



**Boone County Regional Sewer District** 

1.3/3-499-04

DATE:

October 10, 2023

TO:

Board of Trustees, BCRSD

FROM:

Wendy Wiegers, Manager, Finance & HR

THROUGH:

Tom Ratermann, General Manager

SUBJECT:

Wage and Benefit Survey 2023

# Wage & Benefit Study Summary 2023-2024

#### FINANCE MANAGER RESEARCH:

Note: This will be an ongoing study that I keep up-to-date for future years. This will not be a static document but will be a document that keeps changing. The goal is to provide current information at any given time on where we stand in regards to salaries and benefits. I will be updating information and adding participants that I have not yet received information on.

Study Participants To-Date:

County of Boone City of Columbia

Jefferson City

**Duckett Creek Public Sewer District** 

Northeast Public Sewer District

State of Missouri

City of Wentzville

City of O'Fallon

Kansas City

MSD

Indeed

Salary.com

**UMC** 

**HDR** 

Note: I sent a written request and follow-up to several of the smaller sewer districts (Pulaski County, Taney County, etc.) and have not had any response. I did get great information from Duckett and Northeast. I've gleaned what information I could from their websites and Indeed job postings. As I reach out to them and build relationships, I will update the information in this report.

- Our current salaries are competitive at current rates.
- 2023 COLA: 8.0%; 2024 COLA Projected: 4.7%



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- Overall, I find that BCRSD is currently competitive and offers comparable employment opportunities as compared to other organizations. There is nothing that we offer that stands out from the competition but we are also not lower in benefit levels in most cases. Salaries may be a bit low and we could offer vision insurance at a low cost.
- We currently utilize Boone County pay grade but our titles do not match. The City of Columbia pay scale is more suitable for our needs.
- Noted that due to having only 13 employees, many employees fill more than one role.
- For consideration, step up pay to reach pay grade levels & merit increases.
- I am currently working on job descriptions and hope to have these all up-to-date by the end of October, 2023.

## **Current Tends:**

- The majority of organizations are utilizing Anthem healthcare plans, with others utilizing UHC. Many offer more than one option but all offer a traditional plan like our current
- A dependent care savings account is a good option for BCRSD if we can find a working option.
- All organizations offer dental, vision, AD&D, basic life, long term disability and short term disability. One of our options is to add vision and it's inexpensive.
- Retirement options have been pretty similar. Lagers or another defined benefit plan is the majority with 457 plans and additional Roth options as an additional plan. Some organizations enforce a mandatory contribution from the employee and others do not, it's mixed in this area.
- Other plans offer Employee Wellness and Assistance options. This could range from gym membership discounts, bonuses for activities, counseling and drug/alcohol recovery programs. Leave for Disaster Relief is another being used by State of Missouri.
- Share Leave is a benefit offered by the State of Missouri where employees can donate leave to employees experiencing catastrophic illness/injury.

## **SHRM BENEFIT SURVEY 2023:**

Per the 2023 SHRM Employee Benefit Survey, mental health coverage has been an area of increasing interest. Health and retirement benefits continue to be the most important to employees when deciding on employment positions. Other areas of importance, outside of wages, includes leave, flexible work, family care and professional development. Things to consider in the future: wellness programs/bonuses, dependent care pretax spending accounts.

PPO plans continue to be the most common, similar to the BCRSD current plan. It does provide the most protection for employees' health concerns. One thing we do not offer but can at minimal cost in the future is vision insurance. Most do offer this along with dental.

The SECURE Act 2.0 will mandate changes in retirement plan benefits and increase costs for employers by requiring employees to enroll and expanding eligibility to part-time workers.



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Paid vacation and sick leave remain essentially the same. Unlimited PTO is another option being offered as are paid mental health days. Optional leave options for some employers include paid maternity and paternity leave, parental leave, family leave, adoption and foster child leave.

Flexible work hours are here to stay. 59% of employers subsidize at-home office equipment. Hybrid work opportunities remain constant as an important retention strategy, including working at home and in office and to allow employees to work from home during inclement weather, sick days, as needed. Four-day workweeks are not taking hold as expected.

Professional Development & Training: Not all employees can hold all certificates and education expected for every task. Upskilling and reskilling are very important to employees. They want to retain their education or increase their knowledge/skills but are too busy working. With the cost of tuition and credentialing so high, employees find employers who offer training and education assistance attractive options. The employer benefits with a satisfied, trained workforce.

### CITY OF COLUMBIA, MO, 2023 COMPENSATION STUDY

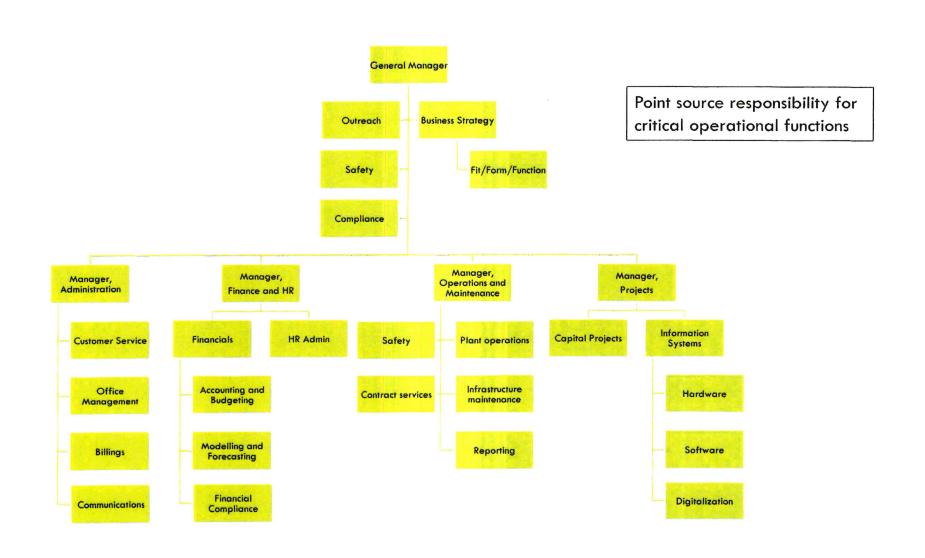
I reviewed the City of Columbia 2023 Compensation Study and the major finding is that the City of Columbia starting salaries are lower than similar organizations in the market. The City offers a benefit package, it feels, offsets that lower minimum.

"Of particular note is the City's implementation of a \$15 minimum wage. In addition to the implementation scenarios discussed above, Segal prepared a cost model that increases the proposed pay ranges by approximately 6.4%, the amount necessary to increase the pay range minimum of the lowest grade to \$15 on an hourly basis."

\*In my numbers, I did use current city grades and salaries from their current grade postings. I did not use the "projected" from the compensation study.

#### COUNTY OF BOONE, MO

I am recommending we base our rates and pay grades on the City of Columbia instead of the County of Boone due to the availability of similar job positions. Currently, the BCRSD grades are based only on salary amount, not job titles.



Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max	YR
BCRSD	General Manager	95,565.69	119,349.62	143,133.55	66	45.95	57.38	68.81	23
City of Columbia	Director Utilities	110,406.40	152,152.00	193,897.60	E10	53.08	73.15	93.22	23
City of Columbia	Director of Public Works	96,012.80	132,308.80	168,604.80	E9	46.16	63.61	81.06	23
City of Jefferson, MC	Director of Public Works	94,749.93	118,437.42	142,124.90	6159	45.55	56.94	68.33	23
City of Jefferson, MC	Wastewater Division Director	78,305.73	97,882.16	117,458.59	6459	37.65	47.06	56.47	23
County of Boone		98,321.00	122,906.50	147,492.00	68	47.27	59.09	70.91	23
Duckett Creek SD		137,702.00	175,818.50	213,935.00	13	66.20	84.53	102.85	23
	OR	109,779.00	140,166.50	170,554.00	11	52.78	67.39	82.00	23
Indeed	General Manager	38,409.00	64,412.00	90,415.00	15	18.47	30.97	43.47	23
Northeast PSD	Executive Director	116,022.40	135,324.80	154,627.20	15	55.78	65.06	74.34	23
Salary.com	Water & Sewage Co, Gen Mgr	107,262.00	124,092.50	140,923.00		51.57	59.66	67.75	23
	AVG	98,697.03	126,350.12	154,003.21		47.45	60.75	74.04	

Minimum

2022 Mid

 Minimum
 Range
 Maximum

 88,486.75
 110,508.91
 132,531.07

2022 Range

Scale

66

Min

42.54

2022 Hourly 2022 Hourly 2022 Hourly

Mid

53.13

Max

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max		2022 Range Minimum	
BCRSD	Operations Manager	70,971.20	88,696.14	106,421.07	54	34.12	42.64	51.16		65,714.07	L
City of Branson	Assistant Director Utilities	93,774.00	109,246.50	124,719.00		45.08	52.52	59.96	23		
City of Columbia	Engineering & Operations Manager	75,441.60	99,954.40	124,467.20	E7	36.27	48.06	59.84	23		
City of Columbia	Asst Director, Utilities, Sewer	83,491.20	115,055.20	146,619.20	E8	40.14	55.32	70.49	23		
City of Jefferson, MO	Operations Division Director	78,305.73	97,882.16	117,458.59	6170	37.65	47.06	56.47	23		
City of Jefferson, MO	Wastewater Treatment Plant Manager	64,715.48	80,894.35	97,073.22	6449	31.11	38.89	46.67	23		
County of Boone		71,344.00	89,169.50	106,995.00	55	34.30	42.87	51.44	23		
Duckett Creek SD	Operations or Field Supervisor	99,290.00	108,290.00	117,290.00		47.74	52.06	56.39	23		
Indeed	Operations Manager	41,066.00	73,523.50	105,981.00		19.74	35.35	50.95	23		
Little Blue Valley SD	Manager, Operations	86,237.00	96,852.50	107,468.00		41.46	46.56	51.67	23		
Metro St. Louis SD	Operations Division Manager	98,500.00	125,050.00	151,600.00		47.36	60.12	72.88	23		
Northeast PSD	Operations Manager	82,451.20	96,168.80	109,886.40	13	39.64	46.24	52.83	23		
	AVG	79,510.56	99,280.63	119,050.69		38.23	47.73	57.24			

Maximum

82,126.05 98,538.02

Scale

54

Min

31.59

2022 Mid

Range

2022 Hourly 2022 Hourly 2022 Hourly

Mid

39.48

Max

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max		2022 Range Minimum	
BCRSD	Project Manager	65,903.69	82,373.94	98,844.19	51	31.68	39.60	47.52		61,021.94	ſ
City of Columbia	Planner II	61,613.00	75,217.50	88,822.00		29.62	36.16	42.70	23		
City of Columbia	Construction Project Manager	61,568.00	79,976.00	98,384.00	D10	29.60	38.45	47.30	23		
City of Jefferson, MO	GIS Manager	64,715.48	80,894.35	97,073.22	197	31.11	38.89	46.67	23	]	
County of Boone		64,604.00	80,766.00	96,928.00	51	31.06	38.83	46.60	23	]	
Duckett Creek SD	Engineering Supervisor/IS Manager	97,290.00	106,290.00	115,290.00		46.77	51.10	55.43	23	l	
Indeed	Project Manager - Public Works	52,554.00	89,016.00	125,478.00		25.27	42.80	60.33	23		
Missouri American	Project Manager	85,800.00	111,842.50	137,885.00		41.25	53.77	66.29	23		
Northeast PSD	Senior Engineering Technician	58,593.60	68,348.80	78,104.00	10	28.17	32.86	37.55	23		
State of Missouri	Project Manager - DNR	43,656.00	48,504.00	53,352.00		20.99	23.32	25.65	23		
Taney County	Construction Project Manager	50,000.00	62,500.00	75,000.00		24.04	30.05	36.06	23	ì	
	AVG	64,039.41	80,335.52	96,631.62		30.79	38.62	46.46			

Maximum

91,522.40

Scale

51

Min

29.34

2022 Hourly 2022 Hourly 2022 Hourly

Mid

36.67

Max

44.00

2022 Mid

Range

76,272.17

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max	YR	2022 Range Minimum	
BCRSD	Lead Operator	52,262.50	65,321.94	78,381.39	42	25.13	31.40	37.68	_	48,391.20	_
City of Columbia	Wastewater Treatment Plant Superintend	66,393.60	86,247.20	106,100.80	D11	31.92	41.47	51.01	23		
City of Columbia	WWTP Chief Operator	50,876.80	66,092.00	81,307.20		24.46	31.78	39.09	23	1	
City of Columbia	Sewer Utility Lead Operator	42,931.00	54,808.00	66,664.00	A11	20.64	26.35	32.05	23	l	
City of Jefferson, MO	Utility Maintenance Crew Leader	43,901.53	44,283.00	65,852.30	6138	21.11	21.29	31.66	23	ĺ	
City of Jefferson, MO	Wastewater Environmental Specialist	46,096.61	44,283.00	69,144.91	6455	22.16	21.29	33.24	23		
City of Jefferson, MO	Wastewater Maintenance Supervisor	50,821.51	38,116.14	76,232.27	6448	24.43	18.33	36.65	23		
City of Jefferson, MO	WWTP Supervisor	50,821.51	38,116.14	76,232.27	6447	24.43	18.33	36.65	23		
County of Boone		53,019.00	66,268.50	79,518.00	43	25.49	31.86	38.23	23		
Duckett Creek SD	Plant Operator Lead	60,952.00	37,226.00	74,452.00		29.30	17.90	35.79	23	l	
Indeed	Lead Operator	39,644.80	48,276.80	56,908.80		19.06	23.21	27.36	23		
MSD	Asst Operations Supervisor	63,300.00	80,550.00	97,800.00		30.43	38.73	47.02	23	ĺ	
Northeast PSD	Chief Operator	58,593.60	68,348.80	78,104.00	10	28.17	32.86	37.55	23		
	AVG	52,279.33	56,051.30	77,359.71		25.13	26.95	37.19		l	

2022 Mid

Range

2022 Range

60,483.28 72,575.36

Maximum

Scale

42

2022 Hourly 2022 Hourly 2022 Hourly

Mid

29.08

Max

34.89

Min

Entity	Position	2023 Range	2023 Mid	2023 Range		2023 Hourly	2023 Hourly	2023 Hourly		2022 Range	2022 Mid	2022 Range	
		Minimum	Range	Maximum	Scale	Min	Mid	Max	_	Minimum	Range	Maximum	L
BCRSD	Senior Equipment Operator	44,318.78	55,392.63	66,466.48	35	21.31	26.63	31.96		41,035.90	51,289.47	61,543.00	L
City of Columbia	Equipment Operator	41,744.00	50,297.50	58,851.00		20.07	24.18	28.29	23				
City of Columbia	Wastewater Operations Supervisor	47,195.20	60,049.60	72,904.00	D7	22.69	28.87	35.05	23				
City of Jefferson, MO	Equipment Operator II	41,810.98	52,263.73	62,716.48	6134	20.10	25.13	30.15	23				
City of Jefferson, MO	Equipment Operator II	41,810.98	52,263.73	62,716.48	6134	20.10	25.13	30.15	23	]			
County of Boone		44,595.00	55,743.50	66,892.00	36	21.44	26.80	32.16	23				
Duckett Creek SD	Field Services Lead	57,487.00	64,237.00	70,987.00		27.64	30.88	34.13	23				
Northeast PSD	Senior Operator	50,627.20	55,910.40	61,193.60	7	24.34	26.88	29.42	23	]			
	AVG	46,467.19	55,823.64	65,180.08		22.34	26.84	31.34		]			

Scale

35

Min

19.73

2022 Hourly 2022 Hourly 2022 Hourly

Mid

24.66

Max

29.59

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max		2022 Range Minimum	2022 Mid Range	2022 Range Maximum	Scale
BCRSD	Senior Wastewater-TP Operator	50,136.05	62,658.39	75,180.72	41	24.10	30.12	36.14		46,422.27	58,017.02	69,611.78	40
City of Branson	Wastewater Treatment Plant Operator I	45,926.40		-		22.08	-		23	,			
City of Columbia	Wastewater TP Chief Operator	50,876.80	66,092.00	81,307.20	D8	24.46	31.78		23				
City of Jefferson, MO	Pumping System Mechanic	48,401.44	60,501.80	72,602.16	6445	23.27	29.09	34.90	_				
City of Jefferson, MO	Senior Utility Maintenance Worker	36,117.90	45,147.38	54,176.85	6433	17.36	21.71	26.05	_				
City of Jefferson, MO	WWTP Operator II	43,901.53	54,876.92	65,852.30	6442	21.11	26.38	31.66					
City of O'Fallon, MO	Wastewater Plant Operator II	52,956.80	66,185.60	79,414.40		25.46	31.82	38.18					
City of Wentzville	Wastewater Operator II	56,118.40	62,559.20	69,000.00		26.98	30.08	33.17	23				
County of Boone		50,460.00	63,065.00	75,670.00	41	24.26	30.32	36.38	23				
Duckett Creek SD	Plant Operator	54,184.00	60,934.00	67,684.00		26.05	29.30	32.54	23	8			
Kansas City	Senior Plant Operator	49,878.40	63,003.20	76,128.00		23.98	30.29	36.60	23				
MSD	Treatment Plant Operator Senior	65,354.00	73,320.00	81,286.00		31.42	35.25	39.08	23				
Northeast PSD	Wastewater Treatment Plant Operator	41,641.60	48,526.40	55,411.20		20.02	23.33	26.64	23				
Northeast PSD	Crew Leader	50,627.20	59,051.20	67,475.20	7	24.34	28.39	32.44	23				
	AVG	49,726.50	55,635.59	65,077.49		23.91	26.75	31.29					

Min

22.32

2022 Hourly 2022 Hourly 2022 Hourly

Mid

27.89

Max

33.47

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	Ho	023 ourly ⁄lin	۲	2023 lourly Mid	١	2023 lourly Max		2022 Range Minimum	
BCRSD	Wastewater-Equipment Operator	\$40,517	50,626.02	\$60,735	30-32	\$	19.48	\$	24.34	\$	29.20		\$37,503	\$
City of Columbia	Wastewater Operator I	39,539.00	48,044.00	56,549.00	A9		19.01		23.10		27.19	23		
City of Columbia	Sewer & Storm Water CDL Operator	34694.00	44283.00	53872.00	A9	\$	16.68	\$	21.29	\$	25.90	23		
City of Jefferson, MO	Equipment Operator I	39819.98	49774.98	59729.98	6138	\$	19.14	\$	23.93	\$	28.72	23		
City of Jefferson, MO	Utility Maintenance Worker	34398.80	42997.90	51597.00	6432	\$	16.54	\$	20.67	\$	24.81	23		
City of Jefferson, MO	WWTP Operator 1	39819.98	49774.98	59729.98	6441	\$	19.14	\$	23.93	\$	28.72	23		
City of O'Fallon, MO	Wastewater Plant Operator -Training	48,027.20	60,028.80	72,030.40			23.09		28.86		34.63	23		
City of O'Fallon, MO	Wastewater Plant Operator	50,419.20	63,034.40	75,649.60			24.24		30.31		36.37	23		
County of Boone		38,489.00	49,550.00	60,611.00	30-32		18.50		23.82		29.14	23		
Duckett Creek SD	Field Services Worker	51,034.00	57,784.00	64,534.00			24.54		27.78		31.03	23		
Indeed	Equipment Operator	31,075.20	51,636.00	72,196.80			14.94		24.83		34.71	23		
Indeed	Wastewater Operator	30,014.40	41,724.80	53,435.20			14.43		20.06		25.69	23		
Northeast PSD	Maintenance Laborer	41,641.60	48,578.40	55,515.20	3		20.02		23.36		26.69	23		
	AVG	39,914.36	50,600.94	61,287.51			19.19		24.33		29.47			

\$56,236

Maximum

Scale

Min

2022 Hourly 2022 Hourly 2022 Hourly

Mid

30-32 \$ 18.03 \$ 22.53 \$ 27.04

Max

2022 Mid

Range

\$46,869

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max		2022 Range Minimum
BCRSD	Office Administrator	50,136.05	62,658.39	75,180.72	40	24.10	30.12	36.14		46,422.27
City of Columbia	Customer Service Manager	64,480.00	80,275.50	96,071.00		31.00	38.59	46.19	23	
City of Columbia	Public Information Specialist	37,065.60	47,205.60	57,345.60		17.82	22.70	27.57	23	
City of Columbia	Community Relations Manager	52,873.60	68,640.00	84,406.40		25.42	33.00	40.58		ĺ
City of Jefferson, MO	Community Relations Manager	48,401.44	60,501.80	72,602.16	2150	23.27	29.09	34.90	23	
City of Jefferson, MO	GIS Specialist	53,362.59	66,703.24	80,043.88	192	25.66	32.07	38.48	23	
County of Boone	Office Administrator	49,212.00	61,526.00	73,840.00	40	23.66	29.58	35.50	23	
Duckett Creek SD	Administrative Analyst	61,234.00	67,984.00	74,734.00		29.44	32.68	35.93	23	
Indeed	Office Administrator	28,225.60	38,147.20	48,068.80		13.57	18.34	23.11	23	
Northeast PSD	Customer Account Specialist	55,806.40	65,093.60	74,380.80	9	26.83	31.30	35.76	23	
	AVG	50,073.47	61,786.33	73,499.18		24.07	29.70	35.34		

2022 Mid

Range

2022 Range

58,017.02 69,611.78

Maximum

Scale

40

Min

22.32

2022 Hourly 2022 Hourly 2022 Hourly

Mid

27.89

Max

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max		2022 Range Minimum	
BCRSD	Manager, Finance & HR	70,971.20	88,696.13	106,421.07	54	34.12	42.64	51.16		65,714.07	L
											L
City of Columbia	Finance Director	98,114.00	129,807.50	161,501.00	E9	47.17	62.41	77.64	23		
City of Columbia	HR Director	108,273.00	149,193.00	190,113.00	E9	52.05	71.73	91.40	23		D
City of Columbia	HR Manager	65,603.20	86,912.80	108,222.40	E6	31.54	41.79	52.03	23		
City of Columbia	Controller	65,603.20	86,912.80	108,222.40	E6	31.54	41.79	52.03	23		
City of Jefferson, M	Chief Accountant	64,715.48	80,894.35	97,073.22	188	31.11	38.89	46.67	23		
City of Jefferson, Me	Director of Finance & IT	94,749.93	118,437.42	142,124.90	189	45.55	56.94	68.33	23		
City of Jefferson, M	Director of HR	94,749.93	118,437.42	142,124.90	179	45.55	56.94	68.33	23		
County of Boone		69,596.00	86,985.00	104,374.00	54	33.46	41.82	50.18	23		
County of Boone	Senior Accountant/Financial Analyst	60,008.00	75,004.50	90,001.00	48	28.85	36.06	43.27	23		
Duckett Creek SD	Accounting Supervisor	73,039.00	79,789.00	86,539.00		35.11	38.36	41.61	23		
Environmental Dyna	Assistant Controller	85,000.00	90,000.00	95,000.00		40.87	43.27	45.67	23		
Indeed	Finance Manager	58,814.00	125,577.00	192,340.00		28.28	60.37	92.47	23		
Indeed	Human Resource Manager	51,148.00	81,609.00	112,070.00		24.59	39.24	53.88	23		
Little Blue Valley SD	Director, Finance	144,478.00	168,561.00	194,337.00		69.46	81.04	93.43	23		
Northeast PSD	Office Manager	82,451.20	96,168.80	109,886.40	10	39.64	46.24	52.83	23		
Salary.com	Director, Finance	162,122.00	191,807.00	226,663.00					23		
	AVG	86,154.06	110,381.04	135,037.01		36.55	47.30	58.11			

Difficult on this one to find jobs with both Finance & HR.

Scale

54

Min

31.59

2022 Hourly 2022 Hourly 2022 Hourly

Mid

39.48

Max

47.37

2022 Range

Maximum

98,538.02

2022 Mid

Range

82,126.05

Entity	Position	2023 Range Minimum	2023 Mid Range	2023 Range Maximum	Scale	2023 Hourly Min	2023 Hourly Mid	2023 Hourly Max	
BCRSD	Administrative Assistant	37,286.54	46,608.26	55,929.97	29	17.93	22.41	26.89	╙
County of Boone		31,574.00	39,457.00	47,340.00	22	15.18	18.97	22.76	23
County of Boone		37,523.00	46,903.50	56,284.00	29	18.04	22.55	27.06	23
City of Columbia	Administrative Technician	36,753.60	45,884.80	55,016.00	B8	17.67	22.06	26.45	23
City of Columbia	Administrative Support Assistant	26,998.00	33,706.00	40,414.00	B5	12.98	16.20	19.43	23
City of Jefferson, M	Administrative Assistant	39,819.98	49,774.98	59,729.98	30	19.14	23.93	28.72	23
Duckett Creek SD	Administrative Assistant	51,034.00	57,784.00	64,534.00		24.54	27.78	31.03	23
Northeast PSD	Office Assistant	45,926.40	53,560.00	61,193.60	5	22.08	25.75	29.42	23
State of Missouri	Administrative Assistant	42,000.00	46,400.00	50,800.00		20.19	22.31	24.42	-
	AVG	38,953.62	46,683.79	54,413.95		18.73	22.44	26.16	

2022 Hourly 2022 Hourly 2022 Hourly

Mid

20.75

Max

24.90

Min

16.60

2022 Range

Minimum

2022 Mid 2022 Range

34,524.67 43,155.84 51,787.01 28

Maximum Scale

Range