



BALTIMORE COUNTY
FEDERATION OF
PUBLIC EMPLOYEES
AFT / AFL - CIO / BCFPE Local #4883

John Ripley
BCFPE President
305 W. Chesapeake Ave., Suite L-30
Towson, Maryland 21204-4841
Ph: 410-296-1875
Fax: 410-296-1879

May 14, 2020

Tentative Agreement between the Baltimore County Administration and The Baltimore County Federation of Public Employees Local 4883

On May 13, 2020 All Union Leaders were approached by the Baltimore County Administration about FY2021 tentative agreement. The County Administration advised that they received a letter from the Baltimore County Council about the upcoming budget and the upcoming vote to approve the budget. The Council advised that due to the current pandemic and the financial impact that it has, they estimate the current County deficit at \$141,000,00 (one hundred and forty-one million). Because of this the Council advised that they could not approve the County Executives proposed budget including all labor unions tentative agreements unless significant cuts were made. Because of this the County Administration has been forced to asking all the union to agree to differ all financial enhancements in their agreements until June 30, 2021. The County Administration has advised that they will still honor ALL tentatively agreed to changes but ALL new enhancements must be differed to June 30, 2021. The County Administration has provided a side letter agreement to the current tentative agreement to reflect those proposed changes (side letter agreement and the tentative agreement are available on the Union Website).

On May 13, 2020, the BCFPE Negotiations Committee and Executive Board held emergency meetings to discuss the County Administration proposal. Both the Negotiations Committee and Executive Board have unanimously agreed to accept the proposed changes in the side letter agreement. The Negotiations Committee and Executive Board also unanimously recommend the tentative agreement with the side letter amendments be ratified by members.

On May 14, 2020 the Baltimore County Council announced the county budget process has been postponed for two-weeks to see if any relief funds are coming from the Federal Government. Call you US Representative and US Senator to urge them to support local government relief! If enough relief funds are approved, then enhancement may not have to be delayed and/or deeper cuts may not have to be considered for FY2022.

To better inform members additional ZOOM information sessions will be scheduled for: **May 26, 2020 at 9:00 am., May 27, 2020 at 8 pm. and May 28, 2020 at 4:00 pm.** Additionally, the ratification vote will still take place via County email and is being facilitated by Election Buddy. Dates and times will be forthcoming.

This is the most important ratification in OUR UNIONS history. Vote YES to protect our salaries (including steps and longevities) and guarantee no furloughs or lay-off!

In Solidarity,

President John Ripley



JOHN A. OLSZEWSKI, JR.
County Executive

STACY L. RODGERS
County Administrative Officer

SIDE LETTER AGREEMENT
BETWEEN
BALTIMORE COUNTY FEDERATION OF PUBLIC EMPLOYEES
AND BALTIMORE COUNTY

This Side Letter Agreement is entered into between Baltimore County (hereinafter, the County) and the **Federation of Public Employees ("FPE")** on 14 day of May, 2020.

Whereas, the County and the Union have entered into a tentative collective bargaining agreement, subject to Baltimore County Council approval covering all Federation of Public Employees in Pay Schedule I as defined in Section 1.2 of the collective bargaining agreement.

Whereas, per direction from the County Council, the County and the FPE desire to modify certain provisions of said Agreement in light of the significant economic impacts to the County's revenue as a result of the COVID-19 pandemic.

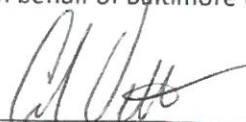
Now, therefore, in consideration of the mutual promises contained hereinafter, and other good and valuable consideration, the sufficiency of which is hereby acknowledged, by the parties, the County and Union agree as follows:

1. The original Tentative Agreement remains in full force, with the exception that the following changes will instead become effective on June 30, 2021:
 - A. Effective January 1, 2021 pay schedule I, I-C, and I-E salary scale shall be increased by (2%) two percent;
 - B. For pay schedule I-C only, effective July 1, 2020, Pay Schedule I-C's longevity years amended to occur at 10 years, 15 years, 19 years, 22 years, and 25 years;
 - C. For Pay Schedule I-C only, effective July 1, 2020, each member of Pay Schedule I-C will receive a one-grade increase, including creation of a new grade 7C for the rank of lieutenant;
 - D. Cleaning Allowance - ... all Safety Officer series, Shop Clerks, Engineering Aide, Instrumental Operator and Store Keepers I & II shall receive a cleaning allowance/uniform maintenance of two-hundred and fifty (\$250) dollars per contract year;
 - E. Paid Holidays - ... and Labor Day (Labor Day substituted for the added Memorial Day); and
 - F. Safety Equipment - ... all Safety Officer series, Shop Clerks, Engineering Aide, Instrument Operator one hundred (\$100) dollars per contract year for uniform shoes.
2. Supporting Exhibits provided to reflect the Pay Schedule I Adjustments will be replaced with the new scales, reflecting an effective date of June 30, 2021.

3. This letter shall be included as an Appendix to the Memorandum of Understanding between the Federation of Public Employees and the Baltimore County Administration.

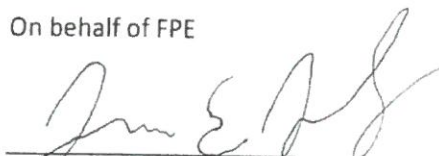
In witness whereof, with the intent of altering the Tentative Agreement reached between the parties, the County and FPE have executed this Side Letter, on the date set forth above:

On behalf of Baltimore County



Drew Vetter, Deputy County Administrative Officer

On behalf of FPE



John Ripley, President

Baltimore County Administration
Offer of Settlement for FY21 MOU with the Baltimore County Federation of Public Employees
With Proposed Changes

April 9, 2020

Subject to ratification by the Baltimore County Federation of Public Employees (“FPE”) and Baltimore County, Maryland (the “County”), FPE and the County agree to amend the current Memorandum of Understanding, which is to expire on June 30, 2020, with the following provisions. This tentative agreement shall be accepted by the FPE Executive Board on or before April 15, 2020 and full ratification of the terms by the members of FPE shall occur on or before June 30, 2020. Upon ratification, the County Executive shall implement the agreed upon terms and include any necessary funding in the Operating Budget for Fiscal Year 2021 (and subsequent fiscal years as appropriate).

NOTE: All changes to tentative agreement are highlighted in red in accordance with the attached side letter agreement due to the COVID-19 Pandemic.

1. Section 8.5(a) – Regular Rate of Pay

County Offer – 8.5(a) shall read, “Effective January 1, 2021 pay schedule I, I-C, and I-E salary scale shall be increased by two (2%) percent.” **Deferred to June 30, 2021**

2. Section 8.5(b)

County Offer - Steps and longevities shall be guaranteed for fiscal year 2021.

(NOTE THIS INCLUDES THE COLA SCHEDULED FOR JUNE 30, 2020)

3. Exhibit C – Pay Schedule I-C Adjustment

County Offer – § 8.5 (c) For Pay Schedule 1-C only, effective July 1, 2020, Pay Schedule I-C’s current longevity steps will be changed from 10, 15, 19, 25 and 30 years to occur at 10 years, 15 years, 19 years, 22 years, and 25 years. **Deferred to June 30, 2021**

§8.5 (d), For Pay Schedule 1-C only, effective July 1, 2020, each member of Pay Schedule I-C will receive a one-grade increase, including the creation of a new grade 7C for the rank of lieutenant. **Deferred to June 30, 2021**

Current §8.5 (c) will be renumbered accordingly to §8.5 (e).

4. Section 12.4 – Furlough and lay off.

County Offer – Updated as follows, “Bargaining unit members shall not be furloughed or laid off in fiscal year 2021.”

5. Section 8.4 – Substitution Pay.

County Offer – Add the following language, “For the fiscal year 2021 contract, the County agrees to form a labor/management committee to discuss the application of substitution pay under Rule 10 of the current Baltimore County Compensation Plan.”

6. Section 8.12 Cleaning Allowance

County Offer – County accepts FPE proposal on cleaning allowance. New language shall read: “All Correctional Officers (Lieutenant and below), Correctional Dietary Officers, Correctional Dietary Sergeants, Police Service Officers, Security Officers, Animal Control Officer I & II, Forensic Service Technicians I & II, Pollution Control Analyst I & II, Environmental Associate all Crew Chief series, (all Safety Officer series, Shop Clerks, Engineering Aide, Instrumental Operator and Store Keepers I & II will be deferred until June 30, 2021) shall receive a cleaning allowance/uniform maintenance of two-hundred and fifty (\$250) dollars per contract year.”

Note: The positions that currently receive a cleaning allowance will still receive the cleaning allowance as they have in the past. This provision only affects those being added to the provision.

7. Section 10.5 – 4 Day Work Week

County Offer – County is willing to explore a 4-day workweek through a Labor Management Group.

8. Section 13.1 – Paid Holidays

County Offer – Shall be amended as follows, “For the purpose of this Memorandum of Understanding, the following days shall be holidays for Pay Schedule I-E employees: Fourth of July, Thanksgiving Day, Christmas Day, and ~~Memorial Day~~ Labor Day 2021.”

9. Section 17.3 – Safety Equipment

County Offer – 17.3 a) shall be amended as follows, “Employees must use all safety equipment furnished to them to enable employees to perform their work in a safe manner. The County shall provide one (1) pair of safety shoes per contract year to each employee who is required to wear safety shoes, excluding all Correctional Officers. The County shall compensate each Correctional/Dietary Officers (Lieutenant and below), Security Officers, Police Services Officers, Animal Control Officers I & II, Environmental Associates, Pollution Control Analysts I & II, and all Crew Chief series, (all Safety Officer series, Shop Clerks, Engineering Aide, and Instrument Operator will be deferred until June 30, 2021), one hundred (\$100) dollars per contract year for uniform shoes. Highly visible shirts, vests and coveralls shall be provided for all employees whose positions require them to be exposed to vehicular traffic.

Note: The positions that currently receive a cleaning allowance will still receive the cleaning allowance as they have in the past. This provision only affects those being added to the provision.

10. Article 19 – Section 19.2 – Normal Service Retirement Benefits for Correctional Officers Only

County Offer - Effective July 1, 2020, members will earn 2.5 % of Average Final Compensation (AFC) times the number of years of creditable service up to 20 years plus 2 % of AFC times the number of years of creditable service in excess of 20 years plus 3% of AFC times the number of years of creditable service in excess of **25 years**.

11. Article 19 – Contributions

County Offer: Effective July 1, 2020, any member of Pay Schedule 1-C contributing less than 8.5% of their salary toward their pension will increase their contribution rate to 8.5%.


12. Article 19 – DROP Study

County Offer – the following language shall be added, “The County Administration agrees to conduct an actuarial study to determine whether a DROP can be implemented in a cost neutral or close to cost neutral manner for employees not currently qualified for participation in a County DROP. The County and the Union will equally share the cost of any actuarial study or valuations up to the first ten thousand dollars (\$10,000). The study will be complete by October 1, 2020 and will be presented to the County Executive for review. The agreement to conduct the study is in no way to be interpreted as agreement to implement DROP.”

13. Section 21.3 – Term of Memorandum of Understanding

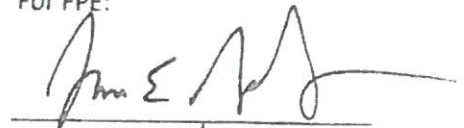
County Offer – Section amended as follows to reflect a one-year agreement, “This Memorandum of Understanding shall become effective July 1, 2020 and shall continue in full force and effect until June 30, 2021. This Memorandum of Understanding shall automatically renew itself as of July 1, 2021 and for yearly periods thereafter unless either party shall give the other written notice of a desire to terminate, modify or amend this Memorandum of Understanding prior to October 15, 2020 or October 15 of any subsequent year. If legislation is necessary to effectuate the terms of this agreement is not adopted by the County Council, the parties shall recommence negotiations if either party so requests.”

For the Baltimore County Administration:



Date: 4/14/2020

For FPE:



Date: 4/9/20

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective June 30, 2020**

	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>
1	18,678	19,249	19,858	20,355	20,973	21,596	22,226	22,851	23,470	24,219	24,967
2	19,249	19,858	20,355	20,973	21,596	22,226	22,851	23,470	24,219	24,967	25,716
3	19,858	20,355	20,973	21,596	22,226	22,851	23,470	24,219	24,967	25,716	26,525
4	20,355	20,973	21,596	22,226	22,851	23,470	24,219	24,967	25,716	26,525	27,351
5	20,973	21,596	22,226	22,851	23,470	24,219	24,967	25,716	26,525	27,351	28,362
6	21,596	22,226	22,851	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579
7	22,226	22,851	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873
8	22,851	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246
9	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623
10	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196
11	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940
12	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680
13	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508
14	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497
15	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658
16	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective June 30, 2020**

	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)						
	<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
17	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372
18	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611
19	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098
20	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673
21	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329
22	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988
23	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642
24	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044
25	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608
26	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173
27	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
28	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
29	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
30	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438
31	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910
32	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644
33	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644	

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-C
STANDARD GRADES
Baltimore County Federation of Public Employees
Correctional Officers
Effective June 30, 2020

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES					
	(In Dollars)						(In Dollars)					
MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	25 YEARS	30 YEARS		
1C	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	
2C	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	
3C	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	
4C	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	
5C	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	
6C	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES
Baltimore County Federation of Public Employees
Emergency Communications Technicians
June 30, 2020**

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS	
1E	40,800	42,730	44,828	47,108	49,459	51,828	54,189	56,550	59,174	61,892	64,691	
2E	42,730	44,828	47,108	49,459	51,828	54,189	56,550	59,174	61,892	64,691	67,496	
3E	44,828	47,108	49,459	51,828	54,189	56,550	59,174	61,892	64,691	67,496	70,295	
4E	47,108	49,459	51,828	54,189	56,550	59,174	61,892	64,691	67,496	70,295	73,887	
5E	49,459	51,828	54,189	56,550	59,174	61,892	64,691	67,496	70,295	73,887	77,644	
6E	51,828	54,189	56,550	59,174	61,892	64,691	67,496	70,295	73,887	77,644	81,406	
7E	54,189	56,550	59,174	61,892	64,691	67,496	70,295	73,887	77,644	81,406	85,432	

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees**

Effective June 30, 2021

BASE ANNUAL RATES											
(In Dollars)											
		1ST	2ND	3RD	4TH		10	15	20	25	29
<u>GRADE</u>	<u>MINIMUM</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>MAXIMUM</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>
9	23,940	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296
10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900
11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679
12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
16	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
17	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
18	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400
19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847
22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
24	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975
25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445
26	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
28	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
29	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
30	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,888
33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,888	104,696

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-C
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Correctional Officers**

Effective June 30, 2021

BASE ANNUAL RATES											
(In Dollars)											
<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>19 YEARS</u>	<u>22 YEARS</u>	<u>25 YEARS</u>
2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
5C	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,175

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES
Baltimore County Federation of Public Employees
Emergency Communications Technicians**

Effective June 30, 2021

BASE ANNUAL RATES											
(In Dollars)											
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985
2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846
3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701
4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034
7E	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141