



Lac qui Parle Soil and Water Conservation District

122 8th Ave South, Madison, MN 56256

Phone: (320) 598-7321 Ext 3.

Website: www.lacquiparleswcd.org

Agenda

Lac qui Parle Soil and Water Conservation District Regular Meeting

<https://us02web.zoom.us/j/89797332379>

Thursday, January 14, 2021 10:00

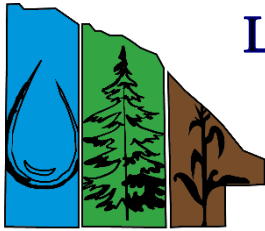
- 1.) Call to order
- 2.) Welcome
- 3.) **Approval of the agenda**
- 4.) **Approval of the minutes**
- 5.) Open Gallery (2 minutes per person/10 minutes total)
- 6.) Conflict of Interest Declaration
- 7.) Treasurer's Report
 - a. **Approval of checks**
 - b. **Approval of the Treasurer's Report**
- 8.) Cost-Share Programs Contracts & Payments
 - a. State Cost-Share Programs
 - b. Water Plan
- 9.) Correspondence
- 10.) Reports
 - a. Partner Agency Reports
 - i. NRCS
 - ii. PF
 1. Dues Renewal
 - iii. BWSR
 - b. Technical Reports
 - c. Admin Report
- 11.) Old Business
- 12.) New Business
 - a. Election of Officers
 - b. Committee appointments
 - c. 2021 Meeting Dates and Times
 - d. Designate official bank(s), newspaper(s)
 - e. 2021 Fees
 - i. Tree planting
 - ii. Flagging

A conflict of interest, whether actual, potential or perceived, occurs when someone in a position of trust has competing professional or personal interests, and these competing interests make it difficult to fulfill professional duties impartially. Supervisors are asked to declare conflicts of interest they may have regarding today's business. Any member who declares a conflict of interest must not vote on that agenda item.

- f. 2021 Budget
- g. Set capitalization and depreciation
- h. Policy Adoption
 - i. Data Practices
 - ii. Employee Handbook
 - iii. [Operations Handbook](http://bwsr.state.mn.us/swcd-operational-handbook) <http://bwsr.state.mn.us/swcd-operational-handbook>
- i. MASWCD Dues
- j. TSA Dues
- k. Truck repairs and purchase
- l. Drill storage
- 13.) Personnel
 - a. Approve 2021 Pay Scale and Step increases**
 - b. Intern
- 14.) Calendar of Events
- 15.) Adjourn

Calendar of Events

- January 18 MLK Jr Day (Office Closed)
- February 15 President's Day (Office Closed)
- April 2 Good Friday (Office closed at Noon)
- May 31 Memorial Day (Office Closed)
- July 5 Independence Day Observed (Office Closed)
- September 6 Labor Day (Office Closed)
- October 11 Columbus Day (Office Closed)
- November 11 Veteran's Day (Office Closed)
- November 25 Thanksgiving (Office Closed)
- December 24 Christmas Eve (Office Closed)



Lac qui Parle Soil and Water Conservation District

122 8th Ave South, Suite 1, Madison, MN 56256
(320) 598-7321 Ext. 3

Our mission is to provide conservation opportunities for landowners of Lac qui Parle County through creative stewardship, protection programs and utilization of the resources to foster soil improvement and water quality in the community.

Minutes December 10, 2020

The Lac qui Parle Soil and Water Conservation District Board of Supervisors met on Thursday, December 10, 2020, via ZOOM video conference. Board Supervisors present: Mike Croatt, Ed Radermacher, and Rosemary Weber. Absent: Amy Bacigalupo and Daryl Schutte. SWCD Staff present: Chessa Frahm, Sheri Laechelt, Rhyan Schicker and Quintin Peterson. PF Staff present: Sara Reagan. NRCS Staff absent: Burt Hendrickson. Chairman Croatt welcomed everyone, and called the meeting to order at 10:09 a.m.

Agenda:

Weber made a motion to approve the Agenda as printed. Radermacher seconded the motion. All in favor, motion carried.

Minutes:

Radermacher made a motion to approve the Minutes from the November, 2020 board meeting. Weber seconded the motion. All in favor, motion carried.

Open Gallery: (2 minutes per person/10 minutes total) – *None*

Conflict of Interest Declaration: *None*

Treasurer’s Report:

The checks were reviewed and discussed. Weber made a motion to approve for payment November checks #7906 through #7909 from the United Prairie account and checks #12913 through #12923 from the Old National account. Radermacher seconded the motion. All in favor, motion carried.

Weber made a motion to approve the November Treasurer’s Report as presented. Radermacher seconded the motion. All in favor, motion carried.

State Cost Share Programs Contracts & Payments:

- State Cost-Share Program:
 - Project Completion: Radermacher made a motion to approve payment for the following Cost Share project. Weber seconded the motion. All in favor, motion carried.

<u>Contract #</u>	<u>CS Year</u>	<u>Name</u>	<u>Practice</u>	<u>Amount</u>
CS 2019-03	2019	Haas, Eldon	638	\$4,304.29

- Well Sealing: *None*

Correspondence: *None*

Reports:

- Partner Agencies:
 - Pheasants Forever: Reagan reported that she has been working on CRP and is back at it after her maternity leave.
- Technical Reports:
 - Peterson reported that fall seeding is complete with 247 acres planted and a total of 762 acres for the year. The drill has been put in storage and the tractor will be returned to Lund Implement.

We are booked for tree plantings in the spring, but trees can still be ordered. Landowners are waiting for contractors to complete State Cost-share projects so will check with contractors from Lincoln County to see if we can get these projects completed.

- Schicker reported that she finished the last fall seeding and it was a good fall and they were able to complete a few seedings that were on their spring list. She has been doing quite a bit of work with the Watershed Staff on WCA including wetland banking and violations. She has been working with a 4-H group on AIS and went to Lac qui Parle Lake to do some mussel identification and plans to work on additional AIS education.
- **Admin Report:**
 - Frahm thanked Ed Radermacher for his 25 years of service as a board member as he chose not to be re-elected. A lot has changed during those years, his knowledge and commitment will be missed.
 - Work continues on the 1W1P and we will need to appoint someone to the Policy Committee in February or March.
 - Frahm and Laechelt attended a virtual Budget Training Workshop. We will be implementing some of the suggestions as we plan future budgets.
 - Attended the virtual Watershed Advisory Board Committee Meeting.
 - Due to the increase in COVID cases and the FSA building mandates, staff are working in the office on alternate weeks and working from home when not scheduled to be in the office.
 - Hopefully we can hold a virtual field day if we are not able to have one on site in the spring.

Old Business:

- **Chevrolet Pick-up Tire Purchase:** After reviewing bids from Arneson Tire, Madison Co-op, Dawson Co-op, and Hutt Oil, Radermacher made a motion to accept the low bid from Hutt Oil Co. Weber seconded the motion. All in favor, motion carried.

New Business:

- **Approval of usual and ordinary bills:** Weber made a motion to approve payment of usual and ordinary bills that may come due prior to the end of December. This will eliminate the need to call a special meeting for the sole purpose of authorizing payments. Radermacher seconded the motion. All in favor, motion carried.
- **Lac qui Parle-Yellowbank MOA:** Weber made a motion to approve the LqP-YB MOA, Frahm will serve as the program coordinator. Radermacher seconded the motion. All in favor, motion carried.

Personnel: *None*

Calendar of Events:

Thursday, December 24	Christmas Eve – Office closed at noon
Friday, December 25	Christmas – Office closed
Thursday, January 14	Monthly Board Meeting, 10:00 am

Adjourn: With no further business, Croatt declared the meeting adjourned at 10:43 a.m.

Approved

Date

The Lac qui Parle Soil and Water Conservation District is an equal opportunity service provider and employer.

Lac qui Parle Soil and Water Conservation District

01/07/21

Bank Accounts Register

Accrual Basis

As of December 31, 2020

Type	Date	Num	Name	Memo	Split	Debit	Credit	Balance
1-1010 · United Prairie District Check								
Check	12/10/2020	7910	Canby Farmers Grain ...		1-602 · Drill Exp...		17.60	4,295.52
Check	12/10/2020	7911	Peterson, Quintin	Mileage	1-215 · Vehicle G...		192.63	4,277.92
Check	12/10/2020	7912	City of Madison	Utilities	1-206 · Utilities		95.45	4,085.29
Check	12/10/2020	7913	Stephen Olson Lawn C...	Lawnmowing	1-601 · Tree Prog...		245.00	3,989.84
Check	12/10/2020	7914	Shooting Star Native S...	Seed	1-604 · Seed Exp...		1,499.30	2,445.54
Check	12/21/2020	7915	Wildung Implement	Part	1-602 · Drill Exp...		40.94	2,204.60
Deposit	12/31/2020			Interest	1-21 · Interest	0.23		2,204.83
Total 1-1010 · United Prairie District Check						0.23	2,090.92	2,204.83
1-1011 · Old National Bank								
Check	12/01/2020	12924	Verizon Wireless	Cell Service	1-205 · Telephon...		168.66	7,219.11
Transfer	12/09/2020			Funds Transfer	1-1013 · Old Nati...	25,000.00		7,050.45
Liability Check	12/10/2020		QuickBooks Payroll Se...	Created by Payroll Service on ...	2110 · Direct De...		5,695.68	32,050.45
Check	12/10/2020	12925	A&B Business Solutions	Copier Maintenance Agreement	1-204 · Office Ma...		66.55	26,354.77
Check	12/10/2020	12926	Cenex	Gas	1-215 · Vehicle G...		242.57	26,288.22
Check	12/10/2020	12927	Moriarty, Paul	Rent	1-240 · Rent		1,390.81	26,045.65
Check	12/10/2020	12928	Pioneer Public TV	AIS Prairie Sportsman Series	1-800 · Carry O...		5,000.00	24,654.84
Check	12/10/2020	12930	Haas, Eldon	CS 2019-03	1-5000 · Carry O...		4,304.29	19,654.84
Paycheck	12/11/2020	DD1...	Frahm, Chessa L	Direct Deposit	-SPLIT-			15,350.55
Paycheck	12/11/2020	DD1...	Laechelt, Sheri L	Direct Deposit	-SPLIT-			15,350.55
Paycheck	12/11/2020	DD1...	Peterson, Quintin J	Direct Deposit	-SPLIT-			15,350.55
Paycheck	12/11/2020	DD1...	Schicker, Rhyan M	Direct Deposit	-SPLIT-			15,350.55
Liability Check	12/11/2020	12929	PERA	9235-00	-SPLIT-		1,146.76	14,203.79
Liability Check	12/11/2020		Minnesota State Retire...	1-2100 · Payroll ...	1-2100 · Payroll ...		104.67	14,099.12
Liability Check	12/11/2020		Minnesota State Retire...	98945-01	1-2100 · Payroll ...		163.83	13,935.29
Check	12/21/2020	12932	Lund Implement	Tractor Rent	1-5007 CarryOve...		1,755.98	12,179.31
Check	12/21/2020	12933	Monte Co-op Tire Center	Pick-up Tires	1-5007 CarryOve...		551.56	11,627.75
Check	12/21/2020		MN PEIP	Invoice # 1032107	1-123 · Medical L...		1,618.24	10,009.51
Check	12/21/2020	12934	Cardmember Services	Charges	-SPLIT-		387.86	9,621.65
Check	12/21/2020	12931	Hutt Oil Company	VOID:	1-215 · Vehicle G...			9,621.65
Check	12/22/2020	12935	BWSR	2019 Cost-Share Refund	1-5000 · Carry O...		6,162.71	3,458.94
Transfer	12/22/2020			Funds Transfer	1-1013 · Old Nati...	15,000.00		18,458.94
Liability Check	12/23/2020		QuickBooks Payroll Se...	Created by Payroll Service on ...	2110 · Direct De...		5,695.75	12,763.19
Liability Check	12/23/2020	12936	AFLAC	Y9950	-SPLIT-		104.56	12,658.63
Liability Check	12/23/2020	12937	PERA	9235-00	-SPLIT-		1,146.76	11,511.87
Liability Check	12/23/2020		Minnesota State Retire...	1-2100 · Payroll ...	1-2100 · Payroll ...		104.67	11,407.20
Liability Check	12/23/2020		Minnesota State Retire...	98945-01	1-2100 · Payroll ...		163.83	11,243.37
Check	12/23/2020		Further/Select Account	Health Savings Acct.	1-123 · Medical L...		15.80	11,227.57
Paycheck	12/24/2020	DD1...	Laechelt, Sheri L	Direct Deposit	-SPLIT-			11,227.57
Paycheck	12/24/2020	DD1...	Schicker, Rhyan M	Direct Deposit	-SPLIT-			11,227.57
Paycheck	12/24/2020	DD1...	Frahm, Chessa L	Direct Deposit	-SPLIT-			11,227.57
Paycheck	12/24/2020	DD1...	Peterson, Quintin J	Direct Deposit	-SPLIT-			11,227.57
Check	12/30/2020	12938	Cenex	Gas	1-215 · Vehicle G...		167.61	11,059.96
Check	12/30/2020		Further/Select Account	Health Savings Acct.	1-123 · Medical L...		1,163.68	9,896.28
Paycheck	12/31/2020	12939	Braigalupo, Amy		-SPLIT-		138.52	9,757.76
Paycheck	12/31/2020	12940	Croatt, Michael E		-SPLIT-		207.79	9,549.97
Paycheck	12/31/2020	12941	Radermacher, Edward J.		-SPLIT-		207.78	9,342.19
Paycheck	12/31/2020	12942	Weber, Rosemary J		-SPLIT-		207.79	9,134.40
Liability Check	12/31/2020		Old National Bank	41-6009088	-SPLIT-		3,965.38	5,169.02
Liability Check	12/31/2020		MN Department of Rev...	9061212	1-2100 · Payroll ...		670.00	4,499.02
Check	12/31/2020		MN Department of Rev...	Sales And Use Tax -Qtr 4	1-2090 · Sales Ta...		32.31	4,466.71
Total 1-1011 · Old National Bank						40,000.00	42,752.40	4,466.71
1-1012 · United Prairie District Savings								
Deposit	12/07/2020			Deposit	-SPLIT-	32,692.56		156,251.76
Deposit	12/21/2020			Deposit	-SPLIT-	3,578.67		188,944.32
Deposit	12/30/2020			Deposit	-SPLIT-	1,700.21		192,522.99
Deposit	12/31/2020			Interest	1-21 · Interest	31.26		194,223.20
Total 1-1012 · United Prairie District Savings						38,002.70		194,254.46
1-1013 · Old National Bank Savings								
Deposit	12/04/2020			Deposit	1-24 · Refunds a...	46.00		424,778.84
Deposit	12/07/2020			Deposit	1-24 · Refunds a...	4,000.00		424,824.84
Transfer	12/09/2020			Funds Transfer	1-1011 · Old Nati...		25,000.00	428,824.84
Deposit	12/18/2020			Deposit	1499 · Undeposit...	226.25		403,824.84
Transfer	12/22/2020			Funds Transfer	1-1011 · Old Nati...		15,000.00	404,051.09
Deposit	12/31/2020			Interest	1-21 · Interest	13.71		389,051.09
Total 1-1013 · Old National Bank Savings						4,285.96	40,000.00	389,064.80
1-1050 · Investments (CD's)								
Total 1-1050 · Investments (CD's)								55,000.00
TOTAL						82,288.89	84,843.32	644,990.80

**Lac qui Parle Soil and Water Conservation District
TREASURER'S REPORT**

Balance as of
December 31, 2020

Program Record

District	\$237,798.23
County	14,400.00
Conservation Delivery	18,750.00
Capacity Funding	132,495.06
State Cost-Share	41,042.00
Easement Delivery	5,709.19
Buffer Law	54,610.14
County Water Plan	18,978.00
WCA	3,511.20
MAWQCP	3,995.87
Sales Tax Payable	-0-
CREP/Farm Bill Grant	35,039.88
Aquatic Invasive Species	73,661.23
TSA Training Fund	5,000.00
TOTAL	\$644,990.80

Fund Accounts

Cash – UP Checking Account	\$ 2,204.83
Cash – Old National Checking	4,466.71
Cash – UP Savings Account	194,254.46
Cash – Old National Savings	389,064.80
Cash – District Investments	55,000.00
Total	\$644,990.80

ACCOUNTS PAYABLE

JANUARY 14, 2021

City of Madison	Utilities	41.57
Lac qui Parle Coop	Diesel	69.32
TOTAL UNITED PRAIRIE BANK		110.89

A&B Business Solutions	Copier Service Contract	66.55
Cardmember Services	Postage, MACDE dues, Payroll fee	253.55
Hutt Oil Co. Inc	Labor for Tire Installation	192.00
Minnesota Association of SWCD's	2021 Dues	2,964.53
MCIT	Property/Casualty & Workman's Comp Ins.	7,080.00
Moriarty, Paul	Rent	1,390.81
NACD	2021 Contribution	775.00
SWMACDE	2021 Area 5 Employee Dues	40.00
SW Prairie Technical Services	2021 Local Share	3,545.46
Western Guard	Board Vacancy Ad	75.00

TOTAL OLD NATIONAL BANK	16,382.90
TOTAL ACCOUNTS PAYABLE	16,493.79

Approved, Subject to Audit

Date

DC Report
January 14, 2021
Burton Hendrickson

Farm Program Update –

EQIP – We have several deferred non-funded applications from last year that we will have to get together and process. Will we get any applications funded? Seems to be some hope since there will be a fund pool for each Team so there will be dollars for our 5 county area, and hopefully some of the local applications will score high enough against the others in the Team.

CSP – No announcement of a deadline to apply for 2021 CSP has been made yet. Have really not heard much of anything on the 2021 program to date, but do have some sort of ranking training tomorrow. We have sure been trying to get all the payments made for 2020, but some of the contracts have issues which will require modifications or worse prior to making any payment.

CRP – The continuous CRP is ongoing, and the general signup for this year started on January 4. It will run till February 12. Some people have expressed interest in re-enrolling and Sara has started the folder process on several. LQP rental rates have increased slightly, and some incentives for continuous have been re-instated, but with crop prices rising there may not be a lot of interest. Working on certifying fall seedings, and getting required status reviews out for the expiring contracts.

Administrative Items – We have been in phase 0 as far as Covid for our office. That may not change for a while. Am supposed to get a Soil Conservationist starting in Madison in the near future. Person has been named, but start date is under some debate at this time.

Wishing you all a good 2021. Can't hardly be worse than 2020 can it?

Sign estimate breakdown:

Western printing in Marshall



Road signs:

1 double sided \$226.05

1 single sided \$181

5 double sided \$735.00

5 single sided \$565.95

Shop/business front sign:

1 Single sided \$181



TSA:

Primary

Meets quarterly usually in Marshall

Alternate

Budget/Finance:

Personnel:

Leg:

YM 1W1P:

Primary

Alternate

LqP-YB 1W1P:

Primary

First meeting Feb 24 at 1:00 via Zoom

Alternate

Chair:

Vice Chair:

Treasurer:

Secretary:

PR&I:

Lac qui Parle Soil and Water Conservation District

2021 Budget

	2020 Budget	2020 Actuals (June 30, 2020)	2021 Budget	Fund Source				
				County Support	Local Funds ¹	BWSR ²	DNR ³	Other Grants ⁴
Total Revenue			\$ 483,527	\$ 121,745	\$ 97,901	\$ 219,945	\$ 43,936	\$ -
Expenses								
<u>Personal Services</u>								
Supervisor Compensation	\$ 5,000		\$ 5,500	\$ 5,500				
Payroll Expenses	\$ 280,142		\$ 294,607	\$ 103,000	\$ 7,200	\$ 152,875	\$ 31,532	
<u>Operational Expenses</u>								
Capital Outlay - Equipment	\$ -	\$ -	\$ 30,000.00		\$ 17,157	\$ 7,843	\$ 5,000	
Dues/Contributions	\$ 6,000.00	\$ 4,535	\$ 5,000.00	\$ 4,500			\$ 500	
Education/Outreach	\$ 6,000.00	\$ 750	\$ 4,500.00			\$ 2,000	\$ 2,500	
Training Expenses	\$ 13,211.00	\$ 2,957	\$ 6,900.00	\$ 2,289	\$ 350	\$ 4,761	\$ 500	
Insurance	\$ 7,000.00	\$ 6,750	\$ 8,500.00	\$ 1,456	\$ 6,344		\$ 700	
Office Maintenance	\$ 3,500.00	\$ 764	\$ 2,000.00			\$ 1,850	\$ 150	
Office Supplies	\$ 2,000.00	\$ 225	\$ 2,014.00		\$ 1,850		\$ 164	
Professional Services (Audit, IT, Co	\$ 5,000.00	\$ 119	\$ 5,000.00			\$ 4,700	\$ 300	
Rent	\$ 16,690.00	\$ 8,345	\$ 16,690.00			\$ 15,300	\$ 1,390	
Supervisor Mileage	\$ 1,500.00	\$ 411	\$ 1,500.00	\$ 1,500				
Telephone/Internet/Postage	\$ 3,000.00	\$ 1,307	\$ 3,200.00			\$ 2,900	\$ 300	
Utilities	\$ 1,200.00	\$ 411	\$ 1,200.00			\$ 1,100	\$ 100	
TSA	\$ 4,500.00	\$ 3,400	\$ 3,500.00	\$ 3,500				
Cost-Share	\$ 23,869.00		\$ 19,416.00			\$ 19,416		
Tree and Grass Program ⁵	\$ 65,000.00	\$ 65,000	\$ 65,000.00		\$ 65,000			
Vehicle Gas/Maintenance	\$ 8,000.00	\$ 8,000	\$ 8,000.00			\$ 7,200	\$ 800	
Total Expenses			\$ 482,527	\$ 121,745	\$ 97,901	\$ 219,945	\$ 43,936	\$ -
								483,527

1) Local Funds - Tree and Grass Program

2) BWSR Grants - State Cost-Share, Local Capacity Services, Conservation Delivery, Easement Delivery, Buffer Implementation, CREP

3) DNR - Aquatic Invasive Species, Observation Wells, Walk In Access

4) Other Grants - MAWQCP, NACD

Southwest Prairie Technical Service

Slayton, MN 56172

Invoice

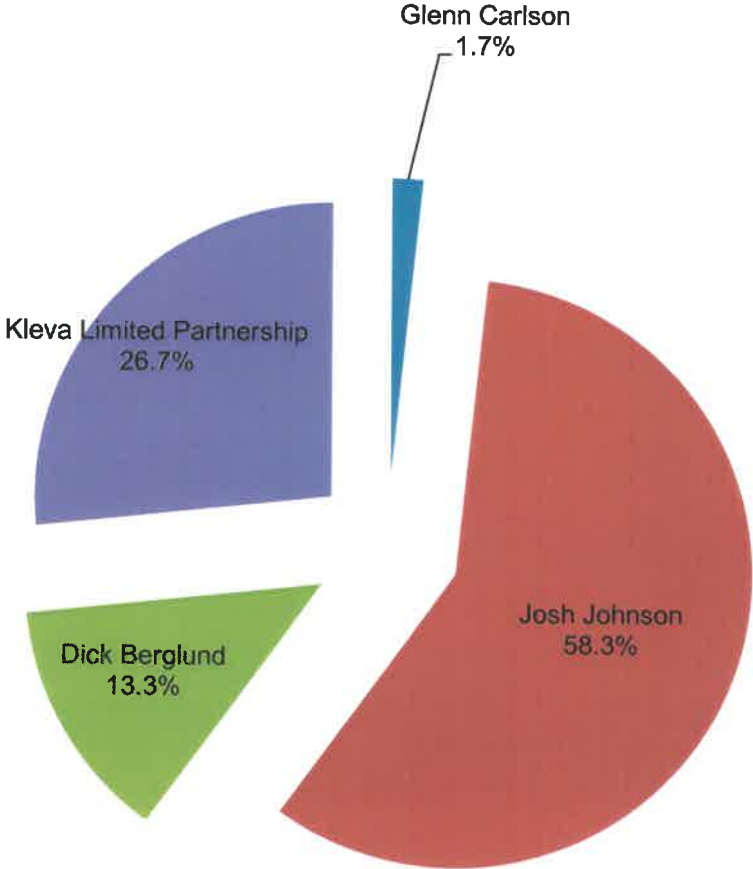
Date	Invoice #
1/1/2021	64

Bill To
Lac Qui Parle SWCD 122 8th Ave. S. Madison, MN 56256

Ship To

P.O. Number	Terms	Rep	Ship	Via	F.O.B.	Project
			10/30/2020			
Quantity	Item Code	Description			Price Each	Amount
	ESTS Grant Local ... Local Share	ESTS Local Share NPEA Local Share			2,204.55 1,340.91	2,204.55 1,340.91
					Total	\$3,545.46

SWPTSA Staff Time: Distribution Per Lac Qui Parle County for 2020



SALARY TABLE 2021-RUS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.97	\$ 11.33	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.38	\$ 13.72
	O	16.46	17.00	17.55	18.09	18.65	18.96	19.50	20.04	20.07	20.58
2	B	12.33	12.62	13.03	13.38	13.53	13.93	14.32	14.72	15.12	15.52
	O	18.50	18.93	19.55	20.07	20.30	20.90	21.48	22.08	22.68	23.28
3	B	13.45	13.90	14.35	14.80	15.25	15.70	16.14	16.59	17.04	17.49
	O	20.18	20.85	21.53	22.20	22.88	23.55	24.21	24.89	25.56	26.24
4	B	15.10	15.61	16.11	16.61	17.12	17.62	18.12	18.63	19.13	19.63
	O	22.65	23.42	24.17	24.92	25.68	26.43	27.18	27.95	28.70	29.45
5	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.97
	O	25.35	26.19	27.03	27.89	28.73	29.57	30.42	31.26	32.10	32.96
6	B	18.84	19.46	20.09	20.72	21.35	21.98	22.60	23.23	23.86	24.49
	O	28.26	29.19	30.14	31.08	32.03	32.97	33.90	34.85	35.79	36.74
7	B	20.93	21.63	22.33	23.02	23.72	24.42	25.12	25.82	26.51	27.21
	O	31.40	32.45	33.50	34.53	35.58	36.63	37.68	38.73	39.77	40.82
8	B	23.18	23.95	24.73	25.50	26.27	27.04	27.82	28.59	29.36	30.14
	O	34.77	35.93	37.10	38.25	39.41	40.56	41.73	42.29	42.29	42.29
9	B	25.60	26.46	27.31	28.16	29.02	29.87	30.72	31.58	32.43	33.28
	O	38.40	39.69	40.97	42.24	42.29	42.29	42.29	42.29	42.29	42.29
10	B	28.19	29.13	30.07	31.01	31.95	32.90	33.84	34.77	35.71	36.66
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
11	B	30.98	32.01	33.04	34.08	35.11	36.14	37.17	38.21	39.24	40.27
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
12	B	37.13	38.37	39.60	40.84	42.08	43.32	44.56	45.79	47.03	48.27
	O	42.29	42.29	42.29	42.29	42.29	43.32	44.56	45.79	47.03	48.27
13	B	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
	O	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
14	B	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
	O	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
15	B	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78
	O	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>