

Community Action Partnership of Madera County, Inc.
Non-Represented Non-Head Start Employee Compensation Schedule
Includes 3.0% COLA Effective 7/1/2022

REVISED 10/17/2022

P

Class Title	Current Range	Hourly Amounts Steps A to I 2.5% Increments		Monthly Salary Based On 40 Hours Per Week	
		From Step A	To Step I	From Step A	To Step I
Administration					
Accountant - Program Manager	32.0	34.68	42.26	6,012	7,325
Chief Financial Officer	40.5	52.78	64.30	9,148	11,146
Child Care Alternative Payment and Resource & Referral Program Manager	33.0	36.44	44.40	6,316	7,696
Community Services Program Manager	33.0	36.44	44.40	6,316	7,696
Human Resources Director	37.5	45.51	55.45	7,888	9,611
Information Technology Manager	33.0	36.44	44.40	6,316	7,696
Victim Services Program Manager	33.0	36.44	44.40	6,316	7,696
Mid-Management Series					
Accounting Supervisor	24.5	23.95	29.18	4,151	5,058
Community Services Coordinator	24.5	23.95	29.18	4,151	5,058
Housing Coordinator	24.5	23.95	29.18	4,151	5,058
Human Resources Generalist	24.5	23.95	29.18	4,151	5,058
IT Communication Specialist	26.5	26.43	32.21	4,582	5,583
IT Network Specialist	26.5	26.43	32.21	4,582	5,583
R&R Child Care Initiative Project (CCIP) Coordinator	24.5	23.95	29.18	4,151	5,058
Strategic Plan Coordinator/Assistant to Executive Director	25.0	24.55	29.91	4,255	5,184
Victim Services Coordinator	24.5	23.95	29.18	4,151	5,058

Longevity Steps: 5% - 10 years; 5% - 15 years; 5% - 20 years

Clerical & Technical Series

Accounting Technician	21.0	20.15	24.55	3,492	4,255
Administrative Aide	18.5	17.81	21.70	3,087	3,761
Advocate II/Victim Services	20.0	19.18	23.36	3,324	4,050
Advocate III/Victim Services	21.0	20.15	24.55	3,492	4,255
Child Advocacy Center (CAC) Case Worker	23.0	22.24	27.10	3,855	4,697
Child Care Navigator	22.5	21.70	26.43	3,761	4,582
Customer Assistance Technician	18.5	17.81	21.70	3,087	3,761
Data Entry Technician	16.5	16.13	19.66	2,796	3,407
Executive Administrative Aide	20.0	19.18	23.36	3,324	4,050
Family Services Associate I (APP)	18.5	17.81	21.70	3,087	3,761

Community Action Partnership of Madera County, Inc.
Non-Represented Non-Head Start Employee Compensation Schedule
Includes 3.0% COLA Effective 7/1/2022

REVISED 10/17/2022

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Class Title	Current Range	Hourly Amounts Steps A to I 2.5% Increments		Monthly Salary Based On 40 Hours Per Week	
		From Step A	To Step I	From Step A	To Step I
Family Services Associate II (APP)	19.5	18.71	22.79	3,243	3,951
Family Service Associate III (R&R/APP)	21.0	20.15	24.55	3,492	4,255
Family Services Quality Assurance Associate	22.0	21.17	25.79	3,669	4,470
Human Resources Assistant I	20.0	19.18	23.36	3,324	4,050
Human Resources Assistant II	21.0	20.15	24.55	3,492	4,255
Homeless Outreach Worker	18.5	17.81	21.70	3,087	3,761
Housing Case Worker	23.0	22.24	27.10	3,855	4,697
Internet Technology (IT)/Help Desk Support Technician	21.0	20.15	24.55	3,492	4,255
Maintenance Worker I	18.5	17.81	21.70	3,087	3,761
Homeless Outreach Worker	18.5	17.81	21.70	3,087	3,761
Prevention Advocate	21.0	20.15	24.55	3,492	4,255
Program Assistant/Clerk Typist II	16.5	16.13	19.66	2,796	3,407
Program Assistant/Clerk Typist II-(R&R/APP)	16.5	16.13	19.66	2,796	3,407
Provider Services Associate	18.5	17.81	21.70	3,087	3,761
Receptionist	16.0	15.74	19.18	2,728	3,324
Shelter/Resident Support Aide	15.5	15.36	18.71	2,662	3,243
Shunammite Place Resident Manager	23.5	22.79	27.77	3,951	4,814
Specialty Advocate (VS)	23.0	22.24	27.10	3,855	4,697
Transitional Housing Case Worker	23.0	22.24	27.10	3,855	4,697

Longevity Steps: 5% - 10 years; 5% - 15 years; 5% - 20 years

**Community Action Partnership of Madera County, Inc.
Non-Represented Head Start Employee Compensation Schedule
Including 3.0% COLA**

**For Madera Migrant/Seasonal/CMIG effective 03/01/2022 and Regional/Early/CSPP
effective 06/01/2022 and Fresno Migrant/Seasonal/Early**

3.0% COLA effective 09/01/2022

REVISED 10/17/2022

B

Class Title	Current Range	Hourly Amounts Steps A to I 2.5% Increments		Monthly Salary Based On 40 Hours Per Week	
		From Step A	To Step I	From Step A	To Step I
<u>Administration</u>					
Head Start Director	37.0	44.40	54.10	7,696	9,377
Deputy Head Start Director - Child Development and Facilities	31.5	33.84	41.23	5,865	7,146
Deputy Head Start Director - Direct Services	31.5	33.84	41.23	5,865	7,146
Support Services Manager	29.5	30.66	37.35	5,314	6,474
<u>Mid-Management Series</u>					
Administrative Analyst	24.5	23.95	29.18	4,151	5,058
Area Manager	28.0	28.47	34.68	4,934	6,012
Area Manager - Fresno Migrant Head Start	28.0	28.47	34.68	4,934	6,012
Center Director I	23.0	22.24	27.10	3,855	4,697
Center Director II	23.5	22.79	27.77	3,951	4,814
Center Director/Teacher	23.0	22.24	27.10	3,855	4,697
Disabilities/Mental Health Services Content Specialist	26.5	26.43	32.21	4,582	5,583
Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA) Services Content Specialist	26.5	26.43	32.21	4,582	5,583
Facilities Supervisor	24.5	23.95	29.18	4,151	5,058
Family Child Care Development/Quality Assurance Specialist	24.5	23.95	29.18	4,151	5,058
Head Start Professional Development Coach	23.0	22.24	27.10	3,855	4,697
Health Services Content Specialist	26.5	26.43	32.21	4,582	5,583
Nutrition Services Content Specialist	26.5	26.43	32.21	4,582	5,583
Parent and Governance Specialist	26.5	26.43	32.21	4,582	5,583
Site Supervisor/Teacher	23.0	22.24	27.10	3,855	4,697

Longevity Steps: 5% - 10 years; 5% - 15 years; 5% - 20 years

Community Action Partnership of Madera County, Inc.
Non-Represented Head Start Employee Compensation Schedule
Including 3.0% COLA

**For Madera Migrant/Seasonal/CMIG effective 03/01/2022 and Regional/Early/CSPP
effective 06/01/2022 and Fresno Migrant/Seasonal/Early**

3.0% COLA effective 09/01/2022

REVISED 10/17/2022

B

Class Title	Current Range	Hourly Amounts Steps A to I 2.5% Increments		Monthly Salary Based On 40 Hours Per Week	
		From Step A	To Step I	From Step A	To Step I
Clerical & Technical Series					
Administrative Aide	18.5	17.81	21.70	3,087	3,761
Advocate II	20.0	19.18	23.36	3,324	4,050
Advocate III	21.0	20.15	24.55	3,492	4,255
Associate Teacher	18.5	17.81	21.70	3,087	3,761
Associate Teacher-Infants/Toddlers	18.5	17.81	21.70	3,087	3,761
Associate Teacher-Preschool	18.5	17.81	21.70	3,087	3,761
Child Care Assistant (SFP)	15.5	15.36	18.71	2,662	3,243
Data Entry Technician	16.5	16.13	19.66	2,796	3,407
Data Technician	18.5	17.81	21.70	3,087	3,761
Executive Administrative Aide	20.0	19.18	23.36	3,324	4,050
Family Skills Instructor (SFP)	22.5	21.70	26.43	3,761	4,582
Food Service Worker I	15.5	15.36	18.71	2,662	3,243
Food Service/Cook (40 meals or less)	16.5	16.13	19.66	2,796	3,407
Food Service/Head Cook (40+ meals)	17.0	16.54	20.15	2,866	3,492
Human Resources Assistant I	20.0	19.18	23.36	3,324	4,050
Human Resources Assistant II	21.0	20.15	24.55	3,492	4,255
Instructional Aide I/Janitor	15.5	15.36	18.71	2,662	3,243
Instructional Aide II/Janitor	16.0	15.74	19.18	2,728	3,324
Instructional Aide III	16.5	16.13	19.66	2,796	3,407
Janitor **FRESNO ONLY**	15.5	15.36	18.71	2,662	3,243
Maintenance Worker I	18.5	17.81	21.70	3,087	3,761
Master Teacher	21.0	20.15	24.55	3,492	4,255
Program Technician	18.5	17.81	21.70	3,087	3,761
Teacher	20.0	19.18	23.36	3,324	4,050

Longevity Steps: 5% - 10 years; 5% - 15 years; 5% - 20 years

**Community Action Partnership of Madera County, Inc.
 Union (SEIU Local 521) Employee Compensation Schedule
 Including 3.0% COLA
 For Madera Migrant/Seasonal effective 03/01/2022 and
 Regional/Early Head Start effective 06/01/2022
 REVISED 10/17/2022**

Y

Class Title	Current Range	Hourly Amounts Steps A to I 2.5% Increments		Monthly Salary Based On 40 Hours Per Week	
		From Step A	To Step I	From Step A	To Step I
Clerical & Technical Series					
Advocate II	20.0	19.18	23.36	3,324	4,050
Associate Teacher	18.5	17.81	21.70	3,087	3,761
Associate Teacher-Infants/Toddlers	18.5	17.81	21.70	3,087	3,761
Associate Teacher-Preschool	18.5	17.81	21.70	3,087	3,761
Data Entry Technician	16.5	16.13	19.66	2,796	3,407
Data Technician	18.5	17.81	21.70	3,087	3,761
Early Head Start Family Facilitator	21.0	20.15	24.55	3,492	4,255
Food Service Worker I	15.5	15.36	18.71	2,662	3,243
Food Service/Cook (40 meals or less)	16.5	16.13	19.66	2,796	3,407
Food Service/Head Cook (40+ meals)	17.0	16.54	20.15	2,866	3,492
Instructional Aide I/Janitor	15.5	15.36	18.71	2,662	3,243
Instructional Aide II/Janitor	16.0	15.74	19.18	2,728	3,324
Instructional Aide III	16.5	16.13	19.66	2,796	3,407
Maintenance Worker I	18.5	17.81	21.70	3,087	3,761
Maintenance Worker II	21.5	20.65	25.16	3,579	4,361
Master Teacher	21.0	20.15	24.55	3,492	4,255
Program Technician	18.5	17.81	21.70	3,087	3,761
Program Technician-CSPP and CMIG	18.5	17.81	21.70	3,087	3,761
Program Technician-In-kind and White Fleet	18.5	17.81	21.70	3,087	3,761
Program Technician-Purchase	18.5	17.81	21.70	3,087	3,761
Teacher	20.0	19.18	23.36	3,324	4,050

Longevity Steps: 5% - 10 years; 5% - 15 years; 5% - 20 years

COMMUNITY ACTION PARTNERSHIP OF MADERA COUNTY, INC.
SALARY SCHEDULE FOR ALL PROGRAMS, INCLUDING HEAD START AND NON-HEAD START
Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
15.5 HOURLY	2662 15.36	2728 15.74	2796 16.13	2866 16.54	2938 16.95	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3407 19.66	3579 20.65	3761 21.70
16.0 HOURLY	2728 15.74	2796 16.13	2866 16.54	2938 16.95	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3492 20.15	3669 21.17	3855 22.24
16.5 HOURLY	2796 16.13	2866 16.54	2938 16.95	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3579 20.65	3761 21.70	3951 22.79
17.0 HOURLY	2866 16.54	2938 16.95	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3669 21.17	3855 22.24	4050 23.36
17.5 HOURLY	2938 16.95	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3761 21.70	3951 22.79	4151 23.95
18.0 HOURLY	3011 17.37	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3855 22.24	4050 23.36	4255 24.55
18.5 HOURLY	3087 17.81	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3951 22.79	4151 23.95	4361 25.16

Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
19.0 HOURLY	3164 18.25	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3855 22.24	4050 23.36	4255 24.55	4470 25.79
19.5 HOURLY	3243 18.71	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4151 23.95	4361 25.16	4582 26.43
20.0 HOURLY	3324 19.18	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4255 24.55	4470 25.79	4697 27.10
20.5 HOURLY	3407 19.66	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4361 25.16	4582 26.43	4814 27.77
21.0 HOURLY	3492 20.15	3579 20.65	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4470 25.79	4697 27.10	4934 28.47
21.5 HOURLY	3579 20.65	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4582 26.43	4814 27.77	5058 29.18
22.0 HOURLY	3669 21.17	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4697 27.10	4934 28.47	5184 29.91
22.5 HOURLY	3761 21.70	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4814 27.77	5058 29.18	5314 30.66
23.0 HOURLY	3855 22.24	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4934 28.47	5184 29.91	5447 31.42

Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
23.5 HOURLY	3951 22.79	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4814 27.77	5058 29.18	5314 30.66	5583 32.21
24.0 HOURLY	4050 23.36	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5184 29.91	5447 31.42	5722 33.01
24.5 HOURLY	4151 23.95	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5314 30.66	5583 32.21	5865 33.84
25.0 HOURLY	4255 24.55	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5447 31.42	5722 33.01	6012 34.68
25.5 HOURLY	4361 25.16	4470 25.79	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5583 32.21	5865 33.84	6162 35.55
26.0 HOURLY	4470 25.79	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5722 33.01	6012 34.68	6316 36.44
26.5 HOURLY	4582 26.43	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5865 33.84	6162 35.55	6474 37.35
27.0 HOURLY	4697 27.10	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5722 33.01	6012 34.68	6316 36.44	6636 38.29
27.5 HOURLY	4814 27.77	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6162 35.55	6474 37.35	6802 39.24

Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
28.0 HOURLY	4934 28.47	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6316 36.44	6636 38.29	6972 40.22
28.5 HOURLY	5058 29.18	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6474 37.35	6802 39.24	7146 41.23
29.0 HOURLY	5184 29.91	5314 30.66	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6636 38.29	6972 40.22	7325 42.26
29.5 HOURLY	5314 30.66	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6802 39.24	7146 41.23	7508 43.32
30.0 HOURLY	5447 31.42	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6972 40.22	7325 42.26	7696 44.40
30.5 HOURLY	5583 32.21	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6802 39.24	7146 41.23	7508 43.32	7888 45.51
31.0 HOURLY	5722 33.01	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7325 42.26	7696 44.40	8085 46.65
31.5 HOURLY	5865 33.84	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7508 43.32	7888 45.51	8288 47.81
32.0 HOURLY	6012 34.68	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7696 44.40	8085 46.65	8495 49.01

Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
32.5 HOURLY	6162 35.55	6316 36.44	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7888 45.51	8288 47.81	8707 50.23
33.0 HOURLY	6316 36.44	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7696 44.40	8085 46.65	8495 49.01	8925 51.49
33.5 HOURLY	6474 37.35	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8288 47.81	8707 50.23	9148 52.78
34.0 HOURLY	6636 38.29	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8495 49.01	8925 51.49	9377 54.10
34.5 HOURLY	6802 39.24	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8707 50.23	9148 52.78	9611 55.45
35.0 HOURLY	6972 40.22	7146 41.23	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8925 51.49	9377 54.10	9851 56.83
35.5 HOURLY	7146 41.23	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8707 50.23	9148 52.78	9611 55.45	10098 58.26
36.0 HOURLY	7325 42.26	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9377 54.10	9851 56.83	10350 59.71
36.5 HOURLY	7508 43.32	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9611 55.45	10098 58.26	10609 61.20

Including 3.0% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 10/17/2022

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J 10 YRS,	STEP K 15 YRS.	STEP L 20 YRS.
37.0 HOURLY	7696 44.40	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9851 56.83	10350 59.71	10874 62.74
37.5 HOURLY	7888 45.51	8085 46.65	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9611 55.45	10098 58.26	10609 61.20	11146 64.30
38.0 HOURLY	8085 46.65	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10350 59.71	10874 62.74	11425 65.91
38.5 HOURLY	8288 47.81	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10098 58.26	10609 61.20	11146 64.30	11710 67.56
39.0 HOURLY	8495 49.01	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10098 58.26	10350 59.71	10874 62.74	11425 65.91	12003 69.25
39.5 HOURLY	8707 50.23	8925 51.49	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10098 58.26	10350 59.71	10609 61.20	11146 64.30	11710 67.56	12303 70.98
40.0 HOURLY	8925 51.49	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10098 58.26	10350 59.71	10609 61.20	10874 62.74	11425 65.91	12003 69.25	12611 72.75
40.5 HOURLY	9148 52.78	9377 54.10	9611 55.45	9851 56.83	10098 58.26	10350 59.71	10609 61.20	10874 62.74	11146 64.30	11710 67.56	12303 70.98	12926 74.57