

## EXECUTIVE DIRECTIVE NO. 23-571

### Authorizing Personnel Transactions

By virtue of the authority vested in the Governor as the head of the Executive Branch of the State of Kansas, the following transactions are hereby authorized:

The Kansas Civil Service Pay Plan that took effect on June 12, 2022, is hereby modified and the new pay matrix for the classified service is hereby adopted, effective June 11, 2023. The pay plan is modified to the extent provided for in the rules and regulations promulgated by the Secretary of Administration under the authority of K.S.A. 75-3706 or as hereafter modified by executive directives, and such modifications may be effective on the date of the rules and regulations or executive directives in accordance with K.S.A. 75-2938. The two attached pay matrices are hereby incorporated in and made part of the executive directive. No employee may be moved to Step 23 or Step 24 unless authorized to do so by executive directive or as otherwise approved by the Director of Personnel Services.

The request of Kraig Knowlton, Director of Personnel Services, to assign the following job classifications to the pay grades set out below and place benefits-eligible employees on the same step of the new pay grade as the step to which they are assigned in the current pay grade is hereby approved, effective June 11, 2023.

<u>Job Classification</u>	<u>Pay Grade</u>
Accountant I	27
Accountant II	28
Accountant III	30
Accountant IV	33
Accountant V	36
Administrative Assistant	18
Administrative Specialist	21
Carpenter	19
Carpenter Senior	22
Chemist II	27
Chemist III	30
Cook Senior	15
Corrections Counselor I	28
Corrections Counselor II	30
Corrections Manager I	30
Corrections Manager II	32

Corrections Officer I (A)	24
Corrections Officer I (B)	25
Corrections Officer II	27
Corrections Specialist	29
Corrections Supervisor I	29
Corrections Supervisor II	31
Corrections Supervisor III	33
Driver License Examiner	22
Driver License Examiner Coordinator	25
Driver License Examiner Specialist	24
EAI Investigator	29
EAI Supervisor	31
Facilities Maintenance Supervisor	25
General Maintenance and Repair Technician	17
General Maintenance and Repair Technician Senior	20
Human Services Assistant	19
Human Services Consultant	26
Human Services Counselor	27
Human Services Specialist	25
Human Services Supervisor	29
Juvenile Corrections Officer I (A)	24
Juvenile Corrections Officer I (B)	25
Juvenile Corrections Officer II	27
Juvenile Corrections Officer III	30
Librarian I	24
Librarian II	27
Librarian III	29
Management Systems Analyst I	27
Management Systems Analyst II	30
Management Systems Analyst III	33
Museum Specialist	23
Parole Officer I	28
Parole Officer II	30
Parole Supervisor	32
Research Analyst I	21
Research Analyst III	26
Research Analyst IV	29
Senior Administrative Assistant	20
Senior Administrative Specialist	22
Social Worker Specialist	27
State Auditor I	27
State Auditor II	29
State Auditor III	32
State Auditor IV	35
Unit Team Manager	31
Unit Team Supervisor	29

The request of Kraig Knowlton, Director of Personnel Services, to assign the following job classifications to the pay grades set out below and place benefits-eligible employees one step higher on the new pay grade than the step to which they are assigned in the current pay grade is hereby approved, effective June 11, 2023.

<u>Job Classification</u>	<u>Pay Grade</u>
Administrative Officer	25
Agricultural Inspector II	24
Clinical Chaplain	27
Environmental Associate	26
Environmental Compliance and Regulatory Specialist I	28
Environmental Compliance and Regulatory Specialist II	30
Environmental Program Administrator I	34
Environmental Specialist	31
Equipment Body Mechanic	24
Equipment Mechanic	24
Equipment Mechanic Senior	26
Equipment Mechanic Specialist	27
Historic Preservation Specialist II	28
Law Clerk	24
Physical Plant Supervisor	25
Physical Plant Supervisor Senior	27
Physical Plant Supervisor Specialist	30
Power Plant Operator Senior	22
Refrigeration and A/C Service Technician	21
Refrigeration and A/C Service Technician Senior	23
Social Work Supervisor	29
Staff Development Specialist I	28
Staff Development Specialist II	31

The request of Kraig Knowlton, Director of Personnel Services, to provide a one-step pay increase to all benefits-eligible classified employees in the following job classification is hereby approved, effective June 11, 2023.

Capitol Area Guard I	Graphic Designer Specialist
Capitol Area Guard II	Highway Patrol Trooper Trainee
Capitol Area Guard Supervisor	Licensed Mental Health Technician
Database Administrator II	Registered Nurse
Economic Development Representative III	Safety and Security Officer I
Electronics Technician	Safety and Security Officer II
Electronics Technician Senior	Safety and Security Officer Chief
Electronics Technologist	

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a one-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Business Systems Analyst	Licensed Mental Health Technician
Database Administrator	Registered Nurse
Database Administrator Supervisor	Safety and Security Officer
Economic Development Representative	Safety and Security Officer Chief
Electronic Team Chief	Safety and Security Officer Lieutenant
Electronic Technician	Safety and Security Officer Supervisor
Graphic Designer	

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a three-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Agricultural Inspector  
Environmental Compliance/Regulatory Specialist  
Environmental Compliance/Regulatory Specialist Supervisor  
Environmental Associate  
Environmental Associate Supervisor  
Environmental Program Administrator  
Environmental Program Administrator Supervisor  
Environmental Specialist  
Environmental Specialist Supervisor  
Historic Preservation Specialist II  
Physical Plant Supervisor

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a four-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Accounting Manager	Human Services Assistant
Advanced Epidemiologist	Human Services Consultant
Carpenter	Librarian
Carpenter Senior	Librarian I
Counselor	Microbiologist
Driver License Examiner	Protection Specialist
Driver License Examiner Coordinator	Senior Epidemiologist
Driver License Examiner Specialist	Social Worker Specialist
Driver License Examiner Supervisor	
Epidemiologist	
General Maintenance and Repair Technician	
General Maintenance and Repair Technician Senior	

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a five-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Administrative Officer	Office Manager
Equipment Body Mechanic	Protection Supervisor
Equipment Mechanic	Refrigeration and A/C Service Technician
Equipment Mechanic Senior	Refrigeration and A/C Service Technician Senior
Equipment Mechanic Specialist	Social Worker Supervisor
Equipment Mechanic Supervisor	Staff Development Specialist
Equipment Shop Supervisor	Trainer
Office Administrator	

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a six-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Accountant  
Facilities Maintenance Supervisor  
Human Services Specialist

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a seven-step pay increase to all benefits-eligible unclassified employees in the following job titles is hereby approved, effective June 11, 2023.

Chaplain  
Clinical Chaplain  
Power Plant Operator

The request of Kraig Knowlton, Director of Personnel Services, to provide the equivalent of a 10-step pay increase to all benefits-eligible unclassified employees in the Law Clerk job title is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Special Agent – KBI job classification on the steps of pay grade 35 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
Probation Year	5
1-3	6
4-5	8
6-8	10
9-10	12
11-13	14
14-15	16
16-18	18
19+	20

In accordance with the provisions of Kansas Administrative Regulation 1-5-8 (b)(1), if an eligible candidate for a Special Agent – KBI position has exceptional qualifications directly related to the position and the agency cannot employ the person at step 4 of pay grade 35, the KBI may approve beginning pay for the individual at a higher step in the pay grade. Exceptional qualifications shall be based on the candidate's education, training, experience, skills, and other job-related qualifications. Employees appointed in such a manner will progress on the schedule above based on the number of years spent on each step as opposed to overall years in rank.

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Assistant Special Agent in Charge – KBI job classification on the steps of pay grade 38 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	14
4-5	15
6-8	16
9-10	17
11-13	18
14-15	19
16+	20

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Special Agent in Charge – KBI job classification on the steps of pay grade 40 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	16
4-5	17
6-8	18
9-10	19
11+	20

The request of Kraig Knowlton, Director of Personnel Services, to place all current benefits-eligible employees in the Highway Patrol Trooper and Law Enforcement Officer I job classifications on the steps of pay grade 30 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	12
4-5	14

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Highway Patrol Master/Technical Trooper and Law Enforcement Officer II job classifications on the steps of pay grade 35 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	6
4-5	8
6-8	10
9-10	12
11-13	14
14-15	16
16+	18

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Highway Patrol Lieutenant and Law Enforcement Officer III job classifications on the steps of pay grade 38 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	13
4-5	14
6-8	15
9-10	16
11-13	17
14-15	18
16+	19

The request of Kraig Knowlton, Director of Personnel Services, to place all current employees in the Highway Patrol Captain job classification on the steps of pay grade 40 indicated below is hereby approved, effective June 11, 2023.

<u>Years in Rank</u>	<u>Step</u>
0-3	16
4-5	17
6-8	18
9-10	19
11+	20

The request of Kraig Knowlton, Director of Personnel Services, to provide a one-step pay increase to all benefits-eligible classified employees in the Forensic Scientist III job classification and an increase equivalent to one-step to all benefits-eligible unclassified employees with the Forensic Scientist job title in the Kansas Bureau of Investigation is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to provide a two-step pay increase to all benefits-eligible classified employees who are not in one of the job classifications referenced above or expressly excluded below is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to provide increases equivalent to two-steps to all benefits-eligible unclassified employees in the Executive Branch who are not in one of the job titles referenced above or expressly excluded below is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to provide in addition to any of the above referenced increases, an additional two-step pay increase to all benefits-eligible classified employees and an additional increase equivalent to two-steps to all benefits-eligible unclassified employees at the Kansas Department of Corrections and all Correctional Facilities, the Kansas Neurological Institute, the Kansas Soldiers' Home, the Kansas Veteran's Home, the Larned State Hospital, the Osawatimie State Hospital, and the Parsons State Hospital and Training Center, is hereby approved, effective June 11, 2023.

The following employees are excluded from receiving any of the increases referenced above:

- Members of the Kansas Legislature;
- State officers elected on a statewide basis;
- Employees of the Judicial or Legislative Branches;
- Employees of the Kansas Board of Regents and Universities;
- Teachers and licensed personnel and employees at the Kansas State School for the Deaf or Kansas State School for the Blind; and
- Any other employees on a formal, written career progression plan implemented by Executive Directive.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 11 of pay grade 22 as the entry rate for the Activity Specialist I job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 7 of pay grades 20, 21 and 23 as the entry rate for the Capitol Area Guard I, Capitol Area Guard II and Capitol Area Guard Supervisor job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 11 of pay grade 22 as the entry rate for the Client Training Supervisor job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 17 of pay grades 22, 24 and 27 as the entry rate for the Communications Specialist I, Communications Specialist II and Communications Specialist Supervisor job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 10 of the pay grade as the entry rate for all of the job classifications referenced below is hereby approved, effective June 11, 2023.

Corrections Counselor I  
Corrections Counselor II  
Corrections Manager I  
Corrections Manager II

EAI Investigator  
EAI Supervisor  
Juvenile Corrections Officer I (A)  
Juvenile Corrections Officer I (B)



Corrections Officer I (A)  
Corrections Officer I (B)  
Corrections Officer II  
Corrections Specialist  
Corrections Supervisor I  
Corrections Supervisor II  
Corrections Supervisor III

Juvenile Corrections Officer II  
Juvenile Corrections Officer III  
Parole Officer I  
Parole Officer II  
Parole Supervisor  
Unit Team Manager  
Unit Team Supervisor

The request of Kraig Knowlton, Director of Personnel Services, to establish step 19 of pay grade 18 as the entry rate for the Developmental Disability Specialist job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 10 of pay grades 24, 25, 28, 29 and 30 as the entry rate for the Disability Examiner Trainee, Disability Examiner I, Disability Examiner II, Disability Examiner Reviewer and Disability Examiner Supervisor job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 10 of pay grade 22 as the entry rate for the Driver License Examiner job classification, step 10 of pay grade 24 as the entry rate for the Driver License Examiner Specialist job classification, and step 16 of pay grade 25 for the Driver License Coordinator job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 12 of pay grade 28 as the entry rate for the Enforcement Agent job classification at the Kansas Department of Revenue is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 17 of pay grade 31 as the entry rate for the Engineering Associate III job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 14 of pay grades 22 and 26 as the entry rate for the Engineering Technician and Engineering Technician Senior job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 12 of pay grade 29 as the entry rate for the Engineering Technician Specialist job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 16 of pay grades 24, 26 and 27 as the entry rate for the Equipment Body Mechanic, Equipment Mechanic, Equipment Mechanic Senior and Equipment Mechanic Specialist job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 18 of pay grades 19 and 21 as the entry rate for the Equipment Operator and Equipment Operator Senior job

classifications, and step 16 of pay grade 23 as the entry rate for the Equipment Operator Specialist job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 16 of pay grade 28 as the entry rate for the Geology Specialist job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 11 of pay grades 28 and 31 as the entry rate for the Health Facility Surveyor I and Health Facility Surveyor II job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 18 of pay grade 25 as the entry rate for the Highway Maintenance Supervisor and step 20 of pay grade 28 as the entry rate for the Highway Maintenance Superintendent job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 14 of pay grade 27 as the entry rate for the Highway Patrol Trooper Trainee job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 18 of pay grade 20 as the entry rate for the Licensed Mental Health Technician job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 16 of pay grade 32 as the entry rate for the Licensed Pharmacy Inspector job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 18 of pay grades 22 and 23 as the entry rate for the Licensed Practical Nurse and Licensed Practical Nurse Senior job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 19 of pay grade 17 as the entry rate for the Mental Health/Developmental Disability Technician job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 19 of pay grades 34 and 36 as the entry rate for the Professional Civil Engineer I and Professional Civil Engineer II job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 17 of pay grade 35 as the entry rate for the Professional Environmental Engineer I job classification and step 19 of pay grades 36 and 38 as the entry rate for the Professional Environmental Engineer II and Professional Environmental Engineer III job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 7 of pay grades 34 and 36 as the entry rate for the Professional Geologist and Professional Geologist Senior job classifications is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 15 of pay grade 31 as the entry rate for the Registered Nurse job classification and step 16 of pay grade 32 for the Registered Nurse Senior job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 15 of pay grade 19 as the entry rate for the Safety and Security Officer I job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 9 of pay grade 27 as the entry rate for the Social Worker Specialist job classification is hereby approved, effective June 11, 2023.

The request of Kraig Knowlton, Director of Personnel Services, to establish step 10 of pay grades 19, 20 and 23 as the entry rate for the Vehicle Identification Number Inspector, Vehicle Identification Number Inspector Lead and Vehicle Identification Number Inspector Supervisor job classifications is hereby approved, effective June 11, 2023.

I have conferred with the Secretary of Administration, the Director of the Budget, the Director of Personnel Services, and members of my staff, and I have determined that the requested action is appropriate.

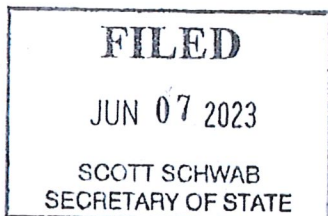
**THE GOVERNOR'S OFFICE**

By the Governor

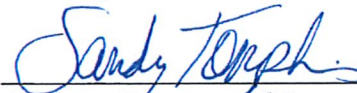


Date

6.7.23



Secretary of State



Assistant Secretary of State

Kansas Civil Service Basic Pay Plan (effective June 11, 2023)

Basic Steps (Hourly Rates)

PG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
8	7.38	7.56	7.77	7.96	8.16	8.35	8.56	8.76	9.00	9.24	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98
9	7.77	7.96	8.18	8.35	8.56	8.76	9.00	9.24	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61
10	8.18	8.35	8.56	8.76	9.00	9.24	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30
11	8.56	8.76	9.00	9.24	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03
12	9.00	9.24	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75
13	9.44	9.69	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56
14	9.93	10.15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39
15	10.43	10.68	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26
16	10.92	11.21	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16
17	11.48	11.79	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13
18	12.04	12.35	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13
19	12.66	12.98	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16
20	13.29	13.61	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31
21	13.95	14.30	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48
22	14.66	15.03	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68
23	15.38	15.75	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98
24	16.16	16.56	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31
25	16.94	17.39	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73
26	17.79	18.26	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22
27	18.70	19.16	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78
28	19.65	20.13	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42
29	20.58	21.13	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13
30	21.65	22.16	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95
31	22.72	23.31	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84
32	23.87	24.48	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81
33	25.05	25.68	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91
34	26.29	26.98	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14
35	27.61	28.31	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47
36	29.03	29.73	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92
37	30.46	31.22	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49
38	31.98	32.78	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49	54.82	56.19
39	33.55	34.42	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49	54.82	56.19	57.59	59.02
40	35.25	36.13	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49	54.82	56.19	57.59	59.02	60.50	62.02
41	37.00	37.95	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49	54.82	56.19	57.59	59.02	60.50	62.02	63.57	65.16
42	38.86	39.84	40.83	41.81	42.90	43.91	45.02	46.14	47.29	48.47	49.68	50.92	52.19	53.49	54.82	56.19	57.59	59.02	60.50	62.02	63.57	65.16	66.79	68.46

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