

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 6/19/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	1	Annual	\$16,212.00	\$16,488.00	\$16,761.00	\$17,037.00	\$17,310.00	\$17,584.00	\$17,856.00	\$18,302.00	\$18,805.00	\$19,309.00
		Bi-Wk	\$621.15	\$631.73	\$642.19	\$652.76	\$663.22	\$673.72	\$684.14	\$701.23	\$720.50	\$739.81
		Daily	\$74.37	\$75.64	\$76.89	\$78.15	\$79.41	\$80.66	\$81.91	\$83.96	\$86.27	\$88.58
		Hourly	\$9.30	\$9.46	\$9.62	\$9.77	\$9.93	\$10.09	\$10.24	\$10.50	\$10.79	\$11.08
CLT	2	Annual	\$16,761.00	\$17,037.00	\$17,310.00	\$17,584.00	\$17,856.00	\$18,131.00	\$18,402.00	\$18,862.00	\$19,381.00	\$19,900.00
		Bi-Wk	\$642.19	\$652.76	\$663.22	\$673.72	\$684.14	\$694.68	\$705.06	\$722.69	\$742.57	\$762.46
		Daily	\$76.89	\$78.15	\$79.41	\$80.66	\$81.91	\$83.17	\$84.41	\$86.53	\$88.91	\$91.29
		Hourly	\$9.62	\$9.77	\$9.93	\$10.09	\$10.24	\$10.40	\$10.56	\$10.82	\$11.12	\$11.42
CLT	3	Annual	\$17,037.00	\$17,310.00	\$17,584.00	\$17,856.00	\$18,131.00	\$18,402.00	\$18,678.00	\$19,146.00	\$19,672.00	\$20,199.00
		Bi-Wk	\$652.76	\$663.22	\$673.72	\$684.14	\$694.68	\$705.06	\$715.64	\$733.57	\$753.72	\$773.91
		Daily	\$78.15	\$79.41	\$80.66	\$81.91	\$83.17	\$84.41	\$85.68	\$87.83	\$90.24	\$92.66
		Hourly	\$9.77	\$9.93	\$10.09	\$10.24	\$10.40	\$10.56	\$10.71	\$10.98	\$11.28	\$11.59
CLT	4	Annual	\$17,427.00	\$17,759.00	\$18,090.00	\$18,423.00	\$18,760.00	\$19,090.00	\$19,424.00	\$19,910.00	\$20,457.00	\$21,006.00
		Bi-Wk	\$667.71	\$680.43	\$693.11	\$705.87	\$718.78	\$731.42	\$744.22	\$762.84	\$783.80	\$804.83
		Daily	\$79.94	\$81.46	\$82.99	\$84.51	\$86.06	\$87.57	\$89.10	\$91.33	\$93.84	\$96.36
		Hourly	\$10.00	\$10.19	\$10.38	\$10.57	\$10.76	\$10.95	\$11.14	\$11.42	\$11.73	\$12.05
CLT	5	Annual	\$17,740.00	\$18,090.00	\$18,442.00	\$18,793.00	\$19,147.00	\$19,497.00	\$19,861.00	\$20,356.00	\$20,916.00	\$21,476.00
		Bi-Wk	\$679.70	\$693.11	\$706.60	\$720.04	\$733.61	\$747.02	\$760.96	\$779.93	\$801.38	\$822.84
		Daily	\$81.38	\$82.99	\$84.60	\$86.21	\$87.83	\$89.44	\$91.11	\$93.38	\$95.95	\$98.51
		Hourly	\$10.18	\$10.38	\$10.58	\$10.78	\$10.98	\$11.18	\$11.39	\$11.68	\$12.00	\$12.32
CLT	6	Annual	\$18,174.00	\$18,524.00	\$18,875.00	\$19,228.00	\$19,580.00	\$19,950.00	\$20,360.00	\$20,868.00	\$21,443.00	\$22,016.00
		Bi-Wk	\$696.33	\$709.74	\$723.19	\$736.71	\$750.20	\$764.37	\$780.08	\$799.55	\$821.58	\$843.53
		Daily	\$83.37	\$84.97	\$86.58	\$88.20	\$89.82	\$91.51	\$93.40	\$95.73	\$98.37	\$100.99
		Hourly	\$10.43	\$10.63	\$10.83	\$11.03	\$11.23	\$11.44	\$11.68	\$11.97	\$12.30	\$12.63
CLT	7	Annual	\$18,846.00	\$19,367.00	\$19,886.00	\$20,407.00	\$20,927.00	\$21,445.00	\$21,965.00	\$22,515.00	\$23,134.00	\$23,753.00
		Bi-Wk	\$722.07	\$742.04	\$761.92	\$781.88	\$801.81	\$821.65	\$841.58	\$862.65	\$886.37	\$910.08
		Daily	\$86.45	\$88.84	\$91.22	\$93.61	\$96.00	\$98.37	\$100.76	\$103.28	\$106.12	\$108.96
		Hourly	\$10.81	\$11.11	\$11.41	\$11.71	\$12.00	\$12.30	\$12.60	\$12.91	\$13.27	\$13.62
CLT	8	Annual	\$19,580.00	\$20,039.00	\$20,554.00	\$21,083.00	\$21,608.00	\$22,135.00	\$22,664.00	\$23,231.00	\$23,870.00	\$24,509.00
		Bi-Wk	\$750.20	\$767.78	\$787.51	\$807.78	\$827.90	\$848.09	\$868.36	\$890.08	\$914.56	\$939.05
		Daily	\$89.82	\$91.92	\$94.29	\$96.71	\$99.12	\$101.54	\$103.97	\$106.57	\$109.50	\$112.43
		Hourly	\$11.23	\$11.49	\$11.79	\$12.09	\$12.39	\$12.70	\$13.00	\$13.33	\$13.69	\$14.06

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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
CLT	9	Annual	\$20,057.00	\$20,596.00	\$21,146.00	\$21,699.00	\$22,250.00	\$22,795.00	\$23,352.00	\$23,935.00	\$24,594.00	\$25,251.00
		Bi-Wk	\$768.47	\$789.12	\$810.20	\$831.38	\$852.50	\$873.38	\$894.72	\$917.05	\$942.30	\$967.48
		Daily	\$92.01	\$94.48	\$97.00	\$99.54	\$102.07	\$104.57	\$107.12	\$109.79	\$112.82	\$115.83
		Hourly	\$11.51	\$11.81	\$12.13	\$12.45	\$12.76	\$13.08	\$13.39	\$13.73	\$14.11	\$14.48
CLT	10	Annual	\$20,645.00	\$21,218.00	\$21,792.00	\$22,369.00	\$22,945.00	\$23,531.00	\$24,135.00	\$24,738.00	\$25,417.00	\$26,098.00
		Bi-Wk	\$791.00	\$812.96	\$834.95	\$857.05	\$879.12	\$901.58	\$924.72	\$947.82	\$973.84	\$999.93
		Daily	\$94.70	\$97.33	\$99.97	\$102.61	\$105.25	\$107.94	\$110.71	\$113.48	\$116.60	\$119.72
		Hourly	\$11.84	\$12.17	\$12.50	\$12.83	\$13.16	\$13.50	\$13.84	\$14.19	\$14.58	\$14.97
CLT	11	Annual	\$21,245.00	\$21,846.00	\$22,445.00	\$23,048.00	\$23,661.00	\$24,291.00	\$24,923.00	\$25,547.00	\$26,250.00	\$26,952.00
		Bi-Wk	\$813.99	\$837.02	\$859.97	\$883.07	\$906.56	\$930.69	\$954.91	\$978.82	\$1,005.75	\$1,032.65
		Daily	\$97.46	\$100.21	\$102.96	\$105.73	\$108.54	\$111.43	\$114.33	\$117.19	\$120.41	\$123.64
		Hourly	\$12.19	\$12.53	\$12.87	\$13.22	\$13.57	\$13.93	\$14.30	\$14.65	\$15.06	\$15.46
CLT	12	Annual	\$21,883.00	\$22,507.00	\$23,129.00	\$23,779.00	\$24,431.00	\$25,087.00	\$25,770.00	\$26,414.00	\$27,139.00	\$27,867.00
		Bi-Wk	\$838.43	\$862.34	\$886.17	\$911.08	\$936.06	\$961.19	\$987.36	\$1,012.04	\$1,039.81	\$1,067.71
		Daily	\$100.38	\$103.25	\$106.10	\$109.08	\$112.07	\$115.08	\$118.21	\$121.17	\$124.50	\$127.83
		Hourly	\$12.55	\$12.91	\$13.27	\$13.64	\$14.01	\$14.39	\$14.78	\$15.15	\$15.57	\$15.98
CLT	13	Annual	\$23,027.00	\$23,816.00	\$24,614.00	\$25,422.00	\$26,262.00	\$27,099.00	\$27,939.00	\$28,640.00	\$29,426.00	\$30,214.00
		Bi-Wk	\$882.27	\$912.50	\$943.07	\$974.03	\$1,006.21	\$1,038.28	\$1,070.46	\$1,097.32	\$1,127.44	\$1,157.63
		Daily	\$105.63	\$109.25	\$112.91	\$116.62	\$120.47	\$124.31	\$128.16	\$131.38	\$134.99	\$138.60
		Hourly	\$13.21	\$13.66	\$14.12	\$14.58	\$15.06	\$15.54	\$16.02	\$16.43	\$16.88	\$17.33
CLT	14	Annual	\$24,031.00	\$24,858.00	\$25,703.00	\$26,568.00	\$27,431.00	\$28,295.00	\$29,162.00	\$29,891.00	\$30,713.00	\$31,534.00
		Bi-Wk	\$920.73	\$952.42	\$984.79	\$1,017.94	\$1,051.00	\$1,084.10	\$1,117.32	\$1,145.25	\$1,176.75	\$1,208.20
		Daily	\$110.24	\$114.03	\$117.91	\$121.87	\$125.83	\$129.79	\$133.77	\$137.12	\$140.89	\$144.66
		Hourly	\$13.78	\$14.26	\$14.74	\$15.24	\$15.73	\$16.23	\$16.73	\$17.14	\$17.62	\$18.09
CLT	15	Annual	\$25,109.00	\$25,992.00	\$26,884.00	\$27,774.00	\$28,667.00	\$29,559.00	\$30,453.00	\$31,215.00	\$32,073.00	\$32,932.00
		Bi-Wk	\$962.04	\$995.87	\$1,030.04	\$1,064.14	\$1,098.36	\$1,132.53	\$1,166.79	\$1,195.98	\$1,228.86	\$1,261.77
		Daily	\$115.18	\$119.23	\$123.32	\$127.41	\$131.50	\$135.60	\$139.69	\$143.19	\$147.13	\$151.07
		Hourly	\$14.40	\$14.91	\$15.42	\$15.93	\$16.44	\$16.95	\$17.47	\$17.90	\$18.40	\$18.89
CLT	16	Annual	\$26,305.00	\$27,225.00	\$28,145.00	\$29,056.00	\$29,976.00	\$30,894.00	\$31,810.00	\$32,605.00	\$33,502.00	\$34,399.00
		Bi-Wk	\$1,007.86	\$1,043.11	\$1,078.36	\$1,113.26	\$1,148.51	\$1,183.68	\$1,218.78	\$1,249.24	\$1,283.61	\$1,317.97
		Daily	\$120.67	\$124.89	\$129.11	\$133.29	\$137.51	\$141.72	\$145.92	\$149.57	\$153.68	\$157.79
		Hourly	\$15.09	\$15.62	\$16.14	\$16.67	\$17.19	\$17.72	\$18.24	\$18.70	\$19.21	\$19.73

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CLT	17	Annual	\$27,589.00	\$28,533.00	\$29,474.00	\$30,424.00	\$31,363.00	\$32,305.00	\$33,252.00	\$34,084.00	\$35,021.00	\$35,957.00
		Bi-Wk	\$1,057.05	\$1,093.22	\$1,129.28	\$1,165.68	\$1,201.65	\$1,237.74	\$1,274.03	\$1,305.91	\$1,341.81	\$1,377.67
		Daily	\$126.56	\$130.89	\$135.20	\$139.56	\$143.87	\$148.19	\$152.53	\$156.35	\$160.65	\$164.94
		Hourly	\$15.82	\$16.37	\$16.90	\$17.45	\$17.99	\$18.53	\$19.07	\$19.55	\$20.09	\$20.62
CLT	18	Annual	\$28,961.00	\$29,926.00	\$30,894.00	\$31,861.00	\$32,827.00	\$33,797.00	\$34,760.00	\$35,630.00	\$36,610.00	\$37,590.00
		Bi-Wk	\$1,109.62	\$1,146.60	\$1,183.68	\$1,220.73	\$1,257.74	\$1,294.91	\$1,331.81	\$1,365.14	\$1,402.69	\$1,440.23
		Daily	\$132.85	\$137.28	\$141.72	\$146.15	\$150.58	\$155.04	\$159.45	\$163.44	\$167.94	\$172.43
		Hourly	\$16.61	\$17.16	\$17.72	\$18.27	\$18.83	\$19.38	\$19.94	\$20.43	\$21.00	\$21.56
CLT	19	Annual	\$30,367.00	\$31,363.00	\$32,360.00	\$33,357.00	\$34,353.00	\$35,343.00	\$36,341.00	\$37,249.00	\$38,273.00	\$39,298.00
		Bi-Wk	\$1,163.49	\$1,201.65	\$1,239.85	\$1,278.05	\$1,316.21	\$1,354.14	\$1,392.38	\$1,427.17	\$1,466.40	\$1,505.68
		Daily	\$139.30	\$143.87	\$148.44	\$153.02	\$157.59	\$162.13	\$166.71	\$170.87	\$175.57	\$180.27
		Hourly	\$17.42	\$17.99	\$18.56	\$19.13	\$19.70	\$20.27	\$20.84	\$21.36	\$21.95	\$22.54
CLT	20	Annual	\$31,889.00	\$32,910.00	\$33,931.00	\$34,949.00	\$35,966.00	\$36,990.00	\$38,007.00	\$38,959.00	\$40,031.00	\$41,101.00
		Bi-Wk	\$1,221.81	\$1,260.92	\$1,300.04	\$1,339.05	\$1,378.01	\$1,417.25	\$1,456.21	\$1,492.69	\$1,533.76	\$1,574.76
		Daily	\$146.28	\$150.97	\$155.65	\$160.32	\$164.99	\$169.68	\$174.35	\$178.71	\$183.63	\$188.54
		Hourly	\$18.29	\$18.88	\$19.46	\$20.04	\$20.63	\$21.21	\$21.80	\$22.34	\$22.96	\$23.57
CLT	21	Annual	\$33,445.00	\$34,492.00	\$35,539.00	\$36,589.00	\$37,634.00	\$38,685.00	\$39,729.00	\$40,724.00	\$41,845.00	\$42,963.00
		Bi-Wk	\$1,281.42	\$1,321.54	\$1,361.65	\$1,401.88	\$1,441.92	\$1,482.19	\$1,522.19	\$1,560.31	\$1,603.26	\$1,646.10
		Daily	\$153.42	\$158.22	\$163.02	\$167.84	\$172.64	\$177.46	\$182.25	\$186.81	\$191.95	\$197.08
		Hourly	\$19.18	\$19.78	\$20.38	\$20.98	\$21.58	\$22.19	\$22.79	\$23.36	\$24.00	\$24.64
CLT	22	Annual	\$34,353.00	\$35,593.00	\$36,837.00	\$38,080.00	\$39,321.00	\$40,564.00	\$41,810.00	\$42,856.00	\$44,034.00	\$45,213.00
		Bi-Wk	\$1,316.21	\$1,363.72	\$1,411.38	\$1,459.01	\$1,506.56	\$1,554.18	\$1,601.92	\$1,642.00	\$1,687.13	\$1,732.30
		Daily	\$157.59	\$163.27	\$168.98	\$174.68	\$180.37	\$186.08	\$191.79	\$196.59	\$201.99	\$207.40
		Hourly	\$19.70	\$20.41	\$21.13	\$21.84	\$22.55	\$23.26	\$23.98	\$24.58	\$25.25	\$25.93
CLT	23	Annual	\$35,959.00	\$37,253.00	\$38,546.00	\$39,841.00	\$41,138.00	\$42,433.00	\$43,728.00	\$44,823.00	\$46,055.00	\$47,288.00
		Bi-Wk	\$1,377.74	\$1,427.32	\$1,476.86	\$1,526.48	\$1,576.17	\$1,625.79	\$1,675.41	\$1,717.36	\$1,764.56	\$1,811.81
		Daily	\$164.95	\$170.89	\$176.82	\$182.76	\$188.71	\$194.65	\$200.59	\$205.61	\$211.27	\$216.92
		Hourly	\$20.62	\$21.37	\$22.11	\$22.85	\$23.59	\$24.34	\$25.08	\$25.71	\$26.41	\$27.12
CLT	24	Annual	\$37,669.00	\$39,017.00	\$40,370.00	\$41,717.00	\$43,066.00	\$44,417.00	\$45,768.00	\$46,911.00	\$48,202.00	\$49,492.00
		Bi-Wk	\$1,443.26	\$1,494.91	\$1,546.75	\$1,598.36	\$1,650.04	\$1,701.81	\$1,753.57	\$1,797.36	\$1,846.82	\$1,896.25
		Daily	\$172.80	\$178.98	\$185.19	\$191.37	\$197.55	\$203.75	\$209.95	\$215.19	\$221.11	\$227.03
		Hourly	\$21.60	\$22.38	\$23.15	\$23.93	\$24.70	\$25.47	\$26.25	\$26.90	\$27.64	\$28.38

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CLT	25	Annual	\$39,487.00	\$40,884.00	\$42,286.00	\$43,685.00	\$45,085.00	\$46,485.00	\$47,885.00	\$49,082.00	\$50,432.00	\$51,782.00
		Bi-Wk	\$1,512.92	\$1,566.44	\$1,620.16	\$1,673.76	\$1,727.40	\$1,781.04	\$1,834.68	\$1,880.54	\$1,932.27	\$1,983.99
		Daily	\$181.14	\$187.55	\$193.97	\$200.39	\$206.81	\$213.24	\$219.66	\$225.15	\$231.34	\$237.53
		Hourly	\$22.65	\$23.45	\$24.25	\$25.05	\$25.86	\$26.66	\$27.46	\$28.15	\$28.92	\$29.70
CLT	26	Annual	\$41,415.00	\$42,862.00	\$44,315.00	\$45,768.00	\$47,218.00	\$48,672.00	\$50,122.00	\$51,377.00	\$52,790.00	\$54,202.00
		Bi-Wk	\$1,586.79	\$1,642.23	\$1,697.90	\$1,753.57	\$1,809.12	\$1,864.83	\$1,920.39	\$1,968.47	\$2,022.61	\$2,076.71
		Daily	\$189.98	\$196.62	\$203.28	\$209.95	\$216.60	\$223.27	\$229.92	\$235.68	\$242.16	\$248.64
		Hourly	\$23.75	\$24.58	\$25.41	\$26.25	\$27.08	\$27.91	\$28.74	\$29.46	\$30.27	\$31.08
CLT	27	Annual	\$43,445.00	\$44,950.00	\$46,455.00	\$47,952.00	\$49,458.00	\$50,957.00	\$52,459.00	\$53,772.00	\$55,251.00	\$56,729.00
		Bi-Wk	\$1,664.56	\$1,722.23	\$1,779.89	\$1,837.25	\$1,894.95	\$1,952.38	\$2,009.93	\$2,060.23	\$2,116.90	\$2,173.53
		Daily	\$199.29	\$206.20	\$213.10	\$219.97	\$226.87	\$233.75	\$240.64	\$246.66	\$253.45	\$260.23
		Hourly	\$24.92	\$25.78	\$26.64	\$27.50	\$28.36	\$29.22	\$30.08	\$30.84	\$31.69	\$32.53
CLT	28	Annual	\$45,618.00	\$47,175.00	\$48,727.00	\$50,288.00	\$51,839.00	\$53,390.00	\$54,945.00	\$56,319.00	\$57,867.00	\$59,416.00
		Bi-Wk	\$1,747.82	\$1,807.48	\$1,866.94	\$1,926.75	\$1,986.17	\$2,045.60	\$2,105.18	\$2,157.82	\$2,217.13	\$2,276.48
		Daily	\$209.26	\$216.40	\$223.52	\$230.68	\$237.79	\$244.91	\$252.04	\$258.35	\$265.45	\$272.55
		Hourly	\$26.16	\$27.05	\$27.94	\$28.84	\$29.73	\$30.62	\$31.51	\$32.30	\$33.19	\$34.07
CLT	29	Annual	\$46,056.00	\$47,768.00	\$49,481.00	\$51,193.00	\$52,907.00	\$54,622.00	\$56,335.00	\$57,742.00	\$59,331.00	\$60,919.00
		Bi-Wk	\$1,764.60	\$1,830.20	\$1,895.83	\$1,961.42	\$2,027.09	\$2,092.80	\$2,158.43	\$2,212.34	\$2,273.22	\$2,334.07
		Daily	\$211.27	\$219.12	\$226.98	\$234.83	\$242.69	\$250.56	\$258.42	\$264.87	\$272.16	\$279.45
		Hourly	\$26.41	\$27.39	\$28.38	\$29.36	\$30.34	\$31.32	\$32.31	\$33.11	\$34.02	\$34.94
CLT	30	Annual	\$47,885.00	\$49,649.00	\$51,411.00	\$53,172.00	\$54,936.00	\$56,700.00	\$58,464.00	\$59,925.00	\$61,573.00	\$63,222.00
		Bi-Wk	\$1,834.68	\$1,902.27	\$1,969.78	\$2,037.25	\$2,104.83	\$2,172.42	\$2,240.00	\$2,295.98	\$2,359.12	\$2,422.30
		Daily	\$219.66	\$227.75	\$235.83	\$243.91	\$252.00	\$260.09	\$268.19	\$274.89	\$282.45	\$290.01
		Hourly	\$27.46	\$28.47	\$29.48	\$30.49	\$31.50	\$32.52	\$33.53	\$34.37	\$35.31	\$36.26
CLT	31	Annual	\$49,790.00	\$51,605.00	\$53,420.00	\$55,236.00	\$57,049.00	\$58,861.00	\$60,682.00	\$62,199.00	\$63,909.00	\$65,619.00
		Bi-Wk	\$1,907.67	\$1,977.21	\$2,046.75	\$2,116.33	\$2,185.79	\$2,255.22	\$2,324.99	\$2,383.11	\$2,448.63	\$2,514.14
		Daily	\$228.40	\$236.72	\$245.05	\$253.38	\$261.69	\$270.01	\$278.36	\$285.32	\$293.16	\$301.01
		Hourly	\$28.55	\$29.59	\$30.64	\$31.68	\$32.72	\$33.76	\$34.80	\$35.67	\$36.65	\$37.63
CLT	32	Annual	\$51,771.00	\$53,638.00	\$55,500.00	\$57,364.00	\$59,231.00	\$61,097.00	\$62,962.00	\$64,539.00	\$66,313.00	\$68,088.00
		Bi-Wk	\$1,983.57	\$2,055.10	\$2,126.44	\$2,197.86	\$2,269.39	\$2,340.89	\$2,412.34	\$2,472.76	\$2,540.73	\$2,608.74
		Daily	\$237.48	\$246.05	\$254.59	\$263.14	\$271.71	\$280.27	\$288.82	\$296.05	\$304.19	\$312.33
		Hourly	\$29.69	\$30.76	\$31.83	\$32.90	\$33.97	\$35.04	\$36.11	\$37.01	\$38.03	\$39.05

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 6/19/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	33	Annual	\$53,837.00	\$55,756.00	\$57,670.00	\$59,588.00	\$61,505.00	\$63,419.00	\$65,340.00	\$66,974.00	\$68,815.00	\$70,658.00
		Bi-Wk	\$2,062.73	\$2,136.25	\$2,209.58	\$2,283.07	\$2,356.52	\$2,429.85	\$2,503.45	\$2,566.06	\$2,636.60	\$2,707.21
		Daily	\$246.96	\$255.76	\$264.55	\$273.34	\$282.14	\$290.92	\$299.73	\$307.22	\$315.67	\$324.12
		Hourly	\$30.87	\$31.97	\$33.07	\$34.17	\$35.27	\$36.37	\$37.47	\$38.41	\$39.46	\$40.52
CLT	34	Annual	\$56,038.00	\$58,009.00	\$59,974.00	\$61,945.00	\$63,915.00	\$65,884.00	\$67,854.00	\$69,551.00	\$71,464.00	\$73,376.00
		Bi-Wk	\$2,147.05	\$2,222.57	\$2,297.86	\$2,373.38	\$2,448.86	\$2,524.30	\$2,599.78	\$2,664.79	\$2,738.09	\$2,811.35
		Daily	\$257.06	\$266.10	\$275.11	\$284.15	\$293.19	\$302.22	\$311.26	\$319.04	\$327.82	\$336.59
		Hourly	\$32.14	\$33.27	\$34.39	\$35.52	\$36.65	\$37.78	\$38.91	\$39.88	\$40.98	\$42.08
CLT	35	Annual	\$58,323.00	\$60,341.00	\$62,365.00	\$64,385.00	\$66,398.00	\$68,422.00	\$70,439.00	\$72,199.00	\$74,185.00	\$76,171.00
		Bi-Wk	\$2,234.60	\$2,311.92	\$2,389.47	\$2,466.86	\$2,543.99	\$2,621.54	\$2,698.82	\$2,766.25	\$2,842.34	\$2,918.43
		Daily	\$267.54	\$276.80	\$286.08	\$295.35	\$304.58	\$313.86	\$323.12	\$331.19	\$340.30	\$349.41
		Hourly	\$33.45	\$34.60	\$35.76	\$36.92	\$38.08	\$39.24	\$40.39	\$41.40	\$42.54	\$43.68
CLT	36	Annual	\$60,731.00	\$62,804.00	\$64,876.00	\$66,945.00	\$69,018.00	\$71,089.00	\$73,160.00	\$74,990.00	\$77,052.00	\$79,114.00
		Bi-Wk	\$2,326.86	\$2,406.29	\$2,485.68	\$2,564.95	\$2,644.37	\$2,723.72	\$2,803.07	\$2,873.19	\$2,952.19	\$3,031.19
		Daily	\$278.59	\$288.09	\$297.60	\$307.09	\$316.60	\$326.10	\$335.60	\$343.99	\$353.45	\$362.91
		Hourly	\$34.83	\$36.02	\$37.20	\$38.39	\$39.58	\$40.77	\$41.95	\$43.00	\$44.19	\$45.37
CLT	37	Annual	\$63,236.00	\$65,366.00	\$67,494.00	\$69,623.00	\$71,752.00	\$73,877.00	\$76,004.00	\$77,903.00	\$80,046.00	\$82,187.00
		Bi-Wk	\$2,422.84	\$2,504.45	\$2,585.98	\$2,667.55	\$2,749.12	\$2,830.54	\$2,912.04	\$2,984.79	\$3,066.90	\$3,148.93
		Daily	\$290.07	\$299.85	\$309.61	\$319.37	\$329.14	\$338.89	\$348.64	\$357.35	\$367.19	\$377.01
		Hourly	\$36.26	\$37.49	\$38.71	\$39.93	\$41.15	\$42.37	\$43.58	\$44.67	\$45.90	\$47.13
CLT	38	Annual	\$65,831.00	\$68,006.00	\$70,188.00	\$72,364.00	\$74,540.00	\$76,722.00	\$78,896.00	\$80,871.00	\$83,094.00	\$85,319.00
		Bi-Wk	\$2,522.27	\$2,605.60	\$2,689.20	\$2,772.57	\$2,855.94	\$2,939.55	\$3,022.84	\$3,098.51	\$3,183.68	\$3,268.93
		Daily	\$301.98	\$311.96	\$321.97	\$331.95	\$341.93	\$351.94	\$361.91	\$370.97	\$381.17	\$391.37
		Hourly	\$37.75	\$39.00	\$40.25	\$41.50	\$42.75	\$44.00	\$45.24	\$46.38	\$47.65	\$48.93
CLT	39	Annual	\$68,551.00	\$70,780.00	\$73,010.00	\$75,241.00	\$77,472.00	\$79,702.00	\$81,933.00	\$83,981.00	\$86,290.00	\$88,600.00
		Bi-Wk	\$2,626.48	\$2,711.88	\$2,797.32	\$2,882.80	\$2,968.28	\$3,053.72	\$3,139.20	\$3,217.67	\$3,306.14	\$3,394.64
		Daily	\$314.46	\$324.68	\$334.91	\$345.15	\$355.38	\$365.61	\$375.84	\$385.23	\$395.83	\$406.43
		Hourly	\$39.31	\$40.59	\$41.87	\$43.15	\$44.43	\$45.71	\$46.98	\$48.16	\$49.48	\$50.81
CLT	40	Annual	\$71,388.00	\$73,666.00	\$75,946.00	\$78,224.00	\$80,499.00	\$82,782.00	\$85,056.00	\$87,185.00	\$89,582.00	\$91,980.00
		Bi-Wk	\$2,735.18	\$2,822.46	\$2,909.81	\$2,997.09	\$3,084.26	\$3,171.73	\$3,258.86	\$3,340.43	\$3,432.27	\$3,524.14
		Daily	\$327.47	\$337.92	\$348.38	\$358.83	\$369.27	\$379.74	\$390.17	\$399.93	\$410.93	\$421.93
		Hourly	\$40.94	\$42.24	\$43.55	\$44.86	\$46.16	\$47.47	\$48.78	\$50.00	\$51.37	\$52.75

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 6/19/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	41	Annual	\$74,359.00	\$76,695.00	\$79,027.00	\$81,358.00	\$83,691.00	\$86,023.00	\$88,356.00	\$90,565.00	\$93,056.00	\$95,545.00
		Bi-Wk	\$2,849.01	\$2,938.51	\$3,027.86	\$3,117.17	\$3,206.56	\$3,295.91	\$3,385.29	\$3,469.93	\$3,565.37	\$3,660.73
		Daily	\$341.10	\$351.81	\$362.51	\$373.20	\$383.91	\$394.60	\$405.30	\$415.44	\$426.86	\$438.28
		Hourly	\$42.64	\$43.98	\$45.32	\$46.65	\$47.99	\$49.33	\$50.67	\$51.93	\$53.36	\$54.79
CLT	42	Annual	\$77,443.00	\$79,828.00	\$82,213.00	\$84,595.00	\$86,982.00	\$89,365.00	\$91,750.00	\$94,045.00	\$96,630.00	\$99,217.00
		Bi-Wk	\$2,967.17	\$3,058.55	\$3,149.93	\$3,241.19	\$3,332.65	\$3,423.95	\$3,515.33	\$3,603.26	\$3,702.30	\$3,801.42
		Daily	\$355.25	\$366.19	\$377.13	\$388.05	\$399.00	\$409.94	\$420.87	\$431.40	\$443.26	\$455.13
		Hourly	\$44.41	\$45.78	\$47.15	\$48.51	\$49.88	\$51.25	\$52.61	\$53.93	\$55.41	\$56.90
CLT	43	Annual	\$80,711.00	\$83,148.00	\$85,575.00	\$88,010.00	\$90,443.00	\$92,874.00	\$95,306.00	\$97,690.00	\$100,377.00	\$103,062.00
		Bi-Wk	\$3,092.38	\$3,185.75	\$3,278.74	\$3,372.04	\$3,465.25	\$3,558.40	\$3,651.58	\$3,742.92	\$3,845.87	\$3,948.74
		Daily	\$370.24	\$381.41	\$392.55	\$403.72	\$414.88	\$426.03	\$437.19	\$448.12	\$460.45	\$472.76
		Hourly	\$46.28	\$47.68	\$49.07	\$50.47	\$51.86	\$53.26	\$54.65	\$56.02	\$57.56	\$59.10

Note: The Daily and Hourly rates used are those for twelve month positions. The ten month annuals and bi-weeklys cannot be used in determining these amounts.