

**The City of Reykjavik
on the one hand
and
Efling Trade Union
on the other
enter into the following
AGREEMENT**

on changes and an extension to the collective agreement between the parties

**Article 1
Duration of validity**

Parties to the agreement agree that the current collective agreement of the parties, along with the protocols and appendixes, will be extended from 1 April 2023 to 31 March 2024, with the changes and provisos that are included in this agreement, and will then expire without further notice.

**Article 2
Wage increases**

According to article 1.1.1 wages will increase from 1 April 2023 in accordance with the following wage table in appendix 1.

It is agreed that with this increase, there will be no further review of the economic growth increases according to the conditions of the parties 2019-2023, and it is considered fully fulfilled.

**Article 3
December bonus and holiday pay bonus**

During the contract period, the December bonus according to Article 1.6.3, will be as follows:

In the year 2023	ISK 115,000
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During the contract period, Holiday pay bonus according to Article 4.2.2, will be as follows:

In the year 2023	ISK 56,000
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Article 4
Voting

The parties shall put this agreement, along with appendixes, protocols, work plan and attachments, to the vote in a legally prescribed manner. If the counter party has not been informed of an outcome before 16:00 hours on 14 April 2023, the agreement shall be regarded as having been approved. Only those members of the union who are employed by the City of Reykjavík have the right to vote on this agreement.

Reykjavík, 1 April 2023

On behalf of The City of Reykjavík,
subject to the approval of the City Council

on behalf of Efling Trade Union,
subject to the approval of union members

Protocol and work plan
with the agreement dated 1 April 2023
between the City of Reykjavík
on the one hand
and
Efling Trade Union
on the other

Protocol

The parties agree that other wages, according to Article 1.1.3, increase by 5% on 1 April 2023.

Work plan

By agreeing on an extension of the collective agreement, negotiations on issues other than the wage issues of the parties are postponed. Parties agree to open negotiations as shown in the following table:

Issues	Work begins	Work ends	Description
Better working hours for day-time work	1 April 2023	1 January 2024	<p>Parties agree to an extension to the appendix on better working hours for day-time work to achieve more mutual benefits.</p> <p>A working group will be formed across public employers and associations/unions, as is already in place, for better working hours in shift work.</p> <p>Parties also agree that it's important to engage working hours groups in pre-schools to review and analyse progress made in the implementation of better working hours in pre-schools. The joint committee of the parties will be instructed to implement this task.</p> <p>Attention will be paid to whether any implementations may have caused stress in the different departments and whether the implementation is non-discriminatory.</p>
Better working hours for shift work	1 April 2023	1 January 2024	<p>Parties agree to an extension to the appendix on better working hours for shift work to achieve more mutual benefits. Parties also agree on continued collaboration within the scope of the steering group of the project.</p> <p>The joint committee of the parties will be instructed to implement this task.</p>

A review of the chapter on illness	1 April 2023	1 November 2023	Parties agree to extend protocol 2 in the parties' collective agreement. The joint committee of the parties will be instructed to implement this task.
Recruitment at hourly rate	1 April 2023	1 September 2023	Parties agree to instruct the joint committee to review the arrangements for how employees are hired at hourly rates during the contract period.
Preparation time in preschools	1 September 2023	31 December 2023	The Department of School and Recreation will be tasked with reviewing utilisation, identifying needs, and working on common criteria for managers regarding the preparation time of Efling union members in preschools. Particular attention will be paid to ensuring the preparation time of employees that are heads of departments. Also, a discussion in the preschools about the preparation time will be encouraged as well as about how they may be organised to ensure that the preparation time is used efficiently. The joint committee of the parties will be instructed to implement this task.
Work and protective clothing according to article 6.2.2.			Parties agree that the joint committee will review the provisions of Article 6.2.2 on protective clothing, with the aim to ensure that work clothing suits the relevant activity.
Jobs in and around emergency shelters - a review as regards working conditions	1 April 2023	1 September 2023	The joint committee of the parties will be instructed to implement this task.
Mapping of the need for education in home support and care giving	1 September 2023	1 December 2023	The joint committee of the parties will be instructed to implement this task

The emphasis of the contracting parties shall be available on 31 October 2023. No later than November 15, negotiations shall begin, and the parties will then make a plan for the progress of the negotiations along with time bound objectives.

Appendix 1
to the agreement dated 1 April 2023
between
the City of Reykjavík
and
Efling Trade Union

Parties agree to make the following amendments to appendix 2 to the parties' collective agreement on better working hours for shift work.

Articles 1.6.1 and 1.6.2 are amended as of 1 April 2023, and will be as follows:

1.6 Premium payments - shift work premiums

1.6.1 Shift work premiums are calculated based on daytime work as defined in section 1.4.1.

The shift work premium shall be:

33.33% between 17:00 - 24:00 Mondays - Thursdays

55.00% between 17:00 - 24:00 Fridays

65.00% between 00:00 - 08:00 Tuesdays - Fridays

55.00% between 08:00 - 24:00 Saturdays, Sundays and on special holidays

75.00% between 00:00 - 08:00 Saturdays, Sundays , Mondays and on special holidays

120.00% between 00:00 - 24:00 on major public holidays cf. Article 2.1.4.3, although in such a way that between 16:00 - 24:00 on Christmas Eve and New Year's Eve and between 00:00 – 08:00 on Christmas Day and New Year's Day there is a premium of 165.00%.

Fractions of hours are paid proportionally.

1.6.2 Payments for standby shifts shall be calculated with regard to rates for daytime work as defined in section 1.4.1 in the following way:

33.33% between 17:00 - 24:00 Mondays - Thursdays

45.00% between 17:00 - 24:00 Fridays

45.00% between 00:00 - 08:00 Mondays

33.33% between 00:00 - 08:00 Tuesdays - Fridays

45.00% between 00:00 - 24:00 on Sat., Sun., and on special holidays

120.00% between 00:00 - 24:00 on major public holidays cf. Article 2.1.4.3, although in such a way that between 16:00 - 24:00 on Christmas Eve and New Year's Eve and between 00:00 – 08:00 on Christmas Day and New Year's Day there is a premium of 165.00%.

Fractions of hours are paid proportionally. Payments for call-outs during stand-by shifts are according to Articles 2.3.3.1 and 2.3.3.2.

Article 2.6.10 is amended as of 1 April 2023, and will be as follows.

2.6.10 Shift work incentives

Employees who do shift work and meet the conditions of the article are paid a shift work incentive in the following way.

The shift work incentive is paid as a proportion of the monthly wages due to the variety and number of shifts during a wage period, according to scheduled shifts within the obligatory working time. The minimum number of obligatory working hours on each wage period outside of daytime work limits (on a 33.33%, 55%, 65% and 75% premium) are 42 obligatory working hours. Shifts are grouped into 4 categories: day shifts, evening shifts (33.33% premium), night shifts on weekdays (65% premium) and weekend shifts (55% and 75% premium). Also, the minimum number of obligatory working hours in each shift category shall be 15 obligatory working hours. An employee must work shifts in 2 to 4 categories of shifts, 14 times or more, to enjoy the shift incentive.

The proportion of shift incentives is in accordance with the following table:

Fjöldi vakta	Tegundir vakta			
	1	2	3	4
19		10,0%	12,5%	12,5%
18		7,5%	10,0%	12,5%
17		7,5%	10,0%	12,5%
16		2,5%	7,5%	12,5%
15		2,5%	2,5%	10,0%
14			2,5%	7,5%

Appendix 2
to the agreement dated 1 April 2023
between
the City of Reykjavík
and
Efling Trade Union

Parties agree to make the following amendments to appendix 3 to the parties' collective agreement on a special wage increase for the lowest wages.

The overview of amounts for each class of job evaluation points in appendix 3 will be updated and be as follows as of 1 April 2023:

Starfsm.stig frá	Starfsm. stig til	Launafl.	Upphæð
266	319	221-227	19.500
320	326	228	17.550
327	334	229	15.600
335	342	230	13.650
343	349	231	11.700
350	357	232	9.750
358	365	233	7.800
366	373	234	5.850
374	380	235	3.900
381	388	236	1.950

The overview of amounts for employees of preschools in appendix 3 will be updated and be as follows as of 1 April 2023:

Starfsheiti	Önnur laun
leiðbeinandi 1	37.400
leiðbeinandi 1 með stuðning	37.400
leiðbeinandi 2	43.200
leiðbeinandi 2 með stuðning	43.200
leikskólaliði	43.200
leikskólaliði með stuðning	43.200
deildarstjóri C	49.000

The overview of amounts for employees in home caregiving services in appendix 3 will be updated and be as follows as of 1 April 2023:

Starfsheiti	Önnur laun
starfsmaður heimaþjónustu	47.200
starfsmaður þjónustukjarna	51.800
starfsmaður viðbragðsteymis	51.800
félagsliði í heimaþjónustu	51.800
flokkstjóri félagsleg heimaþjónusta	57.600

Appendix 1 Wage table

Valid from 1 April 2023

WCat.	Basic lev.	1.50 %	3 %	4.50 %	6 %	7.50 %	9 %	10.5 %	12 %	13.5 %	15.0 %
214	386,986	392,791	398,596	404,400	410,205	416,010	421,815	427,620	433,424	439,229	445,034
215	395,913	401,852	407,790	413,729	419,668	425,606	431,545	437,484	443,423	449,361	455,300
216	410,306	416,461	422,615	428,770	434,924	441,079	447,234	453,388	459,543	465,697	471,852
217	415,502	421,735	427,967	434,200	440,432	446,665	452,897	459,130	465,362	471,595	477,827
218	418,472	424,749	431,026	437,303	443,580	449,857	456,134	462,412	468,689	474,966	481,243
219	421,472	427,794	434,116	440,438	446,760	453,082	459,404	465,727	472,049	478,371	484,693
220	424,501	430,869	437,236	443,604	449,971	456,339	462,706	469,074	475,441	481,809	488,176
221	427,561	433,974	440,388	446,801	453,215	459,628	466,041	472,455	478,868	485,282	491,695
222	431,837	438,315	444,792	451,270	457,747	464,225	470,702	477,180	483,657	490,135	496,613
223	434,959	441,483	448,008	454,532	461,057	467,581	474,105	480,630	487,154	493,678	500,203
224	438,112	444,684	451,255	457,827	464,399	470,970	477,542	484,114	490,685	497,257	503,829
225	441,295	447,914	454,534	461,153	467,773	474,392	481,012	487,631	494,250	500,870	507,489
226	444,792	451,464	458,136	464,808	471,480	478,151	484,823	491,495	498,167	504,839	511,511
227	448,323	455,048	461,773	468,498	475,222	481,947	488,672	495,397	502,122	508,847	515,571
228	451,889	458,667	465,446	472,224	479,002	485,781	492,559	499,337	506,116	512,894	519,672
229	455,492	462,324	469,157	475,989	482,822	489,654	496,486	503,319	510,151	516,983	523,816
230	459,129	466,016	472,903	479,790	486,677	493,564	500,451	507,338	514,224	521,111	527,998
231	462,804	469,746	476,688	483,630	490,572	497,514	504,456	511,398	518,340	525,283	532,225
232	466,515	473,513	480,510	487,508	494,506	501,504	508,501	515,499	522,497	529,495	536,492
233	470,264	477,318	484,372	491,426	498,480	505,534	512,588	519,642	526,696	533,750	540,804
234	474,049	481,160	488,270	495,381	502,492	509,603	516,713	523,824	530,935	538,046	545,156
235	477,874	485,042	492,210	499,378	506,546	513,715	520,883	528,051	535,219	542,387	549,555
236	481,735	488,961	496,187	503,413	510,639	517,865	525,091	532,317	539,543	546,769	553,995
237	485,636	492,921	500,205	507,490	514,774	522,059	529,343	536,628	543,912	551,197	558,481
238	489,575	496,919	504,262	511,606	518,950	526,293	533,637	540,980	548,324	555,668	563,011
239	493,554	500,957	508,361	515,764	523,167	530,571	537,974	545,377	552,780	560,184	567,587
240	497,573	505,037	512,500	519,964	527,427	534,891	542,355	549,818	557,282	564,745	572,209
241	501,632	509,156	516,681	524,205	531,730	539,254	546,779	554,303	561,828	569,352	576,877
242	505,732	513,318	520,904	528,490	536,076	543,662	551,248	558,834	566,420	574,006	581,592
243	509,872	517,520	525,168	532,816	540,464	548,112	555,760	563,409	571,057	578,705	586,353
244	514,054	521,765	529,476	537,186	544,897	552,608	560,319	568,030	575,740	583,451	591,162
245	518,278	526,052	533,826	541,601	549,375	557,149	564,923	572,697	580,471	588,246	596,020
246	522,544	530,382	538,220	546,058	553,897	561,735	569,573	577,411	585,249	593,087	600,926
247	526,852	534,755	542,658	550,560	558,463	566,366	574,269	582,171	590,074	597,977	605,880
248	531,204	539,172	547,140	555,108	563,076	571,044	579,012	586,980	594,948	602,917	610,885
249	535,599	543,633	551,667	559,701	567,735	575,769	583,803	591,837	599,871	607,905	615,939
250	540,038	548,139	556,239	564,340	572,440	580,541	588,641	596,742	604,843	612,943	621,044
251	544,522	552,690	560,858	569,025	577,193	585,361	593,529	601,697	609,865	618,032	626,200
252	548,501	556,729	564,956	573,184	581,411	589,639	597,866	606,094	614,321	622,549	630,776
253	552,793	561,085	569,377	577,669	585,961	594,252	602,544	610,836	619,128	627,420	635,712
254	557,126	565,483	573,840	582,197	590,554	598,910	607,267	615,624	623,981	632,338	640,695
255	561,502	569,925	578,347	586,770	595,192	603,615	612,037	620,460	628,882	637,305	645,727
256	565,918	574,407	582,896	591,384	599,873	608,362	616,851	625,339	633,828	642,317	650,806
257	570,376	578,932	587,487	596,043	604,599	613,154	621,710	630,265	638,821	647,377	655,932

258	574,878	583,501	592,124	600,748	609,371	617,994	626,617	635,240	643,863	652,487	661,110
259	579,422	588,113	596,805	605,496	614,187	622,879	631,570	640,261	648,953	657,644	666,335
260	584,011	592,771	601,531	610,291	619,052	627,812	636,572	645,332	654,092	662,852	671,613
261	588,641	597,471	606,300	615,130	623,959	632,789	641,619	650,448	659,278	668,108	676,937
262	593,318	602,218	611,118	620,017	628,917	637,817	646,717	655,616	664,516	673,416	682,316
263	598,039	607,010	615,980	624,951	633,921	642,892	651,863	660,833	669,804	678,774	687,745
264	602,804	611,846	620,888	629,930	638,972	648,014	657,056	666,098	675,140	684,183	693,225
265	607,615	616,729	625,843	634,958	644,072	653,186	662,300	671,415	680,529	689,643	698,757
266	612,473	621,660	630,847	640,034	649,221	658,408	667,596	676,783	685,970	695,157	704,344
267	617,377	626,638	635,898	645,159	654,420	663,680	672,941	682,202	691,462	700,723	709,984
268	622,328	631,663	640,998	650,333	659,668	669,003	678,338	687,672	697,007	706,342	715,677
269	627,326	636,736	646,146	655,556	664,966	674,375	683,785	693,195	702,605	712,015	721,425
270	632,371	641,857	651,342	660,828	670,313	679,799	689,284	698,770	708,256	717,741	727,227
271	637,465	647,027	656,589	666,151	675,713	685,275	694,837	704,399	713,961	723,523	733,085
272	642,607	652,246	661,885	671,524	681,163	690,803	700,442	710,081	719,720	729,359	738,998
273	647,798	657,515	667,232	676,949	686,666	696,383	706,100	715,817	725,534	735,251	744,968
274	653,040	662,836	672,631	682,427	692,222	702,018	711,814	721,609	731,405	741,200	750,996
275	658,331	668,206	678,081	687,956	697,831	707,706	717,581	727,456	737,331	747,206	757,081
276	663,672	673,627	683,582	693,537	703,492	713,447	723,402	733,358	743,313	753,268	763,223
277	669,064	679,100	689,136	699,172	709,208	719,244	729,280	739,316	749,352	759,388	769,424
278	674,509	684,627	694,744	704,862	714,980	725,097	735,215	745,332	755,450	765,568	775,685
279	680,004	690,204	700,404	710,604	720,804	731,004	741,204	751,404	761,604	771,805	782,005
280	685,553	695,836	706,120	716,403	726,686	736,969	747,253	757,536	767,819	778,103	788,386
281	691,154	701,521	711,889	722,256	732,623	742,991	753,358	763,725	774,092	784,460	794,827
282	696,809	707,261	717,713	728,165	738,618	749,070	759,522	769,974	780,426	790,878	801,330
283	702,518	713,056	723,594	734,131	744,669	755,207	765,745	776,282	786,820	797,358	807,896
284	708,281	718,905	729,529	740,154	750,778	761,402	772,026	782,651	793,275	803,899	814,523
285	714,098	724,809	735,521	746,232	756,944	767,655	778,367	789,078	799,790	810,501	821,213
286	719,972	730,772	741,571	752,371	763,170	773,970	784,769	795,569	806,369	817,168	827,968
287	726,272	737,166	748,060	758,954	769,848	780,742	791,636	802,531	813,425	824,319	835,213
288	732,634	743,624	754,613	765,603	776,592	787,582	798,571	809,561	820,550	831,540	842,529
289	739,060	750,146	761,232	772,318	783,404	794,490	805,575	816,661	827,747	838,833	849,919
290	745,550	756,733	767,917	779,100	790,283	801,466	812,650	823,833	835,016	846,199	857,383
291	751,214	762,482	773,750	785,019	796,287	807,555	818,823	830,091	841,360	852,628	863,896
292	757,834	769,202	780,569	791,937	803,304	814,672	826,039	837,407	848,774	860,142	871,509
293	764,522	775,990	787,458	798,925	810,393	821,861	833,329	844,797	856,265	867,732	879,200
294	771,275	782,844	794,413	805,982	817,552	829,121	840,690	852,259	863,828	875,397	886,966
295	778,096	789,767	801,439	813,110	824,782	836,453	848,125	859,796	871,468	883,139	894,810
296	784,986	796,761	808,536	820,310	832,085	843,860	855,635	867,410	879,184	890,959	902,734
297	791,945	803,824	815,703	827,583	839,462	851,341	863,220	875,099	886,978	898,858	910,737
298	798,974	810,959	822,943	834,928	846,912	858,897	870,882	882,866	894,851	906,835	918,820
299	806,071	818,162	830,253	842,344	854,435	866,526	878,617	890,708	902,800	914,891	926,982
300	813,241	825,440	837,638	849,837	862,035	874,234	886,433	898,631	910,830	923,029	935,227
301	820,482	832,789	845,096	857,404	869,711	882,018	894,325	906,633	918,940	931,247	943,554
302	827,795	840,212	852,629	865,046	877,463	889,880	902,297	914,713	927,130	939,547	951,964
303	835,182	847,710	860,237	872,765	885,293	897,821	910,348	922,876	935,404	947,932	960,459
304	842,643	855,283	867,922	880,562	893,202	905,841	918,481	931,121	943,760	956,400	969,039
305	850,177	862,930	875,682	888,435	901,188	913,940	926,693	939,446	952,198	964,951	977,704
306	857,787	870,654	883,521	896,387	909,254	922,121	934,988	947,855	960,721	973,588	986,455

307	865,475	878,457	891,439	904,421	917,404	930,386	943,368	956,350	969,332	982,314	995,296
308	873,237	886,336	899,434	912,533	925,631	938,730	951,828	964,927	978,025	991,124	1,004,223
309	881,079	894,295	907,511	920,728	933,944	947,160	960,376	973,592	986,808	1,000,025	1,013,241
310	888,998	902,333	915,668	929,003	942,338	955,673	969,008	982,343	995,678	1,009,013	1,022,348
311	896,997	910,452	923,907	937,362	950,817	964,272	977,727	991,182	1,004,637	1,018,092	1,031,547
312	905,076	918,652	932,228	945,804	959,381	972,957	986,533	1,000,109	1,013,685	1,027,261	1,040,837
313	913,235	926,934	940,632	954,331	968,029	981,728	995,426	1,009,125	1,022,823	1,036,522	1,050,220
314	921,476	935,298	949,120	962,942	976,765	990,587	1,004,409	1,018,231	1,032,053	1,045,875	1,059,697
315	929,799	943,746	957,693	971,640	985,587	999,534	1,013,481	1,027,428	1,041,375	1,055,322	1,069,269
316	938,205	952,278	966,351	980,424	994,497	1,008,570	1,022,643	1,036,717	1,050,790	1,064,863	1,078,936
317	946,696	960,896	975,097	989,297	1,003,498	1,017,698	1,031,899	1,046,099	1,060,300	1,074,500	1,088,700
318	955,272	969,601	983,930	998,259	1,012,588	1,026,917	1,041,246	1,055,576	1,069,905	1,084,234	1,098,563
319	963,933	978,392	992,851	1,007,310	1,021,769	1,036,228	1,050,687	1,065,146	1,079,605	1,094,064	1,108,523
320	972,681	987,271	1,001,861	1,016,452	1,031,042	1,045,632	1,060,222	1,074,813	1,089,403	1,103,993	1,118,583
321	981,517	996,240	1,010,963	1,025,685	1,040,408	1,055,131	1,069,854	1,084,576	1,099,299	1,114,022	1,128,745
322	990,440	1,005,297	1,020,153	1,035,010	1,049,866	1,064,723	1,079,580	1,094,436	1,109,293	1,124,149	1,139,006
323	999,453	1,014,445	1,029,437	1,044,428	1,059,420	1,074,412	1,089,404	1,104,396	1,119,387	1,134,379	1,149,371
324	1,008,557	1,023,685	1,038,814	1,053,942	1,069,070	1,084,199	1,099,327	1,114,455	1,129,584	1,144,712	1,159,841
325	1,017,751	1,033,017	1,048,284	1,063,550	1,078,816	1,094,082	1,109,349	1,124,615	1,139,881	1,155,147	1,170,414
326	1,027,037	1,042,443	1,057,848	1,073,254	1,088,659	1,104,065	1,119,470	1,134,876	1,150,281	1,165,687	1,181,093
327	1,036,417	1,051,963	1,067,510	1,083,056	1,098,602	1,114,148	1,129,695	1,145,241	1,160,787	1,176,333	1,191,880
328	1,045,756	1,061,442	1,077,129	1,092,815	1,108,501	1,124,188	1,139,874	1,155,560	1,171,247	1,186,933	1,202,619
329	1,054,718	1,070,539	1,086,360	1,102,180	1,118,001	1,133,822	1,149,643	1,165,463	1,181,284	1,197,105	1,212,926
330	1,063,770	1,079,727	1,095,683	1,111,640	1,127,596	1,143,553	1,159,509	1,175,466	1,191,422	1,207,379	1,223,336
331	1,072,913	1,089,007	1,105,100	1,121,194	1,137,288	1,153,381	1,169,475	1,185,569	1,201,663	1,217,756	1,233,850
332	1,082,147	1,098,379	1,114,611	1,130,844	1,147,076	1,163,308	1,179,540	1,195,772	1,212,005	1,228,237	1,244,469
333	1,091,474	1,107,846	1,124,218	1,140,590	1,156,962	1,173,335	1,189,707	1,206,079	1,222,451	1,238,823	1,255,195
334	1,100,893	1,117,406	1,133,920	1,150,433	1,166,947	1,183,460	1,199,973	1,216,487	1,233,000	1,249,514	1,266,027
335	1,110,407	1,127,063	1,143,719	1,160,375	1,177,031	1,193,688	1,210,344	1,227,000	1,243,656	1,260,312	1,276,968
336	1,120,016	1,136,816	1,153,616	1,170,417	1,187,217	1,204,017	1,220,817	1,237,618	1,254,418	1,271,218	1,288,018
337	1,129,722	1,146,668	1,163,614	1,180,559	1,197,505	1,214,451	1,231,397	1,248,343	1,265,289	1,282,234	1,299,180
338	1,139,524	1,156,617	1,173,710	1,190,803	1,207,895	1,224,988	1,242,081	1,259,174	1,276,267	1,293,360	1,310,453
339	1,149,424	1,166,665	1,183,907	1,201,148	1,218,389	1,235,631	1,252,872	1,270,114	1,287,355	1,304,596	1,321,838
340	1,159,423	1,176,814	1,194,206	1,211,597	1,228,988	1,246,380	1,263,771	1,281,162	1,298,554	1,315,945	1,333,336
341	1,169,522	1,187,065	1,204,608	1,222,150	1,239,693	1,257,236	1,274,779	1,292,322	1,309,865	1,327,407	1,344,950
342	1,179,723	1,197,419	1,215,115	1,232,811	1,250,506	1,268,202	1,285,898	1,303,594	1,321,290	1,338,986	1,356,681
343	1,190,025	1,207,875	1,225,726	1,243,576	1,261,427	1,279,277	1,297,127	1,314,978	1,332,828	1,350,678	1,368,529
344	1,200,430	1,218,436	1,236,443	1,254,449	1,272,456	1,290,462	1,308,469	1,326,475	1,344,482	1,362,488	1,380,495
345	1,210,939	1,229,103	1,247,267	1,265,431	1,283,595	1,301,759	1,319,924	1,338,088	1,356,252	1,374,416	1,392,580
346	1,221,554	1,239,877	1,258,201	1,276,524	1,294,847	1,313,171	1,331,494	1,349,817	1,368,140	1,386,464	1,404,787
347	1,232,274	1,250,758	1,269,242	1,287,726	1,306,210	1,324,695	1,343,179	1,361,663	1,380,147	1,398,631	1,417,115
348	1,243,102	1,261,749	1,280,395	1,299,042	1,317,688	1,336,335	1,354,981	1,373,628	1,392,274	1,410,921	1,429,567
349	1,254,038	1,272,849	1,291,659	1,310,470	1,329,280	1,348,091	1,366,901	1,385,712	1,404,523	1,423,333	1,442,144
350	1,265,084	1,284,060	1,303,037	1,322,013	1,340,989	1,359,965	1,378,942	1,397,918	1,416,894	1,435,870	1,454,847