

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/04/2008**

<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>
FM	1	Annual	\$26,050.00	\$26,550.00	\$27,046.00	\$27,551.00	\$28,062.00	\$28,561.00	\$29,062.00	\$29,786.00	\$30,532.00	\$31,275.00
		Bi-Wk	\$998.09	\$1,017.25	\$1,036.25	\$1,055.60	\$1,075.18	\$1,094.30	\$1,113.49	\$1,141.23	\$1,169.81	\$1,198.28
		Daily	\$99.81	\$101.73	\$103.63	\$105.56	\$107.52	\$109.43	\$111.35	\$114.13	\$116.99	\$119.83
		Hourly	\$12.48	\$12.72	\$12.96	\$13.20	\$13.44	\$13.68	\$13.92	\$14.27	\$14.63	\$14.98
FM	2	Annual	\$27,046.00	\$27,551.00	\$28,062.00	\$28,561.00	\$29,062.00	\$29,560.00	\$30,062.00	\$30,815.00	\$31,583.00	\$32,357.00
		Bi-Wk	\$1,036.25	\$1,055.60	\$1,075.18	\$1,094.30	\$1,113.49	\$1,132.57	\$1,151.81	\$1,180.66	\$1,210.08	\$1,239.74
		Daily	\$103.63	\$105.56	\$107.52	\$109.43	\$111.35	\$113.26	\$115.19	\$118.07	\$121.01	\$123.98
		Hourly	\$12.96	\$13.20	\$13.44	\$13.68	\$13.92	\$14.16	\$14.40	\$14.76	\$15.13	\$15.50
FM	3	Annual	\$27,551.00	\$28,062.00	\$28,561.00	\$29,062.00	\$29,560.00	\$30,062.00	\$30,563.00	\$31,327.00	\$32,109.00	\$32,893.00
		Bi-Wk	\$1,055.60	\$1,075.18	\$1,094.30	\$1,113.49	\$1,132.57	\$1,151.81	\$1,171.00	\$1,200.27	\$1,230.23	\$1,260.27
		Daily	\$105.56	\$107.52	\$109.43	\$111.35	\$113.26	\$115.19	\$117.10	\$120.03	\$123.03	\$126.03
		Hourly	\$13.20	\$13.44	\$13.68	\$13.92	\$14.16	\$14.40	\$14.64	\$15.01	\$15.38	\$15.76
FM	4	Annual	\$28,272.00	\$28,881.00	\$29,489.00	\$30,101.00	\$30,708.00	\$31,315.00	\$31,928.00	\$32,729.00	\$33,548.00	\$34,364.00
		Bi-Wk	\$1,083.22	\$1,106.56	\$1,129.85	\$1,153.30	\$1,176.56	\$1,199.81	\$1,223.30	\$1,253.99	\$1,285.37	\$1,316.63
		Daily	\$108.33	\$110.66	\$112.99	\$115.33	\$117.66	\$119.99	\$122.33	\$125.40	\$128.54	\$131.67
		Hourly	\$13.55	\$13.84	\$14.13	\$14.42	\$14.71	\$15.00	\$15.30	\$15.68	\$16.07	\$16.46
FM	5	Annual	\$28,844.00	\$29,489.00	\$30,133.00	\$30,773.00	\$31,418.00	\$32,056.00	\$32,701.00	\$33,520.00	\$34,360.00	\$35,195.00
		Bi-Wk	\$1,105.14	\$1,129.85	\$1,154.53	\$1,179.05	\$1,203.76	\$1,228.20	\$1,252.92	\$1,284.30	\$1,316.48	\$1,348.47
		Daily	\$110.52	\$112.99	\$115.46	\$117.91	\$120.38	\$122.82	\$125.30	\$128.43	\$131.65	\$134.85
		Hourly	\$13.82	\$14.13	\$14.44	\$14.74	\$15.05	\$15.36	\$15.67	\$16.06	\$16.46	\$16.86
FM	6	Annual	\$29,634.00	\$30,284.00	\$30,923.00	\$31,569.00	\$32,211.00	\$32,852.00	\$33,495.00	\$34,333.00	\$35,191.00	\$36,053.00
		Bi-Wk	\$1,135.41	\$1,160.31	\$1,184.79	\$1,209.55	\$1,234.14	\$1,258.70	\$1,283.34	\$1,315.45	\$1,348.32	\$1,381.35
		Daily	\$113.55	\$116.04	\$118.48	\$120.96	\$123.42	\$125.87	\$128.34	\$131.55	\$134.84	\$138.14
		Hourly	\$14.20	\$14.51	\$14.81	\$15.12	\$15.43	\$15.74	\$16.05	\$16.45	\$16.86	\$17.27
FM	7	Annual	\$30,353.00	\$30,994.00	\$31,637.00	\$32,281.00	\$32,919.00	\$33,564.00	\$34,205.00	\$35,060.00	\$35,934.00	\$36,812.00
		Bi-Wk	\$1,162.96	\$1,187.51	\$1,212.15	\$1,236.82	\$1,261.27	\$1,285.98	\$1,310.54	\$1,343.30	\$1,376.79	\$1,410.43
		Daily	\$116.30	\$118.76	\$121.22	\$123.69	\$126.13	\$128.60	\$131.06	\$134.33	\$137.68	\$141.05
		Hourly	\$14.54	\$14.85	\$15.16	\$15.47	\$15.77	\$16.08	\$16.39	\$16.80	\$17.21	\$17.64
FM	8	Annual	\$32,211.00	\$33,000.00	\$33,782.00	\$34,600.00	\$35,446.00	\$36,288.00	\$37,180.00	\$38,110.00	\$39,065.00	\$40,015.00
		Bi-Wk	\$1,234.14	\$1,264.37	\$1,294.33	\$1,325.68	\$1,358.09	\$1,390.35	\$1,424.53	\$1,460.16	\$1,496.75	\$1,533.15
		Daily	\$123.42	\$126.44	\$129.44	\$132.57	\$135.81	\$139.04	\$142.46	\$146.02	\$149.68	\$153.32
		Hourly	\$15.43	\$15.81	\$16.18	\$16.58	\$16.98	\$17.38	\$17.81	\$18.26	\$18.71	\$19.17

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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>
FM	9	Annual	\$33,028.00	\$33,851.00	\$34,704.00	\$35,587.00	\$36,468.00	\$37,400.00	\$38,345.00	\$39,307.00	\$40,287.00	\$41,274.00
		Bi-Wk	\$1,265.45	\$1,296.98	\$1,329.66	\$1,363.49	\$1,397.25	\$1,432.96	\$1,469.16	\$1,506.02	\$1,543.57	\$1,581.38
		Daily	\$126.55	\$129.70	\$132.97	\$136.35	\$139.73	\$143.30	\$146.92	\$150.61	\$154.36	\$158.14
		Hourly	\$15.82	\$16.22	\$16.63	\$17.05	\$17.47	\$17.92	\$18.37	\$18.83	\$19.30	\$19.77
FM	10	Annual	\$33,974.00	\$34,878.00	\$35,793.00	\$36,721.00	\$37,701.00	\$38,705.00	\$39,737.00	\$40,729.00	\$41,749.00	\$42,767.00
		Bi-Wk	\$1,301.69	\$1,336.33	\$1,371.38	\$1,406.94	\$1,444.49	\$1,482.96	\$1,522.50	\$1,560.50	\$1,599.58	\$1,638.59
		Daily	\$130.17	\$133.64	\$137.14	\$140.70	\$144.45	\$148.30	\$152.25	\$156.05	\$159.96	\$163.86
		Hourly	\$16.28	\$16.71	\$17.15	\$17.59	\$18.06	\$18.54	\$19.04	\$19.51	\$20.00	\$20.49
FM	11	Annual	\$34,919.00	\$35,877.00	\$36,857.00	\$37,876.00	\$38,937.00	\$40,004.00	\$41,086.00	\$42,113.00	\$43,169.00	\$44,219.00
		Bi-Wk	\$1,337.90	\$1,374.60	\$1,412.15	\$1,451.19	\$1,491.84	\$1,532.73	\$1,574.18	\$1,613.53	\$1,653.99	\$1,694.22
		Daily	\$133.79	\$137.46	\$141.22	\$145.12	\$149.19	\$153.28	\$157.42	\$161.36	\$165.40	\$169.43
		Hourly	\$16.73	\$17.19	\$17.66	\$18.14	\$18.65	\$19.16	\$19.68	\$20.17	\$20.68	\$21.18
FM	12	Annual	\$35,933.00	\$36,961.00	\$38,025.00	\$39,132.00	\$40,247.00	\$41,369.00	\$42,484.00	\$43,549.00	\$44,639.00	\$45,727.00
		Bi-Wk	\$1,376.75	\$1,416.14	\$1,456.90	\$1,499.32	\$1,542.04	\$1,585.02	\$1,627.74	\$1,668.55	\$1,710.31	\$1,752.00
		Daily	\$137.68	\$141.62	\$145.69	\$149.94	\$154.21	\$158.51	\$162.78	\$166.86	\$171.04	\$175.20
		Hourly	\$17.21	\$17.71	\$18.22	\$18.75	\$19.28	\$19.82	\$20.35	\$20.86	\$21.38	\$21.90
FM	13	Annual	\$37,843.00	\$39,199.00	\$40,565.00	\$41,927.00	\$43,298.00	\$44,663.00	\$46,030.00	\$47,181.00	\$48,363.00	\$49,541.00
		Bi-Wk	\$1,449.93	\$1,501.88	\$1,554.22	\$1,606.40	\$1,658.93	\$1,711.23	\$1,763.61	\$1,807.71	\$1,852.99	\$1,898.13
		Daily	\$145.00	\$150.19	\$155.43	\$160.64	\$165.90	\$171.13	\$176.37	\$180.78	\$185.30	\$189.82
		Hourly	\$18.13	\$18.78	\$19.43	\$20.08	\$20.74	\$21.40	\$22.05	\$22.60	\$23.17	\$23.73
FM	14	Annual	\$39,573.00	\$40,980.00	\$42,388.00	\$43,796.00	\$45,200.00	\$46,614.00	\$48,015.00	\$49,214.00	\$50,449.00	\$51,679.00
		Bi-Wk	\$1,516.21	\$1,570.12	\$1,624.07	\$1,678.01	\$1,731.81	\$1,785.98	\$1,839.66	\$1,885.60	\$1,932.92	\$1,980.04
		Daily	\$151.63	\$157.02	\$162.41	\$167.81	\$173.19	\$178.60	\$183.97	\$188.56	\$193.30	\$198.01
		Hourly	\$18.96	\$19.63	\$20.31	\$20.98	\$21.65	\$22.33	\$23.00	\$23.57	\$24.17	\$24.76
FM	15	Annual	\$41,403.00	\$42,861.00	\$44,307.00	\$45,758.00	\$47,213.00	\$48,667.00	\$50,116.00	\$51,370.00	\$52,655.00	\$53,936.00
		Bi-Wk	\$1,586.33	\$1,642.19	\$1,697.59	\$1,753.19	\$1,808.93	\$1,864.64	\$1,920.16	\$1,968.20	\$2,017.44	\$2,066.52
		Daily	\$158.64	\$164.22	\$169.76	\$175.32	\$180.90	\$186.47	\$192.02	\$196.82	\$201.75	\$206.66
		Hourly	\$19.83	\$20.53	\$21.22	\$21.92	\$22.62	\$23.31	\$24.01	\$24.61	\$25.22	\$25.84
FM	16	Annual	\$43,369.00	\$44,864.00	\$46,360.00	\$47,853.00	\$49,343.00	\$50,839.00	\$52,324.00	\$53,638.00	\$54,977.00	\$56,317.00
		Bi-Wk	\$1,661.65	\$1,718.93	\$1,776.25	\$1,833.45	\$1,890.54	\$1,947.86	\$2,004.76	\$2,055.10	\$2,106.40	\$2,157.74
		Daily	\$166.17	\$171.90	\$177.63	\$183.35	\$189.06	\$194.79	\$200.48	\$205.51	\$210.64	\$215.78
		Hourly	\$20.78	\$21.49	\$22.21	\$22.92	\$23.64	\$24.35	\$25.06	\$25.69	\$26.33	\$26.98

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FM	17	Annual	\$45,456.00	\$47,002.00	\$48,528.00	\$50,070.00	\$51,603.00	\$53,141.00	\$54,680.00	\$56,047.00	\$57,451.00	\$58,849.00
		Bi-Wk	\$1,741.61	\$1,800.85	\$1,859.32	\$1,918.40	\$1,977.13	\$2,036.06	\$2,095.02	\$2,147.40	\$2,201.19	\$2,254.76
		Daily	\$174.17	\$180.09	\$185.94	\$191.84	\$197.72	\$203.61	\$209.51	\$214.74	\$220.12	\$225.48
		Hourly	\$21.78	\$22.52	\$23.25	\$23.98	\$24.72	\$25.46	\$26.19	\$26.85	\$27.52	\$28.19
FM	18	Annual	\$47,693.00	\$49,264.00	\$50,839.00	\$52,415.00	\$53,989.00	\$55,559.00	\$57,140.00	\$58,568.00	\$60,033.00	\$61,499.00
		Bi-Wk	\$1,827.32	\$1,887.51	\$1,947.86	\$2,008.24	\$2,068.55	\$2,128.70	\$2,189.28	\$2,243.99	\$2,300.12	\$2,356.29
		Daily	\$182.74	\$188.76	\$194.79	\$200.83	\$206.86	\$212.87	\$218.93	\$224.40	\$230.02	\$235.63
		Hourly	\$22.85	\$23.60	\$24.35	\$25.11	\$25.86	\$26.61	\$27.37	\$28.05	\$28.76	\$29.46
FM	19	Annual	\$49,977.00	\$51,603.00	\$53,227.00	\$54,848.00	\$56,470.00	\$58,087.00	\$59,704.00	\$61,199.00	\$62,727.00	\$64,256.00
		Bi-Wk	\$1,914.83	\$1,977.13	\$2,039.35	\$2,101.46	\$2,163.61	\$2,225.56	\$2,287.51	\$2,344.79	\$2,403.34	\$2,461.92
		Daily	\$191.49	\$197.72	\$203.94	\$210.15	\$216.37	\$222.56	\$228.76	\$234.48	\$240.34	\$246.20
		Hourly	\$23.94	\$24.72	\$25.50	\$26.27	\$27.05	\$27.82	\$28.60	\$29.31	\$30.05	\$30.78
FM	20	Annual	\$52,466.00	\$54,125.00	\$55,787.00	\$57,447.00	\$59,102.00	\$60,772.00	\$62,425.00	\$63,986.00	\$65,586.00	\$67,185.00
		Bi-Wk	\$2,010.20	\$2,073.76	\$2,137.44	\$2,201.04	\$2,264.45	\$2,328.43	\$2,391.77	\$2,451.58	\$2,512.88	\$2,574.14
		Daily	\$201.02	\$207.38	\$213.75	\$220.11	\$226.45	\$232.85	\$239.18	\$245.16	\$251.29	\$257.42
		Hourly	\$25.13	\$25.93	\$26.72	\$27.52	\$28.31	\$29.11	\$29.90	\$30.65	\$31.42	\$32.18
FM	21	Annual	\$54,996.00	\$56,702.00	\$58,406.00	\$60,112.00	\$61,823.00	\$63,520.00	\$65,231.00	\$66,863.00	\$68,532.00	\$70,204.00
		Bi-Wk	\$2,107.13	\$2,172.50	\$2,237.78	\$2,303.15	\$2,368.70	\$2,433.72	\$2,499.28	\$2,561.81	\$2,625.75	\$2,689.81
		Daily	\$210.72	\$217.25	\$223.78	\$230.32	\$236.87	\$243.38	\$249.93	\$256.19	\$262.58	\$268.99
		Hourly	\$26.34	\$27.16	\$27.98	\$28.79	\$29.61	\$30.43	\$31.25	\$32.03	\$32.83	\$33.63
FM	22	Annual	\$56,470.00	\$58,493.00	\$60,520.00	\$62,540.00	\$64,567.00	\$66,592.00	\$68,617.00	\$70,334.00	\$72,093.00	\$73,851.00
		Bi-Wk	\$2,163.61	\$2,241.12	\$2,318.78	\$2,396.17	\$2,473.84	\$2,551.42	\$2,629.01	\$2,694.79	\$2,762.19	\$2,829.55
		Daily	\$216.37	\$224.12	\$231.88	\$239.62	\$247.39	\$255.15	\$262.91	\$269.48	\$276.22	\$282.96
		Hourly	\$27.05	\$28.02	\$28.99	\$29.96	\$30.93	\$31.90	\$32.87	\$33.69	\$34.53	\$35.37
FM	23	Annual	\$59,084.00	\$61,200.00	\$63,305.00	\$65,412.00	\$67,525.00	\$69,631.00	\$71,743.00	\$73,539.00	\$75,379.00	\$77,215.00
		Bi-Wk	\$2,263.76	\$2,344.83	\$2,425.48	\$2,506.21	\$2,587.17	\$2,667.86	\$2,748.78	\$2,817.59	\$2,888.09	\$2,958.43
		Daily	\$226.38	\$234.49	\$242.55	\$250.63	\$258.72	\$266.79	\$274.88	\$281.76	\$288.81	\$295.85
		Hourly	\$28.30	\$29.32	\$30.32	\$31.33	\$32.34	\$33.35	\$34.36	\$35.22	\$36.11	\$36.99
FM	24	Annual	\$61,873.00	\$64,071.00	\$66,272.00	\$68,470.00	\$70,666.00	\$72,868.00	\$75,064.00	\$76,943.00	\$78,865.00	\$80,790.00
		Bi-Wk	\$2,370.62	\$2,454.83	\$2,539.16	\$2,623.38	\$2,707.51	\$2,791.88	\$2,876.02	\$2,948.01	\$3,021.65	\$3,095.41
		Daily	\$237.07	\$245.49	\$253.92	\$262.34	\$270.76	\$279.19	\$287.61	\$294.81	\$302.17	\$309.55
		Hourly	\$29.64	\$30.69	\$31.74	\$32.80	\$33.85	\$34.90	\$35.96	\$36.86	\$37.78	\$38.70

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FM	25	Annual	\$64,833.00	\$67,114.00	\$69,397.00	\$71,671.00	\$73,956.00	\$76,231.00	\$78,515.00	\$80,477.00	\$82,490.00	\$84,501.00
		Bi-Wk	\$2,484.03	\$2,571.42	\$2,658.89	\$2,746.02	\$2,833.57	\$2,920.73	\$3,008.24	\$3,083.41	\$3,160.54	\$3,237.59
		Daily	\$248.41	\$257.15	\$265.89	\$274.61	\$283.36	\$292.08	\$300.83	\$308.35	\$316.06	\$323.76
		Hourly	\$31.06	\$32.15	\$33.24	\$34.33	\$35.42	\$36.51	\$37.61	\$38.55	\$39.51	\$40.47
FM	26	Annual	\$67,973.00	\$70,335.00	\$72,696.00	\$75,064.00	\$77,430.00	\$79,795.00	\$82,152.00	\$84,208.00	\$86,310.00	\$88,419.00
		Bi-Wk	\$2,604.33	\$2,694.83	\$2,785.29	\$2,876.02	\$2,966.67	\$3,057.28	\$3,147.59	\$3,226.37	\$3,306.90	\$3,387.71
		Daily	\$260.44	\$269.49	\$278.53	\$287.61	\$296.67	\$305.73	\$314.76	\$322.64	\$330.69	\$338.78
		Hourly	\$32.56	\$33.69	\$34.82	\$35.96	\$37.09	\$38.22	\$39.35	\$40.33	\$41.34	\$42.35
FM	27	Annual	\$71,286.00	\$73,728.00	\$76,183.00	\$78,628.00	\$81,073.00	\$83,515.00	\$85,967.00	\$88,117.00	\$90,317.00	\$92,521.00
		Bi-Wk	\$2,731.27	\$2,824.83	\$2,918.89	\$3,012.57	\$3,106.25	\$3,199.81	\$3,293.76	\$3,376.14	\$3,460.43	\$3,544.87
		Daily	\$273.13	\$282.49	\$291.89	\$301.26	\$310.63	\$319.99	\$329.38	\$337.62	\$346.05	\$354.49
		Hourly	\$34.15	\$35.32	\$36.49	\$37.66	\$38.83	\$40.00	\$41.18	\$42.21	\$43.26	\$44.32
FM	28	Annual	\$74,824.00	\$77,360.00	\$79,890.00	\$82,420.00	\$84,947.00	\$87,481.00	\$90,011.00	\$92,264.00	\$94,570.00	\$96,874.00
		Bi-Wk	\$2,866.82	\$2,963.99	\$3,060.92	\$3,157.86	\$3,254.68	\$3,351.77	\$3,448.70	\$3,535.02	\$3,623.38	\$3,711.65
		Daily	\$286.69	\$296.40	\$306.10	\$315.79	\$325.47	\$335.18	\$344.87	\$353.51	\$362.34	\$371.17
		Hourly	\$35.84	\$37.05	\$38.27	\$39.48	\$40.69	\$41.90	\$43.11	\$44.19	\$45.30	\$46.40
FM	29	Annual	\$75,532.00	\$78,322.00	\$81,114.00	\$83,903.00	\$86,693.00	\$89,479.00	\$92,272.00	\$94,583.00	\$96,947.00	\$99,310.00
		Bi-Wk	\$2,893.95	\$3,000.85	\$3,107.82	\$3,214.68	\$3,321.58	\$3,428.32	\$3,535.33	\$3,623.87	\$3,714.45	\$3,804.99
		Daily	\$289.40	\$300.09	\$310.79	\$321.47	\$332.16	\$342.84	\$353.54	\$362.39	\$371.45	\$380.50
		Hourly	\$36.18	\$37.52	\$38.85	\$40.19	\$41.52	\$42.86	\$44.20	\$45.30	\$46.44	\$47.57
FM	30	Annual	\$78,515.00	\$81,382.00	\$84,257.00	\$87,126.00	\$89,997.00	\$92,867.00	\$95,743.00	\$98,135.00	\$100,590.00	\$103,040.00
		Bi-Wk	\$3,008.24	\$3,118.09	\$3,228.24	\$3,338.17	\$3,448.17	\$3,558.13	\$3,668.32	\$3,759.97	\$3,854.03	\$3,947.90
		Daily	\$300.83	\$311.81	\$322.83	\$333.82	\$344.82	\$355.82	\$366.84	\$376.00	\$385.41	\$394.79
		Hourly	\$37.61	\$38.98	\$40.36	\$41.73	\$43.11	\$44.48	\$45.86	\$47.00	\$48.18	\$49.35
FM	31	Annual	\$81,617.00	\$84,579.00	\$87,524.00	\$90,482.00	\$93,442.00	\$96,393.00	\$99,354.00	\$101,839.00	\$104,386.00	\$106,929.00
		Bi-Wk	\$3,127.09	\$3,240.58	\$3,353.41	\$3,466.75	\$3,580.16	\$3,693.22	\$3,806.67	\$3,901.88	\$3,999.47	\$4,096.90
		Daily	\$312.71	\$324.06	\$335.35	\$346.68	\$358.02	\$369.33	\$380.67	\$390.19	\$399.95	\$409.69
		Hourly	\$39.09	\$40.51	\$41.92	\$43.34	\$44.76	\$46.17	\$47.59	\$48.78	\$50.00	\$51.22
FM	32	Annual	\$84,842.00	\$87,879.00	\$90,911.00	\$93,948.00	\$96,995.00	\$100,024.00	\$103,068.00	\$105,645.00	\$108,285.00	\$110,927.00
		Bi-Wk	\$3,250.66	\$3,367.02	\$3,483.19	\$3,599.55	\$3,716.29	\$3,832.34	\$3,948.97	\$4,047.71	\$4,148.86	\$4,250.08
		Daily	\$325.07	\$336.71	\$348.32	\$359.96	\$371.63	\$383.24	\$394.90	\$404.78	\$414.89	\$425.01
		Hourly	\$40.64	\$42.09	\$43.54	\$45.00	\$46.46	\$47.91	\$49.37	\$50.60	\$51.87	\$53.13

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/04/2008**

<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>
FM	33	Annual	\$88,206.00	\$91,330.00	\$94,446.00	\$97,574.00	\$100,699.00	\$103,820.00	\$106,942.00	\$109,617.00	\$112,358.00	\$115,097.00
		Bi-Wk	\$3,379.55	\$3,499.24	\$3,618.63	\$3,738.47	\$3,858.20	\$3,977.78	\$4,097.40	\$4,199.89	\$4,304.91	\$4,409.85
		Daily	\$337.96	\$349.93	\$361.87	\$373.85	\$385.82	\$397.78	\$409.74	\$419.99	\$430.50	\$440.99
		Hourly	\$42.25	\$43.75	\$45.24	\$46.74	\$48.23	\$49.73	\$51.22	\$52.50	\$53.82	\$55.13
FM	34	Annual	\$91,787.00	\$94,998.00	\$98,206.00	\$101,414.00	\$104,620.00	\$107,828.00	\$111,032.00	\$113,809.00	\$116,653.00	\$119,498.00
		Bi-Wk	\$3,516.75	\$3,639.78	\$3,762.69	\$3,885.60	\$4,008.43	\$4,131.35	\$4,254.10	\$4,360.50	\$4,469.47	\$4,578.47
		Daily	\$351.68	\$363.98	\$376.27	\$388.56	\$400.85	\$413.14	\$425.41	\$436.05	\$446.95	\$457.85
		Hourly	\$43.96	\$45.50	\$47.04	\$48.57	\$50.11	\$51.65	\$53.18	\$54.51	\$55.87	\$57.24
FM	35	Annual	\$95,518.00	\$98,797.00	\$102,095.00	\$105,381.00	\$108,669.00	\$111,956.00	\$115,251.00	\$118,132.00	\$121,085.00	\$124,039.00
		Bi-Wk	\$3,659.70	\$3,785.33	\$3,911.69	\$4,037.59	\$4,163.57	\$4,289.51	\$4,415.75	\$4,526.14	\$4,639.28	\$4,752.46
		Daily	\$365.97	\$378.54	\$391.17	\$403.76	\$416.36	\$428.96	\$441.58	\$452.62	\$463.93	\$475.25
		Hourly	\$45.75	\$47.32	\$48.90	\$50.47	\$52.05	\$53.62	\$55.20	\$56.58	\$58.00	\$59.41
FM	36	Annual	\$99,438.00	\$102,809.00	\$106,185.00	\$109,560.00	\$112,932.00	\$116,309.00	\$119,682.00	\$122,671.00	\$125,739.00	\$128,802.00
		Bi-Wk	\$3,809.89	\$3,939.05	\$4,068.40	\$4,197.71	\$4,326.90	\$4,456.29	\$4,585.52	\$4,700.04	\$4,817.59	\$4,934.95
		Daily	\$380.99	\$393.91	\$406.84	\$419.78	\$432.69	\$445.63	\$458.56	\$470.01	\$481.76	\$493.50
		Hourly	\$47.63	\$49.24	\$50.86	\$52.48	\$54.09	\$55.71	\$57.32	\$58.76	\$60.22	\$61.69
FM	37	Annual	\$103,513.00	\$106,982.00	\$110,446.00	\$113,912.00	\$117,380.00	\$120,845.00	\$124,312.00	\$127,421.00	\$130,602.00	\$133,790.00
		Bi-Wk	\$3,966.02	\$4,098.93	\$4,231.65	\$4,364.45	\$4,497.32	\$4,630.08	\$4,762.92	\$4,882.04	\$5,003.91	\$5,126.06
		Daily	\$396.61	\$409.90	\$423.17	\$436.45	\$449.74	\$463.01	\$476.30	\$488.21	\$500.40	\$512.61
		Hourly	\$49.58	\$51.24	\$52.90	\$54.56	\$56.22	\$57.88	\$59.54	\$61.03	\$62.55	\$64.08
FM	38	Annual	\$107,736.00	\$111,282.00	\$114,834.00	\$118,380.00	\$121,928.00	\$125,477.00	\$129,027.00	\$132,248.00	\$135,556.00	\$138,860.00
		Bi-Wk	\$4,127.82	\$4,263.68	\$4,399.78	\$4,535.64	\$4,671.58	\$4,807.55	\$4,943.57	\$5,066.98	\$5,193.72	\$5,320.31
		Daily	\$412.79	\$426.37	\$439.98	\$453.57	\$467.16	\$480.76	\$494.36	\$506.70	\$519.38	\$532.04
		Hourly	\$51.60	\$53.30	\$55.00	\$56.70	\$58.40	\$60.10	\$61.80	\$63.34	\$64.93	\$66.51
FM	39	Annual	\$112,173.00	\$115,805.00	\$119,432.00	\$123,069.00	\$126,701.00	\$130,329.00	\$133,959.00	\$137,311.00	\$140,742.00	\$144,175.00
		Bi-Wk	\$4,297.82	\$4,436.98	\$4,575.94	\$4,715.29	\$4,854.45	\$4,993.45	\$5,132.53	\$5,260.96	\$5,392.42	\$5,523.95
		Daily	\$429.79	\$443.70	\$457.60	\$471.53	\$485.45	\$499.35	\$513.26	\$526.10	\$539.25	\$552.40
		Hourly	\$53.73	\$55.47	\$57.20	\$58.95	\$60.69	\$62.42	\$64.16	\$65.77	\$67.41	\$69.05
FM	40	Annual	\$116,796.00	\$120,504.00	\$124,218.00	\$127,919.00	\$131,633.00	\$135,346.00	\$139,056.00	\$142,532.00	\$146,099.00	\$149,659.00
		Bi-Wk	\$4,474.95	\$4,617.02	\$4,759.32	\$4,901.12	\$5,043.41	\$5,185.68	\$5,327.82	\$5,461.00	\$5,597.67	\$5,734.07
		Daily	\$447.50	\$461.71	\$475.94	\$490.12	\$504.35	\$518.57	\$532.79	\$546.10	\$559.77	\$573.41
		Hourly	\$55.94	\$57.72	\$59.50	\$61.27	\$63.05	\$64.83	\$66.60	\$68.27	\$69.98	\$71.68

**NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 7/04/2008**

<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>
FM	41	Annual	\$121,632.00	\$125,436.00	\$129,230.00	\$133,033.00	\$136,832.00	\$140,625.00	\$144,423.00	\$148,035.00	\$151,735.00	\$155,437.00
		Bi-Wk	\$4,660.23	\$4,805.98	\$4,951.35	\$5,097.05	\$5,242.61	\$5,387.94	\$5,533.45	\$5,671.84	\$5,813.61	\$5,955.45
		Daily	\$466.03	\$480.60	\$495.14	\$509.71	\$524.27	\$538.80	\$553.35	\$567.19	\$581.37	\$595.55
		Hourly	\$58.26	\$60.08	\$61.90	\$63.72	\$65.54	\$67.35	\$69.17	\$70.90	\$72.68	\$74.45
FM	42	Annual	\$126,654.00	\$130,542.00	\$134,427.00	\$138,305.00	\$142,189.00	\$146,072.00	\$149,957.00	\$153,706.00	\$157,550.00	\$161,392.00
		Bi-Wk	\$4,852.65	\$5,001.61	\$5,150.46	\$5,299.05	\$5,447.86	\$5,596.63	\$5,745.48	\$5,889.12	\$6,036.40	\$6,183.61
		Daily	\$485.27	\$500.17	\$515.05	\$529.91	\$544.79	\$559.67	\$574.55	\$588.92	\$603.64	\$618.37
		Hourly	\$60.66	\$62.53	\$64.39	\$66.24	\$68.10	\$69.96	\$71.82	\$73.62	\$75.46	\$77.30
FM	43	Annual	\$131,976.00	\$135,944.00	\$139,900.00	\$143,863.00	\$147,827.00	\$151,786.00	\$155,748.00	\$159,638.00	\$163,629.00	\$167,623.00
		Bi-Wk	\$5,056.56	\$5,208.59	\$5,360.16	\$5,512.00	\$5,663.87	\$5,815.56	\$5,967.36	\$6,116.40	\$6,269.32	\$6,422.34
		Daily	\$505.66	\$520.86	\$536.02	\$551.20	\$566.39	\$581.56	\$596.74	\$611.64	\$626.94	\$642.24
		Hourly	\$63.21	\$65.11	\$67.01	\$68.90	\$70.80	\$72.70	\$74.60	\$76.46	\$78.37	\$80.28