# MEETING OF THE MERCER COUNTY SALARY BOARD December 3, 2015 

Members Present: Commissioners John N. Lechner, Matthew B. McConnell, Brian Beader, Controller Thomas Amundsen

## Motion to approve the Human Resources action as follows:

Create one Seasonal Part-Time Clerical Assistant position in the Election office set at the TCC05 level effective January 4, 2016.

Moved:
Vote: Mr. Lechner
Mr. McConnell

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve pay increase of 1-2.5\% (varies upon P\&A Level) for all non-union salaried employees associated with the P\&A non-union pay tables effective 1-10-2016. (Pay table is attached.)

Moved:
Vote: Mr. Lechner
Mr. McConnell

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve $2 \%$ pay increases for all non-union hourly employees associated with the TCN pay tables effective 1-10-2016. Pay table is attached. (Note: All Bargaining Unit employees will receive increases as outlined in previously negotiated and approved Collective Bargaining Agreements)

Moved:
Vote: Mr. Lechner Mr. McConnell

Seconded:
Mr. Beader
Mr. Amundsen

Motion to approve a $\$ 0.50$ per day pay increase for all Court Per Diem Employees paid at a daily rate. Effective 1-10-2016.

Moved:
Vote: Mr. Lechner
Mr. McConnell

Seconded:
Mr. Beader
Mr. Amundsen

Motion to approve a $1.5 \%$ increase for all Law Clerks, Part-Time Public Defenders, Part-Time District Attorneys, Part-Time Public Defender Investigators, Part-Time District Attorney Investigators. All are effective 1-10-2016.

Moved:
Vote: Mr. Lechner
Mr. McConnell

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve Medical Benefit premium payroll deductions for all non-union full-time Hourly and Salaried employees as follows for 2016. Coverage will remain with Highmark Blue Cross/Blue Shield through the Reschini Group effective 1-1-2016.

## 2016 Year - Health Care Premium - Employee Portion

| 2016 Rates | Total Monthly <br> Premium | Semi-monthly <br> Pay deduction <br> $(\mathbf{1 4 \%})$ |
| :--- | ---: | ---: |
| Single | 753.13 | 52.71 |
| Employee/Child(ren) | $1,603.38$ | 112.23 |
| Employee/Spouse | $1,785.64$ | 124.99 |
| Family | $1,956.60$ | 136.96 |

Moved:
Seconded:
Vote: Mr. Lechner
Mr. Beader
Mr. Amundsen
Motion to approve the pay step increases on their respective anniversaries of Full-Time Date of Hire for all Mercer County employees who are eligible for such an increase during 2016.

Moved:
Vote: Mr. Lechner
Mr. McConnell

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve additional Loyalty pay of \$546/year effective beginning on the first Anniversary Date after reaching Step 10 for Professional \& Administrative employees.

Moved:
Vote: Mr. Lechner Mr. McConnell

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to correct any clerical errors, additions, deletions or adjustments found in the number and compensation of all County employees for 2016.

Moved:
Vote: Mr. Lechner

## Seconded:

Mr. Beader

## Mr. McConnell

## Mr. Amundsen

The following motions approving the number and compensation (annual salary or hourly rate) of the employees reporting to the various departments as listed below, for the year 2016, are effective January 10, 2016. These rates do not include any step increases, upgrades or reclassifications for 2016.

Motion to approve the number and compensation (annual salary or hourly rate) of the employees reporting to the COMMISSIONERS, as set forth below, for the year 2016:

| Department | \# of <br> Emp | Position | Salaried Wages | Hourly Wages |
| :---: | :---: | :---: | :---: | :---: |
| Commissioners | 1 | Chief Clerk | 45,786.52 |  |
|  | 3 | Administrative Assistant (FT) (1 unfilled) | 76,109.54 |  |
|  | 1 | Administrative Assistant (PT) |  | 14.43 |
| Registration and Elections | 1 | Director | 43,818.58 |  |
|  | 3 | Clerical Assistant (1 unfilled) |  | 16.92 |
|  | 1 | Clerical Assistant Leader |  | 17.41 |
|  | 1 | Seasonal PT Clerical Assistant |  | 13.41 |
|  | 11 | PT Machine Custodian/Rover (2 unfilled) |  | 12.00 |
|  |  |  |  |  |
|  |  |  |  |  |
| Fiscal | 1 | Fiscal Administrator | 79,838.46 |  |
|  | 2 | Sr. Accountant/Grant Accounting Administrator (1 Unfilled) | 76,907.62 |  |
|  |  |  |  |  |
| Tax Assessment and Tax Claim | 1 | Director | 45,620.64 |  |
|  | 4 | Clerical Assistants (1 unfilled) |  | 14.93-16.35 |
|  | 1 | Mapper (1 unfilled) |  | 15.35 |
|  | 1 | Lead Mapper |  | 18.12 |
|  | 2 | Sr. Procedure Clerk |  | 17.41 |
|  | 1 | Computer Operator |  | 18.12 |
|  | 1 | Administrative Assistant | 40,103.70 |  |
|  |  |  |  |  |
| Purchasing | 1 | Purchasing Clerk - Part Time |  | 14.27 |
|  |  |  |  |  |
| MIS | 1 | Director | 78,273.26 |  |
|  | 1 | Network Administrator | 61,992.58 |  |
|  | 1 | Application Support Specialist | 40,356.94 |  |
|  | 1 | GIS Technician | 43,920.24 |  |
|  |  |  |  |  |
| Human Resources | 1 | Director | 60,861.84 |  |
|  | 1 | Assistant Director | 34,644.22 |  |
|  | 1 | Administrative Assistant ( 1 unfilled) | 22,641.32 |  |
|  |  |  |  |  |
| Maintenance | 1 | Facilities Manager | 40,357.00 |  |
|  | 4 | Maintenance III |  | 16.67-18.12 |


|  | 1 | Custodian Leader |  | 16.35 |
| :---: | :---: | :---: | :---: | :---: |
|  | 2 | Custodian I |  | 15.41 |
|  | 5 | PT Custodian I |  | 12.60-14.00 |
| Micrographics | 1 | Records Technician |  | 16.92 |
|  |  |  |  |  |
|  |  |  |  |  |
| EMA | 1 | Public Safety Director | 71,865.30 |  |
|  | 1 | Deputy Director | 49,276.50 |  |
|  | 1 | Administrative Assistant | 36,542.48 |  |
|  |  |  |  |  |
|  |  |  |  |  |
| Bridge/Liquid Fuels | 1 | Engineer | 79,838.46 |  |
|  | 1 | Administrative Secretary |  | 17.41 |
|  | 3 | Bridge Maintenance Leader |  | 18.12 |
|  | 1 | Bridge Inspector |  | 18.76 |
|  | 1 | Engineering Tech |  | 19.30 |
|  |  |  |  |  |
| MH/DS | 1 | MH/DS Administrator | 71,865.30 |  |
|  | 1 | Program Specialist I | 38,917.32 |  |
|  | 1 | Administrative Assistant (1 unfilled) | 22,641.32 |  |
|  | 1 | PT Fiscal Admin(1 unfilled) |  | 18.02 |
|  | 1 | PT Program Specialist I |  | 17.88 |
|  |  |  |  |  |
| Veterans' Affairs | 1 | Director | 37,529.44 |  |
|  | 1 | Assistant Director | 30,194.32 |  |
|  | 1 | Administrative Assistant |  | 15.88 |
|  |  |  |  |  |
| Conservation | 1 | Manager | 49,655.00 |  |
|  | 1 | Clerical Assistant |  | 13.13 |
|  | 1 | Nutrient Mgmt. Specialist | 49,276.50 |  |
|  | 1 | Environmental Education Coordinator | 38,917.32 |  |
|  | 1 | Coordinator Technician |  | 18.12 |
|  | 1 | Temp. FT Environmental Educator | 28,038.14 |  |
|  | 2 | PT Summer Interns (2 unfilled) |  | 10.00 |
|  |  |  |  |  |
| E911 Center | 1 | Deputy Director | 49,276.50 |  |
|  | 4 | Supervisor | 159,945.24 |  |
|  | 1 | System Administrator | 40,103.70 |  |
|  | 1 | Staff Development Spec Supervisor | 37,326.38 |  |
|  | 16 | Telecommunicator (Full Time) |  | 15.73-17.41 |
|  | 18 | Telecommunicator (Part Time) (9 unfilled) |  | 15.35-17.41 |
|  |  |  |  |  |
| CYS | 1 | Director | 58,520.28 |  |
|  | 1 | Assistant Director | 51,492.48 |  |


|  | 1 | CYS Solicitor | $67,615.34$ |  |
| :--- | ---: | :--- | ---: | ---: |
|  | 1 | Case Nurse Manager | $56,468.88$ |  |
|  | 1 | Systems Specialist I | $28,038.14$ |  |
|  | 1 | Fiscal Operations Ofc. | $40,103.70$ |  |
|  | 1 | Fiscal Operations Off. II | $56,468.88$ |  |
|  | 1 | Administrative Assistant | $37,445.46$ |  |
|  | 1 | Fiscal Assistant |  | $181,536.16$ |
|  | 4 | Casework Supervisors | $43,920.24$ |  |
|  | 1 | Program Specialist I /CW Supervisor | $43,920.24$ |  |
|  | 1 | Casework Supervisor - Resource Families | $45,109.74$ |  |
|  | 1 | Casework Supervisor / Independent Living |  | $17.97-19.27$ |
|  | 3 | Caseworker II/Independent Living |  | 13.98 |
|  | 1 | Case Aide/Independent Living |  | $16.65-22.54$ |
|  | 24 | Caseworkers I and II (2 unfilled) |  | $12.25-13.98$ |
|  | 3 | Clerk Typist |  | 14.35 |
|  | 1 | Case Aide |  |  |
|  |  |  | $48,000.16$ |  |
|  | 1 | Solicitor |  |  |
|  |  |  |  |  |

Moved:
Seconded:
Vote: Mr. Lechner
Mr. McConnell

Mr. Beader<br>Mr. Amundsen

Motion to approve the number and listed wage for the employees reporting to the PROTHONOTARY, as set forth below, for the year 2016:

| Prothonotary's Office | \# of <br> Emp | Position | Salaried Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Solicitor | $3,937.18$ |  |
|  | 1 | Second Deputy | $36,542.48$ |  |
|  | 1 | First Deputy | $40,103.70$ |  |
|  | 2 | Clerical Assistant |  | $15.90-16.90$ |
|  | 1 | Chief Clerk |  | 17.60 |

## Moved:

Vote: Mr. Lechner
Mr. McConnell Prothonotary Bice

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve the number and listed wages for the employees of the PUBLIC DEFENDER reporting to the COMMISSIONERS, as set forth below, for the year 2016:

| Public Defenders <br> Office | \# of <br> Emp | Position | Salaried Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Public Defender | $67,615.34$ |  |
|  | 4 | Assistant Public Defender | 233189.32 |  |
|  | 1 | First Assistant P.D. | $70,456.36$ |  |


|  | 5 | PT Assistant P.D. | $138,360.30$ |  |
| :--- | ---: | :--- | ---: | ---: |
|  | 1 | Paralegal/Sent. Advocate | $40,356.94$ |  |
|  | 1 | Investigator / Intake | $46,009.86$ |  |
|  | 1 | Investigator / Intake (Part Time) |  | 18.09 |
|  | 1 | Temp. PT Investigator |  | 18.09 |
|  | 2 | Administrative Assistant | $66,613.30$ |  |
|  | 1 | Office Manager | $42,841.24$ |  |

Moved:
Vote: Mr. Lechner
Mr. McConnell
Mr. Bogaty

## Seconded:

Mr. Beader<br>Mr. Amundsen

Motion to approve the number and listed wages for the employees of the JAIL reporting to the COMMISSIONERS and PRISON BOARD, as set forth below, for the year 2016:

| Mercer County Jail | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Warden | $70,996.90$ |  |
|  | 2 | Deputy Warden | $110,722.04$ |  |
|  | 7 | Lieutenant (1 unfilled) | $314,556.06$ |  |
|  | 1 | Work Release Coordinator | $49,276.50$ |  |
|  | 1 | Administrative Assistant | $36,542.48$ |  |
|  | 3 | FT Facility Mgmt. Asst./Corrections Officer |  | $15.66-21.47$ |
|  | 1 | Records Coordinator | $37,326.38$ |  |
|  | 2 | Asst. Records Coordinator | $75,765.56$ |  |
|  | 1 | Fiscal Assistant | $35,661.86$ |  |
|  | 3 | Jail Counselor | $135,146.70$ |  |
|  | 3 | Corrections Officer/Sergeant |  |  |
|  | 60 | Corrections Officer (Full Time) |  | $17.02-22.47$ |
|  | 20 | Corrections Officer (Part Time) $(8$ unfilled) |  | $14.10-15.66$ |

## Moved:

Vote: Mr. Lechner
Mr. McConnell
President of Prison Board

## Seconded:

Mr. Beader
Mr. Amundsen President of Prison Board

|  | 4 | Sr. Procedure Clerk (1 Unfilled) |  | 17.41 |
| :--- | :--- | :--- | ---: | ---: |
|  | 1 | Solicitor | $3,937.18$ |  |

Moved:
Vote: Mr. Lechner Mr. McConnell

## Seconded: <br> Mr. Beader <br> Controller Amundsen

Motion to approve the number and listed wages for the employees reporting to the DISTRICT ATTORNEY, as set forth below, for the year 2016:
$\left.\begin{array}{|l|c|l|r|r|}\hline \text { DA's office } & \begin{array}{c}\text { \# of } \\ \text { Emp }\end{array} & \text { Position } & \begin{array}{c}\text { Salaried } \\ \text { Wages }\end{array} & \begin{array}{c}\text { Hourly } \\ \text { Wages }\end{array} \\ \hline & 1 & \text { Office Administrator } & 56,468.88 & \\ \hline & 1 & \text { First Assistant D.A. } & 78,273.26 & \\ \hline & 6 & \text { Assistant D.A. } & 342510.22 & \\ \hline & & & & 53,738.62\end{array}\right]$

## Moved:

## Seconded:

Vote: Mr. Lechner
Mr. Beader
Mr. McConnell
Mr. Amundsen
District Attorney Kochems
Motion to approve the number and listed wages for the employees reporting to the CLERK OF COURTS, REGISTER OF WILLS and CLERK OF ORPHANS COURT, as set forth below, for the year 2016:

| Clerk of Courts | \# of <br> Emp | Position | Salaried Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Solicitor | $5,566.08$ |  |
|  | 1 | First Deputy | $40,103.70$ |  |
|  | 1 | Second Deputy | $36,542.48$ |  |
|  | 6 | Sr. Procedure Clerk |  | $15.90-16.90$ |
|  | 2 | PT Sr. Procedure Clerk |  | $16.42-16.90$ |
|  | 1 | Cost Collection Coordinator | $43,818.58$ |  |
|  | 1 | Cost Collection Coord-Asst | $39,317.72$ |  |


| Register of Wills | \# of <br> Emp | Position | Salaried Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | :---: |
|  | 1 | First Deputy | $35,661.86$ |  |
|  | 1 | Second Deputy | $34,118.76$ |  |

Moved:
Vote: Mr. Lechner

## Seconded:

Mr. Beader

## Mr. McConnell Clerk and Register Kloos

Mr. Amundsen

Motion to approve the number and listed wages for the employees reporting to the RECORDER, as set forth below, for the year 2016:

| Recorder's Office | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Solicitor | 3937.18 |  |
|  | 1 | First Deputy | $35,661.86$ |  |
|  | 1 | Second Deputy | $28,311.40$ |  |
|  | 3 | Clerical Assistant |  |  |

Moved:
Vote: Mr. Lechner Mr. McConnell
Recorder Zickar

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve the number and listed wages for the employees reporting to the CORONER, as set forth below, for the year 2016:

| Coroner's Office | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | :---: | :---: |
|  | 7 | Deputy Coroners | $28,100.28$ |  |
|  | 2 | Administrative Assistant | $6,228.82$ |  |

Moved:
Vote: Mr. Lechner
Mr. McConnell
Coroner McGonigle

## Seconded:

Mr. Beader<br>Mr. Amundsen

Motion to approve the number and listed wages for the employees reporting to the SHERIFF, as set forth below, for the year 2016:

| Sheriff's Department | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Solicitor | $4,568.98$ |  |
|  | 1 | Chief/First Deputy | $50,118.12$ |  |
|  | 1 | Deputy Sheriff Captain |  | 26.00 |
|  | 1 | Deputy Sheriff Lieutenant |  | 25.50 |
|  | 1 | Deputy Sheriff Sergeant |  | 24.45 |
|  | 10 | Deputy - Full Time | $19.49-24.25$ |  |
|  | 3 | Administrative Assistant | 21.19 |  |
|  | 5 | PT Deputy Sheriff (1 unfilled) |  | $16.42-18.25$ |

## Moved:

Vote: Mr. Lechner
Mr. McConnell
Sheriff Hartman

## Seconded:

Mr. Beader
Mr. Amundsen

Motion to approve the number and listed wages for employees reporting to the TREASURER, as set forth below, for the year 2016:

| Treasurer's Office | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Solicitor | $3,937.18$ |  |
|  | 1 | First Deputy | $33,964.58$ |  |
|  | 1 | Second Deputy | $31,006.04$ |  |
|  | 2 | Clerical Assistant |  | $15.41-16.35$ |
|  | 1 | Sr. Procedure Clerk |  | 17.41 |

Moved:
Vote: Mr. Lechner
Mr. McConnell
Treasurer Richardson
Seconded:
Mr. Beader
Mr. Amundsen

Motion to approve the number and listed wages for the employees reporting to the COURTS, as set forth below, for the year 2016:

| Court Administration | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | :---: | :---: |
|  | 6 | Administrative Assistant - FT | $225,982.12$ |  |
|  | 4 | Law Clerks | $148,921.76$ |  |
|  | 6 | Court Stenographer | $230,518.34$ |  |
|  | 22 | Tip Staff/Court Crier (2 unfilled) |  | $74.00 / 89.50$ day |
|  | 1 | Master's Specialist | $36,542.48$ |  |
| Jury Commissioners | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
|  | 1 | Temp Per Diem Clerk (1 unfilled) |  | 52.50 per day |


| Juvenile Probation | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | :---: |
|  | 1 | Chief Juvenile Prob. Ofc. | $71,865.30$ |  |
|  | 1 | Dep Chief Juv. Prob. Ofc | $47,732.36$ |  |
|  | 11 | Juvenile Probation Officers | $480,328.94$ |  |
|  | 1 | Procedure Clerk |  | 16.42 |
|  | 1 | Fiscal Assistant | $40,103.70$ |  |
|  | 1 | Administrative Assistant | $34,118.76$ |  |


| Domestic Relations | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Director | $71,865.30$ |  |
|  | 1 | Assistant Director | $50,118.12$ |  |
|  | 3 | Conference Officer | $117,157.04$ |  |
|  | 8 | Enforcement Officer | $292,114.42$ |  |
|  | 1 | Enforcement Supervisor | $38,917.32$ |  |
|  | 1 | Enforcement Specialist | $31,083.78$ |  |
|  | 1 | Court Conference Supervisor | $48,309.82$ |  |
|  | 1 | County Investigator | $43,697.94$ |  |
|  | 3 | USIFA Officer | $112,425.04$ |  |
|  | 3 | Intake Officer/Locator |  | $15.68-17.60$ |
|  | 3 | Sr. Procedure Clerk |  | $14.46-16.42$ |
|  | 1 | Data Processing Tech. |  | 17.60 |


| DUI School | \# of <br> Emp | Position | Salaried Wages | Hourly Wages |
| :---: | :---: | :---: | :---: | :---: |
|  | 3 | Instructors |  | 40.00 |
| Law Library | $\begin{gathered} \text { \# of } \\ \text { Emp } \end{gathered}$ | Position | Salaried Wages | Hourly Wages |
|  | 1 | Law Librarian | 38,094.68 |  |
| Magistrate District Justice | \# of <br> Emp | Position | Salaried Wages | Hourly Wages |
|  | 5 | Administrative Assistant | 176,459.40 |  |
|  | 14 | Sr. Procedure Clerk (Full - Time) |  | 14.90-16.90 |
|  | 2 | Sr. Procedure Clerk (Part Time) |  | 15.26 |

Moved:
Vote: Mr. Lechner

## Seconded:

Mr. McConnell
Mr. Beader
President Judge Dobson
Mr. Amundsen

Motion to approve the number and listed wages for the employees of INTERMEDIATE PUNISHMENT reporting to the COMMISSIONERS and PRISON BOARD, as set forth below, for the year 2016:

| IPP Department | \# of <br> Emp | Position | Salaried <br> Wages | Hourly <br> Wages |
| :--- | :---: | :--- | ---: | ---: |
|  | 1 | Director | $63,232.52$ |  |
|  | 1 | Supervisor -Community Service | $33,473.00$ |  |
|  | 1 | Supervisor -Pre-Trial/TASC/DVIP | $48,309.82$ |  |
|  | 1 | Supervisor - ARD | $43,697.94$ |  |
|  | 2 | House Arrest Officer | $66,130.56$ |  |
|  | 2 | IPP Intake Admin Assistant | $69,944.68$ |  |
|  | 2 | DVIP Instructor |  | 40.00 |

Moved:
Vote: Mr. Lechner
Mr. McConnell
President of the Prison Board

## Old Business:

## New Business:

Questions from the Media:
Motion to adjourn.

## Moved:

Seconded:
Seconded:

President of the Prison Board

Mr. Amundsen
Mr. Beader
$\qquad$

Mercer County Salary Board

Chief Clerk

STARTING: JAN 10, 2016 REFLECTS A 2.5\%-1.0\%

## INCREASE

| 2016 |  | LEVEL: |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| STEP: | GRADE | PA03 | PA04 | PA05 | PA06 | PA07 | PA08 | PA09 | PA10 | Yrs in Step |
| 90\% ENTRY <br> 00 | 0 | 22,641 | 25,234 | 27,976 | 31,370 | 35,122 | 40,056 | 45,481 | 50,674 |  |
| Entry 00 | 1 | 25,157 | 28,038 | 31,084 | 34,856 | 39,024 | 44,507 | 50,534 | 56,304 |  |
| 1 | 1 | 25,786 | 28,738 | 31,861 | 35,720 | 40,000 | 45,621 | 51,798 | 57,712 | 1 |
| 2 | 1 | 26,430 | 29,457 | 32,658 | 36,613 | 40,999 | 46,762 | 53,093 | 59,155 | 1 |
| 3 | 1 | 27,223 | 30,194 | 33,473 | 37,529 | 42,231 | 47,883 | 54,420 | 60,575 | 1 |
| 4 | 1 \& 2 | 28,311 | 31,402 | 34,644 | 38,917 | 43,920 | 49,655 | 56,432 | 62,694 | 2 |
| 5 | 1 \& 2 | 29,586 | 32,658 | 35,857 | 40,357 | 45,787 | 51,492 | 58,520 | 65,015 | 2 |
| 6 | 1 \& 2 | 31,006 | 33,965 | 37,326 | 42,052 | 47,732 | 53,552 | 60,862 | 67,615 | 2 |
| 7 | 1 \& 2 \& 3 | 32,495 | 35,662 | 38,857 | 43,819 | 50,118 | 56,229 | 63,905 | 70,997 | 3 |
| 8 | 1 \& 2 \& 3 | 34,119 | 37,445 | 40,802 | 46,010 | 52,625 | 59,041 | 67,100 | 74,546 | 3 |
| 9 | 1 \& 2 \& 3 | 35,826 | 39,318 | 42,841 | 48,310 | 55,361 | 61,993 | 70,456 | 78,273 | 3 |
| 10 | 1 \& LP | 36,542 | 40,104 | 43,698 | 49,277 | 56,469 | 63,233 | 71,865 | 79,838 | Loy Table |

## STARTING: JANUARY 10, 2016 2\% INCREASE



