	\$87,559.00	\$90,226.00	\$92,889.00	\$95,554.00	\$97,943.00	\$100,390.00	\$102,840.00
		Bi-Wk	\$3,048.47	\$3,150.69	\$3,252.65	\$3,354.76	\$3,456.94	\$3,558.97	\$3,661.08	\$3,752.61	\$3,846.37	\$3,940.23
		Daily	\$304.85	\$315.07	\$325.27	\$335.48	\$345.70	\$355.90	\$366.11	\$375.27	\$384.64	\$394.03
		Hourly	\$38.11	\$39.39	\$40.66	\$41.94	\$43.22	\$44.49	\$45.77	\$46.91	\$48.08	\$49.26
FM	38	Annual	\$82,811.00	\$85,539.00	\$88,267.00	\$90,994.00	\$93,720.00	\$96,450.00	\$99,177.00	\$101,655.00	\$104,197.00	\$106,736.00
		Bi-Wk	\$3,172.84	\$3,277.36	\$3,381.88	\$3,486.37	\$3,590.81	\$3,695.41	\$3,799.89	\$3,894.83	\$3,992.23	\$4,089.51
		Daily	\$317.29	\$327.74	\$338.19	\$348.64	\$359.09	\$369.55	\$379.99	\$389.49	\$399.23	\$408.96
		Hourly	\$39.67	\$40.97	\$42.28	\$43.58	\$44.89	\$46.20	\$47.50	\$48.69	\$49.91	\$51.12
FM	39	Annual	\$86,222.00	\$89,014.00	\$91,802.00	\$94,599.00	\$97,389.00	\$100,179.00	\$102,969.00	\$105,545.00	\$108,183.00	\$110,821.00
		Bi-Wk	\$3,303.53	\$3,410.50	\$3,517.32	\$3,624.49	\$3,731.38	\$3,838.28	\$3,945.18	\$4,043.87	\$4,144.95	\$4,246.02
		Daily	\$330.36	\$341.05	\$351.74	\$362.45	\$373.14	\$383.83	\$394.52	\$404.39	\$414.50	\$424.61
		Hourly	\$41.30	\$42.64	\$43.97	\$45.31	\$46.65	\$47.98	\$49.32	\$50.55	\$51.82	\$53.08
FM	40	Annual	\$89,776.00	\$92,627.00	\$95,481.00	\$98,328.00	\$101,181.00	\$104,035.00	\$106,887.00	\$109,559.00	\$112,300.00	\$115,037.00
		Bi-Wk	\$3,439.70	\$3,548.93	\$3,658.28	\$3,767.36	\$3,876.67	\$3,986.02	\$4,095.29	\$4,197.67	\$4,302.69	\$4,407.55
		Daily	\$343.97	\$354.90	\$365.83	\$376.74	\$387.67	\$398.61	\$409.53	\$419.77	\$430.27	\$440.76
		Hourly	\$43.00	\$44.37	\$45.73	\$47.10	\$48.46	\$49.83	\$51.20	\$52.48	\$53.79	\$55.10
FM	41	Annual	\$93,493.00	\$96,418.00	\$99,334.00	\$102,258.00	\$105,177.00	\$108,093.00	\$111,013.00	\$113,788.00	\$116,633.00	\$119,479.00
		Bi-Wk	\$3,582.11	\$3,694.18	\$3,805.91	\$3,917.94	\$4,029.78	\$4,141.50	\$4,253.38	\$4,359.70	\$4,468.70	\$4,577.74
		Daily	\$358.22	\$369.42	\$380.60	\$391.80	\$402.98	\$414.15	\$425.34	\$435.97	\$446.87	\$457.78
		Hourly	\$44.78	\$46.18	\$47.58	\$48.98	\$50.38	\$51.77	\$53.17	\$54.50	\$55.86	\$57.23
FM	42	Annual	\$97,353.00	\$100,343.00	\$103,328.00	\$106,309.00	\$109,294.00	\$112,280.00	\$115,267.00	\$118,149.00	\$121,103.00	\$124,057.00
		Bi-Wk	\$3,730.00	\$3,844.56	\$3,958.93	\$4,073.15	\$4,187.51	\$4,301.92	\$4,416.37	\$4,526.79	\$4,639.97	\$4,753.15
		Daily	\$373.00	\$384.46	\$395.90	\$407.32	\$418.76	\$430.20	\$441.64	\$452.68	\$464.00	\$475.32
		Hourly	\$46.63	\$48.06	\$49.49	\$50.92	\$52.35	\$53.78	\$55.21	\$56.59	\$58.00	\$59.42
FM	43	Annual	#####	\$104,493.00	\$107,535.00	\$110,582.00	\$113,629.00	\$116,674.00	\$119,717.00	\$122,709.00	\$125,776.00	\$128,845.00
		Bi-Wk	\$3,886.82	\$4,003.57	\$4,120.12	\$4,236.86	\$4,353.61	\$4,470.27	\$4,586.86	\$4,701.50	\$4,819.01	\$4,936.60
		Daily	\$388.69	\$400.36	\$412.02	\$423.69	\$435.37	\$447.03	\$458.69	\$470.15	\$481.91	\$493.66
		Hourly	\$48.59	\$50.05	\$51.51	\$52.97	\$54.43	\$55.88	\$57.34	\$58.77	\$60.24	\$61.71