

These positions and proposed ranges are subject to City Council approval as well as meet and confer with the respective bargaining units.

**CITY OF RICHMOND, CA
Mid-MGMT Classifications**

ORDERED BASED ON PROPOSED GRADE THEN RECOMMENDED JOB TITLE

| Current Job Title | Recommended Job Title | Pay Schedule (Bargaining Unit) | CURRENT | | | | PROPOSED | | | |
|--|-------------------------------------|--------------------------------|---------|-----------|-----------|------------|----------|-----------|-----------|-----------|
| | | | Grade | Min | Mid | Max | Grade | Min | Mid | Max |
| Accounting Manager | Accounting Manager | IFPTE Local 21 | 69C | \$97,404 | \$107,910 | \$118,416 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Administrative Librarian | Library Services Manager | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Administrative Services Analyst | Associate Administrative Analyst | IFPTE Local 21 | 55D | \$76,284 | \$84,246 | \$92,208 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Administrative Services Analyst | Circulation Supervisor | IFPTE Local 21 | 55D | \$76,284 | \$84,246 | \$92,208 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Administrative Services Analyst | Senior Administrative Analyst | IFPTE Local 21 | 55D | \$76,284 | \$84,246 | \$92,208 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Arts and Culture Manager | Arts and Culture Manager | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Assistant Administrative Analyst | Administrative Analyst | IFPTE Local 21 | 43D | \$62,088 | \$68,166 | \$74,244 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Assisted Housing Manager | Assisted Housing Manager | IFPTE Local 21 | 58D | \$81,947 | \$90,458 | \$98,968 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Associate Administrative Analyst | Associate Administrative Analyst | IFPTE Local 21 | 55D | \$76,284 | \$84,246 | \$92,208 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Budget Administrator | Budget Administrator | IFPTE Local 21 | 69C | \$97,407 | \$107,909 | \$118,412 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Budget Analyst I | Budget Analyst I | IFPTE Local 21 | 43D | \$62,088 | \$68,166 | \$74,244 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Budget Analyst II | Budget Analyst II | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Building Inspector Supervisor | Building Inspection Supervisor | IFPTE Local 21 | 60E | \$89,988 | \$99,396 | \$108,804 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Building Maintenance Supervisor | Building Maintenance Supervisor | IFPTE Local 21 | 58D | \$81,947 | \$90,458 | \$98,968 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Building Official | Building Official | IFPTE Local 21 | 71A | \$117,624 | \$130,302 | \$142,980 | 113 | \$141,314 | \$156,541 | \$171,768 |
| Business Analyst I | Business Systems Analyst I | IFPTE Local 21 | 54C | \$75,542 | \$83,680 | \$91,819 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Business Analyst II | Business Systems Analyst II | IFPTE Local 21 | 63 | \$85,722 | \$94,955 | \$104,187 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Cable Television Manager | Cable Television Manager | IFPTE Local 21 | 69D | \$104,428 | \$115,419 | \$126,409 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Cable Television Programming Coordinator | Cable TV Programming Coordinator | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Capital Projects Manager | Capital Projects Manager | IFPTE Local 21 | 70D | \$114,419 | \$126,399 | \$138,378 | 111 | \$116,128 | \$128,641 | \$141,154 |
| CCTV and Wireless System Specialist | CCTV and Wireless System Specialist | IFPTE Local 21 | 63 | \$85,722 | \$94,955 | \$104,187 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Code Enforcement Superintendent | Code Enforcement Manager | IFPTE Local 21 | 64D | \$92,634 | \$102,511 | \$112,388 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Code Enforcement Supervisor | Code Enforcement Supervisor | IFPTE Local 21 | 063A | \$ 83,352 | \$ 91,896 | \$ 101,316 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Communications Center Manager | Communications Center Manager | IFPTE Local 21 | 70D | \$114,419 | \$126,399 | \$138,378 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Communications Shift Supervisor | Communications Shift Supervisor | IFPTE Local 21 | 055E | \$85,380 | \$94,278 | \$103,176 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Construction & Maintenance Supervisor | Streets Supervisor | IFPTE Local 21 | 139 | \$75,869 | \$84,100 | \$92,330 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Crime Analyst | Crime Analyst | IFPTE Local 21 | 55B | \$74,532 | \$82,296 | \$90,060 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Crime Prevention Manager | Crime Prevention Manager | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Custodial Maintenance Supervisor | Custodial Maintenance Supervisor | IFPTE Local 21 | 52F | \$70,616 | \$78,056 | \$85,496 | 105 | \$66,226 | \$73,362 | \$80,498 |
| Deputy Building Official | Deputy Building Official | IFPTE Local 21 | 73 | \$107,736 | \$119,208 | \$130,680 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Development Project Manager I | Development Project Manager I | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Development Project Manager II | Development Project Manager II | IFPTE Local 21 | 64E | \$97,272 | \$107,622 | \$117,972 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Economic Development Administrator | Economic Development Administrator | IFPTE Local 21 | 69E | \$108,907 | \$120,651 | \$132,395 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Electrical Supervisor | Electrical Supervisor | IFPTE Local 21 | 58D | \$81,948 | \$90,456 | \$98,964 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Emergency Services Analyst | Emergency Services Analyst | IFPTE Local 21 | 42F | \$67,740 | \$74,202 | \$80,664 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Emergency Services Manager | Emergency Services Manager | IFPTE Local 21 | 64 | \$92,208 | \$102,036 | \$111,864 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Employee Benefits Analyst | Human Resources Analyst II | IFPTE Local 21 | 055D | \$76,284 | \$84,246 | \$92,208 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Employment Program Manager | Workforce Program Manager | IFPTE Local 21 | 55 | \$79,650 | \$88,238 | \$96,826 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Engineering Infrastructure Administrator | Infrastructure Administrator | IFPTE Local 21 | 66 | \$88,164 | \$97,668 | \$107,172 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Environmental Manager | Environmental Manager | IFPTE Local 21 | 61E | \$89,315 | \$98,946 | \$108,577 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Environmental Services Manager | Environmental Services Manager | IFPTE Local 21 | 71B | \$123,864 | \$137,214 | \$150,564 | 112 | \$128,031 | \$141,827 | \$155,622 |

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**CITY OF RICHMOND, CA
Mid-MGMT Classifications**

ORDERED BASED ON PROPOSED GRADE THEN RECOMMENDED JOB TITLE

| Current Job Title | Recommended Job Title | Pay Schedule (Bargaining Unit) | CURRENT | | | | PROPOSED | | | |
|---|--|--------------------------------|---------|-----------|-----------|-----------|----------|-----------|-----------|-----------|
| | | | Grade | Min | Mid | Max | Grade | Min | Mid | Max |
| Equipment Services Superintendent | Equipment Services Superintendent | IFPTE Local 21 | 64D | \$92,634 | \$102,511 | \$112,388 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Equipment Supervisor | Equipment Supervisor | IFPTE Local 21 | 58D | \$81,948 | \$90,456 | \$98,964 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Executive Assistant to the City Manager | Executive Assistant to the City Manager | IFPTE Local 21 | 49A | \$72,367 | \$80,187 | \$88,007 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Finance Manager | Finance Manager II | IFPTE Local 21 | 64F | \$99,550 | \$110,268 | \$120,985 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Finance Manager I | Finance Manager I | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Finance Manager II | Finance Manager II | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 111 | \$116,128 | \$128,641 | \$141,154 |
| GIS Administrator | GIS Administrator | IFPTE Local 21 | 68F | \$103,176 | \$114,300 | \$125,424 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Housing Manager | Housing Manager | IFPTE Local 21 | 090A | \$138,960 | \$153,936 | \$168,912 | 113 | \$141,314 | \$156,541 | \$171,768 |
| Industrial Building Inspector | Industrial Building Inspector | IFPTE Local 21 | 060G | \$97,848 | \$107,748 | \$118,368 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Information Technology Manager | Information Technology Manager | IFPTE Local 21 | 71D | \$120,240 | \$133,218 | \$146,196 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Law Office Supervisor | Law Office Supervisor | IFPTE Local 21 | 135E | \$72,819 | \$80,208 | \$87,597 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Literacy Program Manager | Literacy Program Manager | IFPTE Local 21 | 58 | \$80,040 | \$88,356 | \$96,672 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Management Analyst I | Environmental Services Coordinator | IFPTE Local 21 | 43D | \$62,088 | \$68,166 | \$74,244 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Management Analyst I | Management Analyst | IFPTE Local 21 | 43D | \$62,088 | \$68,166 | \$74,244 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Management Analyst II | Management Analyst | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Microcomputer Support Specialist I | Information Technology Support Specialist I | IFPTE Local 21 | 62A | \$64,023 | \$70,911 | \$77,799 | 105 | \$66,226 | \$73,362 | \$80,498 |
| Microcomputer Support Specialist II | Information Technology Support Specialist II | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Network and Systems Security Officer | Network and Systems Security Officer | IFPTE Local 21 | 70E | \$116,088 | \$128,610 | \$141,132 | 113 | \$141,314 | \$156,541 | \$171,768 |
| Network and Systems Specialist I | Network and Systems Specialist I | IFPTE Local 21 | 54C | \$75,542 | \$83,680 | \$91,819 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Network and Systems Specialist II | Network and Systems Specialist II | IFPTE Local 21 | 63 | \$85,728 | \$94,956 | \$104,184 | 109 | \$95,864 | \$106,194 | \$116,524 |
| New Proposed Title | Economic Development Coordinator | IFPTE Local 21 | | | | | 107 | \$79,498 | \$88,064 | \$96,630 |
| ONS Program Manager | ONS Program Manager | IFPTE Local 21 | 64G | \$93,989 | \$104,117 | \$114,244 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Parks and Landscaping Superintendent | Parks & Landscaping Superintendent | IFPTE Local 21 | 64D | \$92,640 | \$102,516 | \$112,392 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Parks Supervisor | Parks Supervisor | IFPTE Local 21 | 135E | \$72,816 | \$80,208 | \$87,600 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Payroll Supervisor | Payroll Supervisor | IFPTE Local 21 | 57 | \$82,330 | \$91,206 | \$100,082 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Personnel Analyst I | Human Resources Analyst I | IFPTE Local 21 | 43E | \$66,564 | \$73,074 | \$79,584 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Personnel Analyst II | Human Resources Analyst II | IFPTE Local 21 | 55B | \$74,533 | \$82,294 | \$90,055 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Plan Checking Engineer | Plan Checking Engineer | IFPTE Local 21 | 64G | \$93,989 | \$104,117 | \$114,244 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Police Records & Property Mgr | Police Records & Property Mgr. | IFPTE Local 21 | 64 | \$92,208 | \$101,472 | \$111,864 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Port Marketing/Operations Manager | Port Marketing/Operations Manager | IFPTE Local 21 | 69D | \$104,428 | \$115,419 | \$126,409 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Position proposed to be updated | Associate Management Analyst | IFPTE Local 21 | | | | | 109 | \$95,864 | \$106,194 | \$116,524 |
| Principal Personnel Analyst | Human Resources Analyst Principal | IFPTE Local 21 | 69D | \$104,428 | \$115,419 | \$126,409 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Principal Personnel Analyst | Human Resources Manager | IFPTE Local 21 | 90A | \$138,960 | \$153,936 | \$168,912 | 113 | \$141,314 | \$156,541 | \$171,768 |
| Programmer Analyst I | Programmer Analyst I | IFPTE Local 21 | 54C | \$75,542 | \$83,680 | \$91,819 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Programmer Analyst II | Programmer Analyst II | IFPTE Local 21 | 63 | \$85,722 | \$94,955 | \$104,187 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Project Coordinator | ONS Project Coordinator | IFPTE Local 21 | 64E | \$97,272 | \$107,622 | \$117,972 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Project Coordinator | Project Coordinator | IFPTE Local 21 | 64E | \$97,272 | \$107,622 | \$117,972 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Project Coordinator | Workforce Coordinator | IFPTE Local 21 | 64E | \$97,269 | \$107,620 | \$117,972 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Public Information Officer | Public Information Officer | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Public Safety Technology Supervisor | Public Safety Technology Supervisor | IFPTE Local 21 | 68F | \$103,175 | \$114,297 | \$125,419 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Public Works Administrative Manager | Public Works Administrative Manager | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 110 | \$105,451 | \$116,813 | \$128,176 |

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**CITY OF RICHMOND, CA
Mid-MGMT Classifications**

ORDERED BASED ON PROPOSED GRADE THEN RECOMMENDED JOB TITLE

| Current Job Title | Recommended Job Title | Pay Schedule (Bargaining Unit) | CURRENT | | | | PROPOSED | | | |
|--|--|--------------------------------|---------|-----------|-----------|-----------|----------|-----------|-----------|-----------|
| | | | Grade | Min | Mid | Max | Grade | Min | Mid | Max |
| Public Works Facilities Maintenance Superintendent | Public Works Facilities Maintenance Superintendent | IFPTE Local 21 | 64D | \$92,634 | \$102,511 | \$112,388 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Public Works Streets Maintenance Superintendent | Public Works Streets Maintenance Superintendent | IFPTE Local 21 | 64D | \$92,634 | \$102,511 | \$112,388 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Public Works Superintendent | Public Works Abatement Superintendent | IFPTE Local 21 | 64D | \$92,640 | \$102,516 | \$112,392 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Recreation Supervisor | Recreation Supervisor | IFPTE Local 21 | 52H | \$70,620 | \$78,084 | \$85,548 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Redevelopment Contract Administrator II | Contract Administrator | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Rent Program Services Analyst I | Rent Program Services Analyst I | IFPTE Local 21 | 43D | \$62,092 | \$68,167 | \$74,242 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Rent Program Services Analyst II | Rent Program Services Analyst II | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Senior Accountant | Senior Accountant | IFPTE Local 21 | 60D | \$85,896 | \$94,890 | \$103,884 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Senior Administrative Analyst | Senior Administrative Analyst | IFPTE Local 21 | 60D | \$85,896 | \$94,890 | \$103,884 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Senior Budget Analyst | Senior Budget Analyst | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Senior Business Assistance Officer | Senior Business Assistance Officer | IFPTE Local 21 | 64E | \$97,269 | \$107,620 | \$117,972 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Senior Buyer | Senior Buyer | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Senior Civil Engineer | Senior Civil Engineer | IFPTE Local 21 | 64C | \$103,404 | \$114,546 | \$125,688 | 112 | \$128,031 | \$141,827 | \$155,622 |
| Senior Development Project Manager | Senior Development Project Manager | IFPTE Local 21 | 69E | \$108,907 | \$120,651 | \$132,395 | 111 | \$116,128 | \$128,641 | \$141,154 |
| Senior Employment Program Specialist | Workforce Program Specialist | IFPTE Local 21 | 62A | \$64,023 | \$70,911 | \$77,799 | 106 | \$72,518 | \$80,332 | \$88,146 |
| Senior Management Analyst | Senior Management Analyst | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Senior Personnel Analyst | Human Resources Analyst Senior | IFPTE Local 21 | 60D | \$85,899 | \$94,889 | \$103,879 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Senior Planner | Senior Planner | IFPTE Local 21 | 60D | \$85,896 | \$94,890 | \$103,884 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Senior Programmer Analyst | Senior Programmer Analyst | IFPTE Local 21 | 68E | \$97,296 | \$107,778 | \$118,260 | 110 | \$105,451 | \$116,813 | \$128,176 |
| Senior Property Manager | Senior Property Manager | IFPTE Local 21 | 55D | \$76,288 | \$84,248 | \$92,207 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Stationary Engineer Supervisor | Stationary Engineer Supervisor | IFPTE Local 21 | 58D | \$81,947 | \$90,458 | \$98,968 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Supervising Office Assistant | Law Office Supervisor | IFPTE Local 21 | 42E | \$59,336 | \$65,746 | \$72,156 | 107 | \$79,498 | \$88,064 | \$96,630 |
| Systems Administrator | Systems Administrator | IFPTE Local 21 | 66 | \$88,164 | \$97,668 | \$107,172 | 109 | \$95,864 | \$106,194 | \$116,524 |
| Telephone/Radio Specialist | Telecommunications Coordinator | IFPTE Local 21 | 64 | \$92,208 | \$101,472 | \$111,864 | 108 | \$87,249 | \$96,650 | \$106,051 |
| Web Coordinator | Web Coordinator | IFPTE Local 21 | 68E | \$97,298 | \$107,777 | \$118,257 | 108 | \$87,249 | \$96,650 | \$106,051 |

| Grade | Step Structure | | | | |
|-------|----------------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 |
| 101 | \$46,595 | \$48,925 | \$51,371 | \$53,940 | \$56,637 |
| 102 | \$50,789 | \$53,328 | \$55,994 | \$58,794 | \$61,734 |
| 103 | \$55,423 | \$58,194 | \$61,104 | \$64,159 | \$67,367 |
| 104 | \$60,550 | \$63,577 | \$66,756 | \$70,094 | \$73,599 |
| 105 | \$66,226 | \$69,538 | \$73,014 | \$76,665 | \$80,498 |
| 106 | \$72,518 | \$76,144 | \$79,951 | \$83,948 | \$88,146 |
| 107 | \$79,498 | \$83,472 | \$87,646 | \$92,028 | \$96,630 |
| 108 | \$87,249 | \$91,611 | \$96,192 | \$101,001 | \$106,051 |
| 109 | \$95,864 | \$100,658 | \$105,690 | \$110,975 | \$116,524 |
| 110 | \$105,451 | \$110,723 | \$116,260 | \$122,073 | \$128,176 |
| 111 | \$116,128 | \$121,934 | \$128,031 | \$134,432 | \$141,154 |
| 112 | \$128,031 | \$134,432 | \$141,154 | \$148,212 | \$155,622 |
| 113 | \$141,314 | \$148,380 | \$155,799 | \$163,589 | \$171,768 |
| 114 | \$156,152 | \$163,960 | \$172,158 | \$180,765 | \$189,804 |