



Lewis County Department of Public Works

Josh S. Metcalf, PE, Director

Geoff Soderquist, PE, County Engineer

MEMORANDUM

Date: June 14, 2024

To: Ryan Barrett, County Manager

From: Josh Metcalf, PE, Director 

Subject: Market Rate Adjustment Request

The purpose of this memo is to request approval of a market adjustment for Ben Sabin, Parts Specialists, within the Fleet Services Division of the Public Works Department. This request is consistent with market conditions for this particular job but more importantly the intent is to correct an unfortunate action by the previous Fleet Services Division Manager (Manager) during the hiring process.

Ben was hired in July 2020 under the previous Manager, and it has recently been brought to my attention that Ben was offered the position at a Step 1, and he had countered with a request to be placed at a Step 4 based on his years of experience in the industry. The Manager at the time told Ben he would discuss it with the Director and get back to him on his counteroffer. Two days later the Manager met with Ben and informed him he had discussed it with the Director (myself), and Public Works could not offer him more than a Step 1. The information shared with Ben at that time was entirely **false** as the conversation with me (the Director) **never** occurred. After learning of this situation, I met with Ben personally to discuss and hear directly from him what had transpired during the interview and hiring process. Based on our conversation and the information Ben provided to me, I would have agreed to the Step 4 if I had been aware of the counter as presented.

Ben has now been with the County for four years and would currently be at Step 8 if he had been hired at a Step 4. He is a tremendous asset to Lewis County and continually goes above and beyond the duties as defined in his job description to help his team and the Department be as efficient and fiscally responsible as possible. Ben is the

*Road Maintenance &
Fleet Services*
476 West Main St.
Chehalis, WA 98532
O 360.740.3380
F 360.740.2741

*Administration, Engineering, Utilities,
Real Estate Services & Traffic*
57 West Main St.
Chehalis, WA 98532
O 360.740.1123
F 360.740.1479

Solid Waste Services
Post Office Box 180
Centralia, WA 98531
O 360.740.1451
F 360.330.7805

designated acting supervisor when the supervisor is out of the office, and he has also taken on a majority of the duties that were previously the responsibility of the shop assistant positions. These positions were eliminated in 2020.

Public Works management has reviewed current compensation for the Parts Specialist position (PCN 1574001) and determined the employee should be compensated at a rate based on the Step he would have been at based on years of service at the County, he has 4 years with Lewis County and over 20 years in the industry. With approval of this request, Ben would be placed at a Step 7 effective July 16, 2024. The 2024 base pay for Grade 116, Step 7 is \$26.67/hr. The current market rate for a Parts Specialist position for both government agencies and heavy equipment shops in Washington State is in the range of \$22/hr. to \$35/hr.

Budget

This step adjustment would result in an estimated increase of \$5,001 to the salaries and benefits expenditures in the Equipment Rental and Revolving Fund 5010 for 2024. The Division has been operating with a vacant Fleet Coordinator position for six months and the additional costs will be absorbed by the savings recognized through this vacancy and there will be no impact on the 2024 budget.

Please see attached worksheet for additional details regarding the position.

There is no change in full-time equivalents (FTEs) resulting from this request



PUBLIC WORKS DEPARTMENT - 2024 POSITION DEVELOPMENT
Breakdown of the impacts to Fleet Services Division Salaries and Benefits Budget

PCN	Employee	PAF #	CURRENT				PROPOSED								Notes			
			(2024)	FTE	Grade	Step	Budgeted Salary and Benefits	Proposed (2024)	FTE	Grade	Step	Salary	Estimated Benefits	Estimated Salary and Benefits		Budget Impact (\$)	Budget Impact (FTE)	
			<u>Fleet Services-Central Shop</u>				<u>Fleet Services-Central Shop</u>											
1574001	Ben Sabin		Parts Specialist	1.00	116	4	79,326	Parts Specialist	1.00	116	7	\$ 55,478	\$ 28,849	\$ 84,327	\$ 5,001	0.00	Market Rate Adjustment	
			Totals	1.00			\$ 79,326	Totals	1.00			\$ 55,478	\$ 28,849	\$ 84,327	\$ 5,001	\$ -		
														Total Estimated 2024 Proposed Change in Salary and Benefits and FTEs			\$ 5,001	-

PW Department Division	Job Description	Grade	Notes	Status
Fleet Services-Central Shop	Parts Specialist	116	Requesting increase for Parts Specialist position for market rate compensation.	

Notes:
 Proposed benefits are estimated based on % and subject to change.
 Org 50154860
 Effective date of next change 7.1.2024-Using Step 7 at 7.1.2024 as basis for analysis.

2024 Estimated Salary (Current)	
6 Month at Step 4	51,522.00
6 Month at Step 5	52,809.00
Total Estimated Salary (Current)	52,165.00

Budgeted Salary	\$ 52,165
Budgeted Benefits*	\$ 27,161
Total	\$ 79,326



PARTS SPECIALIST JOB DESCRIPTION

Job Title: Parts Specialist

Job Code: MM106

Pay Grade: 116

Effective Date: October 2007

FLSA: Non-Exempt

Revision Date: April 2009

NATURE OF WORK

Under close supervision, purchases and accounts for parts, supplies, equipment and material for Public Works Department (PWD) vehicle fleet, and maintains inventory records and logs.

ESSENTIAL FUNCTIONS:

The following duties ARE NOT intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.

- Maintains inventory and purchase records for PWD vehicle parts and supplies and other supplies and equipment.
- Researches vendor information and acquires price quotes; contacts vendors to clarify specifications and price; verifies information and resolves issues as needed; obtains bids for parts and materials and orders items for inventory; issues purchase orders, purchase final product.
- Receives materials and supplies for stock inventory, reconciles packing list with purchase order, reviews documents for compliance to policy, and enters data into computer system; receives and processes materials in accordance with county policies and procedures.
- Processes invoices, verifies price and quantity of goods received, follows up with vendors as required.
- Checks documents for validity and accuracy of information; performs mathematical calculations; records, files and distributes related paperwork and documents.
- Processes inventory and bookkeeping transactions in compliance with all applicable rules, regulations and procedures; posts computer inventory entries, and reviews and validates data.
- Updates records for vehicle repair orders, verifies proper coding of work performed and parts and supplies used; reviews shop work orders, updates service files and orders inventory replacements.
- Serves as a service writer for the central shop operation.
- Lewis County essential personnel (24/7 emergency response).

WORKING ENVIRONMENT / PHYSICAL DEMANDS:

Work is performed in a standard office environment and fleet maintenance facilities; moderate physical demands; strength sufficient to lift and move items weighing up to seventy five (75) pounds; frequent use of a personal computer.

Job Title: Parts Specialist

Job Code: MM106

EMPLOYMENT STANDARDS:

High School Diploma or GED equivalent; AND four (4) year's fleet vehicle and/or heavy duty equipment inventory management experience.

A valid Driver's License is required.

KNOWLEDGE AND SKILLS:

Knowledge of:

- County policies and procedures.
- Purchasing and inventory control practices and procedures.
- Fleet vehicle maintenance procedures and terminology.
- Accounting and bookkeeping principles and methods.
- Principles of record keeping and records management.
- Safety standards and practices in a shop environment.

Skills in:

- Maintaining accurate purchasing and technical records.
- Reading and understanding technical automotive diagrams and parts manuals.
- Entering numerical and technical information into a computer system with speed and accuracy.
- Performing mathematical calculations with skill and accuracy.
- Operating a personal computer utilizing standard and specialized software.
- Establishing and maintaining effective working relationships with co-workers.
- Following verbal and written instructions.

Lewis County
2024

Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13
104	\$ 14.42	\$ 14.78	\$ 15.15	\$ 15.53	\$ 15.92	\$ 16.32	\$ 16.72	\$ 17.14	\$ 17.57	\$ 18.01	\$ 18.46	\$ 18.92	\$ 19.39
	\$ 2,499	\$ 2,561	\$ 2,626	\$ 2,692	\$ 2,760	\$ 2,829	\$ 2,899	\$ 2,971	\$ 3,045	\$ 3,121	\$ 3,199	\$ 3,279	\$ 3,361
	\$ 29,986	\$ 30,735	\$ 31,508	\$ 32,304	\$ 33,123	\$ 33,942	\$ 34,785	\$ 35,651	\$ 36,540	\$ 37,453	\$ 38,390	\$ 39,349	\$ 40,333
105	\$ 14.95	\$ 15.32	\$ 15.70	\$ 16.09	\$ 16.50	\$ 16.91	\$ 17.34	\$ 17.78	\$ 18.23	\$ 18.69	\$ 19.17	\$ 19.65	\$ 20.14
	\$ 2,591	\$ 2,655	\$ 2,721	\$ 2,789	\$ 2,860	\$ 2,932	\$ 3,006	\$ 3,082	\$ 3,160	\$ 3,240	\$ 3,322	\$ 3,406	\$ 3,492
	\$ 31,086	\$ 31,859	\$ 32,655	\$ 33,474	\$ 34,317	\$ 35,183	\$ 36,072	\$ 36,985	\$ 37,922	\$ 38,881	\$ 39,864	\$ 40,871	\$ 41,901
106	\$ 15.52	\$ 15.90	\$ 16.30	\$ 16.70	\$ 17.12	\$ 17.55	\$ 17.98	\$ 18.43	\$ 18.90	\$ 19.37	\$ 19.85	\$ 20.35	\$ 20.85
	\$ 2,690	\$ 2,756	\$ 2,825	\$ 2,895	\$ 2,967	\$ 3,041	\$ 3,117	\$ 3,195	\$ 3,275	\$ 3,357	\$ 3,441	\$ 3,527	\$ 3,615
	\$ 32,280	\$ 33,076	\$ 33,895	\$ 34,738	\$ 35,604	\$ 36,494	\$ 37,407	\$ 38,343	\$ 39,303	\$ 40,286	\$ 41,292	\$ 42,322	\$ 43,376
107	\$ 16.09	\$ 16.50	\$ 16.91	\$ 17.34	\$ 17.78	\$ 18.22	\$ 18.67	\$ 19.13	\$ 19.62	\$ 20.11	\$ 20.62	\$ 21.14	\$ 21.66
	\$ 2,789	\$ 2,860	\$ 2,932	\$ 3,006	\$ 3,082	\$ 3,158	\$ 3,236	\$ 3,316	\$ 3,400	\$ 3,486	\$ 3,574	\$ 3,663	\$ 3,755
	\$ 33,474	\$ 34,317	\$ 35,183	\$ 36,072	\$ 36,985	\$ 37,898	\$ 38,834	\$ 39,794	\$ 40,801	\$ 41,831	\$ 42,884	\$ 43,961	\$ 45,061
108	\$ 16.71	\$ 17.13	\$ 17.56	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.86	\$ 20.36	\$ 20.86	\$ 21.38	\$ 21.92	\$ 22.47
	\$ 2,897	\$ 2,969	\$ 3,043	\$ 3,119	\$ 3,197	\$ 3,277	\$ 3,359	\$ 3,443	\$ 3,529	\$ 3,617	\$ 3,706	\$ 3,800	\$ 3,896
	\$ 34,761	\$ 35,628	\$ 36,517	\$ 37,430	\$ 38,366	\$ 39,326	\$ 40,309	\$ 41,316	\$ 42,346	\$ 43,399	\$ 44,476	\$ 45,600	\$ 46,747
109	\$ 17.34	\$ 17.78	\$ 18.23	\$ 18.68	\$ 19.15	\$ 19.64	\$ 20.13	\$ 20.64	\$ 21.16	\$ 21.69	\$ 22.23	\$ 22.78	\$ 23.35
	\$ 3,006	\$ 3,082	\$ 3,160	\$ 3,238	\$ 3,320	\$ 3,404	\$ 3,490	\$ 3,578	\$ 3,667	\$ 3,759	\$ 3,853	\$ 3,948	\$ 4,048
	\$ 36,072	\$ 36,985	\$ 37,922	\$ 38,858	\$ 39,841	\$ 40,848	\$ 41,878	\$ 42,931	\$ 44,008	\$ 45,108	\$ 46,232	\$ 47,379	\$ 48,572
110	\$ 18.05	\$ 18.50	\$ 18.96	\$ 19.44	\$ 19.92	\$ 20.41	\$ 20.92	\$ 21.44	\$ 21.98	\$ 22.53	\$ 23.09	\$ 23.67	\$ 24.26
	\$ 3,129	\$ 3,207	\$ 3,287	\$ 3,369	\$ 3,453	\$ 3,539	\$ 3,626	\$ 3,716	\$ 3,810	\$ 3,905	\$ 4,003	\$ 4,102	\$ 4,206
	\$ 37,547	\$ 38,483	\$ 39,443	\$ 40,426	\$ 41,433	\$ 42,463	\$ 43,516	\$ 44,593	\$ 45,717	\$ 46,864	\$ 48,034	\$ 49,228	\$ 50,468
111	\$ 18.75	\$ 19.22	\$ 19.71	\$ 20.20	\$ 20.71	\$ 21.23	\$ 21.75	\$ 22.29	\$ 22.86	\$ 23.43	\$ 24.02	\$ 24.61	\$ 25.23
	\$ 3,250	\$ 3,332	\$ 3,416	\$ 3,502	\$ 3,589	\$ 3,679	\$ 3,771	\$ 3,864	\$ 3,962	\$ 4,061	\$ 4,163	\$ 4,266	\$ 4,373
	\$ 38,998	\$ 39,982	\$ 40,988	\$ 42,018	\$ 43,071	\$ 44,148	\$ 45,248	\$ 46,372	\$ 47,542	\$ 48,736	\$ 49,953	\$ 51,194	\$ 52,482
112	\$ 19.51	\$ 20.00	\$ 20.49	\$ 21.01	\$ 21.54	\$ 22.08	\$ 22.63	\$ 23.19	\$ 23.78	\$ 24.38	\$ 24.98	\$ 25.61	\$ 26.26
	\$ 3,383	\$ 3,466	\$ 3,552	\$ 3,642	\$ 3,734	\$ 3,827	\$ 3,923	\$ 4,020	\$ 4,122	\$ 4,225	\$ 4,331	\$ 4,440	\$ 4,551
	\$ 40,590	\$ 41,597	\$ 42,627	\$ 43,703	\$ 44,804	\$ 45,927	\$ 47,074	\$ 48,245	\$ 49,462	\$ 50,703	\$ 51,967	\$ 53,277	\$ 54,612
113	\$ 20.32	\$ 20.83	\$ 21.35	\$ 21.88	\$ 22.43	\$ 22.99	\$ 23.57	\$ 24.15	\$ 24.76	\$ 25.38	\$ 26.01	\$ 26.66	\$ 27.32
	\$ 3,523	\$ 3,611	\$ 3,700	\$ 3,792	\$ 3,888	\$ 3,985	\$ 4,085	\$ 4,186	\$ 4,292	\$ 4,399	\$ 4,508	\$ 4,621	\$ 4,736
	\$ 42,276	\$ 43,329	\$ 44,406	\$ 45,506	\$ 46,653	\$ 47,823	\$ 49,017	\$ 50,234	\$ 51,498	\$ 52,786	\$ 54,097	\$ 55,454	\$ 56,836
114	\$ 21.17	\$ 21.70	\$ 22.24	\$ 22.79	\$ 23.36	\$ 23.95	\$ 24.55	\$ 25.16	\$ 25.79	\$ 26.44	\$ 27.10	\$ 27.77	\$ 28.47
	\$ 3,669	\$ 3,761	\$ 3,855	\$ 3,950	\$ 4,050	\$ 4,151	\$ 4,254	\$ 4,362	\$ 4,471	\$ 4,582	\$ 4,697	\$ 4,814	\$ 4,935
	\$ 44,031	\$ 45,131	\$ 46,255	\$ 47,402	\$ 48,596	\$ 49,813	\$ 51,054	\$ 52,341	\$ 53,652	\$ 54,986	\$ 56,367	\$ 57,772	\$ 59,223
115	\$ 22.07	\$ 22.62	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96	\$ 25.58	\$ 26.22	\$ 26.87	\$ 27.55	\$ 28.24	\$ 28.95	\$ 29.67
	\$ 3,825	\$ 3,921	\$ 4,018	\$ 4,118	\$ 4,221	\$ 4,327	\$ 4,434	\$ 4,545	\$ 4,658	\$ 4,775	\$ 4,894	\$ 5,017	\$ 5,142
	\$ 45,904	\$ 47,051	\$ 48,221	\$ 49,415	\$ 50,656	\$ 51,920	\$ 53,207	\$ 54,542	\$ 55,899	\$ 57,304	\$ 58,732	\$ 60,206	\$ 61,704
116	\$ 23.00	\$ 23.58	\$ 24.16	\$ 24.77	\$ 25.39	\$ 26.02	\$ 26.67	\$ 27.34	\$ 28.02	\$ 28.72	\$ 29.44	\$ 30.17	\$ 30.93
	\$ 3,987	\$ 4,087	\$ 4,188	\$ 4,293	\$ 4,401	\$ 4,510	\$ 4,623	\$ 4,738	\$ 4,857	\$ 4,978	\$ 5,103	\$ 5,230	\$ 5,361
	\$ 47,847	\$ 49,041	\$ 50,258	\$ 51,522	\$ 52,809	\$ 54,120	\$ 55,478	\$ 56,859	\$ 58,287	\$ 59,738	\$ 61,236	\$ 62,758	\$ 64,326
117	\$ 23.99	\$ 24.59	\$ 25.21	\$ 25.84	\$ 26.48	\$ 27.14	\$ 27.82	\$ 28.52	\$ 29.23	\$ 29.96	\$ 30.71	\$ 31.48	\$ 32.27
	\$ 4,159	\$ 4,262	\$ 4,370	\$ 4,479	\$ 4,590	\$ 4,705	\$ 4,822	\$ 4,943	\$ 5,066	\$ 5,193	\$ 5,323	\$ 5,456	\$ 5,593
	\$ 49,907	\$ 51,147	\$ 52,435	\$ 53,746	\$ 55,080	\$ 56,461	\$ 57,866	\$ 59,317	\$ 60,792	\$ 62,313	\$ 63,881	\$ 65,473	\$ 67,112
118	\$ 25.04	\$ 25.67	\$ 26.31	\$ 26.96	\$ 27.64	\$ 28.33	\$ 29.04	\$ 29.77	\$ 30.51	\$ 31.27	\$ 32.05	\$ 32.85	\$ 33.67
	\$ 4,340	\$ 4,450	\$ 4,561	\$ 4,674	\$ 4,791	\$ 4,910	\$ 5,033	\$ 5,160	\$ 5,288	\$ 5,421	\$ 5,556	\$ 5,694	\$ 5,836
	\$ 52,084	\$ 53,395	\$ 54,729	\$ 56,086	\$ 57,491	\$ 58,919	\$ 60,394	\$ 61,915	\$ 63,460	\$ 65,052	\$ 66,667	\$ 68,329	\$ 70,038
119	\$ 26.14	\$ 26.80	\$ 27.47	\$ 28.16	\$ 28.87	\$ 29.59	\$ 30.33	\$ 31.08	\$ 31.86	\$ 32.66	\$ 33.48	\$ 34.31	\$ 35.17
	\$ 4,531	\$ 4,645	\$ 4,762	\$ 4,881	\$ 5,004	\$ 5,128	\$ 5,257	\$ 5,388	\$ 5,522	\$ 5,661	\$ 5,803	\$ 5,948	\$ 6,096
	\$ 54,378	\$ 55,735	\$ 57,140	\$ 58,568	\$ 60,042	\$ 61,541	\$ 63,086	\$ 64,654	\$ 66,269	\$ 67,931	\$ 69,640	\$ 71,372	\$ 73,151

Lewis County

2025

Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13
104	\$ 14.85	\$ 15.22	\$ 15.60	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.65	\$ 18.09	\$ 18.55	\$ 19.01	\$ 19.49	\$ 19.97
	\$ 2,574	\$ 2,638	\$ 2,704	\$ 2,773	\$ 2,843	\$ 2,913	\$ 2,986	\$ 3,060	\$ 3,136	\$ 3,215	\$ 3,295	\$ 3,377	\$ 3,462
	\$ 30,886	\$ 31,657	\$ 32,453	\$ 33,273	\$ 34,117	\$ 34,960	\$ 35,828	\$ 36,720	\$ 37,637	\$ 38,577	\$ 39,541	\$ 40,530	\$ 41,543
105	\$ 15.39	\$ 15.78	\$ 16.17	\$ 16.58	\$ 16.99	\$ 17.42	\$ 17.86	\$ 18.31	\$ 18.78	\$ 19.25	\$ 19.74	\$ 20.24	\$ 20.75
	\$ 2,668	\$ 2,735	\$ 2,803	\$ 2,873	\$ 2,946	\$ 3,020	\$ 3,096	\$ 3,175	\$ 3,255	\$ 3,337	\$ 3,422	\$ 3,508	\$ 3,597
	\$ 32,019	\$ 32,815	\$ 33,634	\$ 34,478	\$ 35,346	\$ 36,238	\$ 37,154	\$ 38,095	\$ 39,059	\$ 40,048	\$ 41,060	\$ 42,097	\$ 43,158
106	\$ 15.98	\$ 16.38	\$ 16.78	\$ 17.20	\$ 17.63	\$ 18.07	\$ 18.52	\$ 18.99	\$ 19.46	\$ 19.95	\$ 20.45	\$ 20.96	\$ 21.48
	\$ 2,771	\$ 2,839	\$ 2,909	\$ 2,982	\$ 3,056	\$ 3,132	\$ 3,211	\$ 3,291	\$ 3,373	\$ 3,458	\$ 3,544	\$ 3,633	\$ 3,723
	\$ 33,249	\$ 34,068	\$ 34,912	\$ 35,780	\$ 36,672	\$ 37,588	\$ 38,529	\$ 39,493	\$ 40,482	\$ 41,494	\$ 42,531	\$ 43,592	\$ 44,677
107	\$ 16.58	\$ 16.99	\$ 17.42	\$ 17.86	\$ 18.31	\$ 18.77	\$ 19.23	\$ 19.71	\$ 20.20	\$ 20.71	\$ 21.24	\$ 21.77	\$ 22.31
	\$ 2,873	\$ 2,946	\$ 3,020	\$ 3,096	\$ 3,175	\$ 3,253	\$ 3,333	\$ 3,416	\$ 3,502	\$ 3,590	\$ 3,681	\$ 3,773	\$ 3,868
	\$ 34,478	\$ 35,346	\$ 36,238	\$ 37,154	\$ 38,095	\$ 39,035	\$ 40,000	\$ 40,988	\$ 42,025	\$ 43,086	\$ 44,171	\$ 45,280	\$ 46,413
108	\$ 17.21	\$ 17.64	\$ 18.08	\$ 18.54	\$ 19.00	\$ 19.47	\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.49	\$ 22.02	\$ 22.58	\$ 23.15
	\$ 2,984	\$ 3,058	\$ 3,134	\$ 3,213	\$ 3,293	\$ 3,375	\$ 3,460	\$ 3,546	\$ 3,635	\$ 3,725	\$ 3,818	\$ 3,914	\$ 4,012
	\$ 35,804	\$ 36,696	\$ 37,613	\$ 38,553	\$ 39,517	\$ 40,506	\$ 41,519	\$ 42,555	\$ 43,616	\$ 44,701	\$ 45,810	\$ 46,968	\$ 48,149
109	\$ 17.86	\$ 18.31	\$ 18.78	\$ 19.24	\$ 19.73	\$ 20.23	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.34	\$ 22.89	\$ 23.46	\$ 24.05
	\$ 3,096	\$ 3,175	\$ 3,255	\$ 3,335	\$ 3,420	\$ 3,506	\$ 3,594	\$ 3,685	\$ 3,777	\$ 3,872	\$ 3,968	\$ 4,067	\$ 4,169
	\$ 37,154	\$ 38,095	\$ 39,059	\$ 40,024	\$ 41,036	\$ 42,073	\$ 43,134	\$ 44,219	\$ 45,328	\$ 46,461	\$ 47,618	\$ 48,800	\$ 50,030
110	\$ 18.59	\$ 19.06	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.55	\$ 22.08	\$ 22.64	\$ 23.21	\$ 23.79	\$ 24.38	\$ 24.99
	\$ 3,223	\$ 3,303	\$ 3,386	\$ 3,470	\$ 3,556	\$ 3,645	\$ 3,735	\$ 3,828	\$ 3,924	\$ 4,022	\$ 4,123	\$ 4,225	\$ 4,332
	\$ 38,673	\$ 39,638	\$ 40,626	\$ 41,639	\$ 42,676	\$ 43,737	\$ 44,822	\$ 45,931	\$ 47,088	\$ 48,269	\$ 49,475	\$ 50,705	\$ 51,983
111	\$ 19.31	\$ 19.80	\$ 20.30	\$ 20.81	\$ 21.33	\$ 21.86	\$ 22.41	\$ 22.96	\$ 23.54	\$ 24.13	\$ 24.74	\$ 25.35	\$ 25.99
	\$ 3,347	\$ 3,432	\$ 3,518	\$ 3,607	\$ 3,697	\$ 3,789	\$ 3,884	\$ 3,980	\$ 4,081	\$ 4,183	\$ 4,288	\$ 4,394	\$ 4,505
	\$ 40,168	\$ 41,181	\$ 42,218	\$ 43,279	\$ 44,364	\$ 45,473	\$ 46,606	\$ 47,763	\$ 48,969	\$ 50,198	\$ 51,452	\$ 52,730	\$ 54,056
112	\$ 20.10	\$ 20.60	\$ 21.11	\$ 21.64	\$ 22.19	\$ 22.74	\$ 23.31	\$ 23.89	\$ 24.49	\$ 25.11	\$ 25.73	\$ 26.38	\$ 27.04
	\$ 3,484	\$ 3,570	\$ 3,659	\$ 3,751	\$ 3,846	\$ 3,942	\$ 4,041	\$ 4,141	\$ 4,245	\$ 4,352	\$ 4,460	\$ 4,573	\$ 4,688
	\$ 41,808	\$ 42,845	\$ 43,905	\$ 45,015	\$ 46,148	\$ 47,305	\$ 48,486	\$ 49,692	\$ 50,946	\$ 52,224	\$ 53,526	\$ 54,876	\$ 56,250
113	\$ 20.93	\$ 21.46	\$ 21.99	\$ 22.53	\$ 23.10	\$ 23.68	\$ 24.27	\$ 24.88	\$ 25.50	\$ 26.14	\$ 26.79	\$ 27.46	\$ 28.14
	\$ 3,629	\$ 3,719	\$ 3,811	\$ 3,906	\$ 4,004	\$ 4,105	\$ 4,207	\$ 4,312	\$ 4,420	\$ 4,531	\$ 4,643	\$ 4,760	\$ 4,878
	\$ 43,544	\$ 44,629	\$ 45,738	\$ 46,871	\$ 48,052	\$ 49,258	\$ 50,488	\$ 51,741	\$ 53,043	\$ 54,369	\$ 55,720	\$ 57,118	\$ 58,541
114	\$ 21.80	\$ 22.35	\$ 22.91	\$ 23.47	\$ 24.06	\$ 24.67	\$ 25.28	\$ 25.92	\$ 26.57	\$ 27.23	\$ 27.91	\$ 28.61	\$ 29.33
	\$ 3,779	\$ 3,874	\$ 3,970	\$ 4,069	\$ 4,171	\$ 4,276	\$ 4,382	\$ 4,493	\$ 4,605	\$ 4,720	\$ 4,838	\$ 4,959	\$ 5,083
	\$ 45,352	\$ 46,485	\$ 47,643	\$ 48,824	\$ 50,054	\$ 51,307	\$ 52,585	\$ 53,911	\$ 55,262	\$ 56,636	\$ 58,058	\$ 59,505	\$ 61,000
115	\$ 22.73	\$ 23.30	\$ 23.88	\$ 24.47	\$ 25.08	\$ 25.71	\$ 26.35	\$ 27.01	\$ 27.68	\$ 28.38	\$ 29.08	\$ 29.81	\$ 30.56
	\$ 3,940	\$ 4,039	\$ 4,139	\$ 4,241	\$ 4,348	\$ 4,456	\$ 4,567	\$ 4,681	\$ 4,798	\$ 4,919	\$ 5,041	\$ 5,168	\$ 5,296
	\$ 47,281	\$ 48,462	\$ 49,668	\$ 50,898	\$ 52,175	\$ 53,477	\$ 54,803	\$ 56,178	\$ 57,576	\$ 59,023	\$ 60,494	\$ 62,013	\$ 63,556
116	\$ 23.69	\$ 24.28	\$ 24.89	\$ 25.51	\$ 26.15	\$ 26.80	\$ 27.47	\$ 28.16	\$ 28.86	\$ 29.58	\$ 30.32	\$ 31.08	\$ 31.85
	\$ 4,107	\$ 4,209	\$ 4,314	\$ 4,422	\$ 4,533	\$ 4,645	\$ 4,762	\$ 4,880	\$ 5,003	\$ 5,128	\$ 5,256	\$ 5,387	\$ 5,521
	\$ 49,282	\$ 50,512	\$ 51,766	\$ 53,067	\$ 54,394	\$ 55,744	\$ 57,142	\$ 58,565	\$ 60,035	\$ 61,530	\$ 63,073	\$ 64,641	\$ 66,256
117	\$ 24.71	\$ 25.33	\$ 25.97	\$ 26.61	\$ 27.28	\$ 27.96	\$ 28.65	\$ 29.37	\$ 30.10	\$ 30.86	\$ 31.63	\$ 32.42	\$ 33.23
	\$ 4,284	\$ 4,390	\$ 4,501	\$ 4,613	\$ 4,728	\$ 4,846	\$ 4,967	\$ 5,091	\$ 5,218	\$ 5,349	\$ 5,483	\$ 5,620	\$ 5,760
	\$ 51,404	\$ 52,682	\$ 54,008	\$ 55,358	\$ 56,732	\$ 58,155	\$ 59,601	\$ 61,096	\$ 62,615	\$ 64,182	\$ 65,798	\$ 67,437	\$ 69,125
118	\$ 25.79	\$ 26.44	\$ 27.10	\$ 27.77	\$ 28.47	\$ 29.18	\$ 29.91	\$ 30.66	\$ 31.42	\$ 32.21	\$ 33.01	\$ 33.84	\$ 34.68
	\$ 4,471	\$ 4,583	\$ 4,698	\$ 4,814	\$ 4,935	\$ 5,057	\$ 5,184	\$ 5,314	\$ 5,447	\$ 5,584	\$ 5,722	\$ 5,865	\$ 6,012
	\$ 53,646	\$ 54,996	\$ 56,371	\$ 57,769	\$ 59,216	\$ 60,686	\$ 62,205	\$ 63,773	\$ 65,364	\$ 67,003	\$ 68,667	\$ 70,379	\$ 72,139
119	\$ 26.93	\$ 27.60	\$ 28.30	\$ 29.00	\$ 29.73	\$ 30.47	\$ 31.24	\$ 32.02	\$ 32.82	\$ 33.64	\$ 34.49	\$ 35.34	\$ 36.22
	\$ 4,667	\$ 4,784	\$ 4,905	\$ 5,027	\$ 5,154	\$ 5,282	\$ 5,415	\$ 5,549	\$ 5,688	\$ 5,831	\$ 5,977	\$ 6,126	\$ 6,279
	\$ 56,009	\$ 57,407	\$ 58,854	\$ 60,325	\$ 61,844	\$ 63,387	\$ 64,978	\$ 66,594	\$ 68,257	\$ 69,969	\$ 71,729	\$ 73,513	\$ 75,346