

Current Sal Plans

New Salary Plan

Sal Plan	Grade	Steps										
		1	2	3	4	5	6	7	8	9	10	11
22E	02	22.01168	22.79671	23.56634	24.33598	25.12102	25.92144	26.44480				
22E	03	22.51964	23.33545	24.13588	24.93631	25.75212	26.52176	27.04511				
22E	04	25.15180	26.02919	26.92197	27.83015	28.70753	29.56953	30.16985				
22E	05	25.33652	26.2293	27.10668	27.99946	28.90764	29.76964	30.35456				
22E	06	27.86093	28.830675	29.80042	30.78556	31.7553	32.70965	33.37155				
22J	03	22.51964	23.33545	24.13588	24.93631	25.75212	26.1384	26.52176	27.04511			
22J	05	25.33652	26.2293	27.10668	27.99946	28.90764	29.34125	29.76964	30.35456			
22M	01	12.94764	13.29397	13.69357	14.02221	14.43073	14.88359	15.19437	15.73604	16.36653	17.11261	17.45895
22M	02	13.29397	13.69357	14.02221	14.43073	14.88359	15.19437	15.64722	16.26001	16.26005	17.68092	18.04496
22M	03	13.69357	14.02221	14.43073	14.88359	15.19437	15.64722	16.0736	16.71287	17.42339	18.21366	18.57785
22M	04	14.02221	14.43073	14.88359	15.19437	15.64722	16.0736	16.60635	17.26346	17.97399	18.78211	19.15508
22M	05	14.43073	14.88359	15.19437	15.64722	16.0736	16.60635	17.11261	17.97936	18.5423	19.40368	19.78557
22M	06	14.88359	15.19437	15.64722	16.0736	16.60635	17.11261	17.58317	18.34696	19.07519	19.92765	20.33617
22M	07	15.19437	15.64722	16.0736	16.60635	17.11261	17.58317	18.11607	18.89756	19.72339	20.62062	21.01114
22M	08	15.64722	16.0736	16.60634	17.11261	17.58317	18.11607	18.73763	19.52805	20.38943	21.313	21.74815
22M	08C	16.11793	16.6242	17.05043	17.5921	18.16933	18.61341	19.16401	19.90994	20.72684	21.67703	22.12111
22M	08F	16.19782	16.65083	17.11261	17.69862	18.19596	18.72886	19.28823	20.14084	21.01114	21.96134	22.39649
22M	09	16.0736	16.60635	17.11261	17.58317	18.11607	18.73763	19.34149	20.16746	21.02885	21.97904	22.42312
22M	10	16.60634	17.11261	17.58317	18.11607	18.73763	19.34149	19.98776	20.87784	21.73922	22.72498	23.17783
22M	10C	16.81954	17.29902	17.73417	18.40022	18.92419	19.46586	20.04309	20.9311	21.78371	22.79609	23.24002
22M	11	17.11261	17.58317	18.11607	18.73763	19.34149	19.98776	20.66481	21.57944	22.51194	23.54202	24.02151
22M	11C	17.4411	17.92073	18.47134	19.0929	19.75001	20.3805	21.04655	21.98797	22.95587	23.94988	24.46559
22M	11F	17.53884	18.03618	18.55122	19.12845	19.77665	20.42499	21.09103	22.0323	22.96479	24.00381	24.47452
22M	12	17.58317	18.11607	18.73763	19.34149	19.98776	20.66481	21.36626	22.30768	23.30221	24.35980	24.83856
22M	13	18.11607	18.73763	19.34149	19.98776	20.66481	21.36626	22.08556	23.08024	24.19021	25.27371	25.78876
22M	14	18.73763	19.34149	19.98776	20.66481	21.36626	22.08556	24.03937	25.16719	26.28609	26.81884	
22M	14F	19.0929	19.75001	20.3805	21.04655	21.51194	23.29328	24.4833	26.01965	27.21844	27.76904	
22M	15	19.34149	19.98776	20.66481	21.36626	22.08556	23.76399	24.91845	26.14402	27.30725	27.84908	
22M	15C	19.65242	20.30954	20.97559	21.70382	22.41419	23.20462	24.12818	25.31804	27.53815	28.57479	29.33202
22M	15F	19.77665	20.42499	21.07318	21.77478	22.57397	23.30221	24.12818	25.36253	26.57025	28.31086	28.87916
22M	16	19.98776	20.66481	21.36626	22.08556	22.85828	23.76399	24.67863	25.87757	27.22737	28.47064	29.03894
22M	16B	19.98776	20.66481	21.36626	22.08556	22.85828	23.76399	24.67863	25.87757	28.90579	30.20232	30.80618
22M	16D	20.67358	21.33962	22.0323	22.74283	23.57758	24.37678	25.21153	26.51699	27.75133	29.01231	29.59847
22M	17	20.64811	21.36626	22.08556	22.85828	23.76399	24.67863	25.63775	26.89888	28.19542	29.50965	30.10458
22M	17B	20.77132	21.46614	22.25426	22.96479	23.76399	24.71418	25.64668	26.91658	28.31086	29.57184	30.16677
22M	17F	21.04655	21.77478	22.51194	23.29328	24.12684	25.14041	26.13509	27.39607	28.76372	30.06918	30.67304
22M	17G	21.04655	21.77478	22.51194	23.29328	24.12684	25.14041	26.13509	27.39607	31.64986	33.88847	33.75452
22M	18	21.36626	22.08556	22.85828	23.76399	24.67863	25.63775	26.62351	27.96452	29.30539	30.64641	31.26797
22M	18E	21.70382	22.41419	23.20462	24.12818	25.04282	26.01072	27.0231	28.99968	31.65879	33.0974	33.76345
22M	18F	21.77478	22.57397	23.30221	24.12818	25.08715	26.01072	27.04096	28.37289	29.7938	31.74761	32.38687
22M	18G	21.36626	22.08556	22.85828	23.76399	24.67863	25.63775	26.62351	27.96452	29.30539	31.25904	31.88076
22M	18I	21.36626	22.08556	22.85828	23.76399	24.67863	25.63775	26.62351	27.96452	32.12058	33.58582	34.26063
22M	18P	22.30768	23.03576	23.79061	24.6343	25.45135	26.33043	27.38729	28.74601	30.14014	31.49886	32.12935
22M	18S	22.44082	23.18676	23.91499	24.79407	25.62005	26.52576	27.58263	28.93242	30.3267	31.70313	32.34254
22M	19	22.08556	22.85828	23.76399	24.67863	25.63775	26.62351	27.67144	29.01231	30.37996	31.76531	32.40473
22M	19F	22.96479	23.76399	24.71418	25.64668	26.65014	27.68022	28.76372	30.14907	31.5996	33.01751	33.67463
22M	19I	22.08556	22.85828	23.76399	24.67863	25.63775	26.62351	27.67144	29.01231	31.66757	33.0974	33.76345
22M	19Z	22.96479	23.76399	24.71419	25.64668	26.65014	27.68022	28.76372	30.14907	35.04212	36.61404	37.34227
22M	20	22.85828	23.76399	24.67863	25.63775	26.62351	27.67144	28.76372	30.22003	31.63216	33.05292	33.72789
22M	20B	23.34669	24.18144	24.94508	25.84201	26.86333	27.91111	30.39766	30.39766	35.77036	37.3866	38.13253
22M	20P	23.52417	24.36785	25.32697	26.27717	27.30726	28.35519	29.46532	30.91271	32.66917	33.83441	34.50938
22M	21	23.76399	24.67863	25.63775	26.62351	27.67144	28.76372	29.83829	31.33908	32.89314	34.37608	35.06875
22M	21B	24.36785	25.23816	26.01965	26.96092	28.03549	29.09235	30.22896	31.72082	33.31044	34.80246	35.49513
22M	21M	24.22131	25.15819	26.13063	27.14748	28.21758	29.301	30.4199	31.93401	33.50146	35.00665	35.71263
22M	21Z	23.76399	24.67863	25.63775	26.62351	27.67144	28.76372	29.83829	31.33908	35.05105	36.62296	37.35997
22M	22	24.67863	25.63775	26.62351	27.67144	28.76372	29.83829	31.00152	32.52895	34.10978	35.63721	36.35652
22M	23	25.63775	26.62351	27.67144	28.76372	29.83829	31.00152	32.27709	33.79008	35.50391	37.11138	37.84838
22M	24	26.62351	27.67144	28.76372	29.83829	31.00152	32.27709	33.40818	35.13987	36.836	38.51443	39.29592
22M	25	27.67144	28.76372	29.83829	31.00152	32.27709	33.40818	34.74027	36.44533	38.27461	39.99752	40.80564
22N	13	18.3114	18.89756	19.52805	20.20302	20.95773	21.64163	22.46746	23.50647	24.67863	25.80646	26.31273
22N	13M	18.61341	19.23497	19.87439	20.60262	21.30407	22.08556	22.86705	24.03937	25.16719	26.28609	26.81884
22N	14	18.89756	19.52805	20.20302	20.95773	21.64163	22.46746	23.30221	24.4833	25.69994	26.8544	27.39607
22N	14M	19.23497	19.87439	20.60262	21.30407	22.08556	22.86705	23.76399	24.98064	26.17943	27.36067	27.91111
22N	15	19.52805	20.20302	20.95773	21.64163	22.46746	23.30221	24.19021	25.41599	26.65014	27.84908	28.41738

Sal Plan	Grade	New Salary Plan										
		1	2	3	4	5	6	7	8	9	10	11
122E	04	25.151803	26.029190	26.921969	27.830147	28.707533	29.569528	30.169845	31.185769	32.040068	32.894366	33.748665
122E	06	27.860930	28.830675	29.800421	30.785561	31.755304	32.709654	33.371547	34.478256	35.417137	36.354447	37.291758
122J	3	22.519639	23.335453	24.135877	24.936305	25.752120	26.138404	26.521758	27.045114	27.964151	28.612165	29.260180
122J	5	25.336515	26.229295	27.106684	27.999464	28.907638	29.341254	29.769635	30.354560	31.368482	32.088005	32.807528
122M	11	17.551020	18.340816	19.130612	19.920408	20.710204	21.500000	22.289796	23.079592	23.869388	24.659184	25.448980
122M	12	18.253061	19.074449	19.895837	20.717224	21.538612	22.360000	23.181388	24.002776	24.824163	25.645551	26.466939
122M	13	18.603520	19.533696	20.463872	21.394048	22.324224	23.254400	24.184576	25.114752	26.044928	26.975104	27.905280
122M	14	19.347661	20.315044	21.282427	22.249810	23.217193	24.184576	25.151959	26.119342	27.086725	28.054108	29.021491
122M	15	20.121567	21.127646	22.133724	23.139802	24.145881	25.151959	26.158037	27.164116	28.170194	29.176272	30.182351
122M	16	20.926430	21.972751	23.019073	24.065394	25.111716	26.158037	27.204359	28.250680	29.297002	30.343323	31.389645
122M	17	21.763487	22.851661	23.939								

22N	15M	19.87439	20.60262	21.30407	22.08556	22.86705	23.76399	24.72311	25.98409	27.26292	28.49727	29.06557
22N	16	20.20302	20.95773	21.64163	22.46746	23.30221	24.19021	25.1849	26.50806	27.80459	29.03894	29.62509
22N	16M	20.60262	21.30407	22.08556	22.86705	23.76399	24.72311	25.72657	26.99647	28.35519	29.63402	30.22896
22N	17	20.95773	21.64163	22.46746	23.30221	24.19021	25.1849	26.17943	27.48488	28.87023	30.15799	30.76185
22N	17M	21.30407	22.08556	22.86705	23.76399	24.72311	25.72657	26.73895	28.07997	29.46532	30.79726	31.41897
22N	18	21.64163	22.46746	23.30221	24.19021	25.1849	26.17943	27.26292	28.58608	30.07795	31.43667	32.06716
22N	18B	21.79248	22.62738	23.49754	24.46559	25.43349	26.49913	27.49382	28.86146	30.18462	31.56105	32.20939
22N	18C	22.11219	22.11219	23.7018	24.60767	25.55786	26.58795	27.63589	29.00354	30.43322	31.81857	32.45798
22N	18M	22.08556	22.86705	23.76399	24.72311	25.72657	26.73895	27.77796	29.2078	30.59315	31.9785	32.61776
22N	19	22.46746	23.30221	24.19021	25.1849	26.17943	27.26292	28.29301	29.71391	31.09926	32.49354	33.14173
22N	19M	22.86705	23.76399	24.72311	25.72657	26.73895	27.77796	28.89687	30.29114	31.80087	33.25718	33.92322
22N	20	23.30221	24.19021	25.1849	26.17943	27.26292	28.29301	29.43869	30.895	32.37809	33.84333	34.51831
22N	20A	23.30221	24.26133	25.21153	26.24161	27.24522	28.34626	29.47409	30.96612	32.49354	33.98541	34.67809
22N	20M	23.76399	24.72311	25.72657	26.73895	27.77796	28.89687	30.07795	31.50779	33.08847	34.58034	35.28194
22N	20P	23.76399	24.72311	25.72657	26.73895	27.77796	28.89687	30.07795	31.50779	33.31044	34.80246	35.49513
22N	20S	24.12818	25.11378	26.13509	27.12085	28.17756	29.31432	30.48648	32.0139	33.57689	35.12217	35.83254
22N	21	24.19021	25.1849	26.17943	27.26292	28.29301	29.43869	30.60192	32.14721	33.75452	35.27302	35.97462
22N	21B	24.46559	25.43349	26.49913	27.49382	28.58608	29.74947	30.9127	32.3958	33.94985	35.49513	36.21444
22N	21M	24.72311	25.72657	26.73895	27.77796	28.89687	30.07795	31.2769	32.72444	34.41164	35.93906	36.6673
22N	22	25.1849	26.17943	27.26292	28.29301	29.43869	30.60192	31.80964	33.37262	34.97116	36.56078	37.29778
22N	22C	25.58449	26.59687	27.68022	28.74601	29.88262	31.09926	32.31591	33.85226	35.53054	37.12015	37.85731
22N	22M	25.72657	26.73895	27.77796	28.89687	30.07795	31.27689	32.46691	34.02974	35.77036	37.3866	38.13253
22N	22P	25.9042	26.93429	28.02656	29.17224	30.31777	31.46331	32.74214	34.35838	36.09007	37.70631	38.46117
22N	23	26.17943	27.26292	28.29301	29.43869	30.60192	31.80964	33.03521	34.69579	36.39207	38.05265	38.80751
22N	23C	26.40154	27.37837	28.47064	29.62509	30.79726	31.9785	33.30166	34.90005	36.64959	38.30124	39.06503
22N	23M	26.73895	27.77796	28.89687	30.07795	31.2769	32.46691	33.75452	35.43295	37.14678	38.80751	39.58900
22N	24	27.26292	28.29301	29.43869	30.60192	31.80964	33.03521	34.41164	36.09899	37.88394	39.59792	40.38819
22N	24M	27.77796	28.89687	30.07795	31.27689	32.46691	33.75452	34.98887	36.79167	38.60324	40.33493	41.16075
22N	24P	27.81352	28.88809	30.00699	31.21471	32.44906	33.75452	35.07768	36.78274	38.62987	40.38819	41.20524
22N	25	28.29301	29.43869	30.60192	31.80964	33.03521	34.41164	35.77036	37.50204	39.37581	41.17861	42.00443
22N	25M	28.89687	30.07795	31.27689	32.46691	33.75452	34.98887	36.47196	38.27461	40.1396	41.97781	42.81255
22N	25P	29.18995	30.36226	31.60538	32.84865	34.13641	35.48621	36.78274	38.66543	40.61016	42.44852	43.30989
22N	26	29.43869	30.60192	31.80964	33.03521	34.41164	35.77036	37.17356	39.0207	40.92986	42.777	43.63853
22N	26A	29.49195	30.68181	31.93401	33.18622	34.49153	35.85918	37.17356	39.0561	41.01868	42.88367	43.73612
22N	26M	30.07795	31.2769	32.46691	33.75452	34.98887	36.47196	37.91949	39.76663	41.68472	43.57635	44.44665
22N	27	30.60192	31.80964	33.03521	34.41164	35.77036	37.17356	38.58554	40.48593	42.48407	44.4288	45.32573
22N	27M	31.2769	32.46691	33.75452	34.98887	36.47196	37.91949	39.40244	41.33839	43.38978	45.36129	46.27593
22N	28	31.80964	33.03521	34.41164	35.77036	37.17356	38.58554	40.1396	42.11988	44.27779	46.29379	47.22613
22N	28M	32.46691	33.75452	34.98887	36.47196	37.91949	39.40244	41.00098	42.99019	45.11254	47.14624	48.09643
22N	29	33.03521	34.41164	35.77036	37.17356	38.58554	40.1396	41.71136	43.80724	46.00071	48.09643	49.06449
22N	29M	33.75452	34.98887	36.47196	37.91949	39.40244	41.00098	42.5107	44.70417	46.90642	49.05556	50.04131
22N	30	34.41164	35.77036	37.17356	38.58554	40.1396	41.71136	43.38978	45.59218	47.84784	50.01468	51.01814
22N	30M	34.98887	36.47196	37.91949	39.40244	41.00098	42.5107	44.27779	46.50682	48.8513	51.08032	52.09271
22N	31	35.77036	37.17356	38.58554	40.1396	41.71136	43.38978	45.11254	47.3328	49.74823	52.02159	53.05168
22N	31M	36.47196	37.91949	39.40244	41.00098	42.5107	44.27779	46.06289	48.3184	50.75169	53.0606	54.13518
22N	32	37.17356	38.58554	40.1396	41.71136	43.38978	45.11254	46.90642	49.28645	51.74637	54.09962	55.19189
22N	33	38.58566	40.1396	41.71136	43.38978	45.11254	46.90642	48.8513	51.17792	53.77991	56.23091	57.36766

		Current Sal Plans						
		Steps						
Sal Plan	Grade	1	2	3	4	5	6	7
23S	02	9.912949	10.26698	10.54405	10.99045	11.46762	11.68312	
	03F	15.91783	15.91783	15.91783	15.91783	15.91783	15.91783	
	04	12.09873	12.56051	12.97611	13.48407	14.069	14.34607	
	05	14.03821	14.54617	15.10032	15.63906	16.34713	16.67038	
23Z	2	24.536087	25.398086	26.275474	27.122076	27.999464	28.861462	29.446388
	3	27.368362	28.338107	29.277066	30.246814	31.201163	32.140124	32.786621
	4	27.568467	28.522821	29.492567	30.446917	31.401271	32.371014	33.048298

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		Steps										
Sal Plan	New Grade	1	2	3	4	5	6	7	8	9	10	11
123S	11	17.55102	18.34082	19.13061	19.92041	20.7102	21.500000	22.2898	23.07959	23.86939	24.65918	25.44898
123Z	6	26.052277	26.634278	27.216279	27.798280	28.380281	28.962283	29.544284	30.126285	30.708286	31.290287	31.872290
123Z	7	30.378882	31.053095	31.727308	32.401521	33.075734	33.749947	34.424160	35.098373	35.772586	36.446799	37.121012

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Sal Plan	Grade	Steps										
		1	2	3	4	5	6	7	8	9	10	11
34A	Grade 15V	21.6061	22.2455	22.8049	23.5597	24.1814	24.9983	25.7266	26.5347	27.7336	28.2842	

New Salary Plans

Sal Plan	New Grade	Steps										
		1	2	3	4	5	6	7	8	9	10	11
134A	Grade 15	22.0842	22.8572	23.6301	24.4031	25.176	25.949	26.7219	27.4949	28.2678	29.0408	29.8137

		Current Sal Plans										
		Steps										
Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11
39	23M	26.73895	27.77796	28.89687	30.07795	31.2769	32.46691	33.75452	35.13295	37.14678	38.80751	39.589
39	25M	38.89687	30.07795	31.2769	32.46691	33.75452	34.98887	36.47196	38.27461	40.1396	41.9781	42.81255
39	28	31.80964	33.03521	34.41164	35.77036	37.17356	38.58554	40.1396	42.11988	44.27779	46.29379	47.22613
39	28M	32.46691	33.75452	34.98887	36.47196	37.91949	39.40244	41.00098	42.99019	45.11254	47.14624	48.09643
39	30	34.41164	35.77036	37.17356	38.58554	40.1396	41.71136	43.38978	45.59218	47.84784	50.01468	51.01814
37	23	23.35547	24.066	24.74974	25.5046	26.26824	27.10299	28.00886	31.49886	32.9287	33.58582	
37	24	24.28796	24.96293	25.74442	26.51699	27.36067	28.28423	29.17224	33.65678	35.20206	35.91243	
37	26	27.0231	27.83122	28.74602	29.71391	30.60193	31.72975	32.90207	34.0653	35.61058	36.32989	

		New Salary Plans										
		Steps										
Sal Plan	New Grade	1	2	3	4	5	6	7	8	9	10	11
139	23	27.537754	28.914642	30.291530	31.668417	33.045305	34.422193	35.799080	37.175968	38.552856	39.929744	41.306631
139	25	29.784835	31.274077	32.763318	34.252560	35.741802	37.231044	38.720285	40.209527	41.698769	43.188011	44.677252
139	28	33.503889	35.179083	36.854277	38.529472	40.204666	41.879861	43.555055	45.230250	46.905444	48.580638	50.255833
139	30	36.237806	38.049696	39.861586	41.673477	43.485367	45.297257	47.109148	48.921038	50.732928	52.544818	54.356709
137	05	27.023101	27.831224	28.746015	29.713913	30.601925	31.729754	32.902066	34.065299	35.610582	36.329885	37.305552

Current Sal Plans

Steps

Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11
40	26	30.631017	31.84136	33.098	34.37321	35.80538	37.21913	38.67917	40.60111	43.43936	45.39974	46.3141
40	26M	31.296171	32.54367	33.78189	35.12165	36.40599	37.94914	39.45531	41.38016	44.2405	46.2481	47.17177
40	28	33.097996	34.37321	35.80538	37.21913	38.67917	40.14833	41.76533	43.82582	46.99255	49.13215	50.12166
40	28M	33.781887	35.12165	36.40599	37.94914	39.19423	40.99832	42.6616	44.73138	47.87849	50.03687	51.04532
40	31	37.219128	38.679168	40.148335	41.765334	43.400747	45.147157	46.939694	49.249870	52.798400	55.211141	56.304383
40	31M	37.949144	39.45531	40.99832	42.6616	44.23247	46.07113	47.92853	50.27539	53.86338	56.31386	57.45431
43	23K	26.738950	27.777964	28.896866	29.838287	31.276895	32.466910	33.754519	35.432947	35.796987	37.413229	38.159162
43	23M	26.738950	27.777964	28.896866	30.077953	31.276895	32.466910	33.754519	35.432947	37.146781	38.807508	39.588997
43	25	28.293008	29.438693	30.601925	31.809641	33.035214	34.411638	35.770359	37.502043	39.375807	41.178610	42.004432
43	25M	28.896866	30.077953	31.276895	32.466910	33.754519	34.988865	36.471962	38.274609	40.139596	41.977806	42.812553
43	27	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733
43	28M	32.466910	33.754519	34.988865	36.471962	37.919494	39.402439	41.000978	42.990189	45.112543	47.146237	48.096434

New Salary Plans

Steps

Sal Plan	New Grade	1	2	3	4	5	6	7	8	9	10	11
140	26	31.296171	32.543674	33.781887	35.121646	36.405986	37.949144	39.455314	41.380161	44.240501	46.248099	47.171767
140	28	33.781887	35.121646	36.405986	37.949144	39.194225	40.998315	42.661600	44.731376	47.878485	50.036869	51.045323
140	31	37.949144	39.455314	40.998315	42.661600	44.232468	46.071132	47.928532	50.275389	53.863381	56.313859	57.454311
143	23	27.537754	28.914642	30.291530	31.668417	33.045305	34.422193	35.799080	37.175968	38.552856	39.929744	41.306631
143	25	29.784835	31.274077	32.763318	34.252560	35.741802	37.231044	38.720285	40.209527	41.698769	43.188011	44.677252
143	27	32.215277	33.826041	35.436805	37.047569	38.658333	40.269097	41.879861	43.490625	45.101388	46.712152	48.322916
143	28	33.503889	35.179083	36.854277	38.529472	40.204666	41.879861	43.555055	45.230250	46.905444	48.580638	50.255833

**Progression for all AFSCME Locals - Effective January 1, 2025 for Local 1935 Pks
and all other AFSCME locals effective January 1, 2026**

Step Advancement		Service Requirements	
From Step	To Step	Full-Time	PT Hours
1	2	0.5 years	1,040
2	3	0.5 years	1,040
3	4	1 year	2,080
4	5	1 year	2,080
5	6	1 year	2,080
6	7	1 year	2,080
7	8	2 years	4,160
8	9	2 years	4,160
9	10	2 years	4,160
10	11	2 years	4,160
11		MAX	