

NP-2 FM 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	Step 10
FM	1	Annual	\$21,604.00	\$22,019.00	\$22,431.00	\$22,850.00	\$23,271.00	\$23,687.00	\$24,101.00	\$24,702.00	\$25,320.00	\$25,938.00
		Bi-Wk	\$827.74	\$843.64	\$859.43	\$875.48	\$891.61	\$907.55	\$923.41	\$946.44	\$970.12	\$993.80
		Daily	\$82.78	\$84.37	\$85.95	\$87.55	\$89.17	\$90.76	\$92.35	\$94.65	\$97.02	\$99.38
		Hourly	\$10.35	\$10.55	\$10.75	\$10.95	\$11.15	\$11.35	\$11.55	\$11.84	\$12.13	\$12.43
FM	2	Annual	\$22,431.00	\$22,850.00	\$23,271.00	\$23,687.00	\$24,101.00	\$24,515.00	\$24,932.00	\$25,556.00	\$26,195.00	\$26,835.00
		Bi-Wk	\$859.43	\$875.48	\$891.61	\$907.55	\$923.41	\$939.28	\$955.25	\$979.16	\$1,003.64	\$1,028.17
		Daily	\$85.95	\$87.55	\$89.17	\$90.76	\$92.35	\$93.93	\$95.53	\$97.92	\$100.37	\$102.82
		Hourly	\$10.75	\$10.95	\$11.15	\$11.35	\$11.55	\$11.75	\$11.95	\$12.24	\$12.55	\$12.86
FM	3	Annual	\$22,850.00	\$23,271.00	\$23,687.00	\$24,101.00	\$24,515.00	\$24,932.00	\$25,346.00	\$25,980.00	\$26,629.00	\$27,278.00
		Bi-Wk	\$875.48	\$891.61	\$907.55	\$923.41	\$939.28	\$955.25	\$971.12	\$995.41	\$1,020.27	\$1,045.14
		Daily	\$87.55	\$89.17	\$90.76	\$92.35	\$93.93	\$95.53	\$97.12	\$99.55	\$102.03	\$104.52
		Hourly	\$10.95	\$11.15	\$11.35	\$11.55	\$11.75	\$11.95	\$12.14	\$12.45	\$12.76	\$13.07
FM	4	Annual	\$23,446.00	\$23,951.00	\$24,456.00	\$24,964.00	\$25,466.00	\$25,970.00	\$26,478.00	\$27,143.00	\$27,821.00	\$28,499.00
		Bi-Wk	\$898.32	\$917.67	\$937.02	\$956.48	\$975.71	\$995.02	\$1,014.49	\$1,039.97	\$1,065.94	\$1,091.92
		Daily	\$89.84	\$91.77	\$93.71	\$95.65	\$97.58	\$99.51	\$101.45	\$104.00	\$106.60	\$109.20
		Hourly	\$11.23	\$11.48	\$11.72	\$11.96	\$12.20	\$12.44	\$12.69	\$13.00	\$13.33	\$13.65
FM	5	Annual	\$23,923.00	\$24,456.00	\$24,991.00	\$25,520.00	\$26,056.00	\$26,585.00	\$27,119.00	\$27,799.00	\$28,495.00	\$29,189.00
		Bi-Wk	\$916.60	\$937.02	\$957.51	\$977.78	\$998.32	\$1,018.59	\$1,039.05	\$1,065.10	\$1,091.77	\$1,118.36
		Daily	\$91.66	\$93.71	\$95.76	\$97.78	\$99.84	\$101.86	\$103.91	\$106.51	\$109.18	\$111.84
		Hourly	\$11.46	\$11.72	\$11.97	\$12.23	\$12.48	\$12.74	\$12.99	\$13.32	\$13.65	\$13.98
FM	6	Annual	\$24,576.00	\$25,114.00	\$25,645.00	\$26,180.00	\$26,713.00	\$27,245.00	\$27,779.00	\$28,474.00	\$29,186.00	\$29,899.00
		Bi-Wk	\$941.61	\$962.23	\$982.57	\$1,003.07	\$1,023.49	\$1,043.87	\$1,064.33	\$1,090.96	\$1,118.24	\$1,145.56
		Daily	\$94.17	\$96.23	\$98.26	\$100.31	\$102.35	\$104.39	\$106.44	\$109.10	\$111.83	\$114.56
		Hourly	\$11.78	\$12.03	\$12.29	\$12.54	\$12.80	\$13.05	\$13.31	\$13.64	\$13.98	\$14.32
FM	7	Annual	\$25,172.00	\$25,705.00	\$26,238.00	\$26,773.00	\$27,302.00	\$27,836.00	\$28,368.00	\$29,076.00	\$29,801.00	\$30,530.00
		Bi-Wk	\$964.45	\$984.87	\$1,005.29	\$1,025.79	\$1,046.06	\$1,066.52	\$1,086.90	\$1,114.03	\$1,141.81	\$1,169.74
		Daily	\$96.45	\$98.49	\$100.53	\$102.58	\$104.61	\$106.66	\$108.69	\$111.41	\$114.19	\$116.98
		Hourly	\$12.06	\$12.32	\$12.57	\$12.83	\$13.08	\$13.34	\$13.59	\$13.93	\$14.28	\$14.63
FM	8	Annual	\$26,713.00	\$27,368.00	\$28,018.00	\$28,695.00	\$29,397.00	\$30,095.00	\$30,835.00	\$31,607.00	\$32,398.00	\$33,186.00
		Bi-Wk	\$1,023.49	\$1,048.59	\$1,073.49	\$1,099.43	\$1,126.33	\$1,153.07	\$1,181.42	\$1,211.00	\$1,241.31	\$1,271.50
		Daily	\$102.35	\$104.86	\$107.35	\$109.95	\$112.64	\$115.31	\$118.15	\$121.10	\$124.14	\$127.15
		Hourly	\$12.80	\$13.11	\$13.42	\$13.75	\$14.08	\$14.42	\$14.77	\$15.14	\$15.52	\$15.90
FM	9	Annual	\$27,391.00	\$28,074.00	\$28,782.00	\$29,514.00	\$30,244.00	\$31,017.00	\$31,802.00	\$32,600.00	\$33,414.00	\$34,230.00
		Bi-Wk	\$1,049.47	\$1,075.64	\$1,102.76	\$1,130.81	\$1,158.78	\$1,188.40	\$1,218.47	\$1,249.05	\$1,280.23	\$1,311.50
		Daily	\$104.95	\$107.57	\$110.28	\$113.09	\$115.88	\$118.84	\$121.85	\$124.91	\$128.03	\$131.15
		Hourly	\$13.12	\$13.45	\$13.79	\$14.14	\$14.49	\$14.86	\$15.24	\$15.62	\$16.01	\$16.40

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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	\$28,175.00	\$28,925.00	\$29,685.00	\$30,455.00	\$31,268.00	\$32,101.00	\$32,956.00	\$33,779.00	\$34,624.00	\$35,468.00
		Bi-Wk	\$1,079.51	\$1,108.24	\$1,137.36	\$1,166.86	\$1,198.01	\$1,229.93	\$1,262.69	\$1,294.22	\$1,326.60	\$1,358.93
		Daily	\$107.96	\$110.83	\$113.74	\$116.69	\$119.81	\$123.00	\$126.27	\$129.43	\$132.66	\$135.90
		Hourly	\$13.50	\$13.86	\$14.22	\$14.59	\$14.98	\$15.38	\$15.79	\$16.18	\$16.59	\$16.99
FM	11	Annual	\$28,959.00	\$29,755.00	\$30,566.00	\$31,412.00	\$32,291.00	\$33,177.00	\$34,074.00	\$34,926.00	\$35,801.00	\$36,674.00
		Bi-Wk	\$1,109.55	\$1,140.04	\$1,171.12	\$1,203.53	\$1,237.21	\$1,271.15	\$1,305.52	\$1,338.17	\$1,371.69	\$1,405.14
		Daily	\$110.96	\$114.01	\$117.12	\$120.36	\$123.73	\$127.12	\$130.56	\$133.82	\$137.17	\$140.52
		Hourly	\$13.87	\$14.26	\$14.64	\$15.05	\$15.47	\$15.89	\$16.32	\$16.73	\$17.15	\$17.57
FM	12	Annual	\$29,800.00	\$30,653.00	\$31,536.00	\$32,454.00	\$33,380.00	\$34,310.00	\$35,235.00	\$36,118.00	\$37,021.00	\$37,924.00
		Bi-Wk	\$1,141.77	\$1,174.45	\$1,208.28	\$1,243.45	\$1,278.93	\$1,314.56	\$1,350.00	\$1,383.84	\$1,418.43	\$1,453.03
		Daily	\$114.18	\$117.45	\$120.83	\$124.35	\$127.90	\$131.46	\$135.00	\$138.39	\$141.85	\$145.31
		Hourly	\$14.28	\$14.69	\$15.11	\$15.55	\$15.99	\$16.44	\$16.88	\$17.30	\$17.74	\$18.17
FM	13	Annual	\$31,384.00	\$32,509.00	\$33,643.00	\$34,773.00	\$35,909.00	\$37,042.00	\$38,174.00	\$39,130.00	\$40,110.00	\$41,087.00
		Bi-Wk	\$1,202.46	\$1,245.56	\$1,289.01	\$1,332.30	\$1,375.83	\$1,419.24	\$1,462.61	\$1,499.24	\$1,536.79	\$1,574.22
		Daily	\$120.25	\$124.56	\$128.91	\$133.23	\$137.59	\$141.93	\$146.27	\$149.93	\$153.68	\$157.43
		Hourly	\$15.04	\$15.57	\$16.12	\$16.66	\$17.20	\$17.75	\$18.29	\$18.75	\$19.21	\$19.68
FM	14	Annual	\$32,819.00	\$33,987.00	\$35,156.00	\$36,323.00	\$37,487.00	\$38,660.00	\$39,821.00	\$40,816.00	\$41,839.00	\$42,860.00
		Bi-Wk	\$1,257.44	\$1,302.19	\$1,346.98	\$1,391.69	\$1,436.29	\$1,481.23	\$1,525.71	\$1,563.84	\$1,603.03	\$1,642.15
		Daily	\$125.75	\$130.22	\$134.70	\$139.17	\$143.63	\$148.13	\$152.58	\$156.39	\$160.31	\$164.22
		Hourly	\$15.72	\$16.28	\$16.84	\$17.40	\$17.96	\$18.52	\$19.08	\$19.55	\$20.04	\$20.53
FM	15	Annual	\$34,338.00	\$35,547.00	\$36,746.00	\$37,949.00	\$39,155.00	\$40,362.00	\$41,564.00	\$42,603.00	\$43,669.00	\$44,733.00
		Bi-Wk	\$1,315.64	\$1,361.96	\$1,407.90	\$1,453.99	\$1,500.20	\$1,546.44	\$1,592.50	\$1,632.30	\$1,673.15	\$1,713.91
		Daily	\$131.57	\$136.20	\$140.79	\$145.40	\$150.02	\$154.65	\$159.25	\$163.23	\$167.32	\$171.40
		Hourly	\$16.45	\$17.03	\$17.60	\$18.18	\$18.76	\$19.34	\$19.91	\$20.41	\$20.92	\$21.43
FM	16	Annual	\$35,968.00	\$37,208.00	\$38,448.00	\$39,687.00	\$40,923.00	\$42,164.00	\$43,397.00	\$44,485.00	\$45,596.00	\$46,708.00
		Bi-Wk	\$1,378.09	\$1,425.60	\$1,473.11	\$1,520.58	\$1,567.94	\$1,615.48	\$1,662.73	\$1,704.41	\$1,746.98	\$1,789.58
		Daily	\$137.81	\$142.56	\$147.32	\$152.06	\$156.80	\$161.55	\$166.28	\$170.45	\$174.70	\$178.96
		Hourly	\$17.23	\$17.82	\$18.42	\$19.01	\$19.60	\$20.20	\$20.79	\$21.31	\$21.84	\$22.37
FM	17	Annual	\$37,700.00	\$38,981.00	\$40,248.00	\$41,526.00	\$42,798.00	\$44,073.00	\$45,349.00	\$46,484.00	\$47,646.00	\$48,807.00
		Bi-Wk	\$1,444.45	\$1,493.53	\$1,542.07	\$1,591.04	\$1,639.78	\$1,688.63	\$1,737.51	\$1,781.00	\$1,825.52	\$1,870.00
		Daily	\$144.45	\$149.36	\$154.21	\$159.11	\$163.98	\$168.87	\$173.76	\$178.10	\$182.56	\$187.00
		Hourly	\$18.06	\$18.67	\$19.28	\$19.89	\$20.50	\$21.11	\$21.72	\$22.27	\$22.82	\$23.38
FM	18	Annual	\$39,555.00	\$40,857.00	\$42,164.00	\$43,471.00	\$44,775.00	\$46,079.00	\$47,390.00	\$48,574.00	\$49,789.00	\$51,005.00
		Bi-Wk	\$1,515.52	\$1,565.41	\$1,615.48	\$1,665.56	\$1,715.52	\$1,765.48	\$1,815.71	\$1,861.08	\$1,907.63	\$1,954.22
		Daily	\$151.56	\$156.55	\$161.55	\$166.56	\$171.56	\$176.55	\$181.58	\$186.11	\$190.77	\$195.43
		Hourly	\$18.95	\$19.57	\$20.20	\$20.82	\$21.45	\$22.07	\$22.70	\$23.27	\$23.85	\$24.43

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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	\$41,450.00	\$42,798.00	\$44,144.00	\$45,490.00	\$46,835.00	\$48,175.00	\$49,517.00	\$50,756.00	\$52,023.00	\$53,292.00
		Bi-Wk	\$1,588.13	\$1,639.78	\$1,691.35	\$1,742.92	\$1,794.45	\$1,845.79	\$1,897.21	\$1,944.68	\$1,993.22	\$2,041.84
		Daily	\$158.82	\$163.98	\$169.14	\$174.30	\$179.45	\$184.58	\$189.73	\$194.47	\$199.33	\$204.19
		Hourly	\$19.86	\$20.50	\$21.15	\$21.79	\$22.44	\$23.08	\$23.72	\$24.31	\$24.92	\$25.53
FM	20	Annual	\$43,513.00	\$44,890.00	\$46,268.00	\$47,644.00	\$49,018.00	\$50,402.00	\$51,773.00	\$53,068.00	\$54,395.00	\$55,721.00
		Bi-Wk	\$1,667.17	\$1,719.93	\$1,772.73	\$1,825.45	\$1,878.09	\$1,931.12	\$1,983.64	\$2,033.26	\$2,084.10	\$2,134.91
		Daily	\$166.72	\$172.00	\$177.28	\$182.55	\$187.81	\$193.12	\$198.37	\$203.33	\$208.41	\$213.50
		Hourly	\$20.84	\$21.50	\$22.16	\$22.82	\$23.48	\$24.14	\$24.80	\$25.42	\$26.06	\$26.69
FM	21	Annual	\$45,612.00	\$47,027.00	\$48,439.00	\$49,855.00	\$51,274.00	\$52,682.00	\$54,101.00	\$55,454.00	\$56,840.00	\$58,227.00
		Bi-Wk	\$1,747.59	\$1,801.81	\$1,855.91	\$1,910.16	\$1,964.53	\$2,018.47	\$2,072.84	\$2,124.68	\$2,177.78	\$2,230.92
		Daily	\$174.76	\$180.19	\$185.60	\$191.02	\$196.46	\$201.85	\$207.29	\$212.47	\$217.78	\$223.10
		Hourly	\$21.85	\$22.53	\$23.20	\$23.88	\$24.56	\$25.24	\$25.92	\$26.56	\$27.23	\$27.89
FM	22	Annual	\$46,835.00	\$48,511.00	\$50,194.00	\$51,869.00	\$53,549.00	\$55,230.00	\$56,909.00	\$58,333.00	\$59,792.00	\$61,251.00
		Bi-Wk	\$1,794.45	\$1,858.66	\$1,923.15	\$1,987.32	\$2,051.69	\$2,116.10	\$2,180.43	\$2,234.99	\$2,290.89	\$2,346.79
		Daily	\$179.45	\$185.87	\$192.32	\$198.74	\$205.17	\$211.61	\$218.05	\$223.50	\$229.09	\$234.68
		Hourly	\$22.44	\$23.24	\$24.04	\$24.85	\$25.65	\$26.46	\$27.26	\$27.94	\$28.64	\$29.34
FM	23	Annual	\$49,002.00	\$50,757.00	\$52,504.00	\$54,251.00	\$56,004.00	\$57,749.00	\$59,502.00	\$60,992.00	\$62,517.00	\$64,040.00
		Bi-Wk	\$1,877.48	\$1,944.72	\$2,011.65	\$2,078.59	\$2,145.75	\$2,212.61	\$2,279.78	\$2,336.86	\$2,395.29	\$2,453.64
		Daily	\$187.75	\$194.48	\$201.17	\$207.86	\$214.58	\$221.27	\$227.98	\$233.69	\$239.53	\$245.37
		Hourly	\$23.47	\$24.31	\$25.15	\$25.99	\$26.83	\$27.66	\$28.50	\$29.22	\$29.95	\$30.68
FM	24	Annual	\$51,315.00	\$53,138.00	\$54,964.00	\$56,787.00	\$58,608.00	\$60,435.00	\$62,256.00	\$63,814.00	\$65,408.00	\$67,004.00
		Bi-Wk	\$1,966.10	\$2,035.94	\$2,105.91	\$2,175.75	\$2,245.52	\$2,315.52	\$2,385.29	\$2,444.99	\$2,506.06	\$2,567.21
		Daily	\$196.61	\$203.60	\$210.60	\$217.58	\$224.56	\$231.56	\$238.53	\$244.50	\$250.61	\$256.73
		Hourly	\$24.58	\$25.45	\$26.33	\$27.20	\$28.07	\$28.95	\$29.82	\$30.57	\$31.33	\$32.10
FM	25	Annual	\$53,770.00	\$55,663.00	\$57,556.00	\$59,443.00	\$61,336.00	\$63,224.00	\$65,118.00	\$66,746.00	\$68,415.00	\$70,082.00
		Bi-Wk	\$2,060.16	\$2,132.69	\$2,205.22	\$2,277.51	\$2,350.04	\$2,422.38	\$2,494.95	\$2,557.32	\$2,621.27	\$2,685.14
		Daily	\$206.02	\$213.27	\$220.53	\$227.76	\$235.01	\$242.24	\$249.50	\$255.74	\$262.13	\$268.52
		Hourly	\$25.76	\$26.66	\$27.57	\$28.47	\$29.38	\$30.28	\$31.19	\$31.97	\$32.77	\$33.57
FM	26	Annual	\$56,374.00	\$58,334.00	\$60,293.00	\$62,256.00	\$64,217.00	\$66,180.00	\$68,135.00	\$69,840.00	\$71,586.00	\$73,333.00
		Bi-Wk	\$2,159.93	\$2,235.02	\$2,310.08	\$2,385.29	\$2,460.43	\$2,535.64	\$2,610.54	\$2,675.87	\$2,742.76	\$2,809.70
		Daily	\$216.00	\$223.51	\$231.01	\$238.53	\$246.05	\$253.57	\$261.06	\$267.59	\$274.28	\$280.97
		Hourly	\$27.00	\$27.94	\$28.88	\$29.82	\$30.76	\$31.70	\$32.64	\$33.45	\$34.29	\$35.13
FM	27	Annual	\$59,123.00	\$61,148.00	\$63,183.00	\$65,211.00	\$67,240.00	\$69,266.00	\$71,300.00	\$73,082.00	\$74,908.00	\$76,736.00
		Bi-Wk	\$2,265.25	\$2,342.84	\$2,420.81	\$2,498.51	\$2,576.25	\$2,653.87	\$2,731.81	\$2,800.08	\$2,870.04	\$2,940.08
		Daily	\$226.53	\$234.29	\$242.09	\$249.86	\$257.63	\$265.39	\$273.19	\$280.01	\$287.01	\$294.01
		Hourly	\$28.32	\$29.29	\$30.27	\$31.24	\$32.21	\$33.18	\$34.15	\$35.01	\$35.88	\$36.76

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FM	28	Annual	\$62,057.00	\$64,162.00	\$66,259.00	\$68,358.00	\$70,454.00	\$72,556.00	\$74,653.00	\$76,521.00	\$78,436.00	\$80,346.00
		Bi-Wk	\$2,377.67	\$2,458.32	\$2,538.66	\$2,619.09	\$2,699.39	\$2,779.93	\$2,860.27	\$2,931.84	\$3,005.22	\$3,078.40
		Daily	\$237.77	\$245.84	\$253.87	\$261.91	\$269.94	\$278.00	\$286.03	\$293.19	\$300.53	\$307.84
		Hourly	\$29.73	\$30.73	\$31.74	\$32.74	\$33.75	\$34.75	\$35.76	\$36.65	\$37.57	\$38.48
FM	29	Annual	\$62,646.00	\$64,958.00	\$67,274.00	\$69,588.00	\$71,901.00	\$74,212.00	\$76,530.00	\$78,445.00	\$80,406.00	\$82,365.00
		Bi-Wk	\$2,400.23	\$2,488.82	\$2,577.55	\$2,666.21	\$2,754.83	\$2,843.38	\$2,932.19	\$3,005.56	\$3,080.69	\$3,155.75
		Daily	\$240.03	\$248.89	\$257.76	\$266.63	\$275.49	\$284.34	\$293.22	\$300.56	\$308.07	\$315.58
		Hourly	\$30.01	\$31.12	\$32.22	\$33.33	\$34.44	\$35.55	\$36.66	\$37.57	\$38.51	\$39.45
FM	30	Annual	\$65,118.00	\$67,497.00	\$69,880.00	\$72,260.00	\$74,642.00	\$77,022.00	\$79,406.00	\$81,392.00	\$83,429.00	\$85,461.00
		Bi-Wk	\$2,494.95	\$2,586.10	\$2,677.40	\$2,768.59	\$2,859.85	\$2,951.04	\$3,042.38	\$3,118.47	\$3,196.52	\$3,274.37
		Daily	\$249.50	\$258.61	\$267.74	\$276.86	\$285.99	\$295.11	\$304.24	\$311.85	\$319.66	\$327.44
		Hourly	\$31.19	\$32.33	\$33.47	\$34.61	\$35.75	\$36.89	\$38.03	\$38.99	\$39.96	\$40.93
FM	31	Annual	\$67,692.00	\$70,149.00	\$72,591.00	\$75,044.00	\$77,499.00	\$79,947.00	\$82,404.00	\$84,463.00	\$86,576.00	\$88,685.00
		Bi-Wk	\$2,593.57	\$2,687.71	\$2,781.27	\$2,875.25	\$2,969.32	\$3,063.11	\$3,157.25	\$3,236.14	\$3,317.09	\$3,397.90
		Daily	\$259.36	\$268.78	\$278.13	\$287.53	\$296.94	\$306.32	\$315.73	\$323.62	\$331.71	\$339.79
		Hourly	\$32.42	\$33.60	\$34.77	\$35.95	\$37.12	\$38.29	\$39.47	\$40.46	\$41.47	\$42.48
FM	32	Annual	\$70,365.00	\$72,886.00	\$75,401.00	\$77,918.00	\$80,445.00	\$82,958.00	\$85,483.00	\$87,619.00	\$89,812.00	\$92,002.00
		Bi-Wk	\$2,695.98	\$2,792.57	\$2,888.93	\$2,985.37	\$3,082.19	\$3,178.47	\$3,275.22	\$3,357.05	\$3,441.08	\$3,524.99
		Daily	\$269.60	\$279.26	\$288.90	\$298.54	\$308.22	\$317.85	\$327.53	\$335.71	\$344.11	\$352.50
		Hourly	\$33.70	\$34.91	\$36.12	\$37.32	\$38.53	\$39.74	\$40.95	\$41.97	\$43.02	\$44.07
FM	33	Annual	\$73,157.00	\$75,746.00	\$78,332.00	\$80,926.00	\$83,518.00	\$86,107.00	\$88,696.00	\$90,916.00	\$93,189.00	\$95,461.00
		Bi-Wk	\$2,802.96	\$2,902.15	\$3,001.23	\$3,100.62	\$3,199.93	\$3,299.12	\$3,398.32	\$3,483.38	\$3,570.46	\$3,657.51
		Daily	\$280.30	\$290.22	\$300.13	\$310.07	\$320.00	\$329.92	\$339.84	\$348.34	\$357.05	\$365.76
		Hourly	\$35.04	\$36.28	\$37.52	\$38.76	\$40.00	\$41.24	\$42.48	\$43.55	\$44.64	\$45.72
FM	34	Annual	\$76,125.00	\$78,791.00	\$81,450.00	\$84,112.00	\$86,770.00	\$89,431.00	\$92,089.00	\$94,392.00	\$96,751.00	\$99,110.00
		Bi-Wk	\$2,916.67	\$3,018.82	\$3,120.69	\$3,222.69	\$3,324.53	\$3,426.48	\$3,528.32	\$3,616.56	\$3,706.94	\$3,797.32
		Daily	\$291.67	\$301.89	\$312.07	\$322.27	\$332.46	\$342.65	\$352.84	\$361.66	\$370.70	\$379.74
		Hourly	\$36.46	\$37.74	\$39.01	\$40.29	\$41.56	\$42.84	\$44.11	\$45.21	\$46.34	\$47.47
FM	35	Annual	\$79,222.00	\$81,942.00	\$84,677.00	\$87,402.00	\$90,128.00	\$92,856.00	\$95,588.00	\$97,977.00	\$100,427.00	\$102,876.00
		Bi-Wk	\$3,035.33	\$3,139.55	\$3,244.33	\$3,348.74	\$3,453.19	\$3,557.71	\$3,662.38	\$3,753.91	\$3,847.78	\$3,941.61
		Daily	\$303.54	\$313.96	\$324.44	\$334.88	\$345.32	\$355.78	\$366.24	\$375.40	\$384.78	\$394.17
		Hourly	\$37.95	\$39.25	\$40.56	\$41.86	\$43.17	\$44.48	\$45.78	\$46.93	\$48.10	\$49.28
FM	36	Annual	\$82,472.00	\$85,267.00	\$88,069.00	\$90,868.00	\$93,664.00	\$96,464.00	\$99,263.00	\$101,742.00	\$104,285.00	\$106,828.00
		Bi-Wk	\$3,159.85	\$3,266.94	\$3,374.30	\$3,481.54	\$3,588.66	\$3,695.94	\$3,803.19	\$3,898.17	\$3,995.60	\$4,093.03
		Daily	\$315.99	\$326.70	\$337.43	\$348.16	\$358.87	\$369.60	\$380.32	\$389.82	\$399.56	\$409.31
		Hourly	\$39.50	\$40.84	\$42.18	\$43.52	\$44.86	\$46.20	\$47.54	\$48.73	\$49.95	\$51.17

NP-2 FM 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	Step 10
FM	37	Annual	\$85,852.00	\$88,730.00	\$91,602.00	\$94,477.00	\$97,354.00	\$100,228.00	\$103,103.00	\$105,682.00	\$108,322.00	\$110,966.00
		Bi-Wk	\$3,289.35	\$3,399.62	\$3,509.66	\$3,619.81	\$3,730.04	\$3,840.16	\$3,950.31	\$4,049.12	\$4,150.27	\$4,251.58
		Daily	\$328.94	\$339.97	\$350.97	\$361.99	\$373.01	\$384.02	\$395.04	\$404.92	\$415.03	\$425.16
		Hourly	\$41.12	\$42.50	\$43.88	\$45.25	\$46.63	\$48.01	\$49.38	\$50.62	\$51.88	\$53.15
FM	38	Annual	\$89,354.00	\$92,297.00	\$95,242.00	\$98,183.00	\$101,125.00	\$104,070.00	\$107,013.00	\$109,686.00	\$112,429.00	\$115,170.00
		Bi-Wk	\$3,423.53	\$3,536.29	\$3,649.12	\$3,761.81	\$3,874.53	\$3,987.36	\$4,100.12	\$4,202.53	\$4,307.63	\$4,412.65
		Daily	\$342.36	\$353.63	\$364.92	\$376.19	\$387.46	\$398.74	\$410.02	\$420.26	\$430.77	\$441.27
		Hourly	\$42.80	\$44.21	\$45.62	\$47.03	\$48.44	\$49.85	\$51.26	\$52.54	\$53.85	\$55.16
FM	39	Annual	\$93,035.00	\$96,047.00	\$99,055.00	\$102,073.00	\$105,084.00	\$108,093.00	\$111,104.00	\$113,884.00	\$116,730.00	\$119,577.00
		Bi-Wk	\$3,564.56	\$3,679.97	\$3,795.22	\$3,910.85	\$4,026.21	\$4,141.50	\$4,256.86	\$4,363.38	\$4,472.42	\$4,581.50
		Daily	\$356.46	\$368.00	\$379.53	\$391.09	\$402.63	\$414.15	\$425.69	\$436.34	\$447.25	\$458.15
		Hourly	\$44.56	\$46.00	\$47.45	\$48.89	\$50.33	\$51.77	\$53.22	\$54.55	\$55.91	\$57.27
FM	40	Annual	\$96,870.00	\$99,945.00	\$103,024.00	\$106,096.00	\$109,176.00	\$112,254.00	\$115,332.00	\$118,215.00	\$121,174.00	\$124,126.00
		Bi-Wk	\$3,711.50	\$3,829.32	\$3,947.28	\$4,064.99	\$4,182.99	\$4,300.92	\$4,418.86	\$4,529.32	\$4,642.69	\$4,755.79
		Daily	\$371.15	\$382.94	\$394.73	\$406.50	\$418.30	\$430.10	\$441.89	\$452.94	\$464.27	\$475.58
		Hourly	\$46.40	\$47.87	\$49.35	\$50.82	\$52.29	\$53.77	\$55.24	\$56.62	\$58.04	\$59.45
FM	41	Annual	#####	\$104,036.00	\$107,182.00	\$110,336.00	\$113,487.00	\$116,634.00	\$119,784.00	\$122,779.00	\$125,848.00	\$128,919.00
		Bi-Wk	\$3,865.10	\$3,986.06	\$4,106.60	\$4,227.44	\$4,348.17	\$4,468.74	\$4,589.43	\$4,704.18	\$4,821.77	\$4,939.43
		Daily	\$386.51	\$398.61	\$410.66	\$422.75	\$434.82	\$446.88	\$458.95	\$470.42	\$482.18	\$493.95
		Hourly	\$48.32	\$49.83	\$51.34	\$52.85	\$54.36	\$55.86	\$57.37	\$58.81	\$60.28	\$61.75
FM	42	Annual	#####	\$108,270.00	\$111,493.00	\$114,709.00	\$117,930.00	\$121,151.00	\$124,374.00	\$127,483.00	\$130,671.00	\$133,859.00
		Bi-Wk	\$4,024.72	\$4,148.28	\$4,271.77	\$4,394.99	\$4,518.40	\$4,641.81	\$4,765.29	\$4,884.41	\$5,006.56	\$5,128.70
		Daily	\$402.48	\$414.83	\$427.18	\$439.50	\$451.84	\$464.19	\$476.53	\$488.45	\$500.66	\$512.87
		Hourly	\$50.31	\$51.86	\$53.40	\$54.94	\$56.48	\$58.03	\$59.57	\$61.06	\$62.59	\$64.11
FM	43	Annual	#####	\$112,749.00	\$116,031.00	\$119,319.00	\$122,606.00	\$125,892.00	\$129,175.00	\$132,404.00	\$135,714.00	\$139,024.00
		Bi-Wk	\$4,193.91	\$4,319.89	\$4,445.64	\$4,571.61	\$4,697.55	\$4,823.45	\$4,949.24	\$5,072.96	\$5,199.78	\$5,326.60
		Daily	\$419.40	\$431.99	\$444.57	\$457.17	\$469.76	\$482.35	\$494.93	\$507.30	\$519.98	\$532.66
		Hourly	\$52.43	\$54.00	\$55.58	\$57.15	\$58.72	\$60.30	\$61.87	\$63.42	\$65.00	\$66.59