



**Grand County Emergency Medical Services  
Special Service District  
Board Meeting**

Tuesday, January 20, 2026  
9:00 – 11:00am Regular Meeting  
Location: Grand County EMS SSD  
520 E. 100 N. Moab, Utah 84532

**Agenda**

1. Call Meeting to Order
2. Welcome Public Comment - Anything not specifically on the agenda (3 minutes are allowed)
3. Recognition of EMS Providers for Ten Years of Service
4. Approval of Minutes
  - a. 11/10/25 – Regular Meeting
  - b. 11/17/25 – Public Hearing and Special Meeting
5. Updates
  - a. Chair Report
  - b. Treasurer Report
  - c. Board Member Reports
  - d. Administrative Staff
  - e. Director Report
  - f. Committee Reports
    - i. Evaluation Committee
    - ii. Policy Committee
    - iii. Executive Committee
    - iv. Budget Committee
6. Discussion/Action Items
  - a. Appointment of Officers – Discussion/Action
  - b. Appointment of Committees – Discussion/Action
  - c. Adjustment to Full-Time EMT Starting Pay – Discussion/Action
7. Future Considerations
8. Closed Meeting

## 9. Adjourn

**NOTICE OF SPECIAL ACCOMMODATION DURING PUBLIC MEETINGS.** In compliance with the Americans with Disabilities Act, individuals with special needs requests wishing to attend Emergency Medical Services Special Service District meetings are encouraged to contact the District Board two (2) business days in advance of these events. Specific accommodations necessary to allow participation of disabled persons will be provided to the maximum extent possible. Requests, or any other questions or comments can be communicated to: (435) 259-1301.

Posted by: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

# Grand County Emergency Medical Services Special Service District

520 East 100 North

Moab, Utah

November 10, 2025

9:00 a.m.

1. The Grand County Emergency Medical Services Special Service District met in regular session on the above date and time at the Grand County EMS SSD station located at 520 E. 100 N., Moab, Utah. Chair Elizabeth Tubbs called the meeting to order at 9:02 a.m. In attendance were GCEMS Board Members Dr. Lionel Weeks, Rani Derasary, Jason Taylor, Jim Webster, Taryn Peterson, and Melodie McCandless. Melodie McCandless was later excused at 9:55 a.m. Also present were Executive Director Andy Smith, Administrative Coordinator Jennifer Williams, and Administrative Assistant and Clerk Mandy Turner.
2. **Welcome Public Comment:** Chair Tubbs opened the floor for public comment; none was offered.
3. **Approval of Minutes:**  
Rani Derasary moved to approve the minutes of October 7, 2025, regular meeting as presented; Melodie McCandless seconded. The motion carried unanimously (7–0).
4. **Updates:**
  - a. **Chair Report:** Chair Tubbs opened her report by expressing gratitude for the passage of Proposition 13. She reminded the board that January 22, 2026, will be the Annual Meeting for the GCEMS Board, during which office appointments and committee assignments will be determined. She also noted that the Open and Public Meetings Act training, Ethics Pledge, and Conflict of Interest forms will be due. She discussed the 2026 board calendar and noted ongoing discussion regarding the auditor for 2026.
  - b. **Treasurer Report:** In the Treasurer Report, Treasurer Jason Taylor reported the account balances as of November 10, 2025: \$141,196.20 in combined Mountain America accounts and \$659,271.89 in the PTIF savings account.
  - c. **Board Member Reports:**
    - i. Melodie McCandless mentioned that the County Commission meeting where the auditor was selected took place on October 7th, should anyone wish to listen to it. She also informed the board that on Friday, November 14th, the Commission will ratify the election, and on November 18th the Commission will review the proposed split of the Rural Healthcare Sales Tax between the Canyonlands Healthcare District, Moab Valley Fire Protection District, and Grand County EMS. She also recommended that GCEMS record meetings in a video format and upload them to YouTube for improved public engagement and for board members to reference.
    - ii. Rani Derasary expressed gratitude for the passage of Proposition 13, noting that it will reinstate funding for mental health and staff training.
    - iii. Jason Taylor reported that he was re-elected to the Moab City Council and intends to continue on the GCEMS Board.
  - d. **Administrative Staff:** Nothing to report.
  - e. **Director Report:**

Executive Director Andy Smith provided an update on call volume. He noted that October 2025 was a slower month than usual, though there were a few very busy weekends. Discussion followed regarding call numbers, refusals, and the financial impact of non-transport calls. Andy discussed full-time seasonal employment and a policy in development to address such positions. He also noted that Proposition 13 passed in every precinct in Grand County. Discussion was also held about the Fixed Guideway Sales Tax proposed by the GC Sheriff's Department.

f. **Committee Reports:**

- i. **Evaluation Committee** - No report.
- ii. **Policy Committee** – The Policy Committee is working on policies that will impact the State Auditor's Fraud Risk Assessment and will present them to the board at the public hearing and special meeting next Monday, November 17th.
- iii. **Executive Committee** - No report.
- iv. **Budget/Audit Committee** – No report.

5. **Discussion/Action Items:**

a. **Approval of Resolution to Amend the 2025 Budget – Discussion/Action:**

Andy noted that no public hearing was required for this budget amendment because it reflects a reduction in expenses of approximately \$200,000 rather than an increase. He reviewed the proposed amended 2025 budget. Rani Derasary moved to approve Resolution 2025-11-10-1 amending the 2025 budget of the Grand County Emergency Medical Services Special Service District and to authorize the Chair to sign all associated documents. Taryn Peterson seconded. The motion was approved unanimously (6-0).

b. **Approval of Tentative 2026 Budget for Public Hearing – Discussion/Action:**

Andy Smith reviewed the tentative 2026 budget and highlighted line items including PILT revenue, building mortgage payments, commercial services, mental health support, education, training, staffing, capital expenses, and reserves. The board asked questions about dispatch payments, taxes, grants, cost-of-living increases, and staff benefits. Andy noted that the Browning Foundation donated \$15,000 toward the power-loading cot and that the budget is based on the expected split of the Rural Healthcare Sales Tax. Jim Webster moved to approve the tentative 2026 budget and set the public hearing for November 17, 2025 at 6:00 p.m. Jason Taylor seconded. The motion passed unanimously.

c. **Approval of Ambulance Purchase – Discussion/Action:**

Andy discussed the proposal to replace the Mercedes transfer ambulance, which has 275,000 miles. He described recent issues and noted the year and a half delivery times for new ambulances. He reviewed quotes from three vendors and explained his recommendation to purchase from Braun Northwest. Jason Taylor moved to approve the agreement to purchase one Type 2 ambulance from Braun Northwest in the amount of \$495,840 and to authorize the Chair to sign all associated documents. Dr. Weeks seconded. The motion passed unanimously.

d. **Approval of Board Meeting Schedule for 2026 – Discussion/Action:**

Liz revisited the discussion about the 2026 Board Calendar. Taryn Peterson made a motion to approve the board schedule for 2026. Rani Derasary seconded. Motion passed unanimously.

6. **Future Considerations:**

- a. Policy Committee will review the seasonal full-time position policy for 2026.

7. **Closed Meeting:** There was none.

8. **Adjournment:** The meeting adjourned at 10:42 p.m.

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Grand County EMS Special Service District  
Elizabeth Tubbs, Chair

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Mandy Turner  
Clerk/Secretary

DRAFT

Grand County Emergency Medical Services Special Service District  
520 East 100 North  
Moab, Utah

Public Hearing and Special Meeting

November 17, 2025

6:00 p.m.

1. The Grand County Emergency Medical Services Special Service District met in a public hearing and special session on the above date and time at the Grand County EMS SSD station located at 520 E. 100 N., Moab, Utah. Chair Elizabeth Tubbs called the meeting to order at 6:06 p.m. In attendance were GCEMS Board Members Elizabeth Tubbs, Jason Taylor, Jim Webster, Melodie McCandless, and Rani Derasary. Board member Lionel Weeks attended through video conference. Taryn Peterson was excused. Also present were Executive Director Andy Smith, Administrative Coordinator Jen Williams, and Clerk/Secretary Mandy Turner.
2. **Public Hearing on Proposed 2026 Budget:** No public were present. Andy Smith reviewed the official 2026 budget as it will be submitted to the State of Utah when approved. Liz noted that the budget is available for the public to review at the EMS Station and is also available on the GCEMS website. The Chair then kept the public hearing open as the board moved on to their first discussion/action item:
3. **Discussion/Action Items**
  - a. **Approval of SOPs: D-1, D-2, D-3, D-4, D-7, D-8, and D-9:** Elizabeth Tubbs reviewed the process as well as the SOPs D-1, D-2, D-3, D-7, and D-8 on behalf of the policy committee. She mentioned that SOPs D-4, D-5, D-6, and D-9 were still being worked on and were not ready for passage. Jason Taylor made a motion to approve the updated SOPs as presented; D-1, D-2, D-3, D-7, and D-8. Melodie McCandless seconded. Motion passed 5-0 with Dr. Weeks abstaining due to technical difficulties with the video conference.
  - b. **Approval of Resolution to Approve the 2026 Budget:** The board approved Resolution 2025-11-17-1 to adopt the 2025 budget of the Grand County Emergency Medical Services Special Service District. Jim Webster made the motion, Melodie seconded, and the motion passed unanimously 5-0 with Dr. Weeks abstaining due to technical difficulties with the video conference.
4. **Adjourn:** 6:22 pm

Agenda Summary  
 Grand County Emergency Medical Services SSD  
 January 20, 2026  
 Agenda Item #6a

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Title:	Appointment of Officers
Presenter:	Board Chair, Elizabeth Tubbs
Summary:	<p>According to our bylaws, at our annual meeting (which is the first meeting in January), the Board will elect a Chair and Vice-Chair, and Appoint a Treasurer and Clerk. Full wording is below:</p> <p><b><i><u>“Appointment of Officers:</u></i></b> <i>The Board shall at its organizational meeting, and its annual meeting held thereafter, elect from its members a Chair and a Vice-Chair. The Board shall also appoint a Treasurer and Clerk, who may be a non- Board member and, if not a Board member shall have no vote on any matter. The Board may also designate an individual to serve as Administrative Assistant to the Board who may be a non-Board member and, if not a Board member shall have no vote.”</i></p>
Fiscal Impacts:	None
Recommended Motion:	<p>“I move to approved _____ as Chair of the Board, _____ as Vice Chair, _____ as Treasurer, and _____ as Clerk.”</p>
Process:	
Attachments:	Board Member info list

Grand County EMS SSD  
Board Roster 2025

Board Member	Phone #	Email	Begin	End	Office				Committee			
					Chair	Vice Chair	Treasurer	Clerk	Budget/ Audit	ED Eval	Policy	Executive
Elizabeth Tubbs	(801) 330-0651	<a href="mailto:etubbsmoab@gmail.com">etubbsmoab@gmail.com</a>	01.01.24	12.31.27	X					X	X	X
Jason Taylor	(435) 260-1487	<a href="mailto:jtaylor@moabcity.org">jtaylor@moabcity.org</a>					X		X			X
Melodie McCandless	(435) 259-9797	<a href="mailto:mmcandless@grandcountyutah.net">mmcandless@grandcountyutah.net</a>							X			
Rani Derasary	(435) 210-1647	<a href="mailto:raniderasary@gmail.com">raniderasary@gmail.com</a>	01.01.23	12.31.26						X		
Lionel Weeks	(435) 260-9846	<a href="mailto:lionelweeks@me.com">lionelweeks@me.com</a>									X	
Jim Webster	(435) 260-1395	<a href="mailto:jvwebs@gmail.com">jvwebs@gmail.com</a>	01.01.24	12.31.27		X					X	X
Taryn Peterson	(435) 210-4702	<a href="mailto:11tarynkay11@gmail.com">11tarynkay11@gmail.com</a>	01.01.23	12.31.26					X	X		

Agenda Summary  
Grand County Emergency Medical Services SSD  
January 20, 2026  
Agenda Item #6b

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Title:	Appointment of Committees
Presenter:	Board Chair, Elizabeth Tubbs
Summary:	<p>The District has several functioning committees, there are:</p> <ul style="list-style-type: none"><li>• Executive Committee</li><li>• Evaluation Committee</li><li>• Policy Committee</li><li>• Budget/Audit Committee</li></ul> <p>With a new year it is a good opportunity to revisit Committee assignments.</p>
Fiscal Impacts:	None
Recommended Motion:	Unknown
Process:	
Attachments:	Board member info list

Agenda Summary  
 Grand County Emergency Medical Services SSD  
 January 20<sup>th</sup>, 2026  
 Agenda Item #6c

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Title:	Adjustment to Full-Time EMT pay scale
Presenter:	Executive Director, Andy Smith
Summary:	<p>During the August 2023 strategic planning process, the Board approved a 5% wage adjustment for AEMTs and Paramedics to remain competitive and support a transition to a primarily AEMT/Paramedic staffing model. While that goal remains valid, workforce availability has made it difficult to staff exclusively at those levels, resulting in increased reliance on Full-Time EMTs.</p> <p>GCEMS currently employs four (4) Full-Time EMTs, one of whom is enrolled in Paramedic school with an anticipated completion date of mid-2027. EMT wages have not kept pace with recent adjustments made to higher certification levels.</p> <ul style="list-style-type: none"> <li>• <b>Current EMT Starting Pay:</b> \$14.46/hour (\$48,122.88 annually)</li> <li>• <b>Proposed EMT Starting Pay (5% increase):</b> \$15.19/hour (\$50,552.32 annually)</li> </ul> <p>This proposal mirrors the previously approved 5% adjustment for AEMTs and Paramedics and restores balance across the pay scale.</p>
Fiscal Impacts:	<ul style="list-style-type: none"> <li>• Estimated increase: <b>~\$2,600 per EMT per year</b></li> <li>• Total annual impact (4 EMTs): <b>~\$10,000</b></li> </ul> <p>This adjustment <b>does not create a net negative impact to the 2026 budget</b>. GCEMS budgets and bills staffing models assuming at least an AEMT-level provider per position. As a result, the wage adjustment is absorbed within existing financial assumptions and does not increase overall personnel cost exposure.</p>
Recommended Motion:	"I move to approve the updated 2026 pay scale, increasing Full-Time EMT wages by 5%."
Process:	
Attachments:	Old and new proposed pay scales

**2026 Proposed Step chart (No COLA, 5% adjustment to FT EMT wage)**

	% per step																			
	2.5%																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Administration</b>																				
Clinical Services Director	\$38.4144	\$39.3748	\$40.3591	\$41.3681	\$42.4023	\$43.4624	\$44.5489	\$45.6627	\$46.8042	\$47.9743	\$49.1737	\$50.4030	\$51.6631	\$52.9547	\$54.2785	\$55.6355	\$57.0264	\$58.4521	\$59.9134	\$61.4112
Operations Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Education Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Clinical Quality Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Administrative Coordinator	\$31.4747	\$32.2616	\$33.0681	\$33.8948	\$34.7422	\$35.6107	\$36.5010	\$37.4135	\$38.3489	\$39.3076	\$40.2903	\$41.2975	\$42.3300	\$43.3882	\$44.4729	\$45.5848	\$46.7244	\$47.8925	\$49.0898	\$50.3170
Administrative Assistant	\$25.8292	\$26.4749	\$27.1368	\$27.8152	\$28.5106	\$29.2234	\$29.9540	\$30.7028	\$31.4704	\$32.2571	\$33.0636	\$33.8901	\$34.7374	\$35.6058	\$36.4960	\$37.4084	\$38.3436	\$39.3022	\$40.2847	\$41.2919
<b>Full Time</b>																				
To Factor the full time wages correctly take the wage times 3328 hrs which will factor in all the build in overtime on a 48/96 schedule																				
Captain	\$22.4196	\$22.9801	\$23.5546	\$24.1435	\$24.7470	\$25.3657	\$25.9999	\$26.6499	\$27.3161	\$27.9990	\$28.6990	\$29.4165	\$30.1519	\$30.9057	\$31.6783	\$32.4703	\$33.2820	\$34.1141	\$34.9669	\$35.8411
Paramedic II	\$20.0139	\$20.5142	\$21.0271	\$21.5528	\$22.0916	\$22.6439	\$23.2100	\$23.7902	\$24.3850	\$24.9946	\$25.6195	\$26.2600	\$26.9165	\$27.5894	\$28.2791	\$28.9861	\$29.7107	\$30.4535	\$31.2149	\$31.9952
Paramedic I	\$19.4310	\$19.9168	\$20.4147	\$20.9251	\$21.4482	\$21.9844	\$22.5340	\$23.0974	\$23.6748	\$24.2667	\$24.8733	\$25.4952	\$26.1325	\$26.7858	\$27.4555	\$28.1419	\$28.8454	\$29.5666	\$30.3057	\$31.0634
Advanced	\$16.5992	\$17.0142	\$17.4395	\$17.8755	\$18.3224	\$18.7805	\$19.2500	\$19.7312	\$20.2245	\$20.7301	\$21.2484	\$21.7796	\$22.3241	\$22.8822	\$23.4542	\$24.0406	\$24.6416	\$25.2576	\$25.8891	\$26.5363
EMT	\$15.1979	\$15.5778	\$15.9673	\$16.3665	\$16.7756	\$17.1950	\$17.6249	\$18.0655	\$18.5172	\$18.9801	\$19.4546	\$19.9410	\$20.4395	\$20.9505	\$21.4742	\$22.0111	\$22.5614	\$23.1254	\$23.7035	\$24.2961
<b>PRN</b>																				
Paramedic II	\$26.5162	\$27.1791	\$27.8586	\$28.5550	\$29.2689	\$30.0006	\$30.7507	\$31.5194	\$32.3074	\$33.1151	\$33.9430	\$34.7916	\$35.6613	\$36.5529	\$37.4667	\$38.4034	\$39.3634	\$40.3475	\$41.3562	\$42.3901
Paramedic I	\$25.7439	\$26.3875	\$27.0472	\$27.7234	\$28.4164	\$29.1269	\$29.8550	\$30.6014	\$31.3664	\$32.1506	\$32.9544	\$33.7782	\$34.6227	\$35.4883	\$36.3755	\$37.2848	\$38.2170	\$39.1724	\$40.1517	\$41.1555
Advanced	\$22.3860	\$22.9457	\$23.5193	\$24.1073	\$24.7100	\$25.3277	\$25.9609	\$26.6099	\$27.2752	\$27.9570	\$28.6560	\$29.3724	\$30.1067	\$30.8593	\$31.6308	\$32.4216	\$33.2321	\$34.0629	\$34.9145	\$35.7874
EMT	\$20.1474	\$20.6511	\$21.1674	\$21.6965	\$22.2390	\$22.7949	\$23.3648	\$23.9489	\$24.5477	\$25.1613	\$25.7904	\$26.4351	\$27.0960	\$27.7734	\$28.4677	\$29.1794	\$29.9089	\$30.6567	\$31.4231	\$32.2086

**2025 Step chart (2.5% COLA from '24)**

	% per step																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Administration</b>																				
Clinical Services Director	\$38.4144	\$39.3748	\$40.3591	\$41.3681	\$42.4023	\$43.4624	\$44.5489	\$45.6627	\$46.8042	\$47.9743	\$49.1737	\$50.4030	\$51.6631	\$52.9547	\$54.2785	\$55.6355	\$57.0264	\$58.4521	\$59.9134	\$61.4112
Operations Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Education Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Clinical Quality Captain	\$31.0974	\$31.8748	\$32.6717	\$33.4885	\$34.3257	\$35.1839	\$36.0635	\$36.9650	\$37.8892	\$38.8364	\$39.8073	\$40.8025	\$41.8225	\$42.8681	\$43.9398	\$45.0383	\$46.1643	\$47.3184	\$48.5013	\$49.7139
Administrative Coordinator	\$31.4747	\$32.2616	\$33.0681	\$33.8948	\$34.7422	\$35.6107	\$36.5010	\$37.4135	\$38.3489	\$39.3076	\$40.2903	\$41.2975	\$42.3300	\$43.3882	\$44.4729	\$45.5848	\$46.7244	\$47.8925	\$49.0898	\$50.3170
Administrative Assistant	\$25.8292	\$26.4749	\$27.1368	\$27.8152	\$28.5106	\$29.2234	\$29.9540	\$30.7028	\$31.4704	\$32.2571	\$33.0636	\$33.8901	\$34.7374	\$35.6058	\$36.4960	\$37.4084	\$38.3436	\$39.3022	\$40.2847	\$41.2919
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Paramedic II	\$20.0139	\$20.5142	\$21.0271	\$21.5528	\$22.0916	\$22.6439	\$23.2100	\$23.7902	\$24.3850	\$24.9946	\$25.6195	\$26.2600	\$26.9165	\$27.5894	\$28.2791	\$28.9861	\$29.7107	\$30.4535	\$31.2149	\$31.9952
Paramedic I	\$19.4310	\$19.9168	\$20.4147	\$20.9251	\$21.4482	\$21.9844	\$22.5340	\$23.0974	\$23.6748	\$24.2667	\$24.8733	\$25.4952	\$26.1325	\$26.7858	\$27.4555	\$28.1419	\$28.8454	\$29.5666	\$30.3057	\$31.0634
Advanced	\$16.5992	\$17.0142	\$17.4395	\$17.8755	\$18.3224	\$18.7805	\$19.2500	\$19.7312	\$20.2245	\$20.7301	\$21.2484	\$21.7796	\$22.3241	\$22.8822	\$23.4542	\$24.0406	\$24.6416	\$25.2576	\$25.8891	\$26.5363
EMT	\$14.4656	\$14.8272	\$15.1979	\$15.5779	\$15.9673	\$16.3665	\$16.7757	\$17.1951	\$17.6249	\$18.0656	\$18.5172	\$18.9801	\$19.4546	\$19.9410	\$20.4395	\$20.9505	\$21.4743	\$22.0111	\$22.5614	\$23.1254
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Paramedic I	\$25.7439	\$26.3875	\$27.0472	\$27.7234	\$28.4164	\$29.1269	\$29.8550	\$30.6014	\$31.3664	\$32.1506	\$32.9544	\$33.7782	\$34.6227	\$35.4883	\$36.3755	\$37.2848	\$38.2170	\$39.1724	\$40.1517	\$41.1555
Advanced	\$22.3860	\$22.9457	\$23.5193	\$24.1073	\$24.7100	\$25.3277	\$25.9609	\$26.6099	\$27.2752	\$27.9570	\$28.6560	\$29.3724	\$30.1067	\$30.8593	\$31.6308	\$32.4216	\$33.2321	\$34.0629	\$34.9145	\$35.7874
EMT	\$20.1474	\$20.6511	\$21.1674	\$21.6965	\$22.2390	\$22.7949	\$23.3648	\$23.9489	\$24.5477	\$25.1613	\$25.7904	\$26.4351	\$27.0960	\$27.7734	\$28.4677	\$29.1794	\$29.9089	\$30.6567	\$31.4231	\$32.2086