## MESA WATER DISTRICT 2020 COMPENSATION AND BENEFIT SUMMARY

### **BOARD OF DIRECTORS**

- Mesa Water District (Mesa Water®) Board of Directors receives no pension.
- **Daily per diem** In 2020, each Board member earned \$291 (effective 7-1-19) per day of service, with up to a maximum of 10 days of paid service per month. On many occasions, Directors attend meetings and request no pay.
- Medical, Dental, and/or Vision Each Board member may use up to \$1,600 per month in 2020 towards the cost of participating, if they choose to do so, in Mesa Water's group health insurance plans (medical, dental, and/or vision). The actual benefit amount varies by Director, with the actual 2020 cost ranging from \$12,787.20 to \$19,200.00. No cash payments or benefit in-lieu are permitted for Directors not electing health coverage.
- Life/Accidental Death & Dismemberment Insurance Each Board member is insured for up to \$25,000 in Life/Accidental Death & Dismemberment insurance. The total cost of providing the insurance in 2020 was \$243.00.

## **GENERAL MANAGER**

- Annual Salary \$320,600 (effective 9-25-20). .
- Vehicle provided.
- Vacation General Manager accrues 208 hours annually.

### **MESA WATER EMPLOYEES**

**Benefits** – Below is a brief recap of Mesa Water's employee benefits. These benefits apply to all full-time Mesa Water employees. Any benefits that differ by position or bargaining unit are identified below or on other pages.

- Holidays One hundred seven hours annually
- Sick Leave Employees accrue ninety-six hours annually, with no maximum accrual cap and no payout provision upon separation.
- Vacation Mesa Water employees accrue vacation based on years of service and bargaining unit as shown in the table below:

	Accruals Are Shown In Hours Per Pay Period								
<b>Period of Continuous</b>		Supervisory/							
<u>Employment</u>	<u>MWDEA</u>	<u>Confidential</u>	<u>Management</u>						
1 <sup>st</sup> & 2 <sup>nd</sup> years	3.40	3.40	3.40						
3 <sup>rd</sup> & 4 <sup>th</sup> years	4.30	4.30	4.30						
5 <sup>th</sup> – 9 <sup>th</sup> years	5.23	5.23	5.23						
10 <sup>th</sup> – 14 <sup>th</sup> years	6.15	6.15	6.15						
15 <sup>th</sup> – 19 <sup>th</sup> years	7.10	6.15*	6.15*						
20th year & thereafter	8.00	6.15*	6.15*						

<sup>\*</sup> Employees hired after 7-1-99 only.

**Maximum Vacation Accrual** - The maximum vacation accumulation for the Mesa Water District Employees Association is 300 hours. The maximum vacation accumulation for the Supervisory/Confidential and Management employees is 360 hours.

**Vacation Cash-out Program –** Management and Supervisory/Confidential employees who have used a minimum of 40 hours vacation during the fiscal year may cash out up to 80 hours of vacation. After using a minimum of 80 vacation hours, employees may cash out up to 120 vacation hours.

**Cafeteria Plan Benefits** – In 2020, employees received a monthly \$1,600 "Flex Credit" allocation to be used towards health benefits including medical, dental, vision, and optional disability insurance plans. The monthly cost of insurance over \$1,600 is paid by the employee.

**Long Term Disability (LTD)** – Full-time employees are insured equal to 2/3 of base salary (\$12,000 maximum monthly benefit) after a 90-day waiting period. The cost of this benefit is \$41.50 per \$10,000 of annual salary.

**Life Insurance** – Full-time employees are insured for \$200,000 in group Life/AD&D insurance paid by the District (benefit decreases at age 65). The annual cost to provide this benefit in 2020 was \$376.80 per employee.

**Employee Assistance Program –** All employees are covered by an employee assistance program. The annual cost to provide this benefit in 2020 was \$30.84 per employee.

**Retirement** – Employees participate in CalPERS retirement upon hire. Classic member benefits are based on 2% @ 55 formula. Classic member's share of contribution to CalPERS is 7% of base salary per pay period. Effective January 1, 2013, the Public Employees' Pension Reform Act (PEPRA) went into effect for all new members of CalPERS. A new member is defined as any one of the following:

- A new hire who is brought into CalPERS membership for the first time on or after 1/1/13, and who has no prior membership in a California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after 1/1/13, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to 1/1/13, and who is rehired by a different CalPERS employer after a break in service of greater than six (6) months.

New member benefits are based on 2% @ 62 and the member contributes the employee portion which is 7.25% of reportable compensation. Mesa Water District also participates in Social Security.

**Retiree Health** – No Mesa Water employee has "lifetime health benefits." However, Mesa Water employees who retire after age 55, with a minimum of 11 years of Mesa Water service, may continue to participate in Mesa Water's group health insurance programs. Mesa Water provides a monthly stipend towards the employee's cost of coverage.

## Mesa Water® Monthly Contribution Towards Insurance Premiums for Retirees

YEARS OF	COVERED MEMBERS	AGE 55-64	AGE 65 & Over
SERVICE			
	Retiree only	\$144	\$ 90
11-14	Retiree + Spouse	\$230	\$144
	Retiree only	\$168	\$ 96
15-19	Retiree + Spouse	\$269	\$154
	Retiree only	\$192	\$102
20-24	Retiree + Spouse	\$307	\$163
	Retiree only	\$216	\$108
25-29	Retiree + Spouse	\$346	\$173
	Retiree only	\$240	\$120
30+	Retiree + Spouse	\$384	\$192

Mesa Water currently contracts with CalPERS for its medical insurance plans. As a condition of this contract, Mesa Water is required to make the CalPERS minimum contribution (\$139.00 per month for 2020) on behalf of qualified CalPERS retirees who fall outside of the requirements for the Mesa Water retiree health program detailed above, but meet the CalPERS' minimum retirement qualifications of age 50 with 5-years of CalPERS service.



Division 5

## Mesa Water District 2020 Per Diem - BOARD OF DIRECTORS

Shawn Dewane

#### Cost of Insurance: Per Diem\* **Division** Health Life/AD&D **Director Name** Fred Bockmiller \$ 27,129.36 \$19,200.00 \$ Division 1 58.56 James Fisler \$ 34,920.00 \$12,787.20 \$ Division 2 38.04 Marice DePasquale \$ 34,920.00 \$12,787.20 58.56 Division 3 James Atkinson Division 4 \$ 33,240.36 \$19,200.00 \$ 29.28

\$ 34,695.36

\$19,200.00

58.56

<sup>\*</sup>Based on \$291 per day of service (effective July 1, 2019) up to a maximum of 10 days of paid service per month. May include prior year meeting attendance.

Human Resources Analyst* 58,530 720 20,132 18,427 128,809   Human Resources Analyst* 58,950 540 15,046 10,224 84,760   Executive Assistant to the GM 96,201 4,788 20,153 19,359 140,471   Department Assistant 35,075 808 19,981 6,408 62,272   Records Management Specialist 93,815 8,431 20,140 18,740 141,126   Offices Assistant 44,186 875 19,940 7,995 72,996   Human Resources Manager 114,715 3,720 15,443 18,596 72,298   Human Resources Manager 114,715 3,720 15,443 18,596 122,474   Water Policy Manager 154,280 18,133 20,445 32,263 225,171   Public Affairs Coordinator 94,346 0 20,102 13,898 128,346   Public Affairs Expecialist** 47,847 725 20,010 7,794 76,376   Intern II 18,672 0 10,177 2,225 31,074   Water Use Efficiency Analyst 102,394 1,037 20,164 19,882 134,347   Customer Services Manager 108,538 6,871 20,258 23,987 159,654   Customer Services Rep II 43,372 2,055 20,023 13,595 79,045   Customer Services Rep II 65,853 1,450 20,023 13,595 79,045   Customer Services Rep II 75,582 4,224 20,023 13,595 100,921   Customer Service Rep II 79,219 5,934 20,039 11,323 11,595 195,424   Field Customer Service Rep II 75,582 4,224 20,023 13,595 100,921   Customer Service Rep II 75,582 4,224 20,039 11,595 95,424   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,949   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997   Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997    Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997    Field Customer Service Rep II 75,583 19,984 9,559 96,997 1,594	POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	TOTAL	
Assistant General Manager   249,651   8,988   20,612   45,585   324,836   Administrative Services Manager   130,232   14,275   20,361   28,461   193,329   Human Resources Analyst   89,530   720   20,132   18,427   128,809   Human Resources Analyst   58,950   540   15,046   10,224   84,760   12,024   84,760	General Manager	306,478	12,331	20,612	56,763	396,184	
Administrative Services Manager         130.232         14,275         20.361         28,461         193.329           Human Resources Analyst         89,530         720         20,132         18,427         128,809           Human Resources Analyst***         \$8,950         540         15,046         10,224         84,760           Executive Assistant to the GM         96,201         4,788         20,153         19,399         140,471           Department Assistant         45,000         4,788         20,153         19,399         140,471           Records Management Specialist         93,815         8,431         20,400         18,740         141,126           Records Management Specialist         93,815         8,431         20,400         18,740         141,216           Water Policy Manager         114,715         3,720         15,443         18,596         152,474           Water Policy Manager         194,280         18,133         20,445         32,263         225,171           Water Policy Manager         194,280         18,133         20,445         32,263         225,111           Water Policy Manager         194,346         725         20,010         7,794         76,526           Intern II         115	Business Administrator	119,432	720	20,315	26,479	166,946	
Human Resources Analyst* 58,530 720 20,132 18,427 128,809   Human Resources Analyst* 58,950 540 15,046 10,224 84,760   Executive Assistant to the GM 96,201 4,788 20,153 19,359 140,471   Department Assistant 35,075 808 19,981 6,408 62,272   Records Management Specialist 93,815 8,431 20,140 18,740 141,126   Offices Assistant 44,186 875 19,940 7,995 72,996   Human Resources Manager 114,715 3,720 15,443 18,596 72,298   Human Resources Manager 114,715 3,720 15,443 18,596 122,474   Water Policy Manager 154,280 18,133 20,445 32,263 225,171   Public Affairs Coordinator 94,346 0 20,102 13,898 128,346   Public Affairs Expecialist** 47,847 725 20,010 7,794 76,376   Intern II 18,672 0 10,177 2,225 31,074   Water Use Efficiency Analyst 102,394 1,037 20,164 19,882 134,347   Customer Services Manager 108,538 6,871 20,258 23,987 159,654   Customer Services Rep II 43,372 2,055 20,023 13,595 79,045   Customer Services Rep II 65,853 1,450 20,023 13,595 79,045   Customer Services Rep II 75,582 4,224 20,023 13,595 100,921   Customer Service Rep II 79,219 5,934 20,039 11,323 11,595 195,424   Field Customer Service Rep II 75,582 4,224 20,023 13,595 100,921   Customer Service Rep II 75,582 4,224 20,039 11,595 95,424   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,949   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,595 95,99   Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997   Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997    Field Customer Service Rep II 75,582 4,224 20,039 11,593 19,595 96,997    Field Customer Service Rep II 75,583 19,984 9,559 96,997 1,594	Assistant General Manager	249,651	8,988	20,612	45,585	324,836	
Human Resources Analyst**   \$8,950   \$40   15,046   10,224   84,760   Executive Assistant to the GM   96,201   4,758   20,153   19,359   140,471   Department Assistant   35,075   808   19,981   6,408   62,272   Records Management Specialist   93,815   8,431   20,140   18,740   141,126   70,761   7	Administrative Services Manager	130,232	14,275	20,361	28,461	193,329	
Executive Assistant to the GM	Human Resources Analyst	89,530	720	20,132	18,427	128,809	
Department Assistant	Human Resources Analyst**	58,950	540	15,046	10,224	84,760	
Records Management Specialist   93,815   8,431   20,140   18,740   141,126	Executive Assistant to the GM	96,201	4,758	20,153	19,359	140,471	
Offices Assistant         44,186         875         19,940         7,995         72,996           Human Resources Manager         114,715         3,720         15,443         18,596         152,474           Water Policy Manager         154,280         18,133         20,445         32,263         225,121           Public Affairs Coordinator         94,346         0         20,102         13,898         128,346           Public Affairs Specialist***         47,847         725         20,010         7,794         76,376           Intern II         18,672         0         10,177         2,225         31,074           Water Use Efficiency Analyst         102,394         1,037         20,164         19,882         143,477           Customer Services Rap II         43,372         2,055         20,023         13,595         79,045           Customer Services Rep II         65,853         1,450         20,023         13,595         190,921           Customer Service Rep II         79,219         5,944         20,023         13,595         96,927           Field Customer Service Rep II         79,219         5,934         20,023         13,595         96,927           Field Customer Service Rep II         47,514	Department Assistant	35,075	808	19,981	6,408	62,272	
Human Resources Manager	Records Management Specialist	93,815	8,431	20,140	18,740	141,126	
Water Policy Manager         154,280         18,133         20,445         32,263         225,121           Public Affairs Coordinator         94,346         0         20,102         13,898         128,346           Public Affairs Specialist***         47,847         725         20,010         7,794         76,376           Intern II         18,672         0         10,177         2,225         31,074           Water Use Efficiency Analyst         102,394         1,037         20,164         19,882         143,477           Customer Services Manager         108,538         6,871         20,258         23,987         159,654           Customer Services Rep II         43,372         2,055         20,023         13,595         179,045           Customer Services Rep II         65,853         1,450         20,023         13,595         109,941           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II	Offices Assistant	44,186	875	19,940	7,995	72,996	
Public Affairs Coordinator         94,346         0         20,102         13,898         128,346           Public Affairs Specialist***         47,847         725         20,010         7,794         76,376         76,376         76,376         76,376         76,376         73,074         73,177         2,225         31,074         74,477         72,225         31,074         74,477         72,225         31,074         74,477         72,225         31,074         74,477         72,225         31,477         72,225         31,477         72,225         31,477         72,225         31,477         72,225         31,477         72,225         20,023         13,595         79,045         79,045         72,045         72,022         13,595         79,045         79,045         72,022         73,595         79,045         72,022         73,595         79,045         72,022         73,595         79,045         72,022         73,595         79,045         72,022         73,595         79,045         72,022         73,595         79,045         73,002         73,595         79,045         73,002         73,595         79,045         73,002         73,595         79,045         73,002         73,002         73,002         73,002         73,002         73,	Human Resources Manager	114,715	3,720	15,443	18,596	152,474	
Public Affairs Specialist***         47,847         725         20,010         7,794         76,376           Intern II         18,672         0         10,177         2,225         31,074           Water Use Efficiency Analyst         102,394         1,037         20,164         19,882         143,477           Customer Services Manager         108,538         6,871         20,258         23,987         159,654           Customer Services Rep II         43,372         2,055         20,023         13,595         79,045           Customer Services Rep II         65,853         1,450         20,023         13,595         79,045           Customer Service Rep II         75,582         4,224         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         61,231         1,584         20,001         12,664         95,380           Principal Engineer <td< td=""><td>Water Policy Manager</td><td>154,280</td><td>18,133</td><td>20,445</td><td>32,263</td><td>225,121</td></td<>	Water Policy Manager	154,280	18,133	20,445	32,263	225,121	
Intern     18,672	Public Affairs Coordinator	94,346	0	20,102	13,898	128,346	
Water Use Efficiency Analyst	Public Affairs Specialist***	47,847	725	20,010	7,794	76,376	
Customer Services Manager         108,538         6,871         20,258         23,987         159,654           Customer Services Rep II         43,372         2,055         20,023         13,595         79,045           Customer Services Rep II         65,853         1,450         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         63,620         3,834         19,984         9,559         96,997           Field Customer Service Rep II         47,514         1,020         19,993         8,456         76,923           Field Customer Service Rep II         47,514         1,020         19,993         8,456         76,923           Field Customer Service Rep II         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,758         95,380           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         137,145         720         20,345         18,149         189,727           Senior Civil Engineer         <	Intern II	18,672	0	10,177	2,225	31,074	
Customer Services Rep II         43,372         2,055         20,023         13,595         79,045           Customer Services Rep II         65,853         1,450         20,023         13,595         100,921           Customer Services Rep II         57,582         4,224         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         63,620         3,834         19,984         9,559         96,997           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,578         95,384           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         18,183         18,6029           Buyer         49,831 <t< td=""><td>Water Use Efficiency Analyst</td><td>102,394</td><td>1,037</td><td>20,164</td><td>19,882</td><td>143,477</td></t<>	Water Use Efficiency Analyst	102,394	1,037	20,164	19,882	143,477	
Customer Services Rep II         43,372         2,055         20,023         13,595         79,045           Customer Services Rep II         65,853         1,450         20,023         13,595         100,921           Customer Services Rep II         57,582         4,224         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         63,620         3,834         19,984         9,559         96,997           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,578         95,384           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         130,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         18,481         189,029           Buyer         49,831 <t< td=""><td>Customer Services Manager</td><td>108,538</td><td>6,871</td><td>20,258</td><td>23,987</td><td></td></t<>	Customer Services Manager	108,538	6,871	20,258	23,987		
Customer Services Rep II         65,853         1,450         20,023         13,595         100,921           Customer Services Rep II         57,582         4,224         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         163,620         3,834         19,984         9,559         96,997           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep II         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,578         95,384           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248	Customer Services Rep II	43,372				· ·	
Customer Services Rep II         57,582         4,224         20,023         13,595         95,424           Field Customer Service Rep II         79,219         5,934         20,039         14,323         119,515           Field Customer Service Rep II         63,620         3,834         19,984         9,559         96,997           Field Customer Service Rep II         47,514         1,020         19,933         8,456         76,923           Field Customer Service Rep I         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,578         95,380           Department Assistant         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505	·		· · · · · · · · · · · · · · · · · · ·			·	
Field Customer Service Rep II 79,219 5,934 20,039 14,323 119,515 Field Customer Service Rep II 63,620 3,834 19,984 9,559 96,997 Field Customer Service Rep II 47,514 1,020 19,933 8,456 76,923 Field Customer Service Rep I 61,131 1,584 20,001 12,664 95,380 Department Assistant 61,287 2,476 20,043 11,578 95,384 Principal Engineer 61,852 0 6,742 9,419 78,013 Senior Civil Engineer 150,071 820 20,345 18,491 189,727 Senior Civil Engineer 137,145 720 20,345 27,819 186,029 Buyer 49,831 5,999 20,038 11,581 87,449 Financial Services Assistant 90,248 8,982 20,100 16,978 136,308 Chief Financial Officer 171,505 8,280 20,473 18,183 218,441 Controller 171,505 8,280 20,473 18,183 218,441 Controller 112,075 720 20,201 17,324 150,320 Accounting Technician II** 35,487 660 18,285 8,183 62,615 Facility Maintenance Worker I 36,062 3,161 19,957 10,748 69,928 Senior Operator 80,895 47,447 20,161 19,733 168,236 Senior Operator 93,941 43,160 20,161 19,733 168,236 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 46,042 3,291 8,391 7,026 64,750 Water Quality Technician II* 42,080 1,234 15,008 10,980 69,302 Construction Inspector 46,042 3,291 8,391 7,026 64,750 Water Operations Supervisor 140,530 457 20,286 25,250 186,523 Water Operation Supervisor 140,530 457 20,286 25,250 186,523 Water Operatior 1 52,410 13,002 19,978 9,388 94,778 Operator 1 52,410 15,038 666 666 6,640 3,186 26,330 Operator 1 52,410 152,838 666 666 6,	·						
Field Customer Service Rep II 63,620 3,834 19,984 9,559 96,997 Field Customer Service Rep II 47,514 1,020 19,933 8,456 76,923 Field Customer Service Rep I 61,131 1,584 20,001 12,664 95,380 Department Assistant 61,287 2,476 20,043 11,578 95,384 Principal Engineer 61,852 0 6,742 9,419 78,013 Senior Civil Engineer 150,071 820 20,345 18,491 189,727 Senior Civil Engineer 137,145 720 20,345 27,819 186,029 Buyer 49,831 5,999 20,038 11,581 87,449 Financial Services Assistant 90,248 8,982 20,100 16,978 136,308 Chief Financial Officer 171,505 8,280 20,473 18,183 218,441 Controller 112,075 720 20,201 17,324 150,320 Accounting Technician II** 35,487 660 18,285 8,183 62,615 Facility Maintenance Worker I 36,062 3,161 19,957 10,748 69,928 Senior Operator 80,895 47,447 20,161 19,733 168,236 Senior Operator 93,941 43,160 20,161 19,733 176,995 Senior Operator 106,611 3,998 20,161 19,393 150,163 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 64,763 4,092 20,058 12,229 101,142 Water Quality Technician I 64,763 4,092 20,058 12,229 101,142 Water Quality Technician I 64,763 4,092 20,058 12,229 101,142 Water Quality Technician I 64,763 40,92 20,058 12,229 101,142 Water Operations Supervisor 140,530 457 20,286 25,250 186,523 Water Operations Supervisor 140,530 457 20,286 25,250 186,523 Water Operation Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operations Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operatior 1 93,7160 6,883 19,983 8,095 72,121 Operator I 44,941 4,544 19,996 10,016 79,537 Operator I - Limited Term ** 15,838 6666 6,640 3,186 26,330	·		·				
Field Customer Service Rep II 47,514 1,020 19,933 8,456 76,923 Field Customer Service Rep I 61,131 1,584 20,001 12,664 95,380 Department Assistant 61,287 2,476 20,043 11,578 95,384 Principal Engineer 61,852 0 6,742 9,419 78,013 Senior Civil Engineer 150,071 820 20,345 18,491 189,727 Senior Civil Engineer 137,145 720 20,345 27,819 186,029 Buyer 49,831 5,999 20,038 11,581 87,449 Financial Services Assistant 90,248 8,982 20,100 16,978 136,308 Chief Financial Officer 171,505 8,280 20,473 18,183 218,441 Controller 112,075 720 20,201 17,324 150,320 Accounting Technician II** 35,487 660 18,285 8,183 62,615 Facility Maintenance Worker I 36,062 3,161 19,957 10,748 69,928 Senior Operator 93,941 43,160 20,161 19,733 168,236 Senior Operator 93,941 43,160 20,161 19,733 176,995 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 45,787 11,344 19,956 9,733 86,820 Water Quality Technician I 64,763 40,92 20,058 12,229 101,142 Water Quality Technician I 64,763 40,92 20,058 12,229 101,142 Water Quality Technician I 64,763 40,92 20,058 12,229 101,142 Water Operators Supervisor 140,530 457 20,266 25,250 186,523 Water Operator Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operation Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operation Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operatior 1 94,4941 4,584 19,996 10,016 79,537 Operator I Limited Term ** 15,838 6666 6,640 3,386 26,330	·		· ·				
Field Customer Service Rep I         61,131         1,584         20,001         12,664         95,380           Department Assistant         61,287         2,476         20,043         11,578         95,384           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,	·		· · · · · · · · · · · · · · · · · · ·			·	
Department Assistant         61,287         2,476         20,043         11,578         95,384           Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         188,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,022           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161	·						
Principal Engineer         61,852         0         6,742         9,419         78,013           Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         62,706         10,763         20,044	·		· ·				
Senior Civil Engineer         150,071         820         20,345         18,491         189,727           Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         62,766         10,763         20,044         10,510         10,4023           Senior Operator***         45,787         11,344         19,956 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Senior Civil Engineer         137,145         720         20,345         27,819         186,029           Buyer         49,831         5,999         20,038         11,581         87,449           Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         62,706         10,763         20,044         10,510         104,023           Senior Operator****         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,0						·	
Buyer						·	
Financial Services Assistant         90,248         8,982         20,100         16,978         136,308           Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Operations Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         4						,	
Chief Financial Officer         171,505         8,280         20,473         18,183         218,441           Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         130,533         1,277<	·		· ·			·	
Controller         112,075         720         20,201         17,324         150,320           Accounting Technician II**         35,487         660         18,285         8,183         62,615           Facility Maintenance Worker I         36,062         3,161         19,957         10,748         69,928           Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator***         62,706         10,763         20,044         10,510         104,023           Senior Operator****         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457			· · · · · · · · · · · · · · · · · · ·			·	
Accounting Technician II**       35,487       660       18,285       8,183       62,615         Facility Maintenance Worker I       36,062       3,161       19,957       10,748       69,928         Senior Operator       80,895       47,447       20,161       19,733       168,236         Senior Operator       93,941       43,160       20,161       19,733       176,995         Senior Operator       106,611       3,998       20,161       19,393       150,163         Senior Operator***       45,787       11,344       19,956       9,733       86,820         Water Quality Technician I       64,763       4,092       20,058       12,229       101,142         Water Quality Technician I**       42,080       1,234       15,008       10,980       69,302         Construction Inspector       46,042       3,291       8,391       7,026       64,750         Water Operations Supervisor       140,530       457       20,286       25,250       186,523         Water Operations Supervisor       130,533       1,277       20,265       24,417       176,492         Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Ope			· ·		·		
Facility Maintenance Worker I 36,062 3,161 19,957 10,748 69,928 Senior Operator 80,895 47,447 20,161 19,733 168,236 Senior Operator 93,941 43,160 20,161 19,733 176,995 Senior Operator 106,611 3,998 20,161 19,393 150,163 Senior Operator 62,706 10,763 20,044 10,510 104,023 Senior Operator 45,787 11,344 19,956 9,733 86,820 Water Quality Technician I 64,763 4,092 20,058 12,229 101,142 Water Quality Technician I* 42,080 1,234 15,008 10,980 69,302 Construction Inspector 46,042 3,291 8,391 7,026 64,750 Water Operations Supervisor 140,530 457 20,286 25,250 186,523 Water Operations Supervisor 130,533 1,277 20,265 24,417 176,492 Water Operations Supervisor 88,690 20,371 20,140 18,243 147,444 Operator I** 47,479 5,978 16,624 7,793 77,874 Operator I 37,160 6,883 19,983 8,095 72,121 Operator I 52,410 13,002 19,978 9,388 94,778 Operator I 44,941 4,584 19,996 10,016 79,537 Operator I - Limited Term ** 15,838 666 6,640 3,186 26,330						·	
Senior Operator         80,895         47,447         20,161         19,733         168,236           Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator         62,706         10,763         20,044         10,510         104,023           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I*         37,160         6,883					•		
Senior Operator         93,941         43,160         20,161         19,733         176,995           Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator         62,706         10,763         20,044         10,510         104,023           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I**         47,479         5,978         16,624         7,793         77,874           Operator I         52,410         13,002	,						
Senior Operator         106,611         3,998         20,161         19,393         150,163           Senior Operator         62,706         10,763         20,044         10,510         104,023           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I**         47,479         5,978         16,624         7,793         77,874           Operator I         37,160         6,883         19,983         8,095         72,121           Operator I         44,941         4,584         <	·						
Senior Operator         62,706         10,763         20,044         10,510         104,023           Senior Operator***         45,787         11,344         19,956         9,733         86,820           Water Quality Technician I         64,763         4,092         20,058         12,229         101,142           Water Quality Technician I**         42,080         1,234         15,008         10,980         69,302           Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I**         47,479         5,978         16,624         7,793         77,874           Operator I         37,160         6,883         19,983         8,095         72,121           Operator I         52,410         13,002         19,978         9,388         94,778           Operator I - Limited Term **         15,838         666	·				·		
Senior Operator***       45,787       11,344       19,956       9,733       86,820         Water Quality Technician I       64,763       4,092       20,058       12,229       101,142         Water Quality Technician I**       42,080       1,234       15,008       10,980       69,302         Construction Inspector       46,042       3,291       8,391       7,026       64,750         Water Operations Supervisor       140,530       457       20,286       25,250       186,523         Water Operations Supervisor       130,533       1,277       20,265       24,417       176,492         Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Operator I**       47,479       5,978       16,624       7,793       77,874         Operator I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·		· · · · · · · · · · · · · · · · · · ·				
Water Quality Technician I       64,763       4,092       20,058       12,229       101,142         Water Quality Technician I**       42,080       1,234       15,008       10,980       69,302         Construction Inspector       46,042       3,291       8,391       7,026       64,750         Water Operations Supervisor       140,530       457       20,286       25,250       186,523         Water Operations Supervisor       130,533       1,277       20,265       24,417       176,492         Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Operator I**       47,479       5,978       16,624       7,793       77,874         Operator I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	•		· ·			·	
Water Quality Technician I**       42,080       1,234       15,008       10,980       69,302         Construction Inspector       46,042       3,291       8,391       7,026       64,750         Water Operations Supervisor       140,530       457       20,286       25,250       186,523         Water Operations Supervisor       130,533       1,277       20,265       24,417       176,492         Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Operator I**       47,479       5,978       16,624       7,793       77,874         Operatior I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·					·	
Construction Inspector         46,042         3,291         8,391         7,026         64,750           Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I**         47,479         5,978         16,624         7,793         77,874           Operatior I         37,160         6,883         19,983         8,095         72,121           Operator I         52,410         13,002         19,978         9,388         94,778           Operator I         44,941         4,584         19,996         10,016         79,537           Operator I - Limited Term **         15,838         666         6,640         3,186         26,330	·		· · · · · · · · · · · · · · · · · · ·			·	
Water Operations Supervisor         140,530         457         20,286         25,250         186,523           Water Operations Supervisor         130,533         1,277         20,265         24,417         176,492           Water Operations Supervisor***         88,690         20,371         20,140         18,243         147,444           Operator I**         47,479         5,978         16,624         7,793         77,874           Operatior I         37,160         6,883         19,983         8,095         72,121           Operator I         52,410         13,002         19,978         9,388         94,778           Operator I         44,941         4,584         19,996         10,016         79,537           Operator I - Limited Term **         15,838         666         6,640         3,186         26,330	,				·		
Water Operations Supervisor       130,533       1,277       20,265       24,417       176,492         Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Operator I**       47,479       5,978       16,624       7,793       77,874         Operatior I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·						
Water Operations Supervisor***       88,690       20,371       20,140       18,243       147,444         Operator I**       47,479       5,978       16,624       7,793       77,874         Operatior I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·					·	
Operator I**       47,479       5,978       16,624       7,793       77,874         Operatior I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·				·		
Operatior I       37,160       6,883       19,983       8,095       72,121         Operator I       52,410       13,002       19,978       9,388       94,778         Operator I       44,941       4,584       19,996       10,016       79,537         Operator I - Limited Term **       15,838       666       6,640       3,186       26,330	·			· ·	·		
Operator I         52,410         13,002         19,978         9,388         94,778           Operator I         44,941         4,584         19,996         10,016         79,537           Operator I - Limited Term **         15,838         666         6,640         3,186         26,330			· · · · · · · · · · · · · · · · · · ·				
Operator I         44,941         4,584         19,996         10,016         79,537           Operator I - Limited Term **         15,838         666         6,640         3,186         26,330	•		· · · · · · · · · · · · · · · · · · ·				
Operator I - Limited Term **         15,838         666         6,640         3,186         26,330	•		· ·				
	·		· ·				
NAME (ALM ) - 1 MART   1 MART	Operator I - Limited Term **	6,620	220	1,643	1,179	9,662	

			INSUR		
POSITION	SALARY	OTHER PAY*	PREMS	PENSION COSTS	TOTAL
Operator II***	60,407	16,199	19,989	9,805	106,400
Operator II	81,535	30,415	20,100	17,024	149,074
Water Operations Coordinator***	111,552	720	20,178	20,503	152,953
Department Assistant	51,535	720	19,971	9,117	81,343
Operations Manager	182,646	9,086	20,531	36,180	248,443
Water Quality & Compliance Supervisor	105,717	1,377	20,258	24,033	151,385

<sup>\*</sup> May Include Overtime, Standby/Duty, Incentive Pay, Officer Stipend, Vehicle Allowance and Pay in Lieu of Time Off

<sup>\*\*</sup> Position was not filled for full 12 months

<sup>\*\*\*</sup>Includes salary & benefits for prior and promoted position

# MESA WATER DISTRICT SCHEDULE OF POSITIONS

## SALARY RANGES BY JOB CLASSIFICATION & LEVEL

	Job Classification - Level:	Salary Range
(1)	Accounting Technician - I	17
(2)	Accounting Technician - II	21
(3)	Administrative Services Manager	56
(4)	Associate Engineer - I	40
(5)	Associate Engineer - II	46
(6)	Assistant General Manager	70
(7)	Business Administrator	48
(8)	Buyer	32
(9)	Chief Financial Officer	63
(10)	Construction Inspector	34
(11)	Controller	48
(12)	Customer Service Representative - I	15
(13)	Customer Service Representative - II	21
(14)	Customer Services Manager	51
(15)	Department Assistant	24
(16)	Executive Assistant to the General Manager	42
(17)	Facility Maintenance Worker - I	18
(18)	Facility Maintenance Worker - II	22
(19)	Field Customer Service Representative - I	18
(20)	Field Customer Service Representative - II	23
(21)	Financial Services Assistant	30
(22)	General Manager	Contract
(23)	Human Resources Analyst	34
(24)	Human Resources Assistant	30
(25)	Human Resources Manager	57
(26)	Intern - I	1
(27)	Intern - II	6
(28)	Lead Field Customer Services Representative	29
(29)	Office Assistant	15
(30)	Operator I - D1	23
(31)	Operator I - D1 & T1	26
(32)	Operator II	30
(33)	Principal Engineer	56
(34)	Public Affairs Coordinator	38
(35)	Public Affairs Manager	56
(36)	Public Affairs Specialist	30
(37)	Records Management Specialist	34
(38)	Senior Accounting Technician	27
(39)	Senior Civil Engineer	50
(40)	Senior Human Resources Analyst	42
(41)	Senior Operator	36
(42)	Water Operations Coordinator	39
(43)	Water Operations Manager	63
(44)	Water Operations Supervisor	46
(45)	Water Policy Manager	56
(46)	Water Quality & Compliance Supervisor	44
(47)	Water Quality Technician I	27
(48)	Water Quality Technician II	33
(49)	Water Use Efficiency Analyst	38
(50)	Water Use Efficiency Specialist	30

<u>e</u>					ı			Mid-Shift		es - Mont	ııy			
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
1	\$2,741	\$2,810	\$2,880	\$2,952	\$3,026	\$3,101	\$3,179	\$3,258	\$3,340	\$3,423	\$3,509	\$3,597	\$3,686	\$3,779
2 3	\$2,810 \$2,880	\$2,880 \$2,952	\$2,952 \$3,026	\$3,026 \$3,101	\$3,101 \$3,179	\$3,179 \$3,258	\$3,258 \$3,340	\$3,340 \$3,423	\$3,423 \$3,509	\$3,509 \$3,597	\$3,597 \$3,686	\$3,686 \$3,779	\$3,779 \$3,873	\$3,873 \$3,970
4	\$2,860	\$3,026	\$3,020	\$3,101	\$3,179	\$3,230	\$3,423	\$3,509	\$3,509	\$3,59 <i>1</i> \$3,686	\$3,779	\$3,779	\$3,970	\$4,069
5	\$3,026	\$3,101	\$3,179	\$3,258	\$3,340	\$3,423	\$3,509	\$3,597	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,171
6	\$3,101	\$3,179	\$3,258	\$3,340	\$3,423	\$3,509	\$3,597	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,171	\$4,275
7	\$3,179	\$3,258	\$3,340	\$3,423	\$3,509	\$3,597	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,171	\$4,275	\$4,382
8 9	\$3,258 \$3,340	\$3,340 \$3,423	\$3,423 \$3,509	\$3,509 \$3,597	\$3,597 \$3,686	\$3,686 \$3,779	\$3,779 \$3,873	\$3,873 \$3,970	\$3,970 \$4,069	\$4,069 \$4,171	\$4,171 \$4,275	\$4,275 \$4,382	\$4,382 \$4,492	\$4,492 \$4,604
10	\$3,423	\$3,509	\$3,509	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,009	\$4,171	\$4,382	\$4,492	\$4,604	\$4,719
11	\$3,509	\$3,597	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837
12	\$3,597	\$3,686	\$3,779	\$3,873	\$3,970	\$4,069	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837	\$4,958
13 14	\$3,686 \$3,779	\$3,779 \$3,873	\$3,873 \$3,970	\$3,970 \$4,069	\$4,069 \$4,171	\$4,171 \$4,275	\$4,275 \$4,382	\$4,382 \$4,492	\$4,492 \$4,604	\$4,604 \$4,719	\$4,719 \$4,837	\$4,837 \$4,958	\$4,958 \$5,082	\$5,082 \$5,209
15	\$3,873	\$3,970	\$4,069	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339
16	\$3,970	\$4,069	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473
17	\$4,069	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610
18	\$4,171	\$4,275	\$4,382	\$4,492	\$4,604	\$4,719	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610	\$5,750
19 20	\$4,275 \$4,382	\$4,382 \$4,492	\$4,492 \$4,604	\$4,604 \$4,719	\$4,719 \$4,837	\$4,837 \$4,958	\$4,958 \$5,082	\$5,082 \$5,209	\$5,209 \$5,339	\$5,339 \$5,473	\$5,473 \$5,610	\$5,610 \$5,750	\$5,750 \$5,894	\$5,894 \$6,041
					\$4,958			\$5,339				\$5,894		
21 22	\$4,492 \$4,604	\$4,604 \$4,719	\$4,719 \$4,837	\$4,837 \$4,958	\$5,082	\$5,082 \$5,209	\$5,209 \$5,339	\$5,473	\$5,473 \$5,610	\$5,610 \$5,750	\$5,750 \$5,894	\$6,041	\$6,041 \$6,192	\$6,192 \$6,347
23	\$4,719	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506
24	\$4,837	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668
25	\$4,958	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835
26	\$5,082	\$5,209	\$5,339	\$5,473	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006 \$7,404
27 28	\$5,209 \$5,339	\$5,339 \$5,473	\$5,473 \$5,610	\$5,610 \$5,750	\$5,750 \$5,894	\$5,894 \$6,041	\$6,041 \$6,192	\$6,192 \$6,347	\$6,347 \$6,506	\$6,506 \$6,668	\$6,668 \$6,835	\$6,835 \$7,006	\$7,006 \$7,181	\$7,181 \$7,361
29	\$5,473	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545
30	\$5,610	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733
31	\$5,750	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927
32	\$5,894	\$6,041	\$6,192	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125
33 34	\$6,041 \$6,192	\$6,192 \$6,347	\$6,347 \$6,506	\$6,506 \$6,668	\$6,668 \$6,835	\$6,835 \$7,006	\$7,006 \$7,181	\$7,181 \$7,361	\$7,361 \$7,545	\$7,545 \$7,733	\$7,733 \$7,927	\$7,927 \$8,125	\$8,125 \$8,328	\$8,328 \$8,536
35	\$6,347	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750
36	\$6,506	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968
37	\$6,668	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193
38	\$6,835	\$7,006	\$7,181	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193	\$9,422
39 40	\$7,006 \$7,181	\$7,181 \$7,361	\$7,361 \$7,545	\$7,545 \$7,733	\$7,733 \$7,927	\$7,927 \$8,125	\$8,125 \$8,328	\$8,328 \$8,536	\$8,536 \$8,750	\$8,750 \$8,968	\$8,968 \$9,193	\$9,193 \$9,422	\$9,422 \$9,658	\$9,658 \$9,899
41	\$7,361	\$7,545	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147
42	\$7,545	\$7,733	\$7,733	\$8,125	\$8,328	\$8,536	\$8,750	\$8,750	\$9,193	\$9,193	\$9,658	\$9,899	\$10,147	\$10,401
43	\$7,733	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,401	\$10,661
44	\$7,927	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,401	\$10,661	\$10,927
45	\$8,125	\$8,328	\$8,536	\$8,750	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,401	\$10,661	\$10,927	\$11,200
46 47	\$8,328 \$8,536	\$8,536 \$8,750	\$8,750 \$8,968	\$8,968 \$9,193	\$9,193 \$9,422	\$9,422 \$9,658	\$9,658 \$9,899	\$9,899 \$10,147	\$10,147 \$10,401	\$10,401 \$10,661	\$10,661 \$10,927	\$10,927 \$11,200	\$11,200 \$11,480	\$11,480 \$11,767
48	\$8,750	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,147	\$10,661	\$10,927	\$11,200	\$11,480	\$11,767	\$12,062
49	\$8,968	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,401	\$10,661	\$10,927	\$11,200	\$11,480	\$11,767	\$12,062	\$12,363
50	\$9,193	\$9,422	\$9,658	\$9,899	\$10,147	\$10,401	\$10,661	\$10,927	\$11,200	\$11,480	\$11,767	\$12,062	\$12,363	\$12,672
51	\$9,422	\$9,658	\$9,899							\$11,767				
52 53	\$9,658 \$9.899	\$9,899 \$10,147	\$10,147 \$10,401	\$10,401 \$10,661						\$12,062 \$12,363				\$13,314 \$13,647
54	\$10,147	\$10,401	\$10,661	. ,		•				\$12,672		•	•	\$13,988
55	\$10,401	\$10,661	\$10,927	\$11,200	\$11,480	\$11,767	\$12,062	\$12,363	\$12,672	\$12,989	\$13,314	\$13,647	\$13,988	\$14,337
56	\$10,661	\$10,927	\$11,200	\$11,480	\$11,767	\$12,062	\$12,363	\$12,672	\$12,989	\$13,314	\$13,647	\$13,988	\$14,337	\$14,696
57	•	•	•	•	•	•	•	•	•	\$13,647	•	•	•	\$15,063
58 59	\$11,200 \$11,480									\$13,988 \$14,337			. ,	\$15,440 \$15,826
60			\$12,363							\$14,696			. ,	\$16,222
61	\$12.062	\$12.363	\$12.672	\$12,989	\$13.314	\$13.647	\$13.988	\$14.337	\$14.696	\$15,063	\$15,440	\$15.826	\$16,222	\$16,627
62										\$15,440				\$17,043
63	•	•	•	•	•	•	•		•	\$15,826	•	•	•	\$17,469
64 65	•	•	\$13,647 \$13,988	•	•	•	•		•	\$16,222 \$16,627	•	\$17,043 \$17,469	•	\$17,906 \$18,353
		•										•	•	
66 67	•	\$13,988 \$14,337	•	•		•	•		•	\$17,043 \$17,469		•	\$18,353 \$18,812	\$18,812 \$19,282
68	. ,	. ,	. ,							\$17,906				\$19,765
69 70										\$18,353				\$20,259
70						φ17,043	φ1 <i>1</i> ,409	φ17,9Ub	क 10,353	\$18,812	φ19,282	φ19,765	φ∠∪,∠59	\$20,765
<b>A</b>			DE EC		4 B									

Эe	Stone					Ef	ffective: Mid	I-Shift 1/3/2	0	•				
Range 	Step:	2	3	4	5	6	7	8	9	10	11	12	13	14
1	\$15.82	\$16.21	\$16.62	\$17.03	\$17.46	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80
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2	\$16.21	\$16.62	\$17.03	\$17.46	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35
3	\$16.62	\$17.03	\$17.46	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91
4	\$17.03	\$17.46	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48
5	\$17.46	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07
6	\$17.90	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67
7	•		· ·				•							
<i>'</i>	\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
8	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92
9	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57
10	\$19.75	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23
11	\$20.25	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91
12	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61
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13	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32
4	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06
15	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81
16	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58
17	\$23.48	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37
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18	\$24.07	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18
19	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01
20	\$25.29	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86
21	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73
22	\$26.57	\$27.23	\$27.23 \$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$30.61	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62
23	\$20.37 \$27.23	•	·	\$29.32	•	•	•		•	•	•	•	\$36.62	\$37.54
		\$27.91 \$28.61	\$28.61		\$30.06 \$30.81	\$30.81 \$31.59	\$31.58 \$32.37	\$32.37 \$32.49	\$33.18 \$34.01	\$34.01 \$34.86	\$34.86 \$35.73	\$35.73 \$36.63		
24	\$27.91	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47
25	\$28.61	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44
26	\$29.32	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42
27	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43
28	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47
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<u>29</u>	\$31.58 \$32.37	\$32.37	\$33.18 \$34.01	\$34.01 \$34.86	\$34.86 \$35.73	\$35.73	\$36.62 \$37.54	\$37.54 \$39.47	\$38.47	\$39.44	\$40.42 \$41.42	\$41.43 \$42.47	\$42.47 \$42.52	\$43.53
0	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62
31	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73
32	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88
33	\$34.86	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05
34	\$35.73	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25
35	•		· ·		· ·									
50	\$36.62	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48
36	\$37.54	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74
37	\$38.47	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04
38	\$39.44	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36
39	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72
10	\$41.43	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12
	•	Ψ-121	•	Ψ+4.02		φ-το.οσ	•	Ψ-0.20		ΨΟ1.7 -		φο-1.00		
1	\$42.47	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54
12	\$43.53	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01
13	\$44.62	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51
4	\$45.73	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04
5	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62
	•													
6	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24
7	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89
8	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59
9	\$51.74	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33
0	\$53.04	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11
1	\$54.36	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94
2	\$55.72	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81
3	\$57.12	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73
4	\$58.54	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70
5	\$60.01	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72
			-									•		
6	\$61.51	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79
57	\$63.04	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91
58	\$64.62	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08
59	\$66.24	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31
60	\$67.89	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59
31	\$69.59	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93
62	\$71.33	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33
63	\$73.11	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79
64	\$74.94	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31
5	\$76.81	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89
			•		-		•							
6	\$78.73	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89	\$108.53
7	\$80.70	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89	\$108.53	\$111.25
8	\$82.72	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89	\$108.53	\$111.25	\$114.03
9	\$84.79	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89	\$108.53	\$111.25	\$114.03	\$116.88
70	\$86.91	\$89.08	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79	\$103.31	\$105.89	\$108.53	\$111.25	\$114.03	\$116.88	\$119.80