

CG19 RANGE 5

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,004.34	4,195.66	4,397.41	4,599.58	4,820.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,124.47	4,321.53	4,529.33	4,737.57	4,965.32
6%	4,244.60	4,447.40	4,661.25	4,875.55	5,109.94
8%	4,324.69	4,531.31	4,749.20	4,967.55	5,206.36
9%	4,364.73	4,573.27	4,793.18	5,013.54	5,254.56
10%	4,404.77	4,615.23	4,837.15	5,059.54	5,302.77
11%	4,444.82	4,657.18	4,881.13	5,105.53	5,350.98
12%	4,484.86	4,699.14	4,925.10	5,151.53	5,399.18

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,676.07	9,090.60	9,527.72	9,965.76	10,444.85
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,936.35	9,363.32	9,813.55	10,264.74	10,758.19
6%	9,196.63	9,636.03	10,099.38	10,563.69	11,071.54
8%	9,370.16	9,817.84	10,289.93	10,763.03	11,280.45
9%	9,456.92	9,908.75	10,385.22	10,862.67	11,384.88
10%	9,543.67	9,999.67	10,480.49	10,962.34	11,489.34
11%	9,630.44	10,090.56	10,575.78	11,061.98	11,593.79
12%	9,717.20	10,181.47	10,671.05	11,161.65	11,698.22

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	104,112.84	109,087.16	114,332.66	119,589.08	125,338.20
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	107,236.22	112,359.78	117,762.58	123,176.82	129,098.32
6%	110,359.60	115,632.40	121,192.50	126,764.30	132,858.44
8%	112,441.94	117,814.06	123,479.20	129,156.30	135,365.36
9%	113,482.98	118,905.02	124,622.68	130,352.04	136,618.56
10%	114,524.02	119,995.98	125,765.90	131,548.04	137,872.02
11%	115,565.32	121,086.68	126,909.38	132,743.78	139,125.48
12%	116,606.36	122,177.64	128,052.60	133,939.78	140,378.68

CG19 RANGE 6

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,069.58	3,193.24	3,331.99	3,482.28	3,642.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,161.67	3,289.04	3,431.95	3,586.75	3,751.73
6%	3,253.75	3,384.83	3,531.91	3,691.22	3,861.01
8%	3,315.15	3,448.70	3,598.55	3,760.86	3,933.86
9%	3,345.84	3,480.63	3,631.87	3,795.69	3,970.28
10%	3,376.54	3,512.56	3,665.19	3,830.51	4,006.71
11%	3,407.23	3,544.50	3,698.51	3,865.33	4,043.13
12%	3,437.93	3,576.43	3,731.83	3,900.15	4,079.56

M.T. SALES MANAGER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,650.76	6,918.69	7,219.31	7,544.94	7,892.00
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,850.29	7,126.25	7,435.89	7,771.29	8,128.75
6%	7,049.79	7,333.80	7,652.47	7,997.64	8,365.52
8%	7,182.83	7,472.18	7,796.86	8,148.53	8,523.36
9%	7,249.32	7,541.37	7,869.05	8,224.00	8,602.27
10%	7,315.84	7,610.55	7,941.25	8,299.44	8,681.21
11%	7,382.33	7,679.75	8,013.44	8,374.88	8,760.12
12%	7,448.85	7,748.93	8,085.63	8,450.33	8,839.05

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	79,809.08	83,024.24	86,631.74	90,539.28	94,703.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	82,203.42	85,515.04	89,230.70	93,255.50	97,544.98
6%	84,597.50	88,005.58	91,829.66	95,971.72	100,386.26
8%	86,193.90	89,666.20	93,562.30	97,782.36	102,280.36
9%	86,991.84	90,496.38	94,428.62	98,687.94	103,227.28
10%	87,790.04	91,326.56	95,294.94	99,593.26	104,174.46
11%	88,587.98	92,157.00	96,161.26	100,498.58	105,121.38
12%	89,386.18	92,987.18	97,027.58	101,403.90	106,068.56

CG19 RANGE 7

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,353.15	2,440.55	2,514.47	2,588.09	2,663.11
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,423.74	2,513.77	2,589.90	2,665.73	2,743.00
6%	2,494.34	2,586.98	2,665.34	2,743.38	2,822.90
8%	2,541.40	2,635.79	2,715.63	2,795.14	2,876.16
9%	2,564.93	2,660.20	2,740.77	2,821.02	2,902.79
10%	2,588.47	2,684.61	2,765.92	2,846.90	2,929.42
11%	2,612.00	2,709.01	2,791.06	2,872.78	2,956.05
12%	2,635.53	2,733.42	2,816.21	2,898.66	2,982.68

M.T. SALES ASSOC

TRANSIT ADV/SALES ASSOC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,098.49	5,287.86	5,448.02	5,607.53	5,770.07
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,251.44	5,446.50	5,611.45	5,775.75	5,943.17
6%	5,404.40	5,605.12	5,774.90	5,943.99	6,116.28
8%	5,506.37	5,710.88	5,883.87	6,056.14	6,231.68
9%	5,557.35	5,763.77	5,938.34	6,112.21	6,289.38
10%	5,608.35	5,816.66	5,992.83	6,168.28	6,347.08
11%	5,659.33	5,869.52	6,047.30	6,224.36	6,404.78
12%	5,710.32	5,922.41	6,101.79	6,280.43	6,462.47

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	61,181.90	63,454.30	65,376.22	67,290.34	69,240.86
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	63,017.24	65,358.02	67,337.40	69,308.98	71,318.00
6%	64,852.84	67,261.48	69,298.84	71,327.88	73,395.40
8%	66,076.40	68,530.54	70,606.38	72,673.64	74,780.16
9%	66,688.18	69,165.20	71,260.02	73,346.52	75,472.54
10%	67,300.22	69,799.86	71,913.92	74,019.40	76,164.92
11%	67,912.00	70,434.26	72,567.56	74,692.28	76,857.30
12%	68,523.78	71,068.92	73,221.46	75,365.16	77,549.68

CG19 RANGE 8

Effective 12/21/25 + 3.00%

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,493.54	2,577.63	2,661.79	2,754.14	2,829.87
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,568.35	2,654.96	2,741.64	2,836.76	2,914.77
6%	2,643.15	2,732.29	2,821.50	2,919.39	2,999.66
8%	2,693.02	2,783.84	2,874.73	2,974.47	3,056.26
9%	2,717.96	2,809.62	2,901.35	3,002.01	3,084.56
10%	2,742.89	2,835.39	2,927.97	3,029.55	3,112.86
11%	2,767.83	2,861.17	2,954.59	3,057.10	3,141.16
12%	2,792.76	2,886.95	2,981.20	3,084.64	3,169.45

SECRETARY TO MAYOR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,402.67	5,584.87	5,767.21	5,967.30	6,131.39
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,564.76	5,752.41	5,940.22	6,146.31	6,315.34
6%	5,726.83	5,919.96	6,113.25	6,325.35	6,499.26
8%	5,834.88	6,031.65	6,228.58	6,444.69	6,621.90
9%	5,888.91	6,087.51	6,286.26	6,504.36	6,683.21
10%	5,942.93	6,143.35	6,343.94	6,564.03	6,744.53
11%	5,996.97	6,199.20	6,401.61	6,623.72	6,805.85
12%	6,050.98	6,255.06	6,459.27	6,683.39	6,867.14

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	64,832.04	67,018.38	69,206.54	71,607.64	73,576.62
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	66,777.10	69,028.96	71,282.64	73,755.76	75,784.02
6%	68,721.90	71,039.54	73,359.00	75,904.14	77,991.16
8%	70,018.52	72,379.84	74,742.98	77,336.22	79,462.76
9%	70,666.96	73,050.12	75,435.10	78,052.26	80,198.56
10%	71,315.14	73,720.14	76,127.22	78,768.30	80,934.36
11%	71,963.58	74,390.42	76,819.34	79,484.60	81,670.16
12%	72,611.76	75,060.70	77,511.20	80,200.64	82,405.70

CG19 RANGE 9

Effective 12/21/25 + 3.00%

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,649.17	2,756.00	2,875.72	3,005.00	3,143.69
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,728.65	2,838.68	2,961.99	3,095.15	3,238.00
6%	2,808.12	2,921.36	3,048.26	3,185.30	3,332.31
8%	2,861.10	2,976.48	3,105.78	3,245.40	3,395.19
9%	2,887.60	3,004.04	3,134.53	3,275.45	3,426.62
10%	2,914.09	3,031.60	3,163.29	3,305.50	3,458.06
11%	2,940.58	3,059.16	3,192.05	3,335.55	3,489.50
12%	2,967.07	3,086.72	3,220.81	3,365.60	3,520.93

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,739.87	5,971.33	6,230.73	6,510.83	6,811.33
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,912.08	6,150.47	6,417.65	6,706.16	7,015.67
6%	6,084.26	6,329.61	6,604.56	6,901.48	7,220.01
8%	6,199.05	6,449.04	6,729.19	7,031.70	7,356.25
9%	6,256.47	6,508.75	6,791.48	7,096.81	7,424.34
10%	6,313.86	6,568.47	6,853.80	7,161.92	7,492.46
11%	6,371.26	6,628.18	6,916.11	7,227.03	7,560.58
12%	6,428.65	6,687.89	6,978.42	7,292.13	7,628.68

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	68,878.42	71,656.00	74,768.72	78,130.00	81,735.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	70,944.90	73,805.68	77,011.74	80,473.90	84,188.00
6%	73,011.12	75,955.36	79,254.76	82,817.80	86,640.06
8%	74,388.60	77,388.48	80,750.28	84,380.40	88,274.94
9%	75,077.60	78,105.04	81,497.78	85,161.70	89,092.12
10%	75,766.34	78,821.60	82,245.54	85,943.00	89,909.56
11%	76,455.08	79,538.16	82,993.30	86,724.30	90,727.00
12%	77,143.82	80,254.72	83,741.06	87,505.60	91,544.18

CG19 RANGE 10

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,331.99	3,481.75	3,642.46	3,823.54	4,004.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,431.95	3,586.20	3,751.73	3,938.25	4,124.47
6%	3,531.91	3,690.66	3,861.01	4,052.95	4,244.60
8%	3,598.55	3,760.29	3,933.86	4,129.42	4,324.69
9%	3,631.87	3,795.11	3,970.28	4,167.66	4,364.73
10%	3,665.19	3,829.93	4,006.71	4,205.89	4,404.77
11%	3,698.51	3,864.74	4,043.13	4,244.13	4,444.82
12%	3,731.83	3,899.56	4,079.56	4,282.36	4,484.86

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,219.31	7,543.79	7,892.00	8,284.34	8,676.07
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,435.89	7,770.10	8,128.75	8,532.88	8,936.35
6%	7,652.47	7,996.43	8,365.52	8,781.39	9,196.63
8%	7,796.86	8,147.30	8,523.36	8,947.08	9,370.16
9%	7,869.05	8,222.74	8,602.27	9,029.93	9,456.92
10%	7,941.25	8,298.18	8,681.21	9,112.76	9,543.67
11%	8,013.44	8,373.60	8,760.12	9,195.62	9,630.44
12%	8,085.63	8,449.05	8,839.05	9,278.45	9,717.20

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	86,631.74	90,525.50	94,703.96	99,412.04	104,112.84
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	89,230.70	93,241.20	97,544.98	102,394.50	107,236.22
6%	91,829.66	95,957.16	100,386.26	105,376.70	110,359.60
8%	93,562.30	97,767.54	102,280.36	107,364.92	112,441.94
9%	94,428.62	98,672.86	103,227.28	108,359.16	113,482.98
10%	95,294.94	99,578.18	104,174.46	109,353.14	114,524.02
11%	96,161.26	100,483.24	105,121.38	110,347.38	115,565.32
12%	97,027.58	101,388.56	106,068.56	111,341.36	116,606.36

CG19 RANGE 17

Effective 12/21/25 + 3.00%

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,599.61	4,820.70	5,051.73	5,299.36	5,547.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,737.60	4,965.32	5,203.28	5,458.34	5,713.49
6%	4,875.59	5,109.94	5,354.83	5,617.32	5,879.90
8%	4,967.58	5,206.36	5,455.87	5,723.31	5,990.85
9%	5,013.57	5,254.56	5,506.39	5,776.30	6,046.32
10%	5,059.57	5,302.77	5,556.90	5,829.30	6,101.79
11%	5,105.57	5,350.98	5,607.42	5,882.29	6,157.26
12%	5,151.56	5,399.18	5,657.94	5,935.28	6,212.73

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,965.82	10,444.85	10,945.42	11,481.95	12,018.67
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,264.80	10,758.19	11,273.77	11,826.40	12,379.23
6%	10,563.78	11,071.54	11,602.13	12,170.86	12,739.78
8%	10,763.09	11,280.45	11,821.05	12,400.51	12,980.18
9%	10,862.74	11,384.88	11,930.51	12,515.32	13,100.36
10%	10,962.40	11,489.34	12,039.95	12,630.15	13,220.55
11%	11,062.07	11,593.79	12,149.41	12,744.96	13,340.73
12%	11,161.71	11,698.22	12,258.87	12,859.77	13,460.92

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	119,589.86	125,338.20	131,344.98	137,783.36	144,224.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	123,177.60	129,098.32	135,285.28	141,916.84	148,550.74
6%	126,765.34	132,858.44	139,225.58	146,050.32	152,877.40
8%	129,157.08	135,365.36	141,852.62	148,806.06	155,762.10
9%	130,352.82	136,618.56	143,166.14	150,183.80	157,204.32
10%	131,548.82	137,872.02	144,479.40	151,561.80	158,646.54
11%	132,744.82	139,125.48	145,792.92	152,939.54	160,088.76
12%	133,940.56	140,378.68	147,106.44	154,317.28	161,530.98

CG19 RANGE 28

Effective 12/21/25 + 3.00%

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,820.70	5,051.73	5,299.36	5,547.08	5,793.06
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,965.32	5,203.28	5,458.34	5,713.49	5,966.85
6%	5,109.94	5,354.83	5,617.32	5,879.90	6,140.64
8%	5,206.36	5,455.87	5,723.31	5,990.85	6,256.50
9%	5,254.56	5,506.39	5,776.30	6,046.32	6,314.44
10%	5,302.77	5,556.90	5,829.30	6,101.79	6,372.37
11%	5,350.98	5,607.42	5,882.29	6,157.26	6,430.30
12%	5,399.18	5,657.94	5,935.28	6,212.73	6,488.23

DEPUTY MAYOR 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,444.85	10,945.42	11,481.95	12,018.67	12,551.63
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,758.19	11,273.77	11,826.40	12,379.23	12,928.18
6%	11,071.54	11,602.13	12,170.86	12,739.78	13,304.72
8%	11,280.45	11,821.05	12,400.51	12,980.18	13,555.75
9%	11,384.88	11,930.51	12,515.32	13,100.36	13,681.29
10%	11,489.34	12,039.95	12,630.15	13,220.55	13,806.80
11%	11,593.79	12,149.41	12,744.96	13,340.73	13,932.32
12%	11,698.22	12,258.87	12,859.77	13,460.92	14,057.83

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	125,338.20	131,344.98	137,783.36	144,224.08	150,619.56
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	129,098.32	135,285.28	141,916.84	148,550.74	155,138.10
6%	132,858.44	139,225.58	146,050.32	152,877.40	159,656.64
8%	135,365.36	141,852.62	148,806.06	155,762.10	162,669.00
9%	136,618.56	143,166.14	150,183.80	157,204.32	164,175.44
10%	137,872.02	144,479.40	151,561.80	158,646.54	165,681.62
11%	139,125.48	145,792.92	152,939.54	160,088.76	167,187.80
12%	140,378.68	147,106.44	154,317.28	161,530.98	168,693.98

CG19 RANGE 29

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,823.54	4,004.35	4,195.66	4,397.43	4,599.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,938.25	4,124.48	4,321.53	4,529.35	4,737.57
6%	4,052.95	4,244.61	4,447.40	4,661.28	4,875.55
8%	4,129.42	4,324.70	4,531.31	4,749.22	4,967.55
9%	4,167.66	4,364.74	4,573.27	4,793.20	5,013.54
10%	4,205.89	4,404.79	4,615.23	4,837.17	5,059.54
11%	4,244.13	4,444.83	4,657.18	4,881.15	5,105.53
12%	4,282.36	4,484.87	4,699.14	4,925.12	5,151.53

DEPUTY MAYOR 1
LEGISLATIVE ANALYST

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,284.34	8,676.09	9,090.60	9,527.77	9,965.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,532.88	8,936.37	9,363.32	9,813.59	10,264.74
6%	8,781.39	9,196.66	9,636.03	10,099.44	10,563.69
8%	8,947.08	9,370.18	9,817.84	10,289.98	10,763.03
9%	9,029.93	9,456.94	9,908.75	10,385.27	10,862.67
10%	9,112.76	9,543.71	9,999.67	10,480.54	10,962.34
11%	9,195.62	9,630.47	10,090.56	10,575.83	11,061.98
12%	9,278.45	9,717.22	10,181.47	10,671.09	11,161.65

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	99,412.04	104,113.10	109,087.16	114,333.18	119,589.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	102,394.50	107,236.48	112,359.78	117,763.10	123,176.82
6%	105,376.70	110,359.86	115,632.40	121,193.28	126,764.30
8%	107,364.92	112,442.20	117,814.06	123,479.72	129,156.30
9%	108,359.16	113,483.24	118,905.02	124,623.20	130,352.04
10%	109,353.14	114,524.54	119,995.98	125,766.42	131,548.04
11%	110,347.38	115,565.58	121,086.68	126,909.90	132,743.78
12%	111,341.36	116,606.62	122,177.64	128,053.12	133,939.78

CG19 RANGE 30

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,307.05	3,455.73	3,615.25	3,794.94	3,974.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,406.26	3,559.40	3,723.71	3,908.79	4,093.71
6%	3,505.47	3,663.07	3,832.17	4,022.64	4,212.95
8%	3,571.61	3,732.19	3,904.47	4,098.54	4,292.44
9%	3,604.68	3,766.75	3,940.62	4,136.48	4,332.18
10%	3,637.76	3,801.30	3,976.78	4,174.43	4,371.93
11%	3,670.83	3,835.86	4,012.93	4,212.38	4,411.67
12%	3,703.90	3,870.42	4,049.08	4,250.33	4,451.42

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,165.28	7,487.42	7,833.04	8,222.37	8,611.37
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,380.23	7,712.03	8,068.04	8,469.05	8,869.71
6%	7,595.19	7,936.65	8,303.04	8,715.72	9,128.06
8%	7,738.49	8,086.41	8,459.69	8,880.17	9,300.29
9%	7,810.14	8,161.29	8,538.01	8,962.37	9,386.39
10%	7,881.81	8,236.15	8,616.36	9,044.60	9,472.52
11%	7,953.47	8,311.03	8,694.68	9,126.82	9,558.62
12%	8,025.12	8,385.91	8,773.01	9,209.05	9,644.74

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	85,983.30	89,848.98	93,996.50	98,668.44	103,336.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	88,562.76	92,544.40	96,816.46	101,628.54	106,436.46
6%	91,142.22	95,239.82	99,636.42	104,588.64	109,536.70
8%	92,861.86	97,036.94	101,516.22	106,562.04	111,603.44
9%	93,721.68	97,935.50	102,456.12	107,548.48	112,636.68
10%	94,581.76	98,833.80	103,396.28	108,535.18	113,670.18
11%	95,441.58	99,732.36	104,336.18	109,521.88	114,703.42
12%	96,301.40	100,630.92	105,276.08	110,508.58	115,736.92