

**Tahoe Donner Association**

10/19/2018 DRAFT

**Pay Ranges by Job Code - NonExempt (Hourly)**

Range #	Job Code	Position	for 2018			for 2019			change			% change		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
<b>H1</b>			\$11.00	\$11.53	\$12.07	\$12.00	\$12.53	\$13.10	\$1.00	\$1.00	\$1.03	9.1%	8.7%	8.6%
	101	Bartender												
	571	Boot Fitter												
	180	Camp Assistant/Counselor												
	41	Camp Asst.- Equestrian												
	160	Cook I (F&B) (not Lodge/Alder Creek Cafe)												
	402	Lift Attendant ? (see 9 for lift ops DHS 400) ?active												
	469	Member Services Intern												
	500 DH / 643 XC	Parking Attendant												
	510	Pony Attendant												
	130	Cashier - Winter F & B												
	134	Special Events Staff												
	710	Terrain Park Attendant												
	750	Waitstaff												
	570	XC Rental Fitter												
	645	XC Ski Shop Personnel												
<b>H2</b>			\$11.21	\$11.75	\$12.32	\$12.15	\$12.69	\$13.28	\$0.94	\$0.94	\$0.96	8.4%	8.0%	7.8%
	183	Campground Assistant												
	163	Cook House Host												
	279	Groomer Apprentice												
	290	Host The Lodge												
	539	Marketing Intern												
	769	Outside Service/Golf Cart att/runner (120 - golf)												
	702	Swim Instructor aid/Water Safety Aide												
	115	Waitstaff Assistant												
<b>H3</b>			\$11.42	\$11.95	\$12.52	\$12.30	\$12.83	\$13.42	\$0.88	\$0.88	\$0.90	7.7%	7.3%	7.2%
	90	Beach Attendant I												
	459	Help Desk Intern												
	652	Snack Bar Attendant/Bev Cart (170 Summer F&B)												
<b>H4</b>			\$11.64	\$12.19	\$12.77	\$12.45	\$13.00	\$13.59	\$0.81	\$0.81	\$0.82	6.9%	6.6%	6.4%
		Cashier trailer /ACAC cashier												
	572	Rental Cashier												
	570	Rental Fitter												
		Scanning Attendant												
		Sport Shop Clerk - Downhill (retail)												
<b>H5</b>			\$11.86	\$12.42	\$13.02	\$12.60	\$13.16	\$13.77	\$0.74	\$0.74	\$0.75	6.2%	6.0%	5.8%
	91	Beach Attendant II												
	552	Bicycle Attendant												
	553	Bicycle Guide												
		Jr. Safety Patrol Trainee												
	100	Lead Bartender (Lodge)												
	365	Lead Waitstaff – banquets/POTH												
		The Lodge Server/Trainer -Lead												
	629	XC Ski Instructor, Non-certified												
	575	XC Wax Technician												
<b>H6</b>			\$12.10	\$12.84	\$13.60	\$12.75	\$13.50	\$14.27	\$0.65	\$0.66	\$0.67	5.4%	5.1%	4.9%
	295	Childcare Assistant												
	160	Cook I (Lodge & Alder Creek Café)												
	210	Driving Range Attendant												
	270	Greenskeeper I												
	400	Lift Operator												
	440	Marshal												
		Office helper												
	771	Players Assistant												
	131	Pool BBQ Attendant												
	565	Recreation Leader/Host												
	212	Ski Mechanic 1 (rental shop)												
	680	Starter												
	291	Tennis Host I												
	414	Tennis Maintenance												
	292	Trout Creek Host												
	279	Under 10 Pro I												
<b>H7</b>			\$12.57	\$13.77	\$14.97	\$13.15	\$14.37	\$15.15	\$0.58	\$0.60	\$0.18	4.6%	4.4%	1.2%
	120	Camp Leader												
	161	Cook II												
	190	Custodian I												
	340	Equestrian Laborer												
	752	Food Trailer Attendant												
		Front of House Shift Supervisor												
		Junior Safety Patroller												
	413	Maintenance Worker Seasonal												

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	129	Pool BBQ Shift Supervisor												
	200	Prep Cook/Dishwasher												
	520	Pro Shop Personnel - Golf Ops												
	133	Recreation Assistant Supervisor												
	213	Ski Mechanic II (rental shop)												
	670	Snowplay Attendant												
	015	Summer F&B Supervisor (170 - pool & golf)												
	286	Tennis Host II												
		Trout Creek Host II												
	298	Under 10 Pro II												
	630	XC Ski Instructor Level I												
	415	XC Snow Removal												
<b>H8</b>			\$12.80	\$14.25	\$15.71	\$13.30	\$14.77	\$16.24	\$0.50	\$0.52	\$0.53	3.9%	3.6%	3.4%
		Day Camp Asst Supervisor												
	380	Lifeguard												
	284	XC Groomer I												
<b>H9</b>			\$13.05	\$14.76	\$16.48	\$13.45	\$15.16	\$16.90	\$0.40	\$0.40	\$0.42	3.0%	2.7%	2.6%
	191	Custodian II												
	271	Greenskeeper II												
	449	Mechanic helper												
	260	Outside Services Supervisor (golf)												
	092	Sailing Instructor												
	299	Ski/Snowboard Instructor, Non-certified												
	671	Snowplay Supervisor												
	700	Swim Instructor (Group)/Lifeguard - WSI												
	287	Tennis Social Coordinator/Coordinator												
	730	Ticket Seller I												
	245	Trail Worker I												
	760	Wrangler												
<b>H10</b>			\$13.30	\$15.29	\$17.29	\$13.75	\$15.76	\$17.78	\$0.45	\$0.47	\$0.49	3.4%	3.1%	2.8%
	095	Assistant Golf Pro												
	089	Boat Launch Monitor												
	240	Forestry Worker I												
	281	Groomer I/Terrain Park Groomer												
	387	Lead Lifeguard												
	502	Lead Parking Attendant												
		Marketing Assistant I												
<b>H11</b>			\$13.56	\$15.85	\$18.13	\$13.95	\$16.26	\$18.57	\$0.39	\$0.41	\$0.44	2.9%	2.6%	2.4%
	554	Bicycle Mechanic												
	162	Cook III (Lodge/Alder Creek start at \$14.85)												
	751	Food Trailer Supervisor												
	272	Greenkeepers III												
	310	Irrigation Technician												
	350	Landscape Gardner												
	703	Lead WSI												
	619	Snowplay Ski Patrol												
	731	Ticket Seller II												
	246	Trail Worker II												
	631	XC Ski Instructor Level II												
	626	XC Ski Patroller I												
<b>H12</b>			\$13.97	\$16.49	\$19.02	\$14.40	\$16.95	\$19.51	\$0.43	\$0.46	\$0.49	3.1%	2.8%	2.6%
		Assistant Campground Manager												
		Assistant Kitchen Supervisor (ACAC)												
	158	Baker (ACAC)												
	560	Bike Instructor I												
		Communications Assistant												
	235	Forestry Aide I												
	241	Forestry Worker II												
	379	Head Lifeguard												
	401	Lead Lift Operator (start at \$14)												
	410	Maintenance Worker I												
		Marketing Assistant II												
	415	Seasonal Snow Removal												
	300	Ski/Snowboard Instructor Level I(start at \$14)												
	247	Trail Worker III												
<b>H13</b>			\$14.65	\$17.30	\$19.95	\$15.10	\$17.79	\$20.47	\$0.45	\$0.49	\$0.52	3.1%	2.8%	2.6%
	141	Accounting Clerk												
	182	Aquatics Coordinator												
	052	Beach Supervisor												
	294	Childcare Coordinator												
	192	Custodian III												

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			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
	467	Equestrian Camp Instructor												
	468	Equestrian Lesson Instructor												
	466	Equestrian Office Associate												
	236	Forestry Aide II												
	282	Groomer II												
	461	Help Desk Technician												
	775	Human Resources Assistant												
	296	Jr. Tennis Coordinator												
	293	Lead Host (Trout Creek)												
	276	Lead Snowmaker												
	465	Office Associate I												
		Rental Shop Asst. Mgr - Downhill												
	574	XC Rental Shop Supervisor												
	627	XC Ski Patroller II												
<b>H14</b>			<b>\$15.37</b>	<b>\$18.14</b>	<b>\$20.93</b>	<b>\$15.85</b>	<b>\$18.65</b>	<b>\$21.47</b>	<b>\$0.48</b>	<b>\$0.51</b>	<b>\$0.54</b>	<b>3.1%</b>	<b>2.8%</b>	<b>2.6%</b>
	705	Accounting Technician I												
	167	DSL Floor Shift Supervisor												
	082	Equestrian Supervisor												
	165	P.O.T.H. Floor supervisor												
	619	Ski Patroller I												
<b>H15</b>			<b>\$16.12</b>	<b>\$19.04</b>	<b>\$21.96</b>	<b>\$16.60</b>	<b>\$19.56</b>	<b>\$22.51</b>	<b>\$0.48</b>	<b>\$0.52</b>	<b>\$0.55</b>	<b>3.0%</b>	<b>2.7%</b>	<b>2.5%</b>
	561	Bike Instructor II												
	184	Camp Coordinator												
		Communications Associate												
	099	Dir golf instruction												
	237	Forestry Aide III												
	242	Forestry Worker III												
	537	Group Sales Representative												
	732	Lead Ticket Seller												
	167	Lodge Floor Shift Supervisor												
		Marina & POTH Supervisor												
	609/610	Shuttle Bus Driver												
	620	Ski Patroller II												
	301	Ski/Snowboard Inst Level II (start @\$16/hr)												
	303	Snowsports Coach (start @\$16.50/hr)												
	766	Sous Chef/Marina Snack Bar												
	628	XC & Ski/Snowboard School Supervisor												
	632	XC Ski Instructor Level III (start @\$18/hr)												
<b>H16</b>			<b>\$16.91</b>	<b>\$19.97</b>	<b>\$23.03</b>	<b>\$17.40</b>	<b>\$20.49</b>	<b>\$23.58</b>	<b>\$0.49</b>	<b>\$0.52</b>	<b>\$0.55</b>	<b>2.9%</b>	<b>2.6%</b>	<b>2.4%</b>
	706	Accounting Technician II (AP/ PR)												
	048	ASO Associate Inspector												
	470	ASO Office Assoc II												
	047	Building Inspector												
	765	Human Resources Coordinator												
	330	Kitchen Supervisor (ski hill)												
	280	Lead Groomer												
	411	Maintenance Worker II												
	470	Office Associate II												
	450	Vehicle Mechanic I												
	111	XC Center Assistant Mgr												
<b>H17</b>			<b>\$17.74</b>	<b>\$20.95</b>	<b>\$24.16</b>	<b>\$18.25</b>	<b>\$21.50</b>	<b>\$24.73</b>	<b>\$0.51</b>	<b>\$0.55</b>	<b>\$0.57</b>	<b>2.9%</b>	<b>2.6%</b>	<b>2.4%</b>
	019	Trail Ranger												
	123	2 <sup>nd</sup> Asst Golf Superintendent												
	562	Bike Instructor III												
	302	Ski/Snowboard Ins level III (start @\$18/hr)												
	625	XC Ski School Director												
<b>H18</b>			<b>\$18.61</b>	<b>\$21.97</b>	<b>\$25.34</b>	<b>\$19.15</b>	<b>\$22.54</b>	<b>\$25.95</b>	<b>\$0.54</b>	<b>\$0.57</b>	<b>\$0.61</b>	<b>2.9%</b>	<b>2.6%</b>	<b>2.4%</b>
	707	Accounting Technician III/Sr. Accountant												
	186	Aquatics Supervisor												
	471	ASO Office Associate III												
	026	Capital Projects Coordinator												
		Content Coordinator												
	185	Day Camp Supervisor												
	244	Forestry Worker IV												
	540	Graphic Designer												
	768	HR Specialist												
	535	Interactive Media Designer												
	549	Recreation Supervisor												
	573	Rental Shop Supervisor												
	456	Retail Rental Coordinator												
	592	Safety Coordinator												
	393	Ski Area Mechanic I												

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Range #	Job Code	Position	for 2018			for 2019			change			% change		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
	451	Vehicle Mechanic II												
<b>H19</b>			\$19.52	\$23.05	\$26.58	\$20.10	\$23.67	\$27.24	\$0.58	\$0.62	\$0.66	3.0%	2.7%	2.5%
	150	Compliance Inspector												
	215	Executive Assistant												
	211	Golf Mechanic												
	277	Grooming and Snowmaker Manager												
	536	Lead Graphic Designer												
	390	Lift Operations Supervisor												
	412	Maintenance Worker III												
	395	Ski Area Mechanic II												
<b>H20</b>			\$20.48	\$24.17	\$27.88	\$21.10	\$24.84	\$28.59	\$0.62	\$0.67	\$0.71	3.0%	2.8%	2.5%
		ASO Supervisor												
	551	Bicycle Program Manager												
	104	Field Supervisor (Maintenance)												
	396	Lead Ski Area Mechanic												
		Lift Mechanic Manager												
	480	Mountain Operations Supervisor												
	050	Network Admin												
	763	Purchasing Coordinator												
		Security/Loss Prevention Manager												
	621	Ski Patrol Director												
	463	Sr. Support Analyst												
	542	Staff Photographer												
	460	Systems Administrator												
	452	Vehicle Mechanic III												

10/19/2018 DRAFT

DRAFT 10/4/2018

Range	2017			2018						2019			Max to Min Spread	Min vs Mid Prior	Max vs Max Prior
	Start	Mid	Max	Min	Mid	Max				Min	Mid	Max			
H1	\$10.50	\$11.03	\$11.57	\$11.00	\$11.53	\$12.07	9.1%	8.8%	8.6%	\$12.00	\$12.53	\$13.10	9%		
H2	\$10.71	\$11.25	\$11.82	\$11.21	\$11.75	\$12.32	8.4%	8.1%	7.9%	\$12.15	\$12.69	\$13.28	9%	-3%	1%
H3	\$10.92	\$11.46	\$12.03	\$11.42	\$11.95	\$12.52	7.7%	7.4%	7.2%	\$12.30	\$12.83	\$13.42	9%	-3%	1%
H4	\$11.14	\$11.70	\$12.28	\$11.64	\$12.19	\$12.77	7.0%	6.7%	6.5%	\$12.45	\$13.00	\$13.59	9%	-3%	1%
H5	\$11.36	\$11.93	\$12.53	\$11.86	\$12.42	\$13.02	6.3%	6.0%	5.8%	\$12.60	\$13.16	\$13.77	9%	-3%	1%
H6	\$11.60	\$12.35	\$13.10	\$12.10	\$12.84	\$13.60	5.4%	5.1%	4.9%	\$12.75	\$13.50	\$14.27	12%	-3%	4%
H7	\$12.06	\$13.25	\$14.44	\$12.57	\$13.77	\$14.97	4.7%	4.4%	1.2%	\$13.15	\$14.37	\$15.15	15%	-3%	6%
H8	\$12.30	\$13.73	\$15.16	\$12.80	\$14.25	\$15.71	3.9%	3.6%	3.4%	\$13.30	\$14.77	\$16.24	22%	-7%	7%
H9	\$12.55	\$14.23	\$15.92	\$13.05	\$14.76	\$16.48	3.1%	2.8%	2.6%	\$13.45	\$15.16	\$16.90	26%	-9%	4%
H10	\$12.80	\$14.76	\$16.72	\$13.30	\$15.29	\$17.29	3.4%	3.1%	2.9%	\$13.75	\$15.76	\$17.78	29%	-9%	5%
H11	\$13.06	\$15.31	\$17.55	\$13.56	\$15.85	\$18.13	2.9%	2.6%	2.4%	\$13.95	\$16.26	\$18.57	33%	-11%	4%
H12	\$13.47	\$15.95	\$18.43	\$13.97	\$16.49	\$19.02	3.1%	2.8%	2.6%	\$14.40	\$16.95	\$19.51	35%	-11%	5%
H13	\$14.14	\$16.75	\$19.35	\$14.65	\$17.30	\$19.95	3.1%	2.8%	2.6%	\$15.10	\$17.79	\$20.47	36%	-11%	5%
H14	\$14.85	\$17.58	\$20.32	\$15.37	\$18.14	\$20.93	3.1%	2.8%	2.6%	\$15.85	\$18.65	\$21.47	35%	-11%	5%
H15	\$15.59	\$18.47	\$21.34	\$16.12	\$19.04	\$21.96	3.0%	2.7%	2.5%	\$16.60	\$19.56	\$22.51	36%	-11%	5%
H16	\$16.37	\$19.39	\$22.40	\$16.91	\$19.97	\$23.03	2.9%	2.6%	2.4%	\$17.40	\$20.49	\$23.58	36%	-11%	5%
H17	\$17.19	\$20.36	\$23.52	\$17.74	\$20.95	\$24.16	2.9%	2.6%	2.4%	\$18.25	\$21.50	\$24.73	36%	-11%	5%
H18	\$18.05	\$21.37	\$24.70	\$18.61	\$21.97	\$25.34	2.9%	2.6%	2.4%	\$19.15	\$22.54	\$25.95	36%	-11%	5%
H19	\$18.95	\$22.44	\$25.93	\$19.52	\$23.05	\$26.58	3.0%	2.7%	2.5%	\$20.10	\$23.67	\$27.24	36%	-11%	5%
H20	\$19.90	\$23.56	\$27.23	\$20.48	\$24.17	\$27.88	3.1%	2.8%	2.6%	\$21.10	\$24.84	\$28.59	35%	-11%	5%
S16	\$3,640	\$3,894	\$4,140	\$3,749.20	\$4,010.82	\$4,264.20	11.0%	5.5%	3.0%	\$4,160.00	\$4,230.55	\$4,392.13	6%		
S17	\$3,721	\$3,981	\$4,232	\$3,832.63	\$4,100.43	\$4,358.96	10.0%	5.0%	3.0%	\$4,215.89	\$4,305.45	\$4,489.73	6%		2%
S18	\$3,787	\$4,052	\$4,307	\$3,900.61	\$4,173.56	\$4,436.21	9.0%	4.5%	3.0%	\$4,251.66	\$4,361.37	\$4,569.30	7%	-1%	2%
S19	\$3,862	\$4,132	\$4,393	\$3,977.86	\$4,255.96	\$4,524.79	8.0%	4.0%	3.0%	\$4,296.09	\$4,426.20	\$4,660.53	8%	-1%	2%
S20	\$3,940	\$4,216	\$4,495	\$4,058.20	\$4,342.48	\$4,629.85	7.0%	3.5%	3.0%	\$4,342.27	\$4,494.47	\$4,768.75	10%	-2%	2%
S21	\$4,019	\$4,300	\$4,720	\$4,139.57	\$4,429.00	\$4,861.60	6.0%	3.0%	3.0%	\$4,387.94	\$4,561.87	\$5,007.45	14%	-2%	5%
S22	\$4,099	\$4,386	\$4,951	\$4,221.97	\$4,517.58	\$5,099.53	5.0%	3.0%	3.0%	\$4,433.07	\$4,653.11	\$5,252.52	18%	-3%	5%
S23	\$4,181	\$4,474	\$5,204	\$4,306.43	\$4,608.22	\$5,360.12	4.0%	3.0%	3.0%	\$4,478.69	\$4,746.47	\$5,520.92	23%	-4%	5%
S24	\$4,264	\$4,562	\$5,469	\$4,391.92	\$4,698.86	\$5,633.07	3.0%	3.0%	3.0%	\$4,523.68	\$4,839.83	\$5,802.06	28%	-5%	5%
S25	\$4,350	\$4,654	\$5,730	\$4,480.50	\$4,793.62	\$5,901.90	3.0%	3.0%	3.0%	\$4,614.92	\$4,937.43	\$6,078.96	32%	-5%	5%
S26	\$4,402	\$5,213	\$6,024	\$4,534.06	\$5,369.39	\$6,204.72	3.0%	3.0%	3.0%	\$4,670.08	\$5,530.47	\$6,390.86	37%	-5%	5%
S27	\$4,622	\$5,474	\$6,325	\$4,760.66	\$5,638.22	\$6,514.75	3.0%	3.0%	3.0%	\$4,903.48	\$5,807.37	\$6,710.19	37%	-11%	5%
S28	\$4,853	\$5,747	\$6,641	\$4,998.59	\$5,919.41	\$6,840.23	3.0%	3.0%	3.0%	\$5,148.55	\$6,096.99	\$7,045.44	37%	-11%	5%
S29	\$5,096	\$6,035	\$6,973	\$5,248.88	\$6,216.05	\$7,182.19	3.0%	3.0%	3.0%	\$5,406.35	\$6,402.53	\$7,397.66	37%	-11%	5%
S30	\$5,351	\$6,336	\$7,322	\$5,511.53	\$6,526.08	\$7,541.66	3.0%	3.0%	3.0%	\$5,676.88	\$6,721.86	\$7,767.91	37%	-11%	5%
S31	\$5,619	\$6,653	\$7,688	\$5,787.57	\$6,852.59	\$7,918.64	3.0%	3.0%	3.0%	\$5,961.20	\$7,058.17	\$8,156.20	37%	-11%	5%
S32	\$5,899	\$6,986	\$8,073	\$6,075.97	\$7,195.58	\$8,315.19	3.0%	3.0%	3.0%	\$6,258.25	\$7,411.45	\$8,564.65	37%	-11%	5%
S33	\$6,194	\$7,335	\$8,476	\$6,379.82	\$7,555.05	\$8,730.28	3.0%	3.0%	3.0%	\$6,571.21	\$7,781.70	\$8,992.19	37%	-11%	5%
S34	\$6,504	\$7,702	\$8,900	\$6,699.12	\$7,933.06	\$9,167.00	3.0%	3.0%	3.0%	\$6,900.09	\$8,171.05	\$9,442.01	37%	-11%	5%
S35	\$6,829	\$8,087	\$9,345	\$7,033.87	\$8,329.61	\$9,625.35	3.0%	3.0%	3.0%	\$7,244.89	\$8,579.50	\$9,914.11	37%	-11%	5%
S36	\$7,171	\$8,491	\$9,812	\$7,386.13	\$8,745.73	\$10,106.36	3.0%	3.0%	3.0%	\$7,607.71	\$9,008.10	\$10,409.55	37%	-11%	5%
S37	\$7,529	\$8,916	\$10,303	\$7,754.87	\$9,183.48	\$10,612.09	3.0%	3.0%	3.0%	\$7,987.52	\$9,458.98	\$10,930.45	37%	-11%	5%
S38	\$7,906	\$9,362	\$10,818	\$8,143.18	\$9,642.86	\$11,142.54	3.0%	3.0%	3.0%	\$8,387.48	\$9,932.15	\$11,476.82	37%	-11%	5%
S39	\$8,301	\$9,830	\$11,359	\$8,550.03	\$10,124.90	\$11,699.77	3.0%	3.0%	3.0%	\$8,806.53	\$10,428.65	\$12,050.76	37%	-11%	5%
S40	\$8,716	\$10,322	\$11,927	\$8,977.48	\$10,631.66	\$12,284.81	3.0%	3.0%	3.0%	\$9,246.80	\$10,950.61	\$12,653.35	37%	-11%	5%
S41	\$9,152	\$10,837	\$12,523	\$9,426.56	\$11,162.11	\$12,898.69	3.0%	3.0%	3.0%	\$9,709.36	\$11,496.97	\$13,285.65	37%	-11%	5%
S42	\$9,610	\$11,379	\$13,149	\$9,898.30	\$11,720.37	\$13,543.47	3.0%	3.0%	3.0%	\$10,195.25	\$12,071.98	\$13,949.77	37%	-11%	5%
S43	\$10,090	\$11,949	\$13,807	\$10,392.70	\$12,307.47	\$14,221.21	3.0%	3.0%	3.0%	\$10,704.48	\$12,676.69	\$14,647.85	37%	-11%	5%
S44	\$10,595	\$12,546	\$14,497	\$10,912.85	\$12,922.38	\$14,931.91	3.0%	3.0%	3.0%	\$11,240.24	\$13,310.05	\$15,379.87	37%	-11%	5%
S45	\$11,124	\$13,173	\$15,222	\$11,457.72	\$13,568.19	\$15,678.66	3.0%	3.0%	3.0%	\$11,801.45	\$13,975.24	\$16,149.02	37%	-11%	5%
S46	\$11,681	\$13,832	\$15,983	\$12,031.43	\$14,246.96	\$16,462.49	3.0%	3.0%	3.0%	\$12,392.37	\$14,674.37	\$16,956.36	37%	-11%	5%
S47	\$12,265	\$14,523	\$16,782	\$12,632.95	\$14,958.69	\$17,285.46	3.0%	3.0%	3.0%	\$13,011.94	\$15,407.45	\$17,804.02	37%	-11%	5%
S48	\$12,878	\$15,249	\$17,621	\$13,264.34	\$15,706.47	\$18,149.63	3.0%	3.0%	3.0%	\$13,662.27	\$16,177.66	\$18,694.12	37%	-11%	5%
S49	\$13,522	\$16,611	\$18,502	\$13,927.66	\$17,109.33	\$19,057.06	3.0%	3.0%	3.0%	\$14,345.49	\$17,622.61	\$19,628.77	37%	-11%	5%
S50	\$14,198	\$16,812	\$19,427	\$14,623.94	\$17,316.36	\$20,009.81	3.0%	3.0%	3.0%	\$15,062.66	\$17,835.85	\$20,610.10	37%	-15%	5%
S51	\$14,908	\$17,653	\$20,398	\$15,355.24	\$18,182.59	\$21,009.94	3.0%	3.0%	3.0%	\$15,815.90	\$18,728.07	\$21,640.24	37%	-11%	5%
S52	\$15,653	\$18,535	\$21,417	\$16,122.59	\$19,091.05	\$22,059.51	3.0%	3.0%	3.0%	\$16,606.27	\$19,663.78	\$22,721.30	37%	-11%	5%
S53	\$16,436	\$19,462	\$22,488	\$16,929.08	\$20,045.86	\$23,162.64	3.0%	3.0%	3.0%	\$17,436.95	\$20,647.24	\$23,857.52	37%	-11%	5%