

## WEST VIRGINIA MINIMUM WAGE



### WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305  
Telephone: (304)558-7890      labor.wv.gov      Fax: (304)558-3797

#### MINIMUM WAGE REQUIREMENTS

An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law, §21-5C.  
**Required Minimum Wage Rate**  
• Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.  
**Required Minimum Training Wage Rate**  
• An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.

- Beginning with the 91<sup>st</sup> day of employment, an employer must pay the employee the required minimum wage rate.
- Permissible Minimum Wage Credit for Tipped Employees**  
Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.
- To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

Revised January 2018

## WHISTLE-BLOWERS' PROTECTION ACT

### NOTICE: WEST VIRGINIA WHISTLE-BLOWER LAW

The West Virginia Whistle-blower Law protects public employees against discharge, discrimination, or retaliation when they, in good faith, report any instances of

**WASTE** Substantial abuse, misuse, destruction, or loss of public funds or resources designed to protect the public interest  
**WRONGDOING** Non-technical violations of any statute, regulation, ordinance, or code of ethics

To report any instance of waste or wrongdoing, as defined above, contact the appropriate supervisory personnel in your office or agency, or other appropriate official. Published and distributed by the West Virginia Division of Personnel,  
Revised November 2003

## DISCRIMINATION

### NOTICE

#### THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment and Places of Public Accommodations Based On: Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness , or Disability

#### THE WEST VIRGINIA FAIR HOUSING ACT

Prohibits Discrimination in Housing Based On: Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability , Familial Status

#### THE WEST VIRGINIA PREGNANT WORKERS' FAIRNESS ACT

Prohibits Discrimination in Employment Based On: Pregnancy , Childbirth or Related Medical Conditions

For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:  
WV Human Rights Commission      Phone: 304-558-2616      304-558-2616      (Toll Free) 888-676-5546      Website: www.wvhrcc.wv.gov      Revised 06/14/2016  
Room 108 A, 1321 Plaza East, Charleston, WV 25301-1400

## PARENTAL LEAVE ACT



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#### PARENTAL LEAVE ACT

**PARENTAL LEAVE ACT** – (W. Va. Code §21-5D-1, et. seq.). This legislation, enacted in 1989, covers employees of all departments, divisions, boards, bureaus, agencies, commissions or other units of State Government and County Boards of Education.

Under this law, an employee shall be entitled to a total of 12 weeks of unpaid *Parental Leave* following the exhaustion of all his or her annual and personal leave, during any 12-month period. The unpaid leave shall be granted to an employee for any of the following reasons:

- The birth of a son or daughter of the employee
- The placement of a son or daughter with the employee for adoption
- To care for the employee's son or daughter, spouse, parent, or dependent who has a serious health condition

The statute further states that in the case of a serious health condition, the leave may be taken intermittently when medically necessary.

If a leave of absence due to the birth or adoption of a child is foreseeable, the employee shall provide the employer with a two weeks written notice. If a leave of absence is foreseeable due to planned medical treatment or medical supervision, the employee shall make a reasonable effort to schedule the leave

of absence so as not to disrupt the operations of the employer, subject to the approval of the health care provider.

If an employee requests *Parental Leave* to care for a family member with a serious health condition, the employer may require the employee to provide certification by a health care provider of the family member's health condition and that the employee's assistance is necessary. The certification shall be sufficient if it contains the following:

- That the child, dependent, parent, or employee has a serious health condition
- The date the serious health condition commenced and its probable duration
- The medical facts regarding the serious health condition, upon release by the patient

The position held by an employee immediately before the leave of absence shall be held and the employee shall be returned to that position upon his or her return to work. However, the employer may hire a temporary employee to fill the position for the period of time the employee is off work.

No employer may, because an employee received *Parental Leave*, reduce or deny any employment benefit or seniority which accrued to the employee before his or her leave commenced.

Revised January 2018

## WAGE PAYMENT AND COLLECTION ACT



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#### WEST VIRGINIA WAGE PAYMENT AND COLLECTION ACT

This abstract must be placed in an area accessible to all employees in accordance with the requirements of W. Va. Code §21-5-9.

##### §21-5 REQUIRES THE EMPLOYER TO:

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to their wages.

When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next regularly scheduled payday for all work he or she performed prior to his or her separation from employment.

On separation from employment, pay an employee the fringe benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies

Revised January 2018

## CHILD LABOR LAWS

### AGE SPECIFIC GUIDELINES FOR THE EMPLOYMENT OF CHILDREN IN WEST VIRGINIA

#### 13 year olds may

- Baby-sit
- Engage in agricultural activities
- Deliver Newspapers
- Be an actor or performer
- Work for parents in their solely owned business

No permits required \*excluded hazardous occupations

#### Employment Requirements for 14 & 15 year olds

##### Work Permit Required

Entitled to a 30 minute lunch after five hours of work

Work restricted to non hazardous occupations

Prohibited from working in a bar or other establishment where the primary business activity involves selling, dispensing or serving alcohol

#### Work Hours Limited

##### WHILE SCHOOL IS IN SESSION

May not work:

- more than 3 hrs per day
- more than 18 hrs per week
- before 7:00 am or after 7:00 pm (without supervision permit)

#### during normal school hours

##### SUMMER EMPLOYMENT

May not work:

- more than 8 hrs per day
- more than 40 hrs per week
- before 7:00 am or after 9:00 pm (without supervision permit)

Home schooled children are also restricted from working during normal school hours.

#### 16 & 17 year olds

Age certificates may be required by employer, Not a requirement of law

-an age certificate may be required by the employer as proof of age

-work hours unrestricted

- may participate in volunteer fire activities
- may participate in fighting forest fires (as part of junior forest fire crew)
- prohibited from working in a bar or other establishment where the primary business activity involves the selling, dispensing or serving of alcohol

-may not drive a motor vehicle as a principal part of their employment or for delivery purposes

-work limited to age appropriate non hazardous occupations (as determined by the Commissioner of Labor)

For additional information contact:

The West Virginia Division of Labor, Capitol Complex Building 6, Room 749B, Charleston, WV 25305 • (304) 558-7890

Revised 10/07

## H.B. 4140 MEAL BREAKS

### ENROLLED - H.B. 4140

(By Delegate S. Cook) - (Passed March 11, 1994; in effect ninety days from passage)

AN ACT to amend three, chapter twenty-one of the code of West Virginia, one thousand nine hundred thirty-one, as amended, by adding thereto a new section, designated section ten-a, relating to the safety and welfare of employees; and establishing a guaranteed meal break for all employees. *Be it enacted by the Legislature of West Virginia: That article three, chapter twenty-one of the code of west Virginia, one thousand nine hundred thirty-one, as amended, be amended by adding thereto a new section, designated section ten-a, to read as follows:*

#### ARTICLE 3. SAFETY AND WELFARE OF EMPLOYEES

##### §21310a Meal Breaks.

*During the course of a workday of six or more hours. All employers shall make available at least twenty minutes for meal breaks, at times reasonably designated by the employer. This provision shall be required in all situations where employees are not afforded necessary breaks and/or permitted to eat while working.*

#### TITLE 42, SERIES 8: MINIMUM WAGE AND MAXIMUM HOUR STANDARDS

Revised 10/07

## WORKERS' COMPENSATION

### NOTICE TO EMPLOYEES

You are entitled to medical benefits and possibly wage replacement benefits in the event of an occupational injury or disease arising out of employment. When a traumatic injury or death occurs or an occupational disease is contracted in the course of your employment, you must notify your employer immediately. Failure to immediately give notice to your employer of the injury shall weigh against a finding of compensability and will dilute the credibility and reliability of your claim. Notice provided to your employer within two (2) working days of the injury shall be deemed immediate notice. You are responsible for filing the application for workers' compensation benefits within six months from the date of injury. The time limit on occupational pneumoconiosis and disease claims is three years from the date of last exposure. The time limit to file fatal occupational pneumoconiosis/

occupational disease claims is one year. For a traumatic death, the claim must be filed within six months of death.  
If you are currently receiving Permanent Total Disability benefits, you are hereby notified that it is your responsibility to inform the Workers' Compensation Commission, P. O. Box 431, Charleston, West Virginia 25322-0431, of your employment. In accordance with Section 23-4-25 of the Workers' Compensation statute, your Permanent Total Disability benefits shall be offset as long as you are employed. It is a criminal offense to file a false claim or to furnish false information in support of a claim.

Bureau of Employment Program - Charleston, West Virginia 25301

WC-E761 - Rev. 6-05

## UNEMPLOYMENT COMPENSATION

### WORKFORCE West Virginia

#### Notice To Employees – Unemployment Benefits

##### TOTAL UNEMPLOYMENT

You are considered totally unemployed during any week in which you are totally separated from your employment, performing no services for which wages or other remuneration were paid to you. You must file your initial claim for unemployment compensation in the week for which you claim benefits. Your options for filing continued claims will include telephone or web filing.

##### PARTIAL UNEMPLOYMENT

You would be considered partially unemployed if you have been working full time, but due to business being slow, a breakdown of equipment, or similar reasons, your employer has to reduce your hours during the week. You may be entitled to partial unemployment benefits during this week if you earned less than what your weekly unemployment benefit amount would be plus \$60. Under these conditions, your employer should issue a Low Earnings Report for the week, showing your gross wages. You must complete the claims portion of the Low Earnings Report and file it with the local unemployment office as directed on the form.

##### ELIGIBILITY REQUIREMENTS

To be monetarily eligible to receive unemployment benefits you must have earned \$2200 gross wages in covered employment during two or more calendar quarters of your regular base period (first four of the last five completed calendar quarters) or alternative base period (the last four quarters immediately preceding the first day of the individual's benefit year).

##### ELIGIBILITY REQUIREMENTS - OTHER

If you are unemployed, you shall be eligible to receive benefits only if:

- You have made a claim for benefits at a local unemployment office.
- You have registered for work with the Job Service Office and continue to report as directed.
- You are able to work and available for full-time work for which you are fitted by prior training or experience.
- You are doing what a reasonable prudent person in your situation would do to find work.
- You have filed for and served a waiting period of one week during your benefit year.
- You have earned gross wages of less than your weekly benefit amount plus \$60 during the week for which you claim benefits.
- You regularly on a new claim when you had a previous benefit year (must have earned eight times your old weekly benefit amount in covered employment after the beginning of your previous claim).
- You must participate in profiling and reemployment services when selected.

##### DISQUALIFICATIONS

You may be disqualified from drawing benefits:

- If you leave work voluntarily without good cause involving fault on the part of your employer.
- If you are discharged for misconduct.
- If you fail without good cause to apply for available suitable work, to accept suitable work when offered, or to return to your customary self employment when directed to do so.
- If you are unemployed due to a labor dispute.
- For the week for which you receive wages in lieu of notice or Workers' Compensation for temporary total disability.
- For the week for which you receive

unemployment compensation under the laws of another state or of the United States.

- For any week you are training, participating, or preparing to participate in sports or athletic events if there is reasonable assurance you will perform such services in the current or upcoming seasons.
- If you are an employee of an educational institution or educational service agency, for any week of unemployment which commences during a paid sabbatical leave; a holiday or vacation period between two academic years or terms, if you perform services in the first academic year or term or prior to the beginning of a holiday or vacation period and there is a contract or a reasonable assurance that you will perform services in the second academic year or term or after a holiday or vacation period. (EXCEPTION: if you have sufficient non school wages in your base period to qualify for benefits based upon the non-school wages only, you may be entitled to benefits during this period.)
- For any week you are the basis of services performed as an alien, unless you are lawfully residing in the United States and have a valid permit to work.
- If you leave work voluntarily to attend school or other educational institution, or are waiting to enter school or an educational institution.

- For each week in which you are unemployed because of your request or that of your duly-authorized agent for a vacation at a specified time that leaves your employer no other alternative but to suspend operations.
- For the week in which you receive any annuity, pension, or other retirement pay from a base period employer, or from a fund towards which a base period employer has contributed. If your remuneration is less than the unemployment benefits otherwise

due you, your unemployment benefits will be reduced by the amount of your annuity, pension, etc.

- For each week in which and for 52 weeks thereafter, if the commissioner finds that you, within the preceding 24 months, knowingly made a false statement or failed to reveal a material fact in order to obtain or increase or attempt to obtain or increase a benefit; and you shall be considered guilty of a misdemeanor and may be subject to severe penalties.

**Neither the full effect nor the duration of a disqualification is given here in detail.**

##### SOCIAL SECURITY NUMBER

Bring your Social Security Card with you when you report to the local office. Your Social Security Number will only be printed on the most pertinent documents.

##### VOLUNTARY INCOME TAX WITHHOLDING PROGRAM

Unemployment compensation benefits are subject to Federal income tax and there are requirements relating to estimated tax payments. You may choose to have Federal income tax deducted and withheld from any unemployment benefits paid to you.

##### CLAIMS OFFICES

These FULL-TIME CLAIMS OFFICES are operated Monday through Friday each week:

BECKLEY	COUNTY
CHARLESTON	MORGANTOWN
CLARKSBURG	PARKERSBURG
ELKINS	PUTNAM
FAIRMONT	SOUTH BRANCH
GREENBRIER	SUMMERSVILLE
VALLEY	WEIRTON
HUNTINGTON	WELCH
LOGAN	WHEELING
MARTINSBURG	
MERCER	

#### UNEMPLOYMENT COMPENSATION BENEFIT RATE TABLE

Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate
	Under \$2,200	ineligible		102	17,350.00 - 17,499.99	184.00	4784.00	204	32,650.00 - 32,799.99	346.00	8996.00
1	\$2,200.00 - 2,349.99	24.00	624.00	103	17,500.00 - 17,649.99	185.00	4810.00	205	32,800.00 - 32,949.99	347.00	9022.00
2	2,350.00 - 2,499.99	25.00	650.00	104	17,650.00 - 17,799.99	187.00	4862.00	206	32,950.00 - 33,099.99	349.00	9074.00
3	2,500.00 - 2,649.99	27.00	702.00	105	17,800.00 - 17,949.99	189.00	4914.00	207	33,100.00 - 33,249.99	350.00	9100.00
4	2,650.00 - 2,799.99	28.00	728.00	106	17,950.00 - 18,099.99	190.00	4940.00	208	33,250.00 - 33,399.99	352.00	9152.00
5	2,800.00 - 2,949.99	30.00	780.00	107	18,100.00 - 18,249.99	192.00	4992.00	209	33,400.00 - 33,549.99	354.00	9204.00
6	2,950.00 - 3,099.99	31.00	806.00	108	18,250.00 - 18,399.99	193.00	5018.00	210	33,550.00 - 33,699.99	355.00	9230.00
7	3,100.00 - 3,249.99	33.00	858.00	109	18,400.00 - 18,549.99	195.00	5070.00	211	33,700.00 - 33,849.99	357.00	9282.00
8	3,250.00 - 3,399.99	35.00	910.00	110	18,550.00 - 18,699.99	196.00	5096.00	212	33,850.00 - 33,999.99	358.00	9308.00
9	3,400.00 - 3,549.99	36.00	936.00	111	18,700.00 - 18,849.99	198.00	5148.00	213	34,000.00 - 34,149.99	360.00	9360.00
10	3,550.00 - 3,699.99	38.00	988.00	112	18,850.00 - 18,999.99	200.00	5200.00	214	34,150.00 - 34,299.99	361.00	9386.00
11	3,700.00 - 3,849.99	39.00	1014.00	113	19,000.00 - 19,149.99	201.00	5226.00	215	34,300.00 - 34,449.99	363.00	9438.00
12	3,850.00 - 3,999.99	41.00	1066.00	114	19,150.00 - 19,299.99	203.00	5278.00	216	34,450.00 - 34,599.99	365.00	9490.00
13	4,000.00 - 4,149.99	43.00	1118.00	115	19,300.00 - 19,449.99	204.00	5304.00	217	34,600.00 - 34,749.99	366.00	9516.00
14	4,150.00 - 4,299.99	44.00	1144.00	116	19,450.00 - 19,599.99	206.00	5356.00	218	34,750.00 - 34,899.99	368.00	9568.00
15	4,300.00 - 4,449.99	46.00	1196.00	117	19,600.00 - 19,749.99	208.00	5408.00	219	34,900.00 - 35,049.99	369.00	9594.00
16	4,450.00 - 4,599.99	47.00	1222.00	118	19,750.00 - 19,899.99	209.00	5434.00	220	35,050.00 - 35,199.99	371.00	9646.00
17	4,600.00 - 4,749.99	49.00	1274.00	119	19,900.00 - 20,049.99	211.00	5486.00	221	35,200.00 - 35,349.99	373.00	9698.00
18	4,750.00 - 4,899.99	51.00	1326.00	120	20,050.00 - 20,199.99	212.00	5512.00	222	35,350.00 - 35,499.99	374.00	9724.00
19	4,900.00 - 5,049.99	52.00	1352.00	121	20,200.00 - 20,349.99	214.00	5564.00	223	35,500.00 - 35,649.99	376.00	9776.00
20	5,050.00 - 5,199.99	54.00	1404.00	122	20,350.00 - 20,499.99	216.00	5616.00	224	35,650.00 - 35,799.99	377.00	9802.00
21	5,200.00 - 5,349.99	55.00	1430.00	123	20,500.00 - 20,649.99	217.00	5642.00	225	35,800.00 - 35,949.99	379.00	9854.00
22	5,350.00 - 5,499.99	57.00	1482.00	124	20,650.00 - 20,799.99	219.00	5694.00	226	35,950.00 - 36,099.99	381.00	9906.00
23	5,500.00 - 5,649.99	58.00	1508.00	125	20,800.00 - 20,949.99	220.00	5720.00	227	36,100.00 - 36,249.99	382.00	9932.00
24	5,650.00 - 5,799.99	60.00	1560.00	126	20,950.00 - 21,099.99	222.00	5772.00	228	36,250.00 - 36,399.99	384.00	9984.00
25	5,800.00 - 5,949.99	62.00	1612.00	127	21,100.00 - 21,249.99	223.00	5798.00	229	36,400.00 - 36,549.99	385.00	10010.00
26	5,950.00 - 6,099.99	63.00	1638.00	128	21,250.00 - 21,399.99	225.00	5850.00	230	36,550.00 - 36,699.99	387.00	10062.00
27	6,100.00 - 6,249.99	65.00	1690.00	129	21,400.00 - 21,549.99	227.00	5902.00	231	36,700.00 - 36,849.99	388.00	10088.00
28	6,250.00 - 6,399.99	66.00	1716.00	130	21,550.00 - 21,699.99	228.00	5928.00	232	36,850.00 - 36,999.99	390.00	10140.00
29	6,400.00 - 6,549.99	68.00	1768.00	131	21,700.00 - 21,849.99	230.00	5980.00	233	37,000.00 - 37,149.99	392.00	10192.00
30	6,550.00 - 6,699.99	70.00	1820.00	132	21,850.00 - 21,999.99	231.00	6006.00	234	37,150.00 - 37,299.99	393.00	10218.00
31	6,700.00 - 6,849.99	71.00	1846.00	133	22,000.00 - 22,149.99	233.00	6058.00	235	37,300.00 - 37,449.99	395.00	10270.00
32	6,850.00 - 6,999.99	73.00	1898.00	134	22,150.00 - 22,299.99	235.00	6110.00	236	37,450.00 - 37,599.99	396.00	10296.00
33	7,000.00 - 7,149.99	74.00	1924.00	135	22,300.00 - 22,449.99	236.00	6136.00	237	37,600.00 - 37,749.99	398.00	10348.00
34	7,150.00 - 7,299.99	76.00	1976.00	136	22,450.00 - 22,599.99	238.00	6188.00	238	37,750.00 - 37,899.99	400.00	10400.00
35	7,300.00 - 7,449.99	78.00	2028.00	137	22,600.00 - 22,749.99	239.00	6214.00	239	37,900.00 - 38,049.99	401.00	10426.00
36	7,450.00 - 7,599.99	79.00	2054.00	138	22,750.00 - 22,899.99	241.00	6266.00	240	38,050.00 - 38,199.99	403.00	10478.00
37	7,600.00 - 7,749.99	81.00	2106.00	139	22,900.00 - 23,049.99	243.00	6318.00	241	38,200.00 - 38,349.99	404.00	10504.00
38	7,750.00 - 7,899.99	82.00	2132.00	140	23,050.00 - 23,199.99	244.00	6344.00	242	38,350.00 - 38,499.99	406.00	10556.00
39	7,900.00 - 8,049.99	84.00	2184.00	141	23,200.00 - 23,349.99	246.00	6396.00	243	38,500.00 - 38,649.99	408.00	10608.00
40	8,050.00 - 8,199.99	85.00	2210.00	142	23,350.00 - 23,499.99	247.00	6422.00	244	38,650.00 - 38,799.99	409.00	10634.00
41	8,200.00 - 8,349.99	87.00	2262.00	143	23,500.00 - 23,649.99	249.00	6474.00	245	38,800.00 - 38,949.99	411.00	10686.00
42	8,350.00 - 8,499.99	89.00	2314.00	144	23,650.00 - 23,799.99	250.00	6500.00	246	38,950.00 - 39,099.99	412.00	10712.00
43	8,500.00 - 8,649.99	90.00	2340.00	145	23,800.00 - 23,949.99	252.00	6552.00	247	39,100.00 - 39,249.99	414.00	10764.00
44	8,650.00 - 8,799.99	92.00	2392.00	146	23,950.00 - 24,099.99	254.00	6604.00	248	39,250.00 - 39,399.99	415.00	10790.00
45	8,800.00 - 8,949.99	93.00	2418.00	147	24,100.00 - 24,249.99	255.00	6630.00	249	39,400.00 - 39,549.99	417.00	10842.00
46	8,950.00 - 9,099.99	95.00	2470.00	148	24,250.00 - 24,399.99	257.00	6682.00	250	39,550.00 - 39,699.99	419.00	10894.00
47	9,100.00 - 9,249.99	97.00	2522.00	149	24,400.00 - 24,549.99	258.00	6708.00	251	39,700.00 - 39,849.99	420.00	10920.00
48	9,250.00 - 9,399.99	98.00	2548.00	150	24,550.00 - 24,699.99	260.00	6760.00	252	39,850.00 - 39,999.99	422.00	10972.00
49	9,400.00 - 9,549.99	100.00	2600.00	151	24,700.00 - 24,849.99	262.00	6812.00	253	40,000.00 - 40,149.99	423.00	10998.00
50	9,550.00 - 9,699.99	101.00	2626.00	152	24,850.00 - 24,999.99	263.00	6838.00	254	40,150.00 - 40,299.99	425.00	11,050.00
51	9,700.00 - 9,849.99	103.00	2678.00	153	25,000.00 - 25,149.99	265.00	6890.00	255	40,300.00 - 40,449.99	427.00	11,102.00
52	9,850.00 - 9,999.99	104.00	2704.00	154	25,150.00 - 25,299.99	266.00	6916.00	256	40,450.00 - 40,599.99	428.00	11,128.00
53	10,000.00 - 10,149.99	106.00	2756.00	155	25,300.00 - 25,449.99	268.00	6968.00	257	40,600.00 - 40,749.99	430.00	11,180.00
54	10,150.00 - 10,299.99	108.00	2808.00	156	25,450.00 - 25,599.99	269.00	6994.00	258	40,750.00 - 40,899.99	431.00	11,206.00
55	10,300.00 - 10,449.99	109.00	2834.00	157	25,600.00 - 25,749.99	271.00	7046.00	259	40,900.00 - 41,049.99	433.00	11,258.00
56	10,450.00 - 10,599.99	111.00	2886.00	158	25,750.00 - 25,899.99	273.00	7098.00	260	41,050.00 - 41,199.99	434.00	11,284.00
57	10,600.00 - 10,749.99	112.00	2912.00	159	25,900.00 - 26,049.99	274.00	7124.00	261	41,200.00 - 41,349.99	436.00	11,336.00
58	10,750.00 - 10,899.99	114.00	2964.00	160	26,050.00 - 26,199.99	276.00	7176.00	262	41,350.00 - 41,499.99	438.00	11,388.00
59	10,900.00 - 11,049.99	116.00	3016.00	161	26,200.00 - 26,349.99	277.00	7202.00	263	41,500.00 - 41,649.99	439.00	11,414.00
60	11,050.00 - 11,199.99	117.00	3042.00	162	26,350.00 - 26,499.99	279.00	7254.00	264	41,650.00 - 41,799.99	441.00	11,466.00
61	11,200.00 - 11,349.99	119.00	3094.00	163	26,500.00 - 26,649.99	281.00	7306.00	265	41,800.00 - 41,949.99	442.00	11,492.00
62	11,350.00 - 11,499.99	120.00	3120.00	164	26,650.00 - 26,799.99	282.00	7332.00	266	41,950.00 - 42,099.99	444.00	11,544.00
63	11,500.00 - 11,649.99	122.00	3172.00	165	26,800.00 - 26,949.99	284.00	7384.00	267	42,100.00 - 42,249.99	446.00	11,596.00
64	11,650.00 - 11,799.99	124.00	3224.00	166	26,950.00 - 27,099.99	285.00	7410.00	268	42,250.00 - 42,399.99	447.00	11,622.00
65	11,800.00 - 11,949.99	125.00	3250.00	167	27,100.00 - 27,249.99	287.00	7462.00	269	42,400.00 - 42,549.99	449.00	11,674.00
66	11,950.00 - 12,099.99	127.00	3302.00	168	27,250.00 - 27,399.99	289.00	7514.00	270	42,550.00 - 42,699.99	450.00	11,700.00
67	12,100.00 - 12,249.99	128.00	3328.00	169	27,400.00 - 27,549.99	290.00	7540.00	271	42,700.00 - 42,849.99	452.00	11,752.00
68	12,250.00 - 12,399.99	130.00	3380.00	170	27,550.00 - 27,699.99	292.00	7592.00	272	42,850.00 - 42,999.99	454.00	11,804.00
69	12,400.00 - 12,549.99	131.00	3406.00	171	27,700.00 - 27,849.99	293.00	7618.00	273	43,000.00 - 43,149.99	455.00	11,830.00
70	12,550.00 - 12,699.99	133.00	3458.00	172	27,850.00 - 27,999.99	295.00	7670.00	274	43,150.00 - 43,299.99	457.00	11,882.00
71	12,700.00 - 12,849.99	135.00	3510.00	173	28,000.00 - 28,149.99	296.00	7696.00	275	43,300.00 - 43,449.99	458.00	11,908.00
72	12,850.00 - 12,999.99	136.00	3536.00	174	28,150.00 - 28,299.99	2					