

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

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	\$16,868.00	\$17,155.00	\$17,440.00	\$17,726.00	\$18,010.00	\$18,296.00	\$18,579.00	\$19,043.00	\$19,566.00	\$20,090.00
		Bi-Wk	\$646.29	\$657.28	\$668.20	\$679.16	\$690.04	\$701.00	\$711.84	\$729.62	\$749.66	\$769.74
		Daily	\$77.38	\$78.69	\$80.00	\$81.32	\$82.62	\$83.93	\$85.23	\$87.36	\$89.76	\$92.16
		Hourly	\$9.68	\$9.84	\$10.00	\$10.17	\$10.33	\$10.50	\$10.66	\$10.92	\$11.22	\$11.52
CLT	2	Annual	\$17,440.00	\$17,726.00	\$18,010.00	\$18,296.00	\$18,579.00	\$18,865.00	\$19,146.00	\$19,625.00	\$20,165.00	\$20,705.00
		Bi-Wk	\$668.20	\$679.16	\$690.04	\$701.00	\$711.84	\$722.80	\$733.57	\$751.92	\$772.61	\$793.30
		Daily	\$80.00	\$81.32	\$82.62	\$83.93	\$85.23	\$86.54	\$87.83	\$90.02	\$92.50	\$94.98
		Hourly	\$10.00	\$10.17	\$10.33	\$10.50	\$10.66	\$10.82	\$10.98	\$11.26	\$11.57	\$11.88
CLT	3	Annual	\$17,726.00	\$18,010.00	\$18,296.00	\$18,579.00	\$18,865.00	\$19,146.00	\$19,433.00	\$19,920.00	\$20,468.00	\$21,016.00
		Bi-Wk	\$679.16	\$690.04	\$701.00	\$711.84	\$722.80	\$733.57	\$744.56	\$763.22	\$784.22	\$805.22
		Daily	\$81.32	\$82.62	\$83.93	\$85.23	\$86.54	\$87.83	\$89.15	\$91.38	\$93.89	\$96.41
		Hourly	\$10.17	\$10.33	\$10.50	\$10.66	\$10.82	\$10.98	\$11.15	\$11.43	\$11.74	\$12.06
CLT	4	Annual	\$18,132.00	\$18,477.00	\$18,822.00	\$19,168.00	\$19,519.00	\$19,863.00	\$20,210.00	\$20,716.00	\$21,284.00	\$21,856.00
		Bi-Wk	\$694.72	\$707.94	\$721.15	\$734.41	\$747.86	\$761.04	\$774.33	\$793.72	\$815.48	\$837.40
		Daily	\$83.18	\$84.76	\$86.34	\$87.93	\$89.54	\$91.12	\$92.71	\$95.03	\$97.64	\$100.26
		Hourly	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20	\$11.39	\$11.59	\$11.88	\$12.21	\$12.54
CLT	5	Annual	\$18,458.00	\$18,822.00	\$19,188.00	\$19,552.00	\$19,921.00	\$20,285.00	\$20,665.00	\$21,179.00	\$21,761.00	\$22,344.00
		Bi-Wk	\$707.21	\$721.15	\$735.18	\$749.12	\$763.26	\$777.21	\$791.77	\$811.46	\$833.76	\$856.10
		Daily	\$84.67	\$86.34	\$88.02	\$89.69	\$91.38	\$93.05	\$94.79	\$97.15	\$99.82	\$102.50
		Hourly	\$10.59	\$10.80	\$11.01	\$11.22	\$11.43	\$11.64	\$11.85	\$12.15	\$12.48	\$12.82
CLT	6	Annual	\$18,909.00	\$19,273.00	\$19,637.00	\$20,006.00	\$20,371.00	\$20,756.00	\$21,183.00	\$21,712.00	\$22,310.00	\$22,906.00
		Bi-Wk	\$724.49	\$738.43	\$752.38	\$766.52	\$780.50	\$795.25	\$811.61	\$831.88	\$854.79	\$877.63
		Daily	\$86.74	\$88.41	\$90.08	\$91.77	\$93.45	\$95.22	\$97.17	\$99.60	\$102.34	\$105.08
		Hourly	\$10.85	\$11.06	\$11.26	\$11.48	\$11.69	\$11.91	\$12.15	\$12.45	\$12.80	\$13.14
CLT	7	Annual	\$19,609.00	\$20,149.00	\$20,690.00	\$21,233.00	\$21,774.00	\$22,312.00	\$22,853.00	\$23,426.00	\$24,070.00	\$24,714.00
		Bi-Wk	\$751.31	\$772.00	\$792.73	\$813.53	\$834.26	\$854.87	\$875.60	\$897.55	\$922.23	\$946.90
		Daily	\$89.95	\$92.43	\$94.91	\$97.40	\$99.88	\$102.35	\$104.83	\$107.46	\$110.41	\$113.37
		Hourly	\$11.25	\$11.56	\$11.87	\$12.18	\$12.49	\$12.80	\$13.11	\$13.44	\$13.81	\$14.18
CLT	8	Annual	\$20,371.00	\$20,849.00	\$21,386.00	\$21,935.00	\$22,481.00	\$23,031.00	\$23,580.00	\$24,171.00	\$24,835.00	\$25,500.00
		Bi-Wk	\$780.50	\$798.82	\$819.39	\$840.43	\$861.35	\$882.42	\$903.45	\$926.10	\$951.54	\$977.02
		Daily	\$93.45	\$95.64	\$98.10	\$100.62	\$103.13	\$105.65	\$108.17	\$110.88	\$113.92	\$116.97
		Hourly	\$11.69	\$11.96	\$12.27	\$12.58	\$12.90	\$13.21	\$13.53	\$13.86	\$14.24	\$14.63
CLT	9	Annual	\$20,868.00	\$21,430.00	\$22,002.00	\$22,576.00	\$23,149.00	\$23,717.00	\$24,296.00	\$24,903.00	\$25,588.00	\$26,272.00
		Bi-Wk	\$799.55	\$821.08	\$842.99	\$864.99	\$886.94	\$908.70	\$930.89	\$954.14	\$980.39	\$1,006.60
		Daily	\$95.73	\$98.30	\$100.93	\$103.56	\$106.19	\$108.79	\$111.45	\$114.23	\$117.38	\$120.51
		Hourly	\$11.97	\$12.29	\$12.62	\$12.95	\$13.28	\$13.60	\$13.94	\$14.28	\$14.68	\$15.07

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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	10	Annual	\$21,480.00	\$22,077.00	\$22,673.00	\$23,274.00	\$23,873.00	\$24,482.00	\$25,111.00	\$25,739.00	\$26,444.00	\$27,153.00
		Bi-Wk	\$822.99	\$845.87	\$868.70	\$891.73	\$914.68	\$938.01	\$962.11	\$986.17	\$1,013.19	\$1,040.35
		Daily	\$98.53	\$101.27	\$104.01	\$106.76	\$109.51	\$112.31	\$115.19	\$118.07	\$121.31	\$124.56
		Hourly	\$12.32	\$12.66	\$13.01	\$13.35	\$13.69	\$14.04	\$14.40	\$14.76	\$15.17	\$15.57
CLT	11	Annual	\$22,104.00	\$22,729.00	\$23,353.00	\$23,979.00	\$24,618.00	\$25,273.00	\$25,930.00	\$26,579.00	\$27,311.00	\$28,042.00
		Bi-Wk	\$846.90	\$870.85	\$894.76	\$918.74	\$943.22	\$968.32	\$993.49	\$1,018.36	\$1,046.40	\$1,074.41
		Daily	\$101.40	\$104.27	\$107.13	\$110.00	\$112.93	\$115.94	\$118.95	\$121.92	\$125.28	\$128.64
		Hourly	\$12.68	\$13.04	\$13.40	\$13.75	\$14.12	\$14.50	\$14.87	\$15.24	\$15.66	\$16.08
CLT	12	Annual	\$22,768.00	\$23,417.00	\$24,064.00	\$24,741.00	\$25,418.00	\$26,101.00	\$26,812.00	\$27,482.00	\$28,236.00	\$28,994.00
		Bi-Wk	\$872.34	\$897.21	\$922.00	\$947.94	\$973.87	\$1,000.04	\$1,027.28	\$1,052.96	\$1,081.84	\$1,110.89
		Daily	\$104.44	\$107.42	\$110.39	\$113.49	\$116.60	\$119.73	\$122.99	\$126.07	\$129.53	\$133.00
		Hourly	\$13.06	\$13.43	\$13.80	\$14.19	\$14.58	\$14.97	\$15.38	\$15.76	\$16.20	\$16.63
CLT	13	Annual	\$23,959.00	\$24,779.00	\$25,609.00	\$26,449.00	\$27,323.00	\$28,194.00	\$29,068.00	\$29,797.00	\$30,616.00	\$31,435.00
		Bi-Wk	\$917.97	\$949.39	\$981.19	\$1,013.38	\$1,046.86	\$1,080.23	\$1,113.72	\$1,141.65	\$1,173.03	\$1,204.41
		Daily	\$109.91	\$113.67	\$117.48	\$121.33	\$125.34	\$129.33	\$133.34	\$136.69	\$140.44	\$144.20
		Hourly	\$13.74	\$14.21	\$14.69	\$15.17	\$15.67	\$16.17	\$16.67	\$17.09	\$17.56	\$18.03
CLT	14	Annual	\$25,003.00	\$25,864.00	\$26,742.00	\$27,642.00	\$28,539.00	\$29,439.00	\$30,341.00	\$31,099.00	\$31,955.00	\$32,810.00
		Bi-Wk	\$957.97	\$990.96	\$1,024.60	\$1,059.09	\$1,093.45	\$1,127.94	\$1,162.50	\$1,191.54	\$1,224.33	\$1,257.09
		Daily	\$114.69	\$118.64	\$122.67	\$126.80	\$130.92	\$135.04	\$139.18	\$142.66	\$146.58	\$150.51
		Hourly	\$14.34	\$14.83	\$15.34	\$15.85	\$16.37	\$16.88	\$17.40	\$17.84	\$18.33	\$18.82
CLT	15	Annual	\$26,125.00	\$27,043.00	\$27,970.00	\$28,898.00	\$29,826.00	\$30,754.00	\$31,684.00	\$32,477.00	\$33,370.00	\$34,263.00
		Bi-Wk	\$1,000.96	\$1,036.14	\$1,071.65	\$1,107.21	\$1,142.76	\$1,178.32	\$1,213.95	\$1,244.33	\$1,278.55	\$1,312.76
		Daily	\$119.84	\$124.05	\$128.31	\$132.56	\$136.82	\$141.07	\$145.34	\$148.98	\$153.07	\$157.17
		Hourly	\$14.98	\$15.51	\$16.04	\$16.57	\$17.11	\$17.64	\$18.17	\$18.63	\$19.14	\$19.65
CLT	16	Annual	\$27,368.00	\$28,325.00	\$29,283.00	\$30,231.00	\$31,188.00	\$32,143.00	\$33,096.00	\$33,923.00	\$34,857.00	\$35,789.00
		Bi-Wk	\$1,048.59	\$1,085.25	\$1,121.96	\$1,158.28	\$1,194.95	\$1,231.54	\$1,268.05	\$1,299.74	\$1,335.52	\$1,371.23
		Daily	\$125.55	\$129.94	\$134.33	\$138.68	\$143.07	\$147.45	\$151.82	\$155.61	\$159.90	\$164.17
		Hourly	\$15.70	\$16.25	\$16.80	\$17.34	\$17.89	\$18.44	\$18.98	\$19.46	\$19.99	\$20.53
CLT	17	Annual	\$28,704.00	\$29,687.00	\$30,665.00	\$31,654.00	\$32,630.00	\$33,610.00	\$34,597.00	\$35,462.00	\$36,437.00	\$37,410.00
		Bi-Wk	\$1,099.78	\$1,137.44	\$1,174.91	\$1,212.80	\$1,250.20	\$1,287.74	\$1,325.56	\$1,358.70	\$1,396.06	\$1,433.34
		Daily	\$131.67	\$136.18	\$140.67	\$145.20	\$149.68	\$154.18	\$158.70	\$162.67	\$167.14	\$171.61
		Hourly	\$16.46	\$17.03	\$17.59	\$18.15	\$18.71	\$19.28	\$19.84	\$20.34	\$20.90	\$21.46
CLT	18	Annual	\$30,132.00	\$31,135.00	\$32,143.00	\$33,149.00	\$34,154.00	\$35,164.00	\$36,165.00	\$37,071.00	\$38,090.00	\$39,110.00
		Bi-Wk	\$1,154.49	\$1,192.92	\$1,231.54	\$1,270.08	\$1,308.59	\$1,347.28	\$1,385.64	\$1,420.35	\$1,459.39	\$1,498.47
		Daily	\$138.22	\$142.82	\$147.45	\$152.06	\$156.67	\$161.30	\$165.90	\$170.05	\$174.73	\$179.41
		Hourly	\$17.28	\$17.86	\$18.44	\$19.01	\$19.59	\$20.17	\$20.74	\$21.26	\$21.85	\$22.43

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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	\$31,595.00	\$32,630.00	\$33,668.00	\$34,705.00	\$35,742.00	\$36,772.00	\$37,811.00	\$38,754.00	\$39,820.00	\$40,886.00
		Bi-Wk	\$1,210.54	\$1,250.20	\$1,289.97	\$1,329.70	\$1,369.43	\$1,408.89	\$1,448.70	\$1,484.83	\$1,525.68	\$1,566.52
		Daily	\$144.93	\$149.68	\$154.44	\$159.20	\$163.96	\$168.68	\$173.45	\$177.78	\$182.66	\$187.55
		Hourly	\$18.12	\$18.71	\$19.31	\$19.90	\$20.50	\$21.09	\$21.69	\$22.23	\$22.84	\$23.45
CLT	20	Annual	\$33,178.00	\$34,241.00	\$35,302.00	\$36,361.00	\$37,420.00	\$38,485.00	\$39,544.00	\$40,533.00	\$41,649.00	\$42,762.00
		Bi-Wk	\$1,271.19	\$1,311.92	\$1,352.57	\$1,393.15	\$1,433.72	\$1,474.53	\$1,515.10	\$1,552.99	\$1,595.75	\$1,638.40
		Daily	\$152.20	\$157.07	\$161.94	\$166.80	\$171.66	\$176.54	\$181.40	\$185.94	\$191.05	\$196.16
		Hourly	\$19.03	\$19.64	\$20.25	\$20.85	\$21.46	\$22.07	\$22.68	\$23.25	\$23.89	\$24.52
CLT	21	Annual	\$34,796.00	\$35,886.00	\$36,974.00	\$38,068.00	\$39,156.00	\$40,249.00	\$41,335.00	\$42,370.00	\$43,535.00	\$44,700.00
		Bi-Wk	\$1,333.19	\$1,374.95	\$1,416.63	\$1,458.55	\$1,500.23	\$1,542.11	\$1,583.72	\$1,623.38	\$1,668.01	\$1,712.65
		Daily	\$159.62	\$164.62	\$169.61	\$174.63	\$179.62	\$184.63	\$189.61	\$194.36	\$199.71	\$205.05
		Hourly	\$19.96	\$20.58	\$21.21	\$21.83	\$22.46	\$23.08	\$23.71	\$24.30	\$24.97	\$25.64
CLT	22	Annual	\$35,742.00	\$37,032.00	\$38,326.00	\$39,619.00	\$40,910.00	\$42,204.00	\$43,500.00	\$44,589.00	\$45,814.00	\$47,040.00
		Bi-Wk	\$1,369.43	\$1,418.86	\$1,468.43	\$1,517.97	\$1,567.44	\$1,617.02	\$1,666.67	\$1,708.40	\$1,755.33	\$1,802.30
		Daily	\$163.96	\$169.87	\$175.81	\$181.74	\$187.66	\$193.60	\$199.55	\$204.54	\$210.16	\$215.78
		Hourly	\$20.50	\$21.24	\$21.98	\$22.72	\$23.46	\$24.20	\$24.95	\$25.57	\$26.27	\$26.98
CLT	23	Annual	\$37,413.00	\$38,758.00	\$40,103.00	\$41,451.00	\$42,801.00	\$44,148.00	\$45,497.00	\$46,635.00	\$47,916.00	\$49,199.00
		Bi-Wk	\$1,433.45	\$1,484.99	\$1,536.52	\$1,588.17	\$1,639.89	\$1,691.50	\$1,743.19	\$1,786.79	\$1,835.87	\$1,885.02
		Daily	\$171.62	\$177.79	\$183.96	\$190.15	\$196.34	\$202.52	\$208.70	\$213.92	\$219.80	\$225.69
		Hourly	\$21.46	\$22.23	\$23.00	\$23.77	\$24.55	\$25.32	\$26.09	\$26.74	\$27.48	\$28.22
CLT	24	Annual	\$39,192.00	\$40,594.00	\$42,001.00	\$43,403.00	\$44,807.00	\$46,211.00	\$47,617.00	\$48,807.00	\$50,151.00	\$51,492.00
		Bi-Wk	\$1,501.61	\$1,555.33	\$1,609.24	\$1,662.96	\$1,716.75	\$1,770.54	\$1,824.41	\$1,870.00	\$1,921.50	\$1,972.88
		Daily	\$179.78	\$186.21	\$192.67	\$199.10	\$205.54	\$211.98	\$218.43	\$223.89	\$230.05	\$236.20
		Hourly	\$22.48	\$23.28	\$24.09	\$24.89	\$25.70	\$26.50	\$27.31	\$27.99	\$28.76	\$29.53
CLT	25	Annual	\$41,083.00	\$42,536.00	\$43,995.00	\$45,451.00	\$46,907.00	\$48,365.00	\$49,821.00	\$51,066.00	\$52,470.00	\$53,874.00
		Bi-Wk	\$1,574.07	\$1,629.74	\$1,685.64	\$1,741.42	\$1,797.21	\$1,853.07	\$1,908.86	\$1,956.56	\$2,010.35	\$2,064.14
		Daily	\$188.46	\$195.12	\$201.81	\$208.49	\$215.17	\$221.86	\$228.54	\$234.25	\$240.69	\$247.13
		Hourly	\$23.56	\$24.39	\$25.23	\$26.07	\$26.90	\$27.74	\$28.57	\$29.29	\$30.09	\$30.90
CLT	26	Annual	\$43,088.00	\$44,594.00	\$46,107.00	\$47,617.00	\$49,127.00	\$50,639.00	\$52,148.00	\$53,453.00	\$54,924.00	\$56,392.00
		Bi-Wk	\$1,650.89	\$1,708.59	\$1,766.56	\$1,824.41	\$1,882.27	\$1,940.20	\$1,998.01	\$2,048.01	\$2,104.37	\$2,160.62
		Daily	\$197.66	\$204.56	\$211.50	\$218.43	\$225.35	\$232.29	\$239.22	\$245.20	\$251.95	\$258.68
		Hourly	\$24.71	\$25.57	\$26.44	\$27.31	\$28.17	\$29.04	\$29.91	\$30.65	\$31.50	\$32.34
CLT	27	Annual	\$45,202.00	\$46,767.00	\$48,332.00	\$49,891.00	\$51,457.00	\$53,017.00	\$54,580.00	\$55,945.00	\$57,484.00	\$59,022.00
		Bi-Wk	\$1,731.88	\$1,791.84	\$1,851.81	\$1,911.54	\$1,971.54	\$2,031.31	\$2,091.19	\$2,143.49	\$2,202.46	\$2,261.38
		Daily	\$207.35	\$214.53	\$221.71	\$228.86	\$236.04	\$243.20	\$250.37	\$256.63	\$263.69	\$270.74
		Hourly	\$25.92	\$26.82	\$27.72	\$28.61	\$29.51	\$30.40	\$31.30	\$32.08	\$32.97	\$33.85

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CLT	28	Annual	\$47,463.00	\$49,082.00	\$50,697.00	\$52,320.00	\$53,934.00	\$55,547.00	\$57,165.00	\$58,595.00	\$60,205.00	\$61,817.00
		Bi-Wk	\$1,818.51	\$1,880.54	\$1,942.42	\$2,004.60	\$2,066.44	\$2,128.24	\$2,190.23	\$2,245.02	\$2,306.71	\$2,368.47
		Daily	\$217.72	\$225.15	\$232.56	\$240.00	\$247.41	\$254.81	\$262.23	\$268.79	\$276.17	\$283.57
		Hourly	\$27.22	\$28.15	\$29.07	\$30.00	\$30.93	\$31.86	\$32.78	\$33.60	\$34.53	\$35.45
CLT	29	Annual	\$47,917.00	\$49,698.00	\$51,480.00	\$53,262.00	\$55,045.00	\$56,830.00	\$58,611.00	\$60,076.00	\$61,729.00	\$63,381.00
		Bi-Wk	\$1,835.91	\$1,904.14	\$1,972.42	\$2,040.69	\$2,109.01	\$2,177.40	\$2,245.64	\$2,301.77	\$2,365.10	\$2,428.40
		Daily	\$219.81	\$227.97	\$236.15	\$244.32	\$252.50	\$260.69	\$268.86	\$275.58	\$283.16	\$290.74
		Hourly	\$27.48	\$28.50	\$29.52	\$30.54	\$31.57	\$32.59	\$33.61	\$34.45	\$35.40	\$36.35
CLT	30	Annual	\$49,821.00	\$51,656.00	\$53,489.00	\$55,322.00	\$57,156.00	\$58,991.00	\$60,826.00	\$62,347.00	\$64,062.00	\$65,777.00
		Bi-Wk	\$1,908.86	\$1,979.16	\$2,049.39	\$2,119.62	\$2,189.89	\$2,260.20	\$2,330.50	\$2,388.78	\$2,454.49	\$2,520.20
		Daily	\$228.54	\$236.96	\$245.37	\$253.77	\$262.19	\$270.60	\$279.02	\$286.00	\$293.86	\$301.73
		Hourly	\$28.57	\$29.62	\$30.68	\$31.73	\$32.78	\$33.83	\$34.88	\$35.75	\$36.74	\$37.72
CLT	31	Annual	\$51,803.00	\$53,690.00	\$55,579.00	\$57,469.00	\$59,355.00	\$61,240.00	\$63,135.00	\$64,713.00	\$66,491.00	\$68,271.00
		Bi-Wk	\$1,984.79	\$2,057.09	\$2,129.47	\$2,201.88	\$2,274.14	\$2,346.37	\$2,418.97	\$2,479.43	\$2,547.55	\$2,615.75
		Daily	\$237.63	\$246.29	\$254.95	\$263.62	\$272.27	\$280.92	\$289.61	\$296.85	\$305.01	\$313.17
		Hourly	\$29.71	\$30.79	\$31.87	\$32.96	\$34.04	\$35.12	\$36.21	\$37.11	\$38.13	\$39.15
CLT	32	Annual	\$53,863.00	\$55,806.00	\$57,743.00	\$59,682.00	\$61,625.00	\$63,566.00	\$65,507.00	\$67,148.00	\$68,993.00	\$70,840.00
		Bi-Wk	\$2,063.72	\$2,138.17	\$2,212.38	\$2,286.67	\$2,361.12	\$2,435.48	\$2,509.85	\$2,572.73	\$2,643.41	\$2,714.18
		Daily	\$247.08	\$255.99	\$264.88	\$273.78	\$282.69	\$291.59	\$300.49	\$308.02	\$316.48	\$324.96
		Hourly	\$30.89	\$32.00	\$33.11	\$34.23	\$35.34	\$36.45	\$37.57	\$38.51	\$39.56	\$40.62
CLT	33	Annual	\$56,013.00	\$58,009.00	\$60,001.00	\$61,996.00	\$63,991.00	\$65,982.00	\$67,980.00	\$69,680.00	\$71,596.00	\$73,512.00
		Bi-Wk	\$2,146.10	\$2,222.57	\$2,298.89	\$2,375.33	\$2,451.77	\$2,528.05	\$2,604.60	\$2,669.74	\$2,743.15	\$2,816.56
		Daily	\$256.94	\$266.10	\$275.23	\$284.39	\$293.54	\$302.67	\$311.84	\$319.64	\$328.42	\$337.22
		Hourly	\$32.12	\$33.27	\$34.41	\$35.55	\$36.70	\$37.84	\$38.98	\$39.96	\$41.06	\$42.16
CLT	34	Annual	\$58,303.00	\$60,352.00	\$62,398.00	\$64,448.00	\$66,498.00	\$68,547.00	\$70,597.00	\$72,361.00	\$74,352.00	\$76,341.00
		Bi-Wk	\$2,233.84	\$2,312.34	\$2,390.73	\$2,469.28	\$2,547.82	\$2,626.33	\$2,704.87	\$2,772.46	\$2,848.74	\$2,924.95
		Daily	\$267.45	\$276.85	\$286.23	\$295.64	\$305.04	\$314.44	\$323.84	\$331.94	\$341.07	\$350.19
		Hourly	\$33.44	\$34.61	\$35.78	\$36.96	\$38.13	\$39.31	\$40.48	\$41.50	\$42.64	\$43.78
CLT	35	Annual	\$60,681.00	\$62,779.00	\$64,886.00	\$66,987.00	\$69,081.00	\$71,187.00	\$73,285.00	\$75,117.00	\$77,183.00	\$79,249.00
		Bi-Wk	\$2,324.95	\$2,405.33	\$2,486.06	\$2,566.56	\$2,646.79	\$2,727.48	\$2,807.86	\$2,878.05	\$2,957.21	\$3,036.37
		Daily	\$278.35	\$287.98	\$297.64	\$307.28	\$316.89	\$326.55	\$336.17	\$344.58	\$354.05	\$363.53
		Hourly	\$34.80	\$36.00	\$37.21	\$38.41	\$39.62	\$40.82	\$42.03	\$43.08	\$44.26	\$45.45
CLT	36	Annual	\$63,186.00	\$65,341.00	\$67,498.00	\$69,650.00	\$71,807.00	\$73,963.00	\$76,116.00	\$78,020.00	\$80,165.00	\$82,312.00
		Bi-Wk	\$2,420.92	\$2,503.49	\$2,586.14	\$2,668.59	\$2,751.23	\$2,833.84	\$2,916.33	\$2,989.28	\$3,071.46	\$3,153.72
		Daily	\$289.85	\$299.73	\$309.63	\$319.50	\$329.39	\$339.28	\$349.16	\$357.89	\$367.73	\$377.58
		Hourly	\$36.24	\$37.47	\$38.71	\$39.94	\$41.18	\$42.41	\$43.65	\$44.74	\$45.97	\$47.20

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	37	Annual	\$65,791.00	\$68,008.00	\$70,222.00	\$72,437.00	\$74,652.00	\$76,863.00	\$79,075.00	\$81,051.00	\$83,281.00	\$85,508.00
		Bi-Wk	\$2,520.73	\$2,605.68	\$2,690.50	\$2,775.37	\$2,860.23	\$2,944.95	\$3,029.70	\$3,105.41	\$3,190.85	\$3,276.17
		Daily	\$301.80	\$311.97	\$322.12	\$332.28	\$342.44	\$352.58	\$362.73	\$371.79	\$382.02	\$392.24
		Hourly	\$37.73	\$39.00	\$40.27	\$41.54	\$42.81	\$44.08	\$45.35	\$46.48	\$47.76	\$49.03
CLT	38	Annual	\$68,492.00	\$70,754.00	\$73,025.00	\$75,288.00	\$77,552.00	\$79,823.00	\$82,085.00	\$84,139.00	\$86,452.00	\$88,766.00
		Bi-Wk	\$2,624.22	\$2,710.89	\$2,797.90	\$2,884.60	\$2,971.35	\$3,058.36	\$3,145.02	\$3,223.72	\$3,312.34	\$3,401.00
		Daily	\$314.19	\$324.56	\$334.98	\$345.36	\$355.74	\$366.16	\$376.54	\$385.96	\$396.57	\$407.19
		Hourly	\$39.28	\$40.57	\$41.88	\$43.17	\$44.47	\$45.77	\$47.07	\$48.25	\$49.58	\$50.90
CLT	39	Annual	\$71,322.00	\$73,640.00	\$75,961.00	\$78,282.00	\$80,603.00	\$82,923.00	\$85,244.00	\$87,374.00	\$89,777.00	\$92,180.00
		Bi-Wk	\$2,732.65	\$2,821.46	\$2,910.39	\$2,999.32	\$3,088.24	\$3,177.13	\$3,266.06	\$3,347.67	\$3,439.74	\$3,531.81
		Daily	\$327.17	\$337.80	\$348.45	\$359.09	\$369.74	\$380.38	\$391.03	\$400.80	\$411.82	\$422.85
		Hourly	\$40.90	\$42.23	\$43.56	\$44.89	\$46.22	\$47.55	\$48.88	\$50.10	\$51.48	\$52.86
CLT	40	Annual	\$74,273.00	\$76,643.00	\$79,014.00	\$81,385.00	\$83,753.00	\$86,127.00	\$88,493.00	\$90,708.00	\$93,202.00	\$95,697.00
		Bi-Wk	\$2,845.71	\$2,936.52	\$3,027.36	\$3,118.20	\$3,208.93	\$3,299.89	\$3,390.54	\$3,475.41	\$3,570.96	\$3,666.56
		Daily	\$340.70	\$351.58	\$362.45	\$373.33	\$384.19	\$395.08	\$405.94	\$416.09	\$427.53	\$438.98
		Hourly	\$42.59	\$43.95	\$45.31	\$46.67	\$48.03	\$49.39	\$50.75	\$52.02	\$53.45	\$54.88
CLT	41	Annual	\$77,365.00	\$79,794.00	\$82,221.00	\$84,646.00	\$87,073.00	\$89,498.00	\$91,926.00	\$94,224.00	\$96,816.00	\$99,405.00
		Bi-Wk	\$2,964.18	\$3,057.25	\$3,150.23	\$3,243.15	\$3,336.14	\$3,429.05	\$3,522.07	\$3,610.12	\$3,709.43	\$3,808.63
		Daily	\$354.89	\$366.03	\$377.16	\$388.29	\$399.42	\$410.55	\$421.68	\$432.22	\$444.11	\$455.99
		Hourly	\$44.37	\$45.76	\$47.15	\$48.54	\$49.93	\$51.32	\$52.71	\$54.03	\$55.52	\$57.00
CLT	42	Annual	\$80,573.00	\$83,053.00	\$85,535.00	\$88,014.00	\$90,497.00	\$92,976.00	\$95,457.00	\$97,844.00	\$100,535.00	\$103,226.00
		Bi-Wk	\$3,087.09	\$3,182.11	\$3,277.21	\$3,372.19	\$3,467.32	\$3,562.30	\$3,657.36	\$3,748.82	\$3,851.92	\$3,955.02
		Daily	\$369.60	\$380.98	\$392.37	\$403.74	\$415.13	\$426.50	\$437.88	\$448.83	\$461.17	\$473.52
		Hourly	\$46.20	\$47.63	\$49.05	\$50.47	\$51.90	\$53.32	\$54.74	\$56.11	\$57.65	\$59.19
CLT	43	Annual	\$83,973.00	\$86,507.00	\$89,034.00	\$91,566.00	\$94,097.00	\$96,627.00	\$99,157.00	\$101,637.00	\$104,433.00	\$107,226.00
		Bi-Wk	\$3,217.36	\$3,314.45	\$3,411.27	\$3,508.28	\$3,605.25	\$3,702.19	\$3,799.12	\$3,894.14	\$4,001.27	\$4,108.28
		Daily	\$385.20	\$396.82	\$408.41	\$420.03	\$431.64	\$443.25	\$454.85	\$466.23	\$479.05	\$491.87
		Hourly	\$48.15	\$49.61	\$51.06	\$52.51	\$53.96	\$55.41	\$56.86	\$58.28	\$59.89	\$61.49