



Midpeninsula Regional  
Open Space District

R-18-117  
Meeting 18-35  
October 10, 2018

## AGENDA ITEM 4

### AGENDA ITEM

Approve a Correction to the Classification and Compensation Plan and a Corresponding Correction in the Midpeninsula Regional Open Space District Memorandum of Understanding with the Field Employees Association

### GENERAL MANAGER'S RECOMMENDATIONS

1. Adopt a resolution approving a corrected Classification and Compensation Plan for Midpeninsula Regional Open Space District Employees.
2. Adopt a resolution approving the corrected Salary Range Chart in the Memorandum of Understanding with the Field Employees Association.

### SUMMARY

While implementing the Classification and Compensation Plan changes approved by the Midpeninsula Regional Open Space District (District) Board of Directors (Board) on September 26, 2018, staff discovered a numerical error in one column of the compensation table. Staff is resubmitting the Classification and Compensation Plan for Board approval with the error corrected. Additionally, one page in the Field Employee Association (FEA) Memorandum of Understanding (MOU) that includes the compensation table contains the same error and the correction warrants formal approval from the Board. The corrective action is cost neutral for both the District and staff, as staff have not received incorrect compensation due to this error, and there have been no erroneous adjustments made to salaries or benefits.

### DISCUSSION

The Board approved a new, three-year contract with the FEA on September 26, 2018. The new MOU between the FEA and the District includes changes to salaries and benefits. The Board also approved changes in salaries and benefits for the Office, Supervisory and Management (OSM) employees on September 26. The exhibits to the resolutions approving these changes included an updated Classification and Compensation Plan, which details all District classifications and corresponding compensation. Following Board approval on September 26, 2018, Human Resources staff discovered an error on the Classification and Compensation Plan as they began the internal process of implementing compensation changes. The numerical error was in the "hourly range" column of the document due to an incorrect calculation formula.

A similar chart, which is Appendix A to the MOU, contains the same error.

The correction is cost neutral for the District and staff as no erroneous compensation changes have been implemented to date. The Board-approved compensation adjustments will be reflected in the payroll following October 10, 2018, after the Board approves the corrected Classification and Compensation Plan.

The attached resolutions adopt these corrections.

**FISCAL IMPACT**

There is no fiscal impact associated with the recommended action.

**BOARD COMMITTEE REVIEW**

This item was not previously reviewed by a Committee.

**PUBLIC NOTICE**

Public notice was provided as required by the Brown Act.

**CEQA COMPLIANCE**

This item is not a project subject to the California Environmental Quality Act.

**NEXT STEPS**

Upon approval of the resolutions, staff will post the corrected Classification and Compensation Plan, and the District will be in compliance with CalPERS and state law.

Attachments

1. Resolution approving the corrected Classification and Compensation Plan
2. Resolution approving the corrected Appendix A to the Memorandum of Understanding

Responsible Department Head:

Stefan Jaskulak, Chief Financial Officer, Director of Administrative Services

Prepared by:

Candice Basnight, Human Resources Manager

**RESOLUTION NO. 18-\_\_**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT AMENDING  
THE CLASSIFICATION & COMPENSATION PLAN**

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WHEREAS, the General Manager has proposed an amendment to the Midpeninsula Regional Open Space District Classification and Compensation Plan.

The Board of Directors of the Midpeninsula Regional Open Space District does hereby resolve as follows:

1. The Board of Directors hereby amends the Classification and Compensation Plan of the Midpeninsula Regional Open Space District to amend the salary range as set forth in Exhibit A attached hereto.
2. Except as herein modified, the Classification and Compensation Plan, Resolution No. 18-38 as amended, shall remain in full force and effect

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on October 10, 2018 at a regular meeting thereof, by the following vote:

\* \* \* \* \*

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

**ATTEST:**

**APPROVED:**

\_\_\_\_\_  
Secretary  
Board of Directors

\_\_\_\_\_  
President  
Board of Directors

**APPROVED AS TO FORM:**

\_\_\_\_\_  
General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

\_\_\_\_\_  
District Clerk

# Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

**Fiscal Year 2018/2019 - Effective 9/26/2018 (Pay Period 18-21)**

Last revised: 9/26/18, 8/8/18, 6/13/2018, 1/24/2018, 12/13/2017, 7/1/17, 5/10/17, 4/12/2017, 2/22/2017, 10/26/16

Classification Title	Step Range #	Hourly Range \$				Monthly Range \$		Annual Range \$		Full/PT Time
		Minimum	Minimum	Maximum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	<del>20.7275</del>	20.7030	<del>24.6071</del>	25.8490	3,589	4,481	43,062	53,766	PT
Seasonal Ranger Aide	6	<del>20.7275</del>	20.7030	<del>24.6071</del>	25.8490	3,589	4,481	43,062	53,766	PT
Seasonal Ranger	16	<del>26.5330</del>	26.4254	<del>31.3992</del>	32.9917	4,580	5,719	54,965	68,623	PT
Administrative Assistant	20	<del>29.2874</del>	29.1351	<del>34.6199</del>	36.3669	5,050	6,304	60,601	75,643	FT
Farm Maintenance Worker	20	<del>29.2874</del>	29.1351	<del>34.6199</del>	36.3669	5,050	6,304	60,601	75,643	FT
Open Space Technician*	20	<del>29.2874</del>	29.1351	<del>34.6199</del>	36.3669	5,050	6,304	60,601	75,643	FT
Accounting Technician	22	<del>30.7701</del>	30.5791	<del>36.3491</del>	38.1853	5,300	6,619	63,605	79,425	FT
Human Resources Technician	22	<del>30.7701</del>	30.5791	<del>36.3491</del>	38.1853	5,300	6,619	63,605	79,425	FT
Information Technology Technician I	22	<del>30.7701</del>	30.5791	<del>36.3491</del>	38.1853	5,300	6,619	63,605	79,425	FT
GIS Technician	23	<del>31.5394</del>	31.3516	<del>37.2583</del>	39.1479	5,434	6,786	65,211	81,428	FT
Facilities Maintenance Specialist	24	<del>32.3278</del>	32.1063	<del>38.1674</del>	40.1046	5,565	6,951	66,781	83,418	FT
Lead Open Space Technician*	24	<del>32.3278</del>	32.1063	<del>38.1674</del>	40.1046	5,565	6,951	66,781	83,418	FT
Risk Management Coordinator	24	<del>32.3278</del>	32.1063	<del>38.1674</del>	40.1046	5,565	6,951	66,781	83,418	FT
Senior Administrative Assistant	24	<del>32.3278</del>	32.1063	<del>38.1674</del>	40.1046	5,565	6,951	66,781	83,418	FT
Public Affairs Program Coordinator	25	<del>33.1360</del>	32.9144	<del>39.1182</del>	41.1029	5,705	7,125	68,462	85,494	FT
Volunteer Program Lead	25	<del>33.1360</del>	32.9144	<del>39.1182</del>	41.1029	5,705	7,125	68,462	85,494	FT
Ranger	26	<del>33.9644</del>	33.7107	<del>40.0749</del>	42.1013	5,843	7,298	70,118	87,571	FT
Senior Finance & Accounting Technician	26	<del>33.9644</del>	33.7107	<del>40.0749</del>	42.1013	5,843	7,298	70,118	87,571	FT
Executive Assistant	27	<del>34.8135</del>	34.5545	<del>41.0732</del>	43.1590	5,989	7,481	71,873	89,771	FT
Information Technology Technician II	27	<del>34.8135</del>	34.5545	<del>41.0732</del>	43.1590	5,989	7,481	71,873	89,771	FT
Public Affairs Specialist I	27	<del>34.8135</del>	34.5545	<del>41.0732</del>	43.1590	5,989	7,481	71,873	89,771	FT
Equipment Mechanic/Operator	28	<del>35.6839</del>	35.4043	<del>42.0775</del>	44.2048	6,137	7,662	73,641	91,946	FT
Lead Ranger	28	<del>35.6839</del>	35.4043	<del>42.0775</del>	44.2048	6,137	7,662	73,641	91,946	FT
Property Management Specialist I	28	<del>35.6839</del>	35.4043	<del>42.0775</del>	44.2048	6,137	7,662	73,641	91,946	FT
Real Property Specialist I	28	<del>35.6839</del>	35.4043	<del>42.0775</del>	44.2048	6,137	7,662	73,641	91,946	FT
Executive Assistant/Deputy District Clerk	29	<del>36.5760</del>	36.2897	<del>43.1233</del>	45.3101	6,290	7,854	75,483	94,245	FT
Planner I	29	<del>36.5760</del>	36.2897	<del>43.1233</del>	45.3101	6,290	7,854	75,483	94,245	FT
Data Analyst I	30	<del>37.4904</del>	37.1751	<del>44.1811</del>	46.4213	6,444	8,046	77,324	96,556	FT
Docent Program Manager	30	<del>37.4904</del>	37.1751	<del>44.1811</del>	46.4213	6,444	8,046	77,324	96,556	FT
Resource Management Specialist I	30	<del>37.4904</del>	37.1751	<del>44.1811</del>	46.4213	6,444	8,046	77,324	96,556	FT
Volunteer Program Manager	30	<del>37.4904</del>	37.1751	<del>44.1811</del>	46.4213	6,444	8,046	77,324	96,556	FT
Accountant	31	<del>38.4276</del>	38.1021	<del>45.2804</del>	47.5741	6,604	8,246	79,252	98,954	FT
Capital Project Manager II	31	<del>38.4276</del>	38.1021	<del>45.2804</del>	47.5741	6,604	8,246	79,252	98,954	FT
Planner II	31	<del>38.4276</del>	38.1021	<del>45.2804</del>	47.5741	6,604	8,246	79,252	98,954	FT
Management Analyst I	31	<del>38.4276</del>	38.1021	<del>45.2804</del>	47.5741	6,604	8,246	79,252	98,954	FT
Data Analyst II	34	<del>41.3824</del>	40.9782	<del>48.7091</del>	51.1811	7,103	8,871	85,235	106,457	FT
Resource Management Specialist II	34	<del>41.3824</del>	40.9782	<del>48.7091</del>	51.1811	7,103	8,871	85,235	106,457	FT
Grants Specialist	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Maintenance, Construction & Resource Supv.	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Management Analyst II	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Procurement & Contracting Agent/Specialist	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Property Management Specialist II	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Real Property Specialist II	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Supervising Ranger	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Training & Safety Specialist	35	<del>42.4169</del>	42.0002	<del>49.9392</del>	52.4528	7,280	9,092	87,360	109,102	FT
Applications Engineer	36	<del>43.4773</del>	43.0342	<del>51.1454</del>	53.7363	7,459	9,314	89,511	111,771	FT
Public Affairs Specialist II	36	<del>43.4773</del>	43.0342	<del>51.1454</del>	53.7363	7,459	9,314	89,511	111,771	FT
Data Administrator	38	<del>45.6784</del>	45.1794	<del>53.7066</del>	56.4341	7,831	9,782	93,973	117,383	FT
Governmental Affairs Specialist	38	<del>45.6784</del>	45.1794	<del>53.7066</del>	56.4341	7,831	9,782	93,973	117,383	FT
Senior Technologist	38	<del>45.6784</del>	45.1794	<del>53.7066</del>	56.4341	7,831	9,782	93,973	117,383	FT
Facilities Maintenance Supervisor	39	<del>46.8203</del>	46.3084	<del>55.0495</del>	57.8246	8,027	10,023	96,321	120,275	FT
Capital Projects Field Manager	39	<del>46.8203</del>	46.3084	<del>55.0495</del>	57.8246	8,027	10,023	96,321	120,275	FT
Capital Project Manager III	39	<del>46.8203</del>	46.3084	<del>55.0495</del>	57.8246	8,027	10,023	96,321	120,275	FT
Planner III	39	<del>46.8203</del>	46.3084	<del>55.0495</del>	57.8246	8,027	10,023	96,321	120,275	FT
Public Affairs Specialist III	39	<del>46.8203</del>	46.3084	<del>55.0495</del>	57.8246	8,027	10,023	96,321	120,275	FT

Resource Management Specialist III	39	46.8203	46.3084	55.0495	57.8246	8,027	10,023	96,321	120,275	FT
Senior Property Management Specialist	40	47.9909	47.4434	56.3866	59.2448	8,224	10,269	98,682	123,229	FT
Senior Real Property Specialist	40	47.9909	47.4434	56.3866	59.2448	8,224	10,269	98,682	123,229	FT
Special Projects Manager	40	47.9909	47.4434	56.3866	59.2448	8,224	10,269	98,682	123,229	FT
Senior Accountant	41	49.1906	48.6200	57.7949	60.7304	8,427	10,527	101,130	126,319	FT
Senior Management Analyst	41	49.1906	48.6200	57.7949	60.7304	8,427	10,527	101,130	126,319	FT
Area Manager	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Area Superintendent	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
District Clerk/Assistant to General Manager	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
GIS Program Administrator	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Information Technology Program Administrator	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Human Resources Supervisor	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Senior Capital Project Manager	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Senior Planner	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Senior Resource Management Specialist	43	51.6809	51.0563	60.6828	63.7669	8,850	11,053	106,197	132,635	FT
Budget & Analysis Manager	48	58.4722	57.6642	68.5445	72.0148	9,995	12,483	119,941	149,791	FT
Finance Manager	48	58.4722	57.6642	68.5445	72.0148	9,995	12,483	119,941	149,791	FT
Human Resources Manager	48	58.4722	57.6642	68.5445	72.0148	9,995	12,483	119,941	149,791	FT
Information Systems & Technology Manager	48	58.4722	57.6642	68.5445	72.0148	9,995	12,483	119,941	149,791	FT
Engineering & Construction Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Land & Facilities Services Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Natural Resources Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Operations Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Planning Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Public Affairs Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Real Property Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Visitor Services Manager	51	62.9682	62.0555	73.7738	77.5055	10,756	13,434	129,075	161,211	FT
Assistant General Counsel I	53	66.1559	65.1574	77.4580	81.3799	11,294	14,106	135,527	169,270	FT
Assistant General Counsel II	55	69.5051	68.4197	81.3383	85.4504	11,859	14,811	142,313	177,737	FT
Assistant General Manager	59	76.7206	75.4376	89.6694	94.2093	13,076	16,330	156,910	195,955	FT
Chief Financial Officer/Director Administrative Services	59	76.7206	75.4376	89.6694	94.2093	13,076	16,330	156,910	195,955	FT

\* OST will receive an additional 1% stipend for Class A or B license; Lead OST 1% for Class A.

<b>Board Appointee Group Compensation</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Annual</b>	<b>Effective</b>	<b>Last Revised</b>
General Manager	\$108.1731	\$18,750	\$225,000	6/13/2018	12/13/2017
Controller - Part-time position	\$84.9750	\$3,682	\$44,187	12/13/2017	11/1/2016
General Counsel	\$98.5577	\$17,083	\$205,000	7/11/2018	12/13/2017
<b>Elected Officials Compensation</b>	<b>Per Meeting</b>		<b>Monthly Maximum</b>	<b>Effective Date</b>	
Board Director	\$100.00		\$500.00	1/1/2006	

The District's Personnel Policies and Procedures provide that the compensation for an employee's temporary out-of-class / Acting Assignment shall be at least 5% but not more than 10% more than her/his current salary. Pursuant to Government Code 20480, out of class appointments shall not exceed a total of 960 hours in each fiscal year.

**RESOLUTION NO. 18-\_\_**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT CORRECTING APPENDIX A TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT AND MIDPENINSULA REGIONAL OPEN SPACE DISTRICT FIELD EMPLOYEES ASSOCIATION**

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**WHEREAS**, Midpeninsula Regional Open Space District Field Employees Association (FEA) is the exclusively recognized employee organization for the Midpeninsula Regional Open Space District's (District) Open Space Technicians, Lead Open Space Technicians, Rangers, Lead Rangers, Equipment Mechanic-Operators, Farm Maintenance Worker, Volunteer Program Lead; and Facilities Maintenance Specialist; and

**WHEREAS**, pursuant to California Government Code Section 3500 *et seq.*, representatives of the District and the FEA have completed negotiations for a Memorandum of Understanding (MOU) for a term of July 1, 2018 through June 31, 2021; and

**WHEREAS**, on August 27, 2018 the bargaining unit represented by the FEA ratified the MOU, and on September 26, 2018, the Board approved the MOU; and

**WHEREAS**, certain information in Appendix A to the MOU was incorrect and the purpose of this action is to adopt the corrected Appendix A and incorporate it into the MOU.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Midpeninsula Regional Open Space District does hereby approve the corrected Appendix A, attached hereto and incorporated herein, which shall be appended to the Memorandum of Understanding between Midpeninsula Regional Open Space District and Midpeninsula Regional Open Space District Field Employees Association effective July 1, 2018 through June 31, 2021..

\* \* \* \* \*

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on October 10, 2018 at a Regular Meeting thereof, by the following vote:

- AYES:**
- NOES:**
- ABSTAIN:**
- ABSENT:**

**ATTEST:**

**APPROVED:**

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Secretary  
Board of Directors

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President  
Board of Directors

**APPROVED AS TO FORM:**

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General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

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District Clerk



**MOU**  
**July 1, 2018 to June 30, 2021**

**APPENDIX A - DISTRICT SALARY RANGES EFFECTIVE 7/1/158**

Range	Step 1		Step 2		Step 3		Step 4		Step 5	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1	3,175	<del>\$18,3201</del> \$18.3201	3,254	<del>\$18,7781</del> \$18.7718	3,335	<del>\$19,2412</del> \$19.2412	3,419	<del>\$19,7225</del> \$19.7225	3,504	<del>\$20,2157</del> \$20.2157
2	3,254	<del>\$18,7781</del> \$18.7718	3,335	<del>\$19,2412</del> \$19.2412	3,419	<del>\$19,7218</del> \$19.7218	3,504	<del>\$20,2157</del> \$20.2157	3,593	<del>\$20,7268</del> \$20.7268
3	3,333	<del>\$19,2475</del> \$19.2293	3,417	<del>\$19,7287</del> \$19.7106	3,502	<del>\$20,2220</del> \$20.2038	3,592	<del>\$20,7208</del> \$20.7208	3,679	<del>\$21,2259</del> \$21.2259
4	3,417	<del>\$19,7287</del> \$19.7106	3,502	<del>\$20,2220</del> \$20.2038	3,582	<del>\$20,7106</del> \$20.7106	3,679	<del>\$21,2259</del> \$21.2259	3,773	<del>\$21,7208</del> \$21.7208
5	3,500	<del>\$20,2220</del> \$20.1920	3,589	<del>\$20,7275</del> \$20.7030	3,677	<del>\$20,1920</del> \$20.1920	3,769	<del>\$21,2140</del> \$21.2140	3,864	<del>\$21,7140</del> \$21.7140
6	3,589	<del>\$20,7275</del> \$20.7030	3,677	<del>\$21,2457</del> \$21.2140	3,769	<del>\$20,7030</del> \$20.7030	3,864	<del>\$21,2140</del> \$21.2140	3,960	<del>\$21,7140</del> \$21.7140
7	3,677	<del>\$21,2457</del> \$21.2140	3,769	<del>\$21,7768</del> \$21.7429	3,864	<del>\$21,2140</del> \$21.2140	3,960	<del>\$21,7429</del> \$21.7429	4,058	<del>\$22,2896</del> \$22.2896
8	3,765	<del>\$21,7768</del> \$21.7191	3,861	<del>\$22,3213</del> \$22.2777	3,957	<del>\$21,7191</del> \$21.7191	4,056	<del>\$22,2777</del> \$22.2777	4,159	<del>\$22,8303</del> \$22.8303
9	3,861	<del>\$22,3213</del> \$22.2777	3,957	<del>\$22,8703</del> \$22.8303	4,056	<del>\$22,2777</del> \$22.2777	4,159	<del>\$22,8303</del> \$22.8303	4,262	<del>\$23,4008</del> \$23.4008
10	3,955	<del>\$22,8793</del> \$22.8185	4,054	<del>\$23,4513</del> \$23.3889	4,157	<del>\$22,8185</del> \$22.8185	4,259	<del>\$23,3889</del> \$23.3889	4,365	<del>\$23,9832</del> \$23.9832
11	4,054	<del>\$23,4513</del> \$23.3889	4,157	<del>\$24,0376</del> \$23.9832	4,259	<del>\$23,3889</del> \$23.3889	4,365	<del>\$23,9832</del> \$23.9832	4,475	<del>\$24,5714</del> \$24.5714
12	4,153	<del>\$24,0376</del> \$23.9594	4,256	<del>\$24,6385</del> \$24.5536	4,363	<del>\$23,9594</del> \$23.9594	4,472	<del>\$24,5536</del> \$24.5536	4,585	<del>\$25,1716</del> \$25.1716
13	4,256	<del>\$24,6385</del> \$24.5536	4,363	<del>\$25,2545</del> \$25.1716	4,472	<del>\$24,5536</del> \$24.5536	4,585	<del>\$25,1716</del> \$25.1716	4,699	<del>\$25,8015</del> \$25.8015
14	4,361	<del>\$25,2545</del> \$25.1597	4,470	<del>\$25,8858</del> \$25.7896	4,582	<del>\$25,1597</del> \$25.1597	4,697	<del>\$25,7896</del> \$25.7896	4,813	<del>\$26,4373</del> \$26.4373
15	4,470	<del>\$25,8858</del> \$25.7896	4,582	<del>\$26,5330</del> \$26.4373	4,697	<del>\$25,7896</del> \$25.7896	4,813	<del>\$26,4373</del> \$26.4373	4,935	<del>\$27,0969</del> \$27.0969
16	4,580	<del>\$26,5330</del> \$26.4254	4,693	<del>\$27,1963</del> \$27.0732	4,811	<del>\$26,4254</del> \$26.4254	4,930	<del>\$27,0732</del> \$27.0732	5,055	<del>\$27,7565</del> \$27.7565
17	4,693	<del>\$27,1963</del> \$27.0732	4,811	<del>\$27,8762</del> \$27.7565	4,930	<del>\$27,0732</del> \$27.0732	5,055	<del>\$27,7565</del> \$27.7565	5,180	<del>\$28,4399</del> \$28.4399
18	4,807	<del>\$27,8762</del> \$27.7328	4,928	<del>\$28,5731</del> \$28.4280	5,052	<del>\$27,7328</del> \$27.7328	5,177	<del>\$28,4280</del> \$28.4280	5,307	<del>\$29,1470</del> \$29.1470
19	4,928	<del>\$28,5731</del> \$28.4280	5,052	<del>\$29,2874</del> \$29.1470	5,177	<del>\$28,4280</del> \$28.4280	5,307	<del>\$29,1470</del> \$29.1470	5,439	<del>\$29,8660</del> \$29.8660
20	5,050	<del>\$29,2874</del> \$29.1351	5,174	<del>\$30,0196</del> \$29.8482	5,303	<del>\$29,1351</del> \$29.1351	5,436	<del>\$29,8482</del> \$29.8482	5,573	<del>\$30,5969</del> \$30.5969
21	5,174	<del>\$30,0196</del> \$29.8482	5,303	<del>\$30,7701</del> \$30.5969	5,436	<del>\$29,8482</del> \$29.8482	5,573	<del>\$30,5969</del> \$30.5969	5,712	<del>\$31,3635</del> \$31.3635
22	5,300	<del>\$30,7701</del> \$30.5791	5,434	<del>\$31,5394</del> \$31.3516	5,568	<del>\$30,5791</del> \$30.5791	5,708	<del>\$31,3516</del> \$31.3516	5,850	<del>\$32,1241</del> \$32.1241
23	5,434	<del>\$31,5394</del> \$31.3516	5,568	<del>\$32,3278</del> \$32.1241	5,708	<del>\$31,3516</del> \$31.3516	5,850	<del>\$32,1241</del> \$32.1241	5,998	<del>\$32,9323</del> \$32.9323
24	5,565	<del>\$32,3278</del> \$32.1063	5,705	<del>\$33,1360</del> \$32.9144	5,847	<del>\$32,1063</del> \$32.1063	5,995	<del>\$32,9144</del> \$32.9144	6,144	<del>\$33,7345</del> \$33.7345
25	5,705	<del>\$33,1360</del> \$32.9144	5,847	<del>\$33,9644</del> \$33.7345	5,995	<del>\$32,9144</del> \$32.9144	6,144	<del>\$33,7345</del> \$33.7345	6,297	<del>\$34,5842</del> \$34.5842
26	5,843	<del>\$33,9644</del> \$33.7107	5,989	<del>\$34,8135</del> \$34.5545	6,141	<del>\$33,7107</del> \$33.7107	6,294	<del>\$34,5545</del> \$34.5545	6,450	<del>\$35,4280</del> \$35.4280
27	5,989	<del>\$34,8135</del> \$34.5545	6,141	<del>\$35,6830</del> \$35.4280	6,294	<del>\$34,5545</del> \$34.5545	6,450	<del>\$35,4280</del> \$35.4280	6,612	<del>\$36,3134</del> \$36.3134
28	6,137	<del>\$35,6830</del> \$35.4043	6,290	<del>\$36,5760</del> \$36.2897	6,447	<del>\$35,4043</del> \$35.4043	6,607	<del>\$36,2897</del> \$36.2897	6,773	<del>\$37,1929</del> \$37.1929
29	6,290	<del>\$36,5760</del> \$36.2897	6,447	<del>\$37,4904</del> \$37.1929	6,607	<del>\$36,2897</del> \$36.2897	6,773	<del>\$37,1929</del> \$37.1929	6,943	<del>\$38,1199</del> \$38.1199
30	6,444	<del>\$37,4904</del> \$37.1751	6,604	<del>\$38,4276</del> \$38.1021	6,768	<del>\$37,1751</del> \$37.1751	6,939	<del>\$38,1021</del> \$38.1021	7,112	<del>\$39,0469</del> \$39.0469
31	6,604	<del>\$38,4276</del> \$38.1021	6,768	<del>\$39,3883</del> \$39.0469	6,939	<del>\$38,1021</del> \$38.1021	7,112	<del>\$39,0469</del> \$39.0469	7,289	<del>\$40,0333</del> \$40.0333
32	6,765	<del>\$39,3883</del> \$39.0291	6,933	<del>\$40,3730</del> \$39.9977	7,107	<del>\$39,0291</del> \$39.0291	7,285	<del>\$39,9977</del> \$39.9977	7,466	<del>\$41,0019</del> \$41.0019
33	6,933	<del>\$40,3730</del> \$39.9977	7,107	<del>\$41,3824</del> \$41.0019	7,285	<del>\$39,9977</del> \$39.9977	7,466	<del>\$41,0019</del> \$41.0019	7,653	<del>\$42,0289</del> \$42.0289
34	7,103	<del>\$41,3824</del> \$40.9782	7,280	<del>\$42,4169</del> \$42.0002	7,462	<del>\$40,9782</del> \$40.9782	7,649	<del>\$42,0002</del> \$42.0002	7,840	<del>\$43,0520</del> \$43.0520
35	7,280	<del>\$42,4169</del> \$42.0002	7,462	<del>\$43,4773</del> \$43.0520	7,649	<del>\$42,0002</del> \$42.0002	7,840	<del>\$43,0520</del> \$43.0520	8,036	<del>\$44,1276</del> \$44.1276
36	7,459	<del>\$43,4773</del> \$43.0342	7,646	<del>\$44,5643</del> \$44.1098	7,836	<del>\$43,0342</del> \$43.0342	8,032	<del>\$44,1098</del> \$44.1098	8,233	<del>\$45,2091</del> \$45.2091
37	7,646	<del>\$44,5643</del> \$44.1098	7,836	<del>\$45,6784</del> \$45.2091	8,032	<del>\$44,1098</del> \$44.1098	8,233	<del>\$45,2091</del> \$45.2091	8,439	<del>\$46,3381</del> \$46.3381
38	7,831	<del>\$45,6784</del> \$45.1794	8,027	<del>\$46,8203</del> \$46.3084	8,228	<del>\$45,1794</del> \$45.1794	8,435	<del>\$46,3084</del> \$46.3084	8,644	<del>\$47,4672</del> \$47.4672
39	8,027	<del>\$46,8203</del> \$46.3084	8,228	<del>\$47,9909</del> \$47.4672	8,435	<del>\$46,3084</del> \$46.3084	8,644	<del>\$47,4672</del> \$47.4672	8,860	<del>\$48,6616</del> \$48.6616
40	8,224	<del>\$47,9909</del> \$47.4434	8,427	<del>\$49,1906</del> \$48.6200	8,639	<del>\$47,4434</del> \$47.4434	8,855	<del>\$48,6200</del> \$48.6200	9,076	<del>\$49,8381</del> \$49.8381
41	8,427	<del>\$49,1906</del> \$48.6200	8,639	<del>\$50,4204</del> \$49.8381	8,855	<del>\$48,6200</del> \$48.6200	9,076	<del>\$49,8381</del> \$49.8381	9,303	<del>\$51,0960</del> \$51.0960
42	8,633	<del>\$50,4204</del> \$49.8084	8,850	<del>\$51,6809</del> \$51.0563	9,072	<del>\$49,8084</del> \$49.8084	9,298	<del>\$51,0563</del> \$51.0563	9,532	<del>\$52,3398</del> \$52.3398
43	8,850	<del>\$51,6809</del> \$51.0563	9,072	<del>\$52,9729</del> \$52.3398	9,298	<del>\$51,0563</del> \$51.0563	9,532	<del>\$52,3398</del> \$52.3398	9,767	<del>\$53,6412</del> \$53.6412
44	9,066	<del>\$52,9729</del> \$52.3042	9,293	<del>\$54,2972</del> \$53.6115	9,523	<del>\$52,3042</del> \$52.3042	9,762	<del>\$53,6115</del> \$53.6115	10,007	<del>\$54,9426</del> \$54.9426
45	9,293	<del>\$54,2972</del> \$53.6115	9,523	<del>\$55,6547</del> \$54.9426	9,762	<del>\$53,6115</del> \$53.6115	10,007	<del>\$54,9426</del> \$54.9426	10,257	<del>\$56,3242</del> \$56.3242
46	9,518	<del>\$55,6547</del> \$54.9129	9,756	<del>\$57,0460</del> \$56.2855	10,002	<del>\$54,9129</del> \$54.9129	10,251	<del>\$56,2855</del> \$56.2855	10,507	<del>\$57,7058</del> \$57.7058
47	9,756	<del>\$57,0460</del> \$56.2855	10,002	<del>\$58,4722</del> \$57.7058	10,251	<del>\$56,2855</del> \$56.2855	10,507	<del>\$57,7058</del> \$57.7058	10,771	<del>\$59,1378</del> \$59.1378
48	9,995	<del>\$58,4722</del> \$57.6642	10,244	<del>\$59,9340</del> \$59.1022	10,501	<del>\$57,6642</del> \$57.6642	10,765	<del>\$59,1022</del> \$59.1022	11,033	<del>\$60,5818</del> \$60.5818
49	10,244	<del>\$59,9340</del> \$59.1022	10,501	<del>\$61,4323</del> \$60.5818	10,765	<del>\$59,1022</del> \$59.1022	11,033	<del>\$60,5818</del> \$60.5818	11,308	<del>\$62,1031</del> \$62.1031
50	10,496	<del>\$61,4323</del> \$60.5521	10,756	<del>\$62,9682</del> \$62.0555	11,026	<del>\$60,5521</del> \$60.5521	11,301	<del>\$62,0555</del> \$62.0555	11,585	<del>\$63,6124</del> \$63.6124
51	10,756	<del>\$62,9682</del> \$62.0555	11,026	<del>\$64,5424</del> \$63.6124	11,301	<del>\$62,0555</del> \$62.0555	11,585	<del>\$63,6124</del> \$63.6124	11,873	<del>\$65,1990</del> \$65.1990
52	11,020	<del>\$64,5424</del> \$63.5768	11,294	<del>\$66,1559</del> \$65.1574	11,578	<del>\$63,5768</del> \$63.5768	11,867	<del>\$65,1574</del> \$65.1574	12,163	<del>\$66,7975</del> \$66.7975
53	11,294	<del>\$66,1559</del> \$65.1574	11,578	<del>\$67,8098</del> \$66.7975	11,867	<del>\$65,1574</del> \$65.1574	12,163	<del>\$66,7975</del> \$66.7975	12,468	<del>\$68,4613</del> \$68.4613
54	11,570	<del>\$67,8098</del> \$66.7499	11,859	<del>\$69,5051</del> \$68.4197	12,157	<del>\$66,7499</del> \$66.7499	12,459	<del>\$68,4197</del> \$68.4197	12,772	<del>\$70,1371</del> \$70.1371
55	11,859	<del>\$69,5051</del> \$68.4197	12,157	<del>\$71,2427</del> \$70.1371	12,459	<del>\$68,4197</del> \$68.4197	12,772	<del>\$70,1371</del> \$70.1371	13,090	<del>\$71,8782</del> \$71.8782
56	12,150	<del>\$71,2427</del> \$70.0955	12,453	<del>\$73,0238</del> \$71.8425	12,763	<del>\$70,0955</del> \$70.0955	13,084	<del>\$71,8425</del> \$71.8425	13,410	<del>\$73,6311</del> \$73.6311



**MOU**  
**July 1, 2018 to June 30, 2021**

Step 6			Step 7			Step 8			Step 9			Step 10		Range	
Monthly	Hourly		Monthly	Hourly		Monthly	Hourly		Monthly	Hourly		Monthly	Hourly		
3,583	<del>\$19.7225</del>	\$20.7268	3,681	<del>\$20.2157</del>	\$21.2378	3,775	<del>\$20.7268</del>	\$21.7786	3,868	<del>\$21.2378</del>	\$22.3134	3,966	<del>\$21.7786</del>	\$22.8779	1
3,681	<del>\$20.2157</del>	\$21.2378	3,775	<del>\$20.7268</del>	\$21.7786	3,868	<del>\$21.2378</del>	\$22.3134	3,966	<del>\$21.7786</del>	\$22.8779	4,064	<del>\$22.3134</del>	\$23.4483	2
3,773	<del>\$20.7208</del>	\$21.7667	3,866	<del>\$21.2259</del>	\$22.3015	3,963	<del>\$21.7667</del>	\$22.8660	4,060	<del>\$22.3015</del>	\$23.4246	4,163	<del>\$22.8660</del>	\$24.0188	3
3,866	<del>\$21.2259</del>	\$22.3015	3,963	<del>\$21.7667</del>	\$22.8660	4,060	<del>\$22.3015</del>	\$23.4246	4,163	<del>\$22.8660</del>	\$24.0188	4,267	<del>\$23.4246</del>	\$24.6190	4
3,960	<del>\$21.7429</del>	\$22.8482	4,058	<del>\$22.2806</del>	\$23.4127	4,161	<del>\$22.8482</del>	\$24.0069	4,265	<del>\$23.4127</del>	\$24.6071	4,372	<del>\$24.0069</del>	\$25.2251	5
4,058	<del>\$22.2806</del>	\$23.4127	4,161	<del>\$22.8482</del>	\$24.0069	4,265	<del>\$23.4127</del>	\$24.6071	4,372	<del>\$24.0069</del>	\$25.2251	4,481	<del>\$24.6071</del>	\$25.8490	6
4,161	<del>\$22.8482</del>	\$24.0069	4,265	<del>\$23.4127</del>	\$24.6071	4,372	<del>\$24.0069</del>	\$25.2251	4,481	<del>\$24.6071</del>	\$25.8490	4,592	<del>\$25.2251</del>	\$26.4908	7
4,262	<del>\$23.4008</del>	\$24.5893	4,368	<del>\$23.9950</del>	\$25.2013	4,478	<del>\$24.5893</del>	\$25.8372	4,590	<del>\$25.2013</del>	\$26.4789	4,704	<del>\$25.8372</del>	\$27.1385	8
4,368	<del>\$23.9950</del>	\$25.2013	4,478	<del>\$24.5893</del>	\$25.8372	4,590	<del>\$25.2013</del>	\$26.4789	4,704	<del>\$25.8372</del>	\$27.1385	4,822	<del>\$26.4789</del>	\$27.8219	9
4,475	<del>\$24.5744</del>	\$25.8193	4,588	<del>\$25.1835</del>	\$26.4670	4,702	<del>\$25.8193</del>	\$27.1266	4,818	<del>\$26.4670</del>	\$27.7981	4,941	<del>\$27.1266</del>	\$28.5053	10
4,588	<del>\$25.1835</del>	\$26.4670	4,702	<del>\$25.8193</del>	\$27.1266	4,818	<del>\$26.4670</del>	\$27.7981	4,941	<del>\$27.1266</del>	\$28.5053	5,063	<del>\$27.7981</del>	\$29.2124	11
4,699	<del>\$25.8045</del>	\$27.1088	4,816	<del>\$26.4492</del>	\$27.7862	4,938	<del>\$27.1088</del>	\$28.4874	5,060	<del>\$27.7862</del>	\$29.1946	5,186	<del>\$28.4874</del>	\$29.9195	12
4,816	<del>\$26.4492</del>	\$27.7862	4,938	<del>\$27.1088</del>	\$28.4874	5,060	<del>\$27.7862</del>	\$29.1946	5,186	<del>\$28.4874</del>	\$29.9195	5,317	<del>\$29.1946</del>	\$30.6742	13
4,935	<del>\$27.0969</del>	\$28.4696	5,057	<del>\$27.7684</del>	\$29.1767	5,183	<del>\$28.4696</del>	\$29.9017	5,313	<del>\$29.1767</del>	\$30.6504	5,447	<del>\$29.9017</del>	\$31.4229	14
5,057	<del>\$27.7684</del>	\$29.1767	5,183	<del>\$28.4696</del>	\$29.9017	5,313	<del>\$29.1767</del>	\$30.6504	5,447	<del>\$29.9017</del>	\$31.4229	5,582	<del>\$30.6504</del>	\$32.2014	15
5,180	<del>\$28.4399</del>	\$29.8839	5,310	<del>\$29.1648</del>	\$30.6326	5,443	<del>\$29.8839</del>	\$31.3992	5,578	<del>\$30.6326</del>	\$32.1835	5,719	<del>\$31.3992</del>	\$32.9917	16
5,310	<del>\$29.1648</del>	\$30.6326	5,443	<del>\$29.8839</del>	\$31.3992	5,578	<del>\$30.6326</del>	\$32.1835	5,719	<del>\$31.3992</del>	\$32.9917	5,862	<del>\$32.1835</del>	\$33.8177	17
5,439	<del>\$29.8660</del>	\$31.3813	5,575	<del>\$30.6148</del>	\$32.1657	5,715	<del>\$31.3813</del>	\$32.9739	5,859	<del>\$32.1657</del>	\$33.7998	6,004	<del>\$32.9739</del>	\$34.6377	18
5,575	<del>\$30.6148</del>	\$32.1657	5,715	<del>\$31.3813</del>	\$32.9739	5,859	<del>\$32.1657</del>	\$33.7998	6,004	<del>\$32.9739</del>	\$34.6377	6,154	<del>\$33.7998</del>	\$35.5053	19
5,712	<del>\$31.3635</del>	\$32.9560	5,856	<del>\$32.1538</del>	\$33.7820	6,001	<del>\$32.9560</del>	\$34.6199	6,151	<del>\$33.7820</del>	\$35.4875	6,304	<del>\$34.6199</del>	\$36.3669	20
5,856	<del>\$32.1538</del>	\$33.7820	6,001	<del>\$32.9560</del>	\$34.6199	6,151	<del>\$33.7820</del>	\$35.4875	6,304	<del>\$34.6199</del>	\$36.3669	6,461	<del>\$35.4875</del>	\$37.2761	21
5,998	<del>\$32.9323</del>	\$34.6021	6,147	<del>\$33.7523</del>	\$35.4637	6,301	<del>\$34.6021</del>	\$36.3491	6,458	<del>\$35.4637</del>	\$37.2583	6,619	<del>\$36.3491</del>	\$38.1853	22
6,147	<del>\$33.7523</del>	\$35.4637	6,301	<del>\$34.6021</del>	\$36.3491	6,458	<del>\$35.4637</del>	\$37.2583	6,619	<del>\$36.3491</del>	\$38.1853	6,786	<del>\$37.2583</del>	\$39.1479	23
6,297	<del>\$34.5842</del>	\$36.3313	6,455	<del>\$35.4459</del>	\$37.2404	6,616	<del>\$36.3313</del>	\$38.1674	6,780	<del>\$37.2404</del>	\$39.1182	6,951	<del>\$38.1674</del>	\$40.1046	24
6,455	<del>\$35.4459</del>	\$37.2404	6,616	<del>\$36.3313</del>	\$38.1674	6,780	<del>\$37.2404</del>	\$39.1182	6,951	<del>\$38.1674</del>	\$40.1046	7,125	<del>\$39.1182</del>	\$41.1029	25
6,612	<del>\$36.3134</del>	\$38.1437	6,777	<del>\$37.2107</del>	\$39.1004	6,946	<del>\$38.1437</del>	\$40.0749	7,119	<del>\$39.1004</del>	\$41.0732	7,298	<del>\$40.0749</del>	\$42.1013	26
6,777	<del>\$37.2107</del>	\$39.1004	6,946	<del>\$38.1437</del>	\$40.0749	7,119	<del>\$39.1004</del>	\$41.0732	7,298	<del>\$40.0749</del>	\$42.1013	7,481	<del>\$41.0732</del>	\$43.1590	27
6,943	<del>\$38.1199</del>	\$40.0571	7,115	<del>\$39.0766</del>	\$41.0495	7,293	<del>\$40.0571</del>	\$42.0775	7,475	<del>\$41.0495</del>	\$43.1233	7,662	<del>\$42.0775</del>	\$44.2048	28
7,115	<del>\$39.0766</del>	\$41.0495	7,293	<del>\$40.0571</del>	\$42.0775	7,475	<del>\$41.0495</del>	\$43.1233	7,662	<del>\$42.0775</del>	\$44.2048	7,854	<del>\$43.1233</del>	\$45.3101	29
7,289	<del>\$40.0333</del>	\$42.0537	7,471	<del>\$41.0316</del>	\$43.0996	7,658	<del>\$42.0537</del>	\$44.1811	7,849	<del>\$43.0996</del>	\$45.2804	8,046	<del>\$44.1811</del>	\$46.4213	30
7,471	<del>\$41.0316</del>	\$43.0996	7,658	<del>\$42.0537</del>	\$44.1811	7,849	<del>\$43.0996</del>	\$45.2804	8,046	<del>\$44.1811</del>	\$46.4213	8,246	<del>\$45.2804</del>	\$47.5741	31
7,653	<del>\$42.0299</del>	\$44.1513	7,844	<del>\$43.0758</del>	\$45.2566	8,041	<del>\$44.1513</del>	\$46.3916	8,242	<del>\$45.2566</del>	\$47.5503	8,449	<del>\$46.3916</del>	\$48.7448	32
7,844	<del>\$43.0758</del>	\$45.2566	8,041	<del>\$44.1513</del>	\$46.3916	8,242	<del>\$45.2566</del>	\$47.5503	8,449	<del>\$46.3916</del>	\$48.7448	8,660	<del>\$47.5503</del>	\$49.9629	33
8,036	<del>\$44.1276</del>	\$46.3619	8,238	<del>\$45.2328</del>	\$47.5266	8,443	<del>\$46.3619</del>	\$48.7091	8,656	<del>\$47.5266</del>	\$49.9392	8,871	<del>\$48.7091</del>	\$51.1811	34
8,238	<del>\$45.2328</del>	\$47.5266	8,443	<del>\$46.3619</del>	\$48.7091	8,656	<del>\$47.5266</del>	\$49.9392	8,871	<del>\$48.7091</del>	\$51.1811	9,092	<del>\$49.9392</del>	\$52.4528	35
8,439	<del>\$46.3384</del>	\$48.6853	8,650	<del>\$47.4969</del>	\$49.9035	8,865	<del>\$48.6853</del>	\$51.1454	9,087	<del>\$49.9035</del>	\$52.4230	9,314	<del>\$51.1454</del>	\$53.7363	36
8,650	<del>\$47.4969</del>	\$49.9035	8,865	<del>\$48.6853</del>	\$51.1454	9,087	<del>\$49.9035</del>	\$52.4230	9,314	<del>\$51.1454</del>	\$53.7363	9,547	<del>\$52.4230</del>	\$55.0793	37
8,860	<del>\$48.6616</del>	\$51.1157	9,082	<del>\$49.8678</del>	\$52.3933	9,309	<del>\$51.1157</del>	\$53.7066	9,542	<del>\$52.3933</del>	\$55.0495	9,782	<del>\$53.7066</del>	\$56.4341	38
9,082	<del>\$49.8678</del>	\$52.3933	9,309	<del>\$51.1157</del>	\$53.7066	9,542	<del>\$52.3933</del>	\$55.0495	9,782	<del>\$53.7066</del>	\$56.4341	10,023	<del>\$55.0495</del>	\$57.8246	39
9,303	<del>\$51.0860</del>	\$53.6709	9,537	<del>\$52.3636</del>	\$55.0198	9,774	<del>\$53.6709</del>	\$56.3866	10,018	<del>\$55.0198</del>	\$57.7949	10,269	<del>\$56.3866</del>	\$59.2448	40
9,537	<del>\$52.3636</del>	\$55.0198	9,774	<del>\$53.6709</del>	\$56.3866	10,018	<del>\$55.0198</del>	\$57.7949	10,269	<del>\$56.3866</del>	\$59.2448	10,527	<del>\$57.7949</del>	\$60.7304	41
9,767	<del>\$53.6442</del>	\$56.3509	10,013	<del>\$54.9904</del>	\$57.7652	10,264	<del>\$56.3509</del>	\$59.2151	10,518	<del>\$57.7652</del>	\$60.6828	10,782	<del>\$59.2151</del>	\$62.2041	42
10,013	<del>\$54.9904</del>	\$57.7652	10,264	<del>\$56.3509</del>	\$59.2151	10,518	<del>\$57.7652</del>	\$60.6828	10,782	<del>\$59.2151</del>	\$62.2041	11,053	<del>\$60.6828</del>	\$63.7669	43
10,257	<del>\$56.3212</del>	\$59.1735	10,513	<del>\$57.7355</del>	\$60.6531	10,777	<del>\$59.1735</del>	\$62.1744	11,045	<del>\$60.6531</del>	\$63.7194	11,322	<del>\$62.1744</del>	\$65.3178	44
10,513	<del>\$57.7355</del>	\$60.6531	10,777	<del>\$59.1735</del>	\$62.1744	11,045	<del>\$60.6531</del>	\$63.7194	11,322	<del>\$62.1744</del>	\$65.3178	11,604	<del>\$63.7194</del>	\$66.9460	45
10,771	<del>\$59.1378</del>	\$62.1387	11,039	<del>\$60.6175</del>	\$63.6837	11,316	<del>\$62.1387</del>	\$65.2822	11,598	<del>\$63.6837</del>	\$66.9104	11,888	<del>\$65.2822</del>	\$68.5861	46
11,039	<del>\$60.6175</del>	\$63.6837	11,316	<del>\$62.1387</del>	\$65.2822	11,598	<del>\$63.6837</del>	\$66.9104	11,888	<del>\$65.2822</del>	\$68.5861	12,186	<del>\$66.9104</del>	\$70.3034	47
11,308	<del>\$62.1034</del>	\$65.2406	11,592	<del>\$63.6540</del>	\$66.8747	11,881	<del>\$65.2406</del>	\$68.5445	12,178	<del>\$66.8747</del>	\$70.2559	12,483	<del>\$68.5445</del>	\$72.0148	48
11,592	<del>\$63.6540</del>	\$66.8747	11,881	<del>\$65.2406</del>	\$68.5445	12,178	<del>\$66.8747</del>	\$70.2559	12,483	<del>\$68.5445</del>	\$72.0148	12,795	<del>\$70.2559</del>	\$73.8153	49
11,873	<del>\$65.1990</del>	\$68.4970	12,169	<del>\$66.8394</del>	\$70.2084	12,476	<del>\$68.4970</del>	\$71.9792	12,787	<del>\$70.2084</del>	\$73.7738	13,107	<del>\$71.9792</del>	\$75.6159	50
12,169	<del>\$66.8394</del>	\$70.2084	12,476	<del>\$68.4970</del>	\$71.9792	12,787	<del>\$70.2084</del>	\$73.7738	13,107	<del>\$71.9792</del>	\$75.6159	13,434	<del>\$73.7738</del>	\$77.5055	51
12,468	<del>\$68.4613</del>	\$71.9316	12,779	<del>\$70.1727</del>	\$73.7262	13,099	<del>\$71.9316</del>	\$75.5683	13,426	<del>\$73.7262</del>	\$77.4580	13,762	<del>\$75.5683</del>	\$79.3952	52
12,779	<del>\$70.1727</del>	\$73.7262	13,099	<del>\$71.9316</del>	\$75.5683	13,426	<del>\$73.7262</del>	\$77.4580	13,762	<del>\$75.5683</del>	\$79.3952	14,106	<del>\$77.4580</del>	\$81.3799	53
13,090	<del>\$71.8782</del>	\$75.5208	13,418	<del>\$73.6846</del>	\$77.4104	13,755	<del>\$75.5208</del>	\$79.3536	14,099	<del>\$77.4104</del>	\$81.3383	14,451	<del>\$79.3536</del>	\$83.3706	54
13,418	<del>\$73.6846</del>	\$77.4104	13,755	<del>\$75.5208</del>	\$79.3536	14,099	<del>\$77.4104</del>	\$81.3383	14,451	<del>\$79.3536</del>	\$83.3706	14,811	<del>\$81.3383</del>	\$85.4504	55
13,745	<del>\$75.4854</del>	\$79.3001	14,089	<del>\$77.3629</del>	\$81.2848	14,441	<del>\$79.3001</del>	\$83.3112	14,803	<del>\$81.2848</del>	\$85.4028	15,173	<del>\$83.3112</del>	\$87.5361	56