

IN THE SUPREME COURT OF THE STATE OF KANSAS

Administrative Order No. 52

Re: Amendments to the
Rules Relating to the Kansas Court Personnel System

Appendix A, Compensation Plan of the Rules Relating to the Kansas Court Personnel System, is hereby rescinded and replaced by the attached pages of Appendix A.

Administrative Order No. 46, dated May 10, 1985, is rescinded effective June 18, 1986.

The new pay plan adopted by this order shall be effective June 18, 1986.

Furthermore, Rules 1.4u and 4.13 of the Rules Relating to the Kansas Court Personnel System are hereby rescinded and replaced by the attached pages.

BY ORDER OF THE SUPREME COURT this 29th day of May 1986.



ALFRED G. SCHROEDER

Chief Justice

Attachments

APPENDIX A
COMPENSATION PLAN

A.1 Compensation Scale Structure

The compensation schedules which appears on pages A-5, A-6, and A-7 provide hourly, monthly, and annual wage rates for each of the grades and steps within the Kansas Court Personnel System.

The scale is constructed so that there are eleven steps per grade with 2 1/2% increments between Hiring Step to Step D within a grade, and 3% increments between grades D through L18. Steps L3 through L18 are longevity steps. Time on step requirements are as follows:

<u>STEP</u>	<u>TIME ON STEP (months)</u>
HS	6
HS1	6
A	12
A1	12
B	12
B1	12
C	12
C1	12
D	36
L3	36
L6	36
L9	36
L12	36
L15	36
L18	

A.2 Computation of Part-time Salaries and Hourly Wages

A permanent part-time employee's salary will be computed by applying the percentage of full-time work for which the employee is hired to the monthly salary. For example, an appellate court bailiff employed at Grade 7 Step A for 1/4 time employment would earn \$212.00 per month computed as \$849.00 x 25% = \$212.00.

Temporary employees' wages will be computed by multiplying the number of hours worked times the hourly wage rate at which the employee is hired. To compute the hourly wage rate, divide the annual amount shown on the pay scale by 2,080.

A.3 Merit Pay Steps

Hiring Step through Step L18 of the compensation schedule are merit pay steps. A salary increase from the Hiring Step to Hiring Step 1 may be granted to all court employees after six months of service and the submission of an evaluation of "good" or better by the appointing authority.

A.4 Overtime Exempt and Nonexempt Job Classifications

- a. District personnel employed in one of the job classifications listed below are classified as exempt under FLSA and are not eligible for overtime compensation:

Exempt Job Classes

Administrative Assistant
Administrative Judge
Administrative Associate District Judge
Associate District Judge
Clerk of the District Court I
Clerk of the District Court II
Clerk of the District Court III
Clerk of the District Court IV
Clerk of the District Court V
Clerk of the District Court VI
Court Services Officer I
Court Services Officer II
Court Services Officer III
Court Services Administrative Officer
District Court Administrator I
District Court Administrator II
District Court Administrator III

Exempt Job Classes (Cont'd)

District Judge
District Magistrate Judge
Docket Clerk
Law Related Education Specialist
Librarian I
Official Court Reporter
Programmer II
Records Clerk III
Systems Analyst
Trial Court Clerk III
Trial Court Clerk IV
Trial Court Clerk V
Trial Court Coordinator

- b. District personnel employed in one of the job classifications listed below are classified as nonexempt under FLSA and are eligible for overtime compensation:

Nonexempt Job Classes

Account Clerk I
Account Clerk II
*Accounting Technician - nonsupervisory duties
Bailiff
Clerk
Clerk Typist
Data Entry Equipment Operator
*Law Clerk - not on a judge's personal staff
Library Assistant
Records Clerk I
Records Clerk II
*Secretary I - confidential employee
*Secretary II - confidential employee

Nonexempt Job Classes (Cont'd)

Transcriptionist

Trial Court Clerk I

*Trial Court Clerk II - nonsupervisory duties

Word Processing Technician I

*Programmer I - nonsupervisory duties

* Indicates possible exceptions. Some of these positions may be considered exempt if the employee's primary responsibility includes supervising other employees or if the employee is on the personal staff of a judge. The Director of Personnel/Programs shall be notified of any discrepancies and will determine if the position will be classified as exempt or nonexempt.

- c. Exempt and nonexempt job classes for the appellate level shall be designated by Supreme Court Order.

JUDICIAL BRANCH
SALARY STEPS AND GRADES IN MONTHLY AMOUNTS
FY 1987

Effective June 18, 1986

Salary Steps	Hiring Step	Longevity Steps													
		A	Al	B	B1	C	C1	D	L3	L6	L9	L12	L15	L18	
Grade 1	605	620	634	650	663	680	696	713	732	754	777	800	824	849	876
2	634	650	663	680	696	713	732	750	768	791	815	839	864	890	917
3	663	680	696	713	732	750	768	787	810	834	859	885	912	939	967
4	696	713	732	750	768	787	810	830	849	874	900	927	955	984	1,014
5	732	750	768	787	810	830	849	870	891	918	946	974	1,003	1,033	1,064
6	768	787	810	830	849	870	891	913	935	963	992	1,022	1,053	1,085	1,118
7	810	830	849	870	891	913	935	958	981	1,010	1,040	1,071	1,103	1,136	1,170
8	849	870	891	913	935	958	981	1,006	1,031	1,062	1,094	1,127	1,161	1,196	1,232
9	891	913	935	958	981	1,006	1,031	1,057	1,082	1,114	1,147	1,181	1,216	1,252	1,290
10	935	958	981	1,006	1,031	1,057	1,082	1,109	1,138	1,172	1,207	1,243	1,280	1,318	1,358
11	981	1,006	1,031	1,057	1,082	1,109	1,138	1,166	1,194	1,230	1,267	1,305	1,344	1,384	1,426
12	1,031	1,057	1,082	1,109	1,138	1,166	1,194	1,224	1,252	1,290	1,329	1,369	1,410	1,452	1,496
13	1,082	1,109	1,138	1,166	1,194	1,224	1,252	1,283	1,314	1,353	1,394	1,436	1,479	1,523	1,569
14	1,138	1,166	1,194	1,224	1,252	1,283	1,314	1,347	1,380	1,421	1,464	1,508	1,553	1,600	1,648
15	1,194	1,224	1,252	1,283	1,314	1,347	1,380	1,415	1,450	1,494	1,539	1,585	1,633	1,682	1,732
16	1,252	1,283	1,314	1,347	1,380	1,415	1,450	1,486	1,521	1,567	1,614	1,662	1,712	1,763	1,816
17	1,314	1,347	1,380	1,415	1,450	1,486	1,521	1,559	1,598	1,646	1,695	1,746	1,798	1,852	1,908
18	1,380	1,415	1,450	1,486	1,521	1,559	1,598	1,638	1,677	1,727	1,779	1,832	1,887	1,944	2,002
19	1,450	1,486	1,521	1,559	1,598	1,638	1,677	1,719	1,761	1,814	1,868	1,924	1,982	2,041	2,102
20	1,521	1,559	1,598	1,638	1,677	1,719	1,761	1,805	1,848	1,903	1,960	2,019	2,080	2,142	2,206
21	1,598	1,638	1,677	1,719	1,761	1,805	1,848	1,894	1,941	1,999	2,059	2,121	2,185	2,251	2,319
22	1,677	1,719	1,761	1,805	1,848	1,894	1,941	1,990	2,037	2,098	2,161	2,226	2,293	2,362	2,433
23	1,761	1,805	1,848	1,894	1,941	1,990	2,037	2,088	2,139	2,203	2,269	2,337	2,407	2,479	2,553
24	1,848	1,894	1,941	1,990	2,037	2,088	2,139	2,192	2,246	2,313	2,382	2,453	2,527	2,603	2,681
25	1,941	1,990	2,037	2,088	2,139	2,192	2,246	2,302	2,357	2,428	2,501	2,576	2,653	2,733	2,815
26	2,037	2,088	2,139	2,192	2,246	2,302	2,357	2,416	2,478	2,552	2,629	2,708	2,789	2,873	2,959
27	2,139	2,192	2,246	2,302	2,357	2,416	2,478	2,540	2,599	2,677	2,757	2,840	2,925	3,013	3,103
28	2,246	2,302	2,357	2,416	2,478	2,540	2,599	2,664	2,730	2,812	2,896	2,983	3,072	3,164	3,259
29	2,357	2,416	2,478	2,540	2,599	2,664	2,730	2,798	2,870	2,956	3,045	3,136	3,230	3,327	3,427
30	2,478	2,540	2,599	2,664	2,730	2,798	2,870	2,942	3,011	3,101	3,194	3,290	3,389	3,491	3,596
31	2,599	2,664	2,730	2,798	2,870	2,942	3,011	3,086	3,161	3,256	3,354	3,455	3,559	3,666	3,776
32	2,730	2,798	2,870	2,942	3,011	3,086	3,161	3,240	3,320	3,420	3,523	3,629	3,738	3,850	3,966
33	2,870	2,942	3,011	3,086	3,161	3,240	3,320	3,403	3,486	3,591	3,699	3,810	3,924	4,042	4,163
34	3,011	3,086	3,161	3,240	3,320	3,403	3,486	3,573	3,661	3,771	3,884	4,001	4,121	4,245	4,372

JUDICIAL BRANCH
SALARY STEPS AND GRADES IN ANNUAL AMOUNTS
FY 1987

Effective June 18, 1986

Grade	HSL		A		AI		B		BI		C		CI		D		L3		L6		L9		L12		L15		L18		
	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	
1	7,260	7,440	7,608	7,800	7,956	8,160	8,352	8,556	8,784	9,048	9,324	9,600	9,888	10,188	10,480	10,788	11,112	11,448	11,796	12,156	12,528	12,912	13,300	13,692	14,092	14,500	14,916	15,340	15,772
2	7,608	7,800	7,956	8,160	8,352	8,556	8,784	9,000	9,216	9,492	9,780	10,068	10,368	10,680	11,004	11,336	11,676	12,024	12,384	12,756	13,132	13,512	13,900	14,292	14,692	15,100	15,516	15,940	16,372
3	7,956	8,160	8,352	8,556	8,784	9,000	9,216	9,444	9,720	10,008	10,308	10,620	10,944	11,280	11,624	11,976	12,336	12,704	13,080	13,464	13,852	14,244	14,640	15,040	15,444	15,852	16,264	16,680	17,100
4	8,352	8,556	8,784	9,000	9,216	9,444	9,720	9,960	10,188	10,488	10,800	11,124	11,460	11,808	12,168	12,536	12,912	13,296	13,684	14,084	14,496	14,912	15,336	15,768	16,200	16,644	17,092	17,544	18,000
5	8,784	9,000	9,216	9,444	9,720	9,960	10,188	10,440	10,692	11,016	11,352	11,688	12,036	12,384	12,744	13,104	13,472	13,848	14,232	14,624	15,024	15,432	15,844	16,260	16,684	17,112	17,544	17,980	18,420
6	9,216	9,444	9,720	9,960	10,188	10,440	10,692	10,956	11,220	11,556	11,904	12,264	12,636	13,020	13,416	13,816	14,224	14,640	15,064	15,496	15,936	16,384	16,836	17,292	17,752	18,216	18,684	19,156	19,632
7	9,720	9,960	10,188	10,440	10,692	10,956	11,220	11,496	11,772	12,120	12,480	12,852	13,236	13,632	14,040	14,456	14,880	15,312	15,752	16,196	16,644	17,100	17,560	18,024	18,496	18,972	19,452	19,936	20,420
8	10,188	10,440	10,692	10,956	11,220	11,496	11,772	12,072	12,372	12,744	13,128	13,524	13,932	14,352	14,784	15,224	15,672	16,124	16,584	17,048	17,516	17,988	18,464	18,944	19,428	19,916	20,408	20,904	21,400
9	10,692	10,956	11,220	11,496	11,772	12,072	12,372	12,684	12,984	13,368	13,764	14,172	14,592	15,024	15,480	15,944	16,412	16,884	17,360	17,840	18,324	18,812	19,304	19,800	20,300	20,804	21,312	21,824	22,340
10	11,220	11,496	11,772	12,072	12,372	12,684	12,984	13,308	13,656	14,064	14,484	14,916	15,360	15,816	16,296	16,776	17,264	17,756	18,252	18,752	19,256	19,764	20,276	20,792	21,312	21,836	22,364	22,896	23,432
11	11,772	12,072	12,372	12,684	12,984	13,308	13,656	13,992	14,328	14,760	15,204	15,660	16,128	16,608	17,112	17,624	18,144	18,672	19,208	19,748	20,292	20,844	21,396	21,952	22,512	23,076	23,644	24,216	24,792
12	12,372	12,684	12,984	13,308	13,656	13,992	14,328	14,688	15,024	15,480	15,948	16,428	16,920	17,424	17,952	18,488	19,032	19,584	20,144	20,712	21,288	21,872	22,464	23,064	23,672	24,284	24,900	25,520	26,144
13	12,984	13,308	13,656	13,992	14,328	14,688	15,024	15,396	15,768	16,236	16,728	17,232	17,748	18,276	18,828	19,384	19,944	20,512	21,088	21,672	22,264	22,864	23,472	24,088	24,712	25,344	25,984	26,628	27,276
14	13,656	13,992	14,328	14,688	15,024	15,396	15,768	16,164	16,560	17,052	17,568	18,096	18,636	19,200	19,776	20,356	20,944	21,544	22,148	22,756	23,372	23,992	24,624	25,264	25,912	26,564	27,224	27,888	28,556
15	14,328	14,688	15,024	15,396	15,768	16,164	16,560	16,980	17,400	17,928	18,468	19,020	19,596	20,184	20,784	21,384	21,992	22,604	23,224	23,848	24,480	25,120	25,768	26,424	27,088	27,756	28,432	29,112	29,796
16	15,024	15,396	15,768	16,164	16,560	16,980	17,400	17,832	18,252	18,804	19,368	19,944	20,544	21,156	21,792	22,416	23,048	23,684	24,324	24,968	25,616	26,272	26,936	27,608	28,288	28,972	29,664	30,360	31,064
17	15,768	16,164	16,560	16,980	17,400	17,832	18,252	18,708	19,176	19,752	20,340	20,952	21,576	22,224	22,896	23,576	24,264	24,960	25,664	26,376	27,096	27,824	28,560	29,304	30,056	30,816	31,584	32,356	33,132
18	16,560	16,980	17,400	17,832	18,252	18,708	19,176	19,656	20,124	20,724	21,348	21,984	22,644	23,328	24,024	24,732	25,444	26,160	26,884	27,612	28,344	29,088	29,844	30,608	31,384	32,164	32,948	33,736	34,528
19	17,400	17,832	18,252	18,708	19,176	19,656	20,124	20,628	21,132	21,768	22,416	23,088	23,784	24,492	25,224	25,944	26,672	27,416	28,172	28,944	29,724	30,516	31,320	32,136	32,956	33,780	34,608	35,440	36,276
20	18,252	18,708	19,176	19,656	20,124	20,628	21,132	21,660	22,176	22,836	23,520	24,228	24,960	25,704	26,472	27,244	28,024	28,816	29,624	30,436	31,256	32,084	32,924	33,776	34,632	35,496	36,364	37,236	38,112
21	19,176	19,656	20,124	20,628	21,132	21,660	22,176	22,728	23,292	23,988	24,708	25,452	26,220	27,012	27,828	28,644	29,472	30,312	31,164	32,028	32,904	33,792	34,696	35,608	36,528	37,456	38,392	39,336	40,288
22	20,124	20,628	21,132	21,660	22,176	22,728	23,292	23,880	24,444	25,176	25,932	26,712	27,516	28,344	29,196	30,064	30,944	31,836	32,744	33,656	34,584	35,528	36,488	37,456	38,432	39,416	40,408	41,408	42,416
23	21,132	21,660	22,176	22,728	23,292	23,880	24,444	25,056	25,668	26,436	27,228	28,044	28,884	29,748	30,636	31,536	32,448	33,372	34,308	35,256	36,216	37,192	38,184	39,192	40,208	41,236	42,272	43,316	44,368
24	22,176	22,728	23,292	23,880	24,444	25,056	25,668	26,304	26,952	27,756	28,584	29,436	30,324	31,236	32,172	33,124	34,096	35,084	36,088	37,104	38,136	39,184	40,248	41,324	42,416	43,516	44,624	45,744	46,868
25	23,292	23,880	24,444	25,056	25,668	26,304	26,952	27,624	28,284	29,136	30,012	30,912	31,836	32,796	33,780	34,784	35,804	36,836	37,884	38,944	40,016	41,104	42,208	43,328	44,456	45,592	46,736	47,888	49,048
26	24,444	25,056	25,668	26,304	26,952	27,624	28,284	28,992	29,736	30,624	31,548	32,496	33,468	34,476	35,508	36,544	37,596	38,664	39,744	40,840	41,952	43,076	44,216	45,376	46,548	47,732	48,924	50,124	51,328
27	25,668	26,304	26,952	27,624	28,284	28,992	29,736	30,480	31,188	32,124	33,084	34,080	35,100	36,156	37,236	38,336	39,456	40,596	41,756	42,936	44,136	45,356	46,596	47,856	49,136	50,436	51,744	53,064	54,392
28	26,952	27,624	28,284	28,992	29,736	30,480	31,188	31,968	32,760	33,744	34,752	35,796	36,864	37,968	39,104	40,264	41,448	42,656	43,888	45,144	46,424	47,728	49,056	50,408	51,784	53,184	54,604	56,048	57,504
29	28,284	28,992	29,736	30,480	31,188	31,968	32,760	33,576	34,440	35,472	36,540	37,632	38,760	39,924	41,124	42,352	43,608	44,896	46,216	47,568	48,944	50,344	51,776	53,240	54,728	56,240	57,776	59,336	60,916
30	29,736	30,480	31,188	31,968	32,760	33,576	34,440	35,304	36,132	37,212	38,328	39,480	40,668	41,892	43,152	44,448	45,776	47,136	48,528	49,952	51,416	52,904	54,424	55,976	57,556	59,164	60,796	62,452	64,128
31	31,188	31,968	32,760	33,576	34,440	35,304	36,132	37,032	37,932	39,072	40,248	41,460	42,708	43,992	45,312	46,664	48,048	49,464	50,912	52,392	53,904	55,448	57,024	58,636	60,276	61,944	63,636	65,352	67,096
32	32,760	33,576	34,440	35,304	36,132	37,032	37,932	38,880	39,840	41,040	42,276	43,548	44,856	46,200	47,592	49,016	50,472	51,960	53,480	55,032	56,616	58,232	59,884	61,568	63,280	65,024	66,796	68,592	70,416
33	34,440	35,304	36,132	37,032	37,932	38,880	39,840	40,836	41,832	43,092	44,388	45,720	47,088	48,504	49,956	51,448	52,976	54,536	56,128	57,752	59,408	61,096	62,824	64,592	66,400	68,240	70,112	72,016	73,944
34	36,132	37,032	37,932	38,880	39,840	40,836	41,832	42,876	43,932	45,252	46,608	48,012	49,452	50,944	52,476	54,040	55,632	57,256	58,912	60,600	62,324	64,088	65,896	67,744	69,632	71,556	73,512	75,496	77,504

SC Justice-5355.67
 Chief, COA - 5305.33
 Judges, COA - 5164.50

DJ - 4656.00
 Adm. ADJ - 4497.42
 ADJ - 4444.33
 DMS - 2231.67

JUDICIAL BRANCH
 SALARY STEPS AND GRADES IN HOURLY AMOUNTS
 FY 1987

Effective June 18, 1986

Salary Steps	Hiring Step	Longevity Steps													
		A	A1	B	B1	C	C1	D	L3	L6	L9	L12	L15	L18	
1	3.49	3.58	3.66	3.75	3.83	3.92	4.02	4.11	4.22	4.35	4.48	4.62	4.75	4.90	5.63
2	3.66	3.75	3.83	3.92	4.02	4.11	4.22	4.33	4.43	4.56	4.70	4.84	4.98	5.13	5.29
3	3.83	3.92	4.02	4.11	4.22	4.33	4.43	4.54	4.67	4.81	4.96	5.11	5.26	5.42	5.58
4	4.02	4.11	4.22	4.33	4.43	4.54	4.67	4.79	4.90	5.04	5.19	5.35	5.51	5.68	5.85
5	4.22	4.33	4.43	4.54	4.67	4.79	4.90	5.02	5.14	5.30	5.46	5.62	5.79	5.96	6.14
6	4.43	4.54	4.67	4.79	4.90	5.02	5.14	5.27	5.39	5.56	5.72	5.90	6.08	6.26	6.45
7	4.67	4.79	4.90	5.02	5.14	5.27	5.39	5.53	5.66	5.83	6.00	6.18	6.36	6.55	6.75
8	4.90	5.02	5.14	5.27	5.39	5.53	5.66	5.80	5.95	6.13	6.31	6.50	6.70	6.90	7.11
9	5.14	5.27	5.39	5.53	5.66	5.80	5.95	6.10	6.24	6.43	6.62	6.81	7.02	7.22	7.44
10	5.39	5.53	5.66	5.80	5.95	6.10	6.24	6.40	6.57	6.76	6.96	7.17	7.38	7.60	7.83
11	5.66	5.80	5.95	6.10	6.24	6.40	6.57	6.73	6.89	7.10	7.31	7.53	7.75	7.98	8.23
12	5.95	6.10	6.24	6.40	6.57	6.73	6.89	7.06	7.22	7.44	7.67	7.90	8.13	8.38	8.63
13	6.24	6.40	6.57	6.73	6.89	7.06	7.22	7.40	7.58	7.81	8.04	8.28	8.53	8.79	9.05
14	6.57	6.73	6.89	7.06	7.22	7.40	7.58	7.77	7.96	8.20	8.45	8.70	8.96	9.23	9.51
15	6.89	7.06	7.22	7.40	7.58	7.77	7.96	8.16	8.37	8.62	8.88	9.14	9.42	9.70	9.99
16	7.22	7.40	7.58	7.77	7.96	8.16	8.37	8.57	8.78	9.04	9.31	9.59	9.88	10.17	10.48
17	7.58	7.77	7.96	8.16	8.37	8.57	8.78	8.99	9.22	9.50	9.78	10.07	10.37	10.68	11.01
18	7.96	8.16	8.37	8.57	8.78	8.99	9.22	9.45	9.68	9.96	10.26	10.57	10.89	11.22	11.55
19	8.37	8.57	8.78	8.99	9.22	9.45	9.68	9.92	10.16	10.47	10.78	11.10	11.43	11.78	12.13
20	8.78	8.99	9.22	9.45	9.68	9.92	10.16	10.41	10.66	10.98	11.31	11.65	12.00	12.36	12.73
21	9.22	9.45	9.68	9.92	10.16	10.41	10.66	10.93	11.20	11.53	11.88	12.24	12.61	12.99	13.38
22	9.68	9.92	10.16	10.41	10.66	10.93	11.20	11.48	11.75	12.10	12.47	12.84	13.23	13.63	14.04
23	10.16	10.41	10.66	10.93	11.20	11.48	11.75	12.05	12.34	12.71	13.09	13.48	13.89	14.30	14.73
24	10.66	10.93	11.20	11.48	11.75	12.05	12.34	12.65	12.96	13.34	13.74	14.15	14.58	15.02	15.47
25	11.20	11.48	11.75	12.05	12.34	12.65	12.96	13.28	13.60	14.01	14.43	14.86	15.31	15.77	16.24
26	11.75	12.05	12.34	12.65	12.96	13.28	13.60	13.94	14.30	14.72	15.17	15.62	16.09	16.58	17.07
27	12.34	12.65	12.96	13.28	13.60	13.94	14.30	14.65	14.99	15.44	15.91	16.38	16.88	17.38	17.90
28	12.96	13.28	13.60	13.94	14.30	14.65	14.99	15.37	15.75	16.22	16.71	17.21	17.72	18.25	18.80
29	13.60	13.94	14.30	14.65	14.99	15.37	15.75	16.14	16.56	17.05	17.57	18.09	18.63	19.19	19.77
30	14.30	14.65	14.99	15.37	15.75	16.14	16.56	16.97	17.37	17.89	18.43	18.98	19.55	20.14	20.75
31	14.99	15.37	15.75	16.14	16.56	16.97	17.37	17.80	18.24	18.78	19.35	19.93	20.53	21.15	21.78
32	15.75	16.14	16.56	16.97	17.37	17.80	18.24	18.69	19.15	19.73	20.33	20.94	21.57	22.21	22.88
33	16.56	16.97	17.37	17.80	18.24	18.69	19.15	19.63	20.11	20.72	21.34	21.98	22.64	23.32	24.02
34	17.37	17.80	18.24	18.69	19.15	19.63	20.11	20.61	21.12	21.76	22.41	23.08	23.78	24.49	25.22