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#### **Contract Database Metadata Elements**

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Employer Name: **Somers, Town of**

Union: **Town of Somers Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Westchester 860**

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Somers, Town Of And Csea Local  
860 (Town Employees Unit)

NYS PUBLIC EMPLOYMENT RELATIONS BOARD  
RECEIVED

OCT 23 2000

# AGREEMENT CONCILIATION

1442 To  
30950 WC

RECEIVED

OCT 17 2000

SUPERVISOR'S OFFICE  
TOWN OF SOMERS

by and between the  
**TOWN OF SOMERS**

and

**CSEA, Local 1000 AFSCME,  
AFL-CIO**



Town of Somers Unit  
Westchester Local 860

January 1, 2000 — December 31, 2002



24 employees

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TOWN OF SOMERS

PREAMBLE

It shall be the public policy of the Town of Somers and the purpose of this Agreement to promote harmonious and cooperative relationships between the Town of Somers and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government. This Agreement is made between the Town of Somers, herein referred to as the "Employer", and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, for Town of Somers Unit, Westchester Local 860, hereinafter referred to as "CSEA".

ARTICLE I  
RECOGNITION

SECTION 1 - The Employer recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, for Town of Somers Unit, Westchester County Local 860 as the exclusive bargaining agent for all full-time and permanent part-time employees, hereinafter, employees of the Town of Somers, excluding Deputy Town Clerk, Deputy Tax Receiver, Town Engineer, Town Planner, employees of the Highway Department and Police Force, and including but not limited to existing job titles as listed in Article VII, Section 1 herein, and employees of the Building Department, Parks & Recreation Department, Supervisor's Office, Town Court, Assessor's Office, Engineering Department, and Bookkeeping Department, for the purpose of negotiating collectively in the determination of, and the administration of, grievances arising under the terms and conditions of employment of public employees, and to negotiate and enter into written agreements with such employee organizations in determining such terms and conditions of employment, for the maximum period of time allowed under Section 208 of Article 14 of the Civil Service Law.

SECTION 2 - Any Civil Service title created by the Employer shall become part of the CSEA Bargaining Unit upon its creation.

ARTICLE II  
COLLECTIVE BARGAINING UNIT

SECTION 1 - The Collective Bargaining Unit shall consist of all employees as defined in Article I above.

ARTICLE III  
UNION SECURITY AND CHECK OFF

SECTION 1 - The Employer shall deduct from the wages of employees and remit to the Civil Service Employees

Association, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized payroll deductions such as Jardine Group Services for those employees who have signed the appropriate payroll deduction authorization(s) permitting such deduction. The Employer agrees to deduct and remit such monies exclusively for the CSEA as the recognized, exclusive negotiating agent for the employees in this unit. The CSEA shall assume full responsibility for disposition of such funds, once received.

ARTICLE IV  
RIGHTS OF CSEA

SECTION 1 - The CSEA shall have the right to represent all employees in the Unit in any and all proceedings under the Civil Service Law.

SECTION 2 - The Employer grants the right to post notices and communications, which shall be limited to CSEA business and not contain derogatory information, on a bulletin board in the employee's lunch room.

SECTION 3 - Upon 24 hours notice, or with permission of the Town Supervisor, the Employer grants the right of the President of the CSEA or his designated agent, or the designated field representative, to visit the facilities of the Employer for the purpose of adjusting grievances and administering the terms of the Agreement, upon reasonable notice to Department Heads or appropriate officials.

SECTION 4 - Upon 24 hours notice, or with permission of the Town Supervisor, the Employer grants the right to the employees designated or elected for the purpose of adjusting grievances and maintaining administration rights of the Agreement, to have reasonable amounts of free time from their regular duties to fulfill these obligations.

SECTION 5 - The CSEA, through its officers, members, representatives, agents or committees, shall not engage in any subterfuge of any kind for the purpose of defeating or evading the terms of this Agreement.

ARTICLE V  
RIGHTS OF THE EMPLOYER

SECTION 1 - The Employer shall have all rights provided by Article 14 of the Civil Service Law of the State of New York including but not limited to, the powers and functions to direct the employees, to hire, dismiss, suspend and to take disciplinary action, and to otherwise take whatever actions are necessary to carry out the mission of the Employer pursuant to existing practices unless altered by this Agreement.

SECTION 2 - Under the terms of this Agreement, and pursuant to the Public Employees Fair Employment Act, the Employer shall negotiate collectively and in good faith with the CSEA in the determination of salaries and the terms and conditions of employment and to enter into a written Agreement with the CSEA.

SECTION 3 - The Employer, through its officers, members, representatives, agents, or committees, shall not engage in subterfuge of any kind for the purpose of defeating or evading the terms of this Agreement.

SECTION 4 - The Employer reserves all rights not otherwise specified in this Agreement.

ARTICLE VI  
RIGHTS OF THE EMPLOYEE

SECTION 1 - Any employee covered by the provisions of this Agreement shall be free to join, or refrain from joining the CSEA without fear of coercion, reprisal or penalty from the CSEA or the Employer.

SECTION 2 - Employees may join and take an active role in the activities of the CSEA without fear of any kind of reprisals from the Employer or its agents.

SECTION 3

A. An employee may bring matters of personal concern to the attention of the appropriate Employer's representatives and officials in accordance with applicable laws and rules, and may choose his own representative or appear alone.

B. In a grievance or appeal proceeding, the CSEA must be permitted entrance to such proceedings and must be informed within one (1) working day of any decision.

SECTION 4 - A Labor/Management Committee shall be formed consisting of one (1) member of the CSEA and the Town Supervisor to discuss and resolve departmental problems as they occur.

SECTION 5 - There shall be no discrimination, interference, restraint, or coercion by the Employer or any of its officers or agents against any employee or any lawful activity on behalf of the CSEA or because of membership in the CSEA, and the CSEA, its officers or agents, shall not coerce employees into membership in the CSEA in an unlawful manner.

ARTICLE VII  
WAGES

SECTION 1 - Effective January 1, 2000 through December 31, 2002, the salary schedule in effect shall be as indicated by Schedule B, attached hereto, and placement of positions shall be as follows:

Group I	Junior Clerk Junior Typist
Group II	Intermediate Clerk Intermediate Typist Assistant Assessment Clerk Food Service Helper
Group III	Assessment Clerk Intermediate Account Clerk Typist Maintenance Laborer
Group IV	Secretary to Planning Board Assistant Court Clerk Recreation Assistant Maintenance Man - Repair Senior Account Clerk Senior Account Clerk/Typist Secretary to the Building Inspector Nutrition Site Manager
Group V	Court Clerk Tax Map Draftsman
Group VI	Assistant Building Inspector and Assist. Bldg. & Plumbing Inspector Engineer Technician (Civil) Engineering Inspector Accountant
Group VII	Park Foreman
Group VIII	Building & Plumbing Inspector

SECTION 2

A. Effective January 1, 2000, all employees will receive a 3.25% across the board salary increase, retroactive to January 1, 2000 regardless of the date this contract is signed.

B. Effective January 1, 2001, all employees will receive an across the board salary increase of 3.5%.

Effective January 1, 2001, Step 1 of the Salary Schedule will be eliminated.

C. Effective January 1, 2002, all employees will receive an across the board salary increase of 4%.

SECTION 3 - Permanent, part-time employees shall be paid at a pro-rated rate of their step within each classification, and shall be entitled to all leave benefits on a pro-rata basis.

SECTION 4 - Any employee in the bargaining unit directed by his department head to use his personal vehicle for Town business shall be compensated at the rate then applicable under the IRS Rules for mileage reimbursement and shall be covered by the Town's Liability Insurance Policy.

SECTION 5 - All employees eligible for increments shall be subject to a performance and rating review procedure to be conducted by the employer. (Appendix A)

SECTION 6 - Longevity. Employees shall receive longevity compensation annually in accordance with the following provisions.

Effective January 1, 2000:

After 10 years of service employee receives \$825  
After 15 years of service employee receives \$1025  
After 20 years of service employee receives \$1275  
After 25 years of service employee receives \$1775

Effective January 1, 2001:

After 10 years of service employee receives \$900  
After 15 years of service employee receives \$1100  
After 20 years of service employee receives \$1350  
After 25 years of service employee receives \$1850

Effective January 1, 2002:

After 10 years of service employee receives \$975  
After 15 years of service employee receives \$1175  
After 20 years of service employee receives \$1425  
After 25 years of service employee receives \$1925



ARTICLE VIII  
WORK DAY - WORK WEEK

SECTION 1

A. The normal work day and work week for office employees shall be Monday through Friday 9:00 a.m. to 4:30 p.m. with a one-half (1/2) hour lunch period, except as provided in Section 1B.

B. The normal work day and work week for all employees as presently practiced.

SECTION 2 - Time sheets, satisfactory to the employer, must be submitted on a bi-weekly basis. Such time sheets will serve as the basis for computing wages.

SECTION 3 - The Employer reserves the right to install and use an automatic time computing system (time clocks).

ARTICLE IX  
OVERTIME AND OUT-OF-TITLE GUARANTEE

SECTION 1 - All employees shall receive overtime compensation at the rate of time and one half (1-1/2) of their regular hourly wage for any hours worked over forty (40) hours, and double time (2) of their hourly wage for any hours worked over forty eight (48) hours.

SECTION 2 - Compensatory time off above 40 hours will be paid at premium time, i.e., time and one half (1-1/2) or double time (2), shall be by mutual agreement of the employee and Department Head.

SECTION 3 - Employees temporarily assigned to perform the duties of a job classification paid at a lower rate of pay shall be guaranteed their regular rate of pay of their job classification for all such time worked.

Employees assigned to perform the duties of a job classification paid at a higher rate of pay shall be paid at the higher rate of pay at the step reflecting the employee's year of service. Out-of-title pay will begin on the second day and continue until the out-of-title work ceases or the employee is reclassified into that position.

ARTICLE X  
HOLIDAYS

SECTION 1 - All employees shall be granted the following holidays with pay:

- |                             |                                  |
|-----------------------------|----------------------------------|
| 1. New Year's Day           | 8. Veteran's Day                 |
| 2. M.L. King Jr.'s Birthday | 9. Election Day                  |
| 3. Washington's Birthday    | 10. Thanksgiving Day             |
| 4. Memorial Day             | 11. Friday after<br>Thanksgiving |
| 5. Independence Day         | 12. Christmas Day                |
| 6. Labor Day                | 13. Day after Christmas          |
| 7. Columbus Day             |                                  |

SECTION 2 - Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on Sunday shall be celebrated on the following Monday.

SECTION 3 - Any employee who is required to work on a holiday will receive the appropriate rate of pay, plus holiday pay.

ARTICLE XI  
VACATIONS

SECTION 1 - The following vacation policy shall be observed:

A. During the first five (5) years of employment, employees will receive two (2) weeks, ten (10) working days, vacation per year. Employees begin to accrue usable vacation time from their date of hire, monthly on a prorated basis.

B. After five (5) years of continuous service - three (3) weeks, fifteen (15) working days.

C. After ten (10) years of continuous service - four (4) weeks, twenty (20) working days.

D. After fifteen (15) years of continuous service - five (5) weeks, twenty-five working days.

SECTION 2 - Vacation accruals may be carried over from year to year with a maximum accumulation of ten (10) days vacation credit.

SECTION 3 - When an employee cannot be spared for vacation leave, in the determination of the Department head, where appropriate, with the approval of the Supervisor, then such vacation leave shall be paid at the employee's base salary.

ARTICLE XII  
SICK LEAVE

SECTION 1 - A reasonable amount of sick leave, with pay, shall be granted by the Employer to each employee.

ARTICLE XIII  
LEAVE OF ABSENCE

SECTION 1 - Jury Duty - An employee who is called for jury duty will receive his/her regular salary and will have no time deducted from his/her accruals. However, if an employee receives jury duty pay, he/she will turn that amount over to the Town. Employees not performing Juror Duties during their normal work hours must return to work for the remainder of the workday.

SECTION 2 - Personal/Bereavement Leave - Leaves of absence which shall be defined as personal leave and bereavement leave, shall be granted by the Employer to any employee in the bargaining unit, upon request to the Town Supervisor and for good cause shown. Length of such leave shall be at the discretion of the Town Supervisor and shall be reasonable in duration.

SECTION 3 - Unpaid Maternity Leave - The Town will comply with the Family Medical Leave Act.

SECTION 4 - Workers' Compensation Coverage:

A. Any employee who is necessarily absent from duty because of occupational injury or disease, as defined by the Workers' Compensation Law, shall continue to receive leave, with full pay, as presently practiced.

B. When the Workers' Compensation Board has made an award to the employee for the period of time of his leave with pay, such award shall be subrogated to the Town.

ARTICLE XIV  
RETIREMENT

SECTION 1 - The Employer shall continue to provide Section 75i of the New York State Employees Retirement Plan (Improved 20 Year Career Plan) for all present employees in the CSEA Bargaining Unit, and if permitted by law, for all future employees in the CSEA Bargaining Unit.

SECTION 2 - The Employer shall continue to provide Section 60B of the New York State Employees Retirement Plan (Improved Death Benefit) for all present employees in the CSEA Bargaining Unit, and if permitted by Law, for all future employees in the CSEA Bargaining Unit.

ARTICLE XV  
INSURANCE

SECTION 1 - HEALTH INSURANCE - The Employer shall continue to provide a health insurance plan (currently in MEBCO-POMCO) for all CSEA bargaining unit employees and their dependents at no cost to the employee. The same shall apply for all retired employees and their dependents.

SECTION 1A - The Employer may change health insurance carriers for those employees identified in Article I provided the Employer meets the following requirements:

1. All coverage must provide benefits equal to, if not greater than, the coverage provided under the Empire Core Plus Enhancements Health Insurance Plan. If coverage is not equal to or greater than, then the Employer may supplement or self insure to maintain current level of benefit.

2. Any contemplated changes in carrier and/or coverage must be presented to the CSEA at least 90 days prior to implementation.

3. The CSEA reserves the right to move immediately to binding arbitration under Article XVIII, Section 3, should any benefit provided by the carrier other than the Empire Core Plus Enhancements Health Insurance Plan diminish below the schedules provided by such carrier during the term of this Agreement.

4. Such coverage shall be at no cost to employees identified in Article 1.

5. The Employer will maintain continuity of coverage.

SECTION 2 - DENTAL INSURANCE - The Employer shall provide the Prudential Insurance Company of America, DMO and Traditional Plan, or equal.

<u>Deductible and Benefits</u>	<u>The DMO</u>	<u>Traditional Plan</u>
Lifetime orthodontic deductible	None	\$50
Annual deductible	None	\$50 Basic and Major
Lifetime orthodontic maximum	None	\$1500
Annual Benefit Maximum	None	\$1000

Effective January 1, 1989, Dental Insurance Benefits include family coverage.

Effective January 1, 1994, the above referenced Dental coverage in addition to all other benefits currently provided is enhanced and includes orthodontic benefits for dependents under the age of 19 and up to three cleanings for each covered individual per year. Dental insurance shall be provided at no cost to the employee.

SECTION 3 - TERM LIFE INSURANCE - The employer shall provide term life insurance for all full time CSEA employees in the amount of \$40,000 at no cost to the employee. The employer shall also make available a plan whereby CSEA employees may purchase additional term life with the premium for this additional insurance to be paid by the employee.

SECTION 4 - OPTICAL INSURANCE - Effective January 1, 1990, the Employer will provide a Vision Plan equivalent to the CSEA Family Vision Gold 12 Plan, (as currently provided by the First Rehabilitation Insurance Company of America), at no cost to the employee.

SECTION 5 - HEALTH RELATED COST - OFFSET - Effective January 1, 2000 the Town shall make available to each employee the sum of \$200 annually to offset the cost of Health related expenses (i.e. medical, dental and optical). This \$200 will be made available every January 1st, and is non-cumulative and may not be carried over.

#### ARTICLE XVI

#### SENIORITY, PROMOTIONS, TRANSFERS, HIRING POLICY

SECTION 1 - Seniority shall commence from the date of first hiring and shall prevail in establishing vacation priorities.

SECTION 2 - The CSEA Unit President shall be notified, in writing, of any and all job openings and/or creation of new job titles as soon as they are known. From the time the CSEA Unit President receives such notification, five (5) working days shall be allowed for posting, circulating and receiving acknowledgments.

SECTION 3 - The CSEA Unit President shall be notified of all new hires as they become known and further advised of the proposed initial placement on the salary scale. Any disputes shall be discussed at a Labor/Management meeting.

SECTION 4 - All current Town personnel rules are hereby incorporated into the CSEA contract. However, any proposed new rule that affects CSEA bargaining unit employees must first be negotiated with the CSEA. Only permanent part-time employees and full-time employees will be eligible for benefits in accordance with the Town rules.

ARTICLE XVII  
COMPATIBILITY WITH LAW

SECTION 1- PRIORITY OF LAW. Nothing contained herein shall be construed to deny or restrict with respect to any employees, any right he may have under the Civil Service Law or any other applicable law and regulations. The rights provided to employees hereunder shall be deemed in addition to those provided elsewhere.

SECTION 2 SAVINGS CLAUSE - In the event that any provisions of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree, any appeal may be taken within the time allowed for doing so, such provisions shall be void and inoperative. All other provisions of this Agreement shall continue in effect.

SECTION 3 - MANDATORY PROVISIONS - It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE XVIII  
GRIEVANCE PROCEDURE

SECTION 1 - DEFINITIONS

Any claimed violation, misapplication, or misinterpretation of any term and/or condition of employment or previously extended benefit specifically covered or not by the collective bargaining agreement, or likewise any claimed violation, misapplication, or misinterpretation of any existing work rule, regulation, administrative order, employer policy or procedure.

SECTION 2 - GRIEVANT - Any employee within the bargaining unit on behalf of himself and others similarly situated (class action), or the Union, who has filed a grievance. The Grievant shall have the right to representation at all stages of the Grievance Procedure.

SECTION 3 - GRIEVANCE PROCEDURE

Step 1 - Within thirty (30) calendar days of the date on which the act or omission actually occurred, or when the employee or Union became aware of the act or omission, a written grievance should be submitted by the employee to the employee's immediate supervisor. The supervisor is allowed up to five (5) calendar days in which to respond in writing.

Step 2 - Within ten (10) calendar days of the receipt of the previous response, the employee may file a written appeal of such decision to the agency/department head (or designated representative). Again, the agency or department head is allowed up to five (5) calendar days in which to respond in writing except in the event of an informal hearing the determination is to be made 5 days thereof.

Step 3 - Within ten (10) calendar days of receipt of Step 2 determination, the employee may file a written appeal to the Town Board. At this level, the Employer is allowed to designate an appropriate representative and there is allowed a period of up to five (5) calendar days in which the Employer representative(s) must respond in writing except in the event of an informal hearing the determination is to be made fourteen (14) days thereafter.

Step 4 - Arbitration: within ten (10) calendar days of the receipt of the Step 3 determination, the CSEA shall have the right to file a written "Notice of Intent" to proceed to arbitration. Such notice need only be served upon the Employer representative(s) who was (were) designated to hear the matter at the preceding step and upon the Town Board. Arbitration shall be in accordance with the rules of arbitration from the American Arbitration Association.

Step 4A - Costs shall be borne equally by the Employer and the CSEA.

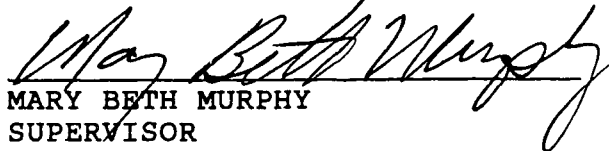
ARTICLE XIX  
DURATION OF AGREEMENT

SECTION 1 - THIS AGREEMENT, INCLUDING APPENDIX A AND SALARY SCHEDULE SHALL BECOME EFFECTIVE JANUARY 1, 2000 AND SHALL CONTINUE IN FULL FORCE AND EFFECT UNTIL DECEMBER 31, 2002.

FOR CSEA

FOR THE EMPLOYER



  
MARY BETH MURPHY  
SUPERVISOR

UNIT PRESIDENT



JAMES FARINA, CSEA  
REGION DIRECTOR

MEMBERS OF THE NEGOTIATING COMMITTEE



APPENDIX A

(PERFORMANCE APPRAISAL)

RATING AND REVIEW PROCEDURE

(For employees below the maximum rate of pay in their job title)

Increments shall be granted to all employees annually (January 1 of each year) unless the Employer has rated the employee below eight (8) on the rating scale of sixteen (16).

The rating and review process shall be completed by October 1 of each year preceding the January 1 for which the increment is to be applied.

Any employee denied an increment shall be afforded an opportunity to present an appeal before an impartial arbitrator selected by the American Arbitration Association.



TOWN OF SOMERS  
2000-2002 SALARY SCHEDULE PER MARCH 2000 CSEA NEGOTIATIONS  
SALARY REVISIONS BASED ON 1999 SALARY SCHEDULE

YEAR 2000 REFLECTS 3.25% INCREASE; 2001 REFLECTS A 3.50% INCREASE; 2002 REFLECTS A 4% INCREASE

CLASS	STEPS										
		1	2	3	4	5	6	7	8	9	10
	1999	1	2	3	4	5	6	7	8	9	10
	2000	1	2	3	4	5	6	7	8	9	10
	2001	1	2	3	4	5	6	7	8	9	
	2002	1	2	3	4	5	6	7	8	9	
<b>I</b>											
Base	1999	20,424	21,037	21,668	22,317	22,988	23,677	24,387	25,118	25,873	26,649
3.25%	2000	21,088	21,721	22,372	23,042	23,735	24,447	25,180	25,934	26,714	27,515
3.50%	2001		22,481	23,155	23,849	24,566	25,302	26,061	26,842	27,649	28,478
4.00%	2002		23,380	24,081	24,803	25,548	26,314	27,103	27,916	28,755	29,617
<b>II</b>											
Base	1999	22,453	23,126	23,821	24,535	25,271	26,029	26,810	27,615	28,443	29,296
3.25%	2000	23,183	23,878	24,595	25,332	26,092	26,875	27,681	28,512	29,367	30,248
3.50%	2001		24,713	25,456	26,219	27,006	27,816	28,650	29,510	30,395	31,307
4.00%	2002		25,702	26,474	27,268	28,086	28,928	29,796	30,691	31,611	32,559
<b>III</b>											
Base	1999	22,726	23,408	24,110	24,834	25,579	26,345	27,136	27,950	28,788	29,652
3.25%	2000	23,465	24,169	24,894	25,641	26,410	27,201	28,018	28,858	29,724	30,616
3.50%	2001		25,015	25,765	26,539	27,335	28,153	28,999	29,868	30,764	31,687
4.00%	2002		26,015	26,795	27,600	28,428	29,279	30,158	31,063	31,994	32,955
<b>IV</b>											
Base	1999	26,821	27,626	28,455	29,309	30,189	31,094	32,026	32,988	33,977	34,997
3.25%	2000	27,693	28,524	29,380	30,262	31,170	32,105	33,067	34,060	35,081	36,134
3.50%	2001		29,522	30,408	31,321	32,261	33,228	34,224	35,252	36,309	37,399
4.00%	2002		30,703	31,624	32,574	33,552	34,557	35,593	36,662	37,761	38,895
<b>V</b>											
Base	1999	34,216	35,242	36,299	37,389	38,510	39,665	40,855	42,081	43,344	44,644
3.25%	2000	35,328	36,387	37,479	38,604	39,762	40,954	42,183	43,449	44,753	46,095
3.50%	2001		37,561	38,790	39,955	41,153	42,388	43,659	44,969	46,319	47,708
4.00%	2002		39,167	40,342	41,553	42,799	44,083	45,406	46,768	48,172	49,617
<b>VI</b>											
Base	1999	34,948	35,997	37,077	38,188	39,334	40,514	41,730	42,981	44,271	45,599
3.25%	2000	36,084	37,167	38,282	39,429	40,612	41,831	43,086	44,378	45,710	47,081
3.50%	2001		38,468	39,622	40,809	42,034	43,295	44,594	45,931	47,310	48,729
4.00%	2002		40,006	41,207	42,441	43,715	45,027	46,378	47,768	49,202	50,678
<b>VII</b>											
Base	1999	36,927	38,035	39,176	40,351	41,562	42,809	44,093	45,415	46,778	48,181
3.25%	2000	38,127	39,271	40,449	41,662	42,913	44,200	45,526	46,891	48,298	49,747
3.50%	2001		40,646	41,865	43,121	44,415	45,747	47,119	48,532	49,989	51,488
4.00%	2002		42,271	43,540	44,845	46,191	47,577	49,004	50,473	51,988	53,548
<b>VIII</b>											
Base	1999	43,948	45,266	46,625	48,023	49,463	50,948	52,476	54,050	55,672	57,342
3.25%	2000	45,376	46,737	48,140	49,584	51,071	52,604	54,181	55,807	57,481	59,206
3.50%	2001		48,373	49,825	51,319	52,858	54,445	56,078	57,760	59,493	61,278
4.00%	2002		50,308	51,818	53,372	54,972	56,623	58,321	60,070	61,873	63,729