

NP-3 TEN MONTH CLT 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 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CLT | 1 | Annual | \$16,537.00 | \$16,818.00 | \$17,097.00 | \$17,378.00 | \$17,657.00 | \$17,937.00 | \$18,214.00 | \$18,669.00 | \$19,182.00 | \$19,696.00 |
| | | Bi-Wk | \$633.61 | \$644.37 | \$655.06 | \$665.83 | \$676.52 | \$687.25 | \$697.86 | \$715.29 | \$734.95 | \$754.64 |
| | | 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 |
| CLT | 2 | Annual | \$17,097.00 | \$17,378.00 | \$17,657.00 | \$17,937.00 | \$18,214.00 | \$18,495.00 | \$18,770.00 | \$19,240.00 | \$19,769.00 | \$20,299.00 |
| | | Bi-Wk | \$655.06 | \$665.83 | \$676.52 | \$687.25 | \$697.86 | \$708.63 | \$719.16 | \$737.17 | \$757.44 | \$777.74 |
| | | 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 |
| CLT | 3 | Annual | \$17,378.00 | \$17,657.00 | \$17,937.00 | \$18,214.00 | \$18,495.00 | \$18,770.00 | \$19,052.00 | \$19,529.00 | \$20,067.00 | \$20,604.00 |
| | | Bi-Wk | \$665.83 | \$676.52 | \$687.25 | \$697.86 | \$708.63 | \$719.16 | \$729.97 | \$748.24 | \$768.86 | \$789.43 |
| | | 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 |
| CLT | 4 | Annual | \$17,776.00 | \$18,115.00 | \$18,453.00 | \$18,792.00 | \$19,136.00 | \$19,473.00 | \$19,813.00 | \$20,309.00 | \$20,867.00 | \$21,426.00 |
| | | Bi-Wk | \$681.08 | \$694.07 | \$707.02 | \$720.00 | \$733.19 | \$746.10 | \$759.12 | \$778.13 | \$799.51 | \$820.92 |
| | | 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 |
| CLT | 5 | Annual | \$18,095.00 | \$18,453.00 | \$18,811.00 | \$19,169.00 | \$19,530.00 | \$19,887.00 | \$20,259.00 | \$20,763.00 | \$21,334.00 | \$21,906.00 |
| | | Bi-Wk | \$693.30 | \$707.02 | \$720.73 | \$734.45 | \$748.28 | \$761.96 | \$776.21 | \$795.52 | \$817.40 | \$839.32 |
| | | 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 |
| CLT | 6 | Annual | \$18,538.00 | \$18,895.00 | \$19,252.00 | \$19,613.00 | \$19,971.00 | \$20,349.00 | \$20,767.00 | \$21,286.00 | \$21,872.00 | \$22,457.00 |
| | | Bi-Wk | \$710.27 | \$723.95 | \$737.63 | \$751.46 | \$765.18 | \$779.66 | \$795.68 | \$815.56 | \$838.01 | \$860.43 |
| | | 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 |
| CLT | 7 | Annual | \$19,224.00 | \$19,754.00 | \$20,285.00 | \$20,816.00 | \$21,346.00 | \$21,874.00 | \$22,404.00 | \$22,967.00 | \$23,597.00 | \$24,229.00 |
| | | Bi-Wk | \$736.56 | \$756.86 | \$777.21 | \$797.55 | \$817.86 | \$838.09 | \$858.40 | \$879.97 | \$904.10 | \$928.32 |
| | | 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 |
| CLT | 8 | Annual | \$19,971.00 | \$20,440.00 | \$20,966.00 | \$21,505.00 | \$22,040.00 | \$22,579.00 | \$23,118.00 | \$23,697.00 | \$24,348.00 | \$25,000.00 |
| | | Bi-Wk | \$765.18 | \$783.15 | \$803.30 | \$823.95 | \$844.45 | \$865.10 | \$885.75 | \$907.94 | \$932.88 | \$957.86 |
| | | 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 |
| CLT | 9 | Annual | \$20,459.00 | \$21,009.00 | \$21,570.00 | \$22,133.00 | \$22,695.00 | \$23,251.00 | \$23,819.00 | \$24,414.00 | \$25,086.00 | \$25,756.00 |
| | | Bi-Wk | \$783.87 | \$804.95 | \$826.44 | \$848.01 | \$869.55 | \$890.85 | \$912.61 | \$935.41 | \$961.15 | \$986.82 |
| | | 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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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CLT | 10 | Annual | \$21,058.00 | \$21,643.00 | \$22,228.00 | \$22,817.00 | \$23,404.00 | \$24,002.00 | \$24,618.00 | \$25,233.00 | \$25,926.00 | \$26,620.00 |
| | | Bi-Wk | \$806.82 | \$829.24 | \$851.65 | \$874.22 | \$896.71 | \$919.62 | \$943.22 | \$966.79 | \$993.34 | \$1,019.93 |
| | | 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 |
| CLT | 11 | Annual | \$21,670.00 | \$22,283.00 | \$22,895.00 | \$23,509.00 | \$24,135.00 | \$24,777.00 | \$25,421.00 | \$26,058.00 | \$26,775.00 | \$27,492.00 |
| | | Bi-Wk | \$830.27 | \$853.76 | \$877.21 | \$900.73 | \$924.72 | \$949.32 | \$973.99 | \$998.40 | \$1,025.87 | \$1,053.34 |
| | | 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 |
| CLT | 12 | Annual | \$22,321.00 | \$22,957.00 | \$23,592.00 | \$24,255.00 | \$24,919.00 | \$25,589.00 | \$26,286.00 | \$26,942.00 | \$27,682.00 | \$28,425.00 |
| | | Bi-Wk | \$855.22 | \$879.58 | \$903.91 | \$929.32 | \$954.76 | \$980.43 | \$1,007.13 | \$1,032.27 | \$1,060.62 | \$1,089.09 |
| | | 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 |
| CLT | 13 | Annual | \$23,489.00 | \$24,293.00 | \$25,106.00 | \$25,931.00 | \$26,787.00 | \$27,641.00 | \$28,498.00 | \$29,212.00 | \$30,015.00 | \$30,819.00 |
| | | Bi-Wk | \$899.97 | \$930.77 | \$961.92 | \$993.53 | \$1,026.33 | \$1,059.05 | \$1,091.88 | \$1,119.24 | \$1,150.00 | \$1,180.81 |
| | | 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 |
| CLT | 14 | Annual | \$24,513.00 | \$25,356.00 | \$26,217.00 | \$27,100.00 | \$27,980.00 | \$28,861.00 | \$29,745.00 | \$30,489.00 | \$31,327.00 | \$32,166.00 |
| | | Bi-Wk | \$939.20 | \$971.50 | \$1,004.49 | \$1,038.32 | \$1,072.04 | \$1,105.79 | \$1,139.66 | \$1,168.17 | \$1,200.27 | \$1,232.42 |
| | | 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 |
| CLT | 15 | Annual | \$25,612.00 | \$26,512.00 | \$27,422.00 | \$28,330.00 | \$29,241.00 | \$30,150.00 | \$31,063.00 | \$31,839.00 | \$32,715.00 | \$33,591.00 |
| | | Bi-Wk | \$981.31 | \$1,015.79 | \$1,050.66 | \$1,085.45 | \$1,120.35 | \$1,155.18 | \$1,190.16 | \$1,219.89 | \$1,253.45 | \$1,287.02 |
| | | 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 |
| CLT | 16 | Annual | \$26,831.00 | \$27,770.00 | \$28,708.00 | \$29,638.00 | \$30,576.00 | \$31,512.00 | \$32,447.00 | \$33,258.00 | \$34,173.00 | \$35,087.00 |
| | | Bi-Wk | \$1,028.01 | \$1,063.99 | \$1,099.93 | \$1,135.56 | \$1,171.50 | \$1,207.36 | \$1,243.19 | \$1,274.26 | \$1,309.32 | \$1,344.33 |
| | | 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 |
| CLT | 17 | Annual | \$28,141.00 | \$29,105.00 | \$30,064.00 | \$31,033.00 | \$31,991.00 | \$32,951.00 | \$33,917.00 | \$34,766.00 | \$35,722.00 | \$36,676.00 |
| | | Bi-Wk | \$1,078.20 | \$1,115.14 | \$1,151.88 | \$1,189.01 | \$1,225.71 | \$1,262.50 | \$1,299.51 | \$1,332.04 | \$1,368.66 | \$1,405.22 |
| | | 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 |
| CLT | 18 | Annual | \$29,541.00 | \$30,525.00 | \$31,512.00 | \$32,498.00 | \$33,484.00 | \$34,474.00 | \$35,456.00 | \$36,343.00 | \$37,343.00 | \$38,343.00 |
| | | Bi-Wk | \$1,131.84 | \$1,169.55 | \$1,207.36 | \$1,245.14 | \$1,282.92 | \$1,320.85 | \$1,358.47 | \$1,392.46 | \$1,430.77 | \$1,469.09 |
| | | 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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| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CLT | 19 | Annual | \$30,975.00 | \$31,991.00 | \$33,007.00 | \$34,024.00 | \$35,041.00 | \$36,051.00 | \$37,069.00 | \$37,994.00 | \$39,039.00 | \$40,084.00 |
| | | Bi-Wk | \$1,186.79 | \$1,225.71 | \$1,264.64 | \$1,303.61 | \$1,342.57 | \$1,381.27 | \$1,420.27 | \$1,455.71 | \$1,495.75 | \$1,535.79 |
| | | 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 |
| CLT | 20 | Annual | \$32,528.00 | \$33,569.00 | \$34,610.00 | \$35,648.00 | \$36,686.00 | \$37,730.00 | \$38,768.00 | \$39,738.00 | \$40,832.00 | \$41,923.00 |
| | | Bi-Wk | \$1,246.29 | \$1,286.17 | \$1,326.06 | \$1,365.83 | \$1,405.60 | \$1,445.60 | \$1,485.37 | \$1,522.53 | \$1,564.45 | \$1,606.25 |
| | | 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 |
| CLT | 21 | Annual | \$34,114.00 | \$35,182.00 | \$36,249.00 | \$37,321.00 | \$38,388.00 | \$39,459.00 | \$40,524.00 | \$41,539.00 | \$42,682.00 | \$43,823.00 |
| | | Bi-Wk | \$1,307.05 | \$1,347.97 | \$1,388.86 | \$1,429.93 | \$1,470.81 | \$1,511.84 | \$1,552.65 | \$1,591.54 | \$1,635.33 | \$1,679.05 |
| | | 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 |
| CLT | 22 | Annual | \$35,041.00 | \$36,305.00 | \$37,574.00 | \$38,841.00 | \$40,107.00 | \$41,376.00 | \$42,647.00 | \$43,714.00 | \$44,915.00 | \$46,117.00 |
| | | Bi-Wk | \$1,342.57 | \$1,391.00 | \$1,439.62 | \$1,488.17 | \$1,536.67 | \$1,585.29 | \$1,633.99 | \$1,674.87 | \$1,720.89 | \$1,766.94 |
| | | 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 |
| CLT | 23 | Annual | \$36,679.00 | \$37,998.00 | \$39,317.00 | \$40,638.00 | \$41,962.00 | \$43,282.00 | \$44,604.00 | \$45,720.00 | \$46,977.00 | \$48,234.00 |
| | | Bi-Wk | \$1,405.33 | \$1,455.87 | \$1,506.40 | \$1,557.02 | \$1,607.74 | \$1,658.32 | \$1,708.97 | \$1,751.73 | \$1,799.89 | \$1,848.05 |
| | | 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 |
| CLT | 24 | Annual | \$38,423.00 | \$39,798.00 | \$41,177.00 | \$42,551.00 | \$43,928.00 | \$45,305.00 | \$46,683.00 | \$47,850.00 | \$49,167.00 | \$50,482.00 |
| | | Bi-Wk | \$1,472.15 | \$1,524.83 | \$1,577.67 | \$1,630.31 | \$1,683.07 | \$1,735.83 | \$1,788.63 | \$1,833.34 | \$1,883.80 | \$1,934.18 |
| | | 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 |
| CLT | 25 | Annual | \$40,277.00 | \$41,702.00 | \$43,132.00 | \$44,559.00 | \$45,987.00 | \$47,416.00 | \$48,843.00 | \$50,064.00 | \$51,441.00 | \$52,817.00 |
| | | Bi-Wk | \$1,543.19 | \$1,597.78 | \$1,652.57 | \$1,707.25 | \$1,761.96 | \$1,816.71 | \$1,871.38 | \$1,918.17 | \$1,970.92 | \$2,023.64 |
| | | 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 |
| CLT | 26 | Annual | \$42,243.00 | \$43,720.00 | \$45,203.00 | \$46,683.00 | \$48,163.00 | \$49,646.00 | \$51,125.00 | \$52,405.00 | \$53,846.00 | \$55,286.00 |
| | | Bi-Wk | \$1,618.51 | \$1,675.10 | \$1,731.92 | \$1,788.63 | \$1,845.33 | \$1,902.15 | \$1,958.82 | \$2,007.86 | \$2,063.07 | \$2,118.24 |
| | | 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 |
| CLT | 27 | Annual | \$44,315.00 | \$45,850.00 | \$47,384.00 | \$48,912.00 | \$50,448.00 | \$51,977.00 | \$53,509.00 | \$54,848.00 | \$56,356.00 | \$57,864.00 |
| | | Bi-Wk | \$1,697.90 | \$1,756.71 | \$1,815.48 | \$1,874.03 | \$1,932.88 | \$1,991.46 | \$2,050.16 | \$2,101.46 | \$2,159.24 | \$2,217.02 |
| | | 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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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CLT | 28 | Annual | \$46,531.00 | \$48,119.00 | \$49,702.00 | \$51,294.00 | \$52,876.00 | \$54,458.00 | \$56,044.00 | \$57,446.00 | \$59,024.00 | \$60,604.00 |
| | | Bi-Wk | \$1,782.80 | \$1,843.64 | \$1,904.30 | \$1,965.29 | \$2,025.91 | \$2,086.52 | \$2,147.28 | \$2,201.00 | \$2,261.46 | \$2,322.00 |
| | | 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 |
| CLT | 29 | Annual | \$46,977.00 | \$48,723.00 | \$50,470.00 | \$52,217.00 | \$53,965.00 | \$55,715.00 | \$57,461.00 | \$58,897.00 | \$60,518.00 | \$62,138.00 |
| | | Bi-Wk | \$1,799.89 | \$1,866.79 | \$1,933.72 | \$2,000.66 | \$2,067.63 | \$2,134.68 | \$2,201.58 | \$2,256.60 | \$2,318.70 | \$2,380.77 |
| | | 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 |
| CLT | 30 | Annual | \$48,843.00 | \$50,642.00 | \$52,440.00 | \$54,237.00 | \$56,035.00 | \$57,834.00 | \$59,633.00 | \$61,124.00 | \$62,805.00 | \$64,487.00 |
| | | Bi-Wk | \$1,871.38 | \$1,940.31 | \$2,009.20 | \$2,078.05 | \$2,146.94 | \$2,215.87 | \$2,284.79 | \$2,341.92 | \$2,406.33 | \$2,470.77 |
| | | 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 |
| CLT | 31 | Annual | \$50,786.00 | \$52,637.00 | \$54,489.00 | \$56,341.00 | \$58,191.00 | \$60,039.00 | \$61,897.00 | \$63,444.00 | \$65,188.00 | \$66,932.00 |
| | | Bi-Wk | \$1,945.83 | \$2,016.75 | \$2,087.71 | \$2,158.66 | \$2,229.55 | \$2,300.35 | \$2,371.54 | \$2,430.81 | \$2,497.63 | \$2,564.45 |
| | | 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 |
| CLT | 32 | Annual | \$52,807.00 | \$54,711.00 | \$56,610.00 | \$58,511.00 | \$60,417.00 | \$62,319.00 | \$64,222.00 | \$65,831.00 | \$67,640.00 | \$69,451.00 |
| | | Bi-Wk | \$2,023.26 | \$2,096.21 | \$2,168.97 | \$2,241.81 | \$2,314.83 | \$2,387.71 | \$2,460.62 | \$2,522.27 | \$2,591.58 | \$2,660.96 |
| | | 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 |
| CLT | 33 | Annual | \$54,915.00 | \$56,872.00 | \$58,824.00 | \$60,780.00 | \$62,735.00 | \$64,688.00 | \$66,647.00 | \$68,314.00 | \$70,191.00 | \$72,071.00 |
| | | Bi-Wk | \$2,104.03 | \$2,179.01 | \$2,253.80 | \$2,328.74 | \$2,403.64 | \$2,478.47 | \$2,553.53 | \$2,617.40 | \$2,689.32 | \$2,761.35 |
| | | 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 |
| CLT | 34 | Annual | \$57,159.00 | \$59,169.00 | \$61,174.00 | \$63,185.00 | \$65,193.00 | \$67,202.00 | \$69,212.00 | \$70,942.00 | \$72,894.00 | \$74,844.00 |
| | | Bi-Wk | \$2,190.00 | \$2,267.02 | \$2,343.84 | \$2,420.89 | \$2,497.82 | \$2,574.79 | \$2,651.81 | \$2,718.09 | \$2,792.88 | \$2,867.59 |
| | | 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 |
| CLT | 35 | Annual | \$59,490.00 | \$61,548.00 | \$63,613.00 | \$65,673.00 | \$67,726.00 | \$69,791.00 | \$71,848.00 | \$73,644.00 | \$75,669.00 | \$77,695.00 |
| | | Bi-Wk | \$2,279.32 | \$2,358.17 | \$2,437.28 | \$2,516.21 | \$2,594.87 | \$2,673.99 | \$2,752.80 | \$2,821.61 | \$2,899.20 | \$2,976.82 |
| | | 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 |
| CLT | 36 | Annual | \$61,947.00 | \$64,060.00 | \$66,174.00 | \$68,284.00 | \$70,399.00 | \$72,512.00 | \$74,623.00 | \$76,490.00 | \$78,593.00 | \$80,697.00 |
| | | Bi-Wk | \$2,373.45 | \$2,454.41 | \$2,535.41 | \$2,616.25 | \$2,697.28 | \$2,778.24 | \$2,859.12 | \$2,930.66 | \$3,011.23 | \$3,091.84 |
| | | 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 TEN MONTH CLT 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 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|
| CLT | 37 | Annual | \$64,501.00 | \$66,674.00 | \$68,845.00 | \$71,016.00 | \$73,188.00 | \$75,355.00 | \$77,524.00 | \$79,461.00 | \$81,647.00 | \$83,831.00 |
| | | Bi-Wk | \$2,471.31 | \$2,554.56 | \$2,637.74 | \$2,720.92 | \$2,804.14 | \$2,887.17 | \$2,970.27 | \$3,044.49 | \$3,128.24 | \$3,211.92 |
| | | 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 |
| CLT | 38 | Annual | \$67,149.00 | \$69,366.00 | \$71,592.00 | \$73,811.00 | \$76,031.00 | \$78,257.00 | \$80,475.00 | \$82,489.00 | \$84,757.00 | \$87,025.00 |
| | | Bi-Wk | \$2,572.76 | \$2,657.71 | \$2,742.99 | \$2,828.01 | \$2,913.07 | \$2,998.36 | \$3,083.34 | \$3,160.50 | \$3,247.40 | \$3,334.30 |
| | | 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 |
| CLT | 39 | Annual | \$69,923.00 | \$72,196.00 | \$74,471.00 | \$76,747.00 | \$79,022.00 | \$81,297.00 | \$83,571.00 | \$85,660.00 | \$88,017.00 | \$90,373.00 |
| | | Bi-Wk | \$2,679.05 | \$2,766.14 | \$2,853.30 | \$2,940.50 | \$3,027.67 | \$3,114.83 | \$3,201.96 | \$3,282.00 | \$3,372.30 | \$3,462.57 |
| | | 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 |
| CLT | 40 | Annual | \$72,816.00 | \$75,140.00 | \$77,465.00 | \$79,789.00 | \$82,110.00 | \$84,438.00 | \$86,758.00 | \$88,929.00 | \$91,374.00 | \$93,820.00 |
| | | Bi-Wk | \$2,789.89 | \$2,878.93 | \$2,968.01 | \$3,057.05 | \$3,145.98 | \$3,235.18 | \$3,324.07 | \$3,407.25 | \$3,500.92 | \$3,594.64 |
| | | 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 |
| CLT | 41 | Annual | \$75,847.00 | \$78,229.00 | \$80,608.00 | \$82,986.00 | \$85,365.00 | \$87,743.00 | \$90,123.00 | \$92,377.00 | \$94,917.00 | \$97,456.00 |
| | | Bi-Wk | \$2,906.02 | \$2,997.28 | \$3,088.43 | \$3,179.55 | \$3,270.69 | \$3,361.81 | \$3,452.99 | \$3,539.35 | \$3,636.67 | \$3,733.95 |
| | | 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 |
| CLT | 42 | Annual | \$78,993.00 | \$81,425.00 | \$83,858.00 | \$86,288.00 | \$88,722.00 | \$91,153.00 | \$93,585.00 | \$95,926.00 | \$98,563.00 | \$101,202.00 |
| | | Bi-Wk | \$3,026.56 | \$3,119.74 | \$3,212.96 | \$3,306.06 | \$3,399.32 | \$3,492.46 | \$3,585.64 | \$3,675.33 | \$3,776.37 | \$3,877.48 |
| | | 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 |
| CLT | 43 | Annual | \$82,326.00 | \$84,811.00 | \$87,287.00 | \$89,771.00 | \$92,252.00 | \$94,732.00 | \$97,213.00 | \$99,644.00 | \$102,384.00 | \$105,123.00 |
| | | Bi-Wk | \$3,154.26 | \$3,249.47 | \$3,344.33 | \$3,439.51 | \$3,534.56 | \$3,629.58 | \$3,724.64 | \$3,817.78 | \$3,922.76 | \$4,027.71 |
| | | 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 |

Note: The Daily and Hourly rates used are those for twelve month positions. The ten month annuals and bi-weeklys cannot be used in determining these amounts.