

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 06/30/2023

| <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 | \$33,829.00 | \$34,477.00 | \$35,120.00 | \$35,777.00 | \$36,440.00 | \$37,088.00 | \$37,737.00 | \$38,679.00 | \$39,645.00 | \$40,613.00 |
| | | Bi-Wk | \$1,296.14 | \$1,320.96 | \$1,345.60 | \$1,370.77 | \$1,396.17 | \$1,421.00 | \$1,445.87 | \$1,481.96 | \$1,518.97 | \$1,556.06 |
| | | Daily | \$129.62 | \$132.10 | \$134.56 | \$137.08 | \$139.62 | \$142.10 | \$144.59 | \$148.20 | \$151.90 | \$155.61 |
| | | Hourly | \$16.21 | \$16.52 | \$16.82 | \$17.14 | \$17.46 | \$17.77 | \$18.08 | \$18.53 | \$18.99 | \$19.46 |
| FM | 2 | Annual | \$35,120.00 | \$35,777.00 | \$36,440.00 | \$37,088.00 | \$37,737.00 | \$38,386.00 | \$39,036.00 | \$40,014.00 | \$41,012.00 | \$42,015.00 |
| | | Bi-Wk | \$1,345.60 | \$1,370.77 | \$1,396.17 | \$1,421.00 | \$1,445.87 | \$1,470.73 | \$1,495.64 | \$1,533.11 | \$1,571.35 | \$1,609.78 |
| | | Daily | \$134.56 | \$137.08 | \$139.62 | \$142.10 | \$144.59 | \$147.08 | \$149.57 | \$153.32 | \$157.14 | \$160.98 |
| | | Hourly | \$16.82 | \$17.14 | \$17.46 | \$17.77 | \$18.08 | \$18.39 | \$18.70 | \$19.17 | \$19.65 | \$20.13 |
| FM | 3 | Annual | \$35,777.00 | \$36,440.00 | \$37,088.00 | \$37,737.00 | \$38,386.00 | \$39,036.00 | \$39,686.00 | \$40,681.00 | \$41,694.00 | \$42,712.00 |
| | | Bi-Wk | \$1,370.77 | \$1,396.17 | \$1,421.00 | \$1,445.87 | \$1,470.73 | \$1,495.64 | \$1,520.54 | \$1,558.66 | \$1,597.48 | \$1,636.48 |
| | | Daily | \$137.08 | \$139.62 | \$142.10 | \$144.59 | \$147.08 | \$149.57 | \$152.06 | \$155.87 | \$159.75 | \$163.65 |
| | | Hourly | \$17.14 | \$17.46 | \$17.77 | \$18.08 | \$18.39 | \$18.70 | \$19.01 | \$19.49 | \$19.97 | \$20.46 |
| FM | 4 | Annual | \$36,712.00 | \$37,503.00 | \$38,292.00 | \$39,089.00 | \$39,875.00 | \$40,662.00 | \$41,459.00 | \$42,499.00 | \$43,562.00 | \$44,621.00 |
| | | Bi-Wk | \$1,406.60 | \$1,436.90 | \$1,467.13 | \$1,497.67 | \$1,527.78 | \$1,557.94 | \$1,588.47 | \$1,628.32 | \$1,669.05 | \$1,709.62 |
| | | Daily | \$140.66 | \$143.69 | \$146.72 | \$149.77 | \$152.78 | \$155.80 | \$158.85 | \$162.84 | \$166.91 | \$170.97 |
| | | Hourly | \$17.59 | \$17.97 | \$18.34 | \$18.73 | \$19.10 | \$19.48 | \$19.86 | \$20.36 | \$20.87 | \$21.38 |
| FM | 5 | Annual | \$37,457.00 | \$38,292.00 | \$39,130.00 | \$39,959.00 | \$40,795.00 | \$41,626.00 | \$42,464.00 | \$43,525.00 | \$44,616.00 | \$45,701.00 |
| | | Bi-Wk | \$1,435.14 | \$1,467.13 | \$1,499.24 | \$1,531.00 | \$1,563.03 | \$1,594.87 | \$1,626.98 | \$1,667.63 | \$1,709.43 | \$1,751.00 |
| | | Daily | \$143.52 | \$146.72 | \$149.93 | \$153.10 | \$156.31 | \$159.49 | \$162.70 | \$166.77 | \$170.95 | \$175.10 |
| | | Hourly | \$17.94 | \$18.34 | \$18.75 | \$19.14 | \$19.54 | \$19.94 | \$20.34 | \$20.85 | \$21.37 | \$21.89 |
| FM | 6 | Annual | \$38,482.00 | \$39,324.00 | \$40,155.00 | \$40,993.00 | \$41,827.00 | \$42,660.00 | \$43,493.00 | \$44,580.00 | \$45,696.00 | \$46,815.00 |
| | | Bi-Wk | \$1,474.41 | \$1,506.67 | \$1,538.51 | \$1,570.62 | \$1,602.57 | \$1,634.49 | \$1,666.40 | \$1,708.05 | \$1,750.81 | \$1,793.68 |
| | | Daily | \$147.45 | \$150.67 | \$153.86 | \$157.07 | \$160.26 | \$163.45 | \$166.64 | \$170.81 | \$175.09 | \$179.37 |
| | | Hourly | \$18.44 | \$18.84 | \$19.24 | \$19.64 | \$20.04 | \$20.44 | \$20.83 | \$21.36 | \$21.89 | \$22.43 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 7 | Annual | \$39,414.00 | \$40,247.00 | \$41,081.00 | \$41,919.00 | \$42,747.00 | \$43,585.00 | \$44,416.00 | \$45,526.00 | \$46,663.00 | \$47,800.00 |
| | | Bi-Wk | \$1,510.12 | \$1,542.04 | \$1,573.99 | \$1,606.10 | \$1,637.82 | \$1,669.93 | \$1,701.77 | \$1,744.30 | \$1,787.86 | \$1,831.42 |
| | | Daily | \$151.02 | \$154.21 | \$157.40 | \$160.61 | \$163.79 | \$167.00 | \$170.18 | \$174.43 | \$178.79 | \$183.15 |
| | | Hourly | \$18.88 | \$19.28 | \$19.68 | \$20.08 | \$20.48 | \$20.88 | \$21.28 | \$21.81 | \$22.35 | \$22.90 |
| FM | 8 | Annual | \$41,827.00 | \$42,851.00 | \$43,866.00 | \$44,929.00 | \$46,029.00 | \$47,120.00 | \$48,277.00 | \$49,485.00 | \$50,725.00 | \$51,960.00 |
| | | Bi-Wk | \$1,602.57 | \$1,641.81 | \$1,680.69 | \$1,721.42 | \$1,763.57 | \$1,805.37 | \$1,849.70 | \$1,895.98 | \$1,943.49 | \$1,990.81 |
| | | Daily | \$160.26 | \$164.19 | \$168.07 | \$172.15 | \$176.36 | \$180.54 | \$184.97 | \$189.60 | \$194.35 | \$199.09 |
| | | Hourly | \$20.04 | \$20.53 | \$21.01 | \$21.52 | \$22.05 | \$22.57 | \$23.13 | \$23.70 | \$24.30 | \$24.89 |
| FM | 9 | Annual | \$42,888.00 | \$43,957.00 | \$45,066.00 | \$46,209.00 | \$47,353.00 | \$48,564.00 | \$49,791.00 | \$51,040.00 | \$52,312.00 | \$53,595.00 |
| | | Bi-Wk | \$1,643.22 | \$1,684.18 | \$1,726.67 | \$1,770.46 | \$1,814.30 | \$1,860.69 | \$1,907.71 | \$1,955.56 | \$2,004.30 | \$2,053.45 |
| | | Daily | \$164.33 | \$168.42 | \$172.67 | \$177.05 | \$181.43 | \$186.07 | \$190.78 | \$195.56 | \$200.43 | \$205.35 |
| | | Hourly | \$20.55 | \$21.06 | \$21.59 | \$22.14 | \$22.68 | \$23.26 | \$23.85 | \$24.45 | \$25.06 | \$25.67 |
| FM | 10 | Annual | \$44,116.00 | \$45,291.00 | \$46,478.00 | \$47,681.00 | \$48,954.00 | \$50,258.00 | \$51,598.00 | \$52,886.00 | \$54,211.00 | \$55,534.00 |
| | | Bi-Wk | \$1,690.27 | \$1,735.29 | \$1,780.77 | \$1,826.86 | \$1,875.64 | \$1,925.60 | \$1,976.94 | \$2,026.29 | \$2,077.05 | \$2,127.74 |
| | | Daily | \$169.03 | \$173.53 | \$178.08 | \$182.69 | \$187.57 | \$192.56 | \$197.70 | \$202.63 | \$207.71 | \$212.78 |
| | | Hourly | \$21.13 | \$21.70 | \$22.26 | \$22.84 | \$23.45 | \$24.07 | \$24.72 | \$25.33 | \$25.97 | \$26.60 |
| FM | 11 | Annual | \$45,342.00 | \$46,587.00 | \$47,858.00 | \$49,183.00 | \$50,561.00 | \$51,946.00 | \$53,350.00 | \$54,685.00 | \$56,055.00 | \$57,417.00 |
| | | Bi-Wk | \$1,737.25 | \$1,784.95 | \$1,833.64 | \$1,884.41 | \$1,937.21 | \$1,990.27 | \$2,044.07 | \$2,095.22 | \$2,147.71 | \$2,199.89 |
| | | Daily | \$173.73 | \$178.50 | \$183.37 | \$188.45 | \$193.73 | \$199.03 | \$204.41 | \$209.53 | \$214.78 | \$219.99 |
| | | Hourly | \$21.72 | \$22.32 | \$22.93 | \$23.56 | \$24.22 | \$24.88 | \$25.56 | \$26.20 | \$26.85 | \$27.50 |
| FM | 12 | Annual | \$46,660.00 | \$47,996.00 | \$49,375.00 | \$50,813.00 | \$52,261.00 | \$53,719.00 | \$55,165.00 | \$56,548.00 | \$57,964.00 | \$59,376.00 |
| | | Bi-Wk | \$1,787.74 | \$1,838.93 | \$1,891.77 | \$1,946.86 | \$2,002.34 | \$2,058.20 | \$2,113.61 | \$2,166.60 | \$2,220.85 | \$2,274.95 |
| | | Daily | \$178.78 | \$183.90 | \$189.18 | \$194.69 | \$200.24 | \$205.82 | \$211.37 | \$216.66 | \$222.09 | \$227.50 |
| | | Hourly | \$22.35 | \$22.99 | \$23.65 | \$24.34 | \$25.03 | \$25.73 | \$26.43 | \$27.09 | \$27.77 | \$28.44 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 13 | Annual | \$49,140.00 | \$50,901.00 | \$52,673.00 | \$54,441.00 | \$56,222.00 | \$57,995.00 | \$59,769.00 | \$61,263.00 | \$62,798.00 | \$64,327.00 |
| | | Bi-Wk | \$1,882.76 | \$1,950.23 | \$2,018.13 | \$2,085.87 | \$2,154.10 | \$2,222.04 | \$2,290.00 | \$2,347.25 | \$2,406.06 | \$2,464.64 |
| | | Daily | \$188.28 | \$195.03 | \$201.82 | \$208.59 | \$215.41 | \$222.21 | \$229.00 | \$234.73 | \$240.61 | \$246.47 |
| | | Hourly | \$23.54 | \$24.38 | \$25.23 | \$26.08 | \$26.93 | \$27.78 | \$28.63 | \$29.35 | \$30.08 | \$30.81 |
| FM | 14 | Annual | \$51,385.00 | \$53,213.00 | \$55,040.00 | \$56,869.00 | \$58,690.00 | \$60,529.00 | \$62,347.00 | \$63,903.00 | \$65,505.00 | \$67,103.00 |
| | | Bi-Wk | \$1,968.78 | \$2,038.82 | \$2,108.82 | \$2,178.89 | \$2,248.66 | \$2,319.12 | \$2,388.78 | \$2,448.40 | \$2,509.78 | \$2,571.00 |
| | | Daily | \$196.88 | \$203.89 | \$210.89 | \$217.89 | \$224.87 | \$231.92 | \$238.88 | \$244.84 | \$250.98 | \$257.10 |
| | | Hourly | \$24.61 | \$25.49 | \$26.37 | \$27.24 | \$28.11 | \$28.99 | \$29.86 | \$30.61 | \$31.38 | \$32.14 |
| FM | 15 | Annual | \$53,764.00 | \$55,655.00 | \$57,533.00 | \$59,416.00 | \$61,304.00 | \$63,193.00 | \$65,075.00 | \$66,703.00 | \$68,371.00 | \$70,035.00 |
| | | Bi-Wk | \$2,059.93 | \$2,132.38 | \$2,204.33 | \$2,276.48 | \$2,348.82 | \$2,421.19 | \$2,493.30 | \$2,555.68 | \$2,619.58 | \$2,683.34 |
| | | Daily | \$206.00 | \$213.24 | \$220.44 | \$227.65 | \$234.89 | \$242.12 | \$249.33 | \$255.57 | \$261.96 | \$268.34 |
| | | Hourly | \$25.75 | \$26.66 | \$27.56 | \$28.46 | \$29.37 | \$30.27 | \$31.17 | \$31.95 | \$32.75 | \$33.55 |
| FM | 16 | Annual | \$56,316.00 | \$58,255.00 | \$60,198.00 | \$62,137.00 | \$64,070.00 | \$66,013.00 | \$67,942.00 | \$69,649.00 | \$71,386.00 | \$73,127.00 |
| | | Bi-Wk | \$2,157.71 | \$2,232.00 | \$2,306.44 | \$2,380.73 | \$2,454.79 | \$2,529.24 | \$2,603.15 | \$2,668.55 | \$2,735.10 | \$2,801.81 |
| | | Daily | \$215.78 | \$223.20 | \$230.65 | \$238.08 | \$245.48 | \$252.93 | \$260.32 | \$266.86 | \$273.51 | \$280.19 |
| | | Hourly | \$26.98 | \$27.90 | \$28.84 | \$29.76 | \$30.69 | \$31.62 | \$32.54 | \$33.36 | \$34.19 | \$35.03 |
| FM | 17 | Annual | \$59,024.00 | \$61,031.00 | \$63,011.00 | \$65,016.00 | \$67,006.00 | \$69,002.00 | \$71,001.00 | \$72,774.00 | \$74,599.00 | \$76,414.00 |
| | | Bi-Wk | \$2,261.46 | \$2,338.36 | \$2,414.22 | \$2,491.04 | \$2,567.28 | \$2,643.76 | \$2,720.35 | \$2,788.28 | \$2,858.20 | \$2,927.74 |
| | | Daily | \$226.15 | \$233.84 | \$241.43 | \$249.11 | \$256.73 | \$264.38 | \$272.04 | \$278.83 | \$285.82 | \$292.78 |
| | | Hourly | \$28.27 | \$29.23 | \$30.18 | \$31.14 | \$32.10 | \$33.05 | \$34.01 | \$34.86 | \$35.73 | \$36.60 |
| FM | 18 | Annual | \$61,927.00 | \$63,967.00 | \$66,013.00 | \$68,059.00 | \$70,103.00 | \$72,141.00 | \$74,194.00 | \$76,050.00 | \$77,950.00 | \$79,854.00 |
| | | Bi-Wk | \$2,372.69 | \$2,450.85 | \$2,529.24 | \$2,607.63 | \$2,685.94 | \$2,764.03 | \$2,842.69 | \$2,913.80 | \$2,986.60 | \$3,059.55 |
| | | Daily | \$237.27 | \$245.09 | \$252.93 | \$260.77 | \$268.60 | \$276.41 | \$284.27 | \$291.38 | \$298.66 | \$305.96 |
| | | Hourly | \$29.66 | \$30.64 | \$31.62 | \$32.60 | \$33.58 | \$34.56 | \$35.54 | \$36.43 | \$37.34 | \$38.25 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 19 | Annual | \$64,894.00 | \$67,006.00 | \$69,113.00 | \$71,219.00 | \$73,325.00 | \$75,423.00 | \$77,523.00 | \$79,464.00 | \$81,449.00 | \$83,433.00 |
| | | Bi-Wk | \$2,486.37 | \$2,567.28 | \$2,648.01 | \$2,728.70 | \$2,809.39 | \$2,889.78 | \$2,970.23 | \$3,044.60 | \$3,120.66 | \$3,196.67 |
| | | Daily | \$248.64 | \$256.73 | \$264.81 | \$272.87 | \$280.94 | \$288.98 | \$297.03 | \$304.46 | \$312.07 | \$319.67 |
| | | Hourly | \$31.08 | \$32.10 | \$33.11 | \$34.11 | \$35.12 | \$36.13 | \$37.13 | \$38.06 | \$39.01 | \$39.96 |
| FM | 20 | Annual | \$68,125.00 | \$70,280.00 | \$72,436.00 | \$74,594.00 | \$76,743.00 | \$78,910.00 | \$81,055.00 | \$83,082.00 | \$85,161.00 | \$87,237.00 |
| | | Bi-Wk | \$2,610.16 | \$2,692.73 | \$2,775.33 | \$2,858.01 | \$2,940.35 | \$3,023.38 | \$3,105.56 | \$3,183.22 | \$3,262.88 | \$3,342.42 |
| | | Daily | \$261.02 | \$269.28 | \$277.54 | \$285.81 | \$294.04 | \$302.34 | \$310.56 | \$318.33 | \$326.29 | \$334.25 |
| | | Hourly | \$32.63 | \$33.66 | \$34.70 | \$35.73 | \$36.76 | \$37.80 | \$38.82 | \$39.80 | \$40.79 | \$41.79 |
| FM | 21 | Annual | \$71,410.00 | \$73,625.00 | \$75,837.00 | \$78,053.00 | \$80,274.00 | \$82,477.00 | \$84,699.00 | \$86,818.00 | \$88,985.00 | \$91,158.00 |
| | | Bi-Wk | \$2,736.02 | \$2,820.89 | \$2,905.64 | \$2,990.54 | \$3,075.64 | \$3,160.04 | \$3,245.18 | \$3,326.37 | \$3,409.39 | \$3,492.65 |
| | | Daily | \$273.61 | \$282.09 | \$290.57 | \$299.06 | \$307.57 | \$316.01 | \$324.52 | \$332.64 | \$340.94 | \$349.27 |
| | | Hourly | \$34.21 | \$35.27 | \$36.33 | \$37.39 | \$38.45 | \$39.51 | \$40.57 | \$41.58 | \$42.62 | \$43.66 |
| FM | 22 | Annual | \$73,325.00 | \$75,951.00 | \$78,584.00 | \$81,206.00 | \$83,838.00 | \$86,467.00 | \$89,097.00 | \$91,326.00 | \$93,610.00 | \$95,893.00 |
| | | Bi-Wk | \$2,809.39 | \$2,910.00 | \$3,010.89 | \$3,111.35 | \$3,212.19 | \$3,312.92 | \$3,413.68 | \$3,499.09 | \$3,586.60 | \$3,674.07 |
| | | Daily | \$280.94 | \$291.00 | \$301.09 | \$311.14 | \$321.22 | \$331.30 | \$341.37 | \$349.91 | \$358.66 | \$367.41 |
| | | Hourly | \$35.12 | \$36.38 | \$37.64 | \$38.90 | \$40.16 | \$41.42 | \$42.68 | \$43.74 | \$44.84 | \$45.93 |
| FM | 23 | Annual | \$76,718.00 | \$79,465.00 | \$82,199.00 | \$84,935.00 | \$87,679.00 | \$90,413.00 | \$93,155.00 | \$95,486.00 | \$97,877.00 | \$100,259.00 |
| | | Bi-Wk | \$2,939.39 | \$3,044.64 | \$3,149.39 | \$3,254.22 | \$3,359.35 | \$3,464.10 | \$3,569.16 | \$3,658.47 | \$3,750.08 | \$3,841.35 |
| | | Daily | \$293.94 | \$304.47 | \$314.94 | \$325.43 | \$335.94 | \$346.41 | \$356.92 | \$365.85 | \$375.01 | \$384.14 |
| | | Hourly | \$36.75 | \$38.06 | \$39.37 | \$40.68 | \$42.00 | \$43.31 | \$44.62 | \$45.74 | \$46.88 | \$48.02 |
| FM | 24 | Annual | \$80,340.00 | \$83,195.00 | \$86,051.00 | \$88,905.00 | \$91,756.00 | \$94,616.00 | \$97,467.00 | \$99,907.00 | \$102,401.00 | \$104,902.00 |
| | | Bi-Wk | \$3,078.17 | \$3,187.55 | \$3,296.98 | \$3,406.33 | \$3,515.56 | \$3,625.14 | \$3,734.37 | \$3,827.86 | \$3,923.41 | \$4,019.24 |
| | | Daily | \$307.82 | \$318.76 | \$329.70 | \$340.64 | \$351.56 | \$362.52 | \$373.44 | \$382.79 | \$392.35 | \$401.93 |
| | | Hourly | \$38.48 | \$39.85 | \$41.22 | \$42.58 | \$43.95 | \$45.32 | \$46.68 | \$47.85 | \$49.05 | \$50.25 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| FM | 25 | Annual | \$84,184.00 | \$87,145.00 | \$90,107.00 | \$93,062.00 | \$96,028.00 | \$98,983.00 | \$101,946.00 | \$104,495.00 | \$107,108.00 | \$109,721.00 |
| | | Bi-Wk | \$3,225.45 | \$3,338.89 | \$3,452.38 | \$3,565.60 | \$3,679.24 | \$3,792.46 | \$3,905.98 | \$4,003.64 | \$4,103.76 | \$4,203.87 |
| | | Daily | \$322.55 | \$333.89 | \$345.24 | \$356.56 | \$367.93 | \$379.25 | \$390.60 | \$400.37 | \$410.38 | \$420.39 |
| | | Hourly | \$40.32 | \$41.74 | \$43.16 | \$44.57 | \$46.00 | \$47.41 | \$48.83 | \$50.05 | \$51.30 | \$52.55 |
| FM | 26 | Annual | \$88,260.00 | \$91,327.00 | \$94,393.00 | \$97,467.00 | \$100,539.00 | \$103,609.00 | \$106,670.00 | \$109,340.00 | \$112,069.00 | \$114,808.00 |
| | | Bi-Wk | \$3,381.61 | \$3,499.12 | \$3,616.60 | \$3,734.37 | \$3,852.07 | \$3,969.70 | \$4,086.98 | \$4,189.28 | \$4,293.84 | \$4,398.78 |
| | | Daily | \$338.17 | \$349.92 | \$361.66 | \$373.44 | \$385.21 | \$396.97 | \$408.70 | \$418.93 | \$429.39 | \$439.88 |
| | | Hourly | \$42.28 | \$43.74 | \$45.21 | \$46.68 | \$48.16 | \$49.63 | \$51.09 | \$52.37 | \$53.68 | \$54.99 |
| FM | 27 | Annual | \$92,560.00 | \$95,731.00 | \$98,920.00 | \$102,094.00 | \$105,268.00 | \$108,439.00 | \$111,625.00 | \$114,414.00 | \$117,270.00 | \$120,132.00 |
| | | Bi-Wk | \$3,546.37 | \$3,667.86 | \$3,790.04 | \$3,911.65 | \$4,033.26 | \$4,154.76 | \$4,276.82 | \$4,383.68 | \$4,493.11 | \$4,602.76 |
| | | Daily | \$354.64 | \$366.79 | \$379.01 | \$391.17 | \$403.33 | \$415.48 | \$427.69 | \$438.37 | \$449.32 | \$460.28 |
| | | Hourly | \$44.33 | \$45.85 | \$47.38 | \$48.90 | \$50.42 | \$51.94 | \$53.47 | \$54.80 | \$56.17 | \$57.54 |
| FM | 28 | Annual | \$97,154.00 | \$100,448.00 | \$103,733.00 | \$107,017.00 | \$110,298.00 | \$113,588.00 | \$116,872.00 | \$119,797.00 | \$122,792.00 | \$125,785.00 |
| | | Bi-Wk | \$3,722.38 | \$3,848.59 | \$3,974.45 | \$4,100.27 | \$4,225.98 | \$4,352.04 | \$4,477.86 | \$4,589.93 | \$4,704.68 | \$4,819.35 |
| | | Daily | \$372.24 | \$384.86 | \$397.45 | \$410.03 | \$422.60 | \$435.21 | \$447.79 | \$459.00 | \$470.47 | \$481.94 |
| | | Hourly | \$46.53 | \$48.11 | \$49.69 | \$51.26 | \$52.83 | \$54.41 | \$55.98 | \$57.38 | \$58.81 | \$60.25 |
| FM | 29 | Annual | \$98,072.00 | \$101,696.00 | \$105,323.00 | \$108,944.00 | \$112,565.00 | \$116,182.00 | \$119,809.00 | \$122,809.00 | \$125,880.00 | \$128,948.00 |
| | | Bi-Wk | \$3,757.55 | \$3,896.40 | \$4,035.37 | \$4,174.10 | \$4,312.84 | \$4,451.42 | \$4,590.39 | \$4,705.33 | \$4,822.99 | \$4,940.54 |
| | | Daily | \$375.76 | \$389.64 | \$403.54 | \$417.41 | \$431.29 | \$445.15 | \$459.04 | \$470.54 | \$482.30 | \$494.06 |
| | | Hourly | \$46.97 | \$48.71 | \$50.45 | \$52.18 | \$53.92 | \$55.65 | \$57.38 | \$58.82 | \$60.29 | \$61.76 |
| FM | 30 | Annual | \$101,946.00 | \$105,670.00 | \$109,403.00 | \$113,128.00 | \$116,855.00 | \$120,583.00 | \$124,316.00 | \$127,423.00 | \$130,609.00 | \$133,790.00 |
| | | Bi-Wk | \$3,905.98 | \$4,048.66 | \$4,191.69 | \$4,334.41 | \$4,477.21 | \$4,620.04 | \$4,763.07 | \$4,882.11 | \$5,004.18 | \$5,126.06 |
| | | Daily | \$390.60 | \$404.87 | \$419.17 | \$433.45 | \$447.73 | \$462.01 | \$476.31 | \$488.22 | \$500.42 | \$512.61 |
| | | Hourly | \$48.83 | \$50.61 | \$52.40 | \$54.19 | \$55.97 | \$57.76 | \$59.54 | \$61.03 | \$62.56 | \$64.08 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 06/30/2023

| <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 | 31 | Annual | \$105,974.00 | \$109,820.00 | \$113,644.00 | \$117,485.00 | \$121,330.00 | \$125,159.00 | \$129,004.00 | \$132,231.00 | \$135,539.00 | \$138,840.00 |
| | | Bi-Wk | \$4,060.31 | \$4,207.67 | \$4,354.18 | \$4,501.35 | \$4,648.66 | \$4,795.37 | \$4,942.69 | \$5,066.33 | \$5,193.07 | \$5,319.55 |
| | | Daily | \$406.04 | \$420.77 | \$435.42 | \$450.14 | \$464.87 | \$479.54 | \$494.27 | \$506.64 | \$519.31 | \$531.96 |
| | | Hourly | \$50.76 | \$52.60 | \$54.43 | \$56.27 | \$58.11 | \$59.95 | \$61.79 | \$63.33 | \$64.92 | \$66.50 |
| FM | 32 | Annual | \$110,163.00 | \$114,105.00 | \$118,043.00 | \$121,985.00 | \$125,940.00 | \$129,873.00 | \$133,827.00 | \$137,173.00 | \$140,600.00 | \$144,029.00 |
| | | Bi-Wk | \$4,220.81 | \$4,371.84 | \$4,522.73 | \$4,673.76 | \$4,825.29 | \$4,975.98 | \$5,127.48 | \$5,255.68 | \$5,386.98 | \$5,518.36 |
| | | Daily | \$422.09 | \$437.19 | \$452.28 | \$467.38 | \$482.53 | \$497.60 | \$512.75 | \$525.57 | \$538.70 | \$551.84 |
| | | Hourly | \$52.77 | \$54.65 | \$56.54 | \$58.43 | \$60.32 | \$62.20 | \$64.10 | \$65.70 | \$67.34 | \$68.98 |
| FM | 33 | Annual | \$114,530.00 | \$118,584.00 | \$122,631.00 | \$126,694.00 | \$130,749.00 | \$134,803.00 | \$138,856.00 | \$142,330.00 | \$145,889.00 | \$149,445.00 |
| | | Bi-Wk | \$4,388.13 | \$4,543.45 | \$4,698.51 | \$4,854.18 | \$5,009.55 | \$5,164.87 | \$5,320.16 | \$5,453.26 | \$5,589.62 | \$5,725.87 |
| | | Daily | \$438.82 | \$454.35 | \$469.86 | \$485.42 | \$500.96 | \$516.49 | \$532.02 | \$545.33 | \$558.97 | \$572.59 |
| | | Hourly | \$54.86 | \$56.80 | \$58.74 | \$60.68 | \$62.62 | \$64.57 | \$66.51 | \$68.17 | \$69.88 | \$71.58 |
| FM | 34 | Annual | \$119,178.00 | \$123,349.00 | \$127,515.00 | \$131,678.00 | \$135,841.00 | \$140,005.00 | \$144,164.00 | \$147,773.00 | \$151,466.00 | \$155,159.00 |
| | | Bi-Wk | \$4,566.21 | \$4,726.02 | \$4,885.64 | \$5,045.14 | \$5,204.64 | \$5,364.18 | \$5,523.53 | \$5,661.81 | \$5,803.30 | \$5,944.79 |
| | | Daily | \$456.63 | \$472.61 | \$488.57 | \$504.52 | \$520.47 | \$536.42 | \$552.36 | \$566.19 | \$580.33 | \$594.48 |
| | | Hourly | \$57.08 | \$59.08 | \$61.08 | \$63.07 | \$65.06 | \$67.06 | \$69.05 | \$70.78 | \$72.55 | \$74.31 |
| FM | 35 | Annual | \$124,024.00 | \$128,279.00 | \$132,562.00 | \$136,829.00 | \$141,098.00 | \$145,367.00 | \$149,645.00 | \$153,384.00 | \$157,218.00 | \$161,055.00 |
| | | Bi-Wk | \$4,751.88 | \$4,914.91 | \$5,079.01 | \$5,242.50 | \$5,406.06 | \$5,569.62 | \$5,733.53 | \$5,876.79 | \$6,023.68 | \$6,170.69 |
| | | Daily | \$475.19 | \$491.50 | \$507.91 | \$524.25 | \$540.61 | \$556.97 | \$573.36 | \$587.68 | \$602.37 | \$617.07 |
| | | Hourly | \$59.40 | \$61.44 | \$63.49 | \$65.54 | \$67.58 | \$69.63 | \$71.67 | \$73.46 | \$75.30 | \$77.14 |
| FM | 36 | Annual | \$129,114.00 | \$133,490.00 | \$137,872.00 | \$142,253.00 | \$146,634.00 | \$151,017.00 | \$155,398.00 | \$159,279.00 | \$163,261.00 | \$167,239.00 |
| | | Bi-Wk | \$4,946.90 | \$5,114.56 | \$5,282.46 | \$5,450.31 | \$5,618.17 | \$5,786.10 | \$5,953.95 | \$6,102.65 | \$6,255.22 | \$6,407.63 |
| | | Daily | \$494.69 | \$511.46 | \$528.25 | \$545.04 | \$561.82 | \$578.61 | \$595.40 | \$610.27 | \$625.53 | \$640.77 |
| | | Hourly | \$61.84 | \$63.94 | \$66.04 | \$68.13 | \$70.23 | \$72.33 | \$74.43 | \$76.29 | \$78.20 | \$80.10 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 06/30/2023

| <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 | 37 | Annual | \$134,405.00 | \$138,907.00 | \$143,406.00 | \$147,906.00 | \$152,408.00 | \$156,909.00 | \$161,410.00 | \$165,446.00 | \$169,575.00 | \$173,714.00 |
| | | Bi-Wk | \$5,149.62 | \$5,322.11 | \$5,494.49 | \$5,666.90 | \$5,839.39 | \$6,011.84 | \$6,184.30 | \$6,338.93 | \$6,497.13 | \$6,655.71 |
| | | Daily | \$514.97 | \$532.22 | \$549.45 | \$566.69 | \$583.94 | \$601.19 | \$618.43 | \$633.90 | \$649.72 | \$665.58 |
| | | Hourly | \$64.38 | \$66.53 | \$68.69 | \$70.84 | \$73.00 | \$75.15 | \$77.31 | \$79.24 | \$81.22 | \$83.20 |
| FM | 38 | Annual | \$139,887.00 | \$144,492.00 | \$149,103.00 | \$153,706.00 | \$158,315.00 | \$162,921.00 | \$167,530.00 | \$171,714.00 | \$176,006.00 | \$180,298.00 |
| | | Bi-Wk | \$5,359.66 | \$5,536.10 | \$5,712.76 | \$5,889.12 | \$6,065.71 | \$6,242.19 | \$6,418.78 | \$6,579.09 | \$6,743.53 | \$6,907.97 |
| | | Daily | \$535.97 | \$553.61 | \$571.28 | \$588.92 | \$606.58 | \$624.22 | \$641.88 | \$657.91 | \$674.36 | \$690.80 |
| | | Hourly | \$67.00 | \$69.21 | \$71.41 | \$73.62 | \$75.83 | \$78.03 | \$80.24 | \$82.24 | \$84.30 | \$86.35 |
| FM | 39 | Annual | \$145,649.00 | \$150,363.00 | \$155,072.00 | \$159,795.00 | \$164,512.00 | \$169,222.00 | \$173,934.00 | \$178,287.00 | \$182,742.00 | \$187,199.00 |
| | | Bi-Wk | \$5,580.43 | \$5,761.04 | \$5,941.46 | \$6,122.42 | \$6,303.15 | \$6,483.61 | \$6,664.14 | \$6,830.92 | \$7,001.61 | \$7,172.38 |
| | | Daily | \$558.05 | \$576.11 | \$594.15 | \$612.25 | \$630.32 | \$648.37 | \$666.42 | \$683.10 | \$700.17 | \$717.24 |
| | | Hourly | \$69.76 | \$72.02 | \$74.27 | \$76.54 | \$78.79 | \$81.05 | \$83.31 | \$85.39 | \$87.53 | \$89.66 |
| FM | 40 | Annual | \$151,648.00 | \$156,467.00 | \$161,287.00 | \$166,093.00 | \$170,913.00 | \$175,735.00 | \$180,551.00 | \$185,065.00 | \$189,695.00 | \$194,319.00 |
| | | Bi-Wk | \$5,810.27 | \$5,994.91 | \$6,179.58 | \$6,363.72 | \$6,548.40 | \$6,733.15 | \$6,917.67 | \$7,090.62 | \$7,268.01 | \$7,445.18 |
| | | Daily | \$581.03 | \$599.50 | \$617.96 | \$636.38 | \$654.84 | \$673.32 | \$691.77 | \$709.07 | \$726.81 | \$744.52 |
| | | Hourly | \$72.63 | \$74.94 | \$77.25 | \$79.55 | \$81.86 | \$84.17 | \$86.48 | \$88.64 | \$90.86 | \$93.07 |
| FM | 41 | Annual | \$157,929.00 | \$162,869.00 | \$167,795.00 | \$172,732.00 | \$177,664.00 | \$182,588.00 | \$187,521.00 | \$192,211.00 | \$197,016.00 | \$201,823.00 |
| | | Bi-Wk | \$6,050.92 | \$6,240.20 | \$6,428.93 | \$6,618.09 | \$6,807.05 | \$6,995.71 | \$7,184.72 | \$7,364.41 | \$7,548.51 | \$7,732.69 |
| | | Daily | \$605.10 | \$624.02 | \$642.90 | \$661.81 | \$680.71 | \$699.58 | \$718.48 | \$736.45 | \$754.86 | \$773.27 |
| | | Hourly | \$75.64 | \$78.01 | \$80.37 | \$82.73 | \$85.09 | \$87.45 | \$89.81 | \$92.06 | \$94.36 | \$96.66 |
| FM | 42 | Annual | \$164,449.00 | \$169,498.00 | \$174,541.00 | \$179,576.00 | \$184,620.00 | \$189,662.00 | \$194,706.00 | \$199,573.00 | \$204,564.00 | \$209,553.00 |
| | | Bi-Wk | \$6,300.73 | \$6,494.18 | \$6,687.40 | \$6,880.31 | \$7,073.57 | \$7,266.75 | \$7,460.00 | \$7,646.48 | \$7,837.71 | \$8,028.86 |
| | | Daily | \$630.08 | \$649.42 | \$668.74 | \$688.04 | \$707.36 | \$726.68 | \$746.00 | \$764.65 | \$783.78 | \$802.89 |
| | | Hourly | \$78.76 | \$81.18 | \$83.60 | \$86.01 | \$88.42 | \$90.84 | \$93.25 | \$95.59 | \$97.98 | \$100.37 |

NP-2 FM 40 HOUR PAY PLAN EFFECTIVE 06/30/2023

| <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 | 43 | Annual | \$171,362.00 | \$176,512.00 | \$181,648.00 | \$186,793.00 | \$191,940.00 | \$197,080.00 | \$202,225.00 | \$207,275.00 | \$212,457.00 | \$217,643.00 |
| | | Bi-Wk | \$6,565.60 | \$6,762.92 | \$6,959.70 | \$7,156.82 | \$7,354.03 | \$7,550.96 | \$7,748.09 | \$7,941.58 | \$8,140.12 | \$8,338.82 |
| | | Daily | \$656.56 | \$676.30 | \$695.97 | \$715.69 | \$735.41 | \$755.10 | \$774.81 | \$794.16 | \$814.02 | \$833.89 |
| | | Hourly | \$82.07 | \$84.54 | \$87.00 | \$89.47 | \$91.93 | \$94.39 | \$96.86 | \$99.27 | \$101.76 | \$104.24 |