

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/1/2005

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
FK	9	Annual	\$29,843.00	\$30,723.00	\$31,602.00	\$32,490.00	\$33,370.00	\$34,246.00	\$35,134.00	\$36,098.00	\$37,064.00	\$38,058.00	\$39,078.00
		Bi-Wk	\$1,143.41	\$1,177.13	\$1,210.81	\$1,244.83	\$1,278.55	\$1,312.11	\$1,346.14	\$1,383.07	\$1,420.08	\$1,458.17	\$1,497.25
		Daily	\$114.35	\$117.72	\$121.09	\$124.49	\$127.86	\$131.22	\$134.62	\$138.31	\$142.01	\$145.82	\$149.73
		Hourly	\$14.30	\$14.72	\$15.14	\$15.57	\$15.99	\$16.41	\$16.83	\$17.29	\$17.76	\$18.23	\$18.72
FK	10	Annual	\$30,791.00	\$31,714.00	\$32,634.00	\$33,565.00	\$34,482.00	\$35,419.00	\$36,389.00	\$37,388.00	\$38,390.00	\$39,419.00	\$40,476.00
		Bi-Wk	\$1,179.74	\$1,215.10	\$1,250.35	\$1,286.02	\$1,321.15	\$1,357.05	\$1,394.22	\$1,432.50	\$1,470.89	\$1,510.31	\$1,550.81
		Daily	\$117.98	\$121.51	\$125.04	\$128.61	\$132.12	\$135.71	\$139.43	\$143.25	\$147.09	\$151.04	\$155.09
		Hourly	\$14.75	\$15.19	\$15.63	\$16.08	\$16.52	\$16.97	\$17.43	\$17.91	\$18.39	\$18.88	\$19.39
FK	11	Annual	\$31,758.00	\$32,718.00	\$33,687.00	\$34,645.00	\$35,632.00	\$36,638.00	\$37,650.00	\$38,684.00	\$39,718.00	\$40,781.00	\$41,874.00
		Bi-Wk	\$1,216.79	\$1,253.57	\$1,290.69	\$1,327.40	\$1,365.22	\$1,403.76	\$1,442.53	\$1,482.15	\$1,521.77	\$1,562.50	\$1,604.37
		Daily	\$121.68	\$125.36	\$129.07	\$132.74	\$136.53	\$140.38	\$144.26	\$148.22	\$152.18	\$156.25	\$160.44
		Hourly	\$15.21	\$15.67	\$16.14	\$16.60	\$17.07	\$17.55	\$18.04	\$18.53	\$19.03	\$19.54	\$20.06
FK	12	Annual	\$32,781.00	\$33,789.00	\$34,783.00	\$35,816.00	\$36,856.00	\$37,915.00	\$38,962.00	\$40,034.00	\$41,103.00	\$42,203.00	\$43,332.00
		Bi-Wk	\$1,255.98	\$1,294.60	\$1,332.69	\$1,372.27	\$1,412.11	\$1,452.69	\$1,492.80	\$1,533.87	\$1,574.83	\$1,616.98	\$1,660.23
		Daily	\$125.60	\$129.46	\$133.27	\$137.23	\$141.22	\$145.27	\$149.28	\$153.39	\$157.49	\$161.70	\$166.03
		Hourly	\$15.70	\$16.19	\$16.66	\$17.16	\$17.66	\$18.16	\$18.66	\$19.18	\$19.69	\$20.22	\$20.76
FK	13	Annual	\$34,614.00	\$35,885.00	\$37,157.00	\$38,438.00	\$39,717.00	\$40,994.00	\$42,277.00	\$43,437.00	\$44,600.00	\$45,795.00	\$47,021.00
		Bi-Wk	\$1,326.21	\$1,374.91	\$1,423.64	\$1,472.73	\$1,521.73	\$1,570.66	\$1,619.81	\$1,664.26	\$1,708.82	\$1,754.60	\$1,801.58
		Daily	\$132.63	\$137.50	\$142.37	\$147.28	\$152.18	\$157.07	\$161.99	\$166.43	\$170.89	\$175.46	\$180.16
		Hourly	\$16.58	\$17.19	\$17.80	\$18.41	\$19.03	\$19.64	\$20.25	\$20.81	\$21.37	\$21.94	\$22.52

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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
FK	14	Annual	\$36,221.00	\$37,547.00	\$38,868.00	\$40,184.00	\$41,502.00	\$42,822.00	\$44,142.00	\$45,354.00	\$46,571.00	\$47,821.00	\$49,106.00
		Bi-Wk	\$1,387.78	\$1,438.59	\$1,489.20	\$1,539.62	\$1,590.12	\$1,640.69	\$1,691.27	\$1,737.71	\$1,784.33	\$1,832.23	\$1,881.46
		Daily	\$138.78	\$143.86	\$148.92	\$153.97	\$159.02	\$164.07	\$169.13	\$173.78	\$178.44	\$183.23	\$188.15
		Hourly	\$17.35	\$17.99	\$18.62	\$19.25	\$19.88	\$20.51	\$21.15	\$21.73	\$22.31	\$22.91	\$23.52
FK	15	Annual	\$37,952.00	\$39,308.00	\$40,667.00	\$42,021.00	\$43,384.00	\$44,750.00	\$46,101.00	\$47,371.00	\$48,639.00	\$49,942.00	\$51,280.00
		Bi-Wk	\$1,454.10	\$1,506.06	\$1,558.13	\$1,610.00	\$1,662.23	\$1,714.56	\$1,766.33	\$1,814.99	\$1,863.57	\$1,913.49	\$1,964.76
		Daily	\$145.41	\$150.61	\$155.82	\$161.00	\$166.23	\$171.46	\$176.64	\$181.50	\$186.36	\$191.35	\$196.48
		Hourly	\$18.18	\$18.83	\$19.48	\$20.13	\$20.78	\$21.44	\$22.08	\$22.69	\$23.30	\$23.92	\$24.56
FK	16	Annual	\$39,783.00	\$41,181.00	\$42,583.00	\$43,982.00	\$45,380.00	\$46,782.00	\$48,175.00	\$49,499.00	\$50,826.00	\$52,187.00	\$53,587.00
		Bi-Wk	\$1,524.26	\$1,577.82	\$1,631.54	\$1,685.14	\$1,738.70	\$1,792.42	\$1,845.79	\$1,896.52	\$1,947.36	\$1,999.51	\$2,053.15
		Daily	\$152.43	\$157.79	\$163.16	\$168.52	\$173.87	\$179.25	\$184.58	\$189.66	\$194.74	\$199.96	\$205.32
		Hourly	\$19.06	\$19.73	\$20.40	\$21.07	\$21.74	\$22.41	\$23.08	\$23.71	\$24.35	\$25.00	\$25.67
FK	17	Annual	\$41,738.00	\$43,183.00	\$44,621.00	\$46,060.00	\$47,499.00	\$48,935.00	\$50,374.00	\$51,759.00	\$53,146.00	\$54,570.00	\$56,032.00
		Bi-Wk	\$1,599.16	\$1,654.53	\$1,709.62	\$1,764.76	\$1,819.89	\$1,874.91	\$1,930.04	\$1,983.11	\$2,036.25	\$2,090.81	\$2,146.82
		Daily	\$159.92	\$165.46	\$170.97	\$176.48	\$181.99	\$187.50	\$193.01	\$198.32	\$203.63	\$209.09	\$214.69
		Hourly	\$19.99	\$20.69	\$21.38	\$22.06	\$22.75	\$23.44	\$24.13	\$24.79	\$25.46	\$26.14	\$26.84
FK	18	Annual	\$43,835.00	\$45,303.00	\$46,782.00	\$48,254.00	\$49,728.00	\$51,208.00	\$52,679.00	\$54,128.00	\$55,579.00	\$57,069.00	\$58,599.00
		Bi-Wk	\$1,679.51	\$1,735.75	\$1,792.42	\$1,848.82	\$1,905.29	\$1,962.00	\$2,018.36	\$2,073.87	\$2,129.47	\$2,186.56	\$2,245.18
		Daily	\$167.96	\$173.58	\$179.25	\$184.89	\$190.53	\$196.20	\$201.84	\$207.39	\$212.95	\$218.66	\$224.52
		Hourly	\$21.00	\$21.70	\$22.41	\$23.12	\$23.82	\$24.53	\$25.23	\$25.93	\$26.62	\$27.34	\$28.07

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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
FK	19	Annual	\$45,972.00	\$47,499.00	\$49,014.00	\$50,536.00	\$52,050.00	\$53,572.00	\$55,085.00	\$56,600.00	\$58,115.00	\$59,669.00	\$61,267.00
		Bi-Wk	\$1,761.38	\$1,819.89	\$1,877.94	\$1,936.25	\$1,994.26	\$2,052.57	\$2,110.54	\$2,168.59	\$2,226.63	\$2,286.17	\$2,347.40
		Daily	\$176.14	\$181.99	\$187.80	\$193.63	\$199.43	\$205.26	\$211.06	\$216.86	\$222.67	\$228.62	\$234.74
		Hourly	\$22.02	\$22.75	\$23.48	\$24.21	\$24.93	\$25.66	\$26.39	\$27.11	\$27.84	\$28.58	\$29.35
FK	20	Annual	\$48,301.00	\$49,855.00	\$51,413.00	\$52,962.00	\$54,519.00	\$56,074.00	\$57,634.00	\$59,216.00	\$60,800.00	\$62,428.00	\$64,101.00
		Bi-Wk	\$1,850.62	\$1,910.16	\$1,969.85	\$2,029.20	\$2,088.86	\$2,148.43	\$2,208.20	\$2,268.82	\$2,329.51	\$2,391.88	\$2,455.98
		Daily	\$185.07	\$191.02	\$196.99	\$202.92	\$208.89	\$214.85	\$220.82	\$226.89	\$232.96	\$239.19	\$245.60
		Hourly	\$23.14	\$23.88	\$24.63	\$25.37	\$26.12	\$26.86	\$27.61	\$28.37	\$29.12	\$29.90	\$30.70
FK	21	Annual	\$50,671.00	\$52,274.00	\$53,868.00	\$55,469.00	\$57,067.00	\$58,659.00	\$60,259.00	\$61,915.00	\$63,573.00	\$65,274.00	\$67,021.00
		Bi-Wk	\$1,941.42	\$2,002.84	\$2,063.91	\$2,125.25	\$2,186.48	\$2,247.48	\$2,308.78	\$2,372.23	\$2,435.75	\$2,500.92	\$2,567.86
		Daily	\$194.15	\$200.29	\$206.40	\$212.53	\$218.65	\$224.75	\$230.88	\$237.23	\$243.58	\$250.10	\$256.79
		Hourly	\$24.27	\$25.04	\$25.80	\$26.57	\$27.34	\$28.10	\$28.86	\$29.66	\$30.45	\$31.27	\$32.10
FK	22	Annual	\$52,050.00	\$53,946.00	\$55,844.00	\$57,736.00	\$59,639.00	\$61,532.00	\$63,428.00	\$65,172.00	\$66,917.00	\$68,709.00	\$70,548.00
		Bi-Wk	\$1,994.26	\$2,066.90	\$2,139.62	\$2,212.11	\$2,285.02	\$2,357.55	\$2,430.20	\$2,497.02	\$2,563.87	\$2,632.53	\$2,702.99
		Daily	\$199.43	\$206.69	\$213.97	\$221.22	\$228.51	\$235.76	\$243.02	\$249.71	\$256.39	\$263.26	\$270.30
		Hourly	\$24.93	\$25.84	\$26.75	\$27.66	\$28.57	\$29.47	\$30.38	\$31.22	\$32.05	\$32.91	\$33.79
FK	23	Annual	\$54,500.00	\$56,480.00	\$58,451.00	\$60,429.00	\$62,404.00	\$64,380.00	\$66,358.00	\$68,182.00	\$70,007.00	\$71,882.00	\$73,807.00
		Bi-Wk	\$2,088.13	\$2,163.99	\$2,239.51	\$2,315.29	\$2,390.96	\$2,466.67	\$2,542.46	\$2,612.34	\$2,682.27	\$2,754.10	\$2,827.86
		Daily	\$208.82	\$216.40	\$223.96	\$231.53	\$239.10	\$246.67	\$254.25	\$261.24	\$268.23	\$275.41	\$282.79
		Hourly	\$26.11	\$27.05	\$28.00	\$28.95	\$29.89	\$30.84	\$31.79	\$32.66	\$33.53	\$34.43	\$35.35

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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
FK	24	Annual	\$57,109.00	\$59,168.00	\$61,232.00	\$63,293.00	\$65,349.00	\$67,411.00	\$69,470.00	\$71,378.00	\$73,288.00	\$75,251.00	\$77,267.00
		Bi-Wk	\$2,188.09	\$2,266.98	\$2,346.06	\$2,425.02	\$2,503.80	\$2,582.80	\$2,661.69	\$2,734.79	\$2,807.97	\$2,883.19	\$2,960.43
		Daily	\$218.81	\$226.70	\$234.61	\$242.51	\$250.38	\$258.28	\$266.17	\$273.48	\$280.80	\$288.32	\$296.05
		Hourly	\$27.36	\$28.34	\$29.33	\$30.32	\$31.30	\$32.29	\$33.28	\$34.19	\$35.10	\$36.04	\$37.01
FK	25	Annual	\$59,890.00	\$62,023.00	\$64,158.00	\$66,291.00	\$68,428.00	\$70,564.00	\$72,698.00	\$74,696.00	\$76,695.00	\$78,747.00	\$80,854.00
		Bi-Wk	\$2,294.64	\$2,376.37	\$2,458.17	\$2,539.89	\$2,621.77	\$2,703.61	\$2,785.37	\$2,861.92	\$2,938.51	\$3,017.13	\$3,097.86
		Daily	\$229.47	\$237.64	\$245.82	\$253.99	\$262.18	\$270.37	\$278.54	\$286.20	\$293.86	\$301.72	\$309.79
		Hourly	\$28.69	\$29.71	\$30.73	\$31.75	\$32.78	\$33.80	\$34.82	\$35.78	\$36.74	\$37.72	\$38.73
FK	26	Annual	\$62,828.00	\$65,031.00	\$67,248.00	\$69,470.00	\$71,685.00	\$73,891.00	\$76,106.00	\$78,199.00	\$80,294.00	\$82,446.00	\$84,655.00
		Bi-Wk	\$2,407.21	\$2,491.61	\$2,576.56	\$2,661.69	\$2,746.56	\$2,831.08	\$2,915.94	\$2,996.14	\$3,076.40	\$3,158.86	\$3,243.49
		Daily	\$240.73	\$249.17	\$257.66	\$266.17	\$274.66	\$283.11	\$291.60	\$299.62	\$307.64	\$315.89	\$324.35
		Hourly	\$30.10	\$31.15	\$32.21	\$33.28	\$34.34	\$35.39	\$36.45	\$37.46	\$38.46	\$39.49	\$40.55

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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
FK	9	Annual	\$30,739.00	\$31,645.00	\$32,550.00	\$33,464.00	\$34,371.00	\$35,274.00	\$36,189.00	\$37,181.00	\$38,176.00	\$39,199.00	\$40,251.00
		Bi-Wk	\$1,177.74	\$1,212.46	\$1,247.13	\$1,282.15	\$1,316.90	\$1,351.50	\$1,386.56	\$1,424.56	\$1,462.69	\$1,501.88	\$1,542.19
		Daily	\$117.78	\$121.25	\$124.72	\$128.22	\$131.69	\$135.15	\$138.66	\$142.46	\$146.27	\$150.19	\$154.22
		Hourly	\$14.73	\$15.16	\$15.59	\$16.03	\$16.47	\$16.90	\$17.34	\$17.81	\$18.29	\$18.78	\$19.28
FK	10	Annual	\$31,716.00	\$32,666.00	\$33,613.00	\$34,573.00	\$35,517.00	\$36,482.00	\$37,482.00	\$38,510.00	\$39,542.00	\$40,602.00	\$41,691.00
		Bi-Wk	\$1,215.18	\$1,251.58	\$1,287.86	\$1,324.64	\$1,360.81	\$1,397.78	\$1,436.10	\$1,475.48	\$1,515.02	\$1,555.64	\$1,597.36
		Daily	\$121.52	\$125.16	\$128.79	\$132.47	\$136.09	\$139.78	\$143.61	\$147.55	\$151.51	\$155.57	\$159.74
		Hourly	\$15.19	\$15.65	\$16.10	\$16.56	\$17.02	\$17.48	\$17.96	\$18.45	\$18.94	\$19.45	\$19.97
FK	11	Annual	\$32,711.00	\$33,700.00	\$34,699.00	\$35,685.00	\$36,702.00	\$37,738.00	\$38,780.00	\$39,845.00	\$40,910.00	\$42,005.00	\$43,131.00
		Bi-Wk	\$1,253.30	\$1,291.19	\$1,329.47	\$1,367.25	\$1,406.21	\$1,445.91	\$1,485.83	\$1,526.63	\$1,567.44	\$1,609.39	\$1,652.53
		Daily	\$125.33	\$129.12	\$132.95	\$136.73	\$140.63	\$144.60	\$148.59	\$152.67	\$156.75	\$160.94	\$165.26
		Hourly	\$15.67	\$16.14	\$16.62	\$17.10	\$17.58	\$18.08	\$18.58	\$19.09	\$19.60	\$20.12	\$20.66
FK	12	Annual	\$33,765.00	\$34,803.00	\$35,828.00	\$36,892.00	\$37,963.00	\$39,053.00	\$40,131.00	\$41,235.00	\$42,336.00	\$43,469.00	\$44,632.00
		Bi-Wk	\$1,293.68	\$1,333.45	\$1,372.73	\$1,413.49	\$1,454.53	\$1,496.29	\$1,537.59	\$1,579.89	\$1,622.07	\$1,665.48	\$1,710.04
		Daily	\$129.37	\$133.35	\$137.28	\$141.35	\$145.46	\$149.63	\$153.76	\$157.99	\$162.21	\$166.55	\$171.01
		Hourly	\$16.18	\$16.67	\$17.16	\$17.67	\$18.19	\$18.71	\$19.22	\$19.75	\$20.28	\$20.82	\$21.38
FK	13	Annual	\$35,653.00	\$36,962.00	\$38,272.00	\$39,591.00	\$40,909.00	\$42,224.00	\$43,546.00	\$44,741.00	\$45,939.00	\$47,170.00	\$48,432.00
		Bi-Wk	\$1,366.02	\$1,416.17	\$1,466.37	\$1,516.90	\$1,567.40	\$1,617.78	\$1,668.43	\$1,714.22	\$1,760.12	\$1,807.28	\$1,855.64
		Daily	\$136.61	\$141.62	\$146.64	\$151.69	\$156.74	\$161.78	\$166.85	\$171.43	\$176.02	\$180.73	\$185.57
		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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FK	14	Annual	\$37,308.00	\$38,674.00	\$40,035.00	\$41,390.00	\$42,748.00	\$44,108.00	\$45,467.00	\$46,715.00	\$47,968.00	\$49,256.00	\$50,580.00
		Bi-Wk	\$1,429.43	\$1,481.77	\$1,533.91	\$1,585.83	\$1,637.86	\$1,689.97	\$1,742.04	\$1,789.85	\$1,837.86	\$1,887.21	\$1,937.94
		Daily	\$142.95	\$148.18	\$153.40	\$158.59	\$163.79	\$169.00	\$174.21	\$178.99	\$183.79	\$188.73	\$193.80
		Hourly	\$17.87	\$18.53	\$19.18	\$19.83	\$20.48	\$21.13	\$21.78	\$22.38	\$22.98	\$23.60	\$24.23
FK	15	Annual	\$39,092.00	\$40,487.00	\$41,887.00	\$43,283.00	\$44,686.00	\$46,093.00	\$47,485.00	\$48,792.00	\$50,099.00	\$51,440.00	\$52,820.00
		Bi-Wk	\$1,497.78	\$1,551.23	\$1,604.87	\$1,658.36	\$1,712.11	\$1,766.02	\$1,819.35	\$1,869.43	\$1,919.51	\$1,970.89	\$2,023.76
		Daily	\$149.78	\$155.13	\$160.49	\$165.84	\$171.22	\$176.61	\$181.94	\$186.95	\$191.96	\$197.09	\$202.38
		Hourly	\$18.73	\$19.40	\$20.07	\$20.73	\$21.41	\$22.08	\$22.75	\$23.37	\$24.00	\$24.64	\$25.30
FK	16	Annual	\$40,978.00	\$42,416.00	\$43,861.00	\$45,302.00	\$46,742.00	\$48,187.00	\$49,621.00	\$50,984.00	\$52,351.00	\$53,752.00	\$55,195.00
		Bi-Wk	\$1,570.04	\$1,625.14	\$1,680.50	\$1,735.71	\$1,790.89	\$1,846.25	\$1,901.19	\$1,953.41	\$2,005.79	\$2,059.47	\$2,114.76
		Daily	\$157.01	\$162.52	\$168.05	\$173.58	\$179.09	\$184.63	\$190.12	\$195.35	\$200.58	\$205.95	\$211.48
		Hourly	\$19.63	\$20.32	\$21.01	\$21.70	\$22.39	\$23.08	\$23.77	\$24.42	\$25.08	\$25.75	\$26.44
FK	17	Annual	\$42,990.00	\$44,479.00	\$45,960.00	\$47,443.00	\$48,924.00	\$50,404.00	\$51,886.00	\$53,312.00	\$54,741.00	\$56,207.00	\$57,714.00
		Bi-Wk	\$1,647.13	\$1,704.18	\$1,760.92	\$1,817.74	\$1,874.49	\$1,931.19	\$1,987.97	\$2,042.61	\$2,097.36	\$2,153.53	\$2,211.27
		Daily	\$164.72	\$170.42	\$176.10	\$181.78	\$187.45	\$193.12	\$198.80	\$204.27	\$209.74	\$215.36	\$221.13
		Hourly	\$20.59	\$21.31	\$22.02	\$22.73	\$23.44	\$24.14	\$24.85	\$25.54	\$26.22	\$26.92	\$27.65
FK	18	Annual	\$45,150.00	\$46,663.00	\$48,187.00	\$49,702.00	\$51,221.00	\$52,746.00	\$54,260.00	\$55,752.00	\$57,246.00	\$58,782.00	\$60,358.00
		Bi-Wk	\$1,729.89	\$1,787.86	\$1,846.25	\$1,904.30	\$1,962.50	\$2,020.92	\$2,078.93	\$2,136.10	\$2,193.34	\$2,252.19	\$2,312.57
		Daily	\$172.99	\$178.79	\$184.63	\$190.43	\$196.25	\$202.10	\$207.90	\$213.61	\$219.34	\$225.22	\$231.26
		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 FK 40 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
FK	19	Annual	\$47,351.00	\$48,924.00	\$50,485.00	\$52,053.00	\$53,612.00	\$55,180.00	\$56,738.00	\$58,299.00	\$59,859.00	\$61,460.00	\$63,106.00
		Bi-Wk	\$1,814.22	\$1,874.49	\$1,934.30	\$1,994.37	\$2,054.10	\$2,114.18	\$2,173.87	\$2,233.68	\$2,293.45	\$2,354.79	\$2,417.86
		Daily	\$181.43	\$187.45	\$193.43	\$199.44	\$205.41	\$211.42	\$217.39	\$223.37	\$229.35	\$235.48	\$241.79
		Hourly	\$22.68	\$23.44	\$24.18	\$24.93	\$25.68	\$26.43	\$27.18	\$27.93	\$28.67	\$29.44	\$30.23
FK	20	Annual	\$49,750.00	\$51,351.00	\$52,956.00	\$54,551.00	\$56,156.00	\$57,756.00	\$59,363.00	\$60,994.00	\$62,624.00	\$64,301.00	\$66,024.00
		Bi-Wk	\$1,906.14	\$1,967.48	\$2,028.97	\$2,090.08	\$2,151.58	\$2,212.88	\$2,274.45	\$2,336.94	\$2,399.39	\$2,463.64	\$2,529.66
		Daily	\$190.62	\$196.75	\$202.90	\$209.01	\$215.16	\$221.29	\$227.45	\$233.70	\$239.94	\$246.37	\$252.97
		Hourly	\$23.83	\$24.60	\$25.37	\$26.13	\$26.90	\$27.67	\$28.44	\$29.22	\$30.00	\$30.80	\$31.63
FK	21	Annual	\$52,192.00	\$53,843.00	\$55,485.00	\$57,134.00	\$58,779.00	\$60,419.00	\$62,067.00	\$63,773.00	\$65,480.00	\$67,232.00	\$69,032.00
		Bi-Wk	\$1,999.70	\$2,062.96	\$2,125.87	\$2,189.05	\$2,252.07	\$2,314.91	\$2,378.05	\$2,443.41	\$2,508.82	\$2,575.94	\$2,644.91
		Daily	\$199.97	\$206.30	\$212.59	\$218.91	\$225.21	\$231.50	\$237.81	\$244.35	\$250.89	\$257.60	\$264.50
		Hourly	\$25.00	\$25.79	\$26.58	\$27.37	\$28.16	\$28.94	\$29.73	\$30.55	\$31.37	\$32.20	\$33.07
FK	22	Annual	\$53,612.00	\$55,565.00	\$57,519.00	\$59,469.00	\$61,429.00	\$63,379.00	\$65,331.00	\$67,127.00	\$68,925.00	\$70,771.00	\$72,664.00
		Bi-Wk	\$2,054.10	\$2,128.93	\$2,203.80	\$2,278.51	\$2,353.61	\$2,428.32	\$2,503.11	\$2,571.92	\$2,640.81	\$2,711.54	\$2,784.07
		Daily	\$205.41	\$212.90	\$220.38	\$227.86	\$235.37	\$242.84	\$250.32	\$257.20	\$264.09	\$271.16	\$278.41
		Hourly	\$25.68	\$26.62	\$27.55	\$28.49	\$29.43	\$30.36	\$31.29	\$32.15	\$33.02	\$33.90	\$34.81
FK	23	Annual	\$56,135.00	\$58,175.00	\$60,205.00	\$62,243.00	\$64,277.00	\$66,311.00	\$68,349.00	\$70,228.00	\$72,108.00	\$74,038.00	\$76,022.00
		Bi-Wk	\$2,150.77	\$2,228.93	\$2,306.71	\$2,384.79	\$2,462.73	\$2,540.66	\$2,618.74	\$2,690.73	\$2,762.76	\$2,836.71	\$2,912.73
		Daily	\$215.08	\$222.90	\$230.68	\$238.48	\$246.28	\$254.07	\$261.88	\$269.08	\$276.28	\$283.68	\$291.28
		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 FK 40 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
FK	24	Annual	\$58,823.00	\$60,944.00	\$63,070.00	\$65,192.00	\$67,310.00	\$69,434.00	\$71,555.00	\$73,519.00	\$75,487.00	\$77,509.00	\$79,586.00
		Bi-Wk	\$2,253.76	\$2,335.02	\$2,416.48	\$2,497.78	\$2,578.93	\$2,660.31	\$2,741.58	\$2,816.82	\$2,892.23	\$2,969.70	\$3,049.28
		Daily	\$225.38	\$233.51	\$241.65	\$249.78	\$257.90	\$266.04	\$274.16	\$281.69	\$289.23	\$296.97	\$304.93
		Hourly	\$28.18	\$29.19	\$30.21	\$31.23	\$32.24	\$33.26	\$34.27	\$35.22	\$36.16	\$37.13	\$38.12
FK	25	Annual	\$61,687.00	\$63,885.00	\$66,084.00	\$68,280.00	\$70,482.00	\$72,682.00	\$74,879.00	\$76,938.00	\$78,997.00	\$81,110.00	\$83,280.00
		Bi-Wk	\$2,363.49	\$2,447.71	\$2,531.96	\$2,616.10	\$2,700.46	\$2,784.76	\$2,868.93	\$2,947.82	\$3,026.71	\$3,107.67	\$3,190.81
		Daily	\$236.35	\$244.78	\$253.20	\$261.61	\$270.05	\$278.48	\$286.90	\$294.79	\$302.68	\$310.77	\$319.09
		Hourly	\$29.55	\$30.60	\$31.65	\$32.71	\$33.76	\$34.81	\$35.87	\$36.85	\$37.84	\$38.85	\$39.89
FK	26	Annual	\$64,714.00	\$66,983.00	\$69,267.00	\$71,555.00	\$73,836.00	\$76,108.00	\$78,389.00	\$80,546.00	\$82,703.00	\$84,920.00	\$87,196.00
		Bi-Wk	\$2,479.47	\$2,566.40	\$2,653.91	\$2,741.58	\$2,828.97	\$2,916.02	\$3,003.41	\$3,086.06	\$3,168.70	\$3,253.64	\$3,340.85
		Daily	\$247.95	\$256.64	\$265.40	\$274.16	\$282.90	\$291.61	\$300.35	\$308.61	\$316.87	\$325.37	\$334.09
		Hourly	\$31.00	\$32.08	\$33.18	\$34.27	\$35.37	\$36.46	\$37.55	\$38.58	\$39.61	\$40.68	\$41.77

NP-6 FK 40 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
FK	9	Annual	\$31,661.00	\$32,595.00	\$33,527.00	\$34,469.00	\$35,403.00	\$36,332.00	\$37,275.00	\$38,296.00	\$39,323.00	\$40,375.00	\$41,459.00
		Bi-Wk	\$1,213.07	\$1,248.86	\$1,284.56	\$1,320.66	\$1,356.44	\$1,392.04	\$1,428.17	\$1,467.28	\$1,506.63	\$1,546.94	\$1,588.47
		Daily	\$121.31	\$124.89	\$128.46	\$132.07	\$135.65	\$139.21	\$142.82	\$146.73	\$150.67	\$154.70	\$158.85
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86
FK	10	Annual	\$32,668.00	\$33,646.00	\$34,622.00	\$35,611.00	\$36,583.00	\$37,576.00	\$38,606.00	\$39,666.00	\$40,728.00	\$41,820.00	\$42,942.00
		Bi-Wk	\$1,251.65	\$1,289.12	\$1,326.52	\$1,364.41	\$1,401.65	\$1,439.70	\$1,479.16	\$1,519.78	\$1,560.46	\$1,602.30	\$1,645.29
		Daily	\$125.17	\$128.92	\$132.66	\$136.45	\$140.17	\$143.97	\$147.92	\$151.98	\$156.05	\$160.23	\$164.53
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
FK	11	Annual	\$33,693.00	\$34,711.00	\$35,740.00	\$36,756.00	\$37,804.00	\$38,870.00	\$39,943.00	\$41,040.00	\$42,138.00	\$43,266.00	\$44,426.00
		Bi-Wk	\$1,290.92	\$1,329.93	\$1,369.35	\$1,408.28	\$1,448.43	\$1,489.28	\$1,530.39	\$1,572.42	\$1,614.49	\$1,657.71	\$1,702.15
		Daily	\$129.10	\$133.00	\$136.94	\$140.83	\$144.85	\$148.93	\$153.04	\$157.25	\$161.45	\$165.78	\$170.22
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.13	\$19.66	\$20.19	\$20.73	\$21.28
FK	12	Annual	\$34,779.00	\$35,847.00	\$36,903.00	\$37,999.00	\$39,102.00	\$40,226.00	\$41,335.00	\$42,472.00	\$43,607.00	\$44,774.00	\$45,972.00
		Bi-Wk	\$1,332.53	\$1,373.45	\$1,413.91	\$1,455.91	\$1,498.17	\$1,541.23	\$1,583.72	\$1,627.28	\$1,670.77	\$1,715.48	\$1,761.38
		Daily	\$133.26	\$137.35	\$141.40	\$145.60	\$149.82	\$154.13	\$158.38	\$162.73	\$167.08	\$171.55	\$176.14
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
FK	13	Annual	\$36,723.00	\$38,071.00	\$39,421.00	\$40,780.00	\$42,136.00	\$43,492.00	\$44,853.00	\$46,084.00	\$47,317.00	\$48,586.00	\$49,886.00
		Bi-Wk	\$1,407.02	\$1,458.66	\$1,510.39	\$1,562.46	\$1,614.41	\$1,666.37	\$1,718.51	\$1,765.68	\$1,812.92	\$1,861.54	\$1,911.35
		Daily	\$140.71	\$145.87	\$151.04	\$156.25	\$161.45	\$166.64	\$171.86	\$176.57	\$181.30	\$186.16	\$191.14
		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 FK 40 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
FK	14	Annual	\$38,428.00	\$39,835.00	\$41,236.00	\$42,632.00	\$44,031.00	\$45,431.00	\$46,831.00	\$48,117.00	\$49,408.00	\$50,734.00	\$52,098.00
		Bi-Wk	\$1,472.34	\$1,526.25	\$1,579.93	\$1,633.41	\$1,687.02	\$1,740.66	\$1,794.30	\$1,843.57	\$1,893.03	\$1,943.84	\$1,996.10
		Daily	\$147.24	\$152.63	\$158.00	\$163.35	\$168.71	\$174.07	\$179.43	\$184.36	\$189.31	\$194.39	\$199.61
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
FK	15	Annual	\$40,266.00	\$41,702.00	\$43,144.00	\$44,582.00	\$46,027.00	\$47,476.00	\$48,910.00	\$50,256.00	\$51,603.00	\$52,984.00	\$54,405.00
		Bi-Wk	\$1,542.76	\$1,597.78	\$1,653.03	\$1,708.13	\$1,763.49	\$1,819.01	\$1,873.95	\$1,925.52	\$1,977.13	\$2,030.04	\$2,084.49
		Daily	\$154.28	\$159.78	\$165.31	\$170.82	\$176.35	\$181.91	\$187.40	\$192.56	\$197.72	\$203.01	\$208.45
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
FK	16	Annual	\$42,207.00	\$43,690.00	\$45,178.00	\$46,662.00	\$48,144.00	\$49,632.00	\$51,110.00	\$52,515.00	\$53,923.00	\$55,365.00	\$56,851.00
		Bi-Wk	\$1,617.13	\$1,673.95	\$1,730.96	\$1,787.82	\$1,844.60	\$1,901.61	\$1,958.24	\$2,012.07	\$2,066.02	\$2,121.27	\$2,178.20
		Daily	\$161.72	\$167.40	\$173.10	\$178.79	\$184.46	\$190.17	\$195.83	\$201.21	\$206.61	\$212.13	\$217.82
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
FK	17	Annual	\$44,280.00	\$45,814.00	\$47,340.00	\$48,867.00	\$50,392.00	\$51,917.00	\$53,443.00	\$54,912.00	\$56,383.00	\$57,894.00	\$59,445.00
		Bi-Wk	\$1,696.56	\$1,755.33	\$1,813.80	\$1,872.30	\$1,930.73	\$1,989.16	\$2,047.63	\$2,103.91	\$2,160.27	\$2,218.17	\$2,277.59
		Daily	\$169.66	\$175.54	\$181.38	\$187.23	\$193.08	\$198.92	\$204.77	\$210.40	\$216.03	\$221.82	\$227.76
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
FK	18	Annual	\$46,506.00	\$48,063.00	\$49,632.00	\$51,194.00	\$52,758.00	\$54,328.00	\$55,888.00	\$57,426.00	\$58,964.00	\$60,547.00	\$62,170.00
		Bi-Wk	\$1,781.84	\$1,841.50	\$1,901.61	\$1,961.46	\$2,021.38	\$2,081.54	\$2,141.31	\$2,200.23	\$2,259.16	\$2,319.81	\$2,382.00
		Daily	\$178.19	\$184.15	\$190.17	\$196.15	\$202.14	\$208.16	\$214.14	\$220.03	\$225.92	\$231.99	\$238.20
		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 FK 40 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
FK	19	Annual	\$48,772.00	\$50,392.00	\$52,000.00	\$53,615.00	\$55,221.00	\$56,836.00	\$58,440.00	\$60,048.00	\$61,655.00	\$63,304.00	\$64,999.00
		Bi-Wk	\$1,868.66	\$1,930.73	\$1,992.34	\$2,054.22	\$2,115.75	\$2,177.63	\$2,239.09	\$2,300.69	\$2,362.27	\$2,425.45	\$2,490.39
		Daily	\$186.87	\$193.08	\$199.24	\$205.43	\$211.58	\$217.77	\$223.91	\$230.07	\$236.23	\$242.55	\$249.04
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.13
FK	20	Annual	\$51,243.00	\$52,892.00	\$54,546.00	\$56,188.00	\$57,842.00	\$59,490.00	\$61,144.00	\$62,824.00	\$64,503.00	\$66,230.00	\$68,006.00
		Bi-Wk	\$1,963.34	\$2,026.52	\$2,089.89	\$2,152.80	\$2,216.17	\$2,279.32	\$2,342.69	\$2,407.05	\$2,471.38	\$2,537.55	\$2,605.60
		Daily	\$196.34	\$202.66	\$208.99	\$215.28	\$221.62	\$227.94	\$234.27	\$240.71	\$247.14	\$253.76	\$260.56
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.57
FK	21	Annual	\$53,759.00	\$55,459.00	\$57,150.00	\$58,848.00	\$60,542.00	\$62,231.00	\$63,930.00	\$65,687.00	\$67,445.00	\$69,250.00	\$71,104.00
		Bi-Wk	\$2,059.74	\$2,124.87	\$2,189.66	\$2,254.72	\$2,319.62	\$2,384.33	\$2,449.43	\$2,516.75	\$2,584.10	\$2,653.26	\$2,724.30
		Daily	\$205.98	\$212.49	\$218.97	\$225.48	\$231.97	\$238.44	\$244.95	\$251.68	\$258.41	\$265.33	\$272.43
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
FK	22	Annual	\$55,221.00	\$57,232.00	\$59,245.00	\$61,254.00	\$63,272.00	\$65,280.00	\$67,291.00	\$69,142.00	\$70,994.00	\$72,894.00	\$74,845.00
		Bi-Wk	\$2,115.75	\$2,192.80	\$2,269.93	\$2,346.90	\$2,424.22	\$2,501.15	\$2,578.20	\$2,649.12	\$2,720.08	\$2,792.88	\$2,867.63
		Daily	\$211.58	\$219.28	\$227.00	\$234.69	\$242.43	\$250.12	\$257.82	\$264.92	\$272.01	\$279.29	\$286.77
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85
FK	23	Annual	\$57,820.00	\$59,922.00	\$62,012.00	\$64,110.00	\$66,206.00	\$68,301.00	\$70,400.00	\$72,335.00	\$74,271.00	\$76,260.00	\$78,303.00
		Bi-Wk	\$2,215.33	\$2,295.87	\$2,375.94	\$2,456.33	\$2,536.63	\$2,616.90	\$2,697.32	\$2,771.46	\$2,845.64	\$2,921.84	\$3,000.12
		Daily	\$221.54	\$229.59	\$237.60	\$245.64	\$253.67	\$261.69	\$269.74	\$277.15	\$284.57	\$292.19	\$300.02
		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 FK 40 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
FK	24	Annual	\$60,589.00	\$62,773.00	\$64,963.00	\$67,149.00	\$69,330.00	\$71,517.00	\$73,702.00	\$75,725.00	\$77,752.00	\$79,835.00	\$81,974.00
		Bi-Wk	\$2,321.42	\$2,405.10	\$2,489.01	\$2,572.76	\$2,656.33	\$2,740.12	\$2,823.84	\$2,901.35	\$2,979.01	\$3,058.82	\$3,140.77
		Daily	\$232.15	\$240.51	\$248.91	\$257.28	\$265.64	\$274.02	\$282.39	\$290.14	\$297.91	\$305.89	\$314.08
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
FK	25	Annual	\$63,539.00	\$65,802.00	\$68,067.00	\$70,330.00	\$72,597.00	\$74,862.00	\$77,126.00	\$79,246.00	\$81,367.00	\$83,544.00	\$85,780.00
		Bi-Wk	\$2,434.45	\$2,521.15	\$2,607.94	\$2,694.64	\$2,781.50	\$2,868.28	\$2,955.02	\$3,036.25	\$3,117.51	\$3,200.92	\$3,286.60
		Daily	\$243.45	\$252.12	\$260.80	\$269.47	\$278.15	\$286.83	\$295.51	\$303.63	\$311.76	\$320.10	\$328.66
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
FK	26	Annual	\$66,655.00	\$68,994.00	\$71,346.00	\$73,702.00	\$76,052.00	\$78,391.00	\$80,741.00	\$82,963.00	\$85,184.00	\$87,469.00	\$89,812.00
		Bi-Wk	\$2,553.84	\$2,643.45	\$2,733.57	\$2,823.84	\$2,913.87	\$3,003.49	\$3,093.53	\$3,178.66	\$3,263.76	\$3,351.31	\$3,441.08
		Daily	\$255.39	\$264.35	\$273.36	\$282.39	\$291.39	\$300.35	\$309.36	\$317.87	\$326.38	\$335.14	\$344.11
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

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
FK	9	Annual	\$32,612.00	\$33,573.00	\$34,534.00	\$35,503.00	\$36,466.00	\$37,422.00	\$38,394.00	\$39,446.00	\$40,503.00	\$41,587.00	\$42,703.00
		Bi-Wk	\$1,249.51	\$1,286.33	\$1,323.15	\$1,360.27	\$1,397.17	\$1,433.80	\$1,471.04	\$1,511.35	\$1,551.84	\$1,593.38	\$1,636.14
		Daily	\$124.96	\$128.64	\$132.32	\$136.03	\$139.72	\$143.38	\$147.11	\$151.14	\$155.19	\$159.34	\$163.62
		Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46
FK	10	Annual	\$33,648.00	\$34,656.00	\$35,661.00	\$36,679.00	\$37,682.00	\$38,704.00	\$39,765.00	\$40,856.00	\$41,951.00	\$43,075.00	\$44,231.00
		Bi-Wk	\$1,289.20	\$1,327.82	\$1,366.33	\$1,405.33	\$1,443.76	\$1,482.92	\$1,523.57	\$1,565.37	\$1,607.32	\$1,650.39	\$1,694.68
		Daily	\$128.92	\$132.79	\$136.64	\$140.54	\$144.38	\$148.30	\$152.36	\$156.54	\$160.74	\$165.04	\$169.47
		Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19
FK	11	Annual	\$34,704.00	\$35,754.00	\$36,813.00	\$37,859.00	\$38,939.00	\$40,037.00	\$41,142.00	\$42,272.00	\$43,403.00	\$44,564.00	\$45,759.00
		Bi-Wk	\$1,329.66	\$1,369.89	\$1,410.46	\$1,450.54	\$1,491.92	\$1,533.99	\$1,576.33	\$1,619.62	\$1,662.96	\$1,707.44	\$1,753.22
		Daily	\$132.97	\$136.99	\$141.05	\$145.06	\$149.20	\$153.40	\$157.64	\$161.97	\$166.30	\$170.75	\$175.33
		Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92
FK	12	Annual	\$35,822.00	\$36,923.00	\$38,011.00	\$39,140.00	\$40,276.00	\$41,432.00	\$42,576.00	\$43,747.00	\$44,916.00	\$46,118.00	\$47,351.00
		Bi-Wk	\$1,372.50	\$1,414.68	\$1,456.37	\$1,499.62	\$1,543.15	\$1,587.44	\$1,631.27	\$1,676.14	\$1,720.92	\$1,766.98	\$1,814.22
		Daily	\$137.25	\$141.47	\$145.64	\$149.97	\$154.32	\$158.75	\$163.13	\$167.62	\$172.10	\$176.70	\$181.43
		Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68
FK	13	Annual	\$37,824.00	\$39,214.00	\$40,604.00	\$42,004.00	\$43,402.00	\$44,797.00	\$46,199.00	\$47,467.00	\$48,738.00	\$50,044.00	\$51,383.00
		Bi-Wk	\$1,449.20	\$1,502.46	\$1,555.71	\$1,609.35	\$1,662.92	\$1,716.37	\$1,770.08	\$1,818.66	\$1,867.36	\$1,917.40	\$1,968.70
		Daily	\$144.92	\$150.25	\$155.58	\$160.94	\$166.30	\$171.64	\$177.01	\$181.87	\$186.74	\$191.74	\$196.87
		Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

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
FK	14	Annual	\$39,581.00	\$41,030.00	\$42,474.00	\$43,912.00	\$45,352.00	\$46,795.00	\$48,237.00	\$49,562.00	\$50,891.00	\$52,256.00	\$53,661.00
		Bi-Wk	\$1,516.52	\$1,572.04	\$1,627.36	\$1,682.46	\$1,737.63	\$1,792.92	\$1,848.17	\$1,898.93	\$1,949.85	\$2,002.15	\$2,055.98
		Daily	\$151.66	\$157.21	\$162.74	\$168.25	\$173.77	\$179.30	\$184.82	\$189.90	\$194.99	\$200.22	\$205.60
		Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70
FK	15	Annual	\$41,474.00	\$42,954.00	\$44,439.00	\$45,920.00	\$47,408.00	\$48,901.00	\$50,378.00	\$51,765.00	\$53,151.00	\$54,574.00	\$56,038.00
		Bi-Wk	\$1,589.05	\$1,645.75	\$1,702.65	\$1,759.39	\$1,816.40	\$1,873.61	\$1,930.20	\$1,983.34	\$2,036.44	\$2,090.96	\$2,147.05
		Daily	\$158.91	\$164.58	\$170.27	\$175.94	\$181.64	\$187.37	\$193.02	\$198.34	\$203.65	\$209.10	\$214.71
		Hourly	\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.43	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
FK	16	Annual	\$43,474.00	\$45,000.00	\$46,533.00	\$48,062.00	\$49,589.00	\$51,122.00	\$52,644.00	\$54,091.00	\$55,541.00	\$57,027.00	\$58,557.00
		Bi-Wk	\$1,665.68	\$1,724.14	\$1,782.88	\$1,841.46	\$1,899.97	\$1,958.70	\$2,017.02	\$2,072.46	\$2,128.01	\$2,184.95	\$2,243.57
		Daily	\$166.57	\$172.42	\$178.29	\$184.15	\$190.00	\$195.87	\$201.71	\$207.25	\$212.81	\$218.50	\$224.36
		Hourly	\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.61	\$27.32	\$28.05
FK	17	Annual	\$45,610.00	\$47,189.00	\$48,760.00	\$50,333.00	\$51,904.00	\$53,475.00	\$55,046.00	\$56,560.00	\$58,076.00	\$59,631.00	\$61,229.00
		Bi-Wk	\$1,747.51	\$1,808.01	\$1,868.20	\$1,928.47	\$1,988.66	\$2,048.86	\$2,109.05	\$2,167.05	\$2,225.14	\$2,284.72	\$2,345.94
		Daily	\$174.76	\$180.81	\$186.82	\$192.85	\$198.87	\$204.89	\$210.91	\$216.71	\$222.52	\$228.48	\$234.60
		Hourly	\$21.85	\$22.61	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
FK	18	Annual	\$47,901.00	\$49,506.00	\$51,122.00	\$52,730.00	\$54,341.00	\$55,959.00	\$57,566.00	\$59,149.00	\$60,733.00	\$62,364.00	\$64,035.00
		Bi-Wk	\$1,835.29	\$1,896.79	\$1,958.70	\$2,020.31	\$2,082.04	\$2,144.03	\$2,205.60	\$2,266.25	\$2,326.94	\$2,389.43	\$2,453.45
		Daily	\$183.53	\$189.68	\$195.87	\$202.04	\$208.21	\$214.41	\$220.56	\$226.63	\$232.70	\$238.95	\$245.35
		Hourly	\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

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
FK	19	Annual	\$50,236.00	\$51,904.00	\$53,560.00	\$55,224.00	\$56,878.00	\$58,541.00	\$60,195.00	\$61,851.00	\$63,506.00	\$65,204.00	\$66,950.00
		Bi-Wk	\$1,924.76	\$1,988.66	\$2,052.11	\$2,115.87	\$2,179.24	\$2,242.96	\$2,306.33	\$2,369.78	\$2,433.19	\$2,498.24	\$2,565.14
		Daily	\$192.48	\$198.87	\$205.22	\$211.59	\$217.93	\$224.30	\$230.64	\$236.98	\$243.32	\$249.83	\$256.52
		Hourly	\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
FK	20	Annual	\$52,781.00	\$54,479.00	\$56,182.00	\$57,874.00	\$59,578.00	\$61,275.00	\$62,980.00	\$64,710.00	\$66,439.00	\$68,218.00	\$70,047.00
		Bi-Wk	\$2,022.27	\$2,087.32	\$2,152.57	\$2,217.40	\$2,282.69	\$2,347.71	\$2,413.03	\$2,479.32	\$2,545.56	\$2,613.72	\$2,683.80
		Daily	\$202.23	\$208.74	\$215.26	\$221.74	\$228.27	\$234.78	\$241.31	\$247.94	\$254.56	\$261.38	\$268.38
		Hourly	\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55
FK	21	Annual	\$55,373.00	\$57,123.00	\$58,866.00	\$60,614.00	\$62,359.00	\$64,099.00	\$65,848.00	\$67,659.00	\$69,469.00	\$71,327.00	\$73,238.00
		Bi-Wk	\$2,121.58	\$2,188.63	\$2,255.41	\$2,322.38	\$2,389.24	\$2,455.91	\$2,522.92	\$2,592.30	\$2,661.65	\$2,732.84	\$2,806.06
		Daily	\$212.16	\$218.87	\$225.55	\$232.24	\$238.93	\$245.60	\$252.30	\$259.23	\$266.17	\$273.29	\$280.61
		Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08
FK	22	Annual	\$56,878.00	\$58,950.00	\$61,023.00	\$63,092.00	\$65,171.00	\$67,239.00	\$69,310.00	\$71,216.00	\$73,124.00	\$75,082.00	\$77,091.00
		Bi-Wk	\$2,179.24	\$2,258.63	\$2,338.05	\$2,417.32	\$2,496.98	\$2,576.21	\$2,655.56	\$2,728.59	\$2,801.69	\$2,876.71	\$2,953.68
		Daily	\$217.93	\$225.87	\$233.81	\$241.74	\$249.70	\$257.63	\$265.56	\$272.86	\$280.17	\$287.68	\$295.37
		Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93
FK	23	Annual	\$59,555.00	\$61,719.00	\$63,872.00	\$66,034.00	\$68,192.00	\$70,350.00	\$72,512.00	\$74,506.00	\$76,500.00	\$78,548.00	\$80,653.00
		Bi-Wk	\$2,281.81	\$2,364.72	\$2,447.21	\$2,530.04	\$2,612.73	\$2,695.41	\$2,778.24	\$2,854.64	\$2,931.04	\$3,009.51	\$3,090.16
		Daily	\$228.19	\$236.48	\$244.73	\$253.01	\$261.28	\$269.55	\$277.83	\$285.47	\$293.11	\$300.96	\$309.02
		Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

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
FK	24	Annual	\$62,407.00	\$64,656.00	\$66,912.00	\$69,164.00	\$71,410.00	\$73,663.00	\$75,914.00	\$77,997.00	\$80,085.00	\$82,230.00	\$84,434.00
		Bi-Wk	\$2,391.08	\$2,477.25	\$2,563.68	\$2,649.97	\$2,736.02	\$2,822.34	\$2,908.59	\$2,988.40	\$3,068.40	\$3,150.58	\$3,235.02
		Daily	\$239.11	\$247.73	\$256.37	\$265.00	\$273.61	\$282.24	\$290.86	\$298.84	\$306.84	\$315.06	\$323.51
		Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.21	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44
FK	25	Annual	\$65,445.00	\$67,776.00	\$70,109.00	\$72,440.00	\$74,775.00	\$77,109.00	\$79,440.00	\$81,624.00	\$83,808.00	\$86,052.00	\$88,354.00
		Bi-Wk	\$2,507.48	\$2,596.79	\$2,686.17	\$2,775.48	\$2,864.95	\$2,954.37	\$3,043.68	\$3,127.36	\$3,211.04	\$3,297.02	\$3,385.22
		Daily	\$250.75	\$259.68	\$268.62	\$277.55	\$286.50	\$295.44	\$304.37	\$312.74	\$321.11	\$329.71	\$338.53
		Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32
FK	26	Annual	\$68,655.00	\$71,064.00	\$73,486.00	\$75,914.00	\$78,334.00	\$80,743.00	\$83,164.00	\$85,452.00	\$87,741.00	\$90,094.00	\$92,507.00
		Bi-Wk	\$2,630.46	\$2,722.76	\$2,815.56	\$2,908.59	\$3,001.31	\$3,093.61	\$3,186.37	\$3,274.03	\$3,361.73	\$3,451.88	\$3,544.33
		Daily	\$263.05	\$272.28	\$281.56	\$290.86	\$300.14	\$309.37	\$318.64	\$327.41	\$336.18	\$345.19	\$354.44
		Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.68	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31