ORDINANCE NO. (New Series)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1971-72.

WHEREAS, both the Civil Service Commission and the City Council have made detailed studies of salaries and wages paid by private business and industry in the San Diego area and comparable public agencies in San Diego and other California areas; and

WHEREAS, after such detailed investigation upon the findings and recommendations of the Civil Service Commission, the City Council finds and determines that the salaries and wages established herein are comparable to those paid in private business and industry, as well as other public agencies or comparable services; NOW, THEREFORE,

BE IT ORDAINED, by the Council of The City of San Diego as follows:

Section 1. As a schedule of compensation for all officers and employees of The City of San Diego, including the Unclassified and Classified Services, there is hereby adopted and established a Table of Standard Rates of Pay for biweekly salaries, containing minimum, maximum and intermediate range steps for each Standard Rate. Said compensation schedule is attached hereto as Exhibit A.

The "Equivalent Monthly Rates" set forth in Exhibit A are for comparative and information purposes.

Section 2. "COMPENSATION," as used in this ordinance, means the remuneration paid in cash out of City funds controlled by the Council of The City of San Diego plus the monetary value, as determined by the department head with the approval of the Civil Service Commission of such housing, lodging, fuel, public utility services, or other advantages similar in character, furnished to an officer or employee in payment of his services.

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use the amount fixed in the Standard Rate hereinafter set forth without regard to the monetary value of the advantages herein enumerated furnished to the officer or employee in payment of his services. Warrants issued for compensation to such officers and employees by such City Auditor and Comptroller shall be for the amount set forth in the Standard Rate attached to the position minus the monetary value of the advantages furnished said employee as compensation, as determined above.

Section 3. For all positions in the Unclassified Service, which are identified by the letters (UC), and for all positions in the Classified Service of The City of San Diego, the Standard Rate numbers, providing uniform compensation for like service, attached hereto as Exhibits B and C, are hereby adopted.

Section 4. Increases in compensation for employees in the Classified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the

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10584 APR 28 1978

appointing authority upon the basis of efficiency and seniority after first receiving the approval of the Civil Service

Commission therefor.

The compensation for officers and employees in the Unclassified Service shall be determined and set by the appointing authority at any one of the range steps of the Standard Rate numbers attached to the position. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the City Charter.

Increases in compensation for officers and employees in the Unclassified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of efficiency and seniority, provided, however, no exceptional merit increases or increases of more than one step shall be granted to all those serving in the positions listed in Exhibit C under ADMINISTRATION without first receiving the approval of the City Council therefor.

Section 5. For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay, the Auditor and Comptroller is hereby authorized to utilize compilations based upon a forty (40) hour week.

Section 6. The members of the Classified Service, other than firemen and part-time employees, shall receive the salaries provided herein as compensation in full for work

performed by them during an average forty (40) hour week throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1 1/2) times an eligible employee's regular rate of pay, or time off in lieu, and shall provide for extra compensation of one Standard Rate whenever an eligible employee is required for a significant period to work at times substantially unusual for his class of employment, such as (1) working a night shift in which the majority of the hours of work scheduled for said employee throughout any pay period are before 8 a.m. or after 6 p.m., or (2) on a long-term schedule, working a shift regularly split by more than two (2) consecutive hours or such other work schedule as may be determined by the Civil Service Commission and the City Manager or nonmanagerial appointing authority to be substantially unusual for the class of employment. An eligible employee who is required to work under more than one of the unusual conditions indicated above shall receive one Standard Rate increase for each of said unusual conditions which shall be certified by the appointing authority on the official payroll time sheets to the Personnel Director. increases in compensation shall be identified and symbolized on all official payrolls and all records pertaining to said employee's compensation. When one or more of the said working conditions are commonly accepted conditions for the class of

employment, the Civil Service Commission shall take such working conditions into consideration in establishing the compensation for the class.

Employees in the class of Police Patrolman or Police-woman shall receive extra compensation of one Standard Rate when assigned by the appointing authority to special training duties, subject to regulations established by the Civil Service Commission.

The employees in the Classified Service who shall be entitled to receive overtime compensation, as herein provided, shall be designated by the Civil Service Commission after consultation with the City Manager and nonmanagerial department heads and in accordance with definitions and procedures developed by the Civil Service Commission in collaboration with the said appointing authorities, which said definitions and procedures shall be binding on all appointing authorities.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if he is called back to duty, be paid for the reasonable estimate of the time required for him to travel from and to his residence and the work area and for the time he actually works. The total time of call-back pay, including travel time, shall not be less than two (2) hours, and shall be computed at the employee's regular rate or at one and one-half (1 1/2) times said rate if the employee is eligible for premium overtime pay.

Section 7. In fixing and approving the Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and in so doing the Council has intended and does hereby intend, in fixing said rates, that where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased, shall be entitled to the percentage rate of increase intended, and that such new rate of pay shall be fixed so as to apply to that same step under the new Standard Rate that said employee occupied under the old Standard Rate.

Section 8. There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, taking terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences. Upon transfer to said class, each employee shall be paid at the rate and step established for the position occupied by him at the time of his transfer. Such employee shall be an employee of the department in which he was serving at the time of his transfer.

Section 9. The compensation schedule established by this ordinance shall become effective July 1, 1971.

Section 10. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

Jack Katz Deputy

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APR 28 1978 10584

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## CITY OF SAN DIEGO, CALIFORNIA

#### (EXHIBIT A)

#### SALARY SCHEDULE

S	TANDARD	RATES -	BIWEEKL	Y SALARI	ES	EQUIVALENT MONTHLY RATE				ES		
No.	A	В	С	D	E		No.	A	В	С	D	E
11	\$101.60	\$107.20	\$112.80	\$117.60	\$124.00		11	\$221	\$232	\$244	\$256	\$269
11.5	104.00	109.60	115.20	120.80	126.40		11.5	226	238	250	262	275
12	107.20	112.80	117.60	124.00	129.60		12	232	244	256	269	282
12.5	109.60	115.20	120.80	126.40	132.80		12.5	238	250	262	275	289
13	112.80	117.60	124.00	129.60	136.00		13	244	256	269	282	296
13.5	115.20	120.80	126.40	132.80	139.20		13.5	250	262	275	289	303
14 14.5	117.60 120.80	124.00 126.40	129.60 132.80	136.00 139.20	143.20 146.40		14 14.5	256 262	269 275	282 289	296 303	311 319
15.5	124.00	129.60	136.00	143.20	150.40		14.5	262	282	289	311	327
15.5	126,40	132.80	139.20	146.40	153.60		15.5	275	289	303	319	335
16	129.60	136.00	143.20	150.40	157.60		16	282	296	311	327	343
16.5	132.80	139.20	146.40	153.60	161.60		16.5	289	303	319	335	351
17	136.00	143.20	150.40	157.60	165.60		17	296	311	327	343	360
17.5	139.20	146.40	153.60	161.60	169.60		17.5	303	319	335	351	369
18	143.20	150.40	157.60	165.60	174.40		18	311	327	343	360	378
18.5	146.40	153.60	161.60	169.60	178.40		18.5	319	335	351	369	387
19	150.40	157.60	165.60	174.40	183.20		19	327	343	360	378	397
19.5	153.60	161.60	169.60	178.40	187.20		19.5	335	351	369	387	407
20	157.60	165.60	174.40	183.20	192.00		20	343	360	378	397	417
20.5 21	161.60 165.60	169.60	178.40	187.20 192.00	196.80 201.60		20.5 21	351 360	369	387	407	427
21.5	169.60	174.40 178.40	183.20 187.20	192.00	206.40		21.5	369	378 387	397 407	417 427	438 449
22	174.40	183.20	192.00	201.60	212.00		22	378	397	417	438	460
22.5	178.40	187.20	196.80	206.40	216.80		22.5	387	407	427	449	471
23	183.20	192.00	201.60	212.00	222.40		23	397	417	438	460	483
23.5	187.20	196.80	206.40	216.80	228.00		23.5	407	427	449	471	495
24	192.00	201.60	212.00	222.40	233.60		24	417	438	460	483	507
24.5	196.80	206.40	216.80	228.00	239.20		24.5	427	449	471	495	519
25	201.60	212.00	222.40	233.60	244.80		25	438	460	483	507	532
25.5	206.40	216.80	228.00	239.20	251.20		25.5	449	471	495	519	545
26	212.00	222.40	233.60	244.80	257.60		26	460	483	507	532	559
26.5	216.80	228.00	239.20	251.20	264.00		26.5	471	495	519	545	573
27	222.40	233.60	244.80	257.60	270.40 276.80		27	483	507	532	559	587
27.5 28	228.00 233.60	239.20 244.80	251.20 257.60	264.00 . 270.40	270.80		27.5 28	495 507	519 532	545 559	573 587	601 616
28.5	239.20	251.20	264.00	276.80	290.40		28.5	519	545	573	601	631
29	244.80	257.60	270.40	283.20	297.60		29	532	559	587	616	647
29.5	251.20	264.00	276.80	290.40	304.80		29.5	545	573	601	631	663
30	257.60	270.40	283.20	297.60	312.80		30	559	587	616	647	679
30.5	264.00	276.80	290.40	304.80	320.00		30.5	573	601	631	663	696
31	270.40	283.20	297.60	312.80	328.00		31	587	616	647	679	713
31.5	276.80	290.40	304.80	320.00	336.00		31.5	601	631	663	696	731
32	283.20	297.60	312.80	328.00	344.80		32	616	647	679	713	749
32.5	290.40	304.80	320.00	336.00	352.80		32.5	631	663	696	731	767 706
33	297.60	312.80	328.00	344.80	361.60		33	647	679	713	749	786
33.5	304.80	320.00	336.00	352.80	370.40 380.00		33.5	663	696	731 749	767 786	805
34	312.80	328.00 336.00	344.80 352.80	361.60 370.40	388.80		34 34.5	679 696	713 731	767	805	825 845
34.5 35	320.00 328.00	344.80	361.60	380.00	398.40		35	713	749	786	825	866
35.5	336.00	352.80	370.40	388.80	408.00		35.5	731	767	805	845	887
36	344.80	361.60	380.00	398.40	418.40		36	749	786	825	866	909
36.5	352.80	370,40	388.80	408.00	428.80		36.5	767	805	845	887	931
37	361.60	380.00	398.40	418.40	439.20		37	786	825	866	909	954
37.5	370.40	388.80	408.00	428.80	449.60		37.5	805	845	887	931	978
38	380.00	398.40	418.40	439.20	460.80		38	825	866	909	954	1,002
38.5	388.80	408,00	428.80	449.60	472.00		38.5	845	887	931	978	1,027
39	398.40	418.40	439.20	460.80	484.00		39	866	909	954	1,002	1,052
39.5	408.00	428.80	449.60	472.00	496.00		39.5	887	931	978	1,027	1,078

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APR 28 1978

# CITY OF SAN DIEGO, CALIFORNIA (EXHIBIT A)

#### SALARY SCHEDULE

;	STANDARI	RATES -	BIWEEKL	A' SALARI	ES	E	QUIVAI	LENT :	MONTH	LY RAT	res
vo.	A	В	C	D	E	No.	A	В	С	D	E
0	\$418.40	\$439.20	\$460.80	\$484.00	\$508.80	40	\$909	\$954	\$1,002	\$1,052	
0.5	428.80	449.60	472.00	496.00	520.80	40.5	931		-1,027	1,078	1,13
1	439.20	460.80	484.00	508.80	533.60	41	954	1,002	1,052	1,105	1,16
1.5	449.60	472.00	496.00	520.80	547.20	41.5	978	1,027	1,078	1,132	1,18
2	460.80	484.00	508.80	533.60	560.80	42	1,002	1,052	1,105	1,160	1,21
2.5	472.00	496.00	520.80	547.20	574.40	42.5	1,027	1,078	1,132	1,189	1,24
13	484.00	508.80	533.60	560.80	588.80	43	1,052	1,105	1,160	1,218	1,27
3.5	496.00	520.80	547.20	574.40	603.20	43.5	1,078	1,132	1,189	1,248	1,31
14	508.80	533.60	560.80	588.80	617.60	44	1,105	1,160	1,218	1,279	1,34
4.5	520.80	547.20	574.40	603.20	632.80	44.5	1,132	1,189	1,248	1,311	1,37
5	533.60	560.80	588.80	617.60	648.80	45	1,160	1,218	1,279		1,41
5.5	547.20	574.40	603.20	632.80	664.80	45.5	1,189	1,248	1,311	1,376	1,44
6	560.80	588.80	617.60	648.80	681.60	46	1,218	1,279	1,343	1,410	1,48
6.5	574.40	603.20	632.80	664.80	698.40	46.5	1,248	1,311	1,376	1,445	1,51
, ,	588.80	617.60	648.80	681.60	715.20	47	1,279	1,343	1,410	1,481	1,55
7.5	603.20	632.80	664.80	698.40	732.80	47.5	1,311	1,376	1,445	1,518	1,59
8	617.60	648.80	681.60	715.20	751.20	48	1,343	1,410	1,481	1,555	1,63
8.5	632.80	664.80	698.40	732.80	769.60	48.5	1,376	1,445	1,518		1,67
19	648.80	681.60	715.20	751.20	788.80	49	1,410	1,481	1,555		1,71
9.5	664.80	698.40	732.80	769.60	808.80	49.5	1,445	1,518	1,594		1,75
0	681.60	715.20	751.20	788.80	828.80	50	1,481	1,555	1,633	1,715	1,80
0.5	698.40	732.80	769.60	808.80	848.80	50.5	1,518	1,594	1,674	1,758	1,8
1	715.20	751.20	788.80	828.80	869.60	51	1,555	1,633	1,715		1,89
11.5	732.80	769.60	808.80	848.80	891.20	51.5	1,594	1,674	1,758	1,846	1,9
2	751.20	788.80	828.80	869.60	913.60	52	1,633	1,715	1,801	1,891	1,9
2.5	769.60	808.80	848.80	891.20	936.00	52.5	1,674	1,758	1,846		2,0
3	788.80	828.80	869.60	913.60	959.20	53	1,715	1,801	1,891	1,986	2,0
3.5	808.80	848.80	891.20	936.00	983.20	53.5	1,758	1,846	1,938		2,1
4	828.80	869.60	913.60	959.20	1,007.20	54	1,801	1,891	1,986		2,18
4.5	848.50	891.20	936.00	983.20	1,032.00	54.5	1,846	1,938	2,035		2,2
55	\$69.60	913.60	959.20	1,007.20	1,056.80	55	1,891	1,986	2,085		2,29
55.5	891.20	936.00	983.20	1,032.00	1,083.20	55.5	1,938	2,035	2,137		2,3
56	913.60	959.20	1,007.20	1,056.80	1,110.40	56	1,986	2,085	2,189		2,4
56.5	936.00	983.20	1,032.00	1,083.20	1,137.60	56.5	2,035	2,037	2,243		
57	959.20	1,007.20	1,056.80	1,110.40	1,165.60	57	2,085	2,189	2,298		2,5
57.5	983.20	1,032.00	1,083.20		1,194.40	57.5	2,137	2,243	2,355		
8	1,007.20	1.056.80	1,110.40	1,165.60	1,224.00	58	2,189	2,298	2,413		
	1,032.00					58.5	2,243		2,473		
59	1,056.80		1,165.60	1,224.00	1,285.60						
59.5	1,083.20	1,110.40	1,194.40		1,283.80	59 59.5	2,298	2,413	2,534		2,7
0	1,110.40	1,165.60	1,224.00	1,254.40 1,285.60	1,349.60	60	2,355	2,473	2,597		
50.5	1,137.60	1,194.40		1,316.80	1,349.00	60.5	2,413 2,473	2,534	2,661 2,728		2,9
51	1,165.60	1,224.00	1,254.40 1,285.60	1,349.60	1,365.20	61	2,534	2,597 2,661			3,0 3,0
51.5	1,194.40	1,254.40	1,316.80	1,349.00	1,417.00	61.5	2,597	2,728	2,794 2,864		
52	1,224.00	1,285.60	1,349.60								
				1,417.60	1,488.00	62	2,661	2,794	2,934		3,2
52.5	1,254.40	1,316.80	1,383.20	1,452.00	1,525.60	62.5	2,728	2,864	3,007		
3	1,285.60	1,349.60	1,417.60	1,488.00	1,562.40	63	2,794	2,934	3,081		
53.5	1,316.80	1.383.20	1,452.00	1,525.60	1,601.60	63.5	2,864	3,007	3,158		
54	1,349.60	1,417.60	1,488.00	1,562.40	1,640.80	64	2,934	3,081	3,235		
54.5	1,383.20	1,452.00	1,525.60	1,601.60	1,681.60	64.5	3,007	3,158			
35	1,417.60	1,488.00	1,562.40	1,640.80	1,722.40	65	3,081	3,235	3,397		
35.5	1,452.00	1,525.60	1,601.60	1,681.60	1,765.60	65.5	3,158	3,316	3,482		
36	1,488.00	1,562.40	1,640.80	1,722.40	1,808.80	66	3,235	3,397	3,567		
36.5	1,525.60	1,601.60	1,681.60	1,765.60	1,854.40	66.5	3,316	3,482			
67	1,562.40	1,640.80	1,722.40	1,808.80	1,899.20	67	3,397	3,567			
67.5	1,601.60	1,681.60	1,765.60	1,854.40	1,946.40	67.5	3,482	3,656			
68	1,640.80	1,722.40	1,808.80	1,899.20	1,994.40	68	3,567	3,745			
68.5	1,681.60	1,765.60	1,854.40	1,946.40	2,043.20	68.5	3,656	3,839			
59	1,722.40	1,808.80	1,899.20	1,994.40	2,093.60	69	3,745	3,932	4,129	4,335	
59.5	1,765.60	1,854.40	1,946.40	2,043.20	2,145.60	69.5	3,839	4,030			
70	1,808.80	1,899.20	1,994.40	2,093.60	2,199.20	70	3,932	4,129			-

#### CLASSIFIED SERVICE

## STANDARD RATES AND CLASSES

	Standard Rate No.
BUILDING INSPECTION	
Building Inspection Supervisor	47.0
Housing Inspection Supervisor	45.5
Senior Building Inspector	42.5
Building Inspector II	40.5
Building Inspector I	39.5
Housing Inspector Trainee II	36.5
Housing Inspector Trainee I	33.5
CHEMISTS	
Senior Chemist	42.5
Associate Chemist	40.5
Assistant Chemist	38.5
Microbiologist II	38.5
Junior Chemist	35.5
Microbiologist I	35.5
Laboratory Technician	33.5
Laboratory Assistant	25.5
CLERICAL	
Principal Clerk	33.5
Legal Stenographer	32.0
Principal Stenographer	32.0
Senior Stenographer	31.0

## CLERICAL (Continued)

Dispatch Clerk		30.5
Senior Account Clerk		30.5
Senior Clerk		30.5
Senior Typist	and the second s	30.5
Senior Cashier		29.0
Disposal Fee Collector		28.5
Public Information Assist	ant	28.5
Vari-Typist		28.5
Intermediate Stenographer		28.0
Account Clerk		27.5
Bookmobile Driver		27.5
Intermediate Clerk		26.5
Intermediate Typist	and the second of the second o	26.5
Book Repairer		25.5
Cashier		25.0
Junior Stenographer		24.0
Auto Messenger		23.5
Assistant Book Repairer		22.5
Junior Clerk		22.5
Junior Typist		22.5
Student Worker	•	17.5
COMMUNICATIONS		•
Radio Supervisor		31.5
Radio Operator II		29.5
Radio Operator I		27.5
Telephone Operator		25.5

#### CONSTRUCTION AND MAINTENANCE

Division Superintendent	50.5
Public Works Superintendent	50.5
Utilities Superintendent	50.5
Assistant Division Superintendent	46.5
Assistant Public Works Superintendent	46.5
Assistant Utilities Superintendent	46.5
Utility General Foreman	43.5
Lakes Superintendent	40.5
Utility Senior Foreman	40.5
Building Services Supervisor	38.5
Utility Foreman II	38.5
Building Foreman	35.5
Utility Foreman I	35.5
Reservoir Keeper	34.5
Tank Maintenanceman II	34.5
Assistant Rangemaster	32.5
Assistant Reservoir Keeper	32.5
Lake Ranger II	32.5
Tank Maintenanceman I	32.5
Utilityman II	32.5
Lake Ranger I	31.5
Field Sampler	30.5
Utilityman I	30.5
Laborer	29.5

-3-

MICROFILMED APB 38 1978

## CUSTODIAL

Stadium Caretaker		31.0
Supervising Custodian		30.5
Window Cleaner	en de la composição de la La composição de la compo	30.5
Recreation Facilityman		29.5
Custodian III		28.5
Custodian II	in the state of the The state of the state o	26.5
Guard		26.5
Custodian I		24.5
DATA PROCESSING		
Data Management Supervisor		47.0
Senior Systems Analyst		45.0
Systems Programmer II		45.0
Associate Systems Analyst		42.0
Systems Programmer I		41.0
Programmer III		39.0
Assistant Systems Analyst		38.0
Computer Operations Supervi	sor	37.0
Programmer II	·	37.0
Supervising Data Processor		37.0
Computer Shift Supervisor		35.0
Programmer I		34.0
Senior Computer Operator		34.0
Computer Operator		32.0
Key Punch Supervisor		31.5
Senior Key Punch Operator		29.5

DATA PROCESSING (Continued)	- 10 m	
Computer Trainee		29.0
Key Punch Operator		27.5
Key Punch Trainee		24.0
ENGINEERING		
Principal Civil Engineer		50.5
Principal Structural Engineer		50.5
Project Officer II		47.5
Senior Civil Engineer		47.5
Senior Electrical Engineer		47.5
Senior Structural Engineer		47.5
Senior Traffic Engineer		47.5
Survey Engineer		47.5
Communications Engineer		45.5
Corrosion Engineer	and the second of the second o	45.5
Associate Civil Engineer		44.5
Associate Electrical Engineer		44.5
Associate Mechanical Engineer		44.5
Associate Structural Engineer		44.5
Associate Traffic Engineer		44.5
Project Officer I		44.5
Survey Supervisor		43.5
Assistant Civil Engineer		41.5
Assistant Electrical Engineer		41.5
Assistant Mechanical Engineer		41.5
Assistant Traffic Engineer		41.5
Project Assistant		41.5

MICROFILMED APR 28 1978 10584

## ENGINEERING (Continued)

Surveyor	40.5
Instrumentman	38.5
Junior Civil Engineer	38.5
Junior Electrical Engineer	38.5
Junior Mechanical Engineer	38.5
Principal Engineering Aide	38.5
Draftsman II	36.0
Senior Engineering Aide	36.0
Draftsman I	33.0
Junior Engineering Aide	33.0
Engineering Trainee	30.0
Student Engineer	26.0
EQUIPMENT MAINTENANCE	
Equipment Maintenance Supervis	or 43.5
Machinist Foreman	41.5
Equipment Maintenance Foreman	39.5
Metal Fabricator Foreman	39.5
Machinist	38.5
Body and Fender Mechanic	37.5
Equipment Mechanic	37.5
Equipment Painter	37.5
Welder	37.5
Equipment Repairman II	35.0
Airport Supervisor	33.5
Equipment Repairman I	33.0
•	

EQUIPMENT MAINTENANCE (Continued)		
Equipment Service Foreman		31.5
Airport Operations Assistant		30.5
Equipment Serviceman		29.5
EQUIPMENT OPERATION	ياد يك تبكيدگي شي الاستان دارد. در دارد دارد گري	
Sanitation Senior Foreman		42.0
Sanitation Enforcement Foreman		40.0
Equipment Trainer		39.0
Sanitation Foreman II		39.0
Equipment Operator III		37.0
Sanitation Foreman I		36.5
Equipment Operator II		36.0
Motor Sweeper Operator		35.0
Sanitation Crewman III		34.5
Equipment Operator I		34.0
Sanitation Crewman II		33.5
Heavy Truck Driver		33.0
Light Equipment Operator		32.0
Sanitation Crewman I		31.0
FIELD CONTACT		
Supervising Claims Representati	ive	44.5
Claims Representative II		40.5
Claims Representative I		36.5
Utility Billing Supervisor		36.5
Utility Services Coordinator		34.5
Safety Representative		32.5

FIELD CONTACT (Continued)	
Supervising Field Representative	32.5
Supervising Meter Reader	31.5
Field Representative	30.5
Supervising Meter Maid	30.5
Meter Maid	28.5
Meter Reader	28.5
Parking Meter Collector	28.5
FIRE	
Assistant Fire Chief	49.0
Fire Battalion Chief	47.0
Fire Captain	43.0
Fire Engineer	40.5
Fireman	38.0
GRAPHICS	
Graphics Supervisor	39.5
Graphics Illustrator	36.5
Photographer	34.5
Photographer's Assistant	31.5
LIBRARY	
Principal Librarian	44.5
Supervising Librarian	41.5
Senior Librarian	38.5
Librarian	35.5
Library Trainee	32.5
Library Assistant	32.0

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APR 28 1978 10584

#### LIFEGUARD SERVICE 44.5 Aquatic Superintendent 40.5 Lifeguard Captain Lifeguard Lieutenant 38.5 Lifeguard III 36.5 Lifeguard II 35.5 Lifequard I 27.5 MANAGEMENT, FISCAL AND STAFF Budget Services Supervisor 49.0 Personnel Services Supervisor 49.0 Financial Operations Supervisor 48.5 Examining Physician 47.0 Facility Manager 47.0 Supervising Administrative Analyst 47.0 Supervising Personnel Analyst 47.0 Mayor's Office Manager 46.5 Principal Administrative Analyst 46.5 Senior Administrative Analyst 45.5 Senior Personnel Analyst 45.0 Administrative Assistant 44.5 Principal Accountant 44.5 44.0 Personnel Analyst Senior Property Agent 44.0 Training Officer 44.0 Public Services Career Supervisor 43.5

MICROFILMED

42.5

42.5

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Associate Administrative Analyst

Safety Officer

-10-	• • •	8 2 8 1978 5 <b>84</b>
Golf Course Supervisor	MICRO	39.5 FILMED
Cemetery Manager		40.5
Golf Superintendent		42.5
General Park Supervisor		42.5
PARK MAINTENANCE		
Personnel Assistant		32.0
Relocation Aide		32.5
Junior Property Agent		35.0
Junior Accountant		35.5
Administrative Trainee		35.5
Administrative Aide		36.5
Public Information Officer		38.0
Buyer		38.0
Assistant Property Agent		38.0
Career Guidance Counselor		38.5
Assistant Personnel Analyst		38.5
Assistant Administrative Analy	st	38.5
Accountant		38.5
Senior Buyer		40.0
Associate Property Agent		41.0
Senior Accountant		41.5
Career Training Specialist		41.5
Purchasing Supervisor	en e	42.0
Associate Personnel Analyst		42.0
Assistant Facility Manager		42.0
Senior Public Information Offi	cer	42.5
MANAGEMENT, FISCAL AND STAFF (Con	tinued)	

PARK MAINTENANCE (Continued)	
Park Supervisor	39.5
Nursery Foreman	37.0
Tree Maintenance Foreman	37.0
Gardener Foreman	34.5
Greenskeeper Foreman	34.5
Tree Maintenanceman	33.0
Nurseryman	32.0
Gardener	31.0
Groundsman-Gardener	29.0
PLANNING AND COMMUNITY DEVELOPMENT	
Assistant to the Community Development Director	48.5
Principal Planner	48.5
Deputy Model Cities Director	47.5
Community Development Specialist IV	46.5
Community Development Specialist III	45.5
Senior Planner	45.5
Park Designer	43.5
Associate Planner	42.5
Community Development Specialist II	42.5
Assistant Planner	39.5
Assistant Park Designer	38.5
Community Development Specialist I	38.5
Senior Zoning Representative	38.5
Junior Planner	36.5
Planning Technician III	36.5
Zoning Representative	36.5
MICR APR 28	OFILME[ 1978 10584

PLANNING AND COMMUNITY DEVELOPMENT (Continued)	
Zoning Assistant	34.0
Planning Technician II	32.5
Planning Technician I	28.5
Model Cities Technician II	27.5
Model Cities Technician I	25.5
PLANT OPERATION	
Treatment Plant Supervisor	42.5
Treatment Plant Foreman	39.5
Plant Maintenance Mechanic	36.5
Plant Lead Operator	36.0
Plant Operator II	33.0
Plant Operator I	31.0
POLICE	
Assistant Police Chief	51.0
Police Inspector	49.0
Police Captain	47.0
Senior Criminalist	46.0
Criminalist	44.0
Police Lieutenant	44.0
Community Relations Assistant to the Police	Chief 41.5
Police Sergeant	41.5
Assistant Criminalist	40.0
Police Motorcycle Officer (Terminal)	38.5
Police Patrolman	38.5
Policewoman	38.5
<b>-12-</b>	MICROFILMED APR 28 1978
	10584

POLICE (Continued)	
Evidence Technician	37.5.
Senior Identification Technician	31.5
Identification Technician	28.5
Uniformed members of the Police Department shall receive \$13.00 biweekly additional when assigned to 3-wheel motorcycles, and \$29.00 biweekly additional when assigned to 2-wheel motorcycles.	
PRINTING	
Publications Supervisor	37.5
Publications Foreman	32.0
Layout Composer	30.0
Platemaker	30.0
Senior Offset Pressman	30.0
Offset Pressman	29.0
Bindery Worker II	27.5
Bindery Worker I	23.5
RECREATION	
Recreation Superintendent	48.0
General Recreation Supervisor	44.0
Community Services Supervisor	40.0
District Recreation Supervisor	40.0
Supervising Recreation Specialist	40.0
Principal Recreation Leader	37.0
Recreation Specialist	37.0
Swimming Pool Supervisor	36.0
Golf Course Manager	35.5
Senior Recreation Leader	34.0
Neighborhood Recreation Specialist	32.0

MICROFILMED 0584
APR 28 1978





RECREATION (Continued)		
Intermediate Recreation	Leader	29.5
Junior Recreation Leade		26.5
Accompanist		25.5
Golf Starter		25.5
Recreation Aide		17.5
SKILLED TRADES		
Building Maintenance Su	pervisor	44.5
Electrical Maintenance	Supervisor	43.5
Electronic Maintenance	Supervisor	43.5
Electrician Foreman		40.5
Electronic Technician F	oreman	40.5
Plumber Foreman		40.5
Carpenter Foreman		38.5
Electrician		38.5
Electronic Technician		38.5
Painter Foreman		38.5
Plumber		38.5
Refrigeration Mechanic		38.5
Traffic Signal Technic	ian	38.5
Sign Painter		38.0
Gunite Nozzleman		37.5
Plasterer		37.5
Roofing Foreman		37.5
Carpenter		36.5
Cement Finisher		36.5

#### SKILLED TRADES (Continued)

Painter	36.5
Apprentice III	35.5
Roofing Installer	35.5
Apprentice II	33.5
Apprentice I	30.5
Junior Journeyman	Step C of Journeyman Rate
STOREKEEPING	
Stores Supervisor	39.5
Storekeeper II	34.5
Auto Parts Man	33.5
Storekeeper I	32.5
· Stock Clerk	29.5

MICROFILMED APR 28 1978





#### INCLASSIFIED SERVICE

## STANDARD RATES AND CLASSES

and the second of the second o	Standard Rate No.
ADMINISTRATION	
City Manager (UC)	63.5
City Attorney (UC)	60.5
Assistant City Manager (UC)	59.5
Director of Facilities (UC) (Assistant to the City Manager)	58.0
City Engineer (UC)	56.5
Public Works Director (UC)	56.5
Utilities Director (UC)	56.5
Community Development Director (UC) (Assistant to the City Manager)	55.0
Planning Director (UC)	55.0
Public and Employee Affairs Director (UC) (Assistant to the City Manager)	55.0
Assistant City Attorney (UC)	54.5
City Auditor and Comptroller (UC)	54.5
Fire Chief (UC)	54.5
Parks and Public Facilities Director (UC)	54.5
Police Chief (UC)	54.5
Building Inspection Director (UC)	53.0
Personnel Director (UC)	53.0
Data Processing Director (UC)	52.5
Recreation Director (UC)	52.5

MICROFILMED APR 28 1978

## ADMINISTRATION (Continued)

REV. 5-20-71	-2- MICROFILMED	APR
	Public Relations Director (UC)  SMEDERAL DAMPERSON OF THE PROPERTY OF THE PROP	46.5 <b>105</b> 8
F TO THE STATE OF	Employee Services Director (UC) 60:01 WU 97 AUH 1/61	46.5
	Model Neighborhood Community Relations Department Director (UC) '4770'0930 NAS	47.0
•	Treasurer (UC)	47.5
i i	City Clerk (UC)	47.5
T.	Assistant Data Processing Director (UC)	47.5
	Purchasing Agent (UC)	48.5
:	Property Director (UC)	48.5
;	Citizens Assistance Director (UC)	48.5
	Assistant Recreation Director (UC)	48.5
; ;	Management Assistant (UC)	49.0
	Assistant Personnel Director (UC)	49.0
	Assistant Community Development Director (UC)	49.0
	Assistant City Auditor and Comptroller (UC)	49.0
	Legislative Representation Director (UC)	50.0
	Assistant Parks and Public Facilities Director (UC)	50.0
	City Librarian (UC)	50.5
	Budget Director (UC)	50.5
	Assistant Planning Director (UC)	50.5
	Assistant to the City Manager (UC)	50.5
	Deputy Police Chief (UC)	51.0
	Deputy Fire Chief (UC)	51.0
	Assistant Building Inspection Director (UC)	51.0
	Assistant Utilities Director (UC)	51.5
	Assistant Public Works Director (UC)	51.5
	Assistant City Engineer (UC)	51.5



## ADMINISTRATION (Continued)

Airports Director (UC)	46.0
Management Assistant to the City Manager (UC)	46.0.
Principal Assistant to City Council (UC)	46.0
Principal Assistant to Mayor (UC)	46.0
Assistant City Librarian (UC)	45.5
Assistant Property Director (UC)	44.0
Assistant to Mayor (UC)	44.0
Principal Assistant to City Attorney (UC)	44.0
Principal Legislative Assistant (UC)	44.0
Retirement Officer (UC)	44.0
Deputy Citizens Assistance Director (UC)	43.5
Assistant Purchasing Agent (UC)	42.5
Assistant Treasurer (UC)	42.5
Principal Assistant to the Model Neighborhood Community Relations Department Director (UC)	42.0
Assistant Airports Director (UC)	41.0
Assistant City Clerk (UC)	39.5
CLERICAL	·
Confidential Secretary to City Attorney (UC)	33.5
Confidential Secretary to City Council (UC)	33.5
Confidential Secretary to City Manager (UC)	33.5
Confidential Secretary to Mayor (UC)	33.5
Confidential Secretary to Police Chief (UC)	31.5
INTERNS	
Senior Legal Intern (UC)	31.0
Legal Intern (UC) '4 7 40 '093 0 N\VS	27.0
Administrative Intern (UC) 60:0144 92 AUH 1261	25.5

REV. 5-20-71

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#### INTERNS (Continued) 25.5 Library Intern (UC) 25.5 Planning Intern (UC) 25.5 Police Intern (UC) PROFESSIONAL LEGAL 51.5 Chief Criminal Deputy City Attorney (UC) 51.5 Chief Deputy City Attorney (UC) Deputy City Attorney (UC) 39.0 through 50.0 (As assigned to Standard Rates and Steps within the range 39.0 through 50.0)

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Passed and adopted by the Council of by the following vote:	The City of Sar	Diego on	•	MA	Y 2 7 1971
Councilmen Helen Cobb Sam T. Loftin Henry L. Landt Leon L. Williams Floyd L. Morrow Bob Martinet Allen Hitch Mike Schaefer Mayor Frank Curran	Yeas Day	Nays	Excused	Absent	
AUTHENTICATED BY:		Mayor o	FRANK CUI of The City of San EDWARD NII		, ia,
(Seal)	I	City Cler	JOHN LOCK of The City of S	wood an Diego, Calif	ornia.
I HEREBY CERTIFY that the force elapsed between the day of its introdu MAY 13 1971		ay of its fina	l passage, to wit	, on	ar days had
less than a majority of the members ele of each member of the Council and t said ordinance.		to the day o	f its passage a w EDWARD NIE	ritten or print LSEN	ed copy of
(Scal)	;	_	erk of The City of		
FUELKY'S OFFICE MIYIZ MHIO: 08					
BAT KITY 12 SET ELEGN.	•				
		,			
	<u> </u>	Office of	the City Clerk, S	San Diego, Ca	lifornia
	1	inance	10584	Adama	MAY 2 7 19
FORM CC-1255-A (1-70)	Nur	nber	MIC	CROFIL APR 28 19	MED Me

ATTORNEY (5)

City of San Diego 202 "C" Street Community Concourse San Diego, California 92101

CERT	IFIC	ATE	OF	PURI	ICA	TIO
CERI		A 1 E	<b>U</b> F	rubi		

No.

IN THE MATTER OF

SCHEDULE OF COMPENSATION

CITY CLETK'S OFFICE

1971 JUN 10 NH 8: 41

SAN DIE60, CALIF. ?

I, Patricia M. Applestill hereby certify that The Daily Transcript is a daily newspaper of general circulation within the provisions of the Government Code of the State of California, printed and published in the City of San Diego, County of San Diego, State of California; that I am theprincipal clerk of said newspaper; that the

ORDINANCE NO. 10584 (NEW SERIES)

to a true and correct copy of which this certificate is annexed was published in said newspaper on

June 3, 1971

I certify under penalty of perjury that the foregoing is true and correct, at San Diego, California, on

June 3, 1971

(Signature)

4-71.20

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بالإسا

#### ORDINANCE NO. 10584 (NEW BERIES)

pensation for like service, attached hereto as Exhibits B and C, are hereby adopted.

Section 4. Increases in compensation for employees in the Classified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of efficiency and seniority after first receiving the approval of the Civil Service Commission therefor.

The compensation for officers and employees in the Unclassified Service shall be determined and set by the appointing authority at any one of the range steps of the Standard Rate numbers attached to the position. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the City Council pursuant to Section 40 of the City Council pursuant to Section 40 of the City Charter.

Increases in compensation for officers and employees in the Unclassified rivice, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of afficiency and seniority, provided, lowever, no exceptional merit increases or increases of more than one putp shall be granted to all those gring in the positions listed in Extended to the receiving the approval of the City Council therefor.

Section 5. For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay, the Auditor and Comptroller is hereby authorized to utilize compilations based upon a forty (40) hour week.

Section 6. The members of the Classified Service, other than firemen and part-time employees, shall receive the salaries provided herein as compensation in full for work performed by them during an average forty (40) hour week throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1½) times an eligible employee's regular rate of pay,

ORDINANCE NO. 10584

(NEW SERIER)

AN ORDINANCE ESTABLISHING ASCHEDULE OF COMPENSATION FOR OFFICEIS AND EMPLOYEES OF THE ENGLISH OF AN DIEGO TO COMPENSATION FOR OFFICEIS AND EMPLOYEES OF WHEREAS, both the Civil Service Commission and the City Council and wages paid by private business and wages and by private business and recommendations of the Civil Service Commission, the City Council finds and determines that the salaries and wages established herein are compensation industry, as well as other public agencies of comparable services; NOW, THERFORE by the Council finds and determines that the salaries and wages established herein are compensation industry, as well as other public agencies of comparable services; NOW, THERFORE by the Council finds and experiment of the Civil Services of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing minimum, maximum and interest of Pay for blweekly salaries, containing min

lished by the Civil Service Commission.

The employees in the Classified Service who shall be entitled to receive overtime compensation, as herein provided, shall be designated by the Civil Service Commission after consultation with the City Manager and nonmanagerial department heads and in accordance with definitions and procedures developed by the Civil Service Commission in collaboration with the said appointing authorities, which said definitions and procedures shall be binding on all appointing authorities.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if he is called back to duty, be paid for the reasonable estimate of the time required for him to travel from and to his residence and the work area and for the time he actually works. The total time of call-back pay, including travel time, shall not be less than two (2) hours, and shall be computed at the employee's regular rate or at one and one-half (1½) times said rate if the employee is eligible for premium overtime nav.

Section 7. In fixing and approving the Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and in so doing the Council has intended and does hereby intend, in fixing said rates, that where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased shail be entitled to the percentage rate of increase intended, and that such new rate of pay shall be fixed so as to apply to that same step under the new Standard Rate that said employee occupied under the old Standard Rate.

Section 8. There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, taking terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences. Upon transfer to said class, each employee shall be paid at the rate and step established for the position occupied by him at the time of his transfer. Such employee shall be an employee of the department in which he was serving at the time of his transfer.

Section 9. The compensation schedule established by this ordinance shall take effect and be in force on the thirtieth

become effective July 1, 1971.
Section 10. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

#### Exhibit B July 1, 1971

	STANDARD RATES AND CLASSES	Standard Rate No
BUI	LDING INSPECTION Building Inspection Supervisor Housing Inspector Supervisor Senior Building Inspector Building Inspector I Building Inspector I Housing Inspector Trainee II Housing Inspector Trainee I	47.0
	Housing Inspection Supervisor	45.5
	Senior Building Inspector	42.5 40.5
	Building Inspector I	39.5
	Housing Inspector Trainee II	36.5
· · · ·	Housing Inspector Trainee I	33.5
CHI	Senior Chemist	42.5
	Associate Chemist	40.5 38.5
	Aysistant Chemist	38.5
	Microbiologist II Junior Chemist Microbiologist I	35.5
	Microbiologist I	35.5 33.5
	Laboratory Technician Laboratory Assistant	25.5
CLI	ERICAL	nu =
	Principal Clerk Legal Stenographer Principal Stenographer Senior Stenographer Dispatch Clerk Senior Account Clerk Senior Clerk Senior Typiat	33.5 32.0
	Principal Stenographer	32.0
	Senior Stenographer	31.0 30.5
	Serior Account Clerk	30.5
	Senior Clerk	30.5
•	Senior Typict	30.5 29.0
	Disposal Fee Collector Public Information Assistant	28.5
	Public Information Assistant	28.5 28.5
	Vari-Typist Intermediate Stenographer Account Clerk	28.0
	Account Clerk	27.5 27.5
	Bookmobile Driver Intermediate Clerk Intermediate Typist	27.5 26.5
	Intermediate Typist	26.5
	Book Repairer Cashier	25.5 25.0
	Junior Stenographer	24.0
	Junior Stenographer Auto Messenger Aggistant Book Repairer Junior Clerk	23.5
	Assistant Book Repairer	22.5 22.5
	Junior Typist Student Worker	22.5
~~	Student Worker	17.5
CO	MMUNICATIONS Radio Supervisor	31.5
	Radio Operator II Radio Operator II	29.5
	*Radio Operator 1	27.5 25.5
CO	Telephone Operator NSTRUCTION AND MAINTENANCE	
	Division Superintendent	50.5 50.5
	Utilities Superintendent	50.5
	Assistant Division Superintendent	46.5 46.5
	Assistant Utilities Superintendent	46.5
	Public Works Superintendent Utilities Superintendent Assistant Division Superintendent Assistant Public Works Superintendent Assistant Utilities Superintendent Utility General Foreman Lakes Superintendent Utility Senior Foreman Building Services Supervisor Utility Foreman II Building Foreman	43.5 40.5
	Utility Senior Foreman	40.5
	Building Services Supervisor	40.5 38.5 38.5
	Building Foreman	38.3 35.5
	Utility Foreman I	35.5
	Reservoir Kesper Tank Maintenanceman II Assistant Hangemaster	34.5
	Assistant Rangemaster	34.5 32.5 32.5 32.5
	Assistant Iteservoir Keeper Lake Itanger II Tank Maintenanceman I Utilityman II	32.5
	Tank Maintenanceman I	32.3
	Utilityman II	32.5 31.5
	Lake Ranger I Field Sampler	31.5 30.5
	Utilityman I	30.5
	Laborer	29.5
uU,	STODIAL Stadium Caretaker	31.0
	Supervising Custodian Window Cleaner	30.5
	Recreation Facilityman	$\frac{30.5}{29.5}$
	Recreation Facilityman Custodian III Custodian II	28.5
	Custodian II	26.5 26.5
	Custodian I	24.5
DA	TA DUOCESSING	
	Data Management Supervisor Senior Systems Analyst Systems Programmer II	45.0
i	Systems Programmer II	45.0
	Associate Systems Analyst	42.0 41.0
	Programmer III	39,0
	Programmer III Assistant Systems Analyst Computer Operations Supervisor	38.0 37.0
1	Programmer II	37.0
1	Programmer II Supervising Data Processor Computer Shift Supervisor	37.0
1		35.0 34.0
i	Senior Computer Operator	34.0
	Key Punch Supervisor	32.0 31.5
	Senior Computer Operator Computer Operator Key Punch Supervisor Senior Key Punch Operator Computer Trainee Var Ibrach Operator	20.5
ľ	Computer Trainee	29.0 27.5
1	Key Punch Operator Key Punch Trainee Key Punch Trainee	27.5 24.0
EN	GINEERING	
i i	Principal Civil Engineer	50.5 50.5
	Project Officer II	47.5
	Senior Civil Engineer	47.5 47.5
	Project Officer II Senior Civil Engineer Senior Electrical Engineer Senior Structural Engineer	47.5

	Rate Ro
Senior Traffic Engineer Survey Engineer Communications Engineer Corrosion Engineer Associate Civil Engineer Associate Electrical Engineer Associate Mechanical Engineer Associate Structural Engineer Associate Traffic Engineer Project Officer I	47.5
Communications Engineer	47.5 45.5
Corrosion Engineer	
Associate Electrical Engineer	
Associate Mechanical Engineer	
Associate Traffic Engineer	44.5
Survey Supervicer	49.5
Assistant Civil Engineer	41.5
Assistant Civil Engineer Assistant Electrical Engineer Assistant Mechanical Engineer Assistant Traffic Engineer Project Assistant	
Assistant Traffic Engineer	
· Ourveyor	4U.i)
Instrumentman	
Junior Electrical Engineer	
Junior Civil Engineer Junior Electrical Engineer Junior Mechanical Engineer Principal Engineering Aide	38.5 38.5
Draftsman II Senior Engineering Aide Draftsman I Junior Engineering Aide	36.0
Draftsman I	
Junior Engineering Aide	33.0 30.0 26.0
Engineering Trainee Student Engineer	26.0
LEQUIPMENT MAINTENANCE	1
Equipment Maintenance Supervisor Machinist Foreman Equipment Maintenance Foreman	
Metal Fabricator Foreman	39.5 . 39.5
Machinist	
Equipment Mechanic	37.5 37.5
Machinist Body and Fender Mechanic Equipment Mechanic Equipment Painter Welder Equipment Repairman II Airport Supervisor Equipment Repairman I Equipment Service Foreman Airport Operations Assistant Equipment Serviceman	37.5
Equipment Repairman II	37.5 35.0
Airport Supervisor	33.5
Equipment Service Foreman	
Airport Operations Assistant Equipment Serviceman	
Equipment Serviceman EQUIPMENT OPERATION Sanitation Senior Foreman	
Sanitation Enforcement Foreman	42.0 40.0
Equipment Trainer	39.0
Sanitation Enforcement Foreman Equipment Trainer Sanitation Foreman II Equipment Operator III Sanitation Foreman I Equipment Operator II Motor Sweeper Operator Sanitation Crewman II Equipment Operator I Sanitation Crewman II Heavy Truck Driver Light Equipment Operator Sanitation Crewman II HEAVY Truck Driver Light County I FIELD CONTACT	
Equipment Operator II	36. <b>5</b> 36. <b>0</b>
Motor Sweeper Operator	35.0
Equipment Operator I	34. <b>5</b> 34.0
Sanitation Crewman II	
Light Equipment Operator	33.0 32.0
FIELD CONTACT	31.0
Supervising Claims Representative	44.5
Claims Representative I	
Utility Billing Supervisor	36.5
Safety Representative	34.5 32.5
Supervising Rela Representative	
Field Representative	
FIELD CONTACT Supervising Claims Representative Claims Representative II Claims Representative I Utility Billing Supervisor Utility Services Coordinator Safety Representative Supervising Field Representative Supervising Meter Reader Field Representative Supervising Meter Maid Meter Maid	30.5 28.5
Parking Meter Collector	70 R
FIRE	
Assistant Fire Chief Fire Battalion Chief	
Fire Captain Fire Engineer	43.0
GRAPHICS	
Graphics Supervisor Graphics Illustrator	
Photographer's Assistant	
LIBRAIG	
Principal Librarian	11 2
Senior Librarian	38.5
Library Trainee	
LIFEGUARD SERVICE	32.0 <sub>.</sub>
Library Trainee Library Assistant LIFEGUARD SERVICE Aquatic Superintendent Lifeguard Captain	44.5
Lifeguard Lieutenant	
Lifeguard III	38.5 38.5 35.5
Lifeguard Captain  Lifeguard Lieutenant  Lifeguard II  Lifeguard II  Lifeguard II	



GEMENT, FISCAL AND STAFF adget Services Supervisor reconnel Services Supervisor	49.0 49.0	RECREATION Recreation Superintendent General Recreation Supervisor	4
nancial Operations Supervisor	48.5	General Recreation Supervisor	
xamining Physician	. 47.0 . 47.0		
pervising Administrative Analyst	47.0	District Recreation Supervisor Supervising Recreation Specialist	4
ipervising Personnel Analyst ayor's Office Manager	47.0 46.5	Principal Recreation Specialist Recreation Specialist	
rincipal Administrative Analyst	46.5		
enfor Administrative Analyst	. 45.5 . 45.0	Golf Course Manager Senior Recreation Leader	
dudnistrative Assistant	44.5		
rincipal Accountantersonnel Analyst	. 44.5 . 44.0		
enfor Property Agent	44.0	Junior Recreation Leader Accompanist	
raining Officerublic Services Career Supervisor	. 44.0 . 43.5	1 ct -1 c (fe comb mass	
ssociate Administrative Analyst	. 42.5	Recreation Alde SKILLED TRADES	
afety Officer	. 42.5	The Halling Maintaining Sumpression	
ssistant Facility Manager	. 42.0	Electrical Maintenance Supervisor Electronic Maintenance Supervisor	
ssociate Personnel Analyst	. 42.0 . 42.0	Electronic Nationalities Supervisor  Electrician Foreman  Electronic Technician Foreman	
areer Training Specialist	. 41.5		
enior Accountant	. 41.5 . 41.0		
enfor Buyer	. 40.0	Electrician Toobulgian	******
crountant	. 38.5	Dalatan Controls	
ssistant Administrative Analyst ssistant Personnel Analyst	. 38.5	Plumber	
areer Guldance Counselor	. 38.5	The second secon	Sta
asistant Property Agent	38.0		Ha
ublic Information Officer	. 38.0	Refrigeration Mechanic	3
dministrative Aide	. 36.5 . 35.3	Tratuc Signal Technician	3
infor Accountant	. 35.5	Günite Nozzleman	3
infor Property Agent	. 35.0	Piasterer	3 3
ersonnel Assistant	32.0	Carpenter	3
MAINTENANCE eneral Park Supervisor		Cement Finisher	3
olf Superintendent	. 42.5	Apprentice III	3
emetery Manager	40.5	Roofing Installer	3
olf Course Supervisor ark Supervisor	. 39.5	, Apprentice I	3
ursery Foreman ree Maintenance Foreman	. 37.0	Junior Journeyman	S Jour
ardener Foreman	. 34.5		Rate
reenskeeper Foreman	. 34.5	STOREKEEPING Stores Supervisor	3
ree Maintenancemanurseryman	33.0 32.0	Storekeeper II	3
ardener	31.0	Auto Parts Man Storekeeper 1	3
roundsman-Gardener NING AND COMMUNITY DEVELOPMENT		Stock Clerk	3 2
ssistant to the Community Development Director	. 48.5		Exhib
rincipal Planner eputy Model Citles Director	. 47.5		July
ommunity Development Specialist IV ommunity Development Specialist III	46.5	UNCLASSIFIED SERVICE STANDARD RATES AND CLASSES	•
enior Planner	. 45.5	DIMIDAND HALES AND CLASSES	Sta
ark Designer	43.5	ADMINISTRATION	Ra
ssociate Plannerommunity Development Specialist II	42.5	City Manager (UC)	6
ssistant Planner	39.5	City Attorney (UC) Assistant City Manager (UC)	
ssistant Park Designer	38,5 38,5		
enfor Zoning Representative	38,5	(Assistant to the City Manager)	5
unior Planner	36.5 36.5	Public Works Director (UC)	5
oning Representative	36.5	Utilities Director (UC)	5
oning Assistant	32.5	(Assistant to the City Manager) City Engineer (UC) Public Works Director (UC) Utilities Director (UC) Community Development Director (UC) (Assistant to the City Manager) Planning Director (UC)	5
lanning Technician I	28.5	Public and Employee Affaire Director (IIC)	
lanning Technician I lodel Cities Technician II lodel Cities Technician I	27.5 25.5	(Assistant to the City Manager)	5
T OPERATION		(Assistant to the City Manager) Assistant City Attorney (UC) City Auditor and Comptroller (UC)	5
reatment Plant Supervisor reatment Plant Foreman	42.5 39.5	Fire Chief (UC)	5 5
iant Maintenance Mechanic	36.5	Fire Chief (UC) Parks and Public Facilities Director (UC)	5
lant Lead Operator	36.0	Police Chief (UC) Building Inspection Director (UC)	
ant Operator II	31.0	Personnel Director (UC)	<u>5</u>
NE CONTRACTOR OF THE CONTRACTO		Recreation Director (UC)	5
ssistant Police Chief	51.0 49.0	Personnel Director (UC)  Data Processing Director (UC)  Recreation Director (UC)  Assistant City Engineer (UC)  Assistant Public Works Director (UC)  Assistant Utilities Director (UC)  Assistant Building Inspection Director (UC)	5
olice Captain	47.0	Assistant Public Works Director (UC)	5
nior Criminalist	44.0	Assistant Building Inspection Director (UC)	5
olice Lieutenant	440	Deputy Police Chief (UC)	5 · 5
ommunity Relations Assistant to the Police Chief	43 %	Assistant to the City Manager (UC)	5
ssistant Criminalist Dice Motorcycle Officer (Terminal)	40.0	Assistant Unities Director (UC)  Assistant Building Inspection Director (UC)  Deputy Fire Chief (UC)  Deputy Police Chief (UC)  Assistant to the City Manager (UC)  Assistant Planning Director (UC)  Budget Director (UC)  City Librarian (UC)	5
olice Motorcycle Officer (Terminal)	38.5 38.5	City Librarian (UC) Assistant Parks and Public Facilities Director (UC)	5
olicewoman	38.5	Assistant Parks and Public Facilities Director (UC)	5
vidence Technician	31.5	Legislative Representation Director (UC) Assistant City Auditor and Comptroller (UC)	4
lentification Technician niformed members of the Police Department	28.5	Management Assistant (UC) Assistant Community Development Director (UC)	4
niformed members of the Police Department shall receive \$13.00 biweekly additional		Assistant Community Development Director (UC)	4
when assigned to 3-wheel motorcycles, and		Assistant Personnel Director (UC) Assistant Recreation Director (UC) Citizens Assistant Director (UC)	4
\$29.00 biweekly additional when assigned to 2-wheel motorcycles.	•	Property Director (UC)	4 4
TING		Property Director (UC) Purchasing Agent (UC) Assistant Data Processing Director (UC)	4
ublications Supervisor	22.0	City Clerk (UC)	4
ayout Composer latemaker enlor Offset Pressman indery Worker II		City Clerk (UC) Treasurer (UC) Model Neighborhood Community Relations Department Director (UC)	<u> جن چنون</u>
atemaker	30.0	Department Director (IIC)	أروع فالمروع فالم
nlor Offert Pressman	30.0	Department Director (UU) management and	endelist V. n. i i i n

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Step C of Journeyman
Rate

Exhibit C July 1, 1971

Airports Director (UC)  Airports Director (UC)  Management Assistant to the City Manager (UC)  Principal Assistant to City Council (UC)  Principal Assistant to Mayor (UC)  Assistant City Librarian (UC)  Assistant Property Director (UC)  Assistant to Mayor (UC)	CANADA CANADA
Director (UC)	
Management Against to the City Manager (UC)	
Principal Assistant to City Council (UC)	THE PARTY OF THE P
Principal Assistant to Mayor (UC)	40.U
Aselstant City Librarian (UC)	74.0
Assistant Property Director (OC)	44.0
Pelnoinal Assistant to City Attorney (UC)	44.0
Principal Legislative Assistant (UC)	44.0
Assistant Property Director (UC)  Assistant to Mayor (UC)  Principal Assistant to City Attorney (UC)  Principal Legislative Assistant (UC)  Retirement Officer (UC)  Deputy Citizens Assistant Director (UC)  Assistant Purchasing Agent (UC)	14.0
Deputy Citizens Assistant Director (UC)	20.0
Assistant Purchasing Agent (UC) Assistant Treasurer (UC)	42.5
	42.0
10000 Austranus Alexande Director (1117)	The second secon
PORTA Assistant City Cierk (CC)	39.5
CLERICAL ALL CHARLES AS CHARLES (UC)	23.5
Confidential Secretary to City Council (UC)  Confidential Secretary to City Manager (UC)	33.5
Confidential Secretary to City Manager (UC)	33.5
Confidential Secretary to Mayor (UC)	33.5
Confidential Secretary to Mayor (UC) Confidential Secretary to Police Chief (UC)	31.5
Renior Legal Intern (UC)  Legal Intern (UC)  Administrative Intern (UC)	310
Benior Legal Intern (UC)	27.0
Administrative Intern (UC)	25.5
Library Intern (UC) Planning Intern (UC)	25.5
Planning Intern (UC)	25.5
1 % % Police Intern (UC)	
PROFESSIONAL LEGAL Chief Criminal Deputy City Attorney (UC)	51.5
Chief Deputy City Attorney (UC)	51.5 李章等
Denuty City Attorney (UC)	39,0
Deputy City Attorney (UC)  (As assigned to Standard Rates and Steps within	through
Passed and adopted by the Council of The City of San Dieg	O OU WELL TOO
1971, by the following vote: TEAS: Cobb, Loftin, Landt, Williams, Hitch, Curran.	
MAYS: Schaefer.	17.5
ABBENT: Morrow, Martinet.	1.610
AITHENTICATED BY:	1
FRANK CURRAN, Mayor of The City of San Diego,	California
EDWARD NIELSEN,	1016/di
City Clerk of The City of San Die	go, California.
By FI.FA F. HAMEL, Deputy.	

By ELFA F. HAMEL, Deputy.

(Seal)

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on May 13, 1971, and on May 27, 1971.

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the date of its passage a written or printed copy of said ordinance.

EDWARD NIELSEN.

City Clerk of The City of San Diego, California.

By ELFA F. HAMEL, Deputy.

Published June 3, 1971

CITY OF SAN DIBOO, CALIFORNIA (EXHIBIT A) SALABY SCREDULE

11 \$101.60 \$107.20 \$112.80 \$117.60 \$124.00 11 \$221 \$232 \$244 \$11.5 104.00 109.60 115.20 120.80 126.40 11.5 226 238 250 12 107.20 112.80 117.60 124.00 129.60 12 232 244 254 12.5 109.60 115.20 120.80 126.40 132.80 \$2.5 238 250 262 13 112.80 117.60 124.00 129.60 136.40 132.80 135.5 250 262 275 14 117.60 124.00 129.60 136.00 143.20 135.5 250 262 275 14.5 120.80 126.40 132.80 139.20 146.40 14.5 262 275 289 15.5 124.00 129.60 136.00 143.20 150.40 15.5 262 275 289 15.5 124.00 129.60 136.00 143.20 150.40 15.5 262 275 289 15.5 124.00 129.60 136.00 143.20 150.40 15.5 269 222 282 15.5 120.40 132.80 139.20 146.40 153.60 161.60 153.60 161.50 165.50 17 296 311 32.00 143.20 150.40 157.60 165.60 17 296 311 32.00 140.40 153.60 161.60 165.50 17 296 311 32.00 140.40 153.60 161.60 165.50 17 296 311 327 343 18.5 146.40 153.60 161.60 169.60 17.5 303 319 335 18.5 143.20 150.40 157.60 165.60 17 296 311 327 343 18.5 146.40 153.60 161.60 169.60 17.5 303 319 335 18.5 143.20 150.40 157.60 165.60 17 296 311 327 343 18.5 146.40 153.60 161.60 169.60 178.40 18.5 319 327 343 360 150.60 165.60 17 296 311 327 343 18.5 146.40 153.60 161.60 169.60 178.40 183.50 19.5 335 351 19.5 153.60 161.60 169.60 178.40 183.50 19.5 335 351 19.5 153.60 161.60 169.60 178.40 183.50 19.5 335 351 19.5 153.60 161.60 169.60 178.40 183.50 19.5 335 351 360 157.60 165.60 174.40 183.50 19.5 335 351 360 378 360 157.60 165.60 174.40 183.20 19.5 335 351 360 378 360 157.60 165.60 174.40 183.20 19.5 335 351 360 378 360 157.60 165.60 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 178.40 187.20 196.80 206.40 187.50 3378 367 447 447 448 187.20 196.80 206.40 216.80 226.40 238.80 206.40 216.80 226.40 238.80 206.40 216.80 226.40 238.80 206.40 216.80 226.40 238.80 206.40 216.80 226.40 238.80 206.40 216.80 226.40 238.80 238.80 244.80 238.80 244.80 244.80 2	12 mm 20 7 400
15.5 120.40 132.80 139.20 140.40 150.40 157.60 16 282 286 311 14.5 132.80 139.20 140.40 153.60 161.60 16.5 289 303 319 17 130.00 143.20 150.40 157.60 165.60 17 296 311 327 17.5 139.20 146.40 153.60 161.60 189.60 17.5 303 319 335 18 143.20 150.40 157.60 165.60 174.40 18 311 327 343 18.5 146.40 153.60 161.60 169.60 178.40 18.5 311 327 343 18.5 146.40 153.60 161.60 189.60 178.40 18.5 319 333 351 19.5 150.40 157.60 165.60 174.40 183.30 19 327 343 350 19.5 150.40 157.60 165.60 174.40 183.30 19 327 343 350 19.5 150.60 161.60 169.60 178.40 187.30 19.5 335 351 360 300 157.60 165.60 174.40 183.20 192.80 20 343 360 378 307 300 157.60 165.60 174.40 183.20 192.80 20 343 360 378 307 325 165.60 174.40 183.20 192.80 20 343 360 378 307 325 165.60 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 81 360 378 307 325 174.40 183.20 192.00 201.80 212.80 22.80 33 307 417 325 174.40 183.20 192.00 201.60 212.80 32.80 328 328 328 328 328 328 328 328 328 328	d Dilliand
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129.60   136.00   143.20   150.40   157.60   16   282   286   311     4.5   132.80   139.20   146.40   153.60   161.60   16.5   289   303   319     7   136.00   143.20   150.40   157.60   165.60   17   296   311   327     7.5   139.20   146.40   153.60   161.60   169.60   17.5   303   319   335     8   143.20   150.40   157.60   165.60   174.40   18   311   327   343     8   143.20   150.40   157.60   169.60   178.40   18.5   319   335   351     9   150.40   157.60   165.60   174.40   18.320   19   327   343   340     9   150.40   157.60   165.60   174.40   183.20   19   327   343   340     9   157.60   165.60   174.40   183.20   192.00   201.60   343   360   378     9   156.60   174.40   183.20   192.00   201.60   31   360   378   367     1   165.60   174.40   183.20   192.00   201.60   31   360   378   367     1   167.40   183.20   192.00   201.60   31   360   378   367     1   174.40   183.20   192.00   201.60   212.40   22   376   387   467     1   174.40   183.20   192.00   201.60   212.40   22   376   387   467     2   174.40   183.20   192.00   201.60   212.40   233.40   235   247   448     18   18   18   18   18   18   18	202
3.5     129.40     132.80     139.20     140.40     157.60     16     282     286     311       4.5     132.80     139.20     140.40     153.60     161.60     16.5     289     303     319       7     136.00     143.20     150.40     157.60     165.60     17     296     311     327       7.5     139.20     146.40     153.60     161.60     169.60     17.5     303     319     335       8     143.20     150.40     157.60     165.60     174.40     18     311     327     343       8.5     146.40     153.60     161.60     169.60     178.40     18.5     319     333     351       9     150.40     157.60     165.60     174.40     183.30     19     327     343     360       19.5     153.60     161.60     169.60     178.40     187.30     19.5     335     351     360       10.7     157.60     165.60     174.40     183.30     19.5     30     343     360       157.60     165.60     174.40     183.20     192.00     30     343     360     378       11.5     169.60     178.40     187.20	269
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15     189.60     178.40     187.20     195.80     208.40     21.5     209     287     407       1 74.40     183.20     102.00     201.60     212.40     22     878     307     417       15     178.40     187.20     198.90     208.40     216.40     22.5     387     407     437       1     183.20     192.00     201.60     212.00     222.40     23     397     417     438       15     157.20     196.80     206.40     216.80     228.40     783.5     407     437     440       45     198.80     208.40     216.80     228.00     239.30     24.5     417     438     460       45     198.80     208.40     216.80     228.00     239.30     24.5     427     440     471       45     201.60     212.00     222.40     233.50     244.5     427     440     471       45     201.60     212.00     222.40     233.60     244.50     458     460     463	<b>351</b>
15     189.60     178.40     187.20     198.80     208.40     21.5     209     287     407       174.40     183.20     196.90     201.60     212.40     22     878     307     417       15     178.40     187.20     198.90     208.40     216.40     22.5     387     407     437       1     183.20     192.00     201.60     212.00     222.40     83     397     417     438       15     187.20     198.80     206.40     216.80     228.40     783.5     407     437     440       45     198.80     208.40     216.80     228.00     233.30     24.5     417     438     460       45     201.60     212.00     222.40     233.50     244.5     427     440     471       45     201.60     212.00     222.40     233.60     244.5     427     440     471       45     201.60     212.00     222.40     233.60     244.5     427     440     463	
15     189.60     178.40     187.20     195.80     208.40     21.5     209     287     407       1 74.40     183.20     102.00     201.60     212.40     22     878     307     417       15     178.40     187.20     198.90     208.40     216.40     22.5     387     407     437       1     183.20     192.00     201.60     212.00     222.40     23     397     417     438       15     157.20     196.80     206.40     216.80     228.40     783.5     407     437     440       45     198.80     208.40     216.80     228.00     239.30     24.5     417     438     460       45     198.80     208.40     216.80     228.00     239.30     24.5     427     440     471       45     201.60     212.00     222.40     233.50     244.5     427     440     471       45     201.60     212.00     222.40     233.60     244.50     458     460     463	3 200 Y. 44 3 X
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	1,165.60	1,224.00	1,285.60	1,349.6	0 1.417. <b>C</b>	61	2.53			2.934	. 5
. <b>5</b> .3	1,194.40	1,254.40	1,316.80	1,383.2		● 61.		7 2,728	2.964	3.007	
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.5	1,254.40	1,816,80		1,452.0	0 1,525 <b>.0</b>	62.	5 2,728	2,864	3,007	3.158	3.
5	1,285.60	1,349.60	1,417.60	1,488.0	v 1,562.4	63	2,79			3,235	8.
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8	1,640,80	1,722.40		1,899.2	0 1,994.4	0 68	3,567	3,74	3.932	4.129	4.
. Byggia	1,661.60 m an	1,765.60	1.854.40	1,946,4	0 2,043.2	0 68.			4,030	4.232	4.
	1,722.40	1,000.00		1,806.4		0 🚞 🚞 🗪	%(**) <b>3,74</b>		4,129	4.335	4,
<b>一直</b> 1878年	1,765.00 1,806.80	1.854.40	P # # 1346.40	1.777 <b>2.542.2</b>	0 2.145 <i>A</i>	O	# (5) (5) (4) (4)	11000		442 00 to	4.6