Position	Other Positions Held	K-12 Education Entity	Department	Total Wages	Total Retirement & Health Contribution
Director Greater Avenues For Independence		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$158,909	\$43,456
Management Coordinator		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$121,338	\$34,426
Program Manager		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$116,030	\$27,615
Administrative Coordinator		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$108,257	\$32,670
Career Development Program Manager		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$98,336	\$24,817
Career Development Program Manager		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$97,023	\$33,232
Career Development Program Supervisor		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$89,539	\$29,490
Career Development Program Supervisor		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$89,304	\$23,028
Career Development Program Supervisor		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$89,239	\$23,126
Career Development Program Supervisor		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,819	\$27,170
Career Development Program Supervisor		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,809	\$30,500
Administrative Analyst		Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,740	\$29,405

Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,739	\$31,823
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,739	\$22,878
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,327	\$22,956
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$88,239	\$29,320
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$87,970	\$15,447
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$87,804	\$30,330
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$87,699	\$27,000
Administrative Coordinator	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$87,668	\$29,467
Web Coordinator	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$87,188	\$29,132
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$86,919	\$29,351
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$86,748	\$30,103
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$85,872	\$31,300
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,319	\$26,252

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$28,771
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$26,876
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$26,252
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$26,252
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$29,582
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,291	\$28,771
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$82,071	\$28,017
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$81,591	\$22,482
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$81,591	\$28,990
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$81,591	\$22,004
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$81,481	\$26,757
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$81,262	\$28,601
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,900	\$28,505

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,683	\$28,821
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,635	\$15,212
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,591	\$21,672
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,591	\$30,617
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,591	\$26,588
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,588	\$21,835
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,563	\$21,737
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,516	\$21,737
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,473	\$28,483
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,208	\$21,945
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,153	\$28,237
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$80,033	\$30,524
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,527	\$28,318

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,509	\$28,300
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,508	\$30,434
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,191	\$25,717
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,126	\$25,717
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$79,008	\$23,577
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,881	\$21,319
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,771	\$25,654
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,509	\$21,657
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,509	\$21,657
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,409	\$21,319
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,127	\$28,066
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,127	\$28,066
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,127	\$25,329

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,126	\$21,320
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,126	\$21,593
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,126	\$26,171
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,126	\$21,255
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,126	\$21,255
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,119	\$21,320
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$78,005	\$20,938
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,976	\$21,593
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,939	\$21,267
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,827	\$25,329
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,789	\$21,200
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,757	\$21,249
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,467	\$27,947

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,426	\$28,758
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,426	\$21,299
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,426	\$21,299
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,265	\$27,903
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$77,137	\$21,154
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,973	\$28,685
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,769	\$28,649
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,634	\$24,104
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,529	\$21,878
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,427	\$28,589
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,426	\$27,778
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,426	\$28,116
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,426	\$21,305

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,376	\$21,032
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$76,150	\$14,440
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,957	\$21,453
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,872	\$20,853
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,872	\$20,853
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,647	\$21,008
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,527	\$28,500
Micro Computer Support Tech	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,419	\$20,796
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$75,220	\$20,632
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$74,888	\$20,757
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$74,631	\$20,743
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$74,414	\$24,389
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$73,576	\$20,541

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$72,273	\$24,546
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$71,951	\$20,147
Micro Computer Support Tech	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$70,771	\$27,580
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$70,274	\$24,824
Data Processing Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$67,850	\$23,807
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$67,279	\$19,315
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$66,015	\$19,393
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$65,311	\$19,109
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$64,923	\$22,820
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$64,894	\$23,287
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$63,024	\$22,868
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$62,645	\$23,519
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$62,595	\$21,276

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$61,460	\$24,850
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$59,935	\$10,697
Senior Division Secretary	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$59,353	\$18,929
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$58,193	\$25,088
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$57,526	\$18,985
Senior Typist Clerk	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$55,954	\$17,567
Senior Accounting Clerk	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$55,764	\$24,265
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$55,207	\$21,191
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$54,318	\$21,447
Secretary	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$53,539	\$17,434
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$51,917	\$16,953
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$50,929	\$16,713
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$50,859	\$16,950

Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$50,828	\$23,444
Warehouse Worker	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$50,424	\$20,853
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$50,128	\$25,460
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$49,278	\$16,274
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$49,242	\$18,524
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$49,078	\$20,881
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$48,936	\$20,853
Intermediate Typist Clerk	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$48,802	\$16,291
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$48,386	\$21,144
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$48,303	\$16,206
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$48,212	\$16,644
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$47,998	\$16,793
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$47,865	\$22,942

Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$47,602	\$16,152
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$47,093	\$20,283
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$46,603	\$16,260
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$46,500	\$23,527
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$46,065	\$24,761
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$45,866	\$15,783
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$45,641	\$15,751
Warehouse Worker	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$45,477	\$15,664
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$43,506	\$15,541
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$43,463	\$22,208
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$43,209	\$15,419
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$42,796	\$15,426
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$42,705	\$15,474

Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$42,302	\$19,986
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$42,237	\$8,575
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$42,174	\$19,480
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$41,980	\$15,014
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$40,508	\$19,056
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$39,279	\$23,672
Administrative Coordinator	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$38,607	\$7,908
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$38,135	\$19,192
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$31,599	\$15,401
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$30,911	\$11,408
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$26,734	\$4,633
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$24,607	\$9,475
Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$24,474	\$5,658

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$16,913	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$12,266	\$1,370
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$12,085	\$1,313
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$11,823	\$1,249
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$11,745	\$933
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$11,623	\$976
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$11,579	\$4,200
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$10,248	\$0
Office Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$10,195	\$811
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$10,158	\$0
Office Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$9,360	\$1,619
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$8,721	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$8,256	\$549

Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$7,975	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$6,456	\$264
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$5,080	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$4,643	\$0
Career Development Program Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$4,012	\$1,212
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$3,920	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$3,610	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$3,110	\$534
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,996	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,760	\$0
Office Assistant	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,399	\$228
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,248	\$0
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,200	\$0

Career Development Program Specialist	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,195	\$155
Staff Assistant Trainee	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$1,188	\$0
Career Development Program Supervisor	Los Angeles County Office of Education	Division Of Greater Avenues For Independence	\$402	\$16