The Provincial Court Compensation Regulations

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Chapter P-30.11 Reg 2 (effective April 1, 1997) as amended by Saskatchewan Regulations 7/2000, 5/2003¹, 8/2006², 1/2009³, 3/2012⁴, 8/2015⁵, 9/2018⁶, 10/2021⁷ and 5/2024⁸.

*Note: The coming into force dates for these regulations, as determined in accordance with Part IV of *The Provincial Court Act*, 1998, are January 22, 2003¹ February 7, 2006², December 18, 2008³, January 20, 2012⁴, January 31, 2015⁵, January 29, 2018⁶, January 27, 2021⁷ and February 2, 2024⁸ respectively.

NOTE:

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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CHAPTER P-30.11 REG 2

The Provincial Court Act, 1998

Part IV

Title

1 These regulations may be cited as *The Provincial Court Compensation Regulations*.

Definitions

2 In these regulations:

"Act" means The Provincial Court Act, 1998;

"annual period" means the period commencing on April 1 in one year and ending on March 31 of the following year;

"consumer price index" means the annual average of the all-items Consumer Price Index for Saskatchewan for a calendar year, as released by Statistics Canada;

"judge" does not include a temporary judge unless otherwise provided;

"retired judge" means a person who has been a judge, on and from the day on which he or she ceases to be a judge.

9 Feb 2018 SR 9/2018 s3.

Salaries

- **3**(1) A judge is entitled to be paid an annual salary in the amount of:
 - (a) for the annual period commencing on April 1, 2021, \$316,971;
 - (b) subject to subsection (2), for each annual period commencing on or after April 1, 2022, the product of the following rounded up to the nearest dollar:
 - (i) the salary paid to the justices of the Court of Queen's Bench as at March 31 of the previous annual period;
 - (ii) 0.95.
- (2) If the calculation set out in clause (1)(b) results in a reduction in the salary of a judge, the judge is entitled to be paid the annual salary that was paid in the previous annual period.
- (3) A temporary judge is entitled to be paid:
 - (a) for each day in which the temporary judge is engaged in the temporary judge's duties as a judge, an amount equal to 1/220th of the annual salary of a judge determined by subsections (1) and (2) and rounded up to the nearest dollar; and
 - (b) for each half day in which the temporary judge is engaged in the temporary judge's duties as a judge, an amount that is one-half of the amount determined by clause (a) and rounded up to the nearest dollar.

Further amounts for certain positions and duties

- 4(1) In addition to the annual salary for a judge determined in accordance with subsection 3(1), the chief judge is entitled to be paid annually a further amount equal to 7.5% of the annual salary determined in accordance with subsection 3(1).
- (2) In addition to the annual salary for a judge determined in accordance with subsection 3(1), an associate chief judge is entitled to be paid annually a further amount equal to 5% of the annual salary determined in accordance with subsection 3(1).
- (3) In addition to the annual salary for a judge determined in accordance with subsection 3(1), a judge who is assigned administrative duties pursuant to clause 8(f) of the Act is entitled to be paid with respect to those duties, remuneration in an amount per year equal to 2.5% of the annual salary determined in accordance with subsection 3(1).
- (4) If a judge performs administrative duties for a period of less than a year, the remuneration to which the judge is entitled pursuant to subsection (3) shall be prorated, based on the number of months in which the judge performs those duties.

 $13~{\rm Feb}~2015~{\rm SR}~8/2015~{\rm s3};~12~{\rm Feb}~2021~{\rm SR}~10/2021~{\rm s4}.$

Northern allowance

- 5(1) This section applies:
 - (a) to a judge who is designated pursuant to section 9 of the Act to reside in the Town of Meadow Lake or the Northern Town of La Ronge; and
 - (b) with respect to the period commencing on April 1, 2006, to a judge who has not been designated as described in clause (a) but who, at the direction of the chief judge, holds court in multiple locations within the Northern Administration District as his or her court circuit.
- (2) In addition to the annual salary for a judge determined in accordance with subsection 3(1), a judge to whom this section applies is entitled to be paid remuneration in an amount per year equal to 5% of the annual salary determined in accordance with subsection 3(1).
- (3) If the period during which this section applies to a judge commences on a date other than April 1 in any year or ends on a date other than March 31 in any year, the remuneration to which the judge is entitled pursuant to subsection (2) shall be prorated, based on the number of months in which this section applies to the judge.

24 Feb 2006 SR 8/2006 s4; 23 Jan 2009 SR 1/2009 s5; 13 Feb 2015 SR 8/2015 s4; 12 Feb 2021 SR 10/2021 s5.

Professional allowance

- **6**(1) In this section, "judicial education" includes a judge's registration to attend judicial and legal conferences or seminars, travel, accommodation, meals and other reasonable incidental expenses arising from the judge's attendance.
- (2) For each annual period commencing on or after April 1, 2015 and ending on March 31, 2024, a judge is entitled to be paid an accountable professional allowance of \$4,000.
- (3) Subject to subsection (4), for each annual period commencing on or after April 1, 2024, a judge is entitled to be paid an accountable professional allowance of \$6,000.
- (4) The accountable professional allowance mentioned in subsection (3) includes an amount of \$2,000 to be used specifically for judicial education.

16 Feb 2024 SR 5/2024 s2.

Vacation leave

- 7(1) A judge is entitled to vacation leave equivalent to 30 working days for each year of service.
- (2) For any period of service of less than one year, a judge is entitled to vacation leave of $2\frac{1}{2}$ working days for each month of service.
- (3) Subject to the prior approval of the chief judge, a judge may accumulate vacation leave from one annual period to the next but, subject to subsection (4), a judge shall not accumulate more than the equivalent of 30 working days without the written permission of the chief judge.
- (4) A judge who, immediately prior to his or her appointment, was an employee of the Government of Saskatchewan is entitled to accumulate all unused vacation leave from his or her employment in the public service.
- (5) A judge must obtain the prior approval of the chief judge for the time that the judge intends to take as his or her vacation leave.

 $14~\mathrm{May}$ 99 cP-30.11 Reg $2~\mathrm{s7};$ 9 Feb $2018~\mathrm{SR}$ 9/2018 s6.

Magistrates' early retirement

- 8(1) In this section, "normal date of retirement" means:
 - (a) where a judge has served continuously as a judge for less than 25 years, the first day of the month following the month in which he or she attains the age of 70 years; or
 - (b) where a judge has served continuously as a judge for 25 years or more, the first day of the month following the month in which he or she attains the age of 65 years.
- (2) This section applies to a judge who made an election to receive the annuity to which he or she was entitled pursuant to *The Magistrates' Courts Act*, and sections 10 to 13 do not apply to a judge to whom this section applies.
- (3) Subject to subsection (6), on retirement, a judge is entitled to an annuity pursuant to *The Magistrates' Courts Act* calculated in accordance with subsection (4) or (5) where the judge:
 - (a) is 55 years of age or more; and
 - (b) has served as a judge for at least 10 years.

(4) In the case of a judge described in clause (1)(a), the annuity mentioned in subsection (3) is an annual amount P calculated in accordance with the following formula:

$$P = S \times \frac{Y}{T} \times F$$

where:

S is one half of the annual salary being paid to the judge on the day before the day the judge ceases to be a judge;

Y is the number of years the judge served as a judge;

T is total number of years the judge would have served as a judge if he or she had not retired until the normal date of retirement; and

F is the factor calculated by linear interpolation from Table 1 of the Appendix corresponding to the number of years, calculated to the nearest month, remaining until the normal date of retirement.

(5) In the case of a judge described in clause (1)(b), the annuity mentioned in subsection (3) is an annual amount P calculated in accordance with the following formula:

$$P = S \times F$$

where:

S is one half of the annual salary being paid to the judge on the day before the day the judge ceases to be a judge; and

F is the factor calculated by linear interpolation from Table 2 of the Appendix corresponding to the number of years, calculated to the nearest month, remaining until the normal date of retirement.

- (6) On retirement, a judge is entitled to receive an annuity pursuant to *The Magistrates' Courts Act* in an amount equal to one-half of the annual salary being paid to the judge on the day before the day on which the judge ceases to be a judge, where:
 - (a) the judge:
 - (i) has served for at least 18 years as a judge prior to the day on which he or she ceases to be a judge; and
 - (ii) ceases to be a judge on or after attaining the age of 58 years; and
 - (b) the total of the judge's age in years and years of service equals 80 or more.

14 May 99 cP-30.11 Reg 2 s8.

Payment of certain annuities, etc., continued

9 Annuities and supplementary allowances being paid pursuant to *The Magistrates'* Courts Act on the day before the day on which this section comes into force shall be paid in the same amounts as they were being paid on that day and, notwithstanding the repeal of section 52 of *The Provincial Court Act* and sections 29 to 32 and 34 and 35 of *The Magistrates' Courts Act*, those sections continue to apply to the payment of those annuities and supplementary allowances.

Retirement benefits

- **10**(1) Subject to section 11, a retired judge who receives a pension pursuant to section 4 of *The Provincial Court Pension Plan Regulations* is entitled to receive an additional retirement benefit for life, calculated in accordance with subsection (3), commencing on the first day of the month following the month in which he or she ceases to be a judge.
- (2) Subject to subsection (2.1), the total of the pension and additional retirement benefit mentioned in subsection (1) is an annual amount P calculated in accordance with the following formula:

$$P = 0.03 \text{ x (S x Y)}$$

where:

S is the average annual salary received by the retired judge during:

- (a) the retired judge's three years of highest salary; or
- (b) where the retired judge has less than three years of contributory service, the retired judge's total years of contributory service; and

Y is the lesser of:

- (c) the retired judge's total number of years of contributory service; and
- (d) $23^{1/3}$ years.
- (2.1) With respect to a judge who is 65 years of age or more on the day on which he or she ceases to be a judge and who has less than 18 years of contributory service, the total of the pension and additional retirement benefit mentioned in subsection (1) is an annual amount P calculated in accordance with the following formula:

$$P = 1/18 \times (70\% \times S \times Y)$$

where:

S is the average annual salary received by the retired judge during:

- (a) the retired judge's three years of highest salary; or
- (b) where the retired judge has less than three years of contributory service, the retired judge's total number of years of contributory service; and

Y is the retired judge's total number of years of contributory service.

(3) The amount paid as an additional retirement benefit is the amount calculated pursuant to subsection (2) or (2.1) less the amount paid as a pension pursuant to section 4 of *The Provincial Court Pension Plan Regulations*.

 $14~\mathrm{May}~99~\mathrm{cP\text{-}}30.11~\mathrm{Reg}~2~\mathrm{s}10;~11~\mathrm{Feb}~2000~\mathrm{SR}~7/2000~\mathrm{s}6.$

Retirement benefits re allowances

10.1(1) In this section:

- (a) "allowances" means the total of the following amounts paid to a judge:
 - (i) amounts paid to the judge as chief judge pursuant to subsection 4(1);
 - (ii) amounts paid to the judge as associate chief judge pursuant to subsection 4(2);
 - (iii) amounts of an allowance paid to the judge pursuant to subsection 4(3) or (4);
 - (iv) amounts of an allowance paid to the judge pursuant to section 5;
- (b) "superannuation fund" means the Judges of the Provincial Court Superannuation Fund continued pursuant to section 32 of the Act.
- (2) A retired judge who receives a pension pursuant to *The Provincial Court Pension Plan Regulations* and has made contributions to the superannuation fund with respect to allowances paid to the judge is entitled to receive an additional retirement benefit for life with respect to those allowances, calculated in accordance with subsection (3).
- (3) The additional retirement benefit mentioned in subsection (2) is an annual amount P calculated in accordance with the following formula:

$$P = 0.03 \times A$$

where A is the amount of the allowances paid to the judge with respect to which the judge has made contributions to the superannuation fund.

 $23\ \mathrm{Jan}\ 2009\ \mathrm{SR}\ 1/2009\ \mathrm{s6};\ 13\ \mathrm{Feb}\ 2015\ \mathrm{SR}\ 8/2015\ \mathrm{s6}.$

Retirement benefits - certain judges

- 11(1) This section applies only to judges appointed after September 30, 1978 and before December 13, 1985.
- (2) A retired judge is entitled to receive a pension and additional retirement benefits for life in an annual amount equal to 70% of the average annual salary received by the retired judge during the retired judge's three years of highest salary, commencing on the first day of the month following the month in which he or she ceases to be a judge, where the retired judge:
 - (a) was 50 years of age or less on the day of his or her appointment;
 - (b) in the opinion of the council, was engaged in the actual practice of law for 10 years prior to the day of his or her appointment;
 - (c) on the day of his or her appointment, was a member in good standing of the bar of one of the provinces of Canada and had been a member for at least 10 years before the day of his or her appointment;
 - (d) on or after attaining the age of 65 years, ceases to be a judge; and
 - (e) immediately prior to the day on which he or she ceases to be a judge, has served continuously for at least 15 years as a judge.

(3) The amount paid as an additional retirement benefit is the amount calculated pursuant to subsection (2) less the amount paid as a pension pursuant to section 4 of *The Provincial Court Pension Plan Regulations*.

14 May 99 cP-30.11 Reg 2 s11.

Early retirement

- **12**(1) Subject to section 13, a retired judge who receives a pension pursuant to section 5 of *The Provincial Court Pension Plan Regulations* is entitled to receive an additional retirement benefit for life, calculated in accordance with subsection (3).
- (2) The total of the pension and additional retirement benefit mentioned in subsection (1) is an annual amount ERP calculated in accordance with the following formula:

$$ERP = P - [N \times (0.05 \times P)]$$

where:

P is the amount P calculated in accordance with subsection 10(2); and

N is the number obtained by subtracting the retired judge's age from 58.

(3) The amount paid as an additional retirement benefit is the amount calculated pursuant to subsection (2) less the amount paid as a pension pursuant to section 5 of *The Provincial Court Pension Plan Regulations*.

14 May 99 cP- 30.11 Reg 2 s 12; 21 Feb 2003 SR 5/2003 s 6.

Early retirement - April 1, 2009 and after

- **12.1**(1) Subject to section 13, a retired judge who receives a pension pursuant to subsection 5.1(2) of *The Provincial Court Pension Plan Regulations* is entitled to receive an additional retirement benefit for life, calculated in accordance with subsection (3).
- (2) The total of the pension and additional retirement benefit mentioned in subsection (1) is an annual amount ERP calculated in accordance with the following formula:

$$ERP = P - [N \times (0.05 \times P)]$$

where:

P is the amount P calculated in accordance with subsection 10(2); and

N is the lesser of:

- (a) the number obtained by subtracting the retired judge's age from 60; and
- (b) the number obtained by subtracting the total of the retired judge's age and the retired judge's years of contributory service from 80.
- (3) The amount paid as the additional retirement benefit mentioned in subsection (1) is the amount calculated pursuant to subsection (2) less the amount paid as a pension pursuant to subsection 5.1(2) of *The Provincial Court Pension Plan Regulations*.

23 Jan 2009 SR 1/2009 s7.

Early retirement - certain judges

- **13**(1) A retired judge is entitled to receive a pension and additional retirement benefits for life in an annual amount equal to 70% of the average annual salary received by the retired judge during the retired judge's three years of highest salary, where:
 - (a) the retired judge:
 - (i) has served for at least 18 years as a judge prior to the day on which he or she ceases to be a judge; and
 - (ii) ceases to be a judge on or after attaining the age of 58 years; and
 - (b) the total of the retired judge's age in years and years of contributory service equals 80 or more.
- (2) The amount paid as an additional retirement benefit is the amount calculated pursuant to subsection (1) less the amount paid as a pension pursuant to section 5 of *The Provincial Court Pension Plan Regulations*.

14 May 99 cP-30.11 Reg 2 s13.

Payments to spouse

- **14**(1) Where a judge dies while holding office leaving a spouse, the spouse is entitled to receive during the spouse's lifetime the greater of:
 - (a) the amount the spouse would have received pursuant to subsection (4) if the judge had retired on the day on which the judge died; and
 - (b) 35% of the average annual salary received by the judge during:
 - (i) the judge's three years of highest salary; or
 - (ii) where the judge has less than three years of service, the judge's total years of service.
- (2) Where the amount paid to a spouse pursuant to section 6 of *The Provincial Court Pension Plan Regulations* is less than the amount calculated pursuant to subsection (1), the spouse is entitled to receive an additional retirement benefit equal to the amount by which the amount calculated pursuant to subsection (1) exceeds the amount paid pursuant to section 6 of *The Provincial Court Pension Plan Regulations*.
- (3) Where a judge dies while holding office leaving a spouse, the spouse is entitled to receive a lump sum payment equal to one-sixth of the judge's annual salary.
- (4) Where a retired judge dies leaving a spouse and, at the time of death, is in receipt of additional retirement benefits or is entitled to additional retirement benefits pursuant to these regulations, the spouse is entitled to receive during the spouse's lifetime 60% of the additional retirement benefits that the retired judge was receiving or would have been entitled to receive.
- (5) Additional retirement benefits payable pursuant to subsection (2) or (4) commence on the first day of the month following the month in which the death of the judge or retired judge occurs.

 $14~{\rm May}~99~{\rm cP\text{-}}30.11~{\rm Reg}~2~{\rm s}14;~11~{\rm Feb}~2000~{\rm SR}~7/2000~{\rm s}7.$

Annuity and benefit adjustments

14.1(1) In this section:

- (a) "adjusted amount" means an amount adjusted pursuant to subsection (4) for the purposes of clause (3)(a) or (b);
- (b) "adjustment date" means, with respect to a calendar year, April 1 in that year;

(c) "annuity entitlement" means:

- (i) the amount of an annuity to which a judge would be entitled pursuant to section 8 on an adjustment date if the judge had commenced receiving an annuity on the day on which the judge became a retired judge; or
- (ii) if the amount described in subclause (i) was adjusted pursuant to this section on the immediately preceding adjustment date, the adjusted amount as determined on that date;

(d) "annuity payment" means:

- (i) the amount of an annuity that is payable pursuant to section 8 to a retired judge, or the spouse of a retired judge, who has commenced receiving an annuity; or
- (ii) if the amount described in subclause (i) was adjusted pursuant to this section on the immediately preceding adjustment date, the adjusted amount as determined on that date;

(e) "benefit entitlement" means:

- (i) the amount of an additional retirement benefit to which a judge would be entitled pursuant to section 10, 11, 12 or 13 on an adjustment date if the judge had commenced receiving an additional retirement benefit on the day on which the judge became a retired judge; or
- (ii) if the amount described in subclause (i) was adjusted pursuant to this section on the immediately preceding adjustment date, the adjusted amount as determined on that date;

(f) "benefit payment" means:

- (i) the amount of an additional retirement benefit that is payable pursuant to section 10, 11, 12, 13 or 14 to a retired judge, or the spouse of a retired judge, who has commenced receiving an additional retirement benefit; or
- (ii) if the amount described in subclause (i) was adjusted pursuant to this section on the immediately preceding adjustment date, the adjusted amount as determined on that date;

- (g) "pre-benefit adjustment period" means the period beginning on the day on which a judge becomes a retired judge and ending on the day on which the retired judge commences receiving an annuity or an additional retirement benefit, as the case may be.
- (2) This section applies to judges who become retired judges on or after April 1, 2003.
- (3) On and from April 1, 2004, the following amounts shall be adjusted annually on the adjustment date in accordance with this section:
 - (a) the amount of any annuity payment or benefit payment of a retired judge or the spouse of a retired judge;
 - (b) the amount of any annuity entitlement or benefit entitlement of a retired judge.
- (4) Subject to subsections (6) and (7), for the purposes of subsection (3), an adjusted amount is the amount A calculated on the adjustment date for a calendar year, in accordance with the following formula:

$$A = P + I$$

where:

P is the amount of the annuity payment, annuity entitlement, benefit payment or benefit entitlement to be adjusted; and

I is the amount of the adjustment, determined in accordance with subsections (6) and (7).

(5) For the purposes of subsection (6), the annual increase in the consumer price index is the value C calculated in accordance with the following formula:

$$C = (CPI_1 \div CPI_2) - 1$$

where:

 CPI_1 is the consumer price index for the year immediately preceding the year in which the adjustment is being made; and

 $\mathrm{CPI}_{_2}$ is the consumer price index for the year immediately preceding the year for which $\mathrm{CPI}_{_1}$ is determined.

- (6) For the purposes of subsection (4):
 - (a) if the value of C is zero or less than zero, the amount of I is zero;
 - (b) if the value of C is greater than zero but not more than 0.05, the amount of I is calculated in accordance with the following formula:

$$I = P \times 0.75 \times C$$

where P is the amount of the annuity payment, annuity entitlement, benefit payment or benefit entitlement to be adjusted; and

(c) if the value of C is greater than 0.05, the amount of I is calculated in accordance with the following formula:

$$I = (P \times 0.75 \times 0.05) + [P \times 0.5 \times (C - 0.05)]$$

where P is the amount of the annuity payment, annuity entitlement, benefit payment or benefit entitlement to be adjusted.

- (7) For the purposes of subsection (4), if the period for which an adjusted amount is being calculated is less than a full year, the amount I determined in accordance with subsection (5) is to be multiplied by the fraction N/12, where N is the number of months in the calendar year:
 - (a) in which annuity payments or benefit payments were made; or
 - (b) that constituted part of a pre-benefit adjustment period.

21 Feb 2003 SR 5/2003 s7.

Payments to children

- **15**(1) Subject to subsection (2), the amount payable to a child of a judge or retired judge pursuant to section 24 of the Act is 30% of the amount that would have been payable to a spouse in accordance with section 14 of these regulations and section 6 of *The Provincial Court Pension Plan Regulations*.
- (2) The total amount payable to all children of a judge or retired judge pursuant to section 24 of the Act must not exceed 120% of the amount calculated pursuant to subsection (1) and must be divided equally among them.

14 May 99 cP-30.11 Reg 2 s15.

Additional retirement benefit entitlement at death

16 Where a retired judge who is receiving an additional retirement benefit dies, an amount equal to a one-month portion of the annual amount of the additional retirement benefit is payable to the retired judge's estate, notwithstanding that the amount payable in arrears is less than a one-month portion of the annual amount of the additional retirement benefit.

14 May 99 cP-30.11 Reg 2 s16.

Optional form of benefit

16.1(1) In this section, "additional retirement benefit" means any additional retirement benefit that may become payable to a judge pursuant to these regulations with respect to the judge's service pursuant to the Act, and includes any amount that may become payable pursuant to these regulations to any other person with respect to the judge's entitlement to an additional retirement benefit.

- (2) If a judge elects, pursuant to section 10.1 of *The Provincial Court Pension Plan Regulations*, to receive an optional form of pension, the judge is entitled to receive an additional retirement benefit calculated in accordance with this section in lieu of all other additional retirement benefits to which the judge is or may become entitled.
- (3) The value of the additional retirement benefit mentioned in subsection (2) is the amount ARB calculated in accordance with the following formula:

$$ARB = A - B$$

where:

- (a) A is the total of:
 - (i) the value of the benefits, as defined in section 10.1 of *The Provincial Court Pension Plan Regulations*, to which the judge would have been entitled if the judge had not made an election pursuant to that section; and
 - (ii) the value of the additional retirement benefits to which the judge would have been entitled pursuant to these regulations if the judge had not made an election pursuant to section 10.1 of *The Provincial Court Pension Plan Regulations*; and

B is the value of the optional form of pension to which the judge is entitled pursuant to section 10.1 of *The Provincial Court Pension Plan Regulations*; and

- (b) all of the values mentioned in clause (a) are determined:
 - (i) in accordance with generally accepted actuarial principles; and
 - (ii) using the economic and demographic assumptions contained in the most recent actuarial valuation of the pension plan established for the purposes of Part III of the Act.
- (4) If a judge makes an election mentioned in subsection (2):
 - (a) the choices that the judge makes pursuant to subsection 10.1(5) of *The Provincial Court Pension Plan Regulations* for the purposes of that election apply, with any necessary modification, to an additional retirement benefit to which the judge is entitled pursuant to this section; and
 - (b) no person is entitled to any additional retirement benefit or other benefit with respect to the judge's entitlement to an additional retirement benefit, other than to an additional retirement benefit provided pursuant to this section.

21 Feb 2003 SR 5/2003 s8.

Appendix

TABLE 1 [Subsection 8(4)]

Time (in years) remaining to normal date of retirement	Factor
15	.303
14	.324
13	.346
12	.371
11	.398
10	.428
9	.461
8	.498
7	.538
6	.583
5	.633
4	.689
3	.752
2	.824
1	.906
0	1.000

 $14~{\rm May}~99~{\rm cP}\text{-}30.11~{\rm Reg}~2.$

TABLE 2 $[Subsection \ 8(5)]$

Time (in years) remaining to normal date of retirement	Factor
10	.453
9	.486
8	.523
7	.564
6	.608
5	.657
4	.712
3	.772
2	.839
1	.915
0	1.000

 $14~{\rm May}~99~{\rm cP}\text{-}30.11~{\rm Reg}~2.$