

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XN	1	Annual	\$19,851.00	\$20,332.00	\$20,811.00	\$21,285.00	\$21,761.00	\$22,241.00	\$22,721.00	\$23,346.00	\$23,970.00	\$24,613.00
		Bi-Wk	\$760.58	\$779.01	\$797.36	\$815.52	\$833.76	\$852.15	\$870.54	\$894.49	\$918.40	\$943.03
		Daily	\$76.06	\$77.91	\$79.74	\$81.56	\$83.38	\$85.22	\$87.06	\$89.45	\$91.84	\$94.31
		Hourly	\$10.15	\$10.39	\$10.64	\$10.88	\$11.12	\$11.37	\$11.61	\$11.93	\$12.25	\$12.58
XN	2	Annual	\$20,811.00	\$21,285.00	\$21,761.00	\$22,241.00	\$22,721.00	\$23,195.00	\$23,672.00	\$24,324.00	\$24,974.00	\$25,644.00
		Bi-Wk	\$797.36	\$815.52	\$833.76	\$852.15	\$870.54	\$888.70	\$906.98	\$931.96	\$956.86	\$982.53
		Daily	\$79.74	\$81.56	\$83.38	\$85.22	\$87.06	\$88.87	\$90.70	\$93.20	\$95.69	\$98.26
		Hourly	\$10.64	\$10.88	\$11.12	\$11.37	\$11.61	\$11.85	\$12.10	\$12.43	\$12.76	\$13.11
XN	3	Annual	\$21,285.00	\$21,761.00	\$22,241.00	\$22,721.00	\$23,195.00	\$23,672.00	\$24,148.00	\$24,814.00	\$25,479.00	\$26,164.00
		Bi-Wk	\$815.52	\$833.76	\$852.15	\$870.54	\$888.70	\$906.98	\$925.22	\$950.73	\$976.21	\$1,002.46
		Daily	\$81.56	\$83.38	\$85.22	\$87.06	\$88.87	\$90.70	\$92.53	\$95.08	\$97.63	\$100.25
		Hourly	\$10.88	\$11.12	\$11.37	\$11.61	\$11.85	\$12.10	\$12.34	\$12.68	\$13.02	\$13.37
XN	4	Annual	\$21,964.00	\$22,545.00	\$23,127.00	\$23,706.00	\$24,291.00	\$24,865.00	\$25,447.00	\$26,148.00	\$26,846.00	\$27,564.00
		Bi-Wk	\$841.54	\$863.80	\$886.10	\$908.28	\$930.69	\$952.69	\$974.99	\$1,001.84	\$1,028.59	\$1,056.10
		Daily	\$84.16	\$86.38	\$88.61	\$90.83	\$93.07	\$95.27	\$97.50	\$100.19	\$102.86	\$105.61
		Hourly	\$11.23	\$11.52	\$11.82	\$12.12	\$12.41	\$12.71	\$13.00	\$13.36	\$13.72	\$14.09
XN	5	Annual	\$22,510.00	\$23,127.00	\$23,739.00	\$24,349.00	\$24,960.00	\$25,578.00	\$26,189.00	\$26,909.00	\$27,630.00	\$28,371.00
		Bi-Wk	\$862.46	\$886.10	\$909.55	\$932.92	\$956.33	\$980.00	\$1,003.41	\$1,031.00	\$1,058.63	\$1,087.02
		Daily	\$86.25	\$88.61	\$90.96	\$93.30	\$95.64	\$98.00	\$100.35	\$103.10	\$105.87	\$108.71
		Hourly	\$11.50	\$11.82	\$12.13	\$12.44	\$12.76	\$13.07	\$13.38	\$13.75	\$14.12	\$14.50
XN	6	Annual	\$23,264.00	\$23,880.00	\$24,494.00	\$25,106.00	\$25,716.00	\$26,329.00	\$26,940.00	\$27,682.00	\$28,421.00	\$29,181.00
		Bi-Wk	\$891.35	\$914.95	\$938.47	\$961.92	\$985.29	\$1,008.78	\$1,032.19	\$1,060.62	\$1,088.93	\$1,118.05
		Daily	\$89.14	\$91.50	\$93.85	\$96.20	\$98.53	\$100.88	\$103.22	\$106.07	\$108.90	\$111.81
		Hourly	\$11.89	\$12.20	\$12.52	\$12.83	\$13.14	\$13.46	\$13.77	\$14.15	\$14.52	\$14.91
XN	7	Annual	\$23,944.00	\$24,555.00	\$25,175.00	\$25,784.00	\$26,394.00	\$27,006.00	\$27,619.00	\$28,377.00	\$29,135.00	\$29,915.00
		Bi-Wk	\$917.40	\$940.81	\$964.56	\$987.90	\$1,011.27	\$1,034.72	\$1,058.20	\$1,087.25	\$1,116.29	\$1,146.17
		Daily	\$91.74	\$94.09	\$96.46	\$98.79	\$101.13	\$103.48	\$105.82	\$108.73	\$111.63	\$114.62
		Hourly	\$12.24	\$12.55	\$12.87	\$13.18	\$13.49	\$13.80	\$14.11	\$14.50	\$14.89	\$15.29
XN	8	Annual	\$25,716.00	\$26,466.00	\$27,217.00	\$27,966.00	\$28,721.00	\$29,468.00	\$30,220.00	\$31,049.00	\$31,882.00	\$32,738.00
		Bi-Wk	\$985.29	\$1,014.03	\$1,042.80	\$1,071.50	\$1,100.43	\$1,129.05	\$1,157.86	\$1,189.62	\$1,221.54	\$1,254.33
		Daily	\$98.53	\$101.41	\$104.28	\$107.15	\$110.05	\$112.91	\$115.79	\$118.97	\$122.16	\$125.44
		Hourly	\$13.14	\$13.53	\$13.91	\$14.29	\$14.68	\$15.06	\$15.44	\$15.87	\$16.29	\$16.73
XN	9	Annual	\$26,499.00	\$27,281.00	\$28,061.00	\$28,850.00	\$29,631.00	\$30,410.00	\$31,198.00	\$32,054.00	\$32,913.00	\$33,794.00
		Bi-Wk	\$1,015.29	\$1,045.25	\$1,075.14	\$1,105.37	\$1,135.29	\$1,165.14	\$1,195.33	\$1,228.13	\$1,261.04	\$1,294.79
		Daily	\$101.53	\$104.53	\$107.52	\$110.54	\$113.53	\$116.52	\$119.54	\$122.82	\$126.11	\$129.48
		Hourly	\$13.54	\$13.94	\$14.34	\$14.74	\$15.14	\$15.54	\$15.94	\$16.38	\$16.82	\$17.27

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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
XN	10 Annual	\$27,342.00	\$28,160.00	\$28,977.00	\$29,804.00	\$30,619.00	\$31,451.00	\$32,313.00	\$33,200.00	\$34,089.00	\$35,003.00
	Bi-Wk	\$1,047.59	\$1,078.93	\$1,110.23	\$1,141.92	\$1,173.15	\$1,205.02	\$1,238.05	\$1,272.04	\$1,306.10	\$1,341.12
	Daily	\$104.76	\$107.90	\$111.03	\$114.20	\$117.32	\$120.51	\$123.81	\$127.21	\$130.61	\$134.12
	Hourly	\$13.97	\$14.39	\$14.81	\$15.23	\$15.65	\$16.07	\$16.51	\$16.97	\$17.42	\$17.89
XN	11 Annual	\$28,200.00	\$29,053.00	\$29,914.00	\$30,764.00	\$31,640.00	\$32,533.00	\$33,431.00	\$34,350.00	\$35,269.00	\$36,213.00
	Bi-Wk	\$1,080.46	\$1,113.15	\$1,146.14	\$1,178.70	\$1,212.27	\$1,246.48	\$1,280.89	\$1,316.10	\$1,351.31	\$1,387.48
	Daily	\$108.05	\$111.32	\$114.62	\$117.87	\$121.23	\$124.65	\$128.09	\$131.61	\$135.14	\$138.75
	Hourly	\$14.41	\$14.85	\$15.29	\$15.72	\$16.17	\$16.62	\$17.08	\$17.55	\$18.02	\$18.50
XN	12 Annual	\$29,108.00	\$30,003.00	\$30,887.00	\$31,804.00	\$32,727.00	\$33,667.00	\$34,597.00	\$35,548.00	\$36,499.00	\$37,475.00
	Bi-Wk	\$1,115.25	\$1,149.55	\$1,183.41	\$1,218.55	\$1,253.91	\$1,289.93	\$1,325.56	\$1,362.00	\$1,398.43	\$1,435.83
	Daily	\$111.53	\$114.96	\$118.35	\$121.86	\$125.40	\$129.00	\$132.56	\$136.20	\$139.85	\$143.59
	Hourly	\$14.87	\$15.33	\$15.78	\$16.25	\$16.72	\$17.20	\$17.68	\$18.16	\$18.65	\$19.15
XN	13 Annual	\$30,735.00	\$31,865.00	\$32,995.00	\$34,132.00	\$35,268.00	\$36,401.00	\$37,541.00	\$38,572.00	\$39,604.00	\$40,664.00
	Bi-Wk	\$1,177.59	\$1,220.89	\$1,264.18	\$1,307.74	\$1,351.27	\$1,394.68	\$1,438.36	\$1,477.86	\$1,517.40	\$1,558.01
	Daily	\$117.76	\$122.09	\$126.42	\$130.78	\$135.13	\$139.47	\$143.84	\$147.79	\$151.74	\$155.81
	Hourly	\$15.71	\$16.28	\$16.86	\$17.44	\$18.02	\$18.60	\$19.18	\$19.71	\$20.24	\$20.78
XN	14 Annual	\$32,163.00	\$33,341.00	\$34,513.00	\$35,682.00	\$36,853.00	\$38,024.00	\$39,198.00	\$40,273.00	\$41,354.00	\$42,464.00
	Bi-Wk	\$1,232.30	\$1,277.44	\$1,322.34	\$1,367.13	\$1,412.00	\$1,456.86	\$1,501.84	\$1,543.03	\$1,584.45	\$1,626.98
	Daily	\$123.23	\$127.75	\$132.24	\$136.72	\$141.20	\$145.69	\$150.19	\$154.31	\$158.45	\$162.70
	Hourly	\$16.44	\$17.04	\$17.64	\$18.23	\$18.83	\$19.43	\$20.03	\$20.58	\$21.13	\$21.70
XN	15 Annual	\$33,700.00	\$34,904.00	\$36,111.00	\$37,314.00	\$38,525.00	\$39,737.00	\$40,937.00	\$42,064.00	\$43,191.00	\$44,348.00
	Bi-Wk	\$1,291.19	\$1,337.32	\$1,383.57	\$1,429.66	\$1,476.06	\$1,522.50	\$1,568.47	\$1,611.65	\$1,654.83	\$1,699.16
	Daily	\$129.12	\$133.74	\$138.36	\$142.97	\$147.61	\$152.25	\$156.85	\$161.17	\$165.49	\$169.92
	Hourly	\$17.22	\$17.84	\$18.45	\$19.07	\$19.69	\$20.30	\$20.92	\$21.49	\$22.07	\$22.66
XN	16 Annual	\$35,327.00	\$36,567.00	\$37,812.00	\$39,055.00	\$40,296.00	\$41,541.00	\$42,778.00	\$43,954.00	\$45,131.00	\$46,341.00
	Bi-Wk	\$1,353.53	\$1,401.04	\$1,448.74	\$1,496.37	\$1,543.91	\$1,591.61	\$1,639.01	\$1,684.07	\$1,729.16	\$1,775.52
	Daily	\$135.36	\$140.11	\$144.88	\$149.64	\$154.40	\$159.17	\$163.91	\$168.41	\$172.92	\$177.56
	Hourly	\$18.05	\$18.69	\$19.32	\$19.96	\$20.59	\$21.23	\$21.86	\$22.46	\$23.06	\$23.68
XN	17 Annual	\$37,062.00	\$38,346.00	\$39,622.00	\$40,900.00	\$42,177.00	\$43,453.00	\$44,732.00	\$45,960.00	\$47,192.00	\$48,457.00
	Bi-Wk	\$1,420.00	\$1,469.20	\$1,518.09	\$1,567.05	\$1,615.98	\$1,664.87	\$1,713.87	\$1,760.92	\$1,808.13	\$1,856.60
	Daily	\$142.00	\$146.92	\$151.81	\$156.71	\$161.60	\$166.49	\$171.39	\$176.10	\$180.82	\$185.66
	Hourly	\$18.94	\$19.59	\$20.25	\$20.90	\$21.55	\$22.20	\$22.86	\$23.48	\$24.11	\$24.76
XN	18 Annual	\$38,923.00	\$40,228.00	\$41,541.00	\$42,849.00	\$44,157.00	\$45,472.00	\$46,778.00	\$48,065.00	\$49,353.00	\$50,676.00
	Bi-Wk	\$1,491.31	\$1,541.31	\$1,591.61	\$1,641.73	\$1,691.84	\$1,742.23	\$1,792.27	\$1,841.58	\$1,890.92	\$1,941.61
	Daily	\$149.14	\$154.14	\$159.17	\$164.18	\$169.19	\$174.23	\$179.23	\$184.16	\$189.10	\$194.17
	Hourly	\$19.89	\$20.56	\$21.23	\$21.89	\$22.56	\$23.23	\$23.90	\$24.56	\$25.22	\$25.89

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XN	19	Annual	\$40,822.00	\$42,177.00	\$43,523.00	\$44,875.00	\$46,219.00	\$47,571.00	\$48,914.00	\$50,260.00	\$51,604.00	\$52,985.00
		Bi-Wk	\$1,564.07	\$1,615.98	\$1,667.55	\$1,719.35	\$1,770.85	\$1,822.65	\$1,874.10	\$1,925.68	\$1,977.17	\$2,030.08
		Daily	\$156.41	\$161.60	\$166.76	\$171.94	\$177.09	\$182.27	\$187.41	\$192.57	\$197.72	\$203.01
		Hourly	\$20.86	\$21.55	\$22.24	\$22.93	\$23.62	\$24.31	\$24.99	\$25.68	\$26.37	\$27.07
XN	20	Annual	\$42,891.00	\$44,271.00	\$45,653.00	\$47,029.00	\$48,412.00	\$49,792.00	\$51,177.00	\$52,583.00	\$53,990.00	\$55,435.00
		Bi-Wk	\$1,643.34	\$1,696.21	\$1,749.16	\$1,801.88	\$1,854.87	\$1,907.74	\$1,960.81	\$2,014.68	\$2,068.59	\$2,123.95
		Daily	\$164.34	\$169.63	\$174.92	\$180.19	\$185.49	\$190.78	\$196.09	\$201.47	\$206.86	\$212.40
		Hourly	\$21.92	\$22.62	\$23.33	\$24.03	\$24.74	\$25.44	\$26.15	\$26.87	\$27.59	\$28.32
XN	21	Annual	\$44,995.00	\$46,417.00	\$47,833.00	\$49,255.00	\$50,674.00	\$52,088.00	\$53,509.00	\$54,980.00	\$56,451.00	\$57,962.00
		Bi-Wk	\$1,723.95	\$1,778.43	\$1,832.69	\$1,887.17	\$1,941.54	\$1,995.71	\$2,050.16	\$2,106.52	\$2,162.88	\$2,220.77
		Daily	\$172.40	\$177.85	\$183.27	\$188.72	\$194.16	\$199.58	\$205.02	\$210.66	\$216.29	\$222.08
		Hourly	\$22.99	\$23.72	\$24.44	\$25.17	\$25.89	\$26.61	\$27.34	\$28.09	\$28.84	\$29.62
XN	22	Annual	\$46,219.00	\$47,903.00	\$49,587.00	\$51,268.00	\$52,959.00	\$54,639.00	\$56,322.00	\$57,872.00	\$59,421.00	\$61,012.00
		Bi-Wk	\$1,770.85	\$1,835.37	\$1,899.89	\$1,964.30	\$2,029.09	\$2,093.45	\$2,157.94	\$2,217.32	\$2,276.67	\$2,337.63
		Daily	\$177.09	\$183.54	\$189.99	\$196.43	\$202.91	\$209.35	\$215.80	\$221.74	\$227.67	\$233.77
		Hourly	\$23.62	\$24.48	\$25.34	\$26.20	\$27.06	\$27.92	\$28.78	\$29.57	\$30.36	\$31.17
XN	23	Annual	\$48,395.00	\$50,153.00	\$51,903.00	\$53,659.00	\$55,414.00	\$57,169.00	\$58,925.00	\$60,545.00	\$62,165.00	\$63,830.00
		Bi-Wk	\$1,854.22	\$1,921.58	\$1,988.63	\$2,055.91	\$2,123.15	\$2,190.39	\$2,257.67	\$2,319.74	\$2,381.81	\$2,445.60
		Daily	\$185.43	\$192.16	\$198.87	\$205.60	\$212.32	\$219.04	\$225.77	\$231.98	\$238.19	\$244.56
		Hourly	\$24.73	\$25.63	\$26.52	\$27.42	\$28.31	\$29.21	\$30.11	\$30.93	\$31.76	\$32.61
XN	24	Annual	\$50,711.00	\$52,541.00	\$54,373.00	\$56,202.00	\$58,029.00	\$59,860.00	\$61,688.00	\$63,382.00	\$65,079.00	\$66,821.00
		Bi-Wk	\$1,942.96	\$2,013.07	\$2,083.26	\$2,153.34	\$2,223.34	\$2,293.49	\$2,363.53	\$2,428.43	\$2,493.45	\$2,560.20
		Daily	\$194.30	\$201.31	\$208.33	\$215.34	\$222.34	\$229.35	\$236.36	\$242.85	\$249.35	\$256.02
		Hourly	\$25.91	\$26.85	\$27.78	\$28.72	\$29.65	\$30.58	\$31.52	\$32.38	\$33.25	\$34.14
XN	25	Annual	\$53,181.00	\$55,075.00	\$56,970.00	\$58,865.00	\$60,763.00	\$62,659.00	\$64,554.00	\$66,329.00	\$68,104.00	\$69,926.00
		Bi-Wk	\$2,037.59	\$2,110.16	\$2,182.76	\$2,255.37	\$2,328.09	\$2,400.73	\$2,473.34	\$2,541.35	\$2,609.35	\$2,679.16
		Daily	\$203.76	\$211.02	\$218.28	\$225.54	\$232.81	\$240.08	\$247.34	\$254.14	\$260.94	\$267.92
		Hourly	\$27.17	\$28.14	\$29.11	\$30.08	\$31.05	\$32.01	\$32.98	\$33.89	\$34.80	\$35.73
XN	26	Annual	\$55,790.00	\$57,746.00	\$59,715.00	\$61,688.00	\$63,655.00	\$65,614.00	\$67,581.00	\$69,440.00	\$71,300.00	\$73,210.00
		Bi-Wk	\$2,137.55	\$2,212.50	\$2,287.94	\$2,363.53	\$2,438.89	\$2,513.95	\$2,589.32	\$2,660.54	\$2,731.81	\$2,804.99
		Daily	\$213.76	\$221.25	\$228.80	\$236.36	\$243.89	\$251.40	\$258.94	\$266.06	\$273.19	\$280.50
		Hourly	\$28.51	\$29.50	\$30.51	\$31.52	\$32.52	\$33.52	\$34.53	\$35.48	\$36.43	\$37.40
XN	27	Annual	\$58,541.00	\$60,579.00	\$62,617.00	\$64,642.00	\$66,680.00	\$68,714.00	\$70,750.00	\$72,697.00	\$74,642.00	\$76,639.00
		Bi-Wk	\$2,242.96	\$2,321.04	\$2,399.12	\$2,476.71	\$2,554.79	\$2,632.73	\$2,710.73	\$2,785.33	\$2,859.85	\$2,936.37
		Daily	\$224.30	\$232.11	\$239.92	\$247.68	\$255.48	\$263.28	\$271.08	\$278.54	\$285.99	\$293.64
		Hourly	\$29.91	\$30.95	\$31.99	\$33.03	\$34.07	\$35.11	\$36.15	\$37.14	\$38.14	\$39.16

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XN	28 Annual	\$61,487.00	\$63,590.00	\$65,698.00	\$67,805.00	\$69,906.00	\$72,009.00	\$74,112.00	\$76,149.00	\$78,187.00	\$80,280.00
	Bi-Wk	\$2,355.83	\$2,436.40	\$2,517.17	\$2,597.90	\$2,678.40	\$2,758.97	\$2,839.55	\$2,917.59	\$2,995.68	\$3,075.87
	Daily	\$235.59	\$243.64	\$251.72	\$259.79	\$267.84	\$275.90	\$283.96	\$291.76	\$299.57	\$307.59
	Hourly	\$31.42	\$32.49	\$33.57	\$34.64	\$35.72	\$36.79	\$37.87	\$38.91	\$39.95	\$41.02
XN	29 Annual	\$62,078.00	\$64,393.00	\$66,718.00	\$69,039.00	\$71,357.00	\$73,674.00	\$75,993.00	\$78,082.00	\$80,173.00	\$82,320.00
	Bi-Wk	\$2,378.47	\$2,467.17	\$2,556.25	\$2,645.18	\$2,733.99	\$2,822.76	\$2,911.61	\$2,991.65	\$3,071.77	\$3,154.03
	Daily	\$237.85	\$246.72	\$255.63	\$264.52	\$273.40	\$282.28	\$291.17	\$299.17	\$307.18	\$315.41
	Hourly	\$31.72	\$32.90	\$34.09	\$35.27	\$36.46	\$37.64	\$38.83	\$39.89	\$40.96	\$42.06
XN	30 Annual	\$64,554.00	\$66,943.00	\$69,329.00	\$71,714.00	\$74,104.00	\$76,491.00	\$78,880.00	\$81,049.00	\$83,216.00	\$85,442.00
	Bi-Wk	\$2,473.34	\$2,564.87	\$2,656.29	\$2,747.67	\$2,839.24	\$2,930.69	\$3,022.23	\$3,105.33	\$3,188.36	\$3,273.64
	Daily	\$247.34	\$256.49	\$265.63	\$274.77	\$283.93	\$293.07	\$302.23	\$310.54	\$318.84	\$327.37
	Hourly	\$32.98	\$34.20	\$35.42	\$36.64	\$37.86	\$39.08	\$40.30	\$41.41	\$42.52	\$43.65
XN	31 Annual	\$69,501.00	\$72,043.00	\$74,588.00	\$77,130.00	\$79,675.00	\$82,221.00	\$84,770.00	\$87,100.00	\$89,432.00	\$91,825.00
	Bi-Wk	\$2,662.88	\$2,760.27	\$2,857.78	\$2,955.18	\$3,052.69	\$3,150.23	\$3,247.90	\$3,337.17	\$3,426.52	\$3,518.20
	Daily	\$266.29	\$276.03	\$285.78	\$295.52	\$305.27	\$315.03	\$324.79	\$333.72	\$342.66	\$351.82
	Hourly	\$35.51	\$36.81	\$38.11	\$39.41	\$40.71	\$42.01	\$43.31	\$44.50	\$45.69	\$46.91
XN	32 Annual	\$72,275.00	\$74,884.00	\$77,500.00	\$80,113.00	\$82,733.00	\$85,347.00	\$87,965.00	\$90,382.00	\$92,801.00	\$95,286.00
	Bi-Wk	\$2,769.16	\$2,869.12	\$2,969.35	\$3,069.47	\$3,169.85	\$3,270.00	\$3,370.31	\$3,462.92	\$3,555.60	\$3,650.81
	Daily	\$276.92	\$286.92	\$296.94	\$306.95	\$316.99	\$327.00	\$337.04	\$346.30	\$355.56	\$365.09
	Hourly	\$36.93	\$38.26	\$39.60	\$40.93	\$42.27	\$43.60	\$44.94	\$46.18	\$47.41	\$48.68
XN	33 Annual	\$75,172.00	\$77,859.00	\$80,546.00	\$83,237.00	\$85,918.00	\$88,609.00	\$91,299.00	\$93,812.00	\$96,322.00	\$98,900.00
	Bi-Wk	\$2,880.16	\$2,983.11	\$3,086.06	\$3,189.16	\$3,291.88	\$3,394.99	\$3,498.05	\$3,594.33	\$3,690.50	\$3,789.28
	Daily	\$288.02	\$298.32	\$308.61	\$318.92	\$329.19	\$339.50	\$349.81	\$359.44	\$369.05	\$378.93
	Hourly	\$38.41	\$39.78	\$41.15	\$42.53	\$43.90	\$45.27	\$46.65	\$47.93	\$49.21	\$50.53
XN	34 Annual	\$78,260.00	\$81,013.00	\$83,779.00	\$86,539.00	\$89,299.00	\$92,061.00	\$94,820.00	\$97,425.00	\$100,034.00	\$102,714.00
	Bi-Wk	\$2,998.47	\$3,103.95	\$3,209.93	\$3,315.68	\$3,421.42	\$3,527.25	\$3,632.96	\$3,732.76	\$3,832.73	\$3,935.41
	Daily	\$299.85	\$310.40	\$321.00	\$331.57	\$342.15	\$352.73	\$363.30	\$373.28	\$383.28	\$393.55
	Hourly	\$39.98	\$41.39	\$42.80	\$44.21	\$45.62	\$47.03	\$48.44	\$49.78	\$51.11	\$52.48
XN	35 Annual	\$81,460.00	\$84,293.00	\$87,120.00	\$89,954.00	\$92,786.00	\$95,614.00	\$98,448.00	\$101,153.00	\$103,864.00	\$106,647.00
	Bi-Wk	\$3,121.08	\$3,229.62	\$3,337.94	\$3,446.52	\$3,555.02	\$3,663.38	\$3,771.96	\$3,875.60	\$3,979.47	\$4,086.10
	Daily	\$312.11	\$322.97	\$333.80	\$344.66	\$355.51	\$366.34	\$377.20	\$387.56	\$397.95	\$408.61
	Hourly	\$41.62	\$43.07	\$44.51	\$45.96	\$47.41	\$48.85	\$50.30	\$51.68	\$53.06	\$54.49
XN	36 Annual	\$84,836.00	\$87,742.00	\$90,645.00	\$93,550.00	\$96,457.00	\$99,358.00	\$102,261.00	\$105,073.00	\$107,884.00	\$110,771.00
	Bi-Wk	\$3,250.43	\$3,361.77	\$3,472.99	\$3,584.30	\$3,695.68	\$3,806.82	\$3,918.05	\$4,025.79	\$4,133.49	\$4,244.10
	Daily	\$325.05	\$336.18	\$347.30	\$358.43	\$369.57	\$380.69	\$391.81	\$402.58	\$413.35	\$424.41
	Hourly	\$43.34	\$44.83	\$46.31	\$47.80	\$49.28	\$50.76	\$52.25	\$53.68	\$55.12	\$56.59

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XN	37	Annual	\$88,090.00	\$91,072.00	\$94,056.00	\$97,040.00	\$100,028.00	\$103,011.00	\$105,993.00	\$108,907.00	\$111,820.00	\$114,813.00
		Bi-Wk	\$3,375.10	\$3,489.35	\$3,603.68	\$3,718.01	\$3,832.50	\$3,946.79	\$4,061.04	\$4,172.69	\$4,284.30	\$4,398.97
		Daily	\$337.51	\$348.94	\$360.37	\$371.81	\$383.25	\$394.68	\$406.11	\$417.27	\$428.43	\$439.90
		Hourly	\$45.01	\$46.53	\$48.05	\$49.58	\$51.10	\$52.63	\$54.15	\$55.64	\$57.13	\$58.66
XN	38	Annual	\$91,728.00	\$94,779.00	\$97,837.00	\$100,888.00	\$103,943.00	\$106,994.00	\$110,051.00	\$113,075.00	\$116,102.00	\$119,209.00
		Bi-Wk	\$3,514.49	\$3,631.38	\$3,748.55	\$3,865.45	\$3,982.50	\$4,099.39	\$4,216.52	\$4,332.38	\$4,448.36	\$4,567.40
		Daily	\$351.45	\$363.14	\$374.86	\$386.55	\$398.25	\$409.94	\$421.66	\$433.24	\$444.84	\$456.74
		Hourly	\$46.86	\$48.42	\$49.99	\$51.54	\$53.10	\$54.66	\$56.23	\$57.77	\$59.32	\$60.90
XN	39	Annual	\$95,541.00	\$98,667.00	\$101,794.00	\$104,928.00	\$108,051.00	\$111,174.00	\$114,305.00	\$117,445.00	\$120,593.00	\$123,825.00
		Bi-Wk	\$3,660.58	\$3,780.35	\$3,900.16	\$4,020.23	\$4,139.89	\$4,259.55	\$4,379.51	\$4,499.81	\$4,620.43	\$4,744.26
		Daily	\$366.06	\$378.04	\$390.02	\$402.03	\$413.99	\$425.96	\$437.96	\$449.99	\$462.05	\$474.43
		Hourly	\$48.81	\$50.41	\$52.01	\$53.61	\$55.20	\$56.80	\$58.40	\$60.00	\$61.61	\$63.26
XN	40	Annual	\$99,523.00	\$102,716.00	\$105,913.00	\$109,103.00	\$112,297.00	\$115,492.00	\$118,686.00	\$121,948.00	\$125,214.00	\$128,570.00
		Bi-Wk	\$3,813.15	\$3,935.48	\$4,057.97	\$4,180.20	\$4,302.57	\$4,424.99	\$4,547.36	\$4,672.34	\$4,797.48	\$4,926.06
		Daily	\$381.32	\$393.55	\$405.80	\$418.02	\$430.26	\$442.50	\$454.74	\$467.24	\$479.75	\$492.61
		Hourly	\$50.85	\$52.48	\$54.11	\$55.74	\$57.37	\$59.00	\$60.64	\$62.30	\$63.97	\$65.69
XN	41	Annual	\$103,687.00	\$106,957.00	\$110,227.00	\$113,499.00	\$116,771.00	\$120,039.00	\$123,306.00	\$126,699.00	\$130,090.00	\$133,573.00
		Bi-Wk	\$3,972.69	\$4,097.97	\$4,223.26	\$4,348.63	\$4,473.99	\$4,599.20	\$4,724.37	\$4,854.37	\$4,984.30	\$5,117.74
		Daily	\$397.27	\$409.80	\$422.33	\$434.87	\$447.40	\$459.92	\$472.44	\$485.44	\$498.43	\$511.78
		Hourly	\$52.97	\$54.64	\$56.32	\$57.99	\$59.66	\$61.33	\$63.00	\$64.73	\$66.46	\$68.24
XN	42	Annual	\$108,007.00	\$111,356.00	\$114,702.00	\$118,033.00	\$121,383.00	\$124,727.00	\$128,073.00	\$131,595.00	\$135,116.00	\$138,731.00
		Bi-Wk	\$4,138.20	\$4,266.52	\$4,394.72	\$4,522.34	\$4,650.69	\$4,778.82	\$4,907.02	\$5,041.96	\$5,176.86	\$5,315.37
		Daily	\$413.82	\$426.66	\$439.48	\$452.24	\$465.07	\$477.89	\$490.71	\$504.20	\$517.69	\$531.54
		Hourly	\$55.18	\$56.89	\$58.60	\$60.30	\$62.01	\$63.72	\$65.43	\$67.23	\$69.03	\$70.88
XN	43	Annual	\$112,593.00	\$116,004.00	\$119,417.00	\$122,823.00	\$126,237.00	\$129,642.00	\$133,048.00	\$136,712.00	\$140,368.00	\$144,124.00
		Bi-Wk	\$4,313.91	\$4,444.60	\$4,575.37	\$4,705.87	\$4,836.67	\$4,967.13	\$5,097.63	\$5,238.01	\$5,378.09	\$5,522.00
		Daily	\$431.40	\$444.46	\$457.54	\$470.59	\$483.67	\$496.72	\$509.77	\$523.81	\$537.81	\$552.20
		Hourly	\$57.52	\$59.27	\$61.01	\$62.75	\$64.49	\$66.23	\$67.97	\$69.85	\$71.71	\$73.63