

NP-2 FM 40 HOUR PLAN EFFECTIVE 7/1/2003

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	\$22,920.00	\$23,360.00	\$23,798.00	\$24,242.00	\$24,690.00	\$25,131.00	\$25,570.00	\$26,207.00	\$26,863.00	\$27,518.00
	Bi-Wk	\$878.17	\$895.02	\$911.81	\$928.82	\$945.98	\$962.88	\$979.70	\$1,004.10	\$1,029.24	\$1,054.33
	Daily	\$87.82	\$89.51	\$91.19	\$92.89	\$94.60	\$96.29	\$97.97	\$100.41	\$102.93	\$105.44
	Hourly	\$10.98	\$11.19	\$11.40	\$11.62	\$11.83	\$12.04	\$12.25	\$12.56	\$12.87	\$13.18
FM	2 Annual	\$23,798.00	\$24,242.00	\$24,690.00	\$25,131.00	\$25,570.00	\$26,009.00	\$26,452.00	\$27,113.00	\$27,790.00	\$28,470.00
	Bi-Wk	\$911.81	\$928.82	\$945.98	\$962.88	\$979.70	\$996.52	\$1,013.49	\$1,038.82	\$1,064.76	\$1,090.81
	Daily	\$91.19	\$92.89	\$94.60	\$96.29	\$97.97	\$99.66	\$101.35	\$103.89	\$106.48	\$109.09
	Hourly	\$11.40	\$11.62	\$11.83	\$12.04	\$12.25	\$12.46	\$12.67	\$12.99	\$13.31	\$13.64
FM	3 Annual	\$24,242.00	\$24,690.00	\$25,131.00	\$25,570.00	\$26,009.00	\$26,452.00	\$26,890.00	\$27,563.00	\$28,251.00	\$28,941.00
	Bi-Wk	\$928.82	\$945.98	\$962.88	\$979.70	\$996.52	\$1,013.49	\$1,030.27	\$1,056.06	\$1,082.42	\$1,108.86
	Daily	\$92.89	\$94.60	\$96.29	\$97.97	\$99.66	\$101.35	\$103.03	\$105.61	\$108.25	\$110.89
	Hourly	\$11.62	\$11.83	\$12.04	\$12.25	\$12.46	\$12.67	\$12.88	\$13.21	\$13.54	\$13.87
FM	4 Annual	\$24,875.00	\$25,411.00	\$25,946.00	\$26,486.00	\$27,018.00	\$27,552.00	\$28,092.00	\$28,797.00	\$29,516.00	\$30,235.00
	Bi-Wk	\$953.07	\$973.61	\$994.10	\$1,014.79	\$1,035.18	\$1,055.64	\$1,076.33	\$1,103.34	\$1,130.89	\$1,158.43
	Daily	\$95.31	\$97.37	\$99.41	\$101.48	\$103.52	\$105.57	\$107.64	\$110.34	\$113.09	\$115.85
	Hourly	\$11.92	\$12.18	\$12.43	\$12.69	\$12.94	\$13.20	\$13.46	\$13.80	\$14.14	\$14.49
FM	5 Annual	\$25,380.00	\$25,946.00	\$26,514.00	\$27,076.00	\$27,643.00	\$28,205.00	\$28,772.00	\$29,493.00	\$30,232.00	\$30,967.00
	Bi-Wk	\$972.42	\$994.10	\$1,015.87	\$1,037.40	\$1,059.12	\$1,080.66	\$1,102.38	\$1,130.00	\$1,158.32	\$1,186.48
	Daily	\$97.25	\$99.41	\$101.59	\$103.74	\$105.92	\$108.07	\$110.24	\$113.00	\$115.84	\$118.65
	Hourly	\$12.16	\$12.43	\$12.70	\$12.97	\$13.24	\$13.51	\$13.78	\$14.13	\$14.48	\$14.84
FM	6 Annual	\$26,074.00	\$26,645.00	\$27,208.00	\$27,775.00	\$28,341.00	\$28,906.00	\$29,471.00	\$30,208.00	\$30,964.00	\$31,721.00
	Bi-Wk	\$999.01	\$1,020.89	\$1,042.46	\$1,064.18	\$1,085.87	\$1,107.51	\$1,129.16	\$1,157.40	\$1,186.37	\$1,215.37
	Daily	\$99.91	\$102.09	\$104.25	\$106.42	\$108.59	\$110.76	\$112.92	\$115.74	\$118.64	\$121.54
	Hourly	\$12.49	\$12.77	\$13.04	\$13.31	\$13.58	\$13.85	\$14.12	\$14.47	\$14.83	\$15.20
FM	7 Annual	\$26,706.00	\$27,271.00	\$27,837.00	\$28,404.00	\$28,965.00	\$29,532.00	\$30,096.00	\$30,847.00	\$31,618.00	\$32,390.00
	Bi-Wk	\$1,023.22	\$1,044.87	\$1,066.56	\$1,088.28	\$1,109.78	\$1,131.50	\$1,153.11	\$1,181.88	\$1,211.42	\$1,241.00
	Daily	\$102.33	\$104.49	\$106.66	\$108.83	\$110.98	\$113.15	\$115.32	\$118.19	\$121.15	\$124.10
	Hourly	\$12.80	\$13.07	\$13.34	\$13.61	\$13.88	\$14.15	\$14.42	\$14.78	\$15.15	\$15.52
FM	8 Annual	\$28,341.00	\$29,035.00	\$29,724.00	\$30,444.00	\$31,188.00	\$31,929.00	\$32,714.00	\$33,532.00	\$34,373.00	\$35,208.00
	Bi-Wk	\$1,085.87	\$1,112.46	\$1,138.86	\$1,166.44	\$1,194.95	\$1,223.34	\$1,253.41	\$1,284.76	\$1,316.98	\$1,348.97
	Daily	\$108.59	\$111.25	\$113.89	\$116.65	\$119.50	\$122.34	\$125.35	\$128.48	\$131.70	\$134.90
	Hourly	\$13.58	\$13.91	\$14.24	\$14.59	\$14.94	\$15.30	\$15.67	\$16.06	\$16.47	\$16.87
FM	9 Annual	\$29,061.00	\$29,785.00	\$30,536.00	\$31,312.00	\$32,087.00	\$32,907.00	\$33,740.00	\$34,586.00	\$35,449.00	\$36,315.00
	Bi-Wk	\$1,113.45	\$1,141.19	\$1,169.97	\$1,199.70	\$1,229.39	\$1,260.81	\$1,292.73	\$1,325.14	\$1,358.20	\$1,391.38
	Daily	\$111.35	\$114.12	\$117.00	\$119.97	\$122.94	\$126.09	\$129.28	\$132.52	\$135.82	\$139.14
	Hourly	\$13.92	\$14.27	\$14.63	\$15.00	\$15.37	\$15.77	\$16.16	\$16.57	\$16.98	\$17.40

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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	\$29,893.00	\$30,687.00	\$31,493.00	\$32,311.00	\$33,173.00	\$34,056.00	\$34,964.00	\$35,837.00	\$36,734.00	\$37,629.00
	Bi-Wk	\$1,145.33	\$1,175.75	\$1,206.63	\$1,237.97	\$1,271.00	\$1,304.83	\$1,339.62	\$1,373.07	\$1,407.44	\$1,441.73
	Daily	\$114.54	\$117.58	\$120.67	\$123.80	\$127.10	\$130.49	\$133.97	\$137.31	\$140.75	\$144.18
	Hourly	\$14.32	\$14.70	\$15.09	\$15.48	\$15.89	\$16.32	\$16.75	\$17.17	\$17.60	\$18.03
FM	11 Annual	\$30,724.00	\$31,567.00	\$32,428.00	\$33,325.00	\$34,259.00	\$35,199.00	\$36,151.00	\$37,054.00	\$37,982.00	\$38,908.00
	Bi-Wk	\$1,177.17	\$1,209.47	\$1,242.46	\$1,276.82	\$1,312.61	\$1,348.63	\$1,385.10	\$1,419.70	\$1,455.25	\$1,490.73
	Daily	\$117.72	\$120.95	\$124.25	\$127.69	\$131.27	\$134.87	\$138.51	\$141.97	\$145.53	\$149.08
	Hourly	\$14.72	\$15.12	\$15.54	\$15.97	\$16.41	\$16.86	\$17.32	\$17.75	\$18.20	\$18.64
FM	12 Annual	\$31,616.00	\$32,521.00	\$33,458.00	\$34,431.00	\$35,413.00	\$36,399.00	\$37,381.00	\$38,318.00	\$39,277.00	\$40,234.00
	Bi-Wk	\$1,211.35	\$1,246.02	\$1,281.92	\$1,319.20	\$1,356.82	\$1,394.60	\$1,432.23	\$1,468.13	\$1,504.87	\$1,541.54
	Daily	\$121.14	\$124.61	\$128.20	\$131.92	\$135.69	\$139.46	\$143.23	\$146.82	\$150.49	\$154.16
	Hourly	\$15.15	\$15.58	\$16.03	\$16.49	\$16.97	\$17.44	\$17.91	\$18.36	\$18.82	\$19.27
FM	13 Annual	\$33,296.00	\$34,490.00	\$35,693.00	\$36,891.00	\$38,096.00	\$39,299.00	\$40,500.00	\$41,514.00	\$42,554.00	\$43,591.00
	Bi-Wk	\$1,275.71	\$1,321.46	\$1,367.55	\$1,413.45	\$1,459.62	\$1,505.71	\$1,551.73	\$1,590.58	\$1,630.43	\$1,670.16
	Daily	\$127.58	\$132.15	\$136.76	\$141.35	\$145.97	\$150.58	\$155.18	\$159.06	\$163.05	\$167.02
	Hourly	\$15.95	\$16.52	\$17.10	\$17.67	\$18.25	\$18.83	\$19.40	\$19.89	\$20.39	\$20.88
FM	14 Annual	\$34,819.00	\$36,057.00	\$37,298.00	\$38,536.00	\$39,771.00	\$41,015.00	\$42,247.00	\$43,303.00	\$44,389.00	\$45,471.00
	Bi-Wk	\$1,334.07	\$1,381.50	\$1,429.05	\$1,476.48	\$1,523.80	\$1,571.46	\$1,618.66	\$1,659.12	\$1,700.73	\$1,742.19
	Daily	\$133.41	\$138.15	\$142.91	\$147.65	\$152.38	\$157.15	\$161.87	\$165.92	\$170.08	\$174.22
	Hourly	\$16.68	\$17.27	\$17.87	\$18.46	\$19.05	\$19.65	\$20.24	\$20.74	\$21.26	\$21.78
FM	15 Annual	\$36,429.00	\$37,712.00	\$38,985.00	\$40,262.00	\$41,541.00	\$42,822.00	\$44,096.00	\$45,199.00	\$46,330.00	\$47,459.00
	Bi-Wk	\$1,395.75	\$1,444.91	\$1,493.68	\$1,542.61	\$1,591.61	\$1,640.69	\$1,689.51	\$1,731.77	\$1,775.10	\$1,818.36
	Daily	\$139.58	\$144.50	\$149.37	\$154.27	\$159.17	\$164.07	\$168.96	\$173.18	\$177.51	\$181.84
	Hourly	\$17.45	\$18.07	\$18.68	\$19.29	\$19.90	\$20.51	\$21.12	\$21.65	\$22.19	\$22.73
FM	16 Annual	\$38,159.00	\$39,475.00	\$40,791.00	\$42,105.00	\$43,416.00	\$44,732.00	\$46,041.00	\$47,195.00	\$48,374.00	\$49,554.00
	Bi-Wk	\$1,462.04	\$1,512.46	\$1,562.88	\$1,613.22	\$1,663.45	\$1,713.87	\$1,764.03	\$1,808.24	\$1,853.41	\$1,898.63
	Daily	\$146.21	\$151.25	\$156.29	\$161.33	\$166.35	\$171.39	\$176.41	\$180.83	\$185.35	\$189.87
	Hourly	\$18.28	\$18.91	\$19.54	\$20.17	\$20.80	\$21.43	\$22.06	\$22.61	\$23.17	\$23.74
FM	17 Annual	\$39,997.00	\$41,356.00	\$42,699.00	\$44,055.00	\$45,405.00	\$46,758.00	\$48,111.00	\$49,316.00	\$50,550.00	\$51,780.00
	Bi-Wk	\$1,532.46	\$1,584.53	\$1,635.98	\$1,687.94	\$1,739.66	\$1,791.50	\$1,843.34	\$1,889.51	\$1,936.79	\$1,983.91
	Daily	\$153.25	\$158.46	\$163.60	\$168.80	\$173.97	\$179.15	\$184.34	\$188.96	\$193.68	\$198.40
	Hourly	\$19.16	\$19.81	\$20.45	\$21.10	\$21.75	\$22.40	\$23.05	\$23.62	\$24.21	\$24.80
FM	18 Annual	\$41,964.00	\$43,347.00	\$44,732.00	\$46,120.00	\$47,503.00	\$48,886.00	\$50,277.00	\$51,534.00	\$52,823.00	\$54,112.00
	Bi-Wk	\$1,607.82	\$1,660.81	\$1,713.87	\$1,767.05	\$1,820.04	\$1,873.03	\$1,926.33	\$1,974.49	\$2,023.87	\$2,073.26
	Daily	\$160.79	\$166.09	\$171.39	\$176.71	\$182.01	\$187.31	\$192.64	\$197.45	\$202.39	\$207.33
	Hourly	\$20.10	\$20.77	\$21.43	\$22.09	\$22.76	\$23.42	\$24.08	\$24.69	\$25.30	\$25.92

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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	\$43,975.00	\$45,405.00	\$46,834.00	\$48,261.00	\$49,688.00	\$51,110.00	\$52,534.00	\$53,848.00	\$55,193.00	\$56,538.00
		Bi-Wk	\$1,684.87	\$1,739.66	\$1,794.41	\$1,849.09	\$1,903.76	\$1,958.24	\$2,012.80	\$2,063.15	\$2,114.68	\$2,166.21
		Daily	\$168.49	\$173.97	\$179.45	\$184.91	\$190.38	\$195.83	\$201.28	\$206.32	\$211.47	\$216.63
		Hourly	\$21.07	\$21.75	\$22.44	\$23.12	\$23.80	\$24.48	\$25.16	\$25.79	\$26.44	\$27.08
FM	20	Annual	\$46,164.00	\$47,625.00	\$49,087.00	\$50,547.00	\$52,004.00	\$53,472.00	\$54,927.00	\$56,301.00	\$57,708.00	\$59,116.00
		Bi-Wk	\$1,768.74	\$1,824.72	\$1,880.73	\$1,936.67	\$1,992.50	\$2,048.74	\$2,104.49	\$2,157.13	\$2,211.04	\$2,264.99
		Daily	\$176.88	\$182.48	\$188.08	\$193.67	\$199.25	\$204.88	\$210.45	\$215.72	\$221.11	\$226.50
		Hourly	\$22.11	\$22.81	\$23.51	\$24.21	\$24.91	\$25.61	\$26.31	\$26.97	\$27.64	\$28.32
FM	21	Annual	\$48,391.00	\$49,892.00	\$51,390.00	\$52,893.00	\$54,398.00	\$55,892.00	\$57,397.00	\$58,832.00	\$60,302.00	\$61,773.00
		Bi-Wk	\$1,854.07	\$1,911.58	\$1,968.97	\$2,026.56	\$2,084.22	\$2,141.46	\$2,199.12	\$2,254.10	\$2,310.43	\$2,366.79
		Daily	\$185.41	\$191.16	\$196.90	\$202.66	\$208.43	\$214.15	\$219.92	\$225.41	\$231.05	\$236.68
		Hourly	\$23.18	\$23.90	\$24.62	\$25.34	\$26.06	\$26.77	\$27.49	\$28.18	\$28.89	\$29.59
FM	22	Annual	\$49,688.00	\$51,467.00	\$53,252.00	\$55,029.00	\$56,812.00	\$58,595.00	\$60,376.00	\$61,886.00	\$63,435.00	\$64,982.00
		Bi-Wk	\$1,903.76	\$1,971.92	\$2,040.31	\$2,108.40	\$2,176.71	\$2,245.02	\$2,313.26	\$2,371.12	\$2,430.46	\$2,489.74
		Daily	\$190.38	\$197.20	\$204.04	\$210.84	\$217.68	\$224.51	\$231.33	\$237.12	\$243.05	\$248.98
		Hourly	\$23.80	\$24.65	\$25.51	\$26.36	\$27.21	\$28.07	\$28.92	\$29.64	\$30.39	\$31.13
FM	23	Annual	\$51,988.00	\$53,849.00	\$55,702.00	\$57,556.00	\$59,416.00	\$61,267.00	\$63,127.00	\$64,708.00	\$66,326.00	\$67,942.00
		Bi-Wk	\$1,991.88	\$2,063.19	\$2,134.18	\$2,205.22	\$2,276.48	\$2,347.40	\$2,418.66	\$2,479.24	\$2,541.23	\$2,603.15
		Daily	\$199.19	\$206.32	\$213.42	\$220.53	\$227.65	\$234.74	\$241.87	\$247.93	\$254.13	\$260.32
		Hourly	\$24.90	\$25.79	\$26.68	\$27.57	\$28.46	\$29.35	\$30.24	\$31.00	\$31.77	\$32.54
FM	24	Annual	\$54,441.00	\$56,375.00	\$58,312.00	\$60,247.00	\$62,179.00	\$64,116.00	\$66,048.00	\$67,701.00	\$69,392.00	\$71,086.00
		Bi-Wk	\$2,085.87	\$2,159.97	\$2,234.18	\$2,308.32	\$2,382.34	\$2,456.56	\$2,530.58	\$2,593.91	\$2,658.70	\$2,723.61
		Daily	\$208.59	\$216.00	\$223.42	\$230.84	\$238.24	\$245.66	\$253.06	\$259.40	\$265.87	\$272.37
		Hourly	\$26.08	\$27.00	\$27.93	\$28.86	\$29.78	\$30.71	\$31.64	\$32.43	\$33.24	\$34.05
FM	25	Annual	\$57,046.00	\$59,054.00	\$61,062.00	\$63,063.00	\$65,072.00	\$67,076.00	\$69,085.00	\$70,812.00	\$72,583.00	\$74,351.00
		Bi-Wk	\$2,185.68	\$2,262.61	\$2,339.55	\$2,416.21	\$2,493.19	\$2,569.97	\$2,646.94	\$2,713.11	\$2,780.96	\$2,848.70
		Daily	\$218.57	\$226.27	\$233.96	\$241.63	\$249.32	\$257.00	\$264.70	\$271.32	\$278.10	\$284.87
		Hourly	\$27.33	\$28.29	\$29.25	\$30.21	\$31.17	\$32.13	\$33.09	\$33.92	\$34.77	\$35.61
FM	26	Annual	\$59,808.00	\$61,887.00	\$63,965.00	\$66,048.00	\$68,130.00	\$70,212.00	\$72,285.00	\$74,095.00	\$75,946.00	\$77,800.00
		Bi-Wk	\$2,291.50	\$2,371.15	\$2,450.77	\$2,530.58	\$2,610.35	\$2,690.12	\$2,769.55	\$2,838.89	\$2,909.81	\$2,980.85
		Daily	\$229.15	\$237.12	\$245.08	\$253.06	\$261.04	\$269.02	\$276.96	\$283.89	\$290.99	\$298.09
		Hourly	\$28.65	\$29.64	\$30.64	\$31.64	\$32.63	\$33.63	\$34.62	\$35.49	\$36.38	\$37.27
FM	27	Annual	\$62,724.00	\$64,873.00	\$67,033.00	\$69,184.00	\$71,336.00	\$73,485.00	\$75,643.00	\$77,534.00	\$79,470.00	\$81,411.00
		Bi-Wk	\$2,403.22	\$2,485.56	\$2,568.32	\$2,650.73	\$2,733.19	\$2,815.52	\$2,898.20	\$2,970.66	\$3,044.83	\$3,119.20
		Daily	\$240.33	\$248.56	\$256.84	\$265.08	\$273.32	\$281.56	\$289.82	\$297.07	\$304.49	\$311.92
		Hourly	\$30.05	\$31.07	\$32.11	\$33.14	\$34.17	\$35.20	\$36.23	\$37.14	\$38.07	\$38.99

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FM	28 Annual	\$65,837.00	\$68,070.00	\$70,295.00	\$72,522.00	\$74,745.00	\$76,975.00	\$79,200.00	\$81,182.00	\$83,213.00	\$85,240.00
	Bi-Wk	\$2,522.50	\$2,608.05	\$2,693.30	\$2,778.63	\$2,863.80	\$2,949.24	\$3,034.49	\$3,110.43	\$3,188.24	\$3,265.91
	Daily	\$252.25	\$260.81	\$269.33	\$277.87	\$286.38	\$294.93	\$303.45	\$311.05	\$318.83	\$326.60
	Hourly	\$31.54	\$32.61	\$33.67	\$34.74	\$35.80	\$36.87	\$37.94	\$38.89	\$39.86	\$40.83
FM	29 Annual	\$66,461.00	\$68,915.00	\$71,372.00	\$73,827.00	\$76,281.00	\$78,732.00	\$81,191.00	\$83,224.00	\$85,304.00	\$87,383.00
	Bi-Wk	\$2,546.40	\$2,640.43	\$2,734.56	\$2,828.63	\$2,922.65	\$3,016.56	\$3,110.77	\$3,188.66	\$3,268.36	\$3,348.01
	Daily	\$254.64	\$264.05	\$273.46	\$282.87	\$292.27	\$301.66	\$311.08	\$318.87	\$326.84	\$334.81
	Hourly	\$31.83	\$33.01	\$34.19	\$35.36	\$36.54	\$37.71	\$38.89	\$39.86	\$40.86	\$41.86
FM	30 Annual	\$69,085.00	\$71,609.00	\$74,137.00	\$76,662.00	\$79,189.00	\$81,715.00	\$84,244.00	\$86,350.00	\$88,510.00	\$90,666.00
	Bi-Wk	\$2,646.94	\$2,743.64	\$2,840.50	\$2,937.25	\$3,034.07	\$3,130.85	\$3,227.74	\$3,308.43	\$3,391.19	\$3,473.80
	Daily	\$264.70	\$274.37	\$284.05	\$293.73	\$303.41	\$313.09	\$322.78	\$330.85	\$339.12	\$347.38
	Hourly	\$33.09	\$34.30	\$35.51	\$36.72	\$37.93	\$39.14	\$40.35	\$41.36	\$42.39	\$43.43
FM	31 Annual	\$71,815.00	\$74,422.00	\$77,013.00	\$79,614.00	\$82,220.00	\$84,816.00	\$87,423.00	\$89,608.00	\$91,849.00	\$94,088.00
	Bi-Wk	\$2,751.54	\$2,851.42	\$2,950.69	\$3,050.35	\$3,150.20	\$3,249.66	\$3,349.55	\$3,433.26	\$3,519.12	\$3,604.91
	Daily	\$275.16	\$285.15	\$295.07	\$305.04	\$315.02	\$324.97	\$334.96	\$343.33	\$351.92	\$360.50
	Hourly	\$34.40	\$35.65	\$36.89	\$38.13	\$39.38	\$40.63	\$41.87	\$42.92	\$43.99	\$45.07
FM	32 Annual	\$74,652.00	\$77,325.00	\$79,994.00	\$82,665.00	\$85,346.00	\$88,012.00	\$90,691.00	\$92,956.00	\$95,282.00	\$97,606.00
	Bi-Wk	\$2,860.23	\$2,962.65	\$3,064.91	\$3,167.25	\$3,269.97	\$3,372.11	\$3,474.76	\$3,561.54	\$3,650.66	\$3,739.70
	Daily	\$286.03	\$296.27	\$306.50	\$316.73	\$327.00	\$337.22	\$347.48	\$356.16	\$365.07	\$373.97
	Hourly	\$35.76	\$37.04	\$38.32	\$39.60	\$40.88	\$42.16	\$43.44	\$44.52	\$45.64	\$46.75
FM	33 Annual	\$77,613.00	\$80,360.00	\$83,104.00	\$85,856.00	\$88,605.00	\$91,352.00	\$94,099.00	\$96,453.00	\$98,864.00	\$101,275.00
	Bi-Wk	\$2,973.68	\$3,078.93	\$3,184.07	\$3,289.51	\$3,394.83	\$3,500.08	\$3,605.33	\$3,695.52	\$3,787.90	\$3,880.27
	Daily	\$297.37	\$307.90	\$318.41	\$328.96	\$339.49	\$350.01	\$360.54	\$369.56	\$378.79	\$388.03
	Hourly	\$37.18	\$38.49	\$39.81	\$41.12	\$42.44	\$43.76	\$45.07	\$46.20	\$47.35	\$48.51
FM	34 Annual	\$80,763.00	\$83,590.00	\$86,411.00	\$89,236.00	\$92,055.00	\$94,878.00	\$97,698.00	\$100,141.00	\$102,645.00	\$105,147.00
	Bi-Wk	\$3,094.37	\$3,202.69	\$3,310.77	\$3,419.01	\$3,527.02	\$3,635.18	\$3,743.22	\$3,836.82	\$3,932.76	\$4,028.63
	Daily	\$309.44	\$320.27	\$331.08	\$341.91	\$352.71	\$363.52	\$374.33	\$383.69	\$393.28	\$402.87
	Hourly	\$38.68	\$40.04	\$41.39	\$42.74	\$44.09	\$45.44	\$46.80	\$47.97	\$49.16	\$50.36
FM	35 Annual	\$84,047.00	\$86,933.00	\$89,834.00	\$92,726.00	\$95,618.00	\$98,511.00	\$101,411.00	\$103,945.00	\$106,544.00	\$109,143.00
	Bi-Wk	\$3,220.20	\$3,330.77	\$3,441.92	\$3,552.73	\$3,663.53	\$3,774.37	\$3,885.48	\$3,982.57	\$4,082.15	\$4,181.73
	Daily	\$322.02	\$333.08	\$344.20	\$355.28	\$366.36	\$377.44	\$388.55	\$398.26	\$408.22	\$418.18
	Hourly	\$40.26	\$41.64	\$43.03	\$44.41	\$45.80	\$47.18	\$48.57	\$49.79	\$51.03	\$52.28
FM	36 Annual	\$87,496.00	\$90,461.00	\$93,433.00	\$96,403.00	\$99,370.00	\$102,341.00	\$105,309.00	\$107,940.00	\$110,638.00	\$113,335.00
	Bi-Wk	\$3,352.34	\$3,465.94	\$3,579.81	\$3,693.61	\$3,807.28	\$3,921.12	\$4,034.83	\$4,135.64	\$4,239.01	\$4,342.34
	Daily	\$335.24	\$346.60	\$357.99	\$369.37	\$380.73	\$392.12	\$403.49	\$413.57	\$423.91	\$434.24
	Hourly	\$41.91	\$43.33	\$44.75	\$46.18	\$47.60	\$49.02	\$50.44	\$51.70	\$52.99	\$54.28

NP-2 FM 40 HOUR PLAN EFFECTIVE 7/1/2003

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	\$91,082.00	\$94,135.00	\$97,181.00	\$100,232.00	\$103,285.00	\$106,332.00	\$109,383.00	\$112,119.00	\$114,919.00	\$117,724.00
		Bi-Wk	\$3,489.74	\$3,606.71	\$3,723.41	\$3,840.31	\$3,957.28	\$4,074.03	\$4,190.92	\$4,295.75	\$4,403.03	\$4,510.50
		Daily	\$348.98	\$360.68	\$372.35	\$384.04	\$395.73	\$407.41	\$419.10	\$429.58	\$440.31	\$451.05
		Hourly	\$43.63	\$45.09	\$46.55	\$48.01	\$49.47	\$50.93	\$52.39	\$53.70	\$55.04	\$56.39
FM	38	Annual	\$94,797.00	\$97,918.00	\$101,044.00	\$104,164.00	\$107,285.00	\$110,408.00	\$113,531.00	\$116,366.00	\$119,277.00	\$122,185.00
		Bi-Wk	\$3,632.07	\$3,751.65	\$3,871.42	\$3,990.96	\$4,110.54	\$4,230.20	\$4,349.85	\$4,458.47	\$4,570.00	\$4,681.42
		Daily	\$363.21	\$375.17	\$387.15	\$399.10	\$411.06	\$423.02	\$434.99	\$445.85	\$457.00	\$468.15
		Hourly	\$45.41	\$46.90	\$48.40	\$49.89	\$51.39	\$52.88	\$54.38	\$55.74	\$57.13	\$58.52
FM	39	Annual	\$98,702.00	\$101,898.00	\$105,088.00	\$108,290.00	\$111,485.00	\$114,678.00	\$117,871.00	\$120,821.00	\$123,840.00	\$126,861.00
		Bi-Wk	\$3,781.69	\$3,904.14	\$4,026.37	\$4,149.05	\$4,271.46	\$4,393.80	\$4,516.14	\$4,629.16	\$4,744.83	\$4,860.58
		Daily	\$378.17	\$390.42	\$402.64	\$414.91	\$427.15	\$439.38	\$451.62	\$462.92	\$474.49	\$486.06
		Hourly	\$47.28	\$48.81	\$50.33	\$51.87	\$53.40	\$54.93	\$56.46	\$57.87	\$59.32	\$60.76
FM	40	Annual	\$102,771.00	\$106,032.00	\$109,300.00	\$112,558.00	\$115,826.00	\$119,092.00	\$122,357.00	\$125,415.00	\$128,554.00	\$131,687.00
		Bi-Wk	\$3,937.59	\$4,062.53	\$4,187.74	\$4,312.57	\$4,437.78	\$4,562.92	\$4,688.01	\$4,805.18	\$4,925.45	\$5,045.48
		Daily	\$393.76	\$406.26	\$418.78	\$431.26	\$443.78	\$456.30	\$468.81	\$480.52	\$492.55	\$504.55
		Hourly	\$49.22	\$50.79	\$52.35	\$53.91	\$55.48	\$57.04	\$58.61	\$60.07	\$61.57	\$63.07
FM	41	Annual	\$107,024.00	\$110,372.00	\$113,710.00	\$117,058.00	\$120,399.00	\$123,738.00	\$127,079.00	\$130,258.00	\$133,513.00	\$136,771.00
		Bi-Wk	\$4,100.54	\$4,228.82	\$4,356.71	\$4,484.99	\$4,612.99	\$4,740.92	\$4,868.93	\$4,990.73	\$5,115.45	\$5,240.27
		Daily	\$410.06	\$422.89	\$435.68	\$448.50	\$461.30	\$474.10	\$486.90	\$499.08	\$511.55	\$524.03
		Hourly	\$51.26	\$52.87	\$54.46	\$56.07	\$57.67	\$59.27	\$60.87	\$62.39	\$63.95	\$65.51
FM	42	Annual	\$111,444.00	\$114,866.00	\$118,283.00	\$121,695.00	\$125,113.00	\$128,531.00	\$131,948.00	\$135,248.00	\$138,631.00	\$142,011.00
		Bi-Wk	\$4,269.89	\$4,401.00	\$4,531.92	\$4,662.65	\$4,793.61	\$4,924.56	\$5,055.48	\$5,181.92	\$5,311.54	\$5,441.04
		Daily	\$426.99	\$440.10	\$453.20	\$466.27	\$479.37	\$492.46	\$505.55	\$518.20	\$531.16	\$544.11
		Hourly	\$53.38	\$55.02	\$56.65	\$58.29	\$59.93	\$61.56	\$63.20	\$64.78	\$66.40	\$68.02
FM	43	Annual	\$116,127.00	\$119,618.00	\$123,099.00	\$126,586.00	\$130,074.00	\$133,559.00	\$137,044.00	\$140,468.00	\$143,979.00	\$147,493.00
		Bi-Wk	\$4,449.32	\$4,583.07	\$4,716.44	\$4,850.04	\$4,983.68	\$5,117.21	\$5,250.73	\$5,381.92	\$5,516.44	\$5,651.08
		Daily	\$444.94	\$458.31	\$471.65	\$485.01	\$498.37	\$511.73	\$525.08	\$538.20	\$551.65	\$565.11
		Hourly	\$55.62	\$57.29	\$58.96	\$60.63	\$62.30	\$63.97	\$65.64	\$67.28	\$68.96	\$70.64