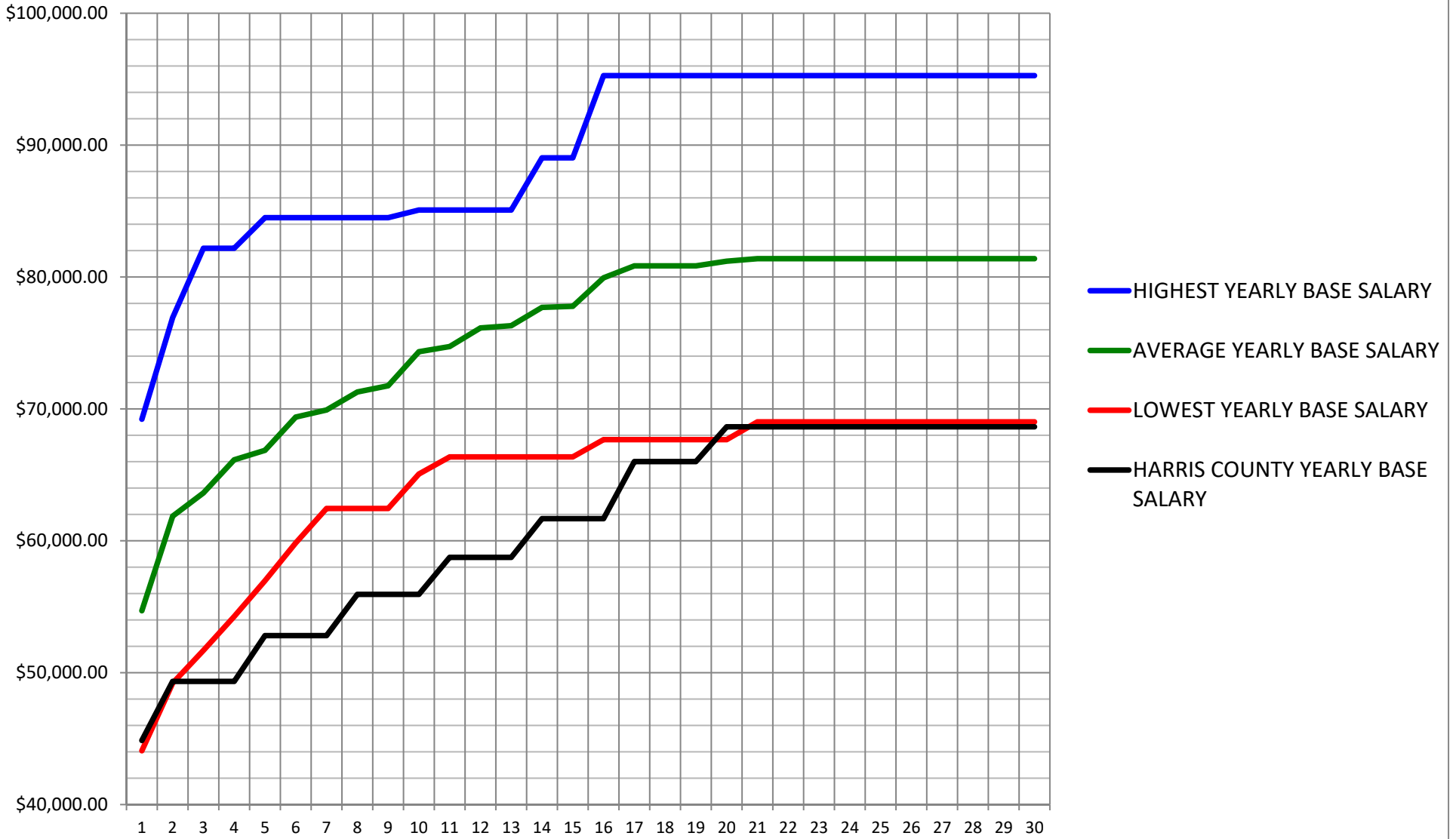


## DEPUTY/POLICE OFFICER SALARY COMPARISON



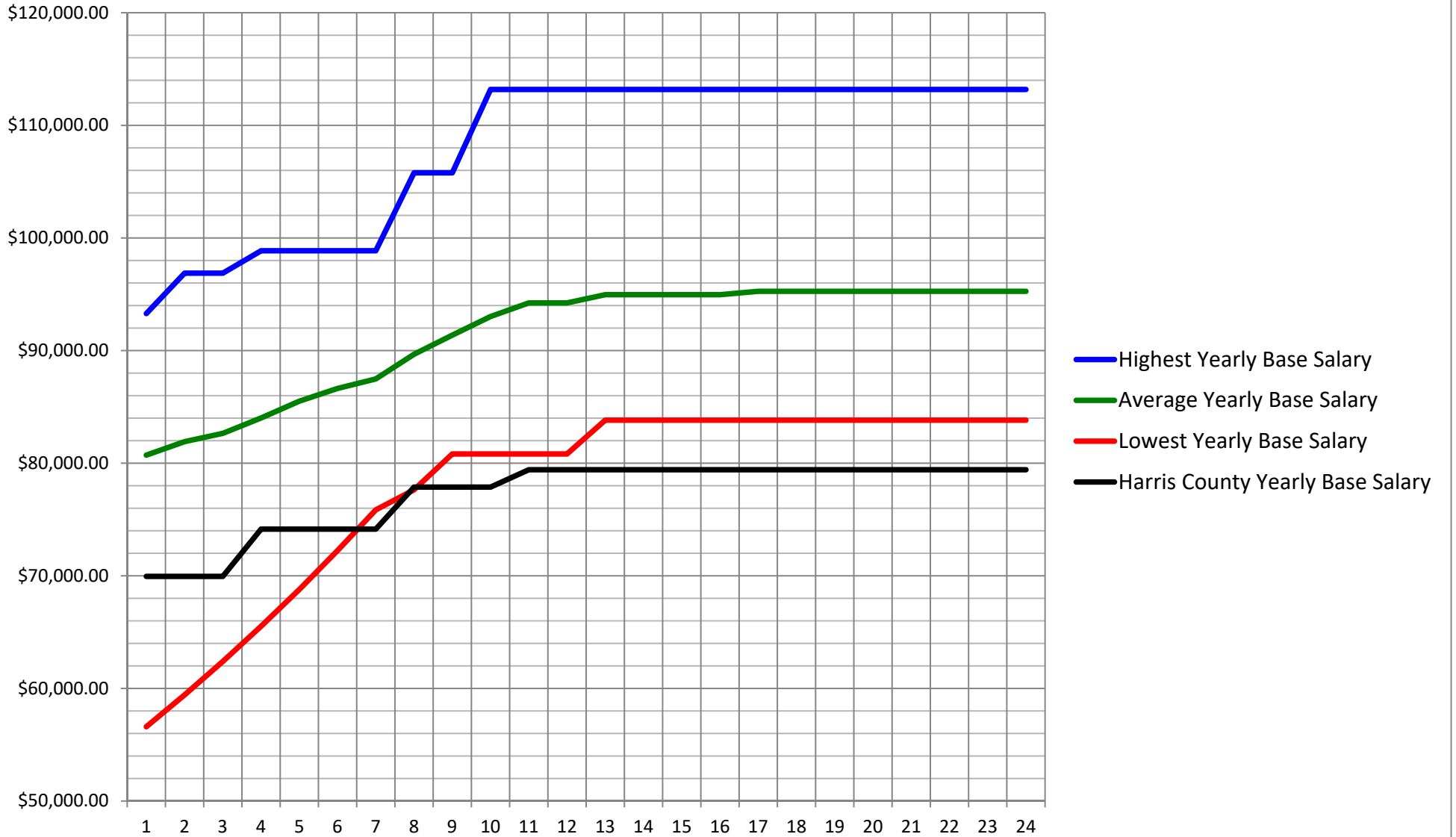
YEARS    LOWEST    AGENCY    AVERAGE    HIGHEST    AGENCY    HARRIS COUNTY

### 1. DEPUTY/OFFICER/TROOPER Comparison

| YEARS IN RANK | Texas DPS   | Dallas PD  | Plano PD   | Ft. Worth PD  | San Antonio PD  | Austin PD   | Houston PD   | YEARLY AVERAGE OF OTHER AGENCIES SURVEYED | AVERAGE OF OTHER AGENCIES (SEPARATED INTO CURRENT HC PAY STEPS) | CURRENT HCSO<br>4,600 Total Employees<br>1198 Sq. Miles<br>2+ Million Population | Pay Increase (by Step) Needed to Reach Average | Overall Average Pay Increase Needed to Reach Average Sampled Pay |             |
|---------------|---|--|--|---|---|---|--|---|---|--|--|--|-------------|
|               | 3576 Certified<br>129 Civilian (2016)<br>268,581 Sq. Miles<br>27,862,596 Population | 3484 Certified<br>556 Civilian (2015)<br>386 Sq. Miles<br>1,318,000 Population | 348 Certified<br>222 Civilian (2017)<br>72 Sq. Miles<br>283,000 Population | 1557 Certified<br>443 Civilian<br>349 Sq. Miles<br>830,000 Population | 2191 Certified<br>517 Civilian<br>465 Sq. Miles<br>1,463,000 Population | 1750 Certified<br>540 Civilian<br>272 Sq. Miles<br>939,000 Population | 5178 Certified<br>1399 Civilian<br>627 Sq. Miles<br>2,275,000 Population |   |   |  |  |  |             |
| Base          | \$44,082.00   | \$46,870.00  | \$65,670.00  | \$57,729.00   | \$50,664.00   | \$58,681.00   | \$49,918.00  | \$54,699.00                               | \$54,699.00   | \$44,862.00  | 21.93%   |  |             |
| 6 Mo.         |   |  | \$67,884.00  |   |   | \$60,615.00   |  |   |   |  |  |  | \$65,850.00 |
| 1             |   |  | \$70,106.00  | \$63,648.00   |   | \$60,960.00   | \$72,681.00  |   |   |  |  |  | \$56,411.00 |
| 18 Mo.        |   |  | \$73,218.00  |   |   |   |  |   |   |  |  |  |             |
| 2             | \$53,242.00   | \$49,207.00  | \$75,627.00  | \$63,648.00   | \$60,960.00   | \$72,681.00   | \$56,411.00  | \$61,867.00                               | \$63,878.00   | \$49,339.00  | 29.47%   |  |             |
| 30 Mo.        |   |  | \$78,210.00  |   |   |   |  |   |   |  |  |  |             |
| 3             | \$53,242.00   | \$51,688.00  | \$82,180.00  | \$66,830.00   | \$60,960.00   | \$72,681.00   | \$57,817.00  | \$63,628.00                               |   |  |  |  |             |
| 4             | \$64,919.00   | \$54,263.00  | \$82,180.00  | \$70,162.00   | \$60,960.00   | \$72,681.00   | \$57,817.00  | \$66,140.00                               |   |  |  |  |             |
| 5             | \$64,919.00   | \$56,971.00  | \$84,499.00  | \$70,162.00   | \$60,960.00   | \$72,681.00   | \$57,817.00  | \$66,858.00                               |   |  |  |  |             |
| 6             | \$64,919.00   | \$59,840.00  | \$84,499.00  | \$71,922.00   | \$65,063.00   | \$77,766.00   | \$61,652.00  | \$69,380.00                               | \$68,719.00   | \$52,810.00  | 30.12%   |  |             |
| 7             | \$64,919.00   | \$62,812.00  | \$84,499.00  | \$71,922.00   | \$65,063.00   | \$77,766.00   | \$62,448.00  | \$69,918.00                               |   |  |  |  |             |
| 8             | \$69,541.00   | \$65,956.00  | \$84,499.00  | \$73,704.00   | \$65,063.00   | \$77,766.00   | \$62,448.00  | \$71,282.00                               |   |  |  |  |             |
| 9             | \$69,541.00   | \$69,260.00  | \$84,499.00  | \$73,704.00   | \$65,063.00   | \$77,766.00   | \$62,448.00  | \$71,754.00                               | \$72,457.00   | \$55,938.00  | 29.53%   |  |             |
| 10            | \$69,541.00   | \$72,718.00  | \$85,079.00  | \$75,550.00   | \$65,063.00   | \$83,211.00   | \$69,186.00  | \$74,335.00                               |   |  |  |  |             |
| 11            | \$69,541.00   | \$74,172.00  | \$85,079.00  | \$75,550.00   | \$66,361.00   | \$83,211.00   | \$69,186.00  | \$74,729.00                               |   |  |  |  |             |
| 12            | \$72,613.00   | \$74,172.00  | \$85,079.00  | \$77,438.00   | \$66,361.00   | \$83,211.00   | \$74,108.00  | \$76,140.00                               | \$75,727.00   | \$58,745.00  | 28.91%   |  |             |
| 13            | \$72,613.00   | \$74,172.00  | \$85,079.00  | \$77,438.00   | \$66,361.00   | \$83,211.00   | \$75,305.00  | \$76,311.00                               |   |  |  |  |             |
| 14            | \$72,613.00   | \$74,172.00  | \$85,079.00  | \$81,300.00   | \$66,361.00   | \$89,035.00   | \$75,305.00  | \$77,695.00                               |   |  |  |  |             |
| 15            | \$72,613.00   | \$74,172.00  | \$85,659.00  | \$81,300.00   | \$66,361.00   | \$89,035.00   | \$75,305.00  | \$77,778.00                               | \$78,470.00   | \$61,680.00  | 27.22%   |  |             |
| 16            | \$75,968.00   | \$74,172.00  | \$85,659.00  | \$85,522.00   | \$67,671.00   | \$95,270.00   | \$75,305.00  | \$79,938.00                               |   |  |  |  |             |
| 17            | \$75,968.00   | \$74,172.00  | \$85,659.00  | \$85,522.00   | \$67,671.00   | \$95,270.00   | \$81,670.00  | \$80,847.00                               |   |  |  |  |             |
| 18            | \$75,968.00   | \$74,172.00  | \$85,659.00  | \$85,522.00   | \$67,671.00   | \$95,270.00   | \$81,670.00  | \$80,847.00                               | \$80,847.00   | \$66,007.00  | 22.48%   |  |             |
| 19            | \$75,968.00   | \$74,172.00  | \$85,659.00  | \$85,522.00   | \$67,671.00   | \$95,270.00   | \$81,670.00  | \$80,847.00                               |   |  |  |  |             |
| 20            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$67,671.00   | \$95,270.00   | \$81,670.00  | \$81,198.00                               |   |  |  |  |             |
| 21            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 22            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 23            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 24            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 25            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               | \$81,373.00   | \$68,643.00  | 18.55%   |  |             |
| 26            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 27            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 28            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 29            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |
| 30            | \$77,846.00   | \$74,172.00  | \$86,238.00  | \$85,522.00   | \$69,018.00   | \$95,270.00   | \$81,670.00  | \$81,391.00                               |   |  |  |  |             |

23.81%

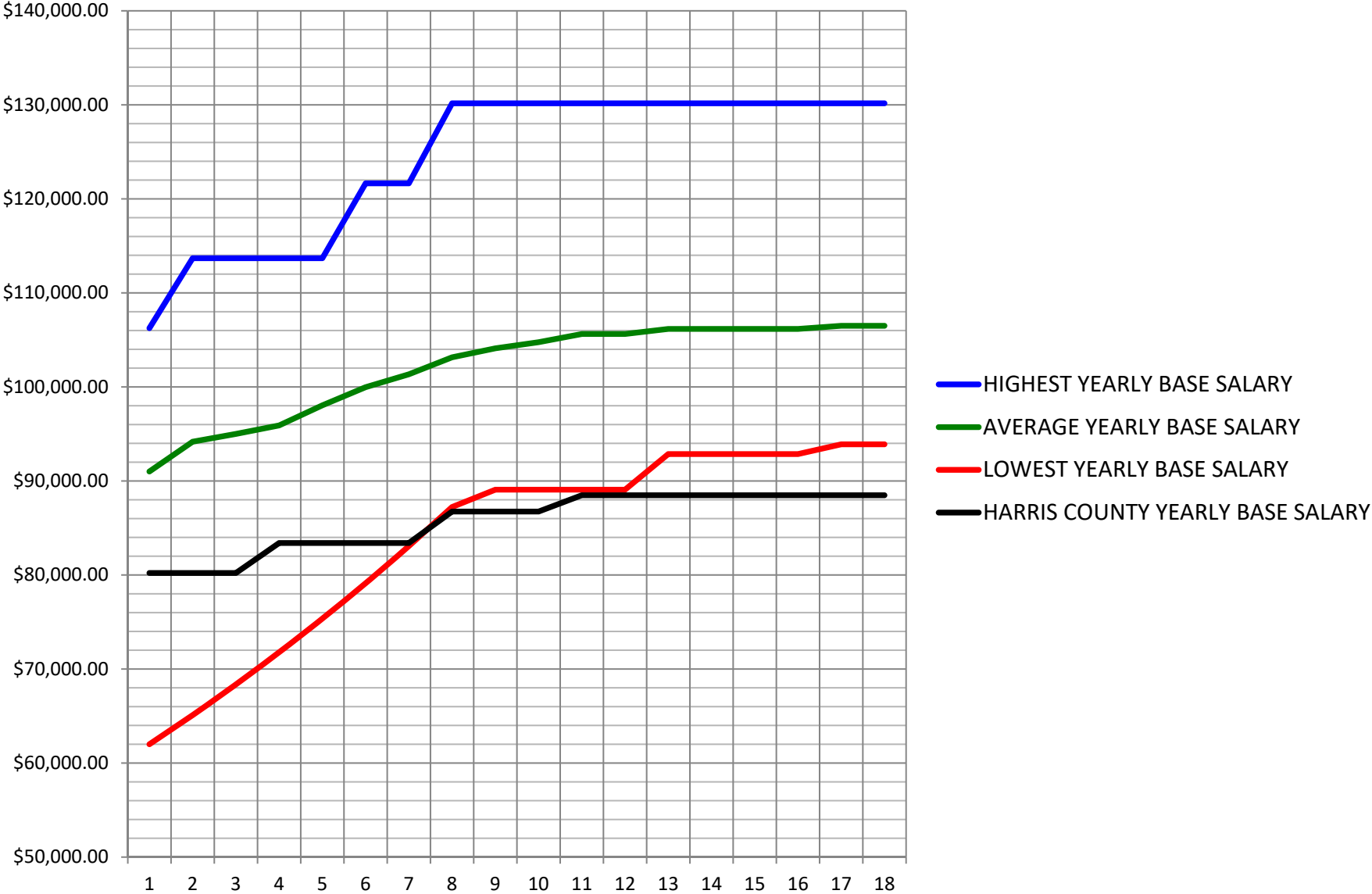
# SERGEANT SALARY COMPARISON



## 2. SERGEANT Comparison

| YEARS IN RANK | Texas DPS<br>3576 Certified<br>129 Civilian<br>(2016)<br>268,581 Sq. Miles<br>27,862,596 Population | Dallas PD<br>3484 Certified<br>556 Civilian<br>(2015)<br>386 Sq. Miles<br>1,318,000 Population | Plano PD<br>348 Certified<br>222 Civilian<br>(2017)<br>72 Sq. Miles<br>283,000 Population | Ft. Worth PD<br>1557 Certified<br>443 Civilian<br>349 Sq. Miles<br>830,000 Population | San Antonio PD<br>2191 Certified<br>517 Civilian<br>465 Sq. Miles<br>1,463,000 Population | Austin PD<br>1750 Certified<br>540 Civilian<br>272 Sq. Miles<br>939,000 Population | Houston PD<br>5178 Certified<br>1399 Civilian<br>627 Sq. Miles<br>2,275,000 Population | YEARLY AVERAGE OF OTHER AGENCIES SURVEYED | AVERAGE OF OTHER AGENCIES (SEPARATED INTO CURRENT HC PAY STEPS) | CURRENT HCSO<br>4,600 Total Employees<br>1198 Sq. Miles<br>2+ Million Population | Pay Increase (by Step) Needed to Reach Average | Overall Average Pay Increase Needed to Reach Average Sampled Pay |
|---------------|---|--|---|---|---|--|--|---|---|--|--|--|
| 1             | \$72,711.00   | \$56,598.00  | \$93,289.00   | \$87,537.00   | \$80,592.00   | \$92,393.00  | \$81,888.00  | \$80,715.00                               | \$81,758.00   | \$69,949.00  | 16.88%   | 18.44%   |
| 2             | \$72,711.00   | \$59,426.00  | \$96,875.00   | \$87,537.00   | \$80,592.00   | \$92,393.00  | \$83,848.00  | \$81,912.00                               |   |  |  |  |
| 3             | \$72,711.00   | \$62,394.00  | \$96,875.00   | \$89,722.00   | \$80,592.00   | \$92,393.00  | \$83,848.00  | \$82,648.00                               |   |  |  |  |
| 4             | \$72,711.00   | \$65,519.00  | \$96,875.00   | \$89,722.00   | \$80,592.00   | \$98,862.00  | \$83,848.00  | \$84,018.00                               | \$85,911.00   | \$74,148.00  | 15.86%   |  |
| 5             | \$77,639.00   | \$68,784.00  | \$96,875.00   | \$91,950.00   | \$80,592.00   | \$98,862.00  | \$83,848.00  | \$85,507.00                               |   |  |  |  |
| 6             | \$77,639.00   | \$72,245.00  | \$96,875.00   | \$91,950.00   | \$82,176.00   | \$98,862.00  | \$86,713.00  | \$86,637.00                               |   |  |  |  |
| 7             | \$77,639.00   | \$75,856.00  | \$96,875.00   | \$94,262.00   | \$82,176.00   | \$98,862.00  | \$86,713.00  | \$87,483.00                               | \$91,355.00   | \$77,876.00  | 17.31%   |  |
| 8             | \$77,639.00   | \$79,639.00  | \$96,875.00   | \$94,262.00   | \$82,176.00   | \$105,780.00   | \$91,335.00  | \$89,672.00                               |   |  |  |  |
| 9             | \$80,821.00   | \$83,621.00  | \$96,875.00   | \$98,973.00   | \$82,176.00   | \$105,780.00   | \$91,335.00  | \$91,369.00                               |   |  |  |  |
| 10            | \$80,821.00   | \$87,802.00  | \$96,875.00   | \$98,973.00   | \$82,176.00   | \$113,186.00   | \$91,335.00  | \$93,024.00                               | \$95,116.00   | \$79,419.00  | 19.76%   |  |
| 11            | \$80,821.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$91,335.00  | \$94,231.00                               |   |  |  |  |
| 12            | \$80,821.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$91,335.00  | \$94,231.00                               |   |  |  |  |
| 13            | \$84,391.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$94,963.00                               |   |  |  |  |
| 14            | \$84,391.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$94,963.00                               |   |  |  |  |
| 15            | \$84,391.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$94,963.00                               |   |  |  |  |
| 16            | \$84,391.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$94,963.00                               |   |  |  |  |
| 17            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 18            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 19            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 20            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 21            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 22            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 23            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |
| 24            | \$86,495.00   | \$89,558.00  | \$96,875.00   | \$104,022.00  | \$83,820.00   | \$113,186.00   | \$92,886.00  | \$95,263.00                               |   |  |  |  |

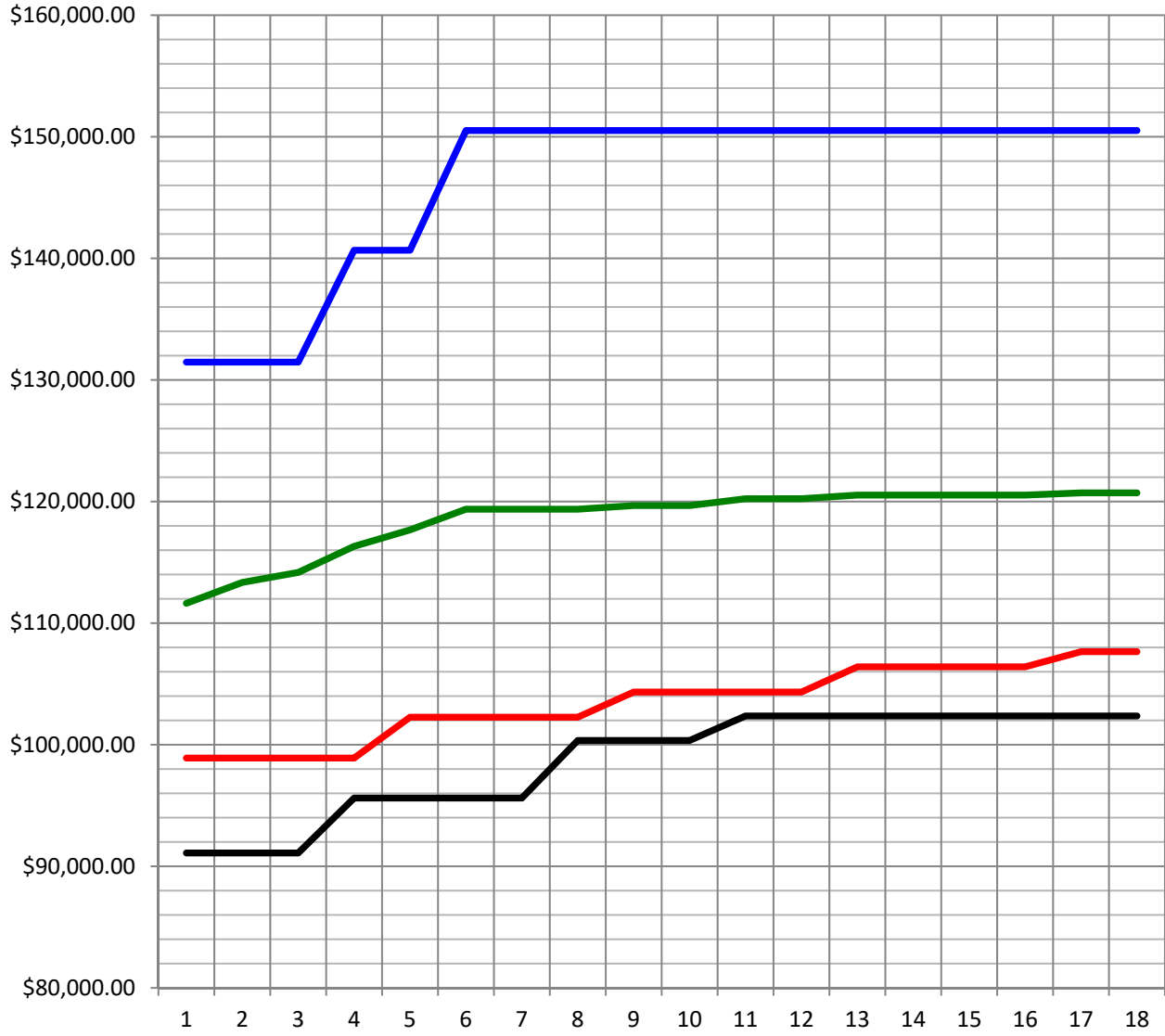
# LIEUTENANT SALARY COMPARISON



### 3. LIEUTENANT Comparison

| YEARS<br>IN<br>RANK | Texas DPS  | Dallas PD  | Plano PD   | Ft. Worth<br>PD  | San Antonio<br>PD  | Austin<br>PD   | Houston<br>PD   | YEARLY<br>AVERAGE OF<br>OTHER<br>AGENCIES<br>SURVEYED | AVERAGE OF<br>OTHER<br>AGENCIES<br>(SEPARATED<br>INTO CURRENT<br>HC PAY STEPS) | CURRENT<br>HCSO  | Pay<br>Increase<br>(by Step)<br>Needed<br>to Reach<br>Average | Overall<br>Average Pay<br>Increase<br>Needed to<br>Reach<br>Average<br>Sampled Pay |
|---------------------|--|--|--|--|--|--|---|---|--|--|---|--|
|                     | 3576 Certified<br>129 Civilian<br>(2016)<br>268,581 Sq.<br>Miles<br>27,862,596<br>Population | 3484 Certified<br>556 Civilian<br>(2015)<br>386 Sq. Miles<br>1,318,000<br>Population | 348 Certified<br>222 Civilian<br>(2017)<br>72 Sq. Miles<br>283,000<br>Population | 1557 Certified<br>443 Civilian<br>349 Sq. Miles<br>830,000<br>Population | 2191 Certified<br>517 Civilian<br>465 Sq. Miles<br>1,463,000<br>Population | 1750 Certified<br>540 Civilian<br>272 Sq. Miles<br>939,000<br>Population | 5178 Certified<br>1399 Civilian<br>627 Sq. Miles<br>2,275,000<br>Population |   |  | 4,600 Total<br>Employees<br>1198 Sq. Miles<br>2+ Million<br>Population |   |  |
| 1                   | \$80,582.00  | \$62,001.00  | \$104,144.00   | \$101,328.00   | \$90,252.00  | \$106,253.00   | \$92,982.00   | \$91,007.00   |  | \$80,211.00  | 16.47%  | <b>19.07%</b>  |
| 2                   | \$80,582.00  | \$65,096.00  | \$110,387.00   | \$101,328.00   | \$90,252.00  | \$113,691.00   | \$97,904.00   | \$94,177.00   | \$93,420.00  | \$80,211.00  | 16.47%  |  |
| 3                   | \$80,582.00  | \$68,364.00  | \$110,387.00   | \$103,852.00   | \$90,252.00  | \$113,691.00   | \$97,904.00   | \$95,005.00   |  |  |   |  |
| 4                   | \$80,582.00  | \$71,779.00  | \$110,387.00   | \$103,852.00   | \$90,252.00  | \$113,691.00   | \$100,790.00  | \$95,905.00   |  |  |   |  |
| 5                   | \$86,777.00  | \$75,366.00  | \$110,387.00   | \$109,050.00   | \$90,252.00  | \$113,691.00   | \$100,790.00  | \$98,045.00   | \$98,818.00  | \$83,404.00  | 18.48%  |  |
| 6                   | \$86,777.00  | \$79,123.00  | \$110,387.00   | \$109,050.00   | \$92,052.00  | \$121,650.00   | \$100,790.00  | \$99,976.00   |  |  |   |  |
| 7                   | \$86,777.00  | \$83,078.00  | \$110,387.00   | \$114,672.00   | \$92,052.00  | \$121,650.00   | \$100,790.00  | \$101,344.00  |  |  |   |  |
| 8                   | \$86,777.00  | \$87,230.00  | \$110,387.00   | \$114,672.00   | \$92,052.00  | \$130,166.00   | \$100,790.00  | \$103,153.00  | \$104,006.00   | \$86,746.00  | 19.90%  |  |
| 9                   | \$89,074.00  | \$91,591.00  | \$110,387.00   | \$114,672.00   | \$92,052.00  | \$130,166.00   | \$100,790.00  | \$104,105.00  |  |  |   |  |
| 10                  | \$89,074.00  | \$96,170.00  | \$110,387.00   | \$114,672.00   | \$92,052.00  | \$130,166.00   | \$100,790.00  | \$104,759.00  |  |  |   |  |
| 11                  | \$89,074.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$105,628.00  |  |  |   |  |
| 12                  | \$89,074.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$105,628.00  |  |  |   |  |
| 13                  | \$92,860.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,169.00  |  |  |   |  |
| 14                  | \$92,860.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,169.00  | \$106,117.00   | \$88,481.00  | 19.93%  |  |
| 15                  | \$92,860.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,169.00  |  |  |   |  |
| 16                  | \$92,860.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,169.00  |  |  |   |  |
| 17                  | \$95,192.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,502.00  |  |  |   |  |
| 18                  | \$95,192.00  | \$98,094.00  | \$110,387.00   | \$114,672.00   | \$93,900.00  | \$130,166.00   | \$103,104.00  | \$106,502.00  |  |  |   |  |

# CAPTAIN SALARY COMPARISON



- HIGHEST YEARLY BASE SALARY
- AVERAGE YEARLY BASE SALARY
- LOWEST YEARLY BASE SALARY
- HARRIS COUNTY YEARLY BASE SALARY

#### 4. CAPTAIN Comparison

| YEARS<br>IN<br>RANK | Texas DPS  | Dallas PD  | Plano PD   | Ft. Worth<br>PD  | San Antonio<br>PD  | Austin<br>PD   | Houston<br>PD   | YEARLY<br>AVERAGE OF<br>OTHER<br>AGENCIES<br>SURVEYED | AVERAGE OF<br>OTHER<br>AGENCIES<br>(SEPARATED<br>INTO CURRENT<br>HC PAY STEPS) | CURRENT<br>HCSO<br>4,600 Total<br>Employees<br>1198 Sq. Miles<br>2+ Million<br>Population | Pay<br>Increase<br>(by Step)<br>Needed<br>to Reach<br>Average | Overall<br>Average Pay<br>Increase<br>Needed to<br>Reach<br>Average<br>Sampled Pay |
|---------------------|--|--|--|--|--|--|---|---|--|---|---|--|
|                     | 3576 Certified<br>129 Civilian<br>(2016)<br>268,581 Sq.<br>Miles<br>27,862,596<br>Population | 3484 Certified<br>556 Civilian<br>(2015)<br>386 Sq. Miles<br>1,318,000<br>Population | 348 Certified<br>222 Civilian<br>(2017)<br>72 Sq. Miles<br>283,000<br>Population | 1557 Certified<br>443 Civilian<br>349 Sq. Miles<br>830,000<br>Population | 2191 Certified<br>517 Civilian<br>465 Sq. Miles<br>1,463,000<br>Population | 1750 Certified<br>540 Civilian<br>272 Sq. Miles<br>939,000<br>Population | 5178 Certified<br>1399 Civilian<br>627 Sq. Miles<br>2,275,000<br>Population |   |  |   |   |  |
| 1                   | \$98,903.00  | \$107,652.00   | \$118,668.00   | \$114,545.00   | \$103,560.00   | \$131,465.00   | \$106,606.00  | \$111,628.00  | \$113,048.00   | \$91,095.00   | 24.10%  | 20.21%   |
| 2                   | \$98,903.00  | \$107,652.00   | \$125,780.00   | \$114,545.00   | \$103,560.00   | \$131,465.00   | \$111,528.00  | \$113,348.00  |  |   |   |  |
| 3                   | \$98,903.00  | \$107,652.00   | \$125,780.00   | \$120,295.00   | \$103,560.00   | \$131,465.00   | \$111,528.00  | \$114,169.00  |  |   |   |  |
| 4                   | \$98,903.00  | \$107,652.00   | \$125,780.00   | \$120,295.00   | \$103,560.00   | \$140,667.00   | \$117,352.00  | \$116,316.00  | \$118,182.00   | \$95,615.00   | 23.60%  |  |
| 5                   | \$102,265.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$103,560.00   | \$140,667.00   | \$117,352.00  | \$117,669.00  |  |   |   |  |
| 6                   | \$102,265.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$105,636.00   | \$150,513.00   | \$117,352.00  | \$119,372.00  |  |   |   |  |
| 7                   | \$102,265.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$105,636.00   | \$150,513.00   | \$117,352.00  | \$119,372.00  | \$119,569.00   | \$100,350.00  | 19.15%  |  |
| 8                   | \$102,265.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$105,636.00   | \$150,513.00   | \$117,352.00  | \$119,372.00  |  |   |   |  |
| 9                   | \$104,331.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$105,636.00   | \$150,513.00   | \$117,352.00  | \$119,667.00  |  |   |   |  |
| 10                  | \$104,331.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$105,636.00   | \$150,513.00   | \$117,352.00  | \$119,667.00  | \$120,502.00   | \$102,364.00  | 17.72%  |  |
| 11                  | \$104,331.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,234.00  |  |   |   |  |
| 12                  | \$104,331.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,234.00  |  |   |   |  |
| 13                  | \$106,406.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,531.00  |  |   |   |  |
| 14                  | \$106,406.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,531.00  |  |   |   |  |
| 15                  | \$106,406.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,531.00  |  |   |   |  |
| 16                  | \$106,406.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,531.00  |  |   |   |  |
| 17                  | \$107,682.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,713.00  |  |   |   |  |
| 18                  | \$107,682.00   | \$107,652.00   | \$125,780.00   | \$126,405.00   | \$107,748.00   | \$150,513.00   | \$119,212.00  | \$120,713.00  |  |   |   |  |