

NP-2 FM 40 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
FM	1	Annual	\$23,608.00	\$24,061.00	\$24,512.00	\$24,969.00	\$25,431.00	\$25,885.00	\$26,338.00	\$26,995.00	\$27,670.00	\$28,344.00
		Bi-Wk	\$904.53	\$921.88	\$939.16	\$956.67	\$974.37	\$991.77	\$1,009.12	\$1,034.30	\$1,060.16	\$1,085.98
		Daily	\$90.46	\$92.19	\$93.92	\$95.67	\$97.44	\$99.18	\$100.92	\$103.43	\$106.02	\$108.60
		Hourly	\$11.31	\$11.53	\$11.74	\$11.96	\$12.18	\$12.40	\$12.62	\$12.93	\$13.26	\$13.58
FM	2	Annual	\$24,512.00	\$24,969.00	\$25,431.00	\$25,885.00	\$26,338.00	\$26,790.00	\$27,245.00	\$27,927.00	\$28,624.00	\$29,324.00
		Bi-Wk	\$939.16	\$956.67	\$974.37	\$991.77	\$1,009.12	\$1,026.44	\$1,043.87	\$1,070.00	\$1,096.71	\$1,123.53
		Daily	\$93.92	\$95.67	\$97.44	\$99.18	\$100.92	\$102.65	\$104.39	\$107.00	\$109.68	\$112.36
		Hourly	\$11.74	\$11.96	\$12.18	\$12.40	\$12.62	\$12.84	\$13.05	\$13.38	\$13.71	\$14.05
FM	3	Annual	\$24,969.00	\$25,431.00	\$25,885.00	\$26,338.00	\$26,790.00	\$27,245.00	\$27,698.00	\$28,391.00	\$29,099.00	\$29,810.00
		Bi-Wk	\$956.67	\$974.37	\$991.77	\$1,009.12	\$1,026.44	\$1,043.87	\$1,061.23	\$1,087.78	\$1,114.91	\$1,142.15
		Daily	\$95.67	\$97.44	\$99.18	\$100.92	\$102.65	\$104.39	\$106.13	\$108.78	\$111.50	\$114.22
		Hourly	\$11.96	\$12.18	\$12.40	\$12.62	\$12.84	\$13.05	\$13.27	\$13.60	\$13.94	\$14.28
FM	4	Annual	\$25,622.00	\$26,173.00	\$26,725.00	\$27,280.00	\$27,829.00	\$28,379.00	\$28,936.00	\$29,661.00	\$30,403.00	\$31,143.00
		Bi-Wk	\$981.69	\$1,002.80	\$1,023.95	\$1,045.22	\$1,066.25	\$1,087.32	\$1,108.66	\$1,136.44	\$1,164.87	\$1,193.22
		Daily	\$98.17	\$100.28	\$102.40	\$104.53	\$106.63	\$108.74	\$110.87	\$113.65	\$116.49	\$119.33
		Hourly	\$12.28	\$12.54	\$12.80	\$13.07	\$13.33	\$13.60	\$13.86	\$14.21	\$14.57	\$14.92
FM	5	Annual	\$26,141.00	\$26,725.00	\$27,309.00	\$27,888.00	\$28,473.00	\$29,052.00	\$29,636.00	\$30,378.00	\$31,140.00	\$31,896.00
		Bi-Wk	\$1,001.58	\$1,023.95	\$1,046.33	\$1,068.51	\$1,090.92	\$1,113.11	\$1,135.48	\$1,163.91	\$1,193.11	\$1,222.07
		Daily	\$100.16	\$102.40	\$104.64	\$106.86	\$109.10	\$111.32	\$113.55	\$116.40	\$119.32	\$122.21
		Hourly	\$12.52	\$12.80	\$13.08	\$13.36	\$13.64	\$13.92	\$14.20	\$14.55	\$14.92	\$15.28
FM	6	Annual	\$26,857.00	\$27,445.00	\$28,025.00	\$28,610.00	\$29,192.00	\$29,773.00	\$30,356.00	\$31,115.00	\$31,893.00	\$32,674.00
		Bi-Wk	\$1,029.01	\$1,051.54	\$1,073.76	\$1,096.17	\$1,118.47	\$1,140.73	\$1,163.07	\$1,192.15	\$1,221.96	\$1,251.88
		Daily	\$102.91	\$105.16	\$107.38	\$109.62	\$111.85	\$114.08	\$116.31	\$119.22	\$122.20	\$125.19
		Hourly	\$12.87	\$13.15	\$13.43	\$13.71	\$13.99	\$14.26	\$14.54	\$14.91	\$15.28	\$15.65
FM	7	Annual	\$27,508.00	\$28,089.00	\$28,672.00	\$29,256.00	\$29,834.00	\$30,419.00	\$31,000.00	\$31,773.00	\$32,567.00	\$33,362.00
		Bi-Wk	\$1,053.95	\$1,076.21	\$1,098.55	\$1,120.92	\$1,143.07	\$1,165.48	\$1,187.74	\$1,217.36	\$1,247.78	\$1,278.24
		Daily	\$105.40	\$107.63	\$109.86	\$112.10	\$114.31	\$116.55	\$118.78	\$121.74	\$124.78	\$127.83
		Hourly	\$13.18	\$13.46	\$13.74	\$14.02	\$14.29	\$14.57	\$14.85	\$15.22	\$15.60	\$15.98
FM	8	Annual	\$29,192.00	\$29,907.00	\$30,616.00	\$31,358.00	\$32,124.00	\$32,887.00	\$33,696.00	\$34,539.00	\$35,404.00	\$36,265.00
		Bi-Wk	\$1,118.47	\$1,145.87	\$1,173.03	\$1,201.46	\$1,230.81	\$1,260.04	\$1,291.04	\$1,323.34	\$1,356.48	\$1,389.47
		Daily	\$111.85	\$114.59	\$117.31	\$120.15	\$123.09	\$126.01	\$129.11	\$132.34	\$135.65	\$138.95
		Hourly	\$13.99	\$14.33	\$14.67	\$15.02	\$15.39	\$15.76	\$16.14	\$16.55	\$16.96	\$17.37
FM	9	Annual	\$29,933.00	\$30,679.00	\$31,452.00	\$32,252.00	\$33,050.00	\$33,895.00	\$34,752.00	\$35,624.00	\$36,512.00	\$37,405.00
		Bi-Wk	\$1,146.86	\$1,175.45	\$1,205.06	\$1,235.71	\$1,266.29	\$1,298.66	\$1,331.50	\$1,364.91	\$1,398.93	\$1,433.15
		Daily	\$114.69	\$117.55	\$120.51	\$123.58	\$126.63	\$129.87	\$133.15	\$136.50	\$139.90	\$143.32
		Hourly	\$14.34	\$14.70	\$15.07	\$15.45	\$15.83	\$16.24	\$16.65	\$17.07	\$17.49	\$17.92

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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
FM	10	Annual	\$30,790.00	\$31,609.00	\$32,438.00	\$33,280.00	\$34,168.00	\$35,078.00	\$36,013.00	\$36,912.00	\$37,837.00	\$38,759.00
		Bi-Wk	\$1,179.70	\$1,211.08	\$1,242.84	\$1,275.10	\$1,309.12	\$1,343.99	\$1,379.81	\$1,414.26	\$1,449.70	\$1,485.02
		Daily	\$117.97	\$121.11	\$124.29	\$127.51	\$130.92	\$134.40	\$137.99	\$141.43	\$144.97	\$148.51
		Hourly	\$14.75	\$15.14	\$15.54	\$15.94	\$16.37	\$16.80	\$17.25	\$17.68	\$18.13	\$18.57
FM	11	Annual	\$31,646.00	\$32,515.00	\$33,402.00	\$34,326.00	\$35,287.00	\$36,255.00	\$37,236.00	\$38,167.00	\$39,123.00	\$40,076.00
		Bi-Wk	\$1,212.50	\$1,245.79	\$1,279.78	\$1,315.18	\$1,352.00	\$1,389.09	\$1,426.67	\$1,462.34	\$1,498.97	\$1,535.48
		Daily	\$121.25	\$124.58	\$127.98	\$131.52	\$135.20	\$138.91	\$142.67	\$146.24	\$149.90	\$153.55
		Hourly	\$15.16	\$15.58	\$16.00	\$16.44	\$16.90	\$17.37	\$17.84	\$18.28	\$18.74	\$19.20
FM	12	Annual	\$32,566.00	\$33,497.00	\$34,461.00	\$35,465.00	\$36,475.00	\$37,492.00	\$38,503.00	\$39,468.00	\$40,456.00	\$41,442.00
		Bi-Wk	\$1,247.74	\$1,283.41	\$1,320.35	\$1,358.82	\$1,397.51	\$1,436.48	\$1,475.22	\$1,512.19	\$1,550.04	\$1,587.82
		Daily	\$124.78	\$128.35	\$132.04	\$135.89	\$139.76	\$143.65	\$147.53	\$151.22	\$155.01	\$158.79
		Hourly	\$15.60	\$16.05	\$16.51	\$16.99	\$17.47	\$17.96	\$18.45	\$18.91	\$19.38	\$19.85
FM	13	Annual	\$34,296.00	\$35,526.00	\$36,764.00	\$37,998.00	\$39,240.00	\$40,478.00	\$41,716.00	\$42,760.00	\$43,831.00	\$44,899.00
		Bi-Wk	\$1,314.03	\$1,361.15	\$1,408.59	\$1,455.87	\$1,503.45	\$1,550.89	\$1,598.32	\$1,638.32	\$1,679.35	\$1,720.27
		Daily	\$131.41	\$136.12	\$140.86	\$145.59	\$150.35	\$155.09	\$159.84	\$163.84	\$167.94	\$172.03
		Hourly	\$16.43	\$17.02	\$17.61	\$18.20	\$18.80	\$19.39	\$19.98	\$20.48	\$21.00	\$21.51
FM	14	Annual	\$35,864.00	\$37,140.00	\$38,416.00	\$39,692.00	\$40,965.00	\$42,246.00	\$43,515.00	\$44,602.00	\$45,721.00	\$46,836.00
		Bi-Wk	\$1,374.10	\$1,422.99	\$1,471.88	\$1,520.77	\$1,569.55	\$1,618.63	\$1,667.25	\$1,708.89	\$1,751.77	\$1,794.49
		Daily	\$137.41	\$142.30	\$147.19	\$152.08	\$156.96	\$161.87	\$166.73	\$170.89	\$175.18	\$179.45
		Hourly	\$17.18	\$17.79	\$18.40	\$19.01	\$19.62	\$20.24	\$20.85	\$21.37	\$21.90	\$22.44
FM	15	Annual	\$37,523.00	\$38,844.00	\$40,155.00	\$41,470.00	\$42,788.00	\$44,107.00	\$45,420.00	\$46,556.00	\$47,721.00	\$48,883.00
		Bi-Wk	\$1,437.67	\$1,488.28	\$1,538.51	\$1,588.89	\$1,639.39	\$1,689.93	\$1,740.23	\$1,783.76	\$1,828.40	\$1,872.92
		Daily	\$143.77	\$148.83	\$153.86	\$158.89	\$163.94	\$169.00	\$174.03	\$178.38	\$182.84	\$187.30
		Hourly	\$17.98	\$18.61	\$19.24	\$19.87	\$20.50	\$21.13	\$21.76	\$22.30	\$22.86	\$23.42
FM	16	Annual	\$39,305.00	\$40,660.00	\$42,015.00	\$43,369.00	\$44,719.00	\$46,075.00	\$47,422.00	\$48,612.00	\$49,826.00	\$51,040.00
		Bi-Wk	\$1,505.94	\$1,557.86	\$1,609.78	\$1,661.65	\$1,713.38	\$1,765.33	\$1,816.94	\$1,862.53	\$1,909.05	\$1,955.56
		Daily	\$150.60	\$155.79	\$160.98	\$166.17	\$171.34	\$176.54	\$181.70	\$186.26	\$190.91	\$195.56
		Hourly	\$18.83	\$19.48	\$20.13	\$20.78	\$21.42	\$22.07	\$22.72	\$23.29	\$23.87	\$24.45
FM	17	Annual	\$41,197.00	\$42,598.00	\$43,980.00	\$45,378.00	\$46,768.00	\$48,162.00	\$49,556.00	\$50,795.00	\$52,067.00	\$53,334.00
		Bi-Wk	\$1,578.43	\$1,632.11	\$1,685.06	\$1,738.63	\$1,791.88	\$1,845.29	\$1,898.70	\$1,946.17	\$1,994.91	\$2,043.45
		Daily	\$157.85	\$163.22	\$168.51	\$173.87	\$179.19	\$184.53	\$189.87	\$194.62	\$199.50	\$204.35
		Hourly	\$19.74	\$20.41	\$21.07	\$21.74	\$22.40	\$23.07	\$23.74	\$24.33	\$24.94	\$25.55
FM	18	Annual	\$43,224.00	\$44,648.00	\$46,075.00	\$47,504.00	\$48,930.00	\$50,352.00	\$51,786.00	\$53,081.00	\$54,408.00	\$55,736.00
		Bi-Wk	\$1,656.10	\$1,710.66	\$1,765.33	\$1,820.08	\$1,874.72	\$1,929.20	\$1,984.14	\$2,033.76	\$2,084.60	\$2,135.48
		Daily	\$165.61	\$171.07	\$176.54	\$182.01	\$187.48	\$192.92	\$198.42	\$203.38	\$208.46	\$213.55
		Hourly	\$20.71	\$21.39	\$22.07	\$22.76	\$23.44	\$24.12	\$24.81	\$25.43	\$26.06	\$26.70

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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
FM	19	Annual	\$45,294.00	\$46,768.00	\$48,239.00	\$49,709.00	\$51,179.00	\$52,644.00	\$54,110.00	\$55,464.00	\$56,850.00	\$58,235.00
		Bi-Wk	\$1,735.41	\$1,791.88	\$1,848.24	\$1,904.56	\$1,960.89	\$2,017.02	\$2,073.19	\$2,125.06	\$2,178.17	\$2,231.23
		Daily	\$173.55	\$179.19	\$184.83	\$190.46	\$196.09	\$201.71	\$207.32	\$212.51	\$217.82	\$223.13
		Hourly	\$21.70	\$22.40	\$23.11	\$23.81	\$24.52	\$25.22	\$25.92	\$26.57	\$27.23	\$27.90
FM	20	Annual	\$47,549.00	\$49,054.00	\$50,560.00	\$52,063.00	\$53,564.00	\$55,077.00	\$56,575.00	\$57,991.00	\$59,440.00	\$60,890.00
		Bi-Wk	\$1,821.81	\$1,879.47	\$1,937.17	\$1,994.76	\$2,052.27	\$2,110.23	\$2,167.63	\$2,221.88	\$2,277.40	\$2,332.96
		Daily	\$182.19	\$187.95	\$193.72	\$199.48	\$205.23	\$211.03	\$216.77	\$222.19	\$227.74	\$233.30
		Hourly	\$22.78	\$23.50	\$24.22	\$24.94	\$25.66	\$26.38	\$27.10	\$27.78	\$28.47	\$29.17
FM	21	Annual	\$49,843.00	\$51,389.00	\$52,933.00	\$54,480.00	\$56,030.00	\$57,568.00	\$59,119.00	\$60,598.00	\$62,111.00	\$63,627.00
		Bi-Wk	\$1,909.70	\$1,968.93	\$2,028.09	\$2,087.36	\$2,146.75	\$2,205.68	\$2,265.10	\$2,321.77	\$2,379.74	\$2,437.82
		Daily	\$190.97	\$196.90	\$202.81	\$208.74	\$214.68	\$220.57	\$226.51	\$232.18	\$237.98	\$243.79
		Hourly	\$23.88	\$24.62	\$25.36	\$26.10	\$26.84	\$27.58	\$28.32	\$29.03	\$29.75	\$30.48
FM	22	Annual	\$51,179.00	\$53,012.00	\$54,850.00	\$56,680.00	\$58,517.00	\$60,352.00	\$62,188.00	\$63,743.00	\$65,339.00	\$66,932.00
		Bi-Wk	\$1,960.89	\$2,031.12	\$2,101.54	\$2,171.65	\$2,242.04	\$2,312.34	\$2,382.69	\$2,442.27	\$2,503.41	\$2,564.45
		Daily	\$196.09	\$203.12	\$210.16	\$217.17	\$224.21	\$231.24	\$238.27	\$244.23	\$250.35	\$256.45
		Hourly	\$24.52	\$25.39	\$26.27	\$27.15	\$28.03	\$28.91	\$29.79	\$30.53	\$31.30	\$32.06
FM	23	Annual	\$53,548.00	\$55,465.00	\$57,373.00	\$59,283.00	\$61,199.00	\$63,106.00	\$65,021.00	\$66,649.00	\$68,316.00	\$69,980.00
		Bi-Wk	\$2,051.65	\$2,125.10	\$2,198.20	\$2,271.38	\$2,344.79	\$2,417.86	\$2,491.23	\$2,553.61	\$2,617.48	\$2,681.23
		Daily	\$205.17	\$212.51	\$219.82	\$227.14	\$234.48	\$241.79	\$249.13	\$255.37	\$261.75	\$268.13
		Hourly	\$25.65	\$26.57	\$27.48	\$28.40	\$29.31	\$30.23	\$31.15	\$31.93	\$32.72	\$33.52
FM	24	Annual	\$56,075.00	\$58,067.00	\$60,062.00	\$62,055.00	\$64,044.00	\$66,040.00	\$68,030.00	\$69,733.00	\$71,475.00	\$73,220.00
		Bi-Wk	\$2,148.47	\$2,224.79	\$2,301.23	\$2,377.59	\$2,453.80	\$2,530.27	\$2,606.52	\$2,671.77	\$2,738.51	\$2,805.37
		Daily	\$214.85	\$222.48	\$230.13	\$237.76	\$245.38	\$253.03	\$260.66	\$267.18	\$273.86	\$280.54
		Hourly	\$26.86	\$27.81	\$28.77	\$29.72	\$30.68	\$31.63	\$32.59	\$33.40	\$34.24	\$35.07
FM	25	Annual	\$58,758.00	\$60,826.00	\$62,894.00	\$64,955.00	\$67,026.00	\$69,088.00	\$71,159.00	\$72,937.00	\$74,761.00	\$76,583.00
		Bi-Wk	\$2,251.27	\$2,330.50	\$2,409.74	\$2,488.70	\$2,568.05	\$2,647.05	\$2,726.40	\$2,794.53	\$2,864.41	\$2,934.22
		Daily	\$225.13	\$233.05	\$240.98	\$248.87	\$256.81	\$264.71	\$272.64	\$279.46	\$286.45	\$293.43
		Hourly	\$28.15	\$29.14	\$30.13	\$31.11	\$32.11	\$33.09	\$34.08	\$34.94	\$35.81	\$36.68
FM	26	Annual	\$61,604.00	\$63,744.00	\$65,885.00	\$68,030.00	\$70,174.00	\$72,318.00	\$74,455.00	\$76,318.00	\$78,224.00	\$80,135.00
		Bi-Wk	\$2,360.31	\$2,442.30	\$2,524.33	\$2,606.52	\$2,688.66	\$2,770.81	\$2,852.69	\$2,924.07	\$2,997.09	\$3,070.31
		Daily	\$236.04	\$244.23	\$252.44	\$260.66	\$268.87	\$277.09	\$285.27	\$292.41	\$299.71	\$307.04
		Hourly	\$29.51	\$30.53	\$31.56	\$32.59	\$33.61	\$34.64	\$35.66	\$36.56	\$37.47	\$38.38
FM	27	Annual	\$64,606.00	\$66,820.00	\$69,045.00	\$71,260.00	\$73,477.00	\$75,690.00	\$77,913.00	\$79,861.00	\$81,855.00	\$83,853.00
		Bi-Wk	\$2,475.33	\$2,560.16	\$2,645.41	\$2,730.27	\$2,815.22	\$2,900.00	\$2,985.18	\$3,059.81	\$3,136.21	\$3,212.76
		Daily	\$247.54	\$256.02	\$264.55	\$273.03	\$281.53	\$290.00	\$298.52	\$305.99	\$313.63	\$321.28
		Hourly	\$30.95	\$32.01	\$33.07	\$34.13	\$35.20	\$36.25	\$37.32	\$38.25	\$39.21	\$40.16

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FM	28	Annual	\$67,813.00	\$70,112.00	\$72,405.00	\$74,698.00	\$76,988.00	\$79,285.00	\$81,577.00	\$83,619.00	\$85,710.00	\$87,798.00
		Bi-Wk	\$2,598.20	\$2,686.29	\$2,774.14	\$2,862.00	\$2,949.74	\$3,037.74	\$3,125.56	\$3,203.80	\$3,283.91	\$3,363.91
		Daily	\$259.82	\$268.63	\$277.42	\$286.20	\$294.98	\$303.78	\$312.56	\$320.38	\$328.40	\$336.40
		Hourly	\$32.48	\$33.58	\$34.68	\$35.78	\$36.88	\$37.98	\$39.07	\$40.05	\$41.05	\$42.05
FM	29	Annual	\$68,456.00	\$70,983.00	\$73,514.00	\$76,042.00	\$78,570.00	\$81,095.00	\$83,627.00	\$85,721.00	\$87,864.00	\$90,005.00
		Bi-Wk	\$2,622.84	\$2,719.66	\$2,816.63	\$2,913.49	\$3,010.35	\$3,107.09	\$3,204.10	\$3,284.33	\$3,366.44	\$3,448.47
		Daily	\$262.29	\$271.97	\$281.67	\$291.35	\$301.04	\$310.71	\$320.41	\$328.44	\$336.65	\$344.85
		Hourly	\$32.79	\$34.00	\$35.21	\$36.42	\$37.63	\$38.84	\$40.06	\$41.06	\$42.09	\$43.11
FM	30	Annual	\$71,159.00	\$73,757.00	\$76,362.00	\$78,963.00	\$81,565.00	\$84,167.00	\$86,772.00	\$88,941.00	\$91,166.00	\$93,386.00
		Bi-Wk	\$2,726.40	\$2,825.94	\$2,925.75	\$3,025.41	\$3,125.10	\$3,224.79	\$3,324.60	\$3,407.71	\$3,492.96	\$3,578.01
		Daily	\$272.64	\$282.60	\$292.58	\$302.55	\$312.51	\$322.48	\$332.46	\$340.78	\$349.30	\$357.81
		Hourly	\$34.08	\$35.33	\$36.58	\$37.82	\$39.07	\$40.31	\$41.56	\$42.60	\$43.67	\$44.73
FM	31	Annual	\$73,970.00	\$76,655.00	\$79,323.00	\$82,004.00	\$84,687.00	\$87,362.00	\$90,046.00	\$92,297.00	\$94,605.00	\$96,911.00
		Bi-Wk	\$2,834.10	\$2,936.98	\$3,039.20	\$3,141.92	\$3,244.72	\$3,347.21	\$3,450.04	\$3,536.29	\$3,624.72	\$3,713.07
		Daily	\$283.41	\$293.70	\$303.92	\$314.20	\$324.48	\$334.73	\$345.01	\$353.63	\$362.48	\$371.31
		Hourly	\$35.43	\$36.72	\$37.99	\$39.28	\$40.56	\$41.85	\$43.13	\$44.21	\$45.31	\$46.42
FM	32	Annual	\$76,892.00	\$79,645.00	\$82,394.00	\$85,145.00	\$87,907.00	\$90,653.00	\$93,412.00	\$95,746.00	\$98,140.00	\$100,535.00
		Bi-Wk	\$2,946.06	\$3,051.54	\$3,156.86	\$3,262.27	\$3,368.09	\$3,473.30	\$3,579.01	\$3,668.43	\$3,760.16	\$3,851.92
		Daily	\$294.61	\$305.16	\$315.69	\$326.23	\$336.81	\$347.33	\$357.91	\$366.85	\$376.02	\$385.20
		Hourly	\$36.83	\$38.15	\$39.47	\$40.78	\$42.11	\$43.42	\$44.74	\$45.86	\$47.01	\$48.15
FM	33	Annual	\$79,942.00	\$82,772.00	\$85,598.00	\$88,432.00	\$91,264.00	\$94,093.00	\$96,922.00	\$99,347.00	\$101,831.00	\$104,314.00
		Bi-Wk	\$3,062.92	\$3,171.35	\$3,279.62	\$3,388.20	\$3,496.71	\$3,605.10	\$3,713.49	\$3,806.40	\$3,901.58	\$3,996.71
		Daily	\$306.30	\$317.14	\$327.97	\$338.82	\$349.68	\$360.51	\$371.35	\$380.64	\$390.16	\$399.68
		Hourly	\$38.29	\$39.65	\$41.00	\$42.36	\$43.71	\$45.07	\$46.42	\$47.58	\$48.77	\$49.96
FM	34	Annual	\$83,187.00	\$86,098.00	\$89,004.00	\$91,913.00	\$94,818.00	\$97,725.00	\$100,629.00	\$103,146.00	\$105,724.00	\$108,302.00
		Bi-Wk	\$3,187.25	\$3,298.78	\$3,410.12	\$3,521.58	\$3,632.88	\$3,744.26	\$3,855.52	\$3,951.96	\$4,050.73	\$4,149.51
		Daily	\$318.73	\$329.88	\$341.02	\$352.16	\$363.29	\$374.43	\$385.56	\$395.20	\$405.08	\$414.96
		Hourly	\$39.85	\$41.24	\$42.63	\$44.02	\$45.42	\$46.81	\$48.20	\$49.40	\$50.64	\$51.87
FM	35	Annual	\$86,569.00	\$89,541.00	\$92,530.00	\$95,508.00	\$98,487.00	\$101,467.00	\$104,454.00	\$107,064.00	\$109,741.00	\$112,418.00
		Bi-Wk	\$3,316.82	\$3,430.69	\$3,545.22	\$3,659.32	\$3,773.45	\$3,887.63	\$4,002.07	\$4,102.07	\$4,204.64	\$4,307.21
		Daily	\$331.69	\$343.07	\$354.53	\$365.94	\$377.35	\$388.77	\$400.21	\$410.21	\$420.47	\$430.73
		Hourly	\$41.47	\$42.89	\$44.32	\$45.75	\$47.17	\$48.60	\$50.03	\$51.28	\$52.56	\$53.85
FM	36	Annual	\$90,121.00	\$93,176.00	\$96,236.00	\$99,295.00	\$102,351.00	\$105,412.00	\$108,469.00	\$111,178.00	\$113,958.00	\$116,735.00
		Bi-Wk	\$3,452.92	\$3,569.97	\$3,687.21	\$3,804.41	\$3,921.50	\$4,038.78	\$4,155.91	\$4,259.70	\$4,366.21	\$4,472.61
		Daily	\$345.30	\$357.00	\$368.73	\$380.45	\$392.15	\$403.88	\$415.60	\$425.97	\$436.63	\$447.27
		Hourly	\$43.17	\$44.63	\$46.10	\$47.56	\$49.02	\$50.49	\$51.95	\$53.25	\$54.58	\$55.91

NP-2 FM 40 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
FM	37	Annual	\$93,815.00	\$96,959.00	\$100,098.00	\$103,240.00	\$106,383.00	\$109,523.00	\$112,665.00	\$115,483.00	\$118,367.00	\$121,256.00
		Bi-Wk	\$3,594.45	\$3,714.91	\$3,835.18	\$3,955.56	\$4,075.98	\$4,196.29	\$4,316.67	\$4,424.64	\$4,535.14	\$4,645.83
		Daily	\$359.45	\$371.50	\$383.52	\$395.56	\$407.60	\$419.63	\$431.67	\$442.47	\$453.52	\$464.59
		Hourly	\$44.94	\$46.44	\$47.94	\$49.45	\$50.95	\$52.46	\$53.96	\$55.31	\$56.69	\$58.08
FM	38	Annual	\$97,642.00	\$100,856.00	\$104,075.00	\$107,289.00	\$110,504.00	\$113,721.00	\$116,938.00	\$119,858.00	\$122,856.00	\$125,851.00
		Bi-Wk	\$3,741.08	\$3,864.22	\$3,987.55	\$4,110.69	\$4,233.87	\$4,357.13	\$4,480.39	\$4,592.27	\$4,707.13	\$4,821.88
		Daily	\$374.11	\$386.43	\$398.76	\$411.07	\$423.39	\$435.72	\$448.04	\$459.23	\$470.72	\$482.19
		Hourly	\$46.77	\$48.31	\$49.85	\$51.39	\$52.93	\$54.47	\$56.01	\$57.41	\$58.84	\$60.28
FM	39	Annual	\$101,663.00	\$104,955.00	\$108,242.00	\$111,539.00	\$114,830.00	\$118,119.00	\$121,408.00	\$124,446.00	\$127,556.00	\$130,667.00
		Bi-Wk	\$3,895.14	\$4,021.27	\$4,147.21	\$4,273.53	\$4,399.62	\$4,525.64	\$4,651.65	\$4,768.05	\$4,887.21	\$5,006.40
		Daily	\$389.52	\$402.13	\$414.73	\$427.36	\$439.97	\$452.57	\$465.17	\$476.81	\$488.73	\$500.64
		Hourly	\$48.69	\$50.27	\$51.85	\$53.42	\$55.00	\$56.58	\$58.15	\$59.61	\$61.10	\$62.58
FM	40	Annual	\$105,854.00	\$109,214.00	\$112,580.00	\$115,935.00	\$119,301.00	\$122,665.00	\$126,028.00	\$129,178.00	\$132,411.00	\$135,638.00
		Bi-Wk	\$4,055.71	\$4,184.45	\$4,313.41	\$4,441.96	\$4,570.92	\$4,699.81	\$4,828.66	\$4,949.35	\$5,073.22	\$5,196.86
		Daily	\$405.58	\$418.45	\$431.35	\$444.20	\$457.10	\$469.99	\$482.87	\$494.94	\$507.33	\$519.69
		Hourly	\$50.70	\$52.31	\$53.92	\$55.53	\$57.14	\$58.75	\$60.36	\$61.87	\$63.42	\$64.97
FM	41	Annual	\$110,236.00	\$113,684.00	\$117,123.00	\$120,570.00	\$124,012.00	\$127,451.00	\$130,892.00	\$134,166.00	\$137,519.00	\$140,874.00
		Bi-Wk	\$4,223.61	\$4,355.71	\$4,487.48	\$4,619.55	\$4,751.42	\$4,883.19	\$5,015.02	\$5,140.46	\$5,268.93	\$5,397.48
		Daily	\$422.37	\$435.58	\$448.75	\$461.96	\$475.15	\$488.32	\$501.51	\$514.05	\$526.90	\$539.75
		Hourly	\$52.80	\$54.45	\$56.10	\$57.75	\$59.40	\$61.04	\$62.69	\$64.26	\$65.87	\$67.47
FM	42	Annual	\$114,788.00	\$118,312.00	\$121,832.00	\$125,347.00	\$128,867.00	\$132,387.00	\$135,908.00	\$139,306.00	\$142,790.00	\$146,272.00
		Bi-Wk	\$4,398.01	\$4,533.03	\$4,667.90	\$4,802.57	\$4,937.44	\$5,072.30	\$5,207.21	\$5,337.40	\$5,470.89	\$5,604.30
		Daily	\$439.81	\$453.31	\$466.79	\$480.26	\$493.75	\$507.23	\$520.73	\$533.74	\$547.09	\$560.43
		Hourly	\$54.98	\$56.67	\$58.35	\$60.04	\$61.72	\$63.41	\$65.10	\$66.72	\$68.39	\$70.06
FM	43	Annual	\$119,612.00	\$123,207.00	\$126,793.00	\$130,384.00	\$133,977.00	\$137,566.00	\$141,156.00	\$144,682.00	\$148,299.00	\$151,918.00
		Bi-Wk	\$4,582.84	\$4,720.58	\$4,857.97	\$4,995.56	\$5,133.22	\$5,270.73	\$5,408.28	\$5,543.38	\$5,681.96	\$5,820.62
		Daily	\$458.29	\$472.06	\$485.80	\$499.56	\$513.33	\$527.08	\$540.83	\$554.34	\$568.20	\$582.07
		Hourly	\$57.29	\$59.01	\$60.73	\$62.45	\$64.17	\$65.89	\$67.61	\$69.30	\$71.03	\$72.76