

City of Pomona
Current Salary Schedule

Exhibit A

As of July 1, 2017

JOB TITLE	Range Scale	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Accounting Manager	EB-084	8,300	8,715	9,152	9,610	10,090
Accounting Technician I	GS-041	2,869	3,014	3,164	3,322	3,487
Accounting Technician II	GS-045	3,168	3,327	3,492	3,669	3,852
Administrative Assistant I	GS/MC-042	2,942	3,090	3,244	3,405	3,576
Administrative Assistant II	GS/MC-046	3,248	3,411	3,581	3,760	3,947
Administrative Assistant III	GS/MC-050	3,585	3,765	3,954	4,150	4,357
Administrative Clerk	GS/MC-040	2,802	2,941	3,088	3,243	3,403
Administrative Services Manager	MC-074	6,484	6,807	7,148	7,507	7,880
Assistant Planner	GS-062	4,825	5,063	5,313	5,583	5,860
Assistant to the City Manager	EA-078	85,889	- annual range -			104,414
Associate Planner	GS-066	5,319	5,589	5,868	6,159	6,468
Budget Officer	EB-074	6,485	6,810	7,149	7,509	7,884
Business License Inspector	GS-053	3,860	4,052	4,255	4,469	4,692
Business License Specialist	GS-047	3,330	3,496	3,671	3,854	4,045
City Clerk	EA-084A	91,089	- annual range -			122,060
City Engineer	EB-094	10,625	11,159	11,715	12,302	12,917
City Manager	EA-108	NA	- annual basis -			231,847
City Treasurer	TBD	NA				NA
Code Compliance Inspector	GS-058	4,367	4,585	4,815	5,058	5,308
Code Compliance Manager	MC-068	5,592	5,870	6,165	6,472	6,796
Communications Systems Manager	MC-073	6,325	6,643	6,975	7,323	7,688
Communications Technician	GS-061	4,702	4,938	5,183	5,444	5,717
Community Services Director	EA-096	121,515	- annual range -			162,841
Community Services Manager	EB-078	7,156	7,516	7,894	8,285	8,701
Community Services Officer I	GS-045	3,168	3,327	3,492	3,669	3,852
Community Services Officer II	GS-049	3,498	3,673	3,855	4,047	4,251
Contracts Coordinator	MC-070	5,873	6,169	6,475	6,801	7,141
Councilmember	CC-0010	819 - flat amount				
Crime Free Housing Coordinator	GS-063	4,941	5,187	5,448	5,719	6,007
Crime Scene Investigator (Non-Sworn)	GS-063	4,941	5,187	5,448	5,719	6,007
Criminal Intelligence Coordinator	GS-058	4,367	4,585	4,815	5,058	5,308
Customer Service Representative I	GS-042	2,942	3,090	3,244	3,405	3,576
Customer Service Representative II	GS-046	3,248	3,411	3,581	3,760	3,947
Customer Service Specialist I	GS-043	3,015	3,167	3,323	3,489	3,667
Customer Service Specialist II	GS-047	3,330	3,496	3,671	3,854	4,045
Customer Service Supervisor	MC-066	5,319	5,589	5,868	6,159	6,468
Database Administrator	EB-076	6,815	7,153	7,512	7,889	8,281
Deputy City Clerk	EB-068	5,593	5,871	6,166	6,474	6,797
Deputy City Clerk I	MC-050	3,585	3,765	3,954	4,150	4,357
Deputy City Clerk II	MC-055	4,055	4,257	4,472	4,696	4,930

2.5% Increase for PS, PM, and EA-3 effective 10/1/16

2% increase for GS, MC, EA, EB and PT 10/1/16

2.33% CPI increase for City Council effective 10/8/14

Effective 7/1/17

Police Disp Sal eff 6/25/17

Cust Svs Sal eff 7/9/17

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Deputy City Manager	EA-091	107,401	- annual range -			143,927
Deputy Police Chief	EAP-005	132,808	- annual range -			162,187
Deputy Police Chief with EPMC	EAP9-005	144,761	- annual range -			176,784
Deputy Public Works Director	EB-092	10,112	10,620	11,150	11,708	12,295
Development Services Director	EA-100	134,128	- annual range -			179,744
Development Services Manager	EB-088	9,164	9,624	10,101	10,607	11,138
Engineering Aide	GS-051	3,675	3,858	4,049	4,253	4,467
Engineering Assistant	GS-068	5,592	5,870	6,165	6,472	6,796
Engineering Associate	MC-072	6,172	6,478	6,804	7,145	7,499
Engineering Technician	GS-060	4,588	4,818	5,060	5,311	5,578
Environmental Programs Supervisor	MC-072	6,172	6,478	6,804	7,145	7,499
Equipment Mechanic	GS-053	3,860	4,052	4,255	4,469	4,692
Executive Assistant	EB-067	5,456	5,728	6,015	6,315	6,631
Facilities Custodian	GS-039	2,734	2,868	3,013	3,163	3,319
Facilities Maintenance Supervisor	MC-070	5,873	6,169	6,475	6,801	7,141
Facilities Maintenance Technician	GS-055	4,055	4,257	4,472	4,696	4,930
Family Self Sufficiency Coordinator	MC-070	5,873	6,169	6,475	6,801	7,141
Finance Director	EA-100	134,128	- annual range -			179,744
Finance Manager	EB-084	8,300	8,715	9,152	9,610	10,090
Finance Director/City Treasurer	EA-102	140,919	- annual range -			188,846
	EB-078	7,156	7,516	7,894	8,285	8,701
Fleet Services Supervisor	MC-067	5,455	5,727	6,013	6,314	6,629
Governmental & Community Affairs Manager	EB-078	7,156	7,516	7,894	8,285	8,701
Graffiti Removal Worker	GS-040	2,802	2,941	3,088	3,243	3,403
Heavy Equipment Mechanic	GS-057	4,260	4,475	4,699	4,932	5,179
Homeless Services Coordinator	MC-070	5,873	6,169	6,475	6,801	7,141
Housing Analyst	MC-063	4,941	5,187	5,448	5,719	6,007
Housing Authority Manager	EB-082	7,902	8,296	8,710	9,145	9,605
Housing Grants Supervisor	MC-074	6,484	6,807	7,148	7,507	7,880
Housing Inspector I	GS-056	4,157	4,365	4,583	4,810	5,054
Housing Inspector II	GS-060	4,588	4,818	5,060	5,311	5,578
Housing Loan Coordinator I	GS-055	4,055	4,257	4,472	4,696	4,930
Housing Loan Coordinator II	GS-059	4,477	4,701	4,935	5,181	5,441
Housing Services Manager	EB-082	7,902	8,296	8,710	9,145	9,605
Housing Specialist I	GS-050	3,585	3,765	3,954	4,150	4,357
Housing Specialist II	GS-054	3,957	4,154	4,363	4,581	4,806
Housing Specialist III	GS-061	4,702	4,938	5,183	5,444	5,717
Housing Technician	GS-051	3,675	3,858	4,049	4,253	4,467

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2.33% CPI increase for City Council effective 10/8/14

Effective 7/1/17

Police Disp Sal eff 6/25/17

Cust Svs Sal eff 7/9/17

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As of July 1, 2017

JOB TITLE	Range Scale	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Human Resources Analyst	MC-066	5,319	5,589	5,868	6,159	6,468
Human Resources Assistant	MC-046	3,248	3,411	3,581	3,760	3,947
Human Resources Manager	EB-084	8,300	8,715	9,152	9,610	10,090
Human Resources Technician	MC-058	4,367	4,585	4,815	5,058	5,308
Human Resources/Risk Mgmt. Director	EA-100	134,128	- annual range -			179,744
Information Technology Director	EA-090	104,782	- annual range -			140,417
Jail Supervisor	GS-064	5,065	5,316	5,587	5,863	6,156
Jailer	GS-051	3,675	3,858	4,049	4,253	4,467
Lead Customer Service Representative	GS-056	4,157	4,365	4,583	4,810	5,054
Lead Equipment Mechanic	GS-063	4,941	5,187	5,448	5,719	6,007
Lead Facilities Custodian	GS-045	3,168	3,327	3,492	3,669	3,852
Lead Facilities Maintenance Technician	GS-061	4,702	4,938	5,183	5,444	5,717
Lead Graffiti Removal Worker	GS-046	3,248	3,411	3,581	3,760	3,947
Lead Meter Technician	GS-056	4,157	4,365	4,583	4,810	5,054
Lead Traffic Operations Technician	GS-063	4,941	5,187	5,448	5,719	6,007
Legal Administrative Assistant	MC-070	5,873	6,169	6,475	6,801	7,141
Librarian I	GS-056	4,157	4,365	4,583	4,810	5,054
Librarian I (50%)	GS-056	2,079	2,183	2,292	2,405	2,527
Librarian I (60%)	GS-056	2,494	2,619	2,750	2,886	3,032
Librarian II	GS-060	4,588	4,818	5,060	5,311	5,578
Librarian II (50%)	GS-060	2,294	2,409	2,530	2,656	2,789
Librarian II (60%)	GS-060	2,753	2,891	3,036	3,187	3,347
Library Assistant I	GS-042	2,942	3,090	3,244	3,405	3,576
Library Assistant I (50%)	GS-042	1,471	1,545	1,622	1,703	1,788
Library Assistant II	GS-046	3,248	3,411	3,581	3,760	3,947
Library Assistant II (50%)	GS-046	1,624	1,706	1,791	1,880	1,974
Library Director	EA-091	107,401	- annual range -			143,927
Library Manager	EB-076	6,815	7,153	7,512	7,889	8,281
Library Manager (60%)	EB-076	4,089	4,292	4,507	4,733	4,969
Library Services Manager	EB-076	6,815	7,153	7,512	7,889	8,281
Library Services Manager (75%)	EB-072	5,111	5,365	5,634	5,917	6,211
Library Specialist	GS-050	3,585	3,765	3,954	4,150	4,357
Library Specialist (50%)	GS-050	3,585	3,765	3,954	4,150	4,357
Library Supervisor (75%)	MC-066	3,989	4,192	4,401	4,619	4,851
Library Systems Manager	EB-072	6,173	6,480	6,804	7,146	7,500
Loan Services Supervisor	MC-066	5,319	5,589	5,868	6,159	6,468
Management Analyst	MC-063	4,941	5,187	5,448	5,719	6,007
Mayor	CC-0020	1,638 - flat amount				
Meter Technician	GS-050	3,585	3,765	3,954	4,150	4,357

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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Neighborhood Services Director	EA-097	124,550	- annual range -			166,912
Paint and Sign Technician I	GS-044	3,092	3,247	3,406	3,577	3,758
Paint and Sign Technician II	GS-048	3,413	3,583	3,762	3,949	4,148
Parking Enforcement Officer	GS-041	2,869	3,014	3,164	3,322	3,487
Parking Maintenance Technician	GS-041	2,869	3,014	3,164	3,322	3,487
Parks and Facilities Manager	EB-082	7,902	8,296	8,710	9,145	9,605
Parks Maintenance Specialist	GS-052	3,766	3,956	4,152	4,361	4,577
Payroll Specialist	GS-051	3,675	3,858	4,049	4,253	4,467
Payroll Supervisor	MC-072	6,172	6,478	6,804	7,145	7,499
Payroll Technician I	GS-043	3,015	3,167	3,323	3,489	3,667
Payroll Technician II	GS-046	3,248	3,411	3,581	3,760	3,947
Police Building Facility Coordinator	GS-063	4,941	5,187	5,448	5,719	6,007
Police Captain	PM-0020	10,540	11,081	11,651	12,242	12,872
Police Captain with EPMC	PM9-0020	11,489	12,078	12,700	13,344	14,033
Police Chief	EAP-010	167,869	- annual range -			224,959
Police Chief with EPMC	EAP9-010	182,977	- annual range -			245,205
Police Civilian Division Commander	EB-084	8,300	8,715	9,152	9,610	10,090
Police Civilian Division Commander	EB-088	9,164	9,624	10,101	10,607	11,138
Police Corporal	PS-0030	6,525	6,858	7,212	7,576	7,967
Police Corporal with EPMC	PS9-0030	7,112	7,475	7,861	8,258	8,684
Police Department Coordinator	MC-055	4,055	4,257	4,472	4,696	4,930
Police Dispatch and Jail Services Mgr	MC-076	6,814	7,152	7,511	7,887	8,280
Police Dispatch and Jail Services Mgr	MC-080	7,519	7,895	8,289	8,705	9,140
Police Dispatch Shift Supervisor	GS-067	5,455	5,727	6,013	6,314	6,629
Police Dispatch Shift Supervisor	GS-071	6,020	6,320	6,639	6,972	7,319
Police Dispatcher I	GS-051	3,675	3,858	4,049	4,253	4,467
Police Dispatcher I	GS-055	4,055	4,257	4,472	4,696	4,930
Police Dispatcher II	GS-055	4,055	4,257	4,472	4,696	4,930
Police Dispatcher II	GS-059	4,477	4,701	4,935	5,181	5,441
Police Division Coordinator I	GS-042	2,942	3,090	3,244	3,405	3,576
Police Division Coordinator II	GS-046	3,248	3,411	3,581	3,760	3,947
Police Division Coordinator III	GS-050	3,585	3,765	3,954	4,150	4,357
Police Investigator	PS-0040	6,644	6,982	7,341	7,714	8,111
Police Investigator with EPMC	PS9-0040	7,242	7,610	8,002	8,408	8,841
Police Lieutenant	PM-0010	9,168	9,634	10,133	10,645	11,193
Police Lieutenant with EPMC	PM9-0010	9,993	10,501	11,045	11,603	12,200
Police Motor Officer	PS-0010	5,932	6,234	6,556	6,888	7,242
Police Motor Officer with EPMC	PS9-0010	6,466	6,795	7,146	7,508	7,894
Police Officer	PS-0010	5,932	6,234	6,556	6,888	7,242
Police Officer Recruit	GS-62A	4,420 - flat amount				
Police Officer Recruit Trainee	GS-058A	4,018 - flat amount				
Police Officer with EPMC	PS9-0010	6,466	6,795	7,146	7,508	7,894

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Police Records Manager	MC-072	6,172	6,478	6,804	7,145	7,499
Police Records Shift Supervisor	GS-057	4,260	4,475	4,699	4,932	5,179
Police Records Specialist I	GS-043	3,015	3,167	3,323	3,489	3,667
Police Records Specialist II	GS-047	3,330	3,496	3,671	3,854	4,045
Police Sergeant	PS-0050	7,639	8,031	8,442	8,871	9,328
Police Sergeant with EPMC	PS9-0050	8,327	8,754	9,202	9,669	10,168
Principal Accountant	MC-072	6,172	6,478	6,804	7,145	7,499
Principal Planner	MC-076	6,814	7,152	7,511	7,887	8,280
Program Assistant	GS-050	3,585	3,765	3,954	4,150	4,357
Program Specialist	GS-056	4,157	4,365	4,583	4,810	5,054
Property and Evidence Technician	GS-049	3,498	3,673	3,855	4,047	4,251
Public Services Crew Chief	MC-066	5,319	5,589	5,868	6,159	6,468
Public Services Crew Leader	GS-052	3,766	3,956	4,152	4,361	4,577
Public Services Maintenance Worker I	GS-042	2,942	3,090	3,244	3,405	3,576
Public Services Maintenance Worker II	GS-046	3,248	3,411	3,581	3,760	3,947
Public Services Specialist	GS-052	3,766	3,956	4,152	4,361	4,577
Public Services Supervisor	MC-070	5,873	6,169	6,475	6,801	7,141
Public Works Director	EA-097	124,550	- annual range -			166,912
Public Works Inspector I	GS-062	4,825	5,063	5,313	5,583	5,860
Public Works Inspector II	GS-066	5,319	5,589	5,868	6,159	6,468
Purchasing Manager	EB-076	6,815	7,153	7,512	7,889	8,281
Purchasing Technician	GS-047	3,330	3,496	3,671	3,854	4,045
Rangemaster	GS-059	4,477	4,701	4,935	5,181	5,441
Recreation Coordinator	GS-059	4,477	4,701	4,935	5,181	5,441
Recreation Supervisor	MC-067	5,455	5,727	6,013	6,314	6,629
Rehabilitation Specialist	GS-062	4,825	5,063	5,313	5,583	5,860
Report Taker	GS-049	3,498	3,673	3,855	4,047	4,251
Revenue Operations Supervisor	MC-069	5,731	6,017	6,317	6,634	6,969
Revenue Manager	EB-078	7,156	7,516	7,894	8,285	8,701
Revenue Services Supervisor	MC-068	5,592	5,870	6,165	6,472	6,796
Risk Manager	EB-084	8,300	8,715	9,152	9,610	10,090
Safety & Emergency Preparedness Officer	MC-072	6,172	6,478	6,804	7,145	7,499
Senior Accountant	MC-068	5,592	5,870	6,165	6,472	6,796
Senior Accounting Technician	GS-051	3,675	3,858	4,049	4,253	4,467
Senior Administrative Assistant	MC-055	4,055	4,257	4,472	4,696	4,930
Senior Administrative Asst to the CC	EB-063	4,941	5,188	5,450	5,720	6,008
Senior Civil Engineer	MC-084	8,298	8,713	9,149	9,607	10,088
Senior Code Compliance Inspector	GS-062	4,825	5,063	5,313	5,583	5,860
Senior Communications Technician	GS-067	5,455	5,727	6,013	6,314	6,629
Senior Customer Service Representative	GS-050	3,585	3,765	3,954	4,150	4,357
Senior Customer Service Specialist	GS-051	3,675	3,858	4,049	4,253	4,467

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Senior Human Resources Analyst	MC-072	6,172	6,478	6,804	7,145	7,499
Senior Jailer	GS-057	4,260	4,475	4,699	4,932	5,179
Senior Librarian	MC-066	5,319	5,589	5,868	6,159	6,468
Senior Library Assistant	GS-050	3,585	3,765	3,954	4,150	4,357
Senior Library Assistant (50%)	GS-050	1,793	1,883	1,977	2,075	2,179
Senior Management Analyst	MC-070	5,873	6,169	6,475	6,801	7,141
Senior Parking Enforcement Officer	GS-045	3,168	3,327	3,492	3,669	3,852
Senior Planner	MC-072	6,172	6,478	6,804	7,145	7,499
Senior Police Dispatcher	GS-059	4,477	4,701	4,935	5,181	5,441
Senior Police Dispatcher	GS-063	4,941	5,187	5,448	5,719	6,007
Senior Police Records Specialist	GS-051	3,675	3,858	4,049	4,253	4,467
Senior Project Manager	MC-078	7,156	7,516	7,892	8,284	8,699
Senior Property & Evidence Technician	GS-055	4,055	4,257	4,472	4,696	4,930
Senior Purchasing Technician	GS-051	3,675	3,858	4,049	4,253	4,467
Senior Storekeeper	GS-051	3,675	3,858	4,049	4,253	4,467
Senior Utility System Technician	GS-073	6,325	6,643	6,975	7,323	7,688
Senior Water Resources Engineer	MC-084	8,298	8,713	9,149	9,607	10,088
Signal/Lighting Crew Chief	MC-066	5,319	5,589	5,868	6,159	6,468
Signal/Lighting Technician	GS-059	4,477	4,701	4,935	5,181	5,441
Solid Waste Crew Chief	MC-059	4,477	4,701	4,935	5,181	5,441
Solid Waste Driver	GS-051	3,675	3,858	4,049	4,253	4,467
Solid Waste Supervisor	MC-067	5,455	5,727	6,013	6,314	6,629
Storekeeper	GS-045	3,168	3,327	3,492	3,669	3,852
Streets & Solid Waste Services Manager	EB-082	7,902	8,296	8,710	9,145	9,605
Supervising Water Resources Engineer	MC-090	9,628	10,107	10,614	11,142	11,699
Telecommunication Technician	GS-047	3,330	3,496	3,671	3,854	4,045
Traffic Operations Crew Chief	MC-066	5,319	5,589	5,868	6,159	6,468
Traffic Operations Supervisor	MC-072	6,172	6,478	6,804	7,145	7,499
Utility Engineering Assistant	GS-070	5,873	6,169	6,475	6,801	7,141
Utility Engineering Associate	MC-074	6,484	6,807	7,148	7,507	7,880
Utility System Technician	GS-069	5,731	6,017	6,317	6,634	6,969
Wastewater Collection Sys Crew Chief	MC-073	6,325	6,643	6,975	7,323	7,688
Wastewater Collection Sys Supervisor	MC-079	7,335	7,703	8,088	8,490	8,916
Wastewater Maintenance Technician I	GS-049	3,498	3,673	3,855	4,047	4,251
Wastewater Maintenance Technician II	GS-053	3,860	4,052	4,255	4,469	4,692
Wastewater Maintenance Technician III	GS-059	4,477	4,701	4,935	5,181	5,441
Water Resources Director	EA-097	124,550	- annual range -			166,912
Water Resources Operations Manager	EB-088	9,164	9,624	10,101	10,607	11,138
Water Distribution Supervisor	MC-079	7,335	7,703	8,088	8,490	8,916
Water Operations Crew Chief	MC-073	6,325	6,643	6,975	7,323	7,688

2.5% Increase for PS, PM, and EA-3 effective 10/1/16

2% increase for GS, MC, EA, EB and PT 10/1/16

2.33% CPI increase for City Council effective 10/8/14

Effective 7/1/17

Police Disp Sal eff 6/25/17

Cust Svs Sal eff 7/9/17

City of Pomona
Current Salary Schedule

Exhibit A

As of July 1, 2017

JOB TITLE	Range Scale	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Water Production Supervisor	MC-079	7,335	7,703	8,088	8,490	8,916
Water Quality Control Technician I	GS-060	4,588	4,818	5,060	5,311	5,578
Water Quality Control Technician II	GS-064	5,065	5,316	5,587	5,863	6,156
Water Quality Control Technician III	GS-070	5,873	6,169	6,475	6,801	7,141
Water System Operator I	GS-055	4,055	4,257	4,472	4,696	4,930
Water System Operator II	GS-059	4,477	4,701	4,935	5,181	5,441
Water System Operator III	GS-065	5,188	5,452	5,723	6,010	6,310
Water Treatment and Quality Crew Chief	MC-073	6,325	6,643	6,975	7,323	7,688
Water Treatment and Quality Supervisor	MC-079	7,335	7,703	8,088	8,490	8,916
Water Treatment Plant Operator I	GS-057	4,260	4,475	4,699	4,932	5,179
Water Treatment Plant Operator II	GS-061	4,702	4,938	5,183	5,444	5,717
Water Treatment Plant Operator III	GS-067	5,455	5,727	6,013	6,314	6,629
Water Utility Crew Leader	GS-059	4,477	4,701	4,935	5,181	5,441
Water Utility Worker I	GS-049	3,498	3,673	3,855	4,047	4,251
Water Utility Worker II	GS-053	3,860	4,052	4,255	4,469	4,692
Welder/Fabricator	GS-063	4,941	5,187	5,448	5,719	6,007

City of Pomona
Current Salary Schedule

Exhibit A

As of July 1, 2017

JOB TITLE	Range Scale	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5

PART-TIME CLASSIFICATIONS (Values rounded to Two Decimals)

	RANGE	HOURLY RATE	
		MINIMUM	MAXIMUM
Community Service Specialist I	PT-0003	10.50	12.73
Community Service Specialist II	PT-0015	11.52	16.49
Community Service Specialist III	PT-0030	13.11	22.01
Helicopter Pilot	PT-0050	34.43	46.05
Intern	PT-0010	10.50	19.92
Librarian	PT-0047	21.62	32.17
Library Clerk I	PT-0020	10.50	19.92
Library Clerk II	PT-0041	17.50	22.78
Library Clerk III	PT-0045A	18.38	23.89
Library Page	PT-0002	10.50	12.76
Maintenance Worker I	PT-0005	10.50	17.14
Maintenance Worker II	PT-0040	17.50	28.97
Management Consultant	PT-0055	50.46	113.54
Office Assistant I	PT-0020	10.50	19.92
Office Assistant II	PT-0045	18.04	35.71
Police Cadet	PT-0021	10.50	12.98
Police Dispatcher	PT-0048	23.13	28.23
Police Dispatcher	PT-0048	25.82	31.39
Technical Specialist I	PT-0025	14.34	27.39
Technical Specialist II	PT-0052	28.79	46.06