

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/25/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	9	Annual	\$25,351.00	\$26,099.00	\$26,845.00	\$27,600.00	\$28,347.00	\$29,092.00	\$29,846.00	\$30,665.00	\$31,486.00	\$32,330.00	\$33,197.00
		Bi-Wk	\$971.31	\$999.97	\$1,028.55	\$1,057.48	\$1,086.10	\$1,114.64	\$1,143.53	\$1,174.91	\$1,206.37	\$1,238.70	\$1,271.92
		Daily	\$97.14	\$100.00	\$102.86	\$105.75	\$108.61	\$111.47	\$114.36	\$117.50	\$120.64	\$123.87	\$127.20
		Hourly	\$13.88	\$14.29	\$14.70	\$15.11	\$15.52	\$15.93	\$16.34	\$16.79	\$17.24	\$17.70	\$18.18
HN	10	Annual	\$26,157.00	\$26,940.00	\$27,722.00	\$28,513.00	\$29,292.00	\$30,088.00	\$30,912.00	\$31,761.00	\$32,612.00	\$33,486.00	\$34,384.00
		Bi-Wk	\$1,002.19	\$1,032.19	\$1,062.15	\$1,092.46	\$1,122.30	\$1,152.80	\$1,184.37	\$1,216.90	\$1,249.51	\$1,282.99	\$1,317.40
		Daily	\$100.22	\$103.22	\$106.22	\$109.25	\$112.23	\$115.28	\$118.44	\$121.69	\$124.96	\$128.30	\$131.74
		Hourly	\$14.32	\$14.75	\$15.18	\$15.61	\$16.04	\$16.47	\$16.92	\$17.39	\$17.86	\$18.33	\$18.82
HN	11	Annual	\$26,978.00	\$27,794.00	\$28,617.00	\$29,431.00	\$30,269.00	\$31,124.00	\$31,983.00	\$32,862.00	\$33,740.00	\$34,643.00	\$35,571.00
		Bi-Wk	\$1,033.64	\$1,064.91	\$1,096.44	\$1,127.63	\$1,159.74	\$1,192.50	\$1,225.41	\$1,259.09	\$1,292.73	\$1,327.32	\$1,362.88
		Daily	\$103.37	\$106.50	\$109.65	\$112.77	\$115.98	\$119.25	\$122.55	\$125.91	\$129.28	\$132.74	\$136.29
		Hourly	\$14.77	\$15.22	\$15.67	\$16.11	\$16.57	\$17.04	\$17.51	\$17.99	\$18.47	\$18.97	\$19.47
HN	12	Annual	\$27,847.00	\$28,703.00	\$29,548.00	\$30,426.00	\$31,309.00	\$32,208.00	\$33,098.00	\$34,008.00	\$34,917.00	\$35,851.00	\$36,810.00
		Bi-Wk	\$1,066.94	\$1,099.74	\$1,132.11	\$1,165.75	\$1,199.58	\$1,234.03	\$1,268.13	\$1,302.99	\$1,337.82	\$1,373.61	\$1,410.35
		Daily	\$106.70	\$109.98	\$113.22	\$116.58	\$119.96	\$123.41	\$126.82	\$130.30	\$133.79	\$137.37	\$141.04
		Hourly	\$15.25	\$15.72	\$16.18	\$16.66	\$17.14	\$17.63	\$18.12	\$18.62	\$19.12	\$19.63	\$20.15
HN	13	Annual	\$29,404.00	\$30,484.00	\$31,565.00	\$32,653.00	\$33,739.00	\$34,824.00	\$35,914.00	\$36,900.00	\$37,888.00	\$38,902.00	\$39,944.00
		Bi-Wk	\$1,126.60	\$1,167.97	\$1,209.39	\$1,251.08	\$1,292.69	\$1,334.26	\$1,376.02	\$1,413.80	\$1,451.65	\$1,490.50	\$1,530.43
		Daily	\$112.66	\$116.80	\$120.94	\$125.11	\$129.27	\$133.43	\$137.61	\$141.38	\$145.17	\$149.05	\$153.05
		Hourly	\$16.10	\$16.69	\$17.28	\$17.88	\$18.47	\$19.07	\$19.66	\$20.20	\$20.74	\$21.30	\$21.87

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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	Step 11
HN	14	Annual	\$30,769.00	\$31,896.00	\$33,018.00	\$34,136.00	\$35,256.00	\$36,377.00	\$37,499.00	\$38,528.00	\$39,562.00	\$40,624.00	\$41,715.00
		Bi-Wk	\$1,178.89	\$1,222.07	\$1,265.06	\$1,307.90	\$1,350.81	\$1,393.76	\$1,436.75	\$1,476.17	\$1,515.79	\$1,556.48	\$1,598.28
		Daily	\$117.89	\$122.21	\$126.51	\$130.79	\$135.09	\$139.38	\$143.68	\$147.62	\$151.58	\$155.65	\$159.83
		Hourly	\$16.85	\$17.46	\$18.08	\$18.69	\$19.30	\$19.92	\$20.53	\$21.09	\$21.66	\$22.24	\$22.84
HN	15	Annual	\$32,240.00	\$33,392.00	\$34,546.00	\$35,697.00	\$36,855.00	\$38,015.00	\$39,163.00	\$40,241.00	\$41,319.00	\$42,426.00	\$43,563.00
		Bi-Wk	\$1,235.25	\$1,279.39	\$1,323.61	\$1,367.71	\$1,412.07	\$1,456.52	\$1,500.50	\$1,541.81	\$1,583.11	\$1,625.52	\$1,669.09
		Daily	\$123.53	\$127.94	\$132.37	\$136.78	\$141.21	\$145.66	\$150.05	\$154.19	\$158.32	\$162.56	\$166.91
		Hourly	\$17.65	\$18.28	\$18.91	\$19.54	\$20.18	\$20.81	\$21.44	\$22.03	\$22.62	\$23.23	\$23.85
HN	16	Annual	\$33,796.00	\$34,983.00	\$36,174.00	\$37,363.00	\$38,550.00	\$39,741.00	\$40,925.00	\$42,049.00	\$43,176.00	\$44,333.00	\$45,522.00
		Bi-Wk	\$1,294.87	\$1,340.35	\$1,385.98	\$1,431.54	\$1,477.02	\$1,522.65	\$1,568.01	\$1,611.08	\$1,654.26	\$1,698.59	\$1,744.14
		Daily	\$129.49	\$134.04	\$138.60	\$143.16	\$147.71	\$152.27	\$156.81	\$161.11	\$165.43	\$169.86	\$174.42
		Hourly	\$18.50	\$19.15	\$19.80	\$20.46	\$21.11	\$21.76	\$22.41	\$23.02	\$23.64	\$24.27	\$24.92
HN	17	Annual	\$35,456.00	\$36,684.00	\$37,905.00	\$39,128.00	\$40,350.00	\$41,570.00	\$42,793.00	\$43,969.00	\$45,147.00	\$46,357.00	\$47,600.00
		Bi-Wk	\$1,358.47	\$1,405.52	\$1,452.30	\$1,499.16	\$1,545.98	\$1,592.73	\$1,639.58	\$1,684.64	\$1,729.78	\$1,776.14	\$1,823.76
		Daily	\$135.85	\$140.56	\$145.23	\$149.92	\$154.60	\$159.28	\$163.96	\$168.47	\$172.98	\$177.62	\$182.38
		Hourly	\$19.41	\$20.08	\$20.75	\$21.42	\$22.09	\$22.76	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06

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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	Step 11
HN	18	Annual	\$37,237.00	\$38,485.00	\$39,741.00	\$40,992.00	\$42,244.00	\$43,501.00	\$44,751.00	\$45,982.00	\$47,214.00	\$48,480.00	\$49,780.00
		Bi-Wk	\$1,426.71	\$1,474.53	\$1,522.65	\$1,570.58	\$1,618.55	\$1,666.71	\$1,714.60	\$1,761.77	\$1,808.97	\$1,857.48	\$1,907.28
		Daily	\$142.68	\$147.46	\$152.27	\$157.06	\$161.86	\$166.68	\$171.46	\$176.18	\$180.90	\$185.75	\$190.73
		Hourly	\$20.39	\$21.07	\$21.76	\$22.44	\$23.13	\$23.82	\$24.50	\$25.17	\$25.85	\$26.54	\$27.25
HN	19	Annual	\$39,053.00	\$40,350.00	\$41,637.00	\$42,931.00	\$44,216.00	\$45,509.00	\$46,795.00	\$48,082.00	\$49,368.00	\$50,689.00	\$52,046.00
		Bi-Wk	\$1,496.29	\$1,545.98	\$1,595.29	\$1,644.87	\$1,694.10	\$1,743.64	\$1,792.92	\$1,842.23	\$1,891.50	\$1,942.11	\$1,994.10
		Daily	\$149.63	\$154.60	\$159.53	\$164.49	\$169.41	\$174.37	\$179.30	\$184.23	\$189.15	\$194.22	\$199.41
		Hourly	\$21.38	\$22.09	\$22.79	\$23.50	\$24.21	\$24.91	\$25.62	\$26.32	\$27.03	\$27.75	\$28.49
HN	20	Annual	\$41,032.00	\$42,352.00	\$43,675.00	\$44,991.00	\$46,314.00	\$47,634.00	\$48,960.00	\$50,304.00	\$51,650.00	\$53,033.00	\$54,454.00
		Bi-Wk	\$1,572.11	\$1,622.69	\$1,673.38	\$1,723.80	\$1,774.49	\$1,825.06	\$1,875.87	\$1,927.36	\$1,978.93	\$2,031.92	\$2,086.37
		Daily	\$157.22	\$162.27	\$167.34	\$172.38	\$177.45	\$182.51	\$187.59	\$192.74	\$197.90	\$203.20	\$208.64
		Hourly	\$22.46	\$23.19	\$23.91	\$24.63	\$25.35	\$26.08	\$26.80	\$27.54	\$28.28	\$29.03	\$29.81
HN	21	Annual	\$43,045.00	\$44,406.00	\$45,761.00	\$47,121.00	\$48,478.00	\$49,831.00	\$51,190.00	\$52,597.00	\$54,005.00	\$55,450.00	\$56,934.00
		Bi-Wk	\$1,649.24	\$1,701.38	\$1,753.30	\$1,805.41	\$1,857.40	\$1,909.24	\$1,961.31	\$2,015.22	\$2,069.16	\$2,124.53	\$2,181.38
		Daily	\$164.93	\$170.14	\$175.33	\$180.55	\$185.74	\$190.93	\$196.14	\$201.53	\$206.92	\$212.46	\$218.14
		Hourly	\$23.57	\$24.31	\$25.05	\$25.80	\$26.54	\$27.28	\$28.02	\$28.79	\$29.56	\$30.36	\$31.17
HN	22	Annual	\$44,216.00	\$45,827.00	\$47,439.00	\$49,047.00	\$50,664.00	\$52,271.00	\$53,882.00	\$55,364.00	\$56,846.00	\$58,368.00	\$59,931.00
		Bi-Wk	\$1,694.10	\$1,755.83	\$1,817.59	\$1,879.20	\$1,941.15	\$2,002.73	\$2,064.45	\$2,121.23	\$2,178.01	\$2,236.33	\$2,296.21
		Daily	\$169.41	\$175.59	\$181.76	\$187.92	\$194.12	\$200.28	\$206.45	\$212.13	\$217.81	\$223.64	\$229.63
		Hourly	\$24.21	\$25.09	\$25.97	\$26.85	\$27.74	\$28.62	\$29.50	\$30.31	\$31.12	\$31.95	\$32.81

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HN	23	Annual	\$46,298.00	\$47,980.00	\$49,654.00	\$51,334.00	\$53,012.00	\$54,691.00	\$56,371.00	\$57,921.00	\$59,471.00	\$61,064.00	\$62,700.00
		Bi-Wk	\$1,773.87	\$1,838.32	\$1,902.46	\$1,966.82	\$2,031.12	\$2,095.45	\$2,159.81	\$2,219.20	\$2,278.59	\$2,339.62	\$2,402.30
		Daily	\$177.39	\$183.84	\$190.25	\$196.69	\$203.12	\$209.55	\$215.99	\$221.92	\$227.86	\$233.97	\$240.23
		Hourly	\$25.35	\$26.27	\$27.18	\$28.10	\$29.02	\$29.94	\$30.86	\$31.71	\$32.56	\$33.43	\$34.32
HN	24	Annual	\$48,514.00	\$50,264.00	\$52,017.00	\$53,767.00	\$55,514.00	\$57,266.00	\$59,015.00	\$60,635.00	\$62,259.00	\$63,926.00	\$65,638.00
		Bi-Wk	\$1,858.78	\$1,925.83	\$1,992.99	\$2,060.04	\$2,126.98	\$2,194.10	\$2,261.12	\$2,323.19	\$2,385.41	\$2,449.28	\$2,514.87
		Daily	\$185.88	\$192.59	\$199.30	\$206.01	\$212.70	\$219.41	\$226.12	\$232.32	\$238.55	\$244.93	\$251.49
		Hourly	\$26.56	\$27.52	\$28.48	\$29.43	\$30.39	\$31.35	\$32.31	\$33.19	\$34.08	\$34.99	\$35.93
HN	25	Annual	\$50,876.00	\$52,689.00	\$54,502.00	\$56,314.00	\$58,130.00	\$59,944.00	\$61,757.00	\$63,455.00	\$65,153.00	\$66,896.00	\$68,686.00
		Bi-Wk	\$1,949.28	\$2,018.74	\$2,088.20	\$2,157.63	\$2,227.21	\$2,296.71	\$2,366.17	\$2,431.23	\$2,496.29	\$2,563.07	\$2,631.65
		Daily	\$194.93	\$201.88	\$208.82	\$215.77	\$222.73	\$229.68	\$236.62	\$243.13	\$249.63	\$256.31	\$263.17
		Hourly	\$27.85	\$28.84	\$29.84	\$30.83	\$31.82	\$32.82	\$33.81	\$34.74	\$35.67	\$36.62	\$37.60
HN	26	Annual	\$53,372.00	\$55,244.00	\$57,128.00	\$59,015.00	\$60,897.00	\$62,770.00	\$64,652.00	\$66,431.00	\$68,210.00	\$70,038.00	\$71,915.00
		Bi-Wk	\$2,044.91	\$2,116.63	\$2,188.82	\$2,261.12	\$2,333.22	\$2,404.99	\$2,477.09	\$2,545.25	\$2,613.41	\$2,683.45	\$2,755.37
		Daily	\$204.50	\$211.67	\$218.89	\$226.12	\$233.33	\$240.50	\$247.71	\$254.53	\$261.35	\$268.35	\$275.54
		Hourly	\$29.22	\$30.24	\$31.27	\$32.31	\$33.34	\$34.36	\$35.39	\$36.37	\$37.34	\$38.34	\$39.37

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HN	9	Annual	\$26,896.00	\$27,689.00	\$28,481.00	\$29,281.00	\$30,074.00	\$30,864.00	\$31,665.00	\$32,533.00	\$33,404.00	\$34,299.00	\$35,219.00
		Bi-Wk	\$1,030.50	\$1,060.89	\$1,091.23	\$1,121.88	\$1,152.27	\$1,182.53	\$1,213.22	\$1,246.48	\$1,279.85	\$1,314.14	\$1,349.39
		Daily	\$103.05	\$106.09	\$109.13	\$112.19	\$115.23	\$118.26	\$121.33	\$124.65	\$127.99	\$131.42	\$134.94
		Hourly	\$14.73	\$15.16	\$15.59	\$16.03	\$16.47	\$16.90	\$17.34	\$17.81	\$18.29	\$18.78	\$19.28
HN	10	Annual	\$27,751.00	\$28,582.00	\$29,411.00	\$30,251.00	\$31,077.00	\$31,921.00	\$32,796.00	\$33,696.00	\$34,599.00	\$35,526.00	\$36,479.00
		Bi-Wk	\$1,063.26	\$1,095.10	\$1,126.86	\$1,159.05	\$1,190.69	\$1,223.03	\$1,256.56	\$1,291.04	\$1,325.64	\$1,361.15	\$1,397.67
		Daily	\$106.33	\$109.51	\$112.69	\$115.91	\$119.07	\$122.31	\$125.66	\$129.11	\$132.57	\$136.12	\$139.77
		Hourly	\$15.19	\$15.65	\$16.10	\$16.56	\$17.01	\$17.48	\$17.96	\$18.45	\$18.94	\$19.45	\$19.97
HN	11	Annual	\$28,622.00	\$29,487.00	\$30,361.00	\$31,224.00	\$32,114.00	\$33,020.00	\$33,932.00	\$34,864.00	\$35,796.00	\$36,754.00	\$37,739.00
		Bi-Wk	\$1,096.63	\$1,129.78	\$1,163.26	\$1,196.33	\$1,230.43	\$1,265.14	\$1,300.08	\$1,335.79	\$1,371.50	\$1,408.20	\$1,445.94
		Daily	\$109.67	\$112.98	\$116.33	\$119.64	\$123.05	\$126.52	\$130.01	\$133.58	\$137.15	\$140.82	\$144.60
		Hourly	\$15.67	\$16.14	\$16.62	\$17.10	\$17.58	\$18.08	\$18.58	\$19.09	\$19.60	\$20.12	\$20.66
HN	12	Annual	\$29,544.00	\$30,452.00	\$31,349.00	\$32,280.00	\$33,217.00	\$34,171.00	\$35,114.00	\$36,080.00	\$37,044.00	\$38,035.00	\$39,053.00
		Bi-Wk	\$1,131.96	\$1,166.75	\$1,201.12	\$1,236.79	\$1,272.69	\$1,309.24	\$1,345.37	\$1,382.38	\$1,419.32	\$1,457.28	\$1,496.29
		Daily	\$113.20	\$116.68	\$120.12	\$123.68	\$127.27	\$130.93	\$134.54	\$138.24	\$141.94	\$145.73	\$149.63
		Hourly	\$16.18	\$16.67	\$17.16	\$17.67	\$18.19	\$18.71	\$19.22	\$19.75	\$20.28	\$20.82	\$21.38
HN	13	Annual	\$31,196.00	\$32,341.00	\$33,488.00	\$34,642.00	\$35,795.00	\$36,946.00	\$38,102.00	\$39,148.00	\$40,196.00	\$41,273.00	\$42,378.00
		Bi-Wk	\$1,195.25	\$1,239.12	\$1,283.07	\$1,327.28	\$1,371.46	\$1,415.56	\$1,459.85	\$1,499.93	\$1,540.08	\$1,581.35	\$1,623.68
		Daily	\$119.53	\$123.92	\$128.31	\$132.73	\$137.15	\$141.56	\$145.99	\$150.00	\$154.01	\$158.14	\$162.37
		Hourly	\$17.08	\$17.71	\$18.33	\$18.97	\$19.60	\$20.23	\$20.86	\$21.43	\$22.01	\$22.60	\$23.20

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HN	14	Annual	\$32,644.00	\$33,839.00	\$35,030.00	\$36,216.00	\$37,404.00	\$38,594.00	\$39,783.00	\$40,875.00	\$41,972.00	\$43,099.00	\$44,257.00
		Bi-Wk	\$1,250.73	\$1,296.52	\$1,342.15	\$1,387.59	\$1,433.11	\$1,478.70	\$1,524.26	\$1,566.10	\$1,608.13	\$1,651.31	\$1,695.68
		Daily	\$125.08	\$129.66	\$134.22	\$138.76	\$143.32	\$147.87	\$152.43	\$156.61	\$160.82	\$165.14	\$169.57
		Hourly	\$17.87	\$18.53	\$19.18	\$19.83	\$20.48	\$21.13	\$21.78	\$22.38	\$22.98	\$23.60	\$24.23
HN	15	Annual	\$34,205.00	\$35,426.00	\$36,651.00	\$37,872.00	\$39,100.00	\$40,331.00	\$41,549.00	\$42,693.00	\$43,836.00	\$45,010.00	\$46,217.00
		Bi-Wk	\$1,310.54	\$1,357.32	\$1,404.26	\$1,451.04	\$1,498.09	\$1,545.25	\$1,591.92	\$1,635.75	\$1,679.55	\$1,724.53	\$1,770.77
		Daily	\$131.06	\$135.74	\$140.43	\$145.11	\$149.81	\$154.53	\$159.20	\$163.58	\$167.96	\$172.46	\$177.08
		Hourly	\$18.73	\$19.40	\$20.07	\$20.73	\$21.41	\$22.08	\$22.75	\$23.37	\$24.00	\$24.64	\$25.30
HN	16	Annual	\$35,855.00	\$37,114.00	\$38,378.00	\$39,639.00	\$40,899.00	\$42,163.00	\$43,418.00	\$44,611.00	\$45,807.00	\$47,033.00	\$48,295.00
		Bi-Wk	\$1,373.76	\$1,422.00	\$1,470.43	\$1,518.74	\$1,567.02	\$1,615.45	\$1,663.53	\$1,709.24	\$1,755.06	\$1,802.04	\$1,850.39
		Daily	\$137.38	\$142.20	\$147.05	\$151.88	\$156.71	\$161.55	\$166.36	\$170.93	\$175.51	\$180.21	\$185.04
		Hourly	\$19.63	\$20.32	\$21.01	\$21.70	\$22.39	\$23.08	\$23.77	\$24.42	\$25.08	\$25.75	\$26.44
HN	17	Annual	\$37,616.00	\$38,919.00	\$40,215.00	\$41,512.00	\$42,808.00	\$44,103.00	\$45,400.00	\$46,648.00	\$47,898.00	\$49,181.00	\$50,499.00
		Bi-Wk	\$1,441.23	\$1,491.15	\$1,540.81	\$1,590.50	\$1,640.16	\$1,689.78	\$1,739.47	\$1,787.28	\$1,835.18	\$1,884.33	\$1,934.83
		Daily	\$144.13	\$149.12	\$154.09	\$159.05	\$164.02	\$168.98	\$173.95	\$178.73	\$183.52	\$188.44	\$193.49
		Hourly	\$20.59	\$21.31	\$22.02	\$22.73	\$23.44	\$24.14	\$24.85	\$25.54	\$26.22	\$26.92	\$27.65
HN	18	Annual	\$39,506.00	\$40,830.00	\$42,163.00	\$43,489.00	\$44,818.00	\$46,152.00	\$47,477.00	\$48,783.00	\$50,090.00	\$51,434.00	\$52,813.00
		Bi-Wk	\$1,513.64	\$1,564.37	\$1,615.45	\$1,666.25	\$1,717.17	\$1,768.28	\$1,819.05	\$1,869.09	\$1,919.16	\$1,970.66	\$2,023.49
		Daily	\$151.37	\$156.44	\$161.55	\$166.63	\$171.72	\$176.83	\$181.91	\$186.91	\$191.92	\$197.07	\$202.35
		Hourly	\$21.63	\$22.35	\$23.08	\$23.81	\$24.54	\$25.27	\$25.99	\$26.71	\$27.42	\$28.16	\$28.91

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	19	Annual	\$41,432.00	\$42,808.00	\$44,174.00	\$45,546.00	\$46,910.00	\$48,282.00	\$49,645.00	\$51,011.00	\$52,376.00	\$53,777.00	\$55,217.00
		Bi-Wk	\$1,587.44	\$1,640.16	\$1,692.50	\$1,745.06	\$1,797.32	\$1,849.89	\$1,902.11	\$1,954.45	\$2,006.75	\$2,060.43	\$2,115.60
		Daily	\$158.75	\$164.02	\$169.25	\$174.51	\$179.74	\$184.99	\$190.22	\$195.45	\$200.68	\$206.05	\$211.56
		Hourly	\$22.68	\$23.44	\$24.18	\$24.93	\$25.68	\$26.43	\$27.18	\$27.93	\$28.67	\$29.44	\$30.23
HN	20	Annual	\$43,531.00	\$44,932.00	\$46,336.00	\$47,732.00	\$49,136.00	\$50,536.00	\$51,942.00	\$53,369.00	\$54,796.00	\$56,263.00	\$57,771.00
		Bi-Wk	\$1,667.86	\$1,721.54	\$1,775.33	\$1,828.82	\$1,882.61	\$1,936.25	\$1,990.12	\$2,044.79	\$2,099.47	\$2,155.68	\$2,213.45
		Daily	\$166.79	\$172.16	\$177.54	\$182.89	\$188.27	\$193.63	\$199.02	\$204.48	\$209.95	\$215.57	\$221.35
		Hourly	\$23.83	\$24.60	\$25.37	\$26.13	\$26.90	\$27.67	\$28.44	\$29.22	\$30.00	\$30.80	\$31.63
HN	21	Annual	\$45,668.00	\$47,112.00	\$48,549.00	\$49,992.00	\$51,431.00	\$52,866.00	\$54,308.00	\$55,801.00	\$57,295.00	\$58,828.00	\$60,403.00
		Bi-Wk	\$1,749.74	\$1,805.06	\$1,860.12	\$1,915.41	\$1,970.54	\$2,025.52	\$2,080.77	\$2,137.97	\$2,195.22	\$2,253.95	\$2,314.30
		Daily	\$174.98	\$180.51	\$186.02	\$191.55	\$197.06	\$202.56	\$208.08	\$213.80	\$219.53	\$225.40	\$231.43
		Hourly	\$25.00	\$25.79	\$26.58	\$27.37	\$28.16	\$28.94	\$29.73	\$30.55	\$31.37	\$32.20	\$33.07
HN	22	Annual	\$46,910.00	\$48,619.00	\$50,329.00	\$52,035.00	\$53,750.00	\$55,456.00	\$57,164.00	\$58,736.00	\$60,309.00	\$61,924.00	\$63,581.00
		Bi-Wk	\$1,797.32	\$1,862.80	\$1,928.32	\$1,993.68	\$2,059.39	\$2,124.76	\$2,190.20	\$2,255.43	\$2,310.69	\$2,372.57	\$2,436.06
		Daily	\$179.74	\$186.28	\$192.84	\$199.37	\$205.94	\$212.48	\$219.02	\$225.05	\$231.07	\$237.26	\$243.61
		Hourly	\$25.68	\$26.62	\$27.55	\$28.49	\$29.42	\$30.36	\$31.29	\$32.15	\$33.01	\$33.90	\$34.81
HN	23	Annual	\$49,118.00	\$50,903.00	\$52,679.00	\$54,462.00	\$56,242.00	\$58,022.00	\$59,805.00	\$61,449.00	\$63,094.00	\$64,783.00	\$66,519.00
		Bi-Wk	\$1,881.92	\$1,950.31	\$2,018.36	\$2,086.67	\$2,154.87	\$2,223.07	\$2,291.38	\$2,354.37	\$2,417.40	\$2,482.11	\$2,548.63
		Daily	\$188.20	\$195.04	\$201.84	\$208.67	\$215.49	\$222.31	\$229.14	\$235.44	\$241.74	\$248.22	\$254.87
		Hourly	\$26.89	\$27.87	\$28.84	\$29.81	\$30.79	\$31.76	\$32.74	\$33.64	\$34.54	\$35.46	\$36.41

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	24	Annual	\$51,470.00	\$53,326.00	\$55,186.00	\$57,043.00	\$58,896.00	\$60,754.00	\$62,610.00	\$64,329.00	\$66,051.00	\$67,820.00	\$69,637.00
		Bi-Wk	\$1,972.04	\$2,043.15	\$2,114.41	\$2,185.56	\$2,256.56	\$2,327.74	\$2,398.86	\$2,464.72	\$2,530.69	\$2,598.47	\$2,668.09
		Daily	\$197.21	\$204.32	\$211.45	\$218.56	\$225.66	\$232.78	\$239.89	\$246.48	\$253.07	\$259.85	\$266.81
		Hourly	\$28.18	\$29.19	\$30.21	\$31.23	\$32.24	\$33.26	\$34.27	\$35.22	\$36.16	\$37.13	\$38.12
HN	25	Annual	\$53,976.00	\$55,899.00	\$57,823.00	\$59,745.00	\$61,671.00	\$63,596.00	\$65,519.00	\$67,320.00	\$69,122.00	\$70,971.00	\$72,870.00
		Bi-Wk	\$2,068.05	\$2,141.73	\$2,215.45	\$2,289.09	\$2,362.88	\$2,436.63	\$2,510.31	\$2,579.32	\$2,648.36	\$2,719.20	\$2,791.96
		Daily	\$206.81	\$214.18	\$221.55	\$228.91	\$236.29	\$243.67	\$251.04	\$257.94	\$264.84	\$271.92	\$279.20
		Hourly	\$29.55	\$30.60	\$31.65	\$32.71	\$33.76	\$34.81	\$35.87	\$36.85	\$37.84	\$38.85	\$39.89
HN	26	Annual	\$56,624.00	\$58,610.00	\$60,608.00	\$62,610.00	\$64,606.00	\$66,594.00	\$68,590.00	\$70,477.00	\$72,365.00	\$74,305.00	\$76,296.00
		Bi-Wk	\$2,169.51	\$2,245.60	\$2,322.15	\$2,398.86	\$2,475.33	\$2,551.50	\$2,627.97	\$2,700.27	\$2,772.61	\$2,846.94	\$2,923.22
		Daily	\$216.96	\$224.56	\$232.22	\$239.89	\$247.54	\$255.15	\$262.80	\$270.03	\$277.27	\$284.70	\$292.33
		Hourly	\$31.00	\$32.08	\$33.18	\$34.27	\$35.37	\$36.45	\$37.55	\$38.58	\$39.61	\$40.68	\$41.77

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	9	Annual	\$27,703.00	\$28,520.00	\$29,336.00	\$30,160.00	\$30,977.00	\$31,790.00	\$32,615.00	\$33,509.00	\$34,407.00	\$35,328.00	\$36,276.00
		Bi-Wk	\$1,061.42	\$1,092.73	\$1,123.99	\$1,155.56	\$1,186.86	\$1,218.01	\$1,249.62	\$1,283.87	\$1,318.28	\$1,353.57	\$1,389.89
		Daily	\$106.15	\$109.28	\$112.40	\$115.56	\$118.69	\$121.81	\$124.97	\$128.39	\$131.83	\$135.36	\$138.99
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86
HN	10	Annual	\$28,584.00	\$29,440.00	\$30,294.00	\$31,159.00	\$32,010.00	\$32,879.00	\$33,780.00	\$34,707.00	\$35,637.00	\$36,592.00	\$37,574.00
		Bi-Wk	\$1,095.18	\$1,127.97	\$1,160.69	\$1,193.84	\$1,226.44	\$1,259.74	\$1,294.26	\$1,329.78	\$1,365.41	\$1,402.00	\$1,439.62
		Daily	\$109.52	\$112.80	\$116.07	\$119.39	\$122.65	\$125.98	\$129.43	\$132.98	\$136.55	\$140.20	\$143.97
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
HN	11	Annual	\$29,481.00	\$30,372.00	\$31,272.00	\$32,161.00	\$33,078.00	\$34,011.00	\$34,950.00	\$35,910.00	\$36,870.00	\$37,857.00	\$38,872.00
		Bi-Wk	\$1,129.55	\$1,163.68	\$1,198.17	\$1,232.23	\$1,267.36	\$1,303.11	\$1,339.09	\$1,375.87	\$1,412.65	\$1,450.46	\$1,489.35
		Daily	\$112.96	\$116.37	\$119.82	\$123.23	\$126.74	\$130.32	\$133.91	\$137.59	\$141.27	\$145.05	\$148.94
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.13	\$19.66	\$20.19	\$20.73	\$21.28
HN	12	Annual	\$30,431.00	\$31,366.00	\$32,290.00	\$33,249.00	\$34,214.00	\$35,197.00	\$36,168.00	\$37,163.00	\$38,156.00	\$39,177.00	\$40,225.00
		Bi-Wk	\$1,165.94	\$1,201.77	\$1,237.17	\$1,273.91	\$1,310.89	\$1,348.55	\$1,385.75	\$1,423.87	\$1,461.92	\$1,501.04	\$1,541.19
		Daily	\$116.60	\$120.18	\$123.72	\$127.40	\$131.09	\$134.86	\$138.58	\$142.39	\$146.20	\$150.11	\$154.12
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
HN	13	Annual	\$32,132.00	\$33,312.00	\$34,493.00	\$35,682.00	\$36,869.00	\$38,055.00	\$39,246.00	\$40,323.00	\$41,402.00	\$42,512.00	\$43,650.00
		Bi-Wk	\$1,231.12	\$1,276.33	\$1,321.58	\$1,367.13	\$1,412.61	\$1,458.05	\$1,503.68	\$1,544.95	\$1,586.29	\$1,628.82	\$1,672.42
		Daily	\$123.12	\$127.64	\$132.16	\$136.72	\$141.27	\$145.81	\$150.37	\$154.50	\$158.63	\$162.89	\$167.25
		Hourly	\$17.59	\$18.24	\$18.88	\$19.54	\$20.19	\$20.83	\$21.49	\$22.08	\$22.67	\$23.27	\$23.90

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	14	Annual	\$33,624.00	\$34,855.00	\$36,081.00	\$37,303.00	\$38,527.00	\$39,752.00	\$40,977.00	\$42,102.00	\$43,232.00	\$44,392.00	\$45,585.00
		Bi-Wk	\$1,288.28	\$1,335.45	\$1,382.42	\$1,429.24	\$1,476.14	\$1,523.07	\$1,570.00	\$1,613.11	\$1,656.40	\$1,700.85	\$1,746.56
		Daily	\$128.83	\$133.55	\$138.25	\$142.93	\$147.62	\$152.31	\$157.00	\$161.32	\$165.64	\$170.09	\$174.66
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
HN	15	Annual	\$35,232.00	\$36,489.00	\$37,751.00	\$39,009.00	\$40,273.00	\$41,541.00	\$42,796.00	\$43,974.00	\$45,152.00	\$46,361.00	\$47,604.00
		Bi-Wk	\$1,349.89	\$1,398.05	\$1,446.40	\$1,494.60	\$1,543.03	\$1,591.61	\$1,639.70	\$1,684.83	\$1,729.97	\$1,776.29	\$1,823.91
		Daily	\$134.99	\$139.81	\$144.64	\$149.46	\$154.31	\$159.17	\$163.97	\$168.49	\$173.00	\$177.63	\$182.40
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
HN	16	Annual	\$36,931.00	\$38,228.00	\$39,530.00	\$40,829.00	\$42,126.00	\$43,428.00	\$44,721.00	\$45,950.00	\$47,182.00	\$48,444.00	\$49,744.00
		Bi-Wk	\$1,414.99	\$1,464.68	\$1,514.56	\$1,564.33	\$1,614.03	\$1,663.91	\$1,713.45	\$1,760.54	\$1,807.74	\$1,856.10	\$1,905.91
		Daily	\$141.50	\$146.47	\$151.46	\$156.44	\$161.41	\$166.40	\$171.35	\$176.06	\$180.78	\$185.61	\$190.60
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
HN	17	Annual	\$38,745.00	\$40,087.00	\$41,422.00	\$42,758.00	\$44,093.00	\$45,427.00	\$46,762.00	\$48,048.00	\$49,335.00	\$50,657.00	\$52,014.00
		Bi-Wk	\$1,484.49	\$1,535.91	\$1,587.05	\$1,638.24	\$1,689.39	\$1,740.50	\$1,791.65	\$1,840.92	\$1,890.23	\$1,940.89	\$1,992.88
		Daily	\$148.45	\$153.60	\$158.71	\$163.83	\$168.94	\$174.05	\$179.17	\$184.10	\$189.03	\$194.09	\$199.29
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
HN	18	Annual	\$40,692.00	\$42,055.00	\$43,428.00	\$44,794.00	\$46,163.00	\$47,537.00	\$48,902.00	\$50,247.00	\$51,593.00	\$52,978.00	\$54,398.00
		Bi-Wk	\$1,559.09	\$1,611.31	\$1,663.91	\$1,716.25	\$1,768.70	\$1,821.35	\$1,873.64	\$1,925.18	\$1,976.75	\$2,029.81	\$2,084.22
		Daily	\$155.91	\$161.14	\$166.40	\$171.63	\$176.87	\$182.14	\$187.37	\$192.52	\$197.68	\$202.99	\$208.43
		Hourly	\$22.28	\$23.02	\$23.78	\$24.52	\$25.27	\$26.02	\$26.77	\$27.51	\$28.24	\$29.00	\$29.78

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	19	Annual	\$42,675.00	\$44,093.00	\$45,500.00	\$46,913.00	\$48,318.00	\$49,731.00	\$51,135.00	\$52,542.00	\$53,948.00	\$55,391.00	\$56,874.00
		Bi-Wk	\$1,635.06	\$1,689.39	\$1,743.30	\$1,797.44	\$1,851.27	\$1,905.41	\$1,959.20	\$2,013.11	\$2,066.98	\$2,122.27	\$2,179.09
		Daily	\$163.51	\$168.94	\$174.33	\$179.75	\$185.13	\$190.55	\$195.92	\$201.32	\$206.70	\$212.23	\$217.91
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.13
HN	20	Annual	\$44,837.00	\$46,280.00	\$47,727.00	\$49,164.00	\$50,611.00	\$52,053.00	\$53,501.00	\$54,971.00	\$56,440.00	\$57,951.00	\$59,505.00
		Bi-Wk	\$1,717.90	\$1,773.19	\$1,828.63	\$1,883.68	\$1,939.12	\$1,994.37	\$2,049.85	\$2,106.17	\$2,162.46	\$2,220.35	\$2,279.89
		Daily	\$171.79	\$177.32	\$182.87	\$188.37	\$193.92	\$199.44	\$204.99	\$210.62	\$216.25	\$222.04	\$227.99
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.57
HN	21	Annual	\$47,039.00	\$48,526.00	\$50,006.00	\$51,492.00	\$52,974.00	\$54,452.00	\$55,938.00	\$57,476.00	\$59,014.00	\$60,593.00	\$62,216.00
		Bi-Wk	\$1,802.27	\$1,859.24	\$1,915.94	\$1,972.88	\$2,029.66	\$2,086.29	\$2,143.22	\$2,202.15	\$2,261.08	\$2,321.58	\$2,383.76
		Daily	\$180.23	\$185.93	\$191.60	\$197.29	\$202.97	\$208.63	\$214.33	\$220.22	\$226.11	\$232.16	\$238.38
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
HN	22	Annual	\$48,318.00	\$50,078.00	\$51,839.00	\$53,597.00	\$55,363.00	\$57,120.00	\$58,879.00	\$60,499.00	\$62,119.00	\$63,782.00	\$65,489.00
		Bi-Wk	\$1,851.27	\$1,918.70	\$1,986.17	\$2,053.53	\$2,121.19	\$2,188.51	\$2,255.91	\$2,317.97	\$2,380.04	\$2,443.76	\$2,509.16
		Daily	\$185.13	\$191.87	\$198.62	\$205.36	\$212.12	\$218.86	\$225.60	\$231.80	\$238.01	\$244.38	\$250.92
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85
HN	23	Annual	\$50,592.00	\$52,431.00	\$54,260.00	\$56,096.00	\$57,930.00	\$59,763.00	\$61,600.00	\$63,293.00	\$64,987.00	\$66,727.00	\$68,515.00
		Bi-Wk	\$1,938.40	\$2,008.86	\$2,078.93	\$2,149.28	\$2,219.55	\$2,289.78	\$2,360.16	\$2,425.02	\$2,489.93	\$2,556.60	\$2,625.10
		Daily	\$193.84	\$200.89	\$207.90	\$214.93	\$221.96	\$228.98	\$236.02	\$242.51	\$249.00	\$255.66	\$262.51
		Hourly	\$27.70	\$28.70	\$29.70	\$30.71	\$31.71	\$32.72	\$33.72	\$34.65	\$35.58	\$36.53	\$37.51

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN	24	Annual	\$53,015.00	\$54,926.00	\$56,842.00	\$58,755.00	\$60,663.00	\$62,577.00	\$64,489.00	\$66,259.00	\$68,033.00	\$69,855.00	\$71,727.00
		Bi-Wk	\$2,031.23	\$2,104.45	\$2,177.86	\$2,251.15	\$2,324.26	\$2,397.59	\$2,470.85	\$2,538.66	\$2,606.63	\$2,676.44	\$2,748.17
		Daily	\$203.13	\$210.45	\$217.79	\$225.12	\$232.43	\$239.76	\$247.09	\$253.87	\$260.67	\$267.65	\$274.82
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
HN	25	Annual	\$55,596.00	\$57,576.00	\$59,558.00	\$61,538.00	\$63,522.00	\$65,504.00	\$67,485.00	\$69,340.00	\$71,196.00	\$73,101.00	\$75,057.00
		Bi-Wk	\$2,130.12	\$2,205.98	\$2,281.92	\$2,357.78	\$2,433.80	\$2,509.74	\$2,585.64	\$2,656.71	\$2,727.82	\$2,800.81	\$2,875.75
		Daily	\$213.02	\$220.60	\$228.20	\$235.78	\$243.38	\$250.98	\$258.57	\$265.68	\$272.79	\$280.09	\$287.58
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
HN	26	Annual	\$58,323.00	\$60,369.00	\$62,427.00	\$64,489.00	\$66,545.00	\$68,592.00	\$70,648.00	\$72,592.00	\$74,536.00	\$76,535.00	\$78,585.00
		Bi-Wk	\$2,234.60	\$2,312.99	\$2,391.84	\$2,470.85	\$2,549.62	\$2,628.05	\$2,706.82	\$2,781.31	\$2,855.79	\$2,932.38	\$3,010.92
		Daily	\$223.46	\$231.30	\$239.19	\$247.09	\$254.97	\$262.81	\$270.69	\$278.14	\$285.58	\$293.24	\$301.10
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02

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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	Step 11
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

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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	Step 11
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
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

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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	Step 11
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

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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	Step 11
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
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