MEMORANDUM

To: Board of Regents

From: Board Office

Subject: Regent Merit System Pay Plan

Date: May 8, 2000

Recommended Actions:

1. Approve Regent Merit System pay matrices to be effective July 1, 2000, for the blue collar, security, technical and clerical bargaining units, as set forth in Attachments A, B, C, D.

2. Approve the Regent Merit System supervisory pay matrix to be effective July 1, 2000, as set forth in Attachment E.

Executive Summary:

The recommended actions are consistent with the collective bargaining agreement negotiated for 1999-2001 between the State of Iowa and AFSCME and the pay policies established in the salary bill recently passed by the General Assembly. Salary policy for the Regents will not be fully funded through state appropriations.

Pay matrices will be increased 2.6% in accordance with the AFSCME agreement and state salary policy. Contract and noncontract covered employees will be eligible for step increases in fiscal year 2001 in accordance with the collective bargaining agreement or the rules of the Regent Merit System. Eligible employees will be moved to Step 10 on January 1, 2001.

A public hearing on the proposed pay plan, as required by state law, will be held at 7 p.m. on Thursday, May 11, 2000, in the Gallery of the Memorial Union, Iowa State University. An oral report of the hearing will be given at the Board meeting.

Background:

In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation. Iowa Code §19A establishes the Regent Merit System for general service staff, except as preempted by a

collective bargaining agreement negotiated in accordance with the provisions of Chapter 20.

There are approximately 8,200 permanent employees in the Regent Merit System. About 800 of these employees are first-line supervisors who are exempt from collective bargaining. Approximately 150 clerical employees are designated "confidential" because of their work with and access to information used in bargaining and as such are excluded from the bargaining unit.

The remaining Regent Merit System employees are covered by the provisions of the statewide collective bargaining agreement between the State of Iowa and the American Federation of State, County and Municipal Employees (AFSCME). Board of Regents employees account for about 32% of the statewide AFSCME unit.

Approval of the revisions to the Regents Merit System Pay Plan is recommended.

Marcia Brunson

Marcia R. Brunson

Approved: Frank J. Stork

Frank J. Stork

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Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
201	Hourly	7.54	7.78	8.01	8.24	8.47	8.71	8.94	9.17	9.41	9.63
	Semi-Monthly	653.47	674.27	694.20	714.13	734.07	754.87	774.80	794.73	815.53	834.60
	Monthly	1,306.93	1,348.53	1,388.40	1,428.27	1,468.13	1,509.73	1,549.60	1,589.47	1,631.07	1,669.20
	Annual	15,683.20	16,182.40	16,660.80	17,139.20	17,617.60	18,116.80	18,595.20	19,073.60	19,572.80	20,030.40
202	Hourly	8.05	8.30	8.55	8.79	9.05	9.30	9.54	9.79	10.04	10.29
	Semi-Monthly	697.67	719.33	741.00	761.80	784.33	806.00	826.80	848.47	870.13	891.80
	Monthly	1,395.33	1,438.67	1,482.00	1,523.60	1,568.67	1,612.00	1,653.60	1,696.93	1,740.27	1,783.60
	Annual	16,744.00	17,264.00	17,784.00	18,283.20	18,824.00	19,344.00	19,843.20	20,363.20	20,883.20	21,403.20
203	Hourly	8.65	8.92	9.18	9.46	9.73	10.00	10.27	10.54	10.81	11.08
	Semi-Monthly	749.67	773.07	795.60	819.87	843.27	866.67	890.07	913.47	936.87	960.27
	Monthly	1,499.33	1,546.13	1,591.20	1,639.73	1,686.53	1,733.33	1,780.13	1,826.93	1,873.73	1,920.53
	Annual	17,992.00	18,553.60	19,094.40	19,676.80	20,238.40	20,800.00	21,361.60	21,923.20	22,484.80	23,046.40
204	Hourly	9.09	9.38	9.68	9.97	10.26	10.56	10.84	11.14	11.43	11.73
	Semi-Monthly	787.80	812.93	838.93	864.07	889.20	915.20	939.47	965.47	990.60	1,016.60
	Monthly	1,575.60	1,625.87	1,677.87	1,728.13	1,778.40	1,830.40	1,878.93	1,930.93	1,981.20	2,033.20
	Annual	18,907.20	19,510.40	20,134.40	20,737.60	21,340.80	21,964.80	22,547.20	23,171.20	23,774.40	24,398.40
205	Hourly	9.59	9.91	10.23	10.55	10.87	11.18	11.50	11.82	12.13	12.45
	Semi-Monthly	831.13	858.87	886.60	914.33	942.07	968.93	996.67	1,024.40	1,051.27	1,079.00
	Monthly	1,662.27	1,717.73	1,773.20	1,828.67	1,884.13	1,937.87	1,993.33	2,048.80	2,102.53	2,158.00
	Annual	19,947.20	20,612.80	21,278.40	21,944.00	22,609.60	23,254.40	23,920.00	24,585.60	25,230.40	25,896.00
206	Hourly	10.04	10.39	10.75	11.10	11.46	11.81	12.17	12.52	12.88	13.23
	Semi-Monthly	870.13	900.47	931.67	962.00	993.20	1,023.53	1,054.73	1,085.07	1,116.27	1,146.60
	Monthly	1,740.27	1,800.93	1,863.33	1,924.00	1,986.40	2,047.07	2,109.47	2,170.13	2,232.53	2,293.20
	Annual	20,883.20	21,611.20	22,360.00	23,088.00	23,836.80	24,564.80	25,313.60	26,041.60	26,790.40	27,518.40
207	Hourly	10.62	11.00	11.39	11.77	12.15	12.53	12.91	13.30	13.68	14.06
	Semi-Monthly	920.40	953.33	987.13	1,020.07	1,053.00	1,085.93	1,118.87	1,152.67	1,185.60	1,218.53
	Monthly	1,840.80	1,906.67	1,974.27	2,040.13	2,106.00	2,171.87	2,237.73	2,305.33	2,371.20	2,437.07
	Annual	22,089.60	22,880.00	23,691.20	24,481.60	25,272.00	26,062.40	26,852.80	27,664.00	28,454.40	29,244.80
208	Hourly	11.03	11.43	11.83	12.23	12.62	13.02	13.42	13.82	14.21	14.61
	Semi-Monthly	955.93	990.60	1,025.27	1,059.93	1,093.73	1,128.40	1,163.07	1,197.73	1,231.53	1,266.20
	Monthly	1,911.87	1,981.20	2,050.53	2,119.87	2,187.47	2,256.80	2,326.13	2,395.47	2,463.07	2,532.40
	Annual	22,942.40	23,774.40	24,606.40	25,438.40	26,249.60	27,081.60	27,913.60	28,745.60	29,556.80	30,388.80

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Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
209	Hourly	11.66	12.08	12.49	12.90	13.32	13.73	14.15	14.56	14.98	15.39
	Semi-Monthly	1,010.53	1,046.93	1,082.47	1,118.00	1,154.40	1,189.93	1,226.33	1,261.87	1,298.27	1,333.80
	Monthly	2,021.07	2,093.87	2,164.93	2,236.00	2,308.80	2,379.87	2,452.67	2,523.73	2,596.53	2,667.60
	Annual	24,252.80	25,126.40	25,979.20	26,832.00	27,705.60	28,558.40	29,432.00	30,284.80	31,158.40	32,011.20
210	Hourly	12.13	12.57	13.01	13.44	13.88	14.32	14.75	15.20	15.63	16.07
	Semi-Monthly	1,051.27	1,089.40	1,127.53	1,164.80	1,202.93	1,241.07	1,278.33	1,317.33	1,354.60	1,392.73
	Monthly	2,102.53	2,178.80	2,255.07	2,329.60	2,405.87	2,482.13	2,556.67	2,634.67	2,709.20	2,785.47
	Annual	25,230.40	26,145.60	27,060.80	27,955.20	28,870.40	29,785.60	30,680.00	31,616.00	32,510.40	33,425.60
211	Hourly	12.60	13.06	13.52	13.98	14.45	14.91	15.37	15.83	16.29	16.75
	Semi-Monthly	1,092.00	1,131.87	1,171.73	1,211.60	1,252.33	1,292.20	1,332.07	1,371.93	1,411.80	1,451.67
	Monthly	2,184.00	2,263.73	2,343.47	2,423.20	2,504.67	2,584.40	2,664.13	2,743.87	2,823.60	2,903.33
	Annual	26,208.00	27,164.80	28,121.60	29,078.40	30,056.00	31,012.80	31,969.60	32,926.40	33,883.20	34,840.00
212	Hourly	13.11	13.60	14.10	14.59	15.07	15.56	16.06	16.55	17.03	17.52
	Semi-Monthly	1,136.20	1,178.67	1,222.00	1,264.47	1,306.07	1,348.53	1,391.87	1,434.33	1,475.93	1,518.40
	Monthly	2,272.40	2,357.33	2,444.00	2,528.93	2,612.13	2,697.07	2,783.73	2,868.67	2,951.87	3,036.80
	Annual	27,268.80	28,288.00	29,328.00	30,347.20	31,345.60	32,364.80	33,404.80	34,424.00	35,422.40	36,441.60
213	Hourly	13.68	14.19	14.71	15.23	15.75	16.26	16.79	17.30	17.82	18.33
	Semi-Monthly	1,185.60	1,229.80	1,274.87	1,319.93	1,365.00	1,409.20	1,455.13	1,499.33	1,544.40	1,588.60
	Monthly	2,371.20	2,459.60	2,549.73	2,639.87	2,730.00	2,818.40	2,910.27	2,998.67	3,088.80	3,177.20
	Annual	28,454.40	29,515.20	30,596.80	31,678.40	32,760.00	33,820.80	34,923.20	35,984.00	37,065.60	38,126.40
214	Hourly	14.21	14.72	15.24	15.74	16.25	16.76	17.28	17.78	18.29	18.81
	Semi-Monthly	1,231.53	1,275.73	1,320.80	1,364.13	1,408.33	1,452.53	1,497.60	1,540.93	1,585.13	1,630.20
	Monthly	2,463.07	2,551.47	2,641.60	2,728.27	2,816.67	2,905.07	2,995.20	3,081.87	3,170.27	3,260.40
	Annual	29,556.80	30,617.60	31,699.20	32,739.20	33,800.00	34,860.80	35,942.40	36,982.40	38,043.20	39,124.80
215	Hourly	14.66	15.22	15.77	16.33	16.89	17.44	18.01	18.56	19.11	19.68
	Semi-Monthly	1,270.53	1,319.07	1,366.73	1,415.27	1,463.80	1,511.47	1,560.87	1,608.53	1,656.20	1,705.60
	Monthly	2,541.07	2,638.13	2,733.47	2,830.53	2,927.60	3,022.93	3,121.73	3,217.07	3,312.40	3,411.20
	Annual	30,492.80	31,657.60	32,801.60	33,966.40	35,131.20	36,275.20	37,460.80	38,604.80	39,748.80	40,934.40

Board of Regents, State of Iowa
Security Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
301	Hourly	7.01	7.26	7.53	7.79	8.05	8.31	8.58	8.83	9.10	9.36
	Semi-Monthly	607.53	629.20	652.60	675.13	697.67	720.20	743.60	765.27	788.67	811.20
	Monthly	1,215.07	1,258.40	1,305.20	1,350.27	1,395.33	1,440.40	1,487.20	1,530.53	1,577.33	1,622.40
	Annual	14,580.80	15,100.80	15,662.40	16,203.20	16,744.00	17,284.80	17,846.40	18,366.40	18,928.00	19,468.80
302	Hourly	7.61	7.88	8.16	8.43	8.71	8.99	9.25	9.53	9.81	10.09
	Semi-Monthly	659.53	682.93	707.20	730.60	754.87	779.13	801.67	825.93	850.20	874.47
	Monthly	1,319.07	1,365.87	1,414.40	1,461.20	1,509.73	1,558.27	1,603.33	1,651.87	1,700.40	1,748.93
	Annual	15,828.80	16,390.40	16,972.80	17,534.40	18,116.80	18,699.20	19,240.00	19,822.40	20,404.80	20,987.20
303	Hourly	8.25	8.56	8.85	9.15	9.46	9.76	10.07	10.36	10.66	10.97
	Semi-Monthly	715.00	741.87	767.00	793.00	819.87	845.87	872.73	897.87	923.87	950.73
	Monthly	1,430.00	1,483.73	1,534.00	1,586.00	1,639.73	1,691.73	1,745.47	1,795.73	1,847.73	1,901.47
	Annual	17,160.00	17,804.80	18,408.00	19,032.00	19,676.80	20,300.80	20,945.60	21,548.80	22,172.80	22,817.60
304	Hourly	8.71	9.04	9.37	9.70	10.02	10.35	10.68	11.01	11.34	11.67
	Semi-Monthly	754.87	783.47	812.07	840.67	868.40	897.00	925.60	954.20	982.80	1,011.40
	Monthly	1,509.73	1,566.93	1,624.13	1,681.33	1,736.80	1,794.00	1,851.20	1,908.40	1,965.60	2,022.80
	Annual	18,116.80	18,803.20	19,489.60	20,176.00	20,841.60	21,528.00	22,214.40	22,900.80	23,587.20	24,273.60
305	Hourly	9.32	9.68	10.02	10.37	10.72	11.08	11.43	11.78	12.13	12.49
	Semi-Monthly	807.73	838.93	868.40	898.73	929.07	960.27	990.60	1,020.93	1,051.27	1,082.47
	Monthly	1,615.47	1,677.87	1,736.80	1,797.47	1,858.13	1,920.53	1,981.20	2,041.87	2,102.53	2,164.93
	Annual	19,385.60	20,134.40	20,841.60	21,569.60	22,297.60	23,046.40	23,774.40	24,502.40	25,230.40	25,979.20
306	Hourly	9.81	10.20	10.60	10.99	11.38	11.78	12.17	12.56	12.96	13.35
	Semi-Monthly	850.20	884.00	918.67	952.47	986.27	1,020.93	1,054.73	1,088.53	1,123.20	1,157.00
	Monthly	1,700.40	1,768.00	1,837.33	1,904.93	1,972.53	2,041.87	2,109.47	2,177.07	2,246.40	2,314.00
	Annual	20,404.80	21,216.00	22,048.00	22,859.20	23,670.40	24,502.40	25,313.60	26,124.80	26,956.80	27,768.00
307	Hourly	10.45	10.88	11.30	11.71	12.13	12.55	12.97	13.39	13.81	14.23
	Semi-Monthly	905.67	942.93	979.33	1,014.87	1,051.27	1,087.67	1,124.07	1,160.47	1,196.87	1,233.27
	Monthly	1,811.33	1,885.87	1,958.67	2,029.73	2,102.53	2,175.33	2,248.13	2,320.93	2,393.73	2,466.53
	Annual	21,736.00	22,630.40	23,504.00	24,356.80	25,230.40	26,104.00	26,977.60	27,851.20	28,724.80	29,598.40
308	Hourly	10.93	11.37	11.81	12.25	12.69	13.13	13.57	14.02	14.46	14.90
	Semi-Monthly	947.27	985.40	1,023.53	1,061.67	1,099.80	1,137.93	1,176.07	1,215.07	1,253.20	1,291.33
	Monthly	1,894.53	1,970.80	2,047.07	2,123.33	2,199.60	2,275.87	2,352.13	2,430.13	2,506.40	2,582.67
	Annual	22,734.40	23,649.60	24,564.80	25,480.00	26,395.20	27,310.40	28,225.60	29,161.60	30,076.80	30,992.00

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Board of Regents, State of Iowa
Security Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
309	Hourly	11.60	12.07	12.53	12.99	13.45	13.91	14.37	14.83	15.29	15.75
	Semi-Monthly	1,005.33	1,046.07	1,085.93	1,125.80	1,165.67	1,205.53	1,245.40	1,285.27	1,325.13	1,365.00
	Monthly	2,010.67	2,092.13	2,171.87	2,251.60	2,331.33	2,411.07	2,490.80	2,570.53	2,650.27	2,730.00
	Annual	24,128.00	25,105.60	26,062.40	27,019.20	27,976.00	28,932.80	29,889.60	30,846.40	31,803.20	32,760.00
310	Hourly	12.13	12.62	13.11	13.59	14.09	14.58	15.06	15.55	16.05	16.53
	Semi-Monthly	1,051.27	1,093.73	1,136.20	1,177.80	1,221.13	1,263.60	1,305.20	1,347.67	1,391.00	1,432.60
	Monthly	2,102.53	2,187.47	2,272.40	2,355.60	2,442.27	2,527.20	2,610.40	2,695.33	2,782.00	2,865.20
	Annual	25,230.40	26,249.60	27,268.80	28,267.20	29,307.20	30,326.40	31,324.80	32,344.00	33,384.00	34,382.40
311	Hourly	12.65	13.16	13.69	14.20	14.71	15.24	15.75	16.26	16.79	17.30
	Semi-Monthly	1,096.33	1,140.53	1,186.47	1,230.67	1,274.87	1,320.80	1,365.00	1,409.20	1,455.13	1,499.33
	Monthly	2,192.67	2,281.07	2,372.93	2,461.33	2,549.73	2,641.60	2,730.00	2,818.40	2,910.27	2,998.67
	Annual	26,312.00	27,372.80	28,475.20	29,536.00	30,596.80	31,699.20	32,760.00	33,820.80	34,923.20	35,984.00
312	Hourly	13.26	13.80	14.34	14.89	15.43	15.97	16.52	17.06	17.61	18.15
	Semi-Monthly	1,149.20	1,196.00	1,242.80	1,290.47	1,337.27	1,384.07	1,431.73	1,478.53	1,526.20	1,573.00
	Monthly	2,298.40	2,392.00	2,485.60	2,580.93	2,674.53	2,768.13	2,863.47	2,957.07	3,052.40	3,146.00
	Annual	27,580.80	28,704.00	29,827.20	30,971.20	32,094.40	33,217.60	34,361.60	35,484.80	36,628.80	37,752.00
313	Hourly	13.81	14.39	14.97	15.55	16.13	16.71	17.29	17.87	18.45	19.03
	Semi-Monthly	1,196.87	1,247.13	1,297.40	1,347.67	1,397.93	1,448.20	1,498.47	1,548.73	1,599.00	1,649.27
	Monthly	2,393.73	2,494.27	2,594.80	2,695.33	2,795.87	2,896.40	2,996.93	3,097.47	3,198.00	3,298.53
	Annual	28,724.80	29,931.20	31,137.60	32,344.00	33,550.40	34,756.80	35,963.20	37,169.60	38,376.00	39,582.40
314	Hourly	14.46	15.02	15.58	16.15	16.70	17.27	17.83	18.40	18.96	19.52
	Semi-Monthly	1,253.20	1,301.73	1,350.27	1,399.67	1,447.33	1,496.73	1,545.27	1,594.67	1,643.20	1,691.73
	Monthly	2,506.40	2,603.47	2,700.53	2,799.33	2,894.67	2,993.47	3,090.53	3,189.33	3,286.40	3,383.47
	Annual	30,076.80	31,241.60	32,406.40	33,592.00	34,736.00	35,921.60	37,086.40	38,272.00	39,436.80	40,601.60
315	Hourly	14.95	15.56	16.18	16.80	17.41	18.03	18.64	19.26	19.87	20.49
	Semi-Monthly	1,295.67	1,348.53	1,402.27	1,456.00	1,508.87	1,562.60	1,615.47	1,669.20	1,722.07	1,775.80
	Monthly	2,591.33	2,697.07	2,804.53	2,912.00	3,017.73	3,125.20	3,230.93	3,338.40	3,444.13	3,551.60
	Annual	31,096.00	32,364.80	33,654.40	34,944.00	36,212.80	37,502.40	38,771.20	40,060.80	41,329.60	42,619.20

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Board of Regents, State of Iowa
Technical Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
401	Hourly	6.63	6.90	7.19	7.48	7.77	8.04	8.33	8.62	8.90	9.18
	Semi-Monthly	574.60	598.00	623.13	648.27	673.40	696.80	721.93	747.07	771.33	795.60
	Monthly	1,149.20	1,196.00	1,246.27	1,296.53	1,346.80	1,393.60	1,443.87	1,494.13	1,542.67	1,591.20
	Annual	13,790.40	14,352.00	14,955.20	15,558.40	16,161.60	16,723.20	17,326.40	17,929.60	18,512.00	19,094.40
402	Hourly	7.33	7.61	7.89	8.18	8.46	8.75	9.04	9.32	9.60	9.89
	Semi-Monthly	635.27	659.53	683.80	708.93	733.20	758.33	783.47	807.73	832.00	857.13
	Monthly	1,270.53	1,319.07	1,367.60	1,417.87	1,466.40	1,516.67	1,566.93	1,615.47	1,664.00	1,714.27
	Annual	15,246.40	15,828.80	16,411.20	17,014.40	17,596.80	18,200.00	18,803.20	19,385.60	19,968.00	20,571.20
403	Hourly	7.96	8.28	8.60	8.92	9.23	9.55	9.88	10.20	10.52	10.83
	Semi-Monthly	689.87	717.60	745.33	773.07	799.93	827.67	856.27	884.00	911.73	938.60
	Monthly	1,379.73	1,435.20	1,490.67	1,546.13	1,599.87	1,655.33	1,712.53	1,768.00	1,823.47	1,877.20
	Annual	16,556.80	17,222.40	17,888.00	18,553.60	19,198.40	19,864.00	20,550.40	21,216.00	21,881.60	22,526.40
404	Hourly	8.46	8.81	9.17	9.52	9.87	10.22	10.58	10.93	11.28	11.62
	Semi-Monthly	733.20	763.53	794.73	825.07	855.40	885.73	916.93	947.27	977.60	1,007.07
	Monthly	1,466.40	1,527.07	1,589.47	1,650.13	1,710.80	1,771.47	1,833.87	1,894.53	1,955.20	2,014.13
	Annual	17,596.80	18,324.80	19,073.60	19,801.60	20,529.60	21,257.60	22,006.40	22,734.40	23,462.40	24,169.60
405	Hourly	9.09	9.46	9.84	10.22	10.60	10.97	11.35	11.73	12.10	12.48
	Semi-Monthly	787.80	819.87	852.80	885.73	918.67	950.73	983.67	1,016.60	1,048.67	1,081.60
	Monthly	1,575.60	1,639.73	1,705.60	1,771.47	1,837.33	1,901.47	1,967.33	2,033.20	2,097.33	2,163.20
	Annual	18,907.20	19,676.80	20,467.20	21,257.60	22,048.00	22,817.60	23,608.00	24,398.40	25,168.00	25,958.40
406	Hourly	9.60	10.02	10.44	10.87	11.29	11.70	12.12	12.54	12.96	13.38
	Semi-Monthly	832.00	868.40	904.80	942.07	978.47	1,014.00	1,050.40	1,086.80	1,123.20	1,159.60
	Monthly	1,664.00	1,736.80	1,809.60	1,884.13	1,956.93	2,028.00	2,100.80	2,173.60	2,246.40	2,319.20
	Annual	19,968.00	20,841.60	21,715.20	22,609.60	23,483.20	24,336.00	25,209.60	26,083.20	26,956.80	27,830.40
407	Hourly	10.32	10.76	11.21	11.66	12.10	12.54	12.98	13.42	13.86	14.30
	Semi-Monthly	894.40	932.53	971.53	1,010.53	1,048.67	1,086.80	1,124.93	1,163.07	1,201.20	1,239.33
	Monthly	1,788.80	1,865.07	1,943.07	2,021.07	2,097.33	2,173.60	2,249.87	2,326.13	2,402.40	2,478.67
	Annual	21,465.60	22,380.80	23,316.80	24,252.80	25,168.00	26,083.20	26,998.40	27,913.60	28,828.80	29,744.00
408	Hourly	10.81	11.29	11.76	12.23	12.70	13.17	13.65	14.12	14.59	15.07
	Semi-Monthly	936.87	978.47	1,019.20	1,059.93	1,100.67	1,141.40	1,183.00	1,223.73	1,264.47	1,306.07
	Monthly	1,873.73	1,956.93	2,038.40	2,119.87	2,201.33	2,282.80	2,366.00	2,447.47	2,528.93	2,612.13
	Annual	22,484.80	23,483.20	24,460.80	25,438.40	26,416.00	27,393.60	28,392.00	29,369.60	30,347.20	31,345.60

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
409	Hourly	11.55	12.01	12.49	12.96	13.43	13.89	14.36	14.84	15.30	15.77
	Semi-Monthly	1,001.00	1,040.87	1,082.47	1,123.20	1,163.93	1,203.80	1,244.53	1,286.13	1,326.00	1,366.73
	Monthly	2,002.00	2,081.73	2,164.93	2,246.40	2,327.87	2,407.60	2,489.07	2,572.27	2,652.00	2,733.47
	Annual	24,024.00	24,980.80	25,979.20	26,956.80	27,934.40	28,891.20	29,868.80	30,867.20	31,824.00	32,801.60
410	Hourly	12.10	12.58	13.05	13.53	14.00	14.49	14.96	15.44	15.91	16.40
	Semi-Monthly	1,048.67	1,090.27	1,131.00	1,172.60	1,213.33	1,255.80	1,296.53	1,338.13	1,378.87	1,421.33
	Monthly	2,097.33	2,180.53	2,262.00	2,345.20	2,426.67	2,511.60	2,593.07	2,676.27	2,757.73	2,842.67
	Annual	25,168.00	26,166.40	27,144.00	28,142.40	29,120.00	30,139.20	31,116.80	32,115.20	33,092.80	34,112.00
411	Hourly	12.65	13.15	13.66	14.16	14.67	15.17	15.68	16.18	16.68	17.20
	Semi-Monthly	1,096.33	1,139.67	1,183.87	1,227.20	1,271.40	1,314.73	1,358.93	1,402.27	1,445.60	1,490.67
	Monthly	2,192.67	2,279.33	2,367.73	2,454.40	2,542.80	2,629.47	2,717.87	2,804.53	2,891.20	2,981.33
	Annual	26,312.00	27,352.00	28,412.80	29,452.80	30,513.60	31,553.60	32,614.40	33,654.40	34,694.40	35,776.00
412	Hourly	13.29	13.81	14.34	14.88	15.40	15.93	16.46	16.99	17.52	18.05
	Semi-Monthly	1,151.80	1,196.87	1,242.80	1,289.60	1,334.67	1,380.60	1,426.53	1,472.47	1,518.40	1,564.33
	Monthly	2,303.60	2,393.73	2,485.60	2,579.20	2,669.33	2,761.20	2,853.07	2,944.93	3,036.80	3,128.67
	Annual	27,643.20	28,724.80	29,827.20	30,950.40	32,032.00	33,134.40	34,236.80	35,339.20	36,441.60	37,544.00
413	Hourly	13.86	14.44	15.00	15.56	16.13	16.70	17.27	17.83	18.40	18.96
	Semi-Monthly	1,201.20	1,251.47	1,300.00	1,348.53	1,397.93	1,447.33	1,496.73	1,545.27	1,594.67	1,643.20
	Monthly	2,402.40	2,502.93	2,600.00	2,697.07	2,795.87	2,894.67	2,993.47	3,090.53	3,189.33	3,286.40
	Annual	28,828.80	30,035.20	31,200.00	32,364.80	33,550.40	34,736.00	35,921.60	37,086.40	38,272.00	39,436.80
414	Hourly	14.59	15.14	15.69	16.23	16.78	17.32	17.86	18.42	18.96	19.50
	Semi-Monthly	1,264.47	1,312.13	1,359.80	1,406.60	1,454.27	1,501.07	1,547.87	1,596.40	1,643.20	1,690.00
	Monthly	2,528.93	2,624.27	2,719.60	2,813.20	2,908.53	3,002.13	3,095.73	3,192.80	3,286.40	3,380.00
	Annual	30,347.20	31,491.20	32,635.20	33,758.40	34,902.40	36,025.60	37,148.80	38,313.60	39,436.80	40,560.00
415	Hourly	14.94	15.56	16.18	16.81	17.42	18.05	18.66	19.29	19.91	20.53
	Semi-Monthly	1,294.80	1,348.53	1,402.27	1,456.87	1,509.73	1,564.33	1,617.20	1,671.80	1,725.53	1,779.27
	Monthly	2,589.60	2,697.07	2,804.53	2,913.73	3,019.47	3,128.67	3,234.40	3,343.60	3,451.07	3,558.53
	Annual	31,075.20	32,364.80	33,654.40	34,964.80	36,233.60	37,544.00	38,812.80	40,123.20	41,412.80	42,702.40

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
501	Hourly	6.63	6.95	7.27	7.59	7.91	8.24	8.56	8.89	9.20	9.53
	Semi-Monthly	574.60	602.33	630.07	657.80	685.53	714.13	741.87	770.47	797.33	825.93
	Monthly	1,149.20	1,204.67	1,260.13	1,315.60	1,371.07	1,428.27	1,483.73	1,540.93	1,594.67	1,651.87
	Annual	13,790.40	14,456.00	15,121.60	15,787.20	16,452.80	17,139.20	17,804.80	18,491.20	19,136.00	19,822.40
502	Hourly	7.33	7.64	7.97	8.30	8.62	8.95	9.28	9.59	9.92	10.25
	Semi-Monthly	635.27	662.13	690.73	719.33	747.07	775.67	804.27	831.13	859.73	888.33
	Monthly	1,270.53	1,324.27	1,381.47	1,438.67	1,494.13	1,551.33	1,608.53	1,662.27	1,719.47	1,776.67
	Annual	15,246.40	15,891.20	16,577.60	17,264.00	17,929.60	18,616.00	19,302.40	19,947.20	20,633.60	21,320.00
503	Hourly	7.96	8.32	8.69	9.05	9.42	9.78	10.15	10.51	10.88	11.23
	Semi-Monthly	689.87	721.07	753.13	784.33	816.40	847.60	879.67	910.87	942.93	973.27
	Monthly	1,379.73	1,442.13	1,506.27	1,568.67	1,632.80	1,695.20	1,759.33	1,821.73	1,885.87	1,946.53
	Annual	16,556.80	17,305.60	18,075.20	18,824.00	19,593.60	20,342.40	21,112.00	21,860.80	22,630.40	23,358.40
504	Hourly	8.46	8.85	9.25	9.64	10.04	10.43	10.82	11.22	11.61	12.00
	Semi-Monthly	733.20	767.00	801.67	835.47	870.13	903.93	937.73	972.40	1,006.20	1,040.00
	Monthly	1,466.40	1,534.00	1,603.33	1,670.93	1,740.27	1,807.87	1,875.47	1,944.80	2,012.40	2,080.00
	Annual	17,596.80	18,408.00	19,240.00	20,051.20	20,883.20	21,694.40	22,505.60	23,337.60	24,148.80	24,960.00
505	Hourly	9.09	9.51	9.93	10.35	10.78	11.20	11.62	12.05	12.47	12.90
	Semi-Monthly	787.80	824.20	860.60	897.00	934.27	970.67	1,007.07	1,044.33	1,080.73	1,118.00
	Monthly	1,575.60	1,648.40	1,721.20	1,794.00	1,868.53	1,941.33	2,014.13	2,088.67	2,161.47	2,236.00
	Annual	18,907.20	19,780.80	20,654.40	21,528.00	22,422.40	23,296.00	24,169.60	25,064.00	25,937.60	26,832.00
506	Hourly	9.60	10.08	10.55	11.02	11.49	11.96	12.44	12.91	13.38	13.85
	Semi-Monthly	832.00	873.60	914.33	955.07	995.80	1,036.53	1,078.13	1,118.87	1,159.60	1,200.33
	Monthly	1,664.00	1,747.20	1,828.67	1,910.13	1,991.60	2,073.07	2,156.27	2,237.73	2,319.20	2,400.67
	Annual	19,968.00	20,966.40	21,944.00	22,921.60	23,899.20	24,876.80	25,875.20	26,852.80	27,830.40	28,808.00
507	Hourly	10.32	10.82	11.32	11.82	12.31	12.81	13.32	13.81	14.31	14.81
	Semi-Monthly	894.40	937.73	981.07	1,024.40	1,066.87	1,110.20	1,154.40	1,196.87	1,240.20	1,283.53
	Monthly	1,788.80	1,875.47	1,962.13	2,048.80	2,133.73	2,220.40	2,308.80	2,393.73	2,480.40	2,567.07
	Annual	21,465.60	22,505.60	23,545.60	24,585.60	25,604.80	26,644.80	27,705.60	28,724.80	29,764.80	30,804.80
508	Hourly	10.81	11.34	11.87	12.39	12.93	13.45	13.98	14.51	15.04	15.56
	Semi-Monthly	936.87	982.80	1,028.73	1,073.80	1,120.60	1,165.67	1,211.60	1,257.53	1,303.47	1,348.53
	Monthly	1,873.73	1,965.60	2,057.47	2,147.60	2,241.20	2,331.33	2,423.20	2,515.07	2,606.93	2,697.07
	Annual	22,484.80	23,587.20	24,689.60	25,771.20	26,894.40	27,976.00	29,078.40	30,180.80	31,283.20	32,364.80

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
509	Hourly	11.55	12.09	12.61	13.14	13.68	14.21	14.73	15.27	15.80	16.33
	Semi-Monthly	1,001.00	1,047.80	1,092.87	1,138.80	1,185.60	1,231.53	1,276.60	1,323.40	1,369.33	1,415.27
	Monthly	2,002.00	2,095.60	2,185.73	2,277.60	2,371.20	2,463.07	2,553.20	2,646.80	2,738.67	2,830.53
	Annual	24,024.00	25,147.20	26,228.80	27,331.20	28,454.40	29,556.80	30,638.40	31,761.60	32,864.00	33,966.40
510	Hourly	12.10	12.64	13.18	13.72	14.26	14.81	15.34	15.88	16.43	16.96
	Semi-Monthly	1,048.67	1,095.47	1,142.27	1,189.07	1,235.87	1,283.53	1,329.47	1,376.27	1,423.93	1,469.87
	Monthly	2,097.33	2,190.93	2,284.53	2,378.13	2,471.73	2,567.07	2,658.93	2,752.53	2,847.87	2,939.73
	Annual	25,168.00	26,291.20	27,414.40	28,537.60	29,660.80	30,804.80	31,907.20	33,030.40	34,174.40	35,276.80
511	Hourly	12.65	13.23	13.79	14.36	14.93	15.50	16.08	16.64	17.22	17.78
	Semi-Monthly	1,096.33	1,146.60	1,195.13	1,244.53	1,293.93	1,343.33	1,393.60	1,442.13	1,492.40	1,540.93
	Monthly	2,192.67	2,293.20	2,390.27	2,489.07	2,587.87	2,686.67	2,787.20	2,884.27	2,984.80	3,081.87
	Annual	26,312.00	27,518.40	28,683.20	29,868.80	31,054.40	32,240.00	33,446.40	34,611.20	35,817.60	36,982.40
512	Hourly	13.29	13.88	14.49	15.08	15.69	16.29	16.89	17.49	18.09	18.69
	Semi-Monthly	1,151.80	1,202.93	1,255.80	1,306.93	1,359.80	1,411.80	1,463.80	1,515.80	1,567.80	1,619.80
	Monthly	2,303.60	2,405.87	2,511.60	2,613.87	2,719.60	2,823.60	2,927.60	3,031.60	3,135.60	3,239.60
	Annual	27,643.20	28,870.40	30,139.20	31,366.40	32,635.20	33,883.20	35,131.20	36,379.20	37,627.20	38,875.20
513	Hourly	13.86	14.51	15.14	15.79	16.43	17.07	17.71	18.34	18.99	19.63
	Semi-Monthly	1,201.20	1,257.53	1,312.13	1,368.47	1,423.93	1,479.40	1,534.87	1,589.47	1,645.80	1,701.27
	Monthly	2,402.40	2,515.07	2,624.27	2,736.93	2,847.87	2,958.80	3,069.73	3,178.93	3,291.60	3,402.53
	Annual	28,828.80	30,180.80	31,491.20	32,843.20	34,174.40	35,505.60	36,836.80	38,147.20	39,499.20	40,830.40
514	Hourly	14.59	15.22	15.84	16.48	17.10	17.73	18.36	18.98	19.61	20.23
	Semi-Monthly	1,264.47	1,319.07	1,372.80	1,428.27	1,482.00	1,536.60	1,591.20	1,644.93	1,699.53	1,753.27
	Monthly	2,528.93	2,638.13	2,745.60	2,856.53	2,964.00	3,073.20	3,182.40	3,289.87	3,399.07	3,506.53
	Annual	30,347.20	31,657.60	32,947.20	34,278.40	35,568.00	36,878.40	38,188.80	39,478.40	40,788.80	42,078.40
515	Hourly	14.94	15.65	16.35	17.05	17.76	18.47	19.17	19.87	20.57	21.28
	Semi-Monthly	1,294.80	1,356.33	1,417.00	1,477.67	1,539.20	1,600.73	1,661.40	1,722.07	1,782.73	1,844.27
	Monthly	2,589.60	2,712.67	2,834.00	2,955.33	3,078.40	3,201.47	3,322.80	3,444.13	3,565.47	3,688.53
	Annual	31,075.20	32,552.00	34,008.00	35,464.00	36,940.80	38,417.60	39,873.60	41,329.60	42,785.60	44,262.40

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Nonorganized Pay Plan
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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
101	Hourly	6.63	6.95	7.27	7.59	7.91	8.24	8.56	8.89	9.20	9.53
	Semi-Monthly	574.60	602.33	630.07	657.80	685.53	714.13	741.87	770.47	797.33	825.93
	Monthly	1,149.20	1,204.67	1,260.13	1,315.60	1,371.07	1,428.27	1,483.73	1,540.93	1,594.67	1,651.87
	Annual	13,790.40	14,456.00	15,121.60	15,787.20	16,452.80	17,139.20	17,804.80	18,491.20	19,136.00	19,822.40
102	Hourly	7.33	7.64	7.97	8.30	8.62	8.95	9.28	9.59	9.92	10.25
	Semi-Monthly	635.27	662.13	690.73	719.33	747.07	775.67	804.27	831.13	859.73	888.33
	Monthly	1,270.53	1,324.27	1,381.47	1,438.67	1,494.13	1,551.33	1,608.53	1,662.27	1,719.47	1,776.67
	Annual	15,246.40	15,891.20	16,577.60	17,264.00	17,929.60	18,616.00	19,302.40	19,947.20	20,633.60	21,320.00
103	Hourly	7.96	8.32	8.69	9.05	9.42	9.78	10.15	10.51	10.88	11.23
	Semi-Monthly	689.87	721.07	753.13	784.33	816.40	847.60	879.67	910.87	942.93	973.27
	Monthly	1,379.73	1,442.13	1,506.27	1,568.67	1,632.80	1,695.20	1,759.33	1,821.73	1,885.87	1,946.53
	Annual	16,556.80	17,305.60	18,075.20	18,824.00	19,593.60	20,342.40	21,112.00	21,860.80	22,630.40	23,358.40
104	Hourly	8.46	8.85	9.25	9.64	10.04	10.43	10.82	11.22	11.61	12.00
	Semi-Monthly	733.20	767.00	801.67	835.47	870.13	903.93	937.73	972.40	1,006.20	1,040.00
	Monthly	1,466.40	1,534.00	1,603.33	1,670.93	1,740.27	1,807.87	1,875.47	1,944.80	2,012.40	2,080.00
	Annual	17,596.80	18,408.00	19,240.00	20,051.20	20,883.20	21,694.40	22,505.60	23,337.60	24,148.80	24,960.00
105	Hourly	9.09	9.51	9.93	10.35	10.78	11.20	11.62	12.05	12.47	12.90
	Semi-Monthly	787.80	824.20	860.60	897.00	934.27	970.67	1,007.07	1,044.33	1,080.73	1,118.00
	Monthly	1,575.60	1,648.40	1,721.20	1,794.00	1,868.53	1,941.33	2,014.13	2,088.67	2,161.47	2,236.00
	Annual	18,907.20	19,780.80	20,654.40	21,528.00	22,422.40	23,296.00	24,169.60	25,064.00	25,937.60	26,832.00
106	Hourly	9.60	10.08	10.55	11.02	11.49	11.96	12.44	12.91	13.38	13.85
	Semi-Monthly	832.00	873.60	914.33	955.07	995.80	1,036.53	1,078.13	1,118.87	1,159.60	1,200.33
	Monthly	1,664.00	1,747.20	1,828.67	1,910.13	1,991.60	2,073.07	2,156.27	2,237.73	2,319.20	2,400.67
	Annual	19,968.00	20,966.40	21,944.00	22,921.60	23,899.20	24,876.80	25,875.20	26,852.80	27,830.40	28,808.00
107	Hourly	10.32	10.82	11.32	11.82	12.31	12.81	13.32	13.81	14.31	14.81
	Semi-Monthly	894.40	937.73	981.07	1,024.40	1,066.87	1,110.20	1,154.40	1,196.87	1,240.20	1,283.53
	Monthly	1,788.80	1,875.47	1,962.13	2,048.80	2,133.73	2,220.40	2,308.80	2,393.73	2,480.40	2,567.07
	Annual	21,465.60	22,505.60	23,545.60	24,585.60	25,604.80	26,644.80	27,705.60	28,724.80	29,764.80	30,804.80
108	Hourly	10.81	11.34	11.87	12.39	12.93	13.45	13.98	14.51	15.04	15.56
	Semi-Monthly	936.87	982.80	1,028.73	1,073.80	1,120.60	1,165.67	1,211.60	1,257.53	1,303.47	1,348.53
	Monthly	1,873.73	1,965.60	2,057.47	2,147.60	2,241.20	2,331.33	2,423.20	2,515.07	2,606.93	2,697.07
	Annual	22,484.80	23,587.20	24,689.60	25,771.20	26,894.40	27,976.00	29,078.40	30,180.80	31,283.20	32,364.80
109	Hourly	11.55	12.09	12.61	13.14	13.68	14.21	14.73	15.27	15.80	16.33
	Semi-Monthly	1,001.00	1,047.80	1,092.87	1,138.80	1,185.60	1,231.53	1,276.60	1,323.40	1,369.33	1,415.27
	Monthly	2,002.00	2,095.60	2,185.73	2,277.60	2,371.20	2,463.07	2,553.20	2,646.80	2,738.67	2,830.53
	Annual	24,024.00	25,147.20	26,228.80	27,331.20	28,454.40	29,556.80	30,638.40	31,761.60	32,864.00	33,966.40

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Board of Regents, State of Iowa
Nonorganized Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
110	Hourly	12.10	12.64	13.18	13.72	14.26	14.81	15.34	15.88	16.43	16.96
	Semi-Monthly	1,048.67	1,095.47	1,142.27	1,189.07	1,235.87	1,283.53	1,329.47	1,376.27	1,423.93	1,469.87
	Monthly	2,097.33	2,190.93	2,284.53	2,378.13	2,471.73	2,567.07	2,658.93	2,752.53	2,847.87	2,939.73
	Annual	25,168.00	26,291.20	27,414.40	28,537.60	29,660.80	30,804.80	31,907.20	33,030.40	34,174.40	35,276.80
111	Hourly	12.65	13.23	13.79	14.36	14.93	15.50	16.08	16.64	17.22	17.78
	Semi-Monthly	1,096.33	1,146.60	1,195.13	1,244.53	1,293.93	1,343.33	1,393.60	1,442.13	1,492.40	1,540.93
	Monthly	2,192.67	2,293.20	2,390.27	2,489.07	2,587.87	2,686.67	2,787.20	2,884.27	2,984.80	3,081.87
	Annual	26,312.00	27,518.40	28,683.20	29,868.80	31,054.40	32,240.00	33,446.40	34,611.20	35,817.60	36,982.40
112	Hourly	13.29	13.88	14.49	15.08	15.69	16.29	16.89	17.49	18.09	18.69
	Semi-Monthly	1,151.80	1,202.93	1,255.80	1,306.93	1,359.80	1,411.80	1,463.80	1,515.80	1,567.80	1,619.80
	Monthly	2,303.60	2,405.87	2,511.60	2,613.87	2,719.60	2,823.60	2,927.60	3,031.60	3,135.60	3,239.60
	Annual	27,643.20	28,870.40	30,139.20	31,366.40	32,635.20	33,883.20	35,131.20	36,379.20	37,627.20	38,875.20
113	Hourly	13.86	14.51	15.14	15.79	16.43	17.07	17.71	18.34	18.99	19.63
	Semi-Monthly	1,201.20	1,257.53	1,312.13	1,368.47	1,423.93	1,479.40	1,534.87	1,589.47	1,645.80	1,701.27
	Monthly	2,402.40	2,515.07	2,624.27	2,736.93	2,847.87	2,958.80	3,069.73	3,178.93	3,291.60	3,402.53
	Annual	28,828.80	30,180.80	31,491.20	32,843.20	34,174.40	35,505.60	36,836.80	38,147.20	39,499.20	40,830.40
114	Hourly	14.59	15.22	15.84	16.48	17.10	17.73	18.36	18.98	19.61	20.23
	Semi-Monthly	1,264.47	1,319.07	1,372.80	1,428.27	1,482.00	1,536.60	1,591.20	1,644.93	1,699.53	1,753.27
	Monthly	2,528.93	2,638.13	2,745.60	2,856.53	2,964.00	3,073.20	3,182.40	3,289.87	3,399.07	3,506.53
	Annual	30,347.20	31,657.60	32,947.20	34,278.40	35,568.00	36,878.40	38,188.80	39,478.40	40,788.80	42,078.40
115	Hourly	14.94	15.65	16.35	17.05	17.76	18.47	19.17	19.87	20.57	21.28
	Semi-Monthly	1,294.80	1,356.33	1,417.00	1,477.67	1,539.20	1,600.73	1,661.40	1,722.07	1,782.73	1,844.27
	Monthly	2,589.60	2,712.67	2,834.00	2,955.33	3,078.40	3,201.47	3,322.80	3,444.13	3,565.47	3,688.53
	Annual	31,075.20	32,552.00	34,008.00	35,464.00	36,940.80	38,417.60	39,873.60	41,329.60	42,785.60	44,262.40
116	Hourly	15.52	16.29	17.05	17.82	18.59	19.35	20.12	20.89	21.65	22.42
	Semi-Monthly	1,345.07	1,411.80	1,477.67	1,544.40	1,611.13	1,677.00	1,743.73	1,810.47	1,876.33	1,943.07
	Monthly	2,690.13	2,823.60	2,955.33	3,088.80	3,222.27	3,354.00	3,487.47	3,620.93	3,752.67	3,886.13
	Annual	32,281.60	33,883.20	35,464.00	37,065.60	38,667.20	40,248.00	41,849.60	43,451.20	45,032.00	46,633.60
117	Hourly	16.29	17.10	17.90	18.71	19.51	20.33	21.13	21.94	22.75	23.55
	Semi-Monthly	1,411.80	1,482.00	1,551.33	1,621.53	1,690.87	1,761.93	1,831.27	1,901.47	1,971.67	2,041.00
	Monthly	2,823.60	2,964.00	3,102.67	3,243.07	3,381.73	3,523.87	3,662.53	3,802.93	3,943.33	4,082.00
	Annual	33,883.20	35,568.00	37,232.00	38,916.80	40,580.80	42,286.40	43,950.40	45,635.20	47,320.00	48,984.00
118	Hourly	17.11	17.97	18.82	19.67	20.52	21.37	22.22	23.07	23.93	24.78
	Semi-Monthly	1,482.87	1,557.40	1,631.07	1,704.73	1,778.40	1,852.07	1,925.73	1,999.40	2,073.93	2,147.60
	Monthly	2,965.73	3,114.80	3,262.13	3,409.47	3,556.80	3,704.13	3,851.47	3,998.80	4,147.87	4,295.20
	Annual	35,588.80	37,377.60	39,145.60	40,913.60	42,681.60	44,449.60	46,217.60	47,985.60	49,774.40	51,542.40

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