

BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA

UDC RESOLUTION 2016- _____

SUBJECT: "University of the District of Columbia Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Emergency Approval Resolution of 2017" Three Percent (3.0%) Cost of Living Adjustment

WHEREAS, pursuant to D.C. Code §1-611.1, the Board of Trustees shall provide for the periodic review of its basic compensation systems, including but not limited to, a review of the adequacy of the rates of basic pay; and

WHEREAS, pursuant to D.C. Code §1-611.1, the Board of Trustees shall provide continuing conformity with the principle of equal pay for substantially equal work;

WHEREAS, pursuant to D.C. Code §1-611.1, the Board of Trustees shall submit to the Council of the District of Columbia by no later than October 1st of each year all initial proposed pay changes and adjustments and other proposed changes to the compensation systems;

WHEREAS, the University has identify sufficient funding for a three percent (3.0%) increase in salary for Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees; and

WHEREAS, the Board of Trustees finds that the three percent (3.0%) increase appropriately recognizes the value of the Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees;

THEREFORE BE IT RESOLVED, that the Board of Trustees approves a three percent (3.0%) wage increase for Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees for FY 2017.

Submitted by the Audit, Budget and Finance Committee

July 14, 2016

Approved by the Board of Trustees:

July 26, 2016

Elaine A. Crider
Chairperson of the Board



FISCAL IMPACT STATEMENT

TO: The Board of Trustees
FROM: Managing Director of Finance *David L. Funder*
DATE: June 16, 2016
SUBJECT: Non-Union 3% Cost of Living Adjustment (COLA)

Conclusion

The University has identified sufficient base budget (ongoing) funding in its FY 2017 Budget to cover the cost of the proposed FY 2017 3% Cost of Living Adjustment (COLA) for selected non-union employees. The total cost of salary and benefit increases associated with this COLA is \$1.0M.

Background

Effective October 1, 2016, the proposed FY 17 COLA will provide a 3% increase in the salaries and benefits for non-union staff positions and full-time non-union faculty positions in the UDC David A. Clarke School of Law. University non-union employees last received a COLA in FY 2013, while University AFSCME and Office of the Chief Financial Officer employees as well as non-union employees in most District agencies were approved for COLA's in FY 15, 16 and 17. It is the administration's belief that a FY 2017 non-union COLA will improve its ability to compete for staff in the DC metropolitan area and retain employees currently on board.

Financial Impact

The Mayor provided the University with \$71M in unrestricted funding in FY 2016 which will increase to \$76.6M in FY 2017. While this represents a \$5.6M net increase in unrestricted funding, \$5.2M of the Mayor's allocation is one-time funding and thus cannot be used to cover the ongoing cost of the \$1.0M COLA. The administration will fund the COLA by using \$1.0M in FY 2017 base budget funding currently allocated to non-fixed cost NPS and replace the non-fixed cost NPS funding with \$1.0M in the one-time funding.

Risks and Impacts

Risk Assumptions	Impacts
One-time or Recurring	The potential negative fiscal impact of this resolution is that the University will be forced to reduce NPS and or PS budgetary funding in its FY 2018 Budget, if the Mayor does not continue the \$76.6M University unrestricted allocation (one-time or in the base) in FY 18

Sal Plan WSD0018

UDC Non Union UDC Wage Grade Supervisor
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 16.04	\$ 33,363.20	\$ 16.71	\$ 34,756.80	\$ 17.38	\$ 36,150.40	\$ 18.04	\$ 37,523.20	\$ 18.72	\$ 38,937.60
02	\$ 16.92	\$ 35,193.60	\$ 17.64	\$ 36,691.20	\$ 18.35	\$ 38,188.00	\$ 19.04	\$ 39,603.20	\$ 19.75	\$ 41,080.00
03	\$ 17.84	\$ 37,107.20	\$ 18.58	\$ 38,646.40	\$ 19.32	\$ 40,185.60	\$ 20.06	\$ 41,724.80	\$ 20.82	\$ 43,305.60
04	\$ 18.68	\$ 38,854.40	\$ 19.47	\$ 40,497.60	\$ 20.25	\$ 42,120.00	\$ 21.01	\$ 43,700.80	\$ 21.79	\$ 45,323.20
05	\$ 19.59	\$ 40,747.20	\$ 20.40	\$ 42,432.00	\$ 21.22	\$ 44,137.60	\$ 22.04	\$ 45,843.20	\$ 22.86	\$ 47,548.80
06	\$ 20.46	\$ 42,556.80	\$ 21.31	\$ 44,324.80	\$ 22.16	\$ 46,092.80	\$ 23.01	\$ 47,860.80	\$ 23.85	\$ 49,608.00
07	\$ 21.39	\$ 44,491.20	\$ 22.28	\$ 46,342.40	\$ 23.19	\$ 48,235.20	\$ 24.07	\$ 50,065.60	\$ 24.96	\$ 51,916.80
08	\$ 22.24	\$ 46,259.20	\$ 23.18	\$ 48,214.40	\$ 24.10	\$ 50,128.00	\$ 25.02	\$ 52,041.60	\$ 25.96	\$ 53,996.80
09	\$ 23.11	\$ 48,068.80	\$ 24.09	\$ 50,107.20	\$ 25.06	\$ 52,124.80	\$ 26.01	\$ 54,100.80	\$ 26.98	\$ 56,118.40
10	\$ 24.03	\$ 49,982.40	\$ 25.03	\$ 52,062.40	\$ 26.03	\$ 54,142.40	\$ 27.04	\$ 56,243.20	\$ 28.05	\$ 58,344.00
11	\$ 24.60	\$ 51,168.00	\$ 25.63	\$ 53,310.40	\$ 26.66	\$ 55,452.80	\$ 27.67	\$ 57,553.60	\$ 28.71	\$ 59,716.80
12	\$ 25.29	\$ 52,603.20	\$ 26.34	\$ 54,787.20	\$ 27.39	\$ 56,971.20	\$ 28.45	\$ 59,176.00	\$ 29.50	\$ 61,360.00
13	\$ 26.19	\$ 54,475.20	\$ 27.28	\$ 56,742.40	\$ 28.35	\$ 58,968.00	\$ 29.47	\$ 61,297.60	\$ 30.56	\$ 63,564.80
14	\$ 27.20	\$ 56,576.00	\$ 28.33	\$ 58,926.40	\$ 29.46	\$ 61,276.80	\$ 30.59	\$ 63,627.20	\$ 31.71	\$ 65,956.80
15	\$ 28.40	\$ 59,072.00	\$ 29.56	\$ 61,484.80	\$ 30.76	\$ 63,980.80	\$ 31.94	\$ 66,435.20	\$ 33.14	\$ 68,931.20
16	\$ 29.79	\$ 61,963.20	\$ 31.02	\$ 64,521.60	\$ 32.28	\$ 67,142.40	\$ 33.52	\$ 69,721.60	\$ 34.76	\$ 72,300.80
17	\$ 31.35	\$ 65,208.00	\$ 32.66	\$ 67,932.80	\$ 33.97	\$ 70,657.60	\$ 35.29	\$ 73,403.20	\$ 36.61	\$ 76,148.80
18	\$ 29.85	\$ 62,088.00	\$ 31.10	\$ 64,698.00	\$ 32.35	\$ 67,288.00	\$ 33.59	\$ 69,867.20	\$ 34.84	\$ 72,467.20
19	\$ 31.52	\$ 65,561.60	\$ 32.82	\$ 68,265.60	\$ 34.13	\$ 70,990.40	\$ 35.45	\$ 73,736.00	\$ 36.76	\$ 76,460.80

Sal Plan WSD0018

UDC Non Union UDC Wage Grade Supervisor
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 16.52	\$ 34,364.10	\$ 17.21	\$ 35,799.50	\$ 17.90	\$ 37,234.91	\$ 18.58	\$ 38,648.90	\$ 19.28	\$ 40,105.73
02	\$ 17.43	\$ 36,249.41	\$ 18.17	\$ 37,791.94	\$ 18.90	\$ 39,313.04	\$ 19.61	\$ 40,791.30	\$ 20.34	\$ 42,312.40
03	\$ 18.38	\$ 38,220.42	\$ 19.14	\$ 39,805.79	\$ 19.90	\$ 41,391.17	\$ 20.66	\$ 42,976.54	\$ 21.44	\$ 44,604.77
04	\$ 19.24	\$ 40,020.03	\$ 20.05	\$ 41,712.53	\$ 20.86	\$ 43,383.60	\$ 21.64	\$ 45,011.82	\$ 22.44	\$ 46,682.90
05	\$ 20.18	\$ 41,969.62	\$ 21.01	\$ 43,704.96	\$ 21.86	\$ 45,461.73	\$ 22.70	\$ 47,218.50	\$ 23.55	\$ 48,975.26
06	\$ 21.07	\$ 43,833.50	\$ 21.95	\$ 45,654.54	\$ 22.82	\$ 47,475.58	\$ 23.70	\$ 49,296.62	\$ 24.57	\$ 51,096.24
07	\$ 22.03	\$ 45,825.94	\$ 22.95	\$ 47,732.67	\$ 23.89	\$ 49,882.26	\$ 24.79	\$ 51,567.57	\$ 25.71	\$ 53,474.30
08	\$ 22.91	\$ 47,646.98	\$ 23.88	\$ 49,660.83	\$ 24.82	\$ 51,631.84	\$ 25.77	\$ 53,602.85	\$ 26.74	\$ 55,616.70
09	\$ 23.80	\$ 49,510.86	\$ 24.81	\$ 51,610.42	\$ 25.81	\$ 53,688.54	\$ 26.79	\$ 55,723.82	\$ 27.79	\$ 57,801.95
10	\$ 24.75	\$ 51,481.87	\$ 25.78	\$ 53,624.27	\$ 26.81	\$ 55,766.67	\$ 27.85	\$ 57,930.50	\$ 28.89	\$ 60,094.32
11	\$ 25.34	\$ 52,703.04	\$ 26.40	\$ 54,909.71	\$ 27.46	\$ 57,116.38	\$ 28.50	\$ 59,280.21	\$ 29.57	\$ 61,508.30
12	\$ 26.05	\$ 54,181.30	\$ 27.13	\$ 56,430.82	\$ 28.21	\$ 58,680.34	\$ 29.30	\$ 60,951.28	\$ 30.39	\$ 63,200.80
13	\$ 26.98	\$ 56,109.46	\$ 28.10	\$ 58,444.67	\$ 29.20	\$ 60,737.04	\$ 30.35	\$ 63,136.53	\$ 31.48	\$ 65,471.74
14	\$ 28.02	\$ 58,273.28	\$ 29.18	\$ 60,694.19	\$ 30.34	\$ 63,115.10	\$ 31.51	\$ 65,536.02	\$ 32.66	\$ 67,935.50
15	\$ 29.25	\$ 60,844.16	\$ 30.45	\$ 63,329.34	\$ 31.68	\$ 65,900.22	\$ 32.90	\$ 68,428.26	\$ 34.13	\$ 70,999.14
16	\$ 30.68	\$ 63,822.10	\$ 31.95	\$ 66,457.25	\$ 33.25	\$ 69,156.67	\$ 34.53	\$ 71,813.25	\$ 35.80	\$ 74,469.82
17	\$ 32.29	\$ 67,164.24	\$ 33.64	\$ 69,970.78	\$ 34.99	\$ 72,777.33	\$ 36.35	\$ 75,605.30	\$ 37.71	\$ 78,433.26
18	\$ 30.75	\$ 63,950.64	\$ 32.03	\$ 66,628.64	\$ 33.32	\$ 69,306.64	\$ 34.60	\$ 71,963.22	\$ 35.89	\$ 74,641.22
19	\$ 32.47	\$ 67,528.45	\$ 33.80	\$ 70,313.57	\$ 35.15	\$ 73,120.11	\$ 36.51	\$ 75,948.08	\$ 37.86	\$ 78,754.62

Sal Plan WS0026

UDC Non Union Wage Service
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 10.59	\$ 22,027.20	\$ 11.04	\$ 22,963.20	\$ 11.47	\$ 23,857.60	\$ 11.93	\$ 24,814.40	\$ 12.35	\$ 25,688.00
02	\$ 11.46	\$ 23,836.80	\$ 11.95	\$ 24,856.00	\$ 12.41	\$ 25,812.80	\$ 12.90	\$ 26,832.00	\$ 13.37	\$ 27,809.60
03	\$ 12.35	\$ 25,688.00	\$ 12.88	\$ 26,790.40	\$ 13.38	\$ 27,830.40	\$ 13.89	\$ 28,891.20	\$ 14.40	\$ 29,952.00
04	\$ 13.25	\$ 27,560.00	\$ 13.81	\$ 28,724.80	\$ 14.35	\$ 29,848.00	\$ 14.95	\$ 31,096.00	\$ 15.46	\$ 32,156.80
05	\$ 14.14	\$ 29,411.20	\$ 14.71	\$ 30,596.80	\$ 15.30	\$ 31,824.00	\$ 15.88	\$ 33,030.40	\$ 16.48	\$ 34,278.40
06	\$ 14.98	\$ 31,158.40	\$ 15.60	\$ 32,448.00	\$ 16.23	\$ 33,758.40	\$ 16.85	\$ 35,048.00	\$ 17.47	\$ 36,337.60
07	\$ 15.98	\$ 33,238.40	\$ 16.63	\$ 34,590.40	\$ 17.30	\$ 35,984.00	\$ 17.96	\$ 37,356.80	\$ 18.63	\$ 38,750.40
08	\$ 16.85	\$ 35,048.00	\$ 17.55	\$ 36,504.00	\$ 18.25	\$ 37,960.00	\$ 18.96	\$ 39,436.80	\$ 19.65	\$ 40,872.00
09	\$ 17.74	\$ 36,899.20	\$ 18.47	\$ 38,417.60	\$ 19.22	\$ 39,977.60	\$ 19.96	\$ 41,516.80	\$ 20.68	\$ 43,014.40
10	\$ 18.63	\$ 38,750.40	\$ 19.39	\$ 40,331.20	\$ 20.19	\$ 41,995.20	\$ 20.96	\$ 43,596.80	\$ 21.74	\$ 45,219.20
11	\$ 19.54	\$ 40,643.20	\$ 20.34	\$ 42,307.20	\$ 21.17	\$ 44,033.60	\$ 21.97	\$ 45,697.60	\$ 22.79	\$ 47,403.20
12	\$ 20.39	\$ 42,411.20	\$ 21.25	\$ 44,200.00	\$ 22.11	\$ 45,988.80	\$ 22.96	\$ 47,756.80	\$ 23.80	\$ 49,504.00
13	\$ 21.27	\$ 44,241.60	\$ 22.17	\$ 46,113.60	\$ 23.06	\$ 47,964.80	\$ 23.95	\$ 49,816.00	\$ 24.83	\$ 51,646.40
14	\$ 22.18	\$ 46,134.40	\$ 23.10	\$ 48,048.00	\$ 24.04	\$ 50,003.20	\$ 24.93	\$ 51,854.40	\$ 25.88	\$ 53,830.40
15	\$ 23.06	\$ 47,964.80	\$ 24.03	\$ 49,982.40	\$ 25.00	\$ 52,000.00	\$ 25.95	\$ 53,976.00	\$ 26.90	\$ 55,952.00

Sal Plan WS0026

UDC Non Union Wage Service
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 10.91	\$ 22,688.02	\$ 11.37	\$ 23,652.10	\$ 11.81	\$ 24,573.33	\$ 12.29	\$ 25,558.83	\$ 12.72	\$ 26,458.64
02	\$ 11.80	\$ 24,551.90	\$ 12.31	\$ 25,601.68	\$ 12.78	\$ 26,587.18	\$ 13.29	\$ 27,636.96	\$ 13.77	\$ 28,643.89
03	\$ 12.72	\$ 26,458.64	\$ 13.27	\$ 27,594.11	\$ 13.78	\$ 28,665.31	\$ 14.31	\$ 29,757.94	\$ 14.83	\$ 30,850.56
04	\$ 13.65	\$ 28,386.80	\$ 14.22	\$ 29,586.54	\$ 14.78	\$ 30,743.44	\$ 15.40	\$ 32,028.88	\$ 15.92	\$ 33,121.50
05	\$ 14.56	\$ 30,293.54	\$ 15.15	\$ 31,514.70	\$ 15.76	\$ 32,778.72	\$ 16.36	\$ 34,021.31	\$ 16.97	\$ 35,306.75
06	\$ 15.43	\$ 32,093.15	\$ 16.07	\$ 33,421.44	\$ 16.72	\$ 34,771.15	\$ 17.36	\$ 36,099.44	\$ 17.99	\$ 37,427.73
07	\$ 16.46	\$ 34,235.55	\$ 17.13	\$ 35,628.11	\$ 17.82	\$ 37,063.52	\$ 18.50	\$ 38,477.50	\$ 19.19	\$ 39,912.91
08	\$ 17.36	\$ 36,099.44	\$ 18.08	\$ 37,599.12	\$ 18.80	\$ 39,098.80	\$ 19.53	\$ 40,619.90	\$ 20.24	\$ 42,098.16
09	\$ 18.27	\$ 38,006.18	\$ 19.02	\$ 39,570.13	\$ 19.80	\$ 41,176.93	\$ 20.56	\$ 42,762.30	\$ 21.30	\$ 44,304.83
10	\$ 19.19	\$ 39,912.91	\$ 19.97	\$ 41,541.14	\$ 20.80	\$ 43,255.06	\$ 21.59	\$ 44,904.70	\$ 22.39	\$ 46,575.78
11	\$ 20.13	\$ 41,862.50	\$ 20.95	\$ 43,576.42	\$ 21.81	\$ 45,354.61	\$ 22.63	\$ 47,068.53	\$ 23.47	\$ 48,825.30
12	\$ 21.00	\$ 43,683.54	\$ 21.89	\$ 45,526.00	\$ 22.77	\$ 47,368.46	\$ 23.65	\$ 49,189.50	\$ 24.51	\$ 50,989.12
13	\$ 21.91	\$ 45,568.85	\$ 22.84	\$ 47,497.01	\$ 23.75	\$ 49,403.74	\$ 24.67	\$ 51,310.48	\$ 25.57	\$ 53,195.79
14	\$ 22.85	\$ 47,518.43	\$ 23.79	\$ 49,489.44	\$ 24.76	\$ 51,503.30	\$ 25.68	\$ 53,410.03	\$ 26.66	\$ 55,445.31
15	\$ 23.75	\$ 49,403.74	\$ 24.75	\$ 51,481.87	\$ 25.75	\$ 53,560.00	\$ 26.73	\$ 55,595.28	\$ 27.71	\$ 57,630.56

Sal Plan 0033

UDC Non Union UDC Wage Grade Leader
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 11.57	\$ 24,065.60	\$ 12.03	\$ 25,022.40	\$ 12.52	\$ 26,041.60	\$ 13.01	\$ 27,060.80	\$ 13.48	\$ 28,038.40
02	\$ 12.52	\$ 26,041.60	\$ 13.04	\$ 27,123.20	\$ 13.58	\$ 28,246.40	\$ 14.07	\$ 29,265.60	\$ 14.61	\$ 30,388.80
03	\$ 13.51	\$ 28,100.80	\$ 14.07	\$ 29,265.60	\$ 14.64	\$ 30,451.20	\$ 15.20	\$ 31,616.00	\$ 15.77	\$ 32,801.60
04	\$ 14.51	\$ 30,180.80	\$ 15.10	\$ 31,408.00	\$ 15.71	\$ 32,676.80	\$ 16.33	\$ 33,986.40	\$ 16.91	\$ 35,172.80
05	\$ 15.42	\$ 32,073.60	\$ 16.06	\$ 33,404.80	\$ 16.71	\$ 34,756.80	\$ 17.35	\$ 36,088.00	\$ 17.99	\$ 37,419.20
06	\$ 16.43	\$ 34,174.40	\$ 17.12	\$ 35,609.60	\$ 17.80	\$ 37,024.00	\$ 18.48	\$ 38,438.40	\$ 19.18	\$ 39,894.40
07	\$ 17.46	\$ 36,316.80	\$ 18.20	\$ 37,856.00	\$ 18.94	\$ 39,395.20	\$ 19.65	\$ 40,872.00	\$ 20.38	\$ 42,390.40
08	\$ 18.48	\$ 38,438.40	\$ 19.27	\$ 40,081.60	\$ 20.03	\$ 41,662.40	\$ 20.81	\$ 43,284.80	\$ 21.58	\$ 44,886.40
09	\$ 19.41	\$ 40,372.80	\$ 20.24	\$ 42,099.20	\$ 21.03	\$ 43,742.40	\$ 21.84	\$ 45,427.20	\$ 22.67	\$ 47,153.60
10	\$ 20.39	\$ 42,411.20	\$ 21.25	\$ 44,200.00	\$ 22.11	\$ 45,988.80	\$ 22.96	\$ 47,756.80	\$ 23.80	\$ 49,504.00
11	\$ 21.41	\$ 44,532.80	\$ 22.30	\$ 46,384.00	\$ 23.20	\$ 48,256.00	\$ 24.09	\$ 50,107.20	\$ 24.99	\$ 51,979.20
12	\$ 22.38	\$ 46,550.40	\$ 23.31	\$ 48,484.80	\$ 24.22	\$ 50,377.60	\$ 25.17	\$ 52,353.60	\$ 26.10	\$ 54,288.00
13	\$ 23.36	\$ 48,588.80	\$ 24.34	\$ 50,627.20	\$ 25.32	\$ 52,665.60	\$ 26.28	\$ 54,662.40	\$ 27.25	\$ 56,680.00
14	\$ 24.37	\$ 50,689.60	\$ 25.39	\$ 52,811.20	\$ 26.40	\$ 54,912.00	\$ 27.42	\$ 57,033.60	\$ 28.43	\$ 59,134.40
15	\$ 25.42	\$ 52,873.60	\$ 26.49	\$ 55,099.20	\$ 27.54	\$ 57,283.20	\$ 28.59	\$ 59,467.20	\$ 29.66	\$ 61,692.80

Sal Plan WSO033

UDC Non Union UDC Wage Grade Leader
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 11.92	\$ 24,787.57	\$ 12.39	\$ 25,773.07	\$ 12.90	\$ 26,822.85	\$ 13.40	\$ 27,872.62	\$ 13.88	\$ 28,879.55
02	\$ 12.90	\$ 26,822.85	\$ 13.43	\$ 27,936.90	\$ 13.99	\$ 29,093.79	\$ 14.49	\$ 30,143.57	\$ 15.05	\$ 31,300.46
03	\$ 13.92	\$ 28,943.82	\$ 14.49	\$ 30,143.57	\$ 15.08	\$ 31,364.74	\$ 15.66	\$ 32,564.48	\$ 16.24	\$ 33,785.65
04	\$ 14.95	\$ 31,086.22	\$ 15.55	\$ 32,350.24	\$ 16.18	\$ 33,657.10	\$ 16.82	\$ 34,985.39	\$ 17.42	\$ 36,227.98
05	\$ 15.88	\$ 33,035.81	\$ 16.54	\$ 34,406.94	\$ 17.21	\$ 35,799.50	\$ 17.87	\$ 37,170.64	\$ 18.53	\$ 38,541.78
06	\$ 16.92	\$ 35,199.63	\$ 17.63	\$ 36,677.89	\$ 18.33	\$ 38,134.72	\$ 19.03	\$ 39,591.55	\$ 19.76	\$ 41,091.23
07	\$ 17.98	\$ 37,406.30	\$ 18.75	\$ 38,991.68	\$ 19.51	\$ 40,577.06	\$ 20.24	\$ 42,098.16	\$ 20.99	\$ 43,662.11
08	\$ 19.03	\$ 39,591.55	\$ 19.85	\$ 41,284.05	\$ 20.63	\$ 42,912.27	\$ 21.43	\$ 44,583.34	\$ 22.23	\$ 46,232.99
09	\$ 19.99	\$ 41,583.98	\$ 20.85	\$ 43,362.18	\$ 21.66	\$ 45,054.67	\$ 22.50	\$ 46,790.02	\$ 23.35	\$ 48,568.21
10	\$ 21.00	\$ 43,683.54	\$ 21.89	\$ 45,526.00	\$ 22.77	\$ 47,368.46	\$ 23.65	\$ 49,189.50	\$ 24.51	\$ 50,989.12
11	\$ 22.05	\$ 45,868.78	\$ 22.97	\$ 47,775.52	\$ 23.90	\$ 49,703.68	\$ 24.81	\$ 51,610.42	\$ 25.74	\$ 53,538.58
12	\$ 23.05	\$ 47,946.91	\$ 24.01	\$ 49,939.34	\$ 24.95	\$ 51,888.93	\$ 25.93	\$ 53,924.21	\$ 26.88	\$ 55,916.64
13	\$ 24.06	\$ 50,046.46	\$ 25.07	\$ 52,146.02	\$ 26.08	\$ 54,245.57	\$ 27.07	\$ 56,302.27	\$ 28.07	\$ 58,380.40
14	\$ 25.10	\$ 52,210.29	\$ 26.15	\$ 54,395.54	\$ 27.19	\$ 56,559.36	\$ 28.24	\$ 58,744.61	\$ 29.28	\$ 60,908.43
15	\$ 26.18	\$ 54,459.81	\$ 27.28	\$ 56,752.18	\$ 28.37	\$ 59,001.70	\$ 29.45	\$ 61,251.22	\$ 30.55	\$ 63,543.58

UDC Law School Faculty Nonunion
Current Salary Plan Effective 4/1/2013

Grade	Step															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1																\$103,417.00
2	\$72,643.00	\$74,714.00	\$76,785.00	\$78,856.00	\$80,927.00	\$82,998.00	\$85,069.00	\$87,140.00	\$89,211.00	\$91,282.00	\$93,353.00	\$95,424.00	\$ 97,495.00	\$ 99,566.00	\$101,637.00	
3	\$84,513.00	\$86,138.00	\$87,763.00	\$89,388.00	\$71,013.00	\$72,638.00	\$74,263.00	\$75,888.00	\$77,513.00	\$79,138.00	\$80,763.00	\$82,388.00	\$ 84,013.00	\$ 85,638.00	\$ 87,263.00	
4	\$57,387.00	\$58,741.00	\$60,095.00	\$61,449.00	\$62,803.00	\$64,157.00	\$65,511.00	\$66,865.00	\$68,219.00	\$69,573.00	\$70,927.00	\$72,281.00	\$ 73,635.00	\$ 74,989.00	\$ 76,343.00	
5	\$46,507.00	\$47,716.00	\$48,925.00	\$50,134.00	\$51,343.00	\$52,552.00	\$53,761.00	\$54,970.00	\$56,179.00	\$57,388.00	\$58,597.00	\$59,806.00	\$ 61,015.00	\$ 62,224.00	\$ 63,433.00	

UDC Law School Faculty Nonunion
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1																\$106,519.51
2	\$74,822.29	\$76,955.42	\$79,088.55	\$81,221.68	\$83,354.81	\$85,487.94	\$87,621.07	\$89,754.20	\$91,887.33	\$94,020.46	\$96,153.59	\$98,286.72	\$100,419.85	\$102,552.98	\$104,686.11	
3	\$66,448.39	\$68,122.14	\$69,795.89	\$71,469.64	\$73,143.39	\$74,817.14	\$76,490.89	\$78,164.64	\$79,838.39	\$81,512.14	\$83,185.89	\$84,859.64	\$ 86,533.39	\$ 88,207.14	\$ 89,880.89	
4	\$59,108.61	\$60,503.23	\$61,897.85	\$63,292.47	\$64,687.09	\$66,081.71	\$67,476.33	\$68,870.95	\$70,265.57	\$71,660.19	\$73,054.81	\$74,449.43	\$ 75,844.05	\$ 77,238.67	\$ 78,633.29	
5	\$47,902.21	\$48,147.48	\$50,392.75	\$51,638.02	\$52,883.29	\$54,128.56	\$55,373.83	\$56,619.10	\$57,864.37	\$59,109.64	\$60,354.91	\$61,600.18	\$ 62,845.45	\$ 64,090.72	\$ 65,335.99	

UDC Non Union Clerical Services Salary Schedule
Current Salary Plan Effective 4/7/2013

	Step									
Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,144.00	\$21,716.00	\$22,288.00	\$22,860.00	\$23,432.00	\$24,004.00	\$24,576.00	\$25,148.00	\$25,720.00	\$26,292.00
3	\$22,940.00	\$23,573.00	\$24,206.00	\$24,839.00	\$25,472.00	\$26,105.00	\$26,738.00	\$27,371.00	\$28,004.00	\$28,637.00
4	\$24,150.00	\$24,856.00	\$25,562.00	\$26,268.00	\$26,974.00	\$27,680.00	\$28,386.00	\$29,092.00	\$29,798.00	\$30,504.00
5	\$26,040.00	\$26,833.00	\$27,626.00	\$28,419.00	\$29,212.00	\$30,005.00	\$30,798.00	\$31,591.00	\$32,384.00	\$33,177.00
6	\$28,860.00	\$29,741.00	\$30,622.00	\$31,503.00	\$32,384.00	\$33,265.00	\$34,146.00	\$35,027.00	\$35,908.00	\$36,789.00
7	\$31,887.00	\$32,868.00	\$33,849.00	\$34,830.00	\$35,811.00	\$36,792.00	\$37,773.00	\$38,754.00	\$39,735.00	\$40,716.00

UDC Non Union Clerical Services Salary Schedule
Proposed Salary Plan with 3% COLA Effective 10/1/2016

	Step									
Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,778.32	\$22,367.48	\$22,956.64	\$23,545.80	\$24,134.96	\$24,724.12	\$25,313.28	\$25,902.44	\$26,491.60	\$27,080.76
3	\$23,628.20	\$24,280.19	\$24,932.18	\$25,584.17	\$26,236.16	\$26,888.15	\$27,540.14	\$28,192.13	\$28,844.12	\$29,496.11
4	\$24,874.50	\$25,601.68	\$26,328.86	\$27,056.04	\$27,783.22	\$28,510.40	\$29,237.58	\$29,964.76	\$30,691.94	\$31,419.12
5	\$26,821.20	\$27,637.99	\$28,454.78	\$29,271.57	\$30,088.36	\$30,905.15	\$31,721.94	\$32,538.73	\$33,355.52	\$34,172.31
6	\$29,725.80	\$30,633.23	\$31,540.66	\$32,448.09	\$33,355.52	\$34,262.95	\$35,170.38	\$36,077.81	\$36,985.24	\$37,892.67
7	\$32,843.61	\$33,854.04	\$34,864.47	\$35,874.90	\$36,885.33	\$37,895.76	\$38,906.19	\$39,916.62	\$40,927.05	\$41,937.48

DS0058

UDC Non Union Administrative Salary Schedule
Current Salary Plan Effective 4/1/2013

Grade	Step 1	2	3	4	5	6	7	8	9	10
1	\$183,350.00	\$192,518.00	\$202,145.00	\$212,252.00	\$235,930.00	\$303,850.00				
1A	\$137,932.00	\$141,454.00	\$144,976.00	\$148,497.00	\$152,019.00	\$155,540.00	\$159,062.00	\$162,583.00	\$166,105.00	\$169,627.00
2A	\$101,264.00	\$104,672.00	\$108,079.00	\$111,486.00	\$114,893.00	\$118,301.00	\$121,708.00	\$125,115.00	\$128,522.00	\$131,930.00
2B	\$ 94,807.00	\$ 97,956.00	\$101,105.00	\$104,254.00	\$107,402.00	\$110,551.00	\$113,700.00	\$116,848.00	\$119,997.00	\$123,146.00
3	\$ 80,078.00	\$ 83,219.00	\$ 86,359.00	\$ 89,500.00	\$ 92,640.00	\$ 95,781.00	\$ 98,921.00	\$102,062.00	\$105,202.00	\$108,343.00
4	\$ 71,004.00	\$ 73,725.00	\$ 76,447.00	\$ 79,168.00	\$ 81,889.00	\$ 84,610.00	\$ 87,332.00	\$ 90,053.00	\$ 92,774.00	\$ 95,495.00
5	\$ 63,386.00	\$ 65,802.00	\$ 68,217.00	\$ 70,632.00	\$ 73,048.00	\$ 75,463.00	\$ 77,878.00	\$ 80,294.00	\$ 82,709.00	\$ 85,124.00
6	\$ 59,661.00	\$ 61,986.00	\$ 64,312.00	\$ 66,638.00	\$ 68,964.00	\$ 71,289.00	\$ 73,615.00	\$ 75,941.00	\$ 78,267.00	\$ 80,592.00
7	\$ 53,872.00	\$ 55,952.00	\$ 58,031.00	\$ 60,111.00	\$ 62,190.00	\$ 64,270.00	\$ 66,350.00	\$ 68,429.00	\$ 70,509.00	\$ 72,588.00
8	\$ 48,993.00	\$ 50,871.00	\$ 52,748.00	\$ 54,626.00	\$ 56,504.00	\$ 58,381.00	\$ 60,259.00	\$ 62,137.00	\$ 64,015.00	\$ 65,892.00
9	\$ 41,079.00	\$ 42,666.00	\$ 44,252.00	\$ 45,838.00	\$ 47,424.00	\$ 49,010.00	\$ 50,597.00	\$ 52,183.00	\$ 53,769.00	\$ 55,355.00
10	\$ 37,283.00	\$ 38,728.00	\$ 40,173.00	\$ 41,618.00	\$ 43,063.00	\$ 44,508.00	\$ 45,953.00	\$ 47,399.00	\$ 48,844.00	\$ 50,289.00
11	\$ 34,050.00	\$ 35,339.00	\$ 36,629.00	\$ 37,918.00	\$ 39,208.00	\$ 40,498.00	\$ 41,787.00	\$ 43,077.00	\$ 44,366.00	\$ 45,656.00
12	\$ 31,110.00	\$ 32,303.00	\$ 33,496.00	\$ 34,688.00	\$ 35,881.00	\$ 37,074.00	\$ 38,267.00	\$ 39,459.00	\$ 40,652.00	\$ 41,845.00
13	\$ 28,209.00	\$ 29,283.00	\$ 30,357.00	\$ 31,431.00	\$ 32,506.00	\$ 33,580.00	\$ 34,654.00	\$ 35,729.00	\$ 36,803.00	\$ 37,877.00
14	\$ 25,431.00	\$ 26,422.00	\$ 27,412.00	\$ 28,403.00	\$ 29,394.00	\$ 30,385.00	\$ 31,376.00	\$ 32,367.00	\$ 33,358.00	\$ 34,348.00
15	\$ 21,958.00	\$ 22,786.00	\$ 23,614.00	\$ 24,442.00	\$ 25,270.00	\$ 26,098.00	\$ 26,926.00	\$ 27,754.00	\$ 28,583.00	\$ 29,411.00

DS0058

UDC Non Union Administrative Salary Schedule
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1	2	3	4	5	6	7	8	9	10
1	\$188,850.50	\$198,293.54	\$208,209.35	\$218,619.56	\$243,007.90	\$312,965.50				
1A	\$142,069.96	\$145,697.62	\$149,325.28	\$152,951.91	\$156,579.57	\$160,206.20	\$163,833.86	\$167,460.49	\$171,088.15	\$174,715.81
2A	\$104,301.92	\$107,812.16	\$111,321.37	\$114,830.58	\$118,339.79	\$121,850.03	\$125,359.24	\$128,868.45	\$132,377.66	\$135,887.90
2B	\$ 97,651.21	\$100,894.68	\$104,138.15	\$107,381.62	\$110,624.06	\$113,867.53	\$117,111.00	\$120,353.44	\$123,596.91	\$126,840.38
3	\$ 82,480.34	\$ 85,715.57	\$ 88,949.77	\$ 92,185.00	\$ 95,419.20	\$ 98,654.43	\$101,888.63	\$105,123.86	\$108,358.06	\$111,593.29
4	\$ 73,134.12	\$ 75,936.75	\$ 78,740.41	\$ 81,543.04	\$ 84,345.67	\$ 87,148.30	\$ 89,951.96	\$ 92,754.59	\$ 95,557.22	\$ 98,359.85
5	\$ 65,287.58	\$ 67,776.06	\$ 70,263.51	\$ 72,750.96	\$ 75,239.44	\$ 77,726.89	\$ 80,214.34	\$ 82,702.82	\$ 85,190.27	\$ 87,677.72
6	\$ 61,450.83	\$ 63,845.58	\$ 66,241.36	\$ 68,637.14	\$ 71,032.92	\$ 73,427.67	\$ 75,823.45	\$ 78,219.23	\$ 80,615.01	\$ 83,009.76
7	\$ 55,488.16	\$ 57,630.56	\$ 59,771.93	\$ 61,914.33	\$ 64,055.70	\$ 66,198.10	\$ 68,340.50	\$ 70,481.87	\$ 72,624.27	\$ 74,765.64
8	\$ 50,462.79	\$ 52,397.13	\$ 54,330.44	\$ 56,264.78	\$ 58,199.12	\$ 60,132.43	\$ 62,066.77	\$ 64,001.11	\$ 65,935.45	\$ 67,868.76
9	\$ 42,311.37	\$ 43,945.98	\$ 45,579.56	\$ 47,213.14	\$ 48,846.72	\$ 50,480.30	\$ 52,114.91	\$ 53,748.49	\$ 55,382.07	\$ 57,015.65
10	\$ 38,401.49	\$ 39,889.84	\$ 41,378.19	\$ 42,866.54	\$ 44,354.89	\$ 45,843.24	\$ 47,331.59	\$ 48,820.97	\$ 50,309.32	\$ 51,797.67
11	\$ 35,071.50	\$ 36,399.17	\$ 37,727.87	\$ 39,055.54	\$ 40,384.24	\$ 41,712.94	\$ 43,040.61	\$ 44,369.31	\$ 45,696.98	\$ 47,025.68
12	\$ 32,043.30	\$ 33,272.09	\$ 34,500.88	\$ 35,728.64	\$ 36,957.43	\$ 38,186.22	\$ 39,415.01	\$ 40,642.77	\$ 41,871.56	\$ 43,100.35
13	\$ 29,055.27	\$ 30,161.49	\$ 31,267.71	\$ 32,373.93	\$ 33,481.18	\$ 34,587.40	\$ 35,693.62	\$ 36,800.87	\$ 37,907.09	\$ 39,013.31
14	\$ 26,193.93	\$ 27,214.66	\$ 28,234.36	\$ 29,255.09	\$ 30,275.82	\$ 31,296.55	\$ 32,317.28	\$ 33,338.01	\$ 34,358.74	\$ 35,378.44
15	\$ 22,616.74	\$ 23,469.58	\$ 24,322.42	\$ 25,175.26	\$ 26,028.10	\$ 26,880.94	\$ 27,733.78	\$ 28,586.62	\$ 29,440.49	\$ 30,293.33

UDC Non Union Legal Service

Current Salary Plan Effective 4/1/2013

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2A	\$121,119.00	\$124,779.00	\$128,439.00	\$132,099.00	\$135,759.00	\$139,419.00	\$143,079.00	\$146,739.00	\$150,399.00	\$154,059.00
2B	\$104,130.00	\$107,169.00	\$110,208.00	\$113,247.00	\$116,286.00	\$119,325.00	\$122,364.00	\$125,403.00	\$128,442.00	\$131,481.00
3	\$ 88,877.00	\$ 91,466.00	\$ 94,055.00	\$ 96,644.00	\$ 99,233.00	\$101,822.00	\$104,411.00	\$107,000.00	\$109,589.00	\$112,178.00
4	\$ 75,744.00	\$ 77,944.00	\$ 80,144.00	\$ 82,344.00	\$ 84,544.00	\$ 86,744.00	\$ 88,944.00	\$ 91,144.00	\$ 93,344.00	\$ 95,544.00

UDC Non Union Legal Service

Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2A	\$124,752.57	\$128,522.37	\$132,292.17	\$136,061.97	\$139,831.77	\$143,601.57	\$147,371.37	\$151,141.17	\$154,910.97	\$158,680.77
2B	\$107,253.90	\$110,384.07	\$113,514.24	\$116,644.41	\$119,774.58	\$122,904.75	\$126,034.92	\$129,165.09	\$132,295.26	\$135,425.43
3	\$ 91,543.31	\$ 94,209.98	\$ 96,876.65	\$ 99,543.32	\$102,209.99	\$104,876.66	\$107,543.33	\$110,210.00	\$112,876.67	\$115,543.34
4	\$ 78,016.32	\$ 80,282.32	\$ 82,548.32	\$ 84,814.32	\$ 87,080.32	\$ 89,346.32	\$ 91,612.32	\$ 93,878.32	\$ 96,144.32	\$ 98,410.32

UDC Non Union Aides and Clerical Series
Current Salary Plan Effective 4/7/2013

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 16,920.00	\$ 17,435.00	\$ 17,950.00	\$ 18,465.00	\$ 18,980.00	\$ 19,495.00	\$ 20,010.00	\$ 20,525.00	\$ 21,040.00	\$ 21,555.00
2	\$ 18,855.00	\$ 19,427.00	\$ 19,999.00	\$ 20,571.00	\$ 21,143.00	\$ 21,715.00	\$ 22,287.00	\$ 22,859.00	\$ 23,431.00	\$ 24,003.00
3	\$ 20,423.00	\$ 21,053.00	\$ 21,683.00	\$ 22,313.00	\$ 22,943.00	\$ 23,573.00	\$ 24,203.00	\$ 24,833.00	\$ 25,463.00	\$ 26,093.00
4	\$ 22,739.00	\$ 23,445.00	\$ 24,151.00	\$ 24,857.00	\$ 25,563.00	\$ 26,269.00	\$ 26,975.00	\$ 27,681.00	\$ 28,387.00	\$ 29,093.00
5	\$ 25,248.00	\$ 26,041.00	\$ 26,834.00	\$ 27,627.00	\$ 28,420.00	\$ 29,213.00	\$ 30,006.00	\$ 30,799.00	\$ 31,592.00	\$ 32,385.00
6	\$ 27,920.00	\$ 28,801.00	\$ 29,682.00	\$ 30,563.00	\$ 31,444.00	\$ 32,325.00	\$ 33,206.00	\$ 34,087.00	\$ 34,968.00	\$ 35,849.00
7	\$ 30,906.00	\$ 31,887.00	\$ 32,868.00	\$ 33,849.00	\$ 34,830.00	\$ 35,811.00	\$ 36,792.00	\$ 37,773.00	\$ 38,754.00	\$ 39,735.00
8	\$ 34,073.00	\$ 35,157.00	\$ 36,241.00	\$ 37,325.00	\$ 38,409.00	\$ 39,493.00	\$ 40,577.00	\$ 41,661.00	\$ 42,745.00	\$ 43,829.00
9	\$ 37,468.00	\$ 38,668.00	\$ 39,868.00	\$ 41,068.00	\$ 42,268.00	\$ 43,468.00	\$ 44,668.00	\$ 45,868.00	\$ 47,068.00	\$ 48,268.00
10	\$ 41,115.00	\$ 42,432.00	\$ 43,749.00	\$ 45,066.00	\$ 46,383.00	\$ 47,700.00	\$ 49,017.00	\$ 50,334.00	\$ 51,651.00	\$ 52,968.00
11	\$ 45,171.00	\$ 46,619.00	\$ 48,067.00	\$ 49,515.00	\$ 50,963.00	\$ 52,411.00	\$ 53,859.00	\$ 55,307.00	\$ 56,755.00	\$ 58,203.00
12	\$ 54,142.00	\$ 55,879.00	\$ 57,616.00	\$ 59,353.00	\$ 61,090.00	\$ 62,827.00	\$ 64,564.00	\$ 66,301.00	\$ 68,038.00	\$ 69,775.00
13	\$ 64,363.00	\$ 66,429.00	\$ 68,495.00	\$ 70,561.00	\$ 72,627.00	\$ 74,693.00	\$ 76,759.00	\$ 78,825.00	\$ 80,891.00	\$ 82,957.00
14	\$ 76,062.00	\$ 78,503.00	\$ 80,944.00	\$ 83,385.00	\$ 85,826.00	\$ 88,267.00	\$ 90,708.00	\$ 93,149.00	\$ 95,590.00	\$ 98,031.00
15	\$ 89,477.00	\$ 92,348.00	\$ 95,219.00	\$ 98,090.00	\$ 100,961.00	\$ 103,832.00	\$ 106,703.00	\$ 109,574.00	\$ 112,445.00	\$ 115,316.00
16	\$ 103,736.00	\$ 104,215.00	\$ 104,694.00	\$ 105,173.00	\$ 105,652.00	\$ 106,131.00	\$ 106,610.00	\$ 107,089.00	\$ 107,568.00	\$ 108,047.00

UDC Non Union Aides and Clerical Series
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 17,427.60	\$ 17,958.05	\$ 18,488.50	\$ 19,018.95	\$ 19,549.40	\$ 20,079.85	\$ 20,610.30	\$ 21,140.75	\$ 21,671.20	\$ 22,201.65
2	\$ 19,420.65	\$ 20,009.81	\$ 20,598.97	\$ 21,188.13	\$ 21,777.29	\$ 22,366.45	\$ 22,955.61	\$ 23,544.77	\$ 24,133.93	\$ 24,723.09
3	\$ 21,035.69	\$ 21,684.59	\$ 22,333.49	\$ 22,982.39	\$ 23,631.29	\$ 24,280.19	\$ 24,929.09	\$ 25,577.99	\$ 26,226.89	\$ 26,875.79
4	\$ 23,421.17	\$ 24,148.35	\$ 24,875.53	\$ 25,602.71	\$ 26,329.89	\$ 27,057.07	\$ 27,784.25	\$ 28,511.43	\$ 29,238.61	\$ 29,965.79
5	\$ 26,005.44	\$ 26,822.23	\$ 27,639.02	\$ 28,455.81	\$ 29,272.60	\$ 30,089.39	\$ 30,906.18	\$ 31,722.97	\$ 32,539.76	\$ 33,356.55
6	\$ 28,757.60	\$ 29,665.03	\$ 30,572.46	\$ 31,479.89	\$ 32,387.32	\$ 33,294.75	\$ 34,202.18	\$ 35,109.61	\$ 36,017.04	\$ 36,924.47
7	\$ 31,833.18	\$ 32,843.61	\$ 33,854.04	\$ 34,864.47	\$ 35,874.90	\$ 36,885.33	\$ 37,895.76	\$ 38,906.19	\$ 39,916.62	\$ 40,927.05
8	\$ 35,095.19	\$ 36,211.71	\$ 37,328.23	\$ 38,444.75	\$ 39,561.27	\$ 40,677.79	\$ 41,794.31	\$ 42,910.83	\$ 44,027.35	\$ 45,143.87
9	\$ 38,592.04	\$ 39,828.04	\$ 41,064.04	\$ 42,300.04	\$ 43,536.04	\$ 44,772.04	\$ 46,008.04	\$ 47,244.04	\$ 48,480.04	\$ 49,716.04
10	\$ 42,348.45	\$ 43,704.96	\$ 45,061.47	\$ 46,417.98	\$ 47,774.49	\$ 49,131.00	\$ 50,487.51	\$ 51,844.02	\$ 53,200.53	\$ 54,557.04
11	\$ 46,526.13	\$ 48,017.57	\$ 49,509.01	\$ 51,000.45	\$ 52,491.89	\$ 53,983.33	\$ 55,474.77	\$ 56,966.21	\$ 58,457.65	\$ 59,949.09
12	\$ 55,766.26	\$ 57,555.37	\$ 59,344.48	\$ 61,133.59	\$ 62,922.70	\$ 64,711.81	\$ 66,500.92	\$ 68,290.03	\$ 70,079.14	\$ 71,868.25
13	\$ 66,293.89	\$ 68,421.87	\$ 70,549.85	\$ 72,677.83	\$ 74,805.81	\$ 76,933.79	\$ 79,061.77	\$ 81,189.75	\$ 83,317.73	\$ 85,445.71
14	\$ 78,343.86	\$ 80,858.09	\$ 83,372.32	\$ 85,886.55	\$ 88,400.78	\$ 90,915.01	\$ 93,429.24	\$ 95,943.47	\$ 98,457.70	\$ 100,971.93
15	\$ 92,161.31	\$ 95,118.44	\$ 98,075.57	\$ 101,032.70	\$ 103,989.83	\$ 106,946.96	\$ 109,904.09	\$ 112,861.22	\$ 115,818.35	\$ 118,775.48
16	\$ 106,848.08	\$ 107,341.45	\$ 107,834.82	\$ 108,328.19	\$ 108,821.56	\$ 109,314.93	\$ 109,808.30	\$ 110,301.67	\$ 110,795.04	\$ 111,288.41