

NP-2 TR 37.5 HOUR PAY PLAN EFFECTIVE 07/01/2015

10-month (186 day) employees paid over 12 months

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 1 | Annual | \$19,590.00 | \$19,968.00 | \$20,341.00 | \$20,721.00 | \$21,104.00 | \$21,480.00 | \$21,855.00 | \$22,400.00 | \$22,960.00 | \$23,520.00 |
| | | Bi-Wk | \$750.58 | \$765.06 | \$779.35 | \$793.91 | \$808.59 | \$822.99 | \$837.36 | \$858.24 | \$879.70 | \$901.15 |
| | | Daily | \$105.32 | \$107.35 | \$109.36 | \$111.40 | \$113.46 | \$115.48 | \$117.50 | \$120.43 | \$123.44 | \$126.45 |
| | | Hourly | \$14.05 | \$14.32 | \$14.59 | \$14.86 | \$15.13 | \$15.40 | \$15.67 | \$16.06 | \$16.46 | \$16.86 |
| TR | 2 | Annual | \$20,341.00 | \$20,721.00 | \$21,104.00 | \$21,480.00 | \$21,855.00 | \$22,231.00 | \$22,607.00 | \$23,174.00 | \$23,753.00 | \$24,333.00 |
| | | Bi-Wk | \$779.35 | \$793.91 | \$808.59 | \$822.99 | \$837.36 | \$851.77 | \$866.17 | \$887.90 | \$910.08 | \$932.30 |
| | | Daily | \$109.36 | \$111.40 | \$113.46 | \$115.48 | \$117.50 | \$119.52 | \$121.54 | \$124.59 | \$127.70 | \$130.82 |
| | | Hourly | \$14.59 | \$14.86 | \$15.13 | \$15.40 | \$15.67 | \$15.94 | \$16.21 | \$16.62 | \$17.03 | \$17.45 |
| TR | 3 | Annual | \$20,721.00 | \$21,104.00 | \$21,480.00 | \$21,855.00 | \$22,231.00 | \$22,607.00 | \$22,983.00 | \$23,559.00 | \$24,147.00 | \$24,737.00 |
| | | Bi-Wk | \$793.91 | \$808.59 | \$822.99 | \$837.36 | \$851.77 | \$866.17 | \$880.58 | \$902.65 | \$925.18 | \$947.78 |
| | | Daily | \$111.40 | \$113.46 | \$115.48 | \$117.50 | \$119.52 | \$121.54 | \$123.56 | \$126.66 | \$129.82 | \$132.99 |
| | | Hourly | \$14.86 | \$15.13 | \$15.40 | \$15.67 | \$15.94 | \$16.21 | \$16.48 | \$16.89 | \$17.31 | \$17.74 |
| TR | 4 | Annual | \$21,260.00 | \$21,718.00 | \$22,177.00 | \$22,639.00 | \$23,092.00 | \$23,550.00 | \$24,011.00 | \$24,614.00 | \$25,228.00 | \$25,843.00 |
| | | Bi-Wk | \$814.56 | \$832.11 | \$849.70 | \$867.40 | \$884.76 | \$902.30 | \$919.97 | \$943.07 | \$966.60 | \$990.16 |
| | | Daily | \$114.30 | \$116.76 | \$119.23 | \$121.71 | \$124.15 | \$126.61 | \$129.09 | \$132.33 | \$135.63 | \$138.94 |
| | | Hourly | \$15.24 | \$15.57 | \$15.90 | \$16.23 | \$16.56 | \$16.89 | \$17.22 | \$17.65 | \$18.09 | \$18.53 |
| TR | 5 | Annual | \$21,692.00 | \$22,177.00 | \$22,663.00 | \$23,143.00 | \$23,626.00 | \$24,108.00 | \$24,592.00 | \$25,209.00 | \$25,840.00 | \$26,466.00 |
| | | Bi-Wk | \$831.12 | \$849.70 | \$868.32 | \$886.71 | \$905.22 | \$923.68 | \$942.23 | \$965.87 | \$990.04 | \$1,014.03 |
| | | Daily | \$116.62 | \$119.23 | \$121.84 | \$124.42 | \$127.02 | \$129.61 | \$132.21 | \$135.53 | \$138.92 | \$142.29 |
| | | Hourly | \$15.55 | \$15.90 | \$16.25 | \$16.59 | \$16.94 | \$17.29 | \$17.63 | \$18.07 | \$18.53 | \$18.98 |
| TR | 6 | Annual | \$22,287.00 | \$22,774.00 | \$23,254.00 | \$23,740.00 | \$24,223.00 | \$24,705.00 | \$25,190.00 | \$25,819.00 | \$26,465.00 | \$27,112.00 |
| | | Bi-Wk | \$853.91 | \$872.57 | \$890.96 | \$909.58 | \$928.09 | \$946.56 | \$965.14 | \$989.24 | \$1,013.99 | \$1,038.78 |
| | | Daily | \$119.82 | \$122.44 | \$125.02 | \$127.63 | \$130.23 | \$132.82 | \$135.43 | \$138.81 | \$142.28 | \$145.76 |
| | | Hourly | \$15.98 | \$16.33 | \$16.67 | \$17.02 | \$17.37 | \$17.71 | \$18.06 | \$18.51 | \$18.98 | \$19.44 |
| TR | 7 | Annual | \$22,826.00 | \$23,308.00 | \$23,792.00 | \$24,277.00 | \$24,755.00 | \$25,243.00 | \$25,724.00 | \$26,366.00 | \$27,023.00 | \$27,683.00 |
| | | Bi-Wk | \$874.56 | \$893.03 | \$911.58 | \$930.16 | \$948.47 | \$967.17 | \$985.60 | \$1,010.20 | \$1,035.37 | \$1,060.66 |
| | | Daily | \$122.72 | \$125.31 | \$127.91 | \$130.52 | \$133.09 | \$135.71 | \$138.30 | \$141.75 | \$145.28 | \$148.83 |
| | | Hourly | \$16.37 | \$16.71 | \$17.06 | \$17.41 | \$17.75 | \$18.10 | \$18.44 | \$18.90 | \$19.38 | \$19.85 |
| TR | 8 | Annual | \$24,223.00 | \$24,817.00 | \$25,404.00 | \$26,020.00 | \$26,656.00 | \$27,289.00 | \$27,962.00 | \$28,659.00 | \$29,377.00 | \$30,092.00 |
| | | Bi-Wk | \$928.09 | \$950.85 | \$973.34 | \$996.94 | \$1,021.31 | \$1,045.56 | \$1,071.35 | \$1,098.05 | \$1,125.56 | \$1,152.96 |
| | | Daily | \$130.23 | \$133.42 | \$136.58 | \$139.89 | \$143.31 | \$146.71 | \$150.33 | \$154.08 | \$157.94 | \$161.78 |
| | | Hourly | \$17.37 | \$17.79 | \$18.22 | \$18.66 | \$19.11 | \$19.57 | \$20.05 | \$20.55 | \$21.06 | \$21.57 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 9 | Annual | \$24,839.00 | \$25,458.00 | \$26,100.00 | \$26,762.00 | \$27,424.00 | \$28,126.00 | \$28,838.00 | \$29,560.00 | \$30,300.00 | \$31,038.00 |
| | | Bi-Wk | \$951.69 | \$975.41 | \$1,000.00 | \$1,025.37 | \$1,050.73 | \$1,077.63 | \$1,104.91 | \$1,132.57 | \$1,160.92 | \$1,189.20 |
| | | Daily | \$133.54 | \$136.87 | \$140.32 | \$143.88 | \$147.44 | \$151.21 | \$155.04 | \$158.92 | \$162.90 | \$166.87 |
| | | Hourly | \$17.81 | \$18.25 | \$18.71 | \$19.19 | \$19.66 | \$20.17 | \$20.68 | \$21.19 | \$21.72 | \$22.25 |
| TR | 10 | Annual | \$25,549.00 | \$26,228.00 | \$26,917.00 | \$27,614.00 | \$28,352.00 | \$29,106.00 | \$29,883.00 | \$30,629.00 | \$31,395.00 | \$32,162.00 |
| | | Bi-Wk | \$978.89 | \$1,004.91 | \$1,031.31 | \$1,058.01 | \$1,086.29 | \$1,115.18 | \$1,144.95 | \$1,173.53 | \$1,202.88 | \$1,232.27 |
| | | Daily | \$137.36 | \$141.01 | \$144.71 | \$148.46 | \$152.43 | \$156.48 | \$160.66 | \$164.67 | \$168.79 | \$172.91 |
| | | Hourly | \$18.32 | \$18.81 | \$19.30 | \$19.80 | \$20.33 | \$20.87 | \$21.43 | \$21.96 | \$22.51 | \$23.06 |
| TR | 11 | Annual | \$26,260.00 | \$26,980.00 | \$27,716.00 | \$28,485.00 | \$29,281.00 | \$30,084.00 | \$30,897.00 | \$31,671.00 | \$32,463.00 | \$33,254.00 |
| | | Bi-Wk | \$1,006.14 | \$1,033.72 | \$1,061.92 | \$1,091.38 | \$1,121.88 | \$1,152.65 | \$1,183.80 | \$1,213.45 | \$1,243.80 | \$1,274.10 |
| | | Daily | \$141.18 | \$145.05 | \$149.01 | \$153.14 | \$157.42 | \$161.74 | \$166.11 | \$170.27 | \$174.53 | \$178.78 |
| | | Hourly | \$18.83 | \$19.34 | \$19.87 | \$20.42 | \$20.99 | \$21.57 | \$22.15 | \$22.71 | \$23.27 | \$23.84 |
| TR | 12 | Annual | \$27,023.00 | \$27,794.00 | \$28,596.00 | \$29,428.00 | \$30,265.00 | \$31,111.00 | \$31,948.00 | \$32,750.00 | \$33,568.00 | \$34,386.00 |
| | | Bi-Wk | \$1,035.37 | \$1,064.91 | \$1,095.64 | \$1,127.51 | \$1,159.58 | \$1,192.00 | \$1,224.07 | \$1,254.79 | \$1,286.14 | \$1,317.48 |
| | | Daily | \$145.28 | \$149.43 | \$153.74 | \$158.21 | \$162.71 | \$167.26 | \$171.76 | \$176.07 | \$180.47 | \$184.87 |
| | | Hourly | \$19.38 | \$19.93 | \$20.50 | \$21.10 | \$21.70 | \$22.31 | \$22.91 | \$23.48 | \$24.07 | \$24.65 |
| TR | 13 | Annual | \$28,458.00 | \$29,478.00 | \$30,506.00 | \$31,529.00 | \$32,560.00 | \$33,588.00 | \$34,613.00 | \$35,482.00 | \$36,371.00 | \$37,256.00 |
| | | Bi-Wk | \$1,090.35 | \$1,129.43 | \$1,168.82 | \$1,208.01 | \$1,247.51 | \$1,286.90 | \$1,326.17 | \$1,359.47 | \$1,393.53 | \$1,427.44 |
| | | Daily | \$153.00 | \$158.48 | \$164.01 | \$169.51 | \$175.05 | \$180.58 | \$186.09 | \$190.76 | \$195.54 | \$200.30 |
| | | Hourly | \$20.40 | \$21.14 | \$21.87 | \$22.61 | \$23.34 | \$24.08 | \$24.82 | \$25.44 | \$26.08 | \$26.71 |
| TR | 14 | Annual | \$29,759.00 | \$30,817.00 | \$31,877.00 | \$32,934.00 | \$33,992.00 | \$35,054.00 | \$36,107.00 | \$37,009.00 | \$37,937.00 | \$38,863.00 |
| | | Bi-Wk | \$1,140.20 | \$1,180.73 | \$1,221.35 | \$1,261.84 | \$1,302.38 | \$1,343.07 | \$1,383.41 | \$1,417.97 | \$1,453.53 | \$1,489.01 |
| | | Daily | \$159.99 | \$165.68 | \$171.38 | \$177.06 | \$182.75 | \$188.46 | \$194.12 | \$198.97 | \$203.96 | \$208.94 |
| | | Hourly | \$21.34 | \$22.10 | \$22.85 | \$23.61 | \$24.37 | \$25.13 | \$25.89 | \$26.53 | \$27.20 | \$27.86 |
| TR | 15 | Annual | \$31,137.00 | \$32,232.00 | \$33,321.00 | \$34,410.00 | \$35,502.00 | \$36,598.00 | \$37,688.00 | \$38,631.00 | \$39,596.00 | \$40,560.00 |
| | | Bi-Wk | \$1,192.99 | \$1,234.95 | \$1,276.67 | \$1,318.40 | \$1,360.23 | \$1,402.23 | \$1,443.99 | \$1,480.12 | \$1,517.09 | \$1,554.03 |
| | | Daily | \$167.40 | \$173.29 | \$179.14 | \$185.00 | \$190.87 | \$196.76 | \$202.62 | \$207.69 | \$212.88 | \$218.06 |
| | | Hourly | \$22.32 | \$23.11 | \$23.89 | \$24.67 | \$25.45 | \$26.24 | \$27.02 | \$27.70 | \$28.39 | \$29.08 |
| TR | 16 | Annual | \$32,614.00 | \$33,737.00 | \$34,862.00 | \$35,986.00 | \$37,107.00 | \$38,231.00 | \$39,349.00 | \$40,336.00 | \$41,343.00 | \$42,351.00 |
| | | Bi-Wk | \$1,249.58 | \$1,292.61 | \$1,335.71 | \$1,378.78 | \$1,421.73 | \$1,464.79 | \$1,507.63 | \$1,545.45 | \$1,584.03 | \$1,622.65 |
| | | Daily | \$175.34 | \$181.38 | \$187.43 | \$193.47 | \$199.50 | \$205.54 | \$211.55 | \$216.86 | \$222.27 | \$227.69 |
| | | Hourly | \$23.38 | \$24.19 | \$24.99 | \$25.80 | \$26.60 | \$27.41 | \$28.21 | \$28.92 | \$29.64 | \$30.36 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 17 | Annual | \$34,185.00 | \$35,346.00 | \$36,494.00 | \$37,652.00 | \$38,806.00 | \$39,963.00 | \$41,120.00 | \$42,148.00 | \$43,203.00 | \$44,254.00 |
| | | Bi-Wk | \$1,309.78 | \$1,354.26 | \$1,398.24 | \$1,442.61 | \$1,486.82 | \$1,531.15 | \$1,575.48 | \$1,614.87 | \$1,655.29 | \$1,695.56 |
| | | Daily | \$183.79 | \$190.03 | \$196.20 | \$202.43 | \$208.63 | \$214.85 | \$221.07 | \$226.60 | \$232.27 | \$237.92 |
| | | Hourly | \$24.51 | \$25.34 | \$26.16 | \$27.00 | \$27.82 | \$28.65 | \$29.48 | \$30.22 | \$30.97 | \$31.73 |
| TR | 18 | Annual | \$35,865.00 | \$37,048.00 | \$38,231.00 | \$39,418.00 | \$40,599.00 | \$41,782.00 | \$42,970.00 | \$44,043.00 | \$45,146.00 | \$46,246.00 |
| | | Bi-Wk | \$1,374.14 | \$1,419.47 | \$1,464.79 | \$1,510.27 | \$1,555.52 | \$1,600.85 | \$1,646.37 | \$1,687.48 | \$1,729.74 | \$1,771.88 |
| | | Daily | \$192.82 | \$199.18 | \$205.54 | \$211.92 | \$218.27 | \$224.63 | \$231.02 | \$236.79 | \$242.72 | \$248.63 |
| | | Hourly | \$25.71 | \$26.56 | \$27.41 | \$28.26 | \$29.11 | \$29.95 | \$30.81 | \$31.58 | \$32.37 | \$33.16 |
| TR | 19 | Annual | \$37,584.00 | \$38,806.00 | \$40,026.00 | \$41,246.00 | \$42,466.00 | \$43,681.00 | \$44,897.00 | \$46,021.00 | \$47,170.00 | \$48,320.00 |
| | | Bi-Wk | \$1,440.00 | \$1,486.82 | \$1,533.57 | \$1,580.31 | \$1,627.05 | \$1,673.61 | \$1,720.20 | \$1,763.26 | \$1,807.28 | \$1,851.35 |
| | | Daily | \$202.06 | \$208.63 | \$215.19 | \$221.75 | \$228.31 | \$234.84 | \$241.38 | \$247.42 | \$253.60 | \$259.78 |
| | | Hourly | \$26.95 | \$27.82 | \$28.70 | \$29.57 | \$30.45 | \$31.32 | \$32.19 | \$32.99 | \$33.82 | \$34.64 |
| TR | 20 | Annual | \$39,455.00 | \$40,701.00 | \$41,953.00 | \$43,201.00 | \$44,445.00 | \$45,701.00 | \$46,943.00 | \$48,117.00 | \$49,318.00 | \$50,522.00 |
| | | Bi-Wk | \$1,511.69 | \$1,559.43 | \$1,607.40 | \$1,655.22 | \$1,702.88 | \$1,751.00 | \$1,798.59 | \$1,843.57 | \$1,889.58 | \$1,935.71 |
| | | Daily | \$212.12 | \$218.82 | \$225.55 | \$232.26 | \$238.95 | \$245.70 | \$252.38 | \$258.69 | \$265.15 | \$271.62 |
| | | Hourly | \$28.29 | \$29.18 | \$30.08 | \$30.97 | \$31.86 | \$32.76 | \$33.66 | \$34.50 | \$35.36 | \$36.22 |
| TR | 21 | Annual | \$41,358.00 | \$42,641.00 | \$43,919.00 | \$45,206.00 | \$46,491.00 | \$47,767.00 | \$49,054.00 | \$50,280.00 | \$51,537.00 | \$52,793.00 |
| | | Bi-Wk | \$1,584.60 | \$1,633.76 | \$1,682.73 | \$1,732.04 | \$1,781.27 | \$1,830.16 | \$1,879.47 | \$1,926.44 | \$1,974.60 | \$2,022.73 |
| | | Daily | \$222.35 | \$229.25 | \$236.12 | \$243.04 | \$249.95 | \$256.81 | \$263.73 | \$270.32 | \$277.08 | \$283.83 |
| | | Hourly | \$29.65 | \$30.57 | \$31.49 | \$32.41 | \$33.33 | \$34.25 | \$35.17 | \$36.05 | \$36.95 | \$37.85 |
| TR | 22 | Annual | \$42,466.00 | \$43,988.00 | \$45,511.00 | \$47,029.00 | \$48,554.00 | \$50,077.00 | \$51,599.00 | \$52,890.00 | \$54,214.00 | \$55,536.00 |
| | | Bi-Wk | \$1,627.05 | \$1,685.37 | \$1,743.72 | \$1,801.88 | \$1,860.31 | \$1,918.66 | \$1,976.98 | \$2,026.44 | \$2,077.17 | \$2,127.82 |
| | | Daily | \$228.31 | \$236.49 | \$244.68 | \$252.84 | \$261.04 | \$269.23 | \$277.41 | \$284.35 | \$291.47 | \$298.58 |
| | | Hourly | \$30.45 | \$31.54 | \$32.63 | \$33.72 | \$34.81 | \$35.90 | \$36.99 | \$37.92 | \$38.87 | \$39.81 |
| TR | 23 | Annual | \$44,430.00 | \$46,022.00 | \$47,605.00 | \$49,190.00 | \$50,780.00 | \$52,361.00 | \$53,950.00 | \$55,302.00 | \$56,686.00 | \$58,064.00 |
| | | Bi-Wk | \$1,702.30 | \$1,763.30 | \$1,823.95 | \$1,884.68 | \$1,945.60 | \$2,006.17 | \$2,067.05 | \$2,118.86 | \$2,171.88 | \$2,224.68 |
| | | Daily | \$238.87 | \$247.43 | \$255.94 | \$264.46 | \$273.01 | \$281.51 | \$290.05 | \$297.32 | \$304.76 | \$312.17 |
| | | Hourly | \$31.85 | \$32.99 | \$34.13 | \$35.27 | \$36.41 | \$37.54 | \$38.68 | \$39.65 | \$40.64 | \$41.63 |
| TR | 24 | Annual | \$46,528.00 | \$48,182.00 | \$49,835.00 | \$51,489.00 | \$53,141.00 | \$54,796.00 | \$56,448.00 | \$57,860.00 | \$59,305.00 | \$60,752.00 |
| | | Bi-Wk | \$1,782.69 | \$1,846.06 | \$1,909.39 | \$1,972.76 | \$2,036.06 | \$2,099.47 | \$2,162.76 | \$2,216.86 | \$2,272.23 | \$2,327.67 |
| | | Daily | \$250.15 | \$259.04 | \$267.93 | \$276.82 | \$285.70 | \$294.60 | \$303.48 | \$311.07 | \$318.84 | \$326.62 |
| | | Hourly | \$33.36 | \$34.54 | \$35.73 | \$36.91 | \$38.10 | \$39.28 | \$40.47 | \$41.48 | \$42.52 | \$43.55 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 25 | Annual | \$48,755.00 | \$50,470.00 | \$52,185.00 | \$53,896.00 | \$55,613.00 | \$57,324.00 | \$59,042.00 | \$60,519.00 | \$62,031.00 | \$63,542.00 |
| | | Bi-Wk | \$1,868.01 | \$1,933.72 | \$1,999.43 | \$2,064.99 | \$2,130.77 | \$2,196.33 | \$2,262.15 | \$2,318.74 | \$2,376.67 | \$2,434.56 |
| | | Daily | \$262.12 | \$271.34 | \$280.56 | \$289.76 | \$298.99 | \$308.19 | \$317.43 | \$325.37 | \$333.50 | \$341.62 |
| | | Hourly | \$34.95 | \$36.18 | \$37.41 | \$38.64 | \$39.87 | \$41.10 | \$42.33 | \$43.39 | \$44.47 | \$45.55 |
| TR | 26 | Annual | \$51,117.00 | \$52,891.00 | \$54,668.00 | \$56,448.00 | \$58,226.00 | \$60,004.00 | \$61,779.00 | \$63,324.00 | \$64,905.00 | \$66,490.00 |
| | | Bi-Wk | \$1,958.51 | \$2,026.48 | \$2,094.56 | \$2,162.76 | \$2,230.89 | \$2,299.01 | \$2,367.02 | \$2,426.21 | \$2,486.79 | \$2,547.51 |
| | | Daily | \$274.82 | \$284.36 | \$293.91 | \$303.48 | \$313.04 | \$322.60 | \$332.14 | \$340.45 | \$348.95 | \$357.47 |
| | | Hourly | \$36.65 | \$37.92 | \$39.19 | \$40.47 | \$41.74 | \$43.02 | \$44.29 | \$45.40 | \$46.53 | \$47.67 |
| TR | 27 | Annual | \$53,606.00 | \$55,442.00 | \$57,288.00 | \$59,128.00 | \$60,966.00 | \$62,802.00 | \$64,647.00 | \$66,263.00 | \$67,917.00 | \$69,576.00 |
| | | Bi-Wk | \$2,053.87 | \$2,124.22 | \$2,194.95 | \$2,265.45 | \$2,335.87 | \$2,406.21 | \$2,476.90 | \$2,538.82 | \$2,602.19 | \$2,665.75 |
| | | Daily | \$288.20 | \$298.07 | \$308.00 | \$317.89 | \$327.77 | \$337.64 | \$347.56 | \$356.25 | \$365.14 | \$374.06 |
| | | Hourly | \$38.43 | \$39.75 | \$41.07 | \$42.39 | \$43.71 | \$45.02 | \$46.35 | \$47.50 | \$48.69 | \$49.88 |
| TR | 28 | Annual | \$56,267.00 | \$58,176.00 | \$60,077.00 | \$61,979.00 | \$63,878.00 | \$65,785.00 | \$67,686.00 | \$69,378.00 | \$71,116.00 | \$72,847.00 |
| | | Bi-Wk | \$2,155.83 | \$2,228.97 | \$2,301.81 | \$2,374.68 | \$2,447.44 | \$2,520.50 | \$2,593.34 | \$2,658.17 | \$2,724.76 | \$2,791.08 |
| | | Daily | \$302.51 | \$312.77 | \$322.99 | \$333.22 | \$343.43 | \$353.68 | \$363.90 | \$373.00 | \$382.34 | \$391.65 |
| | | Hourly | \$40.34 | \$41.71 | \$43.07 | \$44.43 | \$45.80 | \$47.16 | \$48.52 | \$49.74 | \$50.98 | \$52.22 |
| TR | 29 | Annual | \$56,801.00 | \$58,896.00 | \$60,997.00 | \$63,095.00 | \$65,193.00 | \$67,286.00 | \$69,388.00 | \$71,125.00 | \$72,903.00 | \$74,679.00 |
| | | Bi-Wk | \$2,176.29 | \$2,256.56 | \$2,337.05 | \$2,417.44 | \$2,497.82 | \$2,578.01 | \$2,658.55 | \$2,725.10 | \$2,793.22 | \$2,861.27 |
| | | Daily | \$305.38 | \$316.64 | \$327.94 | \$339.22 | \$350.50 | \$361.75 | \$373.05 | \$382.39 | \$391.95 | \$401.50 |
| | | Hourly | \$40.72 | \$42.22 | \$43.73 | \$45.23 | \$46.74 | \$48.24 | \$49.74 | \$50.99 | \$52.26 | \$53.54 |
| TR | 30 | Annual | \$59,042.00 | \$61,198.00 | \$63,360.00 | \$65,515.00 | \$67,678.00 | \$69,834.00 | \$71,996.00 | \$73,798.00 | \$75,643.00 | \$77,484.00 |
| | | Bi-Wk | \$2,262.15 | \$2,344.76 | \$2,427.59 | \$2,510.16 | \$2,593.03 | \$2,675.64 | \$2,758.47 | \$2,827.51 | \$2,898.20 | \$2,968.74 |
| | | Daily | \$317.43 | \$329.02 | \$340.64 | \$352.23 | \$363.86 | \$375.45 | \$387.07 | \$396.76 | \$406.68 | \$416.58 |
| | | Hourly | \$42.33 | \$43.87 | \$45.42 | \$46.97 | \$48.52 | \$50.06 | \$51.61 | \$52.91 | \$54.23 | \$55.55 |
| TR | 31 | Annual | \$61,375.00 | \$63,603.00 | \$65,815.00 | \$68,039.00 | \$70,268.00 | \$72,487.00 | \$74,713.00 | \$76,580.00 | \$78,496.00 | \$80,408.00 |
| | | Bi-Wk | \$2,351.54 | \$2,436.90 | \$2,521.65 | \$2,606.86 | \$2,692.27 | \$2,777.28 | \$2,862.57 | \$2,934.10 | \$3,007.51 | \$3,080.77 |
| | | Daily | \$329.97 | \$341.95 | \$353.84 | \$365.80 | \$377.78 | \$389.71 | \$401.68 | \$411.72 | \$422.02 | \$432.30 |
| | | Hourly | \$44.00 | \$45.60 | \$47.18 | \$48.78 | \$50.37 | \$51.97 | \$53.56 | \$54.90 | \$56.27 | \$57.64 |
| TR | 32 | Annual | \$63,800.00 | \$66,083.00 | \$68,365.00 | \$70,647.00 | \$72,939.00 | \$75,217.00 | \$77,505.00 | \$79,441.00 | \$81,428.00 | \$83,414.00 |
| | | Bi-Wk | \$2,444.45 | \$2,531.92 | \$2,619.35 | \$2,706.79 | \$2,794.60 | \$2,881.88 | \$2,969.55 | \$3,043.72 | \$3,119.85 | \$3,195.94 |
| | | Daily | \$343.01 | \$355.28 | \$367.55 | \$379.82 | \$392.14 | \$404.39 | \$416.69 | \$427.10 | \$437.78 | \$448.46 |
| | | Hourly | \$45.74 | \$47.38 | \$49.01 | \$50.65 | \$52.29 | \$53.92 | \$55.56 | \$56.95 | \$58.37 | \$59.80 |

NP-2 TR 37.5 HOUR PAY PLAN EFFECTIVE 07/01/2015

10-month (186 day) employees paid over 12 months

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 33 | Annual | \$66,330.00 | \$68,677.00 | \$71,023.00 | \$73,374.00 | \$75,725.00 | \$78,070.00 | \$80,418.00 | \$82,428.00 | \$84,491.00 | \$86,552.00 |
| | | Bi-Wk | \$2,541.38 | \$2,631.31 | \$2,721.19 | \$2,811.27 | \$2,901.35 | \$2,991.19 | \$3,081.15 | \$3,158.17 | \$3,237.21 | \$3,316.17 |
| | | Daily | \$356.61 | \$369.23 | \$381.84 | \$394.48 | \$407.12 | \$419.73 | \$432.35 | \$443.16 | \$454.25 | \$465.33 |
| | | Hourly | \$47.55 | \$49.23 | \$50.92 | \$52.60 | \$54.29 | \$55.97 | \$57.65 | \$59.09 | \$60.57 | \$62.05 |
| TR | 34 | Annual | \$69,021.00 | \$71,436.00 | \$73,850.00 | \$76,262.00 | \$78,673.00 | \$81,083.00 | \$83,492.00 | \$85,581.00 | \$87,722.00 | \$89,859.00 |
| | | Bi-Wk | \$2,644.49 | \$2,737.02 | \$2,829.51 | \$2,921.92 | \$3,014.30 | \$3,106.63 | \$3,198.93 | \$3,278.97 | \$3,361.00 | \$3,442.88 |
| | | Daily | \$371.08 | \$384.06 | \$397.04 | \$410.01 | \$422.97 | \$435.93 | \$448.88 | \$460.11 | \$471.62 | \$483.11 |
| | | Hourly | \$49.48 | \$51.21 | \$52.94 | \$54.67 | \$56.40 | \$58.13 | \$59.86 | \$61.35 | \$62.89 | \$64.42 |
| TR | 35 | Annual | \$71,828.00 | \$74,294.00 | \$76,774.00 | \$79,244.00 | \$81,716.00 | \$84,190.00 | \$86,667.00 | \$88,834.00 | \$91,053.00 | \$93,274.00 |
| | | Bi-Wk | \$2,752.04 | \$2,846.52 | \$2,941.54 | \$3,036.17 | \$3,130.89 | \$3,225.68 | \$3,320.58 | \$3,403.61 | \$3,488.63 | \$3,573.72 |
| | | Daily | \$386.17 | \$399.43 | \$412.76 | \$426.04 | \$439.33 | \$452.63 | \$465.95 | \$477.60 | \$489.53 | \$501.47 |
| | | Hourly | \$51.49 | \$53.26 | \$55.04 | \$56.81 | \$58.58 | \$60.35 | \$62.13 | \$63.68 | \$65.27 | \$66.87 |
| TR | 36 | Annual | \$74,776.00 | \$77,310.00 | \$79,850.00 | \$82,387.00 | \$84,923.00 | \$87,461.00 | \$89,998.00 | \$92,247.00 | \$94,554.00 | \$96,858.00 |
| | | Bi-Wk | \$2,864.99 | \$2,962.07 | \$3,059.39 | \$3,156.60 | \$3,253.76 | \$3,351.00 | \$3,448.20 | \$3,534.37 | \$3,622.76 | \$3,711.04 |
| | | Daily | \$402.02 | \$415.64 | \$429.30 | \$442.94 | \$456.57 | \$470.22 | \$483.86 | \$495.95 | \$508.35 | \$520.74 |
| | | Hourly | \$53.61 | \$55.42 | \$57.24 | \$59.06 | \$60.88 | \$62.70 | \$64.52 | \$66.13 | \$67.78 | \$69.44 |
| TR | 37 | Annual | \$77,841.00 | \$80,449.00 | \$83,053.00 | \$85,659.00 | \$88,269.00 | \$90,871.00 | \$93,480.00 | \$95,818.00 | \$98,210.00 | \$100,606.00 |
| | | Bi-Wk | \$2,982.42 | \$3,082.34 | \$3,182.11 | \$3,281.96 | \$3,381.96 | \$3,481.65 | \$3,581.61 | \$3,671.19 | \$3,762.84 | \$3,854.64 |
| | | Daily | \$418.50 | \$432.52 | \$446.52 | \$460.53 | \$474.56 | \$488.55 | \$502.58 | \$515.15 | \$528.01 | \$540.89 |
| | | Hourly | \$55.80 | \$57.67 | \$59.54 | \$61.41 | \$63.28 | \$65.14 | \$67.01 | \$68.69 | \$70.41 | \$72.12 |
| TR | 38 | Annual | \$81,015.00 | \$83,682.00 | \$86,353.00 | \$89,020.00 | \$91,687.00 | \$94,356.00 | \$97,026.00 | \$99,447.00 | \$101,936.00 | \$104,421.00 |
| | | Bi-Wk | \$3,104.03 | \$3,206.21 | \$3,308.55 | \$3,410.73 | \$3,512.92 | \$3,615.18 | \$3,717.48 | \$3,810.23 | \$3,905.60 | \$4,000.81 |
| | | Daily | \$435.56 | \$449.90 | \$464.26 | \$478.60 | \$492.94 | \$507.29 | \$521.64 | \$534.66 | \$548.04 | \$561.40 |
| | | Hourly | \$58.08 | \$59.99 | \$61.91 | \$63.82 | \$65.73 | \$67.64 | \$69.56 | \$71.29 | \$73.08 | \$74.86 |
| TR | 39 | Annual | \$84,351.00 | \$87,084.00 | \$89,809.00 | \$92,545.00 | \$95,275.00 | \$98,004.00 | \$100,734.00 | \$103,255.00 | \$105,834.00 | \$108,414.00 |
| | | Bi-Wk | \$3,231.84 | \$3,336.56 | \$3,440.96 | \$3,545.79 | \$3,650.39 | \$3,754.95 | \$3,859.55 | \$3,956.14 | \$4,054.95 | \$4,153.80 |
| | | Daily | \$453.50 | \$468.19 | \$482.84 | \$497.55 | \$512.23 | \$526.90 | \$541.58 | \$555.13 | \$569.00 | \$582.87 |
| | | Hourly | \$60.47 | \$62.43 | \$64.38 | \$66.34 | \$68.30 | \$70.26 | \$72.21 | \$74.02 | \$75.87 | \$77.72 |
| TR | 40 | Annual | \$87,828.00 | \$90,618.00 | \$93,410.00 | \$96,192.00 | \$98,986.00 | \$101,776.00 | \$104,568.00 | \$107,179.00 | \$109,863.00 | \$112,540.00 |
| | | Bi-Wk | \$3,365.06 | \$3,471.96 | \$3,578.93 | \$3,685.52 | \$3,792.57 | \$3,899.47 | \$4,006.44 | \$4,106.48 | \$4,209.32 | \$4,311.88 |
| | | Daily | \$472.19 | \$487.19 | \$502.20 | \$517.16 | \$532.18 | \$547.18 | \$562.19 | \$576.23 | \$590.66 | \$605.05 |
| | | Hourly | \$62.96 | \$64.96 | \$66.96 | \$68.96 | \$70.96 | \$72.96 | \$74.96 | \$76.84 | \$78.76 | \$80.68 |

NP-2 TR 37.5 HOUR PAY PLAN EFFECTIVE 07/01/2015

10-month (186 day) employees paid over 12 months

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TR | 41 | Annual | \$91,464.00 | \$94,325.00 | \$97,178.00 | \$100,039.00 | \$102,894.00 | \$105,747.00 | \$108,602.00 | \$111,320.00 | \$114,102.00 | \$116,885.00 |
| | | Bi-Wk | \$3,504.37 | \$3,613.99 | \$3,723.30 | \$3,832.92 | \$3,942.30 | \$4,051.61 | \$4,161.00 | \$4,265.14 | \$4,371.73 | \$4,478.36 |
| | | Daily | \$491.74 | \$507.12 | \$522.46 | \$537.84 | \$553.19 | \$568.53 | \$583.88 | \$598.49 | \$613.45 | \$628.41 |
| | | Hourly | \$65.57 | \$67.62 | \$69.67 | \$71.72 | \$73.76 | \$75.81 | \$77.85 | \$79.80 | \$81.80 | \$83.79 |
| TR | 42 | Annual | \$95,242.00 | \$98,164.00 | \$101,084.00 | \$104,001.00 | \$106,923.00 | \$109,843.00 | \$112,763.00 | \$115,583.00 | \$118,475.00 | \$121,364.00 |
| | | Bi-Wk | \$3,649.12 | \$3,761.08 | \$3,872.96 | \$3,984.72 | \$4,096.67 | \$4,208.55 | \$4,320.43 | \$4,428.47 | \$4,539.28 | \$4,649.97 |
| | | Daily | \$512.05 | \$527.76 | \$543.46 | \$559.14 | \$574.85 | \$590.55 | \$606.25 | \$621.41 | \$636.96 | \$652.49 |
| | | Hourly | \$68.28 | \$70.37 | \$72.47 | \$74.56 | \$76.65 | \$78.74 | \$80.84 | \$82.86 | \$84.93 | \$87.00 |
| TR | 43 | Annual | \$99,243.00 | \$102,228.00 | \$105,202.00 | \$108,182.00 | \$111,162.00 | \$114,138.00 | \$117,117.00 | \$120,045.00 | \$123,045.00 | \$126,047.00 |
| | | Bi-Wk | \$3,802.42 | \$3,916.79 | \$4,030.73 | \$4,144.91 | \$4,259.09 | \$4,373.11 | \$4,487.25 | \$4,599.43 | \$4,714.37 | \$4,829.39 |
| | | Daily | \$533.56 | \$549.61 | \$565.60 | \$581.62 | \$597.64 | \$613.64 | \$629.66 | \$645.40 | \$661.53 | \$677.67 |
| | | Hourly | \$71.15 | \$73.29 | \$75.42 | \$77.55 | \$79.69 | \$81.82 | \$83.96 | \$86.06 | \$88.21 | \$90.36 |