

NP-6 FK 40-Hours Salary Plan Effective 8/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 1 | Annual | \$25,793.00 | \$26,419.00 | \$27,041.00 | \$27,657.00 | \$28,275.00 | \$28,899.00 | \$29,523.00 | \$30,335.00 | \$31,145.00 | \$31,981.00 | \$32,839.00 |
| | | Bi-Wk | \$988.24 | \$1,012.23 | \$1,036.06 | \$1,059.66 | \$1,083.34 | \$1,107.25 | \$1,131.15 | \$1,162.27 | \$1,193.30 | \$1,225.33 | \$1,258.20 |
| | | Daily | \$98.83 | \$101.23 | \$103.61 | \$105.97 | \$108.34 | \$110.73 | \$113.12 | \$116.23 | \$119.33 | \$122.54 | \$125.82 |
| | | Hourly | \$12.36 | \$12.66 | \$12.96 | \$13.25 | \$13.55 | \$13.85 | \$14.14 | \$14.53 | \$14.92 | \$15.32 | \$15.73 |
| FK | 2 | Annual | \$27,041.00 | \$27,657.00 | \$28,275.00 | \$28,899.00 | \$29,523.00 | \$30,138.00 | \$30,757.00 | \$31,605.00 | \$32,450.00 | \$33,319.00 | \$34,214.00 |
| | | Bi-Wk | \$1,036.06 | \$1,059.66 | \$1,083.34 | \$1,107.25 | \$1,131.15 | \$1,154.72 | \$1,178.43 | \$1,210.92 | \$1,243.30 | \$1,276.60 | \$1,310.89 |
| | | Daily | \$103.61 | \$105.97 | \$108.34 | \$110.73 | \$113.12 | \$115.48 | \$117.85 | \$121.10 | \$124.33 | \$127.66 | \$131.09 |
| | | Hourly | \$12.96 | \$13.25 | \$13.55 | \$13.85 | \$14.14 | \$14.44 | \$14.74 | \$15.14 | \$15.55 | \$15.96 | \$16.39 |
| FK | 3 | Annual | \$27,657.00 | \$28,275.00 | \$28,899.00 | \$29,523.00 | \$30,138.00 | \$30,757.00 | \$31,376.00 | \$32,242.00 | \$33,106.00 | \$33,994.00 | \$34,910.00 |
| | | Bi-Wk | \$1,059.66 | \$1,083.34 | \$1,107.25 | \$1,131.15 | \$1,154.72 | \$1,178.43 | \$1,202.15 | \$1,235.33 | \$1,268.43 | \$1,302.46 | \$1,337.55 |
| | | Daily | \$105.97 | \$108.34 | \$110.73 | \$113.12 | \$115.48 | \$117.85 | \$120.22 | \$123.54 | \$126.85 | \$130.25 | \$133.76 |
| | | Hourly | \$13.25 | \$13.55 | \$13.85 | \$14.14 | \$14.44 | \$14.74 | \$15.03 | \$15.45 | \$15.86 | \$16.29 | \$16.72 |
| FK | 4 | Annual | \$28,538.00 | \$29,296.00 | \$30,050.00 | \$30,802.00 | \$31,562.00 | \$32,310.00 | \$33,063.00 | \$33,975.00 | \$34,880.00 | \$35,816.00 | \$36,773.00 |
| | | Bi-Wk | \$1,093.41 | \$1,122.46 | \$1,151.35 | \$1,180.16 | \$1,209.28 | \$1,237.94 | \$1,266.79 | \$1,301.73 | \$1,336.40 | \$1,372.27 | \$1,408.93 |
| | | Daily | \$109.35 | \$112.25 | \$115.14 | \$118.02 | \$120.93 | \$123.80 | \$126.68 | \$130.18 | \$133.64 | \$137.23 | \$140.90 |
| | | Hourly | \$13.67 | \$14.04 | \$14.40 | \$14.76 | \$15.12 | \$15.48 | \$15.84 | \$16.28 | \$16.71 | \$17.16 | \$17.62 |
| FK | 5 | Annual | \$29,249.00 | \$30,050.00 | \$30,844.00 | \$31,637.00 | \$32,431.00 | \$33,233.00 | \$34,029.00 | \$34,963.00 | \$35,900.00 | \$36,861.00 | \$37,851.00 |
| | | Bi-Wk | \$1,120.66 | \$1,151.35 | \$1,181.77 | \$1,212.15 | \$1,242.57 | \$1,273.30 | \$1,303.80 | \$1,339.58 | \$1,375.48 | \$1,412.30 | \$1,450.23 |
| | | Daily | \$112.07 | \$115.14 | \$118.18 | \$121.22 | \$124.26 | \$127.33 | \$130.38 | \$133.96 | \$137.55 | \$141.23 | \$145.03 |
| | | Hourly | \$14.01 | \$14.40 | \$14.78 | \$15.16 | \$15.54 | \$15.92 | \$16.30 | \$16.75 | \$17.20 | \$17.66 | \$18.13 |
| FK | 6 | Annual | \$30,227.00 | \$31,028.00 | \$31,825.00 | \$32,622.00 | \$33,416.00 | \$34,210.00 | \$35,004.00 | \$35,967.00 | \$36,929.00 | \$37,914.00 | \$38,926.00 |
| | | Bi-Wk | \$1,158.13 | \$1,188.82 | \$1,219.35 | \$1,249.89 | \$1,280.31 | \$1,310.73 | \$1,341.15 | \$1,378.05 | \$1,414.91 | \$1,452.65 | \$1,491.42 |
| | | Daily | \$115.82 | \$118.89 | \$121.94 | \$124.99 | \$128.04 | \$131.08 | \$134.12 | \$137.81 | \$141.50 | \$145.27 | \$149.15 |
| | | Hourly | \$14.48 | \$14.87 | \$15.25 | \$15.63 | \$16.01 | \$16.39 | \$16.77 | \$17.23 | \$17.69 | \$18.16 | \$18.65 |
| FK | 7 | Annual | \$31,111.00 | \$31,905.00 | \$32,710.00 | \$33,503.00 | \$34,294.00 | \$35,091.00 | \$35,885.00 | \$36,872.00 | \$37,855.00 | \$38,868.00 | \$39,907.00 |
| | | Bi-Wk | \$1,192.00 | \$1,222.42 | \$1,253.26 | \$1,283.64 | \$1,313.95 | \$1,344.49 | \$1,374.91 | \$1,412.73 | \$1,450.39 | \$1,489.20 | \$1,529.01 |
| | | Daily | \$119.20 | \$122.25 | \$125.33 | \$128.37 | \$131.40 | \$134.45 | \$137.50 | \$141.28 | \$145.04 | \$148.92 | \$152.91 |
| | | Hourly | \$14.90 | \$15.29 | \$15.67 | \$16.05 | \$16.43 | \$16.81 | \$17.19 | \$17.66 | \$18.13 | \$18.62 | \$19.12 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 8 | Annual | \$33,416.00 | \$34,388.00 | \$35,363.00 | \$36,336.00 | \$37,318.00 | \$38,289.00 | \$39,265.00 | \$40,343.00 | \$41,422.00 | \$42,534.00 | \$43,678.00 |
| | | Bi-Wk | \$1,280.31 | \$1,317.55 | \$1,354.91 | \$1,392.19 | \$1,429.81 | \$1,467.02 | \$1,504.41 | \$1,545.71 | \$1,587.05 | \$1,629.66 | \$1,673.49 |
| | | Daily | \$128.04 | \$131.76 | \$135.50 | \$139.22 | \$142.99 | \$146.71 | \$150.45 | \$154.58 | \$158.71 | \$162.97 | \$167.35 |
| | | Hourly | \$16.01 | \$16.47 | \$16.94 | \$17.41 | \$17.88 | \$18.34 | \$18.81 | \$19.33 | \$19.84 | \$20.38 | \$20.92 |
| FK | 9 | Annual | \$34,431.00 | \$35,446.00 | \$36,460.00 | \$37,483.00 | \$38,500.00 | \$39,509.00 | \$40,535.00 | \$41,646.00 | \$42,762.00 | \$43,906.00 | \$45,085.00 |
| | | Bi-Wk | \$1,319.20 | \$1,358.09 | \$1,396.94 | \$1,436.14 | \$1,475.10 | \$1,513.76 | \$1,553.07 | \$1,595.64 | \$1,638.40 | \$1,682.23 | \$1,727.40 |
| | | Daily | \$131.92 | \$135.81 | \$139.70 | \$143.62 | \$147.51 | \$151.38 | \$155.31 | \$159.57 | \$163.84 | \$168.23 | \$172.74 |
| | | Hourly | \$16.49 | \$16.98 | \$17.47 | \$17.96 | \$18.44 | \$18.93 | \$19.42 | \$19.95 | \$20.48 | \$21.03 | \$21.60 |
| FK | 10 | Annual | \$35,525.00 | \$36,589.00 | \$37,650.00 | \$38,724.00 | \$39,784.00 | \$40,863.00 | \$41,983.00 | \$43,135.00 | \$44,290.00 | \$45,477.00 | \$46,698.00 |
| | | Bi-Wk | \$1,361.12 | \$1,401.88 | \$1,442.53 | \$1,483.68 | \$1,524.30 | \$1,565.64 | \$1,608.55 | \$1,652.69 | \$1,696.94 | \$1,742.42 | \$1,789.20 |
| | | Daily | \$136.12 | \$140.19 | \$144.26 | \$148.37 | \$152.43 | \$156.57 | \$160.86 | \$165.27 | \$169.70 | \$174.25 | \$178.92 |
| | | Hourly | \$17.02 | \$17.53 | \$18.04 | \$18.55 | \$19.06 | \$19.58 | \$20.11 | \$20.66 | \$21.22 | \$21.79 | \$22.37 |
| FK | 11 | Annual | \$36,640.00 | \$37,748.00 | \$38,867.00 | \$39,971.00 | \$41,111.00 | \$42,270.00 | \$43,437.00 | \$44,629.00 | \$45,824.00 | \$47,050.00 | \$48,311.00 |
| | | Bi-Wk | \$1,403.84 | \$1,446.29 | \$1,489.16 | \$1,531.46 | \$1,575.14 | \$1,619.55 | \$1,664.26 | \$1,709.93 | \$1,755.71 | \$1,802.69 | \$1,851.00 |
| | | Daily | \$140.39 | \$144.63 | \$148.92 | \$153.15 | \$157.52 | \$161.96 | \$166.43 | \$171.00 | \$175.58 | \$180.27 | \$185.10 |
| | | Hourly | \$17.55 | \$18.08 | \$18.62 | \$19.15 | \$19.69 | \$20.25 | \$20.81 | \$21.38 | \$21.95 | \$22.54 | \$23.14 |
| FK | 12 | Annual | \$37,820.00 | \$38,983.00 | \$40,131.00 | \$41,323.00 | \$42,522.00 | \$43,743.00 | \$44,951.00 | \$46,187.00 | \$47,421.00 | \$48,690.00 | \$49,992.00 |
| | | Bi-Wk | \$1,449.05 | \$1,493.61 | \$1,537.59 | \$1,583.26 | \$1,629.20 | \$1,675.98 | \$1,722.27 | \$1,769.62 | \$1,816.90 | \$1,865.52 | \$1,915.41 |
| | | Daily | \$144.91 | \$149.37 | \$153.76 | \$158.33 | \$162.92 | \$167.60 | \$172.23 | \$176.97 | \$181.69 | \$186.56 | \$191.55 |
| | | Hourly | \$18.12 | \$18.68 | \$19.22 | \$19.80 | \$20.37 | \$20.95 | \$21.53 | \$22.13 | \$22.72 | \$23.32 | \$23.95 |
| FK | 13 | Annual | \$39,934.00 | \$41,401.00 | \$42,869.00 | \$44,347.00 | \$45,823.00 | \$47,295.00 | \$48,775.00 | \$50,114.00 | \$51,456.00 | \$52,835.00 | \$54,249.00 |
| | | Bi-Wk | \$1,530.04 | \$1,586.25 | \$1,642.50 | \$1,699.12 | \$1,755.68 | \$1,812.07 | \$1,868.78 | \$1,920.08 | \$1,971.50 | \$2,024.33 | \$2,078.51 |
| | | Daily | \$153.01 | \$158.63 | \$164.25 | \$169.92 | \$175.57 | \$181.21 | \$186.88 | \$192.01 | \$197.15 | \$202.44 | \$207.86 |
| | | Hourly | \$19.13 | \$19.83 | \$20.54 | \$21.24 | \$21.95 | \$22.66 | \$23.36 | \$24.01 | \$24.65 | \$25.31 | \$25.99 |
| FK | 14 | Annual | \$41,789.00 | \$43,318.00 | \$44,843.00 | \$46,361.00 | \$47,881.00 | \$49,404.00 | \$50,927.00 | \$52,327.00 | \$53,729.00 | \$55,170.00 | \$56,654.00 |
| | | Bi-Wk | \$1,601.12 | \$1,659.70 | \$1,718.13 | \$1,776.29 | \$1,834.53 | \$1,892.88 | \$1,951.23 | \$2,004.87 | \$2,058.59 | \$2,113.80 | \$2,170.66 |
| | | Daily | \$160.12 | \$165.97 | \$171.82 | \$177.63 | \$183.46 | \$189.29 | \$195.13 | \$200.49 | \$205.86 | \$211.38 | \$217.07 |
| | | Hourly | \$20.02 | \$20.75 | \$21.48 | \$22.21 | \$22.94 | \$23.67 | \$24.40 | \$25.07 | \$25.74 | \$26.43 | \$27.14 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 15 | Annual | \$43,787.00 | \$45,349.00 | \$46,917.00 | \$48,481.00 | \$50,052.00 | \$51,628.00 | \$53,188.00 | \$54,652.00 | \$56,115.00 | \$57,618.00 | \$59,163.00 |
| | | Bi-Wk | \$1,677.67 | \$1,737.51 | \$1,797.59 | \$1,857.51 | \$1,917.71 | \$1,978.09 | \$2,037.86 | \$2,093.95 | \$2,150.00 | \$2,207.59 | \$2,266.79 |
| | | Daily | \$167.77 | \$173.76 | \$179.76 | \$185.76 | \$191.78 | \$197.81 | \$203.79 | \$209.40 | \$215.00 | \$220.76 | \$226.68 |
| | | Hourly | \$20.98 | \$21.72 | \$22.47 | \$23.22 | \$23.98 | \$24.73 | \$25.48 | \$26.18 | \$26.88 | \$27.60 | \$28.34 |
| FK | 16 | Annual | \$45,898.00 | \$47,509.00 | \$49,128.00 | \$50,742.00 | \$52,354.00 | \$53,974.00 | \$55,580.00 | \$57,108.00 | \$58,638.00 | \$60,207.00 | \$61,822.00 |
| | | Bi-Wk | \$1,758.55 | \$1,820.27 | \$1,882.30 | \$1,944.14 | \$2,005.91 | \$2,067.97 | \$2,129.51 | \$2,188.05 | \$2,246.67 | \$2,306.79 | \$2,368.66 |
| | | Daily | \$175.86 | \$182.03 | \$188.23 | \$194.42 | \$200.60 | \$206.80 | \$212.96 | \$218.81 | \$224.67 | \$230.68 | \$236.87 |
| | | Hourly | \$21.99 | \$22.76 | \$23.53 | \$24.31 | \$25.08 | \$25.85 | \$26.62 | \$27.36 | \$28.09 | \$28.84 | \$29.61 |
| FK | 17 | Annual | \$48,154.00 | \$49,821.00 | \$51,479.00 | \$53,140.00 | \$54,799.00 | \$56,457.00 | \$58,116.00 | \$59,714.00 | \$61,314.00 | \$62,956.00 | \$64,643.00 |
| | | Bi-Wk | \$1,844.99 | \$1,908.86 | \$1,972.38 | \$2,036.02 | \$2,099.58 | \$2,163.11 | \$2,226.67 | \$2,287.90 | \$2,349.20 | \$2,412.11 | \$2,476.75 |
| | | Daily | \$184.50 | \$190.89 | \$197.24 | \$203.61 | \$209.96 | \$216.32 | \$222.67 | \$228.79 | \$234.92 | \$241.22 | \$247.68 |
| | | Hourly | \$23.07 | \$23.87 | \$24.66 | \$25.46 | \$26.25 | \$27.04 | \$27.84 | \$28.60 | \$29.37 | \$30.16 | \$30.96 |
| FK | 18 | Annual | \$50,572.00 | \$52,267.00 | \$53,974.00 | \$55,671.00 | \$57,371.00 | \$59,079.00 | \$60,777.00 | \$62,447.00 | \$64,120.00 | \$65,842.00 | \$67,606.00 |
| | | Bi-Wk | \$1,937.63 | \$2,002.57 | \$2,067.97 | \$2,132.99 | \$2,198.13 | \$2,263.57 | \$2,328.63 | \$2,392.61 | \$2,456.71 | \$2,522.69 | \$2,590.27 |
| | | Daily | \$193.77 | \$200.26 | \$206.80 | \$213.30 | \$219.82 | \$226.36 | \$232.87 | \$239.27 | \$245.68 | \$252.27 | \$259.03 |
| | | Hourly | \$24.23 | \$25.04 | \$25.85 | \$26.67 | \$27.48 | \$28.30 | \$29.11 | \$29.91 | \$30.71 | \$31.54 | \$32.38 |
| FK | 19 | Annual | \$53,037.00 | \$54,799.00 | \$56,546.00 | \$58,304.00 | \$60,049.00 | \$61,806.00 | \$63,551.00 | \$65,300.00 | \$67,047.00 | \$68,841.00 | \$70,683.00 |
| | | Bi-Wk | \$2,032.07 | \$2,099.58 | \$2,166.52 | \$2,233.87 | \$2,300.73 | \$2,368.05 | \$2,434.91 | \$2,501.92 | \$2,568.86 | \$2,637.59 | \$2,708.17 |
| | | Daily | \$203.21 | \$209.96 | \$216.66 | \$223.39 | \$230.08 | \$236.81 | \$243.50 | \$250.20 | \$256.89 | \$263.76 | \$270.82 |
| | | Hourly | \$25.41 | \$26.25 | \$27.09 | \$27.93 | \$28.76 | \$29.61 | \$30.44 | \$31.28 | \$32.12 | \$32.97 | \$33.86 |
| FK | 20 | Annual | \$55,725.00 | \$57,517.00 | \$59,315.00 | \$61,101.00 | \$62,901.00 | \$64,692.00 | \$66,492.00 | \$68,318.00 | \$70,143.00 | \$72,022.00 | \$73,953.00 |
| | | Bi-Wk | \$2,135.06 | \$2,203.72 | \$2,272.61 | \$2,341.04 | \$2,410.00 | \$2,478.63 | \$2,547.59 | \$2,617.55 | \$2,687.48 | \$2,759.47 | \$2,833.45 |
| | | Daily | \$213.51 | \$220.38 | \$227.27 | \$234.11 | \$241.00 | \$247.87 | \$254.76 | \$261.76 | \$268.75 | \$275.95 | \$283.35 |
| | | Hourly | \$26.69 | \$27.55 | \$28.41 | \$29.27 | \$30.13 | \$30.99 | \$31.85 | \$32.72 | \$33.60 | \$34.50 | \$35.42 |
| FK | 21 | Annual | \$58,461.00 | \$60,309.00 | \$62,149.00 | \$63,994.00 | \$65,836.00 | \$67,674.00 | \$69,520.00 | \$71,432.00 | \$73,343.00 | \$75,305.00 | \$77,322.00 |
| | | Bi-Wk | \$2,239.89 | \$2,310.69 | \$2,381.19 | \$2,451.88 | \$2,522.46 | \$2,592.88 | \$2,663.61 | \$2,736.86 | \$2,810.08 | \$2,885.25 | \$2,962.53 |
| | | Daily | \$223.99 | \$231.07 | \$238.12 | \$245.19 | \$252.25 | \$259.29 | \$266.37 | \$273.69 | \$281.01 | \$288.53 | \$296.26 |
| | | Hourly | \$28.00 | \$28.89 | \$29.77 | \$30.65 | \$31.54 | \$32.42 | \$33.30 | \$34.22 | \$35.13 | \$36.07 | \$37.04 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 22 | Annual | \$60,049.00 | \$62,237.00 | \$64,426.00 | \$66,611.00 | \$68,806.00 | \$70,988.00 | \$73,175.00 | \$75,187.00 | \$77,202.00 | \$79,269.00 | \$81,390.00 |
| | | Bi-Wk | \$2,300.73 | \$2,384.56 | \$2,468.43 | \$2,552.15 | \$2,636.25 | \$2,719.85 | \$2,803.64 | \$2,880.73 | \$2,957.94 | \$3,037.13 | \$3,118.40 |
| | | Daily | \$230.08 | \$238.46 | \$246.85 | \$255.22 | \$263.63 | \$271.99 | \$280.37 | \$288.08 | \$295.80 | \$303.72 | \$311.84 |
| | | Hourly | \$28.76 | \$29.81 | \$30.86 | \$31.91 | \$32.96 | \$34.00 | \$35.05 | \$36.01 | \$36.98 | \$37.97 | \$38.98 |
| FK | 23 | Annual | \$62,876.00 | \$65,160.00 | \$67,434.00 | \$69,716.00 | \$71,994.00 | \$74,273.00 | \$76,555.00 | \$78,661.00 | \$80,766.00 | \$82,928.00 | \$85,151.00 |
| | | Bi-Wk | \$2,409.05 | \$2,496.56 | \$2,583.68 | \$2,671.12 | \$2,758.40 | \$2,845.71 | \$2,933.15 | \$3,013.84 | \$3,094.49 | \$3,177.32 | \$3,262.50 |
| | | Daily | \$240.91 | \$249.66 | \$258.37 | \$267.12 | \$275.84 | \$284.58 | \$293.32 | \$301.39 | \$309.45 | \$317.74 | \$326.25 |
| | | Hourly | \$30.12 | \$31.21 | \$32.30 | \$33.39 | \$34.48 | \$35.58 | \$36.67 | \$37.68 | \$38.69 | \$39.72 | \$40.79 |
| FK | 24 | Annual | \$65,888.00 | \$68,262.00 | \$70,643.00 | \$73,021.00 | \$75,392.00 | \$77,771.00 | \$80,147.00 | \$82,346.00 | \$84,551.00 | \$86,815.00 | \$89,142.00 |
| | | Bi-Wk | \$2,524.45 | \$2,615.41 | \$2,706.63 | \$2,797.74 | \$2,888.59 | \$2,979.74 | \$3,070.77 | \$3,155.02 | \$3,239.51 | \$3,326.25 | \$3,415.41 |
| | | Daily | \$252.45 | \$261.55 | \$270.67 | \$279.78 | \$288.86 | \$297.98 | \$307.08 | \$315.51 | \$323.96 | \$332.63 | \$341.55 |
| | | Hourly | \$31.56 | \$32.70 | \$33.84 | \$34.98 | \$36.11 | \$37.25 | \$38.39 | \$39.44 | \$40.50 | \$41.58 | \$42.70 |
| FK | 25 | Annual | \$69,095.00 | \$71,556.00 | \$74,018.00 | \$76,479.00 | \$78,945.00 | \$81,409.00 | \$83,869.00 | \$86,175.00 | \$88,482.00 | \$90,851.00 | \$93,280.00 |
| | | Bi-Wk | \$2,647.32 | \$2,741.61 | \$2,835.94 | \$2,930.23 | \$3,024.72 | \$3,119.12 | \$3,213.38 | \$3,301.73 | \$3,390.12 | \$3,480.89 | \$3,573.95 |
| | | Daily | \$264.74 | \$274.17 | \$283.60 | \$293.03 | \$302.48 | \$311.92 | \$321.34 | \$330.18 | \$339.02 | \$348.09 | \$357.40 |
| | | Hourly | \$33.10 | \$34.28 | \$35.45 | \$36.63 | \$37.81 | \$38.99 | \$40.17 | \$41.28 | \$42.38 | \$43.52 | \$44.68 |
| FK | 26 | Annual | \$72,484.00 | \$75,027.00 | \$77,584.00 | \$80,147.00 | \$82,702.00 | \$85,245.00 | \$87,802.00 | \$90,217.00 | \$92,634.00 | \$95,118.00 | \$97,665.00 |
| | | Bi-Wk | \$2,777.17 | \$2,874.60 | \$2,972.57 | \$3,070.77 | \$3,168.66 | \$3,266.10 | \$3,364.07 | \$3,456.60 | \$3,549.20 | \$3,644.37 | \$3,741.96 |
| | | Daily | \$277.72 | \$287.46 | \$297.26 | \$307.08 | \$316.87 | \$326.61 | \$336.41 | \$345.66 | \$354.92 | \$364.44 | \$374.20 |
| | | Hourly | \$34.72 | \$35.94 | \$37.16 | \$38.39 | \$39.61 | \$40.83 | \$42.06 | \$43.21 | \$44.37 | \$45.56 | \$46.78 |
| FK | 27 | Annual | \$76,057.00 | \$78,705.00 | \$81,355.00 | \$83,985.00 | \$86,632.00 | \$89,278.00 | \$91,919.00 | \$94,449.00 | \$96,975.00 | \$99,570.00 | \$102,236.00 |
| | | Bi-Wk | \$2,914.07 | \$3,015.52 | \$3,117.05 | \$3,217.82 | \$3,319.24 | \$3,420.62 | \$3,521.81 | \$3,618.74 | \$3,715.52 | \$3,814.95 | \$3,917.09 |
| | | Daily | \$291.41 | \$301.56 | \$311.71 | \$321.79 | \$331.93 | \$342.07 | \$352.19 | \$361.88 | \$371.56 | \$381.50 | \$391.71 |
| | | Hourly | \$36.43 | \$37.70 | \$38.97 | \$40.23 | \$41.50 | \$42.76 | \$44.03 | \$45.24 | \$46.45 | \$47.69 | \$48.97 |
| FK | 28 | Annual | \$79,885.00 | \$82,618.00 | \$85,357.00 | \$88,095.00 | \$90,824.00 | \$93,555.00 | \$96,289.00 | \$98,934.00 | \$101,581.00 | \$104,302.00 | \$107,094.00 |
| | | Bi-Wk | \$3,060.73 | \$3,165.45 | \$3,270.39 | \$3,375.29 | \$3,479.85 | \$3,584.49 | \$3,689.24 | \$3,790.58 | \$3,892.00 | \$3,996.25 | \$4,103.22 |
| | | Daily | \$306.08 | \$316.55 | \$327.04 | \$337.53 | \$347.99 | \$358.45 | \$368.93 | \$379.06 | \$389.20 | \$399.63 | \$410.33 |
| | | Hourly | \$38.26 | \$39.57 | \$40.88 | \$42.20 | \$43.50 | \$44.81 | \$46.12 | \$47.39 | \$48.65 | \$49.96 | \$51.30 |

NP-6 FK 40-Hours Salary Plan Effective 8/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 29 | Annual | \$80,654.00 | \$83,662.00 | \$86,681.00 | \$89,696.00 | \$92,707.00 | \$95,718.00 | \$98,730.00 | \$101,444.00 | \$104,161.00 | \$106,951.00 | \$109,815.00 |
| | | Bi-Wk | \$3,090.20 | \$3,205.45 | \$3,321.12 | \$3,436.63 | \$3,552.00 | \$3,667.36 | \$3,782.76 | \$3,886.75 | \$3,990.85 | \$4,097.74 | \$4,207.48 |
| | | Daily | \$309.02 | \$320.55 | \$332.12 | \$343.67 | \$355.20 | \$366.74 | \$378.28 | \$388.68 | \$399.09 | \$409.78 | \$420.75 |
| | | Hourly | \$38.63 | \$40.07 | \$41.52 | \$42.96 | \$44.40 | \$45.85 | \$47.29 | \$48.59 | \$49.89 | \$51.23 | \$52.60 |
| FK | 30 | Annual | \$83,869.00 | \$86,974.00 | \$90,073.00 | \$93,173.00 | \$96,277.00 | \$99,379.00 | \$102,480.00 | \$105,299.00 | \$108,114.00 | \$111,006.00 | \$113,975.00 |
| | | Bi-Wk | \$3,213.38 | \$3,332.34 | \$3,451.08 | \$3,569.85 | \$3,688.78 | \$3,807.63 | \$3,926.44 | \$4,034.45 | \$4,142.30 | \$4,253.11 | \$4,366.86 |
| | | Daily | \$321.34 | \$333.24 | \$345.11 | \$356.99 | \$368.88 | \$380.77 | \$392.65 | \$403.45 | \$414.23 | \$425.32 | \$436.69 |
| | | Hourly | \$40.17 | \$41.66 | \$43.14 | \$44.63 | \$46.11 | \$47.60 | \$49.09 | \$50.44 | \$51.78 | \$53.17 | \$54.59 |
| FK | 31 | Annual | \$90,296.00 | \$93,599.00 | \$96,906.00 | \$100,208.00 | \$103,514.00 | \$106,822.00 | \$110,132.00 | \$113,160.00 | \$116,190.00 | \$119,298.00 | \$122,492.00 |
| | | Bi-Wk | \$3,459.62 | \$3,586.17 | \$3,712.88 | \$3,839.39 | \$3,966.06 | \$4,092.80 | \$4,219.62 | \$4,335.64 | \$4,451.73 | \$4,570.81 | \$4,693.19 |
| | | Daily | \$345.97 | \$358.62 | \$371.29 | \$383.94 | \$396.61 | \$409.28 | \$421.97 | \$433.57 | \$445.18 | \$457.09 | \$469.32 |
| | | Hourly | \$43.25 | \$44.83 | \$46.42 | \$48.00 | \$49.58 | \$51.16 | \$52.75 | \$54.20 | \$55.65 | \$57.14 | \$58.67 |
| FK | 32 | Annual | \$93,900.00 | \$97,290.00 | \$100,690.00 | \$104,085.00 | \$107,488.00 | \$110,883.00 | \$114,284.00 | \$117,423.00 | \$120,567.00 | \$123,796.00 | \$127,110.00 |
| | | Bi-Wk | \$3,597.71 | \$3,727.59 | \$3,857.86 | \$3,987.94 | \$4,118.32 | \$4,248.40 | \$4,378.70 | \$4,498.97 | \$4,619.43 | \$4,743.15 | \$4,870.12 |
| | | Daily | \$359.78 | \$372.76 | \$385.79 | \$398.80 | \$411.84 | \$424.84 | \$437.87 | \$449.90 | \$461.95 | \$474.32 | \$487.02 |
| | | Hourly | \$44.98 | \$46.60 | \$48.23 | \$49.85 | \$51.48 | \$53.11 | \$54.74 | \$56.24 | \$57.75 | \$59.29 | \$60.88 |
| FK | 33 | Annual | \$97,664.00 | \$101,155.00 | \$104,646.00 | \$108,141.00 | \$111,626.00 | \$115,119.00 | \$118,615.00 | \$121,881.00 | \$125,141.00 | \$128,490.00 | \$131,927.00 |
| | | Bi-Wk | \$3,741.92 | \$3,875.68 | \$4,009.43 | \$4,143.34 | \$4,276.86 | \$4,410.69 | \$4,544.64 | \$4,669.78 | \$4,794.68 | \$4,922.99 | \$5,054.68 |
| | | Daily | \$374.20 | \$387.57 | \$400.95 | \$414.34 | \$427.69 | \$441.07 | \$454.47 | \$466.98 | \$479.47 | \$492.30 | \$505.47 |
| | | Hourly | \$46.78 | \$48.45 | \$50.12 | \$51.80 | \$53.47 | \$55.14 | \$56.81 | \$58.38 | \$59.94 | \$61.54 | \$63.19 |
| FK | 34 | Annual | \$101,677.00 | \$105,253.00 | \$108,845.00 | \$112,432.00 | \$116,016.00 | \$119,608.00 | \$123,191.00 | \$126,577.00 | \$129,965.00 | \$133,445.00 | \$137,019.00 |
| | | Bi-Wk | \$3,895.68 | \$4,032.69 | \$4,170.31 | \$4,307.74 | \$4,445.06 | \$4,582.69 | \$4,719.97 | \$4,849.70 | \$4,979.51 | \$5,112.84 | \$5,249.78 |
| | | Daily | \$389.57 | \$403.27 | \$417.04 | \$430.78 | \$444.51 | \$458.27 | \$472.00 | \$484.97 | \$497.96 | \$511.29 | \$524.98 |
| | | Hourly | \$48.70 | \$50.41 | \$52.13 | \$53.85 | \$55.57 | \$57.29 | \$59.00 | \$60.63 | \$62.25 | \$63.92 | \$65.63 |
| FK | 35 | Annual | \$105,834.00 | \$109,514.00 | \$113,188.00 | \$116,868.00 | \$120,547.00 | \$124,222.00 | \$127,904.00 | \$131,418.00 | \$134,940.00 | \$138,555.00 | \$142,270.00 |
| | | Bi-Wk | \$4,054.95 | \$4,195.94 | \$4,336.71 | \$4,477.71 | \$4,618.66 | \$4,759.47 | \$4,900.54 | \$5,035.18 | \$5,170.12 | \$5,308.63 | \$5,450.96 |
| | | Daily | \$405.50 | \$419.60 | \$433.68 | \$447.78 | \$461.87 | \$475.95 | \$490.06 | \$503.52 | \$517.02 | \$530.87 | \$545.10 |
| | | Hourly | \$50.69 | \$52.45 | \$54.21 | \$55.98 | \$57.74 | \$59.50 | \$61.26 | \$62.94 | \$64.63 | \$66.36 | \$68.14 |

NP-6 FK 40-Hours Salary Plan Effective 8/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 36 | Annual | \$110,219.00 | \$113,995.00 | \$117,767.00 | \$121,538.00 | \$125,318.00 | \$129,087.00 | \$132,856.00 | \$136,512.00 | \$140,162.00 | \$143,912.00 | \$147,766.00 |
| | | Bi-Wk | \$4,222.96 | \$4,367.63 | \$4,512.15 | \$4,656.63 | \$4,801.46 | \$4,945.87 | \$5,090.27 | \$5,230.35 | \$5,370.20 | \$5,513.87 | \$5,661.54 |
| | | Daily | \$422.30 | \$436.77 | \$451.22 | \$465.67 | \$480.15 | \$494.59 | \$509.03 | \$523.04 | \$537.02 | \$551.39 | \$566.16 |
| | | Hourly | \$52.79 | \$54.60 | \$56.41 | \$58.21 | \$60.02 | \$61.83 | \$63.63 | \$65.38 | \$67.13 | \$68.93 | \$70.77 |
| FK | 37 | Annual | \$114,449.00 | \$118,320.00 | \$122,197.00 | \$126,075.00 | \$129,956.00 | \$133,833.00 | \$137,706.00 | \$141,493.00 | \$145,277.00 | \$149,163.00 | \$153,155.00 |
| | | Bi-Wk | \$4,385.02 | \$4,533.34 | \$4,681.88 | \$4,830.46 | \$4,979.16 | \$5,127.71 | \$5,276.10 | \$5,421.19 | \$5,566.17 | \$5,715.06 | \$5,868.01 |
| | | Daily | \$438.51 | \$453.34 | \$468.19 | \$483.05 | \$497.92 | \$512.78 | \$527.61 | \$542.12 | \$556.62 | \$571.51 | \$586.81 |
| | | Hourly | \$54.82 | \$56.67 | \$58.53 | \$60.39 | \$62.24 | \$64.10 | \$65.96 | \$67.77 | \$69.58 | \$71.44 | \$73.36 |
| FK | 38 | Annual | \$119,171.00 | \$123,137.00 | \$127,109.00 | \$131,074.00 | \$135,042.00 | \$139,005.00 | \$142,978.00 | \$146,906.00 | \$150,841.00 | \$154,874.00 | \$159,019.00 |
| | | Bi-Wk | \$4,565.94 | \$4,717.90 | \$4,870.08 | \$5,022.00 | \$5,174.03 | \$5,325.87 | \$5,478.09 | \$5,628.59 | \$5,779.35 | \$5,933.87 | \$6,092.69 |
| | | Daily | \$456.60 | \$471.79 | \$487.01 | \$502.20 | \$517.41 | \$532.59 | \$547.81 | \$562.86 | \$577.94 | \$593.39 | \$609.27 |
| | | Hourly | \$57.08 | \$58.98 | \$60.88 | \$62.78 | \$64.68 | \$66.58 | \$68.48 | \$70.36 | \$72.25 | \$74.18 | \$76.16 |
| FK | 39 | Annual | \$124,129.00 | \$128,189.00 | \$132,251.00 | \$136,322.00 | \$140,380.00 | \$144,438.00 | \$148,504.00 | \$152,584.00 | \$156,672.00 | \$160,874.00 | \$165,187.00 |
| | | Bi-Wk | \$4,755.91 | \$4,911.46 | \$5,067.09 | \$5,223.07 | \$5,378.55 | \$5,534.03 | \$5,689.81 | \$5,846.14 | \$6,002.76 | \$6,163.76 | \$6,329.01 |
| | | Daily | \$475.60 | \$491.15 | \$506.71 | \$522.31 | \$537.86 | \$553.41 | \$568.99 | \$584.62 | \$600.28 | \$616.38 | \$632.91 |
| | | Hourly | \$59.45 | \$61.40 | \$63.34 | \$65.29 | \$67.24 | \$69.18 | \$71.13 | \$73.08 | \$75.04 | \$77.05 | \$79.12 |
| FK | 40 | Annual | \$129,303.00 | \$133,447.00 | \$137,601.00 | \$141,746.00 | \$145,895.00 | \$150,048.00 | \$154,197.00 | \$158,434.00 | \$162,677.00 | \$167,036.00 | \$171,513.00 |
| | | Bi-Wk | \$4,954.14 | \$5,112.92 | \$5,272.07 | \$5,430.89 | \$5,589.85 | \$5,748.97 | \$5,907.94 | \$6,070.27 | \$6,232.84 | \$6,399.85 | \$6,571.38 |
| | | Daily | \$495.42 | \$511.30 | \$527.21 | \$543.09 | \$558.99 | \$574.90 | \$590.80 | \$607.03 | \$623.29 | \$639.99 | \$657.14 |
| | | Hourly | \$61.93 | \$63.92 | \$65.91 | \$67.89 | \$69.88 | \$71.87 | \$73.85 | \$75.88 | \$77.92 | \$80.00 | \$82.15 |
| FK | 41 | Annual | \$134,710.00 | \$138,958.00 | \$143,207.00 | \$147,457.00 | \$151,708.00 | \$155,953.00 | \$160,199.00 | \$164,607.00 | \$169,011.00 | \$173,538.00 | \$178,184.00 |
| | | Bi-Wk | \$5,161.31 | \$5,324.07 | \$5,486.86 | \$5,649.70 | \$5,812.57 | \$5,975.22 | \$6,137.90 | \$6,306.79 | \$6,475.52 | \$6,648.97 | \$6,826.98 |
| | | Daily | \$516.14 | \$532.41 | \$548.69 | \$564.97 | \$581.26 | \$597.53 | \$613.79 | \$630.68 | \$647.56 | \$664.90 | \$682.70 |
| | | Hourly | \$64.52 | \$66.56 | \$68.59 | \$70.63 | \$72.66 | \$74.70 | \$76.73 | \$78.84 | \$80.95 | \$83.12 | \$85.34 |
| FK | 42 | Annual | \$140,322.00 | \$144,672.00 | \$149,020.00 | \$153,349.00 | \$157,700.00 | \$162,044.00 | \$166,391.00 | \$170,968.00 | \$175,541.00 | \$180,238.00 | \$185,064.00 |
| | | Bi-Wk | \$5,376.33 | \$5,542.99 | \$5,709.58 | \$5,875.45 | \$6,042.15 | \$6,208.59 | \$6,375.14 | \$6,550.50 | \$6,725.71 | \$6,905.68 | \$7,090.58 |
| | | Daily | \$537.64 | \$554.30 | \$570.96 | \$587.55 | \$604.22 | \$620.86 | \$637.52 | \$655.05 | \$672.58 | \$690.57 | \$709.06 |
| | | Hourly | \$67.21 | \$69.29 | \$71.37 | \$73.45 | \$75.53 | \$77.61 | \$79.69 | \$81.89 | \$84.08 | \$86.33 | \$88.64 |

NP-6 FK 40-Hours Salary Plan Effective 8/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| FK | 43 | Annual | \$146,281.00 | \$150,713.00 | \$155,147.00 | \$159,568.00 | \$164,007.00 | \$168,429.00 | \$172,856.00 | \$177,614.00 | \$182,365.00 | \$187,243.00 | \$192,253.00 |
| | | Bi-Wk | \$5,604.64 | \$5,774.45 | \$5,944.33 | \$6,113.72 | \$6,283.80 | \$6,453.22 | \$6,622.84 | \$6,805.14 | \$6,987.17 | \$7,174.07 | \$7,366.02 |
| | | Daily | \$560.47 | \$577.45 | \$594.44 | \$611.38 | \$628.38 | \$645.33 | \$662.29 | \$680.52 | \$698.72 | \$717.41 | \$736.61 |
| | | Hourly | \$70.06 | \$72.19 | \$74.31 | \$76.43 | \$78.55 | \$80.67 | \$82.79 | \$85.07 | \$87.34 | \$89.68 | \$92.08 |