

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/1/2001

| Plan | Group | Period | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      | Step 8      | Step 9      |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FK   | 1     | Annual | \$20,557.00 | \$21,055.00 | \$21,551.00 | \$22,043.00 | \$22,535.00 | \$23,032.00 | \$23,530.00 | \$24,176.00 | \$24,823.00 |
|      |       | Bi-Wk  | \$787.63    | \$806.71    | \$825.71    | \$844.56    | \$863.41    | \$882.46    | \$901.54    | \$926.29    | \$951.08    |
|      |       | Daily  | \$78.77     | \$80.68     | \$82.58     | \$84.46     | \$86.35     | \$88.25     | \$90.16     | \$92.63     | \$95.11     |
|      |       | Hourly | \$9.85      | \$10.09     | \$10.33     | \$10.56     | \$10.80     | \$11.04     | \$11.27     | \$11.58     | \$11.89     |
| FK   | 2     | Annual | \$21,551.00 | \$22,043.00 | \$22,535.00 | \$23,032.00 | \$23,530.00 | \$24,020.00 | \$24,514.00 | \$25,189.00 | \$25,863.00 |
|      |       | Bi-Wk  | \$825.71    | \$844.56    | \$863.41    | \$882.46    | \$901.54    | \$920.31    | \$939.24    | \$965.10    | \$990.92    |
|      |       | Daily  | \$82.58     | \$84.46     | \$86.35     | \$88.25     | \$90.16     | \$92.04     | \$93.93     | \$96.51     | \$99.10     |
|      |       | Hourly | \$10.33     | \$10.56     | \$10.80     | \$11.04     | \$11.27     | \$11.51     | \$11.75     | \$12.07     | \$12.39     |
| FK   | 3     | Annual | \$22,043.00 | \$22,535.00 | \$23,032.00 | \$23,530.00 | \$24,020.00 | \$24,514.00 | \$25,007.00 | \$25,696.00 | \$26,386.00 |
|      |       | Bi-Wk  | \$844.56    | \$863.41    | \$882.46    | \$901.54    | \$920.31    | \$939.24    | \$958.13    | \$984.53    | \$1,010.96  |
|      |       | Daily  | \$84.46     | \$86.35     | \$88.25     | \$90.16     | \$92.04     | \$93.93     | \$95.82     | \$98.46     | \$101.10    |
|      |       | Hourly | \$10.56     | \$10.80     | \$11.04     | \$11.27     | \$11.51     | \$11.75     | \$11.98     | \$12.31     | \$12.64     |
| FK   | 4     | Annual | \$22,744.00 | \$23,348.00 | \$23,950.00 | \$24,549.00 | \$25,155.00 | \$25,750.00 | \$26,352.00 | \$27,078.00 | \$27,802.00 |
|      |       | Bi-Wk  | \$871.42    | \$894.56    | \$917.63    | \$940.58    | \$963.80    | \$986.60    | \$1,009.66  | \$1,037.48  | \$1,065.22  |
|      |       | Daily  | \$87.15     | \$89.46     | \$91.77     | \$94.06     | \$96.38     | \$98.66     | \$100.97    | \$103.75    | \$106.53    |
|      |       | Hourly | \$10.90     | \$11.19     | \$11.48     | \$11.76     | \$12.05     | \$12.34     | \$12.63     | \$12.97     | \$13.32     |
| FK   | 5     | Annual | \$23,311.00 | \$23,950.00 | \$24,583.00 | \$25,215.00 | \$25,848.00 | \$26,487.00 | \$27,122.00 | \$27,867.00 | \$28,613.00 |
|      |       | Bi-Wk  | \$893.15    | \$917.63    | \$941.88    | \$966.10    | \$990.35    | \$1,014.83  | \$1,039.16  | \$1,067.71  | \$1,096.29  |
|      |       | Daily  | \$89.32     | \$91.77     | \$94.19     | \$96.61     | \$99.04     | \$101.49    | \$103.92    | \$106.78    | \$109.63    |
|      |       | Hourly | \$11.17     | \$11.48     | \$11.78     | \$12.08     | \$12.38     | \$12.69     | \$12.99     | \$13.35     | \$13.71     |
| FK   | 6     | Annual | \$24,092.00 | \$24,730.00 | \$25,366.00 | \$25,999.00 | \$26,630.00 | \$27,266.00 | \$27,899.00 | \$28,667.00 | \$29,432.00 |
|      |       | Bi-Wk  | \$923.07    | \$947.51    | \$971.88    | \$996.14    | \$1,020.31  | \$1,044.68  | \$1,068.93  | \$1,098.36  | \$1,127.67  |
|      |       | Daily  | \$92.31     | \$94.76     | \$97.19     | \$99.62     | \$102.04    | \$104.47    | \$106.90    | \$109.84    | \$112.77    |
|      |       | Hourly | \$11.54     | \$11.85     | \$12.15     | \$12.46     | \$12.76     | \$13.06     | \$13.37     | \$13.73     | \$14.10     |
| FK   | 7     | Annual | \$24,796.00 | \$25,429.00 | \$26,070.00 | \$26,702.00 | \$27,333.00 | \$27,966.00 | \$28,602.00 | \$29,387.00 | \$30,172.00 |
|      |       | Bi-Wk  | \$950.04    | \$974.30    | \$998.86    | \$1,023.07  | \$1,047.25  | \$1,071.50  | \$1,095.87  | \$1,125.94  | \$1,156.02  |
|      |       | Daily  | \$95.01     | \$97.43     | \$99.89     | \$102.31    | \$104.73    | \$107.15    | \$109.59    | \$112.60    | \$115.61    |
|      |       | Hourly | \$11.88     | \$12.18     | \$12.49     | \$12.79     | \$13.10     | \$13.40     | \$13.70     | \$14.08     | \$14.46     |
| FK   | 8     | Annual | \$26,630.00 | \$27,407.00 | \$28,186.00 | \$28,960.00 | \$29,743.00 | \$30,516.00 | \$31,295.00 | \$32,154.00 | \$33,016.00 |
|      |       | Bi-Wk  | \$1,020.31  | \$1,050.08  | \$1,079.93  | \$1,109.58  | \$1,139.58  | \$1,169.20  | \$1,199.05  | \$1,231.96  | \$1,264.99  |
|      |       | Daily  | \$102.04    | \$105.01    | \$108.00    | \$110.96    | \$113.96    | \$116.92    | \$119.91    | \$123.20    | \$126.50    |
|      |       | Hourly | \$12.76     | \$13.13     | \$13.50     | \$13.87     | \$14.25     | \$14.62     | \$14.99     | \$15.40     | \$15.82     |
| FK   | 9     | Annual | \$27,442.00 | \$28,252.00 | \$29,060.00 | \$29,876.00 | \$30,685.00 | \$31,492.00 | \$32,308.00 | \$33,195.00 | \$34,084.00 |
|      |       | Bi-Wk  | \$1,051.42  | \$1,082.46  | \$1,113.41  | \$1,144.68  | \$1,175.68  | \$1,206.60  | \$1,237.86  | \$1,271.84  | \$1,305.91  |
|      |       | Daily  | \$105.15    | \$108.25    | \$111.35    | \$114.47    | \$117.57    | \$120.66    | \$123.79    | \$127.19    | \$130.60    |
|      |       | Hourly | \$13.15     | \$13.54     | \$13.92     | \$14.31     | \$14.70     | \$15.09     | \$15.48     | \$15.90     | \$16.33     |

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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      |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FK   | 10    | Annual | \$28,315.00 | \$29,162.00 | \$30,008.00 | \$30,864.00 | \$31,708.00 | \$32,571.00 | \$33,462.00 | \$34,381.00 | \$35,302.00 |
|      |       | Bi-Wk  | \$1,084.87  | \$1,117.32  | \$1,149.74  | \$1,182.53  | \$1,214.87  | \$1,247.94  | \$1,282.07  | \$1,317.28  | \$1,352.57  |
|      |       | Daily  | \$108.49    | \$111.74    | \$114.98    | \$118.26    | \$121.49    | \$124.80    | \$128.21    | \$131.73    | \$135.26    |
|      |       | Hourly | \$13.57     | \$13.97     | \$14.38     | \$14.79     | \$15.19     | \$15.60     | \$16.03     | \$16.47     | \$16.91     |
| FK   | 11    | Annual | \$29,204.00 | \$30,087.00 | \$30,978.00 | \$31,859.00 | \$32,765.00 | \$33,691.00 | \$34,621.00 | \$35,573.00 | \$36,524.00 |
|      |       | Bi-Wk  | \$1,118.93  | \$1,152.76  | \$1,186.90  | \$1,220.66  | \$1,255.37  | \$1,290.85  | \$1,326.48  | \$1,362.96  | \$1,399.39  |
|      |       | Daily  | \$111.90    | \$115.28    | \$118.69    | \$122.07    | \$125.54    | \$129.09    | \$132.65    | \$136.30    | \$139.94    |
|      |       | Hourly | \$13.99     | \$14.41     | \$14.84     | \$15.26     | \$15.70     | \$16.14     | \$16.59     | \$17.04     | \$17.50     |
| FK   | 12    | Annual | \$30,143.00 | \$31,070.00 | \$31,986.00 | \$32,935.00 | \$33,892.00 | \$34,864.00 | \$35,828.00 | \$36,813.00 | \$37,797.00 |
|      |       | Bi-Wk  | \$1,154.91  | \$1,190.43  | \$1,225.52  | \$1,261.88  | \$1,298.55  | \$1,335.79  | \$1,372.73  | \$1,410.46  | \$1,448.17  |
|      |       | Daily  | \$115.50    | \$119.05    | \$122.56    | \$126.19    | \$129.86    | \$133.58    | \$137.28    | \$141.05    | \$144.82    |
|      |       | Hourly | \$14.44     | \$14.89     | \$15.32     | \$15.78     | \$16.24     | \$16.70     | \$17.16     | \$17.64     | \$18.11     |
| FK   | 13    | Annual | \$31,829.00 | \$32,998.00 | \$34,170.00 | \$35,347.00 | \$36,523.00 | \$37,696.00 | \$38,877.00 | \$39,944.00 | \$41,013.00 |
|      |       | Bi-Wk  | \$1,219.51  | \$1,264.30  | \$1,309.20  | \$1,354.30  | \$1,399.35  | \$1,444.30  | \$1,489.55  | \$1,530.43  | \$1,571.38  |
|      |       | Daily  | \$121.96    | \$126.43    | \$130.92    | \$135.43    | \$139.94    | \$144.43    | \$148.96    | \$153.05    | \$157.14    |
|      |       | Hourly | \$15.25     | \$15.81     | \$16.37     | \$16.93     | \$17.50     | \$18.06     | \$18.62     | \$19.14     | \$19.65     |
| FK   | 14    | Annual | \$33,307.00 | \$34,527.00 | \$35,741.00 | \$36,952.00 | \$38,165.00 | \$39,378.00 | \$40,592.00 | \$41,707.00 | \$42,826.00 |
|      |       | Bi-Wk  | \$1,276.14  | \$1,322.88  | \$1,369.39  | \$1,415.79  | \$1,462.27  | \$1,508.74  | \$1,555.25  | \$1,597.97  | \$1,640.85  |
|      |       | Daily  | \$127.62    | \$132.29    | \$136.94    | \$141.58    | \$146.23    | \$150.88    | \$155.53    | \$159.80    | \$164.09    |
|      |       | Hourly | \$15.96     | \$16.54     | \$17.12     | \$17.70     | \$18.28     | \$18.86     | \$19.45     | \$19.98     | \$20.52     |
| FK   | 15    | Annual | \$34,899.00 | \$36,147.00 | \$37,396.00 | \$38,642.00 | \$39,895.00 | \$41,150.00 | \$42,394.00 | \$43,560.00 | \$44,727.00 |
|      |       | Bi-Wk  | \$1,337.13  | \$1,384.95  | \$1,432.80  | \$1,480.54  | \$1,528.55  | \$1,576.63  | \$1,624.30  | \$1,668.97  | \$1,713.68  |
|      |       | Daily  | \$133.72    | \$138.50    | \$143.28    | \$148.06    | \$152.86    | \$157.67    | \$162.43    | \$166.90    | \$171.37    |
|      |       | Hourly | \$16.72     | \$17.32     | \$17.91     | \$18.51     | \$19.11     | \$19.71     | \$20.31     | \$20.87     | \$21.43     |
| FK   | 16    | Annual | \$36,583.00 | \$37,868.00 | \$39,158.00 | \$40,445.00 | \$41,730.00 | \$43,019.00 | \$44,301.00 | \$45,518.00 | \$46,738.00 |
|      |       | Bi-Wk  | \$1,401.65  | \$1,450.89  | \$1,500.31  | \$1,549.62  | \$1,598.86  | \$1,648.24  | \$1,697.36  | \$1,743.99  | \$1,790.73  |
|      |       | Daily  | \$140.17    | \$145.09    | \$150.04    | \$154.97    | \$159.89    | \$164.83    | \$169.74    | \$174.40    | \$179.08    |
|      |       | Hourly | \$17.53     | \$18.14     | \$18.76     | \$19.38     | \$19.99     | \$20.61     | \$21.22     | \$21.80     | \$22.39     |
| FK   | 17    | Annual | \$38,381.00 | \$39,710.00 | \$41,031.00 | \$42,356.00 | \$43,678.00 | \$44,999.00 | \$46,324.00 | \$47,596.00 | \$48,871.00 |
|      |       | Bi-Wk  | \$1,470.54  | \$1,521.46  | \$1,572.07  | \$1,622.84  | \$1,673.49  | \$1,724.10  | \$1,774.87  | \$1,823.61  | \$1,872.46  |
|      |       | Daily  | \$147.06    | \$152.15    | \$157.21    | \$162.29    | \$167.35    | \$172.41    | \$177.49    | \$182.37    | \$187.25    |
|      |       | Hourly | \$18.39     | \$19.02     | \$19.66     | \$20.29     | \$20.92     | \$21.56     | \$22.19     | \$22.80     | \$23.41     |
| FK   | 18    | Annual | \$40,308.00 | \$41,660.00 | \$43,019.00 | \$44,374.00 | \$45,728.00 | \$47,090.00 | \$48,443.00 | \$49,775.00 | \$51,109.00 |
|      |       | Bi-Wk  | \$1,544.37  | \$1,596.17  | \$1,648.24  | \$1,700.16  | \$1,752.04  | \$1,804.22  | \$1,856.06  | \$1,907.09  | \$1,958.20  |
|      |       | Daily  | \$154.44    | \$159.62    | \$164.83    | \$170.02    | \$175.21    | \$180.43    | \$185.61    | \$190.71    | \$195.82    |
|      |       | Hourly | \$19.31     | \$19.96     | \$20.61     | \$21.26     | \$21.91     | \$22.56     | \$23.21     | \$23.84     | \$24.48     |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FK   | 19    | Annual | \$42,275.00 | \$43,678.00 | \$45,071.00 | \$46,472.00 | \$47,863.00 | \$49,263.00 | \$50,655.00 | \$52,048.00 | \$53,440.00 |
|      |       | Bi-Wk  | \$1,619.74  | \$1,673.49  | \$1,726.86  | \$1,780.54  | \$1,833.84  | \$1,887.48  | \$1,940.81  | \$1,994.18  | \$2,047.51  |
|      |       | Daily  | \$161.98    | \$167.35    | \$172.69    | \$178.06    | \$183.39    | \$188.75    | \$194.09    | \$199.42    | \$204.76    |
|      |       | Hourly | \$20.25     | \$20.92     | \$21.59     | \$22.26     | \$22.93     | \$23.60     | \$24.27     | \$24.93     | \$25.60     |
| FK   | 20    | Annual | \$44,418.00 | \$45,846.00 | \$47,277.00 | \$48,702.00 | \$50,134.00 | \$51,564.00 | \$52,998.00 | \$54,454.00 | \$55,911.00 |
|      |       | Bi-Wk  | \$1,701.84  | \$1,756.56  | \$1,811.38  | \$1,865.98  | \$1,920.85  | \$1,975.64  | \$2,030.58  | \$2,086.37  | \$2,142.19  |
|      |       | Daily  | \$170.19    | \$175.66    | \$181.14    | \$186.60    | \$192.09    | \$197.57    | \$203.06    | \$208.64    | \$214.22    |
|      |       | Hourly | \$21.28     | \$21.96     | \$22.65     | \$23.33     | \$24.02     | \$24.70     | \$25.39     | \$26.08     | \$26.78     |
| FK   | 21    | Annual | \$46,596.00 | \$48,069.00 | \$49,535.00 | \$51,008.00 | \$52,477.00 | \$53,942.00 | \$55,413.00 | \$56,936.00 | \$58,460.00 |
|      |       | Bi-Wk  | \$1,785.29  | \$1,841.73  | \$1,897.90  | \$1,954.33  | \$2,010.62  | \$2,066.75  | \$2,123.11  | \$2,181.46  | \$2,239.85  |
|      |       | Daily  | \$178.53    | \$184.18    | \$189.79    | \$195.44    | \$201.07    | \$206.68    | \$212.32    | \$218.15    | \$223.99    |
|      |       | Hourly | \$22.32     | \$23.03     | \$23.73     | \$24.43     | \$25.14     | \$25.84     | \$26.54     | \$27.27     | \$28.00     |
| FK   | 22    | Annual | \$47,863.00 | \$49,607.00 | \$51,352.00 | \$53,093.00 | \$54,844.00 | \$56,583.00 | \$58,326.00 | \$59,931.00 | \$61,535.00 |
|      |       | Bi-Wk  | \$1,833.84  | \$1,900.66  | \$1,967.51  | \$2,034.22  | \$2,101.31  | \$2,167.94  | \$2,234.72  | \$2,296.21  | \$2,357.67  |
|      |       | Daily  | \$183.39    | \$190.07    | \$196.76    | \$203.43    | \$210.14    | \$216.80    | \$223.48    | \$229.63    | \$235.77    |
|      |       | Hourly | \$22.93     | \$23.76     | \$24.60     | \$25.43     | \$26.27     | \$27.10     | \$27.94     | \$28.71     | \$29.48     |
| FK   | 23    | Annual | \$50,117.00 | \$51,938.00 | \$53,750.00 | \$55,568.00 | \$57,386.00 | \$59,203.00 | \$61,022.00 | \$62,700.00 | \$64,378.00 |
|      |       | Bi-Wk  | \$1,920.20  | \$1,989.97  | \$2,059.39  | \$2,129.05  | \$2,198.70  | \$2,268.32  | \$2,338.01  | \$2,402.30  | \$2,466.60  |
|      |       | Daily  | \$192.02    | \$199.00    | \$205.94    | \$212.91    | \$219.87    | \$226.84    | \$233.81    | \$240.23    | \$246.66    |
|      |       | Hourly | \$24.01     | \$24.88     | \$25.75     | \$26.62     | \$27.49     | \$28.36     | \$29.23     | \$30.03     | \$30.84     |
| FK   | 24    | Annual | \$52,516.00 | \$54,411.00 | \$56,308.00 | \$58,203.00 | \$60,094.00 | \$61,990.00 | \$63,884.00 | \$65,638.00 | \$67,395.00 |
|      |       | Bi-Wk  | \$2,012.11  | \$2,084.72  | \$2,157.40  | \$2,230.00  | \$2,302.46  | \$2,375.10  | \$2,447.67  | \$2,514.87  | \$2,582.19  |
|      |       | Daily  | \$201.22    | \$208.48    | \$215.74    | \$223.00    | \$230.25    | \$237.51    | \$244.77    | \$251.49    | \$258.22    |
|      |       | Hourly | \$25.16     | \$26.06     | \$26.97     | \$27.88     | \$28.79     | \$29.69     | \$30.60     | \$31.44     | \$32.28     |
| FK   | 25    | Annual | \$55,074.00 | \$57,035.00 | \$58,998.00 | \$60,959.00 | \$62,926.00 | \$64,888.00 | \$66,852.00 | \$68,690.00 | \$70,527.00 |
|      |       | Bi-Wk  | \$2,110.12  | \$2,185.25  | \$2,260.46  | \$2,335.60  | \$2,410.96  | \$2,486.14  | \$2,561.38  | \$2,631.81  | \$2,702.19  |
|      |       | Daily  | \$211.02    | \$218.53    | \$226.05    | \$233.56    | \$241.10    | \$248.62    | \$256.14    | \$263.19    | \$270.22    |
|      |       | Hourly | \$26.38     | \$27.32     | \$28.26     | \$29.20     | \$30.14     | \$31.08     | \$32.02     | \$32.90     | \$33.78     |
| FK   | 26    | Annual | \$57,775.00 | \$59,802.00 | \$61,840.00 | \$63,884.00 | \$65,920.00 | \$67,949.00 | \$69,986.00 | \$71,911.00 | \$73,837.00 |
|      |       | Bi-Wk  | \$2,213.61  | \$2,291.27  | \$2,369.35  | \$2,447.67  | \$2,525.68  | \$2,603.41  | \$2,681.46  | \$2,755.22  | \$2,829.01  |
|      |       | Daily  | \$221.37    | \$229.13    | \$236.94    | \$244.77    | \$252.57    | \$260.35    | \$268.15    | \$275.53    | \$282.91    |
|      |       | Hourly | \$27.68     | \$28.65     | \$29.62     | \$30.60     | \$31.58     | \$32.55     | \$33.52     | \$34.45     | \$35.37     |
| FK   | 27    | Annual | \$60,624.00 | \$62,735.00 | \$64,845.00 | \$66,942.00 | \$69,053.00 | \$71,160.00 | \$73,268.00 | \$75,284.00 | \$77,298.00 |
|      |       | Bi-Wk  | \$2,322.76  | \$2,403.64  | \$2,484.49  | \$2,564.83  | \$2,645.71  | \$2,726.44  | \$2,807.21  | \$2,884.45  | \$2,961.61  |
|      |       | Daily  | \$232.28    | \$240.37    | \$248.45    | \$256.49    | \$264.58    | \$272.65    | \$280.73    | \$288.45    | \$296.17    |
|      |       | Hourly | \$29.04     | \$30.05     | \$31.06     | \$32.07     | \$33.08     | \$34.09     | \$35.10     | \$36.06     | \$37.03     |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|
| FK   | 28    | Annual | \$63,675.00 | \$65,853.00 | \$68,037.00 | \$70,218.00 | \$72,394.00 | \$74,572.00  | \$76,750.00  | \$78,859.00  | \$80,970.00  |
|      |       | Bi-Wk  | \$2,439.66  | \$2,523.11  | \$2,606.79  | \$2,690.35  | \$2,773.72  | \$2,857.17   | \$2,940.62   | \$3,021.42   | \$3,102.30   |
|      |       | Daily  | \$243.97    | \$252.32    | \$260.68    | \$269.04    | \$277.38    | \$285.72     | \$294.07     | \$302.15     | \$310.23     |
|      |       | Hourly | \$30.50     | \$31.54     | \$32.59     | \$33.63     | \$34.68     | \$35.72      | \$36.76      | \$37.77      | \$38.78      |
| FK   | 29    | Annual | \$64,287.00 | \$66,685.00 | \$69,093.00 | \$71,496.00 | \$73,896.00 | \$76,296.00  | \$78,698.00  | \$80,861.00  | \$83,027.00  |
|      |       | Bi-Wk  | \$2,463.11  | \$2,554.99  | \$2,647.25  | \$2,739.32  | \$2,831.27  | \$2,923.22   | \$3,015.25   | \$3,098.13   | \$3,181.12   |
|      |       | Daily  | \$246.32    | \$255.50    | \$264.73    | \$273.94    | \$283.13    | \$292.33     | \$301.53     | \$309.82     | \$318.12     |
|      |       | Hourly | \$30.79     | \$31.94     | \$33.10     | \$34.25     | \$35.40     | \$36.55      | \$37.70      | \$38.73      | \$39.77      |
| FK   | 30    | Annual | \$66,852.00 | \$69,326.00 | \$71,797.00 | \$74,267.00 | \$76,741.00 | \$79,213.00  | \$81,687.00  | \$83,933.00  | \$86,178.00  |
|      |       | Bi-Wk  | \$2,561.38  | \$2,656.17  | \$2,750.85  | \$2,845.48  | \$2,940.27  | \$3,034.99   | \$3,129.78   | \$3,215.83   | \$3,301.84   |
|      |       | Daily  | \$256.14    | \$265.62    | \$275.09    | \$284.55    | \$294.03    | \$303.50     | \$312.98     | \$321.59     | \$330.19     |
|      |       | Hourly | \$32.02     | \$33.21     | \$34.39     | \$35.57     | \$36.76     | \$37.94      | \$39.13      | \$40.20      | \$41.28      |
| FK   | 31    | Annual | \$71,974.00 | \$74,607.00 | \$77,243.00 | \$79,876.00 | \$82,511.00 | \$85,147.00  | \$87,787.00  | \$90,200.00  | \$92,614.00  |
|      |       | Bi-Wk  | \$2,757.63  | \$2,858.51  | \$2,959.51  | \$3,060.39  | \$3,161.35  | \$3,262.34   | \$3,363.49   | \$3,455.94   | \$3,548.43   |
|      |       | Daily  | \$275.77    | \$285.86    | \$295.96    | \$306.04    | \$316.14    | \$326.24     | \$336.35     | \$345.60     | \$354.85     |
|      |       | Hourly | \$34.48     | \$35.74     | \$37.00     | \$38.26     | \$39.52     | \$40.78      | \$42.05      | \$43.20      | \$44.36      |
| FK   | 32    | Annual | \$74,847.00 | \$77,549.00 | \$80,259.00 | \$82,965.00 | \$85,677.00 | \$88,384.00  | \$91,095.00  | \$93,599.00  | \$96,104.00  |
|      |       | Bi-Wk  | \$2,867.71  | \$2,971.23  | \$3,075.06  | \$3,178.74  | \$3,282.65  | \$3,386.37   | \$3,490.23   | \$3,586.17   | \$3,682.15   |
|      |       | Daily  | \$286.78    | \$297.13    | \$307.51    | \$317.88    | \$328.27    | \$338.64     | \$349.03     | \$358.62     | \$368.22     |
|      |       | Hourly | \$35.85     | \$37.15     | \$38.44     | \$39.74     | \$41.04     | \$42.33      | \$43.63      | \$44.83      | \$46.03      |
| FK   | 33    | Annual | \$77,847.00 | \$80,630.00 | \$83,413.00 | \$86,199.00 | \$88,976.00 | \$91,763.00  | \$94,549.00  | \$97,150.00  | \$99,750.00  |
|      |       | Bi-Wk  | \$2,982.65  | \$3,089.28  | \$3,195.91  | \$3,302.65  | \$3,409.05  | \$3,515.83   | \$3,622.57   | \$3,722.23   | \$3,821.84   |
|      |       | Daily  | \$298.27    | \$308.93    | \$319.60    | \$330.27    | \$340.91    | \$351.59     | \$362.26     | \$372.23     | \$382.19     |
|      |       | Hourly | \$37.29     | \$38.62     | \$39.95     | \$41.29     | \$42.62     | \$43.95      | \$45.29      | \$46.53      | \$47.78      |
| FK   | 34    | Annual | \$81,045.00 | \$83,896.00 | \$86,760.00 | \$89,619.00 | \$92,477.00 | \$95,338.00  | \$98,195.00  | \$100,893.00 | \$103,595.00 |
|      |       | Bi-Wk  | \$3,105.18  | \$3,214.41  | \$3,324.14  | \$3,433.68  | \$3,543.19  | \$3,652.80   | \$3,762.27   | \$3,865.64   | \$3,969.16   |
|      |       | Daily  | \$310.52    | \$321.45    | \$332.42    | \$343.37    | \$354.32    | \$365.28     | \$376.23     | \$386.57     | \$396.92     |
|      |       | Hourly | \$38.82     | \$40.19     | \$41.56     | \$42.93     | \$44.29     | \$45.66      | \$47.03      | \$48.33      | \$49.62      |
| FK   | 35    | Annual | \$84,359.00 | \$87,293.00 | \$90,221.00 | \$93,156.00 | \$96,088.00 | \$99,016.00  | \$101,951.00 | \$104,754.00 | \$107,560.00 |
|      |       | Bi-Wk  | \$3,232.15  | \$3,344.56  | \$3,456.75  | \$3,569.20  | \$3,681.54  | \$3,793.72   | \$3,906.17   | \$4,013.57   | \$4,121.08   |
|      |       | Daily  | \$323.22    | \$334.46    | \$345.68    | \$356.92    | \$368.16    | \$379.38     | \$390.62     | \$401.36     | \$412.11     |
|      |       | Hourly | \$40.41     | \$41.81     | \$43.21     | \$44.62     | \$46.02     | \$47.43      | \$48.83      | \$50.17      | \$51.52      |
| FK   | 36    | Annual | \$87,855.00 | \$90,864.00 | \$93,871.00 | \$96,879.00 | \$99,890.00 | \$102,895.00 | \$105,901.00 | \$108,813.00 | \$111,724.00 |
|      |       | Bi-Wk  | \$3,366.10  | \$3,481.38  | \$3,596.60  | \$3,711.84  | \$3,827.21  | \$3,942.34   | \$4,057.51   | \$4,169.09   | \$4,280.62   |
|      |       | Daily  | \$336.61    | \$348.14    | \$359.66    | \$371.19    | \$382.73    | \$394.24     | \$405.76     | \$416.91     | \$428.07     |
|      |       | Hourly | \$42.08     | \$43.52     | \$44.96     | \$46.40     | \$47.85     | \$49.28      | \$50.72      | \$52.12      | \$53.51      |

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/1/2001

| Plan | Group | Period | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Step 9       |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FK   | 37    | Annual | \$91,226.00  | \$94,314.00  | \$97,404.00  | \$100,494.00 | \$103,588.00 | \$106,677.00 | \$109,765.00 | \$112,783.00 | \$115,800.00 |
|      |       | Bi-Wk  | \$3,495.25   | \$3,613.57   | \$3,731.96   | \$3,850.35   | \$3,968.89   | \$4,087.25   | \$4,205.56   | \$4,321.19   | \$4,436.79   |
|      |       | Daily  | \$349.53     | \$361.36     | \$373.20     | \$385.04     | \$396.89     | \$408.73     | \$420.56     | \$432.12     | \$443.68     |
|      |       | Hourly | \$43.70      | \$45.17      | \$46.65      | \$48.13      | \$49.62      | \$51.10      | \$52.57      | \$54.02      | \$55.46      |
| FK   | 38    | Annual | \$94,992.00  | \$98,152.00  | \$101,319.00 | \$104,479.00 | \$107,643.00 | \$110,803.00 | \$113,968.00 | \$117,100.00 | \$120,234.00 |
|      |       | Bi-Wk  | \$3,639.55   | \$3,760.62   | \$3,881.96   | \$4,003.03   | \$4,124.26   | \$4,245.33   | \$4,366.60   | \$4,486.60   | \$4,606.67   |
|      |       | Daily  | \$363.96     | \$376.07     | \$388.20     | \$400.31     | \$412.43     | \$424.54     | \$436.66     | \$448.66     | \$460.67     |
|      |       | Hourly | \$45.50      | \$47.01      | \$48.53      | \$50.04      | \$51.56      | \$53.07      | \$54.59      | \$56.09      | \$57.59      |
| FK   | 39    | Annual | \$98,941.00  | \$102,179.00 | \$105,416.00 | \$108,662.00 | \$111,896.00 | \$115,131.00 | \$118,373.00 | \$121,626.00 | \$124,885.00 |
|      |       | Bi-Wk  | \$3,790.85   | \$3,914.91   | \$4,038.93   | \$4,163.30   | \$4,287.21   | \$4,411.15   | \$4,535.37   | \$4,660.00   | \$4,784.87   |
|      |       | Daily  | \$379.09     | \$391.50     | \$403.90     | \$416.33     | \$428.73     | \$441.12     | \$453.54     | \$466.00     | \$478.49     |
|      |       | Hourly | \$47.39      | \$48.94      | \$50.49      | \$52.05      | \$53.60      | \$55.14      | \$56.70      | \$58.25      | \$59.82      |
| FK   | 40    | Annual | \$103,066.00 | \$106,372.00 | \$109,683.00 | \$112,987.00 | \$116,294.00 | \$119,603.00 | \$122,910.00 | \$126,288.00 | \$129,671.00 |
|      |       | Bi-Wk  | \$3,948.89   | \$4,075.56   | \$4,202.42   | \$4,329.01   | \$4,455.71   | \$4,582.50   | \$4,709.20   | \$4,838.63   | \$4,968.24   |
|      |       | Daily  | \$394.89     | \$407.56     | \$420.25     | \$432.91     | \$445.58     | \$458.25     | \$470.92     | \$483.87     | \$496.83     |
|      |       | Hourly | \$49.37      | \$50.95      | \$52.54      | \$54.12      | \$55.70      | \$57.29      | \$58.87      | \$60.49      | \$62.11      |
| FK   | 41    | Annual | \$107,378.00 | \$110,764.00 | \$114,150.00 | \$117,539.00 | \$120,927.00 | \$124,311.00 | \$127,695.00 | \$131,208.00 | \$134,720.00 |
|      |       | Bi-Wk  | \$4,114.10   | \$4,243.84   | \$4,373.57   | \$4,503.41   | \$4,633.22   | \$4,762.88   | \$4,892.53   | \$5,027.13   | \$5,161.69   |
|      |       | Daily  | \$411.41     | \$424.39     | \$437.36     | \$450.35     | \$463.33     | \$476.29     | \$489.26     | \$502.72     | \$516.17     |
|      |       | Hourly | \$51.43      | \$53.05      | \$54.67      | \$56.30      | \$57.92      | \$59.54      | \$61.16      | \$62.84      | \$64.53      |
| FK   | 42    | Annual | \$111,851.00 | \$115,319.00 | \$118,784.00 | \$122,235.00 | \$125,703.00 | \$129,166.00 | \$132,631.00 | \$136,279.00 | \$139,925.00 |
|      |       | Bi-Wk  | \$4,285.48   | \$4,418.36   | \$4,551.12   | \$4,683.34   | \$4,816.21   | \$4,948.89   | \$5,081.65   | \$5,221.42   | \$5,361.12   |
|      |       | Daily  | \$428.55     | \$441.84     | \$455.12     | \$468.34     | \$481.63     | \$494.89     | \$508.17     | \$522.15     | \$536.12     |
|      |       | Hourly | \$53.57      | \$55.23      | \$56.89      | \$58.55      | \$60.21      | \$61.87      | \$63.53      | \$65.27      | \$67.02      |
| FK   | 43    | Annual | \$116,600.00 | \$120,133.00 | \$123,667.00 | \$127,195.00 | \$130,731.00 | \$134,256.00 | \$137,784.00 | \$141,578.00 | \$145,365.00 |
|      |       | Bi-Wk  | \$4,467.44   | \$4,602.80   | \$4,738.20   | \$4,873.38   | \$5,008.86   | \$5,143.91   | \$5,279.09   | \$5,424.45   | \$5,569.55   |
|      |       | Daily  | \$446.75     | \$460.28     | \$473.82     | \$487.34     | \$500.89     | \$514.40     | \$527.91     | \$542.45     | \$556.96     |
|      |       | Hourly | \$55.85      | \$57.54      | \$59.23      | \$60.92      | \$62.62      | \$64.30      | \$65.99      | \$67.81      | \$69.62      |