

Introduced by: KIB Assembly
Drafted by: Finance Director
Introduced on: 10/06/2022
Public Hearing Date: 10/20/2022
Adopted on: 10/20/2022

**KODIAK ISLAND BOROUGH
ORDINANCE NO. FY2023-09**

**AN ORDINANCE OF THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH ADOPTING
PROPOSED CHANGES TO THE KODIAK ISLAND BOROUGH SALARY SCHEDULES**

WHEREAS, during the September 29, 2022, Work Session, the Assembly proposed to adjust salary schedules to reflect current inflation trends by shifting the salary schedules over two columns, and

WHEREAS, the Kodiak Island Borough has two salary schedules that cover all regular and temporary employees (excluding contract employees) that would be altered by this ordinance; one for bargaining unit positions and one for non-bargaining unit positions.

NOW, THEREFORE, BE IT ORDAINED BY THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH that:

Section 1: This ordinance is NOT of permanent nature and shall NOT become a part of the Kodiak Island Borough Code of Ordinances.


Section 2: APPENDIX A, attached herein, is adopted by reference and prior versions of the schedules are hereby replaced.

Section 3: The Interim Manager is authorized to sign a Letter Of Agreement with the International Brotherhood of Electrical Workers (IBEW) Local Union #1547 for the salary schedule changes made by adopting this ordinance.

Effective Date: This ordinance shall be effective as of October 16, 2022.

**ADOPTED BY THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH
THIS TWENTIETH DAY OF OCTOBER, 2022**

KODIAK ISLAND BOROUGH


William Roberts, Mayor

ATTEST:


Nova M. Javier, MMC, Brough Clerk

39 **VOTES:**
40 Ayes: Griffin, Smith, Smiley, Turner, Williams
41 No: Arndt
42 Absent: Delgado
43

Kodiak Island Borough

Appendix A

Salary Schedule for Non-Bargaining Unit Positions

Changes Proposed by Ordinance FY2023-09

NEW		A	B	C	D	E	F	G	H	I	J	K	L	M		
OLD		A	B	C	D	E	F	G	H	I	J	K	L	M		
A11	Annual	34,935	35,809	37,062	38,359	39,702	41,091	42,530	44,018	45,559	47,153	48,804	50,512	52,279	54,109	56,003
	Hourly	16,7958	17,2157	17.8183	18.4419	19.0874	19.7555	20.4469	21.1625	21.9032	22.6698	23.4633	24.2845	25.1344	26.0141	26.9246
A12	Annual	40,176	41,181	42,622	44,114	45,658	47,256	48,910	50,622	52,393	54,227	56,125	58,089	60,123	62,227	64,405
	Hourly	19,3155	19,7984	20.4913	21.2085	21.9508	22.7191	23.5143	24.3373	25.1891	26.0707	26.9832	27.9276	28.9051	29.9168	30.9639
A13	Annual	44,194	45,299	46,884	48,525	50,223	51,981	53,801	55,684	57,633	59,650	61,737	63,898	66,135	68,450	70,845
	Hourly	21,2470	21,7782	22.5405	23.3294	24.1459	24.9910	25.8657	26.7710	27.7080	28.6778	29.6815	30.7203	31.7955	32.9083	34.0601
B21	Annual	46,404	47,564	49,228	50,951	52,735	54,581	56,491	58,468	60,514	62,632	64,824	67,093	69,441	71,871	74,387
	Hourly	22,3094	22,8671	23.6675	24.4958	25.3532	26.2406	27.1590	28.1095	29.0934	30.1116	31.1656	32.2563	33.3853	34.5538	35.7632
B22	Annual	48,724	49,942	51,690	53,499	55,371	57,309	59,315	61,391	63,540	65,764	68,066	70,448	72,914	75,466	78,107
	Hourly	23,4249	24,0105	24.8508	25.7206	26.6209	27.5526	28.5169	29.5150	30.5480	31.6172	32.7238	33.8692	35.0546	36.2815	37.5514
B23	Annual	51,159	52,438	54,274	56,173	58,139	60,174	62,280	64,460	66,716	69,051	71,468	73,969	76,558	79,238	82,011
	Hourly	24,5958	25,2107	26.0931	27.0063	27.9515	28.9299	29.9424	30.9904	32.0750	33.1977	34.3596	35.5622	36.8069	38.0951	39.4285
B24/B31	Annual	53,717	55,060	56,987	58,982	61,046	63,183	65,394	67,683	70,052	72,504	75,041	77,668	80,386	83,200	86,111
	Hourly	25,8256	26,4712	27.3977	28.3567	29.3491	30.3764	31.4395	32.5399	33.6788	34.8576	36.0776	37.3403	38.6472	39.9999	41.3998
B25/B32	Annual	56,403	57,814	59,837	61,931	64,099	66,342	68,664	71,068	73,555	76,129	78,794	81,552	84,406	87,360	90,418
	Hourly	27,1170	27,7950	28.7678	29.7747	30.8168	31.8954	33.0117	34.1671	35.3630	36.6007	37.8817	39.2075	40.5798	42.0001	43.4701
C41	Annual	59,224	60,705	62,829	65,028	67,304	69,660	72,098	74,621	77,233	79,936	82,734	85,630	88,627	91,729	94,939
	Hourly	28,4731	29,1849	30.2064	31.2636	32.3578	33.4903	34.6625	35.8757	37.1313	38.4309	39.7760	41.1682	42.6091	44.1004	45.6439
C42	Annual	62,185	63,739	65,970	68,279	70,669	73,142	75,702	78,352	81,094	83,932	86,870	89,910	93,057	96,314	99,685
	Hourly	29,8965	30,6439	31.7164	32.8265	33.9754	35.1646	36.3953	37.6692	38.9876	40.3521	41.7645	43.2262	44.7391	46.3050	47.9256
C43	Annual	65,294	66,926	69,269	71,693	74,202	76,799	79,487	82,270	85,149	88,129	91,214	94,406	97,711	101,131	104,670
	Hourly	31,3913	32,1761	33.3023	34.4679	35.6742	36.9228	38.2151	39.5527	40.9370	42.3698	43.8527	45.3876	46.9762	48.6204	50.3221

Kodiak Island Borough

Appendix A

Salary Schedule for Non-Bargaining Unit Positions

Changes Proposed by Ordinance FY2023-09

NEW		A	B	C	D	E	F	G	H	I	J	K	L	M		
OLD		A	B	C	D	E	F	G	H	I	J	K	L	M		
C44/C51	Annual	68,559	70,273	72,732	75,278	77,912	80,639	83,462	86,383	89,406	92,536	95,774	99,126	102,596	106,187	109,903
	Hourly	32.9609	33.7849	34.9674	36.1912	37.4579	38.7689	40.1258	41.5302	42.9838	44.4882	46.0453	47.6569	49.3249	51.0513	52.8381
C45/C52	Annual	68,559	70,273	72,732	75,278	77,912	80,639	83,462	86,383	89,406	92,536	95,774	99,126	102,596	106,187	109,903
	Hourly	32.9609	33.7849	34.9674	36.1912	37.4579	38.7689	40.1258	41.5302	42.9838	44.4882	46.0453	47.6569	49.3249	51.0513	52.8381
D61	Annual	75,586	77,476	80,187	82,994	85,899	88,905	92,017	95,237	98,570	102,020	105,591	109,287	113,112	117,071	121,168
	Hourly	36.3394	37.2479	38.5515	39.9008	41.2974	42.7428	44.2388	45.7871	47.3897	49.0483	50.7650	52.5418	54.3808	56.2841	58.2541
D62	Annual	79,366	81,350	84,197	87,144	90,194	93,351	96,618	100,000	103,500	107,122	110,872	114,752	118,769	122,926	127,228
	Hourly	38.1567	39.1106	40.4795	41.8963	43.3626	44.8803	46.4511	48.0769	49.7596	51.5012	53.3037	55.1694	57.1003	59.0988	61.1673
D63	Annual	83,334	85,417	88,406	91,501	94,703	98,018	101,448	104,999	108,674	112,478	116,414	120,489	124,706	129,071	133,588
	Hourly	40.0642	41.0658	42.5031	43.9907	45.5304	47.1240	48.7733	50.4804	52.2472	54.0759	55.9685	57.9274	59.9549	62.0533	64.2252
E81	Annual	87,500	89,687	92,826	96,075	99,438	102,918	106,520	110,248	114,107	118,101	122,234	126,513	130,941	135,524	140,267
	Hourly	42.0672	43.1189	44.6281	46.1900	47.8067	49.4799	51.2117	53.0041	54.8593	56.7794	58.7666	60.8235	62.9523	65.1556	67.4361
E82	Annual	91,876	94,173	97,469	100,880	104,411	108,066	111,848	115,762	119,814	124,008	128,348	132,840	137,489	142,301	147,282
	Hourly	44.1711	45.2754	46.8600	48.5001	50.1977	51.9546	53.7730	55.6550	57.6030	59.6191	61.7057	63.8654	66.1007	68.4142	70.8087
E83	Annual	96,469	98,880	102,341	105,923	109,631	113,468	117,439	121,549	125,804	130,207	134,764	139,481	144,363	149,416	154,645
	Hourly	46.3792	47.5387	49.2026	50.9247	52.7070	54.5518	56.4611	58.4372	60.4825	62.5994	64.7904	67.0581	69.4051	71.8343	74.3485

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by Ordinance FY2023-09

Appendix A

NEW		A	B	C	D	E	F	G	H	I	J	K	L	M		
OLD		A	B	C	D	E	F	G	H	I	J	K	L	M		
7.00	Annual	34,760	35,629	36,519	37,432	38,368	39,327	40,310	41,318	42,351	43,410	44,495	45,608	46,747	47,916	49,114
	Hourly	16,7113	17,1291	17.5573	17.9962	18.4461	18.9073	19.3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126
7.50	Annual	35,629	36,519	37,432	38,368	39,327	40,310	41,318	42,351	43,410	44,495	45,608	46,748	47,916	49,114	50,342
	Hourly	17,1291	17,5573	17.9962	18.4461	18.9073	19.3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029
8.00	Annual	36,519	37,432	38,368	39,327	40,310	41,318	42,351	43,410	44,495	45,607	46,748	47,916	49,114	50,342	51,600
	Hourly	17,5573	17,9962	18.4461	18.9073	19.3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080
8.50	Annual	37,432	38,368	39,327	40,310	41,318	42,351	43,410	44,495	45,608	46,748	47,916	49,114	50,342	51,601	52,891
	Hourly	17,9962	18,4461	18.9073	19.3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282
9.00	Annual	38,368	39,327	40,310	41,318	42,351	43,410	44,495	45,607	46,748	47,916	49,114	50,342	51,601	52,891	54,213
	Hourly	18,4461	18,9073	19.3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639
9.50	Annual	39,327	40,310	41,318	42,351	43,410	44,495	45,608	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,569
	Hourly	18,9073	19,3800	19.8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155
10.00	Annual	40,310	41,318	42,351	43,410	44,495	45,608	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,958
	Hourly	19,3800	19,8645	20.3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834
10.50	Annual	41,318	42,351	43,410	44,495	45,608	46,747	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,957	58,381
	Hourly	19,8645	20,3611	20.8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680
11.00	Annual	42,351	43,410	44,495	45,608	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,958	58,382	59,841
	Hourly	20,3611	20,8701	21.3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697
11.50	Annual	43,410	44,495	45,607	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,957	58,381	59,841	61,337
	Hourly	20,8701	21,3919	21.9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889
12.00	Annual	44,495	45,608	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,958	58,382	59,841	61,337	62,870
	Hourly	21,3919	21,9267	22.4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262
12.50	Annual	45,608	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,957	58,381	59,841	61,337	62,870	64,442
	Hourly	21,9267	22,4748	23.0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2261	30.9818
13.00	Annual	46,748	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,957	58,381	59,841	61,337	62,871	64,443	66,054
	Hourly	22,4748	23,0367	23.6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9819	31.7564
13.50	Annual	47,916	49,114	50,342	51,601	52,891	54,213	55,568	56,957	58,382	59,841	61,337	62,871	64,442	66,053	67,704
	Hourly	23,0367	23,6126	24.2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7563	32.5503
14.00	Annual	49,114	50,342	51,601	52,891	54,213	55,568	56,958	58,381	59,841	61,337	62,870	64,442	66,053	67,704	69,397
	Hourly	23,6126	24,2029	24.8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3641
14.50	Annual	50,342	51,601	52,891	54,213	55,568	56,957	58,381	59,841	61,337	62,871	64,442	66,053	67,705	69,398	71,133
	Hourly	24,2029	24,8080	25.4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3641	34.1982

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by Ordinance FY2023-09

Appendix A

NEW		A	B	C	D	E	F	G	H	I	J	K	L	M		
OLD		A	B	C	D	E	F	G	H	I	J	K	L	M		
15.00	Annual	51,601	52,891	54,213	55,568	56,957	58,382	59,841	61,337	62,871	64,442	66,053	67,705	69,397	71,132	72,910
	Hourly	24,8080	25,4282	26.0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531
15.50	Annual	52,891	54,213	55,568	56,957	58,381	59,841	61,337	62,871	64,442	66,053	67,705	69,397	71,132	72,910	74,733
	Hourly	25,4282	26,0639	26.7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294
16.00	Annual	54,213	55,568	56,958	58,382	59,841	61,337	62,870	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601
	Hourly	26,0639	26,7155	27.3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8277
16.50	Annual	55,568	56,957	58,382	59,841	61,337	62,870	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,516
	Hourly	26,7155	27,3834	28.0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483
17.00	Annual	56,957	58,382	59,841	61,337	62,871	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,516	80,479
	Hourly	27,3834	28,0680	28.7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920
17.50	Annual	58,382	59,841	61,337	62,871	64,442	66,053	67,705	69,397	71,132	72,911	74,733	76,601	78,516	80,479	82,491
	Hourly	28,0680	28,7697	29.4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593
18.00	Annual	59,841	61,337	62,870	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,517	80,479	82,491	84,553
	Hourly	28,7697	29,4889	30.2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508
18.50	Annual	61,337	62,871	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,516	80,479	82,491	84,553	86,667
	Hourly	29,4889	30,2262	30.9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671
19.00	Annual	62,871	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,516	80,479	82,491	84,554	86,668	88,835
	Hourly	30,2262	30,9818	31.7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7087
19.50	Annual	64,442	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,517	80,479	82,491	84,554	86,668	88,835	91,056
	Hourly	30,9818	31,7564	32.5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765
20.00	Annual	66,053	67,705	69,397	71,132	72,910	74,733	76,601	78,516	80,479	82,491	84,554	86,668	88,834	91,055	93,331
	Hourly	31,7564	32,5503	33.3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709
20.50	Annual	67,705	69,397	71,132	72,910	74,733	76,602	78,517	80,479	82,491	84,554	86,668	88,834	91,055	93,331	95,665
	Hourly	32,5503	33,3640	34.1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927
21.00	Annual	69,397	71,132	72,910	74,733	76,601	78,517	80,479	82,491	84,554	86,668	88,834	91,055	93,331	95,664	98,056
	Hourly	33,3640	34,1981	35.0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425
21.50	Annual	71,132	72,910	74,733	76,601	78,516	80,479	82,491	84,554	86,668	88,834	91,055	93,332	95,665	98,057	100,508
	Hourly	34,1981	35,0531	35.9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211
22.00	Annual	72,910	74,733	76,601	78,516	80,479	82,491	84,554	86,667	88,834	91,055	93,331	95,665	98,056	100,507	103,020
	Hourly	35,0531	35,9294	36.8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291
22.50	Annual	74,733	76,602	78,517	80,479	82,491	84,554	86,668	88,834	91,055	93,331	95,665	98,056	100,508	103,021	105,596
	Hourly	35,9294	36,8276	37.7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7674

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by Ordinance FY2023-09

Appendix A

NEW		A	B	C	D	E	F	G	H	I	J	K	L	M		
OLD		A	B	C	D	E	F	G	H	I	J	K	L	M		
23.00	Annual	76,604	78,516	80,479	82,491	84,554	86,668	88,834	91,055	93,331	95,665	98,056	100,508	103,021	105,597	108,236
	Hourly	36,8276	37,7483	38.6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365
23.50	Annual	78,517	80,479	82,491	84,554	86,668	88,834	91,055	93,332	95,665	98,056	100,508	103,021	105,596	108,236	110,942
	Hourly	37,7483	38,6920	39.6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374
24.00	Annual	80,479	82,491	84,554	86,667	88,834	91,055	93,331	95,665	98,056	100,508	103,020	105,596	108,236	110,942	113,715
	Hourly	38,6920	39,6593	40.6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708
24.50	Annual	82,491	84,554	86,668	88,834	91,055	93,331	95,665	98,056	100,508	103,020	105,596	108,236	110,942	113,716	116,558
	Hourly	39,6593	40,6508	41.6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376
25.00	Annual	84,554	86,668	88,834	91,055	93,332	95,665	98,056	100,508	103,021	105,596	108,236	110,942	113,715	116,558	119,472
	Hourly	40,6508	41,6671	42.7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4385
25.50	Annual	86,668	88,834	91,055	93,331	95,665	98,056	100,508	103,020	105,596	108,236	110,942	113,715	116,558	119,472	122,459
	Hourly	41,6671	42,7088	43.7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4385	58.8745
26.00	Annual	88,834	91,055	93,331	95,665	98,056	100,508	103,020	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,520
	Hourly	42,7088	43,7765	44.8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8746	60.3464
26.50	Annual	91,055	93,331	95,665	98,056	100,508	103,021	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,520	128,658
	Hourly	43,7765	44,8709	45.9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550
27.00	Annual	93,331	95,665	98,057	100,508	103,021	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,521	128,659	131,876
	Hourly	44,8709	45,9927	47.1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8551	63.4014
27.50	Annual	95,665	98,056	100,508	103,021	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,521	128,658	131,874	135,171
	Hourly	45,9927	47,1425	48.3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864
28.00	Annual	98,056	100,508	103,020	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,520	128,658	131,875	135,172	138,551
	Hourly	47,1425	48,3211	49.5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864	66.6111
28.50	Annual	100,508	103,021	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,521	128,658	131,875	135,172	138,551	142,015
	Hourly	48,3211	49,5291	50.7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864	66.6111	68.2763
29.00	Annual	103,021	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,521	128,658	131,875	135,172	138,551	142,015	145,565
	Hourly	49,5291	50,7673	52.0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864	66.6111	68.2764	69.9833
29.50	Annual	105,596	108,236	110,942	113,715	116,558	119,472	122,459	125,520	128,658	131,875	135,172	138,551	142,015	145,565	149,205
	Hourly	50,7673	52,0365	53.3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864	66.6111	68.2764	69.9833	71.7329
30.00	Annual	108,236	110,942	113,715	116,558	119,472	122,459	125,521	128,658	131,875	135,172	138,551	142,015	145,565	149,204	152,934
	Hourly	52,0365	53,3374	54.6708	56.0376	57.4386	58.8745	60.3464	61.8550	63.4014	64.9864	66.6111	68.2764	69.9833	71.7329	73.5262