

East Tennessee State University

Digital Commons @ East Tennessee State University

Staff Senate Agendas and Minutes

Agendas and Minutes

6-9-2008

2008 June 9 - Staff Senate Agenda and Minutes

Staff Senate, East Tennessee State University

Follow this and additional works at: <https://dc.etsu.edu/staff-senate-minutes>



Part of the [Higher Education Commons](#)

Recommended Citation

Staff Senate, East Tennessee State University, "2008 June 9 - Staff Senate Agenda and Minutes" (2008). *Staff Senate Agendas and Minutes*. 134.
<https://dc.etsu.edu/staff-senate-minutes/134>

This Agendas and Minutes is brought to you for free and open access by the Agendas and Minutes at Digital Commons @ East Tennessee State University. It has been accepted for inclusion in Staff Senate Agendas and Minutes by an authorized administrator of Digital Commons @ East Tennessee State University. For more information, please contact digilib@etsu.edu.

**Agenda
Staff Senate Meeting
June 9, 2008
Forum Room
2:30 p.m.**

Note to Senators: Please share the Senate agenda, minutes, and any other enclosures with your colleagues prior to the scheduled meeting. Senate meetings are open to all staff. Agendas, minutes, and attendance rosters are available on the Staff Senate website at <http://www.etsu.edu/stsenate/default.asp>

- 1. Call to Order**
- 2. Approval of Minutes – May 12, 2008**
- 3. Treasurer’s Report (please note the balance in treasury is \$117.17 as of May 28, 2008 per Senator Jamie Simmons)**
- 4. Guest Speakers:**
 - **Dr. Fisher**
- 5. Committee Reports: (written reports to be given)**
 - **Staff Development and Evaluations**
 - **Staff Concerns and Grievances**
 - **Committee on Committees**
 - **Committee on Elections**
 - **Thanksgiving Food Committee**
 - **Picnic Committee**
 - **Blood Drive Committee**
- 6. Old Business**
 - **Parking update – Chuck Patton**
 - **Comments regarding the tour of the Gray Fossil Site**
- 7. New Business**
 - **Update on the upcoming Staff Senate election**
- 8. Open Floor for New Agenda Items/Concerns**
- 9. Adjournment**

Please note: Next meeting Monday, June 9, 2008, Forum Room, Culp Center, 2:30 p.m. Please send notices of non-attendance to Queen Brown (browng@etsu.edu or 9-6146) Staff Senate Secretary and agenda items to Lisa Blackburn, Staff Senate President.

Agenda
Staff Senate Meeting
June 9, 2008
Forum Room
2:30 p.m.

Note to Senators: Please share the Senate agenda, minutes, and any other enclosures with your colleagues prior to the scheduled meeting. Senate meetings are open to all staff. Agendas, minutes, and attendance rosters are available on the Staff Senate website at <http://www.etsu.edu/stsenate/default.asp>

Present: James Batchelder, Lisa Blackburn, Carolyn Bond, Angela Brewer, Queen Brown, Robert Calkins, Cindy Canter, David Collins, Renee Couch, Tim Dills, Corintha Duncan, Charles Forrester, Joy Fulkerson, Linda Greenwell, Angela Haire, Linda Lett, Donna Murphy, Stephanie Nave, Debbie Parks, Chuck Patton, Wanda Richardson, David Robinson, Sue Russell, John Sanders, Patricia Stafford, Vanessa Stephens, Carla Warner

Absent: Constance Alexander (excused), Kim Blevins (excused), Deanna Bryant (excused), Sandra Bundy (resigned), Denise Dunn (excused), Dilawar Grewal, Alison Johnson, Betty Ann Proffitt (excused), E Shea Renfro, Jamie Simmons (excused), Kathy Smith (excused), Debbie Starnes, Karen Sullivan

The meeting was called to order by President Lisa Blackburn at 2:30 p.m.

Minutes: Senate Linda Greenwell made motion to approve the minutes of May 12, 2008 as amended. The motion was seconded by Senator Tim Dills and was approved.

Treasurer's Report: Senator Jamie Simmons was absent, therefore, advised the balance in treasury as \$117.17 as of May 28, 2008.

Dr. Fisher was the guest speaker. Dr. Fisher presented information regarding benefits when selecting the TCRS maximum retirement income option plan for any person hired after July 1, 1981. Dr. Fisher stated that any state/HE (Higher Education) employee who joins TCRS July 1, 1981 or after in non-contributory, therefore, there is no employee account balance.

The funds remain with the employer. Another scenario presented is as an active employee the member should not select estate as the beneficiary since there is no account balance.

The member should select a spouse (if there is one) or one other person. The employee should not select multiple beneficiaries.

Dr. Fisher handed out the Benefit Program Statistics report dated October 31 and the State Insurance Plan premium increase effective January 1, 2008.

There was a question and answer session afterwards.

Committee Report:

- Staff Development and Evaluation – Senator Kim Blevins was absent and present report later.
- Staff Concerns and Grievances – no report
- Committee on Committees – Senator Carla Warner will present report later.
- Committee on Elections – Senator Tim Dills deferred report to later.
- Thanksgiving Food Committee – Senator Jamie Simmons was absent and present report later.
- Picnic Committee – Senator Carolyn Bond stated the May picnic was the best. She received several positive comments. The most comments regarded the free appetizers prizes and the door prizes. Senator Bond mentioned more participation by all senators is required and thanked all those who participated to make this year's picnic a success. Senator Bond expressed appreciation to Senator Linda Lett for her valuable participation in acquiring a majority of the door prizes. Next year a survey will be e-mailed to indicate when the annual staff picnic should be held.
- Blood Drive Committee – Senator Angela Haire reported the Blood Drive had 43 persons to participate and the goal was met. There was discussion regarding when to have the annual blood drive for next year so there will be more participation.

New Business:

Senator Tim Dills stated there are 13 college appointees under the EEOC categories. The senators whose term will expire are Senators Kim Blevins, Tim Dills, Denise Dunn, Patricia Stafford, Karen Sullivan, Charles Forrester, and Carla Warner. An e-mail will be sent along with a list of the EEOC 5 and 6 categories.

Old Business:

Senator Chuck Patton presented a brief summary of the parking committee. Dr. Collins met with the Johnson City transit to discuss BuShot options for the university and will be reported on later. Dr. Trogen completed a budget alternative and will present a report. The parking fees being this fall semester will be \$50 for student and \$80 for faculty and staff. Senator Patton asked for a show of hands who wanted him to continue to pursue the \$50 instead of the \$80 increase. The senators voted to continue to pursue.

President Blackburn stated a thank you letter was sent to the Gray Fossil Site.

Open Floor for New Agenda Items/Concerns:

President Blackburn requested suggestions for any future tours. Those items mentioned are the Governor's Hall, VA campus Pharmacy College, and the newly renovated Culp Center.

Dr. Collins stated this will be John Sanders last meeting. Mr. Sanders will be leaving the university on June 20th. He took a position at College of Wooster in the Ohio area.

Adjournment – There was no further business to discuss. Senator Joy Fulkerson made a motion to adjourn. Senator David Robinson seconded the motion.

Please note: Next meeting Monday, July 14, 2008, CPA Ropes Course, at 2:00 p.m.

Please send notices of non-attendance to Queen Brown (brownq@etsu.edu or 9-6146) Staff Senate Secretary and agenda items to Lisa Blackburn, Staff Senate President.

ETSU

BENEFIT PROGRAM STATISTICS - October 31 Payroll Database

1. Retirement Program Participants		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
a. TCRS		134	123	118	124	130	139	161	140	168	168
Faculty		117	139	158	184	220	231	221	253	266	292
Administrators		801	787	781	772	784	728	747	739	769	819
Staff		1052	1049	1057	1080	1134	1098	1107	1153	1175	1279
Total TCRS Members		1052	1049	1057	1080	1134	1098	1107	1153	1175	1279
b. ORP (Faculty & Administrators only)		56	71	85	96	97	93	96	106	121	131
AETNA - ING		56	71	85	96	97	93	96	106	121	131
TIAA - CREF		694	723	724	745	777	783	750	717	688	690
AIG - VALIC		112	122	135	136	136	133	126	138	133	137
TOTAL ORP Members		862	916	944	977	1010	1009	972	961	942	958
Total Number of ALL University Employees		1914	1965	2001	2057	2144	2124	2079	2114	2117	2237
2. Health Insurance Program		1158	1119	1058	1036	1016	974	954	939	886	842
PPO - Fee For Service - <i>Oliver G. Gresham</i>		1158	1119	1058	1036	1016	974	954	939	886	842
POS - Point of Service - <i>John Boore</i>		124	195	319	219	287	326	340	389	314	401
HMO - "Gate Keeper" United Health Effective Jan. 1, 2001		388	359	339	522	560	550	548	563	691	727
Total Number of Participants		1670	1637	1716	1777	1863	1850	1842	1891	1891	1970
3. Dental Insurance Program											
Delta Dental PPO Provider											
Prepaid Plan		69	62	62	61	72	84	86	79	83	68
Reimbursement Plan Assurant		115	117	145	154	189	212	221	333	466	673
Total Program Participants		202	196	207	215	261	296	307	412	549	741
4. Long Term Disability Insurance Program		760	790	816	832	864	854	903	948	949	932
TIAA - CREF (Faculty & Admin only)		760	790	816	832	864	854	903	948	949	932
ITT Hartford = Open 01/96 Staff & Others		331	328	330	319	324	307	291	255	265	298
5. Tax Deferred Annuity Program (403b plan)		29	25	25	25	26	23	24	21	21	21
Total Number of Companies		29	25	25	25	26	23	24	21	21	21
(Top Three Company Member Participants)		283	272	288	230	217	222	192	176	166	148
1. AIG-VALIC		283	272	288	230	217	222	192	176	166	148
2. TIAA - CREF		157	156	148	154	163	175	167	158	149	144
3. DELTA LIFE		32	28	27	17	17	17	13	12	11	9
Total number of ALL company participants		631	583	619	528	494	528	456	437	468	575
6. Deferred Compensation Program											
Great West Retirement											
Institutional \$50.00 match 7/1/07											
TBR Contribution ended 6/30/96		610	952	1085	1162	1170	1204	1240	1288	1390	1474
TBR Contribution renewed 7/1/98		610	952	1085	1162	1170	1204	1240	1288	1390	1474
Employee Participants January 1		906	1055	1142	1154	1188	1202	1261	1392	1476	1527
Employee Participants October 31		906	1055	1142	1154	1188	1202	1261	1392	1476	1527
7. Flexible Benefit Program											
Fringe Benefits Mgt. Co. Provider											
Medical Premium, pretax		1530	1559	1638	1674	1815	1780	1791	1837	1847	1949
Dental Premium, pretax		72	72	77	79	85	78	81	107	158	288
Medical Reimbursement Flexible		262	253	290	299	324	302	348	366	421	341
Spending Accounts		262	253	290	299	324	302	348	366	421	341
Dependent Daycare Reimbursement		50	51	46	43	39	40	37	36	38	37
Flexible Spending		50	51	46	43	39	40	37	36	38	37
Total Program Participants		1914	1935	2051	2095	2263	2200	2257	2346	2464	2615

**STATE INSURANCE PLAN PREMIUM INCREASES
EFFECTIVE JANUARY 1, 2008 ***

PLAN	Total Premium	Employee Share	Amount of Increase	Employer Share
BC PPO				
Individual	\$ 507.64	\$ 101.53	\$ 6.64	\$ 406.11
Family	1,267.40	253.48	16.58	1,013.92
Split	759.76	151.95	9.94	607.81
Single Split	507.64	101.53	6.64	406.11
Cigna HMO Memphis				
Individual	480.41	74.30	4.86	406.11
Family	1,197.94	184.02	12.04	1,013.92
Split	717.53	109.72	7.18	607.81
Single Split	480.41	74.30	4.86	406.11
Cigna HMO Nashville				
Individual	478.03	71.92	4.70	406.11
Family	1,196.77	182.85	11.96	1,013.92
Split	718.74	110.93	7.26	607.81
Single Split	478.03	71.92	4.70	406.11
Cigna POS (East/Middle/West)				
Individual	486.90	80.79	5.28	406.11
Family	1,215.67	201.75	13.20	1,013.92
Split	728.77	120.96	7.92	607.81
Single Split	486.90	80.79	5.28	406.11
United Healthcare HMO, E**				
Individual	480.87	74.76	4.89	406.11
Family	1,200.60	186.68	12.21	1,013.92
Split	719.74	111.92	7.32	607.81
Single Split	480.87	74.76	4.89	406.11

*Aug 20 11
Ino. Comm.*

* Remember; above premiums reflect health insurance costs only. The first deduction for 2008 coverage is taken from the employee's last pay check in 2007.

**Chattanooga, Knoxville, Tri-Cities.

Employees should be receiving their Annual Transfer/Enrollment Period materials for health care selections for 2008 by or before mid-October so they

can review all options and make their choices for healthcare coverage for themselves and for their families during October 15 - November 15, 2007. Submitting required forms to your agency Benefits Coordinator (formerly Insurance Preparer) beyond the deadline can result in interrupted coverage or waiting another full calendar year to make your desired changes so don't wait until the last minute.

TRANSMISSION VERIFICATION REPORT

TIME : 10/01/2007 15:42
NAME : OFFICE MAX PDS
FAX : 4238540953
TEL : 4238548729
SER. # : BROB4J271812

DATE, TIME 10/01 15:41
FAX NO./NAME 16157346464
DURATION 00:00:55
PAGE(S) 03
RESULT OK
MODE FINE
ECM

3110 Browns Mill Road
Johnson City, TN 37604
Phone: 423-854-8729
Fax: 423-854-0953
Email: impress0233@officemax.com



FAX Transmission

Number of pages including cover sheet 3

Attention: Ms. JILL BACHUS - Director

Company: Tenn Consolidated Retirement System From: Dr. WILLIAM J. FISHER - Sec

Phone: 1 - 615 - 741 - 7063

Fax: 1 - 615 - 734 - 6464

Comments: See attached two pages
* 4 rings answering service

Phone: 1 - 423 - 282 - 3467

Company: RTSU BENEFITS Committee

Date: October 1, 2007

Dear Director Bachus:

1. The following is a hypothetical situation I have created to get an evaluation that might be relevant to counseling any individual as to his/her benefits when selecting the TCRS maximum retirement income option plan for any person hired after July 1, 1981. Your comments and reply would be appreciated and that can be done at your discretion through my e-mail address at end of this message.

POTENTIAL SITUATION

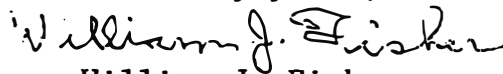
2. This person's birthdate is September 23, 1948.
3. This person is a higher education employee hired at age 33 plus.
4. The employee's hiring date is October 1, 1981.
5. The job is a staff position (non faculty) and thus the employee is a TCRS non-contributing retirement program member.
6. Potential Retirement Eligibility Dates
 - a. age 60=September 23, 2008
TCRS = Age eligible only
Medicare = not eligible
Social Security = not eligible
 - b. Age 65 = September 23, 2013
TCRS = age and service eligible
Medicare = eligible
Social Security = not fully eligible
 - c. Age 66 = September 23, 2014
TCRS = age and service eligible
Medicare = eligible
Social Security = Fully eligible
7. This employee has created at least 33 years of service credit plus any unused sick leave days and has generated an employer's yearly retirement contribution amount in his/her name. The employee also wished to receive full retirement benefits from TCRS, Social Security and Medicare-no early retirement provisions.

8. The planned retirement date is December 30, 2014.
9. This employee chooses the TCRS individual maximum retirement income benefit option with no beneficiaries.
10. This person is injured in an auto accident and dies as of January 27, 2016.
11. What is the status of his/her benefits after receiving the January 31, 2016 TCRS retirement check?
12. Would the results be the same for any TCRS faculty member under the same situation as described above?
13. What if this person selects the estate option? What future benefits?

My E Mail address is all lower case

fishwjc @ chartertn . net

Sincerely yours,



William J. Fisher

Secretary

ETSU Employees Benefits Com

William J. Fisher

From: Jill Bachus [Jill.Bachus@state.tn.us]
Sent: Thursday, October 04, 2007 9:22 AM
To: fishwjc@chartertn.net
Subject: Hypothetical Scenario

Dr. Fisher,

I received your fax concerning a TCRS member who is hired in October 1981 and retires in 2014.

Any state/HE employee who joins TCRS July 1, 1981 or after is non-contributory. In other words, the state contributes on behalf of the employee into TCRS. There is no employee account balance; the funds stay with the employer.

Under your scenario:

As an active employee, the member should not select Estate as the beneficiary since there is no account balance. The member should select a spouse (if there is one) or one other person. He/she should not select multiple beneficiaries.

As a retiree, the member may choose the maximum plan and select Estate (or one person). In this case, the only payment due will be the TCRS benefit in the month of death. (Remember, there is no account balance).

Obviously, the member's health, financial situation, etc. comes into play when determining whether to select the maximum plan or an option.

There is no difference in the TCRS benefits described above as to whether a faculty member or general employee. If the faculty member is in the ORP (not TCRS) the estate/beneficiary would be entitled to the account balance.

Jill

Jill Bachus
Director
Tennessee Consolidated Retirement System
10th Floor, Andrew Jackson Bldg.
Nashville, TN 37243
Phone: (615) 741-7063
Fax: (615) 734-6464
Jill.Bachus@state.tn.us

10/4/2007

RETIREMENT OPTIONS:

When you apply for your retirement benefit, you may elect to receive the maximum benefit or you may elect an optional payment plan which will provide a continuation of all or part of your benefit to your beneficiary after your death. The following payment plans are available

**TCRS RETIRED MEMBERS
JUNE 30, 2007****TYPE OF BENEFIT PLAN SELECTED****89,258****Total Retiree Employee Recipients**

		NUMBERS	PERCENTAGE
Regular or Maximum Plan: Maximum monthly benefits are payable to a member for life, with all benefits ceasing at death: The beneficiary(s) or estate of a member who elects this plan will not receive a monthly benefit, but is entitled to payment of any remaining contributions which had been paid by the member and which were not returned to the member in the form of retirement benefits.	Regular Maximum No Survivor benefits	57,372	64.28%
Option I - 100% Joint and Survivor: A reduced retirement allowance is payable during the retired member's life, with the provision that it will continue after his death for the life of, and to, his designated beneficiary. Should the beneficiary die before the member, the monthly allowance will remain the same.	Options I 100% Survivor benefits	7,109	7.96%
Option II - 50% Joint and Survivor: A reduced retirement allowance is payable during the retired member's life, with the provision that it will continue after his death at one-half the rate paid to him and be paid for the life of, and to, his designated beneficiary. Should the beneficiary die before the member, the monthly allowance will remain the same.	Option II 50% Survivor benefits	2,855	3.20%
Option III - Modification of Option I: A reduced retirement allowance is payable during the retired member's life with the provision that it will continue after his death for the life of, and to, his designated beneficiary. If the designated beneficiary dies before the retiree, the retirement allowance will revert to the maximum amount.	Option III 100% Survivor Pop Up Feature	8,475	9.50%
Option IV - Modification of Option II: A reduced retirement allowance is payable during the retired member's life, with the provision that it will continue after his death at one-half the rate paid to him and be paid for the life of, and to, his designated beneficiary. If the designated beneficiary dies before the retiree, the retirement allowance will revert to the maximum amount.	Option IV 50% Survivor Pop Up Feature	6,338	7.10%
Social Security Leveling Individual benefits are based upon a social security income estimate and TCRS service time credit. Dollar income remains the same before and after 65. Before age 65 most of the payment money will come from TCRS and after 65 most of the money will come from Social Security.	SOCIAL SECURITY LEVELING No Survivor benefits	7,109	7.96%
This report excludes 8,842 survivor accounts	TOTAL COUNT	89,258	100%

Can Mary retire? A story problem with real world facts

Mary Smith has taught elementary school for 30 years in a Middle Tennessee public school system. Mary is 55 years old. She has always loved teaching, and she has the reputation of being an excellent practitioner.

However, teaching has become increasingly difficult with "No Child Left Behind" requirements, an influx of English language learner students and a major decrease of parental involvement. Mary is tired.

Mary lives alone, but she has an adult married daughter who just had her first child, Mary's first grandchild. So, Mary would like to retire. She qualifies for a full retirement benefit with her 30 years of service.

As a single parent, she has been able to save only a small amount of her teaching salary in a teacher annuity account. Her retirement check will be her only means of support. Let's see if it is feasible for Mary to retire.

To make this decision, we must first calculate Mary's "average final compensation" (AFC) which is the average of Mary's highest five consecutive years of salary. Mary has been on the top step of the Master's Degree pay lane for

five years. Her AFC with a career ladder supplement is \$44,294.

This amount is placed in the following formula: $1.5\% \times \text{AFC} \times \text{years of creditable service}$ or for Mary, $1.5\% \times \$44,294 \times 30$ years.

Tennessee teachers retire, but realize they cannot live on the Tennessee Consolidated Retirement System benefit.

There is a second step to the Tennessee formula (an additional $.25\% \times$ the amount of salary above the social security integration level (SSIL) \times years of creditable service), but Mary's AFC would have to be greater than \$51,600 for her to benefit from the second step.

Mary's retirement benefit, if she retires at the end of the 2007-08 school year, would be \$1,744 per month or \$20,928 per year.

This amount replaces only 47% of Mary's AFC and only 45% of her 2007-08 gross salary. What are Mary's choices?

- Retire and live at a subsistence level.
- Retire and find another job to supplement her income.
- Continue teaching for seven more years until she can draw an age 62 Social Security benefit.

Mary's plight is replicated hundreds of times as teachers become eligible to retire, but realize they cannot live on the Tennessee Consolidated Retirement System

benefit. The Tennessee teacher retirement benefit, which is not close to adequate in today's economy.

We must help those who have given their lives for Tennessee's children and now find they cannot retire from teaching.

As you think about Mary's situation, here are facts to consider:

- Tennessee legislators have not funded a retirement benefit increase in ten years.
- Our retirement benefit formula yields the smallest benefit among all southeastern states.

- Tennessee teachers contribute 5% of their gross monthly salary to the retirement system for the same benefit when state employees contribute nothing.

- Fewer and fewer teachers qualify for the TCRS formula's second step because the Social Security Integration Level (SSIL) increases faster than teachers' salaries.

The current benefit is not adequate for the 21st century economy. It is past time to help Mary and all those like her who have given their lives for Tennessee's children and now find they cannot retire with a decent income.

If you're ready for a change, contact your legislators. Tell them to vote for HB 2534/SB 2759, TEA's retirement benefit improvement bill. A link to legislators' contact information on the hill is available at www.teateachers.org.

Executive Committee (Board)

The Executive Committee shall be composed of six (6) members including the President, President-Elect, Secretary, Treasurer, immediate Past President, and one member at large. (Amended 9/96) The duties of the Executive Committee of the Senate shall be as follows:

- a. To consider and to act on urgent matters of immediate and general interest to the University which cannot wait for action by the Senate in regular session. Such actions of the Executive Committee shall be reported to the Senate at its next meeting and shall be subject to ratification by a majority vote of the Senate;
- b. To propose such ad hoc committees of the Senate as may be needed and to recommend to the Senate the membership of those committees. The life of an ad hoc committee shall be limited to the term of the Senate that created that committee;
- c. To examine the work of the various Senate committees to prevent duplication of effort, to insure the completion of committee assignments, and to coordinate the work of all committees;
- d. To refer matters to the proper committees of the Senate;
- e. To meet at least five (5) workdays in advance of regular Senate meetings for the purpose of preparing an agenda and making assignments to those who are to report to the Senate at the next Senate meeting. A copy of the agenda will be sent to each member of the Senate at least three (3) workdays before the Senate convenes.

President:

The President shall be the presiding officer of the Senate, shall chair the Executive Committee, and shall be an ex officio member of all other Senate committees.

President Elect:

The President-Elect shall substitute for the President in his/her absence, assume all duties of that office in the President's absence, and serve in other capacities as the President may direct. (Amended 9/96)

Secretary:

The Secretary shall perform the following duties:

1. Serve as recording secretary at all regular or special meetings of the Senate;
2. Keep the official attendance records of all meetings;
3. Prepare and maintain the official membership list of the Senate.

Treasurer:

The Treasurer shall perform the following functions:

1. Compile and maintain all records of financial transactions involving the Senate;
2. Make monthly financial reports to the Senate at large;
3. Prepare annual financial statement to be submitted to the President of the University.

Member-At-Large :

Immediate Past President:

President: Lisa Blackburn

President Elect: Wanda Richardson

Secretary: Queen Brown

Treasurer: Jamie Simmons

Member-At-Large : Linda Greenwell

Immediate Past President: Karen Sullivan

Staff Senate Election - Fall 2008 - Ballot Development

<u>EEOC</u>	<u>Number</u>	Percentage	Positions (30 total)	Remaining	Need
1	69	.0472	1.416 (1)	1	0
3	568	.3882	11.646 (12)	5	7
4	451	.3083	9.249 (9)	8	1
5	87	.0595	1.785 (2)	1	1
6	67	.0458	1.374 (1)	0	1
7	221	.1511	4.533 (5)	2	3
Total 1463		1.001	(30)		13