

**NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	1	Annual	\$21,376.00	\$21,895.00	\$22,410.00	\$22,921.00	\$23,433.00	\$23,950.00	\$24,467.00	\$25,140.00	\$25,811.00	\$26,504.00	\$27,216.00
		Bi-Wk	\$819.01	\$838.89	\$858.63	\$878.20	\$897.82	\$917.63	\$937.44	\$963.22	\$988.93	\$1,015.48	\$1,042.76
		Daily	\$81.91	\$83.89	\$85.87	\$87.82	\$89.79	\$91.77	\$93.75	\$96.33	\$98.90	\$101.55	\$104.28
		Hourly	\$11.71	\$11.99	\$12.27	\$12.55	\$12.83	\$13.11	\$13.40	\$13.77	\$14.13	\$14.51	\$14.90
HN	2	Annual	\$22,410.00	\$22,921.00	\$23,433.00	\$23,950.00	\$24,467.00	\$24,977.00	\$25,490.00	\$26,193.00	\$26,893.00	\$27,614.00	\$28,355.00
		Bi-Wk	\$858.63	\$878.20	\$897.82	\$917.63	\$937.44	\$956.98	\$976.63	\$1,003.57	\$1,030.39	\$1,058.01	\$1,086.40
		Daily	\$85.87	\$87.82	\$89.79	\$91.77	\$93.75	\$95.70	\$97.67	\$100.36	\$103.04	\$105.81	\$108.64
		Hourly	\$12.27	\$12.55	\$12.83	\$13.11	\$13.40	\$13.68	\$13.96	\$14.34	\$14.72	\$15.12	\$15.52
HN	3	Annual	\$22,921.00	\$23,433.00	\$23,950.00	\$24,467.00	\$24,977.00	\$25,490.00	\$26,004.00	\$26,720.00	\$27,437.00	\$28,173.00	\$28,932.00
		Bi-Wk	\$878.20	\$897.82	\$917.63	\$937.44	\$956.98	\$976.63	\$996.33	\$1,023.76	\$1,051.23	\$1,079.43	\$1,108.51
		Daily	\$87.82	\$89.79	\$91.77	\$93.75	\$95.70	\$97.67	\$99.64	\$102.38	\$105.13	\$107.95	\$110.86
		Hourly	\$12.55	\$12.83	\$13.11	\$13.40	\$13.68	\$13.96	\$14.24	\$14.63	\$15.02	\$15.43	\$15.84
HN	4	Annual	\$23,651.00	\$24,279.00	\$24,904.00	\$25,527.00	\$26,157.00	\$26,776.00	\$27,402.00	\$28,157.00	\$28,908.00	\$29,682.00	\$30,476.00
		Bi-Wk	\$906.17	\$930.23	\$954.18	\$978.05	\$1,002.19	\$1,025.91	\$1,049.89	\$1,078.82	\$1,107.59	\$1,137.25	\$1,167.67
		Daily	\$90.62	\$93.03	\$95.42	\$97.81	\$100.22	\$102.60	\$104.99	\$107.89	\$110.76	\$113.73	\$116.77
		Hourly	\$12.95	\$13.29	\$13.64	\$13.98	\$14.32	\$14.66	\$15.00	\$15.42	\$15.83	\$16.25	\$16.69
HN	5	Annual	\$24,241.00	\$24,904.00	\$25,562.00	\$26,219.00	\$26,878.00	\$27,543.00	\$28,202.00	\$28,976.00	\$29,752.00	\$30,549.00	\$31,369.00
		Bi-Wk	\$928.78	\$954.18	\$979.39	\$1,004.56	\$1,029.81	\$1,055.29	\$1,080.54	\$1,110.20	\$1,139.93	\$1,170.46	\$1,201.88
		Daily	\$92.88	\$95.42	\$97.94	\$100.46	\$102.99	\$105.53	\$108.06	\$111.02	\$114.00	\$117.05	\$120.19
		Hourly	\$13.27	\$13.64	\$14.00	\$14.36	\$14.72	\$15.08	\$15.44	\$15.86	\$16.29	\$16.73	\$17.17
HN	6	Annual	\$25,051.00	\$25,715.00	\$26,376.00	\$27,035.00	\$27,693.00	\$28,351.00	\$29,010.00	\$29,808.00	\$30,605.00	\$31,422.00	\$32,261.00
		Bi-Wk	\$959.81	\$985.25	\$1,010.58	\$1,035.83	\$1,061.04	\$1,086.25	\$1,111.50	\$1,142.07	\$1,172.61	\$1,203.91	\$1,236.06
		Daily	\$95.99	\$98.53	\$101.06	\$103.59	\$106.11	\$108.63	\$111.15	\$114.21	\$117.27	\$120.40	\$123.61
		Hourly	\$13.72	\$14.08	\$14.44	\$14.80	\$15.16	\$15.52	\$15.88	\$16.32	\$16.76	\$17.20	\$17.66
HN	7	Annual	\$25,783.00	\$26,441.00	\$27,109.00	\$27,766.00	\$28,421.00	\$29,082.00	\$29,740.00	\$30,558.00	\$31,373.00	\$32,212.00	\$33,074.00
		Bi-Wk	\$987.86	\$1,013.07	\$1,038.66	\$1,063.84	\$1,088.93	\$1,114.26	\$1,139.47	\$1,170.81	\$1,202.04	\$1,234.18	\$1,267.21
		Daily	\$98.79	\$101.31	\$103.87	\$106.39	\$108.90	\$111.43	\$113.95	\$117.09	\$120.21	\$123.42	\$126.73
		Hourly	\$14.12	\$14.48	\$14.84	\$15.20	\$15.56	\$15.92	\$16.28	\$16.73	\$17.18	\$17.64	\$18.11
HN	8	Annual	\$27,693.00	\$28,499.00	\$29,308.00	\$30,114.00	\$30,928.00	\$31,732.00	\$32,542.00	\$33,434.00	\$34,329.00	\$35,251.00	\$36,198.00
		Bi-Wk	\$1,061.04	\$1,091.92	\$1,122.92	\$1,153.80	\$1,184.99	\$1,215.79	\$1,246.82	\$1,281.00	\$1,315.29	\$1,350.62	\$1,386.90
		Daily	\$106.11	\$109.20	\$112.30	\$115.38	\$118.50	\$121.58	\$124.69	\$128.10	\$131.53	\$135.07	\$138.69
		Hourly	\$15.16	\$15.60	\$16.05	\$16.49	\$16.93	\$17.37	\$17.82	\$18.30	\$18.79	\$19.30	\$19.82

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	9	Annual	\$28,535.00	\$29,376.00	\$30,217.00	\$31,065.00	\$31,907.00	\$32,744.00	\$33,594.00	\$34,515.00	\$35,440.00	\$36,388.00	\$37,365.00
		Bi-Wk	\$1,093.30	\$1,125.52	\$1,157.74	\$1,190.23	\$1,222.50	\$1,254.56	\$1,287.13	\$1,322.42	\$1,357.86	\$1,394.18	\$1,431.61
		Daily	\$109.33	\$112.56	\$115.78	\$119.03	\$122.25	\$125.46	\$128.72	\$132.25	\$135.79	\$139.42	\$143.17
		Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46
HN	10	Annual	\$29,442.00	\$30,324.00	\$31,203.00	\$32,094.00	\$32,971.00	\$33,866.00	\$34,794.00	\$35,749.00	\$36,707.00	\$37,690.00	\$38,702.00
		Bi-Wk	\$1,128.05	\$1,161.84	\$1,195.52	\$1,229.66	\$1,263.26	\$1,297.55	\$1,333.11	\$1,369.70	\$1,406.40	\$1,444.07	\$1,482.84
		Daily	\$112.81	\$116.19	\$119.56	\$122.97	\$126.33	\$129.76	\$133.32	\$136.97	\$140.64	\$144.41	\$148.29
		Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19
HN	11	Annual	\$30,366.00	\$31,284.00	\$32,211.00	\$33,126.00	\$34,071.00	\$35,032.00	\$35,999.00	\$36,988.00	\$37,977.00	\$38,993.00	\$40,039.00
		Bi-Wk	\$1,163.45	\$1,198.63	\$1,234.14	\$1,269.20	\$1,305.41	\$1,342.23	\$1,379.28	\$1,417.17	\$1,455.06	\$1,493.99	\$1,534.07
		Daily	\$116.35	\$119.87	\$123.42	\$126.92	\$130.55	\$134.23	\$137.93	\$141.72	\$145.51	\$149.40	\$153.41
		Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92
HN	12	Annual	\$31,344.00	\$32,307.00	\$33,259.00	\$34,247.00	\$35,241.00	\$36,253.00	\$37,254.00	\$38,278.00	\$39,301.00	\$40,353.00	\$41,432.00
		Bi-Wk	\$1,200.92	\$1,237.82	\$1,274.30	\$1,312.15	\$1,350.23	\$1,389.01	\$1,427.36	\$1,466.60	\$1,505.79	\$1,546.10	\$1,587.44
		Daily	\$120.10	\$123.79	\$127.43	\$131.22	\$135.03	\$138.91	\$142.74	\$146.66	\$150.58	\$154.61	\$158.75
		Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68
HN	13	Annual	\$33,096.00	\$34,312.00	\$35,528.00	\$36,753.00	\$37,976.00	\$39,197.00	\$40,424.00	\$41,533.00	\$42,645.00	\$43,788.00	\$44,960.00
		Bi-Wk	\$1,268.05	\$1,314.64	\$1,361.23	\$1,408.17	\$1,455.02	\$1,501.81	\$1,548.82	\$1,591.31	\$1,633.91	\$1,677.71	\$1,722.61
		Daily	\$126.81	\$131.47	\$136.13	\$140.82	\$145.51	\$150.19	\$154.89	\$159.14	\$163.40	\$167.78	\$172.27
		Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61
HN	14	Annual	\$34,633.00	\$35,901.00	\$37,164.00	\$38,423.00	\$39,683.00	\$40,945.00	\$42,207.00	\$43,366.00	\$44,529.00	\$45,724.00	\$46,953.00
		Bi-Wk	\$1,326.94	\$1,375.52	\$1,423.91	\$1,472.15	\$1,520.43	\$1,568.78	\$1,617.13	\$1,661.54	\$1,706.10	\$1,751.88	\$1,798.97
		Daily	\$132.70	\$137.56	\$142.40	\$147.22	\$152.05	\$156.88	\$161.72	\$166.16	\$170.61	\$175.19	\$179.90
		Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70
HN	15	Annual	\$36,289.00	\$37,584.00	\$38,884.00	\$40,180.00	\$41,482.00	\$42,788.00	\$44,080.00	\$45,294.00	\$46,507.00	\$47,752.00	\$49,033.00
		Bi-Wk	\$1,390.39	\$1,440.00	\$1,489.81	\$1,539.47	\$1,589.35	\$1,639.39	\$1,688.89	\$1,735.41	\$1,781.88	\$1,829.58	\$1,878.66
		Daily	\$139.04	\$144.00	\$148.99	\$153.95	\$158.94	\$163.94	\$168.89	\$173.55	\$178.19	\$182.96	\$187.87
		Hourly	\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.42	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
HN	16	Annual	\$38,039.00	\$39,375.00	\$40,716.00	\$42,054.00	\$43,390.00	\$44,731.00	\$46,063.00	\$47,329.00	\$48,598.00	\$49,898.00	\$51,237.00
		Bi-Wk	\$1,457.44	\$1,508.63	\$1,560.00	\$1,611.27	\$1,662.46	\$1,713.84	\$1,764.87	\$1,813.38	\$1,862.00	\$1,911.81	\$1,963.11
		Daily	\$145.75	\$150.87	\$156.00	\$161.13	\$166.25	\$171.39	\$176.49	\$181.34	\$186.20	\$191.19	\$196.32
		Hourly	\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.60	\$27.32	\$28.05

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HN	17	Annual	\$39,908.00	\$41,290.00	\$42,665.00	\$44,041.00	\$45,416.00	\$46,790.00	\$48,165.00	\$49,490.00	\$50,816.00	\$52,177.00	\$53,575.00
		Bi-Wk	\$1,529.05	\$1,582.00	\$1,634.68	\$1,687.40	\$1,740.08	\$1,792.73	\$1,845.41	\$1,896.17	\$1,946.98	\$1,999.12	\$2,052.69
		Daily	\$152.91	\$158.20	\$163.47	\$168.74	\$174.01	\$179.28	\$184.55	\$189.62	\$194.70	\$199.92	\$205.27
		Hourly	\$21.85	\$22.60	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
HN	18	Annual	\$41,913.00	\$43,317.00	\$44,731.00	\$46,138.00	\$47,548.00	\$48,964.00	\$50,370.00	\$51,755.00	\$53,141.00	\$54,568.00	\$56,030.00
		Bi-Wk	\$1,605.87	\$1,659.66	\$1,713.84	\$1,767.74	\$1,821.77	\$1,876.02	\$1,929.89	\$1,982.96	\$2,036.06	\$2,090.73	\$2,146.75
		Daily	\$160.59	\$165.97	\$171.39	\$176.78	\$182.18	\$187.61	\$192.99	\$198.30	\$203.61	\$209.08	\$214.68
		Hourly	\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67
HN	19	Annual	\$43,956.00	\$45,416.00	\$46,865.00	\$48,321.00	\$49,768.00	\$51,223.00	\$52,670.00	\$54,119.00	\$55,567.00	\$57,053.00	\$58,581.00
		Bi-Wk	\$1,684.14	\$1,740.08	\$1,795.60	\$1,851.38	\$1,906.82	\$1,962.57	\$2,018.01	\$2,073.53	\$2,129.01	\$2,185.94	\$2,244.49
		Daily	\$168.42	\$174.01	\$179.56	\$185.14	\$190.69	\$196.26	\$201.81	\$207.36	\$212.91	\$218.60	\$224.45
		Hourly	\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
HN	20	Annual	\$46,183.00	\$47,669.00	\$49,159.00	\$50,639.00	\$52,130.00	\$53,615.00	\$55,107.00	\$56,621.00	\$58,134.00	\$59,690.00	\$61,291.00
		Bi-Wk	\$1,769.47	\$1,826.40	\$1,883.49	\$1,940.20	\$1,997.32	\$2,054.22	\$2,111.38	\$2,169.39	\$2,227.36	\$2,286.98	\$2,348.32
		Daily	\$176.95	\$182.64	\$188.35	\$194.02	\$199.74	\$205.43	\$211.14	\$216.94	\$222.74	\$228.70	\$234.84
		Hourly	\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55
HN	21	Annual	\$48,451.00	\$49,982.00	\$51,507.00	\$53,037.00	\$54,564.00	\$56,086.00	\$57,617.00	\$59,201.00	\$60,785.00	\$62,411.00	\$64,083.00
		Bi-Wk	\$1,856.37	\$1,915.02	\$1,973.45	\$2,032.07	\$2,090.58	\$2,148.89	\$2,207.55	\$2,268.24	\$2,328.93	\$2,391.23	\$2,455.29
		Daily	\$185.64	\$191.51	\$197.35	\$203.21	\$209.06	\$214.89	\$220.76	\$226.83	\$232.90	\$239.13	\$245.53
		Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08
HN	22	Annual	\$49,768.00	\$51,581.00	\$53,395.00	\$55,205.00	\$57,024.00	\$58,834.00	\$60,646.00	\$62,314.00	\$63,983.00	\$65,696.00	\$67,454.00
		Bi-Wk	\$1,906.82	\$1,976.29	\$2,045.79	\$2,115.14	\$2,184.83	\$2,254.18	\$2,323.61	\$2,387.51	\$2,451.46	\$2,517.09	\$2,584.45
		Daily	\$190.69	\$197.63	\$204.58	\$211.52	\$218.49	\$225.42	\$232.37	\$238.76	\$245.15	\$251.71	\$258.45
		Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93
HN	23	Annual	\$52,110.00	\$54,004.00	\$55,888.00	\$57,779.00	\$59,668.00	\$61,556.00	\$63,448.00	\$65,192.00	\$66,937.00	\$68,729.00	\$70,571.00
		Bi-Wk	\$1,996.56	\$2,069.12	\$2,141.31	\$2,213.76	\$2,286.14	\$2,358.47	\$2,430.96	\$2,497.78	\$2,564.64	\$2,633.30	\$2,703.87
		Daily	\$199.66	\$206.92	\$214.14	\$221.38	\$228.62	\$235.85	\$243.10	\$249.78	\$256.47	\$263.33	\$270.39
		Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63
HN	24	Annual	\$54,606.00	\$56,574.00	\$58,548.00	\$60,518.00	\$62,483.00	\$64,455.00	\$66,424.00	\$68,247.00	\$70,074.00	\$71,951.00	\$73,879.00
		Bi-Wk	\$2,092.19	\$2,167.59	\$2,243.22	\$2,318.70	\$2,393.99	\$2,469.55	\$2,544.99	\$2,614.83	\$2,684.83	\$2,756.75	\$2,830.62
		Daily	\$209.22	\$216.76	\$224.33	\$231.87	\$239.40	\$246.96	\$254.50	\$261.49	\$268.49	\$275.68	\$283.07
		Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.20	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44

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HN	25	Annual	\$57,264.00	\$59,304.00	\$61,345.00	\$63,385.00	\$65,428.00	\$67,470.00	\$69,510.00	\$71,421.00	\$73,332.00	\$75,295.00	\$77,309.00
		Bi-Wk	\$2,194.03	\$2,272.19	\$2,350.39	\$2,428.55	\$2,506.82	\$2,585.06	\$2,663.22	\$2,736.44	\$2,809.66	\$2,884.87	\$2,962.04
		Daily	\$219.41	\$227.22	\$235.04	\$242.86	\$250.69	\$258.51	\$266.33	\$273.65	\$280.97	\$288.49	\$296.21
		Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32
HN	26	Annual	\$60,073.00	\$62,181.00	\$64,300.00	\$66,424.00	\$68,542.00	\$70,650.00	\$72,768.00	\$74,770.00	\$76,773.00	\$78,832.00	\$80,943.00
		Bi-Wk	\$2,301.65	\$2,382.42	\$2,463.61	\$2,544.99	\$2,626.14	\$2,706.90	\$2,788.05	\$2,864.76	\$2,941.50	\$3,020.39	\$3,101.27
		Daily	\$230.17	\$238.25	\$246.37	\$254.50	\$262.62	\$270.69	\$278.81	\$286.48	\$294.15	\$302.04	\$310.13
		Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.67	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31
HN	27	Annual	\$63,035.00	\$65,229.00	\$67,425.00	\$69,605.00	\$71,799.00	\$73,991.00	\$76,181.00	\$78,278.00	\$80,371.00	\$82,522.00	\$84,732.00
		Bi-Wk	\$2,415.14	\$2,499.20	\$2,583.34	\$2,666.86	\$2,750.92	\$2,834.91	\$2,918.82	\$2,999.16	\$3,079.35	\$3,161.77	\$3,246.44
		Daily	\$241.52	\$249.92	\$258.34	\$266.69	\$275.10	\$283.50	\$291.89	\$299.92	\$307.94	\$316.18	\$324.65
		Hourly	\$34.51	\$35.71	\$36.91	\$38.10	\$39.30	\$40.50	\$41.70	\$42.85	\$44.00	\$45.17	\$46.38
HN	28	Annual	\$66,207.00	\$68,472.00	\$70,742.00	\$73,011.00	\$75,273.00	\$77,537.00	\$79,802.00	\$81,995.00	\$84,189.00	\$86,444.00	\$88,758.00
		Bi-Wk	\$2,536.67	\$2,623.45	\$2,710.43	\$2,797.36	\$2,884.03	\$2,970.77	\$3,057.55	\$3,141.58	\$3,225.64	\$3,312.04	\$3,400.69
		Daily	\$253.67	\$262.35	\$271.05	\$279.74	\$288.41	\$297.08	\$305.76	\$314.16	\$322.57	\$331.21	\$340.07
		Hourly	\$36.24	\$37.48	\$38.73	\$39.97	\$41.21	\$42.44	\$43.68	\$44.88	\$46.09	\$47.32	\$48.59
HN	29	Annual	\$66,844.00	\$69,337.00	\$71,840.00	\$74,339.00	\$76,833.00	\$79,330.00	\$81,826.00	\$84,075.00	\$86,327.00	\$88,639.00	\$91,013.00
		Bi-Wk	\$2,561.08	\$2,656.60	\$2,752.50	\$2,848.24	\$2,943.80	\$3,039.47	\$3,135.10	\$3,221.27	\$3,307.55	\$3,396.14	\$3,487.09
		Daily	\$256.11	\$265.66	\$275.25	\$284.83	\$294.38	\$303.95	\$313.51	\$322.13	\$330.76	\$339.62	\$348.71
		Hourly	\$36.59	\$37.96	\$39.33	\$40.69	\$42.06	\$43.43	\$44.79	\$46.02	\$47.26	\$48.52	\$49.82
HN	30	Annual	\$69,510.00	\$72,082.00	\$74,651.00	\$77,220.00	\$79,793.00	\$82,363.00	\$84,934.00	\$87,270.00	\$89,603.00	\$92,000.00	\$94,461.00
		Bi-Wk	\$2,663.22	\$2,761.77	\$2,860.20	\$2,958.63	\$3,057.21	\$3,155.68	\$3,254.18	\$3,343.68	\$3,433.07	\$3,524.91	\$3,619.20
		Daily	\$266.33	\$276.18	\$286.02	\$295.87	\$305.73	\$315.57	\$325.42	\$334.37	\$343.31	\$352.50	\$361.92
		Hourly	\$38.05	\$39.46	\$40.86	\$42.27	\$43.68	\$45.09	\$46.49	\$47.77	\$49.05	\$50.36	\$51.71
HN	31	Annual	\$74,836.00	\$77,573.00	\$80,314.00	\$83,051.00	\$85,791.00	\$88,532.00	\$91,276.00	\$93,786.00	\$96,296.00	\$98,873.00	\$101,520.00
		Bi-Wk	\$2,867.28	\$2,972.15	\$3,077.17	\$3,182.04	\$3,287.02	\$3,392.04	\$3,497.17	\$3,593.34	\$3,689.51	\$3,788.24	\$3,889.66
		Daily	\$286.73	\$297.22	\$307.72	\$318.21	\$328.71	\$339.21	\$349.72	\$359.34	\$368.96	\$378.83	\$388.97
		Hourly	\$40.97	\$42.46	\$43.96	\$45.46	\$46.96	\$48.46	\$49.96	\$51.34	\$52.71	\$54.12	\$55.57
HN	32	Annual	\$77,823.00	\$80,633.00	\$83,450.00	\$86,264.00	\$89,084.00	\$91,898.00	\$94,717.00	\$97,318.00	\$99,925.00	\$102,600.00	\$105,347.00
		Bi-Wk	\$2,981.73	\$3,089.39	\$3,197.32	\$3,305.14	\$3,413.19	\$3,521.00	\$3,629.01	\$3,728.66	\$3,828.55	\$3,931.04	\$4,036.29
		Daily	\$298.18	\$308.94	\$319.74	\$330.52	\$341.32	\$352.10	\$362.91	\$372.87	\$382.86	\$393.11	\$403.63
		Hourly	\$42.60	\$44.14	\$45.68	\$47.22	\$48.76	\$50.30	\$51.85	\$53.27	\$54.70	\$56.16	\$57.67

**NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	33	Annual	\$80,942.00	\$83,835.00	\$86,730.00	\$89,626.00	\$92,513.00	\$95,410.00	\$98,307.00	\$101,013.00	\$103,715.00	\$106,491.00	\$109,340.00
		Bi-Wk	\$3,101.23	\$3,212.07	\$3,322.99	\$3,433.95	\$3,544.56	\$3,655.56	\$3,766.56	\$3,870.23	\$3,973.76	\$4,080.12	\$4,189.28
		Daily	\$310.13	\$321.21	\$332.30	\$343.40	\$354.46	\$365.56	\$376.66	\$387.03	\$397.38	\$408.02	\$418.93
		Hourly	\$44.31	\$45.89	\$47.48	\$49.06	\$50.64	\$52.23	\$53.81	\$55.29	\$56.77	\$58.29	\$59.85
HN	34	Annual	\$84,268.00	\$87,232.00	\$90,209.00	\$93,182.00	\$96,152.00	\$99,129.00	\$102,098.00	\$104,905.00	\$107,713.00	\$110,598.00	\$113,560.00
		Bi-Wk	\$3,228.66	\$3,342.23	\$3,456.29	\$3,570.20	\$3,683.99	\$3,798.05	\$3,911.81	\$4,019.35	\$4,126.94	\$4,237.48	\$4,350.96
		Daily	\$322.87	\$334.23	\$345.63	\$357.02	\$368.40	\$379.81	\$391.19	\$401.94	\$412.70	\$423.75	\$435.10
		Hourly	\$46.13	\$47.75	\$49.38	\$51.01	\$52.63	\$54.26	\$55.89	\$57.42	\$58.96	\$60.54	\$62.16
HN	35	Annual	\$87,713.00	\$90,763.00	\$93,808.00	\$96,859.00	\$99,907.00	\$102,953.00	\$106,005.00	\$108,918.00	\$111,836.00	\$114,833.00	\$117,912.00
		Bi-Wk	\$3,360.66	\$3,477.51	\$3,594.18	\$3,711.08	\$3,827.86	\$3,944.56	\$4,061.50	\$4,173.11	\$4,284.91	\$4,399.74	\$4,517.71
		Daily	\$336.07	\$347.76	\$359.42	\$371.11	\$382.79	\$394.46	\$406.15	\$417.32	\$428.50	\$439.98	\$451.78
		Hourly	\$48.01	\$49.68	\$51.35	\$53.02	\$54.69	\$56.36	\$58.03	\$59.62	\$61.22	\$62.86	\$64.54
HN	36	Annual	\$91,348.00	\$94,477.00	\$97,603.00	\$100,730.00	\$103,861.00	\$106,986.00	\$110,110.00	\$113,139.00	\$116,165.00	\$119,273.00	\$122,466.00
		Bi-Wk	\$3,499.93	\$3,619.81	\$3,739.58	\$3,859.39	\$3,979.35	\$4,099.09	\$4,218.78	\$4,334.83	\$4,450.77	\$4,569.85	\$4,692.19
		Daily	\$350.00	\$361.99	\$373.96	\$385.94	\$397.94	\$409.91	\$421.88	\$433.49	\$445.08	\$456.99	\$469.22
		Hourly	\$50.00	\$51.72	\$53.43	\$55.14	\$56.85	\$58.56	\$60.27	\$61.93	\$63.59	\$65.29	\$67.04
HN	37	Annual	\$94,853.00	\$98,062.00	\$101,275.00	\$104,489.00	\$107,705.00	\$110,918.00	\$114,129.00	\$117,267.00	\$120,403.00	\$123,624.00	\$126,933.00
		Bi-Wk	\$3,634.22	\$3,757.17	\$3,880.27	\$4,003.41	\$4,126.63	\$4,249.74	\$4,372.76	\$4,492.99	\$4,613.15	\$4,736.56	\$4,863.34
		Daily	\$363.43	\$375.72	\$388.03	\$400.35	\$412.67	\$424.98	\$437.28	\$449.30	\$461.32	\$473.66	\$486.34
		Hourly	\$51.92	\$53.68	\$55.44	\$57.20	\$58.96	\$60.72	\$62.47	\$64.19	\$65.91	\$67.67	\$69.48
HN	38	Annual	\$98,768.00	\$102,054.00	\$105,346.00	\$108,633.00	\$111,921.00	\$115,206.00	\$118,498.00	\$121,754.00	\$125,015.00	\$128,358.00	\$131,793.00
		Bi-Wk	\$3,784.22	\$3,910.12	\$4,036.25	\$4,162.19	\$4,288.17	\$4,414.03	\$4,540.16	\$4,664.91	\$4,789.85	\$4,917.94	\$5,049.55
		Daily	\$378.43	\$391.02	\$403.63	\$416.22	\$428.82	\$441.41	\$454.02	\$466.50	\$478.99	\$491.80	\$504.96
		Hourly	\$54.07	\$55.86	\$57.67	\$59.46	\$61.26	\$63.06	\$64.86	\$66.65	\$68.43	\$70.26	\$72.14
HN	39	Annual	\$102,876.00	\$106,241.00	\$109,608.00	\$112,981.00	\$116,345.00	\$119,708.00	\$123,078.00	\$126,459.00	\$129,848.00	\$133,330.00	\$136,905.00
		Bi-Wk	\$3,941.61	\$4,070.54	\$4,199.55	\$4,328.78	\$4,457.67	\$4,586.52	\$4,715.64	\$4,845.18	\$4,975.02	\$5,108.43	\$5,245.41
		Daily	\$394.17	\$407.06	\$419.96	\$432.88	\$445.77	\$458.66	\$471.57	\$484.52	\$497.51	\$510.85	\$524.55
		Hourly	\$56.31	\$58.16	\$60.00	\$61.84	\$63.69	\$65.53	\$67.37	\$69.22	\$71.08	\$72.98	\$74.94
HN	40	Annual	\$107,164.00	\$110,600.00	\$114,042.00	\$117,477.00	\$120,916.00	\$124,357.00	\$127,796.00	\$131,308.00	\$134,824.00	\$138,437.00	\$142,148.00
		Bi-Wk	\$4,105.91	\$4,237.55	\$4,369.43	\$4,501.04	\$4,632.80	\$4,764.64	\$4,896.40	\$5,030.96	\$5,165.68	\$5,304.10	\$5,446.29
		Daily	\$410.60	\$423.76	\$436.95	\$450.11	\$463.28	\$476.47	\$489.64	\$503.10	\$516.57	\$530.41	\$544.63
		Hourly	\$58.66	\$60.54	\$62.43	\$64.31	\$66.19	\$68.07	\$69.95	\$71.88	\$73.80	\$75.78	\$77.81

**NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	41	Annual	\$111,646.00	\$115,166.00	\$118,687.00	\$122,211.00	\$125,734.00	\$129,252.00	\$132,771.00	\$136,424.00	\$140,074.00	\$143,826.00	\$147,677.00
		Bi-Wk	\$4,277.63	\$4,412.50	\$4,547.40	\$4,682.42	\$4,817.40	\$4,952.19	\$5,087.02	\$5,226.98	\$5,366.82	\$5,510.58	\$5,658.13
		Daily	\$427.77	\$441.25	\$454.74	\$468.25	\$481.74	\$495.22	\$508.71	\$522.70	\$536.69	\$551.06	\$565.82
		Hourly	\$61.11	\$63.04	\$64.97	\$66.90	\$68.82	\$70.75	\$72.68	\$74.68	\$76.67	\$78.73	\$80.84
HN	42	Annual	\$116,297.00	\$119,903.00	\$123,506.00	\$127,093.00	\$130,699.00	\$134,300.00	\$137,902.00	\$141,696.00	\$145,487.00	\$149,380.00	\$153,378.00
		Bi-Wk	\$4,455.83	\$4,593.99	\$4,732.04	\$4,869.47	\$5,007.63	\$5,145.60	\$5,283.61	\$5,428.97	\$5,574.22	\$5,723.38	\$5,876.56
		Daily	\$445.59	\$459.40	\$473.21	\$486.95	\$500.77	\$514.56	\$528.37	\$542.90	\$557.43	\$572.34	\$587.66
		Hourly	\$63.66	\$65.63	\$67.61	\$69.57	\$71.54	\$73.51	\$75.49	\$77.56	\$79.64	\$81.77	\$83.96
HN	43	Annual	\$121,236.00	\$124,909.00	\$128,584.00	\$132,248.00	\$135,927.00	\$139,592.00	\$143,261.00	\$147,204.00	\$151,142.00	\$155,185.00	\$159,337.00
		Bi-Wk	\$4,645.06	\$4,785.79	\$4,926.60	\$5,066.98	\$5,207.94	\$5,348.36	\$5,488.93	\$5,640.00	\$5,790.89	\$5,945.79	\$6,104.87
		Daily	\$464.51	\$478.58	\$492.66	\$506.70	\$520.80	\$534.84	\$548.90	\$564.00	\$579.09	\$594.58	\$610.49
		Hourly	\$66.36	\$68.37	\$70.38	\$72.39	\$74.40	\$76.41	\$78.42	\$80.58	\$82.73	\$84.94	\$87.22