NP-1 SP 40-Hours Salary Plan Effective 6/27/2014

| <u>Plan</u> | Group | <u>Period</u> | Step 1 | Step 2 | Step 3 | Step 4 | <u>Step 5</u> | Step 6 | Step 7 | Step 8 | Step 9 | <u>Step 10</u> | <u>Step 11</u> |
|-------------|-------|---------------------------------------|--|--|--|--|--|--|--|--|--|--|---|
| SP | 1 | Annual Biweekly Daily Hourly | \$52,543.00 \$2,013.15 \$201.32 \$25.17 | \$54,289.00 \$2,080.04 \$208.01 \$26.01 | \$56,040.00 \$2,147.13 \$214.72 \$26.84 | \$57,790.00 \$2,214.18 \$221.42 \$27.68 | \$60,021.00 \$2,299.66 \$229.97 \$28.75 | \$61,734.00 \$2,365.29 \$236.53 \$29.57 | \$63,476.00 \$2,432.04 \$243.21 \$30.41 | \$65,261.00 \$2,500.43 \$250.05 \$31.26 | \$68,168.00 \$2,611.81 \$261.19 \$32.65 | \$76,457.00 \$2,929.39 \$292.94 \$36.62 | \$87,050.00 \$3,335.25 \$333.53 \$41.70 |
| SP | 3 | Annual Biweekly Daily Hourly | | | | | | | | \$78,513.00 \$3,008.17 \$300.82 \$37.61 | \$80,817.00 \$3,096.44 \$309.65 \$38.71 | \$84,783.00 \$3,248.40 \$324.84 \$40.61 | \$96,223.00 \$3,686.71 \$368.68 \$46.09 |
| SP | 4 | Annual Biweekly Daily Hourly | | | | | | | \$80,801.00 \$3,095.83 \$309.59 \$38.70 | \$83,182.00 \$3,187.05 \$318.71 \$39.84 | \$85,569.00 \$3,278.51 \$327.86 \$40.99 | \$89,711.00 \$3,437.21 \$343.73 \$42.97 | \$101,090.00 \$3,873.19 \$387.32 \$48.42 |

 TRAINEE:
 Annual
 \$38,057.00

 Biweekly
 \$1,458.13

 Daily
 \$145.82

 Hourly
 \$18.23