

Judicial Council of California

Schedule 7A

Certification

FY 2017-18

Court: Superior Court - Sutter

CERTIFICATION

I HEREBY CERTIFY, to the best of my knowledge and belief, that the information stated in the Schedule 7A fairly presents the salary, benefits, and FTE of each authorized position, as of July 1, 2017, in accordance with the reporting requirements adopted by the Judicial Council pursuant to authority granted by Government Code section 77206.

Stephanie McHansel, Court Executive Officer 6/28/17

Signature of Presiding Judge or Executive Officer

Judicial Council of California

Trial Court Funding Act of 1997

SCHEDULE 7A

Salary and Position Worksheet

Transmittal and Submission

FY 2017-18

Court System: Superior Court - Sutter
County Number
(for JCC staff
use): 51

The Trial Court Budget Program and Policy Unit of Judicial Council Finance will perform a general overall compliance review of the attached Schedule 7A from your court. The Schedule 7A will then be processed by macros that will compute the salary and benefits for each position based upon the salary and benefit information contained within the attached spreadsheets. The macros will compute and sort the salary and benefits by Program, Element, Component, and Task (PECT). This information will be downloaded into a database and uploaded into a Budget Upload Template for your court.

In the event that questions arise regarding the information listed on your court's Schedule 7A, please provide the court contact information requested below.

For General Questions: [Regarding Schedule 7A]

For Specific Questions: [Regarding Positions, Salary or PECT Numbers]

Court Contact: Joe Azevedo
Contact's Phone: 530.822.3340
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Schedule 7A Prepared By: Joe Azevedo
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Schedule 7A

FY 2017-18

Superior Court - Sutter

Comments Worksheet	
Schedule 7A Worksheet	
	Example: Types of differential pay (e.g., locality, bilingual, etc.) included in annual salaries.
1	
2	
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4	
Benefits Worksheets	
	Example: Retirement contributions include pension obligation bonds or certificates of participation.
1	
2	
3	
4	
Base Salary Adjustment Worksheet	
	Example: Dates of negotiated salary increases and salary increases that will come into effect after July 1, 2016.
1	Court will know sometime in late Fall 2017 whether employees will receive base salary adjustments.
2	
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General comments	
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FY 2017-18

Superior Court - Sutter

Summary of Salary & Benefit Budgets for All Authorized Positions	FY 2017-18
Salary	\$ 3,162,009.00
OASDI & Medicare	\$ 239,682.15
Retirement	\$ 741,269.77
Deferred Compensation	\$ 18,033.28
Workers' Compensation	\$ 90,236.98
Health Insurance	\$ 758,875.04
Other Insurance	\$ 14,334.00
Other Benefits (Salary Driven and Non Salary Driven)	\$ 16,200.00
Total Salary and Benefit Budget	\$ 5,040,640.22

Schedule 7A: Salary and Position Worksheet
FY 2017-18

Superior Court - Sutter

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51.TXT

Superior Court - Sutter

Superior Court - Sutter
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A	B	C	E	F	G	H	I	J	K	L	M	N	O	P	Q
Position Classification	Model Class #	Manager, Supervisor or Other	Employee Org. Row #	Facility Code Row #	Position Status - Filled (1) or Vacant (0)	Retirement Plan Code Row #	Position (FTE)	Annual Salary	Beginning Step (Monthly)	Last Step (Monthly)	Fund	Cost Center	WBS Element	Functional Area (PECT)	Total Salary (Col. I x J)
Building Services Coordinator	6002b	Other	9	1	1	5	1.00	\$ 58,094	\$ 3,598	\$ 4,962	110001	511000		9400	58,094
Court Accountant	3001a	Other	1	2	1	4	0.20	\$ 56,618	\$ 3,697	\$ 4,957	120007	511000		2110	11,324
Court Accountant	3001a	Other	1	2	1	4	0.80	\$ 56,618	\$ 3,697	\$ 4,957	110001	511000		9200	45,294
Court Attendant I	2005a	Other	4	1	1	5	1.00	\$ 41,215	\$ 2,627	\$ 3,609	110001	511000		1340	41,215
Court Attendant I	2005a	Other	6	1	1	5	1.00	\$ 41,215	\$ 2,627	\$ 3,609	110001	511000		1340	41,215
Court Attendant I	2005a	Other	12	1	1	5	1.00	\$ 39,253	\$ 2,627	\$ 3,609	110001	511000		1340	39,253
Court Attorney/Facilitator	2013	Other	17	1	1	1	0.03	\$ 87,542	\$ 6,951	\$ 9,342	120003	511000		1220	2,626
Court Attorney/Facilitator	2013	Other	17	1	1	1	0.32	\$ 87,542	\$ 6,951	\$ 9,342	190100	512010	G-511058-1-15	1231	28,013
Court Attorney/Facilitator	2013	Other	17	1	1	1	0.30	\$ 87,542	\$ 6,951	\$ 9,342	110001	512030	M-5102-115	1231	26,263
Court Attorney/Facilitator	2013	Other	17	1	1	1	0.35	\$ 87,542	\$ 6,951	\$ 9,342	190100	512040	G-511065-1-15	1231	30,640
Court Clerk I	2001a	Other	2	1	1	10	1.00	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1211	31,953
Court Clerk I	2001a	Other	3	1	1	10	1.00	\$ 30,319	\$ 2,527	\$ 3,482	110001	511000		1220	30,319
Court Clerk I	2001a	Other	5	1	1	10	0.50	\$ 30,319	\$ 2,527	\$ 3,482	110001	511000		1212	15,160
Court Clerk I	2001a	Other	5	1	1	10	0.50	\$ 30,319	\$ 2,527	\$ 3,482	110001	511000		1220	15,160
Court Clerk I	2001a	Other	5	1	1	10	1.00	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1220	31,953
Court Clerk I	2001a	Other	5	1	1	10	0.25	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1212	7,988
Court Clerk I	2001a	Other	5	1	1	10	0.25	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1220	7,988
Court Clerk I	2001a	Other	5	1	1	10	0.25	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1310	7,988
Court Clerk I	2001a	Other	5	1	1	10	0.25	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1330	7,988
Court Clerk I	2001a	Other	10	1	1	10	0.50	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1212	15,977
Court Clerk I	2001a	Other	10	1	1	10	0.50	\$ 31,953	\$ 2,527	\$ 3,482	110001	511000		1220	15,977
Court Clerk II	2001a	Other	2	1	1	10	0.40	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1212	13,488
Court Clerk II	2001a	Other	2	1	1	10	0.25	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1233	8,430
Court Clerk II	2001a	Other	2	1	1	10	0.25	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1234	8,430
Court Clerk II	2001a	Other	2	1	1	10	0.10	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1310	3,372
Court Clerk II	2001a	Other	4	1	1	5	1.00	\$ 42,025	\$ 2,810	\$ 3,890	190100	511000	G-511059-1-15	1231	42,025
Court Clerk II	2001a	Other	5	1	1	10	1.00	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1211	33,721
Court Clerk II	2001a	Other	5	1	1	10	1.00	\$ 35,621	\$ 2,810	\$ 3,890	110001	511000		1212	35,621
Court Clerk II	2001a	Other	6	1	1	10	1.00	\$ 33,721	\$ 2,810	\$ 3,890	110001	511000		1220	33,721
Court Clerk II	2001a	Other	9	1	1	5	0.50	\$ 45,572	\$ 2,810	\$ 3,890	110001	511000		1212	22,786
Court Clerk II	2001a	Other	9	1	1	5	0.50	\$ 45,572	\$ 2,810	\$ 3,890	110001	511000		1220	22,786
Court Clerk II	2001a	Other	12	1	1	10	1.00	\$ 33,721	\$ 2,527	\$ 3,482	120007	511000		2110	33,721
Court Clerk II	2001a	Other	12	1	1	5	1.00	\$ 42,025	\$ 2,810	\$ 3,890	110001	511000		1212	42,025
Court Clerk III	2001a	Other	2	1	1	5	1.00	\$ 49,276	\$ 3,141	\$ 4,312	110001	511000		1100	49,276
Court Clerk III	2001a	Other	2	1	1	5	0.15	\$ 42,025	\$ 3,141	\$ 4,312	190100	512020	G-511059-1-15	1231	6,304
Court Clerk III	2001a	Other	2	1	1	5	0.25	\$ 42,025	\$ 3,141	\$ 4,312	190100	512010	G-511058-1-15	1231	10,506
Court Clerk III	2001a	Other	2	1	1	5	0.30	\$ 42,025	\$ 3,141	\$ 4,312	190100	512040	G-511065-1-15	1231	12,608
Court Clerk III	2001a	Other	2	1	1	5	0.30	\$ 42,025	\$ 3,141	\$ 4,312	110001	512030	M-5102-115	1231	12,608
Court Clerk III	2001a	Other	3	1	1	5	1.00	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1100	50,507
Court Clerk III	2001a	Other	5	1	1	5	1.00	\$ 51,739	\$ 3,141	\$ 4,312	110001	511000		1100	51,739
Court Clerk III	2001a	Other	5	1	1	5	1.00	\$ 51,739	\$ 3,141	\$ 4,312	110001	511000		1100	51,739
Court Clerk III	2001a	Other	6	1	1	5	1.00	\$ 51,739	\$ 3,141	\$ 4,312	110001	511000		1100	51,739
Court Clerk III	2001a	Other	6	1	1	5	1.00	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1220	50,507
Court Clerk III	2001a	Other	6	1	1	5	1.00	\$ 49,276	\$ 3,141	\$ 4,312	110001	511000		1212	49,276
Court Clerk III	2001a	Other	8	1	1	5	1.00	\$ 49,276	\$ 3,141	\$ 4,312	110001	511000		1212	49,276
Court Clerk III	2001a	Other	8	1	1	5	1.00	\$ 46,929	\$ 3,141	\$ 4,312	110001	511000		1212	46,929
Court Clerk III	2001a	Other	9	1	1	5	1.00	\$ 49,276	\$ 3,141	\$ 4,312	120007	511000		2110	49,276
Court Clerk III	2001a	Other	10	1	1	5	0.40	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1233	20,203
Court Clerk III	2001a	Other	10	1	1	5	0.40	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1234	20,203
Court Clerk III	2001a	Other	10	1	1	5	0.20	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1310	10,101
Court Clerk III	2001a	Other	10	1	1	5	0.50	\$ 49,276	\$ 3,141	\$ 4,312	110001	511000		1310	24,638
Court Clerk III	2001a	Other	10	1	1	5	0.50	\$ 49,276	\$ 3,141	\$ 4,312	110001	511000		1320	24,638
Court Clerk III	2001a	Other	10	1	1	5	1.00	\$ 46,929	\$ 3,141	\$ 4,312	110001	511000		1212	46,929
Court Clerk III	2001a	Other	10	1	1	5	0.50	\$ 46,929	\$ 3,141	\$ 4,312	110001	511000		1212	23,465
Court Clerk III	2001a	Other	10	1	1	5	0.25	\$ 46,929	\$ 3,141	\$ 4,312	110001	511000		1220	11,732
Court Clerk III	2001a	Other	10	1	1	5	0.25	\$ 46,929	\$ 3,141	\$ 4,312	110001	511000		1231	11,732
Court Clerk III	2001a	Other	12	1	1	5	0.70	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1212	35,355
Court Clerk III	2001a	Other	12	1	1	5	0.20	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1310	10,101
Court Clerk III	2001a	Other	12	1	1	5	0.10	\$ 50,507	\$ 3,141	\$ 4,312	110001	511000		1330	5,051

Schedule 7A: Salary and Position Worksheet
FY 2017-18

Superior Court - Sutter

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A	B	C	E	F	G	H	I	J	K	L	M	N	O	P	Q
Position Classification	Model Class #	Manager, Supervisor or Other	Employee Org. Row #	Facility Code Row #	Position Status - Filled (1) or Vacant (0)	Retirement Plan Code Row #	Position (FTE)	Annual Salary	Beginning Step (Monthly)	Last Step (Monthly)	Fund	Cost Center	WBS Element	Functional Area (PECT)	Total Salary (Col. I x J)
Court Clerk III	2001a	Other	12	1	1	5	0.10	\$ 51,739	\$ 3,141	\$ 4,312	190100	512020	G-511059-1-15	1231	5,174
Court Clerk III	2001a	Other	12	1	1	5	0.30	\$ 51,739	\$ 3,141	\$ 4,312	190100	512010	G-511058-1-15	1231	15,522
Court Clerk III	2001a	Other	12	1	1	5	0.30	\$ 51,739	\$ 3,141	\$ 4,312	190100	512040	G-511065-1-15	1231	15,522
Court Clerk III	2001a	Other	12	1	1	5	0.30	\$ 51,739	\$ 3,141	\$ 4,312	110001	512030	M-5102-115	1231	15,522
Court Clerk IV	2003b	Other	5	1	1	5	0.80	\$ 57,043	\$ 3,502	\$ 4,753	110001	511000		1220	45,634
Court Clerk IV	2003b	Other	5	1	1	5	0.20	\$ 57,043	\$ 3,502	\$ 4,753	190100	512020	G-511059-1-15	1231	11,409
Court Clerk IV	2003b	Other	12	1	1	5	1.00	\$ 57,043	\$ 3,502	\$ 4,753	110001	511000		1211	57,043
Court Clerk IV	2003b	Other	23	1	1	5	0.70	\$ 57,043	\$ 3,502	\$ 4,753	110001	511000		1212	39,930
Court Clerk IV	2003b	Other	23	1	1	5	0.10	\$ 57,043	\$ 3,502	\$ 4,753	110001	511000		1220	5,704
Court Clerk IV	2003b	Other	23	1	1	5	0.20	\$ 57,043	\$ 3,502	\$ 4,753	110001	511000		1232	11,409
Court Executive Officer	1001	Manager	16	2	1	7	1.00	\$ 162,870	\$ 13,572	\$ 13,572	110001	511000		9100	162,870
Court Interpreter	2019a	Other	13	1	1	5	1.00	\$ 76,059	\$ 5,974	\$ 6,338	110001	511000		1320	76,059
Court Services Analyst	5001a	Other	3	1	1	5	0.50	\$ 55,829	\$ 3,968	\$ 5,386	110001	511000		1310	27,915
Court Services Analyst	5001a	Other	3	1	1	5	0.50	\$ 55,829	\$ 3,968	\$ 5,386	110001	511000		9100	27,915
Court Services Analyst	5001a	Other	25	2	1	4	0.25	\$ 47,616	\$ 3,968	\$ 5,386	110001	511000		9100	11,904
Court Services Analyst	5001a	Other	25	2	1	4	0.75	\$ 47,616	\$ 3,968	\$ 5,386	110001	511000		9300	35,712
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.25	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1211	17,342
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.15	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1212	10,405
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.15	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1220	10,405
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.15	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1231	10,405
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.10	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1232	6,937
Court Services Supervisor	2028	Supervisor	21	1	1	2	0.20	\$ 69,368	\$ 4,430	\$ 6,070	120007	511000		2110	13,874
Court Services Supervisor	2028	Supervisor	20	1	1	2	0.60	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1100	41,621
Court Services Supervisor	2028	Supervisor	20	1	1	2	0.10	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1233	6,937
Court Services Supervisor	2028	Supervisor	20	1	1	2	0.10	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1234	6,937
Court Services Supervisor	2028	Supervisor	20	1	1	2	0.10	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1310	6,937
Court Services Supervisor	2028	Supervisor	20	1	1	2	0.10	\$ 69,368	\$ 4,430	\$ 6,070	110001	511000		1330	6,937
Court Services Supervisor	2028	Supervisor	20	1	0	2	1.00	\$ 59,164	\$ 4,430	\$ 6,070	110001	511000		1100	59,164
Custodian	6003a	Other	12	1	1	5	1.00	\$ 38,060	\$ 2,425	\$ 3,332	110001	511000		9400	38,060
Director Court Operations	1003	Manager	22	2	1	1	0.50	\$ 96,304	\$ 5,948	\$ 8,024	110001	511000		1310	48,152
Director Court Operations	1003	Manager	22	2	1	1	0.50	\$ 96,304	\$ 5,948	\$ 8,024	110001	511000		9300	48,152
Family Court Mediator/Investigator	2018b	Other	25	1	0	3	0.50	\$ 62,457	\$ 4,686	\$ 6,348	110001	511000		1232	31,229
Family Court Mediator/Investigator	2017a	Other	25	1	1	3	0.50	\$ 69,268	\$ 4,686	\$ 6,348	110001	511000		1232	34,634
Family Court Mediator/Investigator	2017a	Other	25	1	0	3	0.50	\$ 62,457	\$ 4,686	\$ 6,348	110001	511000		1232	31,229
Family Court Mediator/Investigator	2018a	Other	25	1	1	3	0.50	\$ 69,268	\$ 4,686	\$ 6,348	110001	511000		1232	34,634
Family Court Mediator/Investigator II	2017b	Other	18	1	1	3	0.50	\$ 79,214	\$ 5,012	\$ 6,766	110001	511000		1232	39,607
Family Court Mediator/Investigator II	2018b	Other	18	1	1	3	0.50	\$ 79,214	\$ 5,012	\$ 6,766	110001	511000		1232	39,607
Fiscal Services Manager	1004	Manager	16	2	1	1	1.00	\$ 101,270	\$ 7,282	\$ 9,787	110001	511000		9200	101,270
IS System Analyst	4004a	Other	9	2	1	10	1.00	\$ 54,189	\$ 4,516	\$ 6,153	110001	511000		9500	54,189
IT Manager	1004	Manager	14	2	1	1	1.00	\$ 89,700	\$ 5,856	\$ 7,852	110001	511000		9500	89,700
IT Technician	4004a	Other	2	2	1	10	1.00	\$ 47,619	\$ 3,968	\$ 5,453	110001	511000		9500	47,619
Research Attorney	2010a	Manager	15	3	1	1	1.00	\$ 111,852	\$ 7,282	\$ 9,787	110001	511000		1100	111,852
Senior Court Attendant	2005b	Other	8	1	1	5	0.80	\$ 49,983	\$ 3,221	\$ 4,376	110001	511000		1340	39,986
Senior Court Attendant	2005b	Other	8	1	1	5	0.20	\$ 49,983	\$ 3,221	\$ 4,376	190100	512020	G-511059-1-15	1340	9,997
Totals ----->							58.00								\$ 3,162,009

Facility Table

FY 2017-18

Superior Court - Sutter

Facility Table

A	B	C
Facility Row #	Facility Code Number	Facility Name
1	1175-1	1175 Civic Center Blvd., 1st Flr
2	1175-2	1175 Civic Center Blvd., 2nd Flr
3	1175-3	1175 Civic Center Blvd., 3rd Flr
4		

Retirement Benefits

FY 2017-18

Superior Court - Sutter

Retirement Table

A	B	C	D	E	F
Retirement Row #	Retirement Plan Code Number	Retirement Plan Name	Employer's Retirement Contribution Percentage	Employee Retirement Contribution Percentage Paid by Court	Total Court Contribution Rate (D + E)
1	5111	Management	23.443%	0.000%	23.443%
2	5111	Supervisory	23.443%	0.000%	23.443%
3	5111	Professional	23.443%	0.000%	23.443%
4	5111	Confidential	23.443%	0.000%	23.443%
5	5111	General	23.443%	0.000%	23.443%
6	5111	Non-Represented	23.443%	0.000%	23.443%
7	5111	Management-2	23.443%	0.000%	23.443%
8	5111	Temporary Employees	23.443%	0.000%	23.443%
9	5111	Management-3	23.443%	0.000%	23.443%
10	5111	General-Pepra	23.443%	0.000%	23.443%
11			0.000%	0.000%	0.000%
12			0.000%	0.000%	0.000%
13			0.000%	0.000%	0.000%
14			0.000%	0.000%	0.000%
15			0.000%	0.000%	0.000%
16			0.000%	0.000%	0.000%
17			0.000%	0.000%	0.000%
18			0.000%	0.000%	0.000%
19			0.000%	0.000%	0.000%
20			0.000%	0.000%	0.000%

Base Salary Adjustment

Superior Court - Sutter

Base Salary Adjustment Table

A	B	C	D	E	F	G	H	I
Row #	Employee Organizational Unit Name	Employee Org Row	Will Receive a Base Salary Adjustment this Fiscal Year? ("Yes", "No", or "Don't Know")	If "Yes" in Column D, Effective Date?	If "Yes" in Column D, Adjustment Type	If "Other" in Column F, Please Explain the Type of Adjustment	If "Don't Know" in Column D, On What Date Will Court Know If an Adjustment Will Be Made?	If "Yes" in Column D, Salary Adjustment %
1	Confidential E+2 OR MORE STANDARD	1	Don't Know					0.00%
2	General E BASIC	2	Don't Know					0.00%
3	General E KAISER	3	Don't Know					0.00%
4	General E PREMIER	4	Don't Know					0.00%
5	General E STANDARD	5	Don't Know					0.00%
6	General E+1 BASIC	6	Don't Know					0.00%
7	General E+1 KAISER	7	Don't Know					0.00%
8	General E+1 PREMIER	8	Don't Know					0.00%
9	General E+1 STANDARD	9	Don't Know					0.00%
10	General E+2 OR MORE BASIC	10	Don't Know					0.00%
11	General E+2 OR MORE PREMIER	11	Don't Know					0.00%
12	General E+2 OR MORE STANDARD	12	Don't Know					0.00%
13	Interpreters E+2 OR MORE STANDARD	13	Don't Know					0.00%
14	Management Cafeteria 125 Waivers	14	Don't Know					0.00%
15	Management Cafeteria 125 E + 2 More	15	Don't Know					0.00%
16	Management Cafeteria 125 E only	16	Don't Know					0.00%
17	Management Cafeteria 125	17	Don't Know					0.00%
18	Professional E+2 OR MORE BASIC	18	Don't Know					0.00%
19	Professional E+2 OR MORE STANDARD	19	Don't Know					0.00%
20	Supervisory E+1 BASIC	20	Don't Know					0.00%
21	Supervisory E+1 KAISER	21	Don't Know					0.00%
22	Management Cafeteria 125 E	22	Don't Know					0.00%

Base Salary Adjustment

Superior Court - Sutter

Base Salary Adjustment Table

A	B	C	D	E	F	G	H	I
Row #	Employee Organizational Unit Name	Employee Org Row	Will Receive a Base Salary Adjustment this Fiscal Year? ("Yes", "No", or "Don't Know")	If "Yes" in Column D, Effective Date?	If "Yes" in Column D, Adjustment Type	If "Other" in Column F, Please Explain the Type of Adjustment	If "Don't Know" in Column D, On What Date Will Court Know If an Adjustment Will Be Made?	If "Yes" in Column D, Salary Adjustment %
23	Waivers	23	Don't Know					0.00%
24	General E+2 KAISER	24	Don't Know					0.00%
25	Confidential E STANDARD	25	Don't Know					0.00%
26	Professional E PREMIER	26	Don't Know					0.00%