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STATE OF WISCONSIN

BEFORE THE MEDIATOR/ARBITRATOR

JUN 9 1980

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the
Mediation/Arbitration Between

JOINT SCHOOL DISTRICT NO. 1,
CITY OF HARTFORD, ET AL

and

HARTFORD ELEMENTARY EDUCATION
ASSOCIATION

Case IV
No. 25301, Med/Arb 538
Decision No. 17589-A

APPEARANCES:

Lindner, Honzik, Marsack, Hayman & Walsh, S.C., Attorneys at Law, by Roger E. Walsh, appearing on behalf of the Joint School District No. 1, City of Hartford.

Dennis G. Eisenberg, Executive Director, Cedar Lake United Educators Council, appearing on behalf of the Hartford Elementary Education Association.

ARBITRATION HEARING BACKGROUND:

On February 21, 1980, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as mediator/arbitrator, pursuant to Sec. 111.70(4)(cm)6 of the Municipal Employment Relations Act in the matter of impasse between the Joint School District No. 1, City of Hartford, hereinafter referred to as the District, and the Hartford Elementary Education Association, referred to herein as the Association. Pursuant to the statutory requirement, mediation proceedings were conducted between the parties on March 27, 1980. Mediation failed to resolve the impasse. On April 21, 1980, an arbitration hearing before the mediator/arbitrator was held. At that time, the parties were given full opportunity to present relevant evidence and make oral argument. The proceedings were not transcribed, but post hearing briefs were filed with and exchanged through the mediator/arbitrator.

THE ISSUE:

The sole issue remaining at impasse between the parties is salary schedule. The final offers of the parties appear attached as Appendix A.

STATUTORY CRITERIA:

Since no voluntary impasse procedure was agreed to between the parties regarding the above impasse, the undersigned, under the Municipal Employment Relations Act, is required to choose the entire final offer of one of the parties on all unresolved issues.

Section 111.70(4)(cm)7 requires the mediator/arbitrator to consider the following criteria in the decision process:

- A. The lawful authority of the municipal employer.
- B. Stipulations of the parties.
- C. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.

- D. Comparison of wages, hours and conditions of employment of the municipal employes involved in the arbitration proceedings with the wages, hours and conditions of employment of other employes performing similar services and with other employes generally in public employment in the same community and in comparable communities and in private employment in the same community and comparable communities.
- E. The average consumer prices for goods and services, commonly known as the cost-of-living.
- F. The overall compensation presently received by the municipal employes, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.
- G. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- H. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

POSITIONS OF THE PARTIES:

As set forth in the final offer, the salary schedule is the remaining unresolved issue between the parties. The primary differences between the parties lie in base salary, payout, the number of credits needed for lane movements, and the number of steps in three B.A. lanes. Although there is a difference in the vertical and horizontal index amounts, both parties agree that the variance is the result of the difference in base salary.

Both parties utilized comparables as a primary argument in support of their respective positions. They were not able to achieve agreement on what constitutes appropriate comparables. The District proposed, as its primary set of comparables, the feeder schools to the Hartford High School: Richfield #2, Richfield #7, Richfield #11, Erin #2, Neosho #3, Herman #22 and Rubicon #6. It also proposes that some secondary comparisons can be made with similar sized schools in the area, namely Hartford High School, Mayville, Dodgeland, Hustisford, Kewaskum and Slinger. The Association agrees that comparability exists between Hartford Elementary and Hartford High School, Kewaskum, and Slinger. Additionally, based on seventeen criteria,¹ the Association contends that the appropriate comparable districts are the following: Germantown, Pewaukee, Port Washington, West Bend, Hamilton, Hartland, Muskego, Mukwonago, Oconomowoc, Cedarburg, Brown Deer, Grafton, Mequon-Thiensville, Elmbrook, Menomonee Falls, Waukesha, New Berlin, Glendale, Fox Point-Bayside, Fox Point-Mapledale, Kettle Moraine.

¹The criteria are staff residency, staff purchasing area, athletic comparables, Congressional District, historic pay relationships between the Hartford High School and the Hartford Elementary School, the tax base area, ownership of the elementary school property, a CETA consortium among area counties, wage rates for other jurisdictional employees in the Waukesha, Ozaukee and Washington County area, the working relationship between the Elementary School and the High School, similarly sized K-8 schools and certification requirements for elementary teachers and high school teachers, the affect of the Milwaukee area CPI, similar work loads of teachers and previous arbitration awards setting forth comparable districts and location within Waukesha, Ozaukee and Washington Counties, within CESA 16 and outside the immediate Milwaukee County area.

The District:

Because Hartford Elementary School is one of eight elementary feeder schools to the Hartford High School, the District contends that the primary comparables should be the feeder schools. Citing a previous mediation/arbitration case involving the Hartford High School, the District calls for consistency among arbitrators and argues that since the feeder schools were rejected as comparables to the high school, the reverse should be true in this instance. Further, the District suggests that the districts used as comparables in that award should be rejected since the high school was the smallest of the districts used as comparables.

The District argues that the Association's position is a desire to be identical to the high school in both salary schedule and credit requirements for lane movement. This, the District contends is unreasonable and impractical. To substantiate its position, the District indicates that two other high school districts with feeder schools show no consistency in salary schedules between the high schools and their respective feeder schools. Further, the District contends that the Association's demand ignores the differences in benefits, primarily insurance and paid leave time, which exists between Hartford High School and the District. When these benefits are compared, the District suggests its benefits are far superior to the High School's, an additional justification for a difference in compensation on the salary schedules. The District also argues that the Association has presented no justification for its proposed change in the existing credit requirement pattern.

As support for its final offer salary schedule, the District compares itself primarily to the other feeder schools and secondarily to the high school and some area districts. The District offers that the result of these various comparisons, using average rates, shows the District compares favorably with those districts and, generally, has the highest rates at both the Bachelor and Master levels.

Finally, the District maintains that the package value of its offer represents an approximate increase of 10.3 percent which is consistent with other district settlements. This, the District contends offsets the fact that changing to an indexed salary schedule results in certain teachers in certain lanes receiving very little increase in salary while others receive substantial increases.

The Association:

The Association challenges the District's proposed comparables contending:

1. Hartford Elementary is substantially larger than the other elementary feeder schools to the Hartford High School,
2. No bargaining history exists which establishes the feeder schools as comparables for Hartford Elementary, and
3. The District has selectively chosen schools outside the CESA 16 District, outside the athletic conference, and geographically distant from Milwaukee.

Although the Association opposes using the feeder schools as comparable districts, it responds to the District's arguments stating that the pattern set among the feeder schools supports the appropriateness of a salary schedule that is significantly similar to the high school wage schedule.

In support of its own position, the Association argues its cost analysis is more accurate than the District's. Challenging the District's method of costing the impact of the final offers, the Association contends that the District distorted the real cost of the packages by assuming all staff returned and moved them down a step and over an education lane. Further, the Association challenges the regressiveness of the District's offer, which results in nearly 20% of the employees receiving a salary increase of \$443 compared to some receiving in excess of \$2,000. To compensate for this phenomenon, the Association contends that extra steps should be added at the BA+16, +24, and +30 lanes, which they have done in their final offer. Also, in response to the District's position, the Association points to a previous arbitration award decided primarily upon the inequity of the final offer toward the most experienced staff, the injustice which they avow occurs in the instant situation.

Finally, the Association argues that its offer is not inappropriate when adjustment is made to reflect the impact of inflation over the non-settlement period. The Association concludes that although its offer is higher than the District's, it is insufficient to stay even with current economic conditions.

DISCUSSION:

Joint School District No. 1, The City of Hartford, is one of eight elementary feeder schools to the Hartford High School. It is the largest of the elementary schools and its full time teacher equivalency and pupil enrollment is equal to the high school's and approximately equal to the combined total of the other seven feeder schools. Based upon this fact and having reviewed the evidence and arguments presented by the parties relative to comparables, the undersigned finds limitations in both parties' sets of comparables. Choosing between the two proposals depends upon which districts are used for comparison purposes, however. Therefore, it is important to give serious consideration to determining which districts should have primacy for the purposes of comparison. The undersigned has considered the evidence and arguments advanced by the parties with respect to comparables and concludes that the most comparable districts are Richfield #2, Richfield #7, Richfield #11, Erin #2, Herman #22, Rubicon #6, the Hartford High School, Kewaskum and Slinger,¹ of which Richfield #2, Hartford High School and Kewaskum and Slinger share the greatest similarities. It should be noted that among all the districts selected as the primary comparables, only the High School is similar in size to the Hartford Elementary School. The rest have sufficiently smaller full time equivalency staff and most have a significantly smaller pupil population. This means that the districts upon which the Association relies, particularly those K-8 districts which are similar in full-time equivalency staff, pupil population, valuation per pupil and geographic proximity will not be totally disregarded in the comparisons.²

The parties present arguments as to comparability of salary schedules, educational lanes, overall compensation and settlement patterns. Thus, since comparability is used as one of the primary arguments by both parties, it is essential that the undersigned select districts to which that data may be applied, even if the districts are less than desirable comparables.

* Association Exhibit No. 77 reflects the actual increase as \$470 and \$406, dependent upon which lane is considered.

¹ Neosho #3, one of the feeder schools, was in final offer arbitration at the time of these proceedings and was not decided yet so it has been excluded.

² Data given by both the District and the Association reflected K-12 full time equivalency staff and pupil population, so information se-

The feeder schools, as proposed by the District, have one commonality, they are feeder schools to the Hartford High School. Other than that, they are significantly smaller and thus have limited value for comparison purposes. Although the Association opposed using the feeder schools as comparable districts and the undersigned finds they are of limited value because of their size, many of both parties' arguments and much of the supporting comparable data relate to these schools. Additionally, the parties mutually agreed that three districts, Hartford High School, Kewaskum and Slinger were comparable to a varying degree. Similar data was available for these schools as well. Consequently, the undersigned used districts which shared some similarities and to which the arguments and evidence could be applied.

The parties have mutually agreed to a salary schedule that is indexed for 1979-80. The schedules differ, however. The District, in converting to the index system, has compressed the lanes eliminating an eleventh step in the BS+9 lane and a twelfth step in the BS+18 lane. The Association, in converting to the index system, changed the schedule by reducing the number of credits needed to make a lane change in the BS+9 lane, the BS+18 lane and the BS+24 lane. It also added a BA+30 category to the MS NIF lane. Additionally, it eliminated an eleventh step in the BA+8 lane (the District's BS+9 lane), added two steps in the BA+16 lane (the District's BS+18 lane), added one step in the BA+24 lane (the District's BS+27 lane), and added one step in the BA+30 or MA NIF lane (the District's MS NIF lane). The Association argues that the additional steps are necessary to offset the impact of switching to an index system on 20 percent of the employees who are at the top end of the schedule in the BA+16, +24, and +30 lanes. If the steps are not added, 18.8 employees would receive an approximate 2.7% increase. If the steps are added, the employees at the top end of those lanes would receive a 7.5% increase in the BA+16 lane, a 4.7% increase in the BA+24 lane and a 7.2% increase in the BA+30 lane.

The undersigned believes that it is important to examine the impact of the respective offers on all employees and concludes that the impact of the District's offer, when juxtaposed to the cost of living, is more adverse than the Association's to a number of teachers who have attained additional educational credits and considerable teaching experience. Further, the District submitted no evidence as to why teachers at certain steps of the schedule should have their pay reduced and absent clear and convincing proof that their salaries were too high such reduction should be avoided.

In regard to the number of educational credits needed for lane changes, the practice among the defined comparables, not just the high school, clearly substantiates that the Association's proposal does not deviate from what is the standard practice. Two-thirds of the districts provide for lane changes with 8, 16 and 24 credits. The above two conclusions lead the undersigned to find the Association's proposal more preferable as to steps and lane changes in the salary schedule.

The other essential difference between the two offers lies in the base pay and payout for the salary increase. The District proposes a base of 10,550 with employees to be paid on the 1978-79 pay schedule for the first two pay periods of 1979-80. The Association proposes a base of 10,650 with employees to be paid on the 1978-79

²cured from the Department of Public Instruction in regard to full time staff equivalency and pupil population was utilized to more accurately reflect K-8 districts of similar size.

pay schedule for the first four pay periods of 1979-80. The difference between the offers amounts to approximately 1.4%.

The Association's proposed base and additional steps in the BA+16, 24 and 30 lanes in its index results in a wider increase at the BA maximum level than the offer proposed by the District. Nonetheless, both offers place the elementary school, the largest of the comparable districts except for the high school, in the middle of the comparables in this area. Further, a comparison of the BA minimums and maximums, the MA minimums and maximums and schedule maximums indicates that approximately half of the comparable districts provide greater compensation than the District's offer and the same or higher compensation than the Association's offer.

The District argues that its offer is consistent with area settlements. However, a review of the evidence finds that while its offer relative to a percentage increase in the base salary, whether real or actualized, maintains the same consistency as the minimum and maximum increases do, the percentage increase of the schedule maximum is significantly less than comparable districts.


The District further argues that a disparity is justified because its overall compensation, particularly in the area of leaves and paid insurance, is significantly better than comparable districts. A review of the evidence indicates that the District does, indeed, offer more days personal leave and emergency leave. The value of the large number of emergency days (the greatest difference in the comparables) available is minimized, however, when such days are granted at the discretion of the administration. Analysis of the paid insurance benefits finds that a majority of the comparable districts, including several of the feeder schools, offer similar benefits in all insurance areas except the Short Term Disability/Vision area. The estimated cost of providing this insurance, however, is somewhere between \$2,500 and \$3,700 this year, dependent upon whose estimates are used. From the foregoing it follows that the overall compensation is not significantly different from that offered in comparable districts. This, together with the fact that half of the feeder schools, and half of the schools considered most similar to the elementary school among the selected comparables, offer salaries equivalent to the Association's proposal, causes the undersigned to conclude that the Association's offer is more acceptable than the District's proposal.

Thus, having review the evidence and arguments and after applying the statutory criteria, and having concluded that the Association's offer is more acceptable both in schedule and base pay, the undersigned makes the following

AWARD

The final offer of the Association, along with the stipulations of the parties which reflect prior agreements in bargaining, as well as those provisions of the predecessor collective bargaining agreement which remained unchanged during the course of bargaining, are to be incorporated into the collective bargaining agreement as required by statute.

Dated this 7th day of June, 1980, at La Crosse, Wisconsin.



Sharon K. Imes
Mediator/Arbitrator

LINCOLN SCHOOL
755 South Rural Street
Phone 673-2100
BUSINESS MANAGER

CENTRAL MIDDLE SCHOOL
60 N. Street
Phone 673-2110

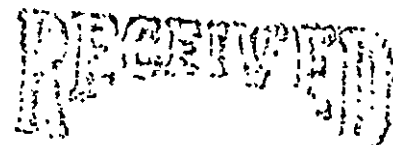
ROSSMAN SCHOOL
300 Highland Avenue
Phone 673-3300
DISTRICT ADMINISTRATOR

School District of Hartford Joint No. 1

CITY OF HARTFORD, TOWNS ADDISON, ERIN, HARTFORD — WASHINGTON COUNTY
TOWNS ASHIPUN, RUBICON — DODGE COUNTY

HARTFORD, WISCONSIN 53027

January 8, 1980



JAN 8 1980

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION
MILWAUKEE

Mr. Stanley H. Michelstetter II
Wisconsin Employment Relations Com.
Room 560 - State Office Bldg.
819 North Sixth Street
Milwaukee, WI 53203

Dear Mr. Michelstetter:

Enclosed is a copy of the final offer made to the Hartford Elementary Education Association by the Board of Education of the School District of Hartford Joint No. 1.

Sincerely,

Glenn R. Broker
District Administrator

GRB:mg

Encls. (2)

EXHIBIT A

PROPOSED SALARY SCHEDULE

1979-1980

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JAN 3 1980

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION --

STATE OF WISCONSIN

Step	B.S. Degree	B.S. + 9	B.S. + 18	B.S. + 27	M.S. N.I.F.	M.S. I.F.	M.S. + 9	M.S. + 18	M.S. + 27
1	10550	10814	11078	11342	11606	11870	12134	12398	12662
2	11078	11342	11606	11870	12134	12398	12662	12926	13190
3	11606	11870	12134	12398	12662	12926	13190	13454	13718
4	12134	12398	12662	12926	13190	13454	13718	13982	14246
5	12662	12926	13190	13454	13718	13982	14246	14510	14774
6	13190	13454	13718	13982	14246	14510	14774	15038	15302
7	13718	13982	14246	14510	14774	15038	15302	15566	15830
8	14246	14510	14774	15038	15302	15566	15830	16094	16358
9	14774	15038	15302	15566	15830	16094	16358	16622	16886
10		15566	15830	16094	16358	16622	16886	17150	17414
11			16358	16622	16886	17150	17414	17678	17942
12				17150	17414	17678	17942	18206	18470
13				17678	17942	18206	18470	18734	18998
14						18734	18998	19262	19526
15						19262	19526	19790	20054

(2 pay periods held back
8.33%)

<u>SALARIES</u>		Base Inc.	
1,330,209	(inc. librarians' extra pay)	1,471,682	1,459,897
	<u>Longevity</u>		
	<u>Amt. of increase</u>	141,473	129,682
	<u>% of increase</u>	10.64%	9.75%
<u>FRINGE BENEFITS</u>			
<u>Retirement</u>			
66,511	5% Teachers' Share		72,995
90,454	6.7% Board's Share		97,813
<u>Social Security</u>			
81,143	6.13%		89,492
<u>Health Insurance</u>			
50,193	89.00 48 family		51,265
14,448	33.50 37 single		14,874
<u>Dental Insurance</u>			
11,543	21.32 48 family		12,280
3,142	7.22 38 single		3,292
<u>Vision Service</u>			
	5.80 48 family		()
(SLC) 2,192	2.32 38 single		(3,684)
			()
<u>Long Term Disability</u>			
5,055	.43% of salaries		6,047
<u>Life Insurance</u>			
4,400	.27 per thousand		4,925
	<u>Amt. of increase</u>		26,932
	<u>% of increase</u>		8.17%
329,735	TOTAL FRINGE BENEFITS		356,667
1,659,944	TOTAL SALARIES		1,816,564
	<u>Amt. of increase</u>		156,620
	<u>% of increase</u>		9.44%



January 9, 1980

Investigator Stanley Michelstetter
Wisconsin Employment Relations Commission
State Office Building - Room 560
819 North Sixth Street
Milwaukee, WI 53202

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JAN 11 1980

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION
MILWAUKEE

Subject: HEEA Revised Final Offer

Dear Investigator Michelstetter:

As per the agreement by both parties at the investigation session of last week wherein we exchanged tentative final offers, the District has chosen to respond with the final offer which is enclosed. The Board's revised final offer has employees paid on the 78-79 pay schedule for the first two pay periods of 1979-80; for the remaining pay periods employees would be paid in accordance with the attached salary schedule.

Having reviewed the Board's modification to the salary proposal initially offered by the HEEA, the HEEA is amending its initial offer. The HEEA final offer is enclosed.

As per our agreement, it is our understanding that the District now has an opportunity to modify its last offer (base \$10,550). It would be the HEEA's hope that any response, including a no-further-movement position, would be forthcoming in the next three or four workdays.

It is our further understanding that if the Board chooses not to respond, that the final offers enclosed shall be the ones which are certified to the Commission. In the

(cont'd)

Armin Blaufuss, Executive UniServ Director
Dennis G. Eisenberg, Executive UniServ Director
2395 W. Washington Street, Suite 206, West Bend, WI 53095 (414) 338-6128

Mr. Michelstetter - 2

event the Board chooses to further modify their final offer, we likewise would have an opportunity to respond or discontinue the response process.

Thank you very much for your assistance with this matter.

Sincerely,



Dennis G. Eisenberg

/arb

enclosures: Board Final Offer
HEEA Final Offer: 1/9/80

cc: Mr. Glenn Broker
Attorney Roger Walsh
Mr. Ardis Nicolaus
Mr. Dave Ebert
HEEA Bargaining Team

PROPOSED SALARY SCHEDULE

1979-1980

Step	<u>B.S. Degree</u>	<u>B.S. + 9</u>	<u>B.S. + 18</u>	<u>B.S. + 27</u>	<u>M.S. N.I.F.</u>	<u>M.S. I.F.</u>	<u>M.S. + 9</u>	<u>M.S. + 18</u>	<u>M.S. + 27</u>
1	10550	10814	11078	11342	11606	11870	12134	12398	12662
2	11078	11342	11606	11870	12134	12398	12662	12926	13190
3	11606	11870	12134	12398	12662	12926	13190	13454	13718
4	12134	12398	12662	12926	13190	13454	13718	13982	14246
5	12662	12926	13190	13454	13718	13982	14246	14510	14774
6	13190	13454	13718	13982	14246	14510	14774	15038	15302
7	13718	13982	14246	14510	14774	15038	15302	15566	15830
8	14246	14510	14774	15038	15302	15566	15830	16094	16358
9	14774	15038	15302	15566	15830	16094	16358	16622	16886
10		15566	15830	16094	16358	16622	16886	17150	17414
11			16358	16622	16886	17150	17414	17678	17942
12				17150	17414	17678	17942	18206	18470
13				17678	17942	18206	18470	18734	18998
14						18734	18998	19262	19526
15						19262	19526	19790	20054

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JAN 11 1980

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION
MILWAUKEE

FINAL

OFFER

January 9, 1980

For the first four (4) pay periods for the 1979-80 school year, the following would be the salary schedule;

HARTFORD ELEM.(79-80) SCHOOL DISTRICT - SALARY SCHEDULE
LANE

STEP	E.A.	BA +9	BA+18	BA+27	MS NIF	M.A.	MA +9	MA+18	MA+27
1	9850	10005	10165	10320	10320	10740	10900	11055	11365
2	10170	10370	10550	10775	10755	11150	11315	11480	11800
3	10500	10740	10955	11185	11185	11580	11750	11920	12250
4	10855	11130	11370	11610	11610	12020	12200	12375	12735
5	11230	11535	11805	12055	12055	12480	12665	12850	13245
6	11615	11975	12280	12520	12520	12985	13180	13370	13780
7	12015	12435	12775	13000	13000	13535	13735	13935	14365
8	12475	12935	13290	13525	13525	14110	14320	14525	15005
9	12950	13485	13880	14070	14070	14705	14925	15145	15670
10	13440	14080	14495	14665	14665	15355	15590	15815	16365
11	13440	14730	15135	15320	15320	16040	16285	16550	17095
12	13440	14730	15915	16000	16000	16755	17040	17320	17760
13	13440	14730	15915	17165	17165	17985	18285	18580	18935
14	13440	14730	15915	17165	17165	17985	18285	18580	18935
15	13440	14730	15915	17165	17165	17985	18285	18580	18935

For the remainder of the 1979-80 school year (twenty [20] pay periods) the following would be the salary schedule:

HARTFORD ELEM.(79-80) SCHOOL DISTRICT						SALARY SCHEDULE			
HEEA 1-9-80 FINAL OFFER						MANIF	LANE		
STEP	B.A.	BA+8	BA+16	BA+24	BA+30	M.A.	MA+8	MA+16	MA+24
1	10650	10916	11182	11448	11714	11980	12246	12512	12778
2	11183	11449	11715	11981	12247	12513	12779	13045	13311
3	11716	11982	12248	12514	12780	13046	13312	13578	13844
4	12249	12515	12781	13047	13313	13579	13845	14111	14377
5	12782	13048	13314	13580	13846	14112	14378	14644	14910
6	13315	13581	13847	14113	14379	14645	14911	15177	15443
7	13848	14114	14380	14646	14912	15178	15444	15710	15976
8	14381	14647	14913	15179	15445	15711	15977	16243	16509
9	14914	15180	15446	15712	15978	16244	16510	16776	17042
10	14914	15713	15979	16245	16511	16777	17043	17309	17575
11	14914	15713	16512	16778	17044	17310	17576	17842	18108
12	14914	15713	17045	17311	17577	17843	18109	18375	18641
13	14914	15713	17578	17844	18110	18376	18642	18908	19174
14	14914	15713	17578	18377	18643	18909	19175	19441	19707
15	14914	15713	17578	18377	18643	19442	19708	19974	20240