



WINKLER POLICE SERVICE

POLICE APPLICANT PACKAGE



NOTICE TO APPLICANTS

All applications must be directed to:

WINKLER POLICE SERVICE
APPLICANT CONTEST
185 MAIN STREET
WINKLER, MB R6W 1B4

Completed Applications must be received **before**

4:00 pm on September 9th, 2011

THE WINKLER POLICE SERVICE

The Winkler town site was established in 1892. It was first incorporated as a village in 1906 and later incorporated as a town in 1954. In 2002, Winkler was officially declared and given “City” status. Present population stands at approximately 10,000 people.

The Winkler Police Service was born with the incorporation of the town as a Village in 1906, when the need arose for a night watchman. The duties varied from time to time, but were carried out by one man until the year 1958, when an assistant was hired. From 1967 to 1976, the Department quickly grew from three members to six, and added a special constable/secretary in 1983. The year 2000 saw a major change in police staff, when four officers left and five new officers were hired. The present complement stands at 16 police officers, two civilian staff, and one victim services worker. The intention of this recruiting drive is to add 1 more police constable to that list.

The Winkler Police Service is a modern, progressive police agency, staffed with an exceptional group of dedicated men and women who strive to make a difference in their community. If you are fortunate enough to join this team of professionals, you will embark on a challenging career and be given the opportunity to share in a unique experience of community service.

A POLICE CAREER

As a police recruit with the Winkler Police Service you begin your career as a patrol constable, and for the first several years you provide basic police service to the citizens of Winkler. You and your partner are responsible for answering all calls for police service during your shift. Your workday will always provide variety. No one day is exactly the same as the next. From responding to citizens' complaints to writing traffic tickets, police work is an exercise in perpetual learning. We expect you to make your own decisions in many cases where there are no textbook solutions.

You will abandon any pre-conceived notions you have accrued about police work through glamorized television portrayals of shoot-outs and car chases. Police work is much different from this portrayal and you will discover it is a challenging, rewarding and fulfilling profession. You are given a level of authority, responsibility and community status unsurpassed by most other careers.

Our police officers surpass the "norm" and become part of the community they serve. As you become intimately familiar with neighborhood addresses, individuals and problem areas, you develop long term strategies for resolution. In the Winkler Police Service, we look beyond each individual complaint and try to deal with the real issue as to why the complaints are occurring. As a police officer, you are the analyst examining the problems and the architect behind their resolution.

As your experience progresses, opportunities exist for you to expand your skills and further your personal development. A career in the Winkler Police Service is in reality several careers rolled into one. There are an impressive variety of courses available to officers that include: Investigator; Datamaster Technician; Collision Analyst; Hostage Negotiator; Forensic Interviewing, Canine, Crime Scene Analysis, and many others.

TRAINING

Great care is taken to ensure that the right people are selected to become members of the Winkler Police Service. Once selected, and you have no previous recognized recruit training, you will enter an extensive recruit training program with either the Winnipeg P.S., Brandon P.S., or the RCMP, designed to give you the skills you need to excel in your new career. Upon graduation, you return to serve the citizens of Winkler, and work with the community to make Winkler a better place to live. Recruit training is provided at no cost by the City of Winkler...a rare benefit. Prior to recruit training, you will be asked to sign a contract which requires you to pay back to the City of Winkler the cost of your training on a 4 year pro-rated scale, should you decide to leave within the first 4 years of employment with the Winkler Police Service.

BENEFITS

Aside from offering an exciting and rewarding career, the Winkler Police Service provides a most generous benefits package. Paid vacation, paid overtime, professional development courses, medical and dental plans with extended healthcare for you and your immediate family (prescription drugs, optical, etc.), life and dependant life insurance plans, and long term disability as well as an excellent sick leave package and pension plan, are a sample of what we offer our employees and their families.

Salary: Recruit police officers begin, receiving a 4th Class salary (see attached scale). Pay increments occur annually until 1st Class status is reached. Salary increases also take place at 10 and 15 years of service. All such increments are subject to successful completion of all requirements within that Class.

If you are interested in a career that combines personal fulfillment while contributing to community welfare, the Winkler Police Service is the employer you are looking for.

LATERAL ENTRY POLICY

Applicants that are presently employed as Canadian Police Officers elsewhere, and have successfully completed recruit training at a major center in Canada, may be eligible to apply for lateral entry.

To qualify, candidates:

- Must meet the Winkler Police Service minimum standards;
- Must submit all required application documents;
- Are subject to the same selection process as all other applicants;
- Must be eligible for an honorable discharge from their current place of employment;
- Non-acceptance for lateral entry does not preclude eligible persons from competing as untrained applicants.

A successful lateral entry candidate:

- May be required to attend a 6 week academic training course (if police recruit training was received outside of Manitoba), followed by a minimum 4 week field training session. The academic course will be conducted by the Winnipeg Police Service, Brandon Police Service, or the RCMP, and may commence after employment with Winkler Police Service begins.
- Must satisfactorily complete a probationary period commencing on employment and ending one year after completion of academic/field training.
- Is entitled to all benefits as per the Boundary Trails Regional Police Association (Winkler local) collective agreement. All benefits and entitlements (other than salary) and seniority will be based solely on time served with the Winkler Police Service.
- Must have no major disciplinary convictions during employment as a police officer, and no outstanding internal investigations at the close of the competition.

LATERAL ENTRY POLICY (continued)

Salary Level Transfer

Each full year of service with another police organization (not including recruit training time) will be accepted as having completed one Class with the Winkler Police Service.

Example: 2 ½ years elsewhere = start in 2nd Class and must finish 2080 hours at Winkler Police Service before moving to 1st Class.

The selection process for Lateral Entry Candidates will require traveling to Winkler on several occasions. All travel and relocation costs will be the responsibility of the applicant.

Decisions as to the eligibility of lateral applicants will be made by the City of Winkler C.E.O. and the Chief of Police. No appeals will be heard.

This is an open contest and although previous training and experience is an asset, it will not necessarily guarantee placement above an untrained applicant in the selection process.



WINKLER POLICE SERVICE

MINIMUM STANDARDS

1. **AGE** Not less than 18 years of age
2. **RESIDENCY** Must be a Canadian citizen or Landed Immigrant.
3. **EDUCATION** Completed Grade XII in Manitoba, or achieved a Grade XII standing through General Education Development (G.E.D.) or a standing the Chief of Police deems not less than Gr. XII in Manitoba. May require assessment by Manitoba Department of Education.
4. **DRIVING LICENCE**

To Apply: Hold at minimum a valid/subsisting Man. class 5.0 driver's licence or equivalent from another province/territory of Canada. Must have an acceptable driving record to be eligible for employment.

Before Hiring: This must be upgraded to a class 4.0 driver's licence.
5. **HEALTH** Excellent health and physical condition. Applicants chosen to progress through the competition must successfully pass a physical fitness test.
Do not underestimate this requirement. Study the criteria carefully and prepare in advance.
6. **CRIMINAL RECORD** No criminal record for which a Pardon has not been granted prior to submitting the application. An application will not be processed while the applicant is facing criminal charges or charges under another federal statute.

7. VISION

A. Aided & Unaided Visual Acuity

Applicants who require visual aids (glasses or contact lenses) must have vision of 20/60 (6/18) in one eye, 20/200 (6/60) in the other OR a combination of 20/80 (6/24) in both eyes, or better, without visual aids. Vision must be corrected to 20/30 (6/9) in each eye.

The procedure of orthokeratology is not acceptable as a means of visual acuity enhancement.

B. Binocular Vision

a) Vertical Eye Muscle Imbalance - maximum of 1 prism diopter of deviation.

b) Horizontal Eye Muscle Imbalance (in distance viewing) - maximum of: I) 5 prism diopters overconvergence,
II) 8 prism diopters divergence.

C. Color Vision

Applicants must also pass the Titmus color plate test, the Ishihara color plate test, or the Farnsworth D-15 color vision test.

D. Laser Eye Surgery

The same standards apply to applicants having laser eye surgery, except that there is a further minimum six month waiting period from the date the last eye was corrected, for the purpose of assessing both vision and stability.

Vision which does not meet these standards, will be cause for rejection.

- 8. OTHER ASSESTS** -Good writing skills. Once again many candidates underestimate this requirement. An integral component of a police officer's duties is their ability to write effectively. A spelling test and an essay are included in the competition.
- Be of good moral character.

CANDIDATES EITHER DO OR DO NOT POSSESS THE BASIC QUALIFICATIONS SET FORTH.

NO EXCEPTIONS WILL BE MADE TO ESTABLISHED STANDARDS.

REQUIRED APPLICATION DOCUMENTS

The Winkler Police Service selection process is an open competition that results in the best candidate(s) being offered employment. Be aware that all phases of the selection process are a competitive process. You are not only competing against the minimum standards but also against every applicant in the process. To initiate the selection process, you must complete and include all the following documents.

1. Application for Engagement Form:

This form must be completed in full, ensuring that you have dated and signed it.

2. Personal Resume:

Here you may include more information about yourself if you desire, and include additional detail on things not covered in the Application form, such as job descriptions and related skills, etc. A minimum of three character reference letters are a mandatory requirement.

3. Photocopy of Birth Certificate OR Proof of Citizenship

4. Photocopy of Grade XII or G.E.D. Diploma and marks:

Include a photocopy of transcript of Grade XII or G.E.D. marks.

5. Drivers Abstract:

An original driver's abstract obtained from the Motor Vehicles Branch office(s) dated not more than two months before the date of this application from each jurisdiction in which the person holds/held a driver's licence within the past three years. Fees may vary depending upon the agency. Must have an acceptable driving record to be eligible for employment.

6. Vision Report:

An ophthalmologist or optometrist must complete this Vision Report. To facilitate the Optical Examination, contact lenses must not be worn for a 48-hour period prior to the examination. This Vision Report must be current to within 8 months of this package deadline date.

7. Medical Clearance Form:

A doctor, providing consent that you are medically fit to participate in the Physical Fitness evaluation must complete this form.

8. Informed Consent Form

9. Authorization Form

10. Application Fee:

Cheque or money order payable to the Winkler Police Service in the amount of \$30.00

11. For Lateral Entry Requests:

Copy of document outlining training received during the course of employment as a police officer including recruit training.

Applications that do not contain all of the above will be considered incomplete and will not be accepted. Related costs will be incurred by the applicant.

Completed applications should be either mailed or hand delivered to the following address:

Winkler Police Service
Applicant Contest
185 Main Street
Winkler, MB R6W 1B4

Questions can be answered by calling the Winkler Police Service administration phone line at (204) 325-0829, Mon. - Fri., between 08:30 and 16:00 hours.

SELECTION PROCESS SUMMARY

Advancement through the selection process is dependant upon **successfully completing each stage**. Additionally, be aware that the application process is a competitive exercise. Your applicant packages, qualifications and test scores will be examined and measured against that of all other applicants in the process to judge your overall competitiveness for selection.

- 1.) **Application evaluation:** Applications are reviewed to ensure candidates meet the basic requirements and packages are complete. They are then evaluated against one another.
- 2.) **Selection of Long List:** Approximately 10-15 candidates are chosen to continue the contest. Only those chosen to continue the competition will be notified.
- 3.) **Work-Related Education Test & Essay:** Candidates will be required to participate in a 3 hour job-related examination and essay writing contest. The essay is to be approx. 250 words in length (topic provided at time of writing). As well, complete an “Integrity & Lifestyles” questionnaire.
- 4.) **Physical Fitness Test:** A high standard of physical fitness is required for employment with the Winkler Police Service. Candidates must successfully complete the Test of Physical Ability (TOPA).
- 5.) **Initial Interview**
- 6.) **Child Abuse Registry Check**
- 7.) **Selection of Short List:** Approximately 2-6 candidates are chosen to continue the contest.

- 8.) **Background Investigation:** After a comprehensive background investigation on chosen Short List candidates ALL Long List candidates are notified. Back grounding may include further interviews, a polygraph examination, a psychometric assessment, etc.
- 9.) **Interview #2:** Applicants may be requested to supply fingerprints at this time.
- 10.) **Final Selection:** Candidate(s) approved for hiring is/are selected. ALL remaining candidates are notified. Note: Hiring still subject to approval by training academy.

TERMINATION of APPLICATION POLICY

- 1) If a candidate's application is terminated at any stage, due to competitive standards not being met, a new application is necessary to re-enter any future competition.
- 2.) All test results are the exclusive property of the Winkler Police Service. Candidates are not advised of test results (except the TOPA). Candidates' applications may be terminated, without appeal, at any stage of the selection process due to the applicant's inability to compete with other applicants.

TEST OF PHYSICAL ABILITY (T.O.P.A.)

Guidelines for Applicants

Police officers perform varied duties, and on occasion must take control of physically violent or uncooperative persons. This may involve moving quickly to a problem site or chasing after a person, intensive physical work to resolve the issue, and then removing a person or material from the problem site. This can be difficult work. The T.O.P.A. concept was designed by exercise psychologists so that an applicant can demonstrate that he/she has the minimum ability to perform the physical duties associated with this occupation. Standards are the same for either male or female, as the work of a police officer is the same regardless of gender.

The test is conducted in a gymnasium under the direction of a qualified tester, who will explain and demonstrate the correct procedure for each station. You will also be given an opportunity to practice the test items so that you will know your capabilities and get a feel for the requirements.

The T.O.P.A. is a physically demanding course and you should be able to answer “yes” to the following points before presenting yourself for testing:

- I am able to perform at least five continuous minutes of moderately vigorous physical activity without feeling exhausted or over-stressed;
- I can lift and carry an 80 lb. weight with control over a distance of 15 meters;
- I can broad jump at least 5 feet;
- I can perform 15-20 pushups (full length) without stopping;
- I can vault over a 1 meter barrier, with only my hands touching the barrier;
- I participate in moderate to vigorous physical exercise at least two to three times a week.

While answering yes or no to any of these statements will not predict your success or failure on the T.O.P.A., it will help you decide whether some prior conditioning should be undertaken. Do not underestimate the T.O.P.A., for it was designed to bring about maximal heart rate and maximal stress on the cardiovascular system for a short period of time.

PRE-TEST SUGGESTIONS AND TIPS

- 1.) Wear comfortable gym apparel, and non-marking running shoes that grip well.
- 2.) Do not consume caffeine beverages, large amounts of food, or smoke for 2 hours prior to the test.
- 3.) Warm up prior to the test by stretching and other large muscle activity.
- 4.) Pace yourself. A moderate jogging speed is adequate for the six-lap obstacle course. Avoid going too fast.

STATION #1: 400 METER MOBILITY/AGILITY RUN

This involves running 6 laps of a circuit incorporating changes of direction, broad jumping a 5 foot mat while running, negotiating 6 stairs up and down, and jumping over two 18 inch high obstacles.

This station is generally completed in approx. 2 minutes (20 seconds per lap). The test administrator will give you your time at the end of each lap. You must successfully complete 6 laps of this course before running to station #2.

Should you not jump the 5-foot mat, you must redo the jump before continuing. Similarly if a stick is knocked off its support, it must be replaced and jumped before continuing. The time is not stopped for these corrections.

Due to muscle fatigue in the legs during this 400-meter run, participants should be aware that if injuries should occur, it would most likely be during the stair run.

STATION #2: PUSH AND PULL STATION

This involves pulling a 70 lb. weight off its rest and moving through a controlled 180-degree arc, 6 times, touching the line on each side 3 times. The weight is then dropped to its rest and the push position is adopted. The weight is then pushed off its rest and again, six 180-degree arcs are executed.

If the weight is allowed to touch its rest during any one of the 6 arcs, you must start those particular 6 passes again. The time is not stopped for these corrections. The push and pull activities are usually completed within 30-60 seconds. Again, you will be advised of your time, upon completion of this stage.

STATION #3: BARRIER VAULT WITH CONTROLLED FALLS

In this stage a 3-foot high barrier is surrounded by padded floor mats. The contestant must alternate 6 controlled falls, 3 to the chest, and 3 to the back, always vaulting the barrier between falls, thereby vaulting the barrier a total of 5 times (the exercise begins with a fall).

When vaulting, only the hands are allowed to touch the barrier. In the forward (chest) fall, the chest must touch the mat. In the back fall, the shoulder blades must touch the mat, and you must not roll over when returning to the standing position.

Should an error be made while performing stage 3, the specific activity where the error occurred must be repeated until performed correctly. You are not allowed to use the barrier to facilitate standing up.

***Station #1 to #3 inclusive must be completed within 4 minutes and 15 seconds.**

STATION #4:**WEIGHT CARRY - 80 LBS.**

You will be required to begin the weight carry within 30 seconds of the completion of station #3. This involves picking up an 80-pound torso sack and carrying it with your hands and arms in front of your body, for a distance of 15 meters without putting it down. The torso bag must not be carried on the hip or shoulders. It is important to keep the back straight, secure the weight, and lift with the legs.

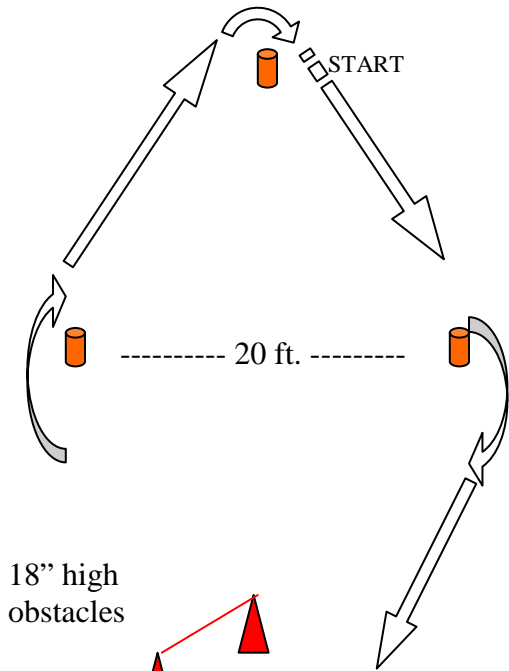
PASS OR FAIL STATEMENT

To pass, the participant must perform all activities within the defined protocol and complete the timed portion of the T.O.P.A. within 4 minutes 15 seconds, and then demonstrate the ability to lift and carry the 80-pound weight a distance of 15 meters. The tester's scoring will be final.

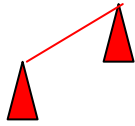
Course Layout - Test Of Physical Ability

(over head view - not to scale)

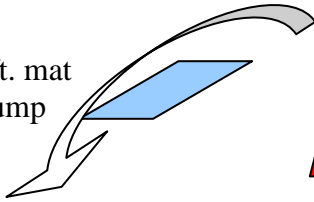
Station #1-400meters (6 laps)



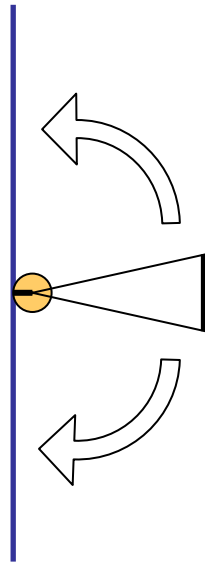
18" high obstacles



5 ft. mat jump

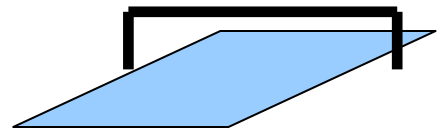


Station #2-Push & Pull (70lbs)
(approx. 4 ft. radius)

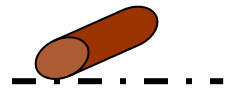


Obstacle course is a figure 8, crossing over in the center.

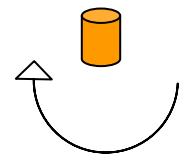
Station #3-Vault & Fall
(3 ft. high barrier)



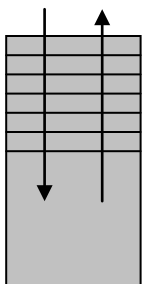
Station #4 - Weight Carry
(80 lb. sack)



7 1/2 m



Stairs



Obstacle course is 80 ft in total length.



WINKLER POLICE SERVICE APPLICATION FOR ENGAGEMENT

Full Name: _____
 Full Address: _____
 Birth date: _____ Social Insurance Number: _____
 Telephone Numbers: Home _____ Work _____

High School Attended	Post Secondary Institution
Name:	Name:
City:	Years:
Province:	Degree/Diploma:
	Major/Minor:

Have you previously applied for engagement with this or any other agency? Yes _____ No _____	
AGENCY	YEAR/STATUS

Are you acquainted with any members of the Winkler Police Service? If so, please list.	

List all Criminal, Traffic, and Liquor Offenses with which you have been charged.			
Month/Year	Location	Brief Details	Disposition <small>(Guilty/Not guilty/Fine)</small>

(If further space needed, please provide information on separate sheet and attach to application)

Commencing with the present, list all employment for past five years					
From Mo/Yr	To Mo/Yr	Employer	Address & Phone #	Position held	Reason for leaving

List residences during the past five years			
From Mo/Yr	To Mo/Yr	Street address	Town/City & Province

List full particulars of your Common-Law, Spouse, Children, Father, Mother, Brothers & Sisters			
Full name	Relationship	Birth date (yr/mo/day)	Address

(If further space needed, please provide information on separate sheet and attach to application)

I understand that, if accepted for Winkler Police Service employment, I will be engaged on a probationary basis, and that I may be released at any time during my probationary service for unsatisfactory behavior. I hereby certify that the information set out in this document is true and correct to the best of my knowledge and belief.

Date: _____ Signature of Applicant: _____



VISION REPORT for the WINKLER POLICE SERVICE

Full Name of Applicant: _____ Date of Birth: _____

Have you ever had eye surgery? _____ If yes, date and procedure _____

THE FOLLOWING TO BE COMPLETED BY THE ATTENDING OPHTHALMOLOGIST / OPTOMETRIST

1. Visual Acuity

	Without Visual Aids	With Present Lenses	With Best Possible Corrections
Right Eye			
Left Eye			
Both Eyes			

2. Horizontal Field of Vision

	TEMPORAL	NASAL
Right eye		
Left eye		

3. Binocular Vision (measured in prism diopters)

a) Vertical Eye Muscle Imbalance: _____ of deviation.

b) Horizontal Eye Muscle Imbalance (in distance viewing):

I - _____ over convergence;

II - _____ divergence.

4. Color Vision (choose any one of the three tests and circle that selection)

Titmus color plate test

Ishihara color plate test

Farnsworth D-15 color vision test

PASS _____

FAIL _____

Attending Ophthalmologist / Optometrist

Date _____

Name _____

Address _____

Phone # _____

Signature _____

APPLICANTS SIGNATURE _____ DATE _____



MEDICAL CLEARANCE FORM

Name of Applicant: _____

The above named has applied for employment with the Winkler Police Service. He/she is required to demonstrate a minimum level of physical ability/fitness, by successfully completing a test called the T.O.P.A. (Test Of Physical Ability). He/she is required to undergo a medical examination, at his/her own expense, to determine whether or not he/she is fit to undergo the TOPA.

The test is designed to simulate and measure an officer's physical ability to respond to a critical incident and apprehend or potentially control a suspect. The concept was developed by exercise physiologists and is based on their research findings. Their research has identified that the usual physical components of a response to a critical incident may involve quick action in getting to a problem, intensive heavy work resolving the issue, and then removing the problem or victim.

The TOPA is conducted in a gymnasium where the applicant first runs a 6 lap obstacle course (approx. 400 meters in total length), in which each lap includes a five foot broad jump, leaping over 18" high obstacles, making sharp left and right turns, and climbing stairs. After this, the applicant must push and then pull a 70-lb. weight in a 4-ft. radius, followed by several vaults over a 3-ft barrier. This must be accomplished within 4 min-15 sec. Then after a 30-sec. rest, must carry an 80-lb. weight over a distance of 15 meters.

Research findings indicate that a maximum or near maximum heart rate can be attained as early as two minutes into the test. To minimize the chance of precipitating a major cardiovascular event and to minimize the health risk, we are requesting that this person be examined to determine his/her test risk potential.

In addition to your usual examination we request your assessment of this person with respect to factors which may place him/her at risk during this maximal test or future police officer related duties:

- Hypertension with possible causative factors
- Diabetes Mellitus
- Persons with known heart disease or symptomatic cardiovascular disease including angina, breathlessness, palpitations, edema, syncope, and dizziness
- Individuals with low fitness levels
- Acute systemic infections including viral respiratory infections
- Muscular and/or skeletal problems which may affect physical performance or present long term limitations of the person
- Any other areas of concern _____

In my opinion, this person is: fit/ not fit to undergo the Test of Physical Ability.

Date _____ Physician (signature) _____

Physician's name & address _____

please print

Please give the completed form to the applicant. Thank-you.



INFORMED CONSENT TO UNDERTAKE T.O.P.A.

I, _____, understand that TOPA is a job related physical ability test that evaluates my physical capacity as it applies to police work. The successful completion of this test shows that I possess the minimum physical abilities deemed essential for the performance of police work.

I understand that TOPA is a physically demanding test. During the test, my heart rate will reach its maximum levels and may remain there for several minutes, thus placing me under heavy stress. The test will also challenge my muscular strength and coordination skills. If I have known health problems that would be aggravated by intense exercise, I should refrain from taking the TOPA.

The test will be explained and the correct procedure for each station demonstrated. Precise instructions will be given as to what constitutes a fault and how it is scored. I understand I have 4 minutes and 15 seconds to complete the timed portion of the test and that failing any of the items constitutes a failure of the entire test.

The Winkler Police Service has provided me with a copy of the TOPA Guidelines for Applicants, which I have read and understood. I, therefore, consider myself ready to safely undertake TOPA.

APPLICANT'S STATEMENT:

I, _____, understand the instructions and information provided in relation to TOPA. I am not aware of any medical conditions or physical problems that would place me at risk by doing the TOPA.

I understand that successfully completing the TOPA is a condition of advancement through the selection process of my application with the Winkler Police Service.

Signature of applicant _____

Witness _____

Date _____



Winkler Police Service

AUTHORIZATION

I, _____, hereby authorize any doctor, financial institution, employer or other person, to whom a duplicate or photocopy of this document is provided, to furnish any information, opinions, reports, records, or copies which may be requested by the Winkler Police Service, in connection with the undersigned's application for employment with the Service.

I agree to waive any right of action against any person or institution providing information or opinions in compliance with this authorization.

Signature of Witness

Signature of Applicant

Date

SALARY SCHEDULE

APPENDIX A

Classifications	Rank Differential	Salary 1-Jan-10	Salary 1-Mar-10	Salary 1-Sep-10	Salary 1-Mar-11	Salary 1-Jan-12
			4.00%	1.75%	4.75%	4.50%
Sgt. 3rd yr	118%	\$80,638	\$83,863	\$85,331	\$89,384	\$93,406
Sgt. 2nd yr	116%	\$79,271	\$82,442	\$83,884	\$87,869	\$91,823
Sgt. 1st yr	114%	\$77,904	\$81,020	\$82,438	\$86,354	\$90,240
15 + yr Cst.	108%	\$73,804	\$76,756	\$78,099	\$81,809	\$85,490
10-15 yr Cst.	105%	\$71,754	\$74,624	\$75,930	\$79,537	\$83,116
1st Class	100%	\$68,337	\$71,070	\$72,314	\$75,749	\$79,158
2nd Class	85%	\$58,086	\$60,410	\$61,467	\$64,387	\$67,284
3rd Class	70%	\$47,836	\$49,749	\$50,620	\$53,024	\$55,410
4th Class	60%	\$41,002	\$42,642	\$43,389	\$45,449	\$47,495
S/Cst. 15th yr	62%	\$42,369	\$44,064	\$44,835	\$46,964	\$49,078
S/Cst. 10th yr	60%	\$41,002	\$42,642	\$43,389	\$45,449	\$47,495
S/Cst. 5th yr	57.6%	\$39,362	\$40,937	\$41,653	\$43,632	\$45,595
S/Cst. 4th yr	50%	\$34,169	\$35,535	\$36,157	\$37,875	\$39,579
S/Cst. 3rd yr	48%	\$32,802	\$34,114	\$34,711	\$36,360	\$37,996
S/Cst. 2nd yr	45.5%	\$31,093	\$32,337	\$32,903	\$34,466	\$36,017
S/Cst. 1st yr	43%	\$29,385	\$30,560	\$31,095	\$32,572	\$34,038