

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

BOARD OF REGENTS OF THE UNIVERSITY OF WASHINGTON

AND

SEIU LOCAL 925

(University-wide Nonsupervisory Bargaining Unit, University-wide Supervisory Bargaining Unit, Healthcare Professional/Laboratory Technical Bargaining Unit, Research Technologist Bargaining Unit, Research Technologist Supervisor Bargaining Unit, HMC Technical Bargaining Unit, UW Medicine Contact Center Bargaining Unit, and UW Medicine Contact Center Supervisor Bargaining Unit)

Note on the consolidation of this contract: Neither party will be bound by typographical errors, grammatical errors, or other instances of unintended error in this contract. Furthermore, the parties agree that any unintended changes to the contract language as a result of contract consolidation will not create new legal rights or responsibilities outside of the parties' specific intent. The parties reserve the right to correct any such mistakes or omissions by mutual agreement at any point during the life of the contract in order to preserve the original intent of the language.

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PREAMBLE AND PURPOSE

This Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Service Employees International Union, Local 925, hereinafter referred to as the Union.

The Employer is the Board of Regents of the University of Washington acting through its agents, administrators, and supervisors as determined by the Board of Regents.

Provisions of this Agreement apply to those regular monthly employees who are employed at the University of Washington in classifications included in the University-wide Nonsupervisory bargaining unit, University-wide Supervisory bargaining unit, Contact Center bargaining unit, Contact Center Supervisory bargaining unit, Harborview Medical Center Technical bargaining unit, Healthcare Professional/Laboratory Technical bargaining unit, Research Technologist bargaining unit, and Research Technologist Supervisor bargaining unit (see Appendix I). Regular temporary employees shall be covered per Article 59.

The purpose of this Agreement is to set forth certain terms and conditions of employment and to promote orderly and peaceful labor relations between the parties. The parties agree that it has been and will be their mutual aim to promote systematic and effective employee-management cooperation; fair and reasonable working conditions; effective methods for the prompt adjustment of differences, misunderstandings, and disputes; and dignified and fair treatment of employees in the implementation of all policies and procedures.

ARTICLE 1 – UNION RECOGNITION

- 1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Service Employees International Union, Local 925, hereinafter referred to as the Union.
- 1.2 The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining units. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

ARTICLE 2 – NON-DISCRIMINATION

- 2.1 The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran (disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran), military status, or because of age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, or membership or non-membership in a union. Unlawful harassment is included as a form of prohibited discrimination
- 2.2 Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual harassment, currently defined in the University of Washington Policy Directory as the use of one's authority or power, either explicitly or implicitly, to coerce another into unwanted sexual relations or to punish another for his or her refusal, or as the creation by a member of the University community of an intimidating, hostile, or offensive working or educational environment, through verbal or physical conduct of a sexual nature.
- 2.3 Complaints:
Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible. A formal complaint may be filed with the University Complaint Investigation and Resolution Office (UCIRO). Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 6 of this Agreement. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended until the internal complaint process has been completed.
- In accordance with Executive Order 31, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.
- 2.4 The parties also agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee based on political affiliation, political belief or because of the participation or lack of participation in union activities.

- 2.5 Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES

- 3.1 The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of the Employer's policy in providing reasonable accommodations. The University and the Union are committed to providing reasonable accommodation to employees with disabilities.
- 3.2 An employee who believes that he or she suffers a disability and requires a reasonable accommodation to perform the essential functions of his or her position may request such an accommodation by filling out the Disability Accommodation Request form or otherwise informing the employee's supervisor of the need for accommodation.
- 3.3 Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.
- 3.4 The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided.
- 3.5 An employee who is unable to perform the essential function of his/her position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law. Disability separation is not a corrective action.
- 3.6 Disability Leave. Disability leave may be a combination of the employee's accrued sick leave, vacation leave, personal holiday, compensatory time, and/or leave without pay, the combination of which may be determined by the employee. If disability leave is taken as leave without pay, the employee may apply eight (8) hours of accrued paid leave per month during the first four (4) months of disability leave to provide for continuation of employer paid health benefits. The interspersed paid leave will be applied to the first working day of the month. Periods of disability leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

ARTICLE 4 – WORKPLACE BEHAVIOR

The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate

behavior in the workplace does not promote the University's business, employee well being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.

Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. If an employee and/or the employee's union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee's representative is encouraged to report this behavior to the employee's supervisor, a manager in the employee's chain of command and/or the Human Resources Office. An employee or the employee's representative should identify complaints as inappropriate workplace behavior. The Employer will investigate the reported behavior and take appropriate action as necessary. The employee and/or union representative will be notified upon conclusion of the investigation.

Retaliation against employees who make a workplace behavior complaint will not be tolerated

Grievances may be filed up to Step 3 Mediation.

ARTICLE 5 – AFFIRMATIVE ACTION

- 5.1 Policies. In conjunction with Federal and State Executive Orders, the Employer and the Union agree on the need for an affirmative action approach to correct and review any inequities in the employment process. The Employer shall have and implement an affirmative action plan which requires the Employer to make special efforts to recruit, employ, retain, train, promote, encourage career development, and transfer qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the Employer, and to develop, implement, and monitor affirmative action goals and timetables for hiring and/or promoting members of protected groups into job classes/categories where it has been determined that under-utilization exists.
- 5.2 Groups included in the affirmative action program are those covered by federal and state regulations, and are currently women, American Indians, Asian/Pacific Islanders, Blacks, Hispanics/Latinos, Vietnam era veterans, disabled veterans, persons with disabilities and persons 40 years of age and older.
- 5.3 Goals and Timetables. Upon request the Employer will provide the Union with its affirmative action reports which set forth the goals and timetables of the University for bargaining unit employees.
- 5.4 It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

ARTICLE 6 – GRIEVANCE PROCEDURE

The Union and the Employer agree that it is in their best interest to resolve disputes at the earliest opportunity and at the lowest level. Whenever possible, disputes should be resolved informally prior to filing a formal written grievance. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

- 6.1 Definition. A grievance, within the meaning of this Agreement, shall be defined as any dispute between the University and the Union, an employee, or a group of employees as to alleged misapplication or misinterpretation of the terms of this Agreement or the Employer's written personnel rules, policies or practices.
- 6.2 Employee Grievance Rights. Any employee who believes he/she has been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances, the employees shall be safe from restraint, interference, discrimination, or reprisal.
- 6.3. Employee Representation. The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.
- 6.4 Time Limitations.
An extension of the time limitations as stipulated in the respective steps below, may be obtained by mutual consent of the parties. Failure of the union to comply with the time limitations without a request of time extension shall constitute withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall move the grievance to the next step of the grievance procedure. For the purpose of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or reasonably should have been aware, of the issue giving rise to the grievance. Saturdays, Sundays, and University holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday, or holiday but will end at the close of the first working day following the Saturday, Sunday, or holiday.
- 6.5 Contents. The written grievance shall include the following information:
 - a. The date upon which the grievance occurred.
 - b. The specific Article(s) and Section(s) of the Agreement violated.
 - c. The past practice, rule, policy violated.
 - d. Specific remedy requested.
 - e. The grievant(s) name.
 - f. Name and signature of Union representative (Staff or Steward).
 - g. The nature of the grievance.

Failure to include the above information shall not be a reason for invalidating the

grievance.

- 6.6 Pay Status – Meetings. Meetings and discussions on the grievance held with the Employer in connection with this grievance procedure shall normally be held during the University's regular business hours, or as mutually agreeable, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. The work schedule of the grievant will be seriously considered in the scheduling of the grievance meetings. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.
- 6.7 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at any time, and if withdrawn shall not be resubmitted.
- 6.8 Resolution
If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.
- 6.9 Consolidation
Grievances arising out of the same set of facts may be consolidated by written agreement.
- 6.10 Filing and Processing
- a. Filing A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. When possible the thirty (30) day periods above should be used to attempt to informally resolve the dispute. The union steward or staff representative will indicate when a discussion with the Employer is an attempt to informally resolve a dispute.
- b. Alternative Resolution Methods Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.
- c. Processing The Union and the Employer agree that in-person meetings are preferred at all steps of the grievance process and will make efforts to schedule in-person meetings, if possible.
- 6.11 Steps of the Grievance Procedure. All grievances shall be processed in accordance with the following procedure. Upon mutual agreement, Step One, Two

or Three may be skipped. Grievances over final counseling or dismissal will begin at Step Two.

Step One: Supervisor, Manager or Designee

If the issue is not resolved informally, the Union may file a written grievance to the supervisor or designee, and the Labor Relations office (laborrel@uw.edu). The Employer will designate a supervisor, manager or designee who will meet in person or confer by telephone with a union steward and/or staff representative and the grievant. The date of the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of the grievance and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. The format (face to face or by telephone) for the meeting will be by mutual agreement. The employer will respond in writing to the Union within fifteen (15) calendar days after the meeting. The Human Resources Consultant may also attend, if desired by the University. If the grievance is directed against the employee's immediate supervisor, the grievance may be presented to the next higher level of supervision. In the event the employee's immediate supervisor does not have authority to resolve the grievance, the grievance will be presented at the level having authority to act as determined by the Employer.

Step Two: If a satisfactory settlement is not reached in Step One, said grievance may be moved to the Step Two by filing the written grievance, including a copy of the Step One decision to department head, designee, or to the next appropriate level of management and the Office of Labor Relations within fifteen (15) calendar days after the decision from Step One. The date of the meeting will be mutually agreed upon within fifteen (15) calendar days after notice of the filing at Step Two and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. The grievant may be represented by a steward and a Union staff representative. The University will be represented by the appropriate management official(s) or designee(s), a representative from the Office of Labor Relations, and a Human Resources Consultant, if desired by the University. The University will respond in writing within fifteen (15) calendar days after the meeting.

Step Three: Grievance Mediation. If the grievance is not resolved at the Step Two, the Union may file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days of receipt of the Step Two decision. In addition to all other filing requirements, the request must include a copy of the grievance and all previous responses. The Employer will inform the Union, in writing, and PERC within thirty (30) days of receipt of Mediation request if they are not in agreement. If those services are unavailable on a timely basis, the parties may request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation provider. The cost of the mediation shall be borne equally by both parties.

Step Four: Arbitration. If a satisfactory settlement is not reached at the prior step, or the step was skipped, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. Such submittal must be made within thirty (30) calendar

days following the written notice that the employer does not agree to Step Three (3) Mediation or the conclusion of the prior step.

Panel of Arbitrators:

- A. Within sixty (60) calendar days of the execution of the Agreement, the parties, SEIU 925, WFSE 1488, and the Employer, agree to meet to establish a permanent panel of six (6) arbitrators. If the parties do not meet or if there is no agreement on the panel, the current panel will remain.
- B. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within sixty (60) calendar days of being contacted to request available arbitration dates either party may elect to go to the next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60) calendar days of being contacted, the case will be assigned to the arbitrator who can hear the case on the earliest date.
- C. The appointment to the panel will be for the life of the Agreement. If an arbitrator decides to remove his/her name from the panel the parties will meet to decide whether to substitute an additional name(s).

No later than seven (7) working days prior to the scheduled arbitration meeting, the parties will submit questions of arbitration eligibility to the arbitrator for preliminary determination, share the name of each witness intending to testify at the hearing, and attempt to agree upon the issue statement. A copy of written materials submitted to the arbitrator will be provided to the opposing party.

If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance process or movement to arbitration was not pursued within the time limits proscribed in this article, the arbitrator shall make a determination on the arbitrability issue prior to proceeding to a hearing on the merits of the grievance. If the arbitrator determines the grievance is not arbitrable, then no hearing on the merits of the grievance will be held.

Authority of the Arbitrator

The parties agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the terms and conditions of the Agreement. The parties further agree that the decision of the arbitrator will be final and binding upon all parties.

The Union or the Employer will have the right to request the arbitrator to require the presence of witnesses and/or documents. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.

In cases where a grievance is moved to arbitration and the Employer did not agree to Step Three: Grievance Mediation, either party may request a pre-arbitration settlement conference. These conferences shall not delay the arbitration process, and may be held

with or without the presence of the arbitrator, at the option of the moving party. In the event that an arbitrator is present, the cost of the arbitrator's participation shall be borne equally by the parties.

6.12 Arbitration Costs

1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.

2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.

3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.

4. Each party is responsible for all fees and costs of its staff representatives, attorneys, experts, witnesses –and all other costs related to the development and presentation of their case. Every effort will be made to avoid the presentation of repetitive witnesses.

6.13 Files. Grievance documents shall be maintained separately from employee personnel files. Employee personnel files will accurately reflect the final outcome of a grievance.

ARTICLE 7 – EMPLOYEE RIGHTS

7.1 Representation

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which he/she reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The employer will provide reasonable time to allow an employee to secure a representative. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2 Paid Release Time

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal

working hours to attend meetings or hearings scheduled by management for the following:

- a. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during his or her work time;
- b. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 36, Corrective Action, and;
- c. Negotiations in accordance with Article 40, Mandatory Subjects.
- d. Joint Labor Management meetings in accordance with Article 43.

7.3 When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if he or she appears during his or her work time, providing the testimony given is related to his or her job function or involves matters he or she has witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

7.4 Notification

An employee will obtain prior approval from his or her supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-work hours will not be considered as time worked. An employee cannot use a state vehicle to travel to and from a worksite in order to attend a meeting or hearing unless authorized by the Employer.

7.5 Indemnification

The University will indemnify employees for activities arising out of their employment in accordance with University policy.

7.6 Off the Job Activities

The private and personal "off the job" lifestyle and activities of any employee shall not be legitimate grounds for corrective action initiated by Management except where such life style or activities, constitute a conflict of interest as set forth in RCW 42.18 or are detrimental to the employee's work performance.

7.7 Off Duty Employment

Employees may engage in off duty employment that is consistent with University policy and state law.

ARTICLE 8 – EMPLOYEE FACILITIES

8.1 Employee Facilities.

Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

- (a) Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
- (b) The adequacy of employee facilities, including sanitary supply dispensers employees, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.
- (c) Regarding the use of Gender Segregated Facilities:

- (1) Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.

In such facilities where undressing in the presence of others occurs, The Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.

- (2) The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.

If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

- (3) Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

ARTICLE 9 – HOURS OF WORK

9.1 General

- (a) Hours of work for regular monthly employees in the bargaining units listed in Appendix I shall be established by the employing official.
- (b) Overtime may be assigned outside of normally scheduled shifts and compensated in accordance with Article 10.

9.2 Definitions

- (a) Full-time Employee. A regular monthly staff employee scheduled to work forty (40) hours per week in a seven (7) day period; or for designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.
- (b) Part-time Employee. A regular monthly staff employee scheduled to work a minimum of twenty (20) hours per week but less than forty (40) per week in a seven (7) day period; or for designated hospital personnel scheduled to work more than forty (40) hours but less than eighty (80) hours in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage which is determined by the state.

9.3 Work Day/Meal Period

- (a) Meal breaks shall be a minimum of thirty (30) minutes, unpaid and on the employee's own time, provided the employee is off-duty for that meal period. It is the Employer's intention to provide uninterrupted meal breaks.
- (b) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units:

The normal work day for full-time employees typically shall be eight (8) hours to be completed within a nine (9) hour period.

The meal period shall commence not earlier than the second hour of the shift nor later than the fifth hour of the shift. If the employee is required to work beyond the fifth hour without a break, the employee will be allowed to eat his/her meal at the duty station on the Employer's time.

9.4 Rest Breaks

Employees shall receive a fifteen (15) minute break during each four (4) hours worked. It is the Employer's intention to provide uninterrupted rest breaks.

9.5 Work Period Designations/Scheduled Work Periods (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units)

Each position will be assigned by the personnel officer to one of the work period designations identified below. Employees will be informed of their eligibility for overtime compensation.

- (a) Scheduled work periods, within which there are two (2) work schedules:
 - (1) Regular work schedule. The regular work schedule for full-time regular monthly employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.
 - (2) Alternative work schedule. Operational necessity or employee convenience may require positions that are normally designated regular work schedule to work an alternate forty (40) hour work schedule (other than five (5) uniform and consecutive eight (8) hour days in a seven (7) day period), or as provided by the Washington State Minimum Wage Law in conjunction with the federal law which provides for an eighty (80) hour work week in a fourteen (14) day period for hospital personnel.
- (b) Nonscheduled Work Period. The nonscheduled work period designation applies to those positions for which the hours cannot be scheduled but which work a forty (40) hour week and do not meet any of the other work period designations.
- (c) Part-time Schedule. This is any deviation from any full-time schedule which includes twenty (20) hours or more per week but less than forty (40) hours per week in seven (7) consecutive days; or for designated hospital personnel forty (40) or more hours and less than eighty (80) hours in a fourteen (14) day period.
- (d) Split Shifts. Employees will not be assigned to split shifts unless there is prior agreement.

9.6 Change in Work Schedule/Shift Assignment Notification

The Employer agrees to provide a minimum of fourteen (14) calendar days' notice to an employee in the event of an Employer-directed permanent change in the employee's shift assignment or work schedule. For temporary changes in work assignment occurring within the employee's assigned work week, the Employer will provide two (2) calendar days' notice with the day of notification constituting the first day of notice. For emergency reasons, lack of work, an existing safety hazard to the employee or others, or mutual agreement between the Employer and employee under Article 10.2(e), the Employer may temporarily change an

employee's schedule with fewer than two (2) calendar days' notice. Temporary is defined as no longer than one (1) week.

Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: Temporary shift changes not mutually agreed to shall not be employed to avoid the accrual of overtime.

The assignment of employees in various shifts within each work group or department shall be determined by the employing official, provided that when qualifications are substantially equal in the judgment of the employing department, seniority shall be a factor in determining shift assignment. This criteria does not apply to positions deemed by the employer to require a rotational shift.

9.7 Excepted Work Period Positions

Employees assigned to excepted work period positions normally do not qualify for overtime pay. However, when an employing official determines that the employee has been directed to work an excessive amount of hours for an extended period of time, overtime in the form of compensatory time or cash not to exceed a "time and one half (1-1/2)" basis may be approved by the Director of Human Resources Operations.

When the University creates or modifies a classification such that it is excepted from overtime in accordance with the law, the Union shall be notified in advance of implementation. This language does not preclude the Union or any individual employee from challenging the University's overtime determination in appropriate forums.

ARTICLE 10 – OVERTIME

10.1 Overtime

(a) Any one of the following constitutes overtime:

- (1) Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;
- (2) Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible employees assigned to scheduled or nonscheduled work period positions; or
- (3) For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty four (24) hour period or eighty (80) hours in a fourteen (14) day period.

(b) Overtime worked by the eligible employees assigned to scheduled or nonscheduled work positions shall be compensated at a rate of one and one-

half (1-1/2) times the employee's straight time hourly rate including shift differential for all overtime worked as provided in subsection (a) of this section.

- (c) Overtime-eligible employees assigned to scheduled or nonscheduled work period positions shall receive monetary payment as compensation for overtime worked; however, at the employee's request, compensatory time off at one and one-half (1-1/2) times the overtime hours worked may be granted in lieu of monetary payment. The accumulation of unused compensatory time that exceeds two hundred and forty (240) hours must be paid in cash.
- (d) Compensation paid to an employee for accrued compensatory time shall be paid at the regular rate earned by the employee at the time the employee receives such payment. Upon termination of employment, an employee will be paid for any unused compensatory time in accordance with the Fair Labor Standards Act.
- (e) Use of accrued compensatory time shall be approved by the employing official with consideration being given to the work requirements of the department and the wishes of the employee. Compensatory time off may be scheduled by the employing official during the final sixty (60) days of a biennium (for the University-wide Nonsupervisory, University-wide Supervisory, and Healthcare Professional/Laboratory Technical bargaining units), or fiscal year (for the Research Technologist and Research Technologist Supervisor bargaining units).

Compensatory time must be used or paid for by June 30th of each fiscal year. Exceptions to this policy may be approved by the Human Resources Office upon written justification of the extension.

- (f) For purposes of computing overtime compensation, holidays or leave with pay during the employee's regular work schedule shall be considered as time worked.

10.2 Overtime Policies

- (a) Whenever overtime work is required, the employing official shall determine the employees needed to work overtime on the basis of their relevant experience. Overtime shall be distributed as equitably as possible among qualified employees.
- (b) A record of overtime hours worked by each employee shall be kept by the Employer, and such record of overtime may be reviewed, upon request, by the Union.
- (c) It is intended that overtime wages for which salary payment is to be made shall be paid to the employee on the payday following the pay period in which the overtime was earned. In no event shall such overtime payments be made later

than thirty (30) calendar days from the end of the pay period in which the overtime was earned providing the payroll office has received the Exception Time Report (ETR) authorizing such payment within the time limits set by the payroll department.

- (d) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: All employees assigned to scheduled and nonscheduled work periods in classifications listed in Appendix I shall be eligible for overtime. The University currently designates certain job classifications, listed in Appendix III as exempt from overtime. This does not preclude the Union or any individual employee from challenging the University's overtime determination in appropriate forums.
- (e) Temporary Modified Weekly Schedule. By mutual agreement, individual employees and their supervisors may agree to a temporary modified weekly schedule. This schedule allows employees to alter their regular daily working hours within a work week without generating the payment of overtime (unless the employee works beyond forty (40) hours in the employee's regular work week). Such scheduling will not be considered a regularly recurring alternative schedule.

Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units: Temporary modified weekly scheduling adjustments must be completed within the employee's regular work week.

ARTICLE 11 – EMPLOYEE TRAINING AND DEVELOPMENT

11.1 Policy

The Employer reaffirms its commitment to an on-going system of staff development and training. Employer shall maintain an employee training and development plan. The objective of this plan shall be to provide opportunity for the development of the potential occupational and professional ability of each employee in order to (1) meet institutional needs, (2) to make the most effective and economic use of employee resources in accomplishing institutional goals, and (3) to enhance employee's career advancement opportunities.

- 11.2 The University shall annually provide a list of job classifications reflecting the number of regular monthly positions and number filled in the past calendar year. This information shall be on file in the Recruiting and Candidate Services Office and the respective area Human Resources Offices.

11.3 Training and Development Task Teams and Committees

The Union shall be invited to designate an employee representative to participate in each University Training and Development task team and committee convened

to address topics relevant to the bargaining unit. Such topics may include career advancement, career paths, potential training needs and courses, and program crediting in the employment process. Task teams and committees shall be chaired by the Training and Development Manager or designee. Employee representatives shall be granted release time to attend task team and committee meetings which are conducted during regular business hours.

11.4 Information

The Employer shall, upon written request, provide the Union with copies of the institution's training and development plan and the annual report of the achievement of training objectives.

11.5 Training and Development Programs

It is intended that supervisors will encourage employees to participate in the various training and development programs as provided for by Executive Order 52 in order to maximize their job performance and to increase their promotional opportunities.

When the Employing Official requires an employee to acquire new skills the supervisor will identify appropriate sources of training and provide training in accordance with 11.8.

11.6 Release Time

Release time for training for employees accepted for training and development programs shall be in accordance with Executive Order 52.

11.7 Completion of Training Programs

Completion of training programs will be considered in evaluating the employee's application for transfer or promotion when certification of completion has been indicated by the employee. The Employer will review courses offered through Training and Development, Computing and Communications, and the Women's Information Center in order to identify courses which satisfy requirements for regular monthly staff positions. The Employer will determine the amount of credit appropriate to the training course(s).

Crediting of completed training programs towards minimum qualifications shall be determined by the Employer. Currently, successful completion of the Fiscal Management Certificate Series is equivalent to six (6) months of budget/fiscal experience and successful completion of the Supervisory Certificate Series is equivalent to six (6) months of supervisory experience.

11.8 Tuition Payment and Travel Cost Reimbursement

If a supervisor requires an employee to receive training all fees and related costs will be paid by the employing department. If attendance in such courses requires use of the employee's personal vehicle, the employee will be reimbursed at the University's travel rates applying at the time. If other transportation must be taken, the employee will be reimbursed for all transportation costs. Required attendance

in courses which are outside of regular working hours and which are work related or meet an identified institutional need is considered "paid time training" and constitutes time worked.

11.9 Training - Layoff

Employees on layoff status shall be eligible to participate on a space available basis in regularly scheduled Training and Development programs.

11.10 Education and Professional Development (Applicable only to the Research Technologist and Research Technologist Supervisor bargaining units)

The University encourages all departments/grants with individuals employed in this bargaining unit to provide as much support for Continuing Education as budgets will permit. The University recognizes the crucial contribution made by all bargaining unit members, and that Continuing Education assists staff in increasing the level of skill and knowledge they bring to their chosen fields.

11.11 Educational/Professional Leave- Surgical Technologists

For Surgical Technologists who have completed their probationary period, up to three (3) days, pro-rated for part-time, of paid release time shall be granted annually for each employee for educational/professional leave.

11.12 Education Support Funds- Surgical Technologists

For Surgical Technologists \$200.00 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund continuing education.

11.13 Physical Therapists and Physical Therapy Assistants

Physical Therapists and Physical Therapy Assistants will receive paid leave for educational purposes, as follows:

- All Physical Therapists and Physical Therapy Assistants will be able to use three days of paid education leave per fiscal year, prorated for FTE.
- From the effective date of this agreement until the fiscal year ending 6/30/19, Patient Care Services (Hospital) Physical Therapists and Physical Therapy Assistants will have up to \$500 per fiscal year available to reimburse costs for approved educational or training programs, prorated for FTE. Physical Therapists and Physical Therapy Assistants hired in the Ambulatory Care Division prior to the effective date of this agreement (Stadium Clinic, Roosevelt Clinic, East Side Clinic) will have up to \$1500 available to reimburse costs for approved educational or training programs, prorated for FTE. PTs and PTAs hired in Ambulatory Care Division after the effective date of this agreement will receive \$500 per fiscal year.
- Physical Therapists and Physical Therapy Assistants who attend approved educational opportunities on a day they are not scheduled to work will receive the equivalent of a day of pay or a day of accrued leave. This practice will result in pay at straight time and will not trigger overtime pay for the affected pay period.

This compensatory day will count toward the three days of annual education leave.

ARTICLE 12 – ADVANCE CERTIFICATION/REGISTRATION PAY

Applicable only to HealthCare Professional/Laboratory Technical bargaining unit

Certain hospital technical employees certified in a specialty area by a national organization and working in that area of certification shall be paid an hourly premium of one dollar and twenty five cents (\$1.25) provided the particular certification has been approved by management, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective supervisor/manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the supervisor/manager.

AFFECTED TITLES:

Class Code	Job Title
8312	Anesthesiology Technician 2
8345	Diagnostic Medical Sonographer
8346	Diagnostic Medical Sonographer Lead
8348	Diagnostic Medical Sonographer Specialist
8347	Diagnostic Medical Sonographer Supervisor
8412	Nuclear Medical Technologist Lead
8415	Nuclear Medical Technologist 1
8416	Nuclear Medical Technologist 2
8405	Nuclear Medicine P. E.T./CT Technologist
8414	Nuclear Medicine Technologist Supervisor
8272	Imaging Technologist

Class Code	Job Title
8273	Imaging Technologist Computed Tomo
8274	Imaging Technologist Angiography
8275	Imaging Technologist Mag Res Imaging
8276	Imaging Technologist Lead
8279	Imaging Technologist Supervisor
8277	Imaging Technologist - Mammography
8151	Respiratory Care Specialist
8155	Respiratory Care Practitioner
8156	Respiratory Care Lead
8128	Physical Therapy Assistant 1
8129	Physical Therapy Assistant 2
8130	Physical Therapist 1
8131	Physical Therapist 2
8132	Physical Therapist 3
8133	Physical Therapist Specialist
8430	Surgical Technologist

ARTICLE 13 – TUITION EXEMPTION PROGRAM

13.1 In addition to those noncredit programs offered by the Training and Development Office, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift.

13.2 Release Time and Fees

When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided per Article 11.8.

13.3 Registration

Employees will be allowed to register for class on the same timeline as Access students.

ARTICLE 14 – HIRING, APPOINTMENTS, PROMOTIONS AND TRANSFERS

14.1 Probation

An employee will attain permanent status in a job classification upon his or her successful completion of a probationary, trial service or transition review period.

- A. Every part-time and full-time employee, following his or her initial appointment to a permanent position, will serve a probationary period of six (6) consecutive months. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. Employees will be provided with a written explanation for the extension. If the extension is based on performance issues, the employee will receive a performance improvement plan. Extension of probationary periods shall not be a normal practice.
- B. Permanent employees at the University of Washington shall not be required to complete another probationary period.
- C. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee is on paid leave, leave without pay, or shared leave, except for leave taken for military service. For the purpose of calculating the completion date, an employee's probationary period shall not end on the employee's regularly scheduled weekend off or a scheduled holiday off. In those instances the completion date will be the next scheduled work day.
- D. By mutual agreement, the probationary period for additional selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.
- E. Employees in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary employees are not eligible for layoff or rehire rights.
- F. An employee who is appointed to a different position in a different classification prior to completing his or her initial probationary period will serve a new probationary period. The length of the new probationary period will be in accordance with Subsection 14.1 (A), unless adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.

- G. **Probationary Period Rejection.**
An appointing authority may reject an employee who has not completed a probationary period. Upon request by the employee and within 10 business days of notice, a meeting to explain such action shall be held with a representative of the Employer. At the employee's request a representative of the Union shall attend such meetings. Such rejection is not subject to the grievance procedure, except in cases involving discrimination, under Article 2.

14.2

- A. **Filling Positions.** The University will determine when a position will be filled, the as defined in this agreement appropriate type of appointment, to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. The University can fill a position on a full-time or part-time basis. Employees who are appointed as part-time or cyclic in classifications included in the bargaining units will also be included in the bargaining unit in accordance with the provisions of this Agreement. They will be eligible to receive medical benefits and retirement in accordance with state law and University policy.
- B. **Volunteers.** Volunteers will not fill vacant bargaining unit positions.
- C. It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.

14.3 Core Duties and Other Assignments.

Except as otherwise provided in this Agreement, duties assigned an employee shall be consistent with the overall class concept of the employee's job classification.

14.4 Types of Appointments.

A. **Regular Appointments** for positions scheduled to work twelve (12) months per year.

B. **Cyclic Appointments** for positions scheduled to work less than twelve (12) full months each year due to known, recurring periods in the annual cycle when the position is not needed or due to known budgetary restraints.

- (1) At least fifteen (15) calendar days before the start of each annual cycle, incumbents of cyclic positions will be informed in writing of their scheduled periods of leave without pay in the ensuing annual cycle. Such leave without pay will not:

(a) Constitute a break in service and will not be deducted from the employee's length of service in granting periodic increments.

(b) Be considered when computing the employee's vacation leave accrual rate.

- (2) When additional work is required of a cyclic position during a period of which the position was scheduled for leave without pay, the temporary work will first be offered to the incumbent. The incumbent will be allowed at least three (3) working days in which to accept or decline the offer.
- (3) When additional pre-scheduled work is available during the leave without pay period that is declined or cannot be completed by the incumbents, the work will be offered to Cyclic Appointment employees prior to internal employees, students, or external candidates. The work will be offered in the following order, based on seniority:
 - (a) Cyclic Appointments in the same job classification.
 - (b) Cyclic Appointment in different job classifications with the desired skills and abilities to perform the work.
- (4) Employees who elect to accept work in a different job classification will be compensated at the rate of pay of the position they have accepted. However, if an employee accepts work in a lower classification and their current rate of compensation falls within the pay range for that classification, they will maintain their current rate of pay within the lower classification.
- (5) Both the Employer and the Union are encouraged to utilize the Joint Union Management Committee process to resolve problems/concerns related to the cyclic leave without pay assignments.

C. Temporary Appointments

Temporary appointment may be made only to (a) perform work in the absence of an employee on leave for more than six (6) consecutive months or (b) perform work which does not exceed one thousand fifty (1050) hours in any twelve (12) consecutive month period. At the conclusion of a temporary appointment a permanent employee shall have the right to revert to his/her former position or to an equivalent position. No temporary appointment shall take the place of employees laid-off due to lack of work or lack of funds.

D. Temporary Appointment to a Higher Position.

The employing official may temporarily assign a regular monthly employee the duties and responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made in increments of no more than six (6) months.

The employee shall be paid at the salary step which represents at least a five percent (5%) increase over the present salary. Such increase shall be effective the first day of the assignment when approved.

E. Fixed Duration Appointments.

Appointments for a fixed duration may be made for assignments initially intended to be for more than one thousand fifty (1050) hours, but for no more than twelve (12) consecutive months. Consecutive appointments that total more than twelve (12) consecutive months will not be made for the same assignment. The filling of fixed duration appointments will be determined by the University. Individuals hired under this section will receive written notification of the maximum length of the appointment and the eligibility for benefits. Conclusion of the appointment will be at the discretion of the University, including termination of appointment prior to its originally intended expiration date, and will not be subject to Articles 6 (Grievance Procedure) and 38 (Seniority, Layoff, Rehire) of the contract. Fixed duration appointments will not be made to replace current bargaining unit employees or to do the work of any bargaining unit employee who has been laid off. Fixed duration appointments may only be used to fill leave-of-absences and/or temporary projects; they may not be used to fill permanent positions. Time worked in a fixed duration appointment will count towards seniority for employees who are appointed to a regular monthly position represented by SEIU, Local 925 without a break in service. Employees on a fixed duration appointment will be considered non-bargaining unit internal applicants when applying for regular monthly bargaining unit positions and will be marked as internal applicants

1. An individual appointed to a Fixed Duration Appointment who is hired into the, same job, or in the same classification in the same unit through open recruitment will have their Fixed Duration Appointment months of service apply toward their probationary period for that position.
2. Employees recruited into positions under section (a) who have worked in the Fixed Duration Appointment six (6) months or longer will be considered to have completed their probationary period and all months of service under that Fixed Duration Appointment (including extensions) shall count toward their seniority.

F. The Employer may convert a non-permanent appointment into a permanent appointment if the Employer used a competitive process to fill the non-permanent appointment or if the non-permanent appointment was filled using a veteran placement program. In such circumstances the employee will serve a probationary or trial service period whichever is applicable.

14.5 Vacancies

Upon request, department heads will share with designated Union representatives information about classified positions within the bargaining unit which are purportedly being abolished or held unfilled.

- (a) Cyclic year employees who have indicated a desire for a twelve month position will be considered for twelve (12) month positions available within their work unit so long as they comply with the requirements of the application process.
- (b) Notice that applications are being accepted for vacant bargaining unit positions will be published by the Employer and will be made available in places intended

to reach bargaining unit employees for a minimum of seven (7) calendar days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted.

- (c) It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.

14.6 Promotions/Transfers

A. Policy.

It is the policy of the University to encourage job advancement and promote from within. It is the responsibility of each employee seeking promotion or transfer to provide the Employer with complete information regarding the employee's skills and qualifications relative to the position sought. The Employer will make the application process, necessary submittals and the essential skills of the vacant position clear to prospective applicants. All employees will be informed of the processes and steps necessary for advancement. This may be done as part of the annual performance evaluation.

B. Definitions.

For the purpose of this Article the following definitions apply:

Promotion - Movement to a position with a different classification with a higher salary maximum.

Transfer - Movement to a position with the same salary maximum or same classification.

Voluntary Demotion - Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to employees who demote as the result of corrective action.

C. Notice that applications are being accepted for vacant bargaining unit positions will be published by the Employer and will be made available in places intended to reach bargaining unit employees for a minimum of seven (7) days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted.

D. The Employer will determine if applicants possess the essential skills required of the position. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements. The Employer will refer all current bargaining unit applicants possessing the essential skills prior to referring any non-bargaining unit applicants. Where the skills, abilities and experience of the vacant position applicants are considered equal, the Employer will offer the position to a bargaining unit applicant. Should the senior qualified applicant not accept the position, the Employer shall offer the position in seniority order to the other qualified applicants before hiring outside. In accordance with applicable law, affirmative action goals will be considered when filling vacancies.

E. At least one (1) bargaining unit applicant per job requisition, who is a regular monthly employee and who possesses the essential skills, shall be among those granted an interview for bargaining unit positions. Which bargaining unit applicant(s) the Employer chooses to interview shall not be grievable.

F. Applicants from within the bargaining unit determined not to possess the essential skills for the vacant position may seek a non-grievable review of the assessment through the Human Resources Office. Applicants from the bargaining unit who possess the essential skills but are not offered the position may request an explanation, written or oral, as to why the position was not offered.

14.7 Movement Between Positions

Applicable to all bargaining units except the **Research Technologist and Research Technologist Supervisor bargaining units**

a. Movement between positions will comply with the following:

Local 925 to Local 925 - During the first six (6) weeks of a new appointment employees who transfer, promote or voluntarily demote within a Local 925 bargaining unit may opt to return to the position they left as long as it is still available; or employees who do not meet supervisory expectations may be reassigned to the previous position. For employees who transfer or voluntarily demote, if the former position is no longer available, the employee may be reassigned in the same classification or be placed on the rehire list. Promotional employees have preemptive rights to their former position, if the position still exists even if it has been filled. Paid or unpaid leave taken during the six (6)-week trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken.

Non-Local 925 Classified to Local 925 –Employees who transfer, promote, or voluntarily demote from a UW non-Local 925 classified position to a Local 925 position will be granted a six (6) week leave of absence without pay for the purpose of serving a six (6) week trial period. During the first six (6) weeks of the new appointment either the employee or the supervisor may end the appointment by providing notice to the employing official. The employee will be returned to the same position or a comparable position in the same class. This notice must be given prior to the end of the six (6) week trial period. For a brief time following the expiration of the six (6) week period, due to operational necessity, the employer may retain the employee in the position. Paid or unpaid leave taken during the six week trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken. The six (6) week leave of absence period will not be extended.

Local 925 to Non-Local 925 Classified – Local 925 employees who accept a non-Local 925 classified appointment at the UW will be granted a six (6) week leave of absence without pay from the Local 925 position. Employees who accept a non-

Local 925 classified position will serve a probationary period in accordance with the rules governing that non-Local 925 classified position. During the first six (6) weeks of the new appointment, either the employee or the supervisor may end the new appointment by providing notice to the employing official. The employee will be returned to the same position or a comparable position in the same class. This notice must be given prior to the end of the six (6) week trial period. For a brief time following the expiration of the six (6) week period, due to operational necessity, the employer may retain the employee in the position. Beyond this six (6) week timeframe, the employee will be subject to the applicable rules governing that non-Local 925 classified position.

Applicable solely to the Research Technologist and Research Technologist Supervisor bargaining units:

Movement Between Positions Within the University – Employees who transfer, promote or voluntarily demote shall serve a trial service period during the first six (6) months of a new appointment. During the first six (6) weeks of the trial service period, promotional employees have preemptive rights to their former position if the position still exists, and transferred or voluntarily demoted employees may return to their former position if it still exists and is vacant. After the first six (6) weeks but during the six (6) months, employees who do not meet supervisory expectations shall have the option to be placed on the rehire list. Paid or unpaid leave taken during the six (6) month trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken. Employees who return to their former position, whether returning directly or being placed from the rehire list, will not be required to serve an additional three (3) month trial service period per 38.2(g).

Movement from a Non-University Position to a Bargaining Unit Position - Employees will be required to serve a probationary period per Subsection 14.1 (A).

- b. Employees shall receive reasonable paid release time for job interviews (which may include sitting for an examination) at the University. Such time must be approved in advance by the supervisor subject to unit staffing needs.

ARTICLE 15 – INTER-SYSTEM MOVEMENT

Permanent state employees who change employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation leave, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

Such employees will be allowed to use vacation leave during their probationary period or first six (6) months of employment at the University. Vacation leave will be approved or denied in accordance with Article 17 Vacation Leave.

Seniority for leave accrual purposes shall include all time credited to the employee up to the date of entering into the bargaining unit including prior state service credit as applicable. Unused sick and vacation leave balances of permanent status employees changing employment between bargaining unit and non-bargaining unit positions shall move with the employee.

ARTICLE 16 – HOLIDAYS

16.1 Holidays

The present holiday schedule includes the following ten (10) days with pay.

New Year's Day	Independence Day
Martin Luther King Jr. (Third Monday of January)	Labor Day
President's Day (Third Monday of February)	Veteran's Day
Memorial Day	Thanksgiving Day
	Day After Thanksgiving
	Christmas Day

Holidays are prorated for part-time employees.

The Employer may designate other days or shifts to be observed in lieu of the above holidays.

16.2 Holiday Pay Rules

The following applies to the holidays listed in this Article

Full Time Employee:

A. When the holiday falls on the full time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.

B. When the holiday falls on the full time employee's regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee's regular rate of pay. If the employee's shift is more than eight (8) hours, the employee will be allowed to use compensatory time, vacation leave, or leave without pay to complete the regularly scheduled work hours for the day.

C. When the holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

D. When the holiday falls on the part time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.

E. When the holiday falls on the part time employee's regularly scheduled work day and is not worked, the employee will be paid the prorated to full time number of hours at the employee's regular rate of pay.

Night Shift Employees

The holiday for night shift employees whose work schedule begins on one calendar day and ends on the next will be the shift in which half or more of the hours fall on the calendar holiday. That shift will be treated as the holiday and paid in accordance with the above holiday pay rules.

Holiday Credit

A. Holiday credit will be used and scheduled by the employee in the same manner as vacation leave in Article 17. Holiday credit must be used before vacation leave unless doing so would cause the employee to exceed the two hundred forty (240) hour vacation leave accrual limit.

B. Holiday Credit Cash Out:

All holiday credit must be used by June 30th of each year. The employee's holiday credit balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee's holiday credit balance may be cashed out when the employee:

1. Transfers to a position in his or her department with different funding sources or,
2. Transfers to a position in another department.

16.3 Personal Holiday

- A. Each employee may select one personal holiday each calendar year in accordance with the following:
 - 1) The employee has been continuously employed by the University for more than four (4) months;
 - 2) The employee has requested and been approved to take the personal holiday in accordance with Article 17 Vacation Leave and,
- B. It is the employee's responsibility to schedule the Personal Holiday before December 31st, if not requested it is forfeited.
- C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and cannot be rescheduled before December 31st.
- D. Full-time employees shall receive eight (8) hours of regular pay for the personal holiday. Any differences between the scheduled shift for the day and eight (8) hours may be adjusted by use of compensatory time, use of vacation leave, or leave without pay.
- E. Part-time employees shall be entitled to a pro-rated number of paid hours on a Personal Holiday based on their FTE.

ARTICLE 17 – VACATION LEAVE

17.1 Policy

To the degree possible vacation leave shall be scheduled in accordance with the preference of the employee.

17.2 Accrual

Employees will accrue vacation leave during the new hire probationary period. The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

<u>During</u>	<u>Paid Vacation Days Per Year</u>
1 st year	12
2 nd year	13
3 rd year	14
4 th year	15
5 th year	16
6 th year	17
7 th year	18
8 th year	19
9 th year	20
10 th year	21
11 th year	22
12 th – 19 th year	23
20 th – 24 th year	24
25 th year or more	25

17.3 Scheduling

(a) The annual vacation schedule for use of vacation leave in each department shall be established in the existing departmental manner if adequate or in the following manner:

(1) Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate his or her preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.

(2) Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision.

However, in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

- (b) Employees may make supplemental vacation requests (requests made outside the provisions of 17.3(a)) at any time. However, such supplemental requests shall not take precedence over requests scheduled in accordance with 17.3(a). Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision; however, in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

An employee who makes a supplemental vacation request will be notified whether the request is approved or denied within a reasonable period of time, but in no case more than fourteen (14) calendar days after the supplemental vacation request is submitted.

- (c) Any bargaining unit employee who may transfer into a department shall alter his/her preferred vacation period for that year if in conflict with a previously established vacation schedule for that department and the affected employees and department are unable to mutually resolve the conflict.
- (d) Vacation Denial. When an employee's vacation cannot be approved, the supervisor shall schedule the employee's vacation at the next earliest date requested by the employee and deemed possible by the supervisor.
- (e) Vacation Cancellation: In the event that the University cancels an employee's scheduled vacation, leaving no time to reschedule such vacation before the employee's maximum balance will be reached, the employee's vacation balance will be permitted to exceed the allowable maximum and the employee will continue to accrue vacation for a period of up to six (6) months in order to allow rescheduling of the employee's vacation.
- (f) Holiday Rotation. Vacation requests filed in accordance with 17.3(a) for the week including Thanksgiving and the weeks including Christmas Day and New Year's Day shall be granted on a rotating basis. The rotation will begin with the most senior person and shall proceed in that order until all staff wishing to take vacation leave during those holiday periods have done so. No employee shall be granted more than one (1) of the aforementioned weeks in a single year, unless there are no other interested employees and the department is able to grant the request based on operational needs.

17.4 Vacation Leave Accumulation. An employee may accumulate a vacation balance, which normally shall not exceed two hundred and forty (240) hours. An employee may elect to accrue in excess of two hundred and forty (240) hours but must

receive approval to use the excess balance prior to the next anniversary date or lose those hours accrued in excess of two hundred and forty (240).

- 17.5 Vacation Leave Cash Payment. Any employee who has been employed for at least six continuous months, who either resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay.

ARTICLE 18 – SICK LEAVE

18.1 Sick Leave

a. Accrual.

Full-time employees (prorated for part-time) accrue eight (8) hours of sick leave for each month of completed regular monthly service. Sick leave accrues at a rate of one (1) hour for every forty (40) hours worked when leave without pay exceeds eighty (80) hours (prorated for part-time) in any calendar month.

b. Sick Leave – Use. Sick leave shall be allowed an employee under the following conditions.

- (1) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
- (2) By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
- (3) Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care. The Vice President for Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship.

- (4) Sick leave may also be used to provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)

- (5) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the Employer.
- c. Use of Vacation Leave or Compensatory Time Off for Sick Leave Purposes. An employee who has used all accrued sick leave may be allowed to use accrued vacation leave and/or compensatory time off for sick leave purposes when approved in advance or authorized by the employee's departmental supervisor. All available compensatory time must be used prior to accrued vacation leave, unless this will result in the loss of vacation time.
- d. Restoration of Vacation Leave. In the event of an incapacitating illness or injury during vacation leave, the employee's supervisor may authorize the use of sick leave and the equivalent restoration of any vacation leave otherwise charged. Such requests shall be in writing, and a medical certificate may be requested.
- e. No Abuse of Sick Leave. Both parties agree that neither the abuse nor the arbitrary denial of sick leave will be condoned. The Employer and the Union agree to work cooperatively toward the resolution of mutually identified problems regarding the use of sick leave.
- f. Sick Leave Verification: The Employer will not require verification for absences of less than 3 consecutive work days. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy. The Employer will not make unreasonable requests for sick leave verification.

18.2 Sick Leave Cash Out. Eligible employees may elect to receive monetary compensation for accrued sick leave as follows:

In January of each year an employee whose sick leave balance at the end of the previous year exceeds four hundred eighty (480) hours may elect to convert the sick leave hours earned in the previous calendar year, minus those hours used during the year, to monetary compensation. No sick leave hours may be converted which would reduce the calendar year end balance below four hundred eighty (480) hours. Monetary compensation shall be paid at the rate of twenty-five percent and shall be based on the employee's current salary. All converted hours will be deducted from the sick leave balance.

Employees who separate from University service due to retirement or death shall be compensated for the unused sick leave accumulation from the date of most recent hire in a leave eligible position with the State of Washington at the rate of 25%. Compensation shall be based upon the employee's wage at the time of separation. For the purpose of this section, retirement shall not include vested out of service employees who leave funds on deposit with the retirement system.

Former eligible employees who are re-employed within three (3) years of their separation from service shall be granted all unused sick leave credits, if any, to which they are entitled at time of separation.

18.3 Family Care Leave.

In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to use any or all of their choice of sick leave or other paid time off to care for a family member (as defined above) who has a serious health condition or an emergency condition. Employees shall not be disciplined or otherwise discriminated against because of their exercise of these rights.

ARTICLE 19 – UNION BUSINESS ACTIVITIES

Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs such as meetings, conventions, seminars, or to work for the Union on a temporary basis, may do so under the following conditions:

- (1) Use accrued vacation leave;
- (2) Take leave of absence without pay;
- (3) Use accrued compensatory time;
- (4) Use accrued holiday or personal holiday time.

The Union and/or the employee shall request leave approval from the affected employee's immediate supervisor as far in advance as possible but at least three (3) weeks prior to the planned absence for approval.

ARTICLE 20 – MISCELLANEOUS LEAVE

20.1 Leave Without Pay. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve a leave without pay for the following reasons specified below. Leaves without pay must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee's return to work. Modification of the return date must also be approved in writing by the Employer.

20.2 Leave without pay may be granted for the following reasons:

- a. Child or elder care emergencies
- b. Governmental service

- c. Citizen volunteer or community service
- d. Conditions applicable for leave with pay
- e. Education
- f. Formal collective bargaining
- g. Leave taken voluntarily to reduce the effect of a layoff
- h. Union project activities
- i. To accommodate annual work schedules of employees occupying cyclic year positions
- j. As otherwise provided for in this Agreement

20.3 Leave without pay for the following reasons is not covered by this Article:

- a. Compensable work-related injury or illness, (Article 30)
- b. Military service (Article 29)
- c. Leave for serious health condition taken under the provisions of the Family and Medical Leave article (Article 21)
- d. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability (Article 3)
- e. Disability due to pregnancy or childbirth (Article 21)
- f. Parental leave (Article 21)
- g. Union activities (Articles 19 and 42)

20.4 Conditions Applicable to Leave without Pay:

Employees must submit any request for a leave without pay in writing when feasible prior to the leave being used. Except as required by law, a request for leave without pay must meet the following conditions:

- a. The employee must be a permanent employee
- b. The employee must have a bona fide intention of returning to work following the leave
- c. The leave without pay must not, in the discretion of the University, interfere with operational needs.

20.5 Cancellation of Leave Without Pay. The Employer may cancel a leave without pay upon finding that the employee is using the leave for purposes other than those specified at the time of approval, or where there are extreme circumstances requiring the employee's return to work. The Employer will provide written notice to the employee that a leave without pay has been cancelled. The notice will set a date for the employee's return to work. Unless mutually agreed, the employee's failure to return to work on the date prescribed will be considered job abandonment.

20.6 Benefits During Leave. Employees are encouraged to contact the Employer's Benefits Office (phone # 206-543-2800, benefits@uw.edu) prior to any leave

without pay to understand impact on benefits and learn about other points to consider.

- 20.7 Returning Employee Rights. Employees returning to work following an approved leave without pay will be returned to the position they held prior to the leave without pay or to another position in the same classification in the same geographical area unit and organizational unit. In the event the employee's position is substantially impacted during the time the employee is on leave, he or she will be notified in writing and provided a time in which to exercise any rights available pursuant to this Agreement.
- 20.8 Educational Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for the duration of actual attendance in an educational program.
- 20.9 Government Service Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps.
- 20.10 Volunteer or Community Service Leave. After applicable accrued leave has been exhausted, Leave without pay may be granted for community volunteerism or service.
- 20.11 Formal Collective Bargaining Leave. Leave without pay may be granted to participate in formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by the parties.

ARTICLE 21 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE

- 21.1 Federal Family Medical Leave Act. Consistent with the federal Family Medical Leave Act of 1993, an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred and fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of leave per year for any combination of the following:
- a. parental leave to care for a newborn or newly placed adopted or foster child; or
 - b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
 - c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee.

Family Member is defined as: the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, and grandparent. "Child" also includes any child residing in the employee's home through foster care, legal

guardianship or custody. Family members include those persons in a “step” relationship.

- 21.2 The amount of family medical leave available to an employee is determined by using a rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA leave availability by "looking backward" from the date an employee begins FMLA leave, adding up any FMLA leave used in the previous twelve (12) months, and subtracting that amount from the employee's twelve (12) workweek FMLA leave entitlement. The remaining amount is available to the employee.
- a. While on leave covered by FMLA, the employee must use accrued leave before leave without pay for the absence. . With respect to employees who receive workers' compensation time-loss benefits, employees may elect to receive time-loss exclusively, or may elect to receive a combination of time-loss and accrued leave as provided in Article 30.3. All other provisions of Article 21 shall apply to work-related injury leave that is designated as FMLA leave.
- b. The Employer will not require the use of paid leave such that it would result in the employee having fewer than eighty (80) hours of accrued vacation leave or eighty (80) hours of accrued sick leave, counted separately, upon return to work. Vacation and sick leave that has been requested and approved prior to the request for the use of FMLA will not be considered when requiring employees to use leave during FMLA-covered leave.
- 21.3 The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due to continued personal medical or parental leave approved beyond the FMLA period, or if the employee is not eligible for FMLA, the employee may elect to use eight (8) hours of accrued applicable paid leave for continuation of employer paid health insurance benefits for up to six (6) months.
- 21.4 FMLA leave may be taken intermittently or as part of a reduced work schedule when medically necessary.
- 21.5 Parental Leave. Parental leave is defined as: up to four months of leave taken after the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care. Parental leave may extend up to six (6) months, including time covered by the FMLA, during the first year after the child's birth or placement. Leave beyond the period covered by FMLA may only be denied by the Employer due to operational necessity. Extensions beyond six (6) months may be approved by the Employer.

Parental leave not covered by FMLA may be a combination of the employee's accrued vacation leave, sick leave up to thirty (30) days, personal holiday, or compensatory time, the combination of which may be determined by the employee.

Employees must use all applicable accrued leave prior to going on leave without pay.

ARTICLE 22 – CHILD CARE/DEPENDENT CARE

As a major employer, the University of Washington recognizes that the family life of its employees has a significant impact upon their work lives. The Employer currently sponsors daycare within the community, subsidizes care for mildly ill children (as defined in 26.2), and funds a position for coordinating child care services. The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to modify child care programs which are currently being sponsored by the University. Information regarding availability of resources to facilitate employee child care is available in the Reference Stations and/or the Work/Life Services office.

ARTICLE 23 – SHARED LEAVE

- 23.1 The purpose of this article is to inform employees of the basic provision of the leave-sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter amended. In the event that there is any question as to leave sharing eligibility, entitlement or definition of terms, the language of the Revised Code of Washington is definitive.

The leave sharing program permits eligible state employees to donate a portion of their paid leave to financially aid other state employees who will need to take leave without pay or separate from employment because of:

- Having a severe or extraordinary illness; or
- Having caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- The employee is serving as an approved emergency worker; or,
- When voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Being a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking.

- 23.2 Shared Leave Program. The shared leave program administered consistent with state law and University policy. Employees seeking to request shared leave or to donate shared leave to another employee will follow the procedures and use the forms that the Human Resources Department publishes for that purpose.
- 23.3 Uniformed Service Shared Leave Pool: Eligible state employees may donate leave to the uniformed services shared leave pool for use by state employees who have

been called to active duty in one of the uniformed services of the United States. Employees may participate in this program in accordance with state law and University Policy.

(<http://www.washington.edu/admin/hr/roles/mgr/leaveholiday/shared-leave.html>)

- 23.4 Leave Related to Domestic Violence, Sexual Assault or Stalking: As required by state law, and in accordance with University policy, the University will grant time off to an employee who is a victim of domestic violence, sexual assault, or stalking or to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking.

ARTICLE 24 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

Leave without pay will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

- a) Leave without pay will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. Leave without pay may only be denied if the employee's absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
- b) The Employer will allow an employee to use compensatory time, personal holiday or vacation leave in lieu of leave without pay. All requests to use compensatory time, personal holiday or vacation leave requests must indicate the leave is being used in lieu of leave without pay for a reason of faith or conscience. An employee's personal holiday must be used in full workday increments.
- c) An employee's seniority date, probationary period or trial service period will not be affected by leave without pay taken for a reason of faith or conscience.
- d) Employees will only be required to identify that the request for leave is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

ARTICLE 25 – LEAVE DUE TO CHILD CARE EMERGENCIES

- A. A child care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of regular care provider, unexpected closure of the child's school, or unexpected need to pick up child at school earlier than normal.

- B. An employee who is unable to report for or remain at work due to a child care emergency may use vacation leave, sick leave, or leave without pay up to a maximum of three (3) days of each type of leave per calendar year. Use of any of the above leave categories is dependent upon the employee's eligibility to use such leave. The employee upon returning from such leave shall designate to which leave category the absence will be charged.

- C. In accordance with RCW 49.46.210, sick leave may be used when an employee's child's school or place of care has been closed by order of a public official for any health-related reason. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.

ARTICLE 26 – CIVIL/JURY DUTY LEAVE AND BEREAVEMENT LEAVE

For the purposes of this Article, paid leave will be the salary the employee receives in his/her appointed position plus any additional monies (including, but not limited to shift differential and assignment pay) and benefits.

- 26.1 Civil Duty. Leave with pay will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil leave for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as he/she becomes aware of the need for a civil duty leave.

Employees assigned to work evening shift, who are scheduled to work the evening of civil duty shall be considered to be scheduled for the day shift for that day.

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave will be allowed to have their civil duty leave the day before or the day of civil duty service.

- 26.2 Bereavement Leave. An employee shall be granted up to three (3) continuous or non-continuous days of bereavement leave, as requested by the employee, for each death of a family member. Bereavement leave beyond three (3) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer's approval, the employee may choose to use the following types of leave for beyond the three (3) days: sick, vacation, comp time, or leave without pay.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was

a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a “step” relationship.

ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

As required by state law, and in accordance with University policy, the University will grant time off to an employee who is a victim of domestic violence, sexual assault, or stalking or to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking. The parties will continue to work to promote knowledge of this employee right.

ARTICLE 28 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS

- 28.1 Inclement Weather. When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, personal holiday, annual leave or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.
- 28.2 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who do not work for the balance of the closure during suspended operations have the following options to account for hours not worked:
- a. Using annual leave.
 - b. Accrued compensatory time.
 - c. Using personal holiday. An employee must use personal holiday time as a full day or shift.
 - d. Using leave without pay.
 - e. If leave without pay is used, up to ninety (90) calendar days after operations resume to make up work time lost provided the following:

- (1) Employees must request makeup time within five (5) working days after operations resume, and
- (2) Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking in unrestricted spaces shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential. Restricted spaces include but are not limited to: disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and department reserved stalls. Employees qualified to use a restricted space (for example disabled stalls) shall be able to use the appropriate space.

- 28.3 Public Health Suspended Operations. Accrued sick leave may also be used for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason.

ARTICLE 29 – MILITARY LEAVE

- 29.1 Military Leave will be approved in accordance with University of Washington Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to any compensatory time, vacation or sick leave to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive his or her normal pay.
- 29.2 Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.
- 29.3 Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 29.1. During an unpaid military leave of absence, an employee is entitled to receive:
- a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;

- b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority;
 - c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
 - d. any additional benefit required by then-applicable state or federal law.
- 29.4 The employee should complete the Military Leave Request Form to request military leave. Unless prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave. Such request shall be made as soon as reasonably practical after the employee learns of the need for such leave.
- 29.5 Following release from military service, an employee shall have the right to return to his or her employment as provided by then-applicable state and federal law. The employee will provide a copy of employee's discharge papers and any other documentation permitted or required by military-leave laws to their supervisor and to Human Resources.
- 29.6 Employees who are spouses of members of the armed forces will be released for the provisions of the Military Family Leave Act RCW 49.77 when the service member has been notified of an impending call or order to active duty or when on leave from deployment.

ARTICLE 30 – WORK RELATED INJURY LEAVE

- 30.1 An employee who sustains a work-related illness or injury shall be granted a disability leave of absence in accordance with federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.
- 30.2 Employees who are in leave without pay status for up to six (6) months due to a work-related injury, upon written request and proof of continuing disability, shall maintain their seniority and annual increment date. Leave without pay exceeding six (6) months without loss of seniority or change in increment date may be granted at the option of the employing official.
- 30.3 Employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively, leave payment exclusively or a combination of the two. Employees using accrued sick leave during a period in which they receive worker's compensation under the industrial insurance provisions shall receive full sick leave

pay, less any industrial insurance payments for time loss during the sick leave period.

- 30.4 The University's policies on family and medical leave, sick leave and disability accommodations apply to employees with work related injuries or illnesses.

ARTICLE 31 – HEALTH AND SAFETY

- 31.1 Health and Safety. It is the policy of the University of Washington to create and maintain a safe and healthful workplace free from recognized hazards that may cause harm to employees, consistent with and in compliance with applicable state and federal laws. Employees will play an active role in creating a safe and healthy workplace and will comply with all applicable health and safety rules. The Union and the Employer are jointly committed to the goal of implementing an effective health and safety program and accident prevention program that meets or exceeds WISHA requirements.

- 31.2 Safety. All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. If the matter is not resolved satisfactorily between the supervisor and employee, either may involve the Union Steward and request a decision from a medical center's Safety Officer, and/or the University's Department of Environmental Health & Safety or the Department of Labor & Industries. No other employee may do the work believed to present an imminent risk to life and safety until a risk assessment has been done by the Safety Officer and/or the University's Department of Environmental Health & Safety, or the Department of Labor & Industries, and it is confirmed that there is no imminent hazard. Once a risk assessment is completed and it is confirmed that there is no imminent hazard and conditions meet WISHA standards, the employee will be expected to perform the work.

Employees are encouraged to attempt to resolve the matter first with the supervisor, then the Safety Officer and/or the University's Department of Environmental Health & Safety prior to going outside the University.

No employee shall be disciplined or retaliated against for reporting any such condition.

- 31.3 Reporting. Employees in the bargaining units are encouraged to report immediately to their supervisor and/or designated safety official any apparent unsafe working condition. Employees shall use required safety devices and perform work according to required safety procedures.

If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an

alternative work site is not possible and the supervisor decides to send the employee(s) home, those employees sent home will receive their regular pay for all time the employee(s) is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate or request make up time as follows:

- a. Employees must request make up time within three (3) working days after operations resume.
- b. Reasonable work must exist and the supervisor must approve the request to work. The time must be made up within ninety (90) calendar days after operations resume.

31.4 Health Examinations. The Employer shall provide at no cost to the employee, such medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.

31.5 Safety Committees. Joint employee-elected and Employer appointed safety committees shall be formed in accord with WISHA requirements and following University of Washington policy. The Union is entitled to representation on the University-wide or specific organizational or divisional committees where bargaining unit employees are working. Any department or unit committee also dealing with health and safety issues in work areas shall appropriately involve bargaining unit employees. Participation in safety and health committees, including meeting time, health and safety research, work on committee assignments, seminars, and classes will be considered time worked for all employees in accordance with University policy. Release time must be arranged with supervisors in advance.

When the committee makes a recommendation that requires action or approval beyond its scope of authority, the Employer will communicate its disposition of the formal written recommendation within thirty (30) days.

31.6 Ergonomics. The supervisor/manager will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website www.ehs.washington.edu.

31.7 Workplace Review. Supervisors will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the use of personal protective equipment, and/or increased training. The organizational unit will determine the

appropriate frequency of the inspections and such frequency shall be an appropriate topic for Union Management meetings.

In response to a DOSHA* (Department of Occupational Safety & Health Administration – Labor & Industries) inspection initiated by a bargaining unit employee complaint, the Employer will contact the designated Union representative to participate in the worksite inspection. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.

- 31.8 WISHA Inspections: Each time there is a WISHA inspection of the Employer's property in an area where WFSE employees perform their duties, the Employer shall contact the Union Office to find out whom the Union designates as the employee representative. If the Union's representative is not present for the inspection, the Employer shall request that the WISHA inspector delay the inspection until the Union's representative can arrive.
- 31.9 Wellness. The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-833-3031 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.
- 31.10 Tools and Equipment. The Employer will furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position, and will provide, during working hours, training on the safe operation and use of tools/equipment/supplies required to perform the employee's duties. The Employer agrees to provide transport for necessary equipment and supplies which cannot safely be transported by hand. The employees will properly use and maintain all required tools/equipment/supplies and immediately report any defects or malfunctions to the supervisor.
- 31.11 Joint Union/Management Committee. It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.
- 31.12 Training. Training that is relevant to the business operations and hazards involved in the work activities will be provided in the workplace by qualified trained individuals to employees.

Training needs will be an appropriate topic at Joint Union/Management committee meetings. Assistance with interpretation may be requested by staff.

- 31.13 Safety and Health Grievances. Grievances arising out of violations of this Article will start at Step 2 of the grievance procedure.

*WISHA was renamed DOSHA (**Department of Occupational Safety & Health Administration – Labor & Industries**) in 2006. The term WISHA was left in because the parties felt that the WISHA name would be more recognizable by its members.

ARTICLE 32 – UNIFORMS REQUIREMENT

- 32.1 Uniforms Requirement.

Uniforms required to be worn by the employee shall be provided and replaced by the Employer at the Employer's expense. The maintenance of uniforms shall be the responsibility of the employee. Prior to any decision by a department head to purchase uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color and style of uniform to be worn. The department head will give serious consideration to the wishes of the employees in making a decision.

ARTICLE 33 – TRANSPORTATION AND COMMUTE REDUCTION

- 33.1 Parking/U-Pass.

The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University's parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University's committee(s) that work on transportation and parking issues.

- 33.2 Flexible schedules to assist in commute trip reduction. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon operating, business, and customer needs.
- 33.3 The University will provide parking for employees when they are required to work at football games.

ARTICLE 34 – PERFORMANCE EVALUATION

34.1 Performance evaluations shall be performed at least annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective disciplinary action, however evaluations may serve as supporting documentation for personnel actions. Employee participation in the development of evaluation materials and rating factors is encouraged.

34.2 Evaluation Forms

(a) Performance evaluation forms will at a minimum have:

- (1) A description of the job related factors upon which the evaluation is based. These will include:
 - i. quality of work (e.g. competence, accuracy, neatness, thoroughness),
 - ii. quantity of work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),
 - iii. job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods),
 - iv. working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served), and
 - v. Specific to the University-wide Supervisory and Research Technologist Supervisor bargaining units: supervisory skills (e.g. training and directing subordinates, delegation, evaluating subordinates, planning and organizing work, problem solving, decision making ability, ability to communicate).
 - (2) Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, training and development plans and other comments (applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).
 - (3) Provision for employee comments.
 - (4) Provision for employee signature accompanied by a statement that "Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content."
 - (5) Provision for the evaluator and reviewer signatures, and reviewer comments.
- (b) The performance evaluation form may be supplemented with other forms and/or information used to support the employee's evaluation. Upon request, an employee may review any written materials used by supervision to prepare the evaluation.

34.3 Employee Evaluation Information

- (a) Upon appointment to a position the employee's supervisor will provide the employee with a copy of:
 - (1) the class specification for the position;
 - (2) the position's job duties.
- (b) Written performance expectations shall be provided to the employee in sufficient time to allow the employee to meet the work expectations (normally within sixty (60) calendar days after appointment to the position). The Employer will provide at least sixty (60) calendar days' notice to employees prior to the evaluation when modifications that substantively alter performance expectations are made. Minor modifications that do not substantively alter performance expectations require no notice.

34.4 Evaluation Process

- (a) The supervisor will communicate with the employee about performance problems as they occur.
- (b) The purpose of the evaluation meeting is to review, discuss, and if appropriate, modify the evaluation. The employee shall have an opportunity to discuss the proposed evaluation with the evaluator and to provide a written response.
- (c) A copy of the completed form, signed by all appropriate individuals, will be provided to the employee upon request.
- (d) Performance evaluations shall be retained in the departmental file for no more than three (3) years.
- (e) The evaluation shall be reviewed and signed by the employee's second level of supervision or management designee.

34.5 Evaluator Training.

The Employer shall make available training opportunities for evaluators regarding the Employer's performance evaluation program and shall, upon request, share and discuss the contents of such training programs with the Union.

34.6 Grievability.

Applicable to the University-wide Nonsupervisory, Supervisory, Health Care Professional/Laboratory Technical, HMC Technical, and UW Medicine Contact Center bargaining units: Employee performance evaluations are grievable only through Step Two of the Grievance Procedure.

Applicable to the Research Technologist and Research Technologist Supervisor bargaining units:

The procedural aspects of the employee performance evaluation process are grievable only through Step Two of the Grievance Procedure. Procedural aspects include alleged violations of this contract or University policy. Disagreement over

the supervisory marks assigned to a specific employee shall not be grievable and will be addressed via the actions described in Subsection 34.4.

ARTICLE 35 – PERSONNEL FILES

- 35.1 Files Relating to Employment. The Employer shall maintain files relating to employment in accordance with the applicable University policy and/or state or federal law. The personnel file for each employee will be maintained by the appropriate Human Resources Operations department and will accompany the employee throughout his or her service career at the University of Washington. The departmental file will be maintained by the department.

Individual supervisors may create and retain documents in a supervisor file. Documents in the supervisor file will not be placed in the department or personnel file unless they are incorporated as part of an official action (such as a performance evaluation or a corrective action).

- 35.2 Employee Access to Files. Each employee has the right to review his or her personnel file, supervisory file, attendance file, payroll file and medical file. The Employer will determine the location of all employee files. Upon written request by an employee to their Human Resources Consultant (for personnel file) or department manager (for departmental file), the employee and/or representative may examine the employee's personnel file or departmental file. Review of employee files will be in the presence of an Employer representative during business hours. The employee and/or representative may request copies, which may be provided at no cost if the size of the request is reasonable. A copy of the written authorization will be retained in the employee's file.

- 35.3 Employee Response. A copy of any correspondence, adverse material, or letters issued and intended to be included in an employee's official personnel file shall be mailed or given to the employee prior to becoming a permanent part of the file. An employee may insert a reasonable amount of job-related materials in his or her personnel file that reflects favorably on his or her job performance. An employee may provide a written rebuttal to any information in the files that he or she considers objectionable. The Employer will attach the rebuttal to the related document.

Information shall be retained as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the institution.

- 35.4 Confidentiality. Unauthorized parties shall not have access to any employee's personnel or departmental file. A record will be retained in the HR personnel file of the names of individuals outside of HR who have reviewed the personnel file who do not have written authorization from the employee, except requests for records in accordance with the Public Records request process.

- 35.5 Medical Files. Medical information related to employment will be kept separate from all other employment files and confidential in accordance with state and federal law.
- 35.6 Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, and/or any documents removed pursuant to Article 36 Corrective Action, will be promptly removed from the employee's files. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law. The Employer may retain information relating to employee misconduct or alleged misconduct if the employee requests that the information be retained.

ARTICLE 36 – CORRECTIVE ACTION/DISMISSAL

36.1 The parties will follow the “Corrective Action/Dismissal Process” outlined below. No employee shall be subject to the process except for just cause. The corrective action process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

36.2 Representation

(a) Employees shall be notified orally or in writing that upon request they shall be entitled to have a representative present when formal counseling, final counseling or dismissal is occurring. Employees have a right to a meeting with management whenever corrective action is issued. Attendance of a representative shall not delay the disciplinary process unduly as determined by the Employer. All parties shall make every effort possible to allow for Union representation without unduly delaying the process.

(b) Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The employer will provide reasonable time to allow an employee to secure a representative.

The role of the union representative in regard to an Employer-initiated investigation is to provide assistance and counsel to the employee and not interfere with the Employer's right to conduct the investigation. Every effort will be made to cooperate in the investigation.

(c) An employee placed on an alternative assignment during an investigation will not be prohibited from contacting his or her union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee's access to the Employer's premises.

(d) An interpreter can be requested by either party and will be provided.

- 36.3 Coaching. Informal discussion or instruction between employee and their immediate supervisor. Supervisor may follow up in writing which may include a simple action plan. This is not a form of corrective action.
- 36.4 Corrective Action/Dismissal Process. The Employer will make clear when formal or final counseling is being conducted and will inform the employee about their right to representation under the CBA. When counseling or dismissing an employee, the Employer will make every effort to protect the privacy of the employee. Translators may be requested by any party.
- 36.5 Formal Counseling. Formal counseling (may involve administrative personnel other than the employee's immediate supervisor) including the development of a written action plan. The action plan will identify specific problem areas, performance objectives, suggestions for remedying, and a timeframe for improvement. Prior to issuance of formal counseling, a meeting may be scheduled by the employer or requested by the employee to give the employee an opportunity to make his/her case before the final decision is made. Employee requests for such a meeting will be granted. An employee is entitled to representation at this meeting.
- 36.6 Final Counseling. Final counseling (may involve administrative personnel other than the employee's immediate supervisor) including action plan discussion and revision, where appropriate. A decision-making period of one (1) day of paid time away from the work site for the employee to consider the consequences of failure to follow the action plan may be used at this step. If the Employer decides to provide a decision-making day, the employee will be given a list of expectations and problem statements prior to the day taking place.
- 36.7 Dismissal. Prior to dismissal, a pre-determination meeting will be scheduled to give an employee an opportunity to make his/her case before the final decision is made. The employee has the right to have a union representative present at the pre-determination meeting. At least five (5) days prior to the meeting, the employee will be informed in writing of the reasons for the contemplated dismissal and given referenced documentation. The employee will be furnished with written notification of the outcome of the pre-determination hearing.
- 36.8 Demotion. Demotion of Leads and/or Supervisors may be initiated by the Employer at any step of the Corrective Action process.
- 36.9 Removal of Records

Upon written request by the employee, any formal or final counseling, excluding those for workplace violence or University policies against harassment, discrimination, or retaliation, will be removed from an employee's personnel file after three (3) years if the following criteria have been met:

1. Circumstances set forth in writing, and as determined by the University do not warrant a longer retention period; and

2. There has been no subsequent corrective action.

Nothing in this Article prevents the Employer from agreeing to an earlier removal date.

Once a corrective action has been removed from the employee's file as outlined above, the information removed will not be used in subsequent corrective action, unless mutually agreed otherwise.

36.10 Grievability/Arbitrability.

Formal counseling may be grieved beginning at Step One or Step Two of the grievance procedure and up to Step Three Mediation only.

Final counseling, demotion, and dismissal may be grieved through every step of the grievance procedure beginning at Step Two.

ARTICLE 37 – EMPLOYEE ASSISTANCE PROGRAM

The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

ARTICLE 38 – SENIORITY, LAYOFF, REHIRE

38.1 a. Seniority.

Layoff seniority is defined as the continuous length of service in calendar days with the Employer from the most recent date of hire. Service of less than full time shall be considered full time. Time spent on leave of absence without pay or on layoff shall not be included in computing seniority except for cyclic year positions, but does not constitute a break in service. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Time spent on military duty leave, paid or unpaid, or time spent on leave without pay to work for the union in accordance with Article 29 is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights.

Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement.

b. Department Seniority.

Department seniority is defined as continuous length of service in calendar days within the employee's department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

c. Layoff Seniority Tiebreaker.

For the purposes of layoff only, when it is necessary to determine the order of seniority among bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie.

When selecting among employees whose seniority is identical, the Union may be represented by any individuals it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources.

The first employee selected will be considered the most senior; the last employee selected will be considered the least senior.

38.2 a. Layoff.

(1) Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or good faith reorganization for efficiency purposes, the Employer shall use the following procedure. The Employer will notify the Union of impending layoffs thirty (30) calendar days in advance of implementation so that reasonable alternative proposals can be considered. Whenever possible the Employer will provide more than minimum notice.

(2) The Employer shall not lay off bargaining unit employees in lieu of disciplinary action.

(3) Employees will be laid off in accordance with seniority, as defined in Article 38.1(a).

b. Employment Option.

The employee affected by the reduction in force shall be offered the following employment options in descending order, provided he or she meets the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing) of the offered position:

1. A funded vacant position within the same job classification and layoff unit.
2. The opportunity to replace the most junior employee within the layoff/seniority unit (set forth in Appendix IV) in the same classification and in an FTE status within .2 FTE status of the employee affected by the reduction in force. (For example, if a .8 FTE position is being abolished, the employee affected is eligible to replace the most junior individual in a .6 to 1.0 FTE position)
3. The opportunity to replace the most junior employee in the same classification with a lower FTE status than their own within the layoff/seniority unit.
4. The opportunity to replace the most junior employee within the same department who is:
 - a. In a lower classification in the same series as the employee affected by the reduction in force; and
 - b. Within .2 FTE of the employee affected by the reduction in force

c. Notice.

The Employer shall identify the positions to be abolished and the employee(s) to be affected and shall notify employees in these positions, with notice to the union, not less than thirty (30) calendar days prior to the abolishment of the positions, pay the employee in lieu of notice, or combine pay and notice. Whenever possible the Employer will provide more than minimum notice. The notice shall include:

- (1) The effective date of the layoff and a reference to the employee's rights under this Article, and
- (2) Identification of the employment option being offered, if applicable.

In accordance with 38.2.b. above, if the incumbent in a position to be abolished has an opportunity to replace the most junior employee within the layoff/seniority unit, the incumbent will be given up to three (3) calendar days to determine if he/she wants to replace the junior employee or be placed on the rehire list. Vacant positions or those held by probationary employees within the layoff/seniority unit will be considered a more junior position.

d. FTE Increase or Reduction.

An employee in a position that is not abolished but is increased or reduced in FTE status and who will remain benefit eligible after the reduction or increase will have the choice of staying in the reduced or increased position and going

on the rehire list for the position and FTE status held by the employee immediately prior to the increase or reduction or exercising available layoff rights under 38.2. The employee must exercise this choice within three (3) working days of the increase or reduction notice.

e. Voluntary Layoff:

Appointing authorities will allow an employee in the same job classification and department where layoffs will occur to volunteer to be laid off provided that the employee is in a position requiring the same skills and abilities, as a position subject to layoff. Any volunteer for layoff shall have no formal layoff option. If the appointing authority accepts the employee's voluntary request for layoff, the employee will submit a non-revocable letter stating they are accepting a voluntary layoff from the University. The employee will be placed on all applicable rehire lists.

f. Rehire.

The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Professional & Organizational Development (POD) courses on a space available basis upon payment of designated fees. Employees without employment options will be placed on the rehire list(s) designated by the employee for twenty-four (24) months. In addition to the rehire list for the classification and FTE status from which the employee was laid off, employees identified for layoff may request placement on the following rehire lists:

(1) For positions of a lower FTE status in the classification from which the employee was laid off (or equivalent if prior classification has been abolished); and

(2) For positions in other classifications in which the employee previously held permanent status; and

(3) Lower classes in the series from which the employee was laid off.

The Employer will refer an employee from the designated rehire list(s) for any open positions in the bargaining unit for which the laid off employee possesses the essential skills. For classifications which have separate job codes in the Campuswide and Harborview Bargaining Units, Rehire lists will include both job codes. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position will be offered the position prior to the Employer posting for competitive recruitment. From among these employees, offers will be made in seniority order, most senior person first. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

(4) The Employer will provide a copy of the Rehire List to the Union upon request.

(5) When the job classification the employee was laid off from is represented by both SEIU 925 and WFSE 1488 the employee will be placed on the rehire list for the specific job classification for both unions.

g. Rehire Trial Period.

Employees placed into vacant positions from the rehire list will serve a three (3) month rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24) month rehire list period. The three (3) month rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

h. Corrective Action.

Final Counseling that occurs within the six (6) months prior to the layoff will be considered in effect should the employee be rehired. The employee will continue to be subject to any consequences of not following the directives and/or action plan(s) specified in the current corrective action.

i. Removal from List.

Removal from the rehire list(s) will occur for any of the following circumstances:

(1) If placement does not occur within twenty-four (24) months,

(2) If the employee refuses two (2) offers of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off. In such case, the employee will be removed from all other rehire lists and will have exhausted their rehire rights.

(3) If the employee was placed into two (2) vacant positions for which the employee has failed to complete the rehire trial period.

(4) If the employee accepts any offer of placement from any rehire list and completes the rehire trial service period for a position with the same FTE status and pay as the position from which the employee was laid off.

(5) Employees who reject two (2) offers of placement from a list for a position of a lower FTE status than that which the employee held immediately prior to layoff will be removed from that list.

(6) Employees who reject one (1) offer of placement from a list for a position in a classification other than that from which the employee was laid off will be removed from that list.

j. Rehire List Crossover. Employees within an SEIU Local 925 represented bargaining unit may, in accordance with this Article, be placed on the rehire list for positions in another SEIU Local 925 represented bargaining unit.

38.3 Rehire Wages and Increment Date.

When employees are rehired from layoff status the periodic increment date and annual leave accrual date will be reestablished and extended by an amount of time in calendar days equal to the period of time spent on the rehire list prior to rehire. Employees placed from the rehire list into positions with the same salary range held at the time of layoff shall be placed at the same step in the range held at the time of layoff. Employees placed from the rehire list into positions with a lower salary range than held at the time of layoff shall be placed in a salary step nearest to, but not in excess of, the salary held at time of layoff.

38.4 Affirmative action goals may be considered at any point during the layoff or rehire process.

38.5 Benefits and Temporary Services.

Employees on the rehire list who follow the rules prescribed by Temporary Services may be referred to temporary positions and can receive employer paid health benefit coverage if they meet the eligibility requirements as determined by the State.

ARTICLE 39 – RESIGNATION AND ABANDONMENT

39.1 Resignation. Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

39.2 Presumption of Resignation/Abandonment.

a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service and departmental records.

b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 6

- 39.3 Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

ARTICLE 40 – MANDATORY SUBJECT

The Employer shall satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the union staff representative in writing, with a copy to the Executive Director of the Union, of these changes. The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. In the event the Union does not request discussions and/or negotiations within thirty (30) calendar days, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written agency policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 40.

Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

Release Time

- a. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, annual leave, or compensatory leave instead of leave without pay.
- b. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.

- c. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for Business Purposes.

ARTICLE 41 – NEW EMPLOYEES

41.1 New Employees.

- a. The Employer will distribute to each new employee in the bargaining units a copy of the dues deduction card.
- b. A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation called by the University at which time the Union representative may address the new bargaining unit employees on matters concerning the rights and obligations of employees and the role of the Union as exclusive bargaining representative. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program. “A bargaining unit member designated by the Union shall be granted paid release time to attend new employee orientation and/or new employee coffee hours scheduled by the University. Such release time will be subject to the operational needs of the department.

ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS

42.1 Staff Representatives

- a. Within thirty (30) calendar days from the effective date of this Agreement, the Union shall provide the Office of Labor Relations a list of staff representatives. The Union shall provide written notice to the Employer of any changes within thirty (30) calendar days of the change.
- b. Staff representatives may access University premises to carry out representational activities. The representative shall notify local management prior to their arrival and shall not interrupt the normal operations of the institution. The staff representative may meet with bargaining unit employees in non-work areas during non-work times.

It is understood that any such visits which require a meeting with an employee will be restricted to the non-working time of the employee unless otherwise authorized by management or provided for elsewhere in this Agreement, and that there will be no interference with an employee's work assignment.

While inspecting the workplace, the Union may engage in de minimis conversations with employees, so long as an employee does not object and such conversation does not interfere or disturb the operation of the facility or compromise the security of patient health information

- c. Upon written request of the staff representative or steward to the Office of Labor Relations (laborrel@uw.edu), the Employer will provide relevant information necessary for conducting representational duties. The information will be provided within a reasonable timeframe and without requiring the Union to file with the Public Records Office.

42.2 Steward Release Time.

A steward who is processing a grievance in accordance with the grievance procedure of any SEIU Local 925 Agreement between the Employer and the Union shall be permitted reasonable time to assist in the resolution of legitimate employee grievances on the Employer's property without loss of pay or recorded work time. Time off for processing grievances shall be granted to a steward by supervision following a request, but in consideration of job responsibilities. If permission for time off cannot be immediately granted, the supervisor shall arrange for time off at the earliest possible time thereafter.

A record of a steward's work time spent on grievances or other authorized activity on behalf of the Union shall be maintained on a basis mutually agreeable between the Union and the department involved.

In the event the Employer determines that the amount of work time used by any steward on grievances or other authorized Union activities is unreasonable, it may become a topic for mutual discussion between the parties.

- a. The Union shall prevail upon all employees in the bargaining unit and especially Union stewards, to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the Union stewards and other Union representatives in the speedy resolution of any grievance that may arise.
- b. Union stewards shall primarily conduct representational duties only within their designated area of jurisdiction. Stewards may represent members in another jurisdiction if the steward designated for that other jurisdiction is unavailable (e.g. away on approved leave), has a conflict, or if there is no steward in that area. In the event that a steward is unavailable, the steward of the next geographically closest designated jurisdiction will be contacted to represent the employee. The number of stewards in a particular area and the jurisdiction they serve shall be an appropriate subject of discussion between the Union and the Employer.

- c. The Union agrees to submit an up-to-date list to the Office of Labor Relations once per month indicating the name of all Union stewards, their work locations, department, jurisdiction and designation as a Lead, Chief, or Officer. In any event, said list shall be submitted at least annually with changes noted as they occur. Union stewards shall be recognized when the Office of Labor Relations is informed of their appointment. Examples of jurisdiction are as follows: UWMC, South Campus HSB, HMC, Health Sciences, South Lake Union, Downtown, Airlift Northwest, UW Tower, Bothell Campus, Tacoma Campus, Seattle Campus, and Sandpoint. Stewards shall be assigned by the union. Lead Stewards, Chief Stewards, and Local/Chapter officers shall be recognized to have broader jurisdictions.
- d. Whereas it benefits the University to have Union stewards who understand the contract and are trained in administration of the contract, each of the Union's stewards shall be allowed a total of eight (8) working hours annually without loss of pay to participate in the Union's steward training program. Said time off shall be approved in advance by the employee's supervisor and shall be contingent upon the ability to provide coverage during the time off.

The Union shall submit to the Office of Labor Relations at least fifteen (15) days in advance the names of the employees (with their respective supervisors) that are scheduled to participate in the training. The Union will confirm the employee's participation in the training upon completion.

- e. New Steward Training: Where the Union requests in advance of a Step Two hearing that a second steward be present for training purposes, this release will be approved without loss of pay or recorded work time subject to the operational needs of the second steward's department. No overtime or compensatory time will be earned for participation and no steward shall attend as a second steward more than once.

42.3 Training and Orientation

- a. Upon signing of this Agreement, the Employer and Union will make a good faith effort to conduct joint training on contract administration.

42.4 Union Business Activities

- a. Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs, such as meetings, conventions, seminars, or other authorized meetings at the Union's request, may do so with supervisory approval. The Employee may use paid or unpaid leave consistent with University policy.
- b. The employee shall request leave from the Employee's immediate supervisor at least two (2) weeks prior to the planned absence.

42.5 Use of State Facilities, Resources, and Equipment

- a. Meeting Space and Facilities. The Employer's campuses and facilities may be used by the Union to hold meetings subject to the University's policy and availability of the space. The Employer may provide private space for stewards and/or Union representatives to meet in confidence with those they represent on a space available basis. Staff representatives may reserve and utilize meeting rooms in accordance with University policy and procedure. Such requests will be subject to availability and all applicable fees.
- b. Supplies and Equipment. Union representatives may use University equipment for contract administration if there is no cost to the Employer, is brief in duration, limited in distribution, and does not disrupt or distract from University business in accordance with University policy and state law.
- c. Bulletin Boards and Distribution of Union Material. Upon request, space will be made available to the Union on bulletin boards in those areas where bargaining unit employees work or frequent, for the posting of notices and information pertaining to official business of the Union. Materials posted on Union bulletin boards without the signature of a recognized Union officer or representative may be removed.

Employees shall have the right to distribute official Union information materials during hours off work. Such distribution of official material shall not interfere with the work assignments of employees who are on duty. Further, such distribution activities must be held in locations which cause no interference with the various departments normal operations or with any employees who may not be involved or interested.

42.6 Temporary Employment with the Union

With thirty (30) calendar days notice, unless agreed otherwise, employees may be granted leave without pay if the employee is elected or appointed to serve as an officer or staff member of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the Employer as determined by management. Upon request, the department may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification, in the same layoff unit, and in the same geographical area, as determined by the Employer.

ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE

43.1 Committee Purpose and Membership.

A Joint Union-Management Committee is established to provide a forum for communications between the two (2) parties and to deal with matters of general Union/Employer concern. The committee's function will be limited to an advisory

capacity and shall not include any decision-making or collective bargaining authority.

Committee membership for employees in the University-wide Nonsupervisory, University-wide Supervisory, and Health Care Professional/Laboratory Technical bargaining units shall consist of three (3) bargaining unit employees and a Union staff representative and four (4) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

Committee membership for employees in the Research Technologist and Research Technologist Supervisor bargaining units shall consist of two (2) bargaining unit employees and a Union staff representative and three (3) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

The Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees sufficiently in advance of the targeted implementation date of said changes so that reasonable alternative proposals can be adequately considered by the Joint Union-Management Committee. Diversity, child care and tuition exemption shall be considered appropriate subjects for the Joint Union-Management Committee.

SEIU 925 and Labor Relations will use the joint labor-management process to explore possible in-training opportunities for SEIU 925 members.

Market adjustments may be discussed at quarterly joint labor-management meetings.

- 43.2 Meetings. Committee meetings may be requested by an authorized representative of either party. Requests for a quarterly meeting shall be honored; however, once convened, the committee may meet more or less frequently as mutually agreed between the parties.

At least one (1) weeks' notice shall be given to members of any agreed upon meeting and the agenda. Committee meetings shall normally be held during University business hours and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation; however, meeting times are not construed as work time and no overtime shall be claimed or paid for meetings attended outside the employee members' regular working hours.

- 43.3 Limitations. Committee meeting topics shall be limited to subjects of group rather than individual concern, and the committee shall not discuss grievances properly processed under Article 6 of the Agreement. Further, it is not intended that this Article obligate in any way either party to negotiate on personnel matters covered

in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party otherwise provided in this Agreement.

Departmental Labor Management. In an effort to resolve workplace problems collaboratively and at the lowest level, staff are strongly encouraged to bring concerns about staffing and other working conditions to the attention of their department(s). SEIU Local 925 can request that the Office of Labor Relations set up a Joint Labor Management meeting for the particular department. The Union can also place on the agenda of any Labor Management meeting issues of staffing and/or other working conditions in particular departments/units.

Release time for the employees requesting to be at the meeting will be subject to the operational needs of the department.

ARTICLE 44 – CLASSIFICATIONS AND RECLASSIFICATION

- 44.1 The Employer will allocate positions on a “best fit” basis to the most appropriate classification at the University of Washington. Allocations shall be based on a position’s duties, responsibilities, or qualifications.
- 44.2 Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2).
- 44.3 (a) Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least forty-five (45) days in advance of any proposed implementation date. At the Union's request the University will meet and confer with the Union over its proposed action.
- (b) An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up.
- An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The periodic increment date of the employee will remain unchanged.
- (c) Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications per Article 44, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 44.6 of this contract, to determine if the salary assigned to the classification is appropriate.
- 44.4 The Union may, at any time, propose a new classification with appropriate justification. These proposals will be reviewed by the Compensation Office of Human Resources which will accept, reject, or modify any proposal. The Union and the Compensation office will meet and discuss the proposal within sixty (60) days. This review is not grievable.
- 44.5 The University agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior to implementation.
- 44.6 Professional Staff Exemptions:
1. The University will make reallocations based on application of the professional staff exemption criteria set forth in RCW 41.06.070 (including any

permanent and substantive change in the duties, responsibilities, or qualifications of the position).

2. The Union and the University agree to a procedure that includes the provision of information by the University and a meeting with the Union to discuss and resolve issues regarding the transfer of work from the bargaining unit within four (4) weeks of the University's initial notice to the union for a proposed professional staff exemption.

3. All negotiations regarding transfer of any work from the bargaining unit shall be concluded by the meeting described above, unless both parties agree to an extension.

4. Disputes regarding professional staff exemptions shall be resolved by the classification review hearing officer. The Hearing Officer shall make his/her decision based on the criteria outlined in Subsection 44.6 (1) above. If the employee appeals the exemption determination in any other forum the Union cannot pursue the determination through the process outlined in this Article

44.7 Position Review Process.

(a) The University, employee, or employee representative may request that a position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. Employees and employee representatives may not request that a position be reviewed more often than once every six (6) months.

(b) The request must be complete and in writing on forms provided by the University. Requests may be submitted to Human Resources or to an employee's direct supervisor or department. Any party may submit additional information, including the names of individuals, which the party believes is relevant to the position review.

(c) An employee may request that a representative be present as an observer at meetings with the University reviewer scheduled to discuss the request for position review. At the employee's request a portion of such meetings shall be conducted in a quiet and private location, away from the work station.

(d) The University reviewer will investigate the position and issue a written response to the employee or employee representative within sixty (60) calendar days from receipt, by Human Resources, of the completed request. The response will include notification of the class and salary assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved. Reclass requests may be submitted at either the departmental level or directly to Human Resources. Reclass requests submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.

(e) The effective date of allocations or reallocations initiated by the University shall be determined by the University. The effective date of a reallocation resulting

from an employee or employee representative request for position review will be established as the 1st or the 16th of the month which precedes the date that the completed request was filed with Human Resources or the employee's direct supervisor or department, whichever date is earliest. The date of receipt must be appropriately documented.

- (f) An employee may request reconsideration following receipt of the University's determination. Requests for reconsideration will not hold the timeframe for filing an appeal under this Article.

44.8 Position Review Appeal Process. If the Union wishes to appeal the decision of the University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the University's written response.

Hearing Officer. The Hearing Officer shall be jointly selected by the parties within thirty (30) days of the execution of this contract and shall serve for a minimum of one (1) year from the date of selection. At that time the parties may choose to reappoint the Hearing Officer or select a different Hearing Officer who will also serve for a minimum of one (1) year from date of selection.

Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless there are no appeals to hear or the parties agree to pend any open appeals. All materials considered in the position review shall be submitted to the Hearing Officer prior to the hearing and neither party will submit evidence at the hearing that was not submitted during the position review. The Hearing Officer shall endeavor to hold multiple hearings each day, and shall issue a concise decision which shall be final and binding. The Hearing Officer shall have no authority to alter the terms and conditions of this contract. Employees may be represented at the hearing and will be released from work with no loss of pay to attend the hearing. The Hearing Officer's fees and expenses shall be shared equally by the parties.

ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS

45.1

- A. Effective July 1, 2017, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2017. Effective July 1, 2017, each employee will continue to be assigned to the same Salary Range and Step that he or she was assigned on June 30, 2017 unless otherwise agreed.
- B. Effective July 1, 2017, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2017.
- C. Effective July 1, 2018, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2018.

- D. Effective January 1, 2019, all Salary Ranges described in Section A above will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on December 31, 2018.
- E. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are receiving a Red-lined (Y-rated) salary as of June 30, 2015 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I

45.2 Upon promotion or reclassification from a Local 925 position to another Local 925 position with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a three (3) step, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of 6%. The new periodic increment date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

45.3 An employee occupying a position that is reclassified to an existing class with a lower salary range shall be placed in the salary step in the new range which is closest to the current salary, provided such salary does not exceed the top step of the new salary range.

45.4 Salary Schedules.

(a) The salary schedules shall be incorporated into this Agreement as Appendix V.

(b) Salary schedules will contain Career Enhancement/Growth steps as described in Section 45.6.

(c) Movement on General Schedules

Employees who are hired at the minimum available step of their pay range will receive a two (2) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

Employees who are hired above the minimum available step of the pay range will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

(d) Movement on Health Care Schedules

Employees who are hired on the Health Care pay tables above the minimum available step of the pay range will receive increment increases at the rate of one (1) step each twelve (12) months until they reach the top of the pay range. The date they receive that increase will be the employee's periodic increment date until they reach the top of the pay range.

Employees who are hired on the Health Care pay tables at the minimum available step in the pay range will receive a one (1) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a one (1) step increase annually, on their periodic increment date, until they reach the top of the pay range.

(e) When a periodic increment date coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the periodic increment date will be applied first.

(f) The University, at its discretion, may approve additional increment increases at any time. Such additional increment increases will not change an employee's periodic increment date.

(g) Recruitment/Retention Compensation. The Employer may increase the salary of classifications that are experiencing recruitment/retention problems, upon thirty (30) days' notice to the union and the opportunity for the union to bargain, as per 45.7 below.

45.5 The University and the Union affirm their commitment to the principles of comparable worth by implementing any state-mandated comparable worth adjustments.

45.6 Career Enhancement/Growth Program.

The University will continue its Career Enhancement/Growth program. The program will reward employees whose development of skills, increased productivity, or assumption of higher level duties results in increased value to the department, service enhancements, or efficiencies for the department in which the employee works.

CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be attained solely through the Career Enhancement/Growth program and will not be based on length of service.

Employees in every classification covered by this Agreement will be eligible for the program. Employees are eligible to receive a Career Enhancement/Growth step any time after they have been at the last automatic increment step in their pay range for a minimum of one (1) year. Employees are eligible for the subsequent Career Enhancement/Growth step beginning one (1) year after receiving the previous step.

There will be no minimum or maximum number of employees who may receive Career Enhancement/Growth steps. There will be no minimum or maximum amount of money the University will spend on the Career Enhancement//Growth program. Decisions about Career Enhancement/ Growth steps shall be made within sixty (60) days of supervisory/ managerial/professorial recommendations.

Either employees or managers may initiate the CEGP application process. All CEGP applications shall be forwarded to the Compensation Office, regardless of approval or denial. If the application has been denied, the reason for the denial must be documented.

The Compensation Office will develop a system to track CEGP applications, grants, and denials. This tracking system will at a minimum capture the job class, department, employee id, the decision to grant or deny, and the documented reason for any denial. If denied, the employee may appeal to the decision-maker's supervisor.

The CEGP application form will be revised to allow the inclusion of up to three letters of recommendation, and record years of experience in the position or field, as well as years of service with the University in the Statement of Qualifications section. The union will have access to this information on request.

The Career Enhancement/Growth program will not be a substitute for reclassifications. Reclassifications will take priority over receiving Career Enhancement/Growth steps such that if an employee qualifies to receive a Career Enhancement/Growth step but could otherwise be reclassified, the employee will be reclassified and will not simultaneously receive the Career Enhancement/Growth step. Career Enhancement/Growth steps shall be considered in calculating salary adjustment associated with promotion and upward reclassification, but in no instance shall a salary in a new position be at a step higher than the highest automatic increment step in the new pay range, except for lateral transfers where there is no mutual agreement not to exceed the highest automatic increment step in the new pay range.

The University agrees to regularly issue University-wide reminders promoting the value of this program.

The parties will utilize the JLM committee to review the CEGP program periodically with the goal to improve standards and accessibility.

The Career Enhancement/Growth program in its entirety is not subject to the grievance procedure (Article 6).

45.7 Market Rate Wage Adjustments.

If market conditions determine that an upward adjustment in one or more economic areas is essential to maintain competitiveness, both the Union and the Employer shall be given the opportunity to raise issues of competitive compensation and propose market adjustments. When the Employer proposes adjustments, the

Union shall be given at least thirty (30) days' notice in advance of the implementation date to negotiate the adjustment.

45.8 Callback Pay (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

When a scheduled work period employee has left the grounds and is called to return to the work station outside of regularly scheduled hours, he/she shall receive two (2) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours or notice of at least eight (8) hours has been given. An employee on standby status called to return to the work station does not qualify for call back pay.

45.9 Standby Pay (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Scheduled or nonscheduled work period employees required to restrict off-duty activities to be available for duty shall be compensated as follows:

- At a rate of \$1.75 per hour for the University-wide Nonsupervisory, and Supervisory Units, except for those job titles listed in Appendix II, which shall receive the applicable rates.
- At a rate of \$3.00 per hour for the Health Care Professional/Laboratory Technical Unit

Employees who, on the effective date of this Agreement, receive standby pay in excess of those rates shall continue to do so. When called in from standby status, the employee shall receive premium pay (time and one-half [1-1/2] the employee's regular rate) for a minimum work period of two (2) hours. The two (2) hours pay shall not apply unless the employee has left the employer's premises.

45.10 Shift Differential (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).

Employees assigned to evening and night shifts shall receive a shift differential as follows:

- University-wide Nonsupervisory, and Supervisory Units: \$1.00 per hour for evening and night shifts, except for those job titles listed in Appendix II, which shall receive the applicable rates;
- Health Care Professional/Laboratory Technical Unit: \$1.50 per hour for evening shift and \$2.25 per hour for night shift.

Evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m. and 12:00 a.m. Night shift is defined as a majority of time worked daily or weekly between 12:00 a.m. and 7:00 a.m. Any classification which receives a

higher shift differential on the effective date of this Agreement shall continue to do so. Shift differential shall be paid for the entire shift which qualifies. When an employee is regularly assigned to an afternoon or evening shift that qualifies for shift differential, he/she shall continue to receive the shift differential during temporary assignment, not to exceed five (5) working days, to a shift that does not qualify.

45.11 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a premium pay of five (5%) percent above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

If the employee's position is allocated to a class that specifies these skills, the employee will receive a premium pay of five (5%) percent above the level normally assigned for that position only when the employee's position description states that the position has a bona fide requirement for regular use of competent skills in three (3) or more languages in addition to English.

If this requirement is not included in the employee's position description, refusal by the employee to interpret will not result in corrective action.

45.12 Weekend Pay.

- University-wide Nonsupervisory, and Supervisory bargaining units: All hours worked on weekends by employees in applicable job titles shall include a weekend pay premium accordance with Appendix II.
- Health Care Professional/Laboratory Technical bargaining unit: All hours worked on weekends shall include a weekend pay premium of \$1.50 per hour.

45.13 Substitute Lead (Applicable only to the Health Care Professional/Laboratory Technical bargaining unit).

Employees in a non-lead classification who are designated by the employer to assume the lead role in the absence of an employee in a lead classification shall be paid a premium of \$2.00 per hour for all hours worked in the assignment.

45.14 Preceptor.

Surgical Technologists may serve as a preceptor after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more newly hired surgical technologists or perioperative registered nurses. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee. Employees will receive a preceptor premium pay of \$1.50

per hour for all time spent engaged in preceptor role responsibilities with/on behalf of the orienting employees.

Respiratory Care Practitioners may serve as preceptors after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more Respiratory Care Practitioners enrolled in a defined orientation program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee.

Respiratory Care Practitioner preceptors are eligible to receive preceptor premium pay of \$1.50 per hour only when actually engaged in preceptor role responsibilities with/on behalf of the orienting Respiratory Care Practitioner.

45.15 HMC Public Safety Sergeant Premium.

All Department of Public Safety Sergeants who have been trained and qualified to assist the clinical staff when requested in the proper restraint of patients will receive the premium pay of \$1.30 per hour. For the purpose of this article, hours of paid time off, such as holiday, vacation or sick leave, do not count as hours worked.

45.16 UWMC Public Safety Officer Premium.

All Department of Public Safety Officers and Sergeants who have been trained and qualified to assist the clinical staff in the proper restraint of patients will receive premium pay of \$1.30 per hour. For the purpose of this article, hours of paid time off, such as holiday, vacation or sick leave, do not count as hours worked.

ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS

46. 1

- A. For the 2017-2019 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected health care premium is the weighted average across all plans, across all tiers.
- B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances.

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence; and
3. Be the decision of the PEBB Board.

C. Article X.1 (B) will expire June 30, 2019.

46.2 The PEBB Program shall provide information on the .Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.

46.3 The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

46.4 Wellness

A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers who register for the Smart Health Program and complete the Well-Being Assessment will be eligible to receive a twenty-five dollar (\$25) gift certificate. In addition, eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

ARTICLE 47 – CONTRACTING

Contracting Out.

The University will not contract out work which results in the layoff of bargaining unit employees who are employed prior to the time of the execution or renewal of the contract. The University will provide the Union thirty (30) calendar days' notice prior to the implementation of any contract allowed under this Article.

ARTICLE 48 – STAFFING CONCERNS

- 48.1 Individual Staffing Concerns. Employees are strongly encouraged to bring concerns about workload issues to the attention of their supervisor or designee. Upon request, the supervisor or designee will provide direction and guidance that may include the setting of priorities and the adjustment of workload.
- 48.2 Departmental Staffing Concerns. Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings.
- 48.3 The Employer will ensure that the reporting authority for each employee is clearly defined.
- 48.4 Moved to Hiring and Appointments

Assignment of Additional Duties

An employee who is assigned, on a long term basis, the duties of a position vacated by attrition, layoff, or other reasons, in addition to his or her job duties, shall have the right to meet with his or her supervisor to discuss the situation. If the initial meeting between the supervisor and the employee does not result in a satisfactory conclusion, the employee may request a subsequent meeting which a representative of the Union may attend.

ARTICLE 49 – PRIVACY

- 49.1 Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.
- 49.2 The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

ARTICLE 50 – NO STRIKE/LOCKOUT

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that

objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

Should the employees engage in any unauthorized concerted action, a Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

ARTICLE 51 – TRAVEL PAY AND WORK TIME

51.1 General.

Any employee required to travel to a place of work other than his/her regular official duty station shall be reimbursed for travel costs if eligible, in accordance with University of Washington Administrative Policy Statements, Section 70.

51.2 Work Time and Compensation.

- (a) When employees are required to report for work to their official duty station before traveling to a temporary official duty station, work time computation shall commence at the time of reporting to the regular official duty station.
- (b) When employees are required to travel on a nonscheduled work day they shall be paid in accordance with Articles 9 and 10, and University policy. For purposes of determining hours of work, the work day shall commence at the time the employee leaves his/her official duty station and end upon arrival at the temporary duty station. The employee's domicile shall be his/her official work station when travel commences from that location if less than time calculation from the official duty station.

ARTICLE 52 – PERSONAL SERVICES

The University agrees it is inappropriate and contrary to University policy to assign any employee coffee making, related food service duties, or other tasks of a personal nature. The exception is when such an activity is based on a bona fide departmental requirement.

ARTICLE 53 – MODALITY PAY

Applicable only to HealthCare Professional/Laboratory Technical bargaining unit.

The parties agree that Modality Pay will be applicable to the job titles below. When applicable, Modality Pay will be paid as follows:

Modality Pay 1- \$1.25 per hour

Modality Pay 2- \$1.50 per hour

Modality Pay 3- \$1.75 per hour

AFFECTED TITLES:

Class Code	Job Title
8345	Diagnostic Medical Sonographer
8346	Diagnostic Medical Sonographer Lead
8428	Cardiac Sonographer Supervisor
8348	Diagnostic Medical Sonographer Specialist
8347	Diagnostic Medical Sonographer Supervisor
8298	Electrocardiograph Laboratory Supervisor
8412	Nuclear Medical Technologist Lead
8415	Nuclear Medical Technologist 1
8416	Nuclear Medical Technologist 2
8405	Nuclear Medicine P. E.T. Technologist
8414	Nuclear Medical Technologist Supervisor

Class Code	Job Title
8272	Imaging Technologist
8274	Imaging Technologist Angiography
8275	Imaging Technologist Mag Res Imaging
8276	Imaging Technologist Lead
8279	Imaging Technologist Supervisor
8273	Imaging Technologist Computed Tomo
8277	Imaging Technologist Mammography
8435	Vascular Sonographer
8439	Vascular Sonographer Lead

ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE

Should any part of this Agreement or any provision contained herein be determined by a body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement shall remain in full force and effect. Upon request from either party, the Union and Employer negotiating committee shall commence negotiations within thirty (30) days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Nothing in this Agreement shall be construed to limit or reduce the rights and privileges of the parties except where specifically modified herein.

ARTICLE 55 – CONTRACT DISTRIBUTION

55.1 Contract Distribution

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the SEIU Local 925.

55.2 Distribution.

- (a) Each department or unit will maintain a paper copy of the contract accessible to all union members regardless of shift.

- (b) Each Human Resources Operations Office will maintain a paper copy of the agreement accessible to union members during normal business hours.
- (c) The Employer shall allow distribution through campus mail as needed.
- (d) The Employer will provide all current and new employees with a link to the new Agreement.

ARTICLE 56 – UNION MEMBERSHIP, DUES DEDUCTION, AND STATUS REPORTS

56.1 Dues Deduction.

Upon authorization by an individual employee to the Union, the Employer shall provide for the semi-monthly payroll deductions of union dues which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent.

- A. The Union shall transmit to the Employer by the cut-off date for each payroll period, the name and Employee ID number of employees who have, since the previous payroll cut-off date, provided authorization for deduction of dues, COPE, or have changed their authorization for deduction.

56.2 Indemnification.

The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the University harmless from all claims, demands, suits or other forms of liability that may arise against the University for or on account of any deductions made from the wages of such employees or for any action taken in compliance with this Article.

56.3 Remittance of Dues.

The Employer shall electronically transmit to the Union on the first bank working day after each payday all dues deducted for that pay period in those bargaining units for which the Union is the exclusive bargaining representative.

56.4 Revocation

An employee may revoke their authorization for payroll deduction of payments to the Union by written notice to the Union in accordance with the terms and conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.

56.5 Listing of Employees.

- a. Authorized Use - All Reports

The information contained in the requested reports would be provided to each Union for the sole and exclusive purpose of enabling the Union to fulfill their representational responsibilities as the collective bargaining representative for the UW employees about whom the information is requested. No personally identifiable data will be published or shared by any Union, except among those within each Union with a need-to-know for the purpose of enabling the Union to fulfill its representational responsibilities as the collective bargaining representative for the University employees about whom the data or information is requested.

Information provided pursuant to this Section will be maintained by the Union in confidence according to the law. The Union will indemnify the Employer for any violations of employee privacy committed by the Union pursuant to this Section.

Each pay period UW shall provide the following four reports electronically in EXCEL format

A. Total Compensation and deductions

Name
Home Address
Home phone
Cell phone
Work phone
Work location (building)
Work location (address)
Work station or office (suite and/or number)
Employee ID number
Personal Email
UW email
UW mailbox
Employment status
Employment status effective date
Job classification
Department
Pay grade
Pay step
Pay rate salary
Hourly rate
Supervisor
Supervisor email
Race
Gender
DOB
Date of hire
Job title
Job class code

Shift
Deduction amount dues
Deduction amount other
Deduction amount cope
Total wages for the pay period
Total base pay for pay period
Total overtime pay for pay period
Total overtime hours per pay period
Total hours worked in the pay period
Days in the pay period
Total hours for each class/type of differential and or/ premium pay for the pay period
Total wages for each class/type of differential and or/ premium pay for the pay period
Total wages year to date.
Pension plan enrollment (which plan)
Position number
Medical plan enrollment (which plan)
Bargaining Unit
Total FTE
Anniversary date (step date)
Employment status (regular fulltime, regular part time, hourly, fixed duration part time, fixed duration full time)

B. All appointment list

All information above with wages and codes organized by appointment including:

- a. Id by each worker.
- b. Appointment budget number(s)
- c. Beginning date
- d. End date
- e. Department and /or hiring unit
- f. College/Org name
- g. Job Classification
- h. Job Classification Code
- i. Full time salary or hourly rate
- j. Appointment/FTE Percentage
- k. Appointment status
- l. Appointment term
- m. Distribution line information.
- n. Position number
- o. Earnings in last pay cycle
- p. Hours worked in last pay cycle
- q. FTE in last pay cycle

C. Change Report

Name,

Job classification,
Job classification code,
Department,
Employee id,
Original hire date,
Status change date,
Termination/separation date if any,
Reason for status change, nature of status change,
Reason for termination/separation
LOA effective date,
Nature of LOA
New hire date
New Hire

D. Vacancy Report

Position Number,
Job Classification
Date of vacancy
Elimination date of vacancy
Reason for elimination (filled, deleted, transferred to a different classification/status)

56.6 Privacy Rights of Union Members

In recognition of the privacy interests of all persons covered under this Agreement, the Employer will not disclose any personally identifiable wage or deduction information, or membership status, concerning persons covered by this Agreement to any members of the public or to nongovernmental organizations except to the extent required by law, including the Public Disclosure Act and the Freedom of Information Act.

ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

The Employer through its designated management personnel or agents has the right and responsibility, except as expressly modified by this Agreement, to control, change, and supervise all operations and to direct and assign work to all working forces. Such rights and responsibilities shall include by way of illustration but shall not be limited to: the selection and hiring, training, discipline and discharge, classification, reclassification, layoff, promotion and demotion or transfer of employees; the establishment of work schedules; the allocation of all financial and other resources; the control and regulation of the use of all equipment and other property of the Employer. The Employer shall determine the methods, technological means and qualifications of personnel by and for which operations are to be carried out. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation.

Application of this Article shall not preclude the use of the grievance procedure as established in this Agreement.

ARTICLE 58 – DURATION

This Agreement shall become effective July 1, 2017 and remain in force through June 30, 2019; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, 2018, and no later than January 31, 2018, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

ARTICLE 59 – REPRESENTED REGULAR TEMPORARY EMPLOYEES

Only the following language in this Article applies to the Represented Regular Temporary Employees and shall constitute the whole agreement between the Union and the University regarding these employees.

The Following Articles in this Agreement apply to Represented Regular Temporary employees, except as modified below:

PREAMBLE AND PURPOSE
ARTICLE 1 – UNION RECOGNITION
ARTICLE 2 – NON-DISCRIMINATION
ARTICLE 4 – WORKPLACE BEHAVIOR
ARTICLE 5 – AFFIRMATIVE ACTION
ARTICLE 6 – GRIEVANCE PROCEDURE
ARTICLE 7 – EMPLOYEE RIGHTS
ARTICLE 8 – EMPLOYEE FACILITIES
ARTICLE 19 – UNION BUSINESS ACTIVITIES
ARTICLE 20.11 – FORMAL COLLECTIVE BARGAINING LEAVE
ARTICLE 22 – CHILD/DEPENDENT CARE
ARTICLE 24 – UNPAID LEAVE FOR A REASON OF FAITH OR CONSCIENCE
ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING
ARTICLE 30 – WORK RELATED INJURY LEAVE (except 30.2)
ARTICLE 31 – HEALTH AND SAFETY
ARTICLE 40 – MANDATORY SUBJECTS

ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS (except Article 42.6 Temporary Employment with the Union)
ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE
ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS (if qualified for PEBB)
ARTICLE 49 – PRIVACY
ARTICLE 50 – NO STRIKE/LOCKOUT
ARTICLE 51 – TRAVEL PAY AND WORK TIME
ARTICLE 52 – PERSONAL SERVICES
ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE
ARTICLE 55 – CONTRACT DISTRIBUTION
ARTICLE 56 – UNION MEMBERSHIP, FAIR SHARE AND DUES DEDUCTION
ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES
ARTICLE 58 – DURATION
APPENDIX I – JOB CLASSIFICATIONS
APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS
APPENDIX IV – LAYOFF SENIORITY UNITS
APPENDIX V – PAYTABLES
APPENDIX VI – MARKET INCREASES

59.1 DEFINITION

The term Represented Regular Temporary Employee shall mean an hourly paid employee doing bargaining unit work for more than 350 hours but less than 1,050 hours in any twelve (12) consecutive month period from an individual's original employment date in an hourly paid bargaining unit classification or from January 1, 2004, whichever is later, exclusive of overtime worked.

59.2 HOURS OF WORK AND OVERTIME

Hours of work for Represented Regular Temporary Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's straight time hourly rate.

59.3 PROBATIONARY PERIOD

Represented Regular Temporary Employees are subject to all terms of the Agreement at such time as a Regular Temporary Employee is appointed to a monthly paid bargaining unit position. This includes the requirement to serve a probationary period.

A Represented Regular Temporary Employee who is hired into the same job without a break in service, in the same unit through open recruitment will have their Regular Temporary hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.

59.4 COMPENSATION

The Salary schedules for Represented Regular Temporary Employees shall be incorporated into this Agreement as Appendix V.

The hourly rate for a Represented Regular Temporary Employee under this Appendix must fall within the salary range for the classified title that best fits the work and may not be below the lowest step of that salary range. If the assigned salary range increases and the hourly rate paid to a temporary hourly employee falls below the lowest step of the salary range, then the hourly rate of that employee will be increased to at least the lowest step of the assigned salary range.

Individual departments may adjust temporary employee hourly rates, within the assigned salary range, unless prohibited by State Law and/or University of Washington policy.

If a bargaining unit Represented Regular Temporary Employee leaves an appointment and is later reemployed by the same department/unit in the same or substantially similar appointment, the employee will be paid an hourly rate not less than their previous wage in the department/unit.

All positions filled by Represented Regular Temporary Employees shall continue to receive the premiums and differentials they received prior to July 1, 2005, including any increases in the amounts of those premiums and differentials as provided for in this Agreement.

59.5 HOLIDAY PREMIUM

If an employee works one of the following holidays, she/he will receive time and one half for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, the Day after Thanksgiving, and Christmas.

59.6 TRAINING

Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.

59. 7 SICK LEAVE

- A. Employees will accrue one (1) hour of sick leave for every forty (40) hours worked (0.025 per hour).
- B. Sick leave accrues at the end of the month and is available for use the following month.
- C. Accrued sick leave may be used
 - a. in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);
 - b. for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason; and
 - c. when the employee's child's school or day care has been closed by a public health official for any health related reason.
- D. Carryover and Separation: Employees may only carryover a maximum of forty (40) hours of accrued sick leave each calendar year. Accrued sick leave is not paid at separation.

APPENDIX I – JOB CLASSIFICATIONS

University-wide Nonsupervisory Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7115	17115	ACCELERATOR TECHNICIAN 1	B4	40
7300	17300	ACCOUNTANT 1	B4	41
7301	17301	ACCOUNTANT 2	B4	45
7302	17302	ACCOUNTANT, SENIOR	B4	51
7045	17045	ADMINISTRATIVE ASSISTANT A	B4	39
XXXX	XXXXX	ADMINISTRATIVE ASSISTANT 1	B4	33
XXXX	XXXXX	ADMINISTRATIVE ASSISTANT 2	B4	37
XXXX	XXXXX	ADMINISTRATIVE ASSISTANT 3	B4	41
7080	17080	ADMINISTRATIVE COORDINATOR	B4	37
7490	17490	ADMISSIONS SPECIALIST	B4	41
7583	17583	AFFIRMATIVE ACTION/HUMAN RIGHTS ASSISTANT	B4	41
7724	17724	ANIMAL TECHNICIAN 1	B4	27
7725	17725	ANIMAL TECHNICIAN 2	B4	28
7726	17726	ANIMAL TECHNICIAN 3	B4	32
7613	17613	BOOK PRODUCTION COORDINATOR	B4	44
7075	17075	BOOKKEEPING MACHINE OPERATOR	B4	30
7550	17550	BROADCAST TECHNICIAN 1	B4	44
7551	17551	BROADCAST TECHNICIAN 2	B4	50
7552	17552	BROADCAST TECHNICIAN 3	B4	54
7335	17335	BUDGET ANALYST	B4	43
7336	17336	BUDGET/FISCAL ANALYST	B4	47
7337	17337	BUDGET/FISCAL ANALYST LEAD	B4	52
7021	17021	BUILDING SERVICES COORDINATOR	B4	33
7119	17119	BUYER 1	B4	38
7120	17120	BUYER 2	B4	44

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7122	17122	BUYER 3	B4	49
7638	17638	CAMPUS SECURITY OFFICER	B4	41
7070	17070	CASHIER 1	B4	28
7071	17071	CASHIER 2	B4	30
7073	17073	CASHIER LEAD	B4	32
8052	18052	CLINIC REPRESENTATIVE 1	B4	26
8053	18053	CLINIC REPRESENTATIVE 2	B4	30
8364	18364	CLINICAL DATA SPECIALIST - CODER	B7BX	40
8365	18365	CLINICAL DATA SPECIALIST - UTIL MANAGEMENT	B7BX	59
8367	18367	CLINICAL DATA SPECIALIST LEAD	B7BX	69
8363	18363	CLINICAL DATA SPECIALIST TRAINEE	B7BX	22
8366	18366	CLINICAL DATA SPECIALIST - CODER/UTIL MANAGEMENT	B7BX	64
8456	18456	CLINICAL EMBRYOLOGIST	B6	62
8457	18457	CLINICAL EMBRYOLOGIST LEAD	B6	69
8455	18455	CLINICAL EMBRYOLOGIST TRAINEE	B6	42
8391	18391	CLINICAL LABORATORY ASSISTANT	B7BX	12
7378	17378	COMMUNICATIONS TECHNICIAN 1	B4	62
7379	17379	COMMUNICATIONS TECHNICIAN 2	B4	66
7380	17380	COMMUNICATIONS TECHNICIAN 3	B4	70
7374	17374	COMPUTER MAINTENANCE TECHNICIAN 1	B4	45
7375	17375	COMPUTER MAINTENANCE TECHNICIAN 3	B4	61
7388	17388	COMPUTER MAINTENANCE TECHNICIAN 4	B4	65
7377	17377	COMPUTER MAINTENANCE TECHNICIAN LEAD	B4	63
7370	17370	COMPUTER OPERATOR 1	B4	30
7371	17371	COMPUTER OPERATOR 2	B4	36
7372	17372	COMPUTER OPERATOR 3	B4	42
7373	17373	COMPUTER OPERATOR LEAD	B4	45

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7945	17945	COMPUTER SERVICES CONSULTANT 1	B4	57
7925	17925	COMPUTER SUPPORT ANALYST 1	B4	49
7926	17926	COMPUTER SUPPORT ANALYST 2	B4	55
7390	17390	COMPUTER SUPPORT SPECIALIST 1	B4	48
7391	17391	COMPUTER SUPPORT SPECIALIST 2	B4	54
7392	17392	COMPUTER SUPPORT SPECIALIST LEAD	B4	60
7939	17939	COMPUTER SUPPORT TECHNICIAN 1	B4	42
7940	17940	COMPUTER SUPPORT TECHNICIAN 2	B4	48
7941	17941	COMPUTER SUPPORT TECHNICIAN 3	B4	51
7019	17019	CONFERENCE COORDINATOR 1	B4	38
7020	17020	CONFERENCE COORDINATOR 2	B4	42
7659	17659	COPY CENTER ASSISTANT/COURIER	B4	27
7656	17656	COPY CENTER COORDINATOR 1	B4	35
7657	17657	COPY CENTER COORDINATOR 2	B4	37
7660	17660	COPY CENTER EQUIPMENT OPERATOR 1	B4	30
7661	17661	COPY CENTER EQUIPMENT OPERATOR 2	B4	33
7662	17662	COPY CENTER EQUIPMENT OPERATOR 3	B4	34
7586	17586	COSTUMER LEAD	B4	39
7585	17585	COSTUMER SPECIALIST	B4	48
7485	17485	CREDENTIALS EVALUATOR 1	B4	31
7486	17486	CREDENTIALS EVALUATOR 2	B4	34
7487	17487	CREDENTIALS EVALUATOR 3	B4	36
7410	17410	CURRICULUM ADVISOR	B4	35
7364	17364	DATA CONTROL TECHNICIAN 1	B4	30
7365	17365	DATA CONTROL TECHNICIAN 2	B4	36
7366	17366	DATA CONTROL TECHNICIAN 3	B4	42
7367	17367	DATA CONTROL TECHNICIAN LEAD	B4	45
7383	17383	DATA ENTRY OPERATOR 1	B4	26
7384	17384	DATA ENTRY OPERATOR 2	B4	28

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7385	17385	DATA ENTRY OPERATOR 3	B4	32
7386	17386	DATA ENTRY OPERATOR LEAD	B4	34
8470	18470	DENTAL ASSISTANT 1	B7BX	5
8471	18471	DENTAL ASSISTANT 2	B7BX	23
8475	18475	DENTAL ASSISTANT-EXPANDED FUNCTION DENTAL AUXILIARY	B7BX	76
8476	18476	DENTAL X-RAY TECHNICIAN 2	B7BX	23
7250	17250	DEVELOPMENT/FUND RAISING EVENTS COORDINATOR	B4	43
8004	18004	DIETARY UNIT CLERK	B7BX	2
8481	18481	DISPENSARY ASSISTANT 2	B4	31
7641	17641	DRAFTING TECHNICIAN 2	B4	48
7642	17642	DRAFTING TECHNICIAN 3	B4	52
7770	17770	EDITOR-PUBLICATIONS 1	B4	50
7771	17771	EDITOR-PUBLICATIONS 2	B4	55
7755	17755	EDITOR-RESEARCH PUBLICATIONS 1	B4	50
7756	17756	EDITOR-RESEARCH PUBLICATIONS 2	B4	55
7757	17757	EDITOR-RESEARCH PUBLICATIONS 3	B4	61
7580	17580	ELECTRONIC MEDIA PRODUCER 1	B4	43
7581	17581	ELECTRONIC MEDIA PRODUCER 2	B4	49
7582	17582	ELECTRONIC MEDIA PRODUCER LEAD	B4	53
7741	17741	ELECTRONICS TECHNICIAN 2	B4	44
7593	17593	EMPLOYMENT TRAINING SPECIALIST 1	B4	37
7595	17595	EMPLOYMENT TRAINING SPECIALIST 2	B4	43
7592	17592	EMPLOYMENT TRAINING SPECIALIST ASSISTANT	B4	32
7594	17594	EMPLOYMENT TRAINING SPECIALIST LEAD	B4	43
7639	17639	ENGINEERING ASSISTANT 1	B4	48
7640	17640	ENGINEERING ASSISTANT 2	B4	54

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7750	17750	ENVIRONMENTAL CONTROL TECHNICIAN 1	B4	34
7752	17752	ENVIRONMENTAL CONTROL TECHNICIAN 3	B4	42
7625	17625	FACILITIES DRAFTING TECHNICIAN 2	B4	48
7621	17621	FACILITIES/PROJECT COST ENGINEER	B4	67
8057	18057	FINANCIAL ACCESS SPECIALIST 1	B4	40
8058	18058	FINANCIAL ACCESS SPECIALIST 2	B4	45
8059	18059	FINANCIAL ACCESS SPECIALIST LEAD	B4	47
8073	18073	FINANCIAL SERVICES COUNSELOR	B4	37
8074	18074	FINANCIAL SERVICES SPECIALIST 1	B4	38
8075	18075	FINANCIAL SERVICES SPECIALIST 2	B4	42
7683	17683	FIRE PROTECTION ENGINEER	B4	71
7684	17684	FIRE PROTECTION ENGINEER-LEAD	B4	76
7036	17036	FISCAL SPECIALIST 1	B4	40
7037	17037	FISCAL SPECIALIST 2	B4	44
7050	17050	FISCAL TECHNICIAN 1	B4	30
7051	17051	FISCAL TECHNICIAN 2	B4	33
7055	17055	FISCAL TECHNICIAN 3	B4	36
7052	17052	FISCAL TECHNICIAN LEAD	B4	37
7488	17488	FOREIGN ADMISSIONS EVALUATOR	B4	36
7026	17026	FORMS ANALYST 1	B4	33
7027	17027	FORMS ANALYST 2	B4	39
7028	17028	FORMS ANALYST 3	B4	45
7483	17483	GRADUATION & ACADEMIC RECORDS SPECIALIST	B4	41
7484	17484	GRADUATION & ACADEMIC RECORDS SPECIALIST LEAD	B4	43
7514	17514	GRAPHIC DESIGNER/ILLUSTRATOR	B4	43
7515	17515	GRAPHIC DESIGNER/ILLUSTRATOR LEAD	B4	49

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7512	17512	GRAPHIC ILLUSTRATOR	B4	33
7503	17503	HEALTH EDUCATION RESOURCES COORDINATOR 1	B4	44
7504	17504	HEALTH EDUCATION RESOURCES COORDINATOR 2	B4	48
8256	18256	HEALTH INFORMATION LEAD	B4	39
8222	18222	HEALTH INFORMATION TECHNICIAN 1	B4	31
8255	18255	HEALTH INFORMATION TECHNICIAN 2	B4	32
8254	18254	HEALTH INFORMATION TECHNICIAN 3	B4	35
7762	17762	HEALTH PHYSICIST 1	B4	52
7763	17763	HEALTH PHYSICIST 2	B4	56
8474	18474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B7BX	50
7587	17587	HUMAN RESOURCE ASSISTANT	B4	35
7588	17588	HUMAN RESOURCE ASSISTANT SENIOR	B4	41
7589	17589	HUMAN RESOURCE COORDINATOR	B4	37
7043	17043	HUMAN SUBJECTS REVIEW COORDINATOR	B4	48
7774	17774	INFORMATION SPECIALIST 1	B4	41
7775	17775	INFORMATION SPECIALIST 2	B4	46
7788	17788	INSTRUCTIONAL TECHNICIAN 2	B4	43
7702	17702	INVENTORY INSPECTOR 1	B4	30
7703	17703	INVENTORY INSPECTOR 2	B4	35
7186	17186	ISC CUSTOMER SERVICE REPRESENTATIVE	B4	42
7181	17181	ISC PAYROLL ACCOUNTANT	B4	53
7180	17180	ISC PAYROLL SPECIALIST	B4	47
7187	17187	ISC SR CUSTOMER SERVICE REPRESENTATIVE	B4	44
7797	17797	LABORATORY HELPER	B4	25
7798	17798	LABORATORY HELPER LEAD	B4	27

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7800	17800	LABORATORY TECHNICIAN 1	B4	28
7801	17801	LABORATORY TECHNICIAN 2	B4	32
7240	17240	LEGAL SECRETARY	B4	38
7241	17241	LEGAL SECRETARY 2	B4	44
7792	17792	MAILING LIST EQUIPMENT OPERATOR 1	B4	24
7793	17793	MAILING LIST EQUIPMENT OPERATOR 2	B4	28
7540	17540	MEDIA ENGINEER A	B4	56
7562	17562	MEDIA LABORATORY COORDINATOR	B4	38
7529	17529	MEDIA MAINTENANCE TECHNICIAN 1	B4	36
7530	17530	MEDIA MAINTENANCE TECHNICIAN 2	B4	42
7531	17531	MEDIA MAINTENANCE TECHNICIAN 3	B4	46
7533	17533	MEDIA MAINTENANCE TECHNICIAN LEAD	B4	48
7561	17561	MEDIA SERVICES DISPATCHER	B4	33
7560	17560	MEDIA SERVICES OPERATOR	B4	30
7520	17520	MEDIA TECHNICIAN	B4	32
7523	17523	MEDIA TECHNICIAN LEAD	B4	43
7521	17521	MEDIA TECHNICIAN SENIOR	B4	40
7557	17557	MEDIA/FILM CLERK 1	B4	26
7558	17558	MEDIA/FILM CLERK 2	B4	28
7559	17559	MEDIA/FILM CLERK 3	B4	33
8085	18085	MEDICAL AIRLIFT COMMUNICATIONS SPEC	B4	47
8265	18265	MEDICAL ASSISTANT	B4	43
8266	18266	MEDICAL ASSISTANT LEAD	B4	46
7511	17511	MEDICAL ILLUSTRATOR	B4	53
8021	18021	MEDICAL TRANSCRIPTIONIST 1	B7BX	14
8022	18022	MEDICAL TRANSCRIPTIONIST 2	B7BX	21
8023	18023	MEDICAL TRANSCRIPTIONIST LEAD	B7BX	28
7728	17728	MESSENGER DRIVER	B4	26
7729	17729	MESSENGER DRIVER LEAD	B4	30

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7220	17220	OFFICE ASSISTANT 1	B4	28
7221	17221	OFFICE ASSISTANT 2	B4	31
7222	17222	OFFICE ASSISTANT 3	B4	34
7223	17223	OFFICE ASSISTANT LEAD	B4	36
7631	17631	OFFSET DUPLICATOR OPERATOR	B4	26
7632	17632	OFFSET DUPLICATOR OPERATOR LEAD	B4	29
7734	17734	ORDER FULFILLMENT COORDINATOR	B4	32
8160	18160	ORTHOTIST-PROSTHETIST TECHNICIAN	B6	50
7658	17658	PARKING ENFORCEMENT OFFICER	B4	33
8072	18072	PATIENT CARE COORDINATOR	B4	46
8066	18066	PATIENT COLLECTIONS LEAD	B6	12
8065	18065	PATIENT COLLECTIONS REPRESENTATIVE	B6	5
8081	18081	PATIENT FINANCIAL SERVICES SPECIALIST 1	B6	3
8082	18082	PATIENT FINANCIAL SERVICES SPECIALIST 2	B6	15
8070	18070	PATIENT REPRESENTATIVE	B4	44
8078	18078	PATIENT SERVICES REPRESENTATIVE COORDINATOR	B4	37
8090	18090	PATIENT SERVICES SPECIALIST 1-TRAINEE	B4	34
8091	18091	PATIENT SERVICES SPECIALIST 2	B4	37
8092	18092	PATIENT SERVICES SPECIALIST 3	B4	39
8094	18094	PATIENT SERVICES SPECIALIST EDU-QA	B4	44
8093	18093	PATIENT SERVICES SPECIALIST LEAD	B4	44
7058	17058	PAYROLL & BENEFITS COORDINATOR	B4	41
7060	17060	PAYROLL TECHNICIAN 1	B4	26
7061	17061	PAYROLL TECHNICIAN 2	B4	31
7062	17062	PAYROLL TECHNICIAN LEAD	B4	33
7780	17780	PHOTOGRAPHER 1	B4	43

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7781	17781	PHOTOGRAPHER 2	B4	47
7779	17779	PHOTOGRAPHIC TECHNICIAN	B4	32
7420	17420	PIANO TECHNICIAN	B4	41
7204	17204	PLANNING ANALYST 1	B4	52
7205	17205	PLANNING ANALYST 2	B4	57
7206	17206	PLANNING ANALYST 3	B4	62
7270	17270	POLICE DISPATCHER	B4	50
7271	17271	POLICE DISPATCHER LEAD	B4	52
7325	17325	PRESERVATION AND MUSEUM SPECIALIST 1	B4	32
7326	17326	PRESERVATION AND MUSEUM SPECIALIST 2	B4	38
7327	17327	PRESERVATION AND MUSEUM SPECIALIST 3	B4	42
7328	17328	PRESERVATION AND MUSEUM SPECIALIST 4	B4	47
7202	17202	PROCEDURES ANALYST 1	B4	47
7203	17203	PROCEDURES ANALYST 2	B4	52
7125	17125	PROCUREMENT REPRESENTATIVE	B4	32
7255	17255	PROGRAM ASSISTANT	B4	35
7256	17256	PROGRAM COORDINATOR	B4	40
8241	18241	QUALITY ASSURANCE COORDINATOR	B7BX	78
7236	17236	RECORDER	B4	33
7047	17047	RECORDS ANALYST 1	B4	41
7048	17048	RECORDS ANALYST 2	B4	46
7049	17049	RECORDS ANALYST 3	B4	53
7168	17168	RECREATION COORDINATOR 2	B4	53
7851	17851	RESEARCH AIDE 2	B4	37
7030	17030	RESEARCH ANALYST 1	B4	37

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7031	17031	RESEARCH ANALYST 2	B4	42
7032	17032	RESEARCH ANALYST 3	B4	47
7005	17005	RESEARCH ANALYST LEAD	B4	50
7853	17853	RESEARCH LITERATURE ANALYST	B4	42
7867	17867	RESEARCH STUDY ASSISTANT	B4	33
7868	17868	RESEARCH STUDY COORDINATOR 1	B4	38
7869	17869	RESEARCH STUDY COORDINATOR 2	B4	43
7870	17870	RESEARCH STUDY COORDINATOR LEAD	B4	43
7510	17510	RESEARCH/EXTENSION PROGRAM ASSISTANT	B4	38
7720	17720	RETAIL CLERK 1	B4	26
7721	17721	RETAIL CLERK 2	B4	28
7722	17722	RETAIL CLERK LEAD	B4	32
7686	17686	SAFETY PROFESSIONAL 1	B4	50
7688	17688	SAFETY PROFESSIONAL 2	B4	54
7506	17506	SCIENCE INSTRUCTION DESIGNER 1	B4	44
7507	17507	SCIENCE INSTRUCTION DESIGNER 2	B4	49
7784	17784	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 1	B4	44
7785	17785	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 2	B4	47
7769	17769	SCIENTIFIC STORES ATTENDANT	B4	36
7243	17243	SECRETARY	B4	33
7246	17246	SECRETARY LEAD	B4	39
7244	17244	SECRETARY SENIOR	B4	36
7644	17644	SECURITY GUARD	B4	34
7176	17176	SPORTS EQUIPMENT ATTENDANT 1	B4	24
7177	17177	SPORTS EQUIPMENT ATTENDANT 2	B4	25
7169	17169	SPORTS EQUIPMENT TECHNICIAN	B4	27
7573	17573	STAGE TECHNICIAN 2	B4	40

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7234	17234	STATISTICAL TYPIST	B4	32
7911	17911	SYSTEMS ANALYST/PROGRAMMER 1	B4	53
7912	17912	SYSTEMS ANALYST/PROGRAMMER 2	B4	59
7913	17913	SYSTEMS ANALYST/PROGRAMMER 3	B4	65
7238	17238	TECHNICAL SECRETARY	B4	36
7288	17288	TELECOMMUNICATIONS ANALYST 1	B4	58
7289	17289	TELECOMMUNICATIONS ANALYST 2	B4	62
7287	17287	TELECOMMUNICATIONS ANALYST 3	B4	65
7281	17281	TELEPHONE COMMUNICATIONS OPERATOR-HOSPITAL	B7BX	00
7285	17285	TELEPHONE COMMUNICATIONS OPERATOR LEAD-HOSPITAL	B7BX	7
7464	17464	TELEPHONE SYSTEMS TECHNICIAN	B4	46
7646	17646	TRAFFIC GUIDE	B4	33
7647	17647	TRAFFIC GUIDE LEAD	B4	35
7545	17545	TV/VIDEO EQUIPMENT OPERATOR 1	B4	31
7546	17546	TV/VIDEO EQUIPMENT OPERATOR 2	B4	36
7547	17547	TV/VIDEO EQUIPMENT OPERATOR LEAD	B4	39
8028	18028	UTILIZATION REVIEW COORDINATOR	B4	31
7472	17472	VETERANS ADVISOR	B4	36
7260	17260	WORD PROCESSING OPERATOR 1	B4	31
7261	17261	WORD PROCESSING OPERATOR 2	B4	33
7262	17262	WORD PROCESSING OPERATOR LEAD	B4	37

University-wide Supervisory Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7011	17011	ACCOUNTING SUPERVISOR	B4	51
7044	17044	ADMINISTRATIVE ASSISTANT A - SUPERVISORY	B4	41
7046	17046	ADMINISTRATIVE ASSISTANT B	B4	42
XXXX	1XXXX	ADMINISTRATIVE ASSISTANT LEAD	B4	43
XXXX	1XXXX	ADMINISTRATIVE ASSISTANT SUPERVISOR	B4	48
7727	17727	ANIMAL TECHNICIAN SUPERVISOR	B4	36
8343	18343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	B7BX	108
7553	17553	BROADCAST TECHNICIAN SUPERVISOR	B4	58
7339	17339	BUDGET/FISCAL OPERATIONS SUPERVISOR	B4	58
7338	17338	BUDGET/FISCAL UNIT SUPERVISOR	B4	55
7022	17022	BUILDING SERVICES SUPERVISOR	B4	38
7636	17636	CAMPUS SECURITY SERGEANT	B4	51
8428	18428	CARDIAC SONOGRAPHER SUPERVISOR	BH	20
7072	17072	CASHIER SUPERVISOR	B4	35
8368	18368	CLINICAL DATA SPECIALIST SUPERVISOR	B7BX	79
7382	17382	COMMUNICATIONS TECHNICIAN SUPERVISOR	B4	74
7956	17956	COMPUTER OPERATOR SUPERVISOR	B4	50
7650	17650	COPY CENTER SUPERVISOR	B4	40
7344	17344	CREDIT MANAGER A	B4	35
7345	17345	CREDIT MANAGER B	B4	43
7362	17362	DATA CONTROL SUPERVISOR	B4	50
8477	18477	DENTAL CLINIC SUPERVISOR 1	B4	41
8478	18478	DENTAL CLINIC SUPERVISOR 2	B4	45
8347	18347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV	BH	23

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8298	18298	ELECTROCARDIOGRAPH LABORATORY SUPV	B7BX	57
8060	18060	FINANCIAL ACCESS SPECIALIST SUPERVISOR	B4	51
8076	18076	FINANCIAL SERVICES SPECIALIST SUPERVISOR	B4	48
7068	17068	FISCAL SPECIALIST SUPERVISOR	B4	47
7053	17053	FISCAL TECHNICIAN SUPERVISOR	B4	40
7024	17024	FOOD SERVICE SUPERVISOR 1	B4	42
7025	17025	FOOD SERVICE SUPERVISOR 2	B4	44
7516	17516	GRAPHIC DESIGN/ILLUSTRATOR SUPERVISOR	B4	53
7210	17210	GROUNDS SUPERVISOR 1	B4	41
8257	18257	HEALTH INFORMATION SUPERVISOR	B4	49
8279	18279	IMAGING TECHNOLOGIST-SUPERVISOR	BH	18
7306	17306	LIBRARY MATERIALS CONSERVATION SUPERVISOR	B4	38
7312	17312	LIBRARY SPECIALIST I - SUPERVISOR	B4	43
7313	17313	LIBRARY SPECIALIST II - SUPERVISOR	B4	47
7320	17320	LIBRARY SUPERVISOR I	B4	39
7321	17321	LIBRARY SUPERVISOR II	B4	43
7794	17794	MAIL SERVICES SUPERVISOR	B4	39
7211	17211	MAINTENANCE & CONSTRUCTION COORDINATOR A	B4	66
7208	17208	MAINTENANCE SUPERVISOR 1	B4	64
7209	17209	MAINTENANCE SUPERVISOR 2	B4	68
7173	17173	MANAGER-SWIMMING POOLS	B4	51
7541	17541	MEDIA ENGINEER B	B4	61
7532	17532	MEDIA MAINTENANCE SUPERVISOR	B4	50
7522	17522	MEDIA TECHNICIAN SUPERVISOR	B4	46

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8086	18086	MEDICAL AIRLIFT COMMUNICATIONS SUPERVISOR	B4	52
8267	18267	MEDICAL ASSISTANT SUPERVISOR	B4	50
8024	18024	MEDICAL TRANSCRIPTION SUPERVISOR	B7BX	38
8414	18414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR	BH	35
7215	17215	OFFICE SUPPORT SUPERVISOR 1	B4	42
7216	17216	OFFICE SUPPORT SUPERVISOR 2	B4	46
8436	18436	OPHTHALMIC TECHNICIAN SUPERVISOR	B4	60
7735	17735	ORDER FULFILLMENT COORDINATOR SUPERVISOR	B4	35
7733	17733	ORDER SERVICE COORDINATOR SUPERVISOR	B4	35
7652	17652	PARKING SUPERVISOR 1	B4	38
7653	17653	PARKING SUPERVISOR 2	B4	44
7651	17651	PARKING SUPERVISOR 3	B4	48
8069	18069	PATIENT CARE COORDINATOR SUPERVISOR	B4	50
8083	18083	PATIENT FINANCIAL SERVICES SUPERVISOR	B4	48
8071	18071	PATIENT REPRESENTATIVE SUPERVISOR	B4	50
8095	18095	PATIENT SERVICES SPECIALIST SUPERVISOR	B4	47
7782	17782	PHOTOGRAPHY SUPERVISOR	B4	51
7272	17272	POLICE DISPATCH SUPERVISOR	B4	56
7015	17015	PROGRAM MANAGER A	B4	42
7259	17259	PROGRAM SUPPORT SUPERVISOR I	B4	44
7257	17257	PROGRAM SUPPORT SUPERVISOR II	B4	47
7245	17245	SECRETARY SUPERVISOR	B4	43
7170	17170	SPORTS EQUIPMENT MANAGER 1	B4	30

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7171	17171	SPORTS EQUIPMENT MANAGER 2	B4	34
7768	17768	STOCKROOM SUPERVISOR	B4	37
7509	17509	SUPERVISOR-MEDIA TECHNICAL SERVICES	B4	54
7286	17286	TELEPHONE COMMUNICATIONS SUPERVISOR	B7BX	18
7548	17548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	B4	42
7207	17207	UTILITY WORKER SUPERVISOR	B4	38

Healthcare Professional/Laboratory Technical Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8340	18340	ADVANCED CARDIAC TECHNOLOGIST	B8	98
8341	18341	ADVANCED CARDIAC TECHNOLOGIST LEAD	BY	3
8326	18236	ANATOMIC PATHOLOGY TECHNICIAN	B8	55
8325	18325	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B8	40
8327	18327	ANATOMIC PATHOLOGY TECHNOLOGIST	B8	66
8312	18312	ANESTHESIOLOGY TECHNICIAN 2	BT	30
8290	18290	CARDIAC MONITOR TECHNICIAN	B5	36
8422	18422	CARDIAC SONOGRAPHER 1	BF	49
8423	18423	CARDIAC SONOGRAPHER 2	BF	52
8427	18427	CARDIAC SONOGRAPHER LEAD	BF	60
8424	18424	CARDIAC SONOGRAPHER SPECIALIST	BF	56
8451	18451	CLINIC CYTOGENETIC TECHNOLOGIST	B8	64
8453	18453	CLINIC CYTOGENETIC TECHNOLOGIST SPECIALIST	B8	77

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8450	18450	CLINIC CYTOGENETIC TECHNOLOGIST TRAINEE	B8	49
8330	18330	CLINICAL LABORATORY TECHNICIAN 1	B8	30
8331	18331	CLINICAL LABORATORY TECHNICIAN 2	B8	36
8332	18332	CLINICAL LABORATORY TECHNICIAN LEAD	B8	46
8465	18465	DENTAL HYGIENIST	BG	96
8462	18462	DENTAL LABORATORY TECHNICIAN 3	B5	41
8345	18345	DIAGNOSTIC MEDICAL SONOGRAPHER	BF	52
8346	18346	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BF	63
8348	18348	DIAGNOSTIC MEDICAL SONOGRAPHER SPECIALIST	BF	55
8351	18351	DIALYSIS/PHARESIS TECHNICIAN	B1	46
8354	18354	DIALYSIS/PHARESIS TECHNICIAN LEAD	B1	56
8295	18295	ELECTROCARDIOGRAPH TECHNICIAN 1	B8	33
8296	18296	ELECTROCARDIOGRAPH TECHNICIAN 2	B8	43
8297	18297	ELECTROCARDIOGRAPH TECHNICIAN LEAD	B8	51
8370	18370	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	BT	38
8371	18371	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	BT	48
8373	18372	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	BT	55
	18469	GASTRIC SURGERY TECHNICIAN	BG	66
8272	18272	IMAGING TECHNOLOGIST	BF	32
8274	18274	IMAGING TECHNOLOGIST- ANGIOGRAPHY	BF	50
8273	18273	IMAGING TECHNOLOGIST-COMPUTED TOMO	BF	41

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8276	18276	IMAGING TECHNOLOGIST-LEAD	BF	60
8275	18275	IMAGING TECHNOLOGIST-MAGNETIC RES IMAGING	BF	53
8277	18277	IMAGING TECHNOLOGIST-MAMMO	BF	41
8087	18087	MEDICAL INTERPRETER 1	B5	41
8088	18088	MEDICAL INTERPRETER 2	B5	44
8096	18096	MEDICAL INTERPRETER, ASL	B5	53
8089	18089	MEDICAL INTERPRETER CASEWORKER/CULTURAL MEDIATOR	B5	45
8400	18400	MEDICAL LABORATORY SCIENTIST 1	BG	70
8403	18403	MEDICAL LABORATORY SCIENTIST 2	BG	77
8401	18401	MEDICAL LABORATORY SCIENTIST LEAD	BG	84
8402	18402	MEDICAL LABORATORY SCIENTIST-TRAINEE	BG	66
8405	18405	NUCLEAR MED P.E.T./CT TECH	BF	73
8415	18415	NUCLEAR MED TECHNOLOGIST 1	BF	55
8416	18416	NUCLEAR MED TECHNOLOGIST 2	BF	62
8412	18412	NUCLEAR MED TECHNOLOGIST LEAD	BF	79
8437	18437	OB TECHNOLOGIST	BG	34
8139	18139	OCCUPATIONAL THERAPY ASSISTANT 2	BG	50
8431	18431	OPHTHALMIC SPECIALIST	B5	51
8432	18432	OPHTHALMIC TECHNICIAN 1	B5	44
8433	18433	OPHTHALMIC TECHNICIAN 2	B5	47
8434	18434	OPHTHALMIC TECHNICIAN LEAD	B5	54
8463	18463	ORAL MAXILLO FACIAL SURGERY TECHNICIAN	B8	62
8159	18159	ORTHOPAEDIC TECHNICIAN II	B8	47
8038	18038	PHARMACY TECHNICIAN 1	BG	35
8041	18041	PHARMACY TECHNICIAN 2	BG	40
8036	18036	PHARMACY TECHNICIAN LEAD	BG	45

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8394	18394	PHLEBOTOMIST	B8	10
8395	18395	PHLEBOTOMIST LEAD	B8	17
8130	18130	PHYSICAL THERAPIST 1	BG	93
8131	18131	PHYSICAL THERAPIST 2	B3	01
8132	18132	PHYSICAL THERAPIST 3	B3	07
8133	18133	PHYSICAL THERAPIST SPECIALIST	B3	14
8128	18128	PHYSICAL THERAPY ASSISTANT 1	B8	53
8129	18129	PHYSICAL THERAPY ASSISTANT 2	BG	61
8418	18418	PULMONARY FUNCTION TECHNOLOGIST 2	BG	60
8449	18449	RADIATION THERAPY DOSIMETRIST	B3	38
8438	18438	RADIATION THERAPY SPECIALIST	B3	1
8445	18445	RADIATION THERAPY TECHNOLOGIST	BG	95
8446	18446	RADIATION THERAPY TECHNOLOGIST LEAD	B3	4
8153	18153	RESPIRATORY CARE ASSISTANT	BT	6
8156	18156	RESPIRATORY CARE LEAD	BT	63
8155	18155	RESPIRATORY CARE PRACTITIONER	BT	54
8151	18151	RESPIRATORY CARE SPECIALIST	BT	73
8112	18112	SOCIAL WORK ASSISTANT 2	BD	14
8055	18055	SPECIMEN PROCESSING TECHNICIAN	B7BX	14
8056	18056	SPECIMEN PROCESSING TECHNICIAN LEAD	B8	26
8430	18430	SURGICAL TECHNOLOGIST	BG	47
8135	18135	THERAPEUTIC RECREATOR 1	BG	70
8134	18134	THERAPEUTIC RECREATOR 2	BG	77
8435	18435	VASCULAR SONOGRAPHER	BF	52
8439	18439	VASCULAR SONOGRAPHER LEAD	BF	60

Research Technologist Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8380	18380	HISTOLOGIC TECHNICIAN 1	B7BX	40
8381	18381	HISTOLOGIC TECHNICIAN 2	B7BX	49
8379	18379	HISTOTECHNOLOGIST	B7BX	59
7859	17859	RESEARCH TECHNOLOGIST 1	B4	35
7860	17860	RESEARCH TECHNOLOGIST 2	B4	40
7861	17861	RESEARCH TECHNOLOGIST 3	B4	44

Research Technologist Supervisor Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
7863	17863	RESEARCH TECHNOLOGIST SUPERVISOR	B4	49

HMC Technical Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8145	18145	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B8	40
8146	18146	ANATOMIC PATHOLOGY TECHNICIAN	B8	55
8147	18147	ANATOMIC PATHOLOGY TECHNOLOGIST	B8	66
8122	18122	CLINICAL AUTOPSY COORDINATOR	BG	60
8335	18335	CYTOTECHNOLOGIST 1	BG	83
8336	18336	CYTOTECHNOLOGIST 2	BG	93
8495	18495	POLYSOMNOGRAPHIC TECHNICIAN 1	BG	54
8496	18496	POLYSOMNOGRAPHIC TECHNICIAN 2	BG	64

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8497	18497	POLYSOMNOGRAPHIC TECHNOLOGIST	BG	71

UW Medicine Contact Center Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8102	18102	ADMINISTRATIVE COORDINATOR-CONTACT CTR	B4	39
8106	18106	CONTACT CENTER QUALITY ASSURANCE COORD	B4	45
8097	18097	CONTACT CENTER REPRESENTATIVE 1	B4	42
8098	18098	CONTACT CENTER REPRESENTATIVE 2	B4	43
8099	18099	CONTACT CENTER REPRESENTATIVE 3	B4	45
8100	18100	DATA ENTRY OPERATOR-CONTACT CENTER	B4	33
8105	18105	PROCEDURES ANALYST 2-CONTACT CENTER	B4	52
8101	18101	PROGRAM ASSISTANT-CONTACT CENTER	B4	36

UW Medicine Contact Center Supervisor Bargaining Unit

Job Code	WD Job Code	Job Classification	Pay Table	Salary Range
8103	18103	CONTACT CENTER SUPERVISOR	B4	53

APPENDIX II – DIFFERENTIALS

University-wide Nonsupervisory Bargaining Unit

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8364	CLINICAL DATA SPECIALIST - CODER	\$1.50	\$2.25	\$3.00	\$1.50
8365	CLINICAL DATA SPECIALIST - UTIL MGMT	\$1.50	\$2.25	\$3.00	\$1.50
8367	CLINICAL DATA SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8363	CLINICAL DATA SPECIALIST TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8366	CLINICAL DATA SPECIALIST-CODER/UTIL MGMT	\$1.50	\$2.25	\$3.00	\$1.50
8456	CLINICAL EMBRYOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
8457	CLINICAL EMBRYOLOGIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8455	CLINICAL EMBRYOLOGIST TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8391	CLINICAL LABORATORY ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
7378	COMMUNICATIONS TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
7379	COMMUNICATIONS TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
7380	COMMUNICATIONS TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
8470	DENTAL ASSISTANT 1	\$1.50	\$2.25	\$3.00	\$1.50
8471	DENTAL ASSISTANT 2	\$1.50	\$2.25	\$3.00	\$1.50
8004	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8057	FINANCIAL ACESS SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8058	FINANCIAL ACESS SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8059	FINANCIAL ACESS SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8073	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.00	\$1.50
8074	FINANCIAL SERVICES SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8075	FINANCIAL SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8256	HEALTH INFORMATION LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8222	HEALTH INFORMATION TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8255	HEALTH INFORMATION TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8254	HEALTH INFORMATION TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
8474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.00	\$1.50
8085	MEDICAL AIR LIFT COMMUNICATIONS SPEC	\$1.50	\$2.25	\$3.00	\$1.50
8265	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8266	MEDICAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8021	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8022	MEDICAL TRANSCRIPTIONIST 2	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8023	MEDICAL TRANSCRIPTIONIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8160	ORTHOTIST-PROSTHETIST TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8072	PATIENT CARE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
8066	PATIENT COLLECTIONS LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8065	PATIENT COLLECTIONS REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50
8081	PATIENT FINANCIAL SERVICES SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8082	PATIENT FINANCIAL SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8070	PATIENT REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50
8078	PATIENT SERVICES REP COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
8090	PATIENT SERVICES SPECIALIST 1-TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8091	PATIENT SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8092	PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.00	\$1.50
8094	PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.00	\$1.50
8093	PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8241	QUALITY ASSURANCE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
7281	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	\$1.50	\$2.25	\$3.00	\$1.50
7285	TELEPHONE COMMUNICATIONS OPR LEAD-HOSP	\$1.50	\$2.25	\$3.00	\$1.50

University-wide Supervisory Bargaining Unit

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8368	CLINICAL DATA SPECIALIST SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8060	FINANCIAL ACCESS SPECIALIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8076	FINANCIAL SERVICES SPECIALIST SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8257	HEALTH INFORMATION SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8024	MEDICAL TRANSCRIPTION SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8069	PATIENT CARE COORDINATOR SUPV	\$1.50	\$2.25	\$3.00	\$1.50
8083	PATIENT FINANCIAL SERVICES SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
8071	PATIENT REPRESENTATIVE SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8095	PATIENT SERVICES SPECIALIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
7286	TELEPHONE COMMUNICATIONS SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50

Healthcare Professional/Laboratory Technical Bargaining Unit

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8130	PHYSICAL THERAPIST 1	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules) \$4.00 (employees on fixed schedules)
8131	PHYSICAL THERAPIST 2	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules) \$4.00 (employees on fixed schedules)
8132	PHYSICAL THERAPIST 3	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules) \$4.00 (employees on fixed schedules)

Class Code	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
8133	PHYSICAL THERAPIST SPECIALIST	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules) \$4.00 (employees on fixed schedules)

For the most current information regarding earnings types applicable to Health Care Professional/Technical classes, please refer to the Employment Earnings Type Information on the web at: <http://www.washington.edu/admin/hr/ocpsp/earnings/ern.pgs/>

APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS

University-wide Nonsupervisory Bargaining Unit

Job Code	Job Classification
7301	ACCOUNTANT 2
7302	ACCOUNTANT, SENIOR
7336	BUDGET/FISCAL ANALYST
7337	BUDGET/FISCAL ANALYST LEAD
7122	BUYER 3
7683	FIRE PROTECTION ENGINEER
7684	FIRE PROTECTION ENGINEER LEAD
7504	HEALTH EDUCATION RESOURCES COORDINATOR 2
7762	HEALTH PHYSICIST 1
7763	HEALTH PHYSICIST 2
7043	HUMAN SUBJECTS REVIEW COORDINATOR
7511	MEDICAL ILLUSTRATOR
7205	PLANNING ANALYST 2
7206	PLANNING ANALYST 3
7688	SAFETY PROFESSIONAL 2
7507	SCIENTIFIC INSTRUCTION DESIGNER 2
7287	TELECOMMUNICATIONS ANALYST 3

University-wide Supervisory Bargaining Unit

Job Code	Job Classification
7011	ACCOUNTING SUPERVISOR
7553	BROADCAST TECHNICIAN SUPERVISOR
7339	BUDGET/FISCAL OPERATIONS SUPERVISOR
7338	BUDGET/FISCAL UNIT SUPERVISOR
8342	CARDIAC TECHNOLOGIST SUPERVISOR
8368	CLINICAL DATA SPECIALIST SUPERVISOR
7382	COMMUNICATIONS TECHNICIAN SUPERVISOR
7956	COMPUTER OPERATOR SUPERVISOR
7345	CREDIT MANAGER B

Job Code	Job Classification
7362	DATA CONTROL SUPERVISOR
8477	DENTAL CLINIC SUPERVISOR 1
8478	DENTAL CLINIC SUPERVISOR 2
8347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV
8076	FINANCIAL SERVICES SPECIALIST SUPERVISOR
7516	GRAPHIC DESIGNER/ILLUSTRATOR SUPERVISOR
7210	GROUPS SUPERVISOR
8257	HEALTH INFORMATION SUPERVISOR
8279	IMAGING TECHNOLOGIST-SUPERVISOR
7313	LIBRARY SPECIALIST II - SUPERVISOR
7321	LIBRARY SUPERVISOR II
7794	MAIL SERVICES SUPERVISOR
7208	MAINTENANCE SUPERVISOR 1
7209	MAINTENANCE SUPERVISOR 2
7173	MANAGER - SWIMMING POOLS
7541	MEDIA ENGINEER B
7532	MEDIA MAINTENANCE SUPERVISOR
8414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR
7216	OFFICE SUPPORT SUPERVISOR 2
8436	OPHTHALMIC TECHNICIAN SUPERVISOR
7653	PARKING SUPERVISOR 2
7651	PARKING SUPERVISOR 3
8083	PATIENT FINANCIAL SERVICES SUPERVISOR
8071	PATIENT REPRESENTATIVE SUPERVISOR
7782	PHOTOGRAPHY SUPERVISOR
7015	PROGRAM MANAGER A
7259	PROGRAM SUPPORT SUPERVISOR I
7257	PROGRAM SUPPORT SUPERVISOR II
7768	STOCKROOM SUPERVISOR
7509	SUPERVISOR - MEDIA TECHNICAL SERVICES
7548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR

APPENDIX IV – LAYOFF SENIORITY UNITS

1. Office of the President (includes Attorney General's Office and Intercollegiate Athletics)
2. Applied Physics Laboratory
3. Libraries (excludes Law Library)
4. Office of Minority Affairs and Diversity
5. College of Engineering
6. College of Built Environments
7. School of Law
8. Evans School of Public Policy and Governance
9. School of Social Work
10. College of the Environment
11. Global Health
12. Information School
11. Foster School of Business
12. College of Education except for Experimental Education Unit
13. Experimental Education Unit
14. Undergraduate Academic Affairs
15. School of Dentistry
16. School of Nursing
17. School of Pharmacy
18. School of Public Health and Community Medicine
19. Facilities Services and Capital Planning & Development
20. Arts and Sciences – Arts
21. Arts and Sciences – Humanities
22. Arts and Sciences – Social Sciences
23. Arts and Sciences – Natural Sciences
24. Arts and Sciences – Biology, Psychology, Speech and Hearing Sciences
25. Arts and Sciences – Dean's Office and Burke Museum
26. Vice President of Student Affairs except Housing and Food Services
27. Housing and Food Services
28. Vice President for External Affairs
29. Vice President for University Advancement
30. Vice President for Human Resources
31. Creative Communications
32. Purchasing and Stores
33. Financial Accounting
34. Payables Administration, Travel
35. Student Fiscal Services
36. Grant & Contract Accounting, Payroll, Management Accounting & Analysis, Treasury, Controller's Office, Equipment Inventory Office, Other Financial Management Units
37. Special Employment Programs
38. Health Sciences Administration: HS Academic Services and Facilities

39. Health Sciences Administration: Alcohol and Drug Abuse Institute Administration – Center on Human Development and Disability
40. Health Sciences Administration – Hall Health; Environmental Health and Safety
41. Health Sciences Administration – Washington National Primate Research Center
42. Health Sciences Administration – All Other –Finance and Administration, News and Community Relations, Office of the Executive Director
43. Office of the Vice President for Medical Affairs and Dean of School of Medicine administrative/program units including the Interdisciplinary Graduate Programs: Biomolecular Structure & Design Program, Molecular and Cell Biology Program, Compliance, Community Relations, Development and Program for Neurobiology and Behavior

School of Medicine Departments to be broken down as follows:

44. Anesthesiology and Pain Medicine
45. Biochemistry
46. Biological Structure, Bioengineering, Microbiology, Genome Sciences, Department of Neurology
47. Clinical Research Center
48. Comparative Medicine
49. Family Medicine
50. Immunology
51. Laboratory Medicine
52. Bioethics and Humanities, Biomedical Informatics and Medical Education
53. Medicine
54. Neurological Surgery
55. Obstetrics/Gynecology
56. Ophthalmology
57. Orthopedics
58. Otolaryngology
59. Pathology
60. Pediatrics
61. Pharmacology
62. Physiology and Biophysics
63. Psychiatry and Behavioral Sciences
64. Radiation Oncology, Radiology
65. Rehabilitation Medicine
66. Surgery
67. Urology

UW Technology:

68. Office of the VP, Business & Finance
69. IT Infrastructure
70. Office of Information Management

UW Medical Centers Shared Services

71. Information Technology

- 72. Patient Financial Services
- 73. UW Medicine Contact Center

Harborview Medical Center

- 74. Executive Director, Chief Operating Officer, Hiring authority for HMC and all other units not listed below
- 75. Associate Administrator – Surgical Emergent Integrated Clinical Services
- 76. Associate Administrator – Ambulatory Care and Allied Care Services
- 77. Associate Administrator – Patient Care Service
- 78. Associate Administrator – Finance
- 79. Medical Director

UW Medical Center

- 80. Executive Director, UWMC and all other units not listed below
- 81. Associate Administrator – Chief Nursing Officer
- 82. Senior Associate Administrator – Planning, Marketing, Design & Construction
- 83. Associate Administrator – Chief Financial Officer
- 84. Associate Administrator for Support Services
- 85. Associate Administrator – Ambulatory Services
- 86. Medical Director's Office

Provost Units, UW Bothell, UW Tacoma

- 87. Planning and Management – Vice Provost for
- 88. Provost, Office of the – all Provost's units not delineated as separate units including the Enrollment Management Division (Student Financial Aid/Veteran's Benefits, Office of the University Registrar, Undergraduate Admissions, International Student Services, and Finance and Administration Shared Services).
- 89. Educational Outreach – Vice President for
- 90. Vice Provost for Research and Dean of Graduate School
- 91. University of Washington, Bothell
- 92. University of Washington, Tacoma

Physical Therapists

- 93. Eastside Clinic, Stadium Clinic, Exercise Training, and Urology Clinic
- 94. UWMC

APPENDIX V – PAYTABLES

University of Washington - Contract Classified SEIU Local 925 HEALTHCARE PROFESSIONAL TECHNICAL

PAY TABLE B1 Effective July 1, 2017

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0					\$2,627	\$2,702	\$2,783	\$2,870	\$2,898	\$2,926	\$2,954	\$2,982	\$3,044	\$3,075	\$3,106	\$3,139	\$3,231	\$3,330	\$3,433	\$3,536
\$/yr					31,524	32,424	33,396	34,440	34,776	35,112	35,448	35,784	36,528	36,900	37,272	37,668	38,772	39,960	41,196	42,432
\$/hr					15.16	15.59	16.06	16.56	16.72	16.88	17.04	17.20	17.56	17.74	17.92	18.11	18.64	19.21	19.81	20.40
1					\$2,650	\$2,733	\$2,811	\$2,895	\$2,922	\$2,951	\$2,987	\$3,015	\$3,075	\$3,106	\$3,139	\$3,170	\$3,263	\$3,364	\$3,469	\$3,573
\$/yr					31,800	32,796	33,732	34,740	35,064	35,412	35,844	36,180	36,900	37,272	37,668	38,040	39,156	40,368	41,628	42,876
\$/hr					15.29	15.77	16.22	16.70	16.86	17.03	17.23	17.39	17.74	17.92	18.11	18.29	18.83	19.41	20.01	20.61
2					\$2,676	\$2,757	\$2,845	\$2,925	\$2,953	\$2,981	\$3,019	\$3,049	\$3,106	\$3,139	\$3,170	\$3,205	\$3,299	\$3,400	\$3,501	\$3,606
\$/yr					32,112	33,084	34,140	35,100	35,436	35,772	36,228	36,588	37,272	37,668	38,040	38,460	39,588	40,800	42,012	43,272
\$/hr					15.44	15.91	16.41	16.88	17.04	17.20	17.42	17.59	17.92	18.11	18.29	18.49	19.03	19.62	20.20	20.80
3				\$2,627	\$2,702	\$2,783	\$2,870	\$2,954	\$2,982	\$3,012	\$3,044	\$3,074	\$3,139	\$3,170	\$3,205	\$3,231	\$3,330	\$3,433	\$3,538	\$3,644
\$/yr				31,524	32,424	33,396	34,440	35,448	35,784	36,144	36,528	36,888	37,668	38,040	38,460	38,772	39,960	41,196	42,456	43,728
\$/hr				15.16	15.59	16.06	16.56	17.04	17.20	17.38	17.56	17.73	18.11	18.29	18.49	18.64	19.21	19.81	20.41	21.02
4				\$2,650	\$2,733	\$2,811	\$2,895	\$2,987	\$3,015	\$3,045	\$3,075	\$3,106	\$3,170	\$3,205	\$3,231	\$3,263	\$3,364	\$3,469	\$3,572	\$3,679
\$/yr				31,800	32,796	33,732	34,740	35,844	36,180	36,540	36,900	37,272	38,040	38,460	38,772	39,156	40,368	41,628	42,864	44,148
\$/hr				15.29	15.77	16.22	16.70	17.23	17.39	17.57	17.74	17.92	18.29	18.49	18.64	18.83	19.41	20.01	20.61	21.23
5				\$2,676	\$2,757	\$2,845	\$2,925	\$3,019	\$3,049	\$3,078	\$3,106	\$3,137	\$3,205	\$3,231	\$3,263	\$3,299	\$3,400	\$3,501	\$3,607	\$3,715
\$/yr				32,112	33,084	34,140	35,100	36,228	36,588	36,936	37,272	37,644	38,460	38,772	39,156	39,588	40,800	42,012	43,284	44,580

\$/hr			15.44	15.91	16.41	16.88	17.42	17.59	17.76	17.92	18.10	18.49	18.64	18.83	19.03	19.62	20.20	20.81	21.43	
6		\$2,627	\$2,702	\$2,783	\$2,870	\$2,954	\$3,044	\$3,074	\$3,104	\$3,139	\$3,168	\$3,231	\$3,263	\$3,299	\$3,330	\$3,433	\$3,538	\$3,639	\$3,749	
\$/yr		31,524	32,424	33,396	34,440	35,448	36,528	36,888	37,248	37,668	38,016	38,772	39,156	39,588	39,960	41,196	42,456	43,668	44,988	
\$/hr		15.16	15.59	16.06	16.56	17.04	17.56	17.73	17.91	18.11	18.28	18.64	18.83	19.03	19.21	19.81	20.41	20.99	21.63	
7		\$2,650	\$2,733	\$2,811	\$2,895	\$2,987	\$3,075	\$3,106	\$3,135	\$3,170	\$3,200	\$3,263	\$3,299	\$3,330	\$3,364	\$3,469	\$3,572	\$3,679	\$3,789	
\$/yr		31,800	32,796	33,732	34,740	35,844	36,900	37,272	37,620	38,040	38,400	39,156	39,588	39,960	40,368	41,628	42,864	44,148	45,468	
\$/hr		15.29	15.77	16.22	16.70	17.23	17.74	17.92	18.09	18.29	18.46	18.83	19.03	19.21	19.41	20.01	20.61	21.23	21.86	
8		\$2,676	\$2,757	\$2,845	\$2,925	\$3,019	\$3,106	\$3,137	\$3,166	\$3,205	\$3,234	\$3,299	\$3,330	\$3,364	\$3,400	\$3,501	\$3,607	\$3,716	\$3,827	
\$/yr		32,112	33,084	34,140	35,100	36,228	37,272	37,644	37,992	38,460	38,808	39,588	39,960	40,368	40,800	42,012	43,284	44,592	45,924	
\$/hr		15.44	15.91	16.41	16.88	17.42	17.92	18.10	18.27	18.49	18.66	19.03	19.21	19.41	19.62	20.20	20.81	21.44	22.08	
9		\$2,627	\$2,702	\$2,783	\$2,870	\$2,954	\$3,044	\$3,139	\$3,168	\$3,199	\$3,231	\$3,262	\$3,330	\$3,364	\$3,400	\$3,433	\$3,538	\$3,639	\$3,754	\$3,866
\$/yr		31,524	32,424	33,396	34,440	35,448	36,528	37,668	38,016	38,388	38,772	39,144	39,960	40,368	40,800	41,196	42,456	43,668	45,048	46,392
\$/hr		15.16	15.59	16.06	16.56	17.04	17.56	18.11	18.28	18.46	18.64	18.82	19.21	19.41	19.62	19.81	20.41	20.99	21.66	22.30
10		\$2,650	\$2,733	\$2,811	\$2,895	\$2,987	\$3,075	\$3,170	\$3,200	\$3,230	\$3,263	\$3,296	\$3,364	\$3,400	\$3,433	\$3,469	\$3,572	\$3,679	\$3,790	\$3,904
\$/yr		31,800	32,796	33,732	34,740	35,844	36,900	38,040	38,400	38,760	39,156	39,552	40,368	40,800	41,196	41,628	42,864	44,148	45,480	46,848
\$/hr		15.29	15.77	16.22	16.70	17.23	17.74	18.29	18.46	18.63	18.83	19.02	19.41	19.62	19.81	20.01	20.61	21.23	21.87	22.52
11		\$2,676	\$2,757	\$2,845	\$2,925	\$3,019	\$3,106	\$3,205	\$3,234	\$3,266	\$3,299	\$3,331	\$3,400	\$3,433	\$3,469	\$3,501	\$3,607	\$3,716	\$3,829	\$3,944
\$/yr		32,112	33,084	34,140	35,100	36,228	37,272	38,460	38,808	39,192	39,588	39,972	40,800	41,196	41,628	42,012	43,284	44,592	45,948	47,328
\$/hr		15.44	15.91	16.41	16.88	17.42	17.92	18.49	18.66	18.84	19.03	19.22	19.62	19.81	20.01	20.20	20.81	21.44	22.09	22.75
12	\$2,627	\$2,702	\$2,783	\$2,870	\$2,954	\$3,044	\$3,139	\$3,231	\$3,262	\$3,294	\$3,330	\$3,363	\$3,433	\$3,469	\$3,501	\$3,538	\$3,639	\$3,754	\$3,869	\$3,985
\$/yr	31,524	32,424	33,396	34,440	35,448	36,528	37,668	38,772	39,144	39,528	39,960	40,356	41,196	41,628	42,012	42,456	43,668	45,048	46,428	47,820
\$/hr	15.16	15.59	16.06	16.56	17.04	17.56	18.11	18.64	18.82	19.00	19.21	19.40	19.81	20.01	20.20	20.41	20.99	21.66	22.32	22.99
13	\$2,650	\$2,733	\$2,811	\$2,895	\$2,987	\$3,075	\$3,170	\$3,263	\$3,296	\$3,327	\$3,364	\$3,397	\$3,469	\$3,501	\$3,538	\$3,572	\$3,679	\$3,790	\$3,904	\$4,021
\$/yr	31,800	32,796	33,732	34,740	35,844	36,900	38,040	39,156	39,552	39,924	40,368	40,764	41,628	42,012	42,456	42,864	44,148	45,480	46,848	48,252
\$/hr	15.29	15.77	16.22	16.70	17.23	17.74	18.29	18.83	19.02	19.19	19.41	19.60	20.01	20.20	20.41	20.61	21.23	21.87	22.52	23.20
14	\$2,676	\$2,757	\$2,845	\$2,925	\$3,019	\$3,106	\$3,205	\$3,299	\$3,331	\$3,363	\$3,400	\$3,433	\$3,501	\$3,538	\$3,572	\$3,607	\$3,716	\$3,829	\$3,943	\$4,062
\$/yr	32,112	33,084	34,140	35,100	36,228	37,272	38,460	39,588	39,972	40,356	40,800	41,196	42,012	42,456	42,864	43,284	44,592	45,948	47,316	48,744
\$/hr	15.44	15.91	16.41	16.88	17.42	17.92	18.49	19.03	19.22	19.40	19.62	19.81	20.20	20.41	20.61	20.81	21.44	22.09	22.75	23.43

15	\$2,702	\$2,783	\$2,870	\$2,954	\$3,044	\$3,139	\$3,231	\$3,330	\$3,363	\$3,396	\$3,433	\$3,467	\$3,538	\$3,572	\$3,607	\$3,639	\$3,754	\$3,869	\$3,984	\$4,103
\$/yr	32,424	33,396	34,440	35,448	36,528	37,668	38,772	39,960	40,356	40,752	41,196	41,604	42,456	42,864	43,284	43,668	45,048	46,428	47,808	49,236
\$/hr	15.59	16.06	16.56	17.04	17.56	18.11	18.64	19.21	19.40	19.59	19.81	20.00	20.41	20.61	20.81	20.99	21.66	22.32	22.98	23.67
16	\$2,733	\$2,811	\$2,895	\$2,987	\$3,075	\$3,170	\$3,263	\$3,364	\$3,397	\$3,429	\$3,469	\$3,503	\$3,572	\$3,607	\$3,639	\$3,679	\$3,790	\$3,904	\$4,024	\$4,144
\$/yr	32,796	33,732	34,740	35,844	36,900	38,040	39,156	40,368	40,764	41,148	41,628	42,036	42,864	43,284	43,668	44,148	45,480	46,848	48,288	49,728
\$/hr	15.77	16.22	16.70	17.23	17.74	18.29	18.83	19.41	19.60	19.78	20.01	20.21	20.61	20.81	20.99	21.23	21.87	22.52	23.22	23.91
17	\$2,757	\$2,845	\$2,925	\$3,019	\$3,106	\$3,205	\$3,299	\$3,400	\$3,433	\$3,466	\$3,501	\$3,534	\$3,607	\$3,639	\$3,679	\$3,716	\$3,829	\$3,943	\$4,065	\$4,187
\$/yr	33,084	34,140	35,100	36,228	37,272	38,460	39,588	40,800	41,196	41,592	42,012	42,408	43,284	43,668	44,148	44,592	45,948	47,316	48,780	50,244
\$/hr	15.91	16.41	16.88	17.42	17.92	18.49	19.03	19.62	19.81	20.00	20.20	20.39	20.81	20.99	21.23	21.44	22.09	22.75	23.45	24.16
18	\$2,783	\$2,870	\$2,954	\$3,044	\$3,139	\$3,231	\$3,330	\$3,433	\$3,467	\$3,501	\$3,538	\$3,573	\$3,639	\$3,679	\$3,716	\$3,754	\$3,869	\$3,984	\$4,104	\$4,228
\$/yr	33,396	34,440	35,448	36,528	37,668	38,772	39,960	41,196	41,604	42,012	42,456	42,876	43,668	44,148	44,592	45,048	46,428	47,808	49,248	50,736
\$/hr	16.06	16.56	17.04	17.56	18.11	18.64	19.21	19.81	20.00	20.20	20.41	20.61	20.99	21.23	21.44	21.66	22.32	22.98	23.68	24.39
19	\$2,811	\$2,895	\$2,987	\$3,075	\$3,170	\$3,263	\$3,364	\$3,469	\$3,503	\$3,536	\$3,572	\$3,607	\$3,679	\$3,716	\$3,754	\$3,790	\$3,904	\$4,024	\$4,146	\$4,271
\$/yr	33,732	34,740	35,844	36,900	38,040	39,156	40,368	41,628	42,036	42,432	42,864	43,284	44,148	44,592	45,048	45,480	46,848	48,288	49,752	51,252
\$/hr	16.22	16.70	17.23	17.74	18.29	18.83	19.41	20.01	20.21	20.40	20.61	20.81	21.23	21.44	21.66	21.87	22.52	23.22	23.92	24.64
20	\$2,845	\$2,925	\$3,019	\$3,106	\$3,205	\$3,299	\$3,400	\$3,501	\$3,534	\$3,569	\$3,607	\$3,641	\$3,716	\$3,754	\$3,790	\$3,829	\$3,943	\$4,065	\$4,188	\$4,314
\$/yr	34,140	35,100	36,228	37,272	38,460	39,588	40,800	42,012	42,408	42,828	43,284	43,692	44,592	45,048	45,480	45,948	47,316	48,780	50,256	51,768
\$/hr	16.41	16.88	17.42	17.92	18.49	19.03	19.62	20.20	20.39	20.59	20.81	21.01	21.44	21.66	21.87	22.09	22.75	23.45	24.16	24.89
21	\$2,870	\$2,954	\$3,044	\$3,139	\$3,231	\$3,330	\$3,433	\$3,538	\$3,573	\$3,608	\$3,639	\$3,675	\$3,754	\$3,790	\$3,829	\$3,869	\$3,984	\$4,104	\$4,230	\$4,356
\$/yr	34,440	35,448	36,528	37,668	38,772	39,960	41,196	42,456	42,876	43,296	43,668	44,100	45,048	45,480	45,948	46,428	47,808	49,248	50,760	52,272
\$/hr	16.56	17.04	17.56	18.11	18.64	19.21	19.81	20.41	20.61	20.82	20.99	21.20	21.66	21.87	22.09	22.32	22.98	23.68	24.40	25.13
22	\$2,895	\$2,987	\$3,075	\$3,170	\$3,263	\$3,364	\$3,469	\$3,572	\$3,607	\$3,641	\$3,679	\$3,715	\$3,790	\$3,829	\$3,869	\$3,904	\$4,024	\$4,146	\$4,275	\$4,403
\$/yr	34,740	35,844	36,900	38,040	39,156	40,368	41,628	42,864	43,284	43,692	44,148	44,580	45,480	45,948	46,428	46,848	48,288	49,752	51,300	52,836
\$/hr	16.70	17.23	17.74	18.29	18.83	19.41	20.01	20.61	20.81	21.01	21.23	21.43	21.87	22.09	22.32	22.52	23.22	23.92	24.66	25.40
23	\$2,925	\$3,019	\$3,106	\$3,205	\$3,299	\$3,400	\$3,501	\$3,607	\$3,641	\$3,677	\$3,716	\$3,752	\$3,829	\$3,869	\$3,904	\$3,943	\$4,065	\$4,188	\$4,317	\$4,446
\$/yr	35,100	36,228	37,272	38,460	39,588	40,800	42,012	43,284	43,692	44,124	44,592	45,024	45,948	46,428	46,848	47,316	48,780	50,256	51,804	53,352
\$/hr	16.88	17.42	17.92	18.49	19.03	19.62	20.20	20.81	21.01	21.21	21.44	21.65	22.09	22.32	22.52	22.75	23.45	24.16	24.91	25.65
24	\$2,954	\$3,044	\$3,139	\$3,231	\$3,330	\$3,433	\$3,538	\$3,639	\$3,675	\$3,710	\$3,754	\$3,790	\$3,869	\$3,904	\$3,943	\$3,984	\$4,104	\$4,230	\$4,357	\$4,488

\$/yr	35,448	36,528	37,668	38,772	39,960	41,196	42,456	43,668	44,100	44,520	45,048	45,480	46,428	46,848	47,316	47,808	49,248	50,760	52,284	53,856
\$/hr	17.04	17.56	18.11	18.64	19.21	19.81	20.41	20.99	21.20	21.40	21.66	21.87	22.32	22.52	22.75	22.98	23.68	24.40	25.14	25.89
25	\$2,987	\$3,075	\$3,170	\$3,263	\$3,364	\$3,469	\$3,572	\$3,679	\$3,715	\$3,751	\$3,790	\$3,827	\$3,904	\$3,943	\$3,984	\$4,024	\$4,146	\$4,275	\$4,400	\$4,532
\$/yr	35,844	36,900	38,040	39,156	40,368	41,628	42,864	44,148	44,580	45,012	45,480	45,924	46,848	47,316	47,808	48,288	49,752	51,300	52,800	54,384
\$/hr	17.23	17.74	18.29	18.83	19.41	20.01	20.61	21.23	21.43	21.64	21.87	22.08	22.52	22.75	22.98	23.22	23.92	24.66	25.38	26.15
26	\$3,019	\$3,106	\$3,205	\$3,299	\$3,400	\$3,501	\$3,607	\$3,716	\$3,752	\$3,788	\$3,829	\$3,867	\$3,943	\$3,984	\$4,024	\$4,065	\$4,188	\$4,317	\$4,445	\$4,579
\$/yr	36,228	37,272	38,460	39,588	40,800	42,012	43,284	44,592	45,024	45,456	45,948	46,404	47,316	47,808	48,288	48,780	50,256	51,804	53,340	54,948
\$/hr	17.42	17.92	18.49	19.03	19.62	20.20	20.81	21.44	21.65	21.85	22.09	22.31	22.75	22.98	23.22	23.45	24.16	24.91	25.64	26.42
27	\$3,044	\$3,139	\$3,231	\$3,330	\$3,433	\$3,538	\$3,639	\$3,754	\$3,790	\$3,826	\$3,869	\$3,908	\$3,984	\$4,024	\$4,065	\$4,104	\$4,230	\$4,357	\$4,491	\$4,626
\$/yr	36,528	37,668	38,772	39,960	41,196	42,456	43,668	45,048	45,480	45,912	46,428	46,896	47,808	48,288	48,780	49,248	50,760	52,284	53,892	55,512
\$/hr	17.56	18.11	18.64	19.21	19.81	20.41	20.99	21.66	21.87	22.07	22.32	22.55	22.98	23.22	23.45	23.68	24.40	25.14	25.91	26.69
28	\$3,075	\$3,170	\$3,263	\$3,364	\$3,469	\$3,572	\$3,679	\$3,790	\$3,827	\$3,864	\$3,904	\$3,942	\$4,024	\$4,065	\$4,104	\$4,146	\$4,275	\$4,400	\$4,537	\$4,673
\$/yr	36,900	38,040	39,156	40,368	41,628	42,864	44,148	45,480	45,924	46,368	46,848	47,304	48,288	48,780	49,248	49,752	51,300	52,800	54,444	56,076
\$/hr	17.74	18.29	18.83	19.41	20.01	20.61	21.23	21.87	22.08	22.29	22.52	22.74	23.22	23.45	23.68	23.92	24.66	25.38	26.18	26.96
29	\$3,106	\$3,205	\$3,299	\$3,400	\$3,501	\$3,607	\$3,716	\$3,829	\$3,867	\$3,904	\$3,943	\$3,982	\$4,065	\$4,104	\$4,146	\$4,188	\$4,317	\$4,445	\$4,579	\$4,716
\$/yr	37,272	38,460	39,588	40,800	42,012	43,284	44,592	45,948	46,404	46,848	47,316	47,784	48,780	49,248	49,752	50,256	51,804	53,340	54,948	56,592
\$/hr	17.92	18.49	19.03	19.62	20.20	20.81	21.44	22.09	22.31	22.52	22.75	22.97	23.45	23.68	23.92	24.16	24.91	25.64	26.42	27.21
30	\$3,139	\$3,231	\$3,330	\$3,433	\$3,538	\$3,639	\$3,754	\$3,869	\$3,908	\$3,945	\$3,984	\$4,023	\$4,104	\$4,146	\$4,188	\$4,230	\$4,357	\$4,491	\$4,627	\$4,765
\$/yr	37,668	38,772	39,960	41,196	42,456	43,668	45,048	46,428	46,896	47,340	47,808	48,276	49,248	49,752	50,256	50,760	52,284	53,892	55,524	57,180
\$/hr	18.11	18.64	19.21	19.81	20.41	20.99	21.66	22.32	22.55	22.76	22.98	23.21	23.68	23.92	24.16	24.40	25.14	25.91	26.69	27.49
31	\$3,170	\$3,263	\$3,364	\$3,469	\$3,572	\$3,679	\$3,790	\$3,904	\$3,942	\$3,980	\$4,024	\$4,063	\$4,146	\$4,188	\$4,230	\$4,275	\$4,400	\$4,537	\$4,676	\$4,816
\$/yr	38,040	39,156	40,368	41,628	42,864	44,148	45,480	46,848	47,304	47,760	48,288	48,756	49,752	50,256	50,760	51,300	52,800	54,444	56,112	57,792
\$/hr	18.29	18.83	19.41	20.01	20.61	21.23	21.87	22.52	22.74	22.96	23.22	23.44	23.92	24.16	24.40	24.66	25.38	26.18	26.98	27.78
32	\$3,205	\$3,299	\$3,400	\$3,501	\$3,607	\$3,716	\$3,829	\$3,943	\$3,982	\$4,020	\$4,065	\$4,103	\$4,188	\$4,230	\$4,275	\$4,317	\$4,445	\$4,579	\$4,722	\$4,863
\$/yr	38,460	39,588	40,800	42,012	43,284	44,592	45,948	47,316	47,784	48,240	48,780	49,236	50,256	50,760	51,300	51,804	53,340	54,948	56,664	58,356
\$/hr	18.49	19.03	19.62	20.20	20.81	21.44	22.09	22.75	22.97	23.19	23.45	23.67	24.16	24.40	24.66	24.91	25.64	26.42	27.24	28.06
33	\$3,231	\$3,330	\$3,433	\$3,538	\$3,639	\$3,754	\$3,869	\$3,984	\$4,023	\$4,062	\$4,104	\$4,144	\$4,230	\$4,275	\$4,317	\$4,357	\$4,491	\$4,627	\$4,769	\$4,911
\$/yr	38,772	39,960	41,196	42,456	43,668	45,048	46,428	47,808	48,276	48,744	49,248	49,728	50,760	51,300	51,804	52,284	53,892	55,524	57,228	58,932

\$/hr	18.64	19.21	19.81	20.41	20.99	21.66	22.32	22.98	23.21	23.43	23.68	23.91	24.40	24.66	24.91	25.14	25.91	26.69	27.51	28.33
34	\$3,263	\$3,364	\$3,469	\$3,572	\$3,679	\$3,790	\$3,904	\$4,024	\$4,063	\$4,101	\$4,146	\$4,187	\$4,275	\$4,317	\$4,357	\$4,400	\$4,537	\$4,676	\$4,817	\$4,962
\$/yr	39,156	40,368	41,628	42,864	44,148	45,480	46,848	48,288	48,756	49,212	49,752	50,244	51,300	51,804	52,284	52,800	54,444	56,112	57,804	59,544
\$/hr	18.83	19.41	20.01	20.61	21.23	21.87	22.52	23.22	23.44	23.66	23.92	24.16	24.66	24.91	25.14	25.38	26.18	26.98	27.79	28.63
35	\$3,299	\$3,400	\$3,501	\$3,607	\$3,716	\$3,829	\$3,943	\$4,065	\$4,103	\$4,143	\$4,188	\$4,229	\$4,317	\$4,357	\$4,400	\$4,445	\$4,579	\$4,722	\$4,863	\$5,009
\$/yr	39,588	40,800	42,012	43,284	44,592	45,948	47,316	48,780	49,236	49,716	50,256	50,748	51,804	52,284	52,800	53,340	54,948	56,664	58,356	60,108
\$/hr	19.03	19.62	20.20	20.81	21.44	22.09	22.75	23.45	23.67	23.90	24.16	24.40	24.91	25.14	25.38	25.64	26.42	27.24	28.06	28.90
36	\$3,330	\$3,433	\$3,538	\$3,639	\$3,754	\$3,869	\$3,984	\$4,104	\$4,144	\$4,184	\$4,230	\$4,271	\$4,357	\$4,400	\$4,445	\$4,491	\$4,627	\$4,769	\$4,911	\$5,058
\$/yr	39,960	41,196	42,456	43,668	45,048	46,428	47,808	49,248	49,728	50,208	50,760	51,252	52,284	52,800	53,340	53,892	55,524	57,228	58,932	60,696
\$/hr	19.21	19.81	20.41	20.99	21.66	22.32	22.98	23.68	23.91	24.14	24.40	24.64	25.14	25.38	25.64	25.91	26.69	27.51	28.33	29.18
37	\$3,364	\$3,469	\$3,572	\$3,679	\$3,790	\$3,904	\$4,024	\$4,146	\$4,187	\$4,228	\$4,275	\$4,316	\$4,400	\$4,445	\$4,491	\$4,537	\$4,676	\$4,817	\$4,959	\$5,108
\$/yr	40,368	41,628	42,864	44,148	45,480	46,848	48,288	49,752	50,244	50,736	51,300	51,792	52,800	53,340	53,892	54,444	56,112	57,804	59,508	61,296
\$/hr	19.41	20.01	20.61	21.23	21.87	22.52	23.22	23.92	24.16	24.39	24.66	24.90	25.38	25.64	25.91	26.18	26.98	27.79	28.61	29.47
38	\$3,400	\$3,501	\$3,607	\$3,716	\$3,829	\$3,943	\$4,065	\$4,188	\$4,229	\$4,270	\$4,317	\$4,358	\$4,445	\$4,491	\$4,537	\$4,579	\$4,722	\$4,863	\$5,009	\$5,159
\$/yr	40,800	42,012	43,284	44,592	45,948	47,316	48,780	50,256	50,748	51,240	51,804	52,296	53,340	53,892	54,444	54,948	56,664	58,356	60,108	61,908
\$/hr	19.62	20.20	20.81	21.44	22.09	22.75	23.45	24.16	24.40	24.63	24.91	25.14	25.64	25.91	26.18	26.42	27.24	28.06	28.90	29.76
39	\$3,433	\$3,538	\$3,639	\$3,754	\$3,869	\$3,984	\$4,104	\$4,230	\$4,271	\$4,312	\$4,357	\$4,400	\$4,491	\$4,537	\$4,579	\$4,627	\$4,769	\$4,911	\$5,059	\$5,211
\$/yr	41,196	42,456	43,668	45,048	46,428	47,808	49,248	50,760	51,252	51,744	52,284	52,800	53,892	54,444	54,948	55,524	57,228	58,932	60,708	62,532
\$/hr	19.81	20.41	20.99	21.66	22.32	22.98	23.68	24.40	24.64	24.88	25.14	25.38	25.91	26.18	26.42	26.69	27.51	28.33	29.19	30.06
40	\$3,469	\$3,572	\$3,679	\$3,790	\$3,904	\$4,024	\$4,146	\$4,275	\$4,316	\$4,357	\$4,400	\$4,443	\$4,537	\$4,579	\$4,627	\$4,676	\$4,817	\$4,959	\$5,110	\$5,263
\$/yr	41,628	42,864	44,148	45,480	46,848	48,288	49,752	51,300	51,792	52,284	52,800	53,316	54,444	54,948	55,524	56,112	57,804	59,508	61,320	63,156
\$/hr	20.01	20.61	21.23	21.87	22.52	23.22	23.92	24.66	24.90	25.14	25.38	25.63	26.18	26.42	26.69	26.98	27.79	28.61	29.48	30.36
41	\$3,501	\$3,607	\$3,716	\$3,829	\$3,943	\$4,065	\$4,188	\$4,317	\$4,358	\$4,400	\$4,445	\$4,488	\$4,579	\$4,627	\$4,676	\$4,722	\$4,863	\$5,009	\$5,162	\$5,317
\$/yr	42,012	43,284	44,592	45,948	47,316	48,780	50,256	51,804	52,296	52,800	53,340	53,856	54,948	55,524	56,112	56,664	58,356	60,108	61,944	63,804
\$/hr	20.20	20.81	21.44	22.09	22.75	23.45	24.16	24.91	25.14	25.38	25.64	25.89	26.42	26.69	26.98	27.24	28.06	28.90	29.78	30.68
42	\$3,538	\$3,639	\$3,754	\$3,869	\$3,984	\$4,104	\$4,230	\$4,357	\$4,400	\$4,442	\$4,491	\$4,534	\$4,627	\$4,676	\$4,722	\$4,769	\$4,911	\$5,059	\$5,213	\$5,369
\$/yr	42,456	43,668	45,048	46,428	47,808	49,248	50,760	52,284	52,800	53,304	53,892	54,408	55,524	56,112	56,664	57,228	58,932	60,708	62,556	64,428
\$/hr	20.41	20.99	21.66	22.32	22.98	23.68	24.40	25.14	25.38	25.63	25.91	26.16	26.69	26.98	27.24	27.51	28.33	29.19	30.08	30.98

43	\$3,572	\$3,679	\$3,790	\$3,904	\$4,024	\$4,146	\$4,275	\$4,400	\$4,443	\$4,485	\$4,537	\$4,581	\$4,676	\$4,722	\$4,769	\$4,817	\$4,959	\$5,110	\$5,264	\$5,422
\$/yr	42,864	44,148	45,480	46,848	48,288	49,752	51,300	52,800	53,316	53,820	54,444	54,972	56,112	56,664	57,228	57,804	59,508	61,320	63,168	65,064
\$/hr	20.61	21.23	21.87	22.52	23.22	23.92	24.66	25.38	25.63	25.88	26.18	26.43	26.98	27.24	27.51	27.79	28.61	29.48	30.37	31.28
44	\$3,607	\$3,716	\$3,829	\$3,943	\$4,065	\$4,188	\$4,317	\$4,445	\$4,488	\$4,531	\$4,579	\$4,623	\$4,722	\$4,769	\$4,817	\$4,863	\$5,009	\$5,162	\$5,319	\$5,478
\$/yr	43,284	44,592	45,948	47,316	48,780	50,256	51,804	53,340	53,856	54,372	54,948	55,476	56,664	57,228	57,804	58,356	60,108	61,944	63,828	65,736
\$/hr	20.81	21.44	22.09	22.75	23.45	24.16	24.91	25.64	25.89	26.14	26.42	26.67	27.24	27.51	27.79	28.06	28.90	29.78	30.69	31.60
45	\$3,639	\$3,754	\$3,869	\$3,984	\$4,104	\$4,230	\$4,357	\$4,491	\$4,534	\$4,579	\$4,627	\$4,672	\$4,769	\$4,817	\$4,863	\$4,911	\$5,059	\$5,213	\$5,370	\$5,531
\$/yr	43,668	45,048	46,428	47,808	49,248	50,760	52,284	53,892	54,408	54,948	55,524	56,064	57,228	57,804	58,356	58,932	60,708	62,556	64,440	66,372
\$/hr	20.99	21.66	22.32	22.98	23.68	24.40	25.14	25.91	26.16	26.42	26.69	26.95	27.51	27.79	28.06	28.33	29.19	30.08	30.98	31.91
46	\$3,679	\$3,790	\$3,904	\$4,024	\$4,146	\$4,275	\$4,400	\$4,537	\$4,581	\$4,625	\$4,676	\$4,721	\$4,817	\$4,863	\$4,911	\$4,959	\$5,110	\$5,264	\$5,421	\$5,583
\$/yr	44,148	45,480	46,848	48,288	49,752	51,300	52,800	54,444	54,972	55,500	56,112	56,652	57,804	58,356	58,932	59,508	61,320	63,168	65,052	66,996
\$/hr	21.23	21.87	22.52	23.22	23.92	24.66	25.38	26.18	26.43	26.68	26.98	27.24	27.79	28.06	28.33	28.61	29.48	30.37	31.28	32.21
47	\$3,716	\$3,829	\$3,943	\$4,065	\$4,188	\$4,317	\$4,445	\$4,579	\$4,623	\$4,668	\$4,722	\$4,767	\$4,863	\$4,911	\$4,959	\$5,009	\$5,162	\$5,319	\$5,481	\$5,646
\$/yr	44,592	45,948	47,316	48,780	50,256	51,804	53,340	54,948	55,476	56,016	56,664	57,204	58,356	58,932	59,508	60,108	61,944	63,828	65,772	67,752
\$/hr	21.44	22.09	22.75	23.45	24.16	24.91	25.64	26.42	26.67	26.93	27.24	27.50	28.06	28.33	28.61	28.90	29.78	30.69	31.62	32.57
48	\$3,754	\$3,869	\$3,984	\$4,104	\$4,230	\$4,357	\$4,491	\$4,627	\$4,672	\$4,718	\$4,769	\$4,814	\$4,911	\$4,959	\$5,009	\$5,059	\$5,213	\$5,370	\$5,532	\$5,699
\$/yr	45,048	46,428	47,808	49,248	50,760	52,284	53,892	55,524	56,064	56,616	57,228	57,768	58,932	59,508	60,108	60,708	62,556	64,440	66,384	68,388
\$/hr	21.66	22.32	22.98	23.68	24.40	25.14	25.91	26.69	26.95	27.22	27.51	27.77	28.33	28.61	28.90	29.19	30.08	30.98	31.92	32.88
49	\$3,790	\$3,904	\$4,024	\$4,146	\$4,275	\$4,400	\$4,537	\$4,676	\$4,721	\$4,765	\$4,817	\$4,863	\$4,959	\$5,009	\$5,059	\$5,110	\$5,264	\$5,421	\$5,588	\$5,755
\$/yr	45,480	46,848	48,288	49,752	51,300	52,800	54,444	56,112	56,652	57,180	57,804	58,356	59,508	60,108	60,708	61,320	63,168	65,052	67,056	69,060
\$/hr	21.87	22.52	23.22	23.92	24.66	25.38	26.18	26.98	27.24	27.49	27.79	28.06	28.61	28.90	29.19	29.48	30.37	31.28	32.24	33.20
50	\$3,829	\$3,943	\$4,065	\$4,188	\$4,317	\$4,445	\$4,579	\$4,722	\$4,767	\$4,812	\$4,863	\$4,910	\$5,009	\$5,059	\$5,110	\$5,162	\$5,319	\$5,481	\$5,644	\$5,813
\$/yr	45,948	47,316	48,780	50,256	51,804	53,340	54,948	56,664	57,204	57,744	58,356	58,920	60,108	60,708	61,320	61,944	63,828	65,772	67,728	69,756
\$/hr	22.09	22.75	23.45	24.16	24.91	25.64	26.42	27.24	27.50	27.76	28.06	28.33	28.90	29.19	29.48	29.78	30.69	31.62	32.56	33.54
51	\$3,869	\$3,984	\$4,104	\$4,230	\$4,357	\$4,491	\$4,627	\$4,769	\$4,814	\$4,861	\$4,911	\$4,960	\$5,059	\$5,110	\$5,162	\$5,213	\$5,370	\$5,532	\$5,700	\$5,871
\$/yr	46,428	47,808	49,248	50,760	52,284	53,892	55,524	57,228	57,768	58,332	58,932	59,520	60,708	61,320	61,944	62,556	64,440	66,384	68,400	70,452
\$/hr	22.32	22.98	23.68	24.40	25.14	25.91	26.69	27.51	27.77	28.04	28.33	28.62	29.19	29.48	29.78	30.08	30.98	31.92	32.88	33.87
52	\$3,904	\$4,024	\$4,146	\$4,275	\$4,400	\$4,537	\$4,676	\$4,817	\$4,863	\$4,910	\$4,959	\$5,007	\$5,110	\$5,162	\$5,213	\$5,264	\$5,421	\$5,588	\$5,756	\$5,928

\$/yr	46,848	48,288	49,752	51,300	52,800	54,444	56,112	57,804	58,356	58,920	59,508	60,084	61,320	61,944	62,556	63,168	65,052	67,056	69,072	71,136
\$/hr	22.52	23.22	23.92	24.66	25.38	26.18	26.98	27.79	28.06	28.33	28.61	28.89	29.48	29.78	30.08	30.37	31.28	32.24	33.21	34.20
53	\$3,943	\$4,065	\$4,188	\$4,317	\$4,445	\$4,579	\$4,722	\$4,863	\$4,910	\$4,958	\$5,009	\$5,057	\$5,162	\$5,213	\$5,264	\$5,319	\$5,481	\$5,644	\$5,811	\$5,985
\$/yr	47,316	48,780	50,256	51,804	53,340	54,948	56,664	58,356	58,920	59,496	60,108	60,684	61,944	62,556	63,168	63,828	65,772	67,728	69,732	71,820
\$/hr	22.75	23.45	24.16	24.91	25.64	26.42	27.24	28.06	28.33	28.60	28.90	29.18	29.78	30.08	30.37	30.69	31.62	32.56	33.53	34.53
54	\$3,984	\$4,104	\$4,230	\$4,357	\$4,491	\$4,627	\$4,769	\$4,911	\$4,960	\$5,007	\$5,059	\$5,109	\$5,213	\$5,264	\$5,319	\$5,370	\$5,532	\$5,700	\$5,872	\$6,049
\$/yr	47,808	49,248	50,760	52,284	53,892	55,524	57,228	58,932	59,520	60,084	60,708	61,308	62,556	63,168	63,828	64,440	66,384	68,400	70,464	72,588
\$/hr	22.98	23.68	24.40	25.14	25.91	26.69	27.51	28.33	28.62	28.89	29.19	29.48	30.08	30.37	30.69	30.98	31.92	32.88	33.88	34.90
55	\$4,024	\$4,146	\$4,275	\$4,400	\$4,537	\$4,676	\$4,817	\$4,959	\$5,007	\$5,055	\$5,110	\$5,159	\$5,264	\$5,319	\$5,370	\$5,421	\$5,588	\$5,756	\$5,927	\$6,105
\$/yr	48,288	49,752	51,300	52,800	54,444	56,112	57,804	59,508	60,084	60,660	61,320	61,908	63,168	63,828	64,440	65,052	67,056	69,072	71,124	73,260
\$/hr	23.22	23.92	24.66	25.38	26.18	26.98	27.79	28.61	28.89	29.16	29.48	29.76	30.37	30.69	30.98	31.28	32.24	33.21	34.19	35.22
56	\$4,065	\$4,188	\$4,317	\$4,445	\$4,579	\$4,722	\$4,863	\$5,009	\$5,057	\$5,106	\$5,162	\$5,213	\$5,319	\$5,370	\$5,421	\$5,481	\$5,644	\$5,811	\$5,988	\$6,168
\$/yr	48,780	50,256	51,804	53,340	54,948	56,664	58,356	60,108	60,684	61,272	61,944	62,556	63,828	64,440	65,052	65,772	67,728	69,732	71,856	74,016
\$/hr	23.45	24.16	24.91	25.64	26.42	27.24	28.06	28.90	29.18	29.46	29.78	30.08	30.69	30.98	31.28	31.62	32.56	33.53	34.55	35.58
57	\$4,104	\$4,230	\$4,357	\$4,491	\$4,627	\$4,769	\$4,911	\$5,059	\$5,109	\$5,158	\$5,213	\$5,263	\$5,370	\$5,421	\$5,481	\$5,532	\$5,700	\$5,872	\$6,049	\$6,230
\$/yr	49,248	50,760	52,284	53,892	55,524	57,228	58,932	60,708	61,308	61,896	62,556	63,156	64,440	65,052	65,772	66,384	68,400	70,464	72,588	74,760
\$/hr	23.68	24.40	25.14	25.91	26.69	27.51	28.33	29.19	29.48	29.76	30.08	30.36	30.98	31.28	31.62	31.92	32.88	33.88	34.90	35.94
58	\$4,146	\$4,275	\$4,400	\$4,537	\$4,676	\$4,817	\$4,959	\$5,110	\$5,159	\$5,209	\$5,264	\$5,316	\$5,421	\$5,481	\$5,532	\$5,588	\$5,756	\$5,927	\$6,106	\$6,289
\$/yr	49,752	51,300	52,800	54,444	56,112	57,804	59,508	61,320	61,908	62,508	63,168	63,792	65,052	65,772	66,384	67,056	69,072	71,124	73,272	75,468
\$/hr	23.92	24.66	25.38	26.18	26.98	27.79	28.61	29.48	29.76	30.05	30.37	30.67	31.28	31.62	31.92	32.24	33.21	34.19	35.23	36.28
59	\$4,188	\$4,317	\$4,445	\$4,579	\$4,722	\$4,863	\$5,009	\$5,162	\$5,213	\$5,263	\$5,319	\$5,371	\$5,481	\$5,532	\$5,588	\$5,644	\$5,811	\$5,988	\$6,168	\$6,353
\$/yr	50,256	51,804	53,340	54,948	56,664	58,356	60,108	61,944	62,556	63,156	63,828	64,452	65,772	66,384	67,056	67,728	69,732	71,856	74,016	76,236
\$/hr	24.16	24.91	25.64	26.42	27.24	28.06	28.90	29.78	30.08	30.36	30.69	30.99	31.62	31.92	32.24	32.56	33.53	34.55	35.58	36.65
60	\$4,230	\$4,357	\$4,491	\$4,627	\$4,769	\$4,911	\$5,059	\$5,213	\$5,263	\$5,314	\$5,370	\$5,423	\$5,532	\$5,588	\$5,644	\$5,700	\$5,872	\$6,049	\$6,230	\$6,417
\$/yr	50,760	52,284	53,892	55,524	57,228	58,932	60,708	62,556	63,156	63,768	64,440	65,076	66,384	67,056	67,728	68,400	70,464	72,588	74,760	77,004
\$/hr	24.40	25.14	25.91	26.69	27.51	28.33	29.19	30.08	30.36	30.66	30.98	31.29	31.92	32.24	32.56	32.88	33.88	34.90	35.94	37.02
61	\$4,275	\$4,400	\$4,537	\$4,676	\$4,817	\$4,959	\$5,110	\$5,264	\$5,316	\$5,366	\$5,421	\$5,473	\$5,588	\$5,644	\$5,700	\$5,756	\$5,927	\$6,106	\$6,290	\$6,479
\$/yr	51,300	52,800	54,444	56,112	57,804	59,508	61,320	63,168	63,792	64,392	65,052	65,676	67,056	67,728	68,400	69,072	71,124	73,272	75,480	77,748

\$/hr	24.66	25.38	26.18	26.98	27.79	28.61	29.48	30.37	30.67	30.96	31.28	31.58	32.24	32.56	32.88	33.21	34.19	35.23	36.29	37.38
62	\$4,317	\$4,445	\$4,579	\$4,722	\$4,863	\$5,009	\$5,162	\$5,319	\$5,371	\$5,423	\$5,481	\$5,535	\$5,644	\$5,700	\$5,756	\$5,811	\$5,988	\$6,168	\$6,353	\$6,543
\$/yr	51,804	53,340	54,948	56,664	58,356	60,108	61,944	63,828	64,452	65,076	65,772	66,420	67,728	68,400	69,072	69,732	71,856	74,016	76,236	78,516
\$/hr	24.91	25.64	26.42	27.24	28.06	28.90	29.78	30.69	30.99	31.29	31.62	31.93	32.56	32.88	33.21	33.53	34.55	35.58	36.65	37.75
63	\$4,357	\$4,491	\$4,627	\$4,769	\$4,911	\$5,059	\$5,213	\$5,370	\$5,423	\$5,474	\$5,532	\$5,588	\$5,700	\$5,756	\$5,811	\$5,872	\$6,049	\$6,230	\$6,416	\$6,609
\$/yr	52,284	53,892	55,524	57,228	58,932	60,708	62,556	64,440	65,076	65,688	66,384	67,056	68,400	69,072	69,732	70,464	72,588	74,760	76,992	79,308
\$/hr	25.14	25.91	26.69	27.51	28.33	29.19	30.08	30.98	31.29	31.58	31.92	32.24	32.88	33.21	33.53	33.88	34.90	35.94	37.02	38.13
64	\$4,400	\$4,537	\$4,676	\$4,817	\$4,959	\$5,110	\$5,264	\$5,421	\$5,473	\$5,527	\$5,588	\$5,642	\$5,756	\$5,811	\$5,872	\$5,927	\$6,106	\$6,290	\$6,478	\$6,673
\$/yr	52,800	54,444	56,112	57,804	59,508	61,320	63,168	65,052	65,676	66,324	67,056	67,704	69,072	69,732	70,464	71,124	73,272	75,480	77,736	80,076
\$/hr	25.38	26.18	26.98	27.79	28.61	29.48	30.37	31.28	31.58	31.89	32.24	32.55	33.21	33.53	33.88	34.19	35.23	36.29	37.37	38.50
65	\$4,445	\$4,579	\$4,722	\$4,863	\$5,009	\$5,162	\$5,319	\$5,481	\$5,535	\$5,588	\$5,644	\$5,700	\$5,811	\$5,872	\$5,927	\$5,988	\$6,168	\$6,353	\$6,542	\$6,738
\$/yr	53,340	54,948	56,664	58,356	60,108	61,944	63,828	65,772	66,420	67,056	67,728	68,400	69,732	70,464	71,124	71,856	74,016	76,236	78,504	80,856
\$/hr	25.64	26.42	27.24	28.06	28.90	29.78	30.69	31.62	31.93	32.24	32.56	32.88	33.53	33.88	34.19	34.55	35.58	36.65	37.74	38.87
66	\$4,491	\$4,627	\$4,769	\$4,911	\$5,059	\$5,213	\$5,370	\$5,532	\$5,588	\$5,641	\$5,700	\$5,755	\$5,872	\$5,927	\$5,988	\$6,049	\$6,230	\$6,416	\$6,610	\$6,807
\$/yr	53,892	55,524	57,228	58,932	60,708	62,556	64,440	66,384	67,056	67,692	68,400	69,060	70,464	71,124	71,856	72,588	74,760	76,992	79,320	81,684
\$/hr	25.91	26.69	27.51	28.33	29.19	30.08	30.98	31.92	32.24	32.54	32.88	33.20	33.88	34.19	34.55	34.90	35.94	37.02	38.13	39.27
67	\$4,537	\$4,676	\$4,817	\$4,959	\$5,110	\$5,264	\$5,421	\$5,588	\$5,642	\$5,696	\$5,756	\$5,812	\$5,927	\$5,988	\$6,049	\$6,106	\$6,290	\$6,478	\$6,674	\$6,874
\$/yr	54,444	56,112	57,804	59,508	61,320	63,168	65,052	67,056	67,704	68,352	69,072	69,744	71,124	71,856	72,588	73,272	75,480	77,736	80,088	82,488
\$/hr	26.18	26.98	27.79	28.61	29.48	30.37	31.28	32.24	32.55	32.86	33.21	33.53	34.19	34.55	34.90	35.23	36.29	37.37	38.50	39.66
68	\$4,579	\$4,722	\$4,863	\$5,009	\$5,162	\$5,319	\$5,481	\$5,644	\$5,700	\$5,754	\$5,811	\$5,868	\$5,988	\$6,049	\$6,106	\$6,168	\$6,353	\$6,542	\$6,738	\$6,940
\$/yr	54,948	56,664	58,356	60,108	61,944	63,828	65,772	67,728	68,400	69,048	69,732	70,416	71,856	72,588	73,272	74,016	76,236	78,504	80,856	83,280
\$/hr	26.42	27.24	28.06	28.90	29.78	30.69	31.62	32.56	32.88	33.20	33.53	33.85	34.55	34.90	35.23	35.58	36.65	37.74	38.87	40.04
69	\$4,627	\$4,769	\$4,911	\$5,059	\$5,213	\$5,370	\$5,532	\$5,700	\$5,755	\$5,810	\$5,872	\$5,928	\$6,049	\$6,106	\$6,168	\$6,230	\$6,416	\$6,610	\$6,807	\$7,011
\$/yr	55,524	57,228	58,932	60,708	62,556	64,440	66,384	68,400	69,060	69,720	70,464	71,136	72,588	73,272	74,016	74,760	76,992	79,320	81,684	84,132
\$/hr	26.69	27.51	28.33	29.19	30.08	30.98	31.92	32.88	33.20	33.52	33.88	34.20	34.90	35.23	35.58	35.94	37.02	38.13	39.27	40.45
70	\$4,676	\$4,817	\$4,959	\$5,110	\$5,264	\$5,421	\$5,588	\$5,756	\$5,812	\$5,868	\$5,927	\$5,985	\$6,106	\$6,168	\$6,230	\$6,290	\$6,478	\$6,674	\$6,874	\$7,080
\$/yr	56,112	57,804	59,508	61,320	63,168	65,052	67,056	69,072	69,744	70,416	71,124	71,820	73,272	74,016	74,760	75,480	77,736	80,088	82,488	84,960
\$/hr	26.98	27.79	28.61	29.48	30.37	31.28	32.24	33.21	33.53	33.85	34.19	34.53	35.23	35.58	35.94	36.29	37.37	38.50	39.66	40.85

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensatio**

**University of Washington - Contract Classified
SEIU 925 ADDITIONAL HEALTH CARE PROFESSIONAL TECHNICAL**

**PAY TABLE B3
Effective July 1, 2017**

Range	<---- Step ---->																			CEGP Steps
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
0	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,694	\$7,770	\$7,848	\$7,926	\$8,087	\$8,165	\$8,252	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388
\$/yr	74,184	76,428	78,744	81,108	83,580	86,112	88,716	91,404	92,328	93,240	94,176	95,112	97,044	97,980	99,024	99,984	103,020	106,116	109,356	112,656
\$/hr	35.67	36.74	37.86	38.99	40.18	41.40	42.65	43.94	44.39	44.83	45.28	45.73	46.66	47.11	47.61	48.07	49.53	51.02	52.58	54.16
1	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,770	\$7,848	\$7,926	\$8,006	\$8,165	\$8,252	\$8,332	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483
\$/yr	74,928	77,196	79,512	81,936	84,408	86,976	89,592	92,328	93,240	94,176	95,112	96,072	97,980	99,024	99,984	100,992	104,040	107,208	110,448	113,796
\$/hr	36.02	37.11	38.23	39.39	40.58	41.82	43.07	44.39	44.83	45.28	45.73	46.19	47.11	47.61	48.07	48.55	50.02	51.54	53.10	54.71
2	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$7,848	\$7,926	\$8,006	\$8,087	\$8,252	\$8,332	\$8,416	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577
\$/yr	75,684	77,976	80,316	82,728	85,248	87,852	90,492	93,240	94,176	95,112	96,072	97,044	99,024	99,984	100,992	102,012	105,096	108,264	111,528	114,924
\$/hr	36.39	37.49	38.61	39.77	40.98	42.24	43.51	44.83	45.28	45.73	46.19	46.66	47.61	48.07	48.55	49.04	50.53	52.05	53.62	55.25
3	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$7,926	\$8,006	\$8,087	\$8,165	\$8,332	\$8,416	\$8,501	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673
\$/yr	76,428	78,744	81,108	83,580	86,112	88,716	91,404	94,176	95,112	96,072	97,044	97,980	99,984	100,992	102,012	103,020	106,116	109,356	112,656	116,076
\$/hr	36.74	37.86	38.99	40.18	41.40	42.65	43.94	45.28	45.73	46.19	46.66	47.11	48.07	48.55	49.04	49.53	51.02	52.58	54.16	55.81
4	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,006	\$8,087	\$8,165	\$8,252	\$8,416	\$8,501	\$8,585	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771
\$/yr	77,196	79,512	81,936	84,408	86,976	89,592	92,328	95,112	96,072	97,044	97,980	99,024	100,992	102,012	103,020	104,040	107,208	110,448	113,796	117,252
\$/hr	37.11	38.23	39.39	40.58	41.82	43.07	44.39	45.73	46.19	46.66	47.11	47.61	48.55	49.04	49.53	50.02	51.54	53.10	54.71	56.37
5	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,087	\$8,165	\$8,252	\$8,332	\$8,501	\$8,585	\$8,670	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869
\$/yr	77,976	80,316	82,728	85,248	87,852	90,492	93,240	96,072	97,044	97,980	99,024	99,984	102,012	103,020	104,040	105,096	108,264	111,528	114,924	118,428
\$/hr	37.49	38.61	39.77	40.98	42.24	43.51	44.83	46.19	46.66	47.11	47.61	48.07	49.04	49.53	50.02	50.53	52.05	53.62	55.25	56.94
6	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,165	\$8,252	\$8,332	\$8,416	\$8,585	\$8,670	\$8,758	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965
\$/yr	78,744	81,108	83,580	86,112	88,716	91,404	94,176	97,044	97,980	99,024	99,984	100,992	103,020	104,040	105,096	106,116	109,356	112,656	116,076	119,580
\$/hr	37.86	38.99	40.18	41.40	42.65	43.94	45.28	46.66	47.11	47.61	48.07	48.55	49.53	50.02	50.53	51.02	52.58	54.16	55.81	57.49
7	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165	\$8,252	\$8,332	\$8,416	\$8,501	\$8,670	\$8,758	\$8,843	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064

\$/yr	79,512	81,936	84,408	86,976	89,592	92,328	95,112	97,980	99,024	99,984	100,992	102,012	104,040	105,096	106,116	107,208	110,448	113,796	117,252	120,768
\$/hr	38.23	39.39	40.58	41.82	43.07	44.39	45.73	47.11	47.61	48.07	48.55	49.04	50.02	50.53	51.02	51.54	53.10	54.71	56.37	58.06
8	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252	\$8,332	\$8,416	\$8,501	\$8,585	\$8,758	\$8,843	\$8,934	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166
\$/yr	80,316	82,728	85,248	87,852	90,492	93,240	96,072	99,024	99,984	100,992	102,012	103,020	105,096	106,116	107,208	108,264	111,528	114,924	118,428	121,992
\$/hr	38.61	39.77	40.98	42.24	43.51	44.83	46.19	47.61	48.07	48.55	49.04	49.53	50.53	51.02	51.54	52.05	53.62	55.25	56.94	58.65
9	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332	\$8,416	\$8,501	\$8,585	\$8,670	\$8,843	\$8,934	\$9,022	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268
\$/yr	81,108	83,580	86,112	88,716	91,404	94,176	97,044	99,984	100,992	102,012	103,020	104,040	106,116	107,208	108,264	109,356	112,656	116,076	119,580	123,216
\$/hr	38.99	40.18	41.40	42.65	43.94	45.28	46.66	48.07	48.55	49.04	49.53	50.02	51.02	51.54	52.05	52.58	54.16	55.81	57.49	59.24
10	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416	\$8,501	\$8,585	\$8,670	\$8,758	\$8,934	\$9,022	\$9,113	\$9,204	\$9,483	\$9,771	\$10,064	\$10,368
\$/yr	81,936	84,408	86,976	89,592	92,328	95,112	97,980	100,992	102,012	103,020	104,040	105,096	107,208	108,264	109,356	110,448	113,796	117,252	120,768	124,416
\$/hr	39.39	40.58	41.82	43.07	44.39	45.73	47.11	48.55	49.04	49.53	50.02	50.53	51.54	52.05	52.58	53.10	54.71	56.37	58.06	59.82
11	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501	\$8,585	\$8,670	\$8,758	\$8,843	\$9,022	\$9,113	\$9,204	\$9,294	\$9,577	\$9,869	\$10,166	\$10,474
\$/yr	82,728	85,248	87,852	90,492	93,240	96,072	99,024	102,012	103,020	104,040	105,096	106,116	108,264	109,356	110,448	111,528	114,924	118,428	121,992	125,688
\$/hr	39.77	40.98	42.24	43.51	44.83	46.19	47.61	49.04	49.53	50.02	50.53	51.02	52.05	52.58	53.10	53.62	55.25	56.94	58.65	60.43
12	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585	\$8,670	\$8,758	\$8,843	\$8,934	\$9,113	\$9,204	\$9,294	\$9,388	\$9,673	\$9,965	\$10,268	\$10,579
\$/yr	83,580	86,112	88,716	91,404	94,176	97,044	99,984	103,020	104,040	105,096	106,116	107,208	109,356	110,448	111,528	112,656	116,076	119,580	123,216	126,948
\$/hr	40.18	41.40	42.65	43.94	45.28	46.66	48.07	49.53	50.02	50.53	51.02	51.54	52.58	53.10	53.62	54.16	55.81	57.49	59.24	61.03
13	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670	\$8,758	\$8,843	\$8,934	\$9,022	\$9,204	\$9,294	\$9,388	\$9,483	\$9,771	\$10,064	\$10,368	\$10,685
\$/yr	84,408	86,976	89,592	92,328	95,112	97,980	100,992	104,040	105,096	106,116	107,208	108,264	110,448	111,528	112,656	113,796	117,252	120,768	124,416	128,220
\$/hr	40.58	41.82	43.07	44.39	45.73	47.11	48.55	50.02	50.53	51.02	51.54	52.05	53.10	53.62	54.16	54.71	56.37	58.06	59.82	61.64
14	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758	\$8,843	\$8,934	\$9,022	\$9,113	\$9,294	\$9,388	\$9,483	\$9,577	\$9,869	\$10,166	\$10,474	\$10,792
\$/yr	85,248	87,852	90,492	93,240	96,072	99,024	102,012	105,096	106,116	107,208	108,264	109,356	111,528	112,656	113,796	114,924	118,428	121,992	125,688	129,504
\$/hr	40.98	42.24	43.51	44.83	46.19	47.61	49.04	50.53	51.02	51.54	52.05	52.58	53.62	54.16	54.71	55.25	56.94	58.65	60.43	62.26
15	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843	\$8,934	\$9,022	\$9,113	\$9,204	\$9,388	\$9,483	\$9,577	\$9,673	\$9,965	\$10,268	\$10,579	\$10,898
\$/yr	86,112	88,716	91,404	94,176	97,044	99,984	103,020	106,116	107,208	108,264	109,356	110,448	112,656	113,796	114,924	116,076	119,580	123,216	126,948	130,776
\$/hr	41.40	42.65	43.94	45.28	46.66	48.07	49.53	51.02	51.54	52.05	52.58	53.10	54.16	54.71	55.25	55.81	57.49	59.24	61.03	62.87
16	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934	\$9,022	\$9,113	\$9,204	\$9,294	\$9,483	\$9,577	\$9,673	\$9,771	\$10,064	\$10,368	\$10,685	\$11,008
\$/yr	86,976	89,592	92,328	95,112	97,980	100,992	104,040	107,208	108,264	109,356	110,448	111,528	113,796	114,924	116,076	117,252	120,768	124,416	128,220	132,096
\$/hr	41.82	43.07	44.39	45.73	47.11	48.55	50.02	51.54	52.05	52.58	53.10	53.62	54.71	55.25	55.81	56.37	58.06	59.82	61.64	63.51
17	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022	\$9,113	\$9,204	\$9,294	\$9,388	\$9,577	\$9,673	\$9,771	\$9,869	\$10,166	\$10,474	\$10,792	\$11,118
\$/yr	87,852	90,492	93,240	96,072	99,024	102,012	105,096	108,264	109,356	110,448	111,528	112,656	114,924	116,076	117,252	118,428	121,992	125,688	129,504	133,416

\$/hr	42.24	43.51	44.83	46.19	47.61	49.04	50.53	52.05	52.58	53.10	53.62	54.16	55.25	55.81	56.37	56.94	58.65	60.43	62.26	64.14
18	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113	\$9,204	\$9,294	\$9,388	\$9,483	\$9,673	\$9,771	\$9,869	\$9,965	\$10,268	\$10,579	\$10,898	\$11,231
\$/yr	88,716	91,404	94,176	97,044	99,984	103,020	106,116	109,356	110,448	111,528	112,656	113,796	116,076	117,252	118,428	119,580	123,216	126,948	130,776	134,772
\$/hr	42.65	43.94	45.28	46.66	48.07	49.53	51.02	52.58	53.10	53.62	54.16	54.71	55.81	56.37	56.94	57.49	59.24	61.03	62.87	64.79
19	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204	\$9,294	\$9,388	\$9,483	\$9,577	\$9,771	\$9,869	\$9,965	\$10,064	\$10,368	\$10,685	\$11,008	\$11,341
\$/yr	89,592	92,328	95,112	97,980	100,992	104,040	107,208	110,448	111,528	112,656	113,796	114,924	117,252	118,428	119,580	120,768	124,416	128,220	132,096	136,092
\$/hr	43.07	44.39	45.73	47.11	48.55	50.02	51.54	53.10	53.62	54.16	54.71	55.25	56.37	56.94	57.49	58.06	59.82	61.64	63.51	65.43
20	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294	\$9,388	\$9,483	\$9,577	\$9,673	\$9,869	\$9,965	\$10,064	\$10,166	\$10,474	\$10,792	\$11,118	\$11,457
\$/yr	90,492	93,240	96,072	99,024	102,012	105,096	108,264	111,528	112,656	113,796	114,924	116,076	118,428	119,580	120,768	121,992	125,688	129,504	133,416	137,484
\$/hr	43.51	44.83	46.19	47.61	49.04	50.53	52.05	53.62	54.16	54.71	55.25	55.81	56.94	57.49	58.06	58.65	60.43	62.26	64.14	66.10
21	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388	\$9,483	\$9,577	\$9,673	\$9,771	\$9,965	\$10,064	\$10,166	\$10,268	\$10,579	\$10,898	\$11,231	\$11,570
\$/yr	91,404	94,176	97,044	99,984	103,020	106,116	109,356	112,656	113,796	114,924	116,076	117,252	119,580	120,768	121,992	123,216	126,948	130,776	134,772	138,840
\$/hr	43.94	45.28	46.66	48.07	49.53	51.02	52.58	54.16	54.71	55.25	55.81	56.37	57.49	58.06	58.65	59.24	61.03	62.87	64.79	66.75
22	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483	\$9,577	\$9,673	\$9,771	\$9,869	\$10,064	\$10,166	\$10,268	\$10,368	\$10,685	\$11,008	\$11,341	\$11,686
\$/yr	92,328	95,112	97,980	100,992	104,040	107,208	110,448	113,796	114,924	116,076	117,252	118,428	120,768	121,992	123,216	124,416	128,220	132,096	136,092	140,232
\$/hr	44.39	45.73	47.11	48.55	50.02	51.54	53.10	54.71	55.25	55.81	56.37	56.94	58.06	58.65	59.24	59.82	61.64	63.51	65.43	67.42
23	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577	\$9,673	\$9,771	\$9,869	\$9,965	\$10,166	\$10,268	\$10,368	\$10,474	\$10,792	\$11,118	\$11,457	\$11,802
\$/yr	93,240	96,072	99,024	102,012	105,096	108,264	111,528	114,924	116,076	117,252	118,428	119,580	121,992	123,216	124,416	125,688	129,504	133,416	137,484	141,624
\$/hr	44.83	46.19	47.61	49.04	50.53	52.05	53.62	55.25	55.81	56.37	56.94	57.49	58.65	59.24	59.82	60.43	62.26	64.14	66.10	68.09
24	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673	\$9,771	\$9,869	\$9,965	\$10,064	\$10,268	\$10,368	\$10,474	\$10,579	\$10,898	\$11,231	\$11,570	\$11,920
\$/yr	94,176	97,044	99,984	103,020	106,116	109,356	112,656	116,076	117,252	118,428	119,580	120,768	123,216	124,416	125,688	126,948	130,776	134,772	138,840	143,040
\$/hr	45.28	46.66	48.07	49.53	51.02	52.58	54.16	55.81	56.37	56.94	57.49	58.06	59.24	59.82	60.43	61.03	62.87	64.79	66.75	68.77
25	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771	\$9,869	\$9,965	\$10,064	\$10,166	\$10,368	\$10,474	\$10,579	\$10,685	\$11,008	\$11,341	\$11,686	\$12,039
\$/yr	95,112	97,980	100,992	104,040	107,208	110,448	113,796	117,252	118,428	119,580	120,768	121,992	124,416	125,688	126,948	128,220	132,096	136,092	140,232	144,468
\$/hr	45.73	47.11	48.55	50.02	51.54	53.10	54.71	56.37	56.94	57.49	58.06	58.65	59.82	60.43	61.03	61.64	63.51	65.43	67.42	69.46
26	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869	\$9,965	\$10,064	\$10,166	\$10,268	\$10,474	\$10,579	\$10,685	\$10,792	\$11,118	\$11,457	\$11,802	\$12,159
\$/yr	96,072	99,024	102,012	105,096	108,264	111,528	114,924	118,428	119,580	120,768	121,992	123,216	125,688	126,948	128,220	129,504	133,416	137,484	141,624	145,908
\$/hr	46.19	47.61	49.04	50.53	52.05	53.62	55.25	56.94	57.49	58.06	58.65	59.24	60.43	61.03	61.64	62.26	64.14	66.10	68.09	70.15
27	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965	\$10,064	\$10,166	\$10,268	\$10,368	\$10,579	\$10,685	\$10,792	\$10,898	\$11,231	\$11,570	\$11,920	\$12,283
\$/yr	97,044	99,984	103,020	106,116	109,356	112,656	116,076	119,580	120,768	121,992	123,216	124,416	126,948	128,220	129,504	130,776	134,772	138,840	143,040	147,396
\$/hr	46.66	48.07	49.53	51.02	52.58	54.16	55.81	57.49	58.06	58.65	59.24	59.82	61.03	61.64	62.26	62.87	64.79	66.75	68.77	70.86
28	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064	\$10,166	\$10,268	\$10,368	\$10,474	\$10,685	\$10,792	\$10,898	\$11,008	\$11,341	\$11,686	\$12,039	\$12,404
\$/yr	97,980	100,992	104,040	107,208	110,448	113,796	117,252	120,768	121,992	123,216	124,416	125,688	128,220	129,504	130,776	132,096	136,092	140,232	144,468	148,848
\$/hr	47.11	48.55	50.02	51.54	53.10	54.71	56.37	58.06	58.65	59.24	59.82	60.43	61.64	62.26	62.87	63.51	65.43	67.42	69.46	71.56

29	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166	\$10,268	\$10,368	\$10,474	\$10,579	\$10,792	\$10,898	\$11,008	\$11,118	\$11,457	\$11,802	\$12,159	\$12,530
\$/yr	99,024	102,012	105,096	108,264	111,528	114,924	118,428	121,992	123,216	124,416	125,688	126,948	129,504	130,776	132,096	133,416	137,484	141,624	145,908	150,360
\$/hr	47.61	49.04	50.53	52.05	53.62	55.25	56.94	58.65	59.24	59.82	60.43	61.03	62.26	62.87	63.51	64.14	66.10	68.09	70.15	72.29
30	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268	\$10,368	\$10,474	\$10,579	\$10,685	\$10,898	\$11,008	\$11,118	\$11,231	\$11,570	\$11,920	\$12,283	\$12,654
\$/yr	99,984	103,020	106,116	109,356	112,656	116,076	119,580	123,216	124,416	125,688	126,948	128,220	130,776	132,096	133,416	134,772	138,840	143,040	147,396	151,848
\$/hr	48.07	49.53	51.02	52.58	54.16	55.81	57.49	59.24	59.82	60.43	61.03	61.64	62.87	63.51	64.14	64.79	66.75	68.77	70.86	73.00
31	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064	\$10,368	\$10,474	\$10,579	\$10,685	\$10,792	\$11,008	\$11,118	\$11,231	\$11,341	\$11,686	\$12,039	\$12,404	\$12,782
\$/yr	100,992	104,040	107,208	110,448	113,796	117,252	120,768	124,416	125,688	126,948	128,220	129,504	132,096	133,416	134,772	136,092	140,232	144,468	148,848	153,384
\$/hr	48.55	50.02	51.54	53.10	54.71	56.37	58.06	59.82	60.43	61.03	61.64	62.26	63.51	64.14	64.79	65.43	67.42	69.46	71.56	73.74
32	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166	\$10,474	\$10,579	\$10,685	\$10,792	\$10,898	\$11,118	\$11,231	\$11,341	\$11,457	\$11,802	\$12,159	\$12,530	\$12,909
\$/yr	102,012	105,096	108,264	111,528	114,924	118,428	121,992	125,688	126,948	128,220	129,504	130,776	133,416	134,772	136,092	137,484	141,624	145,908	150,360	154,908
\$/hr	49.04	50.53	52.05	53.62	55.25	56.94	58.65	60.43	61.03	61.64	62.26	62.87	64.14	64.79	65.43	66.10	68.09	70.15	72.29	74.48
33	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268	\$10,579	\$10,685	\$10,792	\$10,898	\$11,008	\$11,231	\$11,341	\$11,457	\$11,570	\$11,920	\$12,283	\$12,654	\$13,040
\$/yr	103,020	106,116	109,356	112,656	116,076	119,580	123,216	126,948	128,220	129,504	130,776	132,096	134,772	136,092	137,484	138,840	143,040	147,396	151,848	156,480
\$/hr	49.53	51.02	52.58	54.16	55.81	57.49	59.24	61.03	61.64	62.26	62.87	63.51	64.79	65.43	66.10	66.75	68.77	70.86	73.00	75.23
34	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064	\$10,368	\$10,685	\$10,792	\$10,898	\$11,008	\$11,118	\$11,341	\$11,457	\$11,570	\$11,686	\$12,039	\$12,404	\$12,782	\$13,169
\$/yr	104,040	107,208	110,448	113,796	117,252	120,768	124,416	128,220	129,504	130,776	132,096	133,416	136,092	137,484	138,840	140,232	144,468	148,848	153,384	158,028
\$/hr	50.02	51.54	53.10	54.71	56.37	58.06	59.82	61.64	62.26	62.87	63.51	64.14	65.43	66.10	66.75	67.42	69.46	71.56	73.74	75.98
35	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166	\$10,474	\$10,792	\$10,898	\$11,008	\$11,118	\$11,231	\$11,457	\$11,570	\$11,686	\$11,802	\$12,159	\$12,530	\$12,909	\$13,301
\$/yr	105,096	108,264	111,528	114,924	118,428	121,992	125,688	129,504	130,776	132,096	133,416	134,772	137,484	138,840	140,232	141,624	145,908	150,360	154,908	159,612
\$/hr	50.53	52.05	53.62	55.25	56.94	58.65	60.43	62.26	62.87	63.51	64.14	64.79	66.10	66.75	67.42	68.09	70.15	72.29	74.48	76.74
36	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268	\$10,579	\$10,898	\$11,008	\$11,118	\$11,231	\$11,341	\$11,570	\$11,686	\$11,802	\$11,920	\$12,283	\$12,654	\$13,040	\$13,433
\$/yr	106,116	109,356	112,656	116,076	119,580	123,216	126,948	130,776	132,096	133,416	134,772	136,092	138,840	140,232	141,624	143,040	147,396	151,848	156,480	161,196
\$/hr	51.02	52.58	54.16	55.81	57.49	59.24	61.03	62.87	63.51	64.14	64.79	65.43	66.75	67.42	68.09	68.77	70.86	73.00	75.23	77.50
37	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064	\$10,368	\$10,685	\$11,008	\$11,118	\$11,231	\$11,341	\$11,457	\$11,686	\$11,802	\$11,920	\$12,039	\$12,404	\$12,782	\$13,169	\$13,568
\$/yr	107,208	110,448	113,796	117,252	120,768	124,416	128,220	132,096	133,416	134,772	136,092	137,484	140,232	141,624	143,040	144,468	148,848	153,384	158,028	162,816
\$/hr	51.54	53.10	54.71	56.37	58.06	59.82	61.64	63.51	64.14	64.79	65.43	66.10	67.42	68.09	68.77	69.46	71.56	73.74	75.98	78.28
38	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166	\$10,474	\$10,792	\$11,118	\$11,231	\$11,341	\$11,457	\$11,570	\$11,802	\$11,920	\$12,039	\$12,159	\$12,530	\$12,909	\$13,301	\$13,704
\$/yr	108,264	111,528	114,924	118,428	121,992	125,688	129,504	133,416	134,772	136,092	137,484	138,840	141,624	143,040	144,468	145,908	150,360	154,908	159,612	164,448
\$/hr	52.05	53.62	55.25	56.94	58.65	60.43	62.26	64.14	64.79	65.43	66.10	66.75	68.09	68.77	69.46	70.15	72.29	74.48	76.74	79.06
39	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268	\$10,579	\$10,898	\$11,231	\$11,341	\$11,457	\$11,570	\$11,686	\$11,920	\$12,039	\$12,159	\$12,283	\$12,654	\$13,040	\$13,433	\$13,840
\$/yr	109,356	112,656	116,076	119,580	123,216	126,948	130,776	134,772	136,092	137,484	138,840	140,232	143,040	144,468	145,908	147,396	151,848	156,480	161,196	166,080
\$/hr	52.58	54.16	55.81	57.49	59.24	61.03	62.87	64.79	65.43	66.10	66.75	67.42	68.77	69.46	70.15	70.86	73.00	75.23	77.50	79.85
40	\$9,204	\$9,483	\$9,771	\$10,064	\$10,368	\$10,685	\$11,008	\$11,341	\$11,457	\$11,570	\$11,686	\$11,802	\$12,039	\$12,159	\$12,283	\$12,404	\$12,782	\$13,169	\$13,568	\$13,979
\$/yr	110,448	113,796	117,252	120,768	124,416	128,220	132,096	136,092	137,484	138,840	140,232	141,624	144,468	145,908	147,396	148,848	153,384	158,028	162,816	167,748
\$/hr	53.10	54.71	56.37	58.06	59.82	61.64	63.51	65.43	66.10	66.75	67.42	68.09	69.46	70.15	70.86	71.56	73.74	75.98	78.28	80.65

41	\$9,294	\$9,577	\$9,869	\$10,166	\$10,474	\$10,792	\$11,118	\$11,457	\$11,570	\$11,686	\$11,802	\$11,920	\$12,159	\$12,283	\$12,404	\$12,530	\$12,909	\$13,301	\$13,704	\$14,119
\$/yr	111,528	114,924	118,428	121,992	125,688	129,504	133,416	137,484	138,840	140,232	141,624	143,040	145,908	147,396	148,848	150,360	154,908	159,612	164,448	169,428
\$/hr	53.62	55.25	56.94	58.65	60.43	62.26	64.14	66.10	66.75	67.42	68.09	68.77	70.15	70.86	71.56	72.29	74.48	76.74	79.06	81.46
42	\$9,388	\$9,673	\$9,965	\$10,268	\$10,579	\$10,898	\$11,231	\$11,570	\$11,686	\$11,802	\$11,920	\$12,039	\$12,283	\$12,404	\$12,530	\$12,654	\$13,040	\$13,433	\$13,840	\$14,260
\$/yr	112,656	116,076	119,580	123,216	126,948	130,776	134,772	138,840	140,232	141,624	143,040	144,468	147,396	148,848	150,360	151,848	156,480	161,196	166,080	171,120
\$/hr	54.16	55.81	57.49	59.24	61.03	62.87	64.79	66.75	67.42	68.09	68.77	69.46	70.86	71.56	72.29	73.00	75.23	77.50	79.85	82.27
43	\$9,483	\$9,771	\$10,064	\$10,368	\$10,685	\$11,008	\$11,341	\$11,686	\$11,802	\$11,920	\$12,039	\$12,159	\$12,404	\$12,530	\$12,654	\$12,782	\$13,169	\$13,568	\$13,979	\$14,402
\$/yr	113,796	117,252	120,768	124,416	128,220	132,096	136,092	140,232	141,624	143,040	144,468	145,908	148,848	150,360	151,848	153,384	158,028	162,816	167,748	172,824
\$/hr	54.71	56.37	58.06	59.82	61.64	63.51	65.43	67.42	68.09	68.77	69.46	70.15	71.56	72.29	73.00	73.74	75.98	78.28	80.65	83.09
44	\$9,577	\$9,869	\$10,166	\$10,474	\$10,792	\$11,118	\$11,457	\$11,802	\$11,920	\$12,039	\$12,159	\$12,283	\$12,530	\$12,654	\$12,782	\$12,909	\$13,301	\$13,704	\$14,119	\$14,546
\$/yr	114,924	118,428	121,992	125,688	129,504	133,416	137,484	141,624	143,040	144,468	145,908	147,396	150,360	151,848	153,384	154,908	159,612	164,448	169,428	174,552
\$/hr	55.25	56.94	58.65	60.43	62.26	64.14	66.10	68.09	68.77	69.46	70.15	70.86	72.29	73.00	73.74	74.48	76.74	79.06	81.46	83.92

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU LOCAL 925/UW COLLECTIVE BARGAINING AGREEMENTS**

**PAY TABLE B4
Effective July 1, 2017**

Range	<--- STEP --->														CEGP Steps			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O			
20																		\$2,609
\$/yr																		31,308
\$/hr																		15.05
21																	\$2,609	\$2,669
\$/yr																	31,308	32,028
\$/hr																	15.05	15.40
22														\$2,609			\$2,669	\$2,730
\$/yr														31,308			32,028	32,760
\$/hr														15.05			15.40	15.75
23													\$2,609	\$2,669			\$2,730	\$2,794
\$/yr													31,308	32,028			32,760	33,528
\$/hr													15.05	15.40			15.75	16.12
24												\$2,609	\$2,669	\$2,730			\$2,794	\$2,861
\$/yr												31,308	32,028	32,760			33,528	34,332
\$/hr												15.05	15.40	15.75			16.12	16.51
25											\$2,609	\$2,669	\$2,730	\$2,794			\$2,861	\$2,924
\$/yr											31,308	32,028	32,760	33,528			34,332	35,088
\$/hr											15.05	15.40	15.75	16.12			16.51	16.87
26										\$2,609	\$2,669	\$2,730	\$2,794	\$2,861			\$2,924	\$2,999
\$/yr										31,308	32,028	32,760	33,528	34,332			35,088	35,988
\$/hr										15.05	15.40	15.75	16.12	16.51			16.87	17.30
27									\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924			\$2,999	\$3,067

\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	
28																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
29																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
30																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
31																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
32																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
33																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
34																								
																\$2,609	\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139
\$/yr																31,308	32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668
\$/hr																15.05	15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11
35																								
																\$2,669	\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139	\$3,215
\$/yr																32,028	32,760	33,528	34,332	35,088	35,988	36,804	37,668	38,580
\$/hr																15.40	15.75	16.12	16.51	16.87	17.30	17.69	18.11	18.55
36																								
																\$2,730	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139	\$3,215	\$3,287
\$/yr																32,760	33,528	34,332	35,088	35,988	36,804	37,668	38,580	39,444

\$/hr	15.75	16.12	16.51	16.87	17.30	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93
37	\$2,794	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894
\$/yr	33,528	34,332	35,088	35,988	36,804	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728
\$/hr	16.12	16.51	16.87	17.30	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47
38	\$2,861	\$2,924	\$2,999	\$3,067	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995
\$/yr	34,332	35,088	35,988	36,804	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940
\$/hr	16.51	16.87	17.30	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05
39	\$2,924	\$2,999	\$3,067	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088
\$/yr	35,088	35,988	36,804	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056
\$/hr	16.87	17.30	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58
40	\$2,999	\$3,067	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195
\$/yr	35,988	36,804	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340
\$/hr	17.30	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20
41	\$3,067	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299
\$/yr	36,804	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588
\$/hr	17.69	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80
42	\$3,139	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410
\$/yr	37,668	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920
\$/hr	18.11	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44
43	\$3,215	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520
\$/yr	38,580	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240
\$/hr	18.55	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08
44	\$3,287	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632
\$/yr	39,444	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584
\$/hr	18.96	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72
45	\$3,370	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744
\$/yr	40,440	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928
\$/hr	19.44	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37

46	\$3,449	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865
\$/yr	41,388	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380
\$/hr	19.90	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07
47	\$3,530	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986
\$/yr	42,360	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832
\$/hr	20.37	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77
48	\$3,618	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114
\$/yr	43,416	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368
\$/hr	20.87	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50
49	\$3,708	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240
\$/yr	44,496	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880
\$/hr	21.39	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23
50	\$3,802	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368
\$/yr	45,624	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416
\$/hr	21.93	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97
51	\$3,894	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504
\$/yr	46,728	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048
\$/hr	22.47	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75
52	\$3,995	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640
\$/yr	47,940	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680
\$/hr	23.05	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54
53	\$4,088	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782
\$/yr	49,056	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384
\$/hr	23.58	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36
54	\$4,195	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928
\$/yr	50,340	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136
\$/hr	24.20	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20
55	\$4,299	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074

\$/yr	51,588	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888
\$/hr	24.80	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04
56	\$4,410	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231
\$/yr	52,920	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772
\$/hr	25.44	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95
57	\$4,520	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382
\$/yr	54,240	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584
\$/hr	26.08	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82
58	\$4,632	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544
\$/yr	55,584	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528
\$/hr	26.72	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75
59	\$4,744	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708
\$/yr	56,928	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496
\$/hr	27.37	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70
60	\$4,865	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873
\$/yr	58,380	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476
\$/hr	28.07	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65
61	\$4,986	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043
\$/yr	59,832	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516
\$/hr	28.77	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63
62	\$5,114	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224
\$/yr	61,368	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688
\$/hr	29.50	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68
63	\$5,240	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401
\$/yr	62,880	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812
\$/hr	30.23	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70
64	\$5,368	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589
\$/yr	64,416	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068

\$/hr	30.97	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78
65	\$5,504	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779
\$/yr	66,048	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348
\$/hr	31.75	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88
66	\$5,640	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972
\$/yr	67,680	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664
\$/hr	32.54	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99
67	\$5,782	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172
\$/yr	69,384	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064
\$/hr	33.36	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15
68	\$5,928	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375
\$/yr	71,136	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500
\$/hr	34.20	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32
69	\$6,074	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585
\$/yr	72,888	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020
\$/hr	35.04	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53
70	\$6,231	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802
\$/yr	74,772	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624
\$/hr	35.95	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78
71	\$6,382	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021
\$/yr	76,584	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252
\$/hr	36.82	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04
72	\$6,544	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249
\$/yr	78,528	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988
\$/hr	37.75	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36
73	\$6,708	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476
\$/yr	80,496	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712
\$/hr	38.70	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67

74	\$6,873	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713
\$/yr	82,476	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556
\$/hr	39.65	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04
75	\$7,043	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957
\$/yr	84,516	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484
\$/hr	40.63	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44
76	\$7,224	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207
\$/yr	86,688	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484
\$/hr	41.68	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89
77	\$7,401	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458
\$/yr	88,812	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496
\$/hr	42.70	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33
78	\$7,589	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718
\$/yr	91,068	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616
\$/hr	43.78	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83
79	\$7,779	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989
\$/yr	93,348	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868
\$/hr	44.88	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40
80	\$7,972	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263
\$/yr	95,664	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156
\$/hr	45.99	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98
81	\$8,172	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543
\$/yr	98,064	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516
\$/hr	47.15	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59
82	\$8,375	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836
\$/yr	100,500	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032
\$/hr	48.32	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28
83	\$8,585	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128

\$/yr	103,020	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536
\$/hr	49.53	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97
84	\$8,802	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434
\$/yr	105,624	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208
\$/hr	50.78	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73
85	\$9,021	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747
\$/yr	108,252	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964
\$/hr	52.04	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54
86	\$9,249	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747	\$13,063
\$/yr	110,988	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964	156,756
\$/hr	53.36	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54	75.36
87	\$9,476	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747	\$13,063	\$13,393
\$/yr	113,712	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964	156,756	160,716
\$/hr	54.67	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54	75.36	77.27
88	\$9,713	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747	\$13,063	\$13,393	\$13,723
\$/yr	116,556	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964	156,756	160,716	164,676
\$/hr	56.04	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54	75.36	77.27	79.17
89	\$9,957	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747	\$13,063	\$13,393	\$13,723	\$14,068
\$/yr	119,484	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964	156,756	160,716	164,676	168,816
\$/hr	57.44	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54	75.36	77.27	79.17	81.16
90	\$10,207	\$10,458	\$10,718	\$10,989	\$11,263	\$11,543	\$11,836	\$12,128	\$12,434	\$12,747	\$13,063	\$13,393	\$13,723	\$14,068	\$14,420
\$/yr	122,484	125,496	128,616	131,868	135,156	138,516	142,032	145,536	149,208	152,964	156,756	160,716	164,676	168,816	173,040
\$/hr	58.89	60.33	61.83	63.40	64.98	66.59	68.28	69.97	71.73	73.54	75.36	77.27	79.17	81.16	83.19

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU LOCAL 925 HEALTHCARE PROFESSIONAL TECHNICAL**

**PAY TABLE B5
Effective July 1, 2017**

Range	<--- STEP --->														CEGP Steps							
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P						
19																	\$2,655					
\$/yr																	31,860					
\$/hr																	15.32					
20																\$2,635	\$2,713					
\$/yr																31,620	32,556					
\$/hr																15.20	15.65					
21															\$2,635	\$2,696	\$2,776					
\$/yr																31,620	32,352	33,312				
\$/hr																15.20	15.55	16.02				
22															\$2,635	\$2,696	\$2,757	\$2,840				
\$/yr																31,620	32,352	33,084	34,080			
\$/hr																15.20	15.55	15.91	16.38			
23															\$2,635	\$2,696	\$2,757	\$2,821	\$2,906			
\$/yr																31,620	32,352	33,084	33,852	34,872		
\$/hr																15.20	15.55	15.91	16.28	16.77		
24															\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,976		
\$/yr																31,620	32,352	33,084	33,852	34,680	35,712	
\$/hr																15.20	15.55	15.91	16.28	16.67	17.17	
25															\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,042	
\$/yr																31,620	32,352	33,084	33,852	34,680	35,436	36,504

\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.55									
26										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,118								
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,416								
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.99								
27										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,190							
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,280							
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.40							
28										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,265						
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	39,180						
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.84						
29										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,344					
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	40,128					
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.29					
30										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,420				
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	41,040				
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.73				
31										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,505			
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	42,060			
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.22			
32										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,586		
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	43,032		
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.69		
33										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,672	
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	44,064	
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.18	
34										\$2,635	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,762
\$/yr										31,620	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	45,144
\$/hr										15.20	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.70

35	\$2,696	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,857
\$/yr	32,352	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,284
\$/hr	15.55	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.25
36	\$2,757	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,955
\$/yr	33,084	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,460
\$/hr	15.91	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.82
37	\$2,821	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,050
\$/yr	33,852	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,600
\$/hr	16.28	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.37
38	\$2,890	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,155
\$/yr	34,680	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,860
\$/hr	16.67	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.97
39	\$2,953	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,251
\$/yr	35,436	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	51,012
\$/hr	17.04	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.53
40	\$3,027	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,364
\$/yr	36,324	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,368
\$/hr	17.46	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.18
41	\$3,097	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,472
\$/yr	37,164	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,664
\$/hr	17.87	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.80
42	\$3,170	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,587
\$/yr	38,040	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	55,044
\$/hr	18.29	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.46
43	\$3,247	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,700
\$/yr	38,964	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,400
\$/hr	18.73	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	27.12
44	\$3,320	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,818

\$/yr	39,840	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,816
\$/hr	19.15	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.80
45	\$3,403	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,935
\$/yr	40,836	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	59,220
\$/hr	19.63	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.47
46	\$3,482	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,059
\$/yr	41,784	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,708
\$/hr	20.09	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.19
47	\$3,565	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,186
\$/yr	42,780	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	62,232
\$/hr	20.57	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.92
48	\$3,653	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,319
\$/yr	43,836	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,828
\$/hr	21.08	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.69
49	\$3,744	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,450
\$/yr	44,928	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,400
\$/hr	21.60	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.44
50	\$3,839	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,583
\$/yr	46,068	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,996
\$/hr	22.15	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.21
51	\$3,932	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,724
\$/yr	47,184	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,688
\$/hr	22.68	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	33.02
52	\$4,034	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,867
\$/yr	48,408	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,404
\$/hr	23.27	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.85
53	\$4,128	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$6,015
\$/yr	49,536	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	72,180

\$/hr	23.82	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.70
54	\$4,236	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,166
\$/yr	50,832	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,992
\$/hr	24.44	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.57
55	\$4,341	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,317
\$/yr	52,092	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,804
\$/hr	25.04	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.44
56	\$4,453	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,481
\$/yr	53,436	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,772
\$/hr	25.69	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.39
57	\$4,563	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,638
\$/yr	54,756	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,656
\$/hr	26.33	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.30
58	\$4,678	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,806
\$/yr	56,136	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,672
\$/hr	26.99	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.27
59	\$4,791	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,976
\$/yr	57,492	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,712
\$/hr	27.64	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.25
60	\$4,912	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,148
\$/yr	58,944	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,776
\$/hr	28.34	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.24
61	\$5,035	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,326
\$/yr	60,420	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,912
\$/hr	29.05	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.27
62	\$5,164	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,513
\$/yr	61,968	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	90,156
\$/hr	29.79	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.34

63	\$5,291	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,698
\$/yr	63,492	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	92,376
\$/hr	30.53	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.41
64	\$5,421	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,893
\$/yr	65,052	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,716
\$/hr	31.28	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.54
65	\$5,558	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,090
\$/yr	66,696	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	97,080
\$/hr	32.07	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.67
66	\$5,696	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,293
\$/yr	68,352	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,516
\$/hr	32.86	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.84
67	\$5,840	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,501
\$/yr	70,080	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	102,012
\$/hr	33.69	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	49.04
68	\$5,986	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,712
\$/yr	71,832	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,544
\$/hr	34.53	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.26
69	\$6,133	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,930
\$/yr	73,596	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	107,160
\$/hr	35.38	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.52
70	\$6,292	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,155
\$/yr	75,504	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,860
\$/hr	36.30	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.82
71	\$6,444	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,383
\$/yr	77,328	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,596
\$/hr	37.18	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	54.13
72	\$6,609	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,621

\$/yr	79,308	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	115,452
\$/hr	38.13	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.51
73	\$6,773	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,855
\$/yr	81,276	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	118,260
\$/hr	39.08	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.86
74	\$6,940	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,102
\$/yr	83,280	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	121,224
\$/hr	40.04	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.28
75	\$7,112	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,357
\$/yr	85,344	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	124,284
\$/hr	41.03	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.75
76	\$7,294	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,616
\$/yr	87,528	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	127,392
\$/hr	42.08	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	61.25
77	\$7,474	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,878
\$/yr	89,688	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	130,536
\$/hr	43.12	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.76
78	\$7,663	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,148
\$/yr	91,956	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,776
\$/hr	44.21	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.32
79	\$7,854	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,430
\$/yr	94,248	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	137,160
\$/hr	45.31	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.94
80	\$8,051	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,715
\$/yr	96,612	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	140,580
\$/hr	46.45	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.59
81	\$8,253	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$12,006
\$/yr	99,036	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	144,072

\$/hr	47.61	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	69.27
82	\$8,458	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,310
\$/yr	101,496	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	147,720
\$/hr	48.80	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	71.02
83	\$8,670	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,614
\$/yr	104,040	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	151,368
\$/hr	50.02	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.77
84	\$8,888	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,933
\$/yr	106,656	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	155,196
\$/hr	51.28	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.61
85	\$9,110	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,259
\$/yr	109,320	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	159,108
\$/hr	52.56	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.49
86	\$9,340	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,192	\$13,587
\$/yr	112,080	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	158,304	163,044
\$/hr	53.88	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.11	78.39
87	\$9,569	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,192	\$13,524	\$13,930
\$/yr	114,828	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	158,304	162,288	167,160
\$/hr	55.21	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.11	78.02	80.37
88	\$9,808	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,192	\$13,524	\$13,858	\$14,274
\$/yr	117,696	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	158,304	162,288	166,296	171,288
\$/hr	56.58	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.11	78.02	79.95	82.35
89	\$10,055	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,192	\$13,524	\$13,858	\$14,207	\$14,633
\$/yr	120,660	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	158,304	162,288	166,296	170,484	175,596
\$/hr	58.01	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.11	78.02	79.95	81.96	84.42
90	\$10,307	\$10,561	\$10,823	\$11,098	\$11,373	\$11,657	\$11,951	\$12,247	\$12,556	\$12,872	\$13,192	\$13,524	\$13,858	\$14,207	\$14,562	\$14,998
\$/yr	123,684	126,732	129,876	133,176	136,476	139,884	143,412	146,964	150,672	154,464	158,304	162,288	166,296	170,484	174,744	179,976
\$/hr	59.46	60.93	62.44	64.03	65.61	67.25	68.95	70.66	72.44	74.26	76.11	78.02	79.95	81.96	84.01	86.53

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Pay (Other Hospital Jobs)**

**PAY TABLE B6
Effective July 1, 2017**

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0					\$2,601	\$2,675	\$2,756	\$2,843	\$2,869	\$2,898	\$2,925	\$2,954	\$3,014	\$3,046	\$3,075	\$3,108	\$3,201	\$3,298	\$3,400
\$/yr					31,212	32,100	33,072	34,116	34,428	34,776	35,100	35,448	36,168	36,552	36,900	37,296	38,412	39,576	40,800
\$/hr					15.01	15.43	15.90	16.40	16.55	16.72	16.88	17.04	17.39	17.57	17.74	17.93	18.47	19.03	19.62
1					\$2,623	\$2,706	\$2,785	\$2,866	\$2,895	\$2,922	\$2,958	\$2,986	\$3,046	\$3,075	\$3,108	\$3,139	\$3,231	\$3,331	\$3,435
\$/yr					31,476	32,472	33,420	34,392	34,740	35,064	35,496	35,832	36,552	36,900	37,296	37,668	38,772	39,972	41,220
\$/hr					15.13	15.61	16.07	16.53	16.70	16.86	17.07	17.23	17.57	17.74	17.93	18.11	18.64	19.22	19.82
2					\$2,651	\$2,730	\$2,817	\$2,897	\$2,924	\$2,953	\$2,990	\$3,019	\$3,075	\$3,108	\$3,139	\$3,173	\$3,267	\$3,367	\$3,467
\$/yr					31,812	32,760	33,804	34,764	35,088	35,436	35,880	36,228	36,900	37,296	37,668	38,076	39,204	40,404	41,604
\$/hr					15.29	15.75	16.25	16.71	16.87	17.04	17.25	17.42	17.74	17.93	18.11	18.31	18.85	19.43	20.00
3				\$2,601	\$2,675	\$2,756	\$2,843	\$2,925	\$2,954	\$2,982	\$3,014	\$3,045	\$3,108	\$3,139	\$3,173	\$3,201	\$3,298	\$3,400	\$3,504
\$/yr				31,212	32,100	33,072	34,116	35,100	35,448	35,784	36,168	36,540	37,296	37,668	38,076	38,412	39,576	40,800	42,048
\$/hr				15.01	15.43	15.90	16.40	16.88	17.04	17.20	17.39	17.57	17.93	18.11	18.31	18.47	19.03	19.62	20.22
4				\$2,623	\$2,706	\$2,785	\$2,866	\$2,958	\$2,986	\$3,015	\$3,046	\$3,075	\$3,139	\$3,173	\$3,201	\$3,231	\$3,331	\$3,435	\$3,537
\$/yr				31,476	32,472	33,420	34,392	35,496	35,832	36,180	36,552	36,900	37,668	38,076	38,412	38,772	39,972	41,220	42,444
\$/hr				15.13	15.61	16.07	16.53	17.07	17.23	17.39	17.57	17.74	18.11	18.31	18.47	18.64	19.22	19.82	20.41
5				\$2,651	\$2,730	\$2,817	\$2,897	\$2,990	\$3,019	\$3,049	\$3,075	\$3,106	\$3,173	\$3,201	\$3,231	\$3,267	\$3,367	\$3,467	\$3,572
\$/yr				31,812	32,760	33,804	34,764	35,880	36,228	36,588	36,900	37,272	38,076	38,412	38,772	39,204	40,404	41,604	42,864
\$/hr				15.29	15.75	16.25	16.71	17.25	17.42	17.59	17.74	17.92	18.31	18.47	18.64	18.85	19.43	20.00	20.61
6			\$2,601	\$2,675	\$2,756	\$2,843	\$2,925	\$3,014	\$3,045	\$3,073	\$3,108	\$3,138	\$3,201	\$3,231	\$3,267	\$3,298	\$3,400	\$3,504	\$3,604
\$/yr			31,212	32,100	33,072	34,116	35,100	36,168	36,540	36,876	37,296	37,656	38,412	38,772	39,204	39,576	40,800	42,048	43,248

\$/hr		15.01	15.43	15.90	16.40	16.88	17.39	17.57	17.73	17.93	18.10	18.47	18.64	18.85	19.03	19.62	20.22	20.79	
7		\$2,623	\$2,706	\$2,785	\$2,866	\$2,958	\$3,046	\$3,075	\$3,105	\$3,139	\$3,169	\$3,231	\$3,267	\$3,298	\$3,331	\$3,435	\$3,537	\$3,643	
\$/yr		31,476	32,472	33,420	34,392	35,496	36,552	36,900	37,260	37,668	38,028	38,772	39,204	39,576	39,972	41,220	42,444	43,716	
\$/hr		15.13	15.61	16.07	16.53	17.07	17.57	17.74	17.91	18.11	18.28	18.64	18.85	19.03	19.22	19.82	20.41	21.02	
8		\$2,651	\$2,730	\$2,817	\$2,897	\$2,990	\$3,075	\$3,106	\$3,135	\$3,173	\$3,204	\$3,267	\$3,298	\$3,331	\$3,367	\$3,467	\$3,572	\$3,680	
\$/yr		31,812	32,760	33,804	34,764	35,880	36,900	37,272	37,620	38,076	38,448	39,204	39,576	39,972	40,404	41,604	42,864	44,160	
\$/hr		15.29	15.75	16.25	16.71	17.25	17.74	17.92	18.09	18.31	18.48	18.85	19.03	19.22	19.43	20.00	20.61	21.23	
9	\$2,601	\$2,675	\$2,756	\$2,843	\$2,925	\$3,014	\$3,108	\$3,138	\$3,168	\$3,201	\$3,230	\$3,298	\$3,331	\$3,367	\$3,400	\$3,504	\$3,604	\$3,717	
\$/yr	31,212	32,100	33,072	34,116	35,100	36,168	37,296	37,656	38,016	38,412	38,760	39,576	39,972	40,404	40,800	42,048	43,248	44,604	
\$/hr	15.01	15.43	15.90	16.40	16.88	17.39	17.93	18.10	18.28	18.47	18.63	19.03	19.22	19.43	19.62	20.22	20.79	21.44	
10	\$2,623	\$2,706	\$2,785	\$2,866	\$2,958	\$3,046	\$3,139	\$3,169	\$3,200	\$3,231	\$3,264	\$3,331	\$3,367	\$3,400	\$3,435	\$3,537	\$3,643	\$3,754	
\$/yr	31,476	32,472	33,420	34,392	35,496	36,552	37,668	38,028	38,400	38,772	39,168	39,972	40,404	40,800	41,220	42,444	43,716	45,048	
\$/hr	15.13	15.61	16.07	16.53	17.07	17.57	18.11	18.28	18.46	18.64	18.83	19.22	19.43	19.62	19.82	20.41	21.02	21.66	
11	\$2,651	\$2,730	\$2,817	\$2,897	\$2,990	\$3,075	\$3,173	\$3,204	\$3,234	\$3,267	\$3,299	\$3,367	\$3,400	\$3,435	\$3,467	\$3,572	\$3,680	\$3,792	
\$/yr	31,812	32,760	33,804	34,764	35,880	36,900	38,076	38,448	38,808	39,204	39,588	40,404	40,800	41,220	41,604	42,864	44,160	45,504	
\$/hr	15.29	15.75	16.25	16.71	17.25	17.74	18.31	18.48	18.66	18.85	19.03	19.43	19.62	19.82	20.00	20.61	21.23	21.88	
12	\$2,601	\$2,675	\$2,756	\$2,843	\$2,925	\$3,014	\$3,108	\$3,201	\$3,230	\$3,262	\$3,298	\$3,330	\$3,400	\$3,435	\$3,467	\$3,504	\$3,604	\$3,717	\$3,832
\$/yr	31,212	32,100	33,072	34,116	35,100	36,168	37,296	38,412	38,760	39,144	39,576	39,960	40,800	41,220	41,604	42,048	43,248	44,604	45,984
\$/hr	15.01	15.43	15.90	16.40	16.88	17.39	17.93	18.47	18.63	18.82	19.03	19.21	19.62	19.82	20.00	20.22	20.79	21.44	22.11
13	\$2,623	\$2,706	\$2,785	\$2,866	\$2,958	\$3,046	\$3,139	\$3,231	\$3,264	\$3,295	\$3,331	\$3,364	\$3,435	\$3,467	\$3,504	\$3,537	\$3,643	\$3,754	\$3,866
\$/yr	31,476	32,472	33,420	34,392	35,496	36,552	37,668	38,772	39,168	39,540	39,972	40,368	41,220	41,604	42,048	42,444	43,716	45,048	46,392
\$/hr	15.13	15.61	16.07	16.53	17.07	17.57	18.11	18.64	18.83	19.01	19.22	19.41	19.82	20.00	20.22	20.41	21.02	21.66	22.30
14	\$2,651	\$2,730	\$2,817	\$2,897	\$2,990	\$3,075	\$3,173	\$3,267	\$3,299	\$3,330	\$3,367	\$3,400	\$3,467	\$3,504	\$3,537	\$3,572	\$3,680	\$3,792	\$3,905
\$/yr	31,812	32,760	33,804	34,764	35,880	36,900	38,076	39,204	39,588	39,960	40,404	40,800	41,604	42,048	42,444	42,864	44,160	45,504	46,860
\$/hr	15.29	15.75	16.25	16.71	17.25	17.74	18.31	18.85	19.03	19.21	19.43	19.62	20.00	20.22	20.41	20.61	21.23	21.88	22.53
15	\$2,675	\$2,756	\$2,843	\$2,925	\$3,014	\$3,108	\$3,201	\$3,298	\$3,330	\$3,363	\$3,400	\$3,433	\$3,504	\$3,537	\$3,572	\$3,604	\$3,717	\$3,832	\$3,945
\$/yr	32,100	33,072	34,116	35,100	36,168	37,296	38,412	39,576	39,960	40,356	40,800	41,196	42,048	42,444	42,864	43,248	44,604	45,984	47,340
\$/hr	15.43	15.90	16.40	16.88	17.39	17.93	18.47	19.03	19.21	19.40	19.62	19.81	20.22	20.41	20.61	20.79	21.44	22.11	22.76

16	\$2,706	\$2,785	\$2,866	\$2,958	\$3,046	\$3,139	\$3,231	\$3,331	\$3,364	\$3,396	\$3,435	\$3,469	\$3,537	\$3,572	\$3,604	\$3,643	\$3,754	\$3,866	\$3,985
\$/yr	32,472	33,420	34,392	35,496	36,552	37,668	38,772	39,972	40,368	40,752	41,220	41,628	42,444	42,864	43,248	43,716	45,048	46,392	47,820
\$/hr	15.61	16.07	16.53	17.07	17.57	18.11	18.64	19.22	19.41	19.59	19.82	20.01	20.41	20.61	20.79	21.02	21.66	22.30	22.99
17	\$2,730	\$2,817	\$2,897	\$2,990	\$3,075	\$3,173	\$3,267	\$3,367	\$3,400	\$3,432	\$3,467	\$3,500	\$3,572	\$3,604	\$3,643	\$3,680	\$3,792	\$3,905	\$4,025
\$/yr	32,760	33,804	34,764	35,880	36,900	38,076	39,204	40,404	40,800	41,184	41,604	42,000	42,864	43,248	43,716	44,160	45,504	46,860	48,300
\$/hr	15.75	16.25	16.71	17.25	17.74	18.31	18.85	19.43	19.62	19.80	20.00	20.19	20.61	20.79	21.02	21.23	21.88	22.53	23.22
18	\$2,756	\$2,843	\$2,925	\$3,014	\$3,108	\$3,201	\$3,298	\$3,400	\$3,433	\$3,467	\$3,504	\$3,538	\$3,604	\$3,643	\$3,680	\$3,717	\$3,832	\$3,945	\$4,065
\$/yr	33,072	34,116	35,100	36,168	37,296	38,412	39,576	40,800	41,196	41,604	42,048	42,456	43,248	43,716	44,160	44,604	45,984	47,340	48,780
\$/hr	15.90	16.40	16.88	17.39	17.93	18.47	19.03	19.62	19.81	20.00	20.22	20.41	20.79	21.02	21.23	21.44	22.11	22.76	23.45
19	\$2,785	\$2,866	\$2,958	\$3,046	\$3,139	\$3,231	\$3,331	\$3,435	\$3,469	\$3,502	\$3,537	\$3,572	\$3,643	\$3,680	\$3,717	\$3,754	\$3,866	\$3,985	\$4,107
\$/yr	33,420	34,392	35,496	36,552	37,668	38,772	39,972	41,220	41,628	42,024	42,444	42,864	43,716	44,160	44,604	45,048	46,392	47,820	49,284
\$/hr	16.07	16.53	17.07	17.57	18.11	18.64	19.22	19.82	20.01	20.20	20.41	20.61	21.02	21.23	21.44	21.66	22.30	22.99	23.69
20	\$2,817	\$2,897	\$2,990	\$3,075	\$3,173	\$3,267	\$3,367	\$3,467	\$3,500	\$3,534	\$3,572	\$3,606	\$3,680	\$3,717	\$3,754	\$3,792	\$3,905	\$4,025	\$4,147
\$/yr	33,804	34,764	35,880	36,900	38,076	39,204	40,404	41,604	42,000	42,408	42,864	43,272	44,160	44,604	45,048	45,504	46,860	48,300	49,764
\$/hr	16.25	16.71	17.25	17.74	18.31	18.85	19.43	20.00	20.19	20.39	20.61	20.80	21.23	21.44	21.66	21.88	22.53	23.22	23.93
21	\$2,843	\$2,925	\$3,014	\$3,108	\$3,201	\$3,298	\$3,400	\$3,504	\$3,538	\$3,573	\$3,604	\$3,639	\$3,717	\$3,754	\$3,792	\$3,832	\$3,945	\$4,065	\$4,189
\$/yr	34,116	35,100	36,168	37,296	38,412	39,576	40,800	42,048	42,456	42,876	43,248	43,668	44,604	45,048	45,504	45,984	47,340	48,780	50,268
\$/hr	16.40	16.88	17.39	17.93	18.47	19.03	19.62	20.22	20.41	20.61	20.79	20.99	21.44	21.66	21.88	22.11	22.76	23.45	24.17
22	\$2,866	\$2,958	\$3,046	\$3,139	\$3,231	\$3,331	\$3,435	\$3,537	\$3,572	\$3,606	\$3,643	\$3,679	\$3,754	\$3,792	\$3,832	\$3,866	\$3,985	\$4,107	\$4,233
\$/yr	34,392	35,496	36,552	37,668	38,772	39,972	41,220	42,444	42,864	43,272	43,716	44,148	45,048	45,504	45,984	46,392	47,820	49,284	50,796
\$/hr	16.53	17.07	17.57	18.11	18.64	19.22	19.82	20.41	20.61	20.80	21.02	21.23	21.66	21.88	22.11	22.30	22.99	23.69	24.42
23	\$2,897	\$2,990	\$3,075	\$3,173	\$3,267	\$3,367	\$3,467	\$3,572	\$3,606	\$3,641	\$3,680	\$3,715	\$3,792	\$3,832	\$3,866	\$3,905	\$4,025	\$4,147	\$4,275
\$/yr	34,764	35,880	36,900	38,076	39,204	40,404	41,604	42,864	43,272	43,692	44,160	44,580	45,504	45,984	46,392	46,860	48,300	49,764	51,300
\$/hr	16.71	17.25	17.74	18.31	18.85	19.43	20.00	20.61	20.80	21.01	21.23	21.43	21.88	22.11	22.30	22.53	23.22	23.93	24.66
24	\$2,925	\$3,014	\$3,108	\$3,201	\$3,298	\$3,400	\$3,504	\$3,604	\$3,639	\$3,674	\$3,717	\$3,754	\$3,832	\$3,866	\$3,905	\$3,945	\$4,065	\$4,189	\$4,316
\$/yr	35,100	36,168	37,296	38,412	39,576	40,800	42,048	43,248	43,668	44,088	44,604	45,048	45,984	46,392	46,860	47,340	48,780	50,268	51,792
\$/hr	16.88	17.39	17.93	18.47	19.03	19.62	20.22	20.79	20.99	21.20	21.44	21.66	22.11	22.30	22.53	22.76	23.45	24.17	24.90
25	\$2,958	\$3,046	\$3,139	\$3,231	\$3,331	\$3,435	\$3,537	\$3,643	\$3,679	\$3,714	\$3,754	\$3,790	\$3,866	\$3,905	\$3,945	\$3,985	\$4,107	\$4,233	\$4,357

\$/yr	35,496	36,552	37,668	38,772	39,972	41,220	42,444	43,716	44,148	44,568	45,048	45,480	46,392	46,860	47,340	47,820	49,284	50,796	52,284
\$/hr	17.07	17.57	18.11	18.64	19.22	19.82	20.41	21.02	21.23	21.43	21.66	21.87	22.30	22.53	22.76	22.99	23.69	24.42	25.14
26	\$2,990	\$3,075	\$3,173	\$3,267	\$3,367	\$3,467	\$3,572	\$3,680	\$3,715	\$3,752	\$3,792	\$3,830	\$3,905	\$3,945	\$3,985	\$4,025	\$4,147	\$4,275	\$4,402
\$/yr	35,880	36,900	38,076	39,204	40,404	41,604	42,864	44,160	44,580	45,024	45,504	45,960	46,860	47,340	47,820	48,300	49,764	51,300	52,824
\$/hr	17.25	17.74	18.31	18.85	19.43	20.00	20.61	21.23	21.43	21.65	21.88	22.10	22.53	22.76	22.99	23.22	23.93	24.66	25.40
27	\$3,014	\$3,108	\$3,201	\$3,298	\$3,400	\$3,504	\$3,604	\$3,717	\$3,754	\$3,789	\$3,832	\$3,869	\$3,945	\$3,985	\$4,025	\$4,065	\$4,189	\$4,316	\$4,448
\$/yr	36,168	37,296	38,412	39,576	40,800	42,048	43,248	44,604	45,048	45,468	45,984	46,428	47,340	47,820	48,300	48,780	50,268	51,792	53,376
\$/hr	17.39	17.93	18.47	19.03	19.62	20.22	20.79	21.44	21.66	21.86	22.11	22.32	22.76	22.99	23.22	23.45	24.17	24.90	25.66
28	\$3,046	\$3,139	\$3,231	\$3,331	\$3,435	\$3,537	\$3,643	\$3,754	\$3,790	\$3,827	\$3,866	\$3,904	\$3,985	\$4,025	\$4,065	\$4,107	\$4,233	\$4,357	\$4,492
\$/yr	36,552	37,668	38,772	39,972	41,220	42,444	43,716	45,048	45,480	45,924	46,392	46,848	47,820	48,300	48,780	49,284	50,796	52,284	53,904
\$/hr	17.57	18.11	18.64	19.22	19.82	20.41	21.02	21.66	21.87	22.08	22.30	22.52	22.99	23.22	23.45	23.69	24.42	25.14	25.92
29	\$3,075	\$3,173	\$3,267	\$3,367	\$3,467	\$3,572	\$3,680	\$3,792	\$3,830	\$3,866	\$3,905	\$3,943	\$4,025	\$4,065	\$4,107	\$4,147	\$4,275	\$4,402	\$4,534
\$/yr	36,900	38,076	39,204	40,404	41,604	42,864	44,160	45,504	45,960	46,392	46,860	47,316	48,300	48,780	49,284	49,764	51,300	52,824	54,408
\$/hr	17.74	18.31	18.85	19.43	20.00	20.61	21.23	21.88	22.10	22.30	22.53	22.75	23.22	23.45	23.69	23.93	24.66	25.40	26.16
30	\$3,108	\$3,201	\$3,298	\$3,400	\$3,504	\$3,604	\$3,717	\$3,832	\$3,869	\$3,907	\$3,945	\$3,984	\$4,065	\$4,107	\$4,147	\$4,189	\$4,316	\$4,448	\$4,582
\$/yr	37,296	38,412	39,576	40,800	42,048	43,248	44,604	45,984	46,428	46,884	47,340	47,808	48,780	49,284	49,764	50,268	51,792	53,376	54,984
\$/hr	17.93	18.47	19.03	19.62	20.22	20.79	21.44	22.11	22.32	22.54	22.76	22.98	23.45	23.69	23.93	24.17	24.90	25.66	26.43
31	\$3,139	\$3,231	\$3,331	\$3,435	\$3,537	\$3,643	\$3,754	\$3,866	\$3,904	\$3,941	\$3,985	\$4,023	\$4,107	\$4,147	\$4,189	\$4,233	\$4,357	\$4,492	\$4,630
\$/yr	37,668	38,772	39,972	41,220	42,444	43,716	45,048	46,392	46,848	47,292	47,820	48,276	49,284	49,764	50,268	50,796	52,284	53,904	55,560
\$/hr	18.11	18.64	19.22	19.82	20.41	21.02	21.66	22.30	22.52	22.74	22.99	23.21	23.69	23.93	24.17	24.42	25.14	25.92	26.71
32	\$3,173	\$3,267	\$3,367	\$3,467	\$3,572	\$3,680	\$3,792	\$3,905	\$3,943	\$3,981	\$4,025	\$4,064	\$4,147	\$4,189	\$4,233	\$4,275	\$4,402	\$4,534	\$4,676
\$/yr	38,076	39,204	40,404	41,604	42,864	44,160	45,504	46,860	47,316	47,772	48,300	48,768	49,764	50,268	50,796	51,300	52,824	54,408	56,112
\$/hr	18.31	18.85	19.43	20.00	20.61	21.23	21.88	22.53	22.75	22.97	23.22	23.45	23.93	24.17	24.42	24.66	25.40	26.16	26.98
33	\$3,201	\$3,298	\$3,400	\$3,504	\$3,604	\$3,717	\$3,832	\$3,945	\$3,984	\$4,022	\$4,065	\$4,104	\$4,189	\$4,233	\$4,275	\$4,316	\$4,448	\$4,582	\$4,723
\$/yr	38,412	39,576	40,800	42,048	43,248	44,604	45,984	47,340	47,808	48,264	48,780	49,248	50,268	50,796	51,300	51,792	53,376	54,984	56,676
\$/hr	18.47	19.03	19.62	20.22	20.79	21.44	22.11	22.76	22.98	23.20	23.45	23.68	24.17	24.42	24.66	24.90	25.66	26.43	27.25
34	\$3,231	\$3,331	\$3,435	\$3,537	\$3,643	\$3,754	\$3,866	\$3,985	\$4,023	\$4,062	\$4,107	\$4,146	\$4,233	\$4,275	\$4,316	\$4,357	\$4,492	\$4,630	\$4,771
\$/yr	38,772	39,972	41,220	42,444	43,716	45,048	46,392	47,820	48,276	48,744	49,284	49,752	50,796	51,300	51,792	52,284	53,904	55,560	57,252

\$/hr	18.64	19.22	19.82	20.41	21.02	21.66	22.30	22.99	23.21	23.43	23.69	23.92	24.42	24.66	24.90	25.14	25.92	26.71	27.53
35	\$3,267	\$3,367	\$3,467	\$3,572	\$3,680	\$3,792	\$3,905	\$4,025	\$4,064	\$4,103	\$4,147	\$4,188	\$4,275	\$4,316	\$4,357	\$4,402	\$4,534	\$4,676	\$4,816
\$/yr	39,204	40,404	41,604	42,864	44,160	45,504	46,860	48,300	48,768	49,236	49,764	50,256	51,300	51,792	52,284	52,824	54,408	56,112	57,792
\$/hr	18.85	19.43	20.00	20.61	21.23	21.88	22.53	23.22	23.45	23.67	23.93	24.16	24.66	24.90	25.14	25.40	26.16	26.98	27.78
36	\$3,298	\$3,400	\$3,504	\$3,604	\$3,717	\$3,832	\$3,945	\$4,065	\$4,104	\$4,144	\$4,189	\$4,229	\$4,316	\$4,357	\$4,402	\$4,448	\$4,582	\$4,723	\$4,864
\$/yr	39,576	40,800	42,048	43,248	44,604	45,984	47,340	48,780	49,248	49,728	50,268	50,748	51,792	52,284	52,824	53,376	54,984	56,676	58,368
\$/hr	19.03	19.62	20.22	20.79	21.44	22.11	22.76	23.45	23.68	23.91	24.17	24.40	24.90	25.14	25.40	25.66	26.43	27.25	28.06
37	\$3,331	\$3,435	\$3,537	\$3,643	\$3,754	\$3,866	\$3,985	\$4,107	\$4,146	\$4,186	\$4,233	\$4,274	\$4,357	\$4,402	\$4,448	\$4,492	\$4,630	\$4,771	\$4,910
\$/yr	39,972	41,220	42,444	43,716	45,048	46,392	47,820	49,284	49,752	50,232	50,796	51,288	52,284	52,824	53,376	53,904	55,560	57,252	58,920
\$/hr	19.22	19.82	20.41	21.02	21.66	22.30	22.99	23.69	23.92	24.15	24.42	24.66	25.14	25.40	25.66	25.92	26.71	27.53	28.33
38	\$3,367	\$3,467	\$3,572	\$3,680	\$3,792	\$3,905	\$4,025	\$4,147	\$4,188	\$4,228	\$4,275	\$4,317	\$4,402	\$4,448	\$4,492	\$4,534	\$4,676	\$4,816	\$4,960
\$/yr	40,404	41,604	42,864	44,160	45,504	46,860	48,300	49,764	50,256	50,736	51,300	51,804	52,824	53,376	53,904	54,408	56,112	57,792	59,520
\$/hr	19.43	20.00	20.61	21.23	21.88	22.53	23.22	23.93	24.16	24.39	24.66	24.91	25.40	25.66	25.92	26.16	26.98	27.78	28.62
39	\$3,400	\$3,504	\$3,604	\$3,717	\$3,832	\$3,945	\$4,065	\$4,189	\$4,229	\$4,270	\$4,316	\$4,357	\$4,448	\$4,492	\$4,534	\$4,582	\$4,723	\$4,864	\$5,010
\$/yr	40,800	42,048	43,248	44,604	45,984	47,340	48,780	50,268	50,748	51,240	51,792	52,284	53,376	53,904	54,408	54,984	56,676	58,368	60,120
\$/hr	19.62	20.22	20.79	21.44	22.11	22.76	23.45	24.17	24.40	24.63	24.90	25.14	25.66	25.92	26.16	26.43	27.25	28.06	28.90
40	\$3,435	\$3,537	\$3,643	\$3,754	\$3,866	\$3,985	\$4,107	\$4,233	\$4,274	\$4,316	\$4,357	\$4,400	\$4,492	\$4,534	\$4,582	\$4,630	\$4,771	\$4,910	\$5,060
\$/yr	41,220	42,444	43,716	45,048	46,392	47,820	49,284	50,796	51,288	51,792	52,284	52,800	53,904	54,408	54,984	55,560	57,252	58,920	60,720
\$/hr	19.82	20.41	21.02	21.66	22.30	22.99	23.69	24.42	24.66	24.90	25.14	25.38	25.92	26.16	26.43	26.71	27.53	28.33	29.19
41	\$3,467	\$3,572	\$3,680	\$3,792	\$3,905	\$4,025	\$4,147	\$4,275	\$4,317	\$4,357	\$4,402	\$4,444	\$4,534	\$4,582	\$4,630	\$4,676	\$4,816	\$4,960	\$5,112
\$/yr	41,604	42,864	44,160	45,504	46,860	48,300	49,764	51,300	51,804	52,284	52,824	53,328	54,408	54,984	55,560	56,112	57,792	59,520	61,344
\$/hr	20.00	20.61	21.23	21.88	22.53	23.22	23.93	24.66	24.91	25.14	25.40	25.64	26.16	26.43	26.71	26.98	27.78	28.62	29.49
42	\$3,504	\$3,604	\$3,717	\$3,832	\$3,945	\$4,065	\$4,189	\$4,316	\$4,357	\$4,399	\$4,448	\$4,490	\$4,582	\$4,630	\$4,676	\$4,723	\$4,864	\$5,010	\$5,162
\$/yr	42,048	43,248	44,604	45,984	47,340	48,780	50,268	51,792	52,284	52,788	53,376	53,880	54,984	55,560	56,112	56,676	58,368	60,120	61,944
\$/hr	20.22	20.79	21.44	22.11	22.76	23.45	24.17	24.90	25.14	25.38	25.66	25.90	26.43	26.71	26.98	27.25	28.06	28.90	29.78
43	\$3,537	\$3,643	\$3,754	\$3,866	\$3,985	\$4,107	\$4,233	\$4,357	\$4,400	\$4,441	\$4,492	\$4,536	\$4,630	\$4,676	\$4,723	\$4,771	\$4,910	\$5,060	\$5,213
\$/yr	42,444	43,716	45,048	46,392	47,820	49,284	50,796	52,284	52,800	53,292	53,904	54,432	55,560	56,112	56,676	57,252	58,920	60,720	62,556
\$/hr	20.41	21.02	21.66	22.30	22.99	23.69	24.42	25.14	25.38	25.62	25.92	26.17	26.71	26.98	27.25	27.53	28.33	29.19	30.08

44	\$3,572	\$3,680	\$3,792	\$3,905	\$4,025	\$4,147	\$4,275	\$4,402	\$4,444	\$4,487	\$4,534	\$4,578	\$4,676	\$4,723	\$4,771	\$4,816	\$4,960	\$5,112	\$5,267
\$/yr	42,864	44,160	45,504	46,860	48,300	49,764	51,300	52,824	53,328	53,844	54,408	54,936	56,112	56,676	57,252	57,792	59,520	61,344	63,204
\$/hr	20.61	21.23	21.88	22.53	23.22	23.93	24.66	25.40	25.64	25.89	26.16	26.41	26.98	27.25	27.53	27.78	28.62	29.49	30.39
45	\$3,604	\$3,717	\$3,832	\$3,945	\$4,065	\$4,189	\$4,316	\$4,448	\$4,490	\$4,534	\$4,582	\$4,627	\$4,723	\$4,771	\$4,816	\$4,864	\$5,010	\$5,162	\$5,318
\$/yr	43,248	44,604	45,984	47,340	48,780	50,268	51,792	53,376	53,880	54,408	54,984	55,524	56,676	57,252	57,792	58,368	60,120	61,944	63,816
\$/hr	20.79	21.44	22.11	22.76	23.45	24.17	24.90	25.66	25.90	26.16	26.43	26.69	27.25	27.53	27.78	28.06	28.90	29.78	30.68
46	\$3,643	\$3,754	\$3,866	\$3,985	\$4,107	\$4,233	\$4,357	\$4,492	\$4,536	\$4,580	\$4,630	\$4,675	\$4,771	\$4,816	\$4,864	\$4,910	\$5,060	\$5,213	\$5,368
\$/yr	43,716	45,048	46,392	47,820	49,284	50,796	52,284	53,904	54,432	54,960	55,560	56,100	57,252	57,792	58,368	58,920	60,720	62,556	64,416
\$/hr	21.02	21.66	22.30	22.99	23.69	24.42	25.14	25.92	26.17	26.42	26.71	26.97	27.53	27.78	28.06	28.33	29.19	30.08	30.97
47	\$3,680	\$3,792	\$3,905	\$4,025	\$4,147	\$4,275	\$4,402	\$4,534	\$4,578	\$4,623	\$4,676	\$4,722	\$4,816	\$4,864	\$4,910	\$4,960	\$5,112	\$5,267	\$5,427
\$/yr	44,160	45,504	46,860	48,300	49,764	51,300	52,824	54,408	54,936	55,476	56,112	56,664	57,792	58,368	58,920	59,520	61,344	63,204	65,124
\$/hr	21.23	21.88	22.53	23.22	23.93	24.66	25.40	26.16	26.41	26.67	26.98	27.24	27.78	28.06	28.33	28.62	29.49	30.39	31.31
48	\$3,717	\$3,832	\$3,945	\$4,065	\$4,189	\$4,316	\$4,448	\$4,582	\$4,627	\$4,672	\$4,723	\$4,769	\$4,864	\$4,910	\$4,960	\$5,010	\$5,162	\$5,318	\$5,478
\$/yr	44,604	45,984	47,340	48,780	50,268	51,792	53,376	54,984	55,524	56,064	56,676	57,228	58,368	58,920	59,520	60,120	61,944	63,816	65,736
\$/hr	21.44	22.11	22.76	23.45	24.17	24.90	25.66	26.43	26.69	26.95	27.25	27.51	28.06	28.33	28.62	28.90	29.78	30.68	31.60
49	\$3,754	\$3,866	\$3,985	\$4,107	\$4,233	\$4,357	\$4,492	\$4,630	\$4,675	\$4,720	\$4,771	\$4,816	\$4,910	\$4,960	\$5,010	\$5,060	\$5,213	\$5,368	\$5,532
\$/yr	45,048	46,392	47,820	49,284	50,796	52,284	53,904	55,560	56,100	56,640	57,252	57,792	58,920	59,520	60,120	60,720	62,556	64,416	66,384
\$/hr	21.66	22.30	22.99	23.69	24.42	25.14	25.92	26.71	26.97	27.23	27.53	27.78	28.33	28.62	28.90	29.19	30.08	30.97	31.92
50	\$3,792	\$3,905	\$4,025	\$4,147	\$4,275	\$4,402	\$4,534	\$4,676	\$4,722	\$4,766	\$4,816	\$4,862	\$4,960	\$5,010	\$5,060	\$5,112	\$5,267	\$5,427	\$5,589
\$/yr	45,504	46,860	48,300	49,764	51,300	52,824	54,408	56,112	56,664	57,192	57,792	58,344	59,520	60,120	60,720	61,344	63,204	65,124	67,068
\$/hr	21.88	22.53	23.22	23.93	24.66	25.40	26.16	26.98	27.24	27.50	27.78	28.05	28.62	28.90	29.19	29.49	30.39	31.31	32.24
51	\$3,832	\$3,945	\$4,065	\$4,189	\$4,316	\$4,448	\$4,582	\$4,723	\$4,769	\$4,814	\$4,864	\$4,911	\$5,010	\$5,060	\$5,112	\$5,162	\$5,318	\$5,478	\$5,645
\$/yr	45,984	47,340	48,780	50,268	51,792	53,376	54,984	56,676	57,228	57,768	58,368	58,932	60,120	60,720	61,344	61,944	63,816	65,736	67,740
\$/hr	22.11	22.76	23.45	24.17	24.90	25.66	26.43	27.25	27.51	27.77	28.06	28.33	28.90	29.19	29.49	29.78	30.68	31.60	32.57
52	\$3,866	\$3,985	\$4,107	\$4,233	\$4,357	\$4,492	\$4,630	\$4,771	\$4,816	\$4,862	\$4,910	\$4,958	\$5,060	\$5,112	\$5,162	\$5,213	\$5,368	\$5,532	\$5,701
\$/yr	46,392	47,820	49,284	50,796	52,284	53,904	55,560	57,252	57,792	58,344	58,920	59,496	60,720	61,344	61,944	62,556	64,416	66,384	68,412
\$/hr	22.30	22.99	23.69	24.42	25.14	25.92	26.71	27.53	27.78	28.05	28.33	28.60	29.19	29.49	29.78	30.08	30.97	31.92	32.89
53	\$3,905	\$4,025	\$4,147	\$4,275	\$4,402	\$4,534	\$4,676	\$4,816	\$4,862	\$4,909	\$4,960	\$5,008	\$5,112	\$5,162	\$5,213	\$5,267	\$5,427	\$5,589	\$5,755

\$/yr	46,860	48,300	49,764	51,300	52,824	54,408	56,112	57,792	58,344	58,908	59,520	60,096	61,344	61,944	62,556	63,204	65,124	67,068	69,060
\$/hr	22.53	23.22	23.93	24.66	25.40	26.16	26.98	27.78	28.05	28.32	28.62	28.89	29.49	29.78	30.08	30.39	31.31	32.24	33.20
54	\$3,945	\$4,065	\$4,189	\$4,316	\$4,448	\$4,582	\$4,723	\$4,864	\$4,911	\$4,958	\$5,010	\$5,059	\$5,162	\$5,213	\$5,267	\$5,318	\$5,478	\$5,645	\$5,815
\$/yr	47,340	48,780	50,268	51,792	53,376	54,984	56,676	58,368	58,932	59,496	60,120	60,708	61,944	62,556	63,204	63,816	65,736	67,740	69,780
\$/hr	22.76	23.45	24.17	24.90	25.66	26.43	27.25	28.06	28.33	28.60	28.90	29.19	29.78	30.08	30.39	30.68	31.60	32.57	33.55
55	\$3,985	\$4,107	\$4,233	\$4,357	\$4,492	\$4,630	\$4,771	\$4,910	\$4,958	\$5,006	\$5,060	\$5,109	\$5,213	\$5,267	\$5,318	\$5,368	\$5,532	\$5,701	\$5,870
\$/yr	47,820	49,284	50,796	52,284	53,904	55,560	57,252	58,920	59,496	60,072	60,720	61,308	62,556	63,204	63,816	64,416	66,384	68,412	70,440
\$/hr	22.99	23.69	24.42	25.14	25.92	26.71	27.53	28.33	28.60	28.88	29.19	29.48	30.08	30.39	30.68	30.97	31.92	32.89	33.87
56	\$4,025	\$4,147	\$4,275	\$4,402	\$4,534	\$4,676	\$4,816	\$4,960	\$5,008	\$5,056	\$5,112	\$5,162	\$5,267	\$5,318	\$5,368	\$5,427	\$5,589	\$5,755	\$5,930
\$/yr	48,300	49,764	51,300	52,824	54,408	56,112	57,792	59,520	60,096	60,672	61,344	61,944	63,204	63,816	64,416	65,124	67,068	69,060	71,160
\$/hr	23.22	23.93	24.66	25.40	26.16	26.98	27.78	28.62	28.89	29.17	29.49	29.78	30.39	30.68	30.97	31.31	32.24	33.20	34.21
57	\$4,065	\$4,189	\$4,316	\$4,448	\$4,582	\$4,723	\$4,864	\$5,010	\$5,059	\$5,108	\$5,162	\$5,212	\$5,318	\$5,368	\$5,427	\$5,478	\$5,645	\$5,815	\$5,989
\$/yr	48,780	50,268	51,792	53,376	54,984	56,676	58,368	60,120	60,708	61,296	61,944	62,544	63,816	64,416	65,124	65,736	67,740	69,780	71,868
\$/hr	23.45	24.17	24.90	25.66	26.43	27.25	28.06	28.90	29.19	29.47	29.78	30.07	30.68	30.97	31.31	31.60	32.57	33.55	34.55
58	\$4,107	\$4,233	\$4,357	\$4,492	\$4,630	\$4,771	\$4,910	\$5,060	\$5,109	\$5,158	\$5,213	\$5,264	\$5,368	\$5,427	\$5,478	\$5,532	\$5,701	\$5,870	\$6,047
\$/yr	49,284	50,796	52,284	53,904	55,560	57,252	58,920	60,720	61,308	61,896	62,556	63,168	64,416	65,124	65,736	66,384	68,412	70,440	72,564
\$/hr	23.69	24.42	25.14	25.92	26.71	27.53	28.33	29.19	29.48	29.76	30.08	30.37	30.97	31.31	31.60	31.92	32.89	33.87	34.89
59	\$4,147	\$4,275	\$4,402	\$4,534	\$4,676	\$4,816	\$4,960	\$5,112	\$5,162	\$5,212	\$5,267	\$5,319	\$5,427	\$5,478	\$5,532	\$5,589	\$5,755	\$5,930	\$6,108
\$/yr	49,764	51,300	52,824	54,408	56,112	57,792	59,520	61,344	61,944	62,544	63,204	63,828	65,124	65,736	66,384	67,068	69,060	71,160	73,296
\$/hr	23.93	24.66	25.40	26.16	26.98	27.78	28.62	29.49	29.78	30.07	30.39	30.69	31.31	31.60	31.92	32.24	33.20	34.21	35.24
60	\$4,189	\$4,316	\$4,448	\$4,582	\$4,723	\$4,864	\$5,010	\$5,162	\$5,212	\$5,262	\$5,318	\$5,370	\$5,478	\$5,532	\$5,589	\$5,645	\$5,815	\$5,989	\$6,170
\$/yr	50,268	51,792	53,376	54,984	56,676	58,368	60,120	61,944	62,544	63,144	63,816	64,440	65,736	66,384	67,068	67,740	69,780	71,868	74,040
\$/hr	24.17	24.90	25.66	26.43	27.25	28.06	28.90	29.78	30.07	30.36	30.68	30.98	31.60	31.92	32.24	32.57	33.55	34.55	35.60
61	\$4,233	\$4,357	\$4,492	\$4,630	\$4,771	\$4,910	\$5,060	\$5,213	\$5,264	\$5,314	\$5,368	\$5,420	\$5,532	\$5,589	\$5,645	\$5,701	\$5,870	\$6,047	\$6,229
\$/yr	50,796	52,284	53,904	55,560	57,252	58,920	60,720	62,556	63,168	63,768	64,416	65,040	66,384	67,068	67,740	68,412	70,440	72,564	74,748
\$/hr	24.42	25.14	25.92	26.71	27.53	28.33	29.19	30.08	30.37	30.66	30.97	31.27	31.92	32.24	32.57	32.89	33.87	34.89	35.94
62	\$4,275	\$4,402	\$4,534	\$4,676	\$4,816	\$4,960	\$5,112	\$5,267	\$5,319	\$5,370	\$5,427	\$5,480	\$5,589	\$5,645	\$5,701	\$5,755	\$5,930	\$6,108	\$6,291
\$/yr	51,300	52,824	54,408	56,112	57,792	59,520	61,344	63,204	63,828	64,440	65,124	65,760	67,068	67,740	68,412	69,060	71,160	73,296	75,492

\$/hr	24.66	25.40	26.16	26.98	27.78	28.62	29.49	30.39	30.69	30.98	31.31	31.62	32.24	32.57	32.89	33.20	34.21	35.24	36.29
63	\$4,316	\$4,448	\$4,582	\$4,723	\$4,864	\$5,010	\$5,162	\$5,318	\$5,370	\$5,421	\$5,478	\$5,532	\$5,645	\$5,701	\$5,755	\$5,815	\$5,989	\$6,170	\$6,354
\$/yr	51,792	53,376	54,984	56,676	58,368	60,120	61,944	63,816	64,440	65,052	65,736	66,384	67,740	68,412	69,060	69,780	71,868	74,040	76,248
\$/hr	24.90	25.66	26.43	27.25	28.06	28.90	29.78	30.68	30.98	31.28	31.60	31.92	32.57	32.89	33.20	33.55	34.55	35.60	36.66
64	\$4,357	\$4,492	\$4,630	\$4,771	\$4,910	\$5,060	\$5,213	\$5,368	\$5,420	\$5,473	\$5,532	\$5,587	\$5,701	\$5,755	\$5,815	\$5,870	\$6,047	\$6,229	\$6,415
\$/yr	52,284	53,904	55,560	57,252	58,920	60,720	62,556	64,416	65,040	65,676	66,384	67,044	68,412	69,060	69,780	70,440	72,564	74,748	76,980
\$/hr	25.14	25.92	26.71	27.53	28.33	29.19	30.08	30.97	31.27	31.58	31.92	32.23	32.89	33.20	33.55	33.87	34.89	35.94	37.01
65	\$4,402	\$4,534	\$4,676	\$4,816	\$4,960	\$5,112	\$5,267	\$5,427	\$5,480	\$5,532	\$5,589	\$5,645	\$5,755	\$5,815	\$5,870	\$5,930	\$6,108	\$6,291	\$6,479
\$/yr	52,824	54,408	56,112	57,792	59,520	61,344	63,204	65,124	65,760	66,384	67,068	67,740	69,060	69,780	70,440	71,160	73,296	75,492	77,748
\$/hr	25.40	26.16	26.98	27.78	28.62	29.49	30.39	31.31	31.62	31.92	32.24	32.57	33.20	33.55	33.87	34.21	35.24	36.29	37.38
66	\$4,448	\$4,582	\$4,723	\$4,864	\$5,010	\$5,162	\$5,318	\$5,478	\$5,532	\$5,586	\$5,645	\$5,700	\$5,815	\$5,870	\$5,930	\$5,989	\$6,170	\$6,354	\$6,545
\$/yr	53,376	54,984	56,676	58,368	60,120	61,944	63,816	65,736	66,384	67,032	67,740	68,400	69,780	70,440	71,160	71,868	74,040	76,248	78,540
\$/hr	25.66	26.43	27.25	28.06	28.90	29.78	30.68	31.60	31.92	32.23	32.57	32.88	33.55	33.87	34.21	34.55	35.60	36.66	37.76
67	\$4,492	\$4,630	\$4,771	\$4,910	\$5,060	\$5,213	\$5,368	\$5,532	\$5,587	\$5,640	\$5,701	\$5,756	\$5,870	\$5,930	\$5,989	\$6,047	\$6,229	\$6,415	\$6,609
\$/yr	53,904	55,560	57,252	58,920	60,720	62,556	64,416	66,384	67,044	67,680	68,412	69,072	70,440	71,160	71,868	72,564	74,748	76,980	79,308
\$/hr	25.92	26.71	27.53	28.33	29.19	30.08	30.97	31.92	32.23	32.54	32.89	33.21	33.87	34.21	34.55	34.89	35.94	37.01	38.13
68	\$4,534	\$4,676	\$4,816	\$4,960	\$5,112	\$5,267	\$5,427	\$5,589	\$5,645	\$5,699	\$5,755	\$5,811	\$5,930	\$5,989	\$6,047	\$6,108	\$6,291	\$6,479	\$6,673
\$/yr	54,408	56,112	57,792	59,520	61,344	63,204	65,124	67,068	67,740	68,388	69,060	69,732	71,160	71,868	72,564	73,296	75,492	77,748	80,076
\$/hr	26.16	26.98	27.78	28.62	29.49	30.39	31.31	32.24	32.57	32.88	33.20	33.53	34.21	34.55	34.89	35.24	36.29	37.38	38.50
69	\$4,582	\$4,723	\$4,864	\$5,010	\$5,162	\$5,318	\$5,478	\$5,645	\$5,700	\$5,754	\$5,815	\$5,871	\$5,989	\$6,047	\$6,108	\$6,170	\$6,354	\$6,545	\$6,742
\$/yr	54,984	56,676	58,368	60,120	61,944	63,816	65,736	67,740	68,400	69,048	69,780	70,452	71,868	72,564	73,296	74,040	76,248	78,540	80,904
\$/hr	26.43	27.25	28.06	28.90	29.78	30.68	31.60	32.57	32.88	33.20	33.55	33.87	34.55	34.89	35.24	35.60	36.66	37.76	38.90
70	\$4,630	\$4,771	\$4,910	\$5,060	\$5,213	\$5,368	\$5,532	\$5,701	\$5,756	\$5,811	\$5,870	\$5,927	\$6,047	\$6,108	\$6,170	\$6,229	\$6,415	\$6,609	\$6,807
\$/yr	55,560	57,252	58,920	60,720	62,556	64,416	66,384	68,412	69,072	69,732	70,440	71,124	72,564	73,296	74,040	74,748	76,980	79,308	81,684
\$/hr	26.71	27.53	28.33	29.19	30.08	30.97	31.92	32.89	33.21	33.53	33.87	34.19	34.89	35.24	35.60	35.94	37.01	38.13	39.27

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Pay (Other Hospital Jobs)**

**PAY TABLE B7BX
Effective July 1, 2017**

Range	<---- STEP ---->																	CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0						\$2,602	\$2,680	\$2,761	\$2,788	\$2,817	\$2,845	\$2,872	\$2,930	\$2,959	\$2,992	\$3,020	\$3,110	\$3,208	\$3,300
\$/yr						\$31,224	\$32,160	\$33,132	\$33,456	\$33,804	\$34,140	\$34,464	\$35,160	\$35,508	\$35,904	\$36,240	\$37,320	\$38,496	\$39,600
\$/hr						\$15.01	\$15.46	\$15.93	\$16.08	\$16.25	\$16.41	\$16.57	\$16.90	\$17.07	\$17.26	\$17.42	\$17.94	\$18.51	\$19.04
1						\$2,628	\$2,708	\$2,788	\$2,817	\$2,845	\$2,872	\$2,901	\$2,959	\$2,992	\$3,020	\$3,051	\$3,141	\$3,236	\$3,334
\$/yr						\$31,536	\$32,496	\$33,456	\$33,804	\$34,140	\$34,464	\$34,812	\$35,508	\$35,904	\$36,240	\$36,612	\$37,692	\$38,832	\$40,008
\$/hr						\$15.16	\$15.62	\$16.08	\$16.25	\$16.41	\$16.57	\$16.74	\$17.07	\$17.26	\$17.42	\$17.60	\$18.12	\$18.67	\$19.23
2						\$2,652	\$2,732	\$2,817	\$2,845	\$2,872	\$2,901	\$2,930	\$2,992	\$3,020	\$3,051	\$3,077	\$3,173	\$3,269	\$3,369
\$/yr						\$31,824	\$32,784	\$33,804	\$34,140	\$34,464	\$34,812	\$35,160	\$35,904	\$36,240	\$36,612	\$36,924	\$38,076	\$39,228	\$40,428
\$/hr						\$15.30	\$15.76	\$16.25	\$16.41	\$16.57	\$16.74	\$16.90	\$17.26	\$17.42	\$17.60	\$17.75	\$18.31	\$18.86	\$19.44
3					\$2,602	\$2,680	\$2,761	\$2,845	\$2,872	\$2,901	\$2,930	\$2,959	\$3,020	\$3,051	\$3,077	\$3,110	\$3,208	\$3,300	\$3,402
\$/yr					\$31,224	\$32,160	\$33,132	\$34,140	\$34,464	\$34,812	\$35,160	\$35,508	\$36,240	\$36,612	\$36,924	\$37,320	\$38,496	\$39,600	\$40,824
\$/hr					\$15.01	\$15.46	\$15.93	\$16.41	\$16.57	\$16.74	\$16.90	\$17.07	\$17.42	\$17.60	\$17.75	\$17.94	\$18.51	\$19.04	\$19.63
4					\$2,628	\$2,708	\$2,788	\$2,872	\$2,901	\$2,930	\$2,959	\$2,992	\$3,051	\$3,077	\$3,110	\$3,141	\$3,236	\$3,334	\$3,436
\$/yr					\$31,536	\$32,496	\$33,456	\$34,464	\$34,812	\$35,160	\$35,508	\$35,904	\$36,612	\$36,924	\$37,320	\$37,692	\$38,832	\$40,008	\$41,232
\$/hr					\$15.16	\$15.62	\$16.08	\$16.57	\$16.74	\$16.90	\$17.07	\$17.26	\$17.60	\$17.75	\$17.94	\$18.12	\$18.67	\$19.23	\$19.82
5					\$2,652	\$2,732	\$2,817	\$2,901	\$2,930	\$2,959	\$2,992	\$3,020	\$3,077	\$3,110	\$3,141	\$3,173	\$3,269	\$3,369	\$3,471
\$/yr					\$31,824	\$32,784	\$33,804	\$34,812	\$35,160	\$35,508	\$35,904	\$36,240	\$36,924	\$37,320	\$37,692	\$38,076	\$39,228	\$40,428	\$41,652
\$/hr					\$15.30	\$15.76	\$16.25	\$16.74	\$16.90	\$17.07	\$17.26	\$17.42	\$17.75	\$17.94	\$18.12	\$18.31	\$18.86	\$19.44	\$20.03
6				\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$2,959	\$2,992	\$3,020	\$3,051	\$3,110	\$3,141	\$3,173	\$3,208	\$3,300	\$3,402	\$3,506
\$/yr				\$31,224	\$32,160	\$33,132	\$34,140	\$35,160	\$35,508	\$35,904	\$36,240	\$36,612	\$37,320	\$37,692	\$38,076	\$38,496	\$39,600	\$40,824	\$42,072

\$/hr			\$15.01	\$15.46	\$15.93	\$16.41	\$16.90	\$17.07	\$17.26	\$17.42	\$17.60	\$17.94	\$18.12	\$18.31	\$18.51	\$19.04	\$19.63	\$20.23
7			\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$2,992	\$3,020	\$3,051	\$3,077	\$3,141	\$3,173	\$3,208	\$3,236	\$3,334	\$3,436	\$3,540
\$/yr			\$31,536	\$32,496	\$33,456	\$34,464	\$35,508	\$35,904	\$36,240	\$36,612	\$36,924	\$37,692	\$38,076	\$38,496	\$38,832	\$40,008	\$41,232	\$42,480
\$/hr			\$15.16	\$15.62	\$16.08	\$16.57	\$17.07	\$17.26	\$17.42	\$17.60	\$17.75	\$18.12	\$18.31	\$18.51	\$18.67	\$19.23	\$19.82	\$20.42
8			\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,020	\$3,051	\$3,077	\$3,110	\$3,173	\$3,208	\$3,236	\$3,269	\$3,369	\$3,471	\$3,575
\$/yr			\$31,824	\$32,784	\$33,804	\$34,812	\$35,904	\$36,240	\$36,612	\$36,924	\$37,320	\$38,076	\$38,496	\$38,832	\$39,228	\$40,428	\$41,652	\$42,900
\$/hr			\$15.30	\$15.76	\$16.25	\$16.74	\$17.26	\$17.42	\$17.60	\$17.75	\$17.94	\$18.31	\$18.51	\$18.67	\$18.86	\$19.44	\$20.03	\$20.63
9		\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,051	\$3,077	\$3,110	\$3,141	\$3,208	\$3,236	\$3,269	\$3,300	\$3,402	\$3,506	\$3,611
\$/yr		\$31,224	\$32,160	\$33,132	\$34,140	\$35,160	\$36,240	\$36,612	\$36,924	\$37,320	\$37,692	\$38,496	\$38,832	\$39,228	\$39,600	\$40,824	\$42,072	\$43,332
\$/hr		\$15.01	\$15.46	\$15.93	\$16.41	\$16.90	\$17.42	\$17.60	\$17.75	\$17.94	\$18.12	\$18.51	\$18.67	\$18.86	\$19.04	\$19.63	\$20.23	\$20.83
10		\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,077	\$3,110	\$3,141	\$3,173	\$3,236	\$3,269	\$3,300	\$3,334	\$3,436	\$3,540	\$3,645
\$/yr		\$31,536	\$32,496	\$33,456	\$34,464	\$35,508	\$36,612	\$36,924	\$37,320	\$37,692	\$38,076	\$38,832	\$39,228	\$39,600	\$40,008	\$41,232	\$42,480	\$43,740
\$/hr		\$15.16	\$15.62	\$16.08	\$16.57	\$17.07	\$17.60	\$17.75	\$17.94	\$18.12	\$18.31	\$18.67	\$18.86	\$19.04	\$19.23	\$19.82	\$20.42	\$21.03
11		\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,110	\$3,141	\$3,173	\$3,208	\$3,269	\$3,300	\$3,334	\$3,369	\$3,471	\$3,575	\$3,682
\$/yr		\$31,824	\$32,784	\$33,804	\$34,812	\$35,904	\$36,924	\$37,320	\$37,692	\$38,076	\$38,496	\$39,228	\$39,600	\$40,008	\$40,428	\$41,652	\$42,900	\$44,184
\$/hr		\$15.30	\$15.76	\$16.25	\$16.74	\$17.26	\$17.75	\$17.94	\$18.12	\$18.31	\$18.51	\$18.86	\$19.04	\$19.23	\$19.44	\$20.03	\$20.63	\$21.24
12	\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,141	\$3,173	\$3,208	\$3,236	\$3,300	\$3,334	\$3,369	\$3,402	\$3,506	\$3,611	\$3,720
\$/yr	\$31,224	\$32,160	\$33,132	\$34,140	\$35,160	\$36,240	\$37,320	\$37,692	\$38,076	\$38,496	\$38,832	\$39,600	\$40,008	\$40,428	\$40,824	\$42,072	\$43,332	\$44,640
\$/hr	\$15.01	\$15.46	\$15.93	\$16.41	\$16.90	\$17.42	\$17.94	\$18.12	\$18.31	\$18.51	\$18.67	\$19.04	\$19.23	\$19.44	\$19.63	\$20.23	\$20.83	\$21.46
13	\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,173	\$3,208	\$3,236	\$3,269	\$3,334	\$3,369	\$3,402	\$3,436	\$3,540	\$3,645	\$3,757
\$/yr	\$31,536	\$32,496	\$33,456	\$34,464	\$35,508	\$36,612	\$37,692	\$38,076	\$38,496	\$38,832	\$39,228	\$40,008	\$40,428	\$40,824	\$41,232	\$42,480	\$43,740	\$45,084
\$/hr	\$15.16	\$15.62	\$16.08	\$16.57	\$17.07	\$17.60	\$18.12	\$18.31	\$18.51	\$18.67	\$18.86	\$19.23	\$19.44	\$19.63	\$19.82	\$20.42	\$21.03	\$21.68
14	\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,208	\$3,236	\$3,269	\$3,300	\$3,369	\$3,402	\$3,436	\$3,471	\$3,575	\$3,682	\$3,793
\$/yr	\$31,824	\$32,784	\$33,804	\$34,812	\$35,904	\$36,924	\$38,076	\$38,496	\$38,832	\$39,228	\$39,600	\$40,428	\$40,824	\$41,232	\$41,652	\$42,900	\$44,184	\$45,516
\$/hr	\$15.30	\$15.76	\$16.25	\$16.74	\$17.26	\$17.75	\$18.31	\$18.51	\$18.67	\$18.86	\$19.04	\$19.44	\$19.63	\$19.82	\$20.03	\$20.63	\$21.24	\$21.88
15	\$2,602	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,236	\$3,269	\$3,300	\$3,334	\$3,402	\$3,436	\$3,471	\$3,506	\$3,611	\$3,720
\$/yr	\$31,224	\$32,160	\$33,132	\$34,140	\$35,160	\$36,240	\$37,320	\$38,496	\$38,832	\$39,228	\$39,600	\$40,008	\$40,824	\$41,232	\$41,652	\$42,072	\$43,332	\$44,640
\$/hr	\$15.01	\$15.46	\$15.93	\$16.41	\$16.90	\$17.42	\$17.94	\$18.51	\$18.67	\$18.86	\$19.04	\$19.23	\$19.63	\$19.82	\$20.03	\$20.23	\$20.83	\$21.46

16	\$2,628	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,269	\$3,300	\$3,334	\$3,369	\$3,436	\$3,471	\$3,506	\$3,540	\$3,645	\$3,757	\$3,870
\$/yr	\$31,536	\$32,496	\$33,456	\$34,464	\$35,508	\$36,612	\$37,692	\$38,832	\$39,228	\$39,600	\$40,008	\$40,428	\$41,232	\$41,652	\$42,072	\$42,480	\$43,740	\$45,084	\$46,440
\$/hr	\$15.16	\$15.62	\$16.08	\$16.57	\$17.07	\$17.60	\$18.12	\$18.67	\$18.86	\$19.04	\$19.23	\$19.44	\$19.82	\$20.03	\$20.23	\$20.42	\$21.03	\$21.68	\$22.33
17	\$2,652	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,300	\$3,334	\$3,369	\$3,402	\$3,471	\$3,506	\$3,540	\$3,575	\$3,682	\$3,793	\$3,910
\$/yr	\$31,824	\$32,784	\$33,804	\$34,812	\$35,904	\$36,924	\$38,076	\$39,228	\$39,600	\$40,008	\$40,428	\$40,824	\$41,652	\$42,072	\$42,480	\$42,900	\$44,184	\$45,516	\$46,920
\$/hr	\$15.30	\$15.76	\$16.25	\$16.74	\$17.26	\$17.75	\$18.31	\$18.86	\$19.04	\$19.23	\$19.44	\$19.63	\$20.03	\$20.23	\$20.42	\$20.63	\$21.24	\$21.88	\$22.56
18	\$2,680	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,334	\$3,369	\$3,402	\$3,436	\$3,506	\$3,540	\$3,575	\$3,611	\$3,720	\$3,832	\$3,948
\$/yr	\$32,160	\$33,132	\$34,140	\$35,160	\$36,240	\$37,320	\$38,496	\$39,600	\$40,008	\$40,428	\$40,824	\$41,232	\$42,072	\$42,480	\$42,900	\$43,332	\$44,640	\$45,984	\$47,376
\$/hr	\$15.46	\$15.93	\$16.41	\$16.90	\$17.42	\$17.94	\$18.51	\$19.04	\$19.23	\$19.44	\$19.63	\$19.82	\$20.23	\$20.42	\$20.63	\$20.83	\$21.46	\$22.11	\$22.78
19	\$2,708	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,369	\$3,402	\$3,436	\$3,471	\$3,540	\$3,575	\$3,611	\$3,645	\$3,757	\$3,870	\$3,990
\$/yr	\$32,496	\$33,456	\$34,464	\$35,508	\$36,612	\$37,692	\$38,832	\$40,008	\$40,428	\$40,824	\$41,232	\$41,652	\$42,480	\$42,900	\$43,332	\$43,740	\$45,084	\$46,440	\$47,880
\$/hr	\$15.62	\$16.08	\$16.57	\$17.07	\$17.60	\$18.12	\$18.67	\$19.23	\$19.44	\$19.63	\$19.82	\$20.03	\$20.42	\$20.63	\$20.83	\$21.03	\$21.68	\$22.33	\$23.02
20	\$2,732	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,402	\$3,436	\$3,471	\$3,506	\$3,575	\$3,611	\$3,645	\$3,682	\$3,793	\$3,910	\$4,029
\$/yr	\$32,784	\$33,804	\$34,812	\$35,904	\$36,924	\$38,076	\$39,228	\$40,428	\$40,824	\$41,232	\$41,652	\$42,072	\$42,900	\$43,332	\$43,740	\$44,184	\$45,516	\$46,920	\$48,348
\$/hr	\$15.76	\$16.25	\$16.74	\$17.26	\$17.75	\$18.31	\$18.86	\$19.44	\$19.63	\$19.82	\$20.03	\$20.23	\$20.63	\$20.83	\$21.03	\$21.24	\$21.88	\$22.56	\$23.24
21	\$2,761	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,436	\$3,471	\$3,506	\$3,540	\$3,611	\$3,645	\$3,682	\$3,720	\$3,832	\$3,948	\$4,068
\$/yr	\$33,132	\$34,140	\$35,160	\$36,240	\$37,320	\$38,496	\$39,600	\$40,824	\$41,232	\$41,652	\$42,072	\$42,480	\$43,332	\$43,740	\$44,184	\$44,640	\$45,984	\$47,376	\$48,816
\$/hr	\$15.93	\$16.41	\$16.90	\$17.42	\$17.94	\$18.51	\$19.04	\$19.63	\$19.82	\$20.03	\$20.23	\$20.42	\$20.83	\$21.03	\$21.24	\$21.46	\$22.11	\$22.78	\$23.47
22	\$2,788	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,471	\$3,506	\$3,540	\$3,575	\$3,645	\$3,682	\$3,720	\$3,757	\$3,870	\$3,990	\$4,110
\$/yr	\$33,456	\$34,464	\$35,508	\$36,612	\$37,692	\$38,832	\$40,008	\$41,232	\$41,652	\$42,072	\$42,480	\$42,900	\$43,740	\$44,184	\$44,640	\$45,084	\$46,440	\$47,880	\$49,320
\$/hr	\$16.08	\$16.57	\$17.07	\$17.60	\$18.12	\$18.67	\$19.23	\$19.82	\$20.03	\$20.23	\$20.42	\$20.63	\$21.03	\$21.24	\$21.46	\$21.68	\$22.33	\$23.02	\$23.71
23	\$2,817	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,506	\$3,540	\$3,575	\$3,611	\$3,682	\$3,720	\$3,757	\$3,793	\$3,910	\$4,029	\$4,149
\$/yr	\$33,804	\$34,812	\$35,904	\$36,924	\$38,076	\$39,228	\$40,428	\$41,652	\$42,072	\$42,480	\$42,900	\$43,332	\$44,184	\$44,640	\$45,084	\$45,516	\$46,920	\$48,348	\$49,788
\$/hr	\$16.25	\$16.74	\$17.26	\$17.75	\$18.31	\$18.86	\$19.44	\$20.03	\$20.23	\$20.42	\$20.63	\$20.83	\$21.24	\$21.46	\$21.68	\$21.88	\$22.56	\$23.24	\$23.94
24	\$2,845	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,540	\$3,575	\$3,611	\$3,645	\$3,720	\$3,757	\$3,793	\$3,832	\$3,948	\$4,068	\$4,192
\$/yr	\$34,140	\$35,160	\$36,240	\$37,320	\$38,496	\$39,600	\$40,824	\$42,072	\$42,480	\$42,900	\$43,332	\$43,740	\$44,640	\$45,084	\$45,516	\$45,984	\$47,376	\$48,816	\$50,304
\$/hr	\$16.41	\$16.90	\$17.42	\$17.94	\$18.51	\$19.04	\$19.63	\$20.23	\$20.42	\$20.63	\$20.83	\$21.03	\$21.46	\$21.68	\$21.88	\$22.11	\$22.78	\$23.47	\$24.18
25	\$2,872	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,575	\$3,611	\$3,645	\$3,682	\$3,757	\$3,793	\$3,832	\$3,870	\$3,990	\$4,110	\$4,234

\$/yr	\$34,464	\$35,508	\$36,612	\$37,692	\$38,832	\$40,008	\$41,232	\$42,480	\$42,900	\$43,332	\$43,740	\$44,184	\$45,084	\$45,516	\$45,984	\$46,440	\$47,880	\$49,320	\$50,808
\$/hr	\$16.57	\$17.07	\$17.60	\$18.12	\$18.67	\$19.23	\$19.82	\$20.42	\$20.63	\$20.83	\$21.03	\$21.24	\$21.68	\$21.88	\$22.11	\$22.33	\$23.02	\$23.71	\$24.43
26	\$2,901	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,611	\$3,645	\$3,682	\$3,720	\$3,793	\$3,832	\$3,870	\$3,910	\$4,029	\$4,149	\$4,277
\$/yr	\$34,812	\$35,904	\$36,924	\$38,076	\$39,228	\$40,428	\$41,652	\$42,900	\$43,332	\$43,740	\$44,184	\$44,640	\$45,516	\$45,984	\$46,440	\$46,920	\$48,348	\$49,788	\$51,324
\$/hr	\$16.74	\$17.26	\$17.75	\$18.31	\$18.86	\$19.44	\$20.03	\$20.63	\$20.83	\$21.03	\$21.24	\$21.46	\$21.88	\$22.11	\$22.33	\$22.56	\$23.24	\$23.94	\$24.68
27	\$2,930	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,645	\$3,682	\$3,720	\$3,757	\$3,832	\$3,870	\$3,910	\$3,948	\$4,068	\$4,192	\$4,319
\$/yr	\$35,160	\$36,240	\$37,320	\$38,496	\$39,600	\$40,824	\$42,072	\$43,332	\$43,740	\$44,184	\$44,640	\$45,084	\$45,984	\$46,440	\$46,920	\$47,376	\$48,816	\$50,304	\$51,828
\$/hr	\$16.90	\$17.42	\$17.94	\$18.51	\$19.04	\$19.63	\$20.23	\$20.83	\$21.03	\$21.24	\$21.46	\$21.68	\$22.11	\$22.33	\$22.56	\$22.78	\$23.47	\$24.18	\$24.92
28	\$2,959	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,682	\$3,720	\$3,757	\$3,793	\$3,870	\$3,910	\$3,948	\$3,990	\$4,110	\$4,234	\$4,363
\$/yr	\$35,508	\$36,612	\$37,692	\$38,832	\$40,008	\$41,232	\$42,480	\$43,740	\$44,184	\$44,640	\$45,084	\$45,516	\$46,440	\$46,920	\$47,376	\$47,880	\$49,320	\$50,808	\$52,356
\$/hr	\$17.07	\$17.60	\$18.12	\$18.67	\$19.23	\$19.82	\$20.42	\$21.03	\$21.24	\$21.46	\$21.68	\$21.88	\$22.33	\$22.56	\$22.78	\$23.02	\$23.71	\$24.43	\$25.17
29	\$2,992	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,720	\$3,757	\$3,793	\$3,832	\$3,910	\$3,948	\$3,990	\$4,029	\$4,149	\$4,277	\$4,408
\$/yr	\$35,904	\$36,924	\$38,076	\$39,228	\$40,428	\$41,652	\$42,900	\$44,184	\$44,640	\$45,084	\$45,516	\$45,984	\$46,920	\$47,376	\$47,880	\$48,348	\$49,788	\$51,324	\$52,896
\$/hr	\$17.26	\$17.75	\$18.31	\$18.86	\$19.44	\$20.03	\$20.63	\$21.24	\$21.46	\$21.68	\$21.88	\$22.11	\$22.56	\$22.78	\$23.02	\$23.24	\$23.94	\$24.68	\$25.43
30	\$3,020	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,757	\$3,793	\$3,832	\$3,870	\$3,948	\$3,990	\$4,029	\$4,068	\$4,192	\$4,319	\$4,451
\$/yr	\$36,240	\$37,320	\$38,496	\$39,600	\$40,824	\$42,072	\$43,332	\$44,640	\$45,084	\$45,516	\$45,984	\$46,440	\$47,376	\$47,880	\$48,348	\$48,816	\$50,304	\$51,828	\$53,412
\$/hr	\$17.42	\$17.94	\$18.51	\$19.04	\$19.63	\$20.23	\$20.83	\$21.46	\$21.68	\$21.88	\$22.11	\$22.33	\$22.78	\$23.02	\$23.24	\$23.47	\$24.18	\$24.92	\$25.68
31	\$3,051	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,793	\$3,832	\$3,870	\$3,910	\$3,990	\$4,029	\$4,068	\$4,110	\$4,234	\$4,363	\$4,495
\$/yr	\$36,612	\$37,692	\$38,832	\$40,008	\$41,232	\$42,480	\$43,740	\$45,084	\$45,516	\$45,984	\$46,440	\$46,920	\$47,880	\$48,348	\$48,816	\$49,320	\$50,808	\$52,356	\$53,940
\$/hr	\$17.60	\$18.12	\$18.67	\$19.23	\$19.82	\$20.42	\$21.03	\$21.68	\$21.88	\$22.11	\$22.33	\$22.56	\$23.02	\$23.24	\$23.47	\$23.71	\$24.43	\$25.17	\$25.93
32	\$3,077	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,832	\$3,870	\$3,910	\$3,948	\$4,029	\$4,068	\$4,110	\$4,149	\$4,277	\$4,408	\$4,540
\$/yr	\$36,924	\$38,076	\$39,228	\$40,428	\$41,652	\$42,900	\$44,184	\$45,516	\$45,984	\$46,440	\$46,920	\$47,376	\$48,348	\$48,816	\$49,320	\$49,788	\$51,324	\$52,896	\$54,480
\$/hr	\$17.75	\$18.31	\$18.86	\$19.44	\$20.03	\$20.63	\$21.24	\$21.88	\$22.11	\$22.33	\$22.56	\$22.78	\$23.24	\$23.47	\$23.71	\$23.94	\$24.68	\$25.43	\$26.19
33	\$3,110	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,870	\$3,910	\$3,948	\$3,990	\$4,068	\$4,110	\$4,149	\$4,192	\$4,319	\$4,451	\$4,586
\$/yr	\$37,320	\$38,496	\$39,600	\$40,824	\$42,072	\$43,332	\$44,640	\$45,984	\$46,440	\$46,920	\$47,376	\$47,880	\$48,816	\$49,320	\$49,788	\$50,304	\$51,828	\$53,412	\$55,032
\$/hr	\$17.94	\$18.51	\$19.04	\$19.63	\$20.23	\$20.83	\$21.46	\$22.11	\$22.33	\$22.56	\$22.78	\$23.02	\$23.47	\$23.71	\$23.94	\$24.18	\$24.92	\$25.68	\$26.46
34	\$3,141	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,910	\$3,948	\$3,990	\$4,029	\$4,110	\$4,149	\$4,192	\$4,234	\$4,363	\$4,495	\$4,633
\$/yr	\$37,692	\$38,832	\$40,008	\$41,232	\$42,480	\$43,740	\$45,084	\$46,440	\$46,920	\$47,376	\$47,880	\$48,348	\$49,320	\$49,788	\$50,304	\$50,808	\$52,356	\$53,940	\$55,596

\$/hr	\$18.12	\$18.67	\$19.23	\$19.82	\$20.42	\$21.03	\$21.68	\$22.33	\$22.56	\$22.78	\$23.02	\$23.24	\$23.71	\$23.94	\$24.18	\$24.43	\$25.17	\$25.93	\$26.73
35	\$3,173	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$3,948	\$3,990	\$4,029	\$4,068	\$4,149	\$4,192	\$4,234	\$4,277	\$4,408	\$4,540	\$4,678
\$/yr	\$38,076	\$39,228	\$40,428	\$41,652	\$42,900	\$44,184	\$45,516	\$46,920	\$47,376	\$47,880	\$48,348	\$48,816	\$49,788	\$50,304	\$50,808	\$51,324	\$52,896	\$54,480	\$56,136
\$/hr	\$18.31	\$18.86	\$19.44	\$20.03	\$20.63	\$21.24	\$21.88	\$22.56	\$22.78	\$23.02	\$23.24	\$23.47	\$23.94	\$24.18	\$24.43	\$24.68	\$25.43	\$26.19	\$26.99
36	\$3,208	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$3,990	\$4,029	\$4,068	\$4,110	\$4,192	\$4,234	\$4,277	\$4,319	\$4,451	\$4,586	\$4,726
\$/yr	\$38,496	\$39,600	\$40,824	\$42,072	\$43,332	\$44,640	\$45,984	\$47,376	\$47,880	\$48,348	\$48,816	\$49,320	\$50,304	\$50,808	\$51,324	\$51,828	\$53,412	\$55,032	\$56,712
\$/hr	\$18.51	\$19.04	\$19.63	\$20.23	\$20.83	\$21.46	\$22.11	\$22.78	\$23.02	\$23.24	\$23.47	\$23.71	\$24.18	\$24.43	\$24.68	\$24.92	\$25.68	\$26.46	\$27.27
37	\$3,236	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,029	\$4,068	\$4,110	\$4,149	\$4,234	\$4,277	\$4,319	\$4,363	\$4,495	\$4,633	\$4,774
\$/yr	\$38,832	\$40,008	\$41,232	\$42,480	\$43,740	\$45,084	\$46,440	\$47,880	\$48,348	\$48,816	\$49,320	\$49,788	\$50,808	\$51,324	\$51,828	\$52,356	\$53,940	\$55,596	\$57,288
\$/hr	\$18.67	\$19.23	\$19.82	\$20.42	\$21.03	\$21.68	\$22.33	\$23.02	\$23.24	\$23.47	\$23.71	\$23.94	\$24.43	\$24.68	\$24.92	\$25.17	\$25.93	\$26.73	\$27.54
38	\$3,269	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,068	\$4,110	\$4,149	\$4,192	\$4,277	\$4,319	\$4,363	\$4,408	\$4,540	\$4,678	\$4,820
\$/yr	\$39,228	\$40,428	\$41,652	\$42,900	\$44,184	\$45,516	\$46,920	\$48,348	\$48,816	\$49,320	\$49,788	\$50,304	\$51,324	\$51,828	\$52,356	\$52,896	\$54,480	\$56,136	\$57,840
\$/hr	\$18.86	\$19.44	\$20.03	\$20.63	\$21.24	\$21.88	\$22.56	\$23.24	\$23.47	\$23.71	\$23.94	\$24.18	\$24.68	\$24.92	\$25.17	\$25.43	\$26.19	\$26.99	\$27.81
39	\$3,300	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,110	\$4,149	\$4,192	\$4,234	\$4,319	\$4,363	\$4,408	\$4,451	\$4,586	\$4,726	\$4,867
\$/yr	\$39,600	\$40,824	\$42,072	\$43,332	\$44,640	\$45,984	\$47,376	\$48,816	\$49,320	\$49,788	\$50,304	\$50,808	\$51,828	\$52,356	\$52,896	\$53,412	\$55,032	\$56,712	\$58,404
\$/hr	\$19.04	\$19.63	\$20.23	\$20.83	\$21.46	\$22.11	\$22.78	\$23.47	\$23.71	\$23.94	\$24.18	\$24.43	\$24.92	\$25.17	\$25.43	\$25.68	\$26.46	\$27.27	\$28.08
40	\$3,334	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,149	\$4,192	\$4,234	\$4,277	\$4,363	\$4,408	\$4,451	\$4,495	\$4,633	\$4,774	\$4,917
\$/yr	\$40,008	\$41,232	\$42,480	\$43,740	\$45,084	\$46,440	\$47,880	\$49,320	\$49,788	\$50,304	\$50,808	\$51,324	\$52,356	\$52,896	\$53,412	\$53,940	\$55,596	\$57,288	\$59,004
\$/hr	\$19.23	\$19.82	\$20.42	\$21.03	\$21.68	\$22.33	\$23.02	\$23.71	\$23.94	\$24.18	\$24.43	\$24.68	\$25.17	\$25.43	\$25.68	\$25.93	\$26.73	\$27.54	\$28.37
41	\$3,369	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,192	\$4,234	\$4,277	\$4,319	\$4,408	\$4,451	\$4,495	\$4,540	\$4,678	\$4,820	\$4,966
\$/yr	\$40,428	\$41,652	\$42,900	\$44,184	\$45,516	\$46,920	\$48,348	\$49,788	\$50,304	\$50,808	\$51,324	\$51,828	\$52,896	\$53,412	\$53,940	\$54,480	\$56,136	\$57,840	\$59,592
\$/hr	\$19.44	\$20.03	\$20.63	\$21.24	\$21.88	\$22.56	\$23.24	\$23.94	\$24.18	\$24.43	\$24.68	\$24.92	\$25.43	\$25.68	\$25.93	\$26.19	\$26.99	\$27.81	\$28.65
42	\$3,402	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,234	\$4,277	\$4,319	\$4,363	\$4,451	\$4,495	\$4,540	\$4,586	\$4,726	\$4,867	\$5,015
\$/yr	\$40,824	\$42,072	\$43,332	\$44,640	\$45,984	\$47,376	\$48,816	\$50,304	\$50,808	\$51,324	\$51,828	\$52,356	\$53,412	\$53,940	\$54,480	\$55,032	\$56,712	\$58,404	\$60,180
\$/hr	\$19.63	\$20.23	\$20.83	\$21.46	\$22.11	\$22.78	\$23.47	\$24.18	\$24.43	\$24.68	\$24.92	\$25.17	\$25.68	\$25.93	\$26.19	\$26.46	\$27.27	\$28.08	\$28.93
43	\$3,436	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,277	\$4,319	\$4,363	\$4,408	\$4,495	\$4,540	\$4,586	\$4,633	\$4,774	\$4,917	\$5,065
\$/yr	\$41,232	\$42,480	\$43,740	\$45,084	\$46,440	\$47,880	\$49,320	\$50,808	\$51,324	\$51,828	\$52,356	\$52,896	\$53,940	\$54,480	\$55,032	\$55,596	\$57,288	\$59,004	\$60,780
\$/hr	\$19.82	\$20.42	\$21.03	\$21.68	\$22.33	\$23.02	\$23.71	\$24.43	\$24.68	\$24.92	\$25.17	\$25.43	\$25.93	\$26.19	\$26.46	\$26.73	\$27.54	\$28.37	\$29.22

44	\$3,471	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,319	\$4,363	\$4,408	\$4,451	\$4,540	\$4,586	\$4,633	\$4,678	\$4,820	\$4,966	\$5,117
\$/yr	\$41,652	\$42,900	\$44,184	\$45,516	\$46,920	\$48,348	\$49,788	\$51,324	\$51,828	\$52,356	\$52,896	\$53,412	\$54,480	\$55,032	\$55,596	\$56,136	\$57,840	\$59,592	\$61,404
\$/hr	\$20.03	\$20.63	\$21.24	\$21.88	\$22.56	\$23.24	\$23.94	\$24.68	\$24.92	\$25.17	\$25.43	\$25.68	\$26.19	\$26.46	\$26.73	\$26.99	\$27.81	\$28.65	\$29.52
45	\$3,506	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,363	\$4,408	\$4,451	\$4,495	\$4,586	\$4,633	\$4,678	\$4,726	\$4,867	\$5,015	\$5,169
\$/yr	\$42,072	\$43,332	\$44,640	\$45,984	\$47,376	\$48,816	\$50,304	\$51,828	\$52,356	\$52,896	\$53,412	\$53,940	\$55,032	\$55,596	\$56,136	\$56,712	\$58,404	\$60,180	\$62,028
\$/hr	\$20.23	\$20.83	\$21.46	\$22.11	\$22.78	\$23.47	\$24.18	\$24.92	\$25.17	\$25.43	\$25.68	\$25.93	\$26.46	\$26.73	\$26.99	\$27.27	\$28.08	\$28.93	\$29.82
46	\$3,540	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,408	\$4,451	\$4,495	\$4,540	\$4,633	\$4,678	\$4,726	\$4,774	\$4,917	\$5,065	\$5,219
\$/yr	\$42,480	\$43,740	\$45,084	\$46,440	\$47,880	\$49,320	\$50,808	\$52,356	\$52,896	\$53,412	\$53,940	\$54,480	\$55,596	\$56,136	\$56,712	\$57,288	\$59,004	\$60,780	\$62,628
\$/hr	\$20.42	\$21.03	\$21.68	\$22.33	\$23.02	\$23.71	\$24.43	\$25.17	\$25.43	\$25.68	\$25.93	\$26.19	\$26.73	\$26.99	\$27.27	\$27.54	\$28.37	\$29.22	\$30.11
47	\$3,575	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,451	\$4,495	\$4,540	\$4,586	\$4,678	\$4,726	\$4,774	\$4,820	\$4,966	\$5,117	\$5,272
\$/yr	\$42,900	\$44,184	\$45,516	\$46,920	\$48,348	\$49,788	\$51,324	\$52,896	\$53,412	\$53,940	\$54,480	\$55,032	\$56,136	\$56,712	\$57,288	\$57,840	\$59,592	\$61,404	\$63,264
\$/hr	\$20.63	\$21.24	\$21.88	\$22.56	\$23.24	\$23.94	\$24.68	\$25.43	\$25.68	\$25.93	\$26.19	\$26.46	\$26.99	\$27.27	\$27.54	\$27.81	\$28.65	\$29.52	\$30.42
48	\$3,611	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,495	\$4,540	\$4,586	\$4,633	\$4,726	\$4,774	\$4,820	\$4,867	\$5,015	\$5,169	\$5,325
\$/yr	\$43,332	\$44,640	\$45,984	\$47,376	\$48,816	\$50,304	\$51,828	\$53,412	\$53,940	\$54,480	\$55,032	\$55,596	\$56,712	\$57,288	\$57,840	\$58,404	\$60,180	\$62,028	\$63,900
\$/hr	\$20.83	\$21.46	\$22.11	\$22.78	\$23.47	\$24.18	\$24.92	\$25.68	\$25.93	\$26.19	\$26.46	\$26.73	\$27.27	\$27.54	\$27.81	\$28.08	\$28.93	\$29.82	\$30.72
49	\$3,645	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,540	\$4,586	\$4,633	\$4,678	\$4,774	\$4,820	\$4,867	\$4,917	\$5,065	\$5,219	\$5,374
\$/yr	\$43,740	\$45,084	\$46,440	\$47,880	\$49,320	\$50,808	\$52,356	\$53,940	\$54,480	\$55,032	\$55,596	\$56,136	\$57,288	\$57,840	\$58,404	\$59,004	\$60,780	\$62,628	\$64,488
\$/hr	\$21.03	\$21.68	\$22.33	\$23.02	\$23.71	\$24.43	\$25.17	\$25.93	\$26.19	\$26.46	\$26.73	\$26.99	\$27.54	\$27.81	\$28.08	\$28.37	\$29.22	\$30.11	\$31.00
50	\$3,682	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,586	\$4,633	\$4,678	\$4,726	\$4,820	\$4,867	\$4,917	\$4,966	\$5,117	\$5,272	\$5,432
\$/yr	\$44,184	\$45,516	\$46,920	\$48,348	\$49,788	\$51,324	\$52,896	\$54,480	\$55,032	\$55,596	\$56,136	\$56,712	\$57,840	\$58,404	\$59,004	\$59,592	\$61,404	\$63,264	\$65,184
\$/hr	\$21.24	\$21.88	\$22.56	\$23.24	\$23.94	\$24.68	\$25.43	\$26.19	\$26.46	\$26.73	\$26.99	\$27.27	\$27.81	\$28.08	\$28.37	\$28.65	\$29.52	\$30.42	\$31.34
51	\$3,720	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,633	\$4,678	\$4,726	\$4,774	\$4,867	\$4,917	\$4,966	\$5,015	\$5,169	\$5,325	\$5,486
\$/yr	\$44,640	\$45,984	\$47,376	\$48,816	\$50,304	\$51,828	\$53,412	\$55,032	\$55,596	\$56,136	\$56,712	\$57,288	\$58,404	\$59,004	\$59,592	\$60,180	\$62,028	\$63,900	\$65,832
\$/hr	\$21.46	\$22.11	\$22.78	\$23.47	\$24.18	\$24.92	\$25.68	\$26.46	\$26.73	\$26.99	\$27.27	\$27.54	\$28.08	\$28.37	\$28.65	\$28.93	\$29.82	\$30.72	\$31.65
52	\$3,757	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,678	\$4,726	\$4,774	\$4,820	\$4,917	\$4,966	\$5,015	\$5,065	\$5,219	\$5,374	\$5,543
\$/yr	\$45,084	\$46,440	\$47,880	\$49,320	\$50,808	\$52,356	\$53,940	\$55,596	\$56,136	\$56,712	\$57,288	\$57,840	\$59,004	\$59,592	\$60,180	\$60,780	\$62,628	\$64,488	\$66,516
\$/hr	\$21.68	\$22.33	\$23.02	\$23.71	\$24.43	\$25.17	\$25.93	\$26.73	\$26.99	\$27.27	\$27.54	\$27.81	\$28.37	\$28.65	\$28.93	\$29.22	\$30.11	\$31.00	\$31.98
53	\$3,793	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,726	\$4,774	\$4,820	\$4,867	\$4,966	\$5,015	\$5,065	\$5,117	\$5,272	\$5,432	\$5,597

\$/yr	\$45,516	\$46,920	\$48,348	\$49,788	\$51,324	\$52,896	\$54,480	\$56,136	\$56,712	\$57,288	\$57,840	\$58,404	\$59,592	\$60,180	\$60,780	\$61,404	\$63,264	\$65,184	\$67,164
\$/hr	\$21.88	\$22.56	\$23.24	\$23.94	\$24.68	\$25.43	\$26.19	\$26.99	\$27.27	\$27.54	\$27.81	\$28.08	\$28.65	\$28.93	\$29.22	\$29.52	\$30.42	\$31.34	\$32.29
54	\$3,832	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,774	\$4,820	\$4,867	\$4,917	\$5,015	\$5,065	\$5,117	\$5,169	\$5,325	\$5,486	\$5,653
\$/yr	\$45,984	\$47,376	\$48,816	\$50,304	\$51,828	\$53,412	\$55,032	\$56,712	\$57,288	\$57,840	\$58,404	\$59,004	\$60,180	\$60,780	\$61,404	\$62,028	\$63,900	\$65,832	\$67,836
\$/hr	\$22.11	\$22.78	\$23.47	\$24.18	\$24.92	\$25.68	\$26.46	\$27.27	\$27.54	\$27.81	\$28.08	\$28.37	\$28.93	\$29.22	\$29.52	\$29.82	\$30.72	\$31.65	\$32.61
55	\$3,870	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,820	\$4,867	\$4,917	\$4,966	\$5,065	\$5,117	\$5,169	\$5,219	\$5,374	\$5,543	\$5,709
\$/yr	\$46,440	\$47,880	\$49,320	\$50,808	\$52,356	\$53,940	\$55,596	\$57,288	\$57,840	\$58,404	\$59,004	\$59,592	\$60,780	\$61,404	\$62,028	\$62,628	\$64,488	\$66,516	\$68,508
\$/hr	\$22.33	\$23.02	\$23.71	\$24.43	\$25.17	\$25.93	\$26.73	\$27.54	\$27.81	\$28.08	\$28.37	\$28.65	\$29.22	\$29.52	\$29.82	\$30.11	\$31.00	\$31.98	\$32.94
56	\$3,910	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,867	\$4,917	\$4,966	\$5,015	\$5,117	\$5,169	\$5,219	\$5,272	\$5,432	\$5,597	\$5,768
\$/yr	\$46,920	\$48,348	\$49,788	\$51,324	\$52,896	\$54,480	\$56,136	\$57,840	\$58,404	\$59,004	\$59,592	\$60,180	\$61,404	\$62,028	\$62,628	\$63,264	\$65,184	\$67,164	\$69,216
\$/hr	\$22.56	\$23.24	\$23.94	\$24.68	\$25.43	\$26.19	\$26.99	\$27.81	\$28.08	\$28.37	\$28.65	\$28.93	\$29.52	\$29.82	\$30.11	\$30.42	\$31.34	\$32.29	\$33.28
57	\$3,948	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$4,917	\$4,966	\$5,015	\$5,065	\$5,169	\$5,219	\$5,272	\$5,325	\$5,486	\$5,653	\$5,823
\$/yr	\$47,376	\$48,816	\$50,304	\$51,828	\$53,412	\$55,032	\$56,712	\$58,404	\$59,004	\$59,592	\$60,180	\$60,780	\$62,028	\$62,628	\$63,264	\$63,900	\$65,832	\$67,836	\$69,876
\$/hr	\$22.78	\$23.47	\$24.18	\$24.92	\$25.68	\$26.46	\$27.27	\$28.08	\$28.37	\$28.65	\$28.93	\$29.22	\$29.82	\$30.11	\$30.42	\$30.72	\$31.65	\$32.61	\$33.59
58	\$3,990	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$4,966	\$5,015	\$5,065	\$5,117	\$5,219	\$5,272	\$5,325	\$5,374	\$5,543	\$5,709	\$5,883
\$/yr	\$47,880	\$49,320	\$50,808	\$52,356	\$53,940	\$55,596	\$57,288	\$59,004	\$59,592	\$60,180	\$60,780	\$61,404	\$62,628	\$63,264	\$63,900	\$64,488	\$66,516	\$68,508	\$70,596
\$/hr	\$23.02	\$23.71	\$24.43	\$25.17	\$25.93	\$26.73	\$27.54	\$28.37	\$28.65	\$28.93	\$29.22	\$29.52	\$30.11	\$30.42	\$30.72	\$31.00	\$31.98	\$32.94	\$33.94
59	\$4,029	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,015	\$5,065	\$5,117	\$5,169	\$5,272	\$5,325	\$5,374	\$5,432	\$5,597	\$5,768	\$5,942
\$/yr	\$48,348	\$49,788	\$51,324	\$52,896	\$54,480	\$56,136	\$57,840	\$59,592	\$60,180	\$60,780	\$61,404	\$62,028	\$63,264	\$63,900	\$64,488	\$65,184	\$67,164	\$69,216	\$71,304
\$/hr	\$23.24	\$23.94	\$24.68	\$25.43	\$26.19	\$26.99	\$27.81	\$28.65	\$28.93	\$29.22	\$29.52	\$29.82	\$30.42	\$30.72	\$31.00	\$31.34	\$32.29	\$33.28	\$34.28
60	\$4,068	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,065	\$5,117	\$5,169	\$5,219	\$5,325	\$5,374	\$5,432	\$5,486	\$5,653	\$5,823	\$6,002
\$/yr	\$48,816	\$50,304	\$51,828	\$53,412	\$55,032	\$56,712	\$58,404	\$60,180	\$60,780	\$61,404	\$62,028	\$62,628	\$63,900	\$64,488	\$65,184	\$65,832	\$67,836	\$69,876	\$72,024
\$/hr	\$23.47	\$24.18	\$24.92	\$25.68	\$26.46	\$27.27	\$28.08	\$28.93	\$29.22	\$29.52	\$29.82	\$30.11	\$30.72	\$31.00	\$31.34	\$31.65	\$32.61	\$33.59	\$34.63
61	\$4,110	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,117	\$5,169	\$5,219	\$5,272	\$5,374	\$5,432	\$5,486	\$5,543	\$5,709	\$5,883	\$6,063
\$/yr	\$49,320	\$50,808	\$52,356	\$53,940	\$55,596	\$57,288	\$59,004	\$60,780	\$61,404	\$62,028	\$62,628	\$63,264	\$64,488	\$65,184	\$65,832	\$66,516	\$68,508	\$70,596	\$72,756
\$/hr	\$23.71	\$24.43	\$25.17	\$25.93	\$26.73	\$27.54	\$28.37	\$29.22	\$29.52	\$29.82	\$30.11	\$30.42	\$31.00	\$31.34	\$31.65	\$31.98	\$32.94	\$33.94	\$34.98
62	\$4,149	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,169	\$5,219	\$5,272	\$5,325	\$5,432	\$5,486	\$5,543	\$5,597	\$5,768	\$5,942	\$6,122
\$/yr	\$49,788	\$51,324	\$52,896	\$54,480	\$56,136	\$57,840	\$59,592	\$61,404	\$62,028	\$62,628	\$63,264	\$63,900	\$65,184	\$65,832	\$66,516	\$67,164	\$69,216	\$71,304	\$73,464

\$/hr	\$23.94	\$24.68	\$25.43	\$26.19	\$26.99	\$27.81	\$28.65	\$29.52	\$29.82	\$30.11	\$30.42	\$30.72	\$31.34	\$31.65	\$31.98	\$32.29	\$33.28	\$34.28	\$35.32
63	\$4,192	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,219	\$5,272	\$5,325	\$5,374	\$5,486	\$5,543	\$5,597	\$5,653	\$5,823	\$6,002	\$6,184
\$/yr	\$50,304	\$51,828	\$53,412	\$55,032	\$56,712	\$58,404	\$60,180	\$62,028	\$62,628	\$63,264	\$63,900	\$64,488	\$65,832	\$66,516	\$67,164	\$67,836	\$69,876	\$72,024	\$74,208
\$/hr	\$24.18	\$24.92	\$25.68	\$26.46	\$27.27	\$28.08	\$28.93	\$29.82	\$30.11	\$30.42	\$30.72	\$31.00	\$31.65	\$31.98	\$32.29	\$32.61	\$33.59	\$34.63	\$35.68
64	\$4,234	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,272	\$5,325	\$5,374	\$5,432	\$5,543	\$5,597	\$5,653	\$5,709	\$5,883	\$6,063	\$6,245
\$/yr	\$50,808	\$52,356	\$53,940	\$55,596	\$57,288	\$59,004	\$60,780	\$62,628	\$63,264	\$63,900	\$64,488	\$65,184	\$66,516	\$67,164	\$67,836	\$68,508	\$70,596	\$72,756	\$74,940
\$/hr	\$24.43	\$25.17	\$25.93	\$26.73	\$27.54	\$28.37	\$29.22	\$30.11	\$30.42	\$30.72	\$31.00	\$31.34	\$31.98	\$32.29	\$32.61	\$32.94	\$33.94	\$34.98	\$36.03
65	\$4,277	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,325	\$5,374	\$5,432	\$5,486	\$5,597	\$5,653	\$5,709	\$5,768	\$5,942	\$6,122	\$6,307
\$/yr	\$51,324	\$52,896	\$54,480	\$56,136	\$57,840	\$59,592	\$61,404	\$63,264	\$63,900	\$64,488	\$65,184	\$65,832	\$67,164	\$67,836	\$68,508	\$69,216	\$71,304	\$73,464	\$75,684
\$/hr	\$24.68	\$25.43	\$26.19	\$26.99	\$27.81	\$28.65	\$29.52	\$30.42	\$30.72	\$31.00	\$31.34	\$31.65	\$32.29	\$32.61	\$32.94	\$33.28	\$34.28	\$35.32	\$36.39
66	\$4,319	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,374	\$5,432	\$5,486	\$5,543	\$5,653	\$5,709	\$5,768	\$5,823	\$6,002	\$6,184	\$6,370
\$/yr	\$51,828	\$53,412	\$55,032	\$56,712	\$58,404	\$60,180	\$62,028	\$63,900	\$64,488	\$65,184	\$65,832	\$66,516	\$67,836	\$68,508	\$69,216	\$69,876	\$72,024	\$74,208	\$76,440
\$/hr	\$24.92	\$25.68	\$26.46	\$27.27	\$28.08	\$28.93	\$29.82	\$30.72	\$31.00	\$31.34	\$31.65	\$31.98	\$32.61	\$32.94	\$33.28	\$33.59	\$34.63	\$35.68	\$36.75
67	\$4,363	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,432	\$5,486	\$5,543	\$5,597	\$5,709	\$5,768	\$5,823	\$5,883	\$6,063	\$6,245	\$6,435
\$/yr	\$52,356	\$53,940	\$55,596	\$57,288	\$59,004	\$60,780	\$62,628	\$64,488	\$65,184	\$65,832	\$66,516	\$67,164	\$68,508	\$69,216	\$69,876	\$70,596	\$72,756	\$74,940	\$77,220
\$/hr	\$25.17	\$25.93	\$26.73	\$27.54	\$28.37	\$29.22	\$30.11	\$31.00	\$31.34	\$31.65	\$31.98	\$32.29	\$32.94	\$33.28	\$33.59	\$33.94	\$34.98	\$36.03	\$37.13
68	\$4,408	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,486	\$5,543	\$5,597	\$5,653	\$5,768	\$5,823	\$5,883	\$5,942	\$6,122	\$6,307	\$6,498
\$/yr	\$52,896	\$54,480	\$56,136	\$57,840	\$59,592	\$61,404	\$63,264	\$65,184	\$65,832	\$66,516	\$67,164	\$67,836	\$69,216	\$69,876	\$70,596	\$71,304	\$73,464	\$75,684	\$77,976
\$/hr	\$25.43	\$26.19	\$26.99	\$27.81	\$28.65	\$29.52	\$30.42	\$31.34	\$31.65	\$31.98	\$32.29	\$32.61	\$33.28	\$33.59	\$33.94	\$34.28	\$35.32	\$36.39	\$37.49
69	\$4,451	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,543	\$5,597	\$5,653	\$5,709	\$5,823	\$5,883	\$5,942	\$6,002	\$6,184	\$6,370	\$6,562
\$/yr	\$53,412	\$55,032	\$56,712	\$58,404	\$60,180	\$62,028	\$63,900	\$65,832	\$66,516	\$67,164	\$67,836	\$68,508	\$69,876	\$70,596	\$71,304	\$72,024	\$74,208	\$76,440	\$78,744
\$/hr	\$25.68	\$26.46	\$27.27	\$28.08	\$28.93	\$29.82	\$30.72	\$31.65	\$31.98	\$32.29	\$32.61	\$32.94	\$33.59	\$33.94	\$34.28	\$34.63	\$35.68	\$36.75	\$37.86
70	\$4,495	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,597	\$5,653	\$5,709	\$5,768	\$5,883	\$5,942	\$6,002	\$6,063	\$6,245	\$6,435	\$6,628
\$/yr	\$53,940	\$55,596	\$57,288	\$59,004	\$60,780	\$62,628	\$64,488	\$66,516	\$67,164	\$67,836	\$68,508	\$69,216	\$70,596	\$71,304	\$72,024	\$72,756	\$74,940	\$77,220	\$79,536
\$/hr	\$25.93	\$26.73	\$27.54	\$28.37	\$29.22	\$30.11	\$31.00	\$31.98	\$32.29	\$32.61	\$32.94	\$33.28	\$33.94	\$34.28	\$34.63	\$34.98	\$36.03	\$37.13	\$38.24
71	\$4,540	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,653	\$5,709	\$5,768	\$5,823	\$5,942	\$6,002	\$6,063	\$6,122	\$6,307	\$6,498	\$6,693
\$/yr	\$54,480	\$56,136	\$57,840	\$59,592	\$61,404	\$63,264	\$65,184	\$67,164	\$67,836	\$68,508	\$69,216	\$69,876	\$71,304	\$72,024	\$72,756	\$73,464	\$75,684	\$77,976	\$80,316
\$/hr	\$26.19	\$26.99	\$27.81	\$28.65	\$29.52	\$30.42	\$31.34	\$32.29	\$32.61	\$32.94	\$33.28	\$33.59	\$34.28	\$34.63	\$34.98	\$35.32	\$36.39	\$37.49	\$38.61
72	\$4,586	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,709	\$5,768	\$5,823	\$5,883	\$6,002	\$6,063	\$6,122	\$6,184	\$6,370	\$6,562	\$6,762
\$/yr	\$55,032	\$56,712	\$58,404	\$60,180	\$62,028	\$63,900	\$65,832	\$67,836	\$68,508	\$69,216	\$69,876	\$70,596	\$72,024	\$72,756	\$73,464	\$74,208	\$76,440	\$78,744	\$81,144
\$/hr	\$26.46	\$27.27	\$28.08	\$28.93	\$29.82	\$30.72	\$31.65	\$32.61	\$32.94	\$33.28	\$33.59	\$33.94	\$34.63	\$34.98	\$35.32	\$35.68	\$36.75	\$37.86	\$39.01
73	\$4,633	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,768	\$5,823	\$5,883	\$5,942	\$6,063	\$6,122	\$6,184	\$6,245	\$6,435	\$6,628	\$6,827
\$/yr	\$55,596	\$57,288	\$59,004	\$60,780	\$62,628	\$64,488	\$66,516	\$68,508	\$69,216	\$69,876	\$70,596	\$71,304	\$72,756	\$73,464	\$74,208	\$74,940	\$77,220	\$79,536	\$81,924

\$/hr	\$26.73	\$27.54	\$28.37	\$29.22	\$30.11	\$31.00	\$31.98	\$32.94	\$33.28	\$33.59	\$33.94	\$34.28	\$34.98	\$35.32	\$35.68	\$36.03	\$37.13	\$38.24	\$39.39
74	\$4,678	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,823	\$5,883	\$5,942	\$6,002	\$6,122	\$6,184	\$6,245	\$6,307	\$6,498	\$6,693	\$6,897
\$/yr	\$56,136	\$57,840	\$59,592	\$61,404	\$63,264	\$65,184	\$67,164	\$69,216	\$69,876	\$70,596	\$71,304	\$72,024	\$73,464	\$74,208	\$74,940	\$75,684	\$77,976	\$80,316	\$82,764
\$/hr	\$26.99	\$27.81	\$28.65	\$29.52	\$30.42	\$31.34	\$32.29	\$33.28	\$33.59	\$33.94	\$34.28	\$34.63	\$35.32	\$35.68	\$36.03	\$36.39	\$37.49	\$38.61	\$39.79
75	\$4,726	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$5,883	\$5,942	\$6,002	\$6,063	\$6,184	\$6,245	\$6,307	\$6,370	\$6,562	\$6,762	\$6,966
\$/yr	\$56,712	\$58,404	\$60,180	\$62,028	\$63,900	\$65,832	\$67,836	\$69,876	\$70,596	\$71,304	\$72,024	\$72,756	\$74,208	\$74,940	\$75,684	\$76,440	\$78,744	\$81,144	\$83,592
\$/hr	\$27.27	\$28.08	\$28.93	\$29.82	\$30.72	\$31.65	\$32.61	\$33.59	\$33.94	\$34.28	\$34.63	\$34.98	\$35.68	\$36.03	\$36.39	\$36.75	\$37.86	\$39.01	\$40.19
76	\$4,774	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$5,942	\$6,002	\$6,063	\$6,122	\$6,245	\$6,307	\$6,370	\$6,435	\$6,628	\$6,827	\$7,035
\$/yr	\$57,288	\$59,004	\$60,780	\$62,628	\$64,488	\$66,516	\$68,508	\$70,596	\$71,304	\$72,024	\$72,756	\$73,464	\$74,940	\$75,684	\$76,440	\$77,220	\$79,536	\$81,924	\$84,420
\$/hr	\$27.54	\$28.37	\$29.22	\$30.11	\$31.00	\$31.98	\$32.94	\$33.94	\$34.28	\$34.63	\$34.98	\$35.32	\$36.03	\$36.39	\$36.75	\$37.13	\$38.24	\$39.39	\$40.59
77	\$4,820	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,002	\$6,063	\$6,122	\$6,184	\$6,307	\$6,370	\$6,435	\$6,498	\$6,693	\$6,897	\$7,106
\$/yr	\$57,840	\$59,592	\$61,404	\$63,264	\$65,184	\$67,164	\$69,216	\$71,304	\$72,024	\$72,756	\$73,464	\$74,208	\$75,684	\$76,440	\$77,220	\$77,976	\$80,316	\$82,764	\$85,272
\$/hr	\$27.81	\$28.65	\$29.52	\$30.42	\$31.34	\$32.29	\$33.28	\$34.28	\$34.63	\$34.98	\$35.32	\$35.68	\$36.39	\$36.75	\$37.13	\$37.49	\$38.61	\$39.79	\$41.00
78	\$4,867	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,063	\$6,122	\$6,184	\$6,245	\$6,370	\$6,435	\$6,498	\$6,562	\$6,762	\$6,966	\$7,178
\$/yr	\$58,404	\$60,180	\$62,028	\$63,900	\$65,832	\$67,836	\$69,876	\$72,024	\$72,756	\$73,464	\$74,208	\$74,940	\$76,440	\$77,220	\$77,976	\$78,744	\$81,144	\$83,592	\$86,136
\$/hr	\$28.08	\$28.93	\$29.82	\$30.72	\$31.65	\$32.61	\$33.59	\$34.63	\$34.98	\$35.32	\$35.68	\$36.03	\$36.75	\$37.13	\$37.49	\$37.86	\$39.01	\$40.19	\$41.41
79	\$4,917	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,122	\$6,184	\$6,245	\$6,307	\$6,435	\$6,498	\$6,562	\$6,628	\$6,827	\$7,035	\$7,249
\$/yr	\$59,004	\$60,780	\$62,628	\$64,488	\$66,516	\$68,508	\$70,596	\$72,756	\$73,464	\$74,208	\$74,940	\$75,684	\$77,220	\$77,976	\$78,744	\$79,536	\$81,924	\$84,420	\$86,988
\$/hr	\$28.37	\$29.22	\$30.11	\$31.00	\$31.98	\$32.94	\$33.94	\$34.98	\$35.32	\$35.68	\$36.03	\$36.39	\$37.13	\$37.49	\$37.86	\$38.24	\$39.39	\$40.59	\$41.82
80	\$4,966	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,184	\$6,245	\$6,307	\$6,370	\$6,498	\$6,562	\$6,628	\$6,693	\$6,897	\$7,106	\$7,322
\$/yr	\$59,592	\$61,404	\$63,264	\$65,184	\$67,164	\$69,216	\$71,304	\$73,464	\$74,208	\$74,940	\$75,684	\$76,440	\$77,976	\$78,744	\$79,536	\$80,316	\$82,764	\$85,272	\$87,864
\$/hr	\$28.65	\$29.52	\$30.42	\$31.34	\$32.29	\$33.28	\$34.28	\$35.32	\$35.68	\$36.03	\$36.39	\$36.75	\$37.49	\$37.86	\$38.24	\$38.61	\$39.79	\$41.00	\$42.24
81	\$5,015	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,245	\$6,307	\$6,370	\$6,435	\$6,562	\$6,628	\$6,693	\$6,762	\$6,966	\$7,178	\$7,394
\$/yr	\$60,180	\$62,028	\$63,900	\$65,832	\$67,836	\$69,876	\$72,024	\$74,208	\$74,940	\$75,684	\$76,440	\$77,220	\$78,744	\$79,536	\$80,316	\$81,144	\$83,592	\$86,136	\$88,728
\$/hr	\$28.93	\$29.82	\$30.72	\$31.65	\$32.61	\$33.59	\$34.63	\$35.68	\$36.03	\$36.39	\$36.75	\$37.13	\$37.86	\$38.24	\$38.61	\$39.01	\$40.19	\$41.41	\$42.66
82	\$5,065	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,307	\$6,370	\$6,435	\$6,498	\$6,628	\$6,693	\$6,762	\$6,827	\$7,035	\$7,249	\$7,468
\$/yr	\$60,780	\$62,628	\$64,488	\$66,516	\$68,508	\$70,596	\$72,756	\$74,940	\$75,684	\$76,440	\$77,220	\$77,976	\$79,536	\$80,316	\$81,144	\$81,924	\$84,420	\$86,988	\$89,616
\$/hr	\$29.22	\$30.11	\$31.00	\$31.98	\$32.94	\$33.94	\$34.98	\$36.03	\$36.39	\$36.75	\$37.13	\$37.49	\$38.24	\$38.61	\$39.01	\$39.39	\$40.59	\$41.82	\$43.08
83	\$5,117	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,370	\$6,435	\$6,498	\$6,562	\$6,693	\$6,762	\$6,827	\$6,897	\$7,106	\$7,322	\$7,543
\$/yr	\$61,404	\$63,264	\$65,184	\$67,164	\$69,216	\$71,304	\$73,464	\$75,684	\$76,440	\$77,220	\$77,976	\$78,744	\$80,316	\$81,144	\$81,924	\$82,764	\$85,272	\$87,864	\$90,516
\$/hr	\$29.52	\$30.42	\$31.34	\$32.29	\$33.28	\$34.28	\$35.32	\$36.39	\$36.75	\$37.13	\$37.49	\$37.86	\$38.61	\$39.01	\$39.39	\$39.79	\$41.00	\$42.24	\$43.52
84	\$5,169	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,435	\$6,498	\$6,562	\$6,628	\$6,762	\$6,827	\$6,897	\$6,966	\$7,178	\$7,394	\$7,618
\$/yr	\$62,028	\$63,900	\$65,832	\$67,836	\$69,876	\$72,024	\$74,208	\$76,440	\$77,220	\$77,976	\$78,744	\$79,536	\$81,144	\$81,924	\$82,764	\$83,592	\$86,136	\$88,728	\$91,416
\$/hr	\$29.82	\$30.72	\$31.65	\$32.61	\$33.59	\$34.63	\$35.68	\$36.75	\$37.13	\$37.49	\$37.86	\$38.24	\$39.01	\$39.39	\$39.79	\$40.19	\$41.41	\$42.66	\$43.95
85	\$5,219	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,498	\$6,562	\$6,628	\$6,693	\$6,827	\$6,897	\$6,966	\$7,035	\$7,249	\$7,468	\$7,695
\$/yr	\$62,628	\$64,488	\$66,516	\$68,508	\$70,596	\$72,756	\$74,940	\$77,220	\$77,976	\$78,744	\$79,536	\$80,316	\$81,924	\$82,764	\$83,592	\$84,420	\$86,988	\$89,616	\$92,340

\$/hr	\$30.11	\$31.00	\$31.98	\$32.94	\$33.94	\$34.98	\$36.03	\$37.13	\$37.49	\$37.86	\$38.24	\$38.61	\$39.39	\$39.79	\$40.19	\$40.59	\$41.82	\$43.08	\$44.39
86	\$5,272	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,562	\$6,628	\$6,693	\$6,762	\$6,897	\$6,966	\$7,035	\$7,106	\$7,322	\$7,543	\$7,771
\$/yr	\$63,264	\$65,184	\$67,164	\$69,216	\$71,304	\$73,464	\$75,684	\$77,976	\$78,744	\$79,536	\$80,316	\$81,144	\$82,764	\$83,592	\$84,420	\$85,272	\$87,864	\$90,516	\$93,252
\$/hr	\$30.42	\$31.34	\$32.29	\$33.28	\$34.28	\$35.32	\$36.39	\$37.49	\$37.86	\$38.24	\$38.61	\$39.01	\$39.79	\$40.19	\$40.59	\$41.00	\$42.24	\$43.52	\$44.83
87	\$5,325	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,628	\$6,693	\$6,762	\$6,827	\$6,966	\$7,035	\$7,106	\$7,178	\$7,394	\$7,618	\$7,850
\$/yr	\$63,900	\$65,832	\$67,836	\$69,876	\$72,024	\$74,208	\$76,440	\$78,744	\$79,536	\$80,316	\$81,144	\$81,924	\$83,592	\$84,420	\$85,272	\$86,136	\$88,728	\$91,416	\$94,200
\$/hr	\$30.72	\$31.65	\$32.61	\$33.59	\$34.63	\$35.68	\$36.75	\$37.86	\$38.24	\$38.61	\$39.01	\$39.39	\$40.19	\$40.59	\$41.00	\$41.41	\$42.66	\$43.95	\$45.29
88	\$5,374	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,693	\$6,762	\$6,827	\$6,897	\$7,035	\$7,106	\$7,178	\$7,249	\$7,468	\$7,695	\$7,927
\$/yr	\$64,488	\$66,516	\$68,508	\$70,596	\$72,756	\$74,940	\$77,220	\$79,536	\$80,316	\$81,144	\$81,924	\$82,764	\$84,420	\$85,272	\$86,136	\$86,988	\$89,616	\$92,340	\$95,124
\$/hr	\$31.00	\$31.98	\$32.94	\$33.94	\$34.98	\$36.03	\$37.13	\$38.24	\$38.61	\$39.01	\$39.39	\$39.79	\$40.59	\$41.00	\$41.41	\$41.82	\$43.08	\$44.39	\$45.73
89	\$5,432	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,762	\$6,827	\$6,897	\$6,966	\$7,106	\$7,178	\$7,249	\$7,322	\$7,543	\$7,771	\$8,008
\$/yr	\$65,184	\$67,164	\$69,216	\$71,304	\$73,464	\$75,684	\$77,976	\$80,316	\$81,144	\$81,924	\$82,764	\$83,592	\$85,272	\$86,136	\$86,988	\$87,864	\$90,516	\$93,252	\$96,096
\$/hr	\$31.34	\$32.29	\$33.28	\$34.28	\$35.32	\$36.39	\$37.49	\$38.61	\$39.01	\$39.39	\$39.79	\$40.19	\$41.00	\$41.41	\$41.82	\$42.24	\$43.52	\$44.83	\$46.20
90	\$5,486	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,827	\$6,897	\$6,966	\$7,035	\$7,178	\$7,249	\$7,322	\$7,394	\$7,618	\$7,850	\$8,086
\$/yr	\$65,832	\$67,836	\$69,876	\$72,024	\$74,208	\$76,440	\$78,744	\$81,144	\$81,924	\$82,764	\$83,592	\$84,420	\$86,136	\$86,988	\$87,864	\$88,728	\$91,416	\$94,200	\$97,032
\$/hr	\$31.65	\$32.61	\$33.59	\$34.63	\$35.68	\$36.75	\$37.86	\$39.01	\$39.39	\$39.79	\$40.19	\$40.59	\$41.41	\$41.82	\$42.24	\$42.66	\$43.95	\$45.29	\$46.65
91	\$5,543	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$6,897	\$6,966	\$7,035	\$7,106	\$7,249	\$7,322	\$7,394	\$7,468	\$7,695	\$7,927	\$8,171
\$/yr	\$66,516	\$68,508	\$70,596	\$72,756	\$74,940	\$77,220	\$79,536	\$81,924	\$82,764	\$83,592	\$84,420	\$85,272	\$86,988	\$87,864	\$88,728	\$89,616	\$92,340	\$95,124	\$98,052
\$/hr	\$31.98	\$32.94	\$33.94	\$34.98	\$36.03	\$37.13	\$38.24	\$39.39	\$39.79	\$40.19	\$40.59	\$41.00	\$41.82	\$42.24	\$42.66	\$43.08	\$44.39	\$45.73	\$47.14
92	\$5,597	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$6,966	\$7,035	\$7,106	\$7,178	\$7,322	\$7,394	\$7,468	\$7,543	\$7,771	\$8,008	\$8,252
\$/yr	\$67,164	\$69,216	\$71,304	\$73,464	\$75,684	\$77,976	\$80,316	\$82,764	\$83,592	\$84,420	\$85,272	\$86,136	\$87,864	\$88,728	\$89,616	\$90,516	\$93,252	\$96,096	\$99,024
\$/hr	\$32.29	\$33.28	\$34.28	\$35.32	\$36.39	\$37.49	\$38.61	\$39.79	\$40.19	\$40.59	\$41.00	\$41.41	\$42.24	\$42.66	\$43.08	\$43.52	\$44.83	\$46.20	\$47.61
93	\$5,653	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,035	\$7,106	\$7,178	\$7,249	\$7,394	\$7,468	\$7,543	\$7,618	\$7,850	\$8,086	\$8,334
\$/yr	\$67,836	\$69,876	\$72,024	\$74,208	\$76,440	\$78,744	\$81,144	\$83,592	\$84,420	\$85,272	\$86,136	\$86,988	\$88,728	\$89,616	\$90,516	\$91,416	\$94,200	\$97,032	\$100,008
\$/hr	\$32.61	\$33.59	\$34.63	\$35.68	\$36.75	\$37.86	\$39.01	\$40.19	\$40.59	\$41.00	\$41.41	\$41.82	\$42.66	\$43.08	\$43.52	\$43.95	\$45.29	\$46.65	\$48.08
94	\$5,709	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,106	\$7,178	\$7,249	\$7,322	\$7,468	\$7,543	\$7,618	\$7,695	\$7,927	\$8,171	\$8,418
\$/yr	\$68,508	\$70,596	\$72,756	\$74,940	\$77,220	\$79,536	\$81,924	\$84,420	\$85,272	\$86,136	\$86,988	\$87,864	\$89,616	\$90,516	\$91,416	\$92,340	\$95,124	\$98,052	\$101,016
\$/hr	\$32.94	\$33.94	\$34.98	\$36.03	\$37.13	\$38.24	\$39.39	\$40.59	\$41.00	\$41.41	\$41.82	\$42.24	\$43.08	\$43.52	\$43.95	\$44.39	\$45.73	\$47.14	\$48.57
95	\$5,768	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,178	\$7,249	\$7,322	\$7,394	\$7,543	\$7,618	\$7,695	\$7,771	\$8,008	\$8,252	\$8,502
\$/yr	\$69,216	\$71,304	\$73,464	\$75,684	\$77,976	\$80,316	\$82,764	\$85,272	\$86,136	\$86,988	\$87,864	\$88,728	\$90,516	\$91,416	\$92,340	\$93,252	\$96,096	\$99,024	\$102,024
\$/hr	\$33.28	\$34.28	\$35.32	\$36.39	\$37.49	\$38.61	\$39.79	\$41.00	\$41.41	\$41.82	\$42.24	\$42.66	\$43.52	\$43.95	\$44.39	\$44.83	\$46.20	\$47.61	\$49.05
96	\$5,823	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,249	\$7,322	\$7,394	\$7,468	\$7,618	\$7,695	\$7,771	\$7,850	\$8,086	\$8,334	\$8,585
\$/yr	\$69,876	\$72,024	\$74,208	\$76,440	\$78,744	\$81,144	\$83,592	\$86,136	\$86,988	\$87,864	\$88,728	\$89,616	\$91,416	\$92,340	\$93,252	\$94,200	\$97,032	\$100,008	\$103,020
\$/hr	\$33.59	\$34.63	\$35.68	\$36.75	\$37.86	\$39.01	\$40.19	\$41.41	\$41.82	\$42.24	\$42.66	\$43.08	\$43.95	\$44.39	\$44.83	\$45.29	\$46.65	\$48.08	\$49.53
97	\$5,883	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,322	\$7,394	\$7,468	\$7,543	\$7,695	\$7,771	\$7,850	\$7,927	\$8,171	\$8,418	\$8,673
\$/yr	\$70,596	\$72,756	\$74,940	\$77,220	\$79,536	\$81,924	\$84,420	\$86,988	\$87,864	\$88,728	\$89,616	\$90,516	\$92,340	\$93,252	\$94,200	\$95,124	\$98,052	\$101,016	\$104,076

\$/hr	\$33.94	\$34.98	\$36.03	\$37.13	\$38.24	\$39.39	\$40.59	\$41.82	\$42.24	\$42.66	\$43.08	\$43.52	\$44.39	\$44.83	\$45.29	\$45.73	\$47.14	\$48.57	\$50.04
98	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,394	\$7,468	\$7,543	\$7,618	\$7,771	\$7,850	\$7,927	\$8,008	\$8,252	\$8,502	\$8,757
\$/yr	\$71,304	\$73,464	\$75,684	\$77,976	\$80,316	\$82,764	\$85,272	\$87,864	\$88,728	\$89,616	\$90,516	\$91,416	\$93,252	\$94,200	\$95,124	\$96,096	\$99,024	\$102,024	\$105,084
\$/hr	\$34.28	\$35.32	\$36.39	\$37.49	\$38.61	\$39.79	\$41.00	\$42.24	\$42.66	\$43.08	\$43.52	\$43.95	\$44.83	\$45.29	\$45.73	\$46.20	\$47.61	\$49.05	\$50.52
99	\$6,002	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,468	\$7,543	\$7,618	\$7,695	\$7,850	\$7,927	\$8,008	\$8,086	\$8,334	\$8,585	\$8,847
\$/yr	\$72,024	\$74,208	\$76,440	\$78,744	\$81,144	\$83,592	\$86,136	\$88,728	\$89,616	\$90,516	\$91,416	\$92,340	\$94,200	\$95,124	\$96,096	\$97,032	\$100,008	\$103,020	\$106,164
\$/hr	\$34.63	\$35.68	\$36.75	\$37.86	\$39.01	\$40.19	\$41.41	\$42.66	\$43.08	\$43.52	\$43.95	\$44.39	\$45.29	\$45.73	\$46.20	\$46.65	\$48.08	\$49.53	\$51.04
100	\$6,063	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,543	\$7,618	\$7,695	\$7,771	\$7,927	\$8,008	\$8,086	\$8,171	\$8,418	\$8,673	\$8,934
\$/yr	\$72,756	\$74,940	\$77,220	\$79,536	\$81,924	\$84,420	\$86,988	\$89,616	\$90,516	\$91,416	\$92,340	\$93,252	\$95,124	\$96,096	\$97,032	\$98,052	\$101,016	\$104,076	\$107,208
\$/hr	\$34.98	\$36.03	\$37.13	\$38.24	\$39.39	\$40.59	\$41.82	\$43.08	\$43.52	\$43.95	\$44.39	\$44.83	\$45.73	\$46.20	\$46.65	\$47.14	\$48.57	\$50.04	\$51.54
101	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,618	\$7,695	\$7,771	\$7,850	\$8,008	\$8,086	\$8,171	\$8,252	\$8,502	\$8,757	\$9,024
\$/yr	\$73,464	\$75,684	\$77,976	\$80,316	\$82,764	\$85,272	\$87,864	\$90,516	\$91,416	\$92,340	\$93,252	\$94,200	\$96,096	\$97,032	\$98,052	\$99,024	\$102,024	\$105,084	\$108,288
\$/hr	\$35.32	\$36.39	\$37.49	\$38.61	\$39.79	\$41.00	\$42.24	\$43.52	\$43.95	\$44.39	\$44.83	\$45.29	\$46.20	\$46.65	\$47.14	\$47.61	\$49.05	\$50.52	\$52.06
102	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,695	\$7,771	\$7,850	\$7,927	\$8,086	\$8,171	\$8,252	\$8,334	\$8,585	\$8,847	\$9,115
\$/yr	\$74,208	\$76,440	\$78,744	\$81,144	\$83,592	\$86,136	\$88,728	\$91,416	\$92,340	\$93,252	\$94,200	\$95,124	\$97,032	\$98,052	\$99,024	\$100,008	\$103,020	\$106,164	\$109,380
\$/hr	\$35.68	\$36.75	\$37.86	\$39.01	\$40.19	\$41.41	\$42.66	\$43.95	\$44.39	\$44.83	\$45.29	\$45.73	\$46.65	\$47.14	\$47.61	\$48.08	\$49.53	\$51.04	\$52.59
103	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,771	\$7,850	\$7,927	\$8,008	\$8,171	\$8,252	\$8,334	\$8,418	\$8,673	\$8,934	\$9,204
\$/yr	\$74,940	\$77,220	\$79,536	\$81,924	\$84,420	\$86,988	\$89,616	\$92,340	\$93,252	\$94,200	\$95,124	\$96,096	\$98,052	\$99,024	\$100,008	\$101,016	\$104,076	\$107,208	\$110,448
\$/hr	\$36.03	\$37.13	\$38.24	\$39.39	\$40.59	\$41.82	\$43.08	\$44.39	\$44.83	\$45.29	\$45.73	\$46.20	\$47.14	\$47.61	\$48.08	\$48.57	\$50.04	\$51.54	\$53.10
104	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$7,850	\$7,927	\$8,008	\$8,086	\$8,252	\$8,334	\$8,418	\$8,502	\$8,757	\$9,024	\$9,297
\$/yr	\$75,684	\$77,976	\$80,316	\$82,764	\$85,272	\$87,864	\$90,516	\$93,252	\$94,200	\$95,124	\$96,096	\$97,032	\$99,024	\$100,008	\$101,016	\$102,024	\$105,084	\$108,288	\$111,564
\$/hr	\$36.39	\$37.49	\$38.61	\$39.79	\$41.00	\$42.24	\$43.52	\$44.83	\$45.29	\$45.73	\$46.20	\$46.65	\$47.61	\$48.08	\$48.57	\$49.05	\$50.52	\$52.06	\$53.64
105	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$7,927	\$8,008	\$8,086	\$8,171	\$8,334	\$8,418	\$8,502	\$8,585	\$8,847	\$9,115	\$9,391
\$/yr	\$76,440	\$78,744	\$81,144	\$83,592	\$86,136	\$88,728	\$91,416	\$94,200	\$95,124	\$96,096	\$97,032	\$98,052	\$100,008	\$101,016	\$102,024	\$103,020	\$106,164	\$109,380	\$112,692
\$/hr	\$36.75	\$37.86	\$39.01	\$40.19	\$41.41	\$42.66	\$43.95	\$45.29	\$45.73	\$46.20	\$46.65	\$47.14	\$48.08	\$48.57	\$49.05	\$49.53	\$51.04	\$52.59	\$54.18
106	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,008	\$8,086	\$8,171	\$8,252	\$8,418	\$8,502	\$8,585	\$8,673	\$8,934	\$9,204	\$9,484
\$/yr	\$77,220	\$79,536	\$81,924	\$84,420	\$86,988	\$89,616	\$92,340	\$95,124	\$96,096	\$97,032	\$98,052	\$99,024	\$101,016	\$102,024	\$103,020	\$104,076	\$107,208	\$110,448	\$113,808
\$/hr	\$37.13	\$38.24	\$39.39	\$40.59	\$41.82	\$43.08	\$44.39	\$45.73	\$46.20	\$46.65	\$47.14	\$47.61	\$48.57	\$49.05	\$49.53	\$50.04	\$51.54	\$53.10	\$54.72
107	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,086	\$8,171	\$8,252	\$8,334	\$8,502	\$8,585	\$8,673	\$8,757	\$9,024	\$9,297	\$9,579
\$/yr	\$77,976	\$80,316	\$82,764	\$85,272	\$87,864	\$90,516	\$93,252	\$96,096	\$97,032	\$98,052	\$99,024	\$100,008	\$102,024	\$103,020	\$104,076	\$105,084	\$108,288	\$111,564	\$114,948
\$/hr	\$37.49	\$38.61	\$39.79	\$41.00	\$42.24	\$43.52	\$44.83	\$46.20	\$46.65	\$47.14	\$47.61	\$48.08	\$49.05	\$49.53	\$50.04	\$50.52	\$52.06	\$53.64	\$55.26
108	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,171	\$8,252	\$8,334	\$8,418	\$8,585	\$8,673	\$8,757	\$8,847	\$9,115	\$9,391	\$9,676
\$/yr	\$78,744	\$81,144	\$83,592	\$86,136	\$88,728	\$91,416	\$94,200	\$97,032	\$98,052	\$99,024	\$100,008	\$101,016	\$103,020	\$104,076	\$105,084	\$106,164	\$109,380	\$112,692	\$116,112
\$/hr	\$37.86	\$39.01	\$40.19	\$41.41	\$42.66	\$43.95	\$45.29	\$46.65	\$47.14	\$47.61	\$48.08	\$48.57	\$49.53	\$50.04	\$50.52	\$51.04	\$52.59	\$54.18	\$55.82
109	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,252	\$8,334	\$8,418	\$8,502	\$8,673	\$8,757	\$8,847	\$8,934	\$9,204	\$9,484	\$9,773
\$/yr	\$79,536	\$81,924	\$84,420	\$86,988	\$89,616	\$92,340	\$95,124	\$98,052	\$99,024	\$100,008	\$101,016	\$102,024	\$104,076	\$105,084	\$106,164	\$107,208	\$110,448	\$113,808	\$117,276

\$/hr	\$38.24	\$39.39	\$40.59	\$41.82	\$43.08	\$44.39	\$45.73	\$47.14	\$47.61	\$48.08	\$48.57	\$49.05	\$50.04	\$50.52	\$51.04	\$51.54	\$53.10	\$54.72	\$56.38
110	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,334	\$8,418	\$8,502	\$8,585	\$8,757	\$8,847	\$8,934	\$9,024	\$9,297	\$9,579	\$9,869
\$/yr	\$80,316	\$82,764	\$85,272	\$87,864	\$90,516	\$93,252	\$96,096	\$99,024	\$100,008	\$101,016	\$102,024	\$103,020	\$105,084	\$106,164	\$107,208	\$108,288	\$111,564	\$114,948	\$118,428
\$/hr	\$38.61	\$39.79	\$41.00	\$42.24	\$43.52	\$44.83	\$46.20	\$47.61	\$48.08	\$48.57	\$49.05	\$49.53	\$50.52	\$51.04	\$51.54	\$52.06	\$53.64	\$55.26	\$56.94
111	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,418	\$8,502	\$8,585	\$8,673	\$8,847	\$8,934	\$9,024	\$9,115	\$9,391	\$9,676	\$9,967
\$/yr	\$81,144	\$83,592	\$86,136	\$88,728	\$91,416	\$94,200	\$97,032	\$100,008	\$101,016	\$102,024	\$103,020	\$104,076	\$106,164	\$107,208	\$108,288	\$109,380	\$112,692	\$116,112	\$119,604
\$/hr	\$39.01	\$40.19	\$41.41	\$42.66	\$43.95	\$45.29	\$46.65	\$48.08	\$48.57	\$49.05	\$49.53	\$50.04	\$51.04	\$51.54	\$52.06	\$52.59	\$54.18	\$55.82	\$57.50
112	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,502	\$8,585	\$8,673	\$8,757	\$8,934	\$9,024	\$9,115	\$9,204	\$9,484	\$9,773	\$10,068
\$/yr	\$81,924	\$84,420	\$86,988	\$89,616	\$92,340	\$95,124	\$98,052	\$101,016	\$102,024	\$103,020	\$104,076	\$105,084	\$107,208	\$108,288	\$109,380	\$110,448	\$113,808	\$117,276	\$120,816
\$/hr	\$39.39	\$40.59	\$41.82	\$43.08	\$44.39	\$45.73	\$47.14	\$48.57	\$49.05	\$49.53	\$50.04	\$50.52	\$51.54	\$52.06	\$52.59	\$53.10	\$54.72	\$56.38	\$58.08
113	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,585	\$8,673	\$8,757	\$8,847	\$9,024	\$9,115	\$9,204	\$9,297	\$9,579	\$9,869	\$10,168
\$/yr	\$82,764	\$85,272	\$87,864	\$90,516	\$93,252	\$96,096	\$99,024	\$102,024	\$103,020	\$104,076	\$105,084	\$106,164	\$108,288	\$109,380	\$110,448	\$111,564	\$114,948	\$118,428	\$122,016
\$/hr	\$39.79	\$41.00	\$42.24	\$43.52	\$44.83	\$46.20	\$47.61	\$49.05	\$49.53	\$50.04	\$50.52	\$51.04	\$52.06	\$52.59	\$53.10	\$53.64	\$55.26	\$56.94	\$58.66
114	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,673	\$8,757	\$8,847	\$8,934	\$9,115	\$9,204	\$9,297	\$9,391	\$9,676	\$9,967	\$10,267
\$/yr	\$83,592	\$86,136	\$88,728	\$91,416	\$94,200	\$97,032	\$100,008	\$103,020	\$104,076	\$105,084	\$106,164	\$107,208	\$109,380	\$110,448	\$111,564	\$112,692	\$116,112	\$119,604	\$123,204
\$/hr	\$40.19	\$41.41	\$42.66	\$43.95	\$45.29	\$46.65	\$48.08	\$49.53	\$50.04	\$50.52	\$51.04	\$51.54	\$52.59	\$53.10	\$53.64	\$54.18	\$55.82	\$57.50	\$59.23
115	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,757	\$8,847	\$8,934	\$9,024	\$9,204	\$9,297	\$9,391	\$9,484	\$9,773	\$10,068	\$10,372
\$/yr	\$84,420	\$86,988	\$89,616	\$92,340	\$95,124	\$98,052	\$101,016	\$104,076	\$105,084	\$106,164	\$107,208	\$108,288	\$110,448	\$111,564	\$112,692	\$113,808	\$117,276	\$120,816	\$124,464
\$/hr	\$40.59	\$41.82	\$43.08	\$44.39	\$45.73	\$47.14	\$48.57	\$50.04	\$50.52	\$51.04	\$51.54	\$52.06	\$53.10	\$53.64	\$54.18	\$54.72	\$56.38	\$58.08	\$59.84
116	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$8,847	\$8,934	\$9,024	\$9,115	\$9,297	\$9,391	\$9,484	\$9,579	\$9,869	\$10,168	\$10,476
\$/yr	\$85,272	\$87,864	\$90,516	\$93,252	\$96,096	\$99,024	\$102,024	\$105,084	\$106,164	\$107,208	\$108,288	\$109,380	\$111,564	\$112,692	\$113,808	\$114,948	\$118,428	\$122,016	\$125,712
\$/hr	\$41.00	\$42.24	\$43.52	\$44.83	\$46.20	\$47.61	\$49.05	\$50.52	\$51.04	\$51.54	\$52.06	\$52.59	\$53.64	\$54.18	\$54.72	\$55.26	\$56.94	\$58.66	\$60.44
117	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$8,934	\$9,024	\$9,115	\$9,204	\$9,391	\$9,484	\$9,579	\$9,676	\$9,967	\$10,267	\$10,580
\$/yr	\$86,136	\$88,728	\$91,416	\$94,200	\$97,032	\$100,008	\$103,020	\$106,164	\$107,208	\$108,288	\$109,380	\$110,448	\$112,692	\$113,808	\$114,948	\$116,112	\$119,604	\$123,204	\$126,960
\$/hr	\$41.41	\$42.66	\$43.95	\$45.29	\$46.65	\$48.08	\$49.53	\$51.04	\$51.54	\$52.06	\$52.59	\$53.10	\$54.18	\$54.72	\$55.26	\$55.82	\$57.50	\$59.23	\$61.04
118	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,024	\$9,115	\$9,204	\$9,297	\$9,484	\$9,579	\$9,676	\$9,773	\$10,068	\$10,372	\$10,687
\$/yr	\$86,988	\$89,616	\$92,340	\$95,124	\$98,052	\$101,016	\$104,076	\$107,208	\$108,288	\$109,380	\$110,448	\$111,564	\$113,808	\$114,948	\$116,112	\$117,276	\$120,816	\$124,464	\$128,244
\$/hr	\$41.82	\$43.08	\$44.39	\$45.73	\$47.14	\$48.57	\$50.04	\$51.54	\$52.06	\$52.59	\$53.10	\$53.64	\$54.72	\$55.26	\$55.82	\$56.38	\$58.08	\$59.84	\$61.66
119	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,115	\$9,204	\$9,297	\$9,391	\$9,579	\$9,676	\$9,773	\$9,869	\$10,168	\$10,476	\$10,792
\$/yr	\$87,864	\$90,516	\$93,252	\$96,096	\$99,024	\$102,024	\$105,084	\$108,288	\$109,380	\$110,448	\$111,564	\$112,692	\$114,948	\$116,112	\$117,276	\$118,428	\$122,016	\$125,712	\$129,504
\$/hr	\$42.24	\$43.52	\$44.83	\$46.20	\$47.61	\$49.05	\$50.52	\$52.06	\$52.59	\$53.10	\$53.64	\$54.18	\$55.26	\$55.82	\$56.38	\$56.94	\$58.66	\$60.44	\$62.26
120	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,204	\$9,297	\$9,391	\$9,484	\$9,676	\$9,773	\$9,869	\$9,967	\$10,267	\$10,580	\$10,902
\$/yr	\$88,728	\$91,416	\$94,200	\$97,032	\$100,008	\$103,020	\$106,164	\$109,380	\$110,448	\$111,564	\$112,692	\$113,808	\$116,112	\$117,276	\$118,428	\$119,604	\$123,204	\$126,960	\$130,824
\$/hr	\$42.66	\$43.95	\$45.29	\$46.65	\$48.08	\$49.53	\$51.04	\$52.59	\$53.10	\$53.64	\$54.18	\$54.72	\$55.82	\$56.38	\$56.94	\$57.50	\$59.23	\$61.04	\$62.90
121	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,297	\$9,391	\$9,484	\$9,579	\$9,773	\$9,869	\$9,967	\$10,068	\$10,372	\$10,687	\$11,011
\$/yr	\$89,616	\$92,340	\$95,124	\$98,052	\$101,016	\$104,076	\$107,208	\$110,448	\$111,564	\$112,692	\$113,808	\$114,948	\$117,276	\$118,428	\$119,604	\$120,816	\$124,464	\$128,244	\$132,132

\$/hr	\$43.08	\$44.39	\$45.73	\$47.14	\$48.57	\$50.04	\$51.54	\$53.10	\$53.64	\$54.18	\$54.72	\$55.26	\$56.38	\$56.94	\$57.50	\$58.08	\$59.84	\$61.66	\$63.53
122	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,391	\$9,484	\$9,579	\$9,676	\$9,869	\$9,967	\$10,068	\$10,168	\$10,476	\$10,792	\$11,122
\$/yr	\$90,516	\$93,252	\$96,096	\$99,024	\$102,024	\$105,084	\$108,288	\$111,564	\$112,692	\$113,808	\$114,948	\$116,112	\$118,428	\$119,604	\$120,816	\$122,016	\$125,712	\$129,504	\$133,464
\$/hr	\$43.52	\$44.83	\$46.20	\$47.61	\$49.05	\$50.52	\$52.06	\$53.64	\$54.18	\$54.72	\$55.26	\$55.82	\$56.94	\$57.50	\$58.08	\$58.66	\$60.44	\$62.26	\$64.17
123	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,484	\$9,579	\$9,676	\$9,773	\$9,967	\$10,068	\$10,168	\$10,267	\$10,580	\$10,902	\$11,231
\$/yr	\$91,416	\$94,200	\$97,032	\$100,008	\$103,020	\$106,164	\$109,380	\$112,692	\$113,808	\$114,948	\$116,112	\$117,276	\$119,604	\$120,816	\$122,016	\$123,204	\$126,960	\$130,824	\$134,772
\$/hr	\$43.95	\$45.29	\$46.65	\$48.08	\$49.53	\$51.04	\$52.59	\$54.18	\$54.72	\$55.26	\$55.82	\$56.38	\$57.50	\$58.08	\$58.66	\$59.23	\$61.04	\$62.90	\$64.79
124	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,579	\$9,676	\$9,773	\$9,869	\$10,068	\$10,168	\$10,267	\$10,372	\$10,687	\$11,011	\$11,345
\$/yr	\$92,340	\$95,124	\$98,052	\$101,016	\$104,076	\$107,208	\$110,448	\$113,808	\$114,948	\$116,112	\$117,276	\$118,428	\$120,816	\$122,016	\$123,204	\$124,464	\$128,244	\$132,132	\$136,140
\$/hr	\$44.39	\$45.73	\$47.14	\$48.57	\$50.04	\$51.54	\$53.10	\$54.72	\$55.26	\$55.82	\$56.38	\$56.94	\$58.08	\$58.66	\$59.23	\$59.84	\$61.66	\$63.53	\$65.45
125	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,676	\$9,773	\$9,869	\$9,967	\$10,168	\$10,267	\$10,372	\$10,476	\$10,792	\$11,122	\$11,458
\$/yr	\$93,252	\$96,096	\$99,024	\$102,024	\$105,084	\$108,288	\$111,564	\$114,948	\$116,112	\$117,276	\$118,428	\$119,604	\$122,016	\$123,204	\$124,464	\$125,712	\$129,504	\$133,464	\$137,496
\$/hr	\$44.83	\$46.20	\$47.61	\$49.05	\$50.52	\$52.06	\$53.64	\$55.26	\$55.82	\$56.38	\$56.94	\$57.50	\$58.66	\$59.23	\$59.84	\$60.44	\$62.26	\$64.17	\$66.10
126	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,773	\$9,869	\$9,967	\$10,068	\$10,267	\$10,372	\$10,476	\$10,580	\$10,902	\$11,231	\$11,572
\$/yr	\$94,200	\$97,032	\$100,008	\$103,020	\$106,164	\$109,380	\$112,692	\$116,112	\$117,276	\$118,428	\$119,604	\$120,816	\$123,204	\$124,464	\$125,712	\$126,960	\$130,824	\$134,772	\$138,864
\$/hr	\$45.29	\$46.65	\$48.08	\$49.53	\$51.04	\$52.59	\$54.18	\$55.82	\$56.38	\$56.94	\$57.50	\$58.08	\$59.23	\$59.84	\$60.44	\$61.04	\$62.90	\$64.79	\$66.76
127	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$9,869	\$9,967	\$10,068	\$10,168	\$10,372	\$10,476	\$10,580	\$10,687	\$11,011	\$11,345	\$11,688
\$/yr	\$95,124	\$98,052	\$101,016	\$104,076	\$107,208	\$110,448	\$113,808	\$117,276	\$118,428	\$119,604	\$120,816	\$122,016	\$124,464	\$125,712	\$126,960	\$128,244	\$132,132	\$136,140	\$140,256
\$/hr	\$45.73	\$47.14	\$48.57	\$50.04	\$51.54	\$53.10	\$54.72	\$56.38	\$56.94	\$57.50	\$58.08	\$58.66	\$59.84	\$60.44	\$61.04	\$61.66	\$63.53	\$65.45	\$67.43
128	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$9,967	\$10,068	\$10,168	\$10,267	\$10,476	\$10,580	\$10,687	\$10,792	\$11,122	\$11,458	\$11,804
\$/yr	\$96,096	\$99,024	\$102,024	\$105,084	\$108,288	\$111,564	\$114,948	\$118,428	\$119,604	\$120,816	\$122,016	\$123,204	\$125,712	\$126,960	\$128,244	\$129,504	\$133,464	\$137,496	\$141,648
\$/hr	\$46.20	\$47.61	\$49.05	\$50.52	\$52.06	\$53.64	\$55.26	\$56.94	\$57.50	\$58.08	\$58.66	\$59.23	\$60.44	\$61.04	\$61.66	\$62.26	\$64.17	\$66.10	\$68.10
129	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,068	\$10,168	\$10,267	\$10,372	\$10,580	\$10,687	\$10,792	\$10,902	\$11,231	\$11,572	\$11,922
\$/yr	\$97,032	\$100,008	\$103,020	\$106,164	\$109,380	\$112,692	\$116,112	\$119,604	\$120,816	\$122,016	\$123,204	\$124,464	\$126,960	\$128,244	\$129,504	\$130,824	\$134,772	\$138,864	\$143,064
\$/hr	\$46.65	\$48.08	\$49.53	\$51.04	\$52.59	\$54.18	\$55.82	\$57.50	\$58.08	\$58.66	\$59.23	\$59.84	\$61.04	\$61.66	\$62.26	\$62.90	\$64.79	\$66.76	\$68.78
130	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,168	\$10,267	\$10,372	\$10,476	\$10,687	\$10,792	\$10,902	\$11,011	\$11,345	\$11,688	\$12,041
\$/yr	\$98,052	\$101,016	\$104,076	\$107,208	\$110,448	\$113,808	\$117,276	\$120,816	\$122,016	\$123,204	\$124,464	\$125,712	\$128,244	\$129,504	\$130,824	\$132,132	\$136,140	\$140,256	\$144,492
\$/hr	\$47.14	\$48.57	\$50.04	\$51.54	\$53.10	\$54.72	\$56.38	\$58.08	\$58.66	\$59.23	\$59.84	\$60.44	\$61.66	\$62.26	\$62.90	\$63.53	\$65.45	\$67.43	\$69.47
131	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,267	\$10,372	\$10,476	\$10,580	\$10,792	\$10,902	\$11,011	\$11,122	\$11,458	\$11,804	\$12,164
\$/yr	\$99,024	\$102,024	\$105,084	\$108,288	\$111,564	\$114,948	\$118,428	\$122,016	\$123,204	\$124,464	\$125,712	\$126,960	\$129,504	\$130,824	\$132,132	\$133,464	\$137,496	\$141,648	\$145,968
\$/hr	\$47.61	\$49.05	\$50.52	\$52.06	\$53.64	\$55.26	\$56.94	\$58.66	\$59.23	\$59.84	\$60.44	\$61.04	\$62.26	\$62.90	\$63.53	\$64.17	\$66.10	\$68.10	\$70.18
132	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,372	\$10,476	\$10,580	\$10,687	\$10,902	\$11,011	\$11,122	\$11,231	\$11,572	\$11,922	\$12,284
\$/yr	\$100,008	\$103,020	\$106,164	\$109,380	\$112,692	\$116,112	\$119,604	\$123,204	\$124,464	\$125,712	\$126,960	\$128,244	\$130,824	\$132,132	\$133,464	\$134,772	\$138,864	\$143,064	\$147,408
\$/hr	\$48.08	\$49.53	\$51.04	\$52.59	\$54.18	\$55.82	\$57.50	\$59.23	\$59.84	\$60.44	\$61.04	\$61.66	\$62.90	\$63.53	\$64.17	\$64.79	\$66.76	\$68.78	\$70.87
133	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,476	\$10,580	\$10,687	\$10,792	\$11,011	\$11,122	\$11,231	\$11,345	\$11,688	\$12,041	\$12,408
\$/yr	\$101,016	\$104,076	\$107,208	\$110,448	\$113,808	\$117,276	\$120,816	\$124,464	\$125,712	\$126,960	\$128,244	\$129,504	\$132,132	\$133,464	\$134,772	\$136,140	\$140,256	\$144,492	\$148,896

\$/hr	\$48.57	\$50.04	\$51.54	\$53.10	\$54.72	\$56.38	\$58.08	\$59.84	\$60.44	\$61.04	\$61.66	\$62.26	\$63.53	\$64.17	\$64.79	\$65.45	\$67.43	\$69.47	\$71.58
134	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,580	\$10,687	\$10,792	\$10,902	\$11,122	\$11,231	\$11,345	\$11,458	\$11,804	\$12,164	\$12,532
\$/yr	\$102,024	\$105,084	\$108,288	\$111,564	\$114,948	\$118,428	\$122,016	\$125,712	\$126,960	\$128,244	\$129,504	\$130,824	\$133,464	\$134,772	\$136,140	\$137,496	\$141,648	\$145,968	\$150,384
\$/hr	\$49.05	\$50.52	\$52.06	\$53.64	\$55.26	\$56.94	\$58.66	\$60.44	\$61.04	\$61.66	\$62.26	\$62.90	\$64.17	\$64.79	\$65.45	\$66.10	\$68.10	\$70.18	\$72.30
135	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,687	\$10,792	\$10,902	\$11,011	\$11,231	\$11,345	\$11,458	\$11,572	\$11,922	\$12,284	\$12,657
\$/yr	\$103,020	\$106,164	\$109,380	\$112,692	\$116,112	\$119,604	\$123,204	\$126,960	\$128,244	\$129,504	\$130,824	\$132,132	\$134,772	\$136,140	\$137,496	\$138,864	\$143,064	\$147,408	\$151,884
\$/hr	\$49.53	\$51.04	\$52.59	\$54.18	\$55.82	\$57.50	\$59.23	\$61.04	\$61.66	\$62.26	\$62.90	\$63.53	\$64.79	\$65.45	\$66.10	\$66.76	\$68.78	\$70.87	\$73.02
136	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$10,792	\$10,902	\$11,011	\$11,122	\$11,345	\$11,458	\$11,572	\$11,688	\$12,041	\$12,408	\$12,784
\$/yr	\$104,076	\$107,208	\$110,448	\$113,808	\$117,276	\$120,816	\$124,464	\$128,244	\$129,504	\$130,824	\$132,132	\$133,464	\$136,140	\$137,496	\$138,864	\$140,256	\$144,492	\$148,896	\$153,408
\$/hr	\$50.04	\$51.54	\$53.10	\$54.72	\$56.38	\$58.08	\$59.84	\$61.66	\$62.26	\$62.90	\$63.53	\$64.17	\$65.45	\$66.10	\$66.76	\$67.43	\$69.47	\$71.58	\$73.75
137	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$10,902	\$11,011	\$11,122	\$11,231	\$11,458	\$11,572	\$11,688	\$11,804	\$12,164	\$12,532	\$12,913
\$/yr	\$105,084	\$108,288	\$111,564	\$114,948	\$118,428	\$122,016	\$125,712	\$129,504	\$130,824	\$132,132	\$133,464	\$134,772	\$137,496	\$138,864	\$140,256	\$141,648	\$145,968	\$150,384	\$154,956
\$/hr	\$50.52	\$52.06	\$53.64	\$55.26	\$56.94	\$58.66	\$60.44	\$62.26	\$62.90	\$63.53	\$64.17	\$64.79	\$66.10	\$66.76	\$67.43	\$68.10	\$70.18	\$72.30	\$74.50
138	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,011	\$11,122	\$11,231	\$11,345	\$11,572	\$11,688	\$11,804	\$11,922	\$12,284	\$12,657	\$13,042
\$/yr	\$106,164	\$109,380	\$112,692	\$116,112	\$119,604	\$123,204	\$126,960	\$130,824	\$132,132	\$133,464	\$134,772	\$136,140	\$138,864	\$140,256	\$141,648	\$143,064	\$147,408	\$151,884	\$156,504
\$/hr	\$51.04	\$52.59	\$54.18	\$55.82	\$57.50	\$59.23	\$61.04	\$62.90	\$63.53	\$64.17	\$64.79	\$65.45	\$66.76	\$67.43	\$68.10	\$68.78	\$70.87	\$73.02	\$75.24
139	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,122	\$11,231	\$11,345	\$11,458	\$11,688	\$11,804	\$11,922	\$12,041	\$12,408	\$12,784	\$13,171
\$/yr	\$107,208	\$110,448	\$113,808	\$117,276	\$120,816	\$124,464	\$128,244	\$132,132	\$133,464	\$134,772	\$136,140	\$137,496	\$140,256	\$141,648	\$143,064	\$144,492	\$148,896	\$153,408	\$158,052
\$/hr	\$51.54	\$53.10	\$54.72	\$56.38	\$58.08	\$59.84	\$61.66	\$63.53	\$64.17	\$64.79	\$65.45	\$66.10	\$67.43	\$68.10	\$68.78	\$69.47	\$71.58	\$73.75	\$75.99
140	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,231	\$11,345	\$11,458	\$11,572	\$11,804	\$11,922	\$12,041	\$12,164	\$12,532	\$12,913	\$13,303
\$/yr	\$108,288	\$111,564	\$114,948	\$118,428	\$122,016	\$125,712	\$129,504	\$133,464	\$134,772	\$136,140	\$137,496	\$138,864	\$141,648	\$143,064	\$144,492	\$145,968	\$150,384	\$154,956	\$159,636
\$/hr	\$52.06	\$53.64	\$55.26	\$56.94	\$58.66	\$60.44	\$62.26	\$64.17	\$64.79	\$65.45	\$66.10	\$66.76	\$68.10	\$68.78	\$69.47	\$70.18	\$72.30	\$74.50	\$76.75
141	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,345	\$11,458	\$11,572	\$11,688	\$11,922	\$12,041	\$12,164	\$12,284	\$12,657	\$13,042	\$13,435
\$/yr	\$109,380	\$112,692	\$116,112	\$119,604	\$123,204	\$126,960	\$130,824	\$134,772	\$136,140	\$137,496	\$138,864	\$140,256	\$143,064	\$144,492	\$145,968	\$147,408	\$151,884	\$156,504	\$161,220
\$/hr	\$52.59	\$54.18	\$55.82	\$57.50	\$59.23	\$61.04	\$62.90	\$64.79	\$65.45	\$66.10	\$66.76	\$67.43	\$68.78	\$69.47	\$70.18	\$70.87	\$73.02	\$75.24	\$77.51
142	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,458	\$11,572	\$11,688	\$11,804	\$12,041	\$12,164	\$12,284	\$12,408	\$12,784	\$13,171	\$13,570
\$/yr	\$110,448	\$113,808	\$117,276	\$120,816	\$124,464	\$128,244	\$132,132	\$136,140	\$137,496	\$138,864	\$140,256	\$141,648	\$144,492	\$145,968	\$147,408	\$148,896	\$153,408	\$158,052	\$162,840
\$/hr	\$53.10	\$54.72	\$56.38	\$58.08	\$59.84	\$61.66	\$63.53	\$65.45	\$66.10	\$66.76	\$67.43	\$68.10	\$69.47	\$70.18	\$70.87	\$71.58	\$73.75	\$75.99	\$78.29
143	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,458	\$11,572	\$11,688	\$11,804	\$11,922	\$12,164	\$12,284	\$12,408	\$12,532	\$12,913	\$13,303	\$13,706
\$/yr	\$111,564	\$114,948	\$118,428	\$122,016	\$125,712	\$129,504	\$133,464	\$137,496	\$138,864	\$140,256	\$141,648	\$143,064	\$145,968	\$147,408	\$148,896	\$150,384	\$154,956	\$159,636	\$164,472
\$/hr	\$53.64	\$55.26	\$56.94	\$58.66	\$60.44	\$62.26	\$64.17	\$66.10	\$66.76	\$67.43	\$68.10	\$68.78	\$70.18	\$70.87	\$71.58	\$72.30	\$74.50	\$76.75	\$79.07
144	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,572	\$11,688	\$11,804	\$11,922	\$12,041	\$12,284	\$12,408	\$12,532	\$12,657	\$13,042	\$13,435	\$13,842
\$/yr	\$112,692	\$116,112	\$119,604	\$123,204	\$126,960	\$130,824	\$134,772	\$138,864	\$140,256	\$141,648	\$143,064	\$144,492	\$147,408	\$148,896	\$150,384	\$151,884	\$156,504	\$161,220	\$166,104
\$/hr	\$54.18	\$55.82	\$57.50	\$59.23	\$61.04	\$62.90	\$64.79	\$66.76	\$67.43	\$68.10	\$68.78	\$69.47	\$70.87	\$71.58	\$72.30	\$73.02	\$75.24	\$77.51	\$79.86
145	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,688	\$11,804	\$11,922	\$12,041	\$12,164	\$12,408	\$12,532	\$12,657	\$12,784	\$13,171	\$13,570	\$13,981
\$/yr	\$113,808	\$117,276	\$120,816	\$124,464	\$128,244	\$132,132	\$136,140	\$140,256	\$141,648	\$143,064	\$144,492	\$145,968	\$148,896	\$150,384	\$151,884	\$153,408	\$158,052	\$162,840	\$167,772

\$/hr	\$54.72	\$56.38	\$58.08	\$59.84	\$61.66	\$63.53	\$65.45	\$67.43	\$68.10	\$68.78	\$69.47	\$70.18	\$71.58	\$72.30	\$73.02	\$73.75	\$75.99	\$78.29	\$80.66
146	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,458	\$11,804	\$11,922	\$12,041	\$12,164	\$12,284	\$12,532	\$12,657	\$12,784	\$12,913	\$13,303	\$13,706	\$14,121
\$/yr	\$114,948	\$118,428	\$122,016	\$125,712	\$129,504	\$133,464	\$137,496	\$141,648	\$143,064	\$144,492	\$145,968	\$147,408	\$150,384	\$151,884	\$153,408	\$154,956	\$159,636	\$164,472	\$169,452
\$/hr	\$55.26	\$56.94	\$58.66	\$60.44	\$62.26	\$64.17	\$66.10	\$68.10	\$68.78	\$69.47	\$70.18	\$70.87	\$72.30	\$73.02	\$73.75	\$74.50	\$76.75	\$79.07	\$81.47
147	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,572	\$11,922	\$12,041	\$12,164	\$12,284	\$12,408	\$12,657	\$12,784	\$12,913	\$13,042	\$13,435	\$13,842	\$14,262
\$/yr	\$116,112	\$119,604	\$123,204	\$126,960	\$130,824	\$134,772	\$138,864	\$143,064	\$144,492	\$145,968	\$147,408	\$148,896	\$151,884	\$153,408	\$154,956	\$156,504	\$161,220	\$166,104	\$171,144
\$/hr	\$55.82	\$57.50	\$59.23	\$61.04	\$62.90	\$64.79	\$66.76	\$68.78	\$69.47	\$70.18	\$70.87	\$71.58	\$73.02	\$73.75	\$74.50	\$75.24	\$77.51	\$79.86	\$82.28
148	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,688	\$12,041	\$12,164	\$12,284	\$12,408	\$12,532	\$12,784	\$12,913	\$13,042	\$13,171	\$13,570	\$13,981	\$14,404
\$/yr	\$117,276	\$120,816	\$124,464	\$128,244	\$132,132	\$136,140	\$140,256	\$144,492	\$145,968	\$147,408	\$148,896	\$150,384	\$153,408	\$154,956	\$156,504	\$158,052	\$162,840	\$167,772	\$172,848
\$/hr	\$56.38	\$58.08	\$59.84	\$61.66	\$63.53	\$65.45	\$67.43	\$69.47	\$70.18	\$70.87	\$71.58	\$72.30	\$73.75	\$74.50	\$75.24	\$75.99	\$78.29	\$80.66	\$83.10
149	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,458	\$11,804	\$12,164	\$12,284	\$12,408	\$12,532	\$12,657	\$12,913	\$13,042	\$13,171	\$13,303	\$13,706	\$14,121	\$14,548
\$/yr	\$118,428	\$122,016	\$125,712	\$129,504	\$133,464	\$137,496	\$141,648	\$145,968	\$147,408	\$148,896	\$150,384	\$151,884	\$154,956	\$156,504	\$158,052	\$159,636	\$164,472	\$169,452	\$174,576
\$/hr	\$56.94	\$58.66	\$60.44	\$62.26	\$64.17	\$66.10	\$68.10	\$70.18	\$70.87	\$71.58	\$72.30	\$73.02	\$74.50	\$75.24	\$75.99	\$76.75	\$79.07	\$81.47	\$83.93
150	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,572	\$11,922	\$12,284	\$12,408	\$12,532	\$12,657	\$12,784	\$13,042	\$13,171	\$13,303	\$13,435	\$13,842	\$14,262	\$14,694
\$/yr	\$119,604	\$123,204	\$126,960	\$130,824	\$134,772	\$138,864	\$143,064	\$147,408	\$148,896	\$150,384	\$151,884	\$153,408	\$156,504	\$158,052	\$159,636	\$161,220	\$166,104	\$171,144	\$176,328
\$/hr	\$57.50	\$59.23	\$61.04	\$62.90	\$64.79	\$66.76	\$68.78	\$70.87	\$71.58	\$72.30	\$73.02	\$73.75	\$75.24	\$75.99	\$76.75	\$77.51	\$79.86	\$82.28	\$84.77
151	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,688	\$12,041	\$12,408	\$12,532	\$12,657	\$12,784	\$12,913	\$13,171	\$13,303	\$13,435	\$13,570	\$13,981	\$14,404	\$14,841
\$/yr	\$120,816	\$124,464	\$128,244	\$132,132	\$136,140	\$140,256	\$144,492	\$148,896	\$150,384	\$151,884	\$153,408	\$154,956	\$158,052	\$159,636	\$161,220	\$162,840	\$167,772	\$172,848	\$178,092
\$/hr	\$58.08	\$59.84	\$61.66	\$63.53	\$65.45	\$67.43	\$69.47	\$71.58	\$72.30	\$73.02	\$73.75	\$74.50	\$75.99	\$76.75	\$77.51	\$78.29	\$80.66	\$83.10	\$85.62
152	\$10,168	\$10,476	\$10,792	\$11,122	\$11,458	\$11,804	\$12,164	\$12,532	\$12,657	\$12,784	\$12,913	\$13,042	\$13,303	\$13,435	\$13,570	\$13,706	\$14,121	\$14,548	\$14,990
\$/yr	\$122,016	\$125,712	\$129,504	\$133,464	\$137,496	\$141,648	\$145,968	\$150,384	\$151,884	\$153,408	\$154,956	\$156,504	\$159,636	\$161,220	\$162,840	\$164,472	\$169,452	\$174,576	\$179,880
\$/hr	\$58.66	\$60.44	\$62.26	\$64.17	\$66.10	\$68.10	\$70.18	\$72.30	\$73.02	\$73.75	\$74.50	\$75.24	\$76.75	\$77.51	\$78.29	\$79.07	\$81.47	\$83.93	\$86.48
153	\$10,267	\$10,580	\$10,902	\$11,231	\$11,572	\$11,922	\$12,284	\$12,657	\$12,784	\$12,913	\$13,042	\$13,171	\$13,435	\$13,570	\$13,706	\$13,842	\$14,262	\$14,694	\$15,140
\$/yr	\$123,204	\$126,960	\$130,824	\$134,772	\$138,864	\$143,064	\$147,408	\$151,884	\$153,408	\$154,956	\$156,504	\$158,052	\$161,220	\$162,840	\$164,472	\$166,104	\$171,144	\$176,328	\$181,680
\$/hr	\$59.23	\$61.04	\$62.90	\$64.79	\$66.76	\$68.78	\$70.87	\$73.02	\$73.75	\$74.50	\$75.24	\$75.99	\$77.51	\$78.29	\$79.07	\$79.86	\$82.28	\$84.77	\$87.35
154	\$10,372	\$10,687	\$11,011	\$11,345	\$11,688	\$12,041	\$12,408	\$12,784	\$12,913	\$13,042	\$13,171	\$13,303	\$13,570	\$13,706	\$13,842	\$13,981	\$14,404	\$14,841	\$15,291
\$/yr	\$124,464	\$128,244	\$132,132	\$136,140	\$140,256	\$144,492	\$148,896	\$153,408	\$154,956	\$156,504	\$158,052	\$159,636	\$162,840	\$164,472	\$166,104	\$167,772	\$172,848	\$178,092	\$183,492
\$/hr	\$59.84	\$61.66	\$63.53	\$65.45	\$67.43	\$69.47	\$71.58	\$73.75	\$74.50	\$75.24	\$75.99	\$76.75	\$78.29	\$79.07	\$79.86	\$80.66	\$83.10	\$85.62	\$88.22
155	\$10,476	\$10,792	\$11,122	\$11,458	\$11,804	\$12,164	\$12,532	\$12,913	\$13,042	\$13,171	\$13,303	\$13,435	\$13,706	\$13,842	\$13,981	\$14,121	\$14,548	\$14,990	\$15,444
\$/yr	\$125,712	\$129,504	\$133,464	\$137,496	\$141,648	\$145,968	\$150,384	\$154,956	\$156,504	\$158,052	\$159,636	\$161,220	\$164,472	\$166,104	\$167,772	\$169,452	\$174,576	\$179,880	\$185,328
\$/hr	\$60.44	\$62.26	\$64.17	\$66.10	\$68.10	\$70.18	\$72.30	\$74.50	\$75.24	\$75.99	\$76.75	\$77.51	\$79.07	\$79.86	\$80.66	\$81.47	\$83.93	\$86.48	\$89.10
156	\$10,580	\$10,902	\$11,231	\$11,572	\$11,922	\$12,284	\$12,657	\$13,042	\$13,171	\$13,303	\$13,435	\$13,570	\$13,842	\$13,981	\$14,121	\$14,262	\$14,694	\$15,140	\$15,598
\$/yr	\$126,960	\$130,824	\$134,772	\$138,864	\$143,064	\$147,408	\$151,884	\$156,504	\$158,052	\$159,636	\$161,220	\$162,840	\$166,104	\$167,772	\$169,452	\$171,144	\$176,328	\$181,680	\$187,176
\$/hr	\$61.04	\$62.90	\$64.79	\$66.76	\$68.78	\$70.87	\$73.02	\$75.24	\$75.99	\$76.75	\$77.51	\$78.29	\$79.86	\$80.66	\$81.47	\$82.28	\$84.77	\$87.35	\$89.99
157	\$10,687	\$11,011	\$11,345	\$11,688	\$12,041	\$12,408	\$12,784	\$13,171	\$13,303	\$13,435	\$13,570	\$13,706	\$13,981	\$14,121	\$14,262	\$14,404	\$14,841	\$15,291	\$15,754
\$/yr	\$128,244	\$132,132	\$136,140	\$140,256	\$144,492	\$148,896	\$153,408	\$158,052	\$159,636	\$161,220	\$162,840	\$164,472	\$167,772	\$169,452	\$171,144	\$172,848	\$178,092	\$183,492	\$189,048

\$/hr	\$61.66	\$63.53	\$65.45	\$67.43	\$69.47	\$71.58	\$73.75	\$75.99	\$76.75	\$77.51	\$78.29	\$79.07	\$80.66	\$81.47	\$82.28	\$83.10	\$85.62	\$88.22	\$90.89
158	\$10,792	\$11,122	\$11,458	\$11,804	\$12,164	\$12,532	\$12,913	\$13,303	\$13,435	\$13,570	\$13,706	\$13,842	\$14,121	\$14,262	\$14,404	\$14,548	\$14,990	\$15,444	\$15,911
\$/yr	\$129,504	\$133,464	\$137,496	\$141,648	\$145,968	\$150,384	\$154,956	\$159,636	\$161,220	\$162,840	\$164,472	\$166,104	\$169,452	\$171,144	\$172,848	\$174,576	\$179,880	\$185,328	\$190,932
\$/hr	\$62.26	\$64.17	\$66.10	\$68.10	\$70.18	\$72.30	\$74.50	\$76.75	\$77.51	\$78.29	\$79.07	\$79.86	\$81.47	\$82.28	\$83.10	\$83.93	\$86.48	\$89.10	\$91.79
159	\$10,902	\$11,231	\$11,572	\$11,922	\$12,284	\$12,657	\$13,042	\$13,435	\$13,570	\$13,706	\$13,842	\$13,981	\$14,262	\$14,404	\$14,548	\$14,694	\$15,140	\$15,598	\$16,070
\$/yr	\$130,824	\$134,772	\$138,864	\$143,064	\$147,408	\$151,884	\$156,504	\$161,220	\$162,840	\$164,472	\$166,104	\$167,772	\$171,144	\$172,848	\$174,576	\$176,328	\$181,680	\$187,176	\$192,840
\$/hr	\$62.90	\$64.79	\$66.76	\$68.78	\$70.87	\$73.02	\$75.24	\$77.51	\$78.29	\$79.07	\$79.86	\$80.66	\$82.28	\$83.10	\$83.93	\$84.77	\$87.35	\$89.99	\$92.71
160	\$11,011	\$11,345	\$11,688	\$12,041	\$12,408	\$12,784	\$13,171	\$13,570	\$13,706	\$13,842	\$13,981	\$14,121	\$14,404	\$14,548	\$14,694	\$14,841	\$15,291	\$15,754	\$16,231
\$/yr	\$132,132	\$136,140	\$140,256	\$144,492	\$148,896	\$153,408	\$158,052	\$162,840	\$164,472	\$166,104	\$167,772	\$169,452	\$172,848	\$174,576	\$176,328	\$178,092	\$183,492	\$189,048	\$194,772
\$/hr	\$63.53	\$65.45	\$67.43	\$69.47	\$71.58	\$73.75	\$75.99	\$78.29	\$79.07	\$79.86	\$80.66	\$81.47	\$83.10	\$83.93	\$84.77	\$85.62	\$88.22	\$90.89	\$93.64
161	\$11,122	\$11,458	\$11,804	\$12,164	\$12,532	\$12,913	\$13,303	\$13,706	\$13,842	\$13,981	\$14,121	\$14,262	\$14,548	\$14,694	\$14,841	\$14,990	\$15,444	\$15,911	\$16,393
\$/yr	\$133,464	\$137,496	\$141,648	\$145,968	\$150,384	\$154,956	\$159,636	\$164,472	\$166,104	\$167,772	\$169,452	\$171,144	\$174,576	\$176,328	\$178,092	\$179,880	\$185,328	\$190,932	\$196,716
\$/hr	\$64.17	\$66.10	\$68.10	\$70.18	\$72.30	\$74.50	\$76.75	\$79.07	\$79.86	\$80.66	\$81.47	\$82.28	\$83.93	\$84.77	\$85.62	\$86.48	\$89.10	\$91.79	\$94.58
162	\$11,231	\$11,572	\$11,922	\$12,284	\$12,657	\$13,042	\$13,435	\$13,842	\$13,981	\$14,121	\$14,262	\$14,404	\$14,694	\$14,841	\$14,990	\$15,140	\$15,598	\$16,070	\$16,558
\$/yr	\$134,772	\$138,864	\$143,064	\$147,408	\$151,884	\$156,504	\$161,220	\$166,104	\$167,772	\$169,452	\$171,144	\$172,848	\$176,328	\$178,092	\$179,880	\$181,680	\$187,176	\$192,840	\$198,696
\$/hr	\$64.79	\$66.76	\$68.78	\$70.87	\$73.02	\$75.24	\$77.51	\$79.86	\$80.66	\$81.47	\$82.28	\$83.10	\$84.77	\$85.62	\$86.48	\$87.35	\$89.99	\$92.71	\$95.53
163	\$11,345	\$11,688	\$12,041	\$12,408	\$12,784	\$13,171	\$13,570	\$13,981	\$14,121	\$14,262	\$14,404	\$14,548	\$14,841	\$14,990	\$15,140	\$15,291	\$15,754	\$16,231	\$16,723
\$/yr	\$136,140	\$140,256	\$144,492	\$148,896	\$153,408	\$158,052	\$162,840	\$167,772	\$169,452	\$171,144	\$172,848	\$174,576	\$178,092	\$179,880	\$181,680	\$183,492	\$189,048	\$194,772	\$200,676
\$/hr	\$65.45	\$67.43	\$69.47	\$71.58	\$73.75	\$75.99	\$78.29	\$80.66	\$81.47	\$82.28	\$83.10	\$83.93	\$85.62	\$86.48	\$87.35	\$88.22	\$90.89	\$93.64	\$96.48
164	\$11,458	\$11,804	\$12,164	\$12,532	\$12,913	\$13,303	\$13,706	\$14,121	\$14,262	\$14,404	\$14,548	\$14,694	\$14,990	\$15,140	\$15,291	\$15,444	\$15,911	\$16,393	\$16,890
\$/yr	\$137,496	\$141,648	\$145,968	\$150,384	\$154,956	\$159,636	\$164,472	\$169,452	\$171,144	\$172,848	\$174,576	\$176,328	\$179,880	\$181,680	\$183,492	\$185,328	\$190,932	\$196,716	\$202,680
\$/hr	\$66.10	\$68.10	\$70.18	\$72.30	\$74.50	\$76.75	\$79.07	\$81.47	\$82.28	\$83.10	\$83.93	\$84.77	\$86.48	\$87.35	\$88.22	\$89.10	\$91.79	\$94.58	\$97.44
165	\$11,572	\$11,922	\$12,284	\$12,657	\$13,042	\$13,435	\$13,842	\$14,262	\$14,404	\$14,548	\$14,694	\$14,841	\$15,140	\$15,291	\$15,444	\$15,598	\$16,070	\$16,558	\$17,060
\$/yr	\$138,864	\$143,064	\$147,408	\$151,884	\$156,504	\$161,220	\$166,104	\$171,144	\$172,848	\$174,576	\$176,328	\$178,092	\$181,680	\$183,492	\$185,328	\$187,176	\$192,840	\$198,696	\$204,720
\$/hr	\$66.76	\$68.78	\$70.87	\$73.02	\$75.24	\$77.51	\$79.86	\$82.28	\$83.10	\$83.93	\$84.77	\$85.62	\$87.35	\$88.22	\$89.10	\$89.99	\$92.71	\$95.53	\$98.42

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Professional Technical Pay**

**PAY TABLE B8
Effective July 1, 2017**

Range	<--- STEP --->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0						\$2,628	\$2,705	\$2,789	\$2,814	\$2,845	\$2,872	\$2,901	\$2,960	\$2,988	\$3,020	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435
\$/yr						31,536	32,460	33,468	33,768	34,140	34,464	34,812	35,520	35,856	36,240	36,600	37,692	38,868	39,984	41,220
\$/hr						15.16	15.61	16.09	16.23	16.41	16.57	16.74	17.08	17.24	17.42	17.60	18.12	18.69	19.22	19.82
1						\$2,653	\$2,735	\$2,814	\$2,845	\$2,872	\$2,901	\$2,929	\$2,988	\$3,020	\$3,050	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470
\$/yr						31,836	32,820	33,768	34,140	34,464	34,812	35,148	35,856	36,240	36,600	36,960	38,064	39,216	40,404	41,640
\$/hr						15.31	15.78	16.23	16.41	16.57	16.74	16.90	17.24	17.42	17.60	17.77	18.30	18.85	19.43	20.02
2						\$2,678	\$2,758	\$2,845	\$2,872	\$2,901	\$2,929	\$2,960	\$3,020	\$3,050	\$3,080	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505
\$/yr						32,136	33,096	34,140	34,464	34,812	35,148	35,520	36,240	36,600	36,960	37,296	38,460	39,612	40,824	42,060
\$/hr						15.45	15.91	16.41	16.57	16.74	16.90	17.08	17.42	17.60	17.77	17.93	18.49	19.04	19.63	20.22
3					\$2,628	\$2,705	\$2,789	\$2,872	\$2,901	\$2,929	\$2,960	\$2,988	\$3,050	\$3,080	\$3,108	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540
\$/yr					31,536	32,460	33,468	34,464	34,812	35,148	35,520	35,856	36,600	36,960	37,296	37,692	38,868	39,984	41,220	42,480
\$/hr					15.16	15.61	16.09	16.57	16.74	16.90	17.08	17.24	17.60	17.77	17.93	18.12	18.69	19.22	19.82	20.42
4					\$2,653	\$2,735	\$2,814	\$2,901	\$2,929	\$2,960	\$2,988	\$3,020	\$3,080	\$3,108	\$3,141	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575
\$/yr					31,836	32,820	33,768	34,812	35,148	35,520	35,856	36,240	36,960	37,296	37,692	38,064	39,216	40,404	41,640	42,900
\$/hr					15.31	15.78	16.23	16.74	16.90	17.08	17.24	17.42	17.77	17.93	18.12	18.30	18.85	19.43	20.02	20.63
5					\$2,678	\$2,758	\$2,845	\$2,929	\$2,960	\$2,988	\$3,020	\$3,050	\$3,108	\$3,141	\$3,172	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610
\$/yr					32,136	33,096	34,140	35,148	35,520	35,856	36,240	36,600	37,296	37,692	38,064	38,460	39,612	40,824	42,060	43,320
\$/hr					15.45	15.91	16.41	16.90	17.08	17.24	17.42	17.60	17.93	18.12	18.30	18.49	19.04	19.63	20.22	20.83
6				\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$2,988	\$3,020	\$3,050	\$3,080	\$3,141	\$3,172	\$3,205	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647
\$/yr				31,536	32,460	33,468	34,464	35,520	35,856	36,240	36,600	36,960	37,692	38,064	38,460	38,868	39,984	41,220	42,480	43,764

\$/hr				15.16	15.61	16.09	16.57	17.08	17.24	17.42	17.60	17.77	18.12	18.30	18.49	18.69	19.22	19.82	20.42	21.04			
7				\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,020	\$3,050	\$3,080	\$3,108	\$3,172	\$3,205	\$3,239	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681			
\$/yr				31,836	32,820	33,768	34,812	35,856	36,240	36,600	36,960	37,296	38,064	38,460	38,868	39,216	40,404	41,640	42,900	44,172			
\$/hr				15.31	15.78	16.23	16.74	17.24	17.42	17.60	17.77	17.93	18.30	18.49	18.69	18.85	19.43	20.02	20.63	21.24			
8				\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,050	\$3,080	\$3,108	\$3,141	\$3,205	\$3,239	\$3,268	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718			
\$/yr				32,136	33,096	34,140	35,148	36,240	36,600	36,960	37,296	37,692	38,460	38,868	39,216	39,612	40,824	42,060	43,320	44,616			
\$/hr				15.45	15.91	16.41	16.90	17.42	17.60	17.77	17.93	18.12	18.49	18.69	18.85	19.04	19.63	20.22	20.83	21.45			
9				\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,080	\$3,108	\$3,141	\$3,172	\$3,239	\$3,268	\$3,301	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756		
\$/yr				31,536	32,460	33,468	34,464	35,520	36,600	36,960	37,296	37,692	38,064	38,868	39,216	39,612	39,984	41,220	42,480	43,764	45,072		
\$/hr				15.16	15.61	16.09	16.57	17.08	17.60	17.77	17.93	18.12	18.30	18.69	18.85	19.04	19.22	19.82	20.42	21.04	21.67		
10				\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,108	\$3,141	\$3,172	\$3,205	\$3,268	\$3,301	\$3,332	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793		
\$/yr				31,836	32,820	33,768	34,812	35,856	36,960	37,296	37,692	38,064	38,460	39,216	39,612	39,984	40,404	41,640	42,900	44,172	45,516		
\$/hr				15.31	15.78	16.23	16.74	17.24	17.77	17.93	18.12	18.30	18.49	18.85	19.04	19.22	19.43	20.02	20.63	21.24	21.88		
11				\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,141	\$3,172	\$3,205	\$3,239	\$3,301	\$3,332	\$3,367	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830		
\$/yr				32,136	33,096	34,140	35,148	36,240	37,296	37,692	38,064	38,460	38,868	39,612	39,984	40,404	40,824	42,060	43,320	44,616	45,960		
\$/hr				15.45	15.91	16.41	16.90	17.42	17.93	18.12	18.30	18.49	18.69	19.04	19.22	19.43	19.63	20.22	20.83	21.45	22.10		
12				\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,172	\$3,205	\$3,239	\$3,268	\$3,332	\$3,367	\$3,402	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	
\$/yr				31,536	32,460	33,468	34,464	35,520	36,600	37,692	38,064	38,460	38,868	39,216	39,984	40,404	40,824	41,220	42,480	43,764	45,072	46,428	
\$/hr				15.16	15.61	16.09	16.57	17.08	17.60	18.12	18.30	18.49	18.69	18.85	19.22	19.43	19.63	19.82	20.42	21.04	21.67	22.32	
13				\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,205	\$3,239	\$3,268	\$3,301	\$3,367	\$3,402	\$3,435	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	
\$/yr				31,836	32,820	33,768	34,812	35,856	36,960	38,064	38,460	38,868	39,216	39,612	40,404	40,824	41,220	41,640	42,900	44,172	45,516	46,908	
\$/hr				15.31	15.78	16.23	16.74	17.24	17.77	18.30	18.49	18.69	18.85	19.04	19.43	19.63	19.82	20.02	20.63	21.24	21.88	22.55	
14				\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,239	\$3,268	\$3,301	\$3,332	\$3,402	\$3,435	\$3,470	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	
\$/yr				32,136	33,096	34,140	35,148	36,240	37,296	38,460	38,868	39,216	39,612	39,984	40,824	41,220	41,640	42,060	43,320	44,616	45,960	47,376	
\$/hr				15.45	15.91	16.41	16.90	17.42	17.93	18.49	18.69	18.85	19.04	19.22	19.63	19.82	20.02	20.22	20.83	21.45	22.10	22.78	
15				\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,268	\$3,301	\$3,332	\$3,367	\$3,435	\$3,470	\$3,505	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987
\$/yr				31,536	32,460	33,468	34,464	35,520	36,600	37,692	38,868	39,216	39,612	39,984	40,404	41,220	41,640	42,060	42,480	43,764	45,072	46,428	47,844
\$/hr				15.16	15.61	16.09	16.57	17.08	17.60	18.12	18.69	18.85	19.04	19.22	19.43	19.82	20.02	20.22	20.42	21.04	21.67	22.32	23.00

16	\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,301	\$3,332	\$3,367	\$3,402	\$3,470	\$3,505	\$3,540	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029
\$/yr	31,836	32,820	33,768	34,812	35,856	36,960	38,064	39,216	39,612	39,984	40,404	40,824	41,640	42,060	42,480	42,900	44,172	45,516	46,908	48,348
\$/hr	15.31	15.78	16.23	16.74	17.24	17.77	18.30	18.85	19.04	19.22	19.43	19.63	20.02	20.22	20.42	20.63	21.24	21.88	22.55	23.24
17	\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,332	\$3,367	\$3,402	\$3,435	\$3,505	\$3,540	\$3,575	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069
\$/yr	32,136	33,096	34,140	35,148	36,240	37,296	38,460	39,612	39,984	40,404	40,824	41,220	42,060	42,480	42,900	43,320	44,616	45,960	47,376	48,828
\$/hr	15.45	15.91	16.41	16.90	17.42	17.93	18.49	19.04	19.22	19.43	19.63	19.82	20.22	20.42	20.63	20.83	21.45	22.10	22.78	23.48
18	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,367	\$3,402	\$3,435	\$3,470	\$3,540	\$3,575	\$3,610	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108
\$/yr	32,460	33,468	34,464	35,520	36,600	37,692	38,868	39,984	40,404	40,824	41,220	41,640	42,480	42,900	43,320	43,764	45,072	46,428	47,844	49,296
\$/hr	15.61	16.09	16.57	17.08	17.60	18.12	18.69	19.22	19.43	19.63	19.82	20.02	20.42	20.63	20.83	21.04	21.67	22.32	23.00	23.70
19	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,402	\$3,435	\$3,470	\$3,505	\$3,575	\$3,610	\$3,647	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150
\$/yr	32,820	33,768	34,812	35,856	36,960	38,064	39,216	40,404	40,824	41,220	41,640	42,060	42,900	43,320	43,764	44,172	45,516	46,908	48,348	49,800
\$/hr	15.78	16.23	16.74	17.24	17.77	18.30	18.85	19.43	19.63	19.82	20.02	20.22	20.63	20.83	21.04	21.24	21.88	22.55	23.24	23.94
20	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,435	\$3,470	\$3,505	\$3,540	\$3,610	\$3,647	\$3,681	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190
\$/yr	33,096	34,140	35,148	36,240	37,296	38,460	39,612	40,824	41,220	41,640	42,060	42,480	43,320	43,764	44,172	44,616	45,960	47,376	48,828	50,280
\$/hr	15.91	16.41	16.90	17.42	17.93	18.49	19.04	19.63	19.82	20.02	20.22	20.42	20.83	21.04	21.24	21.45	22.10	22.78	23.48	24.17
21	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,470	\$3,505	\$3,540	\$3,575	\$3,647	\$3,681	\$3,718	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233
\$/yr	33,468	34,464	35,520	36,600	37,692	38,868	39,984	41,220	41,640	42,060	42,480	42,900	43,764	44,172	44,616	45,072	46,428	47,844	49,296	50,796
\$/hr	16.09	16.57	17.08	17.60	18.12	18.69	19.22	19.82	20.02	20.22	20.42	20.63	21.04	21.24	21.45	21.67	22.32	23.00	23.70	24.42
22	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,505	\$3,540	\$3,575	\$3,610	\$3,681	\$3,718	\$3,756	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276
\$/yr	33,768	34,812	35,856	36,960	38,064	39,216	40,404	41,640	42,060	42,480	42,900	43,320	44,172	44,616	45,072	45,516	46,908	48,348	49,800	51,312
\$/hr	16.23	16.74	17.24	17.77	18.30	18.85	19.43	20.02	20.22	20.42	20.63	20.83	21.24	21.45	21.67	21.88	22.55	23.24	23.94	24.67
23	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,540	\$3,575	\$3,610	\$3,647	\$3,718	\$3,756	\$3,793	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319
\$/yr	34,140	35,148	36,240	37,296	38,460	39,612	40,824	42,060	42,480	42,900	43,320	43,764	44,616	45,072	45,516	45,960	47,376	48,828	50,280	51,828
\$/hr	16.41	16.90	17.42	17.93	18.49	19.04	19.63	20.22	20.42	20.63	20.83	21.04	21.45	21.67	21.88	22.10	22.78	23.48	24.17	24.92
24	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,575	\$3,610	\$3,647	\$3,681	\$3,756	\$3,793	\$3,830	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362
\$/yr	34,464	35,520	36,600	37,692	38,868	39,984	41,220	42,480	42,900	43,320	43,764	44,172	45,072	45,516	45,960	46,428	47,844	49,296	50,796	52,344
\$/hr	16.57	17.08	17.60	18.12	18.69	19.22	19.82	20.42	20.63	20.83	21.04	21.24	21.67	21.88	22.10	22.32	23.00	23.70	24.42	25.17
25	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,610	\$3,647	\$3,681	\$3,718	\$3,793	\$3,830	\$3,869	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405

\$/yr	34,812	35,856	36,960	38,064	39,216	40,404	41,640	42,900	43,320	43,764	44,172	44,616	45,516	45,960	46,428	46,908	48,348	49,800	51,312	52,860
\$/hr	16.74	17.24	17.77	18.30	18.85	19.43	20.02	20.63	20.83	21.04	21.24	21.45	21.88	22.10	22.32	22.55	23.24	23.94	24.67	25.41
26	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,647	\$3,681	\$3,718	\$3,756	\$3,830	\$3,869	\$3,909	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451
\$/yr	35,148	36,240	37,296	38,460	39,612	40,824	42,060	43,320	43,764	44,172	44,616	45,072	45,960	46,428	46,908	47,376	48,828	50,280	51,828	53,412
\$/hr	16.90	17.42	17.93	18.49	19.04	19.63	20.22	20.83	21.04	21.24	21.45	21.67	22.10	22.32	22.55	22.78	23.48	24.17	24.92	25.68
27	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,681	\$3,718	\$3,756	\$3,793	\$3,869	\$3,909	\$3,948	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494
\$/yr	35,520	36,600	37,692	38,868	39,984	41,220	42,480	43,764	44,172	44,616	45,072	45,516	46,428	46,908	47,376	47,844	49,296	50,796	52,344	53,928
\$/hr	17.08	17.60	18.12	18.69	19.22	19.82	20.42	21.04	21.24	21.45	21.67	21.88	22.32	22.55	22.78	23.00	23.70	24.42	25.17	25.93
28	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,718	\$3,756	\$3,793	\$3,830	\$3,909	\$3,948	\$3,987	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540
\$/yr	35,856	36,960	38,064	39,216	40,404	41,640	42,900	44,172	44,616	45,072	45,516	45,960	46,908	47,376	47,844	48,348	49,800	51,312	52,860	54,480
\$/hr	17.24	17.77	18.30	18.85	19.43	20.02	20.63	21.24	21.45	21.67	21.88	22.10	22.55	22.78	23.00	23.24	23.94	24.67	25.41	26.19
29	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,756	\$3,793	\$3,830	\$3,869	\$3,948	\$3,987	\$4,029	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585
\$/yr	36,240	37,296	38,460	39,612	40,824	42,060	43,320	44,616	45,072	45,516	45,960	46,428	47,376	47,844	48,348	48,828	50,280	51,828	53,412	55,020
\$/hr	17.42	17.93	18.49	19.04	19.63	20.22	20.83	21.45	21.67	21.88	22.10	22.32	22.78	23.00	23.24	23.48	24.17	24.92	25.68	26.45
30	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,793	\$3,830	\$3,869	\$3,909	\$3,987	\$4,029	\$4,069	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631
\$/yr	36,600	37,692	38,868	39,984	41,220	42,480	43,764	45,072	45,516	45,960	46,428	46,908	47,844	48,348	48,828	49,296	50,796	52,344	53,928	55,572
\$/hr	17.60	18.12	18.69	19.22	19.82	20.42	21.04	21.67	21.88	22.10	22.32	22.55	23.00	23.24	23.48	23.70	24.42	25.17	25.93	26.72
31	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,830	\$3,869	\$3,909	\$3,948	\$4,029	\$4,069	\$4,108	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679
\$/yr	36,960	38,064	39,216	40,404	41,640	42,900	44,172	45,516	45,960	46,428	46,908	47,376	48,348	48,828	49,296	49,800	51,312	52,860	54,480	56,148
\$/hr	17.77	18.30	18.85	19.43	20.02	20.63	21.24	21.88	22.10	22.32	22.55	22.78	23.24	23.48	23.70	23.94	24.67	25.41	26.19	26.99
32	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,869	\$3,909	\$3,948	\$3,987	\$4,069	\$4,108	\$4,150	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724
\$/yr	37,296	38,460	39,612	40,824	42,060	43,320	44,616	45,960	46,428	46,908	47,376	47,844	48,828	49,296	49,800	50,280	51,828	53,412	55,020	56,688
\$/hr	17.93	18.49	19.04	19.63	20.22	20.83	21.45	22.10	22.32	22.55	22.78	23.00	23.48	23.70	23.94	24.17	24.92	25.68	26.45	27.25
33	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,909	\$3,948	\$3,987	\$4,029	\$4,108	\$4,150	\$4,190	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772
\$/yr	37,692	38,868	39,984	41,220	42,480	43,764	45,072	46,428	46,908	47,376	47,844	48,348	49,296	49,800	50,280	50,796	52,344	53,928	55,572	57,264
\$/hr	18.12	18.69	19.22	19.82	20.42	21.04	21.67	22.32	22.55	22.78	23.00	23.24	23.70	23.94	24.17	24.42	25.17	25.93	26.72	27.53
34	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$3,948	\$3,987	\$4,029	\$4,069	\$4,150	\$4,190	\$4,233	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821
\$/yr	38,064	39,216	40,404	41,640	42,900	44,172	45,516	46,908	47,376	47,844	48,348	48,828	49,800	50,280	50,796	51,312	52,860	54,480	56,148	57,852

\$/hr	18.30	18.85	19.43	20.02	20.63	21.24	21.88	22.55	22.78	23.00	23.24	23.48	23.94	24.17	24.42	24.67	25.41	26.19	26.99	27.81
35	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$3,987	\$4,029	\$4,069	\$4,108	\$4,190	\$4,233	\$4,276	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866
\$/yr	38,460	39,612	40,824	42,060	43,320	44,616	45,960	47,376	47,844	48,348	48,828	49,296	50,280	50,796	51,312	51,828	53,412	55,020	56,688	58,392
\$/hr	18.49	19.04	19.63	20.22	20.83	21.45	22.10	22.78	23.00	23.24	23.48	23.70	24.17	24.42	24.67	24.92	25.68	26.45	27.25	28.07
36	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,029	\$4,069	\$4,108	\$4,150	\$4,233	\$4,276	\$4,319	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914
\$/yr	38,868	39,984	41,220	42,480	43,764	45,072	46,428	47,844	48,348	48,828	49,296	49,800	50,796	51,312	51,828	52,344	53,928	55,572	57,264	58,968
\$/hr	18.69	19.22	19.82	20.42	21.04	21.67	22.32	23.00	23.24	23.48	23.70	23.94	24.42	24.67	24.92	25.17	25.93	26.72	27.53	28.35
37	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,069	\$4,108	\$4,150	\$4,190	\$4,276	\$4,319	\$4,362	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965
\$/yr	39,216	40,404	41,640	42,900	44,172	45,516	46,908	48,348	48,828	49,296	49,800	50,280	51,312	51,828	52,344	52,860	54,480	56,148	57,852	59,580
\$/hr	18.85	19.43	20.02	20.63	21.24	21.88	22.55	23.24	23.48	23.70	23.94	24.17	24.67	24.92	25.17	25.41	26.19	26.99	27.81	28.64
38	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,108	\$4,150	\$4,190	\$4,233	\$4,319	\$4,362	\$4,405	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015
\$/yr	39,612	40,824	42,060	43,320	44,616	45,960	47,376	48,828	49,296	49,800	50,280	50,796	51,828	52,344	52,860	53,412	55,020	56,688	58,392	60,180
\$/hr	19.04	19.63	20.22	20.83	21.45	22.10	22.78	23.48	23.70	23.94	24.17	24.42	24.92	25.17	25.41	25.68	26.45	27.25	28.07	28.93
39	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,150	\$4,190	\$4,233	\$4,276	\$4,362	\$4,405	\$4,451	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065
\$/yr	39,984	41,220	42,480	43,764	45,072	46,428	47,844	49,296	49,800	50,280	50,796	51,312	52,344	52,860	53,412	53,928	55,572	57,264	58,968	60,780
\$/hr	19.22	19.82	20.42	21.04	21.67	22.32	23.00	23.70	23.94	24.17	24.42	24.67	25.17	25.41	25.68	25.93	26.72	27.53	28.35	29.22
40	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,190	\$4,233	\$4,276	\$4,319	\$4,405	\$4,451	\$4,494	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115
\$/yr	40,404	41,640	42,900	44,172	45,516	46,908	48,348	49,800	50,280	50,796	51,312	51,828	52,860	53,412	53,928	54,480	56,148	57,852	59,580	61,380
\$/hr	19.43	20.02	20.63	21.24	21.88	22.55	23.24	23.94	24.17	24.42	24.67	24.92	25.41	25.68	25.93	26.19	26.99	27.81	28.64	29.51
41	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,233	\$4,276	\$4,319	\$4,362	\$4,451	\$4,494	\$4,540	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168
\$/yr	40,824	42,060	43,320	44,616	45,960	47,376	48,828	50,280	50,796	51,312	51,828	52,344	53,412	53,928	54,480	55,020	56,688	58,392	60,180	62,016
\$/hr	19.63	20.22	20.83	21.45	22.10	22.78	23.48	24.17	24.42	24.67	24.92	25.17	25.68	25.93	26.19	26.45	27.25	28.07	28.93	29.82
42	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,276	\$4,319	\$4,362	\$4,405	\$4,494	\$4,540	\$4,585	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220
\$/yr	41,220	42,480	43,764	45,072	46,428	47,844	49,296	50,796	51,312	51,828	52,344	52,860	53,928	54,480	55,020	55,572	57,264	58,968	60,780	62,640
\$/hr	19.82	20.42	21.04	21.67	22.32	23.00	23.70	24.42	24.67	24.92	25.17	25.41	25.93	26.19	26.45	26.72	27.53	28.35	29.22	30.12
43	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,319	\$4,362	\$4,405	\$4,451	\$4,540	\$4,585	\$4,631	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271
\$/yr	41,640	42,900	44,172	45,516	46,908	48,348	49,800	51,312	51,828	52,344	52,860	53,412	54,480	55,020	55,572	56,148	57,852	59,580	61,380	63,252
\$/hr	20.02	20.63	21.24	21.88	22.55	23.24	23.94	24.67	24.92	25.17	25.41	25.68	26.19	26.45	26.72	26.99	27.81	28.64	29.51	30.41

44	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,362	\$4,405	\$4,451	\$4,494	\$4,585	\$4,631	\$4,679	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324
\$/yr	42,060	43,320	44,616	45,960	47,376	48,828	50,280	51,828	52,344	52,860	53,412	53,928	55,020	55,572	56,148	56,688	58,392	60,180	62,016	63,888
\$/hr	20.22	20.83	21.45	22.10	22.78	23.48	24.17	24.92	25.17	25.41	25.68	25.93	26.45	26.72	26.99	27.25	28.07	28.93	29.82	30.72
45	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,405	\$4,451	\$4,494	\$4,540	\$4,631	\$4,679	\$4,724	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378
\$/yr	42,480	43,764	45,072	46,428	47,844	49,296	50,796	52,344	52,860	53,412	53,928	54,480	55,572	56,148	56,688	57,264	58,968	60,780	62,640	64,536
\$/hr	20.42	21.04	21.67	22.32	23.00	23.70	24.42	25.17	25.41	25.68	25.93	26.19	26.72	26.99	27.25	27.53	28.35	29.22	30.12	31.03
46	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,451	\$4,494	\$4,540	\$4,585	\$4,679	\$4,724	\$4,772	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427
\$/yr	42,900	44,172	45,516	46,908	48,348	49,800	51,312	52,860	53,412	53,928	54,480	55,020	56,148	56,688	57,264	57,852	59,580	61,380	63,252	65,124
\$/hr	20.63	21.24	21.88	22.55	23.24	23.94	24.67	25.41	25.68	25.93	26.19	26.45	26.99	27.25	27.53	27.81	28.64	29.51	30.41	31.31
47	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,494	\$4,540	\$4,585	\$4,631	\$4,724	\$4,772	\$4,821	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486
\$/yr	43,320	44,616	45,960	47,376	48,828	50,280	51,828	53,412	53,928	54,480	55,020	55,572	56,688	57,264	57,852	58,392	60,180	62,016	63,888	65,832
\$/hr	20.83	21.45	22.10	22.78	23.48	24.17	24.92	25.68	25.93	26.19	26.45	26.72	27.25	27.53	27.81	28.07	28.93	29.82	30.72	31.65
48	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,540	\$4,585	\$4,631	\$4,679	\$4,772	\$4,821	\$4,866	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540
\$/yr	43,764	45,072	46,428	47,844	49,296	50,796	52,344	53,928	54,480	55,020	55,572	56,148	57,264	57,852	58,392	58,968	60,780	62,640	64,536	66,480
\$/hr	21.04	21.67	22.32	23.00	23.70	24.42	25.17	25.93	26.19	26.45	26.72	26.99	27.53	27.81	28.07	28.35	29.22	30.12	31.03	31.96
49	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,585	\$4,631	\$4,679	\$4,724	\$4,821	\$4,866	\$4,914	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597
\$/yr	44,172	45,516	46,908	48,348	49,800	51,312	52,860	54,480	55,020	55,572	56,148	56,688	57,852	58,392	58,968	59,580	61,380	63,252	65,124	67,164
\$/hr	21.24	21.88	22.55	23.24	23.94	24.67	25.41	26.19	26.45	26.72	26.99	27.25	27.81	28.07	28.35	28.64	29.51	30.41	31.31	32.29
50	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,631	\$4,679	\$4,724	\$4,772	\$4,866	\$4,914	\$4,965	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651
\$/yr	44,616	45,960	47,376	48,828	50,280	51,828	53,412	55,020	55,572	56,148	56,688	57,264	58,392	58,968	59,580	60,180	62,016	63,888	65,832	67,812
\$/hr	21.45	22.10	22.78	23.48	24.17	24.92	25.68	26.45	26.72	26.99	27.25	27.53	28.07	28.35	28.64	28.93	29.82	30.72	31.65	32.60
51	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,679	\$4,724	\$4,772	\$4,821	\$4,914	\$4,965	\$5,015	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708
\$/yr	45,072	46,428	47,844	49,296	50,796	52,344	53,928	55,572	56,148	56,688	57,264	57,852	58,968	59,580	60,180	60,780	62,640	64,536	66,480	68,496
\$/hr	21.67	22.32	23.00	23.70	24.42	25.17	25.93	26.72	26.99	27.25	27.53	27.81	28.35	28.64	28.93	29.22	30.12	31.03	31.96	32.93
52	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,724	\$4,772	\$4,821	\$4,866	\$4,965	\$5,015	\$5,065	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765
\$/yr	45,516	46,908	48,348	49,800	51,312	52,860	54,480	56,148	56,688	57,264	57,852	58,392	59,580	60,180	60,780	61,380	63,252	65,124	67,164	69,180
\$/hr	21.88	22.55	23.24	23.94	24.67	25.41	26.19	26.99	27.25	27.53	27.81	28.07	28.64	28.93	29.22	29.51	30.41	31.31	32.29	33.26
53	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,772	\$4,821	\$4,866	\$4,914	\$5,015	\$5,065	\$5,115	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824

\$/yr	45,960	47,376	48,828	50,280	51,828	53,412	55,020	56,688	57,264	57,852	58,392	58,968	60,180	60,780	61,380	62,016	63,888	65,832	67,812	69,888
\$/hr	22.10	22.78	23.48	24.17	24.92	25.68	26.45	27.25	27.53	27.81	28.07	28.35	28.93	29.22	29.51	29.82	30.72	31.65	32.60	33.60
54	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,821	\$4,866	\$4,914	\$4,965	\$5,065	\$5,115	\$5,168	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880
\$/yr	46,428	47,844	49,296	50,796	52,344	53,928	55,572	57,264	57,852	58,392	58,968	59,580	60,780	61,380	62,016	62,640	64,536	66,480	68,496	70,560
\$/hr	22.32	23.00	23.70	24.42	25.17	25.93	26.72	27.53	27.81	28.07	28.35	28.64	29.22	29.51	29.82	30.12	31.03	31.96	32.93	33.92
55	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,866	\$4,914	\$4,965	\$5,015	\$5,115	\$5,168	\$5,220	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942
\$/yr	46,908	48,348	49,800	51,312	52,860	54,480	56,148	57,852	58,392	58,968	59,580	60,180	61,380	62,016	62,640	63,252	65,124	67,164	69,180	71,304
\$/hr	22.55	23.24	23.94	24.67	25.41	26.19	26.99	27.81	28.07	28.35	28.64	28.93	29.51	29.82	30.12	30.41	31.31	32.29	33.26	34.28
56	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$4,914	\$4,965	\$5,015	\$5,065	\$5,168	\$5,220	\$5,271	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000
\$/yr	47,376	48,828	50,280	51,828	53,412	55,020	56,688	58,392	58,968	59,580	60,180	60,780	62,016	62,640	63,252	63,888	65,832	67,812	69,888	72,000
\$/hr	22.78	23.48	24.17	24.92	25.68	26.45	27.25	28.07	28.35	28.64	28.93	29.22	29.82	30.12	30.41	30.72	31.65	32.60	33.60	34.62
57	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$4,965	\$5,015	\$5,065	\$5,115	\$5,220	\$5,271	\$5,324	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061
\$/yr	47,844	49,296	50,796	52,344	53,928	55,572	57,264	58,968	59,580	60,180	60,780	61,380	62,640	63,252	63,888	64,536	66,480	68,496	70,560	72,732
\$/hr	23.00	23.70	24.42	25.17	25.93	26.72	27.53	28.35	28.64	28.93	29.22	29.51	30.12	30.41	30.72	31.03	31.96	32.93	33.92	34.97
58	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,015	\$5,065	\$5,115	\$5,168	\$5,271	\$5,324	\$5,378	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122
\$/yr	48,348	49,800	51,312	52,860	54,480	56,148	57,852	59,580	60,180	60,780	61,380	62,016	63,252	63,888	64,536	65,124	67,164	69,180	71,304	73,464
\$/hr	23.24	23.94	24.67	25.41	26.19	26.99	27.81	28.64	28.93	29.22	29.51	29.82	30.41	30.72	31.03	31.31	32.29	33.26	34.28	35.32
59	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,065	\$5,115	\$5,168	\$5,220	\$5,324	\$5,378	\$5,427	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182
\$/yr	48,828	50,280	51,828	53,412	55,020	56,688	58,392	60,180	60,780	61,380	62,016	62,640	63,888	64,536	65,124	65,832	67,812	69,888	72,000	74,184
\$/hr	23.48	24.17	24.92	25.68	26.45	27.25	28.07	28.93	29.22	29.51	29.82	30.12	30.72	31.03	31.31	31.65	32.60	33.60	34.62	35.67
60	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,115	\$5,168	\$5,220	\$5,271	\$5,378	\$5,427	\$5,486	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244
\$/yr	49,296	50,796	52,344	53,928	55,572	57,264	58,968	60,780	61,380	62,016	62,640	63,252	64,536	65,124	65,832	66,480	68,496	70,560	72,732	74,928
\$/hr	23.70	24.42	25.17	25.93	26.72	27.53	28.35	29.22	29.51	29.82	30.12	30.41	31.03	31.31	31.65	31.96	32.93	33.92	34.97	36.02
61	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,168	\$5,220	\$5,271	\$5,324	\$5,427	\$5,486	\$5,540	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307
\$/yr	49,800	51,312	52,860	54,480	56,148	57,852	59,580	61,380	62,016	62,640	63,252	63,888	65,124	65,832	66,480	67,164	69,180	71,304	73,464	75,684
\$/hr	23.94	24.67	25.41	26.19	26.99	27.81	28.64	29.51	29.82	30.12	30.41	30.72	31.31	31.65	31.96	32.29	33.26	34.28	35.32	36.39
62	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,220	\$5,271	\$5,324	\$5,378	\$5,486	\$5,540	\$5,597	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369
\$/yr	50,280	51,828	53,412	55,020	56,688	58,392	60,180	62,016	62,640	63,252	63,888	64,536	65,832	66,480	67,164	67,812	69,888	72,000	74,184	76,428

\$/hr	24.17	24.92	25.68	26.45	27.25	28.07	28.93	29.82	30.12	30.41	30.72	31.03	31.65	31.96	32.29	32.60	33.60	34.62	35.67	36.74
63	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,271	\$5,324	\$5,378	\$5,427	\$5,540	\$5,597	\$5,651	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433
\$/yr	50,796	52,344	53,928	55,572	57,264	58,968	60,780	62,640	63,252	63,888	64,536	65,124	66,480	67,164	67,812	68,496	70,560	72,732	74,928	77,196
\$/hr	24.42	25.17	25.93	26.72	27.53	28.35	29.22	30.12	30.41	30.72	31.03	31.31	31.96	32.29	32.60	32.93	33.92	34.97	36.02	37.11
64	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,324	\$5,378	\$5,427	\$5,486	\$5,597	\$5,651	\$5,708	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498
\$/yr	51,312	52,860	54,480	56,148	57,852	59,580	61,380	63,252	63,888	64,536	65,124	65,832	67,164	67,812	68,496	69,180	71,304	73,464	75,684	77,976
\$/hr	24.67	25.41	26.19	26.99	27.81	28.64	29.51	30.41	30.72	31.03	31.31	31.65	32.29	32.60	32.93	33.26	34.28	35.32	36.39	37.49
65	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,378	\$5,427	\$5,486	\$5,540	\$5,651	\$5,708	\$5,765	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562
\$/yr	51,828	53,412	55,020	56,688	58,392	60,180	62,016	63,888	64,536	65,124	65,832	66,480	67,812	68,496	69,180	69,888	72,000	74,184	76,428	78,744
\$/hr	24.92	25.68	26.45	27.25	28.07	28.93	29.82	30.72	31.03	31.31	31.65	31.96	32.60	32.93	33.26	33.60	34.62	35.67	36.74	37.86
66	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,427	\$5,486	\$5,540	\$5,597	\$5,708	\$5,765	\$5,824	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626
\$/yr	52,344	53,928	55,572	57,264	58,968	60,780	62,640	64,536	65,124	65,832	66,480	67,164	68,496	69,180	69,888	70,560	72,732	74,928	77,196	79,512
\$/hr	25.17	25.93	26.72	27.53	28.35	29.22	30.12	31.03	31.31	31.65	31.96	32.29	32.93	33.26	33.60	33.92	34.97	36.02	37.11	38.23
67	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,486	\$5,540	\$5,597	\$5,651	\$5,765	\$5,824	\$5,880	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693
\$/yr	52,860	54,480	56,148	57,852	59,580	61,380	63,252	65,124	65,832	66,480	67,164	67,812	69,180	69,888	70,560	71,304	73,464	75,684	77,976	80,316
\$/hr	25.41	26.19	26.99	27.81	28.64	29.51	30.41	31.31	31.65	31.96	32.29	32.60	33.26	33.60	33.92	34.28	35.32	36.39	37.49	38.61
68	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,540	\$5,597	\$5,651	\$5,708	\$5,824	\$5,880	\$5,942	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759
\$/yr	53,412	55,020	56,688	58,392	60,180	62,016	63,888	65,832	66,480	67,164	67,812	68,496	69,888	70,560	71,304	72,000	74,184	76,428	78,744	81,108
\$/hr	25.68	26.45	27.25	28.07	28.93	29.82	30.72	31.65	31.96	32.29	32.60	32.93	33.60	33.92	34.28	34.62	35.67	36.74	37.86	38.99
69	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,597	\$5,651	\$5,708	\$5,765	\$5,880	\$5,942	\$6,000	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828
\$/yr	53,928	55,572	57,264	58,968	60,780	62,640	64,536	66,480	67,164	67,812	68,496	69,180	70,560	71,304	72,000	72,732	74,928	77,196	79,512	81,936
\$/hr	25.93	26.72	27.53	28.35	29.22	30.12	31.03	31.96	32.29	32.60	32.93	33.26	33.92	34.28	34.62	34.97	36.02	37.11	38.23	39.39
70	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,651	\$5,708	\$5,765	\$5,824	\$5,942	\$6,000	\$6,061	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894
\$/yr	54,480	56,148	57,852	59,580	61,380	63,252	65,124	67,164	67,812	68,496	69,180	69,888	71,304	72,000	72,732	73,464	75,684	77,976	80,316	82,728
\$/hr	26.19	26.99	27.81	28.64	29.51	30.41	31.31	32.29	32.60	32.93	33.26	33.60	34.28	34.62	34.97	35.32	36.39	37.49	38.61	39.77
71	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,708	\$5,765	\$5,824	\$5,880	\$6,000	\$6,061	\$6,122	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965
\$/yr	55,020	56,688	58,392	60,180	62,016	63,888	65,832	67,812	68,496	69,180	69,888	70,560	72,000	72,732	73,464	74,184	76,428	78,744	81,108	83,580
\$/hr	26.45	27.25	28.07	28.93	29.82	30.72	31.65	32.60	32.93	33.26	33.60	33.92	34.62	34.97	35.32	35.67	36.74	37.86	38.99	40.18

72	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,765	\$5,824	\$5,880	\$5,942	\$6,061	\$6,122	\$6,182	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034
\$/yr	55,572	57,264	58,968	60,780	62,640	64,536	66,480	68,496	69,180	69,888	70,560	71,304	72,732	73,464	74,184	74,928	77,196	79,512	81,936	84,408
\$/hr	26.72	27.53	28.35	29.22	30.12	31.03	31.96	32.93	33.26	33.60	33.92	34.28	34.97	35.32	35.67	36.02	37.11	38.23	39.39	40.58
73	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,824	\$5,880	\$5,942	\$6,000	\$6,122	\$6,182	\$6,244	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104
\$/yr	56,148	57,852	59,580	61,380	63,252	65,124	67,164	69,180	69,888	70,560	71,304	72,000	73,464	74,184	74,928	75,684	77,976	80,316	82,728	85,248
\$/hr	26.99	27.81	28.64	29.51	30.41	31.31	32.29	33.26	33.60	33.92	34.28	34.62	35.32	35.67	36.02	36.39	37.49	38.61	39.77	40.98
74	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$5,880	\$5,942	\$6,000	\$6,061	\$6,182	\$6,244	\$6,307	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176
\$/yr	56,688	58,392	60,180	62,016	63,888	65,832	67,812	69,888	70,560	71,304	72,000	72,732	74,184	74,928	75,684	76,428	78,744	81,108	83,580	86,112
\$/hr	27.25	28.07	28.93	29.82	30.72	31.65	32.60	33.60	33.92	34.28	34.62	34.97	35.67	36.02	36.39	36.74	37.86	38.99	40.18	41.40
75	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$5,942	\$6,000	\$6,061	\$6,122	\$6,244	\$6,307	\$6,369	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248
\$/yr	57,264	58,968	60,780	62,640	64,536	66,480	68,496	70,560	71,304	72,000	72,732	73,464	74,928	75,684	76,428	77,196	79,512	81,936	84,408	86,976
\$/hr	27.53	28.35	29.22	30.12	31.03	31.96	32.93	33.92	34.28	34.62	34.97	35.32	36.02	36.39	36.74	37.11	38.23	39.39	40.58	41.82
76	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,000	\$6,061	\$6,122	\$6,182	\$6,307	\$6,369	\$6,433	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321
\$/yr	57,852	59,580	61,380	63,252	65,124	67,164	69,180	71,304	72,000	72,732	73,464	74,184	75,684	76,428	77,196	77,976	80,316	82,728	85,248	87,852
\$/hr	27.81	28.64	29.51	30.41	31.31	32.29	33.26	34.28	34.62	34.97	35.32	35.67	36.39	36.74	37.11	37.49	38.61	39.77	40.98	42.24
77	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,061	\$6,122	\$6,182	\$6,244	\$6,369	\$6,433	\$6,498	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393
\$/yr	58,392	60,180	62,016	63,888	65,832	67,812	69,888	72,000	72,732	73,464	74,184	74,928	76,428	77,196	77,976	78,744	81,108	83,580	86,112	88,716
\$/hr	28.07	28.93	29.82	30.72	31.65	32.60	33.60	34.62	34.97	35.32	35.67	36.02	36.74	37.11	37.49	37.86	38.99	40.18	41.40	42.65
78	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,122	\$6,182	\$6,244	\$6,307	\$6,433	\$6,498	\$6,562	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466
\$/yr	58,968	60,780	62,640	64,536	66,480	68,496	70,560	72,732	73,464	74,184	74,928	75,684	77,196	77,976	78,744	79,512	81,936	84,408	86,976	89,592
\$/hr	28.35	29.22	30.12	31.03	31.96	32.93	33.92	34.97	35.32	35.67	36.02	36.39	37.11	37.49	37.86	38.23	39.39	40.58	41.82	43.07
79	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,182	\$6,244	\$6,307	\$6,369	\$6,498	\$6,562	\$6,626	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541
\$/yr	59,580	61,380	63,252	65,124	67,164	69,180	71,304	73,464	74,184	74,928	75,684	76,428	77,976	78,744	79,512	80,316	82,728	85,248	87,852	90,492
\$/hr	28.64	29.51	30.41	31.31	32.29	33.26	34.28	35.32	35.67	36.02	36.39	36.74	37.49	37.86	38.23	38.61	39.77	40.98	42.24	43.51
80	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,244	\$6,307	\$6,369	\$6,433	\$6,562	\$6,626	\$6,693	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617
\$/yr	60,180	62,016	63,888	65,832	67,812	69,888	72,000	74,184	74,928	75,684	76,428	77,196	78,744	79,512	80,316	81,108	83,580	86,112	88,716	91,404
\$/hr	28.93	29.82	30.72	31.65	32.60	33.60	34.62	35.67	36.02	36.39	36.74	37.11	37.86	38.23	38.61	38.99	40.18	41.40	42.65	43.94
81	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,307	\$6,369	\$6,433	\$6,498	\$6,626	\$6,693	\$6,759	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694

\$/yr	60,780	62,640	64,536	66,480	68,496	70,560	72,732	74,928	75,684	76,428	77,196	77,976	79,512	80,316	81,108	81,936	84,408	86,976	89,592	92,328
\$/hr	29.22	30.12	31.03	31.96	32.93	33.92	34.97	36.02	36.39	36.74	37.11	37.49	38.23	38.61	38.99	39.39	40.58	41.82	43.07	44.39
82	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,369	\$6,433	\$6,498	\$6,562	\$6,693	\$6,759	\$6,828	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770
\$/yr	61,380	63,252	65,124	67,164	69,180	71,304	73,464	75,684	76,428	77,196	77,976	78,744	80,316	81,108	81,936	82,728	85,248	87,852	90,492	93,240
\$/hr	29.51	30.41	31.31	32.29	33.26	34.28	35.32	36.39	36.74	37.11	37.49	37.86	38.61	38.99	39.39	39.77	40.98	42.24	43.51	44.83
83	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,433	\$6,498	\$6,562	\$6,626	\$6,759	\$6,828	\$6,894	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848
\$/yr	62,016	63,888	65,832	67,812	69,888	72,000	74,184	76,428	77,196	77,976	78,744	79,512	81,108	81,936	82,728	83,580	86,112	88,716	91,404	94,176
\$/hr	29.82	30.72	31.65	32.60	33.60	34.62	35.67	36.74	37.11	37.49	37.86	38.23	38.99	39.39	39.77	40.18	41.40	42.65	43.94	45.28
84	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,498	\$6,562	\$6,626	\$6,693	\$6,828	\$6,894	\$6,965	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926
\$/yr	62,640	64,536	66,480	68,496	70,560	72,732	74,928	77,196	77,976	78,744	79,512	80,316	81,936	82,728	83,580	84,408	86,976	89,592	92,328	95,112
\$/hr	30.12	31.03	31.96	32.93	33.92	34.97	36.02	37.11	37.49	37.86	38.23	38.61	39.39	39.77	40.18	40.58	41.82	43.07	44.39	45.73
85	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,562	\$6,626	\$6,693	\$6,759	\$6,894	\$6,965	\$7,034	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006
\$/yr	63,252	65,124	67,164	69,180	71,304	73,464	75,684	77,976	78,744	79,512	80,316	81,108	82,728	83,580	84,408	85,248	87,852	90,492	93,240	96,072
\$/hr	30.41	31.31	32.29	33.26	34.28	35.32	36.39	37.49	37.86	38.23	38.61	38.99	39.77	40.18	40.58	40.98	42.24	43.51	44.83	46.19
86	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,626	\$6,693	\$6,759	\$6,828	\$6,965	\$7,034	\$7,104	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087
\$/yr	63,888	65,832	67,812	69,888	72,000	74,184	76,428	78,744	79,512	80,316	81,108	81,936	83,580	84,408	85,248	86,112	88,716	91,404	94,176	97,044
\$/hr	30.72	31.65	32.60	33.60	34.62	35.67	36.74	37.86	38.23	38.61	38.99	39.39	40.18	40.58	40.98	41.40	42.65	43.94	45.28	46.66
87	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,693	\$6,759	\$6,828	\$6,894	\$7,034	\$7,104	\$7,176	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165
\$/yr	64,536	66,480	68,496	70,560	72,732	74,928	77,196	79,512	80,316	81,108	81,936	82,728	84,408	85,248	86,112	86,976	89,592	92,328	95,112	97,980
\$/hr	31.03	31.96	32.93	33.92	34.97	36.02	37.11	38.23	38.61	38.99	39.39	39.77	40.58	40.98	41.40	41.82	43.07	44.39	45.73	47.11
88	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,759	\$6,828	\$6,894	\$6,965	\$7,104	\$7,176	\$7,248	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252
\$/yr	65,124	67,164	69,180	71,304	73,464	75,684	77,976	80,316	81,108	81,936	82,728	83,580	85,248	86,112	86,976	87,852	90,492	93,240	96,072	99,024
\$/hr	31.31	32.29	33.26	34.28	35.32	36.39	37.49	38.61	38.99	39.39	39.77	40.18	40.98	41.40	41.82	42.24	43.51	44.83	46.19	47.61
89	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,828	\$6,894	\$6,965	\$7,034	\$7,176	\$7,248	\$7,321	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332
\$/yr	65,832	67,812	69,888	72,000	74,184	76,428	78,744	81,108	81,936	82,728	83,580	84,408	86,112	86,976	87,852	88,716	91,404	94,176	97,044	99,984
\$/hr	31.65	32.60	33.60	34.62	35.67	36.74	37.86	38.99	39.39	39.77	40.18	40.58	41.40	41.82	42.24	42.65	43.94	45.28	46.66	48.07
90	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$6,894	\$6,965	\$7,034	\$7,104	\$7,248	\$7,321	\$7,393	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416
\$/yr	66,480	68,496	70,560	72,732	74,928	77,196	79,512	81,936	82,728	83,580	84,408	85,248	86,976	87,852	88,716	89,592	92,328	95,112	97,980	100,992

\$/hr	31.96	32.93	33.92	34.97	36.02	37.11	38.23	39.39	39.77	40.18	40.58	40.98	41.82	42.24	42.65	43.07	44.39	45.73	47.11	48.55
91	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$6,965	\$7,034	\$7,104	\$7,176	\$7,321	\$7,393	\$7,466	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501
\$/yr	67,164	69,180	71,304	73,464	75,684	77,976	80,316	82,728	83,580	84,408	85,248	86,112	87,852	88,716	89,592	90,492	93,240	96,072	99,024	102,012
\$/hr	32.29	33.26	34.28	35.32	36.39	37.49	38.61	39.77	40.18	40.58	40.98	41.40	42.24	42.65	43.07	43.51	44.83	46.19	47.61	49.04
92	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,034	\$7,104	\$7,176	\$7,248	\$7,393	\$7,466	\$7,541	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585
\$/yr	67,812	69,888	72,000	74,184	76,428	78,744	81,108	83,580	84,408	85,248	86,112	86,976	88,716	89,592	90,492	91,404	94,176	97,044	99,984	103,020
\$/hr	32.60	33.60	34.62	35.67	36.74	37.86	38.99	40.18	40.58	40.98	41.40	41.82	42.65	43.07	43.51	43.94	45.28	46.66	48.07	49.53
93	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,104	\$7,176	\$7,248	\$7,321	\$7,466	\$7,541	\$7,617	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670
\$/yr	68,496	70,560	72,732	74,928	77,196	79,512	81,936	84,408	85,248	86,112	86,976	87,852	89,592	90,492	91,404	92,328	95,112	97,980	100,992	104,040
\$/hr	32.93	33.92	34.97	36.02	37.11	38.23	39.39	40.58	40.98	41.40	41.82	42.24	43.07	43.51	43.94	44.39	45.73	47.11	48.55	50.02
94	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,176	\$7,248	\$7,321	\$7,393	\$7,541	\$7,617	\$7,694	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758
\$/yr	69,180	71,304	73,464	75,684	77,976	80,316	82,728	85,248	86,112	86,976	87,852	88,716	90,492	91,404	92,328	93,240	96,072	99,024	102,012	105,096
\$/hr	33.26	34.28	35.32	36.39	37.49	38.61	39.77	40.98	41.40	41.82	42.24	42.65	43.51	43.94	44.39	44.83	46.19	47.61	49.04	50.53
95	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,248	\$7,321	\$7,393	\$7,466	\$7,617	\$7,694	\$7,770	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843
\$/yr	69,888	72,000	74,184	76,428	78,744	81,108	83,580	86,112	86,976	87,852	88,716	89,592	91,404	92,328	93,240	94,176	97,044	99,984	103,020	106,116
\$/hr	33.60	34.62	35.67	36.74	37.86	38.99	40.18	41.40	41.82	42.24	42.65	43.07	43.94	44.39	44.83	45.28	46.66	48.07	49.53	51.02
96	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,321	\$7,393	\$7,466	\$7,541	\$7,694	\$7,770	\$7,848	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934
\$/yr	70,560	72,732	74,928	77,196	79,512	81,936	84,408	86,976	87,852	88,716	89,592	90,492	92,328	93,240	94,176	95,112	97,980	100,992	104,040	107,208
\$/hr	33.92	34.97	36.02	37.11	38.23	39.39	40.58	41.82	42.24	42.65	43.07	43.51	44.39	44.83	45.28	45.73	47.11	48.55	50.02	51.54
97	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,393	\$7,466	\$7,541	\$7,617	\$7,770	\$7,848	\$7,926	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022
\$/yr	71,304	73,464	75,684	77,976	80,316	82,728	85,248	87,852	88,716	89,592	90,492	91,404	93,240	94,176	95,112	96,072	99,024	102,012	105,096	108,264
\$/hr	34.28	35.32	36.39	37.49	38.61	39.77	40.98	42.24	42.65	43.07	43.51	43.94	44.83	45.28	45.73	46.19	47.61	49.04	50.53	52.05
98	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,466	\$7,541	\$7,617	\$7,694	\$7,848	\$7,926	\$8,006	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113
\$/yr	72,000	74,184	76,428	78,744	81,108	83,580	86,112	88,716	89,592	90,492	91,404	92,328	94,176	95,112	96,072	97,044	99,984	103,020	106,116	109,356
\$/hr	34.62	35.67	36.74	37.86	38.99	40.18	41.40	42.65	43.07	43.51	43.94	44.39	45.28	45.73	46.19	46.66	48.07	49.53	51.02	52.58
99	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,541	\$7,617	\$7,694	\$7,770	\$7,926	\$8,006	\$8,087	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204
\$/yr	72,732	74,928	77,196	79,512	81,936	84,408	86,976	89,592	90,492	91,404	92,328	93,240	95,112	96,072	97,044	97,980	100,992	104,040	107,208	110,448
\$/hr	34.97	36.02	37.11	38.23	39.39	40.58	41.82	43.07	43.51	43.94	44.39	44.83	45.73	46.19	46.66	47.11	48.55	50.02	51.54	53.10

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Professional Technical Pay**

**PAY TABLE BD
Effective July 1, 2017**

Range	<--- STEP --->																				CEGP Steps		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
1	\$3,542	\$3,649	\$3,758	\$3,872	\$3,989	\$4,112	\$4,237	\$4,365	\$4,365	\$4,365	\$4,498	\$4,498	\$4,635	\$4,635	\$4,635	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888
\$/yr	42,504	43,788	45,096	46,464	47,868	49,344	50,844	52,380	52,380	52,380	53,976	53,976	55,620	55,620	55,620	57,288	59,028	60,840	62,664	64,584	66,516	68,592	70,656
\$/hr	20.43	21.05	21.68	22.34	23.01	23.72	24.44	25.18	25.18	25.18	25.95	25.95	26.74	26.74	26.74	27.54	28.38	29.25	30.13	31.05	31.98	32.98	33.97
2	\$3,576	\$3,684	\$3,795	\$3,912	\$4,029	\$4,151	\$4,277	\$4,409	\$4,409	\$4,409	\$4,542	\$4,542	\$4,681	\$4,681	\$4,681	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948
\$/yr	42,912	44,208	45,540	46,944	48,348	49,812	51,324	52,908	52,908	52,908	54,504	54,504	56,172	56,172	56,172	57,900	59,616	61,440	63,288	65,232	67,212	69,228	71,376
\$/hr	20.63	21.25	21.89	22.57	23.24	23.95	24.68	25.44	25.44	25.44	26.20	26.20	27.01	27.01	27.01	27.84	28.66	29.54	30.43	31.36	32.31	33.28	34.32
3	\$3,613	\$3,722	\$3,835	\$3,949	\$4,069	\$4,192	\$4,323	\$4,452	\$4,452	\$4,452	\$4,589	\$4,589	\$4,729	\$4,729	\$4,729	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007
\$/yr	43,356	44,664	46,020	47,388	48,828	50,304	51,876	53,424	53,424	53,424	55,068	55,068	56,748	56,748	56,748	58,452	60,216	62,052	63,936	65,868	67,860	69,972	72,084
\$/hr	20.84	21.47	22.13	22.78	23.48	24.18	24.94	25.68	25.68	25.68	26.48	26.48	27.28	27.28	27.28	28.10	28.95	29.83	30.74	31.67	32.63	33.64	34.66
4	\$3,649	\$3,758	\$3,872	\$3,989	\$4,112	\$4,237	\$4,365	\$4,498	\$4,498	\$4,498	\$4,635	\$4,635	\$4,774	\$4,774	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067
\$/yr	43,788	45,096	46,464	47,868	49,344	50,844	52,380	53,976	53,976	53,976	55,620	55,620	57,288	57,288	57,288	59,028	60,840	62,664	64,584	66,516	68,592	70,656	72,804
\$/hr	21.05	21.68	22.34	23.01	23.72	24.44	25.18	25.95	25.95	25.95	26.74	26.74	27.54	27.54	27.54	28.38	29.25	30.13	31.05	31.98	32.98	33.97	35.00
5	\$3,684	\$3,795	\$3,912	\$4,029	\$4,151	\$4,277	\$4,409	\$4,542	\$4,542	\$4,542	\$4,681	\$4,681	\$4,825	\$4,825	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126
\$/yr	44,208	45,540	46,944	48,348	49,812	51,324	52,908	54,504	54,504	54,504	56,172	56,172	57,900	57,900	57,900	59,616	61,440	63,288	65,232	67,212	69,228	71,376	73,512
\$/hr	21.25	21.89	22.57	23.24	23.95	24.68	25.44	26.20	26.20	26.20	27.01	27.01	27.84	27.84	27.84	28.66	29.54	30.43	31.36	32.31	33.28	34.32	35.34
6	\$3,722	\$3,835	\$3,949	\$4,069	\$4,192	\$4,323	\$4,452	\$4,589	\$4,589	\$4,589	\$4,729	\$4,729	\$4,871	\$4,871	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189
\$/yr	44,664	46,020	47,388	48,828	50,304	51,876	53,424	55,068	55,068	55,068	56,748	56,748	58,452	58,452	58,452	60,216	62,052	63,936	65,868	67,860	69,972	72,084	74,268
\$/hr	21.47	22.13	22.78	23.48	24.18	24.94	25.68	26.48	26.48	26.48	27.28	27.28	28.10	28.10	28.10	28.95	29.83	30.74	31.67	32.63	33.64	34.66	35.71
7	\$3,758	\$3,872	\$3,989	\$4,112	\$4,237	\$4,365	\$4,498	\$4,635	\$4,635	\$4,635	\$4,774	\$4,774	\$4,919	\$4,919	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250
\$/yr	45,096	46,464	47,868	49,344	50,844	52,380	53,976	55,620	55,620	55,620	57,288	57,288	59,028	59,028	59,028	60,840	62,664	64,584	66,516	68,592	70,656	72,804	75,000
\$/hr	21.68	22.34	23.01	23.72	24.44	25.18	25.95	26.74	26.74	26.74	27.54	27.54	28.38	28.38	28.38	29.25	30.13	31.05	31.98	32.98	33.97	35.00	36.06
8	\$3,795	\$3,912	\$4,029	\$4,151	\$4,277	\$4,409	\$4,542	\$4,681	\$4,681	\$4,681	\$4,825	\$4,825	\$4,968	\$4,968	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314
\$/yr	45,540	46,944	48,348	49,812	51,324	52,908	54,504	56,172	56,172	56,172	57,900	57,900	59,616	59,616	59,616	61,440	63,288	65,232	67,212	69,228	71,376	73,512	75,768
\$/hr	21.89	22.57	23.24	23.95	24.68	25.44	26.20	27.01	27.01	27.01	27.84	27.84	28.66	28.66	28.66	29.54	30.43	31.36	32.31	33.28	34.32	35.34	36.43

9	\$3,835	\$3,949	\$4,069	\$4,192	\$4,323	\$4,452	\$4,589	\$4,729	\$4,729	\$4,729	\$4,871	\$4,871	\$5,018	\$5,018	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375
\$/yr	46,020	47,388	48,828	50,304	51,876	53,424	55,068	56,748	56,748	56,748	58,452	58,452	60,216	60,216	60,216	62,052	63,936	65,868	67,860	69,972	72,084	74,268	76,500
\$/hr	22.13	22.78	23.48	24.18	24.94	25.68	26.48	27.28	27.28	27.28	28.10	28.10	28.95	28.95	28.95	29.83	30.74	31.67	32.63	33.64	34.66	35.71	36.78
10	\$3,872	\$3,989	\$4,112	\$4,237	\$4,365	\$4,498	\$4,635	\$4,774	\$4,774	\$4,774	\$4,919	\$4,919	\$5,070	\$5,070	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439
\$/yr	46,464	47,868	49,344	50,844	52,380	53,976	55,620	57,288	57,288	57,288	59,028	59,028	60,840	60,840	60,840	62,664	64,584	66,516	68,592	70,656	72,804	75,000	77,268
\$/hr	22.34	23.01	23.72	24.44	25.18	25.95	26.74	27.54	27.54	27.54	28.38	28.38	29.25	29.25	29.25	30.13	31.05	31.98	32.98	33.97	35.00	36.06	37.15
11	\$3,912	\$4,029	\$4,151	\$4,277	\$4,409	\$4,542	\$4,681	\$4,825	\$4,825	\$4,825	\$4,968	\$4,968	\$5,120	\$5,120	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503
\$/yr	46,944	48,348	49,812	51,324	52,908	54,504	56,172	57,900	57,900	57,900	59,616	59,616	61,440	61,440	61,440	63,288	65,232	67,212	69,228	71,376	73,512	75,768	78,036
\$/hr	22.57	23.24	23.95	24.68	25.44	26.20	27.01	27.84	27.84	27.84	28.66	28.66	29.54	29.54	29.54	30.43	31.36	32.31	33.28	34.32	35.34	36.43	37.52
12	\$3,949	\$4,069	\$4,192	\$4,323	\$4,452	\$4,589	\$4,729	\$4,871	\$4,871	\$4,871	\$5,018	\$5,018	\$5,171	\$5,171	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569
\$/yr	47,388	48,828	50,304	51,876	53,424	55,068	56,748	58,452	58,452	58,452	60,216	60,216	62,052	62,052	62,052	63,936	65,868	67,860	69,972	72,084	74,268	76,500	78,828
\$/hr	22.78	23.48	24.18	24.94	25.68	26.48	27.28	28.10	28.10	28.10	28.95	28.95	29.83	29.83	29.83	30.74	31.67	32.63	33.64	34.66	35.71	36.78	37.90
13	\$3,989	\$4,112	\$4,237	\$4,365	\$4,498	\$4,635	\$4,774	\$4,919	\$4,919	\$4,919	\$5,070	\$5,070	\$5,222	\$5,222	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632
\$/yr	47,868	49,344	50,844	52,380	53,976	55,620	57,288	59,028	59,028	59,028	60,840	60,840	62,664	62,664	62,664	64,584	66,516	68,592	70,656	72,804	75,000	77,268	79,584
\$/hr	23.01	23.72	24.44	25.18	25.95	26.74	27.54	28.38	28.38	28.38	29.25	29.25	30.13	30.13	30.13	31.05	31.98	32.98	33.97	35.00	36.06	37.15	38.26
14	\$4,029	\$4,151	\$4,277	\$4,409	\$4,542	\$4,681	\$4,825	\$4,968	\$4,968	\$4,968	\$5,120	\$5,120	\$5,274	\$5,274	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697
\$/yr	48,348	49,812	51,324	52,908	54,504	56,172	57,900	59,616	59,616	59,616	61,440	61,440	63,288	63,288	63,288	65,232	67,212	69,228	71,376	73,512	75,768	78,036	80,364
\$/hr	23.24	23.95	24.68	25.44	26.20	27.01	27.84	28.66	28.66	28.66	29.54	29.54	30.43	30.43	30.43	31.36	32.31	33.28	34.32	35.34	36.43	37.52	38.64
15	\$4,069	\$4,192	\$4,323	\$4,452	\$4,589	\$4,729	\$4,871	\$5,018	\$5,018	\$5,018	\$5,171	\$5,171	\$5,328	\$5,328	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765
\$/yr	48,828	50,304	51,876	53,424	55,068	56,748	58,452	60,216	60,216	60,216	62,052	62,052	63,936	63,936	63,936	65,868	67,860	69,972	72,084	74,268	76,500	78,828	81,180
\$/hr	23.48	24.18	24.94	25.68	26.48	27.28	28.10	28.95	28.95	28.95	29.83	29.83	30.74	30.74	30.74	31.67	32.63	33.64	34.66	35.71	36.78	37.90	39.03
16	\$4,112	\$4,237	\$4,365	\$4,498	\$4,635	\$4,774	\$4,919	\$5,070	\$5,070	\$5,070	\$5,222	\$5,222	\$5,382	\$5,382	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832
\$/yr	49,344	50,844	52,380	53,976	55,620	57,288	59,028	60,840	60,840	60,840	62,664	62,664	64,584	64,584	64,584	66,516	68,592	70,656	72,804	75,000	77,268	79,584	81,984
\$/hr	23.72	24.44	25.18	25.95	26.74	27.54	28.38	29.25	29.25	29.25	30.13	30.13	31.05	31.05	31.05	31.98	32.98	33.97	35.00	36.06	37.15	38.26	39.42
17	\$4,151	\$4,277	\$4,409	\$4,542	\$4,681	\$4,825	\$4,968	\$5,120	\$5,120	\$5,120	\$5,274	\$5,274	\$5,436	\$5,436	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900
\$/yr	49,812	51,324	52,908	54,504	56,172	57,900	59,616	61,440	61,440	61,440	63,288	63,288	65,232	65,232	65,232	67,212	69,228	71,376	73,512	75,768	78,036	80,364	82,800
\$/hr	23.95	24.68	25.44	26.20	27.01	27.84	28.66	29.54	29.54	29.54	30.43	30.43	31.36	31.36	31.36	32.31	33.28	34.32	35.34	36.43	37.52	38.64	39.81
18	\$4,192	\$4,323	\$4,452	\$4,589	\$4,729	\$4,871	\$5,018	\$5,171	\$5,171	\$5,171	\$5,328	\$5,328	\$5,489	\$5,489	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969
\$/yr	50,304	51,876	53,424	55,068	56,748	58,452	60,216	62,052	62,052	62,052	63,936	63,936	65,868	65,868	65,868	67,860	69,972	72,084	74,268	76,500	78,828	81,180	83,628
\$/hr	24.18	24.94	25.68	26.48	27.28	28.10	28.95	29.83	29.83	29.83	30.74	30.74	31.67	31.67	31.67	32.63	33.64	34.66	35.71	36.78	37.90	39.03	40.21
19	\$4,237	\$4,365	\$4,498	\$4,635	\$4,774	\$4,919	\$5,070	\$5,222	\$5,222	\$5,222	\$5,382	\$5,382	\$5,543	\$5,543	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038
\$/yr	50,844	52,380	53,976	55,620	57,288	59,028	60,840	62,664	62,664	62,664	64,584	64,584	66,516	66,516	66,516	68,592	70,656	72,804	75,000	77,268	79,584	81,984	84,456
\$/hr	24.44	25.18	25.95	26.74	27.54	28.38	29.25	30.13	30.13	30.13	31.05	31.05	31.98	31.98	31.98	32.98	33.97	35.00	36.06	37.15	38.26	39.42	40.60
20	\$4,277	\$4,409	\$4,542	\$4,681	\$4,825	\$4,968	\$5,120	\$5,274	\$5,274	\$5,274	\$5,436	\$5,436	\$5,601	\$5,601	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109
\$/yr	51,324	52,908	54,504	56,172	57,900	59,616	61,440	63,288	63,288	63,288	65,232	65,232	67,212	67,212	67,212	69,228	71,376	73,512	75,768	78,036	80,364	82,800	85,308
\$/hr	24.68	25.44	26.20	27.01	27.84	28.66	29.54	30.43	30.43	30.43	31.36	31.36	32.31	32.31	32.31	33.28	34.32	35.34	36.43	37.52	38.64	39.81	41.01

21	\$4,323	\$4,452	\$4,589	\$4,729	\$4,871	\$5,018	\$5,171	\$5,328	\$5,328	\$5,328	\$5,489	\$5,489	\$5,655	\$5,655	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180
\$/yr	51,876	53,424	55,068	56,748	58,452	60,216	62,052	63,936	63,936	63,936	65,868	65,868	67,860	67,860	67,860	69,972	72,084	74,268	76,500	78,828	81,180	83,628	86,160
\$/hr	24.94	25.68	26.48	27.28	28.10	28.95	29.83	30.74	30.74	30.74	31.67	31.67	32.63	32.63	32.63	33.64	34.66	35.71	36.78	37.90	39.03	40.21	41.42
22	\$4,365	\$4,498	\$4,635	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,382	\$5,382	\$5,543	\$5,543	\$5,716	\$5,716	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253
\$/yr	52,380	53,976	55,620	57,288	59,028	60,840	62,664	64,584	64,584	64,584	66,516	66,516	68,592	68,592	68,592	70,656	72,804	75,000	77,268	79,584	81,984	84,456	87,036
\$/hr	25.18	25.95	26.74	27.54	28.38	29.25	30.13	31.05	31.05	31.05	31.98	31.98	32.98	32.98	32.98	33.97	35.00	36.06	37.15	38.26	39.42	40.60	41.84
23	\$4,409	\$4,542	\$4,681	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,436	\$5,436	\$5,601	\$5,601	\$5,769	\$5,769	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325
\$/yr	52,908	54,504	56,172	57,900	59,616	61,440	63,288	65,232	65,232	65,232	67,212	67,212	69,228	69,228	69,228	71,376	73,512	75,768	78,036	80,364	82,800	85,308	87,900
\$/hr	25.44	26.20	27.01	27.84	28.66	29.54	30.43	31.36	31.36	31.36	32.31	32.31	33.28	33.28	33.28	34.32	35.34	36.43	37.52	38.64	39.81	41.01	42.26
24	\$4,452	\$4,589	\$4,729	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,489	\$5,489	\$5,655	\$5,655	\$5,831	\$5,831	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399
\$/yr	53,424	55,068	56,748	58,452	60,216	62,052	63,936	65,868	65,868	65,868	67,860	67,860	69,972	69,972	69,972	72,084	74,268	76,500	78,828	81,180	83,628	86,160	88,788
\$/hr	25.68	26.48	27.28	28.10	28.95	29.83	30.74	31.67	31.67	31.67	32.63	32.63	33.64	33.64	33.64	34.66	35.71	36.78	37.90	39.03	40.21	41.42	42.69
25	\$4,498	\$4,635	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,543	\$5,543	\$5,716	\$5,716	\$5,888	\$5,888	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470
\$/yr	53,976	55,620	57,288	59,028	60,840	62,664	64,584	66,516	66,516	66,516	68,592	68,592	70,656	70,656	70,656	72,804	75,000	77,268	79,584	81,984	84,456	87,036	89,640
\$/hr	25.95	26.74	27.54	28.38	29.25	30.13	31.05	31.98	31.98	31.98	32.98	32.98	33.97	33.97	33.97	35.00	36.06	37.15	38.26	39.42	40.60	41.84	43.10
26	\$4,542	\$4,681	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,601	\$5,601	\$5,769	\$5,769	\$5,948	\$5,948	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546
\$/yr	54,504	56,172	57,900	59,616	61,440	63,288	65,232	67,212	67,212	67,212	69,228	69,228	71,376	71,376	71,376	73,512	75,768	78,036	80,364	82,800	85,308	87,900	90,552
\$/hr	26.20	27.01	27.84	28.66	29.54	30.43	31.36	32.31	32.31	32.31	33.28	33.28	34.32	34.32	34.32	35.34	36.43	37.52	38.64	39.81	41.01	42.26	43.53
27	\$4,589	\$4,729	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,655	\$5,655	\$5,831	\$5,831	\$6,007	\$6,007	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621
\$/yr	55,068	56,748	58,452	60,216	62,052	63,936	65,868	67,860	67,860	67,860	69,972	69,972	72,084	72,084	72,084	74,268	76,500	78,828	81,180	83,628	86,160	88,788	91,452
\$/hr	26.48	27.28	28.10	28.95	29.83	30.74	31.67	32.63	32.63	32.63	33.64	33.64	34.66	34.66	34.66	35.71	36.78	37.90	39.03	40.21	41.42	42.69	43.97
28	\$4,635	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,716	\$5,716	\$5,888	\$5,888	\$6,067	\$6,067	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699
\$/yr	55,620	57,288	59,028	60,840	62,664	64,584	66,516	68,592	68,592	68,592	70,656	70,656	72,804	72,804	72,804	75,000	77,268	79,584	81,984	84,456	87,036	89,640	92,388
\$/hr	26.74	27.54	28.38	29.25	30.13	31.05	31.98	32.98	32.98	32.98	33.97	33.97	35.00	35.00	35.00	36.06	37.15	38.26	39.42	40.60	41.84	43.10	44.42
29	\$4,681	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,769	\$5,769	\$5,948	\$5,948	\$6,126	\$6,126	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776
\$/yr	56,172	57,900	59,616	61,440	63,288	65,232	67,212	69,228	69,228	69,228	71,376	71,376	73,512	73,512	73,512	75,768	78,036	80,364	82,800	85,308	87,900	90,552	93,312
\$/hr	27.01	27.84	28.66	29.54	30.43	31.36	32.31	33.28	33.28	33.28	34.32	34.32	35.34	35.34	35.34	36.43	37.52	38.64	39.81	41.01	42.26	43.53	44.86
30	\$4,729	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$5,831	\$5,831	\$6,007	\$6,007	\$6,189	\$6,189	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853
\$/yr	56,748	58,452	60,216	62,052	63,936	65,868	67,860	69,972	69,972	69,972	72,084	72,084	74,268	74,268	74,268	76,500	78,828	81,180	83,628	86,160	88,788	91,452	94,236
\$/hr	27.28	28.10	28.95	29.83	30.74	31.67	32.63	33.64	33.64	33.64	34.66	34.66	35.71	35.71	35.71	36.78	37.90	39.03	40.21	41.42	42.69	43.97	45.31
31	\$4,774	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$5,888	\$5,888	\$6,067	\$6,067	\$6,250	\$6,250	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933
\$/yr	57,288	59,028	60,840	62,664	64,584	66,516	68,592	70,656	70,656	70,656	72,804	72,804	75,000	75,000	75,000	77,268	79,584	81,984	84,456	87,036	89,640	92,388	95,196
\$/hr	27.54	28.38	29.25	30.13	31.05	31.98	32.98	33.97	33.97	33.97	35.00	35.00	36.06	36.06	36.06	37.15	38.26	39.42	40.60	41.84	43.10	44.42	45.77
32	\$4,825	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$5,948	\$5,948	\$6,126	\$6,126	\$6,314	\$6,314	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012
\$/yr	57,900	59,616	61,440	63,288	65,232	67,212	69,228	71,376	71,376	71,376	73,512	73,512	75,768	75,768	75,768	78,036	80,364	82,800	85,308	87,900	90,552	93,312	96,144
\$/hr	27.84	28.66	29.54	30.43	31.36	32.31	33.28	34.32	34.32	34.32	35.34	35.34	36.43	36.43	36.43	37.52	38.64	39.81	41.01	42.26	43.53	44.86	46.22

33	\$4,871	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,007	\$6,007	\$6,189	\$6,189	\$6,375	\$6,375	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092
\$/yr	58,452	60,216	62,052	63,936	65,868	67,860	69,972	72,084	72,084	72,084	74,268	74,268	76,500	76,500	76,500	78,828	81,180	83,628	86,160	88,788	91,452	94,236	97,104
\$/hr	28.10	28.95	29.83	30.74	31.67	32.63	33.64	34.66	34.66	34.66	35.71	35.71	36.78	36.78	36.78	37.90	39.03	40.21	41.42	42.69	43.97	45.31	46.68
34	\$4,919	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,067	\$6,067	\$6,250	\$6,250	\$6,439	\$6,439	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173
\$/yr	59,028	60,840	62,664	64,584	66,516	68,592	70,656	72,804	72,804	72,804	75,000	75,000	77,268	77,268	77,268	79,584	81,984	84,456	87,036	89,640	92,388	95,196	98,076
\$/hr	28.38	29.25	30.13	31.05	31.98	32.98	33.97	35.00	35.00	35.00	36.06	36.06	37.15	37.15	37.15	38.26	39.42	40.60	41.84	43.10	44.42	45.77	47.15
35	\$4,968	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,126	\$6,126	\$6,314	\$6,314	\$6,503	\$6,503	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255
\$/yr	59,616	61,440	63,288	65,232	67,212	69,228	71,376	73,512	73,512	73,512	75,768	75,768	78,036	78,036	78,036	80,364	82,800	85,308	87,900	90,552	93,312	96,144	99,060
\$/hr	28.66	29.54	30.43	31.36	32.31	33.28	34.32	35.34	35.34	35.34	36.43	36.43	37.52	37.52	37.52	38.64	39.81	41.01	42.26	43.53	44.86	46.22	47.63
36	\$5,018	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,189	\$6,189	\$6,375	\$6,375	\$6,569	\$6,569	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340
\$/yr	60,216	62,052	63,936	65,868	67,860	69,972	72,084	74,268	74,268	74,268	76,500	76,500	78,828	78,828	78,828	81,180	83,628	86,160	88,788	91,452	94,236	97,104	100,080
\$/hr	28.95	29.83	30.74	31.67	32.63	33.64	34.66	35.71	35.71	35.71	36.78	36.78	37.90	37.90	37.90	39.03	40.21	41.42	42.69	43.97	45.31	46.68	48.12
37	\$5,070	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,250	\$6,250	\$6,439	\$6,439	\$6,632	\$6,632	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419
\$/yr	60,840	62,664	64,584	66,516	68,592	70,656	72,804	75,000	75,000	75,000	77,268	77,268	79,584	79,584	79,584	81,984	84,456	87,036	89,640	92,388	95,196	98,076	101,028
\$/hr	29.25	30.13	31.05	31.98	32.98	33.97	35.00	36.06	36.06	36.06	37.15	37.15	38.26	38.26	38.26	39.42	40.60	41.84	43.10	44.42	45.77	47.15	48.57
38	\$5,120	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,314	\$6,314	\$6,503	\$6,503	\$6,697	\$6,697	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507
\$/yr	61,440	63,288	65,232	67,212	69,228	71,376	73,512	75,768	75,768	75,768	78,036	78,036	80,364	80,364	80,364	82,800	85,308	87,900	90,552	93,312	96,144	99,060	102,084
\$/hr	29.54	30.43	31.36	32.31	33.28	34.32	35.34	36.43	36.43	36.43	37.52	37.52	38.64	38.64	38.64	39.81	41.01	42.26	43.53	44.86	46.22	47.63	49.08
39	\$5,171	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,375	\$6,375	\$6,569	\$6,569	\$6,765	\$6,765	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587
\$/yr	62,052	63,936	65,868	67,860	69,972	72,084	74,268	76,500	76,500	76,500	78,828	78,828	81,180	81,180	81,180	83,628	86,160	88,788	91,452	94,236	97,104	100,080	103,044
\$/hr	29.83	30.74	31.67	32.63	33.64	34.66	35.71	36.78	36.78	36.78	37.90	37.90	39.03	39.03	39.03	40.21	41.42	42.69	43.97	45.31	46.68	48.12	49.54
40	\$5,222	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,439	\$6,439	\$6,632	\$6,632	\$6,832	\$6,832	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678
\$/yr	62,664	64,584	66,516	68,592	70,656	72,804	75,000	77,268	77,268	77,268	79,584	79,584	81,984	81,984	81,984	84,456	87,036	89,640	92,388	95,196	98,076	101,028	104,136
\$/hr	30.13	31.05	31.98	32.98	33.97	35.00	36.06	37.15	37.15	37.15	38.26	38.26	39.42	39.42	39.42	40.60	41.84	43.10	44.42	45.77	47.15	48.57	50.07
41	\$5,274	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,503	\$6,503	\$6,697	\$6,697	\$6,900	\$6,900	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762
\$/yr	63,288	65,232	67,212	69,228	71,376	73,512	75,768	78,036	78,036	78,036	80,364	80,364	82,800	82,800	82,800	85,308	87,900	90,552	93,312	96,144	99,060	102,084	105,144
\$/hr	30.43	31.36	32.31	33.28	34.32	35.34	36.43	37.52	37.52	37.52	38.64	38.64	39.81	39.81	39.81	41.01	42.26	43.53	44.86	46.22	47.63	49.08	50.55
42	\$5,328	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,569	\$6,569	\$6,765	\$6,765	\$6,969	\$6,969	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853
\$/yr	63,936	65,868	67,860	69,972	72,084	74,268	76,500	78,828	78,828	78,828	81,180	81,180	83,628	83,628	83,628	86,160	88,788	91,452	94,236	97,104	100,080	103,044	106,236
\$/hr	30.74	31.67	32.63	33.64	34.66	35.71	36.78	37.90	37.90	37.90	39.03	39.03	40.21	40.21	40.21	41.42	42.69	43.97	45.31	46.68	48.12	49.54	51.08
43	\$5,382	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,632	\$6,632	\$6,832	\$6,832	\$7,038	\$7,038	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938
\$/yr	64,584	66,516	68,592	70,656	72,804	75,000	77,268	79,584	79,584	79,584	81,984	81,984	84,456	84,456	84,456	87,036	89,640	92,388	95,196	98,076	101,028	104,136	107,256
\$/hr	31.05	31.98	32.98	33.97	35.00	36.06	37.15	38.26	38.26	38.26	39.42	39.42	40.60	40.60	40.60	41.84	43.10	44.42	45.77	47.15	48.57	50.07	51.57
44	\$5,436	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,697	\$6,697	\$6,900	\$6,900	\$7,109	\$7,109	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030
\$/yr	65,232	67,212	69,228	71,376	73,512	75,768	78,036	80,364	80,364	80,364	82,800	82,800	85,308	85,308	85,308	87,900	90,552	93,312	96,144	99,060	102,084	105,144	108,360
\$/hr	31.36	32.31	33.28	34.32	35.34	36.43	37.52	38.64	38.64	38.64	39.81	39.81	41.01	41.01	41.01	42.26	43.53	44.86	46.22	47.63	49.08	50.55	52.10

45	\$5,489	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,765	\$6,765	\$6,969	\$6,969	\$7,180	\$7,180	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118
\$/yr	65,868	67,860	69,972	72,084	74,268	76,500	78,828	81,180	81,180	81,180	83,628	83,628	86,160	86,160	86,160	88,788	91,452	94,236	97,104	100,080	103,044	106,236	109,416
\$/hr	31.67	32.63	33.64	34.66	35.71	36.78	37.90	39.03	39.03	39.03	40.21	40.21	41.42	41.42	41.42	42.69	43.97	45.31	46.68	48.12	49.54	51.08	52.60
46	\$5,543	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$6,832	\$6,832	\$7,038	\$7,038	\$7,253	\$7,253	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212
\$/yr	66,516	68,592	70,656	72,804	75,000	77,268	79,584	81,984	81,984	81,984	84,456	84,456	87,036	87,036	87,036	89,640	92,388	95,196	98,076	101,028	104,136	107,256	110,544
\$/hr	31.98	32.98	33.97	35.00	36.06	37.15	38.26	39.42	39.42	39.42	40.60	40.60	41.84	41.84	41.84	43.10	44.42	45.77	47.15	48.57	50.07	51.57	53.15
47	\$5,601	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$6,900	\$6,900	\$7,109	\$7,109	\$7,325	\$7,325	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302
\$/yr	67,212	69,228	71,376	73,512	75,768	78,036	80,364	82,800	82,800	82,800	85,308	85,308	87,900	87,900	87,900	90,552	93,312	96,144	99,060	102,084	105,144	108,360	111,624
\$/hr	32.31	33.28	34.32	35.34	36.43	37.52	38.64	39.81	39.81	39.81	41.01	41.01	42.26	42.26	42.26	43.53	44.86	46.22	47.63	49.08	50.55	52.10	53.67
48	\$5,655	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$6,969	\$6,969	\$7,180	\$7,180	\$7,399	\$7,399	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395
\$/yr	67,860	69,972	72,084	74,268	76,500	78,828	81,180	83,628	83,628	83,628	86,160	86,160	88,788	88,788	88,788	91,452	94,236	97,104	100,080	103,044	106,236	109,416	112,740
\$/hr	32.63	33.64	34.66	35.71	36.78	37.90	39.03	40.21	40.21	40.21	41.42	41.42	42.69	42.69	42.69	43.97	45.31	46.68	48.12	49.54	51.08	52.60	54.20
49	\$5,716	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,038	\$7,038	\$7,253	\$7,253	\$7,470	\$7,470	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489
\$/yr	68,592	70,656	72,804	75,000	77,268	79,584	81,984	84,456	84,456	84,456	87,036	87,036	89,640	89,640	89,640	92,388	95,196	98,076	101,028	104,136	107,256	110,544	113,868
\$/hr	32.98	33.97	35.00	36.06	37.15	38.26	39.42	40.60	40.60	40.60	41.84	41.84	43.10	43.10	43.10	44.42	45.77	47.15	48.57	50.07	51.57	53.15	54.74
50	\$5,769	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,109	\$7,109	\$7,325	\$7,325	\$7,546	\$7,546	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585
\$/yr	69,228	71,376	73,512	75,768	78,036	80,364	82,800	85,308	85,308	85,308	87,900	87,900	90,552	90,552	90,552	93,312	96,144	99,060	102,084	105,144	108,360	111,624	115,020
\$/hr	33.28	34.32	35.34	36.43	37.52	38.64	39.81	41.01	41.01	41.01	42.26	42.26	43.53	43.53	43.53	44.86	46.22	47.63	49.08	50.55	52.10	53.67	55.30
51	\$5,831	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,180	\$7,180	\$7,399	\$7,399	\$7,621	\$7,621	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680
\$/yr	69,972	72,084	74,268	76,500	78,828	81,180	83,628	86,160	86,160	86,160	88,788	88,788	91,452	91,452	91,452	94,236	97,104	100,080	103,044	106,236	109,416	112,740	116,160
\$/hr	33.64	34.66	35.71	36.78	37.90	39.03	40.21	41.42	41.42	41.42	42.69	42.69	43.97	43.97	43.97	45.31	46.68	48.12	49.54	51.08	52.60	54.20	55.85
52	\$5,888	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,253	\$7,253	\$7,470	\$7,470	\$7,699	\$7,699	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776
\$/yr	70,656	72,804	75,000	77,268	79,584	81,984	84,456	87,036	87,036	87,036	89,640	89,640	92,388	92,388	92,388	95,196	98,076	101,028	104,136	107,256	110,544	113,868	117,312
\$/hr	33.97	35.00	36.06	37.15	38.26	39.42	40.60	41.84	41.84	41.84	43.10	43.10	44.42	44.42	44.42	45.77	47.15	48.57	50.07	51.57	53.15	54.74	56.40
53	\$5,948	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,325	\$7,325	\$7,546	\$7,546	\$7,776	\$7,776	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875
\$/yr	71,376	73,512	75,768	78,036	80,364	82,800	85,308	87,900	87,900	87,900	90,552	90,552	93,312	93,312	93,312	96,144	99,060	102,084	105,144	108,360	111,624	115,020	118,500
\$/hr	34.32	35.34	36.43	37.52	38.64	39.81	41.01	42.26	42.26	42.26	43.53	43.53	44.86	44.86	44.86	46.22	47.63	49.08	50.55	52.10	53.67	55.30	56.97
54	\$6,007	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,399	\$7,399	\$7,621	\$7,621	\$7,853	\$7,853	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973
\$/yr	72,084	74,268	76,500	78,828	81,180	83,628	86,160	88,788	88,788	88,788	91,452	91,452	94,236	94,236	94,236	97,104	100,080	103,044	106,236	109,416	112,740	116,160	119,676
\$/hr	34.66	35.71	36.78	37.90	39.03	40.21	41.42	42.69	42.69	42.69	43.97	43.97	45.31	45.31	45.31	46.68	48.12	49.54	51.08	52.60	54.20	55.85	57.54
55	\$6,067	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,470	\$7,470	\$7,699	\$7,699	\$7,933	\$7,933	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074
\$/yr	72,804	75,000	77,268	79,584	81,984	84,456	87,036	89,640	89,640	89,640	92,388	92,388	95,196	95,196	95,196	98,076	101,028	104,136	107,256	110,544	113,868	117,312	120,888
\$/hr	35.00	36.06	37.15	38.26	39.42	40.60	41.84	43.10	43.10	43.10	44.42	44.42	45.77	45.77	45.77	47.15	48.57	50.07	51.57	53.15	54.74	56.40	58.12
56	\$6,126	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,546	\$7,546	\$7,776	\$7,776	\$8,012	\$8,012	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175
\$/yr	73,512	75,768	78,036	80,364	82,800	85,308	87,900	90,552	90,552	90,552	93,312	93,312	96,144	96,144	96,144	99,060	102,084	105,144	108,360	111,624	115,020	118,500	122,100
\$/hr	35.34	36.43	37.52	38.64	39.81	41.01	42.26	43.53	43.53	43.53	44.86	44.86	46.22	46.22	46.22	47.63	49.08	50.55	52.10	53.67	55.30	56.97	58.70

57	\$6,189	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,621	\$7,621	\$7,853	\$7,853	\$8,092	\$8,092	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274
\$/yr	74,268	76,500	78,828	81,180	83,628	86,160	88,788	91,452	91,452	91,452	94,236	94,236	97,104	97,104	97,104	100,080	103,044	106,236	109,416	112,740	116,160	119,676	123,288
\$/hr	35.71	36.78	37.90	39.03	40.21	41.42	42.69	43.97	43.97	43.97	45.31	45.31	46.68	46.68	46.68	48.12	49.54	51.08	52.60	54.20	55.85	57.54	59.27
58	\$6,250	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,699	\$7,699	\$7,933	\$7,933	\$8,173	\$8,173	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377
\$/yr	75,000	77,268	79,584	81,984	84,456	87,036	89,640	92,388	92,388	92,388	95,196	95,196	98,076	98,076	98,076	101,028	104,136	107,256	110,544	113,868	117,312	120,888	124,524
\$/hr	36.06	37.15	38.26	39.42	40.60	41.84	43.10	44.42	44.42	44.42	45.77	45.77	47.15	47.15	47.15	48.57	50.07	51.57	53.15	54.74	56.40	58.12	59.87
59	\$6,314	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$7,776	\$7,776	\$8,012	\$8,012	\$8,255	\$8,255	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482
\$/yr	75,768	78,036	80,364	82,800	85,308	87,900	90,552	93,312	93,312	93,312	96,144	96,144	99,060	99,060	99,060	102,084	105,144	108,360	111,624	115,020	118,500	122,100	125,784
\$/hr	36.43	37.52	38.64	39.81	41.01	42.26	43.53	44.86	44.86	44.86	46.22	46.22	47.63	47.63	47.63	49.08	50.55	52.10	53.67	55.30	56.97	58.70	60.47
60	\$6,375	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$7,853	\$7,853	\$8,092	\$8,092	\$8,340	\$8,340	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587
\$/yr	76,500	78,828	81,180	83,628	86,160	88,788	91,452	94,236	94,236	94,236	97,104	97,104	100,080	100,080	100,080	103,044	106,236	109,416	112,740	116,160	119,676	123,288	127,044
\$/hr	36.78	37.90	39.03	40.21	41.42	42.69	43.97	45.31	45.31	45.31	46.68	46.68	48.12	48.12	48.12	49.54	51.08	52.60	54.20	55.85	57.54	59.27	61.08
61	\$6,439	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$7,933	\$7,933	\$8,173	\$8,173	\$8,419	\$8,419	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693
\$/yr	77,268	79,584	81,984	84,456	87,036	89,640	92,388	95,196	95,196	95,196	98,076	98,076	101,028	101,028	101,028	104,136	107,256	110,544	113,868	117,312	120,888	124,524	128,316
\$/hr	37.15	38.26	39.42	40.60	41.84	43.10	44.42	45.77	45.77	45.77	47.15	47.15	48.57	48.57	48.57	50.07	51.57	53.15	54.74	56.40	58.12	59.87	61.69
62	\$6,503	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,012	\$8,012	\$8,255	\$8,255	\$8,507	\$8,507	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801
\$/yr	78,036	80,364	82,800	85,308	87,900	90,552	93,312	96,144	96,144	96,144	99,060	99,060	102,084	102,084	102,084	105,144	108,360	111,624	115,020	118,500	122,100	125,784	129,612
\$/hr	37.52	38.64	39.81	41.01	42.26	43.53	44.86	46.22	46.22	46.22	47.63	47.63	49.08	49.08	49.08	50.55	52.10	53.67	55.30	56.97	58.70	60.47	62.31
63	\$6,569	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,092	\$8,092	\$8,340	\$8,340	\$8,587	\$8,587	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908
\$/yr	78,828	81,180	83,628	86,160	88,788	91,452	94,236	97,104	97,104	97,104	100,080	100,080	103,044	103,044	103,044	106,236	109,416	112,740	116,160	119,676	123,288	127,044	130,896
\$/hr	37.90	39.03	40.21	41.42	42.69	43.97	45.31	46.68	46.68	46.68	48.12	48.12	49.54	49.54	49.54	51.08	52.60	54.20	55.85	57.54	59.27	61.08	62.93
64	\$6,632	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,173	\$8,173	\$8,419	\$8,419	\$8,678	\$8,678	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018
\$/yr	79,584	81,984	84,456	87,036	89,640	92,388	95,196	98,076	98,076	98,076	101,028	101,028	104,136	104,136	104,136	107,256	110,544	113,868	117,312	120,888	124,524	128,316	132,216
\$/hr	38.26	39.42	40.60	41.84	43.10	44.42	45.77	47.15	47.15	47.15	48.57	48.57	50.07	50.07	50.07	51.57	53.15	54.74	56.40	58.12	59.87	61.69	63.57
65	\$6,697	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,255	\$8,255	\$8,507	\$8,507	\$8,762	\$8,762	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127
\$/yr	80,364	82,800	85,308	87,900	90,552	93,312	96,144	99,060	99,060	99,060	102,084	102,084	105,144	105,144	105,144	108,360	111,624	115,020	118,500	122,100	125,784	129,612	133,524
\$/hr	38.64	39.81	41.01	42.26	43.53	44.86	46.22	47.63	47.63	47.63	49.08	49.08	50.55	50.55	50.55	52.10	53.67	55.30	56.97	58.70	60.47	62.31	64.19
66	\$6,765	\$6,969	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,340	\$8,340	\$8,587	\$8,587	\$8,853	\$8,853	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238
\$/yr	81,180	83,628	86,160	88,788	91,452	94,236	97,104	100,080	100,080	100,080	103,044	103,044	106,236	106,236	106,236	109,416	112,740	116,160	119,676	123,288	127,044	130,896	134,856
\$/hr	39.03	40.21	41.42	42.69	43.97	45.31	46.68	48.12	48.12	48.12	49.54	49.54	51.08	51.08	51.08	52.60	54.20	55.85	57.54	59.27	61.08	62.93	64.83
67	\$6,832	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,419	\$8,419	\$8,678	\$8,678	\$8,938	\$8,938	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351
\$/yr	81,984	84,456	87,036	89,640	92,388	95,196	98,076	101,028	101,028	101,028	104,136	104,136	107,256	107,256	107,256	110,544	113,868	117,312	120,888	124,524	128,316	132,216	136,212
\$/hr	39.42	40.60	41.84	43.10	44.42	45.77	47.15	48.57	48.57	48.57	50.07	50.07	51.57	51.57	51.57	53.15	54.74	56.40	58.12	59.87	61.69	63.57	65.49
68	\$6,900	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,507	\$8,507	\$8,762	\$8,762	\$9,030	\$9,030	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464
\$/yr	82,800	85,308	87,900	90,552	93,312	96,144	99,060	102,084	102,084	102,084	105,144	105,144	108,360	108,360	108,360	111,624	115,020	118,500	122,100	125,784	129,612	133,524	137,568
\$/hr	39.81	41.01	42.26	43.53	44.86	46.22	47.63	49.08	49.08	49.08	50.55	50.55	52.10	52.10	52.10	53.67	55.30	56.97	58.70	60.47	62.31	64.19	66.14

69	\$6,969	\$7,160	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,587	\$8,587	\$8,853	\$8,853	\$9,118	\$9,118	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579
\$/yr	83,628	86,160	88,788	91,452	94,236	97,104	100,080	103,044	103,044	103,044	106,236	106,236	109,416	109,416	109,416	112,740	116,160	119,676	123,288	127,044	130,896	134,856	138,948
\$/hr	40.21	41.42	42.69	43.97	45.31	46.68	48.12	49.54	49.54	49.54	51.08	51.08	52.60	52.60	52.60	54.20	55.85	57.54	59.27	61.08	62.93	64.83	66.80
70	\$7,038	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,678	\$8,678	\$8,938	\$8,938	\$9,212	\$9,212	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351	\$11,694
\$/yr	84,456	87,036	89,640	92,388	95,196	98,076	101,028	104,136	104,136	104,136	107,256	107,256	110,544	110,544	110,544	113,868	117,312	120,888	124,524	128,316	132,216	136,212	140,328
\$/hr	40.60	41.84	43.10	44.42	45.77	47.15	48.57	50.07	50.07	50.07	51.57	51.57	53.15	53.15	53.15	54.74	56.40	58.12	59.87	61.69	63.57	65.49	67.47
71	\$7,109	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$8,762	\$8,762	\$9,030	\$9,030	\$9,302	\$9,302	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464	\$11,811
\$/yr	85,308	87,900	90,552	93,312	96,144	99,060	102,084	105,144	105,144	105,144	108,360	108,360	111,624	111,624	111,624	115,020	118,500	122,100	125,784	129,612	133,524	137,568	141,732
\$/hr	41.01	42.26	43.53	44.86	46.22	47.63	49.08	50.55	50.55	50.55	52.10	52.10	53.67	53.67	53.67	55.30	56.97	58.70	60.47	62.31	64.19	66.14	68.14
72	\$7,180	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$8,853	\$8,853	\$9,118	\$9,118	\$9,395	\$9,395	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579	\$11,930
\$/yr	86,160	88,788	91,452	94,236	97,104	100,080	103,044	106,236	106,236	106,236	109,416	109,416	112,740	112,740	112,740	116,160	119,676	123,288	127,044	130,896	134,856	138,948	143,160
\$/hr	41.42	42.69	43.97	45.31	46.68	48.12	49.54	51.08	51.08	51.08	52.60	52.60	54.20	54.20	54.20	55.85	57.54	59.27	61.08	62.93	64.83	66.80	68.83
73	\$7,253	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$8,938	\$8,938	\$9,212	\$9,212	\$9,489	\$9,489	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351	\$11,694	\$12,048
\$/yr	87,036	89,640	92,388	95,196	98,076	101,028	104,136	107,256	107,256	107,256	110,544	110,544	113,868	113,868	113,868	117,312	120,888	124,524	128,316	132,216	136,212	140,328	144,576
\$/hr	41.84	43.10	44.42	45.77	47.15	48.57	50.07	51.57	51.57	51.57	53.15	53.15	54.74	54.74	54.74	56.40	58.12	59.87	61.69	63.57	65.49	67.47	69.51
74	\$7,325	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,030	\$9,030	\$9,302	\$9,302	\$9,585	\$9,585	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464	\$11,811	\$12,169
\$/yr	87,900	90,552	93,312	96,144	99,060	102,084	105,144	108,360	108,360	108,360	111,624	111,624	115,020	115,020	115,020	118,500	122,100	125,784	129,612	133,524	137,568	141,732	146,028
\$/hr	42.26	43.53	44.86	46.22	47.63	49.08	50.55	52.10	52.10	52.10	53.67	53.67	55.30	55.30	55.30	56.97	58.70	60.47	62.31	64.19	66.14	68.14	70.21
75	\$7,399	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,118	\$9,118	\$9,395	\$9,395	\$9,680	\$9,680	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579	\$11,930	\$12,290
\$/yr	88,788	91,452	94,236	97,104	100,080	103,044	106,236	109,416	109,416	109,416	112,740	112,740	116,160	116,160	116,160	119,676	123,288	127,044	130,896	134,856	138,948	143,160	147,480
\$/hr	42.69	43.97	45.31	46.68	48.12	49.54	51.08	52.60	52.60	52.60	54.20	54.20	55.85	55.85	55.85	57.54	59.27	61.08	62.93	64.83	66.80	68.83	70.90
76	\$7,470	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,212	\$9,212	\$9,489	\$9,489	\$9,776	\$9,776	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351	\$11,694	\$12,048	\$12,413
\$/yr	89,640	92,388	95,196	98,076	101,028	104,136	107,256	110,544	110,544	110,544	113,868	113,868	117,312	117,312	117,312	120,888	124,524	128,316	132,216	136,212	140,328	144,576	148,956
\$/hr	43.10	44.42	45.77	47.15	48.57	50.07	51.57	53.15	53.15	53.15	54.74	54.74	56.40	56.40	56.40	58.12	59.87	61.69	63.57	65.49	67.47	69.51	71.61
77	\$7,546	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,302	\$9,302	\$9,585	\$9,585	\$9,875	\$9,875	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464	\$11,811	\$12,169	\$12,538
\$/yr	90,552	93,312	96,144	99,060	102,084	105,144	108,360	111,624	111,624	111,624	115,020	115,020	118,500	118,500	118,500	122,100	125,784	129,612	133,524	137,568	141,732	146,028	150,456
\$/hr	43.53	44.86	46.22	47.63	49.08	50.55	52.10	53.67	53.67	53.67	55.30	55.30	56.97	56.97	56.97	58.70	60.47	62.31	64.19	66.14	68.14	70.21	72.33
78	\$7,621	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,395	\$9,395	\$9,680	\$9,680	\$9,973	\$9,973	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579	\$11,930	\$12,290	\$12,663
\$/yr	91,452	94,236	97,104	100,080	103,044	106,236	109,416	112,740	112,740	112,740	116,160	116,160	119,676	119,676	119,676	123,288	127,044	130,896	134,856	138,948	143,160	147,480	151,956
\$/hr	43.97	45.31	46.68	48.12	49.54	51.08	52.60	54.20	54.20	54.20	55.85	55.85	57.54	57.54	57.54	59.27	61.08	62.93	64.83	66.80	68.83	70.90	73.06
79	\$7,699	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,489	\$9,489	\$9,776	\$9,776	\$10,074	\$10,074	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351	\$11,694	\$12,048	\$12,413	\$12,790
\$/yr	92,388	95,196	98,076	101,028	104,136	107,256	110,544	113,868	113,868	113,868	117,312	117,312	120,888	120,888	120,888	124,524	128,316	132,216	136,212	140,328	144,576	148,956	153,480
\$/hr	44.42	45.77	47.15	48.57	50.07	51.57	53.15	54.74	54.74	54.74	56.40	56.40	58.12	58.12	58.12	59.87	61.69	63.57	65.49	67.47	69.51	71.61	73.79
80	\$7,776	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,585	\$9,585	\$9,875	\$9,875	\$10,175	\$10,175	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464	\$11,811	\$12,169	\$12,538	\$12,917
\$/yr	93,312	96,144	99,060	102,084	105,144	108,360	111,624	115,020	115,020	115,020	118,500	118,500	122,100	122,100	122,100	125,784	129,612	133,524	137,568	141,732	146,028	150,456	155,004
\$/hr	44.86	46.22	47.63	49.08	50.55	52.10	53.67	55.30	55.30	55.30	56.97	56.97	58.70	58.70	58.70	60.47	62.31	64.19	66.14	68.14	70.21	72.33	74.52

81	\$7,853	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,680	\$9,680	\$9,973	\$9,973	\$10,274	\$10,274	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579	\$11,930	\$12,290	\$12,663	\$13,048
\$/yr	94,236	97,104	100,080	103,044	106,236	109,416	112,740	116,160	116,160	116,160	119,676	119,676	123,288	123,288	123,288	127,044	130,896	134,856	138,948	143,160	147,480	151,956	156,576
\$/hr	45.31	46.68	48.12	49.54	51.08	52.60	54.20	55.85	55.85	55.85	57.54	57.54	59.27	59.27	59.27	61.08	62.93	64.83	66.80	68.83	70.90	73.06	75.28
82	\$7,933	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$9,776	\$9,776	\$10,074	\$10,074	\$10,377	\$10,377	\$10,377	\$10,693	\$11,018	\$11,351	\$11,694	\$12,048	\$12,413	\$12,790	\$13,176
\$/yr	95,196	98,076	101,028	104,136	107,256	110,544	113,868	117,312	117,312	117,312	120,888	120,888	124,524	124,524	124,524	128,316	132,216	136,212	140,328	144,576	148,956	153,480	158,112
\$/hr	45.77	47.15	48.57	50.07	51.57	53.15	54.74	56.40	56.40	56.40	58.12	58.12	59.87	59.87	59.87	61.69	63.57	65.49	67.47	69.51	71.61	73.79	76.02
83	\$8,012	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$9,875	\$9,875	\$10,175	\$10,175	\$10,482	\$10,482	\$10,482	\$10,801	\$11,127	\$11,464	\$11,811	\$12,169	\$12,538	\$12,917	\$13,309
\$/yr	96,144	99,060	102,084	105,144	108,360	111,624	115,020	118,500	118,500	118,500	122,100	122,100	125,784	125,784	125,784	129,612	133,524	137,568	141,732	146,028	150,456	155,004	159,708
\$/hr	46.22	47.63	49.08	50.55	52.10	53.67	55.30	56.97	56.97	56.97	58.70	58.70	60.47	60.47	60.47	62.31	64.19	66.14	68.14	70.21	72.33	74.52	76.78
84	\$8,092	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$9,973	\$9,973	\$10,274	\$10,274	\$10,587	\$10,587	\$10,587	\$10,908	\$11,238	\$11,579	\$11,930	\$12,290	\$12,663	\$13,048	\$13,442
\$/yr	97,104	100,080	103,044	106,236	109,416	112,740	116,160	119,676	119,676	119,676	123,288	123,288	127,044	127,044	127,044	130,896	134,856	138,948	143,160	147,480	151,956	156,576	161,304
\$/hr	46.68	48.12	49.54	51.08	52.60	54.20	55.85	57.54	57.54	57.54	59.27	59.27	61.08	61.08	61.08	62.93	64.83	66.80	68.83	70.90	73.06	75.28	77.55
85	\$8,173	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,074	\$10,074	\$10,377	\$10,377	\$10,693	\$10,693	\$10,693	\$11,018	\$11,351	\$11,694	\$12,048	\$12,413	\$12,790	\$13,176	\$13,575
\$/yr	98,076	101,028	104,136	107,256	110,544	113,868	117,312	120,888	120,888	120,888	124,524	124,524	128,316	128,316	128,316	132,216	136,212	140,328	144,576	148,956	153,480	158,112	162,900
\$/hr	47.15	48.57	50.07	51.57	53.15	54.74	56.40	58.12	58.12	58.12	59.87	59.87	61.69	61.69	61.69	63.57	65.49	67.47	69.51	71.61	73.79	76.02	78.32
86	\$8,255	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,175	\$10,175	\$10,482	\$10,482	\$10,801	\$10,801	\$10,801	\$11,127	\$11,464	\$11,811	\$12,169	\$12,538	\$12,917	\$13,309	\$13,711
\$/yr	99,060	102,084	105,144	108,360	111,624	115,020	118,500	122,100	122,100	122,100	125,784	125,784	129,612	129,612	129,612	133,524	137,568	141,732	146,028	150,456	155,004	159,708	164,532
\$/hr	47.63	49.08	50.55	52.10	53.67	55.30	56.97	58.70	58.70	58.70	60.47	60.47	62.31	62.31	62.31	64.19	66.14	68.14	70.21	72.33	74.52	76.78	79.10
87	\$8,340	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,274	\$10,274	\$10,587	\$10,587	\$10,908	\$10,908	\$10,908	\$11,238	\$11,579	\$11,930	\$12,290	\$12,663	\$13,048	\$13,442	\$13,848
\$/yr	100,080	103,044	106,236	109,416	112,740	116,160	119,676	123,288	123,288	123,288	127,044	127,044	130,896	130,896	130,896	134,856	138,948	143,160	147,480	151,956	156,576	161,304	166,176
\$/hr	48.12	49.54	51.08	52.60	54.20	55.85	57.54	59.27	59.27	59.27	61.08	61.08	62.93	62.93	62.93	64.83	66.80	68.83	70.90	73.06	75.28	77.55	79.89
88	\$8,419	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,377	\$10,377	\$10,693	\$10,693	\$11,018	\$11,018	\$11,018	\$11,351	\$11,694	\$12,048	\$12,413	\$12,790	\$13,176	\$13,575	\$13,986
\$/yr	101,028	104,136	107,256	110,544	113,868	117,312	120,888	124,524	124,524	124,524	128,316	128,316	132,216	132,216	132,216	136,212	140,328	144,576	148,956	153,480	158,112	162,900	167,832
\$/hr	48.57	50.07	51.57	53.15	54.74	56.40	58.12	59.87	59.87	59.87	61.69	61.69	63.57	63.57	63.57	65.49	67.47	69.51	71.61	73.79	76.02	78.32	80.69
89	\$8,507	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,482	\$10,482	\$10,801	\$10,801	\$11,127	\$11,127	\$11,127	\$11,464	\$11,811	\$12,169	\$12,538	\$12,917	\$13,309	\$13,711	\$14,126
\$/yr	102,084	105,144	108,360	111,624	115,020	118,500	122,100	125,784	125,784	125,784	129,612	129,612	133,524	133,524	133,524	137,568	141,732	146,028	150,456	155,004	159,708	164,532	169,512
\$/hr	49.08	50.55	52.10	53.67	55.30	56.97	58.70	60.47	60.47	60.47	62.31	62.31	64.19	64.19	64.19	66.14	68.14	70.21	72.33	74.52	76.78	79.10	81.50
90	\$8,587	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,587	\$10,587	\$10,908	\$10,908	\$11,238	\$11,238	\$11,238	\$11,579	\$11,930	\$12,290	\$12,663	\$13,048	\$13,442	\$13,848	\$14,268
\$/yr	103,044	106,236	109,416	112,740	116,160	119,676	123,288	127,044	127,044	127,044	130,896	130,896	134,856	134,856	134,856	138,948	143,160	147,480	151,956	156,576	161,304	166,176	171,216
\$/hr	49.54	51.08	52.60	54.20	55.85	57.54	59.27	61.08	61.08	61.08	62.93	62.93	64.83	64.83	64.83	66.80	68.83	70.90	73.06	75.28	77.55	79.89	82.32
91	\$8,678	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$10,693	\$10,693	\$11,018	\$11,018	\$11,351	\$11,351	\$11,351	\$11,694	\$12,048	\$12,413	\$12,790	\$13,176	\$13,575	\$13,986	\$14,411
\$/yr	104,136	107,256	110,544	113,868	117,312	120,888	124,524	128,316	128,316	128,316	132,216	132,216	136,212	136,212	136,212	140,328	144,576	148,956	153,480	158,112	162,900	167,832	172,932
\$/hr	50.07	51.57	53.15	54.74	56.40	58.12	59.87	61.69	61.69	61.69	63.57	63.57	65.49	65.49	65.49	67.47	69.51	71.61	73.79	76.02	78.32	80.69	83.14
92	\$8,762	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$10,801	\$10,801	\$11,127	\$11,127	\$11,464	\$11,464	\$11,464	\$11,811	\$12,169	\$12,538	\$12,917	\$13,309	\$13,711	\$14,126	\$14,554
\$/yr	105,144	108,360	111,624	115,020	118,500	122,100	125,784	129,612	129,612	129,612	133,524	133,524	137,568	137,568	137,568	141,732	146,028	150,456	155,004	159,708	164,532	169,512	174,648
\$/hr	50.55	52.10	53.67	55.30	56.97	58.70	60.47	62.31	62.31	62.31	64.19	64.19	66.14	66.14	66.14	68.14	70.21	72.33	74.52	76.78	79.10	81.50	83.97

93	\$8,853	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$10,908	\$10,908	\$11,238	\$11,238	\$11,579	\$11,579	\$11,579	\$11,930	\$12,290	\$12,663	\$13,048	\$13,442	\$13,848	\$14,268	\$14,700
\$/yr	106,236	109,416	112,740	116,160	119,676	123,288	127,044	130,896	130,896	130,896	134,856	134,856	138,948	138,948	138,948	143,160	147,480	151,956	156,576	161,304	166,176	171,216	176,400
\$/hr	51.08	52.60	54.20	55.85	57.54	59.27	61.08	62.93	62.93	62.93	64.83	64.83	66.80	66.80	66.80	68.83	70.90	73.06	75.28	77.55	79.89	82.32	84.81
94	\$8,938	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,018	\$11,018	\$11,351	\$11,351	\$11,694	\$11,694	\$11,694	\$12,048	\$12,413	\$12,790	\$13,176	\$13,575	\$13,986	\$14,411	\$14,847
\$/yr	107,256	110,544	113,868	117,312	120,888	124,524	128,316	132,216	132,216	132,216	136,212	136,212	140,328	140,328	140,328	144,576	148,956	153,480	158,112	162,900	167,832	172,932	178,164
\$/hr	51.57	53.15	54.74	56.40	58.12	59.87	61.69	63.57	63.57	63.57	65.49	65.49	67.47	67.47	67.47	69.51	71.61	73.79	76.02	78.32	80.69	83.14	85.66
95	\$9,030	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,127	\$11,127	\$11,464	\$11,464	\$11,811	\$11,811	\$11,811	\$12,169	\$12,538	\$12,917	\$13,309	\$13,711	\$14,126	\$14,554	\$14,996
\$/yr	108,360	111,624	115,020	118,500	122,100	125,784	129,612	133,524	133,524	133,524	137,568	137,568	141,732	141,732	141,732	146,028	150,456	155,004	159,708	164,532	169,512	174,648	179,952
\$/hr	52.10	53.67	55.30	56.97	58.70	60.47	62.31	64.19	64.19	64.19	66.14	66.14	68.14	68.14	68.14	70.21	72.33	74.52	76.78	79.10	81.50	83.97	86.52
96	\$9,118	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,238	\$11,238	\$11,579	\$11,579	\$11,930	\$11,930	\$11,930	\$12,290	\$12,663	\$13,048	\$13,442	\$13,848	\$14,268	\$14,700	\$15,146
\$/yr	109,416	112,740	116,160	119,676	123,288	127,044	130,896	134,856	134,856	134,856	138,948	138,948	143,160	143,160	143,160	147,480	151,956	156,576	161,304	166,176	171,216	176,400	181,752
\$/hr	52.60	54.20	55.85	57.54	59.27	61.08	62.93	64.83	64.83	64.83	66.80	66.80	68.83	68.83	68.83	70.90	73.06	75.28	77.55	79.89	82.32	84.81	87.38
97	\$9,212	\$9,489	\$9,776	\$10,074	\$10,377	\$10,693	\$11,018	\$11,351	\$11,351	\$11,351	\$11,694	\$11,694	\$12,048	\$12,048	\$12,048	\$12,413	\$12,790	\$13,176	\$13,575	\$13,986	\$14,411	\$14,847	\$15,297
\$/yr	110,544	113,868	117,312	120,888	124,524	128,316	132,216	136,212	136,212	136,212	140,328	140,328	144,576	144,576	144,576	148,956	153,480	158,112	162,900	167,832	172,932	178,164	183,564
\$/hr	53.15	54.74	56.40	58.12	59.87	61.69	63.57	65.49	65.49	65.49	67.47	67.47	69.51	69.51	69.51	71.61	73.79	76.02	78.32	80.69	83.14	85.66	88.25
98	\$9,302	\$9,585	\$9,875	\$10,175	\$10,482	\$10,801	\$11,127	\$11,464	\$11,464	\$11,464	\$11,811	\$11,811	\$12,169	\$12,169	\$12,169	\$12,538	\$12,917	\$13,309	\$13,711	\$14,126	\$14,554	\$14,996	\$15,450
\$/yr	111,624	115,020	118,500	122,100	125,784	129,612	133,524	137,568	137,568	137,568	141,732	141,732	146,028	146,028	146,028	150,456	155,004	159,708	164,532	169,512	174,648	179,952	185,400
\$/hr	53.67	55.30	56.97	58.70	60.47	62.31	64.19	66.14	66.14	66.14	68.14	68.14	70.21	70.21	70.21	72.33	74.52	76.78	79.10	81.50	83.97	86.52	89.13
99	\$9,395	\$9,680	\$9,973	\$10,274	\$10,587	\$10,908	\$11,238	\$11,579	\$11,579	\$11,579	\$11,930	\$11,930	\$12,290	\$12,290	\$12,290	\$12,663	\$13,048	\$13,442	\$13,848	\$14,268	\$14,700	\$15,146	\$15,604
\$/yr	112,740	116,160	119,676	123,288	127,044	130,896	134,856	138,948	138,948	138,948	143,160	143,160	147,480	147,480	147,480	151,956	156,576	161,304	166,176	171,216	176,400	181,752	187,248
\$/hr	54.20	55.85	57.54	59.27	61.08	62.93	64.83	66.80	66.80	66.80	68.83	68.83	70.90	70.90	70.90	73.06	75.28	77.55	79.89	82.32	84.81	87.38	90.02

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Professional Technical Pay**

**PAY TABLE BF
Effective July 1, 2017**

Range	<---- Step ---->																				CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	\$3,477	\$3,582	\$3,691	\$3,803	\$3,920	\$4,035	\$4,161	\$4,284	\$4,329	\$4,372	\$4,415	\$4,460	\$4,550	\$4,550	\$4,550	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611
\$/yr	\$41,724	\$42,984	\$44,292	\$45,636	\$47,040	\$48,420	\$49,932	\$51,408	\$51,948	\$52,464	\$52,980	\$53,520	\$54,600	\$54,600	\$54,600	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332
\$/hr	20.06	20.67	21.29	21.94	22.62	23.28	24.01	24.72	24.98	25.22	25.47	25.73	26.25	26.25	26.25	27.06	27.87	28.71	29.58	30.5	31.41	32.37
2	\$3,513	\$3,619	\$3,731	\$3,842	\$3,957	\$4,076	\$4,201	\$4,329	\$4,372	\$4,415	\$4,460	\$4,505	\$4,596	\$4,596	\$4,596	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667
\$/yr	\$42,156	\$43,428	\$44,772	\$46,104	\$47,484	\$48,912	\$50,412	\$51,948	\$52,464	\$52,980	\$53,520	\$54,060	\$55,152	\$55,152	\$55,152	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004
\$/hr	20.27	20.88	21.53	22.17	22.83	23.52	24.24	24.98	25.22	25.47	25.73	25.99	26.52	26.52	26.52	27.32	28.15	29	29.89	30.78	31.72	32.69
3	\$3,548	\$3,656	\$3,766	\$3,880	\$3,996	\$4,119	\$4,243	\$4,372	\$4,415	\$4,460	\$4,505	\$4,550	\$4,642	\$4,642	\$4,642	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722
\$/yr	\$42,576	\$43,872	\$45,192	\$46,560	\$47,952	\$49,428	\$50,916	\$52,464	\$52,980	\$53,520	\$54,060	\$54,600	\$55,704	\$55,704	\$55,704	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664
\$/hr	20.47	21.09	21.73	22.38	23.05	23.76	24.48	25.22	25.47	25.73	25.99	26.25	26.78	26.78	26.78	27.6	28.44	29.28	30.18	31.1	32.05	33.01
4	\$3,582	\$3,691	\$3,803	\$3,920	\$4,035	\$4,161	\$4,284	\$4,415	\$4,460	\$4,505	\$4,550	\$4,596	\$4,690	\$4,690	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781
\$/yr	\$42,984	\$44,292	\$45,636	\$47,040	\$48,420	\$49,932	\$51,408	\$52,980	\$53,520	\$54,060	\$54,600	\$55,152	\$56,280	\$56,280	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372
\$/hr	20.67	21.29	21.94	22.62	23.28	24.01	24.72	25.47	25.73	25.99	26.25	26.52	27.06	27.06	27.06	27.87	28.71	29.58	30.5	31.41	32.37	33.35
5	\$3,619	\$3,731	\$3,842	\$3,957	\$4,076	\$4,201	\$4,329	\$4,460	\$4,505	\$4,550	\$4,596	\$4,642	\$4,735	\$4,735	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837
\$/yr	\$43,428	\$44,772	\$46,104	\$47,484	\$48,912	\$50,412	\$51,948	\$53,520	\$54,060	\$54,600	\$55,152	\$55,704	\$56,820	\$56,820	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044
\$/hr	20.88	21.53	22.17	22.83	23.52	24.24	24.98	25.73	25.99	26.25	26.52	26.78	27.32	27.32	27.32	28.15	29	29.89	30.78	31.72	32.69	33.68
6	\$3,656	\$3,766	\$3,880	\$3,996	\$4,119	\$4,243	\$4,372	\$4,505	\$4,550	\$4,596	\$4,642	\$4,690	\$4,784	\$4,784	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896
\$/yr	\$43,872	\$45,192	\$46,560	\$47,952	\$49,428	\$50,916	\$52,464	\$54,060	\$54,600	\$55,152	\$55,704	\$56,280	\$57,408	\$57,408	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752
\$/hr	21.09	21.73	22.38	23.05	23.76	24.48	25.22	25.99	26.25	26.52	26.78	27.06	27.6	27.6	27.6	28.44	29.28	30.18	31.1	32.05	33.01	34.02
7	\$3,691	\$3,803	\$3,920	\$4,035	\$4,161	\$4,284	\$4,415	\$4,550	\$4,596	\$4,642	\$4,690	\$4,735	\$4,830	\$4,830	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955
\$/yr	\$44,292	\$45,636	\$47,040	\$48,420	\$49,932	\$51,408	\$52,980	\$54,600	\$55,152	\$55,704	\$56,280	\$56,820	\$57,960	\$57,960	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460
\$/hr	21.29	21.94	22.62	23.28	24.01	24.72	25.47	26.25	26.52	26.78	27.06	27.32	27.87	27.87	27.87	28.71	29.58	30.5	31.41	32.37	33.35	34.36

8	\$3,731	\$3,842	\$3,957	\$4,076	\$4,201	\$4,329	\$4,460	\$4,596	\$4,642	\$4,690	\$4,735	\$4,784	\$4,879	\$4,879	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013
\$/yr	\$44,772	\$46,104	\$47,484	\$48,912	\$50,412	\$51,948	\$53,520	\$55,152	\$55,704	\$56,280	\$56,820	\$57,408	\$58,548	\$58,548	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156
\$/hr	21.53	22.17	22.83	23.52	24.24	24.98	25.73	26.52	26.78	27.06	27.32	27.6	28.15	28.15	28.15	29	29.89	30.78	31.72	32.69	33.68	34.69
9	\$3,766	\$3,880	\$3,996	\$4,119	\$4,243	\$4,372	\$4,505	\$4,642	\$4,690	\$4,735	\$4,784	\$4,830	\$4,929	\$4,929	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073
\$/yr	\$45,192	\$46,560	\$47,952	\$49,428	\$50,916	\$52,464	\$54,060	\$55,704	\$56,280	\$56,820	\$57,408	\$57,960	\$59,148	\$59,148	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876
\$/hr	21.73	22.38	23.05	23.76	24.48	25.22	25.99	26.78	27.06	27.32	27.6	27.87	28.44	28.44	28.44	29.28	30.18	31.1	32.05	33.01	34.02	35.04
10	\$3,803	\$3,920	\$4,035	\$4,161	\$4,284	\$4,415	\$4,550	\$4,690	\$4,735	\$4,784	\$4,830	\$4,879	\$4,976	\$4,976	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136
\$/yr	\$45,636	\$47,040	\$48,420	\$49,932	\$51,408	\$52,980	\$54,600	\$56,280	\$56,820	\$57,408	\$57,960	\$58,548	\$59,712	\$59,712	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632
\$/hr	21.94	22.62	23.28	24.01	24.72	25.47	26.25	27.06	27.32	27.6	27.87	28.15	28.71	28.71	28.71	29.58	30.5	31.41	32.37	33.35	34.36	35.4
11	\$3,842	\$3,957	\$4,076	\$4,201	\$4,329	\$4,460	\$4,596	\$4,735	\$4,784	\$4,830	\$4,879	\$4,929	\$5,027	\$5,027	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195
\$/yr	\$46,104	\$47,484	\$48,912	\$50,412	\$51,948	\$53,520	\$55,152	\$56,820	\$57,408	\$57,960	\$58,548	\$59,148	\$60,324	\$60,324	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340
\$/hr	22.17	22.83	23.52	24.24	24.98	25.73	26.52	27.32	27.6	27.87	28.15	28.44	29	29	29	29.89	30.78	31.72	32.69	33.68	34.69	35.74
12	\$3,880	\$3,996	\$4,119	\$4,243	\$4,372	\$4,505	\$4,642	\$4,784	\$4,830	\$4,879	\$4,929	\$4,976	\$5,076	\$5,076	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260
\$/yr	\$46,560	\$47,952	\$49,428	\$50,916	\$52,464	\$54,060	\$55,704	\$57,408	\$57,960	\$58,548	\$59,148	\$59,712	\$60,912	\$60,912	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120
\$/hr	22.38	23.05	23.76	24.48	25.22	25.99	26.78	27.6	27.87	28.15	28.44	28.71	29.28	29.28	29.28	30.18	31.1	32.05	33.01	34.02	35.04	36.12
13	\$3,920	\$4,035	\$4,161	\$4,284	\$4,415	\$4,550	\$4,690	\$4,830	\$4,879	\$4,929	\$4,976	\$5,027	\$5,128	\$5,128	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320
\$/yr	\$47,040	\$48,420	\$49,932	\$51,408	\$52,980	\$54,600	\$56,280	\$57,960	\$58,548	\$59,148	\$59,712	\$60,324	\$61,536	\$61,536	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840
\$/hr	22.62	23.28	24.01	24.72	25.47	26.25	27.06	27.87	28.15	28.44	28.71	29	29.58	29.58	29.58	30.5	31.41	32.37	33.35	34.36	35.4	36.46
14	\$3,957	\$4,076	\$4,201	\$4,329	\$4,460	\$4,596	\$4,735	\$4,879	\$4,929	\$4,976	\$5,027	\$5,076	\$5,181	\$5,181	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386
\$/yr	\$47,484	\$48,912	\$50,412	\$51,948	\$53,520	\$55,152	\$56,820	\$58,548	\$59,148	\$59,712	\$60,324	\$60,912	\$62,172	\$62,172	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632
\$/hr	22.83	23.52	24.24	24.98	25.73	26.52	27.32	28.15	28.44	28.71	29	29.28	29.89	29.89	29.89	30.78	31.72	32.69	33.68	34.69	35.74	36.84
15	\$3,996	\$4,119	\$4,243	\$4,372	\$4,505	\$4,642	\$4,784	\$4,929	\$4,976	\$5,027	\$5,076	\$5,128	\$5,231	\$5,231	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449
\$/yr	\$47,952	\$49,428	\$50,916	\$52,464	\$54,060	\$55,704	\$57,408	\$59,148	\$59,712	\$60,324	\$60,912	\$61,536	\$62,772	\$62,772	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388
\$/hr	23.05	23.76	24.48	25.22	25.99	26.78	27.6	28.44	28.71	29	29.28	29.58	30.18	30.18	30.18	31.1	32.05	33.01	34.02	35.04	36.12	37.21
16	\$4,035	\$4,161	\$4,284	\$4,415	\$4,550	\$4,690	\$4,830	\$4,976	\$5,027	\$5,076	\$5,128	\$5,181	\$5,287	\$5,287	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512
\$/yr	\$48,420	\$49,932	\$51,408	\$52,980	\$54,600	\$56,280	\$57,960	\$59,712	\$60,324	\$60,912	\$61,536	\$62,172	\$63,444	\$63,444	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144
\$/hr	23.28	24.01	24.72	25.47	26.25	27.06	27.87	28.71	29	29.28	29.58	29.89	30.5	30.5	30.5	31.41	32.37	33.35	34.36	35.4	36.46	37.57
17	\$4,076	\$4,201	\$4,329	\$4,460	\$4,596	\$4,735	\$4,879	\$5,027	\$5,076	\$5,128	\$5,181	\$5,231	\$5,336	\$5,336	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578

\$/yr	\$48,912	\$50,412	\$51,948	\$53,520	\$55,152	\$56,820	\$58,548	\$60,324	\$60,912	\$61,536	\$62,172	\$62,772	\$64,032	\$64,032	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936
\$/hr	23.52	24.24	24.98	25.73	26.52	27.32	28.15	29	29.28	29.58	29.89	30.18	30.78	30.78	30.78	31.72	32.69	33.68	34.69	35.74	36.84	37.95
18	\$4,119	\$4,243	\$4,372	\$4,505	\$4,642	\$4,784	\$4,929	\$5,076	\$5,128	\$5,181	\$5,231	\$5,287	\$5,391	\$5,391	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644
\$/yr	\$49,428	\$50,916	\$52,464	\$54,060	\$55,704	\$57,408	\$59,148	\$60,912	\$61,536	\$62,172	\$62,772	\$63,444	\$64,692	\$64,692	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728
\$/hr	23.76	24.48	25.22	25.99	26.78	27.6	28.44	29.28	29.58	29.89	30.18	30.5	31.1	31.1	31.1	32.05	33.01	34.02	35.04	36.12	37.21	38.33
19	\$4,161	\$4,284	\$4,415	\$4,550	\$4,690	\$4,830	\$4,976	\$5,128	\$5,181	\$5,231	\$5,287	\$5,336	\$5,445	\$5,445	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710
\$/yr	\$49,932	\$51,408	\$52,980	\$54,600	\$56,280	\$57,960	\$59,712	\$61,536	\$62,172	\$62,772	\$63,444	\$64,032	\$65,340	\$65,340	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520
\$/hr	24.01	24.72	25.47	26.25	27.06	27.87	28.71	29.58	29.89	30.18	30.5	30.78	31.41	31.41	31.41	32.37	33.35	34.36	35.4	36.46	37.57	38.71
20	\$4,201	\$4,329	\$4,460	\$4,596	\$4,735	\$4,879	\$5,027	\$5,181	\$5,231	\$5,287	\$5,336	\$5,391	\$5,498	\$5,498	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774
\$/yr	\$50,412	\$51,948	\$53,520	\$55,152	\$56,820	\$58,548	\$60,324	\$62,172	\$62,772	\$63,444	\$64,032	\$64,692	\$65,976	\$65,976	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288
\$/hr	24.24	24.98	25.73	26.52	27.32	28.15	29	29.89	30.18	30.5	30.78	31.1	31.72	31.72	31.72	32.69	33.68	34.69	35.74	36.84	37.95	39.08
21	\$4,243	\$4,372	\$4,505	\$4,642	\$4,784	\$4,929	\$5,076	\$5,231	\$5,287	\$5,336	\$5,391	\$5,445	\$5,556	\$5,556	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843
\$/yr	\$50,916	\$52,464	\$54,060	\$55,704	\$57,408	\$59,148	\$60,912	\$62,772	\$63,444	\$64,032	\$64,692	\$65,340	\$66,672	\$66,672	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116
\$/hr	24.48	25.22	25.99	26.78	27.6	28.44	29.28	30.18	30.5	30.78	31.1	31.41	32.05	32.05	32.05	33.01	34.02	35.04	36.12	37.21	38.33	39.48
22	\$4,284	\$4,415	\$4,550	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,336	\$5,391	\$5,445	\$5,498	\$5,611	\$5,611	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912
\$/yr	\$51,408	\$52,980	\$54,600	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$64,032	\$64,692	\$65,340	\$65,976	\$67,332	\$67,332	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944
\$/hr	24.72	25.47	26.25	27.06	27.87	28.71	29.58	30.5	30.78	31.1	31.41	31.72	32.37	32.37	32.37	33.35	34.36	35.4	36.46	37.57	38.71	39.88
23	\$4,329	\$4,460	\$4,596	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,391	\$5,445	\$5,498	\$5,556	\$5,667	\$5,667	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981
\$/yr	\$51,948	\$53,520	\$55,152	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$64,692	\$65,340	\$65,976	\$66,672	\$68,004	\$68,004	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772
\$/hr	24.98	25.73	26.52	27.32	28.15	29	29.89	30.78	31.1	31.41	31.72	32.05	32.69	32.69	32.69	33.68	34.69	35.74	36.84	37.95	39.08	40.28
24	\$4,372	\$4,505	\$4,642	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,445	\$5,498	\$5,556	\$5,611	\$5,722	\$5,722	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049
\$/yr	\$52,464	\$54,060	\$55,704	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$65,340	\$65,976	\$66,672	\$67,332	\$68,664	\$68,664	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588
\$/hr	25.22	25.99	26.78	27.6	28.44	29.28	30.18	31.1	31.41	31.72	32.05	32.37	33.01	33.01	33.01	34.02	35.04	36.12	37.21	38.33	39.48	40.67
25	\$4,415	\$4,550	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,498	\$5,556	\$5,611	\$5,667	\$5,781	\$5,781	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120
\$/yr	\$52,980	\$54,600	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$65,976	\$66,672	\$67,332	\$68,004	\$69,372	\$69,372	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440
\$/hr	25.47	26.25	27.06	27.87	28.71	29.58	30.5	31.41	31.72	32.05	32.37	32.69	33.35	33.35	33.35	34.36	35.4	36.46	37.57	38.71	39.88	41.08
26	\$4,460	\$4,596	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,556	\$5,611	\$5,667	\$5,722	\$5,837	\$5,837	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192
\$/yr	\$53,520	\$55,152	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$66,672	\$67,332	\$68,004	\$68,664	\$70,044	\$70,044	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304

\$/hr	25.73	26.52	27.32	28.15	29	29.89	30.78	31.72	32.05	32.37	32.69	33.01	33.68	33.68	33.68	34.69	35.74	36.84	37.95	39.08	40.28	41.49
27	\$4,505	\$4,642	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,611	\$5,667	\$5,722	\$5,781	\$5,896	\$5,896	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263
\$/yr	\$54,060	\$55,704	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$67,332	\$68,004	\$68,664	\$69,372	\$70,752	\$70,752	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156
\$/hr	25.99	26.78	27.6	28.44	29.28	30.18	31.1	32.05	32.37	32.69	33.01	33.35	34.02	34.02	34.02	35.04	36.12	37.21	38.33	39.48	40.67	41.9
28	\$4,550	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,667	\$5,722	\$5,781	\$5,837	\$5,955	\$5,955	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340
\$/yr	\$54,600	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$68,004	\$68,664	\$69,372	\$70,044	\$71,460	\$71,460	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080
\$/hr	26.25	27.06	27.87	28.71	29.58	30.5	31.41	32.37	32.69	33.01	33.35	33.68	34.36	34.36	34.36	35.4	36.46	37.57	38.71	39.88	41.08	42.35
29	\$4,596	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,722	\$5,781	\$5,837	\$5,896	\$6,013	\$6,013	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411
\$/yr	\$55,152	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$68,664	\$69,372	\$70,044	\$70,752	\$72,156	\$72,156	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932
\$/hr	26.52	27.32	28.15	29	29.89	30.78	31.72	32.69	33.01	33.35	33.68	34.02	34.69	34.69	34.69	35.74	36.84	37.95	39.08	40.28	41.49	42.76
30	\$4,642	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,781	\$5,837	\$5,896	\$5,955	\$6,073	\$6,073	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486
\$/yr	\$55,704	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$69,372	\$70,044	\$70,752	\$71,460	\$72,876	\$72,876	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832
\$/hr	26.78	27.6	28.44	29.28	30.18	31.1	32.05	33.01	33.35	33.68	34.02	34.36	35.04	35.04	35.04	36.12	37.21	38.33	39.48	40.67	41.9	43.19
31	\$4,690	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,837	\$5,896	\$5,955	\$6,013	\$6,136	\$6,136	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,568
\$/yr	\$56,280	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$70,044	\$70,752	\$71,460	\$72,156	\$73,632	\$73,632	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696
\$/hr	27.06	27.87	28.71	29.58	30.5	31.41	32.37	33.35	33.68	34.02	34.36	34.69	35.4	35.4	35.4	36.46	37.57	38.71	39.88	41.08	42.35	43.6
32	\$4,735	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$5,896	\$5,955	\$6,013	\$6,073	\$6,195	\$6,195	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637
\$/yr	\$56,820	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$70,752	\$71,460	\$72,156	\$72,876	\$74,340	\$74,340	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644
\$/hr	27.32	28.15	29	29.89	30.78	31.72	32.69	33.68	34.02	34.36	34.69	35.04	35.74	35.74	35.74	36.84	37.95	39.08	40.28	41.49	42.76	44.06
33	\$4,784	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$5,955	\$6,013	\$6,073	\$6,136	\$6,260	\$6,260	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711
\$/yr	\$57,408	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$71,460	\$72,156	\$72,876	\$73,632	\$75,120	\$75,120	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532
\$/hr	27.6	28.44	29.28	30.18	31.1	32.05	33.01	34.02	34.36	34.69	35.04	35.4	36.12	36.12	36.12	37.21	38.33	39.48	40.67	41.9	43.19	44.49
34	\$4,830	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,013	\$6,073	\$6,136	\$6,195	\$6,320	\$6,320	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,568	\$7,788
\$/yr	\$57,960	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$72,156	\$72,876	\$73,632	\$74,340	\$75,840	\$75,840	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456
\$/hr	27.87	28.71	29.58	30.5	31.41	32.37	33.35	34.36	34.69	35.04	35.4	35.74	36.46	36.46	36.46	37.57	38.71	39.88	41.08	42.35	43.6	44.93
35	\$4,879	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,073	\$6,136	\$6,195	\$6,260	\$6,386	\$6,386	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866
\$/yr	\$58,548	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$72,876	\$73,632	\$74,340	\$75,120	\$76,632	\$76,632	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392
\$/hr	28.15	29	29.89	30.78	31.72	32.69	33.68	34.69	35.04	35.4	35.74	36.12	36.84	36.84	36.84	37.95	39.08	40.28	41.49	42.76	44.06	45.38

36	\$4,929	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,136	\$6,195	\$6,260	\$6,320	\$6,449	\$6,449	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946
\$/yr	\$59,148	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$73,632	\$74,340	\$75,120	\$75,840	\$77,388	\$77,388	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352
\$/hr	28.44	29.28	30.18	31.1	32.05	33.01	34.02	35.04	35.4	35.74	36.12	36.46	37.21	37.21	37.21	38.33	39.48	40.67	41.9	43.19	44.49	45.84
37	\$4,976	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,195	\$6,260	\$6,320	\$6,386	\$6,512	\$6,512	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025
\$/yr	\$59,712	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$74,340	\$75,120	\$75,840	\$76,632	\$78,144	\$78,144	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300
\$/hr	28.71	29.58	30.5	31.41	32.37	33.35	34.36	35.4	35.74	36.12	36.46	36.84	37.57	37.57	37.57	38.71	39.88	41.08	42.35	43.6	44.93	46.3
38	\$5,027	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,260	\$6,320	\$6,386	\$6,449	\$6,578	\$6,578	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103
\$/yr	\$60,324	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$75,120	\$75,840	\$76,632	\$77,388	\$78,936	\$78,936	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236
\$/hr	29	29.89	30.78	31.72	32.69	33.68	34.69	35.74	36.12	36.46	36.84	37.21	37.95	37.95	37.95	39.08	40.28	41.49	42.76	44.06	45.38	46.75
39	\$5,076	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,320	\$6,386	\$6,449	\$6,512	\$6,644	\$6,644	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188
\$/yr	\$60,912	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$75,840	\$76,632	\$77,388	\$78,144	\$79,728	\$79,728	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256
\$/hr	29.28	30.18	31.1	32.05	33.01	34.02	35.04	36.12	36.46	36.84	37.21	37.57	38.33	38.33	38.33	39.48	40.67	41.9	43.19	44.49	45.84	47.24
40	\$5,128	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,386	\$6,449	\$6,512	\$6,578	\$6,710	\$6,710	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267
\$/yr	\$61,536	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$76,632	\$77,388	\$78,144	\$78,936	\$80,520	\$80,520	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204
\$/hr	29.58	30.5	31.41	32.37	33.35	34.36	35.4	36.46	36.84	37.21	37.57	37.95	38.71	38.71	38.71	39.88	41.08	42.35	43.6	44.93	46.3	47.69
41	\$5,181	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,449	\$6,512	\$6,578	\$6,644	\$6,774	\$6,774	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353
\$/yr	\$62,172	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$77,388	\$78,144	\$78,936	\$79,728	\$81,288	\$81,288	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236
\$/hr	29.89	30.78	31.72	32.69	33.68	34.69	35.74	36.84	37.21	37.57	37.95	38.33	39.08	39.08	39.08	40.28	41.49	42.76	44.06	45.38	46.75	48.19
42	\$5,231	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,512	\$6,578	\$6,644	\$6,710	\$6,843	\$6,843	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435
\$/yr	\$62,772	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$78,144	\$78,936	\$79,728	\$80,520	\$82,116	\$82,116	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220
\$/hr	30.18	31.1	32.05	33.01	34.02	35.04	36.12	37.21	37.57	37.95	38.33	38.71	39.48	39.48	39.48	40.67	41.9	43.19	44.49	45.84	47.24	48.66
43	\$5,287	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,578	\$6,644	\$6,710	\$6,774	\$6,912	\$6,912	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519
\$/yr	\$63,444	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$78,936	\$79,728	\$80,520	\$81,288	\$82,944	\$82,944	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228
\$/hr	30.5	31.41	32.37	33.35	34.36	35.4	36.46	37.57	37.95	38.33	38.71	39.08	39.88	39.88	39.88	41.08	42.35	43.6	44.93	46.3	47.69	49.15
44	\$5,336	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,644	\$6,710	\$6,774	\$6,843	\$6,981	\$6,981	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605
\$/yr	\$64,032	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$79,728	\$80,520	\$81,288	\$82,116	\$83,772	\$83,772	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260
\$/hr	30.78	31.72	32.69	33.68	34.69	35.74	36.84	37.95	38.33	38.71	39.08	39.48	40.28	40.28	40.28	41.49	42.76	44.06	45.38	46.75	48.19	49.64
45	\$5,391	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,710	\$6,774	\$6,843	\$6,912	\$7,049	\$7,049	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689

\$/yr	\$64,692	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$80,520	\$81,288	\$82,116	\$82,944	\$84,588	\$84,588	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268
\$/hr	31.1	32.05	33.01	34.02	35.04	36.12	37.21	38.33	38.71	39.08	39.48	39.88	40.67	40.67	40.67	41.9	43.19	44.49	45.84	47.24	48.66	50.13
46	\$5,445	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,774	\$6,843	\$6,912	\$6,981	\$7,120	\$7,120	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777
\$/yr	\$65,340	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$81,288	\$82,116	\$82,944	\$83,772	\$85,440	\$85,440	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324
\$/hr	31.41	32.37	33.35	34.36	35.4	36.46	37.57	38.71	39.08	39.48	39.88	40.28	41.08	41.08	41.08	42.35	43.6	44.93	46.3	47.69	49.15	50.64
47	\$5,498	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,843	\$6,912	\$6,981	\$7,049	\$7,192	\$7,192	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865
\$/yr	\$65,976	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$82,116	\$82,944	\$83,772	\$84,588	\$86,304	\$86,304	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380
\$/hr	31.72	32.69	33.68	34.69	35.74	36.84	37.95	39.08	39.48	39.88	40.28	40.67	41.49	41.49	41.49	42.76	44.06	45.38	46.75	48.19	49.64	51.14
48	\$5,556	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$6,912	\$6,981	\$7,049	\$7,120	\$7,263	\$7,263	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955
\$/yr	\$66,672	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$82,944	\$83,772	\$84,588	\$85,440	\$87,156	\$87,156	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460
\$/hr	32.05	33.01	34.02	35.04	36.12	37.21	38.33	39.48	39.88	40.28	40.67	41.08	41.9	41.9	41.9	43.19	44.49	45.84	47.24	48.66	50.13	51.66
49	\$5,611	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$6,981	\$7,049	\$7,120	\$7,192	\$7,340	\$7,340	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041
\$/yr	\$67,332	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$83,772	\$84,588	\$85,440	\$86,304	\$88,080	\$88,080	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492
\$/hr	32.37	33.35	34.36	35.4	36.46	37.57	38.71	39.88	40.28	40.67	41.08	41.49	42.35	42.35	42.35	43.6	44.93	46.3	47.69	49.15	50.64	52.16
50	\$5,667	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,049	\$7,120	\$7,192	\$7,263	\$7,411	\$7,411	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133
\$/yr	\$68,004	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$84,588	\$85,440	\$86,304	\$87,156	\$88,932	\$88,932	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596
\$/hr	32.69	33.68	34.69	35.74	36.84	37.95	39.08	40.28	40.67	41.08	41.49	41.9	42.76	42.76	42.76	44.06	45.38	46.75	48.19	49.64	51.14	52.69
51	\$5,722	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,120	\$7,192	\$7,263	\$7,340	\$7,486	\$7,486	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226
\$/yr	\$68,664	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$85,440	\$86,304	\$87,156	\$88,080	\$89,832	\$89,832	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712
\$/hr	33.01	34.02	35.04	36.12	37.21	38.33	39.48	40.67	41.08	41.49	41.9	42.35	43.19	43.19	43.19	44.49	45.84	47.24	48.66	50.13	51.66	53.23
52	\$5,781	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,192	\$7,263	\$7,340	\$7,411	\$7,558	\$7,558	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317
\$/yr	\$69,372	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$86,304	\$87,156	\$88,080	\$88,932	\$90,696	\$90,696	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804
\$/hr	33.35	34.36	35.4	36.46	37.57	38.71	39.88	41.08	41.49	41.9	42.35	42.76	43.6	43.6	43.6	44.93	46.3	47.69	49.15	50.64	52.16	53.75
53	\$5,837	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,263	\$7,340	\$7,411	\$7,486	\$7,637	\$7,637	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413
\$/yr	\$70,044	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$87,156	\$88,080	\$88,932	\$89,832	\$91,644	\$91,644	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956
\$/hr	33.68	34.69	35.74	36.84	37.95	39.08	40.28	41.49	41.9	42.35	42.76	43.19	44.06	44.06	44.06	45.38	46.75	48.19	49.64	51.14	52.69	54.31
54	\$5,896	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,340	\$7,411	\$7,486	\$7,558	\$7,711	\$7,711	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504
\$/yr	\$70,752	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$88,080	\$88,932	\$89,832	\$90,696	\$92,532	\$92,532	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048

\$/hr	34.02	35.04	36.12	37.21	38.33	39.48	40.67	41.9	42.35	42.76	43.19	43.6	44.49	44.49	44.49	45.84	47.24	48.66	50.13	51.66	53.23	54.83
55	\$5,955	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,411	\$7,486	\$7,558	\$7,637	\$7,788	\$7,788	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599
\$/yr	\$71,460	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$89,932	\$89,832	\$90,696	\$91,644	\$93,456	\$93,456	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188
\$/hr	34.36	35.4	36.46	37.57	38.71	39.88	41.08	42.35	42.76	43.19	43.6	44.06	44.93	44.93	44.93	46.3	47.69	49.15	50.64	52.16	53.75	55.38
56	\$6,013	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,486	\$7,558	\$7,637	\$7,711	\$7,866	\$7,866	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695
\$/yr	\$72,156	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$89,832	\$90,696	\$91,644	\$92,532	\$94,392	\$94,392	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340
\$/hr	34.69	35.74	36.84	37.95	39.08	40.28	41.49	42.76	43.19	43.6	44.06	44.49	45.38	45.38	45.38	46.75	48.19	49.64	51.14	52.69	54.31	55.93
57	\$6,073	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,558	\$7,637	\$7,711	\$7,788	\$7,946	\$7,946	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792
\$/yr	\$72,876	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$90,696	\$91,644	\$92,532	\$93,456	\$95,352	\$95,352	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504
\$/hr	35.04	36.12	37.21	38.33	39.48	40.67	41.9	43.19	43.6	44.06	44.49	44.93	45.84	45.84	45.84	47.24	48.66	50.13	51.66	53.23	54.83	56.49
58	\$6,136	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,637	\$7,711	\$7,788	\$7,866	\$8,025	\$8,025	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890
\$/yr	\$73,632	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$91,644	\$92,532	\$93,456	\$94,392	\$96,300	\$96,300	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680
\$/hr	35.4	36.46	37.57	38.71	39.88	41.08	42.35	43.6	44.06	44.49	44.93	45.38	46.3	46.3	46.3	47.69	49.15	50.64	52.16	53.75	55.38	57.06
59	\$6,195	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,711	\$7,788	\$7,866	\$7,946	\$8,103	\$8,103	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990
\$/yr	\$74,340	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$92,532	\$93,456	\$94,392	\$95,352	\$97,236	\$97,236	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880
\$/hr	35.74	36.84	37.95	39.08	40.28	41.49	42.76	44.06	44.49	44.93	45.38	45.84	46.75	46.75	46.75	48.19	49.64	51.14	52.69	54.31	55.93	57.63
60	\$6,260	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,788	\$7,866	\$7,946	\$8,025	\$8,188	\$8,188	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089
\$/yr	\$75,120	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$93,456	\$94,392	\$95,352	\$96,300	\$98,256	\$98,256	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068
\$/hr	36.12	37.21	38.33	39.48	40.67	41.9	43.19	44.49	44.93	45.38	45.84	46.3	47.24	47.24	47.24	48.66	50.13	51.66	53.23	54.83	56.49	58.21
61	\$6,320	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$7,866	\$7,946	\$8,025	\$8,103	\$8,267	\$8,267	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189
\$/yr	\$75,840	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$94,392	\$95,352	\$96,300	\$97,236	\$99,204	\$99,204	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268
\$/hr	36.46	37.57	38.71	39.88	41.08	42.35	43.6	44.93	45.38	45.84	46.3	46.75	47.69	47.69	47.69	49.15	50.64	52.16	53.75	55.38	57.06	58.78
62	\$6,386	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$7,946	\$8,025	\$8,103	\$8,188	\$8,353	\$8,353	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990	\$10,292
\$/yr	\$76,632	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$95,352	\$96,300	\$97,236	\$98,256	\$100,236	\$100,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880	\$123,504
\$/hr	36.84	37.95	39.08	40.28	41.49	42.76	44.06	45.38	45.84	46.3	46.75	47.24	48.19	48.19	48.19	49.64	51.14	52.69	54.31	55.93	57.63	59.38
63	\$6,449	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,025	\$8,103	\$8,188	\$8,267	\$8,435	\$8,435	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089	\$10,394
\$/yr	\$77,388	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$96,300	\$97,236	\$98,256	\$99,204	\$101,220	\$101,220	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068	\$124,728
\$/hr	37.21	38.33	39.48	40.67	41.9	43.19	44.49	45.84	46.3	46.75	47.24	47.69	48.66	48.66	48.66	50.13	51.66	53.23	54.83	56.49	58.21	59.97

64	\$6,512	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,103	\$8,188	\$8,267	\$8,353	\$8,519	\$8,519	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189	\$10,500
\$/yr	\$78,144	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$97,236	\$98,256	\$99,204	\$100,236	\$102,228	\$102,228	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268	\$126,000
\$/hr	37.57	38.71	39.88	41.08	42.35	43.6	44.93	46.3	46.75	47.24	47.69	48.19	49.15	49.15	49.15	50.64	52.16	53.75	55.38	57.06	58.78	60.58
65	\$6,578	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,188	\$8,267	\$8,353	\$8,435	\$8,605	\$8,605	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990	\$10,292	\$10,604
\$/yr	\$78,936	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$98,256	\$99,204	\$100,236	\$101,220	\$103,260	\$103,260	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880	\$123,504	\$127,248
\$/hr	37.95	39.08	40.28	41.49	42.76	44.06	45.38	46.75	47.24	47.69	48.19	48.66	49.64	49.64	49.64	51.14	52.69	54.31	55.93	57.63	59.38	61.18
66	\$6,644	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,267	\$8,353	\$8,435	\$8,519	\$8,689	\$8,689	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089	\$10,394	\$10,711
\$/yr	\$79,728	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$99,204	\$100,236	\$101,220	\$102,228	\$104,268	\$104,268	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068	\$124,728	\$128,532
\$/hr	38.33	39.48	40.67	41.9	43.19	44.49	45.84	47.24	47.69	48.19	48.66	49.15	50.13	50.13	50.13	51.66	53.23	54.83	56.49	58.21	59.97	61.79
67	\$6,710	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,353	\$8,435	\$8,519	\$8,605	\$8,777	\$8,777	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189	\$10,500	\$10,816
\$/yr	\$80,520	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$100,236	\$101,220	\$102,228	\$103,260	\$105,324	\$105,324	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268	\$126,000	\$129,792
\$/hr	38.71	39.88	41.08	42.35	43.6	44.93	46.3	47.69	48.19	48.66	49.15	49.64	50.64	50.64	50.64	52.16	53.75	55.38	57.06	58.78	60.58	62.4
68	\$6,774	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,435	\$8,519	\$8,605	\$8,689	\$8,865	\$8,865	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990	\$10,292	\$10,604	\$10,925
\$/yr	\$81,288	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$101,220	\$102,228	\$103,260	\$104,268	\$106,380	\$106,380	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880	\$123,504	\$127,248	\$131,100
\$/hr	39.08	40.28	41.49	42.76	44.06	45.38	46.75	48.19	48.66	49.15	49.64	50.13	51.14	51.14	51.14	52.69	54.31	55.93	57.63	59.38	61.18	63.03
69	\$6,843	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,519	\$8,605	\$8,689	\$8,777	\$8,955	\$8,955	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089	\$10,394	\$10,711	\$11,034
\$/yr	\$82,116	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$102,228	\$103,260	\$104,268	\$105,324	\$107,460	\$107,460	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068	\$124,728	\$128,532	\$132,408
\$/hr	39.48	40.67	41.9	43.19	44.49	45.84	47.24	48.66	49.15	49.64	50.13	50.64	51.66	51.66	51.66	53.23	54.83	56.49	58.21	59.97	61.79	63.66
70	\$6,912	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,605	\$8,689	\$8,777	\$8,865	\$9,041	\$9,041	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189	\$10,500	\$10,816	\$11,144
\$/yr	\$82,944	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$103,260	\$104,268	\$105,324	\$106,380	\$108,492	\$108,492	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268	\$126,000	\$129,792	\$133,728
\$/hr	39.88	41.08	42.35	43.6	44.93	46.3	47.69	49.15	49.64	50.13	50.64	51.14	52.16	52.16	52.16	53.75	55.38	57.06	58.78	60.58	62.4	64.29
71	\$6,981	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,689	\$8,777	\$8,865	\$8,955	\$9,133	\$9,133	\$9,133	\$9,413	\$9,695	\$9,990	\$10,292	\$10,604	\$10,925	\$11,256
\$/yr	\$83,772	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$104,268	\$105,324	\$106,380	\$107,460	\$109,596	\$109,596	\$109,596	\$112,956	\$116,340	\$119,880	\$123,504	\$127,248	\$131,100	\$135,072
\$/hr	40.28	41.49	42.76	44.06	45.38	46.75	48.19	49.64	50.13	50.64	51.14	51.66	52.69	52.69	52.69	54.31	55.93	57.63	59.38	61.18	63.03	64.94
72	\$7,049	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,777	\$8,865	\$8,955	\$9,041	\$9,226	\$9,226	\$9,226	\$9,504	\$9,792	\$10,089	\$10,394	\$10,711	\$11,034	\$11,369
\$/yr	\$84,588	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$105,324	\$106,380	\$107,460	\$108,492	\$110,712	\$110,712	\$110,712	\$114,048	\$117,504	\$121,068	\$124,728	\$128,532	\$132,408	\$136,428
\$/hr	40.67	41.9	43.19	44.49	45.84	47.24	48.66	50.13	50.64	51.14	51.66	52.16	53.23	53.23	53.23	54.83	56.49	58.21	59.97	61.79	63.66	65.59
73	\$7,120	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$8,865	\$8,955	\$9,041	\$9,133	\$9,317	\$9,317	\$9,317	\$9,599	\$9,890	\$10,189	\$10,500	\$10,816	\$11,144	\$11,481

\$/yr	\$85,440	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$106,380	\$107,460	\$108,492	\$109,596	\$111,804	\$111,804	\$111,804	\$115,188	\$118,680	\$122,268	\$126,000	\$129,792	\$133,728	\$137,772
\$/hr	41.08	42.35	43.6	44.93	46.3	47.69	49.15	50.64	51.14	51.66	52.16	52.69	53.75	53.75	53.75	55.38	57.06	58.78	60.58	62.4	64.29	66.24
74	\$7,192	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$8,955	\$9,041	\$9,133	\$9,226	\$9,413	\$9,413	\$9,413	\$9,695	\$9,990	\$10,292	\$10,604	\$10,925	\$11,256	\$11,598
\$/yr	\$86,304	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$107,460	\$108,492	\$109,596	\$110,712	\$112,956	\$112,956	\$112,956	\$116,340	\$119,880	\$123,504	\$127,248	\$131,100	\$135,072	\$139,176
\$/hr	41.49	42.76	44.06	45.38	46.75	48.19	49.64	51.14	51.66	52.16	52.69	53.23	54.31	54.31	54.31	55.93	57.63	59.38	61.18	63.03	64.94	66.91
75	\$7,263	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,041	\$9,133	\$9,226	\$9,317	\$9,504	\$9,504	\$9,504	\$9,792	\$10,089	\$10,394	\$10,711	\$11,034	\$11,369	\$11,713
\$/yr	\$87,156	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$108,492	\$109,596	\$110,712	\$111,804	\$114,048	\$114,048	\$114,048	\$117,504	\$121,068	\$124,728	\$128,532	\$132,408	\$136,428	\$140,556
\$/hr	41.9	43.19	44.49	45.84	47.24	48.66	50.13	51.66	52.16	52.69	53.23	53.75	54.83	54.83	54.83	56.49	58.21	59.97	61.79	63.66	65.59	67.58
76	\$7,340	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,133	\$9,226	\$9,317	\$9,413	\$9,599	\$9,599	\$9,599	\$9,890	\$10,189	\$10,500	\$10,816	\$11,144	\$11,481	\$11,829
\$/yr	\$88,080	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$109,596	\$110,712	\$111,804	\$112,956	\$115,188	\$115,188	\$115,188	\$118,680	\$122,268	\$126,000	\$129,792	\$133,728	\$137,772	\$141,948
\$/hr	42.35	43.6	44.93	46.3	47.69	49.15	50.64	52.16	52.69	53.23	53.75	54.31	55.38	55.38	55.38	57.06	58.78	60.58	62.4	64.29	66.24	68.24
77	\$7,411	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,226	\$9,317	\$9,413	\$9,504	\$9,695	\$9,695	\$9,695	\$9,990	\$10,292	\$10,604	\$10,925	\$11,256	\$11,598	\$11,948
\$/yr	\$88,932	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$110,712	\$111,804	\$112,956	\$114,048	\$116,340	\$116,340	\$116,340	\$119,880	\$123,504	\$127,248	\$131,100	\$135,072	\$139,176	\$143,376
\$/hr	42.76	44.06	45.38	46.75	48.19	49.64	51.14	52.69	53.23	53.75	54.31	54.83	55.93	55.93	55.93	57.63	59.38	61.18	63.03	64.94	66.91	68.93
78	\$7,486	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,317	\$9,413	\$9,504	\$9,599	\$9,792	\$9,792	\$9,792	\$10,089	\$10,394	\$10,711	\$11,034	\$11,369	\$11,713	\$12,068
\$/yr	\$89,832	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$111,804	\$112,956	\$114,048	\$115,188	\$117,504	\$117,504	\$117,504	\$121,068	\$124,728	\$128,532	\$132,408	\$136,428	\$140,556	\$144,816
\$/hr	43.19	44.49	45.84	47.24	48.66	50.13	51.66	53.23	53.75	54.31	54.83	55.38	56.49	56.49	56.49	58.21	59.97	61.79	63.66	65.59	67.58	69.62
79	\$7,558	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,413	\$9,504	\$9,599	\$9,695	\$9,890	\$9,890	\$9,890	\$10,189	\$10,500	\$10,816	\$11,144	\$11,481	\$11,829	\$12,190
\$/yr	\$90,696	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$112,956	\$114,048	\$115,188	\$116,340	\$118,680	\$118,680	\$118,680	\$122,268	\$126,000	\$129,792	\$133,728	\$137,772	\$141,948	\$146,280
\$/hr	43.6	44.93	46.3	47.69	49.15	50.64	52.16	53.75	54.31	54.83	55.38	55.93	57.06	57.06	57.06	58.78	60.58	62.4	64.29	66.24	68.24	70.33
80	\$7,637	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,504	\$9,599	\$9,695	\$9,792	\$9,990	\$9,990	\$9,990	\$10,292	\$10,604	\$10,925	\$11,256	\$11,598	\$11,948	\$12,310
\$/yr	\$91,644	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$114,048	\$115,188	\$116,340	\$117,504	\$119,880	\$119,880	\$119,880	\$123,504	\$127,248	\$131,100	\$135,072	\$139,176	\$143,376	\$147,720
\$/hr	44.06	45.38	46.75	48.19	49.64	51.14	52.69	54.31	54.83	55.38	55.93	56.49	57.63	57.63	57.63	59.38	61.18	63.03	64.94	66.91	68.93	71.02
81	\$7,711	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,599	\$9,695	\$9,792	\$9,890	\$10,089	\$10,089	\$10,089	\$10,394	\$10,711	\$11,034	\$11,369	\$11,713	\$12,068	\$12,432
\$/yr	\$92,532	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$115,188	\$116,340	\$117,504	\$118,680	\$121,068	\$121,068	\$121,068	\$124,728	\$128,532	\$132,408	\$136,428	\$140,556	\$144,816	\$149,184
\$/hr	44.49	45.84	47.24	48.66	50.13	51.66	53.23	54.83	55.38	55.93	56.49	57.06	58.21	58.21	58.21	59.97	61.79	63.66	65.59	67.58	69.62	71.72
82	\$7,788	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,695	\$9,792	\$9,890	\$9,990	\$10,189	\$10,189	\$10,189	\$10,500	\$10,816	\$11,144	\$11,481	\$11,829	\$12,190	\$12,558
\$/yr	\$93,456	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$116,340	\$117,504	\$118,680	\$119,880	\$122,268	\$122,268	\$122,268	\$126,000	\$129,792	\$133,728	\$137,772	\$141,948	\$146,280	\$150,696

\$/hr	44.93	46.3	47.69	49.15	50.64	52.16	53.75	55.38	55.93	56.49	57.06	57.63	58.78	58.78	58.78	60.58	62.4	64.29	66.24	68.24	70.33	72.45
83	\$7,866	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,792	\$9,890	\$9,990	\$10,089	\$10,292	\$10,292	\$10,292	\$10,604	\$10,925	\$11,256	\$11,598	\$11,948	\$12,310	\$12,684
\$/yr	\$94,392	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$117,504	\$118,680	\$119,880	\$121,068	\$123,504	\$123,504	\$123,504	\$127,248	\$131,100	\$135,072	\$139,176	\$143,376	\$147,720	\$152,208
\$/hr	45.38	46.75	48.19	49.64	51.14	52.69	54.31	55.93	56.49	57.06	57.63	58.21	59.38	59.38	59.38	61.18	63.03	64.94	66.91	68.93	71.02	73.18
84	\$7,946	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$9,890	\$9,990	\$10,089	\$10,189	\$10,394	\$10,394	\$10,394	\$10,711	\$11,034	\$11,369	\$11,713	\$12,068	\$12,432	\$12,809
\$/yr	\$95,352	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$118,680	\$119,880	\$121,068	\$122,268	\$124,728	\$124,728	\$124,728	\$128,532	\$132,408	\$136,428	\$140,556	\$144,816	\$149,184	\$153,708
\$/hr	45.84	47.24	48.66	50.13	51.66	53.23	54.83	56.49	57.06	57.63	58.21	58.78	59.97	59.97	59.97	61.79	63.66	65.59	67.58	69.62	71.72	73.9
85	\$8,025	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$9,990	\$10,089	\$10,189	\$10,292	\$10,500	\$10,500	\$10,500	\$10,816	\$11,144	\$11,481	\$11,829	\$12,190	\$12,558	\$12,937
\$/yr	\$96,300	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$119,880	\$121,068	\$122,268	\$123,504	\$126,000	\$126,000	\$126,000	\$129,792	\$133,728	\$137,772	\$141,948	\$146,280	\$150,696	\$155,244
\$/hr	46.3	47.69	49.15	50.64	52.16	53.75	55.38	57.06	57.63	58.21	58.78	59.38	60.58	60.58	60.58	62.4	64.29	66.24	68.24	70.33	72.45	74.64
86	\$8,103	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990	\$10,089	\$10,189	\$10,292	\$10,394	\$10,604	\$10,604	\$10,604	\$10,925	\$11,256	\$11,598	\$11,948	\$12,310	\$12,684	\$13,068
\$/yr	\$97,236	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880	\$121,068	\$122,268	\$123,504	\$124,728	\$127,248	\$127,248	\$127,248	\$131,100	\$135,072	\$139,176	\$143,376	\$147,720	\$152,208	\$156,816
\$/hr	46.75	48.19	49.64	51.14	52.69	54.31	55.93	57.63	58.21	58.78	59.38	59.97	61.18	61.18	61.18	63.03	64.94	66.91	68.93	71.02	73.18	75.39
87	\$8,188	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089	\$10,189	\$10,292	\$10,394	\$10,500	\$10,711	\$10,711	\$10,711	\$11,034	\$11,369	\$11,713	\$12,068	\$12,432	\$12,809	\$13,201
\$/yr	\$98,256	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068	\$122,268	\$123,504	\$124,728	\$126,000	\$128,532	\$128,532	\$128,532	\$132,408	\$136,428	\$140,556	\$144,816	\$149,184	\$153,708	\$158,412
\$/hr	47.24	48.66	50.13	51.66	53.23	54.83	56.49	58.21	58.78	59.38	59.97	60.58	61.79	61.79	61.79	63.66	65.59	67.58	69.62	71.72	73.9	76.16
88	\$8,267	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189	\$10,292	\$10,394	\$10,500	\$10,604	\$10,816	\$10,816	\$10,816	\$11,144	\$11,481	\$11,829	\$12,190	\$12,558	\$12,937	\$13,333
\$/yr	\$99,204	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268	\$123,504	\$124,728	\$126,000	\$127,248	\$129,792	\$129,792	\$129,792	\$133,728	\$137,772	\$141,948	\$146,280	\$150,696	\$155,244	\$159,996
\$/hr	47.69	49.15	50.64	52.16	53.75	55.38	57.06	58.78	59.38	59.97	60.58	61.18	62.4	62.4	62.4	64.29	66.24	68.24	70.33	72.45	74.64	76.92
89	\$8,353	\$8,605	\$8,865	\$9,133	\$9,413	\$9,695	\$9,990	\$10,292	\$10,394	\$10,500	\$10,604	\$10,711	\$10,925	\$10,925	\$10,925	\$11,256	\$11,598	\$11,948	\$12,310	\$12,684	\$13,068	\$13,464
\$/yr	\$100,236	\$103,260	\$106,380	\$109,596	\$112,956	\$116,340	\$119,880	\$123,504	\$124,728	\$126,000	\$127,248	\$128,532	\$131,100	\$131,100	\$131,100	\$135,072	\$139,176	\$143,376	\$147,720	\$152,208	\$156,816	\$161,568
\$/hr	48.19	49.64	51.14	52.69	54.31	55.93	57.63	59.38	59.97	60.58	61.18	61.79	63.03	63.03	63.03	64.94	66.91	68.93	71.02	73.18	75.39	77.68
90	\$8,435	\$8,689	\$8,955	\$9,226	\$9,504	\$9,792	\$10,089	\$10,394	\$10,500	\$10,604	\$10,711	\$10,816	\$11,034	\$11,034	\$11,034	\$11,369	\$11,713	\$12,068	\$12,432	\$12,809	\$13,201	\$13,598
\$/yr	\$101,220	\$104,268	\$107,460	\$110,712	\$114,048	\$117,504	\$121,068	\$124,728	\$126,000	\$127,248	\$128,532	\$129,792	\$132,408	\$132,408	\$132,408	\$136,428	\$140,556	\$144,816	\$149,184	\$153,708	\$158,412	\$163,176
\$/hr	48.66	50.13	51.66	53.23	54.83	56.49	58.21	59.97	60.58	61.18	61.79	62.4	63.66	63.66	63.66	65.59	67.58	69.62	71.72	73.9	76.16	78.45
91	\$8,519	\$8,777	\$9,041	\$9,317	\$9,599	\$9,890	\$10,189	\$10,500	\$10,604	\$10,711	\$10,816	\$10,925	\$11,144	\$11,144	\$11,144	\$11,481	\$11,829	\$12,190	\$12,558	\$12,937	\$13,333	\$13,735
\$/yr	\$102,228	\$105,324	\$108,492	\$111,804	\$115,188	\$118,680	\$122,268	\$126,000	\$127,248	\$128,532	\$129,792	\$131,100	\$133,728	\$133,728	\$133,728	\$137,772	\$141,948	\$146,280	\$150,696	\$155,244	\$159,996	\$164,820
\$/hr	49.15	50.64	52.16	53.75	55.38	57.06	58.78	60.58	61.18	61.79	62.4	63.03	64.29	64.29	64.29	66.24	68.24	70.33	72.45	74.64	76.92	79.24

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU 925 HEALTHCARE PROFESSIONAL TECHNICAL**

**PAY TABLE BG
Effective July 1, 2017**

Range	<---- Step ---->																			CEGP Steps
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
0						\$2,653	\$2,735	\$2,814	\$2,845	\$2,872	\$2,901	\$2,929	\$2,988	\$3,020	\$3,050	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470
\$/yr						31,836	32,820	33,768	34,140	34,464	34,812	35,148	35,856	36,240	36,600	36,960	38,064	39,216	40,404	41,640
\$/hr						15.31	15.78	16.23	16.41	16.57	16.74	16.90	17.24	17.42	17.60	17.77	18.30	18.85	19.43	20.02
1						\$2,678	\$2,758	\$2,845	\$2,872	\$2,901	\$2,929	\$2,960	\$3,020	\$3,050	\$3,080	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505
\$/yr						32,136	33,096	34,140	34,464	34,812	35,148	35,520	36,240	36,600	36,960	37,296	38,460	39,612	40,824	42,060
\$/hr						15.45	15.91	16.41	16.57	16.74	16.90	17.08	17.42	17.60	17.77	17.93	18.49	19.04	19.63	20.22
2					\$2,628	\$2,705	\$2,789	\$2,872	\$2,901	\$2,929	\$2,960	\$2,988	\$3,050	\$3,080	\$3,108	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540
\$/yr					31,536	32,460	33,468	34,464	34,812	35,148	35,520	35,856	36,600	36,960	37,296	37,692	38,868	39,984	41,220	42,480
\$/hr					15.16	15.61	16.09	16.57	16.74	16.90	17.08	17.24	17.60	17.77	17.93	18.12	18.69	19.22	19.82	20.42
3					\$2,653	\$2,735	\$2,814	\$2,901	\$2,929	\$2,960	\$2,988	\$3,020	\$3,080	\$3,108	\$3,141	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575
\$/yr					31,836	32,820	33,768	34,812	35,148	35,520	35,856	36,240	36,960	37,296	37,692	38,064	39,216	40,404	41,640	42,900
\$/hr					15.31	15.78	16.23	16.74	16.90	17.08	17.24	17.42	17.77	17.93	18.12	18.30	18.85	19.43	20.02	20.63
4					\$2,678	\$2,758	\$2,845	\$2,929	\$2,960	\$2,988	\$3,020	\$3,050	\$3,108	\$3,141	\$3,172	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610
\$/yr					32,136	33,096	34,140	35,148	35,520	35,856	36,240	36,600	37,296	37,692	38,064	38,460	39,612	40,824	42,060	43,320
\$/hr					15.45	15.91	16.41	16.90	17.08	17.24	17.42	17.60	17.93	18.12	18.30	18.49	19.04	19.63	20.22	20.83
5				\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$2,988	\$3,020	\$3,050	\$3,080	\$3,141	\$3,172	\$3,205	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647
\$/yr				31,536	32,460	33,468	34,464	35,520	35,856	36,240	36,600	36,960	37,692	38,064	38,460	38,868	39,984	41,220	42,480	43,764
\$/hr				15.16	15.61	16.09	16.57	17.08	17.24	17.42	17.60	17.77	18.12	18.30	18.49	18.69	19.22	19.82	20.42	21.04
6				\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,020	\$3,050	\$3,080	\$3,108	\$3,172	\$3,205	\$3,239	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681
\$/yr				31,836	32,820	33,768	34,812	35,856	36,240	36,600	36,960	37,296	38,064	38,460	38,868	39,216	40,404	41,640	42,900	44,172
\$/hr				15.31	15.78	16.23	16.74	17.24	17.42	17.60	17.77	17.93	18.30	18.49	18.69	18.85	19.43	20.02	20.63	21.24
7				\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,050	\$3,080	\$3,108	\$3,141	\$3,205	\$3,239	\$3,268	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718
\$/yr				32,136	33,096	34,140	35,148	36,240	36,600	36,960	37,296	37,692	38,460	38,868	39,216	39,612	40,824	42,060	43,320	44,616

\$/hr				15.45	15.91	16.41	16.90	17.42	17.60	17.77	17.93	18.12	18.49	18.69	18.85	19.04	19.63	20.22	20.83	21.45	
8		\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,080	\$3,108	\$3,141	\$3,172	\$3,239	\$3,268	\$3,301	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756		
\$/yr		31,536	32,460	33,468	34,464	35,520	36,600	36,960	37,296	37,692	38,064	38,868	39,216	39,612	39,984	41,220	42,480	43,764	45,072		
\$/hr		15.16	15.61	16.09	16.57	17.08	17.60	17.77	17.93	18.12	18.30	18.69	18.85	19.04	19.22	19.82	20.42	21.04	21.67		
9		\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,108	\$3,141	\$3,172	\$3,205	\$3,268	\$3,301	\$3,332	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793		
\$/yr		31,836	32,820	33,768	34,812	35,856	36,960	37,296	37,692	38,064	38,460	39,216	39,612	39,984	40,404	41,640	42,900	44,172	45,516		
\$/hr		15.31	15.78	16.23	16.74	17.24	17.77	17.93	18.12	18.30	18.49	18.85	19.04	19.22	19.43	20.02	20.63	21.24	21.88		
10		\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,141	\$3,172	\$3,205	\$3,239	\$3,301	\$3,332	\$3,367	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830		
\$/yr		32,136	33,096	34,140	35,148	36,240	37,296	37,692	38,064	38,460	38,868	39,612	39,984	40,404	40,824	42,060	43,320	44,616	45,960		
\$/hr		15.45	15.91	16.41	16.90	17.42	17.93	18.12	18.30	18.49	18.69	19.04	19.22	19.43	19.63	20.22	20.83	21.45	22.10		
11		\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,172	\$3,205	\$3,239	\$3,268	\$3,332	\$3,367	\$3,402	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	
\$/yr		31,536	32,460	33,468	34,464	35,520	36,600	37,692	38,064	38,460	38,868	39,216	39,984	40,404	40,824	41,220	42,480	43,764	45,072	46,428	
\$/hr		15.16	15.61	16.09	16.57	17.08	17.60	18.12	18.30	18.49	18.69	18.85	19.22	19.43	19.63	19.82	20.42	21.04	21.67	22.32	
12		\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,205	\$3,239	\$3,268	\$3,301	\$3,367	\$3,402	\$3,435	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	
\$/yr		31,836	32,820	33,768	34,812	35,856	36,960	38,064	38,460	38,868	39,216	39,612	40,404	40,824	41,220	41,640	42,900	44,172	45,516	46,908	
\$/hr		15.31	15.78	16.23	16.74	17.24	17.77	18.30	18.49	18.69	18.85	19.04	19.43	19.63	19.82	20.02	20.63	21.24	21.88	22.55	
13		\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,239	\$3,268	\$3,301	\$3,332	\$3,402	\$3,435	\$3,470	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	
\$/yr		32,136	33,096	34,140	35,148	36,240	37,296	38,460	38,868	39,216	39,612	39,984	40,824	41,220	41,640	42,060	43,320	44,616	45,960	47,376	
\$/hr		15.45	15.91	16.41	16.90	17.42	17.93	18.49	18.69	18.85	19.04	19.22	19.63	19.82	20.02	20.22	20.83	21.45	22.10	22.78	
14		\$2,628	\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,268	\$3,301	\$3,332	\$3,367	\$3,435	\$3,470	\$3,505	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987
\$/yr		31,536	32,460	33,468	34,464	35,520	36,600	37,692	38,868	39,216	39,612	39,984	40,404	41,220	41,640	42,060	42,480	43,764	45,072	46,428	47,844
\$/hr		15.16	15.61	16.09	16.57	17.08	17.60	18.12	18.69	18.85	19.04	19.22	19.43	19.82	20.02	20.22	20.42	21.04	21.67	22.32	23.00
15		\$2,653	\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,301	\$3,332	\$3,367	\$3,402	\$3,470	\$3,505	\$3,540	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029
\$/yr		31,836	32,820	33,768	34,812	35,856	36,960	38,064	39,216	39,612	39,984	40,404	40,824	41,640	42,060	42,480	42,900	44,172	45,516	46,908	48,348
\$/hr		15.31	15.78	16.23	16.74	17.24	17.77	18.30	18.85	19.04	19.22	19.43	19.63	20.02	20.22	20.42	20.63	21.24	21.88	22.55	23.24
16		\$2,678	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,332	\$3,367	\$3,402	\$3,435	\$3,505	\$3,540	\$3,575	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069
\$/yr		32,136	33,096	34,140	35,148	36,240	37,296	38,460	39,612	39,984	40,404	40,824	41,220	42,060	42,480	42,900	43,320	44,616	45,960	47,376	48,828
\$/hr		15.45	15.91	16.41	16.90	17.42	17.93	18.49	19.04	19.22	19.43	19.63	19.82	20.22	20.42	20.63	20.83	21.45	22.10	22.78	23.48
17		\$2,705	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,367	\$3,402	\$3,435	\$3,470	\$3,540	\$3,575	\$3,610	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108
\$/yr		32,460	33,468	34,464	35,520	36,600	37,692	38,868	39,984	40,404	40,824	41,220	41,640	42,480	42,900	43,320	43,764	45,072	46,428	47,844	49,296
\$/hr		15.61	16.09	16.57	17.08	17.60	18.12	18.69	19.22	19.43	19.63	19.82	20.02	20.42	20.63	20.83	21.04	21.67	22.32	23.00	23.70
18		\$2,735	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,402	\$3,435	\$3,470	\$3,505	\$3,575	\$3,610	\$3,647	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150
\$/yr		32,820	33,768	34,812	35,856	36,960	38,064	39,216	40,404	40,824	41,220	41,640	42,060	42,900	43,320	43,764	44,172	45,516	46,908	48,348	49,800

\$/hr	15.78	16.23	16.74	17.24	17.77	18.30	18.85	19.43	19.63	19.82	20.02	20.22	20.63	20.83	21.04	21.24	21.88	22.55	23.24	23.94
19	\$2,758	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,435	\$3,470	\$3,505	\$3,540	\$3,610	\$3,647	\$3,681	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190
\$/yr	33,096	34,140	35,148	36,240	37,296	38,460	39,612	40,824	41,220	41,640	42,060	42,480	43,320	43,764	44,172	44,616	45,960	47,376	48,828	50,280
\$/hr	15.91	16.41	16.90	17.42	17.93	18.49	19.04	19.63	19.82	20.02	20.22	20.42	20.83	21.04	21.24	21.45	22.10	22.78	23.48	24.17
20	\$2,789	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,470	\$3,505	\$3,540	\$3,575	\$3,647	\$3,681	\$3,718	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233
\$/yr	33,468	34,464	35,520	36,600	37,692	38,868	39,984	41,220	41,640	42,060	42,480	42,900	43,764	44,172	44,616	45,072	46,428	47,844	49,296	50,796
\$/hr	16.09	16.57	17.08	17.60	18.12	18.69	19.22	19.82	20.02	20.22	20.42	20.63	21.04	21.24	21.45	21.67	22.32	23.00	23.70	24.42
21	\$2,814	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,505	\$3,540	\$3,575	\$3,610	\$3,681	\$3,718	\$3,756	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276
\$/yr	33,768	34,812	35,856	36,960	38,064	39,216	40,404	41,640	42,060	42,480	42,900	43,320	44,172	44,616	45,072	45,516	46,908	48,348	49,800	51,312
\$/hr	16.23	16.74	17.24	17.77	18.30	18.85	19.43	20.02	20.22	20.42	20.63	20.83	21.24	21.45	21.67	21.88	22.55	23.24	23.94	24.67
22	\$2,845	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,540	\$3,575	\$3,610	\$3,647	\$3,718	\$3,756	\$3,793	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319
\$/yr	34,140	35,148	36,240	37,296	38,460	39,612	40,824	42,060	42,480	42,900	43,320	43,764	44,616	45,072	45,516	45,960	47,376	48,828	50,280	51,828
\$/hr	16.41	16.90	17.42	17.93	18.49	19.04	19.63	20.22	20.42	20.63	20.83	21.04	21.45	21.67	21.88	22.10	22.78	23.48	24.17	24.92
23	\$2,872	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,575	\$3,610	\$3,647	\$3,681	\$3,756	\$3,793	\$3,830	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362
\$/yr	34,464	35,520	36,600	37,692	38,868	39,984	41,220	42,480	42,900	43,320	43,764	44,172	45,072	45,516	45,960	46,428	47,844	49,296	50,796	52,344
\$/hr	16.57	17.08	17.60	18.12	18.69	19.22	19.82	20.42	20.63	20.83	21.04	21.24	21.67	21.88	22.10	22.32	23.00	23.70	24.42	25.17
24	\$2,901	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,610	\$3,647	\$3,681	\$3,718	\$3,793	\$3,830	\$3,869	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405
\$/yr	34,812	35,856	36,960	38,064	39,216	40,404	41,640	42,900	43,320	43,764	44,172	44,616	45,516	45,960	46,428	46,908	48,348	49,800	51,312	52,860
\$/hr	16.74	17.24	17.77	18.30	18.85	19.43	20.02	20.63	20.83	21.04	21.24	21.45	21.88	22.10	22.32	22.55	23.24	23.94	24.67	25.41
25	\$2,929	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,647	\$3,681	\$3,718	\$3,756	\$3,830	\$3,869	\$3,909	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451
\$/yr	35,148	36,240	37,296	38,460	39,612	40,824	42,060	43,320	43,764	44,172	44,616	45,072	45,960	46,428	46,908	47,376	48,828	50,280	51,828	53,412
\$/hr	16.90	17.42	17.93	18.49	19.04	19.63	20.22	20.83	21.04	21.24	21.45	21.67	22.10	22.32	22.55	22.78	23.48	24.17	24.92	25.68
26	\$2,960	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,681	\$3,718	\$3,756	\$3,793	\$3,869	\$3,909	\$3,948	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494
\$/yr	35,520	36,600	37,692	38,868	39,984	41,220	42,480	43,764	44,172	44,616	45,072	45,516	46,428	46,908	47,376	47,844	49,296	50,796	52,344	53,928
\$/hr	17.08	17.60	18.12	18.69	19.22	19.82	20.42	21.04	21.24	21.45	21.67	21.88	22.32	22.55	22.78	23.00	23.70	24.42	25.17	25.93
27	\$2,988	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,718	\$3,756	\$3,793	\$3,830	\$3,909	\$3,948	\$3,987	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540
\$/yr	35,856	36,960	38,064	39,216	40,404	41,640	42,900	44,172	44,616	45,072	45,516	45,960	46,908	47,376	47,844	48,348	49,800	51,312	52,860	54,480
\$/hr	17.24	17.77	18.30	18.85	19.43	20.02	20.63	21.24	21.45	21.67	21.88	22.10	22.55	22.78	23.00	23.24	23.94	24.67	25.41	26.19
28	\$3,020	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,756	\$3,793	\$3,830	\$3,869	\$3,948	\$3,987	\$4,029	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585
\$/yr	36,240	37,296	38,460	39,612	40,824	42,060	43,320	44,616	45,072	45,516	45,960	46,428	47,376	47,844	48,348	48,828	50,280	51,828	53,412	55,020
\$/hr	17.42	17.93	18.49	19.04	19.63	20.22	20.83	21.45	21.67	21.88	22.10	22.32	22.78	23.00	23.24	23.48	24.17	24.92	25.68	26.45
29	\$3,050	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,793	\$3,830	\$3,869	\$3,909	\$3,987	\$4,029	\$4,069	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631
\$/yr	36,600	37,692	38,868	39,984	41,220	42,480	43,764	45,072	45,516	45,960	46,428	46,908	47,844	48,348	48,828	49,296	50,796	52,344	53,928	55,572

\$/hr	17.60	18.12	18.69	19.22	19.82	20.42	21.04	21.67	21.88	22.10	22.32	22.55	23.00	23.24	23.48	23.70	24.42	25.17	25.93	26.72
30	\$3,080	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,830	\$3,869	\$3,909	\$3,948	\$4,029	\$4,069	\$4,108	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679
\$/yr	36,960	38,064	39,216	40,404	41,640	42,900	44,172	45,516	45,960	46,428	46,908	47,376	48,348	48,828	49,296	49,800	51,312	52,860	54,480	56,148
\$/hr	17.77	18.30	18.85	19.43	20.02	20.63	21.24	21.88	22.10	22.32	22.55	22.78	23.24	23.48	23.70	23.94	24.67	25.41	26.19	26.99
31	\$3,108	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,869	\$3,909	\$3,948	\$3,987	\$4,069	\$4,108	\$4,150	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724
\$/yr	37,296	38,460	39,612	40,824	42,060	43,320	44,616	45,960	46,428	46,908	47,376	47,844	48,828	49,296	49,800	50,280	51,828	53,412	55,020	56,688
\$/hr	17.93	18.49	19.04	19.63	20.22	20.83	21.45	22.10	22.32	22.55	22.78	23.00	23.48	23.70	23.94	24.17	24.92	25.68	26.45	27.25
32	\$3,141	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,909	\$3,948	\$3,987	\$4,029	\$4,108	\$4,150	\$4,190	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772
\$/yr	37,692	38,868	39,984	41,220	42,480	43,764	45,072	46,428	46,908	47,376	47,844	48,348	49,296	49,800	50,280	50,796	52,344	53,928	55,572	57,264
\$/hr	18.12	18.69	19.22	19.82	20.42	21.04	21.67	22.32	22.55	22.78	23.00	23.24	23.70	23.94	24.17	24.42	25.17	25.93	26.72	27.53
33	\$3,172	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$3,948	\$3,987	\$4,029	\$4,069	\$4,150	\$4,190	\$4,233	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821
\$/yr	38,064	39,216	40,404	41,640	42,900	44,172	45,516	46,908	47,376	47,844	48,348	48,828	49,800	50,280	50,796	51,312	52,860	54,480	56,148	57,852
\$/hr	18.30	18.85	19.43	20.02	20.63	21.24	21.88	22.55	22.78	23.00	23.24	23.48	23.94	24.17	24.42	24.67	25.41	26.19	26.99	27.81
34	\$3,205	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$3,987	\$4,029	\$4,069	\$4,108	\$4,150	\$4,233	\$4,276	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866
\$/yr	38,460	39,612	40,824	42,060	43,320	44,616	45,960	47,376	47,844	48,348	48,828	49,296	50,280	50,796	51,312	51,828	53,412	55,020	56,688	58,392
\$/hr	18.49	19.04	19.63	20.22	20.83	21.45	22.10	22.78	23.00	23.24	23.48	23.70	24.17	24.42	24.67	24.92	25.68	26.45	27.25	28.07
35	\$3,239	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,029	\$4,069	\$4,108	\$4,150	\$4,233	\$4,276	\$4,319	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914
\$/yr	38,868	39,984	41,220	42,480	43,764	45,072	46,428	47,844	48,348	48,828	49,296	49,800	50,796	51,312	51,828	52,344	53,928	55,572	57,264	58,968
\$/hr	18.69	19.22	19.82	20.42	21.04	21.67	22.32	23.00	23.24	23.48	23.70	23.94	24.42	24.67	24.92	25.17	25.93	26.72	27.53	28.35
36	\$3,268	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,069	\$4,108	\$4,150	\$4,190	\$4,276	\$4,319	\$4,362	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965
\$/yr	39,216	40,404	41,640	42,900	44,172	45,516	46,908	48,348	48,828	49,296	49,800	50,280	51,312	51,828	52,344	52,860	54,480	56,148	57,852	59,580
\$/hr	18.85	19.43	20.02	20.63	21.24	21.88	22.55	23.24	23.48	23.70	23.94	24.17	24.67	24.92	25.17	25.41	26.19	26.99	27.81	28.64
37	\$3,301	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,108	\$4,150	\$4,190	\$4,233	\$4,319	\$4,362	\$4,405	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015
\$/yr	39,612	40,824	42,060	43,320	44,616	45,960	47,376	48,828	49,296	49,800	50,280	50,796	51,828	52,344	52,860	53,412	55,020	56,688	58,392	60,180
\$/hr	19.04	19.63	20.22	20.83	21.45	22.10	22.78	23.48	23.70	23.94	24.17	24.42	24.92	25.17	25.41	25.68	26.45	27.25	28.07	28.93
38	\$3,332	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,150	\$4,190	\$4,233	\$4,276	\$4,362	\$4,405	\$4,451	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065
\$/yr	39,984	41,220	42,480	43,764	45,072	46,428	47,844	49,296	49,800	50,280	50,796	51,312	52,344	52,860	53,412	53,928	55,572	57,264	58,968	60,780
\$/hr	19.22	19.82	20.42	21.04	21.67	22.32	23.00	23.70	23.94	24.17	24.42	24.67	25.17	25.41	25.68	25.93	26.72	27.53	28.35	29.22
39	\$3,367	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,190	\$4,233	\$4,276	\$4,319	\$4,405	\$4,451	\$4,494	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115
\$/yr	40,404	41,640	42,900	44,172	45,516	46,908	48,348	49,800	50,280	50,796	51,312	51,828	52,860	53,412	53,928	54,480	56,148	57,852	59,580	61,380
\$/hr	19.43	20.02	20.63	21.24	21.88	22.55	23.24	23.94	24.17	24.42	24.67	24.92	25.41	25.68	25.93	26.19	26.99	27.81	28.64	29.51
40	\$3,402	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,233	\$4,276	\$4,319	\$4,362	\$4,451	\$4,494	\$4,540	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168
\$/yr	40,824	42,060	43,320	44,616	45,960	47,376	48,828	50,280	50,796	51,312	51,828	52,344	53,412	53,928	54,480	55,020	56,688	58,392	60,180	62,016

\$/hr	19.63	20.22	20.83	21.45	22.10	22.78	23.48	24.17	24.42	24.67	24.92	25.17	25.68	25.93	26.19	26.45	27.25	28.07	28.93	29.82
41	\$3,435	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,276	\$4,319	\$4,362	\$4,405	\$4,494	\$4,540	\$4,585	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220
\$/yr	41,220	42,480	43,764	45,072	46,428	47,844	49,296	50,796	51,312	51,828	52,344	52,860	53,928	54,480	55,020	55,572	57,264	58,968	60,780	62,640
\$/hr	19.82	20.42	21.04	21.67	22.32	23.00	23.70	24.42	24.67	24.92	25.17	25.41	25.93	26.19	26.45	26.72	27.53	28.35	29.22	30.12
42	\$3,470	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,319	\$4,362	\$4,405	\$4,451	\$4,540	\$4,585	\$4,631	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271
\$/yr	41,640	42,900	44,172	45,516	46,908	48,348	49,800	51,312	51,828	52,344	52,860	53,412	54,480	55,020	55,572	56,148	57,852	59,580	61,380	63,252
\$/hr	20.02	20.63	21.24	21.88	22.55	23.24	23.94	24.67	24.92	25.17	25.41	25.68	26.19	26.45	26.72	26.99	27.81	28.64	29.51	30.41
43	\$3,505	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,362	\$4,405	\$4,451	\$4,494	\$4,585	\$4,631	\$4,679	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324
\$/yr	42,060	43,320	44,616	45,960	47,376	48,828	50,280	51,828	52,344	52,860	53,412	53,928	55,020	55,572	56,148	56,688	58,392	60,180	62,016	63,888
\$/hr	20.22	20.83	21.45	22.10	22.78	23.48	24.17	24.92	25.17	25.41	25.68	25.93	26.45	26.72	26.99	27.25	28.07	28.93	29.82	30.72
44	\$3,540	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,405	\$4,451	\$4,494	\$4,540	\$4,631	\$4,679	\$4,724	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378
\$/yr	42,480	43,764	45,072	46,428	47,844	49,296	50,796	52,344	52,860	53,412	53,928	54,480	55,572	56,148	56,688	57,264	58,968	60,780	62,640	64,536
\$/hr	20.42	21.04	21.67	22.32	23.00	23.70	24.42	25.17	25.41	25.68	25.93	26.19	26.72	26.99	27.25	27.53	28.35	29.22	30.12	31.03
45	\$3,575	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,451	\$4,494	\$4,540	\$4,585	\$4,679	\$4,724	\$4,772	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427
\$/yr	42,900	44,172	45,516	46,908	48,348	49,800	51,312	52,860	53,412	53,928	54,480	55,020	56,148	56,688	57,264	57,852	59,580	61,380	63,252	65,124
\$/hr	20.63	21.24	21.88	22.55	23.24	23.94	24.67	25.41	25.68	25.93	26.19	26.45	26.99	27.25	27.53	27.81	28.64	29.51	30.41	31.31
46	\$3,610	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,494	\$4,540	\$4,585	\$4,631	\$4,724	\$4,772	\$4,821	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486
\$/yr	43,320	44,616	45,960	47,376	48,828	50,280	51,828	53,412	53,928	54,480	55,020	55,572	56,688	57,264	57,852	58,392	60,180	62,016	63,888	65,832
\$/hr	20.83	21.45	22.10	22.78	23.48	24.17	24.92	25.68	25.93	26.19	26.45	26.72	27.25	27.53	27.81	28.07	28.93	29.82	30.72	31.65
47	\$3,647	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,540	\$4,585	\$4,631	\$4,679	\$4,772	\$4,821	\$4,866	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540
\$/yr	43,764	45,072	46,428	47,844	49,296	50,796	52,344	53,928	54,480	55,020	55,572	56,148	57,264	57,852	58,392	58,968	60,780	62,640	64,536	66,480
\$/hr	21.04	21.67	22.32	23.00	23.70	24.42	25.17	25.93	26.19	26.45	26.72	26.99	27.53	27.81	28.07	28.35	29.22	30.12	31.03	31.96
48	\$3,681	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,585	\$4,631	\$4,679	\$4,724	\$4,821	\$4,866	\$4,914	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597
\$/yr	44,172	45,516	46,908	48,348	49,800	51,312	52,860	54,480	55,020	55,572	56,148	56,688	57,852	58,392	58,968	59,580	61,380	63,252	65,124	67,164
\$/hr	21.24	21.88	22.55	23.24	23.94	24.67	25.41	26.19	26.45	26.72	26.99	27.25	27.81	28.07	28.35	28.64	29.51	30.41	31.31	32.29
49	\$3,718	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,631	\$4,679	\$4,724	\$4,772	\$4,866	\$4,914	\$4,965	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651
\$/yr	44,616	45,960	47,376	48,828	50,280	51,828	53,412	55,020	55,572	56,148	56,688	57,264	58,392	58,968	59,580	60,180	62,016	63,888	65,832	67,812
\$/hr	21.45	22.10	22.78	23.48	24.17	24.92	25.68	26.45	26.72	26.99	27.25	27.53	28.07	28.35	28.64	28.93	29.82	30.72	31.65	32.60
50	\$3,756	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,679	\$4,724	\$4,772	\$4,821	\$4,914	\$4,965	\$5,015	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708
\$/yr	45,072	46,428	47,844	49,296	50,796	52,344	53,928	55,572	56,148	56,688	57,264	57,852	58,968	59,580	60,180	60,780	62,640	64,536	66,480	68,496
\$/hr	21.67	22.32	23.00	23.70	24.42	25.17	25.93	26.72	26.99	27.25	27.53	27.81	28.35	28.64	28.93	29.22	30.12	31.03	31.96	32.93
51	\$3,793	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,724	\$4,772	\$4,821	\$4,866	\$4,965	\$5,015	\$5,065	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765
\$/yr	45,516	46,908	48,348	49,800	51,312	52,860	54,480	56,148	56,688	57,264	57,852	58,392	59,580	60,180	60,780	61,380	63,252	65,124	67,164	69,180

\$/hr	21.88	22.55	23.24	23.94	24.67	25.41	26.19	26.99	27.25	27.53	27.81	28.07	28.64	28.93	29.22	29.51	30.41	31.31	32.29	33.26
52	\$3,830	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,772	\$4,821	\$4,866	\$4,914	\$5,015	\$5,065	\$5,115	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824
\$/yr	45,960	47,376	48,828	50,280	51,828	53,412	55,020	56,688	57,264	57,852	58,392	58,968	60,180	60,780	61,380	62,016	63,888	65,832	67,812	69,888
\$/hr	22.10	22.78	23.48	24.17	24.92	25.68	26.45	27.25	27.53	27.81	28.07	28.35	28.93	29.22	29.51	29.82	30.72	31.65	32.60	33.60
53	\$3,869	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,821	\$4,866	\$4,914	\$4,965	\$5,065	\$5,115	\$5,168	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880
\$/yr	46,428	47,844	49,296	50,796	52,344	53,928	55,572	57,264	57,852	58,392	58,968	59,580	60,780	61,380	62,016	62,640	64,536	66,480	68,496	70,560
\$/hr	22.32	23.00	23.70	24.42	25.17	25.93	26.72	27.53	27.81	28.07	28.35	28.64	29.22	29.51	29.82	30.12	31.03	31.96	32.93	33.92
54	\$3,909	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,866	\$4,914	\$4,965	\$5,015	\$5,115	\$5,168	\$5,220	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942
\$/yr	46,908	48,348	49,800	51,312	52,860	54,480	56,148	57,852	58,392	58,968	59,580	60,180	61,380	62,016	62,640	63,252	65,124	67,164	69,180	71,304
\$/hr	22.55	23.24	23.94	24.67	25.41	26.19	26.99	27.81	28.07	28.35	28.64	28.93	29.51	29.82	30.12	30.41	31.31	32.29	33.26	34.28
55	\$3,948	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$4,914	\$4,965	\$5,015	\$5,065	\$5,168	\$5,220	\$5,271	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000
\$/yr	47,376	48,828	50,280	51,828	53,412	55,020	56,688	58,392	58,968	59,580	60,180	60,780	62,016	62,640	63,252	63,888	65,832	67,812	69,888	72,000
\$/hr	22.78	23.48	24.17	24.92	25.68	26.45	27.25	28.07	28.35	28.64	28.93	29.22	29.82	30.12	30.41	30.72	31.65	32.60	33.60	34.62
56	\$3,987	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$4,965	\$5,015	\$5,065	\$5,115	\$5,220	\$5,271	\$5,324	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061
\$/yr	47,844	49,296	50,796	52,344	53,928	55,572	57,264	58,968	59,580	60,180	60,780	61,380	62,640	63,252	63,888	64,536	66,480	68,496	70,560	72,732
\$/hr	23.00	23.70	24.42	25.17	25.93	26.72	27.53	28.35	28.64	28.93	29.22	29.51	30.12	30.41	30.72	31.03	31.96	32.93	33.92	34.97
57	\$4,029	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,015	\$5,065	\$5,115	\$5,168	\$5,271	\$5,324	\$5,378	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122
\$/yr	48,348	49,800	51,312	52,860	54,480	56,148	57,852	59,580	60,180	60,780	61,380	62,016	63,252	63,888	64,536	65,124	67,164	69,180	71,304	73,464
\$/hr	23.24	23.94	24.67	25.41	26.19	26.99	27.81	28.64	28.93	29.22	29.51	29.82	30.41	30.72	31.03	31.31	32.29	33.26	34.28	35.32
58	\$4,069	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,065	\$5,115	\$5,168	\$5,220	\$5,324	\$5,378	\$5,427	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182
\$/yr	48,828	50,280	51,828	53,412	55,020	56,688	58,392	60,180	60,780	61,380	62,016	62,640	63,888	64,536	65,124	65,832	67,812	69,888	72,000	74,184
\$/hr	23.48	24.17	24.92	25.68	26.45	27.25	28.07	28.93	29.22	29.51	29.82	30.12	30.72	31.03	31.31	31.65	32.60	33.60	34.62	35.67
59	\$4,108	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,115	\$5,168	\$5,220	\$5,271	\$5,378	\$5,427	\$5,486	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244
\$/yr	49,296	50,796	52,344	53,928	55,572	57,264	58,968	60,780	61,380	62,016	62,640	63,252	64,536	65,124	65,832	66,480	68,496	70,560	72,732	74,928
\$/hr	23.70	24.42	25.17	25.93	26.72	27.53	28.35	29.22	29.51	29.82	30.12	30.41	31.03	31.31	31.65	31.96	32.93	33.92	34.97	36.02
60	\$4,150	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,168	\$5,220	\$5,271	\$5,324	\$5,427	\$5,486	\$5,540	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307
\$/yr	49,800	51,312	52,860	54,480	56,148	57,852	59,580	61,380	62,016	62,640	63,252	63,888	65,124	65,832	66,480	67,164	69,180	71,304	73,464	75,684
\$/hr	23.94	24.67	25.41	26.19	26.99	27.81	28.64	29.51	29.82	30.12	30.41	30.72	31.31	31.65	31.96	32.29	33.26	34.28	35.32	36.39
61	\$4,190	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,220	\$5,271	\$5,324	\$5,378	\$5,486	\$5,540	\$5,597	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369
\$/yr	50,280	51,828	53,412	55,020	56,688	58,392	60,180	62,016	62,640	63,252	63,888	64,536	65,832	66,480	67,164	67,812	69,888	72,000	74,184	76,428
\$/hr	24.17	24.92	25.68	26.45	27.25	28.07	28.93	29.82	30.12	30.41	30.72	31.03	31.65	31.96	32.29	32.60	33.60	34.62	35.67	36.74
62	\$4,233	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,271	\$5,324	\$5,378	\$5,427	\$5,540	\$5,597	\$5,651	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433
\$/yr	50,796	52,344	53,928	55,572	57,264	58,968	60,780	62,640	63,252	63,888	64,536	65,124	66,480	67,164	67,812	68,496	70,560	72,732	74,928	77,196

\$/hr	24.42	25.17	25.93	26.72	27.53	28.35	29.22	30.12	30.41	30.72	31.03	31.31	31.96	32.29	32.60	32.93	33.92	34.97	36.02	37.11
63	\$4,276	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,324	\$5,378	\$5,427	\$5,486	\$5,597	\$5,651	\$5,708	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498
\$/yr	51,312	52,860	54,480	56,148	57,852	59,580	61,380	63,252	63,888	64,536	65,124	65,832	67,164	67,812	68,496	69,180	71,304	73,464	75,684	77,976
\$/hr	24.67	25.41	26.19	26.99	27.81	28.64	29.51	30.41	30.72	31.03	31.31	31.65	32.29	32.60	32.93	33.26	34.28	35.32	36.39	37.49
64	\$4,319	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,378	\$5,427	\$5,486	\$5,540	\$5,651	\$5,708	\$5,765	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562
\$/yr	51,828	53,412	55,020	56,688	58,392	60,180	62,016	63,888	64,536	65,124	65,832	66,480	67,812	68,496	69,180	69,888	72,000	74,184	76,428	78,744
\$/hr	24.92	25.68	26.45	27.25	28.07	28.93	29.82	30.72	31.03	31.31	31.65	31.96	32.60	32.93	33.26	33.60	34.62	35.67	36.74	37.86
65	\$4,362	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,427	\$5,486	\$5,540	\$5,597	\$5,708	\$5,765	\$5,824	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626
\$/yr	52,344	53,928	55,572	57,264	58,968	60,780	62,640	64,536	65,124	65,832	66,480	67,164	68,496	69,180	69,888	70,560	72,732	74,928	77,196	79,512
\$/hr	25.17	25.93	26.72	27.53	28.35	29.22	30.12	31.03	31.31	31.65	31.96	32.29	32.93	33.26	33.60	33.92	34.97	36.02	37.11	38.23
66	\$4,405	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,486	\$5,540	\$5,597	\$5,651	\$5,765	\$5,824	\$5,880	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693
\$/yr	52,860	54,480	56,148	57,852	59,580	61,380	63,252	65,124	65,832	66,480	67,164	67,812	69,180	69,888	70,560	71,304	73,464	75,684	77,976	80,316
\$/hr	25.41	26.19	26.99	27.81	28.64	29.51	30.41	31.31	31.65	31.96	32.29	32.60	33.26	33.60	33.92	34.28	35.32	36.39	37.49	38.61
67	\$4,451	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,540	\$5,597	\$5,651	\$5,708	\$5,824	\$5,880	\$5,942	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759
\$/yr	53,412	55,020	56,688	58,392	60,180	62,016	63,888	65,832	66,480	67,164	67,812	68,496	69,888	70,560	71,304	72,000	74,184	76,428	78,744	81,108
\$/hr	25.68	26.45	27.25	28.07	28.93	29.82	30.72	31.65	31.96	32.29	32.60	32.93	33.60	33.92	34.28	34.62	35.67	36.74	37.86	38.99
68	\$4,494	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,597	\$5,651	\$5,708	\$5,765	\$5,880	\$5,942	\$6,000	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828
\$/yr	53,928	55,572	57,264	58,968	60,780	62,640	64,536	66,480	67,164	67,812	68,496	69,180	70,560	71,304	72,000	72,732	74,928	77,196	79,512	81,936
\$/hr	25.93	26.72	27.53	28.35	29.22	30.12	31.03	31.96	32.29	32.60	32.93	33.26	33.92	34.28	34.62	34.97	36.02	37.11	38.23	39.39
69	\$4,540	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,651	\$5,708	\$5,765	\$5,824	\$5,942	\$6,000	\$6,061	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894
\$/yr	54,480	56,148	57,852	59,580	61,380	63,252	65,124	67,164	67,812	68,496	69,180	69,888	71,304	72,000	72,732	73,464	75,684	77,976	80,316	82,728
\$/hr	26.19	26.99	27.81	28.64	29.51	30.41	31.31	32.29	32.60	32.93	33.26	33.60	34.28	34.62	34.97	35.32	36.39	37.49	38.61	39.77
70	\$4,585	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,708	\$5,765	\$5,824	\$5,880	\$6,000	\$6,061	\$6,122	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965
\$/yr	55,020	56,688	58,392	60,180	62,016	63,888	65,832	67,812	68,496	69,180	69,888	70,560	72,000	72,732	73,464	74,184	76,428	78,744	81,108	83,580
\$/hr	26.45	27.25	28.07	28.93	29.82	30.72	31.65	32.60	32.93	33.26	33.60	33.92	34.62	34.97	35.32	35.67	36.74	37.86	38.99	40.18
71	\$4,631	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,765	\$5,824	\$5,880	\$5,942	\$6,061	\$6,122	\$6,182	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034
\$/yr	55,572	57,264	58,968	60,780	62,640	64,536	66,480	68,496	69,180	69,888	70,560	71,304	72,732	73,464	74,184	74,928	77,196	79,512	81,936	84,408
\$/hr	26.72	27.53	28.35	29.22	30.12	31.03	31.96	32.93	33.26	33.60	33.92	34.28	34.97	35.32	35.67	36.02	37.11	38.23	39.39	40.58
72	\$4,679	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,824	\$5,880	\$5,942	\$6,000	\$6,122	\$6,182	\$6,244	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104
\$/yr	56,148	57,852	59,580	61,380	63,252	65,124	67,164	69,180	69,888	70,560	71,304	72,000	73,464	74,184	74,928	75,684	77,976	80,316	82,728	85,248
\$/hr	26.99	27.81	28.64	29.51	30.41	31.31	32.29	33.26	33.60	33.92	34.28	34.62	35.32	35.67	36.02	36.39	37.49	38.61	39.77	40.98
73	\$4,724	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$5,880	\$5,942	\$6,000	\$6,061	\$6,182	\$6,244	\$6,307	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176
\$/yr	56,688	58,392	60,180	62,016	63,888	65,832	67,812	69,888	70,560	71,304	72,000	72,732	74,184	74,928	75,684	76,428	78,744	81,108	83,580	86,112

\$/hr	27.25	28.07	28.93	29.82	30.72	31.65	32.60	33.60	33.92	34.28	34.62	34.97	35.67	36.02	36.39	36.74	37.86	38.99	40.18	41.40
74	\$4,772	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$5,942	\$6,000	\$6,061	\$6,122	\$6,244	\$6,307	\$6,369	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248
\$/yr	57,264	58,968	60,780	62,640	64,536	66,480	68,496	70,560	71,304	72,000	72,732	73,464	74,928	75,684	76,428	77,196	79,512	81,936	84,408	86,976
\$/hr	27.53	28.35	29.22	30.12	31.03	31.96	32.93	33.92	34.28	34.62	34.97	35.32	36.02	36.39	36.74	37.11	38.23	39.39	40.58	41.82
75	\$4,821	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,000	\$6,061	\$6,122	\$6,182	\$6,307	\$6,369	\$6,433	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321
\$/yr	57,852	59,580	61,380	63,252	65,124	67,164	69,180	71,304	72,000	72,732	73,464	74,184	75,684	76,428	77,196	77,976	80,316	82,728	85,248	87,852
\$/hr	27.81	28.64	29.51	30.41	31.31	32.29	33.26	34.28	34.62	34.97	35.32	35.67	36.39	36.74	37.11	37.49	38.61	39.77	40.98	42.24
76	\$4,866	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,061	\$6,122	\$6,182	\$6,244	\$6,369	\$6,433	\$6,498	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393
\$/yr	58,392	60,180	62,016	63,888	65,832	67,812	69,888	72,000	72,732	73,464	74,184	74,928	76,428	77,196	77,976	78,744	81,108	83,580	86,112	88,716
\$/hr	28.07	28.93	29.82	30.72	31.65	32.60	33.60	34.62	34.97	35.32	35.67	36.02	36.74	37.11	37.49	37.86	38.99	40.18	41.40	42.65
77	\$4,914	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,122	\$6,182	\$6,244	\$6,307	\$6,433	\$6,498	\$6,562	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466
\$/yr	58,968	60,780	62,640	64,536	66,480	68,496	70,560	72,732	73,464	74,184	74,928	75,684	77,196	77,976	78,744	79,512	81,936	84,408	86,976	89,592
\$/hr	28.35	29.22	30.12	31.03	31.96	32.93	33.92	34.97	35.32	35.67	36.02	36.39	37.11	37.49	37.86	38.23	39.39	40.58	41.82	43.07
78	\$4,965	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,182	\$6,244	\$6,307	\$6,369	\$6,498	\$6,562	\$6,626	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541
\$/yr	59,580	61,380	63,252	65,124	67,164	69,180	71,304	73,464	74,184	74,928	75,684	76,428	77,976	78,744	79,512	80,316	82,728	85,248	87,852	90,492
\$/hr	28.64	29.51	30.41	31.31	32.29	33.26	34.28	35.32	35.67	36.02	36.39	36.74	37.49	37.86	38.23	38.61	39.77	40.98	42.24	43.51
79	\$5,015	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,244	\$6,307	\$6,369	\$6,433	\$6,562	\$6,626	\$6,693	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617
\$/yr	60,180	62,016	63,888	65,832	67,812	69,888	72,000	74,184	74,928	75,684	76,428	77,196	78,744	79,512	80,316	81,108	83,580	86,112	88,716	91,404
\$/hr	28.93	29.82	30.72	31.65	32.60	33.60	34.62	35.67	36.02	36.39	36.74	37.11	37.86	38.23	38.61	38.99	40.18	41.40	42.65	43.94
80	\$5,065	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,307	\$6,369	\$6,433	\$6,498	\$6,626	\$6,693	\$6,759	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694
\$/yr	60,780	62,640	64,536	66,480	68,496	70,560	72,732	74,928	75,684	76,428	77,196	77,976	79,512	80,316	81,108	81,936	84,408	86,976	89,592	92,328
\$/hr	29.22	30.12	31.03	31.96	32.93	33.92	34.97	36.02	36.39	36.74	37.11	37.49	38.23	38.61	38.99	39.39	40.58	41.82	43.07	44.39
81	\$5,115	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,369	\$6,433	\$6,498	\$6,562	\$6,693	\$6,759	\$6,828	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770
\$/yr	61,380	63,252	65,124	67,164	69,180	71,304	73,464	75,684	76,428	77,196	77,976	78,744	80,316	81,108	81,936	82,728	85,248	87,852	90,492	93,240
\$/hr	29.51	30.41	31.31	32.29	33.26	34.28	35.32	36.39	36.74	37.11	37.49	37.86	38.61	38.99	39.39	39.77	40.98	42.24	43.51	44.83
82	\$5,168	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,433	\$6,498	\$6,562	\$6,626	\$6,759	\$6,828	\$6,894	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848
\$/yr	62,016	63,888	65,832	67,812	69,888	72,000	74,184	76,428	77,196	77,976	78,744	79,512	81,108	81,936	82,728	83,580	86,112	88,716	91,404	94,176
\$/hr	29.82	30.72	31.65	32.60	33.60	34.62	35.67	36.74	37.11	37.49	37.86	38.23	38.99	39.39	39.77	40.18	41.40	42.65	43.94	45.28
83	\$5,220	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,498	\$6,562	\$6,626	\$6,693	\$6,828	\$6,894	\$6,965	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926
\$/yr	62,640	64,536	66,480	68,496	70,560	72,732	74,928	77,196	77,976	78,744	79,512	80,316	81,936	82,728	83,580	84,408	86,976	89,592	92,328	95,112
\$/hr	30.12	31.03	31.96	32.93	33.92	34.97	36.02	37.11	37.49	37.86	38.23	38.61	39.39	39.77	40.18	40.58	41.82	43.07	44.39	45.73
84	\$5,271	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,562	\$6,626	\$6,693	\$6,759	\$6,894	\$6,965	\$7,034	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006
\$/yr	63,252	65,124	67,164	69,180	71,304	73,464	75,684	77,976	78,744	79,512	80,316	81,108	82,728	83,580	84,408	85,248	87,852	90,492	93,240	96,072

\$/hr	30.41	31.31	32.29	33.26	34.28	35.32	36.39	37.49	37.86	38.23	38.61	38.99	39.77	40.18	40.58	40.98	42.24	43.51	44.83	46.19
85	\$5,324	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,626	\$6,693	\$6,759	\$6,828	\$6,965	\$7,034	\$7,104	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087
\$/yr	63,888	65,832	67,812	69,888	72,000	74,184	76,428	78,744	79,512	80,316	81,108	81,936	83,580	84,408	85,248	86,112	88,716	91,404	94,176	97,044
\$/hr	30.72	31.65	32.60	33.60	34.62	35.67	36.74	37.86	38.23	38.61	38.99	39.39	40.18	40.58	40.98	41.40	42.65	43.94	45.28	46.66
86	\$5,378	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,693	\$6,759	\$6,828	\$6,894	\$7,034	\$7,104	\$7,176	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165
\$/yr	64,536	66,480	68,496	70,560	72,732	74,928	77,196	79,512	80,316	81,108	81,936	82,728	84,408	85,248	86,112	86,976	89,592	92,328	95,112	97,980
\$/hr	31.03	31.96	32.93	33.92	34.97	36.02	37.11	38.23	38.61	38.99	39.39	39.77	40.58	40.98	41.40	41.82	43.07	44.39	45.73	47.11
87	\$5,427	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,759	\$6,828	\$6,894	\$6,965	\$7,104	\$7,176	\$7,248	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252
\$/yr	65,124	67,164	69,180	71,304	73,464	75,684	77,976	80,316	81,108	81,936	82,728	83,580	85,248	86,112	86,976	87,852	90,492	93,240	96,072	99,024
\$/hr	31.31	32.29	33.26	34.28	35.32	36.39	37.49	38.61	38.99	39.39	39.77	40.18	40.98	41.40	41.82	42.24	43.51	44.83	46.19	47.61
88	\$5,486	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,828	\$6,894	\$6,965	\$7,034	\$7,176	\$7,248	\$7,321	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332
\$/yr	65,832	67,812	69,888	72,000	74,184	76,428	78,744	81,108	81,936	82,728	83,580	84,408	86,112	86,976	87,852	88,716	91,404	94,176	97,044	99,984
\$/hr	31.65	32.60	33.60	34.62	35.67	36.74	37.86	38.99	39.39	39.77	40.18	40.58	41.40	41.82	42.24	42.65	43.94	45.28	46.66	48.07
89	\$5,540	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$6,894	\$6,965	\$7,034	\$7,104	\$7,248	\$7,321	\$7,393	\$7,466	\$7,694	\$7,926	\$8,165	\$8,416
\$/yr	66,480	68,496	70,560	72,732	74,928	77,196	79,512	81,936	82,728	83,580	84,408	85,248	86,976	87,852	88,716	89,592	92,328	95,112	97,980	100,992
\$/hr	31.96	32.93	33.92	34.97	36.02	37.11	38.23	39.39	39.77	40.18	40.58	40.98	41.82	42.24	42.65	43.07	44.39	45.73	47.11	48.55
90	\$5,597	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$6,965	\$7,034	\$7,104	\$7,176	\$7,321	\$7,393	\$7,466	\$7,541	\$7,770	\$8,006	\$8,252	\$8,501
\$/yr	67,164	69,180	71,304	73,464	75,684	77,976	80,316	82,728	83,580	84,408	85,248	86,112	87,852	88,716	89,592	90,492	93,240	96,072	99,024	102,012
\$/hr	32.29	33.26	34.28	35.32	36.39	37.49	38.61	39.77	40.18	40.58	40.98	41.40	42.24	42.65	43.07	43.51	44.83	46.19	47.61	49.04
91	\$5,651	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,034	\$7,104	\$7,176	\$7,248	\$7,393	\$7,466	\$7,541	\$7,617	\$7,848	\$8,087	\$8,332	\$8,585
\$/yr	67,812	69,888	72,000	74,184	76,428	78,744	81,108	83,580	84,408	85,248	86,112	86,976	88,716	89,592	90,492	91,404	94,176	97,044	99,984	103,020
\$/hr	32.60	33.60	34.62	35.67	36.74	37.86	38.99	40.18	40.58	40.98	41.40	41.82	42.65	43.07	43.51	43.94	45.28	46.66	48.07	49.53
92	\$5,708	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,104	\$7,176	\$7,248	\$7,321	\$7,466	\$7,541	\$7,617	\$7,694	\$7,926	\$8,165	\$8,416	\$8,670
\$/yr	68,496	70,560	72,732	74,928	77,196	79,512	81,936	84,408	85,248	86,112	86,976	87,852	89,592	90,492	91,404	92,328	95,112	97,980	100,992	104,040
\$/hr	32.93	33.92	34.97	36.02	37.11	38.23	39.39	40.58	40.98	41.40	41.82	42.24	43.07	43.51	43.94	44.39	45.73	47.11	48.55	50.02
93	\$5,765	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,176	\$7,248	\$7,321	\$7,393	\$7,541	\$7,617	\$7,694	\$7,770	\$8,006	\$8,252	\$8,501	\$8,758
\$/yr	69,180	71,304	73,464	75,684	77,976	80,316	82,728	85,248	86,112	86,976	87,852	88,716	90,492	91,404	92,328	93,240	96,072	99,024	102,012	105,096
\$/hr	33.26	34.28	35.32	36.39	37.49	38.61	39.77	40.98	41.40	41.82	42.24	42.65	43.51	43.94	44.39	44.83	46.19	47.61	49.04	50.53
94	\$5,824	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,248	\$7,321	\$7,393	\$7,466	\$7,617	\$7,694	\$7,770	\$7,848	\$8,087	\$8,332	\$8,585	\$8,843
\$/yr	69,888	72,000	74,184	76,428	78,744	81,108	83,580	86,112	86,976	87,852	88,716	89,592	91,404	92,328	93,240	94,176	97,044	99,984	103,020	106,116
\$/hr	33.60	34.62	35.67	36.74	37.86	38.99	40.18	41.40	41.82	42.24	42.65	43.07	43.94	44.39	44.83	45.28	46.66	48.07	49.53	51.02
95	\$5,880	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,321	\$7,393	\$7,466	\$7,541	\$7,694	\$7,770	\$7,848	\$7,926	\$8,165	\$8,416	\$8,670	\$8,934
\$/yr	70,560	72,732	74,928	77,196	79,512	81,936	84,408	86,976	87,852	88,716	89,592	90,492	92,328	93,240	94,176	95,112	97,980	100,992	104,040	107,208

\$/hr	33.92	34.97	36.02	37.11	38.23	39.39	40.58	41.82	42.24	42.65	43.07	43.51	44.39	44.83	45.28	45.73	47.11	48.55	50.02	51.54
96	\$5,942	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,393	\$7,466	\$7,541	\$7,617	\$7,770	\$7,848	\$7,926	\$8,006	\$8,252	\$8,501	\$8,758	\$9,022
\$/yr	71,304	73,464	75,684	77,976	80,316	82,728	85,248	87,852	88,716	89,592	90,492	91,404	93,240	94,176	95,112	96,072	99,024	102,012	105,096	108,264
\$/hr	34.28	35.32	36.39	37.49	38.61	39.77	40.98	42.24	42.65	43.07	43.51	43.94	44.83	45.28	45.73	46.19	47.61	49.04	50.53	52.05
97	\$6,000	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,466	\$7,541	\$7,617	\$7,694	\$7,848	\$7,926	\$8,006	\$8,087	\$8,332	\$8,585	\$8,843	\$9,113
\$/yr	72,000	74,184	76,428	78,744	81,108	83,580	86,112	88,716	89,592	90,492	91,404	92,328	94,176	95,112	96,072	97,044	99,984	103,020	106,116	109,356
\$/hr	34.62	35.67	36.74	37.86	38.99	40.18	41.40	42.65	43.07	43.51	43.94	44.39	45.28	45.73	46.19	46.66	48.07	49.53	51.02	52.58
98	\$6,061	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,541	\$7,617	\$7,694	\$7,770	\$7,926	\$8,006	\$8,087	\$8,165	\$8,416	\$8,670	\$8,934	\$9,204
\$/yr	72,732	74,928	77,196	79,512	81,936	84,408	86,976	89,592	90,492	91,404	92,328	93,240	95,112	96,072	97,044	97,980	100,992	104,040	107,208	110,448
\$/hr	34.97	36.02	37.11	38.23	39.39	40.58	41.82	43.07	43.51	43.94	44.39	44.83	45.73	46.19	46.66	47.11	48.55	50.02	51.54	53.10
99	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,617	\$7,694	\$7,770	\$7,848	\$8,006	\$8,087	\$8,165	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294
\$/yr	73,464	75,684	77,976	80,316	82,728	85,248	87,852	90,492	91,404	92,328	93,240	94,176	96,072	97,044	97,980	99,024	102,012	105,096	108,264	111,528
\$/hr	35.32	36.39	37.49	38.61	39.77	40.98	42.24	43.51	43.94	44.39	44.83	45.28	46.19	46.66	47.11	47.61	49.04	50.53	52.05	53.62

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU ADDITIONAL HEALTH CARE PROFESSIONAL TECHNICAL**

**PAY TABLE BH
Effective July 1, 2017**

Range	<---- Step ---->																		CEGP Steps
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
0	\$6,122	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,618	\$7,695	\$7,771	\$7,850	\$8,008	\$8,086	\$8,171	\$8,252	\$8,502	\$8,757	\$9,024
\$/yr	73,464	75,684	77,976	80,316	82,764	85,272	87,864	90,516	91,416	92,340	93,252	94,200	96,096	97,032	98,052	99,024	102,024	105,084	108,288
\$/hr	35.32	36.39	37.49	38.61	39.79	41.00	42.24	43.52	43.95	44.39	44.83	45.29	46.20	46.65	47.14	47.61	49.05	50.52	52.06
1	\$6,184	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,695	\$7,771	\$7,850	\$7,927	\$8,086	\$8,171	\$8,252	\$8,334	\$8,585	\$8,847	\$9,115
\$/yr	74,208	76,440	78,744	81,144	83,592	86,136	88,728	91,416	92,340	93,252	94,200	95,124	97,032	98,052	99,024	100,008	103,020	106,164	109,380
\$/hr	35.68	36.75	37.86	39.01	40.19	41.41	42.66	43.95	44.39	44.83	45.29	45.73	46.65	47.14	47.61	48.08	49.53	51.04	52.59
2	\$6,245	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,771	\$7,850	\$7,927	\$8,008	\$8,171	\$8,252	\$8,334	\$8,418	\$8,673	\$8,934	\$9,204
\$/yr	74,940	77,220	79,536	81,924	84,420	86,988	89,616	92,340	93,252	94,200	95,124	96,096	98,052	99,024	100,008	101,016	104,076	107,208	110,448
\$/hr	36.03	37.13	38.24	39.39	40.59	41.82	43.08	44.39	44.83	45.29	45.73	46.20	47.14	47.61	48.08	48.57	50.04	51.54	53.10
3	\$6,307	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$7,850	\$7,927	\$8,008	\$8,086	\$8,252	\$8,334	\$8,418	\$8,502	\$8,757	\$9,024	\$9,297
\$/yr	75,684	77,976	80,316	82,764	85,272	87,864	90,516	93,252	94,200	95,124	96,096	97,032	99,024	100,008	101,016	102,024	105,084	108,288	111,564
\$/hr	36.39	37.49	38.61	39.79	41.00	42.24	43.52	44.83	45.29	45.73	46.20	46.65	47.61	48.08	48.57	49.05	50.52	52.06	53.64
4	\$6,370	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$7,927	\$8,008	\$8,086	\$8,171	\$8,334	\$8,418	\$8,502	\$8,585	\$8,847	\$9,115	\$9,391
\$/yr	76,440	78,744	81,144	83,592	86,136	88,728	91,416	94,200	95,124	96,096	97,032	98,052	100,008	101,016	102,024	103,020	106,164	109,380	112,692
\$/hr	36.75	37.86	39.01	40.19	41.41	42.66	43.95	45.29	45.73	46.20	46.65	47.14	48.08	48.57	49.05	49.53	51.04	52.59	54.18
5	\$6,435	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,008	\$8,086	\$8,171	\$8,252	\$8,418	\$8,502	\$8,585	\$8,673	\$8,934	\$9,204	\$9,484
\$/yr	77,220	79,536	81,924	84,420	86,988	89,616	92,340	95,124	96,096	97,032	98,052	99,024	101,016	102,024	103,020	104,076	107,208	110,448	113,808
\$/hr	37.13	38.24	39.39	40.59	41.82	43.08	44.39	45.73	46.20	46.65	47.14	47.61	48.57	49.05	49.53	50.04	51.54	53.10	54.72
6	\$6,498	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,086	\$8,171	\$8,252	\$8,334	\$8,502	\$8,585	\$8,673	\$8,757	\$9,024	\$9,297	\$9,579
\$/yr	77,976	80,316	82,764	85,272	87,864	90,516	93,252	96,096	97,032	98,052	99,024	100,008	102,024	103,020	104,076	105,084	108,288	111,564	114,948
\$/hr	37.49	38.61	39.79	41.00	42.24	43.52	44.83	46.20	46.65	47.14	47.61	48.08	49.05	49.53	50.04	50.52	52.06	53.64	55.26
7	\$6,562	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,171	\$8,252	\$8,334	\$8,418	\$8,585	\$8,673	\$8,757	\$8,847	\$9,115	\$9,391	\$9,676

\$/yr	78,744	81,144	83,592	86,136	88,728	91,416	94,200	97,032	98,052	99,024	100,008	101,016	103,020	104,076	105,084	106,164	109,380	112,692	116,112
\$/hr	37.86	39.01	40.19	41.41	42.66	43.95	45.29	46.65	47.14	47.61	48.08	48.57	49.53	50.04	50.52	51.04	52.59	54.18	55.82
8	\$6,628	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,252	\$8,334	\$8,418	\$8,502	\$8,673	\$8,757	\$8,847	\$8,934	\$9,204	\$9,484	\$9,773
\$/yr	79,536	81,924	84,420	86,988	89,616	92,340	95,124	98,052	99,024	100,008	101,016	102,024	104,076	105,084	106,164	107,208	110,448	113,808	117,276
\$/hr	38.24	39.39	40.59	41.82	43.08	44.39	45.73	47.14	47.61	48.08	48.57	49.05	50.04	50.52	51.04	51.54	53.10	54.72	56.38
9	\$6,693	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,334	\$8,418	\$8,502	\$8,585	\$8,757	\$8,847	\$8,934	\$9,024	\$9,297	\$9,579	\$9,869
\$/yr	80,316	82,764	85,272	87,864	90,516	93,252	96,096	99,024	100,008	101,016	102,024	103,020	105,084	106,164	107,208	108,288	111,564	114,948	118,428
\$/hr	38.61	39.79	41.00	42.24	43.52	44.83	46.20	47.61	48.08	48.57	49.05	49.53	50.52	51.04	51.54	52.06	53.64	55.26	56.94
10	\$6,762	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,418	\$8,502	\$8,585	\$8,673	\$8,847	\$8,934	\$9,024	\$9,115	\$9,391	\$9,676	\$9,967
\$/yr	81,144	83,592	86,136	88,728	91,416	94,200	97,032	100,008	101,016	102,024	103,020	104,076	106,164	107,208	108,288	109,380	112,692	116,112	119,604
\$/hr	39.01	40.19	41.41	42.66	43.95	45.29	46.65	48.08	48.57	49.05	49.53	50.04	51.04	51.54	52.06	52.59	54.18	55.82	57.50
11	\$6,827	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,502	\$8,585	\$8,673	\$8,757	\$8,934	\$9,024	\$9,115	\$9,204	\$9,484	\$9,773	\$10,068
\$/yr	81,924	84,420	86,988	89,616	92,340	95,124	98,052	101,016	102,024	103,020	104,076	105,084	107,208	108,288	109,380	110,448	113,808	117,276	120,816
\$/hr	39.39	40.59	41.82	43.08	44.39	45.73	47.14	48.57	49.05	49.53	50.04	50.52	51.54	52.06	52.59	53.10	54.72	56.38	58.08
12	\$6,897	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,585	\$8,673	\$8,757	\$8,847	\$9,024	\$9,115	\$9,204	\$9,297	\$9,579	\$9,869	\$10,168
\$/yr	82,764	85,272	87,864	90,516	93,252	96,096	99,024	102,024	103,020	104,076	105,084	106,164	108,288	109,380	110,448	111,564	114,948	118,428	122,016
\$/hr	39.79	41.00	42.24	43.52	44.83	46.20	47.61	49.05	49.53	50.04	50.52	51.04	52.06	52.59	53.10	53.64	55.26	56.94	58.66
13	\$6,966	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,673	\$8,757	\$8,847	\$8,934	\$9,115	\$9,204	\$9,297	\$9,391	\$9,676	\$9,967	\$10,267
\$/yr	83,592	86,136	88,728	91,416	94,200	97,032	100,008	103,020	104,076	105,084	106,164	107,208	109,380	110,448	111,564	112,692	116,112	119,604	123,204
\$/hr	40.19	41.41	42.66	43.95	45.29	46.65	48.08	49.53	50.04	50.52	51.04	51.54	52.59	53.10	53.64	54.18	55.82	57.50	59.23
14	\$7,035	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,757	\$8,847	\$8,934	\$9,024	\$9,204	\$9,297	\$9,391	\$9,484	\$9,773	\$10,068	\$10,372
\$/yr	84,420	86,988	89,616	92,340	95,124	98,052	101,016	104,076	105,084	106,164	107,208	108,288	110,448	111,564	112,692	113,808	117,276	120,816	124,464
\$/hr	40.59	41.82	43.08	44.39	45.73	47.14	48.57	50.04	50.52	51.04	51.54	52.06	53.10	53.64	54.18	54.72	56.38	58.08	59.84
15	\$7,106	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$8,847	\$8,934	\$9,024	\$9,115	\$9,297	\$9,391	\$9,484	\$9,579	\$9,869	\$10,168	\$10,476
\$/yr	85,272	87,864	90,516	93,252	96,096	99,024	102,024	105,084	106,164	107,208	108,288	109,380	111,564	112,692	113,808	114,948	118,428	122,016	125,712
\$/hr	41.00	42.24	43.52	44.83	46.20	47.61	49.05	50.52	51.04	51.54	52.06	52.59	53.64	54.18	54.72	55.26	56.94	58.66	60.44
16	\$7,178	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$8,934	\$9,024	\$9,115	\$9,204	\$9,391	\$9,484	\$9,579	\$9,676	\$9,967	\$10,267	\$10,580
\$/yr	86,136	88,728	91,416	94,200	97,032	100,008	103,020	106,164	107,208	108,288	109,380	110,448	112,692	113,808	114,948	116,112	119,604	123,204	126,960
\$/hr	41.41	42.66	43.95	45.29	46.65	48.08	49.53	51.04	51.54	52.06	52.59	53.10	54.18	54.72	55.26	55.82	57.50	59.23	61.04
17	\$7,249	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,024	\$9,115	\$9,204	\$9,297	\$9,484	\$9,579	\$9,676	\$9,773	\$10,068	\$10,372	\$10,687
\$/yr	86,988	89,616	92,340	95,124	98,052	101,016	104,076	107,208	108,288	109,380	110,448	111,564	113,808	114,948	116,112	117,276	120,816	124,464	128,244

\$/hr	41.82	43.08	44.39	45.73	47.14	48.57	50.04	51.54	52.06	52.59	53.10	53.64	54.72	55.26	55.82	56.38	58.08	59.84	61.66
18	\$7,322	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,115	\$9,204	\$9,297	\$9,391	\$9,579	\$9,676	\$9,773	\$9,869	\$10,168	\$10,476	\$10,792
\$/yr	87,864	90,516	93,252	96,096	99,024	102,024	105,084	108,288	109,380	110,448	111,564	112,692	114,948	116,112	117,276	118,428	122,016	125,712	129,504
\$/hr	42.24	43.52	44.83	46.20	47.61	49.05	50.52	52.06	52.59	53.10	53.64	54.18	55.26	55.82	56.38	56.94	58.66	60.44	62.26
19	\$7,394	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,204	\$9,297	\$9,391	\$9,484	\$9,676	\$9,773	\$9,869	\$9,967	\$10,267	\$10,580	\$10,902
\$/yr	88,728	91,416	94,200	97,032	100,008	103,020	106,164	109,380	110,448	111,564	112,692	113,808	116,112	117,276	118,428	119,604	123,204	126,960	130,824
\$/hr	42.66	43.95	45.29	46.65	48.08	49.53	51.04	52.59	53.10	53.64	54.18	54.72	55.82	56.38	56.94	57.50	59.23	61.04	62.90
20	\$7,468	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,297	\$9,391	\$9,484	\$9,579	\$9,773	\$9,869	\$9,967	\$10,068	\$10,372	\$10,687	\$11,011
\$/yr	89,616	92,340	95,124	98,052	101,016	104,076	107,208	110,448	111,564	112,692	113,808	114,948	117,276	118,428	119,604	120,816	124,464	128,244	132,132
\$/hr	43.08	44.39	45.73	47.14	48.57	50.04	51.54	53.10	53.64	54.18	54.72	55.26	56.38	56.94	57.50	58.08	59.84	61.66	63.53
21	\$7,543	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,391	\$9,484	\$9,579	\$9,676	\$9,869	\$9,967	\$10,068	\$10,168	\$10,476	\$10,792	\$11,122
\$/yr	90,516	93,252	96,096	99,024	102,024	105,084	108,288	111,564	112,692	113,808	114,948	116,112	118,428	119,604	120,816	122,016	125,712	129,504	133,464
\$/hr	43.52	44.83	46.20	47.61	49.05	50.52	52.06	53.64	54.18	54.72	55.26	55.82	56.94	57.50	58.08	58.66	60.44	62.26	64.17
22	\$7,618	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,484	\$9,579	\$9,676	\$9,773	\$9,967	\$10,068	\$10,168	\$10,267	\$10,580	\$10,902	\$11,231
\$/yr	91,416	94,200	97,032	100,008	103,020	106,164	109,380	112,692	113,808	114,948	116,112	117,276	119,604	120,816	122,016	123,204	126,960	130,824	134,772
\$/hr	43.95	45.29	46.65	48.08	49.53	51.04	52.59	54.18	54.72	55.26	55.82	56.38	57.50	58.08	58.66	59.23	61.04	62.90	64.79
23	\$7,695	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,579	\$9,676	\$9,773	\$9,869	\$10,068	\$10,168	\$10,267	\$10,372	\$10,687	\$11,011	\$11,345
\$/yr	92,340	95,124	98,052	101,016	104,076	107,208	110,448	113,808	114,948	116,112	117,276	118,428	120,816	122,016	123,204	124,464	128,244	132,132	136,140
\$/hr	44.39	45.73	47.14	48.57	50.04	51.54	53.10	54.72	55.26	55.82	56.38	56.94	58.08	58.66	59.23	59.84	61.66	63.53	65.45
24	\$7,771	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,676	\$9,773	\$9,869	\$9,967	\$10,168	\$10,267	\$10,372	\$10,476	\$10,792	\$11,122	\$11,458
\$/yr	93,252	96,096	99,024	102,024	105,084	108,288	111,564	114,948	116,112	117,276	118,428	119,604	122,016	123,204	124,464	125,712	129,504	133,464	137,496
\$/hr	44.83	46.20	47.61	49.05	50.52	52.06	53.64	55.26	55.82	56.38	56.94	57.50	58.66	59.23	59.84	60.44	62.26	64.17	66.10
25	\$7,850	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,773	\$9,869	\$9,967	\$10,068	\$10,267	\$10,372	\$10,476	\$10,580	\$10,902	\$11,231	\$11,572
\$/yr	94,200	97,032	100,008	103,020	106,164	109,380	112,692	116,112	117,276	118,428	119,604	120,816	123,204	124,464	125,712	126,960	130,824	134,772	138,864
\$/hr	45.29	46.65	48.08	49.53	51.04	52.59	54.18	55.82	56.38	56.94	57.50	58.08	59.23	59.84	60.44	61.04	62.90	64.79	66.76
26	\$7,927	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$9,869	\$9,967	\$10,068	\$10,168	\$10,372	\$10,476	\$10,580	\$10,687	\$11,011	\$11,345	\$11,688
\$/yr	95,124	98,052	101,016	104,076	107,208	110,448	113,808	117,276	118,428	119,604	120,816	122,016	124,464	125,712	126,960	128,244	132,132	136,140	140,256
\$/hr	45.73	47.14	48.57	50.04	51.54	53.10	54.72	56.38	56.94	57.50	58.08	58.66	59.84	60.44	61.04	61.66	63.53	65.45	67.43
27	\$8,008	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$9,967	\$10,068	\$10,168	\$10,267	\$10,476	\$10,580	\$10,687	\$10,792	\$11,122	\$11,458	\$11,804
\$/yr	96,096	99,024	102,024	105,084	108,288	111,564	114,948	118,428	119,604	120,816	122,016	123,204	125,712	126,960	128,244	129,504	133,464	137,496	141,648
\$/hr	46.20	47.61	49.05	50.52	52.06	53.64	55.26	56.94	57.50	58.08	58.66	59.23	60.44	61.04	61.66	62.26	64.17	66.10	68.10
28	\$8,086	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,068	\$10,168	\$10,267	\$10,372	\$10,580	\$10,687	\$10,792	\$10,902	\$11,231	\$11,572	\$11,922
\$/yr	97,032	100,008	103,020	106,164	109,380	112,692	116,112	119,604	120,816	122,016	123,204	124,464	126,960	128,244	129,504	130,824	134,772	138,864	143,064
\$/hr	46.65	48.08	49.53	51.04	52.59	54.18	55.82	57.50	58.08	58.66	59.23	59.84	61.04	61.66	62.26	62.90	64.79	66.76	68.78

29	\$8,171	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,168	\$10,267	\$10,372	\$10,476	\$10,687	\$10,792	\$10,902	\$11,011	\$11,345	\$11,688	\$12,041
\$/yr	98,052	101,016	104,076	107,208	110,448	113,808	117,276	120,816	122,016	123,204	124,464	125,712	128,244	129,504	130,824	132,132	136,140	140,256	144,492
\$/hr	47.14	48.57	50.04	51.54	53.10	54.72	56.38	58.08	58.66	59.23	59.84	60.44	61.66	62.26	62.90	63.53	65.45	67.43	69.47
30	\$8,252	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,267	\$10,372	\$10,476	\$10,580	\$10,792	\$10,902	\$11,011	\$11,122	\$11,458	\$11,804	\$12,164
\$/yr	99,024	102,024	105,084	108,288	111,564	114,948	118,428	122,016	123,204	124,464	125,712	126,960	129,504	130,824	132,132	133,464	137,496	141,648	145,968
\$/hr	47.61	49.05	50.52	52.06	53.64	55.26	56.94	58.66	59.23	59.84	60.44	61.04	62.26	62.90	63.53	64.17	66.10	68.10	70.18
31	\$8,334	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,372	\$10,476	\$10,580	\$10,687	\$10,902	\$11,011	\$11,122	\$11,231	\$11,572	\$11,922	\$12,284
\$/yr	100,008	103,020	106,164	109,380	112,692	116,112	119,604	123,204	124,464	125,712	126,960	128,244	130,824	132,132	133,464	134,772	138,864	143,064	147,408
\$/hr	48.08	49.53	51.04	52.59	54.18	55.82	57.50	59.23	59.84	60.44	61.04	61.66	62.90	63.53	64.17	64.79	66.76	68.78	70.87
32	\$8,418	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,476	\$10,580	\$10,687	\$10,792	\$11,011	\$11,122	\$11,231	\$11,345	\$11,688	\$12,041	\$12,408
\$/yr	101,016	104,076	107,208	110,448	113,808	117,276	120,816	124,464	125,712	126,960	128,244	129,504	132,132	133,464	134,772	136,140	140,256	144,492	148,896
\$/hr	48.57	50.04	51.54	53.10	54.72	56.38	58.08	59.84	60.44	61.04	61.66	62.26	63.53	64.17	64.79	65.45	67.43	69.47	71.58
33	\$8,502	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,580	\$10,687	\$10,792	\$10,902	\$11,122	\$11,231	\$11,345	\$11,458	\$11,804	\$12,164	\$12,532
\$/yr	102,024	105,084	108,288	111,564	114,948	118,428	122,016	125,712	126,960	128,244	129,504	130,824	133,464	134,772	136,140	137,496	141,648	145,968	150,384
\$/hr	49.05	50.52	52.06	53.64	55.26	56.94	58.66	60.44	61.04	61.66	62.26	62.90	64.17	64.79	65.45	66.10	68.10	70.18	72.30
34	\$8,585	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,687	\$10,792	\$10,902	\$11,011	\$11,231	\$11,345	\$11,458	\$11,572	\$11,922	\$12,284	\$12,657
\$/yr	103,020	106,164	109,380	112,692	116,112	119,604	123,204	126,960	128,244	129,504	130,824	132,132	134,772	136,140	137,496	138,864	143,064	147,408	151,884
\$/hr	49.53	51.04	52.59	54.18	55.82	57.50	59.23	61.04	61.66	62.26	62.90	63.53	64.79	65.45	66.10	66.76	68.78	70.87	73.02
35	\$8,673	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$10,792	\$10,902	\$11,011	\$11,122	\$11,345	\$11,458	\$11,572	\$11,688	\$12,041	\$12,408	\$12,784
\$/yr	104,076	107,208	110,448	113,808	117,276	120,816	124,464	128,244	129,504	130,824	132,132	133,464	136,140	137,496	138,864	140,256	144,492	148,896	153,408
\$/hr	50.04	51.54	53.10	54.72	56.38	58.08	59.84	61.66	62.26	62.90	63.53	64.17	65.45	66.10	66.76	67.43	69.47	71.58	73.75
36	\$8,757	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$10,902	\$11,011	\$11,122	\$11,231	\$11,458	\$11,572	\$11,688	\$11,804	\$12,164	\$12,532	\$12,913
\$/yr	105,084	108,288	111,564	114,948	118,428	122,016	125,712	129,504	130,824	132,132	133,464	134,772	137,496	138,864	140,256	141,648	145,968	150,384	154,956
\$/hr	50.52	52.06	53.64	55.26	56.94	58.66	60.44	62.26	62.90	63.53	64.17	64.79	66.10	66.76	67.43	68.10	70.18	72.30	74.50
37	\$8,847	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,011	\$11,122	\$11,231	\$11,345	\$11,572	\$11,688	\$11,804	\$11,922	\$12,284	\$12,657	\$13,042
\$/yr	106,164	109,380	112,692	116,112	119,604	123,204	126,960	130,824	132,132	133,464	134,772	136,140	138,864	140,256	141,648	143,064	147,408	151,884	156,504
\$/hr	51.04	52.59	54.18	55.82	57.50	59.23	61.04	62.90	63.53	64.17	64.79	65.45	66.76	67.43	68.10	68.78	70.87	73.02	75.24
38	\$8,934	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,122	\$11,231	\$11,345	\$11,458	\$11,688	\$11,804	\$11,922	\$12,041	\$12,408	\$12,784	\$13,171
\$/yr	107,208	110,448	113,808	117,276	120,816	124,464	128,244	132,132	133,464	134,772	136,140	137,496	140,256	141,648	143,064	144,492	148,896	153,408	158,052
\$/hr	51.54	53.10	54.72	56.38	58.08	59.84	61.66	63.53	64.17	64.79	65.45	66.10	67.43	68.10	68.78	69.47	71.58	73.75	75.99
39	\$9,024	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,231	\$11,345	\$11,458	\$11,572	\$11,804	\$11,922	\$12,041	\$12,164	\$12,532	\$12,913	\$13,303
\$/yr	108,288	111,564	114,948	118,428	122,016	125,712	129,504	133,464	134,772	136,140	137,496	138,864	141,648	143,064	144,492	145,968	150,384	154,956	159,636
\$/hr	52.06	53.64	55.26	56.94	58.66	60.44	62.26	64.17	64.79	65.45	66.10	66.76	68.10	68.78	69.47	70.18	72.30	74.50	76.75
40	\$9,115	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,345	\$11,458	\$11,572	\$11,688	\$11,922	\$12,041	\$12,164	\$12,284	\$12,657	\$13,042	\$13,435
\$/yr	109,380	112,692	116,112	119,604	123,204	126,960	130,824	134,772	136,140	137,496	138,864	140,256	143,064	144,492	145,968	147,408	151,884	156,504	161,220
\$/hr	52.59	54.18	55.82	57.50	59.23	61.04	62.90	64.79	65.45	66.10	66.76	67.43	68.78	69.47	70.18	70.87	73.02	75.24	77.51

41	\$9,204	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,458	\$11,572	\$11,688	\$11,804	\$12,041	\$12,164	\$12,284	\$12,408	\$12,784	\$13,171	\$13,570
\$/yr	110,448	113,808	117,276	120,816	124,464	128,244	132,132	136,140	137,496	138,864	140,256	141,648	144,492	145,968	147,408	148,896	153,408	158,052	162,840
\$/hr	53.10	54.72	56.38	58.08	59.84	61.66	63.53	65.45	66.10	66.76	67.43	68.10	69.47	70.18	70.87	71.58	73.75	75.99	78.29
42	\$9,297	\$9,579	\$9,869	\$10,168	\$10,476	\$10,792	\$11,122	\$11,458	\$11,572	\$11,688	\$11,804	\$11,922	\$12,164	\$12,284	\$12,408	\$12,532	\$12,913	\$13,303	\$13,706
\$/yr	111,564	114,948	118,428	122,016	125,712	129,504	133,464	137,496	138,864	140,256	141,648	143,064	145,968	147,408	148,896	150,384	154,956	159,636	164,472
\$/hr	53.64	55.26	56.94	58.66	60.44	62.26	64.17	66.10	66.76	67.43	68.10	68.78	70.18	70.87	71.58	72.30	74.50	76.75	79.07
43	\$9,391	\$9,676	\$9,967	\$10,267	\$10,580	\$10,902	\$11,231	\$11,572	\$11,688	\$11,804	\$11,922	\$12,041	\$12,284	\$12,408	\$12,532	\$12,657	\$13,042	\$13,435	\$13,842
\$/yr	112,692	116,112	119,604	123,204	126,960	130,824	134,772	138,864	140,256	141,648	143,064	144,492	147,408	148,896	150,384	151,884	156,504	161,220	166,104
\$/hr	54.18	55.82	57.50	59.23	61.04	62.90	64.79	66.76	67.43	68.10	68.78	69.47	70.87	71.58	72.30	73.02	75.24	77.51	79.86
44	\$9,484	\$9,773	\$10,068	\$10,372	\$10,687	\$11,011	\$11,345	\$11,688	\$11,804	\$11,922	\$12,041	\$12,164	\$12,408	\$12,532	\$12,657	\$12,784	\$13,171	\$13,570	\$13,981
\$/yr	113,808	117,276	120,816	124,464	128,244	132,132	136,140	140,256	141,648	143,064	144,492	145,968	148,896	150,384	151,884	153,408	158,052	162,840	167,772
\$/hr	54.72	56.38	58.08	59.84	61.66	63.53	65.45	67.43	68.10	68.78	69.47	70.18	71.58	72.30	73.02	73.75	75.99	78.29	80.66

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Professional Technical Pay**

**PAY TABLE BT
Effective July 1, 2017**

Range	<---- Step ---->																				CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	\$2,823	\$2,907	\$2,998	\$3,086	\$3,180	\$3,278	\$3,376	\$3,478	\$3,513	\$3,548	\$3,584	\$3,620	\$3,693	\$3,693	\$3,693	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551
\$/yr	\$33,876	\$34,884	\$35,976	\$37,032	\$38,160	\$39,336	\$40,512	\$41,736	\$42,156	\$42,576	\$43,008	\$43,440	\$44,316	\$44,316	\$44,316	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612
\$/hr	16.29	16.77	17.3	17.8	18.35	18.91	19.48	20.07	20.27	20.47	20.68	20.88	21.31	21.31	21.31	21.96	22.61	23.28	24.01	24.72	25.48	26.26
2	\$2,849	\$2,938	\$3,025	\$3,118	\$3,211	\$3,310	\$3,409	\$3,513	\$3,548	\$3,584	\$3,620	\$3,655	\$3,730	\$3,730	\$3,730	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595
\$/yr	\$34,188	\$35,256	\$36,300	\$37,416	\$38,532	\$39,720	\$40,908	\$42,156	\$42,576	\$43,008	\$43,440	\$43,860	\$44,760	\$44,760	\$44,760	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140
\$/hr	16.44	16.95	17.45	17.99	18.53	19.1	19.67	20.27	20.47	20.68	20.88	21.09	21.52	21.52	21.52	22.17	22.83	23.53	24.23	24.98	25.73	26.51
3	\$2,882	\$2,965	\$3,057	\$3,149	\$3,244	\$3,343	\$3,444	\$3,548	\$3,584	\$3,620	\$3,655	\$3,693	\$3,766	\$3,766	\$3,766	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644
\$/yr	\$34,584	\$35,580	\$36,684	\$37,788	\$38,928	\$40,116	\$41,328	\$42,576	\$43,008	\$43,440	\$43,860	\$44,316	\$45,192	\$45,192	\$45,192	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728
\$/hr	16.63	17.11	17.64	18.17	18.72	19.29	19.87	20.47	20.68	20.88	21.09	21.31	21.73	21.73	21.73	22.39	23.06	23.76	24.48	25.22	25.99	26.79
4	\$2,907	\$2,998	\$3,086	\$3,180	\$3,278	\$3,376	\$3,478	\$3,584	\$3,620	\$3,655	\$3,693	\$3,730	\$3,806	\$3,806	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689
\$/yr	\$34,884	\$35,976	\$37,032	\$38,160	\$39,336	\$40,512	\$41,736	\$43,008	\$43,440	\$43,860	\$44,316	\$44,760	\$45,672	\$45,672	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268
\$/hr	16.77	17.3	17.8	18.35	18.91	19.48	20.07	20.68	20.88	21.09	21.31	21.52	21.96	21.96	21.96	22.61	23.28	24.01	24.72	25.48	26.26	27.05
5	\$2,938	\$3,025	\$3,118	\$3,211	\$3,310	\$3,409	\$3,513	\$3,620	\$3,655	\$3,693	\$3,730	\$3,766	\$3,842	\$3,842	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736
\$/yr	\$35,256	\$36,300	\$37,416	\$38,532	\$39,720	\$40,908	\$42,156	\$43,440	\$43,860	\$44,316	\$44,760	\$45,192	\$46,104	\$46,104	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832
\$/hr	16.95	17.45	17.99	18.53	19.1	19.67	20.27	20.88	21.09	21.31	21.52	21.73	22.17	22.17	22.17	22.83	23.53	24.23	24.98	25.73	26.51	27.32
6	\$2,965	\$3,057	\$3,149	\$3,244	\$3,343	\$3,444	\$3,548	\$3,655	\$3,693	\$3,730	\$3,766	\$3,806	\$3,881	\$3,881	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783
\$/yr	\$35,580	\$36,684	\$37,788	\$38,928	\$40,116	\$41,328	\$42,576	\$43,860	\$44,316	\$44,760	\$45,192	\$45,672	\$46,572	\$46,572	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396
\$/hr	17.11	17.64	18.17	18.72	19.29	19.87	20.47	21.09	21.31	21.52	21.73	21.96	22.39	22.39	22.39	23.06	23.76	24.48	25.22	25.99	26.79	27.59
7	\$2,998	\$3,086	\$3,180	\$3,278	\$3,376	\$3,478	\$3,584	\$3,693	\$3,730	\$3,766	\$3,806	\$3,842	\$3,919	\$3,919	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831
\$/yr	\$35,976	\$37,032	\$38,160	\$39,336	\$40,512	\$41,736	\$43,008	\$44,316	\$44,760	\$45,192	\$45,672	\$46,104	\$47,028	\$47,028	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972
\$/hr	17.3	17.8	18.35	18.91	19.48	20.07	20.68	21.31	21.52	21.73	21.96	22.17	22.61	22.61	22.61	23.28	24.01	24.72	25.48	26.26	27.05	27.87

8	\$3,025	\$3,118	\$3,211	\$3,310	\$3,409	\$3,513	\$3,620	\$3,730	\$3,766	\$3,806	\$3,842	\$3,881	\$3,958	\$3,958	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881
\$/yr	\$36,300	\$37,416	\$38,532	\$39,720	\$40,908	\$42,156	\$43,440	\$44,760	\$45,192	\$45,672	\$46,104	\$46,572	\$47,496	\$47,496	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572
\$/hr	17.45	17.99	18.53	19.1	19.67	20.27	20.88	21.52	21.73	21.96	22.17	22.39	22.83	22.83	22.83	23.53	24.23	24.98	25.73	26.51	27.32	28.16
9	\$3,057	\$3,149	\$3,244	\$3,343	\$3,444	\$3,548	\$3,655	\$3,766	\$3,806	\$3,842	\$3,881	\$3,919	\$3,997	\$3,997	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928
\$/yr	\$36,684	\$37,788	\$38,928	\$40,116	\$41,328	\$42,576	\$43,860	\$45,192	\$45,672	\$46,104	\$46,572	\$47,028	\$47,964	\$47,964	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136
\$/hr	17.64	18.17	18.72	19.29	19.87	20.47	21.09	21.73	21.96	22.17	22.39	22.61	23.06	23.06	23.06	23.76	24.48	25.22	25.99	26.79	27.59	28.43
10	\$3,086	\$3,180	\$3,278	\$3,376	\$3,478	\$3,584	\$3,693	\$3,806	\$3,842	\$3,881	\$3,919	\$3,958	\$4,036	\$4,036	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978
\$/yr	\$37,032	\$38,160	\$39,336	\$40,512	\$41,736	\$43,008	\$44,316	\$45,672	\$46,104	\$46,572	\$47,028	\$47,496	\$48,432	\$48,432	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736
\$/hr	17.8	18.35	18.91	19.48	20.07	20.68	21.31	21.96	22.17	22.39	22.61	22.83	23.28	23.28	23.28	24.01	24.72	25.48	26.26	27.05	27.87	28.72
11	\$3,118	\$3,211	\$3,310	\$3,409	\$3,513	\$3,620	\$3,730	\$3,842	\$3,881	\$3,919	\$3,958	\$3,997	\$4,078	\$4,078	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027
\$/yr	\$37,416	\$38,532	\$39,720	\$40,908	\$42,156	\$43,440	\$44,760	\$46,104	\$46,572	\$47,028	\$47,496	\$47,964	\$48,936	\$48,936	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324
\$/hr	17.99	18.53	19.1	19.67	20.27	20.88	21.52	22.17	22.39	22.61	22.83	23.06	23.53	23.53	23.53	24.23	24.98	25.73	26.51	27.32	28.16	29
12	\$3,149	\$3,244	\$3,343	\$3,444	\$3,548	\$3,655	\$3,766	\$3,881	\$3,919	\$3,958	\$3,997	\$4,036	\$4,119	\$4,119	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079
\$/yr	\$37,788	\$38,928	\$40,116	\$41,328	\$42,576	\$43,860	\$45,192	\$46,572	\$47,028	\$47,496	\$47,964	\$48,432	\$49,428	\$49,428	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948
\$/hr	18.17	18.72	19.29	19.87	20.47	21.09	21.73	22.39	22.61	22.83	23.06	23.28	23.76	23.76	23.76	24.48	25.22	25.99	26.79	27.59	28.43	29.3
13	\$3,180	\$3,278	\$3,376	\$3,478	\$3,584	\$3,693	\$3,806	\$3,919	\$3,958	\$3,997	\$4,036	\$4,078	\$4,162	\$4,162	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129
\$/yr	\$38,160	\$39,336	\$40,512	\$41,736	\$43,008	\$44,316	\$45,672	\$47,028	\$47,496	\$47,964	\$48,432	\$48,936	\$49,944	\$49,944	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548
\$/hr	18.35	18.91	19.48	20.07	20.68	21.31	21.96	22.61	22.83	23.06	23.28	23.53	24.01	24.01	24.01	24.72	25.48	26.26	27.05	27.87	28.72	29.59
14	\$3,211	\$3,310	\$3,409	\$3,513	\$3,620	\$3,730	\$3,842	\$3,958	\$3,997	\$4,036	\$4,078	\$4,119	\$4,200	\$4,200	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180
\$/yr	\$38,532	\$39,720	\$40,908	\$42,156	\$43,440	\$44,760	\$46,104	\$47,496	\$47,964	\$48,432	\$48,936	\$49,428	\$50,400	\$50,400	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160
\$/hr	18.53	19.1	19.67	20.27	20.88	21.52	22.17	22.83	23.06	23.28	23.53	23.76	24.23	24.23	24.23	24.98	25.73	26.51	27.32	28.16	29	29.88
15	\$3,244	\$3,343	\$3,444	\$3,548	\$3,655	\$3,766	\$3,881	\$3,997	\$4,036	\$4,078	\$4,119	\$4,162	\$4,243	\$4,243	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234
\$/yr	\$38,928	\$40,116	\$41,328	\$42,576	\$43,860	\$45,192	\$46,572	\$47,964	\$48,432	\$48,936	\$49,428	\$49,944	\$50,916	\$50,916	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808
\$/hr	18.72	19.29	19.87	20.47	21.09	21.73	22.39	23.06	23.28	23.53	23.76	24.01	24.48	24.48	24.48	25.22	25.99	26.79	27.59	28.43	29.3	30.2
16	\$3,278	\$3,376	\$3,478	\$3,584	\$3,693	\$3,806	\$3,919	\$4,036	\$4,078	\$4,119	\$4,162	\$4,200	\$4,285	\$4,285	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284
\$/yr	\$39,336	\$40,512	\$41,736	\$43,008	\$44,316	\$45,672	\$47,028	\$48,432	\$48,936	\$49,428	\$49,944	\$50,400	\$51,420	\$51,420	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408
\$/hr	18.91	19.48	20.07	20.68	21.31	21.96	22.61	23.28	23.53	23.76	24.01	24.23	24.72	24.72	24.72	25.48	26.26	27.05	27.87	28.72	29.59	30.48
17	\$3,310	\$3,409	\$3,513	\$3,620	\$3,730	\$3,842	\$3,958	\$4,078	\$4,119	\$4,162	\$4,200	\$4,243	\$4,330	\$4,330	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338

\$/yr	\$39,720	\$40,908	\$42,156	\$43,440	\$44,760	\$46,104	\$47,496	\$48,936	\$49,428	\$49,944	\$50,400	\$50,916	\$51,960	\$51,960	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056
\$/hr	19.1	19.67	20.27	20.88	21.52	22.17	22.83	23.53	23.76	24.01	24.23	24.48	24.98	24.98	24.98	25.73	26.51	27.32	28.16	29	29.88	30.8
18	\$3,343	\$3,444	\$3,548	\$3,655	\$3,766	\$3,881	\$3,997	\$4,119	\$4,162	\$4,200	\$4,243	\$4,285	\$4,372	\$4,372	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393
\$/yr	\$40,116	\$41,328	\$42,576	\$43,860	\$45,192	\$46,572	\$47,964	\$49,428	\$49,944	\$50,400	\$50,916	\$51,420	\$52,464	\$52,464	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716
\$/hr	19.29	19.87	20.47	21.09	21.73	22.39	23.06	23.76	24.01	24.23	24.48	24.72	25.22	25.22	25.22	25.99	26.79	27.59	28.43	29.3	30.2	31.11
19	\$3,376	\$3,478	\$3,584	\$3,693	\$3,806	\$3,919	\$4,036	\$4,162	\$4,200	\$4,243	\$4,285	\$4,330	\$4,417	\$4,417	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445
\$/yr	\$40,512	\$41,736	\$43,008	\$44,316	\$45,672	\$47,028	\$48,432	\$49,944	\$50,400	\$50,916	\$51,420	\$51,960	\$53,004	\$53,004	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340
\$/hr	19.48	20.07	20.68	21.31	21.96	22.61	23.28	24.01	24.23	24.48	24.72	24.98	25.48	25.48	25.48	26.26	27.05	27.87	28.72	29.59	30.48	31.41
20	\$3,409	\$3,513	\$3,620	\$3,730	\$3,842	\$3,958	\$4,078	\$4,200	\$4,243	\$4,285	\$4,330	\$4,372	\$4,460	\$4,460	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501
\$/yr	\$40,908	\$42,156	\$43,440	\$44,760	\$46,104	\$47,496	\$48,936	\$50,400	\$50,916	\$51,420	\$51,960	\$52,464	\$53,520	\$53,520	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012
\$/hr	19.67	20.27	20.88	21.52	22.17	22.83	23.53	24.23	24.48	24.72	24.98	25.22	25.73	25.73	25.73	26.51	27.32	28.16	29	29.88	30.8	31.74
21	\$3,444	\$3,548	\$3,655	\$3,766	\$3,881	\$3,997	\$4,119	\$4,243	\$4,285	\$4,330	\$4,372	\$4,417	\$4,505	\$4,505	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557
\$/yr	\$41,328	\$42,576	\$43,860	\$45,192	\$46,572	\$47,964	\$49,428	\$50,916	\$51,420	\$51,960	\$52,464	\$53,004	\$54,060	\$54,060	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684
\$/hr	19.87	20.47	21.09	21.73	22.39	23.06	23.76	24.48	24.72	24.98	25.22	25.48	25.99	25.99	25.99	26.79	27.59	28.43	29.3	30.2	31.11	32.06
22	\$3,478	\$3,584	\$3,693	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,330	\$4,372	\$4,417	\$4,460	\$4,551	\$4,551	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612
\$/yr	\$41,736	\$43,008	\$44,316	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$51,960	\$52,464	\$53,004	\$53,520	\$54,612	\$54,612	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344
\$/hr	20.07	20.68	21.31	21.96	22.61	23.28	24.01	24.72	24.98	25.22	25.48	25.73	26.26	26.26	26.26	27.05	27.87	28.72	29.59	30.48	31.41	32.38
23	\$3,513	\$3,620	\$3,730	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,372	\$4,417	\$4,460	\$4,505	\$4,595	\$4,595	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668
\$/yr	\$42,156	\$43,440	\$44,760	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$52,464	\$53,004	\$53,520	\$54,060	\$55,140	\$55,140	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016
\$/hr	20.27	20.88	21.52	22.17	22.83	23.53	24.23	24.98	25.22	25.48	25.73	25.99	26.51	26.51	26.51	27.32	28.16	29	29.88	30.8	31.74	32.7
24	\$3,548	\$3,655	\$3,766	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,417	\$4,460	\$4,505	\$4,551	\$4,644	\$4,644	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727
\$/yr	\$42,576	\$43,860	\$45,192	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$53,004	\$53,520	\$54,060	\$54,612	\$55,728	\$55,728	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724
\$/hr	20.47	21.09	21.73	22.39	23.06	23.76	24.48	25.22	25.48	25.73	25.99	26.26	26.79	26.79	26.79	27.59	28.43	29.3	30.2	31.11	32.06	33.04
25	\$3,584	\$3,693	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,460	\$4,505	\$4,551	\$4,595	\$4,689	\$4,689	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780
\$/yr	\$43,008	\$44,316	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$53,520	\$54,060	\$54,612	\$55,140	\$56,268	\$56,268	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360
\$/hr	20.68	21.31	21.96	22.61	23.28	24.01	24.72	25.48	25.73	25.99	26.26	26.51	27.05	27.05	27.05	27.87	28.72	29.59	30.48	31.41	32.38	33.35
26	\$3,620	\$3,730	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,505	\$4,551	\$4,595	\$4,644	\$4,736	\$4,736	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840
\$/yr	\$43,440	\$44,760	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$54,060	\$54,612	\$55,140	\$55,728	\$56,832	\$56,832	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080

\$/hr	20.88	21.52	22.17	22.83	23.53	24.23	24.98	25.73	25.99	26.26	26.51	26.79	27.32	27.32	27.32	28.16	29	29.88	30.8	31.74	32.7	33.69
27	\$3,655	\$3,766	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,551	\$4,595	\$4,644	\$4,689	\$4,783	\$4,783	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898
\$/yr	\$43,860	\$45,192	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$54,612	\$55,140	\$55,728	\$56,268	\$57,396	\$57,396	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776
\$/hr	21.09	21.73	22.39	23.06	23.76	24.48	25.22	25.99	26.26	26.51	26.79	27.05	27.59	27.59	27.59	28.43	29.3	30.2	31.11	32.06	33.04	34.03
28	\$3,693	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,595	\$4,644	\$4,689	\$4,736	\$4,831	\$4,831	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955
\$/yr	\$44,316	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$55,140	\$55,728	\$56,268	\$56,832	\$57,972	\$57,972	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460
\$/hr	21.31	21.96	22.61	23.28	24.01	24.72	25.48	26.26	26.51	26.79	27.05	27.32	27.87	27.87	27.87	28.72	29.59	30.48	31.41	32.38	33.35	34.36
29	\$3,730	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,644	\$4,689	\$4,736	\$4,783	\$4,881	\$4,881	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015
\$/yr	\$44,760	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$55,728	\$56,268	\$56,832	\$57,396	\$58,572	\$58,572	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180
\$/hr	21.52	22.17	22.83	23.53	24.23	24.98	25.73	26.51	26.79	27.05	27.32	27.59	28.16	28.16	28.16	29	29.88	30.8	31.74	32.7	33.69	34.7
30	\$3,766	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,689	\$4,736	\$4,783	\$4,831	\$4,928	\$4,928	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077
\$/yr	\$45,192	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$56,268	\$56,832	\$57,396	\$57,972	\$59,136	\$59,136	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924
\$/hr	21.73	22.39	23.06	23.76	24.48	25.22	25.99	26.79	27.05	27.32	27.59	27.87	28.43	28.43	28.43	29.3	30.2	31.11	32.06	33.04	34.03	35.06
31	\$3,806	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,736	\$4,783	\$4,831	\$4,881	\$4,978	\$4,978	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135
\$/yr	\$45,672	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$56,832	\$57,396	\$57,972	\$58,572	\$59,736	\$59,736	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620
\$/hr	21.96	22.61	23.28	24.01	24.72	25.48	26.26	27.05	27.32	27.59	27.87	28.16	28.72	28.72	28.72	29.59	30.48	31.41	32.38	33.35	34.36	35.39
32	\$3,842	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,783	\$4,831	\$4,881	\$4,928	\$5,027	\$5,027	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198
\$/yr	\$46,104	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$57,396	\$57,972	\$58,572	\$59,136	\$60,324	\$60,324	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376
\$/hr	22.17	22.83	23.53	24.23	24.98	25.73	26.51	27.32	27.59	27.87	28.16	28.43	29	29	29	29.88	30.8	31.74	32.7	33.69	34.7	35.76
33	\$3,881	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,831	\$4,881	\$4,928	\$4,978	\$5,079	\$5,079	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260
\$/yr	\$46,572	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$57,972	\$58,572	\$59,136	\$59,736	\$60,948	\$60,948	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120
\$/hr	22.39	23.06	23.76	24.48	25.22	25.99	26.79	27.59	27.87	28.16	28.43	28.72	29.3	29.3	29.3	30.2	31.11	32.06	33.04	34.03	35.06	36.12
34	\$3,919	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,881	\$4,928	\$4,978	\$5,027	\$5,129	\$5,129	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324
\$/yr	\$47,028	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$58,572	\$59,136	\$59,736	\$60,324	\$61,548	\$61,548	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888
\$/hr	22.61	23.28	24.01	24.72	25.48	26.26	27.05	27.87	28.16	28.43	28.72	29	29.59	29.59	29.59	30.48	31.41	32.38	33.35	34.36	35.39	36.48
35	\$3,958	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$4,928	\$4,978	\$5,027	\$5,079	\$5,180	\$5,180	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386
\$/yr	\$47,496	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$59,136	\$59,736	\$60,324	\$60,948	\$62,160	\$62,160	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632
\$/hr	22.83	23.53	24.23	24.98	25.73	26.51	27.32	28.16	28.43	28.72	29	29.3	29.88	29.88	29.88	30.8	31.74	32.7	33.69	34.7	35.76	36.84

36	\$3,997	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$4,978	\$5,027	\$5,079	\$5,129	\$5,234	\$5,234	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447
\$/yr	\$47,964	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$59,736	\$60,324	\$60,948	\$61,548	\$62,808	\$62,808	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364
\$/hr	23.06	23.76	24.48	25.22	25.99	26.79	27.59	28.43	28.72	29	29.3	29.59	30.2	30.2	30.2	31.11	32.06	33.04	34.03	35.06	36.12	37.19
37	\$4,036	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,027	\$5,079	\$5,129	\$5,180	\$5,284	\$5,284	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515
\$/yr	\$48,432	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$60,324	\$60,948	\$61,548	\$62,160	\$63,408	\$63,408	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180
\$/hr	23.28	24.01	24.72	25.48	26.26	27.05	27.87	28.72	29	29.3	29.59	29.88	30.48	30.48	30.48	31.41	32.38	33.35	34.36	35.39	36.48	37.59
38	\$4,078	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,079	\$5,129	\$5,180	\$5,234	\$5,338	\$5,338	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579
\$/yr	\$48,936	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$60,948	\$61,548	\$62,160	\$62,808	\$64,056	\$64,056	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948
\$/hr	23.53	24.23	24.98	25.73	26.51	27.32	28.16	29	29.3	29.59	29.88	30.2	30.8	30.8	30.8	31.74	32.7	33.69	34.7	35.76	36.84	37.96
39	\$4,119	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,129	\$5,180	\$5,234	\$5,284	\$5,393	\$5,393	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645
\$/yr	\$49,428	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$61,548	\$62,160	\$62,808	\$63,408	\$64,716	\$64,716	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740
\$/hr	23.76	24.48	25.22	25.99	26.79	27.59	28.43	29.3	29.59	29.88	30.2	30.48	31.11	31.11	31.11	32.06	33.04	34.03	35.06	36.12	37.19	38.34
40	\$4,162	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,180	\$5,234	\$5,284	\$5,338	\$5,445	\$5,445	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709
\$/yr	\$49,944	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$62,160	\$62,808	\$63,408	\$64,056	\$65,340	\$65,340	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508
\$/hr	24.01	24.72	25.48	26.26	27.05	27.87	28.72	29.59	29.88	30.2	30.48	30.8	31.41	31.41	31.41	32.38	33.35	34.36	35.39	36.48	37.59	38.71
41	\$4,200	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,234	\$5,284	\$5,338	\$5,393	\$5,501	\$5,501	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777
\$/yr	\$50,400	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$62,808	\$63,408	\$64,056	\$64,716	\$66,012	\$66,012	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324
\$/hr	24.23	24.98	25.73	26.51	27.32	28.16	29	29.88	30.2	30.48	30.8	31.11	31.74	31.74	31.74	32.7	33.69	34.7	35.76	36.84	37.96	39.1
42	\$4,243	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,284	\$5,338	\$5,393	\$5,445	\$5,557	\$5,557	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844
\$/yr	\$50,916	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$63,408	\$64,056	\$64,716	\$65,340	\$66,684	\$66,684	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128
\$/hr	24.48	25.22	25.99	26.79	27.59	28.43	29.3	30.2	30.48	30.8	31.11	31.41	32.06	32.06	32.06	33.04	34.03	35.06	36.12	37.19	38.34	39.48
43	\$4,285	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,338	\$5,393	\$5,445	\$5,501	\$5,612	\$5,612	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914
\$/yr	\$51,420	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$64,056	\$64,716	\$65,340	\$66,012	\$67,344	\$67,344	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968
\$/hr	24.72	25.48	26.26	27.05	27.87	28.72	29.59	30.48	30.8	31.11	31.41	31.74	32.38	32.38	32.38	33.35	34.36	35.39	36.48	37.59	38.71	39.89
44	\$4,330	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,393	\$5,445	\$5,501	\$5,557	\$5,668	\$5,668	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981
\$/yr	\$51,960	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$64,716	\$65,340	\$66,012	\$66,684	\$68,016	\$68,016	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772
\$/hr	24.98	25.73	26.51	27.32	28.16	29	29.88	30.8	31.11	31.41	31.74	32.06	32.7	32.7	32.7	33.69	34.7	35.76	36.84	37.96	39.1	40.28
45	\$4,372	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,445	\$5,501	\$5,557	\$5,612	\$5,727	\$5,727	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050

\$/yr	\$52,464	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$65,340	\$66,012	\$66,684	\$67,344	\$68,724	\$68,724	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600
\$/hr	25.22	25.99	26.79	27.59	28.43	29.3	30.2	31.11	31.41	31.74	32.06	32.38	33.04	33.04	33.04	34.03	35.06	36.12	37.19	38.34	39.48	40.67
46	\$4,417	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,501	\$5,557	\$5,612	\$5,668	\$5,780	\$5,780	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122
\$/yr	\$53,004	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$66,012	\$66,684	\$67,344	\$68,016	\$69,360	\$69,360	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464
\$/hr	25.48	26.26	27.05	27.87	28.72	29.59	30.48	31.41	31.74	32.06	32.38	32.7	33.35	33.35	33.35	34.36	35.39	36.48	37.59	38.71	39.89	41.09
47	\$4,460	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,557	\$5,612	\$5,668	\$5,727	\$5,840	\$5,840	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193
\$/yr	\$53,520	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$66,684	\$67,344	\$68,016	\$68,724	\$70,080	\$70,080	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316
\$/hr	25.73	26.51	27.32	28.16	29	29.88	30.8	31.74	32.06	32.38	32.7	33.04	33.69	33.69	33.69	34.7	35.76	36.84	37.96	39.1	40.28	41.5
48	\$4,505	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,612	\$5,668	\$5,727	\$5,780	\$5,898	\$5,898	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268
\$/yr	\$54,060	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$67,344	\$68,016	\$68,724	\$69,360	\$70,776	\$70,776	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216
\$/hr	25.99	26.79	27.59	28.43	29.3	30.2	31.11	32.06	32.38	32.7	33.04	33.35	34.03	34.03	34.03	35.06	36.12	37.19	38.34	39.48	40.67	41.93
49	\$4,551	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,668	\$5,727	\$5,780	\$5,840	\$5,955	\$5,955	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340
\$/yr	\$54,612	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$68,016	\$68,724	\$69,360	\$70,080	\$71,460	\$71,460	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080
\$/hr	26.26	27.05	27.87	28.72	29.59	30.48	31.41	32.38	32.7	33.04	33.35	33.69	34.36	34.36	34.36	35.39	36.48	37.59	38.71	39.89	41.09	42.35
50	\$4,595	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,727	\$5,780	\$5,840	\$5,898	\$6,015	\$6,015	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412
\$/yr	\$55,140	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$68,724	\$69,360	\$70,080	\$70,776	\$72,180	\$72,180	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944
\$/hr	26.51	27.32	28.16	29	29.88	30.8	31.74	32.7	33.04	33.35	33.69	34.03	34.7	34.7	34.7	35.76	36.84	37.96	39.1	40.28	41.5	42.76
51	\$4,644	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,780	\$5,840	\$5,898	\$5,955	\$6,077	\$6,077	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268	\$7,486
\$/yr	\$55,728	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$69,360	\$70,080	\$70,776	\$71,460	\$72,924	\$72,924	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216	\$89,832
\$/hr	26.79	27.59	28.43	29.3	30.2	31.11	32.06	33.04	33.35	33.69	34.03	34.36	35.06	35.06	35.06	36.12	37.19	38.34	39.48	40.67	41.93	43.19
52	\$4,689	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,840	\$5,898	\$5,955	\$6,015	\$6,135	\$6,135	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340	\$7,561
\$/yr	\$56,268	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$70,080	\$70,776	\$71,460	\$72,180	\$73,620	\$73,620	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080	\$90,732
\$/hr	27.05	27.87	28.72	29.59	30.48	31.41	32.38	33.35	33.69	34.03	34.36	34.7	35.39	35.39	35.39	36.48	37.59	38.71	39.89	41.09	42.35	43.62
53	\$4,736	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$5,898	\$5,955	\$6,015	\$6,077	\$6,198	\$6,198	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412	\$7,637
\$/yr	\$56,832	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$70,776	\$71,460	\$72,180	\$72,924	\$74,376	\$74,376	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944	\$91,644
\$/hr	27.32	28.16	29	29.88	30.8	31.74	32.7	33.69	34.03	34.36	34.7	35.06	35.76	35.76	35.76	36.84	37.96	39.1	40.28	41.5	42.76	44.06
54	\$4,783	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$5,955	\$6,015	\$6,077	\$6,135	\$6,260	\$6,260	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268	\$7,486	\$7,712
\$/yr	\$57,396	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$71,460	\$72,180	\$72,924	\$73,620	\$75,120	\$75,120	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216	\$89,832	\$92,544

\$/hr	27.59	28.43	29.3	30.2	31.11	32.06	33.04	34.03	34.36	34.7	35.06	35.39	36.12	36.12	36.12	37.19	38.34	39.48	40.67	41.93	43.19	44.49
55	\$4,831	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,015	\$6,077	\$6,135	\$6,198	\$6,324	\$6,324	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340	\$7,561	\$7,789
\$/yr	\$57,972	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$72,180	\$72,924	\$73,620	\$74,376	\$75,888	\$75,888	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080	\$90,732	\$93,468
\$/hr	27.87	28.72	29.59	30.48	31.41	32.38	33.35	34.36	34.7	35.06	35.39	35.76	36.48	36.48	36.48	37.59	38.71	39.89	41.09	42.35	43.62	44.94
56	\$4,881	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,077	\$6,135	\$6,198	\$6,260	\$6,386	\$6,386	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412	\$7,637	\$7,868
\$/yr	\$58,572	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$72,924	\$73,620	\$74,376	\$75,120	\$76,632	\$76,632	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944	\$91,644	\$94,416
\$/hr	28.16	29	29.88	30.8	31.74	32.7	33.69	34.7	35.06	35.39	35.76	36.12	36.84	36.84	36.84	37.96	39.1	40.28	41.5	42.76	44.06	45.39
57	\$4,928	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,135	\$6,198	\$6,260	\$6,324	\$6,447	\$6,447	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268	\$7,486	\$7,712	\$7,947
\$/yr	\$59,136	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$73,620	\$74,376	\$75,120	\$75,888	\$77,364	\$77,364	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216	\$89,832	\$92,544	\$95,364
\$/hr	28.43	29.3	30.2	31.11	32.06	33.04	34.03	35.06	35.39	35.76	36.12	36.48	37.19	37.19	37.19	38.34	39.48	40.67	41.93	43.19	44.49	45.85
58	\$4,978	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,198	\$6,260	\$6,324	\$6,386	\$6,515	\$6,515	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340	\$7,561	\$7,789	\$8,025
\$/yr	\$59,736	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$74,376	\$75,120	\$75,888	\$76,632	\$78,180	\$78,180	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080	\$90,732	\$93,468	\$96,300
\$/hr	28.72	29.59	30.48	31.41	32.38	33.35	34.36	35.39	35.76	36.12	36.48	36.84	37.59	37.59	37.59	38.71	39.89	41.09	42.35	43.62	44.94	46.3
59	\$5,027	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,260	\$6,324	\$6,386	\$6,447	\$6,579	\$6,579	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412	\$7,637	\$7,868	\$8,106
\$/yr	\$60,324	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$75,120	\$75,888	\$76,632	\$77,364	\$78,948	\$78,948	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944	\$91,644	\$94,416	\$97,272
\$/hr	29	29.88	30.8	31.74	32.7	33.69	34.7	35.76	36.12	36.48	36.84	37.19	37.96	37.96	37.96	39.1	40.28	41.5	42.76	44.06	45.39	46.77
60	\$5,079	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,324	\$6,386	\$6,447	\$6,515	\$6,645	\$6,645	\$6,645	\$6,844	\$7,050	\$7,268	\$7,486	\$7,712	\$7,947	\$8,189
\$/yr	\$60,948	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$75,888	\$76,632	\$77,364	\$78,180	\$79,740	\$79,740	\$79,740	\$82,128	\$84,600	\$87,216	\$89,832	\$92,544	\$95,364	\$98,268
\$/hr	29.3	30.2	31.11	32.06	33.04	34.03	35.06	36.12	36.48	36.84	37.19	37.59	38.34	38.34	38.34	39.48	40.67	41.93	43.19	44.49	45.85	47.24
61	\$5,129	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,386	\$6,447	\$6,515	\$6,579	\$6,709	\$6,709	\$6,709	\$6,914	\$7,122	\$7,340	\$7,561	\$7,789	\$8,025	\$8,269
\$/yr	\$61,548	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$76,632	\$77,364	\$78,180	\$78,948	\$80,508	\$80,508	\$80,508	\$82,968	\$85,464	\$88,080	\$90,732	\$93,468	\$96,300	\$99,228
\$/hr	29.59	30.48	31.41	32.38	33.35	34.36	35.39	36.48	36.84	37.19	37.59	37.96	38.71	38.71	38.71	39.89	41.09	42.35	43.62	44.94	46.3	47.71
62	\$5,180	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,447	\$6,515	\$6,579	\$6,645	\$6,777	\$6,777	\$6,777	\$6,981	\$7,193	\$7,412	\$7,637	\$7,868	\$8,106	\$8,355
\$/yr	\$62,160	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$77,364	\$78,180	\$78,948	\$79,740	\$81,324	\$81,324	\$81,324	\$83,772	\$86,316	\$88,944	\$91,644	\$94,416	\$97,272	\$100,260
\$/hr	29.88	30.8	31.74	32.7	33.69	34.7	35.76	36.84	37.19	37.59	37.96	38.34	39.1	39.1	39.1	40.28	41.5	42.76	44.06	45.39	46.77	48.2
63	\$5,234	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,515	\$6,579	\$6,645	\$6,709	\$6,844	\$6,844	\$6,844	\$7,050	\$7,268	\$7,486	\$7,712	\$7,947	\$8,189	\$8,434
\$/yr	\$62,808	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$78,180	\$78,948	\$79,740	\$80,508	\$82,128	\$82,128	\$82,128	\$84,600	\$87,216	\$89,832	\$92,544	\$95,364	\$98,268	\$101,208
\$/hr	30.2	31.11	32.06	33.04	34.03	35.06	36.12	37.19	37.59	37.96	38.34	38.71	39.48	39.48	39.48	40.67	41.93	43.19	44.49	45.85	47.24	48.66

64	\$5,284	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,579	\$6,645	\$6,709	\$6,777	\$6,914	\$6,914	\$6,914	\$7,122	\$7,340	\$7,561	\$7,789	\$8,025	\$8,269	\$8,521
\$/yr	\$63,408	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$78,948	\$79,740	\$80,508	\$81,324	\$82,968	\$82,968	\$82,968	\$85,464	\$88,080	\$90,732	\$93,468	\$96,300	\$99,228	\$102,252
\$/hr	30.48	31.41	32.38	33.35	34.36	35.39	36.48	37.59	37.96	38.34	38.71	39.1	39.89	39.89	39.89	41.09	42.35	43.62	44.94	46.3	47.71	49.16
65	\$5,338	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,645	\$6,709	\$6,777	\$6,844	\$6,981	\$6,981	\$6,981	\$7,193	\$7,412	\$7,637	\$7,868	\$8,106	\$8,355	\$8,605
\$/yr	\$64,056	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$79,740	\$80,508	\$81,324	\$82,128	\$83,772	\$83,772	\$83,772	\$86,316	\$88,944	\$91,644	\$94,416	\$97,272	\$100,260	\$103,260
\$/hr	30.8	31.74	32.7	33.69	34.7	35.76	36.84	37.96	38.34	38.71	39.1	39.48	40.28	40.28	40.28	41.5	42.76	44.06	45.39	46.77	48.2	49.64
66	\$5,393	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,709	\$6,777	\$6,844	\$6,914	\$7,050	\$7,050	\$7,050	\$7,268	\$7,486	\$7,712	\$7,947	\$8,189	\$8,434	\$8,691
\$/yr	\$64,716	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$80,508	\$81,324	\$82,128	\$82,968	\$84,600	\$84,600	\$84,600	\$87,216	\$89,832	\$92,544	\$95,364	\$98,268	\$101,208	\$104,292
\$/hr	31.11	32.06	33.04	34.03	35.06	36.12	37.19	38.34	38.71	39.1	39.48	39.89	40.67	40.67	40.67	41.93	43.19	44.49	45.85	47.24	48.66	50.14
67	\$5,445	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,777	\$6,844	\$6,914	\$6,981	\$7,122	\$7,122	\$7,122	\$7,340	\$7,561	\$7,789	\$8,025	\$8,269	\$8,521	\$8,779
\$/yr	\$65,340	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$81,324	\$82,128	\$82,968	\$83,772	\$85,464	\$85,464	\$85,464	\$88,080	\$90,732	\$93,468	\$96,300	\$99,228	\$102,252	\$105,348
\$/hr	31.41	32.38	33.35	34.36	35.39	36.48	37.59	38.71	39.1	39.48	39.89	40.28	41.09	41.09	41.09	42.35	43.62	44.94	46.3	47.71	49.16	50.65
68	\$5,501	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,844	\$6,914	\$6,981	\$7,050	\$7,193	\$7,193	\$7,193	\$7,412	\$7,637	\$7,868	\$8,106	\$8,355	\$8,605	\$8,866
\$/yr	\$66,012	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$82,128	\$82,968	\$83,772	\$84,600	\$86,316	\$86,316	\$86,316	\$88,944	\$91,644	\$94,416	\$97,272	\$100,260	\$103,260	\$106,392
\$/hr	31.74	32.7	33.69	34.7	35.76	36.84	37.96	39.1	39.48	39.89	40.28	40.67	41.5	41.5	41.5	42.76	44.06	45.39	46.77	48.2	49.64	51.15
69	\$5,557	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$6,914	\$6,981	\$7,050	\$7,122	\$7,268	\$7,268	\$7,268	\$7,486	\$7,712	\$7,947	\$8,189	\$8,434	\$8,691	\$8,954
\$/yr	\$66,684	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$82,968	\$83,772	\$84,600	\$85,464	\$87,216	\$87,216	\$87,216	\$89,832	\$92,544	\$95,364	\$98,268	\$101,208	\$104,292	\$107,448
\$/hr	32.06	33.04	34.03	35.06	36.12	37.19	38.34	39.48	39.89	40.28	40.67	41.09	41.93	41.93	41.93	43.19	44.49	45.85	47.24	48.66	50.14	51.66
70	\$5,612	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$6,981	\$7,050	\$7,122	\$7,193	\$7,340	\$7,340	\$7,340	\$7,561	\$7,789	\$8,025	\$8,269	\$8,521	\$8,779	\$9,043
\$/yr	\$67,344	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$83,772	\$84,600	\$85,464	\$86,316	\$88,080	\$88,080	\$88,080	\$90,732	\$93,468	\$96,300	\$99,228	\$102,252	\$105,348	\$108,516
\$/hr	32.38	33.35	34.36	35.39	36.48	37.59	38.71	39.89	40.28	40.67	41.09	41.5	42.35	42.35	42.35	43.62	44.94	46.3	47.71	49.16	50.65	52.17
71	\$5,668	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,050	\$7,122	\$7,193	\$7,268	\$7,412	\$7,412	\$7,412	\$7,637	\$7,868	\$8,106	\$8,355	\$8,605	\$8,866	\$9,137
\$/yr	\$68,016	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$84,600	\$85,464	\$86,316	\$87,216	\$88,944	\$88,944	\$88,944	\$91,644	\$94,416	\$97,272	\$100,260	\$103,260	\$106,392	\$109,644
\$/hr	32.7	33.69	34.7	35.76	36.84	37.96	39.1	40.28	40.67	41.09	41.5	41.93	42.76	42.76	42.76	44.06	45.39	46.77	48.2	49.64	51.15	52.71
72	\$5,727	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,122	\$7,193	\$7,268	\$7,340	\$7,486	\$7,486	\$7,486	\$7,712	\$7,947	\$8,189	\$8,434	\$8,691	\$8,954	\$9,226
\$/yr	\$68,724	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$85,464	\$86,316	\$87,216	\$88,080	\$89,832	\$89,832	\$89,832	\$92,544	\$95,364	\$98,268	\$101,208	\$104,292	\$107,448	\$110,712
\$/hr	33.04	34.03	35.06	36.12	37.19	38.34	39.48	40.67	41.09	41.5	41.93	42.35	43.19	43.19	43.19	44.49	45.85	47.24	48.66	50.14	51.66	53.23
73	\$5,780	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,193	\$7,268	\$7,340	\$7,412	\$7,561	\$7,561	\$7,561	\$7,789	\$8,025	\$8,269	\$8,521	\$8,779	\$9,043	\$9,321

\$/yr	\$69,360	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$86,316	\$87,216	\$88,080	\$88,944	\$90,732	\$90,732	\$90,732	\$93,468	\$96,300	\$99,228	\$102,252	\$105,348	\$108,516	\$111,852
\$/hr	33.35	34.36	35.39	36.48	37.59	38.71	39.89	41.09	41.5	41.93	42.35	42.76	43.62	43.62	43.62	44.94	46.3	47.71	49.16	50.65	52.17	53.78
74	\$5,840	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,268	\$7,340	\$7,412	\$7,486	\$7,637	\$7,637	\$7,637	\$7,868	\$8,106	\$8,355	\$8,605	\$8,866	\$9,137	\$9,413
\$/yr	\$70,080	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$87,216	\$88,080	\$88,944	\$89,832	\$91,644	\$91,644	\$91,644	\$94,416	\$97,272	\$100,260	\$103,260	\$106,392	\$109,644	\$112,956
\$/hr	33.69	34.7	35.76	36.84	37.96	39.1	40.28	41.5	41.93	42.35	42.76	43.19	44.06	44.06	44.06	45.39	46.77	48.2	49.64	51.15	52.71	54.31
75	\$5,898	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268	\$7,340	\$7,412	\$7,486	\$7,561	\$7,712	\$7,712	\$7,712	\$7,947	\$8,189	\$8,434	\$8,691	\$8,954	\$9,226	\$9,505
\$/yr	\$70,776	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216	\$88,080	\$88,944	\$89,832	\$90,732	\$92,544	\$92,544	\$92,544	\$95,364	\$98,268	\$101,208	\$104,292	\$107,448	\$110,712	\$114,060
\$/hr	34.03	35.06	36.12	37.19	38.34	39.48	40.67	41.93	42.35	42.76	43.19	43.62	44.49	44.49	44.49	45.85	47.24	48.66	50.14	51.66	53.23	54.84
76	\$5,955	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340	\$7,412	\$7,486	\$7,561	\$7,637	\$7,789	\$7,789	\$7,789	\$8,025	\$8,269	\$8,521	\$8,779	\$9,043	\$9,321	\$9,601
\$/yr	\$71,460	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080	\$88,944	\$89,832	\$90,732	\$91,644	\$93,468	\$93,468	\$93,468	\$96,300	\$99,228	\$102,252	\$105,348	\$108,516	\$111,852	\$115,212
\$/hr	34.36	35.39	36.48	37.59	38.71	39.89	41.09	42.35	42.76	43.19	43.62	44.06	44.94	44.94	44.94	46.3	47.71	49.16	50.65	52.17	53.78	55.39
77	\$6,015	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412	\$7,486	\$7,561	\$7,637	\$7,712	\$7,868	\$7,868	\$7,868	\$8,106	\$8,355	\$8,605	\$8,866	\$9,137	\$9,413	\$9,696
\$/yr	\$72,180	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944	\$89,832	\$90,732	\$91,644	\$92,544	\$94,416	\$94,416	\$94,416	\$97,272	\$100,260	\$103,260	\$106,392	\$109,644	\$112,956	\$116,352
\$/hr	34.7	35.76	36.84	37.96	39.1	40.28	41.5	42.76	43.19	43.62	44.06	44.49	45.39	45.39	45.39	46.77	48.2	49.64	51.15	52.71	54.31	55.94
78	\$6,077	\$6,260	\$6,447	\$6,645	\$6,844	\$7,050	\$7,268	\$7,486	\$7,561	\$7,637	\$7,712	\$7,789	\$7,947	\$7,947	\$7,947	\$8,189	\$8,434	\$8,691	\$8,954	\$9,226	\$9,505	\$9,795
\$/yr	\$72,924	\$75,120	\$77,364	\$79,740	\$82,128	\$84,600	\$87,216	\$89,832	\$90,732	\$91,644	\$92,544	\$93,468	\$95,364	\$95,364	\$95,364	\$98,268	\$101,208	\$104,292	\$107,448	\$110,712	\$114,060	\$117,540
\$/hr	35.06	36.12	37.19	38.34	39.48	40.67	41.93	43.19	43.62	44.06	44.49	44.94	45.85	45.85	45.85	47.24	48.66	50.14	51.66	53.23	54.84	56.51
79	\$6,135	\$6,324	\$6,515	\$6,709	\$6,914	\$7,122	\$7,340	\$7,561	\$7,637	\$7,712	\$7,789	\$7,868	\$8,025	\$8,025	\$8,025	\$8,269	\$8,521	\$8,779	\$9,043	\$9,321	\$9,601	\$9,894
\$/yr	\$73,620	\$75,888	\$78,180	\$80,508	\$82,968	\$85,464	\$88,080	\$90,732	\$91,644	\$92,544	\$93,468	\$94,416	\$96,300	\$96,300	\$96,300	\$99,228	\$102,252	\$105,348	\$108,516	\$111,852	\$115,212	\$118,728
\$/hr	35.39	36.48	37.59	38.71	39.89	41.09	42.35	43.62	44.06	44.49	44.94	45.39	46.3	46.3	46.3	47.71	49.16	50.65	52.17	53.78	55.39	57.08
80	\$6,198	\$6,386	\$6,579	\$6,777	\$6,981	\$7,193	\$7,412	\$7,637	\$7,712	\$7,789	\$7,868	\$7,947	\$8,106	\$8,106	\$8,106	\$8,355	\$8,605	\$8,866	\$9,137	\$9,413	\$9,696	\$9,990
\$/yr	\$74,376	\$76,632	\$78,948	\$81,324	\$83,772	\$86,316	\$88,944	\$91,644	\$92,544	\$93,468	\$94,416	\$95,364	\$97,272	\$97,272	\$97,272	\$100,260	\$103,260	\$106,392	\$109,644	\$112,956	\$116,352	\$119,880
\$/hr	35.76	36.84	37.96	39.1	40.28	41.5	42.76	44.06	44.49	44.94	45.39	45.85	46.77	46.77	46.77	48.2	49.64	51.15	52.71	54.31	55.94	57.63

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

**University of Washington - Contract Classified
SEIU Local 925 Health Care Professional Technical**

**PAY TABLE BY
Effective July 1, 2017**

Range	<---- STEP ---->																		CEGP Steps	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$6,122	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,617	\$7,694	\$7,770	\$7,848	\$8,006	\$8,087	\$8,165	\$8,252	\$8,501	\$8,758	\$9,022	\$9,294
\$/yr	73,464	75,684	77,976	80,316	82,728	85,248	87,852	90,492	91,404	92,328	93,240	94,176	96,072	97,044	97,980	99,024	102,012	105,096	108,264	111,528
\$/hr	35.32	36.39	37.49	38.61	39.77	40.98	42.24	43.51	43.94	44.39	44.83	45.28	46.19	46.66	47.11	47.61	49.04	50.53	52.05	53.62
1	\$6,182	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,694	\$7,770	\$7,848	\$7,926	\$8,087	\$8,165	\$8,252	\$8,332	\$8,585	\$8,843	\$9,113	\$9,388
\$/yr	74,184	76,428	78,744	81,108	83,580	86,112	88,716	91,404	92,328	93,240	94,176	95,112	97,044	97,980	99,024	99,984	103,020	106,116	109,356	112,656
\$/hr	35.67	36.74	37.86	38.99	40.18	41.40	42.65	43.94	44.39	44.83	45.28	45.73	46.66	47.11	47.61	48.07	49.53	51.02	52.58	54.16
2	\$6,244	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,770	\$7,848	\$7,926	\$8,006	\$8,165	\$8,252	\$8,332	\$8,416	\$8,670	\$8,934	\$9,204	\$9,483
\$/yr	74,928	77,196	79,512	81,936	84,408	86,976	89,592	92,328	93,240	94,176	95,112	96,072	97,980	99,024	99,984	100,992	104,040	107,208	110,448	113,796
\$/hr	36.02	37.11	38.23	39.39	40.58	41.82	43.07	44.39	44.83	45.28	45.73	46.19	47.11	47.61	48.07	48.55	50.02	51.54	53.10	54.71
3	\$6,307	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$7,848	\$7,926	\$8,006	\$8,087	\$8,252	\$8,332	\$8,416	\$8,501	\$8,758	\$9,022	\$9,294	\$9,577
\$/yr	75,684	77,976	80,316	82,728	85,248	87,852	90,492	93,240	94,176	95,112	96,072	97,044	99,024	99,984	100,992	102,012	105,096	108,264	111,528	114,924
\$/hr	36.39	37.49	38.61	39.77	40.98	42.24	43.51	44.83	45.28	45.73	46.19	46.66	47.61	48.07	48.55	49.04	50.53	52.05	53.62	55.25
4	\$6,369	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$7,926	\$8,006	\$8,087	\$8,165	\$8,332	\$8,416	\$8,501	\$8,585	\$8,843	\$9,113	\$9,388	\$9,673
\$/yr	76,428	78,744	81,108	83,580	86,112	88,716	91,404	94,176	95,112	96,072	97,044	97,980	99,984	100,992	102,012	103,020	106,116	109,356	112,656	116,076
\$/hr	36.74	37.86	38.99	40.18	41.40	42.65	43.94	45.28	45.73	46.19	46.66	47.11	48.07	48.55	49.04	49.53	51.02	52.58	54.16	55.81
5	\$6,433	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,006	\$8,087	\$8,165	\$8,252	\$8,416	\$8,501	\$8,585	\$8,670	\$8,934	\$9,204	\$9,483	\$9,771
\$/yr	77,196	79,512	81,936	84,408	86,976	89,592	92,328	95,112	96,072	97,044	97,980	99,024	100,992	102,012	103,020	104,040	107,208	110,448	113,796	117,252
\$/hr	37.11	38.23	39.39	40.58	41.82	43.07	44.39	45.73	46.19	46.66	47.11	47.61	48.55	49.04	49.53	50.02	51.54	53.10	54.71	56.37
6	\$6,498	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,087	\$8,165	\$8,252	\$8,332	\$8,501	\$8,585	\$8,670	\$8,758	\$9,022	\$9,294	\$9,577	\$9,869
\$/yr	77,976	80,316	82,728	85,248	87,852	90,492	93,240	96,072	97,044	97,980	99,024	99,984	102,012	103,020	104,040	105,096	108,264	111,528	114,924	118,428

\$/hr	37.49	38.61	39.77	40.98	42.24	43.51	44.83	46.19	46.66	47.11	47.61	48.07	49.04	49.53	50.02	50.53	52.05	53.62	55.25	56.94
7	\$6,562	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,165	\$8,252	\$8,332	\$8,416	\$8,585	\$8,670	\$8,758	\$8,843	\$9,113	\$9,388	\$9,673	\$9,965
\$/yr	78,744	81,108	83,580	86,112	88,716	91,404	94,176	97,044	97,980	99,024	99,984	100,992	103,020	104,040	105,096	106,116	109,356	112,656	116,076	119,580
\$/hr	37.86	38.99	40.18	41.40	42.65	43.94	45.28	46.66	47.11	47.61	48.07	48.55	49.53	50.02	50.53	51.02	52.58	54.16	55.81	57.49
8	\$6,626	\$6,828	\$7,034	\$7,248	\$7,466	\$7,694	\$7,926	\$8,165	\$8,252	\$8,332	\$8,416	\$8,501	\$8,670	\$8,758	\$8,843	\$8,934	\$9,204	\$9,483	\$9,771	\$10,064
\$/yr	79,512	81,936	84,408	86,976	89,592	92,328	95,112	97,980	99,024	99,984	100,992	102,012	104,040	105,096	106,116	107,208	110,448	113,796	117,252	120,768
\$/hr	38.23	39.39	40.58	41.82	43.07	44.39	45.73	47.11	47.61	48.07	48.55	49.04	50.02	50.53	51.02	51.54	53.10	54.71	56.37	58.06
9	\$6,693	\$6,894	\$7,104	\$7,321	\$7,541	\$7,770	\$8,006	\$8,252	\$8,332	\$8,416	\$8,501	\$8,585	\$8,758	\$8,843	\$8,934	\$9,022	\$9,294	\$9,577	\$9,869	\$10,166
\$/yr	80,316	82,728	85,248	87,852	90,492	93,240	96,072	99,024	99,984	100,992	102,012	103,020	105,096	106,116	107,208	108,264	111,528	114,924	118,428	121,992
\$/hr	38.61	39.77	40.98	42.24	43.51	44.83	46.19	47.61	48.07	48.55	49.04	49.53	50.53	51.02	51.54	52.05	53.62	55.25	56.94	58.65
10	\$6,759	\$6,965	\$7,176	\$7,393	\$7,617	\$7,848	\$8,087	\$8,332	\$8,416	\$8,501	\$8,585	\$8,670	\$8,843	\$8,934	\$9,022	\$9,113	\$9,388	\$9,673	\$9,965	\$10,268
\$/yr	81,108	83,580	86,112	88,716	91,404	94,176	97,044	99,984	100,992	102,012	103,020	104,040	106,116	107,208	108,264	109,356	112,656	116,076	119,580	123,216
\$/hr	38.99	40.18	41.40	42.65	43.94	45.28	46.66	48.07	48.55	49.04	49.53	50.02	51.02	51.54	52.05	52.58	54.16	55.81	57.49	59.24

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX VI – MARKET INCREASES

Benchmark Cluster	Job Code	Title	Current Pay Table	Current Pay Range	New Pay Range	Approx % increase
Editor - Internal Publications	7755	EDITOR-RESEARCH PUBLICATIONS 1	B4	46	50	10%
	7756	EDITOR-RESEARCH PUBLICATIONS 2	B4	51	55	10%
	7757	EDITOR-RESEARCH PUBLICATIONS 3	B4	57	61	10%
	7770	EDITOR-PUBLICATIONS 1	B4	46	50	10%
	7771	EDITOR-PUBLICATIONS 2	B4	51	55	10%
Multimedia Technician	7509	SUPERVISOR-MEDIA TECHNICAL SERVICES	B4	52	54	5%
	7520	MEDIA TECHNICIAN	B4	30	32	5%
	7521	MEDIA TECHNICIAN SENIOR	B4	38	40	5%
	7522	MEDIA TECHNICIAN SUPERVISOR	B4	44	46	5%
	7523	MEDIA TECHNICIAN LEAD	B4	41	43	5%
	7540	MEDIA ENGINEER A	B4	54	56	5%
	7541	MEDIA ENGINEER B	B4	59	61	5%
	7545	TV/VIDEO EQUIPMENT OPERATOR 1	B4	29	31	5%
	7546	TV/VIDEO EQUIPMENT OPERATOR 2	B4	34	36	5%
	7547	TV/VIDEO EQUIPMENT OPERATOR LEAD	B4	37	39	5%
	7548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	B4	40	42	5%
	7550	BROADCAST TECHNICIAN 1	B4	42	44	5%
	7551	BROADCAST TECHNICIAN 2	B4	48	50	5%
	7552	BROADCAST TECHNICIAN 3	B4	52	54	5%
	7553	BROADCAST TECHNICIAN SUPERVISOR	B4	56	58	5%

	7560	MEDIA SERVICES OPERATOR	B4	28	30	5%
	7561	MEDIA SERVICES DISPATCHER	B4	31	33	5%
	7562	MEDIA LABORATORY COORDINATOR	B4	36	38	5%
Photographer	7779	PHOTOGRAPHIC TECHNICIAN	B4	30	32	5%
	7780	PHOTOGRAPHER 1	B4	41	43	5%
	7781	PHOTOGRAPHER 2	B4	45	47	5%
	7782	PHOTOGRAPHY SUPERVISOR	B4	49	51	5%
Programmer / Analyst	7911	SYSTEMS ANALYST/PROGRAMMER 1	B4	51	53	5%
	7912	SYSTEMS ANALYST/PROGRAMMER 2	B4	57	59	5%
	7912	SYSTEMS ANALYST/PROGRAMMER 2	B4	57	59	5%
	7913	SYSTEMS ANALYST/PROGRAMMER 3	B4	63	65	5%
Recreation Coordinator	7168	RECREATION COORDINATOR 2	B4	48	53	12.5%
	7173	MANAGER-SWIMMING POOLS	B4	46	51	12.5%

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – ADMINISTRATIVE CLASSIFICATION TITLE CONSOLIDATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Administrative Classification Titles below:

DATA ENTRY OPERATOR 1	ADMINISTRATIVE ASSISTANT A- SUPV
DATA ENTRY OPERATOR 2	OFFICE SUPPORT SUPERVISOR 1
DATA ENTRY OPERATOR-CONTACT CENTER	OFFICE SUPPORT SUPERVISOR 2
OFFICE ASSISTANT 1	
WORD PROCESSING OPERATOR 1	
WORD PROCESSING OPERATOR 2	SECRETARY SUPERVISOR
OFFICE ASSISTANT 2	SECRETARY
DATA ENTRY OPERATOR 3	SECRETARY - BIOENGR ONLY
STATISTICAL TYPIST	TECHNICAL SECRETARY
ADMINISTRATIVE ASSISTANT A	OFFICE ASSISTANT 3
ADMINISTRATIVE ASSISTANT B	SECRETARY SENIOR
ADMINISTRATIVE COORD	SECRETARY SENIOR - BIOENGR ONLY
ADMINISTRATIVE COORD-CONTACT CTR	SECRETARY LEAD
DATA ENTRY OPERATOR LEAD	SECRETARY LEAD - BIOENGR ONLY
OFFICE ASSISTANT LEAD	WORD PROCESSING OPERATOR LEAD

- I. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 1 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 33:
 - A. DATA ENTRY OPERATOR 1
 - B. DATA ENTRY OPERATOR 2
 - C. DATA ENTRY OPERATOR-CONTACT CENTER
 - D. OFFICE ASSISTANT 1
 - E. WORD PROCESSING OPERATOR 1
 - F. WORD PROCESSING OPERATOR 2

- II. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 2 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 37:
 - A. OFFICE ASSISTANT 2
 - B. DATA ENTRY OPERATOR 3
 - C. STATISTICAL TYPIST
 - D. SECRETARY
 - E. SECRETARY - BIOENGR ONLY
 - F. TECHNICAL SECRETARY

- III. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT 3 job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 41:
 - A. OFFICE ASSISTANT 3
 - B. SECRETARY SENIOR
 - C. SECRETARY SENIOR - BIOENGR ONLY
 - D. ADMINISTRATIVE ASSISTANT A
 - E. ADMINISTRATIVE ASSISTANT B
 - F. ADMINISTRATIVE COORD
 - G. ADMINISTRATIVE COORD-CONTACT CTR

- IV. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT LEAD job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 43:
 - A. DATA ENTRY OPERATOR LEAD
 - B. OFFICE ASSISTANT LEAD
 - C. WORD PROCESSING OPERATOR LEAD
 - D. SECRETARY LEAD
 - E. SECRETARY LEAD - BIOENGR ONLY

- V. All employees in the following classification titles will be moved to the ADMINISTRATIVE ASSISTANT SUPERVISOR job classification (Job Code XXXX) and placed on Pay Table B4 at Pay Range 48:
 - A. ADMINISTRATIVE ASSISTANT A-SUPV
 - B. OFFICE SUPPORT SUPERVISOR 1
 - C. OFFICE SUPPORT SUPERVISOR 2
 - D. SECRETARY SUPERVISOR

- VI. On July 1, 2018, all employees will be placed on the step in the new Pay Range that is closest to but not less than the value of their current step plus one additional step.

The parties agree that there are no written or oral representations, understandings, promises, or agreements directly or indirectly related to this Agreement that are not incorporated herein in full. Furthermore, this Agreement is not precedent setting and does not establish a practice.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488 (WFSE)**

MOU – COALITION JOINT-LABOR MANAGEMENT

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding a WFSE, SEIU, and University Joint Labor Management Communication Committee (The Committee).

1. The Parties agree to participate in a joint training on union management communications committee participation to be provided by the Public Employment Relations Commission.
2. For the duration of the 2017-2019 collective bargaining agreement, the Parties agree that the following will be implemented in lieu of the contract language contained in WFSE 1488 Article 6 and SEIU 925 Article 43.
3. The Parties agree to form a Joint Labor Management Committee, including members from both WFSE, SEIU, and the University to provide a forum for communications between the three (3) parties and to deal with matters of general Union/Employer concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects both WFSE and SEIU and which either party requests be placed on the agenda. The committee's function will be limited to an advisory capacity and shall not include any decision-making or collective bargaining authority.
4. The Committee shall meet quarterly, unless there are insufficient agenda items. The parties may also meet more often by mutual agreement.
5. WFSE shall be represented by up to six (6) members on paid release time and up to two (2) union staff, SEIU shall be represented by up to six (6) members on paid release time and up to two (2) union staff, the Employer will be represented by up to an equal number of representatives and at least one (1) representative from Labor Relations will also attend the meeting. Paid release time for the above will include thirty (30) minutes for pre-meeting time. Other Union member and Employer representatives may attend by mutual agreement.
6. Will be considered as work time but no overtime shall be claimed or paid for pre-meetings or meetings attended outside the employee members' regular working hours.

7. The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include grievances.
8. Agenda items must be provided at least fourteen (14) days in advance of the meeting. If agenda items are not provided at least fourteen (14) days in advance of the meeting either party may cancel the meeting for the quarter.
9. Both WFSE and SEIU must be submit release requests at least fourteen (14) days in advance of the meeting. If either WFSE or SEIU does not provide a release request at least fourteen (14) days in advance of the meeting either party may cancel the meeting for the quarter.
10. The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management
11. The date of the meetings will be mutually agreed upon.
The Parties agree that Joint Labor Management Meetings may be scheduled for individual unions at the departmental level. In an effort to resolve workplace problems collaboratively and at the lowest level, staff are strongly encouraged to bring concerns about staffing and other working conditions to the attention of their department(s). The Unions can request that the Office of Labor Relations set up a Joint Labor Management meeting for the particular department. The Union can also place on the agenda of any Labor Management meeting issues of staffing and/or other working conditions in particular departments/units. Release time for the employees requesting to be at the meeting will be subject to the operational needs of the department.
12. In addition to the above, WFSE will have eight (8) JLMs annually scheduled as follows:

The Joint Labor Management Communication Committee shall normally be composed of up to three members on paid release time plus two Union staff representatives. The Employer shall be represented by a like number on the Committee. Additional staff of the Union and the Labor Relations Office may also attend. If agreed to by both parties, additional representatives may be added.

- A. Facilities Services- Includes Building Services, Campus Engineering & Operations, Facilities Maintenance & Construction, Finance and Business Services, and Transportation Services.
- B. Housing and Food Services
- C. University of Washington Medical Center
- D. Harborview Medical Center

Committees and meetings for Bothell and Tacoma campuses will be formed and scheduled as needed and upon mutual agreement.

13. SEIU will have eight (8) Employer wide JLMs annually in areas determined by the agenda items.

14. This Memorandum expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – EXPEDITED ARBITRATION PILOT

The parties to this agreement are the University of Washington (Employer), SEIU Local 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding an expedited arbitration pilot.

1. Beginning January 1, 2017, upon mutual agreement, the parties will utilize the expedited arbitration format within this agreement.
2. Either party may request an expedited arbitration for any grievance already timely moved to the arbitration step by submitting such request by email to the other party. The responding party will reply by email and accept or decline expedited arbitration within ten (10) days.
3. Expedited arbitration hearings format will be as follows:
 - a. The parties will utilize the panel of arbitrators referred to in the Grievance Procedure of the collective bargaining agreements for the parties to determine the arbitrator.
 - b. The hearing will be held within sixty (60) days of acceptance.
 - c. Transcripts of the hearing shall be made available.
 - d. Briefs shall be waived unless the parties mutually agree that they shall be presented.
 - e. The award will be completed within seven (7) business days after the hearing or submission of briefs. The award is expected to be brief, concise, and not require extensive written opinion or research time.
4. Except as contradicted within this agreement, all other conditions of the Grievance Procedure article contained in the collective bargaining agreements for the parties apply.
5. The pilot and this agreement expire on June 30, 2019. However, if a request for an expedited arbitration is made and accepted prior to June 30, 2019, the hearing may be scheduled after the expiration of this agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488 (WFSE)**

MOU – HOUSING AND FOOD SERVICES COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Food Service Worker, Food Service Worker Lead, Food Service Porter, Snack Bar Lead, Cook, Cook Lead, Truck Driver 1, Baker, Baker Lead, Food Service Worker Supervisor 1, and Food Service Worker Supervisor 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Food Service Worker (Job Codes 8510 and 8644), on Pay Table BI at Pay Range 25 will be moved to Pay Table BI at Pay Range 28.
- II. The job classification Food Service Worker Lead (Job Codes 8511 and 8645), on Pay Table BI at Pay Range 27 will be moved to Pay Table BI at Pay Range 30.
- III. The job classification Food Service Porter (Job Codes 8512 and 8646), on Pay Table BI at Pay Range 25 will be moved to Pay Table BI at Pay Range 28.
- IV. The job classification Cook (Job Codes 8505 and 8641), on Pay Table BI at Pay Range 30 will be moved to Pay Table BI at Pay Range 33.
- V. The job classification Cook Lead (Job Codes 8506 and 8642), on Pay Table BI at Pay Range 33 will be moved to Pay Table BI at Pay Range 35.
- VI. During the life of the 2017-2019 collective bargaining agreement, the Employer will review, update, and potentially consolidate classifications such as: Snack Bar Lead, Baker, Baker Lead, Food Service Worker Supervisor 1, Food Service Worker Supervisor 2, other food service related job classifications, and Truck Driver 1 use within Housing and Food Services. The Employer will provide the union notice of the proposed changes in accordance with the collective bargaining agreement.
- VII. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
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MOU – MINIMUM WAGE

The parties reached agreement on the following regarding Minimum Hourly Wage for Union-represented Employees:

1. Effective January 1, 2016, all employees represented by the Union whose salaries are less than \$13.00 per hour will be placed onto the next pay step on their current pay range that is not less than \$13.00 per hour.
2. Effective January 1, 2017, all employees represented by the Union whose salaries are less than \$15.00 per hour will be placed onto the next pay step on their current pay range that is not less than \$15.00 per hour.
3. Effective January 1, 2017, job code 7176, Sports Equipment Attendant 1 will be moved from range B4-18 to B4-24. Effective January 1, 2017, job code 7177, Sports Equipment Attendant 2 will be moved from range B4-19 to B4-25.
4. The parties commit to discuss any issues related to wage compression during the next round of RCW 41.80 contract negotiations. Additionally, the parties commit to add one hour devoted to discussing compression to the existing quarterly market/compensation meetings in January of 2016, March of 2016 (currently scheduled for March 22, 2016), and June of 2016 (currently scheduled for June 22, 2016), and will also meet once in May of 2016 to discuss the topic of compression. The Union will send agenda items to the Labor Relations and Compensation offices for each compression discussion at least two weeks prior to each meeting.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – NEW EMPLOYEE ORIENTATION

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding New Employee Orientation.

Beginning January 1, 2017, the Employer will require all new employees to attend the new employee benefits orientation.

Beginning January 1, 2018 or six (6) months after the go live date for HR Payroll modernization (HRP), whichever is later, the Employer will offer a regularly scheduled, in-person, all day new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office and the Employer will require new employees to attend.

This agreement expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – PANEL OF ARBITRATORS

The parties to this agreement are the University of Washington (Employer), SEIU Local 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the panel of arbitrators for the 2015-2017 collective bargaining agreement only.

1. Within ninety (90) calendar days of the ratification, the parties, SEIU, WFSE, and the Employer, agree to meet to establish a permanent panel of six (6) arbitrators.
2. If there is no agreement on the panel of arbitrators, the parties shall strike names from the existing panel of arbitrators until there are only six (6) arbitrators remaining.
3. If the parties do not meet, the entire current panel of arbitrators will remain in place for the remainder of the 2015-2017 collective bargaining agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – PAY TABLE PARITY

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the pay tables in SEIU 925 and WFSE 1488-UW 2017-2019 collective bargaining agreement.

On October 1, 2017, the employer will implement the following:

- I. The values on Pay Table BI will be increased so that all of the values on the table are equal to the values on Pay Table B4.
- II. The values on Pay Table BA will be increased so that all of the values on the table are equal to the values on Pay Table BG.
- III. The values on Pay Table BV will be increased so that all of the values on the table are equal to the values on Pay Table B8.
- IV. The values on Pay Table B7 will be increased so that all of the values on the table are equal to the values on Pay Table BO.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – PROGRAM SERIES COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Program Assistant, Program Coordinator, Program Support Supervisor 1, and Program Support Supervisor 2 job classifications.

In accordance with the aforementioned agreement, on July 1, 2018, the University agrees to implement the following for the 2017-2019 collective bargaining agreement:

- I. The job classification Program Assistant (Job Code 17255, 18101, 20382, and 20640), on Pay Table B4 at Pay Range 35 will be moved to Pay Table B4 at Pay Range 37.
- II. The job classification Program Assistant (Job Code 18746, 18503, 20944, and 20775), on Pay Table BI at Pay Range 35 will be moved to Pay Table BI at Pay Range 37.
- III. The job classification Program Coordinator (Job Code 17256 and 20383), on Pay Table B4 at Pay Range 40 will be moved to Pay Table B4 at Pay Range 42.
- IV. The job classification Program Coordinator (Job Code 18747 and 20945), on Pay Table BI at Pay Range 40 will be moved to Pay Table BI at Pay Range 42.
- V. The job classification Program Supervisor 1 (Job Code 17259, 17817, and 20385), on Pay Table B4 at Pay Range 44 will be moved to Pay Table B4 at Pay Range 46.
- VI. The job classification Program Supervisor 2 (Job Code 17257, 17816, and 20384), on Pay Table B4 at Pay Range 47 will be moved to Pay Table B4 at Pay Range 49.
- VII. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.
- VIII. If an hourly workers rate of pay falls below the value of the new minimum step, their rate will be increased to match the value of the new minimum step.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
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MOU – SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding Scholarship Funds for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) for academic year 2018 and 2019, only to be implemented upon ratification:

In recognition of the commitment of HMC and UWMC to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide annually a pool of up to a total of \$100,000 (maximum \$4,000.00 per employee) for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) to obtain a degree or certification required for employment in a healthcare field within the hospital.

The parties agree to form two Committee, one at HMC and UWMC, and split the funding equitably with \$50,000 allocated to each medical center. Each Committee will be comprised of at least one management representative, one member from WFSE and one member from SEIU at HMC and one member from WFSE and one member from SEIU at UWMC. The Committee will be established to research the availability of funds and to recommend the policies and guidelines regarding fund disbursement to the Administration.

In accordance with the above, the Committee will be in charge of administering scholarships. To be eligible, the employee must have a minimum of one (1) year at HMC/UWMC prior to submission of scholarship application. After completion of the program, there is an expected three (3) year commitment to HMC/UWMC. If the employee voluntarily terminates employment prior to the end of the three (3) year commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC and may be deducted from the employee's pay.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – SENIORITY CALCULATION AND FMLA

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the effects of Human Resources Payroll modernization on unpaid FMLA leave and the calculation of seniority.

Upon request by either party, the parties agree to meet during the life of this agreement, and following the implementation of the Human Resources Payroll modernization program, to discuss the potential effects on the calculation of seniority as it pertains to unpaid FMLA leave.

This agreement expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – SKILLED TRADES JOB CLASSIFICATIONS

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Skilled Trades Job Classifications in WFSE 1488 Skilled Trades Bargaining Unit and the SEIU 925 University Wide Non-Supervisory Bargaining Unit and Supervisory Bargaining Unit.

- A. In accordance with the aforementioned agreement, on January 1, 2017, the University agrees to implement the Pay Range assignments outlined in Attachment A.
- B. All employees will be placed on the new pay range at an available pay step nearest to but not less than their current rate of pay, plus one (1) step, not to exceed the top automatic step. However, if an employee is currently placed off step at a value that is above the top step of the new range, the employee will be placed on the top automatic step of the new range.
- C. The economic terms of this agreement are conditional upon achieving legislative approval and funding authorization as outlined in RCW 41.80. Should any aspect of this agreement fail to meet any of the conditions dictated in RCW 41.80, that section will be withdrawn from the agreement and no on-going responsibility for continued payment will reside with either party. In addition to the foregoing, the parties acknowledge and agree that this agreement expires on June 30, 2017 and the range placement specified in SEIU 925 Article 30 and/or WFSE 1488 Article 45 will no longer apply from that date forward.

**MOU – SKILLED TRADES JOB CLASSIFICATIONS
ATTACHMENT A**

Job Code	Classification	UW Headcount	Pay Table	CURRENT				PROPOSED				Range Increase Percentage
				Salary Range	Min Step	Min Step Value	Max Step Value	Salary Range	Min Step	Min Step Value	Max Step Value	
7621	FACILITIES/PROJECT COST ENGINEER		B4	61	A	4888	6576	67	A	5669	7626	16.0%
7211	MAINT CONSTR COORD A	3	B4	60	G	5529	6416	66	A	5529	7440	16.0%
7208	MAINTENANCE SUPV 1	1	B4	58	G	5263	6109	64	A	5263	7082	15.9%
7209	MAINTENANCE SUPV 2	26	B4	62	G	5812	6738	68	A	5812	7816	16.0%
8874	ASSISTANT STEAM ENGINEER		BL	46	G	3897	4488	52	A	3897	5173	15.3%
8875	BOILER OPERATOR		BL	42	G	3549	4084	48	A	3549	4704	15.2%
8825	CARPENTER	30	BL	47	G	3986	4592	53	A	3986	5294	15.3%
8826	CARPENTER LEAD	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8817	CONSTRUCTION AND MAINTENANCE MECHANIC	8	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8828	CONTROL TECHNICIAN	28	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8829	CONTROL TECHNICIAN LEAD	7	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8834	ELECTRICIAN	38	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8835	ELECTRICIAN LEAD	12	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8831	ELECTRICIAN LEAD-HIGH VOLTAGE		BL	62	G	5688	6564	68	A	5688	7584	15.5%
8830	ELECTRICIAN-HIGH VOLTAGE		BL	57	G	5049	5823	63	A	5049	6722	15.4%
8836	ELEVATOR MECHANIC	5	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8837	ELEVATOR MECHANIC LEAD	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%

8810	FACILITIES OPERATIONS MAINTENANCE SPECIALIST	43	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8838	FLOORLAYER	4	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8853	FURNITURE REPAIR WORKER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8840	GLAZIER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8841	GLAZIER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8821	HEAVY EQUIPMENT OPERATOR	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8822	HEAVY EQUIPMENT OPERATOR LEAD	1	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8819	HOSPITAL SHIFT ENGINEER		BL	43	G	3632	4179	49	A	3632	4816	15.2%
8842	INSULATION WORKER	3	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8843	INSULATION WORKER LEAD	1	BL	57	G	5049	5823	63	A	5049	6722	15.4%
8823	LIGHTING & FILTER MAINTENANCE TECH	10	BL	33	G	2907	3320	39	A	2907	3806	14.6%
8820	LIGHTING MAINTENANCE TECHNICIAN		BL	32	G	2848	3243	38	A	2848	3718	14.6%
8844	LOCKSMITH	6	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8845	LOCKSMITH LEAD	1	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8812	MACHINERY MASTER MECHANIC	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8811	MACHINERY MECHANIC	13	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8813	MACHINERY MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8846	MACHINIST		BL	39	G	3320	3806	45	A	3320	4384	15.2%
8814	MAINTENANCE MECHANIC 1	31	BL	37	C	2907	3632	39	A	2907	3806	4.8%
8815	MAINTENANCE MECHANIC 2	46	BL	43	G	3632	4179	49	A	3632	4816	15.2%
8818	MAINTENANCE MECHANIC DOOR SPECIALIST	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8816	MAINTENANCE MECHANIC LEAD	20	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8848	MASON/PLASTERER	11	BL	46	G	3897	4488	52	A	3897	5173	15.3%
8849	MASON/PLASTERER LEAD		BL	49	G	4179	4816	55	A	4179	5554	15.3%

8851	MOTOR EQUIPMENT MECHANIC	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8852	MOTOR EQUIPMENT MECHANIC LEAD	2	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8855	PAINTER	23	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8856	PAINTER LEAD	6	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8858	PLUMBER/PIPEFITTER/STEAMFITTER	27	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8859	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	8	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8809	POWER PLANT ELECTRICIAN LD-HIGH VOLTAGE	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%
8808	POWER PLANT ELECTRICIAN-HIGH VOLTAGE	2	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8880	POWER PLANT MASTER MECHANIC		BL	56	G	4934	5688	62	A	4934	6564	15.4%
8879	POWER PLANT MECHANIC	3	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8881	POWER PLANT MECHANIC LEAD	1	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8876	POWER PLANT OPERATING ENGINEER 1	5	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8877	POWER PLANT OPERATING ENGINEER 2	5	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8878	POWER PLANT OPERATING ENGINEER LEAD	5	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8860	REFRIGERATION MECHANIC	9	BL	56	G	4934	5688	62	A	4934	6564	15.4%
8861	REFRIGERATION MECHANIC LEAD	3	BL	59	G	5294	6109	65	A	5294	7053	15.5%
8862	ROOFER	3	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8863	ROOFER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8866	SHEET METAL MECHANIC	8	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8867	SHEET METAL MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8868	SIGN PAINTER	1	BL	45	G	3806	4384	51	A	3806	5049	15.2%

8869	SIGN PAINTER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8873	STEAM ENGINEER		BL	50	G	4282	4934	56	A	4282	5688	15.3%
8870	TRADES HELPER	4	BL	29	G	2670	3041	35	A	2670	3467	14.0%
8871	WELDER-FABRICATOR	1	BL	50	G	4282	4934	56	A	4282	5688	15.3%

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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MOU – STUDENT LOAN DEBT

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Student Loan Debt.

1. Within ninety (90) days of the effective date of this Agreement, the Employer and the Union shall, one (1) time, jointly email all bargaining unit employees information from the UW Benefits website regarding the Public Service Loan Forgiveness (PSLF) program.
2. Information regarding the PSLF will be included in the UW Benefits orientation.

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MOU – SURGICAL TECHNOLOGISTS

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding Surgical Technologists at Harborview in WFSE Harborview Bargaining Unit and UW Medical Center in the SEIU 925 Healthcare Professional/Laboratory Technical Bargaining Unit.

In order to recognize the need for professional development, continuing education, and ongoing credentialing, and in accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following for the 2017-2019 collective bargaining agreements:

- I. Surgical Technologists who obtain and maintain their Certified Surgical Technologist (CST) certification through the National Board of Surgical Technology and Surgical Assisting (HBSTSA) will be paid one dollar (\$1.00) per hour premium for all hours in paid status.
- II. Employees will be eligible for the premium if:
 - A. The certification has been presented to and approved by management;
 - B. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;
 - C. The employee is working in the area of certification.

Once the above criteria are satisfied, the employee will begin earning the certification premium at the beginning of the next available pay period.

- III. An employee is eligible for only one certification premium regardless of other certifications the employee may have.
- IV. Employees will notify their Appointing Authority or designee if their certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.
- V. The parties agree that there are no written or oral representations, understandings, promises, or agreements directly or indirectly related to this

Agreement that are not incorporated herein in full. Furthermore, this Agreement is not precedent setting and does not establish a practice.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
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THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

**MOU – TRANSPORTATION: PROGRAM AND RATE STRUCTURES
OF FACULTY/STAFF UPASS AND PARKING AT THE UNIVERSITY OF
WASHINGTON (UW)**

The Administration of the University and the undersigned unions recognize the importance of a well-reasoned, deliberative and collaborative process to review the program and rate structures of faculty/staff UPASS and parking at the University of Washington, and reaching timely resolution on program design(s) and rate structure(s) that are both financially sustainable and adequately meet the transportation needs of classified employees.

The Parties agree as follows:

1. In coordination with existing University Transportation Committee (UTC) process, a subcommittee of the UTC will be established for unions representing UW classified employees.
2. The composition of the subcommittee shall include the unions currently on the UTC and may include unions who represent UW classified staff but are not currently represented on the UTC. The proportion of individual union representation is the purview of the unions signed to this agreement. The committee will work with representatives of UW Transportation services staff and representatives of the President's office.
3. Subcommittee meetings will be open to other members of the UTC who are interested in the discussions.
4. In reviewing overall UPASS and parking programs and rate structures, the subcommittee will also design, review and seek solutions to items that the unions have proposed in bargaining including transit integration, parking costs and carve outs to address particular staff needs, shuttle service to address staff needs and safety, bicycle storage.
5. Meetings of the subcommittee shall take place at least twice monthly in addition to regular meetings of the UTC. Meetings may be added or cancelled by mutual agreement between management and the unions signed to this agreement.
6. Initial draft proposals of program and/or rate structure changes will be finalized by January 2017. Proposals shall be presented to the full UTC by February 2017,

or in advance of any consideration of UTC proposals by the President or Provost. The subcommittee shall also have the opportunity to report regularly to the UTC on ongoing progress.

7. Final decisions about UPASS and parking program structures and rates are ultimately subject to UW Board of Regent approval. Final approval of any changes is anticipated in accordance with normal rate-setting processes in April 2017 (information item) and May 2017 (action item).
8. The unions retain the right to bargain.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – UPDATING CLASSIFICATIONS

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the review of classification specifications effective upon ratification.

1. Beginning January 1, 2017, the parties shall establish a joint committee to review and potentially update and revise classification specifications.
 - a. The committee will mutually agree upon which classification specifications will be submitted to the Compensation office for review.
 - b. The parties will plan employee engagement in the review process and the union will encourage employees/members to participate.
 - c. Committee members may be provided paid release time for jointly agreed assignments related to this process. Release will be subject to departmental approval.
2. The committee will meet quarterly.
3. The parties may also establish sub-committees of the individual unions which may meet in the months between the quarterly meetings to discuss the classifications that are unique to one union.
4. The Employer will provide paid release time for up to four (4) total union members to attend each meeting. No additional union members will attend, unless mutually agreed by the parties.
5. Up to two (2) paid union staff may also attend each meeting.
6. Classification change proposals made solely by the union will be reviewed by the Compensation Office which will accept, reject, or modify proposed classification specifications in accordance with the collective bargaining agreement. This review will not be grievable.
7. Updating and revising the classification specification or series will not automatically include the evaluation of the wages.
8. The Compensation office will present its findings to the committee.

This agreement expires on June 30, 2019.

**Memorandum of Understanding between the University of Washington and SEIU
Local 925**

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU – ANIMAL TECHNICIAN WAGES

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Animal Technician 1, Animal Technician 2, Animal Technician 3, and Animal Technician Supervisor job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Animal Technician 1 (Job Codes 7724), on Pay Table B4 at Pay Range 25 will be moved to Pay Table B4 at Pay Range 27.
- II. The job classification Animal Technician 2 (Job Codes 7725), on Pay Table B4 at Pay Range 26 will be moved to Pay Table B4 at Pay Range 28.
- III. The job classification Animal Technician 3 (Job Codes 7726), on Pay Table B4 at Pay Range 30 will be moved to Pay Table B4 at Pay Range 32.
- IV. The job classification Animal Technician Supervisor (Job Codes 7727), on Pay Table B4 at Pay Range 34 will be moved to Pay Table B4 at Pay Range 36.
- V. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – CYTOTECHNOLOGIST HOURS OF WORK

During negotiations for the certification of the Cytotechnologists at the University of Washington Harborview Medical Center and modification of the existing bargaining unit, the parties reached agreement on the following. Article 8 Hours of Work and Overtime of the existing 2015-2017 collective bargaining agreement is amended for this group only as follows:

8.3 Work Day/Meal Period.

Employees are responsible for taking such breaks. Employees shall make a good faith effort to notify their supervisor/designee if the employee anticipates not being able to take a meal or rest break. The supervisor/designee will make a good faith effort to provide the employee with the break.

- a. Meal breaks shall be a minimum of thirty (30) minutes, unpaid and on the employee's own time, provided the employee is off-duty for that meal period. It is the Employer's intention to provide uninterrupted meal breaks.
- b.
- c. The meal period shall commence not earlier than the second hour of the shift nor later than the fifth hour of the shift. If the employee is required to work beyond the fifth hour without a break, the employee will be allowed to eat his/her meal at the duty station on the Employer's time.

8.4 Rest Breaks.

Employees shall receive a fifteen (15) minute break during each four (4) hours worked. It is the Employer's intention to provide uninterrupted rest breaks. Rest periods may be taken at any point during each four-hour work period. Rest periods do not require relief from duty. Where the nature of the work allows employees to take intermittent rest periods scheduled rest periods are not required.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – ERGONOMICS

The parties agree that upon ratification of this agreement, a joint committee of up to four union and four employer representatives (including two representatives from Environmental Health & Safety [“EH&S”]) will be formed to work together and, within 120 days, will recommend a plan for process improvement for the requesting and tracking of employee requests for ergonomics assessments. The committee will conclude upon delivery of its recommendation.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – FINANCIAL ACCESS SPECIALIST SERIES RECLASS AGREEMENT

1. Implement 10/1/16
2. Financial Access Specialists will be reclassified according to the following pay tables and ranges:
 - FAS 1 – B4 40
 - FAS 2- B4 45
 - FAS Lead – B4 47
 - FAS Sup – B4 51
3. Employees currently classified as PSS2s will receive the following additional steps:
 - One additional step on 10/1/16.
 - One additional step on 7/1/17.
4. Professional staff supervisor positions will be back filled with classified SEIU supervisors when positions vacated.
5. The following employees will be reclassified to FAS Lead and will be given a three monetary step increase (not to exceed top automatic increment step) per the contract:

Employee Name	Current Job Title
HAYNES, CHERYL R.	FINANCIAL SERVICES SPECIALIST 2
SHATTUCK, LISA L.	FINANCIAL SERVICES SPECIALIST 2
PENEUETA, JEAN	FINANCIAL SERVICES SPECIALIST 2
ARVANI, PATTY	PATIENT REPRESENTATIVE
GUMAWID, ELENITA ARAMBULO	PATIENT REPRESENTATIVE
PATAO, MELANIE L	PATIENT REPRESENTATIVE
MCDOWELL, TRACEY	PATIENT SERVICES SPECIALIST 3

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – FLOW CYTOMETRY TECHNOLOGIST

During negotiations for the 2017-2019 successor agreement, the union raised concerns about the Flow-Cytometry Technologist (working title), with the current classification title of Anatomic Pathology Technologist, working in UWMC Pathology. Both parties reached agreement on the following regarding effective upon ratification:

- I. A review of the body of the work performed by the employee will be reviewed by the Compensation Office of Human Resources, per Article 44.7 (d).
- II. The Compensation Office of Human Resources will respond to the union within sixty (60) days of the ratification of this contract.
- III. In accordance with Article 44.7(d), the review is not grievable.
- IV. By agreeing to this memorandum, the union waves the right to a Classification Review Hearing as specified in Article 44.7 (c).

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – FLSA CHANGES

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding Department of Labor FLSA Changes.

If the union demands to bargain impacts of the Department of Labor FLSA changes, the union may raise policy questions.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – HEALTH CARE BARGAINING UNIT MERGER

The terms of the 2011 Agreement between the UW and SEIU Local 925 includes the following language:

“The parties further agree that the terms and conditions of the Healthcare Professional/Laboratory Technical collective bargaining agreement will apply to the Polysomnographic and Anatomic Pathology Bargaining Unit...”

The HMC Technical BU does not have its own contract, but instead follows the terms and conditions of the Healthcare Professional/Laboratory Technical contract.

Therefore, the University and the Union agree to merge the two contracts and to work together with PERC to merge the bargaining units.

The HMC Technical bargaining unit currently includes the following job classifications at Harborview Medical Center:

8495	Polysomnographic Technician 1
8496	Polysomnographic Technician 2
XXXX	Polysomnographic Technologist
8145	Anatomic Pathology Technician Trainee
8146	Anatomic Pathology Technician
8147	Anatomic Pathology Technologist
8200	Clinical Technologist 1
8122	Clinical Autopsy Coordinator

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – HEALTH CARE TECHNICAL TITLES BARGAINING UNIT PLACEMENT

1. The parties agree that the following job titles are health care technical titles:
 - Cardiac Technologist, Code 8338 (Since reclassified to Advanced Cardiac Technologist, Code 8340)
 - Cardiac Technologist Lead, Code 8339 (Since reclassified to Advanced Cardiac Technologist Lead, Code 8341)
 - Dialysis/Phoresis Technician, Code 8351
 - Dialysis/Phoresis Technician Lead, Code 8354
 - Medical Interpreters 1, Code 8087
 - Medical Interpreter 2, Code 8088
 - Medical Interpreter Caseworker-Cultural Mediator, Code 8089
 - Medical Interpreter, ASL, Code 8096
 - Ophthalmic Technician 1, Code 8432
 - Ophthalmic Technician 2, Code 8433
 - Ophthalmic Technician Lead, Code 8434
2. The parties agree that these titles were included in the SEIU Local 925 campus-wide non-supervisory bargaining unit through the WPRB processes prior to the creation of the SEIU Local 925 healthcare professional/laboratory technical bargaining unit (healthcare bargaining unit) under PERC.
3. The parties agree that, as healthcare technical employees, the employees in the above job titles should be included in the healthcare bargaining unit with other healthcare technical employees.
4. The parties agree that the healthcare bargaining unit described in *University of Washington*, Decision 11083 (PSRA, 2011) will henceforth include the above-listed job titles, and employees in these titles will be covered by the collective bargaining agreement between the UW and Local 925 applicable to that bargaining unit. In addition, these titles will no longer be included in the Local 925 campus-wide non-supervisory bargaining unit.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (SEIU)**

MOU – HR/PAYROLL SYSTEM BARGAINING

The parties acknowledge that the University of Washington is transitioning to a new integrated Human Resources and Payroll system (the “HRP”). The HRP is scheduled to be implemented on or around January 1, 2016, and will move from semi-monthly to biweekly (every two weeks) pay periods each year and will include actual time reporting. The UW has sent a demand to bargain to SEIU 925, and the parties acknowledge that such bargaining cannot be completed prior to the October 1 statutory deadline. As such, the parties agree to commence bargaining over the HRP in October 2014.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – INSTRUCTIONAL TECHNICIAN COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Scientific Instructional Technician 1, Scientific Instructional Technician 2, and Instructional Technician 2 job classifications in the SEIU 925 Non-Supervisory Bargaining Unit.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Scientific Instructional Technician 1 (Job Code 7784), on Pay Table B4 at Pay Range 40 will be moved to Pay Table B4 at Pay Range 44.
- II. The job classification Scientific Instructional Technician 2 (Job Code 7785), on Pay Table B4 at Pay Range 43 will be moved to Pay Table B4 at Pay Range 47.
- III. The job classification Instructional Technician 2 (Job Code 7788), on Pay Table B4 at Pay Range 39 will be moved to Pay Table B4 at Pay Range 43.
- IV. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – INTERPRETIVE SERVICES AT UWMC

1. UWMC recognizes the important role that in-house interpreters play in UWMC Interpretive Services and acknowledges the crucial role in-house interpreters play in many cases with especially high acuity. The appropriate modality of interpretation (in-person, telephonic, video) will be based on patient acuity and need. When in-person interpretation is determined to be the appropriate modality, UWMC in house interpreters will be the first option for service delivery. In-person interpretation shall be assigned, in accordance with APOP 60-1:

a. "An in-person interpreter is likely to be the most effective choice in clinical exception cases, meaning those interactions in which telephonic interpretation would not be effective due to either the physical set up of the care area or the condition of the patient. The main examples of exception cases include when there is an invasive procedure involved, when this is a first encounter for the patient at UWMC, when the patient is deaf or significantly hard-of-hearing, or when the encounter involves active labor, trauma, sedation, confusion, mental anguish, mental health, or a complicated care conference.

Clinical exception cases due to the physical environment include the OR, Labor and Delivery suites, and procedure rooms, where the ambient noise of numerous staff and equipment makes it difficult to hear over a hands-free telephone, and where numerous staff must speak to the patient over a prolonged period of time."

2. The phone number for the Interpreter Services Department is 598-4425. This number will be made available throughout UWMC. Department staff will be available to assist with consultation on patient needs and will schedule all in-person house interpreters.

3. Allocation of work shall be reviewed and discussed on an on-going basis in Joint Labor Management.

4. UWMC Interpretive Services will continue to work with the UW Medicine Telecommunications office regarding improvements to the phone system. The parties will conduct meetings- at least bi-monthly- to provide updates and discussion on improvements to the technical system while this review is ongoing, as well as other Interpretive Services issues.

5. UWMC will determine the difference between Medical Interpreter budgeted FTE and actual work FTE in each language and offer an equitable distribution of the additional FTE in each language. Management will review language volumes/FTE on an ongoing basis to determine changes to demand in each language.
6. Medical Interpreters who have increased FTE as a result of Section 5 shall be restored hours of Vacation, Sick, Holiday hours lost over last three (3) months as a result of FTE assignment realignment.
7. Overtime shall be offered to all qualified interpreters and rotated in each language group to ensure equitable distribution of overtime assignments.
8. Work on special projects and translation shall be distributed transparently to qualified employees and rotated in each language group. Qualification for specific tasks is taken into consideration before seniority in assignment of translation, data projects, and liaison with internal or external groups. Seniority will be taken into consideration in first offer of taking trainings or representing the department at events.
9. UWMC management affirms the right of Interpreters and all employees to be treated with dignity and respect.
10. All agency interpreters doing in-person or telephonic shall be certified/qualified medical interpreters.
11. The department will comply with the collective bargaining agreement concerning travel time, on-call, call back and other work standards.

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925

MOU – LEAVE OF ABSENCE SEIU 925 OFFICER

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding a leave of absence for an employee/union member elected to serve as an officer with the Union.

With thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting a position as a Union Officer will be granted leave without pay for up to thirty-six (36) months.

As determined by the Employer, the returning employee will be employed in a funded vacant position in the same job classification and the same geographical area provided the employee has the necessary skills and abilities. If there is no funded vacant position available, the employee may request his/her name be placed on the rehire list.

This agreement expires on June 30, 2019.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – MEDICAL ASSISTANT WAGES

During negotiations for the 2015-2017 successor agreement, the parties agreed to the following regarding recruitment and retention concerns in the Medical Assistant series: The University commits to move Medical Assistants to a healthcare pay table on a range that results in a pay increase and that is competitive with the peer labor market, effective January 1, 2015.

In accordance with the aforementioned agreement, on January 1, 2015, the University agrees to implement the following:

- I. The job classification Medical Assistant (Job Code 8265), on Pay Table B4 at Pay Range 37 will be moved to Pay Table B4 at Pay Range 43.
- II. The job classification Medical Assistant Lead (Job Code 8266), on Pay Table B4 at Pay Range 40 will be moved to Pay Table B4 at Pay Range 46.
- III. All employees will be placed at their current Salary Step in the new Pay Range.
- IV. All employees currently employed as a Medical Assistant (Job Code 8265) and designated as Medical Assistant-Registered on July 1, 2013, which have not become Washington State Medical Assistant-Certified will not be required to do so. Those employees (MA-Rs) will be known and referred to as “grandfathered MAs” and have a narrower scope of practice as determined by the Employer and identified in RCW 18.360.050.

The parties agree that there are no written or oral representations, understandings, promises, or agreements directly or indirectly related to this Agreement that are not incorporated herein in full. Furthermore, this Agreement is not precedent setting and does not establish a practice.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – OTA/PTA RECRUITMENT AND RETENTION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding recruitment and retention of Occupational Therapy Assistants and Physical Therapy Assistants at UW Medical Center in the SEIU 925 Healthcare Professional/Laboratory Technical Bargaining Unit.

In accordance with the aforementioned agreement, on January 1, 2017, the University agrees to implement the following for the 2017-2019 collective bargaining agreement only:

- I. The job classification Occupational Therapy Assistant I (Job Code 8138), on Pay Table BG at Pay Range 39 will be moved to Pay Table BG at Pay Range 47.
- II. The job classification Occupational Therapy Assistant II (Job Code 8139), on Pay Table BG at Pay Range 42 will be moved to Pay Table BG at Pay Range 50.
- III. The job classification Physical Therapy Assistant I (Job Code 8128), on Pay Table BG at Pay Range 47 will be moved to Pay Table BG at Pay Range 53.
- IV. The job classification Physical Therapy Assistant II (Job Code 8129), on Pay Table BG at Pay Range 55 will be moved to Pay Table BG at Pay Range 61.
- V. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

MOU – PHLEBOTOMIST COMPENSATION

During negotiations for the 2017-2019 successor agreement, the parties agreed to the following regarding the Phlebotomist and Phlebotomist Lead job classifications.

In accordance with the aforementioned agreement, on July 1, 2017, the University agrees to implement the following:

- I. The job classification Phlebotomist (Job Codes 8394), on Pay Table B8 at Pay Range 6 will be moved to Pay Table B8 at Pay Range 10.
- II. The job classification Phlebotomist Lead (Job Codes 8395), on Pay Table B8 at Pay Range 13 will be moved to Pay Table B8 at Pay Range 17.
- III. All employees will be moved to the pay step on the new range that is closest to but not less than their current pay, plus one (1) step (not to exceed the top automatic step), on the implementation date.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – PROGRAM SERIES CLASSIFICATIONS

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding the Program Coordinator, Program Assistant, Program Support Supervisor I, and Program Support Supervisor II job classifications:

- A. During the life of the 2017-2019 collective bargaining agreement, the Employer will review the Program Coordinator, Program Assistant, Program Support Supervisor I, and Program Support Supervisor II positions represented by SEIU 925. The parties agree that the purpose of the review is to update and correctly classify the employees in these job classifications including new job classifications.
- B. The parties will create an Ad Hoc Joint Labor Management Committee (JLM) to review and discuss the Employer's progress.
 - a. The JLM meeting will occur quarterly at a mutually agreed upon date.
 - b. Either party may cancel the JLM meeting if there are insufficient agenda items.
 - c. The Employer will provide paid release time for up to three (3) union members per union to participate in the JLM.
 - d. The Employer will provide the union the agenda at least two (2) weeks prior to the JLM.
- C. Any changes to classifications will be made and processed in accordance with the collective bargaining agreement.
- D. Nothing in this memorandum of understanding is a waiver of the rights of either of the parties.
- E. This agreement expires on June 30, 2019.
- F. The parties may meet more often by mutual agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (UNION)**

MOU – PUBLIC RECORDS REQUESTS AND PRIVACY

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

Effective thirty (30) days after the ratification of the 2017-2019 agreement, Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass SEIU 925's members. Notification will be provided in order to allow for a ten (10) day protest period.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – TRANSPORTATION SERVICES VIDEO/AUDIO SYSTEM

This Memorandum of Understanding is regarding the use of audio and video equipment in the University of Washington Transportation Services office.

1. It is agreed that the cameras/audio are not for the purpose of evaluation or monitoring of employees. The purpose of the camera/audio is for the security of property and for the protection of employees.
2. Management shall not use the camera/audio system to monitor work. When video or audio is reviewed in response to an incident, management will have the option to act upon issues revealed in the recording even if they are not central to the initial incident.
3. Audio shall be recorded in the Sales and Administration area only (including the hearing office).
4. The system shall not be subject to live monitoring without prior notice to the Union and an opportunity to meet and discuss potential impacts for employees.
5. If modifications are performed to the cameras or their field of vision, the Union will be informed and allowed to view the modifications.
6. Management shall maintain a written log of camera/audio system access, including date, time and reason for access, that will be available to the union for review.
7. If video/audio is downloaded it shall be noted in the log and copies of the footage shall be available for union review.

SIDE LETTER A – NEW CONTRACT JOINT COMMUNICATION

July 1, 2017

The parties shall create a joint e-mail communication with links to the new agreement to be sent to all employees electronically at the time the agreement is posted online.

SIDE LETTER B – PUBLIC TRANSPORTATION DELAYS

July 1, 2017

Employees who arrive late to work due to unforeseen or unavoidable delays in public transportation (for example- an accident or a bus break down) will not be subject to corrective action. Employees may use accumulated compensatory time, vacation leave, or leave without pay. Compensatory time must be used before vacation leave. If the employee has exhausted both compensatory time and vacation leave, leave without pay will be used.

The Employer may adjust the employees schedule to make up for the missed time. No overtime will be accrued for the adjustment of the employee's schedule unless the employee ends up working more than the total number of hours the employee was originally scheduled to work.

SIDE LETTER C – REGULAR TEMPORARY EMPLOYEES

July 1, 2017

The University of Washington and SEIU 925 and WFSE 1488 agree to work together to consolidate the regular temporary employee appendix.

SIDE LETTER D – SAFE STAFFING OF WORKPLACES

July 1, 2017

It is the Employer's intent to safely staff all workplaces and assign manageable workloads.

This Side Letter is not subject to the grievance procedure.

SIDE LETTER E – CONTACT CENTER

July 1, 2017

The University of Washington and SEIU 925 will continue to hold monthly Joint Labor Management meetings for the Contact Center:

Management and union representatives will form a Labor Management Committee that will meet monthly to work collaboratively for fair and equitable work rules.

The committee will continuously monitor performance metrics and any corrective action based on failure to meet performance standards. If less than 75% of employees meet any individual performance standard over a rolling three-month period, management and the union will discuss ways to improve the standard, performance, or both at the subsequent committee meeting. Standards not met by at least 75% of employees for a given three-month period will not automatically trigger corrective actions for employees who fail to meet those standards for that period, but they may still lead to corrective action if it meets the requirements of just cause after an examination of the circumstances.

Dress Code Effective 11/1/16

While working a full day in the Contact Center, employees will be allowed to wear denim blue jeans in good condition. In the event there is a scheduled tour or while employees are out in the clinics, employees are expected to abide by the UW Medicine Professional Dress Code policy.

SIDE LETTER F – KRONOS

July 1, 2009

The University has the right to implement the “Kronos” timekeeping system sometime during the life of the Agreement. The University will notify the Union at least 60 days in advance and agrees to consult with the Union over implementation issues.

SIDE LETTER G – LEGISLATIVE BRIEFINGS

July 1, 2017

The Union President or designee shall be invited to attend legislative briefings conducted by the Employer.

SIDE LETTER H – PATIENT FINANCIAL SERVICES SERIES EVALUATION

July 1, 2017

The Employer will hire a third party consultant that will, within six (6) months of the effective date of this Agreement, begin an evaluation of the work and duties of the Patient Financial Services job series. The Employer will meet with the Union to discuss the results of the completed evaluation, and will share any resulting plans prior to taking action.

SIDE LETTER I – POLYSOMNOGRAPHIC TECHNOLOGIST

July 1, 2017

The University of Washington and SEIU 925 will jointly petition PERC to recognize Polysomnographic Technologist as a part of the SEIU 925 HMC Technical Bargaining Unit.

**SIDE LETTER J – REGULAR TEMPORARY HARBORVIEW MEDICAL CENTER
INTERPRETERS**

July 1, 2009

The University will call hourly medical interpreters for in-person interpretation before calling an outside agency for in-person interpretation.

SIDE LETTER K – REPRESENTATION

July 1, 2017

The University agrees not to oppose the Union's effort to add to the bargaining unit. The University will reply to Public Employment Relations Commission (PERC) requests for information within PERC's prescribed timeline. The University will also agree to any PERC hearing date within four (4) weeks of the filing of any petition. The parties can mutually agree to the extension of these deadlines.

SIDE LETTER L – STANDARDS OF APPEARANCE

July 1, 2017

The University of Washington and SEIU 925 agree that standards of appearance and/or dress code policies are appropriate topics for Joint Labor Management meetings.

SIGNATORIES

The parties, by their signatures below, accept and agree to the terms and conditions of this collective bargaining agreement.

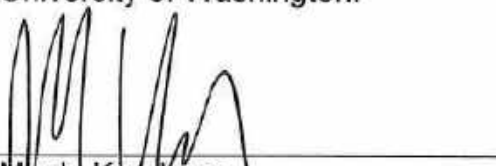
Executed this 1st day of July, 2017

SEIU Local 925:



Marilyn Botcheos
Field Director

University of Washington:



Mindy Kornberg
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