RESOLUTION NO. 2171

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD ESTABLISHING COMPENSATION AND BENEFIT PLANS FOR EMPLOYEES OF THE CITY OF SOLEDAD AND REPEALING RESOLUTION NO. 2101

BE IT RESOLVED by the City Council of the City of Soledad as follows:

Section 1. COMPENSATION PLAN FOR CLASSIFIED EMPLOYEES. Pursuant to the provisions of Section 2 24.030 of the Municipal Code and a Memorandum of Understanding (MOU) effective July 1, 1992 (via Resolution No. 2175, the following compensation plan is established for the following employees who are hereby designated as classified employees of the City.

(A). Job titles, range numbers and position authorized for classified employees shall be as set forth in the schedule hereunto attached, marked "Exhibit A," and incorporated herein by reference. Job titles, range numbers, positions authorized, step schedule for part time employees shall be as set forth in the schedule hereunto attached marked, "Exhibit B".

(B) When recommended by his or her department head or supervisor following evaluation of job performance in accordance with the provisions of Section 2.24.090 of the Municipal Code, a classified employee shall be entitled to a merit increase in pay, in accordance with the provisions of the time interval hereunto attached "Exhibit F" and of the range and step schedule hereunto attached "Exhibit G."

(C). In addition to the compensation provided for in subparagraphs (A) and (B) of this Section, a classified full time employee shall be added to the roll of employees covered by the City's retirement plan on the first entry date provided for in said plan. The City shall contribute 6.5% of the employee's salary to said plan, and the employee shall contribute 5.5% of his or her salary to the plan.

(D). In addition to the compensation provided for in subparagraphs (A), (B), and (C) of this Section, a

classified employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan, provided, that an employee may be enrolled in said health, accident, eye care and dental plan. The City shall contribute the full cost of coverage under said plan for the employee, and also up to $200 per month toward the cost of covering said employee dependents under said plan. If the employee has no dependents, the City shall contribute to the employee as other income 5.5% of salary or $80.00, whichever is less, for the retirement plan in lieu of health, accident and dental benefits for dependents.

(E). In addition to compensation provided for in subparagraphs (A), (B), (C) and (D), the Community Service Officer and the Chief of Police Secretary shall each receive the sum of sixty ($60) for uniform maintenance allowance.

(F). In addition to compensation provided for in subparagraphs A, B, C, D and E certain position authorized by the City Manager, will receive Thirty-five Dollars ($35) per month Bilingual pay after passing a required test.

(G). Upon termination of employment, CITY shall compensate the Classified employees in good standing accumulated sick leave at his or her regular salary rate, as follows: In case of resignation or retirement up to but not exceeding fifteen (15) days - (120 Hours).

Section 2. COMPENSATION PLAN FOR POLICE OFFICERS. Pursuant to the provisions of Section 2.24.030 of the Municipal Code, and a "Memorandum of Understanding", effective July 1, 1991 (via Resolution No. 2094) the following compensation plan is established for employees, who are hereby designated as sworn police employees of the City and represented by the Soledad Police Officers' Association, an employee bargaining unit recognized by the City of Soledad:

(A). Job titles, range positions authorized, and step schedule for police officers shall be as set forth in

the schedule hereunto attached marked "Exhibit C" and incorporated here in by reference.

(B) When recommended by his or her department head or supervisor following evaluation of job performance in accordance with the provisions of Section 2.24.090 of the Municipal Code, a police officer shall be entitled to a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto attached as "Exhibit C."

(C). In addition to the compensation provided for in subparagraphs (A) and (B) of this Section, a police officer shall be added to the roll of employees covered by Public Employees' Retirement System (PERS) under the 2% at 55 Modified Formula offered by said System. The City will pay all of the employer's PERS contributions; employees contribution will be paid individually by each sworn peace officer through payroll deductions.

(D). In addition to the compensation provided for in subparagraphs (A), (B) and (C) of this Section, a police employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan. The City shall contribute the full cost of coverage under said plan for the employee, and also up to Two Hundred Dollars ($200) per month toward the cost of covering said employee's dependents under said plan.

(E). In addition to the compensation provided for in subparagraphs (A), (B), (C)) and (D) of this Section, each police officer shall receive the sum of Sixty ($60) Dollars per month as a uniform maintenance allowance.

Section 3. COMPENSATION PLAN FOR MID-MANAGEMENT AND CONFIDENTIAL EMPLOYEES. Pursuant to the provisions of Section 2.24.030 of the Municipal Code, the following compensation plan is established for the following employees who are hereby designated as Mid-Management and Confidential employees of the City.

(A) Job titles, range numbers and position authorized for Mid-Management and Confidential employees shall be as set forth in the schedule hereunto attached, marked "Exhibit D", and incorporated herein by reference.

(B). When recommended by his or her department head or supervisor following evaluation of job performance in accordance with the provisions of Section 2.24.090 of the Municipal Code, a Mid-Management and Confidential employee shall be entitled to a merit increase in pay, in accordance with the provisions of the time interval hereunto attached "Exhibit F" and "Exhibit G" of the range and step schedule hereunto attached .

(C). In addition to the compensation provided for in subparagraphs (A) and (B) of this Section, a Mid-Management and Confidential employee shall be added to the roll of employees covered by the City's retirement plan on the first entry date provided for in said plan. The City shall contribute 6.5% of the Mid-Management employee's salary to said plan, and the employee shall contribute 5.5% of his or her salary to the plan. Police Mid-Management shall be enrolled in PERS. The City will pay all of the employer's PERS contribution; the employee's contribution will be paid individually by each Mid-Management sworn police employee through payroll deduction.

(D). In addition to the compensation provided for in subparagraphs (A), (B) and (C) of this Section, a Mid-Management and Confidential employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan, provided, that an employee may be enrolled in said health, accident, eye care and dental plan. The City shall contribute the full cost of coverage under said plan for the Mid-Management employee, and also up to two hundred dollars ($200) per month toward the cost of covering said employee dependents under said plan. If the employee is enrolled in the City's 401k Retirement Plan

and has no dependents, the City shall contribute to the employee as other income 5.5% of salary or $80.00, whichever is less, for the retirement plan in lieu of health, accident and dental benefits for dependents.

(E). Upon termination of employment, CITY shall compensate the Mid-Management and Confidential employee in good standing for accumulated sick leave at his or her regular salary rate, as follows: In case of resignation or retirement up to but not exceeding fifteen (15) days - (120 Hours).

Section 4. COMPENSATION PLAN FOR MANAGEMENT EMPLOYEES

Pursuant to the provisions of Section 2.24.030 of the Municipal Code, the following compensation plan is established for the following employees who are hereby designated as Management employees of the City:

(A). Job titles, range number and position authorized for Management employees other than the City Manager shall be as setforth in the schedule hereunto attached, marked "Exhibit E" and incorporated by reference herewith.

(B). The City Manager's salary shall be set at $5,042 per month and he may lease the premises located at 546 Soledad Street, Soledad, California, at a rental of $650 per month, to be paid by salary deduction.

(C). When recommended by the City Manager following evaluation of job performance in accordance with the provision of Section 2.24.090 of the Municipal Code, a Management employee shall be entitled to a merit increase in pay, in accordance with the provisions of the time interval hereunto attached "Exhibit F" and "Exhibit G" of the range and step schedule hereunto attached.

(D). In addition to the compensation provided for in subparagraphs (A) and (C) of this Section, all Management employees shall be added to the roll of employees covered by the City's retirement plan on the first entry date provided for in said plan. The City shall contribute 6.5%

of the employee's salary, as the Employer's contribution, to said plan for all Management employees except the Chief of Police and Police Captain, who will be covered by the Public Employee Retirement System ("PERS"), 2% at 55, Modified Formula. The City will pay the employer's contribution of said PERS Plan. All Management employees except the Chief of Police and the Police Captain shall contribute 5.5% of his or her salary to the retirement plan. The Police Chief and the Police Captain shall contribute 7% to PERS.

(E). In addition to the compensation provided for in subparagraphs (A), (C) and (D) of this Section, a Management employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan, provided, that an employee may be enrolled in said health, accident, eye care and dental plan. The City shall contribute the full cost of coverage under said plan for the employee. The City shall contribute the cost of covering the Management employee's dependents under said plan. If Management employees are enrolled in the City's 401k Retirement Plan and have no dependents, the City shall contribute to the employee as other income 5.5 of salary or $80.00 whichever is less, to the 401k Retirement Plan in lieu of health and dental benefits for dependents.

(F). Upon termination of employment in good standing,, CITY shall compensate the Management employee accumulated sick leave at his or her regular salary rate, as follows:

(a) In case of resignation up to but not exceeding fifteen (15) days - (120 Hours).

(b) In case of retirement, up to but not exceeding thirty (30) days - (240 Hours).

Section 5 VACATION. Each permanent, full-time employee of the City shall be entitled to a vacation each year based upon length of service, as follows·

(A). After continuous service of more than six (6) months but not more than three (3) years, up to ten (10) working days' vacation each year, computed from the date of hiring at the rate of 6.67 hours per month

(B). After continuous service of more than three (3) years but not more than ten (10) years, up to fifteen working days vacation each year, computed at the rate of ten (10) hours per month.

(C). After continuous service of more than ten (10) years but not more than fifteen (15) years, up to seventeen (17) working days' vacation each year, computed at the rate of 11.333 hours per month.

(D). After continuous service of more than fifteen (15) years, up to twenty (20) working days' vacation each year, computed at the rate of 13.333 hours per month. Each permanent, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary or a daily wage, shall be entitled to a vacation each year on the same basis, subject to the same minimum requirement for continuous service, except that the the number of days of vacation time shall be proportionately reduced so that, for example, a one-third-time employee shall be entitled to one-third of the vacation of a full-time employee with equivalent service and a one-half-time employee shall be entitled to one-half of the vacation of a full-time employee with equivalent service. When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two (2) years. Employees shall be paid for accumulated vacation leave upon termination of employment.

Section 6. SICK LEAVE. Every permanent, full-time employee of the City who has been employed for at least six (6) full months is entitled to and shall be allowed one (1) day sick leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety (90) days, which time

off is dependent on bona fide illness, physical injury, or physical disability. The City Manager may require proof thereof by the certificate of a physician or surgeon duly licensed to practice medicine in the state, or by the declaration of the employee under penalty of perjury, or by other evidence satisfactory to the City Manager

There shall be deducted from the compensation of an employee on sick leave, or on leave for physical injury or physical disability, any sum received by such employee by way of industrial or worker's compensation.

Sick leave or leave for disability or injury is not allowed when the disability results from self-inflicted sickness or injury or willful misconduct, or in the event the disability or injury is sustained while the employee is on leave of absence.

Section 7. EMERGENCY FAMILY LEAVE. Every permanent, full-time, employee of the City shall be entitled to three days of emergency family leave in case of illness of an close family member or hospitalization of close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister.

Section 8. BEREAVEMENT

Three (3) days' sick leave is permitted in case of the death of an immediate family member, meaning spouse, a parent, grandparent, child, brother or sister of an employee.

Section 9. SICK LEAVE USE REDUCTION INCENTIVE.

Classified and Police Officers employees who in the course of each calendar year use four (4) days or less of sick or emergency leave will have the option to convert 25% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

Section 10. OVERTIME-CLASSIFIED, POLICE EMPLOYEES, CONFIDENTIAL AND MID-MANAGEMENT EMPLOYEES

Time worked by a classified, police, mid-management and confidential employee in excess of forty (40) hours per week shall be overtime, for which the employee shall be paid at the rate of one and one-half (1 1-2) times his or her regular rate of pay.

Section 11. COMPENSATORY TIME-OFF CLASSIFIED, POLICE EMPLOYEES CONFIDENTIAL AND MID-MANAGEMENT EMPLOYEES. Classified employees, police, mid-management and confidential employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times the employee's regular rate of pay for each such hour of overtime worked. With the approval of the department head, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime. Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the department head without reasonable cause. Compensatory time-off may be accumulated to a maximum of 48 hours. Any employee working overtime such that the overtime worked if converted to compensatory time off would put his or her cumulative total at over 48 hours may only convert up to the 48 hours maximum and the remaining overtime will be compensated at the normal overtime rate. If the employee takes the time off during the same 40 hour period it will be at straight time. the use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

Section 12. MID-MANAGEMENT LEAVE. Mid-Management employees shall be entitled to 1/4 day per calendar month, to accumulate to a maximum of three (3) days. Balance of leave will be paid off and cleared at year end.

Section 13. EXECUTIVE LEAVE. Management employees shall be entitled to one-half day executive leave per calendar month, which shall be in lieu of any other form of compensation for overtime hours worked. This shall be in addition to the

vacation time allowed under Section 5 of this resolution. Such executive leave may be accumulated to a maximum of five (5) days. Balance of leave will be paid off and cleard at year end.

Section 14. TRAVEL AND MEETING EXPENSE ALLOWANCE. Department Directors, including City Manager, Police Chief, Planning Director, Building Official, Administrative Services Officer, Public Works Superintendent, and Police Captain shall receive a travel and meeting expense allowance of $100 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official City business.

Section 15. HOLIDAY LEAVE. The City Council shall adopt by resolution a list of legal holidays in December of each year for the incoming year.

Section 16. DEFERRED COMPENSATION. A deferred compensation plan shall be made available to employees by the City. Participation in the deferred compensation plan shall be strictly voluntary.

Section 17. NEGOTIATED LABOR AGREEMENTS. In the event of any conflict or inconsistency between the provisions of any existing Memorandum of Understanding between the City and any recognized employee organization and the provisions of this resolution, the provisions of the Memorandum of Understanding shall be controlling.

Section 18. RESOLUTION NO. 2101 REPEALED. This resolution supersedes Resolution No. 2101, entitled, "A Resolution Establishing Compensation Plans for Classified Employees, Police Employees and Management Employees of the City of Soledad and Repealing Resolution 2101.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 22nd day of June, 1992, by the following vote·

AYES, and in favor thereof, Councilmembers:

NOES, Councilmembers:

ABSENT, Councilmembers:

MAYOR OF THE CITY OF SOLEDAD

ATTEST:

CITY CLERK OF THE CITY OF SOLEDAD

CITY OF SOLEDAD

FISCAL YEAR 1992/1993

CLASSIFIED SALARY RANGE

TITLE	RANGE	POSITIONS AUTHORIZED
Secretary/Word Processor Operator	84	1
Secretary	63	1
Finance Clerk II	91	1
Finance Clerk I	81	0
Senior Sewer Plant Operator/Maintenance Worker	120	2
Sewer Plant Operator/Maintenance Worker	96	0
Senior Mechanic/Maintenance Worker	115	1
Mechanic/Maintenance Worker	91	0
Senior Maintenance Worker II	91	1
Maintenance Worker II	75	2
Maintenance Worker I	55	0
Community Service Officer	69	1

"EXHIBIT A"

CITY OF SOLEDAD

FISCAL YEAR 1992/1993

PART TIME POSITION
SALARY RANGE SCHEDULE

Range		
10	Animal Control Worker	1
11	Taxi Driver (Trainee)	As Needed
12	Certified Taxi Driver (After Probation)	3
10	Clerk	1

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10	6.50	6.85	7 35	7.85	8.35
11	6.50	(To Certified Taxi Driver Range)			
12	____	7 00	7 50	8.00	8.50

"EXHIBIT B"

CITY OF SOLEDAD
FISCAL YEAR 1992/1993

POLICE OFFICERS SALARY RANGE

Title	Range	Position Authorized
Police Officer I	A	7
Police Officer II	B	

SALARY STEP AND RANGE SCHEDULE

Salary Range Number	Normal Hiring Step 1	Step 2	Full Qualifications Step 3	Step 4	Step 5
A	2,061	2,154			
B	2,165	2,262	2,364	2,470	2,581

"EXHIBIT C"

CITY OF SOLEDAD

FISCAL YEAR 1992/1993

SALARY RANGE
CONFIDENTIAL AND MID-MANAGEMENT PERSONNEL

TITLE	RANGE	POSITIONS
Police Sergeant	133	1
Deputy Public Works Superintendent	123	1
Secretary to City Manager/ Word Processor Operator	108	1
Secretary to Chief of Police	94	1

"EXHIBIT D"

CITY OF SOLEDAD

FISCAL YEAR 1992/1993

SALARY RANGE
MANAGEMENT PERSONNEL

TITLE	RANGE	POSITION
Administrative Svcs Officer	170	1
Superintendent of Public Works	156	1
Chief of Police	170	1
Police Captain	144	1
Director of Planning	153	1
Building Official	144	1

"EXHIBIT E"

CITY OF SOLEDAD

TIME INTERVALS - SALARY MERITS

Policy. The steps of each salary range will be interpreted and applied as follows:

Step 1 - Payable during probationary period. The first step is the minimum rate and shall normally be the hiring rate for the class. It is difficult to secure qualified personnel at the normal hiring rate, or a person of unusually high qualifications is available, The City Manager may hire at a higher step.

Step 2 - Payable after six (6) months of services at the "A" Step, and successful completion of probation.

Step 3 - Payable after one year of service at Step "2" and upon recommendation of the Department Head and approval of the City Manager.

Step 4 - Payable after one year of service at Step "3" and upon recommendation of the Department Head and approval of the City Manager, based on demonstrated standard or above performance.

Step 5 - Payable after one year of service at Step "4" and upon recommendation of the Department Head and approval of the City Manager, based on demonstrated standard or above performance.

"EXHIBIT F"

CITY OF SOLEDAD

SALARY RANGE

Salary Range Number	Normal Hiring Step 1	Step 2	Step 3	Step 4	Step 5
20	878	918	959	1,002	1,047
21	887	927	969	1,013	1,059
22	896	936	978	1,022	1,068
23	905	946	989	1,034	1,081
24	914	955	998	1,043	1,090
25	923	965	1,008	1,053	1,110
26	932	974	1,018	1,064	1,112
27	941	983	1,027	1,073	1,121
28	950	993	1,038	1,085	1,134
29	960	1,003	1,048	1,095	1,144
30	970	1,014	1,060	1,108	1,158
31	980	1,024	1,070	1,118	1,168
32	990	1,035	1,082	1,131	1,182
33	1,000	1,045	1,092	1,141	1,192
34	1,010	1,055	1,102	1,152	1,204
35	1,020	1,066	1,114	1,164	1,216
36	1,030	1,076	1,124	1,175	1,228
37	1,040	1,087	1,136	1,187	1,240
38	1,050	1,097	1,146	1,198	1,252
39	1,061	1,109	1,159	1,211	1,265
40	1,072	1,120	1,170	1,223	1,278
41	1,083	1,132	1,183	1,236	1,292
42	1,094	1,143	1,194	1,248	1,304
43	1,105	1,155	1,207	1,261	1,318
44	1,116	1,166	1,218	1,273	1,330
45	1,127	1,178	1,231	1,286	1,344
46	1,138	1,189	1,243	1,299	1,357
47	1,149	1,201	1,225	1,311	1,370
48	1,160	1,212	1,267	1,324	1,384
49	1,172	1,225	1,280	1,338	1,398
50	1,184	1,237	1,293	1,351	1,412
51	1,195	1,250	1,306	1,365	1,426
52	1,208	1,262	1,319	1,378	1,440
53	1,220	1,275	1,332	1,392	1,445
54	1,232	1,287	1,345	1,406	1,469
55	1,244	1,300	1,359	1,420	1,484
56	1,256	1,313	1,373	1,435	1,500
57	1,269	1,326	1,386	1,448	1,513
58	1,282	1,340	1,400	1,463	1,529
59	1,295	1,353	1,414	1,478	1,545
60	1,308	1,367	1,429	1,493	1,560
61	1,321	1,380	1,442	1,507	1,575
62	1,334	1,394	1,457	1,523	1,592
63	1,347	1,408	1,471	1,537	1,606
64	1,360	1,421	1,485	1,552	1,622
65	1,374	1,436	1,501	1,569	1,640
66	1,388	1,450	1,515	1,583	1,654
67	1,402	1,466	1,532	1,601	1,673
68	1,416	1,480	1,547	1,617	1,690
69	1,430	1,494	1,561	1,631	1,704
70	1,444	1,509	1,577	1,648	1,722
71	1,458	1,524	1,593	1,665	1,740
72	1,473	1,540	1,609	1,681	1,757
73	1,488	1,555	1,625	1,698	1,774
74	1,503	1,571	1,642	1,716	1,792
75	1,518	1,586	1,657	1,732	1,810
76	1,533	1,602	1,675	1,750	1,827
77	1,548	1,618	1,691	1,767	1,847
78	1,563	1,633	1,706	1,783	1,863
79	1,579	1,650	1,724	1,802	1,883
80	1,595	1,667	1,742	1,820	1,902

"EXHIBIT G"

81	1,611	1,684	1,760	1,839	1,922
82	1,626	1,700	1,777	1,857	1,941
83	1,643	1,717	1,794	1,874	1,958
84	1,659	1,734	1,812	1,894	1,979
85	1,676	1,751	1,830	1,912	1,998
86	1,693	1,769	1,849	1,932	2,019
87	1,710	1,786	1,866	1,949	2,039
88	1,727	1,804	1,885	1,970	2,059
89	1,744	1,822	1,904	1,990	2,080
90	1,761	1,840	1,923	2,010	2,100
91	1,779	1,859	1,943	2,030	2,121
92	1,797	1,878	1,963	2,051	2,143
93	1,815	1,897	1,982	2,071	2,164
94	1,833	1,915	2,001	2,091	2,185
95	1,851	1,934	2,021	2,112	2,207
96	1,870	1,954	2,042	2,134	2,230
97	1,889	1,974	2,061	2,156	2,253
98	1,908	1,994	2,084	2,178	2,276
99	1,927	2,014	2,105	2,200	2,299
100	1,946	2,034	2,126	2,222	2,322
101	1,965	2,053	2,145	2,242	2,343
102	1,985	2,074	2,167	2,265	2,367
103	2,005	2,095	2,189	2,288	2,391
104	2,025	2,116	2,211	2,311	2,415
105	2,045	2,137	2,233	2,333	2,438
106	2,065	2,158	2,255	2.356	2,462
107	2,086	2,180	2,278	2,381	2,488
108	2,107	2,202	2,301	2,405	2,513
109	2,128	2,224	2,324	2,429	2,538
110	2,149	2,446	2,556	2,671	2,791
111	2,170	2,268	2,370	2,477	2,588
112	2,192	2,291	2,394	2,502	2,615
113	2,214	2,314	2,418	2,527	2,641
114	2,236	2,337	2,442	2,552	2,667
115	2,258	2,360	2,466	2,577	2,693
116	2,281	2,384	2,491	2,603	2,720
117	2,304	2,408	2,516	2,629	2,747
118	2,327	2,432	2,541	2,655	2,774
119	2,350	2,456	2,567	2,683	2,804
120	2,374	2,481	2,593	2,710	2,832
121	2,398	2,506	2,619	2,737	2,860
122	2,422	2,531	2,645	2,764	2,888
123	2,446	2,556	2,671	2,791	2,917
124	2,470	2,581	2,697	2,818	2,945
125	2,495	2,607	2,724	2,847	2,975
126	2,520	2,633	2,751	2,875	3,004
127	2,545	2,660	2,780	2,905	3,036
128	2,570	2,686	2,807	2,933	3,065
129	2,596	2,712	2,834	2,962	3,095
130	2,622	2,740	2,863	2,992	3,127
131	2,648	2,767	2,892	3,022	3,158
132	2,674	2,794	2,920	3,051	3,188
133	2,701	2,823	2,950	3,083	3,222
134	2,728	2,851	2,979	3,113	3,253
135	2,755	2,879	3,009	3,144	3,285
136	2,783	2,908	3,039	3,176	3,319
137	2,811	2,938	3,070	3,208	3,352
138	2,839	2,967	3,101	3,241	3,387
139	2,867	2,996	3,131	3,272	3,419
140	2,896	3,026	3,162	3,304	3,453
141	2,925	3,057	3,195	3,339	3,489
142	2,954	3,087	3,226	3,371	3,523
143	2,984	2,118	3,258	3,405	3,558
144	3,012	3,150	3,292	3,440	3,595
145	3,044	3,181	3,324	3,474	3,630
146	3,074	3,212	3,357	3,508	3,666
147	3,105	3,245	3,391	3,554	3,703
148	3,136	3,227	3,424	3,578	3,739
149	3,167	3,310	3,459	3,615	3,778
150	3,199	3,343	3,493	3,650	3,814
151	3,231	3,376	3,528	3,687	3,853
152	3,263	3,410	3,563	3,723	3,891

153	3,296	3,444	3,599	3,761	3,930
154	3,329	3,479	3,636	3,800	3,971
155	3,362	3,513	3,671	3,836	4,009
156	3,396	3,549	3,709	3,876	4,050
157	3,430	3,584	3,745	3,914	4,090
158	3,464	3,620	3,783	3,953	4,131
159	3,469	3,730	3,821	3,993	4,173
160	3,534	3,693	3,859	4,033	4,214
161	3,569	3,730	3,898	4,073	4,256
162	3,605	3,767	3,937	4,114	4,299
163	3,641	3,805	3,976	4,155	4,342
164	3,677	3,842	4,015	4,196	4,385
165	3,714	3,881	4,056	4,239	4,430
166	3,751	3,920	4,096	4,280	4,473
167	3,789	3,960	4,138	4,324	4,519
168	3,827	3,999	4,179	4,367	4,564
169	3,865	4,039	4,221	4,411	4,610
170	3,904	4,080	4,264	4,456	4,657
171	3,943	4,120	4,305	4,499	4,701
172	3,982	4,161	4,348	4,544	4,748
173	4,022	4,203	4,392	4,590	4,796
174	4,062	4,245	4,436	4,636	4,845
175	4,103	4,288	4,481	4,683	4,894
176	4,144	4,330	4,525	4,729	4,942
177	4,185	4,373	4,570	4,776	4,991
178	4,227	4,417	4,616	4,824	5,041
179	4,269	4,461	4,662	4,872	5,091
180	4,312	4,506	4,709	4,921	5,142
181	4,355	4,551	4,756	4,970	5,194
182	4,399	4,597	4,804	5,020	5,246
183	4,443	4,643	4,852	5,070	5,298
184	4,487	4,689	4,900	5,121	5,351
185	4,532	4,736	4,949	5,172	5,404
186	4,557	4,783	4,998	5,223	5,458
187	4,623	4,831	5,048	5,275	5,512
188	4,669	4,879	5,099	5,328	5,568
189	4,716	4,928	5,150	5,382	5,624
190	4,763	4,977	5,201	5,435	5,680
191	4,811	5,028	5,254	5,490	5,737
192	4,859	5,078	5,307	5,546	5,796
193	4,908	5,129	5,360	5,601	5,853
194	4,957	5,180	5,413	5,657	5,912
195	5,007	5,232	5,467	5,713	5,970
196	5,057	5,285	5,523	5,772	6,032
197	5,108	5,338	5,578	5,829	6,091
198	5,159	5,391	5,634	5,888	6,153
199	5,211	5,446	5,691	5,947	6,215
200	5,263	5,500	5,748	6,007	6,277
201	5,316	5,555	5,805	6,066	6,339
202	5,369	5,611	5,863	6,127	6,403
203	5,423	5,667	5,922	6,188	6,466
204	5,477	5,723	5,981	6,250	6,531
205	5,532	5,781	6,041	6,313	6,597
206	5,587	5,838	6,101	6,376	6,663
207	5,643	5,897	6,162	6,439	6,729
208	5,699	5,955	6,223	6,503	6,796
209	5,756	6,015	6,286	6,569	6,865
210	5,814	6,076	6,349	6,635	6,934
211	5,872	6,136	6,412	6,701	7,003
212	5,931	6,198	6,477	6,768	7,073
213	5,990	6,260	6,542	6,836	7,144
214	6,050	6,322	6,606	6,903	7,214