

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/1/2004

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
HN	1	Annual	\$19,561.00	\$20,035.00	\$20,507.00	\$20,974.00	\$21,443.00	\$21,916.00	\$22,390.00	\$23,005.00	\$23,620.00	\$24,254.00	\$24,905.00
		Bi-Wk	\$749.47	\$767.63	\$785.71	\$803.61	\$821.58	\$839.70	\$857.86	\$881.42	\$904.99	\$929.28	\$954.22
		Daily	\$74.95	\$76.77	\$78.58	\$80.37	\$82.16	\$83.97	\$85.79	\$88.15	\$90.50	\$92.93	\$95.43
		Hourly	\$10.71	\$10.97	\$11.23	\$11.49	\$11.74	\$12.00	\$12.26	\$12.60	\$12.93	\$13.28	\$13.64
HN	2	Annual	\$20,507.00	\$20,974.00	\$21,443.00	\$21,916.00	\$22,390.00	\$22,856.00	\$23,326.00	\$23,969.00	\$24,609.00	\$25,269.00	\$25,948.00
		Bi-Wk	\$785.71	\$803.61	\$821.58	\$839.70	\$857.86	\$875.71	\$893.72	\$918.36	\$942.88	\$968.17	\$994.18
		Daily	\$78.58	\$80.37	\$82.16	\$83.97	\$85.79	\$87.58	\$89.38	\$91.84	\$94.29	\$96.82	\$99.42
		Hourly	\$11.23	\$11.49	\$11.74	\$12.00	\$12.26	\$12.52	\$12.77	\$13.12	\$13.47	\$13.84	\$14.21
HN	3	Annual	\$20,974.00	\$21,443.00	\$21,916.00	\$22,390.00	\$22,856.00	\$23,326.00	\$23,796.00	\$24,451.00	\$25,107.00	\$25,781.00	\$26,475.00
		Bi-Wk	\$803.61	\$821.58	\$839.70	\$857.86	\$875.71	\$893.72	\$911.73	\$936.82	\$961.96	\$987.78	\$1,014.37
		Daily	\$80.37	\$82.16	\$83.97	\$85.79	\$87.58	\$89.38	\$91.18	\$93.69	\$96.20	\$98.78	\$101.44
		Hourly	\$11.49	\$11.74	\$12.00	\$12.26	\$12.52	\$12.77	\$13.03	\$13.39	\$13.75	\$14.12	\$14.50
HN	4	Annual	\$21,643.00	\$22,217.00	\$22,789.00	\$23,360.00	\$23,936.00	\$24,502.00	\$25,075.00	\$25,766.00	\$26,454.00	\$27,162.00	\$27,889.00
		Bi-Wk	\$829.24	\$851.23	\$873.15	\$895.02	\$917.09	\$938.78	\$960.73	\$987.21	\$1,013.57	\$1,040.69	\$1,068.55
		Daily	\$82.93	\$85.13	\$87.32	\$89.51	\$91.71	\$93.88	\$96.08	\$98.73	\$101.36	\$104.07	\$106.86
		Hourly	\$11.85	\$12.17	\$12.48	\$12.79	\$13.11	\$13.42	\$13.73	\$14.11	\$14.48	\$14.87	\$15.27
HN	5	Annual	\$22,182.00	\$22,789.00	\$23,392.00	\$23,993.00	\$24,596.00	\$25,204.00	\$25,807.00	\$26,516.00	\$27,226.00	\$27,956.00	\$28,705.00
		Bi-Wk	\$849.89	\$873.15	\$896.25	\$919.28	\$942.38	\$965.68	\$988.78	\$1,015.94	\$1,043.15	\$1,071.12	\$1,099.81
		Daily	\$84.99	\$87.32	\$89.63	\$91.93	\$94.24	\$96.57	\$98.88	\$101.60	\$104.32	\$107.12	\$109.99
		Hourly	\$12.15	\$12.48	\$12.81	\$13.14	\$13.47	\$13.80	\$14.13	\$14.52	\$14.91	\$15.31	\$15.72
HN	6	Annual	\$22,924.00	\$23,532.00	\$24,136.00	\$24,739.00	\$25,341.00	\$25,944.00	\$26,547.00	\$27,277.00	\$28,006.00	\$28,754.00	\$29,522.00
		Bi-Wk	\$878.32	\$901.61	\$924.76	\$947.86	\$970.92	\$994.03	\$1,017.13	\$1,045.10	\$1,073.03	\$1,101.69	\$1,131.12
		Daily	\$87.84	\$90.17	\$92.48	\$94.79	\$97.10	\$99.41	\$101.72	\$104.51	\$107.31	\$110.17	\$113.12
		Hourly	\$12.55	\$12.89	\$13.22	\$13.55	\$13.88	\$14.21	\$14.54	\$14.93	\$15.33	\$15.74	\$16.16
HN	7	Annual	\$23,594.00	\$24,196.00	\$24,807.00	\$25,408.00	\$26,008.00	\$26,612.00	\$27,215.00	\$27,963.00	\$28,709.00	\$29,477.00	\$30,266.00
		Bi-Wk	\$903.99	\$927.05	\$950.46	\$973.49	\$996.48	\$1,019.62	\$1,042.73	\$1,071.38	\$1,099.97	\$1,129.39	\$1,159.62
		Daily	\$90.40	\$92.71	\$95.05	\$97.35	\$99.65	\$101.97	\$104.28	\$107.14	\$110.00	\$112.94	\$115.97
		Hourly	\$12.92	\$13.25	\$13.58	\$13.91	\$14.24	\$14.57	\$14.90	\$15.31	\$15.72	\$16.14	\$16.57
HN	8	Annual	\$25,341.00	\$26,079.00	\$26,820.00	\$27,557.00	\$28,302.00	\$29,037.00	\$29,779.00	\$30,596.00	\$31,415.00	\$32,259.00	\$33,125.00
		Bi-Wk	\$970.92	\$999.20	\$1,027.59	\$1,055.83	\$1,084.37	\$1,112.53	\$1,140.96	\$1,172.27	\$1,203.64	\$1,235.98	\$1,269.16
		Daily	\$97.10	\$99.92	\$102.76	\$105.59	\$108.44	\$111.26	\$114.10	\$117.23	\$120.37	\$123.60	\$126.92
		Hourly	\$13.88	\$14.28	\$14.68	\$15.09	\$15.50	\$15.90	\$16.30	\$16.75	\$17.20	\$17.66	\$18.14

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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
HN	9	Annual	\$26,112.00	\$26,882.00	\$27,651.00	\$28,428.00	\$29,198.00	\$29,965.00	\$30,742.00	\$31,585.00	\$32,431.00	\$33,300.00	\$34,193.00
		Bi-Wk	\$1,000.46	\$1,029.97	\$1,059.43	\$1,089.20	\$1,118.70	\$1,148.09	\$1,177.86	\$1,210.16	\$1,242.57	\$1,275.87	\$1,310.08
		Daily	\$100.05	\$103.00	\$105.95	\$108.92	\$111.87	\$114.81	\$117.79	\$121.02	\$124.26	\$127.59	\$131.01
		Hourly	\$14.30	\$14.72	\$15.14	\$15.56	\$15.99	\$16.41	\$16.83	\$17.29	\$17.76	\$18.23	\$18.72

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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
HN	10	Annual	\$26,942.00	\$27,749.00	\$28,554.00	\$29,369.00	\$30,171.00	\$30,991.00	\$31,840.00	\$32,714.00	\$33,591.00	\$34,491.00	\$35,416.00
		Bi-Wk	\$1,032.27	\$1,063.19	\$1,094.03	\$1,125.25	\$1,155.98	\$1,187.40	\$1,219.93	\$1,253.41	\$1,287.02	\$1,321.50	\$1,356.94
		Daily	\$103.23	\$106.32	\$109.41	\$112.53	\$115.60	\$118.74	\$122.00	\$125.35	\$128.71	\$132.15	\$135.70
		Hourly	\$14.75	\$15.19	\$15.63	\$16.08	\$16.52	\$16.97	\$17.43	\$17.91	\$18.39	\$18.88	\$19.39
HN	11	Annual	\$27,788.00	\$28,628.00	\$29,476.00	\$30,314.00	\$31,178.00	\$32,058.00	\$32,943.00	\$33,848.00	\$34,753.00	\$35,683.00	\$36,639.00
		Bi-Wk	\$1,064.68	\$1,096.86	\$1,129.35	\$1,161.46	\$1,194.56	\$1,228.28	\$1,262.19	\$1,296.86	\$1,331.54	\$1,367.17	\$1,403.80
		Daily	\$106.47	\$109.69	\$112.94	\$116.15	\$119.46	\$122.83	\$126.22	\$129.69	\$133.16	\$136.72	\$140.38
		Hourly	\$15.21	\$15.67	\$16.14	\$16.60	\$17.07	\$17.55	\$18.04	\$18.53	\$19.03	\$19.54	\$20.06
HN	12	Annual	\$28,683.00	\$29,565.00	\$30,435.00	\$31,339.00	\$32,249.00	\$33,175.00	\$34,091.00	\$35,029.00	\$35,965.00	\$36,927.00	\$37,915.00
		Bi-Wk	\$1,098.97	\$1,132.76	\$1,166.10	\$1,200.73	\$1,235.60	\$1,271.08	\$1,306.17	\$1,342.11	\$1,377.97	\$1,414.83	\$1,452.69
		Daily	\$109.90	\$113.28	\$116.61	\$120.08	\$123.56	\$127.11	\$130.62	\$134.22	\$137.80	\$141.49	\$145.27
		Hourly	\$15.70	\$16.19	\$16.66	\$17.16	\$17.66	\$18.16	\$18.66	\$19.18	\$19.69	\$20.22	\$20.76
HN	13	Annual	\$30,287.00	\$31,399.00	\$32,512.00	\$33,633.00	\$34,752.00	\$35,869.00	\$36,992.00	\$38,007.00	\$39,025.00	\$40,070.00	\$41,143.00
		Bi-Wk	\$1,160.43	\$1,203.03	\$1,245.68	\$1,288.63	\$1,331.50	\$1,374.30	\$1,417.32	\$1,456.21	\$1,495.22	\$1,535.25	\$1,576.37
		Daily	\$116.05	\$120.31	\$124.57	\$128.87	\$133.15	\$137.43	\$141.74	\$145.63	\$149.53	\$153.53	\$157.64
		Hourly	\$16.58	\$17.19	\$17.80	\$18.41	\$19.03	\$19.64	\$20.25	\$20.81	\$21.37	\$21.94	\$22.52
HN	14	Annual	\$31,693.00	\$32,853.00	\$34,009.00	\$35,161.00	\$36,314.00	\$37,469.00	\$38,624.00	\$39,684.00	\$40,749.00	\$41,843.00	\$42,967.00
		Bi-Wk	\$1,214.30	\$1,258.74	\$1,303.03	\$1,347.17	\$1,391.35	\$1,435.60	\$1,479.85	\$1,520.46	\$1,561.27	\$1,603.19	\$1,646.25
		Daily	\$121.43	\$125.88	\$130.31	\$134.72	\$139.14	\$143.56	\$147.99	\$152.05	\$156.13	\$160.32	\$164.63
		Hourly	\$17.35	\$17.99	\$18.62	\$19.25	\$19.88	\$20.51	\$21.15	\$21.73	\$22.31	\$22.91	\$23.52
HN	15	Annual	\$33,208.00	\$34,394.00	\$35,583.00	\$36,768.00	\$37,961.00	\$39,156.00	\$40,338.00	\$41,449.00	\$42,559.00	\$43,699.00	\$44,870.00
		Bi-Wk	\$1,272.34	\$1,317.78	\$1,363.34	\$1,408.74	\$1,454.45	\$1,500.23	\$1,545.52	\$1,588.09	\$1,630.62	\$1,674.30	\$1,719.16
		Daily	\$127.24	\$131.78	\$136.34	\$140.88	\$145.45	\$150.03	\$154.56	\$158.81	\$163.07	\$167.43	\$171.92
		Hourly	\$18.18	\$18.83	\$19.48	\$20.13	\$20.78	\$21.44	\$22.08	\$22.69	\$23.30	\$23.92	\$24.56
HN	16	Annual	\$34,810.00	\$36,033.00	\$37,260.00	\$38,484.00	\$39,707.00	\$40,934.00	\$42,153.00	\$43,311.00	\$44,472.00	\$45,663.00	\$46,888.00
		Bi-Wk	\$1,333.72	\$1,380.58	\$1,427.59	\$1,474.49	\$1,521.35	\$1,568.36	\$1,615.06	\$1,659.43	\$1,703.91	\$1,749.55	\$1,796.48
		Daily	\$133.38	\$138.06	\$142.76	\$147.45	\$152.14	\$156.84	\$161.51	\$165.95	\$170.40	\$174.96	\$179.65
		Hourly	\$19.06	\$19.73	\$20.40	\$21.07	\$21.74	\$22.41	\$23.08	\$23.71	\$24.35	\$25.00	\$25.67
HN	17	Annual	\$36,520.00	\$37,785.00	\$39,043.00	\$40,302.00	\$41,561.00	\$42,818.00	\$44,077.00	\$45,289.00	\$46,502.00	\$47,748.00	\$49,028.00
		Bi-Wk	\$1,399.24	\$1,447.71	\$1,495.91	\$1,544.14	\$1,592.38	\$1,640.54	\$1,688.78	\$1,735.22	\$1,781.69	\$1,829.43	\$1,878.47
		Daily	\$139.93	\$144.78	\$149.60	\$154.42	\$159.24	\$164.06	\$168.88	\$173.53	\$178.17	\$182.95	\$187.85
		Hourly	\$19.99	\$20.69	\$21.38	\$22.06	\$22.75	\$23.44	\$24.13	\$24.79	\$25.46	\$26.14	\$26.84

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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
HN	18	Annual	\$38,355.00	\$39,640.00	\$40,934.00	\$42,222.00	\$43,512.00	\$44,807.00	\$46,094.00	\$47,362.00	\$48,631.00	\$49,935.00	\$51,274.00
		Bi-Wk	\$1,469.55	\$1,518.78	\$1,568.36	\$1,617.71	\$1,667.13	\$1,716.75	\$1,766.06	\$1,814.64	\$1,863.26	\$1,913.22	\$1,964.53
		Daily	\$146.96	\$151.88	\$156.84	\$161.78	\$166.72	\$171.68	\$176.61	\$181.47	\$186.33	\$191.33	\$196.46
		Hourly	\$21.00	\$21.70	\$22.41	\$23.12	\$23.82	\$24.53	\$25.23	\$25.93	\$26.62	\$27.34	\$28.07

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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
HN	19	Annual	\$40,225.00	\$41,561.00	\$42,887.00	\$44,219.00	\$45,543.00	\$46,875.00	\$48,199.00	\$49,525.00	\$50,850.00	\$52,210.00	\$53,608.00
		Bi-Wk	\$1,541.19	\$1,592.38	\$1,643.19	\$1,694.22	\$1,744.95	\$1,795.98	\$1,846.71	\$1,897.51	\$1,948.28	\$2,000.39	\$2,053.95
		Daily	\$154.12	\$159.24	\$164.32	\$169.43	\$174.50	\$179.60	\$184.68	\$189.76	\$194.83	\$200.04	\$205.40
		Hourly	\$22.02	\$22.75	\$23.48	\$24.21	\$24.93	\$25.66	\$26.39	\$27.11	\$27.84	\$28.58	\$29.35
HN	20	Annual	\$42,263.00	\$43,623.00	\$44,986.00	\$46,341.00	\$47,704.00	\$49,064.00	\$50,429.00	\$51,814.00	\$53,200.00	\$54,624.00	\$56,088.00
		Bi-Wk	\$1,619.28	\$1,671.38	\$1,723.61	\$1,775.52	\$1,827.74	\$1,879.85	\$1,932.15	\$1,985.22	\$2,038.32	\$2,092.88	\$2,148.97
		Daily	\$161.93	\$167.14	\$172.37	\$177.56	\$182.78	\$187.99	\$193.22	\$198.53	\$203.84	\$209.29	\$214.90
		Hourly	\$23.14	\$23.88	\$24.63	\$25.37	\$26.12	\$26.86	\$27.61	\$28.37	\$29.12	\$29.90	\$30.70
HN	21	Annual	\$44,337.00	\$45,739.00	\$47,134.00	\$48,535.00	\$49,933.00	\$51,326.00	\$52,726.00	\$54,175.00	\$55,626.00	\$57,114.00	\$58,643.00
		Bi-Wk	\$1,698.74	\$1,752.46	\$1,805.91	\$1,859.58	\$1,913.15	\$1,966.52	\$2,020.16	\$2,075.68	\$2,131.27	\$2,188.28	\$2,246.86
		Daily	\$169.88	\$175.25	\$180.60	\$185.96	\$191.32	\$196.66	\$202.02	\$207.57	\$213.13	\$218.83	\$224.69
		Hourly	\$24.27	\$25.04	\$25.80	\$26.57	\$27.34	\$28.10	\$28.86	\$29.66	\$30.45	\$31.27	\$32.10
HN	22	Annual	\$45,543.00	\$47,202.00	\$48,863.00	\$50,519.00	\$52,184.00	\$53,840.00	\$55,499.00	\$57,025.00	\$58,552.00	\$60,120.00	\$61,729.00
		Bi-Wk	\$1,744.95	\$1,808.51	\$1,872.15	\$1,935.60	\$1,999.39	\$2,062.84	\$2,126.40	\$2,184.87	\$2,243.38	\$2,303.45	\$2,365.10
		Daily	\$174.50	\$180.86	\$187.22	\$193.56	\$199.94	\$206.29	\$212.64	\$218.49	\$224.34	\$230.35	\$236.51
		Hourly	\$24.93	\$25.84	\$26.75	\$27.66	\$28.57	\$29.47	\$30.38	\$31.22	\$32.05	\$32.91	\$33.79
HN	23	Annual	\$47,687.00	\$49,420.00	\$51,144.00	\$52,875.00	\$54,603.00	\$56,332.00	\$58,063.00	\$59,659.00	\$61,256.00	\$62,896.00	\$64,581.00
		Bi-Wk	\$1,827.09	\$1,893.49	\$1,959.55	\$2,025.87	\$2,092.07	\$2,158.32	\$2,224.64	\$2,285.79	\$2,346.98	\$2,409.81	\$2,474.37
		Daily	\$182.71	\$189.35	\$195.96	\$202.59	\$209.21	\$215.84	\$222.47	\$228.58	\$234.70	\$240.99	\$247.44
		Hourly	\$26.11	\$27.05	\$28.00	\$28.95	\$29.89	\$30.84	\$31.79	\$32.66	\$33.53	\$34.43	\$35.35
HN	24	Annual	\$49,970.00	\$51,772.00	\$53,578.00	\$55,381.00	\$57,180.00	\$58,984.00	\$60,786.00	\$62,455.00	\$64,127.00	\$65,844.00	\$67,608.00
		Bi-Wk	\$1,914.56	\$1,983.61	\$2,052.80	\$2,121.88	\$2,190.81	\$2,259.93	\$2,328.97	\$2,392.92	\$2,456.98	\$2,522.76	\$2,590.35
		Daily	\$191.46	\$198.37	\$205.28	\$212.19	\$219.09	\$226.00	\$232.90	\$239.30	\$245.70	\$252.28	\$259.04
		Hourly	\$27.36	\$28.34	\$29.33	\$30.32	\$31.30	\$32.29	\$33.28	\$34.19	\$35.10	\$36.04	\$37.01
HN	25	Annual	\$52,403.00	\$54,270.00	\$56,138.00	\$58,004.00	\$59,874.00	\$61,743.00	\$63,610.00	\$65,359.00	\$67,108.00	\$68,903.00	\$70,747.00
		Bi-Wk	\$2,007.78	\$2,079.32	\$2,150.89	\$2,222.38	\$2,294.03	\$2,365.64	\$2,437.17	\$2,504.18	\$2,571.19	\$2,639.97	\$2,710.62
		Daily	\$200.78	\$207.94	\$215.09	\$222.24	\$229.41	\$236.57	\$243.72	\$250.42	\$257.12	\$264.00	\$271.07
		Hourly	\$28.69	\$29.71	\$30.73	\$31.75	\$32.78	\$33.80	\$34.82	\$35.78	\$36.74	\$37.72	\$38.73
HN	26	Annual	\$54,974.00	\$56,902.00	\$58,842.00	\$60,786.00	\$62,724.00	\$64,654.00	\$66,592.00	\$68,424.00	\$70,257.00	\$72,140.00	\$74,073.00
		Bi-Wk	\$2,106.29	\$2,180.16	\$2,254.49	\$2,328.97	\$2,403.22	\$2,477.17	\$2,551.42	\$2,621.61	\$2,691.84	\$2,763.99	\$2,838.05
		Daily	\$210.63	\$218.02	\$225.45	\$232.90	\$240.33	\$247.72	\$255.15	\$262.17	\$269.19	\$276.40	\$283.81
		Hourly	\$30.09	\$31.15	\$32.21	\$33.28	\$34.34	\$35.39	\$36.45	\$37.46	\$38.46	\$39.49	\$40.55

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HN	27	Annual	\$57,685.00	\$59,693.00	\$61,702.00	\$63,697.00	\$65,704.00	\$67,710.00	\$69,715.00	\$71,634.00	\$73,550.00	\$75,518.00	\$77,540.00
		Bi-Wk	\$2,210.16	\$2,287.09	\$2,364.07	\$2,440.50	\$2,517.40	\$2,594.26	\$2,671.08	\$2,744.60	\$2,818.01	\$2,893.41	\$2,970.89
		Daily	\$221.02	\$228.71	\$236.41	\$244.05	\$251.74	\$259.43	\$267.11	\$274.46	\$281.81	\$289.35	\$297.09
		Hourly	\$31.58	\$32.68	\$33.78	\$34.87	\$35.97	\$37.07	\$38.16	\$39.21	\$40.26	\$41.34	\$42.45

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/1/2004

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
HN	28	Annual	\$60,587.00	\$62,660.00	\$64,737.00	\$66,814.00	\$68,884.00	\$70,956.00	\$73,029.00	\$75,035.00	\$77,043.00	\$79,107.00	\$81,225.00
		Bi-Wk	\$2,321.35	\$2,400.77	\$2,480.35	\$2,559.93	\$2,639.24	\$2,718.63	\$2,798.05	\$2,874.91	\$2,951.84	\$3,030.92	\$3,112.07
		Daily	\$232.14	\$240.08	\$248.04	\$256.00	\$263.93	\$271.87	\$279.81	\$287.50	\$295.19	\$303.10	\$311.21
		Hourly	\$33.17	\$34.30	\$35.44	\$36.58	\$37.71	\$38.84	\$39.98	\$41.08	\$42.17	\$43.30	\$44.46
HN	29	Annual	\$61,170.00	\$63,452.00	\$65,742.00	\$68,029.00	\$70,312.00	\$72,597.00	\$74,881.00	\$76,939.00	\$79,000.00	\$81,116.00	\$83,289.00
		Bi-Wk	\$2,343.68	\$2,431.12	\$2,518.86	\$2,606.48	\$2,693.95	\$2,781.50	\$2,869.01	\$2,947.86	\$3,026.82	\$3,107.90	\$3,191.15
		Daily	\$234.37	\$243.12	\$251.89	\$260.65	\$269.40	\$278.15	\$286.91	\$294.79	\$302.69	\$310.79	\$319.12
		Hourly	\$33.49	\$34.74	\$35.99	\$37.24	\$38.49	\$39.74	\$40.99	\$42.12	\$43.25	\$44.40	\$45.59
HN	30	Annual	\$63,610.00	\$65,964.00	\$68,315.00	\$70,666.00	\$73,020.00	\$75,372.00	\$77,726.00	\$79,864.00	\$81,999.00	\$84,192.00	\$86,443.00
		Bi-Wk	\$2,437.17	\$2,527.36	\$2,617.44	\$2,707.51	\$2,797.71	\$2,887.82	\$2,978.01	\$3,059.93	\$3,141.73	\$3,225.75	\$3,312.00
		Daily	\$243.72	\$252.74	\$261.75	\$270.76	\$279.78	\$288.79	\$297.81	\$306.00	\$314.18	\$322.58	\$331.20
		Hourly	\$34.82	\$36.11	\$37.40	\$38.68	\$39.97	\$41.26	\$42.55	\$43.72	\$44.89	\$46.09	\$47.32
HN	31	Annual	\$68,484.00	\$70,989.00	\$73,497.00	\$76,002.00	\$78,510.00	\$81,018.00	\$83,529.00	\$85,826.00	\$88,123.00	\$90,482.00	\$92,904.00
		Bi-Wk	\$2,623.91	\$2,719.89	\$2,815.98	\$2,911.96	\$3,008.05	\$3,104.14	\$3,200.35	\$3,288.36	\$3,376.37	\$3,466.75	\$3,559.55
		Daily	\$262.40	\$271.99	\$281.60	\$291.20	\$300.81	\$310.42	\$320.04	\$328.84	\$337.64	\$346.68	\$355.96
		Hourly	\$37.49	\$38.86	\$40.23	\$41.60	\$42.98	\$44.35	\$45.72	\$46.98	\$48.24	\$49.53	\$50.86
HN	32	Annual	\$71,218.00	\$73,789.00	\$76,367.00	\$78,942.00	\$81,523.00	\$84,099.00	\$86,678.00	\$89,059.00	\$91,444.00	\$93,892.00	\$96,406.00
		Bi-Wk	\$2,728.66	\$2,827.17	\$2,925.94	\$3,024.60	\$3,123.49	\$3,222.19	\$3,321.00	\$3,412.23	\$3,503.61	\$3,597.40	\$3,693.72
		Daily	\$272.87	\$282.72	\$292.60	\$302.46	\$312.35	\$322.22	\$332.10	\$341.23	\$350.37	\$359.74	\$369.38
		Hourly	\$38.99	\$40.39	\$41.80	\$43.21	\$44.63	\$46.04	\$47.45	\$48.75	\$50.06	\$51.40	\$52.77
HN	33	Annual	\$74,072.00	\$76,720.00	\$79,368.00	\$82,019.00	\$84,661.00	\$87,313.00	\$89,964.00	\$92,439.00	\$94,913.00	\$97,453.00	\$100,061.00
		Bi-Wk	\$2,838.01	\$2,939.47	\$3,040.92	\$3,142.50	\$3,243.72	\$3,345.33	\$3,446.90	\$3,541.73	\$3,636.52	\$3,733.84	\$3,833.76
		Daily	\$283.81	\$293.95	\$304.10	\$314.25	\$324.38	\$334.54	\$344.69	\$354.18	\$363.66	\$373.39	\$383.38
		Hourly	\$40.55	\$42.00	\$43.45	\$44.90	\$46.34	\$47.80	\$49.25	\$50.60	\$51.96	\$53.35	\$54.77
HN	34	Annual	\$77,116.00	\$79,829.00	\$82,553.00	\$85,273.00	\$87,992.00	\$90,715.00	\$93,433.00	\$96,001.00	\$98,571.00	\$101,211.00	\$103,922.00
		Bi-Wk	\$2,954.64	\$3,058.59	\$3,162.96	\$3,267.17	\$3,371.35	\$3,475.68	\$3,579.81	\$3,678.20	\$3,776.67	\$3,877.82	\$3,981.69
		Daily	\$295.47	\$305.86	\$316.30	\$326.72	\$337.14	\$347.57	\$357.99	\$367.82	\$377.67	\$387.79	\$398.17
		Hourly	\$42.21	\$43.70	\$45.19	\$46.68	\$48.17	\$49.66	\$51.15	\$52.55	\$53.96	\$55.40	\$56.89
HN	35	Annual	\$80,268.00	\$83,060.00	\$85,846.00	\$88,638.00	\$91,428.00	\$94,215.00	\$97,008.00	\$99,674.00	\$102,344.00	\$105,087.00	\$107,904.00
		Bi-Wk	\$3,075.41	\$3,182.38	\$3,289.12	\$3,396.10	\$3,502.99	\$3,609.78	\$3,716.79	\$3,818.93	\$3,921.23	\$4,026.33	\$4,134.26
		Daily	\$307.55	\$318.24	\$328.92	\$339.61	\$350.30	\$360.98	\$371.68	\$381.90	\$392.13	\$402.64	\$413.43
		Hourly	\$43.94	\$45.47	\$46.99	\$48.52	\$50.05	\$51.57	\$53.10	\$54.56	\$56.02	\$57.52	\$59.07

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/1/2004

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
HN	36	Annual	\$83,595.00	\$86,459.00	\$89,320.00	\$92,181.00	\$95,046.00	\$97,905.00	\$100,765.00	\$103,536.00	\$106,306.00	\$109,151.00	\$112,072.00
		Bi-Wk	\$3,202.88	\$3,312.61	\$3,422.23	\$3,531.84	\$3,641.61	\$3,751.15	\$3,860.73	\$3,966.90	\$4,073.03	\$4,182.04	\$4,293.95
		Daily	\$320.29	\$331.27	\$342.23	\$353.19	\$364.17	\$375.12	\$386.08	\$396.69	\$407.31	\$418.21	\$429.40
		Hourly	\$45.76	\$47.33	\$48.89	\$50.46	\$52.03	\$53.59	\$55.16	\$56.67	\$58.19	\$59.75	\$61.35

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/1/2004

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
HN	37	Annual	\$86,802.00	\$89,739.00	\$92,680.00	\$95,621.00	\$98,564.00	\$101,504.00	\$104,442.00	\$107,314.00	\$110,185.00	\$113,133.00	\$116,160.00
		Bi-Wk	\$3,325.75	\$3,438.28	\$3,550.96	\$3,663.64	\$3,776.40	\$3,889.05	\$4,001.61	\$4,111.65	\$4,221.65	\$4,334.60	\$4,450.58
		Daily	\$332.58	\$343.83	\$355.10	\$366.37	\$377.64	\$388.91	\$400.17	\$411.17	\$422.17	\$433.46	\$445.06
		Hourly	\$47.52	\$49.12	\$50.73	\$52.34	\$53.95	\$55.56	\$57.17	\$58.74	\$60.31	\$61.93	\$63.58
HN	38	Annual	\$90,386.00	\$93,393.00	\$96,405.00	\$99,413.00	\$102,423.00	\$105,429.00	\$108,441.00	\$111,421.00	\$114,404.00	\$117,465.00	\$120,608.00
		Bi-Wk	\$3,463.07	\$3,578.28	\$3,693.68	\$3,808.93	\$3,924.26	\$4,039.43	\$4,154.83	\$4,269.01	\$4,383.30	\$4,500.58	\$4,621.00
		Daily	\$346.31	\$357.83	\$369.37	\$380.90	\$392.43	\$403.95	\$415.49	\$426.91	\$438.33	\$450.06	\$462.10
		Hourly	\$49.48	\$51.12	\$52.77	\$54.42	\$56.07	\$57.71	\$59.36	\$60.99	\$62.62	\$64.30	\$66.02
HN	39	Annual	\$94,144.00	\$97,224.00	\$100,305.00	\$103,393.00	\$106,471.00	\$109,548.00	\$112,633.00	\$115,727.00	\$118,829.00	\$122,014.00	\$125,286.00
		Bi-Wk	\$3,607.05	\$3,725.06	\$3,843.11	\$3,961.42	\$4,079.35	\$4,197.25	\$4,315.45	\$4,433.99	\$4,552.84	\$4,674.87	\$4,800.23
		Daily	\$360.71	\$372.51	\$384.32	\$396.15	\$407.94	\$419.73	\$431.55	\$443.40	\$455.29	\$467.49	\$480.03
		Hourly	\$51.53	\$53.22	\$54.91	\$56.60	\$58.28	\$59.97	\$61.65	\$63.35	\$65.05	\$66.79	\$68.58
HN	40	Annual	\$98,068.00	\$101,213.00	\$104,364.00	\$107,507.00	\$110,654.00	\$113,802.00	\$116,950.00	\$120,164.00	\$123,382.00	\$126,688.00	\$130,084.00
		Bi-Wk	\$3,757.40	\$3,877.90	\$3,998.63	\$4,119.05	\$4,239.62	\$4,360.23	\$4,480.85	\$4,603.99	\$4,727.28	\$4,853.95	\$4,984.07
		Daily	\$375.74	\$387.79	\$399.87	\$411.91	\$423.97	\$436.03	\$448.09	\$460.40	\$472.73	\$485.40	\$498.41
		Hourly	\$53.68	\$55.40	\$57.13	\$58.85	\$60.57	\$62.29	\$64.02	\$65.78	\$67.54	\$69.35	\$71.21
HN	41	Annual	\$102,170.00	\$105,392.00	\$108,614.00	\$111,839.00	\$115,063.00	\$118,283.00	\$121,502.00	\$124,846.00	\$128,187.00	\$131,619.00	\$135,144.00
		Bi-Wk	\$3,914.56	\$4,038.01	\$4,161.46	\$4,285.02	\$4,408.55	\$4,531.92	\$4,655.25	\$4,783.38	\$4,911.38	\$5,042.88	\$5,177.94
		Daily	\$391.46	\$403.81	\$416.15	\$428.51	\$440.86	\$453.20	\$465.53	\$478.34	\$491.14	\$504.29	\$517.80
		Hourly	\$55.93	\$57.69	\$59.45	\$61.22	\$62.98	\$64.75	\$66.51	\$68.34	\$70.17	\$72.05	\$73.98
HN	42	Annual	\$106,427.00	\$109,727.00	\$113,024.00	\$116,307.00	\$119,607.00	\$122,902.00	\$126,199.00	\$129,670.00	\$133,139.00	\$136,702.00	\$140,361.00
		Bi-Wk	\$4,077.67	\$4,204.10	\$4,330.43	\$4,456.21	\$4,582.65	\$4,708.89	\$4,835.22	\$4,968.20	\$5,101.12	\$5,237.63	\$5,377.82
		Daily	\$407.77	\$420.41	\$433.05	\$445.63	\$458.27	\$470.89	\$483.53	\$496.82	\$510.12	\$523.77	\$537.79
		Hourly	\$58.26	\$60.06	\$61.87	\$63.67	\$65.47	\$67.27	\$69.08	\$70.98	\$72.88	\$74.83	\$76.83
HN	43	Annual	\$110,946.00	\$114,307.00	\$117,670.00	\$121,025.00	\$124,391.00	\$127,745.00	\$131,102.00	\$134,711.00	\$138,315.00	\$142,015.00	\$145,815.00
		Bi-Wk	\$4,250.81	\$4,379.58	\$4,508.43	\$4,636.98	\$4,765.94	\$4,894.45	\$5,023.07	\$5,161.35	\$5,299.43	\$5,441.19	\$5,586.79
		Daily	\$425.09	\$437.96	\$450.85	\$463.70	\$476.60	\$489.45	\$502.31	\$516.14	\$529.95	\$544.12	\$558.68
		Hourly	\$60.73	\$62.57	\$64.41	\$66.25	\$68.09	\$69.93	\$71.76	\$73.74	\$75.71	\$77.74	\$79.82