

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 6/19/98

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	\$19,409.00	\$19,740.00	\$20,067.00	\$20,397.00	\$20,724.00	\$21,052.00	\$21,378.00	\$21,912.00	\$22,514.00	\$23,117.00
		Bi-Wk	\$743.64	\$756.33	\$768.86	\$781.50	\$794.03	\$806.60	\$819.09	\$839.55	\$862.61	\$885.71
		Daily	\$74.37	\$75.64	\$76.89	\$78.15	\$79.41	\$80.66	\$81.91	\$83.96	\$86.27	\$88.58
		Hourly	\$9.30	\$9.46	\$9.62	\$9.77	\$9.93	\$10.09	\$10.24	\$10.50	\$10.79	\$11.08
CL	2	Annual	\$20,067.00	\$20,397.00	\$20,724.00	\$21,052.00	\$21,378.00	\$21,707.00	\$22,031.00	\$22,582.00	\$23,203.00	\$23,825.00
		Bi-Wk	\$768.86	\$781.50	\$794.03	\$806.60	\$819.09	\$831.69	\$844.10	\$865.22	\$889.01	\$912.84
		Daily	\$76.89	\$78.15	\$79.41	\$80.66	\$81.91	\$83.17	\$84.41	\$86.53	\$88.91	\$91.29
		Hourly	\$9.62	\$9.77	\$9.93	\$10.09	\$10.24	\$10.40	\$10.56	\$10.82	\$11.12	\$11.42
CL	3	Annual	\$20,397.00	\$20,724.00	\$21,052.00	\$21,378.00	\$21,707.00	\$22,031.00	\$22,361.00	\$22,922.00	\$23,552.00	\$24,183.00
		Bi-Wk	\$781.50	\$794.03	\$806.60	\$819.09	\$831.69	\$844.10	\$856.75	\$878.24	\$902.38	\$926.56
		Daily	\$78.15	\$79.41	\$80.66	\$81.91	\$83.17	\$84.41	\$85.68	\$87.83	\$90.24	\$92.66
		Hourly	\$9.77	\$9.93	\$10.09	\$10.24	\$10.40	\$10.56	\$10.71	\$10.98	\$11.28	\$11.59
CL	4	Annual	\$20,864.00	\$21,261.00	\$21,658.00	\$22,056.00	\$22,460.00	\$22,855.00	\$23,255.00	\$23,837.00	\$24,492.00	\$25,149.00
		Bi-Wk	\$799.39	\$814.60	\$829.81	\$845.06	\$860.54	\$875.68	\$891.00	\$913.30	\$938.40	\$963.57
		Daily	\$79.94	\$81.46	\$82.99	\$84.51	\$86.06	\$87.57	\$89.10	\$91.33	\$93.84	\$96.36
		Hourly	\$10.00	\$10.19	\$10.38	\$10.57	\$10.76	\$10.95	\$11.14	\$11.42	\$11.73	\$12.05
CL	5	Annual	\$21,239.00	\$21,658.00	\$22,079.00	\$22,499.00	\$22,923.00	\$23,342.00	\$23,778.00	\$24,370.00	\$25,041.00	\$25,711.00
		Bi-Wk	\$813.76	\$829.81	\$845.94	\$862.04	\$878.28	\$894.33	\$911.04	\$933.72	\$959.43	\$985.10
		Daily	\$81.38	\$82.99	\$84.60	\$86.21	\$87.83	\$89.44	\$91.11	\$93.38	\$95.95	\$98.51
		Hourly	\$10.18	\$10.38	\$10.58	\$10.78	\$10.98	\$11.18	\$11.39	\$11.68	\$12.00	\$12.32
CL	6	Annual	\$21,758.00	\$22,177.00	\$22,597.00	\$23,020.00	\$23,441.00	\$23,884.00	\$24,375.00	\$24,984.00	\$25,672.00	\$26,358.00
		Bi-Wk	\$833.64	\$849.70	\$865.79	\$882.00	\$898.13	\$915.10	\$933.91	\$957.25	\$983.61	\$1,009.89
		Daily	\$83.37	\$84.97	\$86.58	\$88.20	\$89.82	\$91.51	\$93.40	\$95.73	\$98.37	\$100.99
		Hourly	\$10.43	\$10.63	\$10.83	\$11.03	\$11.23	\$11.44	\$11.68	\$11.97	\$12.30	\$12.63
CL	7	Annual	\$22,563.00	\$23,186.00	\$23,808.00	\$24,432.00	\$25,054.00	\$25,674.00	\$26,297.00	\$26,956.00	\$27,697.00	\$28,438.00
		Bi-Wk	\$864.49	\$888.36	\$912.19	\$936.10	\$959.93	\$983.68	\$1,007.55	\$1,032.80	\$1,061.19	\$1,089.58
		Daily	\$86.45	\$88.84	\$91.22	\$93.61	\$96.00	\$98.37	\$100.76	\$103.28	\$106.12	\$108.96
		Hourly	\$10.81	\$11.11	\$11.41	\$11.71	\$12.00	\$12.30	\$12.60	\$12.91	\$13.27	\$13.62
CL	8	Annual	\$23,441.00	\$23,991.00	\$24,608.00	\$25,241.00	\$25,869.00	\$26,501.00	\$27,134.00	\$27,813.00	\$28,578.00	\$29,343.00
		Bi-Wk	\$898.13	\$919.20	\$942.84	\$967.09	\$991.15	\$1,015.37	\$1,039.62	\$1,065.64	\$1,094.95	\$1,124.26
		Daily	\$89.82	\$91.92	\$94.29	\$96.71	\$99.12	\$101.54	\$103.97	\$106.57	\$109.50	\$112.43
		Hourly	\$11.23	\$11.49	\$11.79	\$12.09	\$12.39	\$12.70	\$13.00	\$13.33	\$13.69	\$14.06
CL	9	Annual	\$24,013.00	\$24,658.00	\$25,317.00	\$25,978.00	\$26,638.00	\$27,291.00	\$27,957.00	\$28,655.00	\$29,444.00	\$30,231.00
		Bi-Wk	\$920.04	\$944.76	\$970.00	\$995.33	\$1,020.62	\$1,045.64	\$1,071.15	\$1,097.90	\$1,128.13	\$1,158.28
		Daily	\$92.01	\$94.48	\$97.00	\$99.54	\$102.07	\$104.57	\$107.12	\$109.79	\$112.82	\$115.83
		Hourly	\$11.51	\$11.81	\$12.13	\$12.45	\$12.76	\$13.08	\$13.39	\$13.73	\$14.11	\$14.48

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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	\$24,716.00	\$25,403.00	\$26,090.00	\$26,781.00	\$27,470.00	\$28,172.00	\$28,895.00	\$29,617.00	\$30,430.00	\$31,245.00
		Bi-Wk	\$946.98	\$973.30	\$999.62	\$1,026.10	\$1,052.50	\$1,079.39	\$1,107.09	\$1,134.76	\$1,165.91	\$1,197.13
		Daily	\$94.70	\$97.33	\$99.97	\$102.61	\$105.25	\$107.94	\$110.71	\$113.48	\$116.60	\$119.72
		Hourly	\$11.84	\$12.17	\$12.50	\$12.83	\$13.16	\$13.50	\$13.84	\$14.19	\$14.58	\$14.97
CL	11	Annual	\$25,435.00	\$26,154.00	\$26,872.00	\$27,593.00	\$28,328.00	\$29,082.00	\$29,838.00	\$30,585.00	\$31,427.00	\$32,268.00
		Bi-Wk	\$974.53	\$1,002.07	\$1,029.58	\$1,057.21	\$1,085.37	\$1,114.26	\$1,143.22	\$1,171.84	\$1,204.10	\$1,236.33
		Daily	\$97.46	\$100.21	\$102.96	\$105.73	\$108.54	\$111.43	\$114.33	\$117.19	\$120.41	\$123.64
		Hourly	\$12.19	\$12.53	\$12.87	\$13.22	\$13.57	\$13.93	\$14.30	\$14.65	\$15.06	\$15.46
CL	12	Annual	\$26,199.00	\$26,946.00	\$27,691.00	\$28,469.00	\$29,249.00	\$30,035.00	\$30,852.00	\$31,623.00	\$32,492.00	\$33,363.00
		Bi-Wk	\$1,003.80	\$1,032.42	\$1,060.96	\$1,090.77	\$1,120.66	\$1,150.77	\$1,182.07	\$1,211.61	\$1,244.91	\$1,278.28
		Daily	\$100.38	\$103.25	\$106.10	\$109.08	\$112.07	\$115.08	\$118.21	\$121.17	\$124.50	\$127.83
		Hourly	\$12.55	\$12.91	\$13.27	\$13.64	\$14.01	\$14.39	\$14.78	\$15.15	\$15.57	\$15.98
CL	13	Annual	\$27,569.00	\$28,513.00	\$29,468.00	\$30,436.00	\$31,441.00	\$32,444.00	\$33,449.00	\$34,288.00	\$35,230.00	\$36,173.00
		Bi-Wk	\$1,056.29	\$1,092.46	\$1,129.05	\$1,166.14	\$1,204.64	\$1,243.07	\$1,281.58	\$1,313.72	\$1,349.81	\$1,385.94
		Daily	\$105.63	\$109.25	\$112.91	\$116.62	\$120.47	\$124.31	\$128.16	\$131.38	\$134.99	\$138.60
		Hourly	\$13.21	\$13.66	\$14.12	\$14.58	\$15.06	\$15.54	\$16.02	\$16.43	\$16.88	\$17.33
CL	14	Annual	\$28,771.00	\$29,761.00	\$30,772.00	\$31,808.00	\$32,841.00	\$33,875.00	\$34,913.00	\$35,786.00	\$36,770.00	\$37,754.00
		Bi-Wk	\$1,102.34	\$1,140.27	\$1,179.01	\$1,218.70	\$1,258.28	\$1,297.90	\$1,337.67	\$1,371.12	\$1,408.82	\$1,446.52
		Daily	\$110.24	\$114.03	\$117.91	\$121.87	\$125.83	\$129.79	\$133.77	\$137.12	\$140.89	\$144.66
		Hourly	\$13.78	\$14.26	\$14.74	\$15.24	\$15.73	\$16.23	\$16.73	\$17.14	\$17.62	\$18.09
CL	15	Annual	\$30,061.00	\$31,118.00	\$32,186.00	\$33,252.00	\$34,321.00	\$35,389.00	\$36,459.00	\$37,371.00	\$38,399.00	\$39,427.00
		Bi-Wk	\$1,151.77	\$1,192.27	\$1,233.19	\$1,274.03	\$1,314.99	\$1,355.91	\$1,396.90	\$1,431.84	\$1,471.23	\$1,510.62
		Daily	\$115.18	\$119.23	\$123.32	\$127.41	\$131.50	\$135.60	\$139.69	\$143.19	\$147.13	\$151.07
		Hourly	\$14.40	\$14.91	\$15.42	\$15.93	\$16.44	\$16.95	\$17.47	\$17.90	\$18.40	\$18.89
CL	16	Annual	\$31,493.00	\$32,595.00	\$33,696.00	\$34,787.00	\$35,888.00	\$36,987.00	\$38,084.00	\$39,036.00	\$40,110.00	\$41,183.00
		Bi-Wk	\$1,206.63	\$1,248.86	\$1,291.04	\$1,332.84	\$1,375.02	\$1,417.13	\$1,459.16	\$1,495.64	\$1,536.79	\$1,577.90
		Daily	\$120.67	\$124.89	\$129.11	\$133.29	\$137.51	\$141.72	\$145.92	\$149.57	\$153.68	\$157.79
		Hourly	\$15.09	\$15.62	\$16.14	\$16.67	\$17.19	\$17.72	\$18.24	\$18.70	\$19.21	\$19.73
CL	17	Annual	\$33,030.00	\$34,161.00	\$35,287.00	\$36,424.00	\$37,549.00	\$38,676.00	\$39,810.00	\$40,806.00	\$41,928.00	\$43,049.00
		Bi-Wk	\$1,265.52	\$1,308.86	\$1,352.00	\$1,395.56	\$1,438.66	\$1,481.84	\$1,525.29	\$1,563.45	\$1,606.44	\$1,649.39
		Daily	\$126.56	\$130.89	\$135.20	\$139.56	\$143.87	\$148.19	\$152.53	\$156.35	\$160.65	\$164.94
		Hourly	\$15.82	\$16.37	\$16.90	\$17.45	\$17.99	\$18.53	\$19.07	\$19.55	\$20.09	\$20.62
CL	18	Annual	\$34,673.00	\$35,828.00	\$36,987.00	\$38,145.00	\$39,301.00	\$40,463.00	\$41,616.00	\$42,657.00	\$43,831.00	\$45,004.00
		Bi-Wk	\$1,328.47	\$1,372.73	\$1,417.13	\$1,461.50	\$1,505.79	\$1,550.31	\$1,594.49	\$1,634.37	\$1,679.35	\$1,724.30
		Daily	\$132.85	\$137.28	\$141.72	\$146.15	\$150.58	\$155.04	\$159.45	\$163.44	\$167.94	\$172.43
		Hourly	\$16.61	\$17.16	\$17.72	\$18.27	\$18.83	\$19.38	\$19.94	\$20.43	\$21.00	\$21.56

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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	19	Annual	\$36,356.00	\$37,549.00	\$38,742.00	\$39,936.00	\$41,129.00	\$42,314.00	\$43,509.00	\$44,596.00	\$45,822.00	\$47,049.00
		Bi-Wk	\$1,392.96	\$1,438.66	\$1,484.37	\$1,530.12	\$1,575.83	\$1,621.23	\$1,667.02	\$1,708.66	\$1,755.64	\$1,802.65
		Daily	\$139.30	\$143.87	\$148.44	\$153.02	\$157.59	\$162.13	\$166.71	\$170.87	\$175.57	\$180.27
		Hourly	\$17.42	\$17.99	\$18.56	\$19.13	\$19.70	\$20.27	\$20.84	\$21.36	\$21.95	\$22.54
CL	20	Annual	\$38,179.00	\$39,401.00	\$40,623.00	\$41,842.00	\$43,060.00	\$44,286.00	\$45,503.00	\$46,643.00	\$47,926.00	\$49,207.00
		Bi-Wk	\$1,462.80	\$1,509.62	\$1,556.44	\$1,603.15	\$1,649.81	\$1,696.79	\$1,743.41	\$1,787.09	\$1,836.25	\$1,885.33
		Daily	\$146.28	\$150.97	\$155.65	\$160.32	\$164.99	\$169.68	\$174.35	\$178.71	\$183.63	\$188.54
		Hourly	\$18.29	\$18.88	\$19.46	\$20.04	\$20.63	\$21.21	\$21.80	\$22.34	\$22.96	\$23.57
CL	21	Annual	\$40,041.00	\$41,295.00	\$42,548.00	\$43,805.00	\$45,057.00	\$46,315.00	\$47,565.00	\$48,756.00	\$50,098.00	\$51,437.00
		Bi-Wk	\$1,534.14	\$1,582.19	\$1,630.20	\$1,678.36	\$1,726.33	\$1,774.53	\$1,822.42	\$1,868.05	\$1,919.47	\$1,970.77
		Daily	\$153.42	\$158.22	\$163.02	\$167.84	\$172.64	\$177.46	\$182.25	\$186.81	\$191.95	\$197.08
		Hourly	\$19.18	\$19.78	\$20.38	\$20.98	\$21.58	\$22.19	\$22.79	\$23.36	\$24.00	\$24.64
CL	22	Annual	\$41,129.00	\$42,613.00	\$44,102.00	\$45,590.00	\$47,076.00	\$48,565.00	\$50,056.00	\$51,309.00	\$52,719.00	\$54,130.00
		Bi-Wk	\$1,575.83	\$1,632.69	\$1,689.74	\$1,746.75	\$1,803.68	\$1,860.73	\$1,917.86	\$1,965.87	\$2,019.89	\$2,073.95
		Daily	\$157.59	\$163.27	\$168.98	\$174.68	\$180.37	\$186.08	\$191.79	\$196.59	\$201.99	\$207.40
		Hourly	\$19.70	\$20.41	\$21.13	\$21.84	\$22.55	\$23.26	\$23.98	\$24.58	\$25.25	\$25.93
CL	23	Annual	\$43,051.00	\$44,600.00	\$46,148.00	\$47,699.00	\$49,252.00	\$50,802.00	\$52,353.00	\$53,664.00	\$55,139.00	\$56,615.00
		Bi-Wk	\$1,649.47	\$1,708.82	\$1,768.13	\$1,827.55	\$1,887.05	\$1,946.44	\$2,005.87	\$2,056.10	\$2,112.61	\$2,169.16
		Daily	\$164.95	\$170.89	\$176.82	\$182.76	\$188.71	\$194.65	\$200.59	\$205.61	\$211.27	\$216.92
		Hourly	\$20.62	\$21.37	\$22.11	\$22.85	\$23.59	\$24.34	\$25.08	\$25.71	\$26.41	\$27.12
CL	24	Annual	\$45,099.00	\$46,712.00	\$48,332.00	\$49,945.00	\$51,560.00	\$53,177.00	\$54,795.00	\$56,164.00	\$57,709.00	\$59,253.00
		Bi-Wk	\$1,727.94	\$1,789.74	\$1,851.81	\$1,913.61	\$1,975.48	\$2,037.44	\$2,099.43	\$2,151.88	\$2,211.08	\$2,270.23
		Daily	\$172.80	\$178.98	\$185.19	\$191.37	\$197.55	\$203.75	\$209.95	\$215.19	\$221.11	\$227.03
		Hourly	\$21.60	\$22.38	\$23.15	\$23.93	\$24.70	\$25.47	\$26.25	\$26.90	\$27.64	\$28.38
CL	25	Annual	\$47,275.00	\$48,948.00	\$50,626.00	\$52,301.00	\$53,977.00	\$55,654.00	\$57,330.00	\$58,763.00	\$60,379.00	\$61,995.00
		Bi-Wk	\$1,811.31	\$1,875.41	\$1,939.70	\$2,003.87	\$2,068.09	\$2,132.34	\$2,196.56	\$2,251.46	\$2,313.38	\$2,375.29
		Daily	\$181.14	\$187.55	\$193.97	\$200.39	\$206.81	\$213.24	\$219.66	\$225.15	\$231.34	\$237.53
		Hourly	\$22.65	\$23.45	\$24.25	\$25.05	\$25.86	\$26.66	\$27.46	\$28.15	\$28.92	\$29.70
CL	26	Annual	\$49,583.00	\$51,316.00	\$53,056.00	\$54,795.00	\$56,531.00	\$58,272.00	\$60,008.00	\$61,510.00	\$63,202.00	\$64,893.00
		Bi-Wk	\$1,899.74	\$1,966.14	\$2,032.80	\$2,099.43	\$2,165.94	\$2,232.65	\$2,299.16	\$2,356.71	\$2,421.54	\$2,486.33
		Daily	\$189.98	\$196.62	\$203.28	\$209.95	\$216.60	\$223.27	\$229.92	\$235.68	\$242.16	\$248.64
		Hourly	\$23.75	\$24.58	\$25.41	\$26.25	\$27.08	\$27.91	\$28.74	\$29.46	\$30.27	\$31.08
CL	27	Annual	\$52,014.00	\$53,816.00	\$55,617.00	\$57,410.00	\$59,213.00	\$61,008.00	\$62,806.00	\$64,378.00	\$66,149.00	\$67,918.00
		Bi-Wk	\$1,992.88	\$2,061.92	\$2,130.92	\$2,199.62	\$2,268.70	\$2,337.48	\$2,406.37	\$2,466.60	\$2,534.45	\$2,602.23
		Daily	\$199.29	\$206.20	\$213.10	\$219.97	\$226.87	\$233.75	\$240.64	\$246.66	\$253.45	\$260.23
		Hourly	\$24.92	\$25.78	\$26.64	\$27.50	\$28.36	\$29.22	\$30.08	\$30.84	\$31.69	\$32.53

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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	28	Annual	\$54,616.00	\$56,480.00	\$58,338.00	\$60,206.00	\$62,063.00	\$63,920.00	\$65,782.00	\$67,427.00	\$69,280.00	\$71,135.00
		Bi-Wk	\$2,092.57	\$2,163.99	\$2,235.18	\$2,306.75	\$2,377.90	\$2,449.05	\$2,520.39	\$2,583.41	\$2,654.41	\$2,725.48
		Daily	\$209.26	\$216.40	\$223.52	\$230.68	\$237.79	\$244.91	\$252.04	\$258.35	\$265.45	\$272.55
		Hourly	\$26.16	\$27.05	\$27.94	\$28.84	\$29.73	\$30.62	\$31.51	\$32.30	\$33.19	\$34.07
CL	29	Annual	\$55,140.00	\$57,189.00	\$59,240.00	\$61,290.00	\$63,342.00	\$65,396.00	\$67,446.00	\$69,131.00	\$71,033.00	\$72,935.00
		Bi-Wk	\$2,112.65	\$2,191.15	\$2,269.74	\$2,348.28	\$2,426.90	\$2,505.60	\$2,584.14	\$2,648.70	\$2,721.58	\$2,794.45
		Daily	\$211.27	\$219.12	\$226.98	\$234.83	\$242.69	\$250.56	\$258.42	\$264.87	\$272.16	\$279.45
		Hourly	\$26.41	\$27.39	\$28.38	\$29.36	\$30.34	\$31.32	\$32.31	\$33.11	\$34.02	\$34.94
CL	30	Annual	\$57,330.00	\$59,442.00	\$61,551.00	\$63,660.00	\$65,771.00	\$67,883.00	\$69,995.00	\$71,745.00	\$73,718.00	\$75,692.00
		Bi-Wk	\$2,196.56	\$2,277.48	\$2,358.28	\$2,439.09	\$2,519.97	\$2,600.89	\$2,681.81	\$2,748.86	\$2,824.45	\$2,900.08
		Daily	\$219.66	\$227.75	\$235.83	\$243.91	\$252.00	\$260.09	\$268.19	\$274.89	\$282.45	\$290.01
		Hourly	\$27.46	\$28.47	\$29.48	\$30.49	\$31.50	\$32.52	\$33.53	\$34.37	\$35.31	\$36.26
CL	31	Annual	\$59,610.00	\$61,783.00	\$63,956.00	\$66,131.00	\$68,301.00	\$70,471.00	\$72,651.00	\$74,467.00	\$76,514.00	\$78,562.00
		Bi-Wk	\$2,283.91	\$2,367.17	\$2,450.43	\$2,533.76	\$2,616.90	\$2,700.04	\$2,783.57	\$2,853.15	\$2,931.58	\$3,010.04
		Daily	\$228.40	\$236.72	\$245.05	\$253.38	\$261.69	\$270.01	\$278.36	\$285.32	\$293.16	\$301.01
		Hourly	\$28.55	\$29.59	\$30.64	\$31.68	\$32.72	\$33.76	\$34.80	\$35.67	\$36.65	\$37.63
CL	32	Annual	\$61,982.00	\$64,217.00	\$66,447.00	\$68,678.00	\$70,914.00	\$73,148.00	\$75,381.00	\$77,269.00	\$79,393.00	\$81,518.00
		Bi-Wk	\$2,374.79	\$2,460.43	\$2,545.87	\$2,631.35	\$2,717.02	\$2,802.61	\$2,888.17	\$2,960.50	\$3,041.88	\$3,123.30
		Daily	\$237.48	\$246.05	\$254.59	\$263.14	\$271.71	\$280.27	\$288.82	\$296.05	\$304.19	\$312.33
		Hourly	\$29.69	\$30.76	\$31.83	\$32.90	\$33.97	\$35.04	\$36.11	\$37.01	\$38.03	\$39.05
CL	33	Annual	\$64,456.00	\$66,753.00	\$69,045.00	\$71,341.00	\$73,636.00	\$75,928.00	\$78,227.00	\$80,184.00	\$82,388.00	\$84,594.00
		Bi-Wk	\$2,469.58	\$2,557.59	\$2,645.41	\$2,733.38	\$2,821.31	\$2,909.12	\$2,997.21	\$3,072.19	\$3,156.63	\$3,241.15
		Daily	\$246.96	\$255.76	\$264.55	\$273.34	\$282.14	\$290.92	\$299.73	\$307.22	\$315.67	\$324.12
		Hourly	\$30.87	\$31.97	\$33.07	\$34.17	\$35.27	\$36.37	\$37.47	\$38.41	\$39.46	\$40.52
CL	34	Annual	\$67,091.00	\$69,450.00	\$71,803.00	\$74,163.00	\$76,521.00	\$78,879.00	\$81,238.00	\$83,269.00	\$85,559.00	\$87,849.00
		Bi-Wk	\$2,570.54	\$2,660.92	\$2,751.08	\$2,841.50	\$2,931.84	\$3,022.19	\$3,112.57	\$3,190.39	\$3,278.13	\$3,365.87
		Daily	\$257.06	\$266.10	\$275.11	\$284.15	\$293.19	\$302.22	\$311.26	\$319.04	\$327.82	\$336.59
		Hourly	\$32.14	\$33.27	\$34.39	\$35.52	\$36.65	\$37.78	\$38.91	\$39.88	\$40.98	\$42.08
CL	35	Annual	\$69,827.00	\$72,243.00	\$74,666.00	\$77,084.00	\$79,494.00	\$81,917.00	\$84,332.00	\$86,440.00	\$88,817.00	\$91,195.00
		Bi-Wk	\$2,675.37	\$2,767.94	\$2,860.77	\$2,953.41	\$3,045.75	\$3,138.59	\$3,231.12	\$3,311.88	\$3,402.96	\$3,494.07
		Daily	\$267.54	\$276.80	\$286.08	\$295.35	\$304.58	\$313.86	\$323.12	\$331.19	\$340.30	\$349.41
		Hourly	\$33.45	\$34.60	\$35.76	\$36.92	\$38.08	\$39.24	\$40.39	\$41.40	\$42.54	\$43.68
CL	36	Annual	\$72,710.00	\$75,191.00	\$77,672.00	\$80,149.00	\$82,631.00	\$85,111.00	\$87,590.00	\$89,781.00	\$92,250.00	\$94,719.00
		Bi-Wk	\$2,785.83	\$2,880.89	\$2,975.94	\$3,070.85	\$3,165.94	\$3,260.96	\$3,355.94	\$3,439.89	\$3,534.49	\$3,629.09
		Daily	\$278.59	\$288.09	\$297.60	\$307.09	\$316.60	\$326.10	\$335.60	\$343.99	\$353.45	\$362.91
		Hourly	\$34.83	\$36.02	\$37.20	\$38.39	\$39.58	\$40.77	\$41.95	\$43.00	\$44.19	\$45.37

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 6/19/98

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	\$75,708.00	\$78,259.00	\$80,807.00	\$83,355.00	\$85,904.00	\$88,449.00	\$90,995.00	\$93,268.00	\$95,834.00	\$98,398.00
		Bi-Wk	\$2,900.69	\$2,998.43	\$3,096.06	\$3,193.68	\$3,291.35	\$3,388.86	\$3,486.40	\$3,573.49	\$3,671.81	\$3,770.04
		Daily	\$290.07	\$299.85	\$309.61	\$319.37	\$329.14	\$338.89	\$348.64	\$357.35	\$367.19	\$377.01
		Hourly	\$36.26	\$37.49	\$38.71	\$39.93	\$41.15	\$42.37	\$43.58	\$44.67	\$45.90	\$47.13
CL	38	Annual	\$78,816.00	\$81,419.00	\$84,032.00	\$86,637.00	\$89,242.00	\$91,855.00	\$94,458.00	\$96,822.00	\$99,484.00	\$102,147.00
		Bi-Wk	\$3,019.78	\$3,119.51	\$3,219.62	\$3,319.43	\$3,419.24	\$3,519.35	\$3,619.09	\$3,709.66	\$3,811.65	\$3,913.68
		Daily	\$301.98	\$311.96	\$321.97	\$331.95	\$341.93	\$351.94	\$361.91	\$370.97	\$381.17	\$391.37
		Hourly	\$37.75	\$39.00	\$40.25	\$41.50	\$42.75	\$44.00	\$45.24	\$46.38	\$47.65	\$48.93
CL	39	Annual	\$82,072.00	\$84,741.00	\$87,411.00	\$90,082.00	\$92,752.00	\$95,423.00	\$98,093.00	\$100,545.00	\$103,310.00	\$106,076.00
		Bi-Wk	\$3,144.53	\$3,246.79	\$3,349.09	\$3,451.42	\$3,553.72	\$3,656.06	\$3,758.36	\$3,852.30	\$3,958.24	\$4,064.22
		Daily	\$314.46	\$324.68	\$334.91	\$345.15	\$355.38	\$365.61	\$375.84	\$385.23	\$395.83	\$406.43
		Hourly	\$39.31	\$40.59	\$41.87	\$43.15	\$44.43	\$45.71	\$46.98	\$48.16	\$49.48	\$50.81
CL	40	Annual	\$85,468.00	\$88,196.00	\$90,925.00	\$93,653.00	\$96,377.00	\$99,110.00	\$101,833.00	\$104,381.00	\$107,251.00	\$110,122.00
		Bi-Wk	\$3,274.64	\$3,379.16	\$3,483.72	\$3,588.24	\$3,692.61	\$3,797.32	\$3,901.65	\$3,999.28	\$4,109.24	\$4,219.24
		Daily	\$327.47	\$337.92	\$348.38	\$358.83	\$369.27	\$379.74	\$390.17	\$399.93	\$410.93	\$421.93
		Hourly	\$40.94	\$42.24	\$43.55	\$44.86	\$46.16	\$47.47	\$48.78	\$50.00	\$51.37	\$52.75
CL	41	Annual	\$89,026.00	\$91,822.00	\$94,614.00	\$97,405.00	\$100,198.00	\$102,990.00	\$105,783.00	\$108,428.00	\$111,410.00	\$114,390.00
		Bi-Wk	\$3,410.96	\$3,518.09	\$3,625.06	\$3,732.00	\$3,839.01	\$3,945.98	\$4,052.99	\$4,154.33	\$4,268.59	\$4,382.76
		Daily	\$341.10	\$351.81	\$362.51	\$373.20	\$383.91	\$394.60	\$405.30	\$415.44	\$426.86	\$438.28
		Hourly	\$42.64	\$43.98	\$45.32	\$46.65	\$47.99	\$49.33	\$50.67	\$51.93	\$53.36	\$54.79
CL	42	Annual	\$92,718.00	\$95,573.00	\$98,429.00	\$101,281.00	\$104,139.00	\$106,992.00	\$109,847.00	\$112,594.00	\$115,690.00	\$118,787.00
		Bi-Wk	\$3,552.42	\$3,661.81	\$3,771.23	\$3,880.50	\$3,990.00	\$4,099.32	\$4,208.70	\$4,313.95	\$4,432.57	\$4,551.23
		Daily	\$355.25	\$366.19	\$377.13	\$388.05	\$399.00	\$409.94	\$420.87	\$431.40	\$443.26	\$455.13
		Hourly	\$44.41	\$45.78	\$47.15	\$48.51	\$49.88	\$51.25	\$52.61	\$53.93	\$55.41	\$56.90
CL	43	Annual	\$96,631.00	\$99,548.00	\$102,454.00	\$105,369.00	\$108,282.00	\$111,193.00	\$114,104.00	\$116,958.00	\$120,175.00	\$123,390.00
		Bi-Wk	\$3,702.34	\$3,814.10	\$3,925.45	\$4,037.13	\$4,148.74	\$4,260.27	\$4,371.81	\$4,481.15	\$4,604.41	\$4,727.59
		Daily	\$370.24	\$381.41	\$392.55	\$403.72	\$414.88	\$426.03	\$437.19	\$448.12	\$460.45	\$472.76
		Hourly	\$46.28	\$47.68	\$49.07	\$50.47	\$51.86	\$53.26	\$54.65	\$56.02	\$57.56	\$59.10