| Range | $\begin{gathered} \hline \text { DBM } \\ \text { Rating } \end{gathered}$ | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 | A12 | \$33,810.82 | \$34,481.41 | \$35,195.26 | \$35,865.86 | \$36,601.34 | \$37,315.20 | \$38,072.32 | \$38,829.44 | \$39,608.19 | \$40,408.58 | \$41,208.96 |
|  |  | \$2,817.57 | \$2,873.45 | \$2,932.94 | \$2,988.82 | \$3,050.11 | \$3,109.60 | \$3,172.69 | \$3,235.79 | \$3,300.68 | \$3,367.38 | \$3,434.08 |
|  |  | \$1,300.42 | \$1,326.21 | \$1,353.66 | \$1,379.46 | \$1,407.74 | \$1,435.20 | \$1,464.32 | \$1,493.44 | \$1,523.39 | \$1,554.18 | \$1,584.96 |
|  |  | \$16.26 | \$16.58 | \$16.92 | \$17.24 | \$17.60 | \$17.94 | \$18.30 | \$18.67 | \$19.04 | \$19.43 | \$19.81 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | A13 | \$34,005.50 | \$34,719.36 | \$35,411.58 | \$36,125.44 | \$36,860.93 | \$37,574.78 | \$38,331.90 | \$39,067.39 | \$39,889.41 | \$40,689.79 | \$41,490.18 |
|  |  | \$2,833.79 | \$2,893.28 | \$2,950.97 | \$3,010.45 | \$3,071.75 | \$3,131.23 | \$3,194.33 | \$3,255.62 | \$3,324.12 | \$3,390.82 | \$3,457.52 |
|  |  | \$1,307.90 | \$1,335.36 | \$1,361.98 | \$1,389.44 | \$1,417.73 | \$1,445.18 | \$1,474.30 | \$1,502.59 | \$1,534.21 | \$1,564.99 | \$1,595.78 |
|  |  | \$16.35 | \$16.69 | \$17.02 | \$17.37 | \$17.72 | \$18.06 | \$18.43 | \$18.78 | \$19.18 | \$19.56 | \$19.95 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | B21 | \$34,849.15 | \$35,649.54 | \$37,185.41 | \$37,942.53 | \$38,699.65 | \$39,500.03 | \$40,278.78 | \$41,079.17 | \$41,879.55 | \$42,744.83 | \$43,610.11 |
|  |  | \$2,904.10 | \$2,970.80 | \$3,098.79 | \$3,161.88 | \$3,224.97 | \$3,291.67 | \$3,356.57 | \$3,423.27 | \$3,489.96 | \$3,562.07 | \$3,634.18 |
|  |  | \$1,340.35 | \$1,371.14 | \$1,430.21 | \$1,459.33 | \$1,488.45 | \$1,519.23 | \$1,549.18 | \$1,579.97 | \$1,610.75 | \$1,644.03 | \$1,677.31 |
|  |  | \$16.75 | \$17.14 | \$17.88 | \$18.24 | \$18.61 | \$18.99 | \$19.36 | \$19.75 | \$20.13 | \$20.55 | \$20.97 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | B22 | \$36,385.02 | \$37,553.15 | \$38,504.96 | \$39,500.03 | \$41,100.80 | \$41,922.82 | \$42,788.10 | \$43,653.38 | \$44,497.02 | \$45,405.57 | \$46,292.48 |
|  |  | \$3,032.09 | \$3,129.43 | \$3,208.75 | \$3,291.67 | \$3,425.07 | \$3,493.57 | \$3,565.68 | \$3,637.78 | \$3,708.09 | \$3,783.80 | \$3,857.71 |
|  |  | \$1,399.42 | \$1,444.35 | \$1,480.96 | \$1,519.23 | \$1,580.80 | \$1,612.42 | \$1,645.70 | \$1,678.98 | \$1,711.42 | \$1,746.37 | \$1,780.48 |
|  |  | \$17.49 | \$18.05 | \$18.51 | \$18.99 | \$19.76 | \$20.16 | \$20.57 | \$20.99 | \$21.39 | \$21.83 | \$22.26 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | B23 | \$39,824.51 | \$41,122.43 | \$42,225.66 | \$43,307.26 | \$45,016.19 | \$45,968.00 | \$46,833.28 | \$47,785.09 | \$48,715.26 | \$49,667.07 | \$50,705.41 |
|  |  | \$3,318.71 | \$3,426.87 | \$3,518.81 | \$3,608.94 | \$3,751.35 | \$3,830.67 | \$3,902.77 | \$3,982.09 | \$4,059.61 | \$4,138.92 | \$4,225.45 |
|  |  | \$1,531.71 | \$1,581.63 | \$1,624.06 | \$1,665.66 | \$1,731.39 | \$1,768.00 | \$1,801.28 | \$1,837.89 | \$1,873.66 | \$1,910.27 | \$1,950.21 |
|  |  | \$19.15 | \$19.77 | \$20.30 | \$20.82 | \$21.64 | \$22.10 | \$22.52 | \$22.97 | \$23.42 | \$23.88 | \$24.38 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | B31 | \$42,852.99 | \$44,129.28 | \$45,254.14 | \$46,314.11 | \$47,352.45 | \$48,477.31 | \$50,748.67 | \$51,787.01 | \$52,803.71 | \$53,885.31 | \$54,945.28 |
|  |  | \$3,571.08 | \$3,677.44 | \$3,771.18 | \$3,859.51 | \$3,946.04 | \$4,039.78 | \$4,229.06 | \$4,315.59 | \$4,400.31 | \$4,490.44 | \$4,578.78 |
|  |  | \$1,648.19 | \$1,697.28 | \$1,740.54 | \$1,781.31 | \$1,821.25 | \$1,864.51 | \$1,951.87 | \$1,991.81 | \$2,030.91 | \$2,072.51 | \$2,113.28 |
|  |  | \$20.60 | \$21.22 | \$21.76 | \$22.27 | \$22.77 | \$23.31 | \$24.40 | \$24.90 | \$25.39 | \$25.91 | \$26.42 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | B32 | \$47,893.25 | \$49,364.22 | \$50,532.35 | \$51,743.74 | \$52,911.87 | \$54,080.00 | \$56,740.74 | \$57,887.23 | \$59,033.73 | \$60,201.86 | \$61,413.25 |
|  |  | \$3,991.11 | \$4,113.69 | \$4,211.03 | \$4,311.98 | \$4,409.32 | \$4,506.67 | \$4,728.40 | \$4,823.94 | \$4,919.48 | \$5,016.82 | \$5,117.77 |
|  |  | \$1,842.05 | \$1,898.62 | \$1,943.55 | \$1,990.14 | \$2,035.07 | \$2,080.00 | \$2,182.34 | \$2,226.43 | \$2,270.53 | \$2,315.46 | \$2,362.05 |
|  |  | \$23.03 | \$23.73 | \$24.29 | \$24.88 | \$25.44 | \$26.00 | \$27.28 | \$27.83 | \$28.38 | \$28.94 | \$29.53 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | C41 | \$50,705.41 | \$52,176.38 | \$53,690.62 | \$54,988.54 | \$56,286.46 | \$57,627.65 | \$58,925.57 | \$60,201.86 | \$62,689.54 | \$63,944.19 | \$65,177.22 |
|  |  | \$4,225.45 | \$4,348.03 | \$4,474.22 | \$4,582.38 | \$4,690.54 | \$4,802.31 | \$4,910.47 | \$5,016.82 | \$5,224.13 | \$5,328.68 | \$5,431.44 |
|  |  | \$1,950.21 | \$2,006.78 | \$2,065.02 | \$2,114.94 | \$2,164.86 | \$2,216.45 | \$2,266.37 | \$2,315.46 | \$2,411.14 | \$2,459.39 | \$2,506.82 |
|  |  | \$24.38 | \$25.08 | \$25.81 | \$26.44 | \$27.06 | \$27.71 | \$28.33 | \$28.94 | \$30.14 | \$30.74 | \$31.34 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | $\begin{gathered} \hline \text { DBM } \\ \text { Rating } \end{gathered}$ | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 | A12 | \$42,052.61 | \$42,874.62 | \$43,739.90 | \$44,605.18 | \$45,513.73 | \$46,422.27 | \$47,330.82 | \$48,282.62 |  |  |  |
|  |  | \$3,504.39 | \$3,572.89 | \$3,644.99 | \$3,717.10 | \$3,792.81 | \$3,868.52 | \$3,944.24 | \$4,023.55 |  |  |  |
|  |  | \$1,617.41 | \$1,649.02 | \$1,682.30 | \$1,715.58 | \$1,750.53 | \$1,785.47 | \$1,820.42 | \$1,857.02 |  |  |  |
|  |  | \$20.22 | \$20.61 | \$21.03 | \$21.44 | \$21.88 | \$22.32 | \$22.76 | \$23.21 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | A13 | \$42,290.56 | \$43,155.84 | \$43,999.49 | \$44,886.40 | \$45,773.31 | \$46,703.49 | \$47,655.30 | \$48,585.47 |  |  |  |
|  |  | \$3,524.21 | \$3,596.32 | \$3,666.63 | \$3,740.53 | \$3,814.44 | \$3,891.96 | \$3,971.28 | \$4,048.79 |  |  |  |
|  |  | \$1,626.56 | \$1,659.84 | \$1,692.29 | \$1,726.40 | \$1,760.51 | \$1,796.29 | \$1,832.90 | \$1,868.67 |  |  |  |
|  |  | \$20.33 | \$20.75 | \$21.15 | \$21.58 | \$22.01 | \$22.45 | \$22.91 | \$23.36 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | B21 | \$44,453.76 | \$45,362.30 | \$46,249.22 | \$47,179.39 | \$48,109.57 | \$49,061.38 | \$50,056.45 | \$51,051.52 | \$52,068.22 | \$53,106.56 |  |
|  |  | \$3,704.48 | \$3,780.19 | \$3,854.10 | \$3,931.62 | \$4,009.13 | \$4,088.45 | \$4,171.37 | \$4,254.29 | \$4,339.02 | \$4,425.55 |  |
|  |  | \$1,709.76 | \$1,744.70 | \$1,778.82 | \$1,814.59 | \$1,850.37 | \$1,886.98 | \$1,925.25 | \$1,963.52 | \$2,002.62 | \$2,042.56 |  |
|  |  | \$21.37 | \$21.81 | \$22.24 | \$22.68 | \$23.13 | \$23.59 | \$24.07 | \$24.54 | \$25.03 | \$25.53 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | B22 | \$47,222.66 | \$48,131.20 | \$49,126.27 | \$50,142.98 | \$51,116.42 | \$52,111.49 | \$53,171.46 | \$54,209.79 | \$55,291.39 | \$56,394.62 |  |
|  |  | \$3,935.22 | \$4,010.93 | \$4,093.86 | \$4,178.58 | \$4,259.70 | \$4,342.63 | \$4,430.96 | \$4,517.48 | \$4,607.62 | \$4,699.55 |  |
|  |  | \$1,816.26 | \$1,851.20 | \$1,889.47 | \$1,928.58 | \$1,966.02 | \$2,004.29 | \$2,045.06 | \$2,084.99 | \$2,126.59 | \$2,169.02 |  |
|  |  | \$22.70 | \$23.14 | \$23.62 | \$24.11 | \$24.58 | \$25.05 | \$25.56 | \$26.06 | \$26.58 | \$27.11 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | B23 | \$51,700.48 | \$52,760.45 | \$53,820.42 | \$54,858.75 | \$55,940.35 | \$57,108.48 | \$58,254.98 | \$59,423.10 | \$60,612.86 | \$61,824.26 |  |
|  |  | \$4,308.37 | \$4,396.71 | \$4,485.04 | \$4,571.56 | \$4,661.70 | \$4,759.04 | \$4,854.58 | \$4,951.93 | \$5,051.07 | \$5,152.02 |  |
|  |  | \$1,988.48 | \$2,029.25 | \$2,070.02 | \$2,109.95 | \$2,151.55 | \$2,196.48 | \$2,240.58 | \$2,285.50 | \$2,331.26 | \$2,377.86 |  |
|  |  | \$24.86 | \$25.37 | \$25.88 | \$26.37 | \$26.89 | \$27.46 | \$28.01 | \$28.57 | \$29.14 | \$29.72 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | B31 | \$56,026.88 | \$57,173.38 | \$58,298.24 | \$59,488.00 | \$60,656.13 | \$61,889.15 | \$63,100.54 | \$64,376.83 | \$65,674.75 | \$66,994.30 | \$68,313.86 |
|  |  | \$4,668.91 | \$4,764.45 | \$4,858.19 | \$4,957.34 | \$5,054.68 | \$5,157.43 | \$5,258.38 | \$5,364.74 | \$5,472.90 | \$5,582.86 | \$5,692.82 |
|  |  | \$2,154.88 | \$2,198.98 | \$2,242.24 | \$2,288.00 | \$2,332.93 | \$2,380.35 | \$2,426.94 | \$2,476.03 | \$2,525.95 | \$2,576.70 | \$2,627.46 |
|  |  | \$26.94 | \$27.49 | \$28.03 | \$28.60 | \$29.16 | \$29.75 | \$30.34 | \$30.95 | \$31.57 | \$32.21 | \$32.84 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | B32 | \$62,646.27 | \$63,857.66 | \$65,155.58 | \$66,431.87 | \$67,794.69 | \$69,179.14 | \$70,563.58 | \$71,948.03 | \$73,375.74 | \$74,868.35 | \$76,382.59 |
|  |  | \$5,220.52 | \$5,321.47 | \$5,429.63 | \$5,535.99 | \$5,649.56 | \$5,764.93 | \$5,880.30 | \$5,995.67 | \$6,114.65 | \$6,239.03 | \$6,365.22 |
|  |  | \$2,409.47 | \$2,456.06 | \$2,505.98 | \$2,555.07 | \$2,607.49 | \$2,660.74 | \$2,713.98 | \$2,767.23 | \$2,822.14 | \$2,879.55 | \$2,937.79 |
|  |  | \$30.12 | \$30.70 | \$31.32 | \$31.94 | \$32.59 | \$33.26 | \$33.92 | \$34.59 | \$35.28 | \$35.99 | \$36.72 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | C41 | \$66,518.40 | \$67,859.58 | \$69,222.40 | \$70,606.85 | \$71,991.30 | \$73,462.27 | \$74,911.62 | \$76,404.22 | \$77,918.46 | \$79,497.60 | \$81,098.37 |
|  |  | \$5,543.20 | \$5,654.97 | \$5,768.54 | \$5,883.91 | \$5,999.28 | \$6,121.86 | \$6,242.64 | \$6,367.02 | \$6,493.21 | \$6,624.80 | \$6,758.20 |
|  |  | \$2,558.40 | \$2,609.98 | \$2,662.40 | \$2,715.65 | \$2,768.90 | \$2,825.47 | \$2,881.22 | \$2,938.62 | \$2,996.86 | \$3,057.60 | \$3,119.17 |
|  |  | \$31.98 | \$32.62 | \$33.28 | \$33.95 | \$34.61 | \$35.32 | \$36.02 | \$36.73 | \$37.46 | \$38.22 | \$38.99 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | DBM <br> Rating | Step 23 | Step 24 | Step 25 | Step 26 | Step 27 | Step 28 | Step 29 | Step 30 | Step 31 | Step 32 | Step 33 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 | A12 |  |  |  |  |  |  |  |  |  |  |  |
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| 3 | A13 |  |  |  |  |  |  |  |  |  |  |  |
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| 4 | B21 |  |  |  |  |  |  |  |  |  |  |  |
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| 5 | B22 |  | \$62,559.74 |  |  |  | \$64,766.21 |  |  |  | \$70,130.94 |  |
|  |  |  | \$5,213.31 |  |  |  | \$5,397.19 |  |  |  | \$5,844.25 |  |
|  |  |  | \$2,406.14 |  |  |  | \$2,491.01 |  |  |  | \$2,697.34 |  |
|  |  |  | \$30.08 |  |  |  | \$31.14 |  |  |  | \$33.72 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | B23 |  |  |  |  |  |  |  |  |  |  |  |
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| 7 | B31 | \$69,676.67 | \$71,082.75 |  |  | \$73,938.18 |  |  |  |  |  |  |
|  |  | \$5,806.39 | \$5,923.56 |  |  | \$6,161.52 |  |  |  |  |  |  |
|  |  | \$2,679.87 | \$2,733.95 |  |  | \$2,843.78 |  |  |  |  |  |  |
|  |  | \$33.50 | \$34.17 |  |  | \$35.55 |  |  |  |  |  |  |
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| 8 | B32 | \$77,875.20 |  |  |  |  |  |  |  |  |  |  |
|  |  | \$6,489.60 |  |  |  |  |  |  |  |  |  |  |
|  |  | \$2,995.20 |  |  |  |  |  |  |  |  |  |  |
|  |  | \$37.44 |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | C41 | \$82,699.14 | \$84,364.80 | \$86,052.10 |  |  |  |  |  |  |  |  |
|  |  | \$6,891.60 | \$7,030.40 | \$7,171.01 |  |  |  |  |  |  |  |  |
|  |  | \$3,180.74 | \$3,244.80 | \$3,309.70 |  |  |  |  |  |  |  |  |
|  |  | \$39.76 | \$40.56 | \$41.37 |  |  |  |  |  |  |  |  |
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| Range | DBM <br> Rating | Step 34 | Step 35 | Step 36 | Step 37 | Step 38 | Step 39 | Step 40 | Step 41 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 | A12 |  |  |  |  |  |  |  |  |  |
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| 3 | A13 |  |  |  |  |  |  |  |  |  |
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| 4 | B21 |  |  |  |  |  |  |  |  |  |
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| 5 | B22 |  |  |  |  |  |  |  |  |  |
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| 6 | B23 |  |  |  |  |  |  |  |  |  |
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| 7 | B31 |  |  |  |  |  |  |  |  |  |
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| 8 | B32 |  |  |  |  |  |  |  |  |  |
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| 9 | C41 |  |  |  |  |  |  |  |  |  |
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| Range | DBM <br> Rating | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | C42 | \$53,993.47 | \$55,594.24 | \$57,173.38 | \$58,471.30 | \$59,769.22 | \$61,110.40 | \$62,408.32 | \$63,727.87 | \$66,756.35 | \$68,032.64 | \$69,417.09 |
|  |  | \$4,499.46 | \$4,632.86 | \$4,764.45 | \$4,872.61 | \$4,980.77 | \$5,092.54 | \$5,200.70 | \$5,310.66 | \$5,563.03 | \$5,669.39 | \$5,784.76 |
|  |  | \$2,076.67 | \$2,138.24 | \$2,198.98 | \$2,248.90 | \$2,298.82 | \$2,350.40 | \$2,400.32 | \$2,451.07 | \$2,567.55 | \$2,616.64 | \$2,669.89 |
|  |  | \$25.96 | \$26.73 | \$27.49 | \$28.11 | \$28.74 | \$29.38 | \$30.00 | \$30.64 | \$32.09 | \$32.71 | \$33.37 |
| 11 | C43 | \$57,259.90 | \$58,968.83 | \$60,634.50 | \$62,083.84 | \$63,576.45 | \$65,025.79 | \$66,518.40 | \$67,989.38 | \$70,779.90 | \$72,164.35 | \$73,635.33 |
|  |  | \$4,771.66 | \$4,914.07 | \$5,052.88 | \$5,173.66 | \$5,298.04 | \$5,418.82 | \$5,543.20 | \$5,665.78 | \$5,898.33 | \$6,013.70 | \$6,136.28 |
|  |  | \$2,202.30 | \$2,268.03 | \$2,332.10 | \$2,387.84 | \$2,445.25 | \$2,500.99 | \$2,558.40 | \$2,614.98 | \$2,722.30 | \$2,775.55 | \$2,832.13 |
|  |  | \$27.53 | \$28.35 | \$29.15 | \$29.85 | \$30.57 | \$31.26 | \$31.98 | \$32.69 | \$34.03 | \$34.69 | \$35.40 |
| 12 | C44/C51 | \$59,812.48 | \$61,543.04 | \$63,230.34 | \$64,917.63 | \$66,431.87 | \$67,967.74 | \$69,481.98 | \$70,931.33 | \$72,445.57 | \$73,894.91 | \$76,966.66 |
|  |  | \$4,984.38 | \$5,128.59 | \$5,269.20 | \$5,409.80 | \$5,535.99 | \$5,663.98 | \$5,790.17 | \$5,910.95 | \$6,037.13 | \$6,157.91 | \$6,413.89 |
|  |  | \$2,300.48 | \$2,367.04 | \$2,431.94 | \$2,496.83 | \$2,555.07 | \$2,614.14 | \$2,672.38 | \$2,728.13 | \$2,786.37 | \$2,842.11 | \$2,960.26 |
|  |  | \$28.76 | \$29.59 | \$30.40 | \$31.21 | \$31.94 | \$32.68 | \$33.40 | \$34.10 | \$34.83 | \$35.53 | \$37.00 |
| 13 | C45/C52 | \$64,614.78 | \$66,431.87 | \$68,357.12 | \$70,152.58 | \$71,796.61 | \$73,332.48 | \$74,933.25 | \$76,512.38 | \$78,113.15 | \$79,713.92 | \$83,066.88 |
|  |  | \$5,384.57 | \$5,535.99 | \$5,696.43 | \$5,846.05 | \$5,983.05 | \$6,111.04 | \$6,244.44 | \$6,376.03 | \$6,509.43 | \$6,642.83 | \$6,922.24 |
|  |  | \$2,485.18 | \$2,555.07 | \$2,629.12 | \$2,698.18 | \$2,761.41 | \$2,820.48 | \$2,882.05 | \$2,942.78 | \$3,004.35 | \$3,065.92 | \$3,194.88 |
|  |  | \$31.06 | \$31.94 | \$32.86 | \$33.73 | \$34.52 | \$35.26 | \$36.03 | \$36.78 | \$37.55 | \$38.32 | \$39.94 |
| 14 | D61 | \$67,059.20 | \$68,919.55 | \$70,801.54 | \$72,618.62 | \$74,478.98 | \$76,144.64 | \$77,853.57 | \$79,562.50 | \$81,228.16 | \$82,937.09 | \$84,624.38 |
|  |  | \$5,588.27 | \$5,743.30 | \$5,900.13 | \$6,051.55 | \$6,206.58 | \$6,345.39 | \$6,487.80 | \$6,630.21 | \$6,769.02 | \$6,911.43 | \$7,052.03 |
|  |  | \$2,579.20 | \$2,650.75 | \$2,723.14 | \$2,793.02 | \$2,864.58 | \$2,928.64 | \$2,994.37 | \$3,060.10 | \$3,124.16 | \$3,189.89 | \$3,254.78 |
|  |  | \$32.24 | \$33.13 | \$34.04 | \$34.91 | \$35.81 | \$36.61 | \$37.43 | \$38.25 | \$39.05 | \$39.87 | \$40.68 |
| 15 | D62 | \$70,152.58 | \$72,121.09 | \$74,046.34 | \$76,014.85 | \$77,961.73 | \$79,670.66 | \$81,357.95 | \$83,066.88 | \$84,797.44 | \$86,528.00 | \$88,236.93 |
|  |  | \$5,846.05 | \$6,010.09 | \$6,170.53 | \$6,334.57 | \$6,496.81 | \$6,639.22 | \$6,779.83 | \$6,922.24 | \$7,066.46 | \$7,210.67 | \$7,353.08 |
|  |  | \$2,698.18 | \$2,773.89 | \$2,847.94 | \$2,923.65 | \$2,998.53 | \$3,064.26 | \$3,129.15 | \$3,194.88 | \$3,261.44 | \$3,328.00 | \$3,393.73 |
|  |  | \$33.73 | \$34.67 | \$35.60 | \$36.55 | \$37.48 | \$38.30 | \$39.11 | \$39.94 | \$40.77 | \$41.60 | \$42.42 |
| 16 | D63 | \$73,289.22 | \$75,322.62 | \$77,312.77 | \$79,367.81 | \$81,401.22 | \$83,261.57 | \$85,121.92 | \$86,960.64 | \$88,799.36 | \$90,638.08 | \$92,476.80 |
|  |  | \$6,107.44 | \$6,276.89 | \$6,442.73 | \$6,613.99 | \$6,783.44 | \$6,938.47 | \$7,093.50 | \$7,246.72 | \$7,399.95 | \$7,553.18 | \$7,706.40 |
|  |  | \$2,818.82 | \$2,897.02 | \$2,973.57 | \$3,052.61 | \$3,130.82 | \$3,202.37 | \$3,273.92 | \$3,344.64 | \$3,415.36 | \$3,486.08 | \$3,556.80 |
|  |  | \$35.24 | \$36.21 | \$37.17 | \$38.16 | \$39.14 | \$40.03 | \$40.92 | \$41.81 | \$42.69 | \$43.58 | \$44.46 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | $\begin{gathered} \hline \text { DBM } \\ \text { Rating } \end{gathered}$ | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | C42 | \$70,823.17 | \$72,207.62 | \$73,678.59 | \$75,127.94 | \$76,642.18 | \$78,178.05 | \$79,735.55 | \$81,314.69 | \$82,937.09 | \$84,602.75 | \$86,290.05 |
|  |  | \$5,901.93 | \$6,017.30 | \$6,139.89 | \$6,260.66 | \$6,386.85 | \$6,514.84 | \$6,644.63 | \$6,776.23 | \$6,911.43 | \$7,050.23 | \$7,190.84 |
|  |  | \$2,723.97 | \$2,777.22 | \$2,833.79 | \$2,889.54 | \$2,947.78 | \$3,006.85 | \$3,066.75 | \$3,127.49 | \$3,189.89 | \$3,253.95 | \$3,318.85 |
|  |  | \$34.05 | \$34.72 | \$35.42 | \$36.12 | \$36.85 | \$37.59 | \$38.33 | \$39.09 | \$39.87 | \$40.67 | \$41.49 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11 | C43 | \$75,063.04 | \$76,577.28 | \$78,113.15 | \$79,692.29 | \$81,249.79 | \$82,872.19 | \$84,537.86 | \$86,225.15 | \$87,955.71 | \$89,729.54 | \$91,524.99 |
|  |  | \$6,255.26 | \$6,381.44 | \$6,509.43 | \$6,641.03 | \$6,770.82 | \$6,906.02 | \$7,044.82 | \$7,185.43 | \$7,329.65 | \$7,477.46 | \$7,627.09 |
|  |  | \$2,887.04 | \$2,945.28 | \$3,004.35 | \$3,065.09 | \$3,124.99 | \$3,187.39 | \$3,251.46 | \$3,316.35 | \$3,382.91 | \$3,451.14 | \$3,520.19 |
|  |  | \$36.09 | \$36.82 | \$37.55 | \$38.31 | \$39.06 | \$39.84 | \$40.64 | \$41.45 | \$42.29 | \$43.14 | \$44.00 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | C44/C51 | \$78,480.90 | \$80,038.40 | \$81,639.17 | \$83,261.57 | \$84,948.86 | \$86,614.53 | \$88,345.09 | \$90,118.91 | \$91,914.37 | \$93,753.09 | \$95,678.34 |
|  |  | \$6,540.08 | \$6,669.87 | \$6,803.27 | \$6,938.47 | \$7,079.07 | \$7,217.88 | \$7,362.09 | \$7,509.91 | \$7,659.53 | \$7,812.76 | \$7,973.20 |
|  |  | \$3,018.50 | \$3,078.40 | \$3,139.97 | \$3,202.37 | \$3,267.26 | \$3,331.33 | \$3,397.89 | \$3,466.11 | \$3,535.17 | \$3,605.89 | \$3,679.94 |
|  |  | \$37.73 | \$38.48 | \$39.25 | \$40.03 | \$40.84 | \$41.64 | \$42.47 | \$43.33 | \$44.19 | \$45.07 | \$46.00 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 13 | C45/C52 | \$84,754.18 | \$86,441.47 | \$88,193.66 | \$89,945.86 | \$91,719.68 | \$93,536.77 | \$95,397.12 | \$97,322.37 | \$99,290.88 | \$101,237.76 | \$103,292.80 |
|  |  | \$7,062.85 | \$7,203.46 | \$7,349.47 | \$7,495.49 | \$7,643.31 | \$7,794.73 | \$7,949.76 | \$8,110.20 | \$8,274.24 | \$8,436.48 | \$8,607.74 |
|  |  | \$3,259.78 | \$3,324.67 | \$3,392.06 | \$3,459.46 | \$3,527.68 | \$3,597.57 | \$3,669.12 | \$3,743.17 | \$3,818.88 | \$3,893.76 | \$3,972.80 |
|  |  | \$40.75 | \$41.56 | \$42.40 | \$43.24 | \$44.10 | \$44.97 | \$45.86 | \$46.79 | \$47.74 | \$48.67 | \$49.66 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 14 | D61 | \$86,311.68 | \$89,405.06 | \$91,200.51 | \$93,017.60 | \$94,877.95 | \$96,738.30 | \$98,663.55 | \$100,696.96 | \$102,708.74 | \$104,742.14 | \$106,818.82 |
|  |  | \$7,192.64 | \$7,450.42 | \$7,600.05 | \$7,751.47 | \$7,906.50 | \$8,061.53 | \$8,221.97 | \$8,391.42 | \$8,559.06 | \$8,728.52 | \$8,901.57 |
|  |  | \$3,319.68 | \$3,438.66 | \$3,507.71 | \$3,577.60 | \$3,649.15 | \$3,720.70 | \$3,794.75 | \$3,872.96 | \$3,950.34 | \$4,028.54 | \$4,108.42 |
|  |  | \$41.50 | \$42.98 | \$43.85 | \$44.72 | \$45.61 | \$46.51 | \$47.43 | \$48.41 | \$49.38 | \$50.36 | \$51.36 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | D62 | \$89,945.86 | \$93,536.77 | \$95,397.12 | \$97,322.37 | \$99,290.88 | \$101,237.76 | \$103,292.80 | \$105,347.84 | \$107,467.78 | \$109,587.71 | \$111,815.81 |
|  |  | \$7,495.49 | \$7,794.73 | \$7,949.76 | \$8,110.20 | \$8,274.24 | \$8,436.48 | \$8,607.74 | \$8,778.99 | \$8,955.65 | \$9,132.31 | \$9,317.99 |
|  |  | \$3,459.46 | \$3,597.57 | \$3,669.12 | \$3,743.17 | \$3,818.88 | \$3,893.76 | \$3,972.80 | \$4,051.84 | \$4,133.38 | \$4,214.91 | \$4,300.61 |
|  |  | \$43.24 | \$44.97 | \$45.86 | \$46.79 | \$47.74 | \$48.67 | \$49.66 | \$50.65 | \$51.67 | \$52.69 | \$53.76 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 16 | D63 | \$94,358.78 | \$97,711.74 | \$99,636.99 | \$101,648.77 | \$103,660.54 | \$105,780.48 | \$107,857.15 | \$110,020.35 | \$112,270.08 | \$114,476.54 | \$116,769.54 |
|  |  | \$7,863.24 | \$8,142.65 | \$8,303.09 | \$8,470.73 | \$8,638.38 | \$8,815.04 | \$8,988.10 | \$9,168.37 | \$9,355.84 | \$9,539.72 | \$9,730.80 |
|  |  | \$3,629.18 | \$3,758.14 | \$3,832.19 | \$3,909.57 | \$3,986.94 | \$4,068.48 | \$4,148.35 | \$4,231.55 | \$4,318.08 | \$4,402.94 | \$4,491.14 |
|  |  | \$45.36 | \$46.98 | \$47.90 | \$48.87 | \$49.84 | \$50.86 | \$51.85 | \$52.89 | \$53.98 | \$55.04 | \$56.14 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | DBM <br> Rating | Step 23 | Step 24 | Step 25 | Step 26 | Step 27 | Step 28 | Step 29 | Step 30 | Step 31 | Step 32 | Step 33 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | C42 | \$87,998.98 | \$89,772.80 | \$91,568.26 |  |  | \$97,170.94 |  |  |  |  |  |
|  |  | \$7,333.25 | \$7,481.07 | \$7,630.69 |  |  | \$8,097.58 |  |  |  |  |  |
|  |  | \$3,384.58 | \$3,452.80 | \$3,521.86 |  |  | \$3,737.34 |  |  |  |  |  |
|  |  | \$42.31 | \$43.16 | \$44.02 |  |  | \$46.72 |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11 | C43 | \$93,406.98 | \$95,224.06 | \$97,127.68 |  | \$101,583.87 |  |  |  |  |  |  |
|  |  | \$7,783.92 | \$7,935.34 | \$8,093.98 |  | \$8,465.33 |  |  |  |  |  |  |
|  |  | \$3,592.58 | \$3,662.46 | \$3,735.68 |  | \$3,907.07 |  |  |  |  |  |  |
|  |  | \$44.91 | \$45.78 | \$46.70 | \$0.00 | \$48.84 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | C44/C51 | \$97,603.58 | \$99,528.83 | \$101,540.61 | \$103,552.38 | \$105,629.06 | \$107,748.99 |  |  |  |  |  |
|  |  | \$8,133.64 | \$8,294.07 | \$8,461.72 | \$8,629.37 | \$8,802.42 | \$8,979.09 |  |  |  |  |  |
|  |  | \$3,753.98 | \$3,828.03 | \$3,905.41 | \$3,982.78 | \$4,062.66 | \$4,144.19 |  |  |  |  |  |
|  |  | \$46.92 | \$47.85 | \$48.82 | \$49.78 | \$50.78 | \$51.80 |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 13 | C45/C52 | \$105,347.84 | \$107,467.78 | \$109,609.34 | \$111,815.81 | \$114,043.90 |  |  |  |  |  |  |
|  |  | \$8,778.99 | \$8,955.65 | \$9,134.12 | \$9,317.99 | \$9,503.66 |  |  |  |  |  |  |
|  |  | \$4,051.84 | \$4,133.38 | \$4,215.74 | \$4,300.61 | \$4,386.30 |  |  |  |  |  |  |
|  |  | \$50.65 | \$51.67 | \$52.70 | \$53.76 | \$54.83 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 14 | D61 | \$108,982.02 | \$111,145.22 | \$113,416.58 | \$115,687.94 | \$118,002.56 | \$120,360.45 | \$122,761.60 | \$125,206.02 | \$127,693.70 | \$130,267.90 | \$132,842.11 |
|  |  | \$9,081.84 | \$9,262.10 | \$9,451.38 | \$9,640.67 | \$9,833.55 | \$10,030.04 | \$10,230.14 | \$10,433.84 | \$10,641.15 | \$10,855.66 | \$11,070.18 |
|  |  | \$4,191.62 | \$4,274.82 | \$4,362.18 | \$4,449.54 | \$4,538.56 | \$4,629.25 | \$4,721.60 | \$4,815.62 | \$4,911.30 | \$5,010.30 | \$5,109.31 |
|  |  | \$52.40 | \$53.44 | \$54.53 | \$55.62 | \$56.73 | \$57.87 | \$59.02 | \$60.20 | \$61.39 | \$62.63 | \$63.87 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | D62 | \$114,043.90 | \$116,315.26 | \$118,651.52 | \$121,009.41 | \$123,410.56 | \$125,898.24 | \$128,407.55 | \$130,960.13 | \$133,555.97 | \$136,238.34 | \$138,963.97 |
|  |  | \$9,503.66 | \$9,692.94 | \$9,887.63 | \$10,084.12 | \$10,284.22 | \$10,491.52 | \$10,700.63 | \$10,913.35 | \$11,129.67 | \$11,353.20 | \$11,580.34 |
|  |  | \$4,386.30 | \$4,473.66 | \$4,563.52 | \$4,654.21 | \$4,746.56 | \$4,842.24 | \$4,938.75 | \$5,036.93 | \$5,136.77 | \$5,239.94 | \$5,344.77 |
|  |  | \$54.83 | \$55.92 | \$57.04 | \$58.18 | \$59.33 | \$60.53 | \$61.73 | \$62.96 | \$64.21 | \$65.50 | \$66.81 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 16 | D63 | \$119,105.79 | \$121,506.94 | \$123,908.10 | \$126,395.78 | \$128,905.09 | \$131,500.93 | \$134,118.40 | \$136,800.77 | \$139,548.03 | \$142,316.93 | \$145,172.35 |
|  |  | \$9,925.49 | \$10,125.58 | \$10,325.68 | \$10,532.99 | \$10,742.09 | \$10,958.41 | \$11,176.54 | \$11,400.07 | \$11,629.01 | \$11,859.75 | \$12,097.70 |
|  |  | \$4,580.99 | \$4,673.34 | \$4,765.70 | \$4,861.38 | \$4,957.89 | \$5,057.73 | \$5,158.40 | \$5,261.57 | \$5,367.23 | \$5,473.73 | \$5,583.55 |
|  |  | \$57.26 | \$58.42 | \$59.57 | \$60.77 | \$61.97 | \$63.22 | \$64.48 | \$65.77 | \$67.09 | \$68.42 | \$69.79 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | DBM <br> Rating | Step 34 | Step 35 | Step 36 | Step 37 | Step 38 | Step 39 | Step 40 | Step 41 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | C42 |  |  |  |  |  |  |  |  |  |
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| 11 | C43 |  |  |  |  |  |  |  |  |  |
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| 12 | C44/C51 |  |  |  |  |  |  |  |  |  |
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| 13 | C45/C52 |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 14 | D61 | \$135,524.48 | \$138,228.48 | \$140,997.38 | \$143,831.17 | \$146,708.22 | \$149,628.54 | \$152,613.76 | \$155,685.50 |  |
|  |  | \$11,293.71 | \$11,519.04 | \$11,749.79 | \$11,985.94 | \$12,225.69 | \$12,469.05 | \$12,717.82 | \$12,973.80 |  |
|  |  | \$5,212.48 | \$5,316.48 | \$5,422.98 | \$5,531.97 | \$5,642.62 | \$5,754.94 | \$5,869.76 | \$5,987.90 |  |
|  |  | \$65.16 | \$66.46 | \$67.79 | \$69.15 | \$70.53 | \$71.94 | \$73.37 | \$74.85 |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 15 | D62 | \$141,732.86 | \$144,566.66 | \$147,465.34 | \$150,407.30 | \$153,435.78 | \$156,507.52 | \$159,644.16 | \$162,845.70 |  |
|  |  | \$11,811.08 | \$12,047.23 | \$12,288.78 | \$12,533.95 | \$12,786.32 | \$13,042.30 | \$13,303.69 | \$13,570.48 |  |
|  |  | \$5,451.26 | \$5,560.26 | \$5,671.74 | \$5,784.90 | \$5,901.38 | \$6,019.52 | \$6,140.16 | \$6,263.30 |  |
|  |  | \$68.14 | \$69.50 | \$70.90 | \$72.31 | \$73.77 | \$75.24 | \$76.75 | \$78.29 |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 16 | D63 | \$148,071.04 | \$151,056.26 | \$154,063.10 | \$157,156.48 | \$160,293.12 | \$163,516.29 | \$166,782.72 | \$170,092.42 |  |
|  |  | \$12,339.26 | \$12,588.03 | \$12,838.60 | \$13,096.38 | \$13,357.77 | \$13,626.36 | \$13,898.57 | \$14,174.37 |  |
|  |  | \$5,695.04 | \$5,809.86 | \$5,925.50 | \$6,044.48 | \$6,165.12 | \$6,289.09 | \$6,414.72 | \$6,542.02 |  |
|  |  | \$71.19 | \$72.62 | \$74.07 | \$75.56 | \$77.06 | \$78.61 | \$80.18 | \$81.78 |  |
|  |  |  |  |  |  |  |  |  |  |  |


| Range | $\begin{gathered} \hline \text { DBM } \\ \text { Rating } \end{gathered}$ | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 17 | D71 | \$75,474.05 | \$77,550.72 | \$79,605.76 | \$81,660.80 | \$83,694.21 | \$85,749.25 | \$87,631.23 | \$89,491.58 | \$91,330.30 | \$93,212.29 | \$95,072.64 |
|  |  | \$6,289.51 | \$6,462.56 | \$6,633.82 | \$6,805.07 | \$6,974.52 | \$7,145.77 | \$7,302.61 | \$7,457.63 | \$7,610.86 | \$7,767.69 | \$7,922.72 |
|  |  | \$2,902.85 | \$2,982.72 | \$3,061.76 | \$3,140.80 | \$3,219.01 | \$3,298.05 | \$3,370.43 | \$3,441.98 | \$3,512.70 | \$3,585.09 | \$3,656.64 |
|  |  | \$36.29 | \$37.28 | \$38.27 | \$39.26 | \$40.24 | \$41.23 | \$42.13 | \$43.02 | \$43.91 | \$44.81 | \$45.71 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 18 | D72 | \$80,060.03 | \$82,244.86 | \$84,408.06 | \$86,592.90 | \$88,777.73 | \$90,940.93 | \$92,909.44 | \$94,856.32 | \$96,759.94 | \$98,728.45 | \$100,718.59 |
|  |  | \$6,671.67 | \$6,853.74 | \$7,034.01 | \$7,216.08 | \$7,398.15 | \$7,578.41 | \$7,742.46 | \$7,904.70 | \$8,063.33 | \$8,227.37 | \$8,393.22 |
|  |  | \$3,079.23 | \$3,163.26 | \$3,246.46 | \$3,330.50 | \$3,414.53 | \$3,497.73 | \$3,573.44 | \$3,648.32 | \$3,721.54 | \$3,797.25 | \$3,873.79 |
|  |  | \$38.49 | \$39.54 | \$40.58 | \$41.63 | \$42.68 | \$43.72 | \$44.67 | \$45.60 | \$46.52 | \$47.47 | \$48.42 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 19 | E81 | \$82,093.44 | \$84,278.27 | \$86,484.74 | \$88,691.20 | \$90,897.66 | \$93,125.76 | \$95,267.33 | \$97,322.37 | \$99,377.41 | \$101,410.82 | \$103,422.59 |
|  |  | \$6,841.12 | \$7,023.19 | \$7,207.06 | \$7,390.94 | \$7,574.81 | \$7,760.48 | \$7,938.95 | \$8,110.20 | \$8,281.45 | \$8,450.90 | \$8,618.55 |
|  |  | \$3,157.44 | \$3,241.47 | \$3,326.34 | \$3,411.20 | \$3,496.06 | \$3,581.76 | \$3,664.13 | \$3,743.17 | \$3,822.21 | \$3,900.42 | \$3,977.79 |
|  |  | \$39.47 | \$40.52 | \$41.58 | \$42.64 | \$43.70 | \$44.77 | \$45.80 | \$46.79 | \$47.78 | \$48.76 | \$49.72 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 20 | E82 | \$85,078.66 | \$87,350.02 | \$89,621.38 | \$91,892.74 | \$94,228.99 | \$96,500.35 | \$98,728.45 | \$100,826.75 | \$102,860.16 | \$104,915.20 | \$106,970.24 |
|  |  | \$7,089.89 | \$7,279.17 | \$7,468.45 | \$7,657.73 | \$7,852.42 | \$8,041.70 | \$8,227.37 | \$8,402.23 | \$8,571.68 | \$8,742.94 | \$8,914.19 |
|  |  | \$3,272.26 | \$3,359.62 | \$3,446.98 | \$3,534.34 | \$3,624.19 | \$3,711.55 | \$3,797.25 | \$3,877.95 | \$3,956.16 | \$4,035.20 | \$4,114.24 |
|  |  | \$40.90 | \$42.00 | \$43.09 | \$44.18 | \$45.30 | \$46.39 | \$47.47 | \$48.47 | \$49.45 | \$50.44 | \$51.43 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 21 | E83 | \$88,085.50 | \$90,400.13 | \$92,801.28 | \$95,137.54 | \$97,495.42 | \$99,874.94 | \$102,254.46 | \$104,374.40 | \$106,559.23 | \$108,744.06 | \$110,928.90 |
|  |  | \$7,340.46 | \$7,533.35 | \$7,733.44 | \$7,928.13 | \$8,124.62 | \$8,322.92 | \$8,521.21 | \$8,697.87 | \$8,879.94 | \$9,062.01 | \$9,244.08 |
|  |  | \$3,387.90 | \$3,476.93 | \$3,569.28 | \$3,659.14 | \$3,749.82 | \$3,841.34 | \$3,932.86 | \$4,014.40 | \$4,098.43 | \$4,182.46 | \$4,266.50 |
|  |  | \$42.35 | \$43.46 | \$44.62 | \$45.74 | \$46.87 | \$48.02 | \$49.16 | \$50.18 | \$51.23 | \$52.28 | \$53.33 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | DBM <br> Rating | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 17 | D71 | \$96,911.36 | \$98,793.34 | \$100,696.96 | \$104,244.61 | \$106,321.28 | \$108,484.48 | \$110,647.68 | \$112,810.88 | \$115,125.50 | \$117,418.50 | \$119,798.02 |
|  |  | \$8,075.95 | \$8,232.78 | \$8,391.42 | \$8,687.05 | \$8,860.11 | \$9,040.38 | \$9,220.64 | \$9,400.91 | \$9,593.80 | \$9,784.88 | \$9,983.17 |
|  |  | \$3,727.36 | \$3,799.74 | \$3,872.96 | \$4,009.41 | \$4,089.28 | \$4,172.48 | \$4,255.68 | \$4,338.88 | \$4,427.90 | \$4,516.10 | \$4,607.62 |
|  |  | \$46.59 | \$47.50 | \$48.41 | \$50.12 | \$51.12 | \$52.16 | \$53.20 | \$54.24 | \$55.35 | \$56.45 | \$57.60 |
| 18 | D72 | \$102,622.21 | \$104,590.72 | \$106,537.60 | \$110,582.78 | \$112,745.98 | \$115,060.61 | \$117,353.60 | \$119,711.49 | \$122,091.01 | \$124,470.53 | \$126,979.84 |
|  |  | \$8,551.85 | \$8,715.90 | \$8,878.14 | \$9,215.24 | \$9,395.50 | \$9,588.39 | \$9,779.47 | \$9,975.96 | \$10,174.25 | \$10,372.55 | \$10,581.66 |
|  |  | \$3,947.01 | \$4,022.72 | \$4,097.60 | \$4,253.18 | \$4,336.38 | \$4,425.41 | \$4,513.60 | \$4,604.29 | \$4,695.81 | \$4,787.33 | \$4,883.84 |
|  |  | \$49.34 | \$50.28 | \$51.22 | \$53.16 | \$54.20 | \$55.32 | \$56.42 | \$57.55 | \$58.70 | \$59.84 | \$61.05 |
| 19 | E81 | \$105,477.63 | \$107,511.04 | \$109,522.82 | \$111,534.59 | \$113,611.26 | \$117,288.70 | \$119,624.96 | \$121,982.85 | \$124,427.26 | \$126,914.94 | \$129,489.15 |
|  |  | \$8,789.81 | \$8,959.26 | \$9,126.90 | \$9,294.55 | \$9,467.61 | \$9,774.06 | \$9,968.75 | \$10,165.24 | \$10,368.94 | \$10,576.25 | \$10,790.77 |
|  |  | \$4,056.83 | \$4,135.04 | \$4,212.42 | \$4,289.79 | \$4,369.66 | \$4,511.10 | \$4,600.96 | \$4,691.65 | \$4,785.66 | \$4,881.34 | \$4,980.35 |
|  |  | \$50.71 | \$51.69 | \$52.66 | \$53.62 | \$54.62 | \$56.39 | \$57.51 | \$58.65 | \$59.82 | \$61.02 | \$62.25 |
| 20 | E82 | \$109,025.28 | \$111,058.69 | \$113,113.73 | \$115,190.40 | \$117,245.44 | \$121,550.21 | \$123,951.36 | \$126,460.67 | \$128,948.35 | \$131,565.82 | \$134,204.93 |
|  |  | \$9,085.44 | \$9,254.89 | \$9,426.15 | \$9,599.20 | \$9,770.46 | \$10,129.19 | \$10,329.28 | \$10,538.39 | \$10,745.70 | \$10,963.82 | \$11,183.75 |
|  |  | \$4,193.28 | \$4,271.49 | \$4,350.53 | \$4,430.40 | \$4,509.44 | \$4,675.01 | \$4,767.36 | \$4,863.87 | \$4,959.55 | \$5,060.22 | \$5,161.73 |
|  |  | \$52.42 | \$53.39 | \$54.38 | \$55.38 | \$56.37 | \$58.44 | \$59.59 | \$60.80 | \$61.99 | \$63.25 | \$64.52 |
| 21 | E83 | \$113,092.10 | \$115,276.93 | \$117,483.39 | \$119,689.86 | \$121,809.79 | \$125,768.45 | \$128,277.76 | \$130,873.60 | \$133,447.81 | \$136,173.44 | \$138,899.07 |
|  |  | \$9,424.34 | \$9,606.41 | \$9,790.29 | \$9,974.16 | \$10,150.82 | \$10,480.71 | \$10,689.82 | \$10,906.14 | \$11,120.65 | \$11,347.79 | \$11,574.93 |
|  |  | \$4,349.70 | \$4,433.73 | \$4,518.59 | \$4,603.46 | \$4,684.99 | \$4,837.25 | \$4,933.76 | \$5,033.60 | \$5,132.61 | \$5,237.44 | \$5,342.27 |
|  |  | \$54.37 | \$55.42 | \$56.48 | \$57.54 | \$58.56 | \$60.47 | \$61.67 | \$62.92 | \$64.16 | \$65.47 | \$66.78 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |


| Range | $\begin{gathered} \hline \text { DBM } \\ \text { Rating } \end{gathered}$ | Step 23 | Step 24 | Step 25 | Step 26 | Step 27 | Step 28 | Step 29 | Step 30 | Step 31 | Step 32 | Step 33 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 17 | D71 | \$122,155.90 | \$124,600.32 | \$127,066.37 | \$129,618.94 | \$132,214.78 | \$134,875.52 | \$137,557.89 | \$140,305.15 | \$143,117.31 | \$145,994.37 | \$148,914.69 |
|  |  | \$10,179.66 | \$10,383.36 | \$10,588.87 | \$10,801.58 | \$11,017.90 | \$11,239.63 | \$11,463.16 | \$11,692.10 | \$11,926.45 | \$12,166.20 | \$12,409.56 |
|  |  | \$4,698.30 | \$4,792.32 | \$4,887.17 | \$4,985.34 | \$5,085.18 | \$5,187.52 | \$5,290.69 | \$5,396.35 | \$5,504.51 | \$5,615.17 | \$5,727.49 |
|  |  | \$58.73 | \$59.90 | \$61.09 | \$62.32 | \$63.56 | \$64.84 | \$66.13 | \$67.45 | \$68.81 | \$70.19 | \$71.59 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 18 | D72 | \$129,532.42 | \$132,106.62 | \$134,767.36 | \$137,471.36 | \$140,240.26 | \$143,052.42 | \$145,886.21 | \$148,828.16 | \$151,813.38 | \$154,841.86 | \$157,935.23 |
|  |  | \$10,794.37 | \$11,008.89 | \$11,230.62 | \$11,455.95 | \$11,686.69 | \$11,921.04 | \$12,157.19 | \$12,402.35 | \$12,651.12 | \$12,903.49 | \$13,161.27 |
|  |  | \$4,982.02 | \$5,081.02 | \$5,183.36 | \$5,287.36 | \$5,393.86 | \$5,502.02 | \$5,611.01 | \$5,724.16 | \$5,838.98 | \$5,955.46 | \$6,074.43 |
|  |  | \$62.28 | \$63.51 | \$64.79 | \$66.09 | \$67.42 | \$68.78 | \$70.14 | \$71.55 | \$72.99 | \$74.44 | \$75.93 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 19 | E81 | \$132,063.36 | \$134,702.46 | \$137,406.46 | \$118,543.36 | \$142,965.89 | \$145,821.31 | \$148,741.63 | \$151,705.22 | \$154,755.33 | \$157,827.07 | \$160,985.34 |
|  |  | \$11,005.28 | \$11,225.21 | \$11,450.54 | \$9,878.62 | \$11,913.83 | \$12,151.78 | \$12,395.14 | \$12,642.11 | \$12,896.28 | \$13,152.26 | \$13,415.45 |
|  |  | \$5,079.36 | \$5,180.86 | \$5,284.86 | \$4,559.36 | \$5,498.69 | \$5,608.51 | \$5,720.83 | \$5,834.82 | \$5,952.13 | \$6,070.27 | \$6,191.74 |
|  |  | \$63.49 | \$64.76 | \$66.06 | \$56.99 | \$68.73 | \$70.11 | \$71.51 | \$72.94 | \$74.40 | \$75.88 | \$77.40 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 20 | E82 | \$136,844.03 | \$139,612.93 | \$142,381.82 | \$145,237.25 | \$148,135.94 | \$151,099.52 | \$154,106.37 | \$157,221.38 | \$160,336.38 | \$163,581.18 | \$166,847.62 |
|  |  | \$11,403.67 | \$11,634.42 | \$11,865.16 | \$12,103.11 | \$12,344.67 | \$12,591.63 | \$12,842.20 | \$13,101.79 | \$13,361.37 | \$13,631.77 | \$13,903.97 |
|  |  | \$5,263.23 | \$5,369.73 | \$5,476.22 | \$5,586.05 | \$5,697.54 | \$5,811.52 | \$5,927.17 | \$6,046.98 | \$6,166.78 | \$6,291.58 | \$6,417.22 |
|  |  | \$65.79 | \$67.12 | \$68.45 | \$69.83 | \$71.22 | \$72.64 | \$74.09 | \$75.59 | \$77.08 | \$78.64 | \$80.22 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 21 | E83 | \$141,646.34 | \$144,501.76 | \$147,378.82 | \$150,342.40 | \$153,327.62 | \$156,399.36 | \$159,557.63 | \$162,715.90 | \$165,982.34 | \$169,292.03 | \$172,709.89 |
|  |  | \$11,803.87 | \$12,041.82 | \$12,281.57 | \$12,528.54 | \$12,777.31 | \$13,033.29 | \$13,296.47 | \$13,559.66 | \$13,831.87 | \$14,107.67 | \$14,392.50 |
|  |  | \$5,447.94 | \$5,557.76 | \$5,668.42 | \$5,782.40 | \$5,897.22 | \$6,015.36 | \$6,136.83 | \$6,258.30 | \$6,383.94 | \$6,511.23 | \$6,642.69 |
|  |  | \$68.10 | \$69.47 | \$70.86 | \$72.28 | \$73.72 | \$75.19 | \$76.71 | \$78.23 | \$79.80 | \$81.39 | \$83.03 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |

UNIFIED GOVERNMENT OF WYANDOTTE COUNTY/KC, KS Non-Union Classification Compensation Plan (Uinion Codes 91,92) Effective January 1, 2024 (4\%)

| Range | DBM <br> Rating | Step 34 | Step 35 | Step 36 | Step 37 | Step 38 | Step 39 | Step 40 | Step 41 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 17 | D71 | \$151,878.27 | \$154,906.75 | \$158,000.13 | \$161,180.03 | \$164,381.57 | \$167,691.26 | \$171,022.59 | \$174,440.45 |  |
|  |  | \$12,656.53 | \$12,908.90 | \$13,166.68 | \$13,431.67 | \$13,698.47 | \$13,974.28 | \$14,251.89 | \$14,536.71 |  |
|  |  | \$5,841.47 | \$5,957.95 | \$6,076.93 | \$6,199.23 | \$6,322.37 | \$6,449.66 | \$6,577.79 | \$6,709.25 |  |
|  |  | \$73.02 | \$74.47 | \$75.96 | \$77.49 | \$79.03 | \$80.62 | \$82.22 | \$83.87 |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 18 | D72 | \$161,071.87 | \$164,316.67 | \$167,604.74 | \$170,936.06 | \$174,353.92 | \$177,836.67 | \$181,405.95 | \$185,018.50 |  |
|  |  | \$13,422.66 | \$13,693.06 | \$13,967.07 | \$14,244.68 | \$14,529.50 | \$14,819.73 | \$15,117.17 | \$15,418.21 |  |
|  |  | \$6,195.07 | \$6,319.87 | \$6,446.34 | \$6,574.46 | \$6,705.92 | \$6,839.87 | \$6,977.15 | \$7,116.10 |  |
|  |  | \$77.44 | \$79.00 | \$80.58 | \$82.18 | \$83.82 | \$85.50 | \$87.21 | \$88.95 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |
| 19 | E81 | \$164,230.14 | \$167,496.58 | \$170,849.54 | \$174,267.39 | \$177,750.14 | \$181,297.79 | \$184,931.97 | \$188,631.04 |  |
|  |  | \$13,685.85 | \$13,958.05 | \$14,237.47 | \$14,522.29 | \$14,812.52 | \$15,108.16 | \$15,411.00 | \$15,719.26 |  |
|  |  | \$6,316.54 | \$6,442.18 | \$6,571.14 | \$6,702.59 | \$6,836.54 | \$6,972.99 | \$7,112.77 | \$7,255.04 |  |
|  |  | \$78.96 | \$80.53 | \$82.14 | \$83.78 | \$85.46 | \$87.16 | \$88.91 | \$90.69 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |
| 20 | E82 | \$170,200.58 | \$173,596.80 | \$177,057.92 | \$180,583.94 | \$184,174.85 | \$187,852.29 | \$191,637.89 | \$195,466.75 |  |
|  |  | \$14,183.39 | \$14,466.41 | \$14,754.83 | \$15,048.67 | \$15,347.91 | \$15,654.36 | \$15,969.83 | \$16,288.90 |  |
|  |  | \$6,546.18 | \$6,676.80 | \$6,809.92 | \$6,945.54 | \$7,083.65 | \$7,225.09 | \$7,370.69 | \$7,517.95 |  |
|  |  | \$81.83 | \$83.46 | \$85.12 | \$86.82 | \$88.55 | \$90.31 | \$92.13 | \$93.97 |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 21 | E83 | \$176,171.01 | \$179,718.66 | \$183,309.57 | \$186,987.01 | \$190,729.34 | \$194,558.21 | \$198,430.34 | \$202,388.99 |  |
|  |  | \$14,680.92 | \$14,976.56 | \$15,275.80 | \$15,582.26 | \$15,894.12 | \$16,213.19 | \$16,535.87 | \$16,865.76 |  |
|  |  | \$6,775.81 | \$6,912.26 | \$7,050.37 | \$7,191.81 | \$7,335.74 | \$7,483.01 | \$7,631.94 | \$7,784.19 |  |
|  |  | \$84.70 | \$86.40 | \$88.13 | \$89.90 | \$91.70 | \$93.54 | \$95.40 | \$97.30 |  |
|  |  |  |  |  |  |  |  |  |  |  |

