(6) For greater certainty,

(a) a determination of the Energy Board pursuant to subsection (2A) may be appealed to the Nova Scotia Court of Appeal pursuant to Section 30 of the *Energy and Regulatory Boards Act*; and

(b) where the Energy Board holds a hearing pursuant to subsection (4), the Board shall appoint a consumer advocate pursuant to Section 91. 2006, c. 45, s. 1; 2012, c. 41, s. 3; 2022, c. 52, s. 3; 2024, c. 2, s. 84.

Restriction respecting return on equity

64AA For the purpose of Case Number M10431,

(a) Nova Scotia Power Incorporated's return on equity must be set at a rate not greater than nine and one-quarter per cent;

(b) Nova Scotia Power Incorporated's equity ratio must not be greater than forty per cent. 2022, c. 52, s. 4; 2024, c. 2, s. 85.

Payment of interest

64AB (1) The Energy Board may approve the payment of interest to Nova Scotia Power Incorporated on an outstanding balance for the Fuel Adjustment Mechanism, or any other regulatory deferral.

(2) To be eligible for a payment of interest under subsection (1),

(a) Nova Scotia Power Incorporated must demonstrate a balance is outstanding, or there is a clear demonstrated prediction for an outstanding balance, for a period of not less than twelve months prior to a request for the payment of interest; and

(b) the minimum amount on an outstanding balance must be greater than one million dollars.

(3) Interest must be calculated

(a) from the date the balance is outstanding using simple interest at the Bank of Canada policy interest rate plus one and three-quarters per cent, unless otherwise directed by the Energy Board; and

(b) on a per year basis.

(4) Any request for the payment of interest on an outstanding balance must include the interest calculations for the Energy Board for review. 2022, c. 52, s. 4; 2024, c. 2, s. 86.

Recovery of executive remuneration

64B (1) In this Section, "report" means the report required by subsection (2).

(2) Nova Scotia Power Incorporated shall submit to the Energy Board, with each application for a general rate increase made after January 1, 2013, a report identifying who the executive employees of Nova Scotia Power Incorporated are, the position held by each executive employee and the remuneration to which each executive employee is entitled.

(3) The Energy Board shall review the report and determine whether it accurately reflects who the executive employees of Nova Scotia Power Incorporated are, the position held by each executive employee and the remuneration to which each executive employee is entitled.

(4) The Energy Board may prescribe the content and form of the report.

(5) The Energy Board shall review the report either

(a) *ex parte*; or

(b) after such notice and public hearing as the Energy Board in its discretion determines.

(6) The Energy Board shall either

(a) approve the report; or

(b) reject the report and require Nova Scotia Power Incorporated to amend the report on such terms and conditions as the Energy Board considers necessary or advisable.

(7) Where Nova Scotia Power Incorporated fails to amend the report within thirty days of being required to do so, the Energy Board shall determine who is an executive employee of Nova Scotia Power Incorporated for the purpose of this Section.

(8) Nova Scotia Power Incorporated shall not recover from any rate, charge or fee approved by the Energy Board

(a) any bonus or incentive compensation; or

(b) any other remuneration, except remuneration that is prescribed by the regulations,

paid to an executive employee of Nova Scotia Power Incorporated as identified in an approved report or determined by the Energy Board. 2012, c. 41, s. 4; 2024, c. 2, s. 87.

Duty to return to ratepayers excess return on equity

64C Where Nova Scotia Power Incorporated's regulated return on equity exceeds the range approved by the Energy Board in a calendar year, any amount that exceeds that range must be returned to ratepayers in a manner approved by the Board. 2022, c. 52, s. 5; 2024, c. 2, s. 88.

Regulations respecting schedule

65 **(1)** A public utility shall submit for the approval of the Board with and as part of any schedule of rates all rules and regulations that in any manner relate to such schedule.

(2) Upon such rules and regulations being approved by the Board they shall be filed with the Board as part of the schedules of such public utility and thereafter shall be the lawful rules and regulations of such public utility until altered or modified by order of the Board. R.S., c. 380, s. 65.

GENERAL

Interpretation and construction of Act and powers of Board

116 **(1)** This Act shall be interpreted and construed liberally in order to accomplish the purposes thereof, and where any specific power or authority is given the Board by the provisions of this Act, the enumeration thereof shall not be held to exclude or impair any power or authority otherwise in this Act conferred on the Board.

(2) The Board hereby created shall have, in addition to the powers in this Act specified, mentioned and indicated, all additional, implied and incidental powers which may be proper or necessary to carry out, effect, perform and execute all the said powers herein specified, mentioned and indicated.

(3) A substantial compliance with the requirements of this Act shall be sufficient to give effect to all the rules, orders, acts and regulations of the Board, and they shall not be declared inoperative, illegal or void for any omission of a technical nature in respect thereto. R.S., c. 380, s. 116.

Conflict with and application of

117 **(1)** Any Act whether enacted before or after the fourteenth day of April, 1943, relating to a public utility as defined by this Act shall be read and construed as subject in all respects to the provisions of this Act and, in case of conflict, the provisions of this Act shall prevail unless the contrary intention is expressly stated.

(2) This Act applies to ~~the~~ Nova Scotia Power Incorporated and ~~the~~ Nova Scotia Power Incorporated is a public utility within the meaning of this Act.

(3) *repealed 1992, c. 8, s. 35.*

R.S., c. 380, s. 117; 1992, c. 8, s. 35.

Regulations

118 **(1)** The Governor in Council may make regulations

(a) prescribing the remuneration of an executive employee of Nova Scotia Power Incorporated that Nova Scotia Power Incorporated may recover from a rate, charge or fee approved by the Board, which remuneration must be derived from the pay plan, as established from time to time, used for deputy ministers in the public service of the Province;

(aa) respecting requirements for the approval by the Board of contracts for the transportation of natural gas entered into by a public utility for a term of longer than two years;

(b) defining any word or expression used but not defined in this Act;

(c) further defining any word or expression defined in this Act;

Nova Scotia Power Incorporated Regulations
made under Section 118 of the
Public Utilities Act
R.S.N.S. 1989, c. 380
O.I.C. 2012-401 (December 21, 2012), N.S. Reg. 231/2012

Citation

1 These regulations may be cited as the *Nova Scotia Power Incorporated Regulations*.

Definitions for Act and regulations

2 **(1)** In the Act, "general rate increase" does not include increases arising from the fuel adjustment mechanism, demand side management cost recovery riders or the special annually adjusted rates.

(2) In the Act and these regulations, "pay plan" means the Senior Officials Pay Plan approved by the Governor in Council by Order in Council 2007-85 under the *Civil Service Act* and the *Public Service Act*, and as amended from time to time.

Salary and compensation recoverable from rates, charges or fees

3 For the purpose of subsection 64B(8) of the Act, Nova Scotia Power Incorporated may recover the following remuneration from its rates, charges or fees approved by the Board:

(a) for the Chief Executive Officer, no more than a salary equaling a 110% compa-ratio as provided for in the pay plan and no more than an additional 13% of the amount of that salary representing other benefits and compensation;

(b) for each executive other than the Chief Executive Officer, no more than a salary equaling a 100% compa-ratio as provided for in the pay plan and no more than an additional 13% of the amount of that salary representing other benefits and compensation.

Last updated: 10-12-2017

Orders In Council

Order Details

New Search (/apps/oic)

OIC Number:

2023 - 138

Date of Order:

May 09, 2023

Statute:

Civil Service Act

OIC Text:

The Governor in Council on the report and recommendation of the Minister of Finance and Treasury Board and the Minister of the Public Service Commission dated May 4, 2023, and pursuant to Sections 32 and 33 of Chapter 70 of the Revised Statutes of Nova Scotia, 1989, the *Civil Service Act*, is pleased, effective April 1, 2023, to:

(a) revoke approval of the Senior Officials Pay Plan approved by Order in Council 2007-85 dated February 14, 2007;

(b) approve the Senior Officials Pay Plan set forth in Appendix “A” attached to and forming part of the Report and Recommendation; and

(c) approve adjustments to the Senior Officials Pay Plan from time to time, consistent with the Government’s approved wage pattern.

Department(s):

- Finance and Treasury Board
- Public Service Commission

Modifies/References:

- 2007-85 (/apps/oic/OicFile/Details/13147)
- 2004-305 (/apps/oic/OicFile/Details/11676)
- 2002-244 (/apps/oic/OicFile/Details/10434)
- 2004-438 (/apps/oic/OicFile/Details/11809)

Modified/Referenced By:

- None

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates
Effective April 1, 2022
(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Associate Deputy Ministers (SO1)

	Bi-weekly	Approx. Annual
Minimum	$ 5,552.71	$ 144,370.46
Policy	$ 6,940.86	$ 180,462.36
Maximum	$ 7,634.94	$ 198,508.44

	Compa	Bi-weekly	Approx. Annual
Associate Deputy Ministers	80%	$ 5,552.71	$ 144,370.46
	81%	$ 5,622.11	$ 146,174.86
	82%	$ 5,691.50	$ 147,979.00
	83%	$ 5,760.92	$ 149,783.92
	84%	$ 5,830.33	$ 151,588.58
	85%	$ 5,899.74	$ 153,393.24
	86%	$ 5,969.14	$ 155,197.64
	87%	$ 6,038.54	$ 157,002.04
	88%	$ 6,107.97	$ 158,807.22
	89%	$ 6,177.37	$ 160,611.62
	90%	$ 6,246.78	$ 162,416.28
	91%	$ 6,316.17	$ 164,220.42
	92%	$ 6,385.60	$ 166,025.60
	93%	$ 6,454.99	$ 167,829.74
	94%	$ 6,524.42	$ 169,634.92
	95%	$ 6,593.83	$ 171,439.58
	96%	$ 6,663.22	$ 173,243.72
	97%	$ 6,732.65	$ 175,048.90
	98%	$ 6,802.05	$ 176,853.30
	99%	$ 6,871.47	$ 178,658.22
	100%	$ 6,940.86	$ 180,462.36
	101%	$ 7,010.26	$ 182,266.76
	102%	$ 7,079.69	$ 184,071.94
	103%	$ 7,149.07	$ 185,875.82
	104%	$ 7,218.50	$ 187,681.00
	105%	$ 7,287.91	$ 189,485.66
	106%	$ 7,357.30	$ 191,289.80
	107%	$ 7,426.72	$ 193,094.72
	108%	$ 7,496.14	$ 194,899.64
	109%	$ 7,565.56	$ 196,704.56
	110%	$ 7,634.94	$ 198,508.44

Deputy Ministers (SO2)

	Bi-weekly	Approx. Annual
Minimum	$ 6,357.75	$ 165,301.50
Policy	$ 7,947.18	$ 206,626.68
Maximum	$ 8,741.90	$ 227,289.40

	Compa	Bi-weekly	Approx. Annual
Deputy Ministers	80%	$ 6,357.75	$ 165,301.50
	81%	$ 6,437.20	$ 167,367.20
	82%	$ 6,516.68	$ 169,433.68
	83%	$ 6,596.16	$ 171,500.16
	84%	$ 6,675.61	$ 173,565.86
	85%	$ 6,755.11	$ 175,632.86
	86%	$ 6,834.57	$ 177,698.82
	87%	$ 6,914.05	$ 179,765.30
	88%	$ 6,993.53	$ 181,831.78
	89%	$ 7,073.00	$ 183,898.00
	90%	$ 7,152.46	$ 185,963.96
	91%	$ 7,231.93	$ 188,030.18
	92%	$ 7,311.40	$ 190,096.40
	93%	$ 7,390.87	$ 192,162.62
	94%	$ 7,470.36	$ 194,229.36
	95%	$ 7,549.81	$ 196,295.06
	96%	$ 7,629.31	$ 198,362.06
	97%	$ 7,708.76	$ 200,427.76
	98%	$ 7,788.24	$ 202,494.24
	99%	$ 7,867.71	$ 204,560.46
	100%	$ 7,947.18	$ 206,626.68
	101%	$ 8,026.66	$ 208,693.16
	102%	$ 8,106.11	$ 210,758.86
	103%	$ 8,185.60	$ 212,825.60
	104%	$ 8,265.06	$ 214,891.56
	105%	$ 8,344.53	$ 216,957.78
	106%	$ 8,424.00	$ 219,024.00
	107%	$ 8,503.47	$ 221,090.22
	108%	$ 8,582.95	$ 223,156.70
	109%	$ 8,662.43	$ 225,223.18
	110%	$ 8,741.90	$ 227,289.40

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

	Minimum		Maximum
SO 1	$ 6,400.92 $ 166,424.00	-	$ 8,001.15 $ 208,030.00
SO 2	$ 6,880.99 $ 178,905.80	-	$ 8,601.24 $ 223,632.25
SO 3	$ 7,397.07 $ 192,323.74	-	$ 9,246.33 $ 240,404.67
SO 4	$ 7,951.85 $ 206,748.02	-	$ 9,939.81 $ 258,435.02
SO 5	$ 8,548.24 $ 222,254.12	-	$ 10,685.29 $ 277,817.65

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

SO 1

Compa-ratio	Bi-weekly	Approximate Annual
0.80	$ 6,400.92	$ 166,424.00
0.81	$ 6,472.74	$ 168,291.22
0.82	$ 6,545.36	$ 170,179.39
0.83	$ 6,618.80	$ 172,088.74
0.84	$ 6,693.06	$ 174,019.52
0.85	$ 6,768.15	$ 175,971.96
0.86	$ 6,844.09	$ 177,946.30
0.87	$ 6,920.88	$ 179,942.79
0.88	$ 6,998.53	$ 181,961.69
0.89	$ 7,077.05	$ 184,003.24
0.90	$ 7,156.45	$ 186,067.69
0.91	$ 7,236.74	$ 188,155.30
0.92	$ 7,317.94	$ 190,266.34
0.93	$ 7,400.04	$ 192,401.06
0.94	$ 7,483.07	$ 194,559.73
0.95	$ 7,567.02	$ 196,742.63
0.96	$ 7,651.92	$ 198,950.01
0.97	$ 7,737.78	$ 201,182.16
0.98	$ 7,824.59	$ 203,439.35
0.99	$ 7,912.38	$ 205,721.87
1.00	$ 8,001.15	$ 208,030.00

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

SO 2

Compa-ratio	Bi-weekly	Approximate Annual
0.80	$ 6,880.99	$ 178,905.80
0.81	$ 6,958.19	$ 180,913.06
0.82	$ 7,036.26	$ 182,942.84
0.83	$ 7,115.21	$ 184,995.40
0.84	$ 7,195.04	$ 187,070.98
0.85	$ 7,275.76	$ 189,169.85
0.86	$ 7,357.40	$ 191,292.27
0.87	$ 7,439.94	$ 193,438.50
0.88	$ 7,523.42	$ 195,608.82
0.89	$ 7,607.83	$ 197,803.48
0.90	$ 7,693.18	$ 200,022.77
0.91	$ 7,779.50	$ 202,266.95
0.92	$ 7,866.78	$ 204,536.32
0.93	$ 7,955.04	$ 206,831.14
0.94	$ 8,044.30	$ 209,151.71
0.95	$ 8,134.55	$ 211,498.32
0.96	$ 8,225.82	$ 213,871.26
0.97	$ 8,318.11	$ 216,270.82
0.98	$ 8,411.43	$ 218,697.31
0.99	$ 8,505.81	$ 221,151.01
1.00	$ 8,601.24	$ 223,632.25

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

SO 3

Compa-ratio	Bi-weekly	Approximate Annual
0.80	$ 7,397.07	$ 192,323.74
0.81	$ 7,480.06	$ 194,481.54
0.82	$ 7,563.98	$ 196,663.56
0.83	$ 7,648.85	$ 198,870.05
0.84	$ 7,734.67	$ 201,101.30
0.85	$ 7,821.45	$ 203,357.59
0.86	$ 7,909.20	$ 205,639.19
0.87	$ 7,997.94	$ 207,946.39
0.88	$ 8,087.67	$ 210,279.48
0.89	$ 8,178.41	$ 212,638.74
0.90	$ 8,270.17	$ 215,024.47
0.91	$ 8,362.96	$ 217,436.97
0.92	$ 8,456.79	$ 219,876.54
0.93	$ 8,551.67	$ 222,343.48
0.94	$ 8,647.62	$ 224,838.09
0.95	$ 8,744.64	$ 227,360.70
0.96	$ 8,842.75	$ 229,911.61
0.97	$ 8,941.97	$ 232,491.13
0.98	$ 9,042.29	$ 235,099.60
0.99	$ 9,143.74	$ 237,737.34
1.00	$ 9,246.33	$ 240,404.67

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

SO 4

Compa-ratio	Bi-weekly	Approximate Annual
0.80	$ 7,951.85	$ 206,748.02
0.81	$ 8,041.06	$ 209,067.66
0.82	$ 8,131.28	$ 211,413.32
0.83	$ 8,222.51	$ 213,785.31
0.84	$ 8,314.77	$ 216,183.90
0.85	$ 8,408.05	$ 218,609.41
0.86	$ 8,502.39	$ 221,062.13
0.87	$ 8,597.78	$ 223,542.37
0.88	$ 8,694.25	$ 226,050.44
0.89	$ 8,791.79	$ 228,586.65
0.90	$ 8,890.43	$ 231,151.31
0.91	$ 8,990.18	$ 233,744.75
0.92	$ 9,091.05	$ 236,367.28
0.93	$ 9,193.05	$ 239,019.24
0.94	$ 9,296.19	$ 241,700.95
0.95	$ 9,400.49	$ 244,412.75
0.96	$ 9,505.96	$ 247,154.98
0.97	$ 9,612.61	$ 249,927.97
0.98	$ 9,720.46	$ 252,732.07
0.99	$ 9,829.52	$ 255,567.64
1.00	$ 9,939.81	$ 258,435.02

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

Effective: April 1, 2023

SO 5

Compa-ratio	Bi-weekly	Approximate Annual
0.80	$ 8,548.24	$ 222,254.12
0.81	$ 8,644.14	$ 224,747.73
0.82	$ 8,741.13	$ 227,269.32
0.83	$ 8,839.20	$ 229,819.20
0.84	$ 8,938.37	$ 232,397.69
0.85	$ 9,038.66	$ 235,005.12
0.86	$ 9,140.07	$ 237,641.79
0.87	$ 9,242.62	$ 240,308.05
0.88	$ 9,346.32	$ 243,004.22
0.89	$ 9,451.18	$ 245,730.64
0.90	$ 9,557.22	$ 248,487.66
0.91	$ 9,664.45	$ 251,275.60
0.92	$ 9,772.88	$ 254,094.83
0.93	$ 9,882.53	$ 256,945.68
0.94	$ 9,993.40	$ 259,828.52
0.95	$ 10,105.53	$ 262,743.71
0.96	$ 10,218.91	$ 265,691.60
0.97	$ 10,333.56	$ 268,672.57
0.98	$ 10,449.50	$ 271,686.98
0.99	$ 10,566.74	$ 274,735.21
1.00	$ 10,685.29	$ 277,817.65

Senior Official Pay Plan

Annual and Bi-weekly Salary Rates
Effective: April 1, 2024
(Approximate Annual Salary = Bi-Weekly Salary * 26 Pay Periods)

BI-WEEKLY RATES

	Minimum		Maximum
SO 1	$ 6,625.92 $ 172,273.92	-	$ 8,282.39 $ 215,342.14
SO 2	$ 7,122.86 $ 185,194.36	-	$ 8,903.58 $ 231,493.08
SO 3	$ 7,657.07 $ 199,083.82	-	$ 9,571.35 $ 248,855.10
SO 4	$ 8,231.36 $ 214,015.36	-	$ 10,289.20 $ 267,519.20
SO 5	$ 8,848.71 $ 230,066.46	-	$ 11,060.88 $ 287,582.88

SO 1

Compa	Bi-weekly	Annual
80%	$ 6,625.92	$ 172,273.92
81%	$ 6,700.25	$ 174,206.50
82%	$ 6,775.43	$ 176,161.18
83%	$ 6,851.45	$ 178,137.70
84%	$ 6,928.32	$ 180,136.32
85%	$ 7,006.05	$ 182,157.30
86%	$ 7,084.66	$ 184,201.16
87%	$ 7,164.14	$ 186,267.64
88%	$ 7,244.53	$ 188,357.78
89%	$ 7,325.80	$ 190,470.80
90%	$ 7,408.00	$ 192,608.00
91%	$ 7,491.12	$ 194,769.12
92%	$ 7,575.17	$ 196,954.42
93%	$ 7,660.15	$ 199,163.90
94%	$ 7,746.09	$ 201,398.34
95%	$ 7,833.01	$ 203,658.26
96%	$ 7,920.89	$ 205,943.14
97%	$ 8,009.75	$ 208,253.50
98%	$ 8,099.62	$ 210,590.12
99%	$ 8,190.50	$ 212,953.00
100%	$ 8,282.39	$ 215,342.14

SO 2

Compa	Bi-weekly	Annual
80%	$ 7,122.86	$ 185,194.36
81%	$ 7,202.78	$ 187,272.28
82%	$ 7,283.58	$ 189,373.08
83%	$ 7,365.30	$ 191,497.80
84%	$ 7,447.94	$ 193,646.44
85%	$ 7,531.50	$ 195,819.00
86%	$ 7,616.01	$ 198,016.26
87%	$ 7,701.45	$ 200,237.70
88%	$ 7,787.86	$ 202,484.36
89%	$ 7,875.25	$ 204,756.50
90%	$ 7,963.60	$ 207,053.60
91%	$ 8,052.95	$ 209,376.70
92%	$ 8,143.30	$ 211,725.80
93%	$ 8,234.66	$ 214,101.16
94%	$ 8,327.06	$ 216,503.56
95%	$ 8,420.48	$ 218,932.48
96%	$ 8,514.96	$ 221,388.96
97%	$ 8,610.49	$ 223,872.74
98%	$ 8,707.09	$ 226,384.34
99%	$ 8,804.79	$ 228,924.54
100%	$ 8,903.58	$ 231,493.08

SO 3

Compa	Bi-weekly	Annual
80%	$ 7,657.07	$ 199,083.82
81%	$ 7,742.98	$ 201,317.48
82%	$ 7,829.85	$ 203,576.10
83%	$ 7,917.70	$ 205,860.20
84%	$ 8,006.54	$ 208,170.04
85%	$ 8,096.37	$ 210,505.62
86%	$ 8,187.21	$ 212,867.46
87%	$ 8,279.07	$ 215,255.82
88%	$ 8,371.95	$ 217,670.70
89%	$ 8,465.89	$ 220,113.14
90%	$ 8,560.87	$ 222,582.62
91%	$ 8,656.92	$ 225,079.92
92%	$ 8,754.04	$ 227,605.04
93%	$ 8,852.26	$ 230,158.76
94%	$ 8,951.59	$ 232,741.34
95%	$ 9,052.02	$ 235,352.52
96%	$ 9,153.58	$ 237,993.08
97%	$ 9,256.28	$ 240,663.28
98%	$ 9,360.13	$ 243,363.38
99%	$ 9,465.14	$ 246,093.64
100%	$ 9,571.35	$ 248,855.10

SO 4

Compa	Bi-weekly	Annual
80%	$ 8,231.36	$ 214,015.36
81%	$ 8,323.71	$ 216,416.46
82%	$ 8,417.10	$ 218,844.60
83%	$ 8,511.53	$ 221,299.78
84%	$ 8,607.03	$ 223,782.78
85%	$ 8,703.59	$ 226,293.34
86%	$ 8,801.25	$ 228,832.50
87%	$ 8,899.99	$ 231,399.74
88%	$ 8,999.85	$ 233,996.10
89%	$ 9,100.82	$ 236,621.32
90%	$ 9,202.94	$ 239,276.44
91%	$ 9,306.18	$ 241,960.68
92%	$ 9,410.60	$ 244,675.60
93%	$ 9,516.18	$ 247,420.68
94%	$ 9,622.95	$ 250,196.70
95%	$ 9,730.91	$ 253,003.66
96%	$ 9,840.09	$ 255,842.34
97%	$ 9,950.50	$ 258,713.00
98%	$ 10,062.14	$ 261,615.64
99%	$ 10,175.03	$ 264,550.78
100%	$ 10,289.20	$ 267,519.20

SO 5

Compa	Bi-weekly	Annual
80%	$ 8,848.71	$ 230,066.46
81%	$ 8,947.98	$ 232,647.48
82%	$ 9,048.37	$ 235,257.62
83%	$ 9,149.90	$ 237,897.40
84%	$ 9,252.55	$ 240,566.30
85%	$ 9,356.37	$ 243,265.62
86%	$ 9,461.34	$ 245,994.84
87%	$ 9,567.49	$ 248,754.74
88%	$ 9,674.84	$ 251,545.84
89%	$ 9,783.38	$ 254,367.88
90%	$ 9,893.15	$ 257,221.90
91%	$ 10,004.15	$ 260,107.90
92%	$ 10,116.39	$ 263,026.14
93%	$ 10,229.90	$ 265,977.40
94%	$ 10,344.67	$ 268,961.42
95%	$ 10,460.73	$ 271,978.98
96%	$ 10,578.10	$ 275,030.60
97%	$ 10,696.79	$ 278,116.54
98%	$ 10,816.80	$ 281,236.80
99%	$ 10,938.16	$ 284,392.16
100%	$ 11,060.88	$ 287,582.88