

ORDINANCE NO. 2014-1

**AN ORDINANCE OF THE CITY OF GRANDVIEW, WASHINGTON,
ADOPTING THE CITY OF GRANDVIEW 2014, 2015 AND 2016 NON-UNION SALARY
SCHEDULES AND AMENDING THE CITY PERSONNEL MANUAL JANUARY 1,
2014; JANUARY 1, 2015; JULY 1, 2015; JANUARY 1, 2016 AND JULY 1, 2016 NON-
UNION MONTHLY SALARY MATRIXES**

WHEREAS, in the closing months of 2013, City Council discussed issues pertaining to non-union employee salary and medical insurance coverage in 2014, 2015 and 2016; and

WHEREAS, as a result of these discussions, in late 2013, City management and the City's non-union employees reached an informal understanding that the City would change the non-union employee medical insurance coverage provider and, effective 2016, require employee contribution towards monthly medical insurance premiums, resulting in anticipated cost savings to the City; and

WHEREAS, as a result of this agreement, City management and the City Council found and determined that the City was financially able to implement for the City's non-union employees a 3% salary increase effective January 1, 2014, a 2% salary increase effective January 1, 2015, a 1% salary increase effective July 1, 2015, a 2% salary increase effective January 1, 2016 and a 1% salary increase effective July 1, 2016; and

WHEREAS, the aforementioned informal understanding was incorporated into the City's 2014 budget; and

WHEREAS, due to the decision of the City Council to cancel the City Council meeting formally scheduled for December 24, 2013, the City was unable to formally adopt the revised salary schedule in 2013, as originally anticipated, but it was and remains the intention of the City that said schedule take effect as of January 1, 2014; and

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF GRANDVIEW,
WASHINGTON DO ORDAIN AS FOLLOWS:**

SECTION 1: The City of Grandview January 1, 2014 Non-Union Monthly Salary Schedule is hereby adopted as follows:

**CITY OF GRANDVIEW
JANUARY 1, 2014 NON-UNION MONTHLY SALARY SCHEDULE**

POSITION	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
City Administrator	26	\$6201	\$9300
Public Works Director	23	\$5355	\$8036
Police Chief	21	\$4859	\$7289
Fire Chief	20	\$4641	\$6963
Assistant Police Chief	19	\$4430	\$6642
City Clerk/Human Resource Assistant	18	\$4213	\$6324
City Treasurer	18	\$4213	\$6324
Parks & Recreation Director	17	\$3998	\$6001
Assistant Public Works Director	17	\$3998	\$6001
Wastewater Treatment Plant Superintendent	15	\$3628	\$5439
Library Director	13	\$3291	\$4935
Fire Captain	12	\$3135	\$4702
Public Works Foreman	12	\$3135	\$4702
Deputy City Clerk/Treasurer	10	\$2840	\$4263
Public Works Assistant	10	\$2840	\$4263
Accounting Clerk	8	\$2581	\$3870
Utility Billing Clerk	8	\$2581	\$3870
Assistant Librarian	7	\$2456	\$3683
Public Works Office Clerk	6	\$2340	\$3508
Minimum Wage/Part-time		\$9.32	\$13.91

SECTION 2: The City of Grandview January 1, 2015 Non-Union Monthly Salary Schedule is hereby adopted as follows:

**CITY OF GRANDVIEW
JANUARY 1, 2015 NON-UNION MONTHLY SALARY SCHEDULE**

POSITION	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
City Administrator	26	\$6325	\$9486
Public Works Director	23	\$5462	\$8197
Police Chief	21	\$4956	\$7435
Fire Chief	20	\$4734	\$7102
Assistant Police Chief	19	\$4519	\$6775
City Clerk/Human Resource Assistant	18	\$4297	\$6450
City Treasurer	18	\$4297	\$6450
Parks & Recreation Director	17	\$4078	\$6121
Assistant Public Works Director	17	\$4078	\$6121
Wastewater Treatment Plant Superintendent	15	\$3701	\$5548
Library Director	13	\$3357	\$5034
Fire Captain	12	\$3198	\$4796
Public Works Foreman	12	\$3198	\$4796
Deputy City Clerk/Treasurer	10	\$2897	\$4348
Public Works Assistant	10	\$2897	\$4348
Accounting Clerk	8	\$2633	\$3947
Utility Billing Clerk	8	\$2633	\$3947
Assistant Librarian	7	\$2505	\$3757
Public Works Office Clerk	6	\$2387	\$3578
Minimum Wage/Part-time		\$9.32	\$14.19

SECTION 3: The City of Grandview July 1, 2015 Non-Union Monthly Salary Schedule is hereby adopted as follows:

**CITY OF GRANDVIEW
JULY 1, 2015 NON-UNION MONTHLY SALARY SCHEDULE**

POSITION	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
City Administrator	26	\$6388	\$9581
Public Works Director	23	\$5517	\$8279
Police Chief	21	\$5006	\$7509
Fire Chief	20	\$4781	\$7173
Assistant Police Chief	19	\$4564	\$6843
City Clerk/Human Resource Assistant	18	\$4340	\$6515
City Treasurer	18	\$4340	\$6515
Parks & Recreation Director	17	\$4119	\$6182
Assistant Public Works Director	17	\$4119	\$6182
Wastewater Treatment Plant Superintendent	15	\$3738	\$5603
Library Director	13	\$3391	\$5084
Fire Captain	12	\$3230	\$4844
Public Works Foreman	12	\$3230	\$4844
Deputy City Clerk/Treasurer	10	\$2926	\$4391
Public Works Assistant	10	\$2926	\$4391
Accounting Clerk	8	\$2659	\$3986
Utility Billing Clerk	8	\$2659	\$3986
Assistant Librarian	7	\$2530	\$3795
Public Works Office Clerk	6	\$2411	\$3614
Minimum Wage/Part-time		\$9.32	\$14.33

SECTION 4: The City of Grandview January 1, 2016 Non-Union Monthly Salary Schedule is hereby adopted as follows:

**CITY OF GRANDVIEW
JANUARY 1, 2016 NON-UNION MONTHLY SALARY SCHEDULE**

POSITION	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
City Administrator	26	\$6516	\$9773
Public Works Director	23	\$5627	\$8445
Police Chief	21	\$5106	\$7659
Fire Chief	20	\$4877	\$7316
Assistant Police Chief	19	\$4655	\$6980
City Clerk/Human Resource Assistant	18	\$4427	\$6645
City Treasurer	18	\$4427	\$6645
Parks & Recreation Director	17	\$4201	\$6306
Assistant Public Works Director	17	\$4201	\$6306
Wastewater Treatment Plant Superintendent	15	\$3813	\$5715
Library Director	13	\$3459	\$5186
Fire Captain	12	\$3295	\$4941
Public Works Foreman	12	\$3295	\$4941
Deputy City Clerk/Treasurer	10	\$2985	\$4479
Public Works Assistant	10	\$2985	\$4479
Accounting Clerk	8	\$2712	\$4066
Utility Billing Clerk	8	\$2712	\$4066
Assistant Librarian	7	\$2581	\$3871
Public Works Office Clerk	6	\$2459	\$3686
Minimum Wage/Part-time		\$9.32	\$14.62

SECTION 5: The City of Grandview July 1, 2016 Non-Union Monthly Salary Schedule is hereby adopted as follows:

**CITY OF GRANDVIEW
JULY 1, 2016 NON-UNION MONTHLY SALARY SCHEDULE**

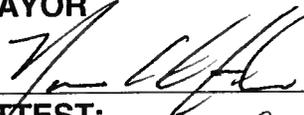
POSITION	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
City Administrator	26	\$6581	\$9871
Public Works Director	23	\$5683	\$8529
Police Chief	21	\$5157	\$7736
Fire Chief	20	\$4926	\$7389
Assistant Police Chief	19	\$4702	\$7050
City Clerk/Human Resource Assistant	18	\$4471	\$6711
City Treasurer	18	\$4471	\$6711
Parks & Recreation Director	17	\$4243	\$6369
Assistant Public Works Director	17	\$4243	\$6369
Wastewater Treatment Plant Superintendent	15	\$3851	\$5772
Library Director	13	\$3494	\$5238
Fire Captain	12	\$3328	\$4990
Public Works Foreman	12	\$3328	\$4990
Deputy City Clerk/Treasurer	10	\$3015	\$4524
Public Works Assistant	10	\$3015	\$4524
Accounting Clerk	8	\$2739	\$4107
Utility Billing Clerk	8	\$2739	\$4107
Assistant Librarian	7	\$2607	\$3910
Public Works Office Clerk	6	\$2484	\$3723
Minimum Wage/Part-time		\$9.32	\$14.77

SECTION 6. The City of Grandview Personnel Manual January 1, 2014; January 1, 2015; July 1, 2015; January 1, 2016; and July 1, 2016 Non-Union Monthly Salary Matrixes are hereby amended to include the salary increases as attached hereto and incorporated herein by reference.

SECTION 7. This Ordinance shall be in full force and effect five (5) days after its passage and publication as required by law.

PASSED by the **CITY COUNCIL** and **APPROVED** by the **MAYOR** at its regular meeting on January 14, 2014.

MAYOR

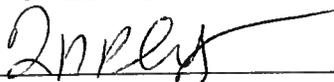


ATTEST:



CITY CLERK

APPROVED AS TO FORM:



CITY ATTORNEY

PUBLISHED: 1/15/14

EFFECTIVE: 1/20/14

2014
Salary Matrix

Current = 2009

Pay Grade		A	B	C	D	E	F	G	H	I	J
Current	1										
Adjusted		1,824	1,910	1,997	2,090	2,186	2,287	2,393	2,503	2,618	2,736
Current	2										
Adjusted		1,919	2,006	2,100	2,198	2,298	2,405	2,514	2,631	2,754	2,880
Current	3										
Adjusted		2,022	2,112	2,211	2,314	2,421	2,534	2,650	2,770	2,899	3,032
Current	4										
Adjusted		2,122	2,219	2,321	2,429	2,543	2,657	2,781	2,907	3,043	3,184
Current	5										
Adjusted		2,228	2,331	2,438	2,551	2,667	2,791	2,918	3,053	3,193	3,340
Current	6										
Adjusted		2,340	2,444	2,560	2,680	2,803	2,929	3,064	3,203	3,353	3,508
Current	7										
Adjusted		2,456	2,569	2,688	2,814	2,941	3,081	3,221	3,367	3,524	3,683
Current	8										
Adjusted		2,581	2,701	2,826	2,957	3,092	3,234	3,384	3,538	3,704	3,870
Current	9										
Adjusted		2,706	2,829	2,960	3,098	3,240	3,389	3,547	3,710	3,878	4,059
Current	10										
Adjusted		2,840	2,973	3,110	3,253	3,403	3,562	3,726	3,898	4,076	4,263
Current	11										
Adjusted		2,990	3,128	3,270	3,421	3,578	3,742	3,917	4,095	4,285	4,483
Current	12										
Adjusted		3,135	3,277	3,428	3,586	3,753	3,925	4,106	4,298	4,494	4,702
Current	13										
Adjusted		3,291	3,443	3,602	3,767	3,939	4,124	4,314	4,513	4,719	4,935
Current	14										
Adjusted		3,458	3,616	3,783	3,961	4,138	4,330	4,531	4,738	4,957	5,188
Current	15										
Adjusted		3,628	3,792	3,970	4,153	4,342	4,541	4,754	4,973	5,202	5,439
Current	16										
Adjusted		3,813	3,987	4,173	4,364	4,566	4,773	4,996	5,224	5,468	5,717
Current	17										
Adjusted		3,998	4,182	4,376	4,577	4,793	5,011	5,240	5,483	5,735	6,001
Current	18										
Adjusted		4,213	4,405	4,612	4,822	5,046	5,280	5,523	5,779	6,045	6,324
Current	19										
Adjusted		4,430	4,632	4,847	5,067	5,301	5,547	5,801	6,070	6,347	6,642
Current	20										
Adjusted		4,641	4,854	5,082	5,316	5,558	5,814	6,082	6,366	6,658	6,963
Current	21										
Adjusted		4,859	5,085	5,318	5,560	5,821	6,089	6,368	6,663	6,968	7,289
Current	22										
Adjusted		5,103	5,387	5,671	5,953	6,237	6,523	6,808	7,089	7,375	7,653
Current	23										
Adjusted		5,355	5,655	5,951	6,251	6,545	6,844	7,142	7,440	7,735	8,036
Current	24										
Adjusted		5,625	5,937	6,251	6,562	6,874	7,185	7,498	7,810	8,121	8,437
Current	25										
Adjusted		5,904	6,233	6,563	6,891	7,219	7,547	7,874	8,205	8,530	8,859
Current	26										
Adjusted		6,201	6,545	6,891	7,236	7,580	7,921	8,268	8,617	8,959	9,300

**January 2015
Salary Matrix**

Current = 2014

	Pay Grade	A	B	C	D	E	F	G	H	I	J
Current	1										
Adjusted		1,860	1,948	2,037	2,132	2,230	2,333	2,441	2,553	2,670	2,791
Current	2										
Adjusted		1,957	2,046	2,142	2,242	2,344	2,453	2,564	2,684	2,809	2,938
Current	3										
Adjusted		2,062	2,154	2,255	2,360	2,469	2,585	2,703	2,825	2,957	3,093
Current	4										
Adjusted		2,164	2,263	2,367	2,478	2,594	2,710	2,837	2,965	3,104	3,248
Current	5										
Adjusted		2,273	2,378	2,487	2,602	2,720	2,847	2,976	3,114	3,257	3,407
Current	6										
Adjusted		2,387	2,493	2,611	2,734	2,859	2,988	3,125	3,267	3,420	3,578
Current	7										
Adjusted		2,505	2,620	2,742	2,870	3,000	3,143	3,285	3,434	3,594	3,757
Current	8										
Adjusted		2,633	2,755	2,883	3,016	3,154	3,299	3,452	3,609	3,778	3,947
Current	9										
Adjusted		2,760	2,886	3,019	3,160	3,305	3,457	3,618	3,784	3,956	4,140
Current	10										
Adjusted		2,897	3,032	3,172	3,318	3,471	3,633	3,801	3,976	4,158	4,348
Current	11										
Adjusted		3,050	3,191	3,335	3,489	3,650	3,817	3,995	4,177	4,371	4,573
Current	12										
Adjusted		3,198	3,343	3,497	3,658	3,828	4,004	4,188	4,384	4,584	4,796
Current	13										
Adjusted		3,357	3,512	3,674	3,842	4,018	4,206	4,400	4,603	4,813	5,034
Current	14										
Adjusted		3,527	3,688	3,859	4,040	4,221	4,417	4,622	4,833	5,056	5,292
Current	15										
Adjusted		3,701	3,868	4,049	4,236	4,429	4,632	4,849	5,072	5,306	5,548
Current	16										
Adjusted		3,889	4,067	4,256	4,451	4,657	4,868	5,096	5,328	5,577	5,831
Current	17										
Adjusted		4,078	4,266	4,464	4,669	4,889	5,111	5,345	5,593	5,850	6,121
Current	18										
Adjusted		4,297	4,493	4,704	4,918	5,147	5,386	5,633	5,895	6,166	6,450
Current	19										
Adjusted		4,519	4,725	4,944	5,168	5,407	5,658	5,917	6,191	6,474	6,775
Current	20										
Adjusted		4,734	4,951	5,184	5,422	5,669	5,930	6,204	6,493	6,791	7,102
Current	21										
Adjusted		4,956	5,187	5,424	5,671	5,937	6,211	6,495	6,796	7,107	7,435
Current	22										
Adjusted		5,205	5,495	5,784	6,072	6,362	6,653	6,944	7,231	7,523	7,806
Current	23										
Adjusted		5,462	5,768	6,070	6,376	6,676	6,981	7,285	7,589	7,890	8,197
Current	24										
Adjusted		5,738	6,056	6,376	6,693	7,011	7,329	7,648	7,966	8,283	8,606
Current	25										
Adjusted		6,022	6,358	6,694	7,029	7,363	7,698	8,031	8,369	8,701	9,036
Current	26										
Adjusted		6,325	6,676	7,029	7,381	7,732	8,079	8,433	8,789	9,138	9,486

July 2015
Salary Matrix

Current = January 2015

	Pay Grade	A	B	C	D	E	F	G	H	I	J
Current	1										
Adjusted		1,879	1,967	2,057	2,153	2,252	2,356	2,465	2,579	2,697	2,819
Current	2										
Adjusted		1,977	2,066	2,163	2,264	2,367	2,478	2,590	2,711	2,837	2,967
Current	3										
Adjusted		2,083	2,176	2,278	2,384	2,494	2,611	2,730	2,853	2,987	3,124
Current	4										
Adjusted		2,186	2,286	2,391	2,503	2,620	2,737	2,865	2,995	3,135	3,280
Current	5										
Adjusted		2,296	2,402	2,512	2,628	2,747	2,875	3,006	3,145	3,290	3,441
Current	6										
Adjusted		2,411	2,518	2,637	2,761	2,888	3,018	3,156	3,300	3,454	3,614
Current	7										
Adjusted		2,530	2,646	2,769	2,899	3,030	3,174	3,318	3,468	3,630	3,795
Current	8										
Adjusted		2,659	2,783	2,912	3,046	3,186	3,332	3,487	3,645	3,816	3,986
Current	9										
Adjusted		2,788	2,915	3,049	3,192	3,338	3,492	3,654	3,822	3,996	4,181
Current	10										
Adjusted		2,926	3,062	3,204	3,351	3,506	3,669	3,839	4,016	4,200	4,391
Current	11										
Adjusted		3,081	3,223	3,368	3,524	3,687	3,855	4,035	4,219	4,415	4,619
Current	12										
Adjusted		3,230	3,376	3,532	3,695	3,866	4,044	4,230	4,428	4,630	4,844
Current	13										
Adjusted		3,391	3,547	3,711	3,880	4,058	4,248	4,444	4,649	4,861	5,084
Current	14										
Adjusted		3,562	3,725	3,898	4,080	4,263	4,461	4,668	4,881	5,107	5,345
Current	15										
Adjusted		3,738	3,907	4,089	4,278	4,473	4,678	4,897	5,123	5,359	5,603
Current	16										
Adjusted		3,928	4,108	4,299	4,496	4,704	4,917	5,147	5,381	5,633	5,889
Current	17										
Adjusted		4,119	4,309	4,509	4,716	4,938	5,162	5,398	5,649	5,909	6,182
Current	18										
Adjusted		4,340	4,538	4,751	4,967	5,198	5,440	5,689	5,954	6,228	6,515
Current	19										
Adjusted		4,564	4,772	4,993	5,220	5,461	5,715	5,976	6,253	6,539	6,843
Current	20										
Adjusted		4,781	5,001	5,236	5,476	5,726	5,989	6,266	6,558	6,859	7,173
Current	21										
Adjusted		5,006	5,239	5,478	5,728	5,996	6,273	6,560	6,864	7,178	7,509
Current	22										
Adjusted		5,257	5,550	5,842	6,133	6,426	6,720	7,013	7,303	7,598	7,884
Current	23										
Adjusted		5,517	5,826	6,131	6,440	6,743	7,051	7,358	7,665	7,969	8,279
Current	24										
Adjusted		5,795	6,117	6,440	6,760	7,081	7,402	7,724	8,046	8,366	8,692
Current	25										
Adjusted		6,082	6,422	6,761	7,099	7,437	7,775	8,111	8,453	8,788	9,126
Current	26										
Adjusted		6,388	6,743	7,099	7,455	7,809	8,160	8,517	8,877	9,229	9,581

**January 2016
Salary Matrix**

Current = July 2015

	Pay Grade	A	B	C	D	E	F	G	H	I	J
Current	1										
Adjusted		1,917	2,006	2,098	2,196	2,297	2,403	2,514	2,631	2,751	2,875
Current	2										
Adjusted		2,017	2,107	2,206	2,309	2,414	2,528	2,642	2,765	2,894	3,026
Current	3										
Adjusted		2,125	2,220	2,324	2,432	2,544	2,663	2,785	2,910	3,047	3,186
Current	4										
Adjusted		2,230	2,332	2,439	2,553	2,672	2,792	2,922	3,055	3,198	3,346
Current	5										
Adjusted		2,342	2,450	2,562	2,681	2,802	2,933	3,066	3,208	3,356	3,510
Current	6										
Adjusted		2,459	2,568	2,690	2,816	2,946	3,078	3,219	3,366	3,523	3,686
Current	7										
Adjusted		2,581	2,699	2,824	2,957	3,091	3,237	3,384	3,537	3,703	3,871
Current	8										
Adjusted		2,712	2,839	2,970	3,107	3,250	3,399	3,557	3,718	3,892	4,066
Current	9										
Adjusted		2,844	2,973	3,110	3,256	3,405	3,562	3,727	3,898	4,076	4,265
Current	10										
Adjusted		2,985	3,123	3,268	3,418	3,576	3,742	3,916	4,096	4,284	4,479
Current	11										
Adjusted		3,143	3,287	3,435	3,594	3,761	3,932	4,116	4,303	4,503	4,711
Current	12										
Adjusted		3,295	3,444	3,603	3,769	3,943	4,125	4,315	4,517	4,723	4,941
Current	13										
Adjusted		3,459	3,618	3,785	3,958	4,139	4,333	4,533	4,742	4,958	5,186
Current	14										
Adjusted		3,633	3,800	3,976	4,162	4,348	4,550	4,761	4,979	5,209	5,452
Current	15										
Adjusted		3,813	3,985	4,171	4,364	4,562	4,772	4,995	5,225	5,466	5,715
Current	16										
Adjusted		4,007	4,190	4,385	4,586	4,798	5,015	5,250	5,489	5,746	6,007
Current	17										
Adjusted		4,201	4,395	4,599	4,810	5,037	5,265	5,506	5,762	6,027	6,306
Current	18										
Adjusted		4,427	4,629	4,846	5,066	5,302	5,549	5,803	6,073	6,353	6,645
Current	19										
Adjusted		4,655	4,867	5,093	5,324	5,570	5,829	6,096	6,378	6,670	6,980
Current	20										
Adjusted		4,877	5,101	5,341	5,586	5,841	6,109	6,391	6,689	6,996	7,316
Current	21										
Adjusted		5,106	5,344	5,588	5,843	6,116	6,398	6,691	7,001	7,322	7,659
Current	22										
Adjusted		5,362	5,661	5,959	6,256	6,555	6,854	7,153	7,449	7,750	8,042
Current	23										
Adjusted		5,627	5,943	6,254	6,569	6,878	7,192	7,505	7,818	8,128	8,445
Current	24										
Adjusted		5,911	6,239	6,569	6,895	7,223	7,550	7,878	8,207	8,533	8,866
Current	25										
Adjusted		6,204	6,550	6,896	7,241	7,586	7,931	8,273	8,622	8,964	9,309
Current	26										
Adjusted		6,516	6,878	7,241	7,604	7,965	8,323	8,687	9,055	9,414	9,773

**July 2016
Salary Matrix**

Current = January 2016

	Pay Grade	A	B	C	D	E	F	G	H	I	J
Current	1										
Adjusted		1,936	2,026	2,119	2,218	2,320	2,427	2,539	2,657	2,779	2,904
Current	2										
Adjusted		2,037	2,128	2,228	2,332	2,438	2,553	2,668	2,793	2,923	3,056
Current	3										
Adjusted		2,146	2,242	2,347	2,456	2,569	2,690	2,813	2,939	3,077	3,218
Current	4										
Adjusted		2,252	2,355	2,463	2,579	2,699	2,820	2,951	3,086	3,230	3,379
Current	5										
Adjusted		2,365	2,475	2,588	2,708	2,830	2,962	3,097	3,240	3,390	3,545
Current	6										
Adjusted		2,484	2,594	2,717	2,844	2,975	3,109	3,251	3,400	3,558	3,723
Current	7										
Adjusted		2,607	2,726	2,852	2,987	3,122	3,269	3,418	3,572	3,740	3,910
Current	8										
Adjusted		2,739	2,867	3,000	3,138	3,283	3,433	3,593	3,755	3,931	4,107
Current	9										
Adjusted		2,872	3,003	3,141	3,289	3,439	3,598	3,764	3,937	4,117	4,308
Current	10										
Adjusted		3,015	3,154	3,301	3,452	3,612	3,779	3,955	4,137	4,327	4,524
Current	11										
Adjusted		3,174	3,320	3,469	3,630	3,799	3,971	4,157	4,346	4,548	4,758
Current	12										
Adjusted		3,328	3,478	3,639	3,807	3,982	4,166	4,358	4,562	4,770	4,990
Current	13										
Adjusted		3,494	3,654	3,823	3,998	4,180	4,376	4,578	4,789	5,008	5,238
Current	14										
Adjusted		3,669	3,838	4,016	4,204	4,391	4,596	4,809	5,029	5,261	5,507
Current	15										
Adjusted		3,851	4,025	4,213	4,408	4,608	4,820	5,045	5,277	5,521	5,772
Current	16										
Adjusted		4,047	4,232	4,429	4,632	4,846	5,065	5,303	5,544	5,803	6,067
Current	17										
Adjusted		4,243	4,439	4,645	4,858	5,087	5,318	5,561	5,820	6,087	6,369
Current	18										
Adjusted		4,471	4,675	4,894	5,117	5,355	5,604	5,861	6,134	6,417	6,711
Current	19										
Adjusted		4,702	4,916	5,144	5,377	5,626	5,887	6,157	6,442	6,737	7,050
Current	20										
Adjusted		4,926	5,152	5,394	5,642	5,899	6,170	6,455	6,756	7,066	7,389
Current	21										
Adjusted		5,157	5,397	5,644	5,901	6,177	6,462	6,758	7,071	7,395	7,736
Current	22										
Adjusted		5,416	5,718	6,019	6,319	6,621	6,923	7,225	7,523	7,828	8,122
Current	23										
Adjusted		5,683	6,002	6,317	6,635	6,947	7,264	7,580	7,896	8,209	8,529
Current	24										
Adjusted		5,970	6,301	6,635	6,964	7,295	7,626	7,957	8,289	8,618	8,955
Current	25										
Adjusted		6,266	6,616	6,965	7,313	7,662	8,010	8,356	8,708	9,054	9,402
Current	26										
Adjusted		6,581	6,947	7,313	7,680	8,045	8,406	8,774	9,146	9,508	9,871