

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 1 | Annual | \$26,383.00 | \$27,023.00 | \$27,660.00 | \$28,289.00 | \$28,922.00 | \$29,559.00 | \$30,198.00 | \$31,029.00 | \$31,857.00 | \$32,713.00 | \$33,590.00 |
| | | Bi-Wk | \$1,010.85 | \$1,035.37 | \$1,059.78 | \$1,083.87 | \$1,108.13 | \$1,132.53 | \$1,157.02 | \$1,188.86 | \$1,220.58 | \$1,253.38 | \$1,286.98 |
| | | Daily | \$101.09 | \$103.54 | \$105.98 | \$108.39 | \$110.82 | \$113.26 | \$115.71 | \$118.89 | \$122.06 | \$125.34 | \$128.70 |
| | | Hourly | \$14.04 | \$14.39 | \$14.72 | \$15.06 | \$15.40 | \$15.73 | \$16.07 | \$16.52 | \$16.96 | \$17.41 | \$17.88 |
| XE | 2 | Annual | \$27,660.00 | \$28,289.00 | \$28,922.00 | \$29,559.00 | \$30,198.00 | \$30,828.00 | \$31,459.00 | \$32,328.00 | \$33,192.00 | \$34,081.00 | \$34,997.00 |
| | | Bi-Wk | \$1,059.78 | \$1,083.87 | \$1,108.13 | \$1,132.53 | \$1,157.02 | \$1,181.15 | \$1,205.33 | \$1,238.63 | \$1,271.73 | \$1,305.79 | \$1,340.89 |
| | | Daily | \$105.98 | \$108.39 | \$110.82 | \$113.26 | \$115.71 | \$118.12 | \$120.54 | \$123.87 | \$127.18 | \$130.58 | \$134.09 |
| | | Hourly | \$14.72 | \$15.06 | \$15.40 | \$15.73 | \$16.07 | \$16.41 | \$16.75 | \$17.21 | \$17.67 | \$18.14 | \$18.63 |
| XE | 3 | Annual | \$28,289.00 | \$28,922.00 | \$29,559.00 | \$30,198.00 | \$30,828.00 | \$31,459.00 | \$32,094.00 | \$32,980.00 | \$33,863.00 | \$34,771.00 | \$35,708.00 |
| | | Bi-Wk | \$1,083.87 | \$1,108.13 | \$1,132.53 | \$1,157.02 | \$1,181.15 | \$1,205.33 | \$1,229.66 | \$1,263.61 | \$1,297.44 | \$1,332.23 | \$1,368.13 |
| | | Daily | \$108.39 | \$110.82 | \$113.26 | \$115.71 | \$118.12 | \$120.54 | \$122.97 | \$126.37 | \$129.75 | \$133.23 | \$136.82 |
| | | Hourly | \$15.06 | \$15.40 | \$15.73 | \$16.07 | \$16.41 | \$16.75 | \$17.08 | \$17.56 | \$18.02 | \$18.51 | \$19.01 |
| XE | 4 | Annual | \$29,191.00 | \$29,966.00 | \$30,737.00 | \$31,507.00 | \$32,283.00 | \$33,049.00 | \$33,818.00 | \$34,752.00 | \$35,677.00 | \$36,634.00 | \$37,613.00 |
| | | Bi-Wk | \$1,118.43 | \$1,148.13 | \$1,177.67 | \$1,207.17 | \$1,236.90 | \$1,266.25 | \$1,295.71 | \$1,331.50 | \$1,366.94 | \$1,403.61 | \$1,441.12 |
| | | Daily | \$111.85 | \$114.82 | \$117.77 | \$120.72 | \$123.69 | \$126.63 | \$129.58 | \$133.15 | \$136.70 | \$140.37 | \$144.12 |
| | | Hourly | \$15.54 | \$15.95 | \$16.36 | \$16.77 | \$17.18 | \$17.59 | \$18.00 | \$18.50 | \$18.99 | \$19.50 | \$20.02 |
| XE | 5 | Annual | \$29,917.00 | \$30,737.00 | \$31,549.00 | \$32,361.00 | \$33,172.00 | \$33,992.00 | \$34,807.00 | \$35,762.00 | \$36,720.00 | \$37,703.00 | \$38,716.00 |
| | | Bi-Wk | \$1,146.25 | \$1,177.67 | \$1,208.78 | \$1,239.89 | \$1,270.96 | \$1,302.38 | \$1,333.61 | \$1,370.20 | \$1,406.90 | \$1,444.56 | \$1,483.38 |
| | | Daily | \$114.63 | \$117.77 | \$120.88 | \$123.99 | \$127.10 | \$130.24 | \$133.37 | \$137.02 | \$140.69 | \$144.46 | \$148.34 |
| | | Hourly | \$15.93 | \$16.36 | \$16.79 | \$17.23 | \$17.66 | \$18.09 | \$18.53 | \$19.04 | \$19.55 | \$20.07 | \$20.61 |
| XE | 6 | Annual | \$30,919.00 | \$31,737.00 | \$32,552.00 | \$33,369.00 | \$34,179.00 | \$34,993.00 | \$35,804.00 | \$36,791.00 | \$37,774.00 | \$38,781.00 | \$39,815.00 |
| | | Bi-Wk | \$1,184.64 | \$1,215.98 | \$1,247.21 | \$1,278.51 | \$1,309.55 | \$1,340.73 | \$1,371.81 | \$1,409.62 | \$1,447.28 | \$1,485.87 | \$1,525.48 |
| | | Daily | \$118.47 | \$121.60 | \$124.73 | \$127.86 | \$130.96 | \$134.08 | \$137.19 | \$140.97 | \$144.73 | \$148.59 | \$152.55 |
| | | Hourly | \$16.46 | \$16.89 | \$17.33 | \$17.76 | \$18.19 | \$18.63 | \$19.06 | \$19.58 | \$20.11 | \$20.64 | \$21.19 |
| XE | 7 | Annual | \$31,823.00 | \$32,635.00 | \$33,458.00 | \$34,269.00 | \$35,078.00 | \$35,893.00 | \$36,705.00 | \$37,716.00 | \$38,720.00 | \$39,757.00 | \$40,820.00 |
| | | Bi-Wk | \$1,219.28 | \$1,250.39 | \$1,281.92 | \$1,312.99 | \$1,343.99 | \$1,375.22 | \$1,406.33 | \$1,445.06 | \$1,483.53 | \$1,523.26 | \$1,563.99 |
| | | Daily | \$121.93 | \$125.04 | \$128.20 | \$131.30 | \$134.40 | \$137.53 | \$140.64 | \$144.51 | \$148.36 | \$152.33 | \$156.40 |
| | | Hourly | \$16.94 | \$17.37 | \$17.81 | \$18.24 | \$18.67 | \$19.11 | \$19.54 | \$20.08 | \$20.61 | \$21.16 | \$21.73 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 8 | Annual | \$34,179.00 | \$35,174.00 | \$36,171.00 | \$37,167.00 | \$38,171.00 | \$39,164.00 | \$40,163.00 | \$41,265.00 | \$42,368.00 | \$43,507.00 | \$44,676.00 |
| | | Bi-Wk | \$1,309.55 | \$1,347.67 | \$1,385.87 | \$1,424.03 | \$1,462.50 | \$1,500.54 | \$1,538.82 | \$1,581.04 | \$1,623.30 | \$1,666.94 | \$1,711.73 |
| | | Daily | \$130.96 | \$134.77 | \$138.59 | \$142.41 | \$146.25 | \$150.06 | \$153.89 | \$158.11 | \$162.33 | \$166.70 | \$171.18 |
| | | Hourly | \$18.19 | \$18.72 | \$19.25 | \$19.78 | \$20.32 | \$20.85 | \$21.38 | \$21.96 | \$22.55 | \$23.16 | \$23.78 |
| XE | 9 | Annual | \$35,217.00 | \$36,257.00 | \$37,293.00 | \$38,340.00 | \$39,379.00 | \$40,412.00 | \$41,462.00 | \$42,597.00 | \$43,740.00 | \$44,909.00 | \$46,115.00 |
| | | Bi-Wk | \$1,349.32 | \$1,389.16 | \$1,428.86 | \$1,468.97 | \$1,508.78 | \$1,548.36 | \$1,588.59 | \$1,632.07 | \$1,675.87 | \$1,720.66 | \$1,766.86 |
| | | Daily | \$134.94 | \$138.92 | \$142.89 | \$146.90 | \$150.88 | \$154.84 | \$158.86 | \$163.21 | \$167.59 | \$172.07 | \$176.69 |
| | | Hourly | \$18.75 | \$19.30 | \$19.85 | \$20.41 | \$20.96 | \$21.51 | \$22.07 | \$22.67 | \$23.28 | \$23.90 | \$24.54 |
| XE | 10 | Annual | \$36,337.00 | \$37,425.00 | \$38,511.00 | \$39,609.00 | \$40,694.00 | \$41,796.00 | \$42,943.00 | \$44,120.00 | \$45,302.00 | \$46,517.00 | \$47,764.00 |
| | | Bi-Wk | \$1,392.23 | \$1,433.91 | \$1,475.52 | \$1,517.59 | \$1,559.16 | \$1,601.38 | \$1,645.33 | \$1,690.43 | \$1,735.71 | \$1,782.27 | \$1,830.04 |
| | | Daily | \$139.23 | \$143.40 | \$147.56 | \$151.76 | \$155.92 | \$160.14 | \$164.54 | \$169.05 | \$173.58 | \$178.23 | \$183.01 |
| | | Hourly | \$19.34 | \$19.92 | \$20.50 | \$21.08 | \$21.66 | \$22.25 | \$22.86 | \$23.48 | \$24.11 | \$24.76 | \$25.42 |
| XE | 11 | Annual | \$37,478.00 | \$38,611.00 | \$39,756.00 | \$40,885.00 | \$42,050.00 | \$43,237.00 | \$44,430.00 | \$45,649.00 | \$46,870.00 | \$48,125.00 | \$49,415.00 |
| | | Bi-Wk | \$1,435.94 | \$1,479.35 | \$1,523.22 | \$1,566.48 | \$1,611.12 | \$1,656.60 | \$1,702.30 | \$1,749.01 | \$1,795.79 | \$1,843.87 | \$1,893.30 |
| | | Daily | \$143.60 | \$147.94 | \$152.33 | \$156.65 | \$161.12 | \$165.66 | \$170.23 | \$174.91 | \$179.58 | \$184.39 | \$189.33 |
| | | Hourly | \$19.95 | \$20.55 | \$21.16 | \$21.76 | \$22.38 | \$23.01 | \$23.65 | \$24.30 | \$24.95 | \$25.61 | \$26.30 |
| XE | 12 | Annual | \$38,684.00 | \$39,874.00 | \$41,049.00 | \$42,267.00 | \$43,492.00 | \$44,743.00 | \$45,978.00 | \$47,242.00 | \$48,505.00 | \$49,803.00 | \$51,134.00 |
| | | Bi-Wk | \$1,482.15 | \$1,527.74 | \$1,572.76 | \$1,619.43 | \$1,666.37 | \$1,714.30 | \$1,761.61 | \$1,810.04 | \$1,858.43 | \$1,908.17 | \$1,959.16 |
| | | Daily | \$148.22 | \$152.78 | \$157.28 | \$161.95 | \$166.64 | \$171.43 | \$176.17 | \$181.01 | \$185.85 | \$190.82 | \$195.92 |
| | | Hourly | \$20.59 | \$21.22 | \$21.85 | \$22.50 | \$23.15 | \$23.81 | \$24.47 | \$25.14 | \$25.82 | \$26.51 | \$27.22 |
| XE | 13 | Annual | \$40,847.00 | \$42,348.00 | \$43,848.00 | \$45,361.00 | \$46,869.00 | \$48,375.00 | \$49,891.00 | \$51,259.00 | \$52,631.00 | \$54,042.00 | \$55,488.00 |
| | | Bi-Wk | \$1,565.02 | \$1,622.53 | \$1,680.00 | \$1,737.97 | \$1,795.75 | \$1,853.45 | \$1,911.54 | \$1,963.95 | \$2,016.52 | \$2,070.58 | \$2,125.98 |
| | | Daily | \$156.51 | \$162.26 | \$168.00 | \$173.80 | \$179.58 | \$185.35 | \$191.16 | \$196.40 | \$201.66 | \$207.06 | \$212.60 |
| | | Hourly | \$21.74 | \$22.54 | \$23.34 | \$24.14 | \$24.95 | \$25.75 | \$26.55 | \$27.28 | \$28.01 | \$28.76 | \$29.53 |
| XE | 14 | Annual | \$42,744.00 | \$44,308.00 | \$45,868.00 | \$47,420.00 | \$48,976.00 | \$50,533.00 | \$52,090.00 | \$53,521.00 | \$54,956.00 | \$56,430.00 | \$57,948.00 |
| | | Bi-Wk | \$1,637.71 | \$1,697.63 | \$1,757.40 | \$1,816.86 | \$1,876.48 | \$1,936.14 | \$1,995.79 | \$2,050.62 | \$2,105.60 | \$2,162.07 | \$2,220.23 |
| | | Daily | \$163.78 | \$169.77 | \$175.74 | \$181.69 | \$187.65 | \$193.62 | \$199.58 | \$205.07 | \$210.56 | \$216.21 | \$222.03 |
| | | Hourly | \$22.75 | \$23.58 | \$24.41 | \$25.24 | \$26.07 | \$26.90 | \$27.72 | \$28.49 | \$29.25 | \$30.03 | \$30.84 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 15 | Annual | \$44,788.00 | \$46,385.00 | \$47,988.00 | \$49,589.00 | \$51,195.00 | \$52,807.00 | \$54,403.00 | \$55,900.00 | \$57,396.00 | \$58,934.00 | \$60,515.00 |
| | | Bi-Wk | \$1,716.02 | \$1,777.21 | \$1,838.63 | \$1,899.97 | \$1,961.50 | \$2,023.26 | \$2,084.41 | \$2,141.77 | \$2,199.09 | \$2,258.01 | \$2,318.59 |
| | | Daily | \$171.61 | \$177.73 | \$183.87 | \$190.00 | \$196.15 | \$202.33 | \$208.45 | \$214.18 | \$219.91 | \$225.81 | \$231.86 |
| | | Hourly | \$23.84 | \$24.69 | \$25.54 | \$26.39 | \$27.25 | \$28.11 | \$28.96 | \$29.75 | \$30.55 | \$31.37 | \$32.21 |
| XE | 16 | Annual | \$46,946.00 | \$48,595.00 | \$50,250.00 | \$51,901.00 | \$53,549.00 | \$55,206.00 | \$56,850.00 | \$58,413.00 | \$59,978.00 | \$61,583.00 | \$63,235.00 |
| | | Bi-Wk | \$1,798.70 | \$1,861.88 | \$1,925.29 | \$1,988.55 | \$2,051.69 | \$2,115.18 | \$2,178.17 | \$2,238.05 | \$2,298.01 | \$2,359.51 | \$2,422.80 |
| | | Daily | \$179.87 | \$186.19 | \$192.53 | \$198.86 | \$205.17 | \$211.52 | \$217.82 | \$223.81 | \$229.81 | \$235.96 | \$242.28 |
| | | Hourly | \$24.99 | \$25.86 | \$26.75 | \$27.62 | \$28.50 | \$29.38 | \$30.26 | \$31.09 | \$31.92 | \$32.78 | \$33.65 |
| XE | 17 | Annual | \$49,254.00 | \$50,959.00 | \$52,655.00 | \$54,355.00 | \$56,051.00 | \$57,746.00 | \$59,444.00 | \$61,078.00 | \$62,715.00 | \$64,393.00 | \$66,119.00 |
| | | Bi-Wk | \$1,887.13 | \$1,952.46 | \$2,017.44 | \$2,082.57 | \$2,147.55 | \$2,212.50 | \$2,277.55 | \$2,340.16 | \$2,402.88 | \$2,467.17 | \$2,533.30 |
| | | Daily | \$188.72 | \$195.25 | \$201.75 | \$208.26 | \$214.76 | \$221.25 | \$227.76 | \$234.02 | \$240.29 | \$246.72 | \$253.33 |
| | | Hourly | \$26.22 | \$27.12 | \$28.02 | \$28.93 | \$29.83 | \$30.73 | \$31.64 | \$32.51 | \$33.38 | \$34.27 | \$35.19 |
| XE | 18 | Annual | \$51,728.00 | \$53,461.00 | \$55,206.00 | \$56,943.00 | \$58,682.00 | \$60,429.00 | \$62,167.00 | \$63,872.00 | \$65,584.00 | \$67,346.00 | \$69,151.00 |
| | | Bi-Wk | \$1,981.92 | \$2,048.32 | \$2,115.18 | \$2,181.73 | \$2,248.36 | \$2,315.29 | \$2,381.88 | \$2,447.21 | \$2,512.80 | \$2,580.31 | \$2,649.47 |
| | | Daily | \$198.20 | \$204.84 | \$211.52 | \$218.18 | \$224.84 | \$231.53 | \$238.19 | \$244.73 | \$251.28 | \$258.04 | \$264.95 |
| | | Hourly | \$27.53 | \$28.45 | \$29.38 | \$30.31 | \$31.23 | \$32.16 | \$33.09 | \$33.99 | \$34.90 | \$35.84 | \$36.80 |
| XE | 19 | Annual | \$54,249.00 | \$56,051.00 | \$57,837.00 | \$59,636.00 | \$61,421.00 | \$63,217.00 | \$65,002.00 | \$66,791.00 | \$68,578.00 | \$70,414.00 | \$72,298.00 |
| | | Bi-Wk | \$2,078.51 | \$2,147.55 | \$2,215.98 | \$2,284.91 | \$2,353.30 | \$2,422.11 | \$2,490.50 | \$2,559.05 | \$2,627.51 | \$2,697.86 | \$2,770.04 |
| | | Daily | \$207.86 | \$214.76 | \$221.60 | \$228.50 | \$235.33 | \$242.22 | \$249.05 | \$255.91 | \$262.76 | \$269.79 | \$277.01 |
| | | Hourly | \$28.87 | \$29.83 | \$30.78 | \$31.74 | \$32.69 | \$33.65 | \$34.60 | \$35.55 | \$36.50 | \$37.48 | \$38.48 |
| XE | 20 | Annual | \$56,998.00 | \$58,831.00 | \$60,670.00 | \$62,497.00 | \$64,338.00 | \$66,168.00 | \$68,010.00 | \$69,880.00 | \$71,746.00 | \$73,667.00 | \$75,642.00 |
| | | Bi-Wk | \$2,183.84 | \$2,254.07 | \$2,324.53 | \$2,394.53 | \$2,465.06 | \$2,535.18 | \$2,605.75 | \$2,677.40 | \$2,748.89 | \$2,822.50 | \$2,898.17 |
| | | Daily | \$218.39 | \$225.41 | \$232.46 | \$239.46 | \$246.51 | \$253.52 | \$260.58 | \$267.74 | \$274.89 | \$282.25 | \$289.82 |
| | | Hourly | \$30.34 | \$31.31 | \$32.29 | \$33.26 | \$34.24 | \$35.22 | \$36.20 | \$37.19 | \$38.18 | \$39.21 | \$40.26 |
| XE | 21 | Annual | \$59,796.00 | \$61,686.00 | \$63,568.00 | \$65,455.00 | \$67,341.00 | \$69,220.00 | \$71,108.00 | \$73,063.00 | \$75,018.00 | \$77,024.00 | \$79,087.00 |
| | | Bi-Wk | \$2,291.04 | \$2,363.45 | \$2,435.56 | \$2,507.86 | \$2,580.12 | \$2,652.11 | \$2,724.45 | \$2,799.35 | \$2,874.26 | \$2,951.12 | \$3,030.16 |
| | | Daily | \$229.11 | \$236.35 | \$243.56 | \$250.79 | \$258.02 | \$265.22 | \$272.45 | \$279.94 | \$287.43 | \$295.12 | \$303.02 |
| | | Hourly | \$31.82 | \$32.83 | \$33.83 | \$34.84 | \$35.84 | \$36.84 | \$37.84 | \$38.88 | \$39.93 | \$40.99 | \$42.09 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 22 | Annual | \$61,421.00 | \$63,659.00 | \$65,898.00 | \$68,134.00 | \$70,378.00 | \$72,609.00 | \$74,847.00 | \$76,904.00 | \$78,965.00 | \$81,080.00 | \$83,248.00 |
| | | Bi-Wk | \$2,353.30 | \$2,439.05 | \$2,524.83 | \$2,610.50 | \$2,696.48 | \$2,781.96 | \$2,867.71 | \$2,946.52 | \$3,025.48 | \$3,106.52 | \$3,189.58 |
| | | Daily | \$235.33 | \$243.91 | \$252.49 | \$261.05 | \$269.65 | \$278.20 | \$286.78 | \$294.66 | \$302.55 | \$310.66 | \$318.96 |
| | | Hourly | \$32.69 | \$33.88 | \$35.07 | \$36.26 | \$37.46 | \$38.64 | \$39.83 | \$40.93 | \$42.03 | \$43.15 | \$44.30 |
| XE | 23 | Annual | \$64,312.00 | \$66,648.00 | \$68,974.00 | \$71,308.00 | \$73,638.00 | \$75,971.00 | \$78,303.00 | \$80,456.00 | \$82,383.00 | \$84,822.00 | \$87,096.00 |
| | | Bi-Wk | \$2,464.07 | \$2,553.57 | \$2,642.69 | \$2,732.11 | \$2,821.38 | \$2,910.77 | \$3,000.12 | \$3,082.61 | \$1,010.85 | \$3,249.89 | \$3,337.02 |
| | | Daily | \$246.41 | \$255.36 | \$264.27 | \$273.22 | \$282.14 | \$291.08 | \$300.02 | \$308.27 | \$101.09 | \$324.99 | \$333.71 |
| | | Hourly | \$34.23 | \$35.47 | \$36.71 | \$37.95 | \$39.19 | \$40.43 | \$41.67 | \$42.82 | \$14.04 | \$45.14 | \$46.35 |
| XE | 24 | Annual | \$67,391.00 | \$69,822.00 | \$72,256.00 | \$74,689.00 | \$77,113.00 | \$79,549.00 | \$81,978.00 | \$84,226.00 | \$86,481.00 | \$88,797.00 | \$91,177.00 |
| | | Bi-Wk | \$2,582.04 | \$2,675.18 | \$2,768.43 | \$2,861.65 | \$2,954.53 | \$3,047.86 | \$3,140.92 | \$3,227.05 | \$3,313.45 | \$3,402.19 | \$3,493.38 |
| | | Daily | \$258.21 | \$267.52 | \$276.85 | \$286.17 | \$295.46 | \$304.79 | \$314.10 | \$322.71 | \$331.35 | \$340.22 | \$349.34 |
| | | Hourly | \$35.87 | \$37.16 | \$38.46 | \$39.75 | \$41.04 | \$42.34 | \$43.63 | \$44.83 | \$46.03 | \$47.26 | \$48.52 |
| XE | 25 | Annual | \$70,673.00 | \$73,191.00 | \$75,709.00 | \$78,226.00 | \$80,748.00 | \$83,268.00 | \$85,784.00 | \$88,142.00 | \$90,502.00 | \$92,926.00 | \$95,410.00 |
| | | Bi-Wk | \$2,707.78 | \$2,804.26 | \$2,900.73 | \$2,997.17 | \$3,093.80 | \$3,190.35 | \$3,286.75 | \$3,377.09 | \$3,467.51 | \$3,560.39 | \$3,655.56 |
| | | Daily | \$270.78 | \$280.43 | \$290.08 | \$299.72 | \$309.38 | \$319.04 | \$328.68 | \$337.71 | \$346.76 | \$356.04 | \$365.56 |
| | | Hourly | \$37.61 | \$38.95 | \$40.29 | \$41.63 | \$42.97 | \$44.32 | \$45.65 | \$46.91 | \$48.16 | \$49.45 | \$50.78 |
| XE | 26 | Annual | \$74,140.00 | \$76,741.00 | \$79,356.00 | \$81,978.00 | \$84,591.00 | \$87,192.00 | \$89,807.00 | \$92,276.00 | \$94,750.00 | \$97,289.00 | \$99,894.00 |
| | | Bi-Wk | \$2,840.62 | \$2,940.27 | \$3,040.46 | \$3,140.92 | \$3,241.04 | \$3,340.69 | \$3,440.89 | \$3,535.48 | \$3,630.27 | \$3,727.55 | \$3,827.36 |
| | | Daily | \$284.07 | \$294.03 | \$304.05 | \$314.10 | \$324.11 | \$334.07 | \$344.09 | \$353.55 | \$363.03 | \$372.76 | \$382.74 |
| | | Hourly | \$39.46 | \$40.84 | \$42.23 | \$43.63 | \$45.02 | \$46.40 | \$47.80 | \$49.11 | \$50.43 | \$51.78 | \$53.16 |
| XE | 27 | Annual | \$77,794.00 | \$80,504.00 | \$83,212.00 | \$85,902.00 | \$88,610.00 | \$91,316.00 | \$94,018.00 | \$96,605.00 | \$99,189.00 | \$101,843.00 | \$104,571.00 |
| | | Bi-Wk | \$2,980.62 | \$3,084.45 | \$3,188.20 | \$3,291.27 | \$3,395.02 | \$3,498.70 | \$3,602.23 | \$3,701.35 | \$3,800.35 | \$3,902.04 | \$4,006.56 |
| | | Daily | \$298.07 | \$308.45 | \$318.82 | \$329.13 | \$339.51 | \$349.87 | \$360.23 | \$370.14 | \$380.04 | \$390.21 | \$400.66 |
| | | Hourly | \$41.40 | \$42.84 | \$44.29 | \$45.72 | \$47.16 | \$48.60 | \$50.04 | \$51.41 | \$52.79 | \$54.20 | \$55.65 |
| XE | 28 | Annual | \$81,709.00 | \$84,504.00 | \$87,306.00 | \$90,106.00 | \$92,898.00 | \$95,690.00 | \$98,487.00 | \$101,193.00 | \$103,900.00 | \$106,683.00 | \$109,539.00 |
| | | Bi-Wk | \$3,130.62 | \$3,237.71 | \$3,345.06 | \$3,452.34 | \$3,559.32 | \$3,666.29 | \$3,773.45 | \$3,877.13 | \$3,980.85 | \$4,087.48 | \$4,196.90 |
| | | Daily | \$313.07 | \$323.78 | \$334.51 | \$345.24 | \$355.94 | \$366.63 | \$377.35 | \$387.72 | \$398.09 | \$408.75 | \$419.69 |
| | | Hourly | \$43.49 | \$44.97 | \$46.46 | \$47.95 | \$49.44 | \$50.93 | \$52.41 | \$53.85 | \$55.29 | \$56.78 | \$58.30 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 29 | Annual | \$82,496.00 | \$85,572.00 | \$88,660.00 | \$91,744.00 | \$94,824.00 | \$97,903.00 | \$100,983.00 | \$103,760.00 | \$106,538.00 | \$109,393.00 | \$112,322.00 |
| | | Bi-Wk | \$3,160.77 | \$3,278.63 | \$3,396.94 | \$3,515.10 | \$3,633.11 | \$3,751.08 | \$3,869.09 | \$3,975.48 | \$4,081.92 | \$4,191.31 | \$4,303.53 |
| | | Daily | \$316.08 | \$327.87 | \$339.70 | \$351.51 | \$363.32 | \$375.11 | \$386.91 | \$397.55 | \$408.20 | \$419.14 | \$430.36 |
| | | Hourly | \$43.90 | \$45.54 | \$47.18 | \$48.83 | \$50.46 | \$52.10 | \$53.74 | \$55.22 | \$56.70 | \$58.22 | \$59.78 |
| XE | 30 | Annual | \$85,784.00 | \$88,960.00 | \$92,131.00 | \$95,301.00 | \$98,475.00 | \$101,648.00 | \$104,819.00 | \$107,702.00 | \$110,583.00 | \$113,541.00 | \$116,577.00 |
| | | Bi-Wk | \$3,286.75 | \$3,408.43 | \$3,529.93 | \$3,651.38 | \$3,772.99 | \$3,894.56 | \$4,016.06 | \$4,126.52 | \$4,236.90 | \$4,350.23 | \$4,466.56 |
| | | Daily | \$328.68 | \$340.85 | \$353.00 | \$365.14 | \$377.30 | \$389.46 | \$401.61 | \$412.66 | \$423.69 | \$435.03 | \$446.66 |
| | | Hourly | \$45.65 | \$47.34 | \$49.03 | \$50.72 | \$52.41 | \$54.10 | \$55.78 | \$57.32 | \$58.85 | \$60.42 | \$62.04 |
| XE | 31 | Annual | \$92,358.00 | \$95,736.00 | \$99,119.00 | \$102,496.00 | \$105,878.00 | \$109,260.00 | \$112,647.00 | \$115,742.00 | \$118,842.00 | \$122,021.00 | \$125,288.00 |
| | | Bi-Wk | \$3,538.63 | \$3,668.05 | \$3,797.67 | \$3,927.05 | \$4,056.63 | \$4,186.21 | \$4,315.98 | \$4,434.56 | \$4,553.34 | \$4,675.14 | \$4,800.31 |
| | | Daily | \$353.87 | \$366.81 | \$379.77 | \$392.71 | \$405.67 | \$418.63 | \$431.60 | \$443.46 | \$455.34 | \$467.52 | \$480.04 |
| | | Hourly | \$49.15 | \$50.95 | \$52.75 | \$54.55 | \$56.35 | \$58.15 | \$59.95 | \$61.60 | \$63.25 | \$64.94 | \$66.68 |
| XE | 32 | Annual | \$26,383.00 | \$99,512.00 | \$102,988.00 | \$106,462.00 | \$109,942.00 | \$113,415.00 | \$116,893.00 | \$120,104.00 | \$123,320.00 | \$126,622.00 | \$130,011.00 |
| | | Bi-Wk | \$1,010.85 | \$3,812.73 | \$3,945.91 | \$4,079.01 | \$4,212.34 | \$4,345.41 | \$4,478.66 | \$4,601.69 | \$4,724.91 | \$4,851.42 | \$4,981.27 |
| | | Daily | \$101.09 | \$381.28 | \$394.60 | \$407.91 | \$421.24 | \$434.55 | \$447.87 | \$460.17 | \$472.50 | \$485.15 | \$498.13 |
| | | Hourly | \$14.04 | \$52.96 | \$54.81 | \$56.66 | \$58.51 | \$60.36 | \$62.21 | \$63.92 | \$65.63 | \$67.39 | \$69.19 |
| XE | 33 | Annual | \$99,892.00 | \$103,464.00 | \$107,036.00 | \$110,610.00 | \$114,174.00 | \$117,747.00 | \$121,323.00 | \$124,664.00 | \$127,998.00 | \$131,423.00 | \$134,938.00 |
| | | Bi-Wk | \$3,827.28 | \$3,964.14 | \$4,101.00 | \$4,237.94 | \$4,374.49 | \$4,511.38 | \$4,648.40 | \$4,776.40 | \$4,904.14 | \$5,035.37 | \$5,170.04 |
| | | Daily | \$382.73 | \$396.42 | \$410.10 | \$423.80 | \$437.45 | \$451.14 | \$464.84 | \$477.64 | \$490.42 | \$503.54 | \$517.01 |
| | | Hourly | \$53.16 | \$55.06 | \$56.96 | \$58.87 | \$60.76 | \$62.66 | \$64.57 | \$66.34 | \$68.12 | \$69.94 | \$71.81 |
| XE | 34 | Annual | \$26,383.00 | \$107,656.00 | \$111,330.00 | \$114,999.00 | \$118,664.00 | \$122,339.00 | \$126,002.00 | \$129,468.00 | \$132,932.00 | \$136,491.00 | \$140,146.00 |
| | | Bi-Wk | \$1,010.85 | \$4,124.76 | \$4,265.52 | \$4,406.10 | \$4,546.52 | \$4,687.32 | \$4,827.67 | \$4,960.46 | \$5,093.19 | \$5,229.55 | \$5,369.58 |
| | | Daily | \$101.09 | \$412.48 | \$426.56 | \$440.61 | \$454.66 | \$468.74 | \$482.77 | \$496.05 | \$509.32 | \$522.96 | \$536.96 |
| | | Hourly | \$14.04 | \$57.29 | \$59.25 | \$61.20 | \$63.15 | \$65.11 | \$67.06 | \$68.90 | \$70.74 | \$72.64 | \$74.58 |
| XE | 35 | Annual | \$108,250.00 | \$112,013.00 | \$115,771.00 | \$119,537.00 | \$123,299.00 | \$127,058.00 | \$130,824.00 | \$134,417.00 | \$138,021.00 | \$141,718.00 | \$145,518.00 |
| | | Bi-Wk | \$4,147.51 | \$4,291.69 | \$4,435.68 | \$4,579.97 | \$4,724.10 | \$4,868.13 | \$5,012.42 | \$5,150.08 | \$5,288.17 | \$5,429.81 | \$5,575.41 |
| | | Daily | \$414.76 | \$429.17 | \$443.57 | \$458.00 | \$472.41 | \$486.82 | \$501.25 | \$515.01 | \$528.82 | \$542.99 | \$557.55 |
| | | Hourly | \$57.61 | \$59.61 | \$61.61 | \$63.62 | \$65.62 | \$67.62 | \$69.62 | \$71.53 | \$73.45 | \$75.42 | \$77.44 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 36 | Annual | \$112,735.00 | \$116,597.00 | \$120,456.00 | \$124,312.00 | \$128,178.00 | \$132,033.00 | \$135,889.00 | \$139,629.00 | \$143,362.00 | \$147,197.00 | \$151,138.00 |
| | | Bi-Wk | \$4,319.35 | \$4,467.32 | \$4,615.18 | \$4,762.92 | \$4,911.04 | \$5,058.74 | \$5,206.48 | \$5,349.78 | \$5,492.80 | \$5,639.74 | \$5,790.73 |
| | | Daily | \$431.94 | \$446.74 | \$461.52 | \$476.30 | \$491.11 | \$505.88 | \$520.65 | \$534.98 | \$549.28 | \$563.98 | \$579.08 |
| | | Hourly | \$60.00 | \$62.05 | \$64.10 | \$66.16 | \$68.21 | \$70.27 | \$72.32 | \$74.31 | \$76.29 | \$78.33 | \$80.43 |
| XE | 37 | Annual | \$117,062.00 | \$121,022.00 | \$124,986.00 | \$128,953.00 | \$132,921.00 | \$136,888.00 | \$140,850.00 | \$144,722.00 | \$148,593.00 | \$152,568.00 | \$156,651.00 |
| | | Bi-Wk | \$4,485.14 | \$4,636.86 | \$4,788.74 | \$4,940.73 | \$5,092.76 | \$5,244.76 | \$5,396.56 | \$5,544.91 | \$5,693.22 | \$5,845.52 | \$6,001.96 |
| | | Daily | \$448.52 | \$463.69 | \$478.88 | \$494.08 | \$509.28 | \$524.48 | \$539.66 | \$554.50 | \$569.33 | \$584.56 | \$600.20 |
| | | Hourly | \$62.30 | \$64.41 | \$66.52 | \$68.63 | \$70.74 | \$72.85 | \$74.96 | \$77.02 | \$79.08 | \$81.19 | \$83.37 |
| XE | 38 | Annual | \$121,892.00 | \$125,949.00 | \$130,010.00 | \$134,067.00 | \$138,124.00 | \$142,178.00 | \$146,243.00 | \$150,260.00 | \$154,285.00 | \$158,409.00 | \$162,649.00 |
| | | Bi-Wk | \$4,670.20 | \$4,825.64 | \$4,981.23 | \$5,136.67 | \$5,292.11 | \$5,447.44 | \$5,603.19 | \$5,757.09 | \$5,911.31 | \$6,069.32 | \$6,231.77 |
| | | Daily | \$467.02 | \$482.57 | \$498.13 | \$513.67 | \$529.22 | \$544.75 | \$560.32 | \$575.71 | \$591.14 | \$606.94 | \$623.18 |
| | | Hourly | \$64.87 | \$67.03 | \$69.19 | \$71.35 | \$73.51 | \$75.66 | \$77.83 | \$79.96 | \$82.11 | \$84.30 | \$86.56 |
| XE | 39 | Annual | \$126,963.00 | \$131,115.00 | \$135,270.00 | \$139,434.00 | \$143,585.00 | \$147,735.00 | \$151,894.00 | \$156,067.00 | \$160,249.00 | \$164,547.00 | \$168,958.00 |
| | | Bi-Wk | \$4,864.49 | \$5,023.57 | \$5,182.76 | \$5,342.30 | \$5,501.35 | \$5,660.35 | \$5,819.70 | \$5,979.58 | \$6,139.81 | \$6,304.49 | \$6,473.49 |
| | | Daily | \$486.45 | \$502.36 | \$518.28 | \$534.23 | \$550.14 | \$566.04 | \$581.97 | \$597.96 | \$613.99 | \$630.45 | \$647.35 |
| | | Hourly | \$67.57 | \$69.78 | \$71.99 | \$74.20 | \$76.41 | \$78.62 | \$80.83 | \$83.05 | \$85.28 | \$87.57 | \$89.91 |
| XE | 40 | Annual | \$132,256.00 | \$136,493.00 | \$140,742.00 | \$144,981.00 | \$149,225.00 | \$153,473.00 | \$157,717.00 | \$162,050.00 | \$166,390.00 | \$170,850.00 | \$175,428.00 |
| | | Bi-Wk | \$5,067.28 | \$5,229.62 | \$5,392.42 | \$5,554.83 | \$5,717.44 | \$5,880.20 | \$6,042.80 | \$6,208.82 | \$6,375.10 | \$6,545.98 | \$6,721.38 |
| | | Daily | \$506.73 | \$522.97 | \$539.25 | \$555.49 | \$571.75 | \$588.02 | \$604.28 | \$620.89 | \$637.51 | \$654.60 | \$672.14 |
| | | Hourly | \$70.38 | \$72.64 | \$74.90 | \$77.16 | \$79.41 | \$81.67 | \$83.93 | \$86.24 | \$88.55 | \$90.92 | \$93.36 |
| XE | 41 | Annual | \$137,785.00 | \$142,129.00 | \$26,383.00 | \$150,823.00 | \$155,171.00 | \$159,512.00 | \$163,855.00 | \$168,364.00 | \$172,869.00 | \$177,500.00 | \$182,251.00 |
| | | Bi-Wk | \$5,279.12 | \$5,445.56 | \$1,010.85 | \$5,778.66 | \$5,945.25 | \$6,111.58 | \$6,277.97 | \$6,450.73 | \$6,623.34 | \$6,800.77 | \$6,982.80 |
| | | Daily | \$527.92 | \$544.56 | \$101.09 | \$577.87 | \$594.53 | \$611.16 | \$627.80 | \$645.08 | \$662.34 | \$680.08 | \$698.28 |
| | | Hourly | \$73.33 | \$75.64 | \$14.04 | \$80.26 | \$82.58 | \$84.89 | \$87.20 | \$89.60 | \$92.00 | \$94.46 | \$96.99 |
| XE | 42 | Annual | \$143,525.00 | \$147,974.00 | \$152,422.00 | \$156,850.00 | \$161,299.00 | \$165,743.00 | \$170,189.00 | \$174,870.00 | \$179,548.00 | \$184,353.00 | \$189,288.00 |
| | | Bi-Wk | \$5,499.05 | \$5,669.51 | \$5,839.93 | \$6,009.58 | \$6,180.04 | \$6,350.31 | \$6,520.66 | \$6,700.00 | \$6,879.24 | \$7,063.34 | \$7,252.42 |
| | | Daily | \$549.91 | \$566.96 | \$584.00 | \$600.96 | \$618.01 | \$635.04 | \$652.07 | \$670.00 | \$687.93 | \$706.34 | \$725.25 |
| | | Hourly | \$76.38 | \$78.75 | \$81.12 | \$83.47 | \$85.84 | \$88.20 | \$90.57 | \$93.06 | \$95.55 | \$98.11 | \$100.73 |

NP-6 XE 36 Hour Pay Plan Effective 06/19/2020

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XE | 43 | Annual | \$149,620.00 | \$154,153.00 | \$158,689.00 | \$163,211.00 | \$167,750.00 | \$172,273.00 | \$176,801.00 | \$181,668.00 | \$186,527.00 | \$191,517.00 | \$196,640.00 |
| | | Bi-Wk | \$5,732.57 | \$5,906.25 | \$6,080.04 | \$6,253.30 | \$6,427.21 | \$6,600.50 | \$6,773.99 | \$6,960.46 | \$7,146.63 | \$7,337.82 | \$7,534.10 |
| | | Daily | \$573.26 | \$590.63 | \$608.01 | \$625.33 | \$642.73 | \$660.05 | \$677.40 | \$696.05 | \$714.67 | \$733.79 | \$753.41 |
| | | Hourly | \$79.62 | \$82.04 | \$84.45 | \$86.86 | \$89.27 | \$91.68 | \$94.09 | \$96.68 | \$99.26 | \$101.92 | \$104.65 |