

**ITEM 16 ATTACHMENT 4
RESOLUTION NO. 2021-1740**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CALABASAS, CALIFORNIA, RESCINDING RESOLUTION
2020-1689 AND APPROVING A SALARY SCHEDULE FOR
PERMANENT EMPLOYEES.**

This resolution shall be effective as of the paycheck of July 16, 2021.

SECTION 1. DEFINITIONS

Full-Time Permanent Employees. A full-time permanent employee is one whose position is allocated in the budget and who regularly works a minimum of forty (40) hours per workweek on a continuing basis. Such employees are hired for an indefinite and unspecified duration.

The following salary ranges are hereby established.

FULL-TIME PERMANENT EMPLOYEE SALARY RANGES

A. Council

POSITION	MONTHLY SALARY*	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Council Member	\$976	5

*In accordance with Ordinance 2018-359

B. City Manager

POSITION	MONTHLY SALARY*	NUMBER OF EMPLOYEES BUDGETED IN POSITION
City Manager	\$20,141	1

* In accordance with City Manager Employment Agreement

C. Management Classification

POSITION	SALARY SCHEDULE NUMBER	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Chief Financial Officer	P213	1
Community Development Director	P213	1
Public Works Director/City Engineer	P213	1
Communications Director	P197	1
Community Services Director	P197	1

D. Mid-Management Classification

POSITION	SALARY SCHEDULE NUMBER	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Deputy Public Works Director	P178	1
Information Systems Manager	P170	1
City Planner	P168	1
Landscape District Maintenance Manager	P162	1
City Clerk	P162	1
City Librarian	P160	1
Building Official	P159	1
Administrative Services Manager	P157	1
Deputy Community Services Director	P152	1

E. Professional/Supervisory Classification

POSITION	SALARY SCHEDULE NUMBER	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Senior Civil Engineer	P148	1
Senior Planner	P148	2
Environmental Services Supervisor	P148	1
Recreation Manager	P140	1
Accounting Supervisor	P132	1
Media Supervisor	P132	1
Public Safety Coordinator	P132	1
Facility Supervisor	P129	2

F. Professional/Technical Classification

POSITION	SALARY SCHEDULE NUMBER	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Associate Civil Engineer	P131	1
Associate Planner	P130	2
Recreation Supervisor	P129	1
Senior Building Inspector	P126	1
Senior Public Works Inspector	P126	1
Senior Librarian	P124	1
Senior Media Specialist	P120	2
Building Inspector	P117	2
Permit Center Supervisor	P117	1
Grant/Contract Administrator	P116	1
Management Analyst	P116	1
Senior Accounting Specialist	P116	1
Assistant Transportation Planner	P114	1
Landscape Maintenance Inspector	P114	1

Recreation Coordinator	P114	3
Code Enforcement Officer	P108	1
Library Circulation Supervisor	P108	1
Assistant Planner	P107	1

G. Administrative/General Support Classification

POSITION	SALARY SCHEDULE NUMBER	NUMBER OF EMPLOYEES BUDGETED IN POSITION
Human Resources Specialist	P112	1
Accounting Specialist	P107	3
Executive Assistant II	P107	2
Information Systems Assistant	P107	2
Executive Assistant I	P102	6
Facility Maintenance Technician II	P94	1
Public Works Maintenance Technician	P87	2
Assistant to the City Clerk	P87	1
Facility Maintenance Technician	P84	2
Library Technician	P69	1
Library Technical Services Coordinator	P69	1
Maintenance Assistant	P37	1

H. Total authorized full-time permanent employees is 76.

SECTION 2. ESTABLISHMENT OF COMPENSATION PROCEDURE

- A. The City Manager shall recommend to the City Council the prescribed salary ranges for all classifications. The compensation for the City Manager shall be set by the City Council and includes all other benefits contained in this resolution.

- B. At any time during the fiscal year, the City Manager is authorized to adjust the full-time position to a different salary schedule number.
 - 1. The adjustment for any full-time position may not exceed 10 percent in a fiscal year. If a full-time position is adjusted more than once in a fiscal year, the total adjustment, measured from the pre-adjusted baseline, may not exceed 10 percent in that fiscal year.
 - 2. Adjustments must be based on findings. Findings must relate to a change in duties, job conditions, salary comparison to similar positions in comparable public agencies, or any other similar basis.
 - 3. Adjustments are completely separate from merit increases. Merit increases relate to an individual employee. Adjustments relate to all employees of a position within the relevant classification.
 - 4. Adjustments are not retroactive. Adjustments are determined at the sole discretion of the City Manager and employees have no right to such adjustments.
 - 5. Adjustments do not require approval or resolution of the City Council. The City Council, the Administrative Services Manager, and Chief Financial Officer shall be notified of such adjustments and the findings which support them, in writing.
 - 6. All such adjustments shall be subject to budget appropriation and may not be approved if to do so would exceed existing budget authority unless made contingent upon a budget amendment approved by the City Council.
 - 7. Title change adjustments are authorized, provided that there is no increase in the total authorized full-time employee count.
 - 8. The Salary Schedule for Full-Time Permanent positions (attached) is shown as a bi-weekly schedule for accounting and payroll purposes.

SECTION 3. CONFERENCES/PROFESSIONAL DEVELOPMENT

In order to promote continued development of skills, knowledge and abilities among the employees of the City, the City Manager may grant time off to any full-time employee in order to attend professional, technical or managerial workshops, courses, conferences, conventions, seminars, or related activities. The costs for attendance at these activities including travel, per diem, registration, tuition, materials or other reasonable costs are legitimate City expenditures if provided for in the annual City Budget and approved by the Department Head and City Manager.

SECTION 4. AUTOMOBILE ALLOWANCE

At the discretion of the City Manager, certain employees are eligible for a monthly auto allowance, treated by law as taxable income. All other employees are eligible for mileage reimbursement at the approved IRS rate.

SECTION 5. RETIREMENT

The City contracts with the California Public Employees Retirement System (PERS) and provides PERS 2% at 55 Local Miscellaneous Classic Members. New members enrolled in PERS after January 1, 2013, the City provides PERS 2% at 62 Local Miscellaneous PEPRAs Members. The City agrees to pay the employee contribution rate to PERS for each Classic full-time permanent employee and City Councilmembers (elected prior to January 1, 2013). All other employees, including City Councilmembers, will pay their own employee contribution amount to PERS, as prescribed by law. The City also provides 1959 Survivor Benefits third level and Sick Leave Conversion Service Credit for all PERS members.

SECTION 6. LIFE INSURANCE BENEFITS

For permanent full-time employees, the City contracts with VOYA Financial to provide life insurance in the face amount of three times the employee's annual salary (not to exceed \$350,000) and \$50,000 for each Councilmember. The City agrees to pay the full cost for life insurance for full-time employees, including City Councilmembers.

SECTION 7. SHORT AND LONG TERM DISABILITY INSURANCE

The City provides both short and long term disability insurance for employees in a benefit of 66% of the employee's salary.

SECTION 8. DEFERRED COMPENSATION 457 PLAN CONTRIBUTION

The City will pay a deferred compensation contribution into a City approved Deferred Compensation 457 Plan for enrolled permanent full-time employees; contingent upon the FY 2021-22, first quarter actual revenues received from Sales Tax or Transient Occupancy Tax (TOT) exceeding budget estimates by 3%. If the contingency is met, the payments shall begin with the paycheck of January 14, 2022. Participating employees will receive a 100% contribution match up to 2% of their gross base salary. Gross base salary is defined as wages paid as described in the Permanent Employees Salary Ranges (reference Section 1, herein).

SECTION 9. MEDICAL INSURANCE

The City contracts with CalPERS to offer medical insurance to employees, plus their qualified dependents. Medical insurance premiums are covered 100% up to the PERS Choice medical plan dollar amount.

SECTION 10. DENTAL INSURANCE

The City contracts with Delta Dental for dental coverage for employees, plus their qualified dependents.

SECTION 11. VISION INSURANCE

The City contracts with VSP for vision coverage for employees, plus their qualified dependents.

SECTION 12. EMPLOYEE ASSISTANCE PROGRAM (EAP)

The City contracts with MHN to provide short term counseling benefits and life management services and referrals to employees, their dependents, and any other members within their household.

SECTION 13. FLEXIBLE SPENDING ACCOUNTS

The City offers employees the use of designated reimbursement accounts for health or dependent care expenses, which allows employees to pay for qualified expenses on a pre-tax basis.

SECTION 14. FLOATING HOLIDAY

Each employee is given one Floating Holiday per fiscal year to be used at the discretion of their Department Head.

SECTION 15. HOLIDAYS

The City recognizes 11½ paid holidays per year: New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve, Christmas Day, and New Year’s Eve (½ day).

SECTION 16. VACATION LEAVE

Employees accrue vacation leave bi-weekly in accordance with the length of their service as follows:

Up to 24 months of service	80 hours per year
24 months to 60 months of service	96 hours per year
60 months to 132 months of service	136 hours per year
132 months + of service	176 hours per year

Additional vacation leave is granted to eligible employees in recognition of the extra hours worked to accomplish the requirements of the job. This leave shall not exceed 72 hours for management employees, 64 hours for mid-management employees, and 56 hours for supervisory/professional employees.

SECTION 17. SICK LEAVE

Employees accrue sick leave bi-weekly at a rate of 96 hours per year. Sick leave may be used upon accrual.

SECTION 18. BEREAVEMENT LEAVE

In the event of a death in the employee’s immediate family, the employee will be eligible for five work days of paid leave for bereavement.

SECTION 19. JURY DUTY LEAVE

Employees are granted up to ten paid days for jury service.

SECTION 20. COMPUTER LOAN PROGRAM

Once an employee has successfully completed their probationary period, an interest-free loan is available to employees in an amount of \$3,000 in order to purchase a personal computer, laptop, printer and other related computer equipment and software.

SECTION 21. FITNESS/RECREATION PROGRAMS

The City provides a complimentary employee only membership to the Calabasas Tennis and Swim Center and the Agoura Hills/Calabasas Community Center. The City also provides a 30% discount at Creekside Preschool and on classes and programs offered through the Recreation Brochure.

Resolution No. 2020-1689, and any conflicting provisions previously adopted, are hereby rescinded.

To the extent the provisions of this Resolution No. 2021-1740 are substantially the same as any other resolution or action of the City Council, the provisions of Resolution 2021-1740 shall be construed as continuations of these other enactments, and not as new enactments.

The City Clerk shall certify to the adoption of this resolution and shall cause the same to be processed in the manner required by law.

PASSED, APPROVED AND ADOPTED this 23rd day of June, 2021.

James R. Bozajian, Mayor

ATTEST:

Maricela Hernandez, City Clerk
Master Municipal Clerk
California Professional Municipal Clerk

APPROVED AS TO FORM:

Scott H. Howard, City Attorney
Colantuono, Highsmith & Whatley, PC
City Attorney

CITY OF CALABASAS
PERMANENT POSITIONS
BI-WEEKLY WAGE RANGE / STEP SCHEDULE
Effective July 1, 2021

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
P1	817.62	838.06	859.01	880.49	902.50	925.06	948.19	971.90	996.19	1,021.10
P2	825.80	846.44	867.60	889.29	911.53	934.31	957.67	981.61	1,006.15	1,031.31
P3	834.06	854.91	876.28	898.19	920.64	943.66	967.25	991.43	1,016.22	1,041.62
P4	842.40	863.46	885.04	907.17	929.85	953.09	976.92	1,001.34	1,026.38	1,052.04
P5	850.82	872.09	893.89	916.24	939.15	962.63	986.69	1,011.36	1,036.64	1,062.56
P6	859.33	880.81	902.83	925.40	948.54	972.25	996.56	1,021.47	1,047.01	1,073.18
P7	867.92	889.62	911.86	934.66	958.02	981.97	1,006.52	1,031.69	1,057.48	1,083.92
P8	876.60	898.52	920.98	944.00	967.60	991.79	1,016.59	1,042.00	1,068.05	1,094.75
P9	885.37	907.50	930.19	953.44	977.28	1,001.71	1,026.75	1,052.42	1,078.73	1,105.70
P10	894.22	916.58	939.49	962.98	987.05	1,011.73	1,037.02	1,062.95	1,089.52	1,116.76
P11	903.16	925.74	948.89	972.61	996.92	1,021.85	1,047.39	1,073.58	1,100.42	1,127.93
P12	912.19	935.00	958.37	982.33	1,006.89	1,032.06	1,057.87	1,084.31	1,111.42	1,139.21
P13	921.32	944.35	967.96	992.16	1,016.96	1,042.39	1,068.44	1,095.16	1,122.53	1,150.60
P14	930.53	953.79	977.64	1,002.08	1,027.13	1,052.81	1,079.13	1,106.11	1,133.76	1,162.10
P15	939.84	963.33	987.41	1,012.10	1,037.40	1,063.34	1,089.92	1,117.17	1,145.10	1,173.73
P16	949.23	972.96	997.29	1,022.22	1,047.78	1,073.97	1,100.82	1,128.34	1,156.55	1,185.46
P17	958.73	982.69	1,007.26	1,032.44	1,058.25	1,084.71	1,111.83	1,139.62	1,168.11	1,197.32
P18	968.31	992.52	1,017.33	1,042.77	1,068.84	1,095.56	1,122.95	1,151.02	1,179.80	1,209.29
P19	978.00	1,002.45	1,027.51	1,053.19	1,079.52	1,106.51	1,134.18	1,162.53	1,191.59	1,221.38
P20	987.78	1,012.47	1,037.78	1,063.73	1,090.32	1,117.58	1,145.52	1,174.16	1,203.51	1,233.60
P21	997.65	1,022.60	1,048.16	1,074.36	1,101.22	1,128.75	1,156.97	1,185.90	1,215.54	1,245.93
P22	1,007.63	1,032.82	1,058.64	1,085.11	1,112.24	1,140.04	1,168.54	1,197.76	1,227.70	1,258.39
P23	1,017.71	1,043.15	1,069.23	1,095.96	1,123.36	1,151.44	1,180.23	1,209.73	1,239.98	1,270.98
P24	1,027.88	1,053.58	1,079.92	1,106.92	1,134.59	1,162.96	1,192.03	1,221.83	1,252.38	1,283.69
P25	1,038.16	1,064.12	1,090.72	1,117.99	1,145.94	1,174.59	1,203.95	1,234.05	1,264.90	1,296.52
P26	1,048.54	1,074.76	1,101.63	1,129.17	1,157.40	1,186.33	1,215.99	1,246.39	1,277.55	1,309.49
P27	1,059.03	1,085.51	1,112.64	1,140.46	1,168.97	1,198.20	1,228.15	1,258.85	1,290.32	1,322.58
P28	1,069.62	1,096.36	1,123.77	1,151.86	1,180.66	1,210.18	1,240.43	1,271.44	1,303.23	1,335.81
P29	1,080.32	1,107.32	1,135.01	1,163.38	1,192.47	1,222.28	1,252.84	1,284.16	1,316.26	1,349.17
P30	1,091.12	1,118.40	1,146.36	1,175.02	1,204.39	1,234.50	1,265.36	1,297.00	1,329.42	1,362.66
P31	1,102.03	1,129.58	1,157.82	1,186.77	1,216.44	1,246.85	1,278.02	1,309.97	1,342.72	1,376.29
P32	1,113.05	1,140.88	1,169.40	1,198.63	1,228.60	1,259.32	1,290.80	1,323.07	1,356.14	1,390.05
P33	1,124.18	1,152.29	1,181.09	1,210.62	1,240.89	1,271.91	1,303.71	1,336.30	1,369.71	1,403.95
P34	1,135.42	1,163.81	1,192.90	1,222.73	1,253.29	1,284.63	1,316.74	1,349.66	1,383.40	1,417.99
P35	1,146.78	1,175.45	1,204.83	1,234.95	1,265.83	1,297.47	1,329.91	1,363.16	1,397.24	1,432.17
P36	1,158.25	1,187.20	1,216.88	1,247.30	1,278.49	1,310.45	1,343.21	1,376.79	1,411.21	1,446.49
P37	1,169.83	1,199.07	1,229.05	1,259.78	1,291.27	1,323.55	1,356.64	1,390.56	1,425.32	1,460.95
P38	1,181.53	1,211.06	1,241.34	1,272.37	1,304.18	1,336.79	1,370.21	1,404.46	1,439.57	1,475.56
P39	1,193.34	1,223.17	1,253.75	1,285.10	1,317.23	1,350.16	1,383.91	1,418.51	1,453.97	1,490.32
P40	1,205.27	1,235.41	1,266.29	1,297.95	1,330.40	1,363.66	1,397.75	1,432.69	1,468.51	1,505.22
P41	1,217.33	1,247.76	1,278.95	1,310.93	1,343.70	1,377.29	1,411.73	1,447.02	1,483.20	1,520.28
P42	1,229.50	1,260.24	1,291.74	1,324.04	1,357.14	1,391.07	1,425.84	1,461.49	1,498.03	1,535.48
P43	1,241.80	1,272.84	1,304.66	1,337.28	1,370.71	1,404.98	1,440.10	1,476.10	1,513.01	1,550.83
P44	1,254.21	1,285.57	1,317.71	1,350.65	1,384.42	1,419.03	1,454.50	1,490.87	1,528.14	1,566.34
P45	1,266.76	1,298.42	1,330.89	1,364.16	1,398.26	1,433.22	1,469.05	1,505.77	1,543.42	1,582.00
P46	1,279.42	1,311.41	1,344.19	1,377.80	1,412.24	1,447.55	1,483.74	1,520.83	1,558.85	1,597.82
P47	1,292.22	1,324.52	1,357.64	1,391.58	1,426.37	1,462.03	1,498.58	1,536.04	1,574.44	1,613.80
P48	1,305.14	1,337.77	1,371.21	1,405.49	1,440.63	1,476.65	1,513.56	1,551.40	1,590.19	1,629.94
P49	1,318.19	1,351.15	1,384.92	1,419.55	1,455.04	1,491.41	1,528.70	1,566.92	1,606.09	1,646.24
P50	1,331.37	1,364.66	1,398.77	1,433.74	1,469.59	1,506.33	1,543.98	1,582.58	1,622.15	1,662.70
P51	1,344.69	1,378.30	1,412.76	1,448.08	1,484.28	1,521.39	1,559.42	1,598.41	1,638.37	1,679.33
P52	1,358.13	1,392.09	1,426.89	1,462.56	1,499.13	1,536.60	1,575.02	1,614.39	1,654.75	1,696.12
P53	1,371.72	1,406.01	1,441.16	1,477.19	1,514.12	1,551.97	1,590.77	1,630.54	1,671.30	1,713.08
P54	1,385.43	1,420.07	1,455.57	1,491.96	1,529.26	1,567.49	1,606.68	1,646.84	1,688.01	1,730.21
P55	1,399.29	1,434.27	1,470.13	1,506.88	1,544.55	1,583.16	1,622.74	1,663.31	1,704.89	1,747.52

CITY OF CALABASAS
PERMANENT POSITIONS
BI-WEEKLY WAGE RANGE / STEP SCHEDULE
Effective July 1, 2021

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
P56	1,413.28	1,448.61	1,484.83	1,521.95	1,560.00	1,599.00	1,638.97	1,679.95	1,721.94	1,764.99
P57	1,427.41	1,463.10	1,499.67	1,537.17	1,575.60	1,614.99	1,655.36	1,696.74	1,739.16	1,782.64
P58	1,441.69	1,477.73	1,514.67	1,552.54	1,591.35	1,631.14	1,671.91	1,713.71	1,756.55	1,800.47
P59	1,456.10	1,492.51	1,529.82	1,568.06	1,607.27	1,647.45	1,688.63	1,730.85	1,774.12	1,818.47
P60	1,470.66	1,507.43	1,545.12	1,583.74	1,623.34	1,663.92	1,705.52	1,748.16	1,791.86	1,836.66
P61	1,485.37	1,522.51	1,560.57	1,599.58	1,639.57	1,680.56	1,722.57	1,765.64	1,809.78	1,855.02
P62	1,500.22	1,537.73	1,576.17	1,615.58	1,655.97	1,697.37	1,739.80	1,783.30	1,827.88	1,873.57
P63	1,515.23	1,553.11	1,591.94	1,631.73	1,672.53	1,714.34	1,757.20	1,801.13	1,846.16	1,892.31
P64	1,530.38	1,568.64	1,607.85	1,648.05	1,689.25	1,731.48	1,774.77	1,819.14	1,864.62	1,911.23
P65	1,545.68	1,584.32	1,623.93	1,664.53	1,706.14	1,748.80	1,792.52	1,837.33	1,883.26	1,930.35
P66	1,561.14	1,600.17	1,640.17	1,681.18	1,723.21	1,766.29	1,810.44	1,855.70	1,902.10	1,949.65
P67	1,576.75	1,616.17	1,656.57	1,697.99	1,740.44	1,783.95	1,828.55	1,874.26	1,921.12	1,969.15
P68	1,592.52	1,632.33	1,673.14	1,714.97	1,757.84	1,801.79	1,846.83	1,893.00	1,940.33	1,988.84
P69	1,608.44	1,648.65	1,689.87	1,732.12	1,775.42	1,819.81	1,865.30	1,911.93	1,959.73	2,008.73
P70	1,624.53	1,665.14	1,706.77	1,749.44	1,793.18	1,838.00	1,883.95	1,931.05	1,979.33	2,028.81
P71	1,640.77	1,681.79	1,723.84	1,766.93	1,811.11	1,856.38	1,902.79	1,950.36	1,999.12	2,049.10
P72	1,657.18	1,698.61	1,741.08	1,784.60	1,829.22	1,874.95	1,921.82	1,969.87	2,019.11	2,069.59
P73	1,673.75	1,715.60	1,758.49	1,802.45	1,847.51	1,893.70	1,941.04	1,989.57	2,039.31	2,090.29
P74	1,690.49	1,732.75	1,776.07	1,820.47	1,865.99	1,912.63	1,960.45	2,009.46	2,059.70	2,111.19
P75	1,707.40	1,750.08	1,793.83	1,838.68	1,884.65	1,931.76	1,980.06	2,029.56	2,080.30	2,132.30
P76	1,724.47	1,767.58	1,811.77	1,857.06	1,903.49	1,951.08	1,999.86	2,049.85	2,101.10	2,153.63
P77	1,741.71	1,785.26	1,829.89	1,875.64	1,922.53	1,970.59	2,019.85	2,070.35	2,122.11	2,175.16
P78	1,759.13	1,803.11	1,848.19	1,894.39	1,941.75	1,990.30	2,040.05	2,091.05	2,143.33	2,196.91
P79	1,776.72	1,821.14	1,866.67	1,913.34	1,961.17	2,010.20	2,060.45	2,111.96	2,164.76	2,218.88
P80	1,794.49	1,839.35	1,885.34	1,932.47	1,980.78	2,030.30	2,081.06	2,133.08	2,186.41	2,241.07
P81	1,812.43	1,857.75	1,904.19	1,951.79	2,000.59	2,050.60	2,101.87	2,154.42	2,208.28	2,263.48
P82	1,830.56	1,876.32	1,923.23	1,971.31	2,020.59	2,071.11	2,122.89	2,175.96	2,230.36	2,286.12
P83	1,848.86	1,895.09	1,942.46	1,991.02	2,040.80	2,091.82	2,144.12	2,197.72	2,252.66	2,308.98
P84	1,867.35	1,914.04	1,961.89	2,010.94	2,061.21	2,112.74	2,165.56	2,219.70	2,275.19	2,332.07
P85	1,886.03	1,933.18	1,981.51	2,031.04	2,081.82	2,133.87	2,187.21	2,241.89	2,297.94	2,355.39
P86	1,904.89	1,952.51	2,001.32	2,051.36	2,102.64	2,155.20	2,209.08	2,264.31	2,320.92	2,378.94
P87	1,923.94	1,972.03	2,021.34	2,071.87	2,123.67	2,176.76	2,231.18	2,286.96	2,344.13	2,402.73
P88	1,943.18	1,991.75	2,041.55	2,092.59	2,144.90	2,198.52	2,253.49	2,309.82	2,367.57	2,426.76
P89	1,962.61	2,011.67	2,061.96	2,113.51	2,166.35	2,220.51	2,276.02	2,332.92	2,391.25	2,451.03
P90	1,982.23	2,031.79	2,082.58	2,134.65	2,188.01	2,242.71	2,298.78	2,356.25	2,415.16	2,475.54
P91	2,002.06	2,052.11	2,103.41	2,155.99	2,209.89	2,265.14	2,321.77	2,379.81	2,439.31	2,500.29
P92	2,022.08	2,072.63	2,124.44	2,177.55	2,231.99	2,287.79	2,344.99	2,403.61	2,463.70	2,525.30
P93	2,042.30	2,093.35	2,145.69	2,199.33	2,254.31	2,310.67	2,368.44	2,427.65	2,488.34	2,550.55
P94	2,062.72	2,114.29	2,167.14	2,221.32	2,276.86	2,333.78	2,392.12	2,451.93	2,513.22	2,576.05
P95	2,083.35	2,135.43	2,188.82	2,243.54	2,299.63	2,357.12	2,416.04	2,476.44	2,538.36	2,601.81
P96	2,104.18	2,156.78	2,210.70	2,265.97	2,322.62	2,380.69	2,440.20	2,501.21	2,563.74	2,627.83
P97	2,125.22	2,178.35	2,232.81	2,288.63	2,345.85	2,404.49	2,464.61	2,526.22	2,589.38	2,654.11
P98	2,146.47	2,200.14	2,255.14	2,311.52	2,369.31	2,428.54	2,489.25	2,551.48	2,615.27	2,680.65
P99	2,167.94	2,222.14	2,277.69	2,334.63	2,393.00	2,452.82	2,514.14	2,577.00	2,641.42	2,707.46
P100	2,189.62	2,244.36	2,300.47	2,357.98	2,416.93	2,477.35	2,539.29	2,602.77	2,667.84	2,734.53
P101	2,211.51	2,266.80	2,323.47	2,381.56	2,441.10	2,502.13	2,564.68	2,628.80	2,694.52	2,761.88
P102	2,233.63	2,289.47	2,346.71	2,405.38	2,465.51	2,527.15	2,590.33	2,655.08	2,721.46	2,789.50
P103	2,255.97	2,312.37	2,370.17	2,429.43	2,490.16	2,552.42	2,616.23	2,681.63	2,748.68	2,817.39
P104	2,278.53	2,335.49	2,393.88	2,453.72	2,515.07	2,577.94	2,642.39	2,708.45	2,776.16	2,845.57
P105	2,301.31	2,358.84	2,417.81	2,478.26	2,540.22	2,603.72	2,668.82	2,735.54	2,803.92	2,874.02
P106	2,324.32	2,382.43	2,441.99	2,503.04	2,565.62	2,629.76	2,695.50	2,762.89	2,831.96	2,902.76
P107	2,347.57	2,406.26	2,466.41	2,528.07	2,591.28	2,656.06	2,722.46	2,790.52	2,860.28	2,931.79
P108	2,371.04	2,430.32	2,491.08	2,553.35	2,617.19	2,682.62	2,749.68	2,818.43	2,888.89	2,961.11
P109	2,394.75	2,454.62	2,515.99	2,578.89	2,643.36	2,709.44	2,777.18	2,846.61	2,917.77	2,990.72
P110	2,418.70	2,479.17	2,541.15	2,604.68	2,669.79	2,736.54	2,804.95	2,875.08	2,946.95	3,020.63

CITY OF CALABASAS
PERMANENT POSITIONS
BI-WEEKLY WAGE RANGE / STEP SCHEDULE
Effective July 1, 2021

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
P111	2,442.89	2,503.96	2,566.56	2,630.72	2,696.49	2,763.90	2,833.00	2,903.83	2,976.42	3,050.83
P112	2,467.32	2,529.00	2,592.22	2,657.03	2,723.46	2,791.54	2,861.33	2,932.86	3,006.19	3,081.34
P113	2,491.99	2,554.29	2,618.15	2,683.60	2,750.69	2,819.46	2,889.94	2,962.19	3,036.25	3,112.15
P114	2,516.91	2,579.83	2,644.33	2,710.44	2,778.20	2,847.65	2,918.84	2,991.82	3,066.61	3,143.28
P115	2,542.08	2,605.63	2,670.77	2,737.54	2,805.98	2,876.13	2,948.03	3,021.73	3,097.28	3,174.71
P116	2,567.50	2,631.69	2,697.48	2,764.92	2,834.04	2,904.89	2,977.51	3,051.95	3,128.25	3,206.46
P117	2,593.17	2,658.00	2,724.45	2,792.57	2,862.38	2,933.94	3,007.29	3,082.47	3,159.53	3,238.52
P118	2,619.11	2,684.58	2,751.70	2,820.49	2,891.00	2,963.28	3,037.36	3,113.29	3,191.13	3,270.91
P119	2,645.30	2,711.43	2,779.22	2,848.70	2,919.91	2,992.91	3,067.73	3,144.43	3,223.04	3,303.61
P120	2,671.75	2,738.54	2,807.01	2,877.18	2,949.11	3,022.84	3,098.41	3,175.87	3,255.27	3,336.65
P121	2,698.47	2,765.93	2,835.08	2,905.96	2,978.60	3,053.07	3,129.40	3,207.63	3,287.82	3,370.02
P122	2,725.45	2,793.59	2,863.43	2,935.01	3,008.39	3,083.60	3,160.69	3,239.71	3,320.70	3,403.72
P123	2,752.71	2,821.53	2,892.06	2,964.36	3,038.47	3,114.44	3,192.30	3,272.10	3,353.91	3,437.75
P124	2,780.23	2,849.74	2,920.98	2,994.01	3,068.86	3,145.58	3,224.22	3,304.83	3,387.45	3,472.13
P125	2,808.04	2,878.24	2,950.19	3,023.95	3,099.55	3,177.04	3,256.46	3,337.87	3,421.32	3,506.85
P126	2,836.12	2,907.02	2,979.70	3,054.19	3,130.54	3,208.81	3,289.03	3,371.25	3,455.53	3,541.92
P127	2,864.48	2,936.09	3,009.49	3,084.73	3,161.85	3,240.89	3,321.92	3,404.96	3,490.09	3,577.34
P128	2,893.12	2,965.45	3,039.59	3,115.58	3,193.47	3,273.30	3,355.14	3,439.01	3,524.99	3,613.11
P129	2,922.05	2,995.11	3,069.98	3,146.73	3,225.40	3,306.04	3,388.69	3,473.40	3,560.24	3,649.25
P130	2,951.28	3,025.06	3,100.68	3,178.20	3,257.66	3,339.10	3,422.57	3,508.14	3,595.84	3,685.74
P131	2,980.79	3,055.31	3,131.69	3,209.98	3,290.23	3,372.49	3,456.80	3,543.22	3,631.80	3,722.60
P132	3,010.60	3,085.86	3,163.01	3,242.08	3,323.13	3,406.21	3,491.37	3,578.65	3,668.12	3,759.82
P133	3,040.70	3,116.72	3,194.64	3,274.50	3,356.37	3,440.27	3,526.28	3,614.44	3,704.80	3,797.42
P134	3,071.11	3,147.89	3,226.58	3,307.25	3,389.93	3,474.68	3,561.54	3,650.58	3,741.85	3,835.39
P135	3,101.82	3,179.37	3,258.85	3,340.32	3,423.83	3,509.42	3,597.16	3,687.09	3,779.27	3,873.75
P136	3,132.84	3,211.16	3,291.44	3,373.72	3,458.07	3,544.52	3,633.13	3,723.96	3,817.06	3,912.49
P137	3,164.17	3,243.27	3,324.35	3,407.46	3,492.65	3,579.96	3,669.46	3,761.20	3,855.23	3,951.61
P138	3,195.81	3,275.70	3,357.60	3,441.54	3,527.57	3,615.76	3,706.16	3,798.81	3,893.78	3,991.13
P139	3,227.77	3,308.46	3,391.17	3,475.95	3,562.85	3,651.92	3,743.22	3,836.80	3,932.72	4,031.04
P140	3,260.04	3,341.54	3,425.08	3,510.71	3,598.48	3,688.44	3,780.65	3,875.17	3,972.05	4,071.35
P141	3,292.64	3,374.96	3,459.33	3,545.82	3,634.46	3,725.32	3,818.46	3,913.92	4,011.77	4,112.06
P142	3,325.57	3,408.71	3,493.93	3,581.28	3,670.81	3,762.58	3,856.64	3,953.06	4,051.88	4,153.18
P143	3,358.83	3,442.80	3,528.87	3,617.09	3,707.52	3,800.20	3,895.21	3,992.59	4,092.40	4,194.71
P144	3,392.41	3,477.22	3,564.16	3,653.26	3,744.59	3,838.21	3,934.16	4,032.51	4,133.33	4,236.66
P145	3,426.34	3,512.00	3,599.80	3,689.79	3,782.04	3,876.59	3,973.50	4,072.84	4,174.66	4,279.03
P146	3,460.60	3,547.12	3,635.80	3,726.69	3,819.86	3,915.35	4,013.24	4,113.57	4,216.41	4,321.82
P147	3,495.21	3,582.59	3,672.15	3,763.96	3,858.06	3,954.51	4,053.37	4,154.70	4,258.57	4,365.04
P148	3,530.16	3,618.41	3,708.87	3,801.60	3,896.64	3,994.05	4,093.90	4,196.25	4,301.16	4,408.69
P149	3,565.46	3,654.60	3,745.96	3,839.61	3,935.60	4,033.99	4,134.84	4,238.21	4,344.17	4,452.77
P150	3,601.12	3,691.14	3,783.42	3,878.01	3,974.96	4,074.33	4,176.19	4,280.60	4,387.61	4,497.30
P151	3,637.13	3,728.06	3,821.26	3,916.79	4,014.71	4,115.08	4,217.95	4,323.40	4,431.49	4,542.27
P152	3,673.50	3,765.34	3,859.47	3,955.96	4,054.86	4,156.23	4,260.13	4,366.64	4,475.80	4,587.70
P153	3,710.23	3,802.99	3,898.06	3,995.52	4,095.40	4,197.79	4,302.73	4,410.30	4,520.56	4,633.57
P154	3,747.34	3,841.02	3,937.05	4,035.47	4,136.36	4,239.77	4,345.76	4,454.41	4,565.77	4,679.91
P155	3,784.81	3,879.43	3,976.42	4,075.83	4,177.72	4,282.16	4,389.22	4,498.95	4,611.42	4,726.71
P156	3,822.66	3,918.22	4,016.18	4,116.58	4,219.50	4,324.99	4,433.11	4,543.94	4,657.54	4,773.98
P157	3,860.88	3,957.41	4,056.34	4,157.75	4,261.69	4,368.24	4,477.44	4,589.38	4,704.11	4,821.72
P158	3,899.49	3,996.98	4,096.90	4,199.33	4,304.31	4,411.92	4,522.22	4,635.27	4,751.15	4,869.93
P159	3,938.49	4,036.95	4,137.87	4,241.32	4,347.35	4,456.04	4,567.44	4,681.62	4,798.67	4,918.63
P160	3,977.87	4,077.32	4,179.25	4,283.73	4,390.83	4,500.60	4,613.11	4,728.44	4,846.65	4,967.82
P161	4,017.65	4,118.09	4,221.05	4,326.57	4,434.74	4,545.60	4,659.24	4,775.73	4,895.12	5,017.50
P162	4,057.83	4,159.27	4,263.26	4,369.84	4,479.08	4,591.06	4,705.84	4,823.48	4,944.07	5,067.67
P163	4,098.41	4,200.87	4,305.89	4,413.54	4,523.87	4,636.97	4,752.89	4,871.72	4,993.51	5,118.35
P164	4,139.39	4,242.88	4,348.95	4,457.67	4,569.11	4,683.34	4,800.42	4,920.43	5,043.45	5,169.53
P165	4,180.78	4,285.30	4,392.44	4,502.25	4,614.80	4,730.17	4,848.43	4,969.64	5,093.88	5,221.23

**CITY OF CALABASAS
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BI-WEEKLY WAGE RANGE / STEP SCHEDULE
Effective July 1, 2021**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
P166	4,222.59	4,328.16	4,436.36	4,547.27	4,660.95	4,777.48	4,896.91	5,019.34	5,144.82	5,273.44
P167	4,264.82	4,371.44	4,480.72	4,592.74	4,707.56	4,825.25	4,945.88	5,069.53	5,196.27	5,326.17
P168	4,307.47	4,415.15	4,525.53	4,638.67	4,754.64	4,873.50	4,995.34	5,120.22	5,248.23	5,379.44
P169	4,350.54	4,459.30	4,570.79	4,685.06	4,802.18	4,922.24	5,045.29	5,171.43	5,300.71	5,433.23
P170	4,394.05	4,503.90	4,616.49	4,731.91	4,850.20	4,971.46	5,095.75	5,223.14	5,353.72	5,487.56
P171	4,437.99	4,548.94	4,662.66	4,779.23	4,898.71	5,021.17	5,146.70	5,275.37	5,407.26	5,542.44
P172	4,482.37	4,594.43	4,709.29	4,827.02	4,947.69	5,071.39	5,198.17	5,328.13	5,461.33	5,597.86
P173	4,527.19	4,640.37	4,756.38	4,875.29	4,997.17	5,122.10	5,250.15	5,381.41	5,515.94	5,653.84
P174	4,572.46	4,686.77	4,803.94	4,924.04	5,047.14	5,173.32	5,302.65	5,435.22	5,571.10	5,710.38
P175	4,618.19	4,733.64	4,851.98	4,973.28	5,097.61	5,225.05	5,355.68	5,489.57	5,626.81	5,767.48
P176	4,664.37	4,780.98	4,900.50	5,023.01	5,148.59	5,277.31	5,409.24	5,544.47	5,683.08	5,825.16
P177	4,711.01	4,828.79	4,949.51	5,073.25	5,200.08	5,330.08	5,463.33	5,599.91	5,739.91	5,883.41
P178	4,758.12	4,877.08	4,999.00	5,123.98	5,252.08	5,383.38	5,517.96	5,655.91	5,797.31	5,942.24
P179	4,805.70	4,925.85	5,048.99	5,175.22	5,304.60	5,437.21	5,573.14	5,712.47	5,855.28	6,001.67
P180	4,853.76	4,975.10	5,099.48	5,226.97	5,357.64	5,491.58	5,628.87	5,769.60	5,913.84	6,061.68
P181	4,902.30	5,024.86	5,150.48	5,279.24	5,411.22	5,546.50	5,685.16	5,827.29	5,972.97	6,122.30
P182	4,951.32	5,075.10	5,201.98	5,332.03	5,465.33	5,601.97	5,742.01	5,885.57	6,032.70	6,183.52
P183	5,000.83	5,125.86	5,254.00	5,385.35	5,519.99	5,657.99	5,799.43	5,944.42	6,093.03	6,245.36
P184	5,050.84	5,177.11	5,306.54	5,439.21	5,575.19	5,714.57	5,857.43	6,003.87	6,153.96	6,307.81
P185	5,101.35	5,228.89	5,359.61	5,493.60	5,630.94	5,771.71	5,916.00	6,063.90	6,215.50	6,370.89
P186	5,152.36	5,281.17	5,413.20	5,548.53	5,687.25	5,829.43	5,975.16	6,124.54	6,277.66	6,434.60
P187	5,203.89	5,333.99	5,467.34	5,604.02	5,744.12	5,887.72	6,034.92	6,185.79	6,340.43	6,498.94
P188	5,255.93	5,387.33	5,522.01	5,660.06	5,801.56	5,946.60	6,095.26	6,247.65	6,403.84	6,563.93
P189	5,308.49	5,441.20	5,577.23	5,716.66	5,859.58	6,006.07	6,156.22	6,310.12	6,467.88	6,629.57
P190	5,361.57	5,495.61	5,633.00	5,773.83	5,918.17	6,066.13	6,217.78	6,373.22	6,532.55	6,695.87
P191	5,415.19	5,550.57	5,689.33	5,831.56	5,977.35	6,126.79	6,279.96	6,436.96	6,597.88	6,762.83
P192	5,469.34	5,606.07	5,746.22	5,889.88	6,037.13	6,188.06	6,342.76	6,501.33	6,663.86	6,830.46
P193	5,524.03	5,662.13	5,803.69	5,948.78	6,097.50	6,249.94	6,406.18	6,566.34	6,730.50	6,898.76
P194	5,579.27	5,718.75	5,861.72	6,008.27	6,158.47	6,312.44	6,470.25	6,632.00	6,797.80	6,967.75
P195	5,635.07	5,775.94	5,920.34	6,068.35	6,220.06	6,375.56	6,534.95	6,698.32	6,865.78	7,037.42
P196	5,691.42	5,833.70	5,979.54	6,129.03	6,282.26	6,439.32	6,600.30	6,765.31	6,934.44	7,107.80
P197	5,748.33	5,892.04	6,039.34	6,190.32	6,345.08	6,503.71	6,666.30	6,832.96	7,003.78	7,178.88
P198	5,805.81	5,950.96	6,099.73	6,252.23	6,408.53	6,568.75	6,732.96	6,901.29	7,073.82	7,250.67
P199	5,863.87	6,010.47	6,160.73	6,314.75	6,472.62	6,634.43	6,800.29	6,970.30	7,144.56	7,323.17
P200	5,922.51	6,070.57	6,222.34	6,377.90	6,537.34	6,700.78	6,868.30	7,040.00	7,216.00	7,396.40
P201	5,981.74	6,131.28	6,284.56	6,441.68	6,602.72	6,767.78	6,936.98	7,110.40	7,288.16	7,470.37
P202	6,041.55	6,192.59	6,347.41	6,506.09	6,668.74	6,835.46	7,006.35	7,181.51	7,361.05	7,545.07
P203	6,101.97	6,254.52	6,410.88	6,571.15	6,735.43	6,903.82	7,076.41	7,253.32	7,434.66	7,620.52
P204	6,162.99	6,317.06	6,474.99	6,636.86	6,802.79	6,972.86	7,147.18	7,325.86	7,509.00	7,696.73
P205	6,224.62	6,380.23	6,539.74	6,703.23	6,870.81	7,042.58	7,218.65	7,399.11	7,584.09	7,773.70
P206	6,286.86	6,444.04	6,605.14	6,770.27	6,939.52	7,113.01	7,290.84	7,473.11	7,659.93	7,851.43
P207	6,349.73	6,508.48	6,671.19	6,837.97	7,008.92	7,184.14	7,363.74	7,547.84	7,736.53	7,929.95
P208	6,413.23	6,573.56	6,737.90	6,906.35	7,079.01	7,255.98	7,437.38	7,623.32	7,813.90	8,009.25
P209	6,477.36	6,639.30	6,805.28	6,975.41	7,149.80	7,328.54	7,511.75	7,699.55	7,892.04	8,089.34
P210	6,542.14	6,705.69	6,873.33	7,045.17	7,221.29	7,401.83	7,586.87	7,776.54	7,970.96	8,170.23
P211	6,607.56	6,772.75	6,942.07	7,115.62	7,293.51	7,475.84	7,662.74	7,854.31	8,050.67	8,251.93
P212	6,673.63	6,840.47	7,011.49	7,186.77	7,366.44	7,550.60	7,739.37	7,932.85	8,131.17	8,334.45
P213	6,740.37	6,908.88	7,081.60	7,258.64	7,440.11	7,626.11	7,816.76	8,012.18	8,212.49	8,417.80
P214	6,807.77	6,977.97	7,152.42	7,331.23	7,514.51	7,702.37	7,894.93	8,092.30	8,294.61	8,501.98
P215	6,875.85	7,047.75	7,223.94	7,404.54	7,589.65	7,779.39	7,973.88	8,173.23	8,377.56	8,587.00
P216	6,944.61	7,118.22	7,296.18	7,478.58	7,665.55	7,857.19	8,053.62	8,254.96	8,461.33	8,672.87
P217	7,014.06	7,189.41	7,369.14	7,553.37	7,742.20	7,935.76	8,134.15	8,337.51	8,545.95	8,759.59
P218	7,084.20	7,261.30	7,442.83	7,628.90	7,819.63	8,015.12	8,215.50	8,420.88	8,631.41	8,847.19
P219	7,155.04	7,333.91	7,517.26	7,705.19	7,897.82	8,095.27	8,297.65	8,505.09	8,717.72	8,935.66
P220	7,226.59	7,407.25	7,592.43	7,782.25	7,976.80	8,176.22	8,380.63	8,590.14	8,804.90	9,025.02

**CITY OF CALABASAS
PERMANENT POSITIONS
BI-WEEKLY WAGE RANGE / STEP SCHEDULE
Effective July 1, 2021**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
P221	7,298.85	7,481.33	7,668.36	7,860.07	8,056.57	8,257.98	8,464.43	8,676.04	8,892.95	9,115.27
P222	7,371.84	7,556.14	7,745.04	7,938.67	8,137.14	8,340.56	8,549.08	8,762.80	8,981.87	9,206.42
P223	7,445.56	7,631.70	7,822.49	8,018.06	8,218.51	8,423.97	8,634.57	8,850.43	9,071.69	9,298.49
P224	7,520.02	7,708.02	7,900.72	8,098.24	8,300.69	8,508.21	8,720.91	8,938.94	9,162.41	9,391.47
P225	7,595.22	7,785.10	7,979.72	8,179.22	8,383.70	8,593.29	8,808.12	9,028.33	9,254.03	9,485.39
P226	7,671.17	7,862.95	8,059.52	8,261.01	8,467.54	8,679.22	8,896.20	9,118.61	9,346.57	9,580.24
P227	7,747.88	7,941.58	8,140.12	8,343.62	8,552.21	8,766.02	8,985.17	9,209.80	9,440.04	9,676.04
P228	7,825.36	8,020.99	8,221.52	8,427.06	8,637.73	8,853.68	9,075.02	9,301.89	9,534.44	9,772.80
P229	7,903.61	8,101.20	8,303.73	8,511.33	8,724.11	8,942.21	9,165.77	9,394.91	9,629.79	9,870.53
P230	7,982.65	8,182.22	8,386.77	8,596.44	8,811.35	9,031.64	9,257.43	9,488.86	9,726.08	9,969.24
P231	8,062.48	8,264.04	8,470.64	8,682.40	8,899.46	9,121.95	9,350.00	9,583.75	9,823.34	10,068.93
P232	8,143.10	8,346.68	8,555.35	8,769.23	8,988.46	9,213.17	9,443.50	9,679.59	9,921.58	10,169.62
P233	8,224.53	8,430.15	8,640.90	8,856.92	9,078.34	9,305.30	9,537.94	9,776.38	10,020.79	10,271.31
P234	8,306.78	8,514.45	8,727.31	8,945.49	9,169.13	9,398.36	9,633.31	9,874.15	10,121.00	10,374.03
P235	8,389.84	8,599.59	8,814.58	9,034.95	9,260.82	9,492.34	9,729.65	9,972.89	10,222.21	10,477.77
P236	8,473.74	8,685.59	8,902.73	9,125.29	9,353.43	9,587.26	9,826.94	10,072.62	10,324.43	10,582.54
P237	8,558.48	8,772.44	8,991.75	9,216.55	9,446.96	9,683.14	9,925.21	10,173.34	10,427.68	10,688.37
P238	8,644.07	8,860.17	9,081.67	9,308.71	9,541.43	9,779.97	10,024.47	10,275.08	10,531.95	10,795.25
P239	8,730.51	8,948.77	9,172.49	9,401.80	9,636.85	9,877.77	10,124.71	10,377.83	10,637.27	10,903.21
P240	8,817.81	9,038.26	9,264.21	9,495.82	9,733.21	9,976.54	10,225.96	10,481.61	10,743.65	11,012.24
P241	8,905.99	9,128.64	9,356.86	9,590.78	9,830.55	10,076.31	10,328.22	10,586.42	10,851.08	11,122.36
P242	8,995.05	9,219.93	9,450.42	9,686.68	9,928.85	10,177.07	10,431.50	10,692.29	10,959.59	11,233.58
P243	9,085.00	9,312.12	9,544.93	9,783.55	10,028.14	10,278.84	10,535.81	10,799.21	11,069.19	11,345.92
P244	9,175.85	9,405.25	9,640.38	9,881.39	10,128.42	10,381.63	10,641.17	10,907.20	11,179.88	11,459.38
P245	9,267.61	9,499.30	9,736.78	9,980.20	10,229.71	10,485.45	10,747.58	11,016.27	11,291.68	11,573.97
P246	9,360.28	9,594.29	9,834.15	10,080.00	10,332.00	10,590.30	10,855.06	11,126.44	11,404.60	11,689.71