특정직관리요령

제정 2022. 3.29.

개정 2022.10.06.

개정 2022.12.29.

개정 2023. 5.19.

개정 2023.12.28.

[인사육성부 042-600-8161]

제 1 장 총 칙

제1조(목적) 이 요령은 특정직원에게 적용할 직제, 인사, 복무, 보수, 복리후생 등에 관한 사항을 규정함을 목적으로 한다.

제2조(적용범위) 특정직원 및 지원직원에 관하여 다른 법령, 정관, 다른 규정에서 따로 정한 것을 제외하고는 이 요령에 의하며, 이 요령에서 정하고 있지 아니한 사항에 대해서는 일반직원에 준하여 적용한다.

제3조(용어의 정의) 이 요령에서 사용하는 용어의 정의는 다음과 같다.

- 1. 특정직 : 업무상 필요에 따라 주어진 역무를 단독적으로 수행하는 직제 내의 사용인
- 2. 지원직 : 업무상 필요에 따라 주어진 역무를 보조적으로 수행하는 직제 내의 사용인
- 3. 관리부서 : 특정직원의 임면 및 잡급예산의 운용 등을 담당하는 부서
- 4. 운영부서 : 특정직원을 직접 사용하는 부서

제4조(직제) ① 특정직원 및 지원직원의 부서별 정원은 별도로 정한다.

- ② 특정직원의 직군, 직렬, 직무, 업무내용은 【별표1】과 같다.
- ③ 지원직원의 직군, 직렬, 직무, 업무내용은 별도로 정한다.
- 제5조(운영) ① 운영부서장은 인원의 증감이 필요할 때에는 관리부서에 협의하여야 한다.
- ② 운영부서장은 특정직원의 근무상황을 감독하고 필요한 사항에 대한 충분한 조치를 취하여야 한다.

제 2 장 채 용

제6조(채용) ① 특정직원은 신규채용 시 서류, 필기, 면접 등 공개경쟁적 전형에 의하여 채용하고, 전형절차는 필요에 따라 조정하여 실시할 수 있으며. 세부 채용기준은 별도로 정한다.

② 특정직원의 채용 결정은 사장이 한다.

제7조(결격사유) 인사규정 제5조 각 호의 1에 해당하는 자는 특정직원으로 채용할 수 없다.

제8조(구비서류) 특정직원을 채용할 때에는 다음 각 호의 서류를 갖추어야 한다.

- 1. 이력서
- 2. 학력증명서
- 3. 경력증명서(해당자에 한함)
- 4. 주민등록등본
- 5. 병역관계증명서(주민등록초본, 남자에 한함)
- 6. 면허 또는 자격증 사본
- 7. 기타 인사관리상 회사가 요구하는 서류

제9조(수습) 신규 채용된 특정직원의 수습은 일반직원에 준한다.

제 3 장 보 직

제10조(보직) 특정직원의 보직은 일반직원에 준한다.

제11조(전보) 특정직원의 전보는 일반직원에 준한다.

제12조(파견) 특정직원의 파견은 일반직원에 준한다.

제13조(무보직) 특정직원의 무보직은 일반직원에 준한다.

제14조(휴직) 특정직원의 휴직은 일반직원에 준한다.

제15조(복직) 특정직원의 복직은 일반직원에 준한다.

제 4 장 승 급

제16조(정기승급) 특정직의 승급은 매년 4월 1일에 1회 실시함을 원칙으로 한다.

- 제17조(승급원칙) ① 특정직의 승급은 근무성적평정, 경력점수, 기타 능력의 실증에 의하여 행함을 원칙으로 한다.
- ② 승급은 최초 12등급에서 1등급으로 순차적으로 행하되, 시설환경 직렬 중 청소 및 경비 직무는 승급을 실시하지 않는다.
- ③ 승급은 각 등급별 인원이 정원을 초과하지 않는 범위 내에서 시행하고 정원을 초과하는 경우에는 시행하지 아니한다.
- ④ 각 등급별 직하위 등급의 인원이 각 해당등급의 정원에 미달할 경우에는 각 해당등급의 정원에 달할때까지 각 등급에서 직상위 등급으로 승급 및 직상위 등급에서 차상위 등급으로의 승급은 시행하지 아니한다.
- 제18조(등급별 정원) ① 특정직의 등급별 정원은 직하위 등급 인원의 30%로 하며, 분포율에 따른 인원 계산 시 1명 미만은 1명으로 본다. 단, 5등급 이하에서는 등급별 정원기준을 적용하지 아니한다.
- 제19조(숭급대상) ① 특정직의 승급대상은 당해 등급에서 각각 3년 이상 근무하고, 인사규정 제27조의 승급 제한이 없는 자를 말한다.
- ② 제1항의 근무기간에는 휴직기간, 강등처분기간, 정직기간, 무보직기간(인사규정 제15조 제1항에 의한 경우)은 포함하지 아니한다. 다만, 군휴직기간, 공상휴직기간, 육아휴직기간, 고용휴직기간은 이를 포함한다.
- 제20조(승급방법) ① 특정직 4등급 이상으로의 승급은 등급별 정원의 범위 내에서 제19조의 승급 대상자에 대하여 승급후보자명부 평가에 의한 순위를 기준으로 인사담당임원이 결정하며, 승급후보자명부 평가에 있어서 2인 이상의 동점자가 있을 경우 근무성적평정점, 경력점수, 자격증점수 순으로 선순위를 결정한다.
- ② 특정직 5등급까지의 승급은 제19조의 승급대상자에 대하여 최근 2년간 근무성적 평균이 "미"이상인 자를 대상으로 인사담당임원이 결정한다.
- 제21조(승급후보자명부의 작성) ① 제19조의 승급대상자에 대한 승급후보자명부는 매년 2월말을 기준하여 인사담당부서장이 작성한다.
- ② 특정직 승급후보자명부 평가요소는 【별표2】와 같다.

제 5 장 면 직

제22조(의원면직) 특정직원의 의원면직은 일반직원에 준한다.

제23조(당연면직) 특정직원의 당연면직은 일반직원에 준한다.

제24조(정년) ① 특정직원의 정년은 60세로 한다.

② 제1항에 의한 퇴직일은 일반직원에 준한다.

제25조(직권면직) 특정직원의 직권면직은 일반직원에 준한다.

제26조(명예퇴직) 특정직원의 명예퇴직은 일반직원에 준한다.

제 6 장 복 무

제27조(복무) 특정직원의 복무에 관하여는 이 요령에서 정하는 것 이외에는 인사규정 및 취업규칙의 관련 조항을 준용한다.

제28조(근무형태) 특정직원은 상근으로 하며, 근무형태는 일반직원에 준한다.

제29조(연차휴가) 특정직원의 연차휴가는 취업규칙을 준용한다.

제30조(특별유급휴가) 특정직원의 특별유급휴가는 취업규칙을 준용한다.

제31조(휴일) 특정직원의 휴일은 취업규칙을 준용한다.

제32조(휴게) 특정직원의 휴게시간은 취업규칙을 준용한다.

제33조(시업 및 종업시각) 특정직원의 시업 및 종업시각은 취업규칙을 준용한다.

제34조(근태관리) 특정직원의 근태관리는 일반직원에 준한다.

제35조(포상) 특정직원의 포상에 관한 사항은 일반직원에 준한다.

제36조(장계) 특정직원의 장계에 관한 사항은 일반직원에 준한다.

제37조(출장) 특정직원의 출장에 관한 사항은 일반직원에 준한다.

제38조(근무성적평정) ① 특정직원의 근무성적평정에 관한 사항은 인사평정지침으로 정한다.

② 특정직의 근무성적평정은 업적 및 역량평정을 원칙으로 하되, 시설환경 직렬 중 청소 및 경비 직무는 역량평정(지원군 적용)만 실시한다.

제39조(당직) 특정직원의 당직에 관한 사항은 일반직원에 준한다.

제 7 장 보 수

제40조(보수의 종류) 특정직원의 보수 종류는 다음과 같다.<개정 2022.10.06., 2023.12.28>

- 1. 기본급
- 2. 직무급
- 3. 직무가급: 직능가급, 직무환경가급, 선임가급, 공사감독가급, 현장정비책임자가급
- 4. 성과급 : 일반성과급, 인센티브성과급
- 5. 수당: 연차수당, 연장 및 휴일근무수당, 야간근무수당, 해외근무수당
- 6. 퇴직금

제41조(초임호봉) ① 특정직원의 초임호봉은 1호봉으로 하며, 입사 전 군의무복무기간에 대하여 2년을 한도로 매 1년에 1호봉을 가산하되 1년 미만의 잔여기간은 월단위로 가산하고 월미만은 절사한다. 제42조(숭호) ① 특정직원의 정기승호는 일반직원에 준하여 실시한다.

- ② 특정직원의 특별승호는 일반직원에 준하여 실시한다.
- ③ 특정직원의 징계 면제 및 말소 후 호봉승호는 일반직원에 준하여 시행한다.
- 제43조(보수지급) ① 특정직원의 기본급은 【별표3】과 【별표3-1】과 같다.<개정 2022.12.29., 2023.12.28.> ② "직무급"이라 함은 직무의 중요도, 난이도 및 책임도 등을 반영하여 지급하는 급여로서 【별표6】과 같으며, 운영기준은 보수규정을 준용하다.<신설 2023.12.28.>
- ③ "직무가급"이라 함은 개인별 능력, 전문성, 직무성격, 근무환경 등에 따라 지급되는 급여로서 운영기준은 [별표7] 과 같다.<신설 2023.12.28.>
- ④ 성과급의 운영기준은 보수규정을 준용한다.<개정 2022.10.06>
- ⑤ 수당의 운영기준은 보수규정을 준용한다.<개정 2022.10.06., 2022.12.29., 2023.12.28.>
- ⑥ 특정직원의 통상임금 범위는 다음과 같다.
 - 1. 기본급(월)
 - 2. 직무급(월)
 - 3. 직무가급(월)
 - 4. 일반성과급 : 년간 지급률의 12분의 1
 - 5. 내부평가급 : 년간 최소지급률의 12분의 1
- ⑦ 특정직원의 보수의 계산 및 지급방법은 일반직원의 보수규정을 준용하여 지급한다. 단, 별도로 정하는 바가 있는 경우에는 그에 따른다.

제44조(퇴직금) 특정직원의 퇴직금은 보수규정을 준용하여 산정ㆍ지급한다.

제 8 장 복리후생

제45조(복리후생비) 특정직원의 복리후생비는 일반직원에 준한다. 단, 선택형 복리후생비 부여금액은 년간 복리후생 기본계획에 따라 지급한다.

제46조(사택지원) 특정직원의 사택지원은 일반직원에 준한다. 단, 예산 편성 및 확보에 따라 적용한다. 제47조(피복지급) 특정직원의 피복지급은 일반직원에 준한다.

제48조(재해보상) 특정직원의 재해보상은 일반직원에 준한다.

제49조(형사피의자보상) 특정직원이 현장 업무수행 중 부득이한 사고로 인하여 피의자가 된 경우 임금·벌금·과료 및 변호비의 지급은 일반직원에 준한다.

제 9 장 보 칙

제50조(위임) ① 이 요령에서 정하지 아니한 사항은 관련 규정 또는 별도로 정하는 바에 의한다. ② 지원직의 채용, 보직, 면직, 복무, 보수, 복리후생에 관한 사항은 지원직관리지침에 의한다. ①(시행일)이 요령은 2022년 3월 29일부터 시행한다.

②(경과조치)

- 1. 별정직(무기계약직) 및 지원직에서 특정직으로 전환하는 직원의 등급 호봉 등은 전환당시 별도로 정한 사항을 적용한다.
- 2. 별정직(무기계약직) 및 지원직에서 특정직으로 전환된 직원의 전환 이후 최초 승급 및 승호는 전환 당시 별도로 정한 사항 및 본 요령의 기준을 적용하며, 그 이후 승급 및 승호는 본 요령의 기준에 의한다.

부 칙 <개정 2022.10.06>

이 요령은 2022년 8월 30일부터 시행한다.

부 칙 <개정 2022.12.29>

제43조(보수지급) 【별표3】은 2022년 1월 1일부터 시행한다. 다만, 【별표5】 "보건관리자 선임수당"은 2023년 1월 1일부터 시행한다.

부 칙 <개정 2023.5.19>

①(시행일)이 요령은 2023년 5월 19일부터 시행한다.

②(경과조치)요령 제19조(승급대상) 제1항에도 불구하고 2022.4.1. 특정직 전환자는 등급 결정 후 잔여 경력이 있는 경우 잔여 경력(월단위 절사)과 당해 등급에서 근무한 경력을 합산하여 3년이 도래하는 정기승급일에 승급하며 정기승급은 2023.4.1.부터 시행한다.

부 칙 <개정 2023.12.28>

제40조(보수의 종류) 제2호 직무급, 제3호 직무가급과 제43조(보수지급) 제1항 【별표3】는 2024년 1월 1일부터 시행한다. 다만, 【별표3-1】은 2023년에 한하여 적용되며, 2024년 1월 1일부로 자동 삭제한다.

직군 · 직렬 · 직무 · 업무내용 초임등급

직군	직렬	직무	주요 업무내용	초임등급	비고
행정	행정 (지원)	행정(지원)	○ 행정지원	9등급	
ما حا	안전 관리	안전	○ 안전활동 실적 입력 ○ 기타 안전활동 지원	05.7	
안전	(지원)	EHSQ	○ EHSQ활동 실적 입력 ○ 기타 EHSQ활동 지원	9등급	
	정비 사업 관리 (지원)	공무	○ 작업결과 및 정비실적 입력 ○ 기타 정비사업관리 지원		※ 일반적원의 지휘·통제 하에 수행하는 지원 역무 수행
		기지 기계정비 (프로세스)	○ 기지 주요 프로세스설비 경정비 ^{주1)} ○ 기지 프로세스 부대설비 정비 ○ 정비 관련 서류업무 지원		주1) 경정비 - 공기구 및 자재운반 - 외관점검 지원 - 이물질 및 녹 제거 - 기기 및 부품 세척
		기지 기계정비 (유틸리티)	○ 기지 주요 유틸리티설비 경정비 ○ 기지 유틸리티 부대설비 정비 ○ 정비 관련 서류업무 지원		- 도장작업 지원 - 작업현장 청소 및 정리 정돈 - 차량 운전 - 배관부속시설물
	기지 정비 (지원) 관로	기지 계전정비 (전기설비)	○ 기지 주요 전기설비 경정비 ○ 기지 전기 부대설비 정비 ○ 정비 관련 서류업무 지원		점검 및 보수 지원 - 제초작업 - 교통통제
정비·		기지 계전정비 (계기설비)	○ 기지 주요 계기설비 경정비 ○ 기지 계기 부대설비 정비 ○ 정비 관련 서류업무 지원		- 방식 및 탐측 지원 등 주2) 중장비
운영 (O&M)		기지 계전정비 (계측제어설비)	○ 기지 주요 계측제어설비 경정비 ○ 기지 계측제어 부대설비 정비 ○ 정비 관련 서류업무 지원	9등급	- 험지형크레인, 지게차, 굴착기, 고소작업차, 카고크레인 등
		중장비 운전 및 관리	○ 중장비 ^{주2)} 운전 및 조종 ○ 중장비 정비·점검 등 유지		
		관로 기계정비	○ 관로 주요 기계설비 경정비 ○ 관로 기계 부대설비 정비 ○ 정비 관련 서류업무 지원		
	정비 (지원)	관로 계전정비	○ 관로 주요 계전설비 경정비 ○ 관로 계전 부대설비 정비 ○ 정비 관련 서류업무 지원		
	배관망	관로검사	○ 관로검사 업무 ○ 관로검사 관련 서류업무 지원 ○ 굴착공사 입회 업무 보조		
	관리 (지원)	방식	○ 피복건건성 탐측 및 전위 측정 ○ 방식 관련 서류업무 지원 ※ 데이터 관리 및 분석은 일반직 수행		
		ILI운영	○ ILI피깅 데이터 분석 지원		

직군	직렬	직무	주요 업무내용		비고
	기술 사업 관리 (지원)	기술사업기획 지원 (기술기획, 플랜트, 설계, 신사업)	○ 사업관리 지원 업무 ○ 각종 인허가관련 지원 업무 ○ 각종 입찰·수주 지원 업무 ○ 각종 업면허 관리 지원 업무		※ 일반적원의 지휘·통제하에 수행하는 지원역무 수행주3) 설계지원
	영업 (지원)	영업·마케팅 지원	○ 국내외 영업활동 지원 ○ 영업/마케팅 자료 관리		- 분야별 사양서, 절차서 작성 지원
	설계	설계사업관리 지원 ^{주3)}	○ 기술자료 관리지원 ○ 계약인허가 관리 지원		- 분야별 계산서 작성 지원 - 분야별 도면검토
설계· 조달·	(지원)	설계 지원(CAD)	○ 설계업무 지원 ○ CAD 업무 지원	9등급	및 물량 산출 - 분야별 공사설계서
건설 (EPC)	시공	플랜트 시공 지원	○ 시공사업관리 지원 ○ 공정관리 지원 ○ 계약관리 지원	<i>9</i> हे भ	작성 지원 - 성과물 발주처 제출 및 시스템 등록 - 도급기성자료 준비
	(지원)	친환경 에너지인프라 시공지원	○ 시공사업관리 지원 ○ 공정관리 지원 ○ 계약관리 지원		및 하도급 기성 현황 관리 - 인허가 서류 작성 지원
	운영 정비 (지원)	모니터링 요원	○ 수소인프라 통합모니터링 센터 업무		- 프로젝트 행정업무 지원 등
전산	전산 (지원)	업무용PC·네트워 크 유지관리	 ○ 정보시스템 수정 지원^{주4)} ○ 업무용 PC 유지관리 지원 ○ 네트워크 유지관리 지원 ○ 기타 전산업무 지원^{주5)} 	9등급	※ 일반직원의 지휘·통제하에 수행하는 지원역무 수행 주4) 정보시스템 수정 지원 - 단순 프로그램 코딩및 자료정리 지원 - 장애 제거 및 보완지원 - 장애 제거 및 보완지원 - 정보화 사업 행정업무지원 - 헬프데스크 지원 - 시스템 이전 설치 지원
		시설관리	○ 사옥 및 합숙소 등 시설관리	9등급	
시설	시설	운전	○ 차량운전, 차량관리	- O H	
환경	환경	경비	○ 사옥 경비	12등급	
		청소	○ 사옥 및 합숙소 등 청소, 세탁	120 H	

승급후보자명부 평가요소 및 배점

평가요소	배점	비고
경력점수	20	기본경력:5점, 초과경력:15점
근무성적	70	최근 2년간 근무성적 적용
자 격 증	10	국가기술자격법 등 관련법령에 의한 자격증소지자에 대해 적용
계	100	

- 1. 경력점수 계산 시 기본경력은 승급소요 최저연수로 하고, 초과경력 산정은 배점한도(15점) 내에서 기본경력 초과시 1월당 0.25점을 곱하여 산정하며, 월미만의 단수는 절사한다.
- 2. 근무성적은 최근 2년간의 근무성적평균에 0.7을 곱하여 얻은 점수로 한다. 단, 적용할 수 없는 경우에는 적용할 수 없는 시기의 전등급 평균성적을 적용한다.
- 3. 자격증 점수는 다음과 같다.

구분	기술	사무	점수
자격종류	산업기사 이상	인터넷정보관리사 및 컴퓨터활용능력 각 1급, 워드프로세서	10
	기능사	인터넷정보관리사 및 컴퓨터활용능력 각 2급	5

- ※ 자격증 다수 보유 시 상위점수 1개의 자격증만 적용
- ※ 기술분야의 자격증은 국가기술자격법상 다음 직무분야에 해당하는 자격종목 적용
- 기계, 전기, 전자, 통신, 화공 및 세라믹, 토목, 건축, 정보처리, 환경, 에너지, 안전관리, 금속, 산업응용(품질관리, 공정관리 분야에 한함)

【별표 3】특정직 기본급표 <개정 2022.12.29., 2023.12.28>

(단위 : 원)

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44					1	l			l			l	특정직 12급
43 4,382,600 4,146,070 4,023,610 3,869,860 3,741,410 3,635,860 3,542,380 3,409,120 3,396,580 3,342,440 3,288,310 3,234 42 4,273,000 3,971,000 3,764,000 3,764,000 3,524,00	45	4,486,090	4,252,600	4,127,090	3,973,340	3,844,760	3,739,210	3,645,810	3,572,520	3,499,940	3,445,800	3,391,670	3,337,540
42 4.330.840 4.097.320 3.971.840 3.818,140 3.689,690 3.584,130 3.490,680 3.417.420 3.344,900 3.290,700 3.236,630 3.182 41 4.279.070 4.045.530 3.920,990 3.766.400 3.637,990 3.532,420 3.348,990 3.365,710 3.293,220 3.293,080 3.184,590 3.193 4.775.670 3.949,990 3.816,630 3.665.590 3.584,580 3.479,020 3.385,600 3.263,300 3.184,540 3.187,400 3.133,270 3.073 38 4.172,870 3.994,990 3.876,840 3.611,220 3.482,910 3.773,580 3.283,390 3.210,620 3.138,180 3.084,040 3.029,910 2.975 37 4.072,120 3.838,8510 3.713,140 3.555,000 3.431,250 3.325,680 3.232,240 3.193,860 3.138,480 3.084,040 3.029,910 2.975 36 4.020,400 3.766,700 3.661,380 3.957,60 3.379,540 3.273,900 3.180,540 3.107,260 3.034,820 2.990,680 2.926,590 2.873 38 3.986,800 3.734,960 3.899,800 3.456,600 3.327,810 3.222,800 3.128,840 3.055,540 2.993,140 2.929,000 2.874,870 2.808 38 3.865,110 3.631,430 3.506,160 3.325,70 3.224,450 3.118,870 3.007,460 2.991,140 2.877,320 2.823,190 2.769 3.813,400 3.779,660 3.456,600 3.325,70 3.224,450 3.118,870 3.025,440 2.990,490 2.828,100 2.773,960 2.719,830 2.665 3.13 3.665,110 3.476,140 3.390,450 3.167,600 3.107,400 2.920,100 2.884,870 2.774,740 2.670,640 2.772,280 2.668,150 2.773,400 2.774,740 2.670,640 2.772,280 2.668,150 2.773,400 2.774,740 2.670,640 2.772,280 2.668,150 2.773,400 2.774,740 2.670,640 2.772,740 2.670,640 2.772,740 2.670,640 2.772,740 2.670,740 2.772,740 2.670,740 2.670,740 2.670,740 2.670,740 2.670,	44	4,434,320	4,200,790	4,075,360	3,921,620	3,793,090	3,687,500	3,594,080	3,520,840	3,448,260	3,394,120	3,339,990	3,285,860
41 4.279.070	43	4,382,600	4,149,070	4,023,610	3,869,860	3,741,410	3,635,860	3,542,380	3,469,120	3,396,580	3,342,440	3,288,310	3,234,180
40 4.227.380 3.993.770 3.868.360 3.714.710 3.586.300 3.480,740 3.387.370 3.314.050 3.241.540 3.187.400 3.133.270 3.007.930 3.97 4.077.170 3.886.360 3.466.360 3.345.860 3.482.910 3.375.350 3.328.360 3.266.250 3.189.860 3.135.720 3.081.590 3.027.300 3.27 4.077.170 3.883.510 3.713.140 3.555.500 3.431.550 3.325.680 3.323.240 3.158.960 3.086.500 3.032.360 2.978.230 2.982.330 3.208.330	42	4,330,840	4,097,320	3,971,840	3,818,140	3,689,690	3,584,130	3,490,690	3,417,420	3,344,900	3,290,760	3,236,630	3,182,500
39 4,175,620 3,941,990 3,816,630 3,662,950 3,534,580 3,429,020 3,335,600 3,262,350 3,189,860 3,135,720 3,081,590 3,027 38 4,123,870 3,894,040 3,764,880 3,611,220 3,482,910 3,377,350 3,283,930 3,213,620 3,188,860 3,084,040 3,099,910 2,975 36 4,020,400 3,786,700 3,661,330 3,507,760 3,379,450 3,273,240 3,189,860 3,034,820 2,986,660 2,972,650 2,872 34 3,916,880 3,683,000 3,605,650 3,486,600 3,327,610 3,222,260 3,128,840 3,055,540 2,981,400 2,290,000 2,874,870 2,823 34 3,916,880 3,683,500 3,557,880 3,242,410 3,182,770 3,071,100 3,003,990 2,981,460 2,271,400 2,271,100 2,271,100 3,003,990 2,881,400 2,271,400 2,282,130 3,003,990 2,281,310 3,003,990 2,281,310 3,003,990 2,281,310 3,003,990	41	4,279,070	4,045,530	3,920,090	3,766,400	3,637,990	3,532,420	3,438,980	3,365,710	3,293,220	3,239,080	3,184,950	3,130,820
38	40	4,227,380	3,993,770	3,868,360	3,714,710	3,586,300	3,480,740	3,387,320	3,314,050	3,241,540	3,187,400	3,133,270	3,079,140
37 4,072,120 3,838,510 3,713,140 3,559,500 3,431,250 3,225,680 3,232,240 3,158,960 3,036,2360 2,978,230 2,924 36 4,020,400 3,766,700 3,661,330 3,507,760 3,373,490 3,273,960 3,107,260 3,034,820 2,980,680 2,980,680 2,980,480 2,985,470 2,820 34 3,916,880 3,683,200 3,557,880 3,440,310 3,276,160 3,170,750 3,077,130 3,003,890 2,931,460 2,873,720 2,823,190 2,777,100 2,777,320 2,823,190 2,777,100 2,773,200 2,823,190 2,777,100 2,773,700 2,777,200 2,777,100	39	4,175,620	3,941,990	3,816,630	3,662,950	3,534,580	3,429,020	3,335,600	3,262,350	3,189,860	3,135,720	3,081,590	3,027,460
36 4,020,400 3,786,700 3,661,380 3,507,760 3,379,540 3,1273,960 3,110,260 3,048,200 2,980,680 2,926,550 2,872 35 3,966,800 3,774,960 3,609,650 3,466,800 3,327,810 3,222,2260 3,128,840 3,005,540 2,983,140 2,293,000 2,871,700 2,776 34 3,916,880 3,683,200 3,557,860 3,404,310 3,276,160 3,170,770 3,077,130 3,003,890 2,931,460 2,877,150 2,777,190 2,779 32 3,815,400 3,579,660 3,442,410 3,121,070 3,015,440 2,992,010 2,848,780 2,776,420 2,272,280 2,668,150 2,614 30 3,703,880 3,476,140 3,299,160 3,145,680 3,177,660 2,912,800 2,818,660 2,775,400 2,672,400 2,272,240 2,261,200 2,668,150 2,614 29 3,683,103 3,424,410 3,293,300 2,914,250 2,963,810 2,870,300 2,274,400 2,261,200 2,267,200	38	4,123,870	3,890,240	3,764,880	3,611,220	3,482,910	3,377,350	3,283,930	3,210,620	3,138,180	3,084,040	3,029,910	2,975,780
35 3,968,600 3,734,960 3,609,650 3,456,060 3,378,810 3,222,260 3,128,840 3,055,540 2,929,000 2,874,870 2,820 34 3,916,880 3,682,00 3,557,880 3,404,310 3,276,160 3,176,570 3,077,130 3,003,890 2,931,460 2,877,320 2,823,190 2,769 32 3,813,400 3,596,600 3,454,420 3,300,850 3,172,770 3,067,160 2,937,400 2,902,160 2,879,780 2,273,960 2,719,830 2,668,150 2,611 30 3,709,880 3,476,140 3,350,920 3,197,420 3,069,360 2,963,810 2,879,090 2,724,740 2,670,600 2,668,150 2,614 29 3,683,130 3,424,410 3,299,160 3,145,660 3,017,660 2,912,000 2,818,660 2,747,400 2,670,600 2,668,150 2,664,700 2,512 28 3,606,370 3,263,30 3,447,410 3,093,900 2,965,970 2,660,370 2,715,400 2,611,300 2,518,100	37	4,072,120	3,838,510	3,713,140	3,559,500	3,431,250	3,325,680	3,232,240	3,158,960	3,086,500	3,032,360	2,978,230	2,924,100
34 3916,880 3,683,200 3,557,880 3,404,310 3,276,160 3,170,570 3,077,130 3,003,890 2,931,460 2,877,320 2,823,190 2,769,333 3,865,110 3,631,430 3,506,160 3,352,570 3,224,450 3,118,870 3,025,460 2,973,740 2,900,490 2,281,000 2,771,510 2,717,301 3,071,630 3,579,660 3,454,420 3,300,850 3,112,770 3,067,160 2,973,740 2,900,490 2,281,000 2,772,280 2,668,150 2,614,300 3,709,880 3,476,140 3,239,920 3,197,420 3,069,360 2,963,810 2,870,390 2,779,990 2,724,740 2,670,600 2,616,470 2,562,290 3,658,130 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,818,660 2,745,400 2,673,600 2,618,920 2,564,790 2,513,400 2,613,800 2,363,300	36	4,020,400	3,786,700	3,661,380	3,507,760	3,379,540	3,273,960	3,180,540	3,107,260	3,034,820	2,980,680	2,926,550	2,872,420
33 3865,110 3.631,430 3.506,160 3.352,570 3.224,450 3.118,870 3.025,460 2.952,160 2.879,780 2.825,640 2.771,510 2.717, 32 3.813,400 3.579,660 3.454,420 3.300,850 3.172,770 3.067,160 2.973,740 2.900,490 2.828,100 2.773,360 2.719,830 2.665, 33 3.761,630 3.527,920 3.402,640 3.249,140 3.121,070 3.015,440 2.922,010 2.848,780 2.776,420 2.722,280 2.668,150 2.614, 30 3.709,880 3.476,140 3.350,920 3.197,420 3.069,360 2.963,810 2.870,380 2.779,799 2.724,740 2.670,600 2.616,470 2.562, 29 3.658,130 3.424,410 3.299,160 3.145,680 3.017,660 2.912,080 2.818,660 2.745,400 2.673,600 2.618,202 2.664,790 2.510, 28 3.606,370 3.372,630 3.247,410 3.093,960 2.965,970 2.860,430 2.756,960 2.693,710 2.621,380 2.567,240 2.513,110 2.458, 27 3.554,590 3.320,830 3.195,590 3.042,300 2.914,250 2.808,700 2.715,240 2.641,990 2.569,700 2.515,560 2.461,430 2.407, 26 3.502,840 3.269,090 3.143,870 2.999,540 2.862,570 2.756,970 2.661,370 2.590,290 2.518,020 2.463,880 2.409,750 2.355, 23 3.347,570 3.143,300 3.992,090 2.983,860 2.810,900 2.707,480 2.661,370 2.590,830 2.466,340 2.466,340 2.412,200 2.358,807 2.303, 24 3.399,310 3.165,570 3.040,350 2.885,400 2.707,480 2.661,930 2.596,580 2.365,980 2.308,840 2.254,710 2.200, 22 3.295,800 3.602,040 2.936,800 2.783,740 2.665,840 2.550,280 2.466,840 2.259,640 2.259,640 2.204,799 1.993, 31 3.181,800 2.998,800 2.782,020 2.604,180 2.494,800 2.278,500 2.278,630 2.207,940 2.998,760 2.244,600 2.274,600 2.204,799 1.993, 31 3.083,70 2.958,840 2.831,610 2.678,630 2.550,770 2.445,230 2.338,440 2.245,500 2.974,600 2.254,600 2.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1.994,790 1	35	3,968,600	3,734,960	3,609,650	3,456,060	3,327,810	3,222,260	3,128,840	3,055,540	2,983,140	2,929,000	2,874,870	2,820,740
32 3.813,400 3.579,660 3.454,420 3.300,855 3.172,770 3.067,160 2.973,740 2.900,490 2.828,100 2.773,960 2.713,830 2.665 31 3.761,630 3.527,920 3.402,640 3.249,140 3.121,070 3.015,440 2.922,010 2.848,780 2.776,420 2.722,280 2.668,150 2.614 30 3.709,880 3.476,140 3.350,920 3.197,660 3.015,660 2.912,080 2.818,660 2.775,400 2.673,060 2.618,920 2.564,790 2.510 28 3.606,370 3.320,830 3.955,90 3.042,300 2.914,250 2.808,700 2.715,400 2.621,380 2.567,240 2.513,110 2.488 26 3.502,840 3.269,090 3.143,870 2.990,540 2.862,570 2.756,970 2.663,570 2.590,290 2.518,020 2.463,880 2.407,50 2.355 25 3.451,990 3.213,380 3.987,700 2.393,886 2.811,090 2.265,3610 2.590,800 2.518,600 2.403,880	34	3,916,880	3,683,200	3,557,880	3,404,310	3,276,160	3,170,570	3,077,130	3,003,890	2,931,460	2,877,320	2,823,190	2,769,060
31 3,761,630 3,527,920 3,402,640 3,249,140 3,121,070 3,015,440 2,922,010 2,848,780 2,776,420 2,722,280 2,668,150 2,614 30 3,709,880 3,476,140 3,350,920 3,197,420 3,069,360 2,963,810 2,870,380 2,797,090 2,724,740 2,670,600 2,616,470 2,562 28 3,658,130 3,242,410 3,299,160 3,145,680 3,017,660 2,912,000 2,818,660 2,745,400 2,673,060 2,618,920 2,567,240 2,513,110 2,458 28 3,606,370 3,322,630 3,195,590 3,042,300 2,914,250 2,808,700 2,715,240 2,641,990 2,567,240 2,513,110 2,458 26 3,502,840 3,269,309 3,143,870 2,998,400 2,862,570 2,756,970 2,663,570 2,518,609 2,218,020 2,466,340 2,412,200 2,388,070 2,333 24 3,399,310 3,165,570 3,043,350 2,887,770 2,799,190 2,653,610 2,560,180	33	3,865,110	3,631,430	3,506,160	3,352,570	3,224,450	3,118,870	3,025,460	2,952,160	2,879,780	2,825,640	2,771,510	2,717,380
30 3,709,880 3,476,140 3,350,920 3,197,420 3,069,360 2,963,810 2,870,380 2,797,090 2,724,740 2,670,600 2,616,470 2,552,290 3,658,130 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,818,660 2,745,400 2,673,060 2,618,920 2,564,790 2,510,288 3,606,370 3,372,630 3,247,410 3,093,960 2,965,970 2,860,430 2,766,960 2,693,710 2,621,380 2,567,740 2,511,110 2,458 2,528,400 3,269,090 3,143,870 2,990,540 2,862,570 2,868,700 2,775,240 2,591,290 2,518,020 2,463,880 2,409,750 2,352 2,253 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,755,400 2,635,610 2,538,620 2,466,340 2,412,200 2,358,070 2,303,390 2,252 24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,414,660 2,360,520 2,306,390 2,252 23 3,347,570 3,113,820 2,985,800 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,362,980 2,308,840 2,254,710 2,200 22 3,295,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,820 2,331,600 2,259,620 2,205,480 2,113,300 2,257,160 2,203,030 2,148 2,134,404 3,010,300 2,885,400 2,732,020 2,604,180 2,498,570 2,405,150 2,331,600 2,259,620 2,205,480 2,151,350 2,097 2,095,130 2,09	32	3,813,400	3,579,660	3,454,420	3,300,850	3,172,770	3,067,160	2,973,740	2,900,490	2,828,100	2,773,960	2,719,830	2,665,700
29 3,658,130 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,818,660 2,745,400 2,673,060 2,618,920 2,564,790 2,510 28 3,606,370 3,372,630 3,247,410 3,093,960 2,965,970 2,860,430 2,715,240 2,691,310 2,567,240 2,513,110 2,488 26 3,502,840 3,260,900 3,143,870 2,990,540 2,866,570 2,766,970 2,663,570 2,590,290 2,518,020 2,463,880 2,409,750 2,335,733 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,401 2,561,870 2,580,200 2,466,340 2,412,600 2,358,070 2,332 24 3,393,310 3,165,570 3,040,330 2,887,170 2,793,401 2,560,180 2,486,570 2,446,600 2,360,520 2,358,070 2,230,330 2,436,200 2,308,840 2,254,710 2,200 22 3,295,800 3,062,040 2,936,800 2,737,400 2,655,840 2,550,280	31	3,761,630	3,527,920	3,402,640	3,249,140	3,121,070	3,015,440	2,922,010	2,848,780	2,776,420	2,722,280	2,668,150	2,614,020
28 3,606,370 3,372,630 3,247,410 3,093,960 2,965,970 2,860,430 2,766,960 2,693,710 2,621,380 2,567,240 2,513,110 2,488 27 3,554,590 3,320,830 3,195,590 3,042,300 2,914,250 2,808,700 2,715,240 2,641,990 2,569,700 2,515,560 2,461,430 2,407,50 2,355 26 3,502,840 3,269,990 3,143,870 2,990,540 2,862,570 2,663,570 2,590,290 2,518,020 2,463,880 2,407,50 2,355 28 3,451,990 3,143,870 3,090,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,414,660 2,366,502 2,3363,30 2,220 23 3,347,570 3,113,820 2,988,580 2,885,640 2,750,480 2,550,280 2,456,820 2,335,500 2,225,410 2,220 22 3,295,800 3,062,040 2,783,000 2,664,630 2,550,700 2,448,570 2,405,150 2,331,300 2,225,400 2,225,400	30	3,709,880	3,476,140	3,350,920	3,197,420	3,069,360	2,963,810	2,870,380	2,797,090	2,724,740	2,670,600	2,616,470	2,562,340
27 3,554,590 3,320,830 3,195,590 3,042,300 2,914,250 2,808,700 2,715,240 2,641,990 2,569,700 2,515,560 2,461,430 2,407,50 26 3,502,840 3,269,090 3,143,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,518,020 2,463,880 2,409,750 2,355 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,661,180 2,588,620 2,466,340 2,412,200 2,358,070 2,303 23 3,399,310 3,165,570 3,040,350 2,887,710 2,759,190 2,653,610 2,560,610 2,486,910 2,414,660 2,360,320 2,306,330 2,222 23 3,295,800 3,062,040 2,938,800 2,783,740 2,655,840 2,550,280 2,456,820 2,383,570 2,308,840 2,257,160 2,203,030 2,148 21 3,24,4040 3,010,00 2,885,400 2,732,020 2,656,340 2,593,300 2,275,530 2,207,940	29	3,658,130	3,424,410	3,299,160	3,145,680	3,017,660	2,912,080	2,818,660	2,745,400	2,673,060	2,618,920	2,564,790	2,510,660
26 3,502,840 3,269,090 3,143,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,518,020 2,463,880 2,409,750 2,335 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,538,620 2,466,340 2,412,200 2,358,070 2,303 24 3,399,310 3,165,570 3,040,350 2,881,770 2,759,190 2,653,610 2,580,630 2,435,250 2,362,890 2,306,390 2,252 23 3,295,800 3,062,040 2,936,800 2,733,740 2,655,840 2,550,280 2,456,820 2,383,570 2,311,300 2,257,60 2,203,030 2,148 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,205,480 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,678,630 2,571,900 2,445,230 2,295,140 2,275,600 2,151,350	28	3,606,370	3,372,630	3,247,410	3,093,960	2,965,970	2,860,430	2,766,960	2,693,710	2,621,380	2,567,240	2,513,110	2,458,980
25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,538,620 2,466,340 2,412,200 2,358,070 2,330 24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,414,660 2,360,520 2,306,390 2,252 23 3,347,570 3,113,820 2,988,580 2,887,470 2,655,840 2,500,530 2,435,250 2,362,980 2,308,840 2,254,710 2,200 22 3,295,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,820 2,331,800 2,257,160 2,203,030 2,148 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,254,80 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,777 2,445,230 2,351,800 2,278,530 2,207,940 2,153,800	27	3,554,590	3,320,830	3,195,590	3,042,300	2,914,250	2,808,700	2,715,240	2,641,990	2,569,700	2,515,560	2,461,430	2,407,300
24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,414,660 2,360,520 2,306,390 2,222 23 3,347,570 3,113,820 2,988,580 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,362,980 2,308,840 2,254,710 2,200 22 3,295,800 3,062,040 2,936,800 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,203,030 2,148 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,205,480 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,153,800 2,099,670 2,047,990 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,104,580 2,050,440	26	3,502,840	3,269,090	3,143,870	2,990,540	2,862,570	2,756,970	2,663,570	2,590,290	2,518,020	2,463,880	2,409,750	2,355,620
23 3,347,570 3,113,820 2,988,580 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,362,980 2,308,840 2,254,710 2,200 22 3,295,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,620 2,383,570 2,311,300 2,257,160 2,203,030 2,148 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,205,480 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,678,630 2,555,770 2,445,230 2,351,800 2,276,530 2,207,940 2,153,800 2,099,670 2,045 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,331,840 2,225,140 2,156,260 2,102,120 2,047,990 1,993 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,404 2,245,550 2,171,780 2,104,580	25	3,451,090	3,217,340	3,092,090	2,938,860	2,810,900	2,705,340	2,611,870	2,538,620	2,466,340	2,412,200	2,358,070	2,303,940
22 3,295,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,620 2,383,570 2,311,300 2,257,160 2,203,030 2,188 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,205,480 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,276,530 2,207,940 2,153,800 2,099,670 2,045 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,156,260 2,102,120 2,047,990 1,993 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,104,580 2,050,440 1,996,310 1,942 17 3,030,330 2,796,590 2,671,360 2,518,540 2,337,330 2,218,300 2,118,400 2,052,900	24	3,399,310	3,165,570	3,040,350	2,887,170	2,759,190	2,653,610	2,560,180	2,486,910	2,414,660	2,360,520	2,306,390	2,252,260
21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,259,620 2,205,480 2,151,350 2,097 20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,278,530 2,207,940 2,153,800 2,099,670 2,045 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,156,260 2,102,120 2,047,990 1,993 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,388,440 2,245,050 2,171,780 2,104,580 2,050,440 1,996,310 1,942 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,118,620 2,011,620 1,998,760 1,944,630 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670	23	3,347,570	3,113,820	2,988,580	2,835,420	2,707,480	2,601,930	2,508,530	2,435,250	2,362,980	2,308,840	2,254,710	2,200,580
20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,278,530 2,207,940 2,153,800 2,099,670 2,045 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,156,260 2,102,120 2,047,990 1,993 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,104,580 2,050,440 1,996,310 1,942 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,052,900 1,998,760 1,944,630 1,891 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 2,001,220 1,947,080 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670	22	3,295,800	3,062,040	2,936,800	2,783,740	2,655,840	2,550,280	2,456,820	2,383,570	2,311,300	2,257,160	2,203,030	2,148,900
19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,156,260 2,102,120 2,047,990 1,993 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,104,580 2,050,440 1,996,310 1,942 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,118,420 2,052,900 1,998,760 1,944,630 1,890 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 2,001,220 1,947,080 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,949,540 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180	21	3,244,040	3,010,300	2,885,040	2,732,020	2,604,180	2,498,570	2,405,150	2,331,860	2,259,620	2,205,480	2,151,350	2,097,220
18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,104,580 2,050,440 1,996,310 1,942 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,052,900 1,998,760 1,944,630 1,890 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 2,001,220 1,947,080 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,949,540 1,895,400 1,841,270 1,787 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,897,860 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990	20	3,190,620	2,956,840	2,831,610	2,678,630	2,550,770	2,445,230	2,351,800	2,278,530	2,207,940	2,153,800	2,099,670	2,045,540
17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,052,900 1,998,760 1,944,630 1,890 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 2,001,220 1,947,080 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,949,540 1,895,400 1,841,270 1,787 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,897,860 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180 1,792,040 1,737,910 1,683 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640	19	3,137,180	2,903,440	2,778,210	2,625,300	2,497,420	2,391,830	2,298,390	2,225,140	2,156,260	2,102,120	2,047,990	1,993,860
16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 2,001,220 1,947,080 1,892,950 1,838 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,949,540 1,895,400 1,841,270 1,787 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,897,860 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180 1,792,040 1,737,910 1,683 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,794,500 1,740,360 1,686,230 1,632 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860	18	3,083,760	2,850,010	2,724,760	2,571,900	2,444,000	2,338,440	2,245,050	2,171,780	2,104,580	2,050,440	1,996,310	1,942,180
15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,949,540 1,895,400 1,841,270 1,787 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,897,860 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180 1,792,040 1,737,910 1,683 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,794,500 1,740,360 1,686,230 1,632 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,742,820 1,688,680 1,634,550 1,580 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520	17	3,030,330	2,796,590	2,671,360	2,518,540	2,390,680	2,285,130	2,191,680	2,118,420	2,052,900	1,998,760	1,944,630	1,890,500
14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,897,860 1,843,720 1,789,590 1,735 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180 1,792,040 1,737,910 1,683 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,794,500 1,740,360 1,686,230 1,632 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,742,820 1,688,680 1,634,550 1,580 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,691,140 1,637,000 1,582,870 1,528 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520	16	2,976,890	2,743,140	2,617,910	2,465,160	2,337,330	2,231,780	2,138,350	2,065,070	2,001,220	1,947,080	1,892,950	1,838,820
13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,846,180 1,792,040 1,737,910 1,683 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,794,500 1,740,360 1,686,230 1,632 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,742,820 1,688,680 1,634,550 1,580 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,691,140 1,637,000 1,582,870 1,528 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,639,460 1,585,320 1,531,190 1,477 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,460	15	2,923,470	2,689,670	2,564,460	2,411,800	2,283,970	2,178,390	2,084,950	2,011,670	1,949,540	1,895,400	1,841,270	1,787,140
12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,794,500 1,740,360 1,686,230 1,632 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,742,820 1,688,680 1,634,550 1,580 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,691,140 1,637,000 1,582,870 1,528 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,639,460 1,585,320 1,531,190 1,477 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,460 1,587,780 1,533,640 1,479,510 1,425 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170	14	2,870,080	2,636,250	2,511,020	2,358,420	2,230,610	2,125,040	2,031,630	1,958,340	1,897,860	1,843,720	1,789,590	1,735,460
11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,742,820 1,688,680 1,634,550 1,580 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,691,140 1,637,000 1,582,870 1,528 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,639,460 1,585,320 1,531,190 1,477 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,587,780 1,533,640 1,479,510 1,425 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,536,100 1,481,960 1,427,830 1,373 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420	13	2,816,650	2,582,830	2,457,610	2,305,050	2,177,260	2,071,670	1,978,240	1,904,990	1,846,180	1,792,040	1,737,910	1,683,780
10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,691,140 1,637,000 1,582,870 1,528 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,140 1,637,000 1,582,870 1,528 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,587,780 1,533,640 1,479,510 1,425 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,536,100 1,481,960 1,427,830 1,373 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420 1,430,280 1,376,150 1,322 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 <	12	2,763,170	2,529,410	2,404,170	2,251,670	2,123,900	2,018,340	1,924,920	1,851,640	1,794,500	1,740,360	1,686,230	1,632,100
9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,639,460 1,585,320 1,531,190 1,477 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,587,780 1,533,640 1,479,510 1,425 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,536,100 1,481,960 1,427,830 1,373 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420 1,430,280 1,376,150 1,322 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 1,378,600 1,324,470 1,270 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 <t< th=""><th>11</th><th>2,709,730</th><th>2,475,970</th><th>2,350,730</th><th>2,198,340</th><th>2,070,550</th><th>1,964,980</th><th>1,871,550</th><th>1,798,280</th><th>1,742,820</th><th>1,688,680</th><th>1,634,550</th><th>1,580,420</th></t<>	11	2,709,730	2,475,970	2,350,730	2,198,340	2,070,550	1,964,980	1,871,550	1,798,280	1,742,820	1,688,680	1,634,550	1,580,420
8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,587,780 1,533,640 1,479,510 1,425 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,536,100 1,481,960 1,427,830 1,373 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420 1,430,280 1,376,150 1,322 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 1,378,600 1,324,470 1,270 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,381,060 1,326,920 1,272,790 1,218 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 <t< th=""><th>10</th><th>2,656,330</th><th>2,422,530</th><th>2,297,350</th><th>2,144,880</th><th>2,017,150</th><th>1,911,600</th><th>1,818,170</th><th>1,744,860</th><th>1,691,140</th><th>1,637,000</th><th>1,582,870</th><th>1,528,740</th></t<>	10	2,656,330	2,422,530	2,297,350	2,144,880	2,017,150	1,911,600	1,818,170	1,744,860	1,691,140	1,637,000	1,582,870	1,528,740
7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,536,100 1,481,960 1,427,830 1,373 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420 1,430,280 1,376,150 1,322 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 1,378,600 1,324,470 1,270 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,381,060 1,326,920 1,272,790 1,218 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,329,380 1,275,240 1,221,110 1,166	9	2,602,880	2,369,170	2,243,960	2,091,520	1,963,800	1,858,220	1,764,820	1,691,520	1,639,460	1,585,320	1,531,190	1,477,060
6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,484,420 1,430,280 1,376,150 1,322 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 1,378,600 1,324,470 1,270 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,381,060 1,326,920 1,272,790 1,218 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,329,380 1,275,240 1,221,110 1,166	8	2,551,120	2,317,380	2,192,130	2,039,800	1,912,120	1,806,550	1,713,130	1,639,890	1,587,780	1,533,640	1,479,510	1,425,380
5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,432,740 1,378,600 1,324,470 1,270 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,381,060 1,326,920 1,272,790 1,218 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,329,380 1,275,240 1,221,110 1,166	7	2,499,330	2,265,580	2,140,360	1,988,160	1,860,480	1,754,900	1,661,450	1,588,170	1,536,100	1,481,960	1,427,830	1,373,700
4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,381,060 1,326,920 1,272,790 1,218 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,329,380 1,275,240 1,221,110 1,166	6	2,447,580	2,213,870	2,088,650	1,936,410	1,808,770	1,703,180	1,609,750	1,536,480	1,484,420	1,430,280	1,376,150	1,322,020
3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,329,380 1,275,240 1,221,110 1,166	5	2,395,820	2,162,030	2,036,840	1,884,730	1,757,070	1,651,480	1,558,050	1,484,790	1,432,740	1,378,600	1,324,470	1,270,340
	4	2,345,750	2,111,970	1,986,770	1,834,650	1,707,030	1,601,450	1,508,020	1,434,740	1,381,060	1,326,920	1,272,790	1,218,660
2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,277,700 1,223,560 1,169,430 1,115	3	2,295,700	2,061,900	1,936,670	1,784,630	1,657,000	1,551,420	1,458,000	1,384,720	1,329,380	1,275,240	1,221,110	1,166,980
	2	2,245,590	2,011,790	1,886,570	1,734,590	1,610,310	1,504,710	1,411,300	1,338,050	1,277,700	1,223,560	1,169,430	1,115,300
1 2,195,470 1,961,710 1,836,460 1,684,540 1,565,300 1,459,740 1,366,300 1,293,040 1,226,020 1,171,880 1,117,750 1,063	1	2,195,470	1,961,710	1,836,460	1,684,540	1,565,300	1,459,740	1,366,300	1,293,040	1,226,020	1,171,880	1,117,750	1,063,620

※ 위 기본급표는 2024년 1월 1일 시행(별표 3-1 특정직 기본급표 미적용)

【별표 3-1】특정직 기본급표 <개정 2022.12.29., 2023.12.28>

(단위 : 원)

★ 1 de 5 2 de 6 7 de 8 de 9 de 7 de 9 de 9												()	단위 : 원)
444 4.444.320					1	l						l	특정직 12급
43	45	4,486,090	4,252,600	4,127,090	3,973,340	3,844,760	3,739,210	3,645,810	3,572,520	3,465,540	3,411,410	3,357,270	3,303,140
42	44	4,434,320	4,200,790	4,075,360	3,921,620	3,793,090	3,687,500	3,594,080	3,520,840	3,413,830	3,359,710	3,305,570	3,251,430
41 4.279.070	43	4,382,600	4,149,070	4,023,610	3,869,860	3,741,410	3,635,860	3,542,380	3,469,120	3,362,130	3,307,980	3,253,850	3,199,700
40 4.227.860 3.993.770 3.668.860 3.714.710 3.566.300 3.480.740 3.874.200 3.314.000 3.207.040 3.152.920 3.096.780 3.044.601 3.914.750 3.914.750 3.914.750 3.914.501 3.914.750	42	4,330,840	4,097,320	3,971,840	3,818,140	3,689,690	3,584,130	3,490,690	3,417,420	3,310,420	3,256,280	3,202,150	3,148,000
39 4,175,620 3,941,990 3,816,630 366,2950 3,545,800 3,489,020 3,335,600 3,262,350 3,155,350 3,101,220 3,477,000 2,992,944 38 4,123,870 3,890,240 3,746,800 3,611,220 3,482,901 3,373,500 3,283,300 3,216,600 3,153,950 3,049,200 2,993,300 2,941,240 36 4,020,400 3,786,700 3,661,330 3,557,700 3,373,700 3,128,360 3,020,200 3,096,800 2,941,240 2,941,240 35 3,986,000 3,748,900 3,055,800 3,445,000 3,237,610 3,128,360 3,002,800 2,946,130 2,892,000 2,978,140 2,942,200 2,983,700 2,927,760 2,978,100 2,944,200 2,940,200 2,734,600 3,943,00 3,557,800 3,403,30 3,557,800 3,404,310 3,277,900 3,118,870 3,055,600 2,844,270 2,940,270 2,928,400 2,243,300 2,244,200 2,404,200 2,240,200 2,834,200 2,244,200 2,404,200 2,243,200 <th< th=""><th>41</th><th>4,279,070</th><th>4,045,530</th><th>3,920,090</th><th>3,766,400</th><th>3,637,990</th><th>3,532,420</th><th>3,438,980</th><th>3,365,710</th><th>3,258,720</th><th>3,204,580</th><th>3,150,450</th><th>3,096,310</th></th<>	41	4,279,070	4,045,530	3,920,090	3,766,400	3,637,990	3,532,420	3,438,980	3,365,710	3,258,720	3,204,580	3,150,450	3,096,310
38 4,123,870 3,890,240 3,764,880 3,611,220 3,482,910 3,377,350 3,283,930 3,210,620 3,103,630 3,049,520 2,995,380 2,941,244 37 4,072,120 3,888,510 3,713,140 3,559,500 3,431,250 3,325,680 3,232,240 3,158,960 3,051,200 2,997,830 2,991,200 2,888,551 35 3,966,600 3,745,600 3,660,000 3,345,680 3,227,810 3,222,810 3,222,810 3,222,810 3,222,810 3,202,800 3,003,890 2,896,870 2,844,200 2,800,270 2,784,460 34 3,916,880 3,683,200 3,557,880 3,404,310 3,276,160 3,170,770 3,077,130 3,003,890 2,896,870 2,842,730 2,788,600 2,734,460 33 3,661,100 3,559,600 3,454,440 3,003,600 3,172,770 3,077,470 3,003,890 2,896,870 2,842,730 2,788,600 2,791,040 2,791,040 2,791,040 2,603,700 2,802,700 2,802,700 2,802,700 2,802,700 </th <th>40</th> <th>4,227,380</th> <th>3,993,770</th> <th>3,868,360</th> <th>3,714,710</th> <th>3,586,300</th> <th>3,480,740</th> <th>3,387,320</th> <th>3,314,050</th> <th>3,207,040</th> <th>3,152,920</th> <th>3,098,780</th> <th>3,044,650</th>	40	4,227,380	3,993,770	3,868,360	3,714,710	3,586,300	3,480,740	3,387,320	3,314,050	3,207,040	3,152,920	3,098,780	3,044,650
37 4,072,120 3,888,510 3,713,140 3,559,500 3,431,250 3,325,680 3,232,240 3,158,960 3,015,770 2,978,300 2,943,700 2,889,551 36 4,020,400 3,786,700 3,661,380 3,357,860 3,273,960 3,105,640 3,107,260 3,000,280 2,946,130 2,284,270 2,788,200 2,274,461 34 3,916,880 3,683,200 3,557,880 3,404,310 3,276,160 3,170,700 3,007,730 3,003,890 2,996,870 2,844,270 2,788,500 2,724,461 32 3,813,400 3,575,860 3,404,400 3,300,850 3,172,770 3,067,160 2,973,740 2,900,490 2,793,350 2,668,210 2,831,800 31 3,761,630 3,527,920 3,404,400 3,404,100 3,121,070 3,015,440 2,922,010 2,848,780 2,741,810 2,668,600 2,663,310 2,873,930 2,665,270 2,581,400 2,273,400 2,900,490 2,665,370 2,581,400 2,273,400 2,004,400 2,283,400 2,273,300 </th <th>39</th> <th>4,175,620</th> <th>3,941,990</th> <th>3,816,630</th> <th>3,662,950</th> <th>3,534,580</th> <th>3,429,020</th> <th>3,335,600</th> <th>3,262,350</th> <th>3,155,350</th> <th>3,101,220</th> <th>3,047,090</th> <th>2,992,940</th>	39	4,175,620	3,941,990	3,816,630	3,662,950	3,534,580	3,429,020	3,335,600	3,262,350	3,155,350	3,101,220	3,047,090	2,992,940
36	38	4,123,870	3,890,240	3,764,880	3,611,220	3,482,910	3,377,350	3,283,930	3,210,620	3,103,630	3,049,520	2,995,380	2,941,240
35 3968600 3,734,960 3,609,650 3,456,060 3,327,810 3,222,260 3,128,840 3,055,540 2,948,540 2,894,420 2,840,270 2,786,141 34 3916,880 3,683,200 3,557,880 3,404,410 3,276,160 3,170,770 3,077,130 3,003,890 2,896,870 2,242,730 2,788,000 2,743,480 2,343,400 3,379,660 3,454,420 3,300,850 3,172,770 3,067,160 2,973,740 2,900,490 2,793,480 2,739,350 2,682,761 2,631,080 3,796,860 3,454,420 3,300,850 3,172,770 3,067,160 2,973,740 2,900,490 2,793,480 2,793,350 2,683,540 2,631,080 3,709,880 3,476,140 3,359,920 3,197,420 3,069,360 2,983,810 2,870,380 2,797,990 2,690,100 2,635,970 2,581,840 2,577,400 2,982,840 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,284,870 2,745,890 2,583,800 2,584,240 2,247,598 2,248,340 3,249,440 3,299,160 3,145,860 3,017,660 2,912,080 2,268,670 2,745,400 2,532,610 2,475,800 2,282,870	37	4,072,120	3,838,510	3,713,140	3,559,500	3,431,250	3,325,680	3,232,240	3,158,960	3,051,970	2,997,830	2,943,700	2,889,550
34 3.916.880 3.683.200 3.557.880 3.404.310 3.276.160 3.170.570 3.077.130 3.003.890 2.896.870 2.242.430 2.734.610 32 3.813.400 3.557.660 3.454.420 3.300.850 3.172.770 3.067.160 2.995.160 2.845.160 2.791.000 2.765.000 2.685.210	36	4,020,400	3,786,700	3,661,380	3,507,760	3,379,540	3,273,960	3,180,540	3,107,260	3,000,280	2,946,130	2,892,010	2,837,850
33 3.865.110 3.631,430 3.506.160 3.352.570 3.224.450 3.118.870 3.025.460 2.952.160 2.845.160 2.791,040 2.736,900 2.682.761 32 3.813.400 3.576,660 3.454.420 3.300,850 3.172.770 3.067.160 2.973.740 2.900,490 2.793,480 2.739,350 2.665.210 2.631,081 31 3.761.630 3.527,920 3.402.640 3.249,140 3.121.070 3.015.440 2.922.010 2.848,780 2.741.810 2.667.660 2.633.540 2.579,400 32 3.709,880 3.476,140 3.350,920 3.197.420 3.069,360 2.963.810 2.870,380 2.797.090 2.690,1100 2.635,970 2.581,840 2.527.602 329 3.658,310 3.424,410 3.299,160 3.145.660 3.017.660 2.912.080 2.818.660 2.745,000 2.633,840 2.554,520 2.581,120 2.475,880 3.606,370 3.372,630 3.247,410 3.093,960 2.965,970 2.860,430 2.766,960 2.693,710 2.586,740 2.532,610 2.478,470 2.424,331 27 3.554.590 3.320,880 3.195,990 3.042,300 2.914,250 2.808,700 2.715,240 2.641,990 2.534,980 2.480,860 2.426,710 2.372,580 25 3.451,990 3.217,340 3.092,090 2.993,860 2.810,900 2.705,340 2.611,870 2.538,620 2.431,660 2.377,520 2.323,380 2.259,420 2.255,341,990 3.217,340 3.092,090 2.993,860 2.810,900 2.705,340 2.611,870 2.538,620 2.431,660 2.377,520 2.323,380 2.259,420 3.347,570 3.113,820 2.988,580 2.835,420 2.707,480 2.550,840 2.550,850 2.485,550 2.383,550 2.236,230 2.274,090 2.199,940 2.165,820 2.21 3.244,000 3.013,030 2.885,040 2.732,020 2.625,840 2.595,280 2.435,620 2.331,650 2.224,830 2.162,920 2.114,177 3.330,330 2.855,040 2.773,040 2.655,840 2.595,070 2.445,020 2.331,860 2.228,880 2.170,750 2.116,610 2.062,840 2.114,171 2.063,030 2.885,040 2.732,020 2.644,000 2.391,830 2.298,390 2.255,140 2.118,180 2.064,040 2.009,910 1.955,781 18 3.083,760 2.856,000 2.783,740 2.655,840 2.391,830 2.298,390 2.255,140 2.118,140 1.957,280 1.903,150 1.993,150 1	35	3,968,600	3,734,960	3,609,650	3,456,060	3,327,810	3,222,260	3,128,840	3,055,540	2,948,540	2,894,420	2,840,270	2,786,140
32 28,813,400 3,579,660 3,454,420 3,300,850 3,172,770 3,067,160 2,973,740 2,900,490 2,793,480 2,793,950 2,685,210 2,631,680 31 3,761,630 3,527,920 3,402,640 3,249,140 3,121,070 3,015,440 2,922,010 2,848,780 2,741,810 2,687,660 2,633,540 2,579,400 29 3,658,130 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,818,660 2,745,400 2,638,380 2,584,250 2,530,102 2,475,980 28 3,665,370 3,372,630 3,247,410 3,093,960 2,965,970 2,660,430 2,765,900 2,683,710 2,584,590 2,584,102 2,478,470 2,475,980 26 3,502,840 3,268,090 3,143,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,483,310 2,429,710 2,375,030 2,220,890 23 3,347,570 3,113,820 2,988,600 2,883,620 2,871,400 2,663,610 2,560,180 <t< th=""><th>34</th><th>3,916,880</th><th>3,683,200</th><th>3,557,880</th><th>3,404,310</th><th>3,276,160</th><th>3,170,570</th><th>3,077,130</th><th>3,003,890</th><th>2,896,870</th><th>2,842,730</th><th>2,788,600</th><th>2,734,460</th></t<>	34	3,916,880	3,683,200	3,557,880	3,404,310	3,276,160	3,170,570	3,077,130	3,003,890	2,896,870	2,842,730	2,788,600	2,734,460
31 3,761,630 3,527,920 3,402,640 3,249,140 3,121,070 3,015,440 2,922,010 2,848,780 2,741,810 2,687,660 2,633,540 2,579,400 3,709,880 3,476,140 3,350,920 3,197,420 3,069,360 2,963,810 2,870,380 2,797,090 2,690,100 2,635,970 2,581,840 2,527,692 2,868,330 3,424,410 3,093,960 2,965,970 2,680,430 2,766,960 2,693,710 2,586,830 2,534,620 2,530,120 2,475,880 2,775,5490 3,320,830 3,195,590 3,042,300 2,914,250 2,800,400 2,715,240 2,641,990 2,534,890 2,480,860 2,426,710 2,372,580 2,323,393 3,195,590 3,042,300 2,914,250 2,802,700 2,715,240 2,641,990 2,534,890 2,480,860 2,426,710 2,372,580 2,323,393 2,345,1090 3,113,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,483,310 2,429,170 2,375,300 2,322,389 2,339,310 3,165,570 3,040,350 2,881,740 2,759,190 2,603,670 2,508,530 2,431,660 2,377,520 2,323,380 2,269,240 2,339,310 3,113,820 2,988,580 2,835,420 2,707,480 2,606,1930 2,508,530 2,435,250 2,328,230 2,274,900 2,219,440 2,165,820 2,222,890 3,062,040 2,396,800 2,783,740 2,655,840 2,550,260 2,456,820 2,331,860 2,276,570 2,222,430 2,166,220 2,114,171 2,114,174 2,114,17	33	3,865,110	3,631,430	3,506,160	3,352,570	3,224,450	3,118,870	3,025,460	2,952,160	2,845,160	2,791,040	2,736,900	2,682,760
30 3,709,880 3,476,140 3,350,920 3,197,420 3,069,360 2,963,810 2,870,380 2,797,090 2,690,100 2,635,970 2,581,840 2,527,699 29 3,658,130 3,424,410 3,299,160 3,145,680 3,017,660 2,912,080 2,818,660 2,745,400 2,638,380 2,584,250 2,530,120 2,475,981 27 3,554,900 3,320,830 3,195,590 3,042,300 2,914,250 2,808,700 2,715,240 2,641,990 2,534,980 2,480,860 2,476,710 2,375,200 2,320,890 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,534,980 2,480,860 2,426,710 2,375,200 2,323,300 2,221,640 2,232,790 2,231,640 2,375,200 2,323,300 2,221,640 2,217,500 2,232,300 2,247,640 2,217,500 2,333,400 2,247,640 2,217,500 2,217,500 2,217,500 2,217,500 2,217,500 2,217,500 2,217,500 2,217,500 2,217,500	32	3,813,400	3,579,660	3,454,420	3,300,850	3,172,770	3,067,160	2,973,740	2,900,490	2,793,480	2,739,350	2,685,210	2,631,080
29 3.658,130 3.424,410 3.299,160 3.145,680 3.017,660 2.912,080 2.818,660 2.745,400 2.638,380 2.584,250 2.530,120 2.475,980 28 3.606,370 3.372,630 3.247,410 3.093,960 2.965,970 2.860,430 2.766,960 2.693,710 2.586,740 2.532,610 2.478,470 2.424,331 27 3.554,590 3.220,830 3.195,590 3.042,300 2.914,250 2.808,700 2.715,240 2.661,370 2.590,290 2.483,310 2.429,170 2.375,030 2.327,590 25 3.451,090 3.217,340 3.092,090 2.938,600 2.810,700 2.755,340 2.611,870 2.558,620 2.431,660 2.431,750 2.2271,600 2.217,500 2.227,670 2.227,750 2.227,750 2.227,750 2.227,750 2.227,750 2.227,750 2.227,760 2.217,600 2.116,610 2.601,830 2.435,500 2.238,200 2.271,600 2.211,610 2.217,600 2.211,610 2.222,430 2.216,600 2.217,600 2.216,610	31	3,761,630	3,527,920	3,402,640	3,249,140	3,121,070	3,015,440	2,922,010	2,848,780	2,741,810	2,687,660	2,633,540	2,579,400
28 3.606,370 3.372,630 3.247,410 3.093,960 2.965,970 2.860,430 2.766,960 2.693,710 2.586,740 2.532,610 2.478,470 2.424,333 27 3.554,590 3.320,830 3.195,590 3.042,300 2.914,250 2.808,700 2.715,240 2.641,990 2.534,980 2.480,860 2.426,710 2.375,030 2.320,880 25 3.451,090 3.217,340 3.092,090 2.938,860 2.810,970 2.755,470 2.563,670 2.538,620 2.431,660 2.377,520 2.323,380 2.269,244 24 3.399,310 3.165,570 3.040,350 2.887,170 2.759,190 2.653,610 2.560,180 2.486,910 2.379,280 2.271,500 2.231,740 2.261,190 2.332,4757 3.138,820 2.988,580 2.885,400 2.707,480 2.601,930 2.508,530 2.435,250 2.276,570 2.222,430 2.216,602 2.114,171 21 3.244,040 3.013,00 2.885,040 2.732,020 2.604,4180 2.498,570 2.405,150 2.331,860<	30	3,709,880	3,476,140	3,350,920	3,197,420	3,069,360	2,963,810	2,870,380	2,797,090	2,690,100	2,635,970	2,581,840	2,527,690
27 3,554,590 3,320,830 3,195,590 3,042,300 2,914,250 2,808,700 2,715,240 2,641,990 2,534,980 2,480,860 2,426,710 2,375,030 2,328,880 26 3,502,840 3,269,090 3,143,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,483,310 2,429,170 2,375,300 2,328,380 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,538,620 2,431,660 2,377,520 2,323,380 2,269,244 23 3,347,570 3,113,820 2,998,890 2,835,420 2,707,480 2,601,930 2,508,300 2,435,250 2,328,230 2,271,640 2,217,500 22 3,295,800 3,062,040 2,938,800 2,783,740 2,655,840 2,550,280 2,456,820 2,338,570 2,274,070 2,274,090 2,274,090 2,216,520 21 3,244,040 3,010,300 2,885,404 2,732,020 2,664,810 2,331,610 2,678,630 <th< th=""><th>29</th><th>3,658,130</th><th>3,424,410</th><th>3,299,160</th><th>3,145,680</th><th>3,017,660</th><th>2,912,080</th><th>2,818,660</th><th>2,745,400</th><th>2,638,380</th><th>2,584,250</th><th>2,530,120</th><th>2,475,980</th></th<>	29	3,658,130	3,424,410	3,299,160	3,145,680	3,017,660	2,912,080	2,818,660	2,745,400	2,638,380	2,584,250	2,530,120	2,475,980
26 3,502,840 3,269,090 3,143,870 2,990,540 2,862,570 2,756,970 2,663,570 2,590,290 2,483,310 2,429,170 2,375,030 2,320,899 25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,538,620 2,431,660 2,377,520 2,323,380 2,269,244 24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,379,920 2,322,790 2,271,640 2,217,500 22 3,347,570 3,113,820 2,986,800 2,283,400 2,707,480 2,650,300 2,456,820 2,383,70 2,276,570 2,222,430 2,219,940 2,165,820 21 3,244,040 3,010,300 2,885,040 2,732,020 2,660,4180 2,498,570 2,405,150 2,331,860 2,222,430 2,116,610 2,662,881 20 3,137,180 2,903,440 2,773,202 2,662,5300 2,497,420 2,391,830 2,293,490 2,225,140 <t< th=""><th>28</th><th>3,606,370</th><th>3,372,630</th><th>3,247,410</th><th>3,093,960</th><th>2,965,970</th><th>2,860,430</th><th>2,766,960</th><th>2,693,710</th><th>2,586,740</th><th>2,532,610</th><th>2,478,470</th><th>2,424,330</th></t<>	28	3,606,370	3,372,630	3,247,410	3,093,960	2,965,970	2,860,430	2,766,960	2,693,710	2,586,740	2,532,610	2,478,470	2,424,330
25 3,451,090 3,217,340 3,092,090 2,938,860 2,810,900 2,705,340 2,611,870 2,538,620 2,431,660 2,377,520 2,323,380 2,269,244 24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,379,920 2,325,790 2,271,640 2,217,500 23 3,347,570 3,113,820 2,988,880 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,328,230 2,274,090 2,219,940 2,165,821 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,770 2,405,150 2,331,860 2,224,830 2,117,410 2,063,280 2,009,141 29 3,137,180 2,995,440 2,778,210 2,625,300 2,497,420 2,391,830 2,293,390 2,225,140 2,111,410 2,063,280 2,009,141 1,957,280 2,747,60 2,571,900 2,444,000 2,331,800 2,278,530 2,171,540 2,117,410 2,063,280 2,099,101 <th>27</th> <th>3,554,590</th> <th>3,320,830</th> <th>3,195,590</th> <th>3,042,300</th> <th>2,914,250</th> <th>2,808,700</th> <th>2,715,240</th> <th>2,641,990</th> <th>2,534,980</th> <th>2,480,860</th> <th>2,426,710</th> <th>2,372,580</th>	27	3,554,590	3,320,830	3,195,590	3,042,300	2,914,250	2,808,700	2,715,240	2,641,990	2,534,980	2,480,860	2,426,710	2,372,580
24 3,399,310 3,165,570 3,040,350 2,887,170 2,759,190 2,653,610 2,560,180 2,486,910 2,379,920 2,227,1640 2,217,500 23 3,347,570 3,113,820 2,988,580 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,328,230 2,274,090 2,219,940 2,165,821 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,224,880 2,170,750 2,116,610 2,062,480 20 3,190,620 2,956,840 2,831,610 2,665,300 2,550,770 2,445,230 2,351,800 2,278,530 2,171,740 2,117,410 2,063,280 2,099,444 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,293,390 2,225,140 2,111,810 2,064,00 2,091,911 1,955,781 18 3,083,760 2,565,000 2,778,100 2,444,000 2,338,440 2,245,050 2,111,410 1,957,280 <th< th=""><th>26</th><th>3,502,840</th><th>3,269,090</th><th>3,143,870</th><th>2,990,540</th><th>2,862,570</th><th>2,756,970</th><th>2,663,570</th><th>2,590,290</th><th>2,483,310</th><th>2,429,170</th><th>2,375,030</th><th>2,320,890</th></th<>	26	3,502,840	3,269,090	3,143,870	2,990,540	2,862,570	2,756,970	2,663,570	2,590,290	2,483,310	2,429,170	2,375,030	2,320,890
23 3,347,570 3,113,820 2,988,580 2,835,420 2,707,480 2,601,930 2,508,530 2,435,250 2,328,230 2,274,090 2,219,940 2,165,820 22 3,095,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,820 2,383,570 2,276,570 2,222,430 2,168,290 2,114,177 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,496,570 2,405,150 2,331,860 2,222,488 2,170,750 2,116,610 2,062,488 20 3,190,620 2,956,840 2,831,610 2,678,630 2,577,70 2,445,230 2,351,800 2,278,530 2,171,540 2,117,410 2,063,280 2,009,141 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,118,180 2,064,040 2,009,911 1,955,781 18 3,083,760 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,183,350	25	3,451,090	3,217,340	3,092,090	2,938,860	2,810,900	2,705,340	2,611,870	2,538,620	2,431,660	2,377,520	2,323,380	2,269,240
22 3,295,800 3,062,040 2,936,800 2,783,740 2,655,840 2,550,280 2,456,820 2,383,570 2,276,570 2,222,430 2,168,290 2,114,177 21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,498,570 2,405,150 2,331,860 2,224,880 2,170,750 2,116,610 2,062,488 20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,278,530 2,171,540 2,117,410 2,063,280 2,09,141 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,118,180 2,064,040 2,009,910 1,955,781 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,760 2,064,760 2,010,610 1,956,500 1,902,351 17 3,030,330 2,796,590 2,671,360 2,518,540 2,330,680 2,281,370 2,181,860	24	3,399,310	3,165,570	3,040,350	2,887,170	2,759,190	2,653,610	2,560,180	2,486,910	2,379,920	2,325,790	2,271,640	2,217,500
21 3,244,040 3,010,300 2,885,040 2,732,020 2,604,180 2,496,570 2,405,150 2,331,860 2,224,880 2,170,750 2,116,610 2,062,488 20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,278,530 2,171,540 2,117,410 2,063,280 2,009,144 19 3,137,180 2,993,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,118,180 2,064,040 2,009,910 1,955,781 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,064,760 2,010,610 1,956,500 1,903,150 1,849,011 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,217,8390 2,084,950 2,011,670 1,958,080 1,903,950 1,849,820 1,796,670 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 <t< th=""><th>23</th><th>3,347,570</th><th>3,113,820</th><th>2,988,580</th><th>2,835,420</th><th>2,707,480</th><th>2,601,930</th><th>2,508,530</th><th>2,435,250</th><th>2,328,230</th><th>2,274,090</th><th>2,219,940</th><th>2,165,820</th></t<>	23	3,347,570	3,113,820	2,988,580	2,835,420	2,707,480	2,601,930	2,508,530	2,435,250	2,328,230	2,274,090	2,219,940	2,165,820
20 3,190,620 2,956,840 2,831,610 2,678,630 2,550,770 2,445,230 2,351,800 2,278,530 2,171,540 2,117,410 2,063,280 2,090,141 19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,118,180 2,064,040 2,009,910 1,955,781 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,064,760 2,010,610 1,956,500 1,902,355 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,011,410 1,957,280 1,903,150 1,849,011 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 1,958,080 1,903,950 1,849,820 1,796,670 15 2,923,470 2,689,670 2,564,660 2,411,800 2,283,970 2,178,390 2,014,930 <th< th=""><th>22</th><th>3,295,800</th><th>3,062,040</th><th>2,936,800</th><th>2,783,740</th><th>2,655,840</th><th>2,550,280</th><th>2,456,820</th><th>2,383,570</th><th>2,276,570</th><th>2,222,430</th><th>2,168,290</th><th>2,114,170</th></th<>	22	3,295,800	3,062,040	2,936,800	2,783,740	2,655,840	2,550,280	2,456,820	2,383,570	2,276,570	2,222,430	2,168,290	2,114,170
19 3,137,180 2,903,440 2,778,210 2,625,300 2,497,420 2,391,830 2,298,390 2,225,140 2,118,180 2,064,040 2,009,910 1,955,781 18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,064,760 2,010,610 1,956,500 1,902,355 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,011,410 1,957,280 1,903,150 1,849,011 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 1,958,080 1,903,355 1,849,820 1,795,671 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,904,710 1,850,580 1,796,430 1,724,200 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 <th< th=""><th>21</th><th>3,244,040</th><th>3,010,300</th><th>2,885,040</th><th>2,732,020</th><th>2,604,180</th><th>2,498,570</th><th>2,405,150</th><th>2,331,860</th><th>2,224,880</th><th>2,170,750</th><th>2,116,610</th><th>2,062,480</th></th<>	21	3,244,040	3,010,300	2,885,040	2,732,020	2,604,180	2,498,570	2,405,150	2,331,860	2,224,880	2,170,750	2,116,610	2,062,480
18 3,083,760 2,850,010 2,724,760 2,571,900 2,444,000 2,338,440 2,245,050 2,171,780 2,064,760 2,010,610 1,956,500 1,902,355 17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,011,410 1,957,280 1,903,150 1,849,010 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 1,958,080 1,903,950 1,849,820 1,775,670 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,904,710 1,850,580 1,796,430 1,742,300 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,851,350 1,797,220 1,743,090 1,688,950 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 <th< th=""><th>20</th><th>3,190,620</th><th>2,956,840</th><th>2,831,610</th><th>2,678,630</th><th>2,550,770</th><th>2,445,230</th><th>2,351,800</th><th>2,278,530</th><th>2,171,540</th><th>2,117,410</th><th>2,063,280</th><th>2,009,140</th></th<>	20	3,190,620	2,956,840	2,831,610	2,678,630	2,550,770	2,445,230	2,351,800	2,278,530	2,171,540	2,117,410	2,063,280	2,009,140
17 3,030,330 2,796,590 2,671,360 2,518,540 2,390,680 2,285,130 2,191,680 2,118,420 2,011,410 1,957,280 1,903,150 1,849,011 16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 1,958,080 1,903,950 1,849,820 1,779,670 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,904,710 1,850,580 1,796,430 1,742,300 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,851,350 1,797,220 1,743,090 1,688,951 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,798,000 1,743,880 1,689,730 1,688,951 14 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 <th< th=""><th>19</th><th>3,137,180</th><th>2,903,440</th><th>2,778,210</th><th>2,625,300</th><th>2,497,420</th><th>2,391,830</th><th>2,298,390</th><th>2,225,140</th><th>2,118,180</th><th>2,064,040</th><th>2,009,910</th><th>1,955,780</th></th<>	19	3,137,180	2,903,440	2,778,210	2,625,300	2,497,420	2,391,830	2,298,390	2,225,140	2,118,180	2,064,040	2,009,910	1,955,780
16 2,976,890 2,743,140 2,617,910 2,465,160 2,337,330 2,231,780 2,138,350 2,065,070 1,958,080 1,903,950 1,849,820 1,795,671 15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,904,710 1,850,580 1,796,430 1,743,090 1,688,950 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,798,000 1,743,880 1,689,730 1,688,560 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,744,650 1,690,520 1,636,380 1,582,244 11 2,709,730 2,475,970 2,350,730 2,198,340 2,071,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,894 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 <th< th=""><th>18</th><th>3,083,760</th><th>2,850,010</th><th>2,724,760</th><th>2,571,900</th><th>2,444,000</th><th>2,338,440</th><th>2,245,050</th><th>2,171,780</th><th>2,064,760</th><th>2,010,610</th><th>1,956,500</th><th>1,902,350</th></th<>	18	3,083,760	2,850,010	2,724,760	2,571,900	2,444,000	2,338,440	2,245,050	2,171,780	2,064,760	2,010,610	1,956,500	1,902,350
15 2,923,470 2,689,670 2,564,460 2,411,800 2,283,970 2,178,390 2,084,950 2,011,670 1,904,710 1,850,580 1,796,430 1,742,300 14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,851,350 1,797,220 1,743,090 1,688,950 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,798,000 1,743,880 1,689,730 1,635,600 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,744,650 1,690,520 1,636,380 1,582,244 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,894 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 <th< th=""><th>17</th><th>3,030,330</th><th>2,796,590</th><th>2,671,360</th><th>2,518,540</th><th>2,390,680</th><th>2,285,130</th><th>2,191,680</th><th>2,118,420</th><th>2,011,410</th><th>1,957,280</th><th>1,903,150</th><th>1,849,010</th></th<>	17	3,030,330	2,796,590	2,671,360	2,518,540	2,390,680	2,285,130	2,191,680	2,118,420	2,011,410	1,957,280	1,903,150	1,849,010
14 2,870,080 2,636,250 2,511,020 2,358,420 2,230,610 2,125,040 2,031,630 1,958,340 1,851,350 1,797,220 1,743,090 1,688,950 13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,798,000 1,743,880 1,689,730 1,635,600 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,744,650 1,690,520 1,636,380 1,582,244 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,894 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,637,890 1,583,750 1,529,610 1,475,499 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820	16	2,976,890	2,743,140	2,617,910	2,465,160	2,337,330	2,231,780	2,138,350	2,065,070	1,958,080	1,903,950	1,849,820	1,795,670
13 2,816,650 2,582,830 2,457,610 2,305,050 2,177,260 2,071,670 1,978,240 1,904,990 1,798,000 1,743,880 1,689,730 1,635,600 12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,744,650 1,690,520 1,636,380 1,582,244 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,894 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,637,890 1,583,750 1,529,610 1,475,490 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,584,530 1,530,400 1,476,260 1,422,120 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1	15	2,923,470	2,689,670	2,564,460	2,411,800	2,283,970	2,178,390	2,084,950	2,011,670	1,904,710	1,850,580	1,796,430	1,742,300
12 2,763,170 2,529,410 2,404,170 2,251,670 2,123,900 2,018,340 1,924,920 1,851,640 1,744,650 1,690,520 1,636,380 1,582,244 11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,890 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,637,890 1,583,750 1,529,610 1,475,490 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,584,530 1,530,400 1,476,260 1,422,120 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,532,900 1,478,750 1,424,630 1,370,480 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,	14	2,870,080	2,636,250	2,511,020	2,358,420	2,230,610	2,125,040	2,031,630	1,958,340	1,851,350	1,797,220	1,743,090	1,688,950
11 2,709,730 2,475,970 2,350,730 2,198,340 2,070,550 1,964,980 1,871,550 1,798,280 1,691,330 1,637,160 1,583,040 1,528,890 10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,637,890 1,583,750 1,529,610 1,475,490 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,584,530 1,530,400 1,476,260 1,422,120 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,532,900 1,478,750 1,424,630 1,370,480 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,481,170 1,427,050 1,372,910 1,318,770 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,558,050 1,4	13	2,816,650	2,582,830	2,457,610	2,305,050	2,177,260	2,071,670	1,978,240	1,904,990	1,798,000	1,743,880	1,689,730	1,635,600
10 2,656,330 2,422,530 2,297,350 2,144,880 2,017,150 1,911,600 1,818,170 1,744,860 1,637,890 1,583,750 1,529,610 1,475,490 9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,584,530 1,530,400 1,476,260 1,422,120 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,532,900 1,478,750 1,424,630 1,370,480 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,481,170 1,427,050 1,372,910 1,318,770 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,430 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,48	12	2,763,170	2,529,410	2,404,170	2,251,670	2,123,900	2,018,340	1,924,920	1,851,640	1,744,650	1,690,520	1,636,380	1,582,240
9 2,602,880 2,369,170 2,243,960 2,091,520 1,963,800 1,858,220 1,764,820 1,691,520 1,584,530 1,530,400 1,476,260 1,422,120 8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,532,900 1,478,750 1,424,630 1,370,480 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,481,170 1,427,050 1,372,910 1,318,770 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,429,510 1,375,390 1,321,230 1,267,110 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,430 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434	11	2,709,730	2,475,970	2,350,730	2,198,340	2,070,550	1,964,980	1,871,550	1,798,280	1,691,330	1,637,160	1,583,040	1,528,890
8 2,551,120 2,317,380 2,192,130 2,039,800 1,912,120 1,806,550 1,713,130 1,639,890 1,532,900 1,478,750 1,424,630 1,370,480 7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,481,170 1,427,050 1,372,910 1,318,770 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,429,510 1,375,390 1,321,230 1,267,110 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,430 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,327,750 1,273,600 1,219,480 1,165,340 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,488,000 1,384	10	2,656,330	2,422,530	2,297,350	2,144,880	2,017,150	1,911,600	1,818,170	1,744,860	1,637,890	1,583,750	1,529,610	1,475,490
7 2,499,330 2,265,580 2,140,360 1,988,160 1,860,480 1,754,900 1,661,450 1,588,170 1,481,170 1,427,050 1,372,910 1,318,770 6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,429,510 1,375,390 1,321,230 1,267,110 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,430 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,327,750 1,273,600 1,219,480 1,165,340 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,277,720 1,223,590 1,169,450 1,115,330 2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338	9	2,602,880	2,369,170	2,243,960	2,091,520	1,963,800	1,858,220	1,764,820	1,691,520	1,584,530	1,530,400	1,476,260	1,422,120
6 2,447,580 2,213,870 2,088,650 1,936,410 1,808,770 1,703,180 1,609,750 1,536,480 1,429,510 1,375,390 1,321,230 1,267,110 5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,431 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,327,750 1,273,600 1,219,480 1,165,344 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,277,720 1,223,590 1,169,450 1,115,334 2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,231,060 1,176,920 1,122,790 1,068,644	8	2,551,120	2,317,380	2,192,130	2,039,800	1,912,120	1,806,550	1,713,130	1,639,890	1,532,900	1,478,750	1,424,630	1,370,480
5 2,395,820 2,162,030 2,036,840 1,884,730 1,757,070 1,651,480 1,558,050 1,484,790 1,377,830 1,323,690 1,269,570 1,215,430 4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,327,750 1,273,600 1,219,480 1,165,340 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,277,720 1,223,590 1,169,450 1,115,330 2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,231,060 1,176,920 1,122,790 1,068,640	7	2,499,330	2,265,580	2,140,360	1,988,160	1,860,480	1,754,900	1,661,450	1,588,170	1,481,170	1,427,050	1,372,910	1,318,770
4 2,345,750 2,111,970 1,986,770 1,834,650 1,707,030 1,601,450 1,508,020 1,434,740 1,327,750 1,273,600 1,219,480 1,165,340 3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,277,720 1,223,590 1,169,450 1,115,330 2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,231,060 1,176,920 1,122,790 1,068,640	6	2,447,580	2,213,870	2,088,650	1,936,410	1,808,770	1,703,180	1,609,750	1,536,480	1,429,510	1,375,390	1,321,230	1,267,110
3 2,295,700 2,061,900 1,936,670 1,784,630 1,657,000 1,551,420 1,458,000 1,384,720 1,277,720 1,223,590 1,169,450 1,115,330 2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,231,060 1,176,920 1,122,790 1,068,640	5	2,395,820	2,162,030	2,036,840	1,884,730	1,757,070	1,651,480	1,558,050	1,484,790	1,377,830	1,323,690	1,269,570	1,215,430
2 2,245,590 2,011,790 1,886,570 1,734,590 1,610,310 1,504,710 1,411,300 1,338,050 1,231,060 1,176,920 1,122,790 1,068,640	4	2,345,750	2,111,970	1,986,770	1,834,650	1,707,030	1,601,450	1,508,020	1,434,740	1,327,750	1,273,600	1,219,480	1,165,340
	3	2,295,700	2,061,900	1,936,670	1,784,630	1,657,000	1,551,420	1,458,000	1,384,720	1,277,720	1,223,590	1,169,450	1,115,330
1 2,195,470 1,961,710 1,836,460 1,684,540 1,565,300 1,459,740 1,366,300 1,293,040 1,186,020 1,131,880 1,077,750 1,023,620	2	2,245,590	2,011,790	1,886,570	1,734,590	1,610,310	1,504,710	1,411,300	1,338,050	1,231,060	1,176,920	1,122,790	1,068,640
	1	2,195,470	1,961,710	1,836,460	1,684,540	1,565,300	1,459,740	1,366,300	1,293,040	1,186,020	1,131,880	1,077,750	1,023,620

【별표 4】(삭 제) <개정 2022.10.06., 삭제 2023.12.28>

【별표 5】(삭 제) <신설 2022.10.06., 개정 2022.12.29., 삭제 2023.12.28.>

【별표 6】<신설 2023.12.28.>

직무급 운영기준

(단위 : 원)

직무등급	A등급	B등급	C등급
담당	5,136,000	5,136,000	5,136,000

【별표 7】<신설 2023.12.28.>

직무가급 지급기준

구분	지 급 액	지 급 대 상
직능가급	별도로 정한 바에 따름	
직무환경가급	월 기본급 × 2.8%	○ 기지지사 근무 직원(제주LNG지사 포함) ^{주1)}
	안전·보건관리자 : 월 200,000원	○「산업안전보건법」에 의하여 안전·보건관리자로 선임된 자
선임가급	허가선임신고자 : 월 40,000원	○ 법령에 의하여 면허, 자격이 면허관련부서에 의해 관계기관에 선임되거나 허가 또는 승인 신청시 신고된 자(1인 1종에 한함)
주2)	현장대리인 : 월 80,000원	○ 계약공기 2개월 이상의 공사·용역에 현장대리인 및 시공관리자(공사금액 5억 이상)로 선임된 자 (선임기간 중복 시 1건만 지급)
	안전점검원 : 월 50,000원	○「도시가스사업법」에 의하여 안전점검원으로 선임된 자
공사감독가급 ^{주2)}	월 60,000원	○ 계약공기 1개월 이상의 단위공사에 공사감독원 으로 임명된 자(현장대리인 선임 또는 임명기간 중복 시 1건만 지급)
현장정비 책임가급 ^{주2)}	월 100,000원	○「현장정비책임자운영지침」에서 정한 바에 따라 현장정비책임자로 선임된 자

주1) 업무지원팀 및 안전공무팀 직원 제외

주2) 월 지급한도 : 선임가급, 공사감독가급, 현장정비책임가급은 전보 등으로 인한 동일 특수업무의 월중 선임 및 해임 사유 중복 발생 시 1건만 지급