

		STEP																		
GRADE	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
				14																
	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%
22	188,968	193,690	198,536	203,507	208,603	213,824	219,170	224,640	230,256	236,018	241,925	247,978	254,176	260,541	267,051	273,728	280,571	287,581	294,778	302,141
	90.85	93.12	95.45	97.84	100.29	102.80	105.37	108.00	110.70	113.47	116.31	119.22	122.20	125.26	128.39	131.60	134.89	138.26	141.72	145.26
21	174,824	179,192	183,664	188,261	192,962	197,787	202,738	207,813	213,013	218,338	223,787	229,382	235,123	241,010	247,042	253,219	259,542	266,032	272,688	279,510
	84.05	86.15	88.30	90.51	92.77	95.09	97.47	99.91	102.41	104.97	107.59	110.28	113.04	115.87	118.77	121.74	124.78	127.90	131.10	134.38
20	161,949	166,005	170,165	174,429	178,797	183,269	187,845	192,546	197,350	202,280	207,334	212,514	217,818	223,267	228,842	234,562	240,427	246,438	252,595	258,918
	77.86	79.81	81.81	83.86	85.96	88.11	90.31	92.57	94.88	97.25	99.68	102.17	104.72	107.34	110.02	112.77	115.59	118.48	121.44	124.48
19	149,947	153,691	157,539	161,470	165,506	169,645	173,888	178,235	182,686	187,262	191,942	196,747	201,656	206,690	211,848	217,152	222,581	228,155	233,854	239,699
	72.09	73.89	75.74	77.63	79.57	81.56	83.60	85.69	87.83	90.03	92.28	94.59	96.95	99.37	101.85	104.40	107.01	109.69	112.43	115.24
18	138,778	142,251	145,808	149,448	153,192	157,019	160,950	164,965	169,083	173,306	177,632	182,083	186,638	191,298	196,082	200,990	206,024	211,182	216,466	221,874
	66.72	68.39	70.10	71.85	73.65	75.49	77.38	79.31	81.29	83.32	85.40	87.54	89.73	91.97	94.27	96.63	99.05	101.53	104.07	106.67
17	128,586	131,810	135,096	138,466	141,918	145,475	149,115	152,838	156,666	160,576	164,590	168,709	172,931	177,258	181,688	186,222	190,882	195,645	200,533	205,546
	61.82	63.37	64.95	66.57	68.23	69.94	71.69	73.48	75.32	77.20	79.13	81.11	83.14	85.22	87.35	89.53	91.77	94.06	96.41	98.82
16	119,038	122,013	125,070	128,190	131,394	134,680	138,050	141,502	145,038	148,658	152,381	156,187	160,098	164,091	168,189	172,390	176,696	181,106	185,640	190,278
	57.23	58.66	60.13	61.63	63.17	64.75	66.37	68.03	69.73	71.47	73.26	75.09	76.97	78.89	80.86	82.88	84.95	87.07	89.25	91.48
15	110,282	113,048	115,877	118,768	121,742	124,779	127,899	131,102	134,389	137,758	141,211	144,747	148,366	152,069	155,875	159,765	163,758	167,856	172,058	176,363
	53.02	54.35	55.71	57.10	58.53	59.99	61.49	63.03	64.61	66.23	67.89	69.59	71.33	73.11	74.94	76.81	78.73	80.70	82.72	84.79
14	102,149	104,707	107,328	110,011	112,757	115,586	118,477	121,430	124,467	127,587	130,770	134,035	137,384	140,816	144,331	147,930	151,632	155,418	159,307	163,280
	49.11	50.34	51.60	52.89	54.21	55.57	56.96	58.38	59.84	61.34	62.87	64.44	66.05	67.70	69.39	71.12	72.90	74.72	76.59	78.50
13	94,494	96,866	99,278	101,754	104,291	106,891	109,554	112,299	115,107	117,978	120,931	123,947	127,046	130,229	133,494	136,822	140,234	143,749	147,347	151,029
	45.43	46.57	47.73	48.92	50.14	51.39	52.67	53.99	55.34	56.72	58.14	59.59	61.08	62.61	64.18	65.78	67.42	69.11	70.84	72.61
12	87,485	89,669	91,915	94,203	96,554	98,966	101,442	103,979	106,579	109,242	111,966	114,774	117,645	120,578	123,594	126,693	129,854	133,099	136,427	139,838
	42.06	43.11	44.19	45.29	46.42	47.58	48.77	49.99	51.24	52.52	53.83	55.18	56.56	57.97	59.42	60.91	62.43	63.99	65.59	67.23
11	80,974	82,992	85,072	87,194	89,378	91,603	93,891	96,242	98,654	101,130	103,667	106,267	108,930	111,654	114,442	117,312	120,245	123,261	126,339	129,501
	38.93	39.90	40.90	41.92	42.97	44.04	45.14	46.27	47.43	48.62	49.84	51.09	52.37	53.68	55.02	56.40	57.81	59.26	60.74	62.26
10	75,046	76,918	78,832	80,808	82,826	84,906	87,027	89,211	91,437	93,725	96,075	98,467	100,921	103,438	106,018	108,659	111,384	114,171	117,021	119,954
	36.08	36.98	37.90	38.85	39.82	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	50.97	52.24	53.55	54.89	56.26	57.67
9	69,514	71,261	73,050	74,880	76,752	78,666	80,642	82,659	84,718	86,840	89,003	91,229	93,517	95,846	98,238	100,693	103,210	105,789	108,430	111,134
	33.42	34.26	35.12	36.00	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96	46.08	47.23	48.41	49.62	50.86	52.13	53.43
8	64,334	65,936	67,579	69,264	70,990	72,758	74,568	76,440	78,354	80,309	82,326	84,386	86,486	88,650	90,875	93,142	95,472	97,864	100,318	102,835
	30.93	31.70	32.49	33.30	34.13	34.98	35.85	36.75	37.67	38.61	39.58	40.57	41.58	42.62	43.69	44.78	45.90	47.05	48.23	49.44
7	59,592	61,090	62,608	64,168	65,770	67,413	69,098	70,824	72,592	74,402	76,253	78,166	80,122	82,118	84,178	86,278	88,442	90,646	92,914	95,243
	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.66	37.58	38.52	39.48	40.47	41.48	42.52	43.58	44.67	45.79
6	55,120	56,493	57,907	59,363	60,840	62,358	63,918	65,520	67,163	68,848	70,574	72,342	74,152	76,003	77,896	79,851	81,848	83,886	85,987	88,130
	26.50	27.16	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.39	39.35	40.33	41.34	42.37
5	51,002	52,270	53,581	54,912	56,285	57,699	59,134	60,611	62,130	63,690	65,291	66,914	68,578	70,283	72,030	73,840	75,691	77,584	79,518	81,515
	24.52	25.13	25.76	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.39	32.17	32.97	33.79	34.63	35.50	36.39	37.30	38.23	39.19
4	47,195	48,381	49,587	50,835	52,104	53,414	54,746	56,118	57,512	58,947	60,424	61,942	63,482	65,062	66,685	68,349	70,054	71,802	73,590	75,421
	22.69	23.26	23.84	24.44	25.05	25.68	26.32	26.98	27.65	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	35.38	36.26
3	43,805	44,907	46,030	47,174	48,360	49,566	50,814	52,083	53,394	54,725	56,098	57,491	58,926	60,403	61,922	63,461	65,042	66,664	68,328	70,034
	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04	29.77	30.51	31.27	32.05	32.85	33.67
2	40,560	41,579	42,619	43,680	44,782	45,906	47,050	48,235	49,442	50,669	51,938	53,227	54,558	55,931	57,325	58,760	60,237	61,734	63,274	64,854
	19.50	19.99	20.49	21.00	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	29.68	30.42	31.18
1	37,565	38,501	39,458	40,435	41,454	42,494	43,555	44,637	45,760	46,904	48,069	49,275	50,502	51,771	53,061	54,392	55,744	57,138	58,573	60,029
	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47	28.16	28.86