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WAGE RATES AND FRINGE BENEFITS OF OHIO

EGG PROCESSORS, DECEMBER 31, 1969

By

Ralph L. Baker
Extension Economist
Poultry Marketing

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OHIO EGG PROCESSORS, DECEMBER 31, 1969

Introduction

Constantly changing conditions require equally constant updating of wage and fringe benefit programs of egg processors. In Ohio, there is strong competition between egg processing plants and industrial firms for employees. Competition also exists among processing plants.

In order to improve the knowledge of Ohio egg processors concerning practices of other egg processors, a mail survey of wage rates and fringe benefits was conducted in late December 1969. Questionnaires were mailed to representatives of 31 shell egg processing and/or distribution operations. Returns represented 18 of these plants, including 13 of the 15 largest plants in the state.

Wage Rates

These plants employed 544 hourly workers as of December 31, 1969. The annual wage payroll apparently exceeded \$2.5 million, including overtime pay. The median wage rate per hour for all plant labor categories was \$1.90 with a mean or average rate of \$2.02 per hour. This does not include overtime pay or rates for warehouse men or truck drivers.

The median non-overtime pay for warehouse men was \$2.46 an hour. The average pay rate was \$2.39. Country drivers averaged \$2.64 an hour and city drivers, \$2.72 without overtime.

Data on wage rates for individual job classifications are shown in Table 1.

The number of wage categories in individual plants varied from a low of two to a high of six. The most common number was three. The lower number of categories undoubtedly presents fewer personnel problems.

Eight of 14 country-point processers operated two shifts. One had a third shift. One of the eight paid 10 cents and another paid 5 cents an hour bonus. The third shift bonus was 10 cents an hour. The remainder did not pay shift bonuses.

Three plants paid overtime for all hours over 8 per day. All paid hourly workers time and a half for work over 40 hours per week. Two paid time and a half for Saturday work and one paid double time for Sunday work.

Fringe Benefits

Fringe benefits varied widely. Since it is presumed that all plants paid Social Security, Workmen's Compensation and Unemployment Insurance, the costs of these benefits are not included in the hourly fringe costs. They should be added by each plant to obtain the total labor cost per hour worked by wage employees.

Vacation Policies

The program of all plants included at least one week of vacation after one year of employment. One plant gave 1/2 week vacation after 6 months. Three plants had 2 weeks vacation after one year. After 3 years employment, 9 plants had 2 weeks and 7 had one week vacation. Maximum vacation ranged from 1 to 4 weeks. For individual plant

TABLE 1

HOURLY WAGE RATES PAID FOR SELECTED JOBS BY OHIO EGG PROCESSORS, FIRST SHIFT, NORMAL RATES WITHOUT OVERTIME AS OF DECEMBER 31, 1969

Job	Low	High	Median*	Mean**
Candling Machine Operator	\$ 1.65	\$ 3.00	\$ 1.90	\$ 1.97
Candling Machine Helper	1.65	2.30	1.84	1.86
Packs Eggs in Cartons	1.60	2.30	1.82	1.85
Puts Cartoned Eggs in Case	1.60	2.30	1.82	1.84
Candler	1.65	2.30	1.90	1.88
Puts Eggs on Line	1.60	2.00	1.90	1.84
Case Taper	1.60	2.50	1.90	2.01
Clean-Up Worker	1.60	3.00	1.83	1.99
Truck Loader	2.00	2.60	2.48	2.41

All Plant Labor	1.60	3.00	1.90	2.00
Warehouseman	2.00	3.00	2.46	2.39
Driver, Country	2.28	3.00	2.65	2.64
Driver, City	2.28	3.50	2.55	2.72

* Same number of worker categories above and below this rate.

** Average wage rate for job category--all plant labor average. Weights each job classification equally.

data on this and other fringe benefit programs, see Table 2.

Sick Leave

The most difficult factor to work into value data was sick leave. Three plants had sick leave provisions. A doctor's certificate was required before sick leave was paid. In two plants, a waiting period of four days was required. A 5-day waiting period was required in the other program.

In two plants, 7 days sick leave were available after one year of employment. Four additional days were added for each year up to a maximum accumulation of 63 days. In the other plant, 12 days were available after one year of employment with a maximum accumulation of 21 days. Compensation was computed at the regular 8-hour per day rate.

Other Income Continuation Programs

Two plants had income continuation programs for hourly workers other than a sick leave program. One was part of a hospitalization program and paid \$45 per week for 14 weeks. The other had payments based on wage level and longevity.

Holiday Pay

The number of paid holidays per year ranged from 3 to 7 1/2. The most common number of holidays was 6. Only 3 plants were below 6 days and one was above.

Bonus Payments

Some sort of bonus or gift payment was made by 13 of 16 plants. Christmas bonuses were paid by 11 plants. The specified Christmas

TABLE 2

FRINGE BENEFITS, SHIFT AND OVERTIME
PROGRAMS OF INDIVIDUAL PLANTS

Schedule Number	Shift Bonus and Overtime					
	Bonus Wages Per Hour For 2ND Shift (Cents)	Bonus Wages Per Hour For 3RD Shift (Cents)	Overtime Over 8 Hours	Overtime Over 40 Hours	Overtime Saturday	Overtime Sunday
	1	0	N.S.*	1 1/2	1 1/2	1 1/2
2	N.S.	N.S.	1 1/2	1 1/2	1 1/2	No
3	.10	N.S.	No	1 1/2	No	No
4	0	N.S.	No	1 1/2	No	2
5	.05	.10	No	1 1/2	No	No
6	N.S.	N.S.	No	1 1/2	No	No
7	0	N.S.	1 1/2	1 1/2	0	No
8	N.S.	N.S.	No	1 1/2	No	No
9	N.S.	N.S.	No	1 1/2	--	--
10	N.S.	N.S.	No	1 1/2	--	--
11	0	N.S.	--	1 1/2	--	--
12	0	--	--	1 1/2	--	--
13	N.S.	N.S.	--	1 1/2	--	--
14	N.S.	N.S.	--	1 1/2	--	--
15	0	N.S.	No	1 1/2	No	No
16	N.S.	N.S.	No	1 1/2	No	No

Schedule Number	Paid Vacation Per Year (Weeks)						
	After 6 Months	After 1 Year	After 3 Years	After 5 Years	After 10 Years	After 15 Years	After 20 Years
1	0	1	1	1	1	1	1
2	--	1	1	1	1	1	1
3	1/2	1	1	1	2**	2	2
4	0	1	1	1	2***	3	4
5	0	1	2	2	3***	3	3
6	0	2	2	3	3	3	3
7	0	1	2	2	2	3	3
8	0	1	2	2	2	2	2
9	0	1	2	2	3	3	3
10	0	1	2	2	3	3	3
11	0	1	1	1	2**	2	2
12	--	1	1	1	1	1	1
13	0	2	2	2	2	2	2
14	0	2	2	2	2	2	2
15	0	1	1	2	2	2	2
16	0	1	2	2	2	2	2

* No Shift

** Two weeks vacation after 7 years

*** Two weeks vacation after 8 years

TABLE 2 (Contd.)

Schedule Number	Sick Leave	Leave and Other Fringe Benefits					Employee Product Subsidies
		Number Paid Holidays	Bonuses Paid	Productivity Bonus	Employee Funds		
1	No	6	Christmas	No	No	Eggs	
2	No	6	Christmas	No	Yes	Eggs	
3	No	6	Christmas	No	Yes	Eggs	
4	No	6	Christmas-Profit Vacation	Yes	Yes	Eggs	
5	No	7 1/2	Profit	Yes	No	No	
6	No	5	Thanksgiving	Yes	No	Eggs	
7	No	6	No	No	No	Eggs	
8	No	6	No	No	No	No	
9	Yes	6	Christmas	No	Yes	Eggs	
10	Yes	6	Christmas	No	Yes	No	
11	Yes	6	Christmas	No	No	Eggs	
12	No	3	Christmas	No	No	No	
13	No	6	Christmas	No	No	Eggs	
14	No	6	Christmas	No	No	Eggs	
15	No	6	No	No	No	Eggs	
16	No	5	Christmas	No	No	Eggs	

Schedule Number	Retirement and Insurance					Income Continuation Program
	Pension Plans	Life Insurance	Hospitalization Insurance	Major Medical Insurance		
1	No	No	Yes	Yes	No	
2	No	No	Yes	Yes	No	
3	Yes	Yes	Yes	No	No	
4	Yes	Yes	Yes	Yes	No	
5	No	Yes	Yes	Yes	Yes	
6	No	Yes	Yes	Yes	Yes*	
7	No	Yes	Yes	Yes	No	
8	No	No	No	No	No	
9	Yes	Yes	Yes	Yes	No	
10	Yes	Yes	Yes	Yes	No	
11	Yes	No	Yes	No	No	
12	Yes	No	Yes	No	No	
13	Yes	No	Yes	No	No	
14	Yes	No	Yes	No	No	
15	No	Yes	Yes	Yes	Yes	
16	No	Yes	Yes	Yes	No	

* Non-Hourly Employees Only.

bonuses ranged from \$7.50 to \$200 or one week's pay.

One company paid a Thanksgiving bonus. One had a productivity bonus and a profit sharing bonus based on salary and longevity. Another had a profit sharing bonus and paid each worker an additional week's pay during the employee's vacation. A fourth company had a bonus based on wage rates and longevity which was partially based on the employee's application to the job.

Party Funds

Five of the 16 plants contributed to employee funds used for parties---usually Christmas. Plant costs for those with such programs ranged from \$200 to \$900 per year.

Product Subsidies

Twelve plants subsidized the purchase or use of eggs by employees. These subsidies ranged from out right gifts of eggs for family use to charging wholesale prices. The most common practice was to sell eggs at a specified year around price.

Pension Plans

Eight of 16 plants had employee pension plans to which they contributed. Cost of these programs for plants operating them ranged from about 5 to 28 cents per hour. Benefits apparently varied accordingly.

Insurance Programs

Nine plants had group life insurance programs. Cost of these programs ranged from about 1 to 6 cents an hour. Coverage per employee

ranged from \$1,000 to \$15,000. Some programs permitted employees to purchase additional coverage.

All but one plant had group hospitalization and surgical programs. Ten also included major medical coverage. The cost of some of these programs was estimated. The cost per hour apparently ranged from 4 to 10 cents. Coverage ranged from \$15 room rate to full coverage in semi-private rooms. Surgical benefits also varied widely. For instance, stated specific payments for resection of stomach ranged from \$100 to \$400.

The maximum pay-out for major medical was apparently \$10,000.

Cost of Wage and Fringe Benefit Programs
Per Hour of Non-Overtime Work

It was difficult to precisely compute hourly costs of fringe benefit programs. Costs reported for some programs included the share for salaried employees. Bonus payments often varied depending upon longevity and specific wage rate of the employee. Costs of some insurance and bonus programs and, particularly, the costs of subsidizing egg purchases had to be estimated. Therefore, the cost of fringe benefits per hour are approximations. In most instances they are likely fairly accurate.

Costs of fringe benefits per hour were computed by adding the estimated total costs of each. These sums were then divided by the estimated number of hours worked in a year. The latter figure was obtained by taking the numbers of reported days vacation and holidays, multiplying by 8 and then subtracting this number from 2,080.

Wage rates in this computation do not include varying policies on overtime work and payment. Wage data in Tables 3 and 4 are

TABLE 3

APPARENT WAGE AND FRINGE BENEFIT COSTS PER HOUR WORKED, FIRST SHIFT,
BY HOURLY IN-PLANT EMPLOYEES,^{1/} 13 OHIO EGG PROCESSORS, AS OF
DECEMBER 31, 1969, WITHOUT OVERTIME PAY

Plant	With One Year Longevity			With Five Years Longevity		
	Wage Rate	Fringe Benefits	Total	Wage Rate	Fringe Benefits	Total
6	\$2.30	\$0.47	\$2.77	\$2.30	\$0.71	\$3.01
5	1.85	0.48	2.33	1.85	0.56	2.41
4	1.65	0.49	2.14	1.65	0.65	2.30
9	1.90	0.25 ^{2/}	2.15 ^{2/}	1.90	0.33 ^{2/}	2.23 ^{2/}
15	1.90	0.25	2.15	1.90	0.29	2.19
10	1.85	0.23 ^{2/}	2.08 ^{2/}	1.85	0.31 ^{2/}	2.16 ^{2/}
7	1.90	0.17 ^{3/}	2.07 ^{3/}	1.90	0.21 ^{3/}	2.11 ^{3/}
12	1.90	0.19	2.09	1.90	0.19	2.09
8	1.95	0.09	2.04	1.95	0.13	2.08
11	1.84	0.23 ^{2/}	2.07 ^{2/}	1.84	0.23 ^{2/}	2.07 ^{2/}
2	1.80	0.18	1.98	1.80	0.18	1.98
3	1.72	0.25	1.97	1.72	0.25	1.97
1	1.70	0.10 ^{3/}	1.80 ^{3/}	1.70	0.10 ^{3/}	1.80 ^{3/}

^{1/} Most usual in-plant wage rate. For most plants included candling machine operator and helper, packer, line loader, loader of cartoned eggs into cases and case taper--if the plant had these employees.

^{2/} Would be 3.5¢ to 16.8¢ an hour higher if employee used maximum sick leave.

^{3/} Does not include Christmas or other bonuses, the amounts of which were not specified.

basically correct for plants who limited wage employees to 40 hours per week. For plants with overtime payments, the value of these additional amounts per hour worked would need to be added to the data as shown. The average wage rate per hour for any category can be computed by taking the total value of wages before any deductions are taken out and dividing by the number of hours actually worked by employees. Plants who pay time and a half for all hours over 8 per day might have more overtime pay with the same average number of hours than plants with time and a half for over 40 hours a week only.

The data in Table 3 give a summary of wage plus fringe benefit costs per hour for the most common plant wage. This was usually the lowest wage rate. In some instances there were lower wages, but for a smaller number of categories. Data in Table 3 are most representative for those plants with a small number of job categories.

It should be noted that the data in Table 3 are arrayed in order of highest to lowest costs per hour while those in Table 4 go from lowest to highest costs per hour.

Finally, Social Security, Unemployment Insurance, Workmen's Compensation and similar costs are not included in the estimated fringe benefit costs.

TABLE 4

HOURLY WAGE COSTS PER HOUR WORKED FIRST SHIFT, NORMAL RATE, WITHOUT OVERTIME PAY, BY HOURLY EMPLOYEES, OHIO EGG PROCESSORS, AS OF DECEMBER 31, 1969

Plant No.	ONE-YEAR LONGEVITY			FIVE-YEAR LONGEVITY		
	Wage Rate	Fringe Benefits	Total	Wage Rate	Fringe Benefits	Total
<u>CANDLING MACHINE OPERATOR</u>						
1*	\$1.70	\$0.10	\$1.80	\$1.70	\$0.10	\$1.80
3	1.72	0.25	1.97	1.72	0.25	1.97
2	1.80	0.18	1.98	1.80	0.18	1.98
11	1.84	0.23	2.07	1.84	0.23	2.07
12	1.90	0.19	2.09	1.90	0.19	2.09
7*	1.90	0.17	2.07	1.90	0.21	2.11
10	1.85	0.23	2.08	1.85	0.31	2.16
15	1.90	0.25	2.15	1.90	0.29	2.19
9	1.90	0.25	2.15	1.90	0.33	2.23
4	1.65	0.49	2.14	1.65	0.65	2.30
5	2.10	0.48	2.58	2.10	0.56	2.66
6	2.30	0.47	2.77	2.30	0.71	3.01
8	3.00	0.09	3.09	3.00	0.13	3.13
<u>CANDLING MACHINE OPERATOR HELPER</u>						
1*	1.70	0.10	1.80	1.70	0.10	1.80
3	1.72	0.25	1.97	1.72	0.25	1.97
2	1.80	0.18	1.98	1.80	0.18	1.98
16*	1.75	0.27	2.02	1.75	0.30	2.05
11	1.84	0.23	2.07	1.84	0.23	2.07
7*	1.90	0.17	2.07	1.90	0.21	2.11
8	2.05	0.09	2.14	2.05	0.13	2.18
15	1.90	0.25	2.15	1.90	0.29	2.19
4	1.65	0.49	2.14	1.65	0.65	2.30
5	1.85	0.48	2.33	1.85	0.56	2.41
6	2.30	0.47	2.77	2.30	0.71	3.01
<u>PACKER</u>						
1*	1.70	0.10	1.80	1.70	0.10	1.80
16*	1.60	0.26	1.86	1.60	0.30	1.90
3	1.72	0.25	1.97	1.72	0.25	1.97
2	1.80	0.18	1.98	1.80	0.18	1.98
8	1.95	0.09	2.04	1.95	0.13	2.08
7*	1.90	0.17	2.07	1.90	0.21	2.11
5	1.85	0.48	2.33	1.85	0.56	2.41
6	2.30	0.47	2.77	2.30	0.71	3.01

* Does not include Christmas or other bonuses, the amounts of which were not specified.

TABLE 4 (Contd.)

Plant No.	ONE-YEAR LONGEVITY			FIVE-YEAR LONGEVITY		
	Wage Rate	Fringe Benefits	Total	Wage Rate	Fringe Benefits	Total
<u>LOADER</u>						
1*	\$1.70	\$0.10	\$1.80	\$1.70	\$0.10	\$1.80
16*	1.60	0.26	1.86	1.60	0.30	1.90
3	1.72	0.25	1.97	1.72	0.25	1.97
2	1.80	0.18	1.98	1.80	0.18	1.98
11	1.84	0.23	2.07	1.84	0.23	2.07
8	1.95	0.09	2.04	1.95	0.13	2.08
12	1.90	0.19	2.09	1.90	0.19	2.09
15	1.80	0.25	2.05	1.80	0.29	2.09
7*	1.90	0.17	2.07	1.90	0.21	2.11
10	1.85	0.23	2.08	1.85	0.31	2.16
9	1.90	0.25	2.15	1.90	0.33	2.23
4	1.65	0.49	2.14	1.65	0.65	2.30
5	1.85	0.48	2.33	1.85	0.56	2.41
6	2.30	0.47	2.77	2.30	0.71	3.01
<u>CANDLER</u>						
1*	1.70	0.10	1.80	1.70	0.10	1.80
2	1.80	0.18	1.98	1.80	0.18	1.98
11	1.84	0.23	2.07	1.84	0.23	2.07
12	1.90	0.19	2.09	1.90	0.19	2.09
7*	1.90	0.17	2.07	1.90	0.21	2.11
8	2.00	0.09	2.09	2.00	0.13	2.13
10	1.85	0.23	2.08	1.85	0.31	2.16
15	1.90	0.25	2.15	1.90	0.29	2.19
9	1.90	0.25	2.15	1.90	0.33	2.23
4	1.65	0.49	2.14	1.65	0.65	2.30
5	1.85	0.48	2.33	1.85	0.56	2.41
6	2.30	0.47	2.77	2.30	0.71	3.01
<u>LINE LOADER</u>						
16*	1.60	0.26	1.86	1.60	0.30	1.90
3	1.72	0.25	1.97	1.72	0.25	1.97
2	1.80	0.18	1.98	1.80	0.18	1.98
1*	1.90	0.10	2.00	1.90	0.10	2.00
11	1.84	0.23	2.07	1.84	0.23	2.07
8	1.95	0.09	2.04	1.95	0.13	2.08
7	1.90	0.17	2.07	1.90	0.21	2.11
10	1.85	0.23	2.08	1.85	0.31	2.16
15	1.90	0.25	2.15	1.90	0.29	2.19
9	1.95	0.25	2.20	1.95	0.33	2.28
4	1.65	0.49	2.14	1.65	0.65	2.30
5	1.90	0.48	2.38	1.90	0.56	2.46
6	2.00	0.47	2.47	2.00	0.71	2.71

TABLE 4 (Contd.)

Plant No.	ONE-YEAR LONGEVITY			FIVE-YEAR LONGEVITY		
	Wage Rate	Fringe Benefits	Total	Wage Rate	Fringe Benefits	Total
<u>TRUCK LOADER</u>						
9	\$2.00	\$0.25	\$2.25	\$2.00	\$0.33	\$2.33
2	2.25	0.18	2.43]	2.25	0.18	2.43
11	2.28	0.23	2.51	2.28	0.23	2.51
1*	2.50	0.10	2.60	2.50	0.10	2.60
5	2.10	0.48	2.58	2.10	0.56	2.66
3	2.46	0.25	2.71	2.46	0.25	2.71
15	2.50	0.27	2.77	2.50	0.31	2.81
7*	2.60	0.17	2.77	2.60	0.21	2.81
10	2.60	0.23	2.83	2.60	0.31	2.91
8	2.80	0.09	2.89	2.80	0.13	2.93
6	2.30	0.47	2.77	2.30	0.71	3.01
4	2.50	0.49	2.99	2.50	0.65	3.15
<u>CASE TAPER</u>						
1*	1.70	0.10	1.80	1.70	0.10	1.80
3	1.60	0.25	1.85	1.60	0.25	1.85
11	1.84	0.23	2.07	1.84	0.23	2.07
12	1.90	0.19	2.09	1.90	0.19	2.09
7*	1.90	0.17	2.07	1.90	0.21	2.11
4	1.65	0.49	2.14	1.65	0.65	2.30
2	2.25	0.18	2.43	2.25	0.18	2.43
5	2.10	0.48	2.58	2.10	0.56	2.66
9	2.40	0.25	2.65	2.40	0.33	2.73
10	2.50	0.23	2.73	2.50	0.31	2.81
6	2.30	0.47	2.77	2.30	0.71	3.01
<u>CLEAN-UP WORKERS</u>						
2	1.60	0.18	1.78	1.60	0.18	1.78
1*	1.70	0.10	1.80	1.70	0.10	1.80
12	1.70	0.19	1.89	1.70	0.19	1.89
8	1.80	0.09	1.89	1.80	0.13	1.93
11	1.78	0.23	2.01	1.78	0.23	2.01
10	1.80	0.23	2.03	1.80	0.31	2.11
9	1.85	0.25	2.10	1.85	0.33	2.18
4	1.90	0.49	2.39	1.90	0.65	2.55
5	2.00	0.48	2.48	2.00	0.56	2.56
7*	2.40	0.17	2.57	2.40	0.21	2.61
6	2.30	0.47	2.77	2.30	0.71	3.01
3	3.00	0.25	3.25	3.00	0.25	3.25

TABLE 4 (Contd.)

Plant No.	ONE-YEAR LONGEVITY			FIVE-YEAR LONGEVITY		
	Wage Rate	Fringe Benefits	Total	Wage Rate	Fringe Benefits	Total
<u>WAREHOUSE MAN</u>						
11	\$2.02	\$0.23	\$2.25	\$2.02	\$0.23	\$2.25
9	2.00	0.25	2.25	2.00	0.33	2.33
5	2.00	0.48	2.48	2.00	0.56	2.56
8	2.45	0.09	2.54	2.45	0.13	2.58
1*	2.50	0.10	2.60	2.50	0.10	2.60
3	2.46	0.25	2.71	2.46	0.25	2.71
13	2.40	0.33	2.73	2.40	0.33	2.73
15	2.50	0.27	2.77	2.50	0.31	2.81
10	2.60	0.23	2.83	2.60	0.31	2.91
6	2.30	0.47	2.77	2.30	0.71	3.01
4	2.50	0.49	2.99	2.50	0.65	3.15
14	3.00	0.47	3.47	3.00	0.47	3.47
<u>DRIVER (COUNTRY)</u>						
11	2.28	0.23	2.51	2.28	0.23	2.51
1*	2.50	0.10	2.60	2.50	0.10	2.60
12	2.50	0.19	2.69	2.50	0.19	2.69
9	2.50	0.25	2.75	2.50	0.33	2.83
15	2.60	0.27	2.87	2.60	0.31	2.91
8	2.80	0.09	2.89	2.80	0.13	2.93
7*	2.75	0.17	2.92	2.75	0.21	2.96
10	2.70	0.23	2.93	2.70	0.31	3.01
6	2.30	0.47	2.77	2.30	0.71	3.01
4	2.75	0.49	3.24	2.75	0.65	3.40
3	3.00	0.25	3.25	3.30	0.25	3.55
5	3.00	0.48	3.48	3.00	0.56	3.56
<u>DRIVER (CITY)</u>						
11	2.28	0.23	2.51	2.28	0.23	2.51
1*	2.50	0.10	2.60	2.50	0.10	2.60
12	2.50	0.19	2.69	2.50	0.19	2.69
13	2.40	0.33	2.73	2.40	0.33	2.73
9	2.50	0.25	2.75	2.50	0.33	2.83
15	2.60	0.27	2.87	2.60	0.31	2.91
10	2.70	0.23	2.93	2.70	0.31	3.01
6	2.30	0.47	2.77	2.30	0.71	3.01
5	2.80	0.48	3.28	2.80	0.56	3.36
14	3.00	0.47	3.47	3.00	0.47	3.47
3	3.50	0.25	3.75	3.50	0.25	3.75
4	3.50	0.49	3.99	3.50	0.65	4.15