



SUFFOLK COUNTY WATER AUTHORITY
PAYROLL REPORTS
FOR THE TWELVE MONTHS ENDING MAY 27, 2019

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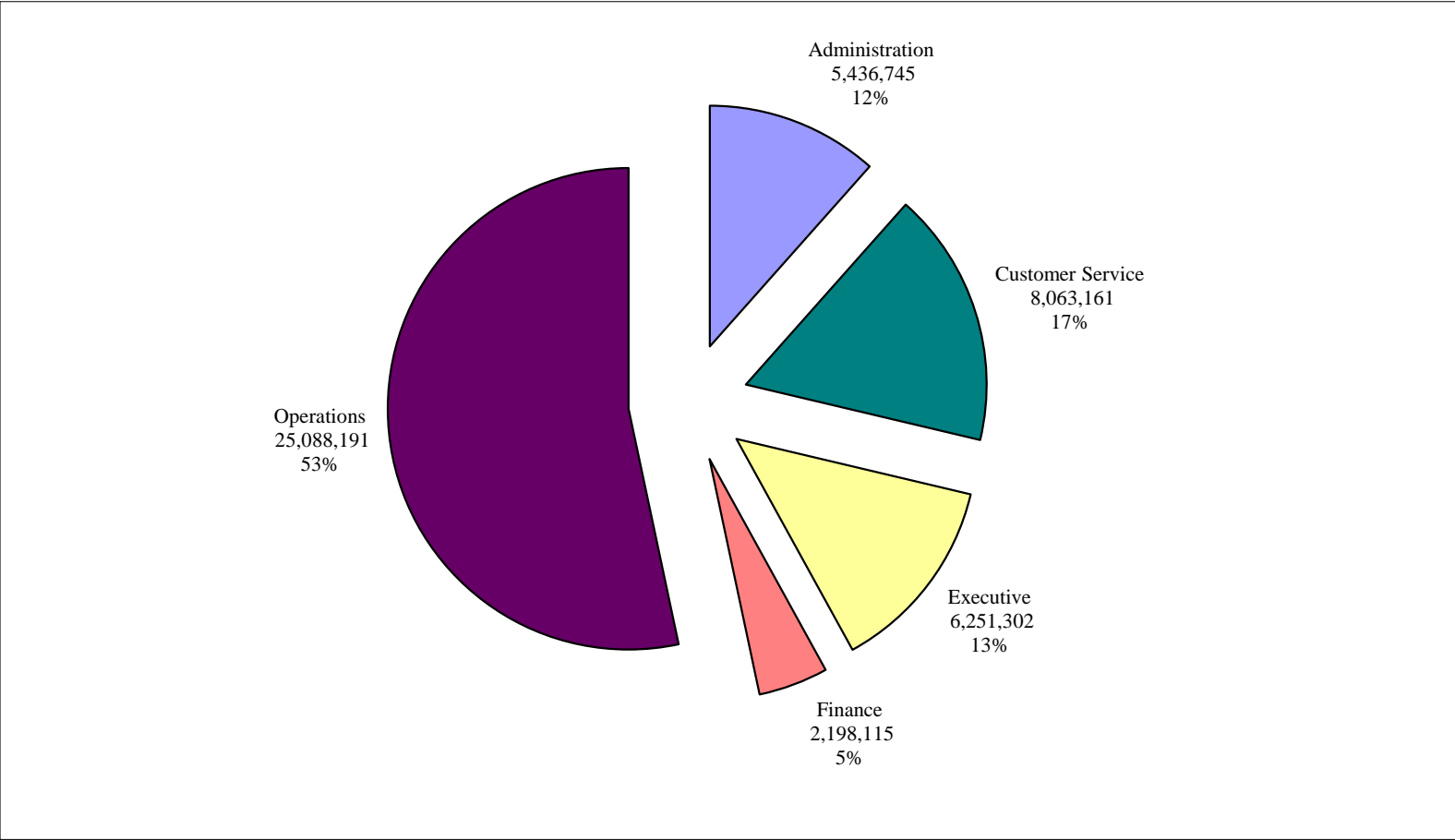
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Suffolk County Water Authority
 Summary of Payroll Activity through May 27, 2019

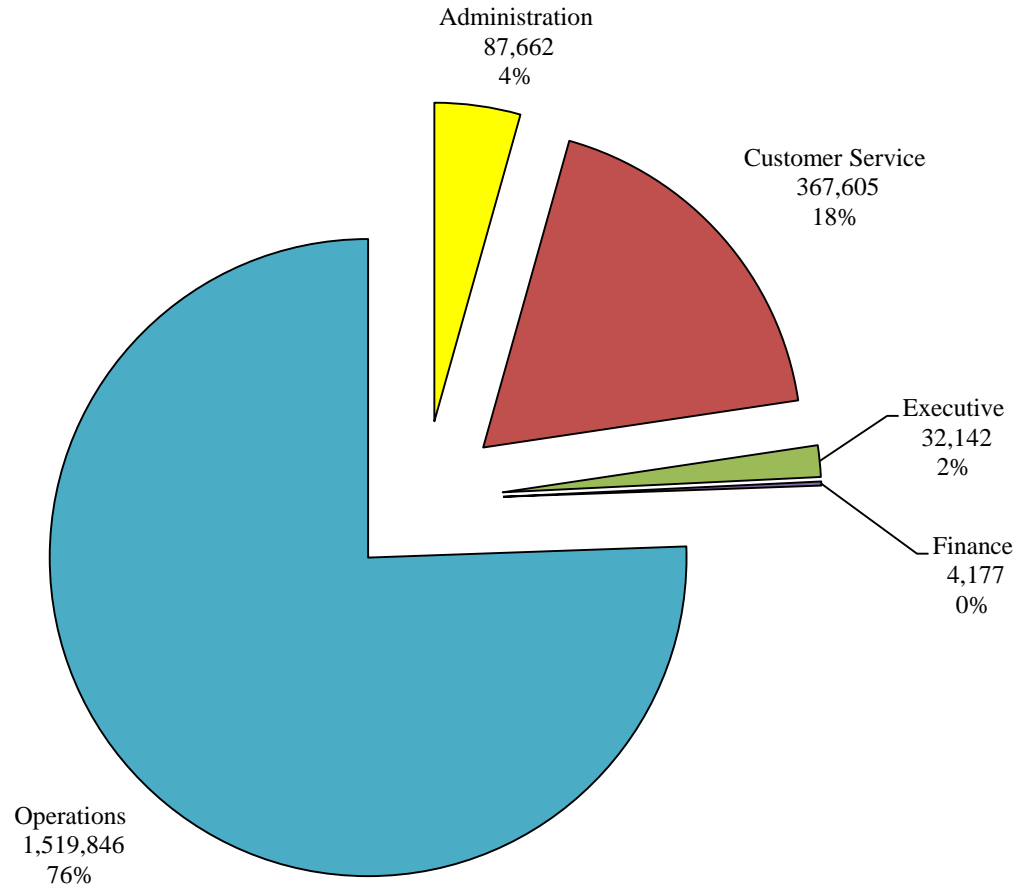
	<u>Actual Month Ending 5/31/2019</u>			<u>Year to Date</u>						
	Base Amount	Overtime	Total	Base Amount	Overtime	Total	Projected 2019 Total Payroll	% Expended	Projected 2019 Overtime Payroll	% Expended
<u>Administrative Division</u>										
Information Technology -31002	194,476.12	615.30	195,091.42	1,854,326.57	14,702.46	1,869,029.03	1,977,000	94.54%	6,000	245.04%
Human Resources - 31003	39,598.05		39,598.05	383,484.56	6,693.66	390,178.22	526,000	74.18%	1,000	669.37%
Administration-31005	13,768.29		13,768.29	143,377.26	-	143,377.26	140,000	102.41%	-	0.00%
Facilities Management - 32001	82,353.54	667.08	83,020.62	851,725.66	8,241.96	859,967.62	842,000	102.13%	20,000	41.21%
Transportation - 32002	89,924.14	2,116.46	92,040.60	876,304.23	56,531.95	932,836.18	933,000	99.98%	35,000	161.52%
Stores - 32003	92,247.82	27.65	92,275.47	993,361.04	1,492.14	994,853.18	961,000	103.52%	3,000	49.74%
Safety & Environmental Services - 32005	23,626.08		23,626.08	246,503.56	-	246,503.56	245,000	100.61%	-	0.00%
Administrative Division Total	535,994.04	3,426.49	539,420.53	5,349,082.88	87,662.17	5,436,745.05	5,624,000	96.67%	65,000	134.86%
<u>Customer Service Division</u>										
Customer Service Coram - 10002	238,390.86	6,788.30	245,179.16	2,606,916.90	94,096.93	2,701,013.83	2,848,000	94.84%	21,000	448.08%
Customer Service Hauppauge - 10003	97,836.30	7,038.98	104,875.28	1,156,081.96	100,773.55	1,256,855.51	1,255,000	100.15%	75,000	134.36%
Customer Service Administration - 10004	33,093.52		33,093.52	342,036.78	84.08	342,120.86	339,000	100.92%	-	0.00%
Workforce Technology - 10005	40,209.02		40,209.02	485,217.39	1,077.24	486,294.63	557,000	87.31%	25,000	4.31%
Customer Service Meter Shop - 10006	59,260.87	1,888.90	61,149.77	555,464.97	9,532.70	564,997.67	556,000	101.62%	5,000	190.65%
Customer Service Meter Division - 10008	77,145.12	3,120.13	80,265.25	865,588.53	19,103.45	884,691.98	983,000	90.00%	25,000	76.41%
Customer Service Field Division - 10009	148,988.25	11,151.33	160,139.58	1,684,249.42	142,937.07	1,827,186.49	1,651,000	110.67%	85,000	168.16%
Customer Service Division Total	694,923.94	29,987.64	724,911.58	7,695,555.95	367,605.02	8,063,160.97	8,189,000	98.46%	236,000	155.76%
<u>Executive Division</u>										
Auditing - 50002	15,292.77		15,292.77	159,287.08	-	159,287.08	157,000	101.46%	-	0.00%
Policy and Planning - 50003	77,352.90	1,937.12	79,290.02	811,727.92	24,804.54	836,532.46	911,000	91.83%	8,000	310.06%
Board Members - 50004	10,192.35		10,192.35	102,086.97	-	102,086.97	107,000	95.41%	-	0.00%
Office of The Chief Executive Officer - 50005	43,634.18	123.77	43,757.95	450,048.46	2,573.50	452,621.96	445,000	101.71%	2,000	0.00%
Strategic Initiatives - 50006	52,431.72		52,431.72	558,860.63	-	558,860.63	620,000	90.14%	-	0.00%
Communications - 50007	18,900.41		18,900.41	197,635.23	-	197,635.23	197,000	100.32%	-	0.00%
Risk Management - 51001	26,513.93		26,513.93	271,677.72	-	271,677.72	271,000	100.25%	-	0.00%
Legal - 51002	41,980.72	14.71	41,995.43	429,138.47	260.06	429,398.53	436,000	98.49%	-	0.00%
Laboratory Administrative - 60001	97,734.41	749.00	98,483.41	1,047,066.36	2,000.36	1,049,066.72	1,132,000	92.67%	1,000	200.04%
Laboratory Organic - 60006	66,054.19		66,054.19	681,832.23	264.36	682,096.59	668,000	102.11%	500	52.87%
Laboratory Overhead - 60008	13,147.50		13,147.50	139,521.35	354.39	139,875.74	140,000	99.91%	-	0.00%
Bacteriology/Sample Collections - 60009	51,468.42	256.50	51,724.92	523,396.54	1,885.05	525,281.59	531,000	98.92%	7,000	26.93%
Chromotography & Inorganic - 60010	86,270.00		86,270.00	846,880.67	-	846,880.67	930,000	91.06%	500	0.00%
Executive Division Total	600,973.50	3,081.10	604,054.60	6,219,159.63	32,142.26	6,251,301.89	6,545,000	95.51%	19,000	169.17%

	<u>Actual Month Ending 5/31/2019</u>			<u>Year to Date</u>						
	Base Amount	Overtime	Total	Base Amount	Overtime	Total	Projected 2019 Total Payroll	% Expended	Projected 2019 Overtime Payroll	% Expended
<u>Finance Division</u>										
Accounting - 40001	149,860.51	1,531.19	151,391.70	1,565,976.46	4,177.35	1,570,153.81	1,686,000	93.13%	1,000	417.74%
Purchasing - 40003	36,509.66		36,509.66	382,658.90	-	382,658.90	438,000	87.37%	-	0.00%
Finance - 40004	29,261.32		29,261.32	245,302.20	-	245,302.20	191,000	128.43%	-	0.00%
Finance Division Total	215,631.49	1,531.19	217,162.68	2,193,937.56	4,177.35	2,198,114.91	2,315,000	94.95%	1,000	417.74%
<u>Operations Division</u>										
Waterworks Division - 20001	26,316.21		26,316.21	278,058.34	-	278,058.34	269,000	103.37%	-	0.00%
Engineering - 21001	229,064.51		229,064.51	2,426,774.14	7,142.12	2,433,916.26	2,361,000	103.09%	7,000	102.03%
Production Control Bayshore - 22001	585,857.83	36,907.70	622,765.53	6,077,325.05	578,172.23	6,655,497.28	6,266,000	106.22%	425,000	136.04%
Production Control Coram - 22002	83,039.35	4,774.61	87,813.96	792,199.78	115,337.20	907,536.98	812,000	111.77%	105,000	109.84%
Production Control Westhampton - 22003	121,622.01	4,600.26	126,222.27	1,308,674.02	95,925.03	1,404,599.05	1,265,000	111.04%	100,000	95.93%
Production Control Easthampton - 22004	25,637.41	949.44	26,586.85	272,394.86	16,756.53	289,151.39	246,000	117.54%	12,000	139.64%
Construction Maint Office (Oakdale) - 23001	229,340.35	10,274.15	239,614.50	2,452,184.43	96,775.87	2,548,960.30	2,418,000	105.42%	16,000	604.85%
Construction Maint (Oakdale) - 23002 & 23003	592,719.88	27,350.33	620,070.21	6,004,309.76	426,266.72	6,430,576.48	5,847,000	109.98%	350,000	121.79%
Construction Maint Serv/Maint (Huntington) - 24001	78,178.57	3,480.42	81,658.99	771,687.85	49,434.64	821,122.49	872,000	94.17%	55,000	89.88%
Construction Maint Serv/Maint (Coram) - 26001 & 26002	110,085.76	3,330.48	113,416.24	1,009,963.61	55,386.67	1,065,350.28	1,050,000	101.46%	60,000	92.31%
Construction Maint Service (Westhampton) - 27001	17,941.44		17,941.44	248,819.90	4,220.48	253,040.38	275,000	92.01%	-	0.00%
Construction Maint - Maint (Westhampton) - 27002	111,266.94	8,471.18	119,738.12	1,187,981.17	61,113.42	1,249,094.59	1,350,000	92.53%	60,000	101.86%
Construction Maint Serv/Maint (Easthampton) - 28001	69,676.36	3,253.24	72,929.60	737,972.22	13,314.61	751,286.83	812,000	92.52%	4,000	0.00%
Operations Division Total	2,280,746.62	103,391.81	2,384,138.43	23,568,345.13	1,519,845.52	25,088,190.65	23,843,000	105.22%	1,194,000	127.29%
Totals	4,328,269.59	141,418.23	4,469,687.82	45,026,081.15	2,011,432.32	47,037,513.47	46,516,000.00	101.12%	1,515,000	132.77%

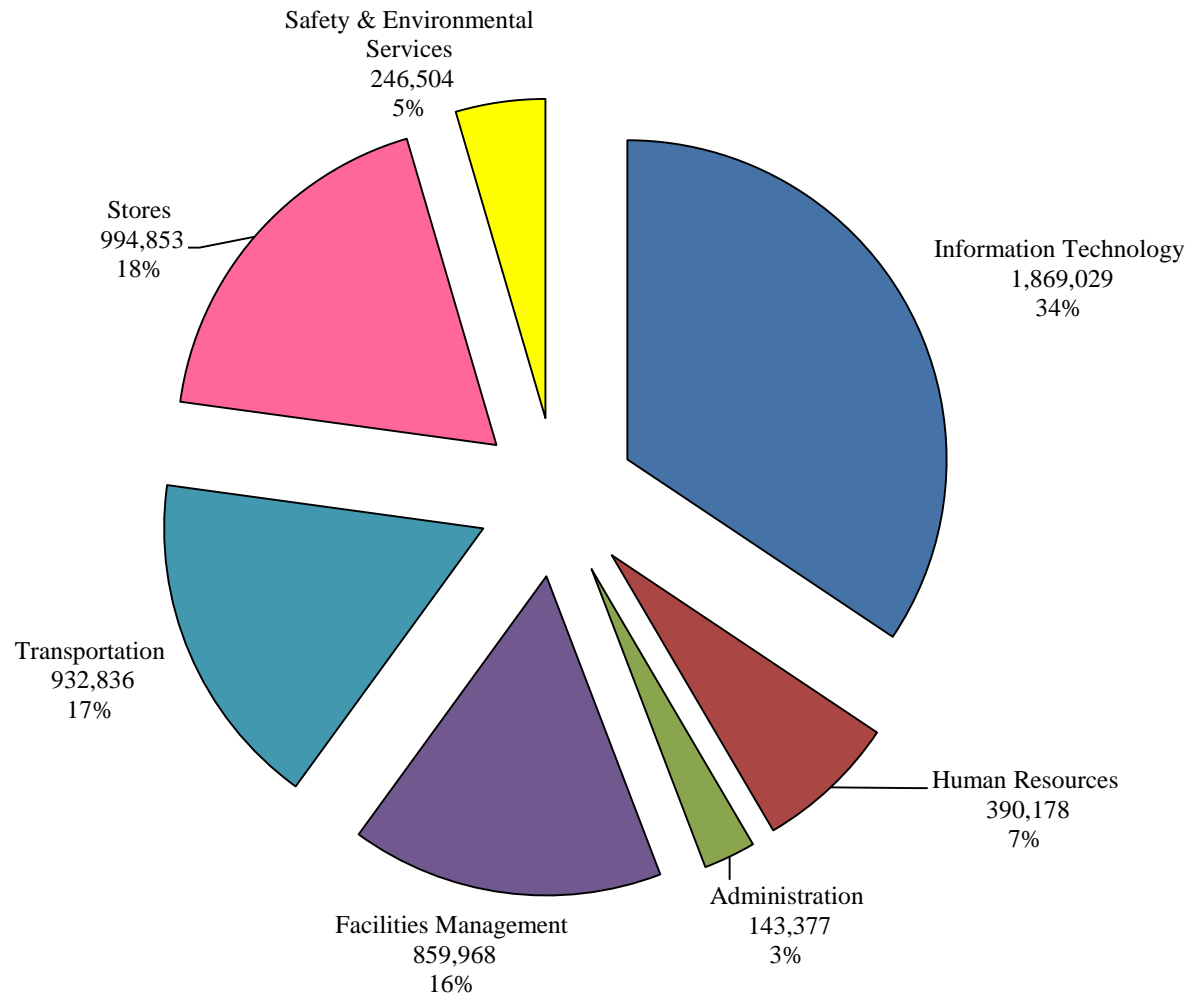
Total Payroll as of May 27, 2019
\$47,037,513.47



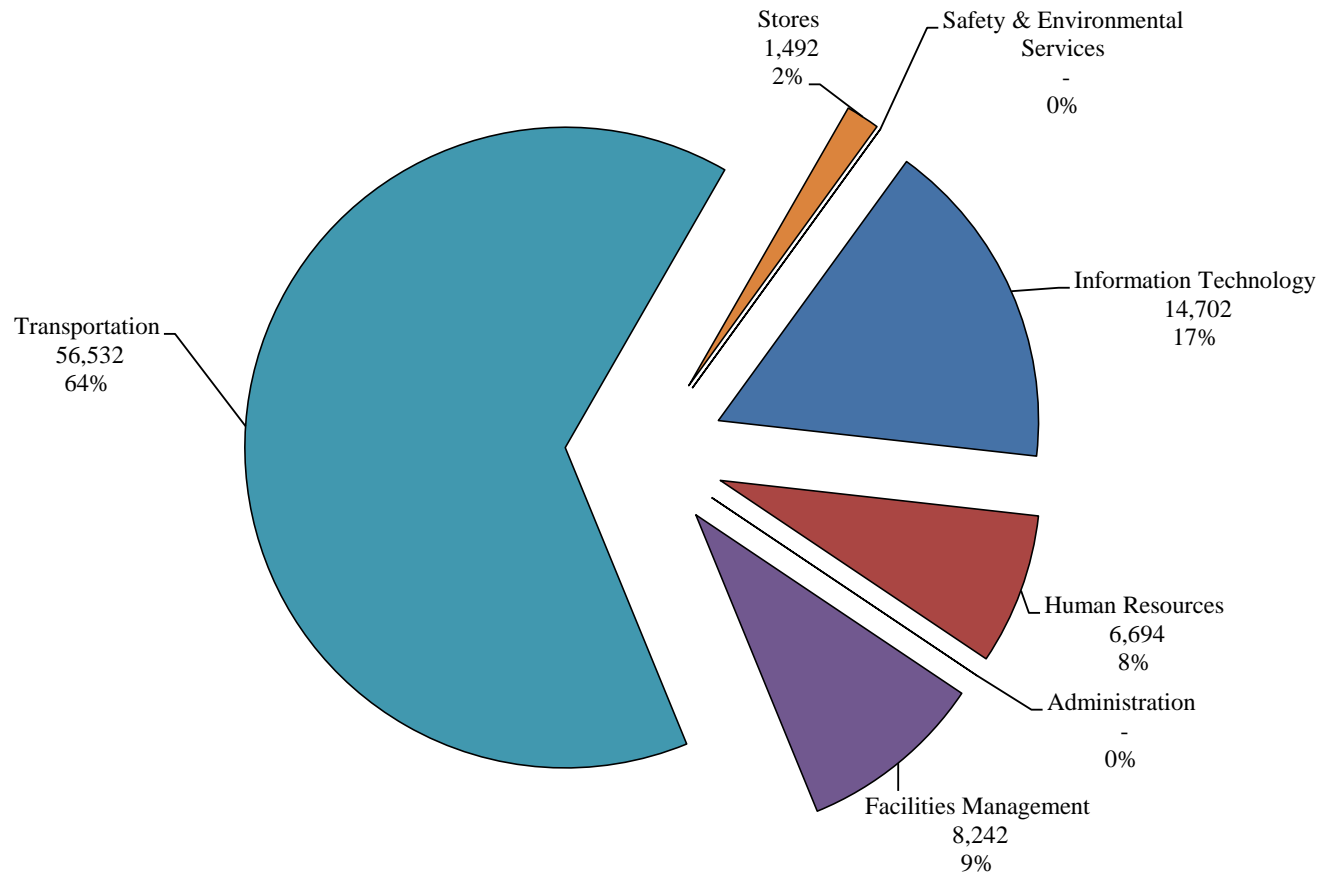
Total Overtime Summary as of May 27, 2019
\$2,011,432.32



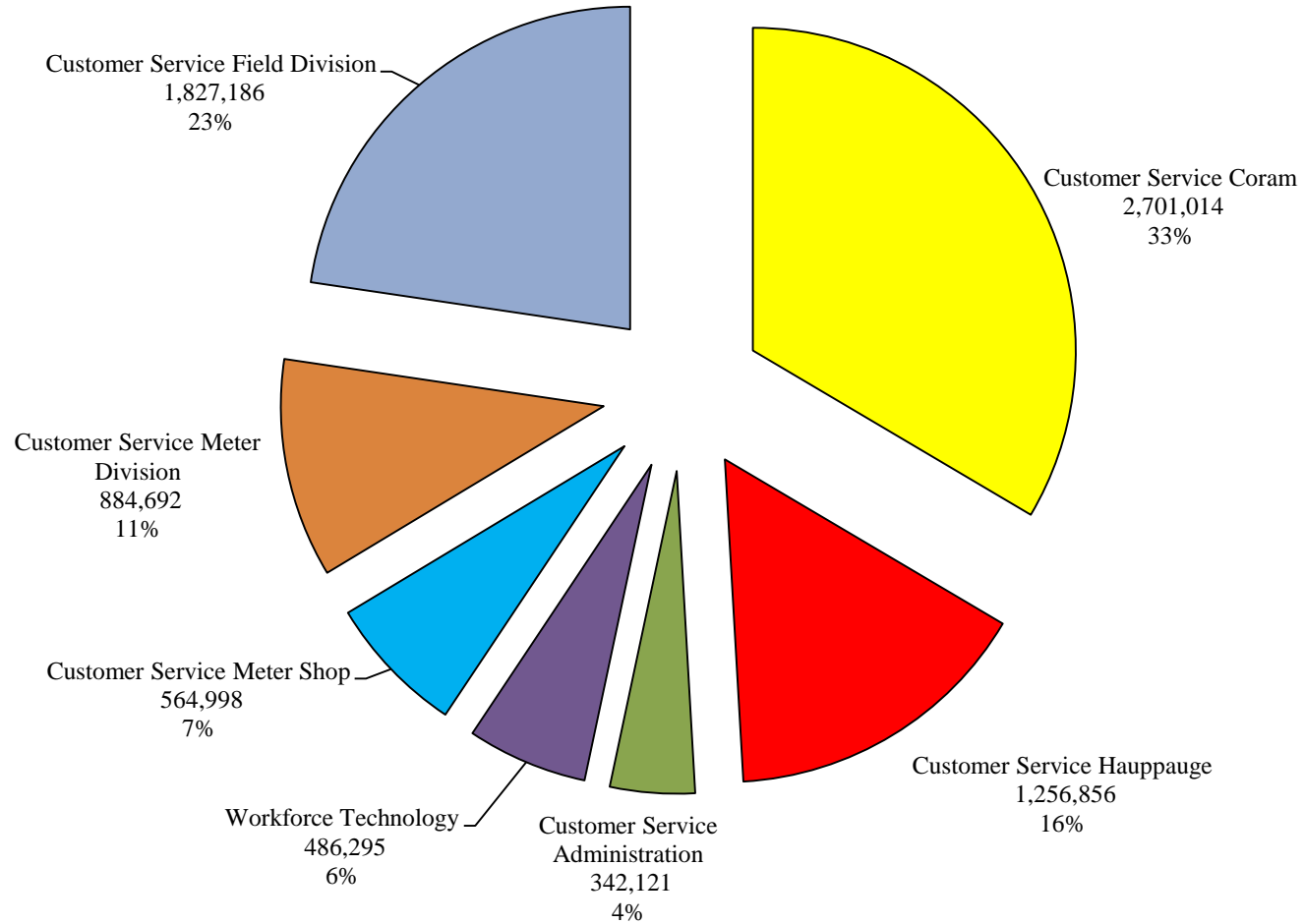
Administrative Division Total Payroll as of May 27, 2019
\$5,436,745.05



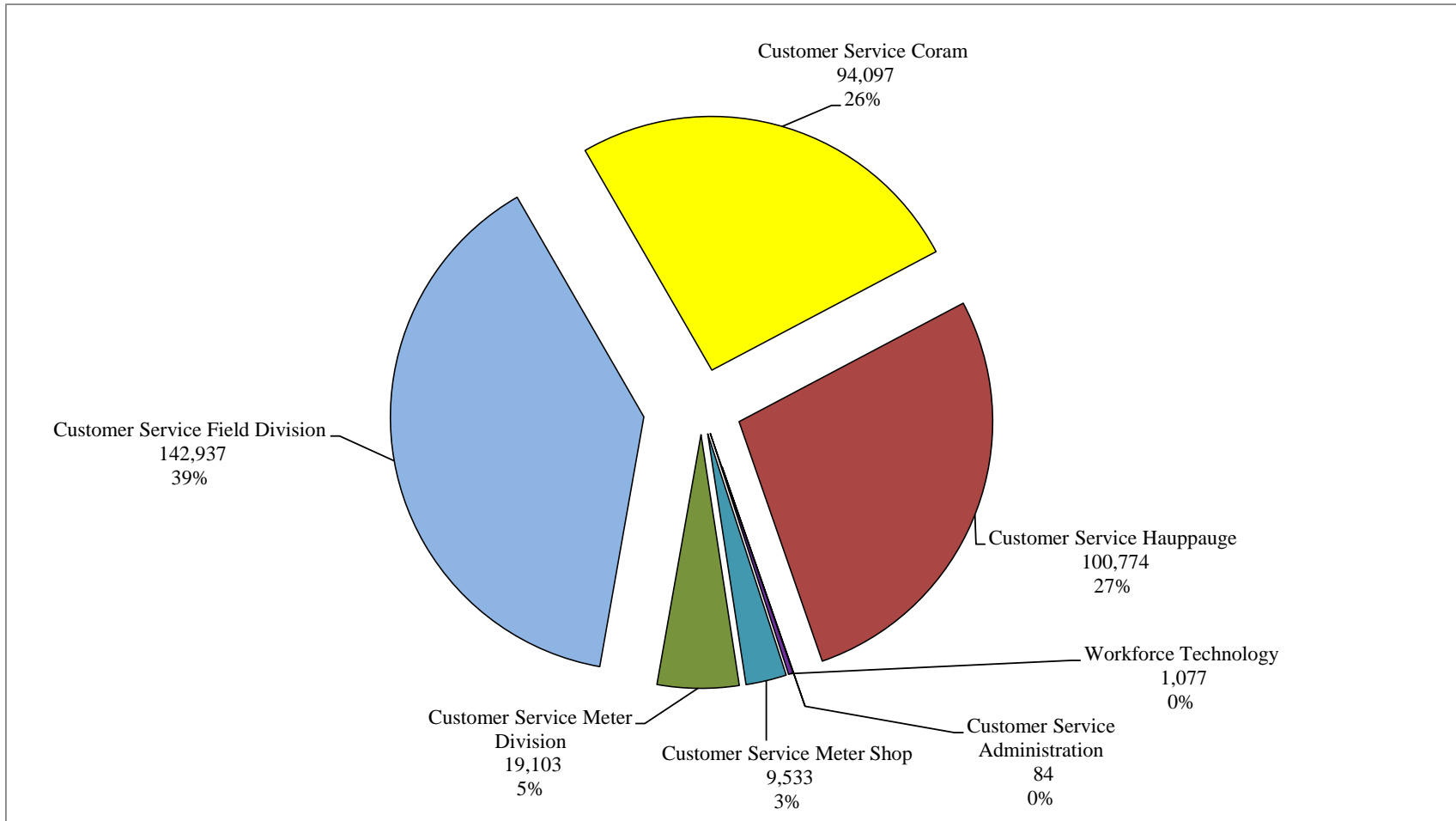
Administrative Division Total Overtime as of May 27, 2019
\$87,662.17



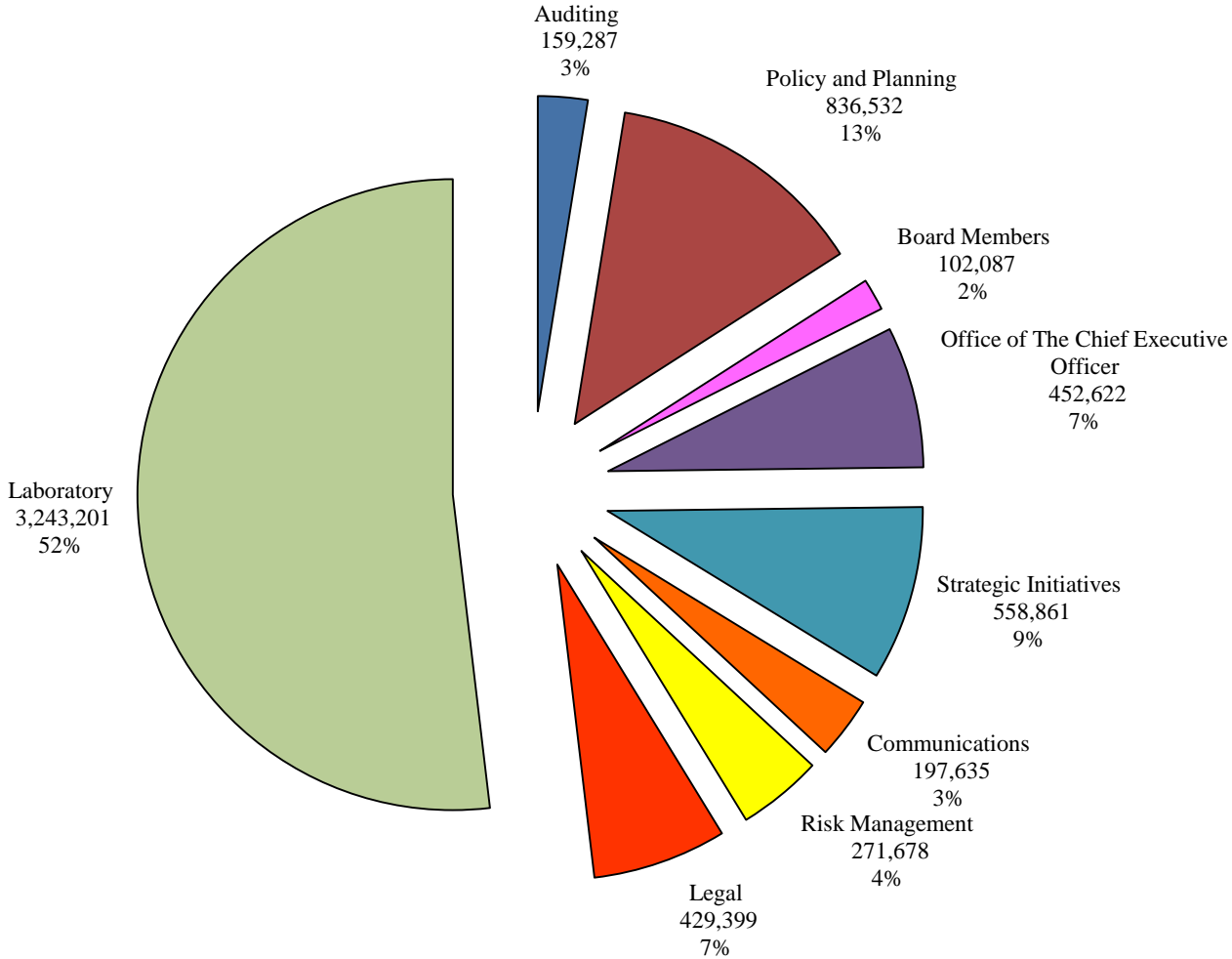
Customer Service Division Total Payroll as of May 27, 2019
\$8,063,160.97



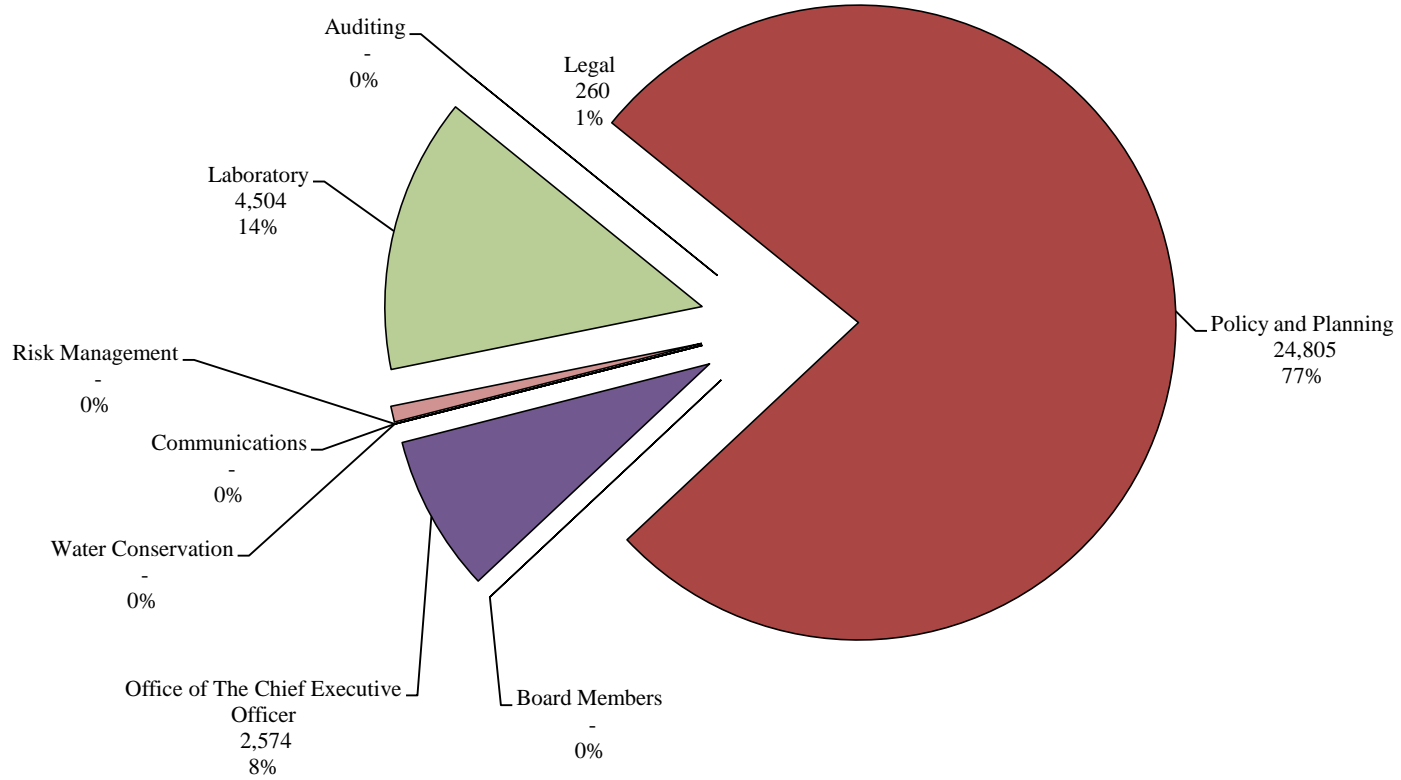
Customer Service Division Total Overtime as of May 27, 2019
\$367,605.02



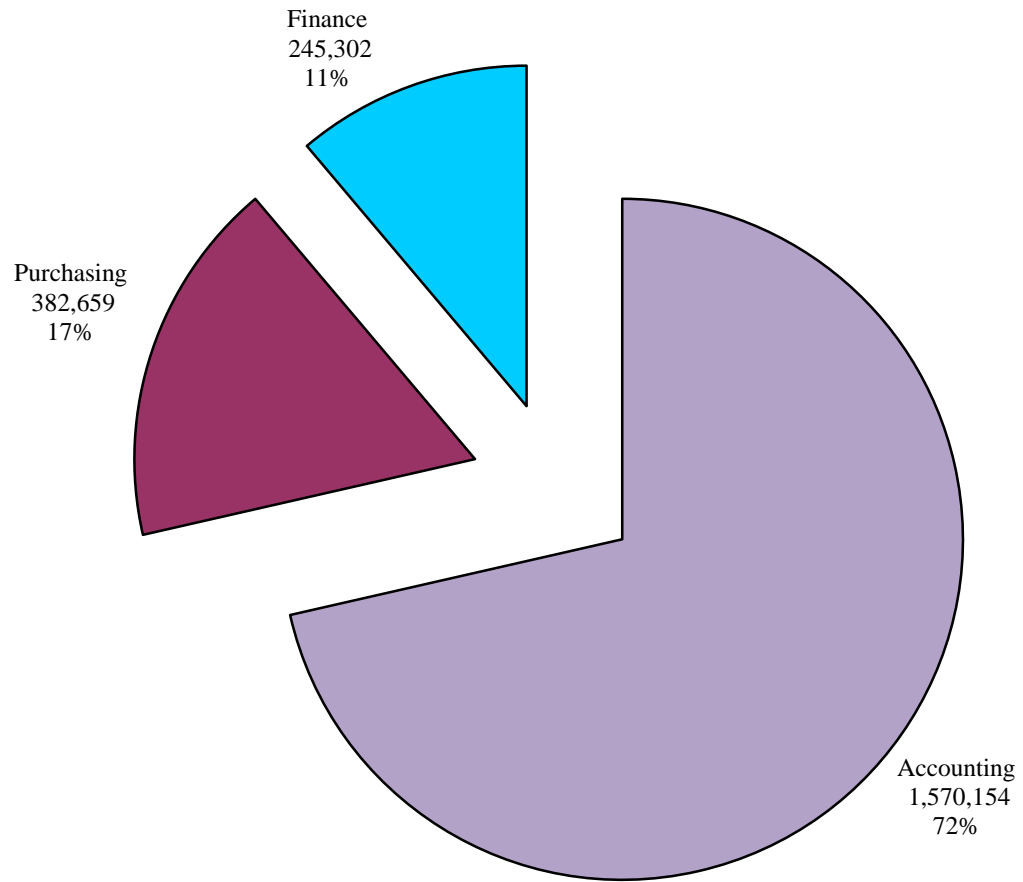
Executive Division Total Payroll as of May 27, 2019
\$6,251,301.89



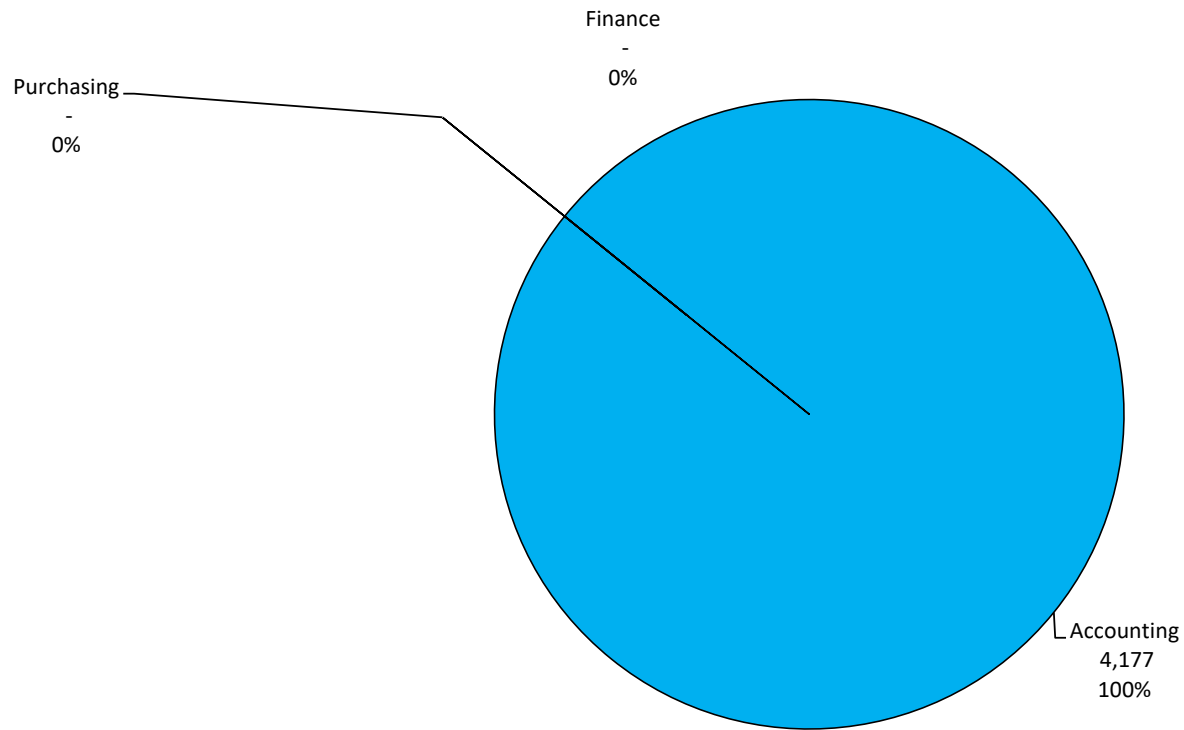
Executive Division Total Overtime as of May 27, 2019
\$32,142.26



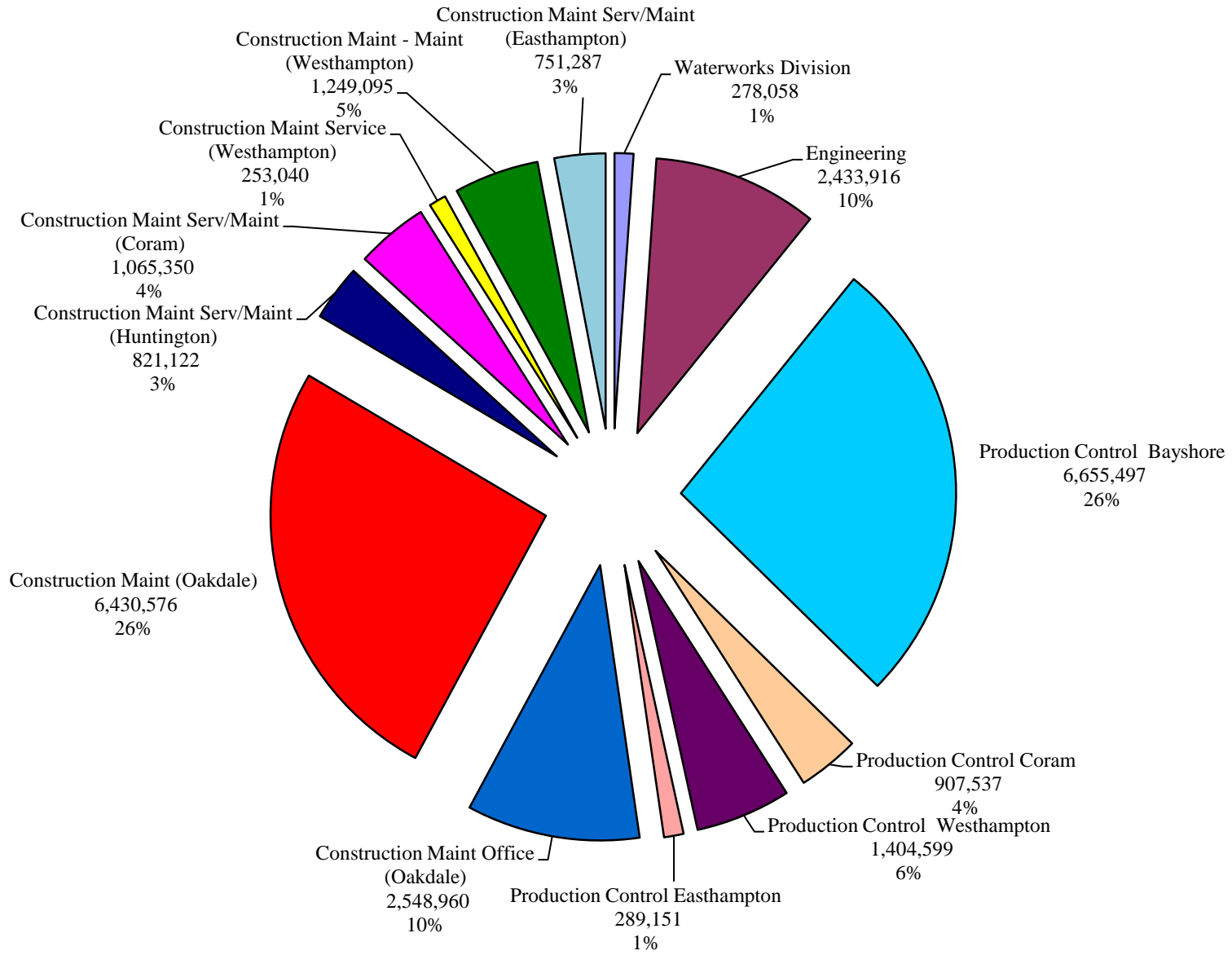
Finance Division Total Payroll as of May 27, 2019
\$2,198,114.91



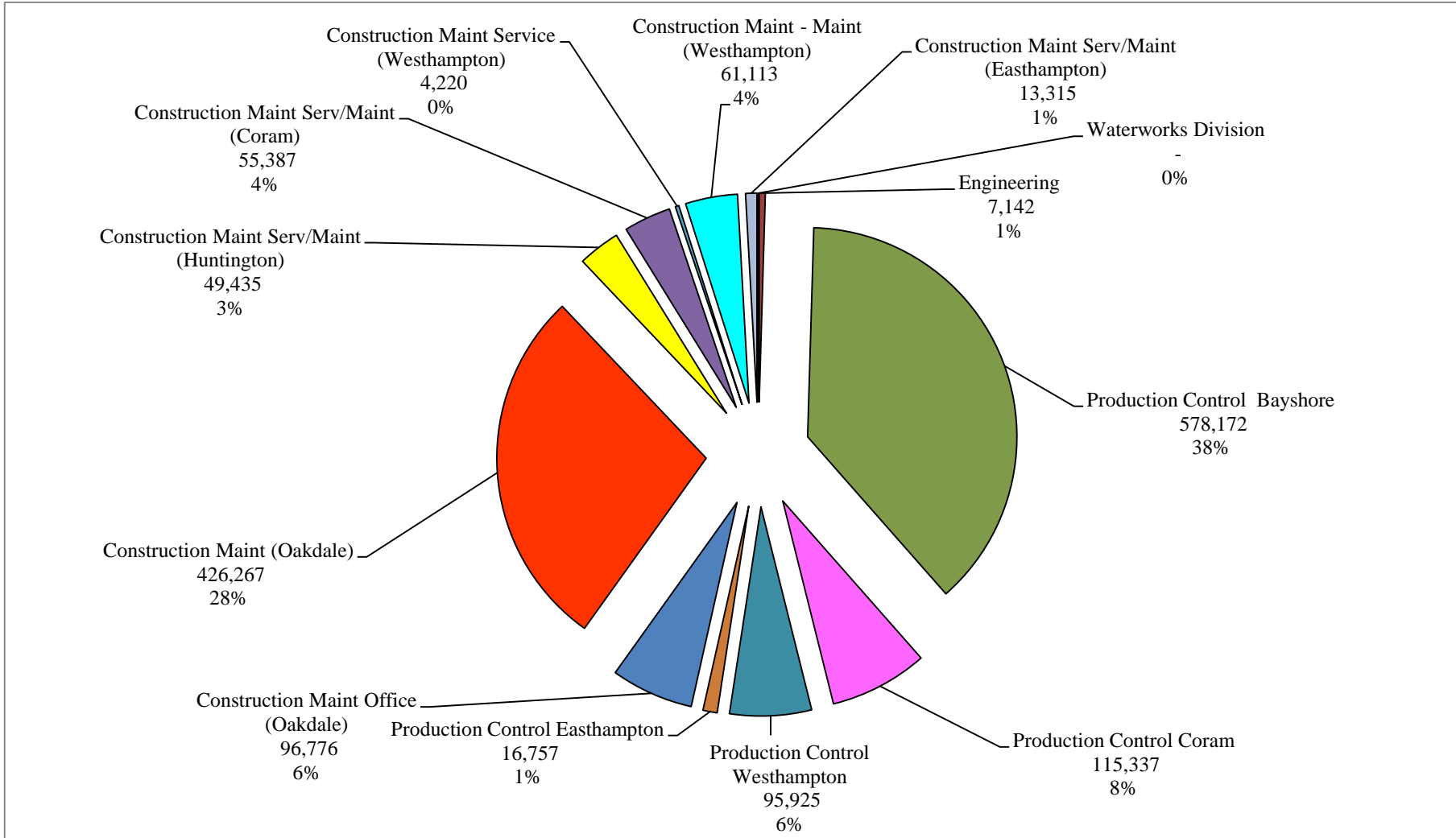
Finance Division Total Overtime as of May 27, 2019
\$4,177.35



Operations Division Total Payroll as of May 27, 2019
\$ 25,088,190.65



Operations Division Total Overtime as of May 27, 2019
\$1,519,845.52



Suffolk County Water Authority
Overtime Hours by Category
For the Twelve Months Ending May 27, 2019
Period 05/29/2018 - 05/27/2019

AC - Absence Coverage
EW - Emergency Work
SOT - Scheduled OT

Cost Center	CCtr Name	OT Description	Hours
10002	Customer Service Coram	AC - VAC/SICK/WCOMP/DISAB	1,691.25
10002	Customer Service Coram	EW - WEATHER EVENTS	28.00
10002	Customer Service Coram	EW - BRK/SVC/HYD/EQP FAIL	118.50
10002	Customer Service Coram	SOT - TRAINING / TESTING	21.50
10002	Customer Service Coram	SOT - CONTINUATION OF WORK	2.50
10002 Total			1,861.75
10003	Customer Service Hauppauge	AC - VAC/SICK/WCOMP/DISAB	575.25
10003	Customer Service Hauppauge	EW - WEATHER EVENTS	8.50
10003	Customer Service Hauppauge	EW - BRK/SVC/HYD/EQP FAIL	685.50
10003	Customer Service Hauppauge	SOT - TRAINING / TESTING	24.50
10003	Customer Service Hauppauge	SOT - COLLECTIONS	3.00
10003	Customer Service Hauppauge	SOT - CONTINUATION OF WORK	179.50
10003 Total			1,476.25
10004	Customer Service Administration	SOT - CONTINUATION OF WORK	1.50
10004 Total			1.50
10005	Customer Service Workforce Technology	EW - BRK/SVC/HYD/EQP FAIL	19.00
10005	Customer Service Workforce Technology	SOT - CONTINUATION OF WORK	0.50
10005	Customer Service Workforce Technology	SOT - OFF SHIFT	1.00
10005 Total			20.50
10006	Meter Shop	SOT - TRAINING / TESTING	6.00
10006	Meter Shop	SOT - CONTINUATION OF WORK	148.50
10006 Total			154.50
10008	Customer Service Metering	AC - VAC/SICK/WCOMP/DISAB	74.00
10008	Customer Service Metering	EW - BRK/SVC/HYD/EQP FAIL	80.25
10008	Customer Service Metering	SOT - TRAINING / TESTING	6.00
10008	Customer Service Metering	SOT - COLLECTIONS	147.25
10008	Customer Service Metering	SOT - CONTINUATION OF WORK	4.50
10008 Total			312.00

10009	Customer Service Field	AC - VAC/SICK/WCOMP/DISAB	463.00
10009	Customer Service Field	AC - HOLIDAY	3.50
10009	Customer Service Field	EW - WEATHER EVENTS	6.00
10009	Customer Service Field	EW - BRK/SVC/HYD/EQP FAIL	947.25
10009	Customer Service Field	SOT - TRAINING / TESTING	81.00
10009	Customer Service Field	SOT - COLLECTIONS	12.50
10009	Customer Service Field	SOT - CONTINUATION OF WORK	627.00
10009	Customer Service Field	SOT - OFF SHIFT	0.50
10009 Total			2,140.75
21001	Engineering	SOT - TRAINING / TESTING	26.25
21001	Engineering	SOT - CONTINUATION OF WORK	87.00
21001	Engineering	SOT - OFF SHIFT	12.75
21001 Total			126.00
22001	Production Control-Bayshore	AC - VAC/SICK/WCOMP/DISAB	2,833.75
22001	Production Control-Bayshore	AC - HOLIDAY	1,742.50
22001	Production Control-Bayshore	EW - WEATHER EVENTS	39.00
22001	Production Control-Bayshore	EW - BRK/SVC/HYD/EQP FAIL	3,108.25
22001	Production Control-Bayshore	EW - TCR/GWR/OTHR TESTING	27.50
22001	Production Control-Bayshore	EW - HIGH CALL VOLUME	0.50
22001	Production Control-Bayshore	SOT - TRAINING / TESTING	195.75
22001	Production Control-Bayshore	SOT - COLLECTIONS	5.00
22001	Production Control-Bayshore	SOT - CONTINUATION OF WORK	973.75
22001	Production Control-Bayshore	SOT - BACKLOG WORK	8.00
22001 Total			8,934.00
22002	Production Control-Coram	AC - VAC/SICK/WCOMP/DISAB	1,232.50
22002	Production Control-Coram	AC - HOLIDAY	394.00
22002	Production Control-Coram	EW - ACCDNT/FIRE/PROP DMG	0.50
22002	Production Control-Coram	EW - BRK/SVC/HYD/EQP FAIL	110.50
22002	Production Control-Coram	SOT - TRAINING / TESTING	16.75
22002	Production Control-Coram	SOT - CONTINUATION OF WORK	9.00
22002 Total			1,763.25

22003	Production Control-Westhampton	AC - VAC/SICK/WCOMP/DISAB	512.50
22003	Production Control-Westhampton	AC - HOLIDAY	586.50
22003	Production Control-Westhampton	EW - WEATHER EVENTS	1.00
22003	Production Control-Westhampton	EW - BRK/SVC/HYD/EQP FAIL	231.50
22003	Production Control-Westhampton	EW - TCR/GWR/OTHR TESTING	10.50
22003	Production Control-Westhampton	SOT - TRAINING / TESTING	9.25
22003	Production Control-Westhampton	SOT - CONTINUATION OF WORK	172.25
22003 Total			1,523.50
22004	Production Control-Easthampton	AC - VAC/SICK/WCOMP/DISAB	54.50
22004	Production Control-Easthampton	AC - HOLIDAY	176.00
22004	Production Control-Easthampton	EW - BRK/SVC/HYD/EQP FAIL	14.00
22004	Production Control-Easthampton	SOT - TRAINING / TESTING	3.50
22004	Production Control-Easthampton	SOT - CONTINUATION OF WORK	6.00
22004 Total			254.00
23001	CM Oakdale Office	EW - BRK/SVC/HYD/EQP FAIL	145.00
23001	CM Oakdale Office	SOT - TRAINING / TESTING	31.00
23001	CM Oakdale Office	SOT - BACKLOG WORK	1,644.25
23001	CM Oakdale Office	SOT - OFF SHIFT	5.00
23001 Total			1,825.25
23002	CM Oakdale Service	EW - BRK/SVC/HYD/EQP FAIL	23.50
23002	CM Oakdale Service	SOT - TRAINING / TESTING	8.00
23002	CM Oakdale Service	SOT - CONTINUATION OF WORK	257.00
23002	CM Oakdale Service	SOT - BACKLOG WORK	13.50
23002	CM Oakdale Service	SOT - OFF SHIFT	66.00
23002 Total			368.00
23003	CM Oakdale Maintenance	EW - BRK/SVC/HYD/EQP FAIL	5,569.50
23003	CM Oakdale Maintenance	SOT - TRAINING / TESTING	99.00
23003	CM Oakdale Maintenance	SOT - CONTINUATION OF WORK	485.00
23003	CM Oakdale Maintenance	SOT - BACKLOG WORK	8.00
23003	CM Oakdale Maintenance	SOT - OFF SHIFT	81.00
23003 Total			6,242.50
24001	CM Huntington Serv/Maint	EW - BRK/SVC/HYD/EQP FAIL	643.50
24001	CM Huntington Serv/Maint	SOT - CONTINUATION OF WORK	133.50
24001 Total			777.00
26001	CM Coram Service	EW - BRK/SVC/HYD/EQP FAIL	4.50
26001 Total			4.50
26002	CM Coram Maintenance	AC - VAC/SICK/WCOMP/DISAB	2.50
26002	CM Coram Maintenance	EW - BRK/SVC/HYD/EQP FAIL	770.00
26002	CM Coram Maintenance	SOT - CONTINUATION OF WORK	70.00
26002 Total			842.50

27001	CM Westhampton Service	EW - BRK/SVC/HYD/EQP FAIL	63.00
27001	CM Westhampton Service	SOT - OFF SHIFT	2.00
27001 Total			65.00
27002	CM Westhampton Maintenance	EW - BRK/SVC/HYD/EQP FAIL	814.25
27002	CM Westhampton Maintenance	SOT - TRAINING / TESTING	1.50
27002	CM Westhampton Maintenance	SOT - CONTINUATION OF WORK	100.50
27002	CM Westhampton Maintenance	SOT - OFF SHIFT	4.00
27002 Total			920.25
28001	CM Easthampton Service/Maint	AC - VAC/SICK/WCOMP/DISAB	7.50
28001	CM Easthampton Service/Maint	EW - BRK/SVC/HYD/EQP FAIL	123.75
28001	CM Easthampton Service/Maint	SOT - TRAINING / TESTING	12.50
28001	CM Easthampton Service/Maint	SOT - CONTINUATION OF WORK	89.75
28001 Total			233.50
31002	Information Technology	AC - VAC/SICK/WCOMP/DISAB	86.25
31002	Information Technology	SOT - TRAINING / TESTING	12.50
31002	Information Technology	SOT - CONTINUATION OF WORK	10.00
31002	Information Technology	SOT - BACKLOG WORK	117.50
31002	Information Technology	SOT - OFF SHIFT	9.50
31002 Total			235.75
31003	Human Resources	AC - VAC/SICK/WCOMP/DISAB	121.50
31003	Human Resources	SOT - CONTINUATION OF WORK	19.25
31003	Human Resources	SOT - BACKLOG WORK	21.50
31003	Human Resources	SOT - OFF SHIFT	0.50
31003 Total			162.75
32001	Facilities Management	EW - WEATHER EVENTS	80.50
32001	Facilities Management	EW - BRK/SVC/HYD/EQP FAIL	5.50
32001	Facilities Management	SOT - CONTINUATION OF WORK	59.00
32001	Facilities Management	SOT - OFF SHIFT	7.00
32001 Total			152.00
32002	Transportation	AC - VAC/SICK/WCOMP/DISAB	550.50
32002	Transportation	EW - WEATHER EVENTS	2.00
32002	Transportation	EW - BRK/SVC/HYD/EQP FAIL	9.25
32002	Transportation	SOT - TRAINING / TESTING	14.00
32002	Transportation	SOT - CONTINUATION OF WORK	481.50
32002	Transportation	SOT - BACKLOG WORK	2.00
32002	Transportation	SOT - OFF SHIFT	16.00
32002 Total			1,075.25

32003	Stores	AC - VAC/SICK/WCOMP/DISAB	7.50
32003	Stores	EW - WEATHER EVENTS	11.50
32003	Stores	EW - BRK/SVC/HYD/EQP FAIL	0.50
32003	Stores	SOT - CONTINUATION OF WORK	2.00
32003	Stores	SOT - OFF SHIFT	4.00
32003 Total			25.50
40001	Accounting	SOT - CONTINUATION OF WORK	82.50
40001 Total			82.50
50003	Policy and Planning	SOT - TRAINING / TESTING	39.50
50003	Policy and Planning	SOT - CONTINUATION OF WORK	162.00
50003	Policy and Planning	SOT - OFF SHIFT	279.50
50003 Total			481.00
50005	Office of CEO	EW - BRK/SVC/HYD/EQP FAIL	1.00
50005	Office of CEO	SOT - TRAINING / TESTING	6.00
50005	Office of CEO	SOT - CONTINUATION OF WORK	48.00
50005	Office of CEO	SOT - OFF SHIFT	4.50
50005 Total			59.50
51002	Legal	SOT - CONTINUATION OF WORK	4.50
51002 Total			4.50
60001	Lab Administrative	SOT - CONTINUATION OF WORK	39.75
60001 Total			39.75
60006	Lab Organic	SOT - BACKLOG WORK	4.00
60006 Total			4.00
60009	Lab Bacteriology & Sample Collection	AC - VAC/SICK/WCOMP/DISAB	10.50
60009	Lab Bacteriology & Sample Collection	AC - HOLIDAY	30.50
60009	Lab Bacteriology & Sample Collection	EW - WEATHER EVENTS	0.50
60009	Lab Bacteriology & Sample Collection	EW - TCR/GWR/OTHR TESTING	15.75
60009 Total			57.25
Grand Total			32,226.25

Comparative Overtime

Cost Center	For the 12 Months Ending 5/31/2019	For the 12 Months Ending 5/31/2018
Information Technology -31002	14,702.46	7,046.27
Human Resources - 31003	6,693.66	9,184.11
Administration-31005	-	10,443.56
Facilities Management - 32001	8,241.96	22,690.26
Transportation - 32002	56,531.95	53,177.84
Stores - 32003	1,492.14	3,964.73
Safety & Environmental Services - 32005	-	-
Total Administrative	87,662.17	106,506.77
Customer Service Coram - 10002	94,096.93	68,470.65
Customer Service Hauppauge - 10003	100,773.55	116,167.16
Customer Service Administration - 10004	84.08	163.66
Workforce Technology - 10005	1,077.24	18,320.60
Customer Service Meter Shop - 10006	9,532.70	4,041.22
Customer Service Meter Division - 10008	19,103.45	18,070.22
Customer Service Field Division - 10009	142,937.07	156,131.76
Total Customer Service	367,605.02	381,365.27
Auditing - 50002	-	-
Watershed Planning - 50003	24,804.54	18,402.55
Board Members - 50004	-	-
Office of The Chief Executive Officer - 50005	2,573.50	2,189.68
Strategic Initiatives - 50006	-	-
Communications - 50007	-	-
Risk Management - 51001	-	-
Legal - 51002	260.06	-
Laboratory Administrative - 60001	2,000.36	15.20
Laboratory Organic - 60006	264.36	908.73
Laboratory Overhead - 60008	354.39	-
Bacteriology/Sample Collections - 60009	1,885.05	2,573.17
Chromotography & Inorganic - 60010	-	156.94
Total Executive	32,142.26	24,246.27

Comparative Overtime

Cost Center	For the 12 Months Ending 5/31/2019	For the 12 Months Ending 5/31/2018
Accounting - 40001	4,177.35	1,706.04
Purchasing - 40003	-	-
Finance - 40004	-	-
Total Finance	4,177.35	1,706.04
Waterworks Division - 20001	-	-
Engineering - 21001	7,142.12	4,778.35
Production Control Bayshore - 22001	578,172.23	513,205.15
Production Control Coram - 22002	115,337.20	116,143.06
Production Control Westhampton - 22003	95,925.03	94,577.51
Production Control Easthampton - 22004	16,756.53	23,282.57
Construction Maint Office (Oakdale) - 23001	96,775.87	48,850.99
Construction Maint (Oakdale) - 23002 & 23003	426,266.72	592,385.01
Construction Maint Serv/Maint (Huntington) - 24001	49,434.64	57,390.44
Construction Maint Serv/Maint (Coram) - 26001 & 26002	55,386.67	48,925.67
Construction Maint Service (Westhampton) - 27001	4,220.48	12,254.66
Construction Maint - Maint (Westhampton) - 27002	61,113.42	61,813.93
Construction Maint Serv/Maint (Easthampton) - 28001	13,314.61	13,607.34
Total Operations	1,519,845.52	1,587,214.68
Total	2,011,432.32	2,101,039.03