

**Judicial Council of California**

**Schedule 7A**

**Certification**

**FY 2013-14**

**Court: Superior Court - Glenn**

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**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, 2013, in accordance with the reporting requirements adopted by the Judicial Council pursuant to authority granted by Government Code section 77206.**



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*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 2013-14

**Court System:** Superior Court - Glenn  
**County Number**  
**(for AOC Use):** 11

The Trial Court Budget Program and Policy Unit of the AOC 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 the AOC 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]

**Court Contact:** Janelle Bartlett  
**Contact's Phone:** 530-934-6382  
**E-mail Address:** [jbartlett@glenncourt.ca.gov](mailto:jbartlett@glenncourt.ca.gov)

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

**Schedule 7A Prepared By:** Julie A. Leach  
**Preparer's Phone:** 530-934-6415  
**E-mail Address:** [jleach@glenncourt.ca.gov](mailto:jleach@glenncourt.ca.gov)

# Schedule 7A FY 2013-14

Superior Court - Glenn

<b>Comments Worksheet</b>	
<b>Schedule 7A Worksheet</b>	
Example: Types of differential pay (e.g., locality, bilingual, etc.) included in annual salaries.	
1	
2	
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<b>Benefits Worksheets</b>	
Example: Retirement contributions include pension obligation bonds or certificates of participation.	
1	
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<b>Salary Increase Worksheet</b>	
Example: Dates of negotiated salary increases and salary increases that will come into effect after July 1, 2013.	
1	
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<b>General comments</b>	
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FY 2013-14

The FY 2013-14 salary, benefits, and error information will be populated by the FY 2013-14 Schedule 7A benefits computation and data validation macro.  
Superior Court - Glenn

Summary of Salary & Benefit Budgets for All Authorized Positions	FY 2013-14
Salary	\$ 1,167,165.48
OASDI & Medicare	\$ 89,288.16
Retirement	\$ 264,012.83
Deferred Compensation	\$ 5,850.00
Workers' Compensation	\$ 26,497.10
Health Insurance	\$ 309,864.96
Other Insurance	\$ 12,873.69
Other Benefits (Salary Driven and Non Salary Driven)	\$ 70,667.66
<b>Total Salary and Benefit Budget</b>	<b>\$ 1,946,219.88</b>

Total Number of Possible Errors: 0

**Schedule 7A: Salary and Position Worksheet**  
**FY 2013-14**

Superior Court - Glenn

Superior Court - Glenn

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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 or Supervisor	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	PECT (Functional Area)	Total Salary (Col. I x J)
Accountant II	3003b	Other	4	1	1	1	0.50	\$ 48,869	\$ 3,350	\$ 4,072	110001	111000		9200	24,434
Accountant II	3003b	Other	4	1	1	1	0.50	\$ 48,869	\$ 3,350	\$ 4,072	120007	111000		2110	24,434
Administrative Assistant	5007b	Other	3	1	1	1	0.50	\$ 65,625	\$ 4,090	\$ 4,971	110001	111000		1100	32,813
Administrative Assistant	5007b	Other	3	1	1	1	0.25	\$ 65,625	\$ 4,090	\$ 4,971	110001	111000		9100	16,406
Administrative Assistant	5007b	Other	3	1	1	1	0.25	\$ 65,625	\$ 4,090	\$ 4,971	110001	111000		9400	16,406
Clerk	2001a	Other	9	1	1	1	1.00	\$ 29,807	\$ 2,484	\$ 3,019	110001	111000		9400	29,807
Clerk	2001a	Other	9	1	1	1	0.75	\$ 31,297	\$ 2,484	\$ 3,019	110001	111000		9200	23,473
Clerk	2001a	Other	9	1	1	1	0.25	\$ 31,297	\$ 2,484	\$ 3,019	120007	111000		2110	7,824
Clerk	2001a	Other	9	1	1	1	1.00	\$ 31,297	\$ 2,484	\$ 3,019	120007	111000		2110	31,297
Clerk	2002a	Other	5	1	1	1	1.00	\$ 48,625	\$ 3,032	\$ 3,686	120007	111000		2110	48,625
Clerk	2002a	Other	6	1	1	1	1.00	\$ 46,309	\$ 3,032	\$ 3,686	120007	111000		2110	46,309
Clerk	2002a	Other	6	3	1	1	0.60	\$ 46,309	\$ 3,032	\$ 3,686	110001	111000	M-1102-113	1220	27,786
Clerk	2002a	Other	6	1	1	1	0.25	\$ 46,309	\$ 3,032	\$ 3,686	190100		G-111058-1-13	1231	11,577
Clerk	2002a	Other	6	1	1	1	0.15	\$ 46,309	\$ 3,032	\$ 3,686	190100		G-111059-1-13	1231	6,946
Clerk	2002a	Other	9	1	1	1	1.00	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1310	44,230
Clerk	2003a	Other	6	1	1	1	0.25	\$ 49,797	\$ 3,435	\$ 4,175	110001	111000		1100	12,449
Clerk	2003a	Other	6	1	1	1	0.25	\$ 49,797	\$ 3,435	\$ 4,175	110001	111000		1212	12,449
Clerk	2003a	Other	6	1	1	1	0.25	\$ 49,797	\$ 3,435	\$ 4,175	110001	111000		1320	12,449
Clerk	2003a	Other	6	1	1	1	0.15	\$ 49,797	\$ 3,435	\$ 4,175	110001	111000		9500	7,470
Clerk	2003a	Other	6	1	1	1	0.10	\$ 49,797	\$ 3,435	\$ 4,175	110001	111000		1234	4,980
Clerk	2003a	Other	7	1	1	1	0.50	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1100	23,220
Clerk	2003a	Other	7	1	1	1	0.50	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1212	23,220
Clerk	2003a	Other	8	2	1	1	0.50	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1100	23,220
Clerk	2003a	Other	8	2	1	1	0.25	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1212	11,610
Clerk	2003a	Other	8	2	1	1	0.15	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1233	6,966
Clerk	2003a	Other	8	2	1	1	0.05	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1211	2,322
Clerk	2003a	Other	8	2	1	1	0.05	\$ 46,441	\$ 3,032	\$ 3,686	110001	111000		1220	2,322
Clerk	2003a	Other	9	1	1	1	0.30	\$ 47,717	\$ 3,435	\$ 4,175	110001	111000		1310	14,315
Clerk	2003a	Other	9	1	1	1	0.20	\$ 47,717	\$ 3,435	\$ 4,175	190100		G-111059-1-13	1231	9,543
Clerk	2003a	Other	9	1	1	1	0.20	\$ 47,717	\$ 3,435	\$ 4,175	190100		G-111058-1-13	1231	9,543
Clerk	2003a	Other	9	1	1	1	0.10	\$ 47,717	\$ 3,435	\$ 4,175	110001	111000		1100	4,772
Clerk	2003a	Other	9	1	1	1	0.10	\$ 47,717	\$ 3,435	\$ 4,175	110001	111000		1231	4,772
Clerk	2003a	Other	9	1	1	1	0.10	\$ 47,717	\$ 3,435	\$ 4,175	110001	111000		1233	4,772
Clerk	2003a	Other	9	2	1	1	0.50	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1211	22,115
Clerk	2003a	Other	9	2	1	1	0.25	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1100	11,057
Clerk	2003a	Other	9	2	1	1	0.15	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1231	6,634
Clerk	2003a	Other	9	2	1	1	0.10	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1220	4,423
Clerk	2003a	Other	9	1	1	1	0.50	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1100	22,115
Clerk	2003a	Other	9	1	1	1	0.50	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1212	22,115
Clerk	2003a	Other	9	1	1	1	0.70	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1231	30,961
Clerk	2003a	Other	9	1	1	1	0.25	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1100	11,057
Clerk	2003a	Other	9	1	1	1	0.05	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1234	2,211
Clerk	2003a	Other	9	1	1	1	0.25	\$ 44,230	\$ 3,032	\$ 3,686	190100		G-111058-1-13	1231	11,057
Clerk	2003a	Other	9	1	1	1	0.25	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1231	11,057
Clerk	2003a	Other	9	1	1	1	0.25	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1330	11,057
Clerk	2003a	Other	9	1	1	1	0.10	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1220	4,423
Clerk	2003a	Other	9	1	1	1	0.10	\$ 44,230	\$ 3,032	\$ 3,686	110001	111000		1232	4,423
Clerk	2003a	Other	9	1	1	1	0.05	\$ 44,230	\$ 3,032	\$ 3,686	190100		G-111059-1-13	1231	2,211
Clerk	2003a	Other	9	1	1	1	0.25	\$ 43,792	\$ 3,032	\$ 3,686	110001	111000		1220	10,948
Clerk	2003a	Other	9	1	1	1	0.25	\$ 43,792	\$ 3,032	\$ 3,686	110001	111000		1231	10,948
Clerk	2003a	Other	9	1	1	1	0.25	\$ 43,792	\$ 3,032	\$ 3,686	110001	111000		1232	10,948
Clerk	2003a	Other	9	1	1	1	0.15	\$ 43,792	\$ 3,032	\$ 3,686	190100		G-111059-1-13	1231	6,569

**Schedule 7A: Salary and Position Worksheet**  
**FY 2013-14**

Superior Court - Glenn

Superior Court - Glenn  
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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 or Supervisor	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	PECT (Functional Area)	Total Salary (Col. I x J)
Clerk	2003a	Other	9	1	1	1	0.05	\$ 43,792	\$ 3,032	\$ 3,686	110001	111000		1100	2,190
Clerk	2003a	Other	9	1	1	1	0.05	\$ 43,792	\$ 3,032	\$ 3,686	190100		G-111058-1-13	1231	2,190
Clerk	2003b	Other	9	1	1	1	0.60	\$ 38,315	\$ 2,758	\$ 3,352	110001	111000		1212	22,989
Clerk	2003b	Other	9	1	1	1	0.20	\$ 38,315	\$ 2,758	\$ 3,352	110001	111000		1211	7,663
Clerk	2003b	Other	9	1	1	1	0.15	\$ 38,315	\$ 2,758	\$ 3,352	110001	111000		1231	5,747
Clerk	2003b	Other	9	1	1	1	0.05	\$ 38,315	\$ 2,758	\$ 3,352	110001	111000		1310	1,916
Court Admin Analyst	3005b	Supervisor	1	1	1	1	0.65	\$ 90,293	\$ 5,729	\$ 7,032	110001	111000		9200	58,690
Court Admin Analyst	3005b	Supervisor	1	1	1	1	0.15	\$ 90,293	\$ 5,729	\$ 7,032	110001	111000		9500	13,544
Court Admin Analyst	3005b	Supervisor	1	1	1	1	0.10	\$ 90,293	\$ 5,729	\$ 7,032	110001	111000		1310	9,029
Court Admin Analyst	3005b	Supervisor	1	1	1	1	0.10	\$ 90,293	\$ 5,729	\$ 7,032	110001	111000		9300	9,029
Court Executive Officer	1001	Manager	10	1	1	1	0.25	\$ 127,260	\$ 9,911	\$ 9,911	110001	111000		9100	31,815
Court Executive Officer	1001	Manager	10	1	1	1	0.25	\$ 127,260	\$ 9,911	\$ 9,911	110001	111000		9200	31,815
Court Executive Officer	1001	Manager	10	1	1	1	0.25	\$ 127,260	\$ 9,911	\$ 9,911	110001	111000		9300	31,815
Court Executive Officer	1001	Manager	10	1	1	1	0.25	\$ 127,260	\$ 9,911	\$ 9,911	110001	111000		9400	31,815
Custodian	6003a	Other	9	1	1	1	1.00	\$ 36,230	\$ 2,608	\$ 3,170	110001	111000		9400	36,230
LPC Supervisor	2001c	Supervisor	2	1	1	1	0.50	\$ 71,594	\$ 4,675	\$ 5,682	110001	111000		1310	35,797
LPC Supervisor	2001c	Supervisor	2	1	1	1	0.25	\$ 71,594	\$ 4,675	\$ 5,682	190100		G-111059-1-13	1231	17,898
LPC Supervisor	2001c	Supervisor	2	1	1	1	0.15	\$ 71,594	\$ 4,675	\$ 5,682	110001	111000		9300	10,739
LPC Supervisor	2001c	Supervisor	2	1	1	1	0.10	\$ 71,594	\$ 4,675	\$ 5,682	110001	111000		9500	7,159
<b>Totals -----&gt;</b>							<b>23.00</b>								<b>\$ 1,167,165</b>

# Facility Table FY 2013-14

Superior Court - Glenn

**Facility Table**

A	B	C
Facility Row #	Facility Code Number	Facility Name
1	1	Glenn County Superior Court - Willows
2	2	Glenn County Superior Court - Orland
3	3	Self Help Center
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# Retirement Benefits

FY 2013-14

Superior Court - Glenn			
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## 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	1101	Cal-Pers	14.620%	8.000%	22.620%
2			0.000%	0.000%	0.000%
3			0.000%	0.000%	0.000%
4			0.000%	0.000%	0.000%
5			0.000%	0.000%	0.000%
6			0.000%	0.000%	0.000%
7			0.000%	0.000%	0.000%
8			0.000%	0.000%	0.000%
9			0.000%	0.000%	0.000%
10			0.000%	0.000%	0.000%



**Other Salary-Driven Benefits**  
FY 2013-14

Superior Court - Glenn

Note: Replace "Enter Title" with the benefit title.

Other Salary Driven Benefits Table																			
				Medicare	OASDI	WC	Other Insurance					Deferred Compensation	Other Benefits						
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Employee Org. Row #	Employee Organizational Unit Name	Bargaining Unit Name	Union Name	Medicare	OASDI	Workers' Compensation	Disability Insurance (SDI)	Unemployment Insurance	Life Insurance	Long-Term Disability	Other Insurance	Deferred Compensation	Disability Insurance	Longevity	Confidential		Enter Title	Enter Title	Enter Title
1	Non - Rep - Longevity	Non-Represented	Non-Represented	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	7.000%	0.000%	0.000%	0.000%	0.000%	0.000%
2	Non-Rep - Longevity	Non-Represented	Non-Represented	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	5.000%	0.000%	0.000%	0.000%	0.000%	0.000%
3	Non-Rep - Confidential - Longevity	Non-Represented	Non-Represented	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	5.000%	5.000%	0.000%	0.000%	0.000%	0.000%
4	Non-Rep - Confidential - Opt Out	Non-Represented	Non-Represented	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	0.000%	5.000%	0.000%	0.000%	0.000%	0.000%
5	Represented - Bilingual - Longevity	General Unit	UPEC	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	5.000%	0.000%	0.000%	0.000%	0.000%	0.000%
6	Represented - Bilingual	General Unit	UPEC	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%
7	Represented - Longevity	General Unit	UPEC	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	5.000%	0.000%	0.000%	0.000%	0.000%	0.000%
8	Represented - Opt Out - Longevity	General Unit	UPEC	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	5.000%	0.000%	0.000%	0.000%	0.000%	0.000%
9	Represented	General Unit	UPEC	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%
10	Non-Rep - Longevity	Non-Represented	Non-Represented	1.450%	6.200%	0.000%	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	1.000%	7.000%	0.000%	0.000%	0.000%	0.000%	0.000%

**Non-Salary-Driven Benefits  
FY 2013-14**

Superior Court - Glenn

Note: Replace "Enter Title" with the benefit title.

Non-Salary Driven Benefits Table																							
Health Insurance				WC	Other Insurance					Deferred Compensation	Other Benefits												
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
Employee Org. Row #	Employee Organizational Unit Name	Bargaining Unit Name	Union Name	Medical	Dental	Vision	Flexible Benefits	Combined Health	Total Health Insurance	Workers' Comp	Disability Insurance (SDI)	Unemployment Insurance	Life Insurance	Long-Term Disability	Other Insurance	Deferred Compensation	OPT-OUT	Bilingual	EAP	LIUNA	Enter Title	Enter Title	Enter Title
1	Non-Rep - Longevity	Non-Represented	Non-Represented	\$ 16,969	\$ 476	\$ 91	\$ -	\$ -	\$ 17,536	\$ 1,152	\$ -	\$ -	\$ 70	\$ -	\$ -	\$ 1,950	\$ -	\$ -	\$ 43	\$ -	\$ -	\$ -	\$ -
2	Non-Rep - Longevity	Non-Represented	Non-Represented	\$ 19,862	\$ 476	\$ 91	\$ -	\$ -	\$ 20,429	\$ 1,152	\$ -	\$ -	\$ 70	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43	\$ -	\$ -	\$ -	\$ -
3	Non-Rep - Confidential - Longevity	Non-Represented	Non-Represented	\$ 16,795	\$ 476	\$ 91	\$ -	\$ -	\$ 17,362	\$ 1,152	\$ -	\$ -	\$ 70	\$ -	\$ -	\$ 1,950	\$ -	\$ -	\$ 43	\$ -	\$ -	\$ -	\$ -
4	Non-Rep - Confidential - Opt Out	Non-Represented	Non-Represented	\$ -	\$ 476	\$ 91	\$ -	\$ -	\$ 567	\$ 1,152	\$ -	\$ -	\$ 70	\$ -	\$ -	\$ 1,950	\$ 1,500	\$ -	\$ 43	\$ -	\$ -	\$ -	\$ -
5	Represented - Bilingual - Longevity	General Unit	UPEC	\$ 15,221	\$ 476	\$ 91	\$ -	\$ -	\$ 15,788	\$ 1,152	\$ -	\$ -	\$ 45	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ 43	\$ 691	\$ -	\$ -	\$ -
6	Represented - Bilingual	General Unit	UPEC	\$ 16,800	\$ 476	\$ 91	\$ -	\$ -	\$ 17,367	\$ 1,152	\$ -	\$ -	\$ 45	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ 43	\$ 691	\$ -	\$ -	\$ -
7	Represented - Longevity	General Unit	UPEC	\$ 17,589	\$ 476	\$ 91	\$ -	\$ -	\$ 18,156	\$ 1,152	\$ -	\$ -	\$ 45	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43	\$ 691	\$ -	\$ -	\$ -
8	Represented - Opt Out - Longevity	General Unit	UPEC	\$ -	\$ 476	\$ 91	\$ -	\$ -	\$ 567	\$ 1,152	\$ -	\$ -	\$ 45	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 43	\$ 691	\$ -	\$ -	\$ -
9	Represented	General Unit	UPEC	\$ 12,033	\$ 476	\$ 91	\$ -	\$ -	\$ 12,600	\$ 1,152	\$ -	\$ -	\$ 47	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43	\$ 691	\$ -	\$ -	\$ -
10	Non-Rep - Longevity	Non-Represented	Non-Represented	\$ 15,595	\$ 476	\$ 91	\$ -	\$ -	\$ 16,162	\$ 1,152	\$ -	\$ -	\$ 87	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43	\$ -	\$ -	\$ -	\$ -

# Base Salary Adjustment

Superior Court - Glenn

## 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	Non - Rep - Longevity	1	Don't Know					0.00%
2	Non-Rep - Longevity	2	Don't Know					0.00%
3	Non-Rep - Confidential - Longevity	3	Don't Know					0.00%
4	Non-Rep - Confidential - Opt Out	4	Don't Know					0.00%
5	Represented - Bilingual - Longevity	5	Don't Know					0.00%
6	Represented - Bilingual	6	Don't Know					0.00%
7	Represented - Longevity	7	Don't Know					0.00%
8	Represented - Opt Out - Longevity	8	Don't Know					0.00%
9	Represented	9	Don't Know					0.00%
10	Non - Rep - Longevity	10	Don't Know					0.00%