

#### **CITY OF BOSTON**

### OFFICE OF HUMAN RESOURCES One City Hall Square • Boston, Massachusetts 02201

VIVIAN LEONARD Director

#### **EXECUTIVE ORDER**

(617) 635-3370 Fax (617) 635-2950

December 23, 2013

The Honorable Thomas M. Menino Mayor of Boston Boston City Hall

Dear Mayor Menino.

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Patrolmen's Association. The effective date of the new base salary schedules and the rates of increases will be 2.5% increase 1-1-2011, 1% increase 7-1-2011, 1% increase 7-1-2012, 3% increase 10-1-2013, 3% increase 10-1-2015.

Effective 7/1/2013, the Longevity Program for Patrol Officers will apply as follows where such officers are otherwise not eligible for the Quinn Bill Benefits:

5	Years of Service	\$2,000.00
10	Years of Service	\$4,000.00
15	Years of Service	\$6,000.00
20	Years of Service	\$8,000.00

Effective 1/1/2014 adds a one-time Parity Adjustment of \$2000/\$38.46, weekly.

Effective 7/1/2014, employees with 25 Years of Service will receive both \$8000.00 and Ouinn benefits.

#### Quinn Bill Benefits will be increased as follows:

July 1, 2013 (FY14) 65% July 1, 2014 (FY15) 70% July 1, 2015 (FY16) 50%

#### Educational Incentive benefits for Associates and Bachelor degrees effective as follows:

July 1, 2013 (FY14) 65% July 1, 2014 (FY15) 70%

July 1, 2015 (FY16) 50% Thomas M. Menino, Mayor

AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

AFFIRMATIVE ACTION • PERSONNEL MANAGEMENT • EMPLOYEE ASSISTANCE • HEALTH BENEFITS / INSURANCE "DEDICATED TO SERVE, GUIDE, AND SUPPORT"





#### Effective 7/01/2015 Quinn Flat Amounts

Associates \$2,100.00/\$40.38 weekly Bachelors' \$4,100.00/\$78.85 weekly Masters/JD \$5,100.00/\$98.08 weekly

Effective 7/01/2014 Cumulative Risk Enhancement Adjustment
Add new 20 year strip base equal to the 3<sup>rd</sup> year plus \$3,000.00/\$57.69 weekly
Add new 25 year strip base equal to the 3<sup>rd</sup> year plus \$6,000.00/\$115.38 weekly

This agreement to the Salary Schedule is necessary to implement the Joint Labor Management Committee (JLMC) decision for the members of the Boston Police Patrolmen's Association contract.

Respectfully,

Vivian Leonard, Director Office of Human Resources

Approved:

Meredish Weenick, Collector-Treasurer Thomas M. Menino, Mayor

### JANUARY 2011 POLICE OFFICER SALARY CHARTS

	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL ANNUAL				
DAYS												
1ST YEAR	959.32	59.96	1,019.28	25.48	35.97	254.82	800.00	57,319.08				
2ND YEAR	1,074.85	67.18	1,142.03	28.55	40.31	285.51	800.00	64,125.60				
3RD YEAR	1,190.50	74.41	1,264.91	31.62	44.64	316.23	800.00	70,939.29				
NIGHTS												
1ST YEAR	959.32	82.68	1,042.00	26.05	35.97	260.50	800.00	58,578.90				
2ND YEAR	1,074.85	92.64	1,167.49	29.19	40.31	291.87	800.00	65,537.29				
3RD YEAR	1,190.50	102.61	1,293.11	32.33	44.64	323.28	800.00	72,502.98				
LONGEVITY (	DAYS) 10 Y	RS OF SER	VICE									
10TH YEAR	1,228.96	76.81	1,305.77	32.64	46.09	326.44	800.00	73,204.91				
LONGEVITY (	NIGHTS) 1	YRS OF SE	RVICE									
10TH YEAR	1,228.96	102.61	1,331.57	33.29	46.09	332.89	800.00	74,635.52				
LONGEVITY (	DAYS) 20 \	RS OF SER	VICE									
20TH YEAR	1,267.42	79.21	1,346.63	33.67	47.53	336.66	800.00	75,470.67				
LONGEVITY (	LONGEVITY (NIGHTS) 20 YRS OF SERVICE											
20TH YEAR	1,267.42	102.61	1,370.03	34.25	47.53	342.51	800.00	76,768.20				

# JULY 2011 POLICE OFFICER SALARY CHARTS

DAVE	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL ANNUAL
DAYS 1ST YEAR	968.90	60.56	1,029.46	25.74	36.33	257.37	800.00	57,883.62
<b>2ND YEAR</b>	1,085.58	67.85	1,153.43	28.84	40.71	288.36	800.00	64,757.73
3RD YEAR	1,202.40	75.15	1,277.55	31.94	<b>45</b> .09	319.39	800.00	71,640.18
NIGHTS								
<b>1ST YEAR</b>	968.90	83.51	1,052.41	26.31	36.33	263.10	800.00	59,156.10
<b>2ND YEAR</b>	1,085.58	93.56	1,179.14	29.48	40.71	294.79	800.00	66,183.38
3RD YEAR	1,202.40	103.63	1,306.03	32.65	45.09	326.51	800.00	73,219.40
LONGEVITY (	DAYS) 10 Y	RS OF SER	VICE					
10TH YEAR	1,240.86	77.55	1,318.41	32.96	46.53	329.60	800.00	73,905.80
LONGEVITY (	NIGHTS) 10	YRS OF SE	RVICE					
10TH YEAR	1,240.86	103.63	1,344.49	33.61	46.53	336.12	800.00	75,351.94
LONGEVITY (	DAYS) 20 Y	RS OF SER	VICE					
20TH YEAR	1,279.32	79.96	1,359.28	33.98	47.97	339.82	800.00	76,172.08
LONGEVITY (	NIGHTS) 20	YRS OF SE	RVICE					
20TH YEAR	1,279.32	103.63	1,382.95	34.57	47.97	345.74	800.00	77,484.61

### JULY 2012 POLICE OFFICER SALARY CHARTS

)	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL ANNUAL				
DAYS								·				
1ST YEAR	978.60	61.16	1,039.76	25.99	36.70	259.94	800.00	58,454.69				
2ND YEAR	1,096.44	68.53	1,164.97	29.12	41.12	291.24	800.00	65,397.55				
3RD YEAR	1,214.42	75.90	1,290.32	32.26	45.54	322.58	800.00	72,348.24				
NIGHTS												
1ST YEAR	978.60	84.34	1,062.94	26.57	36.70	265.74	800.00	59,740.09				
2ND YEAR	1,096.44	94.50	1,190.94	29.77	41.12	297.74	800.00	66,837.69				
3RD YEAR	1,214.42	104.67	1,319.09	32.98	45.54	329.77	800.00	73,943.51				
LONGEVITY (	DAYS) 10 Y	RS OF SER	VICE									
10TH YEAR	1,252.88	78.31	1,331.19	33.28	46.98	332.80	800.00	74,614.52				
LONGEVITY (	NIGHTS) 1	YRS OF SE	RVICE									
10TH YEAR	1,252.88	104.67	1,357.55	33.94	46.98	339.39	800.00	76,076.18				
LONGEVITY (	DAYS) 20 Y	RS OF SER	VICE									
20TH YEAR	1,291.34	80.71	1,372.05	34.30	48.43	343.01	800.00	76,880.14				
LONGEVITY	LONGEVITY (NIGHTS) 20 YRS OF SERVICE											
20TH YEAR	1,291.34	104.67	1,396.01	34.90	48.43	349.00	800.00	78,208.72				
			ACTION TO SELECT					60 F085				

#### JULY 2013 POLICE OFFICER SALARY CHARTS

D	BASE	SHIFT_DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL ANNUAL				
DAYS 1ST YEAR	978.60	61.16	1,039.76	25.99	36.70	259.94	800.00	58,454.69				
2ND YEAR	1,096.44	68.53	1,164.97	29.12	41.12	291.24	800.00	65,397.55				
3RD YEAR	1,214.42	75.90	1,290.32	32.26	45.54	322.58	800.00	72,348.24				
NIGHTS												
1ST YEAR	978.60	84.34	1,062.94	26.57	36.70	265.74	800.00	59,740.09				
2ND YEAR	1,096.44	94.50	1,190.94	29.77	41.12	297.74	800.00	66,837.69				
3RD YEAR	1,214.42	104.67	1,319.09	32.98	45.54	329.77	800.00	73,943.51				
LONGEVITY (D	LONGEVITY (DAYS) 5 YRS OF SERVICE											
5TH YEAR	1,252.88	78.31	1,331.19	33.28	46.98	332.80	800.00	74,614.52				
LONGEVITY (NIGHTS) 5 YRS OF SERVICE												
5TH YEAR	1,252.88	104.67	1,357.55	33.94	46.98	339.39	800.00	76,076.18				
LONGEVITY (D	****	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	05									
LONGEVITY (D				04.00	40.40	040.04	000.00	70 000 44				
10TH YEAR	1,291.34	80.71	1,372.05	34.30	48.43	343.01	800.00	76,880.14				
LONGEVITY (N	IGHTS) 10	YRS OF SER	VICE									
<b>10TH YEAR</b>	1,291.34	104.67	1,396.01	34.90	48.43	349.00	800.00	78,208.72				
LONGEVITY (D	AYS) 15 YF	RS OF SERV	CE									
15TH YEAR	1,329.80	83.11	1,412.91	35.32	49.87	353.23	800.00	79,145.89				
LONGEVITY (N	ICUTE\ 4E	VDS OF SER	MCE									
	1,329.80	104.67	1,434.47	35.86	49.87	358.62	800.00	80,341.39				
15TH YEAR	1,329.00	104.07	1,434.47	33.00	45.07	330.02	000.00	00,341.39				
LONGEVITY (D												
20TH YEAR	1,368.27	85.52	1,453.79	36.34	51.31	363.45	800.00	81,412.69				
LONGEVITY (N	IGHTS) 20	YRS OF SER	VICE									
20TH YEAR	1,368.27	104.67	1,472.94	36.82	51.31	368.24	800.00	82,474.59				

# OCTOBER 2013 POLICE OFFICER SALARY CHARTS

)	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL ANNUAL
DAYS 1ST YEAR	1,007.96	63.00	1,070.96	26.77	37.80	267.74	800.00	60,184.73
2ND YEAR	1,129.34	70.58	1,199.92	30.00	42.35	299.98	800.00	67,335.56
3RD YEAR	1,250.85	78.18	1,329.03	33.23	46.91	332.26	800.00	74,494.75
JILD TEAK	1,200.00	70.10	1,020.00	00.20	40.01	002.20	000.00	74,404.70
NIGHTS								
1ST YEAR	1,007.96	86.87	1,094.83	27.37	37.80	273.71	800.00	61,508.36
2ND YEAR	1,129.34	97.34	1,226.68	30.67	42.35	306.67	800.00	68,819.41
3RD YEAR	1,250.85	107.81	1,358.66	33.97	46.91	339.67	800.00	76,137.76
LONGEVITY (DA								
5TH YEAR	1,289.31	80.58	1,369.89	34.25	48.35	342.47	800.00	76,760.37
LONGEVITY (NI	The second of th							
5TH YEAR	1,289.31	107.81	1,397.12	34.93	48.35	349.28	800.00	78,270.30
LONGEVITY (DA	VC) 40 VD	S OF SERVI	CE					
10TH YEAR	1,327.77	82.99	1,410.76	35.27	49.79	352.69	800.00	79,026.64
TOTTTEAK	1,527.77	02.55	1,410.70	33.27	45.75	332.03	000.00	13,020.04
LONGEVITY (NI	GHTS) 10 '	YRS OF SER	VICE					
10TH YEAR	1,327.77	107.81	1,435.58	35.89	49.79	358.90	800.00	80,402.98
								35
LONGEVITY (DA	YS) 15 YR	S OF SERVI	CE					
15TH YEAR	1,366.23	85.39	1,451.62	36.29	51.23	362.91	800.00	81,292.39
)								
LONGEVITY (NI	GHTS) 15 '	YRS OF SER						
15TH YEAR	1,366.23	107.81	1,474.04	36.85	51.23	368.51	800.00	82,535.52
LONGEVITY (DA		The second secon						
20TH YEAR	1,404.70	87.79	1,492.49	37.31	52.68	373.12	800.00	83,558.54
LONGEVITY (NII	CUTC) 20 Y	VDC OF CCD	MCE					
LONGEVITY (NI	1,404.70	THE RESERVE AND THE PARTY OF TH		37.81	52.68	270 42	900 00	04 660 74
ZUITI TEAK	1,404.70	107.81	1,512.51	31.01	52.00	378.13	800.00	84,668.71

# JANUARY 2014 POLICE OFFICER SALARY CHARTS

	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	TOTAL
<u>DAYS</u>								
<b>1ST YEAR</b>	1,051.10	65.69	1,116.79	27.92	39.42	279.20	800.00	62,726.04
<b>2ND YEAR</b>	1,172.48	73.28	1,245.76	31.14	43.97	311.44	800.00	69,877.39
3RD YEAR	1,293.99	80.87	1,374.86	34.37	48.52	343.72	800.00	77,036.05
NIGHTS								
1ST YEAR	1,051.10	90.59	1,141.69	28.54	39.42	285.42	800.00	64,106.68
2ND YEAR	1,172.48	101.05	1,273.53	31.84	43.97	318.38	800.00	71,417.21
3RD YEAR	1,293.99	111.53	1,405.52	35.14	48.52	351.38	800.00	78,736.08
SKD TEAK	1,233.33	111.00	1,403.32	33.14	40.32	331.30	000.00	10,130.00
LONGEVITY (D.	AYS) 5 YRS	OF SERVICE	<u>E</u>					
5TH YEAR	1,332.45	83.28	1,415.73	35.39	49.97	353.93	800.00	79,302.20
LONGEVITY (N					12.22			
5TH YEAR	1,332.45	111.53	1,443.98	36.10	49.97	361.00	800.00	80,868.76
LONGEVITY (DA	AYS) 10 YR	S OF SERVI	CE					
10TH YEAR	1,370.91	85.68	1,456.59	36.41	51.41	364.15	800.00	81,567.95
LONGEVITY (N		YRS OF SER	VICE					
10TH YEAR	1,370.91	111.53	1,482.44	37.06	51.41	370.61	800.00	83,001.30
LONGEVITY (D	AVC) 15 VE	e of ceby	CE					
15TH YEAR	1,409.37	88.09	1,497.46	37.44	E2 0E	274 27	900.00	02 024 22
ISIN TEAK	1,409.37	80.09	1,497.40	37.44	52.85	374.37	800.00	83,834.22
LONGEVITY (N	GHTS) 15	YRS OF SER	VICE					
15TH YEAR	1,409.37	111.53	1,520.90	38.02	52.85	380.23	800.00	85,133.97
	11 10 10 10 10 10 10 10 10 10 10 10 10 1				0.000 4800 470			· van at own state of
LONGEVITY (D.	AYS) 20 YF	S OF SERV	CE					
<b>20TH YEAR</b>	1,447.84	90.49	1,538.33	38.46	54.29	384.58	800.00	86,100.37
	ALITA: AT							
LONGEVITY (N					200 200	/12/12/12/12/12/12	12012 John 2012	17 <u>28 - 1</u> 7 ( <u>27 (1</u> 2828) - 02088
20TH YEAR	1,447.84	111.53	1,559.37	38.98	54.29	389.84	800.00	87,267.03

JULY 2014
POLICE OFFICER SALARY CHARTS

DAVE	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	ANNUAL		
DAYS	1,051.10	65.69	1,116.79	27.92	39.42	279.20	800.00	62,726.04		
1ST YEAR				31.14	43.97		800.00	69,877.39		
2ND YEAR	1,172.48	73.28	1,245.76	34.37		311.44				
3RD YEAR	1,293.99	80.87	1,374.86		48.52	343.72	800.00	77,036.05		
20TH YEAR ED	1,358.70	84.92	1,443.62	36.09	50.95	360.91	800.00	80,848.79		
25TH YEAR ED	1,423.40	88.96	1,512.36	37.81	53.38	378.09	800.00	84,660.36		
NIGHTS										
1ST YEAR	1,051.10	90.59	1,141.69	28.54	39.42	285.42	800.00	64,106.68		
2ND YEAR	1,172.48	101.05	1,273.53	31.84	43.97	318.38	800.00	71,417.21		
3RD YEAR	1,293.99	111.53	1,405.52	35.14	48.52	351.38	800.00	78,736.08		
20TH YEAR ED	1,358.70	117.10	1,475.80	36.90	50.95	368.95	800.00	82,633.11		
25TH YEAR ED	1,423.40	122.68	1,546.08	38.65	53.38	386.52	800.00	86,530.14		
		33								
LONGEVITY (DAYS	) 5 YRS O	F SERVICE								
5TH YEAR	1,332.45	83.28	1,415.73	35.39	49.97	353.93	800.00	79,302.20		
	-2		STATE OF THE COLUMN					10 (10 m) 10 (10 m) (10 m) (10 m) (10 m) (10 m)		
LONGEVITY (NIGHTS) 5 YRS OF SERVICE										
5TH YEAR	1,332.45	111.53	1,443.98	36.10	49.97	361.00	800.00	80,868.76		
								*		
LONGEVITY (DAYS) 10 YRS OF SERVICE										
10TH YEAR	1,370.91	85.68	1,456.59	36.41	51.41	364.15	800.00	81,567.95		
LONGEVITY (NIGH	TS) 10 YRS	OF SERVI	CE							
10TH YEAR	1,370.91	111.53	1,482.44	37.06	51.41	370.61	800.00	83,001.30		
· · · · · · · · · · · · · · · · · · ·										
LONGEVITY (DAYS	) 15 YRS (	OF SERVICE								
15TH YEAR	1,409.37	88.09	1,497.46	37.44	52.85	374.37	800.00	83,834.22		
LONGEVITY (NIGH	TS) 15 YRS	S OF SERVI	CE							
15TH YEAR	1,409.37	111.53	1,520.90	38.02	52.85	380.23	800.00	85,133.97		
LONGEVITY (DAYS	) 20 YRS (	OF SERVICE								
20TH YEAR	1,512.55	94.53	1,607.08	40.18	56.72	401.77	800.00	89,912.59		
LONGEVITY (NIGH	TS) 20 YRS	OF SERVI	CE							
20TH YEAR	1,512.55	117.10	1,629.65	40.74	56.72	407.41	800.00	91,164.06		
· · · · · · · · · · · · · · · · · · ·	W		Section Control (Control (Cont					The state of the s		
LONGEVITY (DAYS	) 25 YRS (	OF SERVICE								
25TH YEAR	1,577.25	98.58	1,675.83	41.90	59.15	418.96	800.00	93,724.81		
	Ø-55G.		Million of Personal		53 SA SARE CO	24 - 125 - 50.010775777	1961 OTEN (CS CT 1972)	oraniani engli sobstanii		
LONGEVITY (NIGHT	TS) 25 YRS	S OF SERVI	CE							
25TH YEAR	1,577.25	122.68	1,699.93	42.50	59.15	424.98	800.00	95,061.09		
		85=57 F F E			55555			,		

### OCTOBER 2014 POLICE OFFICER SALARY CHARTS

DAVE	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	ANNUAL		
DAYS 1ST YEAR	1,082.62	67.66	1,150.28	28.76	40.60	287.57	800.00	64,583.03		
2ND YEAR	1,207.64	75.48	1,283.12	32.08	45.29	320.78	800.00	71,949.00		
3RD YEAR	1,332.80	83.30	1,416.10	35.40	49.98	354.03	800.00	79,322.81		
20TH YEAR ED	1,399.46	87.47	1,486.93	37.17	52.48	371.73	800.00	83,250.24		
25TH YEAR ED	1,466.10	91.63	1,557.73	38.94	54.98	389.43	800.00	87,176.10		
			0.4.00,000.00.00					A-000 - 500 MADE 2000		
NIGHTS										
1ST YEAR	1,082.62	93.31	1,175.93	29.40	40.60	293.98	800.00	66,005.29		
2ND YEAR	1,207.64	104.09	1,311.73	32.79	45.29	327.93	800.00	73,535.40		
3RD YEAR	1,332.80	114.87	1,447.67	36.19	49.98	361.92	800.00	81,073.33		
<b>20TH YEAR ED</b>	1,399.46	120.62	1,520.08	38.00	52.48	380.02	800.00	85,088.44		
25TH YEAR ED	1,466.10	126.36	1,592.46	39.81	54.98	398.12	800.00	89,101.97		
LONGEVITY (DAYS	Manager and Assessment of the last	THE RESIDENCE OF THE PARTY OF T	4 450 00	00.40	54.40	004.04	000.00	04 500 40		
5TH YEAR	1,371.26	85.70	1,456.96	36.42	51.42	364.24	800.00	81,588.43		
LONGEVITY (NIGHT	re) & VDe	OE SERVIC	_							
5TH YEAR	1,371.26	THE RESERVE TO THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TW	1,486.13	37.15	51.42	371.53	800.00	83,205.88		
JIII ILAIN	1,071.20	114.07	1,400.13	37.13	51.42	37 1.03	000.00	03,203.00		
LONGEVITY (DAYS) 10 YRS OF SERVICE										
10TH YEAR	1,409.72		1,497.83	37.45	52.86	374.46	800.00	83,854.71		
<del>,                                    </del>	The second secon		DICT REPORT OF THE PERSON PROCESS.					Section 200		
LONGEVITY (NIGHT	(S) 10 YRS	OF SERVI	<u>CE</u>							
<b>10TH YEAR</b>	1,409.72	114.87	1,524.59	38.11	52.86	381.15	800.00	85,338.55		
LONGEVITY (DAYS	the transfer of the second of the	THE RESERVE THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TWIND TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN	The same part of the state of the same of	5 57 600			5.5	ray was a c		
15TH YEAR	1,448.18	90.51	1,538.69	38.47	54.31	384.67	800.00	86,120.33		
LONGEVITY (NIGHT	the same and the same and the same and	and the second	CANADA CONTRACTOR CONT	20.00	E4 04	200.76	000.00	07 474 00		
15TH YEAR	1,448.18	114.87	1,563.05	39.08	54.31	390.76	800.00	87,471.09		
LONGEVITY (DAYS	) 20 VPS (	DE SERVICE	=							
20TH YEAR	1,553.31	97.08	1,650.39	41.26	58.25	412.60	800.00	92,314.16		
ZOTIT TEAK	1,000.01	37.00	1,000.00	71.20	00.20	412.00	000.00	32,514.10		
LONGEVITY (NIGHT	rs) 20 YRS	OF SERVI	CE							
20TH YEAR	1,553.31	AND ADDRESS OF THE PARTY OF THE	1,673.93	41.85	58.25	418.48	800.00	93,619.39		
	and a great and the state of the first of th	And the second of the second o		100000 00000 To						
<b>LONGEVITY (DAYS</b>	25 YRS (	OF SERVICE								
25TH YEAR	1,619.95		1,721.20	43.03	60.75	430.30	800.00	96,240.54		
LONGEVITY (NIGHT										
25TH YEAR	1,619.95	126.36	1,746.31	43.66	60.75	436.58	800.00	97,632.92		

### OCTOBER 2015 POLICE OFFICER SALARY CHARTS

DAVO	BASE	SHIFT DIFF.	GROSS	HOURLY	OVERTIME	HOLIDAY	UNIFORM	ANNUAL
DAYS	1 115 10	60.60	1 104 70	29.62	41.82	296.20	800.00	66,496.64
1ST YEAR 2ND YEAR	1,115.10 1,243.88	69.69 77.74	1,184.79 1,321.62	33.04	46.65	330.41	800.00	74,083.89
3RD YEAR	1,372.79	85.80	1,458.59	36.46	51.48	364.65	800.00	81,678.85
20TH YEAR ED	1,372.79	90.09	1,531.53	38.29	54.05	382.88	800.00	85,723.31
	1,510.07	94.38	1,604.45	40.11	56.63	401.11	800.00	89,766.72
25TH YEAR ED	1,510.07	94.30	1,004.43	40.11	30.03	401.11	800.00	09,700.72
NIGHTS								
1ST YEAR	1,115.10	96.11	1,211.21	30.28	41.82	302.80	800.00	67,961.56
2ND YEAR	1,243.88	107.21	1,351.09	33.78	46.65	337.77	800.00	75,717.91
3RD YEAR	1,372.79	118.32	1,491.11	37.28	51.48	372.78	800.00	83,482.08
20TH YEAR ED	1,441.44	124.24	1,565.68	39.14	54.05	391.42	800.00	87,616.96
25TH YEAR ED	1,510.07	130.15	1,640.22	41.01	56.63	410.06	800.00	91,750.26
ZJIH TEAK ED	1,510.01	130.13	1,040.22	41.01	30.03	410.00	000.00	31,730.20
LONGEVITY (DAYS	) 5 YRS OF	SERVICE						
5TH YEAR	1,411.25	88.20	1,499.45	37.49	52.92	374.86	800.00	83,944.47
OTHICAR	1,411.20	00.20	1,400.40	01.10	02.02	014.00	000.00	00,011.47
LONGEVITY (NIGH	TS) 5 YRS	OF SERVICE	=					
5TH YEAR	1,411.25	118.32	= 1,529.57	38.24	52.92	382.39	800.00	85,614.62
JIII ILAK	1,711.20	110.02	1,020.01	00.21	02.02	002.00	000.00	00,014.02
LONGEVITY (DAYS	10 YRS C	F SERVICE						
10TH YEAR	1,449.71	90.61	1,540.32	38.51	54.36	385.08	800.00	86,210.74
			.,					(T.T.) = ((T.T.) )
LONGEVITY (NIGH	TS) 10 YRS	OF SERVIC	E					
10TH YEAR	1,449.71	118.32	1,568.03	39.20	54.36	392.01	800.00	87,747.30
			2.5					
LONGEVITY (DAYS	) 15 YRS C	F SERVICE						
15TH YEAR	1,488.17	93.01	1,581.18	39.53	55.81	395.30	800.00	88,476.50
LONGEVITY (NIGHT	TS) 15 YRS	OF SERVICE	E					
15TH YEAR	1,488.17	118.32	1,606.49	40.16	55.81	401.62	800.00	89,879.84
	51# T075(M(8/1)001							(1500 <b>- 1</b> 00 - 15
LONGEVITY (DAYS	) 20 YRS C	F SERVICE						
20TH YEAR	1,595.29	99.71	1,695.00	42.38	59.82	423.75	800.00	94,787.75
	0.4-0.2-0.000.000.00							
LONGEVITY (NIGH	TS) 20 YRS	OF SERVICE	E					
20TH YEAR	1,595.29	124.24	1,719.53	42.99	59.82	429.88	800.00	96,147.91
	National (Carlotte Carlotte Ca	AND AND THE THE	entere enterettendel.			er er et de Tette	NEW CONCENSION AND SERVICES	- TOTAL PROPERTY TO
LONGEVITY (DAYS	) 25 YRS C	F SERVICE						
25TH YEAR	1,663.92	104.00	1,767.92	44.20	62.40	441.98	800.00	98,831.16
		recent of the control			WATER TOTAL			
LONGEVITY (NIGH	TS) 25 YRS	OF SERVICE	E					
25TH YEAR	1,663.92	130.15	1,794.07	44.85	62.40	448.52	800.00	100,281.21
			and the second of the second o					