

NP-3 CL 40 HOUR PAY PLAN EFFECTIVE 06/20/2008

<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>
CL	1	Annual	\$25,709.00	\$26,146.00	\$26,581.00	\$27,017.00	\$27,451.00	\$27,887.00	\$28,317.00	\$29,025.00	\$29,822.00	\$30,620.00
		Bi-Wk	\$985.02	\$1,001.77	\$1,018.43	\$1,035.14	\$1,051.77	\$1,068.47	\$1,084.95	\$1,112.07	\$1,142.61	\$1,173.19
		Daily	\$98.51	\$100.18	\$101.85	\$103.52	\$105.18	\$106.85	\$108.50	\$111.21	\$114.27	\$117.32
		Hourly	\$12.32	\$12.53	\$12.74	\$12.94	\$13.15	\$13.36	\$13.57	\$13.91	\$14.29	\$14.67
CL	2	Annual	\$26,581.00	\$27,017.00	\$27,451.00	\$27,887.00	\$28,317.00	\$28,755.00	\$29,183.00	\$29,912.00	\$30,736.00	\$31,559.00
		Bi-Wk	\$1,018.43	\$1,035.14	\$1,051.77	\$1,068.47	\$1,084.95	\$1,101.73	\$1,118.13	\$1,146.06	\$1,177.63	\$1,209.16
		Daily	\$101.85	\$103.52	\$105.18	\$106.85	\$108.50	\$110.18	\$111.82	\$114.61	\$117.77	\$120.92
		Hourly	\$12.74	\$12.94	\$13.15	\$13.36	\$13.57	\$13.78	\$13.98	\$14.33	\$14.73	\$15.12
CL	3	Annual	\$27,017.00	\$27,451.00	\$27,887.00	\$28,317.00	\$28,755.00	\$29,183.00	\$29,621.00	\$30,362.00	\$31,197.00	\$32,031.00
		Bi-Wk	\$1,035.14	\$1,051.77	\$1,068.47	\$1,084.95	\$1,101.73	\$1,118.13	\$1,134.91	\$1,163.30	\$1,195.29	\$1,227.25
		Daily	\$103.52	\$105.18	\$106.85	\$108.50	\$110.18	\$111.82	\$113.50	\$116.33	\$119.53	\$122.73
		Hourly	\$12.94	\$13.15	\$13.36	\$13.57	\$13.78	\$13.98	\$14.19	\$14.55	\$14.95	\$15.35
CL	4	Annual	\$27,637.00	\$28,163.00	\$28,688.00	\$29,215.00	\$29,750.00	\$30,275.00	\$30,805.00	\$31,575.00	\$32,440.00	\$33,310.00
		Bi-Wk	\$1,058.89	\$1,079.05	\$1,099.16	\$1,119.35	\$1,139.85	\$1,159.97	\$1,180.27	\$1,209.78	\$1,242.92	\$1,276.25
		Daily	\$105.89	\$107.91	\$109.92	\$111.94	\$113.99	\$116.00	\$118.03	\$120.98	\$124.30	\$127.63
		Hourly	\$13.24	\$13.49	\$13.74	\$14.00	\$14.25	\$14.50	\$14.76	\$15.13	\$15.54	\$15.96
CL	5	Annual	\$28,133.00	\$28,688.00	\$29,245.00	\$29,801.00	\$30,363.00	\$30,920.00	\$31,497.00	\$32,281.00	\$33,168.00	\$34,055.00
		Bi-Wk	\$1,077.90	\$1,099.16	\$1,120.50	\$1,141.81	\$1,163.34	\$1,184.68	\$1,206.79	\$1,236.82	\$1,270.81	\$1,304.79
		Daily	\$107.79	\$109.92	\$112.05	\$114.19	\$116.34	\$118.47	\$120.68	\$123.69	\$127.09	\$130.48
		Hourly	\$13.48	\$13.74	\$14.01	\$14.28	\$14.55	\$14.81	\$15.09	\$15.47	\$15.89	\$16.31
CL	6	Annual	\$28,821.00	\$29,375.00	\$29,929.00	\$30,494.00	\$31,051.00	\$31,636.00	\$32,287.00	\$33,093.00	\$34,004.00	\$34,913.00
		Bi-Wk	\$1,104.26	\$1,125.48	\$1,146.71	\$1,168.36	\$1,189.70	\$1,212.11	\$1,237.05	\$1,267.94	\$1,302.84	\$1,337.67
		Daily	\$110.43	\$112.55	\$114.68	\$116.84	\$118.97	\$121.22	\$123.71	\$126.80	\$130.29	\$133.77
		Hourly	\$13.81	\$14.07	\$14.34	\$14.61	\$14.88	\$15.16	\$15.47	\$15.85	\$16.29	\$16.73
CL	7	Annual	\$29,887.00	\$30,712.00	\$31,536.00	\$32,362.00	\$33,187.00	\$34,006.00	\$34,832.00	\$35,703.00	\$36,686.00	\$37,668.00
		Bi-Wk	\$1,145.10	\$1,176.71	\$1,208.28	\$1,239.93	\$1,271.54	\$1,302.92	\$1,334.56	\$1,367.94	\$1,405.60	\$1,443.22
		Daily	\$114.51	\$117.68	\$120.83	\$124.00	\$127.16	\$130.30	\$133.46	\$136.80	\$140.56	\$144.33
		Hourly	\$14.32	\$14.71	\$15.11	\$15.50	\$15.90	\$16.29	\$16.69	\$17.10	\$17.57	\$18.05
CL	8	Annual	\$31,051.00	\$31,778.00	\$32,596.00	\$33,433.00	\$34,264.00	\$35,103.00	\$35,939.00	\$36,839.00	\$37,852.00	\$38,863.00
		Bi-Wk	\$1,189.70	\$1,217.55	\$1,248.89	\$1,280.96	\$1,312.80	\$1,344.95	\$1,376.98	\$1,411.46	\$1,450.27	\$1,489.01
		Daily	\$118.97	\$121.76	\$124.89	\$128.10	\$131.28	\$134.50	\$137.70	\$141.15	\$145.03	\$148.91
		Hourly	\$14.88	\$15.22	\$15.62	\$16.02	\$16.41	\$16.82	\$17.22	\$17.65	\$18.13	\$18.62

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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>
CL	9	Annual	\$31,808.00	\$32,662.00	\$33,533.00	\$34,409.00	\$35,284.00	\$36,148.00	\$37,033.00	\$37,955.00	\$38,999.00	\$40,042.00
		Bi-Wk	\$1,218.70	\$1,251.42	\$1,284.79	\$1,318.36	\$1,351.88	\$1,384.99	\$1,418.89	\$1,454.22	\$1,494.22	\$1,534.18
		Daily	\$121.87	\$125.15	\$128.48	\$131.84	\$135.19	\$138.50	\$141.89	\$145.43	\$149.43	\$153.42
		Hourly	\$15.24	\$15.65	\$16.06	\$16.48	\$16.90	\$17.32	\$17.74	\$18.18	\$18.68	\$19.18
CL	10	Annual	\$32,739.00	\$33,649.00	\$34,559.00	\$35,474.00	\$36,385.00	\$37,315.00	\$38,273.00	\$39,229.00	\$40,305.00	\$41,385.00
		Bi-Wk	\$1,254.37	\$1,289.24	\$1,324.10	\$1,359.16	\$1,394.07	\$1,429.70	\$1,466.40	\$1,503.03	\$1,544.26	\$1,585.64
		Daily	\$125.44	\$128.93	\$132.41	\$135.92	\$139.41	\$142.97	\$146.64	\$150.31	\$154.43	\$158.57
		Hourly	\$15.68	\$16.12	\$16.56	\$16.99	\$17.43	\$17.88	\$18.33	\$18.79	\$19.31	\$19.83
CL	11	Annual	\$33,689.00	\$34,644.00	\$35,595.00	\$36,548.00	\$37,522.00	\$38,520.00	\$39,520.00	\$40,510.00	\$41,627.00	\$42,740.00
		Bi-Wk	\$1,290.77	\$1,327.36	\$1,363.80	\$1,400.31	\$1,437.63	\$1,475.87	\$1,514.18	\$1,552.11	\$1,594.91	\$1,637.55
		Daily	\$129.08	\$132.74	\$136.38	\$140.04	\$143.77	\$147.59	\$151.42	\$155.22	\$159.50	\$163.76
		Hourly	\$16.14	\$16.60	\$17.05	\$17.51	\$17.98	\$18.45	\$18.93	\$19.41	\$19.94	\$20.47
CL	12	Annual	\$34,701.00	\$35,691.00	\$36,678.00	\$37,709.00	\$38,741.00	\$39,782.00	\$40,865.00	\$41,885.00	\$43,036.00	\$44,190.00
		Bi-Wk	\$1,329.55	\$1,367.48	\$1,405.29	\$1,444.79	\$1,484.33	\$1,524.22	\$1,565.71	\$1,604.79	\$1,648.89	\$1,693.11
		Daily	\$132.96	\$136.75	\$140.53	\$144.48	\$148.44	\$152.43	\$156.58	\$160.48	\$164.89	\$169.32
		Hourly	\$16.62	\$17.10	\$17.57	\$18.06	\$18.56	\$19.06	\$19.58	\$20.06	\$20.62	\$21.17
CL	13	Annual	\$36,516.00	\$37,766.00	\$39,033.00	\$40,313.00	\$41,643.00	\$42,972.00	\$44,304.00	\$45,414.00	\$46,663.00	\$47,910.00
		Bi-Wk	\$1,399.09	\$1,446.98	\$1,495.52	\$1,544.56	\$1,595.52	\$1,646.44	\$1,697.48	\$1,740.00	\$1,787.86	\$1,835.64
		Daily	\$139.91	\$144.70	\$149.56	\$154.46	\$159.56	\$164.65	\$169.75	\$174.00	\$178.79	\$183.57
		Hourly	\$17.49	\$18.09	\$18.70	\$19.31	\$19.95	\$20.59	\$21.22	\$21.75	\$22.35	\$22.95
CL	14	Annual	\$38,108.00	\$39,421.00	\$40,758.00	\$42,131.00	\$43,496.00	\$44,868.00	\$46,242.00	\$47,400.00	\$48,703.00	\$50,004.00
		Bi-Wk	\$1,460.08	\$1,510.39	\$1,561.61	\$1,614.22	\$1,666.52	\$1,719.09	\$1,771.73	\$1,816.10	\$1,866.02	\$1,915.87
		Daily	\$146.01	\$151.04	\$156.17	\$161.43	\$166.66	\$171.91	\$177.18	\$181.61	\$186.61	\$191.59
		Hourly	\$18.26	\$18.88	\$19.53	\$20.18	\$20.84	\$21.49	\$22.15	\$22.71	\$23.33	\$23.95
CL	15	Annual	\$39,818.00	\$41,217.00	\$42,631.00	\$44,043.00	\$45,459.00	\$46,872.00	\$48,290.00	\$49,497.00	\$50,860.00	\$52,219.00
		Bi-Wk	\$1,525.60	\$1,579.20	\$1,633.38	\$1,687.48	\$1,741.73	\$1,795.87	\$1,850.20	\$1,896.44	\$1,948.66	\$2,000.73
		Daily	\$152.56	\$157.92	\$163.34	\$168.75	\$174.18	\$179.59	\$185.02	\$189.65	\$194.87	\$200.08
		Hourly	\$19.07	\$19.74	\$20.42	\$21.10	\$21.78	\$22.45	\$23.13	\$23.71	\$24.36	\$25.01
CL	16	Annual	\$41,712.00	\$43,171.00	\$44,631.00	\$46,074.00	\$47,534.00	\$48,987.00	\$50,442.00	\$51,703.00	\$53,125.00	\$54,546.00
		Bi-Wk	\$1,598.17	\$1,654.07	\$1,710.00	\$1,765.29	\$1,821.23	\$1,876.90	\$1,932.65	\$1,980.96	\$2,035.45	\$2,089.89
		Daily	\$159.82	\$165.41	\$171.00	\$176.53	\$182.13	\$187.69	\$193.27	\$198.10	\$203.55	\$208.99
		Hourly	\$19.98	\$20.68	\$21.38	\$22.07	\$22.77	\$23.47	\$24.16	\$24.77	\$25.45	\$26.13

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CL	17	Annual	\$43,751.00	\$45,245.00	\$46,737.00	\$48,245.00	\$49,733.00	\$51,225.00	\$52,729.00	\$54,047.00	\$55,534.00	\$57,017.00
		Bi-Wk	\$1,676.29	\$1,733.53	\$1,790.69	\$1,848.47	\$1,905.48	\$1,962.65	\$2,020.27	\$2,070.77	\$2,127.74	\$2,184.56
		Daily	\$167.63	\$173.36	\$179.07	\$184.85	\$190.55	\$196.27	\$202.03	\$207.08	\$212.78	\$218.46
		Hourly	\$20.96	\$21.67	\$22.39	\$23.11	\$23.82	\$24.54	\$25.26	\$25.89	\$26.60	\$27.31
CL	18	Annual	\$45,925.00	\$47,453.00	\$48,987.00	\$50,524.00	\$52,054.00	\$53,593.00	\$55,120.00	\$56,500.00	\$58,053.00	\$59,607.00
		Bi-Wk	\$1,759.58	\$1,818.13	\$1,876.90	\$1,935.79	\$1,994.41	\$2,053.38	\$2,111.88	\$2,164.76	\$2,224.26	\$2,283.80
		Daily	\$175.96	\$181.82	\$187.69	\$193.58	\$199.45	\$205.34	\$211.19	\$216.48	\$222.43	\$228.38
		Hourly	\$22.00	\$22.73	\$23.47	\$24.20	\$24.94	\$25.67	\$26.40	\$27.06	\$27.81	\$28.55
CL	19	Annual	\$48,153.00	\$49,733.00	\$51,312.00	\$52,894.00	\$54,474.00	\$56,043.00	\$57,627.00	\$59,065.00	\$60,690.00	\$62,313.00
		Bi-Wk	\$1,844.95	\$1,905.48	\$1,965.98	\$2,026.60	\$2,087.13	\$2,147.25	\$2,207.94	\$2,263.03	\$2,325.29	\$2,387.48
		Daily	\$184.50	\$190.55	\$196.60	\$202.66	\$208.72	\$214.73	\$220.80	\$226.31	\$232.53	\$238.75
		Hourly	\$23.07	\$23.82	\$24.58	\$25.34	\$26.09	\$26.85	\$27.60	\$28.29	\$29.07	\$29.85
CL	20	Annual	\$50,567.00	\$52,185.00	\$53,806.00	\$55,420.00	\$57,033.00	\$58,655.00	\$60,270.00	\$61,776.00	\$63,475.00	\$65,173.00
		Bi-Wk	\$1,937.44	\$1,999.43	\$2,061.54	\$2,123.38	\$2,185.18	\$2,247.32	\$2,309.20	\$2,366.90	\$2,432.00	\$2,497.05
		Daily	\$193.75	\$199.95	\$206.16	\$212.34	\$218.52	\$224.74	\$230.92	\$236.69	\$243.20	\$249.71
		Hourly	\$24.22	\$25.00	\$25.77	\$26.55	\$27.32	\$28.10	\$28.87	\$29.59	\$30.40	\$31.22
CL	21	Annual	\$53,033.00	\$54,695.00	\$56,354.00	\$58,019.00	\$59,678.00	\$61,344.00	\$62,999.00	\$64,577.00	\$66,351.00	\$68,126.00
		Bi-Wk	\$2,031.92	\$2,095.60	\$2,159.16	\$2,222.96	\$2,286.52	\$2,350.35	\$2,413.76	\$2,474.22	\$2,542.19	\$2,610.20
		Daily	\$203.20	\$209.56	\$215.92	\$222.30	\$228.66	\$235.04	\$241.38	\$247.43	\$254.22	\$261.02
		Hourly	\$25.40	\$26.20	\$26.99	\$27.79	\$28.59	\$29.38	\$30.18	\$30.93	\$31.78	\$32.63
CL	22	Annual	\$54,474.00	\$56,439.00	\$58,411.00	\$60,383.00	\$62,351.00	\$64,321.00	\$66,299.00	\$67,957.00	\$69,824.00	\$71,694.00
		Bi-Wk	\$2,087.13	\$2,162.42	\$2,237.97	\$2,313.53	\$2,388.93	\$2,464.41	\$2,540.20	\$2,603.72	\$2,675.25	\$2,746.90
		Daily	\$208.72	\$216.25	\$223.80	\$231.36	\$238.90	\$246.45	\$254.02	\$260.38	\$267.53	\$274.69
		Hourly	\$26.09	\$27.04	\$27.98	\$28.92	\$29.87	\$30.81	\$31.76	\$32.55	\$33.45	\$34.34
CL	23	Annual	\$57,020.00	\$59,071.00	\$61,121.00	\$63,175.00	\$65,232.00	\$67,286.00	\$69,341.00	\$71,076.00	\$73,027.00	\$74,982.00
		Bi-Wk	\$2,184.68	\$2,263.26	\$2,341.81	\$2,420.50	\$2,499.32	\$2,578.01	\$2,656.75	\$2,723.22	\$2,797.97	\$2,872.88
		Daily	\$218.47	\$226.33	\$234.19	\$242.05	\$249.94	\$257.81	\$265.68	\$272.33	\$279.80	\$287.29
		Hourly	\$27.31	\$28.30	\$29.28	\$30.26	\$31.25	\$32.23	\$33.21	\$34.05	\$34.98	\$35.92
CL	24	Annual	\$59,732.00	\$61,868.00	\$64,014.00	\$66,149.00	\$68,289.00	\$70,430.00	\$72,573.00	\$74,386.00	\$76,434.00	\$78,477.00
		Bi-Wk	\$2,288.59	\$2,370.43	\$2,452.65	\$2,534.45	\$2,616.44	\$2,698.47	\$2,780.58	\$2,850.04	\$2,928.51	\$3,006.79
		Daily	\$228.86	\$237.05	\$245.27	\$253.45	\$261.65	\$269.85	\$278.06	\$285.01	\$292.86	\$300.68
		Hourly	\$28.61	\$29.64	\$30.66	\$31.69	\$32.71	\$33.74	\$34.76	\$35.63	\$36.61	\$37.59

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CL	25	Annual	\$62,614.00	\$64,829.00	\$67,052.00	\$69,270.00	\$71,490.00	\$73,710.00	\$75,930.00	\$77,827.00	\$79,969.00	\$82,107.00
		Bi-Wk	\$2,399.01	\$2,483.87	\$2,569.05	\$2,654.03	\$2,739.09	\$2,824.14	\$2,909.20	\$2,981.88	\$3,063.95	\$3,145.87
		Daily	\$239.91	\$248.39	\$256.91	\$265.41	\$273.91	\$282.42	\$290.92	\$298.19	\$306.40	\$314.59
		Hourly	\$29.99	\$31.05	\$32.12	\$33.18	\$34.24	\$35.31	\$36.37	\$37.28	\$38.30	\$39.33
CL	26	Annual	\$65,669.00	\$67,964.00	\$70,273.00	\$72,573.00	\$74,873.00	\$77,177.00	\$79,477.00	\$81,466.00	\$83,710.00	\$85,947.00
		Bi-Wk	\$2,516.06	\$2,603.99	\$2,692.46	\$2,780.58	\$2,868.70	\$2,956.98	\$3,045.10	\$3,121.31	\$3,207.28	\$3,292.99
		Daily	\$251.61	\$260.40	\$269.25	\$278.06	\$286.87	\$295.70	\$304.51	\$312.14	\$320.73	\$329.30
		Hourly	\$31.46	\$32.55	\$33.66	\$34.76	\$35.86	\$36.97	\$38.07	\$39.02	\$40.10	\$41.17
CL	27	Annual	\$68,892.00	\$71,275.00	\$73,662.00	\$76,037.00	\$78,425.00	\$80,801.00	\$83,183.00	\$85,265.00	\$87,610.00	\$89,952.00
		Bi-Wk	\$2,639.55	\$2,730.85	\$2,822.30	\$2,913.30	\$3,004.79	\$3,095.83	\$3,187.09	\$3,266.86	\$3,356.71	\$3,446.44
		Daily	\$263.96	\$273.09	\$282.23	\$291.33	\$300.48	\$309.59	\$318.71	\$326.69	\$335.68	\$344.65
		Hourly	\$33.00	\$34.14	\$35.28	\$36.42	\$37.56	\$38.70	\$39.84	\$40.84	\$41.96	\$43.09
CL	28	Annual	\$72,336.00	\$74,804.00	\$77,266.00	\$79,740.00	\$82,200.00	\$84,656.00	\$87,123.00	\$89,303.00	\$91,757.00	\$94,215.00
		Bi-Wk	\$2,771.50	\$2,866.06	\$2,960.39	\$3,055.18	\$3,149.43	\$3,243.53	\$3,338.05	\$3,421.58	\$3,515.60	\$3,609.78
		Daily	\$277.15	\$286.61	\$296.04	\$305.52	\$314.95	\$324.36	\$333.81	\$342.16	\$351.56	\$360.98
		Hourly	\$34.65	\$35.83	\$37.01	\$38.19	\$39.37	\$40.55	\$41.73	\$42.77	\$43.95	\$45.13
CL	29	Annual	\$73,029.00	\$75,743.00	\$78,461.00	\$81,174.00	\$83,893.00	\$86,613.00	\$89,325.00	\$91,560.00	\$94,078.00	\$96,595.00
		Bi-Wk	\$2,798.05	\$2,902.04	\$3,006.17	\$3,110.12	\$3,214.30	\$3,318.51	\$3,422.42	\$3,508.05	\$3,604.53	\$3,700.96
		Daily	\$279.81	\$290.21	\$300.62	\$311.02	\$321.43	\$331.86	\$342.25	\$350.81	\$360.46	\$370.10
		Hourly	\$34.98	\$36.28	\$37.58	\$38.88	\$40.18	\$41.49	\$42.79	\$43.86	\$45.06	\$46.27
CL	30	Annual	\$75,930.00	\$78,728.00	\$81,522.00	\$84,314.00	\$87,110.00	\$89,905.00	\$92,703.00	\$95,019.00	\$97,633.00	\$100,249.00
		Bi-Wk	\$2,909.20	\$3,016.40	\$3,123.45	\$3,230.43	\$3,337.55	\$3,444.64	\$3,551.84	\$3,640.58	\$3,740.73	\$3,840.96
		Daily	\$290.92	\$301.64	\$312.35	\$323.05	\$333.76	\$344.47	\$355.19	\$364.06	\$374.08	\$384.10
		Hourly	\$36.37	\$37.71	\$39.05	\$40.39	\$41.72	\$43.06	\$44.40	\$45.51	\$46.76	\$48.02
CL	31	Annual	\$78,951.00	\$81,826.00	\$84,706.00	\$87,587.00	\$90,461.00	\$93,334.00	\$96,221.00	\$98,625.00	\$101,337.00	\$104,049.00
		Bi-Wk	\$3,024.95	\$3,135.10	\$3,245.45	\$3,355.83	\$3,465.94	\$3,576.02	\$3,686.63	\$3,778.74	\$3,882.65	\$3,986.56
		Daily	\$302.50	\$313.51	\$324.55	\$335.59	\$346.60	\$357.61	\$368.67	\$377.88	\$388.27	\$398.66
		Hourly	\$37.82	\$39.19	\$40.57	\$41.95	\$43.33	\$44.71	\$46.09	\$47.24	\$48.54	\$49.84
CL	32	Annual	\$82,093.00	\$85,051.00	\$88,004.00	\$90,960.00	\$93,920.00	\$96,878.00	\$99,836.00	\$102,337.00	\$105,148.00	\$107,962.00
		Bi-Wk	\$3,145.33	\$3,258.66	\$3,371.81	\$3,485.06	\$3,598.47	\$3,711.81	\$3,825.14	\$3,920.96	\$4,028.66	\$4,136.48
		Daily	\$314.54	\$325.87	\$337.19	\$348.51	\$359.85	\$371.19	\$382.52	\$392.10	\$402.87	\$413.65
		Hourly	\$39.32	\$40.74	\$42.15	\$43.57	\$44.99	\$46.40	\$47.82	\$49.02	\$50.36	\$51.71

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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>
CL	33	Annual	\$85,369.00	\$88,411.00	\$91,445.00	\$94,484.00	\$97,525.00	\$100,559.00	\$103,605.00	\$106,197.00	\$109,116.00	\$112,037.00
		Bi-Wk	\$3,270.85	\$3,387.40	\$3,503.64	\$3,620.08	\$3,736.60	\$3,852.84	\$3,969.55	\$4,068.86	\$4,180.69	\$4,292.61
		Daily	\$327.09	\$338.74	\$350.37	\$362.01	\$373.66	\$385.29	\$396.96	\$406.89	\$418.07	\$429.27
		Hourly	\$40.89	\$42.35	\$43.80	\$45.26	\$46.71	\$48.17	\$49.62	\$50.87	\$52.26	\$53.66
CL	34	Annual	\$88,858.00	\$91,979.00	\$95,097.00	\$98,222.00	\$101,347.00	\$104,470.00	\$107,593.00	\$110,283.00	\$113,315.00	\$116,348.00
		Bi-Wk	\$3,404.53	\$3,524.10	\$3,643.57	\$3,763.30	\$3,883.03	\$4,002.69	\$4,122.34	\$4,225.41	\$4,341.58	\$4,457.78
		Daily	\$340.46	\$352.41	\$364.36	\$376.33	\$388.31	\$400.27	\$412.24	\$422.55	\$434.16	\$445.78
		Hourly	\$42.56	\$44.06	\$45.55	\$47.05	\$48.54	\$50.04	\$51.53	\$52.82	\$54.27	\$55.73
CL	35	Annual	\$92,480.00	\$95,678.00	\$98,890.00	\$102,090.00	\$105,284.00	\$108,491.00	\$111,692.00	\$114,482.00	\$117,632.00	\$120,779.00
		Bi-Wk	\$3,543.30	\$3,665.83	\$3,788.89	\$3,911.50	\$4,033.87	\$4,156.75	\$4,279.39	\$4,386.29	\$4,506.98	\$4,627.55
		Daily	\$354.33	\$366.59	\$378.89	\$391.15	\$403.39	\$415.68	\$427.94	\$438.63	\$450.70	\$462.76
		Hourly	\$44.30	\$45.83	\$47.37	\$48.90	\$50.43	\$51.96	\$53.50	\$54.83	\$56.34	\$57.85
CL	36	Annual	\$96,298.00	\$99,583.00	\$102,871.00	\$106,150.00	\$109,436.00	\$112,724.00	\$116,003.00	\$118,908.00	\$122,176.00	\$125,446.00
		Bi-Wk	\$3,689.58	\$3,815.45	\$3,941.42	\$4,067.05	\$4,192.96	\$4,318.93	\$4,444.56	\$4,555.87	\$4,681.08	\$4,806.37
		Daily	\$368.96	\$381.55	\$394.15	\$406.71	\$419.30	\$431.90	\$444.46	\$455.59	\$468.11	\$480.64
		Hourly	\$46.12	\$47.70	\$49.27	\$50.84	\$52.42	\$53.99	\$55.56	\$56.95	\$58.52	\$60.08
CL	37	Annual	\$100,269.00	\$103,648.00	\$107,023.00	\$110,396.00	\$113,774.00	\$117,143.00	\$120,514.00	\$123,526.00	\$126,923.00	\$130,319.00
		Bi-Wk	\$3,841.73	\$3,971.19	\$4,100.50	\$4,229.74	\$4,359.16	\$4,488.24	\$4,617.40	\$4,732.80	\$4,862.96	\$4,993.07
		Daily	\$384.18	\$397.12	\$410.05	\$422.98	\$435.92	\$448.83	\$461.74	\$473.28	\$486.30	\$499.31
		Hourly	\$48.03	\$49.64	\$51.26	\$52.88	\$54.49	\$56.11	\$57.72	\$59.16	\$60.79	\$62.42
CL	38	Annual	\$104,386.00	\$107,833.00	\$111,293.00	\$114,742.00	\$118,192.00	\$121,654.00	\$125,101.00	\$128,231.00	\$131,756.00	\$135,281.00
		Bi-Wk	\$3,999.47	\$4,131.54	\$4,264.10	\$4,396.25	\$4,528.43	\$4,661.08	\$4,793.15	\$4,913.07	\$5,048.13	\$5,183.19
		Daily	\$399.95	\$413.16	\$426.41	\$439.63	\$452.85	\$466.11	\$479.32	\$491.31	\$504.82	\$518.32
		Hourly	\$50.00	\$51.65	\$53.31	\$54.96	\$56.61	\$58.27	\$59.92	\$61.42	\$63.11	\$64.79
CL	39	Annual	\$108,697.00	\$112,231.00	\$115,768.00	\$119,305.00	\$122,842.00	\$126,378.00	\$129,912.00	\$133,162.00	\$136,824.00	\$140,485.00
		Bi-Wk	\$4,164.64	\$4,300.04	\$4,435.56	\$4,571.08	\$4,706.60	\$4,842.07	\$4,977.48	\$5,102.00	\$5,242.30	\$5,382.57
		Daily	\$416.47	\$430.01	\$443.56	\$457.11	\$470.66	\$484.21	\$497.75	\$510.20	\$524.23	\$538.26
		Hourly	\$52.06	\$53.76	\$55.45	\$57.14	\$58.84	\$60.53	\$62.22	\$63.78	\$65.53	\$67.29
CL	40	Annual	\$113,195.00	\$116,808.00	\$120,422.00	\$124,036.00	\$127,643.00	\$131,261.00	\$134,868.00	\$138,242.00	\$142,043.00	\$145,847.00
		Bi-Wk	\$4,336.98	\$4,475.41	\$4,613.87	\$4,752.34	\$4,890.54	\$5,029.16	\$5,167.36	\$5,296.63	\$5,442.27	\$5,588.01
		Daily	\$433.70	\$447.55	\$461.39	\$475.24	\$489.06	\$502.92	\$516.74	\$529.67	\$544.23	\$558.81
		Hourly	\$54.22	\$55.95	\$57.68	\$59.41	\$61.14	\$62.87	\$64.60	\$66.21	\$68.03	\$69.86

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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>
CL	41	Annual	\$117,907.00	\$121,610.00	\$125,308.00	\$129,004.00	\$132,703.00	\$136,399.00	\$140,098.00	\$143,601.00	\$147,551.00	\$151,499.00
		Bi-Wk	\$4,517.51	\$4,659.39	\$4,801.08	\$4,942.69	\$5,084.41	\$5,226.02	\$5,367.74	\$5,501.96	\$5,653.30	\$5,804.56
		Daily	\$451.76	\$465.94	\$480.11	\$494.27	\$508.45	\$522.61	\$536.78	\$550.20	\$565.33	\$580.46
		Hourly	\$56.47	\$58.25	\$60.02	\$61.79	\$63.56	\$65.33	\$67.10	\$68.78	\$70.67	\$72.56
CL	42	Annual	\$122,798.00	\$126,578.00	\$130,359.00	\$134,138.00	\$137,924.00	\$141,700.00	\$145,479.00	\$149,118.00	\$153,218.00	\$157,322.00
		Bi-Wk	\$4,704.91	\$4,849.74	\$4,994.60	\$5,139.39	\$5,284.45	\$5,429.12	\$5,573.91	\$5,713.34	\$5,870.43	\$6,027.67
		Daily	\$470.50	\$484.98	\$499.46	\$513.94	\$528.45	\$542.92	\$557.40	\$571.34	\$587.05	\$602.77
		Hourly	\$58.82	\$60.63	\$62.44	\$64.25	\$66.06	\$67.87	\$69.68	\$71.42	\$73.39	\$75.35
CL	43	Annual	\$127,978.00	\$131,840.00	\$135,692.00	\$139,551.00	\$143,407.00	\$147,264.00	\$151,119.00	\$154,898.00	\$159,159.00	\$163,417.00
		Bi-Wk	\$4,903.38	\$5,051.35	\$5,198.93	\$5,346.79	\$5,494.53	\$5,642.30	\$5,790.00	\$5,934.79	\$6,098.05	\$6,261.19
		Daily	\$490.34	\$505.14	\$519.90	\$534.68	\$549.46	\$564.23	\$579.00	\$593.48	\$609.81	\$626.12
		Hourly	\$61.30	\$63.15	\$64.99	\$66.84	\$68.69	\$70.53	\$72.38	\$74.19	\$76.23	\$78.27