

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/29/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	1	Annual	\$17,458.00	\$17,755.00	\$18,050.00	\$18,347.00	\$18,641.00	\$18,936.00	\$19,230.00	\$19,710.00	\$20,251.00	\$20,793.00
		Bi-Wk	\$668.89	\$680.27	\$691.58	\$702.96	\$714.22	\$725.52	\$736.79	\$755.18	\$775.91	\$796.67
		Daily	\$80.09	\$81.45	\$82.80	\$84.16	\$85.51	\$86.87	\$88.21	\$90.41	\$92.90	\$95.38
		Hourly	\$10.02	\$10.19	\$10.35	\$10.52	\$10.69	\$10.86	\$11.03	\$11.31	\$11.62	\$11.93
CLT	2	Annual	\$18,050.00	\$18,347.00	\$18,641.00	\$18,936.00	\$19,230.00	\$19,525.00	\$19,817.00	\$20,312.00	\$20,871.00	\$21,430.00
		Bi-Wk	\$691.58	\$702.96	\$714.22	\$725.52	\$736.79	\$748.09	\$759.28	\$778.24	\$799.66	\$821.08
		Daily	\$82.80	\$84.16	\$85.51	\$86.87	\$88.21	\$89.57	\$90.91	\$93.18	\$95.74	\$98.31
		Hourly	\$10.35	\$10.52	\$10.69	\$10.86	\$11.03	\$11.20	\$11.37	\$11.65	\$11.97	\$12.29
CLT	3	Annual	\$18,347.00	\$18,641.00	\$18,936.00	\$19,230.00	\$19,525.00	\$19,817.00	\$20,114.00	\$20,618.00	\$21,185.00	\$21,752.00
		Bi-Wk	\$702.96	\$714.22	\$725.52	\$736.79	\$748.09	\$759.28	\$770.66	\$789.97	\$811.69	\$833.41
		Daily	\$84.16	\$85.51	\$86.87	\$88.21	\$89.57	\$90.91	\$92.27	\$94.58	\$97.18	\$99.78
		Hourly	\$10.52	\$10.69	\$10.86	\$11.03	\$11.20	\$11.37	\$11.54	\$11.83	\$12.15	\$12.48
CLT	4	Annual	\$18,767.00	\$19,124.00	\$19,481.00	\$19,839.00	\$20,203.00	\$20,558.00	\$20,918.00	\$21,441.00	\$22,029.00	\$22,621.00
		Bi-Wk	\$719.05	\$732.73	\$746.40	\$760.12	\$774.07	\$787.67	\$801.46	\$821.50	\$844.03	\$866.71
		Daily	\$86.09	\$87.73	\$89.37	\$91.01	\$92.68	\$94.31	\$95.96	\$98.36	\$101.05	\$103.77
		Hourly	\$10.77	\$10.97	\$11.18	\$11.38	\$11.59	\$11.79	\$12.00	\$12.30	\$12.64	\$12.98
CLT	5	Annual	\$19,104.00	\$19,481.00	\$19,860.00	\$20,237.00	\$20,619.00	\$20,996.00	\$21,388.00	\$21,921.00	\$22,523.00	\$23,127.00
		Bi-Wk	\$731.96	\$746.40	\$760.92	\$775.37	\$790.00	\$804.45	\$819.47	\$839.89	\$862.96	\$886.10
		Daily	\$87.64	\$89.37	\$91.10	\$92.83	\$94.58	\$96.32	\$98.11	\$100.56	\$103.32	\$106.09
		Hourly	\$10.96	\$11.18	\$11.39	\$11.61	\$11.83	\$12.04	\$12.27	\$12.57	\$12.92	\$13.27
CLT	6	Annual	\$19,571.00	\$19,948.00	\$20,325.00	\$20,706.00	\$21,085.00	\$21,483.00	\$21,925.00	\$22,472.00	\$23,091.00	\$23,708.00
		Bi-Wk	\$749.85	\$764.30	\$778.74	\$793.34	\$807.86	\$823.11	\$840.04	\$861.00	\$884.72	\$908.36
		Daily	\$89.78	\$91.51	\$93.23	\$94.99	\$96.72	\$98.55	\$100.58	\$103.09	\$105.92	\$108.76
		Hourly	\$11.23	\$11.44	\$11.66	\$11.88	\$12.09	\$12.32	\$12.58	\$12.89	\$13.24	\$13.60
CLT	7	Annual	\$20,295.00	\$20,855.00	\$21,415.00	\$21,976.00	\$22,536.00	\$23,093.00	\$23,653.00	\$24,246.00	\$24,913.00	\$25,579.00
		Bi-Wk	\$777.59	\$799.05	\$820.50	\$842.00	\$863.45	\$884.79	\$906.25	\$928.97	\$954.53	\$980.04
		Daily	\$93.10	\$95.67	\$98.23	\$100.81	\$103.38	\$105.93	\$108.50	\$111.22	\$114.28	\$117.34
		Hourly	\$11.64	\$11.96	\$12.28	\$12.61	\$12.93	\$13.25	\$13.57	\$13.91	\$14.29	\$14.67
CLT	8	Annual	\$21,085.00	\$21,579.00	\$22,135.00	\$22,703.00	\$23,269.00	\$23,838.00	\$24,406.00	\$25,017.00	\$25,704.00	\$26,393.00
		Bi-Wk	\$807.86	\$826.79	\$848.09	\$869.85	\$891.54	\$913.34	\$935.10	\$958.51	\$984.83	\$1,011.23
		Daily	\$96.72	\$98.99	\$101.54	\$104.15	\$106.74	\$109.35	\$111.96	\$114.76	\$117.91	\$121.07
		Hourly	\$12.09	\$12.38	\$12.70	\$13.02	\$13.35	\$13.67	\$14.00	\$14.35	\$14.74	\$15.14

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CLT	9	Annual	\$21,599.00	\$22,180.00	\$22,772.00	\$23,366.00	\$23,960.00	\$24,547.00	\$25,147.00	\$25,775.00	\$26,484.00	\$27,191.00
		Bi-Wk	\$827.55	\$849.81	\$872.50	\$895.25	\$918.01	\$940.50	\$963.49	\$987.55	\$1,014.72	\$1,041.81
		Daily	\$99.08	\$101.74	\$104.46	\$107.19	\$109.91	\$112.60	\$115.36	\$118.23	\$121.49	\$124.73
		Hourly	\$12.39	\$12.72	\$13.06	\$13.40	\$13.74	\$14.08	\$14.42	\$14.78	\$15.19	\$15.60
CLT	10	Annual	\$22,232.00	\$22,850.00	\$23,468.00	\$24,089.00	\$24,709.00	\$25,339.00	\$25,990.00	\$26,640.00	\$27,371.00	\$28,103.00
		Bi-Wk	\$851.81	\$875.48	\$899.16	\$922.96	\$946.71	\$970.85	\$995.79	\$1,020.69	\$1,048.70	\$1,076.75
		Daily	\$101.99	\$104.82	\$107.65	\$110.50	\$113.35	\$116.24	\$119.22	\$122.20	\$125.56	\$128.92
		Hourly	\$12.75	\$13.11	\$13.46	\$13.82	\$14.17	\$14.53	\$14.91	\$15.28	\$15.70	\$16.12
CLT	11	Annual	\$22,878.00	\$23,525.00	\$24,171.00	\$24,818.00	\$25,480.00	\$26,159.00	\$26,838.00	\$27,509.00	\$28,268.00	\$29,025.00
		Bi-Wk	\$876.56	\$901.35	\$926.10	\$950.89	\$976.25	\$1,002.27	\$1,028.28	\$1,053.99	\$1,083.07	\$1,112.07
		Daily	\$104.95	\$107.92	\$110.88	\$113.85	\$116.88	\$120.00	\$123.11	\$126.19	\$129.67	\$133.14
		Hourly	\$13.12	\$13.49	\$13.86	\$14.24	\$14.61	\$15.00	\$15.39	\$15.78	\$16.21	\$16.65
CLT	12	Annual	\$23,565.00	\$24,237.00	\$24,907.00	\$25,607.00	\$26,308.00	\$27,015.00	\$27,751.00	\$28,444.00	\$29,225.00	\$30,008.00
		Bi-Wk	\$902.88	\$928.63	\$954.30	\$981.12	\$1,007.97	\$1,035.06	\$1,063.26	\$1,089.81	\$1,119.74	\$1,149.74
		Daily	\$108.10	\$111.18	\$114.25	\$117.46	\$120.68	\$123.92	\$127.30	\$130.48	\$134.06	\$137.66
		Hourly	\$13.52	\$13.90	\$14.29	\$14.69	\$15.09	\$15.49	\$15.92	\$16.31	\$16.76	\$17.21
CLT	13	Annual	\$24,797.00	\$25,647.00	\$26,506.00	\$27,376.00	\$28,280.00	\$29,182.00	\$30,086.00	\$30,840.00	\$31,687.00	\$32,536.00
		Bi-Wk	\$950.08	\$982.65	\$1,015.56	\$1,048.89	\$1,083.53	\$1,118.09	\$1,152.73	\$1,181.61	\$1,214.07	\$1,246.60
		Daily	\$113.75	\$117.65	\$121.59	\$125.58	\$129.73	\$133.86	\$138.01	\$141.47	\$145.36	\$149.25
		Hourly	\$14.22	\$14.71	\$15.20	\$15.70	\$16.22	\$16.74	\$17.26	\$17.69	\$18.17	\$18.66
CLT	14	Annual	\$25,878.00	\$26,769.00	\$27,678.00	\$28,610.00	\$29,538.00	\$30,470.00	\$31,403.00	\$32,188.00	\$33,073.00	\$33,958.00
		Bi-Wk	\$991.50	\$1,025.64	\$1,060.46	\$1,096.17	\$1,131.73	\$1,167.44	\$1,203.19	\$1,233.26	\$1,267.17	\$1,301.08
		Daily	\$118.71	\$122.80	\$126.97	\$131.24	\$135.50	\$139.77	\$144.05	\$147.66	\$151.71	\$155.78
		Hourly	\$14.84	\$15.35	\$15.88	\$16.41	\$16.94	\$17.48	\$18.01	\$18.46	\$18.97	\$19.48
CLT	15	Annual	\$27,039.00	\$27,990.00	\$28,950.00	\$29,909.00	\$30,870.00	\$31,830.00	\$32,793.00	\$33,613.00	\$34,538.00	\$35,463.00
		Bi-Wk	\$1,035.98	\$1,072.42	\$1,109.20	\$1,145.94	\$1,182.76	\$1,219.55	\$1,256.44	\$1,287.86	\$1,323.30	\$1,358.74
		Daily	\$124.04	\$128.40	\$132.80	\$137.20	\$141.61	\$146.01	\$150.43	\$154.19	\$158.43	\$162.68
		Hourly	\$15.51	\$16.05	\$16.60	\$17.15	\$17.71	\$18.26	\$18.81	\$19.28	\$19.81	\$20.34
CLT	16	Annual	\$28,326.00	\$29,317.00	\$30,308.00	\$31,289.00	\$32,280.00	\$33,268.00	\$34,254.00	\$35,111.00	\$36,077.00	\$37,042.00
		Bi-Wk	\$1,085.29	\$1,123.26	\$1,161.23	\$1,198.82	\$1,236.79	\$1,274.64	\$1,312.42	\$1,345.25	\$1,382.27	\$1,419.24
		Daily	\$129.94	\$134.48	\$139.03	\$143.53	\$148.07	\$152.61	\$157.13	\$161.06	\$165.50	\$169.92
		Hourly	\$16.25	\$16.81	\$17.38	\$17.95	\$18.51	\$19.08	\$19.65	\$20.14	\$20.69	\$21.24

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CLT	17	Annual	\$29,709.00	\$30,726.00	\$31,738.00	\$32,762.00	\$33,773.00	\$34,787.00	\$35,808.00	\$36,703.00	\$37,712.00	\$38,720.00
		Bi-Wk	\$1,138.28	\$1,177.25	\$1,216.02	\$1,255.25	\$1,293.99	\$1,332.84	\$1,371.96	\$1,406.25	\$1,444.91	\$1,483.53
		Daily	\$136.28	\$140.95	\$145.59	\$150.29	\$154.92	\$159.58	\$164.26	\$168.37	\$172.99	\$177.62
		Hourly	\$17.04	\$17.62	\$18.20	\$18.79	\$19.37	\$19.95	\$20.54	\$21.05	\$21.63	\$22.21
CLT	18	Annual	\$31,187.00	\$32,225.00	\$33,268.00	\$34,310.00	\$35,350.00	\$36,395.00	\$37,431.00	\$38,368.00	\$39,424.00	\$40,479.00
		Bi-Wk	\$1,194.91	\$1,234.68	\$1,274.64	\$1,314.56	\$1,354.41	\$1,394.45	\$1,434.14	\$1,470.04	\$1,510.50	\$1,550.92
		Daily	\$143.06	\$147.82	\$152.61	\$157.39	\$162.16	\$166.95	\$171.71	\$176.00	\$180.85	\$185.69
		Hourly	\$17.89	\$18.48	\$19.08	\$19.68	\$20.27	\$20.87	\$21.47	\$22.00	\$22.61	\$23.22
CLT	19	Annual	\$32,700.00	\$33,773.00	\$34,846.00	\$35,920.00	\$36,994.00	\$38,059.00	\$39,134.00	\$40,111.00	\$41,214.00	\$42,318.00
		Bi-Wk	\$1,252.88	\$1,293.99	\$1,335.10	\$1,376.25	\$1,417.40	\$1,458.20	\$1,499.39	\$1,536.82	\$1,579.09	\$1,621.38
		Daily	\$150.00	\$154.92	\$159.85	\$164.78	\$169.70	\$174.59	\$179.52	\$184.00	\$189.06	\$194.12
		Hourly	\$18.75	\$19.37	\$19.99	\$20.60	\$21.22	\$21.83	\$22.44	\$23.00	\$23.64	\$24.27
CLT	20	Annual	\$34,340.00	\$35,439.00	\$36,538.00	\$37,634.00	\$38,731.00	\$39,833.00	\$40,929.00	\$41,953.00	\$43,107.00	\$44,259.00
		Bi-Wk	\$1,315.71	\$1,357.82	\$1,399.93	\$1,441.92	\$1,483.95	\$1,526.17	\$1,568.17	\$1,607.40	\$1,651.61	\$1,695.75
		Daily	\$157.53	\$162.57	\$167.61	\$172.64	\$177.67	\$182.72	\$187.75	\$192.45	\$197.74	\$203.02
		Hourly	\$19.70	\$20.33	\$20.96	\$21.58	\$22.21	\$22.84	\$23.47	\$24.06	\$24.72	\$25.38
CLT	21	Annual	\$36,015.00	\$37,142.00	\$38,269.00	\$39,401.00	\$40,527.00	\$41,658.00	\$42,783.00	\$43,854.00	\$45,060.00	\$46,265.00
		Bi-Wk	\$1,379.89	\$1,423.07	\$1,466.25	\$1,509.62	\$1,552.76	\$1,596.10	\$1,639.20	\$1,680.23	\$1,726.44	\$1,772.61
		Daily	\$165.21	\$170.38	\$175.55	\$180.74	\$185.91	\$191.09	\$196.25	\$201.17	\$206.70	\$212.23
		Hourly	\$20.66	\$21.30	\$21.95	\$22.60	\$23.24	\$23.89	\$24.54	\$25.15	\$25.84	\$26.53
CLT	22	Annual	\$36,994.00	\$38,328.00	\$39,667.00	\$41,006.00	\$42,343.00	\$43,682.00	\$45,023.00	\$46,150.00	\$47,418.00	\$48,687.00
		Bi-Wk	\$1,417.40	\$1,468.51	\$1,519.81	\$1,571.12	\$1,622.34	\$1,673.64	\$1,725.02	\$1,768.20	\$1,816.79	\$1,865.41
		Daily	\$169.70	\$175.82	\$181.96	\$188.10	\$194.23	\$200.38	\$206.53	\$211.70	\$217.51	\$223.34
		Hourly	\$21.22	\$21.98	\$22.75	\$23.52	\$24.28	\$25.05	\$25.82	\$26.47	\$27.19	\$27.92
CLT	23	Annual	\$38,723.00	\$40,115.00	\$41,507.00	\$42,902.00	\$44,300.00	\$45,694.00	\$47,089.00	\$48,268.00	\$49,593.00	\$50,921.00
		Bi-Wk	\$1,483.64	\$1,536.98	\$1,590.31	\$1,643.76	\$1,697.32	\$1,750.73	\$1,804.18	\$1,849.35	\$1,900.12	\$1,951.00
		Daily	\$177.63	\$184.02	\$190.40	\$196.80	\$203.21	\$209.61	\$216.01	\$221.41	\$227.50	\$233.59
		Hourly	\$22.21	\$23.01	\$23.80	\$24.60	\$25.41	\$26.21	\$27.01	\$27.68	\$28.44	\$29.20
CLT	24	Annual	\$40,564.00	\$42,014.00	\$43,471.00	\$44,922.00	\$46,375.00	\$47,829.00	\$49,284.00	\$50,516.00	\$51,906.00	\$53,294.00
		Bi-Wk	\$1,554.18	\$1,609.74	\$1,665.56	\$1,721.15	\$1,776.82	\$1,832.53	\$1,888.28	\$1,935.48	\$1,988.74	\$2,041.92
		Daily	\$186.08	\$192.73	\$199.41	\$206.07	\$212.73	\$219.40	\$226.08	\$231.73	\$238.10	\$244.47
		Hourly	\$23.26	\$24.10	\$24.93	\$25.76	\$26.60	\$27.43	\$28.26	\$28.97	\$29.77	\$30.56

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CLT	25	Annual	\$42,521.00	\$44,026.00	\$45,535.00	\$47,042.00	\$48,549.00	\$50,058.00	\$51,565.00	\$52,853.00	\$54,307.00	\$55,760.00
		Bi-Wk	\$1,629.16	\$1,686.82	\$1,744.64	\$1,802.38	\$1,860.12	\$1,917.94	\$1,975.68	\$2,025.02	\$2,080.73	\$2,136.40
		Daily	\$195.05	\$201.96	\$208.88	\$215.79	\$222.71	\$229.63	\$236.54	\$242.45	\$249.12	\$255.78
		Hourly	\$24.39	\$25.25	\$26.11	\$26.98	\$27.84	\$28.71	\$29.57	\$30.31	\$31.14	\$31.98
CLT	26	Annual	\$44,597.00	\$46,156.00	\$47,722.00	\$49,284.00	\$50,846.00	\$52,412.00	\$53,974.00	\$55,324.00	\$56,847.00	\$58,367.00
		Bi-Wk	\$1,708.70	\$1,768.43	\$1,828.43	\$1,888.28	\$1,948.13	\$2,008.13	\$2,067.97	\$2,119.70	\$2,178.05	\$2,236.29
		Daily	\$204.58	\$211.73	\$218.91	\$226.08	\$233.24	\$240.42	\$247.59	\$253.78	\$260.77	\$267.74
		Hourly	\$25.58	\$26.47	\$27.37	\$28.26	\$29.16	\$30.06	\$30.95	\$31.73	\$32.60	\$33.47
CLT	27	Annual	\$46,784.00	\$48,404.00	\$50,024.00	\$51,637.00	\$53,258.00	\$54,873.00	\$56,491.00	\$57,904.00	\$59,496.00	\$61,088.00
		Bi-Wk	\$1,792.50	\$1,854.56	\$1,916.63	\$1,978.43	\$2,040.54	\$2,102.42	\$2,164.41	\$2,218.55	\$2,279.55	\$2,340.54
		Daily	\$214.61	\$222.04	\$229.47	\$236.87	\$244.31	\$251.71	\$259.14	\$265.62	\$272.92	\$280.22
		Hourly	\$26.83	\$27.76	\$28.69	\$29.61	\$30.54	\$31.47	\$32.40	\$33.21	\$34.12	\$35.03
CLT	28	Annual	\$49,124.00	\$50,800.00	\$52,472.00	\$54,152.00	\$55,823.00	\$57,492.00	\$59,166.00	\$60,646.00	\$62,313.00	\$63,981.00
		Bi-Wk	\$1,882.15	\$1,946.37	\$2,010.43	\$2,074.79	\$2,138.82	\$2,202.76	\$2,266.90	\$2,323.61	\$2,387.48	\$2,451.38
		Daily	\$225.34	\$233.03	\$240.70	\$248.41	\$256.07	\$263.73	\$271.41	\$278.20	\$285.84	\$293.50
		Hourly	\$28.17	\$29.13	\$30.09	\$31.06	\$32.01	\$32.97	\$33.93	\$34.78	\$35.73	\$36.69
CLT	29	Annual	\$49,594.00	\$51,438.00	\$53,283.00	\$55,126.00	\$56,972.00	\$58,820.00	\$60,662.00	\$62,179.00	\$63,890.00	\$65,599.00
		Bi-Wk	\$1,900.16	\$1,970.81	\$2,041.50	\$2,112.11	\$2,182.84	\$2,253.64	\$2,324.22	\$2,382.34	\$2,447.90	\$2,513.38
		Daily	\$227.50	\$235.96	\$244.42	\$252.87	\$261.34	\$269.82	\$278.27	\$285.23	\$293.07	\$300.92
		Hourly	\$28.44	\$29.50	\$30.56	\$31.61	\$32.67	\$33.73	\$34.79	\$35.66	\$36.64	\$37.62
CLT	30	Annual	\$51,565.00	\$53,464.00	\$55,362.00	\$57,258.00	\$59,157.00	\$61,056.00	\$62,955.00	\$64,529.00	\$66,304.00	\$68,080.00
		Bi-Wk	\$1,975.68	\$2,048.43	\$2,121.15	\$2,193.80	\$2,266.56	\$2,339.32	\$2,412.07	\$2,472.38	\$2,540.39	\$2,608.43
		Daily	\$236.54	\$245.25	\$253.96	\$262.66	\$271.37	\$280.07	\$288.79	\$296.01	\$304.15	\$312.30
		Hourly	\$29.57	\$30.66	\$31.75	\$32.84	\$33.93	\$35.01	\$36.10	\$37.01	\$38.02	\$39.04
CLT	31	Annual	\$53,616.00	\$55,570.00	\$57,524.00	\$59,481.00	\$61,433.00	\$63,384.00	\$65,345.00	\$66,978.00	\$68,819.00	\$70,661.00
		Bi-Wk	\$2,054.26	\$2,129.12	\$2,203.99	\$2,278.97	\$2,353.76	\$2,428.51	\$2,503.64	\$2,566.21	\$2,636.75	\$2,707.32
		Daily	\$245.95	\$254.91	\$263.87	\$272.85	\$281.81	\$290.76	\$299.75	\$307.24	\$315.69	\$324.14
		Hourly	\$30.75	\$31.87	\$32.99	\$34.11	\$35.23	\$36.35	\$37.47	\$38.41	\$39.47	\$40.52
CLT	32	Annual	\$55,749.00	\$57,760.00	\$59,764.00	\$61,771.00	\$63,783.00	\$65,791.00	\$67,799.00	\$69,498.00	\$71,408.00	\$73,319.00
		Bi-Wk	\$2,135.98	\$2,213.03	\$2,289.81	\$2,366.71	\$2,443.80	\$2,520.73	\$2,597.67	\$2,662.76	\$2,735.94	\$2,809.16
		Daily	\$255.73	\$264.96	\$274.15	\$283.36	\$292.58	\$301.80	\$311.01	\$318.80	\$327.56	\$336.33
		Hourly	\$31.97	\$33.12	\$34.27	\$35.42	\$36.58	\$37.73	\$38.88	\$39.85	\$40.95	\$42.05

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/29/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	33	Annual	\$57,974.00	\$60,040.00	\$62,101.00	\$64,166.00	\$66,231.00	\$68,291.00	\$70,359.00	\$72,119.00	\$74,102.00	\$76,086.00
		Bi-Wk	\$2,221.23	\$2,300.39	\$2,379.35	\$2,458.47	\$2,537.59	\$2,616.52	\$2,695.75	\$2,763.19	\$2,839.16	\$2,915.18
		Daily	\$265.94	\$275.41	\$284.87	\$294.34	\$303.81	\$313.27	\$322.75	\$330.82	\$339.92	\$349.02
		Hourly	\$33.25	\$34.43	\$35.61	\$36.80	\$37.98	\$39.16	\$40.35	\$41.36	\$42.49	\$43.63
CLT	34	Annual	\$60,344.00	\$62,465.00	\$64,582.00	\$66,704.00	\$68,826.00	\$70,947.00	\$73,068.00	\$74,895.00	\$76,954.00	\$79,013.00
		Bi-Wk	\$2,312.04	\$2,393.30	\$2,474.41	\$2,555.71	\$2,637.02	\$2,718.28	\$2,799.55	\$2,869.55	\$2,948.43	\$3,027.32
		Daily	\$276.81	\$286.54	\$296.25	\$305.99	\$315.72	\$325.45	\$335.18	\$343.56	\$353.00	\$362.45
		Hourly	\$34.61	\$35.82	\$37.04	\$38.25	\$39.47	\$40.69	\$41.90	\$42.95	\$44.13	\$45.31
CLT	35	Annual	\$62,805.00	\$64,977.00	\$67,157.00	\$69,331.00	\$71,499.00	\$73,679.00	\$75,850.00	\$77,746.00	\$79,885.00	\$82,023.00
		Bi-Wk	\$2,406.33	\$2,489.55	\$2,573.07	\$2,656.37	\$2,739.43	\$2,822.96	\$2,906.14	\$2,978.78	\$3,060.73	\$3,142.65
		Daily	\$288.10	\$298.06	\$308.06	\$318.04	\$327.98	\$337.98	\$347.94	\$356.64	\$366.45	\$376.25
		Hourly	\$36.02	\$37.26	\$38.51	\$39.76	\$41.00	\$42.25	\$43.50	\$44.58	\$45.81	\$47.04
CLT	36	Annual	\$65,398.00	\$67,629.00	\$69,861.00	\$72,088.00	\$74,320.00	\$76,552.00	\$78,780.00	\$80,752.00	\$82,972.00	\$85,193.00
		Bi-Wk	\$2,505.68	\$2,591.15	\$2,676.67	\$2,762.00	\$2,847.51	\$2,933.03	\$3,018.40	\$3,093.95	\$3,179.01	\$3,264.10
		Daily	\$299.99	\$310.23	\$320.46	\$330.68	\$340.92	\$351.16	\$361.38	\$370.42	\$380.61	\$390.80
		Hourly	\$37.50	\$38.78	\$40.06	\$41.34	\$42.62	\$43.90	\$45.18	\$46.31	\$47.58	\$48.85
CLT	37	Annual	\$68,094.00	\$70,389.00	\$72,681.00	\$74,972.00	\$77,265.00	\$79,553.00	\$81,843.00	\$83,888.00	\$86,196.00	\$88,502.00
		Bi-Wk	\$2,608.97	\$2,696.90	\$2,784.72	\$2,872.50	\$2,960.35	\$3,048.01	\$3,135.75	\$3,214.10	\$3,302.53	\$3,390.89
		Daily	\$312.36	\$322.89	\$333.40	\$343.91	\$354.43	\$364.92	\$375.43	\$384.81	\$395.40	\$405.97
		Hourly	\$39.05	\$40.37	\$41.68	\$42.99	\$44.31	\$45.62	\$46.93	\$48.11	\$49.43	\$50.75
CLT	38	Annual	\$70,890.00	\$73,230.00	\$75,581.00	\$77,923.00	\$80,266.00	\$82,617.00	\$84,958.00	\$87,084.00	\$89,478.00	\$91,873.00
		Bi-Wk	\$2,716.10	\$2,805.75	\$2,895.83	\$2,985.56	\$3,075.33	\$3,165.41	\$3,255.10	\$3,336.56	\$3,428.28	\$3,520.04
		Daily	\$325.19	\$335.92	\$346.70	\$357.45	\$368.20	\$378.98	\$389.72	\$399.47	\$410.45	\$421.44
		Hourly	\$40.65	\$41.99	\$43.34	\$44.69	\$46.03	\$47.38	\$48.72	\$49.94	\$51.31	\$52.68
CLT	39	Annual	\$73,818.00	\$76,218.00	\$78,621.00	\$81,022.00	\$83,424.00	\$85,826.00	\$88,227.00	\$90,433.00	\$92,919.00	\$95,407.00
		Bi-Wk	\$2,828.28	\$2,920.23	\$3,012.30	\$3,104.30	\$3,196.33	\$3,288.36	\$3,380.35	\$3,464.87	\$3,560.12	\$3,655.45
		Daily	\$338.62	\$349.63	\$360.65	\$371.66	\$382.68	\$393.70	\$404.71	\$414.83	\$426.24	\$437.65
		Hourly	\$42.33	\$43.71	\$45.09	\$46.46	\$47.84	\$49.22	\$50.59	\$51.86	\$53.28	\$54.71
CLT	40	Annual	\$76,873.00	\$79,326.00	\$81,780.00	\$84,235.00	\$86,684.00	\$89,142.00	\$91,591.00	\$93,882.00	\$96,464.00	\$99,047.00
		Bi-Wk	\$2,945.33	\$3,039.32	\$3,133.34	\$3,227.40	\$3,321.23	\$3,415.41	\$3,509.24	\$3,597.02	\$3,695.94	\$3,794.91
		Daily	\$352.63	\$363.88	\$375.14	\$386.40	\$397.64	\$408.91	\$420.15	\$430.66	\$442.50	\$454.35
		Hourly	\$44.08	\$45.49	\$46.90	\$48.30	\$49.71	\$51.12	\$52.52	\$53.84	\$55.32	\$56.80

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/29/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	41	Annual	\$80,072.00	\$82,587.00	\$85,099.00	\$87,609.00	\$90,121.00	\$92,631.00	\$95,143.00	\$97,523.00	\$100,204.00	\$102,885.00
		Bi-Wk	\$3,067.90	\$3,164.26	\$3,260.50	\$3,356.67	\$3,452.92	\$3,549.09	\$3,645.33	\$3,736.52	\$3,839.24	\$3,941.96
		Daily	\$367.31	\$378.84	\$390.37	\$401.88	\$413.40	\$424.92	\$436.44	\$447.35	\$459.66	\$471.95
		Hourly	\$45.92	\$47.36	\$48.80	\$50.24	\$51.68	\$53.12	\$54.56	\$55.92	\$57.46	\$59.00
CLT	42	Annual	\$83,393.00	\$85,961.00	\$88,529.00	\$91,095.00	\$93,665.00	\$96,231.00	\$98,798.00	\$101,269.00	\$104,054.00	\$106,840.00
		Bi-Wk	\$3,195.14	\$3,293.53	\$3,391.92	\$3,490.23	\$3,588.70	\$3,687.02	\$3,785.37	\$3,880.04	\$3,986.75	\$4,093.49
		Daily	\$382.54	\$394.32	\$406.10	\$417.87	\$429.66	\$441.43	\$453.20	\$464.54	\$477.32	\$490.09
		Hourly	\$47.82	\$49.29	\$50.77	\$52.24	\$53.71	\$55.18	\$56.65	\$58.07	\$59.67	\$61.27
CLT	43	Annual	\$86,912.00	\$89,535.00	\$92,150.00	\$94,771.00	\$97,391.00	\$100,010.00	\$102,628.00	\$105,194.00	\$108,088.00	\$110,980.00
		Bi-Wk	\$3,329.97	\$3,430.46	\$3,530.66	\$3,631.08	\$3,731.46	\$3,831.81	\$3,932.11	\$4,030.43	\$4,141.31	\$4,252.11
		Daily	\$398.68	\$410.71	\$422.71	\$434.73	\$446.75	\$458.76	\$470.78	\$482.55	\$495.82	\$509.09
		Hourly	\$49.84	\$51.34	\$52.84	\$54.35	\$55.85	\$57.35	\$58.85	\$60.32	\$61.98	\$63.64