

P-1 HC 35-Hours Salary Plan Effective 07/02/2010

<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>
HC	1	Annual	\$21,637.00	\$22,169.00	\$22,693.00	\$23,220.00	\$23,745.00	\$24,277.00	\$24,801.00	\$25,481.00	\$26,165.00	\$26,867.00	\$27,587.00
		Bi-Wk	\$829.01	\$849.39	\$869.47	\$889.66	\$909.78	\$930.16	\$950.23	\$976.29	\$1,002.50	\$1,029.39	\$1,056.98
		Daily	\$82.91	\$84.94	\$86.95	\$88.97	\$90.98	\$93.02	\$95.03	\$97.63	\$100.25	\$102.94	\$105.70
		Hourly	\$11.85	\$12.14	\$12.43	\$12.71	\$13.00	\$13.29	\$13.58	\$13.95	\$14.33	\$14.71	\$15.10
HC	2	Annual	\$22,693.00	\$23,220.00	\$23,745.00	\$24,277.00	\$24,801.00	\$25,328.00	\$25,852.00	\$26,563.00	\$27,273.00	\$28,000.00	\$28,748.00
		Bi-Wk	\$869.47	\$889.66	\$909.78	\$930.16	\$950.23	\$970.43	\$990.50	\$1,017.74	\$1,044.95	\$1,072.80	\$1,101.46
		Daily	\$86.95	\$88.97	\$90.98	\$93.02	\$95.03	\$97.05	\$99.05	\$101.78	\$104.50	\$107.28	\$110.15
		Hourly	\$12.43	\$12.71	\$13.00	\$13.29	\$13.58	\$13.87	\$14.15	\$14.54	\$14.93	\$15.33	\$15.74
HC	3	Annual	\$23,220.00	\$23,745.00	\$24,277.00	\$24,801.00	\$25,328.00	\$25,852.00	\$26,378.00	\$27,107.00	\$27,829.00	\$28,570.00	\$29,332.00
		Bi-Wk	\$889.66	\$909.78	\$930.16	\$950.23	\$970.43	\$990.50	\$1,010.66	\$1,038.59	\$1,066.25	\$1,094.64	\$1,123.84
		Daily	\$88.97	\$90.98	\$93.02	\$95.03	\$97.05	\$99.05	\$101.07	\$103.86	\$106.63	\$109.47	\$112.39
		Hourly	\$12.71	\$13.00	\$13.29	\$13.58	\$13.87	\$14.15	\$14.44	\$14.84	\$15.24	\$15.64	\$16.06
HC	4	Annual	\$23,971.00	\$24,612.00	\$25,247.00	\$25,892.00	\$26,537.00	\$27,171.00	\$27,809.00	\$28,577.00	\$29,340.00	\$30,126.00	\$30,932.00
		Bi-Wk	\$918.43	\$942.99	\$967.32	\$992.04	\$1,016.75	\$1,041.04	\$1,065.48	\$1,094.91	\$1,124.14	\$1,154.26	\$1,185.14
		Daily	\$91.85	\$94.30	\$96.74	\$99.21	\$101.68	\$104.11	\$106.55	\$109.50	\$112.42	\$115.43	\$118.52
		Hourly	\$13.13	\$13.48	\$13.82	\$14.18	\$14.53	\$14.88	\$15.23	\$15.65	\$16.06	\$16.49	\$16.94
HC	5	Annual	\$24,571.00	\$25,247.00	\$25,929.00	\$26,601.00	\$27,277.00	\$27,954.00	\$28,634.00	\$29,419.00	\$30,208.00	\$31,016.00	\$31,846.00
		Bi-Wk	\$941.42	\$967.32	\$993.45	\$1,019.20	\$1,045.10	\$1,071.04	\$1,097.09	\$1,127.17	\$1,157.40	\$1,188.36	\$1,220.16
		Daily	\$94.15	\$96.74	\$99.35	\$101.92	\$104.51	\$107.11	\$109.71	\$112.72	\$115.74	\$118.84	\$122.02
		Hourly	\$13.45	\$13.82	\$14.20	\$14.56	\$14.93	\$15.31	\$15.68	\$16.11	\$16.54	\$16.98	\$17.44
HC	6	Annual	\$25,405.00	\$26,085.00	\$26,757.00	\$27,327.00	\$28,109.00	\$28,786.00	\$29,458.00	\$30,270.00	\$31,078.00	\$31,908.00	\$32,761.00
		Bi-Wk	\$973.38	\$999.43	\$1,025.18	\$1,047.02	\$1,076.98	\$1,102.92	\$1,128.66	\$1,159.78	\$1,190.73	\$1,222.53	\$1,255.22
		Daily	\$97.34	\$99.95	\$102.52	\$104.71	\$107.70	\$110.30	\$112.87	\$115.98	\$119.08	\$122.26	\$125.53
		Hourly	\$13.91	\$14.28	\$14.65	\$14.96	\$15.39	\$15.76	\$16.13	\$16.57	\$17.02	\$17.47	\$17.94
HC	7	Annual	\$26,155.00	\$26,829.00	\$27,505.00	\$28,180.00	\$28,860.00	\$29,536.00	\$30,211.00	\$31,042.00	\$31,870.00	\$32,723.00	\$33,599.00
		Bi-Wk	\$1,002.11	\$1,027.94	\$1,053.84	\$1,079.70	\$1,105.75	\$1,131.65	\$1,157.51	\$1,189.35	\$1,221.08	\$1,253.76	\$1,287.32
		Daily	\$100.22	\$102.80	\$105.39	\$107.97	\$110.58	\$113.17	\$115.76	\$118.94	\$122.11	\$125.38	\$128.74
		Hourly	\$14.32	\$14.69	\$15.06	\$15.43	\$15.80	\$16.17	\$16.54	\$17.00	\$17.45	\$17.92	\$18.40
HC	8	Annual	\$28,109.00	\$28,934.00	\$29,771.00	\$30,593.00	\$31,422.00	\$32,251.00	\$33,082.00	\$33,988.00	\$34,898.00	\$35,832.00	\$36,792.00
		Bi-Wk	\$1,076.98	\$1,108.59	\$1,140.66	\$1,172.15	\$1,203.91	\$1,235.68	\$1,267.51	\$1,302.23	\$1,337.09	\$1,372.88	\$1,409.66
		Daily	\$107.70	\$110.86	\$114.07	\$117.22	\$120.40	\$123.57	\$126.76	\$130.23	\$133.71	\$137.29	\$140.97
		Hourly	\$15.39	\$15.84	\$16.30	\$16.75	\$17.20	\$17.66	\$18.11	\$18.61	\$19.11	\$19.62	\$20.14

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<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>
HC	9	Annual	\$28,973.00	\$29,794.00	\$30,700.00	\$31,563.00	\$32,429.00	\$33,289.00	\$34,163.00	\$35,102.00	\$36,039.00	\$37,003.00	\$37,993.00
		Bi-Wk	\$1,110.08	\$1,141.54	\$1,176.25	\$1,209.32	\$1,242.50	\$1,275.45	\$1,308.93	\$1,344.91	\$1,380.81	\$1,417.74	\$1,455.68
		Daily	\$111.01	\$114.16	\$117.63	\$120.94	\$124.25	\$127.55	\$130.90	\$134.50	\$138.09	\$141.78	\$145.57
		Hourly	\$15.86	\$16.31	\$16.81	\$17.28	\$17.75	\$18.23	\$18.70	\$19.22	\$19.73	\$20.26	\$20.80
HC	10	Annual	\$29,904.00	\$30,813.00	\$31,710.00	\$32,617.00	\$33,520.00	\$34,440.00	\$35,391.00	\$36,362.00	\$37,338.00	\$38,340.00	\$39,371.00
		Bi-Wk	\$1,145.75	\$1,180.58	\$1,214.95	\$1,249.70	\$1,284.30	\$1,319.55	\$1,355.98	\$1,393.19	\$1,430.58	\$1,468.97	\$1,508.47
		Daily	\$114.58	\$118.06	\$121.50	\$124.97	\$128.43	\$131.96	\$135.60	\$139.32	\$143.06	\$146.90	\$150.85
		Hourly	\$16.37	\$16.87	\$17.36	\$17.86	\$18.35	\$18.86	\$19.38	\$19.91	\$20.44	\$20.99	\$21.55
HC	11	Annual	\$30,856.00	\$31,792.00	\$32,738.00	\$33,676.00	\$34,647.00	\$35,635.00	\$36,625.00	\$37,632.00	\$38,637.00	\$39,673.00	\$40,737.00
		Bi-Wk	\$1,182.23	\$1,218.09	\$1,254.33	\$1,290.27	\$1,327.48	\$1,365.33	\$1,403.26	\$1,441.84	\$1,480.35	\$1,520.04	\$1,560.81
		Daily	\$118.23	\$121.81	\$125.44	\$129.03	\$132.75	\$136.54	\$140.33	\$144.19	\$148.04	\$152.01	\$156.09
		Hourly	\$16.89	\$17.41	\$17.92	\$18.44	\$18.97	\$19.51	\$20.05	\$20.60	\$21.15	\$21.72	\$22.30
HC	12	Annual	\$31,855.00	\$32,840.00	\$33,811.00	\$34,828.00	\$35,852.00	\$36,885.00	\$37,908.00	\$38,950.00	\$39,992.00	\$41,061.00	\$42,163.00
		Bi-Wk	\$1,220.50	\$1,258.24	\$1,295.45	\$1,334.41	\$1,373.64	\$1,413.22	\$1,452.42	\$1,492.34	\$1,532.27	\$1,573.22	\$1,615.45
		Daily	\$122.05	\$125.83	\$129.55	\$133.45	\$137.37	\$141.33	\$145.25	\$149.24	\$153.23	\$157.33	\$161.55
		Hourly	\$17.44	\$17.98	\$18.51	\$19.07	\$19.63	\$20.19	\$20.75	\$21.32	\$21.89	\$22.48	\$23.08
HC	13	Annual	\$33,652.00	\$34,891.00	\$36,149.00	\$37,398.00	\$38,653.00	\$39,901.00	\$41,160.00	\$42,290.00	\$43,423.00	\$44,587.00	\$45,783.00
		Bi-Wk	\$1,289.35	\$1,336.82	\$1,385.02	\$1,432.88	\$1,480.96	\$1,528.78	\$1,577.02	\$1,620.31	\$1,663.72	\$1,708.32	\$1,754.14
		Daily	\$128.94	\$133.69	\$138.51	\$143.29	\$148.10	\$152.88	\$157.71	\$162.04	\$166.38	\$170.84	\$175.42
		Hourly	\$18.42	\$19.10	\$19.79	\$20.47	\$21.16	\$21.84	\$22.53	\$23.15	\$23.77	\$24.41	\$25.06
HC	14	Annual	\$35,224.00	\$36,523.00	\$37,818.00	\$39,109.00	\$40,402.00	\$41,695.00	\$42,984.00	\$44,165.00	\$45,349.00	\$46,564.00	\$47,814.00
		Bi-Wk	\$1,349.58	\$1,399.35	\$1,448.97	\$1,498.43	\$1,547.97	\$1,597.51	\$1,646.90	\$1,692.15	\$1,737.51	\$1,784.07	\$1,831.96
		Daily	\$134.96	\$139.94	\$144.90	\$149.85	\$154.80	\$159.76	\$164.69	\$169.22	\$173.76	\$178.41	\$183.20
		Hourly	\$19.28	\$20.00	\$20.70	\$21.41	\$22.12	\$22.83	\$23.53	\$24.18	\$24.83	\$25.49	\$26.18
HC	15	Annual	\$36,919.00	\$38,250.00	\$39,581.00	\$40,910.00	\$42,244.00	\$43,581.00	\$44,911.00	\$46,147.00	\$47,382.00	\$48,651.00	\$49,953.00
		Bi-Wk	\$1,414.53	\$1,465.52	\$1,516.52	\$1,567.44	\$1,618.55	\$1,669.78	\$1,720.73	\$1,768.09	\$1,815.41	\$1,864.03	\$1,913.91
		Daily	\$141.46	\$146.56	\$151.66	\$156.75	\$161.86	\$166.98	\$172.08	\$176.81	\$181.55	\$186.41	\$191.40
		Hourly	\$20.21	\$20.94	\$21.67	\$22.40	\$23.13	\$23.86	\$24.59	\$25.26	\$25.94	\$26.63	\$27.35
HC	16	Annual	\$38,714.00	\$40,086.00	\$41,462.00	\$42,832.00	\$44,203.00	\$45,577.00	\$46,942.00	\$48,230.00	\$49,522.00	\$50,849.00	\$52,213.00
		Bi-Wk	\$1,483.30	\$1,535.87	\$1,588.59	\$1,641.08	\$1,693.61	\$1,746.25	\$1,798.55	\$1,847.90	\$1,897.40	\$1,948.24	\$2,000.50
		Daily	\$148.33	\$153.59	\$158.86	\$164.11	\$169.37	\$174.63	\$179.86	\$184.79	\$189.74	\$194.83	\$200.05
		Hourly	\$21.19	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95	\$25.70	\$26.40	\$27.11	\$27.84	\$28.58

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HC	17	Annual	\$40,631.00	\$42,045.00	\$43,457.00	\$44,866.00	\$46,276.00	\$47,680.00	\$49,099.00	\$50,450.00	\$51,800.00	\$53,186.00	\$54,609.00
		Bi-Wk	\$1,556.75	\$1,610.92	\$1,665.02	\$1,719.01	\$1,773.03	\$1,826.82	\$1,881.19	\$1,932.96	\$1,984.68	\$2,037.78	\$2,092.30
		Daily	\$155.68	\$161.10	\$166.51	\$171.91	\$177.31	\$182.69	\$188.12	\$193.30	\$198.47	\$203.78	\$209.23
		Hourly	\$22.24	\$23.02	\$23.79	\$24.56	\$25.33	\$26.10	\$26.88	\$27.62	\$28.36	\$29.12	\$29.89
HC	18	Annual	\$42,680.00	\$44,129.00	\$45,577.00	\$47,025.00	\$48,464.00	\$49,912.00	\$51,356.00	\$52,769.00	\$54,183.00	\$55,637.00	\$57,133.00
		Bi-Wk	\$1,635.25	\$1,690.77	\$1,746.25	\$1,801.73	\$1,856.86	\$1,912.34	\$1,967.67	\$2,021.81	\$2,075.98	\$2,131.69	\$2,189.01
		Daily	\$163.53	\$169.08	\$174.63	\$180.18	\$185.69	\$191.24	\$196.77	\$202.19	\$207.60	\$213.17	\$218.91
		Hourly	\$23.37	\$24.16	\$24.95	\$25.74	\$26.53	\$27.32	\$28.11	\$28.89	\$29.66	\$30.46	\$31.28
HC	19	Annual	\$44,783.00	\$46,276.00	\$47,763.00	\$49,258.00	\$50,737.00	\$52,224.00	\$53,713.00	\$55,193.00	\$56,668.00	\$58,187.00	\$59,746.00
		Bi-Wk	\$1,715.83	\$1,773.03	\$1,830.00	\$1,887.28	\$1,943.95	\$2,000.92	\$2,057.97	\$2,114.68	\$2,171.19	\$2,229.39	\$2,289.12
		Daily	\$171.59	\$177.31	\$183.00	\$188.73	\$194.40	\$200.10	\$205.80	\$211.47	\$217.12	\$222.94	\$228.92
		Hourly	\$24.52	\$25.33	\$26.15	\$26.97	\$27.78	\$28.59	\$29.40	\$30.21	\$31.02	\$31.85	\$32.71
HC	20	Annual	\$47,067.00	\$48,592.00	\$50,116.00	\$51,636.00	\$53,156.00	\$54,682.00	\$56,207.00	\$57,752.00	\$59,297.00	\$60,885.00	\$62,515.00
		Bi-Wk	\$1,803.34	\$1,861.77	\$1,920.16	\$1,978.40	\$2,036.63	\$2,095.10	\$2,153.53	\$2,212.73	\$2,271.92	\$2,332.76	\$2,395.22
		Daily	\$180.34	\$186.18	\$192.02	\$197.84	\$203.67	\$209.51	\$215.36	\$221.28	\$227.20	\$233.28	\$239.53
		Hourly	\$25.77	\$26.60	\$27.44	\$28.27	\$29.10	\$29.93	\$30.77	\$31.62	\$32.46	\$33.33	\$34.22
HC	21	Annual	\$49,388.00	\$50,953.00	\$52,519.00	\$54,087.00	\$55,654.00	\$57,217.00	\$58,786.00	\$60,401.00	\$62,018.00	\$63,678.00	\$65,383.00
		Bi-Wk	\$1,892.27	\$1,952.23	\$2,012.23	\$2,072.30	\$2,132.34	\$2,192.23	\$2,252.34	\$2,314.22	\$2,376.17	\$2,439.78	\$2,505.10
		Daily	\$189.23	\$195.23	\$201.23	\$207.23	\$213.24	\$219.23	\$225.24	\$231.43	\$237.62	\$243.98	\$250.51
		Hourly	\$27.04	\$27.89	\$28.75	\$29.61	\$30.47	\$31.32	\$32.18	\$33.07	\$33.95	\$34.86	\$35.79
HC	22	Annual	\$50,737.00	\$52,598.00	\$54,460.00	\$56,314.00	\$58,174.00	\$60,034.00	\$61,891.00	\$63,594.00	\$65,295.00	\$67,045.00	\$68,842.00
		Bi-Wk	\$1,943.95	\$2,015.25	\$2,086.60	\$2,157.63	\$2,228.89	\$2,300.16	\$2,371.31	\$2,436.56	\$2,501.73	\$2,568.78	\$2,637.63
		Daily	\$194.40	\$201.53	\$208.66	\$215.77	\$222.89	\$230.02	\$237.14	\$243.66	\$250.18	\$256.88	\$263.77
		Hourly	\$27.78	\$28.79	\$29.81	\$30.83	\$31.85	\$32.86	\$33.88	\$34.81	\$35.74	\$36.70	\$37.69
HC	23	Annual	\$53,143.00	\$55,081.00	\$57,010.00	\$58,950.00	\$60,885.00	\$62,825.00	\$64,763.00	\$66,539.00	\$68,321.00	\$70,153.00	\$72,033.00
		Bi-Wk	\$2,036.14	\$2,110.39	\$2,184.30	\$2,258.63	\$2,332.76	\$2,407.09	\$2,481.35	\$2,549.39	\$2,617.67	\$2,687.86	\$2,759.89
		Daily	\$203.62	\$211.04	\$218.43	\$225.87	\$233.28	\$240.71	\$248.14	\$254.94	\$261.77	\$268.79	\$275.99
		Hourly	\$29.09	\$30.15	\$31.21	\$32.27	\$33.33	\$34.39	\$35.45	\$36.42	\$37.40	\$38.40	\$39.43
HC	24	Annual	\$55,696.00	\$57,716.00	\$59,731.00	\$61,752.00	\$63,775.00	\$65,789.00	\$67,806.00	\$69,668.00	\$71,534.00	\$73,450.00	\$75,416.00
		Bi-Wk	\$2,133.95	\$2,211.35	\$2,288.55	\$2,365.98	\$2,443.49	\$2,520.66	\$2,597.94	\$2,669.28	\$2,740.77	\$2,814.18	\$2,889.51
		Daily	\$213.40	\$221.14	\$228.86	\$236.60	\$244.35	\$252.07	\$259.80	\$266.93	\$274.08	\$281.42	\$288.96
		Hourly	\$30.49	\$31.60	\$32.70	\$33.80	\$34.91	\$36.01	\$37.12	\$38.14	\$39.16	\$40.21	\$41.28

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HC	25	Annual	\$58,413.00	\$60,515.00	\$62,598.00	\$64,695.00	\$66,786.00	\$68,884.00	\$70,971.00	\$72,925.00	\$74,876.00	\$76,880.00	\$78,938.00
		Bi-Wk	\$2,238.05	\$2,318.59	\$2,398.40	\$2,478.74	\$2,558.86	\$2,639.24	\$2,719.20	\$2,794.07	\$2,868.82	\$2,945.60	\$3,024.45
		Daily	\$223.81	\$231.86	\$239.84	\$247.88	\$255.89	\$263.93	\$271.92	\$279.41	\$286.89	\$294.56	\$302.45
		Hourly	\$31.98	\$33.13	\$34.27	\$35.42	\$36.56	\$37.71	\$38.85	\$39.92	\$40.99	\$42.08	\$43.21
HC	26	Annual	\$61,294.00	\$63,462.00	\$65,641.00	\$67,806.00	\$69,978.00	\$72,150.00	\$74,316.00	\$76,358.00	\$78,403.00	\$80,505.00	\$82,663.00
		Bi-Wk	\$2,348.43	\$2,431.50	\$2,514.99	\$2,597.94	\$2,681.15	\$2,764.37	\$2,847.36	\$2,925.60	\$3,003.95	\$3,084.49	\$3,167.17
		Daily	\$234.85	\$243.15	\$251.50	\$259.80	\$268.12	\$276.44	\$284.74	\$292.56	\$300.40	\$308.45	\$316.72
		Hourly	\$33.55	\$34.74	\$35.93	\$37.12	\$38.31	\$39.50	\$40.68	\$41.80	\$42.92	\$44.07	\$45.25
HC	27	Annual	\$64,337.00	\$66,584.00	\$68,831.00	\$71,071.00	\$73,321.00	\$75,562.00	\$77,815.00	\$79,953.00	\$82,092.00	\$84,293.00	\$86,555.00
		Bi-Wk	\$2,465.02	\$2,551.12	\$2,637.21	\$2,723.03	\$2,809.24	\$2,895.10	\$2,981.42	\$3,063.34	\$3,145.29	\$3,229.62	\$3,316.29
		Daily	\$246.51	\$255.12	\$263.73	\$272.31	\$280.93	\$289.51	\$298.15	\$306.34	\$314.53	\$322.97	\$331.63
		Hourly	\$35.22	\$36.45	\$37.68	\$38.91	\$40.14	\$41.36	\$42.60	\$43.77	\$44.94	\$46.14	\$47.38
HC	28	Annual	\$67,586.00	\$69,908.00	\$72,237.00	\$74,563.00	\$76,884.00	\$79,200.00	\$81,521.00	\$83,762.00	\$86,006.00	\$88,313.00	\$90,681.00
		Bi-Wk	\$2,589.51	\$2,678.47	\$2,767.71	\$2,856.82	\$2,945.75	\$3,034.49	\$3,123.41	\$3,209.28	\$3,295.25	\$3,383.64	\$3,474.37
		Daily	\$258.96	\$267.85	\$276.78	\$285.69	\$294.58	\$303.45	\$312.35	\$320.93	\$329.53	\$338.37	\$347.44
		Hourly	\$37.00	\$38.27	\$39.54	\$40.82	\$42.09	\$43.35	\$44.63	\$45.85	\$47.08	\$48.34	\$49.64
HC	29	Annual	\$68,235.00	\$70,794.00	\$73,358.00	\$75,919.00	\$78,480.00	\$81,036.00	\$83,598.00	\$85,894.00	\$88,197.00	\$90,557.00	\$92,982.00
		Bi-Wk	\$2,614.37	\$2,712.42	\$2,810.66	\$2,908.78	\$3,006.90	\$3,104.83	\$3,202.99	\$3,290.96	\$3,379.20	\$3,469.62	\$3,562.53
		Daily	\$261.44	\$271.25	\$281.07	\$290.88	\$300.69	\$310.49	\$320.30	\$329.10	\$337.92	\$346.97	\$356.26
		Hourly	\$37.35	\$38.75	\$40.16	\$41.56	\$42.96	\$44.36	\$45.76	\$47.02	\$48.28	\$49.57	\$50.90
HC	30	Annual	\$70,971.00	\$73,608.00	\$76,247.00	\$78,878.00	\$81,511.00	\$84,146.00	\$86,785.00	\$89,171.00	\$91,555.00	\$94,003.00	\$96,517.00
		Bi-Wk	\$2,719.20	\$2,820.23	\$2,921.35	\$3,022.15	\$3,123.03	\$3,223.99	\$3,325.10	\$3,416.52	\$3,507.86	\$3,601.65	\$3,697.97
		Daily	\$271.92	\$282.03	\$292.14	\$302.22	\$312.31	\$322.40	\$332.51	\$341.66	\$350.79	\$360.17	\$369.80
		Hourly	\$38.85	\$40.29	\$41.74	\$43.18	\$44.62	\$46.06	\$47.51	\$48.81	\$50.12	\$51.46	\$52.83
HC	31	Annual	\$73,821.00	\$76,531.00	\$79,243.00	\$81,958.00	\$84,677.00	\$87,387.00	\$90,098.00	\$92,578.00	\$95,052.00	\$97,594.00	\$100,203.00
		Bi-Wk	\$2,828.40	\$2,932.23	\$3,036.14	\$3,140.16	\$3,244.33	\$3,348.17	\$3,452.04	\$3,547.05	\$3,641.84	\$3,739.24	\$3,839.20
		Daily	\$282.84	\$293.23	\$303.62	\$314.02	\$324.44	\$334.82	\$345.21	\$354.71	\$364.19	\$373.93	\$383.92
		Hourly	\$40.41	\$41.89	\$43.38	\$44.86	\$46.35	\$47.84	\$49.32	\$50.68	\$52.03	\$53.42	\$54.85
HC	32	Annual	\$76,779.00	\$79,568.00	\$82,353.00	\$85,138.00	\$87,931.00	\$90,715.00	\$93,511.00	\$96,084.00	\$98,654.00	\$101,293.00	\$104,004.00
		Bi-Wk	\$2,941.73	\$3,048.59	\$3,155.29	\$3,262.00	\$3,369.01	\$3,475.68	\$3,582.80	\$3,681.38	\$3,779.85	\$3,880.96	\$3,984.83
		Daily	\$294.18	\$304.86	\$315.53	\$326.20	\$336.91	\$347.57	\$358.28	\$368.14	\$377.99	\$388.10	\$398.49
		Hourly	\$42.03	\$43.56	\$45.08	\$46.60	\$48.13	\$49.66	\$51.19	\$52.60	\$54.00	\$55.45	\$56.93

P-1 HC 35-Hours Salary Plan Effective 07/02/2010

<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>
HC	33	Annual	\$79,873.00	\$82,738.00	\$85,601.00	\$88,466.00	\$91,331.00	\$94,197.00	\$97,068.00	\$99,737.00	\$102,408.00	\$105,149.00	\$107,964.00
		Bi-Wk	\$3,060.27	\$3,170.04	\$3,279.74	\$3,389.51	\$3,499.28	\$3,609.09	\$3,719.09	\$3,821.35	\$3,923.68	\$4,028.70	\$4,136.56
		Daily	\$306.03	\$317.01	\$327.98	\$338.96	\$349.93	\$360.91	\$371.91	\$382.14	\$392.37	\$402.87	\$413.66
		Hourly	\$43.72	\$45.29	\$46.86	\$48.43	\$49.99	\$51.56	\$53.13	\$54.60	\$56.06	\$57.56	\$59.10
HC	34	Annual	\$83,162.00	\$86,102.00	\$89,048.00	\$91,993.00	\$94,931.00	\$97,879.00	\$100,819.00	\$103,590.00	\$106,365.00	\$109,218.00	\$112,146.00
		Bi-Wk	\$3,186.29	\$3,298.93	\$3,411.81	\$3,524.64	\$3,637.21	\$3,750.16	\$3,862.80	\$3,968.97	\$4,075.29	\$4,184.60	\$4,296.79
		Daily	\$318.63	\$329.90	\$341.19	\$352.47	\$363.73	\$375.02	\$386.28	\$396.90	\$407.53	\$418.46	\$429.68
		Hourly	\$45.52	\$47.13	\$48.75	\$50.36	\$51.97	\$53.58	\$55.19	\$56.70	\$58.22	\$59.78	\$61.39
HC	35	Annual	\$86,578.00	\$89,593.00	\$92,209.00	\$95,633.00	\$98,650.00	\$101,665.00	\$104,282.00	\$107,148.00	\$110,016.00	\$112,963.00	\$115,989.00
		Bi-Wk	\$3,317.17	\$3,432.69	\$3,532.92	\$3,664.10	\$3,779.70	\$3,895.22	\$3,995.48	\$4,105.29	\$4,215.18	\$4,328.09	\$4,444.03
		Daily	\$331.72	\$343.27	\$353.30	\$366.41	\$377.97	\$389.53	\$399.55	\$410.53	\$421.52	\$432.81	\$444.41
		Hourly	\$47.39	\$49.04	\$50.48	\$52.35	\$54.00	\$55.65	\$57.08	\$58.65	\$60.22	\$61.83	\$63.49
HC	36	Annual	\$90,178.00	\$93,271.00	\$96,370.00	\$99,465.00	\$102,565.00	\$105,657.00	\$108,752.00	\$111,744.00	\$114,735.00	\$117,805.00	\$120,959.00
		Bi-Wk	\$3,455.10	\$3,573.61	\$3,692.34	\$3,810.92	\$3,929.70	\$4,048.17	\$4,166.75	\$4,281.38	\$4,395.98	\$4,513.61	\$4,634.45
		Daily	\$345.51	\$357.37	\$369.24	\$381.10	\$392.97	\$404.82	\$416.68	\$428.14	\$439.60	\$451.37	\$463.45
		Hourly	\$49.36	\$51.06	\$52.75	\$54.45	\$56.14	\$57.84	\$59.53	\$61.17	\$62.80	\$64.49	\$66.21
HC	37	Annual	\$93,919.00	\$97,097.00	\$100,277.00	\$103,462.00	\$106,645.00	\$109,825.00	\$113,006.00	\$116,110.00	\$119,217.00	\$122,406.00	\$125,681.00
		Bi-Wk	\$3,598.43	\$3,720.20	\$3,842.04	\$3,964.07	\$4,086.02	\$4,207.86	\$4,329.74	\$4,448.66	\$4,567.71	\$4,689.89	\$4,815.37
		Daily	\$359.85	\$372.02	\$384.21	\$396.41	\$408.61	\$420.79	\$432.98	\$444.87	\$456.78	\$468.99	\$481.54
		Hourly	\$51.41	\$53.15	\$54.89	\$56.63	\$58.38	\$60.12	\$61.86	\$63.56	\$65.26	\$67.00	\$68.80
HC	38	Annual	\$97,798.00	\$101,049.00	\$104,312.00	\$107,565.00	\$110,818.00	\$114,074.00	\$117,331.00	\$120,555.00	\$123,781.00	\$127,093.00	\$130,495.00
		Bi-Wk	\$3,747.05	\$3,871.61	\$3,996.63	\$4,121.27	\$4,245.91	\$4,370.66	\$4,495.45	\$4,618.97	\$4,742.57	\$4,869.47	\$4,999.81
		Daily	\$374.71	\$387.17	\$399.67	\$412.13	\$424.60	\$437.07	\$449.55	\$461.90	\$474.26	\$486.95	\$499.99
		Hourly	\$53.53	\$55.31	\$57.10	\$58.88	\$60.66	\$62.44	\$64.23	\$65.99	\$67.76	\$69.57	\$71.43
HC	39	Annual	\$101,862.00	\$105,194.00	\$108,529.00	\$111,869.00	\$115,200.00	\$118,628.00	\$121,868.00	\$125,217.00	\$128,569.00	\$132,012.00	\$135,549.00
		Bi-Wk	\$3,902.76	\$4,030.43	\$4,158.20	\$4,286.17	\$4,413.80	\$4,545.14	\$4,669.28	\$4,797.59	\$4,926.02	\$5,057.94	\$5,193.45
		Daily	\$390.28	\$403.05	\$415.82	\$428.62	\$441.38	\$454.52	\$466.93	\$479.76	\$492.61	\$505.80	\$519.35
		Hourly	\$55.76	\$57.58	\$59.41	\$61.24	\$63.06	\$64.94	\$66.71	\$68.54	\$70.38	\$72.26	\$74.20
HC	40	Annual	\$106,110.00	\$109,511.00	\$112,922.00	\$116,323.00	\$119,726.00	\$123,133.00	\$126,538.00	\$130,015.00	\$133,499.00	\$137,076.00	\$140,748.00
		Bi-Wk	\$4,065.52	\$4,195.83	\$4,326.52	\$4,456.82	\$4,587.21	\$4,717.74	\$4,848.20	\$4,981.42	\$5,114.91	\$5,251.96	\$5,392.65
		Daily	\$406.56	\$419.59	\$432.66	\$445.69	\$458.73	\$471.78	\$484.82	\$498.15	\$511.50	\$525.20	\$539.27
		Hourly	\$58.08	\$59.95	\$61.81	\$63.67	\$65.54	\$67.40	\$69.26	\$71.17	\$73.08	\$75.03	\$77.04

P-1 HC 35-Hours Salary Plan Effective 07/02/2010

<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>
HC	41	Annual	\$110,547.00	\$114,032.00	\$117,519.00	\$121,009.00	\$124,495.00	\$127,979.00	\$131,464.00	\$135,081.00	\$138,696.00	\$142,408.00	\$146,219.00
		Bi-Wk	\$4,235.52	\$4,369.05	\$4,502.65	\$4,636.37	\$4,769.93	\$4,903.41	\$5,036.94	\$5,175.52	\$5,314.03	\$5,456.25	\$5,602.27
		Daily	\$423.56	\$436.91	\$450.27	\$463.64	\$477.00	\$490.35	\$503.70	\$517.56	\$531.41	\$545.63	\$560.23
		Hourly	\$60.51	\$62.42	\$64.33	\$66.24	\$68.15	\$70.05	\$71.96	\$73.94	\$75.92	\$77.95	\$80.04
HC	42	Annual	\$115,153.00	\$118,722.00	\$122,291.00	\$125,841.00	\$129,413.00	\$132,980.00	\$136,543.00	\$140,300.00	\$144,054.00	\$147,907.00	\$151,864.00
		Bi-Wk	\$4,412.00	\$4,548.74	\$4,685.48	\$4,821.50	\$4,958.36	\$5,095.02	\$5,231.54	\$5,375.48	\$5,519.32	\$5,666.94	\$5,818.55
		Daily	\$441.20	\$454.88	\$468.55	\$482.15	\$495.84	\$509.51	\$523.16	\$537.55	\$551.94	\$566.70	\$581.86
		Hourly	\$63.03	\$64.99	\$66.94	\$68.88	\$70.84	\$72.79	\$74.74	\$76.80	\$78.85	\$80.96	\$83.13
HC	43	Annual	\$120,041.00	\$123,679.00	\$127,316.00	\$130,948.00	\$134,587.00	\$138,220.00	\$141,850.00	\$145,754.00	\$149,654.00	\$153,658.00	\$157,770.00
		Bi-Wk	\$4,599.28	\$4,738.66	\$4,878.01	\$5,017.17	\$5,156.60	\$5,295.79	\$5,434.87	\$5,584.45	\$5,733.87	\$5,887.28	\$6,044.83
		Daily	\$459.93	\$473.87	\$487.81	\$501.72	\$515.66	\$529.58	\$543.49	\$558.45	\$573.39	\$588.73	\$604.49
		Hourly	\$65.71	\$67.70	\$69.69	\$71.68	\$73.67	\$75.66	\$77.65	\$79.78	\$81.92	\$84.11	\$86.36

NP-6 HN 35-Hours Salary Plan Effective 7/02/2010

<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>
HN	1	Annual	\$21,911.00	\$22,443.00	\$22,971.00	\$23,495.00	\$24,019.00	\$24,549.00	\$25,079.00	\$25,769.00	\$26,457.00	\$27,167.00	\$27,897.00
		Bi-Wk	\$839.51	\$859.89	\$880.12	\$900.20	\$920.27	\$940.58	\$960.89	\$987.32	\$1,013.68	\$1,040.89	\$1,068.86
		Daily	\$83.96	\$85.99	\$88.02	\$90.02	\$92.03	\$94.06	\$96.09	\$98.74	\$101.37	\$104.09	\$106.89
		Hourly	\$12.00	\$12.29	\$12.58	\$12.86	\$13.15	\$13.44	\$13.73	\$14.11	\$14.49	\$14.87	\$15.27
HN	2	Annual	\$22,971.00	\$23,495.00	\$24,019.00	\$24,549.00	\$25,079.00	\$25,602.00	\$26,128.00	\$26,848.00	\$27,566.00	\$28,305.00	\$29,064.00
		Bi-Wk	\$880.12	\$900.20	\$920.27	\$940.58	\$960.89	\$980.92	\$1,001.08	\$1,028.66	\$1,056.17	\$1,084.49	\$1,113.57
		Daily	\$88.02	\$90.02	\$92.03	\$94.06	\$96.09	\$98.10	\$100.11	\$102.87	\$105.62	\$108.45	\$111.36
		Hourly	\$12.58	\$12.86	\$13.15	\$13.44	\$13.73	\$14.02	\$14.31	\$14.70	\$15.09	\$15.50	\$15.91
HN	3	Annual	\$23,495.00	\$24,019.00	\$24,549.00	\$25,079.00	\$25,602.00	\$26,128.00	\$26,655.00	\$27,388.00	\$28,123.00	\$28,878.00	\$29,656.00
		Bi-Wk	\$900.20	\$920.27	\$940.58	\$960.89	\$980.92	\$1,001.08	\$1,021.27	\$1,049.35	\$1,077.51	\$1,106.44	\$1,136.25
		Daily	\$90.02	\$92.03	\$94.06	\$96.09	\$98.10	\$100.11	\$102.13	\$104.94	\$107.76	\$110.65	\$113.63
		Hourly	\$12.86	\$13.15	\$13.44	\$13.73	\$14.02	\$14.31	\$14.59	\$15.00	\$15.40	\$15.81	\$16.24
HN	4	Annual	\$24,243.00	\$24,886.00	\$25,527.00	\$26,166.00	\$26,811.00	\$27,446.00	\$28,088.00	\$28,861.00	\$29,631.00	\$30,425.00	\$31,238.00
		Bi-Wk	\$928.86	\$953.49	\$978.05	\$1,002.53	\$1,027.25	\$1,051.58	\$1,076.17	\$1,105.79	\$1,135.29	\$1,165.71	\$1,196.86
		Daily	\$92.89	\$95.35	\$97.81	\$100.26	\$102.73	\$105.16	\$107.62	\$110.58	\$113.53	\$116.58	\$119.69
		Hourly	\$13.27	\$13.63	\$13.98	\$14.33	\$14.68	\$15.03	\$15.38	\$15.80	\$16.22	\$16.66	\$17.10
HN	5	Annual	\$24,848.00	\$25,527.00	\$26,202.00	\$26,875.00	\$27,550.00	\$28,232.00	\$28,908.00	\$29,701.00	\$30,496.00	\$31,313.00	\$32,154.00
		Bi-Wk	\$952.04	\$978.05	\$1,003.91	\$1,029.70	\$1,055.56	\$1,081.69	\$1,107.59	\$1,137.97	\$1,168.43	\$1,199.74	\$1,231.96
		Daily	\$95.21	\$97.81	\$100.40	\$102.97	\$105.56	\$108.17	\$110.76	\$113.80	\$116.85	\$119.98	\$123.20
		Hourly	\$13.61	\$13.98	\$14.35	\$14.71	\$15.08	\$15.46	\$15.83	\$16.26	\$16.70	\$17.14	\$17.60
HN	6	Annual	\$25,678.00	\$26,358.00	\$27,036.00	\$27,711.00	\$28,386.00	\$29,060.00	\$29,736.00	\$30,554.00	\$31,371.00	\$32,208.00	\$33,068.00
		Bi-Wk	\$983.84	\$1,009.89	\$1,035.87	\$1,061.73	\$1,087.59	\$1,113.41	\$1,139.32	\$1,170.66	\$1,201.96	\$1,234.03	\$1,266.98
		Daily	\$98.39	\$100.99	\$103.59	\$106.18	\$108.76	\$111.35	\$113.94	\$117.07	\$120.20	\$123.41	\$126.70
		Hourly	\$14.06	\$14.43	\$14.80	\$15.17	\$15.54	\$15.91	\$16.28	\$16.73	\$17.18	\$17.63	\$18.10
HN	7	Annual	\$26,428.00	\$27,103.00	\$27,787.00	\$28,461.00	\$29,132.00	\$29,810.00	\$30,484.00	\$31,322.00	\$32,158.00	\$33,018.00	\$33,901.00
		Bi-Wk	\$1,012.57	\$1,038.43	\$1,064.64	\$1,090.46	\$1,116.17	\$1,142.15	\$1,167.97	\$1,200.08	\$1,232.11	\$1,265.06	\$1,298.89
		Daily	\$101.26	\$103.85	\$106.47	\$109.05	\$111.62	\$114.22	\$116.80	\$120.01	\$123.22	\$126.51	\$129.89
		Hourly	\$14.47	\$14.84	\$15.21	\$15.58	\$15.95	\$16.32	\$16.69	\$17.15	\$17.61	\$18.08	\$18.56
HN	8	Annual	\$28,386.00	\$29,212.00	\$30,041.00	\$30,867.00	\$31,702.00	\$32,526.00	\$33,356.00	\$34,270.00	\$35,188.00	\$36,133.00	\$37,103.00
		Bi-Wk	\$1,087.59	\$1,119.24	\$1,151.00	\$1,182.65	\$1,214.64	\$1,246.21	\$1,278.01	\$1,313.03	\$1,348.20	\$1,384.41	\$1,421.58
		Daily	\$108.76	\$111.93	\$115.10	\$118.27	\$121.47	\$124.63	\$127.81	\$131.31	\$134.82	\$138.45	\$142.16
		Hourly	\$15.54	\$15.99	\$16.45	\$16.90	\$17.36	\$17.81	\$18.26	\$18.76	\$19.26	\$19.78	\$20.31

NP-6 HN 35-Hours Salary Plan Effective 7/02/2010

<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>
HN	9	Annual	\$29,249.00	\$30,111.00	\$30,973.00	\$31,842.00	\$32,705.00	\$33,563.00	\$34,434.00	\$35,378.00	\$36,326.00	\$37,298.00	\$38,300.00
		Bi-Wk	\$1,120.66	\$1,153.68	\$1,186.71	\$1,220.00	\$1,253.07	\$1,285.94	\$1,319.32	\$1,355.48	\$1,391.81	\$1,429.05	\$1,467.44
		Daily	\$112.07	\$115.37	\$118.68	\$122.00	\$125.31	\$128.60	\$131.94	\$135.55	\$139.19	\$142.91	\$146.75
		Hourly	\$16.01	\$16.49	\$16.96	\$17.43	\$17.91	\$18.38	\$18.85	\$19.37	\$19.89	\$20.42	\$20.97
HN	10	Annual	\$30,179.00	\$31,083.00	\$31,984.00	\$32,897.00	\$33,796.00	\$34,713.00	\$35,664.00	\$36,643.00	\$37,625.00	\$38,633.00	\$39,670.00
		Bi-Wk	\$1,156.29	\$1,190.92	\$1,225.45	\$1,260.43	\$1,294.87	\$1,330.00	\$1,366.44	\$1,403.95	\$1,441.58	\$1,480.20	\$1,519.93
		Daily	\$115.63	\$119.10	\$122.55	\$126.05	\$129.49	\$133.00	\$136.65	\$140.40	\$144.16	\$148.02	\$152.00
		Hourly	\$16.52	\$17.02	\$17.51	\$18.01	\$18.50	\$19.00	\$19.53	\$20.06	\$20.60	\$21.15	\$21.72
HN	11	Annual	\$31,126.00	\$32,067.00	\$33,017.00	\$33,955.00	\$34,923.00	\$35,908.00	\$36,899.00	\$37,913.00	\$38,927.00	\$39,968.00	\$41,040.00
		Bi-Wk	\$1,192.57	\$1,228.63	\$1,265.02	\$1,300.96	\$1,338.05	\$1,375.79	\$1,413.76	\$1,452.61	\$1,491.46	\$1,531.35	\$1,572.42
		Daily	\$119.26	\$122.87	\$126.51	\$130.10	\$133.81	\$137.58	\$141.38	\$145.27	\$149.15	\$153.14	\$157.25
		Hourly	\$17.04	\$17.56	\$18.08	\$18.59	\$19.12	\$19.66	\$20.20	\$20.76	\$21.31	\$21.88	\$22.47
HN	12	Annual	\$32,128.00	\$33,115.00	\$34,091.00	\$35,104.00	\$36,123.00	\$37,160.00	\$38,186.00	\$39,235.00	\$40,284.00	\$41,362.00	\$42,468.00
		Bi-Wk	\$1,230.96	\$1,268.78	\$1,306.17	\$1,344.99	\$1,384.03	\$1,423.76	\$1,463.07	\$1,503.26	\$1,543.45	\$1,584.76	\$1,627.13
		Daily	\$123.10	\$126.88	\$130.62	\$134.50	\$138.41	\$142.38	\$146.31	\$150.33	\$154.35	\$158.48	\$162.72
		Hourly	\$17.59	\$18.13	\$18.66	\$19.22	\$19.78	\$20.34	\$20.91	\$21.48	\$22.05	\$22.64	\$23.25
HN	13	Annual	\$33,924.00	\$35,170.00	\$36,417.00	\$37,672.00	\$38,926.00	\$40,177.00	\$41,435.00	\$42,572.00	\$43,712.00	\$44,883.00	\$46,084.00
		Bi-Wk	\$1,299.78	\$1,347.51	\$1,395.29	\$1,443.38	\$1,491.42	\$1,539.35	\$1,587.55	\$1,631.12	\$1,674.79	\$1,719.66	\$1,765.68
		Daily	\$129.98	\$134.76	\$139.53	\$144.34	\$149.15	\$153.94	\$158.76	\$163.12	\$167.48	\$171.97	\$176.57
		Hourly	\$18.57	\$19.26	\$19.94	\$20.62	\$21.31	\$22.00	\$22.68	\$23.31	\$23.93	\$24.57	\$25.23
HN	14	Annual	\$35,499.00	\$36,799.00	\$38,094.00	\$39,384.00	\$40,676.00	\$41,969.00	\$43,263.00	\$44,451.00	\$45,643.00	\$46,868.00	\$48,127.00
		Bi-Wk	\$1,360.12	\$1,409.93	\$1,459.55	\$1,508.97	\$1,558.47	\$1,608.01	\$1,657.59	\$1,703.11	\$1,748.78	\$1,795.71	\$1,843.95
		Daily	\$136.02	\$141.00	\$145.96	\$150.90	\$155.85	\$160.81	\$165.76	\$170.32	\$174.88	\$179.58	\$184.40
		Hourly	\$19.44	\$20.15	\$20.86	\$21.56	\$22.27	\$22.98	\$23.68	\$24.34	\$24.99	\$25.66	\$26.35
HN	15	Annual	\$37,197.00	\$38,524.00	\$39,857.00	\$41,185.00	\$42,520.00	\$43,858.00	\$45,182.00	\$46,427.00	\$47,670.00	\$48,946.00	\$50,259.00
		Bi-Wk	\$1,425.18	\$1,476.02	\$1,527.09	\$1,577.97	\$1,629.12	\$1,680.39	\$1,731.12	\$1,778.82	\$1,826.44	\$1,875.33	\$1,925.64
		Daily	\$142.52	\$147.61	\$152.71	\$157.80	\$162.92	\$168.04	\$173.12	\$177.89	\$182.65	\$187.54	\$192.57
		Hourly	\$20.36	\$21.09	\$21.82	\$22.55	\$23.28	\$24.01	\$24.74	\$25.42	\$26.10	\$26.80	\$27.51
HN	16	Annual	\$38,990.00	\$40,360.00	\$41,734.00	\$43,106.00	\$44,475.00	\$45,850.00	\$47,215.00	\$48,513.00	\$49,813.00	\$51,146.00	\$52,518.00
		Bi-Wk	\$1,493.87	\$1,546.37	\$1,599.01	\$1,651.58	\$1,704.03	\$1,756.71	\$1,809.01	\$1,858.74	\$1,908.55	\$1,959.62	\$2,012.19
		Daily	\$149.39	\$154.64	\$159.91	\$165.16	\$170.41	\$175.68	\$180.91	\$185.88	\$190.86	\$195.97	\$201.22
		Hourly	\$21.35	\$22.10	\$22.85	\$23.60	\$24.35	\$25.10	\$25.85	\$26.56	\$27.27	\$28.00	\$28.75

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<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>
HN	17	Annual	\$40,906.00	\$42,323.00	\$43,732.00	\$45,143.00	\$46,552.00	\$47,960.00	\$49,370.00	\$50,728.00	\$52,087.00	\$53,482.00	\$54,915.00
		Bi-Wk	\$1,567.28	\$1,621.58	\$1,675.56	\$1,729.62	\$1,783.61	\$1,837.55	\$1,891.58	\$1,943.61	\$1,995.68	\$2,049.12	\$2,104.03
		Daily	\$156.73	\$162.16	\$167.56	\$172.97	\$178.37	\$183.76	\$189.16	\$194.37	\$199.57	\$204.92	\$210.41
		Hourly	\$22.39	\$23.17	\$23.94	\$24.71	\$25.49	\$26.26	\$27.03	\$27.77	\$28.51	\$29.28	\$30.06
HN	18	Annual	\$42,961.00	\$44,400.00	\$45,850.00	\$47,292.00	\$48,737.00	\$50,189.00	\$51,630.00	\$53,049.00	\$54,470.00	\$55,933.00	\$57,431.00
		Bi-Wk	\$1,646.02	\$1,701.15	\$1,756.71	\$1,811.96	\$1,867.32	\$1,922.96	\$1,978.17	\$2,032.53	\$2,086.98	\$2,143.03	\$2,200.43
		Daily	\$164.61	\$170.12	\$175.68	\$181.20	\$186.74	\$192.30	\$197.82	\$203.26	\$208.70	\$214.31	\$220.05
		Hourly	\$23.52	\$24.31	\$25.10	\$25.89	\$26.68	\$27.48	\$28.26	\$29.04	\$29.82	\$30.62	\$31.44
HN	19	Annual	\$45,055.00	\$46,552.00	\$48,037.00	\$49,530.00	\$51,013.00	\$52,504.00	\$53,987.00	\$55,472.00	\$56,957.00	\$58,480.00	\$60,046.00
		Bi-Wk	\$1,726.25	\$1,783.61	\$1,840.50	\$1,897.71	\$1,954.53	\$2,011.65	\$2,068.47	\$2,125.37	\$2,182.27	\$2,240.62	\$2,300.62
		Daily	\$172.63	\$178.37	\$184.05	\$189.78	\$195.46	\$201.17	\$206.85	\$212.54	\$218.23	\$224.07	\$230.07
		Hourly	\$24.67	\$25.49	\$26.30	\$27.12	\$27.93	\$28.74	\$29.55	\$30.37	\$31.18	\$32.01	\$32.87
HN	20	Annual	\$47,338.00	\$48,861.00	\$50,388.00	\$51,905.00	\$53,434.00	\$54,956.00	\$56,485.00	\$58,037.00	\$59,588.00	\$61,183.00	\$62,824.00
		Bi-Wk	\$1,813.72	\$1,872.07	\$1,930.58	\$1,988.70	\$2,047.28	\$2,105.60	\$2,164.18	\$2,223.64	\$2,283.07	\$2,344.18	\$2,407.05
		Daily	\$181.38	\$187.21	\$193.06	\$198.87	\$204.73	\$210.56	\$216.42	\$222.37	\$228.31	\$234.42	\$240.71
		Hourly	\$25.92	\$26.75	\$27.58	\$28.41	\$29.25	\$30.08	\$30.92	\$31.77	\$32.62	\$33.49	\$34.39
HN	21	Annual	\$49,663.00	\$51,232.00	\$52,795.00	\$54,363.00	\$55,929.00	\$57,489.00	\$59,058.00	\$60,682.00	\$62,305.00	\$63,972.00	\$65,686.00
		Bi-Wk	\$1,902.80	\$1,962.92	\$2,022.80	\$2,082.88	\$2,142.88	\$2,202.65	\$2,262.76	\$2,324.99	\$2,387.17	\$2,451.04	\$2,516.71
		Daily	\$190.28	\$196.30	\$202.28	\$208.29	\$214.29	\$220.27	\$226.28	\$232.50	\$238.72	\$245.11	\$251.68
		Hourly	\$27.19	\$28.05	\$28.90	\$29.76	\$30.62	\$31.47	\$32.33	\$33.22	\$34.11	\$35.02	\$35.96
HN	22	Annual	\$51,013.00	\$52,871.00	\$54,730.00	\$56,586.00	\$58,450.00	\$60,305.00	\$62,163.00	\$63,872.00	\$65,583.00	\$67,339.00	\$69,141.00
		Bi-Wk	\$1,954.53	\$2,025.71	\$2,096.94	\$2,168.05	\$2,239.47	\$2,310.54	\$2,381.73	\$2,447.21	\$2,512.76	\$2,580.04	\$2,649.09
		Daily	\$195.46	\$202.58	\$209.70	\$216.81	\$223.95	\$231.06	\$238.18	\$244.73	\$251.28	\$258.01	\$264.91
		Hourly	\$27.93	\$28.94	\$29.96	\$30.98	\$32.00	\$33.01	\$34.03	\$34.97	\$35.90	\$36.86	\$37.85
HN	23	Annual	\$53,413.00	\$55,355.00	\$57,286.00	\$59,224.00	\$61,160.00	\$63,095.00	\$65,035.00	\$66,822.00	\$68,611.00	\$70,448.00	\$72,336.00
		Bi-Wk	\$2,046.48	\$2,120.89	\$2,194.87	\$2,269.12	\$2,343.30	\$2,417.44	\$2,491.77	\$2,560.23	\$2,628.78	\$2,699.16	\$2,771.50
		Daily	\$204.65	\$212.09	\$219.49	\$226.92	\$234.33	\$241.75	\$249.18	\$256.03	\$262.88	\$269.92	\$277.15
		Hourly	\$29.24	\$30.30	\$31.36	\$32.42	\$33.48	\$34.54	\$35.60	\$36.58	\$37.56	\$38.56	\$39.60
HN	24	Annual	\$55,972.00	\$57,989.00	\$60,012.00	\$62,031.00	\$64,046.00	\$66,067.00	\$68,085.00	\$69,954.00	\$71,826.00	\$73,750.00	\$75,726.00
		Bi-Wk	\$2,144.53	\$2,221.81	\$2,299.32	\$2,376.67	\$2,453.87	\$2,531.31	\$2,608.63	\$2,680.23	\$2,751.96	\$2,825.68	\$2,901.38
		Daily	\$214.46	\$222.19	\$229.94	\$237.67	\$245.39	\$253.14	\$260.87	\$268.03	\$275.20	\$282.57	\$290.14
		Hourly	\$30.64	\$31.75	\$32.85	\$33.96	\$35.06	\$36.17	\$37.27	\$38.29	\$39.32	\$40.37	\$41.45

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<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>
HN	25	Annual	\$58,696.00	\$60,787.00	\$62,879.00	\$64,970.00	\$67,064.00	\$69,157.00	\$71,248.00	\$73,207.00	\$75,166.00	\$77,178.00	\$79,242.00
		Bi-Wk	\$2,248.89	\$2,329.01	\$2,409.16	\$2,489.28	\$2,569.51	\$2,649.70	\$2,729.81	\$2,804.87	\$2,879.93	\$2,957.02	\$3,036.10
		Daily	\$224.89	\$232.91	\$240.92	\$248.93	\$256.96	\$264.97	\$272.99	\$280.49	\$288.00	\$295.71	\$303.61
		Hourly	\$32.13	\$33.28	\$34.42	\$35.57	\$36.71	\$37.86	\$39.00	\$40.07	\$41.15	\$42.25	\$43.38
HN	26	Annual	\$61,575.00	\$63,736.00	\$65,908.00	\$68,085.00	\$70,256.00	\$72,417.00	\$74,588.00	\$76,640.00	\$78,693.00	\$80,803.00	\$82,967.00
		Bi-Wk	\$2,359.20	\$2,442.00	\$2,525.22	\$2,608.63	\$2,691.81	\$2,774.60	\$2,857.78	\$2,936.40	\$3,015.06	\$3,095.91	\$3,178.82
		Daily	\$235.92	\$244.20	\$252.53	\$260.87	\$269.19	\$277.46	\$285.78	\$293.64	\$301.51	\$309.60	\$317.89
		Hourly	\$33.71	\$34.89	\$36.08	\$37.27	\$38.46	\$39.64	\$40.83	\$41.95	\$43.08	\$44.23	\$45.42
HN	27	Annual	\$64,611.00	\$66,860.00	\$69,111.00	\$71,346.00	\$73,594.00	\$75,841.00	\$78,086.00	\$80,235.00	\$82,381.00	\$84,586.00	\$86,851.00
		Bi-Wk	\$2,475.52	\$2,561.69	\$2,647.94	\$2,733.57	\$2,819.70	\$2,905.79	\$2,991.81	\$3,074.14	\$3,156.37	\$3,240.85	\$3,327.63
		Daily	\$247.56	\$256.17	\$264.80	\$273.36	\$281.97	\$290.58	\$299.19	\$307.42	\$315.64	\$324.09	\$332.77
		Hourly	\$35.37	\$36.60	\$37.83	\$39.06	\$40.29	\$41.52	\$42.75	\$43.92	\$45.10	\$46.30	\$47.54
HN	28	Annual	\$67,863.00	\$70,184.00	\$72,511.00	\$74,837.00	\$77,155.00	\$79,476.00	\$81,798.00	\$84,045.00	\$86,294.00	\$88,606.00	\$90,977.00
		Bi-Wk	\$2,600.12	\$2,689.05	\$2,778.20	\$2,867.32	\$2,956.14	\$3,045.06	\$3,134.03	\$3,220.12	\$3,306.29	\$3,394.87	\$3,485.71
		Daily	\$260.02	\$268.91	\$277.82	\$286.74	\$295.62	\$304.51	\$313.41	\$322.02	\$330.63	\$339.49	\$348.58
		Hourly	\$37.15	\$38.42	\$39.69	\$40.97	\$42.24	\$43.51	\$44.78	\$46.01	\$47.24	\$48.50	\$49.80
HN	29	Annual	\$68,516.00	\$71,071.00	\$73,636.00	\$76,198.00	\$78,754.00	\$81,314.00	\$83,872.00	\$86,177.00	\$88,486.00	\$90,855.00	\$93,289.00
		Bi-Wk	\$2,625.14	\$2,723.03	\$2,821.31	\$2,919.47	\$3,017.40	\$3,115.48	\$3,213.49	\$3,301.81	\$3,390.27	\$3,481.04	\$3,574.30
		Daily	\$262.52	\$272.31	\$282.14	\$291.95	\$301.74	\$311.55	\$321.35	\$330.19	\$339.03	\$348.11	\$357.43
		Hourly	\$37.51	\$38.91	\$40.31	\$41.71	\$43.11	\$44.51	\$45.91	\$47.17	\$48.44	\$49.73	\$51.07
HN	30	Annual	\$71,248.00	\$73,885.00	\$76,518.00	\$79,151.00	\$81,788.00	\$84,423.00	\$87,058.00	\$89,452.00	\$91,844.00	\$94,300.00	\$96,823.00
		Bi-Wk	\$2,729.81	\$2,830.85	\$2,931.73	\$3,032.61	\$3,133.64	\$3,234.60	\$3,335.56	\$3,427.28	\$3,518.93	\$3,613.03	\$3,709.70
		Daily	\$272.99	\$283.09	\$293.18	\$303.27	\$313.37	\$323.46	\$333.56	\$342.73	\$351.90	\$361.31	\$370.97
		Hourly	\$39.00	\$40.45	\$41.89	\$43.33	\$44.77	\$46.21	\$47.66	\$48.97	\$50.28	\$51.62	\$53.00
HN	31	Annual	\$76,707.00	\$79,513.00	\$82,322.00	\$85,128.00	\$87,936.00	\$90,746.00	\$93,558.00	\$96,131.00	\$98,704.00	\$101,345.00	\$104,058.00
		Bi-Wk	\$2,938.97	\$3,046.48	\$3,154.10	\$3,261.61	\$3,369.20	\$3,476.86	\$3,584.60	\$3,683.19	\$3,781.77	\$3,882.96	\$3,986.90
		Daily	\$293.90	\$304.65	\$315.41	\$326.17	\$336.92	\$347.69	\$358.46	\$368.32	\$378.18	\$388.30	\$398.69
		Hourly	\$41.99	\$43.53	\$45.06	\$46.60	\$48.14	\$49.67	\$51.21	\$52.62	\$54.03	\$55.48	\$56.96
HN	32	Annual	\$79,769.00	\$82,649.00	\$85,537.00	\$88,421.00	\$91,312.00	\$94,196.00	\$97,085.00	\$99,751.00	\$102,424.00	\$105,165.00	\$107,981.00
		Bi-Wk	\$3,056.29	\$3,166.63	\$3,277.28	\$3,387.78	\$3,498.55	\$3,609.05	\$3,719.74	\$3,821.88	\$3,924.30	\$4,029.32	\$4,137.21
		Daily	\$305.63	\$316.67	\$327.73	\$338.78	\$349.86	\$360.91	\$371.98	\$382.19	\$392.43	\$402.94	\$413.73
		Hourly	\$43.67	\$45.24	\$46.82	\$48.40	\$49.98	\$51.56	\$53.14	\$54.60	\$56.07	\$57.57	\$59.11

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<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>
HN	33	Annual	\$82,966.00	\$85,931.00	\$88,899.00	\$91,867.00	\$94,826.00	\$97,796.00	\$100,765.00	\$103,539.00	\$106,308.00	\$109,154.00	\$112,074.00
		Bi-Wk	\$3,178.78	\$3,292.38	\$3,406.10	\$3,519.81	\$3,633.19	\$3,746.98	\$3,860.73	\$3,967.02	\$4,073.11	\$4,182.15	\$4,294.03
		Daily	\$317.88	\$329.24	\$340.61	\$351.99	\$363.32	\$374.70	\$386.08	\$396.71	\$407.32	\$418.22	\$429.41
		Hourly	\$45.42	\$47.04	\$48.66	\$50.29	\$51.91	\$53.53	\$55.16	\$56.68	\$58.19	\$59.75	\$61.35
HN	34	Annual	\$86,375.00	\$89,413.00	\$92,465.00	\$95,512.00	\$98,556.00	\$101,608.00	\$104,651.00	\$107,528.00	\$110,406.00	\$113,363.00	\$116,399.00
		Bi-Wk	\$3,309.39	\$3,425.79	\$3,542.73	\$3,659.47	\$3,776.10	\$3,893.03	\$4,009.62	\$4,119.85	\$4,230.12	\$4,343.41	\$4,459.74
		Daily	\$330.94	\$342.58	\$354.28	\$365.95	\$377.61	\$389.31	\$400.97	\$411.99	\$423.02	\$434.35	\$445.98
		Hourly	\$47.28	\$48.94	\$50.62	\$52.28	\$53.95	\$55.62	\$57.29	\$58.86	\$60.44	\$62.05	\$63.72
HN	35	Annual	\$89,906.00	\$93,033.00	\$96,154.00	\$99,281.00	\$102,405.00	\$105,527.00	\$108,656.00	\$111,641.00	\$114,632.00	\$117,704.00	\$120,860.00
		Bi-Wk	\$3,444.68	\$3,564.49	\$3,684.07	\$3,803.87	\$3,923.57	\$4,043.19	\$4,163.07	\$4,277.44	\$4,392.04	\$4,509.74	\$4,630.66
		Daily	\$344.47	\$356.45	\$368.41	\$380.39	\$392.36	\$404.32	\$416.31	\$427.75	\$439.21	\$450.98	\$463.07
		Hourly	\$49.21	\$50.93	\$52.63	\$54.35	\$56.06	\$57.76	\$59.48	\$61.11	\$62.75	\$64.43	\$66.16
HN	36	Annual	\$93,632.00	\$96,839.00	\$100,044.00	\$103,249.00	\$106,458.00	\$109,661.00	\$112,863.00	\$115,968.00	\$119,070.00	\$122,255.00	\$125,528.00
		Bi-Wk	\$3,587.44	\$3,710.31	\$3,833.11	\$3,955.91	\$4,078.86	\$4,201.58	\$4,324.26	\$4,443.22	\$4,562.07	\$4,684.10	\$4,809.51
		Daily	\$358.75	\$371.04	\$383.32	\$395.60	\$407.89	\$420.16	\$432.43	\$444.33	\$456.21	\$468.41	\$480.96
		Hourly	\$51.25	\$53.01	\$54.76	\$56.52	\$58.27	\$60.03	\$61.78	\$63.48	\$65.18	\$66.92	\$68.71
HN	37	Annual	\$97,225.00	\$100,514.00	\$103,807.00	\$107,102.00	\$110,398.00	\$113,691.00	\$116,983.00	\$120,199.00	\$123,414.00	\$126,715.00	\$130,107.00
		Bi-Wk	\$3,725.10	\$3,851.12	\$3,977.28	\$4,103.53	\$4,229.81	\$4,355.98	\$4,482.11	\$4,605.33	\$4,728.51	\$4,854.99	\$4,984.95
		Daily	\$372.51	\$385.12	\$397.73	\$410.36	\$422.99	\$435.60	\$448.22	\$460.54	\$472.86	\$485.50	\$498.50
		Hourly	\$53.22	\$55.02	\$56.82	\$58.63	\$60.43	\$62.23	\$64.04	\$65.80	\$67.56	\$69.36	\$71.22
HN	38	Annual	\$101,238.00	\$104,606.00	\$107,980.00	\$111,349.00	\$114,720.00	\$118,087.00	\$121,461.00	\$124,798.00	\$128,141.00	\$131,567.00	\$135,088.00
		Bi-Wk	\$3,878.86	\$4,007.90	\$4,137.17	\$4,266.25	\$4,395.41	\$4,524.41	\$4,653.68	\$4,781.54	\$4,909.62	\$5,040.89	\$5,175.79
		Daily	\$387.89	\$400.79	\$413.72	\$426.63	\$439.55	\$452.45	\$465.37	\$478.16	\$490.97	\$504.09	\$517.58
		Hourly	\$55.42	\$57.26	\$59.11	\$60.95	\$62.80	\$64.64	\$66.49	\$68.31	\$70.14	\$72.02	\$73.94
HN	39	Annual	\$105,448.00	\$108,898.00	\$112,349.00	\$115,806.00	\$119,254.00	\$122,701.00	\$126,155.00	\$129,621.00	\$133,095.00	\$136,664.00	\$140,328.00
		Bi-Wk	\$4,040.16	\$4,172.34	\$4,304.56	\$4,437.02	\$4,569.12	\$4,701.19	\$4,833.53	\$4,966.33	\$5,099.43	\$5,236.17	\$5,376.56
		Daily	\$404.02	\$417.24	\$430.46	\$443.71	\$456.92	\$470.12	\$483.36	\$496.64	\$509.95	\$523.62	\$537.66
		Hourly	\$57.72	\$59.61	\$61.50	\$63.39	\$65.28	\$67.16	\$69.06	\$70.95	\$72.85	\$74.81	\$76.81
HN	40	Annual	\$109,844.00	\$113,365.00	\$116,894.00	\$120,414.00	\$123,939.00	\$127,466.00	\$130,991.00	\$134,591.00	\$138,195.00	\$141,898.00	\$145,702.00
		Bi-Wk	\$4,208.59	\$4,343.49	\$4,478.70	\$4,613.57	\$4,748.63	\$4,883.76	\$5,018.82	\$5,156.75	\$5,294.83	\$5,436.71	\$5,582.46
		Daily	\$420.86	\$434.35	\$447.87	\$461.36	\$474.87	\$488.38	\$501.89	\$515.68	\$529.49	\$543.68	\$558.25
		Hourly	\$60.13	\$62.05	\$63.99	\$65.91	\$67.84	\$69.77	\$71.70	\$73.67	\$75.65	\$77.67	\$79.75

NP-6 HN 35-Hours Salary Plan Effective 7/02/2010

<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>
HN	41	Annual	\$114,438.00	\$118,046.00	\$121,655.00	\$125,267.00	\$128,878.00	\$132,484.00	\$136,091.00	\$139,835.00	\$143,576.00	\$147,422.00	\$151,369.00
		Bi-Wk	\$4,384.60	\$4,522.84	\$4,661.12	\$4,799.51	\$4,937.86	\$5,076.02	\$5,214.22	\$5,357.67	\$5,501.00	\$5,648.36	\$5,799.58
		Daily	\$438.46	\$452.29	\$466.12	\$479.96	\$493.79	\$507.61	\$521.43	\$535.77	\$550.10	\$564.84	\$579.96
		Hourly	\$62.64	\$64.62	\$66.59	\$68.57	\$70.55	\$72.52	\$74.49	\$76.54	\$78.59	\$80.70	\$82.86
HN	42	Annual	\$119,205.00	\$122,901.00	\$126,594.00	\$130,271.00	\$133,967.00	\$137,658.00	\$141,350.00	\$145,239.00	\$149,125.00	\$153,115.00	\$157,213.00
		Bi-Wk	\$4,567.25	\$4,708.86	\$4,850.35	\$4,991.23	\$5,132.84	\$5,274.26	\$5,415.71	\$5,564.72	\$5,713.61	\$5,866.48	\$6,023.49
		Daily	\$456.73	\$470.89	\$485.04	\$499.13	\$513.29	\$527.43	\$541.58	\$556.48	\$571.37	\$586.65	\$602.35
		Hourly	\$65.25	\$67.27	\$69.30	\$71.31	\$73.33	\$75.35	\$77.37	\$79.50	\$81.63	\$83.81	\$86.05
HN	43	Annual	\$124,267.00	\$128,032.00	\$131,799.00	\$135,555.00	\$139,326.00	\$143,082.00	\$146,843.00	\$150,885.00	\$154,921.00	\$159,065.00	\$163,321.00
		Bi-Wk	\$4,761.19	\$4,905.45	\$5,049.78	\$5,193.68	\$5,338.17	\$5,482.07	\$5,626.17	\$5,781.04	\$5,935.68	\$6,094.45	\$6,257.51
		Daily	\$476.12	\$490.55	\$504.98	\$519.37	\$533.82	\$548.21	\$562.62	\$578.11	\$593.57	\$609.45	\$625.76
		Hourly	\$68.02	\$70.08	\$72.14	\$74.20	\$76.26	\$78.32	\$80.38	\$82.59	\$84.80	\$87.07	\$89.40