

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN AND FOR THE**  
**CITY OF SUSANVILLE**  
**AND THE**  
**PROFESSIONAL/TECHNICAL UNIT**

July 1, 2011 through and including June 30, 2012

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1. **INTRODUCTION**

The City of Susanville, hereinafter called the CITY, and Professional/Technical Unit, hereinafter called the UNIT, having met and conferred in good faith, have entered into this Memorandum of Understanding (MOU) establishing wages, hours, and other terms and conditions of employment.

The purpose of the Memorandum of Understanding is to promote harmonious relations between the CITY and the employees covered herein so as to promote employer-employee relations by providing a written document enumerating the entire agreement between the employer and employees pursuant to the purpose and intent of California Government Code Section 3500.

2. **EMPLOYEE RIGHTS**

Employees of the City of Susanville have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations within the scope of representation.

Employees of the City of Susanville shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the CITY.

3. **CITY RIGHTS**

The CITY retains the right, subject to and in accordance with applicable laws and the provisions of the MOU:

- A. To direct employees in the performance of their duties.
- B. To hire, promote, transfer, assign, and discipline employees.
- C. To dismiss employees because of lack of work, or in accordance with applicable provisions of the CITY's personnel ordinance and Personnel Policies and Procedures adopted by the City Council.
- D. To determine the mission of its divisions and departments, and its budget, organization, number of employees, and the numbers, types, classifications, descriptions, and grades of positions or employees assigned to an organizational unit, work project shift, or tour of duty, and the methods and technology of performing its work.
- E. To take whatever action may be appropriate to carry out its mission in situations of emergency with appropriate notification to Unit employees.
- F. To direct personnel based upon City Personnel Policies and Procedures adopted by the City Council where deemed applicable by the City Council.

G. This section will not operate to deny any employee rights guaranteed by applicable law, including the Meyers-Milias-Brown Act.

4. **NONDISCRIMINATION**

The CITY and UNIT agree not to discriminate against any employees in accordance with applicable law. Also, it is recognized that whenever the masculine gender is referred to in this MOU, it shall include the female gender and vice versa.

5. **UNIT RECOGNITION**

The CITY agrees to acknowledge the UNIT as the only recognized employee organization representing the Professional/Technical employees listed in Exhibit "A" beginning July 1, 2009.

6. **UNIT DESCRIPTION**

This UNIT shall only consist of all regular and/or probationary Professional/Technical employees of the CITY listed in Exhibit "A" of this MOU.

7. **SALARY SCALE, MERIT STEP, CAREER DEVELOPMENT, AND PAY PERIOD**

A. Salaries for the period of July 1, 2011 through June 30, 2012 shall be as shown in Exhibit "B" and will not include any increase in COLA.

B. The compensation listed at the position's range and step shall constitute entire compensation, except as provided within this Agreement.

C. Members of the UNIT whose positions are exempt from the requirements of the Fair Labor Standards Act are not eligible for standby pay, call back pay, overtime pay, or any other form of overtime compensation unless expressly authorized by the City Council under Section 24 (B) of this agreement.

D. **LONGEVITY**: When an employee has been at Step E for two years, he/she may according to merit, be moved to Step F where step F is 5% higher than the current Range and Step. If the employee remains in Step F for two additional years he/she may, according to merit, go to Step G. Merit increases will not be automatic and will be based upon merit as evidenced by a performance evaluation. Merit increases will be limited to one per fiscal year. Longevity begins after an employee has been at Step E for two years and goes to Step F for two years, then is eligible to move to Step G. Longevity ends at Step G.

E. **CONTINUING EDUCATION**: The City will reimburse employees for the cost of books and tuition for job related training (that has received approval of the City Administrator prior to enrollment) upon successful completion of each course. In addition employee

will be compensated for mileage and travel expenses for any courses taken out of the area prior to the time of travel.

Program Incentive - Completion of the Associate or Bachelor Degree and/or completion of the appropriate POST certificate, an officer can receive a permanent pay increase of 2.5% or 5%, respectively, over and above the base pay for the classification shown in the current pay plan. The following criteria outlines the requirement at each level. Upon receiving a degree or appropriate certificates issued by POST, a permanent increase will be added to the base pay:

Base + 2.5%, range regular full time

AA or AS Degree or  
Advanced Post Certificate

Base + 5% regular full time

BS or BA Degree or  
Management Post Certificate

Police Lieutenant	Salary Range 152
Police Lieutenant II	2.5% incentive, Range 153
Police Lieutenant III	5% incentive, Range 154

Program Incentive - Building Official Certification as recognized by the International Code Council shall result in 2.5% incentive pay increase once certification is secured.

Program Incentive - Battalion Chief - Completion of the Associate or Bachelor Degree and/or completion of California Chief Officer Certification Courses (10), a Battalion Chief may receive a permanent pay increase of 2.5% or 5% respectively, over and above the base pay for the classification shown in the current pay plan. The following criteria outlines the requirements at each level:

Base + 2.5%, regular full time

AA or AS Degree or  
CA Certified Fire Officer

Base + 5% regular full time

BS or BA Degree, or  
CA Chief Officer Certification

Fire Battalion Chief	Base Range, 154
Fire Battalion Chief	2.5% incentive, Salary Range, 155
Fire Battalion Chief	5% incentive, Salary Range, 156

- F. CERTIFICATIONS AND LICENSING: The City will reimburse employees for the cost of study materials for any examination preparation and fees necessary to obtain and maintain any certificates and or licenses required in their respective fields.
- G. CONTINUING CERTIFICATION INCENTIVE: A \$250 incentive shall be paid each June to members of the unit who maintain or increase certification/education requirements.
- H. SDI: The City will pay the employee's share of State Disability.

8. **RETIREMENT**

The CITY shall make contributions to the Public Employees Retirement System as follows: Professional Technical Unit, all of the City share and all of the Employee share under the 3% at 60 Plan for Miscellaneous employees and 3% at 50 Plan for Safety employees, single highest year, based upon actuarial study.

9. **WORK SCHEDULE**

Professional/Technical personnel covered by this MOU generally work from 8:00 a.m. to 5:00 p.m. or the hours worked by employees within the respective departments, plus any additional hours needed to cover other requirements of the job.

10. **HOLIDAYS**

Employees within the UNIT shall be entitled to holiday pay for those holidays specified in the Employee Manual dated June 1, 2001.

Those employees required to work on a holiday may take an alternate day off with approval of their supervisor or receive pay for the day. Employee may not defer alternate day off for more than 90 days.

11. **VACATION**

A. Employees in this UNIT shall earn annual vacation credit accrued per pay period as specified below:

0-1 year	3.69
2-5 years	4.62
5-10 years	5.23
10-15 years	6.15
15-20 years	7.69
20 + years	9.23

B. Vacation credit will vest and become available for use upon the successful completion of the probationary period for any new employees within the UNIT. Accrued vacation time may be used during the probationary period, subject to the approval of the City Administrator on a case-by-case basis.

C. Maximum vacation accrual shall be 240 hours. The City Administrator may authorize increasing the maximum accrual for a defined period of time if the excess accrual was created because the City Administrator canceled an employee's scheduled vacation due to a CITY emergency. Any vacation hours accrued over 240 hours shall be bought back by the City at fifty percent (50%) of employees base salary during December.

12. **HEALTH, DENTAL, & VISION INSURANCE**

- A. The City shall pay the cost of health, dental and vision insurance premium for each employee covered under this MOU up to \$850 per month under the current plan. The City will continue to research options for the best cost effective coverage, at its discretion. The City reserves the right to select, change, administer and shall have the right to select any carrier or other method of providing coverage to fund the benefits and may adjust the amount the City shall pay for such benefits. If the insurance provider is changed and the cost is less than \$850 per month, per employee, the City shall cap the amount of its contribution to an amount not less than 100% of the cost of the new plan.
- B. During the term of this Memorandum of Understanding, should the monthly cost of health insurance premiums under the current plan increase by more than \$25.00, the Unit and the City shall meet and confer.
- C. Health Insurance will be made available to retirees with no minimum vesting, if allowed under the current plan. Retirees will be eligible to purchase health insurance under the above-mentioned plan with no vesting requirement if allowed by the plan. A credit of 50% of accumulated sick leave at time of retirement, capped at \$15,000.00 will be paid out per month toward 50% of the premium. This amount is subject to CalPERs regulations.

13. **IRS SECTION 125 PLAN, DEFERRED COMPENSATION**

- A. The City has established an IRS Section 125 Plan for use by employees.
- B. The City will contribute \$25 per pay period as a contribution to an employee's Section 125 plan; or
- C. The City will match up to 2% of the employee's gross salary in a deferred compensation plan with a maximum contribution of \$25 per pay period.

14. **FLEXIBLE BENEFIT**

- A. Each member of the UNIT shall receive a \$200.00 per year flexible benefit in December.
- B. Uniform Allowance: Safety members of the Professional-Technical Unit shall receive a uniform allowance equal to that allowed to officers in the Police or Fire Units. The Building Official, Code Enforcement Officer and Permit Technician may receive a uniform allowance if they so desire. \$800.00 in year one.

15. **PROFESSIONAL TECHNICAL LEAVE**

Members of the UNIT shall receive 60 hours Professional/Technical leave per fiscal year in addition to vacation leave. Such leave will be credited July 1 of each year.

Professional/Technical leave will be made available from the time of hire, at 15 hours credited for each 3 month period remaining in the fiscal year during which the employee is hired, prorated for the first three month period.

Professional/Technical leave is made available in recognition of Professional/Technical's responsibility to perform functions after normal business hours.

Professional/Technical leave may not accrue, and any unused leave will extinguish as of June 30 each year. UNIT members may sell up to (30 hours) of unused Professional/Technical leave back to the CITY during December, and up to (30 hours) in June. This benefit is not available to an employee who has not successfully completed their introductory period.

16. **LIFE INSURANCE**

Each member of the UNIT will receive a \$25,000 term life insurance policy to be paid for by the CITY.

17. **HEARING TEST**

The CITY shall provide, at no expense to the employee, an annual hearing test to non-office workers. Where necessary, protective hearing devices and equipment modifications will be required at CITY cost to prevent hearing loss.

18. **EMPLOYEE'S SICK LEAVE**

Employees within the Unit shall accrue sick leave and shall be able to use sick leave in accordance to the provisions of the Employee Manual dated June 1, 2001.

Under the Public Employees' Retirement System, credit for unused sick leave (Section 20862.8) of the Government Code shall be a benefit provided to each employee of this UNIT upon retirement and in accordance with the rules and regulations of PERS.

19. **MILITARY LEAVE**

Military leave shall be granted in accordance with the provisions of State law. All employees entitled to military leave shall give the City Administrator and/or the City Administrator's authorized representative an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

20. **JURY DUTY**

While serving on Jury Duty, employees will still be paid by the CITY on the basis of a forty (40) hour week, at their normal rate of pay, on condition that any compensation (in excess of mileage expenses) received from the court be turned over to the CITY.

21. **FAMILY ILLNESS OR INJURY LEAVE**

Family leave provisions are outlined in the Employee Manual dated June 1, 2001.

22. **BEREAVEMENT LEAVE**

Bereavement Leave shall be granted according to the provisions of the Employee Manual dated June 1, 2001.

23. **LAYOFF POLICY**

**PURPOSE:** It is recognized by the UNIT that when, due to fiscal, operational or organizational reasons, it is necessary to reduce CITY employment, such action and its implementation, except as qualified herein, shall be at the sole discretion of the CITY. When it is deemed necessary to reduce CITY employment by layoff of employees or elimination of job positions/titles, the CITY shall give the employee a minimum of 3 month notice and severance pay including all previous benefits for said 3 month period. This benefit is not available to an employee who has not successfully completed their introductory period.

- A. The CITY shall have the sole right to determine which class or classes shall be subject to layoff.
- B. **RE-EMPLOYMENT:** Employees laid off, or demoted in lieu of layoff, shall have a priority right of return to their prior class. This right shall remain effective for one (1) year from the date of demotion or separation from the service.

24. **PAST PRACTICES**

Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation, or vesting of any employee rights or privileges other than those expressly stated herein.

The CITY and UNIT agree that only those past practices, standards, obligations and/or other commitments of the CITY to its employees which are expressly stated herein shall be in full force and effect during the term of this MOU.

All other past practices, standards, obligations or commitments, whether written or unwritten, are within the scope of Section 3 of this MOU.

25. **SOLE AGREEMENT**

- A. The policies which are collected in this MOU constitute the entirety of the policies which are subject to the meet and confer obligation as agreed to by the parties. To the extent that any other agreement should be in conflict with these policies, these policies shall prevail.
- B. If, during its term, the parties hereto should mutually agree to modify, amend, or alter the provisions of the MOU in any respect, any such change shall be effective only if, and when, reduced to writing and executed by the authorized representative of the CITY and the UNIT. Any such changes validly made shall become a part of this MOU and subject to its terms.

26. **TERMS OF THE MEMORANDUM OF UNDERSTANDING**

This MOU shall remain in effect for the period of July 1, 2011, through and including July 30, 2012, or until a successor MOU is reached, unless a specific provision provides for a different commencement and/or termination date. This MOU has been ratified by both the City Council of the City of Susanville and the general membership of the Bargaining Unit.

Dated this \_\_\_\_\_ Day of \_\_\_\_\_, 2011

\_\_\_\_\_  
Lino P. Callegari, Mayor,  
For the City of Susanville

\_\_\_\_\_  
Tom Downing, Representative  
For the Professional/ Technical Bargaining Unit

\_\_\_\_\_  
Robert Porfiri,  
City Administrator/Finance Director  
For the City of Susanville

\_\_\_\_\_  
Dan Newton, Representative  
For the Professional/Technical Bargaining Unit

ATTEST:

\_\_\_\_\_  
Debra M. Magginetti, CMC/City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Peter M. Talia, City Attorney

EXHIBIT "A"

Professional-Technical  
Position Classification Schedule  
July 1, 2011 through June 30, 2012

<u>Position</u>	<u>Range</u>
Day Care Director	126
Building Inspector/Code Enforcement Officer I	136
Administrative Assistant	138
Building Inspector/Code Enforcement Officer II	138
Planning Technician I	138
Assistant Engineer I	140
Building Permit Technician	140
Planning Technician II	140
Assistant Engineer II	144
Associate Planner	144
Senior Planner	144
Accounting Manager	146
Assistant to the Public Works Director	146
Senior Building Inspector/Deputy Building Official	148
Police Lieutenant	152
Police Lieutenant II	153
Fire Battalion Chief, Base	154
Police Lieutenant III	154
Fire Battalion Chief, 2.5%	155
Police Captain	155
Fire Battalion Chief, 5%	156
Building Official	157
Engineer	160

## CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX

## 2011-2012 PROFESSIONAL TECHNICAL MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
101	604.18	634.39	666.11	699.42	734.39	771.11	809.67
102	619.29	650.26	682.77	716.91	752.76	790.40	829.92
103	634.39	666.11	699.42	734.39	771.11	809.67	850.15
104	650.26	682.77	716.91	752.76	790.40	829.92	871.42
105	666.11	699.42	734.39	771.11	809.67	850.15	892.66
106	682.77	716.91	752.76	790.40	829.92	871.42	914.99
107	699.42	734.39	771.11	809.67	850.15	892.66	937.29
108	716.91	752.76	790.40	829.92	871.42	914.99	960.74
109	734.39	771.11	809.67	850.15	892.66	937.29	984.15
110	752.76	790.40	829.92	871.42	914.99	960.74	1,008.78
111	771.11	809.67	850.15	892.66	937.29	984.15	1,033.36
112	790.40	829.92	871.42	914.99	960.74	1,008.78	1,059.22
113	809.67	850.15	892.66	937.29	984.15	1,033.36	1,085.03
114	829.92	871.42	914.99	960.74	1,008.78	1,059.22	1,112.18
115	850.15	892.66	937.29	984.15	1,033.36	1,085.03	1,139.28
116	871.42	914.99	960.74	1,008.78	1,059.22	1,112.18	1,167.79
117	892.66	937.29	984.15	1,033.36	1,085.03	1,139.28	1,196.24
118	914.99	960.74	1,008.78	1,059.22	1,112.18	1,167.79	1,226.18
119	937.29	984.15	1,033.36	1,085.03	1,139.28	1,196.24	1,256.05
120	960.74	1,008.78	1,059.22	1,112.18	1,167.79	1,226.18	1,287.49
121	984.15	1,033.36	1,085.03	1,139.28	1,196.24	1,256.05	1,318.85
122	1,008.78	1,059.22	1,112.18	1,167.79	1,226.18	1,287.49	1,351.86
123	1,033.36	1,085.03	1,139.28	1,196.24	1,256.05	1,318.85	1,384.79
124	1,059.22	1,112.18	1,167.79	1,226.18	1,287.49	1,351.86	1,419.43
125	1,085.03	1,139.28	1,196.24	1,256.05	1,318.85	1,384.79	1,454.03
126	1,112.18	1,167.79	1,226.18	1,287.49	1,351.86	1,419.43	1,490.40
127	1,139.28	1,196.24	1,256.05	1,318.85	1,384.79	1,454.03	1,526.73
128	1,167.79	1,226.18	1,287.49	1,351.86	1,419.43	1,490.40	1,564.92
129	1,196.24	1,256.05	1,318.85	1,384.79	1,454.03	1,526.73	1,603.07
130	1,226.18	1,287.49	1,351.86	1,419.43	1,490.40	1,564.92	1,643.17
131	1,256.05	1,318.85	1,384.79	1,454.03	1,526.73	1,603.07	1,683.22
132	1,287.49	1,351.86	1,419.43	1,490.40	1,564.92	1,643.17	1,725.33
133	1,318.85	1,384.79	1,454.03	1,526.73	1,603.07	1,683.22	1,767.39
134	1,351.86	1,419.43	1,490.40	1,564.92	1,643.17	1,725.33	1,811.59
135	1,384.79	1,454.03	1,526.73	1,603.07	1,683.22	1,767.38	1,855.75
136	1,419.43	1,490.40	1,564.92	1,643.17	1,725.33	1,811.59	1,902.17
137	1,454.03	1,526.73	1,603.07	1,683.22	1,767.38	1,855.75	1,948.54
138	1,490.40	1,564.92	1,643.17	1,725.33	1,811.59	1,902.17	1,997.28
139	1,526.73	1,603.07	1,683.22	1,767.38	1,855.75	1,948.54	2,045.97
140	1,564.92	1,643.17	1,725.33	1,811.59	1,902.17	1,997.28	2,097.14
141	1,603.07	1,683.22	1,767.38	1,855.75	1,948.54	2,045.97	2,148.27
142	1,643.17	1,725.33	1,811.59	1,902.17	1,997.28	2,097.14	2,202.00
143	1,683.22	1,767.38	1,855.75	1,948.54	2,045.97	2,148.27	2,255.68
144	1,725.33	1,811.59	1,902.17	1,997.28	2,097.14	2,202.00	2,312.10
145	1,767.38	1,855.75	1,948.54	2,045.97	2,148.27	2,255.68	2,368.46
146	1,811.59	1,902.17	1,997.28	2,097.14	2,202.00	2,312.10	2,427.71
147	1,855.75	1,948.54	2,045.97	2,148.27	2,255.68	2,368.46	2,486.88
148	1,902.17	1,997.28	2,097.14	2,202.00	2,312.10	2,427.71	2,549.10
149	1,948.54	2,045.97	2,148.27	2,255.68	2,368.46	2,486.88	2,611.22
150	1,997.28	2,097.14	2,202.00	2,312.10	2,427.71	2,549.10	2,676.55
151	2,045.97	2,148.27	2,255.68	2,368.46	2,486.88	2,611.22	2,741.78
152	2,097.14	2,202.00	2,312.10	2,427.71	2,549.10	2,676.55	2,810.38
153	2,148.27	2,255.68	2,368.46	2,486.88	2,611.22	2,741.78	2,878.87
154	2,202.00	2,312.10	2,427.71	2,549.10	2,676.55	2,810.38	2,950.90
155	2,255.68	2,368.46	2,486.88	2,611.22	2,741.78	2,878.87	3,022.81
156	2,312.10	2,427.71	2,549.10	2,676.55	2,810.38	2,950.90	3,098.44
157	2,368.46	2,486.88	2,611.22	2,741.78	2,878.87	3,022.81	3,173.95
158	2,427.71	2,549.10	2,676.55	2,810.38	2,950.90	3,098.44	3,253.36
159	2,486.88	2,611.22	2,741.78	2,878.87	3,022.81	3,173.95	3,332.65
160	2,549.10	2,676.55	2,810.38	2,950.90	3,098.44	3,253.36	3,416.03
161	2,611.22	2,741.78	2,878.87	3,022.81	3,173.95	3,332.65	3,499.28
162	2,676.55	2,810.38	2,950.90	3,098.44	3,253.36	3,416.03	3,586.83
163	2,741.78	2,878.87	3,022.81	3,173.95	3,332.65	3,499.28	3,674.24
164	2,810.38	2,950.90	3,098.44	3,253.36	3,416.03	3,586.83	3,766.17
165	2,878.87	3,022.81	3,173.95	3,332.65	3,499.28	3,674.24	3,857.95
166	2,950.90	3,098.44	3,253.36	3,416.03	3,586.83	3,766.17	3,954.48
167	3,022.81	3,173.95	3,332.65	3,499.28	3,674.24	3,857.95	4,050.85
168	3,098.44	3,253.36	3,416.03	3,586.83	3,766.17	3,954.48	4,152.20
169	3,173.95	3,332.65	3,499.28	3,674.24	3,857.95	4,050.85	4,253.39
170	3,253.36	3,416.03	3,586.83	3,766.17	3,954.48	4,152.20	4,359.81
171	3,332.65	3,499.28	3,674.24	3,857.95	4,050.85	4,253.39	4,466.06
172	3,416.03	3,586.83	3,766.17	3,954.48	4,152.20	4,359.81	4,577.80
173	3,499.28	3,674.24	3,857.95	4,050.85	4,253.39	4,466.06	4,689.36
174	3,586.83	3,766.17	3,954.48	4,152.20	4,359.81	4,577.80	4,806.69
175	3,674.24	3,857.95	4,050.85	4,253.39	4,466.06	4,689.36	4,923.83
176	3,766.17	3,954.48	4,152.20	4,359.81	4,577.80	4,806.69	5,047.03
177	3,857.95	4,050.85	4,253.39	4,466.06	4,689.36	4,923.83	5,170.02
178	3,954.48	4,152.20	4,359.81	4,577.80	4,806.69	5,047.02	5,299.37
179	4,050.85	4,253.39	4,466.06	4,689.36	4,923.83	5,170.02	5,428.52
180	4,152.20	4,359.81	4,577.80	4,806.69	5,047.02	5,299.37	5,564.34
181	4,253.39	4,466.06	4,689.36	4,923.83	5,170.02	5,428.52	5,699.95
182	4,359.81	4,577.80	4,806.69	5,047.02	5,299.37	5,564.34	5,842.56
183	4,466.06	4,689.36	4,923.83	5,170.02	5,428.52	5,699.95	5,984.95
184	4,577.80	4,806.69	5,047.02	5,299.37	5,564.34	5,842.56	6,134.69
185	4,689.36	4,923.83	5,170.02	5,428.52	5,699.95	5,984.95	6,284.20
186	4,806.69	5,047.02	5,299.37	5,564.34	5,842.56	6,134.69	6,441.42
187	4,923.83	5,170.02	5,428.52	5,699.95	5,984.95	6,284.20	6,598.41
188	5,047.02	5,299.37	5,564.34	5,842.56	6,134.69	6,441.42	6,763.49
189	5,170.02	5,428.52	5,699.95	5,984.95	6,284.20	6,598.41	6,928.33
190	5,299.37	5,564.34	5,842.56	6,134.69	6,441.42	6,763.49	7,101.66
191	5,428.52	5,699.95	5,984.95	6,284.20	6,598.41	6,928.33	7,274.75
192	5,564.34	5,842.56	6,134.69	6,441.42	6,763.49	7,101.66	7,456.75
193	5,699.95	5,984.95	6,284.20	6,598.41	6,928.33	7,274.75	7,638.48
194	5,842.56	6,134.69	6,441.42	6,763.49	7,101.66	7,456.75	7,829.58
195	5,984.95	6,284.20	6,598.41	6,928.33	7,274.75	7,638.48	8,020.40
196	6,134.69	6,441.42	6,763.49	7,101.66	7,456.75	7,829.58	8,221.06
197	6,284.20	6,598.41	6,928.33	7,274.75	7,638.48	8,020.40	8,421.42
198	6,441.42	6,763.49	7,101.66	7,456.75	7,829.58	8,221.06	8,632.12
199	6,598.41	6,928.33	7,274.75	7,638.48	8,020.40	8,421.42	8,842.49
200	6,763.49	7,101.66	7,456.75	7,829.58	8,221.06	8,632.11	9,063.72