

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/2006**

<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	1	Annual	\$24,435.00	\$24,904.00	\$25,370.00	\$25,843.00	\$26,322.00	\$26,791.00	\$27,260.00	\$27,940.00	\$28,639.00	\$29,337.00
		Bi-Wk	\$936.21	\$954.18	\$972.04	\$990.16	\$1,008.51	\$1,026.48	\$1,044.45	\$1,070.50	\$1,097.28	\$1,124.03
		Daily	\$93.63	\$95.42	\$97.21	\$99.02	\$100.86	\$102.65	\$104.45	\$107.05	\$109.73	\$112.41
		Hourly	\$11.71	\$11.93	\$12.16	\$12.38	\$12.61	\$12.84	\$13.06	\$13.39	\$13.72	\$14.06
FM	2	Annual	\$25,370.00	\$25,843.00	\$26,322.00	\$26,791.00	\$27,260.00	\$27,728.00	\$28,199.00	\$28,905.00	\$29,626.00	\$30,351.00
		Bi-Wk	\$972.04	\$990.16	\$1,008.51	\$1,026.48	\$1,044.45	\$1,062.38	\$1,080.43	\$1,107.48	\$1,135.10	\$1,162.88
		Daily	\$97.21	\$99.02	\$100.86	\$102.65	\$104.45	\$106.24	\$108.05	\$110.75	\$113.51	\$116.29
		Hourly	\$12.16	\$12.38	\$12.61	\$12.84	\$13.06	\$13.28	\$13.51	\$13.85	\$14.19	\$14.54
FM	3	Annual	\$25,843.00	\$26,322.00	\$26,791.00	\$27,260.00	\$27,728.00	\$28,199.00	\$28,668.00	\$29,385.00	\$30,118.00	\$30,854.00
		Bi-Wk	\$990.16	\$1,008.51	\$1,026.48	\$1,044.45	\$1,062.38	\$1,080.43	\$1,098.40	\$1,125.87	\$1,153.95	\$1,182.15
		Daily	\$99.02	\$100.86	\$102.65	\$104.45	\$106.24	\$108.05	\$109.84	\$112.59	\$115.40	\$118.22
		Hourly	\$12.38	\$12.61	\$12.84	\$13.06	\$13.28	\$13.51	\$13.73	\$14.08	\$14.43	\$14.78
FM	4	Annual	\$26,519.00	\$27,090.00	\$27,661.00	\$28,235.00	\$28,804.00	\$29,373.00	\$29,949.00	\$30,700.00	\$31,468.00	\$32,234.00
		Bi-Wk	\$1,016.06	\$1,037.94	\$1,059.81	\$1,081.81	\$1,103.61	\$1,125.41	\$1,147.48	\$1,176.25	\$1,205.68	\$1,235.02
		Daily	\$101.61	\$103.80	\$105.99	\$108.19	\$110.37	\$112.55	\$114.75	\$117.63	\$120.57	\$123.51
		Hourly	\$12.71	\$12.98	\$13.25	\$13.53	\$13.80	\$14.07	\$14.35	\$14.71	\$15.08	\$15.44
FM	5	Annual	\$27,056.00	\$27,661.00	\$28,265.00	\$28,865.00	\$29,470.00	\$30,069.00	\$30,674.00	\$31,442.00	\$32,230.00	\$33,013.00
		Bi-Wk	\$1,036.63	\$1,059.81	\$1,082.96	\$1,105.94	\$1,129.12	\$1,152.07	\$1,175.25	\$1,204.68	\$1,234.87	\$1,264.87
		Daily	\$103.67	\$105.99	\$108.30	\$110.60	\$112.92	\$115.21	\$117.53	\$120.47	\$123.49	\$126.49
		Hourly	\$12.96	\$13.25	\$13.54	\$13.83	\$14.12	\$14.41	\$14.70	\$15.06	\$15.44	\$15.82
FM	6	Annual	\$27,797.00	\$28,406.00	\$29,006.00	\$29,612.00	\$30,214.00	\$30,816.00	\$31,419.00	\$32,205.00	\$33,010.00	\$33,818.00
		Bi-Wk	\$1,065.02	\$1,088.36	\$1,111.35	\$1,134.56	\$1,157.63	\$1,180.69	\$1,203.80	\$1,233.91	\$1,264.76	\$1,295.71
		Daily	\$106.51	\$108.84	\$111.14	\$113.46	\$115.77	\$118.07	\$120.38	\$123.40	\$126.48	\$129.58
		Hourly	\$13.32	\$13.61	\$13.90	\$14.19	\$14.48	\$14.76	\$15.05	\$15.43	\$15.81	\$16.20
FM	7	Annual	\$28,471.00	\$29,073.00	\$29,676.00	\$30,280.00	\$30,879.00	\$31,484.00	\$32,085.00	\$32,886.00	\$33,707.00	\$34,530.00
		Bi-Wk	\$1,090.85	\$1,113.91	\$1,137.02	\$1,160.16	\$1,183.11	\$1,206.29	\$1,229.32	\$1,260.00	\$1,291.46	\$1,322.99
		Daily	\$109.09	\$111.40	\$113.71	\$116.02	\$118.32	\$120.63	\$122.94	\$126.00	\$129.15	\$132.30
		Hourly	\$13.64	\$13.93	\$14.22	\$14.51	\$14.79	\$15.08	\$15.37	\$15.75	\$16.15	\$16.54
FM	8	Annual	\$30,214.00	\$30,954.00	\$31,688.00	\$32,456.00	\$33,249.00	\$34,039.00	\$34,876.00	\$35,748.00	\$36,644.00	\$37,535.00
		Bi-Wk	\$1,157.63	\$1,185.98	\$1,214.10	\$1,243.53	\$1,273.91	\$1,304.18	\$1,336.25	\$1,369.66	\$1,403.99	\$1,438.13
		Daily	\$115.77	\$118.60	\$121.41	\$124.36	\$127.40	\$130.42	\$133.63	\$136.97	\$140.40	\$143.82
		Hourly	\$14.48	\$14.83	\$15.18	\$15.55	\$15.93	\$16.31	\$16.71	\$17.13	\$17.55	\$17.98
FM	9	Annual	\$30,981.00	\$31,753.00	\$32,553.00	\$33,381.00	\$34,207.00	\$35,082.00	\$35,969.00	\$36,871.00	\$37,790.00	\$38,715.00
		Bi-Wk	\$1,187.02	\$1,216.60	\$1,247.25	\$1,278.97	\$1,310.62	\$1,344.14	\$1,378.13	\$1,412.69	\$1,447.90	\$1,483.34
		Daily	\$118.71	\$121.66	\$124.73	\$127.90	\$131.07	\$134.42	\$137.82	\$141.27	\$144.79	\$148.34
		Hourly	\$14.84	\$15.21	\$15.60	\$15.99	\$16.39	\$16.81	\$17.23	\$17.66	\$18.10	\$18.55

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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	10	Annual	\$31,868.00	\$32,716.00	\$33,574.00	\$34,445.00	\$35,364.00	\$36,306.00	\$37,274.00	\$38,204.00	\$39,162.00	\$40,116.00
		Bi-Wk	\$1,221.00	\$1,253.49	\$1,286.37	\$1,319.74	\$1,354.95	\$1,391.04	\$1,428.13	\$1,463.76	\$1,500.46	\$1,537.02
		Daily	\$122.10	\$125.35	\$128.64	\$131.98	\$135.50	\$139.11	\$142.82	\$146.38	\$150.05	\$153.71
		Hourly	\$15.27	\$15.67	\$16.08	\$16.50	\$16.94	\$17.39	\$17.86	\$18.30	\$18.76	\$19.22
FM	11	Annual	\$32,754.00	\$33,654.00	\$34,572.00	\$35,528.00	\$36,523.00	\$37,524.00	\$38,540.00	\$39,503.00	\$40,493.00	\$41,479.00
		Bi-Wk	\$1,254.95	\$1,289.43	\$1,324.60	\$1,361.23	\$1,399.35	\$1,437.71	\$1,476.63	\$1,513.53	\$1,551.46	\$1,589.24
		Daily	\$125.50	\$128.95	\$132.46	\$136.13	\$139.94	\$143.78	\$147.67	\$151.36	\$155.15	\$158.93
		Hourly	\$15.69	\$16.12	\$16.56	\$17.02	\$17.50	\$17.98	\$18.46	\$18.92	\$19.40	\$19.87
FM	12	Annual	\$33,706.00	\$34,670.00	\$35,668.00	\$36,707.00	\$37,752.00	\$38,805.00	\$39,851.00	\$40,850.00	\$41,872.00	\$42,893.00
		Bi-Wk	\$1,291.42	\$1,328.36	\$1,366.60	\$1,406.40	\$1,446.44	\$1,486.79	\$1,526.86	\$1,565.14	\$1,604.30	\$1,643.41
		Daily	\$129.15	\$132.84	\$136.66	\$140.64	\$144.65	\$148.68	\$152.69	\$156.52	\$160.43	\$164.35
		Hourly	\$16.15	\$16.61	\$17.09	\$17.58	\$18.09	\$18.59	\$19.09	\$19.57	\$20.06	\$20.55
FM	13	Annual	\$35,497.00	\$36,770.00	\$38,051.00	\$39,328.00	\$40,614.00	\$41,895.00	\$43,177.00	\$44,257.00	\$45,366.00	\$46,471.00
		Bi-Wk	\$1,360.04	\$1,408.82	\$1,457.90	\$1,506.82	\$1,556.10	\$1,605.18	\$1,654.30	\$1,695.68	\$1,738.17	\$1,780.50
		Daily	\$136.01	\$140.89	\$145.79	\$150.69	\$155.61	\$160.52	\$165.43	\$169.57	\$173.82	\$178.05
		Hourly	\$17.01	\$17.62	\$18.23	\$18.84	\$19.46	\$20.07	\$20.68	\$21.20	\$21.73	\$22.26
FM	14	Annual	\$37,120.00	\$38,440.00	\$39,761.00	\$41,082.00	\$42,399.00	\$43,725.00	\$45,039.00	\$46,164.00	\$47,322.00	\$48,476.00
		Bi-Wk	\$1,422.23	\$1,472.80	\$1,523.41	\$1,574.03	\$1,624.49	\$1,675.29	\$1,725.64	\$1,768.74	\$1,813.11	\$1,857.32
		Daily	\$142.23	\$147.28	\$152.35	\$157.41	\$162.45	\$167.53	\$172.57	\$176.88	\$181.32	\$185.74
		Hourly	\$17.78	\$18.41	\$19.05	\$19.68	\$20.31	\$20.95	\$21.58	\$22.11	\$22.67	\$23.22
FM	15	Annual	\$38,837.00	\$40,204.00	\$41,561.00	\$42,922.00	\$44,286.00	\$45,651.00	\$47,010.00	\$48,186.00	\$49,392.00	\$50,594.00
		Bi-Wk	\$1,488.01	\$1,540.39	\$1,592.38	\$1,644.53	\$1,696.79	\$1,749.09	\$1,801.15	\$1,846.21	\$1,892.42	\$1,938.47
		Daily	\$148.81	\$154.04	\$159.24	\$164.46	\$169.68	\$174.91	\$180.12	\$184.63	\$189.25	\$193.85
		Hourly	\$18.61	\$19.26	\$19.91	\$20.56	\$21.21	\$21.87	\$22.52	\$23.08	\$23.66	\$24.24
FM	16	Annual	\$40,681.00	\$42,084.00	\$43,486.00	\$44,887.00	\$46,285.00	\$47,688.00	\$49,082.00	\$50,314.00	\$51,570.00	\$52,827.00
		Bi-Wk	\$1,558.66	\$1,612.42	\$1,666.14	\$1,719.81	\$1,773.38	\$1,827.13	\$1,880.54	\$1,927.74	\$1,975.87	\$2,024.03
		Daily	\$155.87	\$161.25	\$166.62	\$171.99	\$177.34	\$182.72	\$188.06	\$192.78	\$197.59	\$202.41
		Hourly	\$19.49	\$20.16	\$20.83	\$21.50	\$22.17	\$22.84	\$23.51	\$24.10	\$24.70	\$25.31
FM	17	Annual	\$42,639.00	\$44,089.00	\$45,520.00	\$46,967.00	\$48,405.00	\$49,848.00	\$51,291.00	\$52,573.00	\$53,890.00	\$55,201.00
		Bi-Wk	\$1,633.68	\$1,689.24	\$1,744.07	\$1,799.51	\$1,854.60	\$1,909.89	\$1,965.18	\$2,014.30	\$2,064.76	\$2,114.99
		Daily	\$163.37	\$168.93	\$174.41	\$179.96	\$185.46	\$190.99	\$196.52	\$201.43	\$206.48	\$211.50
		Hourly	\$20.43	\$21.12	\$21.81	\$22.50	\$23.19	\$23.88	\$24.57	\$25.18	\$25.81	\$26.44
FM	18	Annual	\$44,737.00	\$46,211.00	\$47,688.00	\$49,167.00	\$50,643.00	\$52,115.00	\$53,599.00	\$54,939.00	\$56,313.00	\$57,687.00
		Bi-Wk	\$1,714.07	\$1,770.54	\$1,827.13	\$1,883.80	\$1,940.35	\$1,996.75	\$2,053.61	\$2,104.95	\$2,157.59	\$2,210.23
		Daily	\$171.41	\$177.06	\$182.72	\$188.38	\$194.04	\$199.68	\$205.37	\$210.50	\$215.76	\$221.03
		Hourly	\$21.43	\$22.14	\$22.84	\$23.55	\$24.26	\$24.96	\$25.68	\$26.32	\$26.97	\$27.63
FM	19	Annual	\$46,880.00	\$48,405.00	\$49,928.00	\$51,449.00	\$52,971.00	\$54,487.00	\$56,004.00	\$57,406.00	\$58,840.00	\$60,274.00
		Bi-Wk	\$1,796.17	\$1,854.60	\$1,912.96	\$1,971.23	\$2,029.55	\$2,087.63	\$2,145.75	\$2,199.47	\$2,254.41	\$2,309.35
		Daily	\$179.62	\$185.46	\$191.30	\$197.13	\$202.96	\$208.77	\$214.58	\$219.95	\$225.45	\$230.94
		Hourly	\$22.46	\$23.19	\$23.92	\$24.65	\$25.37	\$26.10	\$26.83	\$27.50	\$28.19	\$28.87

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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	20	Annual	\$49,214.00	\$50,771.00	\$52,330.00	\$53,886.00	\$55,439.00	\$57,005.00	\$58,556.00	\$60,021.00	\$61,521.00	\$63,022.00
		Bi-Wk	\$1,885.60	\$1,945.25	\$2,004.99	\$2,064.60	\$2,124.10	\$2,184.10	\$2,243.53	\$2,299.66	\$2,357.13	\$2,414.64
		Daily	\$188.56	\$194.53	\$200.50	\$206.46	\$212.41	\$218.41	\$224.36	\$229.97	\$235.72	\$241.47
		Hourly	\$23.57	\$24.32	\$25.07	\$25.81	\$26.56	\$27.31	\$28.05	\$28.75	\$29.47	\$30.19
FM	21	Annual	\$51,588.00	\$53,188.00	\$54,786.00	\$56,387.00	\$57,992.00	\$59,583.00	\$61,189.00	\$62,719.00	\$64,285.00	\$65,854.00
		Bi-Wk	\$1,976.56	\$2,037.86	\$2,099.09	\$2,160.43	\$2,221.92	\$2,282.88	\$2,344.41	\$2,403.03	\$2,463.03	\$2,523.15
		Daily	\$197.66	\$203.79	\$209.91	\$216.05	\$222.20	\$228.29	\$234.45	\$240.31	\$246.31	\$252.32
		Hourly	\$24.71	\$25.48	\$26.24	\$27.01	\$27.78	\$28.54	\$29.31	\$30.04	\$30.79	\$31.54
FM	22	Annual	\$52,971.00	\$54,868.00	\$56,770.00	\$58,664.00	\$60,566.00	\$62,465.00	\$64,365.00	\$65,975.00	\$67,626.00	\$69,275.00
		Bi-Wk	\$2,029.55	\$2,102.23	\$2,175.10	\$2,247.67	\$2,320.54	\$2,393.30	\$2,466.10	\$2,527.78	\$2,591.04	\$2,654.22
		Daily	\$202.96	\$210.23	\$217.51	\$224.77	\$232.06	\$239.33	\$246.61	\$252.78	\$259.11	\$265.43
		Hourly	\$25.37	\$26.28	\$27.19	\$28.10	\$29.01	\$29.92	\$30.83	\$31.60	\$32.39	\$33.18
FM	23	Annual	\$55,423.00	\$57,407.00	\$59,382.00	\$61,358.00	\$63,341.00	\$65,315.00	\$67,297.00	\$68,982.00	\$70,708.00	\$72,430.00
		Bi-Wk	\$2,123.49	\$2,199.51	\$2,275.18	\$2,350.89	\$2,426.86	\$2,502.50	\$2,578.43	\$2,642.99	\$2,709.12	\$2,775.10
		Daily	\$212.35	\$219.96	\$227.52	\$235.09	\$242.69	\$250.25	\$257.85	\$264.30	\$270.92	\$277.51
		Hourly	\$26.55	\$27.50	\$28.44	\$29.39	\$30.34	\$31.29	\$32.24	\$33.04	\$33.87	\$34.69
FM	24	Annual	\$58,038.00	\$60,100.00	\$62,165.00	\$64,227.00	\$66,286.00	\$68,352.00	\$70,412.00	\$72,174.00	\$73,977.00	\$75,783.00
		Bi-Wk	\$2,223.68	\$2,302.69	\$2,381.81	\$2,460.81	\$2,539.70	\$2,618.86	\$2,697.78	\$2,765.29	\$2,834.37	\$2,903.57
		Daily	\$222.37	\$230.27	\$238.19	\$246.09	\$253.97	\$261.89	\$269.78	\$276.53	\$283.44	\$290.36
		Hourly	\$27.80	\$28.79	\$29.78	\$30.77	\$31.75	\$32.74	\$33.73	\$34.57	\$35.43	\$36.30
FM	25	Annual	\$60,815.00	\$62,955.00	\$65,096.00	\$67,229.00	\$69,372.00	\$71,507.00	\$73,650.00	\$75,490.00	\$77,378.00	\$79,264.00
		Bi-Wk	\$2,330.08	\$2,412.07	\$2,494.10	\$2,575.83	\$2,657.94	\$2,739.74	\$2,821.84	\$2,892.34	\$2,964.68	\$3,036.94
		Daily	\$233.01	\$241.21	\$249.41	\$257.59	\$265.80	\$273.98	\$282.19	\$289.24	\$296.47	\$303.70
		Hourly	\$29.13	\$30.16	\$31.18	\$32.20	\$33.23	\$34.25	\$35.28	\$36.16	\$37.06	\$37.97
FM	26	Annual	\$63,761.00	\$65,976.00	\$68,191.00	\$70,412.00	\$72,631.00	\$74,850.00	\$77,061.00	\$78,990.00	\$80,962.00	\$82,940.00
		Bi-Wk	\$2,442.96	\$2,527.82	\$2,612.69	\$2,697.78	\$2,782.80	\$2,867.82	\$2,952.53	\$3,026.44	\$3,102.00	\$3,177.78
		Daily	\$244.30	\$252.79	\$261.27	\$269.78	\$278.28	\$286.79	\$295.26	\$302.65	\$310.20	\$317.78
		Hourly	\$30.54	\$31.60	\$32.66	\$33.73	\$34.79	\$35.85	\$36.91	\$37.84	\$38.78	\$39.73
FM	27	Annual	\$66,868.00	\$69,159.00	\$71,462.00	\$73,755.00	\$76,049.00	\$78,340.00	\$80,640.00	\$82,657.00	\$84,720.00	\$86,788.00
		Bi-Wk	\$2,562.00	\$2,649.78	\$2,738.01	\$2,825.87	\$2,913.76	\$3,001.54	\$3,089.66	\$3,166.94	\$3,245.98	\$3,325.22
		Daily	\$256.20	\$264.98	\$273.81	\$282.59	\$291.38	\$300.16	\$308.97	\$316.70	\$324.60	\$332.53
		Hourly	\$32.03	\$33.13	\$34.23	\$35.33	\$36.43	\$37.52	\$38.63	\$39.59	\$40.58	\$41.57
FM	28	Annual	\$70,187.00	\$72,566.00	\$74,940.00	\$77,313.00	\$79,683.00	\$82,060.00	\$84,433.00	\$86,546.00	\$88,710.00	\$90,871.00
		Bi-Wk	\$2,689.16	\$2,780.31	\$2,871.27	\$2,962.19	\$3,052.99	\$3,144.07	\$3,234.99	\$3,315.94	\$3,398.86	\$3,481.65
		Daily	\$268.92	\$278.04	\$287.13	\$296.22	\$305.30	\$314.41	\$323.50	\$331.60	\$339.89	\$348.17
		Hourly	\$33.62	\$34.76	\$35.90	\$37.03	\$38.17	\$39.31	\$40.44	\$41.45	\$42.49	\$43.53
FM	29	Annual	\$70,852.00	\$73,468.00	\$76,087.00	\$78,704.00	\$81,320.00	\$83,934.00	\$86,554.00	\$88,722.00	\$90,940.00	\$93,156.00
		Bi-Wk	\$2,714.64	\$2,814.87	\$2,915.22	\$3,015.48	\$3,115.71	\$3,215.87	\$3,316.25	\$3,399.32	\$3,484.30	\$3,569.20
		Daily	\$271.47	\$281.49	\$291.53	\$301.55	\$311.58	\$321.59	\$331.63	\$339.94	\$348.43	\$356.92
		Hourly	\$33.94	\$35.19	\$36.45	\$37.70	\$38.95	\$40.20	\$41.46	\$42.50	\$43.56	\$44.62

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/2006**

<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	30	Annual	\$73,650.00	\$76,339.00	\$79,035.00	\$81,727.00	\$84,420.00	\$87,113.00	\$89,810.00	\$92,054.00	\$94,357.00	\$96,655.00
		Bi-Wk	\$2,821.84	\$2,924.87	\$3,028.17	\$3,131.31	\$3,234.49	\$3,337.67	\$3,441.00	\$3,526.98	\$3,615.22	\$3,703.26
		Daily	\$282.19	\$292.49	\$302.82	\$313.14	\$323.45	\$333.77	\$344.10	\$352.70	\$361.53	\$370.33
		Hourly	\$35.28	\$36.57	\$37.86	\$39.15	\$40.44	\$41.73	\$43.02	\$44.09	\$45.20	\$46.30
FM	31	Annual	\$76,559.00	\$79,338.00	\$82,100.00	\$84,875.00	\$87,652.00	\$90,420.00	\$93,198.00	\$95,528.00	\$97,917.00	\$100,303.00
		Bi-Wk	\$2,933.30	\$3,039.78	\$3,145.60	\$3,251.92	\$3,358.32	\$3,464.37	\$3,570.81	\$3,660.08	\$3,751.61	\$3,843.03
		Daily	\$293.33	\$303.98	\$314.56	\$325.20	\$335.84	\$346.44	\$357.09	\$366.01	\$375.17	\$384.31
		Hourly	\$36.67	\$38.00	\$39.32	\$40.65	\$41.98	\$43.31	\$44.64	\$45.76	\$46.90	\$48.04
FM	32	Annual	\$79,584.00	\$82,433.00	\$85,278.00	\$88,126.00	\$90,984.00	\$93,826.00	\$96,682.00	\$99,098.00	\$101,575.00	\$104,054.00
		Bi-Wk	\$3,049.20	\$3,158.36	\$3,267.36	\$3,376.48	\$3,485.98	\$3,594.87	\$3,704.30	\$3,796.86	\$3,891.77	\$3,986.75
		Daily	\$304.92	\$315.84	\$326.74	\$337.65	\$348.60	\$359.49	\$370.43	\$379.69	\$389.18	\$398.68
		Hourly	\$38.12	\$39.48	\$40.85	\$42.21	\$43.58	\$44.94	\$46.31	\$47.47	\$48.65	\$49.84
FM	33	Annual	\$82,740.00	\$85,670.00	\$88,594.00	\$91,528.00	\$94,459.00	\$97,387.00	\$100,315.00	\$102,825.00	\$105,396.00	\$107,965.00
		Bi-Wk	\$3,170.12	\$3,282.38	\$3,394.41	\$3,506.82	\$3,619.12	\$3,731.31	\$3,843.49	\$3,939.66	\$4,038.17	\$4,136.60
		Daily	\$317.02	\$328.24	\$339.45	\$350.69	\$361.92	\$373.14	\$384.35	\$393.97	\$403.82	\$413.66
		Hourly	\$39.63	\$41.03	\$42.44	\$43.84	\$45.24	\$46.65	\$48.05	\$49.25	\$50.48	\$51.71
FM	34	Annual	\$86,099.00	\$89,112.00	\$92,120.00	\$95,130.00	\$98,137.00	\$101,146.00	\$104,152.00	\$106,757.00	\$109,425.00	\$112,093.00
		Bi-Wk	\$3,298.82	\$3,414.26	\$3,529.51	\$3,644.83	\$3,760.04	\$3,875.33	\$3,990.50	\$4,090.31	\$4,192.53	\$4,294.76
		Daily	\$329.89	\$341.43	\$352.96	\$364.49	\$376.01	\$387.54	\$399.05	\$409.04	\$419.26	\$429.48
		Hourly	\$41.24	\$42.68	\$44.12	\$45.57	\$47.01	\$48.45	\$49.89	\$51.13	\$52.41	\$53.69
FM	35	Annual	\$89,599.00	\$92,675.00	\$95,769.00	\$98,851.00	\$101,935.00	\$105,019.00	\$108,110.00	\$110,812.00	\$113,582.00	\$116,353.00
		Bi-Wk	\$3,432.92	\$3,550.77	\$3,669.32	\$3,787.40	\$3,905.56	\$4,023.72	\$4,142.15	\$4,245.68	\$4,351.81	\$4,457.97
		Daily	\$343.30	\$355.08	\$366.94	\$378.74	\$390.56	\$402.38	\$414.22	\$424.57	\$435.19	\$445.80
		Hourly	\$42.92	\$44.39	\$45.87	\$47.35	\$48.82	\$50.30	\$51.78	\$53.08	\$54.40	\$55.73
FM	36	Annual	\$93,276.00	\$96,438.00	\$99,605.00	\$102,771.00	\$105,934.00	\$109,102.00	\$112,266.00	\$115,070.00	\$117,947.00	\$120,821.00
		Bi-Wk	\$3,573.80	\$3,694.95	\$3,816.29	\$3,937.59	\$4,058.78	\$4,180.16	\$4,301.38	\$4,408.82	\$4,519.05	\$4,629.16
		Daily	\$357.38	\$369.50	\$381.63	\$393.76	\$405.88	\$418.02	\$430.14	\$440.89	\$451.91	\$462.92
		Hourly	\$44.68	\$46.19	\$47.71	\$49.22	\$50.74	\$52.26	\$53.77	\$55.12	\$56.49	\$57.87
FM	37	Annual	\$97,099.00	\$100,353.00	\$103,602.00	\$106,854.00	\$110,107.00	\$113,357.00	\$116,609.00	\$119,525.00	\$122,510.00	\$125,500.00
		Bi-Wk	\$3,720.27	\$3,844.95	\$3,969.43	\$4,094.03	\$4,218.66	\$4,343.19	\$4,467.78	\$4,579.51	\$4,693.87	\$4,808.43
		Daily	\$372.03	\$384.50	\$396.95	\$409.41	\$421.87	\$434.32	\$446.78	\$457.96	\$469.39	\$480.85
		Hourly	\$46.51	\$48.07	\$49.62	\$51.18	\$52.74	\$54.29	\$55.85	\$57.25	\$58.68	\$60.11
FM	38	Annual	\$101,060.00	\$104,386.00	\$107,718.00	\$111,045.00	\$114,372.00	\$117,702.00	\$121,031.00	\$124,054.00	\$127,156.00	\$130,256.00
		Bi-Wk	\$3,872.04	\$3,999.47	\$4,127.13	\$4,254.60	\$4,382.07	\$4,509.66	\$4,637.21	\$4,753.03	\$4,871.88	\$4,990.66
		Daily	\$387.21	\$399.95	\$412.72	\$425.46	\$438.21	\$450.97	\$463.73	\$475.31	\$487.19	\$499.07
		Hourly	\$48.41	\$50.00	\$51.59	\$53.19	\$54.78	\$56.38	\$57.97	\$59.42	\$60.90	\$62.39
FM	39	Annual	\$105,222.00	\$108,629.00	\$112,031.00	\$115,443.00	\$118,850.00	\$122,254.00	\$125,658.00	\$128,802.00	\$132,021.00	\$135,241.00
		Bi-Wk	\$4,031.50	\$4,162.04	\$4,292.38	\$4,423.11	\$4,553.64	\$4,684.07	\$4,814.49	\$4,934.95	\$5,058.28	\$5,181.65
		Daily	\$403.15	\$416.21	\$429.24	\$442.32	\$455.37	\$468.41	\$481.45	\$493.50	\$505.83	\$518.17
		Hourly	\$50.40	\$52.03	\$53.66	\$55.29	\$56.93	\$58.56	\$60.19	\$61.69	\$63.23	\$64.78

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/1/2006**

<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	40	Annual	\$109,559.00	\$113,037.00	\$116,521.00	\$119,993.00	\$123,477.00	\$126,959.00	\$130,439.00	\$133,700.00	\$137,046.00	\$140,386.00
		Bi-Wk	\$4,197.67	\$4,330.92	\$4,464.41	\$4,597.44	\$4,730.92	\$4,864.33	\$4,997.67	\$5,122.61	\$5,250.81	\$5,378.78
		Daily	\$419.77	\$433.10	\$446.45	\$459.75	\$473.10	\$486.44	\$499.77	\$512.27	\$525.09	\$537.88
		Hourly	\$52.48	\$54.14	\$55.81	\$57.47	\$59.14	\$60.81	\$62.48	\$64.04	\$65.64	\$67.24
FM	41	Annual	\$114,095.00	\$117,663.00	\$121,223.00	\$124,790.00	\$128,353.00	\$131,912.00	\$135,474.00	\$138,862.00	\$142,333.00	\$145,805.00
		Bi-Wk	\$4,371.46	\$4,508.17	\$4,644.56	\$4,781.23	\$4,917.74	\$5,054.10	\$5,190.58	\$5,320.39	\$5,453.38	\$5,586.40
		Daily	\$437.15	\$450.82	\$464.46	\$478.13	\$491.78	\$505.41	\$519.06	\$532.04	\$545.34	\$558.64
		Hourly	\$54.65	\$56.36	\$58.06	\$59.77	\$61.48	\$63.18	\$64.89	\$66.51	\$68.17	\$69.83
FM	42	Annual	\$118,806.00	\$122,453.00	\$126,097.00	\$129,735.00	\$133,378.00	\$137,021.00	\$140,665.00	\$144,182.00	\$147,788.00	\$151,392.00
		Bi-Wk	\$4,551.96	\$4,691.69	\$4,831.31	\$4,970.69	\$5,110.27	\$5,249.85	\$5,389.47	\$5,524.22	\$5,662.38	\$5,800.46
		Daily	\$455.20	\$469.17	\$483.14	\$497.07	\$511.03	\$524.99	\$538.95	\$552.43	\$566.24	\$580.05
		Hourly	\$56.90	\$58.65	\$60.40	\$62.14	\$63.88	\$65.63	\$67.37	\$69.06	\$70.78	\$72.51
FM	43	Annual	\$123,799.00	\$127,520.00	\$131,231.00	\$134,948.00	\$138,667.00	\$142,381.00	\$146,097.00	\$149,746.00	\$153,490.00	\$157,236.00
		Bi-Wk	\$4,743.26	\$4,885.83	\$5,028.01	\$5,170.43	\$5,312.92	\$5,455.22	\$5,597.59	\$5,737.40	\$5,880.85	\$6,024.37
		Daily	\$474.33	\$488.59	\$502.81	\$517.05	\$531.30	\$545.53	\$559.76	\$573.74	\$588.09	\$602.44
		Hourly	\$59.30	\$61.08	\$62.86	\$64.64	\$66.42	\$68.20	\$69.97	\$71.72	\$73.52	\$75.31