

Community Action Partnership of Madera County, Inc.
Non-Represented Non-Head Start Employee Compensation Schedule
Includes 7.5% COLA Effective 7/1/2023

REVISED 07/27/2023

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
Administration					
Accountant - Program Manager	32.0	37.29	45.43	6,463	7,874
Chief Financial Officer	40.5	56.74	69.13	9,834	11,982
Child Care Alternative Payment and Resource & Referral Program Manager	33.0	39.17	47.73	6,790	8,273
Community Services Program Manager	33.0	39.17	47.73	6,790	8,273
Human Resources Director	37.5	48.92	59.61	8,480	10,332
Information Technology Manager	33.0	39.17	47.73	6,790	8,273
Victim Services Program Manager	33.0	39.17	47.73	6,790	8,273
Mid-Management Series					
Accounting Supervisor	24.5	25.74	31.37	4,462	5,437
Community Services Coordinator	24.5	25.74	31.37	4,462	5,437
Housing Coordinator	24.5	25.74	31.37	4,462	5,437
Human Resources Generalist	24.5	25.74	31.37	4,462	5,437
IT Communication Specialist	26.5	28.42	34.62	4,926	6,001
IT Network Specialist	26.5	28.42	34.62	4,926	6,001
R&R Child Care Initiative Project (CCIP) Coordinator	24.5	25.74	31.37	4,462	5,437
Strategic Plan Coordinator/Assistant to Executive Director	25.0	26.39	32.15	4,574	5,573
Victim Services Coordinator	24.5	25.74	31.37	4,462	5,437

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

Clerical & Technical Series

Accounting Technician	21.0	21.66	26.39	3,754	4,574
Administrative Aide	18.5	19.14	23.32	3,318	4,043
Advocate II/Victim Services	20.0	20.61	25.12	3,573	4,354
Advocate III/Victim Services	21.0	21.66	26.39	3,754	4,574
Child Advocacy Center (CAC) Case Worker	23.0	23.91	29.13	4,144	5,049
Child Care Navigator	22.5	23.32	28.42	4,043	4,926
Customer Assistance Technician	18.5	19.14	23.32	3,318	4,043
Data Entry Technician	16.5	17.34	21.13	3,006	3,663
Executive Administrative Aide	20.0	20.61	25.12	3,573	4,354
Family Services Associate I (APP)	18.5	19.14	23.32	3,318	4,043

Community Action Partnership of Madera County, Inc.
Non-Represented Non-Head Start Employee Compensation Schedule
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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
Family Services Associate II (APP)	19.5	20.11	24.50	3,486	4,247
Family Service Associate III (R&R/APP)	21.0	21.66	26.39	3,754	4,574
Family Services Quality Assurance Associate	22.0	22.75	27.72	3,944	4,806
Human Resources Assistant I	20.0	20.61	25.12	3,573	4,354
Human Resources Assistant II	21.0	21.66	26.39	3,754	4,574
Homeless Outreach Worker	18.5	19.14	23.32	3,318	4,043
Housing Case Worker	23.0	23.91	29.13	4,144	5,049
Internet Technology (IT)/Help Desk Support Technician	21.0	21.66	26.39	3,754	4,574
Maintenance Worker I	18.5	19.14	23.32	3,318	4,043
Homeless Outreach Worker	18.5	19.14	23.32	3,318	4,043
Prevention Advocate	21.0	21.66	26.39	3,754	4,574
Program Assistant/Clerk Typist II	16.5	17.34	21.13	3,006	3,663
Program Assistant/Clerk Typist II-(R&R/APP)	16.5	17.34	21.13	3,006	3,663
Provider Services Associate	18.5	19.14	23.32	3,318	4,043
Receptionist	16.0	16.92	20.61	2,933	3,573
Shelter/Resident Support Aide	15.5	16.51	20.11	2,861	3,486
Shunammite Place Resident Manager	23.5	24.50	29.86	4,247	5,175
Specialty Advocate (VS)	23.0	23.91	29.13	4,144	5,049
Transitional Housing Case Worker	23.0	23.91	29.13	4,144	5,049

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
Including 7.5% COLA**

**For Madera Migrant/Seasonal/CMIG effective 03/01/2023, Regional/Early/CSPP
effective 06/01/2023 and Fresno Migrant/Seasonal/Early effective 09/01/2023**

REVISED 07/27/2023

B

Class Title	New 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	47.73	58.15	8,273	10,080
Deputy Head Start Director - Child Development and Facilities	31.5	36.38	44.32	6,305	7,682
Deputy Head Start Director - Direct Services	31.5	36.38	44.32	6,305	7,682
Support Services Manager	29.5	32.96	40.15	5,712	6,960
<u>Mid-Management Series</u>					
Administrative Analyst	25.0	26.39	32.15	4,574	5,573
Area Manager	28.5	31.37	38.22	5,437	6,624
Area Manager - Fresno Migrant Head Start	28.5	31.37	38.22	5,437	6,624
Center Director I	25.0	26.39	32.15	4,574	5,573
Center Director II	26.5	28.42	34.62	4,926	6,001
Center Director/Teacher	23.0	23.91	29.13	4,144	5,049
Disabilities/Mental Health Services Content Specialist	27.0	29.13	35.49	5,049	6,151
Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA) Services Content Specialist	27.0	29.13	35.49	5,049	6,151
Facilities Supervisor	24.5	25.74	31.37	4,462	5,437
Family Child Care Development/Quality Assurance Specialist	24.5	25.74	31.37	4,462	5,437
Head Start Professional Development Coach	25.0	26.39	32.15	4,574	5,573
Health Services Content Specialist	27.0	29.13	35.49	5,049	6,151
Nutrition Services Content Specialist	27.0	29.13	35.49	5,049	6,151
Parent and Governance Specialist	27.0	29.13	35.49	5,049	6,151
Site Supervisor/Teacher I	24.5	25.74	31.37	4,462	5,437
Site Supervisor/Teacher II **New Position**	26.5	28.42	34.62	4,926	6,001

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
Including 7.5% COLA**

**For Madera Migrant/Seasonal/CMIG effective 03/01/2023, Regional/Early/CSPP
effective 06/01/2023 and Fresno Migrant/Seasonal/Early effective 09/01/2023**

REVISED 07/27/2023

B

Class Title	New 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					
Administrative Aide	18.5	19.14	23.32	3,318	4,043
Advocate II	20.5	21.13	25.74	3,663	4,462
Advocate III	22.0	22.75	27.72	3,944	4,806
Associate Teacher	19.5	20.11	24.50	3,486	4,247
Associate Teacher-Infants/Toddlers	19.5	20.11	24.50	3,486	4,247
Associate Teacher-Preschool	19.5	20.11	24.50	3,486	4,247
Child Care Assistant (SFP)	16.0	16.92	20.61	2,933	3,573
Data Entry Technician	16.5	17.34	21.13	3,006	3,663
Data Technician	18.5	19.14	23.32	3,318	4,043
Executive Administrative Aide	20.5	21.13	25.74	3,663	4,462
Family Skills Instructor (SFP)	22.5	23.32	28.42	4,043	4,926
Food Service Worker I	16.0	16.92	20.61	2,933	3,573
Food Service/Cook (40 meals or less)	17.0	17.78	21.66	3,081	3,754
Food Service/Head Cook (40+ meals)	17.5	18.22	22.20	3,158	3,848
Human Resources Assistant I	20.5	21.13	25.74	3,663	4,462
Human Resources Assistant II	21.5	22.20	27.05	3,848	4,688
Instructional Aide I/Janitor	16.0	16.92	20.61	2,933	3,573
Instructional Aide II/Janitor	16.5	17.34	21.13	3,006	3,663
Instructional Aide III	17.0	17.78	21.66	3,081	3,754
Janitor **FRESNO ONLY**	16.0	16.92	20.61	2,933	3,573
Maintenance Worker I	18.5	19.14	23.32	3,318	4,043
Master Teacher	21.0	21.66	26.39	3,754	4,574
Program Technician	18.5	19.14	23.32	3,318	4,043
Teacher I	21.0	21.66	26.39	3,754	4,574
Teacher II **New Position**	22.5	23.32	28.42	4,043	4,926
Teacher III **New Position**	24.0	25.12	30.60	4,354	5,304

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
 Including 7.5% COLA**

**For Madera Migrant/Seasonal effective 03/01/2023 and
 Regional/Early Head Start effective 06/01/2023
 REVISED 07/27/2023**

Class Title	New 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	20.5	21.13	25.74	3,663	4,462
Associate Teacher	19.5	20.11	24.50	3,486	4,247
Associate Teacher-Infants/Toddlers	19.5	20.11	24.50	3,486	4,247
Associate Teacher-Preschool	19.5	20.11	24.50	3,486	4,247
Data Entry Technician	16.5	17.34	21.13	3,006	3,663
Data Technician	18.5	19.14	23.32	3,318	4,043
Early Head Start Family Facilitator	21.5	22.20	27.05	3,848	4,688
Food Service Worker I	16.0	16.92	20.61	2,933	3,573
Food Service/Cook (40 meals or less)	17.0	17.78	21.66	3,081	3,754
Food Service/Head Cook (40+ meals)	17.5	18.22	22.20	3,158	3,848
Instructional Aide I/Janitor	16.0	16.92	20.61	2,933	3,573
Instructional Aide II/Janitor	16.5	17.34	21.13	3,006	3,663
Instructional Aide III	17.0	17.78	21.66	3,081	3,754
Maintenance Worker I	18.5	19.14	23.32	3,318	4,043
Maintenance Worker II	21.5	22.20	27.05	3,848	4,688
Master Teacher	21.0	21.66	26.39	3,754	4,574
Program Technician	18.5	19.14	23.32	3,318	4,043
Program Technician-CSPP and CMIG	18.5	19.14	23.32	3,318	4,043
Program Technician-In-kind and White Fleet	18.5	19.14	23.32	3,318	4,043
Program Technician-Purchase	18.5	19.14	23.32	3,318	4,043
Teacher I	21.0	21.66	26.39	3,754	4,574
Teacher II **New Position**	22.5	23.32	28.42	4,043	4,926
Teacher III **New Position**	24.0	25.12	30.60	4,354	5,304

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
Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	2861 16.51	2933 16.92	3006 17.34	3081 17.78	3158 18.22	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3663 21.13	3848 22.20	4043 23.32
16.0 HOURLY	2933 16.92	3006 17.34	3081 17.78	3158 18.22	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3754 21.66	3944 22.75	4144 23.91
16.5 HOURLY	3006 17.34	3081 17.78	3158 18.22	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3848 22.20	4043 23.32	4247 24.50
17.0 HOURLY	3081 17.78	3158 18.22	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3944 22.75	4144 23.91	4354 25.12
17.5 HOURLY	3158 18.22	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3848 22.20	4043 23.32	4247 24.50	4462 25.74
18.0 HOURLY	3237 18.68	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4144 23.91	4354 25.12	4574 26.39
18.5 HOURLY	3318 19.14	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4247 24.50	4462 25.74	4688 27.05

Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	3401 19.62	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4354 25.12	4574 26.39	4806 27.72
19.5 HOURLY	3486 20.11	3573 20.61	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4462 25.74	4688 27.05	4926 28.42
20.0 HOURLY	3573 20.61	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4574 26.39	4806 27.72	5049 29.13
20.5 HOURLY	3663 21.13	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4688 27.05	4926 28.42	5175 29.86
21.0 HOURLY	3754 21.66	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4806 27.72	5049 29.13	5304 30.60
21.5 HOURLY	3848 22.20	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4926 28.42	5175 29.86	5437 31.37
22.0 HOURLY	3944 22.75	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4806 27.72	5049 29.13	5304 30.60	5573 32.15
22.5 HOURLY	4043 23.32	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5175 29.86	5437 31.37	5712 32.96
23.0 HOURLY	4144 23.91	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5304 30.60	5573 32.15	5855 33.78

Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	4247 24.50	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5437 31.37	5712 32.96	6001 34.62
24.0 HOURLY	4354 25.12	4462 25.74	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5573 32.15	5855 33.78	6151 35.49
24.5 HOURLY	4462 25.74	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5712 32.96	6001 34.62	6305 36.38
25.0 HOURLY	4574 26.39	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5855 33.78	6151 35.49	6463 37.29
25.5 HOURLY	4688 27.05	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5712 32.96	6001 34.62	6305 36.38	6624 38.22
26.0 HOURLY	4806 27.72	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6151 35.49	6463 37.29	6790 39.17
26.5 HOURLY	4926 28.42	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6305 36.38	6624 38.22	6960 40.15
27.0 HOURLY	5049 29.13	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6463 37.29	6790 39.17	7134 41.16
27.5 HOURLY	5175 29.86	5304 30.60	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6624 38.22	6960 40.15	7312 42.19

Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	5304 30.60	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6790 39.17	7134 41.16	7495 43.24
28.5 HOURLY	5437 31.37	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6960 40.15	7312 42.19	7682 44.32
29.0 HOURLY	5573 32.15	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6790 39.17	7134 41.16	7495 43.24	7874 45.43
29.5 HOURLY	5712 32.96	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7312 42.19	7682 44.32	8071 46.57
30.0 HOURLY	5855 33.78	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7495 43.24	7874 45.43	8273 47.73
30.5 HOURLY	6001 34.62	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7682 44.32	8071 46.57	8480 48.92
31.0 HOURLY	6151 35.49	6305 36.38	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7874 45.43	8273 47.73	8692 50.15
31.5 HOURLY	6305 36.38	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7682 44.32	8071 46.57	8480 48.92	8909 51.40
32.0 HOURLY	6463 37.29	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8273 47.73	8692 50.15	9132 52.68

Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	6624 38.22	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8480 48.92	8909 51.40	9360 54.00
33.0 HOURLY	6790 39.17	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8692 50.15	9132 52.68	9594 55.35
33.5 HOURLY	6960 40.15	7134 41.16	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8909 51.40	9360 54.00	9834 56.74
34.0 HOURLY	7134 41.16	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8692 50.15	9132 52.68	9594 55.35	10080 58.15
34.5 HOURLY	7312 42.19	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9360 54.00	9834 56.74	10332 59.61
35.0 HOURLY	7495 43.24	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9594 55.35	10080 58.15	10590 61.10
35.5 HOURLY	7682 44.32	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9834 56.74	10332 59.61	10855 62.62
36.0 HOURLY	7874 45.43	8071 46.57	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9594 55.35	10080 58.15	10590 61.10	11126 64.19
36.5 HOURLY	8071 46.57	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10332 59.61	10855 62.62	11405 65.80

Including 7.5% COLA
FOR MADERA MIGRANT/SEASONAL/CMIG, REGIONAL/EARLY/CSPP HEAD START
FRESNO MIGRANT/SEASONAL/EARLY HEAD START AND ALL OTHER PROGRAMS
REVISED 07/27/2023

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	8273 47.73	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10590 61.10	11126 64.19	11690 67.44
37.5 HOURLY	8480 48.92	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10855 62.62	11405 65.80	11982 69.13
38.0 HOURLY	8692 50.15	8909 51.40	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10590 61.10	11126 64.19	11690 67.44	12281 70.85
38.5 HOURLY	8909 51.40	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10590 61.10	10855 62.62	11405 65.80	11982 69.13	12588 72.63
39.0 HOURLY	9132 52.68	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10590 61.10	10855 62.62	11126 64.19	11690 67.44	12281 70.85	12903 74.44
39.5 HOURLY	9360 54.00	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10590 61.10	10855 62.62	11126 64.19	11405 65.80	11982 69.13	12588 72.63	13226 76.30
40.0 HOURLY	9594 55.35	9834 56.74	10080 58.15	10332 59.61	10590 61.10	10855 62.62	11126 64.19	11405 65.80	11690 67.44	12281 70.85	12903 74.44	13556 78.21
40.5 HOURLY	9834 56.74	10080 58.15	10332 59.61	10590 61.10	10855 62.62	11126 64.19	11405 65.80	11690 67.44	11982 69.13	12588 72.63	13226 76.30	13895 80.17