



Office of the State Comptroller
PAYROLL BULLETIN

Subject	Performance Advances, Longevity Payments, Awards and Merit Payments for Employees Covered by the Budget Director's Rules and Regulations for Management/Confidential Employees	Bulletin No. P-489
		Date August 6, 1986

A new system for performance evaluation and new rules for payment of performance advances, longevity salary increases or lump sums and performance awards for Management/Confidential employees and other employees excluded from collective bargaining units have been adopted by the Directors of the Budget and the Governor's Office of Employee Relations, effective July 1, 1986.

The revised performance evaluation system applies to all full-time and part-time annual-salaried (graded or equated to grade) employees, except those in the exempt class and in grade 668 positions, designated management/confidential (NU 06), employees of PERB (NU 66) and certain civilian employees of the Division of Military and Naval Affairs excluded from a bargaining unit (NU 46).

Information describing the new annual evaluation system has been distributed by the Governor's Office of Employee Relations. Under the new system, all employees who have completed at least six payroll periods of service in their grade will be evaluated on July 1. Employees who have the required service and are on leave with or without pay on July 1 will be assigned a rating of "Effective". Employees who do not have the required service will not be evaluated until July 1 of the following year.

NOTE: Salary increases equivalent to performance advances for M/C employees who occupy positions in the exempt jurisdictional class or allocated to grade 668 are processed in accordance with Special Salary Plans as approved for individual agencies by the Director of the Budget. Payment of awards based on longevity and performance for these employees requires prior Budget approval as explained in Budget Bulletin D-1066, dated June 17, 1986.

A. PERFORMANCE ADVANCES-ALL GRADES

Employees whose salary is below the job rate of their July 1, 1986 grade and who have completed six payroll periods of service and are rated higher than "Unsatisfactory" are eligible for performance advances. The April 1, 1986 Management/Confidential Salary Schedule is attached to Bulletin P-472, dated March 12, 1986.

Advance amounts vary depending on the rating assigned and the number of payroll periods of service completed as follows:

<u>Rating</u>	<u>% of grade range</u>
Outstanding	25 to 33-1/3%*
Highly Effective or Effective	25%
Needs Improvement	16-2/3%
Unsatisfactory	0

<u>Number of payroll periods of service completed**</u>	<u>Part of Advance amount payable</u>
24-26	Full
18-23	3/4
12-17	1/2
6-11	1/4
1-5	No evaluation, no advance

*The Division of the Budget will allocate sufficient funds to permit the maximum payment (33-1/3% of grade range) to 20% of the total eligible employees in each agency. If an agency rates a larger percentage of its employees in the highest category, then advance amounts will be proportionately reduced as explained in the calculations in Budget Bulletin D-1065, dated June 17, 1986, but will not be less than 25% of the grade range.

**Any complete payroll period during which an employee is on leave without pay (including lost time) or leave with less than full pay (including sick leave at half-pay) is excluded when determining if an employee meets the service requirement.

Employees who occupy the 10-month position of Education Director receive service credit for July and August. Service deductions as explained above occur only for the period of September 1 to June 30.

In implementing the system, the 1986 evaluation period and resulting payment will be as follows:

For an employee last rated on July 1, 1985, the evaluation period and advance amount will be based on the service rendered over the full year.

For an employee last rated on October 1, 1985, the evaluation period and pro-rated advance will be based on the service rendered between October 1, 1985 and June 30, 1986.

For an employee who received no rating, the evaluation period and advance will be based on the service rendered between the date of appointment or promotion and June 30, 1986.

For an employee who laterally transferred and who received payment of an advance in the former unit between July 1, 1985 and June 30, 1986, the evaluation period and advance will be based on the service rendered between the previous evaluation date and June 30, 1986

For an employee who laterally transferred and who received no advance in the former unit since July 1, 1985, the evaluation period and advance will be based on service rendered in both positions over the full year.

The service requirement must be fulfilled by the payroll period which includes June 30. Refer to Attachment A for advance amounts based on ratings and service.

The following general rules apply in determining eligibility for performance advances:

- a. The definition of job rate has been changed to (1) the salary as shown on the graded salary schedule or (2) the maximum "capped" salary for a position as established by the Director of the Budget.
- b. Employees who have the required service and are permanently separated on July 1 and who are subsequently reinstated will be assigned a rating of "Effective".
- c. Service in positions allocated to the same grade or in unallocated (except seasonal) positions equal to the same grade counts as service in a grade.
- d. Service in a higher grade or in an unallocated position equated to a higher grade or in a Trainee position from which the employee would upon completion of the Traineeship advance to a position in the same grade or a higher grade counts as service in a grade.

- e. Service in graded positions or unallocated positions equated to grades in any of the negotiating units and in management/confidential positions counts as service upon movement into a management/confidential position.
- f. Employees who have a change in grade resulting from reallocation of their position receive credit for service in the lower grade toward eligibility for performance advances in the higher grade.
- g. Employees on Workers' Compensation Leave or military leave receive service credit for the time spent on such leave.
- h. Employees reinstated with a Back Salary Award receive service credit for the time covered by the Award; any period that the employee was awarded less than full Back Salary effects service credit for that period.

NOTE - Where the employee was off the payroll during the entire evaluation period, the service credit would be based on an assumed "Effective" rating. If the employee performed service during part of the evaluation period and the agency has a clear basis, the rating may be raised or lowered accordingly.

Recalculation of Salary for Employees who have been promoted

Employees who have been appointed or promoted to a higher grade position during the period are, as in the past, due a recalculated promotion salary. The advance amounts in each grade are pro-rated and based on 25% of the range of the lower grade and the appropriate percentage based on the July 1 rating in the higher grade.

If the employee had at least 24 payroll periods of creditable service in both grades, he or she is entitled to a pro-rated advance based on the number of periods of service completed in the higher grade and the corresponding percentage of advance in the lower grade. For example, if the service in the higher grade entitles the employee to a 1/4 advance, then a 3/4 advance is due in the lower grade. If the employee does not have 24 periods of combined service, then each advance amount is pro-rated based on the payroll periods of service in each grade.

Due to the different April 1986 raises (5½% for grades M/C 17 and below and 5% for grades M/C 18 and above) and the job rate limitation when applying a performance advance, a salary reconstruction must be done to compute a promotion recalculation salary. (Refer to Attachment B for 25% advance amounts based on the grade ranges for the 1985-86 salary schedule and the Job Rates.) An example of this reconstruction method follows:

A grade M/C-14 employee was promoted to an M/C-18 position on March 6, 1986. The employee had continuous service since July 1, 1985 and on July 1, 1986 following 9 periods of M/C-18 service, was rated "Outstanding". The period of M/C-18 service entitles the employee to 1/4 of an advance in that grade; therefore, 3/4 of an advance is due in the lower M/C-14 grade.

Reconstruction

Prior to promotion, the employee's M/C-14 salary was \$24100.

\$24100	3/5/86, attained M/C-14 salary
+955	3/4 of 25% M/C-14 advance (from Attachment B)
(25055)	Exceeds 1985-86 M/C-14 job rate
24954	M/C-14 Job Rate (1985-86 schedule)
+1872	7½% 4-grade promotion increase
26826	M/C-18 promotion salary
+1342	1986 M/C-18 5% salary increase
28168	
+515	1/4 of 33-1/3% M/C-18 advance (from Attachment A)
\$28683	July 1986 M/C-18 promotion recalculation salary

B. LONGEVITY PERFORMANCE AWARDS-GRADES 603-617

The Budget Director's Rules and Regulations implement the provisions of Chapters 306 and 307 of the Laws of 1985 providing for the payment of a longevity salary increase or lump sum based on performance to certain M/C employees who occupy positions allocated or equated to grades 603-617 on March 31, 1986.

Employees who have completed 5 or more years of continuous service at a salary equal to (or within 98% of) the job rate, or maximum, of the grade of their position occupied on March 31, 1986 and who, on July 1, 1986, are rated "Effective" or higher are entitled to a longevity performance award which may be a salary increase or lump sum payment as follows:

- (1) an annual salary increase of \$750, retroactive to April 1, 1986 (Period #1L); the resultant salary may not exceed the April 1, 1986 Job Rate for the M/C grade plus \$1500

or

- (2) a lump sum payment of \$500 to those whose salary exceeds the April 1, 1986 Job Rate plus \$1500.

Continuous service as used in determining eligibility for these longevity awards is paid service (including part-time annual-salaried service and sick leave at half pay) or time on Workers' Compensation leave or Military leave without pay.

For employees whose salary falls within 98% or more of the job rate on March 31, 1986 and who receive a performance advance payment on July 1, 1986, the amount of the advance must be deducted from any longevity salary increase or lump sum otherwise payable.

For employees who are eligible for the \$500 lump sum, the actual amount of the Award is determined as follows:

1. Full-time employees who were on leave with partial pay on March 31, 1986 receive the full payment.
2. Full-time employees who are on Voluntary Furlough (Reduced Work Schedule) on March 31, 1986 receive the full payment.
3. Part-time employees on March 31, 1986 receive a pro-rated payment based on their part-time percentage on that date.
4. Part-time employees on leave with partial pay on March 31, 1986 receive pro-rated payment based on their regular part-time percentage.

Employees who serve the required number of payroll periods to be evaluated and are on leave without pay on July 1 are entitled to these longevity award(s) if they return to the payroll by July 1, 1987.

Eligible employees who are promoted or who die or retire between March 31 and July 1, 1986 are entitled to these award(s).

Eligible employees who resign after March 31 and are reinstated by July 1, 1986 are entitled to these awards.

Employees who were not eligible for the Longevity Performance Awards on March 31, 1986 will become eligible if they return to a lower grade position between April 1, 1986 and March 31, 1987, and would have been eligible for the payment if they had been in the lower position on March 31, 1986 and remain in the lower grade position for at least 6 payroll periods and

- a. the promotion was temporary and the employee has been reinstated to her or his previous position or appointed to another position in the lower grade or
- b. the promotion was permanent, but the demotion occurred:
 1. in lieu of lay off
 2. as a result of failure of a probationary period
 3. voluntarily during the probationary period.

Employees demoted as a result of disciplinary action or who take a voluntary demotion from a permanent position after the completion of the probationary period are not eligible for the payment.

In Determining Eligibility:

1. Employees who have been continuously occupying the same position without any break in service must have reached a salary within 98% of the job rate of the grade by April 1, 1981. For employees who have a break in service, any service prior to April 1, 1981 during which the employee was receiving a salary within 98% of the job rate or maximum can be counted towards the 5 year requirement.

Attached to this Bulletin is a list of the salaries which an employee must have been receiving in order to be considered to fall within 98% of the job rate for the years 1980 through 1986 (Attachment C). If an employee has interrupted service and may be due credit for a period prior to July 1980, refer to the chart attached to Bulletin P-458, dated December 10, 1985, for the 98% salaries for the years 1977 through 1979.

2. Employees who have occupied a higher grade position at anytime in the past will receive credit for all service during which they earned a salary which was within 98% of the job rate of the grade of the position which they occupied on March 31, 1986.
3. Employees who had been receiving a salary equal to (or within 98% of) the job rate of the grade who upon promotion to a higher grade received a salary within 98% of the job rate of the new grade will receive credit for service in the current position and for all service in the prior position during which they were receiving a salary within 98% of the job rate of the lower grade.

4. Employees who were receiving a salary equal to (or within 98% of) the job rate of the grade whose positions have been reallocated, whose resulting salary was below the job rate of the new grade but whose salary on March 31, 1986 was within 98% of the job rate will receive credit for all service subsequent to the reallocation and for all service in the position prior to reallocation during which their salary was within 98% of the job rate of the lower grade.
5. On July 1, 1980 and October 1, 1981, the job rates on the Management/Confidential Salary Schedules were increased by an amount greater than the percentage increases. These increases do not affect eligibility for the Longevity Performance Award for employees who were receiving a salary within 98% of the job rate prior to the effective dates of the new schedules.

The guidelines do not limit the number of employees within an agency who are eligible for these longevity awards; all employees who qualify may receive their award.

C. PERFORMANCE AWARDS - GRADES 603-617
MERIT AWARDS - GRADES 618-667

Employees whose salary, prior to the application of any performance advance due after July 1, 1986, is equal to or within 98% of the job rate are eligible for performance/merit awards if they:

1. a. were last evaluated on July 1985 and have 20 payroll periods of creditable service between that date and July 1, 1986
- b. were last evaluated on October 1, 1985 and have 15 payroll periods of creditable service between that date and July 1, 1986
- and
2. are rated "Highly Effective" or "Outstanding".

For employees in positions allocated or equated to grades 603-617 the Performance Award is a fixed amount as follows:

Grade 603	\$400	Grade 611	\$600
604	425	612	625
605	450	613	650
606	475	614	675
607	500	615	700
608	525	616	725
609	550	617	750
610	575		

Merit Awards for employees in positions allocated or equated to grades 618-667 will fall within the following ranges:

<u>M/C GRADE</u>	<u>AWARD RANGE</u>
618-662	\$1000 - 2500
663-667	1500 - 3500

Employees receiving a salary prior to July 1, 1986 equal to or greater than the salary shown below for their grade may be eligible for awards.

Grade 603	\$14498	Grade 617	\$30300
604	15176	618	30689
605	15935	619	32308
606	16774	620	33952
607	17706	621	35727
608	18641	622	37630
609	19656	623	40082
610	20772	661	43809
611	21950	662	48637
612	23124	663	54013
613	24433	664	59706
614	25801	665	66421
615	27218	666	73260
616	28694	667	79551

The actual amount of the Award, full or pro-rated depending on the employee's status on July 1, is determined as follows:

1. Full-time employees who were on leave with partial pay on July 1, 1986 receive the full payment.
2. Full-time employees who are on Voluntary Furlough (Reduced Work Schedule) on July 1, 1986 receive the full payment.
3. Part-time employees on July 1, 1986 receive a pro-rated payment based on their part-time percentage on that date.
4. Part-time employees on leave with partial pay on July 1, 1986 receive pro-rated payment based on their regular part-time percentage.

For employees whose salary falls within 98% or more of the job rate, any performance advance payment on July 1, 1986 must be deducted from the award amount otherwise payable. The definition of job rate is (1) the salary as shown on the graded schedule or (2) the maximum "capped" salary for a position as established by the Director of the Budget.

Employees who serve the required number of payroll periods and are on leave with or without pay on July 1, are entitled to be evaluated and if appropriately rated receive a performance award, whether or not they return to full pay or active payroll status. Employees permanently separated on July 1 may receive this award.

The Division of the Budget will allocate sufficient funds to permit payment of awards to at least 40% of all eligible employees within an agency, as explained in Budget Bulletin D-1065.

Preparation for Payment

Attached to this Bulletin is a listing for your agency of M/C employees whose salary as of Period #8L is equal to (or within 98% of) the job rate of their grade. The listing also includes those employees with the same salary who have died, retired or become inactive (including LWOP) since Period #26L.

Where an employee occupies an unallocated position which is equated to grade and is eligible for any of these payments, the agency must make certain the equation is shown on an Approved Budget Certificate, a Budget Director's Approval (BDA) form, or CC-4 form on file in OSC or submitted with the PR-75.

Payment of a longevity or award to an employee who occupies a seasonal position requires approval from the Director of the Budget.

Preparation of PR-75 forms

Agencies which have completed their evaluations and ratings may submit PR-75s to process the various payments using the following transaction codes:

A. PERFORMANCE ADVANCES

1. To report a performance advance due in the current grade for an active or inactive employee: PERF ADV.
2. To report an adjustment in current salary as a result of a performance advance in a previous grade or a promotion recalculation: COR SAL.
3. To report an adjustment only for an employee due a performance advance in a former position when the current salary will not change: ADJ SAL PA.
4. To report an "Unsatisfactory" rating: UNSAT PERF.

B. LONGEVITY PERFORMANCE AWARDS

1. To report a \$750 longevity salary increase: COR SAL with the additional transaction code LONG PAY.
2. To report a \$500 longevity lump sum payment: LONG LSP.
(If the employee was part-time on March 31, 1986, enter the P-T% on the PR-75.)

C. PERFORMANCE/MERIT AWARDS

1. To report a lump sum performance (grades 603-617) or merit (grades 618-667): PERF AWARD.

NOTE: For an employee whose salary is within 98% or less of the job rate and eligible for a longevity or merit lump sum, report PERF ADV in block 07 and LONG LSP or PERF AWARD, as appropriate in the Additional Transaction Code block.

Should you require assistance in determining correct salary entitlement, contact the Salary Determination Unit on 474-1248 or 474-3564.

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M/C PERFORMANCE ADVANCES
(NU 06, 46 AND 66)
JULY 1986

<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>	<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>
603	Full	\$1107	\$830	\$554	611	Full	\$1570	\$1178	\$785
\$3320	3/4	831	623	416	\$4710	3/4	1178	884	589
	1/2	554	415	277		1/2	785	589	393
	1/4	277	208	139		1/4	393	295	197
604	Full	\$1162	\$872	\$581	612	Full	\$1651	\$1238	\$826
\$3485	3/4	872	654	436	\$4952	3/4	1239	929	620
	1/2	581	436	291		1/2	826	619	413
	1/4	291	218	146		1/4	413	310	207
605	Full	\$1171	\$878	\$586	613	Full	\$1725	\$1294	\$863
\$3512	3/4	879	659	440	\$5175	3/4	1294	971	648
	1/2	586	439	293		1/2	863	647	432
	1/4	293	220	147		1/4	432	324	216
606	Full	\$1270	\$953	\$635	614	Full	\$1791	\$1343	\$896
\$3809	3/4	953	715	477	\$5372	3/4	1344	1008	672
	1/2	635	477	318		1/2	896	672	448
	1/4	318	239	159		1/4	448	336	224
607	Full	\$1322	\$992	\$661	615	Full	\$1875	\$1407	\$938
\$3966	3/4	992	744	496	\$5625	3/4	1407	1056	704
	1/2	661	496	331		1/2	938	704	469
	1/4	331	248	166		1/4	469	352	235
608	Full	\$1374	\$1031	\$687	616	Full	\$1952	\$1464	\$976
\$4121	3/4	1031	774	516	\$5856	3/4	1464	1098	732
	1/2	687	516	344		1/2	976	732	488
	1/4	344	258	172		1/4	488	366	244
609	Full	\$1427	\$1071	\$714	617	Full	\$2048	\$1536	\$1024
\$4281	3/4	1071	804	536	\$6142	3/4	1536	1152	768
	1/2	714	536	357		1/2	1024	768	512
	1/4	357	268	179		1/4	512	384	256
610	Full	\$1515	\$1136	\$758	618	Full	\$2057	\$1543	\$1029
\$4544	3/4	1137	852	569	\$6169	3/4	1543	1158	772
	1/2	758	568	379		1/2	1029	772	515
	1/4	379	284	190		1/4	515	386	258

Full Advance = 24-26 periods

3/4 Advance = 18-23 periods

1/2 Advance = 12-17 periods

1/4 Advance = 6-11 periods

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					August 6, 1986				
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Grade and Range		33-1/3%	25%	16-2/3%	Grade and Range		33-1/3%	25%	16-2/3%
619	Full	\$2149	\$1612	\$1075	662	Full	\$3488	\$2616	\$1744
\$6447	3/4	1612	1209	807	\$10464	3/4	2616	1962	1308
	1/2	1075	806	538		1/2	1744	1308	872
	1/4	538	403	269		1/4	872	654	436
620	Full	\$2250	\$1687	\$1125	663	Full	\$3865	\$2899	\$1933
\$6748	3/4	1688	1266	844	\$11595	3/4	2899	2175	1450
	1/2	1125	844	563		1/2	1933	1450	967
	1/4	563	422	282		1/4	967	725	484
621	Full	\$2344	\$1758	\$1172	664	Full	\$4247	\$3186	\$2124
\$7032	3/4	1758	1319	879	\$12741	3/4	3186	2390	1593
	1/2	1172	879	586		1/2	2124	1593	1062
	1/4	586	440	293		1/4	1062	797	531
622	Full	\$2456	\$1842	\$1228	665	Full	\$4743	\$3557	\$2372
\$7368	3/4	1842	1382	921	\$14227	3/4	3558	2668	1779
	1/2	1228	921	614		1/2	2372	1779	1186
	1/4	614	461	307		1/4	1186	890	593
623	Full	\$2752	\$2064	\$1376	666	Full	\$5139	\$3854	\$2570
\$8256	3/4	2064	1548	1032	\$15416	3/4	3855	2891	1928
	1/2	1376	1032	688		1/2	2570	1927	1285
	1/4	688	516	344		1/4	1285	964	643
661	Full	\$3144	\$2358	\$1572	667	Full	\$5241	\$3931	\$2621
\$9430	3/4	2358	1769	1179	\$15721	3/4	3931	2949	1966
	1/2	1572	1179	786		1/2	2621	1966	1311
	1/4	786	590	393		1/4	1311	983	656

Full Advance = 24-26 periods

3/4 Advance = 18-23 periods

1/2 Advance = 12-17 periods

1/4 Advance = 6-11 periods

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98% Maximum/Job Rate Salaries
for determining eligibility for
M/C Longevity Performance Award

	<u>July 1980</u>	<u>Jan 1981</u>	<u>Oct 1981</u>	<u>April 1982</u>	<u>April 1983</u>	<u>Sept 1983</u>	<u>April 1984</u>	<u>Sept 1984</u>	<u>June 1985</u>	<u>April 1986</u>
603	8825	9124	9921	10815	11356	11897	12492	13086	13741	14498
604	9241	9554	10386	11320	11887	12453	13077	13699	14384	15176
605	9707	10036	10906	11888	12483	13077	13731	14385	15104	15935
606	10220	10566	11479	12513	13139	13765	14454	15141	15899	16774
607	10793	11159	12118	13209	13869	14530	15257	15983	16783	17706
608	11367	11752	12758	13907	14602	15297	16063	16827	17669	18641
609	11990	12396	13452	14663	15397	16130	16937	17743	18631	19656
610	12675	13104	14215	15495	16270	17046	17898	18751	19689	20772
611	13400	13854	15023	16375	17195	18013	18914	19814	20805	21950
612	14120	14598	15825	17249	18113	18975	19925	20874	21917	23124
613	14927	15432	16722	18228	19139	20050	21053	22055	23159	24433
614	15769	16302	17658	19248	20210	21172	22232	23290	24455	25801
615	16641	17203	18628	20305	21320	22336	23453	24570	25799	27218
616	17548	18142	19638	21406	22477	23547	24725	25902	27197	28694
617	18537	19164	20737	22604	23735	24865	26109	27352	28720	30300

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M/C 25% PERFORMANCE ADVANCE AND JOB RATES
 JUNE 1985 M/C SCHEDULE FOR COMPUTING PROMOTION RECALCULATION

<u>Grade and Job Rate</u>		<u>25%</u>	<u>Grade and Job Rate</u>		<u>25%</u>	<u>Grade and Job Rate</u>		<u>25%</u>
603	Fu11	\$787	613	Fu11	\$1227	622	Fu11	\$1755
\$14021	3/4	591	\$23631	3/4	921	\$36568	3/4	1317
	1/2	394		1/2	614		1/2	878
	1/4	197		1/4	307		1/4	439
604	Fu11	\$826	614	Fu11	\$1273	623	Fu11	\$1966
\$14677	3/4	620	\$24954	3/4	955	\$38951	3/4	1475
	1/2	413		1/2	637		1/2	983
	1/4	207		1/4	319		1/4	492
605	Fu11	\$833	615	Fu11	\$1333	661	Fu11	\$2246
\$15412	3/4	625	\$26325	3/4	1000	\$42574	3/4	1685
	1/2	417		1/2	667		1/2	1123
	1/4	209		1/4	334		1/4	562
606	Fu11	\$903	616	Fu11	\$1388	662	Fu11	\$2492
\$16223	3/4	678	\$27752	3/4	1041	\$47265	3/4	1869
	1/2	452		1/2	694		1/2	1246
	1/4	226		1/4	347		1/4	623
607	Fu11	\$940	617	Fu11	\$1456	663	Fu11	\$2761
\$17125	3/4	705	\$29306	3/4	1092	\$52490	3/4	2071
	1/2	470		1/2	728		1/2	1381
	1/4	235		1/4	364		1/4	691
608	Fu11	\$977	618	Fu11	\$1469	664	Fu11	\$3034
\$18029	3/4	733	\$29823	3/4	1102	\$58022	3/4	2276
	1/2	489		1/2	735		1/2	1517
	1/4	245		1/4	368		1/4	759
609	Fu11	\$1015	619	Fu11	\$1535	665	Fu11	\$3388
\$19011	3/4	762	\$31397	3/4	1152	\$64548	3/4	2541
	1/2	508		1/2	768		1/2	1694
	1/4	254		1/4	384		1/4	847
610	Fu11	\$1077	620	Fu11	\$1607	666	Fu11	\$3671
\$20090	3/4	808	\$32994	3/4	1206	\$71195	3/4	2754
	1/2	539		1/2	804		1/2	1836
	1/4	270		1/4	402		1/4	918
611	Fu11	\$1117	621	Fu11	\$1675	667	Fu11	\$3743
\$21229	3/4	838	\$34720	3/4	1257	\$77308	3/4	2808
	1/2	559		1/2	838		1/2	1872
	1/4	280		1/4	419		1/4	936
612	Fu11	\$1174						
\$22364	3/4	881						
	1/2	587						
	1/4	294						