

Community Action Partnership of Madera County, Inc.
Non-Represented Non-Head Start Employee Compensation Schedule
Effective 07/01/2024
Updated with New Positions

REVISED 01/01/2026

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
<u>Administration</u>					
Accountant - Program Manager	32.0	38.20	46.55	6,622	8,068
Chief Financial Officer	40.5	58.13	70.83	10,076	12,277
Child Care Alternative Payment and Resource & Referral Program Manager	33.0	40.14	48.91	6,957	8,477
Community Services Program Manager	33.0	40.14	48.91	6,957	8,477
Finance Director - Grants Management	35.0	44.31	53.98	7,680	9,357
Finance Director - Operations	35.0	44.31	53.98	7,680	9,357
Grant Management and Compliance Administrator/Executive Director Support	31.0	36.36	44.31	6,303	7,680
Human Resources Director	37.5	50.13	61.08	8,689	10,586
Information Technology Manager	33.0	40.14	48.91	6,957	8,477
Victim Services Program Manager	33.0	40.14	48.91	6,957	8,477
<u>Mid-Management Series</u>					
Accounting Supervisor	24.5	26.38	32.14	4,572	5,571
Community Services Coordinator	24.5	26.38	32.14	4,572	5,571
Homeless Service Coordinator	24.5	26.38	32.14	4,572	5,571
Housing Coordinator	24.5	26.38	32.14	4,572	5,571
Housing Support Specialist Coordinator	24.5	26.38	32.14	4,572	5,571
Human Resources Generalist	24.5	26.38	32.14	4,572	5,571
IT Communication Specialist	26.5	29.12	35.48	5,047	6,149
IT Network Specialist	26.5	29.12	35.48	5,047	6,149
Program Accountant	24.0	25.74	31.36	4,461	5,435
R&R Child Care Initiative Project (CCIP) Coordinator	25.5	27.71	33.77	4,804	5,853
Staff Accountant	24.0	25.74	31.36	4,461	5,435
Strategic Plan Coordinator/Assistant to Executive Director	25.0	27.04	32.94	4,687	5,710
Victim Services Coordinator	24.5	26.38	32.14	4,572	5,571

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

Clerical & Technical Series

Administrative Aide	18.5	19.61	23.90	3,400	4,142
Advocate II/Victim Services	20.0	21.12	25.74	3,661	4,461
Advocate III/Victim Services	21.0	22.19	27.04	3,847	4,687
Child Advocacy Center (CAC) Case Worker	23.0	24.50	29.85	4,246	5,173
Child Care Navigator	23.5	25.11	30.59	4,352	5,303
Child Care Services and Resource & Referral Outreach Worker	18.5	19.61	23.90	3,400	4,142
Customer Assistance Technician	18.5	19.61	23.90	3,400	4,142

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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
Data Entry Technician	16.5	17.77	21.65	3,080	3,753
Executive Administrative Aide	20.0	21.12	25.74	3,661	4,461
Family Service Associate III (R&R/APP)	22.0	23.32	28.41	4,041	4,924
Family Services Associate I (APP)	19.5	20.61	25.11	3,572	4,352
Family Services Associate II (APP)	20.5	21.65	26.38	3,753	4,572
Homeless Outreach Worker	18.5	19.61	23.90	3,400	4,142
Homeless Outreach Worker	18.5	19.61	23.90	3,400	4,142
Housing Case Worker	23.0	24.50	29.85	4,246	5,173
Human Resources Assistant I	20.5	21.65	26.38	3,753	4,572
Human Resources Assistant II	21.5	22.75	27.71	3,943	4,804
Internet Technology (IT)/Help Desk Support Technician	21.0	22.19	27.04	3,847	4,687
Maintenance Worker I	18.5	19.61	23.90	3,400	4,142
Outreach Navigator	20.0	21.12	25.74	3,661	4,461
Prevention Advocate	21.0	22.19	27.04	3,847	4,687
Program Assistant/Clerk Typist II	16.5	17.77	21.65	3,080	3,753
Program Assistant/Clerk Typist II-(R&R/APP)	17.5	18.67	22.75	3,236	3,943
Provider Services Associate	19.5	20.61	25.11	3,572	4,352
Quality Assurance Associate I	21.0	22.19	27.04	3,847	4,687
Quality Assurance Associate II	22.5	23.90	29.12	4,142	5,047
Quality Assurance Associate III	24.0	25.74	31.36	4,461	5,435
Receptionist	16.0	17.34	21.12	3,005	3,661
Shelter/Resident Support Aide	15.5	16.91	20.61	2,932	3,572
Shunammite Place Resident Manager	23.5	25.11	30.59	4,352	5,303
Specialty Advocate (VS)	23.0	24.50	29.85	4,246	5,173
Transitional Housing Case Worker	23.0	24.50	29.85	4,246	5,173

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
For Madera Migrant/Seasonal/CMIG effective 03/01/2024, Regional/Early/CSPP
effective 06/01/2024 and Fresno Migrant/Seasonal/Early effective 09/01/2024

REVISED 01/01/2026

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	48.91	59.59	8,477	10,328
Head Start Deputy Director - Child Development Services	32.5	39.16	47.71	6,788	8,270
Head Start Deputy Director - Child & Family Services	32.5	39.16	47.71	6,788	8,270
<u>Mid-Management Series</u>					
Administrative Analyst	26.0	28.41	34.61	4,924	5,999
Area Manager	29.5	33.77	41.14	5,853	7,131
Center Director I	26.0	28.41	34.61	4,924	5,999
Center Director II	27.5	30.59	37.27	5,303	6,461
Center Director/Teacher	24.0	25.74	31.36	4,461	5,435
Disabilities/Mental Health Services Content Specialist	28.0	31.36	38.20	5,435	6,622
Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA) Services Content Specialist	28.0	31.36	38.20	5,435	6,622
Facilities Supervisor	25.5	27.71	33.77	4,804	5,853
Family Child Care Development/Quality Assurance Specialist	25.5	27.71	33.77	4,804	5,853
Head Start Professional Development Coach	28.0	31.36	38.20	5,435	6,622
Health Services Content Specialist	28.0	31.36	38.20	5,435	6,622
Human Resources Specialist	28.0	31.36	38.20	5,435	6,622
Nutrition Services Content Specialist	28.0	31.36	38.20	5,435	6,622
Parent and Governance Specialist	28.0	31.36	38.20	5,435	6,622
Site Supervisor/Teacher I	25.5	27.71	33.77	4,804	5,853
Site Supervisor/Teacher II	27.5	30.59	37.27	5,303	6,461

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
For Madera Migrant/Seasonal/CMIG effective 03/01/2024, Regional/Early/CSPP
effective 06/01/2024 and Fresno Migrant/Seasonal/Early effective 09/01/2024

REVISED 01/01/2026

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>Clerical & Technical Series</u>					
Administrative Aide	19.5	20.61	25.11	3,572	4,352
Advocate II	21.5	22.75	27.71	3,943	4,804
Advocate III	23.0	24.50	29.85	4,246	5,173
Associate Teacher	20.5	21.65	26.38	3,753	4,572
Child Care Assistant (SFP)	17.0	18.21	22.19	3,157	3,847
Data Technician	19.5	20.61	25.11	3,572	4,352
Executive Administrative Aide	21.5	22.75	27.71	3,943	4,804
Family Skills Instructor (SFP)	23.5	25.11	30.59	4,352	5,303
Food Service Worker/Instructional Aide I	17.0	18.21	22.19	3,157	3,847
Food Service/Cook (40 meals or less)	18.0	19.14	23.32	3,317	4,041
Food Service/Head Cook (40+ meals)	18.5	19.61	23.90	3,400	4,142
Instructional Aide I/Janitor	17.0	18.21	22.19	3,157	3,847
Instructional Aide II/Janitor	17.5	18.67	22.75	3,236	3,943
Instructional Aide III	18.0	19.14	23.32	3,317	4,041
Janitor **FRESNO ONLY**	17.0	18.21	22.19	3,157	3,847
Maintenance Worker I	19.5	20.61	25.11	3,572	4,352
Maintenance Worker II	22.5	23.90	29.12	4,142	5,047
Program Technician	19.5	20.61	25.11	3,572	4,352
Teacher I	22.0	23.32	28.41	4,041	4,924
Teacher II	23.5	25.11	30.59	4,352	5,303
Teacher III	25.0	27.04	32.94	4,687	5,710

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
 For Madera Migrant/Seasonal effective 03/01/2024 and
 Regional/Early Head Start effective 06/01/2024**

REVISED 01/01/2026

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	21.5	22.75	27.71	3,943	4,804
Associate Teacher	20.5	21.65	26.38	3,753	4,572
Data Technician	19.5	20.61	25.11	3,572	4,352
Early Head Start Family Facilitator	22.5	23.90	29.12	4,142	5,047
Food Service Worker/Instructional Aide I	17.0	18.21	22.19	3,157	3,847
Food Service/Cook (40 meals or less)	18.0	19.14	23.32	3,317	4,041
Food Service/Head Cook (40+ meals)	18.5	19.61	23.90	3,400	4,142
Health Services Technician	19.5	20.61	25.11	3,572	4,352
Instructional Aide I/Janitor	17.0	18.21	22.19	3,157	3,847
Instructional Aide II/Janitor	17.5	18.67	22.75	3,236	3,943
Instructional Aide III	18.0	19.14	23.32	3,317	4,041
Maintenance Worker I	19.5	20.61	25.11	3,572	4,352
Master Teacher	22.0	23.32	28.41	4,041	4,924
Program Technician	19.5	20.61	25.11	3,572	4,352
Program Technician-CSPP and CMIG	19.5	20.61	25.11	3,572	4,352
Program Technician-Human Resources	19.5	20.61	25.11	3,572	4,352
Program Technician-In-kind and White Fleet	19.5	20.61	25.11	3,572	4,352
Program Technician-Purchase	19.5	20.61	25.11	3,572	4,352
Teacher I	22.0	23.32	28.41	4,041	4,924
Teacher II	23.5	25.11	30.59	4,352	5,303
Teacher III	25.0	27.04	32.94	4,687	5,710

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**

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS**

REVISED 01/01/2026

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	2932 16.91	3005 17.34	3080 17.77	3157 18.21	3236 18.67	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3753 21.65	3943 22.75	4142 23.90
16.0 HOURLY	3005 17.34	3080 17.77	3157 18.21	3236 18.67	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3847 22.19	4041 23.32	4246 24.50
16.5 HOURLY	3080 17.77	3157 18.21	3236 18.67	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3943 22.75	4142 23.90	4352 25.11
17.0 HOURLY	3157 18.21	3236 18.67	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3847 22.19	4041 23.32	4246 24.50	4461 25.74
17.5 HOURLY	3236 18.67	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4142 23.90	4352 25.11	4572 26.38
18.0 HOURLY	3317 19.14	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4246 24.50	4461 25.74	4687 27.04
18.5 HOURLY	3400 19.61	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4352 25.11	4572 26.38	4804 27.71

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
 FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
 REVISED 01/01/2026**

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	3485 20.10	3572 20.61	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4461 25.74	4687 27.04	4924 28.41
19.5 HOURLY	3572 20.61	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4572 26.38	4804 27.71	5047 29.12
20.0 HOURLY	3661 21.12	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4687 27.04	4924 28.41	5173 29.85
20.5 HOURLY	3753 21.65	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4804 27.71	5047 29.12	5303 30.59
21.0 HOURLY	3847 22.19	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4924 28.41	5173 29.85	5435 31.36
21.5 HOURLY	3943 22.75	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4804 27.71	5047 29.12	5303 30.59	5571 32.14
22.0 HOURLY	4041 23.32	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5173 29.85	5435 31.36	5710 32.94
22.5 HOURLY	4142 23.90	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5303 30.59	5571 32.14	5853 33.77
23.0 HOURLY	4246 24.50	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5435 31.36	5710 32.94	5999 34.61

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
 FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
 REVISED 01/01/2026**

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	4352 25.11	4461 25.74	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5571 32.14	5853 33.77	6149 35.48
24.0 HOURLY	4461 25.74	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5710 32.94	5999 34.61	6303 36.36
24.5 HOURLY	4572 26.38	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5853 33.77	6149 35.48	6461 37.27
25.0 HOURLY	4687 27.04	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5999 34.61	6303 36.36	6622 38.20
25.5 HOURLY	4804 27.71	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5853 33.77	6149 35.48	6461 37.27	6788 39.16
26.0 HOURLY	4924 28.41	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6303 36.36	6622 38.20	6957 40.14
26.5 HOURLY	5047 29.12	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6461 37.27	6788 39.16	7131 41.14
27.0 HOURLY	5173 29.85	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6622 38.20	6957 40.14	7310 42.17
27.5 HOURLY	5303 30.59	5435 31.36	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6788 39.16	7131 41.14	7492 43.23

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
 FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
 REVISED 01/01/2026**

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	5435 31.36	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6957 40.14	7310 42.17	7680 44.31
28.5 HOURLY	5571 32.14	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6788 39.16	7131 41.14	7492 43.23	7872 45.41
29.0 HOURLY	5710 32.94	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7310 42.17	7680 44.31	8068 46.55
29.5 HOURLY	5853 33.77	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7492 43.23	7872 45.41	8270 47.71
30.0 HOURLY	5999 34.61	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7680 44.31	8068 46.55	8477 48.91
30.5 HOURLY	6149 35.48	6303 36.36	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7872 45.41	8270 47.71	8689 50.13
31.0 HOURLY	6303 36.36	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7680 44.31	8068 46.55	8477 48.91	8906 51.38
31.5 HOURLY	6461 37.27	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8270 47.71	8689 50.13	9129 52.67
32.0 HOURLY	6622 38.20	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8477 48.91	8906 51.38	9357 53.98

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
 FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
 REVISED 01/01/2026**

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	6788 39.16	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8689 50.13	9129 52.67	9591 55.33
33.0 HOURLY	6957 40.14	7131 41.14	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8906 51.38	9357 53.98	9831 56.71
33.5 HOURLY	7131 41.14	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8689 50.13	9129 52.67	9591 55.33	10076 58.13
34.0 HOURLY	7310 42.17	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9357 53.98	9831 56.71	10328 59.59
34.5 HOURLY	7492 43.23	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9591 55.33	10076 58.13	10586 61.08
35.0 HOURLY	7680 44.31	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9831 56.71	10328 59.59	10851 62.60
35.5 HOURLY	7872 45.41	8068 46.55	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9591 55.33	10076 58.13	10586 61.08	11122 64.17
36.0 HOURLY	8068 46.55	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10328 59.59	10851 62.60	11400 65.77
36.5 HOURLY	8270 47.71	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10586 61.08	11122 64.17	11685 67.42

**FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
 FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
 REVISED 01/01/2026**

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	8477 48.91	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10851 62.60	11400 65.77	11978 69.10
37.5 HOURLY	8689 50.13	8906 51.38	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10586 61.08	11122 64.17	11685 67.42	12277 70.83
38.0 HOURLY	8906 51.38	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11400 65.77	11978 69.10	12577 72.56
38.5 HOURLY	9129 52.67	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11122 64.17	11685 67.42	12277 70.83	12891 74.37
39.0 HOURLY	9357 53.98	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11122 64.17	11400 65.77	11978 69.10	12577 72.56	13206 76.19
39.5 HOURLY	9591 55.33	9831 56.71	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11122 64.17	11400 65.77	11685 67.42	12277 70.83	12891 74.37	13536 78.09
40.0 HOURLY	9831 56.71	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11122 64.17	11400 65.77	11685 67.42	11978 69.10	12577 72.56	13206 76.19	13867 80.00
40.5 HOURLY	10076 58.13	10328 59.59	10586 61.08	10851 62.60	11122 64.17	11400 65.77	11685 67.42	11978 69.10	12277 70.83	12891 74.37	13536 78.09	14212 81.99