

**Effective November 1, 2012: 2%**

|   | <b>A</b>        |             | <b>B</b>       |             | <b>C</b>    |             |             | <b>D</b>    |                  |
|---|-----------------|-------------|----------------|-------------|-------------|-------------|-------------|-------------|------------------|
|   | <u>Bachelor</u> | <u>B+15</u> | <u>Masters</u> | <u>M+15</u> | <u>M+30</u> | <u>M+45</u> | <u>M+60</u> | <u>M+75</u> | <u>Doctorate</u> |
| 1 | 48,166          | 49,828      | 51,481         | 53,146      | 54,805      | 56,463      | 58,361      | 60,007      | 60,946           |
| 2 | 54,088          | 56,038      | 57,995         | 59,954      | 61,909      | 63,853      | 66,050      | 67,745      | 68,711           |
| 3 | 57,346          | 59,303      | 61,254         | 63,216      | 65,158      | 67,121      | 69,318      | 71,016      | 71,982           |
| 4 | 60,615          | 62,572      | 64,519         | 66,477      | 68,428      | 70,375      | 72,586      | 74,280      | 75,244           |
| 5 | 63,872          | 66,076      | 68,268         | 70,468      | 72,671      | 74,868      | 77,307      | 79,005      | 79,971           |
| 6 | 67,690          | 69,882      | 72,083         | 74,278      | 76,478      | 78,670      | 81,269      | 82,963      | 83,930           |
| 7 | 72,041          | 74,236      | 76,438         | 78,634      | 80,835      | 83,034      | 85,481      | 87,176      | 88,142           |
| 8 | 76,444          | 78,635      | 80,838         | 83,034      | 85,234      | 87,440      | 89,881      | 91,579      | 92,545           |
| 9 | 80,266          | 82,460      | 84,660         | 86,858      | 89,056      | 91,263      | 93,706      | 95,404      | 96,368           |

**Effective November 1, 2013: 3%**

|   | <b>A</b>        |             | <b>B</b>       |             | <b>C</b>    |             |             | <b>D</b>    |                  |
|---|-----------------|-------------|----------------|-------------|-------------|-------------|-------------|-------------|------------------|
|   | <u>Bachelor</u> | <u>B+15</u> | <u>Masters</u> | <u>M+15</u> | <u>M+30</u> | <u>M+45</u> | <u>M+60</u> | <u>M+75</u> | <u>Doctorate</u> |
| 1 | 49,611          | 51,323      | 53,025         | 54,740      | 56,449      | 58,157      | 60,112      | 61,807      | 62,774           |
| 2 | 55,711          | 57,719      | 59,735         | 61,753      | 63,766      | 65,769      | 68,032      | 69,777      | 70,772           |
| 3 | 59,066          | 61,082      | 63,092         | 65,112      | 67,113      | 69,135      | 71,398      | 73,146      | 74,141           |
| 4 | 62,433          | 64,449      | 66,455         | 68,471      | 70,481      | 72,486      | 74,764      | 76,508      | 77,501           |
| 5 | 65,788          | 68,058      | 70,316         | 72,582      | 74,851      | 77,114      | 79,626      | 81,375      | 82,370           |
| 6 | 69,721          | 71,978      | 74,245         | 76,506      | 78,772      | 81,030      | 83,707      | 85,452      | 86,448           |
| 7 | 74,202          | 76,463      | 78,731         | 80,993      | 83,260      | 85,525      | 88,045      | 89,791      | 90,786           |
| 8 | 78,737          | 80,994      | 83,263         | 85,525      | 87,791      | 90,063      | 92,577      | 94,326      | 95,321           |
| 9 | 82,674          | 84,934      | 87,200         | 89,464      | 91,728      | 94,001      | 96,517      | 98,266      | 99,259           |

**Effective November 1, 2014: 3%**

|   | <b>A</b>        |             | <b>B</b>       |             | <b>C</b>    |             |             | <b>D</b>    |                  |
|---|-----------------|-------------|----------------|-------------|-------------|-------------|-------------|-------------|------------------|
|   | <u>Bachelor</u> | <u>B+15</u> | <u>Masters</u> | <u>M+15</u> | <u>M+30</u> | <u>M+45</u> | <u>M+60</u> | <u>M+75</u> | <u>Doctorate</u> |
| 1 | 51,099          | 52,863      | 54,616         | 56,382      | 58,142      | 59,902      | 61,915      | 63,661      | 64,657           |
| 2 | 57,382          | 59,451      | 61,527         | 63,606      | 65,679      | 67,742      | 70,073      | 71,870      | 72,895           |
| 3 | 60,838          | 62,914      | 64,985         | 67,065      | 69,126      | 71,209      | 73,540      | 75,340      | 76,365           |
| 4 | 64,306          | 66,382      | 68,449         | 70,525      | 72,595      | 74,661      | 77,007      | 78,803      | 79,826           |
| 5 | 67,762          | 70,100      | 72,425         | 74,759      | 77,097      | 79,427      | 82,015      | 83,816      | 84,841           |
| 6 | 71,813          | 74,137      | 76,472         | 78,801      | 81,135      | 83,461      | 86,218      | 88,016      | 89,041           |
| 7 | 76,428          | 78,757      | 81,093         | 83,423      | 85,758      | 88,091      | 90,686      | 92,485      | 93,510           |
| 8 | 81,099          | 83,424      | 85,761         | 88,091      | 90,425      | 92,765      | 95,354      | 97,156      | 98,181           |
| 9 | 85,154          | 87,482      | 89,816         | 92,148      | 94,480      | 96,821      | 99,413      | 101,214     | 102,237          |

**Effective November 1, 2015: 3%**

|   | <b>A</b>        |             | <b>B</b>       |             | <b>C</b>    |             |             | <b>D</b>    |                  |
|---|-----------------|-------------|----------------|-------------|-------------|-------------|-------------|-------------|------------------|
|   | <u>Bachelor</u> | <u>B+15</u> | <u>Masters</u> | <u>M+15</u> | <u>M+30</u> | <u>M+45</u> | <u>M+60</u> | <u>M+75</u> | <u>Doctorate</u> |
| 1 | 52,632          | 54,449      | 56,254         | 58,073      | 59,886      | 61,699      | 63,772      | 65,571      | 66,597           |
| 2 | 59,103          | 61,235      | 63,373         | 65,514      | 67,649      | 69,774      | 72,175      | 74,026      | 75,082           |
| 3 | 62,663          | 64,801      | 66,935         | 69,077      | 71,200      | 73,345      | 75,746      | 77,600      | 78,656           |
| 4 | 66,235          | 68,373      | 70,502         | 72,641      | 74,773      | 76,901      | 79,317      | 81,167      | 82,221           |
| 5 | 69,795          | 72,203      | 74,598         | 77,002      | 79,410      | 81,810      | 84,475      | 86,330      | 87,386           |
| 6 | 73,967          | 76,361      | 78,766         | 81,165      | 83,569      | 85,965      | 88,805      | 90,656      | 91,712           |
| 7 | 78,721          | 81,120      | 83,526         | 85,926      | 88,331      | 90,734      | 93,407      | 95,260      | 96,315           |
| 8 | 83,532          | 85,927      | 88,334         | 90,734      | 93,138      | 95,548      | 98,215      | 100,071     | 101,126          |
| 9 | 87,709          | 90,106      | 92,510         | 94,912      | 97,314      | 99,726      | 102,395     | 104,250     | 105,304          |