Pay Scale

| GRADE | MIN | \%CHANGE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 (CALC MID) | MID | \%CHANGE2 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 (CALC MAX) | MAX |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 20 | \$9.94 | 2.69\% | \$10.21 | \$10.48 | \$10.75 | \$11.04 | \$11.34 | \$11.64 | \$11.95 | \$12.27 | \$12.60 | \$12.93 | \$12.93 | 2.07\% | \$13.19 | \$13.47 | \$13.76 | \$14.05 | \$14.34 | \$14.65 | \$14.96 | \$15.26 | \$15.58 | \$15.91 | \$15.91 |
|  |  |  | \$0.27 | \$0.27 | \$0.28 | \$0.29 | \$0.30 | \$0.30 | \$0.31 | \$0.32 | \$0.33 | \$0.33 |  |  | \$0.27 | \$0.28 | \$0.29 | \$0.29 | \$0.29 | \$0.31 | \$0.31 | \$0.31 | \$0.32 | \$0.33 |  |
| 21 | \$10.44 | 2.80\% | \$10.73 | \$11.02 | \$11.31 | \$11.61 | \$11.92 | \$12.24 | \$12.57 | \$12.90 | \$13.23 | \$13.57 | \$13.57 | 2.24\% | \$13.87 | \$14.16 | \$14.46 | \$14.76 | \$15.07 | \$15.39 | \$15.72 | \$16.05 | \$16.38 | \$16.71 | \$16.71 |
|  |  |  | \$0.29 | \$0.29 | \$0.29 | \$0.30 | \$0.31 | \$0.32 | \$0.33 | \$0.33 | \$0.33 | \$0.34 |  |  | \$0.30 | \$0.29 | \$0.30 | \$0.30 | \$0.31 | \$0.32 | \$0.33 | \$0.33 | \$0.33 | \$0.33 |  |
| 22 | \$10.96 | 2.81\% | \$11.27 | \$11.57 | \$11.88 | \$12.20 | \$12.51 | \$12.84 | \$13.18 | \$13.53 | \$13.89 | \$14.25 | \$14.25 | 2.20\% | \$14.56 | \$14.87 | \$15.18 | \$15.50 | \$15.83 | \$16.16 | \$16.50 | \$16.84 | \$17.19 | \$17.54 | \$17.54 |
|  |  |  | \$0.31 | \$0.30 | \$0.31 | \$0.32 | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.36 | \$0.36 |  |  | \$0.31 | \$0.31 | \$0.31 | \$0.32 | \$0.33 | \$0.33 | \$0.34 | \$0.34 | \$0.35 | \$0.35 |  |
| 23 | \$11.51 | 2.73\% | \$11.82 | \$12.13 | \$12.46 | \$12.79 | \$13.13 | \$13.48 | \$13.84 | \$14.21 | \$14.58 | \$14.96 | \$14.96 | 2.24\% | \$15.30 | \$15.61 | \$15.94 | \$16.27 | \$16.61 | \$16.96 | \$17.32 | \$17.69 | \$18.05 | \$18.42 | \$18.42 |
|  |  |  | \$0.31 | \$0.31 | \$0.33 | \$0.33 | \$0.34 | \$0.35 | \$0.36 | \$0.37 | \$0.37 | \$0.38 |  |  | \$0.34 | \$0.32 | \$0.33 | \$0.33 | \$0.34 | \$0.35 | \$0.36 | \$0.36 | \$0.36 | \$0.37 |  |
| 24 | \$12.09 | 2.74\% | \$12.42 | \$12.75 | \$13.09 | \$13.44 | \$13.80 | \$14.16 | \$14.54 | \$14.92 | \$15.31 | \$15.71 | \$15.71 | 2.21\% | \$16.06 | \$16.40 | \$16.74 | \$17.09 | \$17.45 | \$17.82 | \$18.19 | \$18.57 | \$18.95 | \$19.34 | \$19.34 |
|  |  |  | \$0.33 | \$0.33 | \$0.34 | \$0.35 | \$0.36 | \$0.36 | \$0.38 | \$0.38 | \$0.39 | \$0.40 |  |  | \$0.35 | \$0.34 | \$0.34 | \$0.35 | \$0.36 | \$0.37 | \$0.37 | \$0.38 | \$0.38 | \$0.39 |  |
| 25 | \$12.69 | 2.84\% | \$13.05 | \$13.40 | \$13.75 | \$14.12 | \$14.49 | \$14.88 | \$15.27 | \$15.68 | \$16.09 | \$16.50 | \$16.50 | 2.25\% | \$16.87 | \$17.22 | \$17.58 | \$17.95 | \$18.32 | \$18.70 | \$19.11 | \$19.50 | \$19.90 | \$20.31 | \$20.31 |
|  |  |  | \$0.36 | \$0.35 | \$0.35 | \$0.37 | \$0.37 | \$0.39 | \$0.39 | \$0.40 | \$0.41 | \$0.41 |  |  | \$0.37 | \$0.35 | \$0.36 | \$0.37 | \$0.37 | \$0.38 | \$0.40 | \$0.39 | \$0.40 | \$0.41 |  |
| 26 | \$13.33 | 2.92\% | \$13.72 | \$14.11 | \$14.51 | \$14.92 | \$15.36 | \$15.79 | \$16.24 | \$16.71 | \$17.18 | \$17.66 | \$17.66 | 2.30\% | \$18.07 | \$18.47 | \$18.88 | \$19.30 | \$19.72 | \$20.17 | \$20.61 | \$21.07 | \$21.53 | \$21.99 | \$21.99 |
|  |  |  | \$0.39 | \$0.39 | \$0.40 | \$0.41 | \$0.43 | \$0.43 | \$0.45 | \$0.46 | \$0.47 | \$0.48 |  |  | \$0.41 | \$0.40 | \$0.41 | \$0.42 | \$0.42 | \$0.44 | \$0.44 | \$0.46 | \$0.46 | \$0.46 |  |
| 27 | \$13.99 | 3.00\% | \$14.41 | \$14.82 | \$15.24 | \$15.68 | \$16.13 | \$16.58 | \$17.06 | \$17.55 | \$18.05 | \$18.54 | \$18.54 | 2.33\% | \$18.97 | \$19.39 | \$19.83 | \$20.26 | \$20.71 | \$21.18 | \$21.64 | \$22.12 | \$22.60 | \$23.09 | \$23.09 |
|  |  |  | \$0.42 | \$0.41 | \$0.42 | \$0.43 | \$0.45 | \$0.45 | \$0.47 | \$0.49 | \$0.49 | \$0.49 |  |  | \$0.43 | \$0.42 | \$0.43 | \$0.43 | \$0.45 | \$0.46 | \$0.46 | \$0.48 | \$0.48 | \$0.49 |  |
| 28 | \$14.69 | 3.00\% | \$15.13 | \$15.56 | \$16.01 | \$16.46 | \$16.93 | \$17.42 | \$17.91 | \$18.43 | \$18.94 | \$19.47 | \$19.47 | 2.31\% | \$19.92 | \$20.36 | \$20.82 | \$21.28 | \$21.74 | \$22.23 | \$22.72 | \$23.23 | \$23.73 | \$24.24 | \$24.24 |
|  |  |  | \$0.44 | \$0.43 | \$0.44 | \$0.45 | \$0.47 | \$0.48 | \$0.49 | \$0.52 | \$0.51 | \$0.53 |  |  | \$0.45 | \$0.44 | \$0.45 | \$0.46 | \$0.46 | \$0.48 | \$0.49 | \$0.50 | \$0.50 | \$0.51 |  |
| 29 | \$15.43 | 2.93\% | \$15.88 | \$16.34 | \$16.80 | \$17.28 | \$17.78 | \$18.28 | \$18.80 | \$19.34 | \$19.89 | \$20.44 | \$20.44 | 2.29\% | \$20.91 | \$21.37 | \$21.85 | \$22.33 | \$22.82 | \$23.33 | \$23.85 | \$24.38 | \$24.91 | \$25.45 | \$25.45 |
|  |  |  | \$0.45 | \$0.45 | \$0.46 | \$0.48 | \$0.49 | \$0.50 | \$0.52 | \$0.55 | \$0.55 | \$0.55 |  |  | \$0.47 | \$0.46 | \$0.47 | \$0.48 | \$0.49 | \$0.50 | \$0.53 | \$0.53 | \$0.53 | \$0.54 |  |
| 30 | \$16.20 | 2.94\% | \$16.68 | \$17.15 | \$17.64 | \$18.15 | \$18.66 | \$19.20 | \$19.75 | \$20.31 | \$20.88 | \$21.46 | \$21.46 | 2.33\% | \$21.96 | \$22.45 | \$22.95 | \$23.45 | \$23.98 | \$24.50 | \$25.05 | \$25.61 | \$26.16 | \$26.73 | \$26.73 |
|  |  |  | \$0.48 | \$0.47 | \$0.49 | \$0.50 | \$0.52 | \$0.54 | \$0.55 | \$0.57 | \$0.57 | \$0.58 |  |  | \$0.50 | \$0.49 | \$0.49 | \$0.50 | \$0.53 | \$0.53 | \$0.55 | \$0.56 | \$0.55 | \$0.57 |  |
| 31 | \$17.01 | 2.94\% | \$17.51 | \$18.01 | \$18.53 | \$19.06 | \$19.60 | \$20.16 | \$20.73 | \$21.33 | \$21.93 | \$22.53 | \$22.53 | 2.36\% | \$23.06 | \$23.57 | \$24.09 | \$24.63 | \$25.17 | \$25.73 | \$26.30 | \$26.88 | \$27.47 | \$28.06 | \$28.06 |
|  |  |  | \$0.50 | \$0.50 | \$0.52 | \$0.53 | \$0.55 | \$0.56 | \$0.58 | \$0.60 | \$0.60 | \$0.60 |  |  | \$0.53 | \$0.50 | \$0.53 | \$0.54 | \$0.55 | \$0.56 | \$0.57 | \$0.59 | \$0.59 | \$0.59 |  |
| 32 | \$17.86 | 2.94\% | \$18.39 | \$18.91 | \$19.45 | \$20.00 | \$20.57 | \$21.16 | \$21.76 | \$22.38 | \$23.02 | \$23.66 | \$23.66 | 2.30\% | \$24.21 | \$24.74 | \$25.29 | \$25.85 | \$26.43 | \$27.01 | \$27.61 | \$28.22 | \$28.84 | \$29.47 | \$29.47 |
|  |  |  | \$0.53 | \$0.53 | \$0.54 | \$0.56 | \$0.57 | \$0.59 | \$0.61 | \$0.62 | \$0.64 | \$0.64 |  |  | \$0.55 | \$0.54 | \$0.55 | \$0.57 | \$0.58 | \$0.58 | \$0.61 | \$0.61 | \$0.62 | \$0.63 |  |
| 33 | \$18.75 | 3.00\% | \$19.31 | \$19.87 | \$20.44 | \$21.01 | \$21.61 | \$22.23 | \$22.87 | \$23.51 | \$24.17 | \$24.84 | \$24.84 | 2.38\% | \$25.43 | \$25.99 | \$26.56 | \$27.15 | \$27.76 | \$28.38 | \$29.00 | \$29.64 | \$30.29 | \$30.94 | \$30.94 |
|  |  |  | \$0.56 | \$0.56 | \$0.57 | \$0.58 | \$0.60 | \$0.62 | \$0.64 | \$0.65 | \$0.66 | \$0.67 |  |  | \$0.59 | \$0.56 | \$0.58 | \$0.59 | \$0.61 | \$0.62 | \$0.63 | \$0.64 | \$0.65 | \$0.65 |  |
| 34 | \$19.69 | 2.95\% | \$20.27 | \$20.85 | \$21.44 | \$22.05 | \$22.68 | \$23.33 | \$24.00 | \$24.68 | \$25.38 | \$26.09 | \$26.09 | 2.29\% | \$26.69 | \$27.28 | \$27.89 | \$28.51 | \$29.14 | \$29.79 | \$30.45 | \$31.13 | \$31.81 | \$32.49 | \$32.49 |
|  |  |  | \$0.58 | \$0.58 | \$0.60 | \$0.61 | \$0.63 | \$0.65 | \$0.67 | \$0.68 | \$0.70 | \$0.71 |  |  | \$0.60 | \$0.60 | \$0.61 | \$0.62 | \$0.63 | \$0.65 | \$0.66 | \$0.68 | \$0.68 | \$0.68 |  |
| 35 | \$20.67 | 2.95\% | \$21.28 | \$21.89 | \$22.52 | \$23.15 | \$23.81 | \$24.49 | \$25.19 | \$25.90 | \$26.64 | \$27.39 | \$27.39 | 2.29\% | \$28.02 | \$28.63 | \$29.27 | \$29.92 | \$30.59 | \$31.27 | \$31.96 | \$32.67 | \$33.39 | \$34.11 | \$34.11 |
|  |  |  | \$0.61 | \$0.61 | \$0.63 | \$0.64 | \$0.66 | \$0.68 | \$0.70 | \$0.71 | \$0.74 | \$0.75 |  |  | \$0.63 | \$0.62 | \$0.64 | \$0.65 | \$0.67 | \$0.68 | \$0.69 | \$0.71 | \$0.72 | \$0.72 |  |
| 36 | \$21.71 | 2.95\% | \$22.35 | \$22.99 | \$23.64 | \$24.32 | \$25.01 | \$25.72 | \$26.45 | \$27.20 | \$27.97 | \$28.76 | \$28.76 | 2.28\% | \$29.42 | \$30.07 | \$30.74 | \$31.42 | \$32.12 | \$32.83 | \$33.56 | \$34.30 | \$35.06 | \$35.82 | \$35.82 |
|  |  |  | \$0.64 | \$0.64 | \$0.65 | \$0.68 | \$0.69 | \$0.71 | \$0.73 | \$0.75 | \$0.77 | \$0.79 |  |  | \$0.66 | \$0.65 | \$0.67 | \$0.68 | \$0.70 | \$0.71 | \$0.73 | \$0.74 | \$0.76 | \$0.76 |  |
| 37 | \$22.79 | 2.95\% | \$23.46 | \$24.13 | \$24.82 | \$25.53 | \$26.25 | \$27.01 | \$27.78 | \$28.56 | \$29.38 | \$30.20 | \$30.20 | 2.28\% | \$30.89 | \$31.58 | \$32.28 | \$32.99 | \$33.72 | \$34.47 | \$35.24 | \$36.02 | \$36.81 | \$37.61 | \$37.61 |
|  |  |  | \$0.67 | \$0.67 | \$0.69 | \$0.71 | \$0.72 | \$0.75 | \$0.77 | \$0.78 | \$0.81 | \$0.82 |  |  | \$0.69 | \$0.69 | \$0.70 | \$0.71 | \$0.73 | \$0.75 | \$0.76 | \$0.78 | \$0.79 | \$0.80 |  |
| 38 | \$23.93 | 2.91\% | \$24.63 | \$25.34 | \$26.06 | \$26.80 | \$27.57 | \$28.36 | \$29.17 | \$29.99 | \$30.85 | \$31.71 | \$31.71 | 2.29\% | \$32.43 | \$33.16 | \$33.90 | \$34.65 | \$35.41 | \$36.19 | \$37.00 | \$37.82 | \$38.65 | \$39.49 | \$39.49 |
|  |  |  | \$0.70 | \$0.71 | \$0.72 | \$0.74 | \$0.77 | \$0.78 | \$0.81 | \$0.82 | \$0.86 | \$0.86 |  |  | \$0.72 | \$0.72 | \$0.74 | \$0.75 | \$0.76 | \$0.78 | \$0.80 | \$0.82 | \$0.83 | \$0.84 |  |
| 39 | \$25.13 | 2.92\% | \$25.86 | \$26.59 | \$27.36 | \$28.14 | \$28.94 | \$29.77 | \$30.61 | \$31.49 | \$32.38 | \$33.29 | \$33.29 | 2.29\% | \$34.05 | \$34.80 | \$35.58 | \$36.37 | \$37.17 | \$38.00 | \$38.84 | \$39.70 | \$40.57 | \$41.46 | \$41.46 |
|  |  |  | \$0.73 | \$0.73 | \$0.76 | \$0.78 | \$0.80 | \$0.82 | \$0.84 | \$0.88 | \$0.89 | \$0.91 |  |  | \$0.76 | \$0.75 | \$0.77 | \$0.79 | \$0.80 | \$0.82 | \$0.84 | \$0.85 | \$0.87 | \$0.89 |  |
| 40 | \$26.38 | 3.12\% | \$27.20 | \$28.03 | \$28.88 | \$29.77 | \$30.67 | \$31.60 | \$32.57 | \$33.56 | \$34.57 | \$35.62 | \$35.62 | 2.39\% | \$36.47 | \$37.32 | \$38.19 | \$39.08 | \$39.99 | \$40.92 | \$41.88 | \$42.86 | \$43.85 | \$44.85 | \$44.85 |
|  |  |  | \$0.82 | \$0.82 | \$0.85 | \$0.89 | \$0.91 | \$0.93 | \$0.97 | \$0.99 | \$1.01 | \$1.05 |  |  | \$0.85 | \$0.84 | \$0.88 | \$0.89 | \$0.92 | \$0.93 | \$0.96 | \$0.98 | \$0.99 | \$1.00 |  |
| 41 | \$27.70 | 3.11\% | \$28.56 | \$29.43 | \$30.33 | \$31.25 | \$32.21 | \$33.19 | \$34.20 | \$35.24 | \$36.31 | \$37.40 | \$37.40 | 2.39\% | \$38.30 | \$39.18 | \$40.10 | \$41.04 | \$41.99 | \$42.97 | \$43.97 | \$45.00 | \$46.04 | \$47.09 | \$47.09 |
|  |  |  | \$0.86 | \$0.87 | \$0.91 | \$0.92 | \$0.96 | \$0.98 | \$1.01 | \$1.04 | \$1.07 | \$1.09 |  |  | \$0.90 | \$0.89 | \$0.92 | \$0.94 | \$0.96 | \$0.98 | \$1.00 | \$1.03 | \$1.04 | \$1.05 |  |
| 42 | \$29.09 | 3.11\% | \$29.99 | \$30.91 | \$31.85 | \$32.82 | \$33.81 | \$34.84 | \$35.91 | \$37.00 | \$38.12 | \$39.27 | \$39.27 | 2.40\% | \$40.21 | \$41.15 | \$42.11 | \$43.08 | \$44.09 | \$45.12 | \$46.17 | \$47.25 | \$48.34 | \$49.45 | \$49.45 |
|  |  |  | \$0.90 | \$0.92 | \$0.94 | \$0.97 | \$1.00 | \$1.03 | \$1.06 | \$1.09 | \$1.12 | \$1.15 |  |  | \$0.94 | \$0.94 | \$0.96 | \$0.98 | \$1.01 | \$1.03 | \$1.05 | \$1.07 | \$1.09 | \$1.11 |  |
| 43 | \$30.54 | 3.10\% | \$31.49 | \$32.45 | \$33.43 | \$34.45 | \$35.50 | \$36.59 | \$37.70 | \$38.85 | \$40.03 | \$41.23 | \$41.23 | 2.38\% | \$42.21 | \$43.20 | \$44.21 | \$45.24 | \$46.29 | \$47.37 | \$48.48 | \$49.60 | \$50.75 | \$51.92 | \$51.92 |
|  |  |  | \$0.95 | \$0.96 | \$0.99 | \$1.02 | \$1.05 | \$1.08 | \$1.11 | \$1.15 | \$1.18 | \$1.20 |  |  | \$0.98 | \$0.99 | \$1.01 | \$1.03 | \$1.05 | \$1.08 | \$1.11 | \$1.12 | \$1.15 | \$1.17 |  |
| 44 | \$32.07 | 3.10\% | \$33.06 | \$34.07 | \$35.11 | \$36.18 | \$37.29 | \$38.42 | \$39.59 | \$40.80 | \$42.03 | \$43.29 | \$43.29 | 2.41\% | \$44.33 | \$45.36 | \$46.42 | \$47.50 | \$48.62 | \$49.75 | \$50.90 | \$52.09 | \$53.29 | \$54.52 | \$54.52 |
|  |  |  | \$0.99 | \$1.01 | \$1.04 | \$1.07 | \$1.10 | \$1.13 | \$1.17 | \$1.21 | \$1.23 | \$1.26 |  |  | \$1.04 | \$1.03 | \$1.06 | \$1.08 | \$1.11 | \$1.13 | \$1.15 | \$1.18 | \$1.20 | \$1.23 |  |
| 45 | \$33.67 | 3.12\% | \$34.72 | \$35.77 | \$36.86 | \$37.99 | \$39.14 | \$40.33 | \$41.56 | \$42.83 | \$44.13 | \$45.46 | \$45.46 | 2.37\% | \$46.54 | \$47.62 | \$48.73 | \$49.87 | \$51.04 | \$52.22 | \$53.44 | \$54.69 | \$55.96 | \$57.24 | \$57.24 |
|  |  |  | \$1.05 | \$1.05 | \$1.09 | \$1.12 | \$1.15 | \$1.19 | \$1.23 | \$1.27 | \$1.30 | \$1.33 |  |  | \$1.08 | \$1.08 | \$1.11 | \$1.14 | \$1.16 | \$1.18 | \$1.22 | \$1.26 | \$1.27 | \$1.28 |  |
| 46 | \$35.36 | 3.09\% | \$36.45 | \$37.55 | \$38.71 | \$39.88 | \$41.10 | \$42.35 | \$43.64 | \$44.97 | \$46.33 | \$47.73 | \$47.73 | 2.37\% | \$48.86 | \$50.01 | \$51.17 | \$52.37 | \$53.59 | \$54.84 | \$56.11 | \$57.42 | \$58.76 | \$60.11 | \$60.11 |
|  |  |  | \$1.09 | \$1.10 | \$1.15 | \$1.17 | \$1.22 | \$1.26 | \$1.29 | \$1.33 | \$1.36 | \$1.40 |  |  | \$1.13 | \$1.14 | \$1.16 | \$1.19 | \$1.23 | \$1.25 | \$1.28 | \$1.31 | \$1.34 | \$1.35 |  |
| 47 | \$37.12 | 3.11\% | \$38.27 | \$39.44 | \$40.64 | \$41.88 | \$43.16 | \$44.48 | \$45.82 | \$47.23 | \$48.66 | \$50.12 | \$50.12 | 2.38\% | \$51.31 | \$52.51 | \$53.74 | \$54.98 | \$56.27 | \$57.58 | \$58.93 | \$60.30 | \$61.70 | \$63.11 | \$63.11 |
|  |  |  | \$1.15 | \$1.16 | \$1.21 | \$1.24 | \$1.28 | \$1.32 | \$1.35 | \$1.40 | \$1.43 | \$1.46 |  |  | \$1.19 | \$1.19 | \$1.23 | \$1.25 | \$1.29 | \$1.31 | \$1.35 | \$1.37 | \$1.40 | \$1.41 |  |
| 48 | \$38.98 | 3.05\% | \$40.17 | \$41.40 | \$42.66 | \$43.96 | \$45.30 | \$46.68 | \$48.10 | \$49.56 | \$51.07 | \$52.62 | \$52.62 | 2.35\% | \$53.86 | \$55.12 | \$56.40 | \$57.72 | \$59.07 | \$60.44 | \$61.85 | \$63.29 | \$64.77 | \$66.27 | \$66.27 |
|  |  |  | \$1.19 | \$1.23 | \$1.27 | \$1.30 | \$1.34 | \$1.38 | \$1.42 | \$1.46 | \$1.51 | \$1.55 |  |  | \$1.24 | \$1.26 | \$1.29 | \$1.32 | \$1.35 | \$1.37 | \$1.41 | \$1.44 | \$1.48 | \$1.50 |  |
| 49 | \$40.93 | 3.05\% | \$42.18 | \$43.47 | \$44.78 | \$46.15 | \$47.56 | \$49.01 | \$50.49 | \$52.04 | \$53.62 | \$55.25 | \$55.25 | 2.33\% | \$56.54 | \$57.86 | \$59.20 | \$60.58 | \$62.01 | \$63.45 | \$64.93 | \$66.45 | \$67.99 | \$69.58 | \$69.58 |
|  |  |  | \$1.25 | \$1.29 | \$1.32 | \$1.37 | \$1.40 | \$1.45 | \$1.48 | \$1.54 | \$1.59 | \$1.63 |  |  | \$1.29 | \$1.32 | \$1.35 | \$1.38 | \$1.42 | \$1.44 | \$1.48 | \$1.51 | \$1.55 | \$1.59 |  |
| 50 | \$42.98 | 3.00\% | \$44.27 | \$45.62 | \$47.01 | \$48.44 | \$49.91 | \$51.44 | \$53.00 | \$54.62 | \$56.29 | \$58.02 | \$58.02 | 2.29\% | \$59.35 | \$60.74 | \$62.15 | \$63.60 | \$65.09 | \$66.60 | \$68.16 | \$69.74 | \$71.37 | \$73.06 | \$73.06 |
|  |  |  | \$1.29 | \$1.35 | \$1.39 | \$1.43 | \$1.47 | \$1.52 | \$1.57 | \$1.62 | \$1.67 | \$1.73 |  |  | \$1.33 | \$1.39 | \$1.41 | \$1.45 | \$1.48 | \$1.51 | \$1.56 | \$1.59 | \$1.63 | \$1.69 |  |


| GRADE | MIN | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | MID | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | MAX |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 20 | \$9.94 | \$10.21 | \$10.48 | \$10.75 | \$11.04 | \$11.34 | \$11.64 | \$11.95 | \$12.27 | \$12.60 | \$12.93 | \$13.19 | \$13.47 | \$13.76 | \$14.05 | \$14.34 | \$14.65 | \$14.96 | \$15.26 | \$15.58 | \$15.91 |
| 21 | \$10.44 | \$10.73 | \$11.02 | \$11.31 | \$11.61 | \$11.92 | \$12.24 | \$12.57 | \$12.90 | \$13.23 | \$13.57 | \$13.87 | \$14.16 | \$14.46 | \$14.76 | \$15.07 | \$15.39 | \$15.72 | \$16.05 | \$16.38 | 71 |
| 22 | \$10.96 | \$11.27 | \$11.57 | \$11.88 | \$12.20 | \$12.51 | \$12.84 | \$13.18 | \$13.53 | \$13.89 | \$14.25 | \$14.56 | \$14.87 | \$15.18 | \$15.50 | \$15.83 | \$16.16 | \$16.50 | \$16.84 | \$17.19 | \$17.54 |
| 23 | \$11.51 | \$11.82 | \$12.13 | \$12.46 | \$12.79 | \$13.13 | \$13.48 | \$13.84 | \$14.21 | \$14.58 | \$14.96 | \$15.30 | \$15.61 | \$15.94 | \$16.27 | \$16.61 | \$16.96 | \$17.32 | \$17.69 | \$18.05 | \$18.42 |
| 24 | \$12.09 | \$12.42 | \$12.75 | \$13.09 | \$13.44 | \$13.80 | \$14.16 | \$14.54 | \$14.92 | \$15.31 | \$15.71 | \$16.06 | \$16.40 | \$16.74 | \$17.09 | \$17.45 | \$17.82 | \$18.19 | \$18.57 | 5 | 34 |
| 25 | \$12.69 | \$13.05 | \$13.40 | \$13.75 | \$14.12 | \$14.49 | \$14.88 | \$15.27 | \$15.68 | \$16.09 | \$16.50 | \$16.87 | \$17.22 | \$17.58 | \$17.95 | \$18.32 | \$18.70 | \$19.11 | \$19.50 | \$19.90 | \$20.31 |
| 26 | \$13.33 | \$13.72 | \$14.11 | \$14.51 | \$14.92 | \$15.36 | \$15.79 | \$16.24 | \$16.71 | \$17.18 | \$17.66 | \$18.07 | \$18.47 | \$18.88 | \$19.30 | \$19.72 | \$20.17 | \$20.61 | \$21.07 | \$21.53 | \$21.99 |
| 27 | \$13.99 | \$14.41 | \$14.82 | \$15.24 | \$15.68 | \$16.13 | \$16.58 | \$17.06 | \$17.55 | \$18.05 | \$18.54 | \$18.97 | \$19.39 | \$19.83 | \$20.26 | \$20.71 | \$21.18 | \$21.64 | \$22.12 | \$22.60 | \$23.09 |
| 28 | \$14.69 | \$15.13 | \$15.56 | \$16.01 | \$16.46 | \$16.93 | \$17.42 | \$17.91 | \$18.43 | \$18.94 | \$19.47 | \$19.92 | \$20.36 | \$20.82 | \$21.28 | \$21.74 | \$22.23 | \$22.72 | \$23.23 | \$23.73 | \$24.24 |
| 29 | \$15.43 | \$15.88 | \$16.34 | \$16.80 | \$17.28 | \$17.78 | \$18.28 | \$18.80 | \$19.34 | \$19.89 | \$20.44 | \$20.91 | \$21.37 | \$21.85 | \$22.33 | \$22.82 | \$23.33 | \$23.85 | \$24.38 | \$24.91 | \$25.45 |
| 30 | \$16.20 | \$16.68 | \$17.15 | \$17.64 | \$18.15 | \$18.66 | \$19.20 | \$19.75 | \$20.31 | \$20.88 | \$21.46 | \$21.96 | \$22.45 | \$22.95 | \$23.45 | \$23.98 | \$24.50 | \$25.05 | \$25.61 | \$26.16 | \$26.73 |
| 31 | \$17.01 | \$17.51 | \$18.01 | \$18.53 | \$19.06 | \$19.60 | \$20.16 | \$20.73 | \$21.33 | \$21.93 | \$22.53 | \$23.06 | \$23.57 | \$24.09 | \$24.63 | \$25.17 | \$25.73 | \$26.30 | \$26.88 | \$27.47 | \$28.06 |
| 32 | \$17.86 | \$18.39 | \$18.91 | \$19.45 | \$20.00 | \$20.57 | \$21.16 | \$21.76 | \$22.38 | \$23.02 | \$23.66 | \$24.21 | \$24.74 | \$25.29 | \$25.85 | \$26.43 | \$27.01 | \$27.61 | \$28.22 | \$28.84 | \$29.47 |
| 33 | \$18.75 | \$19.31 | \$19.87 | \$20.44 | \$21.01 | \$21.61 | \$22.23 | \$22.87 | \$23.51 | \$24.17 | \$24.84 | \$25.43 | \$25.99 | \$26.56 | \$27.15 | \$27.76 | \$28.38 | \$29.00 | \$29.64 | \$30.29 | 94 |
| 34 | \$19.69 | \$20.27 | \$20.85 | \$21.44 | \$22.05 | \$22.68 | \$23.33 | \$24.00 | \$24.68 | \$25.38 | \$26.09 | \$26.69 | \$27.28 | \$27.89 | \$28.51 | \$29.14 | \$29.79 | \$30.45 | \$31.13 | \$31.81 | \$32.49 |
| 35 | \$20.67 | \$21.28 | \$21.89 | \$22.52 | \$23.15 | \$23.81 | \$24.49 | \$25.19 | \$25.90 | \$26.64 | \$27.39 | \$28.02 | \$28.63 | \$29.27 | \$29.92 | \$30.59 | \$31.27 | \$31.96 | \$32.67 | \$33.39 | \$34.11 |
| 36 | \$21.71 | \$22.35 | \$22.99 | \$23.64 | \$24.32 | \$25.01 | \$25.72 | \$26.45 | \$27.20 | \$27.97 | \$28.76 | \$29.42 | \$30.07 | \$30.74 | \$31.42 | \$32.12 | \$32.83 | \$33.56 | \$34.30 | \$35.06 | \$35.82 |
| 37 | \$22.79 | \$23.46 | \$24.13 | \$24.82 | \$25.53 | \$26.25 | \$27.01 | \$27.78 | \$28.56 | \$29.38 | \$30.20 | \$30.89 | \$31.58 | \$32.28 | \$32.99 | \$33.72 | \$34.47 | \$35.24 | \$36.02 | \$36.81 | \$37.61 |
| 38 | \$23.93 | \$24.63 | \$25.34 | \$26.06 | \$26.80 | \$27.57 | \$28.36 | \$29.17 | \$29.99 | \$30.85 | \$31.71 | \$32.43 | \$33.16 | \$33.90 | \$34.65 | \$35.41 | \$36.19 | \$37.00 | \$37.82 | \$38.65 | \$39.49 |
| 39 | \$25.13 | \$25.86 | \$26.59 | \$27.36 | \$28.14 | \$28.94 | \$29.77 | \$30.61 | \$31.49 | \$32.38 | \$33.29 | \$34.05 | \$34.80 | \$35.58 | \$36.37 | \$37.17 | \$38.00 | \$38.84 | \$39.70 | \$40.57 | \$41.46 |
| 40 | \$26.38 | \$27.20 | \$28.03 | \$28.88 | \$29.77 | \$30.67 | \$31.60 | \$32.57 | \$33.56 | \$34.57 | \$35.62 | \$36.47 | \$37.32 | \$38.19 | \$39.08 | \$39.99 | \$40.92 | \$41.88 | \$42.86 | \$43.85 | \$44.85 |
| 41 | \$27.70 | \$28.56 | \$29.43 | \$30.33 | \$31.25 | \$32.21 | \$33.19 | \$34.20 | \$35.24 | \$36.31 | \$37.40 | \$38.30 | \$39.18 | \$40.10 | \$41.04 | \$41.99 | \$42.97 | \$43.97 | \$45.00 | \$46.04 | \$47.09 |
| 42 | \$29.09 | \$29.99 | \$30.91 | \$31.85 | \$32.82 | \$33.81 | \$34.84 | \$35.91 | \$37.00 | \$38.12 | \$39.27 | \$40.21 | \$41.15 | \$42.11 | \$43.08 | \$44.09 | \$45.12 | \$46.17 | \$47.25 | \$48.34 | \$49.45 |
| 43 | \$30.54 | \$31.49 | \$32.45 | \$33.43 | \$34.45 | \$35.50 | \$36.59 | \$37.70 | \$38.85 | \$40.03 | \$41.23 | \$42.21 | \$43.20 | \$44.21 | \$45.24 | \$46.29 | \$47.37 | \$48.48 | \$49.60 | \$50.75 | \$51.92 |
| 44 | \$32.07 | \$33.06 | \$34.07 | \$35.11 | \$36.18 | \$37.29 | \$38.42 | \$39.59 | \$40.80 | \$42.03 | \$43.29 | \$44.33 | \$45.36 | \$46.42 | \$47.50 | \$48.62 | \$49.75 | \$50.90 | \$52.09 | \$53.29 | \$54.52 |
| 45 | \$33.67 | \$34.72 | \$35.77 | \$36.86 | \$37.99 | \$39.14 | \$40.33 | \$41.56 | \$42.83 | \$44.13 | \$45.46 | \$46.54 | \$47.62 | \$48.73 | \$49.87 | \$51.04 | \$52.22 | \$53.44 | \$54.69 | \$55.96 | \$57.24 |
| 46 | \$35.36 | \$36.45 | \$37.55 | \$38.71 | \$39.88 | \$41.10 | \$42.35 | \$43.64 | \$44.97 | \$46.33 | \$47.73 | \$48.86 | \$50.01 | \$51.17 | \$52.37 | \$53.59 | \$54.84 | \$56.11 | \$57.42 | \$58.76 | \$60.11 |
| 47 | \$37.12 | \$38.27 | \$39.44 | \$40.64 | \$41.88 | \$43.16 | \$44.48 | \$45.82 | \$47.23 | \$48.66 | \$50.12 | \$51.31 | \$52.51 | \$53.74 | \$54.98 | \$56.27 | \$57.58 | \$58.93 | \$60.30 | \$61.70 | \$63.11 |
| 48 | \$38.98 | \$40.17 | \$41.40 | \$42.66 | \$43.96 | \$45.30 | \$46.68 | \$48.10 | \$49.56 | \$51.07 | \$52.62 | \$53.86 | \$55.12 | \$56.40 | \$57.72 | \$59.07 | \$60.44 | \$61.85 | \$63.29 | \$64.77 | \$66.27 |
| 49 | \$40.93 | \$42.18 | \$43.47 | \$44.78 | \$46.15 | \$47.56 | \$49.01 | \$50.49 | \$52.04 | \$53.62 | \$55.25 | \$56.54 | \$57.86 | \$59.20 | \$60.58 | \$62.01 | \$63.45 | \$64.93 | \$66.45 | \$67.99 | \$69.58 |
| 50 | \$42.98 | \$44.27 | \$45.62 | \$47.01 | \$48.44 | \$49.91 | \$51.44 | \$53.00 | \$54.62 | \$56.29 | \$58.02 | \$59.35 | \$60.74 | \$62.15 | \$63.60 | \$65.09 | \$66.60 | \$68.16 | \$69.74 | \$71.37 | \$73.06 |

