



COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS  
OFFICE OF THE GOVERNOR  
PROGRAMS & LEGISLATIVE REVIEW OFFICE

January 23, 2017

Honorable Rafael S. Demapan  
Speaker, House of Representatives  
Twentieth Northern Marianas  
Commonwealth Legislature  
Saipan, MP 96950

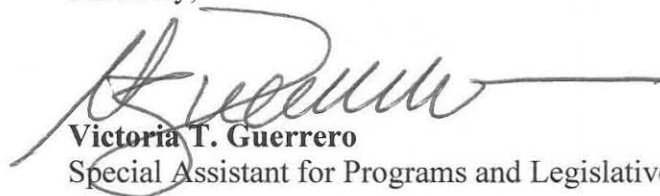
Honorable Arnold I. Palacios  
Senate President, The Senate  
Twentieth Northern Marianas  
Commonwealth Legislature  
Saipan, MP 96950

Dear Mr. Speaker and Mr. President:

This is to inform you that House Bill No. 19-3, HS1, HD1 entitled, "To enact a new base salary schedule for classified civil service government employees pursuant to 1 CMC Sections 8124(g) and 8133 and to increase the salary ceiling for classified civil service government employees and to amend 1 CMC § 8244 and 1 CMC § 1271 to increase the compensation for the Governor, Lt. Governor and members of the Legislature," which was passed by the Nineteenth Northern Marianas Commonwealth Legislature and transmitted to the Governor on December 12, 2016, became law without the Acting Governor's signature.

This bill became **Public Law No. 19-83**, on January 20, 2017.

Sincerely,



**Victoria T. Guerrero**  
Special Assistant for Programs and Legislative Review

cc: Governor; Lt. Governor; Attorney General's Office; Press Secretary; Office of  
Personnel Management; Special Assistant for Administration; Commonwealth  
Law Revision



## *House of Representatives*

19<sup>th</sup> NORTHERN MARIANAS COMMONWEALTH LEGISLATURE

P.O. BOX 500586  
SAIPAN, MP 96950

December 12, 2016

The Honorable Ralph DLG. Torres  
Governor  
Commonwealth of the Northern  
Mariana Islands  
Capitol Hill  
Saipan, MP 96950

Dear Governor Torres:

I have the honor of transmitting herewith for your action **H. B. No. 19-3, HS1, HD1**, entitled: **"To enact a new base salary schedule for classified civil service government employees pursuant to 1 CMC Sections 8124(g) and 8133 and to increase the salary ceiling for classified civil service government employees and to amend 1 CMC § 8244 and 1 CMC § 1271 to increase the compensation for the Governor, Lt. Governor and members of the Legislature."**, which was passed by the House of Representatives and the Senate of the Nineteenth Northern Marianas Commonwealth Legislature.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "L. Muña".

Linda B. Muña  
House Clerk

Attachment



*Nineteenth Legislature  
of the  
Commonwealth of the Northern Mariana Islands*  
**IN THE HOUSE OF REPRESENTATIVES**

**First Regular Session**

**February 6, 2015**

**Representative Rafael S. Demapan**, of Saipan, Precinct 2 (*for himself*, Representatives Angel A. Demapan, Joseph Lee Pan T. Guerrero, and Antonio P. Sablan) in an open and public meeting with an opportunity for the public to comment, introduced the following Bill:

**H. B. No. 19-3, HS1, HD1**

**AN ACT**

**TO ENACT A NEW BASE SALARY SCHEDULE FOR CLASSIFIED CIVIL SERVICE GOVERNMENT EMPLOYEES PURSUANT TO 1 CMC SECTIONS 8124(G) AND 8133 AND TO INCREASE THE SALARY CEILING FOR CLASSIFIED CIVIL SERVICE GOVERNMENT EMPLOYEES AND TO AMEND 1 CMC § 8244 AND 1 CMC § 1271 TO INCREASE THE COMPENSATION FOR THE GOVERNOR, LT. GOVERNOR AND MEMBERS OF THE LEGISLATURE.**

The Bill was referred to the House Committee on Ways and Means, which submitted Standing Committee Report 19-134; adopted 9/15/16.

THE BILL WAS PASSED BY THE HOUSE OF REPRESENTATIVES ON  
FIRST AND FINAL READING, SEPTEMBER 15, 2016;  
*with amendments* in the form of H. B. 19-3, HS1.

**THE BILL WAS RECALLED FROM THE GOVERNOR ON NOVEMBER 10, 2016, WHICH  
WAS RECONSIDERED AND PASSED ON FIRST AND FINAL READING ON  
NOVEMBER 29, 2016 WITH AMENDMENTS IN THE FORM OF H. B. 19-3, HS1, HD1  
and transmitted to THE SENATE.**

The Bill was not referred to a Senate Committee.  
THE BILL WAS PASSED BY THE SENATE ON FIRST AND FINAL READING, JUNE 24, 2016;  
**THE BILL WAS RECONSIDERED AND PASSED ON FIRST AND FINAL READING ON  
DECEMBER 6, 2016,**  
*without amendments and was returned to  
THE HOUSE OF REPRESENTATIVES.*

**THE BILL WAS FINALLY PASSED ON NOVEMBER 29, 2016.**

  
\_\_\_\_\_  
**Linda B. Muña, House Clerk**



*Nineteenth Legislature*  
*of the*  
*Commonwealth of the Northern Mariana Islands*  
**IN THE HOUSE OF REPRESENTATIVES**

Ninth Day, Fourth Regular Session

November 29, 2016

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**H. B. No. 19-3, HS1, HD1**

**AN ACT**

**TO ENACT A NEW BASE SALARY SCHEDULE FOR CLASSIFIED CIVIL SERVICE GOVERNMENT EMPLOYEES PURSUANT TO 1 CMC SECTIONS 8124(G) AND 8133 AND TO INCREASE THE SALARY CEILING FOR CLASSIFIED CIVIL SERVICE GOVERNMENT EMPLOYEES AND TO AMEND 1 CMC § 8244 AND 1 CMC § 1271 TO INCREASE THE COMPENSATION FOR THE GOVERNOR, LT. GOVERNOR AND MEMBERS OF THE LEGISLATURE.**

**Be it enacted by the Nineteenth Northern Marianas Commonwealth Legislature:**

1           **Section 1. Findings and Purposes.** The Legislature with the assistance of the Civil  
2 Service Commission has reviewed the existing Salary Act, 1 CMC Sections 8211 through  
3 8217, and recognized the need for revisions pertaining to the compensation plan for Civil  
4 Service Employees. The increasing federal minimum wage has made the first ten pay levels  
5 in the salary schedule no longer applicable. Accordingly, the Legislature finds that it is  
6 necessary to establish a new salary act that repeals parts of Public Law 7-31 and  
7 Public Law 11-59 in its entirety and provides a uniform salary schedule and salary  
8 adjustments from which shall be derived the base salary to be paid to all Civil Service  
9 employees of the Government of the Commonwealth of the Northern Mariana Islands.

## HOUSE BILL 19-3, HS1, HD1

1 In accordance with the CNMI Constitution, Public Law 19-51 was enacted to  
2 establish an Advisory Commission on the compensation of the Governor, Lieutenant  
3 Governor, the Mayors, Legislators, Justices, and Judges. The Advisory Commission has  
4 convened and conducted its review on the compensation of the elected and appointed  
5 government officials. On November 10, 2016, the Advisory Commission transmitted its final  
6 report and recommendation on the compensation of the elected and appointed officials. See  
7 Misc. Comm. 19-24. Based on the Advisory Commission's recommendation, the Legislature  
8 finds that it is appropriate to amend 1 CMC §§ 8244 and 1 CMC § 1271 to implement the  
9 compensation recommendations of the Advisory Commission.

10 **Section 2. Enactment.** The following is hereby enacted subject to codification by  
11 the Commonwealth Law Revision Commission.

12 "Section 101. Short Title. This Act is known and may be cited as the  
13 "Commonwealth of the Northern Mariana Islands Classified Civil Service Salary  
14 Act of 2017".

15 "Section 102. Salary Schedule. The schedule set forth in Attachment A  
16 provides the official hourly, bi-weekly and annual base salary for all civil service  
17 employees. The schedule provides a framework for the classification of civil service  
18 positions within a 20-pay level structure with 12 steps for each pay level. No other  
19 salary schedule shall be implemented in place of this schedule unless it is established  
20 by law. No salary adjustment pursuant to this Act shall affect or alter the waiting  
21 period required for qualifying for the next within-grade step increase. This Act shall  
22 apply to all civil service employees in both locally and federally funded positions.

23 Section 103. Adjustments to New Salary Schedule. The salary schedule  
24 established in Section 102 shall be implemented in Fiscal Year 2018 based on the pay  
25 level assigned to each civil service position by the Civil Service Commission, but  
26 only upon sufficient funds being duly appropriated by subsequent law to cover the  
27 added expense of the increased salaries created by this Act. Any salary adjustment  
28 pursuant to this Act shall not affect or alter the waiting period required for the next  
29 within-grade increase.

## HOUSE BILL 19-3, HS1, HD1

1           Section 104. Within-Grade Increase and Merit Award. The Within-Grade  
2           Increases and Merit Awards authorized by this statute may be granted based upon the  
3           availability of funds. If the Governor determines that funds are not available and so  
4           announces by Directive, the resultant missed increase will not be subject to  
5           retroactive payment. If funds are available, an employee may be granted a one step,  
6           within-grade increase upon the completion of each year  
7           (52 consecutive calendar weeks) of sustained satisfactory work performance.  
8           Accumulated hours of Leave Without Pay (LWOP) will delay the scheduled granting  
9           of a Within-Grade Increase.

10          An employee may be awarded, in addition, a merit award (a one-time payment equal  
11          to the amount of the next one step increase in the employee's base salary) by  
12          achieving an overall performance rating of "Exceptional" upon completion of the  
13          fifty-two consecutive calendar weeks of sustained exceptional work performance  
14          corresponding to the employee's anniversary year. The merit award is a one-time  
15          performance award payment and not a salary step increase. Such additional merit  
16          award shall not alter the employee's waiting period required for qualifying for the  
17          next within-grade increase. Employees at the maximum step of their pay level cannot  
18          receive an additional within-grade increase but may be eligible to receive a 5% merit  
19          award. If an appointing authority does not act on a scheduled within-grade increase  
20          within 60 days of the due date, such increase may be grieved to the Civil Service  
21          Commission through the regulatory grievance procedure. All requests for within-  
22          grade increases or merit awards shall be acted on within 90 days after the request and  
23          all supporting documents are received by the Office of Personnel Management.  
24          Requests not acted on by the Office of Personnel Management within the 90 days  
25          may be grieved to the Civil Service Commission through the regulatory grievance  
26          procedure. The Civil Service Commission shall establish Rules and Regulations  
27          providing for the awarding of all step increases and merit awards."



HOUSE BILL 19-3, HS1, HD1

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1           **Section 3. Repeal.** Title 1 CMC Sections 8211 through 8217 and Public Law 11-59  
2 are hereby repealed.

3           **Section 4. Amendment.** 1 CMC §8244 is hereby repealed and reenacted to read as  
4 follows:

5                   **“§ 8244. Compensation of Certain Elected Officials.**

6                   (a) The Governor shall receive an annual salary of \$120,000.00 and the  
7 Lieutenant Governor an annual salary of \$100,000.00.

8                   (b) The mayors of an island or a group of islands shall receive an annual  
9 salary of \$75,000.00.”

10          **Section 5. Amendment.** 1 CMC §1271 is hereby amended to read as follows:

11                   **“§ 1271. Legislators’ Salaries.** The members of the legislature shall receive  
12 an annual salary of \$70,000.00 and no official representation allowance.”

13          **Section 6. Severability.** If any provisions of this Act or the application of any such  
14 provision to any person or circumstance should be held invalid by a court of competent  
15 jurisdiction, the remainder of this Act or the application of its provisions to persons or  
16 circumstances other than those to which it is held invalid shall not be affected thereby.

17          **Section 7. Savings Clause.** This Act and any repealer contained herein shall not be  
18 construed as affecting any existing right acquired under contract or acquired under statutes  
19 repealed or under any rule, regulation, or order adopted under the statutes. Repealers  
20 contained in this Act shall not affect any proceeding instituted under or pursuant to prior law.  
21 The enactment of the Act shall not have the effect of terminating, or in any way modifying,  
22 any liability, civil or criminal, which shall already be in existence on the date this Act  
23 becomes effective.


HOUSE BILL 19-3, HS1, HD1

1       **Section 8. Effective Date.** This Act shall take effect upon its approval by the  
2 Governor, or it becoming law without such approval.

Attested to by:

  
\_\_\_\_\_  
**Linda B. Muña, House Clerk**

Certified by:

  
\_\_\_\_\_  
**SPEAKER RAFAEL S. DEMAPAN**  
House of Representatives  
19<sup>th</sup> Northern Marianas Commonwealth Legislature

\_\_\_\_\_ this \_\_\_\_\_ day of \_\_\_\_\_, 2016

\_\_\_\_\_  
**RALPH DLG. TORRES**  
Governor  
Commonwealth of the Northern Mariana Islands



HOUSE BILL NO. 19-3, HSI, HD1												
PROPOSED NEW SALARY PAY SCALE (Begins at \$7.25 an hour, Federal Minimum Wage with 5% annual salary increase)												
CNMI GOVERNMENT-CIVIL SERVICE EMPLOYEES												
PAY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	\$7.250000	\$7.612500	\$7.993125	\$8.392781	\$8.812420	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960
	\$580.000	\$609.000	\$639.450	\$671.423	\$704.994	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997
1	\$15,080.000	\$15,834.000	\$16,625.700	\$17,456.985	\$18,329.834	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918
	\$7.612500	\$7.993125	\$8.392781	\$8.812420	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958
	\$609.000	\$639.450	\$671.423	\$704.994	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597
2	\$15,834.000	\$16,625.700	\$17,456.985	\$18,329.834	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513
	\$7.993125	\$8.392781	\$8.812420	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956
	\$639.450	\$671.423	\$704.994	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677
3	\$16,625.700	\$17,456.985	\$18,329.834	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589
	\$8.392781	\$8.812420	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504
	\$671.423	\$704.994	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360
4	\$17,456.985	\$18,329.834	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369
	\$8.812420	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229
	\$704.994	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778
5	\$18,329.834	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237
	\$9.253041	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841
	\$740.243	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067
6	\$19,246.326	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749
	\$9.715693	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133
	\$777.255	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371
7	\$20,208.642	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636
	\$10.201478	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989
	\$816.118	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839
8	\$21,219.074	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818
	\$10.711552	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389
	\$856.924	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631
9	\$22,280.028	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409
	\$11.247130	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408
	\$899.770	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913
10	\$23,394.029	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729
	\$11.809486	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229
	\$944.759	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858
11	\$24,563.731	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.331
	\$12.399960	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140
	\$991.997	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651
12	\$25,791.918	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932
	\$13.019958	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547
	\$1,041.597	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484

HOUSE BILL NO. 19-3, HS1, HD1												
PROPOSED NEW SALARY PAY SCALE (Begins at \$7.25 an hour, Federal Minimum Wage with 5% annual salary increase)												
CNMI GOVERNMENT-CIVIL SERVICE EMPLOYEES												
PAY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
13	\$27,081.513	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578
	\$13.670956	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975
	\$1,093.677	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558
14	\$28,435.589	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507
	\$14.354504	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073
	\$1,148.360	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086
15	\$29,857.369	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233
	\$15.072229	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073	\$25.778627
	\$1,205.778	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086	\$2,062.290
16	\$31,350.237	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233	\$53,619.544
	\$15.825841	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073	\$25.778627	\$27.067558
	\$1,266.067	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086	\$2,062.290	\$2,165.405
17	\$32,917.749	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233	\$53,619.544	\$56,300.521
	\$16.617133	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073	\$25.778627	\$27.067558	\$28.420936
	\$1,329.371	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086	\$2,062.290	\$2,165.405	\$2,273.675
18	\$34,563.636	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233	\$53,619.544	\$56,300.521	\$59,115.547
	\$17.447989	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073	\$25.778627	\$27.067558	\$28.420936	\$29.841983
	\$1,395.839	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086	\$2,062.290	\$2,165.405	\$2,273.675	\$2,387.359
19	\$36,291.818	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233	\$53,619.544	\$56,300.521	\$59,115.547	\$62,071.325
	\$18.320389	\$19.236408	\$20.198229	\$21.208140	\$22.268547	\$23.381975	\$24.551073	\$25.778627	\$27.067558	\$28.420936	\$29.841983	\$31.334082
	\$1,465.631	\$1,538.913	\$1,615.858	\$1,696.651	\$1,781.484	\$1,870.558	\$1,964.086	\$2,062.290	\$2,165.405	\$2,273.675	\$2,387.359	\$2,506.727
20	\$38,106.409	\$40,011.729	\$42,012.316	\$44,112.932	\$46,318.578	\$48,634.507	\$51,066.233	\$53,619.544	\$56,300.521	\$59,115.547	\$62,071.325	\$65,174.891
	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000	\$0.000000
	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000
												\$0.000