

**NP-2 TK 37.5 Hour Pay Plan Effective 07/01/2020**  
**10-month (184 day) employees paid over 12 months**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| <b>TK</b>   | 1            | Annual        | \$20,761.00   | \$21,159.00   | \$21,556.00   | \$21,957.00   | \$22,364.00   | \$22,763.00   | \$23,161.00   | \$23,738.00   | \$24,331.00   | \$24,925.00    |
|             |              | Bi-Wk         | \$795.45      | \$810.69      | \$825.91      | \$841.27      | \$856.86      | \$872.15      | \$887.40      | \$909.51      | \$932.23      | \$954.99       |
|             |              | Daily         | \$112.83      | \$114.99      | \$117.15      | \$119.33      | \$121.54      | \$123.71      | \$125.87      | \$129.01      | \$132.23      | \$135.46       |
|             |              | Hourly        | \$15.05       | \$15.34       | \$15.62       | \$15.92       | \$16.21       | \$16.50       | \$16.79       | \$17.21       | \$17.64       | \$18.07        |
| <b>TK</b>   | 2            | Annual        | \$21,556.00   | \$21,957.00   | \$22,364.00   | \$22,763.00   | \$23,161.00   | \$23,560.00   | \$23,957.00   | \$24,559.00   | \$25,172.00   | \$25,788.00    |
|             |              | Bi-Wk         | \$825.91      | \$841.27      | \$856.86      | \$872.15      | \$887.40      | \$902.69      | \$917.90      | \$940.96      | \$964.45      | \$988.05       |
|             |              | Daily         | \$117.15      | \$119.33      | \$121.54      | \$123.71      | \$125.87      | \$128.04      | \$130.20      | \$133.47      | \$136.80      | \$140.15       |
|             |              | Hourly        | \$15.62       | \$15.92       | \$16.21       | \$16.50       | \$16.79       | \$17.08       | \$17.36       | \$17.80       | \$18.24       | \$18.69        |
| <b>TK</b>   | 3            | Annual        | \$21,957.00   | \$22,364.00   | \$22,763.00   | \$23,161.00   | \$23,560.00   | \$23,957.00   | \$24,357.00   | \$24,966.00   | \$25,589.00   | \$26,213.00    |
|             |              | Bi-Wk         | \$841.27      | \$856.86      | \$872.15      | \$887.40      | \$902.69      | \$917.90      | \$933.22      | \$956.56      | \$980.43      | \$1,004.33     |
|             |              | Daily         | \$119.33      | \$121.54      | \$123.71      | \$125.87      | \$128.04      | \$130.20      | \$132.37      | \$135.68      | \$139.07      | \$142.46       |
|             |              | Hourly        | \$15.92       | \$16.21       | \$16.50       | \$16.79       | \$17.08       | \$17.36       | \$17.65       | \$18.10       | \$18.55       | \$19.00        |
| <b>TK</b>   | 4            | Annual        | \$22,531.00   | \$23,015.00   | \$23,503.00   | \$23,990.00   | \$24,472.00   | \$24,956.00   | \$25,444.00   | \$26,084.00   | \$26,734.00   | \$27,387.00    |
|             |              | Bi-Wk         | \$863.26      | \$881.81      | \$900.50      | \$919.16      | \$937.63      | \$956.17      | \$974.87      | \$999.39      | \$1,024.30    | \$1,049.32     |
|             |              | Daily         | \$122.45      | \$125.08      | \$127.73      | \$130.38      | \$133.00      | \$135.63      | \$138.28      | \$141.76      | \$145.29      | \$148.84       |
|             |              | Hourly        | \$16.33       | \$16.68       | \$17.03       | \$17.39       | \$17.74       | \$18.09       | \$18.44       | \$18.91       | \$19.38       | \$19.85        |
| <b>TK</b>   | 5            | Annual        | \$22,988.00   | \$23,503.00   | \$24,014.00   | \$24,526.00   | \$25,037.00   | \$25,547.00   | \$26,060.00   | \$26,714.00   | \$27,383.00   | \$28,048.00    |
|             |              | Bi-Wk         | \$880.77      | \$900.50      | \$920.08      | \$939.70      | \$959.28      | \$978.82      | \$998.47      | \$1,023.53    | \$1,049.16    | \$1,074.64     |
|             |              | Daily         | \$124.93      | \$127.73      | \$130.51      | \$133.29      | \$136.07      | \$138.84      | \$141.63      | \$145.18      | \$148.82      | \$152.43       |
|             |              | Hourly        | \$16.66       | \$17.03       | \$17.41       | \$17.78       | \$18.15       | \$18.52       | \$18.89       | \$19.36       | \$19.85       | \$20.33        |
| <b>TK</b>   | 6            | Annual        | \$23,619.00   | \$24,134.00   | \$24,645.00   | \$25,157.00   | \$25,670.00   | \$26,182.00   | \$26,695.00   | \$27,361.00   | \$28,046.00   | \$28,732.00    |
|             |              | Bi-Wk         | \$904.95      | \$924.68      | \$944.26      | \$963.87      | \$983.53      | \$1,003.15    | \$1,022.80    | \$1,048.32    | \$1,074.56    | \$1,100.85     |
|             |              | Daily         | \$128.36      | \$131.16      | \$133.94      | \$136.72      | \$139.51      | \$142.29      | \$145.08      | \$148.70      | \$152.42      | \$156.15       |
|             |              | Hourly        | \$17.12       | \$17.49       | \$17.86       | \$18.23       | \$18.61       | \$18.98       | \$19.35       | \$19.83       | \$20.33       | \$20.82        |
| <b>TK</b>   | 7            | Annual        | \$24,189.00   | \$24,699.00   | \$25,212.00   | \$25,727.00   | \$26,235.00   | \$26,750.00   | \$27,260.00   | \$27,941.00   | \$28,638.00   | \$29,337.00    |
|             |              | Bi-Wk         | \$926.79      | \$946.33      | \$965.98      | \$985.71      | \$1,005.18    | \$1,024.91    | \$1,044.45    | \$1,070.54    | \$1,097.25    | \$1,124.03     |
|             |              | Daily         | \$131.46      | \$134.23      | \$137.02      | \$139.82      | \$142.58      | \$145.38      | \$148.15      | \$151.85      | \$155.64      | \$159.44       |
|             |              | Hourly        | \$17.53       | \$17.90       | \$18.27       | \$18.65       | \$19.01       | \$19.39       | \$19.76       | \$20.25       | \$20.76       | \$21.26        |
| <b>TK</b>   | 8            | Annual        | \$25,670.00   | \$26,300.00   | \$26,923.00   | \$27,575.00   | \$28,248.00   | \$28,920.00   | \$29,632.00   | \$30,372.00   | \$31,131.00   | \$31,888.00    |
|             |              | Bi-Wk         | \$983.53      | \$1,007.67    | \$1,031.54    | \$1,056.52    | \$1,082.30    | \$1,108.05    | \$1,135.33    | \$1,163.68    | \$1,192.76    | \$1,221.77     |

**NP-2 TK 37.5 Hour Pay Plan Effective 07/01/2020**  
**10-month (184 day) employees paid over 12 months**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
|             |              | Daily         | \$139.51      | \$142.93      | \$146.32      | \$149.86      | \$153.52      | \$157.17      | \$161.04      | \$165.06      | \$169.19      | \$173.30       |
|             |              | Hourly        | \$18.61       | \$19.06       | \$19.51       | \$19.99       | \$20.47       | \$20.96       | \$21.48       | \$22.01       | \$22.56       | \$23.11        |
| <b>TK</b>   | <b>9</b>     | Annual        | \$26,322.00   | \$26,979.00   | \$27,659.00   | \$28,360.00   | \$29,061.00   | \$29,807.00   | \$30,561.00   | \$31,325.00   | \$32,110.00   | \$32,892.00    |
|             |              | Bi-Wk         | \$1,008.51    | \$1,033.68    | \$1,059.74    | \$1,086.60    | \$1,113.45    | \$1,142.04    | \$1,170.92    | \$1,200.20    | \$1,230.27    | \$1,260.23     |
|             |              | Daily         | \$143.05      | \$146.62      | \$150.32      | \$154.13      | \$157.94      | \$161.99      | \$166.09      | \$170.24      | \$174.51      | \$178.76       |
|             |              | Hourly        | \$19.08       | \$19.55       | \$20.05       | \$20.56       | \$21.06       | \$21.60       | \$22.15       | \$22.70       | \$23.27       | \$23.84        |
| <b>TK</b>   | <b>10</b>    | Annual        | \$27,076.00   | \$27,796.00   | \$28,524.00   | \$29,264.00   | \$30,046.00   | \$30,844.00   | \$31,669.00   | \$32,458.00   | \$33,271.00   | \$34,081.00    |
|             |              | Bi-Wk         | \$1,037.40    | \$1,064.99    | \$1,092.88    | \$1,121.23    | \$1,151.19    | \$1,181.77    | \$1,213.38    | \$1,243.61    | \$1,274.76    | \$1,305.79     |
|             |              | Daily         | \$147.15      | \$151.06      | \$155.02      | \$159.04      | \$163.29      | \$167.63      | \$172.11      | \$176.40      | \$180.82      | \$185.22       |
|             |              | Hourly        | \$19.62       | \$20.15       | \$20.67       | \$21.21       | \$21.78       | \$22.36       | \$22.95       | \$23.52       | \$24.11       | \$24.70        |
| <b>TK</b>   | <b>11</b>    | Annual        | \$27,829.00   | \$28,592.00   | \$29,372.00   | \$30,186.00   | \$31,028.00   | \$31,882.00   | \$32,741.00   | \$33,562.00   | \$34,403.00   | \$35,240.00    |
|             |              | Bi-Wk         | \$1,066.25    | \$1,095.48    | \$1,125.37    | \$1,156.56    | \$1,188.82    | \$1,221.54    | \$1,254.45    | \$1,285.91    | \$1,318.13    | \$1,350.20     |
|             |              | Daily         | \$151.24      | \$155.39      | \$159.63      | \$164.05      | \$168.63      | \$173.27      | \$177.94      | \$182.40      | \$186.97      | \$191.52       |
|             |              | Hourly        | \$20.17       | \$20.72       | \$21.29       | \$21.88       | \$22.49       | \$23.11       | \$23.73       | \$24.32       | \$24.93       | \$25.54        |
| <b>TK</b>   | <b>12</b>    | Annual        | \$28,636.00   | \$29,455.00   | \$30,303.00   | \$31,185.00   | \$32,072.00   | \$32,968.00   | \$33,856.00   | \$34,707.00   | \$35,573.00   | \$36,440.00    |
|             |              | Bi-Wk         | \$1,097.17    | \$1,128.55    | \$1,161.04    | \$1,194.83    | \$1,228.82    | \$1,263.15    | \$1,297.17    | \$1,329.78    | \$1,362.96    | \$1,396.17     |
|             |              | Daily         | \$155.63      | \$160.08      | \$164.69      | \$169.48      | \$174.30      | \$179.17      | \$184.00      | \$188.62      | \$193.33      | \$198.04       |
|             |              | Hourly        | \$20.76       | \$21.35       | \$21.96       | \$22.60       | \$23.24       | \$23.89       | \$24.54       | \$25.15       | \$25.78       | \$26.41        |
| <b>TK</b>   | <b>13</b>    | Annual        | \$30,160.00   | \$31,240.00   | \$32,327.00   | \$33,413.00   | \$34,506.00   | \$35,593.00   | \$36,681.00   | \$37,601.00   | \$38,543.00   | \$39,480.00    |
|             |              | Bi-Wk         | \$1,155.56    | \$1,196.94    | \$1,238.59    | \$1,280.20    | \$1,322.07    | \$1,363.72    | \$1,405.41    | \$1,440.66    | \$1,476.75    | \$1,512.65     |
|             |              | Daily         | \$163.91      | \$169.78      | \$175.69      | \$181.59      | \$187.53      | \$193.44      | \$199.35      | \$204.35      | \$209.47      | \$214.56       |
|             |              | Hourly        | \$21.86       | \$22.64       | \$23.43       | \$24.22       | \$25.01       | \$25.80       | \$26.58       | \$27.25       | \$27.93       | \$28.61        |
| <b>TK</b>   | <b>14</b>    | Annual        | \$31,536.00   | \$32,659.00   | \$33,781.00   | \$34,902.00   | \$36,022.00   | \$37,146.00   | \$38,263.00   | \$39,220.00   | \$40,204.00   | \$41,183.00    |
|             |              | Bi-Wk         | \$1,208.28    | \$1,251.31    | \$1,294.30    | \$1,337.25    | \$1,380.16    | \$1,423.22    | \$1,466.02    | \$1,502.69    | \$1,540.39    | \$1,577.90     |
|             |              | Daily         | \$171.39      | \$177.49      | \$183.59      | \$189.68      | \$195.77      | \$201.88      | \$207.95      | \$213.15      | \$218.50      | \$223.82       |
|             |              | Hourly        | \$22.86       | \$23.67       | \$24.48       | \$25.29       | \$26.11       | \$26.92       | \$27.73       | \$28.42       | \$29.14       | \$29.85        |
| <b>TK</b>   | <b>15</b>    | Annual        | \$32,995.00   | \$34,156.00   | \$35,310.00   | \$36,466.00   | \$37,623.00   | \$38,784.00   | \$39,938.00   | \$40,937.00   | \$41,962.00   | \$42,983.00    |
|             |              | Bi-Wk         | \$1,264.18    | \$1,308.66    | \$1,352.88    | \$1,397.17    | \$1,441.50    | \$1,485.98    | \$1,530.20    | \$1,568.47    | \$1,607.74    | \$1,646.86     |
|             |              | Daily         | \$179.32      | \$185.63      | \$191.90      | \$198.18      | \$204.47      | \$210.78      | \$217.05      | \$222.48      | \$228.05      | \$233.60       |
|             |              | Hourly        | \$23.91       | \$24.76       | \$25.59       | \$26.43       | \$27.27       | \$28.11       | \$28.94       | \$29.67       | \$30.41       | \$31.15        |

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| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TK          | 16           | Annual        | \$34,561.00   | \$35,752.00   | \$36,944.00   | \$38,134.00   | \$39,323.00   | \$40,514.00   | \$41,700.00   | \$42,744.00   | \$43,813.00   | \$44,880.00    |
|             |              | Bi-Wk         | \$1,324.18    | \$1,369.81    | \$1,415.48    | \$1,461.08    | \$1,506.63    | \$1,552.27    | \$1,597.71    | \$1,637.71    | \$1,678.66    | \$1,719.55     |
|             |              | Daily         | \$187.83      | \$194.30      | \$200.78      | \$207.25      | \$213.71      | \$220.18      | \$226.63      | \$232.30      | \$238.11      | \$243.91       |
|             |              | Hourly        | \$25.05       | \$25.91       | \$26.78       | \$27.64       | \$28.50       | \$29.36       | \$30.22       | \$30.98       | \$31.75       | \$32.53        |
| TK          | 17           | Annual        | \$36,226.00   | \$37,456.00   | \$38,672.00   | \$39,901.00   | \$41,124.00   | \$42,350.00   | \$43,575.00   | \$44,665.00   | \$45,783.00   | \$46,897.00    |
|             |              | Bi-Wk         | \$1,387.97    | \$1,435.10    | \$1,481.69    | \$1,528.78    | \$1,575.64    | \$1,622.61    | \$1,669.55    | \$1,711.31    | \$1,754.14    | \$1,796.82     |
|             |              | Daily         | \$196.88      | \$203.56      | \$210.17      | \$216.85      | \$223.50      | \$230.16      | \$236.82      | \$242.74      | \$248.82      | \$254.87       |
|             |              | Hourly        | \$26.25       | \$27.15       | \$28.03       | \$28.92       | \$29.80       | \$30.69       | \$31.58       | \$32.37       | \$33.18       | \$33.99        |
| TK          | 18           | Annual        | \$38,008.00   | \$39,261.00   | \$40,514.00   | \$41,772.00   | \$43,023.00   | \$44,276.00   | \$45,537.00   | \$46,674.00   | \$47,842.00   | \$49,009.00    |
|             |              | Bi-Wk         | \$1,456.25    | \$1,504.26    | \$1,552.27    | \$1,600.46    | \$1,648.40    | \$1,696.40    | \$1,744.72    | \$1,788.28    | \$1,833.03    | \$1,877.74     |
|             |              | Daily         | \$206.56      | \$213.37      | \$220.18      | \$227.02      | \$233.82      | \$240.63      | \$247.48      | \$253.66      | \$260.01      | \$266.35       |
|             |              | Hourly        | \$27.55       | \$28.45       | \$29.36       | \$30.27       | \$31.18       | \$32.09       | \$33.00       | \$33.83       | \$34.67       | \$35.52        |
| TK          | 19           | Annual        | \$39,827.00   | \$41,124.00   | \$42,416.00   | \$43,710.00   | \$45,001.00   | \$46,291.00   | \$47,579.00   | \$48,770.00   | \$49,988.00   | \$51,206.00    |
|             |              | Bi-Wk         | \$1,525.94    | \$1,575.64    | \$1,625.14    | \$1,674.72    | \$1,724.18    | \$1,773.61    | \$1,822.96    | \$1,868.59    | \$1,915.25    | \$1,961.92     |
|             |              | Daily         | \$216.45      | \$223.50      | \$230.52      | \$237.55      | \$244.57      | \$251.58      | \$258.58      | \$265.05      | \$271.67      | \$278.29       |
|             |              | Hourly        | \$28.86       | \$29.80       | \$30.74       | \$31.68       | \$32.61       | \$33.55       | \$34.48       | \$35.34       | \$36.23       | \$37.11        |
| TK          | 20           | Annual        | \$41,811.00   | \$43,132.00   | \$44,459.00   | \$45,780.00   | \$47,099.00   | \$48,429.00   | \$49,747.00   | \$50,991.00   | \$52,264.00   | \$53,539.00    |
|             |              | Bi-Wk         | \$1,601.96    | \$1,652.57    | \$1,703.41    | \$1,754.03    | \$1,804.56    | \$1,855.52    | \$1,906.02    | \$1,953.68    | \$2,002.46    | \$2,051.31     |
|             |              | Daily         | \$227.23      | \$234.41      | \$241.62      | \$248.80      | \$255.97      | \$263.20      | \$270.36      | \$277.12      | \$284.04      | \$290.97       |
|             |              | Hourly        | \$30.30       | \$31.26       | \$32.22       | \$33.18       | \$34.13       | \$35.10       | \$36.05       | \$36.95       | \$37.88       | \$38.80        |
| TK          | 21           | Annual        | \$43,827.00   | \$45,187.00   | \$46,541.00   | \$47,905.00   | \$49,268.00   | \$50,621.00   | \$51,982.00   | \$53,283.00   | \$54,615.00   | \$55,946.00    |
|             |              | Bi-Wk         | \$1,679.20    | \$1,731.31    | \$1,783.19    | \$1,835.45    | \$1,887.67    | \$1,939.51    | \$1,991.65    | \$2,041.50    | \$2,092.53    | \$2,143.53     |
|             |              | Daily         | \$238.19      | \$245.58      | \$252.94      | \$260.35      | \$267.76      | \$275.11      | \$282.51      | \$289.58      | \$296.82      | \$304.05       |
|             |              | Hourly        | \$31.76       | \$32.75       | \$33.73       | \$34.72       | \$35.71       | \$36.69       | \$37.67       | \$38.61       | \$39.58       | \$40.54        |
| TK          | 22           | Annual        | \$45,001.00   | \$46,613.00   | \$48,229.00   | \$49,839.00   | \$51,454.00   | \$53,068.00   | \$54,680.00   | \$56,049.00   | \$57,451.00   | \$58,853.00    |
|             |              | Bi-Wk         | \$1,724.18    | \$1,785.94    | \$1,847.86    | \$1,909.55    | \$1,971.42    | \$2,033.26    | \$2,095.02    | \$2,147.48    | \$2,201.19    | \$2,254.91     |
|             |              | Daily         | \$244.57      | \$253.33      | \$262.11      | \$270.86      | \$279.64      | \$288.41      | \$297.17      | \$304.61      | \$312.23      | \$319.85       |
|             |              | Hourly        | \$32.61       | \$33.78       | \$34.95       | \$36.12       | \$37.29       | \$38.46       | \$39.63       | \$40.62       | \$41.64       | \$42.65        |
| TK          | 23           | Annual        | \$47,084.00   | \$48,770.00   | \$50,448.00   | \$52,128.00   | \$53,813.00   | \$55,488.00   | \$57,171.00   | \$58,604.00   | \$60,069.00   | \$61,532.00    |
|             |              | Bi-Wk         | \$1,803.99    | \$1,868.59    | \$1,932.88    | \$1,997.25    | \$2,061.81    | \$2,125.98    | \$2,190.46    | \$2,245.37    | \$2,301.50    | \$2,357.55     |

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| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
|             |              | Daily         | \$255.89      | \$265.05      | \$274.17      | \$283.30      | \$292.46      | \$301.56      | \$310.71      | \$318.50      | \$326.46      | \$334.41       |
|             |              | Hourly        | \$34.12       | \$35.34       | \$36.56       | \$37.78       | \$39.00       | \$40.21       | \$41.43       | \$42.47       | \$43.53       | \$44.59        |
| <b>TK</b>   | 24           | Annual        | \$49,307.00   | \$51,059.00   | \$52,812.00   | \$54,566.00   | \$56,314.00   | \$58,067.00   | \$59,819.00   | \$61,315.00   | \$62,848.00   | \$64,380.00    |
|             |              | Bi-Wk         | \$1,889.16    | \$1,956.29    | \$2,023.45    | \$2,090.66    | \$2,157.63    | \$2,224.79    | \$2,291.92    | \$2,349.24    | \$2,407.97    | \$2,466.67     |
|             |              | Daily         | \$267.97      | \$277.49      | \$287.02      | \$296.55      | \$306.05      | \$315.58      | \$325.10      | \$333.23      | \$341.56      | \$349.89       |
|             |              | Hourly        | \$35.73       | \$37.00       | \$38.27       | \$39.54       | \$40.81       | \$42.08       | \$43.35       | \$44.43       | \$45.55       | \$46.66        |
| <b>TK</b>   | 25           | Annual        | \$51,666.00   | \$53,484.00   | \$55,302.00   | \$57,114.00   | \$58,934.00   | \$60,748.00   | \$62,568.00   | \$64,134.00   | \$65,736.00   | \$67,337.00    |
|             |              | Bi-Wk         | \$1,979.55    | \$2,049.20    | \$2,118.86    | \$2,188.28    | \$2,258.01    | \$2,327.51    | \$2,397.25    | \$2,457.25    | \$2,518.63    | \$2,579.97     |
|             |              | Daily         | \$280.79      | \$290.67      | \$300.55      | \$310.40      | \$320.29      | \$330.15      | \$340.04      | \$348.55      | \$357.26      | \$365.96       |
|             |              | Hourly        | \$37.44       | \$38.76       | \$40.08       | \$41.39       | \$42.71       | \$44.02       | \$45.34       | \$46.48       | \$47.64       | \$48.80        |
| <b>TK</b>   | 26           | Annual        | \$54,170.00   | \$56,049.00   | \$57,931.00   | \$59,819.00   | \$61,703.00   | \$63,587.00   | \$65,468.00   | \$67,105.00   | \$68,782.00   | \$70,461.00    |
|             |              | Bi-Wk         | \$2,075.48    | \$2,147.48    | \$2,219.58    | \$2,291.92    | \$2,364.10    | \$2,436.29    | \$2,508.36    | \$2,571.08    | \$2,635.33    | \$2,699.66     |
|             |              | Daily         | \$294.40      | \$304.61      | \$314.84      | \$325.10      | \$335.34      | \$345.58      | \$355.80      | \$364.70      | \$373.81      | \$382.94       |
|             |              | Hourly        | \$39.26       | \$40.62       | \$41.98       | \$43.35       | \$44.72       | \$46.08       | \$47.44       | \$48.63       | \$49.85       | \$51.06        |
| <b>TK</b>   | 27           | Annual        | \$56,807.00   | \$58,754.00   | \$60,709.00   | \$62,658.00   | \$64,607.00   | \$66,551.00   | \$68,507.00   | \$70,220.00   | \$71,972.00   | \$73,729.00    |
|             |              | Bi-Wk         | \$2,176.52    | \$2,251.12    | \$2,326.02    | \$2,400.69    | \$2,475.37    | \$2,549.85    | \$2,624.79    | \$2,690.43    | \$2,757.55    | \$2,824.87     |
|             |              | Daily         | \$308.73      | \$319.31      | \$329.94      | \$340.53      | \$351.12      | \$361.69      | \$372.32      | \$381.63      | \$391.15      | \$400.70       |
|             |              | Hourly        | \$41.17       | \$42.58       | \$44.00       | \$45.41       | \$46.82       | \$48.23       | \$49.65       | \$50.89       | \$52.16       | \$53.43        |
| <b>TK</b>   | 28           | Annual        | \$59,628.00   | \$61,650.00   | \$63,663.00   | \$65,681.00   | \$67,694.00   | \$69,713.00   | \$71,727.00   | \$73,523.00   | \$75,361.00   | \$77,198.00    |
|             |              | Bi-Wk         | \$2,284.60    | \$2,362.07    | \$2,439.20    | \$2,516.52    | \$2,593.64    | \$2,671.00    | \$2,748.17    | \$2,816.98    | \$2,887.40    | \$2,957.78     |
|             |              | Daily         | \$324.06      | \$335.05      | \$345.99      | \$356.96      | \$367.90      | \$378.87      | \$389.82      | \$399.58      | \$409.57      | \$419.55       |
|             |              | Hourly        | \$43.21       | \$44.68       | \$46.14       | \$47.60       | \$49.06       | \$50.52       | \$51.98       | \$53.28       | \$54.61       | \$55.94        |
| <b>TK</b>   | 29           | Annual        | \$60,192.00   | \$62,413.00   | \$64,640.00   | \$66,862.00   | \$69,085.00   | \$71,304.00   | \$73,532.00   | \$75,372.00   | \$77,257.00   | \$79,139.00    |
|             |              | Bi-Wk         | \$2,306.21    | \$2,391.31    | \$2,476.63    | \$2,561.77    | \$2,646.94    | \$2,731.96    | \$2,817.32    | \$2,887.82    | \$2,960.04    | \$3,032.15     |
|             |              | Daily         | \$327.13      | \$339.20      | \$351.30      | \$363.38      | \$375.46      | \$387.52      | \$399.63      | \$409.63      | \$419.87      | \$430.10       |
|             |              | Hourly        | \$43.62       | \$45.23       | \$46.84       | \$48.46       | \$50.07       | \$51.67       | \$53.29       | \$54.62       | \$55.99       | \$57.35        |
| <b>TK</b>   | 30           | Annual        | \$62,568.00   | \$64,853.00   | \$67,144.00   | \$69,429.00   | \$71,720.00   | \$74,005.00   | \$76,294.00   | \$78,204.00   | \$80,162.00   | \$82,110.00    |
|             |              | Bi-Wk         | \$2,397.25    | \$2,484.79    | \$2,572.57    | \$2,660.12    | \$2,747.90    | \$2,835.45    | \$2,923.15    | \$2,996.33    | \$3,071.35    | \$3,145.98     |
|             |              | Daily         | \$340.04      | \$352.46      | \$364.91      | \$377.33      | \$389.78      | \$402.20      | \$414.64      | \$425.02      | \$435.66      | \$446.25       |
|             |              | Hourly        | \$45.34       | \$47.00       | \$48.66       | \$50.31       | \$51.97       | \$53.63       | \$55.29       | \$56.67       | \$58.09       | \$59.50        |

**NP-2 TK 37.5 Hour Pay Plan Effective 07/01/2020**  
**10-month (184 day) employees paid over 12 months**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| TK          | 31           | Annual        | \$65,041.00   | \$67,402.00   | \$69,746.00   | \$72,103.00   | \$74,463.00   | \$76,815.00   | \$79,176.00   | \$81,154.00   | \$83,183.00   | \$85,211.00    |
|             |              | Bi-Wk         | \$2,492.00    | \$2,582.46    | \$2,672.27    | \$2,762.57    | \$2,852.99    | \$2,943.11    | \$3,033.57    | \$3,109.35    | \$3,187.09    | \$3,264.79     |
|             |              | Daily         | \$353.48      | \$366.31      | \$379.05      | \$391.86      | \$404.69      | \$417.47      | \$430.30      | \$441.05      | \$452.08      | \$463.10       |
|             |              | Hourly        | \$47.14       | \$48.85       | \$50.54       | \$52.25       | \$53.96       | \$55.67       | \$57.38       | \$58.81       | \$60.28       | \$61.75        |
| TK          | 32           | Annual        | \$67,611.00   | \$70,031.00   | \$72,447.00   | \$74,866.00   | \$77,293.00   | \$79,709.00   | \$82,134.00   | \$84,186.00   | \$86,291.00   | \$88,396.00    |
|             |              | Bi-Wk         | \$2,590.46    | \$2,683.19    | \$2,775.75    | \$2,868.43    | \$2,961.42    | \$3,053.99    | \$3,146.90    | \$3,225.52    | \$3,306.17    | \$3,386.82     |
|             |              | Daily         | \$367.45      | \$380.60      | \$393.73      | \$406.88      | \$420.07      | \$433.20      | \$446.38      | \$457.53      | \$468.97      | \$480.41       |
|             |              | Hourly        | \$49.00       | \$50.75       | \$52.50       | \$54.25       | \$56.01       | \$57.76       | \$59.52       | \$61.01       | \$62.53       | \$64.06        |
| TK          | 33           | Annual        | \$70,290.00   | \$72,778.00   | \$75,264.00   | \$77,755.00   | \$80,247.00   | \$82,732.00   | \$85,220.00   | \$87,351.00   | \$89,537.00   | \$91,719.00    |
|             |              | Bi-Wk         | \$2,693.11    | \$2,788.43    | \$2,883.68    | \$2,979.12    | \$3,074.60    | \$3,169.81    | \$3,265.14    | \$3,346.79    | \$3,430.54    | \$3,514.14     |
|             |              | Daily         | \$382.01      | \$395.53      | \$409.04      | \$422.58      | \$436.12      | \$449.63      | \$463.15      | \$474.73      | \$486.61      | \$498.47       |
|             |              | Hourly        | \$50.94       | \$52.74       | \$54.54       | \$56.35       | \$58.15       | \$59.95       | \$61.76       | \$63.30       | \$64.89       | \$66.47        |
| TK          | 34           | Annual        | \$73,142.00   | \$75,702.00   | \$78,259.00   | \$80,817.00   | \$83,369.00   | \$85,927.00   | \$88,479.00   | \$90,692.00   | \$92,959.00   | \$95,226.00    |
|             |              | Bi-Wk         | \$2,802.38    | \$2,900.46    | \$2,998.43    | \$3,096.44    | \$3,194.22    | \$3,292.23    | \$3,390.00    | \$3,474.79    | \$3,561.65    | \$3,648.51     |
|             |              | Daily         | \$397.51      | \$411.42      | \$425.32      | \$439.22      | \$453.09      | \$466.99      | \$480.86      | \$492.89      | \$505.21      | \$517.53       |
|             |              | Hourly        | \$53.01       | \$54.86       | \$56.71       | \$58.57       | \$60.42       | \$62.27       | \$64.12       | \$65.72       | \$67.37       | \$69.01        |
| TK          | 35           | Annual        | \$76,118.00   | \$78,730.00   | \$81,358.00   | \$83,976.00   | \$86,596.00   | \$89,217.00   | \$91,842.00   | \$94,137.00   | \$96,490.00   | \$98,843.00    |
|             |              | Bi-Wk         | \$2,916.40    | \$3,016.48    | \$3,117.17    | \$3,217.48    | \$3,317.86    | \$3,418.28    | \$3,518.86    | \$3,606.79    | \$3,696.94    | \$3,787.09     |
|             |              | Daily         | \$413.68      | \$427.88      | \$442.16      | \$456.39      | \$470.63      | \$484.87      | \$499.14      | \$511.61      | \$524.40      | \$537.19       |
|             |              | Hourly        | \$55.16       | \$57.05       | \$58.96       | \$60.86       | \$62.75       | \$64.65       | \$66.56       | \$68.22       | \$69.92       | \$71.63        |
| TK          | 36           | Annual        | \$79,242.00   | \$81,926.00   | \$84,617.00   | \$87,308.00   | \$89,993.00   | \$92,683.00   | \$95,373.00   | \$97,756.00   | \$100,200.00  | \$102,641.00   |
|             |              | Bi-Wk         | \$3,036.10    | \$3,138.93    | \$3,242.04    | \$3,345.14    | \$3,448.01    | \$3,551.08    | \$3,654.14    | \$3,745.45    | \$3,839.09    | \$3,932.61     |
|             |              | Daily         | \$430.66      | \$445.25      | \$459.87      | \$474.50      | \$489.09      | \$503.71      | \$518.33      | \$531.28      | \$544.56      | \$557.83       |
|             |              | Hourly        | \$57.43       | \$59.37       | \$61.32       | \$63.27       | \$65.22       | \$67.17       | \$69.12       | \$70.84       | \$72.61       | \$74.38        |
| TK          | 37           | Annual        | \$82,488.00   | \$85,253.00   | \$88,011.00   | \$90,773.00   | \$93,539.00   | \$96,297.00   | \$99,062.00   | \$101,539.00  | \$104,075.00  | \$106,614.00   |
|             |              | Bi-Wk         | \$3,160.46    | \$3,266.40    | \$3,372.07    | \$3,477.90    | \$3,583.87    | \$3,689.55    | \$3,795.48    | \$3,890.39    | \$3,987.55    | \$4,084.83     |
|             |              | Daily         | \$448.30      | \$463.33      | \$478.32      | \$493.33      | \$508.36      | \$523.35      | \$538.38      | \$551.84      | \$565.62      | \$579.42       |
|             |              | Hourly        | \$59.78       | \$61.78       | \$63.78       | \$65.78       | \$67.79       | \$69.78       | \$71.79       | \$73.58       | \$75.42       | \$77.26        |
| TK          | 38           | Annual        | \$85,853.00   | \$88,679.00   | \$91,509.00   | \$94,335.00   | \$97,162.00   | \$99,992.00   | \$102,818.00  | \$105,386.00  | \$108,021.00  | \$110,654.00   |

**NP-2 TK 37.5 Hour Pay Plan Effective 07/01/2020**  
**10-month (184 day) employees paid over 12 months**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
|             |              | Bi-Wk         | \$3,289.39    | \$3,397.67    | \$3,506.10    | \$3,614.37    | \$3,722.69    | \$3,831.12    | \$3,939.39    | \$4,037.78    | \$4,138.74    | \$4,239.62     |
|             |              | Daily         | \$466.59      | \$481.95      | \$497.33      | \$512.69      | \$528.05      | \$543.43      | \$558.79      | \$572.75      | \$587.07      | \$601.38       |
|             |              | Hourly        | \$62.22       | \$64.26       | \$66.31       | \$68.36       | \$70.41       | \$72.46       | \$74.51       | \$76.37       | \$78.28       | \$80.19        |
| <b>TK</b>   | 39           | Annual        | \$89,388.00   | \$92,284.00   | \$95,171.00   | \$98,072.00   | \$100,965.00  | \$103,856.00  | \$106,748.00  | \$109,422.00  | \$112,154.00  | \$114,888.00   |
|             |              | Bi-Wk         | \$3,424.83    | \$3,535.79    | \$3,646.40    | \$3,757.55    | \$3,868.40    | \$3,979.16    | \$4,089.97    | \$4,192.42    | \$4,297.09    | \$4,401.84     |
|             |              | Daily         | \$485.80      | \$501.54      | \$517.23      | \$533.00      | \$548.72      | \$564.43      | \$580.15      | \$594.68      | \$609.53      | \$624.39       |
|             |              | Hourly        | \$64.78       | \$66.88       | \$68.97       | \$71.07       | \$73.17       | \$75.26       | \$77.36       | \$79.29       | \$81.27       | \$83.26        |
| <b>TK</b>   | 40           | Annual        | \$93,073.00   | \$96,028.00   | \$98,987.00   | \$101,936.00  | \$104,897.00  | \$107,852.00  | \$110,811.00  | \$113,580.00  | \$116,423.00  | \$119,260.00   |
|             |              | Bi-Wk         | \$3,566.02    | \$3,679.24    | \$3,792.61    | \$3,905.60    | \$4,019.05    | \$4,132.27    | \$4,245.64    | \$4,351.73    | \$4,460.66    | \$4,569.35     |
|             |              | Daily         | \$505.83      | \$521.89      | \$537.97      | \$554.00      | \$570.09      | \$586.15      | \$602.23      | \$617.28      | \$632.73      | \$648.15       |
|             |              | Hourly        | \$67.45       | \$69.59       | \$71.73       | \$73.87       | \$76.02       | \$78.16       | \$80.30       | \$82.31       | \$84.37       | \$86.42        |
| <b>TK</b>   | 41           | Annual        | \$96,928.00   | \$99,957.00   | \$102,980.00  | \$106,012.00  | \$109,039.00  | \$112,060.00  | \$115,087.00  | \$117,967.00  | \$120,914.00  | \$123,864.00   |
|             |              | Bi-Wk         | \$3,713.72    | \$3,829.78    | \$3,945.60    | \$4,061.77    | \$4,177.74    | \$4,293.49    | \$4,409.47    | \$4,519.81    | \$4,632.73    | \$4,745.75     |
|             |              | Daily         | \$526.78      | \$543.24      | \$559.67      | \$576.15      | \$592.60      | \$609.02      | \$625.47      | \$641.12      | \$657.14      | \$673.17       |
|             |              | Hourly        | \$70.24       | \$72.44       | \$74.63       | \$76.82       | \$79.02       | \$81.21       | \$83.40       | \$85.49       | \$87.62       | \$89.76        |
| <b>TK</b>   | 42           | Annual        | \$100,930.00  | \$104,027.00  | \$107,122.00  | \$110,211.00  | \$113,308.00  | \$116,401.00  | \$119,497.00  | \$122,484.00  | \$125,549.00  | \$128,611.00   |
|             |              | Bi-Wk         | \$3,867.05    | \$3,985.71    | \$4,104.30    | \$4,222.65    | \$4,341.31    | \$4,459.81    | \$4,578.43    | \$4,692.88    | \$4,810.31    | \$4,927.63     |
|             |              | Daily         | \$548.53      | \$565.36      | \$582.18      | \$598.97      | \$615.80      | \$632.61      | \$649.44      | \$665.67      | \$682.33      | \$698.97       |
|             |              | Hourly        | \$73.14       | \$75.39       | \$77.63       | \$79.87       | \$82.11       | \$84.35       | \$86.60       | \$88.76       | \$90.98       | \$93.20        |
| <b>TK</b>   | 43           | Annual        | \$105,169.00  | \$108,332.00  | \$111,484.00  | \$114,642.00  | \$117,799.00  | \$120,953.00  | \$124,110.00  | \$127,213.00  | \$130,394.00  | \$133,573.00   |
|             |              | Bi-Wk         | \$4,029.47    | \$4,150.66    | \$4,271.42    | \$4,392.42    | \$4,513.38    | \$4,634.22    | \$4,755.18    | \$4,874.07    | \$4,995.94    | \$5,117.74     |
|             |              | Daily         | \$571.57      | \$588.76      | \$605.89      | \$623.05      | \$640.21      | \$657.35      | \$674.51      | \$691.37      | \$708.66      | \$725.94       |
|             |              | Hourly        | \$76.21       | \$78.51       | \$80.79       | \$83.08       | \$85.37       | \$87.65       | \$89.94       | \$92.19       | \$94.49       | \$96.80        |