

RESOLUTION NO. 4520-2022

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A CITY OF FORT BRAGG MASTER SALARY RATE COMPENSATION PLAN CONFIRMING PAY RATES/RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

WHEREAS, the Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

WHEREAS, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by the California Public Employees' Retirement System (CalPERS); and

WHEREAS, the City of Fort Bragg City Council approved Resolution 4408-2021 on June 28, 2021 to implement a cost of living adjustment for mid-management employees that is effective the first full pay period in January 2022; and

WHEREAS, CalPERS code requires the City to have a publicly adopted and posted salary schedule; and

WHEREAS, the compensation schedule has not been updated to reflect the previously approved cost of living increase for Mid-Management employees; and

WHEREAS, the full salary schedule is allocated in the Proposed FY 2021/2022 budget; and

WHEREAS, the full salary schedule is available on the City's website.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby establish a compensation plan, terms, and conditions of employment for all established classifications.

BE IT FURTHER RESOLVED that the City Council of the City of Fort Bragg does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" effective retroactive to January 2, 2022.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Albin-Smith, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 14th day of March, 2022, by the following vote:

AYES: Councilmembers Albin-Smith, Morsell-Haye, Rafanan and Mayor Norvell.

NOES: None.

ABSENT: None.

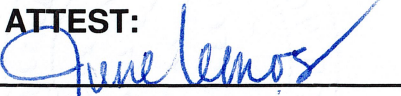
ABSTAIN: Councilmember Peters.

RECUSED: None.



BERNIE NORVELL
Mayor

ATTEST:



June Lemos, MMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustement.

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Analyst (Confidential; Non-Bargaining)								
Hourly				25.68	26.96	28.31	29.73	31.22
Bi-Weekly				2,054.40	2,156.80	2,264.80	2,378.40	2,497.60
Monthly				4,451.20	4,673.07	4,907.07	5,153.20	5,411.47
Annual				53,414.40	56,076.80	58,884.80	61,838.40	64,937.60
Administrative Assistant - Administration (FBEO)								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
Administrative Assistant - Community Development (FBEO)								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
Administrative Assistant - Police (FBEO)								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)								
Hourly				36.08	37.88	39.77	41.76	43.85
Bi-Weekly				2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly				6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual				75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Assistant City Engineer (FBEO)								
Hourly				31.96	33.56	35.24	37.00	38.85
Bi-Weekly				2,556.80	2,684.80	2,819.20	2,960.00	3,108.00
Monthly				5,539.73	5,817.07	6,108.27	6,413.33	6,734.00
Annual				66,476.80	69,804.80	73,299.20	76,960.00	80,808.00
Assistant Finance Director (Mid-Management; Non-Bargaining)								
Hourly				39.03	40.98	43.03	45.18	47.44
Bi-Weekly				3,122.40	3,278.40	3,442.40	3,614.40	3,795.20
Monthly				6,765.20	7,103.20	7,458.53	7,831.20	8,222.93
Annual				81,182.40	85,238.40	89,502.40	93,974.40	98,675.20
Assistant Planner (FBEO)								
Hourly				30.45	31.97	33.57	35.25	37.01
Bi-Weekly				2,436.00	2,557.60	2,685.60	2,820.00	2,960.80
Monthly				5,278.00	5,541.47	5,818.80	6,110.00	6,415.07
Annual				63,336.00	66,497.60	69,825.60	73,320.00	76,980.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

			Step 1	Step 2	Step 3	Step 4	Step 5
Assistant to the City Manager (Mid-Management; Non-Bargaining)							
Hourly			36.08	37.88	39.77	41.76	43.85
Bi-Weekly			2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly			6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual			75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Associate Planner (FBEO)							
Hourly			31.53	33.11	34.77	36.51	38.34
Bi-Weekly			2,522.40	2,648.80	2,781.60	2,920.80	3,067.20
Monthly			5,465.20	5,739.07	6,026.80	6,328.40	6,645.60
Annual			65,582.40	68,868.80	72,321.60	75,940.80	79,747.20
City Clerk (Mid-Management; Non-Bargaining)							
Hourly			36.08	37.88	39.77	41.76	43.85
Bi-Weekly			2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly			6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual			75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
City Councilmember (Elected)							
Hourly							
Bi-Weekly			138.46				
Monthly			300.00				
Annual			3,600.00	Plus \$100/mo for Special District Meeting			
City Manager (Executive; At Will; Contract)							
Hourly			76.30				
Bi-Weekly			6,104.12				
Monthly			13,225.58				
Annual			158,707.00				
City Manager (Temporary Executive; At Will)							
Hourly			76.30				
Code Enforcement Officer (FBEO)							
Hourly			30.45	31.97	33.57	35.25	37.01
Bi-Weekly			2,436.00	2,557.60	2,685.60	2,820.00	2,960.80
Monthly			5,278.00	5,541.47	5,818.80	6,110.00	6,415.07
Annual			63,336.00	66,497.60	69,825.60	73,320.00	76,980.80
Community Services Officer (FBPA)							
Hourly			21.42	22.49	23.61	24.79	26.03
Bi-Weekly			1,713.60	1,799.20	1,888.80	1,983.20	2,082.40
Monthly			3,712.80	3,898.27	4,092.40	4,296.93	4,511.87
Annual			44,553.60	46,779.20	49,108.80	51,563.20	54,142.40
Construction Project Manager (Mid-Management; Non-Bargaining)							
Hourly			41.97	44.07	46.27	48.58	51.01
Bi-Weekly			3,357.60	3,525.60	3,701.60	3,886.40	4,080.80
Monthly			7,274.80	7,638.80	8,020.13	8,420.53	8,841.73
Annual			87,297.60	91,665.60	96,241.60	101,046.40	106,100.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustement.

			Step 1	Step 2	Step 3	Step 4	Step 5	
Construction Project Manager (Temporary, Part-time, At-Will)								
			41.97	44.07	46.27	48.58	51.01	
Director - Community Development Department (Executive; At Will)								
Hourly			47.85	50.24	52.75	55.39	58.16	
Bi-Weekly			3,828.00	4,019.20	4,220.00	4,431.20	4,652.80	
Monthly			8,294.00	8,708.27	9,143.33	9,600.93	10,081.07	
Annual			99,528.00	104,499.20	109,720.00	115,211.20	120,972.80	
Director of Public Works (Executive; At Will)								
Hourly			47.85	50.24	52.75	55.39	58.16	
Bi-Weekly			3,828.00	4,019.20	4,220.00	4,431.20	4,652.80	
Monthly			8,294.00	8,708.27	9,143.33	9,600.93	10,081.07	
Annual			99,528.00	104,499.20	109,720.00	115,211.20	120,972.80	
Engineering Technician (FBEO)								
Hourly			28.99	30.44	31.96	33.56	35.24	
Bi-Weekly			2,319.20	2,435.20	2,556.80	2,684.80	2,819.20	
Monthly			5,024.93	5,276.27	5,539.73	5,817.07	6,108.27	
Annual			60,299.20	63,315.20	66,476.80	69,804.80	73,299.20	
Environmental Compliance Coordinator (FBEO)								
Hourly			33.53	35.21	36.97	38.82	40.76	
Bi-Weekly			2,682.40	2,816.80	2,957.60	3,105.60	3,260.80	
Monthly			5,811.87	6,103.07	6,408.13	6,728.80	7,065.07	
Annual			69,742.40	73,236.80	76,897.60	80,745.60	84,780.80	
Finance Technician I (FBEO)								
Hourly			21.34	22.41	23.53	24.71	25.95	
Bi-Weekly			1,707.20	1,792.80	1,882.40	1,976.80	2,076.00	
Monthly			3,698.93	3,884.40	4,078.53	4,283.07	4,498.00	
Annual			44,387.20	46,612.80	48,942.40	51,396.80	53,976.00	
Finance Technician II (FBEO)								
Hourly			23.53	24.71	25.95	27.25	28.61	
Bi-Weekly			1,882.40	1,976.80	2,076.00	2,180.00	2,288.80	
Monthly			4,078.53	4,283.07	4,498.00	4,723.33	4,959.07	
Annual			48,942.40	51,396.80	53,976.00	56,680.00	59,508.80	
Finance Technician III (FBEO)								
Hourly			25.93	27.23	28.59	30.02	31.52	
Bi-Weekly			2,074.40	2,178.40	2,287.20	2,401.60	2,521.60	
Monthly			4,494.53	4,719.87	4,955.60	5,203.47	5,463.47	
Annual			53,934.40	56,638.40	59,467.20	62,441.60	65,561.60	

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

				Step 1	Step 2	Step 3	Step 4	Step 5
Government Accountant I (FBEO)								
Hourly				28.59	30.02	31.52	33.10	34.76
Bi-Weekly				2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly				4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual				59,467.20	62,441.60	65,561.60	68,848.00	72,300.80
Grant Manager (Mid-Management; Non-Bargaining)								
Hourly				36.08	37.88	39.77	41.76	43.85
Bi-Weekly				2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly				6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual				75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Grants Coordinator (FBEO)								
Hourly				28.59	30.02	31.52	33.10	34.76
Bi-Weekly				2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly				4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual				59,467.20	62,441.60	65,561.60	68,848.00	72,300.80
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)								
Hourly				31.97	33.57	35.25	37.01	38.86
Bi-Weekly				2,557.60	2,685.60	2,820.00	2,960.80	3,108.80
Monthly				5,541.47	5,818.80	6,110.00	6,415.07	6,735.73
Annual				66,497.60	69,825.60	73,320.00	76,980.80	80,828.80
Human Resources Analyst (Confidential; Non-Bargaining)								
Hourly				25.68	26.96	28.31	29.73	31.22
Bi-Weekly				2,054.40	2,156.80	2,264.80	2,378.40	2,497.60
Monthly				4,451.20	4,673.07	4,907.07	5,153.20	5,411.47
Annual				53,414.40	56,076.80	58,884.80	61,838.40	64,937.60
Intern (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				
Maintenance Worker I - Janitor (FBEO)								
Hourly				17.19	18.05	18.95	19.90	20.90
Bi-Weekly				1,375.20	1,444.00	1,516.00	1,592.00	1,672.00
Monthly				2,979.60	3,128.67	3,284.67	3,449.33	3,622.67
Annual				35,755.20	37,544.00	39,416.00	41,392.00	43,472.00
Maintenance Worker II (FBEO)								
Hourly				22.73	23.87	25.06	26.31	27.63
Bi-Weekly				1,818.40	1,909.60	2,004.80	2,104.80	2,210.40
Monthly				3,939.87	4,137.47	4,343.73	4,560.40	4,789.20
Annual				47,278.40	49,649.60	52,124.80	54,724.80	57,470.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

				Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker III (FBEO)								
Hourly				23.87	25.06	26.31	27.63	29.01
Bi-Weekly				1,909.60	2,004.80	2,104.80	2,210.40	2,320.80
Monthly				4,137.47	4,343.73	4,560.40	4,789.20	5,028.40
Annual				49,649.60	52,124.80	54,724.80	57,470.40	60,340.80
Maintenance Worker IV (FBEO)								
Hourly				25.05	26.30	27.62	29.00	30.45
Bi-Weekly				2,004.00	2,104.00	2,209.60	2,320.00	2,436.00
Monthly				4,342.00	4,558.67	4,787.47	5,026.67	5,278.00
Annual				52,104.00	54,704.00	57,449.60	60,320.00	63,336.00
Maintenance Worker Lead (FBEO)								
Hourly				27.55	28.93	30.38	31.90	33.50
Bi-Weekly				2,204.00	2,314.40	2,430.40	2,552.00	2,680.00
Monthly				4,775.33	5,014.53	5,265.87	5,529.33	5,806.67
Annual				57,304.00	60,174.40	63,190.40	66,352.00	69,680.00
Mechanic (FBEO)								
Hourly				25.68	26.96	28.31	29.73	31.22
Bi-Weekly				2,054.40	2,156.80	2,264.80	2,378.40	2,497.60
Monthly				4,451.20	4,673.07	4,907.07	5,153.20	5,411.47
Annual				53,414.40	56,076.80	58,884.80	61,838.40	64,937.60
Office Assistant (Temporary Position)								
Hourly				20.00				
Operations Manager (Mid-Management; Non-Bargaining)								
Hourly				36.08	37.88	39.77	41.76	43.85
Bi-Weekly				2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly				6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual				75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Operations Supervisor (FBEO)								
Hourly				33.53	35.21	36.97	38.82	40.76
Bi-Weekly				2,682.40	2,816.80	2,957.60	3,105.60	3,260.80
Monthly				5,811.87	6,103.07	6,408.13	6,728.80	7,065.07
Annual				69,742.40	73,236.80	76,897.60	80,745.60	84,780.80
Police Captain (Mid-Management; Non-Bargaining)								
Hourly				54.09	56.79	59.63	62.61	65.74
Bi-Weekly				4,327.20	4,543.20	4,770.40	5,008.80	5,259.20
Monthly				9,375.60	9,843.60	10,335.87	10,852.40	11,394.93
Annual				112,507.20	118,123.20	124,030.40	130,228.80	136,739.20
Police Chief (Executive; At Will)								
Hourly				67.17	70.53	74.06	77.76	81.65
Bi-Weekly				5,373.60	5,642.40	5,924.80	6,220.80	6,532.00
Monthly				11,642.80	12,225.20	12,837.07	13,478.40	14,152.67
Annual				139,713.60	146,702.40	154,044.80	161,740.80	169,832.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

			Step 1	Step 2	Step 3	Step 4	Step 5	
Interim Police Chief (Temporary Executive; At Will)								
Hourly			67.17	70.53	74.06	77.76	81.65	
Police Sergeant Intermediate POST (FBPA)								
Hourly			40.47	42.49	44.61	46.84	49.18	
Bi-Weekly			3,237.60	3,399.20	3,568.80	3,747.20	3,934.40	
Monthly			7,014.80	7,364.93	7,732.40	8,118.93	8,524.53	
Annual			84,177.60	88,379.20	92,788.80	97,427.20	102,294.40	
Police Sergeant Advance POST (FBPA)								
Hourly			42.79	44.93	47.18	49.54	52.02	
Bi-Weekly			3,423.20	3,594.40	3,774.40	3,963.20	4,161.60	
Monthly			7,416.93	7,787.87	8,177.87	8,586.93	9,016.80	
Annual			89,003.20	93,454.40	98,134.40	103,043.20	108,201.60	
Police Officer Basic POST (FBPA)								
Hourly			31.50	33.08	34.73	36.47	38.29	
Bi-Weekly			2,520.00	2,646.40	2,778.40	2,917.60	3,063.20	
Monthly			5,460.00	5,733.87	6,019.87	6,321.47	6,636.93	
Annual			65,520.00	68,806.40	72,238.40	75,857.60	79,643.20	
Police Officer Intermediate POST (FBPA)								
Hourly			33.08	34.73	36.47	38.29	40.20	
Bi-Weekly			2,646.40	2,778.40	2,917.60	3,063.20	3,216.00	
Monthly			5,733.87	6,019.87	6,321.47	6,636.93	6,968.00	
Annual			68,806.40	72,238.40	75,857.60	79,643.20	83,616.00	
Police Officer Advance POST (FBPA)								
Hourly			34.70	36.44	38.26	40.17	42.18	
Bi-Weekly			2,776.00	2,915.20	3,060.80	3,213.60	3,374.40	
Monthly			6,014.67	6,316.27	6,631.73	6,962.80	7,311.20	
Annual			72,176.00	75,795.20	79,580.80	83,553.60	87,734.40	
Police Recruit (1040 hours; FBPA)								
Hourly			27.07					
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly			18.00					
Public Works Administrative Analyst (FBEO)								
Hourly			25.68	26.96	28.31	29.73	31.22	
Bi-Weekly			2,054.40	2,156.80	2,264.80	2,378.40	2,497.60	
Monthly			4,451.20	4,673.07	4,907.07	5,153.20	5,411.47	
Annual			53,414.40	56,076.80	58,884.80	61,838.40	64,937.60	
https://fortbragg.applicantpro.com/jobs/2145247.html								
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly			18.00					

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

			Step 1	Step 2	Step 3	Step 4	Step 5
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)							
Hourly			18.00				
Senior Government Accountant (Mid-Management; Non-Bargaining)							
Hourly			36.08	37.88	39.77	41.76	43.85
Bi-Weekly			2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly			6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual			75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Senior Planner (Mid-Management; Non-Bargaining)							
Hourly			36.08	37.88	39.77	41.76	43.85
Bi-Weekly			2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly			6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual			75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
Systems Analyst - Lead (Confidential; Non-Bargaining)							
Hourly			31.97	33.57	35.25	37.01	38.86
Bi-Weekly			2,557.60	2,685.60	2,820.00	2,960.80	3,108.80
Monthly			5,541.47	5,818.80	6,110.00	6,415.07	6,735.73
Annual			66,497.60	69,825.60	73,320.00	76,980.80	80,828.80
Systems Analyst (Confidential; Non-Bargaining)							
Hourly			28.59	30.02	31.52	33.10	34.76
Bi-Weekly			2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly			4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual			59,467.20	62,441.60	65,561.60	68,848.00	72,300.80
Systems Technician (FBEO)							
Hourly			21.93	23.03	24.18	25.39	26.66
Bi-Weekly			1,754.40	1,842.40	1,934.40	2,031.20	2,132.80
Monthly			3,801.20	3,991.87	4,191.20	4,400.93	4,621.07
Annual			45,614.40	47,902.40	50,294.40	52,811.20	55,452.80
Treatment Plant Operator-in-Training (FBEO)							
Hourly			19.49	20.46	21.48	22.55	23.68
Bi-Weekly			1,559.20	1,636.80	1,718.40	1,804.00	1,894.40
Monthly			3,378.27	3,546.40	3,723.20	3,908.67	4,104.53
Annual			40,539.20	42,556.80	44,678.40	46,904.00	49,254.40
Treatment Plant Operator I (FBEO)							
Hourly			24.19	25.40	26.67	28.00	29.40
Bi-Weekly			1,935.20	2,032.00	2,133.60	2,240.00	2,352.00
Monthly			4,192.93	4,402.67	4,622.80	4,853.33	5,096.00
Annual			50,315.20	52,832.00	55,473.60	58,240.00	61,152.00
Treatment Plant Operator II (FBEO)							
Hourly			25.41	26.68	28.01	29.41	30.88
Biweekly			2,032.80	2,134.40	2,240.80	2,352.80	2,470.40
Monthly			4,404.40	4,624.53	4,855.07	5,097.73	5,352.53
Annual			52,852.80	55,494.40	58,260.80	61,172.80	64,230.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.02.2022 Resolution 4408-2021 Mid-Management authorized Cost of Living Adjustment.

			Step 1	Step 2	Step 3	Step 4	Step 5	
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly			29.22	30.68	32.21	33.82	35.51	
Biweekly			2,337.60	2,454.40	2,576.80	2,705.60	2,840.80	
Monthly			5,064.80	5,317.87	5,583.07	5,862.13	6,155.07	
Annual			60,777.60	63,814.40	66,996.80	70,345.60	73,860.80	
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly			30.68	32.21	33.82	35.51	37.29	
Biweekly			2,454.40	2,576.80	2,705.60	2,840.80	2,983.20	
Monthly			5,317.87	5,583.07	5,862.13	6,155.07	6,463.60	
Annual			63,814.40	66,996.80	70,345.60	73,860.80	77,563.20	