

A	Population Estimate	70,631
B	Group Population Minimum	50,000
C	Group Base Salary	5,687
D	Group Rate	0.06
E	Initial Factor	1.292
F	Certified Annual Factor	1.0413
G	Certified Cumulative Annual Factor	3.3034

Salary = $(C + ((A - B) * D)) * E * F * G$ \$ 30,776.59