



Budget Department

351 NW North Street
Chehalis WA 98532

TO: Board of County Commissioners (BOCC), Ryan Barrett, County Manager

FROM: Becky Butler, Budget/Risk Director 

DATE: February 6, 2026

SUBJECT: Position Review – Risk Specialist

I am requesting approval to regrade the Risk Specialist position from pay grade 121 to 122, aligning it with the Safety Officer position, with a minimal financial impact.

Background

Historically, the Risk Specialist and Safety Officer functions were combined under a single position. When the County reinstated a dedicated, permanent Safety Officer role, the positions were separated and graded independently. At that time:

- Both positions were evaluated as warranting a pay grade of 122 when treated as distinct functions.
- However, the Risk Specialist was ultimately placed at pay grade 121.

Over the past full year with both positions operational as separate roles, it has become clear through day-to-day operations and responsibilities that:

- The Risk Specialist handles the policy, administrative, and programmatic side of the County's risk and safety management (e.g., policy development, compliance administration, risk assessment coordination, claims administration, and related administrative functions).
- The Safety Officer focuses on the technical, hands-on operational side (e.g., direct fieldwork, training delivery, inspections, hazard mitigation, and department-specific safety support).

These complementary but distinct functions justify equivalent classification levels.

I have consulted with Human Resources and collaborated to update the Risk Specialist job description to accurately reflect its current scope and responsibilities. The revised job description better aligns with the administrative/policy-oriented nature of the role and supports reclassification to pay grade 122.

I respectfully request that the BOCC and County Manager approve the Risk Specialist position at pay grade 122, consistent with the original evaluation intent and current operational realities. This would place both the Risk Specialist and Safety Officer at the same grade (122), recognizing their comparable value and responsibility within the County's risk and safety framework.

Financial Impact: The proposed change would have a small annual financial impact of approximately **\$5,600** (based on the difference between grades 121 and 122, including any applicable benefits adjustments). The position is split between General Liability Fund No. 5120 and Workers Compensation Fund No. 5100; the costs associated with managing this program are charged back in rates to all other departments and offices. The costs could be absorbed in 2026 by leaving the position vacant for one month. However, that work would shift over to my desk for the time being. The employee willing to step into the Risk Specialist position is prepared to cover both her current role and the Risk Specialist role until we backfill the Public Defense Coordinator. By making this change now, I can begin recruiting for the Public Defense Coordinator role and offer fair compensation to the employee who assumes the additional duties.

To ensure a smooth transition and accurate placement of the incoming employee, I request resolution of this grade adjustment prior to finalizing the new hire's appointment to the role.

Thank you for considering this request. I have provided an updated job description. Please let me know if additional information is needed.



RISK SPECIALIST JOB DESCRIPTION

Job Title: Risk Specialist	
Dept./Division: Risk and Budget/Risk	Job Class Code: 1699
Pay Grade: TBD	PCN: 1699001
FLSA: Non-Exempt	Effective Date: February 2026
Representation Status: Non-Represented	Revision Date: January 2026
Reports To: Risk and Budget Director	

NATURE OF WORK

Under limited supervision, provides complex support to the Department Director and performs a variety of administrative and technical risk management functions for the Lewis County Risk Department; coordinates the administration of assigned Risk Management programs; conducts routine accounting tasks; and performs other related duties as assigned.

ESSENTIAL FUNCTIONS:

The following duties are the fundamental, crucial job duties performed by this position. This is not a comprehensive list of all tasks that may be assigned. Incumbent may be required to perform other duties as assigned and appropriate for the position.

- Assists with the County’s Risk Management Program under the direction of the Department Director.
- Advises, assists and briefs the Department Director and occasionally the BOCC regarding risk programs and liability issues; consults with elected and appointed officials on a wide range of risk-related matters.
- Oversees the administration of the County’s mishap and tort claims programs; receives and reviews documents, tracks claims; updates and maintains claim records and logs.
- Oversees the administration of the County’s self-insured Unemployment Insurance (UI) Program and other Risk programs; compiles and analyzes claims information.
- Maintains and updates departmental databases pertaining to general liability, mishap, and unemployment insurance; compiles and analyzes data; prepares reports of findings, county training, and other Risk-Management related databases.
- Responds to inquiries and provides information to citizens regarding processes for filing tort claims.
- Maintains administrative systems and provides database support in relation to the County’s Risk Management, Workers’ Compensation and related programs.
- Assists in the preparation and administration of the department budget.
- Coordinates and prepares the annual insurance renewal process and secures coverage for general liability, airport liability, property, equipment, and excess Workers’ Compensation.
- Prepares, edits, copies, and maintains risk management correspondence, reports, policies, memorandum, file plans, and/or other departmental documentation.

Job Title: Risk Specialist Job Class Code: 1699

- Schedules, coordinates, and participates in meetings with County departments and outside entities on behalf of Risk Management as requested.
- Administers and reconciles the Workers' Compensation Imprest Account and other risk related accounts; verifies the accuracy of workers' compensation billing received from the Third-Party Administrator; inputs expenditure information into the departmental database; monitors the distribution of the Imprest account reimbursement check.
- Verifies the accuracy of invoices; researches and corrects billing errors; monitors and tracks departmental expenditures.
- Takes administrative action to recover costs against responsible third parties and/or insurance companies as necessary; processes payments for approved tort claims.
- Works collectively and collaboratively with the Safety Officer, Prosecuting Attorney's office, and other elected offices and departments related to Risk Management, safety, and prevention.

WORKING ENVIRONMENT / PHYSICAL DEMANDS:

Work is performed in a standard office environment and involves light physical demands and frequent use of personal computers.

QUALIFICATIONS:

REQUIRED: Associate's Degree in Business Administration or a closely related field; AND four (4) years' Risk Management and/or administrative experience.

A valid Driver's License is required.

COMPETENCIES (Knowledge, Skills, Abilities, and Behaviors):

Knowledge of:

- Risk management principles and programs.
- Workers' Compensation and Unemployment Insurance programs.
- Procedures for processing tort claims.
- Basic accounting principles and practices.
- General office equipment and standard computer software applications.
- Departmental records, reports, and documentation.

Skills in:

- Performing a variety of administrative and risk-related technical risk management functions.
- Assisting and coordinating assigned risk management programs.
- Preparing and maintaining a variety of departmental records, reports, and documentation.
- Reconciling Imprest accounts and performing routine accounting duties.
- Establishing and maintaining effective working relationships with County departments, outside agencies, and the general public.
- Communicating effectively verbally and in writing.

Ability to:

- Learn and follow County policies and procedures.

Job Title: Risk Specialist Job Class Code: 1699

Behaviors:

- Regular, reliable attendance.
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As the incumbent in this position, I have received a copy of this position description.

Employee's Name

Employee's Signature

Date



SAFETY OFFICER JOB DESCRIPTION

Job Title: Safety Officer	
Dept./Division: Risk and Budget/Risk	Job Class Code: 1135
Pay Grade: 122	PCN: 1135001
FLSA: Non-Exempt	Effective Date: January 2026
Representation Status: Non-Represented	Revision Date: January 2026
Reports To: Risk and Budget Director	

NATURE OF WORK

Under limited supervision, serves as the Safety Officer for Lewis County and conducts a variety of technical safety functions; develops and implements safety protocols, practices, and policies; provides health and safety services to County departments and personnel; and performs other related duties as assigned.

ESSENTIAL FUNCTIONS:

The following duties are the fundamental, crucial job duties performed by this position. This is not a comprehensive list of all tasks that may be assigned. Incumbent may be required to perform other duties as assigned and appropriate for the position.

- Coordinates the development and implementation of safety policies and procedures in compliance with local, state, and federal rules and regulations including Occupational Safety and Health (OSHA) and Department of Labor & Industries (L&I).
- Provides health and safety services to County employees, management personnel, and elected officials regarding safety training.
- Facilitates and assists in providing for a reduction in the number, severity, and cost of County related workplace accidents and injuries.
- Assists County Risk Department with the Workers' Compensation Program as it relates to County safety and in accordance with applicable regulatory requirements.
- Investigates incidents and assists with workers' compensation claims.
- Provides safety consultation and recommendations to elected officials and management personnel regarding measures necessary to prevent further safety related occurrences.
- Assists the Director with negotiations with the Department of Labor and Industries, investigates complaint citations for Labor and Industries violations, and assists in resolving complex workers' compensation claims.
- Performs safety inspections and identifies hazardous conditions and/or work practices; investigates employee safety complaints; consults with County departments and provides related safety recommendations to assist in eliminating and/or reducing workplace hazards.

Job Title: Safety Officer**Job Class Code: 1135**

- Provides safety consultation and technical advice to the Lewis County Safety Committee; offers recommendations to minimize the cost of workers' compensation, improve or eliminate unsafe acts and/or work conditions, and to maintain compliance with regulatory requirements.
- Assists with the development and implementation of the required training programs in coordination with the Human Resources and Risk Departments.
- Facilitates and develops specialized safety training programs as requested by County Departments and/or elected officials.
- Attends training, seminars, and conferences to maintain current knowledge and expertise in the areas relevant to the effective execution of the job and to ensure the County remains compliant with safety regulations.
- Participates in Department meetings and follows up with department heads and elected officials when actions or additional information is required.
- Prepares and maintains a variety of safety correspondence, records, reports, and/or other documentation.
- Develops curriculum and provides monthly safety orientation to County employees regarding drug and alcohol policies, bloodborne pathogens, personal protective equipment, hazard communications, hearing conservation, and workers' compensation; serves as Defensive Driving Instructor.
- Assist with developing and updating County wide and departmental Emergency Action Plan (EAP).
- Generate a training database to coordinate, maintain, and monitor safety training and certifications.
- Evaluate and recommend purchase of necessary protective equipment, clothing, and first aid materials.

WORKING ENVIRONMENT / PHYSICAL DEMANDS:

Work is performed in a standard office environment and in and around County facilities when conducting safety inspections/investigations, subject to light physical demands and frequent use of personal computers. May require work outside of normal working hours and/or travel for training or meetings with other offices and jurisdictions.

QUALIFICATIONS:

REQUIRED: Bachelor's degree in occupational health and safety, safety studies, business or public administration, or a related field; and three (3) years of professional experience in an occupational health and safety program.

OR

Associate's degree in safety, health, environmental, or a closely related field; AND five (5) years' experience working in safety for a large employer with a diverse work environment.

OR

Possess a combination of educational and professional experience that would ensure successful performance of the position duties. Professional work experience may substitute year-for-year for the educational requirements above.

Must have the ability to obtain a Medic First Aid Certification. A valid Washington State Driver's License is required.

COMPETENCIES (Knowledge, Skills, Abilities, and Behaviors):

Knowledge of:

- OSHA, Division of Occupational Safety and Health (DOSH), and L&I programs, safety policies, and regulations.
- Safety and workers' compensation principles.
- Regulations and standards governing workplace safety.
- Procedures for conducting safety inspections and investigations.
- Various workplace safety training topics.
- Departmental records, reports, and documentation.

Skills in:

- Maintaining discretion when dealing with sensitive and confidential issues.
- Providing safety consultation to County departments, management personnel, and elected officials.
- Conducting safety inspections and investigating workers' compensation claims and safety complaints.
- Developing and delivering safety training to County employees.
- Establishing and maintaining effective working relationships with County departments and personnel, and outside agencies.
- Communicating effectively verbally and in writing.
- Microsoft Word, Excel and Teams.

Ability to:

- Learn and follow County policies and procedures.

Behaviors:

- Regular, reliable attendance.

As the incumbent in this position, I have received a copy of this position description.

Employee's Name

Employee's Signature

Date

Lewis County 2026 Mercer Salary Schedule

Pay Grade	2026 2.7%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
120	Hr	\$28.89	\$29.62	\$30.36	\$31.12	\$31.89	\$32.69	\$33.51	\$34.34	\$35.20	\$36.08	\$36.99	\$37.91	\$38.87
	PayPr	2,504.04	2,566.94	2,630.93	2,696.95	2,764.03	2,833.16	2,904.34	2,976.57	3,050.84	3,127.21	3,205.62	3,286.08	3,368.62
	Month	5,008.08	5,133.88	5,261.86	5,393.90	5,528.06	5,666.32	5,808.68	5,953.14	6,101.68	6,254.42	6,411.24	6,572.16	6,737.24
	Annual	60,096.96	61,606.56	63,142.32	64,726.80	66,336.72	67,995.84	69,704.16	71,437.68	73,220.16	75,053.04	76,934.88	78,865.92	80,846.88
121	Hr	\$30.20	\$30.95	\$31.72	\$32.52	\$33.33	\$34.16	\$35.02	\$35.90	\$36.80	\$37.71	\$38.65	\$39.62	\$40.61
	PayPr	2,617.53	2,682.52	2,749.57	2,818.73	2,888.87	2,961.08	3,035.37	3,111.73	3,189.12	3,268.53	3,350.07	3,433.59	3,519.25
	Month	5,235.06	5,365.04	5,499.14	5,637.46	5,777.74	5,922.16	6,070.74	6,223.46	6,378.24	6,537.06	6,700.14	6,867.18	7,038.50
	Annual	62,820.72	64,380.48	65,989.68	67,649.52	69,332.88	71,065.92	72,848.88	74,681.52	76,538.88	78,444.72	80,401.68	82,406.16	84,462.00
122	Hr	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.74	\$36.63	\$37.55	\$38.49	\$39.45	\$40.44	\$41.45	\$42.49
	PayPr	2,738.22	2,806.32	2,876.45	2,948.69	3,021.96	3,097.28	3,174.66	3,254.09	3,335.59	3,419.17	3,504.84	3,592.51	3,682.26
	Month	5,476.44	5,612.64	5,752.90	5,897.38	6,043.92	6,194.56	6,349.32	6,508.18	6,671.18	6,838.34	7,009.68	7,185.02	7,364.52
	Annual	65,717.28	67,351.68	69,034.80	70,768.56	72,527.04	74,334.72	76,191.84	78,098.16	80,054.16	82,060.08	84,116.16	86,220.24	88,374.24
123	Hr	\$33.03	\$33.86	\$34.70	\$35.57	\$36.46	\$37.38	\$38.31	\$39.26	\$40.24	\$41.25	\$42.28	\$43.34	\$44.43
	PayPr	2,863.07	2,934.26	3,007.52	3,082.81	3,160.20	3,239.66	3,320.11	3,402.64	3,487.28	3,574.96	3,664.75	3,756.56	3,850.47
	Month	5,726.14	5,868.52	6,015.04	6,165.62	6,320.40	6,479.32	6,640.22	6,805.28	6,974.56	7,149.92	7,329.50	7,513.12	7,700.94
	Annual	68,713.68	70,422.24	72,180.48	73,987.44	75,844.80	77,751.84	79,682.64	81,663.36	83,694.72	85,799.04	87,954.00	90,157.44	92,411.28
124	Hr	\$34.58	\$35.45	\$36.33	\$37.24	\$38.17	\$39.12	\$40.09	\$41.09	\$42.12	\$43.16	\$44.25	\$45.35	\$46.49
	PayPr	2,997.20	3,072.49	3,148.89	3,227.25	3,307.77	3,390.31	3,474.88	3,561.57	3,650.27	3,741.08	3,834.98	3,930.91	4,028.94
	Month	5,994.40	6,144.98	6,297.78	6,454.50	6,615.54	6,780.62	6,949.76	7,123.14	7,300.54	7,482.16	7,669.96	7,861.82	8,057.88
	Annual	71,932.80	73,739.76	75,573.36	77,454.00	79,386.48	81,367.44	83,397.12	85,477.68	87,606.48	89,785.92	92,039.52	94,341.84	96,694.56
125	Hr	\$36.18	\$37.08	\$38.01	\$38.96	\$39.94	\$40.94	\$41.96	\$43.01	\$44.08	\$45.19	\$46.32	\$47.47	\$48.66
	PayPr	3,135.44	3,213.86	3,294.32	3,376.85	3,461.48	3,548.12	3,636.86	3,727.63	3,820.50	3,916.49	4,014.49	4,114.54	4,217.71
	Month	6,270.88	6,427.72	6,588.64	6,753.70	6,922.96	7,096.24	7,273.72	7,455.26	7,641.00	7,832.98	8,028.98	8,229.08	8,435.42
	Annual	75,250.56	77,132.64	79,063.68	81,044.40	83,075.52	85,154.88	87,284.64	89,463.12	91,692.00	93,995.76	96,347.76	98,748.96	101,225.04
126	Hr	\$38.84	\$39.82	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.97	\$52.25
	PayPr	3,366.54	3,451.15	3,537.81	3,626.56	3,717.34	3,810.20	3,905.13	4,003.14	4,103.24	4,205.36	4,310.55	4,417.91	4,528.28
	Month	6,733.08	6,902.30	7,075.62	7,253.12	7,434.68	7,620.40	7,810.26	8,006.28	8,206.48	8,410.72	8,621.10	8,835.82	9,056.56
	Annual	80,796.96	82,827.60	84,907.44	87,037.44	89,216.16	91,444.80	93,723.12	96,075.36	98,477.76	100,928.64	103,453.20	106,029.84	108,678.72
127	Hr	\$40.80	\$41.82	\$42.87	\$43.94	\$45.03	\$46.16	\$47.32	\$48.50	\$49.71	\$50.95	\$52.22	\$53.53	\$54.87
	PayPr	3,535.77	3,624.46	3,715.29	3,808.14	3,903.04	4,001.05	4,101.15	4,203.29	4,308.54	4,415.84	4,526.25	4,639.74	4,755.24
	Month	7,071.54	7,248.92	7,430.58	7,616.28	7,806.08	8,002.10	8,202.30	8,406.58	8,617.08	8,831.68	9,052.50	9,279.48	9,510.48
	Annual	84,858.48	86,987.04	89,166.96	91,395.36	93,672.96	96,025.20	98,427.60	100,878.96	103,404.96	105,980.16	108,630.00	111,353.76	114,125.76

Lewis County 2026 Master Salary Schedule

Pay Grade	2026 2.7%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
128	Hr	\$42.86	\$43.93	\$45.02	\$46.15	\$47.31	\$48.49	\$49.70	\$50.94	\$52.21	\$53.52	\$54.85	\$56.22	\$57.63
	PayPr	3,714.25	3,807.10	3,902.04	4,000.06	4,100.12	4,202.24	4,307.50	4,414.77	4,525.21	4,638.70	4,754.21	4,872.86	4,994.64
	Month	7,428.50	7,614.20	7,804.08	8,000.12	8,200.24	8,404.48	8,615.00	8,829.54	9,050.42	9,277.40	9,508.42	9,745.72	9,989.28
	Annual	89,142.00	91,370.40	93,648.96	96,001.44	98,402.88	100,853.76	103,380.00	105,954.48	108,605.04	111,328.80	114,101.04	116,948.64	119,871.36
129	Hr	\$45.02	\$46.15	\$47.31	\$48.49	\$49.70	\$50.94	\$52.21	\$53.52	\$54.85	\$56.22	\$57.63	\$59.07	\$60.54
	PayPr	3,902.04	4,000.06	4,100.12	4,202.24	4,307.50	4,414.77	4,525.21	4,638.70	4,754.21	4,872.86	4,994.64	5,119.48	5,247.42
	Month	7,804.08	8,000.12	8,200.24	8,404.48	8,615.00	8,829.54	9,050.42	9,277.40	9,508.42	9,745.72	9,989.28	10,238.96	10,494.84
	Annual	93,648.96	96,001.44	98,402.88	100,853.76	103,380.00	105,954.48	108,605.04	111,328.80	114,101.04	116,948.64	119,871.36	122,867.52	125,938.08
130	Hr	\$47.33	\$48.51	\$49.72	\$50.96	\$52.24	\$53.54	\$54.88	\$56.25	\$57.65	\$59.09	\$60.57	\$62.08	\$63.63
	PayPr	4,102.18	4,204.33	4,309.59	4,416.88	4,527.23	4,640.72	4,756.29	4,874.94	4,996.66	5,121.51	5,249.44	5,380.48	5,514.62
	Month	8,204.36	8,408.66	8,619.18	8,833.76	9,054.46	9,281.44	9,512.58	9,749.88	9,993.32	10,243.02	10,498.88	10,760.96	11,029.24
	Annual	98,452.32	100,903.92	103,430.16	106,005.12	108,653.52	111,377.28	114,150.96	116,998.56	119,919.84	122,916.24	125,986.56	129,131.52	132,350.88
131	Hr	\$49.75	\$50.99	\$52.26	\$53.57	\$54.90	\$56.27	\$57.68	\$59.12	\$60.59	\$62.10	\$63.65	\$65.25	\$66.88
	PayPr	4,311.62	4,418.90	4,529.30	4,642.80	4,758.39	4,877.03	4,998.74	5,123.60	5,251.53	5,382.57	5,516.69	5,654.92	5,796.26
	Month	8,623.24	8,837.80	9,058.60	9,285.60	9,516.78	9,754.06	9,997.48	10,247.20	10,503.06	10,765.14	11,033.38	11,309.84	11,592.52
	Annual	103,478.88	106,053.60	108,703.20	111,427.20	114,201.36	117,048.72	119,969.76	122,966.40	126,036.72	129,181.68	132,400.56	135,718.08	139,110.24
132	Hr	\$52.31	\$53.62	\$54.96	\$56.33	\$57.74	\$59.18	\$60.65	\$62.16	\$63.72	\$65.32	\$66.95	\$68.63	\$70.34
	PayPr	4,533.43	4,646.92	4,763.54	4,882.19	5,003.92	5,128.76	5,256.67	5,387.73	5,522.86	5,661.15	5,802.46	5,947.95	6,096.51
	Month	9,066.86	9,293.84	9,527.08	9,764.38	10,007.84	10,257.52	10,513.34	10,775.46	11,045.72	11,322.30	11,604.92	11,895.90	12,193.02
	Annual	108,802.32	111,526.08	114,324.96	117,172.56	120,094.08	123,090.24	126,160.08	129,305.52	132,548.64	135,867.60	139,259.04	142,750.80	146,316.24
133	Hr	\$55.01	\$56.39	\$57.79	\$59.24	\$60.71	\$62.22	\$63.78	\$65.38	\$67.01	\$68.69	\$70.40	\$72.16	\$73.97
	PayPr	4,767.67	4,887.36	5,009.07	5,133.91	5,261.83	5,392.90	5,528.01	5,666.29	5,807.62	5,953.11	6,101.67	6,254.39	6,411.18
	Month	9,535.34	9,774.72	10,018.14	10,267.82	10,523.66	10,785.80	11,056.02	11,332.58	11,615.24	11,906.22	12,203.34	12,508.78	12,822.36
	Annual	114,424.08	117,296.64	120,217.68	123,213.84	126,283.92	129,429.60	132,672.24	135,990.96	139,382.88	142,874.64	146,440.08	150,105.36	153,868.32
134	Hr	\$57.84	\$59.28	\$60.76	\$62.28	\$63.84	\$65.44	\$67.07	\$68.75	\$70.46	\$72.22	\$74.03	\$75.88	\$77.77
	PayPr	5,013.19	5,138.03	5,265.97	5,398.05	5,533.18	5,671.46	5,812.78	5,958.27	6,106.83	6,259.56	6,416.35	6,576.26	6,740.29
	Month	10,026.38	10,276.06	10,531.94	10,796.10	11,066.36	11,342.92	11,625.56	11,916.54	12,213.66	12,519.12	12,832.70	13,152.52	13,480.58
	Annual	120,316.56	123,312.72	126,383.28	129,553.20	132,796.32	136,115.04	139,506.72	142,998.48	146,563.92	150,229.44	153,992.40	157,830.24	161,766.96
135	Hr	\$60.82	\$62.34	\$63.90	\$65.50	\$67.14	\$68.82	\$70.54	\$72.31	\$74.12	\$75.97	\$77.88	\$79.83	\$81.83
	PayPr	5,271.11	5,403.22	5,538.34	5,676.62	5,818.97	5,964.46	6,114.07	6,266.74	6,423.59	6,584.55	6,749.62	6,918.82	7,092.13
	Month	10,542.22	10,806.44	11,076.68	11,353.24	11,637.94	11,928.92	12,228.14	12,533.48	12,847.18	13,169.10	13,499.24	13,837.64	14,184.26
	Annual	126,506.64	129,677.28	132,920.16	136,238.88	139,655.28	143,147.04	146,737.68	150,401.76	154,166.16	158,029.20	161,990.88	166,051.68	170,211.12