*Gross ear			details and court appearance costs), holiday pay, merit nee buy-out, stipends and taxable benefits.			BREAKDOWN												TAXABLE BENEFITS				
	Last Name	First Name	Position	Gross Earnings	Hourly/ Salary	Overtime	Special Details (reimbursed)	Court	Holiday	Merit	Longevity	Sick Leave Bonus	Insurance Buy-out	Stipend	Wellness Incentive	Section 457 Deferred Compensatio n Plan	Life Insurance	Short/Long Term Disability				
1	SELIG	TODD	Town Administrator	178,147.56	151,813.40						750.00	584.16		7,500.00		17,500.00		<u> </u>				
2	KELLEY	RENE	Deputy Chief of Police	138,011.31	108,736.02		27,467.05				1,000.00	808.24						<u> </u>				
3	KURZ	DAVID	Chief of Police	134,702.57	123,051.83						1,000.00	472.96	10,177.78					<u> </u>				
4	EMANUEL	DAVID	Fire Chief	125,547.68	111,165.19						1,000.00	855.69	12,526.80					<u> </u>				
5	DALTON	JOHN	Police Detective Sergeant	124,065.63	74,412.12	25,813.65	8,307.33		3,218.16			292.56	10,521.81	1,500.00				<u> </u>				
6	BEST	JASON	Fire Captain	120,019.16	69,390.68	32,526.19			3,026.46	2,161.50	1,000.00	277.12	11,213.41					423.80				
7	JABLONSKI	GAIL	Business Manager	119,565.68	118,565.68						1,000.00											
8	MALASKY	HOLLY	Police Officer	118,467.65	61,857.36	20,458.59	20,807.30		3,080.40				10,764.00	1,500.00								
9	BROWN	JAMES	Fire Captain	117,816.11	70,187.90	40,029.43	349.85		3,026.46	2,161.50	750.00	548.78	338.39					423.80				
10	LAVOIE	JOHNATHAN	Police Sergeant	116,250.27	69,500.90	18,027.66	11,325.50	1,878.66	3,737.80				10,279.75	1,500.00								
11	LYNCH	MICHAEL	Director of Public Works	115,588.89	114,588.89						1,000.00											
12	HOLMSTOCK	DAVID	Police Captain	114,523.54	92,691.42		7,026.57			2,784.00	1,000.00	677.84	9,862.45					481.20				
13	KUSTRA	GARY	Fire Captain	111,707.69	70,720.95	33,233.96	842.24		3,026.46	2,161.50	750.00	548.78						423.80				
14	KATZ	NATHAN	Fire Captain	110,038.39	69,422.13	22,057.60			3,026.46	2,161.50	500.00	548.78	11,898.12					423.80				
15	DALY	FRANKLIN	Police Sergeant	109,883.90	66,499.90	13,658.97	13,076.04	1,238.14	3,631.10				10,279.75	1,500.00								
16	VINCENT	LUKE	Manager of Information Technology	107,714.46	94,324.62						500.00	363.04	12,526.80									
17	CAMPBELL	R SCOTT	Firefighter	107,568.92	60,321.12	28,921.03	1,561.23		2,786.12				13,238.16				89.96	651.30				
18	TRULL	RANDALL	Assistant Fire Chief	104,991.81	104,193.41							798.40										
19	BROOKS	DANIEL	Police Sergeant	104,842.38	71,774.00	15,608.00	1,290.28		3,906.10				10,764.00	1,500.00								
20	KADDEN	WARREN	Firefighter	100,498.91	55,476.00	28,002.37	1,217.62		2,562.34				11,069.78	1,500.00			48.10	622.70				
21	BULLEN	DOUGLAS	DPW Assistant Director of Operations	99,902.20	87,188.95	-	-		-		750.00		11,963.25									
22	PELLETIER	RANDY	Police Officer	98,504.27	53,868.77	8,351.28	20,855.65	703.02	2,945.80				10,279.75	1,500.00								
23	LEAVITT	PETER	Firefighter	98,280.54	54,714.52	25,018.95	844.22		2,527.06			421.18	14,046.37				89.96	618.2				
24	RUBY	GREGORY	Police Sergeant	96,390.57	69,278.52		5,987.22	1,250.45	3,748.80			268.80		1,500.00								
25	HUNT		Firefighter	95,056.83	51,547.68	38,011.82	1,738.27		2,380.90					750.00			35.88	592.28				
26	RICE	JAMES	Assessor	92,891.13	92,641.13		7.2.2		7		250.00											
27	BEHRENDT		Director of Planning and Community Development	92,704.69	91,748.45						250.00	706.24										
28	POWERS		Deputy Chief of Fire Prevention	92,008.48	91,758.48						250.00											
29	TALON	APRIL	Town Engineer	89,902.24	86,329.91					2,591.07	500.00							481.20				
30	DAVIS	ANDREW	Firefighter	89,361.98	52,050.00	32,086.88	2,187.14		2,404.08	_,0,71.07	200.00						35.88					
31	PETERSON	DANIEL	DPW Superintendent of Wastewater	87,466.12	78,373.46	,000.00	2,10,111		_,	2,352.27	500.00		5,779.15				22.00	461.24				
32	PITT	LORRIE	Town Clerk/Tax Collector	87,260.56	73,729.92					=,002.21	1,000.00	567.39						.01.2				
33	LUNDBERG	KENNETH	Firefighter	87,155.72	54,167.40	15,117.58	387.90		2,705.48		1,000.00	301.37	14,046.37				89.96	641.0				
	GASOWSKI		Parks & Recreation Director	86,950.30		15,117.50	307.30		2,703.40				12,526.80				09.90					
34	OASOWSKI	NACHEL	rains α Necreation Director	80,930.30	74,423.30								12,320.80									

*Gross ear			details and court appearance costs), holiday pay, merit nee buy-out, stipends and taxable benefits.	BREAKDOWN												TAXABLE BENEFITS			
	Last Name	First Name	Position	Gross Earnings	Hourly/ Salary	Overtime	Special Details (reimbursed)	Court	Holiday	Merit	Longevity	Sick Leave Bonus	Insurance Buy-out	Stipend	Wellness Incentive	Section 457 Deferred Compensatio n Plan	Life Insurance	Short/Long Term Disability	
35	JAUTAIKIS	STEVEN	Firefighter	86,447.69	57,221.28	25,141.64	718.99		2,642.98								89.96	632.8	
36	YOUNG	CLIFFORD	Police Officer	85,349.27	55,861.00	10,066.76	4,034.56	169.16	3,047.00				10,670.79	1,500.00					
37	BICKFORD	SHANE	DPW Highway Foreman	84,910.25	50,798.10	21,367.21					500.00	202.40	12,042.54						
38	PESTANA	BRETT	Police Officer	84,118.47	55,374.00	11,029.67	11,754.80	858.82	3,003.00				598.18	1,500.00					
39	BOUTIN	ARTHUR	Firefighter	83,641.57	55,476.01	21,808.48	1,693.58		2,562.34			213.53	460.85	750.00			54.08	622.70	
40	LAVIGNE	BARRY	Firefighter	82,623.32	58,945.68	18,027.58	694.39		2,722.60					1,500.00			89.96	643.1	
41	BOLTON	KATIE	Police Officer	82,157.29	55,317.35	17,608.24	5,130.10		2,511.60					1,500.00	90.00				
42	CASTRICONE	MAX	Police Officer	81,764.86	57,230.30	9,769.80	9,774.07	138.99	3,076.70					1,500.00	275.00				
43	BLATCHFORD	DAVID	Firefighter	81,691.13	53,904.48	22,012.90	1,295.98		2,489.76			414.96	821.52				138.06	613.4	
44	O'SULLIVAN	BRENDAN	Firefighter	81,195.54	58,818.56	17,528.04	1,351.86		2,716.56								138.06	642.4	
45	CLINE	AUDREY	Building Inspector/Code Enforcement/Zoning Officer	80,400.72	80,400.72														
46	CAZEAU	CARRINGTON	Police Officer	80,176.28	54,048.00	7,459.05	10,013.98		2,992.00			206.96	3,956.29	1,500.00					
47	MCFADDEN	RYAN	Firefighter	78,105.64	49,114.80	24,019.41	1,748.63		2,269.00			378.16					35.88	539.70	
48	KILROY	THOMAS	Police Officer	77,246.85	59,816.74	10,131.87	3,080.56		2,717.68					1,500.00					
49	LAROCHE	RAYMOND	DPW Buildings and Grounds Foreman	76,988.62	52,566.20	23,422.42					1,000.00								
50	FESTA	EMILY	Police Officer	75,435.64	50,813.92	7,688.51	12,222.76	364.75	2,845.70					1,500.00					
51	MITCHELL	DAWN	Administrative Assistant - Police Department	75,256.21	60,712.04	2,196.49	10,364.28				1,000.00	458.40			525.00				
52	BROTHWELL	DANIEL	Firefighter	75,093.46	50,027.28	20,174.80	832.13		2,311.34			385.22		750.00			48.10	564.59	
53	HEWITT	SAMUEL	DPW Maintenance Worker	74,504.55	46,675.75	27,828.80													
54	JOHNSON	JENNIFER	Administrative Assistant - Police Department	74,426.75	60,703.04	3,313.19	8,810.52				1,000.00				600.00				
55	PLANTE	JESSICA	Fire Prevention Officer	72,124.10	62,372.32	2,249.19	3,502.06		3,025.00			252.08					60.06	663.3	
56	RICHARD	DWIGHT	DPW Water System Foreman	70,861.67	52,365.81	17,495.86					1,000.00								
57	SKERRY	DEVON	Firefighter	70,775.12	47,028.07	19,088.81	1,734.31		2,189.38			174.38					35.88	524.25	
58	KEITH	ROBERT	Police Officer	70,644.62	49,466.90	6,891.12	5,356.99	627.62	2,845.70				3,956.29	1,500.00					
59	CALLAHAN	KATHRYN	Police Officer	70,368.76	54,062.90	8,168.03	3,177.05	544.68	2,916.10					1,500.00					
60	CRAFTS	EVAN	Firefighter	69,660.65	46,548.24	18,919.13	1,302.88		2,164.18			176.32					29.90	520.00	
61	DRISCOLL	DANIEL	DPW Wastewater Treatment Plant Chief Operator	69,322.38	58,617.05	9,705.33					1,000.00								
62	COUCH	JAMES	DPW Maintenance Worker	69,279.55	47,785.25	20,744.30					750.00								
63	RICHARD	JANICE	Assistant to the Public Works Director	68,372.24	53,267.42	724.75				1,657.34	500.00		11,897.99					324.74	
64	FOWLER	KELLEY	Administrative Assistant - Fire Department	68,262.00	54,409.12	489.10				1,633.01		209.36	11,213.41					308.00	
65	WILDER	MATTHEW	Fire Prevention Officer	68,239.91	61,621.50	2,612.76	303.75		2,988.72								54.08		
66	NICOLOSI	MICHAEL	Police Officer	67,818.83	51,768.64	6,579.07	4,463.73	661.69	2,845.70					1,500.00					
67	GIFFORD	LLOYD	DPW Wastewater Maintenance Worker	67,567.79	52,416.48	14,151.31					1,000.00								
68	AHLSTROM	DEBORAH	Staff Accountant	63,797.41									4,175.60						

*Gross ear	Gross earnings are made up of overtime (including special details and court appearance costs), holiday pay, merit pay, longevity pay, sick leave bonuses, insurance buy-out, stipends and taxable benefits.						BREAKDOWN											TAXABLE BENEFITS			
	Last Name	First Name	Position	Gross Earnings	Hourly/ Salary	Overtime	Special Details (reimbursed)	Court	Holiday	Merit	Longevity	Sick Leave Bonus	Insurance Buy-out	Stipend	Wellness Incentive	Section 457 Deferred Compensatio n Plan	Life Insurance	Short/Long Term Disability			
69	HEBERT	SANDRA	Parking Enforcement Officer/Evidence Technician	63,442.28	46,508.52	4,650.25	3,860.92				500.00		7,922.59								
70	EDWARDS	KAREN	Administrative Assistant - Planning/Zoning/Assessing	63,002.45	61,221.65	267.12					750.00	233.68			530.00						
71	BEAUDOIN	LISA	Administrative Assistant - Business Department	62,598.56	60,878.43	502.77					750.00	467.36									
72	ROSS	JESSICA	Assistant Library Director	62,186.23	48,937.93								13,248.30								
73	JEPSON	CHLOE	Police Officer	62,052.26	47,900.00	3,747.71	1,931.89	617.62	2,547.60				3,807.44	1,500.00							
74	BERRY	VIRGINIA	Administrative Assistant - Town Administrator	62,032.06	60,561.53	470.53					1,000.00										
75	MCCRILLIS	MICHAEL	DPW Tradesman - Equipment Mechanic	59,684.33	49,161.20	10,523.13															
76	NUTTER	ARTHUR	DPW Maintenance Worker	55,150.96	49,110.16	5,040.80					1,000.00										
77	MACAIONE	THOMAS	DPW Maintenance Worker	54,808.16	45,733.86	9,074.30															
78	AUSTIN	BURTON	DPW Maintenance Worker	54,283.48	43,717.82	9,815.66					750.00										
79	STEVENS	CRAIG	Cable Access Television Coordinator	54,008.89	53,758.89						250.00										
80	BEBRIS	ROSEMARY	Library Director	51,180.61	51,180.61																
81	COUCH	CHRISTOPHER	DPW Wastewater Maintenance Worker	50,883.89	40,838.18	10,045.71															
82	KLEINMANN	ELISABETH	Children's and Young Adult Services Librarian	50,438.20	50,438.20																
83	PAGE	WILLIAM	Churchill Rink Manager	50,253.00	50,253.00																
84	COON	JAMES	Firefighter	42,491.81	27,367.76	9,348.88	1,611.61		1,275.52				2,508.24				79.65	300.15			
85	SHAW	SHANNON	Office Assistant - Public Works	42,149.30	37,836.45	137.25							4,175.60								
86	PAGE	JOHN	DPW Maintenance Worker	40,912.29	37,129.29	3,783.00															
87	LANDGRAF	BARBARA	Deputy Town Clerk/Tax Collector	40,341.69	37,310.88	435.21						338.80	2,256.80								
88	HAMEL	DONNA	Part-Time Secretary - Town Clerk/Tax Collector Office	36,244.45	30,598.30							107.50	5,538.65								
89	MCMAHON	SEAN	DPW Maintenance Worker	31,878.37	27,099.32	4,779.05															
90	LOVELY	DAVID	DPW Wastewater Lab Technician	29,249.11	27,218.31	2,030.80															
91	SOUTTER	CHRISTINE	Part-Time Economic Development Director	29,025.95	29,025.95																
92	TASKER	JOHN	Part-Time Building Inspector	26,303.75	26,303.75																
93	LAPERLE	MARGUERITE	Part-Time Library Assistant	25,827.39	25,827.39																
94	НОҮТ	MEREDITH	DPW Wastewater Lab Technician	25,282.42	25,282.42																
95	GRAYKIN	MELISSA	Part-Time Library Assistant	24,464.88	24,464.88																
96	BOUCHER	ALYSSA	Part-Time Library Assistant	23,414.75	23,414.75																
97	KEARNEY	RICHARD	Part-Time Building Inspector	22,398.75	22,398.75																
98	GLODZIAK	DONNA	Part-Time Parking Enforcement Secretary	21,685.10	21,613.10		72.00														
99	WARHAFT	AMY	Part-Time Secretary - Fire Department	21,017.70	21,017.70																
	WAGNER	SUSAN	Interim Library Director	19,462.50	19,462.50																
	GIBNEY	CECIL	DPW Maintenance Worker	19,052.83	18,899.13	153.70															
	DEANE	RACHEL	Deputy Town Clerk/Tax Collector	17,439.75	17,422.50	17.25															

*Gross ear			details and court appearance costs), holiday pay, merit nee buy-out, stipends and taxable benefits.		BREAKDOWN												TAXABLE BENEFITS Section 457				
	Last Name	First Name	Position	Gross Earnings	Hourly/ Salary	Overtime	Special Details (reimbursed)	Court	Holiday	Merit	Longevity	Sick Leave Bonus	Insurance Buy-out	Stipend	Wellness Incentive	Deferred Compensatio n Plan	Life Insurance	Short/Long Term Disability			
103	ADKINS	MICHAEL	Part-Time Code Enforcement Officer	16,212.00	16,212.00													_			
104	KERRIGAN	KATHLEEN	Part-Time Recreation Instructor	15,800.00	15,800.00																
105	SEGALLA	AMY	Part-Time Library Assistant	15,678.00	15,678.00																
106	PEPRAH-DELAND	SPENCER	DPW Maintenance Worker	15,161.25	12,000.80	2,787.00							373.45								
107	MAIER	KEVIN	Part-Time Library Assistant	14,196.24	14,196.24																
108	JARVIS	DEBORAH	Part-Time Library Assistant	13,063.32	13,063.32																
109	BLAKENSHIP	JULIE	Part-time Parking Enforcement Officer	10,591.00	10,591.00																
110	BASS	SHERYL	Library Director	9,067.01	8,824.05								242.96								
111	MCDERMOTT	BONNIE	Part-Time DPW Transfer Station Attendant	8,800.70	8,800.70																
112	ECKERSON	DANIEL	Churchill Rink	8,514.25	8,514.25																
113	TRULL	NATHAN	Seasonal DPW Laborer	7,981.88	7,981.88																
114	SMITH	DANA	DPW Maintenance Worker	7,007.03	3,985.98	3,021.05															
115	DONLEY	PAMELA	Part-Time Police Offier	6,225.89	2,379.63		3,846.26														
116	THIBODEAU	CAMERON	Seasonal DPW Laborer	5,598.00	5,598.00																
117	VAN ASSELT	KARL	Town Treasurer	5,200.00	5,200.00																
118	GARDNER	WORTHY	Churchill Rink	5,044.50	5,044.50																
119	PIETZ	GARRETT	Churchill Rink	4,989.00	4,989.00																
120	SMITH	ZACHARY	Seasonal DPW Laborer	4,859.38	4,859.38																
121	PRESCOTT	SARAH	Part-Time Recreation Assistant	4,839.25	4,839.25																
122	PALMER	JAY	DPW Maintenance Worker	4,821.22	2,400.16	2,421.06															
123	BROOKS	PHILLIPS	Part-Time DPW Equipment Mechanic	4,726.50	4,726.50																
124	DEPTULA	PARKER	Seasonal DPW Laborer	4,719.00	4,719.00																
125	GRAZIANO	ANDREW	Churchill Rink	4,404.39	4,404.39																
126	DEL GUIDICE	ANGELO	Part-Time Code Enforcement Officer	3,950.00	3,950.00																
127	MACKENZIE	AUDREY	Part-Time Recreation Assistant	3,794.00	3,794.00																
128	QUEALLY	MICHAEL	Part-Time Recreation Assistant	3,565.64	3,565.64																
129	ANDRADE	NICHOLAS	Churchill Rink	3,555.00	3,555.00																
130	LAMPHERE	SIERRA	Part-time Parking Enforcement Officer	3,500.00	3,500.00																
131	HARLING	LISA	Library Substitute	3,239.66	3,239.66																
132	MEYROWITZ	ADAM	Part-Time DPW Equipment Mechanic	3,168.00	3,168.00																
133	ST. PIERRE	CAMERON	Part-Time Recreation Assistant	3,132.01	3,132.01																
134	CROOT	EMILY	Library Substitute	3,109.95	3,109.95																
135	BELSHAW	RICHARD	Part-Time DCAT Operator	2,711.50	2,711.50																
	SHUMP	ANN	Supervisor of the Checklist	2,688.00	2,688.00																

*Gross ear			details and court appearance costs), holiday pay, merit nee buy-out, stipends and taxable benefits.		BREAKDOWN												TAXABLE BENEFITS Section 457			
	Last Name	First Name	Position	Gross Earnings	Hourly/ Salary	Overtime	Special Details (reimbursed)	Court	Holiday	Merit	Longevity	Sick Leave Bonus	Insurance Buy-out	Stipend	Wellness Incentive	Deferred Compensatio n Plan	Life Insurance	Short/Long Term Disability		
137	WALKER	ALEXANDER	Part-Time Recreation Assistant	2,438.32	2,438.32															
138	STEVENS	RACHEL	Part-Time DCAT Operator	2,103.75	2,103.75															
139	BOGGIANO	BARBARA	Part-Time Minute Taker	2,055.00	2,055.00															
140	MARPLE	KATHERINE	Town Council Chair	2,000.00	2,000.00															
141	SOURDIF	ANNA	Part-Time Recreation Assistant	1,993.76	1,993.76															
142	SKRZYPCZAK	MARY	Part-time Parking Enforcement Officer	1,946.00	1,946.00															
143	ST. OURS	CAMERON	Part-Time Recreation Assistant	1,903.76	1,903.76															
144	BURTON	WAYNE	Town Council Member	1,500.00	1,500.00															
145	CORROW	ANDREW	Town Council Member	1,500.00	1,500.00															
146	HOWLAND	ALLAN	Town Council Member	1,500.00	1,500.00															
147	LAWSON	JAMES	Town Council Member	1,500.00	1,500.00															
148	ROTNER	KENNETH	Town Council Member	1,500.00	1,500.00															
149	TOBIAS	SALLY	Town Council Member	1,500.00	1,500.00															
150	WELSH	CARDEN	Town Council Member	1,500.00	1,500.00															
151	SMITH	WESLEY	Call Firefighter	960.00	960.00															
152	REGAN	CHRISTOPHER	Town Moderator	912.00	912.00															
153	GAGNAN	NICHOLAS	Library Substitute	828.75	828.75															
154	DONOVAN	MICHAEL	Churchill Rink	761.89	761.89															
155	BENNETT	ALAN	Town Council Member	750.00	750.00															
156	WATERS	CHARLES	Town Council Member	750.00	750.00															
157	CAULFIELD	MARY	Library Substitute	723.75	723.75															
158	GRONDAHL	CLIO	Part-Time Recreation Assistant	710.00	710.00															
159	LENHARTH	WILLIAM	Call Firefighter	650.00	650.00															
160	RASMUSSEN	PAUL	Planning Board Member	650.00	650.00															
161	RAYNES	BRIAN	Call Firefighter	588.00	588.00															
162	VINCENT	JARED	Churshill Rink	539.50	539.50															
	BEAUDOIN	PHILLIP	Call Firefighter	504.00	504.00															
164	BUBAR	JAMES	Planning Board Member	500.00	500.00															
165	LAMBERT	MICHAEL	Planning Board Member	500.00	500.00															
	MCGOWAN	WILLIAM	Planning Board Member	500.00	500.00															
	PARNELL	LORNE	Planning Board Member	500.00	500.00															
	GREIG	CLAYTON	Seasonal DPW Laborer	440.00	440.00															
	RICHARDSON	THOMAS	Call Firefighter	426.00																
	HIRSCH MAYER		Supervisor of the Checklist	425.50																

*Gross ear	mings are made up of overting		BREAKDOWN											TAXABLE BENEFITS					
	pay, longevity pay, sick is	eave donuses, insurai	nce buy-out, stipends and taxable benefits.					DKI	LANDOWN						Section 457				
						Special									Deferred		Short/Long		
				Gross		Details						Insurance			Compensatio		Term		
	Last Name	First Name	Position	Earnings	Hourly/ Salary Overti	me (reimbursed)	Court	Holiday	Merit	Longevity	Bonus	Buy-out	Stipend	Incentive	n Plan	Insurance	Disability		
171	CHERIM	LILAH	Call Firefighter	408.00	408.00														
172	LEACH	CATHERINE	Deputy Treasurer	400.00	400.00														
173	HAINES	JULIE	Library Substitute	270.00	270.00														
174	SMITH	RUSSELL	Call Firefighter	252.00	252.00														
175	KELLY	RICHARD	Planning Board Member	250.00	250.00														
176	MORNEAULT	NATHANIEL	Planning Board Member	250.00	250.00														
177	PEKINS	RONI	Supervisor of the Checklist	230.00	230.00														
178	GEIGER	ARMIDA	Library Substitute	225.00	225.00														
179	DUROCHER	AIDEN	Churchill Rink	196.00	196.00														
180	DICRISTOFORO	ANDREA	Part-Time Recreation Assistant	184.88	184.88														
181	TIRONE	LAUREN	Call Firefighter	150.00	150.00														
182	EARLE	HANNAH	Library Substitute	127.50	127.50														
183	SULLIVAN	CONNOR	Part-Time Recreation Assistant	110.50	110.50														
184	WOOD	ASHLEY	Part-Time Recreation Assistant	96.00	96.00														
185	KUHN	CHRISTIAN	Supervisor of the Checklist	57.50	57.50														
	TOTALS			7,911,746.36	6,167,573.23 922,740	5.59 239,956.05	9,053.60	112,446.14	19,663.69	26,500.00	12,959.07	325,933.43	39,750.00	2,020.00	17,500.00	1.243.41	14,401.15		