

NP-6 FK 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	1	Annual	\$21,704.00	\$22,230.00	\$22,754.00	\$23,272.00	\$23,792.00	\$24,317.00	\$24,843.00	\$25,525.00	\$26,208.00	\$26,911.00	\$27,634.00
		Bi-Wk	\$831.58	\$851.73	\$871.81	\$891.65	\$911.58	\$931.69	\$951.84	\$977.97	\$1,004.14	\$1,031.08	\$1,058.78
		Daily	\$83.16	\$85.18	\$87.19	\$89.17	\$91.16	\$93.17	\$95.19	\$97.80	\$100.42	\$103.11	\$105.88
		Hourly	\$10.40	\$10.65	\$10.90	\$11.15	\$11.40	\$11.65	\$11.90	\$12.23	\$12.56	\$12.89	\$13.24
FK	2	Annual	\$22,754.00	\$23,272.00	\$23,792.00	\$24,317.00	\$24,843.00	\$25,360.00	\$25,882.00	\$26,595.00	\$27,306.00	\$28,038.00	\$28,791.00
		Bi-Wk	\$871.81	\$891.65	\$911.58	\$931.69	\$951.84	\$971.65	\$991.65	\$1,018.97	\$1,046.21	\$1,074.26	\$1,103.11
		Daily	\$87.19	\$89.17	\$91.16	\$93.17	\$95.19	\$97.17	\$99.17	\$101.90	\$104.63	\$107.43	\$110.32
		Hourly	\$10.90	\$11.15	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40	\$12.74	\$13.08	\$13.43	\$13.79
FK	3	Annual	\$23,272.00	\$23,792.00	\$24,317.00	\$24,843.00	\$25,360.00	\$25,882.00	\$26,403.00	\$27,130.00	\$27,858.00	\$28,606.00	\$29,375.00
		Bi-Wk	\$891.65	\$911.58	\$931.69	\$951.84	\$971.65	\$991.65	\$1,011.61	\$1,039.47	\$1,067.36	\$1,096.02	\$1,125.48
		Daily	\$89.17	\$91.16	\$93.17	\$95.19	\$97.17	\$99.17	\$101.17	\$103.95	\$106.74	\$109.61	\$112.55
		Hourly	\$11.15	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40	\$12.65	\$13.00	\$13.35	\$13.71	\$14.07
FK	4	Annual	\$24,014.00	\$24,651.00	\$25,286.00	\$25,919.00	\$26,558.00	\$27,187.00	\$27,822.00	\$28,589.00	\$29,352.00	\$30,138.00	\$30,944.00
		Bi-Wk	\$920.08	\$944.49	\$968.82	\$993.07	\$1,017.55	\$1,041.65	\$1,065.98	\$1,095.37	\$1,124.60	\$1,154.72	\$1,185.60
		Daily	\$92.01	\$94.45	\$96.89	\$99.31	\$101.76	\$104.17	\$106.60	\$109.54	\$112.46	\$115.48	\$118.56
		Hourly	\$11.51	\$11.81	\$12.12	\$12.42	\$12.72	\$13.03	\$13.33	\$13.70	\$14.06	\$14.44	\$14.82
FK	5	Annual	\$24,612.00	\$25,286.00	\$25,955.00	\$26,622.00	\$27,291.00	\$27,965.00	\$28,635.00	\$29,421.00	\$30,210.00	\$31,019.00	\$31,850.00
		Bi-Wk	\$942.99	\$968.82	\$994.45	\$1,020.00	\$1,045.64	\$1,071.46	\$1,097.13	\$1,127.25	\$1,157.48	\$1,188.47	\$1,220.31
		Daily	\$94.30	\$96.89	\$99.45	\$102.00	\$104.57	\$107.15	\$109.72	\$112.73	\$115.75	\$118.85	\$122.04
		Hourly	\$11.79	\$12.12	\$12.44	\$12.75	\$13.08	\$13.40	\$13.72	\$14.10	\$14.47	\$14.86	\$15.26
FK	6	Annual	\$25,436.00	\$26,110.00	\$26,781.00	\$27,450.00	\$28,117.00	\$28,787.00	\$29,455.00	\$30,266.00	\$31,075.00	\$31,904.00	\$32,757.00
		Bi-Wk	\$974.56	\$1,000.39	\$1,026.10	\$1,051.73	\$1,077.28	\$1,102.96	\$1,128.55	\$1,159.62	\$1,190.62	\$1,222.38	\$1,255.06
		Daily	\$97.46	\$100.04	\$102.61	\$105.18	\$107.73	\$110.30	\$112.86	\$115.97	\$119.07	\$122.24	\$125.51
		Hourly	\$12.19	\$12.51	\$12.83	\$13.15	\$13.47	\$13.79	\$14.11	\$14.50	\$14.89	\$15.28	\$15.69
FK	7	Annual	\$26,179.00	\$26,847.00	\$27,525.00	\$28,191.00	\$28,858.00	\$29,527.00	\$30,197.00	\$31,027.00	\$31,854.00	\$32,707.00	\$33,582.00
		Bi-Wk	\$1,003.03	\$1,028.63	\$1,054.60	\$1,080.12	\$1,105.68	\$1,131.31	\$1,156.98	\$1,188.78	\$1,220.46	\$1,253.15	\$1,286.67
		Daily	\$100.31	\$102.87	\$105.46	\$108.02	\$110.57	\$113.14	\$115.70	\$118.88	\$122.05	\$125.32	\$128.67
		Hourly	\$12.54	\$12.86	\$13.19	\$13.51	\$13.83	\$14.15	\$14.47	\$14.86	\$15.26	\$15.67	\$16.09
FK	8	Annual	\$28,117.00	\$28,936.00	\$29,758.00	\$30,576.00	\$31,403.00	\$32,219.00	\$33,042.00	\$33,948.00	\$34,858.00	\$35,794.00	\$36,755.00
		Bi-Wk	\$1,077.28	\$1,108.66	\$1,140.16	\$1,171.50	\$1,203.19	\$1,234.45	\$1,265.98	\$1,300.69	\$1,335.56	\$1,371.42	\$1,408.24
		Daily	\$107.73	\$110.87	\$114.02	\$117.15	\$120.32	\$123.45	\$126.60	\$130.07	\$133.56	\$137.15	\$140.83
		Hourly	\$13.47	\$13.86	\$14.26	\$14.65	\$15.04	\$15.44	\$15.83	\$16.26	\$16.70	\$17.15	\$17.61
FK	9	Annual	\$28,973.00	\$29,828.00	\$30,680.00	\$31,543.00	\$32,397.00	\$33,248.00	\$34,110.00	\$35,046.00	\$35,984.00	\$36,949.00	\$37,940.00
		Bi-Wk	\$1,110.08	\$1,142.84	\$1,175.48	\$1,208.55	\$1,241.27	\$1,273.87	\$1,306.90	\$1,342.76	\$1,378.70	\$1,415.68	\$1,453.64
		Daily	\$111.01	\$114.29	\$117.55	\$120.86	\$124.13	\$127.39	\$130.69	\$134.28	\$137.87	\$141.57	\$145.37
		Hourly	\$13.88	\$14.29	\$14.70	\$15.11	\$15.52	\$15.93	\$16.34	\$16.79	\$17.24	\$17.70	\$18.18

NP-6 FK 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	10	Annual	\$29,894.00	\$30,789.00	\$31,683.00	\$32,587.00	\$33,477.00	\$34,387.00	\$35,328.00	\$36,299.00	\$37,271.00	\$38,270.00	\$39,296.00
		Bi-Wk	\$1,145.37	\$1,179.66	\$1,213.91	\$1,248.55	\$1,282.65	\$1,317.51	\$1,353.57	\$1,390.77	\$1,428.01	\$1,466.29	\$1,505.60
		Daily	\$114.54	\$117.97	\$121.40	\$124.86	\$128.27	\$131.76	\$135.36	\$139.08	\$142.81	\$146.63	\$150.56
		Hourly	\$14.32	\$14.75	\$15.18	\$15.61	\$16.04	\$16.47	\$16.92	\$17.39	\$17.86	\$18.33	\$18.82
FK	11	Annual	\$30,832.00	\$31,765.00	\$32,706.00	\$33,636.00	\$34,594.00	\$35,571.00	\$36,552.00	\$37,557.00	\$38,560.00	\$39,592.00	\$40,653.00
		Bi-Wk	\$1,181.31	\$1,217.05	\$1,253.11	\$1,288.74	\$1,325.45	\$1,362.88	\$1,400.46	\$1,438.97	\$1,477.40	\$1,516.94	\$1,557.59
		Daily	\$118.14	\$121.71	\$125.32	\$128.88	\$132.55	\$136.29	\$140.05	\$143.90	\$147.74	\$151.70	\$155.76
		Hourly	\$14.77	\$15.22	\$15.67	\$16.11	\$16.57	\$17.04	\$17.51	\$17.99	\$18.47	\$18.97	\$19.47
FK	12	Annual	\$31,826.00	\$32,804.00	\$33,770.00	\$34,773.00	\$35,782.00	\$36,810.00	\$37,827.00	\$38,867.00	\$39,906.00	\$40,973.00	\$42,069.00
		Bi-Wk	\$1,219.39	\$1,256.86	\$1,293.87	\$1,332.30	\$1,370.96	\$1,410.35	\$1,449.32	\$1,489.16	\$1,528.97	\$1,569.85	\$1,611.84
		Daily	\$121.94	\$125.69	\$129.39	\$133.23	\$137.10	\$141.04	\$144.94	\$148.92	\$152.90	\$156.99	\$161.19
		Hourly	\$15.25	\$15.72	\$16.18	\$16.66	\$17.14	\$17.63	\$18.12	\$18.62	\$19.12	\$19.63	\$20.15
FK	13	Annual	\$33,605.00	\$34,839.00	\$36,075.00	\$37,318.00	\$38,559.00	\$39,799.00	\$41,045.00	\$42,172.00	\$43,301.00	\$44,460.00	\$45,651.00
		Bi-Wk	\$1,287.55	\$1,334.83	\$1,382.19	\$1,429.81	\$1,477.36	\$1,524.87	\$1,572.61	\$1,615.79	\$1,659.05	\$1,703.45	\$1,749.09
		Daily	\$128.76	\$133.49	\$138.22	\$142.99	\$147.74	\$152.49	\$157.27	\$161.58	\$165.91	\$170.35	\$174.91
		Hourly	\$16.10	\$16.69	\$17.28	\$17.88	\$18.47	\$19.07	\$19.66	\$20.20	\$20.74	\$21.30	\$21.87
FK	14	Annual	\$35,165.00	\$36,453.00	\$37,735.00	\$39,013.00	\$40,293.00	\$41,574.00	\$42,856.00	\$44,032.00	\$45,214.00	\$46,428.00	\$47,675.00
		Bi-Wk	\$1,347.32	\$1,396.67	\$1,445.79	\$1,494.76	\$1,543.80	\$1,592.88	\$1,642.00	\$1,687.05	\$1,732.34	\$1,778.86	\$1,826.63
		Daily	\$134.74	\$139.67	\$144.58	\$149.48	\$154.38	\$159.29	\$164.20	\$168.71	\$173.24	\$177.89	\$182.67
		Hourly	\$16.85	\$17.46	\$18.08	\$18.69	\$19.30	\$19.92	\$20.53	\$21.09	\$21.66	\$22.24	\$22.84
FK	15	Annual	\$36,846.00	\$38,163.00	\$39,482.00	\$40,797.00	\$42,120.00	\$43,446.00	\$44,758.00	\$45,990.00	\$47,222.00	\$48,487.00	\$49,787.00
		Bi-Wk	\$1,411.73	\$1,462.19	\$1,512.73	\$1,563.11	\$1,613.80	\$1,664.60	\$1,714.87	\$1,762.07	\$1,809.28	\$1,857.74	\$1,907.55
		Daily	\$141.18	\$146.22	\$151.28	\$156.32	\$161.38	\$166.46	\$171.49	\$176.21	\$180.93	\$185.78	\$190.76
		Hourly	\$17.65	\$18.28	\$18.91	\$19.54	\$20.18	\$20.81	\$21.44	\$22.03	\$22.62	\$23.23	\$23.85
FK	16	Annual	\$38,624.00	\$39,981.00	\$41,342.00	\$42,701.00	\$44,058.00	\$45,419.00	\$46,772.00	\$48,056.00	\$49,344.00	\$50,667.00	\$52,026.00
		Bi-Wk	\$1,479.85	\$1,531.84	\$1,583.99	\$1,636.06	\$1,688.05	\$1,740.20	\$1,792.04	\$1,841.23	\$1,890.58	\$1,941.27	\$1,993.34
		Daily	\$147.99	\$153.19	\$158.40	\$163.61	\$168.81	\$174.02	\$179.21	\$184.13	\$189.06	\$194.13	\$199.34
		Hourly	\$18.50	\$19.15	\$19.80	\$20.46	\$21.11	\$21.76	\$22.41	\$23.02	\$23.64	\$24.27	\$24.92
FK	17	Annual	\$40,522.00	\$41,925.00	\$43,320.00	\$44,718.00	\$46,115.00	\$47,509.00	\$48,907.00	\$50,251.00	\$51,597.00	\$52,980.00	\$54,400.00
		Bi-Wk	\$1,552.57	\$1,606.33	\$1,659.78	\$1,713.34	\$1,766.86	\$1,820.27	\$1,873.84	\$1,925.33	\$1,976.90	\$2,029.89	\$2,084.30
		Daily	\$155.26	\$160.64	\$165.98	\$171.34	\$176.69	\$182.03	\$187.39	\$192.54	\$197.69	\$202.99	\$208.43
		Hourly	\$19.41	\$20.08	\$20.75	\$21.42	\$22.09	\$22.76	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
FK	18	Annual	\$42,557.00	\$43,983.00	\$45,419.00	\$46,848.00	\$48,279.00	\$49,716.00	\$51,144.00	\$52,551.00	\$53,959.00	\$55,406.00	\$56,892.00
		Bi-Wk	\$1,630.54	\$1,685.18	\$1,740.20	\$1,794.95	\$1,849.78	\$1,904.83	\$1,959.55	\$2,013.45	\$2,067.40	\$2,122.84	\$2,179.78
		Daily	\$163.06	\$168.52	\$174.02	\$179.50	\$184.98	\$190.49	\$195.96	\$201.35	\$206.74	\$212.29	\$217.98
		Hourly	\$20.39	\$21.07	\$21.76	\$22.44	\$23.13	\$23.82	\$24.50	\$25.17	\$25.85	\$26.54	\$27.25

NP-6 FK 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	19	Annual	\$44,632.00	\$46,115.00	\$47,586.00	\$49,064.00	\$50,533.00	\$52,011.00	\$53,480.00	\$54,951.00	\$56,421.00	\$57,931.00	\$59,482.00
		Bi-Wk	\$1,710.04	\$1,766.86	\$1,823.22	\$1,879.85	\$1,936.14	\$1,992.76	\$2,049.05	\$2,105.41	\$2,161.73	\$2,219.58	\$2,279.01
		Daily	\$171.01	\$176.69	\$182.33	\$187.99	\$193.62	\$199.28	\$204.91	\$210.55	\$216.18	\$221.96	\$227.91
		Hourly	\$21.38	\$22.09	\$22.80	\$23.50	\$24.21	\$24.91	\$25.62	\$26.32	\$27.03	\$27.75	\$28.49
FK	20	Annual	\$46,894.00	\$48,403.00	\$49,915.00	\$51,419.00	\$52,931.00	\$54,439.00	\$55,955.00	\$57,491.00	\$59,029.00	\$60,610.00	\$62,234.00
		Bi-Wk	\$1,796.71	\$1,854.53	\$1,912.46	\$1,970.08	\$2,028.01	\$2,085.79	\$2,143.87	\$2,202.73	\$2,261.65	\$2,322.23	\$2,384.45
		Daily	\$179.68	\$185.46	\$191.25	\$197.01	\$202.81	\$208.58	\$214.39	\$220.28	\$226.17	\$232.23	\$238.45
		Hourly	\$22.46	\$23.19	\$23.91	\$24.63	\$25.36	\$26.08	\$26.80	\$27.54	\$28.28	\$29.03	\$29.81
FK	21	Annual	\$49,195.00	\$50,750.00	\$52,299.00	\$53,853.00	\$55,404.00	\$56,950.00	\$58,503.00	\$60,111.00	\$61,720.00	\$63,372.00	\$65,068.00
		Bi-Wk	\$1,884.87	\$1,944.45	\$2,003.80	\$2,063.34	\$2,122.76	\$2,182.00	\$2,241.50	\$2,303.11	\$2,364.76	\$2,428.05	\$2,493.03
		Daily	\$188.49	\$194.45	\$200.38	\$206.34	\$212.28	\$218.20	\$224.15	\$230.32	\$236.48	\$242.81	\$249.31
		Hourly	\$23.57	\$24.31	\$25.05	\$25.80	\$26.54	\$27.28	\$28.02	\$28.79	\$29.56	\$30.36	\$31.17
FK	22	Annual	\$50,533.00	\$52,374.00	\$54,216.00	\$56,054.00	\$57,902.00	\$59,739.00	\$61,580.00	\$63,274.00	\$64,967.00	\$66,707.00	\$68,493.00
		Bi-Wk	\$1,936.14	\$2,006.67	\$2,077.25	\$2,147.67	\$2,218.47	\$2,288.86	\$2,359.39	\$2,424.30	\$2,489.16	\$2,555.83	\$2,624.26
		Daily	\$193.62	\$200.67	\$207.73	\$214.77	\$221.85	\$228.89	\$235.94	\$242.43	\$248.92	\$255.59	\$262.43
		Hourly	\$24.21	\$25.09	\$25.97	\$26.85	\$27.74	\$28.62	\$29.50	\$30.31	\$31.12	\$31.95	\$32.81
FK	23	Annual	\$52,912.00	\$54,835.00	\$56,748.00	\$58,668.00	\$60,586.00	\$62,504.00	\$64,424.00	\$66,196.00	\$67,967.00	\$69,788.00	\$71,658.00
		Bi-Wk	\$2,027.28	\$2,100.96	\$2,174.26	\$2,247.82	\$2,321.31	\$2,394.79	\$2,468.36	\$2,536.25	\$2,604.10	\$2,673.87	\$2,745.52
		Daily	\$202.73	\$210.10	\$217.43	\$224.79	\$232.14	\$239.48	\$246.84	\$253.63	\$260.41	\$267.39	\$274.56
		Hourly	\$25.35	\$26.27	\$27.18	\$28.10	\$29.02	\$29.94	\$30.86	\$31.71	\$32.56	\$33.43	\$34.32
FK	24	Annual	\$55,445.00	\$57,445.00	\$59,448.00	\$61,448.00	\$63,445.00	\$65,447.00	\$67,446.00	\$69,298.00	\$71,154.00	\$73,059.00	\$75,015.00
		Bi-Wk	\$2,124.33	\$2,200.96	\$2,277.71	\$2,354.33	\$2,430.85	\$2,507.55	\$2,584.14	\$2,655.10	\$2,726.21	\$2,799.20	\$2,874.14
		Daily	\$212.44	\$220.10	\$227.78	\$235.44	\$243.09	\$250.76	\$258.42	\$265.51	\$272.63	\$279.92	\$287.42
		Hourly	\$26.56	\$27.52	\$28.48	\$29.43	\$30.39	\$31.35	\$32.31	\$33.19	\$34.08	\$34.99	\$35.93
FK	25	Annual	\$58,144.00	\$60,216.00	\$62,288.00	\$64,359.00	\$66,435.00	\$68,508.00	\$70,580.00	\$72,520.00	\$74,461.00	\$76,453.00	\$78,499.00
		Bi-Wk	\$2,227.74	\$2,307.13	\$2,386.52	\$2,465.87	\$2,545.41	\$2,624.83	\$2,704.22	\$2,778.55	\$2,852.92	\$2,929.24	\$3,007.63
		Daily	\$222.78	\$230.72	\$238.66	\$246.59	\$254.55	\$262.49	\$270.43	\$277.86	\$285.30	\$292.93	\$300.77
		Hourly	\$27.85	\$28.84	\$29.84	\$30.83	\$31.82	\$32.82	\$33.81	\$34.74	\$35.67	\$36.62	\$37.60
FK	26	Annual	\$60,997.00	\$63,136.00	\$65,290.00	\$67,446.00	\$69,597.00	\$71,738.00	\$73,888.00	\$75,922.00	\$77,955.00	\$80,044.00	\$82,189.00
		Bi-Wk	\$2,337.05	\$2,419.01	\$2,501.54	\$2,584.14	\$2,666.56	\$2,748.59	\$2,830.96	\$2,908.89	\$2,986.79	\$3,066.82	\$3,149.01
		Daily	\$233.71	\$241.91	\$250.16	\$258.42	\$266.66	\$274.86	\$283.10	\$290.89	\$298.68	\$306.69	\$314.91
		Hourly	\$29.22	\$30.24	\$31.27	\$32.31	\$33.34	\$34.36	\$35.39	\$36.37	\$37.34	\$38.34	\$39.37
FK	27	Annual	\$64,005.00	\$66,234.00	\$68,462.00	\$70,676.00	\$72,903.00	\$75,128.00	\$77,354.00	\$79,483.00	\$81,608.00	\$83,792.00	\$86,036.00
		Bi-Wk	\$2,452.30	\$2,537.71	\$2,623.07	\$2,707.90	\$2,793.22	\$2,878.47	\$2,963.76	\$3,045.33	\$3,126.75	\$3,210.43	\$3,296.40
		Daily	\$245.23	\$253.78	\$262.31	\$270.79	\$279.33	\$287.85	\$296.38	\$304.54	\$312.68	\$321.05	\$329.64
		Hourly	\$30.66	\$31.73	\$32.79	\$33.85	\$34.92	\$35.99	\$37.05	\$38.07	\$39.09	\$40.14	\$41.21

NP-6 FK 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	28	Annual	\$67,226.00	\$69,525.00	\$71,830.00	\$74,134.00	\$76,431.00	\$78,731.00	\$81,030.00	\$83,256.00	\$85,485.00	\$87,774.00	\$90,125.00
		Bi-Wk	\$2,575.71	\$2,663.80	\$2,752.11	\$2,840.39	\$2,928.40	\$3,016.52	\$3,104.60	\$3,189.89	\$3,275.29	\$3,362.99	\$3,453.07
		Daily	\$257.58	\$266.38	\$275.22	\$284.04	\$292.84	\$301.66	\$310.46	\$318.99	\$327.53	\$336.30	\$345.31
		Hourly	\$32.20	\$33.30	\$34.41	\$35.51	\$36.61	\$37.71	\$38.81	\$39.88	\$40.95	\$42.04	\$43.17
FK	29	Annual	\$67,872.00	\$70,404.00	\$72,946.00	\$75,483.00	\$78,016.00	\$80,551.00	\$83,086.00	\$85,370.00	\$87,656.00	\$90,004.00	\$92,415.00
		Bi-Wk	\$2,600.46	\$2,697.48	\$2,794.87	\$2,892.07	\$2,989.12	\$3,086.25	\$3,183.38	\$3,270.89	\$3,358.47	\$3,448.43	\$3,540.81
		Daily	\$260.05	\$269.75	\$279.49	\$289.21	\$298.92	\$308.63	\$318.34	\$327.09	\$335.85	\$344.85	\$354.09
		Hourly	\$32.51	\$33.72	\$34.94	\$36.16	\$37.37	\$38.58	\$39.80	\$40.89	\$41.99	\$43.11	\$44.27
FK	30	Annual	\$70,580.00	\$73,191.00	\$75,800.00	\$78,408.00	\$81,021.00	\$83,630.00	\$86,243.00	\$88,614.00	\$90,983.00	\$93,416.00	\$95,915.00
		Bi-Wk	\$2,704.22	\$2,804.26	\$2,904.22	\$3,004.14	\$3,104.26	\$3,204.22	\$3,304.33	\$3,395.18	\$3,485.94	\$3,579.16	\$3,674.91
		Daily	\$270.43	\$280.43	\$290.43	\$300.42	\$310.43	\$320.43	\$330.44	\$339.52	\$348.60	\$357.92	\$367.50
		Hourly	\$33.81	\$35.06	\$36.31	\$37.56	\$38.81	\$40.06	\$41.31	\$42.44	\$43.58	\$44.74	\$45.94
FK	31	Annual	\$75,988.00	\$78,767.00	\$81,550.00	\$84,330.00	\$87,112.00	\$89,895.00	\$92,682.00	\$95,230.00	\$97,779.00	\$100,396.00	\$103,084.00
		Bi-Wk	\$2,911.42	\$3,017.90	\$3,124.53	\$3,231.04	\$3,337.63	\$3,444.26	\$3,551.04	\$3,648.66	\$3,746.33	\$3,846.60	\$3,949.58
		Daily	\$291.15	\$301.79	\$312.46	\$323.11	\$333.77	\$344.43	\$355.11	\$364.87	\$374.64	\$384.66	\$394.96
		Hourly	\$36.40	\$37.73	\$39.06	\$40.39	\$41.73	\$43.06	\$44.39	\$45.61	\$46.83	\$48.09	\$49.37
FK	32	Annual	\$79,021.00	\$81,874.00	\$84,734.00	\$87,591.00	\$90,455.00	\$93,314.00	\$96,175.00	\$98,818.00	\$101,463.00	\$104,180.00	\$106,970.00
		Bi-Wk	\$3,027.63	\$3,136.94	\$3,246.52	\$3,355.98	\$3,465.71	\$3,575.25	\$3,684.87	\$3,786.14	\$3,887.48	\$3,991.58	\$4,098.47
		Daily	\$302.77	\$313.70	\$324.66	\$335.60	\$346.58	\$357.53	\$368.49	\$378.62	\$388.75	\$399.16	\$409.85
		Hourly	\$37.85	\$39.22	\$40.59	\$41.95	\$43.33	\$44.70	\$46.07	\$47.33	\$48.60	\$49.90	\$51.24
FK	33	Annual	\$82,188.00	\$85,126.00	\$88,064.00	\$91,006.00	\$93,938.00	\$96,879.00	\$99,821.00	\$102,567.00	\$105,312.00	\$108,131.00	\$111,024.00
		Bi-Wk	\$3,148.97	\$3,261.54	\$3,374.10	\$3,486.82	\$3,599.16	\$3,711.84	\$3,824.56	\$3,929.78	\$4,034.95	\$4,142.96	\$4,253.80
		Daily	\$314.90	\$326.16	\$337.41	\$348.69	\$359.92	\$371.19	\$382.46	\$392.98	\$403.50	\$414.30	\$425.38
		Hourly	\$39.37	\$40.77	\$42.18	\$43.59	\$44.99	\$46.40	\$47.81	\$49.13	\$50.44	\$51.79	\$53.18
FK	34	Annual	\$85,565.00	\$88,575.00	\$91,598.00	\$94,616.00	\$97,634.00	\$100,654.00	\$103,670.00	\$106,519.00	\$109,372.00	\$112,301.00	\$115,309.00
		Bi-Wk	\$3,278.36	\$3,393.68	\$3,509.51	\$3,625.14	\$3,740.77	\$3,856.48	\$3,972.04	\$4,081.19	\$4,190.50	\$4,302.73	\$4,417.97
		Daily	\$327.84	\$339.37	\$350.96	\$362.52	\$374.08	\$385.65	\$397.21	\$408.12	\$419.05	\$430.28	\$441.80
		Hourly	\$40.98	\$42.43	\$43.87	\$45.32	\$46.76	\$48.21	\$49.66	\$51.02	\$52.39	\$53.79	\$55.23
FK	35	Annual	\$89,063.00	\$92,160.00	\$95,252.00	\$98,350.00	\$101,446.00	\$104,538.00	\$107,637.00	\$110,595.00	\$113,558.00	\$116,602.00	\$119,727.00
		Bi-Wk	\$3,412.38	\$3,531.04	\$3,649.51	\$3,768.20	\$3,886.82	\$4,005.29	\$4,124.03	\$4,237.36	\$4,350.89	\$4,467.51	\$4,587.25
		Daily	\$341.24	\$353.11	\$364.96	\$376.82	\$388.69	\$400.53	\$412.41	\$423.74	\$435.09	\$446.76	\$458.73
		Hourly	\$42.66	\$44.14	\$45.62	\$47.11	\$48.59	\$50.07	\$51.56	\$52.97	\$54.39	\$55.85	\$57.35
FK	36	Annual	\$92,755.00	\$95,932.00	\$99,107.00	\$102,282.00	\$105,460.00	\$108,632.00	\$111,806.00	\$114,880.00	\$117,954.00	\$121,110.00	\$124,351.00
		Bi-Wk	\$3,553.84	\$3,675.56	\$3,797.21	\$3,918.86	\$4,040.62	\$4,162.15	\$4,283.76	\$4,401.54	\$4,519.32	\$4,640.23	\$4,764.41
		Daily	\$355.39	\$367.56	\$379.73	\$391.89	\$404.07	\$416.22	\$428.38	\$440.16	\$451.94	\$464.03	\$476.45
		Hourly	\$44.43	\$45.95	\$47.47	\$48.99	\$50.51	\$52.03	\$53.55	\$55.02	\$56.50	\$58.01	\$59.56

NP-6 FK 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	37	Annual	\$96,312.00	\$99,572.00	\$102,835.00	\$106,098.00	\$109,364.00	\$112,626.00	\$115,886.00	\$119,072.00	\$122,258.00	\$125,528.00	\$128,887.00
		Bi-Wk	\$3,690.12	\$3,815.02	\$3,940.04	\$4,065.06	\$4,190.20	\$4,315.18	\$4,440.08	\$4,562.15	\$4,684.22	\$4,809.51	\$4,938.20
		Daily	\$369.02	\$381.51	\$394.01	\$406.51	\$419.02	\$431.52	\$444.01	\$456.22	\$468.43	\$480.96	\$493.82
		Hourly	\$46.13	\$47.69	\$49.26	\$50.82	\$52.38	\$53.94	\$55.51	\$57.03	\$58.56	\$60.12	\$61.73
FK	38	Annual	\$100,290.00	\$103,626.00	\$106,968.00	\$110,306.00	\$113,645.00	\$116,981.00	\$120,323.00	\$123,629.00	\$126,939.00	\$130,335.00	\$133,823.00
		Bi-Wk	\$3,842.53	\$3,970.35	\$4,098.40	\$4,226.29	\$4,354.22	\$4,482.04	\$4,610.08	\$4,736.75	\$4,863.57	\$4,993.68	\$5,127.32
		Daily	\$384.26	\$397.04	\$409.84	\$422.63	\$435.43	\$448.21	\$461.01	\$473.68	\$486.36	\$499.37	\$512.74
		Hourly	\$48.04	\$49.63	\$51.23	\$52.83	\$54.43	\$56.03	\$57.63	\$59.21	\$60.80	\$62.43	\$64.10
FK	39	Annual	\$104,459.00	\$107,877.00	\$111,295.00	\$114,722.00	\$118,136.00	\$121,551.00	\$124,974.00	\$128,407.00	\$131,848.00	\$135,383.00	\$139,013.00
		Bi-Wk	\$4,002.27	\$4,133.22	\$4,264.18	\$4,395.48	\$4,526.29	\$4,657.13	\$4,788.28	\$4,919.81	\$5,051.65	\$5,187.09	\$5,326.17
		Daily	\$400.23	\$413.33	\$426.42	\$439.55	\$452.63	\$465.72	\$478.83	\$491.99	\$505.17	\$518.71	\$532.62
		Hourly	\$50.03	\$51.67	\$53.31	\$54.95	\$56.58	\$58.22	\$59.86	\$61.50	\$63.15	\$64.84	\$66.58
FK	40	Annual	\$108,813.00	\$112,303.00	\$115,799.00	\$119,286.00	\$122,779.00	\$126,271.00	\$129,764.00	\$133,331.00	\$136,901.00	\$140,570.00	\$144,338.00
		Bi-Wk	\$4,169.09	\$4,302.80	\$4,436.75	\$4,570.35	\$4,704.18	\$4,837.97	\$4,971.81	\$5,108.47	\$5,245.25	\$5,385.83	\$5,530.20
		Daily	\$416.91	\$430.28	\$443.68	\$457.04	\$470.42	\$483.80	\$497.19	\$510.85	\$524.53	\$538.59	\$553.02
		Hourly	\$52.12	\$53.79	\$55.46	\$57.13	\$58.81	\$60.48	\$62.15	\$63.86	\$65.57	\$67.33	\$69.13
FK	41	Annual	\$113,365.00	\$116,940.00	\$120,515.00	\$124,093.00	\$127,670.00	\$131,243.00	\$134,815.00	\$138,525.00	\$142,232.00	\$146,040.00	\$149,951.00
		Bi-Wk	\$4,343.49	\$4,480.46	\$4,617.44	\$4,754.53	\$4,891.58	\$5,028.47	\$5,165.33	\$5,307.48	\$5,449.51	\$5,595.41	\$5,745.25
		Daily	\$434.35	\$448.05	\$461.75	\$475.46	\$489.16	\$502.85	\$516.54	\$530.75	\$544.96	\$559.55	\$574.53
		Hourly	\$54.30	\$56.01	\$57.72	\$59.44	\$61.15	\$62.86	\$64.57	\$66.35	\$68.12	\$69.95	\$71.82
FK	42	Annual	\$118,088.00	\$121,750.00	\$125,408.00	\$129,051.00	\$132,712.00	\$136,368.00	\$140,027.00	\$143,878.00	\$147,727.00	\$151,680.00	\$155,740.00
		Bi-Wk	\$4,524.45	\$4,664.76	\$4,804.91	\$4,944.49	\$5,084.76	\$5,224.83	\$5,365.02	\$5,512.57	\$5,660.04	\$5,811.50	\$5,967.05
		Daily	\$452.45	\$466.48	\$480.50	\$494.45	\$508.48	\$522.49	\$536.51	\$551.26	\$566.01	\$581.15	\$596.71
		Hourly	\$56.56	\$58.31	\$60.07	\$61.81	\$63.56	\$65.32	\$67.07	\$68.91	\$70.76	\$72.65	\$74.59
FK	43	Annual	\$123,102.00	\$126,831.00	\$130,563.00	\$134,286.00	\$138,020.00	\$141,742.00	\$145,467.00	\$149,471.00	\$153,470.00	\$157,575.00	\$161,791.00
		Bi-Wk	\$4,716.56	\$4,859.43	\$5,002.42	\$5,145.06	\$5,288.13	\$5,430.73	\$5,573.45	\$5,726.86	\$5,880.08	\$6,037.36	\$6,198.89
		Daily	\$471.66	\$485.95	\$500.25	\$514.51	\$528.82	\$543.08	\$557.35	\$572.69	\$588.01	\$603.74	\$619.89
		Hourly	\$58.96	\$60.75	\$62.54	\$64.32	\$66.11	\$67.89	\$69.67	\$71.59	\$73.51	\$75.47	\$77.49