

3.00% between steps  
2.00% cola

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 1</b>	15.6060	16.0742	16.5564	17.0531	17.5647	18.0916	18.6344	19.1934	19.7692	20.3623	20.9732	21.6024
	32,460	33,434	34,437	35,470	36,535	37,631	38,760	39,922	41,120	42,354	43,624	44,933
<b>Grade 2</b>	18.8700	19.4361	20.0192	20.6198	21.2384	21.8755	22.5318	23.2077	23.9040	24.6211	25.3597	26.1205
	39,250	40,427	41,640	42,889	44,176	45,501	46,866	48,272	49,720	51,212	52,748	54,331
<b>Grade 3</b>	19.7880	20.3816	20.9931	21.6229	22.2716	22.9397	23.6279	24.3367	25.0668	25.8189	26.5934	27.3912
	41,159	42,394	43,666	44,976	46,325	47,715	49,146	50,620	52,139	53,703	55,314	56,974
<b>Grade 4</b>	22.0320	22.6930	23.3737	24.0750	24.7972	25.5411	26.3074	27.0966	27.9095	28.7468	29.6092	30.4974
	45,827	47,201	48,617	50,076	51,578	53,126	54,719	56,361	58,052	59,793	61,587	63,435
<b>Grade 5</b>	22.9500	23.6385	24.3477	25.0781	25.8304	26.6053	27.4035	28.2256	29.0724	29.9445	30.8429	31.7682
	47,736	49,168	50,643	52,162	53,727	55,339	56,999	58,709	60,471	62,285	64,153	66,078
<b>Grade 6</b>	25.9080	26.6852	27.4858	28.3104	29.1597	30.0345	30.9355	31.8636	32.8195	33.8041	34.8182	35.8627
	53,889	55,505	57,170	58,886	60,652	62,472	64,346	66,276	68,265	70,312	72,422	74,594
<b>Grade 7</b>	27.2340	28.0510	28.8926	29.7593	30.6521	31.5717	32.5188	33.4944	34.4992	35.5342	36.6002	37.6982
	56,647	58,346	60,097	61,899	63,756	65,669	67,639	69,668	71,758	73,911	76,128	78,412
<b>Grade 8</b>	28.5600	29.4168	30.2993	31.2083	32.1445	33.1089	34.1021	35.1252	36.1790	37.2643	38.3823	39.5337
	59,405	61,187	63,023	64,913	66,861	68,866	70,932	73,060	75,252	77,510	79,835	82,230
<b>Grade 9</b>	29.6820	30.5725	31.4896	32.4343	33.4074	34.4096	35.4419	36.5051	37.6003	38.7283	39.8901	41.0868
	61,739	63,591	65,498	67,463	69,487	71,572	73,719	75,931	78,209	80,555	82,971	85,461
<b>Grade 10</b>	32.0280	32.9888	33.9785	34.9979	36.0478	37.1292	38.2431	39.3904	40.5721	41.7893	43.0430	44.3342
	66,618	68,617	70,675	72,796	74,979	77,229	79,546	81,932	84,390	86,922	89,529	92,215
<b>Grade 11</b>	34.6800	35.7204	36.7920	37.8958	39.0326	40.2036	41.4097	42.6520	43.9316	45.2495	46.6070	48.0052
	72,134	74,298	76,527	78,823	81,188	83,624	86,132	88,716	91,378	94,119	96,943	99,851
<b>Grade 12</b>	36.7200	37.8216	38.9562	40.1249	41.3287	42.5685	43.8456	45.1610	46.5158	47.9113	49.3486	50.8291
	76,378	78,669	81,029	83,460	85,964	88,543	91,199	93,935	96,753	99,655	102,645	105,724
<b>Grade 13</b>	40.4940	41.7088	42.9601	44.2489	45.5764	46.9436	48.3520	49.8025	51.2966	52.8355	54.4205	56.0532
	84,228	86,754	89,357	92,038	94,799	97,643	100,572	103,589	106,697	109,898	113,195	116,591
<b>Grade 14</b>	41.0040	42.2341	43.5011	44.8062	46.1504	47.5349	48.9609	50.4297	51.9426	53.5009	55.1059	56.7591
	85,288	87,847	90,482	93,197	95,993	98,873	101,839	104,894	108,041	111,282	114,620	118,059
<b>Grade 15</b>	43.4520	44.7556	46.0982	47.4812	48.9056	50.3728	51.8840	53.4405	55.0437	56.6950	58.3959	60.1477
	90,380	93,092	95,884	98,761	101,724	104,775	107,919	111,156	114,491	117,926	121,463	125,107
<b>Grade 16</b>	47.9400	49.3782	50.8595	52.3853	53.9569	55.5756	57.2429	58.9602	60.7290	62.5508	64.4274	66.3602
	99,715	102,707	105,788	108,961	112,230	115,597	119,065	122,637	126,316	130,106	134,009	138,029
<b>Grade 17</b>	48.9600	50.4288	51.9417	53.4999	55.1049	56.7581	58.4608	60.2146	62.0211	63.8817	65.7981	67.7721
	101,837	104,892	108,039	111,280	114,618	118,057	121,598	125,246	129,004	132,874	136,860	140,966
<b>Grade 18</b>	52.0200	53.5806	55.1880	56.8437	58.5490	60.3054	62.1146	63.9780	65.8974	67.8743	69.9105	72.0078
	108,202	111,448	114,791	118,235	121,782	125,435	129,198	133,074	137,067	141,179	145,414	149,776
<b>Grade 19</b>	54.0600	55.6818	57.3523	59.0728	60.8450	62.6704	64.5505	66.4870	68.4816	70.5360	72.6521	74.8317
	112,445	115,818	119,293	122,871	126,558	130,354	134,265	138,293	142,442	146,715	151,116	155,650
<b>Grade 20</b>	61.4040	63.2461	65.1435	67.0978	69.1107	71.1841	73.3196	75.5192	77.7848	80.1183	82.5218	84.9975
	127,720	131,552	135,498	139,563	143,750	148,063	152,505	157,080	161,792	166,646	171,645	176,795