

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>		<u>Hourly Range</u>		<u>Annual Range</u>			
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	17.79	24.73	32,375.82	45,013.30
	STEP	11	24.73	45,013.30				
	STEP	10	24.49	44,572.67				
	STEP	9	24.25	44,136.41				
	STEP	8	23.32	42,442.82				
	STEP	7	22.43	40,829.88				
	STEP	6	21.58	39,279.04				
	STEP	5	20.76	37,788.46				
	STEP	4	19.97	36,354.42				
	STEP	3	19.22	34,976.93				
	STEP	2	18.49	33,649.50				
	STEP	1	17.79	32,375.82				
	<b>GRADE 05L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.22	24.73	34,976.93	45,013.30
	STEP	11	24.73	45,013.30				
	STEP	10	24.49	44,572.67				
	STEP	9	24.25	44,136.41				
	STEP	8	23.32	42,442.82				
	STEP	7	22.43	40,829.88				
	STEP	6	21.58	39,279.04				
	STEP	5	20.76	37,788.46				
	STEP	4	19.97	36,354.42				
	STEP	3	19.22	34,976.93				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.49	25.71	33,649.50	46,795.95
	STEP	11	25.71	46,795.96				
	STEP	10	25.46	46,337.68				
	STEP	9	25.21	45,883.94				
	STEP	8	24.24	44,121.59				
	STEP	7	23.32	42,442.82				
	STEP	6	22.43	40,829.88				
	STEP	5	21.58	39,279.04				
	STEP	4	20.76	37,788.46				
	STEP	3	19.97	36,354.42				
	STEP	2	19.22	34,976.93				
	STEP	1	18.49	33,649.50				
	<b>GRADE 06L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.97	25.71	36,354.42	46,795.95
	STEP	11	25.71	46,795.96				
	STEP	10	25.46	46,337.68				
	STEP	9	25.21	45,883.94				
	STEP	8	24.24	44,121.59				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	7	23.32	42,442.82				
	STEP	6	22.43	40,829.88				
	STEP	5	21.58	39,279.04				
	STEP	4	20.76	37,788.46				
	STEP	3	19.97	36,354.42				
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.22	26.73	34,976.93	48,644.51
	STEP	11	26.73	48,644.51				
	STEP	10	26.47	48,167.94				
	STEP	9	26.21	47,696.07				
	STEP	8	25.20	45,864.30				
	STEP	7	24.24	44,121.59				
	STEP	6	23.32	42,442.82				
	STEP	5	22.43	40,829.88				
	STEP	4	21.58	39,279.04				
	STEP	3	20.76	37,788.46				
	STEP	2	19.97	36,354.42				
	STEP	1	19.22	34,976.93				
	<b>GRADE 07L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.76	26.73	37,788.46	48,644.51
	STEP	11	26.73	48,644.51				
	STEP	10	26.47	48,167.94				
	STEP	9	26.21	47,696.07				
	STEP	8	25.20	45,864.30				
	STEP	7	24.24	44,121.59				
	STEP	6	23.32	42,442.82				
	STEP	5	22.43	40,829.88				
	STEP	4	21.58	39,279.04				
	STEP	3	20.76	37,788.46				
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.98	27.79	36,354.79	50,568.97
	STEP	11	27.79	50,568.97				
	STEP	10	27.51	50,073.33				
	STEP	9	27.24	49,582.61				
	STEP	8	26.20	47,677.48				
	STEP	7	25.20	45,864.30				
	STEP	6	24.24	44,121.59				
	STEP	5	23.32	42,442.82				
	STEP	4	22.43	40,830.08				
	STEP	3	21.58	39,279.04				
	STEP	2	20.76	37,788.45				
	STEP	1	19.98	36,354.79				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE</b>	<b>08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.58	27.79	39,279.04	50,568.97
	STEP	11	27.79	50,568.97				
	STEP	10	27.51	50,073.33				
	STEP	9	27.24	49,582.61				
	STEP	8	26.20	47,677.48				
	STEP	7	25.20	45,864.30				
	STEP	6	24.24	44,121.59				
	STEP	5	23.32	42,442.82				
	STEP	4	22.43	40,829.88				
	STEP	3	21.58	39,279.04				
	<b>GRADE</b>	<b>9</b>	<b>HOURLY</b>	<b>ANNUAL</b>	20.76	28.89	37,788.46	52,573.16
	STEP	11	28.89	52,573.16				
	STEP	10	28.60	52,057.69				
	STEP	9	28.32	51,547.32				
	STEP	8	27.23	49,564.81				
	STEP	7	26.20	47,677.48				
	STEP	6	25.20	45,864.30				
	STEP	5	24.24	44,121.59				
	STEP	4	23.32	42,442.82				
	STEP	3	22.43	40,829.88				
	STEP	2	21.58	39,279.04				
	STEP	1	20.76	37,788.46				
	<b>GRADE</b>	<b>09L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.43	28.89	40,829.88	52,573.16
	STEP	11	28.89	52,573.16				
	STEP	10	28.60	52,057.69				
	STEP	9	28.32	51,547.32				
	STEP	8	27.23	49,564.81				
	STEP	7	26.20	47,677.48				
	STEP	6	25.20	45,864.30				
	STEP	5	24.24	44,121.59				
	STEP	4	23.32	42,442.82				
	STEP	3	22.43	40,829.88				
	<b>GRADE</b>	<b>10L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	23.32	30.03	42,442.82	54,654.37
	STEP	11	30.03	54,654.37				
	STEP	10	29.74	54,118.29				
	STEP	9	29.44	53,587.51				
	STEP	8	28.31	51,526.29				
	STEP	7	27.23	49,564.81				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	6	26.20	47,677.48				
	STEP	5	25.20	45,864.30				
	STEP	4	24.24	44,121.59				
	STEP	3	23.32	42,442.82				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.58	30.03	39,279.04	54,654.37
	STEP	11	30.03	54,654.37				
	STEP	10	29.74	54,118.29				
	STEP	9	29.44	53,587.51				
	STEP	8	28.31	51,526.29				
	STEP	7	27.23	49,564.81				
	STEP	6	26.20	47,677.48				
	STEP	5	25.20	45,864.30				
	STEP	4	24.24	44,121.59				
	STEP	3	23.32	42,442.82				
	STEP	2	22.43	40,829.88				
	STEP	1	21.58	39,279.04				
	<b>GRADE 11L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	24.24	31.22	44,121.59	56,821.26
	STEP	11	31.22	56,821.26				
	STEP	10	30.91	56,263.72				
	STEP	9	30.61	55,711.71				
	STEP	8	29.43	53,568.43				
	STEP	7	28.31	51,526.29				
	STEP	6	27.23	49,564.81				
	STEP	5	26.20	47,677.48				
	STEP	4	25.20	45,864.30				
	STEP	3	24.24	44,121.59				
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.43	31.22	40,829.88	56,821.26
	STEP	11	31.22	56,821.26				
	STEP	10	30.91	56,263.72				
	STEP	9	30.61	55,711.71				
	STEP	8	29.43	53,568.43				
	STEP	7	28.31	51,526.29				
	STEP	6	27.23	49,564.81				
	STEP	5	26.20	47,677.48				
	STEP	4	25.20	45,864.30				
	STEP	3	24.24	44,121.59				
	STEP	2	23.32	42,442.82				
	STEP	1	22.43	40,829.88				
	<b>GRADE 12L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.20	32.46	45,864.30	59,074.68

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsme</i>			<b>Hourly Range</b>		<b>Annual Range</b>		
	<b>STEP</b>	11	32.46	59,074.68				
	<b>STEP</b>	10	32.14	58,494.83				
	<b>STEP</b>	9	31.82	57,920.73				
	<b>STEP</b>	8	30.60	55,691.23				
	<b>STEP</b>	7	29.43	53,568.43				
	<b>STEP</b>	6	28.31	51,526.29				
	<b>STEP</b>	5	27.23	49,564.81				
	<b>STEP</b>	4	26.20	47,677.48				
	<b>STEP</b>	3	25.20	45,864.30				
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.32	32.46	42,442.82	59,074.68
	<b>STEP</b>	11	32.46	59,074.68				
	<b>STEP</b>	10	32.14	58,494.83				
	<b>STEP</b>	9	31.82	57,920.73				
	<b>STEP</b>	8	30.60	55,691.23				
	<b>STEP</b>	7	29.43	53,568.43				
	<b>STEP</b>	6	28.31	51,526.29				
	<b>STEP</b>	5	27.23	49,564.81				
	<b>STEP</b>	4	26.20	47,677.48				
	<b>STEP</b>	3	25.20	45,864.30				
	<b>STEP</b>	2	24.24	44,121.59				
	<b>STEP</b>	1	23.32	42,442.82				
	<b>GRADE 13A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.20	35.08	45,864.30	63,853.25
	<b>STEP</b>	11	35.08	63,853.25				
	<b>STEP</b>	10	34.74	63,226.08				
	<b>STEP</b>	9	34.40	62,605.13				
	<b>STEP</b>	8	33.07	60,193.56				
	<b>STEP</b>	7	31.81	57,897.43				
	<b>STEP</b>	6	30.60	55,691.23				
	<b>STEP</b>	5	29.43	53,568.43				
	<b>STEP</b>	4	28.31	51,526.29				
	<b>STEP</b>	3	27.23	49,564.81				
	<b>STEP</b>	2	26.20	47,677.48				
	<b>STEP</b>	1	25.20	45,864.30				
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	24.24	33.75	44,121.59	61,416.36
	<b>STEP</b>	11	33.75	61,416.36				
	<b>STEP</b>	10	33.41	60,813.33				
	<b>STEP</b>	9	33.09	60,216.27				
	<b>STEP</b>	8	31.81	57,897.43				
	<b>STEP</b>	7	30.60	55,691.23				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	6	29.43	53,568.43				
	STEP	5	28.31	51,526.29				
	STEP	4	27.23	49,564.81				
	STEP	3	26.20	47,677.48				
	STEP	2	25.20	45,864.30				
	STEP	1	24.24	44,121.59				
	<b>GRADE 14A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	27.23	37.92	49,564.81	69,020.36
	STEP	11	37.92	69,020.36				
	STEP	10	37.55	68,342.04				
	STEP	9	37.18	67,670.44				
	STEP	8	35.75	65,062.06				
	STEP	7	34.38	62,580.53				
	STEP	6	33.07	60,193.56				
	STEP	5	31.81	57,897.43				
	STEP	4	30.60	55,691.23				
	STEP	3	29.43	53,568.43				
	STEP	2	28.31	51,526.29				
	STEP	1	27.23	49,564.81				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	26.20	36.48	47,677.48	66,386.18
	STEP	11	36.48	66,386.18				
	STEP	10	36.12	65,733.94				
	STEP	9	35.76	65,088.16				
	STEP	8	34.38	62,580.53				
	STEP	7	33.07	60,193.56				
	STEP	6	31.81	57,897.43				
	STEP	5	30.60	55,691.23				
	STEP	4	29.43	53,568.43				
	STEP	3	28.31	51,526.29				
	STEP	2	27.23	49,564.81				
	STEP	1	26.20	47,677.48				
	<b>GRADE 15A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	30.60	42.62	55,691.23	77,575.40
	STEP	11	42.62	77,575.40				
	STEP	10	42.20	76,812.38				
	STEP	9	41.79	76,056.91				
	STEP	8	40.18	73,124.00				
	STEP	7	38.64	70,331.93				
	STEP	6	37.16	67,625.16				
	STEP	5	35.75	65,062.06				
	STEP	4	34.38	62,580.53				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	3	33.07	60,193.56				
	STEP	2	31.81	57,897.43				
	STEP	1	30.60	55,691.23				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	29.43	41.00	53,568.43	74,612.38
	STEP	11	41.00	74,612.38				
	STEP	10	40.59	73,878.69				
	STEP	9	40.19	73,152.27				
	STEP	8	38.64	70,331.93				
	STEP	7	37.16	67,625.16				
	STEP	6	35.75	65,062.06				
	STEP	5	34.38	62,580.53				
	STEP	4	33.07	60,193.56				
	STEP	3	31.81	57,897.43				
	STEP	2	30.60	55,691.23				
	STEP	1	29.43	53,568.43				
	<b>GRADE 16A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	33.07	46.08	60,193.56	83,865.77
	STEP	11	46.08	83,865.77				
	STEP	10	45.63	83,040.46				
	STEP	9	45.18	82,223.33				
	STEP	8	43.43	79,050.18				
	STEP	7	41.77	76,027.30				
	STEP	6	40.18	73,124.00				
	STEP	5	38.64	70,331.93				
	STEP	4	37.16	67,625.16				
	STEP	3	35.75	65,062.06				
	STEP	2	34.38	62,580.53				
	STEP	1	33.07	60,193.56				
	<b>GRADE 16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	31.81	44.32	57,897.43	80,657.85
	STEP	11	44.32	80,657.85				
	STEP	10	43.88	79,864.30				
	STEP	9	43.45	79,078.62				
	STEP	8	41.77	76,027.30				
	STEP	7	40.18	73,124.00				
	STEP	6	38.64	70,331.93				
	STEP	5	37.16	67,625.16				
	STEP	4	35.75	65,062.06				
	STEP	3	34.38	62,580.53				
	STEP	2	33.07	60,193.56				
	STEP	1	31.81	57,897.43				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE</b>	<b>17A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	35.75	49.82	65,062.06	90,666.70
	STEP	11	49.82	90,666.70				
	STEP	10	49.33	89,774.07				
	STEP	9	48.84	88,890.26				
	STEP	8	46.95	85,457.46				
	STEP	7	45.14	82,154.63				
	STEP	6	43.43	79,050.18				
	STEP	5	41.77	76,027.30				
	STEP	4	40.18	73,124.00				
	STEP	3	38.64	70,331.93				
	STEP	2	37.16	67,625.16				
	STEP	1	35.75	65,062.06				
	<b>GRADE</b>	<b>17</b>	<b>HOURLY</b>	<b>ANNUAL</b>	34.38	47.89	62,580.53	87,160.23
	STEP	11	47.89	87,160.23				
	STEP	10	47.42	86,302.31				
	STEP	9	46.95	85,452.88				
	STEP	8	45.14	82,154.63				
	STEP	7	43.43	79,050.18				
	STEP	6	41.77	76,027.30				
	STEP	5	40.18	73,124.00				
	STEP	4	38.64	70,331.93				
	STEP	3	37.16	67,625.16				
	STEP	2	35.75	65,062.06				
	STEP	1	34.38	62,580.53				
	<b>GRADE</b>	<b>18A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	40.18	56.00	73,124.00	101,924.29
	STEP	11	56.00	101,924.29				
	STEP	10	55.45	100,920.18				
	STEP	9	54.90	99,926.03				
	STEP	8	52.78	96,064.89				
	STEP	7	50.76	92,389.42				
	STEP	6	48.82	88,855.78				
	STEP	5	46.95	85,457.46				
	STEP	4	45.14	82,154.63				
	STEP	3	43.43	79,050.18				
	STEP	2	41.77	76,027.30				
	STEP	1	40.18	73,124.00				
	<b>GRADE</b>	<b>18</b>	<b>HOURLY</b>	<b>ANNUAL</b>	38.64	53.86	70,331.93	98,022.33
	STEP	11	53.86	98,022.33				



# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	10	53.33	97,056.86				
	STEP	9	52.80	96,100.95				
	STEP	8	50.76	92,389.42				
	STEP	7	48.82	88,855.78				
	STEP	6	46.95	85,457.46				
	STEP	5	45.14	82,154.63				
	STEP	4	43.43	79,050.18				
	STEP	3	41.77	76,027.30				
	STEP	2	40.18	73,124.00				
	STEP	1	38.64	70,331.93				
	<b>GRADE</b>	<b>19A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	43.43	60.55	79,050.18	110,198.86
	STEP	11	60.55	110,198.86				
	STEP	10	59.95	109,112.84				
	STEP	9	59.36	108,037.56				
	STEP	8	57.07	103,861.71				
	STEP	7	54.88	99,888.68				
	STEP	6	52.78	96,064.89				
	STEP	5	50.76	92,389.42				
	STEP	4	48.82	88,855.78				
	STEP	3	46.95	85,457.46				
	STEP	2	45.14	82,154.63				
	STEP	1	43.43	79,050.18				
	<b>GRADE</b>	<b>19</b>	<b>HOURLY</b>	<b>ANNUAL</b>	41.77	58.23	76,027.30	105,981.14
	STEP	11	58.23	105,981.14				
	STEP	10	57.66	104,936.87				
	STEP	9	57.09	103,902.94				
	STEP	8	54.88	99,888.68				
	STEP	7	52.78	96,064.89				
	STEP	6	50.76	92,389.42				
	STEP	5	48.82	88,855.78				
	STEP	4	46.95	85,457.46				
	STEP	3	45.14	82,154.63				
	STEP	2	43.43	79,050.18				
	STEP	1	41.77	76,027.30				
	<b>GRADE</b>	<b>20A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	46.95	65.47	85,457.46	119,148.58
	STEP	11	65.47	119,148.58				
	STEP	10	64.82	117,973.94				
	STEP	9	64.18	116,810.93				
	STEP	8	61.70	112,294.46				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	7	59.34	107,996.98				
	STEP	6	57.07	103,861.71				
	STEP	5	54.88	99,888.68				
	STEP	4	52.78	96,064.89				
	STEP	3	50.76	92,389.42				
	STEP	2	48.82	88,855.78				
	STEP	1	46.95	85,457.46				
	<b>GRADE</b>	<b>20</b>	<b>HOURLY</b>	<b>ANNUAL</b>	45.14	62.96	82,154.63	114,587.23
	STEP	11	62.96	114,587.23				
	STEP	10	62.34	113,457.76				
	STEP	9	61.72	112,339.46				
	STEP	8	59.34	107,996.98				
	STEP	7	57.07	103,861.71				
	STEP	6	54.88	99,888.68				
	STEP	5	52.78	96,064.89				
	STEP	4	50.76	92,389.42				
	STEP	3	48.82	88,855.78				
	STEP	2	46.95	85,457.46				
	STEP	1	45.14	82,154.63				
	<b>GRADE</b>	<b>21A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	50.76	70.79	92,389.42	128,830.33
	STEP	11	70.79	128,830.33				
	STEP	10	70.09	127,559.84				
	STEP	9	69.40	126,301.92				
	STEP	8	66.71	121,416.86				
	STEP	7	64.16	116,768.06				
	STEP	6	61.70	112,294.46				
	STEP	5	59.34	107,996.98				
	STEP	4	57.07	103,861.71				
	STEP	3	54.88	99,888.68				
	STEP	2	52.78	96,064.89				
	STEP	1	50.76	92,389.42				
	<b>GRADE</b>	<b>21</b>	<b>HOURLY</b>	<b>ANNUAL</b>	48.82	68.07	88,855.78	123,896.00
	STEP	11	68.07	123,896.00				
	STEP	10	67.40	122,674.36				
	STEP	9	66.74	121,464.82				
	STEP	8	64.16	116,768.06				
	STEP	7	61.70	112,294.46				
	STEP	6	59.34	107,996.98				
	STEP	5	57.07	103,861.71				

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	4	54.88	99,888.68				
	STEP	3	52.78	96,064.89				
	STEP	2	50.76	92,389.42				
	STEP	1	48.82	88,855.78				
	<b>GRADE</b>	<b>22A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	54.88	76.54	99,888.68	139,299.57
	STEP	11	76.54	139,299.57				
	STEP	10	75.78	137,925.42				
	STEP	9	75.04	136,564.87				
	STEP	8	72.13	131,281.78				
	STEP	7	69.37	126,252.92				
	STEP	6	66.71	121,416.86				
	STEP	5	64.16	116,768.06				
	STEP	4	61.70	112,294.46				
	STEP	3	59.34	107,996.98				
	STEP	2	57.07	103,861.71				
	STEP	1	54.88	99,888.68				
	<b>GRADE</b>	<b>22</b>	<b>HOURLY</b>	<b>ANNUAL</b>	52.78	73.61	96,064.89	133,961.98
	STEP	11	73.61	133,961.98				
	STEP	10	72.88	132,640.67				
	STEP	9	72.16	131,332.45				
	STEP	8	69.37	126,252.92				
	STEP	7	66.71	121,416.86				
	STEP	6	64.16	116,768.06				
	STEP	5	61.70	112,294.46				
	STEP	4	59.34	107,996.98				
	STEP	3	57.07	103,861.71				
	STEP	2	54.88	99,888.68				
	STEP	1	52.78	96,064.89				