

Board of Public Works Meeting of March 8, 2018

Agenda

A special meeting of the Board of Public Works is scheduled for Thursday, March 8th at 5:30 p.m. in the Mayor's Conference Room at City Hall, 229 Main Street, Nashua, NH 03060.

I. Motion: To approve the Agenda as presented.

II. Public Comment

III. Administration Department

A. Motion: To approve the UAW Clerical Technical and UAW Professional Collective Bargaining Agreements for the period of July 1, 2017 through June 30, 2020.

IV. Possible Non-Public session



**OFFICE OF CORPORATION COUNSEL
CITY OF NASHUA**

MEMORANDUM

TO: Board of Public Works
Board of Fire Commissioners

CC: Lisa Fauteux, Public Works Division Director
Steven Galipeau, Fire Chief

FROM: Dorothy Clarke, Deputy Corporation Counsel

DATE: March 2, 2018

RE: Summary of changes in the collective bargaining agreements for the UAW Clerical /
Technical and Professional units

The collective bargaining agreements between the City and the UAW Clerical / Technical and Professional units include the following changes:

Article 4/4A: Removes union fee schedule for grievances; clarifies existing language relative to agency fees.

Article 9: Confirms that overtime will be first be offered to the classification that normally performs the work.

Article 12: Job notices will not be posted on Mondays, so will be posted during at least two different work weeks. Allows for positions with a grade of 6 or less to be posted internally and externally at the same time to shorten the hiring process.

Article 20: Continues to fund the joint tuition account at an annual amount of \$10,000, with \$3,000 additional funding available if needed.

Article 23: Changes language to reflect that any insurance overpayments are returned as a monetary payment.

Article 26: Deletes old language on Dependent Care Assistant Program; replaces with updated language on both Flexible Spending Accounts and Dependent Care Assistance Spending Plans.

Article 32: For this three-year contract cycle, provides for an additional .10 per hour for the building and utility inspectors, code enforcement officers, and engineering inspectors to support the purchase of a business use rating on their personal automobile insurance.

Article 37: Wage increase of a step plus 0.1% on July 1, 2017 (retroactive), a step plus 0.15% on July 1, 2018, and a step plus 0.15% on July 1, 2019. Each year of the contracts, removes the lowest step from each grade on the grids and add a new 2% step to the top of each grade on the grids.

Article 41: Corrects discrepancy in maximum accrual calculation for employees who were affected by initial conversion to earned time.

Article 46: Removes twenty cents per hour less for working out of classification.

Article 47: The term of the CBAs is July 1, 2017 through June 30, 2020 (three years).



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Article 41: Corrects discrepancy in maximum accrual calculation for employees who were affected by initial conversion to earned time.

Article 46: Removes twenty cents per hour less for working out of classification.

Article 47: The term of the CBAs is July 1, 2017 through June 30, 2020 (three years).

		UAW Professional Salary Grid for FY2013																				Increase	1.00%	Appendix D-1			
Grade	Step	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
11		34,730	35,424	36,133	36,856	37,593	38,345	39,111	39,894	40,691	41,505	42,335	43,182	44,046	44,927	45,825	46,742	47,677	48,630	49,603	50,595	51,607	52,639	53,692	54,765	55,861	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		35,762	36,477	37,207	37,951	38,710	39,484	40,274	41,080	41,901	42,739	43,594	44,466	45,355	46,262	47,187	48,131	49,094	50,076	51,077	52,099	53,141	54,204	55,288	56,393	57,521	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		41,140	41,963	42,802	43,658	44,532	45,422	46,331	47,257	48,202	49,166	50,150	51,153	52,176	53,219	54,284	55,369	56,477	57,606	58,758	59,934	61,132	62,355	63,602	64,874	66,172	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		45,098	46,000	46,920	47,858	48,815	49,792	50,787	51,803	52,839	53,896	54,974	56,073	57,195	58,339	59,506	60,696	61,910	63,148	64,411	65,699	67,013	68,353	69,720	71,115	72,537	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		49,587	50,579	51,590	52,622	53,674	54,748	55,843	56,960	58,099	59,261	60,446	61,655	62,888	64,146	65,429	66,737	68,072	69,434	70,822	72,239	73,684	75,157	76,660	78,194	79,757	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		54,798	55,894	57,012	58,152	59,315	60,502	61,712	62,946	64,205	65,489	66,799	68,135	69,497	70,887	72,305	73,751	75,226	76,731	78,265	79,830	81,427	83,056	84,717	86,411	88,139	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		60,801	62,017	63,257	64,522	65,813	67,129	68,472	69,841	71,238	72,663	74,116	75,598	77,110	78,653	80,226	81,830	83,467	85,136	86,839	88,576	90,347	92,154	93,997	95,877	97,795	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																											2.00% Grid Average

		UAW Professional Salary Grid for FY2014																				Increase	0.00%	Appendix D-1			
Grade	Step	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Grade Average
11		34,730	35,424	36,133	36,856	37,593	38,345	39,111	39,894	40,691	41,505	42,335	43,182	44,046	44,927	45,825	46,742	47,677	48,630	49,603	50,595	51,607	52,639	53,692	54,765	55,861	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		35,762	36,477	37,207	37,951	38,710	39,484	40,274	41,080	41,901	42,739	43,594	44,466	45,355	46,262	47,187	48,131	49,094	50,076	51,077	52,099	53,141	54,204	55,288	56,393	57,521	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		41,140	41,963	42,802	43,658	44,532	45,422	46,331	47,257	48,202	49,166	50,150	51,153	52,176	53,219	54,284	55,369	56,477	57,606	58,758	59,934	61,132	62,355	63,602	64,874	66,172	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		45,098	46,000	46,920	47,858	48,815	49,792	50,787	51,803	52,839	53,896	54,974	56,073	57,195	58,339	59,506	60,696	61,910	63,148	64,411	65,699	67,013	68,353	69,720	71,115	72,537	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		49,587	50,579	51,590	52,622	53,674	54,748	55,843	56,960	58,099	59,261	60,446	61,655	62,888	64,146	65,429	66,737	68,072	69,434	70,822	72,239	73,684	75,157	76,660	78,194	79,757	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		54,798	55,894	57,012	58,152	59,315	60,502	61,712	62,946	64,205	65,489	66,799	68,135	69,497	70,887	72,305	73,751	75,226	76,731	78,265	79,830	81,427	83,056	84,717	86,411	88,139	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		60,801	62,017	63,257	64,522	65,813	67,129	68,472	69,841	71,238	72,663	74,116	75,598	77,110	78,653	80,226	81,830	83,467	85,136	86,839	88,576	90,347	92,154	93,997	95,877	97,795	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																											2.00% Grid Average

UAW Professional Salary Grid for FY2015																								Increase	0.75%	Appendix D-1	
Grade	Step	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Grade Average
11		35,690	36,404	37,132	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506	44,376	45,264	46,169	47,092	48,034	48,995	49,975	50,974	51,994	53,034	54,094	55,176	56,280	57,405	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		36,751	37,486	38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490	53,539	54,610	55,702	56,816	57,953	59,112	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		42,278	43,123	43,986	44,866	45,763	46,678	47,612	48,564	49,535	50,526	51,536	52,567	53,619	54,691	55,785	56,900	58,038	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		46,345	47,272	48,217	49,181	50,165	51,168	52,192	53,236	54,300	55,386	56,494	57,624	58,776	59,952	61,151	62,374	63,621	64,894	66,192	67,516	68,866	70,243	71,648	73,081	74,543	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		50,958	51,977	53,017	54,077	55,159	56,262	57,387	58,535	59,705	60,900	62,118	63,360	64,627	65,920	67,238	68,583	69,954	71,354	72,781	74,236	75,721	77,235	78,780	80,356	81,963	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		56,313	57,440	58,588	59,760	60,955	62,174	63,418	64,686	65,980	67,300	68,646	70,018	71,419	72,847	74,304	75,790	77,306	78,852	80,429	82,038	83,679	85,352	87,059	88,800	90,576	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		62,482	63,732	65,006	66,307	67,633	68,985	70,365	71,772	73,208	74,672	76,165	77,689	79,242	80,827	82,444	84,093	85,775	87,490	89,240	91,025	92,845	94,702	96,596	98,528	100,499	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																											2.00%
																											2.00%

UAW Professional Salary Grid for FY2016																								Increase	0.00%	Appendix D-1	
Grade	Step	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Grade Average
11		36,404	37,132	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506	44,376	45,264	46,169	47,092	48,034	48,995	49,975	50,974	51,994	53,034	54,094	55,176	56,280	57,405	58,553	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		37,486	38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490	53,539	54,610	55,702	56,816	57,953	59,112	60,294	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		43,123	43,986	44,866	45,763	46,678	47,612	48,564	49,535	50,526	51,536	52,567	53,619	54,691	55,785	56,900	58,038	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	69,361	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		47,272	48,217	49,181	50,165	51,168	52,192	53,236	54,300	55,386	56,494	57,624	58,776	59,952	61,151	62,374	63,621	64,894	66,192	67,516	68,866	70,243	71,648	73,081	74,543	76,034	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		51,977	53,017	54,077	55,159	56,262	57,387	58,535	59,705	60,900	62,118	63,360	64,627	65,920	67,238	68,583	69,954	71,354	72,781	74,236	75,721	77,235	78,780	80,356	81,963	83,602	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		57,440	58,588	59,760	60,955	62,174	63,418	64,686	65,980	67,300	68,646	70,018	71,419	72,847	74,304	75,790	77,306	78,852	80,429	82,038	83,679	85,352	87,059	88,800	90,576	92,388	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		63,732	65,006	66,307	67,633	68,985	70,365	71,772	73,208	74,672	76,165	77,689	79,242	80,827	82,444	84,093	85,775	87,490	89,240	91,025	92,845	94,702	96,596	98,528	100,499	102,509	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																											2.00%
																											2.00%

		UAW Professional Salary Grid for FY2017																							Increase	0.00%	Appendix D-1
Grade	Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
11		37,132	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506	44,376	45,264	46,169	47,092	48,034	48,995	49,975	50,974	51,994	53,034	54,094	55,176	56,280	57,405	58,553	59,724	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490	53,539	54,610	55,702	56,816	57,953	59,112	60,294	61,500	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		43,986	44,866	45,763	46,678	47,612	48,564	49,535	50,526	51,536	52,567	53,619	54,691	55,785	56,900	58,038	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	69,361	70,748	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		48,217	49,181	50,165	51,168	52,192	53,236	54,300	55,386	56,494	57,624	58,776	59,952	61,151	62,374	63,621	64,894	66,192	67,516	68,866	70,243	71,648	73,081	74,543	76,034	77,554	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		53,017	54,077	55,159	56,262	57,387	58,535	59,705	60,900	62,118	63,360	64,627	65,920	67,238	68,583	69,954	71,354	72,781	74,236	75,721	77,235	78,780	80,356	81,963	83,602	85,274	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		58,588	59,760	60,955	62,174	63,418	64,686	65,980	67,300	68,646	70,018	71,419	72,847	74,304	75,790	77,306	78,852	80,429	82,038	83,679	85,352	87,059	88,800	90,576	92,388	94,236	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		65,006	66,307	67,633	68,985	70,365	71,772	73,208	74,672	76,165	77,689	79,242	80,827	82,444	84,093	85,775	87,490	89,240	91,025	92,845	94,702	96,596	98,528	100,499	102,509	104,559	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																										2.00%	Grid Average

		UAW Professional Salary Grid for FY2017																							Increase	0.75%	Appendix D-1
Grade	Step	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average
11		37,410	38,159	38,922	39,700	40,494	41,304	42,130	42,973	43,832	44,709	45,603	46,515	47,445	48,394	49,362	50,350	51,357	52,384	53,431	54,500	55,590	56,702	57,836	58,993	60,172	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12		38,523	39,293	40,079	40,880	41,698	42,532	43,383	44,250	45,135	46,038	46,959	47,898	48,856	49,833	50,830	51,846	52,883	53,941	55,020	56,120	57,242	58,387	59,555	60,746	61,961	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13		44,316	45,202	46,106	47,028	47,969	48,928	49,907	50,905	51,923	52,961	54,021	55,101	56,203	57,327	58,474	59,643	60,836	62,053	63,294	64,560	65,851	67,168	68,511	69,881	71,279	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14		48,579	49,550	50,541	51,552	52,583	53,635	54,708	55,802	56,918	58,056	59,217	60,402	61,610	62,842	64,099	65,381	66,688	68,022	69,382	70,770	72,185	73,629	75,102	76,604	78,136	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15		53,414	54,483	55,572	56,684	57,817	58,974	60,153	61,356	62,583	63,835	65,112	66,414	67,742	69,097	70,479	71,889	73,326	74,793	76,289	77,815	79,371	80,958	82,577	84,229	85,914	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16		59,028	60,208	61,412	62,641	63,894	65,171	66,475	67,804	69,160	70,544	71,954	73,394	74,861	76,359	77,886	79,444	81,032	82,653	84,306	85,992	87,712	89,466	91,256	93,081	94,942	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17		65,494	66,804	68,140	69,503	70,893	72,311	73,757	75,232	76,737	78,271	79,837	81,433	83,062	84,723	86,418	88,146	89,909	91,707	93,541	95,412	97,321	99,267	101,252	103,277	105,343	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
																										2.00%	Grid Average