

#2 OSEA

16/17 scale, increased by percent, increase between steps at 2%

| 12 mo | Multiplier:<br>Old Colum | YEAR 1 (17/18) |       |       |       |       |       |       |       |       |       |       |       |
|-------|--------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       |                          | 1              | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 10.38                    | 11.00          | 11.22 | 11.45 | 11.68 | 11.91 | 12.15 | 12.39 | 12.64 | 12.89 | 13.15 | 13.41 | 13.68 |
| 2     | 10.38                    | 11.00          | 11.22 | 11.45 | 11.68 | 11.91 | 12.15 | 12.39 | 12.64 | 12.89 | 13.15 | 13.41 | 13.68 |
| 3     | 11.36                    | 12.04          | 12.28 | 12.53 | 12.78 | 13.03 | 13.29 | 13.56 | 13.83 | 14.11 | 14.39 | 14.68 | 14.97 |
| 4     | 13.35                    | 14.15          | 14.43 | 14.72 | 15.02 | 15.32 | 15.62 | 15.94 | 16.26 | 16.58 | 16.91 | 17.25 | 17.59 |
| 5     | 14.82                    | 15.71          | 16.02 | 16.34 | 16.67 | 17.00 | 17.34 | 17.69 | 18.04 | 18.41 | 18.77 | 19.15 | 19.53 |
| 6     | 14.82                    | 15.71          | 16.02 | 16.34 | 16.67 | 17.00 | 17.34 | 17.69 | 18.04 | 18.41 | 18.77 | 19.15 | 19.53 |
| 7     | 14.82                    | 15.71          | 16.02 | 16.34 | 16.67 | 17.00 | 17.34 | 17.69 | 18.04 | 18.41 | 18.77 | 19.15 | 19.53 |
| 8     | 15.81                    | 16.76          | 17.09 | 17.44 | 17.78 | 18.14 | 18.50 | 18.87 | 19.25 | 19.64 | 20.03 | 20.43 | 20.84 |
| 9     | 15.81                    | 16.76          | 17.09 | 17.44 | 17.78 | 18.14 | 18.50 | 18.87 | 19.25 | 19.64 | 20.03 | 20.43 | 20.84 |
| 10    | 15.81                    | 16.76          | 17.09 | 17.44 | 17.78 | 18.14 | 18.50 | 18.87 | 19.25 | 19.64 | 20.03 | 20.43 | 20.84 |
| 11    | 15.81                    | 16.76          | 17.09 | 17.44 | 17.78 | 18.14 | 18.50 | 18.87 | 19.25 | 19.64 | 20.03 | 20.43 | 20.84 |
| 12    | 15.81                    | 16.76          | 17.09 | 17.44 | 17.78 | 18.14 | 18.50 | 18.87 | 19.25 | 19.64 | 20.03 | 20.43 | 20.84 |
| 13    | 16.00                    | 16.96          | 17.30 | 17.65 | 18.00 | 18.36 | 18.73 | 19.10 | 19.48 | 19.87 | 20.27 | 20.67 | 21.09 |
| 14    | 16.79                    | 17.80          | 18.15 | 18.52 | 18.89 | 19.26 | 19.65 | 20.04 | 20.44 | 20.85 | 21.27 | 21.69 | 22.13 |
| 15    | 16.79                    | 17.80          | 18.15 | 18.52 | 18.89 | 19.26 | 19.65 | 20.04 | 20.44 | 20.85 | 21.27 | 21.69 | 22.13 |
| 16    | 18.26                    | 19.36          | 19.74 | 20.14 | 20.54 | 20.95 | 21.37 | 21.80 | 22.23 | 22.68 | 23.13 | 23.59 | 24.07 |
| 17    | 18.26                    | 19.36          | 19.74 | 20.14 | 20.54 | 20.95 | 21.37 | 21.80 | 22.23 | 22.68 | 23.13 | 23.59 | 24.07 |
| 18    | 20.26                    | 21.48          | 21.91 | 22.34 | 22.79 | 23.25 | 23.71 | 24.19 | 24.67 | 25.16 | 25.67 | 26.18 | 26.70 |
| 19    | 20.26                    | 21.48          | 21.91 | 22.34 | 22.79 | 23.25 | 23.71 | 24.19 | 24.67 | 25.16 | 25.67 | 26.18 | 26.70 |
| 20    | 22.71                    | 24.07          | 24.55 | 25.05 | 25.55 | 26.06 | 26.58 | 27.11 | 27.65 | 28.20 | 28.77 | 29.34 | 29.93 |
| 21    | 21.43                    | 22.72          | 23.17 | 23.63 | 24.11 | 24.59 | 25.08 | 25.58 | 26.09 | 26.62 | 27.15 | 27.69 | 28.24 |
| 22    | 23.59                    | 25.01          | 25.51 | 26.02 | 26.54 | 27.07 | 27.61 | 28.16 | 28.72 | 29.30 | 29.88 | 30.48 | 31.09 |
| 23    | 25.67                    | 27.21          | 27.75 | 28.31 | 28.88 | 29.45 | 30.04 | 30.64 | 31.26 | 31.88 | 32.52 | 33.17 | 33.83 |
| 24    | 25.67                    | 27.21          | 27.75 | 28.31 | 28.88 | 29.45 | 30.04 | 30.64 | 31.26 | 31.88 | 32.52 | 33.17 | 33.83 |
| 25    | 20.98                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 26    | 16.00                    | 16.96          | 17.30 | 17.65 | 18.00 | 18.36 | 18.73 | 19.10 | 19.48 | 19.87 | 20.27 | 20.67 | 21.09 |
| 27    | 27.24                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 28    | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |

16/17 scale, increased by percent, increase between steps at 2%

| 10 mo | Multiplier:<br>Old Colum | YEAR 1 (17/18) |       |       |       |       |       |       |       |       |       |       |       |
|-------|--------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       |                          | 1              | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 11.72                    | 12.42          | 12.67 | 12.93 | 13.18 | 13.45 | 13.72 | 13.99 | 14.27 | 14.56 | 14.85 | 15.14 | 15.45 |
| 2     | 12.25                    | 12.99          | 13.24 | 13.51 | 13.78 | 14.06 | 14.34 | 14.62 | 14.92 | 15.21 | 15.52 | 15.83 | 16.15 |
| 3     | 12.25                    | 12.99          | 13.24 | 13.51 | 13.78 | 14.06 | 14.34 | 14.62 | 14.92 | 15.21 | 15.52 | 15.83 | 16.15 |
| 4     | 12.25                    | 12.99          | 13.24 | 13.51 | 13.78 | 14.06 | 14.34 | 14.62 | 14.92 | 15.21 | 15.52 | 15.83 | 16.15 |
| 5     | 12.80                    | 13.57          | 13.84 | 14.12 | 14.40 | 14.69 | 14.98 | 15.28 | 15.59 | 15.90 | 16.22 | 16.54 | 16.87 |
| 6     | 13.84                    | 14.67          | 14.96 | 15.26 | 15.57 | 15.88 | 16.20 | 16.52 | 16.85 | 17.19 | 17.53 | 17.88 | 18.24 |
| 7     | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |
| 8     | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |
| 9     | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |
| 10    | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |
| 11    | 15.98                    | 16.94          | 17.28 | 17.62 | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.24 | 20.65 | 21.06 |
| 12    | 19.68                    | 20.86          | 21.28 | 21.70 | 22.14 | 22.58 | 23.03 | 23.49 | 23.96 | 24.44 | 24.93 | 25.43 | 25.94 |
| 13    | 22.36                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 14    | 17.04                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 15    | 18.44                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 16    | 14.76                    | 15.65          | 15.96 | 16.28 | 16.60 | 16.94 | 17.27 | 17.62 | 17.97 | 18.33 | 18.70 | 19.07 | 19.45 |
| 17    | 17.04                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 18    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 19    | 18.26                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 20    | 18.26                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 21    | 17.29                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 22    | 17.92                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 23    | 17.83                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 24    | 17.55                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 25    | 18.25                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 26    | 17.55                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 27    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 28    | 18.25                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 29    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 30    | 17.29                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 31    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 32    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 33    | 0                        |                |       |       |       |       |       |       |       |       |       |       |       |
| 34    | 16.54                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 35    | 15.50                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 36    | 16.54                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 37    | 15.50                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 38    | 18.16                    | 19.25          | 20.40 | 20.81 | 21.23 | 21.65 | 22.09 | 22.53 | 22.98 | 23.44 | 23.91 | 24.39 | 24.87 |

17/18 scale, increased by percent, increase between steps at 2%

| 12 mo | YEAR 2 (18/19)       |       |       |       |       |       |       |       |       |       |       |       |       |
|-------|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       | Multiplier:<br>1.060 | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 11.00                | 11.66 | 11.90 | 12.13 | 12.38 | 12.62 | 12.88 | 13.13 | 13.40 | 13.67 | 13.94 | 14.22 | 14.50 |
| 2     | 11.00                | 11.66 | 11.90 | 12.13 | 12.38 | 12.62 | 12.88 | 13.13 | 13.40 | 13.67 | 13.94 | 14.22 | 14.50 |
| 3     | 12.04                | 12.76 | 13.02 | 13.28 | 13.55 | 13.82 | 14.09 | 14.37 | 14.66 | 14.96 | 15.25 | 15.56 | 15.87 |
| 4     | 14.15                | 15.00 | 15.30 | 15.61 | 15.92 | 16.24 | 16.56 | 16.89 | 17.23 | 17.57 | 17.93 | 18.28 | 18.65 |
| 5     | 15.71                | 16.65 | 16.98 | 17.32 | 17.67 | 18.02 | 18.38 | 18.75 | 19.13 | 19.51 | 19.90 | 20.30 | 20.70 |
| 6     | 15.71                | 16.65 | 16.98 | 17.32 | 17.67 | 18.02 | 18.38 | 18.75 | 19.13 | 19.51 | 19.90 | 20.30 | 20.70 |
| 7     | 15.71                | 16.65 | 16.98 | 17.32 | 17.67 | 18.02 | 18.38 | 18.75 | 19.13 | 19.51 | 19.90 | 20.30 | 20.70 |
| 8     | 15.71                | 16.65 | 16.98 | 17.32 | 17.67 | 18.02 | 18.38 | 18.75 | 19.13 | 19.51 | 19.90 | 20.30 | 20.70 |
| 9     | 16.76                | 17.76 | 18.12 | 18.48 | 18.85 | 19.23 | 19.61 | 20.01 | 20.41 | 20.81 | 21.23 | 21.65 | 22.09 |
| 10    | 16.76                | 17.76 | 18.12 | 18.48 | 18.85 | 19.23 | 19.61 | 20.01 | 20.41 | 20.81 | 21.23 | 21.65 | 22.09 |
| 11    | 16.76                | 17.76 | 18.12 | 18.48 | 18.85 | 19.23 | 19.61 | 20.01 | 20.41 | 20.81 | 21.23 | 21.65 | 22.09 |
| 12    | 16.76                | 17.76 | 18.12 | 18.48 | 18.85 | 19.23 | 19.61 | 20.01 | 20.41 | 20.81 | 21.23 | 21.65 | 22.09 |
| 13    | 16.96                | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.25 | 20.65 | 21.06 | 21.48 | 21.91 | 22.35 |
| 14    | 17.80                | 18.87 | 19.24 | 19.63 | 20.02 | 20.42 | 20.83 | 21.25 | 21.67 | 22.10 | 22.55 | 23.00 | 23.46 |
| 15    | 17.80                | 18.87 | 19.24 | 19.63 | 20.02 | 20.42 | 20.83 | 21.25 | 21.67 | 22.10 | 22.55 | 23.00 | 23.46 |
| 16    | 19.36                | 20.52 | 20.93 | 21.35 | 21.77 | 22.21 | 22.65 | 23.11 | 23.57 | 24.04 | 24.52 | 25.01 | 25.51 |
| 17    | 19.36                | 20.52 | 20.93 | 21.35 | 21.77 | 22.21 | 22.65 | 23.11 | 23.57 | 24.04 | 24.52 | 25.01 | 25.51 |
| 18    | 21.48                | 22.76 | 23.22 | 23.68 | 24.16 | 24.64 | 25.13 | 25.64 | 26.15 | 26.67 | 27.21 | 27.75 | 28.30 |
| 19    | 21.48                | 22.76 | 23.22 | 23.68 | 24.16 | 24.64 | 25.13 | 25.64 | 26.15 | 26.67 | 27.21 | 27.75 | 28.30 |
| 20    | 24.07                | 25.52 | 26.03 | 26.55 | 27.08 | 27.62 | 28.17 | 28.74 | 29.31 | 29.90 | 30.50 | 31.11 | 31.73 |
| 21    | 22.72                | 24.08 | 24.56 | 25.05 | 25.55 | 26.06 | 26.58 | 27.12 | 27.66 | 28.21 | 28.78 | 29.35 | 29.94 |
| 22    | 25.01                | 26.51 | 27.04 | 27.58 | 28.13 | 28.69 | 29.26 | 29.85 | 30.45 | 31.06 | 31.68 | 32.31 | 32.96 |
| 23    | 27.21                | 28.84 | 29.42 | 30.01 | 30.61 | 31.22 | 31.84 | 32.48 | 33.13 | 33.79 | 34.47 | 35.16 | 35.86 |
| 24    | 27.21                | 28.84 | 29.42 | 30.01 | 30.61 | 31.22 | 31.84 | 32.48 | 33.13 | 33.79 | 34.47 | 35.16 | 35.86 |
| 25    | 22.24                | 23.96 | 24.76 | 25.58 | 26.41 | 27.25 | 28.10 | 28.96 | 29.83 | 30.71 | 31.60 | 32.50 | 33.41 |
| 26    | 16.96                | 17.98 | 18.34 | 18.70 | 19.08 | 19.46 | 19.85 | 20.25 | 20.65 | 21.06 | 21.48 | 21.91 | 22.35 |
| 27    | 28.87                | 30.96 | 32.16 | 33.38 | 34.61 | 35.85 | 37.10 | 38.36 | 39.63 | 40.91 | 42.20 | 43.50 | 44.81 |
| 28    | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |

17/18 scale, increased by percent, increase between steps at 2%

| 10 mo | YEAR 2 (18/19)       |       |       |       |       |       |       |       |       |       |       |       |       |
|-------|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       | Multiplier:<br>1.060 | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 12.42                | 13.17 | 13.43 | 13.70 | 13.97 | 14.25 | 14.54 | 14.83 | 15.13 | 15.43 | 15.74 | 16.05 | 16.37 |
| 2     | 12.99                | 13.76 | 14.04 | 14.32 | 14.61 | 14.90 | 15.20 | 15.50 | 15.81 | 16.13 | 16.45 | 16.78 | 17.11 |
| 3     | 12.99                | 13.76 | 14.04 | 14.32 | 14.61 | 14.90 | 15.20 | 15.50 | 15.81 | 16.13 | 16.45 | 16.78 | 17.11 |
| 4     | 12.99                | 13.76 | 14.04 | 14.32 | 14.61 | 14.90 | 15.20 | 15.50 | 15.81 | 16.13 | 16.45 | 16.78 | 17.11 |
| 5     | 13.57                | 14.38 | 14.67 | 14.96 | 15.26 | 15.57 | 15.88 | 16.20 | 16.52 | 16.85 | 17.19 | 17.53 | 17.88 |
| 6     | 14.67                | 15.55 | 15.86 | 16.18 | 16.50 | 16.83 | 17.17 | 17.51 | 17.86 | 18.22 | 18.58 | 18.96 | 19.34 |
| 7     | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |
| 8     | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |
| 9     | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |
| 10    | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |
| 11    | 16.94                | 17.96 | 18.31 | 18.68 | 19.05 | 19.44 | 19.82 | 20.22 | 20.62 | 21.04 | 21.46 | 21.89 | 22.32 |
| 12    | 20.86                | 22.11 | 22.55 | 23.01 | 23.47 | 23.94 | 24.41 | 24.90 | 25.40 | 25.91 | 26.43 | 26.95 | 27.49 |
| 13    | 23.70                | 25.25 | 25.85 | 26.46 | 27.08 | 27.71 | 28.35 | 29.00 | 29.66 | 30.33 | 31.01 | 31.70 | 32.40 |
| 14    | 18.06                | 19.06 | 19.55 | 20.05 | 20.56 | 21.07 | 21.59 | 22.11 | 22.64 | 23.17 | 23.71 | 24.25 | 24.80 |
| 15    | 19.55                | 20.75 | 21.15 | 21.56 | 21.97 | 22.39 | 22.82 | 23.25 | 23.69 | 24.13 | 24.58 | 25.03 | 25.49 |
| 16    | 15.65                | 16.58 | 16.92 | 17.25 | 17.60 | 17.95 | 18.31 | 18.68 | 19.05 | 19.43 | 19.82 | 20.22 | 20.62 |
| 17    | 18.06                | 19.36 | 19.85 | 20.35 | 20.86 | 21.37 | 21.89 | 22.41 | 22.94 | 23.47 | 24.00 | 24.53 | 25.07 |
| 18    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 19    | 19.36                | 20.76 | 21.25 | 21.76 | 22.27 | 22.79 | 23.31 | 23.84 | 24.37 | 24.90 | 25.43 | 25.96 | 26.50 |
| 20    | 19.36                | 20.76 | 21.25 | 21.76 | 22.27 | 22.79 | 23.31 | 23.84 | 24.37 | 24.90 | 25.43 | 25.96 | 26.50 |
| 21    | 18.33                | 19.53 | 20.02 | 20.53 | 21.04 | 21.56 | 22.08 | 22.60 | 23.13 | 23.66 | 24.19 | 24.72 | 25.25 |
| 22    | 19.00                | 20.40 | 20.89 | 21.40 | 21.91 | 22.43 | 22.95 | 23.47 | 24.00 | 24.53 | 25.06 | 25.59 | 26.12 |
| 23    | 18.90                | 20.30 | 20.79 | 21.30 | 21.81 | 22.33 | 22.85 | 23.37 | 23.90 | 24.43 | 24.96 | 25.49 | 26.02 |
| 24    | 18.60                | 20.00 | 20.49 | 20.99 | 21.50 | 22.01 | 22.53 | 23.05 | 23.58 | 24.11 | 24.64 | 25.17 | 25.70 |
| 25    | 19.35                | 20.75 | 21.24 | 21.75 | 22.26 | 22.77 | 23.29 | 23.81 | 24.34 | 24.87 | 25.40 | 25.93 | 26.46 |
| 26    | 18.60                | 19.99 | 20.48 | 20.98 | 21.49 | 22.00 | 22.51 | 23.03 | 23.55 | 24.07 | 24.60 | 25.13 | 25.66 |
| 27    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 28    | 19.35                | 20.75 | 21.24 | 21.75 | 22.26 | 22.77 | 23.29 | 23.81 | 24.34 | 24.87 | 25.40 | 25.93 | 26.46 |
| 29    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 30    | 18.33                | 19.53 | 20.02 | 20.53 | 21.04 | 21.56 | 22.08 | 22.60 | 23.13 | 23.66 | 24.19 | 24.72 | 25.25 |
| 31    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 32    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 33    | 0.00                 | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
| 34    | 17.53                | 18.73 | 19.22 | 19.73 | 20.24 | 20.75 | 21.26 | 21.77 | 22.29 | 22.81 | 23.33 | 23.85 | 24.37 |
| 35    | 16.43                | 17.63 | 18.12 | 18.63 | 19.14 | 19.65 | 20.16 | 20.67 | 21.18 | 21.69 | 22.20 | 22.71 | 23.22 |
| 36    | 17.53                | 18.73 | 19.22 | 19.73 | 20.24 | 20.75 | 21.26 | 21.77 | 22.29 | 22.81 | 23.33 | 23.85 | 24.37 |
| 37    | 16.43                | 17.63 | 18.12 | 18.63 | 19.14 | 19.65 | 20.16 | 20.67 | 21.18 | 21.69 | 22.20 | 22.71 | 23.22 |
| 38    | 19.25                | 20.40 | 20.81 | 21.23 | 21.65 | 22.09 | 22.53 | 22.98 | 23.44 | 23.91 | 24.39 | 24.87 | 25.37 |

18/19 scale, increased by percent, increase between steps at 2%

| 12 mo | Multiplier:<br>Old Colum | YEAR 3 (19/20) |       |       |       |       |       |       |       |       |       |       |       |
|-------|--------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       |                          | 1              | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 11.66                    | 12.36          | 12.61 | 12.86 | 13.12 | 13.38 | 13.65 | 13.92 | 14.20 | 14.48 | 14.77 | 15.07 | 15.37 |
| 2     | 11.66                    | 12.36          | 12.61 | 12.86 | 13.12 | 13.38 | 13.65 | 13.92 | 14.20 | 14.48 | 14.77 | 15.07 | 15.37 |
| 3     | 12.76                    | 13.53          | 13.80 | 14.08 | 14.36 | 14.65 | 14.94 | 15.24 | 15.54 | 15.85 | 16.17 | 16.49 | 16.82 |
| 4     | 15.00                    | 15.90          | 16.22 | 16.54 | 16.87 | 17.21 | 17.55 | 17.91 | 18.26 | 18.63 | 19.00 | 19.38 | 19.77 |
| 5     | 16.65                    | 17.65          | 18.00 | 18.36 | 18.73 | 19.11 | 19.49 | 19.88 | 20.28 | 20.68 | 21.09 | 21.52 | 21.95 |
| 6     | 16.65                    | 17.65          | 18.00 | 18.36 | 18.73 | 19.11 | 19.49 | 19.88 | 20.28 | 20.68 | 21.09 | 21.52 | 21.95 |
| 7     | 16.65                    | 17.65          | 18.00 | 18.36 | 18.73 | 19.11 | 19.49 | 19.88 | 20.28 | 20.68 | 21.09 | 21.52 | 21.95 |
| 8     | 16.65                    | 17.65          | 18.00 | 18.36 | 18.73 | 19.11 | 19.49 | 19.88 | 20.28 | 20.68 | 21.09 | 21.52 | 21.95 |
| 9     | 17.76                    | 18.83          | 19.21 | 19.59 | 19.98 | 20.38 | 20.79 | 21.21 | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 |
| 10    | 17.76                    | 18.83          | 19.21 | 19.59 | 19.98 | 20.38 | 20.79 | 21.21 | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 |
| 11    | 17.76                    | 18.83          | 19.21 | 19.59 | 19.98 | 20.38 | 20.79 | 21.21 | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 |
| 12    | 17.76                    | 18.83          | 19.21 | 19.59 | 19.98 | 20.38 | 20.79 | 21.21 | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 |
| 13    | 17.98                    | 19.06          | 19.44 | 19.83 | 20.22 | 20.63 | 21.04 | 21.46 | 21.89 | 22.33 | 22.77 | 23.23 | 23.69 |
| 14    | 18.87                    | 20.00          | 20.40 | 20.81 | 21.22 | 21.65 | 22.08 | 22.52 | 22.97 | 23.43 | 23.90 | 24.38 | 24.86 |
| 15    | 18.87                    | 20.00          | 20.40 | 20.81 | 21.22 | 21.65 | 22.08 | 22.52 | 22.97 | 23.43 | 23.90 | 24.38 | 24.86 |
| 16    | 20.52                    | 21.75          | 22.18 | 22.63 | 23.08 | 23.54 | 24.01 | 24.49 | 24.98 | 25.48 | 25.99 | 26.51 | 27.04 |
| 17    | 20.52                    | 21.75          | 22.18 | 22.63 | 23.08 | 23.54 | 24.01 | 24.49 | 24.98 | 25.48 | 25.99 | 26.51 | 27.04 |
| 18    | 22.76                    | 24.13          | 24.61 | 25.10 | 25.61 | 26.12 | 26.64 | 27.17 | 27.72 | 28.27 | 28.84 | 29.41 | 30.00 |
| 19    | 22.76                    | 24.13          | 24.61 | 25.10 | 25.61 | 26.12 | 26.64 | 27.17 | 27.72 | 28.27 | 28.84 | 29.41 | 30.00 |
| 20    | 25.52                    | 27.05          | 27.59 | 28.14 | 28.70 | 29.28 | 29.86 | 30.46 | 31.07 | 31.69 | 32.32 | 32.97 | 33.63 |
| 21    | 24.08                    | 25.52          | 26.03 | 26.55 | 27.09 | 27.63 | 28.18 | 28.74 | 29.32 | 29.90 | 30.50 | 31.11 | 31.74 |
| 22    | 26.51                    | 28.10          | 28.66 | 29.23 | 29.82 | 30.41 | 31.02 | 31.64 | 32.27 | 32.92 | 33.58 | 34.25 | 34.93 |
| 23    | 28.84                    | 30.57          | 31.18 | 31.81 | 32.44 | 33.09 | 33.76 | 34.43 | 35.12 | 35.82 | 36.54 | 37.27 | 38.01 |
| 24    | 28.84                    | 30.57          | 31.18 | 31.81 | 32.44 | 33.09 | 33.76 | 34.43 | 35.12 | 35.82 | 36.54 | 37.27 | 38.01 |
| 25    | 23.57                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 26    | 17.98                    | 19.06          | 19.44 | 19.83 | 20.22 | 20.63 | 21.04 | 21.46 | 21.89 | 22.33 | 22.77 | 23.23 | 23.69 |
| 27    | 30.61                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 28    | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |

18/19 scale, increased by percent, increase between steps at 2%

| 10 mo | Multiplier:<br>Old Colum | YEAR 3 (19/20) |       |       |       |       |       |       |       |       |       |       |       |
|-------|--------------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       |                          | 1              | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |
| 1     | 13.47                    | 13.96          | 14.24 | 14.52 | 14.81 | 15.11 | 15.41 | 15.72 | 16.03 | 16.35 | 16.68 | 17.02 | 17.36 |
| 2     | 13.76                    | 14.59          | 14.88 | 15.18 | 15.48 | 15.79 | 16.11 | 16.43 | 16.76 | 17.09 | 17.44 | 17.79 | 18.14 |
| 3     | 13.76                    | 14.59          | 14.88 | 15.18 | 15.48 | 15.79 | 16.11 | 16.43 | 16.76 | 17.09 | 17.44 | 17.79 | 18.14 |
| 4     | 13.76                    | 14.59          | 14.88 | 15.18 | 15.48 | 15.79 | 16.11 | 16.43 | 16.76 | 17.09 | 17.44 | 17.79 | 18.14 |
| 5     | 14.38                    | 15.25          | 15.55 | 15.86 | 16.18 | 16.50 | 16.83 | 17.17 | 17.51 | 17.86 | 18.22 | 18.58 | 18.96 |
| 6     | 15.55                    | 16.48          | 16.81 | 17.15 | 17.49 | 17.84 | 18.20 | 18.56 | 18.93 | 19.31 | 19.70 | 20.09 | 20.50 |
| 7     | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |
| 8     | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |
| 9     | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |
| 10    | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |
| 11    | 17.96                    | 19.03          | 19.41 | 19.80 | 20.20 | 20.60 | 21.01 | 21.43 | 21.86 | 22.30 | 22.75 | 23.20 | 23.66 |
| 12    | 22.11                    | 23.44          | 23.91 | 24.39 | 24.87 | 25.37 | 25.88 | 26.40 | 26.92 | 27.46 | 28.01 | 28.57 | 29.14 |
| 13    | 25.12                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 14    | 19.15                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 15    | 20.72                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 16    | 16.58                    | 17.58          | 17.93 | 18.29 | 18.66 | 19.03 | 19.41 | 19.80 | 20.19 | 20.60 | 21.01 | 21.43 | 21.86 |
| 17    | 19.15                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 18    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 19    | 20.52                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 20    | 20.52                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 21    | 19.43                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 22    | 20.13                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 23    | 20.03                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 24    | 19.72                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 25    | 20.51                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 26    | 19.72                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 27    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 28    | 20.51                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 29    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 30    | 19.43                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 31    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 32    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 33    | 0.00                     |                |       |       |       |       |       |       |       |       |       |       |       |
| 34    | 18.58                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 35    | 17.42                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 36    | 18.58                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 37    | 17.42                    |                |       |       |       |       |       |       |       |       |       |       |       |
| 38    | 20.40                    | 21.65          | 22.06 | 22.50 | 22.95 | 23.41 | 23.88 | 24.36 | 24.84 | 25.34 | 25.85 | 26.37 | 26.89 |

## Medical Insurance

|                     | Increase rate:<br>16/17 | 1.06<br>17/18 | 1.06<br>18/19 | 1.06<br>19/20 |
|---------------------|-------------------------|---------------|---------------|---------------|
| Employee Only       | 629.89                  | 667.68        | 707.74        | 750.21        |
| Employee & Spouse   | 1364.09                 | 1445.94       | 1532.69       | 1624.65       |
| Employee & Children | 1207.38                 | 1279.82       | 1356.61       | 1438.01       |
| Family              | 1945.68                 | 2062.42       | 2186.17       | 2317.34       |