

COLLECTIVE BARGAINING AGREEMENT
FOR THE PERIOD
OCTOBER 1, ~~2011~~2014 THROUGH SEPTEMBER 30, ~~2014~~2017
BETWEEN
THE CITY OF MARGATE, FL
AND
THE FEDERATION OF PUBLIC EMPLOYEES

~~APPROVED BY RESOLUTION NUMBER 12-001~~

~~DATED: 10/05/11~~

~~AMENDED BY RESOLUTION NUMBER: 12-223~~

~~— DATED: 11/07/12~~

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PREAMBLE

This Agreement is entered into this 1st day of October ~~2011~~—2014, by and between the CITY OF MARGATE, located within the County of Broward, State of Florida (hereinafter referred to as the "City") and the FEDERATION OF PUBLIC EMPLOYEES, AFL-CIO, (hereinafter referred to as the "Federation"), as the sole and exclusive bargaining representative of the employees within the certified bargaining units.

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ARTICLE 1

RECOGNITION

Section 1: The City of Margate, (hereinafter the City"), in accordance with Certification number 243 of the Florida Public Employees Relations Commission hereby recognizes the Federation of Public Employees, a division of the National Federation of Public and Private Employees, AFL-CIO, (hereinafter "the Federation"), as the sole and exclusive bargaining agent for purposes of collective bargaining with respect to working conditions, rates of pay, health, safety and other conditions of employment for those employees of the City working within the certified units.

Section 2: In the event of any additions, deletions and/or modifications of job title/classifications, for Federation bargained for positions, the parties agree to meet within thirty (30) days from said modifications, additions, or deletions, in order to determine inclusion and/or exclusion in/from the bargaining unit.

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ARTICLE 2

DISCRIMINATION

Section 1: The City and the Federation agree that the basic intent of this Agreement is to provide a harmonious working relationship between the City and the Federation. The City and the Federation agree that all provisions of this Agreement shall be applied to all employees covered by it, and that the City and the Federation affirm their joint opposition to any discriminatory practices as provided by law.

Section 2: Employees shall have the right to join the Federation, to engage in lawful concerted activities for the purpose of collective bargaining, to express and communicate any view, grievance, complaint or opinion, relative to conditions or compensation of public employment or its betterment, as long as same is not contrary to necessary discipline, all free of any restraint, coercion, intimidation or reprisal against any employee because of that employee's membership or lack of membership in the Federation or by virtue of an employee-member holding office in the Federation. The City and the Federation shall apply this provision to all employees.

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**ARTICLE 3
DURATION**

Section 1: Except as indicated in Section 3 and Section 4 below, this contract shall be effective October 1, ~~2011~~ 2014 and continue in effect through the 30th day of September, ~~2014~~ 2017, provided, however, in the event a new contract has not been negotiated and ratified by the parties, the terms and conditions of this Agreement shall remain in effect until such time as a new contract has been negotiated and ratified.

Section 2: Either party may open negotiations for a new contract by presenting proposals to the other party no later than May 1, ~~2014~~ 2017. The parties shall meet to negotiate on the new proposals within fifteen (15) days after receipt of new proposals.

Section 3: The parties agree that the City may re-open Article 20—Health and Life Insurance once during the term of this Agreement in accordance with Article 20 Section 1-A. If the City re-opens Article 20, then the Federation may re-open Article 4-Wages once during the term of this Agreement. If the Federation re-opens Article 4-Wages then either party may re-open one other article during the term of this agreement. The City may re-open Article 34-Higher Education Incentive once during the term of this agreement. ~~provisions of Article 4-Wages of this contract shall be effective October 1, 2012 and continue in effect through September 30, 2013. The parties agree to meet on or about July 1, 2013 to negotiate new proposals for Article 4 Wages for the period of October 1, 2013 through September 30, 2014.~~

Section 4: ~~The provisions of Article 20 Health and Life Insurance of this contract shall be effective October 1, 2012 and continue in effect through September 30, 2013 The parties agree~~

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~~to meet on or about July 1, 2013 to negotiate new proposals for Article 20 Health and Life
Insurance for the period of October 1, 2013 through September 30, 2014.~~

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ARTICLE 4

WAGES

Section 1: This Article provides for pay adjustments including the following:

A. Effective ~~On~~ October 1, 2013~~4~~, a member shall receive a step pay base salary increase as provided for by the current pay plan. Such pay plan shall be increased by 2.5% ~~on~~ effective October 1, 2013~~4~~.

Effective October 1, 2015, a member shall receive a step pay base salary increase as provided for by the current pay plan. Such pay plan shall be increased by 2.5% effective on October 1, 2015.

Effective October 1, 2016, a member shall receive a step pay base salary increase as provided for by the current pay plan. Such pay plan shall be increased by 3% effective on October 1, 2016.

Pay plans and pay ranges referenced in this Article, shall be attached to this Agreement and labeled separately.

~~A.~~ B. The parties agree that the duration of the pay plan shall be based on one hundred twenty (120) months (10 years) from either the date of hire or the promotion date of the employee.

~~B.~~ C. For purposes of calculating a member's hourly base rate of pay during the period of this agreement, the annual base rate of pay shall be divided by 2,080 hours.

D. This article includes the implementation of revised/new pay ranges for certain positions effective October 1, 2014.

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E. Employees in positions where the pay range has been increased and whose pay falls below the new pay range shall have their pay increased to the new pay range minimum effective October 1, 2014.

F. Employees in positions where the pay range has been increased and whose pay falls within the new pay range shall not receive an additional pay increase due to the pay range adjustment other than rounding up their pay to the next step in the new pay range.

G. Employees in positions where the pay range has been decreased and whose pay falls within the new pay range shall not receive a reduction in pay due to the pay range adjustment; however, their pay shall be rounded up to the next step in the new pay range.

H. Employees in positions where the pay range has been reduced, and the employee's base salary is over the new maximum of the pay range, shall have their base salary "redlined" effective October 1, 2014 at the current amount until that base salary equals or is less than any future salary range maximum for that position. This provision shall also apply to employees whose base salary exceeds the pay range maximum for any other reason.

1. Employees who are "redlined" shall receive the value of the pay plan increase(s) described in Section 1A above in a lump sum payment, to be issued in the same manner as the member's regular paycheck rather than as a base salary increase. This subsection shall sunset on September 30, 2017.

I. Employees who are promoted during the course of a fiscal year shall be eligible for the full amount of steps in any provided step increase.

Section 2: The pay plan shall provide skill based compensation for a skill identified in this section in the amount so indicated. The previous skill based compensation component, and all Added Responsibility Increments (ARI) or other additional add-on pays shall terminate effective beginning with the first full pay period following the adoption date of this agreement on September 30, 2014.

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Employees who were receiving skill-based pay, ARI, or other additional add-on pays effective immediately prior to the adoption date of this agreement, shall receive a one-time base pay adjustment of half of that ARI, skill-based pay, or add-on pay amount added to their base pay (rounded up to the next applicable step) effective beginning with the first full pay period following the adoption date of this agreement. An exception to the preceding adjustments will apply to employees in the position formerly titled Service Worker I (now titled Service Worker II). Employees in this position immediately prior to the adoption date of this agreement shall receive a one-time base salary adjustment of \$1,000 (rounded up to the next applicable step) effective beginning with the first full pay period following the adoption date of this agreement. The one-time base pay adjustments in this section will still apply for employees who are “redlined” or would exceed the pay range maximum due to the one-time pay adjustment.

~~A. Skill-based compensation shall be paid in an annual flat dollar amount, pro-rated bi-weekly, outside of the employee's base salary. The Human Resources Department shall conduct a study of the pay ranges for positions covered by this bargaining agreement, which shall be completed on or about May 1, 2014. This study will be the basis for wage discussions for the contract period beginning October 1, 2014.~~

~~B. To qualify for skill-based compensation, the member shall perform the designated skill(s) as a routine function of the member's regularly assigned job tasks and duties. "Routine function" does not include a level of frequency at which the member only rarely or occasionally or temporarily performs the designated skill out of the total number of times the skill is generally performed by others system wide.~~

Section 3: The City shall provide a shift differential payment of one dollar (\$1.00) per hour for any work shift that begins at 11:00 p.m. and whereupon the employee works the entire shift.

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Section 4: All Field Training Officers (FTO's), CDL Training Designee, and all other trainers, shall receive one (1) hour of compensatory time per shift and also five dollars (\$5.00) per shift for training other personnel for five (5) or more hours during that shift.

Section 5: The parties agree that the effective date of the implementation of the pay plan shall be October 1, ~~2012~~—2014 and shall be applicable to the employee's base salary only.

A. Future calculations shall be made at the end of each fiscal year covered by this agreement.

B. The City Administration reserves the right in its sole discretion to upgrade the classification of any position and/or upgrade any employee to a higher classification and/or advance any employee within the pay plan and/or place a newly-hired employee in the pay plan above the entry level of a particular job grade classification.

C. The following position titles shall change effective October 1, 2014:

Serviceworker = Serviceworker I

Serviceworker I = Serviceworker II

Office Specialist = Office Specialist I

Office Specialist I = Office Specialist II

Aquatic Weed Applicator = Canal Maintenance Technician I

Aquatic Weed Applicator I = Canal Maintenance Technician II

Account Clerk = Account Clerk I

Municipal Complex Superintendent = Maintenance Supervisor

Automotive/Truck Technician = Mechanic I

Engineering Inspector = Engineering Inspector I

Electrician I = Electrician II

Fleet Administrator = Fleet Supervisor

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Community Service Aide = Community Service Aide I

Small Engine Mechanic/Welder = Equipment Mechanic/Welder

CADD Technician = CADD Technician/Utility Locator

Utility Mechanic=Utility Mechanic I

Utility Mechanic I=Utility Mechanic II

Section 6: The City shall provide an annual longevity benefit to each employee covered under this agreement subject to the provisions stated in this section in accordance with the attached longevity schedule.

A. Any longevity benefit payment shall be made outside of the employee's base salary.

B. Those employees who have completed ten or more years of service with the City shall receive an annual lump sum longevity benefit payment of:

\$1,000 if the employee has completed 10, 11, 12, 13, or 14 YOS; or
\$2,000 if the employee has completed 15, 16, 17, 18, or 19 YOS; or
\$3,000 if the employee has completed 20 or more YOS.

1. An employee's completed number of years of regular, full-time service (YOS) with the City shall be calculated based on that employee's anniversary date during the fiscal year in which the longevity benefit payment is made.

2. The longevity benefit payment provided for above shall be paid on the first pay date of December, and shall be issued in the same manner as the members regular paycheck.

3. An employee hired on or after October 1, 2010 shall not be entitled to the longevity benefits stated in this section.

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C. If an employee leaves the employ of the City subsequent to receiving the lump sum longevity benefit payment in December, and if that employee's anniversary date occurs after the employee receives the longevity payment, the City shall determine the pro-rated value of that longevity benefit for the remainder of the fiscal year, and subtract that amount from the employee's final pay.

If the amount of the employee's final pay is less than the value of the longevity payment that the employee owes to the City, then the employee shall reimburse the difference to the City within thirty business days of the date that the employee leaves the employ of the City.

Section 7: An employee may receive vacation leave pay or holiday leave pay in advance by delivering a written request for said leave directly to the Human Resources Payroll Division.

A. The request shall be honored provided that the request is for a minimum of forty hours of leave, and is received in the Human Resources Department Payroll Division at least two weeks prior to the first day of the employee's scheduled leave.

B. The employee shall receive the advanced leave payment either on the last pay date prior to the first day of the employee's scheduled leave or the employee's last shift worked prior to the first day of the employee's scheduled leave as determined by the City's Payroll and Benefits Supervisor/Coordinator Division.

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Attachment A

Position	Amount	Skill
Service Worker Service Worker I	\$450: one two skills; \$650: three four skills; \$750: five or more skills	Operation of: chipper, chainsaw, cement mixer, compactor, forklift, Toro grounds master; and ground man
Service Worker Service Worker I	\$450	Possesses and maintains certification as a lawn and ornamental or right of- way applicator's license.
Service Worker Service Worker I	\$1,000: one two skills; \$1,500: three four skills; \$2,000: five or more skills	Operation of: personal computer, street sweeper, street saw, street roller, backhoe, bobcat, Vac con, front end loader, bucket truck, track hoe, water craft equipment, precision carpentry and woodworking equipment, possess ASE Parts Specialist Certification.
Any position limited to three (3)	\$450	Possesses and maintains certification as a welder.
Utility Technician	\$450: one two skills; \$600: all three skills	Operation of: Forklift, Vac Con; perform Masonry work
Community Service Aide	\$1,200	Traffic Homicide Investigator

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**JOB CLASSIFICATION LIST
Effective October 1, 2014**

(Note: Pay ranges shown below will be increased by 2.5% effective October 1, 2014)

~~Fiscal Year 2013~~

Grade	Job Title	Annual Salary <u>Pay Range</u>	
		Minimum	Maximum
3	Custodian	24,192	33,942
5	City Receptionist Service Worker-Custodian	26,910	37,755
7	Bus Driver Inventory Control Specialist Service Worker I Office Specialist I	29,630	41,571
8	Aquatic Weed Applicator Cashier Meter Reader	30,990	43,479
9	Animal Control Officer Fleet Support Specialist Mason Meter Technician Office Specialist II <u>Service Worker II</u> Utility Technician	32,349	45,387
10	Account Clerk I Computer Operator <u>Inventory Control Specialist</u> <u>Canal Maintenance</u> <u>Technician I</u> Painter Utility Service Representative Utility Technician-L3	33,708	47,292

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11	Asst Div Coord Transit Call Taker Community Service Aide I Evidence Technician Utility Technician-L2	35,067	49,200
Grade	Job Title	Annual Salary <u>Pay Range</u> Minimum Maximum		
12	Aquatics Coordinator <u>Community Service Aide II</u> Irrigation Mechanic Utility Technician-L1	36,426	.....	51,106
13	Asphalt Specialist Carpenter Maintenance Specialist <u>Canal Maintenance</u> <u>Technician II</u>	37,786	.....	53,013
14	Automotive/Truck Technician <u>Mechanic I</u> Communications Specialist <u>Crime Analyst</u> Court Liaison Coordinator Electrician Laboratory Technician Municipal Complex Superintendent <u>Maintenance Supervisor</u> Treatment Plant Operator-C <u>Utility Mechanic I</u> Utility Technician-Lead	39,145	.....	54,921
15	Treatment Plant Operator-B <u>Code Compliance Officer</u> <u>HVAC Specialist</u> <u>Equipment Mechanic/</u> <u>Welder</u>	40,505	56,829

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16	Automotive/Truck Technician (Skill Level I) Crime Analyst Small Engine Mechanic/Welder Utility Mechanic II <u>Mechanic II</u>	41,863	58,735
17	Aquatic Weed Applicator I Crime Scene Technician Division Leader – Buildings Division Leader – Irrigation Maintenance Division Leader – Lift Stations Division Leader – Parks & Grounds Division Leader – Roads Engineering Inspector <u>Laboratory Technician</u> <u>Mechanic III</u> Treatment Plant Operator I (Dual "C") – no additional employees other than those currently holding this designation shall be placed in this position Treatment Plant Operator-A <u>Victim Advocate</u>	43,223	.....	60,642
		Annual Salary Pay Range		
Grade	Job Title	Minimum		Maximum
18	Chief Utility Mechanic Code Compliance Officer	44,583	.....	62,550
19	Division Coordinator – Transit Division Leader - Dist/Coll <u>Electrical Instrumentation</u> <u>Technician</u>	45,943	.....	64,458
20	Fleet Administrator/Garage Coordinator <u>Engineering Inspector I</u>	47,303	.....	66,366
21	Victim Advocate CADD Technician/ <u>Utility</u> <u>Locator</u>	48,662	68,274
24	Engineer	52,739	73,993

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25	Building and Structural Inspector Building and Structural Inspector/Sign Insp Chief Chemist <u>Electrician II</u> <u>Fleet Supervisor</u>	54,098	75,901
26	Electrical Instrumentation Tech <u>Engineer</u>	55,458	.....	77,808
28	Plans Examiner/Inspector (Any Discipline)	58,176	.....	81,622
31	Chief Inspector - Electrical Chief Inspector - Mechanical Chief Inspector - Plumbing Chief Inspector - Structural/Bldg	62,256	87,345
37	Electrician I	70,411	98,788

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ARTICLE 5

UNION DEDUCTIONS

Section 1: Union deductions shall be made in accordance with forms provided by the Federation and executed and authorized by the employee authorizing said deductions. There shall be no charge made by the City of Margate for these deductions. These monies shall be transmitted to the Federation within thirty (30) days after the monthly deductions. Any changes in percentage shall be given to the City of Margate thirty (30) days in advance. Should any change in percentage necessitate a cost to the City, the cost of the programming change shall be borne by the Union.

Section 2: The Federation shall indemnify the City of Margate and hold the City of Margate harmless against any and all suits, claims, demands and liabilities which arise out of, or by reason of, any action taken by the City of Margate to comply with the provisions of this article.

Section 3: The parties mutually agree that if problems arise with the collection and reimbursement of the dues deduction, the parties will agree to reopen Section 1 of this article.

Section 4: Dues deduction shall only be deducted on the employee's base salary of his/her earnings.

Section 5: Union members wishing to drop from the Union need to provide thirty (30) days advance notice to the Union, in writing and copied to the Human Resources Department Payroll and Benefits Division. Dues deductions shall not cease until the above criteria is met.

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ARTICLE 6

REDUCTION IN FORCE

Section 1: An employee may be assigned to an equal or lower-graded position for which the employee is qualified when the position to which the employee has been assigned is abolished for any reason whatsoever; or an employee may be assigned to a higher-graded position as approved by the City Manager. No permanent employee shall be laid off or reduced in grade while there is a temporary provisional or probationary employee serving in a position for which the permanent employee is qualified.

Section 2: For reduction-in-force purposes, seniority within classification shall prevail. Seniority within classification means length of service (total months and days) of actual continuous assignment within the classification as a permanent employee.

A. At least twenty (20) working days prior to the reduction-in-force, the permanent employee will receive a written notice stating the reasons and the effective date of a reduction-in-force action.

B. An employee who is in a classification in which a layoff will occur, or would be bumped as a result of a layoff, and who would in accordance with the provisions of Section 1 above, be subject to termination because of a reduction-in-force, shall have the following options which shall include bumping another employee as set forth below:

1. Revert to the lower classification from which the employee was promoted. If the employee exercises this option the employee shall be deemed to be senior to all other employees within that classification who were hired or promoted into that classification after the affected employee's date of promotion.

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2. Revert to another classification position for which the employee is listed on the then current eligibility list for that position on the effective date of the termination. If the employee exercises this option, the employee shall be deemed to be senior to all other employees within that classification position who were hired as a regular full-time City employee after the affected employee was hired as a regular full-time City employee.

3. Be assigned to an equal or lower graded position for which the employee is qualified to perform the essential functions of the job. If the employee exercises this option, the employee shall be deemed to be senior to all other employees within that classification who were hired as a regular full time City employee after the affected employee was hired as a regular full time City employee.

4. Waive the employee's rights and accept the termination associated with the reduction in force.

Section 3: Employees laid off due to a reduction-in-force will be paid for all actual leave credits for which they are eligible, except that payment for sick leave credits shall be at 60% in accordance with Article - 10 Sick Leave.

Section 4: All permanent employees laid-off due to a reduction-in-force will be put on a re-employment list for a period of ~~three (3)~~ two (2) years. Such employees shall be referred against any vacancy, either temporary, emergency or permanent prior to selecting an applicant from the eligibility list for which the employee is qualified. In addition, the employee may take exams for any three (3) positions within the City government. If the employee passes any of those exams, the employee will go on the eligibility list for that position or positions. When a vacancy occurs in either or both of those positions, a regular civil service examination will be held. If the

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employee who has previously taken the exams, because of the reduction-in-force, places first on either or both eligibility lists, the employee will be offered the position(s) available.

Section 5: With the employee's written consent, an employee who is laid off due to a reduction-in-force may be assigned to an equal or lower-graded position for which the employee is qualified. An employee shall be considered qualified for a position after obtaining a passing grade on a regularly scheduled examination, provided said examination was taken prior to the official date a reduction-in-force was approved by the City Commission.

Section 6: The employee shall retain the employee's annual rate of pay if such annual rate of pay is equal to or less than the annual rate of pay of ~~any one~~ anyone in that classification with equal time in the classification and service within the City.

Section 7: If the position from which the permanent employee was laid off due to a reduction-in-force is re-created within a ~~three (3)~~ two (2) year period, said employee will be reassigned to that position and grade level held at the time of the reduction-in-force. ~~It is understood that the extension from a two year period to a three year period is subject to approval by the Margate Civil Service Board.~~

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ARTICLE 7

GRIEVANCE PROCEDURE

A. A grievance shall be defined as any controversy or dispute arising under the terms of this contract. Having a desire to create and maintain harmonious labor relations between them, the parties hereto agree that they will promptly attempt to adjust all complaints, disputes, controversies or other grievances arising between them involving questions of interpretation or application of the terms and provisions of this agreement.

Thus, should differences or disputes arise under this agreement, the aggrieved party to this agreement or employee, or employees, as the case may be, shall use the following procedure:

STEP 1

In the event that an employee believes there is a basis for a grievance, said employee who may be accompanied by a Federation representative, shall first discuss the alleged grievance with the immediate non-bargaining unit supervisor, ~~accompanied by a Federation representative or the employee~~ within ten (10) working days of the occurrence or knowledge of the matter giving rise to the grievance. The supervisor shall respond within ten (10) working days from the hearing date of the grievance. In the event the City does not respond within the prescribed time limit above, the Federation shall automatically move the grievance to the next level. Any grievance filed for two (2) or more bargaining unit employees shall be considered a class action grievance and shall proceed directly to the City Manager at Step III.

STEP 2

In the event the Federation or the employee is not satisfied with the oral decision of the supervisor, the Federation shall present the grievance, in writing, to the employee's Ddepartment Director ~~head~~ within five (5) working days of the date of the aforesaid oral decision. Upon presentation of the written grievance to the Ddepartment Director ~~head~~, the employee and a

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Federation representative shall attempt to resolve the same dispute and, within five (5) working days thereafter, the ~~D~~epartment Director head shall render a decision, in writing, to both the employee and to the Federation representative.

In the event that the City does not respond within the prescribed time limit above the Federation shall automatically move the grievance to the next level.

STEP 3

In the event the Federation or the employee is not satisfied with the written answer to Step 2, above, the said grievance shall be presented within five (5) working days after the written answer above to the City Manager, or designee who will, within five (5) working days of the receipt of same, meet with a representative of the Federation in an attempt to resolve the said grievance. At this meeting, the employee and the Federation can also be present. Within five (5) working days after this meeting the City Manager or designee shall render a decision in writing.

In the event that the City does not respond within the prescribed time limit above, the Federation shall automatically move the grievance to the next level.

STEP 4

In the event the Federation is not satisfied with the decision of Step 3, above, the Federation may demand arbitration, and this demand, in writing, shall be presented to the City Manager within thirty (30) days from receipt of the decision of Step 3, above.

A. The arbitrator shall be appointed by mutual consideration of the parties. In the event the parties are unable to agree upon a neutral within five (5) working days after the arbitration is invoked, the parties shall jointly petition the Federal Mediation and Conciliation Service and request a list of five (5) qualified arbitrators and from said list the parties shall select a single arbitrator to preside as a neutral at the hearing involving the aggrieved employee's grievance. The decision of said arbitrator shall be final and binding upon both parties. The arbitrator shall be requested to render a decision as

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quickly as possible. The arbitrator shall not be empowered to alter, amend, add to, or eliminate any provisions of this Collective Bargaining Agreement.

Expenses incident to the services of the arbitrator shall be borne equally by both parties.

B. In the event that an employee has been disciplined to the extent that employee has been suspended or discharged and is reinstated by an arbitrator's decision, the employee shall be reinstated with all back pay and seniority and with no loss or impairment of any rights under this Agreement or other rules and regulations of the City, unless directed otherwise by the arbitrator.

C. In the event any employee has been suspended and that suspension is upheld, the employee, upon the expiration of suspension, shall be fully reinstated to that employee's former position with no loss or impairment of any of the employee's rights under this Collective Bargaining Agreement or other rules and regulations of the City.

D. Application to this procedure shall foreclose the grievant from appealing to the Civil Service procedure or vice- versa.

E. Nothing in this article shall require the Federation to process grievances for employees who are not members of the Federation, in conformity with Florida law.

F. Time limits on grievance and arbitration procedures.

All time limits on the grievance and arbitration procedures shall be strictly adhered to unless extended by the parties in writing. Any grievance brought by the union or a member which does not meet the time limits specifically shall be deemed conclusively abandoned. Any time limit not met by management shall automatically advance to the next step.

Any grievance which is not initiated on a timely basis, as indicated herein, shall be deemed conclusively abandoned.

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G. With respect to suspensions and/or terminations, Steps 1 and 2 of this article shall be waived and all grievances shall be commenced at Step 3. However, time limits for same shall be as contained in Step 1.

H. Any and all items challenged under the provisions of the grievance procedure shall not be placed in the employee's official personnel file until the grievance has been resolved up to and including an arbitration decision.

I. The Union has the right not to process grievances of non-dues paying employees. It is agreed that the bargaining agent reserves the exclusive right to control the grievance process at any step of the grievance procedure, including arbitration, except that any member of the bargaining unit may process a grievance through representation of his/her own choosing only if the bargaining unit has refused to process the grievance solely because the unit member is not a dues-paying member of the Union. The Union accepts its duty of fair representation but retains its right to preclude the processing of non-meritorious grievances through the steps of this grievance procedure, inclusive of arbitration.

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ARTICLE 8

HOURS OF WORK AND OVERTIME

Section 1: For purposes of this article, it is agreed that the terms "work period" and "pay period" are not synonymous.

A. A "work period" is defined as seven (7) consecutive twenty-four (24) hour periods, commencing on a day designated by management.

B. A "pay period" is defined as a bi-weekly period of time commencing on a Saturday designated by management, and ending on Friday, fourteen (14) consecutive days later.

Section 2: The normal duration of a work shift shall be either five (5) consecutive eight (8) hour shifts or four (4) consecutive ten (10) hours shifts as designated by management's sole discretion or other common type of consecutive day work shift as designated by management's sole discretion, with a thirty-minute (30) paid meal break and one fifteen (15) minute paid break (rest period) during the first half of an assigned work shift and another fifteen (15) minute paid break (rest period) during the second half of an assigned work shift.

A. The hours of work are to be determined at the discretion of the Department Director ~~Head~~ and will be posted.

B. The City reserves the right to change any work period or any work shift provided for in this Agreement, with ten (10) working days written notice to the Federation.

C. The City may change an individual employee's work shift, with ten (10) working days advance written notice given to the employee.

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1. In October and April of each contract year, employees who are assigned to positions within the Police Department shall have the opportunity to request a shift assignment based on seniority; however, the City shall not be obligated under any circumstance or condition to grant any such request.

a. The City shall continue to maintain sole discretion in making any shift assignment for any employee. The City's decision regarding making a shift assignment shall not be subject to a grievance or to a hearing or a challenge of any nature.

D. Each blue-collar employee who is required to perform outdoor physical work, covered hereunder, shall be granted a ten (10) minute paid period immediately prior to the beginning of the employee's meal break to clean up and otherwise prepare for the meal.

E. The parties agree that each employee shall be on free time during the paid meal break. Specifically stated, the employee shall have the discretion to go wherever the employee desires to have a meal; however, if such meal time is made available to the employee, the meal time shall not be eligible for overtime consideration.

F. For all members ~~except Communication Specialists~~, no break of any type shall commence within the first two hours of the start of an assigned shift or end within the last two hours of an assigned shift.

G. An employee whose normal job assignment does not regularly include performing outdoor physical work may combine breaks, subject not only to the operational and/or staffing needs of the department as determined by the sole discretion of the ~~department head~~ Department Director, or designee but also with the prior sole approval of the

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~~department head~~ Department Director, or designee. In such situations, the provisions of Section 2 above (specifically regarding only the issue of taking time in the first half and the second half of an assigned shift) may be waived at the sole discretion of the ~~D~~Department Director ~~head~~.

Section 3: The opportunity to work overtime will be distributed as equally as practicable among employees in the same job classification in the same work section and area, commencing with the most senior employee, provided the employees are qualified to perform the overtime work required.

A. Overtime opportunities will be accumulated on adequate records maintained by the City, and said records shall be available to the Federation and its members.

B. Each ~~The~~ department with covered employees will establish a list of employees desirous of working overtime assignments. When the need for call-in or overtime arises, the ~~City-applicable department~~ shall first contact the employees on the list before ordering an employee who is not on the list to work the overtime assignment. The City reserves the right to call back an employee who is not on the list if no one on the list is qualified to perform the overtime assignment required. Priority for overtime assignments shall first be provided to employees who have not taken vacation leave or have not been scheduled for vacation leave during the applicable work period.

C. Any employee who works in excess of forty (40) hours in a work period shall receive overtime compensation at the rate of one and one-half (1&1 /2) times that employee's regular hourly rate for each overtime hour worked, or, at the discretion of the City Manager, one and one-half (1&1/2) hours paid compensatory time off for each overtime hour

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worked. However, any employee may present specific facts and circumstances to the City Manager or designee, to justify overtime pay. The final decision as to whether overtime pay or compensatory time is awarded shall be that of the City Manager. Effective upon the date of ratification of this agreement, when an employee works an overtime assignment, but the employee is not called back to work outside their normal working hours, (including but not limited to scheduled overtime assignments or being scheduled for overtime hours prior to the end of the normally scheduled shift) sick leave, compensatory leave, personal holiday leave, holiday bank leave, and bereavement leave, shall not be counted as hours worked for purposes of calculating overtime pay or compensatory time.

~~1. For any employee who has worked overtime, but is absent from duty in either compensated sick leave status or leave without pay status during the work period in which the overtime was earned, the City Manager may deny overtime pay.~~

~~2. If an employee has been ordered to work overtime hours, then the provisions of Section 3, C 1. above shall not apply to those hours.~~

D. An employee who is called back to work at a time outside the employee's normal working hours shall receive ~~a minimum of three (3) hours (including thirty (30) minutes of travel time to and from work)~~ pay at time and one-half the employee's regular hourly rate for all hours worked during the call back period with a minimum pay, at time and one-half the employee's regular hourly rate, of three (3) hours (including thirty (30) minutes of travel time to and from work).

An employee who is called back to work during the time in which the employee would normally be off and who works a minimum of four (4) hours shall be compensated for a thirty (30) minute meal break at the overtime rate of pay.

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Section 4: An employee who is absent from duty during the work period in either compensated sick leave status, or leave without pay status, may, at the City's discretion, work an equal number of hours beyond the work period maximum at the employee's normal hourly rate.

Section 5: The City may furnish to an employee who is required to remain on call during that employee's normal off-duty time, a communication device sufficient to enable the employee to proceed with the employee's personal business during off-duty hours.

Section 6: An employee may not consume, possess, or purchase alcoholic beverage(s) or controlled substance(s) except as prescribed by a licensed physician anytime during working hours, including that time during a lunch break or a coffee/rest break.

A. To ensure the safety of all employees and the public, an employee who needs to take an over-the-counter or a prescribed drug shall notify either employee's department head or the department head's designee of that need prior to performing any assigned work.

B. In the event that the employee is unable to safely perform the employee's assigned work as a result of taking such drug(s), the employee may, at the City's discretion, be given another regular work assignment that the employee could safely perform without impairment.

C. If no such assignment is available, then that employee shall be required to take off the rest of the employee's assigned shift. In such situations, the time off shall be treated as if the employee had called in sick.

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ARTICLE 9

VACATION

Section 1: A member shall be eligible for paid vacation leave beginning on the first day of regular full-time employment with the City.

Section 2: A member shall accrue vacation leave each regular pay period as described below in this section. A regular pay period shall be as defined in Article 8, Section 1 of this Agreement.

A. A member who has not completed five years of full-time employment with the City shall accrue a maximum of 3.0769 hours of vacation leave per regular pay period.

A member covered under Section 2-A of this article who is compensated for less than eighty hours in a pay period shall accrue vacation leave at the rate of 3.0769 hours pro-rated, based on the actual number of hours worked by the member during that pay period.

B. A member who has completed more than five years of full-time employment with the City but less than ten years of full-time employment with the city shall accrue a maximum of 4.6154 hours of vacation leave per regular pay period.

A member covered under Section 2-B of this article who is compensated for less than eighty hours in a pay period shall accrue vacation leave at the rate of 4.6154 hours pro-rated, based on the actual number of hours worked by the member during that pay period.

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C. A member who has completed more than ten years of full-time employment with the City shall accumulate a maximum of ~~5.1538~~ 6.1538 hours of vacation leave per regular pay period.

A member covered under Section 2-C of this article who is compensated for less than eighty hours in a pay period shall accrue vacation leave at the rate of 6.1538 hours pro-rated, based on the actual number of hours worked by the member during that pay period.

D. Beginning with the first pay period of each year of this agreement and ending with the last pay period of that same year, a member who has completed more than twenty years of full-time employment with the City and who has used no more than ten sick leave hours during the previous contract year ending September 30, shall accumulate a maximum of 7.6924 hours of vacation leave per regular pay period for that contract year.

Section 3: A member may accumulate a maximum aggregate of 660 vacation leave hours, except as otherwise provided for in this article. The cap of 660 hours shall be adjusted by the number of vacation leave hours cashed in by the member employee upon entering the FRS retirement incentive program known as DROP. When appropriate throughout this section, all provisions shall be subject to applicable DROP-related adjustments.

~~D.A.~~ In the event that a member submits a vacation leave request at least two (2) months prior to the starting date of the desired leave, and the City denies that request, and the member's accumulated vacation leave subsequently exceeds the annual cap as a result of

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being denied that vacation leave request, the member shall have until March 31 of the subsequent year in which to take that excess leave before the excess leave shall be forfeited.

EB. In lieu of accruing vacation leave on a per pay period basis as stated in Section 2 of this Article, a member who has reached or exceeded the cap as of September 30 of each given fiscal year covered under this agreement shall receive a lump sum amount of either 120 hours or 160 vacation leave hours whichever is applicable pursuant to Section 2 of this Article on October 1 of the next fiscal year. The member shall have the discretion to use accrued vacation leave hours as provided for in this article.

Section 4 : A member who reaches the cap as of September 30 of a given fiscal year and who terminates employment with the City for any reason anytime prior to the end of the next fiscal year shall either be compensated for earned but not used vacation leave or reimburse the City for used but not earned vacation leave as calculated below.

A. Step 1: Count the number of pay periods beginning on October 1 and ending on the effective date of the member's last day of employment; multiply that number by 4.6154 hours or by 6.1538 hours (if the member accumulates leave pursuant to Section 2-C of this article) or by 7.6924 hours (if the member accumulates leave pursuant to Section 2-D of this article) or by the appropriate combination of 4.6154/6.1538/7.6924 hours per pay period (if the member's rate of vacation leave accumulation changes in accordance with either Section 2-C or Section 2-D of this article during that fiscal year). Add that amount to 660 hours to determine the total allowable vacation leave hours.

Step 2: Compare the number of vacation leave hours taken by the member during that fiscal year to the total allowable vacation leave hours from Step 1.

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Step 3a: If the number of vacation leave hours taken by the member during that fiscal year is less than the total allowable vacation leave hours from Step 1, then the City shall compensate the member for the dollar value of those hours up to 660 hours.

Step 3b: If the number of vacation leave hours taken by the member during that fiscal year is greater than the total allowable vacation leave hours from Step 1, then the member shall reimburse the City for the dollar value of that difference.

B. If the member has entered DROP and has sold back 500 vacation leave hours to DROP:

Step 1: Count the number of pay periods beginning on October 1 and ending on the effective date of the member's last day of employment; multiply that number by 4.6154 hours or by 6.1538 hours (if the member accumulates leave pursuant to Section 2-C of this article) or by 7.6924 hours (if the member accumulates leave pursuant to Section 2-D of this article) by the appropriate combination of 4.6154/6.1538/7.6924 hours per pay period (if the member's rate of vacation leave accumulation changes in accordance with either Section 2-C or Section 2-D of this article during that fiscal year). Add that amount to 160 hours to determine the total allowable vacation leave hours.

Step 2: Compare the number of vacation leave hours taken by the member during that fiscal year to the total allowable vacation leave hours from Step 1.

Step 3a: If the number of vacation leave hours taken by the member during that fiscal year is less than the total allowable vacation leave hours from Step 1, then the City shall compensate the member for the dollar value of those hours up to 160 hours.

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Step 3b: If the number of vacation leave hours taken by the member during that fiscal year is greater than the total allowable vacation leave hours from Step 1, then the member shall reimburse the City for the dollar value of that difference.

C. If the member has entered DROP and either has sold back less than 500 vacation leave hours to DROP or has not sold any hours to DROP:

Step 1: Subtract the number of vacation hours sold back to DROP from 660 hours to determine the maximum payable vacation leave hours.

Step 2a: Count the number of pay periods beginning on October 1 and ending on the effective date of the member's last day of employment; multiply that number by 4.6154 hours or by 6.1538 hours (if the member accumulates leave pursuant to Section 2-C of this article) or by 7.6924 hours (if the member accumulates leave pursuant to Section 2-D of this article) by the appropriate combination of 4.6154/6.1538/7.6924 hours per pay period (if the member's rate of vacation leave accumulation changes in accordance with either Section 2-C or Section 2-D of this article during that fiscal year).

Step 2b: Add the amount from Step 2a to the maximum payable vacation leave hours from Step 1 to determine the total allowable vacation leave hours.

Step 3: Compare the number of vacation leave hours taken by the member during that fiscal year to the total number of allowable vacation leave hours from Step 2b.

Step 4a: If the number of vacation leave hours taken by the member during that fiscal year is less than the total allowable vacation leave from Step 2b, then

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the City shall compensate the member for the dollar value of that difference up to the maximum payable vacation leave hours from Step 1.

Step 4b: If the number of vacation leave hours taken by the member during that fiscal year is greater than the total allowable vacation leave the result from Step 2b, then the member shall reimburse the City for the dollar value of that difference.

Section 5: A member shall:

A. be entitled to take a minimum increment of two (2) hours of vacation leave at a time. The time increment may be waived at the sole discretion of the ~~Department Head~~ ~~or City Manager~~ or designee.

B. be entitled to take, for any single instance, a maximum increment of vacation leave hours that is equal to but not greater than the annual number of hours of vacation leave that the member may earn in a single year pursuant to and in accordance with Section 2 of this Article.

1. Clarification: A member who has 480 accumulated vacation leave hours may take a leave of 160 hours, return to regular assigned duty for 160 hours and then, subject to the provisions of this Article, take a second leave of 160 hours, and so on.

C. be permitted to take split vacation leaves;

D. be allowed to utilize any combination of accumulated compensatory leave, holiday leave, and regular days off in conjunction with approved vacation leave; however, the combined maximum total of all such leave taken shall be subject to the time period limitations stated in Section 5B above.

E. ~~use at least fifty percent (50%) of the annual leave hours that the member earns in each contract year.~~ In computing vacation leave taken pursuant to this article, regular

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days off immediately preceding the commencement of, falling within, or following the termination of the member's vacation leave shall be excluded.

Section 6: A member shall be entitled to use accumulated vacation leave subject to the approval of the Department Director ~~Head~~, or designee. All requests for vacation leave shall be in any type of written format signed by the member.

A. All members shall have the opportunity to select vacation leave for the next following fiscal year only during the selection period beginning on or about August 21 and ending on or about September 15. The Department Director ~~Head~~ or designee shall approve all vacation leave requests based on the member's seniority, subject to both the staffing and operational needs of the department.

B. A member who does not submit a vacation request during the selection period may submit a request for vacation leave to the Department Director ~~Head~~, or designee, anytime during the year but not later than fifteen (15) days in advance of the first date(s) of the requested leave.

1. The Department Director ~~Head~~ or designee shall retain the sole discretion to waive that fifteen day advance notice deadline.

2. The Department Director ~~Head~~ (or designee) shall decide to approve
or to deny a vacation request made pursuant to either Section 6-B or Section 6-B1 above based on seniority, if applicable, but subject to the staffing and operational needs of the department.

3. The Department Director ~~Head~~ (or designee) shall notify the member of that decision within three (3) working days after receiving the vacation request.

C. The Department Director ~~Head~~, or designee, shall not otherwise unreasonably withhold approval of any vacation request made pursuant to this article.

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D. In the event that a member's vacation leave request is denied, the member may request that the City Manager or designee review the matter. The City Manager (or designee) shall have the sole and final decision-~~in~~ on the matter.

Section 7: Subject to Section 6 above, an employee shall have the option of using the employee's accumulated vacation leave hours anytime during the fiscal year.

Section 8: At the sole option of the City, a member may sell accrued vacation leave to the City as follows:

1. No later than September 1, the member shall submit a written request to the Department Director ~~Head~~ who shall then submit a composite list to the City Manager no later than October 1st.

2. The total amount of monies available for the purchase of accrued vacation leave from all City employees shall be determined by the City Commission as part of the annual City budget.

a. Payment shall then be made on the basis of a ratio of the total number of City employees who requested to "sell" accrued vacation leave to the City to the total funds available for such purchase by the City.

For example: if the total list of such employees numbers fifty (50) persons, and there is Twenty-five Thousand Dollars (\$25,000.00) available for the purchase of accrued vacation, then each person shall receive Five Hundred Dollars (\$500.00), less that amount of money required by the City to meet the employer contributions for FICA taxes and Florida Retirement System.

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b. In the event that the equal division of the available money between all employees exceeds the needs of any one employee's request, then the excess of the equal division shall be reapplied to the aggregate dollars available for the remaining employees.

c. A member shall receive payment for selling vacation leave between the December 1 and December 15 of the year in which the funds were budgeted.

Section 9: It is the intent of the parties that, effective upon the date of ratification of this agreement, any time-off from work for the purpose of vacation leave as defined in this article, shall ~~not~~ be included as hours worked for the City of Margate. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

Section 10: In the event of the death of a member, that member's heir(s) shall be entitled to an immediate lump sum payment equal to the cash value of all unused vacation leave available at the time of the member's death, subject to the provisions of Section 13 below. The cash value of said unused vacation leave stated in this section shall be calculated based on the member's hourly base rate of pay on the date of the member's death. The payout limitations stated in Section 12 of this article shall not apply to an event covered under this specific section.

Section 11: The City Manager may, if the City Manager feels it is necessary, require a member to take a medical examination. If the member does not satisfactorily pass said medical examination or cannot perform the essential functions of the member's job, then the member's situation will be reviewed by the City Manager and the Department Director ~~Head~~ involved, to determine if there is a vacant position for which the member is qualified and in which the

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member can perform the essential functions of the job satisfactorily for the City. If there is none, every reasonable effort will be made to assist that member to apply for a disability pension and/or other retirement or compensation in accordance with state law. If that member is not eligible for any of the aforesaid, the member will be terminated.

In the event that a member is unable to continue employment with the City, pursuant to the above paragraph, upon the termination of that member, the member shall be entitled to the cash value of all unused vacation leave available on the date that the member left the employ of the City, subject to the provisions of Section 13 below. The payout limitations stated in Section 12 of this Article shall not apply in an event covered under this specific action.

Section 12: A member who resigns or retires and said resignation or retirement is not the result of a disability, shall receive the cash value for vacation time accumulated pursuant to Section 2 and Section 3 of this article in the following manner:

Number of accumulated hours, up to a maximum of 660 hours after adjusting for any previous DROP vacation leave cash out, multiplied by the member's base hourly rate of pay on the effective date of the member's resignation/retirement, subject to the provisions of Section 13 below.

Section 13: A. The City reserves the right to compensate an employee at the minimum wage rate for all hours worked during that individual's last pay period as an active employee.

B. The value of the difference between the employee's regular rate of pay and the minimum wage rate paid pursuant to Section 12-A above shall be combined with the value of all monies except for compensatory leave hours owed by the City to that employee.

C. In the event that the member owes the City for used but not earned vacation leave and/or sick leave and/or personal leave and/or for all other types of monies that

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may be owed, the cash value of those monies shall be subtracted first from the cash value of the combined total number of accumulated hours of sick leave and personal leave (prior to the pay-out limitations stated in Article 10 Section 9 and in Article 13 of this Agreement) and vacation leave capped at 660 hours; and then from the cash value of all available holiday leave hours; and then from the cash value of all accumulated compensatory hours.

D. All cash values for unused vacation leave, unused sick leave, unused personal leave hours, available holiday leave, and accumulated compensatory leave, as well as for vacation leave, sick leave, personal leave and all other types of monies that may be owed by the member to the City shall be calculated based on the member's hourly base rate of pay on the effective date that the member terminates employment with the City.

E. Upon member's notification of the member's intent to separate employment with the City, the City shall commence the member's final audit.

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ARTICLE 10

SICK LEAVE

Section 1: Sick leave shall not be considered as a right which an employee may use at his or her discretion, but rather as a privilege which shall be allowed only in case of personal sickness, disability, legal quarantine because of exposure to contagious disease, or in the case of illness within the immediate family.

A. An employee shall accumulate sick leave at the maximum rate of 3.6923 hours per regular pay period. A regular pay period shall be as defined in Article 8, Section 1 of this agreement.

B. An employee who is compensated for less hours than the regular eighty hours in a regular pay period, shall accumulate sick leave at the rate of 3.6923 hours pro-rated, based on the actual number of hours worked by the employee during that regular pay period.

C. An employee who is compensated for more hours than the regular eighty (80) hours in a regular pay period, shall accumulate a maximum total of 3.6923 hours of sick leave for that pay period.

~~D. In the event that an employee utilizes sick leave hours, and is subsequently reimbursed for lost wages as a result of a personal injury protection claim, or other third party lost wage reimbursement, the employee shall have the option of returning to the City any amounts paid as sick leave, thereby restoring those sick leave credits to the employee's sick leave accumulation.~~

Section 2: An employee may accumulate an unlimited aggregate number of sick leave hours.

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Section 3: The City agrees that an employee may use only accumulated sick leave at no loss of pay.

A. An employee who is absent on sick leave shall verbally contact the employee's Department Director Head or designee as soon as possible each day to advise the City of the absence, and, if able to do so, indicate the expected length of the absence. The contact may be made by either the employee or any other person on behalf of the employee.

1. An employee shall not be required to furnish the City with a written statement regarding the absence from the employee's physician until that employee has been absent on sick leave for more than three (3) consecutive days; however, an employee who has been disciplined for either excessive sick leave use or abuse of sick leave anytime within the previous three (3) years shall be required to furnish the City with a written statement regarding the absence from the employee's physician whenever that employee has been absent on sick leave for more than two (2) consecutive days. An employee who has been absent on sick leave for more than three (3) consecutive days will also be responsible for completing and returning Family Medical Leave Act (FMLA) paperwork when requested to do so by the City, as well as a Fitness for Duty form, when applicable.

2. A member who is on sick leave or on approved leave without pay or on unapproved leave without pay or on any paid or unpaid leave granted pursuant to FMLA or out on any disability shall not perform any activity or demonstrate behavior that is inconsistent with either recuperating from or treating the illness or injury that is the basis for the absence.

3. Additionally, an employee who is receiving paid sick leave shall not engage in employment or activity of any kind for remuneration during the normal working hours for which paid sick leave is received, even if such activity or employment is

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otherwise consistent with either recuperating from or treating the illness or injury that is the basis for the absence.

4. An employee may be required at any time by the employee's Department Director Head, with the approval of the City Manager, to undergo any type of medical examination by a provider chosen solely by the City, at the City's sole expense. An employee requesting sick leave during an hour of duty shall be released immediately to go home or obtain immediate and appropriate medical attention, as designated by the City. This shall not be construed to mean that the employee shall remain on site until such time that the City has scheduled an appointment to provide appropriate medical attention. In such situations, the employee shall be immediately released to go home, but shall report to the designated medical provider to keep the appointment that was scheduled by the City.

5. An employee who is hospitalized shall not be required to make verbal contact with the employee's Department Director Head or designee after the first day of absence. The employee may instead provide a written statement from the employee's physician regarding the duration of the employee's absence to the employee's Department Director Head as soon as possible.

6. An employee who becomes ill during an hour of duty, shall be charged with sick leave for the actual time lost from regular duty.

a. Excluding leave permitted under the Family and Medical Leave Act (FMLA), an employee who uses sick leave on a day immediately prior to or immediately after a holiday shall not be compensated in any manner for that holiday subject to the sole discretion and sole decision of the City Manager or designee.

b. An employee who demonstrates abuse of sick leave or a pattern of excessive sick leave, excluding leave permitted under the Family and Medical Leave Act (FMLA), shall be subject to progressive disciplinary action.

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In furtherance of the above, the City shall develop reasonable rules and regulations regarding excessive sick leave and abuse of sick leave as provided in Article 18 of this agreement.

Section 4: An employee who takes time off for a circumstance that is eligible for coverage under the provisions of the Family and Medical Leave Act (FMLA) shall use first accumulated sick leave, then personal leave, then accumulated vacation leave, and then accumulated holiday leave.

A. For purposes for leave granted pursuant to FMLA, an immediate family member shall be defined as the employee, the employee's spouse, the employee's children, step children, parents and the parents of the employee's spouse, or as otherwise determined by the provisions of the FMLA.

B. At the mutual agreement of the City and the employee, an employee who has exhausted all accumulated sick leave, accumulated annual leave, and accumulated holiday leave, may use accumulated compensatory leave for leave permitted pursuant to the FMLA.

C. An employee who has exhausted all accumulated sick leave, accumulated annual leave, accumulated holiday leave, personal leave, and accumulated compensatory leave shall be entitled to unpaid leave for leave permitted pursuant to the FMLA. An employee shall not be entitled to apply for sick bank hours for leave permitted under the FMLA.

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Notwithstanding the provisions of Section 4-C above, the City Manager, at his sole discretion, may authorize a request to use sick bank hours to cover leave permitted under the FMLA submitted on behalf of a member who either has less than five (5) years of regular, full-time service with the City of Margate or has utilized sick leave to cover an absence permitted under the FMLA within five (5) years of the date of that request.

D. Any accumulated sick leave, vacation leave, personal leave, holiday leave, compensatory leave, and/or unpaid leave used by an employee to cover a circumstance that is eligible for coverage under the provisions of the FMLA shall be automatically counted towards the total leave permitted under that Act

~~E. under that Act.~~

F.—E. For purposes of determining the total annual leave permitted pursuant to the FMLA, the City shall calculate the FMLA leave benefit based on leave taken pursuant to Section 4C above during a given fiscal year.

Section 5: The City and the Federation shall continue to administer a sick bank program.

A. Only unit members shall be permitted to donate time to the sick bank. A unit member shall not be permitted to donate hours to the sick bank if after making that donation that unit member's accrued sick leave total is reduced to less than 80 hours.

B. All donated sick bank hours shall be collected for the specific use of a designated individual unit member and shall not be collected for use by the general unit membership.

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C. Only unit members shall be permitted to draw time from the sick bank.

D. A unit member must exhaust all leave personally available to the member to cover the member's sick leave absence before the member may request to use the sick bank. A member shall not be allowed to utilize sick bank hours if that member:

1. has engaged in conduct previously documented by management to be a violation under Section 2 of the sick leave abuse policy of the City of Margate and the Federation of Public Employees within the 12 month period prior to requesting the use of sick bank or,

2. is in the grievance process regarding the members alleged misconduct pursuant to the above referenced sick leave abuse policy.

E. Sick bank hours shall be used to cover the sick leave absence of the designated individual unit member unless otherwise approved by the City Manager, or designee at the City Manager's sole discretion.

F. Sick bank hours shall not be converted to an actual cash or monetary value for any purpose or reason.

G. All sick bank hours received but not used by the designated individual unit member shall be returned on a pro-rated basis to those unit members who donated their sick leave hours to the sick bank.

Section 6: It is the intent of the parties that any time-off from work for the purpose of sick leave as defined in this article, shall not be included as hours worked for the City of Margate.

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Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

Section 7: In the event of the death of an employee, that employee's heir(s) shall be entitled to an immediate lump sum payment equal to the cash value of all unused sick leave available at the time of the employee's death, subject to the provisions of Section 10 below.

The cash value of said unused sick leave stated in this section shall be calculated based on the employee's hourly base rate of pay on the date of the employee's death.

Section 8: In the event that an employee becomes disabled, and said disability prevents the employee from continuing employment with the City pursuant both to this agreement and to Section 30-79 (previously Section 16 1/4-79) of the City Code, upon the termination of that employee, the employee shall be entitled to the cash value of all unused sick leave available on the date that the employee leaves the employ of the City of Margate, subject to the provisions of Section 10 below.

The cash value of said unused sick leave stated in this section shall be calculated based on the employee's hourly base rate of pay on the date that the employee leaves the employ of the City of Margate.

Section 9: An employee who has at least six (6) years of regular, full-time service with the City, and who resigns or retires in good standing, and said resignation/retirement is not the result of a disability, shall receive the cash value for sick hours accumulated pursuant to Section 1 of this article in the following manner:

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Number of accumulated hours multiplied by 60% (sixty percent), up to a maximum of 2,080 hours, multiplied by the per hour dollar value of the average of the employee's three highest hourly base rates. The hourly base rate is defined as the hourly rate earned not only on the effective date of resignation/retirement but also on each such calendar date for all previous years of employment.

Section 10: In the event that the member owes the City for used but not earned sick leave and/or vacation leave and/or personal leave and/or for all other types of monies that may be owed, the total cash value of those monies shall be subtracted first from the cash value of the combined total number of accumulated hours of sick leave and personal leave (prior to the payout limitations stated in Section 9 above and in Article 13 of this Agreement) and vacation leave capped at 660 hours; and then from the cash value of all available holiday leave hours; and then from the cash value of all accumulated compensatory hours.

All cash values for unused sick leave, unused vacation leave, unused personal leave hours, available holiday leave, and accumulated compensatory leave, as well as for vacation leave, sick leave, personal leave and all other types of monies that may be owed by the member to the City shall be calculated based on the member's hourly base rate of pay on the effective date that the member terminates employment with the City.

D. Upon a member's notification of the member's intent to separate employment with the City, the City shall commence the member's final audit.

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ARTICLE 11

HOLIDAYS

Section 1: Except as otherwise provided in this article, an employee shall receive the following designated holidays:

Veterans' Day
Thanksgiving Day
Day following Thanksgiving Day
Day preceding Christmas Day
Christmas Day
New Year's Day
Martin Luther King, Jr. Day
President's Day
Memorial Day
Fourth of July
Labor Day

A. For purposes of determining the benefits provided for in this article, a traditional work schedule shall be considered to be either four (4) consecutive ten (10) hour days with regular days off of Friday, Saturday, and Sundays (4-10, Fridays) or five (5) consecutive eight (8) hour days with regular days off of Saturday and Sunday (5-8). A non-traditional schedule applies to employees working on a schedule to fulfill 24/7 coverage for treatment plant operations or five (5) consecutive eight (8) hour days with regular days off other than Saturday and Sunday.

B. For an employee who works a 4-10, Fridays traditional work schedule and who does not receive compensable holiday leave bank hours:

1. When a designated holiday falls on either a Friday or a Saturday, the employee shall receive a personal holiday in lieu of that holiday;

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2. When a designated holiday falls on a Sunday, the employee shall receive the adjacent Monday in lieu of that holiday.

3. When a designated holiday falls on a Monday, Tuesday, Wednesday, or Thursday, the employee shall receive a full paid day off from work if they are not required to work on the holiday.

4. When an employee works on a holiday, the following shall apply:

<u>TRADITIONAL: 4 day-10 hour, Mon.-Thu. Schedule and do not receive holiday bank hours</u>	<u>Employee earns:</u>
<u>Holiday occurs and observed by City on Monday-Thursday and employee works on the holiday or Holiday occurs on Friday-Saturday and employee works on the holiday</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 10 hours holiday pay for the holiday*</u>
<u>Holiday occurs on Sunday (City observes on Monday) and employee works on the Sunday holiday</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 10 hour paid holiday off from work on the Monday holiday</u>
<u>Holiday occurs on Sunday (City observes on Monday) and employee works on both Sunday and Monday</u>	<u>Time and one-half pay for all hours worked on both Sunday and Monday + regular time for all other regular hours worked during the work period + 10 hours holiday pay for the Monday holiday*</u>
	<u><i>Note: for the above categories regarding references to regular time, employees would earn any additional overtime pay that they are eligible for under this agreement</i></u>
	<u><i>*Note: Upon approval of the Department Head, the employee may receive a personal holiday, in lieu of the holiday pay</i></u>

C. For an employee who works a 5-8 traditional work schedule and who does not receive compensable holiday leave bank hours:

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1. When a designated holiday falls on a Saturday, the employee shall receive the adjacent Friday in lieu of that holiday;
2. When a designated holiday falls on a Sunday, the employee shall receive the adjacent Monday in lieu of that holiday.
3. When a designated holiday falls on a Monday, Tuesday, Wednesday, Thursday, or Friday, the employee shall receive a full paid day off from work if they are not required to work on the holiday.
4. When an employee works on a holiday, the following shall apply:

<u>TRADITIONAL: 5 day-8 hour, Mon.-Fri. Schedule and do not receive holiday bank hours</u>	<u>Employee earns:</u>
<u>Holiday occurs and observed by City on Monday-Friday and employee works on the holiday</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 8 hours holiday pay for the holiday*</u>
<u>Holiday occurs on Saturday (City observes on Friday) and employee works on the Saturday holiday</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 8 hour paid holiday off from work on the Friday holiday</u>
<u>Holiday occurs on Sunday (City observes on Monday) and employee works on the Sunday holiday</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 8 hour paid holiday off from work on the Monday holiday</u>
<u>Holiday occurs on Saturday or Sunday (City observes on Friday or Monday) and employee works on both the day the holiday occurs and the day the City observes the holiday</u>	<u>Time and one-half pay for all hours worked on both days + regular time for all other regular hours worked during the work period + 8 hours holiday pay for the day observed by the City for the holiday*</u>
	<u><i>Note: for the above categories regarding references to regular time, employees would earn any additional overtime pay that they are eligible for under this agreement</i></u>
	<u><i>*Note: Upon approval of the Department Head, the employee may receive a personal holiday, in lieu of the holiday pay</i></u>

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D. For an employee who ~~does not~~ works a non-traditional work schedule for treatment plant operations and who does not receive compensable holiday leave bank hours the following shall apply:

<u>NON-TRADITIONAL: 24/7 for treatment plant operations and do not receive holiday bank hours</u>	<u>Employee earns:</u>
<u>Employee works on the day observed* by the City for the holiday</u>	<u>Regular time for all regular shift hours worked during the work period (including hours worked on the holiday) + 10 hours holiday pay for the holiday</u>
<u>Employee does not work on the day observed* by the City for the holiday</u>	<u>Regular time for all regular shift hours worked during the work period + 10 hours holiday pay for the holiday</u>
<u>Employee works overtime on a shift that includes at least a portion of the day observed* by the City for the holiday</u>	<u>Regular time for all regular shift hours worked during the work period + 10 hours holiday pay + time and one-half for all overtime hours worked during the shift that covers the City designated holiday</u>
<i><u>*Note: the references to the day the City observes a holiday will be the same as the day observed by the City for employees on a traditional 4 day - 10 hour, Mon.-Thu. Schedule</u></i>	<i><u>Note: for the above categories regarding references to regular time, employees would earn any additional overtime pay that they are eligible for under this agreement</u></i>

E. For an employee who works a 5-8 non-traditional work schedule (regular days off other than both Saturday and Sunday) and who does not receive compensable holiday leave bank hours the following shall apply:

<u>NON-TRADITIONAL: 5 day-8 hour schedule; does not have regular days off (RDO) of both Sat. and Sun., and does not receive holiday bank hours</u>	<u>Employee earns:</u>
<u>Holiday observed* by City on regular work day and employee does not work on the holiday</u>	<u>8 hour paid holiday off from work on the day the City observes the holiday</u>
<u>Holiday observed* by City on RDO and employee does not work on the holiday</u>	<u>Regular time for all regular shift hours worked during the work period + 8 hours holiday pay for the holiday**</u>

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<u>Holiday observed* by City on regular work day or RDO and employee works on the day the holiday is observed*</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 8 hours holiday pay for the holiday**</u>
<u>Holiday occurs on RDO (City observes* holiday on a different day) and employee works on the day the holiday occurs or</u> <u>Holiday occurs on employee's regular work day (City observes* holiday on a different day) and employee works on the day the holiday occurs</u>	<u>Time and one-half pay for all hours worked on the holiday + regular time for all other regular hours worked during the work period + 8 hours holiday pay** or 8 hour paid holiday off from work for the day observed by the City for the holiday (in accordance with provisions at the beginning of this table regarding whether the City observed holiday is on a regular work day or RDO)</u>
<u>Holiday occurs on a different day than the day observed by the City and the employee works both the day the holiday occurs and the day the City observes* the holiday</u>	<u>Time and one-half pay for all hours worked on both days + regular time for all other regular hours worked during the work period + 8 hours holiday pay for the day observed by the City for the holiday**</u>
<u>*Note: the references to the day the City observes a holiday will be the same as the day observed by the City for employees on a traditional 5 day - 8 hour, Mon.-Fri. Schedule</u>	<u>Note: for the above categories regarding references to regular time, employees would earn any additional overtime pay that they are eligible for under this agreement</u>
	<u>** Note: Upon approval of the Department Head, the employee may receive a personal holiday, in lieu of the holiday pay</u>

~~and when a designated holiday falls on an employee's regular work day and:~~

- ~~1. ——— when the employee works her/his full, regularly assigned shift and performs job tasks that fall within her/his regular job duties, then the employee shall receive: regular pay for each regular hour worked on that day; plus overtime pay for each hour worked in excess of each regular hour worked that day; and holiday pay for that holiday; or~~
- ~~2. ——— when the employee performs work that falls outside of her/his regular job duties, then the employee shall receive overtime pay for each hour worked on that day and also holiday pay for that holiday; or~~

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~~3. ——— when a designated holiday falls on an employee's regular day off and when the employee does not work on that day, then the employee shall receive holiday pay for that work shift but shall not receive a subsequent day off as a replacement for that holiday.~~

Section 2: In addition to the designated holidays listed in Section 1 above, an employee who completes the initial probationary period shall receive one (1) personal holiday day each fiscal year.

A. Personal holiday leave:

Shall be used only in increment(s) equal to the length in hours of the employee's normal work shift;

Shall not be used to cover a sick leave absence except as provided in Article 10 of this Agreement;

May be utilized in conjunction with any combination of accumulated compensatory leave of any type, vacation leave, personal holiday day leave, and regular days off; and

May be utilized anytime during the fiscal year, subject to the limiting provisions stated throughout this article.

B. An employee shall forfeit any personal holiday leave that was not used during the fiscal year in which it was received, with one exception: when an employee's personal holiday leave request has been denied by management in writing, and if management does not make the opportunity available for the employee to use such leave prior to the end of that same fiscal year, then the employee shall be compensated for each such unused personal holiday leave hour at the employee's regular hourly rate of pay as of September 30 of that year. Such compensation shall be paid no later than the first full pay period of the next fiscal year.

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C. An employee who is credited with or has received holiday leave pursuant to any current collective bargaining agreement ratified by the City or any City of Margate resolution and who subsequently becomes covered under this agreement shall not be entitled to the benefit in this Section 2 for that fiscal year.

D. An employee who terminates employment with the City of Margate for any reason shall not be entitled to any type of compensation for received but not used personal holiday day leave hours.

E. To ensure both effective operations of the department and accurate payroll administration, personal holiday day leave shall be determined as follows:

1. On or about September 25th of the preceding fiscal year, the employee may submit a written request for the employee's personal holiday day dates to the Department Director ~~Head~~. That request will indicate primary and alternate leave dates. An employee who submits a request after September 25th shall forfeit any seniority preference for approval of that request.

2. The Department Director ~~Head~~ shall approve the dates submitted based first, on maintaining the effective operations of the department, and secondly, on seniority within the department. No later than five (5) business days of receiving such request(s), the ~~D~~department ~~head~~ Director shall advise each employee whether the requested date has been approved or not. In the event that the employee's requested date(s) has not been approved, the employee shall request another date(s), subject to the approval conditions stated in this section.

3. Once approved, an employee's requested personal holiday day date shall not be changed by either the employee or the Department Director ~~Head~~, with two exceptions:

Exception 1: The Department Director ~~Head~~ may subsequently deny a previously approved personal holiday date in order to maintain effective operations of the

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department. In such situations, the employee shall request another personal holiday day date, subject to the applicable approval conditions listed elsewhere in this article;

Exception 2: When an employee requires bereavement leave off on a previously approved date, the employee shall not be charged for the personal holiday leave. In such situations, the employee shall request another personal holiday day date, subject to the applicable approval conditions listed elsewhere in this article.

Section 3: For purposes of this article:

A. A designated holiday and a personal holiday day shall be defined as a day on which the employee shall be entitled to be away from regular duty for one work shift yet receive compensation for that work shift at the employee's regular hourly rate of pay and full benefits;

B. Holiday pay shall be deemed to be the dollar value equal to one regular work shift paid at the employee's regular hourly rate of pay.

C. In any single contract year, the maximum total amount of holiday leave- in any combination of designated holiday leave, personal holiday leave, and compensable holiday bank leave- that an employee may either utilize or receive compensation for- or any combination of the two- shall be limited to the equivalent of 12 regular work shifts. No type of holiday leave shall be carried over from one contract year to another unless otherwise specifically stated elsewhere in this article.

Section 4: On October 1 of each year covered under this agreement, an employee who is employed in the regular full-time position of Call Taker or of Community Service Aide ~~or of Communications Specialist~~ and who works a shift of five (5) eight (8) hour days shall receive a total of ninety-six (96) compensable holiday bank leave hours (the equivalent of twelve (12)

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regular work shifts) in lieu of receiving any holiday leave provided for in Section 1 and Section 2 of this article.

On October 1 of each year covered under this agreement, an employee who is employed in the regular full-time position of Call Taker or of Community Service Aide ~~or of Communications Specialist~~ and who works a shift of four (4) ten (10) hour days shall receive a total of one hundred twenty (120) compensable holiday bank leave hours (the equivalent of twelve (12) regular work shifts) in lieu of receiving any holiday leave provided for in Section 1 and Section 2 of this article.

A. The number of compensable holiday bank leave hours provided to an employee pursuant to this section shall be adjusted (increased or decreased, as applicable) when an employee's work shift changes from five (5) eight (8) hour days to four (4) ten (10) hour days, or vice-versa.

1. The actual number of holiday bank leave hours that shall be adjusted {increased or decreased} shall be based both on the number of holiday bank leave hours used by the employee as of the date on which the employee's shift change occurs and also on the number of designated holidays that remain in the fiscal year after the date on which the employee's shift change occurs.

B. Compensable holiday bank leave hours:

Shall be used only in increment(s) of two or more hours;

Shall not be used to cover a sick leave absence except as provided in Article 10 of this Agreement;

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May be utilized in conjunction with any combination of accumulated compensatory leave of any type, vacation leave, compensable holiday bank leave, and regular days off; and

May be utilized anytime during the fiscal year, subject to the limiting provisions stated throughout this article.

C. An employee shall forfeit any compensable holiday bank leave that was not used during the fiscal year in which it was received, with one exception: when an employee's compensable holiday bank leave request has been denied by management in writing, and if management does not make the opportunity available for the employee to use such leave prior to the end of that same fiscal year, then the employee shall be compensated for each such unused compensable holiday bank leave hour at the employee's regular hourly rate of pay as of September 30 of that year. Said compensation shall be paid no later than the first full pay period of the next fiscal year.

D. An employee who is credited with or has received holiday leave pursuant to any current collective bargaining agreement ratified by the City or any City of Margate resolution and who subsequently becomes covered under this article shall be credited with compensable holiday leave bank hours pro-rated from the date that the employee becomes covered under this article, based on the number of designated holidays listed in Section 1 of this article that remain in the fiscal year.

E. To ensure both effective operations of the Police Department and accurate payroll administration, the use of compensable holiday bank leave hours shall be determined as follows:

1. The Police Department employee shall submit a written request to the Police Chief or designee at least thirty (30) days prior to the desired date(s) of leave but no later

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than April 1 of each year. The Police Chief or designee shall have the discretion to waive any time requirements for submitting a request.

2. The Police Chief, or designee, shall approve the request subject to the staffing and operational needs of the Police Department. Approval shall not be unreasonably withheld.

a. In the event that an employee's leave request is denied, the employee may request that the City Manager review the matter. The City Manager shall have the sole final decision in the matter.

3. The Police Chief shall have the right to schedule ~~an~~ a Police Department employee to take compensable holiday bank leave on any day that is a designated holiday pursuant to this or any other current collective bargaining agreement ratified by the City .

F. The provisions of Section E above shall apply in a situation where an employee assigned to a department other than the Police Department receives compensable holiday bank leave, substituting the respective Department Director Head for the Police Chief as applicable.

G. An employee who terminates employment with the City of Margate for any reason shall be compensated for earned but not used compensatory holiday bank leave hours or shall reimburse the City for used but not earned compensatory holiday leave bank hours, whichever is applicable, on a pro-rated basis as follows:

Beginning with the first day of the fiscal year and ending with the effective date that the employee terminates employment with the City, determine the number of designated holidays recognized for the non-bargained for personnel of the City; then multiply that number by the number of hours of the employee's normal work shift; then subtract from that resulting number the number of holiday hours used

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by the employee; and then multiply that resulting number by the employee's regular hourly rate of pay.

If the final dollar figure determined above is a positive number, the City shall compensate the employee for that amount; if the final dollar figure determined above is a negative number, then the employee shall reimburse the City for that amount.

Section 5: It is the intent of the parties that any time-off from work for the purpose of holiday leave as defined in this article, with the exception of compensable holiday bank leave hours or personal holiday leave, shall ~~not~~ be included as hours worked for the City of Margate. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

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ARTICLE 12

BEREAVEMENT LEAVE

Section 1: A member shall be granted bereavement leave at full pay as described below. The bereavement leave shall not be deducted from the member's vacation leave, personal leave, or sick leave.

A. A member who suffers the death of a spouse, child or stepchild, parent, or stepparent shall be granted bereavement leave of three (3) days.

B. A member who suffers the death of the member's sister, brother, grandparent, or grandchild or the mother, father, sister, brother, grandparent, or grandchild of the member's spouse shall be granted bereavement leave of three (3) days.

C. A member may request to use personal leave, annual leave, and/or compensatory leave to cover a bereavement leave-related absence beyond three (3) days.

Section 2: A member shall submit a written bereavement leave request to the Department ~~Director Head~~ (or designee) as soon as possible denoting the requested leave dates. The City reserves the right to require the member to provide reasonable documentation (e.g., Death Certificate) to support the approval of bereavement leave upon the employee's return to regular duty.

Section 3: It is the intent of the parties that any time-off from work for the purpose of bereavement leave as defined in this article shall not be included as hours worked for the City of Margate. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

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ARTICLE 13

PERSONAL LEAVE

Section 1: Each member shall have the opportunity to accrue personal leave as described below.

A. On October 1 of each year of this agreement, a member who has at least two years of regular full-time service with the City of Margate on that date and who has saved 75% or more of the member's annual allotted sick leave hours for the preceding fiscal year may voluntarily convert unused sick leave hours to personal leave hours. For a member whose regular work week consists of five (5) eight (8) hour shifts, the combined total number of sick leave hours that may be converted and the number of sick leave hours used during that preceding fiscal year shall not exceed ~~24~~32 hours. The number of converted sick leave hours shall be subtracted from the member's lifetime aggregate of sick leave hours saved.

B. On October 1 of each year of this agreement, a member who has at least two years of regular full-time service with the City of Margate on that date and who has saved 75% or more of the member's annual allotted sick leave hours for the preceding fiscal year may voluntarily convert unused sick leave hours to personal leave hours. For a member whose regular work week consists of four (4) ten (10) hour shifts, the combined total number of sick leave hours that may be converted and the number of sick leave hours used during that preceding fiscal year shall not exceed ~~30~~40 hours. The number of converted sick leave hours shall be subtracted from the member's lifetime aggregate of sick leave hours saved.

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~~C.~~ On October 1 of each year of this agreement, a member whose regular work week consists of five (5) eight (8) hour shifts and who has at least two years of regular full-time service with the City of Margate on that date and who has ~~not~~ used eight (8) hours or less of any sick leave during the preceding fiscal year shall receive ~~two (2)~~ one (1) shifts worth of personal leave hours.

D. On October 1 of each year of this agreement, a member whose regular work week consists of four (4) ten (10) hour shifts and who has at least two years of regular full-time service with the City of Margate on that date and who has used ten (10) hours or less of sick leave during the preceding fiscal year shall receive one (1) shift worth of personal leave hours.

E. A member who was an employee of the City on January 1, 2015, and who is still employed by the City at the time of ratification of this agreement, shall be eligible to convert and/or accrue personal leave hours in accordance with this section effective retroactive to October 1, 2014.

~~D. — A member whose regular work week consists of five (5) eight (8) hour shifts and whose job description requires the use of a motor vehicle during a substantial portion of the member's on going regular, daily work assignment who operates a vehicle for a period of three (3) consecutive years without being involved in an accident for which the member was determined to be at fault shall receive eight (8) hours of personal leave time.~~

~~E. — A member whose regular work week consists of four (4) ten (10) hour shifts and whose job description requires the use of a motor vehicle during a substantial portion of the member's on going regular, daily work assignment who operates a vehicle for a period of~~

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~~three (3) consecutive years without being involved in an accident for which the member was determined to be at fault shall receive ten (10) hours of personal leave time.~~

~~F. For purposes of determining the benefit in Section 1D and 1E of this article:~~

~~1. Each consecutive three (3) year period shall begin on the member's first on-duty day following either:~~

~~a. the date on which the member either last earned the benefit provided for in this article; or~~

~~b. the date on which the member was last involved in an accident for which the member was determined to be at fault.~~

~~2. There shall be no limit to the number of times that a member may earn this benefit.~~

Section 2: A member shall be free to use personal leave to cover any absence, other than an absence that results from a disciplinary action. Personal leave hours may be used to cover an absence permitted pursuant to the FMLA after the member has first exhausted available sick leave hours.

Section 3: A member shall not be required to provide a reason for requesting personal leave, except in the case of an absence permitted pursuant to the FMLA.

Section 4: A member shall submit a personal leave request anytime in advance of the desired time off; however, the member should submit the request for personal leave as far in

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advance as possible to reduce the possibility of the request being denied because of staffing and operational needs.

Section 5: All personal leave requests shall be made in writing with one exception. That exception is that a "same day" request may be made either verbally in person or via a phone call made by only the member. In such cases, the member shall complete a written request upon returning to duty.

Section 6: A member who calls in a request for personal leave after the start of the member's shift shall receive personal leave (subject to staffing and operational needs) beginning at the time that the call was confirmed as being received. Any absence prior to the time that the member's request for personal leave was made shall be considered as LWOP.

Section 7: Personal leave time may be used in conjunction with any other type of approved leave or regular days off, except as otherwise provided in this article.

Section 8: All personal leave requests, whether made in writing, verbally, or called in over the phone, shall be subject to a department's staffing and operational needs as determined by the sole discretion of the ~~department head~~ Department Director or designee.

Section 9: In the event of the death of a member, that member's heir(s) shall be entitled to an immediate lump sum payment equal to the cash value of all unused personal leave available at the time of the member's death, subject to the provisions of Section 12 below. The payout limitations stated in Section 11 of this article shall not apply to an event covered under this specific section.

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The cash value of said unused personal leave stated in this section shall be calculated based on the member's hourly base rate of pay on the date of the member's death.

Section 10: In the event that a member becomes disabled, and said disability prevents the member from continuing employment with the City pursuant both to this agreement and to Section 30-79 (previously Section 16 1/4-79) of the City Code, upon the termination of that member, the member shall be entitled to the cash value of all unused personal leave available on the date that the member leaves the employ of the City of Margate, subject to the provisions of Section 12 below. The payout limitations stated in Section 11 of this article shall not apply to an event covered under this specific section.

The cash value of said unused personal leave stated in this section shall be calculated based on the member's hourly base rate of pay on the date that the employee leaves the employ of the City of Margate.

Section 11: A member who resigns or retires in good standing, and said resignation/retirement is not the result of a disability, shall receive a payment of the cash value for all personal leave hours accumulated pursuant to this article.

The payment shall be equal to the cash value calculated by multiplying the number of accumulated personal leave hours by the per dollar hour value of the average of the member's three (3) highest hourly base rates of pay. The hourly base rate is defined as the hourly rate earned not only on the effective date of resignation/retirement but also on each such calendar date for all previous years of employment.

Section 12: In the event that the member owes the City for used but not earned personal leave and/or sick leave and/or vacation leave and/or for all other types of monies that may be

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owed, the cash value of those monies shall be subtracted first from the cash value of the combined total number of accumulated hours of personal leave and sick leave (prior to the pay-out limitations stated in Section 11 above and Article 10 Section 9 of this Agreement) and vacation leave capped at 660 hours; and then from the cash value of any applicable holiday leave hours; and then from the cash value of all accumulated compensatory hours.

All cash values for unused vacation leave, unused sick leave, unused personal leave hours, applicable holiday leave hours, and accumulated compensatory leave, as well as for personal leave, sick leave, vacation leave and for all other types of monies that may be owed by the member to the City shall be calculated based on the member's hourly base rate of pay on the effective date that the member terminates employment with the City.

Section 13: It is the intent of the parties that, effective upon the date of ratification of this agreement, any time-off from work for the purpose of personal leave as defined in this article, shall be included as hours worked for the City of Margate.

~~Section 13: All provisions of this Article shall sunset on September 30, 2014 however, a member shall be entitled to use but not be reimbursed for all hours remaining in the member's personal leave account after the above specified date.~~

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ARTICLE 14

WORK IN OTHER JOB CLASSIFICATIONS

A. Each employee covered under this Agreement shall work only within the employee's regular job classification. However, in the event of temporary vacancies or absences in either a lower or higher job classification, the City may temporarily assign an employee to a lower or higher job classification subject to the following provisions:

1. An employee may be assigned to a lower job classification only when there is no work available in the employee's regular job classification. In the event that there is work available in that employee's regular job classification during the period in which the employee is temporarily assigned to a lower job classification, the employee will immediately be restored to the employee's regular job classification. An employee temporarily assigned to a lower paying job classification shall be compensated at the rate of pay received in the employee's regular paying job classification.

No person in a lower job classification may perform the function of a higher classification where a person in that higher classification is available and not working in the employee's job classification.

2. An employee temporarily assigned to a higher paying Federation job classification for a full shift or more, as herein indicated, shall be compensated for all hours worked in that job classification at either the entry level rate of pay of that higher paying job classification or at a rate equal to a ten percent (10%) increase over the rate of pay of the employee's regularly assigned job classification, whichever is the higher rate.

3. An employee temporarily assigned to perform the duties of a higher paying non-Federation job classification for a full shift or more shall be compensated for

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all hours worked in that job classification at a rate equal to a ten percent (10%) increase over the rate of pay of the employee's regularly assigned job classification.

4. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

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ARTICLE 15

JOB RELATED INJURY AND ILLNESS

Section 1: A member who suffers an on-the-job injury or illness shall receive workers' compensation benefits from the City pursuant to Florida Statute 440.

A. Specifically, a member:

1. shall not receive compensation for the first day two (2) days of the disability; although a member may use accrued personal leave, compensatory time, or vacation leave for the first day of the disability if otherwise approved for use in accordance with this agreement;

2. shall receive compensation beginning the ~~third~~ second day of the disability; and

3. shall receive compensation for the first day two (2) days of the disability if the injury or illness results in disability of more than 21 (twenty-one) days.

B. The actual amount of the compensation shall be determined pursuant to Florida Statute 440.15.

Section 2: A member who suffers an on-the-job injury or illness shall follow established City guidelines and State statutes both for reporting and for seeking medical treatment for any such injury or illness.

Section 3: Leave away from the job while on compensable job-related disability injury or illness shall not be charged against the member's sick leave or any other member leave bank.

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Section 4: Except as otherwise provided in this Article, if on one (1) year from the date that the member suffered the on-the-job injury or illness the member is unable to perform substantially all of the duties called for in the member's job description as a result of that injury/illness, then the member shall be subject ~~to Article 10, Section 3A2 of this Agreement~~ Section 30-79 (formerly Section 16 ¼-79) of the City Code. If at any time prior to one (1) year from the above stated date, the City, the Federation, and the member agree that such member shall not be able to-substantially perform all of the duties called for in the member's job description, the City may, at its discretion, terminate such member from employment providing the member receives equivalent benefits as if one (1) year had elapsed.

Section 5: The City shall pay two (2) full years of compensation to the designated beneficiary(ies) of a member who dies as a result of an injury on the job or arising out of, or in the course of employment as determined pursuant to Chapter 440 of the Florida Statutes. For purposes of this section, compensation shall be defined as the annual base salary earned by the member on the date of the member's death.

A. The member shall designate the member's beneficiary(ies) only by completing a City-provided form. The member shall be solely responsible for personally hand-delivering the completed form to a staff member of the City of Margate Human Resources Department.

The member may change the member's designated beneficiary(ies) at any time but only if the member complies with the provisions of Section 5-A of this article.

B. The City shall pay said benefit in two (2) installments. The first installment shall be paid no later than thirty (30) days after the date of the member's death; the second installment shall be paid in the twelfth month following the payment of the first

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installment. The City shall deduct applicable mandatory federal deductions from each installment payment.

In the event that there is more than one designated beneficiary, then the value of the said benefit to be paid by the City shall be split as equally as possible among the designated beneficiaries.

C. In the event that the member owes the City for used but not earned vacation leave and/or sick leave and/or for any other type of leave and/or for any monies owed by the member, then the cash value of said leave and/or monies shall be subtracted first from the cash value of all accumulated sick leave hours prior to the payout limitations stated the Sick Leave article of this Agreement; then from the cash value of all accumulated vacation leave hours prior to the payout limitations stated in the Vacation Leave article of this Agreement; then from the value of the first installment payment of the benefit stated in this section, and then from the cash value of all accumulated compensatory leave hours. The cash value of any monies, which may be owed by the member, shall be calculated based on the member's hourly base rate of pay on the effective date that the member terminated employment with the City.

Section 6: It is the intent of the parties that any time-off from work for the purpose of time away from work as defined in this article shall not be included as hours worked for the City of Margate for FLSA (Florida Labor Standards Act) purposes.

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ARTICLE 16

LIGHT DUTY

Section 1: Any employee who, because of any injury or illness sustained off the job, is unable to perform the essential duties of the employee's job classification, but is willing and able to work, may be eligible for light duty. The City Manager or designee, in their sole discretion, may temporarily assign the employee to any classification in which the employee is physically and technically qualified. During the period of such assignment, the employee will not suffer any loss of pay or benefits. The parties agree that voluntary light duty assignment may be terminated at any time by either the City or the employee without cause.

A. The City Manager or designee shall have the sole discretion to determine the actual duration of any light duty assignment.

Section 2: The City Manager or designee may, if the City Manager feels it necessary, require an employee to take a medical examination. If the employee does not satisfactorily pass said medical examination and cannot perform the essential functions of the employee's job, then the employee's situation will be reviewed by the City Manager and the Department Director ~~Head~~ involved, to determine if there is a vacant position for which the employee is qualified and which the employee can perform the essential functions of the job satisfactorily for the City. If there is none, every reasonable effort will be made to assist said employee to apply for a disability pension and/or other retirement or compensation in accordance with state law. If said employee is not eligible for any of the aforesaid, the employee will be terminated.

In the event that an employee is unable to continue employment with the City of Margate, pursuant to the above paragraph, upon termination of that employee, the employee

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shall be entitled to the cash value of all unused sick leave available on the date that the employee leaves the employ of the City of Margate, subject to the provisions in Article 10.

The cash value of said unused sick leave stated in this section shall be calculated based on the employee's hourly base rate of pay on the date that the employee leaves the employ of the City of Margate.

Section 3: In accordance with the provisions of the Fair Labor Standards Act, management reserves the right to redefine the work period and exemption status for those employees of the bargaining unit who are affected by the light duty provisions of this Article.

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ARTICLE 17

PROMOTIONS-VACANCIES

Section 1: The City agrees to post notices of all employment vacancies on ~~all~~ departmental bulletin boards and the City website.

Section 2: The City agrees that notices of promotion employment vacancies shall be placed on the appropriate bulletin boards at least ~~thirty (30) days~~ two (2) weeks prior to the date of any given examination. The City agrees to make available in the Human Resources Department a reasonable amount of reference materials when same are available and/or as applicable, to be used for study purposes. The City shall establish reasonable rules and procedures for checking out said reference material.

Section 3: An employee promoted to a Federation covered position classification with a higher pay grade shall receive a 5% pay increase (rounded up to next highest step above 5%) or moved to the new position's pay grade minimum, whichever is greater.

Section 4 3: Vacancies other than the promotional vacancies mentioned above shall be posted for a minimum period of ten (10) working days on ~~all~~ bulletin boards and other means as described above.

Section 5 4: As a prerequisite to promotion, an employee shall be required to successfully pass a physical examination accomplished by such physician(s) or medical provider(s) as the City may designate. The employee shall not be required to pay for such physical examination or any tests attendant thereto. The physical examination shall include a drug test, which shall consist of a urine analysis as follows:

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A. An initial screening of an E.M.+I.T. test (enzyme multiplied immunoassay technique);

B. If the result of the above test is positive, the sample supplied by the unit employee shall be subjected to a gc/ms test (gas chromatography/mass spectrophotometry).

C. Should both of the above tests prove positive, the bargaining unit employee considered for promotion:

1. Shall not be promoted; and,

2. Shall be subject to other administrative action at the discretion of the administration.

D. In the event drug testing technology improves its testing procedure, the City reserves the right to provide for different tests than those listed above. The Federation will be notified pursuant to the provisions of Article 18.

E. Results of these physical/medical examinations and these drug tests are authorized to be released to the City of Margate pursuant to this article.

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ARTICLE 18

PERSONNEL RULES AND REGULATIONS

A. Whenever any new Personnel Rules and Regulations are formulated, employees of the Bargaining Unit shall receive fifteen (15) days notice prior to the change becoming effective and they shall be given reasonable notice and opportunity to present information before any administrator, official or body.

B. The City agrees that the Federation shall be given reasonable notice and opportunity to present information before any administrator, official or body prior to the implementation or modification of any subsequent rules or regulations.

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ARTICLE 19

WORK CLOTHES (UNIFORMS) AND EQUIPMENT

Section 1: The City shall provide to DEES, Parks and Recreation, and Public Works personnel who are required to perform outdoor physical work the following articles of clothing: pants; either T Shirts or ~~golf-type~~ uniform shirts ~~with a pocket~~ (any time during the year); raingear; a sun hat; and, where appropriate for sanitary concerns, coveralls ~~to DEES, Public Works Storm Water Division and auto mechanic personnel only.~~

1. The City shall provide to a member who is employed in a non-sworn, non clerical position in the Police Department both a uniform and equipment as deemed appropriate by the Police Chief, subject to the approval of the City Manager.

2. A member who is employed and who has completed twelve (12) months of service in a non-sworn, non-clerical position in the Police Department shall receive a clothing allowance of \$150.00 per year for clothing replacement, dry-cleaning and laundry, with one exception. The exception is that a member who is employed and has completed twelve (12) months of service in the position of Code Compliance Officer, ~~or~~ Community Service Aide, or Crime Scene Technician, ~~or Animal Control Officer~~ shall receive a clothing allowance of ~~\$300.00~~ \$450 per year for clothing replacement, dry-cleaning and laundry.

a. The City agrees to provide a Personal Body Armor ~~or~~ Bullet Proof (ballistic) Vest to an employee who is employed in the position of either ~~Animal Control Officer or~~ Code Compliance Officer or Community Service Aide.

b. One half of the clothing allowance shall be paid the first pay day of December and the second half shall be paid the first pay of June.

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c. The City shall pay the clothing allowance by separate check apart from the employee's regular salary.

3. To ensure a neat, presentable, and professional appearance expected of an accredited police department, a Police Department member shall replace the member's designated uniforms of the day, i.e., shirts and pants, at a minimum of every other year. The City reserves the right to take appropriate measures to effect said replacement.

Section 2: Where appropriate for proper and safe job performance, the City shall provide safety shoes to the members, other than Police Department members. The City shall replace safety shoes as needed at no cost to the member, except when such shoes are lost or are damaged as a result of the member's negligence or carelessness. In such situations, the member shall bear the full cost of replacing the safety shoes.

Section 3: The City agrees to provide proper tools to the member to ensure proper job performance. The City further agrees to provide to any member who is required to handle any dead animal for any reason the appropriate tool(s) and equipment necessary to ensure the protection of the member's health safety, and welfare.

Section 4: A member shall only wear City-issued or-owned clothing, shoes, or safety equipment during the period that begins one (1) hour before and ends one (1) hour after the member's assigned shift.

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Section 5: A member shall not use or operate, or be in possession of City issued or owned machinery, equipment, tools, supplies, or materials except when the employee is performing an assigned job duty for the City.

Section 6: A member shall not wear or use any unauthorized or non-issued item(s) as a substitute for any City issued or owned clothing, tool or equipment without the advanced approval of the employee's department administration.

1. A member shall not carry, wear, listen to, or utilize any type of electronic personal entertainment device (devices include but are not limited to iPod, iPad, Kindle, cell phone used for any purpose other than to make/receive a phone call) that is not owned by the City, nor shall a member transport any such device in any city vehicle during on-duty hours.

2. A member may carry a personal cell phone but shall use the cell phone only during an authorized break or for emergency situations; however, a member shall not use a personal cell phone for any reason while driving or riding in a city vehicle or using any city equipment or operating any city machinery.

Section 7: The City shall maintain shower and locker room facilities for those members who are required to perform outdoor physical work.

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ARTICLE 20

HEALTH AND LIFE INSURANCE

Section 1: The City shall make available single and dependent group health insurance (including accidental death and dismemberment coverage), and single and dependent life insurance to all members.

A. The premium rate cost that shall be paid by a member for coverage under the City's current group health plan options shall be as outlined in Attachment A of this agreement. Both parties agree to meet and bargain, ~~prior to May 1, 2014,~~ during the term of this agreement regarding the future related allocation of expenditures for health insurance benefits.

B. The City shall be responsible for determining: the base premium cost of providing health insurance and life insurance coverage; the program benefits and the related costs to provide those benefits and the amount of any applicable health care related surcharge.

C. During the life of this contract, the City shall attempt to make available to the member as many plan options as practicable.

The parties acknowledge that health plans may be sponsored by outside agencies who may at any time in the future withdraw their sponsorship of such plans without recourse by the City.

1. In the event that an outside agency withdraws sponsorship of a plan, the City shall attempt to locate another outside agency to provide a similar plan with similar benefits at a similar cost.

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2. A member who is covered under a plan whose sponsorship has been withdrawn shall have the right to select coverage from any other City health plan option. The member shall pay the related costs of that plan option.

Section 2: At the discretion of the City Manager, subject to the approval of the City Commission, the City may offer, in addition to the above stated coverages, other optional types of health and life insurance coverage on either a non-employee cost, shared cost, or full employee cost basis.

Effective October 1, 2011, a member shall be eligible to receive a reimbursement not to exceed seventy-five dollars (\$75) per contract year towards the cost of an eye examination and a reimbursement not to exceed one hundred dollars (\$100) per contract year towards the cost of eye glasses or contact lenses.

Section 3: An employee who is on leave without pay status shall be solely responsible for the full monthly premium cost(s) of all insurance coverage entitled to the employee.

Section 4: In accordance with and pursuant to Florida Statute 112.0801(1), the City shall offer to a retiring member (defined as a regular full-time employee who terminates regular full-time employment with the City and who has reached normal retirement age pursuant to the FRS and who immediately begins participation in the Florida Retirement System by either receiving monthly retirement benefit payments or by taking a disbursement from the investment plan) a one-time opportunity to participate in the City's employee group health and life insurance program.

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A retiring member who rejects that initial opportunity to continue to participate in the City's employee group health and life insurance program shall not be entitled to another opportunity to renew her/his participation in that program at any time in the future.

A. The coverage under the City of Margate employee group health insurance plan provided pursuant to Section 4 above shall be supplemental and/or secondary to coverage under any and all other health insurance plan or program that is provided to or carried by the retiring member from any other source.

B. The benefit provided for in Section 4 above shall be reduced by any health insurance benefit and/or any health insurance premium offset and/or any type of co-payment from any other source that is provided to or carried by the retiring member.

C. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false, fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

In addition to any applicable criminal penalty, upon conviction for a violation described in Section 4-C above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forever forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

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D. The premium rate cost that shall be paid by an individual who is eligible for the benefit provided for in this section shall be determined annually by the City.

Section 5: An employee who leaves the employ of the City and who is ineligible for health and life insurance coverage as a retiree member pursuant to and in accordance with applicable Florida Statutes and also in accordance with Section 4 above may be eligible for continued health benefits subject to the conditions stated in the federal law known as COBRA.

The premium cost to the individual for the coverage provided by the federal law known as COBRA shall be determined by the City.

Section 6: The City shall provide at no cost to each member \$35,000 term life insurance coverage on the member.

Section 7: The City shall pay the full premium cost to provide basic health and life insurance on behalf of the eligible dependent(s) of a member who dies as a result of any job-related injury or any job-related illness.

A. An eligible dependent shall be defined as the surviving legally wedded spouse until remarried and/or each child defined as a dependent in accordance with all provisions of the Margate Group Health Plan Summary Plan Description.

B. The benefit provided for in this section shall exclude any other supplemental insurance or supplemental benefit that is not part of the basic group health insurance plan; however, an eligible dependent shall be entitled to purchase such supplemental options at the dependent's sole and total cost.

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C. The City shall be relieved from the premium payment obligation described above beginning on the date that the deceased member would have reached either the normal retirement age under FRS or the full retirement age under Social Security, whichever is sooner; however, an eligible dependent shall be entitled to continue the health insurance benefit provided in this section subject to the health plan benefits and premium payment calculations and conditions applicable to a retired Margate employee.

D. The benefit provided for in this section also shall be subject to the provisions described below.

E. Health insurance benefits and/or any health insurance premium offsets and/or co-payments from any other source shall reduce the benefits provided.

F. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

G. In addition to any applicable criminal penalty, upon conviction for a violation described in Section F above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forever forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

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H. Should there exist a conflict in whole or in part between a benefit provided in this section and a health insurance benefit provided through either the Florida Retirement System or Florida Workers' Compensation Statutes, the better benefit shall prevail.

Section 8: The City shall provide the option to continue to receive basic health, dental, and life insurance at the same level of basic plan benefit coverage and premium costs applicable to a retired Margate employee to the eligible dependents of a member who has twenty or more years of regular full-time service with the City of Margate and who dies as a result of any non self-inflicted non-job related injury or any non self-inflicted non job related illness.

A. An eligible dependent shall be defined as the surviving legally wedded spouse until remarried and/or each child defined as a dependent in accordance with all provisions of the Margate Group Health Plan Summary Plan Description.

B. The benefit provided for in this section shall exclude any other supplemental insurance or supplemental benefit that is not part of the basic group health insurance plan; however, an eligible dependent shall be entitled to purchase such supplemental options at the dependent's sole and total cost.

C. The City shall be relieved from the obligation to offer the premium cost payment rate described in this section beginning on the date that the deceased member would have reached either the normal retirement age under FRS or the full retirement age under Social Security, whichever is sooner; however, an eligible dependent shall be entitled to continue the health insurance benefit provided in this section subject to premium payment calculations and conditions determined by the City of Margate COBRA guidelines.

D. The benefit provided for in this section also shall be subject to the provisions described below.

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1. Health insurance benefits and/or any health insurance premium offsets and/or co-payments from any other source shall reduce the benefits provided.

2. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false, fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

3. In addition to any applicable criminal penalty, upon conviction for a violation described in Section 8 D-2 above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forever forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

E. Should there exist a conflict in whole or in part between a benefit provided in this section and a health insurance benefit provided through Florida Retirement System, the better benefit shall prevail.

Section 9: The City shall provide the option to receive basic and/or supplemental health, dental, and life insurance at the same level of plan benefit coverage and premium costs applicable to a retired Margate employee to an employee (and to the eligible dependents of that employee) who terminates employment as a result of suffering a catastrophic injury as defined by s. 440.02 (37) that results from any job related injury or job-related illness.

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A. An eligible dependent shall be defined as the employee's legally wedded spouse and/or child defined as a dependent in accordance with all provisions of the Margate Group Health Plan Summary Plan Description.

B. The benefit provided for in this section also shall be subject to the provisions described below.

1. Health insurance benefits and/or any health insurance premium offsets and/or co-payments from any other source shall reduce the benefits provided.

2. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

3. In addition to any applicable criminal penalty, upon conviction for a violation described in Section 9 B-2 above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

C. Should there exist a conflict in whole or in part between a benefit provided in this section and a health insurance benefit provided through either the Florida Retirement System or Florida Workers' Compensation Statutes, the better benefit shall prevail.

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Section 10: The City shall provide the option to continue to receive basic health and life insurance at the same level of basic plan benefit coverage and premium costs applicable to a retired Margate employee to an employee (and to the eligible dependents of that employee) who has twenty or more years of regular full-time service with the City of Margate and who terminates regular full-time employment with the City as a result of suffering a catastrophic injury as defined by s. 440.02 (37) that results from any non self-inflicted non-job related injury or illness.

A. An eligible dependent shall be defined as the employee's legally wedded spouse and/or child defined as a dependent in accordance with all provisions of the Margate Group Health Plan Summary Plan Description.

B. The benefits provided for in this section shall exclude any other supplemental insurance or supplemental benefit that is not part of the basic group health insurance plan; however, an eligible dependent shall be entitled to purchase such supplemental options at the dependent's sole and total cost.

1. The benefit provided for in this section also shall be subject to the provisions described below.

2. Health insurance benefits and/or any health insurance premium offsets and/or co-payments from any other source shall reduce the benefits provided in this section. The health plan coverage benefit provided in this section shall be secondary to the health plan coverage benefit provided by any other source.

3. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false, fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

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4. In addition to any applicable criminal penalty, upon conviction for a violation described in Section 9 B-3 above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

C. Should there exist a conflict in whole or in part between a benefit provided in this section and a health insurance benefit provided through Florida Retirement System, the better benefit shall prevail.

Section 11: The City shall provide to the eligible dependents of a deceased retiree the option to continue to receive basic health, dental, and life insurance at the same level of basic plan benefit coverage and premium costs then applicable to a retired Margate employee, provided that the deceased retiree:

1. Had at least 25 years of regular full-time service as a regular full time employee with the City of Margate;
2. Was drawing an FRS retirement benefit payment on the date of death; and
3. Died as a result of any non self-inflicted injury or any non self-inflicted illness.

A. For purposes of this section, an eligible dependent shall be defined as:

1. The surviving legally wedded spouse until either remarried or age 65 years or more, and/or

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2. Each child defined as a dependent in accordance with all provisions of the Margate Group Health Plan Summary Plan Description.

B. An eligible dependent who elects to receive the benefit stated in this section shall so notify the City Human Resources Payroll and Benefits Division staff via either certified mail or hand-delivered written notice or via email no later than thirty-one (31) calendar days after the death of the retiree.

C. The benefit provided for in this section shall exclude any other supplemental insurance or supplemental benefit that is not part of the basic group health insurance plan; however, an eligible dependent shall be entitled to purchase such supplemental options at the dependent's sole and total cost.

D. The benefit provided for in this section also shall be subject to the provisions described below.

1. Health insurance benefits and/or any health insurance premium offsets and/or co-payments from any other source shall reduce the benefits provided.

2. It is unlawful for a person to willfully or knowingly make, or cause to be made, or to assist, conspire with, or urge another to make or cause to be made, any false, fraudulent, or misleading oral or written statement to obtain health insurance coverage provided under this section. A person who violates this sub-section commits a misdemeanor of the first degree, punishable as provided by Florida Statutes.

a. In addition to any applicable criminal penalty, upon conviction for a violation described in Section 10 D-2 above, the person(s) who receives or seeks to receive health insurance benefits under this section shall forever forfeit the right to receive such health insurance benefits, and shall reimburse the City for all benefits paid due to the fraud or other prohibited activity. For purposes of this section, "conviction" shall mean a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

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F. Should there exist a conflict in whole or in part between a benefit provided in this section and a health insurance benefit provided through Florida Retirement System, the better benefit shall prevail.

ATTACHMENT A

The health insurance premium cost to the member, and to those retirees covered under Article 20 Section 4, shall be as follows, effective October 1, ~~2014-2013~~:

For employees, per pay period:

\$64.23 for single coverage under the HMO Lo (or comparable) Plan

\$93.85 for single coverage under the HMO Hi (or comparable) Plan

\$101.54 for single coverage under the POS (or comparable) Plan

\$116.15 for dependent coverage under the HMO Lo (or comparable) Plan

\$178.08 for dependent coverage under the HMO Hi (or comparable) Plan

\$193.46 for dependent coverage under the POS (or comparable) Plan

For retirees, per month:

\$491.30 for single coverage under the HMO Lo (or comparable) Plan

\$573.28 for single coverage under the POS (or comparable) Plan

\$618.00 for single coverage under the HMO Hi (or comparable) Plan

\$635.00 for dependent coverage under the HMO Lo (or comparable) Plan

\$640.00 for dependent coverage under the POS (or comparable) Plan

\$650.00 for dependent coverage under the HMO Hi (or comparable) Plan

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ARTICLE 21

MARGATE EMPLOYEE BENEFIT TRUST FUND

Section 1: The parties agree that maintaining a Margate Employee Benefit Trust Fund (MEBTF) will assist the retiree(s) in purchasing needed health care benefits.

Section 2: The parties will maintain the current MEBTF during the term of this collective bargaining agreement for an employee who was hired on or before September 30, 2010. The MEBTF may include, but is not limited to life insurance, medical savings accounts and annuities.

 A. An employee hired on or after October 1, 2010 shall not be entitled to any type of MEBTF-related benefit.

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ARTICLE 22

UNION ACCESS TO CITY PROPERTY

No more than three (3) representatives of the Federation shall at all times be permitted on the property of the City so long as said representatives do not interfere with working employees or work situations.

The above shall not in any way interfere or restrict the right of any representative of the Federation, or member of its Bargaining Unit, to attend any meeting as provided by the Government in the Sunshine Law of the State of Florida, the right of the public at large, or any other natural person in the conduct of City business.

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ARTICLE 23

BULLETIN BOARDS

The City agrees to permit reasonable use of all departmental bulletin boards located throughout the City by the Federation. In the event the departmental bulletin board has a lock, the City agrees to post Union materials upon request by the Union Steward or other authorized Union official within a reasonably timely manner by the City representative having access to the locked bulletin board.

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ARTICLE 24

SAFETY AND SAFETY COMMITTEE

Section 1: The City and the Federation recognize the importance of an adequate safety program. Accordingly, there shall be a safety committee formed which shall be composed of the City's Risk Manager, a Federation-appointed representative, and, subject to the approval of the City Manager, a member assigned to the Police Department. Any Federation representative must be a regular full-time City of Margate employee. The Committee shall meet once a month on working days, during working hours, with the Federation-appointed representative(s) serving without loss of compensation.

Section 2: The City agrees to provide blood tests and/or checks every three (3) months for all employees directly involved with the use of hazardous materials in the pursuit of their duties in the specific job classifications of auto/truck technician, aquatic weed control, pest control, and/or water and wastewater treatment upon the request of the employee.

Section 3. With continued emphasis on safety, both parties to this contract understand that any employee ~~may~~ shall immediately report a safety hazard directly to the immediate supervisor or the City's Risk Manager.

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ARTICLE 25

ON-SITE UNION REPRESENTATIVES

Section 1: The City agrees to recognize five (5) on-site union representatives, and their alternates, as selected by the bargaining unit who must be a member in good standing of the bargaining unit. The names of said on-site union representatives shall be furnished to the City by the Federation. In the event there is a change in the designated on-site union representatives, the City shall be so advised by the Federation within ten(10) working days.

Section 2: On-site union representative shall be given reasonable time off during the representative's regular work shift to attend all employee problems and industrial relation problems arising among the Federation, the City, and/or any unit of employees in the City.

A. The on-site union representative shall be compensated at the representative's regular base hourly rate for those hours that fall within the representative's regular work shift.

B. The on-site union representative shall not be entitled to any type of compensation for any hours that fall outside of the representative's regular work shift while attending to union business.

Section 3: On-site union representatives shall be given time off during the representative's regular work shift during a negotiations session of any subsequent collective bargaining agreement or any modification of any existing collective bargaining agreement.

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A. The on-site union representative shall be compensated at the representative's regular base hourly rate for those hours that fall within the representative's regular work shift.

B. The on-site union representative shall not be entitled to any type of compensation for any hours that fall outside of the representative's regular work shift.

Section 4: The City shall recognize an Alternate to each of the on-site representatives who shall have the same authority and responsibilities as the on-site representative when the on-site representative is unavailable.

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ARTICLE 26

DISTRIBUTION OF PAYCHECKS

Section 1. For a member whose regular work week consists of five (5) eight (8) hour shifts, the City shall distribute pay~~checks~~ no later than every other Friday on or before the employee's lunch break; however, in the event of unexpected circumstances, pay~~checks~~ shall, at the latest, be distributed on or before the end of the day shift. The City agrees to maintain the direct deposit program presently in existence.

Section 2. For a member whose regular work week consists of four (4) ten (10) hour shifts the City shall distribute pay~~checks~~ every other Thursday no later than the end of the normal business day; however, in the event of unexpected circumstances, pay~~checks~~ shall, at the latest, be distributed on or before the end of the day shift. The City agrees to maintain the direct deposit program presently in existence

Section 3. Pay shall be provided by the City to employees in the method(s) deemed by the City to be the most efficient and accurate. Methods may include, but are not limited to, paper paychecks, direct deposit, or pay cards. However, no employee receiving a paper paycheck at the time of ratification of this agreement will be required to change to a non-paper paycheck.

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ARTICLE 27

PERSONAL VEHICLE COMPENSATION

Personal vehicle use compensation for City business shall be in compliance with the City's Travel Policy and all other applicable Federal, State or local regulations ~~State statute~~.

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ARTICLE 28

DRUG AND ALCOHOL TESTING

Section 1: The City shall observe the standards for drug and alcohol testing pursuant to the guidelines of the Omnibus Transportation Employee Act.

Section 2: An employee who fails a drug or alcohol test conducted pursuant to this article, where said failure is the first instance during an employee's tenure with the City of Margate, shall be suspended without pay for ten (10) consecutive work days; and shall be required to attend a City-approved certified and licensed substance abuse treatment program designed to assist the rehabilitation and recovery from the substance for which the employee tested positive; or other program as prescribed by the City's Employee Assistance Program (EAP) and shall be subject to random testing for the duration of the individual's employment with the City.

A. An employee who does not enroll in a substance abuse treatment program described in Section 2 of this article within ten calendar days of being notified of having failed a drug or alcohol test administered pursuant to and in accordance with this article shall be immediately terminated from City employment.

~~1. The maximum duration of the treatment regimen of any substance abuse treatment program to be considered in accordance with the provisions of this article shall be thirty (30) calendar days.~~

B. An employee who does not maintain full attendance at and also successfully complete the substance abuse treatment program described in Section 2 of this article shall be immediately terminated from City employment.

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1. The first ten (10) days of work missed as a result of serving a suspension issued pursuant to this article shall be without any type of compensation. Then, after the first ten (10) days, the individual shall first use all available sick leave, and then use vacation leave only to cover the remainder of the absence from work required to complete the treatment program.

C. The employee shall return to work on the first business day after completing the substance abuse treatment program. The employee shall present proof of successful completion of that program to the Human Resources Department Head—at the beginning of the employee's work shift on that same day.

Section 3. Where an employee of the City of Margate fails a drug or alcohol test conducted pursuant to this article for a second time during the tenure of that employee with the City of Margate, s/he shall be immediately terminated from employment with the City of Margate.

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ARTICLE 29

MANAGEMENT PREROGATIVES

Section 1: The Union recognizes the prerogative of the employer to operate and manage its affairs in all respects in accordance with its responsibilities to the public generally, and any and all of its powers or authority which the employer has not specifically abridged, delegated, or modified by this agreement are retained by the employer.

Section 2: Management officials of the City retain all of the rights in this agreement in accordance with Florida Statutes, including those specified in F.S. 447.~~209~~~~4095~~, and in accordance with its own regulations and provisions of ordinances and policy, including the following, but not limited to the following:

- A. To determine the organization of City government;
- B. To determine the purpose, practices, and procedures of each of its departments;
- C. To exercise complete and unhampered control and discretion over the organization, efficiency and operation of all operations, departments and agencies of the City;
- D. To set its own standards for services to be offered to the public;
- E. To manage and direct, totally supervise without interference from the employees of the City;
- F. To establish hiring practices, to hire, examine, classify, promote, train, transfer, assign, schedule and retain employees in positions with the City and to establish procedures therefore.
- G. With the exception of employees of the unit who are in initial, promotional, or disciplinary probationary status, management, with just cause, may suspend,

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demote, discharge or take other disciplinary action against employees for and in accordance with established rules of procedure;

H. To increase, reduce, change, modify, or alter the composition and size of the work force, including the right to relieve employees from duties because of lack of work, preservation of funds or other legitimate reasons;

To determine the location, methods, means, and personnel by which operations are to be conducted;

J. To determine the number of employees to be employed by the City;

K. To establish, change, or modify the number, types, and grades of positions or employees assigned to an organization, unit, department or project;

L. To establish, change, or modify duties, tasks, responsibilities or requirements within job descriptions in the interests of efficiency, economy, technological change or operating requirement, subject to the duty to bargain over any appropriate pay adjustment;

M. To establish, implement, and maintain an effective internal security practice where said internal security practice is deemed advisable or necessary without interference. The parties to this Agreement specifically agree that the City Commission has the sole authority and is the final authority in determining the purpose and direction and policy of the City and the amount of the budget to be adopted by the City.

N. To require an employee to undergo a medical, physical, psychiatric, psychological, or other appropriate examination as approved by the City Manager to determine whether the employee is fit for duty or not. The City shall have the sole authority to select the medical provider to perform said examination, and shall be solely responsible for the cost of same. That employee who is to be examined shall authorize in writing, the release of the

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results (defined as the determination by the examining medical provider of fitness or unfitness for duty) of said examination to the City Administration.

Section 3. If, in the sole discretion of the City Manager, it is determined that civil emergency conditions exist, including, but not limited to, riots, civil disorders, hurricane conditions, or any similar or dissimilar catastrophes, the provisions of this Agreement may be suspended by the City Manager during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended.

Section 4: If employees are unable to report for work during a federally or state declared emergency that affects Margate, the City Manager, in the City Manager's sole discretion, may excuse such failure to report for work without loss of pay or benefits. This determination may be made by the City Manager before, during or after the day or days in question.

A. An employee who reports to work under the aforesaid conditions shall be paid at their regular rate of pay, plus applicable earned overtime pay. In addition, the employee shall earn compensatory leave at the rate of one and one half (1-1/2) hours for each hour worked during the period as designated by the City Manager.

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ARTICLE 30

COPIES OF AGREEMENT

~~A sufficient number of copies of this contract shall be prepared so that each employee of the bargaining unit, Union representatives, and The City shall post this Agreement on the City website and will provide the Union with one (1) hardcopy and one (1) electronic copy of this have copies of said Agreement. The cost of preparing the copies of the Agreement shall be shared equally by the City and the Union.~~

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ARTICLE 31

MILITARY LEAVE

Section 1: Any employee who is a member of the National Guard or military reserve forces of the United States and who is ordered by the appropriate authorities to attend a prescribed training period or other required duties shall be granted military leave with full pay for the amount of time as authorized by statute. (This shall not apply to military responsibilities that do not transpire during working hours).

A. Military leave taken shall not affect the employee's accrued compensatory leave, vacation leave, holiday leave, sick leave, or other authorized leave time or other regular employment benefits to which the employee is entitled.

Section 2: An employee who is on duly authorized military leave of absence to attend summer camp for any two (2) to four (4) week period shall maintain all regular employment benefits to which the employee would otherwise be entitled, except in the case that where the employee who is on military leave taken pursuant to this article to attend summer camp suffers an injury or illness. In that event, the employee shall obtain all government hospitalization and other related benefits.

Section 3: It is understood that an employee who is on military leave taken pursuant to this article is not acting within the course and scope of employment with the City of Margate, and the City shall not be responsible for illness or injury incurred by the employee during said period.

Section 4: It is the intent of the parties that any time off from work for the purpose of military leave as defined in this article, shall not be included as hours worked for the City of

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Margate. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for renegotiation of this article.

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ARTICLE 32

SAVINGS CLAUSE

Should any provisions of this Agreement, or any part thereof, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, all other articles and sections of this Agreement shall remain in full force and effect for the duration of this Agreement.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF MARGATE
AND THE FEDERATION OF PUBLIC EMPLOYEES, OCTOBER 1, ~~2011~~—2014
THROUGH SEPTEMBER 30, ~~2014~~2017.**

ARTICLE 33

FAIR LABOR STANDARDS ACT REPEAL

In the event any portion of the Fair Labor Standards Act as it pertains to the City of Margate is amended or repealed by legislation or judicial construction, management reserves the right to enter into good faith bargaining relative to any article affected.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF MARGATE
AND THE FEDERATION OF PUBLIC EMPLOYEES, OCTOBER 1, 2011—2014
THROUGH SEPTEMBER 30, 2014-2017.**

ARTICLE 34

HIGHER EDUCATION INCENTIVE

Section 1: The City agrees to pay the cost of tuition, books, examination and licenses and/or expenses pertaining to vocational, technical, college or university course work that pertains to the employee's current position or to another job position in the employee's career path, and also that has been pre-approved by the City Manager or his designee. Such expenses shall be reimbursed to the employee up to the amount of \$2,500 per person per fiscal year and shall not exceed a total obligation to the City of \$15,000 per fiscal year on a first-come, first-served basis. At the sole discretion of the City Manager, the City will consider going beyond the \$2,500 or \$15,000 cap on a case-by-case basis.

Section 2: To receive the reimbursement benefits stated in Section 1 above, the employee shall not be in either an initial hire or a disciplinary probationary status, shall submit proof of having obtained a grade of at least "C" or its equivalent, and shall submit proof of paid receipts to the Department Director ~~Head~~.

Section 3: It is the intent of the parties that non-duty time used for the purpose of the higher education incentive as provided for in this Article is voluntary and shall not be included as hours worked for the City of Margate. Should any construction of the Fair Labor Standards Act determine otherwise, either party, with reasonable notice, may call for negotiation of this Article.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF MARGATE AND THE
FEDERATION OF PUBLIC EMPLOYEES, OCTOBER 1, 2014 THROUGH SEPTEMBER 30,
2017.**

Approved by Resolution _____
Dated _____

CITY OF MARGATE

By: _____
Joanne Simone, Mayor

By: _____
Douglas E. Smith, City Manager

ATTEST:

Joseph J. Kavanagh, City Clerk

FEDERATION OF PUBLIC EMPLOYEES, AFL-CIO

By: _____
Daniel D. Reynolds, Division President

By: _____
Alan Eichenbaum, Attorney for FPE

By: _____
Jack Marziliano, Business Representative

NEGOTIATION TEAM:

By: _____
Daryl Mauro, DEES

By: _____
Denis M. Bross, Public Works

By: _____
Mark Weinrub, Public Works

By: _____
Erin Pope, Police

By: _____
Ronald Gangoo, Parks and Recreation

ATTEST:

Mary Beazley, Finance Director

APPROVED AS TO FORM:

Eugene M. Steinfeld, City Attorney

CITY OF MARGATE, FLORIDA
FEDERATION OF PUBLIC EMPLOYEES
PAY PLAN
FISCAL YEAR 2015
Includes 2.5% Cost of Living Adjustment

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Entry	22,009	23,404	24,797	26,189	27,583	28,977	30,371	31,764
1	22,232	23,640	25,048	26,454	27,862	29,270	30,678	32,085
2	22,453	23,875	25,296	26,717	28,139	29,560	30,982	32,404
3	22,675	24,112	25,547	26,981	28,417	29,853	31,289	32,725
4	22,896	24,346	25,796	27,244	28,694	30,144	31,594	33,044
5	23,118	24,583	26,046	27,509	28,973	30,437	31,901	33,365
6	23,339	24,818	26,295	27,772	29,250	30,728	32,206	33,684
7	23,562	25,054	26,546	28,036	29,528	31,020	32,512	34,005
8	23,784	25,291	26,796	28,301	29,807	31,313	32,819	34,326
9	24,005	25,526	27,045	28,564	30,084	31,604	33,124	34,644
10	24,227	25,762	27,296	28,828	30,363	31,897	33,431	34,965
11	24,448	25,997	27,545	29,091	30,639	32,188	33,736	35,284
12	24,671	26,234	27,795	29,356	30,918	32,480	34,043	35,605
13	24,891	26,468	28,044	29,619	31,195	32,771	34,347	35,924
14	25,114	26,705	28,295	29,883	31,474	33,064	34,654	36,245
15	25,336	26,941	28,545	30,148	31,752	33,357	34,961	36,566
16	25,557	27,176	28,794	30,411	32,029	33,648	35,266	36,884
17	25,780	27,413	29,045	30,675	32,308	33,940	35,573	37,205
18	26,000	27,648	29,293	30,938	32,585	34,231	35,878	37,524
19	26,223	27,884	29,544	31,203	32,863	34,524	36,185	37,845
20	26,445	28,121	29,795	31,467	33,142	34,817	36,492	38,166
21	26,666	28,355	30,043	31,730	33,419	35,108	36,796	38,485
22	26,889	28,592	30,294	31,995	33,698	35,400	37,103	38,806
23	27,109	28,827	30,543	32,258	33,974	35,691	37,408	39,125
24	27,332	29,063	30,793	32,522	34,253	35,984	37,715	39,446
25	27,553	29,298	31,042	32,785	34,530	36,275	38,020	39,764
26	27,775	29,535	31,293	33,050	34,809	36,568	38,326	40,085
27	27,997	29,771	31,543	33,314	35,087	36,860	38,633	40,406
28	28,218	30,006	31,792	33,577	35,364	37,151	38,938	40,725
29	28,441	30,242	32,043	33,842	35,643	37,444	39,245	41,046
30	28,662	30,477	32,292	34,105	35,920	37,735	39,550	41,365
31	28,884	30,714	32,542	34,369	36,198	38,028	39,857	41,686
32	29,105	30,949	32,791	34,632	36,475	38,318	40,161	42,005
33	29,327	31,185	33,042	34,897	36,754	38,611	40,468	42,326
34	29,550	31,422	33,292	35,161	37,033	38,904	40,775	42,647
35	29,771	31,656	33,541	35,424	37,309	39,195	41,080	42,965
36	29,993	31,893	33,792	35,689	37,588	39,488	41,387	43,286
37	30,214	32,128	34,040	35,952	37,865	39,778	41,692	43,605
38	30,436	32,364	34,291	36,216	38,144	40,071	41,999	43,926
39	30,657	32,599	34,540	36,479	38,420	40,362	42,303	44,245
40	30,879	32,836	34,790	36,744	38,699	40,655	42,610	44,566

CITY OF MARGATE, FLORIDA
FEDERATION OF PUBLIC EMPLOYEES
PAY PLAN
FISCAL YEAR 2015
Includes 2.5% Cost of Living Adjustment

	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Entry	33,158	34,550	35,944	37,336	38,730	40,124	41,518	42,910
1	33,493	34,900	36,307	37,714	39,122	40,529	41,937	43,344
2	33,826	35,246	36,668	38,088	39,510	40,932	42,354	43,774
3	34,161	35,595	37,031	38,466	39,902	41,338	42,773	44,208
4	34,494	35,942	37,392	38,840	40,290	41,740	43,190	44,638
5	34,829	36,291	37,755	39,218	40,682	42,146	43,610	45,072
6	35,162	36,638	38,116	39,592	41,070	42,548	44,026	45,502
7	35,497	36,987	38,479	39,969	41,462	42,954	44,446	45,936
8	35,832	37,336	38,842	40,347	41,853	43,359	44,865	46,370
9	36,164	37,683	39,203	40,721	42,242	43,762	45,282	46,800
10	36,500	38,032	39,566	41,099	42,633	44,167	45,702	47,234
11	36,832	38,379	39,927	41,473	43,022	44,570	46,118	47,665
12	37,167	38,728	40,290	41,851	43,413	44,975	46,538	48,098
13	37,500	39,075	40,651	42,225	43,802	45,378	46,954	48,529
14	37,835	39,424	41,014	42,603	44,193	45,783	47,374	48,962
15	38,170	39,773	41,377	42,980	44,584	46,189	47,793	49,396
16	38,503	40,120	41,738	43,355	44,973	46,591	48,210	49,827
17	38,838	40,469	42,101	43,732	45,364	46,997	48,630	50,260
18	39,171	40,815	42,462	44,107	45,753	47,400	49,046	50,691
19	39,506	41,165	42,825	44,484	46,144	47,805	49,466	51,124
20	39,841	41,514	43,188	44,861	46,536	48,211	49,885	51,558
21	40,174	41,860	43,549	45,236	46,924	48,613	50,302	51,989
22	40,509	42,210	43,912	45,613	47,316	49,019	50,721	52,422
23	40,841	42,556	44,273	45,988	47,704	49,421	51,138	52,853
24	41,177	42,905	44,636	46,365	48,096	49,827	51,558	53,286
25	41,509	43,252	44,997	46,740	48,484	50,229	51,974	53,717
26	41,844	43,601	45,360	47,117	48,876	50,635	52,394	54,151
27	42,179	43,950	45,723	47,494	49,267	51,040	52,813	54,584
28	42,512	44,297	46,084	47,869	49,656	51,443	53,230	55,015
29	42,847	44,646	46,447	48,246	50,047	51,848	53,649	55,448
30	43,180	44,993	46,808	48,621	50,436	52,251	54,066	55,879
31	43,515	45,342	47,171	48,998	50,827	52,656	54,486	56,313
32	43,848	45,689	47,532	49,373	51,216	53,059	54,902	56,743
33	44,183	46,038	47,895	49,750	51,607	53,465	55,322	57,177
34	44,518	46,387	48,258	50,127	51,999	53,870	55,741	57,610
35	44,851	46,734	48,619	50,502	52,387	54,273	56,158	58,041
36	45,186	47,083	48,982	50,879	52,779	54,678	56,577	58,475
37	45,518	47,430	49,343	51,254	53,167	55,081	56,994	58,905
38	45,853	47,779	49,706	51,631	53,559	55,486	57,414	59,339
39	46,186	48,125	50,067	52,006	53,947	55,889	57,830	59,769
40	46,521	48,475	50,430	52,383	54,339	56,294	58,250	60,203

CITY OF MARGATE, FLORIDA
FEDERATION OF PUBLIC EMPLOYEES
PAY PLAN
FISCAL YEAR 2015
Includes 2.5% Cost of Living Adjustment

	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Entry	44,304	45,698	47,091	48,485	49,879	51,271	52,665	54,057
1	44,751	46,159	47,567	48,975	50,383	51,789	53,197	54,603
2	45,196	46,618	48,040	49,462	50,883	52,304	53,726	55,146
3	45,644	47,080	48,516	49,952	51,388	52,822	54,258	55,692
4	46,088	47,538	48,988	50,438	51,888	53,336	54,786	56,234
5	46,536	48,000	49,464	50,928	52,392	53,854	55,318	56,781
6	46,980	48,458	49,936	51,415	52,893	54,369	55,847	57,323
7	47,428	48,920	50,412	51,905	53,397	54,887	56,379	57,869
8	47,876	49,382	50,888	52,394	53,901	55,405	56,911	58,416
9	48,320	49,841	51,361	52,881	54,401	55,920	57,440	58,958
10	48,768	50,302	51,837	53,371	54,905	56,438	57,972	59,504
11	49,213	50,761	52,309	53,857	55,406	56,952	58,500	60,047
12	49,660	51,223	52,785	54,347	55,910	57,470	59,033	60,593
13	50,105	51,681	53,258	54,834	56,410	57,985	59,561	61,135
14	50,553	52,143	53,734	55,324	56,914	58,503	60,093	61,682
15	51,000	52,605	54,209	55,814	57,418	59,021	60,625	62,228
16	51,445	53,063	54,682	56,300	57,919	59,535	61,154	62,770
17	51,893	53,525	55,158	56,790	58,423	60,054	61,686	63,317
18	52,337	53,984	55,630	57,277	58,923	60,568	62,215	63,859
19	52,785	54,446	56,106	57,767	59,427	61,086	62,747	64,405
20	53,233	54,907	56,582	58,257	59,932	61,604	63,279	64,952
21	53,677	55,366	57,055	58,743	60,432	62,119	63,807	65,494
22	54,125	55,828	57,531	59,233	60,936	62,637	64,340	66,040
23	54,570	56,286	58,003	59,720	61,437	63,151	64,868	66,583
24	55,017	56,748	58,479	60,210	61,941	63,669	65,400	67,129
25	55,462	57,207	58,951	60,696	62,441	64,184	65,929	67,672
26	55,910	57,668	59,427	61,186	62,945	64,702	66,461	68,218
27	56,357	58,130	59,903	61,676	63,449	65,220	66,993	68,764
28	56,802	58,589	60,376	62,163	63,950	65,735	67,522	69,307
29	57,250	59,051	60,852	62,653	64,454	66,253	68,054	69,853
30	57,694	59,509	61,324	63,139	64,954	66,767	68,582	70,395
31	58,142	59,971	61,800	63,629	65,458	67,285	69,115	70,942
32	58,586	60,429	62,273	64,116	65,959	67,800	69,643	71,484
33	59,034	60,891	62,748	64,606	66,463	68,318	70,175	72,030
34	59,482	61,353	63,224	65,096	66,967	68,836	70,707	72,577
35	59,926	61,812	63,697	65,582	67,467	69,351	71,236	73,119
36	60,374	62,273	64,173	66,072	67,971	69,869	71,768	73,665
37	60,819	62,732	64,645	66,559	68,472	70,383	72,296	74,208
38	61,266	63,194	65,121	67,049	68,976	70,901	72,829	74,754
39	61,711	63,652	65,594	67,535	69,476	71,416	73,357	75,296
40	62,159	64,114	66,070	68,025	69,981	71,934	73,889	75,843

CITY OF MARGATE, FLORIDA
FEDERATION OF PUBLIC EMPLOYEES
PAY PLAN
FISCAL YEAR 2015
Includes 2.5% Cost of Living Adjustment

	Grade 25	Grade 26	Grade 27	Grade 28	Grade 29	Grade 30	Grade 31	Grade 32
Entry	55,451	56,845	58,238	59,631	61,024	62,418	63,812	65,206
1	56,011	57,419	58,827	60,233	61,641	63,049	64,457	65,865
2	56,568	57,989	59,411	60,832	62,253	63,675	65,097	66,519
3	57,128	58,564	60,000	61,434	62,870	64,306	65,742	67,178
4	57,684	59,134	60,584	62,033	63,482	64,932	66,382	67,832
5	58,245	59,709	61,173	62,635	64,099	65,563	67,027	68,491
6	58,801	60,279	61,757	63,233	64,711	66,189	67,667	69,145
7	59,362	60,854	62,346	63,836	65,328	66,820	68,312	69,804
8	59,922	61,428	62,934	64,439	65,945	67,451	68,957	70,463
9	60,478	61,998	63,519	65,037	66,557	68,077	69,597	71,118
10	61,039	62,573	64,107	65,640	67,174	68,708	70,242	71,777
11	61,595	63,143	64,691	66,238	67,786	69,334	70,883	72,431
12	62,155	63,718	65,280	66,841	68,403	69,965	71,528	73,090
13	62,712	64,288	65,864	67,439	69,015	70,591	72,168	73,744
14	63,272	64,863	66,453	68,042	69,632	71,222	72,813	74,403
15	63,833	65,437	67,042	68,644	70,249	71,853	73,458	75,062
16	64,389	66,007	67,626	69,242	70,861	72,479	74,098	75,716
17	64,949	66,582	68,214	69,845	71,478	73,110	74,743	76,375
18	65,506	67,152	68,799	70,443	72,090	73,736	75,383	77,030
19	66,066	67,727	69,387	71,046	72,707	74,367	76,028	77,688
20	66,626	68,301	69,976	71,649	73,323	74,998	76,673	78,347
21	67,183	68,872	70,560	72,247	73,936	75,624	77,313	79,002
22	67,743	69,446	71,149	72,850	74,552	76,255	77,958	79,661
23	68,300	70,016	71,733	73,448	75,165	76,881	78,598	80,315
24	68,860	70,591	72,322	74,051	75,781	77,512	79,243	80,974
25	69,416	71,161	72,906	74,649	76,394	78,138	79,883	81,628
26	69,977	71,736	73,495	75,251	77,010	78,769	80,528	82,287
27	70,537	72,310	74,083	75,854	77,627	79,400	81,173	82,946
28	71,094	72,881	74,667	76,452	78,239	80,026	81,813	83,600
29	71,654	73,455	75,256	77,055	78,856	80,657	82,458	84,259
30	72,210	74,025	75,840	77,653	79,468	81,283	83,099	84,914
31	72,771	74,600	76,429	78,256	80,085	81,914	83,743	85,573
32	73,327	75,170	77,013	78,854	80,697	82,541	84,384	86,227
33	73,887	75,745	77,602	79,457	81,314	83,171	85,029	86,886
34	74,448	76,319	78,190	80,060	81,931	83,802	85,673	87,545
35	75,004	76,889	78,775	80,658	82,543	84,428	86,314	88,199
36	75,565	77,464	79,363	81,260	83,160	85,059	86,959	88,858
37	76,121	78,034	79,948	81,859	83,772	85,685	87,599	89,512
38	76,681	78,609	80,536	82,461	84,389	86,316	88,244	90,171
39	77,238	79,179	81,121	83,060	85,001	86,943	88,884	90,825
40	77,798	79,754	81,709	83,662	85,618	87,573	89,529	91,484

CITY OF MARGATE, FLORIDA
FEDERATION OF PUBLIC EMPLOYEES
PAY PLAN
FISCAL YEAR 2015
Includes 2.5% Cost of Living Adjustment

	Grade 33	Grade 34	Grade 35	Grade 36	Grade 37	Grade 38	Grade 39	Grade 40
Entry	66,600	67,992	69,384	70,778	72,172	73,565	74,959	76,351
1	67,273	68,679	70,085	71,493	72,901	74,309	75,717	77,123
2	67,941	69,361	70,781	72,203	73,625	75,047	76,469	77,889
3	68,614	70,048	71,483	72,918	74,354	75,790	77,226	78,661
4	69,282	70,730	72,179	73,629	75,079	76,529	77,978	79,427
5	69,955	71,418	72,880	74,344	75,808	77,272	78,736	80,198
6	70,623	72,100	73,576	75,054	76,532	78,010	79,488	80,964
7	71,297	72,787	74,277	75,769	77,261	78,754	80,246	81,736
8	71,970	73,474	74,978	76,485	77,991	79,497	81,003	82,508
9	72,638	74,156	75,675	77,195	78,715	80,235	81,755	83,274
10	73,311	74,843	76,376	77,910	79,444	80,979	82,513	84,045
11	73,979	75,526	77,072	78,620	80,168	81,717	83,265	84,811
12	74,652	76,213	77,773	79,336	80,898	82,460	84,022	85,583
13	75,320	76,895	78,469	80,046	81,622	83,198	84,775	86,349
14	75,993	77,582	79,171	80,761	82,351	83,942	85,532	87,121
15	76,667	78,269	79,872	81,476	83,081	84,685	86,290	87,892
16	77,335	78,951	80,568	82,186	83,805	85,423	87,042	88,658
17	78,008	79,638	81,269	82,902	84,534	86,167	87,799	89,430
18	78,676	80,321	81,965	83,612	85,258	86,905	88,551	90,196
19	79,349	81,008	82,667	84,327	85,988	87,648	89,309	90,968
20	80,022	81,695	83,368	85,042	86,717	88,392	90,067	91,739
21	80,690	82,377	84,064	85,753	87,441	89,130	90,819	92,505
22	81,363	83,064	84,765	86,468	88,171	89,873	91,576	93,277
23	82,032	83,746	85,461	87,178	88,895	90,612	92,328	94,043
24	82,705	84,434	86,162	87,893	89,624	91,355	93,086	94,815
25	83,373	85,116	86,859	88,603	90,348	92,093	93,838	95,581
26	84,046	85,803	87,560	89,319	91,078	92,837	94,595	96,352
27	84,719	86,490	88,261	90,034	91,807	93,580	95,353	97,124
28	85,387	87,172	88,957	90,744	92,531	94,318	96,105	97,890
29	86,060	87,859	89,658	91,459	93,261	95,062	96,863	98,662
30	86,729	88,542	90,355	92,170	93,985	95,800	97,615	99,428
31	87,402	89,229	91,056	92,885	94,714	96,543	98,372	100,199
32	88,070	89,911	91,752	93,595	95,438	97,281	99,124	100,965
33	88,743	90,598	92,453	94,310	96,168	98,025	99,882	101,737
34	89,416	91,285	93,154	95,026	96,897	98,768	100,639	102,509
35	90,084	91,967	93,850	95,736	97,621	99,506	101,392	103,275
36	90,757	92,655	94,552	96,451	98,350	100,250	102,149	104,046
37	91,426	93,337	95,248	97,161	99,075	100,988	102,901	104,812
38	92,099	94,024	95,949	97,876	99,804	101,731	103,659	105,584
39	92,767	94,706	96,645	98,587	100,528	102,469	104,411	106,350
40	93,440	95,393	97,346	99,302	101,257	103,213	105,168	107,122

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	Grade 41	Grade 42	Grade 43	Grade 44	Grade 45	Grade 46	Grade 47	Grade 48
Entry	77,745	79,139	80,533	81,927	83,320	84,712	86,105	87,498
1	78,531	79,939	81,347	82,754	84,162	85,569	86,975	88,383
2	79,311	80,733	82,155	83,576	84,998	86,419	87,839	89,261
3	80,097	81,533	82,968	84,404	85,840	87,275	88,709	90,145
4	80,877	82,327	83,777	85,226	86,676	88,125	89,573	91,023
5	81,662	83,126	84,590	86,054	87,518	88,981	90,443	91,907
6	82,442	83,920	85,398	86,876	88,354	89,831	91,307	92,785
7	83,228	84,720	86,212	87,704	89,196	90,687	92,177	93,669
8	84,014	85,520	87,026	88,532	90,039	91,543	93,047	94,554
9	84,794	86,314	87,834	89,354	90,874	92,393	93,911	95,431
10	85,580	87,114	88,648	90,182	91,717	93,249	94,782	96,316
11	86,360	87,908	89,456	91,004	92,553	94,099	95,645	97,194
12	87,145	88,708	90,270	91,832	93,395	94,955	96,516	98,078
13	87,925	89,502	91,078	92,654	94,231	95,805	97,380	98,956
14	88,711	90,301	91,892	93,482	95,073	96,661	98,250	99,840
15	89,497	91,101	92,706	94,310	95,915	97,517	99,120	100,724
16	90,277	91,895	93,514	95,132	96,751	98,367	99,984	101,602
17	91,063	92,695	94,328	95,960	97,593	99,223	100,854	102,487
18	91,843	93,489	95,136	96,782	98,429	100,073	101,718	103,364
19	92,628	94,289	95,950	97,610	99,271	100,929	102,588	104,249
20	93,414	95,089	96,763	98,438	100,113	101,786	103,458	105,133
21	94,194	95,883	97,571	99,260	100,949	102,636	104,322	106,011
22	94,980	96,683	98,385	100,088	101,791	103,492	105,192	106,895
23	95,760	97,477	99,193	100,910	102,627	104,342	106,056	107,773
24	96,546	98,276	100,007	101,738	103,469	105,198	106,927	108,657
25	97,326	99,070	100,815	102,560	104,305	106,048	107,790	109,535
26	98,111	99,870	101,629	103,388	105,147	106,904	108,661	110,420
27	98,897	100,670	102,443	104,216	105,989	107,760	109,531	111,304
28	99,677	101,464	103,251	105,038	106,825	108,610	110,395	112,182
29	100,463	102,264	104,065	105,866	107,667	109,466	111,265	113,066
30	101,243	103,058	104,873	106,688	108,503	110,316	112,129	113,944
31	102,028	103,858	105,687	107,516	109,345	111,172	112,999	114,828
32	102,809	104,652	106,495	108,338	110,181	112,022	113,863	115,706
33	103,594	105,451	107,309	109,166	111,023	112,878	114,733	116,590
34	104,380	106,251	108,123	109,994	111,865	113,734	115,603	117,475
35	105,160	107,045	108,931	110,816	112,701	114,584	116,467	118,353
36	105,946	107,845	109,744	111,644	113,543	115,440	117,338	119,237
37	106,726	108,639	110,552	112,466	114,379	116,290	118,201	120,115
38	107,511	109,439	111,366	113,294	115,221	117,146	119,072	120,999
39	108,291	110,233	112,174	114,116	116,057	117,996	119,936	121,877
40	109,077	111,033	112,988	114,944	116,899	118,852	120,806	122,761

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	Grade 49	Grade 50	Grade 51	Grade 52	Grade 53	Grade 54	Grade 55	Grade 56
Entry	88,892	90,286	91,680	93,072	94,466	95,860	97,253	98,647
1	89,791	91,199	92,606	94,013	95,421	96,828	98,236	99,644
2	90,683	92,104	93,526	94,946	96,368	97,790	99,212	100,634
3	91,581	93,017	94,453	95,887	97,323	98,759	100,195	101,631
4	92,473	93,923	95,373	96,821	98,271	99,721	101,171	102,621
5	93,371	94,835	96,299	97,762	99,226	100,690	102,154	103,618
6	94,263	95,741	97,219	98,695	100,173	101,651	103,129	104,607
7	95,161	96,653	98,146	99,636	101,128	102,620	104,112	105,604
8	96,060	97,566	99,072	100,577	102,083	103,589	105,095	106,601
9	96,952	98,472	99,992	101,510	103,031	104,551	106,071	107,591
10	97,850	99,384	100,918	102,451	103,985	105,519	107,054	108,588
11	98,742	100,290	101,838	103,385	104,933	106,481	108,030	109,578
12	99,640	101,203	102,765	104,325	105,888	107,450	109,012	110,575
13	100,532	102,108	103,685	105,259	106,836	108,412	109,988	111,564
14	101,431	103,021	104,611	106,200	107,790	109,381	110,971	112,561
15	102,329	103,933	105,538	107,140	108,745	110,349	111,954	113,558
16	103,221	104,839	106,458	108,074	109,693	111,311	112,930	114,548
17	104,119	105,752	107,384	109,015	110,647	112,280	113,913	115,545
18	105,011	106,658	108,304	109,949	111,595	113,242	114,888	116,535
19	105,909	107,570	109,231	110,889	112,550	114,211	115,871	117,532
20	106,808	108,482	110,157	111,830	113,505	115,179	116,854	118,529
21	107,700	109,388	111,077	112,764	114,452	116,141	117,830	119,518
22	108,598	110,301	112,004	113,704	115,407	117,110	118,813	120,515
23	109,490	111,207	112,923	114,638	116,355	118,072	119,788	121,505
24	110,388	112,119	113,850	115,579	117,310	119,040	120,771	122,502
25	111,280	113,025	114,770	116,513	118,257	120,002	121,747	123,492
26	112,179	113,937	115,696	117,453	119,212	120,971	122,730	124,489
27	113,077	114,850	116,623	118,394	120,167	121,940	123,713	125,486
28	113,969	115,756	117,543	119,328	121,115	122,902	124,689	126,476
29	114,867	116,668	118,469	120,268	122,069	123,870	125,671	127,473
30	115,759	117,574	119,389	121,202	123,017	124,832	126,647	128,462
31	116,657	118,487	120,316	122,143	123,972	125,801	127,630	129,459
32	117,549	119,392	121,236	123,077	124,920	126,763	128,606	130,449
33	118,448	120,305	122,162	124,017	125,874	127,732	129,589	131,446
34	119,346	121,217	123,089	124,958	126,829	128,700	130,572	132,443
35	120,238	122,123	124,008	125,892	127,777	129,662	131,547	133,433
36	121,136	123,036	124,935	126,832	128,732	130,631	132,530	134,430
37	122,028	123,941	125,855	127,766	129,679	131,593	133,506	135,419
38	122,926	124,854	126,781	128,707	130,634	132,561	134,489	136,416
39	123,818	125,760	127,701	129,640	131,582	133,523	135,465	137,406
40	124,717	126,672	128,628	130,581	132,537	134,492	136,448	138,403

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	Grade 57	Grade 58	Grade 59	Grade 60	Grade 61	Grade 62	Grade 63	Grade 64
Entry	100,039	101,432	102,825	104,219	105,613	107,007	108,401	109,793
1	101,050	102,457	103,865	105,272	106,680	108,088	109,496	110,902
2	102,054	103,474	104,896	106,318	107,740	109,162	110,584	112,004
3	103,065	104,499	105,935	107,371	108,807	110,243	111,679	113,114
4	104,069	105,517	106,967	108,417	109,867	111,317	112,767	114,215
5	105,080	106,542	108,006	109,470	110,934	112,398	113,862	115,325
6	106,084	107,560	109,038	110,516	111,994	113,472	114,950	116,426
7	107,095	108,585	110,077	111,569	113,061	114,553	116,046	117,536
8	108,106	109,610	111,116	112,622	114,129	115,635	117,141	118,645
9	109,109	110,628	112,148	113,668	115,188	116,708	118,229	119,747
10	110,120	111,653	113,187	114,721	116,256	117,790	119,324	120,857
11	111,124	112,671	114,219	115,767	117,315	118,864	120,412	121,958
12	112,135	113,696	115,258	116,820	118,383	119,945	121,507	123,068
13	113,139	114,713	116,290	117,866	119,442	121,019	122,595	124,169
14	114,150	115,739	117,329	118,919	120,510	122,100	123,690	125,279
15	115,161	116,764	118,368	119,973	121,577	123,181	124,786	126,389
16	116,165	117,781	119,400	121,018	122,637	124,255	125,874	127,490
17	117,176	118,806	120,439	122,071	123,704	125,337	126,969	128,600
18	118,179	119,824	121,471	123,117	124,764	126,410	128,057	129,701
19	119,190	120,849	122,510	124,170	125,831	127,492	129,152	130,811
20	120,201	121,874	123,549	125,224	126,898	128,573	130,248	131,921
21	121,205	122,892	124,581	126,269	127,958	129,647	131,335	133,022
22	122,216	123,917	125,620	127,323	129,025	130,728	132,431	134,132
23	123,220	124,935	126,652	128,368	130,085	131,802	133,519	135,233
24	124,231	125,960	127,691	129,422	131,152	132,883	134,614	136,343
25	125,235	126,978	128,722	130,467	132,212	133,957	135,702	137,445
26	126,246	128,003	129,762	131,520	133,279	135,038	136,797	138,554
27	127,257	129,028	130,801	132,574	134,347	136,120	137,893	139,664
28	128,261	130,045	131,832	133,619	135,406	137,193	138,980	140,765
29	129,272	131,071	132,872	134,673	136,474	138,275	140,076	141,875
30	130,275	132,088	133,903	135,718	137,533	139,348	141,163	142,976
31	131,286	133,113	134,942	136,772	138,601	140,430	142,259	144,086
32	132,290	134,131	135,974	137,817	139,660	141,503	143,347	145,188
33	133,301	135,156	137,013	138,871	140,728	142,585	144,442	146,297
34	134,312	136,181	138,052	139,924	141,795	143,666	145,538	147,407
35	135,316	137,199	139,084	140,969	142,855	144,740	146,625	148,508
36	136,327	138,224	140,123	142,023	143,922	145,821	147,721	149,618
37	137,331	139,242	141,155	143,068	144,982	146,895	148,808	150,720
38	138,342	140,267	142,194	144,122	146,049	147,976	149,904	151,829
39	139,345	141,284	143,226	145,167	147,109	149,050	150,992	152,931
40	140,356	142,310	144,265	146,221	148,176	150,132	152,087	154,040

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	Grade 65	Grade 66	Grade 67	Grade 68	Grade 69	Grade 70	Grade 71	Grade 72
Entry	111,187	112,580	113,974	115,368	116,760	118,152	119,546	120,940
1	112,310	113,718	115,126	116,534	117,940	119,346	120,754	122,162
2	113,426	114,848	116,270	117,691	119,112	120,532	121,954	123,376
3	114,549	115,985	117,421	118,857	120,292	121,726	123,162	124,598
4	115,665	117,115	118,565	120,015	121,463	122,911	124,361	125,811
5	116,789	118,253	119,717	121,181	122,643	124,105	125,569	127,033
6	117,904	119,382	120,860	122,338	123,815	125,291	126,769	128,247
7	119,028	120,520	122,012	123,504	124,995	126,485	127,977	129,469
8	120,152	121,658	123,164	124,670	126,175	127,679	129,185	130,691
9	121,267	122,787	124,308	125,828	127,346	128,865	130,385	131,905
10	122,391	123,925	125,459	126,994	128,526	130,059	131,593	133,127
11	123,506	125,055	126,603	128,151	129,698	131,244	132,792	134,341
12	124,630	126,192	127,755	129,317	130,878	132,438	134,000	135,563
13	125,746	127,322	128,898	130,475	132,049	133,624	135,200	136,776
14	126,869	128,460	130,050	131,641	133,229	134,818	136,408	137,998
15	127,993	129,598	131,202	132,806	134,409	136,012	137,616	139,221
16	129,109	130,727	132,346	133,964	135,581	137,197	138,816	140,434
17	130,232	131,865	133,497	135,130	136,761	138,391	140,024	141,656
18	131,348	132,994	134,641	136,287	137,932	139,577	141,223	142,870
19	132,472	134,132	135,793	137,453	139,112	140,771	142,431	144,092
20	133,595	135,270	136,945	138,619	140,292	141,965	143,640	145,314
21	134,711	136,400	138,088	139,777	141,464	143,150	144,839	146,528
22	135,834	137,537	139,240	140,943	142,644	144,344	146,047	147,750
23	136,950	138,667	140,384	142,100	143,815	145,530	147,247	148,963
24	138,074	139,805	141,535	143,266	144,995	146,724	148,455	150,186
25	139,189	140,934	142,679	144,424	146,167	147,909	149,654	151,399
26	140,313	142,072	143,831	145,590	147,347	149,104	150,862	152,621
27	141,437	143,210	144,983	146,756	148,527	150,298	152,071	153,844
28	142,552	144,339	146,126	147,913	149,698	151,483	153,270	155,057
29	143,676	145,477	147,278	149,079	150,878	152,677	154,478	156,279
30	144,791	146,607	148,422	150,237	152,050	153,863	155,678	157,493
31	145,915	147,744	149,573	151,403	153,230	155,057	156,886	158,715
32	147,031	148,874	150,717	152,560	154,401	156,242	158,085	159,928
33	148,154	150,012	151,869	153,726	155,581	157,436	159,293	161,151
34	149,278	151,149	153,021	154,892	156,761	158,630	160,502	162,373
35	150,394	152,279	154,164	156,050	157,933	159,816	161,701	163,586
36	151,517	153,417	155,316	157,215	159,113	161,010	162,909	164,809
37	152,633	154,546	156,460	158,373	160,284	162,195	164,109	166,022
38	153,757	155,684	157,611	159,539	161,464	163,389	165,317	167,244
39	154,872	156,814	158,755	160,696	162,636	164,575	166,516	168,458
40	155,996	157,951	159,907	161,862	163,816	165,769	167,724	169,680

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	Grade 73	Grade 74	Grade 75	Grade 76	Grade 77	Grade 78	Grade 79	Grade 80
Entry	122,334	123,727	125,121	126,513	127,907	131,391	136,965	142,538
1	123,570	124,978	126,386	127,792	129,200	132,719	138,349	143,979
2	124,797	126,219	127,641	129,061	130,483	134,037	139,723	145,409
3	126,034	127,470	128,906	130,340	131,776	135,365	141,107	146,849
4	127,261	128,711	130,161	131,609	133,059	136,683	142,481	148,279
5	128,498	129,962	131,426	132,888	134,352	138,011	143,866	149,720
6	129,725	131,203	132,681	134,157	135,635	139,329	145,240	151,150
7	130,961	132,453	133,945	135,436	136,928	140,657	146,624	152,591
8	132,198	133,704	135,210	136,714	138,221	141,985	148,008	154,031
9	133,425	134,945	136,465	137,984	139,504	143,303	149,382	155,461
10	134,661	136,196	137,730	139,262	140,797	144,631	150,767	156,902
11	135,889	137,437	138,985	140,532	142,080	145,950	152,141	158,332
12	137,125	138,687	140,250	141,810	143,373	147,277	153,525	159,772
13	138,353	139,929	141,505	143,080	144,656	148,596	154,899	161,203
14	139,589	141,179	142,770	144,358	145,949	149,924	156,283	162,643
15	140,825	142,430	144,034	145,637	147,241	151,251	157,668	164,084
16	142,053	143,671	145,290	146,906	148,525	152,570	159,042	165,514
17	143,289	144,921	146,554	148,185	149,817	153,898	160,426	166,954
18	144,516	146,163	147,809	149,454	151,101	155,216	161,800	168,384
19	145,753	147,413	149,074	150,733	152,393	156,544	163,184	169,825
20	146,989	148,664	150,338	152,011	153,686	157,872	164,569	171,265
21	148,216	149,905	151,594	153,281	154,969	159,190	165,943	172,696
22	149,453	151,156	152,858	154,559	156,262	160,518	167,327	174,136
23	150,680	152,397	154,114	155,828	157,545	161,836	168,701	175,566
24	151,916	153,647	155,378	157,107	158,838	163,164	170,085	177,007
25	153,144	154,889	156,634	158,376	160,121	164,482	171,460	178,437
26	154,380	156,139	157,898	159,655	161,414	165,810	172,844	179,877
27	155,617	157,390	159,163	160,934	162,707	167,138	174,228	181,318
28	156,844	158,631	160,418	162,203	163,990	168,456	175,602	182,748
29	158,080	159,881	161,682	163,481	165,283	169,784	176,986	184,189
30	159,308	161,123	162,938	164,751	166,566	171,102	178,361	185,619
31	160,544	162,373	164,202	166,029	167,859	172,430	179,745	187,059
32	161,771	163,615	165,458	167,299	169,142	173,749	181,119	188,489
33	163,008	164,865	166,722	168,577	170,435	175,076	182,503	189,930
34	164,244	166,115	167,987	169,856	171,727	176,404	183,887	191,370
35	165,472	167,357	169,242	171,125	173,011	177,723	185,262	192,801
36	166,708	168,607	170,507	172,404	174,303	179,050	186,646	194,241
37	167,935	169,849	171,762	173,673	175,587	180,369	188,020	195,671
38	169,172	171,099	173,027	174,952	176,879	181,697	189,404	197,112
39	170,399	172,340	174,282	176,221	178,163	183,015	190,778	198,542
40	171,635	173,591	175,546	177,500	179,455	184,343	192,163	199,982

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	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Entry	22,560	23,989	25,417	26,844	28,273	29,701	31,130	32,558
1	22,788	24,231	25,674	27,115	28,558	30,001	31,444	32,888
2	23,014	24,472	25,929	27,385	28,842	30,299	31,757	33,214
3	23,242	24,714	26,186	27,656	29,128	30,600	32,071	33,543
4	23,468	24,955	26,441	27,925	29,411	30,898	32,384	33,870
5	23,696	25,198	26,698	28,196	29,697	31,198	32,698	34,199
6	23,923	25,438	26,953	28,466	29,981	31,496	33,011	34,526
7	24,151	25,681	27,209	28,737	30,267	31,796	33,325	34,855
8	24,379	25,923	27,466	29,008	30,552	32,096	33,640	35,184
9	24,605	26,164	27,721	29,278	30,836	32,394	33,952	35,510
10	24,833	26,406	27,978	29,549	31,122	32,694	34,267	35,839
11	25,059	26,647	28,233	29,818	31,405	32,992	34,579	36,166
12	25,287	26,889	28,490	30,090	31,691	33,292	34,894	36,495
13	25,514	27,130	28,745	30,359	31,975	33,590	35,206	36,822
14	25,742	27,372	29,002	30,630	32,260	33,891	35,521	37,151
15	25,970	27,615	29,259	30,902	32,546	34,191	35,835	37,480
16	26,196	27,856	29,514	31,171	32,830	34,489	36,148	37,807
17	26,424	28,098	29,771	31,442	33,116	34,789	36,462	38,136
18	26,650	28,339	30,026	31,712	33,399	35,087	36,775	38,462
19	26,878	28,581	30,283	31,983	33,685	35,387	37,089	38,791
20	27,106	28,824	30,540	32,254	33,971	35,687	37,404	39,120
21	27,333	29,064	30,795	32,523	34,254	35,985	37,716	39,447
22	27,561	29,307	31,051	32,795	34,540	36,285	38,031	39,776
23	27,787	29,547	31,306	33,064	34,824	36,583	38,343	40,103
24	28,015	29,790	31,563	33,335	35,109	36,884	38,658	40,432
25	28,241	30,031	31,818	33,605	35,393	37,182	38,970	40,758
26	28,469	30,273	32,075	33,876	35,679	37,482	39,285	41,088
27	28,697	30,515	32,332	34,147	35,965	37,782	39,599	41,417
28	28,924	30,756	32,587	34,417	36,248	38,080	39,912	41,743
29	29,152	30,999	32,844	34,688	36,534	38,380	40,226	42,072
30	29,378	31,239	33,099	34,957	36,818	38,678	40,539	42,399
31	29,606	31,482	33,356	35,229	37,103	38,978	40,853	42,728
32	29,832	31,722	33,611	35,498	37,387	39,276	41,165	43,055
33	30,060	31,965	33,868	35,769	37,673	39,576	41,480	43,384
34	30,288	32,207	34,125	36,040	37,959	39,877	41,795	43,713
35	30,515	32,448	34,380	36,310	38,242	40,175	42,107	44,039
36	30,743	32,690	34,636	36,581	38,528	40,475	42,422	44,368
37	30,969	32,931	34,891	36,850	38,812	40,773	42,734	44,695
38	31,197	33,173	35,148	37,122	39,097	41,073	43,049	45,024
39	31,423	33,414	35,403	37,391	39,381	41,371	43,361	45,351
40	31,651	33,657	35,660	37,662	39,667	41,671	43,676	45,680

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	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Entry	33,987	35,414	36,843	38,270	39,698	41,127	42,556	43,983
1	34,331	35,772	37,215	38,657	40,100	41,543	42,986	44,427
2	34,672	36,127	37,585	39,040	40,498	41,955	43,413	44,868
3	35,015	36,485	37,957	39,427	40,899	42,371	43,843	45,313
4	35,356	36,841	38,327	39,811	41,297	42,784	44,270	45,754
5	35,700	37,198	38,699	40,198	41,699	43,199	44,700	46,199
6	36,041	37,554	39,069	40,582	42,097	43,612	45,127	46,640
7	36,384	37,912	39,441	40,969	42,498	44,028	45,557	47,085
8	36,728	38,270	39,813	41,355	42,899	44,443	45,987	47,529
9	37,069	38,625	40,183	41,739	43,298	44,856	46,414	47,970
10	37,412	38,983	40,555	42,126	43,699	45,271	46,844	48,415
11	37,753	39,338	40,925	42,510	44,097	45,684	47,271	48,856
12	38,097	39,696	41,297	42,897	44,498	46,100	47,701	49,301
13	38,438	40,051	41,667	43,281	44,897	46,512	48,128	49,742
14	38,781	40,409	42,039	43,668	45,298	46,928	48,558	50,186
15	39,124	40,767	42,412	44,054	45,699	47,344	48,988	50,631
16	39,465	41,123	42,781	44,438	46,097	47,756	49,415	51,072
17	39,809	41,480	43,154	44,825	46,499	48,172	49,845	51,517
18	40,150	41,836	43,523	45,209	46,897	48,585	50,272	51,958
19	40,493	42,194	43,896	45,596	47,298	49,000	50,702	52,403
20	40,837	42,552	44,268	45,983	47,699	49,416	51,132	52,847
21	41,178	42,907	44,638	46,367	48,098	49,828	51,559	53,288
22	41,521	43,265	45,010	46,753	48,499	50,244	51,989	53,733
23	41,862	43,620	45,380	47,137	48,897	50,657	52,416	54,174
24	42,206	43,978	45,752	47,524	49,298	51,072	52,847	54,619
25	42,547	44,333	46,122	47,908	49,697	51,485	53,273	55,060
26	42,890	44,691	46,494	48,295	50,098	51,901	53,704	55,504
27	43,234	45,049	46,866	48,682	50,499	52,316	54,134	55,949
28	43,575	45,404	47,236	49,066	50,897	52,729	54,561	56,390
29	43,918	45,762	47,608	49,452	51,299	53,145	54,991	56,835
30	44,259	46,118	47,978	49,836	51,697	53,557	55,418	57,276
31	44,603	46,476	48,350	50,223	52,098	53,973	55,848	57,720
32	44,944	46,831	48,720	50,607	52,496	54,386	56,275	58,162
33	45,287	47,189	49,092	50,994	52,898	54,801	56,705	58,606
34	45,631	47,547	49,465	51,381	53,299	55,217	57,135	59,051
35	45,972	47,902	49,834	51,765	53,697	55,629	57,562	59,492
36	46,315	48,260	50,207	52,151	54,098	56,045	57,992	59,937
37	46,656	48,615	50,576	52,535	54,497	56,458	58,419	60,378
38	47,000	48,973	50,949	52,922	54,898	56,873	58,849	60,822
39	47,341	49,328	51,318	53,306	55,296	57,286	59,276	61,264
40	47,684	49,686	51,691	53,693	55,697	57,702	59,706	61,708

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	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Entry	45,411	46,840	48,269	49,697	51,126	52,553	53,981	55,408
1	45,870	47,313	48,756	50,199	51,643	53,084	54,527	55,968
2	46,326	47,783	49,241	50,698	52,156	53,611	55,069	56,524
3	46,785	48,257	49,729	51,200	52,672	54,142	55,614	57,084
4	47,240	48,727	50,213	51,699	53,185	54,670	56,156	57,640
5	47,699	49,200	50,701	52,201	53,702	55,201	56,701	58,200
6	48,155	49,670	51,185	52,700	54,215	55,728	57,243	58,756
7	48,614	50,143	51,673	53,202	54,732	56,259	57,789	59,316
8	49,073	50,617	52,161	53,704	55,248	56,790	58,334	59,876
9	49,529	51,087	52,645	54,203	55,761	57,318	58,876	60,432
10	49,987	51,560	53,133	54,705	56,278	57,849	59,421	60,992
11	50,443	52,030	53,617	55,204	56,791	58,376	59,963	61,548
12	50,902	52,503	54,105	55,706	57,307	58,907	60,508	62,108
13	51,358	52,973	54,589	56,205	57,820	59,434	61,050	62,664
14	51,817	53,447	55,077	56,707	58,337	59,965	61,596	63,224
15	52,276	53,920	55,565	57,209	58,854	60,497	62,141	63,784
16	52,731	54,390	56,049	57,708	59,367	61,024	62,683	64,340
17	53,190	54,863	56,537	58,210	59,883	61,555	63,228	64,900
18	53,646	55,333	57,021	58,709	60,396	62,082	63,770	65,456
19	54,105	55,807	57,509	59,211	60,913	62,613	64,315	66,016
20	54,564	56,280	57,997	59,713	61,430	63,144	64,861	66,576
21	55,019	56,750	58,481	60,212	61,943	63,672	65,403	67,132
22	55,478	57,223	58,969	60,714	62,459	64,203	65,948	67,691
23	55,934	57,693	59,453	61,213	62,972	64,730	66,490	68,247
24	56,393	58,167	59,941	61,715	63,489	65,261	67,035	68,807
25	56,848	58,637	60,425	62,214	64,002	65,789	67,577	69,363
26	57,307	59,110	60,913	62,716	64,519	66,320	68,122	69,923
27	57,766	59,584	61,401	63,218	65,035	66,851	68,668	70,483
28	58,222	60,053	61,885	63,717	65,548	67,378	69,210	71,039
29	58,681	60,527	62,373	64,219	66,065	67,909	69,755	71,599
30	59,136	60,997	62,857	64,718	66,578	68,436	70,297	72,155
31	59,595	61,470	63,345	65,220	67,095	68,968	70,842	72,715
32	60,051	61,940	63,829	65,719	67,608	69,495	71,384	73,271
33	60,510	62,414	64,317	66,221	68,124	70,026	71,930	73,831
34	60,969	62,887	64,805	66,723	68,641	70,557	72,475	74,391
35	61,424	63,357	65,289	67,222	69,154	71,084	73,017	74,947
36	61,883	63,830	65,777	67,724	69,671	71,615	73,562	75,507
37	62,339	64,300	66,261	68,223	70,184	72,143	74,104	76,063
38	62,798	64,774	66,749	68,725	70,700	72,674	74,649	76,623
39	63,254	65,244	67,233	69,223	71,213	73,201	75,191	77,179
40	63,713	65,717	67,721	69,726	71,730	73,732	75,737	77,739

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	Grade 25	Grade 26	Grade 27	Grade 28	Grade 29	Grade 30	Grade 31	Grade 32
Entry	56,837	58,266	59,694	61,121	62,550	63,979	65,407	66,836
1	57,412	58,855	60,298	61,739	63,182	64,625	66,068	67,511
2	57,982	59,439	60,897	62,352	63,810	65,267	66,725	68,182
3	58,556	60,028	61,500	62,970	64,442	65,914	67,386	68,857
4	59,126	60,613	62,099	63,583	65,069	66,556	68,042	69,528
5	59,701	61,202	62,702	64,201	65,702	67,202	68,703	70,203
6	60,271	61,786	63,301	64,814	66,329	67,844	69,359	70,874
7	60,846	62,375	63,904	65,432	66,961	68,491	70,020	71,550
8	61,420	62,964	64,508	66,050	67,594	69,137	70,681	72,225
9	61,990	63,548	65,107	66,663	68,221	69,779	71,337	72,896
10	62,565	64,137	65,710	67,281	68,853	70,426	71,998	73,571
11	63,135	64,722	66,309	67,894	69,481	71,068	72,655	74,242
12	63,709	65,311	66,912	68,512	70,113	71,714	73,316	74,917
13	64,280	65,895	67,511	69,125	70,741	72,356	73,972	75,588
14	64,854	66,484	68,114	69,743	71,373	73,003	74,633	76,263
15	65,428	67,073	68,718	70,360	72,005	73,649	75,294	76,939
16	65,999	67,658	69,317	70,974	72,632	74,291	75,950	77,609
17	66,573	68,246	69,920	71,591	73,265	74,938	76,611	78,285
18	67,143	68,831	70,519	72,204	73,892	75,580	77,268	78,955
19	67,718	69,420	71,122	72,822	74,524	76,226	77,929	79,631
20	68,292	70,009	71,725	73,440	75,156	76,873	78,590	80,306
21	68,862	70,593	72,324	74,053	75,784	77,515	79,246	80,977
22	69,437	71,182	72,928	74,671	76,416	78,162	79,907	81,652
23	70,007	71,767	73,526	75,284	77,044	78,803	80,563	82,323
24	70,582	72,356	74,130	75,902	77,676	79,450	81,224	82,998
25	71,152	72,940	74,729	76,515	78,304	80,092	81,880	83,669
26	71,726	73,529	75,332	77,133	78,936	80,739	82,541	84,344
27	72,301	74,118	75,935	77,750	79,568	81,385	83,202	85,020
28	72,871	74,703	76,534	78,364	80,195	82,027	83,859	85,690
29	73,445	75,291	77,137	78,981	80,828	82,674	84,520	86,366
30	74,016	75,876	77,736	79,595	81,455	83,316	85,176	87,036
31	74,590	76,465	78,340	80,212	82,087	83,962	85,837	87,712
32	75,160	77,049	78,939	80,826	82,715	84,604	86,493	88,382
33	75,735	77,638	79,542	81,443	83,347	85,251	87,154	89,058
34	76,309	78,227	80,145	82,061	83,979	85,897	87,815	89,733
35	76,879	78,812	80,744	82,674	84,607	86,539	88,472	90,404
36	77,454	79,401	81,347	83,292	85,239	87,186	89,133	91,079
37	78,024	79,985	81,946	83,905	85,866	87,828	89,789	91,750
38	78,598	80,574	82,550	84,523	86,499	88,474	90,450	92,425
39	79,169	81,159	83,149	85,136	87,126	89,116	91,106	93,096
40	79,743	81,747	83,752	85,754	87,758	89,763	91,767	93,772

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	Grade 33	Grade 34	Grade 35	Grade 36	Grade 37	Grade 38	Grade 39	Grade 40
Entry	68,265	69,692	71,119	72,547	73,976	75,404	76,833	78,260
1	68,954	70,396	71,837	73,280	74,723	76,167	77,610	79,051
2	69,639	71,095	72,551	74,008	75,466	76,923	78,381	79,836
3	70,329	71,799	73,270	74,741	76,213	77,685	79,157	80,627
4	71,014	72,499	73,983	75,469	76,956	78,442	79,928	81,412
5	71,704	73,203	74,702	76,203	77,703	79,204	80,704	82,203
6	72,389	73,902	75,415	76,930	78,445	79,960	81,475	82,989
7	73,079	74,607	76,134	77,664	79,193	80,722	82,252	83,779
8	73,769	75,311	76,853	78,397	79,941	81,484	83,028	84,570
9	74,454	76,010	77,567	79,125	80,683	82,241	83,799	85,356
10	75,144	76,714	78,285	79,858	81,430	83,003	84,576	86,146
11	75,829	77,414	78,999	80,586	82,173	83,760	85,347	86,932
12	76,518	78,118	79,718	81,319	82,920	84,522	86,123	87,723
13	77,203	78,817	80,431	82,047	83,663	85,278	86,894	88,508
14	77,893	79,522	81,150	82,780	84,410	86,040	87,670	89,299
15	78,583	80,226	81,869	83,513	85,158	86,802	88,447	90,090
16	79,268	80,925	82,582	84,241	85,900	87,559	89,218	90,875
17	79,958	81,629	83,301	84,974	86,648	88,321	89,994	91,666
18	80,643	82,329	84,014	85,702	87,390	89,078	90,765	92,451
19	81,333	83,033	84,733	86,435	88,137	89,840	91,542	93,242
20	82,023	83,737	85,452	87,168	88,885	90,602	92,318	94,033
21	82,708	84,437	86,165	87,896	89,627	91,358	93,089	94,818
22	83,398	85,141	86,884	88,630	90,375	92,120	93,866	95,609
23	84,082	85,840	87,598	89,357	91,117	92,877	94,636	96,394
24	84,772	86,544	88,317	90,091	91,865	93,639	95,413	97,185
25	85,457	87,244	89,030	90,819	92,607	94,395	96,184	97,970
26	86,147	87,948	89,749	91,552	93,355	95,157	96,960	98,761
27	86,837	88,652	90,468	92,285	94,102	95,920	97,737	99,552
28	87,522	89,352	91,181	93,013	94,844	96,676	98,508	100,337
29	88,212	90,056	91,900	93,746	95,592	97,438	99,284	101,128
30	88,897	90,755	92,613	94,474	96,334	98,195	100,055	101,913
31	89,587	91,459	93,332	95,207	97,082	98,957	100,832	102,704
32	90,272	92,159	94,046	95,935	97,824	99,713	101,603	103,490
33	90,962	92,863	94,764	96,668	98,572	100,475	102,379	104,280
34	91,651	93,567	95,483	97,401	99,319	101,237	103,155	105,071
35	92,336	94,267	96,197	98,129	100,062	101,994	103,926	105,857
36	93,026	94,971	96,915	98,862	100,809	102,756	104,703	106,647
37	93,711	95,670	97,629	99,590	101,551	103,513	105,474	107,433
38	94,401	96,374	98,348	100,323	102,299	104,275	106,250	108,224
39	95,086	97,074	99,061	101,051	103,041	105,031	107,021	109,009
40	95,776	97,778	99,780	101,784	103,789	105,793	107,798	109,800

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	Grade 41	Grade 42	Grade 43	Grade 44	Grade 45	Grade 46	Grade 47	Grade 48
Entry	79,689	81,117	82,546	83,975	85,403	86,830	88,257	89,686
1	80,494	81,937	83,380	84,823	86,266	87,708	89,149	90,592
2	81,294	82,751	84,208	85,666	87,123	88,579	90,035	91,492
3	82,099	83,571	85,043	86,515	87,986	89,457	90,927	92,399
4	82,899	84,385	85,871	87,357	88,843	90,328	91,812	93,298
5	83,704	85,205	86,705	88,206	89,706	91,205	92,704	94,205
6	84,503	86,018	87,533	89,048	90,563	92,076	93,590	95,105
7	85,309	86,838	88,368	89,897	91,426	92,954	94,482	96,011
8	86,114	87,658	89,202	90,746	92,289	93,832	95,374	96,917
9	86,914	88,472	90,030	91,588	93,146	94,703	96,259	97,817
10	87,719	89,292	90,864	92,437	94,009	95,580	97,151	98,724
11	88,519	90,106	91,692	93,279	94,866	96,451	98,037	99,624
12	89,324	90,925	92,527	94,128	95,729	97,329	98,929	100,530
13	90,124	91,739	93,355	94,971	96,586	98,200	99,814	101,430
14	90,929	92,559	94,189	95,819	97,449	99,078	100,706	102,336
15	91,734	93,379	95,023	96,668	98,313	99,955	101,598	103,243
16	92,534	94,193	95,852	97,511	99,169	100,826	102,483	104,142
17	93,339	95,012	96,686	98,359	100,033	101,704	103,375	105,049
18	94,139	95,826	97,514	99,202	100,889	102,575	104,261	105,949
19	94,944	96,646	98,348	100,050	101,753	103,453	105,153	106,855
20	95,749	97,466	99,182	100,899	102,616	104,330	106,045	107,761
21	96,549	98,280	100,011	101,742	103,472	105,201	106,930	108,661
22	97,354	99,100	100,845	102,590	104,336	106,079	107,822	109,568
23	98,154	99,913	101,673	103,433	105,192	106,950	108,708	110,467
24	98,959	100,733	102,507	104,281	106,056	107,828	109,600	111,374
25	99,759	101,547	103,336	105,124	106,912	108,699	110,485	112,274
26	100,564	102,367	104,170	105,973	107,776	109,576	111,377	113,180
27	101,369	103,187	105,004	106,821	108,639	110,454	112,269	114,086
28	102,169	104,001	105,832	107,664	109,496	111,325	113,155	114,986
29	102,974	104,820	106,666	108,513	110,359	112,203	114,047	115,893
30	103,774	105,634	107,495	109,355	111,216	113,074	114,932	116,793
31	104,579	106,454	108,329	110,204	112,079	113,951	115,824	117,699
32	105,379	107,268	109,157	111,046	112,936	114,823	116,710	118,599
33	106,184	108,088	109,991	111,895	113,799	115,700	117,602	119,505
34	106,989	108,908	110,826	112,744	114,662	116,578	118,493	120,412
35	107,789	109,721	111,654	113,586	115,519	117,449	119,379	121,311
36	108,594	110,541	112,488	114,435	116,382	118,326	120,271	122,218
37	109,394	111,355	113,316	115,277	117,239	119,198	121,156	123,118
38	110,199	112,175	114,150	116,126	118,102	120,075	122,048	124,024
39	110,999	112,989	114,979	116,969	118,959	120,946	122,934	124,924
40	111,804	113,809	115,813	117,817	119,822	121,824	123,826	125,830

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	Grade 49	Grade 50	Grade 51	Grade 52	Grade 53	Grade 54	Grade 55	Grade 56
Entry	91,115	92,543	93,972	95,399	96,827	98,256	99,685	101,113
1	92,035	93,478	94,922	96,363	97,806	99,249	100,692	102,135
2	92,950	94,407	95,864	97,320	98,778	100,235	101,692	103,150
3	93,870	95,342	96,814	98,284	99,756	101,228	102,700	104,172
4	94,785	96,271	97,757	99,241	100,728	102,214	103,700	105,186
5	95,705	97,206	98,707	100,206	101,706	103,207	104,707	106,208
6	96,620	98,135	99,650	101,163	102,678	104,193	105,708	107,223
7	97,540	99,070	100,599	102,127	103,656	105,186	106,715	108,244
8	98,461	100,005	101,549	103,091	104,635	106,179	107,722	109,266
9	99,375	100,934	102,492	104,048	105,606	107,164	108,723	110,281
10	100,296	101,869	103,441	105,012	106,585	108,157	109,730	111,303
11	101,210	102,797	104,384	105,969	107,556	109,143	110,730	112,317
12	102,131	103,733	105,334	106,934	108,535	110,136	111,738	113,339
13	103,045	104,661	106,277	107,891	109,506	111,122	112,738	114,354
14	103,966	105,596	107,227	108,855	110,485	112,115	113,745	115,375
15	104,887	106,532	108,176	109,819	111,464	113,108	114,753	116,397
16	105,801	107,460	109,119	110,776	112,435	114,094	115,753	117,412
17	106,722	108,395	110,069	111,740	113,414	115,087	116,760	118,434
18	107,636	109,324	111,012	112,697	114,385	116,073	117,761	119,448
19	108,557	110,259	111,961	113,662	115,364	117,066	118,768	120,470
20	109,478	111,194	112,911	114,626	116,342	118,059	119,775	121,492
21	110,392	112,123	113,854	115,583	117,314	119,045	120,776	122,506
22	111,313	113,058	114,804	116,547	118,292	120,038	121,783	123,528
23	112,227	113,987	115,746	117,504	119,264	121,023	122,783	124,543
24	113,148	114,922	116,696	118,468	120,242	122,016	123,791	125,565
25	114,062	115,851	117,639	119,425	121,214	123,002	124,791	126,579
26	114,983	116,786	118,589	120,390	122,192	123,995	125,798	127,601
27	115,904	117,721	119,538	121,354	123,171	124,988	126,806	128,623
28	116,818	118,650	120,481	122,311	124,142	125,974	127,806	129,637
29	117,739	119,585	121,431	123,275	125,121	126,967	128,813	130,659
30	118,653	120,513	122,374	124,232	126,093	127,953	129,813	131,674
31	119,574	121,449	123,324	125,196	127,071	128,946	130,821	132,696
32	120,488	122,377	124,266	126,153	128,043	129,932	131,821	133,710
33	121,409	123,312	125,216	127,118	129,021	130,925	132,828	134,732
34	122,330	124,248	126,166	128,082	130,000	131,918	133,836	135,754
35	123,244	125,176	127,109	129,039	130,971	132,904	134,836	136,768
36	124,165	126,111	128,058	130,003	131,950	133,897	135,843	137,790
37	125,079	127,040	129,001	130,960	132,921	134,882	136,844	138,805
38	126,000	127,975	129,951	131,924	133,900	135,875	137,851	139,827
39	126,914	128,904	130,894	132,881	134,871	136,861	138,851	140,841
40	127,835	129,839	131,843	133,846	135,850	137,854	139,859	141,863

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	Grade 57	Grade 58	Grade 59	Grade 60	Grade 61	Grade 62	Grade 63	Grade 64
Entry	102,540	103,967	105,396	106,825	108,253	109,682	111,111	112,538
1	103,577	105,018	106,461	107,904	109,347	110,790	112,233	113,675
2	104,606	106,061	107,519	108,976	110,433	111,891	113,348	114,804
3	105,642	107,112	108,584	110,056	111,528	112,999	114,471	115,941
4	106,671	108,155	109,641	111,127	112,614	114,100	115,586	117,070
5	107,707	109,206	110,706	112,207	113,708	115,208	116,709	118,208
6	108,736	110,249	111,764	113,279	114,794	116,309	117,824	119,337
7	109,772	111,300	112,829	114,358	115,888	117,417	118,947	120,474
8	110,808	112,350	113,894	115,438	116,982	118,526	120,070	121,612
9	111,837	113,394	114,952	116,510	118,068	119,626	121,184	122,741
10	112,873	114,444	116,017	117,589	119,162	120,735	122,307	123,878
11	113,902	115,487	117,074	118,661	120,248	121,835	123,422	125,007
12	114,939	116,538	118,139	119,741	121,342	122,944	124,545	126,145
13	115,967	117,581	119,197	120,813	122,428	124,044	125,660	127,274
14	117,004	118,632	120,262	121,892	123,522	125,153	126,783	128,411
15	118,040	119,683	121,327	122,972	124,616	126,261	127,906	129,548
16	119,069	120,726	122,385	124,044	125,703	127,362	129,020	130,677
17	120,105	121,777	123,450	125,123	126,797	128,470	130,143	131,815
18	121,134	122,820	124,507	126,195	127,883	129,570	131,258	132,944
19	122,170	123,870	125,573	127,275	128,977	130,679	132,381	134,081
20	123,207	124,921	126,638	128,354	130,071	131,787	133,504	135,219
21	124,235	125,964	127,695	129,426	131,157	132,888	134,619	136,348
22	125,272	127,015	128,760	130,506	132,251	133,996	135,742	137,485
23	126,300	128,058	129,818	131,577	133,337	135,097	136,856	138,614
24	127,337	129,109	130,883	132,657	134,431	136,205	137,979	139,751
25	128,366	130,152	131,940	133,729	135,517	137,306	139,094	140,881
26	129,402	131,203	133,006	134,808	136,611	138,414	140,217	142,018
27	130,438	132,253	134,071	135,888	137,705	139,523	141,340	143,155
28	131,467	133,297	135,128	136,960	138,792	140,623	142,455	144,284
29	132,503	134,347	136,193	138,039	139,886	141,732	143,578	145,422
30	133,532	135,390	137,251	139,111	140,972	142,832	144,693	146,551
31	134,568	136,441	138,316	140,191	142,066	143,941	145,815	147,688
32	135,597	137,484	139,373	141,263	143,152	145,041	146,930	148,817
33	136,634	138,535	140,439	142,342	144,246	146,150	148,053	149,955
34	137,670	139,586	141,504	143,422	145,340	147,258	149,176	151,092
35	138,699	140,629	142,561	144,494	146,426	148,358	150,291	152,221
36	139,735	141,680	143,626	145,573	147,520	149,467	151,414	153,358
37	140,764	142,723	144,684	146,645	148,606	150,567	152,529	154,488
38	141,800	143,773	145,749	147,725	149,700	151,676	153,652	155,625
39	142,829	144,817	146,807	148,796	150,786	152,776	154,766	156,754
40	143,865	145,867	147,872	149,876	151,880	153,885	155,889	157,891

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	Grade 65	Grade 66	Grade 67	Grade 68	Grade 69	Grade 70	Grade 71	Grade 72
Entry	113,966	115,395	116,823	118,252	119,679	121,106	122,535	123,963
1	115,118	116,561	118,004	119,447	120,889	122,330	123,773	125,216
2	116,261	117,719	119,176	120,634	122,089	123,545	125,003	126,460
3	117,413	118,885	120,357	121,829	123,299	124,769	126,241	127,713
4	118,557	120,043	121,529	123,015	124,500	125,984	127,470	128,957
5	119,708	121,209	122,710	124,210	125,709	127,208	128,709	130,209
6	120,852	122,367	123,882	125,397	126,910	128,423	129,938	131,453
7	122,004	123,533	125,062	126,592	128,119	129,647	131,177	132,706
8	123,155	124,699	126,243	127,787	129,329	130,871	132,415	133,959
9	124,299	125,857	127,415	128,973	130,530	132,086	133,644	135,202
10	125,451	127,023	128,596	130,168	131,739	133,310	134,883	136,455
11	126,594	128,181	129,768	131,355	132,940	134,525	136,112	137,699
12	127,746	129,347	130,949	132,550	134,150	135,749	137,350	138,952
13	128,889	130,505	132,121	133,736	135,350	136,964	138,580	140,196
14	130,041	131,671	133,301	134,932	136,560	138,188	139,818	141,448
15	131,193	132,837	134,482	136,127	137,769	139,412	141,057	142,701
16	132,336	133,995	135,654	137,313	138,970	140,627	142,286	143,945
17	133,488	135,161	136,835	138,508	140,180	141,851	143,524	145,198
18	134,632	136,319	138,007	139,695	141,380	143,066	144,754	146,442
19	135,783	137,485	139,188	140,890	142,590	144,290	145,992	147,694
20	136,935	138,652	140,368	142,085	143,799	145,514	147,231	148,947
21	138,079	139,809	141,540	143,271	145,000	146,729	148,460	150,191
22	139,230	140,976	142,721	144,466	146,210	147,953	149,698	151,444
23	140,374	142,133	143,893	145,653	147,410	149,168	150,928	152,687
24	141,526	143,300	145,074	146,848	148,620	150,392	152,166	153,940
25	142,669	144,458	146,246	148,034	149,821	151,607	153,396	155,184
26	143,821	145,624	147,427	149,229	151,030	152,831	154,634	156,437
27	144,973	146,790	148,607	150,425	152,240	154,055	155,872	157,690
28	146,116	147,948	149,779	151,611	153,441	155,270	157,102	158,933
29	147,268	149,114	150,960	152,806	154,650	156,494	158,340	160,186
30	148,411	150,272	152,132	153,993	155,851	157,709	159,570	161,430
31	149,563	151,438	153,313	155,188	157,060	158,933	160,808	162,683
32	150,707	152,596	154,485	156,374	158,261	160,148	162,037	163,927
33	151,858	153,762	155,666	157,569	159,471	161,372	163,276	165,179
34	153,010	154,928	156,846	158,764	160,680	162,596	164,514	166,432
35	154,154	156,086	158,018	159,951	161,881	163,811	165,744	167,676
36	155,305	157,252	159,199	161,146	163,090	165,035	166,982	168,929
37	156,449	158,410	160,371	162,332	164,291	166,250	168,211	170,173
38	157,601	159,576	161,552	163,527	165,501	167,474	169,450	171,425
39	158,744	160,734	162,724	164,714	166,702	168,689	170,679	172,669
40	159,896	161,900	163,905	165,909	167,911	169,913	171,917	173,922

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	Grade 73	Grade 74	Grade 75	Grade 76	Grade 77	Grade 78	Grade 79	Grade 80
Entry	125,392	126,821	128,249	129,676	131,105	134,676	140,389	146,102
1	126,659	128,102	129,545	130,987	132,430	136,037	141,807	147,578
2	127,917	129,375	130,832	132,288	133,745	137,388	143,216	149,044
3	129,185	130,656	132,128	133,598	135,070	138,749	144,635	150,520
4	130,443	131,929	133,415	134,900	136,386	140,100	146,043	151,986
5	131,710	133,211	134,711	136,210	137,711	141,461	147,462	153,463
6	132,968	134,483	135,998	137,511	139,026	142,813	148,871	154,929
7	134,235	135,765	137,294	138,822	140,351	144,174	150,290	156,405
8	135,503	137,046	138,590	140,132	141,676	145,535	151,708	157,882
9	136,761	138,319	139,877	141,433	142,992	146,886	153,117	159,348
10	138,028	139,600	141,173	142,744	144,316	148,247	154,536	160,824
11	139,286	140,873	142,460	144,045	145,632	149,598	155,944	162,290
12	140,553	142,155	143,756	145,355	146,957	150,959	157,363	163,767
13	141,811	143,427	145,043	146,657	148,272	152,311	158,772	165,233
14	143,079	144,709	146,339	147,967	149,597	153,672	160,190	166,709
15	144,346	145,990	147,635	149,278	150,922	155,033	161,609	168,186
16	145,604	147,263	148,922	150,579	152,238	156,384	163,018	169,652
17	146,871	148,544	150,218	151,889	153,563	157,745	164,437	171,128
18	148,129	149,817	151,505	153,190	154,878	159,096	165,845	172,594
19	149,396	151,099	152,801	154,501	156,203	160,457	167,264	174,071
20	150,664	152,380	154,097	155,811	157,528	161,818	168,683	175,547
21	151,922	153,653	155,384	157,113	158,843	163,170	170,091	177,013
22	153,189	154,934	156,680	158,423	160,168	164,531	171,510	178,489
23	154,447	156,207	157,967	159,724	161,484	165,882	172,919	179,955
24	155,714	157,489	159,263	161,035	162,809	167,243	174,337	181,432
25	156,973	158,761	160,549	162,336	164,124	168,594	175,746	182,898
26	158,240	160,043	161,846	163,646	165,449	169,955	177,165	184,374
27	159,507	161,324	163,142	164,957	166,774	171,316	178,584	185,851
28	160,765	162,597	164,428	166,258	168,090	172,668	179,992	187,317
29	162,032	163,878	165,725	167,568	169,415	174,029	181,411	188,793
30	163,290	165,151	167,011	168,870	170,730	175,380	182,820	190,259
31	164,558	166,433	168,307	170,180	172,055	176,741	184,238	191,736
32	165,816	167,705	169,594	171,481	173,370	178,092	185,647	193,202
33	167,083	168,987	170,890	172,792	174,695	179,453	187,066	194,678
34	168,350	170,268	172,186	174,102	176,020	180,814	188,485	196,155
35	169,608	171,541	173,473	175,403	177,336	182,166	189,893	197,621
36	170,876	172,822	174,769	176,714	178,661	183,527	191,312	199,097
37	172,134	174,095	176,056	178,015	179,976	184,878	192,720	200,563
38	173,401	175,377	177,352	179,326	181,301	186,239	194,139	202,039
39	174,659	176,649	178,639	180,627	182,617	187,590	195,548	203,505
40	175,926	177,931	179,935	181,937	183,942	188,951	196,967	204,982

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	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Entry	23,236	24,709	26,179	27,649	29,121	30,592	32,064	33,535
1	23,471	24,958	26,444	27,929	29,415	30,901	32,388	33,874
2	23,704	25,206	26,707	28,206	29,707	31,208	32,710	34,211
3	23,939	25,456	26,971	28,486	30,002	31,518	33,034	34,550
4	24,172	25,704	27,234	28,763	30,294	31,824	33,355	34,886
5	24,407	25,953	27,499	29,042	30,588	32,134	33,679	35,225
6	24,640	26,201	27,761	29,320	30,880	32,441	34,001	35,561
7	24,875	26,451	28,026	29,599	31,174	32,750	34,325	35,900
8	25,110	26,701	28,290	29,879	31,469	33,059	34,649	36,239
9	25,343	26,949	28,553	30,156	31,761	33,366	34,971	36,576
10	25,578	27,198	28,818	30,435	32,055	33,675	35,295	36,915
11	25,811	27,446	29,080	30,713	32,347	33,982	35,617	37,251
12	26,046	27,696	29,345	30,992	32,642	34,291	35,941	37,590
13	26,279	27,944	29,607	31,270	32,934	34,598	36,262	37,926
14	26,514	28,194	29,872	31,549	33,228	34,907	36,586	38,265
15	26,749	28,443	30,137	31,829	33,523	35,216	36,910	38,604
16	26,982	28,691	30,399	32,106	33,815	35,523	37,232	38,941
17	27,217	28,941	30,664	32,385	34,109	35,833	37,556	39,280
18	27,450	29,189	30,927	32,663	34,401	36,140	37,878	39,616
19	27,685	29,439	31,191	32,942	34,695	36,449	38,202	39,955
20	27,920	29,688	31,456	33,222	34,990	36,758	38,526	40,294
21	28,153	29,936	31,718	33,499	35,282	37,065	38,848	40,630
22	28,388	30,186	31,983	33,779	35,576	37,374	39,172	40,969
23	28,621	30,434	32,246	34,056	35,868	37,681	39,493	41,306
24	28,856	30,684	32,510	34,335	36,163	37,990	39,817	41,645
25	29,089	30,931	32,773	34,613	36,455	38,297	40,139	41,981
26	29,323	31,181	33,037	34,892	36,749	38,606	40,463	42,320
27	29,558	31,431	33,302	35,172	37,044	38,915	40,787	42,659
28	29,791	31,679	33,565	35,449	37,336	39,222	41,109	42,996
29	30,026	31,928	33,829	35,729	37,630	39,531	41,433	43,334
30	30,259	32,176	34,092	36,006	37,922	39,838	41,755	43,671
31	30,494	32,426	34,356	36,285	38,216	40,148	42,079	44,010
32	30,727	32,674	34,619	36,563	38,509	40,455	42,400	44,346
33	30,962	32,924	34,884	36,842	38,803	40,764	42,724	44,685
34	31,197	33,173	35,148	37,122	39,097	41,073	43,049	45,024
35	31,430	33,421	35,411	37,399	39,389	41,380	43,370	45,361
36	31,665	33,671	35,676	37,679	39,684	41,689	43,694	45,700
37	31,898	33,919	35,938	37,956	39,976	41,996	44,016	46,036
38	32,133	34,169	36,203	38,235	40,270	42,305	44,340	46,375
39	32,366	34,417	36,465	38,513	40,562	42,612	44,662	46,711
40	32,601	34,666	36,730	38,792	40,857	42,921	44,986	47,050

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	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Entry	35,007	36,477	37,948	39,418	40,889	42,361	43,832	45,302
1	35,361	36,845	38,332	39,816	41,303	42,789	44,275	45,760
2	35,712	37,211	38,712	40,212	41,713	43,214	44,715	46,215
3	36,066	37,580	39,096	40,610	42,126	43,642	45,158	46,672
4	36,417	37,946	39,477	41,006	42,536	44,067	45,598	47,127
5	36,771	38,314	39,860	41,404	42,950	44,495	46,041	47,585
6	37,122	38,680	40,241	41,799	43,360	44,920	46,481	48,039
7	37,476	39,049	40,624	42,198	43,773	45,348	46,924	48,497
8	37,829	39,418	41,008	42,596	44,186	45,776	47,367	48,955
9	38,181	39,784	41,389	42,992	44,597	46,201	47,806	49,409
10	38,534	40,152	41,772	43,390	45,010	46,630	48,249	49,867
11	38,886	40,518	42,153	43,786	45,420	47,055	48,689	50,322
12	39,239	40,887	42,536	44,184	45,833	47,483	49,132	50,780
13	39,591	41,253	42,917	44,579	46,244	47,908	49,572	51,234
14	39,944	41,622	43,301	44,978	46,657	48,336	50,015	51,692
15	40,298	41,990	43,684	45,376	47,070	48,764	50,458	52,150
16	40,649	42,356	44,065	45,772	47,480	49,189	50,898	52,604
17	41,003	42,725	44,448	46,170	47,894	49,617	51,341	53,062
18	41,354	43,091	44,829	46,565	48,304	50,042	51,780	53,517
19	41,708	43,459	45,213	46,964	48,717	50,470	52,223	53,975
20	42,062	43,828	45,596	47,362	49,130	50,898	52,666	54,432
21	42,413	44,194	45,977	47,758	49,541	51,323	53,106	54,887
22	42,767	44,563	46,360	48,156	49,954	51,751	53,549	55,345
23	43,118	44,929	46,741	48,552	50,364	52,176	53,989	55,799
24	43,472	45,297	47,125	48,950	50,777	52,605	54,432	56,257
25	43,823	45,663	47,505	49,345	51,187	53,030	54,872	56,712
26	44,177	46,032	47,889	49,744	51,601	53,458	55,315	57,170
27	44,531	46,401	48,272	50,142	52,014	53,886	55,758	57,627
28	44,882	46,767	48,653	50,538	52,424	54,311	56,197	58,082
29	45,236	47,135	49,037	50,936	52,837	54,739	56,640	58,540
30	45,587	47,501	49,417	51,331	53,248	55,164	57,080	58,994
31	45,941	47,870	49,801	51,730	53,661	55,592	57,523	59,452
32	46,292	48,236	50,182	52,125	54,071	56,017	57,963	59,907
33	46,646	48,604	50,565	52,524	54,484	56,445	58,406	60,364
34	47,000	48,973	50,949	52,922	54,898	56,873	58,849	60,822
35	47,351	49,339	51,329	53,318	55,308	57,298	59,289	61,277
36	47,705	49,708	51,713	53,716	55,721	57,726	59,732	61,735
37	48,056	50,074	52,094	54,111	56,131	58,151	60,171	62,189
38	48,410	50,442	52,477	54,510	56,545	58,580	60,614	62,647
39	48,761	50,808	52,858	54,905	56,955	59,005	61,054	63,102
40	49,115	51,177	53,241	55,304	57,368	59,433	61,497	63,559

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	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Entry	46,774	48,245	49,717	51,188	52,660	54,129	55,601	57,071
1	47,246	48,733	50,219	51,705	53,192	54,676	56,163	57,648
2	47,716	49,217	50,718	52,219	53,720	55,220	56,721	58,220
3	48,188	49,704	51,220	52,736	54,252	55,767	57,283	58,797
4	48,658	50,188	51,719	53,250	54,781	56,310	57,840	59,370
5	49,130	50,676	52,222	53,767	55,313	56,857	58,402	59,946
6	49,600	51,160	52,720	54,281	55,841	57,400	58,960	60,519
7	50,072	51,648	53,223	54,798	56,373	57,947	59,522	61,096
8	50,545	52,135	53,725	55,315	56,906	58,494	60,084	61,672
9	51,014	52,619	54,224	55,829	57,434	59,037	60,642	62,245
10	51,487	53,107	54,727	56,346	57,966	59,584	61,204	62,822
11	51,956	53,591	55,225	56,860	58,495	60,127	61,762	63,394
12	52,429	54,078	55,728	57,377	59,027	60,674	62,324	63,971
13	52,898	54,563	56,227	57,891	59,555	61,217	62,882	64,544
14	53,371	55,050	56,729	58,408	60,087	61,764	63,443	65,121
15	53,844	55,538	57,232	58,926	60,619	62,311	64,005	65,697
16	54,313	56,022	57,730	59,439	61,148	62,855	64,563	66,270
17	54,786	56,509	58,233	59,956	61,680	63,402	65,125	66,847
18	55,255	56,993	58,732	60,470	62,208	63,945	65,683	67,419
19	55,728	57,481	59,234	60,987	62,741	64,492	66,245	67,996
20	56,200	57,969	59,737	61,505	63,273	65,039	66,807	68,573
21	56,670	58,453	60,235	62,018	63,801	65,582	67,365	69,145
22	57,142	58,940	60,738	62,536	64,333	66,129	67,927	69,722
23	57,612	59,424	61,237	63,049	64,862	66,672	68,484	70,295
24	58,084	59,912	61,739	63,566	65,394	67,219	69,046	70,872
25	58,554	60,396	62,238	64,080	65,922	67,762	69,604	71,444
26	59,026	60,883	62,740	64,597	66,454	68,309	70,166	72,021
27	59,499	61,371	63,243	65,115	66,987	68,856	70,728	72,598
28	59,968	61,855	63,742	65,628	67,515	69,399	71,286	73,170
29	60,441	62,343	64,244	66,146	68,047	69,946	71,848	73,747
30	60,910	62,827	64,743	66,659	68,575	70,489	72,406	74,320
31	61,383	63,314	65,245	67,177	69,108	71,037	72,968	74,897
32	61,852	63,798	65,744	67,690	69,636	71,580	73,526	75,469
33	62,325	64,286	66,247	68,207	70,168	72,127	74,087	76,046
34	62,798	64,774	66,749	68,725	70,700	72,674	74,649	76,623
35	63,267	65,258	67,248	69,238	71,229	73,217	75,207	77,195
36	63,740	65,745	67,750	69,756	71,761	73,764	75,769	77,772
37	64,209	66,229	68,249	70,269	72,289	74,307	76,327	78,345
38	64,682	66,717	68,752	70,787	72,821	74,854	76,889	78,921
39	65,151	67,201	69,251	71,300	73,350	75,397	77,447	79,494
40	65,624	67,688	69,753	71,817	73,882	75,944	78,009	80,071

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	Grade 25	Grade 26	Grade 27	Grade 28	Grade 29	Grade 30	Grade 31	Grade 32
Entry	58,542	60,014	61,485	62,955	64,427	65,898	67,370	68,841
1	59,134	60,620	62,107	63,591	65,078	66,564	68,050	69,537
2	59,721	61,222	62,724	64,223	65,724	67,225	68,726	70,227
3	60,313	61,829	63,345	64,859	66,375	67,891	69,407	70,923
4	60,900	62,431	63,962	65,491	67,022	68,552	70,083	71,614
5	61,492	63,038	64,583	66,127	67,673	69,218	70,764	72,310
6	62,079	63,640	65,200	66,759	68,319	69,880	71,440	73,000
7	62,671	64,246	65,821	67,395	68,970	70,545	72,121	73,696
8	63,263	64,853	66,443	68,031	69,621	71,211	72,802	74,392
9	63,850	65,455	67,060	68,663	70,268	71,873	73,478	75,082
10	64,442	66,061	67,681	69,299	70,919	72,539	74,158	75,778
11	65,029	66,664	68,298	69,931	71,565	73,200	74,834	76,469
12	65,621	67,270	68,919	70,567	72,216	73,866	75,515	77,165
13	66,208	67,872	69,536	71,199	72,863	74,527	76,191	77,855
14	66,800	68,479	70,158	71,835	73,514	75,193	76,872	78,551
15	67,391	69,085	70,779	72,471	74,165	75,859	77,553	79,247
16	67,979	69,687	71,396	73,103	74,811	76,520	78,229	79,937
17	68,570	70,294	72,017	73,739	75,463	77,186	78,910	80,633
18	69,158	70,896	72,634	74,371	76,109	77,847	79,586	81,324
19	69,749	71,502	73,256	75,007	76,760	78,513	80,266	82,020
20	70,341	72,109	73,877	75,643	77,411	79,179	80,947	82,715
21	70,928	72,711	74,494	76,275	78,058	79,840	81,623	83,406
22	71,520	73,318	75,115	76,911	78,709	80,506	82,304	84,102
23	72,107	73,920	75,732	77,543	79,355	81,168	82,980	84,792
24	72,699	74,526	76,354	78,179	80,006	81,834	83,661	85,488
25	73,286	75,128	76,971	78,811	80,653	82,495	84,337	86,179
26	73,878	75,735	77,592	79,447	81,304	83,161	85,018	86,875
27	74,470	76,341	78,213	80,083	81,955	83,827	85,699	87,570
28	75,057	76,944	78,830	80,715	82,601	84,488	86,374	88,261
29	75,649	77,550	79,452	81,351	83,252	85,154	87,055	88,957
30	76,236	78,152	80,068	81,983	83,899	85,815	87,731	89,647
31	76,828	78,759	80,690	82,619	84,550	86,481	88,412	90,343
32	77,415	79,361	81,307	83,250	85,196	87,142	89,088	91,034
33	78,007	79,967	81,928	83,887	85,847	87,808	89,769	91,730
34	78,598	80,574	82,550	84,523	86,499	88,474	90,450	92,425
35	79,186	81,176	83,166	85,155	87,145	89,135	91,126	93,116
36	79,777	81,783	83,788	85,791	87,796	89,801	91,807	93,812
37	80,365	82,385	84,405	86,422	88,442	90,462	92,482	94,502
38	80,956	82,991	85,026	87,059	89,094	91,128	93,163	95,198
39	81,544	83,593	85,643	87,690	89,740	91,790	93,839	95,889
40	82,135	84,200	86,264	88,327	90,391	92,456	94,520	96,585

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	Grade 33	Grade 34	Grade 35	Grade 36	Grade 37	Grade 38	Grade 39	Grade 40
Entry	70,313	71,782	73,252	74,724	76,195	77,667	79,138	80,608
1	71,023	72,508	73,992	75,479	76,965	78,452	79,938	81,423
2	71,729	73,228	74,727	76,229	77,730	79,231	80,732	82,231
3	72,439	73,953	75,468	76,984	78,500	80,016	81,532	83,046
4	73,145	74,674	76,203	77,733	79,264	80,795	82,326	83,855
5	73,855	75,399	76,943	78,489	80,034	81,580	83,126	84,669
6	74,561	76,119	77,678	79,238	80,799	82,359	83,920	85,478
7	75,271	76,845	78,418	79,994	81,569	83,144	84,719	86,293
8	75,982	77,570	79,159	80,749	82,339	83,929	85,519	87,107
9	76,687	78,290	79,894	81,498	83,103	84,708	86,313	87,916
10	77,398	79,016	80,634	82,254	83,873	85,493	87,113	88,731
11	78,103	79,736	81,369	83,003	84,638	86,272	87,907	89,540
12	78,814	80,462	82,109	83,758	85,408	87,057	88,707	90,354
13	79,520	81,182	82,844	84,508	86,172	87,837	89,501	91,163
14	80,230	81,907	83,584	85,263	86,942	88,621	90,301	91,978
15	80,941	82,633	84,325	86,019	87,712	89,406	91,100	92,792
16	81,646	83,353	85,060	86,768	88,477	90,186	91,894	93,601
17	82,357	84,078	85,800	87,523	89,247	90,971	92,694	94,416
18	83,062	84,799	86,535	88,273	90,012	91,750	93,488	95,224
19	83,773	85,524	87,275	89,028	90,782	92,535	94,288	96,039
20	84,483	86,249	88,015	89,784	91,552	93,320	95,088	96,854
21	85,189	86,970	88,750	90,533	92,316	94,099	95,882	97,663
22	85,899	87,695	89,491	91,288	93,086	94,884	96,682	98,477
23	86,605	88,415	90,226	92,038	93,851	95,663	97,476	99,286
24	87,316	89,141	90,966	92,793	94,621	96,448	98,275	100,101
25	88,021	89,861	91,701	93,543	95,385	97,227	99,069	100,909
26	88,732	90,586	92,441	94,298	96,155	98,012	99,869	101,724
27	89,442	91,312	93,182	95,053	96,925	98,797	100,669	102,539
28	90,148	92,032	93,917	95,803	97,690	99,576	101,463	103,347
29	90,858	92,758	94,657	96,558	98,460	100,361	102,263	104,162
30	91,564	93,478	95,392	97,308	99,224	101,141	103,057	104,971
31	92,274	94,203	96,132	98,063	99,994	101,925	103,857	105,785
32	92,980	94,923	96,867	98,813	100,759	102,705	104,651	106,594
33	93,690	95,649	97,607	99,568	101,529	103,490	105,450	107,409
34	94,401	96,374	98,348	100,323	102,299	104,275	106,250	108,223
35	95,106	97,095	99,083	101,073	103,063	105,054	107,044	109,032
36	95,817	97,820	99,823	101,828	103,833	105,839	107,844	109,847
37	96,523	98,540	100,558	102,578	104,598	106,618	108,638	110,656
38	97,233	99,266	101,298	103,333	105,368	107,403	109,438	111,470
39	97,939	99,986	102,033	104,083	106,132	108,182	110,232	112,279
40	98,649	100,711	102,773	104,838	106,903	108,967	111,032	113,094

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	Grade 41	Grade 42	Grade 43	Grade 44	Grade 45	Grade 46	Grade 47	Grade 48
Entry	82,079	83,551	85,022	86,494	87,965	89,435	90,905	92,377
1	82,909	84,395	85,882	87,368	88,854	90,339	91,824	93,310
2	83,732	85,234	86,735	88,236	89,737	91,236	92,736	94,237
3	84,562	86,078	87,594	89,110	90,626	92,140	93,655	95,171
4	85,386	86,916	88,447	89,978	91,509	93,038	94,567	96,097
5	86,215	87,761	89,306	90,852	92,398	93,941	95,485	97,031
6	87,039	88,599	90,159	91,720	93,280	94,839	96,397	97,958
7	87,868	89,443	91,019	92,594	94,169	95,743	97,316	98,891
8	88,698	90,288	91,878	93,468	95,058	96,646	98,235	99,825
9	89,521	91,126	92,731	94,336	95,941	97,544	99,147	100,752
10	90,351	91,970	93,590	95,210	96,830	98,448	100,066	101,685
11	91,174	92,809	94,443	96,078	97,712	99,345	100,978	102,612
12	92,004	93,653	95,302	96,952	98,601	100,249	101,896	103,546
13	92,827	94,491	96,156	97,820	99,484	101,146	102,808	104,473
14	93,657	95,336	97,015	98,694	100,373	102,050	103,727	105,406
15	94,486	96,180	97,874	99,568	101,262	102,954	104,646	106,340
16	95,310	97,018	98,727	100,436	102,145	103,851	105,558	107,267
17	96,139	97,863	99,586	101,310	103,033	104,755	106,477	108,200
18	96,963	98,701	100,439	102,178	103,916	105,652	107,389	109,127
19	97,792	99,546	101,299	103,052	104,805	106,556	108,307	110,061
20	98,622	100,390	102,158	103,926	105,694	107,460	109,226	110,994
21	99,445	101,228	103,011	104,794	106,577	108,357	110,138	111,921
22	100,275	102,073	103,870	105,668	107,466	109,261	111,057	112,855
23	101,098	102,911	104,723	106,536	108,348	110,159	111,969	113,781
24	101,928	103,755	105,583	107,410	109,237	111,062	112,888	114,715
25	102,751	104,594	106,436	108,278	110,120	111,960	113,800	115,642
26	103,581	105,438	107,295	109,152	111,009	112,864	114,719	116,575
27	104,410	106,282	108,154	110,026	111,898	113,768	115,637	117,509
28	105,234	107,121	109,007	110,894	112,780	114,665	116,549	118,436
29	106,064	107,965	109,866	111,768	113,669	115,569	117,468	119,369
30	106,887	108,803	110,720	112,636	114,552	116,466	118,380	120,296
31	107,717	109,648	111,579	113,510	115,441	117,370	119,299	121,230
32	108,540	110,486	112,432	114,378	116,324	118,267	120,211	122,157
33	109,370	111,330	113,291	115,252	117,213	119,171	121,130	123,090
34	110,199	112,175	114,150	116,126	118,102	120,075	122,048	124,024
35	111,023	113,013	115,003	116,994	118,984	120,972	122,960	124,951
36	111,852	113,857	115,863	117,868	119,873	121,876	123,879	125,884
37	112,676	114,696	116,716	118,736	120,756	122,773	124,791	126,811
38	113,505	115,540	117,575	119,610	121,645	123,677	125,710	127,745
39	114,329	116,378	118,428	120,478	122,527	124,575	126,622	128,672
40	115,158	117,223	119,287	121,352	123,416	125,479	127,541	129,605

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	Grade 49	Grade 50	Grade 51	Grade 52	Grade 53	Grade 54	Grade 55	Grade 56
Entry	93,848	95,320	96,791	98,261	99,732	101,204	102,675	104,147
1	94,796	96,283	97,769	99,254	100,740	102,227	103,713	105,199
2	95,738	97,239	98,740	100,240	101,741	103,242	104,743	106,244
3	96,687	98,203	99,719	101,233	102,749	104,265	105,781	107,297
4	97,628	99,159	100,690	102,219	103,749	105,280	106,811	108,342
5	98,577	100,122	101,668	103,212	104,757	106,303	107,849	109,394
6	99,518	101,079	102,639	104,198	105,758	107,318	108,879	110,439
7	100,467	102,042	103,617	105,191	106,766	108,341	109,916	111,492
8	101,415	103,005	104,595	106,184	107,774	109,364	110,954	112,544
9	102,357	103,962	105,567	107,170	108,774	110,379	111,984	113,589
10	103,305	104,925	106,545	108,163	109,782	111,402	113,022	114,642
11	104,247	105,881	107,516	109,149	110,783	112,418	114,052	115,687
12	105,195	106,845	108,494	110,142	111,791	113,440	115,090	116,739
13	106,137	107,801	109,465	111,127	112,792	114,456	116,120	117,784
14	107,085	108,764	110,443	112,120	113,800	115,479	117,158	118,837
15	108,034	109,728	111,422	113,114	114,807	116,501	118,195	119,889
16	108,975	110,684	112,393	114,099	115,808	117,517	119,225	120,934
17	109,924	111,647	113,371	115,092	116,816	118,540	120,263	121,987
18	110,865	112,604	114,342	116,078	117,817	119,555	121,293	123,032
19	111,814	113,567	115,320	117,071	118,825	120,578	122,331	124,084
20	112,762	114,530	116,298	118,064	119,832	121,601	123,369	125,137
21	113,704	115,487	117,270	119,050	120,833	122,616	124,399	126,182
22	114,652	116,450	118,248	120,043	121,841	123,639	125,436	127,234
23	115,594	117,406	119,219	121,029	122,842	124,654	126,467	128,279
24	116,542	118,370	120,197	122,022	123,850	125,677	127,504	129,332
25	117,484	119,326	121,168	123,008	124,850	126,692	128,534	130,377
26	118,432	120,289	122,146	124,001	125,858	127,715	129,572	131,429
27	119,381	121,253	123,125	124,994	126,866	128,738	130,610	132,482
28	120,323	122,209	124,096	125,980	127,867	129,753	131,640	133,527
29	121,271	123,172	125,074	126,973	128,875	130,776	132,678	134,579
30	122,213	124,129	126,045	127,959	129,875	131,792	133,708	135,624
31	123,161	125,092	127,023	128,952	130,883	132,814	134,745	136,677
32	124,103	126,049	127,994	129,938	131,884	133,830	135,776	137,722
33	125,051	127,012	128,973	130,931	132,892	134,853	136,813	138,774
34	126,000	127,975	129,951	131,924	133,900	135,875	137,851	139,827
35	126,941	128,932	130,922	132,910	134,900	136,891	138,881	140,872
36	127,890	129,895	131,900	133,903	135,908	137,914	139,919	141,924
37	128,831	130,851	132,871	134,889	136,909	138,929	140,949	142,969
38	129,780	131,815	133,849	135,882	137,917	139,952	141,987	144,022
39	130,721	132,771	134,821	136,868	138,918	140,967	143,017	145,066
40	131,670	133,734	135,799	137,861	139,925	141,990	144,054	146,119

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	Grade 57	Grade 58	Grade 59	Grade 60	Grade 61	Grade 62	Grade 63	Grade 64
Entry	105,617	107,086	108,558	110,029	111,501	112,972	114,444	115,914
1	106,684	108,169	109,655	111,141	112,628	114,114	115,600	117,085
2	107,744	109,243	110,744	112,245	113,746	115,248	116,749	118,248
3	108,811	110,325	111,841	113,357	114,873	116,389	117,905	119,420
4	109,871	111,400	112,931	114,461	115,992	117,523	119,054	120,583
5	110,938	112,482	114,028	115,573	117,119	118,665	120,210	121,754
6	111,998	113,556	115,117	116,677	118,238	119,798	121,358	122,917
7	113,065	114,639	116,214	117,789	119,364	120,940	122,515	124,089
8	114,133	115,721	117,311	118,901	120,491	122,081	123,672	125,260
9	115,192	116,795	118,400	120,005	121,610	123,215	124,820	126,423
10	116,260	117,878	119,497	121,117	122,737	124,357	125,976	127,594
11	117,319	118,952	120,587	122,221	123,856	125,490	127,125	128,757
12	118,387	120,034	121,684	123,333	124,983	126,632	128,281	129,929
13	119,446	121,109	122,773	124,437	126,101	127,765	129,430	131,092
14	120,514	122,191	123,870	125,549	127,228	128,907	130,586	132,263
15	121,581	123,273	124,967	126,661	128,355	130,049	131,743	133,435
16	122,641	124,348	126,056	127,765	129,474	131,182	132,891	134,598
17	123,708	125,430	127,153	128,877	130,601	132,324	134,048	135,769
18	124,768	126,504	128,243	129,981	131,719	133,458	135,196	136,932
19	125,835	127,587	129,340	131,093	132,846	134,599	136,352	138,104
20	126,903	128,669	130,437	132,205	133,973	135,741	137,509	139,275
21	127,962	129,743	131,526	133,309	135,092	136,875	138,657	140,438
22	129,030	130,825	132,623	134,421	136,219	138,016	139,814	141,610
23	130,089	131,900	133,712	135,525	137,337	139,150	140,962	142,773
24	131,157	132,982	134,809	136,637	138,464	140,291	142,119	143,944
25	132,217	134,057	135,899	137,741	139,583	141,425	143,267	145,107
26	133,284	135,139	136,996	138,853	140,710	142,567	144,424	146,278
27	134,351	136,221	138,093	139,965	141,837	143,708	145,580	147,450
28	135,411	137,295	139,182	141,069	142,955	144,842	146,728	148,613
29	136,478	138,378	140,279	142,181	144,082	145,984	147,885	149,784
30	137,538	139,452	141,368	143,285	145,201	147,117	149,033	150,947
31	138,605	140,534	142,465	144,397	146,328	148,259	150,190	152,119
32	139,665	141,609	143,555	145,501	147,446	149,392	151,338	153,282
33	140,733	142,691	144,652	146,613	148,573	150,534	152,495	154,453
34	141,800	143,773	145,749	147,725	149,700	151,676	153,651	155,625
35	142,860	144,848	146,838	148,828	150,819	152,809	154,800	156,788
36	143,927	145,930	147,935	149,940	151,946	153,951	155,956	157,959
37	144,987	147,004	149,024	151,044	153,064	155,084	157,104	159,122
38	146,054	148,087	150,122	152,156	154,191	156,226	158,261	160,294
39	147,114	149,161	151,211	153,260	155,310	157,360	159,409	161,457
40	148,181	150,243	152,308	154,372	156,437	158,501	160,566	162,628

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	Grade 65	Grade 66	Grade 67	Grade 68	Grade 69	Grade 70	Grade 71	Grade 72
Entry	117,385	118,857	120,328	121,800	123,269	124,739	126,211	127,682
1	118,572	120,058	121,544	123,031	124,515	126,000	127,486	128,973
2	119,749	121,250	122,752	124,253	125,752	127,251	128,753	130,254
3	120,936	122,452	123,968	125,484	126,998	128,512	130,028	131,544
4	122,113	123,644	125,175	126,706	128,235	129,764	131,294	132,825
5	123,300	124,845	126,391	127,937	129,480	131,024	132,570	134,116
6	124,477	126,038	127,598	129,159	130,717	132,276	133,836	135,397
7	125,664	127,239	128,814	130,390	131,963	133,537	135,112	136,687
8	126,850	128,440	130,030	131,621	133,209	134,797	136,387	137,977
9	128,028	129,633	131,238	132,843	134,446	136,049	137,654	139,259
10	129,214	130,834	132,454	134,074	135,691	137,309	138,929	140,549
11	130,392	132,027	133,661	135,296	136,928	138,561	140,195	141,830
12	131,578	133,228	134,877	136,527	138,174	139,822	141,471	143,120
13	132,756	134,420	136,084	137,749	139,411	141,073	142,737	144,401
14	133,942	135,621	137,300	138,980	140,657	142,334	144,013	145,692
15	135,129	136,823	138,517	140,210	141,902	143,594	145,288	146,982
16	136,306	138,015	139,724	141,433	143,139	144,846	146,555	148,263
17	137,493	139,216	140,940	142,663	144,385	146,107	147,830	149,554
18	138,671	140,409	142,147	143,886	145,622	147,358	149,096	150,835
19	139,857	141,610	143,363	145,116	146,868	148,619	150,372	152,125
20	141,043	142,811	144,579	146,347	148,113	149,879	151,647	153,416
21	142,221	144,004	145,787	147,569	149,350	151,131	152,914	154,697
22	143,407	145,205	147,003	148,800	150,596	152,392	154,189	155,987
23	144,585	146,398	148,210	150,022	151,833	153,643	155,456	157,268
24	145,771	147,599	149,426	151,253	153,079	154,904	156,731	158,558
25	146,949	148,791	150,633	152,475	154,315	156,155	157,997	159,840
26	148,135	149,992	151,849	153,706	155,561	157,416	159,273	161,130
27	149,322	151,194	153,065	154,937	156,807	158,677	160,549	162,420
28	150,500	152,386	154,273	156,159	158,044	159,928	161,815	163,701
29	151,686	153,587	155,489	157,390	159,290	161,189	163,090	164,992
30	152,864	154,780	156,696	158,612	160,526	162,440	164,357	166,273
31	154,050	155,981	157,912	159,843	161,772	163,701	165,632	167,563
32	155,228	157,174	159,119	161,065	163,009	164,953	166,898	168,844
33	156,414	158,375	160,336	162,296	164,255	166,213	168,174	170,135
34	157,600	159,576	161,552	163,527	165,501	167,474	169,450	171,425
35	158,778	160,768	162,759	164,749	166,737	168,725	170,716	172,706
36	159,964	161,970	163,975	165,980	167,983	169,986	171,991	173,997
37	161,142	163,162	165,182	167,202	169,220	171,238	173,258	175,278
38	162,329	164,363	166,398	168,433	170,466	172,498	174,533	176,568
39	163,506	165,556	167,606	169,655	171,703	173,750	175,800	177,849
40	164,693	166,757	168,822	170,886	172,948	175,010	177,075	179,140

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	Grade 73	Grade 74	Grade 75	Grade 76	Grade 77	Grade 78	Grade 79	Grade 80
Entry	129,154	130,625	132,097	133,567	135,038	138,716	144,600	150,485
1	130,459	131,945	133,432	134,916	136,403	140,118	146,062	152,005
2	131,755	133,256	134,757	136,257	137,758	141,510	147,512	153,515
3	133,060	134,576	136,092	137,606	139,122	142,912	148,974	155,036
4	134,356	135,887	137,418	138,947	140,477	144,303	150,425	156,546
5	135,661	137,207	138,753	140,296	141,842	145,705	151,886	158,067
6	136,957	138,518	140,078	141,637	143,197	147,097	153,337	159,577
7	138,262	139,838	141,413	142,986	144,562	148,499	154,798	161,097
8	139,568	141,158	142,748	144,336	145,926	149,901	156,260	162,618
9	140,863	142,468	144,073	145,676	147,281	151,293	157,710	164,128
10	142,169	143,788	145,408	147,026	148,646	152,694	159,172	165,649
11	143,465	145,099	146,734	148,366	150,001	154,086	160,623	167,159
12	144,770	146,419	148,069	149,716	151,366	155,488	162,084	168,680
13	146,066	147,730	149,394	151,056	152,720	156,880	163,535	170,190
14	147,371	149,050	150,729	152,406	154,085	158,282	164,996	171,710
15	148,676	150,370	152,064	153,756	155,450	159,684	166,457	173,231
16	149,972	151,681	153,389	155,096	156,805	161,076	167,908	174,741
17	151,277	153,001	154,724	156,446	158,170	162,477	169,370	176,262
18	152,573	154,311	156,050	157,786	159,524	163,869	170,821	177,772
19	153,878	155,632	157,385	159,136	160,889	165,271	172,282	179,293
20	155,184	156,952	158,720	160,486	162,254	166,673	173,743	180,813
21	156,479	158,262	160,045	161,826	163,609	168,065	175,194	182,323
22	157,785	159,582	161,380	163,176	164,973	169,467	176,655	183,844
23	159,081	160,893	162,706	164,516	166,328	170,858	178,106	185,354
24	160,386	162,213	164,040	165,866	167,693	172,260	179,568	186,875
25	161,682	163,524	165,366	167,206	169,048	173,652	181,018	188,385
26	162,987	164,844	166,701	168,556	170,413	175,054	182,480	189,906
27	164,292	166,164	168,036	169,906	171,777	176,456	183,941	191,426
28	165,588	167,475	169,361	171,246	173,132	177,848	185,392	192,936
29	166,893	168,795	170,696	172,596	174,497	179,250	186,853	194,457
30	168,189	170,105	172,022	173,936	175,852	180,641	188,304	195,967
31	169,494	171,426	173,357	175,286	177,217	182,043	189,766	197,488
32	170,790	172,736	174,682	176,626	178,572	183,435	191,216	198,998
33	172,095	174,056	176,017	177,975	179,936	184,837	192,678	200,518
34	173,401	175,376	177,352	179,325	181,301	186,239	194,139	202,039
35	174,697	176,687	178,677	180,665	182,656	187,631	195,590	203,549
36	176,002	178,007	180,012	182,015	184,021	189,033	197,051	205,070
37	177,298	179,318	181,338	183,355	185,375	190,424	198,502	206,580
38	178,603	180,638	182,673	184,705	186,740	191,826	199,963	208,101
39	179,899	181,948	183,998	186,045	188,095	193,218	201,414	209,611
40	181,204	183,269	185,333	187,395	189,460	194,620	202,876	211,131