

**SMITHSONIAN ASTROPHYSICAL OBSERVATORY**  
**BOSTON Hourly Rate Worksheet for Productive Labor Cost Projections for Calendar Years 2024 - 2031**  
**INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.97%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME**  
**TOTAL INCREASE: 5.44% EFFECTIVE JANUARY 2024**

| Grade       | Step     | Base Calendar Year 2023 |             | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              |
|-------------|----------|-------------------------|-------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
|             |          | Annual Salary           | Hourly Rate | Calendar Year 2025 | Calendar Year 2026 | Calendar Year 2027 | Calendar Year 2028 | Calendar Year 2029 | Calendar Year 2030 | Calendar Year 2031 |
| Grade IS-15 | IS 15/01 | \$ 162,377              | 77.80       | 81.69              | 85.77              | 90.06              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/02 | \$ 167,789              | 80.40       | 84.42              | 88.64              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/03 | \$ 173,201              | 82.99       | 87.14              | 91.50              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/04 | \$ 178,613              | 85.58       | 89.86              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/05 | \$ 184,026              | 88.18       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/06 | \$ 189,438              | 90.77       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/07 | 191900 *                | 91.95       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/08 | 191900 *                | 91.95       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/09 | 191900 *                | 91.95       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 15/10 | 191900 *                | 91.95       | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
| Grade IS-14 | IS 14/01 | \$ 138,046              | 66.15       | 69.46              | 72.93              | 76.58              | 80.41              | 84.43              | 88.65              | 91.95              |
|             | IS 14/02 | \$ 142,648              | 68.35       | 71.77              | 75.36              | 79.13              | 83.09              | 87.24              | 91.60              | 91.95              |
|             | IS 14/03 | \$ 147,249              | 70.56       | 74.09              | 77.79              | 81.68              | 85.76              | 90.05              | 91.95              | 91.95              |
|             | IS 14/04 | \$ 151,851              | 72.76       | 76.40              | 80.22              | 84.23              | 88.44              | 91.95              | 91.95              | 91.95              |
|             | IS 14/05 | \$ 156,453              | 74.97       | 78.72              | 82.66              | 86.79              | 91.13              | 91.95              | 91.95              | 91.95              |
|             | IS 14/06 | \$ 161,055              | 77.17       | 81.03              | 85.08              | 89.33              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 14/07 | \$ 165,657              | 79.38       | 83.35              | 87.52              | 91.90              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 14/08 | \$ 170,258              | 81.58       | 85.66              | 89.94              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 14/09 | \$ 174,860              | 83.79       | 87.98              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
|             | IS 14/10 | \$ 179,462              | 85.99       | 90.29              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              | 91.95              |
| Grade IS-13 | IS 13/01 | \$ 116,820              | 55.98       | 58.78              | 61.72              | 64.81              | 68.05              | 71.45              | 75.02              | 78.77              |
|             | IS 13/02 | \$ 120,714              | 57.84       | 60.73              | 63.77              | 66.96              | 70.31              | 73.83              | 77.52              | 81.40              |
|             | IS 13/03 | \$ 124,609              | 59.71       | 62.70              | 65.84              | 69.13              | 72.59              | 76.22              | 80.03              | 84.03              |
|             | IS 13/04 | \$ 128,503              | 61.57       | 64.65              | 67.88              | 71.27              | 74.83              | 78.57              | 82.50              | 86.63              |
|             | IS 13/05 | \$ 132,398              | 63.44       | 66.61              | 69.94              | 73.44              | 77.11              | 80.97              | 85.02              | 89.27              |
|             | IS 13/06 | \$ 136,292              | 65.31       | 68.58              | 72.01              | 75.61              | 79.39              | 83.36              | 87.53              | 91.91              |
|             | IS 13/07 | \$ 140,186              | 67.17       | 70.53              | 74.06              | 77.76              | 81.65              | 85.73              | 90.02              | 91.95              |
|             | IS 13/08 | \$ 144,081              | 69.04       | 72.49              | 76.11              | 79.92              | 83.92              | 88.12              | 91.95              | 91.95              |
|             | IS 13/09 | \$ 147,975              | 70.90       | 74.45              | 78.17              | 82.08              | 86.18              | 90.49              | 91.95              | 91.95              |
|             | IS 13/10 | \$ 151,870              | 72.77       | 76.41              | 80.23              | 84.24              | 88.45              | 91.95              | 91.95              | 91.95              |
| Grade IS-12 | IS 12/01 | \$ 98,240               | 47.07       | 49.42              | 51.89              | 54.48              | 57.20              | 60.06              | 63.06              | 66.21              |
|             | IS 12/02 | \$ 101,514              | 48.64       | 51.07              | 53.62              | 56.30              | 59.12              | 62.08              | 65.18              | 68.44              |
|             | IS 12/03 | \$ 104,788              | 50.21       | 52.72              | 55.36              | 58.13              | 61.04              | 64.09              | 67.29              | 70.65              |
|             | IS 12/04 | \$ 108,062              | 51.78       | 54.37              | 57.09              | 59.94              | 62.94              | 66.09              | 69.39              | 72.86              |
|             | IS 12/05 | \$ 111,336              | 53.35       | 56.02              | 58.82              | 61.76              | 64.85              | 68.09              | 71.49              | 75.06              |
|             | IS 12/06 | \$ 114,611              | 54.92       | 57.67              | 60.55              | 63.58              | 66.76              | 70.10              | 73.61              | 77.29              |
|             | IS 12/07 | \$ 117,885              | 56.49       | 59.31              | 62.28              | 65.39              | 68.66              | 72.09              | 75.69              | 79.47              |
|             | IS 12/08 | \$ 121,159              | 58.05       | 60.95              | 64.00              | 67.20              | 70.56              | 74.09              | 77.79              | 81.68              |
|             | IS 12/09 | \$ 124,433              | 59.62       | 62.60              | 65.73              | 69.02              | 72.47              | 76.09              | 79.89              | 83.88              |
|             | IS 12/10 | \$ 127,707              | 61.19       | 64.25              | 67.46              | 70.83              | 74.37              | 78.09              | 81.99              | 86.09              |
| Grade IS-11 | IS 11/01 | \$ 81,963               | 39.27       | 41.23              | 43.29              | 45.45              | 47.72              | 50.11              | 52.62              | 55.25              |
|             | IS 11/02 | \$ 84,694               | 40.58       | 42.61              | 44.74              | 46.98              | 49.33              | 51.80              | 54.39              | 57.11              |
|             | IS 11/03 | \$ 87,426               | 41.89       | 43.98              | 46.18              | 48.49              | 50.91              | 53.46              | 56.13              | 58.94              |
|             | IS 11/04 | \$ 90,158               | 43.20       | 45.36              | 47.63              | 50.01              | 52.51              | 55.14              | 57.90              | 60.80              |
|             | IS 11/05 | \$ 92,890               | 44.51       | 46.74              | 49.08              | 51.53              | 54.11              | 56.82              | 59.66              | 62.64              |
|             | IS 11/06 | \$ 95,622               | 45.82       | 48.11              | 50.52              | 53.05              | 55.70              | 58.49              | 61.41              | 64.48              |
|             | IS 11/07 | \$ 98,353               | 47.13       | 49.49              | 51.96              | 54.56              | 57.29              | 60.15              | 63.16              | 66.32              |
|             | IS 11/08 | \$ 101,085              | 48.44       | 50.86              | 53.40              | 56.07              | 58.87              | 61.81              | 64.90              | 68.15              |
|             | IS 11/09 | \$ 103,817              | 49.74       | 52.23              | 54.84              | 57.58              | 60.46              | 63.48              | 66.65              | 69.98              |
|             | IS 11/10 | \$ 106,549              | 51.05       | 53.60              | 56.28              | 59.09              | 62.04              | 65.14              | 68.40              | 71.82              |

**SMITHSONIAN ASTROPHYSICAL OBSERVATORY**  
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**INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.97%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME**  
**TOTAL INCREASE: 5.44% EFFECTIVE JANUARY 2024**

| Grade       | Step     | Base Calendar Year 2023 |             | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              |
|-------------|----------|-------------------------|-------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
|             |          | Annual Salary           | Hourly Rate | Calendar Year 2025 | Calendar Year 2026 | Calendar Year 2027 | Calendar Year 2028 | Calendar Year 2029 | Calendar Year 2030 | Calendar Year 2031 |
| Grade IS-10 | IS 10/01 | \$ 74,600               | 35.75       | 37.54              | 39.42              | 41.39              | 43.46              | 45.63              | 47.91              | 50.31              |
|             | IS 10/02 | \$ 77,086               | 36.94       | 38.79              | 40.73              | 42.77              | 44.91              | 47.16              | 49.52              | 52.00              |
|             | IS 10/03 | \$ 79,573               | 38.13       | 40.04              | 42.04              | 44.14              | 46.35              | 48.67              | 51.10              | 53.66              |
|             | IS 10/04 | \$ 82,059               | 39.32       | 41.29              | 43.35              | 45.52              | 47.80              | 50.19              | 52.70              | 55.34              |
|             | IS 10/05 | \$ 84,545               | 40.51       | 42.54              | 44.67              | 46.90              | 49.25              | 51.71              | 54.30              | 57.02              |
|             | IS 10/06 | \$ 87,032               | 41.70       | 43.79              | 45.98              | 48.28              | 50.69              | 53.22              | 55.88              | 58.67              |
|             | IS 10/07 | \$ 89,518               | 42.89       | 45.03              | 47.28              | 49.64              | 52.12              | 54.73              | 57.47              | 60.34              |
|             | IS 10/08 | \$ 92,004               | 44.08       | 46.28              | 48.59              | 51.02              | 53.57              | 56.25              | 59.06              | 62.01              |
|             | IS 10/09 | \$ 94,491               | 45.28       | 47.54              | 49.92              | 52.42              | 55.04              | 57.79              | 60.68              | 63.71              |
|             | IS 10/10 | \$ 96,977               | 46.47       | 48.79              | 51.23              | 53.79              | 56.48              | 59.30              | 62.27              | 65.38              |
| Grade IS-9  | IS 9/01  | \$ 67,743               | 32.46       | 34.08              | 35.78              | 37.57              | 39.45              | 41.42              | 43.49              | 45.66              |
|             | IS 9/02  | \$ 70,001               | 33.54       | 35.22              | 36.98              | 38.83              | 40.77              | 42.81              | 44.95              | 47.20              |
|             | IS 9/03  | \$ 72,259               | 34.62       | 36.35              | 38.17              | 40.08              | 42.08              | 44.18              | 46.39              | 48.71              |
|             | IS 9/04  | \$ 74,517               | 35.71       | 37.50              | 39.38              | 41.35              | 43.42              | 45.59              | 47.87              | 50.26              |
|             | IS 9/05  | \$ 76,775               | 36.79       | 38.63              | 40.56              | 42.59              | 44.72              | 46.96              | 49.31              | 51.78              |
|             | IS 9/06  | \$ 79,033               | 37.87       | 39.76              | 41.75              | 43.84              | 46.03              | 48.33              | 50.75              | 53.29              |
|             | IS 9/07  | \$ 81,291               | 38.95       | 40.90              | 42.95              | 45.10              | 47.36              | 49.73              | 52.22              | 54.83              |
|             | IS 9/08  | \$ 83,549               | 40.03       | 42.03              | 44.13              | 46.34              | 48.66              | 51.09              | 53.64              | 56.32              |
|             | IS 9/09  | \$ 85,807               | 41.11       | 43.17              | 45.33              | 47.60              | 49.98              | 52.48              | 55.10              | 57.86              |
|             | IS 9/10  | \$ 88,065               | 42.20       | 44.31              | 46.53              | 48.86              | 51.30              | 53.87              | 56.56              | 59.39              |
| Grade IS-8  | IS 8/01  | \$ 61,333               | 29.39       | 30.86              | 32.40              | 34.02              | 35.72              | 37.51              | 39.39              | 41.36              |
|             | IS 8/02  | \$ 63,377               | 30.37       | 31.89              | 33.48              | 35.15              | 36.91              | 38.76              | 40.70              | 42.74              |
|             | IS 8/03  | \$ 65,421               | 31.35       | 32.92              | 34.57              | 36.30              | 38.12              | 40.03              | 42.03              | 44.13              |
|             | IS 8/04  | \$ 67,466               | 32.33       | 33.95              | 35.65              | 37.43              | 39.30              | 41.27              | 43.33              | 45.50              |
|             | IS 8/05  | \$ 69,510               | 33.31       | 34.98              | 36.73              | 38.57              | 40.50              | 42.53              | 44.66              | 46.89              |
|             | IS 8/06  | \$ 71,554               | 34.29       | 36.00              | 37.80              | 39.69              | 41.67              | 43.75              | 45.94              | 48.24              |
|             | IS 8/07  | \$ 73,598               | 35.26       | 37.02              | 38.87              | 40.81              | 42.85              | 44.99              | 47.24              | 49.60              |
|             | IS 8/08  | \$ 75,643               | 36.24       | 38.05              | 39.95              | 41.95              | 44.05              | 46.25              | 48.56              | 50.99              |
|             | IS 8/09  | \$ 77,687               | 37.22       | 39.08              | 41.03              | 43.08              | 45.23              | 47.49              | 49.86              | 52.35              |
|             | IS 8/10  | \$ 79,731               | 38.20       | 40.11              | 42.12              | 44.23              | 46.44              | 48.76              | 51.20              | 53.76              |
| Grade IS-7  | IS 7/01  | \$ 55,383               | 26.54       | 27.87              | 29.26              | 30.72              | 32.26              | 33.87              | 35.56              | 37.34              |
|             | IS 7/02  | \$ 57,229               | 27.42       | 28.79              | 30.23              | 31.74              | 33.33              | 35.00              | 36.75              | 38.59              |
|             | IS 7/03  | \$ 59,075               | 28.31       | 29.73              | 31.22              | 32.78              | 34.42              | 36.14              | 37.95              | 39.85              |
|             | IS 7/04  | \$ 60,921               | 29.19       | 30.65              | 32.18              | 33.79              | 35.48              | 37.25              | 39.11              | 41.07              |
|             | IS 7/05  | \$ 62,768               | 30.08       | 31.58              | 33.16              | 34.82              | 36.56              | 38.39              | 40.31              | 42.33              |
|             | IS 7/06  | \$ 64,614               | 30.96       | 32.51              | 34.14              | 35.85              | 37.64              | 39.52              | 41.50              | 43.58              |
|             | IS 7/07  | \$ 66,460               | 31.84       | 33.43              | 35.10              | 36.86              | 38.70              | 40.64              | 42.67              | 44.80              |
|             | IS 7/08  | \$ 68,306               | 32.73       | 34.37              | 36.09              | 37.89              | 39.78              | 41.77              | 43.86              | 46.05              |
|             | IS 7/09  | \$ 70,153               | 33.61       | 35.29              | 37.05              | 38.90              | 40.85              | 42.89              | 45.03              | 47.28              |
|             | IS 7/10  | \$ 71,999               | 34.50       | 36.23              | 38.04              | 39.94              | 41.94              | 44.04              | 46.24              | 48.55              |
| Grade IS-6  | IS 6/01  | \$ 49,838               | 23.88       | 25.07              | 26.32              | 27.64              | 29.02              | 30.47              | 31.99              | 33.59              |
|             | IS 6/02  | \$ 51,500               | 24.68       | 25.91              | 27.21              | 28.57              | 30.00              | 31.50              | 33.08              | 34.73              |
|             | IS 6/03  | \$ 53,161               | 25.47       | 26.74              | 28.08              | 29.48              | 30.95              | 32.50              | 34.13              | 35.84              |
|             | IS 6/04  | \$ 54,823               | 26.27       | 27.58              | 28.96              | 30.41              | 31.93              | 33.53              | 35.21              | 36.97              |
|             | IS 6/05  | \$ 56,484               | 27.06       | 28.41              | 29.83              | 31.32              | 32.89              | 34.53              | 36.26              | 38.07              |
|             | IS 6/06  | \$ 58,146               | 27.86       | 29.25              | 30.71              | 32.25              | 33.86              | 35.55              | 37.33              | 39.20              |
|             | IS 6/07  | \$ 59,807               | 28.66       | 30.09              | 31.59              | 33.17              | 34.83              | 36.57              | 38.40              | 40.32              |
|             | IS 6/08  | \$ 61,469               | 29.45       | 30.92              | 32.47              | 34.09              | 35.79              | 37.58              | 39.46              | 41.43              |
|             | IS 6/09  | \$ 63,130               | 30.25       | 31.76              | 33.35              | 35.02              | 36.77              | 38.61              | 40.54              | 42.57              |
|             | IS 6/10  | \$ 64,792               | 31.05       | 32.60              | 34.23              | 35.94              | 37.74              | 39.63              | 41.61              | 43.69              |

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**INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.97%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME**  
**TOTAL INCREASE: 5.44% EFFECTIVE JANUARY 2024**

| Grade      | Step    | Base Calendar Year 2023 |             | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              | 5.00%              |
|------------|---------|-------------------------|-------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
|            |         | Annual Salary           | Hourly Rate | Calendar Year 2025 | Calendar Year 2026 | Calendar Year 2027 | Calendar Year 2028 | Calendar Year 2029 | Calendar Year 2030 | Calendar Year 2031 |
| Grade IS-5 | IS 5/01 | \$ 44,709               | 21.42       | 22.49              | 23.61              | 24.79              | 26.03              | 27.33              | 28.70              | 30.14              |
|            | IS 5/02 | \$ 46,199               | 22.14       | 23.25              | 24.41              | 25.63              | 26.91              | 28.26              | 29.67              | 31.15              |
|            | IS 5/03 | \$ 47,689               | 22.85       | 23.99              | 25.19              | 26.45              | 27.77              | 29.16              | 30.62              | 32.15              |
|            | IS 5/04 | \$ 49,179               | 23.56       | 24.74              | 25.98              | 27.28              | 28.64              | 30.07              | 31.57              | 33.15              |
|            | IS 5/05 | \$ 50,669               | 24.28       | 25.49              | 26.76              | 28.10              | 29.51              | 30.99              | 32.54              | 34.17              |
|            | IS 5/06 | \$ 52,159               | 24.99       | 26.24              | 27.55              | 28.93              | 30.38              | 31.90              | 33.50              | 35.18              |
|            | IS 5/07 | \$ 53,648               | 25.71       | 27.00              | 28.35              | 29.77              | 31.26              | 32.82              | 34.46              | 36.18              |
|            | IS 5/08 | \$ 55,138               | 26.42       | 27.74              | 29.13              | 30.59              | 32.12              | 33.73              | 35.42              | 37.19              |
|            | IS 5/09 | \$ 56,628               | 27.13       | 28.49              | 29.91              | 31.41              | 32.98              | 34.63              | 36.36              | 38.18              |
|            | IS 5/10 | \$ 58,118               | 27.85       | 29.24              | 30.70              | 32.24              | 33.85              | 35.54              | 37.32              | 39.19              |
| Grade IS-4 | IS 4/01 | \$ 39,961               | 19.15       | 20.11              | 21.12              | 22.18              | 23.29              | 24.45              | 25.67              | 26.95              |
|            | IS 4/02 | \$ 41,292               | 19.79       | 20.78              | 21.82              | 22.91              | 24.06              | 25.26              | 26.52              | 27.85              |
|            | IS 4/03 | \$ 42,624               | 20.42       | 21.44              | 22.51              | 23.64              | 24.82              | 26.06              | 27.36              | 28.73              |
|            | IS 4/04 | \$ 43,955               | 21.06       | 22.11              | 23.22              | 24.38              | 25.60              | 26.88              | 28.22              | 29.63              |
|            | IS 4/05 | \$ 45,287               | 21.70       | 22.79              | 23.93              | 25.13              | 26.39              | 27.71              | 29.10              | 30.56              |
|            | IS 4/06 | \$ 46,618               | 22.34       | 23.46              | 24.63              | 25.86              | 27.15              | 28.51              | 29.94              | 31.44              |
|            | IS 4/07 | \$ 47,950               | 22.98       | 24.13              | 25.34              | 26.61              | 27.94              | 29.34              | 30.81              | 32.35              |
|            | IS 4/08 | \$ 49,282               | 23.61       | 24.79              | 26.03              | 27.33              | 28.70              | 30.14              | 31.65              | 33.23              |
|            | IS 4/09 | \$ 50,613               | 24.25       | 25.46              | 26.73              | 28.07              | 29.47              | 30.94              | 32.49              | 34.11              |
|            | IS 4/10 | \$ 51,945               | 24.89       | 26.13              | 27.44              | 28.81              | 30.25              | 31.76              | 33.35              | 35.02              |
| Grade IS-3 | IS 3/01 | \$ 35,599               | 17.06       | 17.91              | 18.81              | 19.75              | 20.74              | 21.78              | 22.87              | 24.01              |
|            | IS 3/02 | \$ 36,785               | 17.63       | 18.51              | 19.44              | 20.41              | 21.43              | 22.50              | 23.63              | 24.81              |
|            | IS 3/03 | \$ 37,972               | 18.19       | 19.10              | 20.06              | 21.06              | 22.11              | 23.22              | 24.38              | 25.60              |
|            | IS 3/04 | \$ 39,158               | 18.76       | 19.70              | 20.69              | 21.72              | 22.81              | 23.95              | 25.15              | 26.41              |
|            | IS 3/05 | \$ 40,345               | 19.33       | 20.30              | 21.32              | 22.39              | 23.51              | 24.69              | 25.92              | 27.22              |
|            | IS 3/06 | \$ 41,531               | 19.90       | 20.90              | 21.95              | 23.05              | 24.20              | 25.41              | 26.68              | 28.01              |
|            | IS 3/07 | \$ 42,717               | 20.47       | 21.49              | 22.56              | 23.69              | 24.87              | 26.11              | 27.42              | 28.79              |
|            | IS 3/08 | \$ 43,904               | 21.04       | 22.09              | 23.19              | 24.35              | 25.57              | 26.85              | 28.19              | 29.60              |
|            | IS 3/09 | \$ 45,090               | 21.61       | 22.69              | 23.82              | 25.01              | 26.26              | 27.57              | 28.95              | 30.40              |
|            | IS 3/10 | \$ 46,277               | 22.17       | 23.28              | 24.44              | 25.66              | 26.94              | 28.29              | 29.70              | 31.19              |
| Grade IS-2 | IS 2/01 | \$ 32,626               | 15.63       | 16.41              | 17.23              | 18.09              | 18.99              | 19.94              | 20.94              | 21.99              |
|            | IS 2/02 | \$ 33,402               | 16.00       | 16.80              | 17.64              | 18.52              | 19.45              | 20.42              | 21.44              | 22.51              |
|            | IS 2/03 | \$ 34,482               | 16.52       | 17.35              | 18.22              | 19.13              | 20.09              | 21.09              | 22.14              | 23.25              |
|            | IS 2/04 | \$ 35,396               | 16.96       | 17.81              | 18.70              | 19.64              | 20.62              | 21.65              | 22.73              | 23.87              |
|            | IS 2/05 | \$ 35,796               | 17.15       | 18.01              | 18.91              | 19.86              | 20.85              | 21.89              | 22.98              | 24.13              |
|            | IS 2/06 | \$ 36,849               | 17.66       | 18.54              | 19.47              | 20.44              | 21.46              | 22.53              | 23.66              | 24.84              |
|            | IS 2/07 | \$ 37,902               | 18.16       | 19.07              | 20.02              | 21.02              | 22.07              | 23.17              | 24.33              | 25.55              |
|            | IS 2/08 | \$ 38,955               | 18.67       | 19.60              | 20.58              | 21.61              | 22.69              | 23.82              | 25.01              | 26.26              |
|            | IS 2/09 | \$ 40,008               | 19.17       | 20.13              | 21.14              | 22.20              | 23.31              | 24.48              | 25.70              | 26.99              |
|            | IS 2/10 | \$ 41,061               | 19.67       | 20.65              | 21.68              | 22.76              | 23.90              | 25.10              | 26.36              | 27.68              |
| Grade IS-1 | IS 1/01 | \$ 29,015               | 13.90       | 14.60              | 15.33              | 16.10              | 16.91              | 17.76              | 18.65              | 19.58              |
|            | IS 1/02 | \$ 29,989               | 14.37       | 15.09              | 15.84              | 16.63              | 17.46              | 18.33              | 19.25              | 20.21              |
|            | IS 1/03 | \$ 30,952               | 14.83       | 15.57              | 16.35              | 17.17              | 18.03              | 18.93              | 19.88              | 20.87              |
|            | IS 1/04 | \$ 31,914               | 15.29       | 16.05              | 16.85              | 17.69              | 18.57              | 19.50              | 20.48              | 21.50              |
|            | IS 1/05 | \$ 32,876               | 15.75       | 16.54              | 17.37              | 18.24              | 19.15              | 20.11              | 21.12              | 22.18              |
|            | IS 1/06 | \$ 33,440               | 16.02       | 16.82              | 17.66              | 18.54              | 19.47              | 20.44              | 21.46              | 22.53              |
|            | IS 1/07 | \$ 34,395               | 16.48       | 17.30              | 18.17              | 19.08              | 20.03              | 21.03              | 22.08              | 23.18              |
|            | IS 1/08 | \$ 35,357               | 16.94       | 17.79              | 18.68              | 19.61              | 20.59              | 21.62              | 22.70              | 23.84              |
|            | IS 1/09 | \$ 35,396               | 16.96       | 17.81              | 18.70              | 19.64              | 20.62              | 21.65              | 22.73              | 23.87              |
|            | IS 1/10 | \$ 36,294               | 17.39       | 18.26              | 19.17              | 20.13              | 21.14              | 22.20              | 23.31              | 24.48              |