

3-16-82

HB 849

HB 757

HOUSE LABOR & COMMERCE
STANDING COMMITTEE
March 16, 1982
1:10 p.m.

Members Present: Rep. Martin, Chairman
Rep. Bylsma, Vice Chairman
Rep. Gardiner
Rep. Randolph

Members Absent: Rep. Rogers

COMMITTEE CALENDAR

HB 757 An Act relating to unemployment insurance;
and providing for an effective date.

HB 849 An Act relating to voting by members of
electric and telephone cooperatives.

WITNESS REGISTER

Representative Bettisworth
Alaska State Legislature
Pouch V
Juneau, Alaska 99811
465-4967

Position Statement: Sponsor of HB 849; explained purpose of
bill.

Dave Hutchins, Executive Director
Alaska Rural Electric Cooperative Association
no address or phone given
Position Statement: Endorsed HB 849.

Harry Sturrock, Assistant Director
Unemployment Insurance, Employment Security Division
Department of Labor
Box 3-7000
Juneau, Alaska 99811
465-2712

Position Statement: Explained need for HB 757; went over bill
section by section.

PREVIOUS ACTION

HB 757 No previous action.

Statutory Reference: AS 23.20

Action Taken: No action taken. Quorum was

not present at end of meeting.

HB 849

No previous action.

Statutory Reference: AS 10.25.120; AS
10.25.190

Action Taken: Rep. Randolph moved to report
HB 849 out of committee. There being no
objection, motion passed.

ACTION NARRATIVE

Tape #37
Recording
Number 000

The meeting was called to order by Chairman
Martin at 1:10 p.m. Members present were:
Reps. Martin, Bylsma, Randolph, and
Gardiner. Rep. Rogers was absent. Rep.
Martin brought HB 849 before the committee
for consideration

Number 009

Rep. Bettisworth, sponsor of HB 849,
explained the purpose of the bill: to allow
members of electrical and telephone
cooperatives to vote by mail. Rep. Bylsma
pointed out it had to be provided in the
bylaws, and asked if the districts would
pass bylaws. Rep. Bettisworth said they
would. There was discussion by the
committee.

Number 044

Dave Hutchins, executive director, Alaska
Rural Electric Cooperative Association, said
the statewide association unanimously
endorsed the bill. He said Homer presently
uses mail ballots, but attorneys have found
no statutory authority.

Number 061

Rep. Randolph inquired about ballots.
Hutchins said the bill would allow coops to
make decisions about what is on the ballots.
He said once an organization reaches 10,000
membership, it is difficult to get enough
people to come to the meetings.

Number 080

Rep. Randolph moved to report HB 894 out of
committee. There was discussion. There
being no objection, the motion passed.

Number 110

Rep. Martin introduced HB 757 for the
committee's consideration.

Number 112

Harry Sturrock, Assistant Director, Unemployment Insurance, Employment Security Division, explained that the bill is needed to stay in conformity with federal law; for housekeeping; and the incorporate department recommendations. He said they had received letters from the federal government commenting on the law, and recommending changes.

Number 138

Sturrock went over the changes needed to conform with federal law, and passed out charts and tables supporting this need. There was discussion of the fiscal notes.

Number 216

Rep. Martin asked Sturrock to go over the bill section by section, which Sturrock did.

Number 651

There was discussion of back pay awards.

Side E, Number 050

As there was no longer a quorum, the meeting was adjourned at 2:00 p.m.

LABOR & COMMERCE COMMITTEE
DAILY COMMITTEE HEARING

Date: 3/16/82

Place: _____

<u>Members</u>	<u>Present</u>	<u>Absent</u>	<u>Time Arrived</u>	<u>Time Left</u>
Rep. B. Bylsma, V. Chair	_____ ✓ _____	_____	1:04	
Rep. D. Randolph	_____ ✓ _____	_____	1:10	
Rep. B. Rogers	_____	_____ 1/ _____		
Rep. T. Gardiner	_____ ✓ _____	_____	1:13	
Rep. T. Martin, Chair	_____ ✓ _____	_____	12:55	

Subject Matter:

House Bill No. 849 757 _____

Senate Bill No. _____

Special Orders:

Absent:
Roger
~~Hardison~~

3/16/82

H LAC
HB 849
HB 757

Tape #37

1:10

000

Call to order

HB 849

009 Bettisworth, sponsor of HB 849, explained purpose of bill. - to allow members of elec. & phone coops to vote by mail.

Byzoma asked pointed out it had to be provided in bylaws & asked if districts wd pass bylaws. Bettisworth said they wd. Committee discussion.

044 Dave Hutchins, exec dir, Ak Rural Electric Coop Assn - statewide assoc unanimously endorsed bill. Said Homes presently uses mail ballot, but attys found no statutory authority.

061 Randolph had gotten abt ballots. Hutchins said bill wd allow coops to make decisions abt what is on ballots. Hutchins said once an orgn reaches 10,000 membership it is difficult to get enough people to come to mtgs.

Motion

080 Randolph moved to report out HB 849. Discussion (Byzoma had gotten); ^{Bettisworth} Hutchins explained. No objection; motion passed.

HB 757

Martin
Int'd bill

110

112

Harry Sturrock, Asst Dir, Unemp. Ins. ^{emp security} ~~ES~~ Dir - explained why bill is needed - to remain in conformity w/ fed'l law; housekeeping; & dept recommendations. Rec'd ltrs fm fed govt commenting on law, & suggesting changes.

- 138 Sturrock went over changes needed to conform w/ fed'l law.
Passed out chart showing unemployment allocations by state.
- 195 Martin referred to fiscal notes (3); Knight said there
shd be 2 fn's. Knight said the ϕ fn ~~to~~ showed
impact on food stamps.
- 216 Martin asked Sturrock to go over bill section by section.
218 Sturrock
Sec 1 - deals w/ confidentiality of info, & release of info
to food stamp admin; ~~also extends employees~~.
- 265 Sec 2 - re unauthorized disclosure of info
- 274 Sec 3 - referred to last yrs SBSD re emp refunds
of excess funds pd in, with interest. Want this
taken out, unless emp is late filing schedules;
and deleting redundant language.
- 305 Sec 4 - amending ratable payroll table.
- 319 Sec 5 - housekeeping; needed to include all persons
person can be disqualified from.
- 331 Sec 6 - housekeeping; disqualifying persons; & add
that "all interested parties" can appeal (rather
than just "employee").
- 343 Sec 7 - increase in benefits.
Sturrock passed out 2 charts showing affect. Notes
by Gardiner re inflation.

Randolph
left abt 1:40
Martin left abt 1:40 too.

Sturrock, cont'd

- 395 Sec 8 - amending duration formula for receipt of benefits.
Provides emp's w/39 wks of wk rec'd max duration,
& raises minimum duration to 18.
- 438 ~~Sec 8~~ Passed out duration chart. Gardiner had q's abt
abt employer costs. Discussion Gardiner, Sturrock,
Knight
- 478 Sec 9 - provn regarding deductible income; ~~redraft~~
Sturrock explained difference fm current law.
- 498 Sec 10 - completes list of disqualifying statutes
- 504 Sec 11 - clarifies able & available provision of law.
- 524 Sec 12 - recodifies 23.20.350(b)
- 546 Sec 13 - ~~to~~ federal conformity, regmt; provns for sec 6 & c.
- 599 Sec 14 - relates to labor disputes; corrects 7;ing error
in 1980 amendments.
- 637 Sec 5 - changed appeal periods to allow 15 days to appeal.
- 651 Sec 16 - adds new section re back pay awards.

Rep Dyfema had q's & asked for an example of
such a set'n.

Side B

000

Be ny said this provn may not be legal, & gave examples.

There was discussion of wording of this section.

Barry felt employer shd be responsible for paying
back award in order to avoid legal conflicts.

Knight interjected her interpretation

2:00

050

Met recessed for lack of quorum

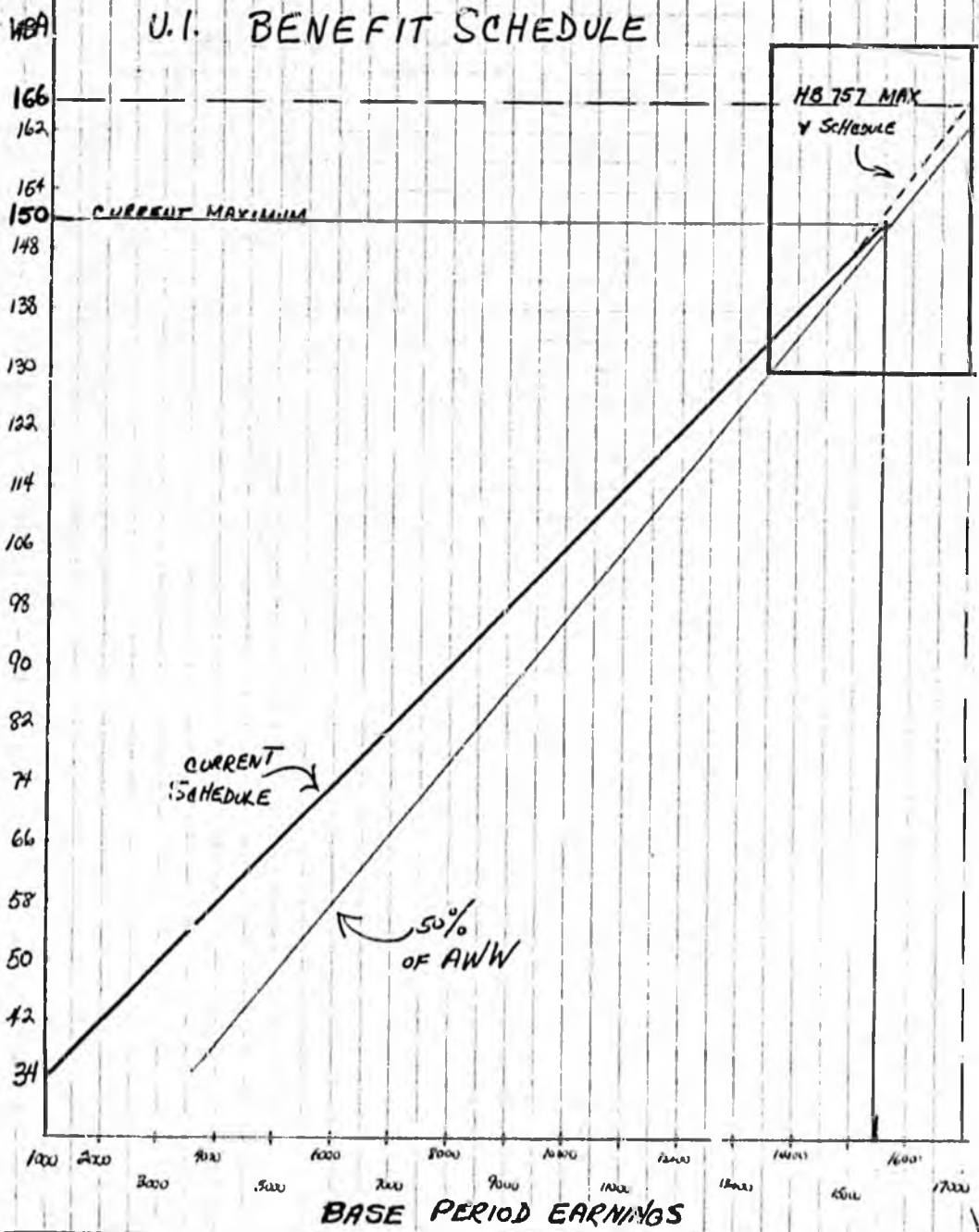
BENEFIT DURATION SCHEDULE

CURRENT

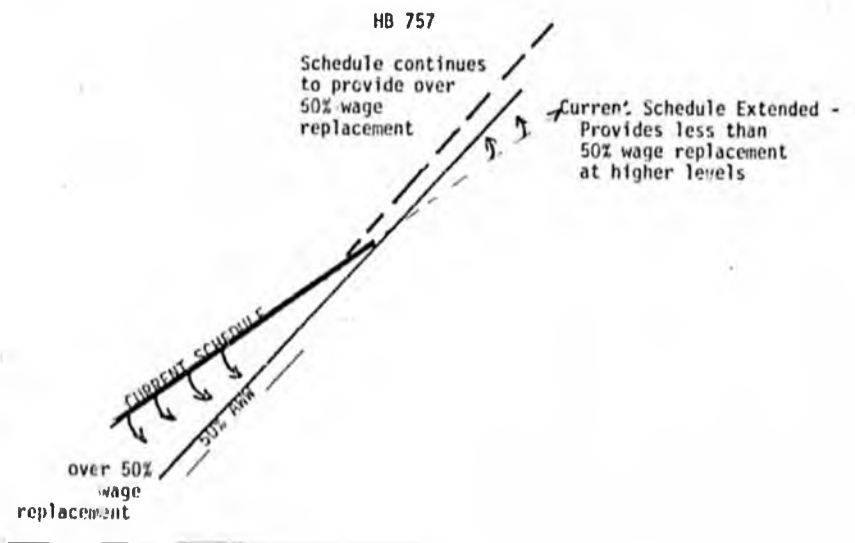
Earnings Ratio	Number of Weeks
less than 1.49	16
1.50 - 1.99	18
2.00 - 2.49	20
2.50 - 2.99	22
3.00 - 3.49	24
3.50 or more	26

PROPOSED

Earnings Ratio		Number of Weeks
At least	But less than	
	1.50	18
1.50	2.00	20
2.00	2.50	22
2.50	3.00	24
3.00		26



- Q. Why increase maximum WBA to \$166 when the maximum was just increased to \$150 in 1980?
- A. The 1980 Alaska legislature provided 2/3 of Alaskan claimants with at least 50% of their average weekly wage (AWW).
 Rapid inflation has eroded the maximum so that only 60% of eligible claimants now actually receive at least 50% wage replacement. A new maximum of \$166 would again provide 2/3 of eligible claimants with at least 50% wage replacement.
- Q. Why does the proposed schedule increase at a higher rate beginning at \$15,000 in base period earnings, instead of just continuing in the same increments as the current schedule?
- A. If the current schedule were extended to \$166 (at \$2.00 increments for every \$250 in base period earnings) then many claimants earning over \$15,500 would not receive 50% wage replacement. The current schedule provides higher wage replacements for low wage claimants and approaches 50% wage replacement at the maximum for claimants with base period wages of \$15,500. Changing the increments at \$15,000 ensures that all claimants eligible for less than the new maximum would receive at least 50% wage replacement, while still providing the same schedule for lower wage claimants.



BILL ANALYSIS

Section 1. Federal conformity requirement of P.L. 96-249. Must be effective in state laws by January 1, 1983. Amends AS 23.20.110 as follows:

1. Adds subsection (f) to require the sharing of unemployment insurance claims information with a state or federal agency which administers the Food Stamp program under the Food Stamp Act of 1977.
2. Adds subsection (g) to extend the requirements of AS 23.20.110 to any officer or employee of a state or federal agency which is provided information by the department.

Section 2. Federal conformity requirement (P.L. 96-249). Amends AS 23.20.115 to conform with AS 23.20.110(g) by adding state or federal employees to the list of those subject to prosecution for unauthorized disclosure of information.

Section 3. Housekeeping. Amends AS 23.20.165(e) as follows:

1. Excludes, from refunds of excess employee contributions, any interest paid by the employer on those contributions. Since only the employer pays interest on past due contributions (including the contributions he has deducted from his employee's wages) it is not equitable to make interest refundable to the employee.
2. Makes clear that employee deductions in excess of those required by AS 23.20.005 through 23.20.535 will be refunded. AS 23.20.165(e) currently specifies that only deductions in excess of the wages subject to contributions will be refunded.

Section 4. Housekeeping. Corrects the table under AS 23.20.290(c) by deleting the figure "100" on the last line of the table. To constitute a full one-twentieth of the total ratable payroll, rate class 20 under column A must include the remaining 5% of ratable payroll over 95%.

Section 5. Housekeeping. Amends AS 23.20.340(d) to completing the list of statutes under which a claimant may be disqualified.

Section 6. Housekeeping. Amends AS 23.20.340(f) to complete the list of statutes under which a claimant may be disqualified, and in addition specifies that all interested parties are entitled to appeal nonmonetary determinations.

Section 7. Departmental recommendation. Amends AS 23.20.350(d) to increase the weekly benefit schedule to a maximum of \$166. The increase in maximum weekly benefit amount is proposed to provide approximately 2/3 of claimants with replacement of 50 percent of their average weekly wage. Data since October 1, 1980, when the current schedule became effective, indicate that approximately 40 percent of claimants are receiving the maximum benefit amount and that most of those claimants are not receiving 50 percent wage replacement. Federal guidelines call for 80 percent of claimants receiving 50 percent wage replacement; however, Alaska's eligibility provisions make application of the federal guidelines prohibitively costly. The proposed weekly benefit schedule would increase benefit outlay by approximately four percent.

Section 8. Departmental recommendation. Amends AS 23.20.350(e) to increase potential duration by two weeks for 90 percent of claimant's eligible for regular benefits. The federal government has tightened eligibility for extended benefits so that fewer claimants will be eligible for EB, and the claimants most likely affected are claimants eligible for less than 26 weeks under the current formula. Giving these claimants an additional two weeks of regular benefits will increase the average duration for regular benefits by about one week. This is expected to increase regular benefits outlay by 6.4 percent.

The net effect of the benefit amount and duration increases and the restrictive language of the EB provisions should be that the total benefit payment will remain within two percent of current outlays. Employer costs should increase by four to six percent. The above legislation would phase some EB weeks (which are 50-50 state-federal) back to regular weeks (which are 100 percent state-funded).

Section 9. Housekeeping. Redrafts AS 23.20.350 to make the provision clearer. The current provision reads that the allowance for dependents is excluded from the amount paid to the claimant, and that is clearly not intended, in view of the requirements of AS 23.20.350. The revised provision correctly excludes dependents allowance only from the amount of benefits subject to reduction.

Section 10. Housekeeping. Amends AS 23.20.375(a) to complete that list of statutes under which a claimant may be disqualified.

Section 11. Housekeeping. Clarifies AS 23.20.378(a) by combining paragraphs (1) through (4) under a single new paragraph and designating paragraph (5) as paragraph (2). The context of the current provision implies that paragraph (5) was intended to be a necessary condition of paragraphs (1) through (3), but that is not how the provision reads.

Section 12. Housekeeping. Recodifies the current AS 23.20.350(b) as subsection (g) under AS 23.20.381. This requalifying requirement is mandated by Sec. 3304(a)(7) of the Internal Revenue Code, but it is not a monetary requirement and should not appear under AS 23.20.350. A benefit year is established for any claimant who meets the qualifying requirements of AS 23.20.350(a) (at least \$1000 in earnings in the base period, with at least \$100 outside the quarter of highest earnings), and an eligible monetary determination is issued, whether or not the claimant has actually worked since last establishing a benefit year. A claimant who has not had work and earnings since last establishing a benefit year is simply not payable on his current benefit year until the requalifying requirement is met.

Section 13. Federal conformity requirement. Required in all state laws by Section 236(a)(2) of the Trade Act, as amended by P.L. 97-35, and must be effective by October 31, 1982. Amends AS 23.20.382 by adding subsections (b) and (c) to prohibit disqualification of an individual attending training approved under the Trade Act of 1974. A housekeeping change was made to the current Sec. 382 and it was designated as subsection (a).

Section 14. Housekeeping. Clarifies AS 23.20.383(b) by restoring it to its original meaning prior to the 1980 amendments. Before the 1980 amendments an individual who was unemployed because of a labor dispute could escape disqualification if he was not involved in the dispute and was not a member of the grade or class of workers who were involved. However, if the labor dispute was caused by an employee's failure to comply with a working agreement or applicable law, the employee escaped disqualification regardless of his involvement. The 1980 amendments recodified the old AS 23.20.380(9) as AS 23.20.383 with minor changes. However, at that time the three "exception" provisions were made conjunctive, so that (as the provision currently reads) a claimant is disqualified unless (1) he is not involved in the dispute and (2) the dispute was caused by the employer's failure to comply with the law or a working agreement. These two circumstances would occur together so seldom that the "exception" provisions are virtually meaningless at present.

Section 15. Housekeeping. Amends AS 23.20.390(e) to provide a 15-day period for appeal from notices of liability. This same 15-day period applies to all other determinations under the Act and we see no reason to restrict liability appeals to 10 days.

Section 16. Departmental recommendation. Adds Sec. 392 to provide authority to collect from an employer the amount he deducts from a backpay award to an employee. This provision would apply only when the deduction is made because the employee has already received unemployment insurance benefits during the period covered by the award and has been found ineligible for those benefits because of the back pay

award. It does not seem correct to subsidize the award made by the employer with benefits paid from the trust fund, when the employee is going to be held liable for repaying the benefits.

Section 17. Federal conformity requirement of P.L. 97-35 and must be included in state laws not later than October 31, 1982. Adds Sec. 401 to provide for interception of benefits due a claimant who owes child support obligations.

Section 18. Federal conformity requirement of P.L. 97-35 which must apply to weeks of unemployment which begin after September 25, 1982 and must be included in state laws by October 31, 1982. The federal amendment requires at least 20 weeks of full-time insured employment, or the equivalent in insured wages, in order to qualify for extended benefits. The "equivalent in insured wages" specified by the federal law is earnings of 40 times weekly benefit amount or 1-1/2 times highest quarter earnings in the base period. The 40 x WBA option is recommended as the most liberal qualifying requirement.

Section 19. Federal conformity requirement (P.L. 97-35). Must be included in state laws by October 31, 1982. Adds subsection (c) to AS 23.20.407 to reduce weeks of extended benefits by any weeks of trade readjustment allowance received during the applicable benefit year.

Section 20. Federal conformity requirement (P.L. 97-35). Must be included in state laws by October 31, 1982. Amends AS 23.20.408(a) to remove the reference to national "on" and "off" indicators for the purpose of establishing an extended benefit period. The national trigger was repealed by P.L. 97-35, and extended benefits will be payable only when an extended benefit period is triggered on by a state indicator.

Sections 21-22. Federal conformity requirements (P.L. 97-35). Must apply to weeks beginning after September 25, 1982. Amend AS 23.20.408(f) and (g) by adding one percentage point to the insured unemployment rate necessary to trigger an extended benefit period on or off.

Section 23. Federal conformity requirement (P.L. 97-35). Must apply to weeks beginning after September 25, 1982. Amends AS 23.20.408(h) to exclude extended benefits payments from the calculation of the insured unemployment rate.

Section 24. Federal conformity requirement (P.L. 97-35). Must be included in state laws by October 31, 1982. Amends AS 23.20.409(1) to exclude the national EB trigger from the definition of "extended benefit period".

Section 25. Departmental recommendation. Defines "applicable benefit year" in accordance with the definition contained in 20 CFR 615.2(c)(2). The term is used in various places in the extended benefit provisions.

Section 26. Housekeeping. Amends AS 23.20.505(a) as follows:

1. Make AS 23.20.505(a) consistent with AS 23.20.530 by substituting the term "wages" for "remuneration". "Wages" is already defined in Sec. 530 as remuneration for services. The use of the term "remuneration" in Sec. 505(a) is therefore redundant.
2. Corrects the "excess earnings" computation in AS 23.20.505(a) to specify that an individual's wages for a week must be less than 1 1/2 times the weekly benefit amount plus \$50, in order to qualify for benefits for that week. The current provision is inconsistent with AS 23.20.360.

Section 27. Housekeeping. Amends the definition of "training or retraining course" in AS 23.20.520(26) as follows:

1. Changes the term defined in the provision to read "vocational training or retraining course", for consistency with AS 23.20.382.

2. Deletes the term "entry level" from the definition. We do not recommend restricting approvable training to entry level training only. For example, some union-sponsored training is not "entry level" but is nevertheless required for continued employment in the occupation.

Section 28. Housekeeping. Amends the definition of "institution of higher education" in AS 23.20.520(24) to include institutions in other states. The definition of "training or retraining course" in AS 23.20.520(26) excludes instruction intended for a degree from an institution of higher education. It is therefore not recommended that the definition of "institution of higher education" be limited to Alaska schools.

Section 29. Housekeeping. Amends AS 23.20.526(a) to exclude service as a juror from the definition of "employment." It is assumed that this was the intent of the Legislature when it excluded compensation received for jury duty from the definition of "wages" under AS 23.20.530(b)(12). However, if "wages" means all remuneration from whatever source, excluding jury pay from "wages" means it is not deductible from benefits. We recommend excluding jury duty from the definition of "employment", but do not recommend excluding jury pay from "wages". The exclusion of jury pay from "wages" is repealed in Section 32 of the bill.

Section 30. Housekeeping. Clarifies the definition of "wages" in AS 23.20.350(a) and corrects minor errors in the provision, as follows:

1. Makes clear that "wages" means remuneration from any source. It is recommended that the definition of "wages" refer to remuneration received from any employment, whether or not insured. The definition would then clearly apply both to determinations of insured status (initial determinations) under AS 23.20.350(a), and to the deduction of earnings from the weekly benefit amount, under AS 23.20.360 for a week in which a claimant is employed. Applying the definition of "wages" in this way would simplify the administration of these provisions and agrees with the way the definition of wages was intended in the federal draft provision which was used as a basis for AS 23.20.530(a).
2. Includes back pay as wages, regardless of whether the back pay was "awarded under a statute of this State or the United States." We do not recommend language which requires back pay awards to be compelled by force of law in order to be considered wages. This would exclude many back pay awards which are clearly intended as wages, for example where an employer freely negotiates a back pay award to an employee as the result of a wage dispute.
3. Requires allocation of back pay and irregular wage payments to the week in which the pay was earned, regardless of the purpose for the allocation. It is recommended that these payments be allocated both for initial determinations under AS 23.20.350(a) and for deductions from benefits under AS 23.20.360.

Section 31. Housekeeping. Adds paragraph (13) to AS 23.20.530(b) to exclude, from the definition of "wages", any compensation received for inactive National Guard duty. This provision was simply transferred from AS 23.20.505(c).

Section 32. Repeals the following provisions:

1. AS 23.20.350(b). Housekeeping. This provision was recodified as AS 23.20.381-(g) under section 12 of the bill.
2. AS 23.20.408(d) through (e). Repeal of these provisions is a requirement for conformity with P.L. 97-35. The definition of national "on" and "off" indicators is unnecessary because the national indicators were repealed by P.L. 97-35.
3. AS 23.20.505(b). Housekeeping. This definition of "remuneration" is not necessary, since Section 26 of the bill substitutes the term "wages" for the term "remuneration" in AS 23.20.505(a), and "wages" is already defined in AS 23.20.-530(a).

4. AS 23.20.505(c). Housekeeping. This provision currently excludes National Guard pay from "remuneration", and it is no longer necessary since National Guard pay has been recodified as an exclusion from "wages" under AS 23.20.530-(b)(13) in Section 31 of the bill.
5. AS 23.20.530(b)(11). Housekeeping. Repeal of this provision would allow remuneration received from fishing to be treated as wages. Section 3121(b)(20) of the Internal Revenue Code excludes service by individuals engaged in certain fishing operations from the definition of "employment", and AS 23.20.526(20) already excludes this service from coverage, in conformity with the federal law. However, excluding fishing earnings from the term "wages" goes further than required by the federal provision and prohibits deduction of this remuneration from benefits during a week in which a claimant is fishing.
6. AS 23.20.530(b)(12). Housekeeping. Repeal of this provision would include jury pay as wages and permit deduction of jury pay from benefits otherwise due for a week. Jury duty would be excluded from insured coverage by excluding it from the definition of "employment" under AS 23.20.526(a)(21), as proposed in Section 29 of the bill.

WEEKLY BENEFIT AMOUNT SCHEDULE

<u>CURRENT SCHEDULE</u>			<u>PROPOSED SCHEDULE</u>	
Base Period Wages		Weekly Benefit Amount	Base Period Wages	
			At least	But less than
0 -	999.99	\$ 0	0	1,000
1,000 -	1,249.99	34	1,000	1,250
1,250 -	1,499.99	36	1,250	1,500
1,500 -	1,749.99	38	1,500	1,750
1,750 -	1,999.99	40	1,750	2,000
2,000 -	2,249.99	42	2,000	2,250
2,250 -	2,499.99	44	2,250	2,500
2,500 -	2,749.99	46	2,500	2,750
2,750 -	2,999.99	48	2,750	3,000
3,000 -	3,249.99	50	3,000	3,250
3,250 -	3,499.99	52	3,250	3,500
3,500 -	3,749.99	54	3,500	3,750
3,750 -	3,999.99	56	3,750	4,000
4,000 -	4,249.99	58	4,000	4,250
4,250 -	4,499.99	60	4,250	4,500
4,500 -	4,749.99	62	4,500	4,750
4,750 -	4,999.99	64	4,750	5,000
5,000 -	5,249.99	66	5,000	5,250
5,250 -	5,499.99	68	5,250	5,500
5,500 -	5,749.99	70	5,500	5,750
5,750 -	5,999.99	72	5,750	6,000
6,000 -	6,249.99	74	6,000	6,250
6,250 -	6,499.99	76	6,250	6,500
6,500 -	6,749.99	78	6,500	6,750
6,750 -	6,999.99	80	6,750	7,000
7,000 -	7,249.99	82	7,000	7,250
7,250 -	7,499.99	84	7,250	7,500
7,500 -	7,749.99	86	7,500	7,750
7,750 -	7,999.99	88	7,750	8,000
8,000 -	8,249.99	90	8,000	8,250
8,250 -	8,499.99	92	8,250	8,500
8,500 -	8,749.99	94	8,500	8,750
8,750 -	8,999.99	96	8,750	9,000
9,000 -	9,249.99	98	9,000	9,250
9,250 -	9,499.99	100	9,250	9,500
9,500 -	9,749.99	102	9,500	9,750
9,750 -	9,999.99	104	9,750	10,000
10,000 -	10,249.99	106	10,000	10,250
10,250 -	10,499.99	108	10,250	10,500
10,500 -	10,749.99	110	10,500	10,750
10,750 -	10,999.99	112	10,750	11,000
11,000 -	11,249.99	114	11,000	11,250
11,250 -	11,499.99	116	11,250	11,500
11,500 -	11,749.99	118	11,500	11,750
11,750 -	11,999.99	120	11,750	12,000
12,000 -	12,249.99	122	12,000	12,250
12,250 -	12,499.99	124	12,250	12,500
12,500 -	12,749.99	126	12,500	12,750
12,750 -	12,999.99	128	12,750	13,000
13,000 -	13,249.99	130	13,000	13,250
13,250 -	13,499.99	132	13,250	13,500
13,500 -	13,749.99	134	13,500	13,750
13,750 -	13,999.99	136	13,750	14,000
14,000 -	14,249.99	138	14,000	14,250
14,250 -	14,499.99	140	14,250	14,500
14,500 -	14,749.99	142	14,500	14,750
14,750 -	14,999.99	144	14,750	15,000
15,000 -	15,249.99	146	15,000	15,200
15,250 -	15,499.99	148	15,200	15,400
15,500 or more		150	15,400	15,600
		152	15,600	15,800
		154	15,800	16,000
		156	16,000	16,200
		158	16,200	16,400
		160	16,400	16,600