

NP-3 CL 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
CL	1	Annual	\$19,798.00	\$20,135.00	\$20,469.00	\$20,805.00	\$21,139.00	\$21,474.00	\$21,806.00	\$22,351.00	\$22,965.00	\$23,580.00
		Bi-Wk	\$758.55	\$771.46	\$784.26	\$797.13	\$809.93	\$822.76	\$835.48	\$856.37	\$879.89	\$903.45
		Daily	\$75.86	\$77.15	\$78.43	\$79.72	\$81.00	\$82.28	\$83.55	\$85.64	\$87.99	\$90.35
		Hourly	\$9.49	\$9.65	\$9.81	\$9.97	\$10.13	\$10.29	\$10.45	\$10.71	\$11.00	\$11.30
CL	2	Annual	\$20,469.00	\$20,805.00	\$21,139.00	\$21,474.00	\$21,806.00	\$22,142.00	\$22,472.00	\$23,034.00	\$23,668.00	\$24,302.00
		Bi-Wk	\$784.26	\$797.13	\$809.93	\$822.76	\$835.48	\$848.36	\$861.00	\$882.53	\$906.82	\$931.12
		Daily	\$78.43	\$79.72	\$81.00	\$82.28	\$83.55	\$84.84	\$86.10	\$88.26	\$90.69	\$93.12
		Hourly	\$9.81	\$9.97	\$10.13	\$10.29	\$10.45	\$10.61	\$10.77	\$11.04	\$11.34	\$11.64
CL	3	Annual	\$20,805.00	\$21,139.00	\$21,474.00	\$21,806.00	\$22,142.00	\$22,472.00	\$22,809.00	\$23,381.00	\$24,024.00	\$24,667.00
		Bi-Wk	\$797.13	\$809.93	\$822.76	\$835.48	\$848.36	\$861.00	\$873.91	\$895.83	\$920.46	\$945.10
		Daily	\$79.72	\$81.00	\$82.28	\$83.55	\$84.84	\$86.10	\$87.40	\$89.59	\$92.05	\$94.51
		Hourly	\$9.97	\$10.13	\$10.29	\$10.45	\$10.61	\$10.77	\$10.93	\$11.20	\$11.51	\$11.82
CL	4	Annual	\$21,282.00	\$21,687.00	\$22,092.00	\$22,498.00	\$22,910.00	\$23,313.00	\$23,721.00	\$24,314.00	\$24,982.00	\$25,652.00
		Bi-Wk	\$815.41	\$830.92	\$846.44	\$862.00	\$877.78	\$893.22	\$908.86	\$931.58	\$957.17	\$982.84
		Daily	\$81.55	\$83.10	\$84.65	\$86.20	\$87.78	\$89.33	\$90.89	\$93.16	\$95.72	\$98.29
		Hourly	\$10.20	\$10.39	\$10.59	\$10.78	\$10.98	\$11.17	\$11.37	\$11.65	\$11.97	\$12.29
CL	5	Annual	\$21,664.00	\$22,092.00	\$22,521.00	\$22,949.00	\$23,382.00	\$23,809.00	\$24,254.00	\$24,858.00	\$25,542.00	\$26,226.00
		Bi-Wk	\$830.04	\$846.44	\$862.88	\$879.28	\$895.87	\$912.23	\$929.28	\$952.42	\$978.63	\$1,004.83
		Daily	\$83.01	\$84.65	\$86.29	\$87.93	\$89.59	\$91.23	\$92.93	\$95.25	\$97.87	\$100.49
		Hourly	\$10.38	\$10.59	\$10.79	\$11.00	\$11.20	\$11.41	\$11.62	\$11.91	\$12.24	\$12.57
CL	6	Annual	\$22,194.00	\$22,621.00	\$23,049.00	\$23,481.00	\$23,910.00	\$24,362.00	\$24,863.00	\$25,484.00	\$26,186.00	\$26,886.00
		Bi-Wk	\$850.35	\$866.71	\$883.11	\$899.66	\$916.10	\$933.41	\$952.61	\$976.40	\$1,003.30	\$1,030.12
		Daily	\$85.04	\$86.68	\$88.32	\$89.97	\$91.61	\$93.35	\$95.27	\$97.64	\$100.33	\$103.02
		Hourly	\$10.63	\$10.84	\$11.04	\$11.25	\$11.46	\$11.67	\$11.91	\$12.21	\$12.55	\$12.88
CL	7	Annual	\$23,015.00	\$23,650.00	\$24,285.00	\$24,921.00	\$25,556.00	\$26,188.00	\$26,823.00	\$27,496.00	\$28,251.00	\$29,007.00
		Bi-Wk	\$881.81	\$906.14	\$930.46	\$954.83	\$979.16	\$1,003.38	\$1,027.71	\$1,053.49	\$1,082.42	\$1,111.38
		Daily	\$88.19	\$90.62	\$93.05	\$95.49	\$97.92	\$100.34	\$102.78	\$105.35	\$108.25	\$111.14
		Hourly	\$11.03	\$11.33	\$11.64	\$11.94	\$12.24	\$12.55	\$12.85	\$13.17	\$13.54	\$13.90
CL	8	Annual	\$23,910.00	\$24,471.00	\$25,101.00	\$25,746.00	\$26,387.00	\$27,032.00	\$27,677.00	\$28,370.00	\$29,150.00	\$29,930.00
		Bi-Wk	\$916.10	\$937.59	\$961.73	\$986.44	\$1,011.00	\$1,035.71	\$1,060.43	\$1,086.98	\$1,116.86	\$1,146.75
		Daily	\$91.61	\$93.76	\$96.18	\$98.65	\$101.10	\$103.58	\$106.05	\$108.70	\$111.69	\$114.68
		Hourly	\$11.46	\$11.72	\$12.03	\$12.34	\$12.64	\$12.95	\$13.26	\$13.59	\$13.97	\$14.34
CL	9	Annual	\$24,494.00	\$25,152.00	\$25,824.00	\$26,498.00	\$27,171.00	\$27,837.00	\$28,517.00	\$29,229.00	\$30,033.00	\$30,836.00
		Bi-Wk	\$938.47	\$963.68	\$989.43	\$1,015.25	\$1,041.04	\$1,066.56	\$1,092.61	\$1,119.89	\$1,150.69	\$1,181.46
		Daily	\$93.85	\$96.37	\$98.95	\$101.53	\$104.11	\$106.66	\$109.27	\$111.99	\$115.07	\$118.15
		Hourly	\$11.74	\$12.05	\$12.37	\$12.70	\$13.02	\$13.34	\$13.66	\$14.00	\$14.39	\$14.77

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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
CL	10	Annual	\$25,211.00	\$25,912.00	\$26,612.00	\$27,317.00	\$28,020.00	\$28,736.00	\$29,473.00	\$30,210.00	\$31,039.00	\$31,870.00
		Bi-Wk	\$965.94	\$992.80	\$1,019.62	\$1,046.63	\$1,073.57	\$1,101.00	\$1,129.24	\$1,157.48	\$1,189.24	\$1,221.08
		Daily	\$96.60	\$99.28	\$101.97	\$104.67	\$107.36	\$110.10	\$112.93	\$115.75	\$118.93	\$122.11
		Hourly	\$12.08	\$12.41	\$12.75	\$13.09	\$13.42	\$13.77	\$14.12	\$14.47	\$14.87	\$15.27
CL	11	Annual	\$25,944.00	\$26,678.00	\$27,410.00	\$28,145.00	\$28,895.00	\$29,664.00	\$30,435.00	\$31,197.00	\$32,056.00	\$32,914.00
		Bi-Wk	\$994.03	\$1,022.15	\$1,050.20	\$1,078.36	\$1,107.09	\$1,136.56	\$1,166.10	\$1,195.29	\$1,228.20	\$1,261.08
		Daily	\$99.41	\$102.22	\$105.02	\$107.84	\$110.71	\$113.66	\$116.61	\$119.53	\$122.82	\$126.11
		Hourly	\$12.43	\$12.78	\$13.13	\$13.48	\$13.84	\$14.21	\$14.58	\$14.95	\$15.36	\$15.77
CL	12	Annual	\$26,723.00	\$27,485.00	\$28,245.00	\$29,039.00	\$29,834.00	\$30,636.00	\$31,470.00	\$32,256.00	\$33,142.00	\$34,031.00
		Bi-Wk	\$1,023.87	\$1,053.07	\$1,082.19	\$1,112.61	\$1,143.07	\$1,173.80	\$1,205.75	\$1,235.87	\$1,269.81	\$1,303.87
		Daily	\$102.39	\$105.31	\$108.22	\$111.27	\$114.31	\$117.38	\$120.58	\$123.59	\$126.99	\$130.39
		Hourly	\$12.80	\$13.17	\$13.53	\$13.91	\$14.29	\$14.68	\$15.08	\$15.45	\$15.88	\$16.30
CL	13	Annual	\$28,121.00	\$29,084.00	\$30,058.00	\$31,045.00	\$32,070.00	\$33,093.00	\$34,118.00	\$34,974.00	\$35,935.00	\$36,897.00
		Bi-Wk	\$1,077.44	\$1,114.33	\$1,151.65	\$1,189.47	\$1,228.74	\$1,267.94	\$1,307.21	\$1,340.00	\$1,376.82	\$1,413.68
		Daily	\$107.75	\$111.44	\$115.17	\$118.95	\$122.88	\$126.80	\$130.73	\$134.00	\$137.69	\$141.37
		Hourly	\$13.47	\$13.93	\$14.40	\$14.87	\$15.36	\$15.85	\$16.35	\$16.75	\$17.22	\$17.68
CL	14	Annual	\$29,347.00	\$30,357.00	\$31,388.00	\$32,445.00	\$33,498.00	\$34,553.00	\$35,612.00	\$36,502.00	\$37,506.00	\$38,510.00
		Bi-Wk	\$1,124.41	\$1,163.11	\$1,202.61	\$1,243.11	\$1,283.45	\$1,323.87	\$1,364.45	\$1,398.55	\$1,437.02	\$1,475.48
		Daily	\$112.45	\$116.32	\$120.27	\$124.32	\$128.35	\$132.39	\$136.45	\$139.86	\$143.71	\$147.55
		Hourly	\$14.06	\$14.54	\$15.04	\$15.54	\$16.05	\$16.55	\$17.06	\$17.49	\$17.97	\$18.45
CL	15	Annual	\$30,663.00	\$31,741.00	\$32,830.00	\$33,918.00	\$35,008.00	\$36,097.00	\$37,189.00	\$38,119.00	\$39,167.00	\$40,216.00
		Bi-Wk	\$1,174.83	\$1,216.14	\$1,257.86	\$1,299.55	\$1,341.31	\$1,383.03	\$1,424.87	\$1,460.50	\$1,500.66	\$1,540.85
		Daily	\$117.49	\$121.62	\$125.79	\$129.96	\$134.14	\$138.31	\$142.49	\$146.05	\$150.07	\$154.09
		Hourly	\$14.69	\$15.21	\$15.73	\$16.25	\$16.77	\$17.29	\$17.82	\$18.26	\$18.76	\$19.27
CL	16	Annual	\$32,123.00	\$33,247.00	\$34,370.00	\$35,483.00	\$36,606.00	\$37,727.00	\$38,846.00	\$39,817.00	\$40,913.00	\$42,007.00
		Bi-Wk	\$1,230.77	\$1,273.84	\$1,316.86	\$1,359.51	\$1,402.53	\$1,445.48	\$1,488.36	\$1,525.56	\$1,567.55	\$1,609.47
		Daily	\$123.08	\$127.39	\$131.69	\$135.96	\$140.26	\$144.55	\$148.84	\$152.56	\$156.76	\$160.95
		Hourly	\$15.39	\$15.93	\$16.47	\$17.00	\$17.54	\$18.07	\$18.61	\$19.07	\$19.60	\$20.12
CL	17	Annual	\$33,691.00	\$34,845.00	\$35,993.00	\$37,153.00	\$38,300.00	\$39,450.00	\$40,607.00	\$41,623.00	\$42,767.00	\$43,910.00
		Bi-Wk	\$1,290.85	\$1,335.06	\$1,379.05	\$1,423.49	\$1,467.44	\$1,511.50	\$1,555.83	\$1,594.76	\$1,638.59	\$1,682.38
		Daily	\$129.09	\$133.51	\$137.91	\$142.35	\$146.75	\$151.15	\$155.59	\$159.48	\$163.86	\$168.24
		Hourly	\$16.14	\$16.69	\$17.24	\$17.80	\$18.35	\$18.90	\$19.45	\$19.94	\$20.49	\$21.03
CL	18	Annual	\$35,367.00	\$36,545.00	\$37,727.00	\$38,908.00	\$40,088.00	\$41,273.00	\$42,449.00	\$43,511.00	\$44,708.00	\$45,905.00
		Bi-Wk	\$1,355.06	\$1,400.20	\$1,445.48	\$1,490.73	\$1,535.94	\$1,581.35	\$1,626.40	\$1,667.09	\$1,712.96	\$1,758.82
		Daily	\$135.51	\$140.02	\$144.55	\$149.08	\$153.60	\$158.14	\$162.64	\$166.71	\$171.30	\$175.89
		Hourly	\$16.94	\$17.51	\$18.07	\$18.64	\$19.20	\$19.77	\$20.33	\$20.84	\$21.42	\$21.99

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CL	19	Annual	\$37,084.00	\$38,300.00	\$39,517.00	\$40,735.00	\$41,952.00	\$43,161.00	\$44,380.00	\$45,488.00	\$46,739.00	\$47,990.00
		Bi-Wk	\$1,420.85	\$1,467.44	\$1,514.07	\$1,560.73	\$1,607.36	\$1,653.68	\$1,700.39	\$1,742.84	\$1,790.77	\$1,838.70
		Daily	\$142.09	\$146.75	\$151.41	\$156.08	\$160.74	\$165.37	\$170.04	\$174.29	\$179.08	\$183.87
		Hourly	\$17.77	\$18.35	\$18.93	\$19.51	\$20.10	\$20.68	\$21.26	\$21.79	\$22.39	\$22.99
CL	20	Annual	\$38,943.00	\$40,190.00	\$41,436.00	\$42,679.00	\$43,922.00	\$45,172.00	\$46,414.00	\$47,576.00	\$48,885.00	\$50,192.00
		Bi-Wk	\$1,492.07	\$1,539.85	\$1,587.59	\$1,635.22	\$1,682.84	\$1,730.73	\$1,778.32	\$1,822.84	\$1,872.99	\$1,923.07
		Daily	\$149.21	\$153.99	\$158.76	\$163.53	\$168.29	\$173.08	\$177.84	\$182.29	\$187.30	\$192.31
		Hourly	\$18.66	\$19.25	\$19.85	\$20.45	\$21.04	\$21.64	\$22.23	\$22.79	\$23.42	\$24.04
CL	21	Annual	\$40,842.00	\$42,121.00	\$43,399.00	\$44,682.00	\$45,959.00	\$47,242.00	\$48,517.00	\$49,732.00	\$51,100.00	\$52,466.00
		Bi-Wk	\$1,564.83	\$1,613.84	\$1,662.80	\$1,711.96	\$1,760.89	\$1,810.04	\$1,858.89	\$1,905.45	\$1,957.86	\$2,010.20
		Daily	\$156.49	\$161.39	\$166.28	\$171.20	\$176.09	\$181.01	\$185.89	\$190.55	\$195.79	\$201.02
		Hourly	\$19.57	\$20.18	\$20.79	\$21.40	\$22.02	\$22.63	\$23.24	\$23.82	\$24.48	\$25.13
CL	22	Annual	\$41,952.00	\$43,466.00	\$44,985.00	\$46,502.00	\$48,018.00	\$49,537.00	\$51,058.00	\$52,336.00	\$53,774.00	\$55,213.00
		Bi-Wk	\$1,607.36	\$1,665.37	\$1,723.57	\$1,781.69	\$1,839.78	\$1,897.97	\$1,956.25	\$2,005.22	\$2,060.31	\$2,115.45
		Daily	\$160.74	\$166.54	\$172.36	\$178.17	\$183.98	\$189.80	\$195.63	\$200.53	\$206.04	\$211.55
		Hourly	\$20.10	\$20.82	\$21.55	\$22.28	\$23.00	\$23.73	\$24.46	\$25.07	\$25.76	\$26.45
CL	23	Annual	\$43,913.00	\$45,492.00	\$47,071.00	\$48,653.00	\$50,238.00	\$51,819.00	\$53,401.00	\$54,738.00	\$56,242.00	\$57,748.00
		Bi-Wk	\$1,682.50	\$1,742.99	\$1,803.49	\$1,864.10	\$1,924.83	\$1,985.41	\$2,046.02	\$2,097.25	\$2,154.87	\$2,212.57
		Daily	\$168.25	\$174.30	\$180.35	\$186.41	\$192.49	\$198.55	\$204.61	\$209.73	\$215.49	\$221.26
		Hourly	\$21.04	\$21.79	\$22.55	\$23.31	\$24.07	\$24.82	\$25.58	\$26.22	\$26.94	\$27.66
CL	24	Annual	\$46,001.00	\$47,647.00	\$49,299.00	\$50,944.00	\$52,592.00	\$54,241.00	\$55,891.00	\$57,288.00	\$58,864.00	\$60,439.00
		Bi-Wk	\$1,762.50	\$1,825.56	\$1,888.86	\$1,951.88	\$2,015.02	\$2,078.20	\$2,141.42	\$2,194.95	\$2,255.33	\$2,315.68
		Daily	\$176.25	\$182.56	\$188.89	\$195.19	\$201.51	\$207.82	\$214.15	\$219.50	\$225.54	\$231.57
		Hourly	\$22.04	\$22.82	\$23.62	\$24.40	\$25.19	\$25.98	\$26.77	\$27.44	\$28.20	\$28.95
CL	25	Annual	\$48,221.00	\$49,927.00	\$51,639.00	\$53,348.00	\$55,057.00	\$56,768.00	\$58,477.00	\$59,939.00	\$61,587.00	\$63,235.00
		Bi-Wk	\$1,847.55	\$1,912.92	\$1,978.51	\$2,043.99	\$2,109.47	\$2,175.02	\$2,240.50	\$2,296.52	\$2,359.66	\$2,422.80
		Daily	\$184.76	\$191.30	\$197.86	\$204.40	\$210.95	\$217.51	\$224.05	\$229.66	\$235.97	\$242.28
		Hourly	\$23.10	\$23.92	\$24.74	\$25.55	\$26.37	\$27.19	\$28.01	\$28.71	\$29.50	\$30.29
CL	26	Annual	\$50,575.00	\$52,343.00	\$54,118.00	\$55,891.00	\$57,662.00	\$59,438.00	\$61,209.00	\$62,741.00	\$64,467.00	\$66,191.00
		Bi-Wk	\$1,937.74	\$2,005.48	\$2,073.49	\$2,141.42	\$2,209.28	\$2,277.32	\$2,345.18	\$2,403.87	\$2,470.00	\$2,536.06
		Daily	\$193.78	\$200.55	\$207.35	\$214.15	\$220.93	\$227.74	\$234.52	\$240.39	\$247.00	\$253.61
		Hourly	\$24.23	\$25.07	\$25.92	\$26.77	\$27.62	\$28.47	\$29.32	\$30.05	\$30.88	\$31.71
CL	27	Annual	\$53,055.00	\$54,893.00	\$56,730.00	\$58,559.00	\$60,398.00	\$62,229.00	\$64,063.00	\$65,666.00	\$67,472.00	\$69,277.00
		Bi-Wk	\$2,032.76	\$2,103.19	\$2,173.57	\$2,243.64	\$2,314.10	\$2,384.26	\$2,454.53	\$2,515.94	\$2,585.14	\$2,654.30
		Daily	\$203.28	\$210.32	\$217.36	\$224.37	\$231.41	\$238.43	\$245.46	\$251.60	\$258.52	\$265.43
		Hourly	\$25.41	\$26.29	\$27.17	\$28.05	\$28.93	\$29.81	\$30.69	\$31.45	\$32.32	\$33.18

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CL	28	Annual	\$55,709.00	\$57,610.00	\$59,505.00	\$61,411.00	\$63,305.00	\$65,199.00	\$67,098.00	\$68,776.00	\$70,666.00	\$72,558.00
		Bi-Wk	\$2,134.45	\$2,207.28	\$2,279.89	\$2,352.92	\$2,425.48	\$2,498.05	\$2,570.81	\$2,635.10	\$2,707.51	\$2,780.00
		Daily	\$213.45	\$220.73	\$227.99	\$235.30	\$242.55	\$249.81	\$257.09	\$263.51	\$270.76	\$278.00
		Hourly	\$26.69	\$27.60	\$28.50	\$29.42	\$30.32	\$31.23	\$32.14	\$32.94	\$33.85	\$34.75
CL	29	Annual	\$56,243.00	\$58,333.00	\$60,425.00	\$62,516.00	\$64,609.00	\$66,704.00	\$68,795.00	\$70,514.00	\$72,454.00	\$74,394.00
		Bi-Wk	\$2,154.91	\$2,234.99	\$2,315.14	\$2,395.25	\$2,475.45	\$2,555.71	\$2,635.83	\$2,701.69	\$2,776.02	\$2,850.35
		Daily	\$215.50	\$223.50	\$231.52	\$239.53	\$247.55	\$255.58	\$263.59	\$270.17	\$277.61	\$285.04
		Hourly	\$26.94	\$27.94	\$28.94	\$29.95	\$30.95	\$31.95	\$32.95	\$33.78	\$34.71	\$35.63
CL	30	Annual	\$58,477.00	\$60,631.00	\$62,783.00	\$64,934.00	\$67,087.00	\$69,241.00	\$71,395.00	\$73,180.00	\$75,193.00	\$77,206.00
		Bi-Wk	\$2,240.50	\$2,323.03	\$2,405.48	\$2,487.90	\$2,570.39	\$2,652.92	\$2,735.45	\$2,803.84	\$2,880.96	\$2,958.09
		Daily	\$224.05	\$232.31	\$240.55	\$248.79	\$257.04	\$265.30	\$273.55	\$280.39	\$288.10	\$295.81
		Hourly	\$28.01	\$29.04	\$30.07	\$31.10	\$32.13	\$33.17	\$34.20	\$35.05	\$36.02	\$36.98
CL	31	Annual	\$60,803.00	\$63,019.00	\$65,236.00	\$67,454.00	\$69,668.00	\$71,881.00	\$74,105.00	\$75,957.00	\$78,045.00	\$80,134.00
		Bi-Wk	\$2,329.62	\$2,414.53	\$2,499.47	\$2,584.45	\$2,669.28	\$2,754.07	\$2,839.28	\$2,910.23	\$2,990.23	\$3,070.27
		Daily	\$232.97	\$241.46	\$249.95	\$258.45	\$266.93	\$275.41	\$283.93	\$291.03	\$299.03	\$307.03
		Hourly	\$29.13	\$30.19	\$31.25	\$32.31	\$33.37	\$34.43	\$35.50	\$36.38	\$37.38	\$38.38
CL	32	Annual	\$63,222.00	\$65,502.00	\$67,776.00	\$70,052.00	\$72,333.00	\$74,611.00	\$76,889.00	\$78,815.00	\$80,981.00	\$83,149.00
		Bi-Wk	\$2,422.30	\$2,509.66	\$2,596.79	\$2,683.99	\$2,771.38	\$2,858.66	\$2,945.94	\$3,019.74	\$3,102.73	\$3,185.79
		Daily	\$242.23	\$250.97	\$259.68	\$268.40	\$277.14	\$285.87	\$294.60	\$301.98	\$310.28	\$318.58
		Hourly	\$30.28	\$31.38	\$32.46	\$33.55	\$34.65	\$35.74	\$36.83	\$37.75	\$38.79	\$39.83
CL	33	Annual	\$65,746.00	\$68,089.00	\$70,426.00	\$72,768.00	\$75,109.00	\$77,447.00	\$79,792.00	\$81,788.00	\$84,036.00	\$86,286.00
		Bi-Wk	\$2,519.01	\$2,608.78	\$2,698.32	\$2,788.05	\$2,877.74	\$2,967.32	\$3,057.17	\$3,133.64	\$3,219.78	\$3,305.98
		Daily	\$251.91	\$260.88	\$269.84	\$278.81	\$287.78	\$296.74	\$305.72	\$313.37	\$321.98	\$330.60
		Hourly	\$31.49	\$32.61	\$33.73	\$34.86	\$35.98	\$37.10	\$38.22	\$39.18	\$40.25	\$41.33
CL	34	Annual	\$68,433.00	\$70,839.00	\$73,240.00	\$75,647.00	\$78,052.00	\$80,457.00	\$82,863.00	\$84,935.00	\$87,271.00	\$89,606.00
		Bi-Wk	\$2,621.96	\$2,714.14	\$2,806.14	\$2,898.36	\$2,990.50	\$3,082.65	\$3,174.83	\$3,254.22	\$3,343.72	\$3,433.19
		Daily	\$262.20	\$271.42	\$280.62	\$289.84	\$299.05	\$308.27	\$317.49	\$325.43	\$334.38	\$343.32
		Hourly	\$32.78	\$33.93	\$35.08	\$36.23	\$37.39	\$38.54	\$39.69	\$40.68	\$41.80	\$42.92
CL	35	Annual	\$71,224.00	\$73,688.00	\$76,160.00	\$78,626.00	\$81,084.00	\$83,556.00	\$86,019.00	\$88,169.00	\$90,594.00	\$93,019.00
		Bi-Wk	\$2,728.89	\$2,823.30	\$2,918.01	\$3,012.50	\$3,106.67	\$3,201.38	\$3,295.75	\$3,378.13	\$3,471.04	\$3,563.95
		Daily	\$272.89	\$282.33	\$291.81	\$301.25	\$310.67	\$320.14	\$329.58	\$337.82	\$347.11	\$356.40
		Hourly	\$34.12	\$35.30	\$36.48	\$37.66	\$38.84	\$40.02	\$41.20	\$42.23	\$43.39	\$44.55
CL	36	Annual	\$74,165.00	\$76,695.00	\$79,226.00	\$81,752.00	\$84,284.00	\$86,814.00	\$89,342.00	\$91,577.00	\$94,095.00	\$96,614.00
		Bi-Wk	\$2,841.58	\$2,938.51	\$3,035.48	\$3,132.27	\$3,229.28	\$3,326.21	\$3,423.07	\$3,508.70	\$3,605.18	\$3,701.69
		Daily	\$284.16	\$293.86	\$303.55	\$313.23	\$322.93	\$332.63	\$342.31	\$350.87	\$360.52	\$370.17
		Hourly	\$35.52	\$36.74	\$37.95	\$39.16	\$40.37	\$41.58	\$42.79	\$43.86	\$45.07	\$46.28

NP-3 CL 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
CL	37	Annual	\$77,223.00	\$79,825.00	\$82,424.00	\$85,023.00	\$87,623.00	\$90,218.00	\$92,815.00	\$95,134.00	\$97,751.00	\$100,366.00
		Bi-Wk	\$2,958.74	\$3,058.43	\$3,158.01	\$3,257.59	\$3,357.21	\$3,456.63	\$3,556.14	\$3,644.99	\$3,745.25	\$3,845.45
		Daily	\$295.88	\$305.85	\$315.81	\$325.76	\$335.73	\$345.67	\$355.62	\$364.50	\$374.53	\$384.55
		Hourly	\$36.99	\$38.24	\$39.48	\$40.72	\$41.97	\$43.21	\$44.46	\$45.57	\$46.82	\$48.07
CL	38	Annual	\$80,393.00	\$83,048.00	\$85,713.00	\$88,370.00	\$91,027.00	\$93,693.00	\$96,348.00	\$98,759.00	\$101,474.00	\$104,190.00
		Bi-Wk	\$3,080.20	\$3,181.92	\$3,284.03	\$3,385.83	\$3,487.63	\$3,589.78	\$3,691.50	\$3,783.87	\$3,887.90	\$3,991.96
		Daily	\$308.02	\$318.20	\$328.41	\$338.59	\$348.77	\$358.98	\$369.15	\$378.39	\$388.79	\$399.20
		Hourly	\$38.51	\$39.78	\$41.06	\$42.33	\$43.60	\$44.88	\$46.15	\$47.30	\$48.60	\$49.90
CL	39	Annual	\$83,714.00	\$86,436.00	\$89,160.00	\$91,884.00	\$94,608.00	\$97,332.00	\$100,055.00	\$102,556.00	\$105,377.00	\$108,198.00
		Bi-Wk	\$3,207.44	\$3,311.73	\$3,416.10	\$3,520.46	\$3,624.83	\$3,729.20	\$3,833.53	\$3,929.35	\$4,037.44	\$4,145.52
		Daily	\$320.75	\$331.18	\$341.61	\$352.05	\$362.49	\$372.92	\$383.36	\$392.94	\$403.75	\$414.56
		Hourly	\$40.10	\$41.40	\$42.71	\$44.01	\$45.32	\$46.62	\$47.92	\$49.12	\$50.47	\$51.82
CL	40	Annual	\$87,178.00	\$89,960.00	\$92,744.00	\$95,527.00	\$98,305.00	\$101,093.00	\$103,870.00	\$106,469.00	\$109,397.00	\$112,325.00
		Bi-Wk	\$3,340.16	\$3,446.75	\$3,553.41	\$3,660.04	\$3,766.48	\$3,873.30	\$3,979.70	\$4,079.28	\$4,191.46	\$4,303.64
		Daily	\$334.02	\$344.68	\$355.35	\$366.01	\$376.65	\$387.33	\$397.97	\$407.93	\$419.15	\$430.37
		Hourly	\$41.76	\$43.09	\$44.42	\$45.76	\$47.09	\$48.42	\$49.75	\$51.00	\$52.40	\$53.80
CL	41	Annual	\$90,807.00	\$93,659.00	\$96,507.00	\$99,354.00	\$102,202.00	\$105,050.00	\$107,899.00	\$110,597.00	\$113,639.00	\$116,678.00
		Bi-Wk	\$3,479.20	\$3,588.47	\$3,697.59	\$3,806.67	\$3,915.79	\$4,024.91	\$4,134.07	\$4,237.44	\$4,353.99	\$4,470.43
		Daily	\$347.92	\$358.85	\$369.76	\$380.67	\$391.58	\$402.50	\$413.41	\$423.75	\$435.40	\$447.05
		Hourly	\$43.49	\$44.86	\$46.22	\$47.59	\$48.95	\$50.32	\$51.68	\$52.97	\$54.43	\$55.89
CL	42	Annual	\$94,573.00	\$97,485.00	\$100,398.00	\$103,307.00	\$106,222.00	\$109,132.00	\$112,044.00	\$114,846.00	\$118,004.00	\$121,163.00
		Bi-Wk	\$3,623.49	\$3,735.06	\$3,846.67	\$3,958.13	\$4,069.81	\$4,181.31	\$4,292.88	\$4,400.23	\$4,521.23	\$4,642.27
		Daily	\$362.35	\$373.51	\$384.67	\$395.82	\$406.99	\$418.14	\$429.29	\$440.03	\$452.13	\$464.23
		Hourly	\$45.30	\$46.69	\$48.09	\$49.48	\$50.88	\$52.27	\$53.67	\$55.01	\$56.52	\$58.03
CL	43	Annual	\$98,564.00	\$101,539.00	\$104,504.00	\$107,477.00	\$110,448.00	\$113,417.00	\$116,387.00	\$119,298.00	\$122,579.00	\$125,858.00
		Bi-Wk	\$3,776.40	\$3,890.39	\$4,003.99	\$4,117.90	\$4,231.73	\$4,345.48	\$4,459.28	\$4,570.81	\$4,696.52	\$4,822.15
		Daily	\$377.64	\$389.04	\$400.40	\$411.79	\$423.18	\$434.55	\$445.93	\$457.09	\$469.66	\$482.22
		Hourly	\$47.21	\$48.63	\$50.05	\$51.48	\$52.90	\$54.32	\$55.75	\$57.14	\$58.71	\$60.28