

**NP-2 FM 40 Hour Pay Plan Effective 06/26/2026**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FM	1	Annual	\$36,431.00	\$37,129.00	\$37,821.00	\$38,529.00	\$39,243.00	\$39,942.00	\$40,641.00	\$41,654.00	\$42,695.00	\$43,737.00
		Bi-Wk	\$1,395.83	\$1,422.57	\$1,449.09	\$1,476.21	\$1,503.57	\$1,530.35	\$1,557.13	\$1,595.94	\$1,635.83	\$1,675.75
		Daily	\$139.59	\$142.26	\$144.91	\$147.63	\$150.36	\$153.04	\$155.72	\$159.60	\$163.59	\$167.58
		Hourly	\$17.45	\$17.79	\$18.12	\$18.46	\$18.80	\$19.13	\$19.47	\$19.95	\$20.45	\$20.95
FM	2	Annual	\$37,821.00	\$38,529.00	\$39,243.00	\$39,942.00	\$40,641.00	\$41,339.00	\$42,039.00	\$43,093.00	\$44,167.00	\$45,247.00
		Bi-Wk	\$1,449.09	\$1,476.21	\$1,503.57	\$1,530.35	\$1,557.13	\$1,583.87	\$1,610.69	\$1,651.08	\$1,692.23	\$1,733.61
		Daily	\$144.91	\$147.63	\$150.36	\$153.04	\$155.72	\$158.39	\$161.07	\$165.11	\$169.23	\$173.37
		Hourly	\$18.12	\$18.46	\$18.80	\$19.13	\$19.47	\$19.80	\$20.14	\$20.64	\$21.16	\$21.68
FM	3	Annual	\$38,529.00	\$39,243.00	\$39,942.00	\$40,641.00	\$41,339.00	\$42,039.00	\$42,739.00	\$43,811.00	\$44,902.00	\$45,997.00
		Bi-Wk	\$1,476.21	\$1,503.57	\$1,530.35	\$1,557.13	\$1,583.87	\$1,610.69	\$1,637.51	\$1,678.59	\$1,720.39	\$1,762.34
		Daily	\$147.63	\$150.36	\$153.04	\$155.72	\$158.39	\$161.07	\$163.76	\$167.86	\$172.04	\$176.24
		Hourly	\$18.46	\$18.80	\$19.13	\$19.47	\$19.80	\$20.14	\$20.47	\$20.99	\$21.51	\$22.03
FM	4	Annual	\$39,536.00	\$40,389.00	\$41,238.00	\$42,096.00	\$42,942.00	\$43,790.00	\$44,648.00	\$45,769.00	\$46,914.00	\$48,054.00
		Bi-Wk	\$1,514.79	\$1,547.48	\$1,580.00	\$1,612.88	\$1,645.29	\$1,677.78	\$1,710.66	\$1,753.61	\$1,797.48	\$1,841.15
		Daily	\$151.48	\$154.75	\$158.00	\$161.29	\$164.53	\$167.78	\$171.07	\$175.37	\$179.75	\$184.12
		Hourly	\$18.94	\$19.35	\$19.75	\$20.17	\$20.57	\$20.98	\$21.39	\$21.93	\$22.47	\$23.02
FM	5	Annual	\$40,338.00	\$41,238.00	\$42,140.00	\$43,032.00	\$43,933.00	\$44,828.00	\$45,731.00	\$46,874.00	\$48,048.00	\$49,217.00
		Bi-Wk	\$1,545.52	\$1,580.00	\$1,614.56	\$1,648.74	\$1,683.26	\$1,717.55	\$1,752.15	\$1,795.94	\$1,840.92	\$1,885.71
		Daily	\$154.56	\$158.00	\$161.46	\$164.88	\$168.33	\$171.76	\$175.22	\$179.60	\$184.10	\$188.58
		Hourly	\$19.32	\$19.75	\$20.19	\$20.61	\$21.05	\$21.47	\$21.91	\$22.45	\$23.02	\$23.58
FM	6	Annual	\$41,443.00	\$42,349.00	\$43,243.00	\$44,146.00	\$45,044.00	\$45,942.00	\$46,839.00	\$48,009.00	\$49,211.00	\$50,416.00
		Bi-Wk	\$1,587.86	\$1,622.57	\$1,656.82	\$1,691.42	\$1,725.83	\$1,760.23	\$1,794.60	\$1,839.43	\$1,885.48	\$1,931.65
		Daily	\$158.79	\$162.26	\$165.69	\$169.15	\$172.59	\$176.03	\$179.46	\$183.95	\$188.55	\$193.17
		Hourly	\$19.85	\$20.29	\$20.72	\$21.15	\$21.58	\$22.01	\$22.44	\$23.00	\$23.57	\$24.15
FM	7	Annual	\$42,446.00	\$43,344.00	\$44,242.00	\$45,144.00	\$46,035.00	\$46,937.00	\$47,833.00	\$49,028.00	\$50,252.00	\$51,476.00
		Bi-Wk	\$1,626.29	\$1,660.69	\$1,695.10	\$1,729.66	\$1,763.80	\$1,798.36	\$1,832.69	\$1,878.47	\$1,925.37	\$1,972.27
		Daily	\$162.63	\$166.07	\$169.51	\$172.97	\$176.38	\$179.84	\$183.27	\$187.85	\$192.54	\$197.23
		Hourly	\$20.33	\$20.76	\$21.19	\$21.63	\$22.05	\$22.48	\$22.91	\$23.49	\$24.07	\$24.66
FM	8	Annual	\$45,044.00	\$46,148.00	\$47,241.00	\$48,386.00	\$49,569.00	\$50,744.00	\$51,991.00	\$53,292.00	\$54,627.00	\$55,956.00
		Bi-Wk	\$1,725.83	\$1,768.13	\$1,810.00	\$1,853.87	\$1,899.20	\$1,944.22	\$1,992.00	\$2,041.84	\$2,092.99	\$2,143.91
		Daily	\$172.59	\$176.82	\$181.00	\$185.39	\$189.92	\$194.43	\$199.20	\$204.19	\$209.30	\$214.40
		Hourly	\$21.58	\$22.11	\$22.63	\$23.18	\$23.74	\$24.31	\$24.90	\$25.53	\$26.17	\$26.80
FM	9	Annual	\$46,188.00	\$47,338.00	\$48,532.00	\$49,764.00	\$50,995.00	\$52,300.00	\$53,620.00	\$54,965.00	\$56,336.00	\$57,717.00
		Bi-Wk	\$1,769.66	\$1,813.72	\$1,859.47	\$1,906.67	\$1,953.84	\$2,003.84	\$2,054.41	\$2,105.94	\$2,158.47	\$2,211.38
		Daily	\$176.97	\$181.38	\$185.95	\$190.67	\$195.39	\$200.39	\$205.45	\$210.60	\$215.85	\$221.14
		Hourly	\$22.13	\$22.68	\$23.25	\$23.84	\$24.43	\$25.05	\$25.69	\$26.33	\$26.99	\$27.65
FM	10	Annual	\$47,509.00	\$48,775.00	\$50,052.00	\$51,349.00	\$52,719.00	\$54,124.00	\$55,567.00	\$56,955.00	\$58,381.00	\$59,806.00
		Bi-Wk	\$1,820.27	\$1,868.78	\$1,917.71	\$1,967.40	\$2,019.89	\$2,073.72	\$2,129.01	\$2,182.19	\$2,236.82	\$2,291.42
		Daily	\$182.03	\$186.88	\$191.78	\$196.74	\$201.99	\$207.38	\$212.91	\$218.22	\$223.69	\$229.15
		Hourly	\$22.76	\$23.36	\$23.98	\$24.60	\$25.25	\$25.93	\$26.62	\$27.28	\$27.97	\$28.65

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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
FM	11	Annual	\$48,829.00	\$50,170.00	\$51,540.00	\$52,966.00	\$54,451.00	\$55,942.00	\$57,454.00	\$58,992.00	\$60,367.00	\$61,834.00
		Bi-Wk	\$1,870.85	\$1,922.23	\$1,974.72	\$2,029.35	\$2,086.25	\$2,143.38	\$2,201.31	\$2,256.40	\$2,312.92	\$2,369.12
		Daily	\$187.09	\$192.23	\$197.48	\$202.94	\$208.63	\$214.34	\$220.14	\$225.64	\$231.30	\$236.92
		Hourly	\$23.39	\$24.03	\$24.69	\$25.37	\$26.08	\$26.80	\$27.52	\$28.21	\$28.92	\$29.62
FM	12	Annual	\$50,249.00	\$51,687.00	\$53,173.00	\$54,722.00	\$56,281.00	\$57,850.00	\$59,408.00	\$60,898.00	\$62,423.00	\$63,943.00
		Bi-Wk	\$1,925.25	\$1,980.35	\$2,037.28	\$2,096.63	\$2,156.37	\$2,216.48	\$2,276.17	\$2,333.26	\$2,391.69	\$2,449.93
		Daily	\$192.53	\$198.04	\$203.73	\$209.67	\$215.64	\$221.65	\$227.62	\$233.33	\$239.17	\$245.00
		Hourly	\$24.07	\$24.76	\$25.47	\$26.21	\$26.96	\$27.71	\$28.46	\$29.17	\$29.90	\$30.63
FM	13	Annual	\$52,920.00	\$54,816.00	\$56,724.00	\$58,629.00	\$60,546.00	\$62,456.00	\$64,366.00	\$65,975.00	\$67,628.00	\$69,275.00
		Bi-Wk	\$2,027.59	\$2,100.23	\$2,173.34	\$2,246.33	\$2,319.78	\$2,392.96	\$2,466.14	\$2,527.78	\$2,591.12	\$2,654.22
		Daily	\$202.76	\$210.03	\$217.34	\$224.64	\$231.98	\$239.30	\$246.62	\$252.78	\$259.12	\$265.43
		Hourly	\$25.35	\$26.26	\$27.17	\$28.08	\$29.00	\$29.92	\$30.83	\$31.60	\$32.39	\$33.18
FM	14	Annual	\$55,337.00	\$57,306.00	\$59,273.00	\$61,243.00	\$63,204.00	\$65,185.00	\$67,142.00	\$68,818.00	\$70,543.00	\$72,264.00
		Bi-Wk	\$2,120.20	\$2,195.64	\$2,271.00	\$2,346.48	\$2,421.61	\$2,497.51	\$2,572.50	\$2,636.71	\$2,702.80	\$2,768.74
		Daily	\$212.02	\$219.57	\$227.10	\$234.65	\$242.17	\$249.76	\$257.25	\$263.68	\$270.28	\$276.88
		Hourly	\$26.51	\$27.45	\$28.39	\$29.34	\$30.28	\$31.22	\$32.16	\$32.96	\$33.79	\$34.61
FM	15	Annual	\$57,900.00	\$59,936.00	\$61,959.00	\$63,986.00	\$66,019.00	\$68,053.00	\$70,080.00	\$71,834.00	\$73,630.00	\$75,421.00
		Bi-Wk	\$2,218.40	\$2,296.40	\$2,373.91	\$2,451.58	\$2,529.47	\$2,607.40	\$2,685.06	\$2,752.27	\$2,821.08	\$2,889.70
		Daily	\$221.84	\$229.64	\$237.40	\$245.16	\$252.95	\$260.74	\$268.51	\$275.23	\$282.11	\$288.97
		Hourly	\$27.73	\$28.71	\$29.68	\$30.65	\$31.62	\$32.60	\$33.57	\$34.41	\$35.27	\$36.13
FM	16	Annual	\$60,648.00	\$62,736.00	\$64,828.00	\$66,917.00	\$68,997.00	\$71,090.00	\$73,168.00	\$75,006.00	\$76,877.00	\$78,751.00
		Bi-Wk	\$2,323.68	\$2,403.68	\$2,483.84	\$2,563.87	\$2,643.57	\$2,723.76	\$2,803.38	\$2,873.80	\$2,945.48	\$3,017.28
		Daily	\$232.37	\$240.37	\$248.39	\$256.39	\$264.36	\$272.38	\$280.34	\$287.38	\$294.55	\$301.73
		Hourly	\$29.05	\$30.05	\$31.05	\$32.05	\$33.05	\$34.05	\$35.05	\$35.93	\$36.82	\$37.72
FM	17	Annual	\$63,564.00	\$65,725.00	\$67,858.00	\$70,017.00	\$72,160.00	\$74,310.00	\$76,462.00	\$78,371.00	\$80,336.00	\$82,292.00
		Bi-Wk	\$2,435.41	\$2,518.20	\$2,599.93	\$2,682.65	\$2,764.76	\$2,847.13	\$2,929.58	\$3,002.73	\$3,078.01	\$3,152.96
		Daily	\$243.55	\$251.82	\$260.00	\$268.27	\$276.48	\$284.72	\$292.96	\$300.28	\$307.81	\$315.30
		Hourly	\$30.45	\$31.48	\$32.50	\$33.54	\$34.56	\$35.59	\$36.62	\$37.54	\$38.48	\$39.42
FM	18	Annual	\$66,690.00	\$68,888.00	\$71,090.00	\$73,294.00	\$75,495.00	\$77,689.00	\$79,900.00	\$81,899.00	\$83,945.00	\$85,996.00
		Bi-Wk	\$2,555.18	\$2,639.39	\$2,723.76	\$2,808.20	\$2,892.53	\$2,976.60	\$3,061.31	\$3,137.90	\$3,216.29	\$3,294.87
		Daily	\$255.52	\$263.94	\$272.38	\$280.82	\$289.26	\$297.66	\$306.14	\$313.79	\$321.63	\$329.49
		Hourly	\$31.94	\$33.00	\$34.05	\$35.11	\$36.16	\$37.21	\$38.27	\$39.23	\$40.21	\$41.19
FM	19	Annual	\$69,885.00	\$72,160.00	\$74,429.00	\$76,696.00	\$78,964.00	\$81,224.00	\$83,486.00	\$85,576.00	\$87,714.00	\$89,849.00
		Bi-Wk	\$2,677.59	\$2,764.76	\$2,851.69	\$2,938.55	\$3,025.45	\$3,112.04	\$3,198.70	\$3,278.78	\$3,360.69	\$3,442.50
		Daily	\$267.76	\$276.48	\$285.17	\$293.86	\$302.55	\$311.21	\$319.87	\$327.88	\$336.07	\$344.25
		Hourly	\$33.47	\$34.56	\$35.65	\$36.74	\$37.82	\$38.91	\$39.99	\$40.99	\$42.01	\$43.04
FM	20	Annual	\$73,365.00	\$75,684.00	\$78,007.00	\$80,331.00	\$82,645.00	\$84,979.00	\$87,289.00	\$89,472.00	\$91,711.00	\$93,946.00
		Bi-Wk	\$2,810.92	\$2,899.78	\$2,988.78	\$3,077.82	\$3,166.48	\$3,255.91	\$3,344.41	\$3,428.05	\$3,513.84	\$3,599.47
		Daily	\$281.10	\$289.98	\$298.88	\$307.79	\$316.65	\$325.60	\$334.45	\$342.81	\$351.39	\$359.95
		Hourly	\$35.14	\$36.25	\$37.36	\$38.48	\$39.59	\$40.70	\$41.81	\$42.86	\$43.93	\$45.00

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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
FM	21	Annual	\$76,902.00	\$79,287.00	\$81,669.00	\$84,057.00	\$86,448.00	\$88,820.00	\$91,213.00	\$93,495.00	\$95,829.00	\$98,168.00
		Bi-Wk	\$2,946.44	\$3,037.82	\$3,129.09	\$3,220.58	\$3,312.19	\$3,403.07	\$3,494.76	\$3,582.19	\$3,671.61	\$3,761.23
		Daily	\$294.65	\$303.79	\$312.91	\$322.06	\$331.22	\$340.31	\$349.48	\$358.22	\$367.17	\$376.13
		Hourly	\$36.84	\$37.98	\$39.12	\$40.26	\$41.41	\$42.54	\$43.69	\$44.78	\$45.90	\$47.02
FM	22	Annual	\$78,964.00	\$81,792.00	\$84,628.00	\$87,451.00	\$90,286.00	\$93,117.00	\$95,950.00	\$98,350.00	\$100,809.00	\$103,268.00
		Bi-Wk	\$3,025.45	\$3,133.80	\$3,242.46	\$3,350.62	\$3,459.24	\$3,567.71	\$3,676.25	\$3,768.20	\$3,862.42	\$3,956.63
		Daily	\$302.55	\$313.38	\$324.25	\$335.07	\$345.93	\$356.78	\$367.63	\$376.82	\$386.25	\$395.67
		Hourly	\$37.82	\$39.18	\$40.54	\$41.89	\$43.25	\$44.60	\$45.96	\$47.11	\$48.29	\$49.46
FM	23	Annual	\$82,618.00	\$85,577.00	\$88,521.00	\$91,467.00	\$94,421.00	\$97,366.00	\$100,319.00	\$102,830.00	\$105,404.00	\$107,970.00
		Bi-Wk	\$3,165.45	\$3,278.82	\$3,391.61	\$3,504.49	\$3,617.67	\$3,730.50	\$3,843.64	\$3,939.85	\$4,038.47	\$4,136.79
		Daily	\$316.55	\$327.89	\$339.17	\$350.45	\$361.77	\$373.05	\$384.37	\$393.99	\$403.85	\$413.68
		Hourly	\$39.57	\$40.99	\$42.40	\$43.81	\$45.23	\$46.64	\$48.05	\$49.25	\$50.49	\$51.71
FM	24	Annual	\$86,519.00	\$89,593.00	\$92,670.00	\$95,743.00	\$98,813.00	\$101,893.00	\$104,963.00	\$107,591.00	\$110,277.00	\$112,970.00
		Bi-Wk	\$3,314.91	\$3,432.69	\$3,550.58	\$3,668.32	\$3,785.94	\$3,903.95	\$4,021.58	\$4,122.27	\$4,225.18	\$4,328.36
		Daily	\$331.50	\$343.27	\$355.06	\$366.84	\$378.60	\$390.40	\$402.16	\$412.23	\$422.52	\$432.84
		Hourly	\$41.44	\$42.91	\$44.39	\$45.86	\$47.33	\$48.80	\$50.27	\$51.53	\$52.82	\$54.11
FM	25	Annual	\$90,659.00	\$93,847.00	\$97,036.00	\$100,219.00	\$103,413.00	\$106,595.00	\$109,786.00	\$112,531.00	\$115,345.00	\$118,159.00
		Bi-Wk	\$3,473.53	\$3,595.68	\$3,717.86	\$3,839.81	\$3,962.19	\$4,084.10	\$4,206.37	\$4,311.54	\$4,419.35	\$4,527.17
		Daily	\$347.36	\$359.57	\$371.79	\$383.99	\$396.22	\$408.41	\$420.64	\$431.16	\$441.94	\$452.72
		Hourly	\$43.42	\$44.95	\$46.48	\$48.00	\$49.53	\$51.06	\$52.58	\$53.90	\$55.25	\$56.59
FM	26	Annual	\$95,048.00	\$98,351.00	\$101,652.00	\$104,963.00	\$108,271.00	\$111,577.00	\$114,873.00	\$117,748.00	\$120,687.00	\$123,637.00
		Bi-Wk	\$3,641.69	\$3,768.24	\$3,894.72	\$4,021.58	\$4,148.32	\$4,274.99	\$4,401.27	\$4,511.42	\$4,624.03	\$4,737.05
		Daily	\$364.17	\$376.83	\$389.48	\$402.16	\$414.84	\$427.50	\$440.13	\$451.15	\$462.41	\$473.71
		Hourly	\$45.53	\$47.11	\$48.69	\$50.27	\$51.86	\$53.44	\$55.02	\$56.40	\$57.81	\$59.22
FM	27	Annual	\$99,678.00	\$103,094.00	\$106,527.00	\$109,946.00	\$113,363.00	\$116,778.00	\$120,209.00	\$123,213.00	\$126,289.00	\$129,371.00
		Bi-Wk	\$3,819.09	\$3,949.97	\$4,081.50	\$4,212.50	\$4,343.41	\$4,474.26	\$4,605.71	\$4,720.81	\$4,838.66	\$4,956.75
		Daily	\$381.91	\$395.00	\$408.15	\$421.25	\$434.35	\$447.43	\$460.58	\$472.09	\$483.87	\$495.68
		Hourly	\$47.74	\$49.38	\$51.02	\$52.66	\$54.30	\$55.93	\$57.58	\$59.02	\$60.49	\$61.96
FM	28	Annual	\$104,625.00	\$108,173.00	\$111,711.00	\$115,247.00	\$118,781.00	\$122,323.00	\$125,859.00	\$129,009.00	\$132,235.00	\$135,458.00
		Bi-Wk	\$4,008.63	\$4,144.56	\$4,280.12	\$4,415.60	\$4,551.00	\$4,686.71	\$4,822.19	\$4,942.88	\$5,066.48	\$5,189.97
		Daily	\$400.87	\$414.46	\$428.02	\$441.56	\$455.10	\$468.68	\$482.22	\$494.29	\$506.65	\$519.00
		Hourly	\$50.11	\$51.81	\$53.51	\$55.20	\$56.89	\$58.59	\$60.28	\$61.79	\$63.34	\$64.88
FM	29	Annual	\$105,614.00	\$109,517.00	\$113,423.00	\$117,322.00	\$121,222.00	\$125,117.00	\$129,023.00	\$132,253.00	\$135,560.00	\$138,864.00
		Bi-Wk	\$4,046.52	\$4,196.06	\$4,345.71	\$4,495.10	\$4,644.53	\$4,793.76	\$4,943.41	\$5,067.17	\$5,193.87	\$5,320.46
		Daily	\$404.66	\$419.61	\$434.58	\$449.51	\$464.46	\$479.38	\$494.35	\$506.72	\$519.39	\$532.05
		Hourly	\$50.59	\$52.46	\$54.33	\$56.19	\$58.06	\$59.93	\$61.80	\$63.34	\$64.93	\$66.51
FM	30	Annual	\$109,786.00	\$113,796.00	\$117,817.00	\$121,828.00	\$125,842.00	\$129,856.00	\$133,876.00	\$137,222.00	\$140,653.00	\$144,079.00
		Bi-Wk	\$4,206.37	\$4,360.00	\$4,514.07	\$4,667.74	\$4,821.54	\$4,975.33	\$5,129.35	\$5,257.55	\$5,389.01	\$5,520.27
		Daily	\$420.64	\$436.00	\$451.41	\$466.78	\$482.16	\$497.54	\$512.94	\$525.76	\$538.91	\$552.03
		Hourly	\$52.58	\$54.50	\$56.43	\$58.35	\$60.27	\$62.20	\$64.12	\$65.72	\$67.37	\$69.01

**NP-2 FM 40 Hour Pay Plan Effective 06/26/2026**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FM	31	Annual	\$114,124.00	\$118,266.00	\$122,384.00	\$126,520.00	\$130,661.00	\$134,784.00	\$138,925.00	\$142,400.00	\$145,963.00	\$149,516.00
		Bi-Wk	\$4,372.57	\$4,531.27	\$4,689.05	\$4,847.51	\$5,006.17	\$5,164.14	\$5,322.80	\$5,455.94	\$5,592.46	\$5,728.59
		Daily	\$437.26	\$453.13	\$468.91	\$484.76	\$500.62	\$516.42	\$532.28	\$545.60	\$559.25	\$572.86
		Hourly	\$54.66	\$56.65	\$58.62	\$60.60	\$62.58	\$64.56	\$66.54	\$68.20	\$69.91	\$71.61
FM	32	Annual	\$118,635.00	\$122,880.00	\$127,121.00	\$131,366.00	\$135,625.00	\$139,860.00	\$144,119.00	\$147,722.00	\$151,411.00	\$155,105.00
		Bi-Wk	\$4,545.41	\$4,708.05	\$4,870.54	\$5,033.19	\$5,196.37	\$5,358.63	\$5,521.81	\$5,659.85	\$5,801.19	\$5,942.73
		Daily	\$454.55	\$470.81	\$487.06	\$503.32	\$519.64	\$535.87	\$552.19	\$565.99	\$580.12	\$594.28
		Hourly	\$56.82	\$58.86	\$60.89	\$62.92	\$64.96	\$66.99	\$69.03	\$70.75	\$72.52	\$74.29
FM	33	Annual	\$123,338.00	\$127,703.00	\$132,061.00	\$136,437.00	\$140,804.00	\$145,170.00	\$149,535.00	\$153,276.00	\$157,108.00	\$160,938.00
		Bi-Wk	\$4,725.60	\$4,892.84	\$5,059.81	\$5,227.48	\$5,394.79	\$5,562.07	\$5,729.32	\$5,872.65	\$6,019.47	\$6,166.21
		Daily	\$472.56	\$489.29	\$505.99	\$522.75	\$539.48	\$556.21	\$572.94	\$587.27	\$601.95	\$616.63
		Hourly	\$59.07	\$61.17	\$63.25	\$65.35	\$67.44	\$69.53	\$71.62	\$73.41	\$75.25	\$77.08
FM	34	Annual	\$128,343.00	\$132,834.00	\$137,321.00	\$141,804.00	\$146,287.00	\$150,772.00	\$155,251.00	\$159,137.00	\$163,114.00	\$167,090.00
		Bi-Wk	\$4,917.36	\$5,089.43	\$5,261.35	\$5,433.11	\$5,604.87	\$5,776.71	\$5,948.32	\$6,097.21	\$6,249.58	\$6,401.92
		Daily	\$491.74	\$508.95	\$526.14	\$543.32	\$560.49	\$577.68	\$594.84	\$609.73	\$624.96	\$640.20
		Hourly	\$61.47	\$63.62	\$65.77	\$67.92	\$70.07	\$72.21	\$74.36	\$76.22	\$78.12	\$80.03
FM	35	Annual	\$133,562.00	\$138,144.00	\$142,756.00	\$147,351.00	\$151,949.00	\$156,547.00	\$161,153.00	\$165,179.00	\$169,308.00	\$173,441.00
		Bi-Wk	\$5,117.32	\$5,292.88	\$5,469.58	\$5,645.64	\$5,821.81	\$5,997.97	\$6,174.45	\$6,328.70	\$6,486.90	\$6,645.25
		Daily	\$511.74	\$529.29	\$546.96	\$564.57	\$582.19	\$599.80	\$617.45	\$632.87	\$648.69	\$664.53
		Hourly	\$63.97	\$66.17	\$68.37	\$70.58	\$72.78	\$74.98	\$77.19	\$79.11	\$81.09	\$83.07
FM	36	Annual	\$139,043.00	\$143,756.00	\$148,474.00	\$153,193.00	\$157,910.00	\$162,630.00	\$167,348.00	\$171,527.00	\$175,816.00	\$180,099.00
		Bi-Wk	\$5,327.32	\$5,507.90	\$5,688.66	\$5,869.47	\$6,050.20	\$6,231.04	\$6,411.81	\$6,571.92	\$6,736.25	\$6,900.35
		Daily	\$532.74	\$550.79	\$568.87	\$586.95	\$605.02	\$623.11	\$641.19	\$657.20	\$673.63	\$690.04
		Hourly	\$66.60	\$68.85	\$71.11	\$73.37	\$75.63	\$77.89	\$80.15	\$82.15	\$84.21	\$86.26
FM	37	Annual	\$144,742.00	\$149,589.00	\$154,434.00	\$159,280.00	\$164,129.00	\$168,975.00	\$173,823.00	\$178,169.00	\$182,616.00	\$187,072.00
		Bi-Wk	\$5,545.68	\$5,731.38	\$5,917.02	\$6,102.69	\$6,288.47	\$6,474.14	\$6,659.89	\$6,826.40	\$6,996.79	\$7,167.51
		Daily	\$554.57	\$573.14	\$591.71	\$610.27	\$628.85	\$647.42	\$665.99	\$682.64	\$699.68	\$716.76
		Hourly	\$69.33	\$71.65	\$73.97	\$76.29	\$78.61	\$80.93	\$83.25	\$85.33	\$87.46	\$89.60
FM	38	Annual	\$150,645.00	\$155,604.00	\$160,569.00	\$165,526.00	\$170,489.00	\$175,450.00	\$180,413.00	\$184,919.00	\$189,541.00	\$194,163.00
		Bi-Wk	\$5,771.84	\$5,961.84	\$6,152.07	\$6,342.00	\$6,532.15	\$6,722.23	\$6,912.38	\$7,085.02	\$7,262.11	\$7,439.20
		Daily	\$577.19	\$596.19	\$615.21	\$634.20	\$653.22	\$672.23	\$691.24	\$708.51	\$726.22	\$743.92
		Hourly	\$72.15	\$74.53	\$76.91	\$79.28	\$81.66	\$84.03	\$86.41	\$88.57	\$90.78	\$92.99
FM	39	Annual	\$156,850.00	\$161,927.00	\$166,997.00	\$172,083.00	\$177,163.00	\$182,235.00	\$187,310.00	\$191,997.00	\$196,794.00	\$201,593.00
		Bi-Wk	\$6,009.58	\$6,204.10	\$6,398.36	\$6,593.22	\$6,787.86	\$6,982.19	\$7,176.63	\$7,356.21	\$7,540.00	\$7,723.87
		Daily	\$600.96	\$620.41	\$639.84	\$659.33	\$678.79	\$698.22	\$717.67	\$735.63	\$754.00	\$772.39
		Hourly	\$75.12	\$77.56	\$79.98	\$82.42	\$84.85	\$87.28	\$89.71	\$91.96	\$94.25	\$96.55
FM	40	Annual	\$163,310.00	\$168,499.00	\$173,690.00	\$178,866.00	\$184,056.00	\$189,249.00	\$194,435.00	\$199,296.00	\$204,282.00	\$209,261.00
		Bi-Wk	\$6,257.09	\$6,455.91	\$6,654.79	\$6,853.11	\$7,051.96	\$7,250.92	\$7,449.62	\$7,635.87	\$7,826.90	\$8,017.67
		Daily	\$625.71	\$645.60	\$665.48	\$685.32	\$705.20	\$725.10	\$744.97	\$763.59	\$782.69	\$801.77
		Hourly	\$78.22	\$80.70	\$83.19	\$85.67	\$88.15	\$90.64	\$93.13	\$95.45	\$97.84	\$100.23

**NP-2 FM 40 Hour Pay Plan Effective 06/26/2026**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FM	41	Annual	\$170,074.00	\$175,393.00	\$180,698.00	\$186,015.00	\$191,326.00	\$196,628.00	\$201,942.00	\$206,992.00	\$212,166.00	\$217,343.00
		Bi-Wk	\$6,516.25	\$6,720.04	\$6,923.30	\$7,127.02	\$7,330.50	\$7,533.64	\$7,737.25	\$7,930.73	\$8,128.97	\$8,327.32
		Daily	\$651.63	\$672.01	\$692.33	\$712.71	\$733.05	\$753.37	\$773.73	\$793.08	\$812.90	\$832.74
		Hourly	\$81.46	\$84.01	\$86.55	\$89.09	\$91.64	\$94.18	\$96.72	\$99.14	\$101.62	\$104.10
FM	42	Annual	\$177,096.00	\$182,532.00	\$187,963.00	\$193,385.00	\$198,817.00	\$204,247.00	\$209,679.00	\$214,920.00	\$220,295.00	\$225,667.00
		Bi-Wk	\$6,785.29	\$6,993.57	\$7,201.65	\$7,409.39	\$7,617.51	\$7,825.56	\$8,033.68	\$8,234.49	\$8,440.43	\$8,646.25
		Daily	\$678.53	\$699.36	\$720.17	\$740.94	\$761.76	\$782.56	\$803.37	\$823.45	\$844.05	\$864.63
		Hourly	\$84.82	\$87.42	\$90.03	\$92.62	\$95.22	\$97.82	\$100.43	\$102.94	\$105.51	\$108.08
FM	43	Annual	\$184,540.00	\$190,086.00	\$195,617.00	\$201,157.00	\$206,700.00	\$212,235.00	\$217,776.00	\$223,214.00	\$228,795.00	\$234,380.00
		Bi-Wk	\$7,070.50	\$7,282.99	\$7,494.91	\$7,707.17	\$7,919.55	\$8,131.61	\$8,343.91	\$8,552.27	\$8,766.10	\$8,980.08
		Daily	\$707.05	\$728.30	\$749.50	\$770.72	\$791.96	\$813.17	\$834.40	\$855.23	\$876.61	\$898.01
		Hourly	\$88.39	\$91.04	\$93.69	\$96.34	\$99.00	\$101.65	\$104.30	\$106.91	\$109.58	\$112.26