

TEMPORARY ORDINANCE NO. 28-15

PERMANENT ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE TO ESTABLISH THE COMPENSATION FOR ELECTED OFFICIALS INCLUDING THE MAYOR, THE AUDITOR, THE COUNCIL PRESIDENT, COUNCIL CLERK, AND TO MAINTAIN A FULL TIME LAW DIRECTOR FOR THE TERM COMMENCING PAYROLL 1 OF 2016

BE IT ORDAINED by the Council of the City of Lancaster, Fairfield County, State of Ohio

SECTION 1. That the compensation for the Mayor for the term commencing January 1, 2016, and ending December 31, 2019, shall be as follows:

Commencing January 1, 2016.....	\$88,916.20
Commencing January 1, 2017.....	\$91,583.69
Commencing January 1, 2018.....	\$94,331.20
Commencing January 1, 2019.....	\$97,161.13

SECTION 2. That the compensation for the Auditor for the term commencing January 1, 2016, and ending December 31, 2019, shall be as follows:

Commencing January 1, 2016.....	\$76,603.96
Commencing January 1, 2017.....	\$78,902.08
Commencing January 1, 2018.....	\$81,269.14
Commencing January 1, 2019.....	\$83,707.22

SECTION 3. That the compensation for the President of Council, and Council Persons for the term commencing January 1, 2016, and ending December 31, 2017, shall be as follows:

Commencing January 1, 2016.....	\$9,354.00
Commencing January 1, 2017.....	\$9,400.00

SECTION 4. That the compensation for the Clerk of Council for the term commencing January 1, 2016, and ending December 31, 2017, shall be as follows:

Commencing January 1, 2016.....	\$10,000.00
Commencing January 1, 2017.....	\$10,000.00

SECTION 5. That there be and hereby is provided a full time position for Law Director of the City of Lancaster.

SECTION 6. It is the intention of the City Council that the Law Director be full time and not maintain a private practice.

SECTION 7. That the compensation for the Law Director for the term commencing January 1, 2016, and ending December 31, 2019, shall be as follows:

Commencing January 1, 2016.....	\$102,627.08
Commencing January 1, 2017.....	\$105,705.89
Commencing January 1, 2018.....	\$108,877.07
Commencing January 1, 2019.....	\$112,143.38

SECTION 8. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: \_\_\_\_\_ after \_\_\_\_\_ reading. Vote: Yeas \_\_\_\_\_ Nays \_\_\_\_\_

Approved: \_\_\_\_\_

\_\_\_\_\_  
President of Council

Clerk: \_\_\_\_\_

\_\_\_\_\_  
Mayor

Offered by: \_\_\_\_\_

Second by: \_\_\_\_\_

Requested by Finance Committee

I, Teresa L. Sandy, Clerk of Council do hereby certify that on \_\_\_\_\_, 2015 the Lancaster Eagle Gazette published the summary of this ordinance in accordance with Ohio Revised Code 731.24.

\_\_\_\_\_  
Clerk of Council

Mayor		
2007	\$ 74,572.00	follow mgmt
2008	\$ 78,300.60	5.0%
2009	\$ 82,215.63	5.0%
2010	\$ 86,326.41	5.0%
2011	\$ 86,326.41	0.0%
2012	\$ 86,326.41	0.0%
2013	\$ 86,326.41	0.0%
2014	\$ 86,326.41	0.0%
2015	\$ 86,326.41	0.0%

Raises last 5 Yrs -2.5%

New Salary Inc. (2,158.16)

2016	\$ 88,916.20	3.0%
2017	\$ 91,583.69	3.0%
2018	\$ 94,331.20	3.0%
2019	\$ 97,161.13	3.0%

Auditor		
2007	\$ 64,246.00	follow mgmt
2008	\$ 67,458.30	5.0%
2009	\$ 70,831.22	5.0%
2010	\$ 74,372.78	5.0%
2011	\$ 74,372.78	0.0%
2012	\$ 74,372.78	0.0%
2013	\$ 74,372.78	0.0%
2014	\$ 74,372.78	0.0%
2015	\$ 74,372.78	0.0%

Raises last 5 Yrs -2.5%

New Salary Inc. (1,859.32)

2016	\$ 76,603.96	3.0%
2017	\$ 78,902.08	3.0%
2018	\$ 81,269.14	3.0%
2019	\$ 83,707.22	3.0%

Law Director		
2007	\$ 86,071.00	follow mgmt
2008	\$ 90,374.55	5.0%
2009	\$ 94,893.28	5.0%
2010	\$ 99,637.94	5.0%
2011	\$ 99,637.94	0.0%
2012	\$ 99,637.94	0.0%
2013	\$ 99,637.94	0.0%
2014	\$ 99,637.94	0.0%
2015	\$ 99,637.94	0.0%

Raises last 5 Yrs -2.5%

New Salary Inc. (2,490.95)

2016	\$ 102,627.08	3.0%
2017	\$ 105,705.89	3.0%
2018	\$ 108,877.07	3.0%
2019	\$ 112,143.38	3.0%

Mgmt	Non-Un	Fire	Police	Com Tech	AFSCME
3.0%	3.0%	4.5%	6.0%	3.0%	3.0%
3.0%	3.5%	5.0%	6.0%	3.0%	2.5%
3.0%	3.0%	0.0%	0.0%	3.0%	3.0%
2.5%	2.5%	2.5%	2.5%	3.0%	3.0%
0.0%	0.0%	0.0%	0.0%	0.0%	3.0%
3.0%	2.5%	3.0%	3.0%	0.75%	0.0%
2.5%	2.5%	2.5%	2.5%	0.75%	2.0%
2.0%	2.0%	2.0%	2.0%	2.5%	2.0%
2.5%	2.5%	2.5%	2.5%	2.5%	2.0%

Raises last 5 Yrs

10.0% 7.0% 10.0% 10.0% 6.5% 9.0%

Council Clerk		
2007	\$ 9,500.00	
2008	\$ 9,750.00	2.6%
2009	\$ 10,000.00	2.6%
2010	\$ 10,000.00	0.0%
2011	\$ 10,000.00	0.0%
2012	\$ 10,000.00	0.0%
2013	\$ 10,000.00	0.0%
2014	\$ 10,000.00	0.0%
2015	\$ 10,000.00	0.0%
2016	\$ 10,000.00	0.0%
2017	\$ 10,000.00	0.0%

Council		
2007	\$ 9,500.00	
2008	\$ 9,500.00	0.0%
2009	\$ 9,500.00	0.0%
2010	\$ 9,500.00	0.0%
2011	\$ 9,500.00	0.0%
2012	\$ 9,215.00	-3.0%
2013	\$ 9,215.00	0.0%
2014	\$ 9,261.08	0.5%
2015	\$ 9,307.38	0.5%
2016	\$ 9,353.92	0.5%
2017	\$ 9,400.69	0.5%
2018	\$ 9,447.69	0.5%
2019	\$ 9,494.93	0.5%

actual \$ 9,261.00  
\$ 9,307.00  
\$ 9,354.00  
\$ 9,400.00  
\$ 9,450.00  
\$ 9,500.00

	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
<b>Comm. Techs.</b>										
Salary Increase	2.50%	2.50%	2.50%	2.50%	0.75%	0.75%	0.0%	3.0%	3.0%	3.0%
Pension P/Up	0.00%	0.00%	0.00%	0.00%	0.0%	0.0%	2.5%	2.5%	2.5%	2.5%
Health Insurance	15% no caps	14% or max of 180/67	12% or max of 180/67	10% or max of 143/53	140/52					
Pro-Pay	30/45	30/45	30/45	30/45	30/45	30/45	30/45	25/40	25/40	25/40

<b>Police</b>										
Salary Increase	2.0%	2.0%	2.5%	2.0%	2.5%	3.0%	0.0%	2.5%	0.0%	6.0%
Pension P/Up	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	6.0%	6.0%
Health Insurance	15% no caps	14% or max of 180/67	12% or max of 180/67	10% or max of 143/53	100/40					
Pro-Pay	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60

<b>Police Supervisors</b>										
Salary Increase	2.0%	2.0%	2.0%	2.0%	2.5%	3.0%	0.0%	2.5%	0.0%	5.0%
Pension P/Up	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	6.0%	6.0%
Health Insurance	15% no caps	14% or max of 180/67	12% or max of 180/67	140/52	140/52					
Pro-Pay	30/45/60	30/45/60	30/45/60	30/45/60	25/40	25/40	25/40	25/40	25/40	25/40

<b>Fire</b>										
Salary Increase	2.0%	2.0%	2.5%	2.0%	2.5%	3.0%	0.0%	2.5%	0.0%	5.0%
Pension P/Up	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	6.0%	6.0%
Health Insurance	15% no caps	14% or max of 180/67	12% or max of 180/67	140/52	140/52					
Pro-Pay	25/40	25/40	25/40	24/40	25/40	25/40	25/40	25/40	25/40	25/40

<b>AFSCME</b>										
Salary Increase	1.50%	2.00%	2.00%	2.00%	2.00%	0.0%	3.0%	3.0%	3.0%	2.5%
Pension P/Up	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	3.0%	3.0%	3.0%
Health Insurance	15% with 5% caps	15% with 5% caps	15% with 5% caps	15% no caps	15% no caps	15% no caps	14% or max of 180/67	12% or max of 180/67	10% or max of 143/53	100/40
Pro-Pay	25/40	25/40	25/40	25/40	25/40	25/40	25/40	25/40	25/40	25/40

<b>Non-Union</b>										
Salary Increase			2.50%	2.00%	2.50%	0.0%	0.0%	2.5%	3.0%	3.5%
Pension P/Up			0.0%	0.0%	0.0%	0.0%	3.0%	3.0%	3.0%	3.0%
Health Insurance			15% no caps	15% no caps	15% no caps	15% no caps	14% or max of 180/67	12% or max of 143/53	10% or max of 143/53	140/52
Pro-Pay			25/40	25/40	25/40	25/40	25/40	25/40	25/40	25/40

<b>Management</b>										
Salary Increase			2.50%	2.00%	2.50%	3.0%	0.0%	2.5%	3.0%	3.0%
Pension P/Up			0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	6.0%	6.0%
Health Insurance			15% no caps	15% no caps	15% no caps	15% no caps	14% or max of 180/67	12% or max of 180/67	10% or max of 143/53	140/52
Pro-Pay			30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60	30/45/60

	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
<b>Mayor</b>	Salary Increase	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	5.0%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			15% no caps	15% no caps	15% no caps	14% or max of 220/82	12% or max of 180/67	10% or max of 143/53	140/52
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Auditor</b>	Salary Increase	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	5.0%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			15% no caps	15% no caps	15% no caps	14% or max of 220/82	12% or max of 180/67	10% or max of 143/53	140/52
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Law Director</b>	Salary Increase	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	5.0%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			15% no caps	15% no caps	15% no caps	14% or max of 220/82	12% or max of 180/67	10% or max of 143/53	140/52
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Treasurer</b>	Salary Increase	5.1%	5.1%	5.2%	5.3%	0.0%	0.0%	0.0%	5.6%	5.9%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			15% no caps	15% no caps	15% no caps	14% or max of 220/82	12% or max of 180/67	10% or max of 143/53	140/52
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>City Council</b>	Salary Increase	0.5%	0.5%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>City Council Clerk</b>	Salary Increase	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	2.6%
	Pension P/Up	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Health Insurance			n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Pro-Pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

**Notes:**

- 1) Elected officials do not receive "Professional-Pay" for degrees earned and being utilized in their city employment
- 2) Mayor, Auditor, Law Director, and Treasurer do receive health care benefits, City Council and the Council Clerk do not
- 3) Employees hired before 1/1/2005 receive "Longevity Pay" after 5 years; a stipend that pays an employee \$3.25 multiplied by the number of years of service each pay period.
- 4) Elected officials have never received "Pension Pick Up". Pension Pick Up was discontinued as a benefit to all city employees effective 2012.

Count	Employee Name	Title	Dept	Gross qtr 1	Gross qtr 2	Gross qtr 3	Gross qtr 4	Gross YTD
1	PETTIT, RALPH M	GENERAL MANAGER	625	\$ 30,991.10	\$ 26,563.81	\$ 30,991.11	\$ 27,063.38	\$ 115,609.40
2	FAGRELL, BRAD W	CITY ENGINEER	190	\$ 30,877.37	\$ 26,466.33	\$ 30,877.36	\$ 26,466.30	\$ 114,687.36
3	BAILEY, DAVID W	CHIEF OF POLICE	325	\$ 30,327.02	\$ 24,795.00	\$ 28,927.50	\$ 24,795.00	\$ 108,844.52
4	SHUPP, DANIEL W	CAPTAIN	325	\$ 30,019.19	\$ 24,950.48	\$ 25,322.89	\$ 27,128.96	\$ 107,421.52
5	PILLAR, ADAM H	CAPTAIN	325	\$ 30,401.19	\$ 23,421.55	\$ 27,870.91	\$ 25,188.00	\$ 106,881.65
6	WARD, DAVID A	FIRE CHIEF	350	\$ 29,012.54	\$ 23,667.90	\$ 27,612.55	\$ 23,667.90	\$ 103,960.89
7	ULLOM, RANDALL T	LAW DIRECTOR	200	\$ 26,825.54	\$ 22,993.32	\$ 26,825.54	\$ 22,993.60	\$ 99,638.00
8	NIXON, MICHAEL B	WTR/WASTE-WTR SUPERINTENDENT	675	\$ 26,546.45	\$ 23,253.74	\$ 26,546.45	\$ 22,754.10	\$ 99,100.74
9	MCDANIEL, DONALD G	DEPUTY CHIEF	325	\$ 27,067.06	\$ 22,928.89	\$ 26,167.05	\$ 22,428.90	\$ 98,591.90
10	PATTEN, DANIEL A	CAPTAIN	325	\$ 27,298.31	\$ 23,041.58	\$ 25,028.94	\$ 21,885.90	\$ 97,254.73
11	ECKMAN, SHERRY L	MUN CT CLERK	225	\$ 26,111.39	\$ 22,381.14	\$ 26,111.33	\$ 22,381.14	\$ 96,985.00
12	MOORE, LARRY C	CAPTAIN / CREW C	350	\$ 23,054.11	\$ 21,579.10	\$ 24,128.82	\$ 25,402.07	\$ 94,164.10
13	MATTLIN JR, JACK R	ASST FIRE CHIEF	350	\$ 26,226.90	\$ 21,280.50	\$ 24,827.25	\$ 21,280.50	\$ 93,615.15
14	ARCHER, BRIAN K	CAPTAIN	350	\$ 24,834.36	\$ 21,582.62	\$ 22,555.47	\$ 22,745.41	\$ 91,717.86
15	MARK, RICHARD L	ASSISTANT CITY ENGINEER	190	\$ 23,975.24	\$ 67,565.10			\$ 91,540.34
16	MEDAUGH, DAVID J	FIREFIGHTER/LIEUTENANT	350	\$ 23,631.38	\$ 19,762.28	\$ 22,908.50	\$ 23,531.52	\$ 89,833.68
17	CAMPBELL II, EDWARD L	CIO	690	\$ 27,766.53	\$ 19,358.10	\$ 22,584.45	\$ 19,358.10	\$ 89,067.18
18	TOPF III, HENRY E	OPERATIONS MANAGER	625	\$ 23,895.20	\$ 20,481.60	\$ 23,895.20	\$ 20,481.60	\$ 88,753.60
19	MARTIN, PAUL D	SUPERINTENDENT	630	\$ 25,427.35	\$ 19,887.90	\$ 23,202.55	\$ 19,887.90	\$ 88,405.70
20	MAFFIN, STEVEN F	CAPTAIN	350	\$ 23,603.13	\$ 19,733.69	\$ 22,892.39	\$ 22,135.86	\$ 88,365.07
21	SMITH, DAVID S	MAYOR	125	\$ 23,242.25	\$ 19,921.50	\$ 23,241.75	\$ 19,921.50	\$ 86,327.00
22	COX, GREGORY S	LIEUTENANT	325	\$ 23,315.18	\$ 18,906.00	\$ 22,588.73	\$ 20,607.05	\$ 85,416.96
23	WILSON, SHANE L	LIEUTENANT	325	\$ 23,544.32	\$ 19,281.36	\$ 22,388.61	\$ 20,157.73	\$ 85,372.02
24	SHICK, ROBERT H	LIEUTENANT	350	\$ 21,573.77	\$ 19,819.48	\$ 20,730.06	\$ 22,836.14	\$ 84,959.45
25	NOLAND, MITCH A	ASSISTANT CITY ENGINEER	190	\$ 22,815.80	\$ 19,556.40	\$ 22,815.80	\$ 19,556.40	\$ 84,744.40
26	SHAMBLIN, TOBY B	SUPERINTENDENT	750	\$ 22,815.80	\$ 19,556.40	\$ 22,815.80	\$ 19,556.40	\$ 84,744.40
27	SEESHOLTZ, GREGORY A	LIEUTENANT	325	\$ 23,457.10	\$ 18,728.91	\$ 21,825.17	\$ 19,003.33	\$ 83,014.51
28	CRAIGLOW, JOHN T	LIEUTENANT	350	\$ 23,375.79	\$ 19,967.59	\$ 21,627.84	\$ 17,680.51	\$ 82,651.73
29	KUHN, BRIAN S	SERVICE SAFETY DIRECTOR	180	\$ 9,081.12	\$ 22,612.80	\$ 26,381.60	\$ 22,612.80	\$ 80,688.32
30	BOWERS, TERRY R	LIEUTENANT	350	\$ 21,133.01	\$ 18,482.42	\$ 20,978.99	\$ 19,426.53	\$ 80,020.95
31	TOLLY, WILLIAM C	PATROL SERGEANT	325	\$ 20,561.68	\$ 17,450.54	\$ 20,914.04	\$ 21,076.82	\$ 80,003.08
32	MENZ, PAUL T	PLANT MANAGER	675	\$ 21,366.45	\$ 18,813.92	\$ 21,366.45	\$ 18,314.10	\$ 79,860.92
33	GREENAWALT, JAMES R	SERGEANT	325	\$ 22,174.02	\$ 17,661.72	\$ 20,991.11	\$ 18,841.23	\$ 79,668.08
34	LAMBERT, ANDREW D	IT ADMINISTRATOR	226	\$ 21,437.31	\$ 18,374.85	\$ 21,437.31	\$ 18,374.82	\$ 79,624.29
35	YOST, ANDREW R	TAX COMMISSIONER	160	\$ 21,229.95	\$ 18,197.10	\$ 21,229.95	\$ 18,696.76	\$ 79,353.76
36	SANDY, RODNEY L	PTL	325	\$ 23,483.90	\$ 17,410.64	\$ 20,588.70	\$ 17,851.36	\$ 79,334.60
37	BANJOFF III, GEORGE A	LIEUTENANT / CREW A	350	\$ 21,533.94	\$ 17,834.46	\$ 20,001.93	\$ 19,476.18	\$ 78,846.51
38	EGGLESTON, ERIC	PATROLMAN	325	\$ 21,164.56	\$ 18,609.09	\$ 19,518.52	\$ 19,508.81	\$ 78,800.98
39	SCHULTZ, SLADE A	LIEUTENANT / CREW C	350	\$ 20,894.19	\$ 17,527.39	\$ 19,972.08	\$ 20,319.29	\$ 78,712.95
40	NIXON, JENNIE L	SUPERINTENDENT	610	\$ 20,714.75	\$ 18,255.24	\$ 20,714.75	\$ 17,755.50	\$ 77,440.24
41	BURROWS, WILLIS A	SUPERINTENDANT	630	\$ 25,525.86	\$ 16,329.90	\$ 19,051.55	\$ 16,329.90	\$ 77,237.21
42	WILLS, WILLIAM F	PLANT MANAGER	650	\$ 20,985.56	\$ 17,559.30	\$ 20,485.85	\$ 17,559.30	\$ 76,590.01
43	BURTON, STEVEN C	LIEUTENANT/CREW B	350	\$ 20,786.30	\$ 17,370.70	\$ 19,767.19	\$ 18,548.96	\$ 76,473.15
44	CHAMBERS, ROBERT M	SERGEANT	325	\$ 20,201.08	\$ 16,450.05	\$ 20,690.75	\$ 18,885.31	\$ 76,227.19
45	WITT, ROBERT K	PROSECUTOR 2	200	\$ 22,245.60	\$ 16,924.80	\$ 19,745.60	\$ 16,924.80	\$ 75,840.80
46	GUNDELFINGER, KEITH A	DISTRIBUTION MANAGER	650	\$ 20,267.10	\$ 17,371.80	\$ 20,267.10	\$ 17,871.60	\$ 75,777.60
47	REDDING, CHRISTOPHER E	LIEUTENANT	350	\$ 21,044.84	\$ 17,936.22	\$ 19,770.14	\$ 16,926.96	\$ 75,678.16
48	JORDAN, MICHAEL	LIEUTENANT / CREW C	350	\$ 20,388.97	\$ 17,127.95	\$ 20,109.41	\$ 17,930.83	\$ 75,557.16
49	CREWS, DENISE L	STORM WATER COORDINATOR	640	\$ 20,204.10	\$ 17,817.49	\$ 20,204.10	\$ 17,317.80	\$ 75,543.49
50	POFFENBARGER, MATHEW R	PATROL OFFICER	325	\$ 19,727.82	\$ 16,199.51	\$ 19,517.56	\$ 19,473.16	\$ 74,918.05
51	SPIEGEL, ERIK V	PTL	325	\$ 18,893.96	\$ 17,604.00	\$ 20,644.47	\$ 17,758.38	\$ 74,900.81
52	PETERS, MICHAEL D	SERGEANT	325	\$ 20,927.41	\$ 17,306.36	\$ 20,110.52	\$ 16,216.80	\$ 74,561.09
53	NETTLES, PATRICIA D	CITY AUDITOR	150	\$ 20,023.50	\$ 17,163.00	\$ 20,023.50	\$ 17,163.00	\$ 74,373.00
54	WINDERS, BRIAN G	POLICE OFFICER	325	\$ 18,949.95	\$ 16,481.03	\$ 21,949.78	\$ 16,812.08	\$ 74,192.84