

3347

9/30/97

A G R E E M E N T  
 BETWEEN  
 MENOMINEE COUNTY BOARD OF  
 COMMISSIONERS,  
 THE COUNTY CLERK,  
 THE COUNTY TREASURER,  
 PROBATE JUDGE AND  
 PROSECUTING ATTORNEY  
 AND  
 TEAMSTERS UNION  
 LOCAL NO. 328

*Menominee County*

Effective:  
 JANUARY 1, 1996  
 THRU  
 SEPTEMBER 30, 1997

11/14/95

*We are currently  
 working without a  
 contract - 12-4-97  
 Negotiations in progress.*

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PREAMBLE

TEAMSTERS UNION LOCAL NO. 328, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter referred to as the "Union" and the MENOMINEE COUNTY BOARD OF COMMISSIONERS, the COUNTY CLERK, the COUNTY TREASURER, the PROBATE JUDGE and PROSECUTING ATTORNEY, hereinafter referred to as the "Employer", do hereby on this 1st day of January, 1995, enter into the following agreement.

RECOGNITION

- A. The Employer in accord with all the provisions of Act 379 of the Public Acts of 1965, as amended, recognizes Teamsters Union Local No. 328, I.B.T., as the exclusive representative of those employees, listed herein as follows: ALL FULL-TIME AND REGULAR PART-TIME DEPUTY COUNTY TREASURERS, DEPUTY CLERKS; DEPUTY REGISTERS (PROBATE COURT); REGISTER OF DEEDS; BUILDING INSPECTORS; SECRETARIES (EXTENSION OFFICE, FRIEND OF THE COURTS OFFICE AND PROSECUTORS OFFICE - LEGAL SECRETARY/COMPUTER OPERATOR); INVESTIGATORS (PROSECUTORS OFFICE); PROBATE JUVENILE PROBATION OFFICER (PROBATE COURT); PROBATE/JUVENILE REGISTER; VETERANS SERVICE OFFICER; CASEWORKERS (FRIEND OF THE COURTS OFFICE); STAFF APPRAISER FIELD; DESCRIPTION SPECIALIST/COMPUTER OPERATOR; AND MAINTENANCE EMPLOYEES.

Excluding all elected officials. Chief Deputy Clerk; Chief Deputy Register of Deeds, Chief Deputy Treasurer; Assistant Prosecuting Attorneys; Friend of the Court; County Administrator; Equalization Director; Park Superintendent, Sheriffs Department employees; District Court employees; and all supervisors, executives and confidential employees and others excluded by the Act.

There is a single bargaining unit for the purpose of collective bargaining with respect to rates of pay, wages, hours of work and other items and conditions of employment. The bargaining unit shall consist of employees whose job titles appear in Schedule A of this Agreement.

- B. Should the Employer change the name of or responsibility of any classification on the list, it will notify the Union and negotiate any necessary changes. The classification unit on the list involved in such change will not be removed from the bargaining unit without the Union's Agreement.
- C. Recognition also may be extended for any new job

title and/or job duties, which are eligible for Union representation.

#### PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the general public.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community. To these ends, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

#### ARTICLE 1

##### MANAGEMENT RIGHTS

The County of Menominee, except as this Contract provides, shall have the right to:

- A. Hire and fire.
- B. Determine the size and composition of the work force.
- C. Allocate work assignments.
- D. Determine work sites.
- E. Determine the level and type of service to be offered.
- F. Transfer, promote and demote employees.
- G. Make and enforce work rules.
- H. Schedule and assign overtime based on Employer needs and employee qualifications.

And in addition, reserve and retain solely and exclusively all of its common law rights to manage its affairs.

#### ARTICLE 2

##### NON-DISCRIMINATION

It is mutually agreed that no discrimination shall be practiced by the Employer or the Union, against any employee because of membership or non-membership in the Union, or by the Employer against any member or officer because of activities on behalf of the Union.

In a desire to restate their respective policies, neither the Employer nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, national origin, or age or because he is handicapped, a disabled veteran or a

veteran of the Vietnam era.

The use of the masculine or feminine gender in pronominal references or titles in this Contract shall be construed as including both genders and not as sex limitations, unless the Contract clearly requires a different construction.

### ARTICLE 3

#### SECURITY

A. Pursuant to and in accordance with all applicable provisions of the laws of Michigan, the Employer does hereby recognize Teamsters Union Local No. 328, I.B.T., as the exclusive representative for the purpose of collective bargaining with respect to wages, hours of employment and working conditions for the term of this Agreement of all employees included in the bargaining unit.

B. Membership in the Union is not compulsory. Regular employees having the right to join, or not join, or maintain or drop the membership in the Union as they see fit. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally, without regard to whether or not the employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union. Accordingly, it is fair that each employee in the bargaining unit pay his/her own way and assume his fair share of the obligation along with the grant of the equal benefits contained in this Agreement, including dues and initiation fees.

C. In accordance with the policy set forth under paragraphs A and B of this Article, all employees in the bargaining unit shall, as a condition of continued employment, pay to the Union, the employees exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit, who are members of the Union, which shall be limited to the amount of money equal to the Union's regular and usual initiation fees and its regular and usual dues. For present regular employees, payment shall commence 31 days following the effective date or on the date of the execution of this Agreement, whichever is later; and for new employees, the payment shall start 31 days following the date of employment. This payment shall constitute a service fee.

D. During the period of time covered by this Agreement, the Employer agrees to deduct from the wages of an

employee, all dues, service fees and/or initiation fees owed to the Union, provided however that the Union presents to the Employer written authorizations signed by each employee, allows such deductions and payments to the said Union. The written authorization forms shall be presented by the Union to the Employer. It is understood and agreed that the Union agrees to hold the Employer harmless from any liability to the employee for withholding said initiation fees and/or dues. Employee's who refuse to pay the required service fee's shall be terminated from employment if the Union requests same.

E. If any provision of this Article is invalid under Federal law or the laws of the State of Michigan, such provisions shall be modified to comply with the requirements of Federal or State Law or shall be renegotiated for the purpose of adequate replacement.

#### ARTICLE 4

##### SICK LEAVE, WORKERS COMPENSATION, FUNERAL LEAVE, LEAVE OF ABSENCE & MILITARY LEAVE

A. Sick Leave: Each employee shall be allowed 1 day of sick leave for each month of continuous employment for personal illness or injury incurred off the job, except that no more than 120 working days of such paid leave shall be accumulated at any time. The Employer may verify the nature or extent of illness or injury; a doctor's certificate is necessary for illness or injury extending over a five (5) day period. If ill, the employee shall call in at the hour his/her work day begins. While an employee is on paid sick leave, the accrual of sick leave and vacation leave benefits shall continue during the period of convalescence. An employee shall be allowed to use sick leave, if he/she becomes ill while on vacation and provided that said illness exceeds three (3) days and is verified by a medical doctor.

Employees shall receive payment for 50% of all accrued sick leave earned to a maximum of 45 days sick leave on leaving the employment of the County in good standing.

B. Workers Compensation: An employee, while performing within the scope of his employment as provided by the Michigan Workers' Compensation Act, shall receive compensation as provided in said Act.

C. Funeral Leave: Funeral leave will be granted in the event of a death in the immediate family as follows: three (3) days funeral leave will be granted in the case of the death of the spouse, mother, father, child, step-father, step-mother, sister, brother, mother-in-law,

father-in-law and grand children of the employee.

However, an additional four (4) days funeral leave are available to an employee, provided said employee must travel at least 400 miles one way to exercise said funeral leave. The additional days are transferred from the employee's accumulated sick leave.

One (1) day funeral leave will be granted in case of death of grandmother, grandfather, of the employee. Funeral leave will not extend more than three (3) consecutive working days; provisions for taking such funeral leave must be approved by the employee's department head.

D. Leave of Absence: Leave of absence without pay may be obtained with the permission of the Employer for a period not to exceed six (6) months. The Employer shall be the sole determiner for the necessity of the request for a leave of absence and its decision will be based upon the value of the employee to the County departmental needs and the purpose of the request. In the event that the Employer denies a request for a leave of absence, said denial shall not be subject to the grievance procedure.

Limited leave or time off without pay may be granted by the Employer, if such approval will not impair the efficiency of the department and providing such leave will not exceed forty (40) working hours.

E. Military Leave: Military leave shall be granted according to applicable state and federal laws.

F. Personal Days: Each employee will be allowed four (4) Personal days per year. (Not to be deducted from Sick Leave)

G. Family Leave: Up to fifteen (15) days per year may be utilized from Sick Leave for illness in the immediate family.

H. Maternity Leave: For all employee's, up to twelve (12) weeks may be granted with extensions granted upon a physicians recommendation.

## ARTICLE 5

### SENIORITY

Seniority shall be defined for the purpose of this Agreement as the net credited service of the employee. Net credited service shall mean continuous employment with the County beginning with the date and hour on which the employee began work after last being hired; inclusive of

paid sick time; service in the armed forces and authorized leaves of absence. Unauthorized absences shall be deducted from net credited service.

New employees will be considered probationary employees for a period of not more than six (6) months from the date of permanent employment. An employee may be terminated at any time during the trial service period by the appointing authority without the right to appeal or hearing. No grievance shall be filed as a result of termination during the trial period.

Seniority, for layoff only, shall be on a bargaining unit wide basis. Layoff will be by seniority. In the event of layoff, the last employee laid off shall be the first recalled. Employees will be given two (2) week's notice of layoff, except in an emergency.

No part-time or temporary employee will replace a full-time employee during a layoff.

The Employer will post a bargaining unit wide seniority list annually, by January 31st. Department Heads shall post departmental seniority lists for the purposes of vacation, overtime, job postings, etc. These lists shall also be posted by January 31st of each year.

The employee shall lose their seniority for the following reasons:

1. He or she quits.
2. He or she is discharged and the discharge is not reversed through the procedure set forth in this Agreement.
3. He/she is absent for three (3) consecutive working days without notifying the Employer. The Employer will send written notification by registered mail to the employee at their last known address, that they have lost their seniority and their employment has been terminated. If the disposition made of any case is not satisfactory, the matter may be referred to the grievance procedure.
4. He/she, who is injured while on duty, shall continue to accumulate seniority during their absence due to such injury and shall be reinstated upon recovery of their former position with full seniority rights, provided they are physically qualified to return to work. In the event that said disability shall continue for more than one (1) continuous year, then, and



in that event, the Employer shall review with the Union the status of the said employee's future employment.

5. An employee who is subject to the jurisdiction of the Union, who has been in the past or will be in the future promoted to a position outside of the bargaining unit, and in the event that the said employee shall retain said position outside of the bargaining unit, for more than a six (6) month period, then in that event, he or she shall lose his or her seniority within the bargaining unit. He or she however, shall only lose that period of seniority which represents the period of time that said employee works outside of the bargaining unit.

All vacancies, promotional opportunities, or new positions, will be posted. All vacancies or newly created positions will be offered first by lateral transfer among full-time employees who have posted for the position, provided the employee is qualified.

In selecting employees for promotion, the Employer shall consider the factors of performance, experience, training and seniority. The employee receiving the highest rating shall receive the promotion.

The Employer agrees to fill posted positions within sixty (60) days, unless the Union is notified as to the reason that the position cannot be filled within this time frame.

Employees assigned to vacancies or new positions will be given a minimum of thirty (30) days to demonstrate their qualifications and ability to fill such vacancies or positions. The Employer shall have the right to return the employee to his/her original classification at any time after the minimum thirty (30) day period, if the Employer has sustainable grounds to believe the employee cannot perform the work. After a six (6) month period without removal, the employee will be deemed capable of doing the work and will no longer be subject to removal except for just cause. If the employee is returned to his/her original classification, there shall be no loss of seniority in the original classification.

After each seniority list has been posted employees shall have the right to protest their seniority designation, if they have cause to believe an error has been made; provided however, such protest shall be made in writing, shall specify the basis for the claim and shall be filed with the Employer within thirty (30) calendar days after the list is posted. Failure to enter a protest

as described above, constitutes acceptance of the list as corrected and the list will stand as posted.

Full-time employees will be given the opportunity for scheduled overtime by department wide seniority.

## ARTICLE 6

### GRIEVANCE AND ARBITRATION

- A. The term "grievance" shall mean an allegation that there has been a breach, misinterpretation, or improper application of this Agreement.
- B. A person, group, or representative, designated in the grievance procedure steps, may have a designee appointed to satisfy the requirements herein.
- C. Time limit "days" shall be defined as normal Courthouse working days, exclusive of Holidays, and the day of the occurrence will not be counted as a day for time limit purposes.
- D. During the course of operations there will be instances where employees have problems other than grievances. In order for the time limits to be adhered to properly, an employee must specify clearly to the Employer and/or Department Head that the problem they are discussing is a potential grievance, so that the Employer and/or Department Head can answer as called for under this grievance procedure.
- E. The time limits established in the Grievance Procedure shall be followed by the parties. If the Union fails to present a grievance in time or to advance it to the next step in a timely manner, it shall be considered to be withdrawn. If the time procedure is not followed by the Employer and/or Department Head, the grievance shall automatically be deemed settled on the basis of the unions last position. The time limits established in the Grievance Procedure may be extended by mutual agreement, provided the extension is reduced to writing and the period of the extension is specified. Saturdays, Sundays and holidays shall not be counted with regard to the time limitations and dates for submission of grievances, appeals, answers, etc.

### PROCEDURE:

The parties agree, that the prompt and just settlement of a grievance is of mutual interest and concern. There shall be an earnest, honest and prompt effort to settle differences within the Employee's Department. If

there is any controversy or difference between an employee or group of employees and the Employer and/or Department Head with respect to the interpretation or application of this Agreement, such controversy shall be handled as follows:

STEP 1: The employee shall present the complaint orally to the employee's direct supervisor. The employee may be accompanied by the Union Representative or the job steward if he so chooses, in an effort to resolve the matter. If the grievance is denied, the Employer will put the denial, and the reason for the denial in writing. Time limits for STEP 2 will not be started until the employee receives this response.

STEP 2: If the grievance is not settled at Step 1, it shall be reduced to writing and presented to the County Administrator within five (5) days after answer to Step 1. The County Administrator shall then furnish the employee, the Union, and the Employer, with a written answer to the grievance within five (5) days from receipt of the aforementioned written complaint. The written grievance shall name the employee(s) involved; state the facts giving rise to the grievance; identify all provisions of this Agreement alleged to have been violated by appropriate reference; state the contention of the employee or the Union with respect to those provisions; indicate the relief requested and be signed by the employee(s) affected.

STEP 3: (a) If the matter remains unsettled, and the grievant and/or Union wishes to carry it further, the Union steward shall refer the matter to the Union Representative.

(b) The Union Representative, within ten (10) days after receipt of STEP 2 written response from the County Administrator, shall meet with the Employer and County Board of Commissioners, for the purpose of attempting to resolve the dispute. In the event the grievance shall be denied, the grievant and Union shall be notified, in writing, within fifteen (15) calendar days.

(c) All grievances which are satisfactorily resolved at the first (1st), second (2nd) or third (3rd) step of the Grievance Procedure, if the grievance has economic implications, must be approved in writing by the County Board of Commissioners at its next regularly scheduled monthly meeting before they are binding on the Employer. The time limits set forth in Step 1, Step 2, and Step 3 of the Grievance Procedure shall be stayed during the period in which

such grievance resolutions are referred to the County Board of Commissioners under this section. If the resolution of grievance is disallowed by the County Board of Commissioner, the Union shall have five (5) days following receipt by the Steward of notice of the County Board of Commissioners' action to submit the grievance at the next higher step in the Grievance Procedure than the grievance held prior to such disallowance.

**STEP 4:** In the event that a satisfactory adjustment cannot be reached between the parties to this Agreement, the matter in dispute may be submitted to arbitration, provided such submission is made within thirty (30) calendar days after receipt of the last step answer. All matters shall be submitted to the Michigan Employment Relations Commission in accordance with its voluntary rules and regulations. The expense of the arbitration shall be equally divided between the Union and the County. The decision of the arbitrator shall be in writing and shall be final and conclusive, but the Arbitrator shall not have power to add/subtract from or modify any of the terms of this Agreement. The arbitrator's power shall be limited to the application and interpretation of this Agreement as written, and he shall be governed at all times wholly by the terms of this Agreement. The arbitrator shall have no power to change any classification wage rate, to rule on any claim arising from a decision of the insurance carrier or Retirement system in administering their plans; or to issue a ruling modifying any matter covered by a State or Federal Statute. Further, the arbitrator shall not be empowered to consider any question or matter outside of this Agreement. The arbitrator's decision shall be final and binding upon the Union, the Employer and employees of the bargaining unit. Any award of the arbitrator shall not be retroactive any earlier than the time the grievance was first submitted in writing.

Nothing contained in this step shall be construed to limit the right of the parties to meet and select the arbitrator by mutual agreement.

At any point during the grievance procedure, by mutual agreement, the parties may solicit the assistance of the State Mediator in resolution of the grievance. The mediator will not have the authority to impose a resolution unless both parties inform him in advance that they will accept his opinion as binding.

ARTICLE 7

HOLIDAYS

A. HOLIDAYS:

New Year's Day  
Memorial Day  
Independence Day (July 4th)  
Labor Day  
Veteran's Day  
Thanksgiving Day  
Christmas Day  
Good Friday  
Friday after Thanksgiving  
Full day preceding Christmas  
Full day preceding New Year's

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Any of the stated holidays falling on a Saturday shall be celebrated on the preceding Friday. Any of the holidays falling on a Sunday shall be celebrated on the following Monday.

- B. Employees working holidays will be compensated at a rate of time and one-half (1-1/2X) their regular rate of pay in addition to being paid for the holiday, at their regular rate of pay, as provided for in Schedule "A".
- C. Employees who are scheduled to work a holiday, shall be scheduled for eight (8) hours. Employees who are called in to work a holiday, will be guaranteed not less than two (2) hours of holiday pay.
- D. Said holidays will be celebrated on the nationally designated date.

ARTICLE 8

VACATIONS

VACATIONS - One year of employment, 6 days vacation. Two years of employment, 12 days vacation. Add one day of vacation for third year of employment and each year thereafter, up to a maximum of 30 days vacation. Unused vacation may be carried to a succeeding year, not to accumulate over 30 maximum days. Vacation must be taken during the calendar year with the approval of the department head. In addition, each employee is entitled to four (4) personal leave days per year. Accrual will be by calendar year.

NOTE: Employee's hired after January 1, 1996 shall receive vacation on the following schedule: One year of employment, 5 days vacation. Two years of employment, 6 days of vacation. Three years of employment, 7 days of vacation. Add one day of vacation for fourth year of employment and each year thereafter, up to a maximum of 20 days vacation. All other requirements regarding vacation shall be as contained in the first paragraph of this Article.

## ARTICLE 9

### HOURS OF WORK, OVERTIME AND PREMIUM PAY

- A. The normal workweek for all departments covered by this agreement shall be forty hours; from 8:00 a.m. to 4:30 p.m..
- B. The standard week for computing pay will begin at 12:00 Midnight Saturday and extend until Saturday Midnight seven (7) days hence.
- C. Employees working over eight (8) hours in any one day will be paid at a rate of time and one-half (1-1/2X) of their regular rate for the time worked over eight (8) hours.
- D. Employees working in excess of five (5) days and forty (40) hours, during a standard week, will be paid at the rate of time and one-half (1-1/2X) of their regular rates.
- E. An employee who has been released from duty and is called back to work prior to the commencement of his/her next shift shall receive two (2) hours pay at regular rate, plus pay for the number of hours actually worked. In the event that an employee is not released from his regular day's work and is asked to work beyond his regular day's work, the extra worked shall not be considered a call-back. An employee called back to duty shall be considered as being on duty for the full-time period and another call-back within this period shall not entitle the employee to extra consideration beyond the time and one-half (1-1/2X) for the actual time worked in excess of such period.

Employee's who are placed in an "on call" status shall receive \$30.00 per day for being "on call". This sum shall be in addition to any monies received for being called in to work. The "on call" provision shall only apply during weekends and holidays.

- F. An employee who shall voluntarily attend any school or seminar approved by the Employer and/or Department Head shall receive straight time for the hours of class work they so attend. For any schooling or in-service training assigned by the Employer and/or Department Head which shall occur on a leave day or a non-work day, the employee will receive pay at the rate of time and one-half (1-1/2X) for all hours spent in class at such schooling or training, or compensatory time at the rate of time and one-half (1-1/2X) at the option of the employee. Educational opportunities within each Department shall be posted, those attending will be determined by the Employer and/or Department Head.
- G. Shift pay of thirty (30) cents per hour will be paid to employees whose regular scheduled shift worked is between 4:00 P.M. and 11:00 P.M. A shift pay of fifty (\$.50) cents per hour will be paid to all employees whose shift is worked between 11:00 P.M. and 6:00 A.M.
- H. Courthouse employee's are allowed two paid 15 minute rest breaks; one to be taken in the first half of the work day and one to be taken in the second half. A one-half hour unpaid lunch break will be provided. The scheduling of the breaks is the responsibility of the Department Head. Breaks may be taken outside of the employees work area and outside the building. Rest breaks may not be accumulated in any way.

#### ARTICLE 10

##### DISCHARGE AND DISCIPLINE

No non-probationary employee shall be reprimanded, suspended or discharged without just cause and subject to the grievance procedure. The Employer and/or Department Head is required to follow the theory of progressive discipline.

At any meeting between a representative of the Employer and/or Department Head and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, a Union Representative may be present, if the employee so requests.

Discipline will not be initiated until an investigation has taken place and the employee to be disciplined has had a chance to respond. The report of the investigation will be made available to the Union and the Employer. Employee's who are suspended, shall receive their regular pay until after the Employer has completed

its investigation.

Disciplinary procedures as presently outlined in the County Personnel Policies will be followed.

#### ARTICLE 11

##### HOSPITALIZATION, LIFE INSURANCE

- A. The Employer agrees to pay the full premium for the employees and their families for coverage of the Blue Cross/Blue Shield Plan 1, or equivalent plan, along with the full premium for Master Medical Option I Program as well as the ML Rider.
- B. The Employer agrees to furnish at no cost to the employees, a group life insurance policy in the amount of ten thousand dollars (\$10,000.00).
- C. Upon retirement from the County's service, the Employer agrees to pay the hospital insurance premium for the month in which the retirement occurs and the month following retirement. The employee may elect to remain in the group hospital insurance program. In the event that the employee shall remain a member of the group hospitalization program, he/she must pay the full cost of the insurance premium charged by the group carrier for said benefit. The premiums will be paid to the Employer, who shall forward the same to the group carrier.

#### ARTICLE 12

##### LONGEVITY

After completing three (3) years of service, each employee shall receive annually, as of December 1st of each year longevity pay of one hundred dollars (\$100) plus twenty-five dollars (\$25) for each additional year above three (3) years, up to a maximum of six hundred and fifty dollars (\$650).

After completing three (3) full years or more of uninterrupted service, an employee in good standing shall be paid their prorata longevity pay upon termination based on their anniversary date.

#### ARTICLE 13

##### RETIREMENT

Michigan Municipal Employees Retirement System, B-3 Plan and F55 (25 years), and Waiver of 47F plus two (2) years of Military Service. Funding for B-3 Plan to be



100% Employer funded. Six-year vesting is included and will be funded by the employer. Effective January 1, 1996 the MERS FAC 3 Program shall be instituted and 100% funded by the Employer.

Further provided, if an employee terminates his/her employment with the County with less than six (6) years of service, employee shall receive 100% of employee contribution as allowed under Plan prior to January 1, 1983 and the County will pay to said employee 4% of his current annual gross wages times the number of years, including fractions, worked under this Plan after January 1, 1983.

#### ARTICLE 14

##### TRAVEL ALLOWANCE

The Employer to pay the current IRS allowance per mile for an employee's use of their personal vehicle while on official County business.

#### ARTICLE 15

##### SALARIES

Salaries for 1996 and 1997 shall be according to the schedule on attachment "A".

#### ARTICLE 16

##### GENERAL PROVISIONS

- A. No person in the County service or seeking admission thereto will be appointed, demoted, removed or be in any way favored or discriminated against because of their political or religious opinions or affiliations or national origin, age or sex.
- B. If any Article or Section of this Agreement or any supplements thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section would be restrained by such tribunal, the remainder of this Agreement or supplements shall not be affected thereby and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.
- C. It shall be expressly understood by both parties that this contract may be revised, amended or otherwise altered to include new agreements, or effect changes in the existing contract language when mutually

agreed" means actual agreement and shall not mean a resolution or disagreement through arbitration.

- D. It shall not be obligatory on either party, however, to reopen negotiations during the agreed-upon period for effectuation of this Contract.
- E. The current Menominee County Personnel Policy and Procedure Manual (including the use of progressive discipline) and the Affirmative Action Plan shall be a part of this Contract. Where there is a conflict, this contract shall control.
- F. The Employer recognizes the right of the Union membership to elect one (1) job steward and one (1) alternate from the Employer's seniority list, which shall be posted. The authority of the job steward and the alternate so elected by the Local Union shall be limited to and shall not exceed the following:
  - (a) The presentation of grievances to the Employer within the provisions of the collective bargaining agreement, this responsibility may be fulfilled during working hours. Said presentation shall include representation at an arbitration hearing.
  - (b) The collection of dues when authorized by appropriate Local Union action.
- G. SEVERE WEATHER NOTICE: As outlined in the current Menominee County Personnel Policy and Procedures manual.
- H. DEMOTION:
  - A. Should an employee be demoted for budget purposes, he/she shall be paid at the same rate of pay as his/her previous classification.
  - B. Should an employee be demoted for disciplinary purposes, their salary/wages shall remain at the higher level only for the remainder of the then current contract year.
- I. NEGOTIATING: The negotiating Committee of the Courthouse Employees shall be excused from their job assignment if a negotiating meeting is called during working hours.
- J. OTHER BENEFITS: Benefits currently provided by the Countys personnel policies shall continue to be provided to all employees covered by this agreement with the single exception of the \$10,000 life program

with the single exception of the \$10,000 life program for retirees after the age of 65.

ARTICLE 17

WAGE SCHEDULE

- A. Attached hereto and made a part of the agreement are the mutually agreed upon wages and job classifications set forth in Schedule "A".
- B. Effective October 1, 1996 the wages contained in the attached schedules shall be increased by \$416 each.

ARTICLE 18

DURATION

This Agreement shall be effective on January 1, 1996 and shall remain in full force and effect to and including September 30, 1997 and shall automatically be renewed from year to year unless negotiations are instituted by giving written notice on or before May 1, 1997, or any anniversary thereof.

FOR EMPLOYER:

*loyd Boman*  
Chairman County Board

11-27-95  
Date

*[Signature]*  
County Administrator

11-28-95  
Date

*Barb Morrison*  
County Clerk

11-27-95  
Date

*Kenneth Bequist*  
County Treasurer

11-27-95  
Date

*William C. Hymn*  
Probate Judge

11-28-95  
Date

*Daniel E. Haas*  
Prosecuting Attorney

11-28-95  
Date

FOR TEAMSTERS LOCAL  
UNION #328:

*[Signature]*  
Secretary-Treasurer

11-22-95  
Date

*Paul M. Sprucki*  
Steward

11-28-95  
Date

SCHEDULE "A"

1996 DIETERS SYSTEM – PAY PLAN (Jan 1, 1996)

LEVEL	Start <sup>2</sup>	Step 1 <sup>3</sup>	Step 2 <sup>4</sup>	Step 3 <sup>5</sup>	Step 4 <sup>6</sup>
16	\$34,948	\$35,780	\$36,607	\$37,435	\$38,267
15	\$32,176	\$32,942	\$33,703	\$34,466	\$35,231
14	\$30,045	\$30,761	\$31,472	\$32,182	\$32,938
13	\$27,912	\$28,576	\$29,237	\$29,897	\$30,561
12	\$25,782	\$26,395	\$27,006	\$27,615	\$28,228
11	\$24,076	\$24,648	\$25,217	\$25,788	\$26,359
10	\$23,011	\$23,557	\$24,101	\$24,646	\$25,191
9	\$21,519	\$22,030	\$22,539	\$23,047	\$23,558
8	\$20,452	\$20,937	\$21,420	\$21,903	\$22,388
7	\$18,960	\$19,411	\$19,858	\$20,428	\$20,755
6	\$18,020	\$18,446	\$18,872	\$19,297	\$19,724
5	\$16,614	\$17,009	\$17,401	\$17,793	\$18,186

1996 DIETERS SYSTEM – PAY PLAN (Oct 1, 1996)

LEVEL	Start <sup>2</sup>	Step 1 <sup>3</sup>	Step 2 <sup>4</sup>	Step 3 <sup>5</sup>	Step 4 <sup>6</sup>
16	\$35,364	\$36,196	\$37,023	\$37,851	\$38,683
15	\$32,592	\$33,358	\$34,119	\$34,882	\$35,647
14	\$30,461	\$31,177	\$31,888	\$32,598	\$33,354
13	\$28,328	\$28,992	\$29,653	\$30,313	\$30,977
12	\$26,198	\$26,811	\$27,422	\$28,031	\$28,644
11	\$24,492	\$25,064	\$25,633	\$26,204	\$26,775
10	\$23,427	\$23,973	\$24,517	\$25,062	\$25,607
9	\$21,935	\$22,446	\$22,955	\$23,463	\$23,974
8	\$20,868	\$21,353	\$21,836	\$22,319	\$22,804
7	\$19,376	\$19,827	\$20,274	\$20,844	\$21,171
6	\$18,436	\$18,862	\$19,288	\$19,713	\$20,140
5	\$17,030	\$17,425	\$17,817	\$18,209	\$18,602

*\$ 416  
added in*

220  
27

1996 County Study Wage Schedule (January 1, 1996)

POINTS	POSITION WORTH	2	3	4	5	6
		START 89.83%	STEP 1 92.37%	STEP 2 94.91%	STEP 3 97.45%	STEP 4 100.00%
170	\$10,873	\$9,767	\$10,043	\$10,320	\$10,596	\$10,873
171	\$10,936	\$9,824	\$10,102	\$10,380	\$10,657	\$10,936
172	\$11,000	\$9,881	\$10,160	\$10,440	\$10,719	\$11,000
173	\$11,063	\$9,938	\$10,219	\$10,500	\$10,781	\$11,063
174	\$11,126	\$9,994	\$10,277	\$10,560	\$10,842	\$11,126
175	\$11,189	\$10,051	\$10,335	\$10,620	\$10,904	\$11,189
176	\$11,252	\$10,108	\$10,394	\$10,680	\$10,966	\$11,252
177	\$11,316	\$10,165	\$10,452	\$10,740	\$11,027	\$11,316
178	\$11,379	\$10,222	\$10,511	\$10,800	\$11,089	\$11,379
179	\$11,442	\$10,278	\$10,569	\$10,860	\$11,150	\$11,442
180	\$11,505	\$10,335	\$10,628	\$10,920	\$11,212	\$11,505
181	\$11,569	\$10,392	\$10,686	\$10,980	\$11,274	\$11,569
182	\$11,632	\$10,449	\$10,744	\$11,040	\$11,335	\$11,632
183	\$11,695	\$10,506	\$10,803	\$11,100	\$11,397	\$11,695
184	\$11,758	\$10,562	\$10,861	\$11,160	\$11,458	\$11,758
185	\$11,822	\$10,619	\$10,920	\$11,220	\$11,520	\$11,822
186	\$11,885	\$10,676	\$10,978	\$11,280	\$11,582	\$11,885
187	\$11,948	\$10,733	\$11,036	\$11,340	\$11,643	\$11,948
188	\$12,011	\$10,790	\$11,095	\$11,400	\$11,705	\$12,011
189	\$12,074	\$10,846	\$11,153	\$11,460	\$11,767	\$12,074
190	\$12,138	\$10,903	\$11,212	\$11,520	\$11,828	\$12,138
191	\$12,201	\$10,960	\$11,270	\$11,580	\$11,890	\$12,201
192	\$12,264	\$11,017	\$11,328	\$11,640	\$11,951	\$12,264
193	\$12,327	\$11,074	\$11,387	\$11,700	\$12,013	\$12,327
194	\$12,391	\$11,130	\$11,445	\$11,760	\$12,075	\$12,391
195	\$12,454	\$11,187	\$11,504	\$11,820	\$12,136	\$12,454
196	\$12,517	\$11,244	\$11,562	\$11,880	\$12,198	\$12,517
197	\$12,580	\$11,301	\$11,620	\$11,940	\$12,260	\$12,580
198	\$12,644	\$11,358	\$11,679	\$12,000	\$12,321	\$12,644
199	\$12,707	\$11,414	\$11,737	\$12,060	\$12,383	\$12,707
200	\$12,770	\$11,471	\$11,796	\$12,120	\$12,444	\$12,770
201	\$12,833	\$11,528	\$11,854	\$12,180	\$12,506	\$12,833
202	\$12,896	\$11,585	\$11,912	\$12,240	\$12,568	\$12,896
203	\$12,960	\$11,642	\$11,971	\$12,300	\$12,629	\$12,960
204	\$13,023	\$11,698	\$12,029	\$12,360	\$12,691	\$13,023
205	\$13,086	\$11,755	\$12,088	\$12,420	\$12,752	\$13,086
206	\$13,149	\$11,812	\$12,146	\$12,480	\$12,814	\$13,149
207	\$13,213	\$11,869	\$12,205	\$12,540	\$12,876	\$13,213
208	\$13,276	\$11,926	\$12,263	\$12,600	\$12,937	\$13,276
209	\$13,339	\$11,983	\$12,321	\$12,660	\$12,999	\$13,339
210	\$13,402	\$12,039	\$12,380	\$12,720	\$13,061	\$13,402
211	\$13,466	\$12,096	\$12,438	\$12,780	\$13,122	\$13,466
212	\$13,529	\$12,153	\$12,497	\$12,840	\$13,184	\$13,529
213	\$13,592	\$12,210	\$12,555	\$12,900	\$13,245	\$13,592
214	\$13,655	\$12,267	\$12,613	\$12,960	\$13,307	\$13,655
215	\$13,718	\$12,323	\$12,672	\$13,020	\$13,369	\$13,718
216	\$13,782	\$12,380	\$12,730	\$13,080	\$13,430	\$13,782
217	\$13,845	\$12,437	\$12,789	\$13,140	\$13,492	\$13,845
218	\$13,908	\$12,494	\$12,847	\$13,200	\$13,554	\$13,908
219	\$13,971	\$12,551	\$12,905	\$13,260	\$13,615	\$13,971

Gold  
\$416.

		Start	1	2	3	4
220	\$14,035	\$12,607	\$12,964	\$13,320	\$13,677	\$14,035
221	\$14,098	\$12,664	\$13,022	\$13,380	\$13,738	\$14,098
222	\$14,161	\$12,721	\$13,081	\$13,440	\$13,800	\$14,161
223	\$14,224	\$12,778	\$13,139	\$13,500	\$13,862	\$14,224
224	\$14,288	\$12,835	\$13,197	\$13,560	\$13,923	\$14,288
225	\$14,351	\$12,891	\$13,256	\$13,620	\$13,985	\$14,351
226	\$14,414	\$12,948	\$13,314	\$13,680	\$14,046	\$14,414
227	\$14,477	\$13,005	\$13,373	\$13,740	\$14,108	\$14,477
228	\$14,540	\$13,062	\$13,431	\$13,800	\$14,170	\$14,540
229	\$14,604	\$13,119	\$13,489	\$13,860	\$14,231	\$14,604
230	\$14,667	\$13,175	\$13,548	\$13,920	\$14,293	\$14,667
231	\$14,730	\$13,232	\$13,606	\$13,980	\$14,355	\$14,730
232	\$14,793	\$13,289	\$13,665	\$14,040	\$14,416	\$14,793
233	\$14,857	\$13,346	\$13,723	\$14,100	\$14,478	\$14,857
234	\$14,920	\$13,403	\$13,781	\$14,160	\$14,539	\$14,920
235	\$14,983	\$13,459	\$13,840	\$14,220	\$14,601	\$14,983
236	\$15,046	\$13,516	\$13,898	\$14,280	\$14,663	\$15,046
237	\$15,110	\$13,573	\$13,957	\$14,340	\$14,724	\$15,110
238	\$15,173	\$13,630	\$14,015	\$14,401	\$14,786	\$15,173
239	\$15,236	\$13,687	\$14,074	\$14,461	\$14,848	\$15,236
240	\$15,299	\$13,743	\$14,132	\$14,521	\$14,909	\$15,299
241	\$15,362	\$13,800	\$14,190	\$14,581	\$14,971	\$15,362
242	\$15,426	\$13,857	\$14,249	\$14,641	\$15,032	\$15,426
243	\$15,489	\$13,914	\$14,307	\$14,701	\$15,094	\$15,489
244	\$15,552	\$13,971	\$14,366	\$14,761	\$15,156	\$15,552
245	\$15,615	\$14,027	\$14,424	\$14,821	\$15,217	\$15,615
246	\$15,679	\$14,084	\$14,482	\$14,881	\$15,279	\$15,679
247	\$15,742	\$14,141	\$14,541	\$14,941	\$15,340	\$15,742
248	\$15,805	\$14,198	\$14,599	\$15,001	\$15,402	\$15,805
249	\$15,868	\$14,255	\$14,658	\$15,061	\$15,464	\$15,868
250	\$15,932	\$14,311	\$14,716	\$15,121	\$15,525	\$15,932
251	\$15,995	\$14,368	\$14,774	\$15,181	\$15,587	\$15,995
252	\$16,058	\$14,425	\$14,833	\$15,241	\$15,649	\$16,058
253	\$16,121	\$14,482	\$14,891	\$15,301	\$15,710	\$16,121
254	\$16,185	\$14,539	\$14,950	\$15,361	\$15,772	\$16,185
255	\$16,248	\$14,595	\$15,008	\$15,421	\$15,833	\$16,248
256	\$16,311	\$14,652	\$15,066	\$15,481	\$15,895	\$16,311
257	\$16,374	\$14,709	\$15,125	\$15,541	\$15,957	\$16,374
258	\$16,437	\$14,766	\$15,183	\$15,601	\$16,018	\$16,437
259	\$16,501	\$14,823	\$15,242	\$15,661	\$16,080	\$16,501
260	\$16,564	\$14,879	\$15,300	\$15,721	\$16,142	\$16,564
261	\$16,627	\$14,936	\$15,358	\$15,781	\$16,203	\$16,627
262	\$16,690	\$14,993	\$15,417	\$15,841	\$16,265	\$16,690
263	\$16,754	\$15,050	\$15,475	\$15,901	\$16,326	\$16,754
264	\$16,817	\$15,107	\$15,534	\$15,961	\$16,388	\$16,817
265	\$16,880	\$15,163	\$15,592	\$16,021	\$16,450	\$16,880
266	\$16,943	\$15,220	\$15,651	\$16,081	\$16,511	\$16,943
267	\$17,007	\$15,277	\$15,709	\$16,141	\$16,573	\$17,007
268	\$17,070	\$15,334	\$15,767	\$16,201	\$16,634	\$17,070
269	\$17,133	\$15,391	\$15,826	\$16,261	\$16,696	\$17,133
270	\$17,196	\$15,447	\$15,884	\$16,321	\$16,758	\$17,196
271	\$17,259	\$15,504	\$15,943	\$16,381	\$16,819	\$17,259
272	\$17,323	\$15,561	\$16,001	\$16,441	\$16,881	\$17,323
273	\$17,386	\$15,618	\$16,059	\$16,501	\$16,943	\$17,386
274	\$17,449	\$15,675	\$16,118	\$16,561	\$17,004	\$17,449
275	\$17,512	\$15,731	\$16,176	\$16,621	\$17,066	\$17,512

Add \$416

		5	1	2	3	4
276	\$17,576	\$15,788	\$16,235	\$16,681	\$17,127	\$17,576
277	\$17,639	\$15,845	\$16,293	\$16,741	\$17,189	\$17,639
278	\$17,702	\$15,902	\$16,351	\$16,801	\$17,251	\$17,702
279	\$17,765	\$15,959	\$16,410	\$16,861	\$17,312	\$17,765
280	\$17,829	\$16,015	\$16,468	\$16,921	\$17,374	\$17,829
281	\$17,892	\$16,072	\$16,527	\$16,981	\$17,436	\$17,892
282	\$17,955	\$16,129	\$16,585	\$17,041	\$17,497	\$17,955
283	\$18,018	\$16,186	\$16,643	\$17,101	\$17,559	\$18,018
284	\$18,081	\$16,243	\$16,702	\$17,161	\$17,620	\$18,081
285	\$18,145	\$16,299	\$16,760	\$17,221	\$17,682	\$18,145
286	\$18,208	\$16,356	\$16,819	\$17,281	\$17,744	\$18,208
287	\$18,271	\$16,413	\$16,877	\$17,341	\$17,805	\$18,271
288	\$18,334	\$16,470	\$16,935	\$17,401	\$17,867	\$18,334
289	\$18,398	\$16,527	\$16,994	\$17,461	\$17,928	\$18,398
290	\$18,461	\$16,583	\$17,052	\$17,521	\$17,990	\$18,461
291	\$18,524	\$16,640	\$17,111	\$17,581	\$18,052	\$18,524
292	\$18,587	\$16,697	\$17,169	\$17,641	\$18,113	\$18,587
293	\$18,651	\$16,754	\$17,227	\$17,701	\$18,175	\$18,651
294	\$18,714	\$16,811	\$17,286	\$17,761	\$18,237	\$18,714
295	\$18,777	\$16,867	\$17,344	\$17,821	\$18,298	\$18,777
296	\$18,840	\$16,924	\$17,403	\$17,881	\$18,360	\$18,840
297	\$18,903	\$16,981	\$17,461	\$17,941	\$18,421	\$18,903
298	\$18,967	\$17,038	\$17,520	\$18,001	\$18,483	\$18,967
299	\$19,030	\$17,095	\$17,578	\$18,061	\$18,545	\$19,030
300	\$19,093	\$17,151	\$17,636	\$18,121	\$18,606	\$19,093
301	\$19,156	\$17,208	\$17,695	\$18,181	\$18,668	\$19,156
302	\$19,220	\$17,265	\$17,753	\$18,241	\$18,730	\$19,220
303	\$19,283	\$17,322	\$17,812	\$18,301	\$18,791	\$19,283
304	\$19,346	\$17,379	\$17,870	\$18,361	\$18,853	\$19,346
305	\$19,409	\$17,435	\$17,928	\$18,421	\$18,914	\$19,409
306	\$19,473	\$17,492	\$17,987	\$18,481	\$18,976	\$19,473
307	\$19,536	\$17,549	\$18,045	\$18,541	\$19,038	\$19,536
308	\$19,599	\$17,606	\$18,104	\$18,601	\$19,099	\$19,599
309	\$19,662	\$17,663	\$18,162	\$18,661	\$19,161	\$19,662
310	\$19,725	\$17,719	\$18,220	\$18,721	\$19,222	\$19,725
311	\$19,789	\$17,776	\$18,279	\$18,781	\$19,284	\$19,789
312	\$19,852	\$17,833	\$18,337	\$18,841	\$19,346	\$19,852
313	\$19,915	\$17,890	\$18,396	\$18,901	\$19,407	\$19,915
314	\$19,978	\$17,947	\$18,454	\$18,961	\$19,469	\$19,978
315	\$20,042	\$18,003	\$18,512	\$19,021	\$19,531	\$20,042
316	\$20,105	\$18,060	\$18,571	\$19,082	\$19,592	\$20,105
317	\$20,168	\$18,117	\$18,629	\$19,142	\$19,654	\$20,168
318	\$20,231	\$18,174	\$18,688	\$19,202	\$19,715	\$20,231
319	\$20,295	\$18,231	\$18,746	\$19,262	\$19,777	\$20,295
320	\$20,358	\$18,287	\$18,804	\$19,322	\$19,839	\$20,358
321	\$20,421	\$18,344	\$18,863	\$19,382	\$19,900	\$20,421
322	\$20,484	\$18,401	\$18,921	\$19,442	\$19,962	\$20,484
323	\$20,547	\$18,458	\$18,980	\$19,502	\$20,024	\$20,547
324	\$20,611	\$18,515	\$19,038	\$19,562	\$20,085	\$20,611
325	\$20,674	\$18,571	\$19,097	\$19,622	\$20,147	\$20,674
326	\$20,737	\$18,628	\$19,155	\$19,682	\$20,208	\$20,737
327	\$20,800	\$18,685	\$19,213	\$19,742	\$20,270	\$20,800
328	\$20,864	\$18,742	\$19,272	\$19,802	\$20,332	\$20,864
329	\$20,927	\$18,799	\$19,330	\$19,862	\$20,393	\$20,927
330	\$20,990	\$18,855	\$19,389	\$19,922	\$20,455	\$20,990
331	\$21,053	\$18,912	\$19,447	\$19,982	\$20,516	\$21,053



col'd  
\$416

		S	1	2	3	4
332	\$21,117	\$18,969	\$19,505	\$20,042	\$20,578	\$21,117
333	\$21,180	\$19,026	\$19,564	\$20,102	\$20,640	\$21,180
334	\$21,243	\$19,083	\$19,622	\$20,162	\$20,701	\$21,243
335	\$21,306	\$19,139	\$19,681	\$20,222	\$20,763	\$21,306
336	\$21,369	\$19,196	\$19,739	\$20,282	\$20,825	\$21,369
337	\$21,433	\$19,253	\$19,797	\$20,342	\$20,886	\$21,433
338	\$21,496	\$19,310	\$19,856	\$20,402	\$20,948	\$21,496
339	\$21,559	\$19,367	\$19,914	\$20,462	\$21,009	\$21,559
340	\$21,622	\$19,423	\$19,973	\$20,522	\$21,071	\$21,622
341	\$21,686	\$19,480	\$20,031	\$20,582	\$21,133	\$21,686
342	\$21,749	\$19,537	\$20,089	\$20,642	\$21,194	\$21,749
343	\$21,812	\$19,594	\$20,148	\$20,702	\$21,256	\$21,812
344	\$21,875	\$19,651	\$20,206	\$20,762	\$21,318	\$21,875
345	\$21,939	\$19,707	\$20,265	\$20,822	\$21,379	\$21,939
346	\$22,002	\$19,764	\$20,323	\$20,882	\$21,441	\$22,002
347	\$22,065	\$19,821	\$20,381	\$20,942	\$21,502	\$22,065
348	\$22,128	\$19,878	\$20,440	\$21,002	\$21,564	\$22,128
349	\$22,191	\$19,935	\$20,498	\$21,062	\$21,626	\$22,191
350	\$22,255	\$19,991	\$20,557	\$21,122	\$21,687	\$22,255
351	\$22,318	\$20,048	\$20,615	\$21,182	\$21,749	\$22,318
352	\$22,381	\$20,105	\$20,673	\$21,242	\$21,810	\$22,381
353	\$22,444	\$20,162	\$20,732	\$21,302	\$21,872	\$22,444
354	\$22,508	\$20,219	\$20,790	\$21,362	\$21,934	\$22,508
355	\$22,571	\$20,275	\$20,849	\$21,422	\$21,995	\$22,571
356	\$22,634	\$20,332	\$20,907	\$21,482	\$22,057	\$22,634
357	\$22,697	\$20,389	\$20,966	\$21,542	\$22,119	\$22,697
358	\$22,761	\$20,446	\$21,024	\$21,602	\$22,180	\$22,761
359	\$22,824	\$20,503	\$21,082	\$21,662	\$22,242	\$22,824
360	\$22,887	\$20,559	\$21,141	\$21,722	\$22,303	\$22,887
361	\$22,950	\$20,616	\$21,199	\$21,782	\$22,365	\$22,950
362	\$23,013	\$20,673	\$21,258	\$21,842	\$22,427	\$23,013
363	\$23,077	\$20,730	\$21,316	\$21,902	\$22,488	\$23,077
364	\$23,140	\$20,787	\$21,374	\$21,962	\$22,550	\$23,140
365	\$23,203	\$20,843	\$21,433	\$22,022	\$22,612	\$23,203
366	\$23,266	\$20,900	\$21,491	\$22,082	\$22,673	\$23,266
367	\$23,330	\$20,957	\$21,550	\$22,142	\$22,735	\$23,330
368	\$23,393	\$21,014	\$21,608	\$22,202	\$22,796	\$23,393
369	\$23,456	\$21,071	\$21,666	\$22,262	\$22,858	\$23,456
370	\$23,519	\$21,127	\$21,725	\$22,322	\$22,920	\$23,519
371	\$23,583	\$21,184	\$21,783	\$22,382	\$22,981	\$23,583
372	\$23,646	\$21,241	\$21,842	\$22,442	\$23,043	\$23,646
373	\$23,709	\$21,298	\$21,900	\$22,502	\$23,104	\$23,709
374	\$23,772	\$21,355	\$21,958	\$22,562	\$23,166	\$23,772
375	\$23,836	\$21,411	\$22,017	\$22,622	\$23,228	\$23,836
376	\$23,899	\$21,468	\$22,075	\$22,682	\$23,289	\$23,899
377	\$23,962	\$21,525	\$22,134	\$22,742	\$23,351	\$23,962
378	\$24,025	\$21,582	\$22,192	\$22,802	\$23,413	\$24,025
379	\$24,088	\$21,639	\$22,250	\$22,862	\$23,474	\$24,088
380	\$24,152	\$21,695	\$22,309	\$22,922	\$23,536	\$24,152
381	\$24,215	\$21,752	\$22,367	\$22,982	\$23,597	\$24,215
382	\$24,278	\$21,809	\$22,426	\$23,042	\$23,659	\$24,278
383	\$24,341	\$21,866	\$22,484	\$23,102	\$23,721	\$24,341
384	\$24,405	\$21,923	\$22,543	\$23,162	\$23,782	\$24,405
385	\$24,468	\$21,979	\$22,601	\$23,222	\$23,844	\$24,468
386	\$24,531	\$22,036	\$22,659	\$23,282	\$23,906	\$24,531
387	\$24,594	\$22,093	\$22,718	\$23,342	\$23,967	\$24,594

add  
#416

		S	l	2	3	4
388	\$24,658	\$22,150	\$22,776	\$23,402	\$24,029	\$24,658
389	\$24,721	\$22,207	\$22,835	\$23,462	\$24,090	\$24,721
390	\$24,784	\$22,263	\$22,893	\$23,522	\$24,152	\$24,784
391	\$24,847	\$22,320	\$22,951	\$23,582	\$24,214	\$24,847
392	\$24,910	\$22,377	\$23,010	\$23,642	\$24,275	\$24,910
393	\$24,974	\$22,434	\$23,068	\$23,703	\$24,337	\$24,974
394	\$25,037	\$22,491	\$23,127	\$23,763	\$24,398	\$25,037
395	\$25,100	\$22,547	\$23,185	\$23,823	\$24,460	\$25,100
396	\$25,163	\$22,604	\$23,243	\$23,883	\$24,522	\$25,163
397	\$25,227	\$22,661	\$23,302	\$23,943	\$24,583	\$25,227
398	\$25,290	\$22,718	\$23,360	\$24,003	\$24,645	\$25,290
399	\$25,353	\$22,775	\$23,419	\$24,063	\$24,707	\$25,353
400	\$25,416	\$22,831	\$23,477	\$24,123	\$24,768	\$25,416
401	\$25,480	\$22,888	\$23,535	\$24,183	\$24,830	\$25,480
402	\$25,543	\$22,945	\$23,594	\$24,243	\$24,891	\$25,543
403	\$25,606	\$23,002	\$23,652	\$24,303	\$24,953	\$25,606
404	\$25,669	\$23,059	\$23,711	\$24,363	\$25,015	\$25,669
405	\$25,732	\$23,115	\$23,769	\$24,423	\$25,076	\$25,732
406	\$25,796	\$23,172	\$23,827	\$24,483	\$25,138	\$25,796
407	\$25,859	\$23,229	\$23,886	\$24,543	\$25,200	\$25,859
408	\$25,922	\$23,286	\$23,944	\$24,603	\$25,261	\$25,922
409	\$25,985	\$23,343	\$24,003	\$24,663	\$25,323	\$25,985
410	\$26,049	\$23,399	\$24,061	\$24,723	\$25,384	\$26,049
411	\$26,112	\$23,456	\$24,119	\$24,783	\$25,446	\$26,112
412	\$26,175	\$23,513	\$24,178	\$24,843	\$25,508	\$26,175
413	\$26,238	\$23,570	\$24,236	\$24,903	\$25,569	\$26,238
414	\$26,302	\$23,627	\$24,295	\$24,963	\$25,631	\$26,302
415	\$26,365	\$23,683	\$24,353	\$25,023	\$25,692	\$26,365
416	\$26,428	\$23,740	\$24,412	\$25,083	\$25,754	\$26,428
417	\$26,491	\$23,797	\$24,470	\$25,143	\$25,816	\$26,491
418	\$26,554	\$23,854	\$24,528	\$25,203	\$25,877	\$26,554
419	\$26,618	\$23,911	\$24,587	\$25,263	\$25,939	\$26,618
420	\$26,681	\$23,967	\$24,645	\$25,323	\$26,001	\$26,681
421	\$26,744	\$24,024	\$24,704	\$25,383	\$26,062	\$26,744
422	\$26,807	\$24,081	\$24,762	\$25,443	\$26,124	\$26,807
423	\$26,871	\$24,138	\$24,820	\$25,503	\$26,185	\$26,871
424	\$26,934	\$24,195	\$24,879	\$25,563	\$26,247	\$26,934
425	\$26,997	\$24,251	\$24,937	\$25,623	\$26,309	\$26,997
426	\$27,060	\$24,308	\$24,996	\$25,683	\$26,370	\$27,060
427	\$27,124	\$24,365	\$25,054	\$25,743	\$26,432	\$27,124
428	\$27,187	\$24,422	\$25,112	\$25,803	\$26,494	\$27,187
429	\$27,250	\$24,479	\$25,171	\$25,863	\$26,555	\$27,250
430	\$27,313	\$24,535	\$25,229	\$25,923	\$26,617	\$27,313
431	\$27,376	\$24,592	\$25,288	\$25,983	\$26,678	\$27,376
432	\$27,440	\$24,649	\$25,346	\$26,043	\$26,740	\$27,440
433	\$27,503	\$24,706	\$25,404	\$26,103	\$26,802	\$27,503
434	\$27,566	\$24,763	\$25,463	\$26,163	\$26,863	\$27,566
435	\$27,629	\$24,819	\$25,521	\$26,223	\$26,925	\$27,629
436	\$27,693	\$24,876	\$25,580	\$26,283	\$26,986	\$27,693
437	\$27,756	\$24,933	\$25,638	\$26,343	\$27,048	\$27,756
438	\$27,819	\$24,990	\$25,696	\$26,403	\$27,110	\$27,819
439	\$27,882	\$25,047	\$25,755	\$26,463	\$27,171	\$27,882
440	\$27,946	\$25,103	\$25,813	\$26,523	\$27,233	\$27,946
441	\$28,009	\$25,160	\$25,872	\$26,583	\$27,295	\$28,009
442	\$28,072	\$25,217	\$25,930	\$26,643	\$27,356	\$28,072
443	\$28,135	\$25,274	\$25,989	\$26,703	\$27,418	\$28,135

add  
\$416

		S	1	2	3	4
444	\$28,198	\$25,331	\$26,047	\$26,763	\$27,479	\$28,198
445	\$28,262	\$25,387	\$26,105	\$26,823	\$27,541	\$28,262
446	\$28,325	\$25,444	\$26,164	\$26,883	\$27,603	\$28,325
447	\$28,388	\$25,501	\$26,222	\$26,943	\$27,664	\$28,388
448	\$28,451	\$25,558	\$26,281	\$27,003	\$27,726	\$28,451
449	\$28,515	\$25,615	\$26,339	\$27,063	\$27,788	\$28,515
450	\$28,578	\$25,671	\$26,397	\$27,123	\$27,849	\$28,578
451	\$28,641	\$25,728	\$26,456	\$27,183	\$27,911	\$28,641
452	\$28,704	\$25,785	\$26,514	\$27,243	\$27,972	\$28,704
453	\$28,768	\$25,842	\$26,573	\$27,303	\$28,034	\$28,768
454	\$28,831	\$25,899	\$26,631	\$27,363	\$28,096	\$28,831
455	\$28,894	\$25,955	\$26,689	\$27,423	\$28,157	\$28,894
456	\$28,957	\$26,012	\$26,748	\$27,483	\$28,219	\$28,957
457	\$29,020	\$26,069	\$26,806	\$27,543	\$28,280	\$29,020
458	\$29,084	\$26,126	\$26,865	\$27,603	\$28,342	\$29,084
459	\$29,147	\$26,183	\$26,923	\$27,663	\$28,404	\$29,147
460	\$29,210	\$26,239	\$26,981	\$27,723	\$28,465	\$29,210
461	\$29,273	\$26,296	\$27,040	\$27,783	\$28,527	\$29,273
462	\$29,337	\$26,353	\$27,098	\$27,843	\$28,589	\$29,337
463	\$29,400	\$26,410	\$27,157	\$27,903	\$28,650	\$29,400
464	\$29,463	\$26,467	\$27,215	\$27,963	\$28,712	\$29,463
465	\$29,526	\$26,523	\$27,273	\$28,023	\$28,773	\$29,526
466	\$29,590	\$26,580	\$27,332	\$28,083	\$28,835	\$29,590
467	\$29,653	\$26,637	\$27,390	\$28,143	\$28,897	\$29,653
468	\$29,716	\$26,694	\$27,449	\$28,203	\$28,958	\$29,716
469	\$29,779	\$26,751	\$27,507	\$28,263	\$29,020	\$29,779
470	\$29,842	\$26,808	\$27,566	\$28,324	\$29,082	\$29,842
471	\$29,906	\$26,864	\$27,624	\$28,384	\$29,143	\$29,906
472	\$29,969	\$26,921	\$27,682	\$28,444	\$29,205	\$29,969
473	\$30,032	\$26,978	\$27,741	\$28,504	\$29,266	\$30,032
474	\$30,095	\$27,035	\$27,799	\$28,564	\$29,328	\$30,095
475	\$30,159	\$27,092	\$27,858	\$28,624	\$29,390	\$30,159
476	\$30,222	\$27,148	\$27,916	\$28,684	\$29,451	\$30,222
477	\$30,285	\$27,205	\$27,974	\$28,744	\$29,513	\$30,285
478	\$30,348	\$27,262	\$28,033	\$28,804	\$29,574	\$30,348
479	\$30,412	\$27,319	\$28,091	\$28,864	\$29,636	\$30,412
480	\$30,475	\$27,376	\$28,150	\$28,924	\$29,698	\$30,475
481	\$30,538	\$27,432	\$28,208	\$28,984	\$29,759	\$30,538
482	\$30,601	\$27,489	\$28,266	\$29,044	\$29,821	\$30,601
483	\$30,664	\$27,546	\$28,325	\$29,104	\$29,883	\$30,664
484	\$30,728	\$27,603	\$28,383	\$29,164	\$29,944	\$30,728
485	\$30,791	\$27,660	\$28,442	\$29,224	\$30,006	\$30,791
486	\$30,854	\$27,716	\$28,500	\$29,284	\$30,067	\$30,854
487	\$30,917	\$27,773	\$28,558	\$29,344	\$30,129	\$30,917
488	\$30,981	\$27,830	\$28,617	\$29,404	\$30,191	\$30,981
489	\$31,044	\$27,887	\$28,675	\$29,464	\$30,252	\$31,044
490	\$31,107	\$27,944	\$28,734	\$29,524	\$30,314	\$31,107
491	\$31,170	\$28,000	\$28,792	\$29,584	\$30,376	\$31,170
492	\$31,234	\$28,057	\$28,850	\$29,644	\$30,437	\$31,234
493	\$31,297	\$28,114	\$28,909	\$29,704	\$30,499	\$31,297
494	\$31,360	\$28,171	\$28,967	\$29,764	\$30,560	\$31,360
495	\$31,423	\$28,228	\$29,026	\$29,824	\$30,622	\$31,423
496	\$31,487	\$28,284	\$29,084	\$29,884	\$30,684	\$31,487
497	\$31,550	\$28,341	\$29,142	\$29,944	\$30,745	\$31,550
498	\$31,613	\$28,398	\$29,201	\$30,004	\$30,807	\$31,613
499	\$31,676	\$28,455	\$29,259	\$30,064	\$30,868	\$31,676

add \$416

		S	1	2	3	4
500	\$31,739	\$28,512	\$29,318	\$30,124	\$30,930	\$31,739
501	\$31,803	\$28,568	\$29,376	\$30,184	\$30,992	\$31,803
502	\$31,866	\$28,625	\$29,435	\$30,244	\$31,053	\$31,866
503	\$31,929	\$28,682	\$29,493	\$30,304	\$31,115	\$31,929
504	\$31,992	\$28,739	\$29,551	\$30,364	\$31,177	\$31,992
505	\$32,056	\$28,796	\$29,610	\$30,424	\$31,238	\$32,056
506	\$32,119	\$28,852	\$29,668	\$30,484	\$31,300	\$32,119
507	\$32,182	\$28,909	\$29,727	\$30,544	\$31,361	\$32,182
508	\$32,245	\$28,966	\$29,785	\$30,604	\$31,423	\$32,245
509	\$32,309	\$29,023	\$29,843	\$30,664	\$31,485	\$32,309
510	\$32,372	\$29,080	\$29,902	\$30,724	\$31,546	\$32,372
511	\$32,435	\$29,136	\$29,960	\$30,784	\$31,608	\$32,435
512	\$32,498	\$29,193	\$30,019	\$30,844	\$31,669	\$32,498
513	\$32,561	\$29,250	\$30,077	\$30,904	\$31,731	\$32,561
514	\$32,625	\$29,307	\$30,135	\$30,964	\$31,793	\$32,625
515	\$32,688	\$29,364	\$30,194	\$31,024	\$31,854	\$32,688
516	\$32,751	\$29,420	\$30,252	\$31,084	\$31,916	\$32,751
517	\$32,814	\$29,477	\$30,311	\$31,144	\$31,978	\$32,814
518	\$32,878	\$29,534	\$30,369	\$31,204	\$32,039	\$32,878
519	\$32,941	\$29,591	\$30,427	\$31,264	\$32,101	\$32,941
520	\$33,004	\$29,648	\$30,486	\$31,324	\$32,162	\$33,004
521	\$33,067	\$29,704	\$30,544	\$31,384	\$32,224	\$33,067
522	\$33,131	\$29,761	\$30,603	\$31,444	\$32,286	\$33,131
523	\$33,194	\$29,818	\$30,661	\$31,504	\$32,347	\$33,194
524	\$33,257	\$29,875	\$30,719	\$31,564	\$32,409	\$33,257
525	\$33,320	\$29,932	\$30,778	\$31,624	\$32,471	\$33,320
526	\$33,383	\$29,988	\$30,836	\$31,684	\$32,532	\$33,383
527	\$33,447	\$30,045	\$30,895	\$31,744	\$32,594	\$33,447
528	\$33,510	\$30,102	\$30,953	\$31,804	\$32,655	\$33,510
529	\$33,573	\$30,159	\$31,012	\$31,864	\$32,717	\$33,573
530	\$33,636	\$30,216	\$31,070	\$31,924	\$32,779	\$33,636
531	\$33,700	\$30,272	\$31,128	\$31,984	\$32,840	\$33,700
532	\$33,763	\$30,329	\$31,187	\$32,044	\$32,902	\$33,763
533	\$33,826	\$30,386	\$31,245	\$32,104	\$32,963	\$33,826
534	\$33,889	\$30,443	\$31,304	\$32,164	\$33,025	\$33,889
535	\$33,953	\$30,500	\$31,362	\$32,224	\$33,087	\$33,953
536	\$34,016	\$30,556	\$31,420	\$32,284	\$33,148	\$34,016
537	\$34,079	\$30,613	\$31,479	\$32,344	\$33,210	\$34,079
538	\$34,142	\$30,670	\$31,537	\$32,404	\$33,272	\$34,142
539	\$34,205	\$30,727	\$31,596	\$32,464	\$33,333	\$34,205
540	\$34,269	\$30,784	\$31,654	\$32,524	\$33,395	\$34,269
541	\$34,332	\$30,840	\$31,712	\$32,584	\$33,456	\$34,332
542	\$34,395	\$30,897	\$31,771	\$32,644	\$33,518	\$34,395
543	\$34,458	\$30,954	\$31,829	\$32,704	\$33,580	\$34,458
544	\$34,522	\$31,011	\$31,888	\$32,764	\$33,641	\$34,522
545	\$34,585	\$31,068	\$31,946	\$32,824	\$33,703	\$34,585
546	\$34,648	\$31,124	\$32,004	\$32,884	\$33,765	\$34,648
547	\$34,711	\$31,181	\$32,063	\$32,944	\$33,826	\$34,711
548	\$34,775	\$31,238	\$32,121	\$33,005	\$33,888	\$34,775
549	\$34,838	\$31,295	\$32,180	\$33,065	\$33,949	\$34,838
550	\$34,901	\$31,352	\$32,238	\$33,125	\$34,011	\$34,901
551	\$34,964	\$31,408	\$32,296	\$33,185	\$34,073	\$34,964
552	\$35,027	\$31,465	\$32,355	\$33,245	\$34,134	\$35,027
553	\$35,091	\$31,522	\$32,413	\$33,305	\$34,196	\$35,091
554	\$35,154	\$31,579	\$32,472	\$33,365	\$34,257	\$35,154
555	\$35,217	\$31,636	\$32,530	\$33,425	\$34,319	\$35,217

add  
\$416

		S	1	2	3	4
556	\$35,280	\$31,692	\$32,588	\$33,485	\$34,381	\$35,280
557	\$35,344	\$31,749	\$32,647	\$33,545	\$34,442	\$35,344
558	\$35,407	\$31,806	\$32,705	\$33,605	\$34,504	\$35,407
559	\$35,470	\$31,863	\$32,764	\$33,665	\$34,566	\$35,470
560	\$35,533	\$31,920	\$32,822	\$33,725	\$34,627	\$35,533
561	\$35,597	\$31,976	\$32,881	\$33,785	\$34,689	\$35,597
562	\$35,660	\$32,033	\$32,939	\$33,845	\$34,750	\$35,660
563	\$35,723	\$32,090	\$32,997	\$33,905	\$34,812	\$35,723
564	\$35,786	\$32,147	\$33,056	\$33,965	\$34,874	\$35,786
565	\$35,849	\$32,204	\$33,114	\$34,025	\$34,935	\$35,849
566	\$35,913	\$32,260	\$33,173	\$34,085	\$34,997	\$35,913
567	\$35,976	\$32,317	\$33,231	\$34,145	\$35,059	\$35,976
568	\$36,039	\$32,374	\$33,289	\$34,205	\$35,120	\$36,039
569	\$36,102	\$32,431	\$33,348	\$34,265	\$35,182	\$36,102
570	\$36,166	\$32,488	\$33,406	\$34,325	\$35,243	\$36,166
571	\$36,229	\$32,544	\$33,465	\$34,385	\$35,305	\$36,229
572	\$36,292	\$32,601	\$33,523	\$34,445	\$35,367	\$36,292
573	\$36,355	\$32,658	\$33,581	\$34,505	\$35,428	\$36,355
574	\$36,419	\$32,715	\$33,640	\$34,565	\$35,490	\$36,419
575	\$36,482	\$32,772	\$33,698	\$34,625	\$35,551	\$36,482
576	\$36,545	\$32,828	\$33,757	\$34,685	\$35,613	\$36,545
577	\$36,608	\$32,885	\$33,815	\$34,745	\$35,675	\$36,608
578	\$36,671	\$32,942	\$33,873	\$34,805	\$35,736	\$36,671
579	\$36,735	\$32,999	\$33,932	\$34,865	\$35,798	\$36,735
580	\$36,798	\$33,056	\$33,990	\$34,925	\$35,860	\$36,798
581	\$36,861	\$33,112	\$34,049	\$34,985	\$35,921	\$36,861
582	\$36,924	\$33,169	\$34,107	\$35,045	\$35,983	\$36,924
583	\$36,988	\$33,226	\$34,165	\$35,105	\$36,044	\$36,988
584	\$37,051	\$33,283	\$34,224	\$35,165	\$36,106	\$37,051
585	\$37,114	\$33,340	\$34,282	\$35,225	\$36,168	\$37,114
586	\$37,177	\$33,396	\$34,341	\$35,285	\$36,229	\$37,177
587	\$37,241	\$33,453	\$34,399	\$35,345	\$36,291	\$37,241
588	\$37,304	\$33,510	\$34,458	\$35,405	\$36,353	\$37,304
589	\$37,367	\$33,567	\$34,516	\$35,465	\$36,414	\$37,367
590	\$37,430	\$33,624	\$34,574	\$35,525	\$36,476	\$37,430
591	\$37,493	\$33,680	\$34,633	\$35,585	\$36,537	\$37,493
592	\$37,557	\$33,737	\$34,691	\$35,645	\$36,599	\$37,557
593	\$37,620	\$33,794	\$34,750	\$35,705	\$36,661	\$37,620
594	\$37,683	\$33,851	\$34,808	\$35,765	\$36,722	\$37,683
595	\$37,746	\$33,908	\$34,866	\$35,825	\$36,784	\$37,746
596	\$37,810	\$33,964	\$34,925	\$35,885	\$36,845	\$37,810
597	\$37,873	\$34,021	\$34,983	\$35,945	\$36,907	\$37,873
598	\$37,936	\$34,078	\$35,042	\$36,005	\$36,969	\$37,936
599	\$37,999	\$34,135	\$35,100	\$36,065	\$37,030	\$37,999
600	\$38,063	\$34,192	\$35,158	\$36,125	\$37,092	\$38,063
601	\$38,126	\$34,248	\$35,217	\$36,185	\$37,154	\$38,126
602	\$38,189	\$34,305	\$35,275	\$36,245	\$37,215	\$38,189
603	\$38,252	\$34,362	\$35,334	\$36,305	\$37,277	\$38,252
604	\$38,315	\$34,419	\$35,392	\$36,365	\$37,338	\$38,315
605	\$38,379	\$34,476	\$35,450	\$36,425	\$37,400	\$38,379
606	\$38,442	\$34,532	\$35,509	\$36,485	\$37,462	\$38,442
607	\$38,505	\$34,589	\$35,567	\$36,545	\$37,523	\$38,505
608	\$38,568	\$34,646	\$35,626	\$36,605	\$37,585	\$38,568
609	\$38,632	\$34,703	\$35,684	\$36,665	\$37,647	\$38,632
610	\$38,695	\$34,760	\$35,742	\$36,725	\$37,708	\$38,695
611	\$38,758	\$34,816	\$35,801	\$36,785	\$37,770	\$38,758

Add  
\$416

		5	1	2	3	4
612	\$38,821	\$34,873	\$35,859	\$36,845	\$37,831	\$38,821
613	\$38,885	\$34,930	\$35,918	\$36,905	\$37,893	\$38,885
614	\$38,948	\$34,987	\$35,976	\$36,965	\$37,955	\$38,948
615	\$39,011	\$35,044	\$36,034	\$37,025	\$38,016	\$39,011
616	\$39,074	\$35,100	\$36,093	\$37,085	\$38,078	\$39,074
617	\$39,138	\$35,157	\$36,151	\$37,145	\$38,139	\$39,138
618	\$39,201	\$35,214	\$36,210	\$37,205	\$38,201	\$39,201
619	\$39,264	\$35,271	\$36,268	\$37,265	\$38,263	\$39,264
620	\$39,327	\$35,328	\$36,327	\$37,325	\$38,324	\$39,327
621	\$39,390	\$35,384	\$36,385	\$37,385	\$38,386	\$39,390
622	\$39,454	\$35,441	\$36,443	\$37,445	\$38,448	\$39,454
623	\$39,517	\$35,498	\$36,502	\$37,505	\$38,509	\$39,517
624	\$39,580	\$35,555	\$36,560	\$37,565	\$38,571	\$39,580
625	\$39,643	\$35,612	\$36,619	\$37,626	\$38,632	\$39,643
626	\$39,707	\$35,668	\$36,677	\$37,686	\$38,694	\$39,707
627	\$39,770	\$35,725	\$36,735	\$37,746	\$38,756	\$39,770
628	\$39,833	\$35,782	\$36,794	\$37,806	\$38,817	\$39,833
629	\$39,896	\$35,839	\$36,852	\$37,866	\$38,879	\$39,896
630	\$39,960	\$35,896	\$36,911	\$37,926	\$38,941	\$39,960
631	\$40,023	\$35,952	\$36,969	\$37,986	\$39,002	\$40,023
632	\$40,086	\$36,009	\$37,027	\$38,046	\$39,064	\$40,086
633	\$40,149	\$36,066	\$37,086	\$38,106	\$39,125	\$40,149
634	\$40,212	\$36,123	\$37,144	\$38,166	\$39,187	\$40,212
635	\$40,276	\$36,180	\$37,203	\$38,226	\$39,249	\$40,276
636	\$40,339	\$36,236	\$37,261	\$38,286	\$39,310	\$40,339
637	\$40,402	\$36,293	\$37,319	\$38,346	\$39,372	\$40,402
638	\$40,465	\$36,350	\$37,378	\$38,406	\$39,433	\$40,465
639	\$40,529	\$36,407	\$37,436	\$38,466	\$39,495	\$40,529
640	\$40,592	\$36,464	\$37,495	\$38,526	\$39,557	\$40,592
641	\$40,655	\$36,520	\$37,553	\$38,586	\$39,618	\$40,655
642	\$40,718	\$36,577	\$37,611	\$38,646	\$39,680	\$40,718
643	\$40,782	\$36,634	\$37,670	\$38,706	\$39,742	\$40,782
644	\$40,845	\$36,691	\$37,728	\$38,766	\$39,803	\$40,845
645	\$40,908	\$36,748	\$37,787	\$38,826	\$39,865	\$40,908
646	\$40,971	\$36,804	\$37,845	\$38,886	\$39,926	\$40,971
647	\$41,034	\$36,861	\$37,904	\$38,946	\$39,988	\$41,034
648	\$41,098	\$36,918	\$37,962	\$39,006	\$40,050	\$41,098
649	\$41,161	\$36,975	\$38,020	\$39,066	\$40,111	\$41,161
650	\$41,224	\$37,032	\$38,079	\$39,126	\$40,173	\$41,224
651	\$41,287	\$37,088	\$38,137	\$39,186	\$40,235	\$41,287
652	\$41,351	\$37,145	\$38,196	\$39,246	\$40,296	\$41,351
653	\$41,414	\$37,202	\$38,254	\$39,306	\$40,358	\$41,414
654	\$41,477	\$37,259	\$38,312	\$39,366	\$40,419	\$41,477
655	\$41,540	\$37,316	\$38,371	\$39,426	\$40,481	\$41,540
656	\$41,604	\$37,372	\$38,429	\$39,486	\$40,543	\$41,604
657	\$41,667	\$37,429	\$38,488	\$39,546	\$40,604	\$41,667
658	\$41,730	\$37,486	\$38,546	\$39,606	\$40,666	\$41,730
659	\$41,793	\$37,543	\$38,604	\$39,666	\$40,727	\$41,793
660	\$41,856	\$37,600	\$38,663	\$39,726	\$40,789	\$41,856
661	\$41,920	\$37,656	\$38,721	\$39,786	\$40,851	\$41,920
662	\$41,983	\$37,713	\$38,780	\$39,846	\$40,912	\$41,983
663	\$42,046	\$37,770	\$38,838	\$39,906	\$40,974	\$42,046
664	\$42,109	\$37,827	\$38,896	\$39,966	\$41,036	\$42,109
665	\$42,173	\$37,884	\$38,955	\$40,026	\$41,097	\$42,173
666	\$42,236	\$37,940	\$39,013	\$40,086	\$41,159	\$42,236
667	\$42,299	\$37,997	\$39,072	\$40,146	\$41,220	\$42,299

add  
\$416

		S	1	2	3	4
668	\$42,362	\$38,054	\$39,130	\$40,206	\$41,282	\$42,362
669	\$42,426	\$38,111	\$39,188	\$40,266	\$41,344	\$42,426
670	\$42,489	\$38,168	\$39,247	\$40,326	\$41,405	\$42,489
671	\$42,552	\$38,224	\$39,305	\$40,386	\$41,467	\$42,552
672	\$42,615	\$38,281	\$39,364	\$40,446	\$41,529	\$42,615
673	\$42,678	\$38,338	\$39,422	\$40,506	\$41,590	\$42,678
674	\$42,742	\$38,395	\$39,481	\$40,566	\$41,652	\$42,742
675	\$42,805	\$38,452	\$39,539	\$40,626	\$41,713	\$42,805
676	\$42,868	\$38,508	\$39,597	\$40,686	\$41,775	\$42,868
677	\$42,931	\$38,565	\$39,656	\$40,746	\$41,837	\$42,931
678	\$42,995	\$38,622	\$39,714	\$40,806	\$41,898	\$42,995
679	\$43,058	\$38,679	\$39,773	\$40,866	\$41,960	\$43,058
680	\$43,121	\$38,736	\$39,831	\$40,926	\$42,021	\$43,121