

County Council of Cuyahoga County, Ohio

Ordinance No. O2012-0024

Sponsored by: County Executive FitzGerald on behalf of Human Resource Commission	An Ordinance providing for adoption of various changes to the Cuyahoga County Non-Bargaining Salary Schedules, and declaring the necessity that this Ordinance become immediately effective.
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WHEREAS, Section 9.01 of the Charter of Cuyahoga County states that the County's human resources policies and systems shall be established by ordinance and shall be administered in such a manner as will eliminate unnecessary expense and duplication of effort, while ensuring that persons will be employed in the public service without discrimination on the basis of race, color, religion, sex, national origin, sexual orientation, disability, age or ancestry; and,

WHEREAS, Section 9.03 of the Charter of Cuyahoga County states that the Cuyahoga County Human Resource Commission shall administer a clear, countywide classification and salary administration system for technical, specialist, administrative and clerical functions with a limited number of broad pay ranges within each classification; and,

WHEREAS, Section 2.10 of the Cuyahoga County Personnel Policies and Procedures Manual (Ordinances No. O2011-0015 and O2011-0028) states that the employment of all classified County employees is subject to the provisions of the Ohio Revised Code, the Ohio Administrative Code, the Cuyahoga County Administrative Rules and the Policies and Procedures Manual; and,

WHEREAS, the Director of Human Resources submitted several proposed changes to the Cuyahoga County Non-Bargaining Salary Schedule to the Human Resource Commission; and,

WHEREAS, the unique functions and labor market associated with the Sheriff's Department Medical Unit, the Medical Examiner's Office and the Information Services Center, necessitate the modification of the current non-bargaining Salary Schedule to include higher pay ranges ("Schedule A"); and,

WHEREAS, the creation of a new Non-Bargaining Salary for all information technology positions is also required ("Schedule B"); and,

WHEREAS, Schedule A includes all classified positions with the exception of information technology which will expand from 19 pay grades to 30 due to the creation of professional classifications such as Physician, Dentist, Forensic Pathologist and Psychiatrist; and,

WHEREAS, Schedule B is required because labor market conditions in the computer industry are restricting the County's ability to maintain and recruit employees. These same market conditions are still increasing pay ranges for computer-related classifications at a higher percentage rate than other County classifications; and,

WHEREAS, the Human Resource Commission held several public meetings on this matter and has undergone significant review, evaluation and modification of such submitted changes to the Cuyahoga County Non-Bargaining Salary Schedules; and,

WHEREAS, on July 5, 2012, the Human Resource Commission met for their final review of the salary schedules for non-bargaining employees (attached hereto as Non-Bargaining 2012 Salary Schedule A and Non-Bargaining 2012 Salary Schedule B), and recommend to County Council the formal adoption and implementation of the attached changes; and,

WHEREAS, it is necessary that this Ordinance become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County department.

NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. Council hereby adopts the changes made to the Cuyahoga County Non-Bargaining 2012 Salary Schedule A and the new Non-Bargaining 2012 Salary Schedule B (attached hereto).

SECTION 2. It is necessary that this Ordinance become immediately effective in order that critical services provided by Cuyahoga County can continue, and to continue the usual and daily operation of a County department. Provided that this Ordinance receives the affirmative vote of eight members of Council, this Ordinance shall become immediately effective upon the signature of the County Executive.

SECTION 3. It is found and determined that all formal actions of this Council relating to the adoption of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by Ms. Conwell, seconded by Ms. Simon, the foregoing Ordinance was duly enacted.

Yeas: Greenspan, Miller, Brady, Germana, Gallagher, Schron, Conwell, Jones, Rogers, Simon and Connally

Nays: None

County Council President

Date

County Executive

Date

Clerk of Council

Date

First Reading/Referred to Committee: August 14, 2012

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal CC007

September 11, 2012

Non-Bargaining Salary Schedule A

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
1	\$21,390.40	\$22,214.40	\$22,838.40	\$23,441.60	\$24,055.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,596.20	\$26,873.60	\$27,352.00	\$27,830.40	\$28,329.60	\$28,787.20	\$29,266.60	\$29,764.80	\$30,222.40
2	\$10.38	\$10.68	\$10.98	\$11.27	\$11.57	\$11.87	\$12.16	\$12.46	\$12.69	\$12.92	\$13.15	\$13.38	\$13.62	\$13.84	\$14.07	\$14.31	\$14.53
3	\$24,273.60	\$24,960.00	\$25,667.20	\$26,393.60	\$27,040.00	\$27,747.20	\$28,433.60	\$29,140.80	\$29,681.60	\$30,201.60	\$30,742.40	\$31,283.20	\$31,824.00	\$32,364.80	\$32,905.60	\$33,446.40	\$33,987.20
4	\$11.67	\$12.00	\$12.34	\$12.67	\$13.00	\$13.34	\$13.67	\$14.01	\$14.27	\$14.52	\$14.78	\$15.04	\$15.30	\$15.56	\$15.82	\$16.08	\$16.34
5	\$26,956.80	\$27,726.40	\$28,696.00	\$29,225.60	\$30,095.20	\$30,804.80	\$31,574.40	\$32,344.00	\$32,947.20	\$33,529.60	\$34,132.80	\$34,736.00	\$35,318.40	\$35,921.60	\$36,524.80	\$37,128.00	\$37,731.20
6	\$12.96	\$13.33	\$13.70	\$14.07	\$14.44	\$14.81	\$15.18	\$15.55	\$15.84	\$16.12	\$16.41	\$16.70	\$16.98	\$17.27	\$17.56	\$17.85	\$18.14
7	\$29,619.20	\$30,472.00	\$31,324.80	\$32,156.80	\$33,009.60	\$33,862.40	\$34,715.20	\$35,568.00	\$36,212.80	\$36,878.40	\$37,544.00	\$38,168.00	\$38,833.60	\$39,499.20	\$40,164.80	\$40,809.60	\$41,475.20
8	\$14.24	\$14.65	\$15.06	\$15.46	\$15.87	\$16.28	\$16.69	\$17.10	\$17.41	\$17.73	\$18.05	\$18.35	\$18.67	\$18.99	\$19.31	\$19.62	\$19.94
9	\$32,802.40	\$33,238.40	\$34,153.60	\$35,098.80	\$35,984.00	\$36,920.00	\$37,895.20	\$38,771.20	\$39,478.40	\$40,206.40	\$40,913.60	\$41,641.60	\$42,348.80	\$43,076.80	\$43,784.00	\$44,512.00	\$45,219.20
10	\$15.53	\$15.98	\$16.42	\$16.86	\$17.30	\$17.75	\$18.19	\$18.64	\$18.98	\$19.33	\$19.67	\$20.02	\$20.36	\$20.71	\$21.05	\$21.40	\$21.74
11	\$34,985.60	\$35,984.00	\$36,982.40	\$37,980.80	\$39,000.00	\$39,977.60	\$40,976.00	\$41,995.20	\$42,784.80	\$43,554.40	\$44,304.00	\$45,054.40	\$45,864.00	\$46,693.60	\$47,454.00	\$48,214.40	\$48,984.00
12	\$16.82	\$17.30	\$17.78	\$18.26	\$18.75	\$19.22	\$19.70	\$20.19	\$20.56	\$20.93	\$21.30	\$21.68	\$22.05	\$22.42	\$22.80	\$23.18	\$23.55
13	\$37,668.80	\$38,729.60	\$39,811.20	\$40,892.80	\$41,974.40	\$43,056.00	\$44,116.80	\$45,177.60	\$46,030.40	\$46,883.20	\$47,715.20	\$48,547.20	\$49,379.20	\$50,211.20	\$51,043.20	\$51,896.00	\$52,728.00
14	\$18.11	\$18.62	\$19.14	\$19.66	\$20.18	\$20.69	\$21.21	\$21.72	\$22.13	\$22.54	\$22.94	\$23.34	\$23.74	\$24.14	\$24.54	\$24.95	\$25.35
15	\$40,531.20	\$41,496.00	\$42,640.00	\$43,794.00	\$44,948.80	\$46,113.60	\$47,257.60	\$48,401.60	\$49,296.00	\$50,190.40	\$51,105.60	\$52,000.00	\$52,894.40	\$53,788.80	\$54,683.20	\$55,577.60	\$56,472.00
16	\$19.39	\$19.95	\$20.50	\$21.05	\$21.61	\$22.17	\$22.72	\$23.27	\$23.70	\$24.13	\$24.57	\$25.00	\$25.43	\$25.86	\$26.29	\$26.72	\$27.15
17	\$43,014.40	\$44,241.60	\$45,489.60	\$46,696.00	\$47,923.20	\$49,171.20	\$50,398.40	\$51,604.80	\$52,582.40	\$53,539.20	\$54,475.20	\$55,452.80	\$56,409.60	\$57,345.60	\$58,323.20	\$59,259.20	\$60,216.00
18	\$20.68	\$21.27	\$21.87	\$22.45	\$23.04	\$23.64	\$24.23	\$24.81	\$25.28	\$25.74	\$26.19	\$26.66	\$27.12	\$27.57	\$28.04	\$28.49	\$28.95
19	\$45,697.60	\$47,008.00	\$48,318.40	\$49,608.00	\$50,918.40	\$52,228.80	\$53,539.20	\$54,828.80	\$55,948.00	\$56,867.20	\$57,886.40	\$58,884.80	\$59,904.00	\$60,923.20	\$61,942.40	\$62,961.60	\$63,980.80
20	\$21.97	\$22.60	\$23.23	\$23.85	\$24.48	\$25.11	\$25.74	\$26.36	\$26.85	\$27.34	\$27.83	\$28.31	\$28.80	\$29.29	\$29.78	\$30.27	\$30.76
21	\$48,980.80	\$49,753.60	\$51,147.20	\$52,520.00	\$53,892.80	\$55,265.60	\$56,659.20	\$58,032.00	\$59,134.40	\$60,195.20	\$61,276.80	\$62,337.60	\$63,419.20	\$64,480.00	\$65,582.40	\$66,643.20	\$67,724.80
22	\$23.26	\$23.92	\$24.59	\$25.25	\$25.91	\$26.57	\$27.24	\$27.90	\$28.43	\$28.94	\$29.46	\$29.97	\$30.49	\$31.00	\$31.53	\$32.04	\$32.56
23	\$51,043.20	\$52,520.00	\$53,976.00	\$55,432.00	\$56,888.00	\$58,344.00	\$59,800.00	\$61,256.00	\$62,379.20	\$63,523.20	\$64,667.20	\$65,790.40	\$66,934.40	\$68,057.60	\$69,201.60	\$70,324.80	\$71,468.80
24	\$24.54	\$25.25	\$25.95	\$26.65	\$27.35	\$28.05	\$28.75	\$29.45	\$29.99	\$30.54	\$31.09	\$31.63	\$32.18	\$32.72	\$33.27	\$33.81	\$34.36
25	\$53,726.40	\$55,244.80	\$56,804.80	\$58,344.00	\$59,862.40	\$61,401.60	\$62,940.80	\$64,459.20	\$65,866.60	\$66,872.00	\$68,057.60	\$69,243.20	\$70,449.60	\$71,695.20	\$72,841.60	\$74,027.20	\$75,212.80
26	\$25.83	\$26.56	\$27.31	\$28.05	\$28.78	\$29.52	\$30.26	\$30.99	\$31.57	\$32.15	\$32.72	\$33.29	\$33.87	\$34.44	\$35.02	\$35.59	\$36.16
27	\$56,409.60	\$58,011.20	\$59,612.80	\$61,256.00	\$62,857.60	\$64,459.20	\$66,061.80	\$67,663.20	\$68,952.00	\$70,179.20	\$71,448.00	\$72,686.00	\$73,964.80	\$75,192.00	\$76,460.80	\$77,708.80	\$78,977.60
28	\$27.12	\$27.89	\$28.66	\$29.45	\$30.22	\$30.99	\$31.77	\$32.54	\$33.15	\$33.74	\$34.35	\$34.95	\$35.55	\$36.15	\$36.76	\$37.36	\$37.97
29	\$60,424.00	\$62,150.40	\$63,866.00	\$65,603.20	\$67,329.60	\$69,056.00	\$70,782.40	\$72,508.80	\$73,840.00	\$75,192.00	\$76,523.20	\$77,875.20	\$79,227.20	\$80,558.40	\$81,910.40	\$83,262.40	\$84,572.80
30	\$29.05	\$29.88	\$30.70	\$31.54	\$32.37	\$33.20	\$34.03	\$34.86	\$35.50	\$36.15	\$36.79	\$37.44	\$38.09	\$38.73	\$39.38	\$40.03	\$40.68
31	\$65,789.60	\$67,662.40	\$69,534.40	\$71,406.40	\$73,299.20	\$75,171.20	\$77,064.00	\$78,936.00	\$80,412.80	\$81,868.80	\$83,324.80	\$84,780.80	\$86,236.80	\$87,713.60	\$89,169.60	\$90,625.60	\$92,081.60
32	\$31.62	\$32.53	\$33.43	\$34.33	\$35.24	\$36.14	\$37.05	\$37.95	\$38.66	\$39.36	\$40.06	\$40.76	\$41.46	\$42.17	\$42.87	\$43.57	\$44.27
33	\$71,136.00	\$73,153.60	\$75,192.00	\$77,230.40	\$79,268.80	\$81,307.20	\$83,324.80	\$85,363.20	\$86,944.00	\$88,524.80	\$90,105.60	\$91,686.40	\$93,267.20	\$94,848.00	\$96,428.80	\$98,009.60	\$99,589.60
34	\$34.20	\$35.17	\$36.15	\$37.13	\$38.11	\$39.09	\$40.06	\$41.04	\$41.80	\$42.56	\$43.32	\$44.07	\$44.84	\$45.60	\$46.36	\$47.12	\$47.87
35	\$76,481.60	\$78,665.60	\$80,849.60	\$83,033.60	\$85,217.60	\$87,401.60	\$89,585.60	\$91,790.40	\$93,986.00	\$95,180.80	\$96,896.40	\$98,592.00	\$100,276.80	\$101,982.40	\$103,688.00	\$105,393.60	\$107,078.40
36	\$36.77	\$37.82	\$38.87	\$39.92	\$40.97	\$42.02	\$43.07	\$44.13	\$44.95	\$45.76	\$46.58	\$47.40	\$48.21	\$49.03	\$49.85	\$50.67	\$51.48
37	\$81,848.00	\$84,177.60	\$86,528.00	\$88,857.60	\$91,208.00	\$93,537.60	\$95,867.20	\$98,217.60	\$99,667.20	\$101,867.60	\$103,667.20	\$105,467.60	\$107,307.20	\$109,137.60	\$110,947.20	\$112,756.80	\$114,566.40
38	\$39.25	\$40.47	\$41.60	\$42.72	\$43.85	\$44.97	\$46.09	\$47.22	\$48.09	\$48.97	\$49.84	\$50.72	\$51.59	\$52.47	\$53.34	\$54.21	\$55.08
39	\$87,199.66	\$89,691.26	\$92,182.71	\$94,674.13	\$97,165.56	\$99,656.98	\$102,148.41	\$104,639.83	\$106,577.50	\$108,515.36	\$110,453.15	\$112,390.93	\$114,328.70	\$116,266.48	\$118,204.25	\$120,142.03	\$122,079.80
40	\$41.92	\$43.12	\$44.32	\$45.52	\$46.71	\$47.91	\$49.11	\$50.31	\$51.24	\$52.17	\$53.10	\$54.03	\$54.97	\$55.90	\$56.83	\$57.76	\$58.69

Non-Bargaining Salary Schedule A

21	\$92,555.35	\$95,199.79	\$97,844.23	\$100,488.67	\$103,133.10	\$105,777.54	\$108,421.98	\$111,066.42	\$113,722.21	\$116,377.99	\$119,033.78	\$121,689.56	\$124,345.35	\$127,001.13	\$129,656.92	\$132,312.70	\$134,968.49	\$137,624.27	\$140,280.06	\$142,935.84	\$145,591.63	\$148,247.41	\$150,903.20	\$153,558.98	\$156,214.77	\$158,870.55	\$161,526.34	\$164,182.12	\$166,837.91	\$169,493.69	\$172,149.48	\$174,805.26	\$177,461.05	\$180,116.83	\$182,772.62	\$185,428.40	\$188,084.19	\$190,739.97	\$193,395.76	\$196,051.54	\$198,707.33	\$201,363.11	\$204,018.90	\$206,674.68	\$209,330.47	\$211,986.25	\$214,642.04	\$217,297.82	\$219,953.61	\$222,609.39	\$225,265.18	\$227,920.96	\$230,576.75	\$233,232.53	\$235,888.32	\$238,544.10	\$241,200.00	\$243,855.78	\$246,511.57	\$249,167.35	\$251,823.14	\$254,478.92	\$257,134.71	\$259,790.49	\$262,446.28	\$265,102.06	\$267,757.84	\$270,413.63	\$273,069.41	\$275,725.20	\$278,380.98	\$281,036.77	\$283,692.55	\$286,348.34	\$289,004.12	\$291,659.91	\$294,315.69	\$296,971.48	\$299,627.26	\$302,283.05	\$304,938.83	\$307,594.62	\$310,250.40	\$312,906.19	\$315,561.97	\$318,217.76	\$320,873.54	\$323,529.33	\$326,185.11	\$328,840.90	\$331,496.68	\$334,152.47	\$336,808.25	\$339,464.04	\$342,119.82	\$344,775.61	\$347,431.39	\$350,087.18	\$352,742.96	\$355,398.75	\$358,054.53	\$360,710.32	\$363,366.10	\$366,021.89	\$368,677.67	\$371,333.46	\$373,989.24	\$376,645.03	\$379,300.81	\$381,956.60	\$384,612.38	\$387,268.17	\$389,923.95	\$392,579.74	\$395,235.52	\$397,891.31	\$400,547.09	\$403,202.88	\$405,858.66	\$408,514.45	\$411,170.23	\$413,826.02	\$416,481.80	\$419,137.59	\$421,793.37	\$424,449.16	\$427,104.94	\$429,760.73	\$432,416.51	\$435,072.30	\$437,728.08	\$440,383.87	\$443,039.65	\$445,695.44	\$448,351.22	\$451,007.01	\$453,662.79	\$456,318.58	\$458,974.36	\$461,630.15	\$464,285.93	\$466,941.72	\$469,597.50	\$472,253.29	\$474,909.07	\$477,564.86	\$480,220.64	\$482,876.43	\$485,532.21	\$488,188.00	\$490,843.78	\$493,500.00	\$496,156.21	\$498,812.02	\$501,467.83	\$504,123.64	\$506,779.45	\$509,435.26	\$512,091.07	\$514,746.88	\$517,402.69	\$520,058.50	\$522,714.31	\$525,370.12	\$528,025.93	\$530,681.74	\$533,337.55	\$536,000.00	\$538,662.45	\$541,324.90	\$543,987.35	\$546,649.80	\$549,312.25	\$551,974.70	\$554,637.15	\$557,299.60	\$560,000.00	\$562,700.40	\$565,400.80	\$568,101.20	\$570,801.60	\$573,502.00	\$576,202.40	\$578,902.80	\$581,603.20	\$584,303.60	\$587,004.00	\$589,704.40	\$592,404.80	\$595,105.20	\$597,805.60	\$600,506.00	\$603,206.40	\$605,906.80	\$608,607.20	\$611,307.60	\$614,008.00	\$616,708.40	\$619,408.80	\$622,109.20	\$624,809.60	\$627,510.00	\$630,210.40	\$632,910.80	\$635,611.20	\$638,311.60	\$641,012.00	\$643,712.40	\$646,412.80	\$649,113.20	\$651,813.60	\$654,514.00	\$657,214.40	\$659,914.80	\$662,615.20	\$665,315.60	\$668,016.00	\$670,716.40	\$673,416.80	\$676,117.20	\$678,817.60	\$681,518.00	\$684,218.40	\$686,918.80	\$689,619.20	\$692,319.60	\$695,020.00	\$697,720.40	\$700,420.80	\$703,121.20	\$705,821.60	\$708,522.00	\$711,222.40	\$713,922.80	\$716,623.20	\$719,323.60	\$722,024.00	\$724,724.40	\$727,424.80	\$730,125.20	\$732,825.60	\$735,526.00	\$738,226.40	\$740,926.80	\$743,627.20	\$746,327.60	\$749,028.00	\$751,728.40	\$754,428.80	\$757,129.20	\$759,829.60	\$762,530.00	\$765,230.40	\$767,930.80	\$770,631.20	\$773,331.60	\$776,032.00	\$778,732.40	\$781,432.80	\$784,133.20	\$786,833.60	\$789,534.00	\$792,234.40	\$794,934.80	\$797,635.20	\$800,335.60	\$803,036.00	\$805,736.40	\$808,436.80	\$811,137.20	\$813,837.60	\$816,538.00	\$819,238.40	\$821,938.80	\$824,639.20	\$827,339.60	\$830,040.00	\$832,740.40	\$835,440.80	\$838,141.20	\$840,841.60	\$843,542.00	\$846,242.40	\$848,942.80	\$851,643.20	\$854,343.60	\$857,044.00	\$859,744.40	\$862,444.80	\$865,145.20	\$867,845.60	\$870,546.00	\$873,246.40	\$875,946.80	\$878,647.20	\$881,347.60	\$884,048.00	\$886,748.40	\$889,448.80	\$892,149.20	\$894,849.60	\$897,550.00	\$900,250.40	\$902,950.80	\$905,651.20	\$908,351.60	\$911,052.00	\$913,752.40	\$916,452.80	\$919,153.20	\$921,853.60	\$924,554.00	\$927,254.40	\$929,954.80	\$932,655.20	\$935,355.60	\$938,056.00	\$940,756.40	\$943,456.80	\$946,157.20	\$948,857.60	\$951,558.00	\$954,258.40	\$956,958.80	\$959,659.20	\$962,359.60	\$965,060.00	\$967,760.40	\$970,460.80	\$973,161.20	\$975,861.60	\$978,562.00	\$981,262.40	\$983,962.80	\$986,663.20	\$989,363.60	\$992,064.00	\$994,764.40	\$997,464.80	\$1,000,165.20	\$1,002,865.60	\$1,005,566.00	\$1,008,266.40	\$1,010,966.80	\$1,013,667.20	\$1,016,367.60	\$1,019,068.00	\$1,021,768.40	\$1,024,468.80	\$1,027,169.20	\$1,029,869.60	\$1,032,570.00	\$1,035,270.40	\$1,037,970.80	\$1,040,671.20	\$1,043,371.60	\$1,046,072.00	\$1,048,772.40	\$1,051,472.80	\$1,054,173.20	\$1,056,873.60	\$1,059,574.00	\$1,062,274.40	\$1,064,974.80	\$1,067,675.20	\$1,070,375.60	\$1,073,076.00	\$1,075,776.40	\$1,078,476.80	\$1,081,177.20	\$1,083,877.60	\$1,086,578.00	\$1,089,278.40	\$1,091,978.80	\$1,094,679.20	\$1,097,379.60	\$1,100,080.00	\$1,102,780.40	\$1,105,480.80	\$1,108,181.20	\$1,110,881.60	\$1,113,582.00	\$1,116,282.40	\$1,118,982.80	\$1,121,683.20	\$1,124,383.60	\$1,127,084.00	\$1,129,784.40	\$1,132,484.80	\$1,135,185.20	\$1,137,885.60	\$1,140,586.00	\$1,143,286.40	\$1,145,986.80	\$1,148,687.20	\$1,151,387.60	\$1,154,088.00	\$1,156,788.40	\$1,159,488.80	\$1,162,189.20	\$1,164,889.60	\$1,167,590.00	\$1,170,290.40	\$1,172,990.80	\$1,175,691.20	\$1,178,391.60	\$1,181,092.00	\$1,183,792.40	\$1,186,492.80	\$1,189,193.20	\$1,191,893.60	\$1,194,594.00	\$1,197,294.40	\$1,200,000.00
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Non-Bargaining 2012 Salary Schedule B (Information Technology Positions)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
1	\$19,094.33	\$19,577.69	\$20,049.05	\$20,526.40	\$21,003.76	\$21,481.12	\$21,958.48	\$22,435.84	\$22,913.20	\$23,390.55	\$23,867.91	\$24,345.27	\$24,822.63	\$25,299.99	\$25,777.34	\$26,254.70	\$26,732.06
2	\$9.18	\$9.41	\$9.64	\$9.87	\$10.10	\$10.33	\$10.56	\$10.79	\$11.02	\$11.25	\$11.47	\$11.70	\$11.93	\$12.16	\$12.39	\$12.62	\$12.85
3	\$22,447.23	\$23,008.41	\$23,569.59	\$24,130.77	\$24,691.95	\$25,253.13	\$25,814.31	\$26,375.49	\$26,936.68	\$27,497.86	\$28,059.04	\$28,620.22	\$29,181.40	\$29,742.58	\$30,303.76	\$30,864.94	\$31,426.12
4	\$25,800.14	\$26,446.14	\$27,092.14	\$27,738.14	\$28,384.14	\$29,030.14	\$29,676.14	\$30,322.14	\$30,968.14	\$31,614.14	\$32,260.14	\$32,906.14	\$33,552.14	\$34,198.14	\$34,844.14	\$35,490.14	\$36,136.14
5	\$29,153.05	\$29,887.88	\$30,622.71	\$31,357.54	\$32,092.37	\$32,827.20	\$33,562.03	\$34,296.86	\$35,031.69	\$35,766.52	\$36,501.35	\$37,236.18	\$37,971.01	\$38,705.84	\$39,440.67	\$40,175.50	\$40,910.33
6	\$32,505.96	\$33,318.61	\$34,131.26	\$34,943.91	\$35,756.56	\$36,569.21	\$37,381.86	\$38,194.51	\$39,007.16	\$39,819.81	\$40,632.46	\$41,445.11	\$42,257.76	\$43,070.41	\$43,883.06	\$44,695.71	\$45,508.36
7	\$35,858.87	\$36,755.34	\$37,651.81	\$38,548.28	\$39,444.75	\$40,341.22	\$41,237.69	\$42,134.16	\$43,030.63	\$43,927.10	\$44,823.57	\$45,720.04	\$46,616.51	\$47,513.00	\$48,409.47	\$49,305.94	\$50,202.42
8	\$39,211.78	\$40,192.07	\$41,172.37	\$42,152.66	\$43,132.96	\$44,113.25	\$45,093.55	\$46,073.84	\$47,054.14	\$48,034.43	\$49,014.72	\$50,000.00	\$50,980.29	\$51,960.58	\$52,940.87	\$53,921.16	\$54,901.45
9	\$42,564.68	\$43,628.80	\$44,692.91	\$45,757.03	\$46,821.15	\$47,885.26	\$48,949.38	\$50,013.50	\$51,077.62	\$52,141.73	\$53,205.85	\$54,270.00	\$55,334.15	\$56,398.20	\$57,462.32	\$58,526.43	\$59,590.55
10	\$45,917.59	\$47,065.53	\$48,213.47	\$49,361.41	\$50,509.35	\$51,657.29	\$52,805.23	\$53,953.17	\$55,101.11	\$56,249.05	\$57,396.99	\$58,544.93	\$59,692.87	\$60,840.81	\$61,988.75	\$63,136.69	\$64,284.63
11	\$49,270.49	\$50,502.25	\$51,734.02	\$52,965.78	\$54,197.54	\$55,429.30	\$56,661.06	\$57,892.82	\$59,124.58	\$60,356.34	\$61,588.10	\$62,819.86	\$64,051.62	\$65,283.38	\$66,515.14	\$67,746.90	\$68,978.66
12	\$52,623.40	\$53,938.99	\$55,254.57	\$56,570.16	\$57,885.74	\$59,201.33	\$60,516.91	\$61,832.50	\$63,148.08	\$64,463.67	\$65,779.25	\$67,094.84	\$68,410.42	\$69,726.01	\$71,041.59	\$72,357.18	\$73,672.76
13	\$55,976.31	\$57,375.78	\$58,775.13	\$60,174.50	\$61,573.87	\$62,973.24	\$64,372.61	\$65,771.98	\$67,171.35	\$68,570.72	\$69,970.09	\$71,369.46	\$72,768.83	\$74,168.20	\$75,567.57	\$76,966.94	\$78,366.31
14	\$59,329.22	\$60,812.45	\$62,295.68	\$63,778.91	\$65,262.14	\$66,745.37	\$68,228.60	\$69,711.83	\$71,195.07	\$72,678.30	\$74,161.53	\$75,644.76	\$77,127.99	\$78,611.22	\$80,094.45	\$81,577.68	\$83,060.91
15	\$62,682.13	\$64,249.18	\$65,816.24	\$67,383.29	\$68,950.34	\$70,517.39	\$72,084.44	\$73,651.49	\$75,218.54	\$76,785.59	\$78,352.64	\$79,919.69	\$81,486.74	\$83,053.79	\$84,620.84	\$86,187.89	\$87,754.94
16	\$66,035.04	\$67,685.91	\$69,336.78	\$71,000.65	\$72,654.52	\$74,308.39	\$75,962.26	\$77,616.13	\$79,270.00	\$80,923.87	\$82,577.74	\$84,231.61	\$85,885.48	\$87,539.35	\$89,193.22	\$90,847.09	\$92,500.96
17	\$69,387.94	\$71,122.64	\$72,857.34	\$74,592.04	\$76,326.74	\$78,061.43	\$79,796.13	\$81,530.83	\$83,265.53	\$85,000.22	\$86,734.93	\$88,469.63	\$90,204.33	\$91,939.02	\$93,673.72	\$95,408.42	\$97,143.12
18	\$72,740.85	\$74,559.37	\$76,377.89	\$78,196.41	\$80,014.94	\$81,833.46	\$83,651.98	\$85,470.50	\$87,289.02	\$89,107.54	\$90,926.06	\$92,744.58	\$94,563.11	\$96,381.63	\$98,200.15	\$100,018.67	\$101,837.19
19	\$76,093.76	\$77,996.10	\$79,898.45	\$81,800.79	\$83,703.14	\$85,605.48	\$87,507.82	\$89,410.17	\$91,312.51	\$93,214.85	\$95,117.20	\$97,019.54	\$98,921.89	\$100,824.23	\$102,726.57	\$104,628.92	\$106,531.26
20	\$79,446.66	\$81,432.83	\$83,418.99	\$85,405.16	\$87,391.33	\$89,377.49	\$91,363.66	\$93,349.82	\$95,335.99	\$97,322.16	\$99,308.32	\$101,294.49	\$103,280.66	\$105,266.82	\$107,252.99	\$109,239.15	\$111,225.32
21	\$82,799.57	\$84,889.56	\$86,979.55	\$89,069.54	\$91,159.53	\$93,249.52	\$95,339.51	\$97,429.50	\$99,519.49	\$101,609.48	\$103,699.47	\$105,789.46	\$107,879.45	\$109,969.44	\$112,059.43	\$114,149.42	\$116,239.41
22	\$86,152.48	\$88,346.48	\$90,540.48	\$92,734.48	\$94,928.48	\$97,122.48	\$99,316.48	\$101,510.48	\$103,704.48	\$105,898.48	\$108,092.48	\$110,286.48	\$112,480.48	\$114,674.48	\$116,868.48	\$119,062.48	\$121,256.48
23	\$89,505.39	\$91,803.39	\$94,101.39	\$96,399.39	\$98,697.39	\$100,995.39	\$103,293.39	\$105,591.39	\$107,889.39	\$110,187.39	\$112,485.39	\$114,783.39	\$117,081.39	\$119,379.39	\$121,677.39	\$123,975.39	\$126,273.39
24	\$92,858.30	\$95,260.30	\$97,662.30	\$100,064.30	\$102,466.30	\$104,868.30	\$107,270.30	\$109,672.30	\$112,074.30	\$114,476.30	\$116,878.30	\$119,280.30	\$121,682.30	\$124,084.30	\$126,486.30	\$128,888.30	\$131,290.30
25	\$96,211.21	\$98,717.21	\$101,223.21	\$103,729.21	\$106,235.21	\$108,741.21	\$111,247.21	\$113,753.21	\$116,259.21	\$118,765.21	\$121,271.21	\$123,777.21	\$126,283.21	\$128,789.21	\$131,295.21	\$133,801.21	\$136,307.21