

SALARY SCHEDULE
Effective July 1, 2024

Classification	Positions	Salary Range
Accounting Technician I & II	2	12 / 16
Collection Supervisor	1	30 & 32
Construction Supervisor	1	32
Customer Service Representative I & II	1	7 / 11
Customer Service Specialist	2	17
Engineering Technician I, II & III	4	16-17 / 20-21 / 26-27
Environmental Compliance Technician	1	26 / 28
Equipment Mechanic	1	18
Executive Assistant/ Board Secretary	1	34
Geographical Information Systems (GIS) Coordinator	1	27
Human Resources Technician	1	16
Instrumentation, Electrical & Controls Technician I/II	2	20-21 / 25-28
Laboratory Technician I & II	1	20-21 / 24-25
Lead Plant Operator	2	27-28
Maintenance Technician I/II	1	18-20 / 21-24
Management Analyst	1	26
Operations Specialist	1	16-17
Plant Operator (I-T), I, II	2	11-12 / 17-18 / 21-22
Public Information Officer	1	25
Purchasing/Warehouse/Fleet Supervisor	1	34-35
Safety & Risk Officer	1	36-38
Senior Maintenance Technician	1	29-32
System Services Supervisor	1	32
System Operations Supervisor	1	35
Systems Operator I, II, III	4	18 / 22 / 26
Crew Leader (Water and Wastewater)	5	23-25
Utility Worker I, II, III (Water and Wastewater)	18	10-11 / 14-15 / 18-19
Warehouse/Purchasing Specialist	1	15-16
Water/Wastewater Operator I/II/III	1	12/19/26
<u>Management (Exempt)</u>		
General Manager	1	\$276,551
Assistant General Manager/CFO	1	60
Chief Plant Operator	1	35-36
Engineering Manager	1	54
Field Services Manager	1	49 & 51
Human Resources Manager	1	47
Information Technology Manager	1	36-37
Operations Manager	1	53
SCADA, Electrical & Maintenance Supervisor	1	34-35
Supervising Accountant	1	35-36
Systems Technician	1	29

Board Approved. Effective July 1, 2024

Range #	FY 24-25 Hourly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$24.37	\$24.98	\$25.61	\$26.25	\$26.90	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44
2	\$24.98	\$25.61	\$26.25	\$26.90	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19
3	\$25.61	\$26.25	\$26.90	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98
4	\$26.25	\$26.90	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78
5	\$26.90	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60
6	\$27.58	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44
7	\$28.26	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30
8	\$28.97	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18
9	\$29.70	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08
10	\$30.44	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01
11	\$31.19	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96
12	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94
13	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93
14	\$33.60	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96
15	\$34.44	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01
16	\$35.30	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08
17	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19
18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32
19	\$38.01	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47
20	\$38.96	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66
21	\$39.94	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87
22	\$40.93	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13
23	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40
24	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71
25	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05
26	\$45.19	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42
27	\$46.32	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84
28	\$47.47	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29
29	\$48.66	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76
30	\$49.87	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28
31	\$51.13	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84
32	\$52.40	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44
33	\$53.71	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07
34	\$55.05	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75
35	\$56.42	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47
36	\$57.84	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23
37	\$59.29	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03
38	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90
39	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79
40	\$63.84	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74
41	\$65.44	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73
42	\$67.07	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77
43	\$68.75	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86
44	\$70.47	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02
45	\$72.23	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21
46	\$74.03	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46
47	\$75.90	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78
48	\$77.79	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16
49	\$79.74	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58
50	\$81.73	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07
51	\$83.77	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62
52	\$85.86	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24
53	\$88.02	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91
54	\$90.21	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67
55	\$92.46	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48
56	\$94.78	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36
57	\$97.16	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33
58	\$99.58	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36
59	\$102.07	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47
60	\$104.62	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66
61	\$107.24	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92
62	\$109.91	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27
63	\$112.67	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70
64	\$115.48	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21
65	\$118.36	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82
66	\$121.33	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52
67	\$124.36	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31
68	\$127.47	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19
69	\$130.66	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17
70	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25
71	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25	\$171.43
72	\$140.70	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25	\$171.43	\$175.72
73	\$144.21	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25	\$171.43	\$175.72	\$180.11
74	\$147.82	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25	\$171.43	\$175.72	\$180.11	\$184.62
75	\$151.52	\$155.31	\$159.19	\$163.17	\$167.25	\$171.43	\$175.72	\$180.11	\$184.62	\$189.23

Range #	FY 24-25 Bi-Weekly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$1,950	\$1,998	\$2,049	\$2,100	\$2,152	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435
2	\$1,998	\$2,049	\$2,100	\$2,152	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495
3	\$2,049	\$2,100	\$2,152	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558
4	\$2,100	\$2,152	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622
5	\$2,152	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688
6	\$2,206	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755
7	\$2,261	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824
8	\$2,318	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894
9	\$2,376	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966
10	\$2,435	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041
11	\$2,495	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117
12	\$2,558	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195
13	\$2,622	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274
14	\$2,688	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357
15	\$2,755	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441
16	\$2,824	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526
17	\$2,894	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615
18	\$2,966	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706
19	\$3,041	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798
20	\$3,117	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893
21	\$3,195	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990
22	\$3,274	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090
23	\$3,357	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192
24	\$3,441	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297
25	\$3,526	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404
26	\$3,615	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514
27	\$3,706	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627
28	\$3,798	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743
29	\$3,893	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861
30	\$3,990	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982
31	\$4,090	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107
32	\$4,192	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235
33	\$4,297	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366
34	\$4,404	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500
35	\$4,514	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638
36	\$4,627	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778
37	\$4,743	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922
38	\$4,861	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072
39	\$4,982	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223
40	\$5,107	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379
41	\$5,235	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538
42	\$5,366	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702
43	\$5,500	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869
44	\$5,638	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042
45	\$5,778	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217
46	\$5,922	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397
47	\$6,072	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582
48	\$6,223	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773
49	\$6,379	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966
50	\$6,538	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166
51	\$6,702	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370
52	\$6,869	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579
53	\$7,042	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793
54	\$7,217	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014
55	\$7,397	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238
56	\$7,582	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469
57	\$7,773	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706
58	\$7,966	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949
59	\$8,166	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198
60	\$8,370	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453
61	\$8,579	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714
62	\$8,793	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982
63	\$9,014	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256
64	\$9,238	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537
65	\$9,469	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826
66	\$9,706	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122
67	\$9,949	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425
68	\$10,198	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735
69	\$10,453	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054
70	\$10,714	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380
71	\$10,982	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380	\$13,714
72	\$11,256	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380	\$13,714	\$14,058
73	\$11,537	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380	\$13,714	\$14,058	\$14,409
74	\$11,826	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380	\$13,714	\$14,058	\$14,409	\$14,770
75	\$12,122	\$12,425	\$12,735	\$13,054	\$13,380	\$13,714	\$14,058	\$14,409	\$14,770	\$15,138

