

R7 K A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ESTABLISHING A PAY PLAN FOR THE OFFICES AND POSITIONS WITHIN THE BARGAINING UNIT REPRESENTED BY THE COMMUNICATION WORKERS OF AMERICA, LOCAL 3178 ("CWA"), INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES AND POSITIONS AS SET FORTH IN EXHIBIT A ATTACHED TO THIS RESOLUTION; APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO THE BASE SALARY RANGES FOR SAID OFFICES AND POSITIONS; AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO EMPLOYEES IN POSITIONS WITHIN THE CWA BARGAINING UNIT WHOSE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE, BEGINNING IN THE FIRST FULL PAY PERIOD OF JULY 2025.

Applicable Area:



COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: June 25, 2025

TITLE: A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ESTABLISHING A PAY PLAN FOR THE OFFICES AND POSITIONS WITHIN THE BARGAINING UNIT REPRESENTED BY THE COMMUNICATION WORKERS OF AMERICA, LOCAL 3178 ("CWA"), INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES AND POSITIONS AS SET FORTH IN EXHIBIT A ATTACHED TO THIS RESOLUTION; APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO THE BASE SALARY RANGES FOR SAID OFFICES AND POSITIONS; AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO EMPLOYEES IN POSITIONS WITHIN THE CWA BARGAINING UNIT WHOSE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE, BEGINNING IN THE FIRST FULL PAY PERIOD OF JULY 2025.

RECOMMENDATION

Administration recommends approval of the Resolution.

BACKGROUND/HISTORY

Employment positions at the city are categorized as being part of either the Classified or Unclassified Service. In addition, certain positions within the Classified Service are part of bargaining units represented by an exclusive bargaining agent. The City recognizes the Fraternal Order of Police ("FOP") as the exclusive agent for certain classified ranks in the Police Department; the International Association of Fire Fighters ("IAFF") as the exclusive agent for certain classified ranks in the Fire Department; and the Government Supervisors Association of Florida ("GSAF") for certain other classified positions across other departments citywide. The City also recognizes the Communication Workers of America, Local 3178 ("CWA") as the exclusive bargaining agent for employees in the bargaining unit described in the Order issued by the Florida Public Employees Relations Commission on June 6, 2025, a copy of which is attached to this Memorandum. Normally, cost-of-living (cola) adjustments to pay for bargaining unit employees are negotiated and approved by the Commission as part of the ratification of collective bargaining agreements. Historically, collective bargaining agreements are negotiated for three-year terms. The last agreement between the CWA and the City expired on September 30, 2024. Since then, bargaining with the CWA was stalled pending a favorable determination by PERC on CWA's recertification petition. The last cost-of-living adjustment approved by the Commission for employees represented by the CWA was three percent (3%) effective in April 2024.

ANALYSIS

The proposed resolution is made concurrent with the second reading of the Classified Employees' Salary Ordinance. The Classified Employees' Salary Ordinance creates a new procedure for Pay Plan amendments affecting bargaining unit employees. Prior to the adoption of the Classified Employees' Salary Ordinance, amendments to the Pay Plan were enacted by ordinance notwithstanding the fact that the same Pay Plan amendments had been negotiated and ratified

by the Commission by resolution prior to the amendatory ordinance. The Classified Employees' Salary Ordinance eliminates the need to amend the Pay Plan at all when the amendment affects bargaining unit positions. The Classified Employees' Salary Ordinance provides that the Pay Plan is automatically amended when the Commission passes a resolution ratifying a collective bargaining agreement which includes adjustments to pay.

The Commission recently ratified collective bargaining agreements for a term beginning on October 1, 2024 and ending on September 30, 2027 for employees in the FOP, IAFF, and GSAF bargaining units. These contracts included cost-of-living adjustments to the pay range for positions within those units as well as to employee pay of three percent (3%) effective July 2025, three percent (3%) effective April 2026, and three percent (3%) effective April 2027. As provided in the Classified Employees' Salary Ordinance and the proposed resolution, the Pay Plan will be adjusted to reflect these Commission-approved increases without further action by the Commission. As stated previously, the CWA and the City had not begun negotiations for a successor agreement because until June 6, 2024 CWA was not certified by PERC. As a result of the order from PERC and in anticipation of initiating successful negotiations, the City proposes through this resolution that the Pay Plan be amended to reflect a three percent (3%) increase to the salary range for positions within the CWA bargaining unit and that employee pay also be adjusted by three percent (3%), up to the new max of the range, for employees in CWA positions whose salary does not exceed the maximum as a concession, effective the first full pay period of July 2025.

FISCAL IMPACT STATEMENT

The fiscal impact of the three percent (3%) cost-of-living adjustment for employees in the CWA bargaining unit is \$175,134 in fiscal year 2024-25. The cola is budgeted in each department's salary line item in fiscal year 2024-25.

Does this Ordinance require a Business Impact Estimate?

(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

FINANCIAL INFORMATION

CONCLUSION

The Administration recommends the adoption of the Resolution which proposes an increase of three percent (3%) to the pay ranges for positions within the CWA bargaining unit as provided in Exhibit A accompanying the Resolution and also approves a cost-of-living adjustment of three percent (3%), up to the max of the range, to employees in bargaining unit positions whose salary does not exceed the maximum rate of pay, beginning in the first full pay period of July 2025.

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

No

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Human Resources

Sponsor(s)

Click or tap here to enter text.

Co-sponsor(s)

Condensed Title

Establish Pay Plan for Classified Service (CWA), Approve 3% COLA. HR

Previous Action (For City Clerk Use Only)

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

COMMUNICATIONS WORKERS OF
AMERICA,

Petitioner,

Case No. RA-2025-001

v.

Order No.: 25E-0560

Date Issued: June 06, 2025

CITY OF MIAMI BEACH,

Respondent.

_____ /

FINAL ORDER GRANTING CERTIFICATION

On January 15, 2025, the Communications Workers of America (Union) filed a recognition-acknowledgement petition, along with supporting documentation, seeking to be certified as the exclusive bargaining agent for certain personnel employed by the City of Miami Beach (City). The petitioned-for unit was previously certified by the Commission in Certification 1047; however, that certification was revoked for procedural reasons in 2024. See *In re Communications Workers of America, Certification No. 1047*, 51 FPER ¶ 356 (2024) (revoking certification for failure to file a recertification petition). On May 13, the hearing officer issued a recommended order concluding that the petition is sufficient and that the proposed unit is appropriate for the purpose of collective bargaining. Neither party filed exceptions to that order.

The voluntary recognition process requires the employer to verify that the petitioning union has the support of a majority of the employees in the proposed unit. See § 447.307(1)(a), Fla. Stat. (2024). Here, the Union's majority status is demonstrated by the showing of interest, which the City independently verified. Thus, the

Commission's role is to review only the appropriateness of the unit proposed by the Union, and if the unit is appropriate for the purpose of collective bargaining, the Commission shall certify the Union as the exclusive representative of the employees in the unit. See *id.* Under these circumstances, an election is unnecessary.

Upon review, the Commission concludes that the petition is sufficient, and the proposed bargaining unit is appropriate. Thus, the hearing officer's recommended order is adopted as a part of this order. Accordingly, we grant the petition. We further certify the Union as the exclusive bargaining agent for the following unit of City employees:

INCLUDED: All regular, full-time City of Miami Beach employees in the following classifications:

Account Clerk I
Account Clerk II
Account Clerk III
Administrative Aide I
Administrative Aide II
Administrative Assistant I
Administrative Secretary
Air Conditioning Mechanic
Building Inspector
Buyer
Carpenter I
Carpenter II
Clerk
Clerk Typist
Code Compliance Administrator
Code Compliance Officer I
Code Compliance Officer II
Commission Reporter I
Commission Reporter II
Communications Operator
Complaint Operator II
Crime Analysis Specialist
Crime Scene Technician I
Crime Scene Technician II
Data Entry Clerk

Dispatcher
Dispatcher Trainee
Duplicating Equipment Operator
Electrical Inspector
Electrician
Elevator Inspector
Engineering Assistant I
Engineering Assistant II
Engineering Assistant III
Engineering Inspector
Field Inspector I
Field Inspector II
Finance Specialist I
Finance Specialist II
Finance Specialist III
Lifeguard I
Lifeguard II
Lifeguard Lieutenant
Mason
Masonry Helper
Mechanical Inspector
Meter Analyst
Painter
Parking Dispatcher
Parking Enforcement Specialist I
Parking Enforcement Specialist II
Parking Meter Technician I
Parking Meter Technician II
Permit Clerk I
Permit Clerk II
Planning Technician
Plumber
Plumbing Inspector
Pool Guard I
Pool Guard II
Police Fleet Specialist
Police Photographer
Police Records Technician
Property Evidence Technician I
Property Evidence Technician II
Public Safety Specialist
Revenue Processor I
Revenue Processor II

EXCLUDED: All managerial, confidential, professional, supervisory, temporary and casual employees, and employees currently represented in other certified bargaining units.

See § 447.307(1)(b), Fla. Stat. (2024). Certification No. 2127 is issued to the Communications Workers of America.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty days** from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in sections 120.68 and 447.504, Florida Statutes (2024), and the Florida Rules of Appellate Procedure.

It is so ordered.

CARPENTER, Chair, AARON and SASSO, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on June 6, 2025.

BY:



Clerk



/ia

COPIES FURNISHED:

For Petitioner

D. Marcus Braswell, Esquire
Nicolas M. Stanojevich, Esquire
Osvaldo Garcia

For Respondent

Liana De La Noval, Esquire
Michael Mattimore, Esquire

CWA Positions

As of 06/09/25

Jobs With Min/Max Salary Ranges

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
1109	ACCOUNT CLERK I	CCWA	100	BASE SALARIED EMP	H20B
1108	ACCOUNT CLERK II	CCWA	100	BASE SALARIED EMP	H23B
1107	ACCOUNT CLERK III	CCWA	100	BASE SALARIED EMP	H25B
2112	ADMINISTRATIVE AIDE I	CCWA	100	BASE SALARIED EMP	H20B
2111	ADMINISTRATIVE AIDE II	CCWA	100	BASE SALARIED EMP	H24B
1014	ADMINISTRATIVE ASSISTANT I	CCWA	100	BASE SALARIED EMP	H25B
2105	ADMINISTRATIVE SECRETARY	CCWA	100	BASE SALARIED EMP	H24B
4212	AIR COND MECHANIC	CCWA	100	BASE SALARIED EMP	H34B
3143	BUILDING INSPECTOR	CCWA	100	BASE SALARIED EMP	H34B
1606	BUYER	CCWA	100	BASE SALARIED EMP	H24B
4263	CARPENTER	CCWA	100	BASE SALARIED EMP	H27B
2135	CLERK	CCWA	100	BASE SALARIED EMP	H15B
2109	CLERK TYPIST	CCWA	100	BASE SALARIED EMP	H17B
3156	CODE COMPLIANCE ADMIN	CCWA	100	BASE SALARIED EMP	H34B
3158	CODE COMPLIANCE OFF 1	CCWA	100	BASE SALARIED EMP	H27B
3157	CODE COMPLIANCE OFF 2	CCWA	100	BASE SALARIED EMP	H31B
1808	COIN ROOM MONEY HANDLER	CCWA	100	BASE SALARIED EMP	H16B
5214	COMMUNICATIONS OPERATOR	CCWA	100	BASE SALARIED EMP	H26B
5213	COMPLAINT OPERATOR II	CCWA	100	BASE SALARIED EMP	H27B
5217	CRIME ANALYSIS SPEC	CCWA	100	BASE SALARIED EMP	H32B
5015	CRIME SCENE TECHNICIAN I	CCWA	100	BASE SALARIED EMP	H31B
5014	CRIME SCENE TECHNICIAN II	CCWA	100	BASE SALARIED EMP	H34B
1528	DATA ENTRY CLERK F/T	CCWA	100	BASE SALARIED EMP	H20B
5212	DISPATCHER	CCWA	100	BASE SALARIED EMP	H28B
8014	DISPATCHER TRAINEE	CCWA	100	BASE SALARIED EMP	H25B
2303	DUP EQUIP OPER	CCWA	100	BASE SALARIED EMP	H20B
3113	ELECTRICAL INSPECTOR	CCWA	100	BASE SALARIED EMP	H34B
4232	ELECTRICIAN	CCWA	100	BASE SALARIED EMP	H34B
3013	ENGINEERING ASSISTANT I	CCWA	100	BASE SALARIED EMP	H24B
3012	ENGINEERING ASSISTANT II	CCWA	100	BASE SALARIED EMP	H27B
3011	ENGINEERING ASSISTANT III	CCWA	100	BASE SALARIED EMP	H30B
3107	ENGINEERING INSPECTOR	CCWA	100	BASE SALARIED EMP	H34B
3019	FIELD INSPECTOR I	CCWA	100	BASE SALARIED EMP	H24B
3018	FIELD INSPECTOR II	CCWA	100	BASE SALARIED EMP	H30B
1152	FINANCIAL SPECIALIST I	CCWA	100	BASE SALARIED EMP	H24B
1151	FINANCIAL SPECIALIST II	CCWA	100	BASE SALARIED EMP	H26B
1150	FINANCIAL SPECIALIST III	CCWA	100	BASE SALARIED EMP	H28B
5406	LIFEGUARD I	CCWA	100	BASE SALARIED EMP	H54B
5405	LIFEGUARD II	CCWA	100	BASE SALARIED EMP	H58B
5404	LIFEGUARD LT	CCWA	100	BASE SALARIED EMP	H60B
4242	MASON	CCWA	100	BASE SALARIED EMP	H27B

Job Class	Job Description	Group/BU	Base Pay	Base Pay Desc	Grade
4243	MASONRY HELPER	CCWA	100	BASE SALARIED EMP	H18B
3123	MECHANICAL INSPECTOR	CCWA	100	BASE SALARIED EMP	H34B
1820	METER ANALYST	CCWA	100	BASE SALARIED EMP	H23B
4223	PAINTER	CCWA	100	BASE SALARIED EMP	H24B
1819	PARKING DISPATCHER	CCWA	100	BASE SALARIED EMP	H25B
1805	PARKING ENFORCEMENT SPEC I	CCWA	100	BASE SALARIED EMP	H24B
1804	PARKING ENFORCEMENT SPEC II	CCWA	100	BASE SALARIED EMP	H25B
1807	PARKING METER TECHNICIAN	CCWA	100	BASE SALARIED EMP	H25B
1806	PARKING METER TECHNICIAN II	CCWA	100	BASE SALARIED EMP	H27B
2125	PERMIT CLERK I	CCWA	100	BASE SALARIED EMP	H20B
2126	PERMIT CLERK II	CCWA	100	BASE SALARIED EMP	H23B
3216	PLANNING TECHNICIAN	CCWA	100	BASE SALARIED EMP	H29B
4272	PLUMBER	CCWA	100	BASE SALARIED EMP	H34B
3133	PLUMBING INSP	CCWA	100	BASE SALARIED EMP	H34B
5311	POLICE FLEET SPECIALIST	CCWA	100	BASE SALARIED EMP	H28B
5016	POLICE PHOTO	CCWA	100	BASE SALARIED EMP	H31B
1529	POLICE RECORDS TECHNICIAN	CCWA	100	BASE SALARIED EMP	H20B
5415	POOL GUARD I	CCWA	100	BASE SALARIED EMP	H50B
5414	POOL GUARD II	CCWA	100	BASE SALARIED EMP	H52B
5309	PROPERTY & EVIDENCE TECH I	CCWA	100	BASE SALARIED EMP	H23B
5308	PROPERTY & EVIDENCE TECH II	CCWA	100	BASE SALARIED EMP	H27B
5306	PUBLIC SAFETY SPECIALIST	CCWA	100	BASE SALARIED EMP	H23B
1822	REV PROCESSOR 1	CCWA	100	BASE SALARIED EMP	H20B
1821	REV PROCESSOR 2 480-0461	CCWA	100	BASE SALARIED EMP	H23B

Color Key As of the adoption of Ord # 2022-4522

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ESTABLISHING A PAY PLAN FOR THE OFFICES AND POSITIONS WITHIN THE BARGAINING UNIT REPRESENTED BY THE COMMUNICATION WORKERS OF AMERICA, LOCAL 3178 ("CWA"), INCLUDING A SCHEDULE OF RATES OF BASE SALARIES FOR SAID OFFICES AND POSITIONS AS SET FORTH IN EXHIBIT A ATTACHED TO THIS RESOLUTION; APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO THE BASE SALARY RANGES FOR SAID OFFICES AND POSITIONS; AND APPROVING A COST-OF-LIVING ADJUSTMENT OF THREE PERCENT (3%) TO EMPLOYEES IN POSITIONS WITHIN THE CWA BARGAINING UNIT WHOSE SALARY DOES NOT EXCEED THE MAXIMUM OF THE PAY RANGE, BEGINNING IN THE FIRST FULL PAY PERIOD OF JULY 2025.

WHEREAS, the City of Miami Beach's Classified Employees' Salary Ordinance No. 789 was originally adopted on December 18, 1946; and

WHEREAS, on June 25, 2025, the Mayor and City Commission adopted an ordinance superseding Ordinance No. 789, and codifying the Classified Employees' Salary Ordinance in Article VII of Chapter 78 of the City Code, entitled "Classified Employees' Salary" (the "Ordinance"); and

WHEREAS, the Ordinance authorized the City Commission to establish a pay plan for the offices and positions in the classified service, including a schedule of rates of base salaries for said offices and positions by Resolution; and

WHEREAS, the Ordinance further provided that changes to the pay plan for the classified service, such as across the board cost of living adjustments, may be annually adjusted by the City Commission upon recommendation of the City Manager; and

WHEREAS, the Mayor and City Commission wish to establish the pay plan for City's Classified Employees within the bargaining unit represented by CWA as set forth in Exhibit A attached to this Resolution, and adjust the minimum and maximum base salaries by the cost-of-living adjustment set forth in this Resolution; and

WHEREAS, in addition to adjusting the minimum and maximum pay of the pay range for each position within the CWA bargaining unit, a three percent (3%) adjustment to pay for employees holding positions within the CWA bargaining unit whose salary does not exceed the maximum pay range is hereby approved by the City Commission effective the first full pay period in the month of July 2025.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA that the Mayor and the City

Commission hereby establish a pay plan for the offices and positions within the bargaining unit represented by the Communication Workers Of America, Local 3178 ("CWA"), including a schedule of rates of base salaries for said offices and positions as set forth in Exhibit A attached to this Resolution; approve a cost-of-living adjustment of three percent (3%) to the base salary ranges for said offices and positions; and approve a cost-of-living adjustment of three percent (3%) to employees in positions within the CWA bargaining unit whose salary does not exceed the maximum of the pay range, beginning in the first full pay period of July 2025.

PASSED AND ADOPTED this ____ day of _____, 2025.

ATTEST:

Steven Meiner, Mayor

Rafael E. Granado, City Clerk

(sponsored by Commissioner Joseph Magazine)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

6/15/2025
Date

EXHIBIT A

CWA Current Salary Table		
Grade	Minimum	Maximum
H15B	\$ 38,248.34	\$ 55,395.34
H16B	\$ 39,395.72	\$ 57,056.74
H17B	\$ 40,577.42	\$ 58,769.10
H18B	\$ 41,795.00	\$ 60,531.90
H19B	\$ 43,048.46	\$ 62,347.22
H20B	\$ 44,339.88	\$ 64,217.66
H21B	\$ 45,670.82	\$ 66,144.52
H22B	\$ 47,040.76	\$ 68,128.84
H23B	\$ 48,452.04	\$ 70,172.44
H24B	\$ 49,905.70	\$ 72,979.14
H25B	\$ 51,402.52	\$ 75,898.42
H26B	\$ 52,944.32	\$ 78,934.96
H27B	\$ 54,533.44	\$ 82,092.40
H28B	\$ 56,169.10	\$ 85,375.94
H29B	\$ 57,854.16	\$ 88,791.04
H30B	\$ 59,589.40	\$ 92,342.38
H31B	\$ 61,377.42	\$ 96,036.20
H32B	\$ 63,219.00	\$ 99,877.96
H33B	\$ 65,747.24	\$ 103,872.34
H34B	\$ 68,377.40	\$ 108,027.92
H35B	\$ 71,111.82	\$ 112,348.60
H36B	\$ 73,956.74	\$ 116,842.70
H37B	\$ 76,914.76	\$ 121,516.20
H50B	\$ 48,714.90	\$ 71,238.18
H51B	\$ 50,176.36	\$ 74,087.78
H52B	\$ 51,681.50	\$ 77,051.26
H53B	\$ 53,231.62	\$ 80,133.04
H54B	\$ 54,828.80	\$ 83,338.58
H55B	\$ 56,473.56	\$ 86,671.78
H56B	\$ 58,167.46	\$ 90,138.62
H57B	\$ 59,912.58	\$ 93,744.56
H58B	\$ 64,178.66	\$ 97,494.80
H59B	\$ 66,745.90	\$ 101,394.28
H60B	\$ 69,415.32	\$ 105,449.50

CWA Salary Table 2025 With 3% COLA		
Grade	Minimum	Maximum
H15B	\$ 39,395.72	\$ 57,057.26
H16B	\$ 40,577.68	\$ 58,768.32
H17B	\$ 41,794.74	\$ 60,532.16
H18B	\$ 43,048.98	\$ 62,347.74
H19B	\$ 44,339.88	\$ 64,217.66
H20B	\$ 45,670.04	\$ 66,144.26
H21B	\$ 47,041.02	\$ 68,128.84
H22B	\$ 48,452.04	\$ 70,172.70
H23B	\$ 49,905.70	\$ 72,277.66
H24B	\$ 51,402.78	\$ 75,168.60
H25B	\$ 52,944.58	\$ 78,175.50
H26B	\$ 54,532.66	\$ 81,303.04
H27B	\$ 56,169.36	\$ 84,555.12
H28B	\$ 57,854.16	\$ 87,937.20
H29B	\$ 59,589.66	\$ 91,454.74
H30B	\$ 61,377.16	\$ 95,112.68
H31B	\$ 63,218.74	\$ 98,917.26
H32B	\$ 65,115.70	\$ 102,874.20
H33B	\$ 67,719.60	\$ 106,988.44
H34B	\$ 70,428.80	\$ 111,268.82
H35B	\$ 73,245.12	\$ 115,718.98
H36B	\$ 76,175.32	\$ 120,348.02
H37B	\$ 79,222.26	\$ 125,161.66
H50B	\$ 50,176.36	\$ 73,375.38
H51B	\$ 51,681.76	\$ 76,310.52
H52B	\$ 53,231.88	\$ 79,362.92
H53B	\$ 54,828.54	\$ 82,537.00
H54B	\$ 56,473.56	\$ 85,838.74
H55B	\$ 58,167.72	\$ 89,272.04
H56B	\$ 59,912.58	\$ 92,842.88
H57B	\$ 61,709.96	\$ 96,556.98
H58B	\$ 66,103.96	\$ 100,419.54
H59B	\$ 68,748.16	\$ 104,436.02
H60B	\$ 71,497.66	\$ 108,612.92