

MEMORANDUM OF AGREEMENT (MOA)
by and between
THE TOWN OF WOODBURY, NEW YORK (Employer or Town)
and
THE UNITED PUBLIC SERVICE EMPLOYEES UNION (UPSEU or Union)

WHEREAS, the term of the Collective Bargaining Agreement (CBA) between the Town of Woodbury (hereinafter referred to as the "Town" or the "Employer") and the United Public Service Employees Union (hereinafter referred to as the "Union" or "UPSEU") term is January 1, 2013 through December 31, 2018 (hereinafter referred to as the "current CBA") and the Town and the Union have been conducting negotiations for a successor agreement; and

WHEREAS, the Town and UPSEU have engaged in good faith negotiations in an effort to arrive at a successor CBA; and

WHEREAS, the parties have reached a tentative agreement after engaging in good faith negotiations and desire to implement their agreement for a successor CBA; and

WHEREAS, the parties agree that the current CBA referred to above and all terms and conditions of employment set forth therein, or which have been practiced and remain unmodified by this MOA shall remain in full force and effect; and

WHEREAS, this MOA has been approved by each respective negotiating committee; and

WHEREAS, the signatories below agree to recommend this Memorandum for ratification and that its provisions are subject to ratification by the respective parties to the CBA.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Town and UPSEU agree and stipulate as follows:

1. The recitation of the facts and circumstances set forth in all the preceding "WHEREAS" clauses are expressly incorporated herein and form a part of the terms of this Memorandum of Agreement.
2. The mutual covenants listed in this MOA shall be in effect immediately upon the signing and acceptance of this MOA by both the Town and UPSEU and the Town shall have authority to take such actions as are necessary to implement the provisions of this MOA immediately following the signing and acceptance of this MOA by both the Town and UPSEU.
3. ARTICLE 2 – BARGAINING UNIT, Section 1 shall be amended to include the titles of: Principal Library Clerk, Library Assistant (Spanish Speaking), Librarian I, Police Records Clerk, Assistant Assessor and Laborer. The title Clerk to the Highway Superintendent shall be eliminated.



4. ARTICLE 11 – COMPENSATION, Section 1 A. Salaries – shall be amended to remove the effective dates and percentages and replace them with the following:

Effective January 1, 2018 the salary schedule shall be increased by 1.75 % retroactive to January 1, 2018 and the increase shall be applied to all Grades.

Effective January 1, 2019 the salary schedule shall be increased by 2.50 % retroactive to January 1, 2019 and the increase shall be applied to all Grades.

Effective January 1, 2020 the salary schedule shall be increased by 2.75 % and the increase shall be applied to all Grades.

Effective January 1, 2021 the salary schedule shall be increased by 2.75 % and the increase shall be applied to all Grades.

Effective January 1, 2021 the salary schedule shall be increased by 3.00 % and the increase shall be applied to all Grades.

Any retroactive pay shall be paid in two (2) separate checks. Any longevity pay shall be paid in two (2) separate checks.

[See Appendix E – Salary Schedule]

5. ARTICLE 11 – COMPENSATION – a new Section 8 shall be added as follows:
Subsection A. “Employees employed by the Town at the Libraries shall be allowed to attend Quarterly Library Staff meetings during their regularly schedule work time or, voluntarily, at any other times that a Quarterly Library Staff meeting is scheduled. If the Quarterly Library Staff meeting attendance is at a time when the Employee is not regularly scheduled to work and is on the Employee’s regularly schedule day off than the Employee shall be paid as required in Article 15 – Call-In. If the Staff meeting is scheduled immediately after an Employee’s regularly scheduled work time or immediately before an Employee’s regularly scheduled work time than the rate of pay shall be straight time pay unless the Employee has reached the threshold of forty (40) hours of work in the pay period or eight (8) hours of work in the day of the Staff meeting. If either of these occurs the Employee shall be paid at the overtime rate of pay for those hours which exceed forty (40) hours of work in the pay period or eight (8) hours of work in the day of the Staff meeting.” Subsection B. “Excluding Clerks to the Judge(s) or as Court Clerks employed in the Town Court and Employees employed by the Town in the Parks and Recreation Department or Building and Grounds who service and/or maintain the Town’s pool(s) or are engaged in snow removal or storm damage mitigation – any Employee who is either regularly scheduled or seasonally scheduled to work a split shift shall be paid at the regular straight time rate of pay for all hours of work less than eight (8) hours in any day or less that forty (40) hours in any pay period.”



6. ARTICLE 11 – COMPENSATION – a new ARTICLE 11A shall be added as follows:
“ARTICLE 11A – DIRECT DEPOSIT The Employer shall provide, at no cost, to all full and part-time employees, direct deposit of his/her payroll. Each employee shall be required to sign-up for and participate in direct deposit. Effective no later than the Friday pay period of December 12, 2014, all employees shall complete the Direct Deposit Form attached hereto as Appendix E (Direct Deposit Authorization). All new Employees, upon hire, shall execute the attached Direct Deposit Authorization. Direct Deposit Authorizations shall be returned to the Town Supervisor’s Office Payroll Department. In the event an Employee elects to change his/her banking institution of record, or account number, a new Direct Deposit Form shall be required to be completed to be completed by the employee and filed as set forth herein. The direct deposit shall be continued to be made to the banking institution of record or account number for up to a maximum of three (3) weeks. Thereafter, if not sooner, the direct deposit shall be made pursuant to the new banking institution or record or account number. All direct deposits shall be available each Wednesday pursuant to the rules of the employee’s banking institution of record. The Town shall not be held responsible for any bank delays in the processing of the direct deposit to the employee’s banking institution of record.
The parties agree that all wages, overtime, longevity, and holiday pay shall be processed as in the past. The implementation of direct deposit shall not change the prior practice or contractual obligations of processing payroll. As an example, if overtime for some reason is not provided to payroll, it shall be paid in the next payroll.
7. ARTICLE 11 – COMPENSATION, Section 4 shall be amended to add: “If the Town Supervisor or their designee closes any Town facility because of an emergency (e.g.: unexpected - mechanical malfunction, electrical malfunction, water malfunction, flooding condition) all other Employees who are not working in that closed Town facility and continue to be required to work shall be paid at their regular rate of pay.” A new Section 8 shall be added as follows: “Court Attendants shall be paid a minimum of two (2) hours pay for each Court session that they work.”
8. ARTICLE 11 – COMPENSATION, Section 5 shall be deleted and replaced with the following: “An Employee who serves as acting Department Head shall be paid and receive twenty-five dollars (\$25.00) per day as an acting Department Head in the absence of the Department Head.”



9. ARTICLE 12 – OVERTIME – a new Section 7 shall be added as follows: “The Town shall pay, by separate check or separate direct deposit, pay for overtime for all overtime of twenty (20) hours or more earned and payable to Employees.”

10. ARTICLE 13 – MEAL AND REST BREAKS, Section 2 shall be amended to delete the reference to “Highway”.

11. ARTICLE 13 – MEAL AND REST BREAKS, Section 4 shall be deleted and the following shall replace it: “Meal and Rest Breaks must be approved by the Department Head in accordance with the needs and requirements of the Department. Meal breaks must normally be taken in the middle of the employee’s work day. Full time Employees can leave the building site where they are assigned between 11:00 AM and 2:00 PM for a one (1) hour lunch. Unless otherwise directed by the Department Head, a Full time Employee who work forty (40) hours per week, may leave the work-site during the meal break, and all Part-time Employees may leave the work-site during their meal break for up to fifteen (15) minutes to pick up their meal and must return promptly. All Employees leaving the building site must sign out and back in if required to do so by the Town. Department Heads retain the right to supersede the leaving of the building site where the Full-time or Part-time Employee is if the work load or personnel requirements demand. Unless otherwise specified by Department rules, all rest breaks must be taken at the work-site and may not exceed the time allowed. All meal breaks must be approved by the Department Head with the final approval of the Town Supervisor.”

12. ARTICLE 15 – CALL-IN, Section 1 – Shall be amended to add the following at the end of the sentence: “... or for a Staff Meeting.”

13. ARTICLE 16 – LEAVES, Section C – Shall be amended to add: “Any accrued sick leave payment shall be paid to the Employee in two (2) separate checks.”

14. ARTICLE 17 – PAID TIME OFF, Section 2 – PTO Guidelines shall be amended to add sub-section I, as follows: “The Town shall provide an accrual statement to Employees that have accrued PTO time during the past fiscal year each January in the succeeding year.”

15. ARTICLE 17 – PAID TIME OFF, Section 2 – PTO Guidelines - shall be amended to add sub-section J, as follows: “All PTO time must be taken prior to December 31st in the year credited for use. No monetary payment shall be required of the Town for any unused PTO time for any Employee who has accrued and not used PTO time as of December 31st. Employees may submit their selected PTO time to their Department Head at any time after the accrual statement has been issued by the Town. PTO time shall be granted on a ‘first to select PTO time - first granted their PTO selection’.”



16. ARTICLE 17 – PAID TIME OFF, Section 2 – PTO Guidelines - shall be amended to: delete the second sentence in Section 2, Sub-section G, and to add sub-section K, as follows: “For the fiscal year 2019, all PTO time must be taken prior to December 31, 2019. At least one-half (1/2) of an Employee’s accrued PTO time must be used by September 30, 2019 if approved by their Department Head. No monetary payment shall be required of the Town for any unused PTO time for any Employee who has accrued and not used PTO time as of December 31, 2019. Employees who leave Town Employment prior to the use of their PTO time shall be paid for their accrued and unused PTO time, as is the present practice. For fiscal year 2019 - all PTO time must be selected by the Employee and submitted to the Employee’s Department Head by September 15, 2019 and approved and scheduled by the Employee’s Department Head. PTO time shall be granted on a ‘first to select PTO time - first granted their PTO selection’ for fiscal year 2019. For fiscal years following the 2019 fiscal year - all PTO time must be selected by the Employee and submitted to the Employee’s Department Head by March 15th and approved and scheduled by the Employee’s Department Head by March 31st. PTO time shall be granted on a ‘first to select PTO time - first granted their PTO selection’ for all fiscal years after 2019.”
17. ARTICLE 18 – INSURANCE – Section 1 Health Insurance

Delete the last sentence in Section A., and add the following: “Employees hired after January 1, 2006 and prior to January 24, 2018 who elect to continue their Health Insurance coverage in the Empire Plan shall contribute twenty percent (20 %) of the applicable premium.”

Add to Section B as follows: “An Employee who is eligible and elects to participate in the Town provided Health Insurance (either NYSHIP or MVP, as the case may be) and would be eligible for a “buyout” (hired before January 1, 2003), who has a family member who works for the Town and who would be eligible for the Town provided Health Insurance and would be eligible for a “buyout” shall be ineligible for or receive a “buyout” pursuant to the provisions of this Section B if the other family member is participating in the Town provided Health Insurance (either NYSHIP or MVP)”

Add a new Section D. to Article 18 – Insurance – Section 1 Health Insurance
“Employees hired after January 1, 2006 and prior to January 24, 2019 the execution of this MOA by both the Town and UPSEU shall be eligible: to continue their NYSHIP coverage and contribute twenty percent (20%) of the premium as presently required by ARTICLE 18- INSURANCE, Section 1, sub-section A of the CBA, during their employment with the Town,
or to switch from their present NYSHIP medical plan to the MVP Medical Insurance without contributions during their employment with the Town, and without employee contribution for any portion of the premium for the NYSHIP plan after their retirement from Town service after they have completed at least fifteen (15) years of continuous,



full-time service with the Town and retire at the age of fifty-five (55) years of age or older and be eligible to receive retirement benefits through the New York State Retirement System.

All employees hired immediately following the signing and acceptance of this MOA by both the Town and UPSEU, including those present employees of the Town who have not been eligible for NYSHIP coverage and who may become eligible for medical insurance shall be required to take the MVP medical insurance coverage presently offered by the Town. These employees shall not be required to contribute any portion of the MVP medical insurance premium from their personal funds or through payroll deduction, and without employee contribution for any portion of the premium for the NYSHIP plan after their retirement from Town service after they have completed at least twenty (20) years of continuous, full-time service with the Town and retire at the age of fifty-five (55) years of age or older and be eligible to receive retirement benefits through the New York State Retirement System .

It is specifically understood by both the Town and UPSEU that the MVP health insurance plan does not allow for medical insurance coverage for present retired Town employees who had been in titles covered by the current CBA, and any future retirees presently active and covered by the current CBA, and that all present retired Town employees who had been in titles covered by the current CBA and any future retirees presently active and covered by the current CBA who retire with the required age, years of continuous full time service with the Town and who are eligible to received retirement benefits from the New York State Retirement System shall be covered by the NYSHIP health insurance plan, and that the Town shall continue its coverage through the NYSHIP health insurance plan for all current retirees and any future retirees presently employed by the Town in titles covered by the current CBA, and that the Town shall contribute the full amount of the premium for the NYSHIP health insurance plan for all retirees.

Any Employee who is or elects to be covered by the MVP health insurance plan who reaches the age of Medicare eligibility must enroll in Medicare and switch their health insurance to the NYSHIP health insurance plan.

The Town shall continue its health insurance coverage through the NYSHIP health insurance plan at no cost to the Employee (retired Employee or Medicare eligible Employee).”

18. ARTICLE 18 – INSURANCE, Section 3 – Dental and Vision. The second sentence shall be deleted and replaced by the following: “The dental coverage will be through the Delta Dental Plan currently contracted to by the Town and Delta Dental and paid for by the Town.”



19. ARTICLE 18 – INSURANCE, Section 5 Medical Insurance in Retirement, Subsection C – delete the last sentence, and Subsection D. The present subsection shall be deleted and the following shall be substituted: “The Town will reimburse an eligible retiree and the retiree’s spouse for the cost of Medicare Part B. Reimbursement will cease for a spouse upon legal separation or divorce, however such reimbursement shall continue for a deceased retired eligible employee’s spouse as long as he or she continues to take the offer of survivor benefits to pay in full the NYSHIP Premiums.”
20. ARTICLE 19 – RETIREMENT, a new Section 4 shall be added as follows: “An Employee who has given proper notice to the Town and who has made application to the NYS Employees Retirement System, and who has successfully retired, or who has resigned their position with the Town, shall be paid by the Town by separate check or separate direct deposit, their last regular pay, and by separate check or separate direct deposit, all monetary entitlements specified in this Agreement, including but not limited to: accrued vacation remaining for the Employee, accrued sick leave pay, any applicable retroactive pay, and payment for any accrued employee incurred liabilities chargeable and payable by the Town which the Employee has paid on behalf of the Town. Accrued vacation remaining for the Employee and accrued sick shall be paid in two (2) separate checks as is the present practice.”
21. ARTICLE 23 – UNIFORMS/WORK CLOTHING ALLOWANCE ALLOTMENT, Section 2 shall be amended to add the following: “Fifty percent (50%) of the above listed annual work clothing allotment shall be made available to eligible employees every six (6) months, payable fifty percent (50%) in January and fifty percent (50%) in June. Upon specific request of an Employee, and at the discretion of the Supervisor, an amount above the fifty percent (50%) payable in January may be granted by the Town to the Employee.”, and the reference to “highway” shall be deleted.

AGREED to this 25th day of October, 2019, by

The Town of Woodbury by



Frank J. Palermo, Supervisor

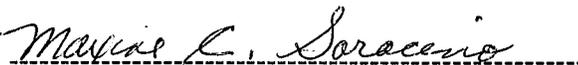


Robert Hunter, Councilman

the United Public Service Employees Union by



Michael F. Wilson, Esq., Labor Relations Representative



Maxine C. Saracino, Steward



Bradley Cassity, Steward



APPENDIX E

SEE Tables

[Woodbury MOA 2018 -2022 v7 10-22-19]

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APPENDIX E
 SALARY SCHEDULES
 UPSEU TABLE A
 "A" HOURLY SCHEDULE
 (Employees hired after January 7, 2014)

GRADE	2017	2018 1.75%	2019 2.50%	2020 2.75	2021 2.75%	2022 3.00%
1	\$16.36	\$16.6463	\$17.0625	\$17.5317	\$18.0138	\$18.5542
2	\$17.46	\$17.7656	\$18.2097	\$18.7105	\$19.2250	\$19.8017
3	\$17.96	\$18.2743	\$18.7312	\$19.2463	\$19.7755	\$20.3688
4	\$18.61	\$18.9357	\$19.4091	\$19.9428	\$20.4912	\$21.1060
5	\$19.27	\$19.6072	\$20.0974	\$20.6501	\$21.2180	\$21.8545
6	\$19.86	\$20.2076	\$20.7127	\$21.2823	\$21.8676	\$22.5236
7	\$20.50	\$20.8588	\$21.3802	\$21.9682	\$22.5723	\$23.2495
8	\$21.15	\$21.5201	\$22.0581	\$22.6647	\$23.2880	\$23.9866
9	\$21.78	\$22.1612	\$22.7152	\$23.3398	\$23.9817	\$24.7011
10	\$22.42	\$22.8124	\$23.3827	\$24.0257	\$24.6864	\$25.4270
11	\$24.19	\$24.6133	\$25.2287	\$25.9224	\$26.6353	\$27.4344
12	\$25.81	\$26.2617	\$26.9182	\$27.6585	\$28.4191	\$29.2716
13	\$27.22	\$27.6964	\$28.3888	\$29.1694	\$29.9716	\$30.8708
14	\$28.88	\$29.3854	\$30.1200	\$30.9483	\$31.7994	\$32.7534
15	\$30.58	\$31.1152	\$31.8930	\$32.7701	\$33.6713	\$34.6814

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(Employees hired before January 7, 2014)

GRADE	2017	2018 1.75%	2019 2.50%	2020 2.75	2021 2.75%	2022 3.00%
1	\$18.72	\$19.0445	\$19.5207	\$20.0575	\$20.6091	\$21.2273
2-A	\$20.00	\$20.3522	\$20.8610	\$21.4347	\$22.0242	\$22.6849
3-B	\$20.51	\$20.8712	\$21.3929	\$21.9812	\$22.5857	\$23.2633
4-C	\$21.18	\$21.5458	\$22.0844	\$22.6917	\$23.3158	\$24.0152
5-D	\$21.88	\$22.2619	\$22.8184	\$23.4459	\$24.0907	\$24.8134
6-E	\$22.46	\$22.8535	\$23.4248	\$24.0690	\$24.7309	\$25.4728
7-F	\$23.13	\$23.5384	\$24.1269	\$24.7904	\$25.4721	\$26.2363
8-G	\$23.78	\$24.1923	\$24.7971	\$25.4790	\$26.1797	\$26.9651
9-H	\$24.42	\$24.8461	\$25.4673	\$26.1676	\$26.8872	\$27.6939
10-I	\$25.06	\$25.5000	\$26.1375	\$26.8563	\$27.5948	\$28.4226
11-J	\$26.90	\$27.3681	\$28.0523	\$28.8237	\$29.6164	\$30.5049
12-K	\$28.70	\$29.2051	\$29.9352	\$30.7584	\$31.6043	\$32.5524
13-L	\$30.12	\$30.6477	\$31.4139	\$32.2778	\$33.1654	\$34.1604
14-M	\$32.06	\$32.6196	\$33.4351	\$34.3546	\$35.2993	\$36.3583
15-N	\$33.98	\$34.5708	\$35.4351	\$36.4095	\$37.4108	\$38.5331

APPENDIX E
SALARY SCHEDULES
UPSEU TABLE A
"A" ANNUAL SCHEDULE
(Employees hired before January 7, 2014)

GRADE	2017	2018 1.75%	2019 2.50%	2020 2.75	2021 2.75%	2022 3.00%
1	\$38,931.36	\$39,612.66	\$40,602.97	\$41,719.56	\$42,866.84	\$44,152.85
2-A	\$41,604.58	\$42,332.66	\$43,390.98	\$44,584.23	\$45,810.29	\$47,184.60
3-B	\$42,665.38	\$43,412.02	\$44,497.32	\$45,721.00	\$46,978.33	\$48,387.68
4-C	\$44,044.42	\$44,815.20	\$45,935.58	\$47,198.81	\$48,496.77	\$49,951.68
5-D	\$45,508.32	\$46,304.72	\$47,462.33	\$48,767.55	\$50,108.66	\$51,611.91
6-E	\$46,717.63	\$47,535.19	\$48,723.57	\$50,063.47	\$51,440.21	\$52,983.42
7-F	\$48,117.89	\$48,959.95	\$50,183.95	\$51,564.01	\$52,982.02	\$54,571.48
8-G	\$49,454.50	\$50,319.95	\$51,577.95	\$52,996.35	\$54,453.75	\$56,087.36
9-H	\$50,791.10	\$51,679.94	\$52,971.94	\$54,428.67	\$55,925.46	\$57,603.22
10-I	\$52,127.71	\$53,039.94	\$54,365.94	\$55,861.01	\$57,397.18	\$59,119.10
11-J	\$55,946.59	\$56,925.66	\$58,348.80	\$59,953.39	\$61,602.11	\$63,450.17
12-K	\$59,701.82	\$60,746.60	\$62,265.27	\$63,977.56	\$65,736.94	\$67,709.05
13-L	\$62,650.85	\$63,747.24	\$65,340.92	\$67,137.80	\$68,984.09	\$71,053.61
14-M	\$66,681.89	\$67,848.82	\$69,545.04	\$71,457.53	\$73,422.61	\$75,625.29
15-N	\$70,670.50	\$71,907.23	\$73,704.91	\$75,731.80	\$77,814.42	\$80,148.86

APPENDIX E
 SALARY SCHEDULE
 UPSEU TABLE B
 (Employees hired after January 7, 2014)

GRADE	2017	2018 1.75%	2019 2.50%	2020 2.75%	2021 2.75%	2022 3.00%
1	\$25.1700	\$25.6105	\$26.2507	\$26.9726	\$27.7144	\$28.5458
2	\$25.8200	\$26.2719	\$26.9286	\$27.6692	\$28.4301	\$29.2830
3	\$26.4300	\$26.8925	\$27.5648	\$28.3229	\$29.1018	\$29.9748
4	\$27.0800	\$27.5539	\$28.2427	\$29.0194	\$29.8175	\$30.7120
5	\$27.7200	\$28.2051	\$28.9102	\$29.7053	\$30.5222	\$31.4378
6	\$28.3900	\$28.8868	\$29.6090	\$30.4232	\$31.2599	\$32.1977
7	\$30.7700	\$31.3085	\$32.0912	\$32.9737	\$33.8805	\$34.8969
8	\$31.3900	\$31.9393	\$32.7378	\$33.6381	\$34.5631	\$35.6000
9	\$41.5800	\$42.3077	\$43.3653	\$44.5579	\$45.7832	\$47.1567

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SALARY SCHCEDULE
UPSEU TABLE B
"B" HOURLY SCHEDULE
(Employees hired before January 7, 2014)

GRADE	2017 6B	2018 1.75%	2019 2.50%	2020 2.75%	2021 2.75%	2022 3.00%
1	\$27.9174	\$28.4060	\$29.1161	\$29.9168	\$30.7395	\$31.6617
2-A	\$28.5396	\$29.0390	\$29.7650	\$30.5836	\$31.4246	\$32.3673
3-B	\$29.1822	\$29.6929	\$30.4352	\$31.2722	\$32.1322	\$33.0961
4-C	\$29.8350	\$30.3571	\$31.1160	\$31.9717	\$32.8510	\$33.8365
5-D	\$30.4776	\$31.0110	\$31.7862	\$32.6604	\$33.5585	\$34.5653
6-E	\$31.1508	\$31.6959	\$32.4883	\$33.3818	\$34.2998	\$35.3288
7-F	\$33.5886	\$34.1764	\$35.0308	\$35.9942	\$36.9840	\$38.0935
8-G	\$34.2313	\$34.8303	\$35.7011	\$36.6829	\$37.6917	\$38.8224

APPENDIX E
SALARY SCHCEDULE
UPSEU TABLE B
"B" ANNUAL SCHEDULE
(Employees hired before January 7, 2014)

GRADE	2017 6B	2018 1.75%	2019 2.50%	2020 2.75%	2021 2.75%	2022 3.00%
1	\$58,068.19	\$59,084.38	\$60,561.49	\$62,226.93	\$63,938.17	\$65,856.32
2-A	\$59,362.37	\$60,401.21	\$61,911.24	\$63,613.80	\$65,363.18	\$67,324.08
3-B	\$60,698.98	\$61,761.21	\$63,305.24	\$65,046.14	\$66,834.91	\$68,839.95
4-C	\$62,056.80	\$63,142.79	\$64,721.36	\$66,501.20	\$68,329.98	\$70,379.88
5-D	\$63,393.41	\$64,502.79	\$66,115.36	\$67,933.54	\$69,801.71	\$71,895.76
6-E	\$64,793.66	\$65,927.55	\$67,575.74	\$69,434.07	\$71,343.51	\$73,483.81
7-F	\$69,864.29	\$71,086.92	\$72,864.09	\$74,867.85	\$76,926.72	\$79,234.52
8-G	\$71,200.90	\$72,446.92	\$74,258.09	\$76,300.19	\$78,398.44	\$80,750.39