

Survey to Chief APOs

Issue: PO Classification and Step System

Question (from Clearfield County)

Clearfield County Probation Officers are either classified as PO Intern (new hires on the probationary period) or PO I (all other officers). The Officers are currently unionized and there is no step system to reward longevity/performance. Also, their contract is up at the end of the year and they could possibly consider voting the union out. A structured step system could possibly benefit help them by rewarding longevity, if there were no contract.

- Do any other Counties use a step system?
- What are the time intervals between steps and pay increases per step?
- And are their Officers unionized or not?

Adams County

- No step system, Current Contract sets annual wage increases:
 - 2018-1.5%
 - 2019-2%
 - 2020-2.5%
 - 2021-3%

Longevity increases (10, 15 and 20 years) are offered for those hired 2016 and prior (2%, 1%, and 1% respectively).

A longevity stipend is offered for those hired after 2016 (\$500 after 5 years, \$1000 after 10 and \$1000 after 15)

Yearly Stipends (Very minimal) are offered for those instructing/coaching (\$100/year) or acting as "Lead Probation Officers" (\$500/year)

- n/a
- Unionized (Teamsters)

Berks County

Berks officers are covered by AFSCME. There are four steps: start (PO I) after 3 years (PO II), after 8 years (PO III) and after 12 years (PO IV). All officers undergo yearly performance appraisals and a certain score is need to achieve and maintain the 3, 8 and 12 year increases. (see addendum)

Bucks County

- Bucks County POs have a step system based on their current 3-year contract (see addendum), which expires at the end of the year. They also get longevity pay and extra pay for on-call duty. They are currently negotiating their contract.
- See addendum

- Yes, PSSU (Pennsylvania Social Services Union)

Elk County

Elk has a classification system for non-union employees. They are contemplating doing a new schedule through an agency.

Erie County

- Erie County is union (ECAPE). The union has approved a contract that implements a 3 % increase annually. Promotions are 6% increase related to the pay schedule. Currently there are 2 promotional steps based on merit at the discretion of the director.
- 3% annually, No reward for longevity
- Union

Lancaster County

In Lancaster, POs are unionized (Teamsters). They are currently in year 1 of a 4 year contract that contains the following:

Start rate	6-month step	1-year step
PO1: \$41,119	\$42,004	\$42,910
PO2: \$45,170	\$46,156	\$47,166

POs with more than 1 year of service receive the following steps:

January 1, 2020, 2021, 2022 – 2.95% increase

January 1, 2023 – 3.00% increase

Longevity is .85/hour once a PO hits ninety-six (96) months of continuous service.

Northampton County

Northampton County officers De-Unionized last year. They felt the union was not delivering on raises, nor were they ever able to grievance on non-financial issues due to being court appointed.

The county-wide financial step system that is used for about a 1.5 % increase, is usually granted yearly unless there are budget issues.

Philadelphia County

In Philadelphia County we do have a Step increase process and the Probation Officers are in the Union.

An officer begins as a Probation Officer Trainee, Step 1 with an annual salary of \$49, 589. There are 4 steps to this process but once the PO Trainee completes Step 2 with an annual salary of \$51,253 they are automatically moved to Probation Officer 1 Step 2 (providing the Officer's Performance Evaluations meet the expectations of the Department) and the annual salary is \$54,138. The Officer must then complete the 4th Step of this process (Salary \$57,700) and they

automatically move to Probation Officer 2 Step 2 with an annual salary of \$59,498 (Provisional again on Performance Evaluation). Once they complete the 4th step as a PO II they have reached their maximum. Please note that longevity is also calculate which would increase the annual salary.

Snyder County

Snyder uses a salary scale for all employees... Each job is assigned a grade.. Each year of service represents a step...

Years 1-5 move up one every year... to move to step six and beyond it takes two additional years of service...(see addendum)

Salary Board determines what percent increase the scale changes every year... In my seven years we have had a one percent increase and up to a three percent

Somerset County

- Union (SCAPE). No step system
- Just last week (Oct 31st) arbitrator awarded 3% annually for next four years
- Union

Wayne County

- yes, union contract has step pay.
- union contract allows for bumps every four years.
- Yes, unionized. If interested in details, I'll be glad to forward you to the union rep.

Westmoreland County

In Westmoreland County, officers are unionized. There is a step system. New officers are placed on the scale as a PO I as stated in the attached information (see addendum). Longevity applies only to those employees with a hire date prior to mid-2001. Defensive tactics and firearms instructors receive a stipend of \$40.00 per month for instructor pay.

York County

Probation officers are unionized. Their contract does not have steps for seniority. We do give stipends though for certain extra duties: CFI, DT instructors, ORAS instructor, MI Coach, Assistant Supervisor

1/1/2020 PROBATION OFFICER CLASSIFICATIONS/ PAY SCALE

Probation Officer I:

Entry level unless prior education, training and/or experience merit otherwise.

Probation Officer I rate of pay -	Start Rate	After 1 Yr.	After 2 Yrs.
	\$24.48	\$25.22	\$25.99

Probation Officer II:

3. Promotion is secured if the employee receives a total performance factor score of 22 points and no unsatisfactory performance factor ratings on the annual performance evaluation for year

Promotion is maintained by receiving a total performance factor score of 22 points and no unsatisfactory performance factor ratings on the annual performance evaluations thereafter.

Probation Officer II rate of pay -

Probation Officer III:

8. Promotion is secured if the employee receives a total performance factor score of 22 points and no unsatisfactory performance factor ratings on the annual performance evaluation for year

Promotion is maintained by receiving a total performance factor score of 22 points and no unsatisfactory performance factor ratings on the annual performance evaluations thereafter.

Probation Officer III rate of pay -

Probation Officer IV:

12. Promotion is secured if the employee receives a total performance factor score of 22 points and no unsatisfactory performance factor ratings on the annual performance evaluation for year

Probation Officer IV rate of pay -

Addendum: Bucks County WAGES

Section 1. During the term of this Agreement, annual salaries (based upon a forty [40] hour workweek) will be determined as follows:

Range/Step		1/1/18	1/1/19	1/1/20
00-00	Intern	25.73	26.25	26.77

Range/Step	Years of Service			
01-00	0	28.33	28.89	29.47
02-01	1	28.90	29.47	30.06
03-02	2	30.79	31.41	32.04
03-02	3	30.79	31.41	32.04
04-03	4	32.79	33.45	34.12
04-03	5	32.79	33.45	34.12
05-04	6	34.53	35.22	35.92
05-04	7	34.55	35.24	35.94
06-05	8	34.95	35.64	36.36
06-05	9	34.95	35.64	36.36
07-06	10	36.43	37.16	37.91
07-06	11	36.43	37.16	37.91
08-07	12	37.28	38.03	38.79
08-07	13	37.28	38.03	38.79
09-08	14	38.70	39.47	40.26

Section 2. Interns will be automatically transferred to Probation Officer or DRS/Investigator pay rate status after completion of six months' service at intern level.

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Section 3. All step increases for employees who were in the employ of Juvenile Probation, Adult Probation or Domestic Relations Departments as of December 31, 1976, will be based upon their total length of continuous service while in Intern status. Employees hired on or after January 1, 1977, will receive step increases based upon length of service in job classification.

Section 4. Any employee who attains his/her Master's Degree while employed by the County will be moved forward one (1) year in the pay scale.

Section 5. Each employee with ten or more years of service is eligible to receive a longevity check on his/her anniversary date. The amount will be Nine Hundred Fifty Dollars (\$950) for the years 2018, 2019 and 2020.

Each employee with fifteen or more years of service is eligible to receive a longevity check on his/her anniversary date. The amount will be One Thousand One Hundred Dollars (\$1,100) for the years 2018, 2019 and 2020.

**2020
COLA 1.0%**

**COUNTY OF SNYDER
2020 COMPENSATION SCHEDULE**

STEPS GRADE	1	1	1	1	1	2	2	2	2	2	2	2	2
	1	2	3	4	5	6	7	8	9	10	11	12	13
3	\$ 10.27	\$ 10.66	\$ 11.02	\$ 11.41	\$ 11.78	\$ 12.16	\$ 12.41	\$ 12.70	\$ 12.96	\$ 13.23	\$ 13.50	\$ 13.77	\$ 14.05
4	\$ 11.50	\$ 11.94	\$ 12.36	\$ 12.81	\$ 13.21	\$ 13.62	\$ 13.96	\$ 14.25	\$ 14.54	\$ 14.86	\$ 15.17	\$ 15.46	\$ 15.78
5	\$ 12.75	\$ 13.22	\$ 13.71	\$ 14.18	\$ 14.66	\$ 15.14	\$ 15.46	\$ 15.82	\$ 16.17	\$ 16.48	\$ 16.85	\$ 17.17	\$ 17.52
5.75	\$ 13.71	\$ 14.21	\$ 14.73	\$ 15.23	\$ 15.74	\$ 16.26	\$ 16.61	\$ 17.00	\$ 17.36	\$ 17.72	\$ 18.10	\$ 18.45	\$ 18.84
6	\$ 14.02	\$ 14.52	\$ 15.06	\$ 15.57	\$ 16.09	\$ 16.62	\$ 17.00	\$ 17.39	\$ 17.75	\$ 18.14	\$ 18.52	\$ 18.89	\$ 19.27
7	\$ 15.24	\$ 15.80	\$ 16.39	\$ 16.96	\$ 17.54	\$ 18.11	\$ 18.53	\$ 18.92	\$ 19.34	\$ 19.77	\$ 20.17	\$ 20.57	\$ 20.98
8	\$ 16.47	\$ 17.10	\$ 17.73	\$ 18.35	\$ 18.98	\$ 19.61	\$ 20.06	\$ 20.49	\$ 20.94	\$ 21.40	\$ 21.86	\$ 22.28	\$ 22.71
9	\$ 17.72	\$ 18.38	\$ 19.07	\$ 19.74	\$ 20.43	\$ 21.09	\$ 21.57	\$ 22.05	\$ 22.54	\$ 23.04	\$ 23.50	\$ 23.99	\$ 24.48
10	\$ 18.96	\$ 19.68	\$ 20.42	\$ 21.14	\$ 21.87	\$ 22.58	\$ 23.12	\$ 23.62	\$ 24.15	\$ 24.65	\$ 25.17	\$ 25.68	\$ 26.21
11	\$ 20.20	\$ 20.98	\$ 21.76	\$ 22.53	\$ 23.28	\$ 24.08	\$ 24.63	\$ 25.17	\$ 25.73	\$ 26.28	\$ 26.83	\$ 27.38	\$ 27.94
12	\$ 21.44	\$ 22.27	\$ 23.10	\$ 23.92	\$ 24.73	\$ 25.57	\$ 26.15	\$ 26.74	\$ 27.32	\$ 27.92	\$ 28.50	\$ 29.09	\$ 29.69
13	\$ 22.67	\$ 23.56	\$ 24.44	\$ 25.30	\$ 26.18	\$ 27.05	\$ 27.69	\$ 28.31	\$ 28.93	\$ 29.54	\$ 30.17	\$ 30.79	\$ 31.42
14	\$ 23.93	\$ 24.84	\$ 25.77	\$ 26.70	\$ 27.64	\$ 28.53	\$ 29.19	\$ 29.87	\$ 30.50	\$ 31.18	\$ 31.84	\$ 32.48	\$ 33.15
15	\$ 25.17	\$ 26.15	\$ 27.14	\$ 28.09	\$ 29.06	\$ 30.03	\$ 30.72	\$ 31.43	\$ 32.13	\$ 32.83	\$ 33.52	\$ 34.21	\$ 34.90
16	\$ 26.41	\$ 27.42	\$ 28.45	\$ 29.49	\$ 30.49	\$ 31.52	\$ 32.24	\$ 32.94	\$ 33.64	\$ 34.39	\$ 35.11	\$ 35.80	\$ 36.64
17	\$ 27.68	\$ 28.73	\$ 29.82	\$ 30.90	\$ 31.96	\$ 33.03	\$ 33.78	\$ 34.54	\$ 35.33	\$ 36.08	\$ 36.85	\$ 37.61	\$ 38.39

Effective December 21, 2019, with a 1 % adjustment, by the Snyder County Salary Board
 Adopted December 26, 2019

Addendum: Westmoreland County compensation

APPENDIX A

Section 1: Compensation:

This wage provision is divided into separate categories, based upon the various employee tiers in an effort to equalize pay increases and to begin the process of solving the problems created by the freezing of starting salaries. Employees with uncapped longevity shall continue to receive it. Those with no longevity or capped longevity shall be placed onto the newly established salary scale (which is based on the employee's adjusted seniority date as of December 31, 2014) where appropriate. The following wage adjustments shall apply throughout the life of this agreement:

- A. The existing wage scales shall be adjusted to incorporate the general pay increase of 2.95% (2018), 2.95% (2019), 2.95% (2020), 2.95% (2021). All raises are effective January 1 of each calendar year. Adjustments are reflected in the wage scales in Attachment B.
- B. Employees on the wage scale, or placed onto the wage scale via promotion, shall continue to move one step to the right and one step down on January 1 of each year.
- C. Employees with uncapped longevity whose current salary exceeds the scale shall continue to receive their longevity without cap. These employees shall receive general annual pay increases of 2.95% (2018), 2.95% (2019), 2.95% (2020), and 2.95% (2021).
- D. Employees with capped longevity whose current salary exceeds the scale shall continue to receive their capped longevity. These employees shall receive general annual pay increases of 2.95% (2018), 2.95% (2019), 2.95% (2020), and 2.95% (2021).
- E. Employees with no longevity whose current salary exceeds the scale shall receive the general annual pay increases of 2.95% (2018), 2.95% (2019), 2.95% (2020), and 2.95% (2021).
- F. Employees with no longevity whose current salary is under the scale shall be placed onto the scale, as revised to include the above referenced general annual pay increase, and according to their years of service within the bargaining unit so long as such placement does not cause the employee to receive wage increases greater than 1.5% (above the general annual pay increase).
- G. Starting rate: the starting rate for new employees shall be according to the 2-3 pay step.
- H. Effective January 1, 2018, employees in positions classified as attorneys shall receive increases of 2.95% to their base pay per year. The subsequent 2.95% annual increases shall be effective January 1 of 2019, 2020 and 2021 respectively.

Addendum: Westmoreland County compensation

Section 2: Instructor Pay:

Effective January, 2018, employees who are Certified Instructors and assigned to teach County programs will receive a forty dollar (\$40.00) monthly stipend. This stipend shall be limited in its application to that instruction provided by Adult and Juvenile Probation officers for firearms and PSS (defensive tactics training).

Section 3: Licensing Fees:

The county shall pay the licensing fee, yearly, for all Domestic Relations attorneys.

Addendum: Westmoreland County compensation

APOL - 2%

7.5

	2017	2018	2019	2020	2021					
0-1	\$ 33,560.77	\$17.21	\$ 34,284.97	\$17.89	\$ 34,928.54	\$17.91	\$ 35,574.69	\$18.24	\$ 36,222.82	\$18.59
1-2	\$ 33,787.27	\$17.33	\$ 34,508.48	\$17.97	\$ 35,161.79	\$18.30	\$ 35,852.09	\$18.64	\$ 36,546.29	\$19.05
2-3	\$ 34,525.52	\$17.71	\$ 35,809.10	\$18.36	\$ 36,471.56	\$18.70	\$ 37,146.29	\$19.05	\$ 37,957.94	\$19.47
3-4	\$ 35,279.90	\$18.09	\$ 36,591.53	\$18.76	\$ 37,268.47	\$19.11	\$ 37,957.94	\$19.47	\$ 38,787.32	\$19.89
4-5	\$ 36,050.77	\$18.49	\$ 37,391.05	\$19.17	\$ 38,082.78	\$19.53	\$ 38,787.32	\$19.89	\$ 39,634.82	\$20.33
5-6	\$ 36,838.48	\$18.89	\$ 38,208.04	\$19.59	\$ 39,148.89	\$19.96	\$ 39,634.82	\$20.33	\$ 40,500.84	\$20.77
6-7	\$ 37,643.40	\$19.30	\$ 39,042.89	\$20.02	\$ 39,765.18	\$20.39	\$ 40,500.84	\$20.77	\$ 41,385.78	\$21.22
7-8	\$ 38,465.91	\$19.73	\$ 39,895.98	\$20.46	\$ 40,654.05	\$20.84	\$ 41,385.78	\$21.22	\$ 42,290.06	\$21.69
8-9	\$ 39,306.39	\$20.16	\$ 40,767.70	\$20.91	\$ 41,521.91	\$21.29	\$ 42,290.06	\$21.69	\$ 43,214.10	\$22.16
9-10	\$ 40,165.23	\$20.60	\$ 41,658.48	\$21.36	\$ 42,429.16	\$21.76	\$ 43,214.10	\$22.16	\$ 44,158.33	\$22.65
10-11	\$ 41,042.84	\$21.05	\$ 42,568.72	\$21.83	\$ 43,356.24	\$22.23	\$ 44,158.33	\$22.65	\$ 45,123.19	\$23.14
11-12	\$ 41,939.63	\$21.51	\$ 43,498.84	\$22.31	\$ 44,303.57	\$22.72	\$ 45,123.19	\$23.14	\$ 46,109.13	\$23.65
12-13	\$ 42,856.01	\$21.98	\$ 44,449.29	\$22.79	\$ 45,271.60	\$23.22	\$ 46,109.13	\$23.65	\$ 47,116.61	\$24.16
13-14	\$ 43,792.41	\$22.46	\$ 45,420.51	\$23.29	\$ 46,260.79	\$23.72	\$ 47,116.61	\$24.16	\$ 48,146.11	\$24.69
14-15	\$ 44,749.28	\$22.95	\$ 46,412.95	\$23.80	\$ 47,271.59	\$24.24	\$ 48,146.11	\$24.69	\$ 49,198.10	\$25.23
15-16	\$ 45,727.05	\$23.45	\$ 47,427.07	\$24.32	\$ 48,304.47	\$24.77	\$ 49,198.10	\$25.23	\$ 50,273.08	\$25.78
16-17	\$ 46,726.19	\$23.96	\$ 48,463.35	\$24.85	\$ 49,359.92	\$25.31	\$ 50,273.08	\$25.78	\$ 51,371.55	\$26.34
17-18	\$ 47,747.15	\$24.49	\$ 49,522.28	\$25.40	\$ 50,438.44	\$25.87	\$ 51,371.55	\$26.34	\$ 52,494.02	\$26.92
18-19	\$ 48,790.43	\$25.02	\$ 50,604.34	\$25.95	\$ 51,540.52	\$26.43	\$ 52,494.02	\$26.92	\$ 53,641.01	\$27.51
19-20	\$ 49,856.50	\$25.57	\$ 51,710.04	\$26.52	\$ 52,666.68	\$27.01	\$ 53,641.01	\$27.51	\$ 54,813.07	\$28.11
20-21	\$ 50,945.86	\$26.13	\$ 52,839.91	\$27.10	\$ 53,817.45	\$27.60	\$ 54,813.07	\$28.11	\$ 56,010.73	\$28.72
21-22	\$ 52,059.03	\$26.70	\$ 53,994.46	\$27.69	\$ 54,993.36	\$28.20	\$ 56,010.73	\$28.72	\$ 57,234.57	\$29.35
22-23	\$ 53,196.52	\$27.28	\$ 55,174.24	\$28.29	\$ 56,194.96	\$28.82	\$ 57,234.57	\$29.35	\$ 58,485.14	\$29.99
23-24	\$ 54,358.86	\$27.88	\$ 56,379.80	\$28.91	\$ 57,422.82	\$29.45	\$ 58,485.14	\$29.99	\$ 59,763.04	\$30.65
24-25	\$ 55,546.61	\$28.49	\$ 57,611.69	\$29.54	\$ 58,677.51	\$30.09	\$ 59,763.04	\$30.65	\$ 61,068.87	\$31.32
25-26	\$ 56,760.30	\$29.11	\$ 58,870.51	\$30.19	\$ 59,959.61	\$30.75	\$ 61,068.87	\$31.32	\$ 62,403.22	\$32.00
26-27	\$ 58,000.51	\$29.74	\$ 60,156.83	\$30.85	\$ 61,269.73	\$31.42	\$ 62,403.22	\$32.00	\$ 63,766.73	\$32.70
27-28	\$ 59,267.82	\$30.39	\$ 61,471.26	\$31.52	\$ 62,608.48	\$32.11	\$ 63,766.73	\$32.70	\$ 65,160.04	\$33.42
28-29	\$ 60,562.82	\$31.06	\$ 62,814.40	\$32.21	\$ 63,976.47	\$32.81	\$ 65,160.04	\$33.42	\$ 66,583.78	\$34.15
29-30	\$ 61,886.12	\$31.74	\$ 64,186.90	\$32.92	\$ 65,374.36	\$33.53	\$ 66,583.78	\$34.15	\$ 68,038.64	\$34.89
30-31	\$ 63,238.33	\$32.43	\$ 65,589.38	\$33.64	\$ 66,802.79	\$34.26	\$ 68,038.64	\$34.89	\$ 69,525.28	\$35.65
31-32	\$ 64,620.09	\$33.14	\$ 67,022.51	\$34.37	\$ 68,267.43	\$35.01	\$ 69,525.28	\$35.65	\$ 71,044.41	\$36.43
32-33	\$ 66,031.04	\$33.86	\$ 68,486.95	\$35.12	\$ 69,753.96	\$35.77	\$ 71,044.41	\$36.43	\$ 72,596.73	\$37.23
33-34	\$ 67,474.84	\$34.60	\$ 69,983.39	\$35.89	\$ 71,278.09	\$36.55	\$ 72,596.73	\$37.23	\$ 74,182.97	\$38.04
34-35	\$ 68,949.17	\$35.36	\$ 71,512.53	\$36.67	\$ 72,835.51	\$37.35	\$ 74,182.97	\$38.04	\$ 75,803.87	\$38.87
35-36	\$ 70,455.71	\$36.13	\$ 73,075.08	\$37.47	\$ 74,426.97	\$38.17	\$ 75,803.87	\$38.87	\$ 77,460.18	\$39.72

Addendum: Westmoreland County compensation

AP011 - 2%
7.5

	2017	2018	2019	2020	2021					
0-1	\$ 36,781.75	\$ 18,861	\$ 37,333.48	\$ 19,151	\$ 37,893.48	\$ 19,431	\$ 38,461.88	\$ 19,721	\$ 39,231.12	\$ 20,112
1-2	\$ 36,962.95	\$ 18,961	\$ 37,706.84	\$ 19,241	\$ 38,466.95	\$ 19,721	\$ 39,230.17	\$ 20,112	\$ 40,014.77	\$ 20,522
2-3	\$ 37,702.20	\$ 19,331	\$ 38,466.95	\$ 19,721	\$ 39,230.17	\$ 20,112	\$ 40,014.77	\$ 20,522	\$ 40,815.06	\$ 20,933
3-4	\$ 38,456.25	\$ 19,721	\$ 39,230.17	\$ 20,112	\$ 40,014.77	\$ 20,522	\$ 40,815.06	\$ 21,335	\$ 41,631.37	\$ 21,335
4-5	\$ 39,225.37	\$ 20,112	\$ 40,014.77	\$ 20,522	\$ 40,815.06	\$ 21,335	\$ 41,631.37	\$ 21,738	\$ 42,465.02	\$ 21,738
5-6	\$ 40,009.88	\$ 20,522	\$ 40,815.06	\$ 21,335	\$ 42,463.99	\$ 21,738	\$ 43,313.27	\$ 22,221	\$ 44,179.54	\$ 22,221
6-7	\$ 40,810.08	\$ 20,933	\$ 41,631.37	\$ 21,335	\$ 42,463.99	\$ 21,738	\$ 43,313.27	\$ 22,666	\$ 44,180.61	\$ 22,666
7-8	\$ 41,626.28	\$ 21,335	\$ 42,463.99	\$ 21,738	\$ 43,313.27	\$ 22,221	\$ 44,179.54	\$ 22,666	\$ 45,063.13	\$ 22,666
8-9	\$ 42,458.81	\$ 21,738	\$ 43,313.27	\$ 22,221	\$ 44,179.54	\$ 22,666	\$ 45,063.13	\$ 23,111	\$ 45,964.39	\$ 23,111
9-10	\$ 43,307.98	\$ 22,221	\$ 44,179.54	\$ 22,666	\$ 45,063.13	\$ 23,111	\$ 44,179.54	\$ 23,577	\$ 46,883.68	\$ 23,577
10-11	\$ 44,174.14	\$ 22,651	\$ 45,063.13	\$ 23,111	\$ 45,964.39	\$ 23,577	\$ 46,883.68	\$ 24,044	\$ 47,821.35	\$ 24,044
11-12	\$ 45,057.62	\$ 23,111	\$ 45,964.39	\$ 23,577	\$ 46,883.68	\$ 24,044	\$ 47,821.35	\$ 24,522	\$ 48,777.78	\$ 24,522
12-13	\$ 45,958.78	\$ 23,577	\$ 46,883.68	\$ 24,044	\$ 47,821.35	\$ 24,522	\$ 48,777.78	\$ 25,011	\$ 49,754.54	\$ 25,011
13-14	\$ 46,877.95	\$ 24,044	\$ 47,821.35	\$ 24,522	\$ 48,777.78	\$ 25,011	\$ 49,754.54	\$ 25,511	\$ 50,749.63	\$ 25,511
14-15	\$ 47,815.51	\$ 24,522	\$ 48,777.78	\$ 25,011	\$ 49,753.34	\$ 25,511	\$ 50,748.40	\$ 26,022	\$ 51,764.63	\$ 26,022
15-16	\$ 48,771.82	\$ 25,011	\$ 49,753.34	\$ 25,511	\$ 50,748.40	\$ 26,022	\$ 51,763.37	\$ 26,555	\$ 52,799.92	\$ 26,555
16-17	\$ 49,747.26	\$ 25,511	\$ 50,748.40	\$ 26,022	\$ 51,763.37	\$ 26,555	\$ 52,798.64	\$ 27,088	\$ 53,855.92	\$ 27,088
17-18	\$ 50,742.20	\$ 26,022	\$ 51,763.37	\$ 26,555	\$ 52,798.64	\$ 27,088	\$ 53,854.61	\$ 27,621	\$ 54,933.04	\$ 27,621
18-19	\$ 51,757.05	\$ 26,554	\$ 52,798.64	\$ 27,088	\$ 53,854.61	\$ 27,621	\$ 54,931.70	\$ 28,177	\$ 56,031.70	\$ 28,177
19-20	\$ 52,792.19	\$ 27,077	\$ 53,854.61	\$ 27,621	\$ 54,931.70	\$ 28,177	\$ 56,030.34	\$ 28,733	\$ 57,152.33	\$ 28,733
20-21	\$ 53,848.03	\$ 27,621	\$ 54,931.70	\$ 28,177	\$ 56,030.34	\$ 28,733	\$ 57,150.94	\$ 29,311	\$ 58,293.96	\$ 29,311
21-22	\$ 54,924.99	\$ 28,177	\$ 56,030.34	\$ 28,733	\$ 57,150.94	\$ 29,311	\$ 58,293.96	\$ 29,899	\$ 59,461.29	\$ 29,899
22-23	\$ 56,023.49	\$ 28,733	\$ 57,150.94	\$ 29,311	\$ 58,293.96	\$ 29,899	\$ 59,459.84	\$ 30,491	\$ 60,650.51	\$ 30,491
23-24	\$ 57,143.96	\$ 29,300	\$ 58,293.96	\$ 29,899	\$ 59,459.84	\$ 30,491	\$ 60,649.04	\$ 31,101	\$ 61,863.52	\$ 31,101
24-25	\$ 58,286.84	\$ 29,899	\$ 59,459.84	\$ 30,491	\$ 60,649.04	\$ 31,101	\$ 61,862.02	\$ 31,721	\$ 63,100.79	\$ 31,721
25-26	\$ 59,452.58	\$ 30,491	\$ 60,649.04	\$ 31,101	\$ 61,862.02	\$ 31,721	\$ 63,099.26	\$ 32,356	\$ 64,362.81	\$ 32,356
26-27	\$ 60,641.63	\$ 31,101	\$ 61,862.02	\$ 31,721	\$ 63,099.26	\$ 32,356	\$ 64,361.25	\$ 33,011	\$ 65,650.06	\$ 33,011
27-28	\$ 61,854.46	\$ 31,721	\$ 63,099.26	\$ 32,356	\$ 64,361.25	\$ 33,011	\$ 65,648.47	\$ 33,677	\$ 66,963.07	\$ 33,677
28-29	\$ 63,091.55	\$ 32,356	\$ 64,361.25	\$ 33,011	\$ 65,648.47	\$ 33,677	\$ 66,961.44	\$ 34,344	\$ 68,302.33	\$ 34,344
29-30	\$ 64,353.38	\$ 33,000	\$ 65,648.47	\$ 33,677	\$ 66,961.44	\$ 34,344	\$ 68,300.67	\$ 35,033	\$ 69,668.37	\$ 35,033
30-31	\$ 65,640.45	\$ 33,666	\$ 66,961.44	\$ 34,344	\$ 68,300.67	\$ 35,033	\$ 69,666.68	\$ 35,733	\$ 71,061.74	\$ 35,733
31-32	\$ 66,953.26	\$ 34,344	\$ 68,300.67	\$ 35,033	\$ 69,666.68	\$ 35,733	\$ 71,060.02	\$ 36,444	\$ 72,482.98	\$ 36,444
32-33	\$ 68,292.32	\$ 35,022	\$ 69,666.68	\$ 35,733	\$ 71,060.02	\$ 36,444	\$ 72,481.22	\$ 37,177	\$ 73,932.63	\$ 37,177
33-34	\$ 69,658.17	\$ 35,722	\$ 71,060.02	\$ 36,444	\$ 72,481.22	\$ 37,177	\$ 73,930.84	\$ 37,911	\$ 75,411.29	\$ 37,911
34-35	\$ 71,051.33	\$ 36,444	\$ 72,481.22	\$ 37,177	\$ 73,930.84	\$ 37,911	\$ 75,409.46	\$ 38,677	\$ 76,919.51	\$ 38,677