

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
PayScale Table BU - Effective 7/1/2020

Range	<--- Step --->																										
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
115 \$/mth											\$16.68	\$16.68	\$17.19	\$17.19	\$17.19	\$17.72	\$17.72	\$17.72	\$18.26	\$18.26	\$18.81	\$18.81	\$18.81	\$18.81	\$18.81	\$19.45	
\$/yr											\$2,891	\$2,891	\$2,980	\$2,980	\$2,980	\$3,071	\$3,071	\$3,071	\$3,165	\$3,165	\$3,260	\$3,260	\$3,260	\$3,260	\$3,260	\$3,371	
120 \$/mth											\$16.74	\$17.12	\$17.12	\$17.64	\$17.64	\$17.64	\$18.15	\$18.15	\$18.15	\$18.69	\$18.69	\$19.25	\$19.25	\$19.25	\$19.25	\$19.25	\$19.92
\$/yr											\$34,694	\$34,694	\$35,755	\$35,755	\$35,755	\$36,858	\$36,858	\$36,858	\$37,981	\$37,981	\$39,125	\$39,125	\$39,125	\$39,125	\$39,125	\$40,456	
125 \$/mth											\$16.41	\$16.78	\$17.16	\$17.55	\$17.55	\$18.04	\$18.04	\$18.04	\$18.60	\$18.60	\$19.16	\$19.16	\$19.76	\$19.76	\$19.76	\$20.40	
\$/yr											\$2,844	\$2,909	\$2,974	\$3,042	\$3,042	\$3,127	\$3,127	\$3,127	\$3,224	\$3,224	\$3,321	\$3,321	\$3,425	\$3,425	\$3,425	\$3,536	
136 \$/mth						\$16.47	\$16.82	\$17.17	\$17.57	\$17.96	\$18.38	\$18.79	\$18.79	\$19.33	\$19.33	\$19.33	\$19.92	\$19.92	\$20.52	\$20.52	\$21.09	\$21.09	\$21.09	\$21.09	\$21.09	\$21.85	
\$/yr						\$2,855	\$2,915	\$2,976	\$3,045	\$3,113	\$3,186	\$3,257	\$3,257	\$3,351	\$3,351	\$3,351	\$3,453	\$3,453	\$3,453	\$3,557	\$3,557	\$3,656	\$3,656	\$3,656	\$3,656	\$3,787	
140 \$/mth					\$16.73	\$17.06	\$17.45	\$17.84	\$18.25	\$18.65	\$19.08	\$19.08	\$19.61	\$19.61	\$19.61	\$20.21	\$20.21	\$20.21	\$20.81	\$20.81	\$21.46	\$21.46	\$21.46	\$21.46	\$21.46	\$22.20	
\$/yr					\$2,900	\$2,957	\$3,025	\$3,092	\$3,163	\$3,233	\$3,307	\$3,307	\$3,399	\$3,399	\$3,399	\$3,505	\$3,505	\$3,505	\$3,607	\$3,607	\$3,720	\$3,720	\$3,720	\$3,720	\$3,720	\$3,848	
143 \$/mth					\$16.68	\$17.06	\$17.42	\$17.78	\$18.16	\$18.56	\$18.96	\$19.38	\$19.38	\$19.93	\$19.93	\$19.93	\$20.52	\$20.52	\$20.52	\$21.10	\$21.10	\$21.69	\$21.69	\$21.69	\$21.69	\$22.46	
\$/yr					\$2,891	\$2,957	\$3,019	\$3,082	\$3,148	\$3,217	\$3,286	\$3,359	\$3,359	\$3,455	\$3,455	\$3,455	\$3,557	\$3,557	\$3,557	\$3,657	\$3,657	\$3,760	\$3,760	\$3,760	\$3,760	\$3,893	
145 \$/mth			\$16.51	\$16.87	\$17.24	\$17.66	\$18.02	\$18.45	\$18.86	\$19.27	\$19.74	\$19.74	\$20.29	\$20.29	\$20.29	\$20.90	\$20.90	\$20.90	\$21.54	\$21.54	\$22.19	\$22.19	\$22.19	\$22.19	\$22.95		
\$/yr			\$2,862	\$2,924	\$2,988	\$3,061	\$3,123	\$3,193	\$3,269	\$3,340	\$3,422	\$3,422	\$3,517	\$3,517	\$3,517	\$3,623	\$3,623	\$3,623	\$3,734	\$3,734	\$3,846	\$3,846	\$3,846	\$3,846	\$3,978		
150 \$/mth		\$16.65	\$17.03	\$17.40	\$17.78	\$18.21	\$18.62	\$19.04	\$19.46	\$19.89	\$20.32	\$20.32	\$20.96	\$20.96	\$20.96	\$21.57	\$21.57	\$21.57	\$22.21	\$22.21	\$22.86	\$22.86	\$22.86	\$22.86	\$23.66		
\$/yr		\$2,886	\$2,952	\$3,016	\$3,082	\$3,156	\$3,227	\$3,300	\$3,373	\$3,448	\$3,522	\$3,522	\$3,633	\$3,633	\$3,633	\$3,739	\$3,739	\$3,739	\$3,850	\$3,850	\$3,962	\$3,962	\$3,962	\$3,962	\$4,101		
155 \$/mth	\$16.89	\$17.27	\$17.68	\$18.04	\$18.47	\$18.90	\$19.30	\$19.76	\$20.20	\$20.64	\$21.10	\$21.10	\$21.71	\$21.71	\$21.71	\$22.39	\$22.39	\$22.39	\$23.03	\$23.03	\$23.76	\$23.76	\$23.76	\$23.76	\$24.59		
\$/yr	\$35,131	\$35,922	\$36,774	\$37,523	\$38,418	\$39,312	\$40,144	\$41,101	\$42,016	\$42,931	\$43,888	\$43,888	\$45,157	\$45,157	\$45,157	\$46,571	\$46,571	\$46,571	\$47,902	\$47,902	\$49,421	\$49,421	\$49,421	\$49,421	\$51,147		
156 \$/mth	\$17.06	\$17.45	\$17.84	\$18.25	\$18.65	\$19.08	\$19.50	\$19.93	\$20.39	\$20.86	\$21.35	\$21.35	\$21.97	\$21.97	\$21.97	\$22.62	\$22.62	\$22.62	\$23.29	\$23.29	\$24.00	\$24.00	\$24.00	\$24.00	\$24.83		
\$/yr	\$35,485	\$36,296	\$37,107	\$37,960	\$38,792	\$39,686	\$40,560	\$41,454	\$42,411	\$43,389	\$44,408	\$44,408	\$45,698	\$45,698	\$45,698	\$47,050	\$47,050	\$47,050	\$48,443	\$48,443	\$49,920	\$49,920	\$49,920	\$49,920	\$51,646		
160 \$/mth	\$17.50	\$17.89	\$18.29	\$18.69	\$19.13	\$19.53	\$19.97	\$20.40	\$20.88	\$21.37	\$21.82	\$21.82	\$22.49	\$22.49	\$22.49	\$23.16	\$23.16	\$23.16	\$23.86	\$23.86	\$24.59	\$24.59	\$24.59	\$24.59	\$25.43		
\$/yr	\$33,033	\$33,101	\$33,170	\$33,240	\$33,316	\$33,385	\$33,461	\$33,536	\$33,619	\$33,704	\$33,782	\$33,782	\$33,898	\$33,898	\$33,898	\$40,014	\$40,014	\$40,014	\$41,336	\$41,336	\$42,662	\$42,662	\$42,662	\$42,662	\$44,408		
161 \$/mth	\$17.67	\$18.04	\$18.45	\$18.85	\$19.25	\$19.68	\$20.11	\$20.53	\$20.98	\$21.45	\$21.94	\$21.94	\$22.56	\$22.56	\$22.56	\$23.22	\$23.22	\$23.22	\$23.88	\$23.88	\$24.60	\$24.60	\$24.60	\$24.60	\$25.41		
\$/yr	\$36,063	\$36,127	\$36,198	\$36,267	\$36,337	\$36,411	\$36,486	\$36,559	\$36,637	\$36,718	\$36,803	\$36,803	\$39,100	\$39,100	\$39,100	\$42,025	\$42,025	\$42,025	\$44,139	\$44,139	\$46,264	\$46,264	\$46,264	\$46,264	\$48,404		
162 \$/mth	\$17.99	\$18.45	\$18.85	\$19.25	\$19.74	\$20.13	\$20.56	\$21.03	\$21.48	\$22.00	\$22.48	\$22.48	\$23.16	\$23.16	\$23.16	\$23.85	\$23.85	\$23.85	\$24.57	\$24.57	\$25.31	\$25.31	\$25.31	\$25.31	\$26.19		
\$/yr	\$37,419	\$38,376	\$39,208	\$40,040	\$40,872	\$41,704	\$42,536	\$43,368	\$44,200	\$45,032	\$45,864	\$45,864	\$48,179	\$48,179	\$48,179	\$50,844	\$50,844	\$50,844	\$53,106	\$53,106	\$55,645	\$55,645	\$55,645	\$55,645	\$58,475		
163 \$/mth	\$20.24	\$20.70	\$21.10	\$21.50	\$21.99	\$22.38	\$22.81	\$23.28	\$23.73	\$24.25	\$24.73	\$24.73	\$25.41	\$25.41	\$25.41	\$26.10	\$26.10	\$26.10	\$26.82	\$26.82	\$27.56	\$27.56	\$27.56	\$27.56	\$28.44		
\$/yr	\$38,008	\$38,588	\$39,167	\$39,747	\$40,327	\$40,907	\$41,487	\$42,067	\$42,647	\$43,227	\$43,807	\$43,807	\$46,404	\$46,404	\$46,404	\$49,001	\$49,001	\$49,001	\$51,608	\$51,608	\$54,215	\$54,215	\$54,215	\$54,215	\$56,930		
166 \$/mth	\$18.38	\$18.79	\$19.20	\$19.62	\$20.07	\$20.52	\$20.97	\$21.45	\$21.93	\$22.43	\$22.93	\$22.93	\$23.61	\$23.61	\$23.61	\$24.35	\$24.35	\$24.35	\$25.01	\$25.01	\$25.80	\$25.80	\$25.80	\$25.80	\$26.70		
\$/yr	\$38,230	\$38,983	\$39,736	\$40,489	\$41,242	\$42,003	\$42,764	\$43,525	\$44,286	\$45,047	\$45,808	\$45,808	\$48,109	\$48,109	\$48,109	\$50,648	\$50,648	\$50,648	\$53,212	\$53,212	\$55,664	\$55,664	\$55,664	\$55,664	\$58,536		
167 \$/mth	\$18.64	\$19.07	\$19.49	\$19.93	\$20.37	\$20.85	\$21.29	\$21.73	\$22.24	\$22.76	\$23.28	\$23.28	\$23.98	\$23.98	\$23.98	\$24.69	\$24.69	\$24.69	\$25.39	\$25.39	\$26.15	\$26.15	\$26.15	\$26.15	\$27.11		
\$/yr	\$38,231	\$39,305	\$40,379	\$41,453	\$42,527	\$43,601	\$44,675	\$45,749	\$46,823	\$47,897	\$48,971	\$48,971	\$50,149	\$50,149	\$50,149	\$51,626	\$51,626	\$51,626	\$53,102	\$53,102	\$54,704	\$54,704	\$54,704	\$54,704	\$56,638		
170 \$/mth	\$18.82	\$19.22	\$19.68	\$20.11	\$20.55	\$21.00	\$21.50	\$22.01	\$22.43	\$22.96	\$23.48	\$23.48	\$24.16	\$24.16	\$24.16	\$24.91	\$24.91	\$24.91	\$25.66	\$25.66	\$26.42	\$26.42	\$26.42	\$26.42	\$27.31		
\$/yr	\$39,262	\$40,336	\$41,410	\$42,484	\$43,558	\$44,632	\$45,706	\$46,780	\$47,854	\$48,928	\$49,002	\$50,180	\$50,180	\$50,180	\$51,555	\$51,555	\$51,555	\$53,115	\$53,115	\$54,835	\$54,835	\$54,835	\$54,835	\$56,805			
175 \$/mth	\$18.82	\$19.22	\$19.68	\$20.11	\$20.55	\$21.00	\$21.50	\$22.01	\$22.43	\$22.96	\$23.48	\$23.48	\$24.16	\$24.16	\$24.16	\$24.91	\$24.91	\$24.91	\$25.66	\$25.66	\$26.42	\$26.42	\$26.42	\$26.42	\$27.31		
\$/yr	\$39,146	\$39,978	\$40,934	\$41,829	\$42,744	\$43,680	\$44,720	\$45,781	\$46,654	\$47,757	\$48,838	\$48,838	\$50,253	\$50,253	\$50,253	\$51,813	\$51,813	\$51,813	\$53,373	\$53,373	\$54,954	\$54,954	\$54,954	\$54,954	\$56,805		

University of Washington - Contract Classified
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY
Payscale Table BU - Effective 7/1/2020

Range	<---- Step ---->																									
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
265	\$37.88	\$38.75	\$39.61	\$40.47	\$41.36	\$42.28	\$43.22	\$44.16	\$45.11	\$46.10	\$47.11	\$47.11	\$48.48	\$48.48	\$48.48	\$49.90	\$49.90	\$49.90	\$51.58	\$51.58	\$53.33	\$53.33	\$53.33	\$53.33	\$53.33	\$55.11
\$/mth	\$6,566	\$6,717	\$6,866	\$7,015	\$7,169	\$7,329	\$7,491	\$7,654	\$7,819	\$7,991	\$8,166	\$8,166	\$8,403	\$8,403	\$8,403	\$8,649	\$8,649	\$8,649	\$8,941	\$8,941	\$9,244	\$9,244	\$9,244	\$9,244	\$9,244	\$9,552
\$/yr	\$78,790	\$80,600	\$82,389	\$84,178	\$86,029	\$87,942	\$89,898	\$91,853	\$93,829	\$95,888	\$97,989	\$97,989	\$100,838	\$100,838	\$100,838	\$103,792	\$103,792	\$103,792	\$107,286	\$107,286	\$110,926	\$110,926	\$110,926	\$110,926	\$110,926	\$114,629
267	\$40.39	\$41.24	\$42.11	\$42.98	\$43.88	\$44.79	\$45.69	\$46.69	\$47.65	\$48.65	\$49.68	\$49.68	\$51.05	\$51.05	\$51.05	\$52.46	\$52.46	\$52.46	\$54.15	\$54.15	\$55.90	\$55.90	\$55.90	\$55.90	\$55.90	\$57.69
\$/mth	\$7,001	\$7,148	\$7,299	\$7,450	\$7,606	\$7,764	\$7,920	\$8,093	\$8,259	\$8,433	\$8,611	\$8,611	\$8,849	\$8,849	\$8,849	\$9,093	\$9,093	\$9,093	\$9,386	\$9,386	\$9,689	\$9,689	\$9,689	\$9,689	\$9,689	\$10,000
\$/yr	\$84,011	\$85,779	\$87,589	\$89,398	\$91,270	\$93,163	\$95,035	\$97,115	\$99,112	\$101,192	\$103,334	\$103,334	\$106,184	\$106,184	\$106,184	\$109,117	\$109,117	\$109,117	\$112,632	\$112,632	\$116,272	\$116,272	\$116,272	\$116,272	\$116,272	\$119,995
270	\$38.42	\$39.27	\$40.16	\$41.02	\$41.93	\$42.84	\$43.79	\$44.77	\$45.71	\$46.74	\$47.77	\$47.77	\$49.16	\$49.16	\$49.16	\$50.57	\$50.57	\$50.57	\$52.30	\$52.30	\$54.05	\$54.05	\$54.05	\$54.05	\$54.05	\$55.88
\$/mth	\$6,659	\$6,807	\$6,961	\$7,110	\$7,268	\$7,426	\$7,590	\$7,760	\$7,923	\$8,102	\$8,280	\$8,280	\$8,521	\$8,521	\$8,521	\$8,765	\$8,765	\$8,765	\$9,065	\$9,065	\$9,369	\$9,369	\$9,369	\$9,369	\$9,369	\$9,686
\$/yr	\$79,914	\$81,682	\$83,533	\$85,322	\$87,214	\$89,107	\$91,083	\$93,122	\$95,077	\$97,219	\$99,362	\$99,362	\$102,253	\$102,253	\$102,253	\$105,186	\$105,186	\$105,186	\$108,784	\$108,784	\$112,424	\$112,424	\$112,424	\$112,424	\$112,424	\$116,230
271	\$38.57	\$39.41	\$40.29	\$41.17	\$42.09	\$42.99	\$43.94	\$44.91	\$45.91	\$46.92	\$47.93	\$47.93	\$49.34	\$49.34	\$49.34	\$50.77	\$50.77	\$50.77	\$52.46	\$52.46	\$54.25	\$54.25	\$54.25	\$54.25	\$54.25	\$56.06
\$/mth	\$6,685	\$6,831	\$6,984	\$7,136	\$7,296	\$7,452	\$7,616	\$7,784	\$7,958	\$8,133	\$8,308	\$8,308	\$8,552	\$8,552	\$8,552	\$8,800	\$8,800	\$8,800	\$9,093	\$9,093	\$9,403	\$9,403	\$9,403	\$9,403	\$9,403	\$9,717
\$/yr	\$80,226	\$81,973	\$83,803	\$85,634	\$87,547	\$89,419	\$91,395	\$93,413	\$95,493	\$97,594	\$99,694	\$99,694	\$102,627	\$102,627	\$102,627	\$105,602	\$105,602	\$105,602	\$109,117	\$109,117	\$112,840	\$112,840	\$112,840	\$112,840	\$112,840	\$116,605
272	\$39.60	\$40.46	\$41.35	\$42.25	\$43.21	\$44.14	\$45.08	\$46.10	\$47.09	\$48.15	\$49.22	\$49.22	\$50.63	\$50.63	\$50.63	\$52.09	\$52.09	\$52.09	\$53.86	\$53.86	\$55.69	\$55.69	\$55.69	\$55.69	\$55.69	\$57.55
\$/mth	\$6,864	\$7,013	\$7,167	\$7,323	\$7,490	\$7,651	\$7,814	\$7,991	\$8,162	\$8,346	\$8,531	\$8,531	\$8,776	\$8,776	\$8,776	\$9,029	\$9,029	\$9,029	\$9,336	\$9,336	\$9,653	\$9,653	\$9,653	\$9,653	\$9,653	\$9,975
\$/yr	\$82,368	\$84,157	\$86,008	\$87,880	\$89,877	\$91,811	\$93,766	\$95,888	\$97,947	\$100,152	\$102,378	\$102,378	\$105,310	\$105,310	\$105,310	\$108,347	\$108,347	\$108,347	\$112,029	\$112,029	\$115,835	\$115,835	\$115,835	\$115,835	\$115,835	\$119,704
273	\$40.08	\$40.93	\$41.79	\$42.66	\$43.54	\$44.46	\$45.40	\$46.36	\$47.30	\$48.29	\$49.31	\$49.31	\$50.67	\$50.67	\$50.67	\$52.09	\$52.09	\$52.09	\$53.76	\$53.76	\$55.52	\$55.52	\$55.52	\$55.52	\$55.52	\$57.30
\$/mth	\$6,947	\$7,095	\$7,244	\$7,394	\$7,547	\$7,706	\$7,869	\$8,036	\$8,199	\$8,370	\$8,547	\$8,547	\$8,783	\$8,783	\$8,783	\$9,029	\$9,029	\$9,029	\$9,318	\$9,318	\$9,623	\$9,623	\$9,623	\$9,623	\$9,623	\$9,932
\$/yr	\$83,366	\$85,134	\$86,923	\$88,733	\$90,563	\$92,477	\$94,432	\$96,429	\$98,384	\$100,443	\$102,565	\$102,565	\$105,394	\$105,394	\$105,394	\$108,347	\$108,347	\$108,347	\$111,821	\$111,821	\$115,482	\$115,482	\$115,482	\$115,482	\$115,482	\$119,184
274	\$40.09	\$41.00	\$41.90	\$42.81	\$43.76	\$44.71	\$45.68	\$46.72	\$47.74	\$48.78	\$49.85	\$49.85	\$51.31	\$51.31	\$51.31	\$52.79	\$52.79	\$52.79	\$54.56	\$54.56	\$56.42	\$56.42	\$56.42	\$56.42	\$56.42	\$58.30
\$/mth	\$6,949	\$7,107	\$7,263	\$7,420	\$7,585	\$7,750	\$7,918	\$8,098	\$8,275	\$8,455	\$8,641	\$8,641	\$8,894	\$8,894	\$8,894	\$9,150	\$9,150	\$9,150	\$9,457	\$9,457	\$9,779	\$9,779	\$9,779	\$9,779	\$9,779	\$10,105
\$/yr	\$83,387	\$85,280	\$87,152	\$89,045	\$91,021	\$92,997	\$95,014	\$97,178	\$99,299	\$101,462	\$103,688	\$103,688	\$106,725	\$106,725	\$106,725	\$109,803	\$109,803	\$109,803	\$113,485	\$113,485	\$117,354	\$117,354	\$117,354	\$117,354	\$117,354	\$121,264
275	\$40.58	\$41.47	\$42.40	\$43.33	\$44.29	\$45.25	\$46.25	\$47.27	\$48.30	\$49.36	\$50.45	\$50.45	\$51.92	\$51.92	\$51.92	\$53.43	\$53.43	\$53.43	\$55.21	\$55.21	\$57.09	\$57.09	\$57.09	\$57.09	\$57.09	\$59.00
\$/mth	\$7,034	\$7,188	\$7,349	\$7,511	\$7,677	\$7,843	\$8,017	\$8,193	\$8,372	\$8,556	\$8,745	\$8,745	\$8,999	\$8,999	\$8,999	\$9,261	\$9,261	\$9,261	\$9,570	\$9,570	\$9,896	\$9,896	\$9,896	\$9,896	\$9,896	\$10,227
\$/yr	\$84,406	\$86,258	\$88,192	\$90,126	\$92,123	\$94,120	\$96,200	\$98,322	\$100,464	\$102,669	\$104,936	\$104,936	\$107,994	\$107,994	\$107,994	\$111,134	\$111,134	\$111,134	\$114,837	\$114,837	\$118,747	\$118,747	\$118,747	\$118,747	\$118,747	\$122,720
285	\$40.71	\$41.64	\$42.53	\$43.45	\$44.43	\$45.42	\$46.41	\$47.45	\$48.44	\$49.52	\$50.60	\$50.60	\$52.09	\$52.09	\$52.09	\$53.62	\$53.62	\$53.62	\$55.40	\$55.40	\$57.28	\$57.28	\$57.28	\$57.28	\$57.28	\$59.21
\$/mth	\$7,056	\$7,218	\$7,372	\$7,531	\$7,701	\$7,873	\$8,044	\$8,225	\$8,396	\$8,583	\$8,771	\$8,771	\$9,029	\$9,029	\$9,029	\$9,294	\$9,294	\$9,294	\$9,603	\$9,603	\$9,929	\$9,929	\$9,929	\$9,929	\$9,929	\$10,263
\$/yr	\$84,677	\$86,611	\$88,462	\$90,376	\$92,414	\$94,474	\$96,533	\$98,696	\$100,755	\$103,002	\$105,248	\$105,248	\$108,347	\$108,347	\$108,347	\$111,530	\$111,530	\$111,530	\$115,232	\$115,232	\$119,142	\$119,142	\$119,142	\$119,142	\$119,142	\$123,157
310	\$53.05	\$54.27	\$55.48	\$56.72	\$58.03	\$59.30	\$60.65	\$62.03	\$63.39	\$64.81	\$66.26	\$66.26	\$68.28	\$68.28	\$68.28	\$70.33	\$70.33	\$70.33	\$72.41	\$72.41	\$74.58	\$74.58	\$74.58	\$74.58	\$74.58	\$77.17
\$/mth	\$9,195	\$9,407	\$9,617	\$9,831	\$10,059	\$10,279	\$10,513	\$10,752	\$10,988	\$11,234	\$11,485	\$11,485	\$11,835	\$11,835	\$11,835	\$12,191	\$12,191	\$12,191	\$12,551	\$12,551	\$12,927	\$12,927	\$12,927	\$12,927	\$12,927	\$13,376
\$/yr	\$110,344	\$112,882	\$115,398	\$117,978	\$120,702	\$123,344	\$126,152	\$129,022	\$131,851	\$134,805	\$137,821	\$137,821	\$142,022	\$142,022	\$142,022	\$146,286	\$146,286	\$146,286	\$150,613	\$150,613	\$155,126	\$155,126	\$155,126	\$155,126	\$155,126	\$160,514