

**Tentative Agreement Wage Rates (CWA) 7-1-2018**

<b>Range :</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>
<b>Increment :</b>	\$1,027.02	\$1,078.31	\$1,133.55	\$1,192.88	\$1,252.12
<b>Step 1 :</b>	\$24,687.03	\$25,714.05	\$26,792.36	\$27,925.91	\$29,118.79
<b>Step 2 :</b>	\$25,714.05	\$26,792.36	\$27,925.91	\$29,118.79	\$30,370.91
<b>Step 3 :</b>	\$26,741.07	\$27,870.67	\$29,059.45	\$30,311.67	\$31,623.03
<b>Step 4 :</b>	\$27,768.09	\$28,948.98	\$30,193.00	\$31,504.55	\$32,875.15
<b>Step 5 :</b>	\$28,795.11	\$30,027.30	\$31,326.55	\$32,697.43	\$34,127.27
<b>Step 6 :</b>	\$29,822.13	\$31,105.61	\$32,460.10	\$33,890.31	\$35,379.40
<b>Step 7 :</b>	\$30,849.15	\$32,183.92	\$33,593.64	\$35,083.19	\$36,631.52
<b>Step 8 :</b>	\$31,876.17	\$33,262.23	\$34,727.19	\$36,276.07	\$37,883.64
<b>Step 9 :</b>	\$32,903.19	\$34,340.55	\$35,860.74	\$37,468.96	\$39,135.76
<b>Step 10 :</b>	\$33,930.21	\$35,418.86	\$36,994.28	\$38,661.84	\$40,387.88
<b>Range :</b>					
<b>Range :</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>Increment :</b>	\$1,315.28	\$1,378.53	\$1,445.65	\$1,516.74	\$1,591.81
<b>Step 1 :</b>	\$30,370.91	\$31,686.19	\$33,064.72	\$34,510.37	\$36,027.11
<b>Step 2 :</b>	\$31,686.19	\$33,064.72	\$34,510.37	\$36,027.11	\$37,618.92
<b>Step 3 :</b>	\$33,001.48	\$34,443.25	\$35,956.02	\$37,543.84	\$39,210.73
<b>Step 4 :</b>	\$34,316.76	\$35,821.78	\$37,401.66	\$39,060.58	\$40,802.54
<b>Step 5 :</b>	\$35,632.05	\$37,200.31	\$38,847.31	\$40,577.32	\$42,394.35
<b>Step 6 :</b>	\$36,947.33	\$38,578.84	\$40,292.95	\$42,094.05	\$43,986.17
<b>Step 7 :</b>	\$38,262.61	\$39,957.37	\$41,738.60	\$43,610.79	\$45,577.98
<b>Step 8 :</b>	\$39,577.90	\$41,335.90	\$43,184.25	\$45,127.53	\$47,169.79
<b>Step 9 :</b>	\$40,893.18	\$42,714.43	\$44,629.89	\$46,644.26	\$48,761.60
<b>Step 10 :</b>	\$42,208.47	\$44,092.96	\$46,075.54	\$48,161.00	\$50,353.41
<b>Range :</b>					
<b>Range :</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Increment :</b>	\$1,674.65	\$1,757.73	\$1,844.55	\$1,939.37	\$2,038.19
<b>Step 1 :</b>	\$37,618.92	\$39,293.57	\$41,051.30	\$42,895.85	\$44,835.22
<b>Step 2 :</b>	\$39,293.57	\$41,051.30	\$42,895.85	\$44,835.22	\$46,873.40
<b>Step 3 :</b>	\$40,968.22	\$42,809.04	\$44,740.39	\$46,774.58	\$48,911.59
<b>Step 4 :</b>	\$42,642.86	\$44,566.77	\$46,584.94	\$48,713.95	\$50,949.77
<b>Step 5 :</b>	\$44,317.51	\$46,324.51	\$48,429.49	\$50,653.32	\$52,987.96
<b>Step 6 :</b>	\$45,992.16	\$48,082.24	\$50,274.03	\$52,592.69	\$55,026.14
<b>Step 7 :</b>	\$47,666.81	\$49,839.98	\$52,118.58	\$54,532.06	\$57,064.33
<b>Step 8 :</b>	\$49,341.46	\$51,597.71	\$53,963.12	\$56,471.42	\$59,102.51
<b>Step 9 :</b>	\$51,016.11	\$53,355.45	\$55,807.67	\$58,410.79	\$61,140.70
<b>Step 10 :</b>	\$52,690.76	\$55,113.18	\$57,652.22	\$60,350.16	\$63,178.88
<b>Range :</b>					
<b>Range :</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>Increment :</b>	\$2,136.79	\$2,243.48	\$2,358.09	\$2,476.56	\$2,599.00
<b>Step 1 :</b>	\$46,873.40	\$49,010.20	\$51,253.67	\$53,611.76	\$56,088.32
<b>Step 2 :</b>	\$49,010.20	\$51,253.67	\$53,611.76	\$56,088.32	\$58,687.32
<b>Step 3 :</b>	\$51,146.99	\$53,497.15	\$55,969.85	\$58,564.88	\$61,286.32
<b>Step 4 :</b>	\$53,283.78	\$55,740.63	\$58,327.93	\$61,041.43	\$63,885.33
<b>Step 5 :</b>	\$55,420.58	\$57,984.10	\$60,686.02	\$63,517.99	\$66,484.33
<b>Step 6 :</b>	\$57,557.37	\$60,227.58	\$63,044.11	\$65,994.55	\$69,083.33
<b>Step 7 :</b>	\$59,694.17	\$62,471.06	\$65,402.20	\$68,471.11	\$71,682.33
<b>Step 8 :</b>	\$61,830.96	\$64,714.53	\$67,760.28	\$70,947.66	\$74,281.33
<b>Step 9 :</b>	\$63,967.76	\$66,958.01	\$70,118.37	\$73,424.22	\$76,880.34
<b>Step 10 :</b>	\$66,104.55	\$69,201.49	\$72,476.46	\$75,900.78	\$79,479.34

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<b>Range :</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>Increment :</b>	\$2,729.35	\$2,863.62	\$3,009.75	\$3,159.90	\$3,317.87
<b>Step 1 :</b>	\$58,687.32	\$61,416.67	\$64,280.29	\$67,290.04	\$70,449.95
<b>Step 2 :</b>	\$61,416.67	\$64,280.29	\$67,290.04	\$70,449.95	\$73,767.81
<b>Step 3 :</b>	\$64,146.03	\$67,143.91	\$70,299.80	\$73,609.85	\$77,085.68
<b>Step 4 :</b>	\$66,875.38	\$70,007.53	\$73,309.55	\$76,769.75	\$80,403.55
<b>Step 5 :</b>	\$69,604.74	\$72,871.15	\$76,319.30	\$79,929.66	\$83,721.41
<b>Step 6 :</b>	\$72,334.09	\$75,734.76	\$79,329.05	\$83,089.56	\$87,039.28
<b>Step 7 :</b>	\$75,063.45	\$78,598.38	\$82,338.81	\$86,249.46	\$90,357.15
<b>Step 8 :</b>	\$77,792.80	\$81,462.00	\$85,348.56	\$89,409.36	\$93,675.02
<b>Step 9 :</b>	\$80,522.15	\$84,325.62	\$88,358.31	\$92,569.27	\$96,992.88
<b>Step 10 :</b>	\$83,251.51	\$87,189.23	\$91,368.06	\$95,729.17	\$100,310.75

<b>Range :</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>
<b>Increment :</b>	\$3,483.75	\$3,657.54	\$3,839.29	\$4,032.75	\$4,234.23
<b>Step 1 :</b>	\$73,767.81	\$77,251.56	\$80,909.10	\$84,748.39	\$88,781.14
<b>Step 2 :</b>	\$77,251.56	\$80,909.10	\$84,748.39	\$88,781.14	\$93,015.37
<b>Step 3 :</b>	\$80,735.31	\$84,566.64	\$88,587.69	\$92,813.89	\$97,249.60
<b>Step 4 :</b>	\$84,219.06	\$88,224.17	\$92,426.98	\$96,846.63	\$101,483.83
<b>Step 5 :</b>	\$87,702.81	\$91,881.71	\$96,266.28	\$100,879.38	\$105,718.06
<b>Step 6 :</b>	\$91,186.56	\$95,539.25	\$100,105.57	\$104,912.13	\$109,952.29
<b>Step 7 :</b>	\$94,670.30	\$99,196.78	\$103,944.87	\$108,944.87	\$114,186.52
<b>Step 8 :</b>	\$98,154.05	\$102,854.32	\$107,784.16	\$112,977.62	\$118,420.75
<b>Step 9 :</b>	\$101,637.80	\$106,511.86	\$111,623.45	\$117,010.37	\$122,654.98
<b>Step 10 :</b>	\$105,121.55	\$110,169.39	\$115,462.75	\$121,043.11	\$126,889.21

<b>Range :</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>37</b>	<b>38</b>
<b>Increment :</b>	\$4,443.60	\$4,668.71	\$4,897.78	\$5,403.39	\$5,671.94
<b>Step 1 :</b>	\$93,015.37	\$97,458.97	\$102,127.68	\$112,168.19	\$117,571.58
<b>Step 2 :</b>	\$97,458.97	\$102,127.68	\$107,025.46	\$117,571.58	\$123,243.52
<b>Step 3 :</b>	\$101,902.57	\$106,796.39	\$111,923.24	\$122,974.97	\$128,915.45
<b>Step 4 :</b>	\$106,346.17	\$111,465.11	\$116,821.01	\$128,378.36	\$134,587.39
<b>Step 5 :</b>	\$110,789.77	\$116,133.82	\$121,718.79	\$133,781.75	\$140,259.33
<b>Step 6 :</b>	\$115,233.37	\$120,802.53	\$126,616.57	\$139,185.14	\$145,931.27
<b>Step 7 :</b>	\$119,676.97	\$125,471.24	\$131,514.34	\$144,588.53	\$151,603.21
<b>Step 8 :</b>	\$124,120.57	\$130,139.95	\$136,412.12	\$149,991.92	\$157,275.15
<b>Step 9 :</b>	\$128,564.17	\$134,808.66	\$141,309.90	\$155,395.31	\$162,947.08
<b>Step 10 :</b>	\$133,007.77	\$139,477.38	\$146,207.67	\$160,798.70	\$168,619.02

<b>Range :</b>	<b>40</b>	<b>41</b>
<b>Increment :</b>	\$6,252.64	\$6,568.52
<b>Step 1 :</b>	\$129,199.88	\$135,452.52
<b>Step 2 :</b>	\$135,452.52	\$142,021.04
<b>Step 3 :</b>	\$141,705.15	\$148,589.56
<b>Step 4 :</b>	\$147,957.79	\$155,158.09
<b>Step 5 :</b>	\$154,210.43	\$161,726.61
<b>Step 6 :</b>	\$160,463.07	\$168,295.14
<b>Step 7 :</b>	\$166,715.70	\$174,863.66
<b>Step 8 :</b>	\$172,968.34	\$181,432.18
<b>Step 9 :</b>	\$179,220.98	\$188,000.71
<b>Step 10 :</b>	\$185,473.62	\$194,569.23

**Tentative Agreement Wage Rates (CWA) 10-1-2019**

<b>Range :</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>
<b>Increment :</b>	\$1,047.56	\$1,099.88	\$1,156.22	\$1,216.74	\$1,277.16
<b>Step 1 :</b>	\$25,180.77	\$26,228.33	\$27,328.21	\$28,484.43	\$29,701.16
<b>Step 2 :</b>	\$26,228.33	\$27,328.21	\$28,484.43	\$29,701.16	\$30,978.33
<b>Step 3 :</b>	\$27,275.89	\$28,428.09	\$29,640.64	\$30,917.90	\$32,255.49
<b>Step 4 :</b>	\$28,323.45	\$29,527.96	\$30,796.86	\$32,134.64	\$33,532.66
<b>Step 5 :</b>	\$29,371.01	\$30,627.84	\$31,953.08	\$33,351.38	\$34,809.82
<b>Step 6 :</b>	\$30,418.57	\$31,727.72	\$33,109.30	\$34,568.12	\$36,086.98
<b>Step 7 :</b>	\$31,466.13	\$32,827.60	\$34,265.51	\$35,784.86	\$37,364.15
<b>Step 8 :</b>	\$32,513.69	\$33,927.48	\$35,421.73	\$37,001.60	\$38,641.31
<b>Step 9 :</b>	\$33,561.25	\$35,027.36	\$36,577.95	\$38,218.33	\$39,918.47
<b>Step 10 :</b>	\$34,608.82	\$36,127.23	\$37,734.17	\$39,435.07	\$41,195.64
<b>Range :</b>					
<b>Range :</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>Increment :</b>	\$1,341.59	\$1,406.10	\$1,474.56	\$1,547.07	\$1,623.65
<b>Step 1 :</b>	\$30,978.33	\$32,319.92	\$33,726.02	\$35,200.58	\$36,747.65
<b>Step 2 :</b>	\$32,319.92	\$33,726.02	\$35,200.58	\$36,747.65	\$38,371.30
<b>Step 3 :</b>	\$33,661.51	\$35,132.12	\$36,675.14	\$38,294.72	\$39,994.95
<b>Step 4 :</b>	\$35,003.10	\$36,538.22	\$38,149.70	\$39,841.79	\$41,618.59
<b>Step 5 :</b>	\$36,344.69	\$37,944.32	\$39,624.25	\$41,388.86	\$43,242.24
<b>Step 6 :</b>	\$37,686.28	\$39,350.42	\$41,098.81	\$42,935.93	\$44,865.89
<b>Step 7 :</b>	\$39,027.87	\$40,756.52	\$42,573.37	\$44,483.01	\$46,489.54
<b>Step 8 :</b>	\$40,369.46	\$42,162.62	\$44,047.93	\$46,030.08	\$48,113.19
<b>Step 9 :</b>	\$41,711.05	\$43,568.72	\$45,522.49	\$47,577.15	\$49,736.83
<b>Step 10 :</b>	\$43,052.64	\$44,974.82	\$46,997.05	\$49,124.22	\$51,360.48
<b>Range :</b>					
<b>Range :</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Increment :</b>	\$1,708.14	\$1,792.89	\$1,881.44	\$1,978.16	\$2,078.95
<b>Step 1 :</b>	\$38,371.30	\$40,079.44	\$41,872.33	\$43,753.77	\$45,731.92
<b>Step 2 :</b>	\$40,079.44	\$41,872.33	\$43,753.77	\$45,731.92	\$47,810.87
<b>Step 3 :</b>	\$41,787.58	\$43,665.22	\$45,635.20	\$47,710.08	\$49,889.82
<b>Step 4 :</b>	\$43,495.72	\$45,458.11	\$47,516.64	\$49,688.23	\$51,968.77
<b>Step 5 :</b>	\$45,203.86	\$47,251.00	\$49,398.08	\$51,666.39	\$54,047.72
<b>Step 6 :</b>	\$46,912.00	\$49,043.89	\$51,279.51	\$53,644.54	\$56,126.67
<b>Step 7 :</b>	\$48,620.15	\$50,836.78	\$53,160.95	\$55,622.70	\$58,205.61
<b>Step 8 :</b>	\$50,328.29	\$52,629.67	\$55,042.39	\$57,600.85	\$60,284.56
<b>Step 9 :</b>	\$52,036.43	\$54,422.56	\$56,923.82	\$59,579.01	\$62,363.51
<b>Step 10 :</b>	\$53,744.57	\$56,215.45	\$58,805.26	\$61,557.16	\$64,442.46
<b>Range :</b>					
<b>Range :</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>Increment :</b>	\$2,179.53	\$2,288.35	\$2,405.25	\$2,526.09	\$2,650.98
<b>Step 1 :</b>	\$47,810.87	\$49,990.40	\$52,278.75	\$54,684.00	\$57,210.08
<b>Step 2 :</b>	\$49,990.40	\$52,278.75	\$54,684.00	\$57,210.08	\$59,861.07
<b>Step 3 :</b>	\$52,169.93	\$54,567.09	\$57,089.24	\$59,736.17	\$62,512.05
<b>Step 4 :</b>	\$54,349.46	\$56,855.44	\$59,494.49	\$62,262.26	\$65,163.03
<b>Step 5 :</b>	\$56,528.99	\$59,143.79	\$61,899.74	\$64,788.35	\$67,814.01
<b>Step 6 :</b>	\$58,708.52	\$61,432.13	\$64,304.99	\$67,314.44	\$70,465.00
<b>Step 7 :</b>	\$60,888.05	\$63,720.48	\$66,710.24	\$69,840.53	\$73,115.98
<b>Step 8 :</b>	\$63,067.58	\$66,008.82	\$69,115.49	\$72,366.62	\$75,766.96
<b>Step 9 :</b>	\$65,247.11	\$68,297.17	\$71,520.74	\$74,892.71	\$78,417.94
<b>Step 10 :</b>	\$67,426.64	\$70,585.52	\$73,925.99	\$77,418.80	\$81,068.93

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<b>Range :</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>Increment :</b>	\$2,783.94	\$2,920.89	\$3,069.95	\$3,223.10	\$3,384.22
<b>Step 1 :</b>	\$59,861.07	\$62,645.01	\$65,565.90	\$68,635.85	\$71,858.95
<b>Step 2 :</b>	\$62,645.01	\$65,565.90	\$68,635.85	\$71,858.95	\$75,243.17
<b>Step 3 :</b>	\$65,428.95	\$68,486.79	\$71,705.79	\$75,082.05	\$78,627.39
<b>Step 4 :</b>	\$68,212.89	\$71,407.68	\$74,775.74	\$78,305.15	\$82,011.62
<b>Step 5 :</b>	\$70,996.83	\$74,328.57	\$77,845.69	\$81,528.25	\$85,395.84
<b>Step 6 :</b>	\$73,780.77	\$77,249.46	\$80,915.63	\$84,751.35	\$88,780.07
<b>Step 7 :</b>	\$76,564.71	\$80,170.35	\$83,985.58	\$87,974.45	\$92,164.29
<b>Step 8 :</b>	\$79,348.66	\$83,091.24	\$87,055.53	\$91,197.55	\$95,548.52
<b>Step 9 :</b>	\$82,132.60	\$86,012.13	\$90,125.48	\$94,420.65	\$98,932.74
<b>Step 10 :</b>	\$84,916.54	\$88,933.02	\$93,195.42	\$97,643.75	\$102,316.96

<b>Range :</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>
<b>Increment :</b>	\$3,553.42	\$3,730.69	\$3,916.08	\$4,113.40	\$4,318.91
<b>Step 1 :</b>	\$75,243.17	\$78,796.59	\$82,527.28	\$86,443.36	\$90,556.76
<b>Step 2 :</b>	\$78,796.59	\$82,527.28	\$86,443.36	\$90,556.76	\$94,875.68
<b>Step 3 :</b>	\$82,350.02	\$86,257.97	\$90,359.44	\$94,670.16	\$99,194.59
<b>Step 4 :</b>	\$85,903.44	\$89,988.66	\$94,275.52	\$98,783.57	\$103,513.51
<b>Step 5 :</b>	\$89,456.86	\$93,719.34	\$98,191.60	\$102,896.97	\$107,832.42
<b>Step 6 :</b>	\$93,010.29	\$97,450.03	\$102,107.68	\$107,010.37	\$112,151.34
<b>Step 7 :</b>	\$96,563.71	\$101,180.72	\$106,023.76	\$111,123.77	\$116,470.25
<b>Step 8 :</b>	\$100,117.13	\$104,911.40	\$109,939.84	\$115,237.17	\$120,789.17
<b>Step 9 :</b>	\$103,670.56	\$108,642.09	\$113,855.92	\$119,350.57	\$125,108.08
<b>Step 10 :</b>	\$107,223.98	\$112,372.78	\$117,772.00	\$123,463.97	\$129,427.00

<b>Range :</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>37</b>	<b>38</b>
<b>Increment :</b>	\$4,532.47	\$4,762.09	\$4,995.73	\$5,511.46	\$5,785.38
<b>Step 1 :</b>	\$94,875.68	\$99,408.15	\$104,170.24	\$114,411.55	\$119,923.01
<b>Step 2 :</b>	\$99,408.15	\$104,170.24	\$109,165.97	\$119,923.01	\$125,708.39
<b>Step 3 :</b>	\$103,940.62	\$108,932.32	\$114,161.70	\$125,434.47	\$131,493.76
<b>Step 4 :</b>	\$108,473.09	\$113,694.41	\$119,157.43	\$130,945.93	\$137,279.14
<b>Step 5 :</b>	\$113,005.57	\$118,456.49	\$124,153.16	\$136,457.38	\$143,064.52
<b>Step 6 :</b>	\$117,538.04	\$123,218.58	\$129,148.90	\$141,968.84	\$148,849.89
<b>Step 7 :</b>	\$122,070.51	\$127,980.67	\$134,144.63	\$147,480.30	\$154,635.27
<b>Step 8 :</b>	\$126,602.98	\$132,742.75	\$139,140.36	\$152,991.76	\$160,420.65
<b>Step 9 :</b>	\$131,135.46	\$137,504.84	\$144,136.09	\$158,503.22	\$166,206.03
<b>Step 10 :</b>	\$135,667.93	\$142,266.92	\$149,131.83	\$164,014.67	\$171,991.40

<b>Range :</b>	<b>40</b>	<b>41</b>
<b>Increment :</b>	\$6,377.69	\$6,699.89
<b>Step 1 :</b>	\$131,783.88	\$138,161.57
<b>Step 2 :</b>	\$138,161.57	\$144,861.46
<b>Step 3 :</b>	\$144,539.26	\$151,561.36
<b>Step 4 :</b>	\$150,916.95	\$158,261.25
<b>Step 5 :</b>	\$157,294.64	\$164,961.14
<b>Step 6 :</b>	\$163,672.33	\$171,661.04
<b>Step 7 :</b>	\$170,050.02	\$178,360.93
<b>Step 8 :</b>	\$176,427.71	\$185,060.83
<b>Step 9 :</b>	\$182,805.40	\$191,760.72
<b>Step 10 :</b>	\$189,183.09	\$198,460.61

**Tentative Agreement Wage Rates (CWA) 7-1-2020**

<b>Range :</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>
<b>Increment :</b>	\$1,068.51	\$1,121.88	\$1,179.34	\$1,241.07	\$1,302.71
<b>Step 1 :</b>	\$25,684.38	\$26,752.90	\$27,874.77	\$29,054.11	\$30,295.19
<b>Step 2 :</b>	\$26,752.90	\$27,874.77	\$29,054.11	\$30,295.19	\$31,597.89
<b>Step 3 :</b>	\$27,821.41	\$28,996.65	\$30,233.46	\$31,536.26	\$32,900.60
<b>Step 4 :</b>	\$28,889.92	\$30,118.52	\$31,412.80	\$32,777.33	\$34,203.31
<b>Step 5 :</b>	\$29,958.43	\$31,240.40	\$32,592.14	\$34,018.41	\$35,506.02
<b>Step 6 :</b>	\$31,026.94	\$32,362.28	\$33,771.48	\$35,259.48	\$36,808.72
<b>Step 7 :</b>	\$32,095.46	\$33,484.15	\$34,950.83	\$36,500.55	\$38,111.43
<b>Step 8 :</b>	\$33,163.97	\$34,606.03	\$36,130.17	\$37,741.63	\$39,414.14
<b>Step 9 :</b>	\$34,232.48	\$35,727.90	\$37,309.51	\$38,982.70	\$40,716.84
<b>Step 10 :</b>	\$35,300.99	\$36,849.78	\$38,488.85	\$40,223.77	\$42,019.55

<b>Range :</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>Increment :</b>	\$1,368.42	\$1,434.22	\$1,504.05	\$1,578.01	\$1,656.12
<b>Step 1 :</b>	\$31,597.89	\$32,966.32	\$34,400.54	\$35,904.59	\$37,482.60
<b>Step 2 :</b>	\$32,966.32	\$34,400.54	\$35,904.59	\$37,482.60	\$39,138.72
<b>Step 3 :</b>	\$34,334.74	\$35,834.76	\$37,408.64	\$39,060.61	\$40,794.84
<b>Step 4 :</b>	\$35,703.16	\$37,268.98	\$38,912.69	\$40,638.63	\$42,450.97
<b>Step 5 :</b>	\$37,071.58	\$38,703.21	\$40,416.74	\$42,216.64	\$44,107.09
<b>Step 6 :</b>	\$38,440.00	\$40,137.43	\$41,920.79	\$43,794.65	\$45,763.21
<b>Step 7 :</b>	\$39,808.42	\$41,571.65	\$43,424.84	\$45,372.67	\$47,419.33
<b>Step 8 :</b>	\$41,176.85	\$43,005.87	\$44,928.89	\$46,950.68	\$49,075.45
<b>Step 9 :</b>	\$42,545.27	\$44,440.10	\$46,432.94	\$48,528.69	\$50,731.57
<b>Step 10 :</b>	\$43,913.69	\$45,874.32	\$47,936.99	\$50,106.70	\$52,387.69

<b>Range :</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Increment :</b>	\$1,742.30	\$1,828.75	\$1,919.07	\$2,017.72	\$2,120.53
<b>Step 1 :</b>	\$39,138.72	\$40,881.03	\$42,709.77	\$44,628.84	\$46,646.56
<b>Step 2 :</b>	\$40,881.03	\$42,709.77	\$44,628.84	\$46,646.56	\$48,767.09
<b>Step 3 :</b>	\$42,623.33	\$44,538.52	\$46,547.91	\$48,664.28	\$50,887.61
<b>Step 4 :</b>	\$44,365.64	\$46,367.27	\$48,466.97	\$50,682.00	\$53,008.14
<b>Step 5 :</b>	\$46,107.94	\$48,196.02	\$50,386.04	\$52,699.71	\$55,128.67
<b>Step 6 :</b>	\$47,850.25	\$50,024.76	\$52,305.10	\$54,717.43	\$57,249.20
<b>Step 7 :</b>	\$49,592.55	\$51,853.51	\$54,224.17	\$56,735.15	\$59,369.73
<b>Step 8 :</b>	\$51,334.85	\$53,682.26	\$56,143.23	\$58,752.87	\$61,490.25
<b>Step 9 :</b>	\$53,077.16	\$55,511.01	\$58,062.30	\$60,770.59	\$63,610.78
<b>Step 10 :</b>	\$54,819.46	\$57,339.75	\$59,981.37	\$62,788.31	\$65,731.31

<b>Range :</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>Increment :</b>	\$2,223.12	\$2,334.11	\$2,453.35	\$2,576.61	\$2,704.00
<b>Step 1 :</b>	\$48,767.09	\$50,990.21	\$53,324.32	\$55,777.68	\$58,354.29
<b>Step 2 :</b>	\$50,990.21	\$53,324.32	\$55,777.68	\$58,354.29	\$61,058.29
<b>Step 3 :</b>	\$53,213.33	\$55,658.43	\$58,231.03	\$60,930.90	\$63,762.29
<b>Step 4 :</b>	\$55,436.45	\$57,992.55	\$60,684.38	\$63,507.51	\$66,466.29
<b>Step 5 :</b>	\$57,659.57	\$60,326.66	\$63,137.74	\$66,084.12	\$69,170.29
<b>Step 6 :</b>	\$59,882.69	\$62,660.77	\$65,591.09	\$68,660.73	\$71,874.30
<b>Step 7 :</b>	\$62,105.81	\$64,994.89	\$68,044.45	\$71,237.34	\$74,578.30
<b>Step 8 :</b>	\$64,328.93	\$67,329.00	\$70,497.80	\$73,813.95	\$77,282.30
<b>Step 9 :</b>	\$66,552.05	\$69,663.11	\$72,951.15	\$76,390.56	\$79,986.30
<b>Step 10 :</b>	\$68,775.17	\$71,997.23	\$75,404.51	\$78,967.17	\$82,690.30

**Tentative Agreement Wage Rates (CWA) 7-1-2020**

<b>Range :</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>Increment :</b>	\$2,839.62	\$2,979.31	\$3,131.35	\$3,287.56	\$3,451.91
<b>Step 1 :</b>	\$61,058.29	\$63,897.91	\$66,877.22	\$70,008.56	\$73,296.13
<b>Step 2 :</b>	\$63,897.91	\$66,877.22	\$70,008.56	\$73,296.13	\$76,748.03
<b>Step 3 :</b>	\$66,737.53	\$69,856.52	\$73,139.91	\$76,583.69	\$80,199.94
<b>Step 4 :</b>	\$69,577.15	\$72,835.83	\$76,271.25	\$79,871.25	\$83,651.85
<b>Step 5 :</b>	\$72,416.77	\$75,815.14	\$79,402.60	\$83,158.81	\$87,103.76
<b>Step 6 :</b>	\$75,256.39	\$78,794.45	\$82,533.95	\$86,446.38	\$90,555.67
<b>Step 7 :</b>	\$78,096.01	\$81,773.76	\$85,665.29	\$89,733.94	\$94,007.58
<b>Step 8 :</b>	\$80,935.63	\$84,753.06	\$88,796.64	\$93,021.50	\$97,459.49
<b>Step 9 :</b>	\$83,775.25	\$87,732.37	\$91,927.99	\$96,309.07	\$100,911.39
<b>Step 10 :</b>	\$86,614.87	\$90,711.68	\$95,059.33	\$99,596.63	\$104,363.30

<b>Range :</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>
<b>Increment :</b>	\$3,624.49	\$3,805.30	\$3,994.40	\$4,195.67	\$4,405.29
<b>Step 1 :</b>	\$76,748.03	\$80,372.53	\$84,177.83	\$88,172.23	\$92,367.90
<b>Step 2 :</b>	\$80,372.53	\$84,177.83	\$88,172.23	\$92,367.90	\$96,773.19
<b>Step 3 :</b>	\$83,997.02	\$87,983.13	\$92,166.63	\$96,563.57	\$101,178.48
<b>Step 4 :</b>	\$87,621.51	\$91,788.43	\$96,161.03	\$100,759.24	\$105,583.78
<b>Step 5 :</b>	\$91,246.00	\$95,593.73	\$100,155.43	\$104,954.91	\$109,989.07
<b>Step 6 :</b>	\$94,870.49	\$99,399.03	\$104,149.84	\$109,150.58	\$114,394.36
<b>Step 7 :</b>	\$98,494.98	\$103,204.33	\$108,144.24	\$113,346.24	\$118,799.66
<b>Step 8 :</b>	\$102,119.48	\$107,009.63	\$112,138.64	\$117,541.91	\$123,204.95
<b>Step 9 :</b>	\$105,743.97	\$110,814.93	\$116,133.04	\$121,737.58	\$127,610.24
<b>Step 10 :</b>	\$109,368.46	\$114,620.24	\$120,127.44	\$125,933.25	\$132,015.54

<b>Range :</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>37</b>	<b>38</b>
<b>Increment :</b>	\$4,623.12	\$4,857.33	\$5,095.65	\$5,621.69	\$5,901.08
<b>Step 1 :</b>	\$96,773.19	\$101,396.31	\$106,253.64	\$116,699.78	\$122,321.47
<b>Step 2 :</b>	\$101,396.31	\$106,253.64	\$111,349.29	\$122,321.47	\$128,222.55
<b>Step 3 :</b>	\$106,019.43	\$111,110.97	\$116,444.93	\$127,943.16	\$134,123.64
<b>Step 4 :</b>	\$110,642.56	\$115,968.30	\$121,540.58	\$133,564.84	\$140,024.72
<b>Step 5 :</b>	\$115,265.68	\$120,825.62	\$126,636.23	\$139,186.53	\$145,925.81
<b>Step 6 :</b>	\$119,888.80	\$125,682.95	\$131,731.87	\$144,808.22	\$151,826.89
<b>Step 7 :</b>	\$124,511.92	\$130,540.28	\$136,827.52	\$150,429.91	\$157,727.98
<b>Step 8 :</b>	\$129,135.04	\$135,397.61	\$141,923.17	\$156,051.59	\$163,629.06
<b>Step 9 :</b>	\$133,758.17	\$140,254.93	\$147,018.82	\$161,673.28	\$169,530.15
<b>Step 10 :</b>	\$138,381.29	\$145,112.26	\$152,114.46	\$167,294.97	\$175,431.23

<b>Range :</b>	<b>40</b>	<b>41</b>
<b>Increment :</b>	\$6,505.24	\$6,833.89
<b>Step 1 :</b>	\$134,419.55	\$140,924.80
<b>Step 2 :</b>	\$140,924.80	\$147,758.69
<b>Step 3 :</b>	\$147,430.04	\$154,592.58
<b>Step 4 :</b>	\$153,935.29	\$161,426.47
<b>Step 5 :</b>	\$160,440.53	\$168,260.37
<b>Step 6 :</b>	\$166,945.77	\$175,094.26
<b>Step 7 :</b>	\$173,451.02	\$181,928.15
<b>Step 8 :</b>	\$179,956.26	\$188,762.04
<b>Step 9 :</b>	\$186,461.51	\$195,595.94
<b>Step 10 :</b>	\$192,966.75	\$202,429.83

**Tentative Agreement Wage Rates (CWA) 7-1-2021**

<b>Range :</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>
<b>Increment :</b>	\$1,089.88	\$1,144.31	\$1,202.93	\$1,265.89	\$1,328.76
<b>Step 1 :</b>	\$26,198.07	\$27,287.95	\$28,432.27	\$29,635.20	\$30,901.09
<b>Step 2 :</b>	\$27,287.95	\$28,432.27	\$29,635.20	\$30,901.09	\$32,229.85
<b>Step 3 :</b>	\$28,377.84	\$29,576.58	\$30,838.13	\$32,166.99	\$33,558.61
<b>Step 4 :</b>	\$29,467.72	\$30,720.89	\$32,041.05	\$33,432.88	\$34,887.37
<b>Step 5 :</b>	\$30,557.60	\$31,865.21	\$33,243.98	\$34,698.78	\$36,216.14
<b>Step 6 :</b>	\$31,647.48	\$33,009.52	\$34,446.91	\$35,964.67	\$37,544.90
<b>Step 7 :</b>	\$32,737.36	\$34,153.83	\$35,649.84	\$37,230.57	\$38,873.66
<b>Step 8 :</b>	\$33,827.25	\$35,298.15	\$36,852.77	\$38,496.46	\$40,202.42
<b>Step 9 :</b>	\$34,917.13	\$36,442.46	\$38,055.70	\$39,762.36	\$41,531.18
<b>Step 10 :</b>	\$36,007.01	\$37,586.77	\$39,258.63	\$41,028.25	\$42,859.94
<b>Range :</b>					
<b>Increment :</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>Step 1 :</b>	\$1,395.79	\$1,462.91	\$1,534.13	\$1,609.57	\$1,689.24
<b>Step 2 :</b>	\$32,229.85	\$33,625.64	\$35,088.55	\$36,622.68	\$38,232.25
<b>Step 3 :</b>	\$33,625.64	\$35,088.55	\$36,622.68	\$38,232.25	\$39,921.50
<b>Step 4 :</b>	\$35,021.43	\$36,551.46	\$38,156.81	\$39,841.83	\$41,610.74
<b>Step 5 :</b>	\$36,417.22	\$38,014.36	\$39,690.94	\$41,451.40	\$43,299.98
<b>Step 6 :</b>	\$37,813.01	\$39,477.27	\$41,225.07	\$43,060.97	\$44,989.23
<b>Step 7 :</b>	\$39,208.80	\$40,940.18	\$42,759.21	\$44,670.55	\$46,678.47
<b>Step 8 :</b>	\$40,604.59	\$42,403.08	\$44,293.34	\$46,280.12	\$48,367.72
<b>Step 9 :</b>	\$42,000.38	\$43,865.99	\$45,827.47	\$47,889.69	\$50,056.96
<b>Step 10 :</b>	\$43,396.17	\$45,328.90	\$47,361.60	\$49,499.27	\$51,746.20
<b>Step 10 :</b>	\$44,791.96	\$46,791.81	\$48,895.73	\$51,108.84	\$53,435.45
<b>Range :</b>					
<b>Increment :</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Step 1 :</b>	\$1,777.15	\$1,865.32	\$1,957.45	\$2,058.07	\$2,162.94
<b>Step 2 :</b>	\$39,921.50	\$41,698.65	\$43,563.97	\$45,521.42	\$47,579.49
<b>Step 3 :</b>	\$41,698.65	\$43,563.97	\$45,521.42	\$47,579.49	\$49,742.43
<b>Step 4 :</b>	\$43,475.80	\$45,429.29	\$47,478.86	\$49,637.56	\$51,905.37
<b>Step 5 :</b>	\$45,252.95	\$47,294.62	\$49,436.31	\$51,695.64	\$54,068.31
<b>Step 6 :</b>	\$47,030.10	\$49,159.94	\$51,393.76	\$53,753.71	\$56,231.24
<b>Step 7 :</b>	\$48,807.25	\$51,025.26	\$53,351.20	\$55,811.78	\$58,394.18
<b>Step 8 :</b>	\$50,584.40	\$52,890.58	\$55,308.65	\$57,869.85	\$60,557.12
<b>Step 9 :</b>	\$52,361.55	\$54,755.90	\$57,266.10	\$59,927.93	\$62,720.06
<b>Step 10 :</b>	\$54,138.70	\$56,621.23	\$59,223.55	\$61,986.00	\$64,883.00
<b>Step 10 :</b>	\$55,915.85	\$58,486.55	\$61,180.99	\$64,044.07	\$67,045.94
<b>Range :</b>					
<b>Increment :</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>Step 1 :</b>	\$2,267.58	\$2,380.80	\$2,502.42	\$2,628.14	\$2,758.08
<b>Step 2 :</b>	\$49,742.43	\$52,010.01	\$54,390.81	\$56,893.23	\$59,521.37
<b>Step 3 :</b>	\$52,010.01	\$54,390.81	\$56,893.23	\$59,521.37	\$62,279.45
<b>Step 4 :</b>	\$54,277.59	\$56,771.60	\$59,395.65	\$62,149.51	\$65,037.54
<b>Step 5 :</b>	\$56,545.18	\$59,152.40	\$61,898.07	\$64,777.66	\$67,795.62
<b>Step 6 :</b>	\$58,812.76	\$61,533.19	\$64,400.49	\$67,405.80	\$70,553.70
<b>Step 7 :</b>	\$61,080.34	\$63,913.99	\$66,902.91	\$70,033.94	\$73,311.78
<b>Step 8 :</b>	\$63,347.93	\$66,294.79	\$69,405.33	\$72,662.09	\$76,069.86
<b>Step 9 :</b>	\$65,615.51	\$68,675.58	\$71,907.76	\$75,290.23	\$78,827.95
<b>Step 10 :</b>	\$67,883.09	\$71,056.38	\$74,410.18	\$77,918.37	\$81,586.03
<b>Step 10 :</b>	\$70,150.68	\$73,437.17	\$76,912.60	\$80,546.51	\$84,344.11

**Tentative Agreement Wage Rates (CWA) 7-1-2021**

<b>Range :</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>Increment :</b>	\$2,896.41	\$3,038.89	\$3,193.97	\$3,353.31	\$3,520.95
<b>Step 1 :</b>	\$62,279.45	\$65,175.87	\$68,214.76	\$71,408.73	\$74,762.05
<b>Step 2 :</b>	\$65,175.87	\$68,214.76	\$71,408.73	\$74,762.05	\$78,282.99
<b>Step 3 :</b>	\$68,072.28	\$71,253.65	\$74,602.71	\$78,115.36	\$81,803.94
<b>Step 4 :</b>	\$70,968.69	\$74,292.55	\$77,796.68	\$81,468.68	\$85,324.89
<b>Step 5 :</b>	\$73,865.10	\$77,331.44	\$80,990.65	\$84,821.99	\$88,845.83
<b>Step 6 :</b>	\$76,761.52	\$80,370.34	\$84,184.63	\$88,175.30	\$92,366.78
<b>Step 7 :</b>	\$79,657.93	\$83,409.23	\$87,378.60	\$91,528.62	\$95,887.73
<b>Step 8 :</b>	\$82,554.34	\$86,448.12	\$90,572.57	\$94,881.93	\$99,408.68
<b>Step 9 :</b>	\$85,450.75	\$89,487.02	\$93,766.55	\$98,235.25	\$102,929.62
<b>Step 10 :</b>	\$88,347.17	\$92,525.91	\$96,960.52	\$101,588.56	\$106,450.57

<b>Range :</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>
<b>Increment :</b>	\$3,696.98	\$3,881.41	\$4,074.29	\$4,279.58	\$4,493.40
<b>Step 1 :</b>	\$78,282.99	\$81,979.98	\$85,861.38	\$89,935.67	\$94,215.26
<b>Step 2 :</b>	\$81,979.98	\$85,861.38	\$89,935.67	\$94,215.26	\$98,708.65
<b>Step 3 :</b>	\$85,676.96	\$89,742.79	\$94,009.96	\$98,494.84	\$103,202.05
<b>Step 4 :</b>	\$89,373.94	\$93,624.20	\$98,084.25	\$102,774.42	\$107,695.45
<b>Step 5 :</b>	\$93,070.92	\$97,505.60	\$102,158.54	\$107,054.00	\$112,188.85
<b>Step 6 :</b>	\$96,767.90	\$101,387.01	\$106,232.83	\$111,333.59	\$116,682.25
<b>Step 7 :</b>	\$100,464.88	\$105,268.42	\$110,307.12	\$115,613.17	\$121,175.65
<b>Step 8 :</b>	\$104,161.86	\$109,149.83	\$114,381.41	\$119,892.75	\$125,669.05
<b>Step 9 :</b>	\$107,858.85	\$113,031.23	\$118,455.70	\$124,172.34	\$130,162.45
<b>Step 10 :</b>	\$111,555.83	\$116,912.64	\$122,529.99	\$128,451.92	\$134,655.85

<b>Range :</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>37</b>	<b>38</b>
<b>Increment :</b>	\$4,715.58	\$4,954.47	\$5,197.56	\$5,734.12	\$6,019.11
<b>Step 1 :</b>	\$98,708.65	\$103,424.24	\$108,378.71	\$119,033.78	\$124,767.90
<b>Step 2 :</b>	\$103,424.24	\$108,378.71	\$113,576.27	\$124,767.90	\$130,787.01
<b>Step 3 :</b>	\$108,139.82	\$113,333.19	\$118,773.83	\$130,502.02	\$136,806.11
<b>Step 4 :</b>	\$112,855.41	\$118,287.66	\$123,971.39	\$136,236.14	\$142,825.22
<b>Step 5 :</b>	\$117,570.99	\$123,242.14	\$129,168.95	\$141,970.26	\$148,844.32
<b>Step 6 :</b>	\$122,286.58	\$128,196.61	\$134,366.51	\$147,704.38	\$154,863.43
<b>Step 7 :</b>	\$127,002.16	\$133,151.08	\$139,564.07	\$153,438.50	\$160,882.54
<b>Step 8 :</b>	\$131,717.75	\$138,105.56	\$144,761.63	\$159,172.62	\$166,901.64
<b>Step 9 :</b>	\$136,433.33	\$143,060.03	\$149,959.19	\$164,906.75	\$172,920.75
<b>Step 10 :</b>	\$141,148.91	\$148,014.51	\$155,156.75	\$170,640.87	\$178,939.86

<b>Range :</b>	<b>40</b>	<b>41</b>
<b>Increment :</b>	\$6,635.35	\$6,970.57
<b>Step 1 :</b>	\$137,107.94	\$143,743.29
<b>Step 2 :</b>	\$143,743.29	\$150,713.86
<b>Step 3 :</b>	\$150,378.64	\$157,684.43
<b>Step 4 :</b>	\$157,013.99	\$164,655.00
<b>Step 5 :</b>	\$163,649.34	\$171,625.57
<b>Step 6 :</b>	\$170,284.69	\$178,596.14
<b>Step 7 :</b>	\$176,920.04	\$185,566.71
<b>Step 8 :</b>	\$183,555.39	\$192,537.28
<b>Step 9 :</b>	\$190,190.74	\$199,507.85
<b>Step 10 :</b>	\$196,826.09	\$206,478.42



**Tentative Agreement Wage Rates (CWA) 4-1-2022**

<b>Range :</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>
<b>Increment :</b>	\$1,111.68	\$1,167.20	\$1,226.99	\$1,291.21	\$1,355.34
<b>Step 1 :</b>	\$26,722.03	\$27,833.71	\$29,000.91	\$30,227.90	\$31,519.11
<b>Step 2 :</b>	\$27,833.71	\$29,000.91	\$30,227.90	\$31,519.11	\$32,874.45
<b>Step 3 :</b>	\$28,945.39	\$30,168.11	\$31,454.89	\$32,810.33	\$34,229.79
<b>Step 4 :</b>	\$30,057.07	\$31,335.31	\$32,681.88	\$34,101.54	\$35,585.12
<b>Step 5 :</b>	\$31,168.75	\$32,502.51	\$33,908.86	\$35,392.75	\$36,940.46
<b>Step 6 :</b>	\$32,280.43	\$33,669.71	\$35,135.85	\$36,683.96	\$38,295.79
<b>Step 7 :</b>	\$33,392.11	\$34,836.91	\$36,362.84	\$37,975.18	\$39,651.13
<b>Step 8 :</b>	\$34,503.79	\$36,004.11	\$37,589.83	\$39,266.39	\$41,006.47
<b>Step 9 :</b>	\$35,615.47	\$37,171.31	\$38,816.81	\$40,557.60	\$42,361.80
<b>Step 10 :</b>	\$36,727.15	\$38,338.51	\$40,043.80	\$41,848.81	\$43,717.14
<b>Range :</b>					
<b>Range :</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>Increment :</b>	\$1,423.71	\$1,492.17	\$1,564.81	\$1,641.76	\$1,723.03
<b>Step 1 :</b>	\$32,874.45	\$34,298.15	\$35,790.32	\$37,355.13	\$38,996.90
<b>Step 2 :</b>	\$34,298.15	\$35,790.32	\$37,355.13	\$38,996.90	\$40,719.93
<b>Step 3 :</b>	\$35,721.86	\$37,282.49	\$38,919.95	\$40,638.66	\$42,442.96
<b>Step 4 :</b>	\$37,145.57	\$38,774.65	\$40,484.76	\$42,280.43	\$44,165.98
<b>Step 5 :</b>	\$38,569.27	\$40,266.82	\$42,049.58	\$43,922.19	\$45,889.01
<b>Step 6 :</b>	\$39,992.98	\$41,758.98	\$43,614.39	\$45,563.96	\$47,612.04
<b>Step 7 :</b>	\$41,416.68	\$43,251.15	\$45,179.20	\$47,205.72	\$49,335.07
<b>Step 8 :</b>	\$42,840.39	\$44,743.31	\$46,744.02	\$48,847.49	\$51,058.10
<b>Step 9 :</b>	\$44,264.10	\$46,235.48	\$48,308.83	\$50,489.25	\$52,781.13
<b>Step 10 :</b>	\$45,687.80	\$47,727.64	\$49,873.65	\$52,131.02	\$54,504.16
<b>Range :</b>					
<b>Range :</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Increment :</b>	\$1,812.69	\$1,902.63	\$1,996.60	\$2,099.23	\$2,206.20
<b>Step 1 :</b>	\$40,719.93	\$42,532.62	\$44,435.25	\$46,431.85	\$48,531.08
<b>Step 2 :</b>	\$42,532.62	\$44,435.25	\$46,431.85	\$48,531.08	\$50,737.28
<b>Step 3 :</b>	\$44,345.31	\$46,337.88	\$48,428.44	\$50,630.31	\$52,943.47
<b>Step 4 :</b>	\$46,158.01	\$48,240.51	\$50,425.04	\$52,729.55	\$55,149.67
<b>Step 5 :</b>	\$47,970.70	\$50,143.14	\$52,421.63	\$54,828.78	\$57,355.87
<b>Step 6 :</b>	\$49,783.39	\$52,045.77	\$54,418.23	\$56,928.02	\$59,562.07
<b>Step 7 :</b>	\$51,596.09	\$53,948.39	\$56,414.82	\$59,027.25	\$61,768.26
<b>Step 8 :</b>	\$53,408.78	\$55,851.02	\$58,411.42	\$61,126.49	\$63,974.46
<b>Step 9 :</b>	\$55,221.48	\$57,753.65	\$60,408.02	\$63,225.72	\$66,180.66
<b>Step 10 :</b>	\$57,034.17	\$59,656.28	\$62,404.61	\$65,324.95	\$68,386.85
<b>Range :</b>					
<b>Range :</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>Increment :</b>	\$2,312.93	\$2,428.41	\$2,552.47	\$2,680.71	\$2,813.24
<b>Step 1 :</b>	\$50,737.28	\$53,050.21	\$55,478.62	\$58,031.09	\$60,711.80
<b>Step 2 :</b>	\$53,050.21	\$55,478.62	\$58,031.09	\$60,711.80	\$63,525.04
<b>Step 3 :</b>	\$55,363.15	\$57,907.04	\$60,583.56	\$63,392.50	\$66,338.29
<b>Step 4 :</b>	\$57,676.08	\$60,335.45	\$63,136.03	\$66,073.21	\$69,151.53
<b>Step 5 :</b>	\$59,989.02	\$62,763.86	\$65,688.50	\$68,753.92	\$71,964.77
<b>Step 6 :</b>	\$62,301.95	\$65,192.27	\$68,240.97	\$71,434.62	\$74,778.02
<b>Step 7 :</b>	\$64,614.89	\$67,620.68	\$70,793.44	\$74,115.33	\$77,591.26
<b>Step 8 :</b>	\$66,927.82	\$70,049.09	\$73,345.91	\$76,796.03	\$80,404.51
<b>Step 9 :</b>	\$69,240.76	\$72,477.50	\$75,898.38	\$79,476.74	\$83,217.75
<b>Step 10 :</b>	\$71,553.69	\$74,905.92	\$78,450.85	\$82,157.45	\$86,030.99

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<b>Range :</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>Increment :</b>	\$2,954.34	\$3,099.67	\$3,257.85	\$3,420.38	\$3,591.37
<b>Step 1 :</b>	\$63,525.04	\$66,479.38	\$69,579.06	\$72,836.91	\$76,257.29
<b>Step 2 :</b>	\$66,479.38	\$69,579.06	\$72,836.91	\$76,257.29	\$79,848.65
<b>Step 3 :</b>	\$69,433.72	\$72,678.73	\$76,094.76	\$79,677.67	\$83,440.02
<b>Step 4 :</b>	\$72,388.06	\$75,778.40	\$79,352.61	\$83,098.05	\$87,031.39
<b>Step 5 :</b>	\$75,342.41	\$78,878.07	\$82,610.47	\$86,518.43	\$90,622.75
<b>Step 6 :</b>	\$78,296.75	\$81,977.74	\$85,868.32	\$89,938.81	\$94,214.12
<b>Step 7 :</b>	\$81,251.09	\$85,077.42	\$89,126.17	\$93,359.19	\$97,805.48
<b>Step 8 :</b>	\$84,205.43	\$88,177.09	\$92,384.02	\$96,779.57	\$101,396.85
<b>Step 9 :</b>	\$87,159.77	\$91,276.76	\$95,641.88	\$100,199.95	\$104,988.21
<b>Step 10 :</b>	\$90,114.11	\$94,376.43	\$98,899.73	\$103,620.33	\$108,579.58

<b>Range :</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>
<b>Increment :</b>	\$3,770.92	\$3,959.04	\$4,155.78	\$4,365.17	\$4,583.27
<b>Step 1 :</b>	\$79,848.65	\$83,619.58	\$87,578.61	\$91,734.39	\$96,099.56
<b>Step 2 :</b>	\$83,619.58	\$87,578.61	\$91,734.39	\$96,099.56	\$100,682.83
<b>Step 3 :</b>	\$87,390.50	\$91,537.65	\$95,890.16	\$100,464.74	\$105,266.10
<b>Step 4 :</b>	\$91,161.42	\$95,496.68	\$100,045.94	\$104,829.91	\$109,849.36
<b>Step 5 :</b>	\$94,932.34	\$99,455.72	\$104,201.71	\$109,195.08	\$114,432.63
<b>Step 6 :</b>	\$98,703.26	\$103,414.75	\$108,357.49	\$113,560.26	\$119,015.90
<b>Step 7 :</b>	\$102,474.18	\$107,373.79	\$112,513.27	\$117,925.43	\$123,599.16
<b>Step 8 :</b>	\$106,245.10	\$111,332.82	\$116,669.04	\$122,290.61	\$128,182.43
<b>Step 9 :</b>	\$110,016.02	\$115,291.86	\$120,824.82	\$126,655.78	\$132,765.70
<b>Step 10 :</b>	\$113,786.94	\$119,250.89	\$124,980.59	\$131,020.96	\$137,348.96

<b>Range :</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>37</b>	<b>38</b>
<b>Increment :</b>	\$4,809.90	\$5,053.56	\$5,301.51	\$5,848.80	\$6,139.49
<b>Step 1 :</b>	\$100,682.83	\$105,492.72	\$110,546.29	\$121,414.45	\$127,263.26
<b>Step 2 :</b>	\$105,492.72	\$110,546.29	\$115,847.80	\$127,263.26	\$133,402.75
<b>Step 3 :</b>	\$110,302.62	\$115,599.85	\$121,149.31	\$133,112.06	\$139,542.23
<b>Step 4 :</b>	\$115,112.52	\$120,653.42	\$126,450.82	\$138,960.86	\$145,681.72
<b>Step 5 :</b>	\$119,922.41	\$125,706.98	\$131,752.33	\$144,809.67	\$151,821.21
<b>Step 6 :</b>	\$124,732.31	\$130,760.54	\$137,053.84	\$150,658.47	\$157,960.70
<b>Step 7 :</b>	\$129,542.20	\$135,814.11	\$142,355.35	\$156,507.27	\$164,100.19
<b>Step 8 :</b>	\$134,352.10	\$140,867.67	\$147,656.86	\$162,356.08	\$170,239.68
<b>Step 9 :</b>	\$139,162.00	\$145,921.23	\$152,958.38	\$168,204.88	\$176,379.16
<b>Step 10 :</b>	\$143,971.89	\$150,974.80	\$158,259.89	\$174,053.68	\$182,518.65

<b>Range :</b>	<b>40</b>	<b>41</b>
<b>Increment :</b>	\$6,768.06	\$7,109.98
<b>Step 1 :</b>	\$139,850.10	\$146,618.16
<b>Step 2 :</b>	\$146,618.16	\$153,728.14
<b>Step 3 :</b>	\$153,386.22	\$160,838.12
<b>Step 4 :</b>	\$160,154.27	\$167,948.10
<b>Step 5 :</b>	\$166,922.33	\$175,058.09
<b>Step 6 :</b>	\$173,690.38	\$182,168.07
<b>Step 7 :</b>	\$180,458.44	\$189,278.05
<b>Step 8 :</b>	\$187,226.50	\$196,388.03
<b>Step 9 :</b>	\$193,994.55	\$203,498.01
<b>Step 10 :</b>	\$200,762.61	\$210,607.99