

**Four Rivers Sanitation Authority**  
**Public Act 97-0609 Re: Open Meeting Act Amendment**  
**Employee Total Compensation Report**  
**Fiscal Year 2022-23**

Name	Position Title	Department Description	Budgeted Salary	IMRF	FICA	Health	Dental	Life	Grand Total Salaries & Benefits	Vacation Days	Sick Days
Adam, Warren	Project Engineer III	Engineering	\$ 121,222	\$ 12,094	\$ 9,654	\$ 25,837	\$ 1,775	\$ 139	\$ 170,721	26	12
Adolphson, Diane	Customer Service Representative	Customer Service	\$ 57,595	\$ 5,605	\$ 4,474	\$ 9,425	\$ 895	\$ 139	\$ 78,132	21	12
Baer, Christopher	Director of Engineering	Engineering	\$ 167,107	\$ 16,606	\$ 13,256	\$ 23,475	\$ 1,775	\$ 139	\$ 222,357	16	12
Barber, Scott	Vactor Flusher Operator	Sewer Maintenance	\$ 74,443	\$ 7,546	\$ 6,023	\$ 17,402	\$ 895	\$ 139	\$ 106,447	21	12
Barrett, Nickolas	Treatment Plant Operator	Plant Operations	\$ 79,061	\$ 8,738	\$ 6,975	\$ 9,425	\$ 479	\$ 139	\$ 104,816	11	12
Bernard, Ashley	Assist Director Plant Ops/Cust Svc	Pretreatment and Industrial	\$ 134,472	\$ 12,887	\$ 10,287	\$ 15,811	\$ 895	\$ 139	\$ 174,490	16	12
Borcherts, Dakota	Utility Technician	Sewer Maintenance	\$ 59,280	\$ 6,618	\$ 5,283	\$ 23,475	\$ 1,775	\$ 139	\$ 96,569	11	12
Bouton, David Alex	Pretreatment Prog Coordinator	Pretreatment and Industrial	\$ 81,078	\$ 8,050	\$ 6,426	\$ 9,425	\$ 479	\$ 139	\$ 105,598	11	12
Brock, Brandon	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,697	\$ 6,942	\$ 16,699	\$ 1,775	\$ 139	\$ 116,142	16	12
Brooks, Ricky	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,855	\$ 7,069	\$ 25,837	\$ 1,775	\$ 139	\$ 125,564	25	12
Busker, Meghan	Lab Analyst II	Laboratory	\$ 84,344	\$ 8,141	\$ 6,499	\$ 23,475	\$ 1,775	\$ 139	\$ 124,373	17	12
Calvin, Kwame	Assistant Director of Internal Services	Information Technology	\$ 134,472	\$ 12,887	\$ 10,287	\$ 23,475	\$ 1,775	\$ 139	\$ 183,035	15	12
Campbell, Matthew	Senior Civil Engineer-PM	Engineering	\$ 125,112	\$ 12,433	\$ 9,924	\$ 23,475	\$ 1,775	\$ 139	\$ 172,858	17	12
Cassaró, Greg	Director of Plant Operations	Plant Operations Administration	\$ 167,107	\$ 16,187	\$ 12,921	\$ 23,475	\$ 1,775	\$ 139	\$ 221,604	16	12
Christensen, Michael	Assistant Director of Plant Operations	Plant & Lift Station Maintenance	\$ 134,472	\$ 12,887	\$ 10,287	\$ 15,811	\$ 895	\$ 139	\$ 174,490	15	12
Christiansen, Benjamin	Survey & Field Operations Manager	Engineering	\$ 125,112	\$ 11,990	\$ 9,571	\$ 23,475	\$ 1,775	\$ 139	\$ 172,062	16	12
Cook, Kathy	Customer Service Representative	Customer Service	\$ 57,595	\$ 6,018	\$ 4,804	\$ 17,402	\$ 895	\$ 139	\$ 86,852	18	12
Cox, Courtney	Customer Service Representative	Customer Service	\$ 57,595	\$ 5,640	\$ 4,502	\$ -	\$ 1,775	\$ 139	\$ 69,651	17	12
Cox, Craig	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 9,383	\$ 7,490	\$ 23,475	\$ -	\$ 139	\$ 122,375	21	12
Daily, Michael	Programmer/Analyst	Information Technology	\$ 99,653	\$ 9,906	\$ 7,908	\$ -	\$ -	\$ 139	\$ 117,606	20	12
Dameier, William	Eng Technologist-Designer	Engineering	\$ 108,243	\$ 10,879	\$ 8,684	\$ 16,699	\$ 1,775	\$ 139	\$ 146,420	26	12
Daughenbaugh, David	District Fleet & Inventory Manager	Vehicle Maintenance	\$ 104,915	\$ 10,443	\$ 8,336	\$ 15,811	\$ 895	\$ 139	\$ 140,538	22	12
Derry, Riley S	Utility Technician	Sewer Maintenance	\$ 52,239	\$ 5,848	\$ 4,668	\$ 10,150	\$ 479	\$ 139	\$ 73,524	11	12
Deters, Korey	Sewer Const. Lead Person	Sewer Maintenance	\$ 80,922	\$ 9,010	\$ 7,193	\$ 25,837	\$ 1,775	\$ 139	\$ 124,876	17	12
Edwards, Trevor	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,697	\$ 6,942	\$ 16,699	\$ 1,775	\$ 139	\$ 116,142	11	12
Etchin, Rosetta	Inventory Clerk	Collection Systems	\$ 53,810	\$ 5,566	\$ 4,443	\$ 9,425	\$ 895	\$ 139	\$ 74,277	20	12
Farmer, John	Programmer/Analyst	Information Technology	\$ 99,653	\$ 9,916	\$ 7,916	\$ 16,699	\$ 895	\$ 139	\$ 135,217	22	12
Fischer, Warren	Equipment Operator	Sewer Maintenance	\$ 74,443	\$ 8,266	\$ 6,598	\$ 9,425	\$ 479	\$ 139	\$ 99,351	11	12
Fitzgerald, Edward	General Counsel/Director of Internal Servi	Information Technology / Legal	\$ 167,107	\$ 16,014	\$ 12,784	\$ 15,811	\$ 895	\$ 139	\$ 212,750	15	12
Freeman, Charles	Utility Tech Locator	Collection Systems	\$ 67,704	\$ 6,962	\$ 5,557	\$ 17,402	\$ 895	\$ 139	\$ 98,658	20	12
Frerichs, David	Network Administrator	Information Technology	\$ 99,653	\$ 9,906	\$ 7,908	\$ 9,425	\$ 479	\$ 139	\$ 127,510	17	12
Fritz, Roger	Maintenance Electrician	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,301	\$ 6,626	\$ 15,811	\$ 895	\$ 139	\$ 113,660	16	12
Fry, Dean	Plant Operations Maint Div Manager	Plant & Lift Station Maintenance	\$ 112,778	\$ 10,808	\$ 8,627	\$ 9,425	\$ 1,775	\$ 139	\$ 143,552	15	12
Gilbert, Christy	Supporting Serv. Coordinator	Collection Systems	\$ 78,021	\$ 8,562	\$ 6,835	\$ 23,475	\$ 1,775	\$ 139	\$ 118,806	21	12
Glowa, Dena	Accountant	Finance	\$ 91,416	\$ 8,761	\$ 6,993	\$ 23,475	\$ 1,775	\$ 139	\$ 132,559	11	12
Good, Angela	Engineering Administrator	Engineering	\$ 70,117	\$ 7,695	\$ 6,142	\$ 10,150	\$ 479	\$ 139	\$ 94,722	20	12
Graceffa, Brian	Maintenance Electrician	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,647	\$ 6,902	\$ 25,837	\$ 1,775	\$ 139	\$ 125,190	19	12
Graham, Daniel	IWP Compliance Tech	Pretreatment and Industrial	\$ 81,890	\$ 8,159	\$ 6,513	\$ 15,515	\$ 895	\$ 139	\$ 113,111	24	12
Gruhn, Kyle	Eng Technologist-Designer	Engineering	\$ 108,243	\$ 11,504	\$ 9,184	\$ 23,475	\$ 1,775	\$ 139	\$ 154,320	19	12
Hackett, Ryan	Utility Technician	Sewer Maintenance	\$ 54,371	\$ 6,074	\$ 4,849	\$ 9,425	\$ 479	\$ 139	\$ 75,337	11	12
Halvorson, Luke	Equipment Operator	Sewer Maintenance	\$ 74,443	\$ 8,266	\$ 6,598	\$ 25,837	\$ 1,775	\$ 139	\$ 117,058	11	12
Hanson, Timothy	Executive Director	Administration	\$ 177,944	\$ 17,053	\$ 13,613	\$ 15,811	\$ 895	\$ 139	\$ 225,454	17	12
Harshbarger, Michael	Treatment Plant Operator	Plant Operations	\$ 74,152	\$ 7,902	\$ 6,308	\$ 15,515	\$ 895	\$ 139	\$ 104,909	11	12
Hart, Taylor	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 23,475	\$ 1,775	\$ 139	\$ 99,300	11	12
Hauser, Kurt	Sewer Const. Lead Person	Sewer Maintenance	\$ 85,842	\$ 9,560	\$ 7,632	\$ 25,837	\$ 1,775	\$ 139	\$ 130,784	24	12
Hochkammer, Adam	Vactor Flusher Operator	Sewer Maintenance	\$ 74,443	\$ 7,546	\$ 6,023	\$ 10,150	\$ 479	\$ 139	\$ 98,781	18	12

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Hurd, Tyler	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 23,475	\$ 1,775	\$ 139	\$ 99,300	11	12
Janczak, Lucas	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,697	\$ 6,942	\$ 9,425	\$ 479	\$ 139	\$ 107,571	11	12
Jimenez, Veronica	Bilingual Customer Service Representative	Customer Service	\$ 57,595	\$ 5,600	\$ 4,470	\$ 9,425	\$ 479	\$ 139	\$ 77,708	11	12
Johnson, Ellen	Customer Service Representative	Customer Service	\$ 57,595	\$ 5,926	\$ 4,730	\$ 17,402	\$ 895	\$ 139	\$ 86,686	17	12
Johnson, Jhaunia	Plant Oper Tech. Clerk	Pretreatment and Industrial	\$ 64,688	\$ 6,461	\$ 5,158	\$ 9,425	\$ 479	\$ 139	\$ 86,350	25	12
Johnson, Mary	District Laboratory Manager	Laboratory	\$ 112,778	\$ 11,255	\$ 8,984	\$ 10,150	\$ 479	\$ 139	\$ 143,785	26	12
Juliano, Paul	Eng Construction Tech II	Engineering	\$ 87,214	\$ 9,269	\$ 7,399	\$ 23,475	\$ 1,775	\$ 139	\$ 129,272	20	12
Karr, Ryan	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 73,195	\$ 8,171	\$ 6,523	\$ 25,837	\$ 1,775	\$ 139	\$ 115,640	11	12
King, Jeremy	Vactor Flusher Operator	Sewer Maintenance	\$ 74,443	\$ 7,546	\$ 6,023	\$ 25,837	\$ 1,775	\$ 139	\$ 115,763	19	12
Kink, Caitlin	GIS Coordinator-Cons. Clk	Collection Systems	\$ 78,021	\$ 8,286	\$ 6,614	\$ -	\$ -	\$ 139	\$ 93,060	16	12
Kink, Justin	GIS Coordinator/Drafter	Engineering	\$ 78,021	\$ 7,585	\$ 6,055	\$ 23,475	\$ 1,775	\$ 139	\$ 117,049	16	12
Kittoe, Fay	Customer Service Representative	Customer Service	\$ 54,132	\$ 5,380	\$ 4,295	\$ -	\$ 1,775	\$ 139	\$ 65,721	11	12
Krutz, Brittany	Human Resources Generalist	Human Resources	\$ 89,742	\$ 8,600	\$ 6,865	\$ 9,425	\$ 479	\$ 139	\$ 115,250	15	12
Larson, Frank	Financial Services Coord.	Finance	\$ 85,530	\$ 8,845	\$ 7,061	\$ 25,837	\$ 1,775	\$ 139	\$ 129,186	25	12
Lyons, Michael	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,793	\$ 7,019	\$ 23,475	\$ 1,775	\$ 139	\$ 123,090	18	12
Maldonado, Jose	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 25,837	\$ 1,775	\$ 139	\$ 101,662	11	12
Mandujano, Alejandro	Customer Service Manager	Customer Service	\$ 101,369	\$ 9,715	\$ 7,755	\$ 15,811	\$ 895	\$ 139	\$ 135,682	15	12
Mangiaracina, Vince	Tech Eqpt Operator/TV Truck	Sewer Maintenance	\$ 81,890	\$ 8,355	\$ 6,670	\$ 10,150	\$ 479	\$ 139	\$ 107,683	26	12
Markgraf, Brian	Collection Systems Construction Division	Collection Systems	\$ 112,778	\$ 11,255	\$ 8,984	\$ 16,699	\$ 1,775	\$ 139	\$ 151,630	26	12
Marner, Andrew	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,074	\$ 6,445	\$ 10,150	\$ 479	\$ 139	\$ 107,177	11	12
McRae, Randy	Senior Bldg Repair Tech	Buildings and Grounds	\$ 87,214	\$ 9,317	\$ 7,438	\$ 17,402	\$ 895	\$ 139	\$ 122,404	26	12
Midtsem, Erin	Assistant Lab Manager	Laboratory	\$ 88,421	\$ 8,848	\$ 7,063	\$ 9,425	\$ 479	\$ 139	\$ 114,374	17	12
Mittel, Lisa	Finance Manager	Finance	\$ 127,015	\$ 12,172	\$ 9,717	\$ 23,475	\$ 1,775	\$ 139	\$ 174,293	16	12
Monigold, Brett	Equipment Operator	Sewer Maintenance	\$ 74,443	\$ 8,558	\$ 6,832	\$ 25,837	\$ 1,775	\$ 139	\$ 117,584	24	12
Montana, Michael	Eng GIS Permit Clerk	Engineering	\$ 81,078	\$ 7,882	\$ 6,292	\$ 23,475	\$ 1,775	\$ 139	\$ 120,641	16	12
Morrow, Greg	Diesel Mechanic	Vehicle Maintenance	\$ 78,458	\$ 7,948	\$ 6,345	\$ -	\$ -	\$ 139	\$ 92,889	11	12
Nelson, Christopher	Eng Technologist-Surveyor	Engineering	\$ 100,693	\$ 10,346	\$ 8,259	\$ 15,515	\$ 1,775	\$ 139	\$ 136,726	11	12
Nelson, Tyler	Senior Civil Engineer-PM	Engineering	\$ 125,112	\$ 11,990	\$ 9,571	\$ 23,475	\$ 1,775	\$ 139	\$ 172,062	16	12
Ostrander, Charles J	Treatment Plant Operator	Plant Operations	\$ 81,224	\$ 8,520	\$ 6,801	\$ 15,811	\$ 895	\$ 139	\$ 113,389	11	12
Overman, Melanie	Plant Operations Admin Coordinator	Plant Operations	\$ 71,178	\$ 6,871	\$ 5,485	\$ 15,811	\$ 895	\$ 139	\$ 100,378	11	12
Penticoff, Monica	Accounting Technician	Finance	\$ 69,181	\$ 6,875	\$ 5,488	\$ 9,425	\$ 479	\$ 139	\$ 91,588	11	12
Peterson, Stephen	IWS Compliance Manager	Pretreatment and Industrial	\$ 101,504	\$ 10,087	\$ 8,052	\$ 25,837	\$ 1,775	\$ 139	\$ 147,393	20	12
Pollard, Daniel	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,329	\$ 6,649	\$ 17,402	\$ 895	\$ 139	\$ 115,303	24	12
Pope, Steven	IWP Compliance Tech	Pretreatment and Industrial	\$ 81,890	\$ 8,063	\$ 6,436	\$ 9,425	\$ -	\$ 139	\$ 105,953	21	12
Purington, Zachary	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 81,890	\$ 8,272	\$ 6,603	\$ 23,475	\$ 1,775	\$ 139	\$ 122,154	17	12
Quinones, Aurora	Inventory Clerk	Vehicle Maintenance	\$ 52,936	\$ 5,259	\$ 4,198	\$ 23,475	\$ 895	\$ 139	\$ 86,901	11	12
Rafferty, Jay	Tech Eqpt Operator/TV Truck	Sewer Maintenance	\$ 81,890	\$ 8,307	\$ 6,631	\$ 17,402	\$ 895	\$ 139	\$ 115,263	18	12
Rafferty, Jonah	Utility Technician	Sewer Maintenance	\$ 62,795	\$ 6,973	\$ 5,566	\$ 10,150	\$ 479	\$ 139	\$ 86,102	11	12
Reader, James	Director of Collection Systems	Collection Systems	\$ 167,107	\$ 16,654	\$ 13,294	\$ 15,811	\$ 895	\$ 139	\$ 213,899	26	12
Reeverts, Gary	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,747	\$ 6,982	\$ 23,475	\$ 1,775	\$ 139	\$ 123,007	25	12
Roach, Melinda	Procurement Coordinator	Finance	\$ 68,806	\$ 6,956	\$ 5,553	\$ 9,425	\$ 895	\$ 139	\$ 91,774	17	12
Ross, Brandon	Utility Technician	Sewer Maintenance	\$ 55,068	\$ 6,148	\$ 4,907	\$ 15,515	\$ 895	\$ 139	\$ 82,671	11	12
Schmidt, Christopher	Treatment Plant Operator	Plant Operations	\$ 80,111	\$ 9,382	\$ 7,489	\$ 15,811	\$ 895	\$ 139	\$ 113,827	18	12
Scott-Valdez, Julia	Director of Management Services	Human Resources	\$ 167,107	\$ 16,014	\$ 12,784	\$ 17,402	\$ 895	\$ 139	\$ 214,340	15	12
Shurmack, Sandra	IT Customer Service Support Tech	Information Technology / Plant O	\$ 99,653	\$ 10,107	\$ 8,068	\$ 16,699	\$ 895	\$ 139	\$ 135,560	11	12
Skinner, Susan	Executive Services Coord.	Administration / Legal	\$ 87,776	\$ 8,412	\$ 6,715	\$ 9,425	\$ 479	\$ 139	\$ 112,946	16	12

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Name	Position Title	Department Description	Budgeted Salary	IMRF	FICA	Health	Dental	Life	Grand Total Salaries & Benefits	Vacation Days	Sick Days
Smith, Lee	Container/Garbage Tr Oper	Sewer Maintenance	\$ 64,688	\$ 6,471	\$ 5,165	\$ 23,475	\$ 1,775	\$ 139	\$ 101,713	26	12
Smith, Noah	Sewer Const. Lead Person	Sewer Maintenance	\$ 83,876	\$ 9,323	\$ 7,442	\$ 10,150	\$ 479	\$ 139	\$ 111,410	19	12
Squires, Thomas	Vactor Flusher Operator	Sewer Maintenance	\$ 74,443	\$ 7,546	\$ 6,023	\$ 17,402	\$ 895	\$ 139	\$ 106,447	16	12
Stahl, Warren	Eng Construction Tech II	Engineering	\$ 87,214	\$ 10,166	\$ 8,115	\$ 23,475	\$ 1,775	\$ 139	\$ 130,885	16	12
Stoll, Terry	Collection Systems Maintenance Division	Collection Systems	\$ 112,778	\$ 11,225	\$ 8,961	\$ 15,811	\$ 895	\$ 139	\$ 149,808	22	12
Storey, David	Diesel Mechanic	Vehicle Maintenance	\$ 81,890	\$ 8,410	\$ 6,713	\$ 25,837	\$ 1,775	\$ 139	\$ 124,764	17	12
Strassburg, Scot	Senior Civil Engineer-PM	Engineering	\$ 125,112	\$ 12,433	\$ 9,924	\$ 17,402	\$ 895	\$ 139	\$ 165,904	19	12
Strom, Greg	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 9,383	\$ 7,490	\$ -	\$ -	\$ 139	\$ 98,901	21	12
Sweet, Jason	Surveyor Technician	Engineering	\$ 83,855	\$ 8,639	\$ 6,896	\$ 9,425	\$ 479	\$ 139	\$ 109,433	11	12
Synove, Nikelle	Eng Construction Tech II	Engineering	\$ 87,214	\$ 8,961	\$ 7,153	\$ 23,475	\$ 1,775	\$ 139	\$ 128,717	11	12
Tassoni, David	Plant Operations Division Manager	Plant Operations	\$ 112,778	\$ 10,808	\$ 8,627	\$ 15,515	\$ 895	\$ 139	\$ 148,761	15	12
Timm, Sean	Utility Technician	Sewer Maintenance	\$ 59,072	\$ 6,598	\$ 5,267	\$ 23,475	\$ 1,775	\$ 139	\$ 96,325	11	12
Toepfer, Timothy	Process System Engineer	Plant Operations	\$ 125,112	\$ 12,481	\$ 9,963	\$ 25,837	\$ 1,775	\$ 139	\$ 175,306	26	12
Ubiparipovic, Mladen	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,420	\$ 6,722	\$ 9,425	\$ 479	\$ 139	\$ 107,075	17	12
Vacant	Lab Analyst	Laboratory	\$ 69,742	\$ 6,765	\$ 5,401	\$ 15,811	\$ 895	\$ 139	\$ 98,752	24	12
Vacant	Sewer Const. Lead Person	Sewer Maintenance	\$ 85,842	\$ 9,835	\$ 7,851	\$ 25,837	\$ 1,775	\$ 139	\$ 131,279	11	12
Vacant	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,697	\$ 6,942	\$ -	\$ 1,775	\$ 139	\$ 99,443	11	12
Vacant	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 23,475	\$ 1,775	\$ 139	\$ 99,300	11	12
Vacant	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 23,475	\$ 1,775	\$ 139	\$ 99,300	11	12
Vacant	Vactor Flusher Operator	Sewer Maintenance	\$ 72,675	\$ 7,376	\$ 5,888	\$ 25,837	\$ 1,775	\$ 139	\$ 113,690	16	12
Vincer, Brian	Locator Lead Person	Collection Systems	\$ 71,074	\$ 7,313	\$ 5,838	\$ 9,425	\$ 895	\$ 139	\$ 94,683	21	12
Von Arx, Joseph	Assistant Director of Engineering	Engineering	\$ 134,472	\$ 13,411	\$ 10,705	\$ 23,475	\$ 1,775	\$ 139	\$ 183,977	26	12
Walling, Teresa	Lab Analyst	Laboratory	\$ 69,742	\$ 6,780	\$ 5,412	\$ 23,475	\$ 1,775	\$ 139	\$ 107,323	26	12
White, Gerard	Sr Financial Analyst	Customer Service / Finance	\$ 99,674	\$ 9,552	\$ 7,625	\$ 23,475	\$ 1,775	\$ 139	\$ 142,239	11	12
Wigget, Kyle	Utility Technician	Sewer Maintenance	\$ 61,610	\$ 6,841	\$ 5,461	\$ 23,475	\$ 1,775	\$ 139	\$ 99,300	11	12
Williams, Alec	Treatment Plant Operator	Plant Operations	\$ 81,890	\$ 8,697	\$ 6,942	\$ 10,150	\$ 479	\$ 139	\$ 108,297	17	12