



**PeopleSoft HRMS/Payroll
 Compensation Plan as of 8/20/2018
 (all salaries shown as monthly)**

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 Report ID: ESC351

Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ACE		30100	Account Clerk I	2,593	2,722	2,858	3,001	3,151		
ACE		30110	Account Clerk II	2,862	3,005	3,155	3,313	3,478		
MGT		20090	Accountant I	Band 008	4,248	5,735				
MGT		20094	Accountant II	Band 012	5,163	6,970				
UCT		20093	Accounting Assistant I	2,593	2,722	2,858	3,001	3,151		
UCT		20091	Accounting Assistant II	2,862	3,005	3,155	3,313	3,478		
ACE		21000	Administrative Aide	2,468	2,591	2,721	2,857	2,999		
ACE		21100	Administrative Assistant	2,862	3,005	3,155	3,313	3,478		
UCT		21330	Administrative Coordinator	3,945	4,142	4,349	4,567	4,795		
MGT		21333	Applications Development Mgr	Band 018	6,919	9,341				
UCT		21305	Asset Program Coordinator	4,354	4,572	4,801	5,041	5,293		
ACE		30151	Associate Chemist	5,574	5,853	6,145	6,453	6,775		
SUP		50400	Associate Engineer	6,307	6,622	6,953	7,301	7,666		
SUP		50500	Associate Planner	5,120	5,377	5,645	5,928	6,224		
UCT		73000	Asst Canal Superintendent	4,463	4,686	4,921	5,167	5,425		
MGT		20000	Asst City Attorney	Band 031	13,047	17,613				
MGT		21060	Asst City Clerk	Band 014	5,692	7,685				
MGT		20180	Asst City Engineer	Band 021	8,010	10,813				
EM		10100	Asst City Manager	Band 032	13,699	18,494				
MGT		20192	Asst Dir of Community Svs	Band 020	7,629	10,298				
MGT		20135	Asst Dir of Finance	Band 023	8,831	11,921				
MGT		20140	Asst Dir of Planning	Band 023	8,831	11,921				
MGT		20190	Asst Dir Public Works	Band 023	8,831	11,921				
UCT		20884	Asst Env Programs Specialist	3,849	4,041	4,243	4,455	4,678		
ACE		50300	Asst Planner I	4,248	4,461	4,684	4,918	5,164		
ACE		50301	Asst Planner II	4,689	4,924	5,170	5,428	5,700		
ACE		50590	Bldg Inspector I	4,145	4,352	4,569	4,798	5,038		
ACE		50600	Bldg Inspector II	4,806	5,047	5,299	5,564	5,842		



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SUP		82210	Bldg Maintenance Supervisor	5,305	5,571	5,849	6,142	6,449		
MGT		20310	Bldg Maintenance Supt	Band 015	5,977	8,069				
MGT		20150	Bldg Official	Band 021	8,010	10,813				
MGT		20320	Budget Manager	Band 018	6,919	9,341				
UCT		20826	Business Analyst I	4,575	4,804	5,044	5,296	5,561		
UCT		20827	Business Analyst II	5,050	5,302	5,567	5,846	6,138		
SUP		82060	Buyer/Stores Supervisor	3,933	4,130	4,336	4,553	4,781		
UCT		73600	Canal Assistant I	3,007	3,157	3,315	3,480	3,655		
UCT		73650	Canal Assistant II	3,319	3,485	3,659	3,842	4,034		
MGT		73500	Canal Superintendent	Band 012	5,163	6,970				
PM		10650	Chief Of Police	Band 032	13,699	18,494				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	8,831	11,921				
COU		12050	City Council Member/Mayor	0						
COU		12100	City Council Member	0						
EM		10300	City Manager	23,833						
EME		12200	City Treasurer	8,124						
ACE		50510	Code Enforcement Asst I	2,566	2,694	2,829	2,970	3,119		
ACE		50520	Code Enforcement Asst II	2,830	2,972	3,120	3,276	3,440		
MGT		50560	Code Enforcement Manager	Band 018	6,919	9,341				
ACE		50540	Code Enforcement Officer I	3,945	4,142	4,349	4,567	4,795		
ACE		50550	Code Enforcement Officer II	4,354	4,572	4,801	5,041	5,293		
UCT		21401	Collections Officer	3,663	3,846	4,039	4,241	4,453		
MGT		21015	Communications Officer	Band 014	5,692	7,685				
NSP		40410	Community Service Officer	3,753	3,940	4,137	4,344	4,562		
MGT		50755	Community Services Manager	Band 012	5,163	6,970				
UCT		82235	Control Systems Analyst	7,135	7,492	7,867	8,260	8,673		
SUP		81453	Control Systems Tech Supv	7,684	8,068	8,471	8,895	9,340		



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M&O		81450	Control Systems Technician I	5,631	5,913	6,208	6,519	6,845		
M&O		81451	Control Systems Technician II	6,216	6,527	6,853	7,196	7,555		
M&O		81452	Control Systems Technician III	6,861	7,204	7,564	7,943	8,340		
MGT		40431	Crime Analyst	Band 008	4,248	5,735				
M&O		81305	Cross Connection Technician I	4,509	4,735	4,971	5,220	5,481		
M&O		81310	Cross Connection Technician II	4,977	5,226	5,487	5,762	6,050		
SUP		80052	Custodial Supervisor	3,773	3,962	4,160	4,368	4,586		
M&O		80200	Custodian I	2,482	2,606	2,737	2,874	3,017		
M&O		80201	Custodian II	2,737	2,874	3,017	3,168	3,327		
ACE		30330	Customer Service Rep I	2,792	2,932	3,078	3,232	3,394		
ACE		30340	Customer Service Rep II	3,082	3,236	3,398	3,568	3,746		
SUP		40900	Customer Service Supervisor	4,430	4,652	4,884	5,129	5,385		
MGT		21001	Dep Building Official	Band 016	6,276	8,473				
MGT		21199	Dep City Attorney I	Band 015	5,977	8,069				
MGT		21200	Dep City Attorney II	Band 017	6,589	8,896				
MGT		21201	Dep City Librarian	Band 015	5,977	8,069				
EM		10430	Dep City Manager	Band 030	12,426	16,775				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 020	7,629	10,298				
MGT		20940	Dep Dir of Util/Const & Eng	Band 023	8,831	11,921				
MGT		20970	Dep Dir of Util/Wastewater	Band 023	8,831	11,921				
MGT		20950	Dep Dir of Util/Water	Band 023	8,831	11,921				
UCT		21430	Department Aide	2,468	2,591	2,721	2,857	2,999		
UCT		21440	Department Assistant	2,862	3,005	3,155	3,313	3,478		
UCT		21055	Deputy City Clerk	4,575	4,804	5,044	5,296	5,561		
MGT		20685	Design & Construction Proj Mgr	Band 016	6,276	8,473				
ACE		50841	Development Technician I	3,663	3,846	4,039	4,241	4,453		
ACE		50862	Development Technician II	4,044	4,246	4,458	4,681	4,915		
EM		10415	Dir of Comm & Community Svs	Band 024	9,272	12,518				



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EM		10400	Dir of Community Development	Band 026	10,222	13,800				
EM		10480	Dir of Eng Svcs/City Eng	Band 026	10,222	13,800				
EM		10450	Dir of Info Systems	Band 026	10,222	13,800				
EM		10540	Dir of Public Works	Band 026	10,222	13,800				
EM		10575	Dir of Utilities	Band 027	10,733	14,490				
UCT		21460	Division Coordinator	3,319	3,485	3,659	3,842	4,034		
MGT		20338	Economic Development Manager	Band 018	6,919	9,341				
M&O		80307	Electrician/Streets	4,856	5,099	5,354	5,621	5,902		
UCT		60800	Emer Medical Svcs Program Coord	4,354	4,572	4,801	5,041	5,293		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	5,692	7,685				
ACE		50660	Engineer I	4,927	5,173	5,432	5,703	5,988		
ACE		50670	Engineer II	5,438	5,710	5,995	6,295	6,610		
ACE		50710	Engineering Technician I	4,044	4,246	4,458	4,681	4,915		
ACE		50730	Engineering Technician II	4,463	4,686	4,921	5,167	5,425		
ACE		50815	Environmental Comp Insp I	4,145	4,352	4,569	4,798	5,038		
ACE		50825	Environmental Comp Insp II	4,575	4,804	5,044	5,296	5,561		
SUP		50835	Environmental Comp Supervisor	6,153	6,460	6,783	7,123	7,479		
MGT		20880	Environmental Prog Mgr/Util	Band 016	6,276	8,473				
UCT		20885	Environmental Prog Specialist	5,050	5,302	5,567	5,846	6,138		
M&O		80500	Equipment Mechanic I	4,052	4,255	4,467	4,691	4,925		
M&O		80501	Equipment Mechanic II	4,467	4,691	4,925	5,172	5,430		
M&O		80600	Equipment Service Worker	3,271	3,435	3,606	3,787	3,976		
UCT		21332	Executive Assistant-City Atty	4,806	5,047	5,299	5,564	5,842		
UCT		21331	Executive Assistant-City Mgr	5,050	5,302	5,567	5,846	6,138		
UCT		21336	Executive Asst-Chief of Police	4,806	5,047	5,299	5,564	5,842		
UCT		21334	Executive Office Coordinator	3,574	3,753	3,940	4,137	4,344		
UCT		21337	Executive Office Specialist	3,007	3,157	3,315	3,480	3,655		
ACE		40080	Facilities Project Coordinator	5,176	5,435	5,707	5,992	6,292		



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ACE		50715	Field Engineering Inspector I	4,248	4,461	4,684	4,918	5,164		
ACE		50720	Field Engineering Inspector II	4,689	4,924	5,170	5,428	5,700		
SUP		50255	Field Engineering Supervisor	5,176	5,435	5,707	5,992	6,292		
MGT		50725	Finance Manager	Band 018	6,919	9,341				
MGT		50751	Fire Admin Services Manager	Band 014	5,692	7,685				
FM		20370	Fire Battalion Chief	Band 023	8,831	11,921				
FIR		60200	Fire Captain	6,754	7,092	7,447	7,819	8,210	8,620	9,051
EM		10600	Fire Chief	Band 030	12,426	16,775				
FM		20300	Fire Division Chief	Band 026	10,222	13,800				
FIR		60300	Fire Engineer	5,755	6,042	6,344	6,662	6,995	7,345	7,712
MGT		20350	Fire Marshal	Band 022	8,410	11,354				
ACE		50750	Fire Prevention Specialist I	4,632	4,863	5,106	5,362	5,630		
ACE		50760	Fire Prevention Specialist II	5,107	5,362	5,630	5,912	6,207		
FIR		60700	Firefighter/Paramedic	5,481	5,755	6,042	6,344	6,662	6,995	7,345
MGT		20850	Fleet Maint Superintendent	Band 015	5,977	8,069				
UCT		20874	Forensic Services Supervisor	6,003	6,303	6,618	6,949	7,296		
MGT		50731	Geographic Information Sys Mgr	Band 014	5,692	7,685				
UCT		50735	GIS Analyst I	5,305	5,571	5,849	6,142	6,449		
UCT		50737	GIS Analyst II	5,856	6,149	6,456	6,779	7,118		
UCT		50785	GIS Technician I	3,574	3,753	3,940	4,137	4,344		
UCT		50786	GIS Technician II	3,945	4,142	4,349	4,567	4,795		
ACE		50780	Graphics/GIS Technician I	3,574	3,753	3,940	4,137	4,344		
ACE		50781	Graphics/GIS Technician II	3,945	4,142	4,349	4,567	4,795		
MGT		21190	Housing & Neigh Svs Manager	Band 018	6,919	9,341				
MGT		21081	Human Resources Analyst I	Band 009	4,459	6,021				
MGT		21083	Human Resources Analyst II	Band 011	4,916	6,638				
UCT		21650	Human Resources Coordinator	4,463	4,686	4,921	5,167	5,425		
MGT		21130	Human Resources Manager	Band 019	7,265	9,808				



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UCT		21651	Human Resources Technician I	3,487	3,661	3,844	4,036	4,238		
UCT		21655	Human Resources Technician II	3,849	4,041	4,243	4,455	4,678		
M&O		80300	HVAC Technician	4,737	4,974	5,223	5,484	5,758		
ACE		30850	Laboratory Assistant	2,465	2,588	2,717	2,853	2,996		
MGT		20800	Laboratory Superintendent	Band 019	7,265	9,808				
ACE		30870	Laboratory Technician I	4,145	4,352	4,569	4,798	5,038		
ACE		30880	Laboratory Technician II	4,575	4,804	5,044	5,296	5,561		
SUP		82201	Lakes & Open Space Supervisor	5,438	5,710	5,995	6,295	6,610		
MGT		20501	Lakes & Open Space Supt.	Band 014	5,692	7,685				
UCT		20875	Latent Print & Evid Specialist	5,176	5,435	5,707	5,992	6,292		
UCT		20876	Latent Print Specialist	4,575	4,804	5,044	5,296	5,561		
M&O		80681	Lead Maintenance Technician	4,187	4,397	4,616	4,847	5,090		
M&O		81080	Lead Mechanic	4,977	5,226	5,487	5,762	6,050		
UCT		21580	Legal Assistant	4,689	4,924	5,170	5,428	5,700		
UCT		21600	Legal Secretary	3,849	4,041	4,243	4,455	4,678		
UCT		21470	Maintenance & Oper Coordinator	3,663	3,846	4,039	4,241	4,453		
UCT		81935	Maintenance Scheduler	6,153	6,460	6,783	7,123	7,479		
SUP		80050	Maintenance Supervisor	5,438	5,710	5,995	6,295	6,610		
M&O		81412	Maintenance Technician I	3,437	3,608	3,789	3,978	4,177		
M&O		81930	Maintenance Technician II	3,793	3,983	4,182	4,391	4,611		
MGT		21090	Management Analyst I	Band 009	4,459	6,021				
MGT		21092	Management Analyst II	Band 012	5,163	6,970				
SUP		80051	Meter Reader Supervisor	5,305	5,571	5,849	6,142	6,449		
UCT		21317	Network Administrator I	5,050	5,302	5,567	5,846	6,138		
UCT		21318	Network Administrator II	5,574	5,853	6,145	6,453	6,775		
MGT		21801	Network Manager	Band 019	7,265	9,808				
UCT		21311	Network Systems Engineer	5,305	5,571	5,849	6,142	6,449		
UCT		21310	Network Systems Technician I	3,402	3,572	3,750	3,938	4,135		



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UCT		21313	Network Systems Technician II	3,755	3,943	4,140	4,347	4,564		
UCT		21316	Network Systems Technician III	4,145	4,352	4,569	4,798	5,038		
NSF		60805	Paramedic (Non-Safety)	3,134	3,291	3,456	3,629	3,810		
M&O		81420	Park Ranger I	3,453	3,626	3,807	3,998	4,198		
M&O		81421	Park Ranger II	3,823	4,014	4,215	4,425	4,647		
UCT		21661	Payroll Analyst	4,248	4,461	4,684	4,918	5,164		
UCT		21660	Payroll Technician I	3,402	3,572	3,750	3,938	4,135		
UCT		21662	Payroll Technician II	3,755	3,943	4,140	4,347	4,564		
SUP		81501	Plant Systems Tech Supervisor	7,135	7,492	7,867	8,260	8,673		
M&O		81480	Plant Systems Technician I	4,856	5,099	5,354	5,621	5,902		
M&O		81490	Plant Systems Technician II	5,360	5,628	5,909	6,205	6,515		
MGT		50752	Police Busines Mgr	Band 014	5,692	7,685				
PM		20600	Police Captain	Band 026	10,222	13,800				
PM		20670	Police Lieutenant	Band 024	9,272	12,518				
POL		70250	Police Officer Trainee	5,140	5,397					
POL		70300	Police Officer	5,666	5,949	6,246	6,559	6,887	7,231	7,593
UCT		21550	Police Projects Specialist	4,044	4,246	4,458	4,681	4,915		
SUP		31215	Police Records Supervisor	4,463	4,686	4,921	5,167	5,425		
ACE		31210	Police Records Technician	2,730	2,866	3,009	3,160	3,318		
POL		70500	Police Sergeant	7,593	7,972	8,371	8,789	9,229	9,690	
MGT		50753	Police Services Analyst	Band 013	5,422	7,319				
UCT		21555	Police Training Coordinator	3,945	4,142	4,349	4,567	4,795		
MGT		20680	Principal Engineer	Band 019	7,265	9,808				
MGT		20690	Principal Planner	Band 019	7,265	9,808				
MGT		21240	Program Administrator	Band 009	4,459	6,021				
ACE		50733	Program Assistant	3,574	3,753	3,940	4,137	4,344		
ACE		50734	Program Coordinator	4,354	4,572	4,801	5,041	5,293		
UCT		21680	Programmer Analyst I	4,248	4,461	4,684	4,918	5,164		



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UCT		21681	Programmer Analyst II	4,689	4,924	5,170	5,428	5,700		
SUP		80610	Property & Evidence Supervisor	4,463	4,686	4,921	5,167	5,425		
ACE		40630	Property & Evidence Tech I	2,727	2,863	3,007	3,157	3,315		
ACE		40631	Property & Evidence Tech II	3,007	3,157	3,315	3,480	3,655		
MGT		40100	Pub Safety Communications Mgr	Band 017	6,589	8,896				
NSP		30250	Public Safety Dispatcher I	4,369	4,587	4,817	5,058	5,311		
NSP		30260	Public Safety Dispatcher II	4,817	5,058	5,311	5,576	5,855		
NSP		40090	Public Safety Shift Supervisor	5,534	5,813	6,102	6,407	6,727		
UCT		20822	Public Safety Systems Analyst	5,305	5,571	5,849	6,142	6,449		
MGT		21335	Public Safety Systems Manager	Band 015	5,977	8,069				
MGT		20500	Public Works Superintendent	Band 015	5,977	8,069				
UCT		30505	Publications Coordinator I	3,007	3,157	3,315	3,480	3,655		
UCT		30500	Publications Coordinator II	3,319	3,485	3,659	3,842	4,034		
SUP		40250	Purchasing Supervisor	4,430	4,651	4,884	5,128	5,385		
ACE		30750	Purchasing/Inventory Control	3,239	3,401	3,571	3,750	3,937		
MGT		21340	Real Property Manager	Band 019	7,265	9,808				
ACE		81411	Recreation Coordinator	3,007	3,157	3,315	3,480	3,655		
MGT		20001	Revenue Manager	Band 018	6,919	9,341				
UCT		20040	Risk & Safety Coordinator	4,248	4,461	4,684	4,918	5,164		
MGT		20337	Risk & Safety Manager	Band 019	7,265	9,808				
ACE		20095	Sr Account Clerk	3,319	3,485	3,659	3,842	4,034		
UCT		20092	Sr Accounting Assistant	3,319	3,485	3,659	3,842	4,034		
SUP		50601	Sr Building Inspector	5,713	5,999	6,299	6,614	6,945		
SUP		50565	Sr Code Enforcement Officer	5,050	5,302	5,567	5,846	6,138		
MGT		50754	Sr Crime Analyst	Band 010	4,683	6,323				
M&O		81315	Sr Cross Connection Technician	6,064	6,367	6,686	7,020	7,371		
ACE		30350	Sr Customer Service Rep	3,402	3,572	3,750	3,938	4,135		
MGT		21220	Sr Deputy City Attorney	Band 022	8,410	11,354				



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MGT		20877	Sr Engineer	Band 018	6,919	9,341				
ACE		50821	Sr Environmental Com Inspector	5,050	5,302	5,567	5,846	6,138		
UCT		20887	Sr Environmental Prog Spec	5,574	5,853	6,145	6,453	6,775		
ACE		50930	Sr Graphics/GIS Technician	4,354	4,572	4,801	5,041	5,293		
MGT		21080	Sr Human Resources Analyst	Band 014	5,692	7,685				
UCT		21590	Sr Legal Assistant	5,438	5,710	5,995	6,295	6,610		
M&O		81100	Sr Maintenance Technician	4,622	4,853	5,096	5,350	5,618		
MGT		21309	Sr Network Systems Engineer	Band 015	5,977	8,069				
MGT		20840	Sr Planner	Band 014	5,692	7,685				
M&O		81500	Sr Plant Systems Technician	6,216	6,527	6,853	7,196	7,555		
ACE		40632	Sr Property & Evidence Tech	3,319	3,485	3,659	3,842	4,034		
UCT		20347	Sr Safety Analyst	5,305	5,571	5,849	6,142	6,449		
SUP		82280	Sr Wastewater Coll Supervisor	6,791	7,131	7,488	7,862	8,255		
M&O		82251	Sr Wastewater Coll Technician	5,772	6,061	6,364	6,682	7,016		
M&O		82915	Sr Wastewater Trtmt Plant Oper	6,861	7,204	7,564	7,943	8,340		
SUP		82260	Sr Water Distribution Sup	6,791	7,131	7,488	7,862	8,255		
M&O		82660	Sr Water Distribution Tech	5,772	6,061	6,364	6,682	7,016		
M&O		82725	Sr Water Trtmnt Plant Oper	6,861	7,204	7,564	7,943	8,340		
SUP		30150	Supervising Chemist	6,626	6,957	7,305	7,670	8,054		
SUP		80061	Supervisor I (Comm Svs)	3,924	4,120	4,326	4,542	4,769		
SUP		40700	Supervisor II (Comm Svs)	4,316	4,532	4,758	4,996	5,246		
SUP		40710	Supervisor III (Comm Svs)	4,758	4,996	5,246	5,508	5,784		
UCT		20823	Systems Analyst I	5,856	6,149	6,456	6,779	7,118		
UCT		20825	Systems Analyst II	6,464	6,787	7,127	7,483	7,857		
UCT		82255	Technical Production Coord	3,402	3,572	3,750	3,938	4,135		
UCT		20965	Telecommunications Specialist	3,849	4,041	4,243	4,455	4,678		
MGT		21005	Tourism & Marketing Administra	Band 009	4,459	6,021				
MGT		82233	Utilities Analyst	Band 011	4,916	6,638				



**PeopleSoft HRMS/Payroll
 Compensation Plan as of 8/20/2018
 (all salaries shown as monthly)**

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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
MGT		20683	Utilities Constr Proj Mgr	Band 016	6,276	8,473				
UCT		82230	Utilities Construction Coord	4,354	4,572	4,801	5,041	5,293		
MGT		20920	Utilities Maintenance Supt	Band 022	8,410	11,354				
M&O		82220	Wastewater Collections Tech I	4,085	4,289	4,504	4,729	4,965		
M&O		82250	Wastewater Collections Tech II	4,509	4,735	4,971	5,220	5,481		
MGT		20975	Wastewater Trmt Plant Supt	Band 022	8,410	11,354				
SUP		82920	Wastewater Trmt Plnt Op Superv	8,073	8,476	8,900	9,345	9,813		
M&O		82901	Wastewater Trtmt Plant OIT	4,622	4,853	5,096	5,350	5,618		
M&O		83000	Wastewater Trtmt Plt Oper I	5,102	5,357	5,625	5,906	6,201		
M&O		82900	Wastewater Trtmt Plt Oper II	5,631	5,913	6,208	6,519	6,845		
M&O		82910	Wastewater Trtmt Plt Oper III	6,216	6,527	6,853	7,196	7,555		
MGT		20930	Water Distribution Supt	Band 018	6,919	9,341				
M&O		82620	Water Distribution Tech I	4,085	4,289	4,504	4,729	4,965		
M&O		82640	Water Distribution Tech II	4,509	4,735	4,971	5,220	5,481		
M&O		82600	Water Meter Reader	3,523	3,699	3,884	4,078	4,282		
M&O		82650	Water Service Representative	4,399	4,619	4,850	5,093	5,347		
M&O		82805	Water Treatment Plant OIT	4,622	4,853	5,096	5,350	5,618		
SUP		82750	Water Treatment Plant Op Sup	8,073	8,476	8,900	9,345	9,813		
M&O		82800	Water Treatment Plant Oper I	5,102	5,357	5,625	5,906	6,201		
M&O		82700	Water Treatment Plant Oper II	5,631	5,913	6,208	6,519	6,845		
M&O		82720	Water Treatment Plant Oper III	6,216	6,527	6,853	7,196	7,555		
MGT		20990	Water Treatment Plant Supt	Band 022	8,410	11,354				
UCT		20960	Web Design Technician I	3,402	3,572	3,750	3,938	4,135		
UCT		20961	Web Design Technician II	3,755	3,943	4,140	4,347	4,564		