

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

<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>	<u>Step 11</u>
HN	1	Annual	\$20,148.00	\$20,637.00	\$21,123.00	\$21,604.00	\$22,087.00	\$22,574.00	\$23,062.00	\$23,696.00	\$24,329.00	\$24,982.00	\$25,653.00
		Bi-Wk	\$771.96	\$790.69	\$809.32	\$827.74	\$846.25	\$864.91	\$883.61	\$907.90	\$932.15	\$957.17	\$982.88
		Daily	\$77.20	\$79.07	\$80.94	\$82.78	\$84.63	\$86.50	\$88.37	\$90.79	\$93.22	\$95.72	\$98.29
		Hourly	\$11.03	\$11.30	\$11.57	\$11.83	\$12.09	\$12.36	\$12.63	\$12.97	\$13.32	\$13.68	\$14.05
HN	2	Annual	\$21,123.00	\$21,604.00	\$22,087.00	\$22,574.00	\$23,062.00	\$23,542.00	\$24,026.00	\$24,689.00	\$25,348.00	\$26,028.00	\$26,727.00
		Bi-Wk	\$809.32	\$827.74	\$846.25	\$864.91	\$883.61	\$902.00	\$920.54	\$945.94	\$971.19	\$997.25	\$1,024.03
		Daily	\$80.94	\$82.78	\$84.63	\$86.50	\$88.37	\$90.20	\$92.06	\$94.60	\$97.12	\$99.73	\$102.41
		Hourly	\$11.57	\$11.83	\$12.09	\$12.36	\$12.63	\$12.89	\$13.16	\$13.52	\$13.88	\$14.25	\$14.63
HN	3	Annual	\$21,604.00	\$22,087.00	\$22,574.00	\$23,062.00	\$23,542.00	\$24,026.00	\$24,510.00	\$25,185.00	\$25,861.00	\$26,555.00	\$27,270.00
		Bi-Wk	\$827.74	\$846.25	\$864.91	\$883.61	\$902.00	\$920.54	\$939.09	\$964.95	\$990.85	\$1,017.44	\$1,044.83
		Daily	\$82.78	\$84.63	\$86.50	\$88.37	\$90.20	\$92.06	\$93.91	\$96.50	\$99.09	\$101.75	\$104.49
		Hourly	\$11.83	\$12.09	\$12.36	\$12.63	\$12.89	\$13.16	\$13.42	\$13.79	\$14.16	\$14.54	\$14.93
HN	4	Annual	\$22,293.00	\$22,884.00	\$23,473.00	\$24,061.00	\$24,655.00	\$25,238.00	\$25,828.00	\$26,539.00	\$27,248.00	\$27,977.00	\$28,726.00
		Bi-Wk	\$854.14	\$876.79	\$899.35	\$921.88	\$944.64	\$966.98	\$989.58	\$1,016.82	\$1,043.99	\$1,071.92	\$1,100.62
		Daily	\$85.42	\$87.68	\$89.94	\$92.19	\$94.47	\$96.70	\$98.96	\$101.69	\$104.40	\$107.20	\$110.07
		Hourly	\$12.21	\$12.53	\$12.85	\$13.17	\$13.50	\$13.82	\$14.14	\$14.53	\$14.92	\$15.32	\$15.73
HN	5	Annual	\$22,848.00	\$23,473.00	\$24,094.00	\$24,713.00	\$25,334.00	\$25,961.00	\$26,582.00	\$27,312.00	\$28,043.00	\$28,795.00	\$29,567.00
		Bi-Wk	\$875.41	\$899.35	\$923.15	\$946.86	\$970.66	\$994.68	\$1,018.47	\$1,046.44	\$1,074.45	\$1,103.26	\$1,132.84
		Daily	\$87.55	\$89.94	\$92.32	\$94.69	\$97.07	\$99.47	\$101.85	\$104.65	\$107.45	\$110.33	\$113.29
		Hourly	\$12.51	\$12.85	\$13.19	\$13.53	\$13.87	\$14.21	\$14.55	\$14.95	\$15.35	\$15.77	\$16.19
HN	6	Annual	\$23,612.00	\$24,238.00	\$24,861.00	\$25,482.00	\$26,102.00	\$26,723.00	\$27,344.00	\$28,096.00	\$28,847.00	\$29,617.00	\$30,408.00
		Bi-Wk	\$904.68	\$928.66	\$952.53	\$976.33	\$1,000.08	\$1,023.87	\$1,047.67	\$1,076.48	\$1,105.25	\$1,134.76	\$1,165.06
		Daily	\$90.47	\$92.87	\$95.26	\$97.64	\$100.01	\$102.39	\$104.77	\$107.65	\$110.53	\$113.48	\$116.51
		Hourly	\$12.93	\$13.27	\$13.61	\$13.95	\$14.29	\$14.63	\$14.97	\$15.38	\$15.79	\$16.22	\$16.65
HN	7	Annual	\$24,302.00	\$24,922.00	\$25,552.00	\$26,171.00	\$26,789.00	\$27,411.00	\$28,032.00	\$28,802.00	\$29,571.00	\$30,362.00	\$31,174.00
		Bi-Wk	\$931.12	\$954.87	\$979.01	\$1,002.73	\$1,026.40	\$1,050.23	\$1,074.03	\$1,103.53	\$1,132.99	\$1,163.30	\$1,194.41
		Daily	\$93.12	\$95.49	\$97.91	\$100.28	\$102.64	\$105.03	\$107.41	\$110.36	\$113.30	\$116.33	\$119.45
		Hourly	\$13.31	\$13.65	\$13.99	\$14.33	\$14.67	\$15.01	\$15.35	\$15.77	\$16.19	\$16.62	\$17.07
HN	8	Annual	\$26,102.00	\$26,862.00	\$27,625.00	\$28,384.00	\$29,152.00	\$29,909.00	\$30,673.00	\$31,514.00	\$32,358.00	\$33,227.00	\$34,119.00
		Bi-Wk	\$1,000.08	\$1,029.20	\$1,058.43	\$1,087.51	\$1,116.94	\$1,145.94	\$1,175.22	\$1,207.44	\$1,239.78	\$1,273.07	\$1,307.25
		Daily	\$100.01	\$102.92	\$105.85	\$108.76	\$111.70	\$114.60	\$117.53	\$120.75	\$123.98	\$127.31	\$130.73
		Hourly	\$14.29	\$14.71	\$15.13	\$15.54	\$15.96	\$16.38	\$16.79	\$17.25	\$17.72	\$18.19	\$18.68
HN	9	Annual	\$26,896.00	\$27,689.00	\$28,481.00	\$29,281.00	\$30,074.00	\$30,864.00	\$31,665.00	\$32,533.00	\$33,404.00	\$34,299.00	\$35,219.00
		Bi-Wk	\$1,030.50	\$1,060.89	\$1,091.23	\$1,121.88	\$1,152.27	\$1,182.53	\$1,213.22	\$1,246.48	\$1,279.85	\$1,314.14	\$1,349.39
		Daily	\$103.05	\$106.09	\$109.13	\$112.19	\$115.23	\$118.26	\$121.33	\$124.65	\$127.99	\$131.42	\$134.94
		Hourly	\$14.73	\$15.16	\$15.59	\$16.03	\$16.47	\$16.90	\$17.34	\$17.81	\$18.29	\$18.78	\$19.28

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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>	<u>Step 11</u>
HN	10	Annual	\$27,751.00	\$28,582.00	\$29,411.00	\$30,251.00	\$31,077.00	\$31,921.00	\$32,796.00	\$33,696.00	\$34,599.00	\$35,526.00	\$36,479.00
		Bi-Wk	\$1,063.26	\$1,095.10	\$1,126.86	\$1,159.05	\$1,190.69	\$1,223.03	\$1,256.56	\$1,291.04	\$1,325.64	\$1,361.15	\$1,397.67
		Daily	\$106.33	\$109.51	\$112.69	\$115.91	\$119.07	\$122.31	\$125.66	\$129.11	\$132.57	\$136.12	\$139.77
		Hourly	\$15.19	\$15.65	\$16.10	\$16.56	\$17.01	\$17.48	\$17.96	\$18.45	\$18.94	\$19.45	\$19.97
HN	11	Annual	\$28,622.00	\$29,487.00	\$30,361.00	\$31,224.00	\$32,114.00	\$33,020.00	\$33,932.00	\$34,864.00	\$35,796.00	\$36,754.00	\$37,739.00
		Bi-Wk	\$1,096.63	\$1,129.78	\$1,163.26	\$1,196.33	\$1,230.43	\$1,265.14	\$1,300.08	\$1,335.79	\$1,371.50	\$1,408.20	\$1,445.94
		Daily	\$109.67	\$112.98	\$116.33	\$119.64	\$123.05	\$126.52	\$130.01	\$133.58	\$137.15	\$140.82	\$144.60
		Hourly	\$15.67	\$16.14	\$16.62	\$17.10	\$17.58	\$18.08	\$18.58	\$19.09	\$19.60	\$20.12	\$20.66
HN	12	Annual	\$29,544.00	\$30,452.00	\$31,349.00	\$32,280.00	\$33,217.00	\$34,171.00	\$35,114.00	\$36,080.00	\$37,044.00	\$38,035.00	\$39,053.00
		Bi-Wk	\$1,131.96	\$1,166.75	\$1,201.12	\$1,236.79	\$1,272.69	\$1,309.24	\$1,345.37	\$1,382.38	\$1,419.32	\$1,457.28	\$1,496.29
		Daily	\$113.20	\$116.68	\$120.12	\$123.68	\$127.27	\$130.93	\$134.54	\$138.24	\$141.94	\$145.73	\$149.63
		Hourly	\$16.18	\$16.67	\$17.16	\$17.67	\$18.19	\$18.71	\$19.22	\$19.75	\$20.28	\$20.82	\$21.38
HN	13	Annual	\$31,196.00	\$32,341.00	\$33,488.00	\$34,642.00	\$35,795.00	\$36,946.00	\$38,102.00	\$39,148.00	\$40,196.00	\$41,273.00	\$42,378.00
		Bi-Wk	\$1,195.25	\$1,239.12	\$1,283.07	\$1,327.28	\$1,371.46	\$1,415.56	\$1,459.85	\$1,499.93	\$1,540.08	\$1,581.35	\$1,623.68
		Daily	\$119.53	\$123.92	\$128.31	\$132.73	\$137.15	\$141.56	\$145.99	\$150.00	\$154.01	\$158.14	\$162.37
		Hourly	\$17.08	\$17.71	\$18.33	\$18.97	\$19.60	\$20.23	\$20.86	\$21.43	\$22.01	\$22.60	\$23.20
HN	14	Annual	\$32,644.00	\$33,839.00	\$35,030.00	\$36,216.00	\$37,404.00	\$38,594.00	\$39,783.00	\$40,875.00	\$41,972.00	\$43,099.00	\$44,257.00
		Bi-Wk	\$1,250.73	\$1,296.52	\$1,342.15	\$1,387.59	\$1,433.11	\$1,478.70	\$1,524.26	\$1,566.10	\$1,608.13	\$1,651.31	\$1,695.68
		Daily	\$125.08	\$129.66	\$134.22	\$138.76	\$143.32	\$147.87	\$152.43	\$156.61	\$160.82	\$165.14	\$169.57
		Hourly	\$17.87	\$18.53	\$19.18	\$19.83	\$20.48	\$21.13	\$21.78	\$22.38	\$22.98	\$23.60	\$24.23
HN	15	Annual	\$34,205.00	\$35,426.00	\$36,651.00	\$37,872.00	\$39,100.00	\$40,331.00	\$41,549.00	\$42,693.00	\$43,836.00	\$45,010.00	\$46,217.00
		Bi-Wk	\$1,310.54	\$1,357.32	\$1,404.26	\$1,451.04	\$1,498.09	\$1,545.25	\$1,591.92	\$1,635.75	\$1,679.55	\$1,724.53	\$1,770.77
		Daily	\$131.06	\$135.74	\$140.43	\$145.11	\$149.81	\$154.53	\$159.20	\$163.58	\$167.96	\$172.46	\$177.08
		Hourly	\$18.73	\$19.40	\$20.07	\$20.73	\$21.41	\$22.08	\$22.75	\$23.37	\$24.00	\$24.64	\$25.30
HN	16	Annual	\$35,855.00	\$37,114.00	\$38,378.00	\$39,639.00	\$40,899.00	\$42,163.00	\$43,418.00	\$44,611.00	\$45,807.00	\$47,033.00	\$48,295.00
		Bi-Wk	\$1,373.76	\$1,422.00	\$1,470.43	\$1,518.74	\$1,567.02	\$1,615.45	\$1,663.53	\$1,709.24	\$1,755.06	\$1,802.04	\$1,850.39
		Daily	\$137.38	\$142.20	\$147.05	\$151.88	\$156.71	\$161.55	\$166.36	\$170.93	\$175.51	\$180.21	\$185.04
		Hourly	\$19.63	\$20.32	\$21.01	\$21.70	\$22.39	\$23.08	\$23.77	\$24.42	\$25.08	\$25.75	\$26.44
HN	17	Annual	\$37,616.00	\$38,919.00	\$40,215.00	\$41,512.00	\$42,808.00	\$44,103.00	\$45,400.00	\$46,648.00	\$47,898.00	\$49,181.00	\$50,499.00
		Bi-Wk	\$1,441.23	\$1,491.15	\$1,540.81	\$1,590.50	\$1,640.16	\$1,689.78	\$1,739.47	\$1,787.28	\$1,835.18	\$1,884.33	\$1,934.83
		Daily	\$144.13	\$149.12	\$154.09	\$159.05	\$164.02	\$168.98	\$173.95	\$178.73	\$183.52	\$188.44	\$193.49
		Hourly	\$20.59	\$21.31	\$22.02	\$22.73	\$23.44	\$24.14	\$24.85	\$25.54	\$26.22	\$26.92	\$27.65
HN	18	Annual	\$39,506.00	\$40,830.00	\$42,163.00	\$43,489.00	\$44,818.00	\$46,152.00	\$47,477.00	\$48,783.00	\$50,090.00	\$51,434.00	\$52,813.00
		Bi-Wk	\$1,513.64	\$1,564.37	\$1,615.45	\$1,666.25	\$1,717.17	\$1,768.28	\$1,819.05	\$1,869.09	\$1,919.16	\$1,970.66	\$2,023.49
		Daily	\$151.37	\$156.44	\$161.55	\$166.63	\$171.72	\$176.83	\$181.91	\$186.91	\$191.92	\$197.07	\$202.35
		Hourly	\$21.63	\$22.35	\$23.08	\$23.81	\$24.54	\$25.27	\$25.99	\$26.71	\$27.42	\$28.16	\$28.91

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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>	<u>Step 11</u>
HN	19	Annual	\$41,432.00	\$42,808.00	\$44,174.00	\$45,546.00	\$46,910.00	\$48,282.00	\$49,645.00	\$51,011.00	\$52,376.00	\$53,777.00	\$55,217.00
		Bi-Wk	\$1,587.44	\$1,640.16	\$1,692.50	\$1,745.06	\$1,797.32	\$1,849.89	\$1,902.11	\$1,954.45	\$2,006.75	\$2,060.43	\$2,115.60
		Daily	\$158.75	\$164.02	\$169.25	\$174.51	\$179.74	\$184.99	\$190.22	\$195.45	\$200.68	\$206.05	\$211.56
		Hourly	\$22.68	\$23.44	\$24.18	\$24.93	\$25.68	\$26.43	\$27.18	\$27.93	\$28.67	\$29.44	\$30.23
HN	20	Annual	\$43,531.00	\$44,932.00	\$46,336.00	\$47,732.00	\$49,136.00	\$50,536.00	\$51,942.00	\$53,369.00	\$54,796.00	\$56,263.00	\$57,771.00
		Bi-Wk	\$1,667.86	\$1,721.54	\$1,775.33	\$1,828.82	\$1,882.61	\$1,936.25	\$1,990.12	\$2,044.79	\$2,099.47	\$2,155.68	\$2,213.45
		Daily	\$166.79	\$172.16	\$177.54	\$182.89	\$188.27	\$193.63	\$199.02	\$204.48	\$209.95	\$215.57	\$221.35
		Hourly	\$23.83	\$24.60	\$25.37	\$26.13	\$26.90	\$27.67	\$28.44	\$29.22	\$30.00	\$30.80	\$31.63
HN	21	Annual	\$45,668.00	\$47,112.00	\$48,549.00	\$49,992.00	\$51,431.00	\$52,866.00	\$54,308.00	\$55,801.00	\$57,295.00	\$58,828.00	\$60,403.00
		Bi-Wk	\$1,749.74	\$1,805.06	\$1,860.12	\$1,915.41	\$1,970.54	\$2,025.52	\$2,080.77	\$2,137.97	\$2,195.22	\$2,253.95	\$2,314.30
		Daily	\$174.98	\$180.51	\$186.02	\$191.55	\$197.06	\$202.56	\$208.08	\$213.80	\$219.53	\$225.40	\$231.43
		Hourly	\$25.00	\$25.79	\$26.58	\$27.37	\$28.16	\$28.94	\$29.73	\$30.55	\$31.37	\$32.20	\$33.07
HN	22	Annual	\$46,910.00	\$48,619.00	\$50,329.00	\$52,035.00	\$53,750.00	\$55,456.00	\$57,164.00	\$58,736.00	\$60,309.00	\$61,924.00	\$63,581.00
		Bi-Wk	\$1,797.32	\$1,862.80	\$1,928.32	\$1,993.68	\$2,059.39	\$2,124.76	\$2,190.20	\$2,250.43	\$2,310.69	\$2,372.57	\$2,436.06
		Daily	\$179.74	\$186.28	\$192.84	\$199.37	\$205.94	\$212.48	\$219.02	\$225.05	\$231.07	\$237.26	\$243.61
		Hourly	\$25.68	\$26.62	\$27.55	\$28.49	\$29.42	\$30.36	\$31.29	\$32.15	\$33.01	\$33.90	\$34.81
HN	23	Annual	\$49,118.00	\$50,903.00	\$52,679.00	\$54,462.00	\$56,242.00	\$58,022.00	\$59,805.00	\$61,449.00	\$63,094.00	\$64,783.00	\$66,519.00
		Bi-Wk	\$1,881.92	\$1,950.31	\$2,018.36	\$2,086.67	\$2,154.87	\$2,223.07	\$2,291.38	\$2,354.37	\$2,417.40	\$2,482.11	\$2,548.63
		Daily	\$188.20	\$195.04	\$201.84	\$208.67	\$215.49	\$222.31	\$229.14	\$235.44	\$241.74	\$248.22	\$254.87
		Hourly	\$26.89	\$27.87	\$28.84	\$29.81	\$30.79	\$31.76	\$32.74	\$33.64	\$34.54	\$35.46	\$36.41
HN	24	Annual	\$51,470.00	\$53,326.00	\$55,186.00	\$57,043.00	\$58,896.00	\$60,754.00	\$62,610.00	\$64,329.00	\$66,051.00	\$67,820.00	\$69,637.00
		Bi-Wk	\$1,972.04	\$2,043.15	\$2,114.41	\$2,185.56	\$2,256.56	\$2,327.74	\$2,398.86	\$2,464.72	\$2,530.69	\$2,598.47	\$2,668.09
		Daily	\$197.21	\$204.32	\$211.45	\$218.56	\$225.66	\$232.78	\$239.89	\$246.48	\$253.07	\$259.85	\$266.81
		Hourly	\$28.18	\$29.19	\$30.21	\$31.23	\$32.24	\$33.26	\$34.27	\$35.22	\$36.16	\$37.13	\$38.12
HN	25	Annual	\$53,976.00	\$55,899.00	\$57,823.00	\$59,745.00	\$61,671.00	\$63,596.00	\$65,519.00	\$67,320.00	\$69,122.00	\$70,971.00	\$72,870.00
		Bi-Wk	\$2,068.05	\$2,141.73	\$2,215.45	\$2,289.09	\$2,362.88	\$2,436.63	\$2,510.31	\$2,579.32	\$2,648.36	\$2,719.20	\$2,791.96
		Daily	\$206.81	\$214.18	\$221.55	\$228.91	\$236.29	\$243.67	\$251.04	\$257.94	\$264.84	\$271.92	\$279.20
		Hourly	\$29.55	\$30.60	\$31.65	\$32.71	\$33.76	\$34.81	\$35.87	\$36.85	\$37.84	\$38.85	\$39.89
HN	26	Annual	\$56,624.00	\$58,610.00	\$60,608.00	\$62,610.00	\$64,606.00	\$66,594.00	\$68,590.00	\$70,477.00	\$72,365.00	\$74,305.00	\$76,296.00
		Bi-Wk	\$2,169.51	\$2,245.60	\$2,322.15	\$2,398.86	\$2,475.33	\$2,551.50	\$2,627.97	\$2,700.27	\$2,772.61	\$2,846.94	\$2,923.22
		Daily	\$216.96	\$224.56	\$232.22	\$239.89	\$247.54	\$255.15	\$262.80	\$270.03	\$277.27	\$284.70	\$292.33
		Hourly	\$31.00	\$32.08	\$33.18	\$34.27	\$35.37	\$36.45	\$37.55	\$38.58	\$39.61	\$40.68	\$41.77
HN	27	Annual	\$59,416.00	\$61,484.00	\$63,554.00	\$65,608.00	\$67,676.00	\$69,742.00	\$71,807.00	\$73,784.00	\$75,757.00	\$77,784.00	\$79,867.00
		Bi-Wk	\$2,276.48	\$2,355.71	\$2,435.02	\$2,513.72	\$2,592.96	\$2,672.11	\$2,751.23	\$2,826.98	\$2,902.57	\$2,980.23	\$3,060.04
		Daily	\$227.65	\$235.58	\$243.51	\$251.38	\$259.30	\$267.22	\$275.13	\$282.70	\$290.26	\$298.03	\$306.01
		Hourly	\$32.53	\$33.66	\$34.79	\$35.92	\$37.05	\$38.18	\$39.31	\$40.39	\$41.47	\$42.58	\$43.72

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

<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>	<u>Step 11</u>
HN	28	Annual	\$62,405.00	\$64,540.00	\$66,680.00	\$68,819.00	\$70,951.00	\$73,085.00	\$75,220.00	\$77,287.00	\$79,355.00	\$81,481.00	\$83,662.00
		Bi-Wk	\$2,391.00	\$2,472.80	\$2,554.79	\$2,636.75	\$2,718.43	\$2,800.20	\$2,882.00	\$2,961.19	\$3,040.43	\$3,121.88	\$3,205.45
		Daily	\$239.10	\$247.28	\$255.48	\$263.68	\$271.85	\$280.02	\$288.20	\$296.12	\$304.05	\$312.19	\$320.55
		Hourly	\$34.16	\$35.33	\$36.50	\$37.67	\$38.84	\$40.01	\$41.18	\$42.31	\$43.44	\$44.60	\$45.80
HN	29	Annual	\$63,006.00	\$65,356.00	\$67,715.00	\$70,070.00	\$72,422.00	\$74,775.00	\$77,128.00	\$79,248.00	\$81,370.00	\$83,550.00	\$85,788.00
		Bi-Wk	\$2,414.03	\$2,504.07	\$2,594.45	\$2,684.68	\$2,774.79	\$2,864.95	\$2,955.10	\$3,036.33	\$3,117.63	\$3,201.15	\$3,286.90
		Daily	\$241.41	\$250.41	\$259.45	\$268.47	\$277.48	\$286.50	\$295.51	\$303.64	\$311.77	\$320.12	\$328.69
		Hourly	\$34.49	\$35.78	\$37.07	\$38.36	\$39.64	\$40.93	\$42.22	\$43.38	\$44.54	\$45.74	\$46.96
HN	30	Annual	\$65,519.00	\$67,943.00	\$70,365.00	\$72,786.00	\$75,211.00	\$77,634.00	\$80,058.00	\$82,260.00	\$84,459.00	\$86,718.00	\$89,037.00
		Bi-Wk	\$2,510.31	\$2,603.19	\$2,695.98	\$2,788.74	\$2,881.65	\$2,974.49	\$3,067.36	\$3,151.73	\$3,235.98	\$3,322.53	\$3,411.38
		Daily	\$251.04	\$260.32	\$269.60	\$278.88	\$288.17	\$297.45	\$306.74	\$315.18	\$323.60	\$332.26	\$341.14
		Hourly	\$35.87	\$37.19	\$38.52	\$39.84	\$41.17	\$42.50	\$43.82	\$45.03	\$46.23	\$47.47	\$48.74
HN	31	Annual	\$70,539.00	\$73,119.00	\$75,702.00	\$78,283.00	\$80,866.00	\$83,449.00	\$86,035.00	\$88,401.00	\$90,767.00	\$93,197.00	\$95,692.00
		Bi-Wk	\$2,702.65	\$2,801.50	\$2,900.46	\$2,999.35	\$3,098.32	\$3,197.28	\$3,296.37	\$3,387.02	\$3,477.67	\$3,570.77	\$3,666.37
		Daily	\$270.27	\$280.15	\$290.05	\$299.94	\$309.84	\$319.73	\$329.64	\$338.71	\$347.77	\$357.08	\$366.64
		Hourly	\$38.61	\$40.03	\$41.44	\$42.85	\$44.27	\$45.68	\$47.10	\$48.39	\$49.69	\$51.02	\$52.38
HN	32	Annual	\$73,355.00	\$76,003.00	\$78,659.00	\$81,311.00	\$83,969.00	\$86,622.00	\$89,279.00	\$91,731.00	\$94,188.00	\$96,709.00	\$99,299.00
		Bi-Wk	\$2,810.54	\$2,912.00	\$3,013.76	\$3,115.37	\$3,217.21	\$3,318.86	\$3,420.66	\$3,514.60	\$3,608.74	\$3,705.33	\$3,804.56
		Daily	\$281.06	\$291.20	\$301.38	\$311.54	\$321.73	\$331.89	\$342.07	\$351.46	\$360.88	\$370.54	\$380.46
		Hourly	\$40.16	\$41.60	\$43.06	\$44.51	\$45.97	\$47.42	\$48.87	\$50.21	\$51.56	\$52.94	\$54.36
HN	33	Annual	\$76,295.00	\$79,022.00	\$81,750.00	\$84,480.00	\$87,201.00	\$89,933.00	\$92,663.00	\$95,213.00	\$97,761.00	\$100,377.00	\$103,063.00
		Bi-Wk	\$2,923.19	\$3,027.67	\$3,132.19	\$3,236.79	\$3,341.04	\$3,445.71	\$3,550.31	\$3,648.01	\$3,745.64	\$3,845.87	\$3,948.78
		Daily	\$292.32	\$302.77	\$313.22	\$323.68	\$334.11	\$344.58	\$355.04	\$364.81	\$374.57	\$384.59	\$394.88
		Hourly	\$41.76	\$43.26	\$44.75	\$46.24	\$47.73	\$49.23	\$50.72	\$52.12	\$53.51	\$54.95	\$56.42
HN	34	Annual	\$79,430.00	\$82,224.00	\$85,030.00	\$87,832.00	\$90,632.00	\$93,437.00	\$96,236.00	\$98,882.00	\$101,529.00	\$104,248.00	\$107,040.00
		Bi-Wk	\$3,043.30	\$3,150.35	\$3,257.86	\$3,365.22	\$3,472.50	\$3,579.97	\$3,687.21	\$3,788.59	\$3,890.00	\$3,994.18	\$4,101.15
		Daily	\$304.33	\$315.04	\$325.79	\$336.53	\$347.25	\$358.00	\$368.73	\$378.86	\$389.00	\$399.42	\$410.12
		Hourly	\$43.48	\$45.01	\$46.55	\$48.08	\$49.61	\$51.15	\$52.68	\$54.13	\$55.58	\$57.06	\$58.59
HN	35	Annual	\$82,677.00	\$85,552.00	\$88,422.00	\$91,298.00	\$94,171.00	\$97,042.00	\$99,919.00	\$102,665.00	\$105,415.00	\$108,240.00	\$111,142.00
		Bi-Wk	\$3,167.71	\$3,277.86	\$3,387.82	\$3,498.01	\$3,608.09	\$3,718.09	\$3,828.32	\$3,933.53	\$4,038.89	\$4,147.13	\$4,258.32
		Daily	\$316.78	\$327.79	\$338.79	\$349.81	\$360.81	\$371.81	\$382.84	\$393.36	\$403.89	\$414.72	\$425.84
		Hourly	\$45.26	\$46.83	\$48.40	\$49.98	\$51.55	\$53.12	\$54.70	\$56.20	\$57.70	\$59.25	\$60.84
HN	36	Annual	\$86,103.00	\$89,053.00	\$92,000.00	\$94,947.00	\$97,898.00	\$100,843.00	\$103,788.00	\$106,643.00	\$109,496.00	\$112,426.00	\$115,435.00
		Bi-Wk	\$3,298.97	\$3,412.00	\$3,524.91	\$3,637.82	\$3,750.89	\$3,863.72	\$3,976.56	\$4,085.94	\$4,195.25	\$4,307.51	\$4,422.80
		Daily	\$329.90	\$341.20	\$352.50	\$363.79	\$375.09	\$386.38	\$397.66	\$408.60	\$419.53	\$430.76	\$442.28
		Hourly	\$47.13	\$48.75	\$50.36	\$51.97	\$53.59	\$55.20	\$56.81	\$58.38	\$59.94	\$61.54	\$63.19

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

<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>	<u>Step 11</u>
HN	37	Annual	\$89,407.00	\$92,432.00	\$95,461.00	\$98,490.00	\$101,521.00	\$104,550.00	\$107,576.00	\$110,534.00	\$113,491.00	\$116,527.00	\$119,645.00
		Bi-Wk	\$3,425.56	\$3,541.46	\$3,657.51	\$3,773.57	\$3,889.70	\$4,005.75	\$4,121.69	\$4,235.02	\$4,348.32	\$4,464.64	\$4,584.10
		Daily	\$342.56	\$354.15	\$365.76	\$377.36	\$388.97	\$400.58	\$412.17	\$423.51	\$434.84	\$446.47	\$458.41
		Hourly	\$48.94	\$50.60	\$52.26	\$53.91	\$55.57	\$57.23	\$58.89	\$60.51	\$62.12	\$63.79	\$65.49
HN	38	Annual	\$93,098.00	\$96,195.00	\$99,298.00	\$102,396.00	\$105,496.00	\$108,592.00	\$111,695.00	\$114,764.00	\$117,837.00	\$120,989.00	\$124,227.00
		Bi-Wk	\$3,566.98	\$3,685.64	\$3,804.53	\$3,923.22	\$4,042.00	\$4,160.62	\$4,279.51	\$4,397.09	\$4,514.83	\$4,635.60	\$4,759.66
		Daily	\$356.70	\$368.57	\$380.46	\$392.33	\$404.20	\$416.07	\$427.96	\$439.71	\$451.49	\$463.56	\$475.97
		Hourly	\$50.96	\$52.66	\$54.36	\$56.05	\$57.75	\$59.44	\$61.14	\$62.82	\$64.50	\$66.23	\$68.00
HN	39	Annual	\$96,969.00	\$100,141.00	\$103,315.00	\$106,495.00	\$109,666.00	\$112,835.00	\$116,012.00	\$119,199.00	\$122,394.00	\$125,675.00	\$129,045.00
		Bi-Wk	\$3,715.29	\$3,836.82	\$3,958.43	\$4,080.27	\$4,201.77	\$4,323.19	\$4,444.91	\$4,567.02	\$4,689.43	\$4,815.14	\$4,944.26
		Daily	\$371.53	\$383.69	\$395.85	\$408.03	\$420.18	\$432.32	\$444.50	\$456.71	\$468.95	\$481.52	\$494.43
		Hourly	\$53.08	\$54.82	\$56.55	\$58.29	\$60.03	\$61.76	\$63.50	\$65.25	\$67.00	\$68.79	\$70.64
HN	40	Annual	\$101,011.00	\$104,250.00	\$107,495.00	\$110,733.00	\$113,974.00	\$117,217.00	\$120,459.00	\$123,769.00	\$127,084.00	\$130,489.00	\$133,987.00
		Bi-Wk	\$3,870.16	\$3,994.26	\$4,118.59	\$4,242.65	\$4,366.82	\$4,491.08	\$4,615.29	\$4,742.11	\$4,869.12	\$4,999.58	\$5,133.61
		Daily	\$387.02	\$399.43	\$411.86	\$424.27	\$436.69	\$449.11	\$461.53	\$474.22	\$486.92	\$499.96	\$513.37
		Hourly	\$55.29	\$57.07	\$58.84	\$60.61	\$62.39	\$64.16	\$65.94	\$67.75	\$69.56	\$71.43	\$73.34
HN	41	Annual	\$105,236.00	\$108,554.00	\$111,873.00	\$115,195.00	\$118,515.00	\$121,832.00	\$125,148.00	\$128,592.00	\$132,033.00	\$135,568.00	\$139,199.00
		Bi-Wk	\$4,032.04	\$4,159.16	\$4,286.33	\$4,413.61	\$4,540.81	\$4,667.90	\$4,794.95	\$4,926.90	\$5,058.74	\$5,194.18	\$5,333.30
		Daily	\$403.21	\$415.92	\$428.64	\$441.37	\$454.09	\$466.79	\$479.50	\$492.69	\$505.88	\$519.42	\$533.33
		Hourly	\$57.61	\$59.42	\$61.24	\$63.06	\$64.87	\$66.69	\$68.50	\$70.39	\$72.27	\$74.21	\$76.19
HN	42	Annual	\$109,620.00	\$113,019.00	\$116,415.00	\$119,797.00	\$123,196.00	\$126,590.00	\$129,985.00	\$133,561.00	\$137,134.00	\$140,804.00	\$144,572.00
		Bi-Wk	\$4,200.00	\$4,330.23	\$4,460.35	\$4,589.93	\$4,720.16	\$4,850.20	\$4,980.27	\$5,117.28	\$5,254.18	\$5,394.79	\$5,539.16
		Daily	\$420.00	\$433.03	\$446.04	\$459.00	\$472.02	\$485.02	\$498.03	\$511.73	\$525.42	\$539.48	\$553.92
		Hourly	\$60.00	\$61.87	\$63.72	\$65.58	\$67.44	\$69.29	\$71.15	\$73.11	\$75.06	\$77.07	\$79.14
HN	43	Annual	\$114,275.00	\$117,737.00	\$121,201.00	\$124,656.00	\$128,123.00	\$131,578.00	\$135,036.00	\$138,753.00	\$142,465.00	\$146,276.00	\$150,190.00
		Bi-Wk	\$4,378.36	\$4,511.00	\$4,643.72	\$4,776.10	\$4,908.93	\$5,041.31	\$5,173.80	\$5,316.21	\$5,458.43	\$5,604.45	\$5,754.41
		Daily	\$437.84	\$451.10	\$464.38	\$477.61	\$490.90	\$504.14	\$517.38	\$531.63	\$545.85	\$560.45	\$575.45
		Hourly	\$62.55	\$64.45	\$66.34	\$68.23	\$70.13	\$72.02	\$73.92	\$75.95	\$77.98	\$80.07	\$82.21