



AGENDA

Hardee County Economic Development Council

Hardee County Industrial Development Authority

Hardee County BOCC Commission Chambers, 412 West Orange Street, Wauchula, FL Regular Meeting,

3/8/2016 8:30 A.M

Board members

Vanessa Hernandez, Chairwoman | Gene Davis, Vice Chair | Monica Reas | Diana Youmans | Donald Samuels | John O'Neal | Dottie Conerly | Lory Durrance

	Item	Presenter
Item 1	Call to order	Vanessa Hernandez
Item 2	Approval of agenda	Vanessa Hernandez
Item 3	Approval of Minutes- February 9, 2016	Vanessa Hernandez
Item 4	EDA update -EDC Funding -Incubator Funding -Stream2Sea Funding -Debut Development Funding -Peace River Paddlesports Funding -Bees and Botanicals -Corridor Group Funding	Bill Lambert
Item 5	EDA Grant Award Agreements -Authorization for Chair to sign	Bill Lambert
Item 6	Incubator Floor Plan proposal -Proposed budget	Bill Lambert
Item 7	Project "Agricultural Diversity" -Nuaxon.com	Bill Lambert

	Item	Presenter
Item 8	Project Updates/Chair Updates	Bill Lambert
Item 9	Financial Report	Sarah Pelham
Item 10	Announcements/Other Business/Public Comment	Vanessa Hernandez
Item 11	Adjournment	

Hardee County Economic Development Council/Industrial Development Authority
Regular Meeting Minutes
February 9, 2016
Hardee County BOCC

Vanessa Hernandez- Chair-P
Gene Davis- Vice Chair-P
Dottie Conerly-P

Donald Samuels-P
John O'Neal-A
Lory Durrance-P

Diana Youmans-P
Monica Reas-A

The meeting was called to order by Chair Hernandez.

Visiting: Henry Kuhlman, Charlie Cox, Autumn Blum, Don Chancey, Bruce Stayer, Trey Flemer, Rhonda Cole, Kristin Giuliani, and Grady Johnson.

County Attorney: Ken Evers

County Commissioners: Mike Thompson, Colon Lambert, Rick Knight and Russ Melendy

Press: Michael Kelly

Staff: Bill Lambert, Sarah Pelham and Kristi Schierling

Agenda: Gene Davis made a motion and was seconded by Monica Reas to approve the agenda. Motion passed unanimously.

Minutes: Gene Davis made a motion and was seconded by Diana Youmans to approve the 1/12/16 minutes. Motion passed unanimously.

Dottie Conerly made a motion and was seconded by Diana Youmans to approve the 1/15/16 minutes. Motion passed unanimously.

Fill Line Equipment Purchase

We received 3 quotes for the purchase of a tube filler, Romanco (\$160,000), Balpack (\$67,490) and The Whole Package (\$98,275.00). Balpack was the lowest of the 3. Debut Development provided the specs needed for this piece of equipment and it was procured through Halfacre. We currently have a manual tube sealer. We will keep that one for the smaller runs. This larger will help with the larger runs. Debut Development already has 3 customers lined up that will benefit from this new piece of equipment. Sarah Pelham reminded the Board that there is a budgeted line item for the Incubator in the amount of \$300,000. This piece of equipment will be purchased with those funds.

Dottie Conerly made a motion and was seconded by Lory Durrance to go with Balpack's quote and get the purchasing process started. Motion passed unanimously.

Peace River Paddlesports Fourth Quarter 2015 update

Trey Flemer came before the Board today to present his 2015 4th quarter update. He is finally at the stage where he feels he can start marketing. Trey is working with a dealer to have demo days to show off his boat. There are 2 boats for sale and he is working on his next one. It takes about 3 days to build the boat and has built a total of 7. Some were not up to his standards and they are being used as demo boats. Trey moved on to talk about the rental part of his business. He has rented his canoes/kayaks to over 1,000 people from all over the world that wanted to tour the Peace River. The rental portion has not generated as much income as he had hoped.

Debut Development fourth quarter 2015 update

Kristin Giuliani came before the Board today to present the 2015 4th quarter update. Debut has maintained 4 full time staff and will be looking at hiring 4 more during the next year. LinkedIn has been a great source for them. Kristin has attended natural products tradeshows and was able to get 5 customers for the fill line. Debut Development had one customer that was using them as overflow manufacturing but has decided to switch to them for full production.

Stream2Sea fourth quarter 2015 update

Autumn Blum and Kristin Giuliani came before the board today to present their 2015 4th quarter update. They have participated in 2 trade shows. Their social media presence has more than doubled during the 4th quarter. Stream2Sea has moved to their new office on Main Street. An inside sales rep has been hired and have 7 current filled positions. There are products are on the market and they have opened 70 new accounts in the 4th quarter.

Hogan St. discussion

The old appraisal did not take into consideration that the new hospital would be located across the street and the value that it would bring to the properties, so a new appraisal was completed. The new appraisal amount was \$285,000 for the two parcels. Roy Brown does not want to sell all of the property and we do not want all of the property. He would like to sell the property for \$225,000-240,000. The current retention pond that is our property may need to be widened a bit or a new one may need to be placed on the north side of the Incubator. We would like to avoid having to do this. Attorney Evers recommends not taking any action today and to have a survey done of the property. Director Lambert said that a surveyor is working on that now to show where exactly the road will be and how much property we will actually need. Staff will bring back before the Board an exact dollar amount for the Board to approve. Director Lambert will talk with the City on how they want to construct the road.

Performance Review discussion

Kristi Schierling received the reviews from the board members and assimilated all of the information into one score sheet. Kristi made the comments into a bulleted format and tried to keep the comments as the board member stated them. Kristi would like to make cosmetic changes to the document so it is easier to read once it is printed out. Chair Hernandez read the scores and comments aloud in the meeting and will sit down with Director Lambert to go over it more thoroughly. His overall score was a 4.39 out of a 5. Director Lambert thanked the Board for the comments and criticisms. Chair Hernandez asked that the minutes reflect that the evaluation was completed.

This was Director Lambert's first evaluation. Going forward, this will be done on an annual basis. Chair Hernandez brought up that Director Lambert has been in this position for 8 years and has not received a salary increase during those 8 years. She asked the board if an increase should be considered or come back with more information to have a discussion. Lory Durrance spoke up and said that he would like more information and guidance before an increase was considered. Chair Hernandez said that she would come back with a proposal for discussion at a future meeting. There was no formal action taken on the review.

Project Updates

The PFM agreement modification was finished at last month's meeting and they have been receiving disbursements. We have almost all of the cost estimates for the SMM building. Director Lambert has met with a company from Bradenton that is interested in relocating here. They have between 25-30 employees. Two other companies are also looking to relocate. They are manufacturing companies. All of the other projects on hold are still on hold. The design for the south end of the water/sewer corridor is

almost complete. The EDA ranked the applicants at their meeting yesterday. Director Lambert thanked the Board again for the evaluation. He stated that he does this job for the betterment of this community.

Financials

Charlie Cox reviewed the Special Revenue budget amendment for the 2015-2016 budget. It is for the PFM real property improvements in the amount of \$183,456.

Lory Durrance made a motion and was seconded by Diana Youmans to approved the Special Revenue budget amendment for the 2015-2016 budget.

Sarah Pelham reviewed the financials for both the EDC and IDA.

A motion was made by Donald Samuels and seconded by Dottie Conerly to approve both the EDC and IDA financials. Motion passed unanimously.

**The meeting was adjourned at 12:17pm by Chair Hernandez.

EXISTING SOUP CANNING
TENANT 4,788 SQFT
GROUP F-2/S-2

CANNING & PREP AREAS
(GROUP F-2)
3182 GSF @ 100/P =
32 OCCUP (12 ACTUAL)

PACK/STOR
(GROUP S-2)
1606 GSF

PREP

EX 1 HR DEMISING WALL

EX 1 HR DEMISING WALL

NEW 1 HR DEMISING WALL

NEW 6'x8' OHD

NEW UPGRADE TO 1 HR DEMISING WALL
W/ NEW 1 HR RATED DOOR ASSEMBLY

NEW 3070 PERSONNEL DOOR

NEW 6'x8' opening

NEW UPGRADE TO 1 HR DEMISING WALL

NEW 1 HR DEMISING WALL

EXISTING Electrical Panel

COMMON WAREHOUSE STORAGE AREA
12,910 SQFT
GROUP S-2

New Bathrooms

EX TENANT
GROUP 'B'
AREA

EXISTING DEMISING PARTITION TO REMAIN-
ADD 1 LAYER 5/8" TYPE 'X' GWB SLAB TO
DECK ABOVE- NOTE: EX 1/2" PLYWD TO 8'
TO REMAIN. ALSO: WRAP EX EXPOSED STL
BM AT ROOF W/ 1 1/2" MTL STUDS @ 16"oc
& INSTALL 1 LAYER 5/8" TPYE 'X' GWB AND
FIRE SEAL ALL JOINTS- TYPICAL

INSTALL NEW EXIT
SIGN ABOVE DOOR
EXISTING VACANT AREA
(FUTURE TENANT)
12,586 SQFT

EX PADDLE BOARD
TENANT 3,114 SQFT
GROUP F-2

NEW UPGRADE TO 1 HR DEMISING WALL

INSTALL NEW EXIT
SIGN ABOVE DOOR

2 3 7
3'-8" 8'-0" 21'-6"

4 6
5'-4" 38'-0"

GENERAL NOTE:

INSTALL NEW EXTERIOR LIGHT FIXTURE
ABOVE EACH NEW EXIT DOOR. FIXTURE TO
MATCH EXISTING. CONNECT TO CLOSEST
HOUSE PANEL LIGHTING CIRCUIT.

OVER-ALL FLOOR PLAN

SCALE: 1/16" = 1'-0"

CODE & BUILDING INFORMATION

IF CODES:
FLORIDA BUILDING CODE, 5th EDITION
FLORIDA FIRE PREVENTION CODE W/ NFPA 101- 2012 EDITION
ACCESSIBILITY CODE - 2014
ALTERATION PER FBCE - 2014

PROJECT INFORMATION:
NAME: INTERIOR ALTERATIONS AT HARDEE COUNTY IDA
897 SIXTH AVENUE, WACHULA, FLORIDA
BUILDING CLASSIFICATION: MIXED-USE S-2-F-2 SEPARATED

EXISTING CANNERY PRODUCTION AREA : 3,182 GSF
EXISTING PADDLE BOARD PRODUCTION AREA : 3,114 GSF
TOTAL F-2 OCCUPANCY: 6,296 GSF
FACTORY OCCUPANCY @ 100 SF/P = 63 OCCUPANTS
EXISTING ACCESSORY GROUP 'B' PACK/SHIP TENANT
GROUP 'B' OCCUPANCY: 622 GSF @ 100 SF/P = 6
MIXED COMMON WAREHOUSE

MEANS OF EGRESS- CHAPTER 10:
EXIT ACCESS TRAVEL DISTANCE
MAXIMUM TRAVEL DISTANCE: WITH SPRINKLER SYSTEM
GROUP F-2: 400'
DEAD END CORRIDOR LENGTH:
GROUP F-2 SPR = 50' MAX.
COMMON PATH OF EGRESS TRAVEL
GROUP F-2 SPR: NOT TO EXCEED 100'

EGRESS WIDTH:
RAMPS, DOORS, CORRIDORS :
MINIMUM CORRIDOR/ AISLE WIDTH:
MINIMUM CLEAR OPENING OF EXIT DOORS:

REV

EXISTING ACCESS IS
EXISTING PARKING IS
NO CHANGES ARE PL
OR OTHER SITE FEAT
PROPOSED SCOPE OF
AS NOTED ON THESE
PROPOSED WORK INC
FIXTURES AND CEILING
INSTALL NEW CEILING
EXTERIOR HOLLOW UP

2014 - 2015 STEP PLAN ~ HARDEE COUNTY BOARD OF COUNTY COMMISSIONERS

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
14 →	\$19,325.84	\$19,808.98	\$20,304.21	\$20,811.81	\$21,332.11	\$21,865.41	\$22,412.05	\$22,972.35	\$23,546.66	\$24,135.32	\$24,738.71	\$25,357.17	\$25,991.10	\$26,640.88
Hourly	\$9.29	\$9.52	\$9.76	\$10.01	\$10.26	\$10.51	\$10.78	\$11.04	\$11.32	\$11.60	\$11.89	\$12.19	\$12.50	\$12.81
15 →	\$20,321.42	\$20,829.45	\$21,350.19	\$21,883.94	\$22,431.04	\$22,991.82	\$23,566.61	\$24,155.78	\$24,759.67	\$25,378.66	\$26,013.13	\$26,663.46	\$27,330.05	\$28,013.30
Hourly	\$9.77	\$10.01	\$10.26	\$10.52	\$10.78	\$11.05	\$11.33	\$11.61	\$11.90	\$12.20	\$12.51	\$12.82	\$13.14	\$13.47
16 →	\$21,434.12	\$21,969.98	\$22,519.23	\$23,082.21	\$23,659.26	\$24,250.74	\$24,857.01	\$25,478.44	\$26,115.40	\$26,768.28	\$27,437.49	\$28,123.43	\$28,826.52	\$29,547.18
Hourly	\$10.30	\$10.56	\$10.83	\$11.10	\$11.37	\$11.66	\$11.95	\$12.25	\$12.56	\$12.87	\$13.19	\$13.52	\$13.86	\$14.21
17 →	\$22,371.12	\$22,930.39	\$23,503.65	\$24,091.24	\$24,693.53	\$25,310.86	\$25,943.64	\$26,592.23	\$27,257.03	\$27,938.46	\$28,636.92	\$29,352.84	\$30,086.66	\$30,838.83
Hourly	\$10.76	\$11.02	\$11.30	\$11.58	\$11.87	\$12.17	\$12.47	\$12.78	\$13.10	\$13.43	\$13.77	\$14.11	\$14.46	\$14.83
18 →	\$23,542.37	\$24,130.93	\$24,734.20	\$25,352.56	\$25,986.37	\$26,636.03	\$27,301.93	\$27,984.48	\$28,684.09	\$29,401.19	\$30,136.22	\$30,889.63	\$31,661.87	\$32,453.42
Hourly	\$11.32	\$11.60	\$11.89	\$12.19	\$12.49	\$12.81	\$13.13	\$13.45	\$13.79	\$14.14	\$14.49	\$14.85	\$15.22	\$15.60
20 →	\$26,002.05	\$26,652.10	\$27,318.41	\$28,001.37	\$28,701.40	\$29,418.93	\$30,154.41	\$30,908.27	\$31,680.97	\$32,473.00	\$33,284.82	\$34,116.94	\$34,969.87	\$35,844.11
Hourly	\$12.50	\$12.81	\$13.13	\$13.46	\$13.80	\$14.14	\$14.50	\$14.86	\$15.23	\$15.61	\$16.00	\$16.40	\$16.81	\$17.23
21 →	\$27,173.31	\$27,852.64	\$28,548.95	\$29,262.68	\$29,994.24	\$30,744.10	\$31,512.70	\$32,300.52	\$33,108.03	\$33,935.74	\$34,784.13	\$35,653.73	\$36,545.07	\$37,458.70
Hourly	\$13.06	\$13.39	\$13.73	\$14.07	\$14.42	\$14.78	\$15.15	\$15.53	\$15.92	\$16.32	\$16.72	\$17.14	\$17.57	\$18.01
21A →	\$27,947.93	\$28,646.63	\$29,362.80	\$30,096.87	\$30,849.29	\$31,620.52	\$32,411.04	\$33,221.31	\$34,051.84	\$34,903.14	\$35,775.52	\$36,670.11	\$37,586.86	\$38,526.54
Hourly	\$9.60	\$9.84	\$10.08	\$10.34	\$10.59	\$10.86	\$11.13	\$11.41	\$11.69	\$11.99	\$12.29	\$12.59	\$12.91	\$13.23
22 →	\$28,461.70	\$29,173.24	\$29,902.58	\$30,650.14	\$31,416.39	\$32,201.80	\$33,006.85	\$33,832.02	\$34,677.82	\$35,544.77	\$36,433.38	\$37,344.22	\$38,277.82	\$39,234.77
Hourly	\$13.68	\$14.03	\$14.38	\$14.74	\$15.10	\$15.48	\$15.87	\$16.27	\$16.67	\$17.09	\$17.52	\$17.95	\$18.40	\$18.86
23 →	\$29,867.20	\$30,613.88	\$31,379.23	\$32,163.71	\$32,967.80	\$33,791.99	\$34,636.79	\$35,502.71	\$36,390.28	\$37,300.04	\$38,232.54	\$39,188.35	\$40,168.06	\$41,172.26
Hourly	\$14.36	\$14.72	\$15.09	\$15.46	\$15.85	\$16.25	\$16.65	\$17.07	\$17.50	\$17.93	\$18.38	\$18.84	\$19.31	\$19.79
24 →	\$31,624.11	\$32,414.71	\$33,225.08	\$34,055.71	\$34,907.10	\$35,779.78	\$36,674.27	\$37,591.13	\$38,530.91	\$39,494.18	\$40,481.54	\$41,493.57	\$42,530.91	\$43,594.19
Hourly	\$15.20	\$15.58	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96
24A →	\$34,371.58	\$35,230.87	\$36,111.64	\$37,014.43	\$37,939.80	\$38,888.29	\$39,860.50	\$40,857.01	\$41,878.44	\$42,925.40	\$43,998.53	\$45,098.49	\$46,225.96	\$47,381.61
Hourly	\$11.80	\$12.10	\$12.40	\$12.71	\$13.03	\$13.35	\$13.69	\$14.03	\$14.38	\$14.74	\$15.11	\$15.49	\$15.87	\$16.27
25 →	\$33,058.90	\$33,885.37	\$34,732.51	\$35,600.82	\$36,490.84	\$37,403.11	\$38,338.19	\$39,296.64	\$40,279.06	\$41,286.04	\$42,318.19	\$43,376.14	\$44,460.55	\$45,572.06
Hourly	\$15.89	\$16.29	\$16.70	\$17.12	\$17.54	\$17.98	\$18.43	\$18.89	\$19.36	\$19.85	\$20.35	\$20.85	\$21.38	\$21.91
26 →	\$34,669.38	\$35,536.11	\$36,424.51	\$37,335.13	\$38,268.51	\$39,225.22	\$40,205.85	\$41,211.00	\$42,241.27	\$43,297.30	\$44,379.73	\$45,489.23	\$46,626.46	\$47,792.12
Hourly	\$16.67	\$17.08	\$17.51	\$17.95	\$18.40	\$18.86	\$19.33	\$19.81	\$20.31	\$20.82	\$21.34	\$21.87	\$22.42	\$22.98
26A →	\$40,736.69	\$41,755.11	\$42,798.99	\$43,868.96	\$44,965.69	\$46,089.83	\$47,242.07	\$48,423.13	\$49,633.70	\$50,874.55	\$52,146.41	\$53,450.07	\$54,786.32	\$56,155.98
Hourly	\$13.99	\$14.34	\$14.70	\$15.06	\$15.44	\$15.83	\$16.22	\$16.63	\$17.04	\$17.47	\$17.91	\$18.36	\$18.81	\$19.28
27 →	\$36,543.41	\$37,457.00	\$38,393.42	\$39,353.26	\$40,337.09	\$41,345.52	\$42,379.15	\$43,438.63	\$44,524.60	\$45,637.71	\$46,778.66	\$47,948.12	\$49,146.83	\$50,375.50
Hourly	\$17.57	\$18.01	\$18.46	\$18.92	\$19.39	\$19.88	\$20.37	\$20.88	\$21.41	\$21.94	\$22.49	\$23.05	\$23.63	\$24.22
28 →	\$38,300.29	\$39,257.80	\$40,239.24	\$41,245.23	\$42,276.36	\$43,333.27	\$44,416.60	\$45,527.01	\$46,665.19	\$47,831.82	\$49,027.61	\$50,253.30	\$51,509.64	\$52,797.38
Hourly	\$18.41	\$18.87	\$19.35	\$19.83	\$20.33	\$20.83	\$21.35	\$21.89	\$22.44	\$23.00	\$23.57	\$24.16	\$24.76	\$25.38
28A →	\$42,911.81	\$43,984.60	\$45,084.22	\$46,211.33	\$47,366.61	\$48,550.77	\$49,764.54	\$51,008.66	\$52,283.87	\$53,590.97	\$54,930.74	\$56,304.01	\$57,711.61	\$59,154.40
Hourly	\$14.74	\$15.10	\$15.48	\$15.87	\$16.27	\$16.67	\$17.09	\$17.52	\$17.95	\$18.40	\$18.86	\$19.34	\$19.82	\$20.31
29 →	\$40,291.45	\$41,298.73	\$42,331.20	\$43,389.48	\$44,474.22	\$45,586.07	\$46,725.73	\$47,893.87	\$49,091.22	\$50,318.50	\$51,576.46	\$52,865.87	\$54,187.52	\$55,542.21
Hourly	\$19.37	\$19.86	\$20.35	\$20.86	\$21.38	\$21.92	\$22.46	\$23.03	\$23.60	\$24.19	\$24.80	\$25.42	\$26.05	\$26.70
30 →	\$42,165.47	\$43,219.61	\$44,300.10	\$45,407.60	\$46,542.79	\$47,706.36	\$48,899.02	\$50,121.49	\$51,374.53	\$52,658.89	\$53,975.37	\$55,324.75	\$56,707.87	\$58,125.57
Hourly	\$20.27	\$20.78	\$21.30	\$21.83	\$22.38	\$22.94	\$23.51	\$24.10	\$24.70	\$25.32	\$25.95	\$26.60	\$27.26	\$27.94
31A →	\$46,705.58	\$47,873.21	\$49,070.04	\$50,296.80	\$51,554.22	\$52,843.07	\$54,164.15	\$55,518.25	\$56,906.21	\$58,328.86	\$59,787.08	\$61,281.76	\$62,813.81	\$64,384.15
Hourly	\$16.04	\$16.44	\$16.85	\$17.27	\$17.70	\$18.15	\$18.60	\$19.07	\$19.54	\$20.03	\$20.53	\$21.04	\$21.57	\$22.11
32 →	\$46,616.27	\$47,781.67	\$48,976.21	\$50,200.62	\$51,455.63	\$52,742.03	\$54,060.58	\$55,412.09	\$56,797.39	\$58,217.33	\$59,672.76	\$61,164.58	\$62,693.69	\$64,261.04
Hourly	\$22.41	\$22.97	\$23.55	\$24.13	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14	\$30.89
33 →	\$48,958.79	\$50,182.76	\$51,437.33	\$52,723.27	\$54,041.35	\$55,392.38	\$56,777.19	\$58,196.62	\$59,651.54	\$61,142.83	\$62,671.40	\$64,238.18	\$65,844.14	\$67,490.24
Hourly	\$23.54	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.88	\$31.66	\$32.45
34 →	\$51,374.53	\$52,658.89	\$53,975.36	\$55,324.74	\$56,707.86	\$58,125.56	\$59,578.70	\$61,068.17	\$62,594.87	\$64,159.74	\$65,763.74	\$67,407.83	\$69,093.03	\$70,820.35
Hourly	\$24.70	\$25.32	\$25.95	\$26.60	\$27.26	\$27.94	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05
35 →	\$53,790.26	\$55,135.01	\$56,513.39	\$57,926.22	\$59,374.38	\$60,858.74	\$62,380.21	\$63,939.71	\$65,538.20	\$67,176.66	\$68,856.08	\$70,577.48	\$72,341.91	\$74,150.46
Hourly	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26	\$29.99	\$30.74	\$31.51	\$32.30	\$33.10	\$33.93	\$34.78	\$35.65
36 →	\$59,412.32	\$60,897.62	\$62,420.06	\$63,980.57	\$65,580.07	\$67,219.58	\$68,900.07	\$70,622.57	\$72,388.14	\$74,197.84	\$76,052.79	\$77,954.11	\$79,902.96	\$81,900.53
Hourly	\$28.56	\$29.28	\$30.01	\$30.76	\$31.53	\$32.32	\$33.13	\$33.95	\$34.80	\$35.67	\$36.56	\$37.48	\$38.41	\$39.38
38 →	\$65,356.47	\$66,990.38	\$68,665.14	\$70,381.77	\$72,141.31	\$73,944.84	\$75,793.46	\$77,688.30	\$79,630.51	\$81,621.27	\$83,661.80	\$85,753.35	\$87,897.18	\$90,094.61
Hourly	\$31.42	\$32.21	\$33.01	\$33.84	\$34.68	\$35.55	\$36.44	\$37.35	\$38.28	\$39.24	\$40.22	\$41.23	\$42.26	\$43.31
39 →	\$70,252.38	\$72,008.69	\$73,808.90	\$75,654.12	\$77,545.48	\$79,484.11	\$81,471.22	\$83,508.00	\$85,595.70	\$87,735.59	\$89,928.98	\$92,177.20	\$94,481.63	\$96,843.68
Hourly	\$33.78	\$34.62	\$35.49	\$36.37	\$37.28	\$38.21	\$39.17	\$40.15	\$41.15	\$42.18	\$43.24	\$44.32	\$45.42	\$46.56

40 ⇨	\$82,199.56	\$84,254.55	\$86,360.91	\$88,519.94	\$90,732.94	\$93,001.26	\$95,326.29	\$97,709.45	\$100,152.18	\$102,655.99	\$105,222.39	\$107,852.95	\$110,549.27	\$113,313.00
Hourly	\$39.52	\$40.51	\$41.52	\$42.56	\$43.62	\$44.71	\$45.83	\$46.98	\$48.15	\$49.35	\$50.59	\$51.85	\$53.15	\$54.48

3% COLA 2013 - 2014 STEP PLAN ~ HARDEE COUNTY BOARD OF COUNTY COMMISSIONERS

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
14 ⇨	\$19,325.84	\$19,808.98	\$20,304.21	\$20,811.81	\$21,332.11	\$21,865.41	\$22,412.05	\$22,972.35	\$23,546.66	\$24,135.32	\$24,738.71	\$25,357.17	\$25,991.10	\$26,640.88
Hourly	\$9.29	\$9.52	\$9.76	\$10.01	\$10.26	\$10.51	\$10.78	\$11.04	\$11.32	\$11.60	\$11.89	\$12.19	\$12.50	\$12.81
15 ⇨	\$20,321.42	\$20,829.45	\$21,350.19	\$21,883.94	\$22,431.04	\$22,991.82	\$23,566.61	\$24,155.78	\$24,759.67	\$25,378.66	\$26,013.13	\$26,663.46	\$27,330.05	\$28,013.30
Hourly	\$9.77	\$10.01	\$10.26	\$10.52	\$10.78	\$11.05	\$11.33	\$11.61	\$11.90	\$12.20	\$12.51	\$12.82	\$13.14	\$13.47
16 ⇨	\$21,434.12	\$21,969.98	\$22,519.23	\$23,082.21	\$23,659.26	\$24,250.74	\$24,857.01	\$25,478.44	\$26,115.40	\$26,768.28	\$27,437.49	\$28,123.43	\$28,826.52	\$29,547.18
Hourly	\$10.30	\$10.56	\$10.83	\$11.10	\$11.37	\$11.66	\$11.95	\$12.25	\$12.56	\$12.87	\$13.19	\$13.52	\$13.86	\$14.21
17 ⇨	\$22,371.12	\$22,930.39	\$23,503.65	\$24,091.24	\$24,693.53	\$25,310.86	\$25,943.64	\$26,592.23	\$27,257.03	\$27,938.46	\$28,636.92	\$29,352.84	\$30,086.66	\$30,838.83
Hourly	\$10.76	\$11.02	\$11.30	\$11.58	\$11.87	\$12.17	\$12.47	\$12.78	\$13.10	\$13.43	\$13.77	\$14.11	\$14.46	\$14.83
18 ⇨	\$23,342.37	\$24,130.93	\$24,734.20	\$25,352.56	\$25,986.37	\$26,636.03	\$27,301.93	\$27,984.48	\$28,684.09	\$29,401.19	\$30,136.22	\$30,889.63	\$31,661.87	\$32,453.42
Hourly	\$11.32	\$11.60	\$11.89	\$12.19	\$12.49	\$12.81	\$13.13	\$13.45	\$13.79	\$14.14	\$14.49	\$14.85	\$15.22	\$15.60
20 ⇨	\$26,002.05	\$26,652.10	\$27,318.41	\$28,001.37	\$28,701.40	\$29,418.93	\$30,154.41	\$30,908.27	\$31,680.97	\$32,473.00	\$33,284.82	\$34,116.94	\$34,969.87	\$35,844.11
Hourly	\$12.50	\$12.81	\$13.13	\$13.46	\$13.80	\$14.14	\$14.50	\$14.86	\$15.23	\$15.61	\$16.00	\$16.40	\$16.81	\$17.23
21 ⇨	\$27,173.31	\$27,852.64	\$28,548.95	\$29,262.68	\$29,994.24	\$30,744.10	\$31,512.70	\$32,300.52	\$33,108.03	\$33,935.74	\$34,784.13	\$35,653.73	\$36,545.07	\$37,458.70
Hourly	\$13.06	\$13.39	\$13.73	\$14.07	\$14.42	\$14.78	\$15.15	\$15.53	\$15.92	\$16.32	\$16.72	\$17.14	\$17.57	\$18.01
21A ⇨	\$26,617.08	\$27,282.51	\$27,964.57	\$28,663.68	\$29,380.28	\$30,114.78	\$30,867.65	\$31,639.34	\$32,430.33	\$33,241.09	\$34,072.11	\$34,923.92	\$35,797.01	\$36,691.94
Hourly	\$9.14	\$9.37	\$9.60	\$9.84	\$10.09	\$10.34	\$10.60	\$10.87	\$11.14	\$11.42	\$11.70	\$11.99	\$12.29	\$12.60
22 ⇨	\$28,461.70	\$29,173.24	\$29,902.58	\$30,650.14	\$31,416.39	\$32,201.80	\$33,006.85	\$33,832.02	\$34,677.82	\$35,544.77	\$36,433.38	\$37,344.22	\$38,277.82	\$39,234.77
Hourly	\$13.68	\$14.03	\$14.38	\$14.74	\$15.10	\$15.48	\$15.87	\$16.27	\$16.67	\$17.09	\$17.52	\$17.95	\$18.40	\$18.86
23 ⇨	\$29,867.20	\$30,613.88	\$31,379.23	\$32,163.71	\$32,967.80	\$33,791.99	\$34,636.79	\$35,502.71	\$36,390.28	\$37,300.04	\$38,232.54	\$39,188.35	\$40,168.06	\$41,172.26
Hourly	\$14.36	\$14.72	\$15.09	\$15.46	\$15.85	\$16.25	\$16.65	\$17.07	\$17.50	\$17.93	\$18.38	\$18.84	\$19.31	\$19.79
24 ⇨	\$31,624.11	\$32,414.71	\$33,225.08	\$34,055.71	\$34,907.10	\$35,779.78	\$36,674.27	\$37,591.13	\$38,530.91	\$39,494.18	\$40,481.54	\$41,493.57	\$42,530.91	\$43,594.19
Hourly	\$15.20	\$15.58	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96
24A ⇨	\$32,734.84	\$33,553.21	\$34,392.04	\$35,251.84	\$36,133.14	\$37,036.47	\$37,962.38	\$38,911.44	\$39,884.22	\$40,881.33	\$41,903.36	\$42,950.95	\$44,024.72	\$45,125.34
Hourly	\$11.24	\$11.52	\$11.81	\$12.11	\$12.41	\$12.72	\$13.04	\$13.36	\$13.70	\$14.04	\$14.39	\$14.75	\$15.12	\$15.50
25 ⇨	\$33,058.90	\$33,885.37	\$34,732.51	\$35,600.82	\$36,490.84	\$37,403.11	\$38,338.19	\$39,296.64	\$40,279.06	\$41,286.04	\$42,318.19	\$43,376.14	\$44,460.55	\$45,572.06
Hourly	\$15.89	\$16.29	\$16.70	\$17.12	\$17.54	\$17.98	\$18.43	\$18.89	\$19.36	\$19.85	\$20.35	\$20.85	\$21.38	\$21.91
26 ⇨	\$34,669.38	\$35,536.11	\$36,424.51	\$37,335.13	\$38,268.51	\$39,225.22	\$40,205.85	\$41,211.00	\$42,241.27	\$43,297.30	\$44,379.73	\$45,489.23	\$46,626.46	\$47,792.12
Hourly	\$16.67	\$17.08	\$17.51	\$17.95	\$18.40	\$18.86	\$19.33	\$19.81	\$20.31	\$20.82	\$21.34	\$21.87	\$22.42	\$22.98
26A ⇨	\$38,796.85	\$39,766.77	\$40,760.94	\$41,779.96	\$42,824.46	\$43,895.07	\$44,992.45	\$46,117.26	\$47,270.19	\$48,451.95	\$49,663.25	\$50,904.83	\$52,177.45	\$53,481.89
Hourly	\$13.32	\$13.66	\$14.00	\$14.35	\$14.71	\$15.07	\$15.45	\$15.84	\$16.23	\$16.64	\$17.05	\$17.48	\$17.92	\$18.37
27 ⇨	\$36,543.41	\$37,457.00	\$38,393.42	\$39,353.26	\$40,337.09	\$41,345.52	\$42,379.15	\$43,438.63	\$44,524.60	\$45,637.71	\$46,778.66	\$47,948.12	\$49,146.83	\$50,375.50
Hourly	\$17.57	\$18.01	\$18.46	\$18.92	\$19.39	\$19.88	\$20.37	\$20.88	\$21.41	\$21.94	\$22.49	\$23.05	\$23.63	\$24.22
28 ⇨	\$38,300.29	\$39,257.80	\$40,239.24	\$41,245.23	\$42,276.36	\$43,333.27	\$44,416.60	\$45,527.01	\$46,665.19	\$47,831.82	\$49,027.61	\$50,253.30	\$51,509.64	\$52,797.38
Hourly	\$18.41	\$18.87	\$19.35	\$19.83	\$20.33	\$20.83	\$21.35	\$21.89	\$22.44	\$23.00	\$23.57	\$24.16	\$24.76	\$25.38
28A ⇨	\$40,868.39	\$41,890.10	\$42,937.35	\$44,010.79	\$45,111.06	\$46,238.83	\$47,394.80	\$48,579.67	\$49,794.16	\$51,039.02	\$52,314.99	\$53,622.87	\$54,963.44	\$56,337.53
Hourly	\$14.03	\$14.39	\$14.74	\$15.11	\$15.49	\$15.88	\$16.28	\$16.68	\$17.10	\$17.53	\$17.97	\$18.41	\$18.87	\$19.35
29 ⇨	\$40,291.45	\$41,298.73	\$42,331.20	\$43,389.48	\$44,474.22	\$45,586.07	\$46,725.73	\$47,893.87	\$49,091.22	\$50,318.50	\$51,576.46	\$52,865.87	\$54,187.52	\$55,542.21
Hourly	\$19.37	\$19.86	\$20.35	\$20.86	\$21.38	\$21.92	\$22.46	\$23.03	\$23.60	\$24.19	\$24.80	\$25.42	\$26.05	\$26.70
30 ⇨	\$42,165.47	\$43,219.61	\$44,300.10	\$45,407.60	\$46,542.79	\$47,706.36	\$48,899.02	\$50,121.49	\$51,374.53	\$52,658.89	\$53,975.37	\$55,324.75	\$56,707.87	\$58,125.57
Hourly	\$20.27	\$20.78	\$21.30	\$21.83	\$22.38	\$22.94	\$23.51	\$24.10	\$24.70	\$25.32	\$25.95	\$26.60	\$27.26	\$27.94
31A ⇨	\$44,481.50	\$45,593.54	\$46,733.38	\$47,901.71	\$49,099.25	\$50,326.73	\$51,584.90	\$52,874.53	\$54,196.39	\$55,551.30	\$56,940.08	\$58,363.58	\$59,822.67	\$61,318.24
Hourly	\$15.28	\$15.66	\$16.05	\$16.45	\$16.86	\$17.28	\$17.71	\$18.16	\$18.61	\$19.08	\$19.55	\$20.04	\$20.54	\$21.06
32 ⇨	\$46,616.27	\$47,781.67	\$48,976.21	\$50,200.62	\$51,455.63	\$52,742.03	\$54,060.58	\$55,412.09	\$56,797.39	\$58,217.33	\$59,672.76	\$61,164.58	\$62,693.69	\$64,261.04
Hourly	\$22.41	\$22.97	\$23.55	\$24.13	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14	\$30.89
33 ⇨	\$48,958.79	\$50,182.76	\$51,437.33	\$52,723.27	\$54,041.35	\$55,392.38	\$56,777.19	\$58,196.62	\$59,651.54	\$61,142.83	\$62,671.40	\$64,238.18	\$65,844.14	\$67,490.24
Hourly	\$23.54	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.88	\$31.66	\$32.45
34 ⇨	\$51,374.53	\$52,658.89	\$53,975.36	\$55,324.74	\$56,707.86	\$58,125.56	\$59,578.70	\$61,068.17	\$62,594.87	\$64,159.74	\$65,763.74	\$67,407.83	\$69,093.03	\$70,820.35

Hourly	\$24.70	\$25.32	\$25.95	\$26.60	\$27.26	\$27.94	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05
35 ⇨	\$53,790.26	\$55,135.01	\$56,513.39	\$57,926.22	\$59,374.38	\$60,858.74	\$62,380.21	\$63,939.71	\$65,538.20	\$67,176.66	\$68,856.08	\$70,577.48	\$72,341.91	\$74,150.46
Hourly	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26	\$29.99	\$30.74	\$31.51	\$32.30	\$33.10	\$33.93	\$34.78	\$35.65
36 ⇨	\$59,412.32	\$60,897.62	\$62,420.06	\$63,980.57	\$65,580.08	\$67,219.58	\$68,900.07	\$70,622.57	\$72,388.14	\$74,197.84	\$76,052.79	\$77,954.11	\$79,902.96	\$81,900.53
Hourly	\$28.56	\$29.28	\$30.01	\$30.76	\$31.53	\$32.32	\$33.13	\$33.95	\$34.80	\$35.67	\$36.56	\$37.48	\$38.41	\$39.38
38 ⇨	\$65,356.47	\$66,990.38	\$68,665.14	\$70,381.77	\$72,141.31	\$73,944.84	\$75,793.46	\$77,688.30	\$79,630.51	\$81,621.27	\$83,661.80	\$85,753.35	\$87,897.18	\$90,094.61
Hourly	\$31.42	\$32.21	\$33.01	\$33.84	\$34.68	\$35.55	\$36.44	\$37.35	\$38.28	\$39.24	\$40.22	\$41.23	\$42.26	\$43.31
39 ⇨	\$70,252.38	\$72,008.69	\$73,808.90	\$75,654.12	\$77,545.48	\$79,484.11	\$81,471.22	\$83,508.00	\$85,595.70	\$87,735.59	\$89,928.98	\$92,177.20	\$94,481.63	\$96,843.68
Hourly	\$33.78	\$34.62	\$35.49	\$36.37	\$37.28	\$38.21	\$39.17	\$40.15	\$41.15	\$42.18	\$43.24	\$44.32	\$45.42	\$46.56
40 ⇨	\$82,199.56	\$84,254.55	\$86,360.91	\$88,519.94	\$90,732.94	\$93,001.26	\$95,326.29	\$97,709.45	\$100,152.18	\$102,655.99	\$105,222.39	\$107,852.95	\$110,549.27	\$113,313.00
Hourly	\$39.52	\$40.51	\$41.52	\$42.56	\$43.62	\$44.71	\$45.83	\$46.98	\$48.15	\$49.35	\$50.59	\$51.85	\$53.15	\$54.48

HARDEE COUNTY BOARD OF COUNTY COMMISSIONERS

2012 - 2013 STEP PLAN

⇌ STEPS ⇌

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
14	\$18,762.95	\$19,232.02	\$19,712.83	\$20,205.65	\$20,710.79	\$21,228.56	\$21,759.27	\$22,303.25	\$22,860.83	\$23,432.35	\$24,018.16	\$24,618.62	\$25,234.08	\$25,864.94
15	\$19,729.53	\$20,222.77	\$20,728.34	\$21,246.55	\$21,777.71	\$22,322.16	\$22,880.21	\$23,452.22	\$24,038.52	\$24,639.48	\$25,255.47	\$25,886.86	\$26,534.03	\$27,197.38
16	\$20,809.83	\$21,330.07	\$21,863.32	\$22,409.91	\$22,970.15	\$23,544.41	\$24,133.02	\$24,736.34	\$25,354.75	\$25,988.62	\$26,638.34	\$27,304.29	\$27,986.90	\$28,686.57
17	\$21,719.53	\$22,262.52	\$22,819.08	\$23,389.56	\$23,974.30	\$24,573.66	\$25,188.00	\$25,817.70	\$26,463.14	\$27,124.72	\$27,802.84	\$28,497.91	\$29,210.36	\$29,940.62
18	\$22,856.67	\$23,428.09	\$24,013.79	\$24,614.13	\$25,229.49	\$25,860.22	\$26,506.73	\$27,169.40	\$27,848.63	\$28,544.85	\$29,258.47	\$29,989.93	\$30,739.68	\$31,508.17
20	\$25,244.71	\$25,875.83	\$26,522.73	\$27,185.80	\$27,865.44	\$28,562.08	\$29,276.13	\$30,008.03	\$30,758.23	\$31,527.19	\$32,315.37	\$33,123.25	\$33,951.33	\$34,800.12
21	\$26,381.85	\$27,041.40	\$27,717.43	\$28,410.37	\$29,120.63	\$29,848.64	\$30,594.86	\$31,359.73	\$32,143.72	\$32,947.32	\$33,771.00	\$34,615.27	\$35,480.66	\$36,367.67
21A	\$26,617.08	\$27,282.51	\$27,964.57	\$28,663.69	\$29,380.28	\$30,114.79	\$30,867.66	\$31,639.35	\$32,430.33	\$33,241.09	\$34,072.12	\$34,923.92	\$35,797.02	\$36,691.95
22	\$27,632.72	\$28,323.54	\$29,031.62	\$29,757.41	\$30,501.35	\$31,263.88	\$32,045.48	\$32,846.62	\$33,667.78	\$34,509.48	\$35,372.22	\$36,256.52	\$37,162.93	\$38,092.01
23	\$28,997.28	\$29,722.22	\$30,465.27	\$31,226.90	\$32,007.58	\$32,807.77	\$33,627.96	\$34,468.66	\$35,330.38	\$36,213.63	\$37,118.98	\$38,046.95	\$38,998.12	\$39,973.08
24	\$30,703.02	\$31,470.60	\$32,257.36	\$33,063.79	\$33,890.39	\$34,737.65	\$35,606.09	\$36,496.24	\$37,408.65	\$38,343.86	\$39,302.46	\$40,285.02	\$41,292.15	\$42,324.45
24A	\$32,734.84	\$33,553.21	\$34,392.04	\$35,251.84	\$36,133.14	\$37,036.47	\$37,962.38	\$38,911.44	\$39,884.23	\$40,881.33	\$41,903.37	\$42,950.95	\$44,024.72	\$45,125.34
25	\$32,096.02	\$32,898.42	\$33,720.89	\$34,563.91	\$35,428.00	\$36,313.70	\$37,221.55	\$38,152.09	\$39,105.89	\$40,083.54	\$41,085.62	\$42,112.76	\$43,165.58	\$44,244.72
26	\$33,659.59	\$34,501.08	\$35,363.61	\$36,247.70	\$37,153.89	\$38,082.74	\$39,034.81	\$40,010.68	\$41,010.94	\$42,036.22	\$43,087.12	\$44,164.30	\$45,268.41	\$46,400.12
26A	\$38,796.85	\$39,766.77	\$40,760.94	\$41,779.96	\$42,824.46	\$43,895.07	\$44,992.45	\$46,117.26	\$47,270.19	\$48,451.94	\$49,663.24	\$50,904.82	\$52,177.44	\$53,481.88
27	\$35,479.04	\$36,366.01	\$37,275.16	\$38,207.04	\$39,162.22	\$40,141.27	\$41,144.81	\$42,173.43	\$43,227.76	\$44,308.46	\$45,416.17	\$46,551.57	\$47,715.36	\$48,908.24
28	\$37,184.75	\$38,114.37	\$39,067.23	\$40,043.91	\$41,045.01	\$42,071.13	\$43,122.91	\$44,200.99	\$45,306.01	\$46,438.66	\$47,599.63	\$48,789.62	\$50,009.36	\$51,259.59
28A	\$40,868.39	\$41,890.10	\$42,937.35	\$44,010.79	\$45,111.06	\$46,238.83	\$47,394.80	\$48,579.67	\$49,794.17	\$51,039.02	\$52,315.00	\$53,622.87	\$54,963.44	\$56,337.53
29	\$39,117.91	\$40,095.86	\$41,098.25	\$42,125.71	\$43,178.85	\$44,258.32	\$45,364.78	\$46,498.90	\$47,661.37	\$48,852.91	\$50,074.23	\$51,326.08	\$52,609.24	\$53,924.47
30	\$40,937.35	\$41,960.79	\$43,009.81	\$44,085.05	\$45,187.18	\$46,316.86	\$47,474.78	\$48,661.65	\$49,878.19	\$51,125.14	\$52,403.27	\$53,713.35	\$55,056.19	\$56,432.59
31A	\$44,481.50	\$45,593.54	\$46,733.37	\$47,901.71	\$49,099.25	\$50,326.73	\$51,584.90	\$52,874.52	\$54,196.39	\$55,551.30	\$56,940.08	\$58,363.58	\$59,822.67	\$61,318.24
32	\$45,258.51	\$46,389.97	\$47,549.72	\$48,738.47	\$49,956.93	\$51,205.85	\$52,486.00	\$53,798.15	\$55,143.10	\$56,521.68	\$57,934.72	\$59,383.09	\$60,867.67	\$62,389.36
33	\$47,532.81	\$48,721.13	\$49,939.15	\$51,187.63	\$52,467.32	\$53,779.01	\$55,123.48	\$56,501.57	\$57,914.11	\$59,361.96	\$60,846.01	\$62,367.16	\$63,926.34	\$65,524.50
34	\$49,878.18	\$51,125.14	\$52,403.27	\$53,713.35	\$55,056.18	\$56,432.59	\$57,843.40	\$59,289.49	\$60,771.72	\$62,291.02	\$63,848.29	\$65,444.50	\$67,080.61	\$68,757.63
35	\$52,223.55	\$53,529.14	\$54,867.37	\$56,239.05	\$57,645.03	\$59,086.15	\$60,563.31	\$62,077.39	\$63,629.33	\$65,220.06	\$66,850.56	\$68,521.82	\$70,234.87	\$71,990.74
36	\$57,681.86	\$59,123.90	\$60,602.00	\$62,117.05	\$63,669.98	\$65,261.73	\$66,893.27	\$68,565.60	\$70,279.74	\$72,036.73	\$73,837.65	\$75,683.59	\$77,575.68	\$79,515.08
38	\$63,452.88	\$65,039.21	\$66,665.19	\$68,331.82	\$70,040.11	\$71,791.11	\$73,585.89	\$75,425.54	\$77,311.18	\$79,243.96	\$81,225.06	\$83,255.68	\$85,337.07	\$87,470.50
39	\$68,206.19	\$69,911.34	\$71,659.12	\$73,450.60	\$75,286.87	\$77,169.04	\$79,098.27	\$81,075.72	\$83,102.61	\$85,180.18	\$87,309.68	\$89,492.43	\$91,729.74	\$94,022.98
40	\$79,805.40	\$81,800.54	\$83,845.55	\$85,941.69	\$88,090.23	\$90,292.49	\$92,549.80	\$94,863.54	\$97,235.13	\$99,666.01	\$102,157.66	\$104,711.60	\$107,329.39	\$110,012.63

Fire Rescue - waiting on Union Ratification of increases

HARDEE COUNTY BOCC 2011 - 2012 STEP PLAN

⇔STEPS⇔

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
14	\$18,395.05	\$18,854.92	\$19,326.30	\$19,809.45	\$20,304.69	\$20,812.31	\$21,332.62	\$21,865.93	\$22,412.58	\$22,972.89	\$23,547.22	\$24,135.90	\$24,739.29	\$25,357.78
15	\$19,342.68	\$19,826.25	\$20,321.90	\$20,829.95	\$21,350.70	\$21,884.47	\$22,431.58	\$22,992.37	\$23,567.18	\$24,156.36	\$24,760.26	\$25,379.27	\$26,013.75	\$26,664.10
16	\$20,401.79	\$20,911.83	\$21,434.63	\$21,970.49	\$22,519.76	\$23,082.75	\$23,659.82	\$24,251.31	\$24,857.60	\$25,479.04	\$26,116.01	\$26,768.91	\$27,438.14	\$28,124.09
17	\$21,293.66	\$21,826.01	\$22,371.66	\$22,930.95	\$23,504.22	\$24,091.83	\$24,694.12	\$25,311.47	\$25,944.26	\$26,592.87	\$27,257.69	\$27,939.13	\$28,637.61	\$29,353.55
18	\$22,408.50	\$22,968.72	\$23,542.94	\$24,131.51	\$24,734.80	\$25,353.17	\$25,987.00	\$26,636.67	\$27,302.59	\$27,985.15	\$28,684.78	\$29,401.90	\$30,136.95	\$30,890.37
20	\$24,749.72	\$25,368.46	\$26,002.67	\$26,652.74	\$27,319.06	\$28,002.03	\$28,702.08	\$29,419.63	\$30,155.13	\$30,909.00	\$31,681.73	\$32,473.77	\$33,285.62	\$34,117.76
21	\$25,864.56	\$26,511.17	\$27,173.95	\$27,853.30	\$28,549.63	\$29,263.37	\$29,994.96	\$30,744.83	\$31,513.45	\$32,301.29	\$33,108.82	\$33,936.54	\$34,784.95	\$35,654.58
21A	\$26,617.08	\$27,282.51	\$27,964.57	\$28,663.69	\$29,380.28	\$30,114.79	\$30,867.66	\$31,639.35	\$32,430.33	\$33,241.09	\$34,072.12	\$34,923.92	\$35,797.02	\$36,691.95
22	\$27,090.90	\$27,768.17	\$28,462.37	\$29,173.93	\$29,903.28	\$30,650.86	\$31,417.13	\$32,202.56	\$33,007.63	\$33,832.82	\$34,678.64	\$35,545.60	\$36,434.24	\$37,345.10
23	\$28,428.71	\$29,139.43	\$29,867.91	\$30,614.61	\$31,379.98	\$32,164.48	\$32,968.59	\$33,792.80	\$34,637.62	\$35,503.56	\$36,391.15	\$37,300.93	\$38,233.46	\$39,189.29
24	\$30,101.00	\$30,853.52	\$31,624.86	\$32,415.48	\$33,225.87	\$34,056.52	\$34,907.93	\$35,780.63	\$36,675.14	\$37,592.02	\$38,531.82	\$39,495.12	\$40,482.50	\$41,494.56
24A	\$32,734.84	\$33,553.21	\$34,392.04	\$35,251.84	\$36,133.14	\$37,036.47	\$37,962.38	\$38,911.44	\$39,884.23	\$40,881.33	\$41,903.37	\$42,950.95	\$44,024.72	\$45,125.34
25	\$31,466.69	\$32,253.35	\$33,059.69	\$33,886.18	\$34,733.33	\$35,601.67	\$36,491.71	\$37,404.00	\$38,339.10	\$39,297.58	\$40,280.02	\$41,287.02	\$42,319.19	\$43,377.17
26	\$32,999.60	\$33,824.59	\$34,670.21	\$35,536.96	\$36,425.39	\$37,336.02	\$38,269.42	\$39,226.16	\$40,206.81	\$41,211.98	\$42,242.28	\$43,298.34	\$44,380.80	\$45,490.32
26A	\$38,796.85	\$39,766.77	\$40,760.94	\$41,779.96	\$42,824.46	\$43,895.07	\$44,992.45	\$46,117.26	\$47,270.19	\$48,451.94	\$49,663.24	\$50,904.82	\$52,177.44	\$53,481.88
27	\$34,783.37	\$35,652.95	\$36,544.28	\$37,457.88	\$38,394.33	\$39,354.19	\$40,338.04	\$41,346.49	\$42,380.16	\$43,439.66	\$44,525.65	\$45,638.79	\$46,779.76	\$47,949.26
28	\$36,455.64	\$37,367.04	\$38,301.21	\$39,258.74	\$40,240.21	\$41,246.22	\$42,277.37	\$43,334.31	\$44,417.66	\$45,528.10	\$46,666.31	\$47,832.97	\$49,028.79	\$50,254.51
28A	\$40,868.39	\$41,890.10	\$42,937.35	\$44,010.79	\$45,111.06	\$46,238.83	\$47,394.80	\$48,579.67	\$49,794.17	\$51,039.02	\$52,315.00	\$53,622.87	\$54,963.44	\$56,337.53
29	\$38,350.89	\$39,309.66	\$40,292.40	\$41,299.71	\$42,332.20	\$43,390.51	\$44,475.27	\$45,587.15	\$46,726.83	\$47,895.00	\$49,092.38	\$50,319.69	\$51,577.68	\$52,867.12
30	\$40,134.66	\$41,138.03	\$42,166.48	\$43,220.64	\$44,301.16	\$45,408.68	\$46,543.90	\$47,707.50	\$48,900.19	\$50,122.69	\$51,375.76	\$52,660.15	\$53,976.66	\$55,326.07
31A	\$44,481.50	\$45,593.54	\$46,733.37	\$47,901.71	\$49,099.25	\$50,326.73	\$51,584.90	\$52,874.52	\$54,196.39	\$55,551.30	\$56,940.08	\$58,363.58	\$59,822.67	\$61,318.24
32	\$44,371.09	\$45,480.37	\$46,617.38	\$47,782.81	\$48,977.38	\$50,201.82	\$51,456.86	\$52,743.28	\$54,061.87	\$55,413.41	\$56,798.75	\$58,218.72	\$59,674.19	\$61,166.04
33	\$46,600.79	\$47,765.81	\$48,959.96	\$50,183.96	\$51,438.56	\$52,724.52	\$54,042.63	\$55,393.70	\$56,778.54	\$58,198.01	\$59,652.96	\$61,144.28	\$62,672.89	\$64,239.71
34	\$48,900.18	\$50,122.68	\$51,375.75	\$52,660.14	\$53,976.65	\$55,326.06	\$56,709.21	\$58,126.94	\$59,580.12	\$61,069.62	\$62,596.36	\$64,161.27	\$65,765.30	\$67,409.43
35	\$51,199.56	\$52,479.55	\$53,791.54	\$55,136.33	\$56,514.73	\$57,927.60	\$59,375.79	\$60,860.19	\$62,381.69	\$63,941.23	\$65,539.76	\$67,178.26	\$68,857.72	\$70,579.16
36	\$56,550.84	\$57,964.61	\$59,413.73	\$60,899.07	\$62,421.55	\$63,982.09	\$65,581.64	\$67,221.18	\$68,901.71	\$70,624.25	\$72,389.86	\$74,199.61	\$76,054.60	\$77,955.96
38	\$62,208.71	\$63,763.93	\$65,358.03	\$66,991.98	\$68,666.78	\$70,383.45	\$72,143.04	\$73,946.61	\$75,795.28	\$77,690.16	\$79,632.41	\$81,623.22	\$83,663.80	\$85,755.40
39	\$66,868.81	\$68,540.53	\$70,254.04	\$72,010.39	\$73,810.65	\$75,655.92	\$77,547.31	\$79,486.00	\$81,473.15	\$83,509.97	\$85,597.72	\$87,737.67	\$89,931.11	\$92,179.39
40	\$78,240.59	\$80,196.61	\$82,201.52	\$84,256.56	\$86,362.97	\$88,522.05	\$90,735.10	\$93,003.48	\$95,328.56	\$97,711.78	\$100,154.57	\$102,658.44	\$105,224.90	\$107,855.52