

SUPPLEMENTAL AGREEMENT
Between the
State of Hawai'i, Board of Regents, University of Hawai'i and the
Hawai'i Government Employees Association
Bargaining Unit 8

THIS SUPPLEMENTAL AGREEMENT (SUP) is entered into on this 20th day of October, 2009, by and between the University of Hawai'i, Board of Regents, State of Hawai'i ("Employer"), and the Hawai'i Government Employees Association, AFSCME, Local 152, AFL-CIO ("Union") on behalf of employees in Bargaining Unit 8.

This SUP shall only apply to Administrative, Professional and Technical employees paid from funds appropriated by the State of Hawai'i. Appropriated funds include general funds, special funds, revolving funds, and appropriated federal funds.

This SUP shall not apply to 1) APTs whose positions are paid from non-appropriated funds which include trust funds, agency funds, and extramural funds; and 2) APTs who retire from State service on or before December 31, 2009.

For APTs paid from various funding sources, this SUP and the salary reductions and leave with pay described herein shall only apply to the percentage of the full time equivalency (FTE) which is paid from the appropriated funding sources indicated above.

NOW THEREFORE, the UNION and the EMPLOYER mutually agree to the following:

- A. The broad band salary schedules in effect on June 30, 2009 for 11-month APT and 9-month APT shall be designated as Exhibits A and B, respectively.
- B. Effective November 1, 2009:
 - 1. The salary schedules designated as Exhibits A and B shall be amended to reflect a temporary salary reduction of seven and one-half percent (7.5%) (equivalent to 5% annualized over the fiscal year) and such amended schedules shall be designated as Exhibit C for 11-month APT and Exhibit D for 9-month APT.
 - 2. Following B.1. above, Employees shall be placed on the corresponding pay band and step of Exhibit C or Exhibit D as applicable.
 - 3. Employees not assigned to the salary schedule shall receive the same percentage pay decrease as indicated in B.1. above.
- C. Effective July 1, 2010:
 - 1. The broad band salary schedules in effect on June 30, 2009 and designated as Exhibits A and B shall be amended to reflect a temporary salary reduction of five percent (5%) and such amended schedules shall be designated as Exhibit E for 11-month APT and Exhibit F for 9-month APT.
 - 2. Following C.1. above, Employees shall be placed on the corresponding pay band and step of Exhibit E or Exhibit F as applicable.
 - 3. Employees not assigned to the salary schedule shall have their pay

Bargaining Unit 8
Supplemental Agreement

adjusted to reflect a 5% decrease based on their rate of pay as of June 30, 2009 or if hired after June 30, 2009, their designated full annual salary which does not include the reduction indicated in B.3. above.

D. Effective at 11:59 p.m. on June 30, 2011:

1. The broad band salary schedules in effect on June 30, 2009, shall be restored and shall be designated as Exhibits G and H, for 11-month APT and 9-month APT, respectively.

2. Following D.1. above, Employees shall be placed on the corresponding pay band and step of Exhibit G or Exhibit H as applicable.

3. Employees not assigned to the salary schedule shall receive the same pay adjustment as described in D.1 above.

E. Leave With Pay

1. During fiscal years 2010 and 2011, employees subject to the temporary salary reductions in B. and C. above shall be granted leave with pay on the following days:

- a. the Friday after Thanksgiving;
- b. the four work days preceding the Christmas holiday;
- c. the four work days preceding the New Year's Day holiday; and
- d. the four work days during spring break.

2. If the Employer determines that an employee cannot be granted leave on any of the above indicated work days, the respective Chancellor or Vice President shall grant an alternate leave day. Alternate leave days shall be observed before the end of the fiscal year.

The Employer and Union agree to discuss and resolve issues that may arise from the implementation of this agreement.

THIS SUPPLEMENTAL AGREEMENT shall be effective through and including June 30, 2011.

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this SUP on the day and year first written above.

FOR THE EMPLOYER:

STATE OF HAWAII



Marie C. Laderta, Chief Negotiator
State of Hawaii

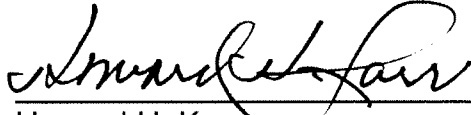
FOR THE UNION:

HAWAII GOVERNMENT EMPLOYEES
ASSOCIATION



Randy Perreira, Executive Director

UNIVERSITY OF HAWAII:



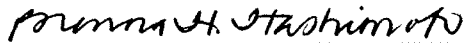
Howard H. Karr
Chairperson, Board of Regents



Dennis I. Hirota
Vice Chairperson, Board of Regents

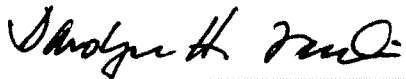


M.R.C. Greenwood
President



Brenna H. Hashimoto
System Director of Human Resources

Approved as to Form:



University General Counsel

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 07-01-08

STEPS 1 - 24

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A ANNUAL	36,684	37,416	38,160	38,928	39,708	40,500	41,316	42,144	42,984	43,848	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876
MONTHLY	3,057	3,118	3,180	3,244	3,309	3,375	3,443	3,512	3,582	3,654	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823
B ANNUAL	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524
MONTHLY	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877
C ANNUAL	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968
MONTHLY	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164
D ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048
MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754

STEPS 25 - 48

	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48	
A ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	
MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754	
B ANNUAL	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	
MONTHLY	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	
C ANNUAL	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288	
MONTHLY	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524	
D ANNUAL	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288					
MONTHLY	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524					

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 11-01-09

STEPS 1 - 24

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A ANNUAL	33,936	34,608	35,304	36,012	36,732	37,464	38,220	38,988	39,756	40,560	41,364	42,204	43,044	43,908	44,784	45,684	46,596	47,532	48,480	49,452	50,436	51,444	52,476	53,532
MONTHLY	2,828	2,884	2,942	3,001	3,061	3,122	3,185	3,249	3,313	3,380	3,447	3,517	3,587	3,659	3,732	3,807	3,883	3,961	4,040	4,121	4,203	4,287	4,373	4,461
B ANNUAL	41,364	42,204	43,044	43,908	44,784	45,684	46,596	47,532	48,480	49,452	50,436	51,444	52,476	53,532	54,600	55,692	56,796	57,936	59,088	60,264	61,476	62,700	63,960	65,232
MONTHLY	3,447	3,517	3,587	3,659	3,732	3,807	3,883	3,961	4,040	4,121	4,203	4,287	4,373	4,461	4,550	4,641	4,733	4,828	4,924	5,022	5,123	5,225	5,330	5,436
C ANNUAL	50,436	51,444	52,476	53,532	54,600	55,692	56,796	57,936	59,088	60,264	61,476	62,700	63,960	65,232	66,540	67,872	69,228	70,620	72,024	73,476	74,940	76,440	77,964	79,524
MONTHLY	4,203	4,287	4,373	4,461	4,550	4,641	4,733	4,828	4,924	5,022	5,123	5,225	5,330	5,436	5,545	5,656	5,769	5,885	6,002	6,123	6,245	6,370	6,497	6,627
D ANNUAL	54,600	55,692	56,796	57,936	59,088	60,264	61,476	62,700	63,960	65,232	66,540	67,872	69,228	70,620	72,024	73,476	74,940	76,440	77,964	79,524	81,108	82,728	84,384	86,064
MONTHLY	4,550	4,641	4,733	4,828	4,924	5,022	5,123	5,225	5,330	5,436	5,545	5,656	5,769	5,885	6,002	6,123	6,245	6,370	6,497	6,627	6,759	6,894	7,032	7,172

STEPS 25 - 48

	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48
A ANNUAL	54,600	55,692	56,796	57,936	59,088	60,264	61,476	62,700	63,960	65,232	66,540	67,872	69,228	70,620	72,024	73,476	74,940	76,440	77,964	79,524	81,108	82,728	84,384	86,064
MONTHLY	4,550	4,641	4,733	4,828	4,924	5,022	5,123	5,225	5,330	5,436	5,545	5,656	5,769	5,885	6,002	6,123	6,245	6,370	6,497	6,627	6,759	6,894	7,032	7,172
B ANNUAL	66,540	67,872	69,228	70,620	72,024	73,476	74,940	76,440	77,964	79,524	81,108	82,728	84,384	86,064	87,792	89,544	91,332	93,168	95,028	96,924	98,868	100,848	102,864	104,916
MONTHLY	5,545	5,656	5,769	5,885	6,002	6,123	6,245	6,370	6,497	6,627	6,759	6,894	7,032	7,172	7,316	7,462	7,611	7,764	7,919	8,077	8,239	8,404	8,572	8,743
C ANNUAL	81,108	82,728	84,384	86,064	87,792	89,544	91,332	93,168	95,028	96,924	98,868	100,848	102,864	104,916	107,016	109,152	111,348	113,580	115,848	118,176	120,540	122,940	125,412	127,920
MONTHLY	6,759	6,894	7,032	7,172	7,316	7,462	7,611	7,764	7,919	8,077	8,239	8,404	8,572	8,743	8,918	9,096	9,279	9,465	9,654	9,848	10,045	10,245	10,451	10,660
D ANNUAL	87,792	89,544	91,332	93,168	95,028	96,924	98,868	100,848	102,864	104,916	107,016	109,152	111,348	113,580	115,848	118,176	120,540	122,940	125,412	127,920				
MONTHLY	7,316	7,462	7,611	7,764	7,919	8,077	8,239	8,404	8,572	8,743	8,918	9,096	9,279	9,465	9,654	9,848	10,045	10,245	10,451	10,660				

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 07-01-10

STEPS 1 - 24

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A ANNUAL	34,848	35,544	36,252	36,984	37,728	38,472	39,252	40,032	40,836	41,652	42,492	43,344	44,208	45,096	45,996	46,920	47,856	48,816	49,800	50,784	51,804	52,836	53,904	54,984
MONTHLY	2,904	2,962	3,021	3,082	3,144	3,206	3,271	3,336	3,403	3,471	3,541	3,612	3,684	3,758	3,833	3,910	3,988	4,068	4,150	4,232	4,317	4,403	4,492	4,582
B ANNUAL	42,492	43,344	44,208	45,096	45,996	46,920	47,856	48,816	49,800	50,784	51,804	52,836	53,904	54,984	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996
MONTHLY	3,541	3,612	3,684	3,758	3,833	3,910	3,988	4,068	4,150	4,232	4,317	4,403	4,492	4,582	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583
C ANNUAL	51,804	52,836	53,904	54,984	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672
MONTHLY	4,317	4,403	4,492	4,582	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806
D ANNUAL	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392
MONTHLY	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942	7,080	7,222	7,366

STEPS 25 - 48

	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48
A ANNUAL	56,076	57,192	58,332	59,496	60,684	61,896	63,132	64,404	65,688	66,996	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392
MONTHLY	4,673	4,766	4,861	4,958	5,057	5,158	5,261	5,367	5,474	5,583	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942	7,080	7,222	7,366
B ANNUAL	68,340	69,708	71,100	72,528	73,980	75,456	76,956	78,504	80,076	81,672	83,304	84,960	86,664	88,392	90,168	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748
MONTHLY	5,695	5,809	5,925	6,044	6,165	6,288	6,413	6,542	6,673	6,806	6,942	7,080	7,222	7,366	7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979
C ANNUAL	83,304	84,960	86,664	88,392	90,168	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748	109,908	112,104	114,348	116,640	118,980	121,368	123,792	126,264	128,796	131,376
MONTHLY	6,942	7,080	7,222	7,366	7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979	9,159	9,342	9,529	9,720	9,915	10,114	10,316	10,522	10,733	10,948
D ANNUAL	90,168	91,968	93,804	95,676	97,596	99,540	101,544	103,572	105,648	107,748	109,908	112,104	114,348	116,640	118,980	121,368	123,792	126,264	128,796	131,376				
MONTHLY	7,514	7,664	7,817	7,973	8,133	8,295	8,462	8,631	8,804	8,979	9,159	9,342	9,529	9,720	9,915	10,114	10,316	10,522	10,733	10,948				

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 9 MONTH - Effective 07-01-10

		STEPS 1 - 24																							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A	ANNUAL	29,796	30,396	30,996	31,608	32,244	32,892	33,552	34,224	34,908	35,604	36,312	37,044	37,776	38,532	39,312	40,092	40,896	41,712	42,540	43,404	44,268	45,156	46,056	46,980
	MONTHLY	2,483	2,533	2,583	2,634	2,687	2,741	2,796	2,852	2,909	2,967	3,026	3,087	3,148	3,211	3,276	3,341	3,408	3,476	3,545	3,617	3,689	3,763	3,838	3,915
B	ANNUAL	36,312	37,044	37,776	38,532	39,312	40,092	40,896	41,712	42,540	43,404	44,268	45,156	46,056	46,980	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276
	MONTHLY	3,026	3,087	3,148	3,211	3,276	3,341	3,408	3,476	3,545	3,617	3,689	3,763	3,838	3,915	3,993	4,073	4,154	4,237	4,322	4,408	4,496	4,587	4,679	4,773
C	ANNUAL	44,268	45,156	46,056	46,980	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816
	MONTHLY	3,689	3,763	3,838	3,915	3,993	4,073	4,154	4,237	4,322	4,408	4,496	4,587	4,679	4,773	4,868	4,965	5,064	5,166	5,270	5,375	5,482	5,592	5,704	5,818
D	ANNUAL	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564
	MONTHLY	3,993	4,073	4,154	4,237	4,322	4,408	4,496	4,587	4,679	4,773	4,868	4,965	5,064	5,166	5,270	5,375	5,482	5,592	5,704	5,818	5,934	6,052	6,173	6,297

		STEPS 25 - 48																							
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48
A	ANNUAL	47,916	48,876	49,848	50,844	51,864	52,896	53,952	55,044	56,148	57,276	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564
	MONTHLY	3,993	4,073	4,154	4,237	4,322	4,408	4,496	4,587	4,679	4,773	4,868	4,965	5,064	5,166	5,270	5,375	5,482	5,592	5,704	5,818	5,934	6,052	6,173	6,297
B	ANNUAL	58,416	59,580	60,768	61,992	63,240	64,500	65,784	67,104	68,448	69,816	71,208	72,624	74,076	75,564	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100
	MONTHLY	4,868	4,965	5,064	5,166	5,270	5,375	5,482	5,592	5,704	5,818	5,934	6,052	6,173	6,297	6,423	6,551	6,682	6,816	6,953	7,092	7,233	7,378	7,525	7,675
C	ANNUAL	71,208	72,624	74,076	75,564	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100	93,948	95,832								
	MONTHLY	5,934	6,052	6,173	6,297	6,423	6,551	6,682	6,816	6,953	7,092	7,233	7,378	7,525	7,675	7,829	7,986								
D	ANNUAL	77,076	78,612	80,184	81,792	83,436	85,104	86,796	88,536	90,300	92,100	93,948	95,832												
	MONTHLY	6,423	6,551	6,682	6,816	6,953	7,092	7,233	7,378	7,525	7,675	7,829	7,986												

SALARY SCHEDULE
 ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL (APT)
 (EXCLUDING COACHES)
 11 MONTH - Effective 06-30-11 11:59 pm

STEPS 1 - 24

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
A ANNUAL	36,684	37,416	38,160	38,928	39,708	40,500	41,316	42,144	42,984	43,848	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876
MONTHLY	3,057	3,118	3,180	3,244	3,309	3,375	3,443	3,512	3,582	3,654	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823
B ANNUAL	44,724	45,624	46,536	47,472	48,420	49,392	50,376	51,384	52,416	53,460	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524
MONTHLY	3,727	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368	4,455	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877
C ANNUAL	54,528	55,620	56,736	57,876	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968
MONTHLY	4,544	4,635	4,728	4,823	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164
D ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048
MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754

STEPS 25 - 48

	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48
A ANNUAL	59,028	60,204	61,404	62,628	63,876	65,148	66,456	67,788	69,144	70,524	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048
MONTHLY	4,919	5,017	5,117	5,219	5,323	5,429	5,538	5,649	5,762	5,877	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754
B ANNUAL	71,940	73,380	74,844	76,344	77,868	79,428	81,012	82,632	84,288	85,968	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424
MONTHLY	5,995	6,115	6,237	6,362	6,489	6,619	6,751	6,886	7,024	7,164	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452
C ANNUAL	87,684	89,436	91,224	93,048	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288
MONTHLY	7,307	7,453	7,602	7,754	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524
D ANNUAL	94,908	96,804	98,736	100,716	102,732	104,784	106,884	109,020	111,204	113,424	115,692	118,008	120,372	122,784	125,244	127,752	130,308	132,912	135,576	138,288				
MONTHLY	7,909	8,067	8,228	8,393	8,561	8,732	8,907	9,085	9,267	9,452	9,641	9,834	10,031	10,232	10,437	10,646	10,859	11,076	11,298	11,524				

