EXHIBIT B1

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2015-2017

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	RANGE	CLASS SPECIFICATION
1)	35	Grant Program Specialist
2)	35	Webmaster
3)	32	Computer Data Analyst
4)	32	Senior Enterprise Systems Specialist
5)	32	Senior Programmer/Systems Analyst
6)	29	Water Systems Treatment Operator
7)	26	Enterprise Systems Specialist
8)	26	Research Analyst
9)	26	Systems Analyst
10)	25	Athletic Trainer
11)	25	Publications Design Coordinator
12)	24	Accountant
13)	24	Maintenance Worker III/HVAC
14)	24	Math Lab Instructional Specialist
15)	23	Communications Systems Specialist
16)	23	Technology Support Technician
17)	22	Student Employment Specialist
18)	22	Work Ability III (Career Development Specialist
19)	21	Technology Support Specialist
20)	21	Student Success Specialist
21)	20	Curriculum & Academic Systems Specialist

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IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2015-2017

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	RANGE	CLASS SPECIFICATION
22)	20	Financial Aid Officer
23)	20	Publication & Academic Systems Specialist
24)	19	Accounting Coordinator
25)	19	College Foundation Coordinator
26)	19	Coordinator of Academic Support Services
27)	19	Grounds Maintenance Supervisor
28)	19	Maintenance Worker II/Locksmith
29)	19	Printing Specialist
30)	19	Purchasing & Receiving Coordinator
31)	19	Student Services Specialist (Assessment Center/SSSP)
32)	19	Student Services Specialist (Evaluator)
33)	19	Vehicle and Equipment Mechanic
34)	18	Administrative Secretary
35)	18	Campus Safety & Parking Control Specialist
36)	18	Custodial Supervisor
37)	18	Instructional Assistant/Curriculum Specialist
38)	18	Maintenance Worker II
39)	18	Student Services Specialist (Admissions and Records)
40)	17	Language Lab Coordinator
41)	17	Learning Support Services Coordinator
42)	17	Reading/Writing Lab Coordinator

EXHIBIT B1

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2015-2017

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	RANGE	CLASS SPECIFICATION
43)	17	Student Services Specialist (Student Affairs & Enrollment Services)
44)	16	Public Relations Specialist
45)	16	Science Lab Technician
46)	16	Staff Secretary III
47)	15	Accounting Technician
48)	15	Audiovisual Media Technician
49)	15	Continuing Education Technician
50)	15	Learning Services Technician
51)	15	Senior Library Technician
52)	14	Admissions and Records Technician
53)	14	Assessment Center Technician
54)	14	Budget Technician
55)	14	Financial Aid Technician
56)	14	Instructional Support Technician
57)	14	Library Technician III (Circulation)
58)	14	Nursing Simulations & Computer Lab Technician
59)	14	Student Services Assistant
60)	14	Tool Room/Auto Shop Technician
61)	13	Preschool/Infant/Toddler Teacher
62)	13	Student Services Technician (Student Services)
63)	12	Child, Family, & Consumer Sciences Technician

EXHIBIT B1

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2015-2017

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	RANGE	CLASS SPECIFICATION
64)	12	Instructional Support Assistant
65)	12	Instructional Support Assistant/POST Law Enforcement Programs
66)	12	Microcomputer Lab Assistant
67)	12	Staff Secretary II
68)	12	Staff Secretary II (Upward Bound)
69)	11	Financial Aid Assistant/Receptionist
70)	11	Grounds Maintenance Worker
71)	11	Lead Custodian
72)	10	Instructional Lab Assistant (Applied Sciences)
73)	10	Math Lab Assistant
74)	10	Reprographics Center/Mail Room Technician
75)	10	Staff Secretary I
76)	09	Office Assistant III
77)	09	Office Assistant III (Student Support Services)
78)	08	Audiovisual Assistant I
79)	08	Cook
80)	08	Custodian
81)	08	Library Technician I
82)	08	Office Assistant II

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 8

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**32,553.00**	**33,529.00**	**34,535.00**	**35,571.00**	**36,638.00**	**37,737.00**	**38,870.00**	**40,036.00**	**41,238.00**	**42,476.00**
***MO**	2,712.75	2,794.08	2,877.92	2,964.25	3,053.17	3,144.75	3,239.17	3,336.33	3,436.50	3,539.67
****DA**	125.20	128.96	132.80	136.80	140.88	145.12	149.52	154.00	158.64	163.36
*****HR**	15.65	16.12	16.60	17.10	17.61	18.14	18.69	19.25	19.83	20.42

Range 9

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**33,546.00**	**34,552.00**	**35,589.00**	**36,656.00**	**37,756.00**	**38,889.00**	**40,055.00**	**41,257.00**	**42,495.00**	**43,770.00**
***MO**	2,795.50	2,879.33	2,965.75	3,054.67	3,146.33	3,240.75	3,337.92	3,438.08	3,541.25	3,647.50
****DA**	129.04	132.88	136.88	140.96	145.20	149.60	154.08	158.72	163.44	168.32
*****HR**	16.13	16.61	17.11	17.62	18.15	18.70	19.26	19.84	20.43	21.04

Range 10

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**34,526.00**	**35,562.00**	**36,629.00**	**37,727.00**	**38,859.00**	**40,025.00**	**41,226.00**	**42,463.00**	**43,737.00**	**45,050.00**
***MO**	2,877.17	2,963.50	3,052.42	3,143.92	3,238.25	3,335.42	3,435.50	3,538.58	3,644.75	3,754.17
****DA**	132.80	136.80	140.88	145.12	149.44	153.92	158.56	163.28	168.24	173.28
*****HR**	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.41	21.03	21.66

Range 11

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**35,570.00**	**36,637.00**	**37,736.00**	**38,868.00**	**40,034.00**	**41,235.00**	**42,472.00**	**43,746.00**	**45,059.00**	**46,411.00**
***MO**	2,964.17	3,053.08	3,144.67	3,239.00	3,336.17	3,436.25	3,539.33	3,645.50	3,754.92	3,867.58
****DA**	136.80	140.88	145.12	149.52	154.00	158.56	163.36	168.24	173.28	178.48
*****HR**	17.10	17.61	18.14	18.69	19.25	19.82	20.42	21.03	21.66	22.31

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 12

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**36,639.00**	**37,738.00**	**38,871.00**	**40,037.00**	**41,238.00**	**42,475.00**	**43,749.00**	**45,062.00**	**46,414.00**	**47,807.00**
***MO**	3,053.25	3,144.83	3,239.25	3,336.42	3,436.50	3,539.58	3,645.75	3,755.17	3,867.83	3,983.92
****DA**	140.88	145.12	149.52	154.00	158.64	163.36	168.24	173.28	178.48	183.84
*****HR**	17.61	18.14	18.69	19.25	19.83	20.42	21.03	21.66	22.31	22.98

Range 13

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**37,734.00**	**38,866.00**	**40,032.00**	**41,233.00**	**42,470.00**	**43,744.00**	**45,056.00**	**46,408.00**	**47,801.00**	**49,236.00**
***MO**	3,144.50	3,238.83	3,336.00	3,436.08	3,539.17	3,645.33	3,754.67	3,867.33	3,983.42	4,103.00
****DA**	145.12	149.52	154.00	158.56	163.36	168.24	173.28	178.48	183.84	189.36
*****HR**	18.14	18.69	19.25	19.82	20.42	21.03	21.66	22.31	22.98	23.67

Range 14

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**38,880.00**	**40,046.00**	**41,248.00**	**42,485.00**	**43,760.00**	**45,072.00**	**46,425.00**	**47,817.00**	**49,252.00**	**50,730.00**
***MO**	3,240.00	3,337.17	3,437.33	3,540.42	3,646.67	3,756.00	3,868.75	3,984.75	4,104.33	4,227.50
****DA**	149.52	154.00	158.64	163.44	168.32	173.36	178.56	183.92	189.44	195.12
*****HR**	18.69	19.25	19.83	20.43	21.04	21.67	22.32	22.99	23.68	24.39

Range 15

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**40,038.00**	**41,240.00**	**42,477.00**	**43,751.00**	**45,064.00**	**46,415.00**	**47,808.00**	**49,242.00**	**50,720.00**	**52,242.00**
***MO**	3,336.50	3,436.67	3,539.75	3,645.92	3,755.33	3,867.92	3,984.00	4,103.50	4,226.67	4,353.50
****DA**	154.00	158.64	163.36	168.24	173.36	178.48	183.84	189.36	195.04	200.96
*****HR**	19.25	19.83	20.42	21.03	21.67	22.31	22.98	23.67	24.38	25.12

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 16

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**41,235.00**	**42,472.00**	**43,746.00**	**45,059.00**	**46,410.00**	**47,803.00**	**49,237.00**	**50,714.00**	**52,236.00**	**53,804.00**
***MO**	3,436.25	3,539.33	3,645.50	3,754.92	3,867.50	3,983.58	4,103.08	4,226.17	4,353.00	4,483.67
****DA**	158.56	163.36	168.24	173.28	178.48	183.84	189.36	195.04	200.88	206.96
*****HR**	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.87

Range 17

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**42,483.00**	**43,757.00**	**45,070.00**	**46,422.00**	**47,815.00**	**49,249.00**	**50,727.00**	**52,248.00**	**53,816.00**	**55,431.00**
***MO**	3,540.25	3,646.42	3,755.83	3,868.50	3,984.58	4,104.08	4,227.25	4,354.00	4,484.67	4,619.25
****DA**	163.36	168.32	173.36	178.56	183.92	189.44	195.12	200.96	206.96	213.20
*****HR**	20.42	21.04	21.67	22.32	22.99	23.68	24.39	25.12	25.87	26.65

Range 18

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**43,756.00**	**45,068.00**	**46,420.00**	**47,813.00**	**49,247.00**	**50,725.00**	**52,247.00**	**53,814.00**	**55,429.00**	**57,092.00**
***MO**	3,646.33	3,755.67	3,868.33	3,984.42	4,103.92	4,227.08	4,353.92	4,484.50	4,619.08	4,757.67
****DA**	168.32	173.36	178.56	183.92	189.44	195.12	200.96	206.96	213.20	219.60
*****HR**	21.04	21.67	22.32	22.99	23.68	24.39	25.12	25.87	26.65	27.45

Range 19

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**45,067.00**	**46,419.00**	**47,812.00**	**49,246.00**	**50,723.00**	**52,245.00**	**53,812.00**	**55,427.00**	**57,090.00**	**58,803.00**
***MO**	3,755.58	3,868.25	3,984.33	4,103.83	4,226.92	4,353.75	4,484.33	4,618.92	4,757.50	4,900.25
****DA**	173.36	178.56	183.92	189.44	195.12	200.96	206.96	213.20	219.60	226.16
*****HR**	21.67	22.32	22.99	23.68	24.39	25.12	25.87	26.65	27.45	28.27

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**46,416.00**	**47,809.00**	**49,243.00**	**50,721.00**	**52,242.00**	**53,809.00**	**55,424.00**	**57,086.00**	**58,799.00**	**60,563.00**
***MO**	3,868.00	3,984.08	4,103.58	4,226.75	4,353.50	4,484.08	4,618.67	4,757.17	4,899.92	5,046.92
****DA**	178.56	183.92	189.36	195.12	200.96	206.96	213.20	219.60	226.16	232.96
*****HR**	22.32	22.99	23.67	24.39	25.12	25.87	26.65	27.45	28.27	29.12

Range 21

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**47,817.00**	**49,251.00**	**50,729.00**	**52,251.00**	**53,818.00**	**55,433.00**	**57,096.00**	**58,809.00**	**60,574.00**	**62,392.00**
***MO**	3,984.75	4,104.25	4,227.42	4,354.25	4,484.83	4,619.42	4,758.00	4,900.75	5,047.83	5,199.33
****DA**	183.92	189.44	195.12	200.96	206.96	213.20	219.60	226.16	232.96	240.00
*****HR**	22.99	23.68	24.39	25.12	25.87	26.65	27.45	28.27	29.12	30.00

Range 22

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**49,243.00**	**50,720.00**	**52,242.00**	**53,809.00**	**55,423.00**	**57,086.00**	**58,798.00**	**60,562.00**	**62,379.00**	**64,251.00**
***MO**	4,103.58	4,226.67	4,353.50	4,484.08	4,618.58	4,757.17	4,899.83	5,046.83	5,198.25	5,354.25
****DA**	189.36	195.04	200.96	206.96	213.20	219.60	226.16	232.96	239.92	247.12
*****HR**	23.67	24.38	25.12	25.87	26.65	27.45	28.27	29.12	29.99	30.89

Range 23

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**50,720.00**	**52,241.00**	**53,808.00**	**55,423.00**	**57,085.00**	**58,798.00**	**60,562.00**	**62,379.00**	**64,251.00**	**66,179.00**
***MO**	4,226.67	4,353.42	4,484.00	4,618.58	4,757.08	4,899.83	5,046.83	5,198.25	5,354.25	5,514.92
****DA**	195.04	200.96	206.96	213.20	219.52	226.16	232.96	239.92	247.12	254.56
*****HR**	24.38	25.12	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.82

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**52,247.00**	**53,815.00**	**55,429.00**	**57,092.00**	**58,805.00**	**60,569.00**	**62,386.00**	**64,257.00**	**66,185.00**	**68,171.00**
***MO**	4,353.92	4,484.58	4,619.08	4,757.67	4,900.42	5,047.42	5,198.83	5,354.75	5,515.42	5,680.92
****DA**	200.96	206.96	213.20	219.60	226.16	232.96	239.92	247.12	254.56	262.16
*****HR**	25.12	25.87	26.65	27.45	28.27	29.12	29.99	30.89	31.82	32.77

Range 25

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**53,813.00**	**55,427.00**	**57,090.00**	**58,803.00**	**60,567.00**	**62,384.00**	**64,256.00**	**66,183.00**	**68,169.00**	**70,215.00**
***MO**	4,484.42	4,618.92	4,757.50	4,900.25	5,047.25	5,198.67	5,354.67	5,515.25	5,680.75	5,851.25
****DA**	206.96	213.20	219.60	226.16	232.96	239.92	247.12	254.56	262.16	270.08
*****HR**	25.87	26.65	27.45	28.27	29.12	29.99	30.89	31.82	32.77	33.76

Range 26

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**55,417.00**	**57,080.00**	**58,792.00**	**60,556.00**	**62,373.00**	**64,244.00**	**66,171.00**	**68,156.00**	**70,201.00**	**72,308.00**
***MO**	4,618.08	4,756.67	4,899.33	5,046.33	5,197.75	5,353.67	5,514.25	5,679.67	5,850.08	6,025.67
****DA**	213.12	219.52	226.16	232.88	239.92	247.12	254.48	262.16	270.00	278.08
*****HR**	26.64	27.44	28.27	29.11	29.99	30.89	31.81	32.77	33.75	34.76

Range 27

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**57,085.00**	**58,797.00**	**60,561.00**	**62,378.00**	**64,250.00**	**66,177.00**	**68,162.00**	**70,207.00**	**72,314.00**	**74,484.00**
***MO**	4,757.08	4,899.75	5,046.75	5,198.17	5,354.17	5,514.75	5,680.17	5,850.58	6,026.17	6,207.00
****DA**	219.52	226.16	232.96	239.92	247.12	254.56	262.16	270.00	278.16	286.48
*****HR**	27.44	28.27	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**58,791.00**	**60,555.00**	**62,371.00**	**64,242.00**	**66,170.00**	**68,155.00**	**70,199.00**	**72,305.00**	**74,475.00**	**76,710.00**
***MO**	4,899.25	5,046.25	5,197.58	5,353.50	5,514.17	5,679.58	5,849.92	6,025.42	6,206.25	6,392.50
****DA**	226.08	232.88	239.92	247.12	254.48	262.16	270.00	278.08	286.48	295.04
*****HR**	28.26	29.11	29.99	30.89	31.81	32.77	33.75	34.76	35.81	36.88

Range 29

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**60,560.00**	**62,377.00**	**64,249.00**	**66,176.00**	**68,161.00**	**70,206.00**	**72,312.00**	**74,482.00**	**76,717.00**	**79,019.00**
***MO**	5,046.67	5,198.08	5,354.08	5,514.67	5,680.08	5,850.50	6,026.00	6,206.83	6,393.08	6,584.92
****DA**	232.96	239.92	247.12	254.56	262.16	270.00	278.16	286.48	295.04	303.92
*****HR**	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81	36.88	37.99

Range 30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**62,381.00**	**64,252.00**	**66,180.00**	**68,165.00**	**70,210.00**	**72,317.00**	**74,486.00**	**76,721.00**	**79,023.00**	**81,394.00**
***MO**	5,198.42	5,354.33	5,515.00	5,680.42	5,850.83	6,026.42	6,207.17	6,393.42	6,585.25	6,782.83
****DA**	239.92	247.12	254.56	262.16	270.00	278.16	286.48	295.12	303.92	313.04
*****HR**	29.99	30.89	31.82	32.77	33.75	34.77	35.81	36.89	37.99	39.13

Range 31

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**64,252.00**	**66,180.00**	**68,165.00**	**70,210.00**	**72,317.00**	**74,486.00**	**76,721.00**	**79,022.00**	**81,393.00**	**83,835.00**
***MO**	5,354.33	5,515.00	5,680.42	5,850.83	6,026.42	6,207.17	6,393.42	6,585.17	6,782.75	6,986.25
****DA**	247.12	254.56	262.16	270.00	278.16	286.48	295.12	303.92	313.04	322.48
*****HR**	30.89	31.82	32.77	33.75	34.77	35.81	36.89	37.99	39.13	40.31

CLASSIFIED SALARY SCHEDULE
2016-2017 (Effective July 1, 2016)
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**66,187.00**	**68,173.00**	**70,218.00**	**72,325.00**	**74,495.00**	**76,729.00**	**79,031.00**	**81,402.00**	**83,845.00**	**86,361.00**
***MO**	5,515.58	5,681.08	5,851.50	6,027.08	6,207.92	6,394.08	6,585.92	6,783.50	6,987.08	7,196.75
****DA**	254.56	262.24	270.08	278.16	286.48	295.12	304.00	313.12	322.48	332.16
*****HR**	31.82	32.78	33.76	34.77	35.81	36.89	38.00	39.14	40.31	41.52

Range 33

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**68,161.00**	**70,206.00**	**72,312.00**	**74,481.00**	**76,715.00**	**79,017.00**	**81,387.00**	**83,829.00**	**86,344.00**	**88,935.00**
***MO**	5,680.08	5,850.50	6,026.00	6,206.75	6,392.92	6,584.75	6,782.25	6,985.75	7,195.33	7,411.25
****DA**	262.16	270.00	278.16	286.48	295.04	303.92	313.04	322.40	332.08	342.08
*****HR**	32.77	33.75	34.77	35.81	36.88	37.99	39.13	40.30	41.51	42.76

Range 34

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**70,210.00**	**72,317.00**	**74,486.00**	**76,721.00**	**79,022.00**	**81,393.00**	**83,835.00**	**86,350.00**	**88,941.00**	**91,610.00**
***MO**	5,850.83	6,026.42	6,207.17	6,393.42	6,585.17	6,782.75	6,986.25	7,195.83	7,411.75	7,634.17
****DA**	270.00	278.16	286.48	295.12	303.92	313.04	322.48	332.08	342.08	352.32
*****HR**	33.75	34.77	35.81	36.89	37.99	39.13	40.31	41.51	42.76	44.04

Range 35

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	**72,324.00**	**74,493.00**	**76,728.00**	**79,030.00**	**81,401.00**	**83,843.00**	**86,358.00**	**88,949.00**	**91,618.00**	**94,367.00**
***MO**	6,027.00	6,207.75	6,394.00	6,585.83	6,783.42	6,986.92	7,196.50	7,412.42	7,634.83	7,863.92
****DA**	278.16	286.48	295.12	304.00	313.12	322.48	332.16	342.08	352.40	362.96
*****HR**	34.77	35.81	36.89	38.00	39.14	40.31	41.52	42.76	44.05	45.37