

WEST VIRGINIA



LABOR LAW POSTER



LaborLawCenter.com
1-800-745-9970 • Product ID: WV60

Please post in a conspicuous place. **Date Posted:**

Labor laws change frequently. Contact your distributor to ensure that you are in full compliance with required State and Federal posting requirements at least once a year. © LaborLawCenter, LLC. All rights reserved.

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 91st 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 W. Va. Code § 6C-1-1

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
Room 108 A, 1321 Plaza East, Charleston, WV 25301-1400 (Toll Free) 888-676-5546 Website: www.whrc.wv.gov
Revised 06/14/2016

PARENTAL LEAVE ACT

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

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

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

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

regarding vacation, sick leave and other fringe benefits, if any. Provide employees with at least 1 full pay period's written notice before making any changes to an employee's rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of employment.

Furnish each employee with a written itemized statement of deductions withheld from his or her wages each pay period.

§21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value. Deducting more than 25% of an employee's net earnings under a wage assignment (excluding amounts required by law to be withheld or paid for union or club dues, pension plans, payroll savings plans, credit unions, charities, and hospitalization and medical insurance).

Accepting a wage assignment that does not contain the employee's notarized signature, specify the total amount due and the amount to be deducted, and state that 75% of the employee's net wages are exempt from assignment.

Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased employee.

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

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 qualify 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:

1. If you leave work voluntarily without good cause involving fault on the part of your employer.

2. If you are discharged for misconduct.

3. If you fail without good cause to apply for available suitable work, to accept suitable work when offered, or to return to your customary selfemployment when directed to do so.

4. If you are unemployed due to a labor dispute.

5. For the week for which you receive wages in lieu of notice or Workers' Compensation for temporary total disability.

6. For the week for which you receive unemployment compensation under the laws of another state or of the United States.

7. For any week you are training, participating, or preparing to participate in sports or athletic events, if there is no reasonable assurance you will perform such services in the current or upcoming seasons.

8. 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.)

9. For any week on the basis of services performed as an alien, unless you are lawfully residing in the United States and have a

valid permit to work.

10. If you leave work voluntarily to attend school or other educational institution, or are waiting to enter school or an educational institution.

11. 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.

12. For the week in which you receive any annuity, pension, or other retirement pay from a base period employer, or from a fund whatsoever 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.

13. 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 and State income tax and there are requirements relating to estimated tax payments. You may choose to have Federal and State 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	HUNTINGTON	SOUTH BRANCH
CHARLESTON	LOGAN	SUMMERSVILLE
CLARKSBURG	MARTINSBURG	WEIRTON
ELKINS	MERCER COUNTY	WELCH
FAIRMONT	MORGANTOWN	WHEELING
GREENSBRIER	PARKERSBURG	

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				
1	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	306	47,950.00 - 48,099.99	507.00	13,182.00	
2	2,350.00 - 2,499.99	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	307	48,100.00 - 48,249.99	509.00	13,234.00
3	2,500.00 - 2,649.99	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	308	48,250.00 - 48,399.99	511.00	13,286.00
4	2,650.00 - 2,799.99	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	309	48,400.00 - 48,549.99	512.00	13,312.00
5	2,800.00 - 2,949.99	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	310	48,550.00 - 48,699.99	514.00	13,364.00
6	2,950.00 - 3,099.99	30.00	780.00	107	18,100.00 - 18,249.99	192.00	4992.00	209	33,350.00 - 33,549.99	354.00	9204.00	311	48,700.00 - 48,849.99	515.00	13,390.00
7	3,100.00 - 3,249.99	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	312	48,850.00 - 48,999.99	517.00	13,442.00
8	3,250.00 - 3,399.99	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	313	49,000.00 - 49,149.99	519.00	13,494.00
9	3,400.00 - 3,549.99	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	314	49,150.00 - 49,299.99	520.00	13,520.00
10	3,550.00 - 3,699.99	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	315	49,300.00 - 49,449.99	522.00	13,572.00
11	3,700.00 - 3,849.99	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	316	49,450.00 - 49,599.99	523.00	13,598.00
12	3,850.00 - 3,999.99	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	317	49,600.00 - 49,749.99	525.00	13,650.00
13	4,000.00 - 4,149.99	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	318	49,750.00 - 49,899.99	526.00	13,676.00
14	4,150.00 - 4,299.99	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	319	49,900.00 - 50,049.99	528.00	13,728.00
15	4,300.00 - 4,449.99	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	320	50,050.00 - 50,199.99	530.00	13,780.00
16	4,450.00 - 4,599.99	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	321	50,200.00 - 50,349.99	531.00	13,806.00
17	4,600.00 - 4,749.99	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	322	50,350.00 - 50,499.99	533.00	13,858.00
18	4,750.00 - 4,899.99	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	323	50,500.00 - 50,649.99	534.00	13,884.00
19	4,900.00 - 4,999.99	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	324	50,650.00 - 50,799.99	536.00	13,936.00
20	5,050.00 - 5,099.99	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	325	50,800.00 - 50,949.99	538.00	13,988.00
21	5,200.00 - 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	326	50,950.00 - 51,099.99	539.00	14,014.00
22	5,350.00 - 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	327	51,100.00 - 51,199.99	541.00	14,066.00
23	5,500.00 - 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	328	51,250.00 - 51,399.99	542.00	14,092.00
24	5,550.00 - 5,549.99	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	329	51,400.00 - 51,549.99	544.00	14,144.00
25	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	330	51,550.00 - 51,699.99	546.00	14,196.00
26	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	331	51,700.00 - 51,849.99	547.00	14,222.00
27	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	332	51,850.00 - 51,999.99	549.00	14,274.00
28	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	333	52,000.00 - 52,149.99	550.00	14,300.00
29	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	334	52,150.00 - 52,299.99	552.00	14,352.00
30	6,400.00 - 6,499.99	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	335	52,300.00 - 52,449.99	553.00	14,378.00
31	6,550.00 - 6,549.99	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	336	52,450.00 - 52,599.99	555.00	14,430.00
32	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	337	52,600.00 - 52,749.99	557.00	14,482.00
33	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	338	52,750.00 - 52,899.99	558.00	14,508.00
34	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	339	52,900.00 - 53,049.99	560.00	14,560.00
35	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	340	53,050.00 - 53,199.99	561.00	14,586.00
36	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	341	53,200.00 - 53,349.99	563.00	14,638.00
37	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	342	53,350.00 - 53,499.99	565.00	14,690.00
38	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	343	53,500.00 - 53,649.99	566.00	14,716.00
39	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	344	53,650.00 - 53,799.99	568.00	14,768.00
40	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	345	53,800.00 - 53,949.99	569.00	14,794.00
41	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	346	53,950.00 - 54,099.99	571.00	14,846.00
42	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	347	54,100.00 - 54,249.99	573.00	14,898.00
43	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	348	54,250.00 - 54,399.99	574.00	14,924.00
44	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	349	54,400.00 - 54,549.99	576.00	14,976.00
45	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	350	54,550.00 - 54,699.99	577.00	15,002.00
46	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	351	54,700.00 - 54,849.99	579.00	15,054.00
47	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	352	54,850.00 - 54,999.99	580.00	15,080.00
48	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	353	55,000.00 - 55,149.99	582.00	15,132.00
49	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	354	55,150.00 - 55,299.99	584.00	15,184.00
50	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	355	55,300.00 - 55,449.99	585.00	15,210.00
51	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	356	55,450.00 - 55,599.99	587.00	15,262.00
52	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	357	55,600.00 - 55,749.99	588.00	15,288.00
53	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	358	55,750.00 - 55,899.99	590.00	15,340.00
54	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	359	55,900.00 - 56,049.99	592.00	15,392.00
55	10,150.00 - 10,299.99	108.00	2808.00	156	25,450.00										