| Grade | Hiring Rate | Job Rate | Perf Adv |
| :---: | ---: | ---: | ---: |
| 1 | $\$ 17,781.00$ | $\$ 23,322.00$ | $\$ 792.00$ |
| 2 | $\$ 18,484.00$ | $\$ 24,232.00$ | $\$ 821.00$ |
| 3 | $\$ 19,428.00$ | $\$ 25,397.00$ | $\$ 853.00$ |
| 4 | $\$ 20,336.00$ | $\$ 26,560.00$ | $\$ 889.00$ |
| 5 | $\$ 21,337.00$ | $\$ 27,992.00$ | $\$ 951.00$ |
| 6 | $\$ 22,524.00$ | $\$ 29,416.00$ | $\$ 985.00$ |
| 7 | $\$ 23,833.00$ | $\$ 30,986.00$ | $\$ 1,022.00$ |
| 8 | $\$ 25,189.00$ | $\$ 32,596.00$ | $\$ 1,058.00$ |
| 9 | $\$ 26,638.00$ | $\$ 34,315.00$ | $\$ 1,097.00$ |
| 10 | $\$ 28,194.00$ | $\$ 36,210.00$ | $\$ 1,145.00$ |
| 11 | $\$ 29,855.00$ | $\$ 38,394.00$ | $\$ 1,220.00$ |
| 12 | $\$ 31,575.00$ | $\$ 40,406.00$ | $\$ 1,262.00$ |
| 13 | $\$ 33,460.00$ | $\$ 42,644.00$ | $\$ 1,312.00$ |
| 14 | $\$ 35,428.00$ | $\$ 45,241.00$ | $\$ 1,402.00$ |
| 15 | $\$ 37,478.00$ | $\$ 47,651.00$ | $\$ 1,453.00$ |
| 16 | $\$ 39,624.00$ | $\$ 50,187.00$ | $\$ 1,509.00$ |
| 17 | $\$ 41,893.00$ | $\$ 52,959.00$ | $\$ 1,581.00$ |
| 18 | $\$ 46,313.00$ | $\$ 55,154.00$ | $\$ 1,549.00$ |
| 19 | $\$ 49,192.00$ | $\$ 58,049.00$ | $\$ 1,613.00$ |
| 20 | $\$ 51,843.00$ | $\$ 60,957.00$ | $\$ 1,681.00$ |
| 21 | $\$ 54,672.00$ | $\$ 64,124.00$ | $\$ 1,754.00$ |
| 22 | $\$ 57,606.00$ | $\$ 67,467.00$ | $\$ 1,828.00$ |
| 23 | $\$ 60,717.00$ | $\$ 70,932.00$ | $\$ 1,900.00$ |
| 24 | $\$ 64,112.00$ | $\$ 74,556.00$ | $\$ 1,977.00$ |
| 25 | $\$ 67,531.00$ | $\$ 78,542.00$ | $\$ 2,061.00$ |
| 26 | $\$ 71,229.00$ | $\$ 82,547.00$ | $\$ 2,145.00$ |
| 27 | $\$ 75,023.00$ | $\$ 87,038.00$ | $\$ 2,258.00$ |
| 28 | $\$ 78,996.00$ | $\$ 91,444.00$ | $\$ 2,346.00$ |
| 29 | $\$ 83,167.00$ | $\$ 96,050.00$ | $\$ 2,436.00$ |
| 30 | $\$ 87,643.00$ | $\$ 100,848.00$ | $\$ 2,526.00$ |
| 31 | $\$ 92,345.00$ | $\$ 105,984.00$ | $\$ 2,620.00$ |
| 32 | $\$ 97,411.00$ | $\$ 111,305.00$ | $\$ 2,709.00$ |
| 33 | $\$ 102,644.00$ | $\$ 122,997.00$ | $\$ 2,798.00$ |
| 34 | $\$ 108,006.00$ | $\$ 128,922.00$ | $\$ 2,895.00$ |
| 35 | $\$ 113,475.00$ | $\$ 135,109.00$ | $\$ 2,988.00$ |
| 36 | $\$ 119,472.00$ | $\$ 141,780.00$ | $\$ 3,091.00$ |
| 37 | $\$ 111,409.00$ |  | $\$ 3,187.00$ |
| 38 |  |  |  |
|  |  |  |  |

