

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	1D	1D	1D	1D	1D	1E	1E	1E	1E	1E	1E	1E	1E	1E
Slot #	U06	U37	U02	U07	*U43	U58	U04	U57	U08	U20	U68	U69	*U52	*U54
Desc	196/7	190/3.5	196/5	196/7.5	252/7.5	188/7.5	188/7	188/3.5	188/5	188/5.75	196/5	196/7.5	252/6	252/7.5
Change to Base														
Days														
Hours/Day														
Hours*Days														
Addl Per Hr														
Exp. Step														
0	12.3558	12.5108	12.4141	12.3461	12.4330	11.6318	11.6420	11.7940	11.7028	11.6750	11.6941	11.6261	11.7140	11.7080
1-7	12.5558	12.7108	12.6141	12.5461	12.6340	11.8318	11.8420	11.9940	11.9028	11.8750	11.8941	11.8261	11.9160	11.9090
8	12.6458	12.8008	12.7041	12.6361	12.7260	11.9218	11.9320	12.0840	11.9928	11.9650	11.9841	11.9161	12.0060	12.0000
9	12.7058	12.8608	12.7641	12.6961	12.7860	11.9918	12.0020	12.1540	12.0628	12.0350	12.0541	11.9861	12.0770	12.0700
10	12.8158	12.9708	12.8741	12.8061	12.8960	12.0918	12.1020	12.2540	12.1628	12.1350	12.1541	12.0861	12.1780	12.1700
11	12.8158	12.9708	12.8741	12.8061	12.8960	12.0918	12.1020	12.2540	12.1628	12.1350	12.1541	12.0861	12.1780	12.1700
12	12.8158	12.9708	12.8741	12.8061	12.8960	12.0918	12.1020	12.2540	12.1628	12.1350	12.1541	12.0861	12.1780	12.1700
13	13.0058	13.1608	13.0641	12.9961	13.0980	12.2518	12.2620	12.4140	12.3228	12.2950	12.3141	12.2461	12.3390	12.3430
14	13.1858	13.3408	13.2441	13.1761	13.2790	12.4418	12.4520	12.6040	12.5128	12.4850	12.5041	12.4361	12.5300	12.5330
15	13.3758	13.5308	13.4341	13.3661	13.4710	12.6218	12.6320	12.7840	12.6928	12.6650	12.6841	12.6161	12.7120	12.7160
16	13.6058	13.7608	13.6641	13.5961	13.7130	12.8418	12.8520	13.0040	12.9128	12.8850	12.9041	12.8361	12.9340	12.9370
17	13.8458	14.0008	13.9041	13.8361	13.9440	13.0818	13.0920	13.2440	13.1528	13.1250	13.1441	13.0761	13.1750	13.1780
18	14.0858	14.2408	14.1441	14.0761	14.1860	13.2918	13.3020	13.4540	13.3628	13.3350	13.3541	13.2861	13.3870	13.3920
19	14.3158	14.4708	14.3741	14.3061	14.4280	13.5218	13.5320	13.6840	13.5928	13.5650	13.5841	13.5161	13.6190	13.6420
20	14.5958	14.7508	14.6541	14.5861	14.7100	13.7818	13.7920	13.9440	13.8528	13.8250	13.8441	13.7761	13.8810	13.8840
21	14.8658	15.0208	14.9241	14.8561	14.9830	14.0018	14.0120	14.1640	14.0728	14.0450	14.0641	13.9961	14.1030	14.1060
22	15.1158	15.2708	15.1741	15.1061	15.2460	14.2618	14.2720	14.4240	14.3328	14.3050	14.3241	14.2561	14.3650	14.3790
23	15.3758	15.5308	15.4341	15.3661	15.4970	14.5018	14.5120	14.6640	14.5728	14.5450	14.5641	14.4961	14.6070	14.6100
24	15.6458	15.8008	15.7041	15.6361	15.7700	14.7618	14.7720	14.9240	14.8328	14.8050	14.8241	14.7561	14.8690	14.8830
25	15.8758	16.0308	15.9341	15.8661	16.0010	15.0018	15.0120	15.1640	15.0728	15.0450	15.0641	14.9961	15.1110	15.1240
26	16.1658	16.3208	16.2241	16.1561	16.2940	15.2618	15.2720	15.4240	15.3328	15.3050	15.3241	15.2561	15.3730	15.3860
27	16.4258	16.5808	16.4841	16.4161	16.5560	15.5318	15.5420	15.6940	15.6028	15.5750	15.5941	15.5261	15.6450	15.6580
28	16.6958	16.8508	16.7541	16.6861	16.8270	15.7718	15.7820	15.9340	15.8428	15.8150	15.8341	15.7661	15.8870	15.9000
29	16.9458	17.1008	17.0041	16.9361	17.0800	16.0218	16.0320	16.1840	16.0928	16.0650	16.0841	16.0161	16.1390	16.1420
30	17.2358	17.3908	17.2941	17.2261	17.3710	16.2718	16.2820	16.4340	16.3428	16.3150	16.3341	16.2661	16.3910	16.4040
31	17.4858	17.6408	17.5441	17.4761	17.6240	16.5218	16.5320	16.6840	16.5928	16.5650	16.5841	16.5161	16.6430	16.6560
32	17.7658	17.9208	17.8241	17.7561	17.9060	16.7418	16.7520	16.9040	16.8128	16.7850	16.8041	16.7361	16.8640	16.8780
33	18.0158	18.1708	18.0741	18.0061	18.1580	17.0318	17.0420	17.1940	17.1028	17.0750	17.0941	17.0261	17.1570	17.1700
34	18.2658	18.4208	18.3241	18.2561	18.4200	17.2718	17.2820	17.4340	17.3428	17.3150	17.3341	17.2661	17.3990	17.4120
35	18.5558	18.7108	18.6141	18.5461	18.7130	17.5518	17.5620	17.7140	17.6228	17.5950	17.6141	17.5461	17.6810	17.6940

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	1F	1F	1F	1K	1KA	1KB	2	2	2	2	3	3	3	4
Slot #	U59	U05	U71	U27	U34	U42	U19	U72	*U95	*U15	U33	U22	*U16	U31
Desc	188/3.5	188/7	196/7.5	188/7	188/7	188/7	196/7.5	217/7.5	240/3.5	252/7.5	196/7.5	217/7.5	252/7.5	196/7.5
Change to Base														
Days														
Hours/Day														
Hours*Days														
Addl Per Hr														
Exp. Step														
0	12.3240	12.1720	12.1561	21.2220	21.9920	22.7820	14.0561	14.0429	14.3040	14.1660	14.2761	14.2629	14.3880	14.7361
1-7	12.5240	12.3720	12.3561	21.4220	22.1920	22.9820	14.2561	14.2429	14.5060	14.3680	14.4761	14.4629	14.5900	14.9361
8	12.6140	12.4620	12.4461	21.5920	22.3620	23.1520	14.3661	14.3529	14.6180	14.4800	14.5761	14.5629	14.6900	15.0461
9	12.6740	12.5220	12.5061	21.7120	22.4820	23.2820	14.4361	14.4229	14.6990	14.5600	14.6561	14.6429	14.7710	15.1261
10	12.7740	12.6220	12.6061	21.9120	22.6720	23.4920	14.5561	14.5429	14.8080	14.6700	14.7861	14.7729	14.9040	15.2561
11	12.7740	12.6220	12.6061	21.9120	22.6720	23.4920	14.5561	14.5429	14.8080	14.6700	14.7861	14.7729	14.9040	15.2561
12	12.7740	12.6220	12.6061	21.9120	22.6720	23.4920	14.5561	14.5429	14.8080	14.6700	14.7861	14.7729	14.9040	15.2561
13	12.9340	12.7820	12.7661	22.1520	22.9320	23.7320	14.7261	14.7129	14.9810	14.8420	14.9561	14.9429	15.0840	15.4461
14	13.1040	12.9520	12.9361	22.4020	23.1720	24.0020	14.9061	14.8929	15.1710	15.0330	15.1461	15.1329	15.2750	15.6261
15	13.2940	13.1420	13.1261	22.6820	23.4720	24.2720	15.0861	15.0729	15.3530	15.2140	15.3561	15.3429	15.4870	15.8261
16	13.4840	13.3320	13.3161	22.9820	23.7720	24.5920	15.3261	15.3129	15.5860	15.4470	15.5761	15.5629	15.7090	16.0661
17	13.6940	13.5420	13.5261	23.2820	24.0920	24.8720	15.5361	15.5229	15.8080	15.6690	15.8061	15.7929	15.9410	16.3061
18	13.9140	13.7620	13.7461	23.6420	24.4220	25.2320	15.7661	15.7529	16.0380	15.9000	16.0661	16.0529	16.2020	16.5361
19	14.1240	13.9720	13.9561	23.9720	24.7720	25.5420	15.9761	15.9629	16.2600	16.1220	16.3161	16.3029	16.4550	16.8261
20	14.3240	14.1720	14.1561	24.3120	25.1020	25.9020	16.2261	16.2129	16.5140	16.3740	16.5661	16.5529	16.7170	17.0661
21	14.6040	14.4520	14.4361	24.6720	25.4820	26.2920	16.4661	16.4529	16.7440	16.6050	16.8661	16.8529	16.9990	17.3361
22	14.8640	14.7120	14.6961	25.0520	25.8720	26.6620	16.7161	16.7029	16.9980	16.8580	17.0961	17.0829	17.2410	17.5961
23	15.1040	14.9520	14.9361	25.4320	26.2320	27.0520	17.0161	17.0029	17.3000	17.1600	17.3761	17.3629	17.5230	17.9061
24	15.3540	15.2020	15.1861	25.8420	26.6220	27.4120	17.2661	17.2529	17.5510	17.4120	17.6061	17.5929	17.7650	18.1861
25	15.5840	15.4320	15.4161	26.1820	27.0220	27.7820	17.5161	17.5029	17.8040	17.6640	17.9061	17.8929	18.0570	18.4061
26	15.8540	15.7020	15.6861	26.5620	27.3820	28.1520	17.7961	17.7829	18.0950	17.9560	18.1761	18.1629	18.3300	18.7261
27	16.0640	15.9120	15.8961	26.9420	27.7420	28.5620	18.0461	18.0329	18.3370	18.1980	18.3961	18.3829	18.5810	18.9561
28	16.3240	16.1720	16.1561	27.3320	28.1220	28.9520	18.3361	18.3229	18.6400	18.5000	18.7061	18.6929	18.8640	19.2761
29	16.5740	16.4220	16.4061	27.6920	28.5120	29.3020	18.5961	18.5829	18.8930	18.7530	18.9261	18.9129	19.0960	19.5161
30	16.8340	16.6820	16.6661	28.0920	28.8820	29.6820	18.8461	18.8329	19.1440	19.0040	19.2261	19.2129	19.3980	19.7961
31	17.0640	16.9120	16.8961	28.4820	29.2520	30.0920	19.1261	19.1129	19.4380	19.2970	19.4761	19.4629	19.6400	20.0961
32	17.3140	17.1620	17.1461	28.8220	29.6520	30.4520	19.3461	19.3329	19.6600	19.5190	19.7461	19.7329	19.9220	20.3661
33	17.5640	17.4120	17.3961	29.2220	30.0320	30.8120	19.6261	19.6129	19.9510	19.8110	19.9961	19.9829	20.1740	20.6261
34	17.7740	17.6220	17.6061	29.6220	30.3920	31.2020	19.9061	19.8929	20.2240	20.0830	20.2661	20.2529	20.4460	20.8861
35	18.0640	17.9120	17.8961	29.9420	30.7620	31.5720	20.1561	20.1429	20.4660	20.3250	20.5261	20.5129	20.7080	21.1961

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	4	4	5	6	7	7	8	8	8	8	9	9	9	10
Slot #	U26	*U17	*U18	*U21	U50	*U44	U73	U75	U76	*U24	U94	U74	*U25	U49
Desc	217/7.5	252/7.5	252/7.5	252/7.5	196/7.5	252/7.5	196/7.5	217/7.5	231/7.5	252/7.5	217/7.5	231/7.5	252/7.5	188/7.5
Change to Base														
Days														
Hours/Day														
Hours*Days														
Addl Per Hr														
Exp. Step														
0	14.7229	14.8520	15.1850	15.5480	16.1061	16.2020	16.4361	16.4229	16.4154	16.5760	16.8029	16.7954	16.9600	17.2320
1-7	14.9229	15.0530	15.3860	15.7500	16.3061	16.4040	16.6361	16.6229	16.6154	16.7780	17.0029	16.9954	17.1610	17.4320
8	15.0329	15.1650	15.5070	15.8600	16.4261	16.5250	16.7661	16.7529	16.7454	16.9080	17.1229	17.1154	17.2820	17.5620
9	15.1129	15.2450	15.5970	15.9400	16.5161	16.6160	16.8561	16.8429	16.8354	16.9990	17.2329	17.2254	17.3920	17.6520
10	15.2429	15.3860	15.7180	16.0720	16.6561	16.7570	17.0061	16.9929	16.9854	17.1500	17.3829	17.3754	17.5440	17.8020
11	15.2429	15.3860	15.7180	16.0720	16.6561	16.7570	17.0061	16.9929	16.9854	17.1500	17.3829	17.3754	17.5440	17.8020
12	15.2429	15.3860	15.7180	16.0720	16.6561	16.7570	17.0061	16.9929	16.9854	17.1500	17.3829	17.3754	17.5440	17.8020
13	15.4329	15.5680	15.9000	16.2630	16.8461	16.9480	17.1761	17.1629	17.1554	17.3310	17.5529	17.5454	17.7250	18.0020
14	15.6129	15.7590	16.0810	16.4650	17.0361	17.1400	17.3761	17.3629	17.3554	17.5240	17.7529	17.7454	17.9160	18.1920
15	15.8129	15.9610	16.2940	16.6660	17.2361	17.3420	17.5761	17.5629	17.5554	17.7340	17.9629	17.9554	18.1290	18.3920
16	16.0529	16.2020	16.5250	16.8780	17.4561	17.5640	17.7961	17.7829	17.7754	17.9570	18.1829	18.1754	18.3500	18.6520
17	16.2929	16.4440	16.7670	17.1600	17.6861	17.7950	18.0461	18.0329	18.0254	18.1980	18.3929	18.3854	18.5920	18.8920
18	16.5229	16.6770	16.9990	17.3920	17.9461	18.0570	18.2661	18.2529	18.2454	18.4300	18.6829	18.6754	18.8540	19.1420
19	16.8129	16.9590	17.2410	17.6340	18.1961	18.3100	18.5361	18.5229	18.5154	18.7020	18.8929	18.8854	19.0760	19.4120
20	17.0529	17.2100	17.5230	17.9160	18.4061	18.5200	18.8061	18.7929	18.7854	18.9640	19.1529	19.1454	19.3380	19.6920
21	17.3229	17.4930	17.7950	18.1680	18.7261	18.8430	19.0761	19.0629	19.0554	19.2460	19.4429	19.4354	19.6200	19.9520
22	17.5829	17.7540	18.0770	18.4300	18.9561	19.0760	19.3461	19.3329	19.3254	19.5200	19.7229	19.7154	19.9120	20.2320
23	17.8929	18.0570	18.3590	18.7220	19.2761	19.3980	19.6561	19.6429	19.6354	19.8320	19.9829	19.9754	20.1740	20.5020
24	18.1729	18.3500	18.6120	18.9840	19.5561	19.6800	19.9161	19.9029	19.8954	20.0930	20.2629	20.2554	20.4560	20.7920
25	18.3929	18.5920	18.9040	19.2870	19.8161	19.9420	20.1861	20.1729	20.1654	20.3660	20.5429	20.5354	20.7380	21.0520
26	18.7129	18.8840	19.1760	19.5390	20.1061	20.2340	20.4661	20.4529	20.4454	20.6480	20.8229	20.8154	21.0310	21.3320
27	18.9429	19.1370	19.4590	19.8420	20.3861	20.5160	20.7061	20.6929	20.6854	20.8900	21.1129	21.1054	21.3130	21.6220
28	19.2629	19.4380	19.7300	20.1040	20.6461	20.7780	21.0061	20.9929	20.9854	21.2020	21.3729	21.3654	21.5750	21.9020
29	19.5029	19.6900	20.0030	20.3660	20.9161	21.0510	21.2861	21.2729	21.2654	21.4740	21.6629	21.6554	21.8870	22.1820
30	19.7829	19.9720	20.2850	20.6480	21.1961	21.3330	21.5661	21.5529	21.5454	21.7570	21.9229	21.9154	22.1290	22.4120
31	20.0829	20.2650	20.5770	20.8900	21.4561	21.5950	21.8461	21.8329	21.8254	22.0480	22.1929	22.1854	22.4020	22.7220
32	20.3529	20.5470	20.8390	21.2020	21.7561	21.8980	22.1461	22.1329	22.1254	22.3410	22.4729	22.4654	22.6930	23.0120
33	20.6129	20.8190	21.1320	21.4740	22.0161	22.1600	22.3761	22.3629	22.3554	22.5830	22.7629	22.7554	22.9760	23.2520
34	20.8729	21.0810	21.3940	21.7460	22.3161	22.4620	22.6661	22.6529	22.6454	22.8860	23.0529	23.0454	23.2780	23.5820
35	21.1829	21.3830	21.6650	22.0280	22.5861	22.7340	22.9261	22.9129	22.9054	23.1270	23.2729	23.2654	23.5100	23.8120

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	10	10	10	10	10A	10B	10C	10D	10X	11	11	11X	12	12
Slot #	U77	U45	*U79	*U28	*U40	*U51	*U41	*U93	*U47	U55	*U29	*U48	U56	U78
Desc	217/7.5	231/7.5	252/4.5	252/7.5	252/7.5	252/7.5	252/7.5	252/7.5	252/7.5	196/7.5	252/7.5	252/7.5	196/7.5	217/7.5
Change to Base														
Days														
Hours/Day														
Hours*Days														
Addl Per Hr														
Exp. Step														
0	17.2129	17.2054	17.4420	17.3710	17.8060	18.0370	18.5510	18.6320	21.9990	18.5661	18.7330	22.1200	20.1361	20.1229
1-7	17.4129	17.4054	17.6430	17.5730	18.0080	18.2380	18.7530	18.8340	22.2000	18.7661	18.9400	22.3210	20.3361	20.3229
8	17.5429	17.5354	17.7760	17.7050	18.1480	18.3700	18.8940	18.9750	22.3710	18.9061	19.0760	22.4920	20.4961	20.4829
9	17.6329	17.6254	17.8650	17.7960	18.2490	18.4710	19.0040	19.0850	22.4920	19.0061	19.1860	22.6130	20.6161	20.6029
10	17.7829	17.7754	18.0260	17.9570	18.4000	18.6420	19.1760	19.2570	22.6840	19.1761	19.3470	22.8050	20.7961	20.7829
11	17.7829	17.7754	18.0260	17.9570	18.4000	18.6420	19.1760	19.2570	22.6840	19.1761	19.3470	22.8050	20.7961	20.7829
12	17.7829	17.7754	18.0260	17.9570	18.4000	18.6420	19.1760	19.2570	22.6840	19.1761	19.3470	22.8050	20.7961	20.7829
13	17.9829	17.9754	18.2190	18.1480	18.5920	18.8340	19.3470	19.4880	22.9260	19.4161	19.5800	23.0870	21.0461	21.0329
14	18.1729	18.1654	18.4090	18.3400	18.7830	19.0240	19.5390	19.7500	23.1770	19.6761	19.8510	23.3590	21.2861	21.2729
15	18.3729	18.3654	18.6420	18.5720	18.9840	19.2570	19.7610	20.0120	23.4300	19.9261	20.1040	23.6810	21.5561	21.5429
16	18.6329	18.6254	18.8730	18.8040	19.2370	19.4880	19.9720	20.2540	23.7520	20.2261	20.4080	23.9840	21.8461	21.8329
17	18.8729	18.8654	19.1260	19.0560	19.4590	19.7500	20.2140	20.4960	24.0440	20.5261	20.7080	24.3370	22.1561	22.1429
18	19.1229	19.1154	19.3770	19.3080	19.6900	20.0230	20.4760	20.7380	24.3770	20.8361	21.0320	24.7000	22.4561	22.4429
19	19.3929	19.3854	19.6390	19.5690	19.9630	20.2850	20.7080	20.9700	24.7290	21.1661	21.3630	25.0430	22.7861	22.7729
20	19.6729	19.6654	19.9330	19.8620	20.2140	20.5670	20.9800	21.2730	24.9910	21.5061	21.6960	25.4550	23.1161	23.1029
21	19.9329	19.9254	20.1950	20.1240	20.5160	20.8190	21.2620	21.5440	25.3740	21.8661	22.0590	25.8380	23.4661	23.4529
22	20.2129	20.2054	20.4770	20.4060	20.7980	21.1210	21.5250	21.8370	25.6770	22.2061	22.4020	26.2820	23.7961	23.7829
23	20.4829	20.4754	20.7480	20.6780	21.0600	21.3940	21.8270	22.1200	26.0200	22.5861	22.7850	26.7050	24.1761	24.1629
24	20.7729	20.7654	21.0410	20.9700	21.3540	21.6650	22.0990	22.3910	26.3330	22.9161	23.1170	27.1080	24.5361	24.5229
25	21.0329	21.0254	21.3030	21.2330	21.6360	21.9380	22.3820	22.6930	26.6750	23.2561	23.4800	27.5420	24.8561	24.8429
26	21.3129	21.3054	21.5860	21.5160	21.9280	22.2300	22.6530	22.9760	26.9980	23.6461	23.8630	27.9550	25.2461	25.2329
27	21.6029	21.5954	21.8880	21.8170	22.1890	22.4920	22.9550	23.2480	27.3410	23.9861	24.2050	28.3890	25.5861	25.5729
28	21.8829	21.8754	22.1590	22.0890	22.4620	22.7940	23.2580	23.5100	27.6730	24.3461	24.5680	28.8120	25.9361	25.9229
29	22.1629	22.1554	22.4410	22.3720	22.7540	23.0560	23.4900	23.8220	27.9950	24.6761	24.9010	29.2360	26.2961	26.2829
30	22.3929	22.3854	22.6830	22.6130	23.0370	23.3490	23.7930	24.0750	28.3180	25.0461	25.2740	29.6880	26.6461	26.6329
31	22.7029	22.6954	22.9850	22.9160	23.3180	23.6110	24.0840	24.3770	28.6800	25.4061	25.6370	30.1020	27.0261	27.0129
32	22.9929	22.9854	23.2880	23.2170	23.5920	23.8830	24.3570	24.6690	28.9830	25.7661	26.0100	30.5060	27.3661	27.3529
33	23.2329	23.2254	23.5410	23.4700	23.8840	24.1650	24.6290	24.9420	29.3360	26.1161	26.3620	30.9490	27.7161	27.7029
34	23.5629	23.5554	23.8520	23.7820	24.1450	24.4380	24.8910	25.2130	29.6880	26.4761	26.7250	31.3720	28.0761	28.0629
35	23.7929	23.7854	24.0940	24.0240	24.4270	24.7500	25.1730	25.5060	30.0020	26.8261	27.0680	31.7850	28.4261	28.4129

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	12	12X	13	14	15	16	17	1D	1D	1D	1D	1D	1D
Slot #	*U30	*U53	*U32	*U35	*U36	*U38	*U39	UA3	UA5	U03	UA8	UB3	UB5
Desc	252/7.5	252/7.5	252/7.5	252/7.5	252/7.5	252/7.5	252/7.5	+ Degree	+ Degree	+Degree 50%	+Degree 50%	+60 Hours	+60 Hours
Change to Base								750.00	750.00	375.00	375.00	500.00	500.00
Days								196	196	196	190	196	196
Hours/Day								7.00	7.50	3.75	3.50	7.00	7.50
Hours*Days								1372.00	1470.00	735.00	665.00	1372.00	1470.00
Addl Per Hr								0.5466	0.5102	0.2551	0.5639	0.3644	0.3401
Exp. Step													
0	20.3260	23.8530	22.3610	24.0140	25.4050	27.0180	28.8420	12.9024	12.8563	12.6012	13.0747	12.7202	12.6862
1-7	20.5330	24.0550	22.5680	24.2220	25.6080	27.2200	29.0440	13.1024	13.0563	12.8012	13.2747	12.9202	12.8862
8	20.6880	24.2460	22.7340	24.3970	25.7980	27.4310	29.2760	13.1924	13.1463	12.8912	13.3647	13.0102	12.9762
9	20.7980	24.3770	22.8760	24.5390	25.9500	27.5830	29.4370	13.2524	13.2063	12.9512	13.4247	13.0702	13.0362
10	20.9800	24.5880	23.0760	24.7610	26.1810	27.8340	29.7190	13.3624	13.3163	13.0612	13.5347	13.1802	13.1462
11	20.9800	24.5880	23.0760	24.7610	26.1810	27.8340	29.7190	13.3624	13.3163	13.0612	13.5347	13.1802	13.1462
12	20.9800	24.5880	23.0760	24.7610	26.1810	27.8340	29.7190	13.3624	13.3163	13.0612	13.5347	13.1802	13.1462
13	21.2330	24.8700	23.3090	24.9710	26.4130	28.0730	29.9410	13.5524	13.5063	13.2512	13.7247	13.3702	13.3362
14	21.4740	25.1530	23.5600	25.2130	26.6750	28.2880	30.1920	13.7324	13.6863	13.4312	13.9047	13.5502	13.5162
15	21.7460	25.4950	23.8220	25.4750	26.9370	28.5600	30.4750	13.9224	13.8763	13.6212	14.0947	13.7402	13.7062
16	22.0520	25.8290	24.1250	25.7370	27.2400	28.8420	30.7680	14.1524	14.1063	13.8512	14.3247	13.9702	13.9362
17	22.3510	26.1920	24.4180	26.0600	27.5220	29.1440	31.0700	14.3924	14.3463	14.0912	14.5647	14.2102	14.1762
18	22.6640	26.5750	24.7500	26.3530	27.8650	29.4370	31.4130	14.6324	14.5863	14.3312	14.8047	14.4502	14.4162
19	22.9960	26.9670	25.0440	26.6550	28.1870	29.7690	31.7040	14.8624	14.8163	14.5612	15.0347	14.6802	14.6462
20	23.3290	27.3610	25.4260	26.9670	28.5300	30.0820	32.0380	15.1424	15.0963	14.8412	15.3147	14.9602	14.9262
21	23.6810	27.7940	25.7370	27.3300	28.8730	30.4340	32.4000	15.4124	15.3663	15.1112	15.5847	15.2302	15.1962
22	24.0140	28.1670	26.0910	27.6930	29.2450	30.8080	32.8040	15.6624	15.6163	15.3612	15.8347	15.4802	15.4462
23	24.3870	28.6200	26.4540	28.0660	29.5780	31.1200	33.1320	15.9224	15.8763	15.6212	16.0947	15.7402	15.7062
24	24.7600	29.0230	26.8230	28.3980	29.9500	31.5140	33.5090	16.1924	16.1463	15.8912	16.3647	16.0102	15.9762
25	25.0830	29.4570	27.1790	28.8010	30.3440	31.8760	33.8920	16.4224	16.3763	16.1212	16.5947	16.2402	16.2062
26	25.4750	29.8760	27.5120	29.1440	30.6760	32.2390	34.2440	16.7124	16.6663	16.4112	16.8847	16.5302	16.4962
27	25.8180	30.3240	27.9050	29.5070	31.0300	32.6120	34.5780	16.9724	16.9263	16.6712	17.1447	16.7902	16.7562
28	26.1810	30.7170	28.2680	29.8900	31.4420	32.9940	34.9700	17.2424	17.1963	16.9412	17.4147	17.0602	17.0262
29	26.5440	31.1710	28.6320	30.2240	31.7650	33.3280	35.3330	17.4924	17.4463	17.1912	17.6647	17.3102	17.2762
30	26.8970	31.6040	28.9940	30.5750	32.1480	33.7200	35.6860	17.7824	17.7363	17.4812	17.9547	17.6002	17.5662
31	27.2800	32.0170	29.3460	30.9580	32.5110	34.0830	36.0490	18.0324	17.9863	17.7312	18.2047	17.8502	17.8162
32	27.6230	32.4500	29.7190	31.3120	32.8530	34.4160	36.4210	18.3124	18.2663	18.0112	18.4847	18.1302	18.0962
33	27.9860	32.8530	30.0720	31.6950	33.2270	34.8200	36.7950	18.5624	18.5163	18.2612	18.7347	18.3802	18.3462
34	28.3380	33.2770	30.4340	32.0380	33.5790	35.1420	37.1580	18.8124	18.7663	18.5112	18.9847	18.6302	18.5962
35	28.7010	33.7000	30.8080	32.4000	33.9420	35.5050	37.5300	19.1024	19.0563	18.8012	19.2747	18.9202	18.8862

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	1D	1D	1E	1E	1E	1E	1E	1E	1E	1E	1F	1F	1F
Slot #	UC3	UC5	UA1	UA9	UA6	UB6	UC1	UB1	UB7	UC6	UA2	UA4	UA7
Desc	+PPP	+PPP	+ Degree	+ Degree	+ Degree	+60 Hours	+PPP	+60 Hours	+60 Hours	+PPP	+ Degree	+ Degree	+ Degree
Change to Base	250.00	250.00	750.00	750.00	375.00	250.00	250.00	500.00	500.00	125.00	750.00	750.00	375.00
Days	196	196	188	188	183	183	188	188	188	183	188	196	183
Hours/Day	7.00	7.50	7.00	5.00	3.50	3.50	7.00	7.00	5.75	3.50	7.00	7.50	3.50
Hours*Days	1372.00	1470.00	1316.00	940.00	640.50	640.50	1316.00	1316.00	1081.00	640.50	1316.00	1470.00	640.50
Addl Per Hr	0.1822	0.1701	0.5731	0.7979	0.5929	0.3968	0.1910	0.3820	0.4625	0.1952	0.5731	0.5102	0.5929
Exp. Step													
0	12.5380	12.5162	12.2151	12.5007	12.2349	12.0388	11.8330	12.0240	12.1375	11.9892	12.7451	12.6663	12.7649
1-7	12.7380	12.7162	12.4151	12.7007	12.4349	12.2388	12.0330	12.2240	12.3375	12.1892	12.9451	12.8663	12.9649
8	12.8280	12.8062	12.5051	12.7907	12.5249	12.3288	12.1230	12.3140	12.4275	12.2792	13.0351	12.9563	13.0549
9	12.8880	12.8662	12.5751	12.8607	12.5949	12.3988	12.1930	12.3840	12.4975	12.3492	13.0951	13.0163	13.1149
10	12.9980	12.9762	12.6751	12.9607	12.6949	12.4988	12.2930	12.4840	12.5975	12.4492	13.1951	13.1163	13.2149
11	12.9980	12.9762	12.6751	12.9607	12.6949	12.4988	12.2930	12.4840	12.5975	12.4492	13.1951	13.1163	13.2149
12	12.9980	12.9762	12.6751	12.9607	12.6949	12.4988	12.2930	12.4840	12.5975	12.4492	13.1951	13.1163	13.2149
13	13.1880	13.1662	12.8351	13.1207	12.8549	12.6588	12.4530	12.6440	12.7575	12.6092	13.3551	13.2763	13.3749
14	13.3680	13.3462	13.0251	13.3107	13.0449	12.8488	12.6430	12.8340	12.9475	12.7992	13.5251	13.4463	13.5449
15	13.5580	13.5362	13.2051	13.4907	13.2249	13.0288	12.8230	13.0140	13.1275	12.9792	13.7151	13.6363	13.7349
16	13.7880	13.7662	13.4251	13.7107	13.4449	13.2488	13.0430	13.2340	13.3475	13.1992	13.9051	13.8263	13.9249
17	14.0280	14.0062	13.6651	13.9507	13.6849	13.4888	13.2830	13.4740	13.5875	13.4392	14.1151	14.0363	14.1349
18	14.2680	14.2462	13.8751	14.1607	13.8949	13.6988	13.4930	13.6840	13.7975	13.6492	14.3351	14.2563	14.3549
19	14.4980	14.4762	14.1051	14.3907	14.1249	13.9288	13.7230	13.9140	14.0275	13.8792	14.5451	14.4663	14.5649
20	14.7780	14.7562	14.3651	14.6507	14.3849	14.1888	13.9830	14.1740	14.2875	14.1392	14.7451	14.6663	14.7649
21	15.0480	15.0262	14.5851	14.8707	14.6049	14.4088	14.2030	14.3940	14.5075	14.3592	15.0251	14.9463	15.0449
22	15.2980	15.2762	14.8451	15.1307	14.8649	14.6688	14.4630	14.6540	14.7675	14.6192	15.2851	15.2063	15.3049
23	15.5580	15.5362	15.0851	15.3707	15.1049	14.9088	14.7030	14.8940	15.0075	14.8592	15.5251	15.4463	15.5449
24	15.8280	15.8062	15.3451	15.6307	15.3649	15.1688	14.9630	15.1540	15.2675	15.1192	15.7751	15.6963	15.7949
25	16.0580	16.0362	15.5851	15.8707	15.6049	15.4088	15.2030	15.3940	15.5075	15.3592	16.0051	15.9263	16.0249
26	16.3480	16.3262	15.8451	16.1307	15.8649	15.6688	15.4630	15.6540	15.7675	15.6192	16.2751	16.1963	16.2949
27	16.6080	16.5862	16.1151	16.4007	16.1349	15.9388	15.7330	15.9240	16.0375	15.8892	16.4851	16.4063	16.5049
28	16.8780	16.8562	16.3551	16.6407	16.3749	16.1788	15.9730	16.1640	16.2775	16.1292	16.7451	16.6663	16.7649
29	17.1280	17.1062	16.6051	16.8907	16.6249	16.4288	16.2230	16.4140	16.5275	16.3792	16.9951	16.9163	17.0149
30	17.4180	17.3962	16.8551	17.1407	16.8749	16.6788	16.4730	16.6640	16.7775	16.6292	17.2551	17.1763	17.2749
31	17.6680	17.6462	17.1051	17.3907	17.1249	16.9288	16.7230	16.9140	17.0275	16.8792	17.4851	17.4063	17.5049
32	17.9480	17.9262	17.3251	17.6107	17.3449	17.1488	16.9430	17.1340	17.2475	17.0992	17.7351	17.6563	17.7549
33	18.1980	18.1762	17.6151	17.9007	17.6349	17.4388	17.2330	17.4240	17.5375	17.3892	17.9851	17.9063	18.0049
34	18.4480	18.4262	17.8551	18.1407	17.8749	17.6788	17.4730	17.6640	17.7775	17.6292	18.1951	18.1163	18.2149
35	18.7380	18.7162	18.1351	18.4207	18.1549	17.9588	17.7530	17.9440	18.0575	17.9092	18.4851	18.4063	18.5049

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	1F	1F	1F	1F	1F	1K	1K	1K	1KA	1KA	1KB	1KB
Slot #	UB4	UB2	UB8	UC2	UC4	U10	U11	U46	U12	U13	U66	U67
Desc	+60 Hours	+60 Hours	+60 Hours	+PPP	+PPP	1K w Assoc	1K w Bach	1K w Mast	1KA w Assoc	1KA w Bach	1KB w Assoc	1KB w Bach
<b>Change to Base</b>	500.00	500.00	500.00	250.00	250.00	591.00	1181.00	1477.00	591.00	1181.00	591.00	1181.00
<b>Days</b>	196	188	188	188	196	188	188	188	188	188	188	188
<b>Hours/Day</b>	7.50	7.00	3.50	7.00	7.50	7.00	7.00	7.00	7.00	7.00	7.00	7.00
<b>Hours*Days</b>	1470.00	1316.00	658.00	1316.00	1470.00	1316.00	1316.00	1316.00	1316.00	1316.00	1316.00	1316.00
<b>Addl Per Hr</b>	0.3401	0.3820	0.7599	0.1910	0.1701	0.4491	0.8974	1.1223	0.4491	0.8974	0.4491	0.8974
<b>Exp. Step</b>												
0	12.4962	12.5540	13.0839	12.3630	12.3262	21.6711	22.1194	22.3443	22.4411	22.8894	23.2311	23.6794
1-7	12.6962	12.7540	13.2839	12.5630	12.5262	21.8711	22.3194	22.5443	22.6411	23.0894	23.4311	23.8794
8	12.7862	12.8440	13.3739	12.6530	12.6162	22.0411	22.4894	22.7143	22.8111	23.2594	23.6011	24.0494
9	12.8462	12.9040	13.4339	12.7130	12.6762	22.1611	22.6094	22.8343	22.9311	23.3794	23.7311	24.1794
10	12.9462	13.0040	13.5339	12.8130	12.7762	22.3611	22.8094	23.0343	23.1211	23.5694	23.9411	24.3894
11	12.9462	13.0040	13.5339	12.8130	12.7762	22.3611	22.8094	23.0343	23.1211	23.5694	23.9411	24.3894
12	12.9462	13.0040	13.5339	12.8130	12.7762	22.3611	22.8094	23.0343	23.1211	23.5694	23.9411	24.3894
13	13.1062	13.1640	13.6939	12.9730	12.9362	22.6011	23.0494	23.2743	23.3811	23.8294	24.1811	24.6294
14	13.2762	13.3340	13.8639	13.1430	13.1062	22.8511	23.2994	23.5243	23.6211	24.0694	24.4511	24.8994
15	13.4662	13.5240	14.0539	13.3330	13.2962	23.1311	23.5794	23.8043	23.9211	24.3694	24.7211	25.1694
16	13.6562	13.7140	14.2439	13.5230	13.4862	23.4311	23.8794	24.1043	24.2211	24.6694	25.0411	25.4894
17	13.8662	13.9240	14.4539	13.7330	13.6962	23.7311	24.1794	24.4043	24.5411	24.9894	25.3211	25.7694
18	14.0862	14.1440	14.6739	13.9530	13.9162	24.0911	24.5394	24.7643	24.8711	25.3194	25.6811	26.1294
19	14.2962	14.3540	14.8839	14.1630	14.1262	24.4211	24.8694	25.0943	25.2211	25.6694	25.9911	26.4394
20	14.4962	14.5540	15.0839	14.3630	14.3262	24.7611	25.2094	25.4343	25.5511	25.9994	26.3511	26.7994
21	14.7762	14.8340	15.3639	14.6430	14.6062	25.1211	25.5694	25.7943	25.9311	26.3794	26.7411	27.1894
22	15.0362	15.0940	15.6239	14.9030	14.8662	25.5011	25.9494	26.1743	26.3211	26.7694	27.1111	27.5594
23	15.2762	15.3340	15.8639	15.1430	15.1062	25.8811	26.3294	26.5543	26.6811	27.1294	27.5011	27.9494
24	15.5262	15.5840	16.1139	15.3930	15.3562	26.2911	26.7394	26.9643	27.0711	27.5194	27.8611	28.3094
25	15.7562	15.8140	16.3439	15.6230	15.5862	26.6311	27.0794	27.3043	27.4711	27.9194	28.2311	28.6794
26	16.0262	16.0840	16.6139	15.8930	15.8562	27.0111	27.4594	27.6843	27.8311	28.2794	28.6011	29.0494
27	16.2362	16.2940	16.8239	16.1030	16.0662	27.3911	27.8394	28.0643	28.1911	28.6394	29.0111	29.4594
28	16.4962	16.5540	17.0839	16.3630	16.3262	27.7811	28.2294	28.4543	28.5711	29.0194	29.4011	29.8494
29	16.7462	16.8040	17.3339	16.6130	16.5762	28.1411	28.5894	28.8143	28.9611	29.4094	29.7511	30.1994
30	17.0062	17.0640	17.5939	16.8730	16.8362	28.5411	28.9894	29.2143	29.3311	29.7794	30.1311	30.5794
31	17.2362	17.2940	17.8239	17.1030	17.0662	28.9311	29.3794	29.6043	29.7011	30.1494	30.5411	30.9894
32	17.4862	17.5440	18.0739	17.3530	17.3162	29.2711	29.7194	29.9443	30.1011	30.5494	30.9011	31.3494
33	17.7362	17.7940	18.3239	17.6030	17.5662	29.6711	30.1194	30.3443	30.4811	30.9294	31.2611	31.7094
34	17.9462	18.0040	18.5339	17.8130	17.7762	30.0711	30.5194	30.7443	30.8411	31.2894	31.6511	32.0994
35	18.2362	18.2940	18.8239	18.1030	18.0662	30.3911	30.8394	31.0643	31.2111	31.6594	32.0211	32.4694

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days

ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	11	11	11	12	12	12	12	12	12	12X	13	13	13
Slot #	*U86	*U23	*U88	*U83	*U14	*U#4	U#2	U70	U#3	*U87	*U82	*U80	*U81
Desc	Associates	Bachelors	Masters	Associates	Bachelors	Masters	Masters	12*258/217	Bachelors	Bachelors	Associates	Bachelors	Masters
Change to Base	591.00	1181.00	1477.00	591.00	1181.00	1477.00	1477.00		1181.00	1181.00	591.00	1181.00	1477.00
Days	252	252	252	252	252	252	217	217	217	252	252	252	252
Hours/Day	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50
Hours*Days	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1627.50	1627.50	1627.50	1905.00	1905.00	1905.00	1905.00
Addl Per Hr	0.3102	0.6199	0.7753	0.3102	0.6199	0.7753	0.9075		0.7257	0.6199	0.3102	0.6199	0.7753
Exp. Step													
0	19.0432	19.3529	19.5083	20.6362	20.9459	21.1013	21.0304	23.6429	24.3686	24.4729	22.6712	22.9809	23.1363
1-7	19.2502	19.5599	19.7153	20.8432	21.1529	21.3083	21.2304	23.8429	24.5686	24.6749	22.8782	23.1879	23.3433
8	19.3862	19.6959	19.8513	20.9982	21.3079	21.4633	21.3904	24.0329	24.7586	24.8659	23.0442	23.3539	23.5093
9	19.4962	19.8059	19.9613	21.1082	21.4179	21.5733	21.5104	24.1829	24.9086	24.9969	23.1862	23.4959	23.6513
10	19.6572	19.9669	20.1223	21.2902	21.5999	21.7553	21.6904	24.3929	25.1186	25.2079	23.3862	23.6959	23.8513
11	19.6572	19.9669	20.1223	21.2902	21.5999	21.7553	21.6904	24.3929	25.1186	25.2079	23.3862	23.6959	23.8513
12	19.6572	19.9669	20.1223	21.2902	21.5999	21.7553	21.6904	24.3929	25.1186	25.2079	23.3862	23.6959	23.8513
13	19.8902	20.1999	20.3553	21.5432	21.8529	22.0083	21.9404	24.6929	25.4186	25.4899	23.6192	23.9289	24.0843
14	20.1612	20.4709	20.6263	21.7842	22.0939	22.2493	22.1804	24.9729	25.6986	25.7729	23.8702	24.1799	24.3353
15	20.4142	20.7239	20.8793	22.0562	22.3659	22.5213	22.4504	25.2929	26.0186	26.1149	24.1322	24.4419	24.5973
16	20.7182	21.0279	21.1833	22.3622	22.6719	22.8273	22.7404	25.6429	26.3686	26.4489	24.4352	24.7449	24.9003
17	21.0182	21.3279	21.4833	22.6612	22.9709	23.1263	23.0504	26.0129	26.7386	26.8119	24.7282	25.0379	25.1933
18	21.3422	21.6519	21.8073	22.9742	23.2839	23.4393	23.3504	26.3629	27.0886	27.1949	25.0602	25.3699	25.5253
19	21.6732	21.9829	22.1383	23.3062	23.6159	23.7713	23.6804	26.7629	27.4886	27.5869	25.3542	25.6639	25.8193
20	22.0062	22.3159	22.4713	23.6392	23.9489	24.1043	24.0104	27.1529	27.8786	27.9809	25.7362	26.0459	26.2013
21	22.3692	22.6789	22.8343	23.9912	24.3009	24.4563	24.3604	27.5729	28.2986	28.4139	26.0472	26.3569	26.5123
22	22.7122	23.0219	23.1773	24.3242	24.6339	24.7893	24.6904	27.9629	28.6886	28.7869	26.4012	26.7109	26.8663
23	23.0952	23.4049	23.5603	24.6972	25.0069	25.1623	25.0704	28.4129	29.1386	29.2399	26.7642	27.0739	27.2293
24	23.4272	23.7369	23.8923	25.0702	25.3799	25.5353	25.4304	28.8429	29.5686	29.6429	27.1332	27.4429	27.5983
25	23.7902	24.0999	24.2553	25.3932	25.7029	25.8583	25.7504	29.2229	29.9486	30.0769	27.4892	27.7989	27.9543
26	24.1732	24.4829	24.6383	25.7852	26.0949	26.2503	26.1404	29.6829	30.4086	30.4959	27.8222	28.1319	28.2873
27	24.5152	24.8249	24.9803	26.1282	26.4379	26.5933	26.4804	30.0929	30.8186	30.9439	28.2152	28.5249	28.6803
28	24.8782	25.1879	25.3433	26.4912	26.8009	26.9563	26.8304	30.5029	31.2286	31.3369	28.5782	28.8879	29.0433
29	25.2112	25.5209	25.6763	26.8542	27.1639	27.3193	27.1904	30.9329	31.6586	31.7909	28.9422	29.2519	29.4073
30	25.5842	25.8939	26.0493	27.2072	27.5169	27.6723	27.5404	31.3529	32.0786	32.2239	29.3042	29.6139	29.7693
31	25.9472	26.2569	26.4123	27.5902	27.8999	28.0553	27.9204	31.8029	32.5286	32.6369	29.6562	29.9659	30.1213
32	26.3202	26.6299	26.7853	27.9332	28.2429	28.3983	28.2604	32.2029	32.9286	33.0699	30.0292	30.3389	30.4943
33	26.6722	26.9819	27.1373	28.2962	28.6059	28.7613	28.6104	32.6229	33.3486	33.4729	30.3822	30.6919	30.8473
34	27.0352	27.3449	27.5003	28.6482	28.9579	29.1133	28.9704	33.0529	33.7786	33.8969	30.7442	31.0539	31.2093
35	27.3782	27.6879	27.8433	29.0112	29.3209	29.4763	29.3204	33.4629	34.1886	34.3199	31.1182	31.4279	31.5833

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days



ESP SALARY SCHEDULES 2020-21

2020-21 Schedule

Pay Level	14	14	14	15	15	15	15	16	16	16	17
Slot #	*U84	*UX1	*U01	*U89	*U85	*U91	*U#5	*U90	*U63	*U64	*U65
Desc	Associates	Bachelors	Masters	Associates	Bachelors	Masters	Specialist	Associates	Bachelors	Masters	Bachelors
<b>Change to Base</b>	591.00	1181.00	1477.00	591.00	1181.00	1477.00	1826.00	591.00	1181.00	1477.00	1181.00
<b>Days</b>	252	252	252	252	252	252	252	252	252	252	252
<b>Hours/Day</b>	7.50	7.50	7.50	7.50	7.50	7.5000	7.5000	7.50	7.50	7.50	7.50
<b>Hours*Days</b>	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00
<b>Addl Per Hr</b>	0.3102	0.6199	0.7753	0.3102	0.6199	0.7753	0.9585	0.3102	0.6199	0.7753	0.6199
<b>Exp. Step</b>											
0	24.3242	24.6339	24.7893	25.7152	26.0249	26.1803	26.3635	27.3282	27.6379	27.7933	29.4619
1-7	24.5322	24.8419	24.9973	25.9182	26.2279	26.3833	26.5665	27.5302	27.8399	27.9953	29.6639
8	24.7072	25.0169	25.1723	26.1082	26.4179	26.5733	26.7565	27.7412	28.0509	28.2063	29.8959
9	24.8492	25.1589	25.3143	26.2602	26.5699	26.7253	26.9085	27.8932	28.2029	28.3583	30.0569
10	25.0712	25.3809	25.5363	26.4912	26.8009	26.9563	27.1395	28.1442	28.4539	28.6093	30.3389
11	25.0712	25.3809	25.5363	26.4912	26.8009	26.9563	27.1395	28.1442	28.4539	28.6093	30.3389
12	25.0712	25.3809	25.5363	26.4912	26.8009	26.9563	27.1395	28.1442	28.4539	28.6093	30.3389
13	25.2812	25.5909	25.7463	26.7232	27.0329	27.1883	27.3715	28.3832	28.6929	28.8483	30.5609
14	25.5232	25.8329	25.9883	26.9852	27.2949	27.4503	27.6335	28.5982	28.9079	29.0633	30.8119
15	25.7852	26.0949	26.2503	27.2472	27.5569	27.7123	27.8955	28.8702	29.1799	29.3353	31.0949
16	26.0472	26.3569	26.5123	27.5502	27.8599	28.0153	28.1985	29.1522	29.4619	29.6173	31.3879
17	26.3702	26.6799	26.8353	27.8322	28.1419	28.2973	28.4805	29.4542	29.7639	29.9193	31.6899
18	26.6632	26.9729	27.1283	28.1752	28.4849	28.6403	28.8235	29.7472	30.0569	30.2123	32.0329
19	26.9652	27.2749	27.4303	28.4972	28.8069	28.9623	29.1455	30.0792	30.3889	30.5443	32.3239
20	27.2772	27.5869	27.7423	28.8402	29.1499	29.3053	29.4885	30.3922	30.7019	30.8573	32.6579
21	27.6402	27.9499	28.1053	29.1832	29.4929	29.6483	29.8315	30.7442	31.0539	31.2093	33.0199
22	28.0032	28.3129	28.4683	29.5552	29.8649	30.0203	30.2035	31.1182	31.4279	31.5833	33.4239
23	28.3762	28.6859	28.8413	29.8882	30.1979	30.3533	30.5365	31.4302	31.7399	31.8953	33.7519
24	28.7082	29.0179	29.1733	30.2602	30.5699	30.7253	30.9085	31.8242	32.1339	32.2893	34.1289
25	29.1112	29.4209	29.5763	30.6542	30.9639	31.1193	31.3025	32.1862	32.4959	32.6513	34.5119
26	29.4542	29.7639	29.9193	30.9862	31.2959	31.4513	31.6345	32.5492	32.8589	33.0143	34.8639
27	29.8172	30.1269	30.2823	31.3402	31.6499	31.8053	31.9885	32.9222	33.2319	33.3873	35.1979
28	30.2002	30.5099	30.6653	31.7522	32.0619	32.2173	32.4005	33.3042	33.6139	33.7693	35.5899
29	30.5342	30.8439	30.9993	32.0752	32.3849	32.5403	32.7235	33.6382	33.9479	34.1033	35.9529
30	30.8852	31.1949	31.3503	32.4582	32.7679	32.9233	33.1065	34.0302	34.3399	34.4953	36.3059
31	31.2682	31.5779	31.7333	32.8212	33.1309	33.2863	33.4695	34.3932	34.7029	34.8583	36.6689
32	31.6222	31.9319	32.0873	33.1632	33.4729	33.6283	33.8115	34.7262	35.0359	35.1913	37.0409
33	32.0052	32.3149	32.4703	33.5372	33.8469	34.0023	34.1855	35.1302	35.4399	35.5953	37.4149
34	32.3482	32.6579	32.8133	33.8892	34.1989	34.3543	34.5375	35.4522	35.7619	35.9173	37.7779
35	32.7102	33.0199	33.1753	34.2522	34.5619	34.7173	34.9005	35.8152	36.1249	36.2803	38.1499

\*Hourly Rate adjustment due to calendar change from 254 days to 252 days