

WESTVIRGINIA

Labor Laws

MINIMUM WAGE REQUIREMENTS

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305

TELEPHONE: (304)558-7890

labor.wv.gov

Fax: (304)558-3797

An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law, §21-5C. Required Minimum Wage Rate

Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

- An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.
- Beginning with the 91st day of employment, an employer must pay the employee the required minimum wage rate.

Permissible Minimum Wage Credit for Tipped Employees

- Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.
- To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

REV. 01/2018

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Wage Pay ment

WAGE PAYMENT AND COLLECTION ACT

WEST VIRGINIA DIVISION OF LABOR

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This abstract must be placed in an area accessible to all employees in accordance with the requirements of W. Va. Code §21-5-9.

§21-5 REQUIRES THE EMPLOYER TO:

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to their wages.

When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next regularly scheduled payday for all work he or she performed prior to his or her separation from employment.

On separation from employment, pay an employee the fringe benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies regarding vacation, sick leave and other fringe

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

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

§21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value.

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

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

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

REV. 01/2018

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

Human Rights Commission NOTICE

THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment and Places of Public Accommodations Based On:

Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

THE WEST VIRGINIA FAIR HOUSING ACT

Prohibits Discrimination in Housing Based On: Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability, Familial Status

THE WEST VIRGINIA PREGNANT WORKERS' **FAIRNESS ACT**

Prohibits Discrimination in Employment Based On: Pregnancy, Childbirth or Related Medical Conditions For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:

> WV Human Rights Commission **R**оом 108 A 1321 PLAZA EAST Charleston, WV 25301-1400

Phone: 304-558-2616 (Toll Free) 888-676-5546 Fax: 304-558-0085

Website: www.hrc.wv.gov

REV. 06/14/2016

WORKFORCE West Virginia

Notice To Employees — Unemployment Benefits

TOTAL UNEMPLOYMENT You are considered totally unemployed during any week in which you are totally

separated from your employment, performing no services for which wages or other remuneration were paid to you.

You must file your initial claim for total unemployment in person. Since a claim for unemployment compensation is effective the Sunday of the week in which it is filed, you should file your claim immediately after you are separated from your employment. You will be instructed on filing your continued claim. Your options for filing continued claims will include telephone or web filing.

PARTIAL UNEMPLOYMENT

ou would be considered partially unemployed if you have been working full-time, but due to business being slow, a breakdown of equipment, or similar reasons, your employer has to reduce your hours during the week. You may be entitled to partial nemployment benefits during this week if you earned less than what your weekly unemployment benefit amount would be plus \$60. Under these conditions, your mployer should issue a Low Earnings Report for the week, showing your gross wages. ou must complete the claims portion of the Low Earnings Report and file it with the local unemployment office as directed on the form.

To be monetarily eligible to receive unemployment benefits you must have earned \$2200 gross wages in covered employment during two or more calendar quarters of your regular base period (first four of the last five completed calendar quarters) or alternative base period (the last four quarters immediately preceding the first day of the individual's benefit year).

ELIGIBILITY REQUIREMENTS - OTHER

- If you are unemployed, you shall be eligible to receive benefits only if:
- You have made a claim for benefits at a local unemployment office. You have registered for work with the Job Service Office and continue to report as
- You are able to work and available for full-time work for which you are fitted by prior training or experience.
- You are actively seeking full-time work by completing four (4) work search activities each week.
- You are documenting and retaining proof of your four (4) work search activities and providing them to WorkForce WV upon request by the agency.
- You have filed for and served a waiting period of one week during your benefit
- You have earned gross wages of less than your weekly benefit amount plus \$60
- during the week for which you claim benefits. You requalify on a new claim when you had a previous benefit year (must have

earned eight times your old weekly benefit amount in covered employment after

the beginning of your previous claim). You must participate in profiling and reemployment services when selected.

DISQUALIFICATIONS

- If you leave work voluntarily without good cause involving fault on the part of
- If you are discharged for misconduct.
- If you fail without good cause to apply for available suitable work, to accept suitable work when offered, or to return to your customary self-employment
- when directed to do so. If you are unemployed due to a labor dispute.

You may be disqualified from drawing benefits:

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

- 6. For the week for which you receive unemployment compensation under the laws of another state or of the United States.
- For any week you are training, participating, or preparing to participate in sports or athletic events if there is reasonable assurance you will perform such services in the current or upcoming seasons.
- If you are an employee of an educational institution or educational service agency, for any week of unemployment which commences during: a paid sabbatical leave; a holiday or vacation period between two academic years or terms, if you perform services in the first academic year or term or prior to the beginning of a holiday or vacation period and there is a contract or a reasonable assurance that you will perform services in the second academic year or term or after a holiday or vacation period. (EXCEPTION: If you have sufficient nonschool wages in your base period to qualify for benefits based upon the non-school wages only, you may be entitled to benefits during this period.)
- For any week on the basis of services performed as an alien, unless you are
- lawfully residing in the United States and have a valid permit to work. If you leave work voluntarily to attend school or other educational institution, or
- are waiting to enter school or an educational institution. 11. For each week in which you are unemployed because of your request or that of your duly-authorized agent for a vacation at a specified time that leaves your employer no other alternative but to suspend operations.
- 12. For the week in which you receive any annuity, pension, or other retirement pay from a base period employer, or from a fund towards which a base period employer has contributed. If your remuneration is less than the unemployment benefits otherwise due you, your unemployment benefits will be reduced by the amount of your annuity, pension, etc.
- 13. For each week in which and for 52 weeks thereafter, if the commissioner finds that you, within the preceding 24 months, knowingly made a false statement or failed to reveal a material fact in order to obtain or increase or attempt to obtain or increase a benefit; and you shall be considered guilty of a misdemeanor and may be subject to severe penalties.

Neither the full effect nor the duration of a disqualification is given here in detail.

SOCIAL SECURITY NUMBER Bring your Social Security Card with you when you report to the local office. Your Social Security Number will only be printed on the most pertinent documents.

VOLUNTARY INCOME TAX WITHHOLDING PROGRAM

Unemployment compensation benefits are subject to Federal income tax and there are requirements relating to estimated tax payments. You may choose to have Federal income tax deducted and withheld from any unemployment benefits paid to you.

CLAIMS OFFICES These **FULL-TIME CLAIMS OFFICES** are operated Monday through Friday each week:

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BECKLEY	MERCER COUNTY
CHARLESTON	MORGANTOWN
CLARKSBURG	PARKERSBURG
ELKINS	SOUTH BRANCH
FAIRMONT	SUMMERSVILLE
GREENBRIER	WEIRTON
VALLEY	WELCH
HUNTINGTON	WHEELING

HUNTINGTON LOGAN MARTINSBURG

Unemployment Compensation Benefit Rate Table

	Wage	Base	Benefit	Benefit		Wage	Base	Benefit	Benefit
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1 5,22000-2,34999 2,00 62400 73 11,0000-1,14999 11200 3,04400 13 2,05000-2,04999 2700 70200 73 11,0000-1,14999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11400 3,046,00 14 1,0500-1,12999 11500 3,0500-1,06999 1100 3,066,00 18 1,0500-1,14999 115000 3,0500-1,06999 1100		Under \$2,200	ineligible		_	72	12,850.00 - 12,999.99	136.00	3,536.00
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61 11,200.00 - 11,349.99 119.00 3,094.00 133 22,000.00 - 22,149.99 233.00 6,058.00 62 11,350.00 - 11,499.99 120.00 3,120.00 134 22,150.00 - 22,299.99 235.00 6,110.00 63 11,500.00 - 11,649.99 122.00 3,172.00 135 22,300.00 - 22,449.99 236.00 6,136.00 64 11,650.00 - 11,799.99 124.00 3,224.00 136 22,450.00 - 22,599.99 238.00 6,188.00 65 11,800.00 - 11,949.99 125.00 3,250.00 137 22,600.00 - 22,749.99 239.00 6,214.00 66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,800.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,458.00 141 23,200.00 - 23,499.99 247.00 6,422.00 70 <td< td=""><td>60</td><td>11,050.00 - 11,199.99</td><td>117.00</td><td>3,042.00</td><td></td><td>132</td><td>21,850.00 - 21,999.99</td><td>231.00</td><td>6,006.00</td></td<>	60	11,050.00 - 11,199.99	117.00	3,042.00		132	21,850.00 - 21,999.99	231.00	6,006.00
62 11,350.00 - 11,499.99 120.00 3,120.00 134 22,150.00 - 22,299.99 235.00 6,110.00 63 11,500.00 - 11,649.99 122.00 3,172.00 135 22,300.00 - 22,449.99 236.00 6,136.00 64 11,650.00 - 11,799.99 124.00 3,224.00 136 22,450.00 - 22,599.99 238.00 6,188.00 65 11,800.00 - 11,949.99 125.00 3,250.00 137 22,600.00 - 22,749.99 239.00 6,214.00 66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,458.00 141 23,200.00 - 23,349.99 247.00 6,422.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00	61	11,200.00 - 11,349.99	119.00	3,094.00		133	22,000.00 - 22,149.99	233.00	
63 11,500.00 - 11,649.99 122.00 3,172.00 135 22,300.00 - 22,449.99 236.00 6,136.00 64 11,650.00 - 11,799.99 124.00 3,224.00 136 22,450.00 - 22,599.99 238.00 6,188.00 65 11,800.00 - 11,949.99 125.00 3,250.00 137 22,600.00 - 22,749.99 239.00 6,214.00 66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
64 11,650.00 - 11,799.99 124.00 3,224.00 136 22,450.00 - 22,599.99 238.00 6,188.00 65 11,800.00 - 11,949.99 125.00 3,250.00 137 22,600.00 - 22,749.99 239.00 6,214.00 66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,466.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
65 11,800.00 - 11,949.99 125.00 3,250.00 137 22,600.00 - 22,749.99 239.00 6,214.00 66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
66 11,950.00 - 12,099.99 127.00 3,302.00 138 22,750.00 - 22,899.99 241.00 6,266.00 67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
67 12,100.00 - 12,249.99 128.00 3,328.00 139 22,900.00 - 23,049.99 243.00 6,318.00 68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
68 12,250.00 - 12,399.99 130.00 3,380.00 140 23,050.00 - 23,199.99 244.00 6,344.00 69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00									
69 12,400.00 - 12,549.99 131.00 3,406.00 141 23,200.00 - 23,349.99 246.00 6,396.00 70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00						139	22,900.00 - 23,049.99		
70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00	68	12,250.00 - 12,399.99	130.00	3,380.00		140	23,050.00 - 23,199.99	244.00	6,344.00
70 12,550.00 - 12,699.99 133.00 3,458.00 142 23,350.00 - 23,499.99 247.00 6,422.00	69	12,400.00 - 12,549.99	131.00	3,406.00		141	23,200.00 - 23,349.99	246.00	6,396.00
	70								
		,	100	-, 5.55		5			2700

lotice to Employees – Unemployment Benefits Continued..

Vage	Base	Benefit	Benefit	Wage	Base	Benefit	Benefit
Class	Period	Rate	Rate	Class	Period	Rate	Rate
144	23,650.00 - 23,799.99	250.00	6,500.00	277	43,600.00 - 43,749.99	461.00	11,986.00
145	23,800.00 - 23,949.99	252.00	6,552.00	278	43,750.00 - 43,899.99	463.00	12,038.00
146	23,950.00 - 24,099.99	254.00	6,604.00	279	43,900.00 - 44,049.99	465.00	12,090.00
147	24,100.00 - 24,249.99	255.00	6,630.00	280	44,050.00 - 44,199.99	466.00	12,116.00
148	24,250.00 - 24,399.99	257.00	6,682.00	281	44,200.00 - 44,349.99	468.00	12,168.00
149	24,400.00 - 24,549.99	258.00	6,708.00	282	44,350.00 - 44,499.99	469.00	12,194.00
150	24,550.00 - 24,699.99	260.00	6,760.00	283	44,500.00 - 44,649.99	471.00	12,246.00
151	24,700.00 - 24,849.99	262.00	6,812.00	284	44,650.00 - 44,799.99	473.00	12,298.00
152	24,850.00 - 24,999.99	263.00	6,838.00	285	44,800.00 - 44,949.99	474.00	12,324.00
153	25,000.00 - 25,149.99	265.00	6,890.00	286	44,950.00 - 45,099.99	476.00	12,376.00
154	25,150.00 - 25,299.99	266.00	6,916.00	287	45,100.00 - 45,249.99	477.00	12,402.00
155	25,300.00 - 25,449.99	268.00	6,968.00	288	45,250.00 - 45,399.99	479.00	12,454.00
56	25,450.00 - 25,599.99	269.00	6,994.00	289	45,400.00 - 45,549.99	480.00	12,480.00
57	25,600.00 - 25,749.99	271.00	7,046.00	290	45,550.00 - 45,699.99	482.00	12,532.00
58	25,750.00 - 25,899.99	273.00	7,098.00	291	45,700.00 - 45,849.99	484.00	12,584.00
59	25,900.00 - 26,049.99	274.00	7,124.00	292	45,850.00 - 45,999.99	485.00	12,610.00
60	26,050.00 - 26,199.99	276.00	7,176.00	293	46,000.00 - 46,149.99	487.00	12,662.00
61	26,200.00 - 26,349.99	277.00	7,202.00	294	46,150.00 - 46,299.99	488.00	12,688.00
62	26,350.00 - 26,499.99	279.00	7,254.00	295	46,300.00 - 46,449.99	490.00	12,740.00
63	26,500.00 - 26,649.99	281.00	7,306.00	296	46,450.00 - 46,599.99	492.00	12,792.00
64 65	26,650.00 - 26,799.99 26,800.00 - 26,949.99	282.00 284.00	7,332.00 7,384.00	297 298	46,600.00 - 46,749.99	493.00	12,818.00
66	26,950.00 - 27,099.99	285.00	7,410.00	299	46,750.00 - 46,899.99 46,900.00 - 47,049.99	495.00 496.00	12,870.00 12,896.00
67	27,100.00 - 27,249.99	287.00	7,462.00	300	47,050.00 - 47,199.99	498.00	12,948.00
68	27,250.00 - 27,399.99	289.00	7,514.00	301	47,200.00 - 47,349.99	500.00	13,000.00
69	27,400.00 - 27,549.99	290.00	7,540.00	302	47,350.00 - 47,499.99	501.00	13,026.00
70	27,550.00 - 27,699.99	292.00	7,592.00	303	47,500.00 - 47,649.99	503.00	13,078.00
71	27,700.00 - 27,849.99	293.00	7,618.00	304	47,650.00 - 47,799.99	504.00	13,104.00
72	27,850.00 - 27,999.99	295.00	7,670.00	305	47,800.00 - 47,949.99	506.00	13,156.00
73	28,000.00 - 28,149.99	296.00	7,696.00	306	47,950.00 - 48,099.99	507.00	13,182.00
74	28,150.00 - 28,299.99	298.00	7,748.00	307	48,100.00 - 48,249.99	509.00	13,234.00
75	28,300.00 - 28,449.99	300.00	7,800.00	308	48,250.00 - 48,399.99	511.00	13,286.00
76	28,450.00 - 28,599.99	301.00	7,826.00	309	48,400.00 - 48,549.99	512.00	13,312.00
77	28,600.00 - 28,749.99	303.00	7,878.00	310	48,550.00 - 48,699.99	514.00	13,364.00
78	28,750.00 - 28,899.99	304.00	7,904.00	311	48,700.00 - 48,849.99	515.00	13,390.00
79	28,900.00 - 29,049.99	306.00	7,956.00	312	48,850.00 - 48,999.99	517.00	13,442.00
80	29,050.00 - 29,199.99	308.00	8,008.00	313	49,000.00 - 49,149.99	519.00	13,494.00
81	29,200.00 - 29,349.99	309.00	8,034.00	314	49,150.00 - 49,299.99	520.00	13,520.00
82	29,350.00 - 29,499.99	311.00	8,086.00	315	49,300.00 - 49,449.99	522.00	13,572.00
83	29,500.00 - 29,649.99	312.00	8,112.00	316	49,450.00 - 49,599.99	523.00	13,598.00
84	29,650.00 - 29,799.99	314.00	8,164.00	317	49,600.00 - 49,749.99	525.00	13,650.00
85	29,800.00 - 29,949.99	315.00	8,190.00	318	49,750.00 - 49,899.99	526.00	13,676.00
86	29,950.00 - 30,099.99	317.00	8,242.00	319	49,900.00 - 50,049.99	528.00	13,728.00
87	30,100.00 - 30,249.99	319.00	8,294.00	320	50,050.00 - 50199.99	530.00	13,780.00
88	30,250.00 - 30,399.99	320.00	8,320.00	321	50,200.00 - 50,349.99	531.00	13,806.00
89	30,400.00 - 30,549.99	322.00	8,372.00	322	50,350.00 - 50,499.99	533.00	13,858.00
90	30,550.00 - 30,699.99	323.00	8,398.00	323	50,500.00 - 50,649.99	534.00	13,884.00
91	30,700.00 - 30,849.99	325.00	8,450.00	324	50,650.00 - 50,799.99	536.00	13,936.00
92	30,850.00 - 30,999.99	327.00	8,502.00	325	50,800.00 - 50,949.99	538.00	13,988.00
93	31,000.00 - 31,149.99	328.00	8,528.00	326	50,950.00 - 51,099.99	539.00	14,014.00
94	31,150.00 - 31,299.99	330.00	8,580.00	327	51,100.00 - 51,249.99	541.00	14,066.00
95	31,300.00 - 31,449.99	331.00	8,606.00	328	51,250.00 - 51,399.99	542.00	14,092.00
96	31,450.00 - 31,599.99	333.00	8,658.00	329	51,400.00 - 51,549.99	544.00	14,144.00
97 98	31,600.00 - 31,749.99 31,750.00 - 31,899.99	335.00 336.00	8,710.00 8,736.00	330	51,550.00 - 51,699.99	546.00	14,196.00
99	31,900.00 - 32,049.99	338.00	8,788.00	331 332	51,700.00 - 51,849.99 51,850.00 - 51,999.99	547.00 549.00	14,222.00 14,274.00
00	32,050.00 - 32,199.99	339.00	8,814.00	333	52,000.00 - 52,149.99	550.00	14,300.00
01	32,200.00 - 32,349.99	341.00	8,866.00	334	52,150.00 - 52,299.99	552.00	14,352.00
02	32,350.00 - 32,499.99	342.00	8,892.00	335	52,300.00 - 52,449.99	553.00	14,378.00
03	32,500.00 - 32,649.99	344.00	8,944.00	336	52,450.00 - 52,599.99	555.00	14,430.00
04	32,650.00 - 32,799.99	346.00	8,996.00	337	52,600.00 - 52,749.99	557.00	14,482.00
05	32,800.00 - 32,949.99	347.00	9,022.00	338	52,750.00 - 52,899.99	558.00	14,508.00
06	32,950.00 - 33,099.99	349.00	9,074.00	339	52,900.00 - 53,049.99	560.00	14,560.00
07	33,100.00 - 33,249.99	350.00	9,100.00	340	53,050.00 - 53,199.99	561.00	14,586.00
08 09	33,250.00 - 33,399.99	352.00	9,152.00 9,204.00	341	53,200.00 - 53,349.99	563.00	14,638.00
10	33,400.00 - 33,549.99 33,550.00 - 33,699.99	354.00 355.00	9,230.00	342 343	53,350.00 - 53,499.99 53,500.00 - 53,649.99	565.00 566.00	14,690.00 14,716.00
!11	33,700.00 - 33,849.99	357.00	9,282.00	344	53,650.00 - 53,799.99	568.00	14,768.00
!12	33,850.00 - 33,999.99	358.00	9,308.00	345	53,800.00 - 53,949.99	569.00	14,794.00
!13	34,000.00 - 34,149.99	360.00	9,360.00	346	53,950.00 - 54,099.99	571.00	14,846.00
!14	34,150.00 - 34,299.99	361.00	9,386.00	347	54,100.00 - 54,249.99	573.00	14,898.00
15	34,300.00 - 34,449.99	363.00	9,438.00	348	54,250.00 - 54,399.99	574.00	14,924.00
16	34,450.00 - 34,599.99	365.00	9,490.00	349	54,400.00 - 54,549.99	576.00	14,976.00
.17	34,600.00 - 34,749.99	366.00	9,516.00	350	54,550.00 - 54,699.99	577.00	15,002.00
.18	34,750.00 - 34,899.99	368.00	9,568.00	351	54,700.00 - 54,849.99	579.00	15,054.00
19	34,900.00 - 35,049.99	369.00	9,594.00	352	54,850.00 - 54,999.99	580.00	15,080.00
	35,050.00 - 35,199.99	371.00	9,646.00	353	55,000.00 - 55,149.99	582.00	15,132.00
21	35,200.00 - 35,349.99	373.00 374.00	9,698.00 9,724.00	354	55,150.00 - 55,299.99	584.00	15,184.00
223	35,350.00 - 35,499.99 35,500.00 - 35,649.99	376.00	9,776.00	355 356	55,300.00 - 55,449.99 55,450.00 - 55,599.99	585.00 587.00	15,210.00 15,262.00
.24	35,650.00 - 35,799.99	377.00	9,802.00	357	55,600.00 - 55,749.99	588.00	15,288.00
.25	35,800.00 - 35,949.99	379.00	9,854.00	358	55,750.00 - 55,899.99	590.00	15,340.00
26	35,950.00 - 36,099.99	381.00	9,906.00	359	55,900.00 - 56,049.99	592.00	15,392.00
27	36,100.00 - 36,249.99	382.00	9,932.00	360	56,050.00 - 56,199.99	593.00	15,418.00
28	36,250.00 - 36,399.99	384.00	9,984.00	361	56,200.00 - 56,349.99	595.00	15,470.00
29	36,400.00 - 36,549.99	385.00	10,010.00	362	56,350.00 - 56,499.99	596.00	15,496.00
.30 .31	36,550.00 - 36,699.99 36,700.00 - 36,849.99	387.00 388.00	10,062.00 10,088.00	363 364	56,500.00 - 56,649.99	598.00	15,548.00
232	36,850.00 - 36,999.99	390.00	10,140,00	365	56,650.00 - 56,799.99	599.00	15,574.00
233	37,000.00 - 37,149.99	392.00	10,192.00		56,800.00 - 56,949.99	601.00	15,626.00
234	37,150.00 - 37,299.99	393.00	10,218.00	366 367	56,950.00 - 57,099.99 57,100.00 - 57,249.99	603.00 604.00	15,678.00 15,704.00
35	37,300.00 - 37,449.99	395.00	10,270.00	368	57,250.00 - 57,399.99	606.00	15,756.00
36	37,450.00 - 37,599.99	396.00	10,296.00	369	57,400.00 - 57,549.99	607.00	15,782.00
37	37,600.00 - 37,749.99	398.00	10,348.00	370	57,550.00 - 57,699.99	608.00	15,808.00
38	37,750.00 - 37,899.99	400.00	10,400.00	371	57,700.00 - 57,849.99	611.00	15,886.00
39	37,900.00 - 38,049.99	401.00	10,426.00	372	57,850.00 - 57,999.99	612.00	15,912.00
40	38,050.00 - 38,199.99	403.00	10,478.00	373	58,000.00 - 58,149.99	614.00	15,964.00
41	38,200.00 - 38,349.99	404.00	10,504.00	374	58,150.00 - 58,299.99	615.00	15,990.00
42	38,350.00 - 38,499.99	406.00	10,556.00	375	58,300.00 - 58,449.99	617.00	16,042.00
43 44	38,500.00 - 38,649.99 38,650.00 - 38,799.99	408.00 409.00	10,608.00 10,634.00	376	58,450.00 - 58,599.99	619.00	16,094.00
45	38,800.00 - 38,949.99	411.00	10,686.00	377 378	58,600.00 - 58,749.99 58,750.00 - 58,899.99	620.00 622.00	16,120.00 16,172.00
46	38,950.00 - 39,099.99	412.00	10,712.00	379	58,900.00 - 59,049.99	623.00	16,198.00
47	39,100.00 - 39,249.99	414.00	10,764.00	380	59,050.00 - 59,199.99	625.00	16,250.00
48	39,250.00 - 39,399.99	415.00	10,790.00	381	59,200.00 - 59,349.99	626.00	16,276.00
49	39,400.00 - 39,549.99	417.00	10,842.00	382	59,350.00 - 59,499.99	628.00	16,328.00
50	39,550.00 - 39,699.99	419.00	10,894.00	383	59,500.00 - 59,649.99	630.00	16,380.00
51	39,700.00 - 39,849.99	420.00	10,920.00	384	59,650.00 - 59,799.99	631.00	16,406.00
52 53	39,850.00 - 39,999.99 40,000.00 - 40,149.99	422.00 423.00	10,972.00 10,998.00	385	59,800.00 - 59,949.99	633.00	16,458.00
54 55	40,150.00 - 40,299.99 40,300.00 - 40,449.99	425.00 425.00 427.00	11,050.00 11,102.00	386 387	59,950.00 - 60,099.99 60,100.00 - 60,249.99	634.00 636.00	16,484.00 16,536.00
56	40,450.00 - 40,599.99	428.00	11,128.00	388 389	60,250.00 - 60,399.99 60,400.00 - 60,549.99	638.00 639.00	16,588.00 16,614.00
57	40,600.00 - 40,749.99	430.00	11,180.00	390	60,550.00 - 60,699.99	641.00	16,666.00
58	40,750.00 - 40,899.99	431.00	11,206.00	391	60,700.00 - 60,849.99	642.00	16,692.00
59 60	40,900.00 - 41,049.99 41,050.00 - 41,199.99	433.00 434.00	11,258.00 11,284.00	392	60,850.00 - 60,999.99	644.00	16,744.00
61	41,200.00 - 41,349.99	436.00	11,336.00	393	61,000.00 - 61,149.99	645.00	16,770.00
62	41,350.00 - 41,499.99	438.00	11,388.00	394	61,150.00 - 61,299.99	647.00	16,822.00
63	41,500.00 - 41,649.99	439.00	11,414.00	395	61,300.00 - 61,449.99	649.00	16,874.00
64	41,650.00 - 41,799.99	441.00	11,466.00	396	61,450.00 - 61,599.99	650.00	16,900.00
65	41,800.00 - 41,949.99	442.00	11,492.00	397	61,600.00 - 61,749.99	652.00	16,952.00
66	41,950.00 - 42,099.99	444.00	11,544.00	398	61,750.00 - 61,899.99	653.00	16,978.00
67	42,100.00 - 42,249.99	446.00	11,596.00	399	61,900.00 - 61,049.99	655.00	17,030.00
68	42,250.00 - 42,399.99	447.00	11,622.00	400	62,050.00 - 62,199.99	657.00	17,082.00
69	42,400.00 - 42,549.99	449.00	11,674.00	401	62,200.00 - 62,349.99	658.00	17,108.00
70 71	42,550.00 - 42,699.99 42,700.00 - 42,849.99	450.00 452.00	11,700.00 11,752.00	402	62,350.00 - 62,499.99	660.00	17,160.00
72	42,850.00 - 42,999.99	454.00	11,804.00	403	62,500.00 - 62,649.99	661.00	17,186.00
73	43,000.00 - 43,149.99	455.00	11,830.00	404	62,650.00 - and over	662.00	17,212.00
73 74	43,150.00 - 43,299.99	455.00 457.00 458.00	11,882.00 11,882.00 11,908.00				W
75	43,300.00 - 43,449.99	458 00	LL 90X 00				

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