

ORDINANCE 2022-35

AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA, AMENDING THE PAY AND CLASSIFICATION PLAN ESTABLISHED BY ORDINANCE 2022-08 PURSUANT TO CHARTER SECTION 30 AND CODE OF ORDINANCES SECTION 62-247; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Fernandina Beach Charter Section 30 states, in relevant part, “The City Manager fixes the number and compensation of all other officers and employees. The salaries or compensation must be uniform for like services in each grade of the City service, as the same will be graded or classified by the City Manager and approved by the City Commission.”; and

WHEREAS, Code of Ordinances Section 62-247 states, in relevant part, “The classification plan shall be that as established by the City Commission each year by ordinance and may be amended by the City Commission from time to time in its discretion, by ordinance, as it may deem necessary to ensure that the plan reflects the current job classification of all positions in the City service.”; and

WHEREAS, Senior Manager and Director classifications were excluded from the amendments to the Pay and Classification Plan established by Ordinance 2022-08; and

WHEREAS, through collective bargaining with the Organized Firefighters of Fernandina Beach, Local Union No 2836, International Association of Firefighters AFL-CIO (Resolution #2022-21) and the Coastal Florida Police Benevolent Association (Resolution #2022-84), new compensation plans were negotiated and approved; and

WHEREAS, the City recognizes that the compensation plan is intended to provide all employees with equitable and competitive pay, relative to pay received by other employees performing similar work in other areas of the City’s organization and also comparative to rates received by other employees in the labor market from which City employees are recruited; and

WHEREAS, it is in the best interest of the City to amend the existing Classified Service Titles and Pay Grades to reflect the current organizational needs and responsibilities of the City.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA:

SECTION 1. CLASSIFIED SERVICE TITLES AND PAY GRADES. The Classified Service Titles and Pay Grades Plan as shown below are hereby amended.

POSITION TITLE	FLSA	GRADE
Accountant	Exempt	212
Accounting Clerk	Non-Exempt	205
Accounting Manager	Exempt	138 <u>218</u>

Accounting Supervisor	Exempt	214 <u>215</u>
Administrative Coordinator	Exempt	210
Administrative Services Manager	Exempt	213
Administrative Specialist	Non-Exempt	205
Airport Director	Exempt	143 <u>220</u>
Airport Operations Manager	Exempt	211
<u>Aquatics Coordinator</u>	<u>Non-Exempt</u>	<u>206</u>
Assistant Golf Course Supt	Exempt	213
<u>Assistant Golf Professional</u>	<u>Exempt</u>	<u>207</u>
Building Inspector I	Non-Exempt	210
Building Inspector II	Non-Exempt	212
Building Inspector III	Non-Exempt	214
Building Director <u>Building Official</u>	Exempt	145 <u>225</u>
Building Services Manager	Exempt	211
Building Technology Analyst	Non-Exempt	208
<u>Bus Driver</u>	<u>Non-Exempt</u>	<u>204</u>
Cart Attendant	Non-Exempt	201
Child Care Professional	Non-Exempt	202
Code Enforcement Officer	Non-Exempt	210
Comptroller	Exempt	147 <u>225</u>
<u>Community Development Director</u>	<u>Exempt</u>	<u>220</u>
<u>Conservation & Environmental Manager</u>	<u>Exempt</u>	<u>213</u>
Customer Service Specialist	Non-Exempt	205
Deputy Building Official	Exempt	142 <u>219</u>
Deputy City Clerk	Exempt	213
Deputy City Manager	Exempt	147 <u>230</u>
<u>Deputy</u> Code Enforcement Director	Exempt	137 <u>219</u>
<u>Deputy Comptroller</u>	<u>Exempt</u>	<u>219</u>
Deputy Fire Chief	Exempt	142 <u>219</u>
<u>Deputy Operations Director</u>	<u>Exempt</u>	<u>219</u>
Assistant <u>Deputy</u> Parks and Rec Director	Exempt	138 <u>219</u>
<u>Deputy</u> Planning & Conservation Director	Exempt	143 <u>219</u>
Deputy Police Chief	Exempt	144 <u>219</u>
Deputy Wastewater Superintendent	Non-Exempt	136 <u>217</u>
Digital Communications Manager	Exempt	213
Driving Range Attendant	Non-Exempt	201

Electrician/HVAC Technician	Non-Exempt	209
Facilities Maintenance Superintendent	Exempt	438-217
Fire Chief	Exempt	444-225
Fire Services Manager	Exempt	211
Food and Beverage Manager	Exempt	213
Golf Course General Manager	Exempt	443-219
<u>Golf Course Sales Manager</u>	<u>Exempt</u>	<u>205</u>
Golf Course Superintendent	Exempt	438-217
Grants Administrator	Exempt	437-217
Heavy Equipment Operator	Non-Exempt	205
Human Resources Director	Exempt	443-220
Human Resources Generalist	Exempt	210
Information Technology Director	Exempt	443-220
Information Technology Technician	Non-Exempt	208
Intern	Non-Exempt	201
Junior Accountant	Exempt	210
Lead Operator	Non-Exempt	212
Legal Assistant	Exempt	213
Maintenance Assistant	Non-Exempt	201
Maintenance Technician I	Non-Exempt	203
Maintenance Technician II	Non-Exempt	205
Maintenance Technician III	Non-Exempt	209
Master Mechanic	Non-Exempt	209
Mechanic	Non-Exempt	205
Ocean Rescue Lieutenant	Exempt	209
Ocean Rescue Lifeguard I	Non-Exempt	203
Ocean Rescue Lifeguard II	Non-Exempt	204
Ocean Rescue Lifeguard III	Non-Exempt	205
Operations Director	Exempt	443-220
Operations Services Manager	Exempt	213
<u>Operations Supervisor</u>	<u>Exempt</u>	<u>215</u>
Parks and Recreation Director	Exempt	443-220
Parks and Recreation Manager	Exempt	213
Parks Maintenance Superintendent	Exempt	438-217
Permit Specialist	Non-Exempt	205
Planner I	Exempt	210

Planner II	Exempt	212
Planning Technician	Non-Exempt	209
Plans Examiner	Non-Exempt	214
Police Captain	Exempt	143 -218
Police Chief	Exempt	146 -225
Police Reserve Officer	Non-Exempt	209
Police Service Aide	Non-Exempt	204
Police Services Coordinator	Exempt	210
Police Services Manager	Exempt	211
Pool Lifeguard	Non-Exempt	202
Pro Shop Attendant	Non-Exempt	201
Project Coordinator	Exempt	214
Purchasing Agent	Non-Exempt	210
Records Coordinator	Non-Exempt	206
Recreation Aide	Non-Exempt	201
Recreation Coordinator	Non-Exempt	203
Recreation Programs Supervisor	Exempt	209
Sanitation Operator I	Non-Exempt	205
Sanitation Operator II	Non-Exempt	209
Server/Cook	Non-Exempt	201
<u>Sr. Electrician/HVAC Technician</u>	<u>Non-Exempt</u>	<u>212</u>
Sr. Human Resources Generalist	Exempt	211
Sr. Maintenance Technician	Non-Exempt	212
Sr. Master Mechanic	Non-Exempt	212
Sr. Planner	Exempt	214
Sr. Pool Lifeguard	Non-Exempt	204 <u>205</u>
Staff Assistant	Non-Exempt	203
Starter Ranger	Non-Exempt	201
<u>Swim Instructor</u>	<u>Non-Exempt</u>	<u>204</u>
System Administrator	Exempt	216
Urban Forestry Inspector Arborist	Exempt	212
Utilities Chief Plant Operator	Non-Exempt	212
Utilities Director	Exempt	146 -220
Utilities Engineer	Exempt	138 -216
Utilities GIS Technician	Non-Exempt	204
Utilities Operations Superintendent	Exempt	143 -217

Utilities Plant Operator I	Non-Exempt	210
<u>Utilities Plant Operator II</u>	<u>Non-Exempt</u>	<u>211</u>
<u>Utilities Supervisor</u>	<u>Exempt</u>	<u>215</u>
Utility Billing Specialist	Non-Exempt	206
Utility Technician I	Non-Exempt	204 <u>203</u>
Utility Technician II	Non-Exempt	206
<u>Utility Technician III</u>	<u>Non-Exempt</u>	<u>210</u>
Warehouse Coordinator	Non-Exempt	210
Water Safety Instructor	Non-Exempt	204

SECTION 2. CONSOLIDATED PAY PLAN. The Classified Service Pay Scale for Fire Department (Appendix “B”), Police Department (Appendix “C”), and Senior Managers and Directors (Appendix “D”), are hereby repealed in their entirety.

SECTION 3. CONSOLIDATED PAY PLAN. The amended Classified Service Pay Scale for General Employees, Managers and Directors (Appendix “A”), Fire Department (Appendix “B”), and Police Department (Appendix “C”), are hereby adopted for Fiscal Year 2022-2023.

SECTION 4. SEVERABILITY. If any section, subsection, sentence, clause, phrase of this Ordinance, or the particular application thereof, shall be held invalid by any court, administrative agency or other body with appropriate jurisdiction, the remaining sections, subsections, sentences, clauses and phrases under application shall not be affected thereby.

SECTION 5. EFFECTIVE DATE. This Ordinance shall be effective on January 3, 2023 after its second reading, public hearing and final enactment.

ENACTED by the City Commission this 3rd day of January, 2023

CITY OF FERNANDINA BEACH

BRADLEY M. BEAN
Mayor – Commissioner

ATTEST:

APPROVED AS TO FORM AND LEGALITY:



CAROLINE BEST
City Clerk

TAMMI E. BACH
City Attorney

Date of First Reading: December 20, 2022.
 Date of Second Reading: January 03, 2023.
 Date of Publication: December 21, 2022.

Appendix "A" CLASSIFIED SERVICE PAY SCALE GENERAL EMPLOYEES, <u>MANAGERS, AND DIRECTORS</u>						
<u>GRADE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
201	\$31,200	\$15.00	\$39,000	\$18.75	\$46,800	\$22.50
202	\$32,760	\$15.75	\$40,950	\$19.69	\$49,140	\$23.63
203	\$34,398	\$16.54	\$42,998	\$20.67	\$51,597	\$24.81
204	\$36,118	\$17.36	\$45,147	\$21.71	\$54,177	\$26.05
205	\$37,924	\$18.23	\$47,405	\$22.79	\$56,886	\$27.35
206	\$39,820	\$19.14	\$49,775	\$23.93	\$59,730	\$28.72
207	\$41,811	\$20.10	\$52,264	\$25.13	\$62,716	\$30.15
208	\$43,902	\$21.11	\$54,877	\$26.38	\$65,852	\$31.66
209	\$46,097	\$22.16	\$57,621	\$27.70	\$69,145	\$33.24
210	\$48,401	\$23.27	\$60,502	\$29.09	\$72,602	\$34.90
211	\$50,822	\$24.43	\$63,527	\$30.54	\$76,232	\$36.65
212	\$53,363	\$25.66	\$66,703	\$32.07	\$80,044	\$38.48
213	\$56,031	\$26.94	\$70,038	\$33.67	\$84,046	\$40.41
214	\$58,832	\$28.28	\$73,540	\$35.36	\$88,248	\$42.43
215	\$61,774	\$29.70	\$77,217	\$37.12	\$92,661	\$44.55
216	\$64,863	\$31.18	\$81,078	\$38.98	\$97,294	\$46.78
<u>217</u>	<u>\$68,106</u>	<u>\$32.74</u>	<u>\$85,133</u>	<u>\$40.93</u>	<u>\$102,159</u>	<u>\$49.11</u>
<u>218</u>	<u>\$74,917</u>	<u>\$36.08</u>	<u>\$93,647</u>	<u>\$45.02</u>	<u>\$112,376</u>	<u>\$54.03</u>
<u>219</u>	<u>\$82,409</u>	<u>\$39.62</u>	<u>\$103,012</u>	<u>\$49.53</u>	<u>\$123,614</u>	<u>\$59.43</u>
<u>220</u>	<u>\$100,000</u>	<u>\$48.08</u>	<u>\$125,000</u>	<u>\$60.10</u>	<u>\$150,000</u>	<u>\$72.12</u>
<u>225</u>	<u>\$112,500</u>	<u>\$54.09</u>	<u>\$137,500</u>	<u>\$66.11</u>	<u>\$162,500</u>	<u>\$78.13</u>
<u>230</u>	<u>\$125,000</u>	<u>\$60.10</u>	<u>\$150,000</u>	<u>\$72.12</u>	<u>\$175,000</u>	<u>\$84.13</u>

Appendix “B”
CLASSIFIED SERVICE PAY SCALE
FIRE DEPARTMENT

<u>STEP</u>	<u>FIREFIGHTER/ EMT</u>	<u>FIREFIGHTER/ PMT</u>	<u>LEAD MEDIC</u>	<u>ENGINEER</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>
1	\$43,680	\$48,680	\$53,548	\$58,902	\$64,793	\$71,272
2	\$44,990	\$50,140	\$55,154	\$60,669	\$66,737	\$73,410
3	\$46,790	\$52,146	\$57,361	\$63,096	\$69,406	\$76,347
4	\$49,130	\$54,753	\$60,229	\$66,251	\$72,877	\$80,164
5	\$51,586	\$57,491	\$63,240	\$69,563	\$76,520	\$84,172
6	\$51,586	\$57,491	\$63,240	\$69,563	\$76,520	\$84,172
7	\$54,165	\$60,366	\$66,402	\$73,041	\$80,346	\$88,381
8	\$54,165	\$60,366	\$66,402	\$73,041	\$80,346	\$88,381
9	\$56,874	\$63,384	\$69,722	\$76,693	\$84,364	\$92,800
10	\$56,874	\$63,384	\$69,722	\$76,693	\$84,364	\$92,800
11	\$58,011	\$64,651	\$71,117	\$78,227	\$86,051	\$94,656
12	\$58,011	\$64,651	\$71,117	\$78,227	\$86,051	\$94,656
13	\$59,171	\$65,945	\$72,539	\$79,792	\$87,772	\$96,549
14	\$59,171	\$65,945	\$72,539	\$79,792	\$87,772	\$96,549
15	\$60,355	\$67,263	\$73,990	\$81,388	\$89,527	\$98,480
16	\$60,355	\$67,263	\$73,990	\$81,388	\$89,527	\$98,480
17	\$60,958	\$67,936	\$74,730	\$82,201	\$90,423	\$99,465
18	\$61,568	\$68,615	\$75,477	\$83,024	\$91,327	\$100,459
19	\$62,183	\$69,302	\$76,232	\$83,854	\$92,240	\$101,464
20	\$62,805	\$69,995	\$76,994	\$84,692	\$93,163	\$102,478

Firefighters are non exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2912 annually) multiplied by the hourly rate.

Appendix “B”
CLASSIFIED SERVICE PAY SCALE
FIRE DEPARTMENT

<u>STEP</u>	<u>FIREFIGHTER/ EMT</u>	<u>FIREFIGHTER/ PMT</u>	<u>LEAD MEDIC</u>	<u>ENGINEER</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>
1	<u>\$15.4500</u>	<u>\$17.2216</u>	<u>\$18.9417</u>	<u>\$20.8369</u>	<u>\$22.9175</u>	<u>\$25.2144</u>
2	<u>\$15.9135</u>	<u>\$17.7366</u>	<u>\$19.5082</u>	<u>\$21.4549</u>	<u>\$23.6076</u>	<u>\$25.9663</u>
3	<u>\$16.5521</u>	<u>\$18.4473</u>	<u>\$20.2910</u>	<u>\$22.3201</u>	<u>\$24.5449</u>	<u>\$27.0066</u>
4	<u>\$17.3761</u>	<u>\$19.3640</u>	<u>\$21.3004</u>	<u>\$23.4325</u>	<u>\$25.7809</u>	<u>\$28.3559</u>
5	<u>\$18.2516</u>	<u>\$20.3322</u>	<u>\$22.3716</u>	<u>\$24.6067</u>	<u>\$27.0684</u>	<u>\$29.7670</u>
6	<u>\$18.2516</u>	<u>\$20.3322</u>	<u>\$22.3716</u>	<u>\$24.6067</u>	<u>\$27.0684</u>	<u>\$29.7670</u>
7	<u>\$19.1580</u>	<u>\$21.3519</u>	<u>\$23.4840</u>	<u>\$25.8324</u>	<u>\$28.4177</u>	<u>\$31.2605</u>
8	<u>\$19.1580</u>	<u>\$21.3519</u>	<u>\$23.4840</u>	<u>\$25.8324</u>	<u>\$28.4177</u>	<u>\$31.2605</u>
9	<u>\$20.1159</u>	<u>\$22.4231</u>	<u>\$24.6582</u>	<u>\$27.1302</u>	<u>\$29.8391</u>	<u>\$32.8261</u>
10	<u>\$20.1159</u>	<u>\$22.4231</u>	<u>\$24.6582</u>	<u>\$27.1302</u>	<u>\$29.8391</u>	<u>\$32.8261</u>
11	<u>\$20.5176</u>	<u>\$22.8660</u>	<u>\$25.1526</u>	<u>\$27.6658</u>	<u>\$30.4365</u>	<u>\$33.4853</u>
12	<u>\$20.5176</u>	<u>\$22.8660</u>	<u>\$25.1526</u>	<u>\$27.6658</u>	<u>\$30.4365</u>	<u>\$33.4853</u>
13	<u>\$20.9296</u>	<u>\$23.3295</u>	<u>\$25.6573</u>	<u>\$28.2220</u>	<u>\$31.0442</u>	<u>\$34.1548</u>
14	<u>\$20.9296</u>	<u>\$23.3295</u>	<u>\$25.6573</u>	<u>\$28.2220</u>	<u>\$31.0442</u>	<u>\$34.1548</u>
15	<u>\$21.3519</u>	<u>\$23.7930</u>	<u>\$26.1723</u>	<u>\$28.7885</u>	<u>\$31.6622</u>	<u>\$34.8346</u>
16	<u>\$21.3519</u>	<u>\$23.7930</u>	<u>\$26.1723</u>	<u>\$28.7885</u>	<u>\$31.6622</u>	<u>\$34.8346</u>
17	<u>\$21.5579</u>	<u>\$24.0299</u>	<u>\$26.4298</u>	<u>\$29.0769</u>	<u>\$31.9815</u>	<u>\$35.1848</u>
18	<u>\$21.7742</u>	<u>\$24.2668</u>	<u>\$26.6976</u>	<u>\$29.3653</u>	<u>\$32.3008</u>	<u>\$35.5350</u>
19	<u>\$21.9905</u>	<u>\$24.5140</u>	<u>\$26.9654</u>	<u>\$29.6640</u>	<u>\$32.6304</u>	<u>\$35.8852</u>
20	<u>\$22.2171</u>	<u>\$24.7612</u>	<u>27.2332</u>	<u>\$29.9524</u>	<u>\$32.9497</u>	<u>\$36.2457</u>

Firefighters are non-exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2912 annually) multiplied by the hourly rate.

Appendix “C”
CLASSIFIED SERVICE PAY SCALE
POLICE DEPARTMENT

<u>TITLE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
POLICE OFFICERS AND POLICE DETECTIVES	\$42,456	\$19.44	\$51,498	\$23.58	\$60,540	\$27.72
POLICE CORPORAL	\$44,575	\$20.41	\$54,075	\$24.76	\$63,576	\$29.11
POLICE SERGEANT	\$54,403	\$24.91	\$65,039	\$29.78	\$75,675	\$34.65

Police Officers are non-exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2184 annually) multiplied by the hourly rate.

Appendix "C"
CLASSIFIED SERVICE PAY SCALE
POLICE DEPARTMENT

<u>STEP</u>	<u>POLICE OFFICER</u>	<u>POLICE SERGEANT</u>	<u>POLICE LIEUTENANT</u>
<u>0</u>	<u>\$50,000</u>		
<u>1</u>	<u>\$51,000</u>		
<u>2</u>	<u>\$51,765</u>		
<u>3</u>	<u>\$52,541</u>		
<u>4</u>	<u>\$53,330</u>		
<u>5</u>	<u>\$55,996</u>	<u>\$60,196</u>	
<u>6</u>	<u>\$57,116</u>	<u>\$61,400</u>	<u>\$66,005</u>
<u>7</u>	<u>\$57,973</u>	<u>\$62,321</u>	<u>\$66,995</u>
<u>8</u>	<u>\$58,842</u>	<u>\$63,256</u>	<u>\$68,000</u>
<u>9</u>	<u>\$59,725</u>	<u>\$64,204</u>	<u>\$69,020</u>
<u>10</u>	<u>\$63,308</u>	<u>\$68,057</u>	<u>\$73,161</u>
<u>11</u>	<u>\$64,575</u>	<u>\$69,418</u>	<u>\$74,624</u>
<u>12</u>	<u>\$65,543</u>	<u>\$70,459</u>	<u>\$75,743</u>
<u>13</u>	<u>\$66,526</u>	<u>\$71,516</u>	<u>\$76,880</u>
<u>14</u>	<u>\$67,524</u>	<u>\$72,589</u>	<u>\$78,033</u>
<u>15</u>	<u>\$70,901</u>	<u>\$76,218</u>	<u>\$81,934</u>
<u>16</u>	<u>\$72,319</u>	<u>\$77,742</u>	<u>\$83,573</u>
<u>17</u>	<u>\$73,403</u>	<u>\$78,909</u>	<u>\$84,827</u>
<u>18</u>	<u>\$74,504</u>	<u>\$80,092</u>	<u>\$86,099</u>
<u>19</u>	<u>\$75,622</u>	<u>\$81,294</u>	<u>\$87,391</u>
<u>20</u>	<u>\$79,403</u>	<u>\$85,358</u>	<u>\$91,760</u>
<u>21</u>	<u>\$80,991</u>	<u>\$87,065</u>	<u>\$93,595</u>
<u>22</u>	<u>\$82,206</u>	<u>\$88,371</u>	<u>\$94,999</u>
<u>23</u>	<u>\$83,439</u>	<u>\$89,697</u>	<u>\$96,424</u>
<u>24</u>	<u>\$84,691</u>	<u>\$91,042</u>	<u>\$97,871</u>

Police Officers are non-exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2184 annually) multiplied by the hourly rate.

Appendix “D”
CLASSIFIED SERVICE PAY SCALE
SENIOR MANAGERS AND DIRECTORS

<u>GRADE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
136	\$42,875	20.61	\$55,202	26.54	\$67,529	32.47
137	\$45,018	21.64	\$57,961	27.87	\$70,903	34.09
138	\$47,266	22.72	\$60,855	29.26	\$74,444	35.79
139	\$49,623	23.86	\$63,890	30.72	\$78,157	37.58
140	\$52,100	25.05	\$67,079	32.25	\$82,058	39.45
141	\$54,715	26.31	\$70,445	33.87	\$86,176	41.43
142	\$57,458	27.62	\$73,977	35.57	\$90,496	43.51
143	\$60,332	29.01	\$77,677	37.34	\$95,023	45.68
144	\$63,360	30.46	\$81,575	39.22	\$99,791	47.98
145	\$66,500	31.97	\$85,750	41.23	\$105,000	50.48
146	\$69,825	33.57	\$89,885	43.21	\$109,946	52.86
147	\$73,316	35.25	\$111,648	53.68	\$149,975	72.10