

**TENTATIVE AGREEMENT
PROPOSED MEMORANDUM OF UNDERSTANDING**

Between

County of Tulare

and

Service Employees International Union, Local 521

(Units 1, 2, 3, 4, 6, & 7)

July 1, 201719 - June 30, 201921

Resolution No. 2017-0558 Agreement No. 28212

**TULARE COUNTY
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COUNTY OF TULARE AND SEIU, LOCAL 521**

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ARTICLE 1 RECOGNITION

This Memorandum of Understanding (MOU), hereinafter referred to as "MOU", is entered into between the COUNTY OF TULARE, hereinafter referred to as the "County", and Service Employees International Union, SEIU LOCAL 521, hereinafter referred to as the "Union". This MOU incorporates by this reference all appendices and/or side letters attached.

Pursuant to California Government Code #3500 - 3511 and the Tulare County Employment Relations Policy, the County of Tulare, hereby, recognizes SEIU, Local 521 as exclusive representative for the established Bargaining Units identified herein:

Unit 1 - Clerical and Related

Unit 2 - Crafts & Trades

Unit 3 - Technical & Vocational

Unit 4 - Social Services

Unit 6 - Health Services

Unit 7 - Supervisors & Staff Management

The County agrees that the Union also, represents all benefited, occupied, allocated positions of less than 1.0 Full-Time Employee (FTE) in the above identified units. The Union agrees that no extra-help positions are represented.

ARTICLE 2 PURPOSE

Inherent in the relationship between the County and its employees is the obligation of the County to continue to deal justly and fairly with its employees and of the employees to continue to cooperate with their fellow employees and the County in the performance of their public service obligation.

It is the purpose of this document to promote and provide for harmonious relations, cooperation, and understanding between the County and the employees covered herein, to provide for an orderly and equitable means of resolving any misunderstanding or differences which may arise under this MOU; and to set forth the full understanding of the parties reached as a result of good faith bargaining.

ARTICLE 3 MANAGEMENT RIGHTS

After discussion and due consideration, the County and SEIU recognize and agree that, except as expressly provided herein, the County shall solely and exclusively retain all other rights and authority necessary for it to manage the affairs of the County in all of its various services and other aspects, including, but not limited to the following rights:

- To direct the working forces, including scheduling and assigning work, overtime, and work hours;
- To determine and modify the organization of the County and its constituent work units;
- To determine the nature, standards, levels and mode of all operations and services to be offered by the County;
- To determine the methods, means, organization, and kind of personnel by which such operations and services are to be provided;
- To determine whether goods or services should be made, purchased contracted for;
- To direct employees, including to hire, promote, assign, and transfer employees, or to demote, suspend, discipline, discharge, relieve or take other disciplinary against employees due to lack of work, lack of funds or other legitimate reasons;
- To establish, implement, and enforce reasonable rules and regulations consistent with the law, the County's Employment Relations Policy, other regulatory bodies, and existing practices in order to maintain efficient operations within the County; and
- To revise or eliminate existing methods, equipment or facilities;

Decisions under this section shall not be subject to the grievance procedure provided in Article 14. To the extent that any of the items that are cited in this article have separate language in other articles in this MOU,

those such articles shall be subject to the grievance procedure for resolution.

ARTICLE 4 CONTRACTING OUT

The County agrees to notify the Union of its intent to issue request for proposals and/or request for quotes for the contracting of the performance of County services when those services are currently being performed by incumbents of classifications covered by this MOU. This notification shall be provided as soon as practicable with the goal of providing ten (10) days' notice prior to the dissemination of an RFP and/or RFQ. This notice shall not apply to existing contracts or the periodic renewal thereof. RFP's and RFQ's not requiring advance approval from the Board shall not be covered by this provision.

The County will meet and confer with the Union as required by law.

ARTICLE 5 COMMUNICATIONS AND WORK ACCESS

Bulletin Boards and Communications

The County agrees to allow the Union to use the County official bulletin boards for purpose of posting notices of Union meetings, Union elections and election returns, Union appointments to office and Union recreational or social affairs in Departments where the Union has represented members. The Union agrees that notices shall not include encouragement of any job actions against the County; political endorsements or political statements of candidates running for government offices; or any content that would otherwise violate County policy. Material encouraging employee job actions shall not be posted. The Union agrees to limit the posting of such notices to its bulletin board space and shall bear responsibility for the content of the literature. The County may reject or remove any and all postings which the Human Resources Director determines to be not in compliance with these requirements.

The County agrees the Union can post materials that bear the official letterhead and/or logo, provided that at such time that a posting is removed in accord with this article, the following procedure will be reinstated:

All postings will be submitted to the Human Resources Director for review in advance of the posting. Authorized postings will be stamped by the Human Resources department as soon as administratively possible and will be returned to the Union for posting.

Orientation Presentation

A factual presentation of the rights and responsibilities of employees shall be presented by the County in each new employee orientation ~~session meeting~~. This shall include the naming of the certified representative of each bargaining unit. If on file in the County Enterprise Payroll System, the Human Resources & Development department will supply the Union with the names, job titles, departments, and work locations, work, home, and personal cellular telephone numbers, home addresses, and personal email addresses of each new employee in electronic format as soon as administratively possible within 30 days of hiring the employee, and once quarterly for all employees in the bargaining unit.

The Union will be given ~~reasonable advance notice~~ ten (10) days notice of group orientation meetings and be provided the names and bargaining unit of any new hires in bargaining unit(s) covered by this MOU expected to attend the new employee orientation session. ~~a~~ A representative of the Union will be invited into the meeting room and introduced by a staff member from HR&D at the conclusion of the formal orientation prior to the dismissal of the group. The HR&D representative will also inform the employees that if their

classification is represented by SEIU, then the representative would like to speak with them after the orientation. After such introduction and announcement, the HR&D representative shall announce that the formal orientation is concluded and that if they are not meeting with a Union representative they are dismissed. The SEIU representative may then meet with the new SEIU represented unit employees in the orientation meeting room in a small group or individually for fifteen (15) minutes after the conclusion of the orientation meeting.

Work Location Access

The Union shall be able to designate fifteen (15) representatives (SEIU employees) for access to County work sites. The County agrees to allow authorized Union staff access to those employee lunch rooms which are used by employees in Units represented by the Union. A lunch room is defined as a specific space designated by the County for employees to take their meal break. Unofficial lunch rooms, rooms used by employees but not designated as lunch rooms are not lunch rooms for the purposes of this article. For County departments which have secured or safety sensitive locations, the County will provide alternative meeting locations. Lunch room access shall only be before and after work and during designated lunch periods and shall be for the purpose of disseminating information to and servicing represented employees. Such access shall not be used to promote or encourage job action(s). The Union shall provide the Human Resources & Development department with a list of authorized names at least five (5) days prior to the representatives' date of desired access in order to ensure departmental notification.

Authorized Union representative access to work locations for the purpose of investigating grievances as prescribed herein. The County agrees to provide a current listing of work locations and scheduled lunch times for employees represented by the Union.

ARTICLE 6 EMPLOYEE ORGANIZATION TIME OFF

Meetings with Management

The Human Resources and Development Department (HRD) will represent the County in all meetings between Union Employee Representatives and the County addressing labor-management issues except when the Human Resources Director delegates such representation to departmental representatives. When a meeting is with the Human Resources Department, HR&D may ask management representatives of individual departments to attend in order to address issues specific to those Departments. The Union may request through HR&D that management representatives of individual departments attend. Such meetings may be requested by either party and shall be subject to mutual agreement of the parties.

The County and the Union agree that except in emergencies, meetings between the Union and County management will be arranged at least one week in advance and in no case later than two weeks. The HR&D Department will arrange for the Employee Representatives' release time including a reasonable amount of travel time with affected department management.

The Union shall notify the HR&D Department of the Union Employee Representatives, not to exceed a total of five (5) employees it desires to have released. The Union may also request participation by a management representative from an affected department, if any.

Employee Organization Time Off

The President, Vice President(s), Officers, Directors, or Stewards; hereafter called Union Employee Representatives as they are employed by the County, may upon written request of the organization, be granted temporary time off with pay not to exceed a total of thirty-five (35) hours times the number of Units covered by this agreement per fiscal year. Such time may be used for any union business except the investigation of grievances. Sufficient advance notice shall be provided to the Human Resources Director so

that release time may be arranged with the affected department(s). Release time for negotiations shall not be counted against the annual time allotment.

Union Employee Representatives

The Union shall be entitled to have a maximum of thirty (30) Union Employee Representatives, including the above-cited employee officers of the Union, to act as agents of the Union. The Union agrees to notify the County of the names of their Union Employee Representatives by Department/Agency and by location at the beginning of each contract year and on a quarterly basis as new Union Employee Representatives are selected. Notification shall be made to the Human Resources and Development Department. The HR&D Department shall notify the Union of the appropriate management representatives in each Department to be contacted by the employee representative(s) in carrying out his/her duties.

Only the thirty (30) Union Employee Representatives so designated pursuant to this section shall be recognized by the County to represent the Union in its dealings with the County.

The union may use any title or designation including Steward or Chief Steward for the Union Employee Representatives authorized under this section. The Union agrees that the County may rely upon representations, written or oral, made by any such Steward, Chief Steward or Union Employee Representative as an official communication or position of the Union.

Successor MOU Negotiations Release

The Chapter President, Chapter Secretary, and one employee from each of the units that SEIU represents shall be part of SEIU's successor MOU negotiations group. Upon commencing negotiations, SEIU may provide the County with the names of two (2) alternate employees that may participate if any members are absent. The County will provide a reasonable amount of time for employees to travel to and from the negotiations meetings.

Grievance Release Time – Investigation

The Union will be allowed a maximum of twenty-four (24) hours annually to investigate grievances and/or to observe working conditions stemming from grievances. Designated Union Employee Representatives may receive up to a maximum of two (2) hours of release time per grievance for investigative purposes, based on the twenty-four (24) hour annual limitation.

The Union Employee Representative will secure advance approval from his or her supervisor to conduct a grievance investigation in accord with this section. The supervisor, having first verified through HR&D that a balance of release time is available may then grant the request and shall thereafter confirm the actual time used, document and report as directed by HR&D. The request for such release time shall not unreasonably be withheld, provided however, operational necessity is grounds for not approving such requested release time.

The Union agrees to provide reasonable advance notice of grievance investigation visitations but in no event less than 72 hours to the Department Head or his designated alternate. The County reserves the right to require that such visitors be escorted. For County departments which have secured or safety sensitive locations, in particular the Sheriff's Department; Probation Department; District Attorney's Office(s); Child Support; Child Welfare Services; Public Defenders Office(s); and selected divisions of the Health and Human Services Agency; the County will provide alternative meeting locations. With respect to secure and safety sensitive locations agency/department management will meet with the union to determine under what conditions a physical examination of the worksite is relevant to the matter to be investigated. In the event Department/ Agency management refuses to authorize such physical examination the Union may appeal that decision to the Board of Supervisors.

The County and the Union also agree that all parties shall not handle the investigation of the grievance in a manner which promotes dissension and/or disruption in the workplace.

Grievance Release Time for Grievance Processing

For each of the steps in the Grievance process, a Union Employee Representative may represent the grievant at all formal meetings or hearings, including the informal first step with the employee. The Union Employee Representative shall receive advance approval from his or her supervisor and shall be released to participate in each step of the grievance process. There will be no charge to the Employee Organization Time Off or Union Grievance investigation time for these meetings.

Right to Representation Meetings (Weingarten Meetings)

A Union Employee Representative shall be able to represent employees in right to representation meetings. There will be no charge to the Employee Organization Time Off or Union Grievance investigation time for these meetings.

Skelly Meetings

A Union Employee Representative shall be able to represent employees in Skelly meetings. There will be no charge to the Employee Organization Time Off or Union Grievance investigation time for these meetings.

ARTICLE 7

UNIT MEMBERSHIP DUES DEDUCTIONS

~~The County shall exclusively provide the Union a quarterly electronic record in writing quarterly each year from the effective date of this MOU, a list of all employees subject to this MOU. The list shall include name, employee I.D. number, classification, unit, and job location by department as applicable.~~

NON-AGENCY SHOP UNITS

~~Current employee members and employees who join the Union during the MOU shall remain members for at least 12 consecutive months and thereafter may withdraw by notice to the Union and the County annually in July of any year. The withdraw notice must be signed and dated by the employee. This is in accordance with the Union's membership authorization agreement and the employee~~

~~The Union agrees to indemnify and hold harmless the County against all claims, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this Section.~~

AGENCY SHOP UNITS

~~A. Current employees in bargaining Units 3 and 4 who are now Union members shall remain Union members during any period in which SEIU 521 is the recognized bargaining representative, except as provided in Section C below.~~

~~B. Current employees and each employee hired into bargaining Units 3 or 4 as a regular employee after the effective date of the agreement shall choose to:~~

~~(a) become a member in good standing of the Union; or~~

~~(b) satisfy the service fee financial obligations set forth below, unless he/she qualifies for the religious exemption set forth in the Religious Exemption from Agency Fee Obligations below.~~

~~_____ C. _____ During the month of February of any ensuing year following the approval of this MOU by the parties, Union members may elect to convert from membership status to fee payer status by submitting a written statement requesting such conversion to the Union with a copy to the County. Upon receipt of such request, County shall take the necessary steps to change the employee's deduction from membership dues to non-member service fees.~~

Religious Exemption from Agency Fee Obligations

~~_____ A. _____ Any employee who is a member of a bona fide religion, body or sect whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to pay an agency fee. Such employees shall pay by means of mandatory payroll deduction an amount equal to the agency fee to a non-religious, non-labor charitable organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code. Such organization shall be chosen by the employee from the following list of charitable organizations: 1) United Way, 2) Children's Hospital of Central California, or 3) Friends of Tulare County.~~

~~_____ B. _____ If the Union challenges the employee's claim for Religious exemption, the deduction to the charity of the employee's choice will commence but will be held in escrow pending resolution of the challenge in accordance with the Union's dispute resolution procedure.~~

~~_____ C. _____ To qualify for the religious exemption, the employee must provide to the Union, with a copy to the County, an appropriate written statement of objection. The County will implement the change in status within thirty days or usual and customary timeframe unless notified by the Union that it does not accept the requested exemption. The County shall not be made a party to any dispute between the Union and employee pertaining to whether the employee qualifies for the religious exemption.~~

Payroll Deductions and Dues/Fees Remittance

~~_____ A. _____ Unless the employee has: a) voluntarily submitted to the County an effective dues deduction request, or b) qualified for exemption upon religious grounds as provided below, the County shall upon receipt of notice from the Union process a mandatory agency fee payroll deduction in the appropriate amount and forward that amount to the Union each pay period.~~

~~_____ B. _____ Employees in bargaining Units 3 and 4 shall be required to pay the agency fee or charitable donation if they cancel Union membership except as otherwise provided herein.~~

~~_____ C. _____ The amount of the fee to be charged shall be determined by the Union subject to applicable law, and shall be an amount not to exceed the normal membership dues and general assessments applicable to Union members.~~

~~_____ D. _____ New employees will be automatically enrolled upon hire as fee payers. Such fee payer status will be changed only upon the County's receipt of a signed Union Membership enrollment card or by receipt of a signed Religious Exemption Declaration. Any deduction changes will be completed as soon as administratively possible. The employee must authorize deduction of membership dues in writing on an enrollment card acceptable to the County and the Union.~~

~~_____ E. _____ The Union shall notify the County in writing of the names and titles of the Union officers or representatives authorized to receive such Agency Shop deductions, and the mailing address to which the County is to send such deductions each pay period. The notification designating these authorized Union representatives shall be signed by the President the local Union and provided the County. No fee payer deduction will be remitted to the Union until the County receives such written authorization.~~

~~F. The County shall provide the Union with each payment, a list of employees paying membership and service fees or charitable deductions.~~

~~The Union shall have the regular dues and other voluntary deductions(s) of its bargaining unit members deducted from their paychecks under the following procedures:~~

~~The Unions is solely responsible for distributing to, and collecting from, employees the dues and voluntary deduction authorization forms. It is the employee's responsibility to submit requests to start or stop dues/voluntary deductions directly to the Union and not to the County. The Union is responsible for maintaining the deduction forms from individual employees. Copies of an individual employee's deduction authorization need not be provided to the County unless a dispute arises about the existence or terms of the authorization. Questions regarding Union membership, dues amounts, and payroll deductions must be directed to the Union and not the County.~~

~~The Union will provide the County an updated, certified deduction list of bargaining unit members who have provided written authorization for deductions. The County will make deductions for only those employees who are in the bargaining unit in accordance with such certified list. The Union will notify the County on a weekly basis of any changes to an employee's deductions, including starting and stopping deductions, or validly cancelling or revoking a deduction authorization, and will provide the County, an updated, certified deduction list noting any specific changes from the last list provided to the County. The County shall not be obligated to put into effect any new, changed or discontinued deduction until a certified list of employees who have provided the Union with deduction authorization forms is submitted to the Payroll department in sufficient time to permit normal processing of the change or deduction. The County will implement the change(s) in the pay period following the County's receipt of such notification. The Union will pay the County's standard administrative fees for payroll deductions, which is currently estimated at \$.03 per employee for all dues paying bargaining unit members, per pay period. Upon written notice from either the County or the Union, the parties agree to reopen and meet within thirty (30) days to discuss either increasing or decreasing administrative fees. Following the County's deductions of these administrative fees, the County will transmit the balance of funds to the Union no later than thirty (30) days after such deductions occur.~~

~~G. In cases where an employee is not paid for a portion of the pay period and her/his salary is insufficient to cover part or all of the withholding of union dues ~~or service fees or charitable contributions~~, or the statutory withholding obligations exceed the withholding of Union dues or service fees or charitable contributions, or the employee is temporarily assigned out of the bargaining unit, there shall be no withholding. In the case of an employee who is receiving long-term leave benefits during a pay period, no deduction shall be made. All legally mandated and statutory tax, required deductions for health care insurance deductions and Section 125 dependent care and medical reimbursement accounts, shall have priority over union dues ~~or service fees or charitable contributions~~ unless the affected employee authorizes otherwise in writing to the Union and the County.~~

~~H. The County shall not be obligated to put into effect any new, changed or discontinued deduction until a payroll deduction card is submitted to the Payroll department in sufficient time to permit normal processing of the change or deduction.~~

~~I. Notification to Non-Member of Agency Fee (Hudson Notice): The Union shall comply with applicable law and regulations regarding disclosure and allocation of its expenses.~~

~~J. In compliance with PERB regulations 32992-32994, the Union shall provide an expeditious appeals procedure for employees who object to the payment of any portion of their representation service fee.~~

Financial Reports

~~The Union shall establish and maintain adequate itemized records of its financial transactions and shall make said records available to the County and to Union members as provided in Government Code Section 3502.5(1).~~

Indemnification/Hold Harmless Clause

~~SEIU 521 agrees to indemnify Tulare County consistent with Government Code Section 3502.5(b). The Union agrees to indemnify and hold harmless the County against all claims, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this Section, including claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Union's representations and certifications regarding employee dues deduction authorizations.~~

This section of the MOU is not grievable.

Term

~~The Agency Shop arrangement shall remain in full force and effect for as long as SEIU 521 is the recognized bargaining representative for units 3 and 4 or unless the agreement is rescinded pursuant to Government Code Section 3502.5(d) or any other statutory provisions that apply.~~

ARTICLE 8 PAYROLL DEDUCTION

~~The County shall collect the Union dues and insurance premiums through payroll deduction. These monies and a list of the employees for whom funds are deducted shall be forwarded to the Union as soon as practicable after such deduction is made. This clause only applies to bargaining units where the Union is the Certified Representative and is subject to related provisions in the County of Tulare Employment Relations Policy.~~

~~The Union agrees to indemnify and hold harmless the County against all claims, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this Section. This clause shall continue in effect during the term of this MOU and while negotiations are continuing and impasse has not been declared.~~

ARTICLE 8 ABUSE OF CONDUCT

The County and the Union agree that "bullying" and "abusive conduct" should not occur in the workplace. For purposes of this section, "bullying" or "abusive conduct" means conduct of an employer or employee in the workplace with malice that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious. That behavior can be from a supervisor to an employee, or the other way around. It also can occur between employees, or even come from a third party who visits the workplace.

**ARTICLE 9
NON-DISCRIMINATION**

There shall be no discrimination against any person because of race, color, religion, national origin, sex, sexual orientation, creed, political affiliation, ancestry, marital status, age, physical disability, or mental disability or any other criteria prohibited by law, either by the County or the Union.

The County and the Union agree that they shall not interfere with, intimidate, restrain, coerce or discriminate, and shall not take adverse action against any employee in his/her free choice to participate or join or refuse to participate or join the Union, or in an employee's choice to represent himself/herself in regard to his/her employment relations with the County.

**ARTICLE 10
COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT (ADA)**

The County and the Union recognize their obligation under the Americans with Disabilities Act (ADA). The County and the Union recognize that reasonable accommodations may need to be made in order to comply with the ADA. Each party recognizes its obligation not to frustrate any effort towards such an accommodation. The County and the Union agree that each situation will be evaluated on a case by case basis and it is agreed that any accommodation that is made in order to comply with the ADA will be limited to that particular employee and will not create any obligation to accommodate any other employee requiring accommodation in a particular manner.

**ARTICLE 11
EMPLOYEE RIGHT TO REPRESENTATION**

Any represented employee covered by this agreement has a right to representation by the Union at a meeting with a supervisor which involves disciplinary proceedings. If such a meeting is set, the employee shall be verbally notified of same and of their rights under this section.

**ARTICLE 12
EMPLOYEE RIGHT TO KNOW**

If a complaint or accusation against an employee is documented, the employee should be informed within ten (10) working days. If an investigation is conducted, the investigated employee need not be informed until the investigation is completed. When the investigation is completed the employee should be informed of the results within ten (10) working days. Upon being informed the employee may respond orally or in writing.

ARTICLE 13 DISCIPLINARY PROCEDURES

NOTICE OF PROPOSED DISCIPLINE

Employees who are subject to proposed discipline will receive written notice of the intention to discipline (commonly called Skelly Notice). Such notice shall include the reasons for the recommended action, the right to have Union representation, and the right to respond in writing or in person.

13.1 EMPLOYEE RIGHT TO RESPOND (commonly called the Skelly Review):

- A) At any time prior to the effective date, the employee subject to the proposed discipline may respond in writing to rebut the charges against him/her, or to state any mitigating circumstances; or, the employee may request an informal review by the Appointing Authority. The Appointing Authority will review the written record, including written statements and documents presented by the employee, discuss the proposed discipline with the Department Head, and determine whether the proposed action should be made final, should be modified to a lesser penalty, or should be withdrawn. While conducting his review, the Appointing Authority may meet with the employee and his/her representative and anyone else the Appointing Authority may deem appropriate to his review. The decision of the Appointing Authority is binding on the Department Head. The Appointing Authority may delegate this review to anyone he or she deems appropriate except someone who is otherwise directly involved in the administration or review of this proposed action.

- B) Reduction in pay, in lieu of suspension, shall be treated as its equivalent suspension.

- C) The Nature of the Appeal (Skelly) Review: The Appointing Authority will review the employee's response, the written record, including documents presented by the employee, discuss the proposed discipline with the Department Head or involved human resources staff, and may make further inquiries for the purpose of determining whether the proposed action should be made final, or should be modified to a lesser penalty, or should be withdrawn.

- D) The Post-Review Decision: The Appointing Authority will communicate his/her decision in writing to the involved appointing authority and send a copy to the employee. The decision of the Appointing Authority shall be final and binding on the County and the employee. The appointing authority shall then promptly serve the employee with a final notice of the discipline to be imposed.

When in the judgment of the Human Resource Director the appointing authority has been privy to the detailed basis, and such knowledge would negatively impact the review process for the proposed discipline, the Human Resources Director may require a substitute Skelly Officer such as the Assistant County Administrative Officer or similar managerial position.

13.2 FINAL NOTICE OF DISCIPLINARY ACTION

Following issuance of the decision from the above review, the appointing authority shall prepare a Final Notice of Disciplinary Action which shall include the information provided in the Proposed Notice updated and/or adjusted to reflect the results of the above Appointing Authority review in a manner as prescribed by the Human Resources Director, or shall advise the Human Resources Director that no action will be taken, as appropriate. The notice shall be delivered to the employee, and a copy filed with the Human Resources Director before the effective date.

13.3 APPEAL OF A FINAL NOTICE OF DISCIPLINARY ACTION

For disciplinary actions consisting of a Formal Written Reprimand; Suspensions of 5 (five) days or less; Reductions in pay of five (5) days or less, such actions shall not be appealable.

For disciplinary actions of Suspensions of six (6) days or more; Reductions in pay of six (6) days or more, Demotions; or Dismissals, shall be subject to appeal, per the "Notice of Appeal" below.

13.4 NOTICE OF APPEAL

An employee may file a written Notice of Appeal in response to a Final Notice of Disciplinary Action, according to the qualifications set forth above. A written Notice of Appeal, in a form acceptable to the Human Resources Director, must be filed with and received by the Human Resources Director within five (5) working days from the effective date of the disciplinary action as stated in the Notice. Failure to file a Notice of Appeal within this specified time period shall be deemed a waiver of any right to appeal the action taken. No exceptions to this failure-to-file time period will be permitted.

The Notice of Appeal must state:

- The reasons for the appeal
- The name of the employee's representative, if any.

Following receipt of a Notice of Appeal, the Human Resources Director shall immediately furnish copies of same, including any other relevant documents, to County Counsel.

A. Statement of Charges - Preparation

Within fifteen (15) calendar days after the receipt of the Notice of Appeal, the County Counsel's Office shall prepare, and file with the Human Resources Director, a Statement of Charges. Such statement shall specify the Rules which the employee is alleged to have violated, and the acts or omissions with which the employee is charged.

B. Statement of Charges - Issuance

Upon the filing of the Statement of Charges, County Counsel shall either cause a copy thereof to be delivered to the employee personally, or sent to the employee by certified or registered mail at the last known mailing address of the employee on file in the Human Resources & Development Department. Included with the Statement of Charges shall be a form entitled "Notice of Defense" which, when completed, signed by or on behalf of the employee, and returned to the Human Resources & Development Department, will acknowledge service of the Statement of Charges.

C. Notice of Defense

Within fifteen (15) calendar days after service upon the employee of the Statement of Charges, an employee may file with the Human Resources Director a Notice of Defense in which the employee may:

1. Request a hearing. If the employee requests a hearing the employee must indicate their estimation for the length of time necessary to present their case.
2. Object to the Statement of Charges on the ground that it does not state acts or omissions upon which the Appointing Authority may proceed.
3. Object to the form of the Statement of Charges on the ground that it is so indefinite or uncertain that the employee cannot identify the transaction or prepare a defense.
4. Admit the Statement of Charges in whole, or in part.

5. Present new matter by way of defense. No exceptions to the time period provided herein shall be permitted.
6. The Notice of Defense must specify every defense that the employee intends to rely upon. The employee shall be bound by the Notice of Defense and may not change the Notice of Defense unless revised as provided for herein. At any time prior to the submission of the matter to the hearing officer, the appellant may amend the Notice of Defense. Such right to amend shall include the right to amend according to proof at the hearing. All parties shall be given written notice thereof, except when the amendment is made according to proof at the hearing. If the amendment presents new matter, the Appointing Authority shall be afforded a reasonable opportunity by the hearing officer to prepare a response thereto.
7. The employee shall be entitled to a hearing on the merits of the charges if the employee files a Notice of Defense, and any such notice shall be deemed a specific denial of all parts of the accusation not expressly admitted. Failure to file a Notice of Defense shall constitute a waiver of the employee's right to a hearing. Unless objection is taken as provided above, all objections to the form of the Statement of Charges shall be deemed waived.
8. The Notice of Defense shall be in writing, signed by, or on behalf of, the employee and shall state the employee's mailing address

13.5 HEARING / Administrative Law Judge:

1. Hearings before an Administrative Law Judge (ALJ) are subject to the availability and schedule of the ALJ. There shall be no back pay for any period beyond sixty calendar days.
2. County Counsel shall contact the State Office of Administrative Hearings and ascertain presently available dates when a Hearing Officer might be available to conduct a formal disciplinary hearing pursuant to these Rules and shall notify the employee of such dates, and of the dates on which the County's representative will be available for the hearing.
3. The employee shall then deliver to County Counsel, within ten (10) calendar days, the employee's choice of the available dates for the hearing. Such dates shall not be inconsistent with the dates provided by the County or indicated to be available by the Office of Administrative Hearings. The employee shall concurrently provide notice of the name and address of any party who might be representing the employee at the hearing.
4. County Counsel shall thereafter give the employee notice of the time, date, and place of the hearing. Said notice shall either be delivered to the employee personally or sent to the employee by certified or registered mail, at the last known mailing address of the employee on file in the Human Resources & Development Department.
5. Should the employee fail to provide a written list of available dates within the timelines indicated above, the appeal shall be dismissed.

The following procedures apply:

- a. The County will obtain from the Office of Administrative Hearings ("OAH") a list of consecutive dates on which ALJs are available to hear an appeal of the estimated duration. The hearing will then

be scheduled, from the OAH list of available dates, on a date or dates when all parties and their representatives are available.

b. A mandatory pre-hearing conference shall be scheduled by agreement between the County Counsel's office and the employee and his or her representative, if any, not less than sixty (60) days prior to the date set for the hearing. County Counsel shall initiate this process. If the parties are not able to agree to a date for the pre-hearing conference, the date shall be set by the OAH.

c. Appellant's failure to appear at the hearing, or failure on more than one occasion to cooperate with the scheduling of the hearing, the pre-hearing conference procedures, or to abide by the hearing processes necessary to enable the matter to be timely heard, without good cause as determined by the ALJ, shall result in forfeiture of the case or be deemed an abandonment of the appeal.

The County will provide written notice to the employee and his/her representative upon the first incidence of failure to cooperate. If, within five workdays, the employee fails to correct the problem that triggered the notice, such failure shall be deemed a separate incidence of failure to cooperate.

d. The hearing will be closed to the public unless the employee requests in writing that it be open to the public. Notwithstanding, where a hearing is open, either party may request that the ALJ close portions of the hearing where sensitive or confidential or sensational material may be presented or discussed.

e. Although it is the employee who is appealing the disciplinary decision, the burden of proof is on the appointing authority regarding the facts upon which the discipline was based and the correctness of the penalty imposed.

f. All witnesses who are not parties may be excluded from the hearing by the hearing officer except when testifying. If the employee does not testify in his or her behalf, the employee may be called and examined as an adverse witness. All testimony shall be taken under oath or affirmation.

g. The hearing is not required to be conducted according to technical rules relating to evidence and witnesses. Any evidence upon which reasonable persons might rely in the conduct of their everyday affairs may be admitted. Subject to the provisions herein regarding pre-hearing conferences, any relevant evidence shall be admitted if it is the sort of evidence which responsible persons are accustomed to rely upon in the conduct of serious affairs. Hearsay evidence may be used only for the purpose of explaining or supplementing other evidence, or where otherwise corroborated. Persons who provide direct testimony may be called by the other party for cross-examination under oath. Cross examination shall be limited to those areas covered in their prior testimony, unless the ALJ permits otherwise. The ALJ controls which evidence is admitted, and may exclude evidence which is irrelevant, cumulative or otherwise found to be not probative.

h. The proponent of any evidence is responsible to obtain and present clean and legible evidence in sufficient copies for all parties, including the ALJ, and for the court reporter.

i. The ALJ may take official notice of any matter which maybe judicially noticed.

j. Each party shall have the right to subpoena witnesses. The Board of Supervisors, of Office of Administrative Hearings, will, on request, issue in blank subpoenas.

k. Except for rebuttal testimony, modification of position statements or newly discovered facts, documents of witnesses, or information not shared at the pre-hearing conference shall not be

presented to or considered by the ALJ. The ALJ may, but is not required to, modify this provision and permit such evidence for good cause and in a manner which is fair to both parties.

l. All testimony is to be taken under oath or affirmation. A certified Court Reporter shall record all testimony.

m. The ALJ shall prepare a record of the proceedings, and shall, within thirty (30) days of the completion of the hearings, prepare recommended findings, conclusions and a recommended decision. The hearing officer shall promptly file the record of the proceedings and the recommended findings, conclusions and decisions with the Board of Supervisors.

n. Within a reasonable time, but no sooner than one week nor longer than thirty (30) calendar days, after filing of the recommended findings, conclusions and decision, the Board of Supervisors shall, after a review of the record, adopt such recommended findings, conclusions and decision, or shall reject the recommendations in whole or in part, and adopt its own findings, conclusions and decision. The Board of Supervisors shall affirm, modify or reverse the order of the Appointing Authority. The decision of the Board of Supervisors shall be final and not subject to rehearing or reconsideration.

o. The Clerk or the Board of Supervisors shall provide written notice of the decision of the Board of Supervisors to County Counsel, to the involved appointing authority, and to the employee. That notice shall recite. (Writ issue)

p. Judicial review of a decision of the Board of Supervisors made after a hearing pursuant to this Rule shall be made pursuant to Section 1094.6 of the Code of Civil Procedure of the State of California, if the Board determines that the employee shall be dismissed, demoted or suspended. The method of judicial review, the time limits for judicial review, and all of the other provisions of said Section 1094.6 shall govern such judicial review. When giving written notice to the employee of the decision of the Board of Supervisors, the Board shall provide notice to the employee that the time within which judicial review must be sought is governed by said Section 1094.6.

For purposes of this article, all mail shall be deemed received within five (5) business days of mailing.

ARTICLE 14 GRIEVANCE PROCEDURE

A. DEFINITION, SCOPE AND RIGHT TO FILE

A grievance is a claimed violation, misinterpretation, inequitable application or non-compliance with provisions of a County:

- 1) Collective bargaining agreement,
- 2) Ordinance,
- 3) Resolution,
- 4) Written Rule,
- 5) Written Regulation, and/or
- 6) Written Policy.

The following are not grievable through this process:

- 1) Matters, such as Disciplinary Actions and Performance Evaluations, reviewable under some

- other established County administrative appeal procedure;
- 2) Employment examinations;
 - 3) Appointments to a position;
 - 4) The Board of Supervisors exercise of legislative or judicial authority and the authority to appropriate funds and adopt the budget; and/or
 - 5) Discrimination complaints reviewable under the County's discrimination complaint procedure.

A grievance may be filed by an employee in his or her own behalf, or jointly by any group of employees. At the employee's request, a Union Employee Representative may assist in the preparation of the grievance during non-work time. The County shall post an electronic copy of the grievance form on the County's internet and/or intranet site(s), as soon as administratively possible.

B. DISCRIMINATION COMPLAINTS

Discrimination complaints shall be handled in accordance with Personnel Rule 14.

C. INFORMAL GRIEVANCE

Within ten (10) work days of the event giving rise to the grievance, the grievant shall present the grievance informally for disposition by the immediate supervisor or at any appropriate level of authority within the department. Provided however, if the grievant could not have reasonably known of the event giving rise to the grievance the grievant may file a timely grievance after five working days but in any event no later than 30 calendar days after the event giving rise to the grievance. The immediate supervisor (or other appropriate level of authority) shall respond informally within ten (10) work days. Presentation of an INFORMAL grievance shall be a prerequisite to the institution of a formal grievance.

D. FORMAL GRIEVANCE

Step 1

If the grievant believes that the issue(s) of the grievance have not been resolved within ten (10) work days of the informal presentation he or she may initiate a formal grievance within ten (10) work days thereafter. A formal grievance can be initiated by completing and filing a County Employee Grievance Form with the Human Resources & Development Department. The form shall contain:

- 1) Name(s), class title(s), department(s) and mailing address(s) of the grievant(s);
- 2) A clear statement of the nature of the grievance (citing the applicable ordinance, rule, regulation, or contract language);
- 3) The date upon which the event giving rise to the alleged grievance occurred;
- 4) The date upon which the informal discussion with the supervisor or department management took place;
- 5) A proposed solution to the grievance;
- 6) The date of the grievance form;
- 7) The signature of the grievant(s); and

- 8) The name of the organization, if any, representing the grievant followed by the signature of the organization's representative.

Within ten (10) working days after a formal grievance is filed, the Supervisor or Manager shall investigate the grievance, confer with the grievant in an attempt to resolve the grievance, and make a decision in writing. The ~~department head~~ Appointing Authority may first seek to resolve the issue(s) through a meeting including the grievant and such staff as the grievant's supervisor, a manager of that supervisor and/or a department Human Resources specialist.

Step 2

- a) If the grievance is not resolved in Step 1 to the satisfaction of the grievant, he or she may, within not more than ten (10) work days from his or her receipt of the Supervisor's or Manager's decision, request consideration of the grievance by the Appointing Authority, by so notifying the Human Resources & Development Department in writing.
- b) Within ten (10) work days after such notification, the Appointing Authority shall commence investigation of the grievance, confer with the grievant and other persons affected and their representatives (if any) to the extent he deems necessary, and render a decision in writing.
- c) If the written decision of the Appointing Authority resolves the grievance to the satisfaction of the grievant, it shall end the grievance process.

Step 3

Within ten (10) work days of the Grievant receiving the Step 2 response, the Grievant may request Mediation, which shall be subject to mutual agreement between the Grievant and the Human Resources Director. The parties shall obtain the services of a mediator from the State Mediation and Conciliation Services in an effort to resolve the grievance. If mutual agreement between the Grievant and County is not reached on a resolution to the grievance, the Grievant may file for Step 4 within ten (10) work days of the mediation meeting. If mediation is not agreed to, then the grievant shall file for Step 4 within ten (10) working days of the Human Resources Director's response.

Step 4

- a) A final appeal may be filed by the grievant, in writing, with the Human Resources & Development Department not more than ten (10) work days from receipt of the Step 3 response.
- b) The grievance will be reviewed by the Grievance Panel, which shall serve as the neutral factfinder, consisting of one County employee selected by the grievant, one person appointed by the department and one member appointed by the Board of Supervisors. Persons selected to serve on the Grievance Panel shall not have any personal knowledge or interest in the matter being aggrieved. The Board appointed member shall ~~chair the committee~~ serve as the Panel Chair. The Grievance Panel shall convene within thirty (30) days of the appointment of the Panel.
- c) A grievant shall have the opportunity to present the grievant's argument before the Grievance Panel. The parties shall have the right, but is not required to, submit evidence, call witnesses to provide sworn testimony, and submit legal briefs on the aggrieved matter. The parties shall exchange witness names and contact information, scope of witness testimony, and any other evidence to be presented at the hearing no later than 20 days prior to the date of the hearing. If the grievant chooses to waive these rights, he or she must sign a waiver and acknowledgement that the grievant is knowingly and voluntarily accepting the panel's resolution as final and binding.

d) Failure on the part of the County or the grievant to appear before the Grievance Panel, without good cause as determined by the Panel Chair~~man~~, shall result in forfeiture of the case.

de) The decision of the Grievance Panel shall be made in writing within thirty (30) calendar days after the grievance appeal hearing record conclusion of the appeal hearing has closed. The decision of the Grievance Panel shall be final and binding on all parties, subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.

E. GENERAL CONDITIONS

The Human Resources & Development Department shall act as the central repository for all grievance records. The Human Resources & Development Department will be sent a copy of the decision at each level or step.

Any time limit may be extended only by mutual agreement in writing.

An aggrieved employee may be represented by any person or by the organization certified as the representative for the Representation (Bargaining) Unit in which the aggrieved employee is included. The representative shall be a non-attorney lay advocate unless otherwise mutually agreed in advance that both parties may be represented by attorneys. The representative is entitled to be present at all formal meetings, conferences and hearings pertaining to the grievance.

At any level, in order to provide a timely and appropriate response, the named County official may delegate the handling of the grievance.

At any level, should either party raise a procedural issue such as, but not limited to, whether the other party filed or responded in a timely manner or whether a particular issue falls within the jurisdiction of the grievance procedure; the County Administrative Officer (CAO) shall meet with the parties within five (5) work days solely to hear and rule on the procedural issue(s). The CAO will issue his ruling within five (5) work days. The decision of the CAO shall be final and binding on all parties. The processing of an appeal shall be considered County business with the aggrieved employee and the representative (if a County employee) receiving reasonable release from duty for this purpose without loss of pay.

ARTICLE 15 HEALTH AND SAFETY

In accordance with the requirements of the Occupational Safety and Health Act of 1970, as amended, as outlined in OSHA Mandate No. 3203, the County of Tulare shall provide a safe and healthful work place.

The Board of Supervisors by Resolution No. 78-1093 adopted a Safety Statement for the County which sets out the responsibilities for safety within the County work environment including:

1. The Risk Management has the responsibility for the implementation of loss prevention and safety measures and will utilize and expect to receive full support from all departments of the County.
2. Department Heads will integrate accident prevention and property conservation measures with all operations. The Department Head, Department Safety Representative, or other designee is responsible for administering the Safety Program in each department, arranging Safety meetings, conducting Safety Inspections, and reporting periodically to Risk Management. In addition, the Department Head is responsible for the promotion of prevention of accidents in their areas, for the removal of hazards and the correction of unsound practices as well as department representation at County-wide Safety meetings.

3. Each employee has responsibilities to self, family, fellow workers and employer to practice the standards of property conservation and safety that have been established for the County. Each employee must understand and accept the fact that loss prevention is an important part of the job.

It shall also be the responsibility of every employee to immediately report every safety incident to their supervisor. Each employee is required to read the County Safety Rules and Regulations which are available in every department or from Risk Management. These rules and regulations are contained in Risk Management's Procedures Manual which shall be the governing manual for the safety program.

The annual physical required for a Class A or B Driver's License, when required for County employment, shall be performed by the County at no cost to the employee. It shall be the employee's responsibility to contact the coordinator designated by their department far enough in advance so as to allow reasonable time for the scheduling of the physical.

The Health Department shall provide high risk employees (those regularly in direct contact with patient body fluids) covered by this contract, with the voluntary opportunity for vaccine for Hepatitis B subject to pre-screening for acquired immunity.

The Union shall have three (3) seats on the County-Wide Safety Review Committee. Such representation shall be employees selected by the Union from units 1, 2, 3, 4, 6, or 7.

The Health & Human Services Agency TulareWORKS division has approximately twenty-five (25) employees out-stationed at non-County operated facilities such as hospitals and medical clinics to provide County services. Due to State of California regulatory changes (Title 22), employees working at these sites will now be subject to Tuberculosis (TB) testing. Employees with a positive TB test will be relocated to a TulareWORKS office. Employees that refuse to comply with the TB testing requirement will be relocated to a TulareWORKS office. The cost for the TB test shall be borne by the Agency. The test result shall only be known on a need to know basis and the Agency shall maintain such records on a confidential basis. The Agency shall only provide the hospital or medical clinic with an "Attestation" form that states a negative test result. This testing shall commence following the Board of Supervisors approval of this agreement.

The following classifications in Solid Waste are required to have a current tetanus and Hepatitis B vaccinations: Assistant Refuse Site Supervisor, Engineering Technician I/II/III, Heavy Equipment Mechanic I/II/III, Refuse Equipment Operator I/II, Refuse Site Attendant I/II, and Refuse Site Supervisor. The department shall pay for the costs of the vaccinations.

ARTICLE 16 HEALTH TRAINING

1. Eligibility Criteria

a) Scope

In addition to existing HHSA policy on sponsored educational leave a Physician Assistant, Registered Nurse, Licensed Vocational Nurse, Public Health Nurse or a Nurse Practitioner shall be entitled to five (5) days leave without pay each year to attend courses, institutes, workshops, or classes of an educational nature, provided:

- 1) The employee applies in advance in writing specifying the

course(s), institute(s), workshop(s), or class(es) the employee wishes to attend.

- 2) The employee obtains permission from the Branch Director to attend.
- 3) Such leave shall not interfere with staffing.

b) No Unreasonable Denial

Permission for such educational leave will not be unreasonably denied.

2. Yearly Basis

The covered employee shall be eligible for five (5) days educational leave as provided above on an Anniversary Year basis upon the completion of ninety (90) days of employment.

ARTICLE 17 SENIORITY, SCHEDULES AND ASSIGNMENTS

The appointing authority/Department Head shall consider seniority, workload, and departmental needs in the scheduling of hours, vacation and job assignments.

ARTICLE 18 SCHEDULE CHANGES

Except in emergencies, changes in the normal work schedule for starting times and days off for employees will be posted five (5) working days prior to the effective date of such change.

ARTICLE 19 EMPLOYEE WORK LOCATION

Each employee shall be assigned a work location. Travel time to a work location in a town other than the town of the assigned work location shall be considered time worked. Permanent involuntary changes in an employee's work location from one town to another shall require a two week notice to the employee (except in emergency). When an employee is permanently, involuntarily transferred anywhere more than 20 miles from his/her assigned work location the County shall reimburse the employee at the current County mileage rate for the first two weeks if the distance to the new work location is greater than the distance to the previous work location.

ARTICLE 20 ALTERNATIVE WORK SCHEDULES

An employee or a group of employees may, after discussion with their division manager and upon mutual agreement with their appointing authority/Department Head, establish alternate work schedules and/or work hours including, but not limited to, 4-10 work week or 9-80 bi-weekly work periods. The appointing authority/Department Head may establish "core" work hours and/or work days to meet the needs of the department. This agreement shall be considered consistent with and subject to Personnel Rule 4.3.7.

ARTICLE 21 VOLUNTARY REDUCTION IN HOURS

Upon agreement with the appointing authority/Department Head and approval of the County Administrative Office an employee may reduce his or her working hours. Reductions shall be in increments of eight (8) hours up to a maximum of fifty percent (50%) of the hours normally worked by a similar full time regular employee.

When a vacancy exists in the same or closely similar position in the same classification an employee may restore hours previously reduced. Restoration of hours shall also be in increments of eight (8) hours.

Restoration to full time positions shall be by seniority. Employees who have voluntarily reduced hours shall have the right to restoration of hours prior to employees who have been laid off. A reduction in hours is defined as a voluntary reduction of hours for which employees who reduce hours shall accrue wages and benefits and perform workload assignments on a pro-rata basis.

ARTICLE 22 PERSONNEL FILES

Employee(s), or a Union staff representative with the written consent of the employee(s), shall be entitled to review the contents of their official departmental or County Personnel file at reasonable intervals, upon request, during hours when the Human Resources & Development Department is open for business. Such review shall not interfere with the normal business of the department.

No disciplinary document (i.e. Formal Reprimand, Notice of Proposed Disciplinary Action of Suspension, Demotion or Dismissal) and no counseling document (i.e. performance appraisal form and/or Memorandum of Counseling) shall be placed in an employee's official departmental or County personnel file until such employee has had the opportunity to review the document and discuss it with the issuing party.

The employee shall acknowledge that he/she has read such material by affixing his/her manual signature on the actual copy to be filed. The material shall state that such signature merely signifies that he/she has read the material to be filed and that such signature does not necessarily indicate agreement on its contents. The material shall also state that the employee may submit comments for attachment to the filed material. Refusal by the employee to sign the material shall be so noted. A copy of the annotated material shall be given/sent to the employee.

Materials and/or documents determined through the grievance procedure or through other formal appeal process(es) to be inappropriate shall, upon written request from the employee, be sealed.

ARTICLE 23 PROBATIONARY PERIOD

Probationary periods are in accordance with Personnel Rule 18.

ARTICLE 24 EMPLOYEE BENEFIT PLAN

~~Instead of independent County contributions to Health, Dental, Vision, Life insurance, t~~The County has implemented a cafeteria style benefits program that offers health flex benefit deductions on a pre-tax and post-tax basis as referenced in the Tulare County Section 125 Flex Plan. The health benefits offered are medical, dental, vision, life insurance, Health Flexible Spending Account (FSA), Dependent Care Assistance Program (Dependent Care FSA), voluntary life insurance, and Health Savings Account for employees who choose qualifying medical plans.

The County contributes a health flex benefit amount pursuant to this MOU towards health insurance premiums which includes medical, dental, vision, and life insurance.

~~as follows in which a benefit amount granted pursuant to this MOU shall be used for the benefits specified in this article and may be used and/or supplemented by payroll deduction for the specified benefits and for other voluntary benefits subject to the limitations of the County's Section 125 plan document. The County's goal is to establish a revised premium structure for County Insurance for the purpose of beginning equalization of premium costs throughout the workforce.~~

A. Benefit Amount

1. The County froze the benefit amount for all employees at the dollar amount in effect on as of September 1, 2008 and eliminated the percentage factor in calculating future benefit amount changes. Using the existing benefit amount formula in place on September 1, 2008, the County established a fixed benefit amount for new hires at Step 1 of the job classification. Employees hired on or after September 1, 2008 who enrolled in the County health plan received this fixed benefit amount.
2. For plan years 201820 and 201921 employees participating in the Health Plan that have, on the effective date of the premium change, a benefit amount that is less than the premium charged for the \$1,000750 deductible employee-only medical, dental, vision, and \$10,000 life insurance coverage, will have that benefit amount increased to an amount sufficient to pay for the 201820 and 201921 premiums charged for the \$1,000750 deductible employee-only medical, dental, vision, and \$10,000 life insurance coverage. The increase to the benefit amount will coincide with the premium increase for plan years 201820 and 201921 which is expected to occur during pay period 25.

Increase in County contribution to Employee+Spouse, Employee+Child and Employee+Family of \$100.00 per pay period effective for the 2020 and 2021 health plan years

3. Migration between tiers for bargaining units that have a different benefit amount for various levels of dependent coverage. Whenever an employee either during the year due to a qualifying event or at open enrollment elects to change their coverage to add beneficiaries or remove beneficiaries from their health plan the following procedure will apply:

Their Applied Benefit Amount will be increased or decreased by the dollar amount difference between the tiers from which and to which they migrate. If the employee in the employee only plan adds a dependent spouse they would receive the increased dollars on the schedule below when they add the dependent spouse. Conversely if an employee with a dependent spouse on the plan removes that dependent spouse from the plan and is enrolled in the employee only plan they would lose the Tier dollars based on the schedule below.

- i. Employee plus Spouse: \$~~1~~80 per pay period
- ii. Employee plus Child(ren): \$~~1~~80 per pay period
- iii. Employee plus Family: \$~~4~~210 per pay period

4. All employees hired on or after August 2, 2009 and who validly waive participation in the County's health insurance program shall receive in lieu of contribution to the health plans \$1,000 per year for the term of this agreement payable on a prorate basis per pay period whenever a benefit amount is also paid.

5. In the event an employee is promoted, and the benefit amount of the promotional position is less than the employee's current benefit amount, the employee's benefit amount shall be Y-Rated.

~~6. Notwithstanding any other provision in this agreement the maximum benefit amount shall not exceed \$952.92 per pay period whenever a benefit amount is paid.~~

B. Pro-Rated Benefit Amount for Partial Year Eligibility

Full time employees eligible for only part of the Plan Year will only be allotted a health flex benefit amount prorated for the full pay periods they are eligible. For part time employees whose assigned hours are 40 or more each pay period, this health flex "benefit amount" shall be prorated based on the ratio of their assigned hours to 80 hours. ~~A part time employee who waives insurance shall not have more deducted under E. below than this prorated "benefit amount".~~

C. Benefit Level

The employee may choose the level of each benefit that best fits the employee's needs, subject to provider contacts. Some benefits will require minimum participation. Employees will not be allowed to make changes in the provider or level of coverage except at open enrollment or as allowed under IRS 125 regulations.

D. ~~Eligible Limited~~ Opt Out Arrangement

Employees may elect to waive enrollment in the County's health insurance coverage in any given Plan Year. Employees who elect to waive enrollment in the County's health insurance coverage must provide evidence the Employee and the Employee's tax dependents have or will have minimum essential coverage (MEC) other than individual market coverage during the Plan Year. Employees who elect to waive enrollment may receive an opt-out payment (cash-in-lieu) as designated by the Plan Administrator. An election to opt out shall be irrevocable for the Plan Year, except as outlined in Section 5.6 of the Tulare County Section 125 Benefits Plan.

Opt-out payments will not be made if the County knows or has reason to know that the employee or family member does not or will not have MEC.

~~All employees must participate in the employee benefit plan unless they qualify to opt out as described below. Employees who refuse to participate are not eligible to receive the benefit amount.~~ Employees may retain eligibility to receive the cash-in-lieu benefit ~~benefit amount~~ if they opt out under one of the following conditions:

1. When both members of a married couple or registered domestic partners work for Tulare County, one may elect to be covered as a dependent of his/her spouse/partner and drop

his/her individual health insurance coverage regardless of bargaining unit without a corresponding reduction in the cash-in-lieu of medical benefits Benefit Amount.

2. Employees who can provide written evidence satisfactory to the County Human Resources Department showing that they are covered pursuant to paragraphs A through C may opt out of the employee benefit plan.
 - a. As a dependent on a parent, spouse or domestic partner's employer-provided group health plan; or
 - b. As a member of an employer-sponsored retiree group health plan or an eligible and covered dependent thereon; or
 - c. As a retiree member, or an eligible and covered dependent thereon, of a group health plan sponsored by any branch of the United States military.
 - d. As a Medicare recipient.
 - e. Enrolled in Medicaid.

~~3.—Employees who opt out of the health insurance and meet the requirements of paragraph 1 or 2 above will have the unused benefit amount added to their taxable wages.~~

3. An eligible employee must inform the County that the employee intends to opt out of the benefit plan as set forth above during open enrollment for health benefits or upon a qualifying event.

~~4.—An employee who opts out of the County's health benefit plan must rejoin the County's benefit plan within thirty (30) days of losing eligibility to qualify for the opt-out provisions as described above. The employee who does not comply with this provision shall, pursuant to the terms of the applicable benefit contract, lose pre-existing condition coverage upon re-enrollment at any subsequent open enrollment period or other qualifying event.~~

- E. Any Benefit amount that an eligible employee does not use to pay for health insurance premiums mandatory and/or voluntary—benefits available through the Section 125 Plan will be added to the employee's taxable wages.

~~Benefit amount money added to an employee's taxable wages are not part of the employee's base salary used to determine the employee's overtime pay rate or for any other purpose except as required by law.~~

F. Premium Fund~~New Hire Pool~~

Employees shall become eligible to receive their benefit amount at such time as sufficient funds have been accumulated to provide for advance payment of the premium for the health plan selected by the employee. It is further understood that employees waiving their health insurance per the terms of this Memorandum of Understanding are subject to the same terms and conditions described herein as employees participating in the County's insurance program. ~~Once the initial funding period is completed,~~ ~~†~~The employee's deduction for their selected health package shall be the difference between their benefit amount and the total cost of the premium for the plan selected for the designated pay period.

G. Eligibility

~~Employees shall become eligible to receive their benefit amount on their fourth (4th) paycheck.~~ Coverage becomes effective the first day of the month following thirty (30) days of employment. Employees shall

become eligible to receive their benefit amount or cash-in-lieu of medical benefits on their fourth (4) paycheck.

ARTICLE 25 HEALTH PLAN DESIGN REVIEW

The County and the Union agree to meet on a quarterly basis each year, along with such other employee organizations that choose to participate, to identify and review all reasonably available large group health plan options for the following plan year. It is our intent to find one or more plans that best balance plan services and coverage with premium cost.

All parties, including the County and the Union, will freely exchange ideas, concerns and constraints so that the resultant recommendation will represent the best efforts of those parties. The County and the Union will make a good faith effort to participate fully and to reach a consensus on a health plan recommendation to the Board of Supervisors that fully considers the range of viable plan options given Federal, State or Local legislation for the ensuing plan year. In so doing, the County and the Union will evaluate alternate plans and plan design changes. Should this process not result in a consensus recommendation, all final recommendations will be presented to the Board of Supervisors.

The discussions under this article will focus on health plan design including type of plan, benefit levels, and plan use disincentives such as co-pays and percentages of participation.

The Union shall have one (1) Union Employee Representative for each bargaining unit that the Union represents to be part of the Health Plan Design Review Committee. The Union shall select one (1) representative from each bargaining unit and they shall be from separate departments. The County will notify the Union in advance of the quarterly meetings and the Union shall be responsible for notifying the County of which representatives are desired for release.

ARTICLE 26 SPECIAL PAYS

COMMUNICATION CENTER TRAINING DIFFERENTIAL

Emergency Dispatcher II's who are assigned as trainers by departmental staff shall receive a pay differential of three (3%) of their base hourly salary during the actual time they are assigned and working as trainers.

CRIMINAL JUSTICE PAY

Any Unit 4, 6, and 7 employees covered by an agreement to provide direct patient service to an incarcerated patient in a criminal justice facility shall receive an additional fifteen percent (15%) of his or her base hourly salary on an actual hours worked basis. Employees in such positions will be subject to background investigations and finger print checks.

NURSE PRACTITIONER CERTIFICATION PAY

Qualified employees in the Nurse Practitioner classification who are assigned duties as a "Midwife" shall receive an additional 15% of their base hourly salary and begins with notification of full qualification and assignment. Employees qualify by:

- 1) County acceptable "midwife" Certification; and

- 2) Possessing credentials for privileges at County designated participating hospitals; and
- 3) Performing the duties of a midwife for women with medically uncomplicated pregnancies and deliveries.

MASTERS DEGREE STIPEND

Authorized representatives for the County of Tulare, its Health & Human Services Agency and SEIU have met and conferred regarding the provision of a stipend for employees who meet the following eligibility requirements: the employee is classified as a , 1) Social Services Worker III- CWS, 2) Social Services Worker III-CWS-Lead, or 3) CWS Supervisor, and has a Masters of Social Work (MSW) degree, with a minimum of one (1) year experience as a Social Services Worker or above, in Child Welfare Services or Child Protective Services divisions within the previous four (4) years.

The County shall provide a stipend of \$230.77 per pay period for full time employees (part-time employees shall receive a pro rata amount based on their assigned hours) who meet the eligibility requirements noted above. Consistent with the Fair Labor Standards Act (FLSA) the stipend is added to the regular rate of pay to determine the weighted overtime rate of pay.

DISTRICT SUPERVISOR DUTY PAY

Agricultural & Standards Inspector III's (ASI) that are assigned "District Supervisor" duties by the department shall receive an additional pay in the amount of 3%, based on an employee's assigned hours (40 hours for a full time employee) for the work week. As these duties are separate and distinct above the regular duties of other ASI III's, the department shall compensate such employees with this duty assignment. The department shall have the sole discretion to assign or revoke this duty assignment, based on the employee's performance and/or business needs of the department. This additional pay shall become effective commencing with the first full pay period following Board of Supervisor approval and thereafter upon the departments assignment of District Supervisor duties to an ASI III.

TOOL ALLOWANCE

The classifications of Heavy Equipment Mechanics, Welder Mechanics, or other employees as directed by the Resource Management Agency Director, will be required to provide their own basic mechanics hand tools and secure storage device such as a toolbox or bag. Any additional tools not required, care for the required tools, or replacement of the required tools will be the ongoing responsibility of the employee.

In consideration for providing tools under this section and to reimburse employees for replacement and usage of tools, the County shall provide the following additional compensation:

1) One thousand dollars (\$1,000.00) upon the passing of the employee's probationary period. Current employees who have passed their probationary period prior to the execution of this agreement shall be eligible to receive this reimbursement as of the pay period following Board adoption of the agreement.

2) Two-hundred and fifty dollars (\$250) annually on the first pay period of December. This amount will not be paid until the employee has completed and successfully passed their 1-year probationary period. This amount is paid retrospectively, not prospectively, and will be pro-rated based on the number of days since their last payment of this type.

Child Welfare Services (CWS) Alternate Shift

CWS Social Worker III's and Social Worker Leads/Supervisors who work the 2nd alternate shift shall receive a pay differential of four percent (4%) of their base hourly wage for the actual time they are assigned and

working the 2nd shift. The CWS Alternate Shift is a Pilot Program that will run through the MOU term and sunset on June 30, 2021.

ARTICLE 27 EMPLOYEE TRAVEL

When it is necessary for an employee to travel in the course of performing their assigned duties the County may, at its sole discretion, provide the means of transportation or require an employee to provide their own means of transportation and to be reimbursed therefore.

ARTICLE 28 TRAVEL ADVANCE

Upon the written request of the employee and the approval of the Department Head at least five (5) working days in advance of departure and in accordance with the requirements of the County Auditor-Controller, the County will advance to employees the estimated covered expense for out of County conference lodging.

ARTICLE 29 NIGHT SHIFT DIFFERENTIAL

- (a) Employees covered by this agreement who are permanently scheduled to work a shift in which four (4) to six (6) hours of their basic work day fall between 6:00 p.m. and 6:00 a.m. shall receive an additional 4% salary for each such shift worked.
- (b) Employees covered by this agreement who are permanently scheduled to work a shift in which six (6) or more hours of their basic work day fall between 6:00 p.m. and 6:00 a.m. shall receive an additional 6% salary for each such shift worked.
- (c) The Sheriff and Fire Chief, or designee, will establish regular work schedules for Emergency Dispatchers. Eligibility for Shift Differential will be in increments of no less than a full pay period and within the criteria set forth in section (a) & (b) above.
- (d) Flex hours may not be used to qualify for Night Shift Differential.

HHSA

Self Sufficiency Counselors I-III and Self Sufficiency Supervisors who are assigned to support Covered California enrollment at the Tulare Processing Center and who are scheduled to work a shift in which three (3) or more hours of their scheduled shifts fall between, a) 6:00 p.m. - 9:00 p.m. Monday through Friday, and b) are scheduled to work a Saturday shift, shall receive a 6% shift differential, based on an employee's assigned hours (40 hours for a full time employee) for the work week. The shift differential shall become effective commencing with the first full pay period following the Board of Supervisor approval of this agreement.

FOR UNIT 2 CLASSIFICATIONS:

JURY/WITNESS DUTY

1. Employees covered by this MOU that are required to work on a night shift as defined in (a) or (b) above and who spend a minimum of six (6) hours in one day:

- a. as a prospective juror, or
- b. as a juror, and/or
- c. are required to wait and/or as a legally required witness,

shall receive their regular pay for that day and shall not be required to work their regular night shift provided that employee notifies his/her supervisor at the beginning of the first County workday following notice to the employee to appear for jury duty or as a legally required witness, and the employee contacts his/her supervisor immediately after court is recessed for the day each day of the trial.

The department may require the employee to report to an assignment determined by the department for the remainder of the day shift for a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty. Travel from the court to the work site, shall be considered time worked.

2. If the employee serves less than six (6) hours the employee shall, at the department's sole discretion, either:
 - a. report to an assignment determined by the department for a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty, or
 - b. report to the employee's normal assignment and work a time period equal to the employee's normal shift minus the time spent on Jury/Witness duty. The department shall determine the start time within the employee's shift, but will endeavor to make it at a time that allows a maximum of rest time for the employee.
 - c. When the Department requires the employee to report directly from court duty to work, travel from the court to the work site, shall be considered time worked.

ARTICLE 30 HOLIDAYS

All employees shall be entitled to the following holidays:

- a) January 1st (New Year's Day)
- b) Third Monday in January (Martin Luther King, Jr. Birthday)
- c) Third Monday in February (President's Day)
- d) Last Monday in May (Memorial Day)
- e) July 4th (Independence Day)
- f) First Monday in September (Labor Day)
- g) November 11th (Veteran's Day)
- h) Thanksgiving Day
- i) The Day after Thanksgiving Day
- j) December 24th (Christmas Eve Day)
- k) December 25th (Christmas Day)

- l) Every day appointed by the President or Governor, and approved by the Board of Supervisors, for a public fast, thanksgiving, or holiday.
- m) One Personal Holiday to be taken off at the request of the employee with departmental approval (i.e. no set date). The personal holiday for a given year is credited July 1 and must be used by the following June 30 or it is forfeited. This day shall be taken in increments of eight (8) hours or may be used to complete a full day’s paycheck for those working an alternative work schedule such as a 9/80 or 4/10 work period. This day shall also be added to the checks when credited.

The Personal Holiday shall be taken in increments of 8 hours or may be used to complete a full day’s paycheck for those working an alternative work schedule such as a 9/80 or 4/10 work period. The Personal Holiday shall be added to the checks when credited.

The first eight hours of required work on a County holiday shall be credited as vacation time on an hour for hour basis. Nevertheless, time worked on a Holiday shall continue to count as time worked for overtime purposes. Probationary employees may use paid leave to bring an eight-hour holiday up to the employee’s scheduled workday.

Except as provided above, Holidays shall be conducted in accord with Personnel Rule 6.6.

**ARTICLE 31
VACATION**

A. VACATION LEAVE: Tulare County Personnel Rule 6.8 shall be modified as follows:

6.8 VACATION LEAVE

6.8.1 Vacation Leave Entitlement/Accumulation

Employees shall accrue vacation based on their years of service:

- 0-3 years of employment = 2 weeks of vacation per year.
- 3-7 years of employment = 3 weeks of vacation per year.
- 7-11 years of employment = 4 weeks of vacation per year.
- More than 11 years of employment = 5 weeks of vacation per year.

This vacation entitlement is based on the following schedule which provides for the accrual of vacation for each one (1) hour of service other than overtime in each pay period:

Years of Continuous Service*	Pay Periods of Continuous Service	Earning Rate Per Hour	Earning Rate Hours Per Pay Period	Earning Rate Weeks Per Year
0 – 3	1 – 78	.03846	3.077	2
3 – 7	79 – 182	.05769	4.615	3
7 – 11	183-286	.07692	6.154	4
Over 11	More than 286	.09615	7.692	5

* On the first day of the 4th year, the employee begins to accrue 3 weeks of vacation. On the first day of the 8th year, the employee begins to accrue 4 weeks of vacation. On the first day of the twelfth year, the employee begins to accrue 5 weeks of vacation. FLSA exempt employees (employees who are not eligible to be paid Premium Overtime) earn an additional forty (40) hours per year.

- a) Employees continue to earn and accumulate vacation leave while on any paid leave.
- b) Credits for vacation with pay may be accumulated up to a maximum of three hundred (300) hours. Once an employee has accumulated three hundred (300) hours he shall receive no further vacation accruals until the employee's accrual falls below three hundred (300) hours. If an employee has more than three hundred (300) hours accrued at the time this policy is implemented, his balance shall not be reduced but he shall receive no additional accruals until his balance is reduced below the three hundred (300) hour cap.
- c) Employees with immediate prior public service may accrue vacation as if all their most recent years of continuous public service were with Tulare County.

6.8.2 Scheduling of Vacations

Vacations may be taken at any time following the completion of the first thirteen (13) full pay periods of continuous service. Vacations shall be scheduled, and the time at which an employee takes vacation leave is determined by the prior approval of the Department Head with due regard to the employee and the needs of the County.

6.8.3 Exclusions

Except as provided in Section 6.5, an employee does not accrue vacation during any leave without pay.

6.8.4 Holiday During Vacation

If a County observed holiday, as noted in Section 6.6.1, occurs while the employee is on vacation leave, such holiday time is not deducted from the amount of vacation leave to which the employee is entitled.

6.8.5 Sick Leave During Vacation

An employee may substitute sick leave for vacation leave when the employee is hospitalized or receives outpatient medical care for a serious injury or illness while on a scheduled, pre-authorized vacation.

6.8.6 Accounting For Vacation Used

Each employee has one-tenth (1/10) hour deducted from his accrued vacation credits for each one-tenth (1/10) hour of vacation leave taken. All vacation leave shall be reported on such forms as may be prescribed by the County Auditor-Controller.

6.8.7 Vacation Leave Pay on Separation

Upon separation, an employee receives compensation at his current salary rate for all unused earned vacation as of the effective date of separation, subject to the following:

- a) An employee shall not use accrued vacation credits to extend his or her separation date.
- b) A full-time employee who has resigned, or who has been laid-off without prejudice, and who is subsequently reinstated or re-employed in a full-time position within a two (2) year period shall have their vacation leave rate, at the time of reinstatement or re-employment, computed, pursuant to Section 6.8.1, to include their total pay periods of continuous full-time service prior to the resignation or lay-off.

Vacation leave may not be used for daily illnesses. Employees must use sick leave or unpaid leave for daily illnesses as required by County policy. An employee may use vacation for a planned medical procedure or appointment or an unexpected personal non-health emergency with the approval of the employee's supervisor.

B. VACATION SCHEDULING FOR UNIT 4

The County agrees that Unit Supervisors shall do the vacation scheduling for their individual units. Vacation schedules will be planned insofar as possible to consider the employees choice in dates.

Employees shall submit their first and second choices for vacation dates during the first pay period of each calendar year.

During the initial scheduling: Blocks of vacation time of forty (40) hours or greater, will receive first consideration; periods of less than forty (40) hours or periods built around three (3) and four (4) day weekends, will receive secondary consideration; insofar as possible, the advantages of scheduling eight (8) or sixteen (16) hour periods around Thursday - Friday and Monday - Tuesday holidays, will be divided among Unit Workers. Unless operational reasons dictate otherwise, when the number of vacation requests conflict with Department workload, then the most senior persons in a class shall receive first consideration. Thereafter vacation scheduling shall be on a first come first served basis. When emergency or unusual situations occur, the Department will make reasonable effort to make vacation blocks available for rescheduling of vacations.

Unit supervisors will respond to the initial written vacation requests by the end of the third pay period or to subsequent vacation requests within 10 days after receipt, with a positive or negative answer, and when with a negative response, a suggestion that the request be made again at a future time. The dominant factors in all vacation scheduling shall be the workload and demands for service as judged by the Supervisors.

If vacation time off has been approved in accord with departmental policy/procedure and a non-refundable deposit has been made by the employee subsequent to such approval, the employee will not be required to cancel the vacation except in an emergency, as determined by the Department Head.

C. VACATION DONATION

Shall be available to and shall apply to employees covered by this agreement, per Personnel Rule 6.8.8.

ARTICLE 32 HAZARDOUS WASTE

The County agrees to pay cash overtime (within FLSA guidelines) for week-end Community Hazardous Waste Collection Event participants covered by this agreement who are in the following Classifications: Environmental Health Specialists and Environmental Health Aides. CTO provisions as outlined in this MOU will not apply to these additional hours worked. Participation in these events must be approved by an appropriate Supervisor prior to the event.

ARTICLE 33 SICK LEAVE USAGE

1. Sick Leave Policy

Personnel Rule 6.7 language shall be applicable except as modified herein.

a) Family sick leave as described in Personnel Rule 6.7.4 c) shall be 60 hours each calendar year. Employees shall be able to use sixty (60) family sick hours annually for those persons identified in Personnel Rule 6.7.4 (c), provided however, that should the State or other forum with the authority to do so determine that the family sick hours authorized herein do not also count against the hours authorized by the State Labor code, Section 233, then the County may thereafter limit the use of these sixty (60) hours to those persons identified in Section 233.

b) The death of the employee's mother-in-law and/or father-in-law shall be deemed qualifying under the definition of immediate family in Personnel Rule 6.7.4 for bereavement leave.

2. Sick Leave Pay on Separation

Sick leave pay on separation shall be handled in accordance with Personnel Rule 6.7.8 with the amounts of sick leave eligible for conversion under 6.7.8 b) modified as follows:

An employee retiring directly from active service and otherwise meeting the requirements of Rule 6.7.8 c) may elect to have:

a) Up to twenty percent (20%) of his/her accumulated sick leave credits at the time of separation paid as compensation calculated on the hourly rate of pay for the position occupied at the time of separation; provided, however, that such compensation shall in no event exceed an amount equal to such employee's salary for two hundred fifty (250) hours of service.

b) Up to one-hundred percent (100%) of accumulated unused sick leave remaining after the conversion provided under a) above converted to additional service credits as of the date of their retirement.

c) An employee leaving the County service in good standing after ten (10) years of service, other than by retirement, may convert 20%, up to 20 hours, of sick leave to cash at their current payroll rate.

5.4. Sick Leave Buy-Back

An employee covered by this MOU can sell his/her accrued sick leave back to the County in accord with the following:

1. Table of hours eligible for buy back:
 - a) 0-2 years of service (not yet eligible).
 - b) 3-4 years of service up to 40 hours.
 - c) 5 and up years of service up to 60 hours.

An employee’s years of service shall be determined by the employee’s most recent date of hire and continuing through December 23, 2017. An employee who has completed 3 or 4 years of service as of December 23, 2017 shall be eligible, subject to usage, to buy back up to 40 hours. An employee who has completed 5 years of more as of December 23, 2017 shall be eligible, subject to usage, to buy back up to 60 hours. An employee must be on-payroll during the pay period of the payout in order to be eligible to receive the payout.

2. Buy back is subject to:

- a) Employee’s sick leave balance cannot be reduced below forty (40) hours.
- b) Employee’s eligible sick hours for the buy-back are reduced by any sick leave hours the employee has taken in the buy-back usage review period.
- c) The buy-back usage review period shall commence with the pay period of January 8, 2017 (pp #3) and shall continue through December 23, 2017 (pp #1).

3. Payment would be included by the second paycheck in February 2018.

The sick leave buy-back program is also active in calendar years 2018 and 2019 under the same conditions as cited above with new calculation periods and payouts occurring by the second paychecks in February 2019 and February 2020.

4. Effect of Unscheduled Leave on Paid Hours:

Paid leave time does not count towards hours worked for overtime. However, an employee may receive pay for more that his/her regularly scheduled hours when the employee has both pre-approved paid leave and is required to work extended hours in the same work week. If the employee’s paid leave was not pre-approved, any extended hours worked will first be used to offset an equivalent amount of time of paid leave. The employee will only be paid premium overtime (time and one half) for hours actually worked over 40 hours in his/her workweek.

Example:	Employee scheduled for five 8 hour shifts.					
	Absent on paid leave on Day 1.					
	Works ten hours on Day 5.					
	Day 1	Day 2	Day 3	Day 4	Day 5	Paid Hours
If pre-approved	CTO 8	Work 8	Work 8	Work 8	Work 10	42
If not pre-ap.	Sick 8	Work 8	Work 8	Work 8	Work 10	40

ARTICLE 34 RETIREMENT

All regular, permanent employees who are scheduled to work at least forty (40) hours per pay period are automatically members of the Tulare County Employees Retirement Association. Employee retirement contributions shall be reported as pre-tax to the IRS.

ARTICLE 35 UNIFORMS

The Health and Human Service Agency will provide uniforms to all covered staff members assigned to work in an HHSA Health Care Center or an associated facility in which health services are provided. The following classifications will be required to adhere to this uniform policy and be dressed in the appropriate uniform on a daily basis at the beginning of their work shift.

- 1 Physician Assistant*
- 2 Nurse Practitioner*
- 3 Health Aide
- 4 Licensed Vocational Nurse
- 5 Registered Nurse
- 6 Supervising Nurse I
- 7 Office Assistant
- 8 Clerk
- 9 Supervising Clerk
- 10 Community Health Technician
- 11 Dental Assistant
- 12 Health Program Assistant
- 13 Lab Assistant
- 14 Milk Technician
- 15 Pharmacy Technician
- 16 Public Health Nurse*
- 17 Kennel Worker I/II
- 18 Animal Control Officer I/II

- a. The initial issuance of uniforms to new employees and to existing staff will consist of three (3) pants/skirts, three (3) shirts and one (1) cardigan jacket. Beginning six months from the initial onset of the uniform program each employee covered by this agreement will be issued an additional two (2) pants and/or skirts, two (2) shirts and one (1) cardigan jacket. This issue will be within one month of the employee's annual anniversary date and will continue annually thereafter.
- b. Staff depicted with an asterisk (*) will, in place of the uniforms described in a. above, receive uniforms which consist of long length lab coats, with each functionality defined by color. These lab coats will be issued in accordance with the same time schedule in a. above. These staff members will receive the following: three (3) lab coats as part of the initial issue and three (3) additional lab coats annually, within the month of their annual anniversary date.
- c. Additional uniforms may be purchased by employees at their own expense.

- d. Any employee whose annual anniversary date is more than one year from the initial issuance date of the uniforms may request to exchange or receive additional uniforms during the period from 12 months after the first issuance of the uniforms to the last day of the month prior to their next anniversary date. The department supervisor has the discretion to approve or reject the employee's request. The decision of the supervisor is not grievable.
- e. Uniforms must be returned to the Health Care Center should an employee leave County service or accept an assignment outside of the Health Care Center facilities. Failure to return a uniform may result in a charge to the employee by the County for the costs of the unreturned uniforms.
- f. Departments supplying uniforms may change to a replacement allowance provided it does not generate additional costs to the County or to the employee. Implementation shall be subject to meet and confer on a case by case basis.

Food Service Managers and Laundry Service Managers required to wear uniforms shall receive a uniform allowance of \$100.00 annually to be paid at the beginning of each calendar year. When a Food Service Manager or Laundry Service Manager leaves this position after at least one full year of service, they shall return to the County a pro-rated portion of this uniform allowance equivalent to the remaining portion of the calendar year calculated on a pay period basis.

Detention Service Officers shall be required to adhere to uniform specifications, appearance, and maintenance standards established by the Sheriff's Department.

The County shall pay each Detention Service Officer (DSO) and Sheriff's Security Officer (SSO) a uniform allowance of \$250 per year. This allowance shall be paid in two equal installments, during the first pay period in June and the first pay period in December. Should an employee covered by this agreement leave the Department or be off work in excess of six (6) months on a Leave of Absence, his/her uniform allowance shall be pro-rated on a pay period basis.

New hire DSO's and SSO's shall receive a \$250 voucher from the Sheriff's Office which shall be used towards the purchase of the required uniform in accordance with department specifications. The voucher shall be provided by the department to the employee in sufficient time to allow for such items to be purchased prior to the start of their employment. New hire employees shall only be eligible for the \$250 allowance in the calendar year following their date of hire. Should an employee separate from the department for any reason during probation, the Sheriff has the option of requesting that the uniform provided at County cost be returned to the department.

New Kennel Workers shall receive three (3) pants and three (3) shirts and new Animal Control Officers shall receive three (3) pants (fire hose quality), three (3) shirts, one (1) jacket, and one (1) pair of boots. Employees in these classifications shall be able to receive replacements of the above items, if needed, at the discretion of the department, after 12 months of initial issuance, and continuing in 12 month cycles thereafter. If an item is damaged during the course of carrying out their work duties, they shall report such damage immediately to their supervisor. Items that are damaged through no fault of the employee shall be replaced. Items that are damaged through carelessness of the employee are not eligible for replacement. Determination for replacement of damaged items shall be at the discretion of the department.

Cooks required to wear uniforms shall receive a uniform allowance of \$100.00 annually to be paid at the beginning of each calendar year. Cooks, Laundry Technician, and Stock Clerk uniforms consist of the approved green slacks and tan shirt provided by the Sheriff's Department (please refer to section 1046.3.3 in the Tulare County Sheriff's Department Policy & Procedure Manual):

- Uniform shall be worn according to policy 1046.2 in the Tulare County Sheriff's Department Policy & Procedure Manual.
- Each Cook will be issued 11 sets of uniforms that will be picked up once a week for laundering and returned the following week.
- If your uniform is lost, stolen or damaged notify your supervisor immediately.
- The Tulare County Sheriff's Department provides patches for their uniform shirts. Each uniform will bear two patches, one for each shoulder. Please see your supervisor for designated locations or refer to section 1046.4 in the Tulare County Sheriff's Department Policy & Procedure Manual:

Belts

Belts must be solid black and in good repair. Belts must be worn if belt loops are present on employee's slacks.

Shoes

Shoes must be black, closed toed and heel, washable surface with non-slip soles. Shoes are to be kept clean and in good repair.

Name Plate

A name plate meeting Policy specifications must be worn on the right side of the uniform. Name plate shall be legible and in good repair.

Jackets

If you choose to wear a jacket in the kitchen it must be a black jacket or windbreaker with the Tulare County Sheriff's Department patches sewn on the shoulders. Jackets are optional.

Solid Waste Department

The following classifications are required to wear County issued safety shirts: Assistant Refuse Site Supervisor, Engineering Technician I/II/III, Heavy Equipment Mechanic II/III, Refuse Equipment Operator I/II, Refuse Site Attendant I/II, and Refuse Site Supervisor. Each employee will be issued up to a maximum of ten (10) shirts annually. Shirts that become damaged will be replaced upon concurrence of their supervisor.

General Services Agency will provide uniforms to the custodial staff. The employees will receive eleven (11) uniform shirts, eleven (11) uniform pants and/or shorts and one (1) jacket provided if the custodian would like to have one per year. Uniforms that become damages will be replaced during the year upon concurrence by supervisor.

General Services Agency will provide one (1) uniform jacket to the Parks and Grounds Workers.

PROTECTIVE FOOTWEAR ALLOWANCE

Solid Waste, and Roads (Traffic Control Workers and Construction Maintenance Workers), ~~Heavy Equipment Mechanics, Heavy Equipment Supervisors, and Welder Mechanics~~ that are required to wear protective footwear for field work shall be able to use up to a \$100.00 credit once during a twelve (12) month period to assist with the cost of protective footwear that meets County approved safety standards (ASTM F 2412-11) from a supplier selected by the County. The protective foowtwear allowance amount is included in the annual RMA clothing allowance.

Resource Management Agency Roads employees are required to wear County issued safety attire which shall consist of a safety vest and a combination of shirts and/or t-shirts, up to a maximum of eleven (11) shirts per employee per year. ~~Employees are expected to provide laundering for the shirts.~~ Shirts and safety vests that become damaged will be replaced during the year upon concurrence by supervision.

Heavy Equipment Mechanics shall be provided coveralls for use during the servicing of equipment. The department(s) shall also provide disposable Tyvek coveralls. At the discretion of the superintendent additional coveralls may be provided for special projects.

Resources Management Agency (RMA) will provide the following to employees:

Annual \$250 clothing allowance for Construction Maintenance Worker's, Traffic Control Worker's, and any other applicable employee in this category that is not provided a full uniform and laundering service.

Annual \$150 clothing/boot allowance for Heavy Equipment Mechanic's, Welder Mechanics, Tire repairer, RMA Stock Clerk and RMA Custodian and other applicable employees who are provided a full uniform and laundering service.

The clothing/boot allowances will be paid out at a maximum of once per calendar year to be included in the employees' first paycheck in December or at time of hire. All active employees - fulltime employees and extra help would be eligible regardless of probationary status. The clothing/boot allowance will not be made on a reimbursable basis with purchase criteria. MA will continue to provide shirts to the same group of employees that currently receive them. Employees will be expected to wear the shirts provided.

The Department Head will establish a minimum dress standard for protective safety gear to be worn.

ARTICLE 36 ON-CALL TIME & CALL BACK TIME

Any special compensation authorized by this sub-section shall not be considered as part of the basic salary of employees while they are taking vacation or sick leave and such compensation shall only apply to employees that are FLSA covered for overtime purposes. On Call Time and Call Back Time shall be according Personnel Rule 4.4 and 4.5 respectively, with the following compensation:

A. ON-CALL TIME FOR UNITS 1, 3, 4, 6, and 7

An employee covered by this agreement may receive on-call compensation at the rate of fifteen percent (15%) of the hourly equivalent of their regular bi-weekly salary under the following conditions:

- a) In the appointing authority's judgment there is reasonable potential for the need of the employee's services.
- b) The appointing authority informs designated employee(s) for on-call service by written or electronic notice indicating dates and times of such service.
- c) The appointing authority will cause such on-call service time to be reported each pay period to the Auditor-Controller on the regular bi-weekly attendance report.

NOTE: Any employee who is not required to remain on the County premises, but is merely required to leave word at his/her home or with departmental officials where he/she may be reached is not working while on-call.

B. ON-CALL TIME FOR UNIT 2

The compensation rate for employees placed "On-Call" as defined in Personnel Rule 4.4 shall be 10% of the hourly equivalent of their regular bi-weekly salary.

On-call shall be in accordance with Personnel Rule 4.4 and this article and shall apply to any classifications covered by this agreement. The compensation rate for employees placed "On-call as defined in Personnel rule 4.4, subject to condition c) below, shall be 10% of the hourly equivalent of their regular bi-weekly salary. On-call hours are to be recorded on the employee's regular timesheet for payment.

"On-call" time is the time during which an employee is required by the Department Head to be available to perform duties for the County in the event the need should arise. On-call time shall not be considered as hours worked under the provisions of Section 4.2 of the Personnel Rules or this article, unless, with regard to covered employees that such On-call time is considered time worked within the applicable provisions of the Fair Labor Standards Act. No on-call time compensation shall be paid to an employee for hours actually worked during their on-call period.

On-call compensation shall only be paid under the following conditions:

- a) In the appointing authority's judgment there is reasonable potential for the need of the employee's services, and
- b) The appointing authority or his designee informs the employee designated for on-call service by written notice indicating dates and times of such service.
- c) Any time compensated under the terms of this Article 62 shall be deemed to meet all requirements regarding compensation for on-call time provided by Personnel Rule 4.4.

1. Scheduling

The written notice for placing employees on-call shall consist of a document entitled "Compensated On-Call Service Schedule" that shall include the dates, times, and the employees scheduled for on-call service. The schedule will be prepared and signed by the appointing authority's designee and posted at the work site(s) of the employees scheduled for on-call service.

- a. The list is voluntary, however, if there are insufficient numbers of eligible volunteers for effective coverage (based on management discretion), eligible employees will be assigned to on-call service.
- b. An on-call list shall identify the employee(s) scheduled for on-call coverage. Changes to the on-call Schedule can be made by the supervisor. If such changes are made, the supervisor shall notify the effected employees.
- c. The on-call periods shall be rotated among eligible employees. Eligible employees must be able to receive land-line or cell phone service at their residence.

d. The on-call period will be a seven (7) day duration, unless otherwise designated by the department and such shall be made known in writing by the appointing authority or his/her designee.

e. An employee may request, in writing, a reassignment of on-call shifts to accommodate vacation or sick leave periods. Requests for such shall be submitted at least two (2) weeks before the beginning of the employee's next on-call shift. Upon approval, full or partial on-call shifts may be re-assigned by an employee's supervisor. Approved schedule changes must be provided by the on-call employee to the emergency callers (answering service, road yards, Sheriff, etc.) one (1) week before the shift change occurs.

f. An employee may request, in writing, voluntary removal or reinstatement from/to the on-call list. The request will be reviewed by management for approval or denial. Removal from the on-call list shall be subject to 1.a. above.

g. The appointing authority retains the right to determine which classifications shall be placed and removed from the on-call service list based on the business needs of the department.

2. Employee Responsibilities

Once an employee is placed on the on-call list, the following shall apply:

a. If a County vehicle is assigned to the employee, it must be secured and parked on the employee's premises.

b. Any such vehicle assigned is only to be used only for on-call response(s). The vehicle is not to be used for non-business reasons. Non-County employees are not to be in County vehicles without supervisory knowledge and approval.

c. An on-call employee desiring assistance with a service call must request such through their supervisor.

d. An on-call employee must carry his or her assigned cell phone and/or pager at all times during the on-call period.

e. It is the responsibility of the employee completing their on-call period to turn in their vehicle, cell phone and/or pager, and any other assigned on-call items to the next employee that is scheduled for on-call duty. If the employee is unavailable, these items must be turned into the supervisor. It is the responsibility of the employee that is scheduled for on-call duty to obtain the above items before commencing on-call duty. If an employee is unable to obtain the above items, he/she is to contact their supervisor immediately.

3. Response

On-call employees are expected to meet the following criteria concerning responding to emergencies:

a. An on-call employee must inform his/her supervisor immediately if circumstances arise

where he/she will be unable to respond to a request for service and provide the reason for such. The employee will confirm receipt of the emergency call within fifteen (15) minutes of receipt of the emergency call:

b. An on-call employee must be fit for work at all times during their on-call period and not consume alcohol. If an on-call employee is not able or unfit to work (e.g., sick, medicated, etc.), he/she must contact their supervisor immediately. Should an employee become sick or otherwise be unable to fulfill their on-call schedule, they must immediately inform their supervisor. At that point, the supervisor may, at his discretion, complete the on-call schedule him/herself, reassign the remaining period to another employee, or some combination of the above that would provide for coverage of the remaining on-call period(s).

c. Emergency callers requesting service will be instructed to contact the employee that is scheduled for on call duty. Once a call is received, if the on-call employee is unavailable to respond for any reason, the employee must call his or her supervisor immediately. The supervisor will determine if he/she will respond or call another employee on the list to respond. If the supervisor is unavailable or unreachable, the on-call employee must contact the supervisor's manager. The department reserves the right to determine how best to respond to the emergency, even using another employee to respond.

d. An on-call employee is required to arrive at the site of the emergency within two (2) hours of being contacted for service, except for employees in the Traffic Control Worker classification which must be able to arrive at the site of the emergency within ninety (90) minutes of being contacted for service. If an employee can't arrive within the time allotted, the employee must notify his/her supervisor who will then either grant an exception to the time frame for response, contact another person on the on-call list, or choose to respond him/herself.

e. If the on-call employee fails to respond or responds late to a request for service, the occurrence will be subject to review for a determination of appropriate management action concerning the failure to respond.

f. If the on-call employee doesn't/can't respond (unless on another emergency call), or did not previously inform his/her supervisor of his/her unavailability, then the on-call employee will not be compensated for on-call pay for that period.

C. CALL BACK TIME

"Call Back" time is the required return to duty of an FLSA covered employee after the work day is completed to perform an emergency task. A qualified employee who is called back shall receive compensation for a minimum of two (2) hours straight time, unless otherwise provided by an MOU, regardless of the actual time required to perform the emergency task. In the event the task exceeds two (2) hours in duration, or 90 minutes if the applicable overtime rate is time and one-half, the total compensation shall be based on actual hours worked at either straight time or time and one-half if applicable.

D. UNIT #2

When, in the interests of employee safety, it is deemed necessary or appropriate by the Department Head, additional staff member(s) may be called back and/or assistance requested from the appropriate law enforcement agency.

The Resource Management Agency will work with the Sheriff's Office to establish and implement a

radio monitoring procedure for employees required to enter areas of the County determined by the Sheriff's Department as appropriate for this procedure. The procedure will provide a method for the employee to contact the Sheriff's Department to log in, periodic check-in, contact/assistance by the Sheriff's Department if a check-in is missed, and log out when leaving the identified area.

ARTICLE 37 RENEGOTIATIONS

In the event either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding, such party shall serve upon the other, during the 45 day period commencing 150 days prior to the end of the MOU, its written request to commence negotiations. Negotiations shall begin thereafter within, but no later than 45 days from the date of the aforementioned notice.

ARTICLE 38 FLEXIBLY-ALLOCATED CLASSIFICATIONS

Promotions in flexibly allocated classifications shall be in accordance with Personnel Rule 3.1.1 Flexibly-Allocated Classification.

ARTICLE 39 MERIT INCREASES

Merit increases shall be in accordance with Personnel Rule 4.2.3 Merit Salary Adjustments and 4.2.4 Salary Anniversary date.

ARTICLE 40 OVERTIME

Overtime shall be governed by Personnel Rule 4.3 and the provisions of this Article.

A) The following shall apply to all classifications in Unit #4:

- 1) The County and its employees will comply with all provisions of the Federal Fair Labor Standards Act (FLSA) including the Amendments of 1985.
- 2) Except as otherwise provided by the Board, compensation for qualifying overtime work shall be in the form of compensatory time off (CTO) at the rate of straight time plus cash at a rate of one-half-time for an overall compensation rate of one and one-half-time unless an employee has accumulated 40 hours of CTO.
- 3) Qualifying overtime worked when an employee has a CTO balance of 40 or more hours shall be compensated by cash payment at a rate of time-and-one-half.
- 4) Joint employment (is defined as working in another position within or outside of the employee's department but within the County of Tulare organization) that creates an overtime liability for the County is prohibited without permission from the Board.

5) Should the term of this MOU expire without a successor MOU it is the intent of the parties that the CTO provisions of this article shall continue until modified by mutual agreement through meet and confer.

B) The following shall apply to all classifications in Units 1, 3, 6, and 7:

1) The County and its employees will comply with all provisions of the Federal Fair Labor Standards Act (FLSA) including the Amendments of 1985.

2) Except as otherwise provided by the Board, compensation for qualifying overtime work for FLSA non-exempt employees shall be in the form of compensatory time off (CTO) at the rate of time-and-one-half unless an employee has accumulated sixty (60) hours of CTO.

3) Qualifying overtime worked when an employee has a CTO balance of sixty (60) or more hours shall be compensated by cash payment at a rate of time-and-one-half.

4) Joint employment that creates an overtime liability for the County is prohibited without permission from the Board.

5) Should the term of this MOU expire without a successor MOU it is the intent of the parties that the CTO provisions of this article shall continue until modified by mutual agreement through meet and confer. The department may not require an employee to use accrued CTO time. The department may request that an employee use CTO in lieu of vacation when the employee's vacation balance is less than 280 hours. The Department may request that an employee submit a plan for reducing his/her CTO balance.

6) Except in an emergency as determined by the Department Head, time off assigned within a normal week will be scheduled in conjunction with the employee's regular days off. This MOU shall not preclude the Department Head from agreeing to allow the employee to utilize the time off during the normal work week on a day(s) which are not in conjunction with the employee's normal days off.

C) The following shall apply to all classifications in Unit #2.

Overtime shall be governed by the non-discrimination (Article 9), the seniority provisions (Article 17), Personnel Rule 4.3, and by the following:

1) The County and its employees will comply with all provisions of the Federal Fair Labor Standards Act (FLSA) including the Amendments of 1985.

2) Overtime hours shall be paid in cash compensation at time and one-half for all hours worked in excess of forty (40) hours in the designated work week, unless an employee has completed a Compensatory Time Off (CTO) Form which authorizes payment for overtime hours in the form of compensatory time off at time and one-half for all hour worked in excess of forty (40) hours in the designated work week.

3) Joint employment that creates an overtime liability for the County is prohibited without permission from the Board.

D. Child Support Services Department employees (FLSA non-exempt) will have the option of choosing Cash or CTO if they have less than 60 hours banked CTO for overtime worked. Selection of qualified employees

to work overtime will be without regard to employee's choice of compensation. Employees will be provided with payroll notification forms and deadline dates for changes. The compensation option selected will be applied to the whole pay period. This section shall apply only to employees working for Child Support Services Department.

E. The TulareWORKS division of the Health & Human Service Agency shall have the option to pay cash (regardless of an employee's CTO balance) for overtime when employees in units 1, 4, and 7 are working on case backlogs for CalWORKS, Medi-Cal, and CalFresh programs (or related work as determined by the Unit Manager). Compensation for qualifying overtime work for FLSA non-exempt employees shall be in the form of cash at time-and-one-half.

F) The following shall apply to all classifications in Units #1, 2, 3, 4, 6, and 7. The County and its employees represented by SEIU will comply with all provisions of the Federal Fair Labor Standards Act (FLSA) including the Amendments of 1985.

The County and SEIU agreed upon various overtime and payroll-related issues as follows:

1. **Bilingual Pay:** Paid at \$0.50 per hour using hours actually worked.
2. **Sick Leave Buy Back (SLBB):** Include SLBB in the regular rate of pay calculation for overtime premium.
3. **Overtime Premium:** Calculate the regular rate of pay for overtime premium using standard or scheduled hours in the work period.
4. **Straight Time Overtime (STO):** Pay STO as regular hours at the base rate.
5. **On-Call:** Exclude additional pay codes from the on-call rate.

Definitions:

Periods:

Pay Period – Every 14 days.

Work period – Refers to an established and regularly recurring period of work.

Types of Hours:

Call back is when an employee on-call gets called in to work.

“Hours actually worked” includes hours classified as regular, overtime, or call back. It does not include non-working hours, such as holiday, sick, vacation, on-call, etc.

Scheduled/Standard Hours – Those hours that are recurring and fixed within the work period.

Types of Overtime Pay:

Overtime Premium – Term used once the “hours actually worked” during the work period exceed the overtime threshold, (typically 40 hours/work period).

“Straight time” Overtime – Term was used when total hours (including holiday, vacation, sick, etc.) exceed the overtime threshold, BUT the “hours actually worked” do not.

Compensation:

Base Rate – The rate paid to an employee for their ordinary hours of work (regular hours).

Additional Pay Codes – Additional means of compensation that an employee continuously receives every paycheck (e.g., bilingual pay, benefits tax, etc.).

Regular Rate of Pay – The rate used when calculating overtime pay. It is calculated by multiplying the Base Rate by 1.5 plus half of the Additional Pay Codes per hour.

Example:

Base rate = \$10 x 1.5 = \$15 Base rate @ 1.5

Additional pay codes = \$20 /45 Hours actually worked= \$0.44 Additional pay per hour

\$0.44/2=\$0.22

\$0.22 + (\$15 Base rate @1.5) = \$15.22 Regular rate

Weighted Rate – The rate used to calculate Straight Time Overtime (eliminated with this contract) and On-call. It is calculated by taking the Base Rate plus Additional Pay Codes per hour.

Example:

Base Rate = \$10

Additional pay codes = \$20 /45 Hours actually worked = \$0.44 Additional pay per hour

\$0.44 + \$10 Base rate = \$10.44 Weighted rate

ARTICLE 41 PAYROLL

- A. **DIRECT DEPOSIT**
Employees will receive their paychecks via direct deposit to a checking or other similar account at a financial institution of their choice. The County will consider exceptions of a case-by-case basis.
- B. **SHORTAGES**
A correction by the Auditor's Office to cover shortage errors in employee's paycheck, after written notification of the discrepancy to Auditor's Office shall be provided to employees on the next pay check if the amount is under \$150 and within seven working days if the shortage is \$150 or greater. If the shortage is equal to 50% or more of the regular paycheck or in any instance, when in the opinion of the Auditor such shortage would be an unreasonable burden on the employee the Auditor may order a manual warrant as soon as practicable.
- C. **OVERPAYMENTS**
Overpayments errors shall be corrected in the immediate next pay period. If the amount in the judgment of the Auditor's Office would constitute an unreasonable burden on the employee, overpayment errors may be corrected in subsequent pay periods pursuant to an agreement of court order. As a nonbinding guideline, repayments should be within the same number of pay periods in which the error occurred.
- D. **CONFIRMATION**
The employee may request confirmation of any payroll error through their payroll clerk.

ARTICLE 42 NO STRIKE - NO LOCKOUT

In consideration of the mutual desire of the parties to promote and ensure harmonious relations the County agrees that there shall be no lockout or the equivalent of employees covered by this MOU and the Union and its members agree that there shall be no strike or other concerted action, including actions in sympathy for others, resulting in the withholding of services by its members during the term of this MOU and during the period immediately following this MOU while meet and confer toward a successor MOU is continuing and impasse has not been reached.

ARTICLE 43 TERM

This Memorandum of Understanding (MOU), hereinafter referred to as "MOU", is entered into between the COUNTY OF TULARE, hereinafter referred as the "County", and Service Employees International Union, SEIU Local 521, hereinafter referred to as the "Union". The term of this MOU is for July 1, 20~~17~~19 through June 30, 20~~19~~21.

ARTICLE 44 EMPLOYMENT STANDARDS

Failure to maintain necessary employment standards of position, e. g. driver's license, professional certification or license, etc. shall be cause for disciplinary action.

ARTICLE 45 CONTINUING EDUCATION

In addition to training otherwise provided by their department, employees shall be included in the tuition reimbursement program. Employees covered may take classes and obtain tuition reimbursement subject to the Tuition Reimbursement Guidelines in Addendum C of this agreement. This article includes, but is not limited to, MSW Programs.

ARTICLE 46 BILINGUAL PAY

The Bi-lingual Services Program recognizes the need for translation services in the provision of County services to members of the public who can best transact County business in a language other than English.

The County will cease bilingual pay for any employee who refuses to use bilingual skills when requested to do so by the County. The following are the bilingual skill use designations in use in the County:

~~Flat-Rate for~~ Bi-lingual Positions: Employees who provide translation services for the County ~~and receive a flat amount each pay period for these services. The bi-weekly compensation for~~ this skill will be paid \$0.50 per hour ~~multiplied by the number of assigned hours in a pay period using hours actually worked.~~ The employee must pass a proficiency test in speaking, and reading and/or writing.

Primary Languages: The primary languages for this program are Spanish and the South East Asian group. Other languages can be added to meet demonstrated need.

Other Languages: Other languages should be handled by:

- 1) Identifying bilingual employees within our employee group, testing their proficiency, and making those who qualify available on an inter-departmental basis throughout the County. Depending on the time they spend translating, they should be compensated as outlined above.
- 2) Identifying community resources who can and will provide occasional translation.
- 3) Using the AT&T long distance translation service or equivalent.

The County agrees to grandparent the current Investigator-Public Defender positions under the 5% bi-lingual rate.

ARTICLE 47 SEVERABILITY

If any provision of this MOU is declared by proper legislative, administrative or judicial authority to be unlawful, unenforceable or not in accordance with applicable Tulare County rules, or law, all other provisions of this MOU shall remain in full force and effect. Any provision declared invalid under the above language will be subject to Meet and Confer.

ARTICLE 48 INTER-OFFICE MAIL

The County inter-office and inter-department mail systems may be used for the mailing of grievances (including attachments), grievance responses and grievance appeals only.

Employee representatives may use the County e-mail system exclusively and only for:

- the purpose of communicating with County Management in the regular course of Union/County business.
- communicating with management to make arrangements to investigate or process grievances.
- management shall be responsible for communicating directly with employees engaged in grievances or discipline on behalf of the union to arrange scheduling and release time as appropriate. Also to audit the use of employee representatives chargeable release time.

The union acknowledges that there is no expectation of privacy in e-mail communications and that the County may monitor any union e-mail used on the County's e-mail system or infrastructure for compliance with these authorized uses.

ARTICLE 49 ADMINISTRATIVE STAFF MINUTES

HHSA shall to the extent they are maintained provide to the Union copies of all Administrative Staff minutes for the Child Welfare Services, TulareWorks and Mental Health units upon request.

ARTICLE 50 TRANSFERS

Transfers shall be made in accord with Personnel Rule 10.

Reassignment: Movement from one assignment to another assignment in the same classification in the same division and in the same city is a reassignment and shall be at the discretion of the Division Manager.

For positions in HHS lower than the equivalent of a Staff Services Analyst the following Agency policy also applies:

The following is a brief outline of the major provisions of the policy to be utilized in filling vacant positions prior to certifying applicants from outside of the HHS Agency:

1. Comprehensive listing of all vacant positions eligible to accept transfers will be posted on a weekly basis with all other job flyers.
2. Transfer opportunity postings will occur on Mondays or Tuesdays during Monday holidays and shall remain open through Friday of the same week.
3. Employees must submit a completed Agency transfer request form as designated by the Agency to HHS HR prior to 5:00 PM, on the Friday closing the posting.
4. HHS shall accept and interview all qualified transfer requests submitted and shall also interview other candidates from any certified open recruitment lists to fill the vacant position.
5. After the department and/or Agency has determined the employee to be transferred, the employee chosen to transfer into the vacant position will be notified by the Agency.

Nothing contained in this procedure is intended to, nor shall it, restrict, affect, modify or limit management rights as indicated in the appropriate article(s), policies, past practice, laws or procedures.

ARTICLE 51 VEHICLE OPERATION

The employee must immediately notify their department and Risk Management of any action against that license or insurance and/or of any moving violations incurred while on County business.

For Unit 2 employees, the County shall pay the DMV cost of license endorsements beyond the standard Class A or Class B license when these licenses with endorsements are required by the classification and Department.

ARTICLE 52 REIMBURSEMENT FOR DAMAGED PROPERTY

The County agrees to replace employee's personal property when such property is lost or damaged in the line of duty without fault of the employee as per Board Resolution 2003-0851.

In addition:

The County will clean or repair the personal automobile of employees covered by this agreement only when, without fault of the employee, such automobile is soiled, infested or damaged by a client of his/her department while that employee is transporting said client in the line of duty. Transporting shall include that time when the client is entering, occupying or exiting the employee's vehicle.

When a qualifying incident occurs the employee shall notify his/her supervisor in writing on the appropriate form at the earliest opportunity but in no case later than 9:00 AM on the next business day.

Reimbursement shall be limited to the minimum amount necessary to reasonably clean or repair the qualifying damage.

The employee's supervisor shall make a preliminary determination of the validity of the claim. Claims appearing to be valid shall be forwarded to Risk Management for review and if they are determined to meet the criteria of this Article shall be forwarded to the Board of Supervisors for authorization of payment.

ARTICLE 53 EQUAL EMPLOYMENT / DISCRIMINATION / SEXUAL HARASSMENT

Sexual harassment is a violation of Title VII of the Civil Rights Act of 1964 and it is against the policies of the County for any employee, male or female, to sexually harass another employee per Personnel Rule 14.

ARTICLE 54 HHSA SCHEDULED TRAINING

The HHSA will not routinely schedule on-going training on the calendar month-end cut-off day. It is understood and agreed that emergency and/or unusual conditions may alter the above for temporary periods of time.

ARTICLE 55 CASELOADS

Self Sufficiency Counselors and Social Service Workers caseloads shall be divided among the workers as equally as is administratively feasible with the following understanding:

- 1) Designated Lead Self Sufficiency Counselors and designated Lead Resource Specialists shall be assigned a caseload 85% of the "regular caseload"
- 2) Inexperienced Self Sufficiency Counselors shall maintain a reduced caseload in accord with the following:

Where it is possible as determined by the unit manager, inexperienced workers will not be placed in intake duties. Also, where possible as determined by the unit manager, inexperienced workers still on probationary period will not be placed in intake unless they have demonstrated their competence in handling such duties. Immediate

Supervisors shall limit the new worker's responsibility for the caseload until the training is completed. It is understood and agreed that emergency and/or unusual conditions may alter the above for temporary periods of time.

ARTICLE 56 HSA QUIET TIME

The Health and Human Services Agency (HSA) agrees to continue quiet time from client contact as follows:

1. Only Eligibility Workers and Self-Sufficiency Counselors shall be eligible for quiet time provisions.
2. Quiet time shall consist of five (5) hours per week, no more than one hour per day. During said time workers will be free from interviews except in emergency situations.
3. Inclusion of all Eligibility Workers and Self-Sufficiency Counselors in these quiet time provisions, except those working as Service Representatives shall be mandatory.
4. No unit meeting or training functions shall be scheduled during quiet time, except when, in the opinion of management, these meetings must be held during quiet time for the safe and/or efficient operation of the Department.

ARTICLE 57 HSA FLEXIBLE DAY SCHEDULING

The HSA agrees to allow flexible scheduling for Social Service Workers whenever the worker is required to work beyond the normal 5:00 P.M. shift end because of scheduled calls or interviews. Each unit Supervisor is hereby authorized to do such scheduling, whereby the worker may, whenever possible, offset the additional hours worked by working fewer hours the following day or another day within the work week. In deciding when and if the employee will work fewer hours, the employee's supervisor shall take into consideration any scheduled appointments that the employee may have. If the excess hours are not offset within the workweek they shall be treated in accord with the OVERTIME Article.

ARTICLE 58 EXTENDED WORK HOURS

In order to provide medical services in an efficient manner, HSA has established a twelve-hour work shift for the following classifications, on an assigned basis, which is based on the needs of the work location in which assigned: Physician Assistant, Nurse Practitioner, Registered Nurse, Licensed Vocational Nurse, Health Aide, and Clerk.

- 1) All staff assigned to work on these teams will work three (3) twelve (12) hour days for a total of thirty-six hours per week.
- 2) Employees working this schedule will be paid for forty (40) hours.
- 3) HSA will solicit qualified volunteers to work this extended schedule, but the department reserves the right to decline an offer from an employee to volunteer for an extended hour's schedule. Should

there be insufficient volunteers to maintain adequate coverage at a given work location, staff will be assigned to the schedule with consideration given to seniority, workload, and departmental needs.

- 4) Once an employee is assigned to an extended hour's schedule, this will be their regular work assignment. Employees may request to be added to or removed from an extended hours schedule effective the beginning of each calendar quarter. Once assigned to the extended hour's schedule, employees must work that schedule for the entire quarter. The department reserves the right to remove an employee from an extended hour's schedule.

ARTICLE 59 FULL UNDERSTANDING

This document is intended to represent the full and complete MOU reached by the County and the Union. Should it be discovered that this document does not represent the agreement of the County and the Union due to error, omission, oversight, etc. the County and the Union agree to make the necessary corrections to accurately reflect the agreement.

ARTICLE 60 IMPASSE PROCEDURE

During any such time that negotiations are reopened in accord with this MOU and the parties are unable to reach an agreement, the County impasse procedure, set forth in the County's Employee Relations Policy, will apply including mediation and/or resolution by the Board of Supervisors, in accord with that procedure.

ARTICLE 61 EMPLOYEE LAYOFFS

Refer to Personnel Rule 11.2. Notice will be given to the Union of proposed layoffs.

ARTICLE 62 BACKGROUND CHECKS

Employees that are assigned to work in a criminal justice/law enforcement facility or a department that requires a special security clearance shall be subject to background investigation finger print checks.

ARTICLE 63 MISCELLANEOUS AGREEMENTS

~~A.~~ The parties met and conferred on the following topics and reached agreement:

1. Revisions to the Personnel Rules.
2. Revisions to the Employment Relations Policy.
3. New Information & Communications Technology Policies (Mobile Device Usage, Theft, and Small Unmanned Aircraft Systems).

ARTICLE 64 SALARY INCREASE

In the first year of the agreement, there shall be a salary increase of ~~32%~~ 32% for all classifications in the unit upon ratification and approval by the Board of Supervisors, to be effective at the start of the next pay period following approval by the Board of Supervisors. ~~no sooner than July 9, 2017.~~

In the second year of the agreement, there shall be a salary increase of 2% for all classifications in the units, effective July ~~85, 2018~~ 20.

Acceleration of January 1, 2020 Minimum Wage increase to \$13.00 per hour contingent on Board Approval by October 8, 2019 to be effective with the October 13, 2019 pay period.

ARTICLE 65 TRAINING

At the Department Heads discretion, the County shall provide a minimum of ten (10) hours training per month to Construction and Maintenance Workers I, II and III respectively and to Refuse Site Caretakers and Refuse Equipment Operators I and II, on heavy equipment operation related to the next higher job classification in the Construction and Maintenance Worker or Refuse Equipment Operator series.

At the Department Heads discretion, the County shall provide monthly orientation training for employees covered by this MOU in the Cook, Custodian, Mechanic, Maintenance and Parks and Grounds Worker series on available department equipment that is included in the testing for the next higher classification in the employee's classification series. This training is in addition to safety training.

Training provided under this article shall not be considered work out of the employee's classification. The County will document the training provided pursuant to this article. Documentation will include the employees name, date that the training occurred, type of training received, and the number of hours completed.

Article 66 REFUSE SITE FIRE FIGHTING

Refuse employees shall not fight dump fires except when the employee can cover a fire without inhaling smoke from the fire.

Article 67 REFUSE SITE WATER

Water wells at refuse sites will be tested as necessary as determined by the County Health Department. Except as otherwise exempted by the Public Records Act, the results of these tests shall be posted or made available at the respective site. Should a refuse site well test "not potable" the Department will provide container(s) for employee use for bringing in potable water.

Should a refuse site well test "not suitable for hand washing" the Department will select and provide an appropriate alternative for employee use. Hose bibs connected to non-potable sources shall be clearly

signed and/or the handle shall be removed. The Department shall select and have readily available at each refuse site appropriate emergency eye wash stations.

ARTICLE 68 CMW LICENSING

Construction and Maintenance Worker (CMW) series:

CMW I

The probationary period shall be twelve (12) months. Employees hired into this classification after May 11, 1997 shall attain a "Class B" driver's license with no restrictions and a tanker endorsement two (2) weeks prior to the expiration of the probationary period. Attainment of the Class B license is a condition of employment. Incumbent CMW I Bargaining Unit members shall not be required to attain a Class B driver's license.

CMW II

Employees hired into this classification or incumbent Bargaining Unit members who promote into this classification after May 11, 1997 shall possess a "Class B" driver's license as a condition of employment.

CMW III

Employees hired into this classification or incumbent Bargaining Unit members who promote into this classification after May 11, 1997 shall possess a "Class A" driver's license as a condition of employment.

Members of the bargaining unit hired or promoted on or after July 1, 1999 and are in the classification of CMWIII are required as a condition of employment to possess a Class A license as well as an endorsement to include tankers and doubles.

Members of the bargaining unit hired or promoted on or after July 1, 1999 and are in the classification of CMWII are required as a condition of employment to possess a Class B license with an endorsement to include tankers.

The County shall pay for the cost of the physical examination associated with obtaining a driver's license, in accordance with requirements under Labor Code section 231.

ARTICLE 69 DEFERRED COMPENSATION

The County will contribute up to \$1,500 annually to an employee's Deferred Compensation Plan. The County will contribute 25% of the amount that the employee contributes to the plan (for each \$1.00 that the employee contributes to the plan the County will contribute .25 cents to the plan) up to a maximum County contribution of \$1,500 in a calendar year, effective January 1, 2018.

ARTICLE 70 SHERIFF'S DEPARTMENT EMERGENCY DISPATCH CENTER

Emergency Dispatchers I's, II's, and III's will be initially be assigned one of four shifts by the Sheriff's Department. The shifts will consist of a Weekday Day Shift, Weekday Night Shift, Weekend Day Shift, and Weekend Night Shift. Dispatchers will work their assigned shift for a three (3) month period. At the

end of the three (3) month period, Dispatchers will move to the next shift in the rotation cycle. Once all four shifts have been worked in a twelve (12) month period, the shift rotation will start over. The shifts will primarily consist of twelve (12) hour shifts and the shift assignments and rotations will commence in July 2017. Upon the County's request, the Parties will promptly meet and confer within thirty (30) days on the impacts of this proposal.

~~ARTICLE 71~~

~~REOPENER REGARDING CHANGES TO EMPLOYEE HEALTH AND OTHER BENEFITS CASH OUT~~

~~The Parties acknowledge that the County may desire to make changes to an employee's ability to elect and/or receive cash payments in lieu of and/or in excess of health benefits (including dental, vision, and life insurance) based on the 9th Circuit decision of Flores v. City of San Gabriel. Accordingly, during the term of this agreement, the County may request to, and the parties will promptly meet and confer regarding proposed modification(s) to or elimination of cash payments received by employees as part of the County's health benefits program which are implicated by the Flores v. City of San Gabriel decision.~~

ARTICLE 71

SB 1085 UNION LEAVE OF ABSENCE

Union Representative Leave of Absence (SB 1085/Government Code 3558.8):

Pursuant to the provisions of SB 1085/Government Code section 3558.8, the County shall grant an employee, with prior department approval and upon written request of the Union, a reasonable leave of absence without loss of compensation or other benefits for the purpose of enabling employees to serve as stewards or officers of the Union. Leave may be granted on a full-time, part-time, periodic, or intermittent bases under the following procedures:

1. The Union officer or steward shall submit a written request to the department head at least ten (10) business days in advance of the requested leave. The request shall specify it is being made pursuant to SB 1085 and include dates/duration, classification, and bargaining unit.
2. No More than two (2) employees per bargaining unit shall be on leave at the same time pursuant to this section; and employees must have a minimum overall satisfactory evaluation rating for the most recent evaluation period, and employees cannot be in any probationary status and /or on administrative leave. If employee is due a merit increase during the SB 1085 leave, the merit increase shall be delayed one full pay period for each full pay period the employee is on leave. For any employee going on leave, who is on a medical leave, SEIU will ensure compliance with all medical restrictions.
3. The Union shall reimburse the County for all benefits and compensation paid to and earned/realized by the employee on leave, including but not limited to all wages and benefits, and including reasonable County Administrative fees of \$2.50 per employees on leave, per pay period. This administrative fee only applies to an employee on the union representative leave of absence section of this article.
4. Reimbursement by the Union shall occur within thirty (30) days of the County billing the Union. The leave of absence will be approved if it does not interfere with the performance of County services and department operations. If the leave is denied, the County will provide the Union with written notification of impacted operational needs. The Union shall provide the County with alternative leave dates for the leave to occur which shall be granted by the County.

At the conclusion or termination of the leave granted under this section, the officer or steward shall have a right to reinstatement to the same position and location they held prior to such leave, or if not feasible, a

substantially similar position without loss of seniority, rank, or classification.

The County shall not be liable for any act, omission, or injury suffered by the employee of the County if that act, omission or injury occurs during the course and scope of the employee's leave under this section to work for the Union. To the extent that the County is held liable for any such act, omission or injury, the Union shall indemnify and hold harmless the County.

Signature Page

SEIU MOU: July 1, 20~~17~~19 - June 30, 20~~19~~21

For SEIU:

For Tulare County:

~~Mark Araiza~~Sabina Ramos

Rhonda Sjostrom

Date

Date

~~Darwin Duncan~~Courtney Hawkins, SEIU Representative

~~Sabina Ramos, CSS~~Jessica Camarena, HHSA

~~Lena Case, Gen Svs~~Garrett Mazar, RMA

Laura Hernandez, CSS

~~Stephanie Souza, Assessor's Office~~Kathleen Wilmes, HHSA

Michelle Jones, CSS

Ty Inman, HHSA

Rosemary Ruiz, CSS

ADDENDUM 'A'

TUITION REIMBURSEMENT

Tuition Reimbursement Guidelines

A. **GOAL** The Tuition Reimbursement Program is intended for those employees who, in their off-duty hours, plan to attend an education/training course which will benefit both themselves and the County of Tulare. Its purpose is to increase the effectiveness of Tulare County employees in the performance of their duties by providing financial assistance for academic or job-related training.

B. **ELIGIBILITY** County employees in the competitive and non-competitive service are eligible to participate in this program provided they have:

- a. Regular status or probationary status as the result of a promotion.
- b. Satisfactory performance evaluation rating (overall rating of 5 or higher) on their last annual performance evaluation, and an employment record free of disciplinary action (Formal Reprimand, Suspension or Demotion) for the preceding six (6) months.
- c. Continuing employment with the County throughout the course period.

C. **APPLICATION APPROVAL** Approval will be dependent on the coursework's applicability to your current position or to a position to which you might reasonably promote. The application must be fully and properly completed and received by your Department Head in a timely manner. **Note: Applications submitted after a course has begun will likely be denied.**

D. **ALLOWABLE EXPENSES** The program may reimburse you for your registration/tuition fees, books, special supplies unique to the course and/or laboratory fees. The program only pays for the first \$350 of covered expenses in any fiscal year.

Expenses for mileage, meals, parking, routine supplies such as paper, binders, pencils, pens, etc. or other related items are not reimbursable under this program.

E. **CLAIMING REIMBURSEMENT** Once you have successfully completed the approved course, you may submit your claim for reimbursement. This claim must be submitted prior to the end of the fiscal year for which the course was approved and must be accompanied by all of the following:

1. A properly completed Claim form, including a statement certifying this or any other expenses associated with the this training has not been and will not be reimbursed through any other program or any department expense funds.
2. Itemized receipts or other documentation indicating the actual expenses. (Note: Bookstore receipts must contain the title of the book and a detailed listing of any special supplies for which you are claiming reimbursement.)
3. Evidence of satisfactory completion of the training or course. For academic courses you must receive a grade of "C" or higher. For non-academic courses you must receive a certificate of completion or notice of attendance or similar document.

REIMBURSEMENT REQUEST FORM

Note: Application must be made and approval received **prior to** the beginning of the class or training. Please allow three weeks for processing. Fill out Section A completely and submit to your department payroll clerk.

Section A: To be completed by applicant:

Name _____ Classification _____
 Department/Work Location _____ Work Phone & Ext. _____

Course Information:

College/Institution or Training Center	Course Title	Instructor's Name	Beginning & Ending Date

Note: For courses held during your normal working hours you must obtain permission from your Department Head and use approved leave.

1. Estimated expenses for the above listed education/training:

Tuition/registration fees \$ _____
 Books \$ _____
 Supplies \$ _____ (Supplies are only those required to these courses. Not eligible are normal education supplies such as paper, pens, pencils, binders, etc.)
 Laboratory Fees \$ _____
Total* \$ _____

*This total will be the maximum amount you may be reimbursed.

2. Briefly describe how the above education/training will enhance your performance in your current job duties and/or the duties in a class to which you might reasonably be expected to promote.

I have read, understand and agree to abide by the conditions governing the Tuition Reimbursement Program as outlined on the back of this application.

 Applicant Signature

 Date

Section B Department Head Review:

- Tuition reimbursement approved for the courses listed above.
- Tuition reimbursement approved for the courses listed above **except** _____.
- Tuition reimbursement denied.

Amount approved: \$ _____

 Department Head Signature

 Date

ADDENDUM 'B'**JOB CLASSIFICATIONS**

TITLE	UNIT	GRADE	FLSA	STEP 1 ANNUAL	STEP 5 ANNUAL
Account Clerk	1	143	C	26,436	32,218
Account Clerk-Principal	7	170	C	32,920	40,121
Account Clerk-Senior	1	153	C	29,191	35,576
Account Clerk-Supv	7	165	C	31,326	38,178
Accountant I	7	741	P	45,565	55,531
Accountant II	7	745	P	50,320	61,326
Accountant III	7	776	P	56,126	68,403
Administrative Aide	7	180	C	36,349	44,300
Ag & Stds Inspector Aide	3	812	C	25,174	30,680
Ag & Stds Inspector I	3	605	C	39,268	47,857
Ag & Stds Inspector II	3	606	C	43,363	52,848
Ag & Stds Inspector III	3	608	C	49,324	60,112
Ag & Stds Inspector IV	7	611	C	57,015	69,486
Ag & Stds Inspector Trainee	3	604	C	34,886	42,517
Agricultural Enforcement Offcr	7	611	C	57,015	69,486
Agricultural Pest Mgt Spec	7	612	C	57,015	69,486
Agricultural Technician I	3	162	C	30,997	37,777
Agricultural Technician II	3	172	C	34,230	41,717
Air Conditioning Mechanic	2	872	C	41,543	50,630
Alcohol & Drug Specialist I	4	182	C	36,891	44,960
Alcohol & Drug Specialist II	4	926	C	38,769	47,249

Analyst-Assessor's System	7	124	E	71,544	87,193
Analyst-Geographic Info Sys I	3	664	C	53,494	65,195
Analyst-Geographic Info Sys II	3	660	C	59,075	71,996
Analyst-Property Tax System	7	124	E	71,544	87,193
Animal Care Specialist I	3	295	C	30,685	37,397
Animal Care Specialist II	3	176	C	35,615	43,405
Animal Care Trainee	3	110	C	27,859	33,953
Animal Control Officer I	3	987	C	32,082	39,099
Animal Control Officer II	3	351	C	38,995	47,524
Animal Control Officer III	7	200	C	44,329	54,025
Animal Control Officer,Supv	7	100	E	49,446	60,261
Animal Services Coordinator	7	696	C	31,470	38,354
Appraiser I	3	263	C	50,582	61,646
Appraiser II	3	747	C	56,979	69,442
Appraiser III	3	750	C	62,954	76,724
Appraiser IV	7	616	C	69,430	84,616
Assist Refuse Site Supervisor	7	330	C	44,469	54,196
Assist Road Superintendent	7	330	C	44,469	54,196
Auditor-Appraiser I	3	614	C	50,624	61,697
Auditor-Appraiser II	3	615	C	57,024	69,497
Auditor-Appraiser III	3	435	C	62,974	76,749
Auditor-Appraiser IV	7	689	C	69,642	84,875
Auto Mechanic I	2	856	C	36,156	44,064
Auto Mechanic II	2	910	C	39,927	48,660

Auto Service Worker	2	844	C	32,741	39,902
Autopsy Assistant	3	229	C	37,164	45,293
Building & Zoning Inspector IV	7	776	E	56,126	68,403
Building Systems Technician	2	712	C	43,434	52,934
Building/Zoning Inspect Aide	3	174	C	34,914	42,551
Building/Zoning Inspector I	3	194	C	42,580	51,894
Building/Zoning Inspector II	3	204	C	47,025	57,311
Building/Zoning Inspector III	7	214	E	50,939	62,081
Butcher	2	850	C	34,404	41,929
Buyer	7	794	E	50,541	61,596
Cadastral Mapping Tech I	3	194	C	42,580	51,894
Cadastral Mapping Tech II	3	204	C	47,025	57,311
Cadastral Mapping Tech III	3	436	C	51,679	62,983
Cadastral Supervisor	7	227	C	57,949	70,624
CalWIN Aid Claim Spec	1	737	C	46,451	56,611
CalWIN Aid Claim Supv	7	745	C	50,320	61,326
Caseworker Aide I-CWS	4	811	C	24,089	29,358
Caseworker Aide II-CWS	4	431	C	26,497	32,293
Caseworker I-Assist	4	129	C	22,501	27,423
Caseworker II-Assist	4	811	C	24,089	29,358
Caseworker III-Assist	4	718	C	29,481	35,929
Certified Occup Therapist Asst	6	741	C	45,565	55,531
Chief Assessment Clerk	7	103	C	43,325	52,801

Chief Clinical Lab Technologist	7	225	E	78,399	95,547
Chief Deputy Public Guardian	7	625	C	53,254	64,903
Chief Records Clerk	7	103	C	43,325	52,801
Child Interview Specialist	4	182	C	36,891	44,960
Child Support Officer I	3	686	C	32,753	39,917
Child Support Officer II	3	298	C	37,652	45,888
Child Support Officer III	3	300	C	39,568	48,223
Child Welfare Service Supv	7	495	C	59,351	72,333
Children Services Worker	4	171	C	33,079	40,315
Children's Services Supervisor	7	180	C	36,349	44,300
Civil Clerk	1	147	C	27,507	33,523
Claims Supervisor	7	790	C	52,792	64,340
Clerk-Dispatcher	1	331	C	32,874	40,065
Clerk-Dispatcher-Senior	1	853	C	36,300	44,240
Clerk-Principal	7	637	C	31,952	38,941
Clinic Coordinator	7	662	E	53,049	64,652
Clinical Lab Technologist I	6	134	C	63,598	77,509
Clinical Lab Technologist II	6	639	C	66,836	81,455
Clinical Svs Training Speclst	7	180	C	36,349	44,300
Code Enforcement Ofcr I	3	194	C	42,580	51,894
Code Enforcement Ofcr II	3	204	C	47,025	57,311
Code Enforcement Ofcr III	7	209	E	48,476	59,079
Coding Specialist	6	269	C	50,641	61,718
Collector I	3	167	C	32,572	39,697

Collector-Tax Programs I	3	470	C	35,941	43,803
Collector-Tax Programs II	3	475	C	41,669	50,783
Collector-Tax Programs III	3	480	C	48,321	58,890
Collector-Tax Programs Supv	7	601	E	52,039	63,422
Communicable Disease Investgr	6	265	C	37,303	45,462
Community Development Spec III	7	620	C	61,114	74,482
Community Educ Specialist	6	173	C	33,910	41,327
Community Health Technician	6	138	C	23,974	29,218
Community Program Specialist	7	189	C	39,749	48,443
Computer Svs Technician I	3	152	C	28,077	34,219
Computer Svs Technician II	3	162	C	30,997	37,777
Construction & Maint Wkr I	2	325	C	29,353	35,774
Construction & Maint Wkr II	2	327	C	33,389	40,692
Construction & Maint Wkr III	2	852	C	36,726	44,759
Construction & Maint Wkr IV	2	329	C	40,165	48,950
Cook I	2	810	C	26,061	31,761
Cook II	2	820	C	28,782	35,078
Cook III	2	830	C	31,151	37,965
County 911 Coordinator	3	188	C	40,117	48,892
County Financial Technich I	1	720	C	29,191	35,576
County Financial Technich II	1	723	C	32,110	39,134
County Financial Technich III	7	643	C	37,221	45,363
County Museum Curator	7	976	E	42,569	51,880

Crime Systems Specialist	3	336	C	49,676	60,542
Crisis Service Worker	4	206	C	46,813	57,053
Custodial Services Manager	7	205	E	46,588	56,778
Custodial Supervisor	7	177	C	35,286	43,004
Custodial Worker I	2	128	C	22,501	27,423
Custodial Worker II	2	809	C	24,562	29,935
Custodial Worker III	2	826	C	28,504	34,738
Dairy Inspector I	6	691	C	47,051	57,342
Dairy Inspector II	6	690	C	51,729	63,044
Dairy Inspector III	6	335	C	57,025	69,498
Deputy Elections Supervisor	7	515	C	48,176	58,714
Detention Svs Officer-Sher	3	162	C	30,997	37,777
Dietician I	6	285	C	58,578	71,391
Dietician II	7	286	C	61,553	75,017
Digital Equipment Operator I	1	146	C	27,233	33,190
Digital Equipment Operator II	1	156	C	30,069	36,646
Digital Forensic Analyst I	3	901	C	51,506	62,772
Digital Forensic Analyst II	3	902	C	57,237	69,757
Digital Forensic Analyst III	3	903	C	65,042	79,269
Director,Public Health Lab	7	120	E	84,718	103,248
Donation Coordinator	1	817	C	28,055	34,192
Duplications Equipment Op I	1	146	C	27,233	33,190
Duplications Equipment Op II	1	156	C	30,069	36,646
Election Clerk I	1	147	C	27,507	33,523

Election Clerk II	1	237	C	30,339	36,975
Election Clerk III	1	284	C	33,403	40,709
Elections Technical Analyst	1	525	C	39,748	48,442
Emergency Dispatcher I	3	736	C	36,965	45,051
Emergency Dispatcher II	3	738	C	40,823	49,752
Emergency Dispatcher III	3	994	C	45,029	54,878
Emergency Dispatcher Trainee	3	151	C	30,648	37,352
Emergency Dispatcher-Supv	7	744	C	50,798	61,909
Engineer I	3	638	C	59,615	72,655
Engineer II	3	640	C	66,474	81,014
Engineer III	7	759	C	77,726	94,727
Engineering Aide I	3	163	C	31,306	38,153
Engineering Aide II	3	178	C	36,331	44,278
Engineering Technician I	3	740	C	42,080	51,284
Engineering Technician II	3	201	C	47,397	57,764
Engineering Technician III	7	753	C	52,896	64,466
Engineering Technician IV	7	779	C	58,672	71,505
Engraving Supervisor	2	211	C	43,425	52,923
Environmental Health Aide I	6	253	C	28,092	34,237
Environmental Health Aide II	6	164	C	31,018	37,803
Environmental Health Spec I	6	691	C	47,051	57,342
Environmental Health Spec II	6	690	C	51,729	63,044
Environmental Health Spec III	6	335	C	57,025	69,498

Environmental Quality Spec	3	219	C	43,864	53,459
Environmental Quality Technicn	3	742	C	41,711	50,835
Facility Attendant	2	827	C	28,784	35,080
Family Services Coordinator	7	915	C	47,051	57,342
Farm Crew Leader	2	844	C	32,741	39,902
Field Evidence Technician	3	418	C	41,569	50,661
Field Evidence Technician I	3	418	C	41,569	50,661
Field Evidence Technician II	3	797	C	46,163	56,260
Field Evidence Technician III	3	798	C	52,377	63,833
Fingerprint Technician I	3	799	C	39,487	48,124
Fingerprint Technician II	3	219	C	43,864	53,459
Fingerprint Technician III	3	336	C	49,676	60,542
Fire Inspector	3	188	C	40,117	48,892
Fleet Services Supervisor	7	205	C	46,588	56,778
Fleet Svs Technician	2	850	C	34,404	41,929
Food & Laundry Svs Manager	7	192	C	40,949	49,906
Graphics Specialist-DA	3	283	E	54,079	65,908
Health Aide	6	802	C	22,501	27,423
Health Education Assistant	6	189	C	39,749	48,443
Health Education Specialist	7	205	C	46,588	56,778
Health Program Assistant	6	158	C	29,225	35,617
Heavy Equipment Mechanic I	2	859	C	36,515	44,502
Heavy Equipment Mechanic II	2	871	C	41,133	50,130
Heavy Equipment Mechanic III	7	195	C	42,188	51,416

Heavy Equipment Supervisor	7	622	C	46,404	56,554
HHSA Collector Investigator I	3	167	C	32,572	39,697
HHSA Collector Investigator II	3	111	C	39,592	48,252
HHSA Storage Facility Supv	7	183	C	37,449	45,640
IHSS Program Coordinator	7	415	C	42,199	51,429
IHSS Program Specialist I	7	234	E	50,658	61,738
Inmate Industries Manager	7	222	C	55,146	67,208
Inmate Program Specialist Supv	7	442	E	45,883	55,919
Inmate Programs Specialist	3	603	C	33,558	40,898
Investigative Auditor	3	783	C	53,753	65,510
Investigative Technician I	3	296	C	29,499	35,951
Investigative Technician II	3	167	C	32,572	39,697
Investigator Aide	3	167	C	32,572	39,697
Investigator II-Public Def	3	628	C	61,213	74,603
Investigator II-Public Def-B	3	896	C	64,130	78,157
Investigator I-Public Def	3	627	C	55,385	67,499
Investigator I-Public Def-B	3	908	C	58,298	71,050
Investigator-Health & Human Sv	3	908	C	58,298	71,050
Investigator-Pub Def-Senior	3	629	C	67,337	82,066
Investigator-Pub Def-Senior-B	3	631	C	70,542	85,972
Investment Officer	7	199	C	43,894	53,495
IT Business Intelligence I	7	287	E	52,476	63,954
IT Business Intelligence II	7	227	E	57,949	70,624

IT Client Specialist I	7	307	C	44,901	54,722
IT Client Specialist II	7	308	C	52,336	63,784
IT Communications Systems Adm	7	313	E	69,499	84,701
IT Computer Operator I	3	302	C	37,007	45,101
IT Computer Operator II	3	189	C	39,749	48,443
IT Data Center Administrator	7	227	C	57,949	70,624
IT Desktop Technician I	7	303	C	37,676	45,917
IT Desktop Technician II	7	305	C	43,763	53,335
IT Desktop Technician III	7	306	C	50,827	61,944
IT Document Specialist I	7	307	C	44,901	54,722
IT Document Specialist II	7	308	C	52,336	63,784
IT Document Specialist III	7	309	C	60,791	74,088
IT Documentation Technician	7	180	C	36,349	44,300
IT Eprise Content Mgt Spc I	7	307	C	44,901	54,722
IT Eprise Content Mgt Spc II	7	308	C	52,336	63,784
IT Funding Specialist I	7	307	C	44,901	54,722
IT Funding Specialist II	7	308	C	52,336	63,784
IT Logistics Planner I	7	301	C	47,707	58,142
IT Logistics Planner II	7	287	C	52,476	63,954
IT Logistics Technician I	3	162	C	30,997	37,777
IT Logistics Technician II	3	179	C	35,992	43,864
IT Network Administrator I	7	312	E	59,824	72,909
IT Network Administrator II	7	313	E	69,499	84,701
IT Network Technician I	7	305	C	43,763	53,335

IT Network Technician II	7	306	C	50,827	61,944
IT Radio Installer I	3	409	C	37,676	45,917
IT Radio Installer II	3	410	C	43,764	53,336
IT RadioCommunicationsTech I	3	412	C	50,827	61,944
IT RadioCommunicationsTechII	3	413	C	59,824	72,909
IT Security Administrator I	7	312	E	59,824	72,909
IT Specialist App Support I	7	307	C	44,901	54,722
IT Specialist App Support II	7	308	C	52,336	63,784
IT Sys Application Trainer II	7	996	E	50,014	60,954
IT Sys Applicaton Trainer I	7	883	E	47,520	57,914
IT System Administrator I	7	312	E	59,824	72,909
IT System Administrator II	7	313	E	69,499	84,701
IT System Technician I	7	305	C	43,763	53,335
IT System Technician II	7	306	C	50,827	61,944
IT Systems and Procedure An II	7	227	E	57,949	70,624
IT Systems and Procedures An I	7	287	E	52,476	63,954
Laboratory Assistant I	6	126	C	24,485	29,840
Laboratory Assistant II	6	721	C	27,817	33,901
Lake Patrol Attendant I	2	823	C	28,219	34,391
Lake Patrol Attendant II	2	831	C	29,651	36,137
Lake Patrol Attendant-Senior	2	847	C	33,729	41,107
Land Surveyor I	3	638	C	59,615	72,655
Land Surveyor II	3	640	C	66,474	81,014

Land Surveyor III	7	759	C	77,726	94,727
Laundry Technician	2	832	C	29,651	36,137
Law Clerk	3	733	C	40,823	49,752
Legal Clerk I	1	198	C	28,335	34,533
Legal Clerk II	1	160	C	31,282	38,125
Legal Clerk-Supv	7	180	C	36,349	44,300
Legal Office Assistant I	1	137	C	24,909	30,357
Legal Office Assistant II	1	147	C	27,507	33,523
Legal Office Assistant III	1	157	C	30,365	37,007
Legal Office Assistant IV	1	274	C	33,402	40,708
Legal Office Assistant-Supv	7	180	C	36,349	44,300
Librarian I	3	648	C	38,176	46,526
Librarian II	3	196	E	43,434	52,935
Librarian III	7	208	E	47,995	58,493
Library Assistant I	1	139	C	25,407	30,964
Library Assistant II	1	149	C	28,057	34,194
Library Assistant III	1	159	C	30,976	37,751
Library Assistant IV	7	774	E	34,090	41,547
Library Literacy Asst I	1	139	C	25,407	30,964
Library Svs Specialist I	3	136	C	38,176	46,526
Library Svs Specialist II	3	196	C	43,434	52,935
Library Svs Specialist III	3	232	E	48,926	59,628
Mail Processor	1	137	C	24,909	30,357
Maintenance Electrician	2	186	C	39,531	48,178

Maintenance Painter	2	860	C	36,878	44,944
Maintenance Supervisor	7	205	C	46,588	56,778
Maintenance Worker I	2	842	C	32,097	39,117
Maintenance Worker II	2	175	C	35,443	43,196
Maintenance Worker III	2	865	C	38,370	46,763
Medical Assistant	6	155	C	28,371	34,577
Medical Office Assistant I	1	785	C	24,799	30,223
Medical Office Assistant II	1	796	C	27,385	33,375
Medical Office Assistant III	1	815	C	30,234	36,847
Medical Office Assitant, Supv	7	878	C	36,509	44,495
Mental Health Case Mgr I	4	834	C	29,369	35,793
Mental Health Case Mgr II	4	290	C	32,305	39,371
Mental Health Case Mgr III	4	292	C	35,536	43,309
Mental Health Case Mgr IV	4	294	C	39,823	48,533
Mental Health Technician I	4	839	C	33,611	40,963
Mental Health Technician II	4	851	C	37,116	45,235
Milk Technician I	6	721	C	27,817	33,901
Milk Technician II	6	168	C	32,272	39,330
Milk Technician III	6	265	C	37,303	45,462
Museum Assistant	1	147	C	27,507	33,523
Nurse I-Supv	7	763	E	76,530	93,269
Nurse Practitioner	6	769	C	85,916	104,708
Nurse Practitioner - OB	6	769	C	85,916	104,708

Nurse-Graduate Public Health	6	752	C	64,549	78,668
Nurse-Licensed Vocational	6	265	C	37,303	45,462
Nurse-Public Health I	6	755	C	67,829	82,665
Nurse-Public Health II	6	760	C	71,277	86,868
Nurse-Public Health Lead	6	770	C	74,024	90,216
Nurse-Quality Assurance	6	756	C	67,778	82,603
Nurse-Registered	6	752	C	64,549	78,668
Nurse-Registered CWS	6	752	C	64,549	78,668
Nurse-Registered Psychiatric	6	299	C	68,298	83,237
Nurse-Registered-Lead	6	756	C	67,778	82,603
Nutrition Assistant I	6	130	C	25,471	31,043
Nutrition Assistant II	6	140	C	28,119	34,269
Nutrition Program Coordinator	7	662	E	53,049	64,652
Nutritionist MastDegreeed	6	627	C	55,385	67,499
Nutritionist, Supv Pub Hlth	7	897	E	67,308	82,030
Nutritionist-Degreeed	6	346	C	52,771	64,314
Occupational Therapist	6	689	C	69,642	84,875
Office Assistant I	1	125	C	22,501	27,423
Office Assistant II	1	137	C	24,909	30,357
Office Assistant III	1	147	C	27,507	33,523
Office Assistant IV	1	276	C	30,253	36,871
Office Assistant,Supv	7	281	C	31,518	38,412
Paralegal I	3	729	C	37,027	45,126
Paralegal II	3	730	C	38,877	47,381

Parks & Grounds Operations Sup	7	863	C	40,786	49,707
Parks & Grounds Worker	2	828	C	29,072	35,431
Parks & Grounds Worker-B	2	836	C	30,522	37,198
Parks & Grounds Worker-Senior	2	842	C	32,097	39,117
Parts & Inventory Specialist	2	850	C	34,404	41,929
Patient Accounts Rep I	1	145	C	26,965	32,863
Patient Accounts Rep II	1	264	C	29,773	36,285
Patient Accounts Rep III	1	462	C	32,920	40,121
Patient Accounts Rep, Supv	7	991	C	38,967	47,491
Payroll Clerk	1	444	C	30,722	37,442
Payroll Technician	7	317	C	39,153	47,717
Peer Support Specialist I	4	343	C	22,501	27,423
Peer Support Specialist II	4	354	C	24,977	30,440
Peer Support Specialist III	4	358	C	24,854	30,291
Physical Therapist	6	689	C	69,642	84,875
Physical Therapist Asst	6	741	C	45,565	55,531
Physician Assistant	6	261	C	85,915	104,707
Planner I	3	618	C	47,266	57,605
Planner II	3	460	C	52,771	64,314
Planner III	7	620	C	61,114	74,482
Planner-Associate Regional	3	419	C	63,192	77,014
Planner-Regional	3	632	C	56,170	68,456
Planner-Senior Regional	7	233	C	72,423	88,264

Planning Technician I	3	163	C	31,306	38,153
Planning Technician II	3	644	C	34,569	42,130
Print and Mail Operator I	1	137	C	24,909	30,357
Print and Mail Operator II	1	146	C	27,233	33,190
Print and Mail Svs Supervisor	7	189	C	39,749	48,443
Prob Collections Investigator	3	167	C	32,572	39,697
Probation Accounts Supervisor	7	200	C	44,329	54,025
Probation Technician	3	174	C	34,914	42,551
ProbCollectionsInvestigatorII	3	111	C	39,592	48,252
Program Specialist - CalWorks	7	234	E	50,658	61,738
Property Specialist I	3	650	C	43,425	52,923
Property Specialist II	3	882	C	47,965	58,457
Property Specialist III	7	972	E	61,452	74,893
Prosecution Assistant	3	342	C	42,544	51,850
PubDefInvestigatorAssistant	3	535	C	37,026	45,125
Public Defender Intervwr I	3	162	C	30,997	37,777
Public Defender Intervwr II	3	172	C	34,230	41,717
Public Defender Intervwr Trne	3	150	C	27,526	33,547
Public Guardian-Deputy I	4	677	C	42,814	52,179
Public Guardian-Deputy II	4	876	C	48,229	58,778
Public Health Micro-Biol I	6	681	C	59,927	73,035
Public Health Micro-Biol II	6	639	C	66,836	81,455
Public Health Micro-Biol III	7	806	C	74,020	90,210
Public Health Micro-Biol Trne	6	185	C	38,199	46,554

Purchasing Assistant I	3	279	C	29,210	35,599
Purchasing Assistant II	3	641	C	32,898	40,094
Purchasing Contracts Coord	3	646	C	37,055	45,160
Recruiter Assistant	7	180	C	36,349	44,300
Refuse Equipment Operator I	2	328	C	33,710	41,083
Refuse Equipment Operator II	2	967	C	38,195	46,549
Refuse Equipment Operator III	2	329	C	40,165	48,950
Refuse Site Attendant I	2	825	C	28,219	34,391
Refuse Site Attendant II	2	787	C	31,041	37,830
Refuse Site Attendant-B	2	923	C	29,631	36,112
Refuse Site Supervisor	7	867	E	60,477	73,706
Regulatory Compliance Spec	2	712	C	43,434	52,934
Retirement Specialist I	1	975	C	42,812	52,177
Retirement Specialist II	1	652	C	46,262	56,381
Retirement Specialist III	1	347	C	50,930	62,070
Road Use Inspector	3	740	C	42,080	51,284
Road Yard Assistant	2	850	C	34,404	41,929
Self Suffcncy Support Asst I	1	143	C	26,436	32,218
Self Suffcncy Support Asst II	1	947	C	29,751	36,259
Self Suffcncy Support Asst III	1	849	C	33,409	40,716
Self Sufficiency Counselor I	4	746	C	28,808	35,109
Self Sufficiency Counselor II	4	845	C	31,794	38,749
Self Sufficiency Counselor III	4	857	C	35,109	42,788

Self Sufficiency Resrce Spec	4	926	C	38,769	47,249
Self Sufficiency Supervisor	7	197	C	43,028	52,440
Self Sufficiency Support Supv	7	991	C	38,967	47,491
Senior Nutrition Service Supv	7	655	C	46,127	56,217
Senior Nutrition/Food Svc Mgr	7	169	C	34,810	42,424
Senior Services Supervisor	7	655	C	46,127	56,217
Sheriff's Records Clerk	1	157	C	30,365	37,007
Sheriff's Records Clerk-Supv	7	177	C	35,286	43,004
Sheriff's Security Officer	3	784	C	35,763	43,585
Social Service Worker Asst	4	746	C	28,808	35,109
Social Service Wrker Asst-Lead	4	845	C	31,794	38,749
Social Svs Supervisor I	7	655	C	46,127	56,217
Social Svs Supervisor II	7	890	C	51,959	63,324
Social Svs Worker I	4	849	C	33,409	40,716
Social Svs Worker II	4	182	C	36,891	44,960
Social Svs Worker III	4	873	C	40,741	49,652
Social Svs Worker III-CWS	4	428	C	51,495	62,759
Social Svs Worker III-CWS-Lead	4	438	C	54,079	65,908
Social Worker I-Clinical	4	754	C	64,961	79,170
Social Worker II-Clinical	4	773	C	68,262	83,193
Social Worker-Adult Services	4	207	C	47,281	57,623
Social Worker-Licensed	4	761	C	73,178	89,184
Stock Clerk I	1	939	C	26,174	31,899
Stock Clerk II	1	154	C	29,480	35,928

Subpoena Services Supervisor	7	316	C	38,679	47,139
Supervising Civil Clerk	7	636	C	31,927	38,911
Supervising Law Clerk	7	671	C	44,156	53,815
Supportive Services Supv	7	991	C	38,967	47,491
Supv Child Support Officer	7	881	C	47,051	57,342
Supv Licensed Social Worker	7	297	C	75,980	92,600
Surplus Store Clerk	3	350	C	30,948	37,717
Systems & Procedures Ana I	7	287	E	52,476	63,954
Systems & Procedures Ana II	7	227	E	57,949	70,624
Systems & Procedures Supv	7	124	E	71,544	87,193
Tax Collections Supervisor	7	601	E	52,039	63,422
Therapist Aide	6	155	C	28,371	34,577
Therapist,Recreational	4	182	C	36,891	44,960
Tire Repairer	2	837	C	30,549	37,231
Title & Admin Technician I	1	324	C	32,551	39,671
Title & Admin Technician II	1	717	C	35,805	43,637
Title & Admin Technician Supv	7	791	C	39,386	48,001
Title & Admin Technician Trnee	1	154	C	29,480	35,928
Traffic Cntrl Superintendent	7	420	C	46,837	57,082
Traffic Control Supervisor	7	193	C	42,597	51,915
Traffic Control Worker I	2	325	C	29,353	35,774
Traffic Control Worker II	2	327	C	33,389	40,692
Traffic Control Worker III	2	856	C	36,156	44,064

Trainer-Child Welfare Svs	7	112	E	53,955	65,757
Training Officer	7	883	E	47,520	57,914
Training Officer I	7	883	E	47,520	57,914
Training Officer II	7	996	E	50,014	60,954
Transit Coordinator	7	753	C	52,896	64,466
Transit Technician	2	430	C	46,016	56,081
Transportation Planning Tch I	3	654	C	38,556	46,989
Transportation Planning Tch II	3	342	C	42,544	51,850
Tree Maintenance Specialist	2	847	C	33,729	41,107
Veteran Services Technician	3	293	C	31,518	38,412
Veterans Services Officer	7	212	E	52,998	64,590
Veterans Svs Representative	4	182	C	36,891	44,960
Veterinary Tech-Registered	3	173	C	33,910	41,327
Victim Witness Claims Spec I	4	819	C	32,438	39,533
Victim Witness Claims Spec II	4	833	C	34,090	41,547
Victim Witness Worker I	4	849	C	33,409	40,716
Victim Witness Worker II	4	182	C	36,891	44,960
Victim Witness Worker-Supv	7	189	C	39,749	48,443
Vital Statistics Coordinator	1	792	C	38,375	46,769
Voc Grounds Maint Supv	7	278	C	37,077	45,187
Vocation Bldg Cont Instructor	2	213	C	50,939	62,081
Welder-Mechanic	2	871	C	41,133	50,130

GRADE	STEP	HOURLY	MONTHLY	ANNUAL
97	1	12.7103	2,203.12	26,438.00
97	2	13.3547	2,314.81	27,778.00
97	3	14.0317	2,432.15	29,186.00
97	4	14.7430	2,555.45	30,665.00
97	5	15.4904	2,685.00	32,220.00
98	1	46.7513	8,103.56	97,243.00
98	2	49.1214	8,514.38	102,173.00
98	3	51.6117	8,946.03	107,352.00
98	4	54.2282	9,399.56	112,795.00
98	5	56.9774	9,876.08	118,513.00
100	1	23.7720	4,120.47	49,446.00
100	2	24.9771	4,329.36	51,952.00
100	3	26.2433	4,548.83	54,586.00
100	4	27.5737	4,779.44	57,353.00
100	5	28.9716	5,021.75	60,261.00
101	1	26.8340	4,651.23	55,815.00
101	2	28.1944	4,887.02	58,644.00
101	3	29.6237	5,134.77	61,617.00
101	4	31.1255	5,395.08	64,741.00
101	5	32.7034	5,668.58	68,023.00
102	1	20.1750	3,497.03	41,964.00
102	2	21.1980	3,674.38	44,093.00
102	3	22.2730	3,860.63	46,328.00

102	4	23.4020	4,056.28	48,675.00
102	5	24.5880	4,261.83	51,142.00
103	1	20.8291	3,610.38	43,325.00
103	2	21.8851	3,793.42	45,521.00
103	3	22.9946	3,985.72	47,829.00
103	4	24.1603	4,187.78	50,253.00
103	5	25.3851	4,400.08	52,801.00
104	1	75.0040	13,000.72	156,009.00
104	2	78.8070	13,659.80	163,918.00
104	3	82.8020	14,352.30	172,228.00
104	4	86.9990	15,079.91	180,959.00
104	5	91.4100	15,844.40	190,133.00
105	1	40.4338	7,008.52	84,102.00
105	2	42.4836	7,363.82	88,366.00
105	3	44.6373	7,737.13	92,846.00
105	4	46.9002	8,129.38	97,553.00
105	5	49.2779	8,541.50	102,498.00
106	1	33.4167	5,792.23	69,507.00
106	2	35.1108	6,085.88	73,031.00
106	3	36.8908	6,394.40	76,733.00
106	4	38.7610	6,718.57	80,623.00
106	5	40.7260	7,059.17	84,710.00
107	1	36.5324	6,332.27	75,987.00

107	2	38.3844	6,653.29	79,839.00
107	3	40.3303	6,990.59	83,887.00
107	4	42.3749	7,344.98	88,140.00
107	5	44.5231	7,717.33	92,608.00
108	1	26.6328	4,616.36	55,396.00
108	2	27.9830	4,850.38	58,205.00
108	3	29.4016	5,096.27	61,155.00
108	4	30.8921	5,354.63	64,256.00
108	5	32.4582	5,626.08	67,513.00
109	1	32.5015	5,633.59	67,603.00
109	2	34.1492	5,919.19	71,030.00
109	3	35.8804	6,219.27	74,631.00
109	4	37.6994	6,534.56	78,415.00
109	5	39.6106	6,865.83	82,390.00
110	1	13.3940	2,321.62	27,859.00
110	2	14.0730	2,439.31	29,272.00
110	3	14.7864	2,562.97	30,756.00
110	4	15.5360	2,692.90	32,315.00
110	5	16.3236	2,829.42	33,953.00
111	1	19.0346	3,299.33	39,592.00
111	2	19.9996	3,466.60	41,599.00
111	3	21.0135	3,642.34	43,708.00
111	4	22.0788	3,826.99	45,924.00
111	5	23.1981	4,021.00	48,252.00

112	1	25.9399	4,496.26	53,955.00
112	2	27.2550	4,724.20	56,690.00
112	3	28.6367	4,963.70	59,564.00
112	4	30.0885	5,215.35	62,584.00
112	5	31.6139	5,479.75	65,757.00
113	1	23.0883	4,001.97	48,024.00
113	2	24.2588	4,204.85	50,458.00
113	3	25.4886	4,418.03	53,016.00
113	4	26.7808	4,642.01	55,704.00
113	5	28.1385	4,877.33	58,528.00
114	1	21.7466	3,769.42	45,233.00
114	2	22.8491	3,960.52	47,526.00
114	3	24.0075	4,161.30	49,936.00
114	4	25.2246	4,372.27	52,467.00
114	5	26.5034	4,593.92	55,127.00
115	1	16.2293	2,813.08	33,757.00
115	2	17.0521	2,955.70	35,468.00
115	3	17.9166	3,105.54	37,267.00
115	4	18.8249	3,262.99	39,156.00
115	5	19.7793	3,428.42	41,141.00
116	1	23.0640	3,997.72	47,973.00
116	2	24.2330	4,200.47	50,406.00
116	3	25.4620	4,413.44	52,961.00

116	4	26.7530	4,637.14	55,646.00
116	5	28.1090	4,872.17	58,466.00
117	1	14.0354	2,432.80	29,194.00
117	2	14.7469	2,556.13	30,674.00
117	3	15.4945	2,685.71	32,229.00
117	4	16.2800	2,821.86	33,862.00
117	5	17.1053	2,964.92	35,579.00
118	1	14.6002	2,530.71	30,368.00
118	2	15.3404	2,659.00	31,908.00
118	3	16.1181	2,793.80	33,526.00
118	4	16.9352	2,935.44	35,225.00
118	5	17.7938	3,084.25	37,011.00
119	1	33.8612	5,869.27	70,431.00
119	2	35.5778	6,166.83	74,002.00
119	3	37.3815	6,479.46	77,754.00
119	4	39.2766	6,807.95	81,695.00
119	5	41.2678	7,153.08	85,837.00
120	1	40.7296	7,059.79	84,718.00
120	2	42.7944	7,417.69	89,012.00
120	3	44.9639	7,793.74	93,525.00
120	4	47.2434	8,188.86	98,266.00
120	5	49.6385	8,604.00	103,248.00
121	1	10.8180	1,875.12	22,501.00
121	2	11.3664	1,970.17	23,642.00

121	3	11.9426	2,070.04	24,841.00
121	4	12.5480	2,174.98	26,100.00
121	5	13.1841	2,285.25	27,423.00
122	1	17.4773	3,029.39	36,353.00
122	2	18.3633	3,182.96	38,196.00
122	3	19.2942	3,344.32	40,132.00
122	4	20.2723	3,513.86	42,166.00
122	5	21.3000	3,692.00	44,304.00
123	1	33.1880	5,752.58	69,031.00
123	2	34.8710	6,044.31	72,532.00
123	3	36.6390	6,350.76	76,209.00
123	4	38.4960	6,672.64	80,072.00
123	5	40.4481	7,011.00	84,132.00
124	1	34.3961	5,962.00	71,544.00
124	2	36.1399	6,264.26	75,171.00
124	3	37.9721	6,581.82	78,982.00
124	4	39.8971	6,915.49	82,986.00
124	5	41.9197	7,266.08	87,193.00
125	1	10.8180	1,875.12	22,501.00
125	2	11.3664	1,970.17	23,642.00
125	3	11.9426	2,070.04	24,841.00
125	4	12.5480	2,174.98	26,100.00
125	5	13.1841	2,285.25	27,423.00

126	1	11.7714	2,040.38	24,485.00
126	2	12.3682	2,143.82	25,726.00
126	3	12.9952	2,252.50	27,030.00
126	4	13.6540	2,366.69	28,400.00
126	5	14.3462	2,486.67	29,840.00
127	1	35.5776	6,166.78	74,001.00
127	2	37.3812	6,479.41	77,753.00
127	3	39.2763	6,807.90	81,695.00
127	4	41.2675	7,153.03	85,836.00
127	5	43.3596	7,515.67	90,188.00
128	1	10.8180	1,875.12	22,501.00
128	2	11.3664	1,970.17	23,642.00
128	3	11.9426	2,070.04	24,841.00
128	4	12.5480	2,174.98	26,100.00
128	5	13.1841	2,285.25	27,423.00
129	1	10.8180	1,875.12	22,501.00
129	2	11.3664	1,970.17	23,642.00
129	3	11.9426	2,070.04	24,841.00
129	4	12.5480	2,174.98	26,100.00
129	5	13.1841	2,285.25	27,423.00
130	1	12.2459	2,122.62	25,471.00
130	2	12.8667	2,230.23	26,763.00
130	3	13.5190	2,343.30	28,120.00
130	4	14.2044	2,462.09	29,545.00

130	5	14.9245	2,586.92	31,043.00
131	1	10.5346	1,826.00	21,912.00
131	2	11.0689	1,918.61	23,023.00
131	3	11.6301	2,015.88	24,191.00
131	4	12.2197	2,118.08	25,417.00
131	5	12.8389	2,225.42	26,705.00
132	1	10.5935	1,836.20	22,034.00
132	2	11.1305	1,929.29	23,151.00
132	3	11.6948	2,027.10	24,325.00
132	4	12.2877	2,129.86	25,558.00
132	5	12.9106	2,237.83	26,854.00
133	1	28.1751	4,883.69	58,604.00
133	2	29.6035	5,131.28	61,575.00
133	3	31.1043	5,391.42	64,697.00
133	4	32.6812	5,664.74	67,977.00
133	5	34.3380	5,951.92	71,423.00
134	1	30.5759	5,299.83	63,598.00
134	2	32.1260	5,568.51	66,822.00
134	3	33.7547	5,850.81	70,210.00
134	4	35.4659	6,147.43	73,769.00
134	5	37.2639	6,459.08	77,509.00
135	1	35.1765	6,097.26	73,167.00
135	2	36.9598	6,406.36	76,876.00

135	3	38.8335	6,731.14	80,774.00
135	4	40.8022	7,072.38	84,869.00
135	5	42.8707	7,430.92	89,171.00
136	1	18.3537	3,181.31	38,176.00
136	2	19.2842	3,342.59	40,111.00
136	3	20.2618	3,512.05	42,145.00
136	4	21.2890	3,690.10	44,281.00
136	5	22.3683	3,877.17	46,526.00
137	1	11.9753	2,075.72	24,909.00
137	2	12.5824	2,180.95	26,171.00
137	3	13.2203	2,291.52	27,498.00
137	4	13.8905	2,407.69	28,892.00
137	5	14.5947	2,529.75	30,357.00
138	1	11.5260	1,997.84	23,974.00
138	2	12.1103	2,099.11	25,189.00
138	3	12.7242	2,205.53	26,466.00
138	4	13.3693	2,317.35	27,808.00
138	5	14.0471	2,434.83	29,218.00
139	1	12.2148	2,117.22	25,407.00
139	2	12.8340	2,224.55	26,695.00
139	3	13.4846	2,337.33	28,048.00
139	4	14.1682	2,455.83	29,470.00
139	5	14.8865	2,580.33	30,964.00
140	1	13.5186	2,343.22	28,119.00

140	2	14.2039	2,462.01	29,544.00
140	3	14.9240	2,586.83	31,042.00
140	4	15.6806	2,717.96	32,616.00
140	5	16.4755	2,855.75	34,269.00
141	1	41.3083	7,160.11	85,921.00
141	2	43.4025	7,523.09	90,277.00
141	3	45.6028	7,904.49	94,854.00
141	4	47.9147	8,305.22	99,663.00
141	5	50.3438	8,726.25	104,715.00
142	1	11.5160	1,996.14	23,954.00
142	2	12.1000	2,097.26	25,167.00
142	3	12.7130	2,203.67	26,444.00
142	4	13.3580	2,315.35	27,784.00
142	5	14.0350	2,432.67	29,192.00
143	1	12.7094	2,202.96	26,436.00
143	2	13.3537	2,314.64	27,776.00
143	3	14.0307	2,431.99	29,184.00
143	4	14.7420	2,555.29	30,663.00
143	5	15.4894	2,684.83	32,218.00
144	1	11.8752	2,058.36	24,700.00
144	2	12.4772	2,162.71	25,952.00
144	3	13.1097	2,272.35	27,268.00
144	4	13.7743	2,387.54	28,651.00

144	5	14.4726	2,508.58	30,103.00
145	1	12.9640	2,247.09	26,965.00
145	2	13.6212	2,361.00	28,332.00
145	3	14.3117	2,480.69	29,768.00
145	4	15.0372	2,606.44	31,277.00
145	5	15.7995	2,738.58	32,863.00
146	1	13.0928	2,269.43	27,233.00
146	2	13.7566	2,384.48	28,614.00
146	3	14.4540	2,505.37	30,064.00
146	4	15.1868	2,632.38	31,589.00
146	5	15.9567	2,765.83	33,190.00
147	1	13.2243	2,292.21	27,507.00
147	2	13.8947	2,408.41	28,901.00
147	3	14.5991	2,530.51	30,366.00
147	4	15.3392	2,658.79	31,905.00
147	5	16.1168	2,793.58	33,523.00
148	1	41.2435	7,148.88	85,787.00
148	2	43.3344	7,511.30	90,136.00
148	3	45.5313	7,892.10	94,705.00
148	4	47.8396	8,292.20	99,506.00
148	5	50.2649	8,712.58	104,551.00
149	1	13.4890	2,338.09	28,057.00
149	2	14.1728	2,456.62	29,479.00
149	3	14.8913	2,581.15	30,974.00

149	4	15.6462	2,712.01	32,544.00
149	5	16.4394	2,849.50	34,194.00
150	1	13.2338	2,293.86	27,526.00
150	2	13.9047	2,410.15	28,922.00
150	3	14.6096	2,532.32	30,388.00
150	4	15.3502	2,660.70	31,928.00
150	5	16.1284	2,795.58	33,547.00
151	1	14.7346	2,554.00	30,648.00
151	2	15.4816	2,683.48	32,202.00
151	3	16.2665	2,819.54	33,834.00
151	4	17.0912	2,962.48	35,550.00
151	5	17.9577	3,112.67	37,352.00
152	1	13.4988	2,339.79	28,077.00
152	2	14.1831	2,458.40	29,501.00
152	3	14.9021	2,583.03	30,996.00
152	4	15.6576	2,713.99	32,568.00
152	5	16.4514	2,851.58	34,219.00
153	1	14.0341	2,432.58	29,191.00
153	2	14.7456	2,555.90	30,671.00
153	3	15.4931	2,685.46	32,226.00
153	4	16.2785	2,821.61	33,859.00
153	5	17.1038	2,964.67	35,576.00
154	1	14.1731	2,456.67	29,480.00

154	2	14.8916	2,581.20	30,974.00
154	3	15.6465	2,712.06	32,545.00
154	4	16.4397	2,849.54	34,195.00
154	5	17.2731	2,994.00	35,928.00
155	1	13.6400	2,364.27	28,371.00
155	2	14.3315	2,484.13	29,810.00
155	3	15.0581	2,610.07	31,321.00
155	4	15.8215	2,742.40	32,909.00
155	5	16.6236	2,881.42	34,577.00
156	1	14.4562	2,505.75	30,069.00
156	2	15.1891	2,632.77	31,593.00
156	3	15.9591	2,766.25	33,195.00
156	4	16.7682	2,906.49	34,878.00
156	5	17.6183	3,053.83	36,646.00
157	1	14.5986	2,530.43	30,365.00
157	2	15.3387	2,658.71	31,904.00
157	3	16.1163	2,793.49	33,522.00
157	4	16.9333	2,935.11	35,221.00
157	5	17.7918	3,083.92	37,007.00
158	1	14.0504	2,435.40	29,225.00
158	2	14.7627	2,558.87	30,706.00
158	3	15.5111	2,688.58	32,263.00
158	4	16.2974	2,824.88	33,899.00
158	5	17.1236	2,968.08	35,617.00

159	1	14.8921	2,581.30	30,976.00
159	2	15.6471	2,712.16	32,546.00
159	3	16.4403	2,849.66	34,196.00
159	4	17.2738	2,994.12	35,929.00
159	5	18.1495	3,145.92	37,751.00
160	1	15.0396	2,606.87	31,282.00
160	2	15.8021	2,739.03	32,868.00
160	3	16.6032	2,877.89	34,535.00
160	4	17.4449	3,023.78	36,285.00
160	5	18.3293	3,177.08	38,125.00
161	1	13.8444	2,399.70	28,796.00
161	2	14.5463	2,521.35	30,256.00
161	3	15.2837	2,649.17	31,790.00
161	4	16.0585	2,783.47	33,402.00
161	5	16.8726	2,924.58	35,095.00
162	1	14.9024	2,583.08	30,997.00
162	2	15.6579	2,714.04	32,568.00
162	3	16.4517	2,851.62	34,219.00
162	4	17.2857	2,996.19	35,954.00
162	5	18.1620	3,148.08	37,777.00
163	1	15.0508	2,608.80	31,306.00
163	2	15.8138	2,741.06	32,893.00
163	3	16.6155	2,880.01	34,560.00

163	4	17.4578	3,026.01	36,312.00
163	5	18.3428	3,179.42	38,153.00
164	1	14.9127	2,584.87	31,018.00
164	2	15.6687	2,715.90	32,591.00
164	3	16.4630	2,853.59	34,243.00
164	4	17.2976	2,998.25	35,979.00
164	5	18.1745	3,150.25	37,803.00
165	1	15.0606	2,610.50	31,326.00
165	2	15.8241	2,742.84	32,914.00
165	3	16.6263	2,881.89	34,583.00
165	4	17.4692	3,027.99	36,336.00
165	5	18.3548	3,181.50	38,178.00
166	1	15.0538	2,609.33	31,312.00
166	2	15.8170	2,741.62	32,899.00
166	3	16.6189	2,880.61	34,567.00
166	4	17.4614	3,026.64	36,320.00
166	5	18.3466	3,180.08	38,161.00
167	1	15.6598	2,714.37	32,572.00
167	2	16.4537	2,851.97	34,224.00
167	3	17.2878	2,996.55	35,959.00
167	4	18.1642	3,148.47	37,782.00
167	5	19.0851	3,308.08	39,697.00
168	1	15.5151	2,689.29	32,272.00
168	2	16.3017	2,825.62	33,907.00

168	3	17.1281	2,968.87	35,626.00
168	4	17.9964	3,119.37	37,432.00
168	5	18.9087	3,277.50	39,330.00
169	1	16.7357	2,900.85	34,810.00
169	2	17.5841	3,047.90	36,575.00
169	3	18.4755	3,202.41	38,429.00
169	4	19.4121	3,364.76	40,377.00
169	5	20.3962	3,535.33	42,424.00
170	1	15.8270	2,743.35	32,920.00
170	2	16.6294	2,882.42	34,589.00
170	3	17.4724	3,028.55	36,343.00
170	4	18.3582	3,182.09	38,185.00
170	5	19.2889	3,343.42	40,121.00
171	1	15.9036	2,756.62	33,079.00
171	2	16.7098	2,896.36	34,756.00
171	3	17.5569	3,043.20	36,518.00
171	4	18.4470	3,197.48	38,370.00
171	5	19.3822	3,359.58	40,315.00
172	1	16.4567	2,852.50	34,230.00
172	2	17.2910	2,997.11	35,965.00
172	3	18.1676	3,149.05	37,789.00
172	4	19.0886	3,308.69	39,704.00
172	5	20.0563	3,476.42	41,717.00

173	1	16.3028	2,825.82	33,910.00
173	2	17.1293	2,969.08	35,629.00
173	3	17.9977	3,119.60	37,435.00
173	4	18.9101	3,277.76	39,333.00
173	5	19.8688	3,443.92	41,327.00
174	1	16.7856	2,909.51	34,914.00
174	2	17.6366	3,057.01	36,684.00
174	3	18.5307	3,211.98	38,544.00
174	4	19.4701	3,374.82	40,498.00
174	5	20.4572	3,545.92	42,551.00
175	1	17.0400	2,953.61	35,443.00
175	2	17.9039	3,103.35	37,240.00
175	3	18.8116	3,260.68	39,128.00
175	4	19.7653	3,425.98	41,112.00
175	5	20.7673	3,599.67	43,196.00
176	1	17.1225	2,967.89	35,615.00
176	2	17.9905	3,118.36	37,420.00
176	3	18.9026	3,276.45	39,317.00
176	4	19.8609	3,442.56	41,311.00
176	5	20.8678	3,617.08	43,405.00
177	1	16.9644	2,940.49	35,286.00
177	2	17.8244	3,089.56	37,075.00
177	3	18.7280	3,246.18	38,954.00
177	4	19.6774	3,410.75	40,929.00

177	5	20.6750	3,583.67	43,004.00
178	1	17.4669	3,027.60	36,331.00
178	2	18.3524	3,181.08	38,173.00
178	3	19.2828	3,342.36	40,108.00
178	4	20.2604	3,511.80	42,142.00
178	5	21.2875	3,689.83	44,278.00
179	1	17.3037	2,999.30	35,992.00
179	2	18.1809	3,151.36	37,816.00
179	3	19.1026	3,311.11	39,733.00
179	4	20.0710	3,478.97	41,748.00
179	5	21.0885	3,655.33	43,864.00
180	1	17.4756	3,029.10	36,349.00
180	2	18.3615	3,182.67	38,192.00
180	3	19.2924	3,344.02	40,128.00
180	4	20.2705	3,513.55	42,163.00
180	5	21.2981	3,691.67	44,300.00
181	1	23.4209	4,059.63	48,716.00
181	2	24.6083	4,265.43	51,185.00
181	3	25.8558	4,481.67	53,780.00
181	4	27.1666	4,708.87	56,506.00
181	5	28.5438	4,947.58	59,371.00
182	1	17.7361	3,074.25	36,891.00
182	2	18.6352	3,230.10	38,761.00

182	3	19.5799	3,393.85	40,726.00
182	4	20.5725	3,565.89	42,791.00
182	5	21.6154	3,746.67	44,960.00
183	1	18.0043	3,120.74	37,449.00
183	2	18.9170	3,278.94	39,347.00
183	3	19.8760	3,445.17	41,342.00
183	4	20.8836	3,619.82	43,438.00
183	5	21.9423	3,803.33	45,640.00
184	1	25.6063	4,438.42	53,261.00
184	2	26.9044	4,663.43	55,961.00
184	3	28.2684	4,899.86	58,798.00
184	4	29.7015	5,148.26	61,779.00
184	5	31.2072	5,409.25	64,911.00
185	1	18.3648	3,183.23	38,199.00
185	2	19.2958	3,344.60	40,135.00
185	3	20.2740	3,514.16	42,170.00
185	4	21.3018	3,692.31	44,308.00
185	5	22.3817	3,879.50	46,554.00
186	1	19.0054	3,294.27	39,531.00
186	2	19.9689	3,461.27	41,535.00
186	3	20.9812	3,636.75	43,641.00
186	4	22.0449	3,821.12	45,853.00
186	5	23.1625	4,014.83	48,178.00
187	1	20.1498	3,492.63	41,912.00

187	2	21.1713	3,669.69	44,036.00
187	3	22.2446	3,855.73	46,269.00
187	4	23.3723	4,051.20	48,614.00
187	5	24.5572	4,256.58	51,079.00
188	1	19.2871	3,343.10	40,117.00
188	2	20.2649	3,512.57	42,151.00
188	3	21.2922	3,690.64	44,288.00
188	4	22.3716	3,877.75	46,533.00
188	5	23.5058	4,074.33	48,892.00
189	1	19.1100	3,312.40	39,749.00
189	2	20.0788	3,480.32	41,764.00
189	3	21.0967	3,656.76	43,881.00
189	4	22.1662	3,842.13	46,106.00
189	5	23.2899	4,036.92	48,443.00
190	1	18.7371	3,247.76	38,973.00
190	2	19.6870	3,412.42	40,949.00
190	3	20.6851	3,585.42	43,025.00
190	4	21.7338	3,767.19	45,206.00
190	5	22.8356	3,958.17	47,498.00
191	1	18.8287	3,263.63	39,164.00
191	2	19.7832	3,429.08	41,149.00
191	3	20.7861	3,602.93	43,235.00
191	4	21.8399	3,785.58	45,427.00

191	5	22.9471	3,977.50	47,730.00
192	1	19.6870	3,412.42	40,949.00
192	2	20.6851	3,585.42	43,025.00
192	3	21.7338	3,767.19	45,206.00
192	4	22.8356	3,958.17	47,498.00
192	5	23.9933	4,158.83	49,906.00
193	1	20.4795	3,549.77	42,597.00
193	2	21.5177	3,729.74	44,757.00
193	3	22.6086	3,918.83	47,026.00
193	4	23.7548	4,117.50	49,410.00
193	5	24.9591	4,326.25	51,915.00
194	1	20.4713	3,548.36	42,580.00
194	2	21.5091	3,728.24	44,739.00
194	3	22.5995	3,917.25	47,007.00
194	4	23.7452	4,115.84	49,390.00
194	5	24.9490	4,324.50	51,894.00
195	1	20.2826	3,515.66	42,188.00
195	2	21.3109	3,693.89	44,327.00
195	3	22.3913	3,881.17	46,574.00
195	4	23.5265	4,077.93	48,935.00
195	5	24.7192	4,284.67	51,416.00
196	1	20.8820	3,619.54	43,434.00
196	2	21.9406	3,803.04	45,636.00
196	3	23.0529	3,995.84	47,950.00

196	4	24.2216	4,198.40	50,381.00
196	5	25.4495	4,411.25	52,935.00
197	1	20.6866	3,585.67	43,028.00
197	2	21.7353	3,767.45	45,209.00
197	3	22.8372	3,958.46	47,501.00
197	4	23.9950	4,159.14	49,910.00
197	5	25.2115	4,370.00	52,440.00
198	1	13.6227	2,361.27	28,335.00
198	2	14.3133	2,480.97	29,772.00
198	3	15.0389	2,606.74	31,281.00
198	4	15.8013	2,738.90	32,867.00
198	5	16.6024	2,877.75	34,533.00
199	1	21.1029	3,657.83	43,894.00
199	2	22.1727	3,843.27	46,119.00
199	3	23.2968	4,038.12	48,457.00
199	4	24.4779	4,242.83	50,914.00
199	5	25.7188	4,457.92	53,495.00
200	1	21.3120	3,694.07	44,329.00
200	2	22.3924	3,881.35	46,576.00
200	3	23.5276	4,078.12	48,937.00
200	4	24.7204	4,284.86	51,418.00
200	5	25.9736	4,502.08	54,025.00
201	1	22.7869	3,949.73	47,397.00

201	2	23.9421	4,149.97	49,800.00
201	3	25.1559	4,360.36	52,324.00
201	4	26.4312	4,581.41	54,977.00
201	5	27.7712	4,813.67	57,764.00
202	1	25.7357	4,460.85	53,530.00
202	2	27.0404	4,687.00	56,244.00
202	3	28.4112	4,924.60	59,095.00
202	4	29.8515	5,174.27	62,091.00
202	5	31.3649	5,436.58	65,239.00
203	1	20.8780	3,618.78	43,425.00
203	2	21.9360	3,802.23	45,627.00
203	3	23.0480	3,994.91	47,939.00
203	4	24.2160	4,197.50	50,370.00
203	5	25.4440	4,410.33	52,924.00
204	1	22.6082	3,918.75	47,025.00
204	2	23.7543	4,117.42	49,409.00
204	3	24.9586	4,326.16	51,914.00
204	4	26.2239	4,545.48	54,546.00
204	5	27.5534	4,775.92	57,311.00
205	1	22.3979	3,882.30	46,588.00
205	2	23.5334	4,079.13	48,950.00
205	3	24.7265	4,285.92	51,431.00
205	4	25.9800	4,503.20	54,038.00
205	5	27.2971	4,731.50	56,778.00

206	1	22.5064	3,901.11	46,813.00
206	2	23.6474	4,098.88	49,187.00
206	3	24.8462	4,306.67	51,680.00
206	4	26.1058	4,525.01	54,300.00
206	5	27.4293	4,754.42	57,053.00
207	1	22.7313	3,940.09	47,281.00
207	2	23.8837	4,139.84	49,678.00
207	3	25.0945	4,349.71	52,197.00
207	4	26.3667	4,570.23	54,843.00
207	5	27.7034	4,801.92	57,623.00
208	1	23.0744	3,999.57	47,995.00
208	2	24.2442	4,202.33	50,428.00
208	3	25.4733	4,415.37	52,984.00
208	4	26.7647	4,639.22	55,671.00
208	5	28.1216	4,874.42	58,493.00
209	1	23.3057	4,039.65	48,476.00
209	2	24.4872	4,244.45	50,933.00
209	3	25.7286	4,459.62	53,515.00
209	4	27.0329	4,685.71	56,229.00
209	5	28.4034	4,923.25	59,079.00
211	1	20.8772	3,618.72	43,425.00
211	2	21.9356	3,802.18	45,626.00
211	3	23.0477	3,994.93	47,939.00

211	4	24.2161	4,197.46	50,370.00
211	5	25.4438	4,410.25	52,923.00
212	1	25.4797	4,416.48	52,998.00
212	2	26.7714	4,640.38	55,685.00
212	3	28.1286	4,875.62	58,507.00
212	4	29.5546	5,122.80	61,474.00
212	5	31.0529	5,382.50	64,590.00
213	1	24.4899	4,244.91	50,939.00
213	2	25.7314	4,460.11	53,521.00
213	3	27.0359	4,686.22	56,235.00
213	4	28.4065	4,923.79	59,086.00
213	5	29.8466	5,173.42	62,081.00
214	1	24.4899	4,244.91	50,939.00
214	2	25.7314	4,460.11	53,521.00
214	3	27.0359	4,686.22	56,235.00
214	4	28.4065	4,923.79	59,086.00
214	5	29.8466	5,173.42	62,081.00
215	1	24.0122	4,162.11	49,945.00
215	2	25.2295	4,373.11	52,477.00
215	3	26.5085	4,594.81	55,138.00
215	4	27.8524	4,827.75	57,933.00
215	5	29.2644	5,072.50	60,870.00
216	1	26.5432	4,600.82	55,210.00
216	2	27.8888	4,834.07	58,009.00

216	3	29.3027	5,079.13	60,950.00
216	4	30.7882	5,336.61	64,039.00
216	5	32.3490	5,607.17	67,286.00
217	1	19.4810	3,376.77	40,521.00
217	2	20.4690	3,548.01	42,576.00
217	3	21.5070	3,727.83	44,734.00
217	4	22.5970	3,916.88	47,003.00
217	5	23.7430	4,115.42	49,385.00
218	1	30.5792	5,300.39	63,605.00
218	2	32.1294	5,569.09	66,829.00
218	3	33.7582	5,851.42	70,217.00
218	4	35.4696	6,148.07	73,777.00
218	5	37.2678	6,459.75	77,517.00
219	1	21.0886	3,655.36	43,864.00
219	2	22.1577	3,840.67	46,088.00
219	3	23.2810	4,035.38	48,425.00
219	4	24.4613	4,239.96	50,880.00
219	5	25.7014	4,454.92	53,459.00
220	1	27.2911	4,730.47	56,766.00
220	2	28.6747	4,970.28	59,643.00
220	3	30.1284	5,222.26	62,667.00
220	4	31.6558	5,487.00	65,844.00
220	5	33.2606	5,765.17	69,182.00

221	1	25.6059	4,438.35	53,260.00
221	2	26.9040	4,663.36	55,960.00
221	3	28.2679	4,899.77	58,797.00
221	4	29.7010	5,148.17	61,778.00
221	5	31.2067	5,409.17	64,910.00
222	1	26.5124	4,595.49	55,146.00
222	2	27.8565	4,828.46	57,941.00
222	3	29.2687	5,073.24	60,879.00
222	4	30.7525	5,330.43	63,965.00
222	5	32.3115	5,600.67	67,208.00
223	1	32.1701	5,576.15	66,914.00
223	2	33.8010	5,858.84	70,306.00
223	3	35.5146	6,155.86	73,870.00
223	4	37.3150	6,467.93	77,615.00
223	5	39.2067	6,795.83	81,550.00
224	1	24.5040	4,247.32	50,968.00
224	2	25.7460	4,462.60	53,551.00
224	3	27.0510	4,688.78	56,265.00
224	4	28.4220	4,926.50	59,118.00
224	5	29.8630	5,176.33	62,116.00
225	1	37.6917	6,533.22	78,399.00
225	2	39.6025	6,864.43	82,373.00
225	3	41.6102	7,212.44	86,549.00
225	4	43.7197	7,578.08	90,937.00

225	5	45.9361	7,962.25	95,547.00
226	1	27.4269	4,753.99	57,048.00
226	2	28.8173	4,994.99	59,940.00
226	3	30.2782	5,248.22	62,979.00
226	4	31.8132	5,514.29	66,171.00
226	5	33.4260	5,793.83	69,526.00
227	1	27.8599	4,829.05	57,949.00
227	2	29.2723	5,073.87	60,886.00
227	3	30.7563	5,331.09	63,973.00
227	4	32.3155	5,601.36	67,216.00
227	5	33.9538	5,885.33	70,624.00
228	1	33.7787	5,854.98	70,260.00
228	2	35.4912	6,151.81	73,822.00
228	3	37.2905	6,463.69	77,564.00
228	4	39.1810	6,791.37	81,496.00
228	5	41.1673	7,135.67	85,628.00
229	1	17.8673	3,097.00	37,164.00
229	2	18.7731	3,254.00	39,048.00
229	3	19.7248	3,418.97	41,028.00
229	4	20.7248	3,592.30	43,108.00
229	5	21.7755	3,774.42	45,293.00
230	1	26.1286	4,528.95	54,347.00
230	2	27.4532	4,758.56	57,103.00

230	3	28.8450	4,999.80	59,998.00
230	4	30.3073	5,253.27	63,039.00
230	5	31.8438	5,519.58	66,235.00
231	1	28.2789	4,901.67	58,820.00
231	2	29.7125	5,150.17	61,802.00
231	3	31.2188	5,411.26	64,935.00
231	4	32.8015	5,685.59	68,227.00
231	5	34.4644	5,973.83	71,686.00
232	1	23.5222	4,077.18	48,926.00
232	2	24.7147	4,283.87	51,407.00
232	3	25.9676	4,501.06	54,013.00
232	4	27.2841	4,729.24	56,751.00
232	5	28.6673	4,969.00	59,628.00
233	1	34.8185	6,035.21	72,423.00
233	2	36.5837	6,341.18	76,094.00
233	3	38.4384	6,662.66	79,952.00
233	4	40.3871	7,000.44	84,005.00
233	5	42.4346	7,355.33	88,264.00
234	1	24.3546	4,221.47	50,658.00
234	2	25.5893	4,435.48	53,226.00
234	3	26.8866	4,660.34	55,924.00
234	4	28.2496	4,896.59	58,759.00
234	5	29.6817	5,144.83	61,738.00
235	1	34.1208	5,914.27	70,971.00

235	2	35.8506	6,214.11	74,569.00
235	3	37.6681	6,529.13	78,350.00
235	4	39.5777	6,860.13	82,322.00
235	5	41.5841	7,207.92	86,495.00
236	1	29.7196	5,151.40	61,817.00
236	2	31.2263	5,412.55	64,951.00
236	3	32.8093	5,686.94	68,243.00
236	4	34.4726	5,975.25	71,703.00
236	5	36.2202	6,278.17	75,338.00
237	1	14.5860	2,528.25	30,339.00
237	2	15.3255	2,656.41	31,877.00
237	3	16.1024	2,791.08	33,493.00
237	4	16.9187	2,932.57	35,191.00
237	5	17.7764	3,081.25	36,975.00
238	1	30.3149	5,254.57	63,055.00
238	2	31.8517	5,520.97	66,252.00
238	3	33.4665	5,800.86	69,610.00
238	4	35.1631	6,094.93	73,139.00
238	5	36.9457	6,403.92	76,847.00
239	1	31.7870	5,509.75	66,117.00
239	2	33.3985	5,789.08	69,469.00
239	3	35.0917	6,082.56	72,991.00
239	4	36.8707	6,390.92	76,691.00

239	5	38.7399	6,714.92	80,579.00
240	1	13.1550	2,280.25	27,363.00
240	2	13.8220	2,395.81	28,750.00
240	3	14.5230	2,517.32	30,208.00
240	4	15.2590	2,644.89	31,739.00
240	5	16.0330	2,779.00	33,348.00
241	1	31.2312	5,413.41	64,961.00
241	2	32.8145	5,687.85	68,254.00
241	3	34.4781	5,976.20	71,714.00
241	4	36.2260	6,279.17	75,350.00
241	5	38.0625	6,597.50	79,170.00
242	1	33.1193	5,740.68	68,888.00
242	2	34.7983	6,031.70	72,380.00
242	3	36.5624	6,337.49	76,050.00
242	4	38.4160	6,658.77	79,905.00
242	5	40.3635	6,996.33	83,956.00
243	1	32.4711	5,628.33	67,540.00
243	2	34.1173	5,913.66	70,964.00
243	3	35.8469	6,213.46	74,562.00
243	4	37.6642	6,528.46	78,341.00
243	5	39.5736	6,859.42	82,313.00
244	1	43.1110	7,472.58	89,671.00
244	2	45.2966	7,851.42	94,217.00
244	3	47.5930	8,249.46	98,993.00

244	4	50.0058	8,667.67	104,012.00
244	5	52.5409	9,107.08	109,285.00
245	1	25.2210	4,371.71	52,460.00
245	2	26.5000	4,593.26	55,119.00
245	3	27.8430	4,826.20	57,914.00
245	4	29.2550	5,070.85	60,850.00
245	5	30.7380	5,327.92	63,935.00
246	1	23.5200	4,076.74	48,921.00
246	2	24.7120	4,283.45	51,401.00
246	3	25.9650	4,500.55	54,007.00
246	4	27.2810	4,728.70	56,744.00
246	5	28.6640	4,968.50	59,622.00
247	1	24.8887	4,314.05	51,769.00
247	2	26.1505	4,532.75	54,393.00
247	3	27.4762	4,762.54	57,150.00
247	4	28.8691	5,003.99	60,048.00
247	5	30.3327	5,257.67	63,092.00
248	1	33.4805	5,803.28	69,639.00
248	2	35.1778	6,097.49	73,170.00
248	3	36.9612	6,406.61	76,879.00
248	4	38.8350	6,731.40	80,777.00
248	5	40.8038	7,072.67	84,872.00
249	1	26.2256	4,545.76	54,549.00

249	2	27.5551	4,776.21	57,315.00
249	3	28.9520	5,018.35	60,220.00
249	4	30.4198	5,272.77	63,273.00
249	5	31.9620	5,540.08	66,481.00
250	1	41.8519	7,254.33	87,052.00
250	2	43.9736	7,622.09	91,465.00
250	3	46.2028	8,008.49	96,102.00
250	4	48.5452	8,414.50	100,974.00
250	5	51.0063	8,841.08	106,093.00
251	1	38.4723	6,668.53	80,022.00
251	2	40.4227	7,006.61	84,079.00
251	3	42.4720	7,361.82	88,342.00
251	4	44.6252	7,735.03	92,820.00
251	5	46.8875	8,127.17	97,526.00
252	1	13.2357	2,294.19	27,530.00
252	2	13.9067	2,410.49	28,926.00
252	3	14.6117	2,532.70	30,392.00
252	4	15.3525	2,661.10	31,933.00
252	5	16.1308	2,796.00	33,552.00
253	1	13.5059	2,341.02	28,092.00
253	2	14.1906	2,459.70	29,516.00
253	3	14.9100	2,584.40	31,013.00
253	4	15.6659	2,715.42	32,585.00
253	5	16.4601	2,853.08	34,237.00

254	1	37.0724	6,425.88	77,111.00
254	2	38.9518	6,751.64	81,020.00
254	3	40.9265	7,093.92	85,127.00
254	4	43.0013	7,453.56	89,443.00
254	5	45.1813	7,831.42	93,977.00
255	1	35.8901	6,220.95	74,651.00
255	2	37.7096	6,536.33	78,436.00
255	3	39.6213	6,867.68	82,412.00
255	4	41.6299	7,215.85	86,590.00
255	5	43.7404	7,581.67	90,980.00
256	1	38.0612	6,597.28	79,167.00
256	2	39.9908	6,931.74	83,181.00
256	3	42.0182	7,283.16	87,398.00
256	4	44.1484	7,652.38	91,829.00
256	5	46.3865	8,040.33	96,484.00
257	1	36.6100	6,345.74	76,149.00
257	2	38.4660	6,667.44	80,009.00
257	3	40.4161	7,005.45	84,065.00
257	4	42.4650	7,360.60	88,327.00
257	5	44.6178	7,733.75	92,805.00
258	1	39.9979	6,932.96	83,196.00
258	2	42.0256	7,284.43	87,413.00
258	3	44.1561	7,653.72	91,845.00

258	4	46.3946	8,041.73	96,501.00
258	5	48.7466	8,449.42	101,393.00
259	1	50.0359	8,672.89	104,075.00
259	2	52.5725	9,112.56	109,351.00
259	3	55.2377	9,574.53	114,894.00
259	4	58.0380	10,059.92	120,719.00
259	5	60.9803	10,569.92	126,839.00
260	1	52.9696	9,181.41	110,177.00
260	2	55.6550	9,646.87	115,762.00
260	3	58.4765	10,135.92	121,631.00
260	4	61.4410	10,649.77	127,797.00
260	5	64.5558	11,189.67	134,276.00
261	1	41.3051	7,159.55	85,915.00
261	2	43.3991	7,522.52	90,270.00
261	3	45.5993	7,903.88	94,847.00
261	4	47.9110	8,304.57	99,655.00
261	5	50.3399	8,725.58	104,707.00
262	1	38.4752	6,669.03	80,028.00
262	2	40.4257	7,007.12	84,085.00
262	3	42.4751	7,362.35	88,348.00
262	4	44.6284	7,735.59	92,827.00
262	5	46.8909	8,127.75	97,533.00
263	1	24.3184	4,215.18	50,582.00
263	2	25.5512	4,428.87	53,146.00

263	3	26.8465	4,653.39	55,841.00
263	4	28.2075	4,889.30	58,672.00
263	5	29.6375	5,137.17	61,646.00
264	1	14.3138	2,481.07	29,773.00
264	2	15.0395	2,606.84	31,282.00
264	3	15.8019	2,739.00	32,868.00
264	4	16.6030	2,877.85	34,534.00
264	5	17.4447	3,023.75	36,285.00
265	1	17.9339	3,108.55	37,303.00
265	2	18.8431	3,266.14	39,194.00
265	3	19.7984	3,431.72	41,181.00
265	4	20.8021	3,605.70	43,268.00
265	5	21.8567	3,788.50	45,462.00
266	1	39.4798	6,843.17	82,118.00
266	2	41.4813	7,190.09	86,281.00
266	3	43.5842	7,554.60	90,655.00
266	4	45.7938	7,937.60	95,251.00
266	5	48.1154	8,340.00	100,080.00
267	1	43.2203	7,491.52	89,898.00
267	2	45.4114	7,871.31	94,456.00
267	3	47.7136	8,270.36	99,244.00
267	4	50.1325	8,689.63	104,276.00
267	5	52.6740	9,130.17	109,562.00

268	1	43.2203	7,491.52	89,898.00
268	2	45.4114	7,871.31	94,456.00
268	3	47.7136	8,270.36	99,244.00
268	4	50.1325	8,689.63	104,276.00
268	5	52.6740	9,130.17	109,562.00
269	1	24.3466	4,220.08	50,641.00
269	2	25.5809	4,434.03	53,208.00
269	3	26.8778	4,658.82	55,906.00
269	4	28.2404	4,895.01	58,740.00
269	5	29.6721	5,143.17	61,718.00
270	1	58.0962	10,070.02	120,840.00
270	2	61.0415	10,580.53	126,966.00
270	3	64.1361	11,116.92	133,403.00
270	4	67.3875	11,680.50	140,166.00
270	5	70.8038	12,272.67	147,272.00
271	1	31.8770	5,525.34	66,304.00
271	2	33.4930	5,805.46	69,666.00
271	3	35.1910	6,099.77	73,197.00
271	4	36.9750	6,409.08	76,909.00
271	5	38.8500	6,734.00	80,808.00
272	1	42.4949	7,365.78	88,389.00
272	2	44.6492	7,739.19	92,870.00
272	3	46.9127	8,131.54	97,578.00
272	4	49.2910	8,543.78	102,525.00

272	5	51.7899	8,976.92	107,723.00
273	1	44.1923	7,660.00	91,920.00
273	2	46.4327	8,048.34	96,580.00
273	3	48.7867	8,456.36	101,476.00
273	4	51.2600	8,885.07	106,621.00
273	5	53.8587	9,335.50	112,026.00
274	1	16.0587	2,783.51	33,402.00
274	2	16.8728	2,924.62	35,095.00
274	3	17.7282	3,072.88	36,875.00
274	4	18.6269	3,228.66	38,744.00
274	5	19.5712	3,392.33	40,708.00
275	1	48.5740	8,419.50	101,034.00
275	2	51.0365	8,846.33	106,156.00
275	3	53.6238	9,294.79	111,538.00
275	4	56.3424	9,766.02	117,192.00
275	5	59.1986	10,261.08	123,133.00
276	1	14.5449	2,521.12	30,253.00
276	2	15.2823	2,648.94	31,787.00
276	3	16.0571	2,783.23	33,399.00
276	4	16.8711	2,924.32	35,092.00
276	5	17.7264	3,072.58	36,871.00
277	1	50.2197	8,704.74	104,457.00
277	2	52.7656	9,146.04	109,752.00

277	3	55.4406	9,609.70	115,316.00
277	4	58.2512	10,096.87	121,162.00
277	5	61.2043	10,608.75	127,305.00
278	1	17.8255	3,089.76	37,077.00
278	2	18.7292	3,246.40	38,957.00
278	3	19.6787	3,410.97	40,932.00
278	4	20.6763	3,583.89	43,007.00
278	5	21.7245	3,765.58	45,187.00
279	1	14.0433	2,434.17	29,210.00
279	2	14.7552	2,557.56	30,691.00
279	3	15.5032	2,687.21	32,247.00
279	4	16.2891	2,823.45	33,881.00
279	5	17.1149	2,966.58	35,599.00
280	1	14.6257	2,535.13	30,422.00
280	2	15.3672	2,663.66	31,964.00
280	3	16.1463	2,798.70	33,584.00
280	4	16.9649	2,940.59	35,287.00
280	5	17.8250	3,089.67	37,076.00
281	1	15.1529	2,626.50	31,518.00
281	2	15.9211	2,759.65	33,116.00
281	3	16.7282	2,899.56	34,795.00
281	4	17.5763	3,046.55	36,559.00
281	5	18.4673	3,201.00	38,412.00
282	1	34.3660	5,956.75	71,481.00

282	2	36.1080	6,258.72	75,105.00
282	3	37.9380	6,575.92	78,911.00
282	4	39.8620	6,909.41	82,913.00
282	5	41.8830	7,259.75	87,117.00
283	1	25.9995	4,506.58	54,079.00
283	2	27.3176	4,735.05	56,821.00
283	3	28.7025	4,975.10	59,701.00
283	4	30.1576	5,227.32	62,728.00
283	5	31.6865	5,492.33	65,908.00
284	1	16.0590	2,783.56	33,403.00
284	2	16.8731	2,924.67	35,096.00
284	3	17.7285	3,072.95	36,875.00
284	4	18.6273	3,228.73	38,745.00
284	5	19.5716	3,392.42	40,709.00
285	1	28.1625	4,881.50	58,578.00
285	2	29.5902	5,128.97	61,548.00
285	3	31.0903	5,388.99	64,668.00
285	4	32.6665	5,662.20	67,946.00
285	5	34.3226	5,949.25	71,391.00
286	1	29.5930	5,129.45	61,553.00
286	2	31.0932	5,389.49	64,674.00
286	3	32.6695	5,662.71	67,953.00
286	4	34.3257	5,949.79	71,398.00

286	5	36.0659	6,251.42	75,017.00
287	1	25.2288	4,372.99	52,476.00
287	2	26.5078	4,594.68	55,136.00
287	3	27.8516	4,827.62	57,931.00
287	4	29.2636	5,072.35	60,868.00
287	5	30.7471	5,329.50	63,954.00
288	1	52.1597	9,041.02	108,492.00
288	2	54.8040	9,499.37	113,992.00
288	3	57.5824	9,980.95	119,771.00
288	4	60.5016	10,486.94	125,843.00
288	5	63.5688	11,018.58	132,223.00
289	1	26.1250	4,528.33	54,340.00
289	2	27.4494	4,757.90	57,095.00
289	3	28.8410	4,999.10	59,989.00
289	4	30.3031	5,252.55	63,031.00
289	5	31.8394	5,518.83	66,226.00
290	1	15.5312	2,692.08	32,305.00
290	2	16.3186	2,828.56	33,943.00
290	3	17.1459	2,971.95	35,663.00
290	4	18.0151	3,122.62	37,471.00
290	5	18.9284	3,280.92	39,371.00
291	1	50.0359	8,672.89	104,075.00
291	2	52.5725	9,112.56	109,351.00
291	3	55.2377	9,574.53	114,894.00

291	4	58.0380	10,059.92	120,719.00
291	5	60.9803	10,569.92	126,839.00
292	1	17.0847	2,961.34	35,536.00
292	2	17.9508	3,111.47	37,338.00
292	3	18.8608	3,269.21	39,231.00
292	4	19.8170	3,434.94	41,219.00
292	5	20.8216	3,609.08	43,309.00
293	1	15.1529	2,626.50	31,518.00
293	2	15.9211	2,759.65	33,116.00
293	3	16.7282	2,899.56	34,795.00
293	4	17.5763	3,046.55	36,559.00
293	5	18.4673	3,201.00	38,412.00
294	1	19.1455	3,318.55	39,823.00
294	2	20.1161	3,486.79	41,841.00
294	3	21.1359	3,663.55	43,963.00
294	4	22.2074	3,849.28	46,191.00
294	5	23.3332	4,044.42	48,533.00
295	1	14.7525	2,557.10	30,685.00
295	2	15.5004	2,686.73	32,241.00
295	3	16.2862	2,822.93	33,875.00
295	4	17.1118	2,966.05	35,593.00
295	5	17.9793	3,116.42	37,397.00
296	1	14.1820	2,458.22	29,499.00
296	2	14.9010	2,582.84	30,994.00

296	3	15.6564	2,713.77	32,565.00
296	4	16.4501	2,851.36	34,216.00
296	5	17.2841	2,995.92	35,951.00
297	1	36.5290	6,331.70	75,980.00
297	2	38.3809	6,652.70	79,832.00
297	3	40.3267	6,989.96	83,880.00
297	4	42.3711	7,344.33	88,132.00
297	5	44.5192	7,716.67	92,600.00
298	1	18.1020	3,137.68	37,652.00
298	2	19.0197	3,296.74	39,561.00
298	3	19.9839	3,463.88	41,567.00
298	4	20.9970	3,639.49	43,674.00
298	5	22.0615	3,824.00	45,888.00
299	1	32.8356	5,691.50	68,298.00
299	2	34.5002	5,980.03	71,760.00
299	3	36.2492	6,283.20	75,398.00
299	4	38.0869	6,601.74	79,221.00
299	5	40.0178	6,936.42	83,237.00
300	1	19.0231	3,297.34	39,568.00
300	2	19.9875	3,464.50	41,574.00
300	3	21.0008	3,640.15	43,682.00
300	4	22.0655	3,824.68	45,896.00
300	5	23.1841	4,018.58	48,223.00
301	1	22.9360	3,975.58	47,707.00

301	2	24.0988	4,177.12	50,125.00
301	3	25.3205	4,388.89	52,667.00
301	4	26.6042	4,611.39	55,337.00
301	5	27.9529	4,845.17	58,142.00
302	1	17.7916	3,083.88	37,007.00
302	2	18.6936	3,240.23	38,883.00
302	3	19.6413	3,404.49	40,854.00
302	4	20.6370	3,577.08	42,925.00
302	5	21.6832	3,758.42	45,101.00
303	1	18.1135	3,139.68	37,676.00
303	2	19.0318	3,298.84	39,586.00
303	3	19.9966	3,466.09	41,593.00
303	4	21.0104	3,641.80	43,702.00
303	5	22.0755	3,826.42	45,917.00
304	1	56.8746	9,858.26	118,299.00
304	2	59.7579	10,358.04	124,296.00
304	3	62.7874	10,883.15	130,598.00
304	4	65.9705	11,434.88	137,219.00
304	5	69.3149	12,014.58	144,175.00
305	1	21.0398	3,646.89	43,763.00
305	2	22.1064	3,831.77	45,981.00
305	3	23.2271	4,026.03	48,312.00
305	4	24.4046	4,230.13	50,762.00
305	5	25.6418	4,444.58	53,335.00

306	1	24.4359	4,235.56	50,827.00
306	2	25.6747	4,450.28	53,403.00
306	3	26.9763	4,675.89	56,111.00
306	4	28.3439	4,912.94	58,955.00
306	5	29.7808	5,162.00	61,944.00
307	1	21.5869	3,741.73	44,901.00
307	2	22.6813	3,931.43	47,177.00
307	3	23.8312	4,130.73	49,569.00
307	4	25.0393	4,340.15	52,082.00
307	5	26.3087	4,560.17	54,722.00
308	1	25.1617	4,361.36	52,336.00
308	2	26.4373	4,582.47	54,990.00
308	3	27.7776	4,814.78	57,777.00
308	4	29.1858	5,058.87	60,706.00
308	5	30.6654	5,315.33	63,784.00
309	1	29.2264	5,065.92	60,791.00
309	2	30.7081	5,322.74	63,873.00
309	3	32.2649	5,592.58	67,111.00
309	4	33.9006	5,876.10	70,513.00
309	5	35.6192	6,174.00	74,088.00
310	1	27.7874	4,816.48	57,798.00
310	2	29.1961	5,060.65	60,728.00
310	3	30.6762	5,317.21	63,807.00
310	4	32.2314	5,586.78	67,041.00

310	5	33.8654	5,870.00	70,440.00
312	1	28.7613	4,985.29	59,824.00
312	2	30.2194	5,238.03	62,856.00
312	3	31.7514	5,503.58	66,043.00
312	4	33.3611	5,782.59	69,391.00
312	5	35.0524	6,075.75	72,909.00
313	1	33.4131	5,791.60	69,499.00
313	2	35.1070	6,085.22	73,023.00
313	3	36.8868	6,393.71	76,725.00
313	4	38.7568	6,717.84	80,614.00
313	5	40.7216	7,058.42	84,701.00
314	1	17.4760	3,029.18	36,350.00
314	2	18.3620	3,182.77	38,193.00
314	3	19.2930	3,344.11	40,129.00
314	4	20.2710	3,513.70	42,164.00
314	5	21.2990	3,691.83	44,302.00
315	1	23.0680	3,998.38	47,981.00
315	2	24.2370	4,201.13	50,414.00
315	3	25.4660	4,414.10	52,969.00
315	4	26.7570	4,637.97	55,656.00
315	5	28.1140	4,873.17	58,478.00
316	1	18.5956	3,223.23	38,679.00
316	2	19.5383	3,386.64	40,640.00
316	3	20.5288	3,558.32	42,700.00

316	4	21.5695	3,738.72	44,865.00
316	5	22.6630	3,928.25	47,139.00
317	1	18.8235	3,262.74	39,153.00
317	2	19.7778	3,428.16	41,138.00
317	3	20.7805	3,601.95	43,223.00
317	4	21.8340	3,784.56	45,415.00
317	5	22.9409	3,976.42	47,717.00
318	1	36.2924	6,290.69	75,488.00
318	2	38.1323	6,609.61	79,315.00
318	3	40.0655	6,944.69	83,336.00
318	4	42.0967	7,296.76	87,561.00
318	5	44.2308	7,666.67	92,000.00
319	1	69.3213	12,015.69	144,188.00
319	2	72.8356	12,624.84	151,498.00
319	3	76.5281	13,264.87	159,178.00
319	4	80.4078	13,937.35	167,248.00
319	5	84.4841	14,643.92	175,727.00
320	1	82.6051	14,318.22	171,819.00
320	2	86.7929	15,044.11	180,529.00
320	3	91.1930	15,806.78	189,681.00
320	4	95.8161	16,608.12	199,297.00
320	5	100.6736	17,450.08	209,401.00
321	1	67.3454	11,673.19	140,078.00
321	2	70.7595	12,264.98	147,180.00

321	3	74.3467	12,886.76	154,641.00
321	4	78.1158	13,540.08	162,481.00
321	5	82.0760	14,226.50	170,718.00
323	1	21.3140	3,694.42	44,333.00
323	2	22.3945	3,881.71	46,581.00
323	3	23.5298	4,078.50	48,942.00
323	4	24.7227	4,285.26	51,423.00
323	5	25.9760	4,502.50	54,030.00
324	1	15.6495	2,712.59	32,551.00
324	2	16.4429	2,850.10	34,201.00
324	3	17.2765	2,994.58	35,935.00
324	4	18.1523	3,146.41	37,757.00
324	5	19.0726	3,305.92	39,671.00
325	1	14.1122	2,446.11	29,353.00
325	2	14.8276	2,570.12	30,841.00
325	3	15.5793	2,700.41	32,405.00
325	4	16.3691	2,837.32	34,048.00
325	5	17.1990	2,981.17	35,774.00
326	1	70.7770	12,268.01	147,216.00
326	2	74.3651	12,889.95	154,679.00
326	3	78.1351	13,543.41	162,521.00
326	4	82.0962	14,230.02	170,760.00
326	5	86.2582	14,951.42	179,417.00
327	1	16.0524	2,782.42	33,389.00

327	2	16.8662	2,923.47	35,082.00
327	3	17.7212	3,071.68	36,860.00
327	4	18.6196	3,227.39	38,729.00
327	5	19.5635	3,391.00	40,692.00
328	1	16.2065	2,809.13	33,710.00
328	2	17.0281	2,951.54	35,419.00
328	3	17.8914	3,101.17	37,214.00
328	4	18.7984	3,258.39	39,101.00
328	5	19.7514	3,423.58	41,083.00
329	1	19.3100	3,347.06	40,165.00
329	2	20.2889	3,516.75	42,201.00
329	3	21.3175	3,695.03	44,340.00
329	4	22.3982	3,882.35	46,588.00
329	5	23.5337	4,079.17	48,950.00
330	1	21.3794	3,705.77	44,469.00
330	2	22.4633	3,893.64	46,724.00
330	3	23.6021	4,091.03	49,092.00
330	4	24.7986	4,298.43	51,581.00
330	5	26.0558	4,516.33	54,196.00
331	1	15.8050	2,739.52	32,874.00
331	2	16.6062	2,878.41	34,541.00
331	3	17.4481	3,024.33	36,292.00
331	4	18.3326	3,177.65	38,132.00
331	5	19.2620	3,338.75	40,065.00

332	1	78.1170	13,540.28	162,483.00
332	2	82.0772	14,226.72	170,721.00
332	3	86.2382	14,947.96	179,375.00
332	4	90.6101	15,705.75	188,469.00
332	5	95.2038	16,502.00	198,024.00
333	1	24.0323	4,165.59	49,987.00
333	2	25.2506	4,376.77	52,521.00
333	3	26.5307	4,598.65	55,184.00
333	4	27.8757	4,831.79	57,981.00
333	5	29.2889	5,076.75	60,921.00
334	1	16.3550	2,834.87	34,018.00
334	2	16.3550	2,834.87	34,018.00
334	3	16.3550	2,834.87	34,018.00
334	4	16.3550	2,834.87	34,018.00
334	5	16.3550	2,834.87	34,018.00
335	1	27.4157	4,752.06	57,025.00
335	2	28.8056	4,992.97	59,916.00
335	3	30.2659	5,246.10	62,953.00
335	4	31.8003	5,512.06	66,145.00
335	5	33.4125	5,791.50	69,498.00
336	1	23.8828	4,139.69	49,676.00
336	2	25.0936	4,349.55	52,195.00
336	3	26.3657	4,570.05	54,841.00
336	4	27.7023	4,801.73	57,621.00

336	5	29.1067	5,045.17	60,542.00
337	1	26.4360	4,582.24	54,987.00
337	2	27.7762	4,814.53	57,774.00
337	3	29.1843	5,058.61	60,703.00
337	4	30.6638	5,315.05	63,781.00
337	5	32.2183	5,584.50	67,014.00
338	1	29.0782	5,040.21	60,483.00
338	2	30.5523	5,295.73	63,549.00
338	3	32.1012	5,564.21	66,770.00
338	4	33.7286	5,846.29	70,155.00
338	5	35.4385	6,142.67	73,712.00
339	1	20.5970	3,570.12	42,841.00
339	2	21.6410	3,751.09	45,013.00
339	3	22.7380	3,941.30	47,296.00
339	4	23.8910	4,141.08	49,693.00
339	5	25.1020	4,351.08	52,213.00
340	1	23.5050	4,074.26	48,891.00
340	2	24.6970	4,280.81	51,370.00
340	3	25.9490	4,497.74	53,973.00
340	4	27.2640	4,725.73	56,709.00
340	5	28.6460	4,965.25	59,583.00
341	1	31.9867	5,544.36	66,532.00
341	2	33.6083	5,825.44	69,905.00
341	3	35.3121	6,120.77	73,449.00

341	4	37.1023	6,431.06	77,173.00
341	5	38.9832	6,757.08	81,085.00
342	1	20.4540	3,545.35	42,544.00
342	2	21.4909	3,725.09	44,701.00
342	3	22.5804	3,913.93	46,967.00
342	4	23.7251	4,112.36	49,348.00
342	5	24.9279	4,320.83	51,850.00
343	1	10.8180	1,875.12	22,501.00
343	2	11.3664	1,970.17	23,642.00
343	3	11.9426	2,070.04	24,841.00
343	4	12.5480	2,174.98	26,100.00
343	5	13.1841	2,285.25	27,423.00
344	1	28.3480	4,913.65	58,964.00
344	2	29.7851	5,162.75	61,953.00
344	3	31.2951	5,424.48	65,094.00
344	4	32.8816	5,699.48	68,394.00
344	5	34.5486	5,988.42	71,861.00
345	1	87.7980	15,218.32	182,620.00
345	2	92.2490	15,989.83	191,878.00
345	3	96.9257	16,800.46	201,606.00
345	4	101.8395	17,652.19	211,826.00
345	5	107.0024	18,547.08	222,565.00
346	1	25.3708	4,397.61	52,771.00
346	2	26.6570	4,620.55	55,447.00

346	3	28.0084	4,854.79	58,257.00
346	4	29.4283	5,100.91	61,211.00
346	5	30.9202	5,359.50	64,314.00
347	1	24.4855	4,244.15	50,930.00
347	2	25.7268	4,459.32	53,512.00
347	3	27.0311	4,685.40	56,225.00
347	4	28.4015	4,922.92	59,075.00
347	5	29.8413	5,172.50	62,070.00
348	1	11.1217	1,927.76	23,133.00
348	2	11.6855	2,025.49	24,306.00
348	3	12.2779	2,128.16	25,538.00
348	4	12.9003	2,236.05	26,833.00
348	5	13.5543	2,349.42	28,193.00
349	1	17.0894	2,962.17	35,546.00
349	2	17.9558	3,112.34	37,348.00
349	3	18.8661	3,270.12	39,241.00
349	4	19.8225	3,435.90	41,231.00
349	5	20.8274	3,610.08	43,321.00
350	1	14.8788	2,578.99	30,948.00
350	2	15.6331	2,709.73	32,517.00
350	3	16.4256	2,847.10	34,165.00
350	4	17.2583	2,991.43	35,897.00
350	5	18.1332	3,143.08	37,717.00
351	1	18.7475	3,249.56	38,995.00

351	2	19.6979	3,414.30	40,972.00
351	3	20.6965	3,587.39	43,049.00
351	4	21.7457	3,769.25	45,231.00
351	5	22.8481	3,960.33	47,524.00
352	1	27.0533	4,689.24	56,271.00
352	2	28.4248	4,926.96	59,124.00
352	3	29.8658	5,176.74	62,121.00
352	4	31.3799	5,439.18	65,270.00
352	5	32.9707	5,714.92	68,579.00
353	1	40.1910	6,966.42	83,597.00
353	2	0.0100	1.73	21.00
353	3	42.7770	7,414.75	88,977.00
353	4	0.0100	1.73	21.00
353	5	45.3640	7,863.08	94,357.00
354	1	12.0080	2,081.39	24,977.00
354	2	12.6168	2,186.91	26,243.00
354	3	13.2564	2,297.78	27,573.00
354	4	13.9285	2,414.27	28,971.00
354	5	14.6346	2,536.67	30,440.00
355	1	46.7423	8,101.99	97,224.00
355	2	49.1119	8,512.73	102,153.00
355	3	51.6017	8,944.29	107,332.00
355	4	54.2177	9,397.73	112,773.00
355	5	56.9663	9,874.17	118,490.00

356	1	40.3880	7,000.67	84,008.00
356	2	42.4360	7,355.52	88,266.00
356	3	44.5870	7,728.35	92,740.00
356	4	46.8470	8,120.15	97,442.00
356	5	49.2220	8,531.75	102,381.00
357	1	37.2010	6,448.17	77,378.00
357	2	39.0870	6,775.08	81,301.00
357	3	41.0680	7,118.45	85,421.00
357	4	43.1500	7,479.33	89,752.00
357	5	45.3380	7,858.59	94,303.00
358	1	11.9492	2,071.20	24,854.00
358	2	12.5550	2,176.20	26,114.00
358	3	13.1915	2,286.53	27,438.00
358	4	13.8603	2,402.46	28,830.00
358	5	14.5630	2,524.25	30,291.00
359	1	13.5040	2,340.69	28,088.00
359	2	14.1890	2,459.43	29,513.00
359	3	14.9080	2,584.05	31,009.00
359	4	15.6640	2,715.09	32,581.00
359	5	16.4580	2,852.67	34,232.00
360	1	30.4474	5,277.56	63,331.00
360	2	31.9910	5,545.10	66,541.00
360	3	33.6128	5,826.21	69,915.00
360	4	35.3168	6,121.57	73,459.00

360	5	37.1072	6,431.92	77,183.00
366	1	110.6221	19,174.50	230,094.00
366	2	116.2300	20,146.53	241,758.00
366	3	122.1224	21,167.88	254,015.00
366	4	128.3135	22,241.01	266,892.00
366	5	134.8183	23,368.50	280,422.00
400	1	38.2110	6,623.23	79,479.00
400	2	40.1481	6,959.00	83,508.00
400	3	42.1834	7,311.78	87,741.00
400	4	44.3219	7,682.45	92,189.00
400	5	46.5688	8,071.92	96,863.00
401	1	23.4020	4,056.35	48,676.00
401	2	24.5884	4,261.98	51,144.00
401	3	25.8349	4,478.04	53,737.00
401	4	27.1446	4,705.06	56,461.00
401	5	28.5207	4,943.58	59,323.00
402	1	26.3613	4,569.29	54,831.00
402	2	27.6977	4,800.94	57,611.00
402	3	29.1019	5,044.34	60,532.00
402	4	30.5773	5,300.06	63,601.00
402	5	32.1274	5,568.75	66,825.00
403	1	29.1112	5,045.94	60,551.00
403	2	30.5870	5,301.74	63,621.00
403	3	32.1376	5,570.53	66,846.00

403	4	33.7669	5,852.94	70,235.00
403	5	35.4788	6,149.67	73,796.00
404	1	21.1168	3,660.25	43,923.00
404	2	22.1870	3,845.75	46,149.00
404	3	23.3120	4,040.75	48,489.00
404	4	24.4940	4,245.63	50,948.00
404	5	25.7361	4,460.92	53,531.00
409	1	18.1135	3,139.68	37,676.00
409	2	19.0318	3,298.84	39,586.00
409	3	19.9966	3,466.09	41,593.00
409	4	21.0104	3,641.80	43,702.00
409	5	22.0755	3,826.42	45,917.00
410	1	21.0402	3,646.98	43,764.00
410	2	22.1069	3,831.86	45,982.00
410	3	23.2276	4,026.11	48,313.00
410	4	24.4051	4,230.21	50,763.00
410	5	25.6423	4,444.67	53,336.00
411	1	32.7989	5,685.15	68,222.00
411	2	34.4617	5,973.37	71,680.00
411	3	36.2088	6,276.18	75,314.00
411	4	38.0444	6,594.36	79,132.00
411	5	39.9731	6,928.67	83,144.00
412	1	24.4359	4,235.56	50,827.00
412	2	25.6747	4,450.28	53,403.00

412	3	26.9763	4,675.89	56,111.00
412	4	28.3439	4,912.94	58,955.00
412	5	29.7808	5,162.00	61,944.00
413	1	28.7613	4,985.29	59,824.00
413	2	30.2194	5,238.03	62,856.00
413	3	31.7514	5,503.58	66,043.00
413	4	33.3611	5,782.59	69,391.00
413	5	35.0524	6,075.75	72,909.00
414	1	33.9555	5,885.62	70,627.00
414	2	35.6769	6,184.00	74,208.00
414	3	37.4856	6,497.51	77,970.00
414	4	39.3860	6,826.90	81,923.00
414	5	41.3827	7,173.00	86,076.00
415	1	20.2879	3,516.57	42,199.00
415	2	21.3164	3,694.85	44,338.00
415	3	22.3971	3,882.16	46,586.00
415	4	23.5325	4,078.97	48,948.00
415	5	24.7255	4,285.75	51,429.00
416	1	15.1923	2,633.33	31,600.00
416	2	15.9625	2,766.83	33,202.00
416	3	16.7717	2,907.10	34,885.00
416	4	17.6220	3,054.49	36,654.00
416	5	18.5154	3,209.33	38,512.00
418	1	19.9849	3,464.06	41,569.00

418	2	20.9981	3,639.67	43,676.00
418	3	22.0626	3,824.19	45,890.00
418	4	23.1811	4,018.06	48,217.00
418	5	24.3563	4,221.75	50,661.00
419	1	30.3807	5,265.99	63,192.00
419	2	31.9209	5,532.96	66,396.00
419	3	33.5392	5,813.46	69,762.00
419	4	35.2395	6,108.18	73,298.00
419	5	37.0260	6,417.83	77,014.00
420	1	22.5179	3,903.11	46,837.00
420	2	23.6595	4,100.97	49,212.00
420	3	24.8589	4,308.88	51,707.00
420	4	26.1192	4,527.32	54,328.00
420	5	27.4433	4,756.83	57,082.00
421	1	20.5355	3,559.49	42,714.00
421	2	21.5766	3,739.95	44,879.00
421	3	22.6705	3,929.55	47,155.00
421	4	23.8198	4,128.77	49,545.00
421	5	25.0274	4,338.08	52,057.00
423	1	19.5576	3,389.99	40,680.00
423	2	20.5491	3,561.85	42,742.00
423	3	21.5909	3,742.43	44,909.00
423	4	22.6855	3,932.16	47,186.00
423	5	23.8356	4,131.50	49,578.00

424	1	30.1429	5,224.76	62,697.00
424	2	31.6710	5,489.64	65,876.00
424	3	33.2766	5,767.95	69,215.00
424	4	34.9636	6,060.35	72,724.00
424	5	36.7361	6,367.58	76,411.00
425	1	29.8173	5,168.33	62,020.00
425	2	31.3289	5,430.35	65,164.00
425	3	32.9172	5,705.65	68,468.00
425	4	34.5860	5,994.91	71,939.00
425	5	36.3394	6,298.83	75,586.00
426	1	22.8615	3,962.66	47,552.00
426	2	24.0205	4,163.55	49,963.00
426	3	25.2382	4,374.62	52,496.00
426	4	26.5177	4,596.39	55,157.00
426	5	27.8620	4,829.42	57,953.00
427	1	26.3787	4,572.31	54,868.00
427	2	27.7160	4,804.11	57,649.00
427	3	29.1211	5,047.65	60,572.00
427	4	30.5974	5,303.55	63,643.00
427	5	32.1486	5,572.42	66,869.00
428	1	24.7574	4,291.28	51,495.00
428	2	26.0125	4,508.83	54,106.00
428	3	27.3312	4,737.41	56,849.00
428	4	28.7168	4,977.57	59,731.00

428	5	30.1726	5,229.92	62,759.00
429	1	30.1945	5,233.71	62,804.00
429	2	31.7252	5,499.03	65,988.00
429	3	33.3335	5,777.81	69,334.00
429	4	35.0234	6,070.73	72,849.00
429	5	36.7990	6,378.50	76,542.00
430	1	22.1230	3,834.66	46,016.00
430	2	23.2446	4,029.06	48,349.00
430	3	24.4230	4,233.31	50,800.00
430	4	25.6611	4,447.92	53,375.00
430	5	26.9620	4,673.42	56,081.00
431	1	12.7390	2,208.09	26,497.00
431	2	13.3848	2,320.04	27,840.00
431	3	14.0634	2,437.66	29,252.00
431	4	14.7764	2,561.24	30,735.00
431	5	15.5255	2,691.08	32,293.00
432	1	38.9844	6,757.30	81,088.00
432	2	40.9608	7,099.86	85,198.00
432	3	43.0373	7,459.79	89,518.00
432	4	45.2191	7,837.97	94,056.00
432	5	47.5115	8,235.33	98,824.00
433	1	32.7993	5,685.21	68,223.00
433	2	34.4621	5,973.43	71,681.00
433	3	36.2092	6,276.27	75,315.00

433	4	38.0449	6,594.44	79,133.00
433	5	39.9736	6,928.75	83,145.00
434	1	32.2785	5,594.94	67,139.00
434	2	33.9149	5,878.59	70,543.00
434	3	35.6343	6,176.61	74,119.00
434	4	37.4408	6,489.74	77,877.00
434	5	39.3389	6,818.75	81,825.00
435	1	30.2761	5,247.86	62,974.00
435	2	31.8110	5,513.91	66,167.00
435	3	33.4237	5,793.45	69,521.00
435	4	35.1182	6,087.16	73,046.00
435	5	36.8986	6,395.75	76,749.00
436	1	24.8458	4,306.61	51,679.00
436	2	26.1054	4,524.93	54,299.00
436	3	27.4288	4,754.32	57,052.00
436	4	28.8193	4,995.34	59,944.00
436	5	30.2803	5,248.58	62,983.00
438	1	25.9995	4,506.58	54,079.00
438	2	27.3176	4,735.05	56,821.00
438	3	28.7025	4,975.10	59,701.00
438	4	30.1576	5,227.32	62,728.00
438	5	31.6865	5,492.33	65,908.00
441	1	22.8446	3,959.73	47,517.00
441	2	24.0027	4,160.46	49,926.00

441	3	25.2195	4,371.38	52,457.00
441	4	26.4980	4,592.98	55,116.00
441	5	27.8413	4,825.83	57,910.00
442	1	22.0590	3,823.56	45,883.00
442	2	23.1773	4,017.40	48,209.00
442	3	24.3523	4,221.07	50,653.00
442	4	25.5869	4,435.07	53,221.00
442	5	26.8841	4,659.92	55,919.00
444	1	14.7703	2,560.19	30,722.00
444	2	15.5191	2,689.98	32,280.00
444	3	16.3059	2,826.35	33,916.00
444	4	17.1325	2,969.62	35,636.00
444	5	18.0010	3,120.17	37,442.00
445	1	33.5795	5,820.46	69,845.00
445	2	35.2819	6,115.54	73,386.00
445	3	37.0706	6,425.57	77,107.00
445	4	38.9499	6,751.31	81,016.00
445	5	40.9245	7,093.58	85,123.00
448	1	21.9084	3,797.46	45,570.00
448	2	23.0191	3,989.98	47,880.00
448	3	24.1861	4,192.25	50,307.00
448	4	25.4122	4,404.78	52,857.00
448	5	26.7005	4,628.08	55,537.00
460	1	25.3708	4,397.61	52,771.00

460	2	26.6570	4,620.55	55,447.00
460	3	28.0084	4,854.79	58,257.00
460	4	29.4283	5,100.91	61,211.00
460	5	30.9202	5,359.50	64,314.00
461	1	38.0357	6,592.86	79,114.00
461	2	39.9640	6,927.09	83,125.00
461	3	41.9900	7,278.26	87,339.00
461	4	44.1187	7,647.23	91,767.00
461	5	46.3553	8,034.92	96,419.00
462	1	15.8270	2,743.35	32,920.00
462	2	16.6294	2,882.42	34,589.00
462	3	17.4724	3,028.55	36,343.00
462	4	18.3582	3,182.09	38,185.00
462	5	19.2889	3,343.42	40,121.00
470	1	17.2795	2,995.11	35,941.00
470	2	18.1555	3,146.95	37,763.00
470	3	19.0759	3,306.49	39,678.00
470	4	20.0430	3,474.12	41,689.00
470	5	21.0591	3,650.25	43,803.00
475	1	20.0330	3,472.39	41,669.00
475	2	21.0486	3,648.43	43,781.00
475	3	22.1157	3,833.39	46,001.00
475	4	23.2369	4,027.73	48,333.00
475	5	24.4149	4,231.92	50,783.00

480	1	23.2311	4,026.72	48,321.00
480	2	24.4088	4,230.85	50,770.00
480	3	25.6462	4,445.35	53,344.00
480	4	26.9464	4,670.71	56,049.00
480	5	28.3125	4,907.50	58,890.00
485	1	17.7258	3,072.47	36,870.00
485	2	18.6244	3,228.23	38,739.00
485	3	19.5686	3,391.88	40,703.00
485	4	20.5606	3,563.83	42,766.00
485	5	21.6029	3,744.50	44,934.00
495	1	28.5341	4,945.92	59,351.00
495	2	29.9807	5,196.65	62,360.00
495	3	31.5006	5,460.11	65,521.00
495	4	33.0976	5,736.91	68,843.00
495	5	34.7755	6,027.75	72,333.00
505	1	22.7341	3,940.57	47,287.00
505	2	23.8866	4,140.35	49,684.00
505	3	25.0976	4,350.24	52,203.00
505	4	26.3699	4,570.77	54,849.00
505	5	27.7067	4,802.50	57,630.00
510	1	22.0163	3,816.16	45,794.00
510	2	23.1324	4,009.62	48,115.00
510	3	24.3051	4,212.88	50,555.00
510	4	25.5373	4,426.47	53,118.00

510	5	26.8320	4,650.88	55,811.00
515	1	23.1617	4,014.69	48,176.00
515	2	24.3359	4,218.22	50,619.00
515	3	25.5696	4,432.07	53,185.00
515	4	26.8659	4,656.76	55,881.00
515	5	28.2279	4,892.83	58,714.00
525	1	19.1095	3,312.32	39,748.00
525	2	20.0783	3,480.24	41,763.00
525	3	21.0962	3,656.68	43,880.00
525	4	22.1657	3,842.05	46,105.00
525	5	23.2894	4,036.83	48,442.00
530	1	39.8250	6,903.00	82,836.00
530	2	41.8440	7,252.96	87,035.00
530	3	43.9653	7,620.66	91,448.00
530	4	46.1942	8,007.00	96,084.00
530	5	48.5361	8,412.92	100,955.00
535	1	17.8010	3,085.50	37,026.00
535	2	18.7034	3,241.92	38,903.00
535	3	19.6516	3,406.28	40,875.00
535	4	20.6479	3,578.97	42,948.00
535	5	21.6947	3,760.42	45,125.00
550	1	22.6295	3,922.44	47,069.00
550	2	23.7767	4,121.30	49,456.00
550	3	24.9821	4,330.23	51,963.00

550	4	26.2486	4,549.76	54,597.00
550	5	27.5793	4,780.42	57,365.00
575	1	31.9613	5,539.96	66,479.00
575	2	33.5816	5,820.82	69,850.00
575	3	35.2841	6,115.92	73,391.00
575	4	37.0729	6,425.98	77,112.00
575	5	38.9524	6,751.75	81,021.00
577	1	29.7196	5,151.40	61,817.00
577	2	31.2263	5,412.55	64,951.00
577	3	32.8093	5,686.94	68,243.00
577	4	34.4726	5,975.25	71,703.00
577	5	36.2202	6,278.17	75,338.00
580	1	31.4778	5,456.15	65,474.00
580	2	33.0736	5,732.76	68,793.00
580	3	34.7503	6,023.38	72,281.00
580	4	36.5120	6,328.74	75,945.00
580	5	38.3630	6,649.58	79,795.00
582	1	39.6739	6,876.81	82,522.00
582	2	41.6852	7,225.44	86,705.00
582	3	43.7985	7,591.74	91,101.00
582	4	46.0189	7,976.61	95,719.00
582	5	48.3519	8,381.00	100,572.00
600	1	38.2115	6,623.33	79,480.00
600	2	40.1487	6,959.11	83,509.00

600	3	42.1841	7,311.92	87,743.00
600	4	44.3227	7,682.60	92,191.00
600	5	46.5697	8,072.08	96,865.00
601	1	25.0188	4,336.60	52,039.00
601	2	26.2872	4,556.45	54,677.00
601	3	27.6199	4,787.45	57,449.00
601	4	29.0201	5,030.15	60,362.00
601	5	30.4913	5,285.17	63,422.00
603	1	16.1336	2,796.49	33,558.00
603	2	16.9515	2,938.26	35,259.00
603	3	17.8109	3,087.22	37,047.00
603	4	18.7138	3,243.72	38,925.00
603	5	19.6625	3,408.17	40,898.00
604	1	16.7722	2,907.18	34,886.00
604	2	17.6225	3,054.57	36,655.00
604	3	18.5159	3,209.43	38,513.00
604	4	19.4546	3,372.14	40,466.00
604	5	20.4409	3,543.08	42,517.00
605	1	18.8788	3,272.33	39,268.00
605	2	19.8359	3,438.22	41,259.00
605	3	20.8415	3,612.53	43,350.00
605	4	21.8981	3,795.66	45,548.00
605	5	23.0082	3,988.08	47,857.00
606	1	20.8476	3,613.59	43,363.00

606	2	21.9045	3,796.78	45,561.00
606	3	23.0150	3,989.27	47,871.00
606	4	24.1818	4,191.51	50,298.00
606	5	25.4077	4,404.00	52,848.00
607	1	37.5100	6,501.75	78,021.00
607	2	39.4110	6,831.24	81,975.00
607	3	41.4090	7,177.56	86,131.00
607	4	43.5090	7,541.56	90,499.00
607	5	45.7150	7,923.92	95,087.00
608	1	23.7132	4,110.29	49,324.00
608	2	24.9154	4,318.67	51,824.00
608	3	26.1785	4,537.60	54,451.00
608	4	27.5056	4,767.63	57,212.00
608	5	28.9000	5,009.33	60,112.00
609	1	39.8250	6,903.00	82,836.00
609	2	41.8440	7,252.96	87,035.00
609	3	43.9653	7,620.66	91,448.00
609	4	46.1942	8,007.00	96,084.00
609	5	48.5361	8,412.92	100,955.00
610	1	32.0971	5,563.50	66,762.00
610	2	33.7243	5,845.55	70,147.00
610	3	35.4340	6,141.90	73,703.00
610	4	37.2304	6,453.26	77,439.00
610	5	39.1178	6,780.42	81,365.00

611	1	27.4110	4,751.23	57,015.00
611	2	28.8006	4,992.11	59,905.00
611	3	30.2607	5,245.19	62,942.00
611	4	31.7948	5,511.10	66,133.00
611	5	33.4067	5,790.50	69,486.00
612	1	27.4110	4,751.23	57,015.00
612	2	28.8006	4,992.11	59,905.00
612	3	30.2607	5,245.19	62,942.00
612	4	31.7948	5,511.10	66,133.00
612	5	33.4067	5,790.50	69,486.00
613	1	27.8335	4,824.48	57,894.00
613	2	29.2446	5,069.07	60,829.00
613	3	30.7272	5,326.04	63,912.00
613	4	32.2849	5,596.05	67,153.00
613	5	33.9216	5,879.75	70,557.00
614	1	24.3384	4,218.66	50,624.00
614	2	25.5723	4,432.53	53,190.00
614	3	26.8687	4,657.24	55,887.00
614	4	28.2308	4,893.34	58,720.00
614	5	29.6620	5,141.42	61,697.00
615	1	27.4154	4,752.01	57,024.00
615	2	28.8053	4,992.92	59,915.00
615	3	30.2656	5,246.03	62,952.00
615	4	31.7999	5,511.98	66,144.00

615	5	33.4120	5,791.42	69,497.00
616	1	33.3797	5,785.81	69,430.00
616	2	35.0719	6,079.13	72,950.00
616	3	36.8499	6,387.31	76,648.00
616	4	38.7180	6,711.11	80,533.00
616	5	40.6808	7,051.33	84,616.00
617	1	16.1995	2,807.90	33,695.00
617	2	17.0207	2,950.26	35,403.00
617	3	17.8836	3,099.82	37,198.00
617	4	18.7902	3,256.97	39,084.00
617	5	19.7428	3,422.08	41,065.00
618	1	22.7242	3,938.86	47,266.00
618	2	23.8762	4,138.54	49,662.00
618	3	25.0866	4,348.35	52,180.00
618	4	26.3584	4,568.79	54,826.00
618	5	27.6947	4,800.42	57,605.00
620	1	29.3819	5,092.85	61,114.00
620	2	30.8714	5,351.05	64,213.00
620	3	32.4365	5,622.33	67,468.00
620	4	34.0809	5,907.36	70,888.00
620	5	35.8087	6,206.83	74,482.00
621	1	29.3850	5,093.40	61,121.00
621	2	30.8747	5,351.61	64,219.00
621	3	32.4399	5,622.92	67,475.00

621	4	34.0845	5,907.99	70,896.00
621	5	35.8125	6,207.50	74,490.00
622	1	22.3096	3,867.00	46,404.00
622	2	23.4406	4,063.03	48,756.00
622	3	24.6289	4,269.01	51,228.00
622	4	25.8775	4,485.44	53,825.00
622	5	27.1894	4,712.83	56,554.00
624	1	32.1981	5,581.00	66,972.00
624	2	33.8304	5,863.94	70,367.00
624	3	35.5455	6,161.22	73,935.00
624	4	37.3475	6,473.57	77,683.00
624	5	39.2409	6,801.75	81,621.00
625	1	25.6031	4,437.87	53,254.00
625	2	26.9011	4,662.86	55,954.00
625	3	28.2649	4,899.25	58,791.00
625	4	29.6978	5,147.62	61,772.00
625	5	31.2034	5,408.58	64,903.00
627	1	26.6272	4,615.38	55,385.00
627	2	27.9771	4,849.36	58,192.00
627	3	29.3954	5,095.20	61,142.00
627	4	30.8856	5,353.51	64,242.00
627	5	32.4514	5,624.92	67,499.00
628	1	29.4295	5,101.12	61,213.00
628	2	30.9215	5,359.73	64,317.00

628	3	32.4891	5,631.45	67,577.00
628	4	34.1362	5,916.95	71,003.00
628	5	35.8668	6,216.92	74,603.00
629	1	32.3737	5,611.44	67,337.00
629	2	34.0149	5,895.91	70,751.00
629	3	35.7393	6,194.80	74,338.00
629	4	37.5511	6,508.86	78,106.00
629	5	39.4548	6,838.83	82,066.00
631	1	33.9145	5,878.51	70,542.00
631	2	35.6338	6,176.53	74,118.00
631	3	37.4403	6,489.66	77,876.00
631	4	39.3384	6,818.66	81,824.00
631	5	41.3327	7,164.33	85,972.00
632	1	27.0047	4,680.81	56,170.00
632	2	28.3737	4,918.10	59,017.00
632	3	29.8121	5,167.44	62,009.00
632	4	31.3235	5,429.41	65,153.00
632	5	32.9115	5,704.67	68,456.00
633	1	22.5894	3,915.50	46,986.00
633	2	23.7346	4,113.99	49,368.00
633	3	24.9378	4,322.54	51,871.00
633	4	26.2020	4,541.67	54,500.00
633	5	27.5303	4,771.92	57,263.00
634	1	38.7663	6,719.49	80,634.00

634	2	40.7316	7,060.14	84,722.00
634	3	42.7965	7,418.06	89,017.00
634	4	44.9661	7,794.12	93,529.00
634	5	47.2457	8,189.25	98,271.00
635	1	12.1051	2,098.22	25,179.00
635	2	12.7188	2,204.59	26,455.00
635	3	13.3636	2,316.36	27,796.00
635	4	14.0411	2,433.79	29,205.00
635	5	14.7529	2,557.17	30,686.00
636	1	15.3497	2,660.62	31,927.00
636	2	16.1279	2,795.50	33,546.00
636	3	16.9455	2,937.22	35,247.00
636	4	17.8046	3,086.13	37,034.00
636	5	18.7072	3,242.58	38,911.00
637	1	15.3615	2,662.67	31,952.00
637	2	16.1403	2,797.66	33,572.00
637	3	16.9586	2,939.48	35,274.00
637	4	17.8183	3,088.50	37,062.00
637	5	18.7216	3,245.08	38,941.00
638	1	28.6611	4,967.92	59,615.00
638	2	30.1141	5,219.78	62,637.00
638	3	31.6408	5,484.41	65,813.00
638	4	33.2449	5,762.45	69,149.00
638	5	34.9303	6,054.58	72,655.00

639	1	32.1326	5,569.65	66,836.00
639	2	33.7616	5,852.01	70,224.00
639	3	35.4732	6,148.70	73,784.00
639	4	37.2716	6,460.41	77,525.00
639	5	39.1611	6,787.92	81,455.00
640	1	31.9586	5,539.49	66,474.00
640	2	33.5788	5,820.32	69,844.00
640	3	35.2811	6,115.39	73,385.00
640	4	37.0697	6,425.42	77,105.00
640	5	38.9490	6,751.17	81,014.00
641	1	15.8164	2,741.50	32,898.00
641	2	16.6182	2,880.49	34,566.00
641	3	17.4607	3,026.52	36,318.00
641	4	18.3459	3,179.96	38,160.00
641	5	19.2760	3,341.17	40,094.00
642	1	44.0212	7,630.34	91,564.00
642	2	46.2529	8,017.16	96,206.00
642	3	48.5977	8,423.60	101,083.00
642	4	51.0614	8,850.64	106,208.00
642	5	53.6500	9,299.33	111,592.00
643	1	17.8949	3,101.78	37,221.00
643	2	18.8021	3,259.03	39,108.00
643	3	19.7553	3,424.25	41,091.00
643	4	20.7568	3,597.85	43,174.00

643	5	21.8091	3,780.25	45,363.00
644	1	16.6196	2,880.72	34,569.00
644	2	17.4621	3,026.77	36,321.00
644	3	18.3474	3,180.21	38,163.00
644	4	19.2775	3,341.43	40,097.00
644	5	20.2548	3,510.83	42,130.00
645	1	14.5280	2,518.10	30,217.00
645	2	15.2640	2,645.79	31,749.00
645	3	16.0380	2,779.91	33,359.00
645	4	16.8510	2,920.79	35,050.00
645	5	17.7050	3,068.92	36,827.00
646	1	17.8149	3,087.91	37,055.00
646	2	18.7180	3,244.45	38,933.00
646	3	19.6669	3,408.92	40,907.00
646	4	20.6639	3,581.75	42,981.00
646	5	21.7115	3,763.33	45,160.00
647	1	27.6946	4,800.40	57,605.00
647	2	29.0986	5,043.76	60,525.00
647	3	30.5738	5,299.46	63,594.00
647	4	32.1238	5,568.13	66,818.00
647	5	33.7524	5,850.42	70,205.00
648	1	18.3537	3,181.31	38,176.00
648	2	19.2842	3,342.59	40,111.00
648	3	20.2618	3,512.05	42,145.00

648	4	21.2890	3,690.10	44,281.00
648	5	22.3683	3,877.17	46,526.00
650	1	20.8772	3,618.72	43,425.00
650	2	21.9356	3,802.18	45,626.00
650	3	23.0477	3,994.93	47,939.00
650	4	24.2161	4,197.46	50,370.00
650	5	25.4438	4,410.25	52,923.00
652	1	22.2414	3,855.17	46,262.00
652	2	23.3689	4,050.61	48,607.00
652	3	24.5536	4,255.96	51,072.00
652	4	25.7984	4,471.73	53,661.00
652	5	27.1063	4,698.42	56,381.00
654	1	18.5364	3,212.97	38,556.00
654	2	19.4761	3,375.86	40,510.00
654	3	20.4635	3,547.00	42,564.00
654	4	21.5009	3,726.82	44,722.00
654	5	22.5909	3,915.75	46,989.00
655	1	22.1766	3,843.95	46,127.00
655	2	23.3009	4,038.83	48,466.00
655	3	24.4822	4,243.57	50,923.00
655	4	25.7233	4,458.71	53,505.00
655	5	27.0274	4,684.75	56,217.00
656	1	10.8180	1,875.12	22,501.00
656	2	11.3664	1,970.17	23,642.00

656	3	11.9426	2,070.04	24,841.00
656	4	12.5480	2,174.98	26,100.00
656	5	13.1841	2,285.25	27,423.00
657	1	11.2270	1,946.02	23,352.00
657	2	11.7962	2,044.67	24,536.00
657	3	12.3942	2,148.32	25,780.00
657	4	13.0225	2,257.24	27,087.00
657	5	13.6827	2,371.67	28,460.00
658	1	12.0404	2,087.00	25,044.00
658	2	12.6508	2,192.80	26,314.00
658	3	13.2921	2,303.97	27,648.00
658	4	13.9660	2,420.77	29,049.00
658	5	14.6740	2,543.50	30,522.00
659	1	12.6424	2,191.35	26,296.00
659	2	13.2833	2,302.44	27,629.00
659	3	13.9567	2,419.17	29,030.00
659	4	14.6643	2,541.81	30,502.00
659	5	15.4077	2,670.67	32,048.00
660	1	28.4013	4,922.89	59,075.00
660	2	29.8411	5,172.45	62,069.00
660	3	31.3539	5,434.67	65,216.00
660	4	32.9434	5,710.19	68,522.00
660	5	34.6135	5,999.67	71,996.00
661	1	13.2960	2,304.65	27,656.00

661	2	13.9701	2,421.48	29,058.00
661	3	14.6783	2,544.23	30,531.00
661	4	15.4224	2,673.22	32,079.00
661	5	16.2043	2,808.75	33,705.00
662	1	25.5041	4,420.72	53,049.00
662	2	26.7971	4,644.83	55,738.00
662	3	28.1556	4,880.31	58,564.00
662	4	29.5830	5,127.71	61,533.00
662	5	31.0827	5,387.67	64,652.00
663	1	13.9615	2,419.99	29,040.00
663	2	14.6693	2,542.68	30,512.00
663	3	15.4130	2,671.59	32,059.00
663	4	16.1944	2,807.03	33,684.00
663	5	17.0154	2,949.33	35,392.00
664	1	25.7184	4,457.85	53,494.00
664	2	27.0222	4,683.84	56,206.00
664	3	28.3921	4,921.30	59,056.00
664	4	29.8315	5,170.79	62,049.00
664	5	31.3438	5,432.92	65,195.00
665	1	14.6800	2,544.53	30,534.00
665	2	15.4242	2,673.52	32,082.00
665	3	16.2061	2,809.06	33,709.00
665	4	17.0277	2,951.46	35,418.00
665	5	17.8909	3,101.08	37,213.00

666	1	16.8520	2,921.01	35,052.00
666	2	17.7063	3,069.09	36,829.00
666	3	18.6039	3,224.67	38,696.00
666	4	19.5470	3,388.15	40,658.00
666	5	20.5380	3,559.92	42,719.00
667	1	17.6686	3,062.55	36,751.00
667	2	18.5643	3,217.81	38,614.00
667	3	19.5054	3,380.93	40,571.00
667	4	20.4942	3,552.33	42,628.00
667	5	21.5332	3,732.42	44,789.00
668	1	18.6113	3,225.96	38,711.00
668	2	19.5548	3,389.51	40,674.00
668	3	20.5462	3,561.34	42,736.00
668	4	21.5878	3,741.88	44,903.00
668	5	22.6822	3,931.58	47,179.00
669	1	17.9063	3,103.76	37,245.00
669	2	18.8141	3,261.11	39,133.00
669	3	19.7679	3,426.44	41,117.00
669	4	20.7701	3,600.16	43,202.00
669	5	21.8231	3,782.67	45,392.00
670	1	14.3240	2,482.80	29,794.00
670	2	15.0500	2,608.67	31,304.00
670	3	15.8130	2,740.98	32,892.00
670	4	16.6150	2,879.88	34,559.00

670	5	17.4570	3,025.83	36,310.00
671	1	21.2291	3,679.71	44,156.00
671	2	22.3053	3,866.25	46,395.00
671	3	23.4361	4,062.25	48,747.00
671	4	24.6242	4,268.20	51,218.00
671	5	25.8726	4,484.58	53,815.00
672	1	22.4599	3,893.04	46,717.00
672	2	23.5985	4,090.41	49,085.00
672	3	24.7949	4,297.78	51,573.00
672	4	26.0519	4,515.66	54,188.00
672	5	27.3726	4,744.58	56,935.00
673	1	24.1626	4,188.18	50,258.00
673	2	25.3875	4,400.49	52,806.00
673	3	26.6745	4,623.58	55,483.00
673	4	28.0268	4,857.97	58,296.00
673	5	29.4476	5,104.25	61,251.00
674	1	24.2332	4,200.42	50,405.00
674	2	25.4617	4,413.36	52,960.00
674	3	26.7525	4,637.09	55,645.00
674	4	28.1087	4,872.17	58,466.00
674	5	29.5337	5,119.17	61,430.00
675	1	16.6230	2,881.37	34,576.00
675	2	17.4660	3,027.36	36,328.00
675	3	18.3510	3,180.79	38,169.00

675	4	19.2810	3,341.96	40,104.00
675	5	20.2580	3,511.33	42,136.00
676	1	21.6338	3,749.87	44,998.00
676	2	22.7306	3,939.96	47,280.00
676	3	23.8829	4,139.71	49,676.00
676	4	25.0937	4,349.58	52,195.00
676	5	26.3659	4,570.08	54,841.00
677	1	20.5838	3,567.86	42,814.00
677	2	21.6273	3,748.73	44,985.00
677	3	22.7237	3,938.77	47,265.00
677	4	23.8757	4,138.45	49,661.00
677	5	25.0861	4,348.25	52,179.00
678	1	22.7338	3,940.52	47,286.00
678	2	23.8863	4,140.29	49,683.00
678	3	25.0972	4,350.18	52,202.00
678	4	26.3695	4,570.71	54,849.00
678	5	27.7063	4,802.42	57,629.00
679	1	30.1898	5,232.90	62,795.00
679	2	31.7203	5,498.19	65,978.00
679	3	33.3284	5,776.92	69,323.00
679	4	35.0180	6,069.79	72,837.00
679	5	36.7933	6,377.50	76,530.00
680	1	23.1893	4,019.48	48,234.00
680	2	24.3649	4,223.25	50,679.00

680	3	25.6001	4,437.35	53,248.00
680	4	26.8979	4,662.30	55,948.00
680	5	28.2615	4,898.67	58,784.00
681	1	28.8110	4,993.91	59,927.00
681	2	30.2716	5,247.09	62,965.00
681	3	31.8063	5,513.10	66,157.00
681	4	33.4188	5,792.59	69,511.00
681	5	35.1130	6,086.25	73,035.00
682	1	27.6584	4,794.13	57,530.00
682	2	29.0606	5,037.18	60,446.00
682	3	30.5339	5,292.53	63,510.00
682	4	32.0818	5,560.84	66,730.00
682	5	33.7082	5,842.75	70,113.00
683	1	24.3676	4,223.71	50,685.00
683	2	25.6029	4,437.84	53,254.00
683	3	26.9009	4,662.83	55,954.00
683	4	28.2647	4,899.21	58,791.00
683	5	29.6976	5,147.58	61,771.00
684	1	28.1881	4,885.93	58,631.00
684	2	29.6171	5,133.64	61,604.00
684	3	31.1186	5,393.89	64,727.00
684	4	32.6962	5,667.35	68,008.00
684	5	34.3538	5,954.67	71,456.00
685	1	23.8607	4,135.85	49,630.00

685	2	25.0703	4,345.52	52,146.00
685	3	26.3413	4,565.83	54,790.00
685	4	27.6767	4,797.29	57,568.00
685	5	29.0798	5,040.50	60,486.00
686	1	15.7465	2,729.40	32,753.00
686	2	16.5448	2,867.77	34,413.00
686	3	17.3836	3,013.16	36,158.00
686	4	18.2649	3,165.92	37,991.00
686	5	19.1909	3,326.42	39,917.00
687	1	23.3096	4,040.33	48,484.00
687	2	24.4913	4,245.16	50,942.00
687	3	25.7329	4,460.38	53,525.00
687	4	27.0375	4,686.50	56,238.00
687	5	28.4082	4,924.08	59,089.00
688	1	16.3875	2,840.50	34,086.00
688	2	17.2183	2,984.51	35,814.00
688	3	18.0912	3,135.82	37,630.00
688	4	19.0084	3,294.80	39,538.00
688	5	19.9721	3,461.83	41,542.00
689	1	33.4817	5,803.50	69,642.00
689	2	35.1791	6,097.70	73,172.00
689	3	36.9625	6,406.84	76,882.00
689	4	38.8364	6,731.65	80,780.00
689	5	40.8053	7,072.92	84,875.00

690	1	24.8698	4,310.77	51,729.00
690	2	26.1306	4,529.30	54,352.00
690	3	27.4553	4,758.92	57,107.00
690	4	28.8472	5,000.17	60,002.00
690	5	30.3096	5,253.67	63,044.00
691	1	22.6204	3,920.87	47,051.00
691	2	23.7672	4,119.65	49,436.00
691	3	24.9721	4,328.50	51,942.00
691	4	26.2381	4,547.94	54,575.00
691	5	27.5683	4,778.50	57,342.00
692	1	29.3073	5,079.94	60,959.00
692	2	30.7931	5,337.47	64,050.00
692	3	32.3542	5,608.06	67,297.00
692	4	33.9944	5,892.37	70,708.00
692	5	35.7178	6,191.08	74,293.00
693	1	18.0961	3,136.66	37,640.00
693	2	19.0135	3,295.67	39,548.00
693	3	19.9774	3,462.75	41,553.00
693	4	20.9902	3,638.30	43,660.00
693	5	22.0543	3,822.75	45,873.00
694	1	28.5353	4,946.11	59,353.00
694	2	29.9819	5,196.87	62,362.00
694	3	31.5019	5,460.33	65,524.00
694	4	33.0989	5,737.15	68,846.00

694	5	34.7769	6,028.00	72,336.00
695	1	31.3752	5,438.37	65,260.00
695	2	32.9658	5,714.07	68,569.00
695	3	34.6370	6,003.75	72,045.00
695	4	36.3930	6,308.12	75,697.00
695	5	38.2380	6,627.92	79,535.00
696	1	15.1300	2,622.53	31,470.00
696	2	15.8970	2,755.48	33,066.00
696	3	16.7029	2,895.17	34,742.00
696	4	17.5497	3,041.95	36,503.00
696	5	18.4394	3,196.17	38,354.00
703	1	31.6020	5,477.67	65,732.00
703	2	33.2040	5,755.36	69,064.00
703	3	34.8870	6,047.08	72,565.00
703	4	36.6560	6,353.71	76,244.00
703	5	38.5140	6,675.75	80,109.00
705	1	21.5727	3,739.26	44,871.00
705	2	22.6663	3,928.83	47,146.00
705	3	23.8154	4,127.99	49,536.00
705	4	25.0227	4,337.28	52,047.00
705	5	26.2913	4,557.17	54,686.00
706	1	26.8340	4,651.23	55,815.00
706	2	28.1944	4,887.02	58,644.00
706	3	29.6237	5,134.77	61,617.00

706	4	31.1255	5,395.08	64,741.00
706	5	32.7034	5,668.58	68,023.00
709	1	32.7989	5,685.15	68,222.00
709	2	34.4617	5,973.37	71,680.00
709	3	36.2088	6,276.18	75,314.00
709	4	38.0444	6,594.36	79,132.00
709	5	39.9731	6,928.67	83,144.00
710	1	23.1898	4,019.56	48,235.00
710	2	24.3654	4,223.33	50,680.00
710	3	25.6006	4,437.43	53,249.00
710	4	26.8984	4,662.38	55,949.00
710	5	28.2620	4,898.75	58,785.00
711	1	29.1096	5,045.66	60,548.00
711	2	30.5853	5,301.46	63,618.00
711	3	32.1359	5,570.23	66,843.00
711	4	33.7651	5,852.62	70,231.00
711	5	35.4769	6,149.33	73,792.00
712	1	20.8815	3,619.46	43,434.00
712	2	21.9401	3,802.95	45,635.00
712	3	23.0524	3,995.75	47,949.00
712	4	24.2211	4,198.32	50,380.00
712	5	25.4490	4,411.17	52,934.00
713	1	38.4794	6,669.77	80,037.00
713	2	40.4302	7,007.91	84,095.00

713	3	42.4799	7,363.19	88,358.00
713	4	44.6335	7,736.47	92,838.00
713	5	46.8962	8,128.67	97,544.00
714	1	78.1175	13,540.36	162,484.00
714	2	82.0777	14,226.80	170,722.00
714	3	86.2387	14,948.05	179,377.00
714	4	90.6107	15,705.85	188,470.00
714	5	95.2043	16,502.08	198,025.00
715	1	34.2711	5,940.32	71,284.00
715	2	36.0085	6,241.47	74,898.00
715	3	37.8340	6,557.89	78,695.00
715	4	39.7520	6,890.35	82,684.00
715	5	41.7673	7,239.67	86,876.00
716	1	13.5543	2,349.42	28,193.00
716	2	14.2415	2,468.53	29,622.00
716	3	14.9635	2,593.67	31,124.00
716	4	15.7221	2,725.17	32,702.00
716	5	16.5192	2,863.33	34,360.00
717	1	17.2140	2,983.76	35,805.00
717	2	18.0867	3,135.02	37,620.00
717	3	19.0036	3,293.96	39,527.00
717	4	19.9670	3,460.96	41,531.00
717	5	20.9793	3,636.42	43,637.00
718	1	14.1734	2,456.72	29,481.00

718	2	14.8919	2,581.27	30,975.00
718	3	15.6469	2,712.12	32,545.00
718	4	16.4401	2,849.63	34,196.00
718	5	17.2736	2,994.08	35,929.00
719	1	14.8657	2,576.72	30,921.00
719	2	15.6193	2,707.34	32,488.00
719	3	16.4111	2,844.59	34,135.00
719	4	17.2431	2,988.81	35,866.00
719	5	18.1173	3,140.33	37,684.00
720	1	14.0341	2,432.58	29,191.00
720	2	14.7456	2,555.90	30,671.00
720	3	15.4931	2,685.46	32,226.00
720	4	16.2785	2,821.61	33,859.00
720	5	17.1038	2,964.67	35,576.00
721	1	13.3734	2,318.06	27,817.00
721	2	14.0514	2,435.57	29,227.00
721	3	14.7637	2,559.05	30,709.00
721	4	15.5122	2,688.78	32,265.00
721	5	16.2986	2,825.08	33,901.00
722	1	14.3059	2,479.70	29,756.00
722	2	15.0312	2,605.40	31,265.00
722	3	15.7932	2,737.50	32,850.00
722	4	16.5939	2,876.27	34,515.00
722	5	17.4351	3,022.08	36,265.00

723	1	15.4377	2,675.86	32,110.00
723	2	16.2203	2,811.52	33,738.00
723	3	17.0426	2,954.05	35,449.00
723	4	17.9066	3,103.81	37,246.00
723	5	18.8144	3,261.17	39,134.00
724	1	14.8475	2,573.56	30,883.00
724	2	15.6002	2,704.04	32,448.00
724	3	16.3911	2,841.13	34,094.00
724	4	17.2221	2,985.17	35,822.00
724	5	18.0952	3,136.50	37,638.00
726	1	39.8500	6,907.33	82,888.00
726	2	41.8702	7,257.50	87,090.00
726	3	43.9928	7,625.42	91,505.00
726	4	46.2231	8,012.00	96,144.00
726	5	48.5663	8,418.17	101,018.00
727	1	115.8879	20,087.24	241,047.00
727	2	121.7630	21,105.59	253,267.00
727	3	127.9359	22,175.56	266,107.00
727	4	134.4218	23,299.79	279,597.00
727	5	141.2365	24,481.00	293,772.00
728	1	29.8173	5,168.33	62,020.00
728	2	31.3289	5,430.35	65,164.00
728	3	32.9172	5,705.65	68,468.00
728	4	34.5860	5,994.91	71,939.00

728	5	36.3394	6,298.83	75,586.00
729	1	17.8014	3,085.58	37,027.00
729	2	18.7039	3,242.01	38,904.00
729	3	19.6521	3,406.37	40,876.00
729	4	20.6484	3,579.06	42,949.00
729	5	21.6952	3,760.50	45,126.00
730	1	18.6909	3,239.76	38,877.00
730	2	19.6385	3,404.01	40,848.00
730	3	20.6341	3,576.58	42,919.00
730	4	21.6802	3,757.90	45,095.00
730	5	22.7793	3,948.42	47,381.00
731	1	18.4121	3,191.43	38,297.00
731	2	19.3455	3,353.21	40,239.00
731	3	20.3262	3,523.21	42,279.00
731	4	21.3567	3,701.83	44,422.00
731	5	22.4394	3,889.50	46,674.00
732	1	18.7794	3,255.09	39,061.00
732	2	19.7314	3,420.11	41,041.00
732	3	20.7317	3,593.49	43,122.00
732	4	21.7827	3,775.67	45,308.00
732	5	22.8870	3,967.08	47,605.00
733	1	19.6263	3,401.90	40,823.00
733	2	20.6213	3,574.36	42,892.00
733	3	21.6667	3,755.56	45,067.00

733	4	22.7651	3,945.95	47,351.00
733	5	23.9192	4,146.00	49,752.00
734	1	19.3321	3,350.90	40,211.00
734	2	20.3122	3,520.77	42,249.00
734	3	21.3419	3,699.25	44,391.00
734	4	22.4238	3,886.79	46,642.00
734	5	23.5606	4,083.83	49,006.00
735	1	76.2524	13,217.08	158,605.00
735	2	80.1179	13,887.10	166,645.00
735	3	84.1796	14,591.13	175,094.00
735	4	88.4472	15,330.85	183,970.00
735	5	92.9313	16,108.08	193,297.00
736	1	17.7718	3,080.45	36,965.00
736	2	18.6728	3,236.61	38,839.00
736	3	19.6194	3,400.69	40,808.00
736	4	20.6140	3,573.10	42,877.00
736	5	21.6591	3,754.25	45,051.00
737	1	22.3321	3,870.91	46,451.00
737	2	23.4643	4,067.14	48,806.00
737	3	24.6538	4,273.32	51,280.00
737	4	25.9036	4,489.96	53,879.00
737	5	27.2168	4,717.58	56,611.00
738	1	19.6263	3,401.90	40,823.00
738	2	20.6213	3,574.36	42,892.00

738	3	21.6667	3,755.56	45,067.00
738	4	22.7651	3,945.95	47,351.00
738	5	23.9192	4,146.00	49,752.00
739	1	21.3170	3,695.00	44,340.00
739	2	22.3980	3,882.40	46,589.00
739	3	23.5340	4,079.21	48,951.00
739	4	24.7270	4,286.09	51,433.00
739	5	25.9810	4,503.33	54,040.00
740	1	20.2308	3,506.67	42,080.00
740	2	21.2564	3,684.44	44,213.00
740	3	22.3340	3,871.22	46,455.00
740	4	23.4662	4,067.47	48,810.00
740	5	24.6558	4,273.67	51,284.00
741	1	21.9060	3,797.05	45,565.00
741	2	23.0166	3,989.54	47,874.00
741	3	24.1834	4,191.79	50,301.00
741	4	25.4094	4,404.30	52,852.00
741	5	26.6976	4,627.58	55,531.00
742	1	20.0536	3,475.95	41,711.00
742	2	21.0702	3,652.17	43,826.00
742	3	22.1384	3,837.32	46,048.00
742	4	23.2607	4,031.85	48,382.00
742	5	24.4399	4,236.25	50,835.00
744	1	24.4220	4,233.15	50,798.00

744	2	25.6601	4,447.76	53,373.00
744	3	26.9610	4,673.24	56,079.00
744	4	28.3278	4,910.15	58,922.00
744	5	29.7639	5,159.08	61,909.00
745	1	24.1922	4,193.31	50,320.00
745	2	25.4186	4,405.89	52,871.00
745	3	26.7072	4,629.24	55,551.00
745	4	28.0611	4,863.93	58,367.00
745	5	29.4837	5,110.50	61,326.00
746	1	13.8500	2,400.66	28,808.00
746	2	14.5521	2,522.36	30,268.00
746	3	15.2898	2,650.23	31,803.00
746	4	16.0649	2,784.58	33,415.00
746	5	16.8793	2,925.75	35,109.00
747	1	27.3936	4,748.23	56,979.00
747	2	28.7824	4,988.96	59,867.00
747	3	30.2416	5,241.87	62,902.00
747	4	31.7747	5,507.62	66,091.00
747	5	33.3856	5,786.83	69,442.00
750	1	30.2662	5,246.14	62,954.00
750	2	31.8006	5,512.11	66,145.00
750	3	33.4128	5,791.55	69,499.00
750	4	35.1067	6,085.17	73,022.00
750	5	36.8865	6,393.67	76,724.00

751	1	33.3860	5,786.98	69,444.00
751	2	35.0790	6,080.30	72,964.00
751	3	36.8570	6,388.63	76,664.00
751	4	38.7260	6,712.46	80,550.00
751	5	40.6890	7,052.75	84,633.00
752	1	31.0332	5,379.09	64,549.00
752	2	32.6065	5,651.79	67,821.00
752	3	34.2595	5,938.31	71,260.00
752	4	35.9963	6,239.36	74,872.00
752	5	37.8212	6,555.67	78,668.00
753	1	25.4308	4,408.00	52,896.00
753	2	26.7200	4,631.47	55,578.00
753	3	28.0746	4,866.27	58,395.00
753	4	29.4979	5,112.96	61,356.00
753	5	30.9933	5,372.17	64,466.00
754	1	31.2312	5,413.41	64,961.00
754	2	32.8145	5,687.85	68,254.00
754	3	34.4781	5,976.20	71,714.00
754	4	36.2260	6,279.17	75,350.00
754	5	38.0625	6,597.50	79,170.00
755	1	32.6099	5,652.38	67,829.00
755	2	34.2631	5,938.94	71,267.00
755	3	36.0001	6,240.02	74,880.00
755	4	37.8252	6,556.37	78,676.00

755	5	39.7428	6,888.75	82,665.00
756	1	32.5854	5,648.14	67,778.00
756	2	34.2374	5,934.48	71,214.00
756	3	35.9731	6,235.34	74,824.00
756	4	37.7968	6,551.45	78,617.00
756	5	39.7130	6,883.58	82,603.00
757	1	26.9000	4,662.71	55,953.00
757	2	28.2640	4,899.11	58,789.00
757	3	29.6970	5,147.39	61,769.00
757	4	31.2020	5,408.38	64,901.00
757	5	32.7840	5,682.58	68,191.00
758	1	23.6200	4,094.06	49,129.00
758	2	24.8170	4,301.59	51,619.00
758	3	26.0750	4,519.68	54,236.00
758	4	27.3970	4,748.83	56,986.00
758	5	28.7860	4,989.58	59,875.00
759	1	37.3681	6,477.13	77,726.00
759	2	39.2625	6,805.51	81,666.00
759	3	41.2530	7,150.53	85,806.00
759	4	43.3444	7,513.03	90,156.00
759	5	45.5418	7,893.92	94,727.00
760	1	34.2679	5,939.78	71,277.00
760	2	36.0052	6,240.90	74,891.00
760	3	37.8305	6,557.29	78,688.00

760	4	39.7484	6,889.72	82,677.00
760	5	41.7635	7,239.00	86,868.00
761	1	35.1815	6,098.13	73,178.00
761	2	36.9651	6,407.29	76,887.00
761	3	38.8391	6,732.11	80,785.00
761	4	40.8081	7,073.40	84,881.00
761	5	42.8769	7,432.00	89,184.00
762	1	35.3066	6,119.81	73,438.00
762	2	37.0965	6,430.05	77,161.00
762	3	38.9771	6,756.03	81,072.00
762	4	40.9531	7,098.54	85,183.00
762	5	43.0293	7,458.42	89,501.00
763	1	36.7930	6,377.46	76,530.00
763	2	38.6583	6,700.77	80,409.00
763	3	40.6181	7,040.47	84,486.00
763	4	42.6773	7,397.40	88,769.00
763	5	44.8409	7,772.42	93,269.00
764	1	33.4999	5,806.65	69,680.00
764	2	35.1982	6,101.02	73,212.00
764	3	36.9826	6,410.32	76,924.00
764	4	38.8575	6,735.30	80,824.00
764	5	40.8274	7,076.75	84,921.00
765	1	27.0340	4,685.81	56,230.00
765	2	28.4040	4,923.36	59,080.00

765	3	29.8440	5,172.96	62,076.00
765	4	31.3570	5,435.27	65,223.00
765	5	32.9470	5,710.83	68,530.00
766	1	36.3923	6,307.99	75,696.00
766	2	38.2372	6,627.79	79,533.00
766	3	40.1757	6,963.78	83,565.00
766	4	42.2124	7,316.82	87,802.00
766	5	44.3524	7,687.75	92,253.00
767	1	28.4120	4,924.68	59,096.00
767	2	29.8520	5,174.28	62,091.00
767	3	31.3650	5,436.59	65,239.00
767	4	32.9550	5,712.25	68,547.00
767	5	34.6260	6,001.92	72,023.00
768	1	37.6841	6,531.90	78,383.00
768	2	39.5945	6,863.05	82,357.00
768	3	41.6018	7,210.99	86,532.00
768	4	43.7109	7,576.56	90,919.00
768	5	45.9269	7,960.67	95,528.00
769	1	41.3056	7,159.63	85,916.00
769	2	43.3996	7,522.60	90,271.00
769	3	45.5998	7,903.96	94,848.00
769	4	47.9115	8,304.66	99,656.00
769	5	50.3404	8,725.67	104,708.00
770	1	35.5886	6,168.69	74,024.00

770	2	37.3928	6,481.42	77,777.00
770	3	39.2885	6,810.01	81,720.00
770	4	41.2803	7,155.26	85,863.00
770	5	43.3731	7,518.00	90,216.00
771	1	24.8012	4,298.87	51,586.00
771	2	26.0585	4,516.81	54,202.00
771	3	27.3796	4,745.79	56,949.00
771	4	28.7676	4,986.38	59,837.00
771	5	30.2260	5,239.17	62,870.00
772	1	36.4245	6,313.58	75,763.00
772	2	38.2711	6,633.66	79,604.00
772	3	40.2113	6,969.97	83,640.00
772	4	42.2499	7,323.32	87,880.00
772	5	44.3918	7,694.58	92,335.00
773	1	32.8182	5,688.50	68,262.00
773	2	34.4820	5,976.88	71,723.00
773	3	36.2301	6,279.88	75,359.00
773	4	38.0668	6,598.24	79,179.00
773	5	39.9966	6,932.75	83,193.00
774	1	16.3895	2,840.85	34,090.00
774	2	17.2204	2,984.87	35,818.00
774	3	18.0934	3,136.20	37,634.00
774	4	19.0107	3,295.19	39,542.00
774	5	19.9745	3,462.25	41,547.00

775	1	35.1149	6,086.58	73,039.00
775	2	36.8951	6,395.14	76,742.00
775	3	38.7655	6,719.36	80,632.00
775	4	40.7308	7,060.01	84,720.00
775	5	42.7957	7,417.92	89,015.00
776	1	26.9838	4,677.20	56,126.00
776	2	28.3518	4,914.31	58,972.00
776	3	29.7891	5,163.45	61,961.00
776	4	31.2993	5,425.22	65,103.00
776	5	32.8861	5,700.25	68,403.00
777	1	31.7948	5,511.10	66,133.00
777	2	33.4067	5,790.50	69,486.00
777	3	35.1003	6,084.06	73,009.00
777	4	36.8798	6,392.51	76,710.00
777	5	38.7495	6,716.58	80,599.00
778	1	28.1751	4,883.69	58,604.00
778	2	29.6035	5,131.28	61,575.00
778	3	31.1043	5,391.42	64,697.00
778	4	32.6812	5,664.74	67,977.00
778	5	34.3380	5,951.92	71,423.00
779	1	28.2075	4,889.30	58,672.00
779	2	29.6375	5,137.17	61,646.00
779	3	31.1400	5,397.60	64,771.00
779	4	32.7187	5,671.24	68,055.00

779	5	34.3774	5,958.75	71,505.00
780	1	22.2749	3,860.99	46,332.00
780	2	23.4042	4,056.73	48,681.00
780	3	24.5907	4,262.38	51,149.00
780	4	25.8373	4,478.46	53,741.00
780	5	27.1471	4,705.50	56,466.00
781	1	25.0923	4,349.34	52,192.00
781	2	26.3644	4,569.83	54,838.00
781	3	27.7010	4,801.50	57,618.00
781	4	29.1053	5,044.91	60,539.00
781	5	30.5808	5,300.67	63,608.00
782	1	28.5400	4,946.94	59,363.00
782	2	29.9869	5,197.73	62,373.00
782	3	31.5071	5,461.23	65,535.00
782	4	33.1044	5,738.10	68,857.00
782	5	34.7827	6,029.00	72,348.00
783	1	25.8427	4,479.40	53,753.00
783	2	27.1528	4,706.48	56,478.00
783	3	28.5293	4,945.07	59,341.00
783	4	29.9756	5,195.76	62,349.00
783	5	31.4952	5,459.17	65,510.00
784	1	17.1936	2,980.22	35,763.00
784	2	18.0652	3,131.30	37,576.00
784	3	18.9810	3,290.05	39,481.00

784	4	19.9433	3,456.83	41,482.00
784	5	20.9543	3,632.08	43,585.00
785	1	11.9224	2,066.55	24,799.00
785	2	12.5268	2,171.32	26,056.00
785	3	13.1619	2,281.40	27,377.00
785	4	13.8292	2,397.06	28,765.00
785	5	14.5303	2,518.58	30,223.00
786	1	33.2067	5,755.84	69,070.00
786	2	34.8902	6,047.64	72,572.00
786	3	36.6590	6,354.23	76,251.00
786	4	38.5175	6,676.37	80,116.00
786	5	40.4702	7,014.83	84,178.00
787	1	14.9233	2,586.71	31,041.00
787	2	15.6799	2,717.85	32,614.00
787	3	16.4748	2,855.63	34,268.00
787	4	17.3100	3,000.39	36,005.00
787	5	18.1875	3,152.50	37,830.00
788	1	115.8940	20,088.30	241,060.00
788	2	121.7694	21,106.69	253,280.00
788	3	127.9426	22,176.72	266,121.00
788	4	134.4288	23,300.99	279,612.00
788	5	141.2438	24,482.25	293,787.00
789	1	27.8650	4,829.99	57,960.00
789	2	29.2780	5,074.81	60,898.00

789	3	30.7620	5,332.16	63,986.00
789	4	32.3220	5,602.55	67,231.00
789	5	33.9610	5,886.58	70,639.00
790	1	25.3810	4,399.37	52,792.00
790	2	26.6677	4,622.41	55,469.00
790	3	28.0197	4,856.75	58,281.00
790	4	29.4402	5,102.97	61,236.00
790	5	30.9327	5,361.67	64,340.00
791	1	18.9355	3,282.16	39,386.00
791	2	19.8955	3,448.55	41,383.00
791	3	20.9041	3,623.38	43,481.00
791	4	21.9639	3,807.08	45,685.00
791	5	23.0774	4,000.08	48,001.00
792	1	18.4496	3,197.93	38,375.00
792	2	19.3849	3,360.04	40,321.00
792	3	20.3676	3,530.39	42,365.00
792	4	21.4002	3,709.37	44,512.00
792	5	22.4851	3,897.42	46,769.00
794	1	24.2986	4,211.75	50,541.00
794	2	25.5304	4,425.27	53,103.00
794	3	26.8247	4,649.61	55,795.00
794	4	28.1846	4,885.34	58,624.00
794	5	29.6135	5,133.00	61,596.00
795	1	17.5857	3,048.18	36,578.00

795	2	18.4772	3,202.71	38,433.00
795	3	19.4139	3,365.07	40,381.00
795	4	20.3981	3,535.67	42,428.00
795	5	21.4322	3,714.92	44,579.00
796	1	13.1659	2,282.10	27,385.00
796	2	13.8334	2,397.79	28,773.00
796	3	14.5347	2,519.34	30,232.00
796	4	15.2715	2,647.06	31,765.00
796	5	16.0457	2,781.25	33,375.00
797	1	22.1936	3,846.89	46,163.00
797	2	23.3187	4,041.91	48,503.00
797	3	24.5009	4,246.82	50,962.00
797	4	25.7430	4,462.13	53,546.00
797	5	27.0481	4,688.33	56,260.00
798	1	25.1810	4,364.71	52,377.00
798	2	26.4576	4,585.98	55,032.00
798	3	27.7989	4,818.48	57,822.00
798	4	29.2082	5,062.75	60,753.00
798	5	30.6889	5,319.42	63,833.00
799	1	18.9841	3,290.57	39,487.00
799	2	19.9465	3,457.39	41,489.00
799	3	20.9577	3,632.67	43,592.00
799	4	22.0202	3,816.83	45,802.00
799	5	23.1365	4,010.33	48,124.00

800	1	8.8920	1,541.31	18,496.00
800	2	9.3430	1,619.51	19,434.00
800	3	9.8170	1,701.67	20,420.00
800	4	10.3150	1,787.94	21,455.00
800	5	10.8380	1,878.67	22,544.00
801	1	19.8808	3,446.00	41,352.00
801	2	20.8890	3,620.76	43,449.00
801	3	21.9480	3,804.32	45,652.00
801	4	23.0610	3,997.24	47,967.00
801	5	24.2298	4,199.83	50,398.00
802	1	10.8180	1,875.12	22,501.00
802	2	11.3664	1,970.17	23,642.00
802	3	11.9426	2,070.04	24,841.00
802	4	12.5480	2,174.98	26,100.00
802	5	13.1841	2,285.25	27,423.00
805	1	10.1841	1,765.25	21,183.00
805	2	10.7000	1,854.67	22,256.00
805	3	11.2420	1,948.61	23,383.00
805	4	11.8120	2,047.41	24,569.00
805	5	12.4111	2,151.25	25,815.00
806	1	35.5864	6,168.31	74,020.00
806	2	37.3905	6,481.01	77,772.00
806	3	39.2860	6,809.57	81,715.00
806	4	41.2776	7,154.78	85,857.00

806	5	43.3702	7,517.50	90,210.00
807	1	10.7548	1,864.16	22,370.00
807	2	11.3000	1,958.67	23,504.00
807	3	11.8729	2,057.97	24,696.00
807	4	12.4748	2,162.29	25,948.00
807	5	13.1072	2,271.92	27,263.00
808	1	11.0238	1,910.80	22,930.00
808	2	11.5827	2,007.67	24,092.00
808	3	12.1699	2,109.45	25,313.00
808	4	12.7869	2,216.39	26,597.00
808	5	13.4351	2,328.75	27,945.00
809	1	11.8088	2,046.87	24,562.00
809	2	12.4075	2,150.63	25,808.00
809	3	13.0365	2,259.66	27,116.00
809	4	13.6974	2,374.22	28,491.00
809	5	14.3918	2,494.58	29,935.00
810	1	12.5291	2,171.71	26,061.00
810	2	13.1643	2,281.82	27,382.00
810	3	13.8317	2,397.49	28,770.00
810	4	14.5329	2,519.04	30,229.00
810	5	15.2697	2,646.75	31,761.00
811	1	11.5812	2,007.40	24,089.00
811	2	12.1683	2,109.17	25,310.00
811	3	12.7852	2,216.11	26,593.00

811	4	13.4334	2,328.45	27,941.00
811	5	14.1144	2,446.50	29,358.00
812	1	12.1027	2,097.81	25,174.00
812	2	12.7163	2,204.16	26,450.00
812	3	13.3610	2,315.90	27,791.00
812	4	14.0383	2,433.31	29,200.00
812	5	14.7500	2,556.67	30,680.00
813	1	12.2862	2,129.61	25,555.00
813	2	12.9091	2,237.57	26,851.00
813	3	13.5635	2,351.00	28,212.00
813	4	14.2511	2,470.19	29,642.00
813	5	14.9736	2,595.42	31,145.00
815	1	14.5355	2,519.49	30,234.00
815	2	15.2724	2,647.22	31,767.00
815	3	16.0467	2,781.43	33,377.00
815	4	16.8602	2,922.43	35,069.00
815	5	17.7149	3,070.58	36,847.00
817	1	13.4881	2,337.94	28,055.00
817	2	14.1719	2,456.47	29,478.00
817	3	14.8904	2,581.01	30,972.00
817	4	15.6453	2,711.86	32,542.00
817	5	16.4385	2,849.33	34,192.00
818	1	12.5245	2,170.91	26,051.00
818	2	13.1594	2,280.96	27,371.00

818	3	13.8265	2,396.59	28,759.00
818	4	14.5274	2,518.09	30,217.00
818	5	15.2639	2,645.75	31,749.00
819	1	15.5951	2,703.15	32,438.00
819	2	16.3857	2,840.19	34,082.00
819	3	17.2164	2,984.18	35,810.00
819	4	18.0892	3,135.47	37,626.00
819	5	19.0063	3,294.42	39,533.00
820	1	13.8377	2,398.53	28,782.00
820	2	14.5392	2,520.13	30,242.00
820	3	15.2763	2,647.88	31,775.00
820	4	16.0507	2,782.12	33,385.00
820	5	16.8644	2,923.17	35,078.00
823	1	13.5666	2,351.55	28,219.00
823	2	14.2544	2,470.76	29,649.00
823	3	14.9770	2,596.02	31,152.00
823	4	15.7363	2,727.63	32,732.00
823	5	16.5341	2,865.92	34,391.00
825	1	13.5666	2,351.55	28,219.00
825	2	14.2544	2,470.76	29,649.00
825	3	14.9770	2,596.02	31,152.00
825	4	15.7363	2,727.63	32,732.00
825	5	16.5341	2,865.92	34,391.00
826	1	13.7037	2,375.30	28,504.00

826	2	14.3984	2,495.72	29,949.00
826	3	15.1283	2,622.23	31,467.00
826	4	15.8952	2,755.16	33,062.00
826	5	16.7010	2,894.83	34,738.00
827	1	13.8384	2,398.66	28,784.00
827	2	14.5400	2,520.26	30,243.00
827	3	15.2771	2,648.03	31,776.00
827	4	16.0516	2,782.29	33,387.00
827	5	16.8654	2,923.33	35,080.00
828	1	13.9769	2,422.67	29,072.00
828	2	14.6855	2,545.49	30,546.00
828	3	15.4300	2,674.53	32,094.00
828	4	16.2122	2,810.12	33,721.00
828	5	17.0341	2,952.58	35,431.00
830	1	14.9765	2,595.93	31,151.00
830	2	15.7358	2,727.53	32,730.00
830	3	16.5335	2,865.81	34,390.00
830	4	17.3717	3,011.10	36,133.00
830	5	18.2524	3,163.75	37,965.00
831	1	14.2555	2,470.95	29,651.00
831	2	14.9782	2,596.22	31,155.00
831	3	15.7375	2,727.83	32,734.00
831	4	16.5353	2,866.12	34,393.00
831	5	17.3736	3,011.42	36,137.00

832	1	14.2555	2,470.95	29,651.00
832	2	14.9782	2,596.22	31,155.00
832	3	15.7375	2,727.83	32,734.00
832	4	16.5353	2,866.12	34,393.00
832	5	17.3736	3,011.42	36,137.00
833	1	16.3895	2,840.85	34,090.00
833	2	17.2204	2,984.87	35,818.00
833	3	18.0934	3,136.20	37,634.00
833	4	19.0107	3,295.19	39,542.00
833	5	19.9745	3,462.25	41,547.00
834	1	14.1198	2,447.43	29,369.00
834	2	14.8356	2,571.50	30,858.00
834	3	15.5877	2,701.86	32,422.00
834	4	16.3779	2,838.84	34,066.00
834	5	17.2082	2,982.75	35,793.00
836	1	14.6740	2,543.49	30,522.00
836	2	15.4179	2,672.43	32,069.00
836	3	16.1995	2,807.92	33,695.00
836	4	17.0208	2,950.27	35,403.00
836	5	17.8837	3,099.83	37,198.00
837	1	14.6869	2,545.73	30,549.00
837	2	15.4315	2,674.79	32,097.00
837	3	16.2138	2,810.40	33,725.00
837	4	17.0358	2,952.88	35,435.00

837	5	17.8995	3,102.58	37,231.00
838	1	14.5434	2,520.86	30,251.00
838	2	15.2807	2,648.66	31,784.00
838	3	16.0554	2,782.93	33,396.00
838	4	16.8693	2,924.01	35,088.00
838	5	17.7245	3,072.25	36,867.00
839	1	16.1593	2,800.94	33,611.00
839	2	16.9785	2,942.93	35,315.00
839	3	17.8392	3,092.13	37,106.00
839	4	18.7436	3,248.89	38,987.00
839	5	19.6938	3,413.58	40,963.00
840	1	11.6350	2,016.76	24,201.00
840	2	12.2250	2,119.04	25,428.00
840	3	12.8450	2,226.44	26,717.00
840	4	13.4960	2,339.27	28,071.00
840	5	14.1800	2,457.83	29,494.00
842	1	15.4310	2,674.71	32,097.00
842	2	16.2133	2,810.31	33,724.00
842	3	17.0353	2,952.78	35,433.00
842	4	17.8989	3,102.48	37,230.00
842	5	18.8063	3,259.75	39,117.00
844	1	15.7407	2,728.39	32,741.00
844	2	16.5387	2,866.70	34,400.00
844	3	17.3771	3,012.04	36,144.00

844	4	18.2581	3,164.73	37,977.00
844	5	19.1837	3,325.17	39,902.00
845	1	15.2858	2,649.53	31,794.00
845	2	16.0607	2,783.85	33,406.00
845	3	16.8749	2,924.98	35,100.00
845	4	17.7304	3,073.28	36,879.00
845	5	18.6293	3,229.08	38,749.00
846	1	14.0190	2,430.01	29,160.00
846	2	14.7300	2,553.24	30,639.00
846	3	15.4770	2,682.74	32,193.00
846	4	16.2620	2,818.68	33,824.00
846	5	17.0860	2,961.50	35,538.00
847	1	16.2159	2,810.76	33,729.00
847	2	17.0380	2,953.26	35,439.00
847	3	17.9018	3,102.99	37,236.00
847	4	18.8094	3,260.30	39,124.00
847	5	19.7630	3,425.58	41,107.00
848	1	17.3628	3,009.55	36,115.00
848	2	18.2430	3,162.13	37,946.00
848	3	19.1679	3,322.43	39,869.00
848	4	20.1396	3,490.86	41,890.00
848	5	21.1606	3,667.83	44,014.00
849	1	16.0618	2,784.05	33,409.00
849	2	16.8761	2,925.18	35,102.00

849	3	17.7316	3,073.47	36,882.00
849	4	18.6305	3,229.29	38,751.00
849	5	19.5750	3,393.00	40,716.00
850	1	16.5404	2,867.00	34,404.00
850	2	17.3789	3,012.34	36,148.00
850	3	18.2599	3,165.05	37,981.00
850	4	19.1856	3,325.50	39,906.00
850	5	20.1582	3,494.08	41,929.00
851	1	17.8445	3,093.04	37,116.00
851	2	18.7491	3,249.84	38,998.00
851	3	19.6996	3,414.60	40,975.00
851	4	20.6983	3,587.70	43,052.00
851	5	21.7476	3,769.58	45,235.00
852	1	17.6567	3,060.49	36,726.00
852	2	18.5518	3,215.64	38,588.00
852	3	19.4923	3,378.67	40,544.00
852	4	20.4805	3,549.96	42,599.00
852	5	21.5188	3,729.92	44,759.00
853	1	17.4520	3,025.01	36,300.00
853	2	18.3367	3,178.36	38,140.00
853	3	19.2663	3,339.49	40,074.00
853	4	20.2430	3,508.78	42,105.00
853	5	21.2692	3,686.67	44,240.00
856	1	17.3825	3,012.96	36,156.00

856	2	18.2637	3,165.71	37,989.00
856	3	19.1896	3,326.19	39,914.00
856	4	20.1624	3,494.82	41,938.00
856	5	21.1846	3,672.00	44,064.00
857	1	16.8791	2,925.71	35,109.00
857	2	17.7348	3,074.03	36,888.00
857	3	18.6339	3,229.88	38,759.00
857	4	19.5786	3,393.63	40,724.00
857	5	20.5712	3,565.67	42,788.00
859	1	17.5553	3,042.92	36,515.00
859	2	18.4453	3,197.18	38,366.00
859	3	19.3804	3,359.27	40,311.00
859	4	20.3629	3,529.57	42,355.00
859	5	21.3952	3,708.50	44,502.00
860	1	17.7296	3,073.13	36,878.00
860	2	18.6284	3,228.92	38,747.00
860	3	19.5728	3,392.62	40,711.00
860	4	20.5651	3,564.62	42,775.00
860	5	21.6077	3,745.33	44,944.00
863	1	19.6085	3,398.81	40,786.00
863	2	20.6026	3,571.12	42,853.00
863	3	21.6471	3,752.16	45,026.00
863	4	22.7445	3,942.39	47,309.00
863	5	23.8976	4,142.25	49,707.00

864	1	19.1739	3,323.47	39,882.00
864	2	20.1459	3,491.95	41,903.00
864	3	21.1672	3,668.98	44,028.00
864	4	22.2403	3,854.99	46,260.00
864	5	23.3678	4,050.42	48,605.00
865	1	18.4472	3,197.51	38,370.00
865	2	19.3824	3,359.61	40,315.00
865	3	20.3650	3,529.93	42,359.00
865	4	21.3974	3,708.89	44,507.00
865	5	22.4822	3,896.92	46,763.00
866	1	18.6705	3,236.22	38,835.00
866	2	19.6170	3,400.28	40,803.00
866	3	20.6115	3,572.66	42,872.00
866	4	21.6564	3,753.78	45,045.00
866	5	22.7543	3,944.08	47,329.00
867	1	29.0757	5,039.78	60,477.00
867	2	30.5497	5,295.29	63,543.00
867	3	32.0985	5,563.75	66,765.00
867	4	33.7258	5,845.81	70,150.00
867	5	35.4356	6,142.17	73,706.00
870	1	19.6042	3,398.07	40,777.00
870	2	20.5981	3,570.33	42,844.00
870	3	21.6423	3,751.34	45,016.00
870	4	22.7395	3,941.51	47,298.00

870	5	23.8923	4,141.33	49,696.00
871	1	19.7754	3,427.73	41,133.00
871	2	20.7779	3,601.51	43,218.00
871	3	21.8313	3,784.10	45,409.00
871	4	22.9381	3,975.94	47,711.00
871	5	24.1010	4,177.50	50,130.00
872	1	19.9726	3,461.91	41,543.00
872	2	20.9851	3,637.42	43,649.00
872	3	22.0490	3,821.83	45,862.00
872	4	23.1668	4,015.58	48,187.00
872	5	24.3413	4,219.17	50,630.00
873	1	19.5869	3,395.07	40,741.00
873	2	20.5799	3,567.18	42,806.00
873	3	21.6232	3,748.02	44,976.00
873	4	22.7194	3,938.03	47,256.00
873	5	23.8712	4,137.67	49,652.00
874	1	24.5119	4,248.74	50,985.00
874	2	25.7546	4,464.14	53,570.00
874	3	27.0603	4,690.46	56,286.00
874	4	28.4322	4,928.25	59,139.00
874	5	29.8736	5,178.08	62,137.00
876	1	23.1869	4,019.07	48,229.00
876	2	24.3624	4,222.82	50,674.00
876	3	25.5975	4,436.90	53,243.00

876	4	26.8952	4,661.84	55,942.00
876	5	28.2587	4,898.17	58,778.00
877	1	21.6686	3,755.89	45,071.00
877	2	22.7671	3,946.30	47,356.00
877	3	23.9213	4,146.36	49,756.00
877	4	25.1340	4,356.56	52,279.00
877	5	26.4082	4,577.42	54,929.00
878	1	17.5525	3,042.43	36,509.00
878	2	18.4423	3,196.66	38,360.00
878	3	19.3772	3,358.72	40,305.00
878	4	20.3596	3,529.01	42,348.00
878	5	21.3918	3,707.92	44,495.00
880	1	22.7526	3,943.79	47,325.00
880	2	23.9061	4,143.72	49,725.00
880	3	25.1180	4,353.79	52,245.00
880	4	26.3914	4,574.50	54,894.00
880	5	27.7293	4,806.42	57,677.00
881	1	22.6204	3,920.87	47,051.00
881	2	23.7672	4,119.65	49,436.00
881	3	24.9721	4,328.50	51,942.00
881	4	26.2381	4,547.94	54,575.00
881	5	27.5683	4,778.50	57,342.00
882	1	23.0603	3,997.12	47,965.00
882	2	24.2294	4,199.76	50,397.00

882	3	25.4577	4,412.67	52,952.00
882	4	26.7483	4,636.37	55,636.00
882	5	28.1043	4,871.42	58,457.00
883	1	22.8462	3,960.01	47,520.00
883	2	24.0044	4,160.76	49,929.00
883	3	25.2213	4,371.69	52,460.00
883	4	26.4999	4,593.31	55,120.00
883	5	27.8433	4,826.17	57,914.00
885	1	23.9300	4,147.87	49,774.00
885	2	25.1432	4,358.16	52,298.00
885	3	26.4179	4,579.11	54,949.00
885	4	27.7572	4,811.25	57,735.00
885	5	29.1644	5,055.17	60,662.00
886	1	19.1860	3,325.63	39,908.00
886	2	20.1590	3,494.23	41,931.00
886	3	21.1810	3,671.41	44,057.00
886	4	22.2550	3,857.49	46,290.00
886	5	23.3830	4,053.00	48,636.00
887	1	23.0820	4,000.89	48,011.00
887	2	24.2522	4,203.72	50,445.00
887	3	25.4817	4,416.82	53,002.00
887	4	26.7735	4,640.74	55,689.00
887	5	28.1308	4,876.00	58,512.00
888	1	26.8445	4,653.04	55,837.00

888	2	28.2054	4,888.94	58,667.00
888	3	29.6353	5,136.79	61,641.00
888	4	31.1377	5,397.21	64,767.00
888	5	32.7163	5,670.83	68,050.00
890	1	24.9802	4,329.90	51,959.00
890	2	26.2466	4,549.41	54,593.00
890	3	27.5772	4,780.06	57,361.00
890	4	28.9753	5,022.38	60,269.00
890	5	30.4442	5,277.00	63,324.00
892	1	21.6110	3,745.97	44,952.00
892	2	22.7070	3,935.85	47,230.00
892	3	23.8580	4,135.30	49,624.00
892	4	25.0670	4,344.98	52,140.00
892	5	26.3380	4,565.25	54,783.00
893	1	21.0330	3,645.72	43,749.00
893	2	22.0993	3,830.55	45,967.00
893	3	23.2197	4,024.76	48,297.00
893	4	24.3969	4,228.79	50,746.00
893	5	25.6337	4,443.17	53,318.00
895	1	28.2142	4,890.45	58,685.00
895	2	29.6445	5,138.39	61,661.00
895	3	31.1474	5,398.89	64,787.00
895	4	32.7265	5,672.59	68,071.00
895	5	34.3856	5,960.17	71,522.00

896	1	30.8317	5,344.15	64,130.00
896	2	32.3947	5,615.08	67,381.00
896	3	34.0370	5,899.74	70,797.00
896	4	35.7625	6,198.83	74,386.00
896	5	37.5755	6,513.08	78,157.00
897	1	32.3594	5,608.96	67,308.00
897	2	33.9999	5,893.32	70,720.00
897	3	35.7236	6,192.08	74,305.00
897	4	37.5346	6,506.00	78,072.00
897	5	39.4375	6,835.83	82,030.00
898	1	30.2912	5,250.47	63,006.00
898	2	31.8268	5,516.65	66,200.00
898	3	33.4403	5,796.32	69,556.00
898	4	35.1356	6,090.16	73,082.00
898	5	36.9168	6,398.92	76,787.00
899	1	26.7353	4,634.12	55,609.00
899	2	28.0907	4,869.06	58,429.00
899	3	29.5148	5,115.90	61,391.00
899	4	31.0111	5,375.25	64,503.00
899	5	32.5832	5,647.75	67,773.00
901	1	24.7624	4,292.16	51,506.00
901	2	26.0178	4,509.75	54,117.00
901	3	27.3368	4,738.38	56,861.00
901	4	28.7227	4,978.60	59,743.00

901	5	30.1788	5,231.00	62,772.00
902	1	27.5179	4,769.76	57,237.00
902	2	28.9129	5,011.57	60,139.00
902	3	30.3787	5,265.64	63,188.00
902	4	31.9188	5,532.60	66,391.00
902	5	33.5370	5,813.08	69,757.00
903	1	31.2703	5,420.19	65,042.00
903	2	32.8556	5,694.96	68,340.00
903	3	34.5212	5,983.68	71,804.00
903	4	36.2713	6,287.02	75,444.00
903	5	38.1101	6,605.75	79,269.00
904	1	29.8810	5,179.37	62,152.00
904	2	31.3958	5,441.93	65,303.00
904	3	32.9874	5,717.81	68,614.00
904	4	34.6597	6,007.68	72,092.00
904	5	36.4168	6,312.25	75,747.00
905	1	29.0852	5,041.43	60,497.00
905	2	30.5597	5,297.02	63,564.00
905	3	32.1090	5,565.56	66,787.00
905	4	33.7368	5,847.71	70,173.00
905	5	35.4471	6,144.17	73,730.00
906	1	13.4282	2,327.56	27,931.00
906	2	14.1090	2,445.56	29,347.00
906	3	14.8243	2,569.54	30,834.00

906	4	15.5758	2,699.80	32,398.00
906	5	16.3654	2,836.67	34,040.00
907	1	14.7722	2,560.52	30,726.00
907	2	15.5211	2,690.33	32,284.00
907	3	16.3080	2,826.71	33,921.00
907	4	17.1347	2,970.02	35,640.00
907	5	18.0034	3,120.58	37,447.00
908	1	28.0281	4,858.20	58,298.00
908	2	29.4490	5,104.49	61,254.00
908	3	30.9419	5,363.26	64,359.00
908	4	32.5105	5,635.16	67,622.00
908	5	34.1587	5,920.83	71,050.00
910	1	19.1955	3,327.21	39,927.00
910	2	20.1686	3,495.90	41,951.00
910	3	21.1911	3,673.12	44,077.00
910	4	22.2654	3,859.34	46,312.00
910	5	23.3942	4,055.00	48,660.00
911	1	29.8870	5,180.39	62,165.00
911	2	31.4020	5,443.02	65,316.00
911	3	32.9940	5,719.01	68,628.00
911	4	34.6670	6,009.03	72,108.00
911	5	36.4250	6,313.58	75,763.00
912	1	26.4990	4,593.09	55,117.00
912	2	27.8420	4,825.87	57,910.00

912	3	29.2530	5,070.52	60,846.00
912	4	30.7360	5,327.54	63,930.00
912	5	32.2940	5,597.58	67,171.00
913	1	29.4430	5,103.51	61,242.00
913	2	30.9360	5,362.18	64,346.00
913	3	32.5040	5,634.06	67,609.00
913	4	34.1520	5,919.62	71,035.00
913	5	35.8830	6,219.67	74,636.00
914	1	19.4780	3,376.19	40,514.00
914	2	20.4655	3,547.35	42,568.00
914	3	21.5030	3,727.18	44,726.00
914	4	22.5931	3,916.14	46,994.00
914	5	23.7385	4,114.67	49,376.00
915	1	22.6204	3,920.87	47,051.00
915	2	23.7672	4,119.65	49,436.00
915	3	24.9721	4,328.50	51,942.00
915	4	26.2381	4,547.94	54,575.00
915	5	27.5683	4,778.50	57,342.00
919	1	25.5861	4,434.92	53,219.00
919	2	26.8832	4,659.76	55,917.00
919	3	28.2461	4,896.00	58,752.00
919	4	29.6781	5,144.21	61,731.00
919	5	31.1827	5,405.00	64,860.00
920	1	17.6946	3,067.06	36,805.00

920	2	18.5916	3,222.54	38,670.00
920	3	19.5341	3,385.91	40,631.00
920	4	20.5244	3,557.56	42,691.00
920	5	21.5649	3,737.92	44,855.00
921	1	24.3491	4,220.51	50,646.00
921	2	25.5835	4,434.48	53,214.00
921	3	26.8805	4,659.28	55,911.00
921	4	28.2432	4,895.48	58,746.00
921	5	29.6750	5,143.67	61,724.00
923	1	14.2455	2,469.22	29,631.00
923	2	14.9677	2,594.40	31,133.00
923	3	15.7265	2,725.93	32,711.00
923	4	16.5238	2,864.13	34,370.00
923	5	17.3615	3,009.33	36,112.00
926	1	18.6390	3,230.76	38,769.00
926	2	19.5839	3,394.54	40,734.00
926	3	20.5767	3,566.63	42,800.00
926	4	21.6199	3,747.44	44,969.00
926	5	22.7159	3,937.42	47,249.00
928	1	33.9560	5,885.70	70,628.00
928	2	35.6774	6,184.08	74,209.00
928	3	37.4861	6,497.59	77,971.00
928	4	39.3865	6,826.99	81,924.00
928	5	41.3832	7,173.08	86,077.00

929	1	22.1770	3,844.02	46,128.00
929	2	23.3013	4,038.89	48,467.00
929	3	24.4826	4,243.66	50,924.00
929	4	25.7238	4,458.79	53,506.00
929	5	27.0279	4,684.83	56,218.00
930	1	22.3056	3,866.30	46,396.00
930	2	23.4364	4,062.30	48,748.00
930	3	24.6245	4,268.25	51,219.00
930	4	25.8729	4,484.64	53,816.00
930	5	27.1846	4,712.00	56,544.00
931	1	12.3380	2,138.67	25,664.00
931	2	12.9640	2,247.06	26,965.00
931	3	13.6210	2,361.05	28,333.00
931	4	14.3120	2,480.82	29,770.00
931	5	15.0380	2,606.50	31,278.00
935	1	28.2300	4,893.21	58,719.00
935	2	29.6612	5,141.27	61,695.00
935	3	31.1649	5,401.91	64,823.00
935	4	32.7448	5,675.76	68,109.00
935	5	34.4048	5,963.50	71,562.00
939	1	12.5836	2,181.15	26,174.00
939	2	13.2215	2,291.73	27,501.00
939	3	13.8918	2,407.92	28,895.00
939	4	14.5961	2,530.00	30,360.00

939	5	15.3361	2,658.25	31,899.00
940	1	33.1642	5,748.46	68,982.00
940	2	34.8455	6,039.88	72,479.00
940	3	36.6120	6,346.08	76,153.00
940	4	38.4681	6,667.81	80,014.00
940	5	40.4183	7,005.83	84,070.00
947	1	14.3036	2,479.28	29,751.00
947	2	15.0287	2,604.98	31,260.00
947	3	15.7906	2,737.03	32,844.00
947	4	16.5911	2,875.79	34,509.00
947	5	17.4322	3,021.58	36,259.00
967	1	18.3628	3,182.88	38,195.00
967	2	19.2937	3,344.24	40,131.00
967	3	20.2718	3,513.78	42,165.00
967	4	21.2995	3,691.91	44,303.00
967	5	22.3793	3,879.08	46,549.00
972	1	29.5440	5,120.97	61,452.00
972	2	31.0418	5,380.58	64,567.00
972	3	32.6155	5,653.36	67,840.00
972	4	34.2690	5,939.96	71,280.00
972	5	36.0063	6,241.08	74,893.00
973	1	23.8694	4,137.37	49,648.00
973	2	25.0795	4,347.11	52,165.00
973	3	26.3509	4,567.49	54,810.00

973	4	27.6868	4,799.04	57,589.00
973	5	29.0904	5,042.33	60,508.00
975	1	20.5828	3,567.69	42,812.00
975	2	21.6263	3,748.56	44,983.00
975	3	22.7227	3,938.61	47,263.00
975	4	23.8747	4,138.29	49,659.00
975	5	25.0851	4,348.08	52,177.00
976	1	20.4658	3,547.40	42,569.00
976	2	21.5033	3,727.23	44,727.00
976	3	22.5934	3,916.19	46,994.00
976	4	23.7388	4,114.73	49,377.00
976	5	24.9423	4,323.33	51,880.00
978	1	41.8909	7,261.09	87,133.00
978	2	44.0146	7,629.20	91,550.00
978	3	46.2460	8,015.97	96,192.00
978	4	48.5905	8,422.35	101,068.00
978	5	51.0538	8,849.33	106,192.00
979	1	19.3308	3,350.67	40,208.00
979	2	20.3108	3,520.54	42,247.00
979	3	21.3405	3,699.02	44,388.00
979	4	22.4224	3,886.54	46,639.00
979	5	23.5591	4,083.58	49,003.00
980	1	20.2997	3,518.61	42,223.00
980	2	21.3288	3,696.99	44,364.00

980	3	22.4101	3,884.42	46,613.00
980	4	23.5462	4,081.34	48,976.00
980	5	24.7399	4,288.25	51,459.00
981	1	12.6420	2,191.28	26,295.00
981	2	13.2829	2,302.37	27,628.00
981	3	13.9563	2,419.09	29,029.00
981	4	14.6638	2,541.73	30,501.00
981	5	15.4072	2,670.58	32,047.00
982	1	13.9610	2,419.91	29,039.00
982	2	14.6688	2,542.60	30,511.00
982	3	15.4125	2,671.51	32,058.00
982	4	16.1939	2,806.95	33,683.00
982	5	17.0149	2,949.25	35,391.00
983	1	15.4141	2,671.77	32,061.00
983	2	16.1955	2,807.21	33,687.00
983	3	17.0165	2,949.53	35,394.00
983	4	17.8792	3,099.06	37,189.00
983	5	18.7856	3,256.17	39,074.00
986	1	27.5945	4,783.04	57,396.00
986	2	28.9934	5,025.51	60,306.00
986	3	30.4632	5,280.29	63,364.00
986	4	32.0076	5,547.99	66,576.00
986	5	33.6303	5,829.25	69,951.00
987	1	15.4239	2,673.47	32,082.00

987	2	16.2058	2,809.01	33,708.00
987	3	17.0274	2,951.41	35,417.00
987	4	17.8906	3,101.04	37,212.00
987	5	18.7976	3,258.25	39,099.00
990	1	27.0828	4,694.35	56,332.00
990	2	28.4558	4,932.34	59,188.00
990	3	29.8984	5,182.38	62,189.00
990	4	31.4141	5,445.12	65,341.00
990	5	33.0067	5,721.17	68,654.00
991	1	18.7343	3,247.29	38,967.00
991	2	19.6841	3,411.91	40,943.00
991	3	20.6820	3,584.88	43,019.00
991	4	21.7305	3,766.63	45,200.00
991	5	22.8322	3,957.58	47,491.00
993	1	28.8990	5,009.17	60,110.00
993	2	30.3641	5,263.10	63,157.00
993	3	31.9034	5,529.93	66,359.00
993	4	33.5208	5,810.28	69,723.00
993	5	35.2202	6,104.83	73,258.00
994	1	21.6485	3,752.41	45,029.00
994	2	22.7460	3,942.63	47,312.00
994	3	23.8991	4,142.51	49,710.00
994	4	25.1107	4,352.52	52,230.00
994	5	26.3837	4,573.17	54,878.00

996	1	24.0453	4,167.85	50,014.00
996	2	25.2643	4,379.15	52,550.00
996	3	26.5451	4,601.15	55,214.00
996	4	27.8908	4,834.41	58,013.00
996	5	29.3048	5,079.50	60,954.00
997	1	23.8011	4,125.52	49,506.00
997	2	25.0077	4,334.67	52,016.00
997	3	26.2755	4,554.43	54,653.00
997	4	27.6076	4,785.32	57,424.00
997	5	29.0072	5,027.92	60,335.00

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