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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2261/75 – 2022 ජනවාරි මස 07 වැනි සිකුරාදා – 2022.01.07
No. 2261/75 – FRIDAY, JANUARY 07, 2022

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

THE WAGES BOARDS ORDINANCE

Notification

WAGES BOARD FOR THE BRICK AND TILE MANUFACTURING TRADE

IT is hereby notified that the decision adopted by the Wages Board for the Brick & Tile Manufacturing Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provisions Section 29 (3) of the said Ordinance.

This decisions shall came into force on the 15th of December 2021.

M. P. D. U. K MAPA PATHIRANA,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05.
30th. December, 2021.



SCHEDULE

The decisions made by the Wages Board for the Brick and Tile Manufacturing Trade and set out in the Schedule to the Notification published in the *Gazette extraordinary* No 12617 of 25th August 1961 as varied from time to time, and last varied by the Notification published in *Gazette Extraordinary* No .2108/35 of 30th January 2019 , shall be further varied by the substitution of the following new part for the existing part II of that schedule.

PART II

The minimum daily rates of wages and minimum monthly rates of wages for time work applicable to the classes of workers of the Brick and Tile Manufacturing Trade shall be the rates set out hereunder .

CLASS OF WORKERS

Skilled Workers - Grade I

Press Feeders (Machine), Firemen engaged in the kiln (burners)

Skilled Workers -Grade II

Press Feeders (hand), Setters engaged in leading of stacking the tiles inside the kiln for baking, sorting .

Semi - Skilled Workers

Winch men , Block cutters, Tiles Lab oiler and polisher, trimmers, green tilesorters, workers engaged in stacking tile in vehicle for transport.

Un - Skilled Workers

Workers engaged in mixing and tempering clay ,truck fillers, clay men block carriers, workers engaged in stacking tiles on racks,workers engaged in sun drying tiles,workers engaged in helping sorters, workers engaged in helping green tile sorters, firewood carriers, pug mill feeders, Workers engaged in removing baked tiles from kiln ,workers engaged in stacking tiles, workers engaged in moving block and clay to presses or other parts of the store, workers engaged in loading or stacking tiles inside the kiln for baking.

RATE OF WAGES FOR A NORMAL WORKING DAY

<i>Column I</i> <i>Class of worker</i>	<i>Column II</i> <i>Rates</i> <i>Rs. Cts.</i>
Skilled Workers-Grade I	638.00
Skilled Workers-Grade II	604.00
Semi-Skilled Workers	569.00
Un-Skilled Workers	534.00

MINIMUM RATE OF WAGES FOR MONTH

<i>Class of workers</i>	<i>1st Year Rs. Cts.</i>	<i>2nd Year Rs. Cts.</i>	<i>3rd Year Rs. Cts.</i>	<i>4th Year Rs. Cts.</i>	<i>5th Year Rs. Cts.</i>
Skilled Workers- Grade I	15,962.00	16,137.00	16,312.00	16,487.00	16,662.00
Skilled Workers- Grade II	15,094.00	15,244.00	15,394.00	15,544.00	15,694.00
Semi-Skilled Workers	14,222.00	14,347.00	14,472.00	14,597.00	14,722.00
Un-Skilled Workers	13,351.00	13,451.00	13,551.00	13,651.00	13,751.00

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THE WAGES BOARDS ORDINANCE

Notification

WAGES BOARD FOR THE COCONUT MANUFACTURING TRADE

IT is hereby notified that the decision adopted by the Wages Board for the Coconut Manufacturing Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provision Section 29 (3) of the said Ordinance.

These decisions should be valid with effect from 15th of December 2021.

M. P. D. U. K MAPA PATHIRANA,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05.
15th December, 2021.

SCHEDULE

The Part II and Part III for the Wages Board for the Coconut Manufacturing Trade set out in the schedule to the notification published in *Gazette Extraordinary* No. 9971 of 30th April, 1949 as varied from time to time and last varied by the notification published in *Gazette Extraordinary* No. 2108/35 of 30th January, 2019, shall be further varied by the substitution of the following new part.

PART II

Minimum rates of wages for piecework applicable to certain process in the activities of the Coconut Manufacturing Trade described in the Notification under Section 6 of the Ordinance are as follows:

In the manufacture of desiccated coconut:

<i>Process</i>	<i>Rate</i>	<i>Rs. Cts</i>
Husking nuts	1000 nuts	541.00
Removing Shells (hatchetting)	1000 nuts	375.00
Removing parings	1000 nuts	375.00
Washing coconut meat and disintegrating	1000 lbs.	327.00
Drying by means of a drier	1000 lbs.	256.00
Drying of means of a desiccator	1000 lbs.	345.00
Sifting and grading	1000 lbs.	249.00
Packing and stenciling	Bag of 120 - 130 lbs.	23.00

In the manufacture of fibre and coir products other than as a cottage industry:

<i>Process</i>	<i>Rate</i>	<i>Rs. Cts</i>
Crushing Husks (wet weight of bristle fibre)	per cwt.	236.00
Breaking and cleaning husks (wet weight)	per cwt.	236.00
Cleaning mattress fibre, drying and bailing	per cwt.	202.00
Hanking bristle fibre and tying	per cwt.	192.00

Manufacturing of mats and matting :

Mats	per ft.	232.00
Matting	per yd.	211.00
Hanking bristle fibre and tying	per cwt.	628.00

PART III**MINIMUM RATES OF WAGES FOR TIME WORK**

The Minimum rates of wages for time work for a normal working day applicable to workers specified in column I hereto shall be the rates set out in the corresponding entry in column II.

	<i>Column I</i> <i>Classes of workers</i>	<i>Column II</i> <i>Rates of Wages</i> <i>Rs. Cts</i>
In the manufacture of desiccated coconut	for kangany	595.00
In the manufacture of coconut oil	for worker (male / female)	574.00
In the manufacture of coir and fibre products	for worker (male / female)	500.00
Coir and fibre manufacturing	for kangany	500.00

THE WAGES BOARDS ORDINANCE

Notification

WAGES BOARD FOR THE SECURITY SERVICES TRADE

IT is hereby notified, that the decision adopted by the Wages Board for the Security Services Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provisions Section 29(3) of the said Ordinance.

The decisions shall come into force on the 15th of December 2021.

M.P.D.U.K. MAPA PATHIRANA,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05,
30th December, 2021.

SCHEDULE

The decisions made by the Wages Board for the Security Services Trade and set out in the Schedule to the Notification published in the *Gazette* No. 330 of 11th August 1978, as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 2080/ 23 of 16th July 2018 shall be further varied in paragraph 5 of Part II of that schedule by the substitution of the following new parts for the existing parts.

- (a) Operational Services : Security Officers, Security Guards, Watchers, Patrolmen or employees performing functions however designated.
- (b) Supervisory Services : Employees in charge of Operational Personnel, Officers in Charge, Shift Supervisors or Supervisors

The minimum rates of wages for time work applicable to the employees listed above are as follows.

MINIMUM RATE OF WAGES FOR MONTH

<i>Year of Employment</i>	<i>Operational Service</i>	<i>Supervisory Services</i>
	<i>Rs. Cts.</i>	<i>Rs. Cts.</i>
1 st year	12,500.00	13,275.00
2 nd year	12,600.00	13,425.00
3 rd year	12,700.00	13,575.00
4 th year	12,800.00	13,725.00
5 th year	12,900.00	13,875.00
6 th year	13,000.00	14,025.00
7 th year	13,100.00	14,175.00
8 th year	13,200.00	14,325.00
9 th year	13,300.00	14,475.00
10 th year	13,400.00	14,625.00
11 th year	13,500.00	14,775.00
12 th year	13,600.00	14,925.00
13 th year	13,700.00	15,075.00
14 th year	13,800.00	15,225.00
15 th year	13,900.00	15,375.00
16 th year	14,000.00	15,525.00
17 th year	14,100.00	15,675.00
18 th year	14,200.00	15,825.00
19 th year	14,300.00	15,975.00
20 th year	14,400.00	16,125.00
21 st year	14,500.00	16,275.00
22 nd year	14,600.00	16,425.00
23 rd year	14,700.00	16,575.00
24 th year	14,800.00	16,725.00
25 th year	14,900.00	16,875.00
26 th year	15,000.00	17,025.00

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THE WAGES BOARDS ORDINANCE

Notification

**WAGES BOARD FOR THE TEXTILE MANUFACTURING
TRADE**

IT is hereby notified that the decision adopted by the Wages Board for The Textile Manufacturing Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted on the following schedule as per provision Section 29(3) of the said Ordinance.

These decisions should be valid with effect from 15th December, 2021.

M.P.D.U.K MAPA PATHIRANA,
Secretaey,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05.
30th December, 2021.

SCHEDULE

The Part II for the Wages Board for the Textile Manufacturing Trade set out in the schedule to the notification published in *Gazette Extraordinary* No. 14955/19 of 29th April 1971 as varied from time to time and last varied by the notification published in *Gazette Extraordinary* No. 2080/24 of 16th July, 2018. shall be further varied dy the substitution of the following new part.

PART II

Class of Workers :

Grade I(Skilled) :

Designers, Engravers, Fancy Jobbers (Weaving), Front Sizers, Fitters. Carding, Speed frame, Spinning, Winding, Warping, Sizing, Weaving.

Head Jobbers :

Speed frame, Spinning, Weaving.

Jobbers :

Finishing, Sizing, Combing, Carding.

Line Jobbers :

Weaving.

Grade II(Skilled) :

Beam Gaiters, Jobbers :

Ware house, printing, Dyeing, Bleaching, Doubling, Winding, Wrapping Drawing, Mixing and Blow room.

Jobber Assistants :

Carding

Line Jobbers :

Spinning, Speed frame, Smash hands, Weavers

Semi-Skilled :

Balers (bounding and bailing) Banders, Bundlers, Calender men, Carpenters, Chemical men, Cooling Plant men, Counters.

Thread Cutters :

Roller, Creel boys (Warping), Cutters

Card :

Cut-lookers/head Cut - lookers, Doffers, Doublers, Drawers - in - Dressers.

Yarn :

Yarn Drying, Rangemen, Dyeing men -cheese and beam.

Gaugers :

Spindle, Examiners -first piece cloth, Fitters, Assistant Grinders-Card flat, Hydro Extractor men.

Jobbers Doffing :

Jigger-men, Kanganies, Kiemen, Machine Attendants, Tubuler Banding Machinemen.

Machine men :

Engaging, Combing, Cropping and Shearing, Padding, Printing, Ribbon lap, Soaping.

Machine women :

Bed spread

Mercerisermen, Mixers :

Colour, size.

Roacher, Realers, Repairers :

Combing needle, Flange, Heald and reed, Spindle, Shuttle, tongue, Samplers, Sanforisermen, Screen - makers, Screen Printers, Setters

Card :

Sewingmen, Singing and Designmen, Sizers-back, Sley-makers

Slay Makers Spinners :

Mulering, Stentermen, Stickers, Tape-tenders, Card drawing, Inter-roving, Simplex slubbing, Waste card.

Vatmen :

Hank bleaching Cotton Dyeing, Hank Dyeing.

Winders :

Automatic prin gray, Cheese cone, Doubler, Universal pim wrapping boys (spinning)

Unskilled :

Back Fillers-Balers (warehouse), Balemakers, Bailing Checkers, Battery Fillers, Carriers, Beam, Bobbing, Cotton, Doff, Lap, Tallyboard.

Cleaners :

Room read, Cloth pilers, Creel boys (carpet section) outers-loop Fly gatherers, Folders Greese, Hand

Helpers, labours, machinemen :

Ginning, Willow, Blending, Washing Number Markers, Workers, oilers, packers.

Waste, Pickers, Plaiters :

Front/Back Roller cover assistant, Roving waste openers.

Seed collectors and packers.

Skewer-repairers :

Sley makers-assistants

Assistant (Stamping and Bounding men Stitchers) :

Bag-Belt Strippers, scurtcheremen, Sweepers, thread extractor-men, Weighers/scalemen-prin winder (carpet section) Yarn Conditioners cum-Distributors.

MINIMUM RATES OF WAGES FOR A MONTH

<i>Year of Employment</i>	<i>Unskilled</i>		<i>Semi Skilled</i>		<i>Skilled Grade II</i>		<i>Skilled Grade I</i>	
	<i>Rs.</i>	<i>Cts.</i>	<i>Rs.</i>	<i>Cts.</i>	<i>Rs.</i>	<i>Cts.</i>	<i>Rs.</i>	<i>Cts.</i>
1st Year	12,500.00		13,025.00		13,550.00		14,075.00	
2nd Year	12,600.00		13,150.00		13,700.00		14,250.00	
3rd Year	12,700.00		13,275.00		13,850.00		14,425.00	
4th Year	12,800.00		13,400.00		14,000.00		14,600.00	
5th Year	12,900.00		13,525.00		14,150.00		14,775.00	
6th Year	13,000.00		13,650.00		14,300.00		14,950.00	
7th Year	13,100.00		13,775.00		14,450.00		15,125.00	
8th Year	13,200.00		13,900.00		14,600.00		15,300.00	
9th Year	13,300.00		14,025.00		14,750.00		15,475.00	
10th Year	13,400.00		14,150.00		14,900.00		15,650.00	

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THE WAGES BOARDS ORDINANCE

Notification

WAGES BOARD FOR THE RUBBER (INCLUDING TYRE MANUFACTURING AND RE-BUILDING), PLASTIC AND PETROLEUM RESIN PRODUCTS MANUFACTURING TRADE

IT is hereby notified, that the decision adopted by the Wages Board for the Rubber (Including Tyre Manufacturing and Re-Building), Plastic and Petroleum Resin Products Manufacturing Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provisions Section 29(3) of the said Ordinance.

The decisions shall come into force on the 15th of December 2021.

M.P.D.U.K. MAPA PATHIRANA,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05,
30th December, 2021.

SCHEDULE

The decisions made by the Wages Board for the Rubber (Including Tyre Manufacturing and Re- Building), Plastic and Petroleum Resin Products Manufacturing Trade and set out in the Schedule to the Notification published in *Gazette Extraordinary* No. 14831 of 06th December, 1968, as varied from time to time, and last varied by the Notification published in the *Gazette Extraordinary* No. 2080/20 of 16th July, 2018, shall be further varied by the substitution of the following part for part II of that schedule relating to the Basic rates of wages for a month.

PART II

MINIMUM RATES OF WAGES FOR A MONTH

Year of Employment	Un - Skilled	Semi - Skilled	Skilled	Apprentice
	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts
1st year	12,500.00	13,006.25	13,512.50	8,750.00
2nd year	12,600.00	13,131.25	13,662.50	8,950.00
3rd year	12,700.00	13,256.25	13,812.50	9,150.00
4th year	12,800.00	13,381.25	13,962.50	9,350.00
5th year	12,900.00	13,506.25	14,112.50	
6th year	13,000.00	13,631.25	14,262.50	
7th year	13,100.00	13,756.25	14,412.50	
8th year	13,200.00	13,881.25	14,562.50	
9th year	13,300.00	14,006.25	14,712.50	
10th year	13,400.00	14,131.25	14,862.50	
11th year	13,500.00	14,256.25	15,012.50	
12th year	13,600.00	14,381.25	15,162.50	
13th year	13,700.00	14,506.25	15,312.50	
14th year	13,800.00	14,631.25	15,462.50	
15th year	13,900.00	14,756.25	15,612.50	
16th year	14,000.00	14,881.25	15,762.50	
17th year	14,100.00	15,006.25	15,912.50	
18th year	14,200.00	15,131.25	16,062.50	
19th year	14,300.00	15,256.25	16,212.50	
20th year	14,400.00	15,381.25	16,362.50	
21st year	14,500.00	15,506.25	16,512.50	
22nd year	14,600.00	15,631.25	16,662.50	
23rd year	14,700.00	15,756.25	16,812.50	
24th year	14,800.00	15,881.25	16,962.50	
25th year	14,900.00	16,006.25	17,112.50	

THE WAGES BOARDS ORDINANCE

Notification

HOTEL AND CATERING TRADE

IT is hereby notified, that the decision adopted by the Wages Board for the Hotel and catering Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provisions Section 29(3) of the said Ordinance.

These decisions shall come into force on the 15th of December 2021.

M.P.D.U.K. MAPA PATHIRANA,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05,
30th December, 2021.

SCHEDULE

Part II for the Wages Board for the Hotel and Catering Trade set out in the schedule to the notification published in *Gazette Extraordinary* No. 34 of 27th April, 1979 as varied from time to time and last varied by the notification published in *Gazette Extraordinary* No. 2081/49, of 26th July, 2018, shall be further varied by the substitution of the following new part.

The minimum rates of wages for time work applicable to the workers specified in Part I, hereto shall be the rates set out in the corresponding entry in Part II.

PART I

Class of Workers

Grade I

Assistant Room Boy, Cloak Room Attendant, Cloak Room Nanny, Bed Room Labourers- Cleaners, Lounge Labourers, Bed Room (conservancy) Labourers, Conservancy Labourers, Office Boy, Office Labourers, Store Labourers, Cycle Orderly, Kitchen Cleaner, Kitchen Helpers, Dish Washers, Kitchen Labourers, Porter, Pantry Boy, Helper, Plate Room Boy, Glass Room Boy, Silver Room Boy, Bar Labourers, Utility Workers, Garden Labourers/Helper, Unskilled Maintenance Labourers.

Grade II

Room Boy, Housemen, Room Maid, Linen Room Attendant, Room Nanny, Peons, Messenger, Checkers, Bell Boy, Page Boy, Lift Boy, Doorman, Baggage Lift Operators, Pass Lift Operators, Assistant Waiter, Assistant Steward, Bus Boy, Assistant Bar Tender, Assistant Barman, Billiard Marker, Life Guard, Laundry Assistant, Gardener, Pool Attendant, Semi-skilled Maintenance Labourer.

Grade III

Seamstress Tailors, Masseurs, Clerk Grade III, Stores Assistant, Drivers, Bar Cashiers, Bill Clerk, General Clerk, Personal Clerk, Snack Bar Cook, Sweet Maker, Assistant Cook, 3rd Kitchen Commis, Assistant Baker, Pantryman, Cook Grade III, Assistant Bell Captain, Hall Porter, Waiter, Barman, Steward, Bar Waiter, Bar Steward, Security Guard, Head Gardener, Skilled Maintenance Labourer, Bar Tender.

Grade IV

Health Club Receptionist, Clerk Grade II, Assistant Store-Keeper, Stores Clerk, Assistant Night Auditor, Time Keeper, Carder Assistant, Accounts Clerk, Assistant Book Keeper, Cost Clerk, Credit Clerk, Sales Ledger Clerk, Wages Clerk, Typist, Cashier, General Assistant, Personnel Assistant, Assistant Head Cook, 2nd Kitchen Commis, Baker, Section Head Cook, Cook Grade II, Telephone Operator, Receptionist, Bell Captain, Head Porter, Room Service Order Taker, Butler, Head Barman, Head Bar Keeper, Head Waiter, Head Steward, Captain Hostess, Head Pantryman, Tea Maker, Security Leader, Senior Laundry Assistant.

Grade V

Floor Supervisor, Linen Room Supervisor, Nurses, Assistant House Keeper, Clerk Grade I, Store-Keeper, Head Accounts Clerk, Shroff, Book-Keeper, Night Auditor, Income Auditor, Stenographer, Chief Clerk, Chief Cashier, Auditor, Purchasing Assistant, Chief Time-Keeper, Kitchen Steward Supervisor, 1st Kitchen Steward Supervisor 1st Kitchen Commis, Head Cook, Staff Cook, Restaurant Cook, Front Office Clerk, Airport Representative, Head Receptionist, Chief telex operator, Chief Telephone Operator, Reservation Clerk, Supervisor, Disc-Jockey Manager, Security Shift Leader, Garden Supervisor, Engineering Charge Hand, Swimming Pool Supervisors.

PART II**MINIMUM RATE OF WAGES FOR A MONTH**

Year of employment	Grade I Rs. Cts	Grade II Rs. Cts	Grade III Rs. Cts	Grade IV Rs. Cts	Grade V Rs. Cts
1st Year	12,500.00	13,025.00	13,550.00	14,075.00	14,600.00
2nd Year	12,600.00	13,150.00	13,700.00	14,250.00	14,800.00
3rd Year	12,700.00	13,275.00	13,850.00	14,425.00	15,000.00
4th Year	12,800.00	13,400.00	14,000.00	14,600.00	15,200.00
5th Year	12,900.00	13,525.00	14,150.00	14,775.00	15,400.00
6th Year	13,000.00	13,650.00	14,300.00	14,950.00	15,600.00
7th Year	13,100.00	13,775.00	14,450.00	15,125.00	15,800.00
8th Year	13,200.00	13,900.00	14,600.00	15,300.00	16,000.00
9th Year	13,300.00	14,025.00	14,750.00	15,475.00	16,200.00
10th Year	13,400.00	14,150.00	14,900.00	15,650.00	16,400.00

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THE WAGES BOARDS ORDINANCE**Notification****WAGES BOARD FOR THE RETAIL AND WHOLESALE TRADE**

IT is hereby notified that the decision adopted by the Wages Board for the Retail and Wholesale Trade and approved by the Hon. Minister of Labour as per provisions of Wages Boards Ordinance (Chapter 136) is to be varied as depicted in the following schedule as per provision Section 29(3) of the said Ordinance.

These decisions should be valid with effect from 15th December 2021.

M. P. D. U. K. MAPA PATHIRANA ,
Secretary,
Ministry of Labour.

Department of Labour,
"Mehewara Piyesa"
Colombo 05.
15th December, 2021.

SCHEDULE

The Part II for the Retail and Wholesale Trade and set out in, the schedule to the notification published in *Gazette Extraordinary* No. 599/12 of 28th February, 1990 as varied from time to time, and last varied by the notification published in *Gazette Extraordinary* No. 2081/50 of 26th July, 2018, shall be further varied by the substitution of the following new part.

PART II

Column I

Class of Workers:

Grade I	Store-Keepers, Book- Keepers, Cashiers, Managers, Stenographers, Dispensers.
Grade II	Telephone Operators, Clerks, Typists, Ledger Clerks, Accounts Clerks, Assistant Cashiers, Cost Clerks, Wages Clerks, Cash Machine Operators, Bill Clerks.
Grade III	Bill Collectors, Salesmen and Sale Girls, Checkers.
Grade IV	Labourers, Delivery Boys, Shop Boys, Packers, Messenger Boys, Counter Boys, Orderlines Loading and Un-Loading Labours, Pump Attendants, Cycle Boys.

Column II

Minimum Rate of Wages for a Month

Year of Employment	Class of Workers			
	Grade I	Grade II	Grade III	Grade IV
	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
1 st Year	15,055.00	14,275.00	13,502.00	12,750.00
2 nd Year	15,230.00	14,425.00	13,627.00	12,850.00
3 rd Year	15,405.00	14,575.00	13,752.00	12,950.00
4 th Year	15,580.00	14,725.00	13,877.00	13,050.00
5 th Year	15,755.00	14,875.00	14,002.00	13,150.00
6 th Year	15,930.00	15,025.00	14,127.00	
7 th Year	16,105.00	15,175.00	14,252.00	
8 th Year	16,280.00	15,325.00	14,377.00	
9 th Year	16,455.00	15,475.00	14,502.00	
10 th Year	16,630.00	15,625.00	14,627.00	