

PROGRAM INFORMATION

Employee benefit costs are distributed proportionately to each department's budget, rather than making a lump sum appropriation for these items. This distribution of costs for each employee benefit results in more accurate costs for each program.

A summary of the total estimated expenditures for various employee benefits in 2004-2005 compared with the 2005-2006 budget allowance is shown in the following table. Brief discussions of individual employee benefits follow the table.

Comparison of 2004-2005 Employee Benefit Allowance to 2005-2006 Final Allowance (in 000's)

Employee Benefits	2004-2005 Estimate	2005-2006 Budget	\$ Change	% Change
Pension Contribution - General	\$45,924	\$54,863	\$ 8,940	19.5 %
Pension Contribution - Police	19,567	26,741	7,174	36.7 %
Pension Contribution - Fire	7,008	9,943	2,935	41.9 %
Social Security/Medicare ¹	40,329	43,376	3,046	7.6 %
Industrial Insurance	19,685	24,533	4,848	24.6 %
Health Insurance	95,381	108,146	12,765	13.4 %
Life Insurance	2,853	2,075	(778)	(27.3)%
Long-Term Disability Insurance	12,537	11,174	(1,363)	(10.9) %
Unemployment Insurance	355	473	118	33.3 %
Retiree Health Insurance - General	7,017	8,033	1,016	14.5 %
Retiree Health Insurance - Police	1,964	2,253	289	14.7 %
Retiree Health Insurance - Fire	982	1,126	145	14.7 %
Post Employee Health Plan - Police	383	383	-	0.0 %
Fire Exercise Equipment Program	32	32	-	0.0 %
Fire Sick Leave Benefit	500	1,092	592	118.3 %
Fire Vacation Benefit	150	268	118	78.5 %
Uniform Allowance - General	673	650	(23)	(3.4) %
Uniform Allowance - Police	3,723	3,723	-	0.0 %
Uniform Allowance - Fire	996	996	-	0.0 %
Dental Insurance	13,058	13,767	709	5.4 %
Tool Allowance	287	282	(5)	(1.6) %
Transportation Allowance	1,355	1,404	49	3.6 %
Communication Allowance	403	412	10	2.4 %
Deferred Compensation	22,559	32,013	9,454	41.9 %
Employee Suggestion Awards	11	11	-	0.0 %
Flexrap Benefits Program	1	1	-	0.0 %

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Employee Benefits	2004-2005 Estimate	2005-2006 Budget	\$ Change	% Change
Financial Aid	17	17	-	0.2 %
Cancer Insurance	1,215	1,257	42	3.4 %
Management Development	824	867	43	5.2 %
Employee Reimbursement - Tuition	2,369	2,260	(109)	(4.6) %
Employee Reimbursement - Workshops/Seminars	1,391	1,620	229	16.4 %
Employee Reimbursement - Other	40	40	-	(0.1) %
Employee Reimbursement - Reduced Transit Fare	600	650	50	8.3 %
Employee Reimbursement - Memberships	224	210	(14)	(6.3) %
Employee Ballistic Vests	268	235	(34)	(12.6) %
Fire Employee Assistance Program Benefits	198	218	20	16.4 %
Total Benefits	\$304,878	\$355,143	\$ 50,264	16.5 %

¹ Includes part-time employees and Medicare coverage for sworn employees employed on a continuous basis after March 31, 1986.

City contributions for pension benefits are shown in the following table. The estimated cost per employee is calculated based on the number of active members.

City Pension Cost Per Employee

Pension System	Estimated Active Members	Appropriation For 2005-2006	
		Pension Contribution	Cost Per Employee
General Retirement	9,045	\$54,863,000	\$ 6,066
Police	2,995	26,741,000	8,929
Fire ²	1,479	9,943,000	6,722

² Reflects net pension contribution, exclusive of 2005-2006 state fire insurance tax revenue estimate of \$3,663,000.

Pension for General City Employees

The 2005-2006 budget for general City employee retirement costs is \$54,863,000. This amount complies with the requirement established by the actuary (\$53,221,000) plus an allowance for pension administrative costs (\$1,642,000).

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All full-time general employees participate in the General City Employees Pension Fund. Employees contribute 5% of their gross pay under an employer pick-up plan. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The general employee system amortizes this unfunded liability over an open period of 20 years.

Under the General City Employee plan, members are eligible for retirement benefits at age 60 with ten or more years of service credit or age 62 with five or more years of service credit. Members can also become eligible for retirement benefits when years of service and age add to 80. The benefit is based on 2% of highest three consecutive years' salary for each year of credited service to a maximum of 32 ½ years. The benefit increase beyond 32 ½ years is at a declining rate. The increase in general employee retirement costs is largely due to investment losses sustained during the recent recession.

Pension for Public Safety City Employees

The Public Safety Retirement System, enacted by the State Legislature in 1968, applies to local firefighters and police officers and sworn law enforcement personnel of other public agencies. The Public Safety Retirement System provides for retirement after 20 years of service. Retirement benefits are generally based on 50% of the employee's highest three consecutive years of service. The annual benefit increases after 20 years to a maximum of 80% after 32 ½ years of service.

As of July 1, 1991, Public Safety employees contribute 7.65% of their salary. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The Public Safety Retirement System amortizes this unfunded liability over an open period of 20 years.

City contributions to the Phoenix Fire Fighters Pension Fund are partially funded by a state-imposed insurance premium tax on all fire insurance policies sold within the City. This premium tax is estimated at \$3,663,000 in 2005-2006.

Increases in public safety employees retirement costs are largely due to the effects of the deferred retirement program (DROP) and losses sustained during the recent recession.

Social Security/Medicare

The 2005-2006 appropriation for Social Security/Medicare is \$43,376,000, \$3,046,000 or 7.6% more than the 2004-2005 estimate of \$40,329,000. The estimated number of employees who contribute to Social Security/Medicare is 14,732 or 93% of the City FTE's

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(full time equivalent). This includes 887.1 full-time equivalents for part-time City as well as non-merit employees.

The following table shows the rate and increase in the maximum Social Security taxes since 1993.

SOCIAL SECURITY TAXES

Calendar Year	Base	Rate	Maximum Amount	Annual % Increase
1993	57,600	6.20	3,571	3.8
1994	60,600	6.20	3,757	5.2
1995	60,600	6.20	3,757	---
1996	62,700	6.20	3,887	3.5
1997	65,400	6.20	4,055	4.3
1998	68,400	6.20	4,241	4.6
1999	72,600	6.20	4,501	6.1
2000	76,200	6.20	4,724	5.0
2001	80,400	6.20	4,985	5.5
2002	84,900	6.20	5,264	5.6
2003	87,000	6.20	5,394	2.5
2004	87,900	6.20	5,450	1.0
2005	90,000	6.20	5,580	2.4

Medicare is calculated at 1.45% of wages. Unlike Social Security, which has a maximum salary amount subject to the tax (i.e., \$90,000 in calendar year 2005); there is no limit to wages subject to the Medicare tax. All employees are subject to Medicare tax with the exception of sworn employees hired prior to March 31, 1986.

Industrial Insurance

As of April 1, 2003, the City became self-insured for the industrial insurance program. The benefits are administered by a third party contractor, including all injuries occurring on or after April 1, 2003. Claims that occur with a date of injury prior to April 1, 2003 are administered by the Arizona State Industrial Commission Fund. By State law, the City is required to insure its employees for injuries, illnesses and death that occur in the course and scope of their employment with the City. Costs for this insurance in 2005-2006 are estimated at \$24,533,000, an increase of \$4,848,000 or 24.6% more than the current year's cost of \$19,685,000. The increase complies with the recommendation of a recent actuarial analysis.

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Unemployment Insurance Program

During its 1977 session, the Arizona Legislature amended the Employment Security Law of Arizona to extend the State's unemployment insurance program to local governments. Effective January 1, 1978, the City assumed the costs of unemployment claims submitted by former employees for reimbursement to the State administered program. Contributions to the unemployment insurance program in 2005-2006 are estimated at \$473,000.

Medical Insurance

The 2005-2006 allowance for employee health insurance is \$108,146,000, an increase of \$12,765,000 or 13.4% over 2004-2005 estimated expenditures of \$95,381,000. This increase is due to rising health insurance rates.

Dental insurance in 2005-2006 is estimated at \$13,767,000, \$709,000 or a 5.4% increase over 2004-2005 estimated expenditures of \$13,058,000. Dental insurance rates have not increased over the 2004-05 rates.

Long-term Disability Insurance

The 2005-2006 allowance for long-term disability insurance is \$11,174,000 reflecting a decrease of \$1,363,000 or 10.9% over 2004-2005 estimated expenditures. The disability insurance rate applied to salaries for general employees decreased in 2005-2006 from 2.65% to 2.21%. The disability insurance rate applied to fire salaries decreased from 0.29% to 0.22%. The police rate remained the same at 0.13%. The rates are based on an actuarial analysis of the Long-Term Disability Program.

Clothing/Uniform Allowance

Police, fire and certain general employees receive a clothing/uniform allowance. The combined allowance budget in 2005-2006 is \$5,369,000. Police Officers receive an annual allowance of \$1,150. Sworn Police Middle Managers and Executives receive an annual allowance of \$1,450. Police Lieutenants and Sergeants also receive an annual allowance of \$1,450. Firefighters receive an annual allowance of \$625 and Sworn Fire Middle Managers and Executives receive an annual allowance of \$925.

The value of each of the major benefits categories expressed as a percentage of wages is shown in the table that follows.

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2005-2006 Employee Benefit Values

Benefit Type	General	Police	Fire
Health, Dental, Life, Long Term Disability, Unemployment ¹	18.00%	11.29%	10.86%
Pension	10.02%	12.27%	8.62%
Social Security and Medicare ²	7.30%	1.19%	1.01%
Holidays, personal and educational leave	5.90%	6.20%	4.80%
Vacation ³	5.77%	5.77%	5.77%
Sick Leave (15 days)	5.77%	5.77%	5.77%
Industrial Insurance	2.75%	2.75%	2.75%

¹ Not applicable to part-time and delegate agency personnel.

² General Social Security is taxed at 6.2% of earnings up to \$90,000. Medicare is taxed at 1.45% of all earnings. Police and fire employees hired after 3/31/86 are taxed at the Medicare rate of 1.45% of all earnings.

³ Reflects estimated composite rate based on 10 years of service.

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 002 - Field Unit 1 Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
100	1,317	1,787	15,808	21,445
101	1,640	2,059	19,677	24,710
102	1,723	2,125	20,675	25,501
103	1,808	2,187	21,694	26,250
104	1,858	2,245	22,298	26,936
105	1,901	2,316	22,818	27,789
106	1,953	2,378	23,442	28,538
107	2,014	2,458	24,170	29,494
108	2,059	2,534	24,710	30,410
109	2,125	2,623	25,501	31,470
110	2,187	2,716	26,250	32,594
111	2,245	2,827	26,936	33,925
112	2,316	2,936	27,789	35,235
113	2,378	3,042	28,538	36,504
114	2,458	3,179	29,494	38,147
115	2,534	3,318	30,410	39,811
116	2,623	3,460	31,470	41,517
117	2,716	3,626	32,594	43,514
118	2,827	3,768	33,925	45,219
119	2,936	3,921	35,235	47,050
120	3,042	4,082	36,504	48,984
121	3,179	4,250	38,147	51,002
122	3,318	4,422	39,811	53,061
123	3,460	4,599	41,517	55,182
124	3,626	4,782	43,514	57,387
125	3,768	4,975	45,219	59,696
126	3,921	5,172	47,050	62,067

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 003 - Field Unit 1 "A" Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
100	893	893	10,712	10,712
101	1,808	2,059	21,694	24,710
102	1,858	2,125	22,298	25,501
103	1,901	2,187	22,818	26,250
104	1,953	2,245	23,442	26,936
105	2,014	2,316	24,170	27,789
106	2,059	2,378	24,710	28,538
107	2,125	2,458	25,501	29,494
108	2,187	2,534	26,250	30,410
109	2,245	2,623	26,936	31,470
110	2,316	2,716	27,789	32,594
111	2,378	2,827	28,538	33,925
112	2,458	2,936	29,494	35,235
113	2,534	3,042	30,410	36,504
114	2,623	3,179	31,470	38,147
115	2,716	3,318	32,594	39,811
116	2,827	3,460	33,925	41,517
117	2,936	3,626	35,235	43,514
118	3,042	3,768	36,504	45,219
119	3,179	3,921	38,147	47,050
120	3,318	4,082	39,811	48,984
121	3,460	4,250	41,517	51,002
122	3,626	4,422	43,514	53,061

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 004 - Field Unit 2 Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
200	893	893	10,712	10,712
201	1,756	2,096	21,070	25,147
202	1,830	2,148	21,965	25,771
203	1,898	2,207	22,776	26,478
204	1,955	2,267	23,462	27,206
205	1,988	2,312	23,858	27,747
206	2,044	2,382	24,523	28,579
207	2,096	2,441	25,147	29,286
208	2,148	2,510	25,771	30,118
209	2,207	2,600	26,478	31,200
210	2,267	2,683	27,206	32,198
211	2,312	2,773	27,747	33,280
212	2,382	2,879	28,579	34,549
213	2,441	2,981	29,286	35,776
214	2,510	3,099	30,118	37,190
215	2,600	3,247	31,200	38,958
216	2,683	3,389	32,198	40,664
217	2,773	3,531	33,280	42,370
218	2,879	3,687	34,549	44,242
219	2,981	3,839	35,776	46,072
220	3,099	4,009	37,190	48,110
221	3,247	4,162	38,958	49,941
222	3,389	4,335	40,664	52,021
223	3,531	4,498	42,370	53,976
224	3,687	4,680	44,242	56,160
225	3,839	4,893	46,072	58,718
226	4,009	5,143	48,110	61,714
227	4,162	5,406	49,941	64,875
228	4,335	5,680	52,021	68,162

Salary Plan 022 - Field Unit 2 Multi-Skilled Employees

214	2,510	2,600	30,118	31,200
221	3,247	4,009	38,958	48,110
225	3,839	4,162	46,072	49,941
227	4,162	4,498	49,941	53,976
230	4,680	4,680	56,160	56,160

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 005 - Field Unit 2 "A" Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
201	1,898	2,096	22,776	25,147
202	1,955	2,148	23,462	25,771
203	1,988	2,207	23,858	26,478
204	2,044	2,267	24,523	27,206
205	2,096	2,312	25,147	27,747
206	2,148	2,382	25,771	28,579
207	2,207	2,441	26,478	29,286
208	2,267	2,510	27,206	30,118
209	2,312	2,600	27,747	31,200
210	2,382	2,683	28,579	32,198
211	2,441	2,773	29,286	33,280
212	2,510	2,879	30,118	34,549
213	2,600	2,981	31,200	35,776
214	2,683	3,099	32,198	37,190
215	2,773	3,247	33,280	38,958
216	2,879	3,389	34,549	40,664
217	2,981	3,531	35,776	42,370
218	3,099	3,687	37,190	44,242
219	3,247	3,839	38,958	46,072
220	3,389	4,009	40,664	48,110
221	3,531	4,162	42,370	49,941
222	3,687	4,335	44,242	52,021
223	3,839	4,498	46,072	53,976
224	4,009	4,680	48,110	56,160
225	4,162	4,893	49,941	58,718

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 006 - Unit 3 Office and Clerical Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
300	893	893	10,712	10,712
311	1,333	1,910	15,995	22,922
312	1,402	2,002	16,827	24,024
313	1,456	2,097	17,472	25,168
314	1,532	2,208	18,387	26,499
315	1,600	2,305	19,198	27,664
316	1,669	2,404	20,030	28,850
317	1,747	2,529	20,966	30,347
318	1,834	2,661	22,006	31,928
319	1,910	2,775	22,922	33,301
320	2,002	2,902	24,024	34,819
321	2,097	3,044	25,168	36,525
322	2,208	3,195	26,499	38,334
323	2,305	3,354	27,664	40,248
324	2,404	3,512	28,850	42,141
325	2,529	3,685	30,347	44,221
326	2,661	3,862	31,928	46,342
327	2,775	4,058	33,301	48,693
328	2,902	4,257	34,819	51,085
329	3,044	4,462	36,525	53,539
330	3,195	4,690	38,334	56,285
331	3,354	4,923	40,248	59,072
332	3,512	5,160	42,141	61,922
333	3,685	5,420	44,221	65,042
334	3,862	5,677	46,342	68,120
335	4,058	5,949	48,693	71,386
336	4,257	6,242	51,085	74,901

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 007 - Unit 4 Police Officers
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
400	2,683	3,716	32,198	44,595
428	3,115	4,878	37,378	58,531
429	5,061	5,061	60,736	60,736
430	5,252	5,252	63,024	63,024
431	5,448	5,448	65,374	65,374
432	5,649	5,649	67,787	67,787

Salary Plan 011 - Unit 6 Police Professional and Supervisory Employees

634	4,001	5,833	48,006	69,992
638	4,862	7,072	58,344	84,864
641	5,651	8,211	67,808	98,530

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 008 - Unit 5 Fire - 56 Hour Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
551	2,944	5,270	35,331	63,246
552	4,581	5,557	54,976	66,685
555	3,590	6,079	43,074	72,946

Salary Plan 009 - Unit 5 Fire - 40 Hour Staff Employees

561	3,208	5,528	38,501	66,331
562	4,994	5,840	59,925	70,075
565	3,912	6,408	46,946	76,898

Salary Plan 010 - Unit 5 Fire - 40 Hour Non-Staff Employees

570	2,428	2,565	29,141	30,784
575	3,591	5,571	43,098	66,851

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 001 - Supervisory and Professional Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
011	1,314	1,875	15,766	22,506
012	1,375	1,969	16,494	23,629
013	1,433	2,059	17,202	24,710
014	1,505	2,167	18,054	26,000
015	1,574	2,262	18,886	27,144
016	1,640	2,350	19,677	28,205
017	1,714	2,473	20,571	29,682
018	1,796	2,612	21,549	31,346
019	1,875	2,740	22,506	32,885
020	1,969	2,879	23,629	34,549
021	2,059	3,023	24,710	36,275
022	2,167	3,188	26,000	38,251
023	2,262	3,352	27,144	40,227
024	2,350	3,507	28,205	42,078
025	2,473	3,701	29,682	44,408
026	2,612	3,884	31,346	46,613
027	2,740	4,080	32,885	48,963
028	2,879	4,295	34,549	51,542
029	3,023	4,514	36,275	54,163
030	3,188	4,748	38,251	56,971
031	3,352	4,989	40,227	59,862
032	3,507	5,247	42,078	62,962
033	3,701	5,524	44,408	66,290
034	3,884	5,798	46,613	69,576
035	4,080	6,093	48,963	73,112
036	4,295	6,403	51,542	76,835
037	4,514	6,739	54,163	80,870
038	4,748	7,075	56,971	84,906
039	4,989	7,439	59,862	89,274
040	5,247	7,829	62,962	93,954
041	5,524	8,223	66,290	98,675
042	5,798	8,648	69,576	103,771
043	6,093	9,091	73,112	109,096
044	6,403	9,558	76,835	114,691
045	6,739	10,046	80,870	120,557
046	7,075	10,559	84,906	126,714
047	7,439	11,099	89,274	133,182
048	7,829	11,676	93,954	140,109
049	8,223	12,260	98,675	147,118
050	8,648	12,872	103,771	154,461
081	7,044	7,044	84,525	84,525
086	8,553	8,553	102,638	102,638

Schedule of Monthly and Annual Salary Ranges
Salary Plan 012 - Confidential Office and Clerical Employees
Effective July 4, 2005

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
711	1,340	1,912	16,078	22,942
712	1,402	2,004	16,827	24,045
713	1,456	2,106	17,472	25,272
714	1,536	2,210	18,429	26,520
715	1,602	2,309	19,219	27,706
716	1,678	2,409	20,134	28,912
717	1,747	2,527	20,966	30,326
718	1,834	2,661	22,006	31,928
719	1,912	2,787	22,942	33,446
720	2,004	2,931	24,045	35,173
721	2,106	3,078	25,272	36,941
722	2,210	3,245	26,520	38,938
723	2,309	3,404	27,706	40,851
724	2,409	3,572	28,912	42,869
725	2,527	3,761	30,326	45,136
726	2,661	3,959	31,928	47,507
727	2,787	4,163	33,446	49,962
728	2,931	4,378	35,173	52,541
729	3,078	4,599	36,941	55,182
730	3,245	4,834	38,938	58,011
731	3,404	4,928	40,851	59,134
732	3,572	5,165	42,869	61,984
733	3,761	5,425	45,136	65,104
734	3,959	5,682	47,507	68,182
735	4,163	5,956	49,962	71,469

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 013 - Middle Management Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
835	4,046	6,379	48,547	76,544
836	4,248	6,694	50,981	80,330
837	4,469	7,036	53,622	84,427
838	4,690	7,384	56,285	88,608
839	4,923	7,757	59,072	93,080
840	5,169	8,141	62,026	97,698
841	5,424	8,549	65,083	102,586
842	5,699	8,979	68,390	107,744
843	5,989	9,426	71,864	113,110
844	6,282	9,901	75,379	118,810
845	6,595	10,391	79,144	124,696
880	10,063	10,063	120,750	120,750

Salary Plan 014 - Middle Management - 56 Hour Employees

838	4,595	7,239	55,142	86,865
839	4,824	7,602	57,891	91,221
840	5,069	7,983	60,823	95,799
841	5,319	8,380	63,822	100,566
842	5,588	8,800	67,060	105,595

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 018 - Executive Employees
Effective July 4, 2005**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
900	4,926	7,758	59,114	93,101
903	5,997	9,452	71,968	113,422
904	6,308	9,929	75,691	119,142
905	6,623	10,431	79,477	125,174
906	6,961	10,963	83,533	131,560
907	7,311	11,518	87,734	138,216
908	7,679	12,097	92,144	145,163
909	8,070	12,709	96,845	152,506
910	8,476	13,354	101,712	160,243
911	8,906	14,033	106,870	168,397
912	9,360	14,737	112,320	176,842
940	11,121	17,517	133,453	210,205
980	14,710	14,710	176,514	176,514

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 016 - Elected Officials**

Grade	Monthly Salary		Annual Salary	
	Minimum	Maximum	Minimum	Maximum
997	4,292	4,292	51,500	51,500
998	5,233	5,233	62,800	62,800

**Salary Plan 023 - Council Office Staff
Effective July 4, 2005**

C11	2,803	4,162	33,634	49,941
C12	2,936	4,365	35,235	52,374
C13	3,084	4,595	37,003	55,141
C14	3,252	4,843	39,021	58,115
C15	3,420	5,089	41,038	61,069
C16	3,578	5,351	42,931	64,210
C17	3,775	5,633	45,302	67,600
C18	3,962	5,914	47,549	70,970
C19	4,162	6,204	49,941	74,443