

**11920**

ORDINANCE NO. \_\_\_\_\_

SEP 29 1976

(New Series)

AN ORDINANCE AMENDING ORDINANCE NO. 11845 (NEW SERIES), ENTITLED "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1976-77," BY AMENDING EXHIBITS A, B AND C THERETO RELATING TO ADDITIONS OF POSITION TITLES AND CORRECTIONS TO THE TABLE OF PAY FOR STANDARD RATES; DELETING EXHIBITS D AND E; AND AMENDING ORDINANCE LANGUAGE TO CONFORM TO SAID CORRECTIONS.

WHEREAS, the annual salary ordinance was adopted by the City Council on May 26, 1976 by Ordinance No. 11845 (New Series) with an effective date of July 1, 1976; and

WHEREAS, the salary table exhibits attached to said salary ordinance are so constructed as not to permit an accurate calculation of the salary increases authorized and approved by the Council, nor do they conform with the provisions associated therewith and incorporated in the various Memoranda of Understanding; and

WHEREAS, the correct salaries and wages have been paid to all officers and employees of the City pursuant to the intent and direction of the Council since July 1, 1976; and

WHEREAS, it is necessary and desirable to amend the appropriate tables and language relating thereto so that the direction of the Council is reflected accurately; and

WHEREAS, this amendment is a correction only and nonsubstantive in nature and effect, resulting in no change in monies authorized and allocated by Council for the purposes set forth in the ordinance; and

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WHEREAS, this amendment will also permit the deletion of Exhibits D and E in that said exhibits have been incorporated in Exhibits A and B; and

WHEREAS, since the adoption of the annual salary ordinance, the Civil Service Commission has approved the creation of three new classifications within the Classified Service of The City of San Diego; and

WHEREAS, it is now further desirable and necessary to include said new classifications within the list of classifications set forth in Exhibit B hereto; NOW, THEREFORE,

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

Section 1. That Ordinance No. 11845 (New Series), entitled "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1976-77," and Exhibits A, B and C thereto, be and the same are hereby amended to read as follows:

Section 1. LEGISLATIVE BODY, COMPENSATION ESTABLISHED.

Pursuant to Sections 12.1 and 24.1 of the Charter of The City of San Diego and the recommendations of the Salary Setting Commission adopted by Ordinance No. 11805 (New Series) dated March 10, 1976, there is hereby established and adopted a schedule of compensation for the Mayor and Council members commencing July 1, 1976, as follows:

Mayor	\$25,000 per annum
Council Member	\$17,000 per annum

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The Auditor and Comptroller shall calculate and establish and there is hereby adopted an appropriate table of biweekly salaries most closely approximating the above authorized per annum compensation.

Section 2. SALARY RANGES AND STANDARD RATES ADOPTED.

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

For those positions in the EXECUTIVE category of the Unclassified Service, the Executive classifications listed in Exhibit C and salary ranges attached thereto are hereby adopted.

Section 3. SCHEDULES OF COMPENSATION ESTABLISHED.

As a schedule of compensation for all officers and employees of The City of San Diego, including the EXECUTIVE category of the Unclassified Service, there is hereby established and adopted a Table of Pay for Standard Rates indicating biweekly salaries, and containing minimum, maximum and intermediate range steps for each Standard Rate. Biweekly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedule attached hereto as Exhibit A.

There is hereby established and adopted an EXECUTIVE category within the Unclassified Service of The City of San Diego containing ranges of Executive 01 through

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Executive 06 for all officers and employees serving in the positions listed in Exhibit C under EXECUTIVE.

The Executive classification of any position listed in Exhibit C may be changed from one Executive range to another only by official action of the City Council.

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

Section 4. INCREASES IN BASE COMPENSATION,  
COUNCIL ACTION.

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 intent 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 increase granted, and that such new rate of pay shall be fixed so as to apply to the Standard Rate step occupied by said officer or employee on the effective date of this ordinance. Warrant checks issued for compensation to such officers and employees by the City Auditor and Comptroller shall be for the appropriate amount set forth in the schedule of compensation for the Mayor and Council or in the Standard Rate or incremental step attached to the position as indicated in exhibits attached hereto and for other additional amounts authorized in this ordinance.

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Section 5. CONTRIBUTORY DEDUCTIONS REQUIRED BY LAW.

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use as a base rate that amount heretofore established in Section 1 herein as per annum compensation for the Mayor and Council. For other personnel, Classified, Unclassified and Executive, the Auditor and Comptroller shall use that amount fixed in the Standard Rate or incremental step hereinafter set forth in exhibits hereto and, where applicable and required, that additional compensation authorized by Sections 8, 9 and 10 of this ordinance.

Section 6. CLASSIFIED AND UNCLASSIFIED COMPENSATION, DETERMINATION.

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, excluding the EXECUTIVE category listed in Exhibit C, 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.

The compensation for officers and employees in the EXECUTIVE category listed in Exhibit C shall be determined and set by the appropriate appointing authority at any one

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of the incremental steps of the range attached to the Executive classification. Incremental steps shall be as set forth in Exhibit A attached hereto. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the Charter of The City of San Diego.

Increases in compensation for all officers and employees in the Unclassified Service within the range limits of the Standard Rate number attached to the position or salary range attached to the Executive classification may be granted by the appointing authority upon the basis of seniority, efficiency and merit.

Section 7. ESTABLISHMENT OF BASE WORK PERIOD,  
COMPUTATIONS THEREON.

For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay for personnel other than firemen and salaried part-time employees, the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For firemen and salaried part-time employees, the Auditor and Comptroller is authorized to utilize appropriate computations established in cooperation with the City Manager and Personnel Director.

Section 8. EXTRA COMPENSATION PLAN; ELIGIBILITY.

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

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performed by them during an average eighty (80) hour biweekly work period throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise in accordance with provisions set forth herein 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 base rate of pay, as established herein, or time off in lieu thereof, and shall provide for extra compensation of approximately five (5) percent whenever an eligible employee is required for a significant period to work at times substantially unusual for his or her 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 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 an approximate five (5) percent 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. Such increases in compensation shall be identified and symbolized on all official payrolls and all other records

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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 and such determination shall be final.

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 called back to duty, be paid for the reasonable estimate of the time required for said employee to travel from and to his or her residence and the work area and for the time the employee 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 designated as eligible for premium overtime pay.

The employees in the Classified Service who shall be eligible for and entitled to receive overtime compensation, as herein provided, shall be determined by the Civil Service Commission and City Manager and/or nonmanagerial department heads and approved thereafter by Council resolution ~~prior to~~ being officially designated in the Personnel Manual of The City of San Diego. Determination of eligibility and payment therefor shall be in accordance with definitions and procedures developed by the Civil Service Commission and the City Auditor and Comptroller in cooperation with the said

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appointing authorities, which said definitions and procedures shall be final, conclusive and binding on all appointing authorities and officers and employees prior to Council approval, it being the intention of this Council that authority and responsibility for determining eligibility for overtime compensation shall be pursuant to the provisions of this ordinance.

Section 9. EDUCATIONAL INCENTIVE PROGRAM.

Sworn personnel in the Police Department eligible for extra compensation pursuant to the provisions of the Educational Incentive Program established and adopted by the City Council shall be entitled to receive such additional compensation, in addition to base compensation established in this ordinance, as set forth in the program during the period of said sworn personnel's eligibility and entitlement. The City Manager shall promulgate rules and regulations as may be necessary to effectuate and govern the operation of said Educational Incentive Program. Such additional compensation as may be paid under this program shall be appropriately identified and symbolized on all official payrolls and all other records pertaining to said employee's compensation.

Section 10. BILINGUAL PAY.

Officers and employees of the City shall be paid, in addition to base compensation and other sums enumerated in this ordinance, the sum of twenty cents (\$0.20) per hour as bilingual pay when they are certified by the appointing authority to be serving in a position which requires knowledge

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and use of the Spanish language in the performance of their duties and have satisfactorily demonstrated such bilingual qualification pursuant to established standards. The City Manager in cooperation with the Personnel Director shall promulgate appropriate criteria and standards as may be necessary to effectuate and govern the operation of this bilingual program.

Section 11. SICK LEAVE REIMBURSEMENT.

Officers and employees currently eligible for sick leave reimbursement under provisions of the Sick Leave Reimbursement Program heretofore established and adopted by the City Council shall be deemed to have vested rights thereto and shall continue to be entitled to receive such benefit pursuant to the provisions of said program, repeal thereof notwithstanding. The City Manager shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the operation of a Sick Leave Reimbursement Program.

Section 12. RETIREMENT CONTRIBUTION.

The City shall pay into the Retirement System, the actuarial equivalent of two (2) percent of employee base compensation as additional employer contribution for Retirement System contributory purposes on behalf of all employees in classifications represented by employee organizations with which the City has in effect a currently executed and ratified Memorandum of Understanding containing such provision,

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all unrepresented classified employees and all unclassified officers and employees who are members of the System. It is the intent of this Council that the additional two (2) percent contribution provided herein shall be in lieu of a like amount paid heretofore by the above designated employees and that the contribution by those officers and employees be reduced by said two (2) percent.

Section 13. TERMINAL EMPLOYEE.

There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, granted 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 and is reflected upon the official payroll time sheet of the City. Upon transfer to said class and for the entire period of said terminal leave, such employee shall be paid at the rate and step established for the position occupied by said employee at the time of his transfer. Such employee shall be considered an employee of the department in which he was serving at the time of his transfer to terminal status, for purposes of accountability only, but his position as authorized by the annual appropriation ordinance shall be deemed vacated for the purpose of replacing the "Terminal Employee." The Civil Service Commission shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the status of "Terminal Employees."

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Section 2. That three new classifications approved by the Civil Service Commission be and the same are hereby established within the Classified Service of The City of San Diego and incorporated in Exhibit B hereto as follows:

	<u>Standard Rate No.</u>
Maintenance Estimator	60.1
Council Committee Consultant	38.2
Senior Council Committee Consultant	85.9

Section 3. That exhibits D and E to Ordinance No. 11845 (New Series) be and the same are hereby deleted.

Section 4. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz  
Jack Katz  
Chief Deputy City Attorney

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JK:k:332  
8-30-76  
Or.Dept.: Manager

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EXHIBIT A

SALARY SCHEDULE

TABLE OF PAY FOR STANDARD RATES

THE CITY OF SAN DIEGO

RECEIVED  
CITY CLERK'S OFFICE  
1976 AUG 31 AM 8:28  
SAN DIEGO, CALIF.

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
01.0	A	1084.50	499.20	6.24	49.92	
	B	1137.00	523.20	6.54	52.32	
	C	1189.50	547.20	6.84	54.72	
	D	1242.00	571.20	7.14	57.12	
	E	1294.50	595.20	7.44	59.52	
	F	1347.00	619.20	7.74	61.92	
	G	1399.50	644.00	8.05	64.40	
	H	1452.00	668.00	8.35	66.80	
	I	1504.50	692.00	8.65	69.20	
	J	1557.00	716.00	8.95	71.60	
	K	1609.50	740.00	9.25	74.00	
	L	1662.00	764.80	9.56	76.48	
	M	1714.50	788.80	9.86	78.88	
	N	1767.00	812.80	10.16	81.28	
02.0	O	1819.50	836.80	10.46	83.68	
	P	1872.00	860.80	10.76	86.08	
	Q	1924.50	884.80	11.06	88.48	
	A	1504.50	692.00	8.65	69.20	
	B	1557.00	716.00	8.95	71.60	
	C	1609.50	740.00	9.25	74.00	
	D	1662.00	764.80	9.56	76.48	
	E	1714.50	788.80	9.86	78.88	
	F	1767.00	812.80	10.16	81.28	
	G	1819.50	836.80	10.46	83.68	
	H	1872.00	860.80	10.76	86.08	
	I	1924.50	884.80	11.06	88.48	
	J	1977.00	908.80	11.37	90.96	

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EXHIBIT A

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
02.0	K	2029.50	933.60	11.67	93.36	
	L	2082.00	957.60	11.97	95.76	
	M	2134.50	981.60	12.27	98.16	
	N	2187.00	1005.60	12.57	100.56	
	O	2239.50	1030.40	12.88	103.04	
	P	2292.00	1054.40	13.18	105.44	
	Q	2344.50	1078.40	13.48	107.84	
	R	2397.00	1102.40	13.78	110.24	
03.0	A	1924.50	884.80	11.06	88.48	
	B	1977.00	909.60	11.37	90.96	
	C	2029.50	933.60	11.67	93.36	
	D	2082.00	957.60	11.97	95.76	
	E	2134.50	981.60	12.27	98.16	
	F	2187.00	1005.60	12.57	100.56	
	G	2239.50	1030.40	12.88	103.04	
	H	2292.00	1054.40	13.18	105.44	
	I	2344.50	1078.40	13.48	107.84	
	J	2397.00	1102.40	13.78	110.24	
	K	2449.50	1126.40	14.08	112.64	
	L	2501.00	1150.40	14.38	115.04	
	M	2554.50	1175.20	14.69	117.52	
	N	2607.00	1199.20	14.99	119.92	
	O	2659.50	1223.20	15.29	122.32	
	P	2712.00	1247.20	15.59	124.72	
	Q	2764.50	1271.20	15.89	127.12	
R	2817.00	1296.00	16.20	129.60		
S	2869.50	1320.00	16.50	132.00		

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
03.0	T	2922.00	1344.00	16.80	134.40	
04.0	A	2344.50	1078.40	13.48	107.84	
	B	2397.00	1102.40	13.78	110.24	
	C	2449.50	1126.40	14.08	112.64	
	D	2501.00	1150.40	14.38	115.04	
	E	2554.50	1175.20	14.69	117.52	
	F	2607.00	1199.20	14.99	119.92	
	G	2659.50	1223.20	15.29	122.32	
	H	2712.00	1247.20	15.59	124.72	
	I	2764.50	1271.20	15.89	127.12	
	J	2817.00	1296.00	16.20	129.60	
	K	2869.50	1320.00	16.50	132.00	
	L	2922.00	1344.00	16.80	134.40	
	M	2974.50	1368.00	17.10	136.80	
	N	3027.00	1392.00	17.40	139.20	
	O	3079.50	1416.80	17.71	141.68	
	P	3132.00	1440.80	18.01	144.08	
	Q	3184.50	1464.80	18.31	146.48	
	R	3237.00	1488.80	18.61	148.88	
	S	3289.50	1512.80	18.91	151.28	
	T	3342.00	1536.80	19.21	153.68	
	U	3394.50	1561.60	19.52	156.16	
	V	3447.00	1585.60	19.82	158.56	
	W	3499.50	1609.60	20.12	160.96	
	X	3552.00	1633.60	20.42	163.36	
05.0	A	3132.00	1440.80	18.01	144.08	

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
05.0	B	3184.50	1464.80	18.31	146.48	
	C	3237.00	1488.80	18.61	148.88	
	D	3289.50	1512.80	18.91	151.28	
	E	3342.00	1536.80	19.21	153.68	
	F	3394.50	1561.60	19.52	156.16	
	G	3447.00	1585.60	19.82	158.56	
	H	3499.50	1609.60	20.12	160.96	
	I	3552.00	1633.60	20.42	163.36	
	J	3604.50	1657.60	20.72	165.76	
	K	3657.00	1682.40	21.03	168.24	
	L	3709.50	1706.40	21.33	170.64	
	M	3762.00	1730.40	21.63	173.04	
	N	3814.50	1754.40	21.93	175.44	
	O	3867.00	1778.40	22.23	177.84	
	P	3918.50	1802.40	22.53	180.24	
	Q	3972.00	1827.20	22.84	182.72	
	R	4024.50	1851.20	23.14	185.12	
	S	4077.00	1875.20	23.44	187.52	
	T	4129.50	1899.20	23.74	189.92	
	U	4182.00	1923.20	24.04	192.32	
V	4234.50	1948.00	24.35	194.80		
W	4287.00	1972.00	24.65	197.20		
X	4339.50	1996.00	24.95	199.60		
Y	4392.00	2020.00	25.25	202.00		
06.0	A	3366.33	1548.00	19.35	154.80	
	B	3416.33	1571.20	19.64	157.12	
	C	3466.33	1594.40	19.93	159.44	

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
06.0	D	3516.33	1617.60	20.22	161.76	
	E	3566.33	1640.00	20.50	164.00	
	F	3616.33	1663.20	20.79	166.32	
	G	3666.33	1686.40	21.08	168.64	
	H	3716.33	1709.60	21.37	170.96	
	I	3766.33	1732.00	21.65	173.20	
	J	3816.33	1755.20	21.94	175.52	
	K	3866.33	1778.40	22.23	177.84	
	L	3916.33	1801.60	22.52	180.16	
	M	3966.33	1824.00	22.80	182.40	
	N	4016.33	1847.20	23.09	184.72	
	O	4066.33	1870.40	23.38	187.04	
	P	4116.33	1893.60	23.67	189.36	
	Q	4166.33	1916.00	23.95	191.60	
	R	4199.67	1932.00	24.15	193.20	

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LEGAL AND PROFESSIONAL  
EXECUTIVE I AND II  
BASE SALARY TABLE

<u>Range</u>	<u>Step</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Hourly</u>	<u>Daily</u>
07.0	A	\$1193	\$548.80	\$ 6.86	\$54.88
	B	1223	562.40	7.03	56.24
	C	1252	576.00	7.20	57.60
	D	1282	589.60	7.37	58.96
	E	1313	604.00	7.55	60.40
	F	1344	618.40	7.73	61.84
	G	1376	632.80	7.91	63.28
	H	1409	648.00	8.10	64.80
	I	1444	664.00	8.30	66.40
	J	1478	680.00	8.50	68.00
	K	1515	696.80	8.71	69.68
	L	1551	713.60	8.92	71.36
	M	1588	730.40	9.13	73.04
	N	1626	748.00	9.35	74.80
	O	1666	766.40	9.58	76.64
	P	1706	784.80	9.81	78.48
	Q	1748	804.00	10.05	80.40
	R	1791	824.00	10.30	82.40
	S	1835	844.00	10.55	84.40
	T	1878	864.00	10.80	86.40
	U	1924	884.80	11.06	88.48
	V	1971	906.40	11.33	90.64
	W	2019	928.80	11.61	92.88
	X	2068	951.20	11.89	95.12
	Y	2118	974.40	12.18	97.44
	Z	2171	998.40	12.48	99.84

Prepared by:  
Office of City Auditor & Comptroller  
8/16/76  
JJH:lw

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LEGAL AND PROFESSIONAL  
EXECUTIVE I AND II  
BASE SALARY TABLE

<u>Range</u>	<u>Step</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Hourly</u>	<u>Daily</u>
07.1	A	\$2223	\$1022.40	\$12.78	\$102.24
	B	2237	1028.80	12.86	102.88
	C	2277	1047.20	13.09	104.72
	D	2291	1053.60	13.17	105.36
	E	2331	1072.00	13.40	107.20
	F	2345	1078.40	13.48	107.84
	G	2388	1098.40	13.73	109.84
	H	2404	1105.60	13.82	110.56
	I	2447	1125.60	14.07	112.56
	J	2461	1132.00	14.15	113.20
	K	2506	1152.80	14.41	115.28
	L	2520	1159.20	14.49	115.92
	M	2567	1180.80	14.76	118.08
	N	2583	1188.00	14.85	118.80
	O	2630	1209.60	15.12	120.96
	P	2645	1216.80	15.21	121.68
	Q	2694	1239.20	15.49	123.92
	R	2712	1247.20	15.59	124.72
	S	2760	1269.60	15.87	126.96
	T	2778	1277.60	15.97	127.76
U	2828	1300.80	16.26	130.08	
V	2845	1308.80	16.36	130.88	
W	2896	1332.00	16.65	133.20	
X	2915	1340.80	16.76	134.08	
Y	2967	1364.80	17.06	136.48	

Prepared by:  
Office of City Auditor & Comptroller  
8/16/76  
JJH:lw

**MICROFILMED**

MAY 11 1978

00074

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
08.0	A	2157.00	992.00	12.40	99.20	
	B	2261.00	1040.00	13.00	104.00	
	C	2369.00	1089.60	13.62	108.96	
	D	2484.00	1142.40	14.28	114.24	
	E	2604.00	1197.60	14.97	119.76	
08.1	A	1790.00	823.20	10.29	82.32	
	B	1875.00	862.40	10.78	86.24	
	C	1964.00	903.20	11.29	90.32	
	D	2059.00	947.20	11.84	94.72	
	E	2157.00	992.00	12.40	99.20	
08.2	A	1964.00	903.20	11.29	90.32	
	B	2059.00	947.20	11.84	94.72	
	C	2157.00	992.00	12.40	99.20	
	D	2261.00	1040.00	13.00	104.00	
	E	2369.00	1089.60	13.62	108.96	
08.3	A	1558.00	716.80	8.96	71.68	
	B	1631.00	750.40	9.38	75.04	
	C	1710.00	786.40	9.83	78.64	
	D	1790.00	823.20	10.29	82.32	
	E	1875.00	862.40	10.78	86.24	
08.4	A	1184.00	544.80	6.81	54.48	
	B	1238.00	569.60	7.12	56.96	
	C	1296.00	596.00	7.45	59.60	
	D	1358.00	624.80	7.81	62.48	
	E	1421.00	653.60	8.17	65.36	

MICROFILMED

MAY 11 1978

C0075

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
08.5	A	1358.00	624.80	7.81	62.48	
	B	1421.00	653.60	8.17	65.36	
	C	1487.00	684.00	8.55	68.40	
	D	1558.00	716.80	8.96	71.68	
	E	1631.00	750.40	9.38	75.04	
08.6	A	1238.00	569.60	7.12	56.96	
	B	1296.00	596.00	7.45	59.60	
	C	1358.00	624.80	7.81	62.48	
	D	1421.00	653.60	8.17	65.36	
	E	1487.00	684.00	8.55	68.40	
08.7	A	1082.00	497.60	6.22	49.76	
	B	1132.00	520.80	6.51	52.08	
	C	1184.00	544.80	6.81	54.48	
	D	1238.00	569.60	7.12	56.96	
	E	1296.00	596.00	7.45	59.60	
09.0	A	2171.00	998.40	12.48	99.84	
	B	2275.00	1046.40	13.08	104.64	
	C	2385.00	1096.80	13.71	109.68	
	D	2498.00	1148.80	14.36	114.88	
	E	2618.00	1204.00	15.05	120.40	
09.1	A	1805.00	830.40	10.38	83.04	
	B	1891.00	869.60	10.87	86.96	
	C	1979.00	910.40	11.38	91.04	
	D	2071.00	952.80	11.91	95.28	
	E	2171.00	998.40	12.48	99.84	

MICROFILMED

MAY 11 1978

00076

11920

BASE SALARY TABLE

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
09.2	A	1979.00	910.40	11.38	91.04	
	B	2071.00	952.80	11.91	95.28	
	C	2171.00	998.40	12.48	99.84	
	D	2275.00	1046.40	13.08	104.64	
	E	2385.00	1096.80	13.71	109.68	
09.3	A	1572.00	723.20	9.04	72.32	
	B	1645.00	756.80	9.46	75.68	
	C	1724.00	792.80	9.91	79.28	
	D	1805.00	830.40	10.38	83.04	
	E	1891.00	869.60	10.87	86.96	
09.4	A	1198.00	551.20	6.89	55.12	
	B	1252.00	576.00	7.20	57.60	
	C	1311.00	603.20	7.54	60.32	
	D	1372.00	631.20	7.89	63.12	
	E	1437.00	660.80	8.26	66.08	
09.5	A	1372.00	631.20	7.89	63.12	
	B	1437.00	660.80	8.26	66.08	
	C	1501.00	690.40	8.63	69.04	
	D	1572.00	723.20	9.04	72.32	
	E	1645.00	756.80	9.46	75.68	
09.6	A	1252.00	576.00	7.20	57.60	
	B	1311.00	603.20	7.54	60.32	
	C	1372.00	631.20	7.89	63.12	
	D	1437.00	660.80	8.26	66.08	
	E	1501.00	690.40	8.63	69.04	

MICROFILMED

MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
09.7	A	1096.00	504.00	6.30	50.40	
	B	1146.00	527.20	6.59	52.72	
	C	1198.00	551.20	6.89	55.12	
	D	1252.00	576.00	7.20	57.60	
	E	1311.00	603.20	7.54	60.32	
10.1	A	595.00	273.60	3.42	27.36	
	B	624.00	287.20	3.59	28.72	
	C	652.00	300.00	3.75	30.00	
	D	682.00	313.60	3.92	31.36	
	E	715.00	328.80	4.11	32.88	
10.2	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
10.3	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	697.00	320.80	4.01	32.08	
	E	732.00	336.80	4.21	33.68	
10.4	A	703.00	323.20	4.04	32.32	
	B	736.00	338.40	4.23	33.84	
	C	771.00	354.40	4.43	35.44	
	D	809.00	372.00	4.65	37.20	
	E	847.00	389.60	4.87	38.96	

MICROFILMED

MAY 11 1978

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11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
10.5	A	882.00	405.60	5.07	40.56	28.98
	B	925.00	425.60	5.32	42.56	30.40
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.32
	E	1063.00	488.80	6.11	48.88	34.92
10.6	A	1480.00	680.80	8.51	68.08	48.63
	B	1553.00	714.40	8.93	71.44	51.03
	C	1630.00	749.60	9.37	74.96	53.55
	D	1708.00	785.60	9.82	78.56	55.12
	E	1791.00	824.00	10.30	82.40	58.86
10.7	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1226.00	564.00	7.05	56.40	40.29
10.8	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
10.9	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80

MICROFILMED  
MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
11.6	A	1515.00	696.80	8.71	69.68	49.78
	B	1590.00	731.20	9.14	73.12	52.23
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1835.00	844.00	10.55	84.40	60.29
11.7	A	779.00	358.40	4.48	35.84	
	B	814.00	374.40	4.68	37.44	
	C	851.00	391.20	4.89	39.12	
	D	889.00	408.80	5.11	40.88	
	E	929.00	427.20	5.34	42.72	
11.8	A	889.00	408.80	5.11	40.88	
	B	929.00	427.20	5.34	42.72	
	C	971.00	446.40	5.58	44.64	
	D	1014.00	466.40	5.83	46.64	
	E	1061.00	488.00	6.10	48.80	
12.5	A	762.00	350.40	4.38	35.04	
	B	795.00	365.60	4.57	36.56	
	C	831.00	382.40	4.78	38.24	
	D	868.00	399.20	4.99	39.92	
	E	908.00	417.60	5.22	41.76	
12.6	A	868.00	399.20	4.99	39.92	
	B	908.00	417.60	5.22	41.76	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1037.00	476.80	5.96	47.68	

**MICROFILMED**  
MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
12.7	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1037.00	476.80	5.96	47.68	
	D	1085.00	499.20	6.24	49.92	
	E	1134.00	521.60	6.52	52.16	
12.9	A	1480.00	680.80	8.51	68.08	48.63
	B	1553.00	714.40	8.93	71.44	51.03
	C	1630.00	749.60	9.37	74.96	53.55
	D	1708.00	785.60	9.82	78.56	56.12
	E	1793.00	824.80	10.31	82.48	58.92
13.2	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
13.3	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
13.5	A	558.00	256.80	3.21	25.68	
	B	584.00	268.80	3.36	26.88	
	C	612.00	281.60	3.52	28.16	
	D	642.00	295.20	3.69	29.52	
	E	671.00	308.80	3.86	30.88	

MICROFILMED  
MAY 11 1978

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11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
13.6	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
13.7	A	1068.00	491.20	6.14	49.12	35.09
	B	1120.00	515.20	6.44	51.52	36.80
	C	1176.00	540.80	6.76	54.08	38.63
	D	1231.00	566.40	7.08	56.64	40.46
	E	1291.00	593.60	7.42	59.36	42.40
13.9	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	697.00	320.80	4.01	32.08	
	E	732.00	336.80	4.21	33.68	
14.2	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80
14.3	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80

MICROFILMED

MAY 11 1978

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11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
14.4	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80
14.5	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80
14.6	A	847.00	389.60	4.87	38.96	27.83
	B	887.00	408.00	5.10	40.80	29.15
	C	929.00	427.20	5.34	42.72	30.52
	D	972.00	447.20	5.59	44.72	31.95
	E	1019.00	468.80	5.86	46.88	33.49
14.9	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80
15.2	A	1167.00	536.80	6.71	53.68	38.35
	B	1224.00	563.20	7.04	56.32	40.23
	C	1285.00	591.20	7.39	59.12	42.23
	D	1346.00	619.20	7.74	61.92	44.23
	E	1412.00	649.60	8.12	64.96	46.40

MICROFILMED

MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
15.3	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
15.4	A	2082.00	957.60	11.97	95.76	68.40
	B	2185.00	1004.80	12.56	100.48	71.78
	C	2291.00	1053.60	13.17	105.36	75.26
	D	2405.00	1106.40	13.83	110.64	79.03
	E	2522.00	1160.00	14.50	116.00	82.86
15.5	A	2172.00	999.20	12.49	99.92	71.38
	B	2278.00	1048.00	13.10	104.80	74.86
	C	2390.00	1099.20	13.74	109.92	78.52
	D	2506.00	1152.80	14.41	115.28	82.35
	E	2632.00	1210.40	15.13	121.04	86.46
15.6	A	1590.00	731.20	9.14	73.12	52.23
	B	1668.00	767.20	9.59	76.72	54.80
	C	1750.00	804.80	10.06	80.48	57.49
	D	1835.00	844.00	10.55	84.40	60.29
	E	1927.00	886.40	11.08	88.64	63.30
15.7	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83

MICROFILMED

MAY 11 1978

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11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
15.9	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1515.00	696.80	8.71	69.68	49.78
	E	1590.00	731.20	9.14	73.12	52.23
16.0	A	2463.00	1132.80	14.16	113.28	80.92
	B	2585.00	1188.80	14.86	118.88	84.92
	C	2710.00	1246.40	15.58	124.64	89.03
	D	2845.00	1308.80	16.36	130.88	93.49
	E	2986.00	1373.60	17.17	137.36	98.12
16.2	A	1913.00	880.00	11.00	88.00	62.86
	B	2009.00	924.00	11.55	92.40	66.00
	C	2106.00	968.80	12.11	96.88	69.20
	D	2211.00	1016.80	12.71	101.68	72.63
	E	2318.00	1066.40	13.33	106.64	76.18
16.6	A	699.00	321.60	4.02	32.16	
	B	732.00	336.80	4.21	33.68	
	C	765.00	352.00	4.40	35.20	
	D	802.00	368.80	4.61	36.88	
	E	840.00	386.40	4.83	38.64	
16.7	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83

MICROFILMED

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
16.8	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
16.9	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	697.00	320.80	4.01	32.08	
	E	732.00	336.80	4.21	33.68	
17.0	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
17.3	A	2463.00	1132.80	14.16	113.28	80.92
	B	2585.00	1188.80	14.86	118.88	84.92
	C	2710.00	1246.40	15.58	124.64	89.03
	D	2845.00	1308.80	16.36	130.88	93.49
	E	2986.00	1373.60	17.17	137.36	98.12
17.5	A	1141.00	524.80	6.56	52.48	37.49
	B	1197.00	550.40	6.88	55.04	39.32
	C	1254.00	576.80	7.21	57.68	41.20
	D	1315.00	604.80	7.56	60.48	43.20
	E	1379.00	634.40	7.93	63.44	45.32

MICROFILMED

MAY 11 1978

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11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
17.8	A	2106.00	968.80	12.11	96.88	69.20
	B	2211.00	1016.80	12.71	101.68	72.63
	C	2318.00	1066.40	13.33	106.64	76.18
	D	2433.00	1119.20	13.99	111.92	79.95
	E	2553.00	1174.40	14.68	117.44	83.89
18.1	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
18.5	A	840.00	386.40	4.83	38.64	
	B	880.00	404.80	5.06	40.48	
	C	924.00	424.80	5.31	42.48	
	D	967.00	444.80	5.56	44.48	
	E	1012.00	465.60	5.82	46.56	
18.6	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	697.00	320.80	4.01	32.08	
	E	732.00	336.80	4.21	33.68	
19.0	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
19.1	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
19.2	A	1630.00	749.60	9.37	74.96	53.55
	B	1708.00	785.60	9.82	78.56	56.12
	C	1793.00	824.80	10.31	82.48	58.92
	D	1882.00	865.60	10.82	86.56	61.83
	E	1972.00	907.20	11.34	90.72	64.80
19.3	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
19.6	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
20.0	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1224.00	563.20	7.04	56.32	40.23

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
20.5	A	1750.00	804.80	10.06	80.48	57.49
	B	1837.00	844.80	10.56	84.48	60.35
	C	1927.00	886.40	11.08	88.64	63.32
	D	2021.00	929.60	11.62	92.96	66.40
	E	2122.00	976.00	12.20	97.60	69.72
20.6	A	1750.00	804.80	10.06	80.48	57.49
	B	1837.00	844.80	10.56	84.48	60.35
	C	1927.00	886.40	11.08	88.64	63.32
	D	2021.00	929.60	11.62	92.96	66.40
	E	2122.00	976.00	12.20	97.60	69.72
20.7	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
21.8	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
22.0	A	1226.00	564.00	7.05	56.40	40.29
	B	1284.00	590.40	7.38	59.04	42.18
	C	1346.00	619.20	7.74	61.92	44.23
	D	1412.00	649.60	8.12	64.96	46.40
	E	1480.00	680.80	8.51	68.08	48.63

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
22.1	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
22.3	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
22.4	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
22.5	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
22.6	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
22.7	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1517.00	697.60	8.72	69.76	49.83
	E	1591.00	732.00	9.15	73.20	52.29
22.8	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1515.00	696.80	8.71	69.68	49.78
23.1	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
23.2	A	1224.00	563.20	7.04	56.32	40.23
	B	1285.00	591.20	7.39	59.12	42.23
	C	1346.00	619.20	7.74	61.92	44.23
	D	1412.00	649.60	8.12	64.96	46.40
	E	1480.00	680.80	8.51	68.08	48.63
23.3	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
23.6	A	584.00	268.80	3.36	26.88	
	B	612.00	281.60	3.52	28.16	
	C	642.00	295.20	3.69	29.52	
	D	671.00	308.80	3.86	30.88	
	E	703.00	323.20	4.04	32.32	
25.0	A	2221.00	1021.60	12.77	102.16	
	B	2329.00	1071.20	13.39	107.12	
	C	2440.00	1122.40	14.03	112.24	
	D	2557.00	1176.00	14.70	117.60	
	E	2682.00	1233.60	15.42	123.36	
25.1	A	882.00	405.60	5.07	40.56	28.98
	B	925.00	425.60	5.32	42.56	30.40
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.32
	E	1063.00	488.80	6.11	48.88	34.92
25.2	A	2513.00	1156.00	14.45	115.60	
	B	2635.00	1212.00	15.15	121.20	
	C	2760.00	1269.60	15.87	126.96	
	D	2894.00	1331.20	16.64	133.12	
	E	3037.00	1396.80	17.46	139.68	
26.0	A	579.00	266.40	3.33	26.64	
	B	604.00	277.60	3.47	27.76	
	C	630.00	289.60	3.62	28.96	
	D	656.00	301.60	3.77	30.16	
	E	685.00	315.20	3.94	31.52	

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
26.1	A	685.00	315.20	3.94	31.52	
	B	715.00	328.80	4.11	32.88	
	C	744.00	342.40	4.28	34.24	
	D	779.00	358.40	4.48	35.84	
	E	814.00	374.40	4.68	37.44	
26.2	A	896.00	412.00	5.15	41.20	29.43
	B	939.00	432.00	5.40	43.20	30.86
	C	984.00	452.80	5.66	45.28	32.35
	D	1031.00	474.40	5.93	47.44	33.89
	E	1082.00	497.60	6.22	49.76	35.55
26.3	A	2237.00	1028.80	12.86	102.88	
	B	2343.00	1077.60	13.47	107.76	
	C	2456.00	1129.60	14.12	112.96	
	D	2571.00	1182.40	14.78	118.24	
	E	2696.00	1240.00	15.50	124.00	
26.4	A	1014.00	466.40	5.83	46.64	
	B	1061.00	488.00	6.10	48.80	
	C	1110.00	510.40	6.38	51.04	
	D	1160.00	533.60	6.67	53.36	
	E	1214.00	558.40	6.98	55.84	
26.5	A	2529.00	1163.20	14.54	116.32	
	B	2649.00	1218.40	15.23	121.84	
	C	2774.00	1276.00	15.95	127.60	
	D	2910.00	1338.40	16.73	133.84	
	E	3052.00	1404.00	17.55	140.40	

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
26.8	A	703.00	323.20	4.04	32.32	
	B	736.00	338.40	4.23	33.84	
	C	771.00	354.40	4.43	35.44	
	D	809.00	372.00	4.65	37.20	
	E	847.00	389.60	4.87	38.96	
27.0	A	642.00	295.20	3.69	29.52	
	B	671.00	308.80	3.86	30.88	
	C	703.00	323.20	4.04	32.32	
	D	736.00	338.40	4.23	33.84	
	E	771.00	354.40	4.43	35.44	
27.2	A	1835.00	844.00	10.55	84.40	60.29
	B	1927.00	886.40	11.08	88.64	63.32
	C	2019.00	928.80	11.61	92.88	66.35
	D	2118.00	974.40	12.18	97.44	69.60
	E	2225.00	1023.20	12.79	102.32	73.09
27.3	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1515.00	696.80	8.71	69.68	49.78
27.4	A	944.00	434.40	5.43	43.44	31.03
	B	990.00	455.20	5.69	45.52	32.52
	C	1038.00	477.60	5.97	47.76	34.12
	D	1087.00	500.00	6.25	50.00	35.72
	E	1139.00	524.00	6.55	52.40	37.43

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
27.5	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
27.6	A	1139.00	524.00	6.55	52.40	37.43
	B	1195.00	549.60	6.87	54.96	39.26
	C	1254.00	576.80	7.21	57.68	41.20
	D	1315.00	604.80	7.56	60.48	43.20
	E	1379.00	634.40	7.93	63.44	45.32
27.7	A	1195.00	549.60	6.87	54.96	39.26
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49
27.8	A	1630.00	749.60	9.37	74.96	53.55
	B	1708.00	785.60	9.82	78.56	56.12
	C	1793.00	824.80	10.31	82.48	58.92
	D	1882.00	865.60	10.82	86.56	61.83
	E	1972.00	907.20	11.34	90.72	64.80
27.9	A	1445.00	664.80	8.31	66.48	47.49
	B	1515.00	696.80	8.71	69.68	49.78
	C	1590.00	731.20	9.14	73.12	52.23
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
28.0	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	
28.1	A	715.00	328.80	4.11	32.88	
	B	748.00	344.00	4.30	34.40	
	C	784.00	360.80	4.51	36.08	
	D	821.00	377.60	4.72	37.76	
	E	861.00	396.00	4.95	39.60	
28.2	A	1063.00	488.80	6.11	48.88	34.92
	B	1113.00	512.00	6.40	51.20	36.58
	C	1167.00	536.80	6.71	53.68	38.35
	D	1224.00	563.20	7.04	56.32	40.23
	E	1285.00	591.20	7.39	59.12	42.23
28.3	A	924.00	424.80	5.31	42.48	30.35
	B	967.00	444.80	5.56	44.48	31.78
	C	1014.00	466.40	5.83	46.64	33.32
	D	1063.00	488.80	6.11	48.88	34.92
	E	1113.00	512.00	6.40	51.20	36.58
28.4	A	748.00	344.00	4.30	34.40	
	B	784.00	360.80	4.51	36.08	
	C	821.00	377.60	4.72	37.76	
	D	861.00	396.00	4.95	39.60	
	E	903.00	415.20	5.19	41.52	

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
28.5	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
28.6	A	1284.00	590.40	7.38	59.04	42.18
	B	1346.00	619.20	7.74	61.92	44.23
	C	1412.00	649.60	8.12	64.96	46.40
	D	1480.00	680.80	8.51	68.08	48.63
	E	1553.00	714.40	8.93	71.44	51.03
28.8	A	991.00	456.00	5.70	45.60	
	B	1037.00	476.80	5.96	47.68	
	C	1085.00	499.20	6.24	49.92	
	D	1134.00	521.60	6.52	52.16	
	E	1186.00	545.60	6.82	54.56	
29.0	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
29.3	A	991.00	456.00	5.70	45.60	
	B	1037.00	476.80	5.96	47.68	
	C	1085.00	499.20	6.24	49.92	
	D	1134.00	521.60	6.52	52.16	
	E	1186.00	545.60	6.82	54.56	

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
29.6	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1515.00	696.80	8.71	69.68	49.78
34.2	A	1044.00	480.00	6.00	48.00	34.29
	B	1094.00	503.20	6.29	50.32	35.95
	C	1146.00	527.20	6.59	52.72	37.66
	D	1204.00	553.60	6.92	55.36	39.55
	E	1261.00	580.00	7.25	58.00	41.43
34.3	A	1261.00	580.00	7.25	58.00	41.43
	B	1322.00	608.00	7.60	60.80	43.43
	C	1386.00	637.60	7.97	63.76	45.55
	D	1454.00	668.80	8.36	66.88	47.78
	E	1525.00	701.60	8.77	70.16	50.12
34.6	A	1517.00	697.60	8.72	69.76	49.83
	B	1591.00	732.00	9.15	73.20	52.29
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1837.00	844.80	10.56	84.48	60.35
34.7	A	1224.00	563.20	7.04	56.32	40.23
	B	1285.00	591.20	7.39	59.12	42.23
	C	1346.00	619.20	7.74	61.92	44.23
	D	1412.00	649.60	8.12	64.96	46.40
	E	1480.00	680.80	8.51	68.08	48.63

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
34.8	A	1285.00	591.20	7.39	59.12	42.23
	B	1346.00	619.20	7.74	61.92	44.23
	C	1412.00	649.60	8.12	64.96	46.40
	D	1480.00	680.80	8.51	68.08	48.63
	E	1553.00	714.40	8.93	71.44	51.03
34.9	A	1308.00	601.60	7.52	60.16	42.98
	B	1371.00	630.40	7.88	63.04	45.03
	C	1437.00	660.80	8.26	66.08	47.20
	D	1508.00	693.60	8.67	69.36	49.55
	E	1581.00	727.20	9.09	72.72	51.95
35.1	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
35.2	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1517.00	697.60	8.72	69.76	49.83
	E	1591.00	732.00	9.15	73.20	52.29
35.3	A	1517.00	697.60	8.72	69.76	49.83
	B	1591.00	732.00	9.15	73.20	52.29
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1837.00	844.80	10.56	84.48	60.35

MICROFILMED  
 MAY 11 1978

00099  
11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
35.4	A	1591.00	732.00	9.15	73.20	52.29
	B	1668.00	767.20	9.59	76.72	54.80
	C	1750.00	804.80	10.06	80.48	57.49
	D	1837.00	844.80	10.56	84.48	60.35
	E	1927.00	886.40	11.08	88.64	63.32
35.5	A	944.00	434.40	5.43	43.44	31.03
	B	990.00	455.20	5.69	45.52	32.52
	C	1038.00	477.60	5.97	47.76	34.12
	D	1087.00	500.00	6.25	50.00	35.72
	E	1139.00	524.00	6.55	52.40	37.43
35.7	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	
35.8	A	715.00	328.80	4.11	32.88	
	B	748.00	344.00	4.30	34.40	
	C	784.00	360.80	4.51	36.08	
	D	821.00	377.60	4.72	37.76	
	E	861.00	396.00	4.95	39.60	
38.0	A	652.00	300.00	3.75	30.00	
	B	682.00	313.60	3.92	31.36	
	C	715.00	328.80	4.11	32.88	
	D	750.00	344.00	4.31	34.48	
	E	784.00	360.80	4.51	36.08	
38.2	A	1,553.00	714.40	8.93	71.44	
	B	1,630.00	749.60	9.37	74.96	
	C	1,708.00	785.60	9.82	78.56	
	D	1,791.00	824.00	10.30	82.40	
	E	1,880.00	864.80	10.81	86.48	

MICROFILMED

MAY 11 1978

00100

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
38.4	A	1412.00	649.60	8.12	64.96	46.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12
38.7	A	604.00	277.60	3.47	27.76	
	B	630.00	289.60	3.62	28.96	
	C	656.00	301.60	3.77	30.16	
	D	685.00	315.20	3.94	31.52	
	E	715.00	328.80	4.11	32.88	
38.9	A	656.00	301.60	3.77	30.16	
	B	685.00	315.20	3.94	31.52	
	C	715.00	328.80	4.11	32.88	
	D	744.00	342.40	4.28	34.24	
	E	779.00	358.40	4.48	35.84	
39.0	A	715.00	328.80	4.11	32.88	
	B	744.00	342.40	4.28	34.24	
	C	779.00	358.40	4.48	35.84	
	D	814.00	374.40	4.68	37.44	
	E	851.00	391.20	4.89	39.12	
39.1	A	1386.00	637.60	7.97	63.76	45.55
	B	1454.00	668.80	8.36	66.88	47.78
	C	1525.00	701.60	8.77	70.16	50.12
	D	1600.00	736.00	9.20	73.60	52.58
	E	1678.00	772.00	9.65	77.20	55.15

MICROFILMED  
MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
39.2	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	
39.3	A	1231.00	566.40	7.08	56.64	40.46
	B	1291.00	593.60	7.42	59.36	42.40
	C	1355.00	623.20	7.79	62.32	44.52
	D	1419.00	652.80	8.16	65.28	46.63
	E	1489.00	684.80	8.56	68.48	48.92
39.4	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1793.00	824.80	10.31	82.48	58.92
	E	1882.00	865.60	10.82	86.56	61.83
39.5	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1793.00	824.80	10.31	82.48	58.92
	E	1882.00	865.60	10.82	86.56	61.83
41.0	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	

MICROFILMED  
MAY 11 1978

C0102

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
41.1	A	847.00	389.60	4.87	38.96	27.83
	B	887.00	408.00	5.10	40.80	29.15
	C	929.00	427.20	5.34	42.72	30.52
	D	972.00	447.20	5.59	44.72	31.95
	E	1019.00	468.80	5.86	46.88	33.49
41.2	A	736.00	338.40	4.23	33.84	
	B	771.00	354.40	4.43	35.44	
	C	809.00	372.00	4.65	37.20	
	D	847.00	389.60	4.87	38.96	
	E	887.00	408.00	5.10	40.80	
41.7	A	1167.00	536.80	6.71	53.68	38.35
	B	1224.00	563.20	7.04	56.32	40.23
	C	1285.00	591.20	7.39	59.12	42.23
	D	1346.00	619.20	7.74	61.92	44.23
	E	1412.00	649.60	8.12	64.96	46.40
41.9	A	1927.00	886.40	11.08	88.64	63.32
	B	2019.00	928.80	11.61	92.88	66.35
	C	2118.00	974.40	12.18	97.44	69.88
	D	2225.00	1023.20	12.79	102.32	73.09
	E	2334.00	1073.60	13.42	107.36	76.69
42.0	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	991.00	456.00	5.70	45.60	32.59
	D	1038.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72

MICROFILMED

MAY 11 1978

00103  
11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
42.1	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1517.00	697.60	8.72	69.76	49.83
	E	1591.00	732.00	9.15	73.20	52.29
42.2	A	840.00	386.40	4.83	38.64	27.60
	B	882.00	405.60	5.07	40.56	28.98
	C	924.00	424.80	5.31	42.48	30.35
	D	967.00	444.80	5.56	44.48	31.78
	E	1014.00	466.40	5.83	46.64	33.32
42.3	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
42.5	A	1379.00	634.40	7.93	63.44	45.32
	B	1445.00	664.80	8.31	66.48	47.49
	C	1515.00	696.80	8.71	69.68	49.78
	D	1590.00	731.20	9.14	73.12	52.23
	E	1668.00	767.20	9.59	76.72	54.80
42.6	A	1085.00	499.20	6.24	49.92	
	B	1134.00	521.60	6.52	52.16	
	C	1186.00	545.60	6.82	54.56	
	D	1242.00	571.20	7.14	57.12	
	E	1301.00	598.40	7.48	59.84	

MICROFILMED

MAY 11 1978

00104

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
42.7	A	1195.00	549.60	6.87	54.96	39.26
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49
42.8	A	1085.00	499.20	6.24	49.92	
	B	1134.00	521.60	6.52	52.16	
	C	1186.00	545.60	6.82	54.56	
	D	1242.00	571.20	7.14	57.12	
	E	1301.00	598.40	7.48	59.84	
42.9	A	1445.00	664.80	8.31	66.48	47.49
	B	1515.00	696.80	8.71	69.68	49.78
	C	1590.00	731.20	9.14	73.12	52.23
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
43.0	A	1379.00	634.40	7.93	63.44	45.32
	B	1445.00	664.80	8.31	66.48	47.49
	C	1515.00	696.80	8.71	69.68	49.78
	D	1590.00	731.20	9.14	73.12	52.23
	E	1669.00	767.20	9.59	76.72	54.80
43.1	A	1195.00	549.60	6.87	54.96	39.26
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49

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MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
43.2	A	730.00	336.00	4.20	33.60	
	B	765.00	352.00	4.40	35.20	
	C	802.00	368.80	4.61	36.88	
	D	840.00	386.40	4.83	38.64	
	E	882.00	405.60	5.07	40.56	
43.4	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
43.5	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
43.6	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
43.7	A	1014.00	466.40	5.83	46.64	
	B	1061.00	488.00	6.10	48.80	
	C	1110.00	510.40	6.38	51.04	
	D	1160.00	533.60	6.67	53.36	
	E	1214.00	558.40	6.98	55.84	

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MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
43.8	A	908.00	417.60	5.22	41.76	
	B	948.00	436.00	5.45	43.60	
	C	991.00	456.00	5.70	45.60	
	D	1037.00	476.80	5.96	47.68	
	E	1085.00	499.20	6.24	49.92	
43.9	A	943.00	433.60	5.42	43.36	
	B	986.00	453.60	5.67	45.36	
	C	1031.00	474.40	5.93	47.44	
	D	1078.00	496.00	6.20	49.60	
	E	1129.00	519.20	6.49	51.92	
44.0	A	1031.00	474.40	5.93	47.44	
	B	1078.00	496.00	6.20	49.60	
	C	1129.00	519.20	6.49	51.92	
	D	1181.00	543.20	6.79	54.32	
	E	1235.00	568.00	7.10	56.80	
44.2	A	1188.00	546.40	6.83	54.64	39.03
	B	1245.00	572.80	7.16	57.28	40.92
	C	1308.00	601.60	7.52	60.16	42.98
	D	1371.00	630.40	7.88	63.04	45.03
	E	1437.00	660.80	8.26	66.08	47.20
44.5	A	1078.00	496.00	6.20	49.60	
	B	1129.00	519.20	6.49	51.92	
	C	1181.00	543.20	6.79	54.32	
	D	1235.00	568.00	7.10	56.80	
	E	1292.00	594.40	7.43	59.44	

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MAY 11 1978

00107

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
44.6	A	1014.00	466.40	5.83	46.64	
	B	1061.00	488.00	6.10	48.80	
	C	1110.00	510.40	6.38	51.04	
	D	1160.00	533.60	6.67	53.36	
	E	1214.00	558.40	6.98	55.84	
44.7	A	1061.00	488.00	6.10	48.80	
	B	1110.00	510.40	6.38	51.04	
	C	1160.00	533.60	6.67	53.36	
	D	1214.00	558.40	6.98	55.84	
	E	1271.00	584.80	7.31	58.48	
44.8	A	1038.00	477.60	5.97	47.76	34.12
	B	1087.00	500.00	6.25	50.00	35.72
	C	1141.00	524.80	6.56	52.48	37.49
	D	1197.00	550.40	6.88	55.04	39.32
	E	1254.00	576.80	7.21	57.68	41.20
44.9	A	656.00	301.60	3.77	30.16	
	B	685.00	315.20	3.94	31.52	
	C	715.00	328.80	4.11	32.88	
	D	744.00	342.40	4.28	34.24	
	E	779.00	358.40	4.48	35.84	
45.0	A	779.00	358.40	4.48	35.84	
	B	814.00	374.40	4.68	37.44	
	C	851.00	391.20	4.89	39.12	
	D	889.00	408.80	5.11	40.88	
	E	929.00	427.20	5.34	42.72	

MICROFILMED

MAY 11 1978

00108

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
45.1	A	842.00	387.20	4.84	38.72	27.66
	B	882.00	405.60	5.07	40.56	28.98
	C	925.00	425.60	5.32	42.56	30.40
	D	967.00	444.80	5.56	44.48	31.78
	E	1014.00	466.40	5.83	46.64	33.32
45.2	A	744.00	342.40	4.28	34.24	
	B	779.00	358.40	4.48	35.84	
	C	814.00	374.40	4.68	37.44	
	D	851.00	391.20	4.89	39.12	
	E	889.00	408.80	5.11	40.88	
45.3	A	1739.00	800.00	10.00	80.00	57.15
	B	1826.00	840.00	10.50	84.00	60.00
	C	1913.00	880.00	11.00	88.00	62.86
	D	2009.00	924.00	11.55	92.40	66.00
	E	2106.00	968.80	12.11	96.88	69.20
45.4	A	1750.00	804.80	10.06	80.48	57.49
	B	1837.00	844.80	10.56	84.48	60.35
	C	1927.00	886.40	11.08	88.64	63.22
	D	2021.00	929.60	11.62	92.96	66.40
	E	2122.00	976.00	12.20	97.60	69.72
45.6	A	1437.00	660.80	8.26	66.08	47.20
	B	1508.00	693.60	8.67	69.36	49.55
	C	1581.00	727.20	9.09	72.72	51.95
	D	1659.00	763.20	9.54	76.32	54.52
	E	1739.00	800.00	10.00	80.00	57.15

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MAY 11 1978

00109

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
45.7	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1835.00	844.00	10.55	84.40	60.29
	D	1927.00	886.40	11.08	88.64	63.32
	E	2019.00	928.80	11.61	92.88	66.35
45.8	A	1245.00	572.80	7.16	57.28	40.92
	B	1308.00	601.60	7.52	60.16	42.98
	C	1371.00	630.40	7.88	63.04	45.03
	D	1437.00	660.80	8.26	66.08	47.20
	E	1508.00	693.60	8.67	69.36	49.55
46.2	A	1108.00	509.60	6.37	50.96	36.40
	B	1160.00	533.60	6.67	53.36	38.12
	C	1216.00	559.20	6.99	55.92	39.95
	D	1277.00	587.20	7.34	58.72	41.95
	E	1338.00	615.20	7.69	61.52	43.95
46.5	A	909.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	
47.2	A	744.00	342.40	4.28	34.24	
	B	777.00	357.60	4.47	35.76	
	C	812.00	373.60	4.67	37.36	
	D	849.00	390.40	4.88	39.04	
	E	887.00	408.00	5.10	40.80	

MICROFILMED  
MAY 11 1978

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1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
47.5	A	861.00	396.00	4.95	39.60	28.29
	B	903.00	415.20	5.19	41.52	29.66
	C	944.00	434.40	5.43	43.44	31.03
	D	991.00	456.00	5.70	45.60	32.58
	E	1038.00	477.60	5.97	47.76	34.12
47.6	A	1412.00	649.60	8.12	64.96	46.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12
47.7	A	1284.00	590.40	7.38	59.04	42.18
	B	1346.00	619.20	7.74	61.92	44.23
	C	1412.00	649.60	8.12	64.96	46.40
	D	1480.00	680.80	8.51	68.08	48.63
	E	1553.00	714.40	8.93	71.44	51.03
47.8	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
47.9	A	1412.00	649.60	8.12	64.96	46.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12

MAY 11 1978

MICROFILMED

C0111

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
48.0	A	623.00	286.40	3.58	28.64	
	B	654.00	300.80	3.76	30.08	
	C	684.00	314.40	3.93	31.44	
	D	715.00	328.80	4.11	32.88	
	E	748.00	344.00	4.30	34.40	
48.1	A	684.00	314.40	3.93	31.44	
	B	715.00	328.80	4.11	32.88	
	C	748.00	344.00	4.30	34.40	
	D	784.00	360.80	4.51	36.08	
	E	821.00	377.60	4.72	37.76	
48.7	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
48.9	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1224.00	563.20	7.04	56.32	40.23
	D	1285.00	591.20	7.39	59.12	42.23
	E	1346.00	619.20	7.74	61.92	44.23
49.0	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35

MICROFILMED  
 MAY 11 1978

00112

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
49.1	A	1007.00	463.20	5.79	46.32	33.09
	B	1056.00	485.60	6.07	48.56	34.69
	C	1108.00	509.60	6.37	50.96	36.40
	D	1160.00	533.60	6.67	53.36	38.12
	E	1217.00	560.00	7.00	56.00	40.00
49.2	A	684.00	314.40	3.93	31.44	
	B	713.00	328.00	4.10	32.80	
	C	744.00	342.40	4.28	34.24	
	D	777.00	357.60	4.47	35.76	
	E	812.00	373.60	4.67	37.36	
49.5	A	656.00	301.60	3.77	30.16	
	B	695.00	315.20	3.94	31.52	
	C	715.00	328.80	4.11	32.88	
	D	744.00	342.40	4.28	34.24	
	E	779.00	358.40	4.48	35.84	
49.8	A	1037.00	476.80	5.96	47.68	
	B	1085.00	499.20	6.24	49.92	
	C	1134.00	521.60	6.52	52.16	
	D	1186.00	545.60	6.82	54.56	
	E	1242.00	571.20	7.14	57.12	
51.2	A	939.00	432.00	5.40	43.20	30.86
	B	984.00	452.80	5.66	45.28	32.35
	C	1031.00	474.40	5.93	47.44	33.89
	D	1082.00	497.60	6.22	49.76	35.55
	E	1134.00	521.60	6.52	52.16	37.25

**MICROFILMED**  
MAY 11 1978

00113

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
51.3	A	904.00	416.00	5.20	41.60	
	B	943.00	433.60	5.42	43.36	
	C	986.00	453.60	5.67	45.36	
	D	1031.00	474.40	5.93	47.44	
	E	1078.00	496.00	6.20	49.60	
51.4	A	1515.00	696.80	8.71	69.68	49.78
	B	1590.00	731.20	9.14	73.12	52.23
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1835.00	844.00	10.55	84.40	60.29
51.5	A	861.00	396.00	4.95	39.60	28.29
	B	903.00	415.20	5.19	41.52	29.66
	C	944.00	434.40	5.43	43.44	31.03
	D	990.00	455.20	5.69	45.52	32.52
	E	1038.00	477.60	5.97	47.76	34.12
51.6	A	990.00	455.20	5.69	45.52	32.52
	B	1038.00	477.60	5.97	47.76	34.12
	C	1087.00	500.00	6.25	50.00	35.72
	D	1139.00	524.00	6.55	52.40	37.43
	E	1195.00	549.60	6.87	54.96	39.26
52.5	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.23
	E	1315.00	604.80	7.56	60.48	43.20

MICROFILMED

MAY 11 1978

00114

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
52.9	A	671.00	308.80	3.86	30.88	
	B	703.00	323.20	4.04	32.32	
	C	736.00	338.40	4.23	33.84	
	D	771.00	354.40	4.43	35.44	
	E	809.00	372.00	4.65	37.20	
53.1	A	715.00	328.80	4.11	32.88	
	B	750.00	344.80	4.31	34.48	
	C	784.00	360.80	4.51	36.08	
	D	823.00	378.40	4.73	37.84	
	E	861.00	396.00	4.95	39.60	
53.2	A	718.00	330.40	4.13	33.04	
	B	753.00	346.40	4.33	34.64	
	C	788.00	362.40	4.53	36.24	
	D	828.00	380.80	4.76	38.08	
	E	866.00	398.40	4.98	39.84	
53.3	A	842.00	387.20	4.84	38.72	27.66
	B	882.00	405.60	5.07	40.56	28.98
	C	925.00	425.60	5.32	42.56	30.40
	D	967.00	444.80	5.56	44.48	31.78
	E	1014.00	466.40	5.83	46.64	33.32
53.5	A	671.00	308.80	3.86	30.88	
	B	703.00	323.20	4.04	32.32	
	C	736.00	338.40	4.23	33.84	
	D	771.00	354.40	4.43	35.44	
	E	809.00	372.00	4.65	37.20	

MICROFILMED  
MAY 11 1978

00115

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
53.8	A	944.00	434.40	5.43	43.44	31.03
	B	991.00	456.00	5.70	45.60	32.58
	C	1038.00	477.60	5.97	47.76	34.12
	D	1087.00	500.00	6.25	50.00	35.72
	E	1141.00	524.80	6.56	52.48	37.49
54.3	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
54.6	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
54.8	A	558.00	256.80	3.21	25.68	
	B	584.00	268.80	3.36	26.88	
	C	612.00	281.60	3.52	28.16	
	D	642.00	295.20	3.69	29.52	
	E	671.00	308.80	3.86	30.88	
55.2	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20

MICROFILMED

MAY 11 1978

00116

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
55.5	A	840.00	386.40	4.83	38.64	27.60
	B	882.00	405.60	5.07	40.56	28.98
	C	924.00	424.80	5.31	42.48	30.35
	D	967.00	444.80	5.56	44.48	31.78
	E	1014.00	466.40	5.83	46.64	33.32
56.2	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
56.3	A	991.00	456.00	5.70	45.60	32.58
	B	1038.00	477.60	5.97	47.76	34.12
	C	1087.00	500.00	6.25	50.00	35.72
	D	1141.00	524.80	6.56	52.48	37.49
	E	1197.00	550.40	6.88	55.04	39.32
56.4	A	944.00	434.40	5.43	43.44	31.03
	B	990.00	455.20	5.69	45.52	32.52
	C	1038.00	477.60	5.97	47.76	34.12
	D	1087.00	500.00	6.25	50.00	35.72
	E	1139.00	524.00	6.55	52.40	37.43
56.5	A	624.00	287.20	3.59	28.72	
	B	652.00	300.00	3.75	30.00	
	C	682.00	313.60	3.92	31.36	
	D	715.00	328.80	4.11	32.88	
	E	750.00	344.80	4.31	34.48	

MICROFILMED

MAY 11 1978

00117

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
56.7	A	597.00	274.40	3.43	27.44	
	B	628.00	288.80	3.61	28.88	
	C	657.00	302.40	3.78	30.24	
	D	687.00	316.00	3.95	31.60	
	E	718.00	330.40	4.13	33.04	
56.9	A	558.00	256.80	3.21	25.68	
	B	584.00	268.80	3.36	26.88	
	C	612.00	281.60	3.52	28.16	
	D	642.00	295.20	3.69	29.52	
	E	671.00	308.80	3.86	30.88	
57.3	A	569.00	261.60	3.27	26.16	
	B	595.00	273.60	3.42	27.36	
	C	623.00	286.40	3.58	28.64	
	D	654.00	300.80	3.76	30.08	
	E	684.00	314.40	3.93	31.44	
57.5	A	668.00	307.20	3.84	30.72	
	B	697.00	320.80	4.01	32.08	
	C	732.00	336.80	4.21	33.68	
	D	767.00	352.80	4.41	35.28	
	E	804.00	369.60	4.62	36.96	
57.6	A	804.00	369.60	4.62	36.96	
	B	842.00	387.20	4.84	38.72	
	C	882.00	405.60	5.07	40.56	
	D	925.00	425.60	5.32	42.56	
	E	967.00	444.80	5.56	44.48	

MICROFILMED

MAY 11 1978

C0118

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
57.7	A	866.00	398.40	4.98	39.84	28.46
	B	908.00	417.60	5.22	41.76	29.83
	C	951.00	437.60	5.47	43.76	31.26
	D	995.00	457.60	5.72	45.76	32.69
	E	1044.00	480.00	6.00	48.00	34.29
57.8	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	697.00	320.80	4.01	32.08	
	E	732.00	336.80	4.21	33.68	
57.9	A	730.00	336.00	4.20	33.60	
	B	762.00	350.40	4.38	35.04	
	C	795.00	365.60	4.57	36.56	
	D	831.00	382.40	4.78	38.24	
	E	868.00	399.20	4.99	39.92	
58.0	A	882.00	405.60	5.07	40.56	28.98
	B	925.00	425.60	5.32	42.56	30.40
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.32
	E	1063.00	488.80	6.11	48.88	34.92
58.1	A	795.00	365.60	4.57	36.56	
	B	831.00	382.40	4.78	38.24	
	C	868.00	399.20	4.99	39.92	
	D	908.00	417.60	5.22	41.76	
	E	948.00	436.00	5.45	43.60	

MICROFILMED  
MAY 11 1978

C0119

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
58.2	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
58.3	A	748.00	344.00	4.30	34.40	
	B	784.00	360.80	4.51	36.08	
	C	821.00	377.60	4.72	37.76	
	D	861.00	396.00	4.95	39.60	
	E	903.00	415.20	5.19	41.52	
58.4	A	944.00	434.40	5.43	43.44	31.03
	B	991.00	456.00	5.70	45.60	32.58
	C	1038.00	477.60	5.97	47.76	34.12
	D	1037.00	500.00	6.25	50.00	35.72
	E	1141.00	524.80	6.56	52.48	37.49
58.5	A	823.00	378.40	4.73	37.84	27.03
	B	861.00	396.00	4.95	39.60	28.29
	C	903.00	415.20	5.19	41.52	29.66
	D	944.00	434.40	5.43	43.44	31.03
	E	991.00	456.00	5.70	45.60	32.58
58.6	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	

MICROFILMED  
MAY 11 1978

00120  
11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
58.7	A	1224.00	563.20	7.04	56.32	40.23
	B	1285.00	591.20	7.39	59.12	42.23
	C	1346.00	619.20	7.74	61.92	44.23
	D	1412.00	649.60	8.12	64.96	46.40
	E	1480.00	680.80	8.51	68.08	48.63
58.9	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1224.00	563.20	7.04	56.32	40.23
	D	1285.00	591.20	7.39	59.12	42.23
	E	1346.00	619.20	7.74	61.92	44.23
59.0	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	
59.1	A	668.00	307.20	3.84	30.72	
	B	699.00	321.60	4.02	32.16	
	C	730.00	336.00	4.20	33.60	
	D	765.00	352.00	4.40	35.20	
	E	802.00	368.80	4.61	36.88	
59.2	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1224.00	563.20	7.04	56.32	40.23

MICROFILMED

MAY 11 1978

00121

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
59.3	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
59.4	A	864.00	397.60	4.97	39.76	
	B	904.00	416.00	5.20	41.60	
	C	943.00	433.60	5.42	43.36	
	D	986.00	453.60	5.67	45.36	
	E	1031.00	474.40	5.93	47.44	
59.6	A	1322.00	608.00	7.60	60.80	43.43
	B	1386.00	637.60	7.97	63.76	45.55
	C	1454.00	668.80	8.36	66.88	47.78
	D	1525.00	701.60	8.77	70.16	50.12
	E	1600.00	736.00	9.20	73.60	52.58
59.7	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	990.00	455.20	5.69	45.52	32.52
	D	1038.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72
60.1	A	1,139.00	524.00	6.55	52.40	
	B	1,195.00	549.60	6.87	54.96	
	C	1,254.00	576.80	7.21	57.68	
	D	1,315.00	604.80	7.56	60.48	
	E	1,379.00	634.40	7.93	63.44	
60.2	A	1061.00	488.00	6.10	48.80	
	B	1110.00	510.40	6.38	51.04	
	C	1160.00	533.60	6.67	53.36	
	D	1214.00	558.40	6.98	55.84	
	E	1271.00	584.80	7.31	58.48	

MICROFILMED  
MAY 11 1978

00122

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
60.4	A	1226.00	564.00	7.05	56.40	40.29
	B	1284.00	590.40	7.38	59.04	42.18
	C	1346.00	619.20	7.74	61.92	44.23
	D	1412.00	649.60	8.12	64.96	46.40
	E	1480.00	680.80	8.51	68.08	48.63
60.6	A	1630.00	749.60	9.37	74.96	53.55
	B	1708.00	785.60	9.82	78.56	56.12
	C	1791.00	824.00	10.30	82.40	58.86
	D	1880.00	864.80	10.81	86.48	61.78
	E	1974.00	908.00	11.35	90.80	64.86
61.6	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
61.8	A	1082.00	497.60	6.22	49.76	35.55
	B	1134.00	521.60	6.52	52.16	37.26
	C	1188.00	546.40	6.83	54.64	39.03
	D	1245.00	572.80	7.16	57.28	40.92
	E	1308.00	601.60	7.52	60.16	42.98
61.9	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55

MAY 11 1978

MICROFILMED

C0123

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
62.0	A	736.00	338.40	4.23	33.84	
	B	771.00	354.40	4.43	35.44	
	C	809.00	372.00	4.65	37.20	
	D	847.00	389.60	4.87	38.96	
	E	887.00	408.00	5.10	40.80	
62.3	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
62.4	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
62.5	A	986.00	453.60	5.67	45.36	
	B	1031.00	474.40	5.93	47.44	
	C	1078.00	496.00	6.20	49.60	
	D	1129.00	519.20	6.49	51.92	
	E	1181.00	543.20	6.79	54.32	
62.6	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	

MICROFILMED

MAY 11 1978

C0124

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
62.7	A	777.00	357.60	4.47	35.76	
	B	812.00	373.60	4.67	37.36	
	C	849.00	390.40	4.88	39.04	
	D	887.00	408.00	5.10	40.80	
	E	927.00	426.40	5.33	42.64	
62.8	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	
62.9	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
63.0	A	668.00	307.20	3.84	30.72	
	B	699.00	321.60	4.02	32.16	
	C	730.00	336.00	4.20	33.60	
	D	765.00	352.00	4.40	35.20	
	E	802.00	368.80	4.61	36.88	
63.1	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55

MICROFILMED

MAY 11 1978

C0125

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
63.2	A	730.00	336.00	4.20	33.60	
	B	762.00	350.40	4.38	35.04	
	C	795.00	365.60	4.57	36.56	
	D	831.00	382.40	4.78	38.24	
	E	868.00	399.20	4.99	39.92	
63.5	A	991.00	456.00	5.70	45.60	
	B	1037.00	476.80	5.96	47.68	
	C	1085.00	499.20	6.24	49.92	
	D	1134.00	521.60	6.52	52.16	
	E	1186.00	545.60	6.82	54.56	
63.7	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
63.8	A	1379.00	634.40	7.93	63.44	45.32
	B	1445.00	664.80	8.31	66.48	47.49
	C	1517.00	697.60	8.72	69.76	49.83
	D	1591.00	732.00	9.15	73.20	52.29
	E	1668.00	767.20	9.59	76.72	54.80
63.9	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	

**MICROFILMED**  
MAY 11 1978

C0126

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
64.0	A	736.00	338.40	4.23	33.84	
	B	771.00	354.40	4.43	35.44	
	C	809.00	372.00	4.65	37.20	
	D	847.00	389.60	4.87	38.96	
	E	887.00	408.00	5.10	40.80	
64.2	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
64.5	A	736.00	338.40	4.23	33.84	
	B	771.00	354.40	4.43	35.44	
	C	809.00	372.00	4.65	37.20	
	D	847.00	389.60	4.87	38.96	
	E	887.00	408.00	5.10	40.80	
65.0	A	1490.00	680.80	8.51	68.08	48.63
	B	1553.00	714.40	8.93	71.44	51.03
	C	1630.00	749.60	9.37	74.96	53.55
	D	1708.00	785.60	9.82	78.56	56.12
	E	1791.00	824.00	10.30	82.40	58.86
65.1	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	

MICROFILMED

MAY 11 1978

C0127

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
65.4	A	1835.00	844.00	10.55	84.40	60.29
	B	1927.00	886.40	11.08	88.64	63.32
	C	2019.00	928.80	11.61	92.88	66.35
	D	2118.00	974.40	12.18	97.44	69.60
	E	2225.00	1023.20	12.79	102.32	73.09
66.0	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	990.00	455.20	5.69	45.52	32.52
	D	1036.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72
66.1	A	784.00	360.80	4.51	36.08	
	B	821.00	377.60	4.72	37.76	
	C	861.00	396.00	4.95	39.60	
	D	903.00	415.20	5.19	41.52	
	E	944.00	434.40	5.43	43.44	
66.3	A	682.00	313.60	3.92	31.36	
	B	715.00	328.80	4.11	32.88	
	C	750.00	344.80	4.31	34.48	
	D	784.00	360.80	4.51	36.08	
	E	823.00	378.40	4.73	37.84	
66.4	A	823.00	378.40	4.73	37.84	27.03
	B	861.00	396.00	4.95	39.60	28.29
	C	903.00	415.20	5.19	41.52	29.66
	D	944.00	434.40	5.43	43.44	31.03
	E	991.00	456.00	5.70	45.60	32.58

MICROFILMED

MAY 11 1978

128

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
66.5	A	991.00	456.00	5.70	45.60	32.58
	B	1038.00	477.60	5.97	47.76	34.12
	C	1087.00	500.00	6.25	50.00	35.72
	D	1141.00	524.80	6.56	52.48	37.49
	E	1197.00	550.40	6.88	55.04	39.32
66.9	A	971.00	446.40	5.58	44.64	
	B	1014.00	466.40	5.83	46.64	
	C	1051.00	488.00	6.10	48.80	
	D	1110.00	510.40	6.38	51.04	
	E	1160.00	533.60	6.67	53.36	
67.1	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
67.2	A	1037.00	476.80	5.96	47.68	
	B	1085.00	499.20	6.24	49.92	
	C	1134.00	521.60	6.52	52.16	
	D	1186.00	545.60	6.82	54.56	
	E	1242.00	571.20	7.14	57.12	
67.5	A	1085.00	499.20	6.24	49.92	
	B	1134.00	521.60	6.52	52.16	
	C	1186.00	545.60	6.82	54.56	
	D	1242.00	571.20	7.14	57.12	
	E	1301.00	598.40	7.48	59.84	

MICROFILMED

MAY 11 1978

00123

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
67.7	A	1195.00	549.60	6.87	54.96	39.26
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49
68.0	A	1739.00	800.00	10.00	80.00	57.15
	B	1826.00	840.00	10.50	84.00	60.00
	C	1913.00	880.00	11.00	88.00	62.86
	D	2009.00	924.00	11.55	92.40	66.00
	E	2106.00	968.80	12.11	96.88	69.20
68.2	A	1913.00	880.00	11.00	88.00	62.86
	B	2009.00	924.00	11.55	92.40	66.00
	C	2106.00	968.80	12.11	96.88	69.20
	D	2211.00	1016.80	12.71	101.68	72.63
	E	2318.00	1066.40	13.33	106.64	76.18
68.3	A	1508.00	693.60	8.67	69.36	49.55
	B	1581.00	727.20	9.09	72.72	51.95
	C	1659.00	763.20	9.54	76.32	54.52
	D	1739.00	800.00	10.00	80.00	57.15
	E	1826.00	840.00	10.50	84.00	60.00
69.2	A	1031.00	474.40	5.93	47.44	33.89
	B	1082.00	497.60	6.22	49.76	35.55
	C	1134.00	521.60	6.52	52.16	37.26
	D	1188.00	546.40	6.83	54.64	39.03
	E	1245.00	572.80	7.16	57.28	40.92

MICROFILMED  
MAY 11 1978  
00130  
11920

BASE SALARY TABLE  
1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
69.3	A	1134.00	521.60	6.52	52.16	37.26
	B	1188.00	546.40	6.83	54.64	39.03
	C	1245.00	572.80	7.16	57.28	40.92
	D	1308.00	601.60	7.52	60.16	42.98
	E	1371.00	630.40	7.88	63.04	45.03
69.4	A	1188.00	546.40	6.83	54.64	39.03
	B	1245.00	572.80	7.16	57.28	40.92
	C	1308.00	601.60	7.52	60.16	42.98
	D	1371.00	630.40	7.88	63.04	45.03
	E	1437.00	660.80	8.26	66.08	47.20
69.6	A	1308.00	601.60	7.52	60.16	42.98
	B	1371.00	630.40	7.88	63.04	45.03
	C	1437.00	660.80	8.26	66.08	47.20
	D	1508.00	693.60	8.67	69.36	49.55
	E	1581.00	727.20	9.09	72.72	51.95
71.5	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1517.00	697.60	8.72	69.76	49.83
	E	1591.00	732.00	9.15	73.20	52.29
71.6	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	991.00	456.00	5.70	45.60	32.58
	D	1038.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72

MAY 11 1978

MICROFILMED

00131

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
72.2	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
72.3	A	1630.00	749.60	9.37	74.96	53.55
	B	1708.00	785.60	9.82	78.56	56.12
	C	1791.00	824.00	10.30	82.40	58.86
	D	1880.00	864.80	10.81	86.48	61.78
	E	1974.00	908.00	11.35	90.80	64.86
72.6	A	929.00	427.20	5.34	42.72	30.52
	B	972.00	447.20	5.59	44.72	31.95
	C	1019.00	468.80	5.86	46.88	33.49
	D	1068.00	491.20	6.14	49.12	35.09
	E	1120.00	515.20	6.44	51.52	36.80
72.7	A	1097.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
73.2	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49

MICROFILMED  
 MAY 11 1978

00132

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
73.3	A	1750.00	804.80	10.06	80.48	57.49
	B	1837.00	844.80	10.56	84.48	60.35
	C	1927.00	886.40	11.08	88.64	63.32
	D	2021.00	929.60	11.62	92.96	66.40
	E	2122.00	976.00	12.20	97.60	69.72
73.4	A	1515.00	696.80	8.71	69.68	49.78
	B	1590.00	731.20	9.14	73.12	52.23
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1835.00	844.00	10.55	84.40	60.29
73.5	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1224.00	563.20	7.04	56.32	40.23
73.6	A	1927.00	886.40	11.08	88.64	63.32
	B	2021.00	929.60	11.62	92.96	66.40
	C	2122.00	976.00	12.20	97.60	69.72
	D	2225.00	1023.20	12.79	102.32	73.04
	E	2334.00	1073.60	13.42	107.36	76.64
74.1	A	840.00	386.40	4.83	38.64	27.60
	B	882.00	405.60	5.07	40.56	28.98
	C	924.00	424.80	5.31	42.48	30.35
	D	967.00	444.80	5.56	44.48	31.78
	E	1014.00	466.40	5.83	46.64	33.32

MICROFILMED

MAY 11 1978

C0133

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
74.2	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1053.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
74.3	A	1063.00	488.80	6.11	48.88	34.92
	B	1113.00	512.00	6.40	51.20	36.58
	C	1167.00	536.80	6.71	53.68	38.35
	D	1224.00	563.20	7.04	56.32	40.23
	E	1285.00	591.20	7.39	59.12	42.23
74.6	A	703.00	323.20	4.04	32.32	
	B	736.00	338.40	4.23	33.84	
	C	771.00	354.40	4.43	35.44	
	D	809.00	372.00	4.65	37.20	
	E	847.00	389.60	4.87	38.96	
75.0	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
75.1	A	1445.00	664.80	8.31	66.48	47.49
	B	1517.00	697.60	8.72	69.76	49.83
	C	1591.00	732.00	9.15	73.20	52.29
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49

MICROFILMED

MAY 11 1978

00134

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
75.2	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1837.00	844.80	10.56	84.48	60.35
	D	1927.00	886.40	11.08	88.64	63.32
	E	2021.00	929.60	11.62	92.96	66.40
76.5	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	
76.6	A	1063.00	488.80	6.11	48.88	34.92
	B	1113.00	512.00	6.40	51.20	36.58
	C	1167.00	536.80	6.71	53.68	38.35
	D	1226.00	564.00	7.05	56.40	40.29
	E	1284.00	590.40	7.38	59.04	42.18
77.5	A	736.00	338.40	4.23	33.84	
	B	771.00	354.40	4.43	35.44	
	C	809.00	372.00	4.65	37.20	
	D	847.00	389.60	4.87	38.96	
	E	887.00	408.00	5.10	40.80	
77.7	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20

MICROFILMED

MAY 11 1978

00135

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
78.1	A	487.00	224.00	2.80	22.40	
	B	511.00	235.20	2.94	23.52	
	C	534.00	245.60	3.07	24.56	
	D	558.00	256.80	3.21	25.68	
	E	584.00	268.80	3.36	26.88	
78.2	***** SEE PAGE 67-A *****					
78.3	A	1285.00	591.20	7.39	59.12	42.23
	B	1346.00	619.20	7.74	61.92	44.23
	C	1412.00	649.60	8.12	64.96	46.40
	D	1480.00	680.80	8.51	68.08	48.63
	E	1553.00	714.40	8.93	71.44	51.03
79.1	A	748.00	344.00	4.30	34.40	
	B	784.00	360.80	4.51	36.08	
	C	821.00	377.60	4.72	37.76	
	D	861.00	396.00	4.95	39.60	
	E	903.00	415.20	5.19	41.52	
79.2	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	
79.3	A	1708.00	785.60	9.82	78.56	56.12
	B	1791.00	824.00	10.30	82.40	58.86
	C	1880.00	864.80	10.81	86.48	61.78
	D	1974.00	908.00	11.35	90.80	64.86
	E	2068.00	951.20	11.89	95.12	67.95

MICROFILMED

MAY 11 1978

136

11920

## BASE SALARY TABLE

1976-1977

<u>Rate</u>	<u>Step</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Hourly</u>	<u>Daily</u>	<u>Firemen Daily</u>
78.2	A	944.00	434.40	5.43	43.44	31.03
78.2	B	991.00	456.00	5.70	45.60	32.58
78.2	C	1038.00	477.60	5.97	47.76	34.12
78.2	D	1087.00	500.00	6.25	50.00	35.72
78.2	E	1141.00	524.80	6.56	52.48	37.49

**MICROFILMED**

MAY 11 1978

00137

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
79.4	A	414.00	190.40	2.38	19.04	
	B	431.00	198.40	2.48	19.84	
	C	454.00	208.80	2.61	20.88	
	D	473.00	217.60	2.72	21.76	
	E	496.00	228.00	2.85	22.80	
79.5	A	744.00	342.40	4.28	34.24	
	B	779.00	358.40	4.48	35.84	
	C	814.00	374.40	4.68	37.44	
	D	851.00	391.20	4.89	39.12	
	E	889.00	408.80	5.11	40.88	
79.7	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1224.00	563.20	7.04	56.32	40.23
79.9	A	1382.00	865.60	10.82	86.56	61.83
	B	1972.00	907.20	11.34	90.72	64.80
	C	2070.00	952.00	11.90	95.20	68.00
	D	2172.00	999.20	12.49	99.92	71.38
	E	2280.00	1048.80	13.11	104.88	74.92
80.0	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	

MICROFILMED

MAY 11 1978

C0138

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
81.0	A	1085.00	499.20	6.24	49.92	
	B	1134.00	521.60	6.52	52.16	
	C	1186.00	545.60	6.82	54.56	
	D	1242.00	571.20	7.14	57.12	
	E	1301.00	598.40	7.48	59.84	
81.1	A	1284.00	590.40	7.38	59.04	42.18
	B	1346.00	619.20	7.74	61.92	44.23
	C	1412.00	649.60	8.12	64.96	46.40
	D	1480.00	680.80	8.51	68.08	48.63
	E	1553.00	714.40	8.93	71.44	51.03
81.2	A	823.00	378.40	4.73	37.84	27.03
	B	861.00	396.00	4.95	39.60	28.29
	C	903.00	415.20	5.19	41.52	29.66
	D	944.00	434.40	5.43	43.44	31.03
	E	991.00	456.00	5.70	45.60	32.58
81.6	A	1600.00	736.00	9.20	73.60	52.58
	B	1678.00	772.00	9.65	77.20	55.15
	C	1760.00	809.60	10.12	80.96	57.83
	D	1845.00	848.80	10.61	84.88	60.63
	E	1938.00	891.20	11.14	89.12	63.66
81.7	A	908.00	417.60	5.22	41.76	
	B	948.00	436.00	5.45	43.60	
	C	991.00	456.00	5.70	45.60	
	D	1037.00	476.80	5.96	47.68	
	E	1085.00	499.20	6.24	49.92	

MICROFILMED

MAY 11 1978

C0139

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
81.8	A	1038.00	477.60	5.97	47.76	34.12
	B	1087.00	500.00	6.25	50.00	35.72
	C	1139.00	524.00	6.55	52.40	37.43
	D	1195.00	549.60	6.87	54.96	39.26
	E	1254.00	576.80	7.21	57.68	41.20
81.9	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1037.00	476.80	5.96	47.68	
	D	1085.00	499.20	6.24	49.92	
	E	1134.00	521.60	6.52	52.16	
92.3	A	1445.00	664.80	8.31	66.48	47.49
	B	1515.00	696.80	8.71	69.68	49.78
	C	1590.00	731.20	9.14	73.12	52.23
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
82.5	A	866.00	398.40	4.98	39.84	28.46
	B	908.00	417.60	5.22	41.76	29.83
	C	951.00	437.60	5.47	43.76	31.28
	D	995.00	457.60	5.72	45.76	32.69
	E	1044.00	480.00	6.00	48.00	34.29
82.6	A	1044.00	480.00	6.00	48.00	34.29
	B	1094.00	503.20	6.29	50.32	35.95
	C	1146.00	527.20	6.59	52.72	37.66
	D	1204.00	553.60	6.92	55.36	39.55
	E	1261.00	580.00	7.25	58.00	41.43

MICROFILMED

MAY 11 1978

00140

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
83.2	A	964.00	443.20	5.54	44.32	
	B	1009.00	464.00	5.80	46.40	
	C	1056.00	485.60	6.07	48.56	
	D	1103.00	507.20	6.34	50.72	
	E	1155.00	531.20	6.64	53.12	
83.3	A	828.00	380.80	4.76	38.08	
	B	864.00	397.60	4.97	39.76	
	C	904.00	416.00	5.20	41.60	
	D	943.00	433.60	5.42	43.36	
	E	986.00	453.60	5.67	45.36	
83.4	A	922.00	424.00	5.30	42.40	
	B	964.00	443.20	5.54	44.32	
	C	1009.00	464.00	5.80	46.40	
	D	1056.00	485.60	6.07	48.56	
	E	1103.00	507.20	6.34	50.72	
83.5	A	1056.00	485.60	6.07	48.56	34.69
	B	1108.00	509.60	6.37	50.96	36.40
	C	1160.00	533.60	6.67	53.36	38.12
	D	1216.00	559.20	6.99	55.92	39.95
	E	1277.00	587.20	7.34	58.72	41.95
83.7	A	1113.00	512.00	6.40	51.20	36.58
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23

MICROFILMED

MAY 11 1978

00141

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
83.3	A	1014.00	466.40	5.83	46.64	33.32
	B	1063.00	488.80	6.11	48.88	34.92
	C	1113.00	512.00	6.40	51.20	36.58
	D	1167.00	536.80	6.71	53.68	38.35
	E	1226.00	564.00	7.05	56.40	40.29
83.9	A	1188.00	546.40	6.83	54.64	39.03
	B	1245.00	572.80	7.16	57.28	40.92
	C	1308.00	601.60	7.52	60.16	42.98
	D	1371.00	630.40	7.88	63.04	45.03
	E	1437.00	660.80	8.26	66.08	47.20
84.0	A	1245.00	572.80	7.16	57.28	40.92
	B	1308.00	601.60	7.52	60.16	42.98
	C	1371.00	630.40	7.88	63.04	45.03
	D	1437.00	660.80	8.26	66.08	47.20
	E	1508.00	693.60	8.67	69.36	49.55
84.1	A	1371.00	630.40	7.88	63.04	45.03
	B	1437.00	660.80	8.26	66.08	47.20
	C	1508.00	693.60	8.67	69.36	49.55
	D	1581.00	727.20	9.09	72.72	51.95
	E	1659.00	763.20	9.54	76.32	54.52
84.2	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83

MICROFILMED

MAY 11 1978

C0142

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
84.3	A	1113.00	512.00	6.40	51.20	36.56
	B	1167.00	536.80	6.71	53.68	38.35
	C	1226.00	564.00	7.05	56.40	40.29
	D	1284.00	590.40	7.38	59.04	42.18
	E	1346.00	619.20	7.74	61.92	44.23
84.4	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	
84.5	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
84.6	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1791.00	824.00	10.30	82.40	58.86
	E	1880.00	864.80	10.81	86.48	61.78
84.7	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1791.00	824.00	10.30	82.40	58.86
	E	1880.00	864.80	10.81	86.48	61.78

MICROFILMED

MAY 11 1978

00143

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
84.8	A	1630.00	749.60	9.37	74.96	53.55
	B	1708.00	785.60	9.82	78.56	56.12
	C	1791.00	824.00	10.30	82.40	58.86
	D	1880.00	864.80	10.81	86.48	61.78
	E	1974.00	908.00	11.35	90.80	64.86
84.9	A	1315.00	604.80	7.56	60.48	43.20
	B	1379.00	634.40	7.93	63.44	45.32
	C	1445.00	664.80	8.31	66.48	47.49
	D	1515.00	696.80	8.71	69.68	49.78
	E	1590.00	731.20	9.14	73.12	52.23
85.0	A	1167.00	536.80	6.71	53.68	38.35
	B	1224.00	563.20	7.04	56.32	40.23
	C	1285.00	591.20	7.39	59.12	42.23
	D	1346.00	619.20	7.74	61.92	44.23
	E	1412.00	649.60	8.12	64.96	46.40
85.4	A	1412.00	649.60	8.12	64.96	46.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12
85.5	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1837.00	844.80	10.56	84.48	60.35
	D	1927.00	886.40	11.08	88.64	63.32
	E	2021.00	929.60	11.62	92.96	66.40

MICROFILMED  
 MAY 11 1978

C0144

11920

1976-1977

RATE	STEP	MONTHLY	BIVEEKLY	HOURLY	DAILY	FIREMEN DAILY
85.6	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1793.00	824.80	10.31	82.48	58.92
	E	1882.00	865.60	10.82	86.56	61.83
85.8	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	
85.9	A	1,710.00	786.40	9.83	78.64	
	B	1,793.00	824.80	10.31	82.48	
	C	1,880.00	864.80	10.81	86.48	
	D	1,971.00	906.40	11.33	90.64	
	E	2,070.00	952.00	11.90	95.20	
86.0	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	990.00	455.20	5.69	45.52	32.52
	D	1038.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72
86.1	A	957.00	444.80	5.56	44.48	31.72
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
86.2	A	1141.00	524.80	6.56	52.48	37.49
	B	1197.00	550.40	6.88	55.04	39.32
	C	1254.00	576.80	7.21	57.68	41.20
	D	1315.00	604.80	7.56	60.48	43.20
	E	1379.00	634.40	7.93	63.44	45.32

**MICROFILMED**

**MAY 11 1978**

00145

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
86.3	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1837.00	844.80	10.56	84.48	60.35
	D	1927.00	886.40	11.08	88.64	63.32
	E	2021.00	929.60	11.62	92.96	66.40
86.4	A	804.00	369.60	4.62	36.96	
	B	842.00	387.20	4.84	38.72	
	C	882.00	405.60	5.07	40.56	
	D	925.00	425.60	5.32	42.56	
	E	967.00	444.80	5.56	44.48	
86.5	A	697.00	320.80	4.01	32.08	
	B	732.00	336.80	4.21	33.68	
	C	767.00	352.80	4.41	35.28	
	D	804.00	369.60	4.62	36.96	
	E	842.00	387.20	4.84	38.72	
86.7	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
86.8	A	762.00	350.40	4.38	35.04	
	B	795.00	365.60	4.57	36.56	
	C	831.00	382.40	4.78	38.24	
	D	868.00	399.20	4.99	39.92	
	E	908.00	417.60	5.22	41.76	

MICROFILMED

MAY 11 1978

C0146

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
87.0	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1791.00	824.00	10.30	82.40	58.86
	E	1880.00	864.80	10.81	86.48	61.78
87.1	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
87.2	A	1517.00	697.60	8.72	69.76	49.83
	B	1591.00	732.00	9.15	73.20	52.29
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1837.00	844.80	10.56	84.48	60.35
87.3	A	882.00	405.60	5.07	40.56	28.98
	B	924.00	424.80	5.31	42.48	30.35
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.42
	E	1063.00	488.80	6.11	48.88	34.92
87.4	A	1445.00	664.80	8.31	66.48	47.49
	B	1515.00	696.80	8.71	69.68	49.78
	C	1590.00	731.20	9.14	73.12	52.23
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49

MICROFILMED  
MAY 11 1978

00147

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
87.5	A	1658.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1837.00	844.80	10.56	84.48	60.35
	D	1927.00	886.40	11.08	88.64	63.32
	E	2021.00	929.60	11.62	92.96	66.40
87.6	A	828.00	380.80	4.76	38.08	
	B	866.00	398.40	4.98	39.84	
	C	908.00	417.60	5.22	41.76	
	D	951.00	437.60	5.47	43.76	
	E	995.00	457.60	5.72	45.76	
87.7	A	1412.00	649.60	8.12	64.96	46.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12
87.8	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1837.00	844.80	10.56	84.48	60.35
	D	1927.00	886.40	11.08	88.64	63.32
	E	2021.00	929.60	11.62	92.96	66.40
87.9	A	809.00	372.00	4.65	37.20	
	B	847.00	389.60	4.87	38.96	
	C	887.00	408.00	5.10	40.80	
	D	929.00	427.20	5.34	42.72	
	E	972.00	447.20	5.59	44.72	

MICROFILMED

MAY 11 1978

00148

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
88.0	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
88.1	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
88.3	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
88.4	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
88.7	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1037.00	476.80	5.96	47.68	
	D	1084.00	498.40	6.23	49.84	
	E	1132.00	520.80	6.51	52.08	

MICROFILMED

MAY 11 1978

00149

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
88.8	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
88.9	A	760.00	349.60	4.37	34.96	
	B	795.00	365.60	4.57	36.56	
	C	830.00	381.60	4.77	38.16	
	D	868.00	399.20	4.99	39.92	
	E	906.00	416.80	5.21	41.68	
89.0	A	830.00	381.60	4.77	38.16	
	B	868.00	399.20	4.99	39.92	
	C	906.00	416.80	5.21	41.68	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
89.1	A	1061.00	488.00	6.10	48.80	
	B	1110.00	510.40	6.38	51.04	
	C	1160.00	533.60	6.67	53.36	
	D	1214.00	558.40	6.98	55.84	
	E	1271.00	584.80	7.31	58.48	
89.6	A	795.00	365.60	4.57	36.56	
	B	831.00	382.40	4.78	38.24	
	C	868.00	399.20	4.99	39.92	
	D	908.00	417.60	5.22	41.76	
	E	948.00	436.00	5.45	43.60	

MICROFILMED  
MAY 11 1978

00150

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
89.9	A	715.00	328.80	4.11	32.88	
	B	748.00	344.00	4.30	34.40	
	C	784.00	360.80	4.51	36.08	
	D	821.00	377.60	4.72	37.76	
	E	861.00	396.00	4.95	39.60	
90.2	A	821.00	377.60	4.72	37.76	
	B	861.00	396.00	4.95	39.60	
	C	903.00	415.20	5.19	41.52	
	D	944.00	434.40	5.43	43.44	
	E	990.00	455.20	5.69	45.52	
90.3	A	903.00	415.20	5.19	41.52	29.66
	B	944.00	434.40	5.43	43.44	31.03
	C	990.00	455.20	5.69	45.52	32.52
	D	1038.00	477.60	5.97	47.76	34.12
	E	1087.00	500.00	6.25	50.00	35.72
90.4	A	1139.00	524.00	6.55	52.40	37.43
	B	1195.00	549.60	6.87	54.96	39.26
	C	1254.00	576.80	7.21	57.68	41.20
	D	1315.00	604.80	7.56	60.48	43.20
	E	1379.00	634.40	7.93	63.44	45.32
90.5	A	715.00	328.80	4.11	32.88	
	B	750.00	344.80	4.31	34.48	
	C	784.00	360.80	4.51	36.08	
	D	823.00	378.40	4.73	37.84	
	E	861.00	396.00	4.95	39.60	

MICROFILMED

MAY 11 1978

00151

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
90.6	A	802.00	368.80	4.61	36.88	
	B	840.00	386.40	4.83	38.64	
	C	882.00	405.60	5.07	40.56	
	D	924.00	424.80	5.31	42.48	
	E	967.00	444.80	5.56	44.48	
90.7	A	882.00	405.60	5.07	40.56	28.98
	B	924.00	424.80	5.31	42.48	30.35
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.32
	E	1063.00	488.80	6.11	48.88	34.92
91.0	A	609.00	280.00	3.50	28.00	
	B	638.00	293.60	3.67	29.36	
	C	668.00	307.20	3.84	30.72	
	D	699.00	321.60	4.02	32.16	
	E	730.00	336.00	4.20	33.60	
91.4	A	444.00	204.00	2.55	20.40	
	B	466.00	214.40	2.68	21.44	
	C	487.00	224.00	2.80	22.40	
	D	511.00	235.20	2.94	23.52	
	E	534.00	245.60	3.07	24.56	
91.6	A	1708.00	785.60	9.82	78.56	56.12
	B	1793.00	824.80	10.31	82.48	58.92
	C	1882.00	865.60	10.82	86.56	61.83
	D	1972.00	907.20	11.34	90.72	64.80
	E	2070.00	952.00	11.90	95.20	68.00

**MICROFILMED**

MAY 11 1978

00152

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
91.7	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1835.00	844.00	10.55	84.40	60.29
	D	1927.00	886.40	11.08	88.64	63.32
	E	2019.00	928.80	11.61	92.88	66.35
91.8	A	1525.00	701.60	8.77	70.16	50.12
	B	1600.00	736.00	9.20	73.60	52.58
	C	1678.00	772.00	9.65	77.20	55.15
	D	1760.00	809.60	10.12	80.96	57.83
	E	1845.00	848.80	10.61	84.88	60.63
91.9	A	767.00	352.80	4.41	35.28	
	B	804.00	369.60	4.62	36.96	
	C	842.00	387.20	4.84	38.72	
	D	882.00	405.60	5.07	40.56	
	E	925.00	425.60	5.32	42.56	
92.0	A	990.00	455.20	5.69	45.52	32.52
	B	1038.00	477.60	5.97	47.76	34.12
	C	1087.00	500.00	6.25	50.00	35.72
	D	1139.00	524.00	6.55	52.40	37.43
	E	1195.00	549.60	6.87	54.96	39.26
92.1	A	887.00	408.00	5.10	40.80	29.15
	B	929.00	427.20	5.34	42.72	30.52
	C	972.00	447.20	5.59	44.72	31.95
	D	1019.00	468.80	5.86	46.88	33.49
	E	1068.00	491.20	6.14	49.12	35.09

MICROFILMED

MAY 11 1978

00153

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
92.2	A	1254.00	576.80	7.21	57.68	41.20
	B	1315.00	604.80	7.56	60.48	43.20
	C	1379.00	634.40	7.93	63.44	45.32
	D	1445.00	664.80	8.31	66.48	47.49
	E	1517.00	697.60	8.72	69.76	49.83
92.5	A	847.00	389.60	4.87	38.96	27.83
	B	887.00	408.00	5.10	40.80	29.15
	C	929.00	427.20	5.34	42.72	30.52
	D	972.00	447.20	5.59	44.72	31.95
	E	1019.00	468.80	5.86	46.88	33.49
92.7	A	1668.00	767.20	9.59	76.72	54.80
	B	1750.00	804.80	10.06	80.48	57.49
	C	1835.00	844.00	10.55	84.40	60.29
	D	1927.00	886.40	11.08	88.64	63.32
	E	2019.00	928.80	11.61	92.88	66.35
92.8	A	1927.00	886.40	11.08	88.64	63.32
	B	2021.00	929.60	11.62	92.96	66.40
	C	2122.00	976.00	12.20	97.60	69.72
	D	2225.00	1023.20	12.79	102.32	73.09
	E	2334.00	1073.60	13.42	107.36	76.69
93.1	A	1167.00	536.80	6.71	53.68	38.35
	B	1224.00	563.20	7.04	56.32	40.23
	C	1285.00	591.20	7.39	59.12	42.23
	D	1346.00	619.20	7.74	61.92	44.23
	E	1412.00	649.60	8.12	64.96	46.40

MAY 11 1978

MICROFILMED

00154

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
93.2	A	1793.00	824.80	10.31	82.48	58.92
	B	1882.00	865.60	10.82	86.56	61.83
	C	1972.00	907.20	11.34	90.72	64.80
	D	2070.00	952.00	11.90	95.20	68.00
	E	2172.00	999.20	12.49	99.92	71.38
93.3	A	1708.00	785.60	9.82	78.56	56.12
	B	1793.00	824.80	10.31	82.48	58.92
	C	1882.00	865.60	10.82	86.56	61.83
	D	1972.00	907.20	11.34	90.72	64.80
	E	2070.00	952.00	11.90	95.20	68.00
93.4	A	924.00	424.80	5.31	42.48	30.35
	B	967.00	444.80	5.56	44.48	31.78
	C	1014.00	466.40	5.83	46.64	33.32
	D	1063.00	488.80	6.11	48.88	34.92
	E	1113.00	512.00	6.40	51.20	36.58
93.5	A	1517.00	697.60	8.72	69.76	49.83
	B	1591.00	732.00	9.15	73.20	52.29
	C	1668.00	767.20	9.59	76.72	54.80
	D	1750.00	804.80	10.06	80.48	57.49
	E	1837.00	844.80	10.56	84.48	60.35
93.8	A	1197.00	550.40	6.88	55.04	39.32
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49

MICROFILMED  
 MAY 11 1978

00155

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	FOURLY	DAILY	FIREMEN DAILY
93.9	A	1379.00	634.40	7.93	63.44	45.32
	B	1445.00	664.80	8.31	66.48	47.49
	C	1517.00	697.60	8.72	69.76	49.83
	D	1591.00	732.00	9.15	73.20	52.29
	E	1668.00	767.20	9.59	76.72	54.80
94.0	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
94.1	A	760.00	349.60	4.37	34.96	
	B	795.00	365.60	4.57	36.56	
	C	830.00	381.60	4.77	38.16	
	D	868.00	399.20	4.99	39.92	
	E	906.00	416.80	5.21	41.68	
94.2	A	830.00	381.60	4.77	38.16	
	B	868.00	399.20	4.99	39.92	
	C	906.00	416.80	5.21	41.68	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
94.3	A	1167.00	536.80	6.71	53.68	38.35
	B	1224.00	563.20	7.04	56.32	40.23
	C	1285.00	591.20	7.39	59.12	42.23
	D	1346.00	619.20	7.74	61.92	44.23
	E	1412.00	649.60	8.12	64.96	46.40

MICROFILMED

MAY 11 1978

00156

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
94.4	A	1412.00	649.60	8.12	64.96	45.40
	B	1480.00	680.80	8.51	68.08	48.63
	C	1553.00	714.40	8.93	71.44	51.03
	D	1630.00	749.60	9.37	74.96	53.55
	E	1708.00	785.60	9.82	78.56	56.12
94.5	A	1553.00	714.40	8.93	71.44	51.03
	B	1630.00	749.60	9.37	74.96	53.55
	C	1708.00	785.60	9.82	78.56	56.12
	D	1793.00	824.80	10.31	82.48	58.92
	E	1882.00	865.60	10.82	86.56	61.83
94.6	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
94.7	A	908.00	417.60	5.22	41.76	
	B	948.00	436.00	5.45	43.60	
	C	991.00	456.00	5.70	45.60	
	D	1037.00	476.80	5.96	47.68	
	E	1085.00	499.20	6.24	49.92	
95.3	A	715.00	328.80	4.11	32.88	
	B	748.00	344.00	4.30	34.40	
	C	784.00	360.80	4.51	36.08	
	D	821.00	377.60	4.72	37.76	
	E	861.00	396.00	4.95	39.60	

MICROFILMED

MAY 11 1978

00157

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
95.6	A	1085.00	499.20	6.24	49.92	
	B	1134.00	521.60	6.52	52.16	
	C	1186.00	545.60	6.82	54.56	
	D	1242.00	571.20	7.14	57.12	
	E	1301.00	598.40	7.48	59.84	
95.8	A	1445.00	664.80	8.31	66.48	47.49
	B	1515.00	696.80	8.71	69.68	49.78
	C	1590.00	731.20	9.14	73.12	52.23
	D	1668.00	767.20	9.59	76.72	54.80
	E	1750.00	804.80	10.06	80.48	57.49
96.0	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
96.3	A	857.00	394.40	4.93	39.44	28.18
	B	896.00	412.00	5.15	41.20	29.43
	C	939.00	432.00	5.40	43.20	30.86
	D	984.00	452.80	5.66	45.28	32.35
	E	1031.00	474.40	5.93	47.44	33.89
96.8	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	

MICROFILMED  
MAY 11 1978

00158

11920



1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
96.9	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
97.0	A	967.00	444.80	5.56	44.48	31.78
	B	1014.00	466.40	5.83	46.64	33.32
	C	1063.00	488.80	6.11	48.88	34.92
	D	1113.00	512.00	6.40	51.20	36.58
	E	1167.00	536.80	6.71	53.68	38.35
97.3	A	1044.00	480.00	6.00	48.00	34.29
	B	1094.00	503.20	6.29	50.32	35.95
	C	1146.00	527.20	6.59	52.72	37.66
	D	1204.00	553.60	6.92	55.36	39.55
	E	1261.00	580.00	7.25	58.00	41.43
97.4	A	944.00	434.40	5.43	43.44	31.03
	B	990.00	455.20	5.69	45.52	32.52
	C	1038.00	477.60	5.97	47.76	34.12
	D	1087.00	500.00	6.25	50.00	35.72
	E	1139.00	524.00	6.55	52.40	37.43
97.5	A	1087.00	500.00	6.25	50.00	35.72
	B	1139.00	524.00	6.55	52.40	37.43
	C	1195.00	549.60	6.87	54.96	39.26
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20

MICROFILMED  
 MAY 11 1978

00159

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
97.6	A	1379.00	634.40	7.93	63.44	45.32
	B	1445.00	664.80	8.31	66.48	47.49
	C	1515.00	696.80	8.71	69.68	49.78
	D	1590.00	731.20	9.14	73.12	52.23
	E	1668.00	767.20	9.59	76.72	54.80
97.8	A	762.00	350.40	4.38	35.04	
	B	795.00	365.60	4.57	36.56	
	C	831.00	382.40	4.78	38.24	
	D	868.00	399.20	4.99	39.92	
	E	908.00	417.60	5.22	41.76	
97.9	A	831.00	382.40	4.78	38.24	
	B	868.00	399.20	4.99	39.92	
	C	908.00	417.60	5.22	41.76	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
98.0	A	1195.00	549.60	6.87	54.96	39.26
	B	1254.00	576.80	7.21	57.68	41.20
	C	1315.00	604.80	7.56	60.48	43.20
	D	1379.00	634.40	7.93	63.44	45.32
	E	1445.00	664.80	8.31	66.48	47.49
98.1	A	781.00	359.20	4.49	35.92	
	B	817.00	376.00	4.70	37.60	
	C	857.00	394.40	4.93	39.44	
	D	896.00	412.00	5.15	41.20	
	E	939.00	432.00	5.40	43.20	

MICROFILMED

MAY 11 1978

00160

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
98.5	A	1014.00	466.40	5.83	46.64	
	B	1061.00	488.00	6.10	48.80	
	C	1110.00	510.40	6.38	51.04	
	D	1160.00	533.60	6.67	53.36	
	E	1214.00	558.40	6.98	55.84	
98.6	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1037.00	476.80	5.96	47.68	
	D	1084.00	498.40	6.23	49.84	
	E	1132.00	520.80	6.51	52.08	
98.7	A	1087.00	500.00	6.25	50.00	35.72
	B	1141.00	524.80	6.56	52.48	37.49
	C	1197.00	550.40	6.88	55.04	39.32
	D	1254.00	576.80	7.21	57.68	41.20
	E	1315.00	604.80	7.56	60.48	43.20
98.8	A	830.00	381.60	4.77	38.16	
	B	868.00	399.20	4.99	39.92	
	C	906.00	416.80	5.21	41.68	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	
98.9	A	760.00	349.60	4.37	34.96	
	B	795.00	365.60	4.57	36.56	
	C	830.00	381.60	4.77	38.16	
	D	868.00	399.20	4.99	39.92	
	E	906.00	416.80	5.21	41.68	

MICROFILMED  
MAY 11 1978

00161

11920

1976-1977

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
99.0	A	779.00	358.40	4.48	35.84	
	B	814.00	374.40	4.68	37.44	
	C	851.00	391.20	4.89	39.12	
	D	889.00	408.80	5.11	40.88	
	E	929.00	427.20	5.34	42.72	
99.3	A	1346.00	619.20	7.74	61.92	44.23
	B	1412.00	649.60	8.12	64.96	46.40
	C	1480.00	680.80	8.51	68.08	48.63
	D	1553.00	714.40	8.93	71.44	51.03
	E	1630.00	749.60	9.37	74.96	53.55
99.5	A	1750.00	804.80	10.06	80.48	57.49
	B	1837.00	844.80	10.56	84.48	60.35
	C	1927.00	886.40	11.08	88.64	63.32
	D	2021.00	929.60	11.62	92.96	66.40
	E	2122.00	976.00	12.20	97.60	69.72
99.7	A	882.00	405.60	5.07	40.56	28.98
	B	924.00	424.80	5.31	42.48	30.35
	C	967.00	444.80	5.56	44.48	31.78
	D	1014.00	466.40	5.83	46.64	33.32
	E	1063.00	488.80	6.11	48.88	34.92
99.8	A	991.00	456.00	5.70	45.60	32.58
	B	1038.00	477.60	5.97	47.76	34.12
	C	1087.00	500.00	6.25	50.00	35.72
	D	1141.00	524.80	6.56	52.48	37.49
	E	1197.00	550.40	6.88	55.04	39.32

MICROFILMED  
 MAY 11 1978

00162

11920

CLASSIFIED SERVICE  
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
BUILDING INSPECTION	
Housing Inspection Supervisor	51.4
Senior Building Inspector	84.9
Building Inspector II	27.7
Building Inspector I	27.6
Building Inspector Trainee II	51.6
Building Inspector Trainee I	51.5
CHEMISTS	
Senior Chemist	85.4
Associate Chemist	22.0
Assistant Chemist	13.6
Microbiologist II	62.4
Junior Chemist	54.3
Microbiologist I	62.3
Laboratory Technician	58.0
Laboratory Assistant	57.8
CLERICAL AND COMMUNICATIONS	
Administrative Secretary	10.9
Principal Clerk	72.6
Legal Stenographer	57.7
Dispatch Clerk II	41.1

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11920  
EXHIBIT B

	<u>Standard Rate No.</u>
Senior Stenographer	87.6
Radio Supervisor	79.2
Dispatch Clerk I	41.0
Senior Account Clerk	84.4
Senior Clerk	85.8
Senior Typist	87.9
Radio Operator	79.1
Disposal Fee Collector	41.2
Public Information Assistant	77.5
Intermediate Stenographer	53.2
Account Clerk	10.4
Bookmobile Driver	26.8
Programmed Typewriter Operator	74.6
Intermediate Clerk	52.9
Intermediate Typist	53.5
Book Repairer	27.0
Junior Stenographer	56.7
Auto Messenger	23.6
Assistant Book Repairer	13.5
Junior Clerk	54.8
Junior Typist	56.9
Student Worker	91.4
Public Service Career Trainee	15% below target class

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CONSTRUCTION AND MAINTENANCE	<u>Standard Rate No.</u>
Division Superintendent	41.9
Assistant Division Superintendent	15.6
General Utility Supervisor	97.6
Principal Utility Supervisor	98.0
Building Services Supervisor	27.5
Senior Utility Supervisor	97.5
Building Supervisor	27.4
Utility Supervisor	97.4
Reservoir Keeper	81.7
Tank Service Technician II	94.7
Assistant Range Caretaker	19.1
Assistant Reservoir Keeper	19.3
Lake Ranger II	58.2
Tank Service Technician I	94.6
Utility Worker II	97.9
Building Service Technician II	28.0
Lake Ranger I	58.1
Utility Worker I	97.8
Building Service Technician I	28.4
Laborer	57.9
Building Service Trainee	28.1

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	<u>Standard Rate No.</u>
<b>CUSTODIAL</b>	
Stadium Caretaker	89.6
Window Cleaner	99.0
Supervising Custodian	91.9
Recreation Facility Caretaker	79.5
Custodian III	39.0
Custodian II	38.9
Guard	49.5
Custodian I	38.7
<b>DATA PROCESSING</b>	
Systems Development Supervisor	93.2
Software Systems and Data Base Supervisor	93.3
Data Processing Operations Supervisor	39.5
Supervising Systems Analyst	39.4
Supervising Systems Programmer	94.5
Senior Systems Analyst	87.7
Systems Programmer II	94.4
Associate Systems Analyst	23.2
Systems Programmer I	94.3
Programmer III	74.3
Assistant Systems Analyst	20.0
Supervising Data Processor	92.0
Programmer II	74.2

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MAY 11 1978

CO166

11920



	<u>Standard Rate No.</u>
Computer Shift Supervisor	35.5
Systems Analyst Trainee	93.4
Senior Computer Operator	86.0
Programmer I	74.1
Computer Operator	35.7
Key Punch Supervisor	57.6
Computer Trainee	35.8
Senior Key Punch Operator	86.5
Key Punch Operator	57.5
Key Punch Trainee	57.3

ENGINEERING

Principal Structural Engineer	73.6
Project Officer II	75.2
Senior Civil Engineer	85.5
Senior Electrical Engineer	86.3
Senior Structural Engineer	87.5
Senior Traffic Engineer	87.8
Building Inspection Supervisor	27.8
Communications Engineer	34.6
Survey Engineer	93.5
Associate Civil Engineer	22.1
Associate Electrical Engineer	22.3
Associate Mechanical Engineer	22.5

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	<u>Standard Rate No.</u>
Associate Structural Engineer	23.1
Associate Traffic Engineer	23.3
Project Officer I	75.1
Survey Supervisor	93.9
Assistant Civil Engineer	15.3
Assistant Electrical Engineer	15.7
Assistant Mechanical Engineer	16.7
Assistant Traffic Engineer	20.7
Project Assistant	75.0
Surveyor II	93.8
Junior Civil Engineer	54.6
Junior Electrical Engineer	55.2
Junior Mechanical Engineer	56.2
Principal Engineering Aide	72.7
Surveyor I	52.5
Senior Drafting Aide	42.3
Senior Engineering Aide	86.1
Senior Survey Aide	88.1
Drafting Aide	42.2
Junior Engineering Aide	55.5
Engineering Trainee	43.2
Student Engineer	91.0

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**11920**

<b>EQUIPMENT MAINTENANCE</b>	<b>Standard Rate No.</b>
Senior Equipment Repair Supervisor	43.4
Machinist Supervisor	60.4
Equipment Repair Supervisor	43.5
Metal Fabrication Supervisor	61.6
Plant Maintenance Supervisor	67.1
Equipment Service Writer	44.7
Machinist	60.2
Body and Fender Mechanic	26.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Welder	98.5
Plant Maintenance Mechanic	66.9
Equipment Technician II	43.8
Airport Supervisor	11.8
Equipment Service Supervisor	45.1
Equipment Technician I	43.6
Airport Operations Assistant	11.7
Senior Motive Service Technician	45.0
Motive Service Technician	45.2
Motive Service Trainee	44.9
<b>EQUIPMENT OPERATION</b>	
Principal Sanitation Supervisor	84.1
Sanitation Enforcement Supervisor	84.0

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	<u>Standard Rate No.</u>
Equipment Trainer	44.2
Senior Sanitation Supervisor	83.9
Motor Sweeper Supervisor	61.8
Equipment Operator III	44.5
Sanitation Supervisor	83.5
Equipment Operator II	44.0
Motor Sweeper Operator	62.5
Sanitation Driver II	83.2
Equipment Operator I	43.9
Heavy Truck Driver II	51.2
Sanitation Driver I	83.4
Heavy Truck Driver I	51.3
Boat Operator	26.2
Light Equipment Operator	59.4
Transportation Supervisor	96.3
Swamper	83.3
Van Driver	98.1

FIELD CONTACT

Risk Manager	81.6
Supervising Claims Representative	91.8
Claims Representative III	39.1
Litigation Investigator	59.6
Claims Representative II	34.3
Customer Services Supervisor	39.3

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	<u>Standard Rate No.</u>
Supervising Sanitation Inspector	83.7
Assistant Customer Services Supervisor	13.7
Claims Representative I	34.2
Safety Representative II	82.6
Utility Billing Supervisor	97.3
Sanitation Inspector	83.8
Supervising Field Representative	92.1
Safety Representative I	82.5
Supervising Meter Reader	92.5
Field Representative	46.5
Parking Control Supervisor	63.9
Meter Reader	62.0
Parking Controller	64.0
Parking Meter Collector	64.5

FIRE

Assistant Fire Chief	16.2
Fire Battalion Chief	45.3
Fire Captain	45.6
Fire Engineer	45.8
Fire Fighter	46.2

Uniformed members of the Fire Department shall receive \$29.00 biweekly additional when assigned to the emergency ordnance disposal squad,

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	<u>Standard Rate No.</u>
<b>GRAPHICS</b>	
Communications Services Coordinator	34.7
Graphics Supervisor	48.9
Graphics Illustrator	49.0
Photographer	66.0
Photographer's Assistant	66.1
<b>LIBRARY</b>	
Principal Librarian	73.2
Supervising Librarian	92.2
Senior Librarian	86.7
Librarian	58.4
Library Trainee	58.5
Library Assistant	58.6
<b>LIFEGUARD SERVICE</b>	
Aquatic Superintendent	12.9
Assistant Aquatic Superintendent	13.3
Lifeguard Captain	58.7
Lifeguard Lieutenant	58.9
Lifeguard III	59.2
Lifeguard II	59.3
Lifeguard Trainee	59.0
Lifeguard I	59.1

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MANAGEMENT, FISCAL AND STAFF	<u>Standard Rate No.</u>
Budget Services Supervisor	27.2
Personnel Services Supervisor	65.4
Financial Operations Supervisor	45.4
Senior Council Committee Consultant	85.9
Rate Analyst	79.3
Facility Manager	45.7
Supervising Administrative Analyst	91.7
Supervising Personnel Analyst	92.7
Assistant to the Mayor for Urban Affairs	60.6
Principal Administrative Analyst	72.3
Social Program Specialist IV	84.8
Executive Assistant II	07.0 Step M through 07.1 Step E
Council Committee Consultant	38.2
Senior Administrative Analyst	84.6
Senior Personnel Analyst	87.0
Social Program Specialist III	84.7
Airports Manager	11.6
Principal Property Agent	73.4
Administrative Assistant	10.6
Personnel Analyst	65.0
Endowment Officer	42.9
Principal Accountant	72.2
Safety Officer	82.3
Senior Property Agent	87.4
Training Officer	95.8

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	<u>Standard Rate No.</u>
Assistant Rate Analyst	19.0
Associate Administrative Analyst	21.8
Associate Personnel Analyst	22.6
Minority Affirmative Action Officer	61.9
Noise Abatement Officer	63.1
Senior Public Information Officer	87.1
Social Program Specialist II	84.5
Transportation Officer	96.0
Women's Affirmative Action Officer	99.3
Executive Assistant I	07.0 Steps F through T
Assistant Facility Manager	15.9
Purchasing Supervisor	78.3
Career Training Specialist	28.6
Rehabilitation Counselor	81.1
Senior Accountant	84.2
Associate Property Agent	22.8
Senior Buyer	85.0
Assistant Administrative Analyst	13.2
Assistant Personnel Analyst	17.0
Career Guidance Counselor	28.5
Social Program Specialist I	84.3
Accountant	10.2

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	<u>Standard Rate No.</u>
Assistant Property Agent	18.1
Public Information Officer	77.7
Buyer	28.2
Administrative Aide II	10.7
Administrative Trainee	10.8
Junior Accountant	53.8
Junior Property Agent	56.4
Buyer Trainee	28.3
Administrative Aide I	10.5
Personnel Assistant	65.1
PARK MAINTENANCE	
General Park Supervisor	47.7
Cemetery Manager	29.6
Park Supervisor	64.2
Golf Course Supervisor	48.7
Greenskeeper Supervisor	49.1
Nursery Supervisor	62.9
Street Trees Supervisor	97.0
Gardener Supervisor	47.5
Tree Maintenance Crew Leader	96.8
Tree Trimmer	96.9
Nursery Gardener	62.7
Gardener	47.2

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11920

	<u>Standard Rate No.</u>
Tree Trimmer Trainee	95.3
Groundskeeper	49.2
Nursery Trainee	63.0

PLANNING AND COMMUNITY DEVELOPMENT

Supervising Planner	92.8
Assistant to the Planning Director	20.6
Community Development Administrator	20.5
Principal Planner	73.3
Zoning Administrator	99.5
Community Development Specialist IV	35.4
Community Development Specialist III	35.3
Senior Planner	87.2
Park Designer	63.8
Associate Planner	22.7
Community Development Specialist II	35.2
Assistant Planner	17.5
Assistant Park Designer	16.8
Community Development Specialist I	35.1
Senior Zoning Representative	88.0
Junior Planner	56.3
Planning Technician III	66.5
Zoning Representative	99.8
Zoning Assistant	99.7

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	<u>Standard Rate No.</u>
Planning Technician II	66.4
Relocation Aide	81.2
Planning Technician I	66.3
PLANT OPERATION	
Senior Waste Water Plant Supervisor	88.3
Senior Water Plant Supervisor	88.4
Waste Water Plant Supervisor	88.8
Water Plant Operation Supervisor	98.7
Waste Water Plant Lead Operator	88.7
Water Plant Lead Operator	98.6
Swimming Pool Operator II	94.2
Waste Water Plant Operator	89.0
Water Plant Operator	98.8
Swimming Pool Operator I	94.1
Waste Water Plant Operator Trainee	88.9
Water Plant Operator Trainee	98.9
POLICE	
Assistant Police Chief	17.8
Police Inspector	68.2
Police Captain	68.0
Supervising Criminalist	91.6

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	<u>Standard Rate No.</u>
Senior Criminalist	85.6
Police Lieutenant	68.3
Criminalist	38.4
Documents Examiner	42.1
Polygraph Examiner	71.5
Community Relations Assistant to the Police Chief	34.9
Police Sergeant	69.6
Police Agent	69.4
Assistant Criminalist	15.2
Senior Evidence Technician	86.2
Police Officer II	69.3
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.6
Evidence Technician	44.8
Police Officer I	69.2
Documents Examiner Trainee	42.0
Polygraph Examiner Trainee	71.6
Community Service Officer	39.2
Senior Identification Technician	86.4
Cook	38.0

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.

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PRINTING

Standard  
Rate No.

Publications Supervisor	76.6
Offset Press Supervisor	76.5
Senior Offset Press Operator	86.8
Layout Composer	58.3
Offset Press Operator	63.2
Bindery Worker II	26.1
Bindery Worker I	26.0

RECREATION

Recreation Superintendent	79.9
Assistant Recreation Superintendent	19.2
General Recreation Supervisor	47.6
Golf-Lakes Superintendent	47.9
Community Services Supervisor	34.8
District Recreation Supervisor	41.7
Supervising Recreation Specialist	93.1
Principal Recreation Leader	73.5
Recreation Specialist	79.7
Golf Course Manager	47.8
Swimming Pool Supervisor	94.0
Senior Recreation Leader	87.3
Swimming Pool Manager III	90.7
Neighborhood Recreation Leader	62.8
Neighborhood Recreation Specialist	62.6

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	<u>Standard Rate No.</u>
Recreation Leader III	80.0
Swimming Pool Manager II	90.6
Recreation Leader II	53.1
Swimming Pool Manager I	90.5
Golf Starter II	48.1
Recreation Leader I *	56.5
Golf Starter I	48.0
Accompanist	10.1
Recreation Aide	79.4

SKILLED TRADES

Senior Building Maintenance Supervisor	27.9
Electrical Maintenance Supervisor	43.0
Electronic Maintenance Supervisor	42.5
Building Maintenance Supervisor	27.3
Electrician Supervisor	43.1
Electronic Technician Supervisor	42.7
Plumber Supervisor	67.7
Maintenance Estimator	60.1
Carpenter Supervisor	29.0
Painter Supervisor	63.7
Electrician	42.8
Electronic Technician	42.6
Plumber	67.5
Refrigeration Mechanic	81.0

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	<u>Standard Rate No.</u>
Traffic Signal Technician	95.6
Sign Painter	89.1
Roofing Supervisor	81.8
Cement Gun Operator	49.8
Plasterer	67.2
Carpenter	28.8
Cement Finisher	29.3
Painter	63.5
Apprentice III	12.7
Roofing Installer	81.9
Locksmith	59.7
Apprentice II	12.6
Apprentice I	12.5
Graduate Apprentice	Step C of Skilled Trade Rate

STOREKEEPING

Stores Supervisor	90.4
Storekeeper II	90.3
Auto Parts Buyer	25.1
Inventory Control Supervisor	53.3
Storekeeper I	90.2
Stock Clerk	89.9

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## EXECUTIVE

<u>Classification Range</u>	<u>Salary Range</u>
<u>Executive VI</u>	06
City Manager (UC)	
<u>Executive V</u>	05
Assistant City Attorney (UC)	
Assistant City Manager (UC)	
City Attorney (UC)	
<u>Executive IV</u>	04
Building Inspection Director (UC)	
Chief Deputy City Attorney (UC)	
City Auditor and Comptroller (UC)	
Deputy City Manager (Assistant to the City Manager) (UC)	
Engineering and Development Director (UC)	
Financial Management Director (Budget Officer) (UC)	
General Services Director (UC)	
Park and Recreation Director (UC)	
Personnel Director (UC)	
Planning Director (UC)	
Senior Chief Deputy City Attorney (UC)	
Transportation Director (UC)	
Water Utilities Director (UC)	
<u>Executive III</u>	03
Assistant Building Inspection Director (UC)	
Assistant City Auditor and Comptroller (UC)	
Assistant Data Processing Director (UC)	
Assistant Engineering and Development Director (UC)	
Assistant Financial Management Director (UC)	
Assistant General Services Director (UC)	
Assistant Park and Recreation Director (UC)	
Assistant Personnel Director (UC)	
Assistant Planning Director (UC)	
Assistant to the City Manager (UC)	
Assistant Transportation Director (UC)	
Assistant Water Utilities Director (UC)	
Citizens Assistance and Information Director (UC)	
City Clerk (UC)	
City Librarian (UC)	
Data Processing Director (UC)	
Executive Services Director (UC)	
Human Resources Director (UC)	

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EXHIBIT C  
11920

AUG 23 1976



Salary Range

Executive III

03

Legislative Representation Director (UC)  
Management Assistant (UC)  
Property Director (UC)  
Purchasing Agent (UC)

Executive II

02

Assistant City Clerk (UC)  
Assistant City Librarian (UC)  
Assistant Executive Services Director (UC)  
Assistant Human Resources Director (UC)  
Assistant Property Director (UC)  
Assistant to Mayor (UC)  
Community Relations Department Director (UC)  
Employee Services Director (UC)  
Management Assistant to the City Manager (UC)  
Principal Assistant to Mayor (UC)  
Principal Legislative Assistant (UC)  
Retirement Officer (UC)  
Treasurer (UC)

Executive I

01

Assistant Purchasing Agent (UC)  
Assistant Retirement Officer (UC)  
Assistant Treasurer (UC)  
Council Assistant (Principal Assistant) (UC)  
Deputy Citizens Assistance and Information Director (UC)  
Principal Assistant to City Attorney (UC)  
Principal Assistant to Community Relations  
Department Director (UC)

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Safety Service

Standard Rate No.

Fire Chief (UC)	16.0
Police Chief (UC)	17.3
Deputy Police Chief (UC)	15.5
Deputy Fire Chief (UC)	15.4

Clerical

Confidential Secretary to City Attorney (UC)	14.2
Confidential Secretary to City Council (UC)	14.3
Confidential Secretary to City Manager (UC)	14.4
Confidential Secretary to Mayor (UC)	14.5
Council Executive Secretary (Principal Assistant)(UC)	14.9
Confidential Secretary to Police Chief (UC)	14.6

Interns

Senior Legal Intern (UC)	18.5
Legal Intern (UC)	16.6
Administrative Intern (UC)	10.3
Library Intern (UC)	16.9
Planning Intern (UC)	18.6
Police Intern (UC)	13.9

Professional Legal

Deputy City Attorney (UC)	07.0 through 07.1
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MAY 11 1978

11920

SEP 29 1976

Passed and adopted by the Council of The City of San Diego on  
by the following vote:

Councilmen	Yeas	Nays	Excused	Absent
Gil Johnson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Maureen F. O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lee Hubbard	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Floyd L. Morrow	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jess D. Haro	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON

Mayor of The City of San Diego, California.

EDWARD NIELSEN

City Clerk of The City of San Diego, California.

(Seal)

By *Kathleen Martinez*, Deputy.

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

SEP 15 1976

SEP 29 1976

, and on

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

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 day of its passage a written or printed copy of said ordinance.

EDWARD NIELSEN

City Clerk of The City of San Diego, California.

(Seal)

By *Kathleen Martinez*, Deputy.

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CC-1255-A (REV. 12-75)

Office of the City Clerk, San Diego, California

Ordinance  
Number

11920

Adopted

SEP 29 1976

00185

*SW*

ATTORNEY(S)

San Diego, City of  
202 C St., 12th Floor  
San Diego, CA 92101  
Attn: Kathleen Martinez

**CERTIFICATE OF PUBLICATION**

No. 11915 N.S.

IN THE MATTER OF

UNIFORM FIRE CODE

PATRICIA M. DUTRA

I, Patricia M. Dutra hereby certify that San Diego 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 the principal clerk of said newspaper; and the

ORDINANCE NO. 11915

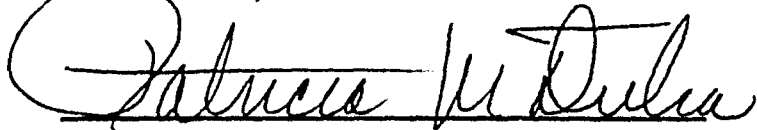
October 6, 1976

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

October 6, 1976

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

October 6, 1976



(Signature)

00186

5" @ 5.08 = 25.40

**ORDINANCE NO. 11915**  
AN ORDINANCE AMENDING CHAPTER V, ARTICLE 5 OF THE SAN DIEGO MUNICIPAL CODE BY REPEALING SECTION 55.01.302 RELATING TO SEC. 1.302 OF THE 1973 UNIFORM FIRE CODE AMENDED, AND SECTION 55.34.1 RELATING TO APPLICATION AND INSPECTION FOR VERIFICATION OF CONFORMANCE.  
BE IT ORDAINED, by the Council of The City of San Diego, as follows:  
Section 1. That Chapter V, Article 5 of the San Diego Municipal Code be and it is hereby amended by repealing the following sections:  
SEC. 55.01.302 SEC. 1.302 OF THE 1973 UNIFORM FIRE CODE AMENDED  
SEC. 55.34.1 APPLICATION AND INSPECTION FOR VERIFICATION OF CONFORMANCE  
Section 2. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.  
Introduced on September 8, 1976.  
Passed and adopted by the Council of The City of San Diego on September 22, 1976.  
AUTHENTICATED BY:  
PETE WILSON,  
Mayor of The City of San Diego, California.  
EDWARD NIELSEN,  
City Clerk of The City of San Diego, California.  
By KATHLEEN MARTINEZ, Deputy  
SEP 24 1976  
Pub. Oct. 6, 1976

ATTORNEY(S)

San Diego, City of  
202 C St., 12th Floor  
San Diego, CA 92101  
Attr: Kathleen Martinez

CERTIFICATE OF PUBLICATION

No

IN THE MATTER OF

NOISE ABATEMENT CONTROL

ORDINANCE NO. 11916

(New Series)

ORDINANCE AMENDING CHAPTER V OF THE SAN DIEGO MUNICIPAL CODE BY REPEALING, RENUMBERING, AMENDING AND ADDING TO ARTICLE 9.5 RELATING TO NOISE ABATEMENT AND CONTROL.

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

Section 1. That Chapter V, Article 9.5 of the San Diego Municipal Code be and the same is hereby amended by repealing Sections 59.5.0103, 59.5.0206, 59.5.0207, 59.5.0401, 59.5.0402, 59.5.0404, 59.5.0405, 59.5.0410, 59.5.0411, 59.5.0412, 59.5.0413, 59.5.0603, Division 7, and Section 59.5.0701, as follows:

- SEC. 59.5.0103 SOUND LEVEL MEASUREMENT
- SEC. 59.5.0206 ADMINISTRATOR'S GUIDELINES
- SEC. 59.5.0207 AMENDMENT TO OTHER ORDINANCES
- SEC. 59.5.0401 FIXED AND NONSTATIONARY SOURCES
- SEC. 59.5.0402 VEHICLE AND NONSTATIONARY SOURCE REPAIRS
- SEC. 59.5.0404 URBAN TRANSIT BUSES
- SEC. 59.5.0405 POWERED MODEL VEHICLES
- SEC. 59.5.0410 CONTAINERS AND CONSTRUCTION MATERIAL
- SEC. 59.5.0411 EXTERIOR NOISE ISOLATION STANDARDS
- SEC. 59.5.0412 TRAIN HORNS AND WHISTLES - EXCESSIVE SOUND PROHIBITED
- SEC. 59.5.0413 SIGNAL DEVICE FOR FOOD TRUCKS
- SEC. 59.5.0603 ENFORCEMENT
- DIVISION 7 EXEMPTIONS
- SEC. 59.5.9701 NONAPPLICABILITY

Section 2. That Chapter V, Article 9.5 of the San Diego Municipal Code be and the same is hereby amended by renumbering Sections 59.5.0104, 59.5.0208, 59.5.0403, 59.5.0407, 59.5.0408 and 59.5.0409 as follows:

Existing Section Number	Renumbered Section Number
59.5.0104	59.5.0607
59.5.0208	59.5.0207
59.5.0403	59.5.0402
59.5.0407	59.5.0403
59.5.0408	59.5.0404
59.5.0409	59.5.0405

Section 3. That Chapter V, Article 9.5 of the San Diego Municipal Code be and the same is hereby amended by amending the titles of Divisions 4 and 5, and by amending Sections 59.5.0101, 59.5.0102, 59.5.0201, 59.5.0202, 59.5.0203, 59.5.0204, 59.5.0205, 59.5.0207, 59.5.0301, 59.5.0402, 59.5.0408, 59.5.0404, 59.5.0405, 59.5.0406, 59.5.0501, 59.5.0502, 59.5.0603, 59.5.0702, 59.5.0606 and 59.5.0607 to read as follows:

- SEC. 59.5.0101 PURPOSE AND INTENT
- The Council of The City of San Diego finds and declares that:
  - A. Inadequately controlled noise presents a growing danger to the health and welfare of the residents of the City of San Diego;
  - B. The making and creating of disturbing, excessive, or offensive noises within the jurisdictional limits of the City of San Diego is a condition which has persisted, and the level and frequency of occurrences of such noises continue to increase;
  - C. The making, creation, or continuance of such excessive noises, which are prolonged or unusual in their time, place, and use, affect and are a detriment to the public health, comfort, convenience, safety, welfare, and prosperity of the residents of the City of San Diego;
  - D. Every person is entitled to an environment in which the noise is not detrimental to his or her life, health, or enjoyment of property; and

PATRICIA M. DUTRA

1. hereby certify that San Diego 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 the principal clerk of said newspaper; and the

ORDINANCE NO. 11916

is a true and correct copy of which this certificate is annexed and was published in said newspaper on October 6, 1976

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

October 6, 1976

*Patricia M. Dutra*  
(Signature)

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page 1 of 4

E. The necessity, in the public interest, for the provisions and prohibitions hereinafter contained and enacted is declared to be a matter of legislative determination and public policy, and it is further declared that the provisions and prohibitions hereinafter contained and enacted are in pursuance of and for the purpose of securing and promoting the public health, comfort, convenience, safety, welfare, prosperity, peace, and quiet of the City of San Diego and its inhabitants.

#### SEC. 59.5.0102 DEFINITIONS

Whenever the following words and phrases are used in this article, they shall have the meaning ascribed to them in this section:

A. Average Sound Level - a sound level typical of the sound levels at a certain place during a given period of time, averaged by the general rule of combination for sound levels, said general rule being set forth in American National Standard Specifications for Sound Level Meters S1.4-1971. Average sound level is also called equivalent continuous sound level.

B. Community Noise Equivalent Level - an average sound level during a 24-hour day, obtained after addition of five (5) decibels to sound levels in the evening from 7:00 p.m. to 10:00 p.m., and after addition of ten (10) decibels to sound levels in the night before 7:00 a.m. and after 10:00 p.m.

C. Construction Equipment - any tools, machinery, or equipment used in connection with construction operations, including all types of "special construction" equipment as defined in the pertinent sections of the California Vehicle Code when used in the construction process on any construction site, regardless of whether such construction site be located on highway or off-highway.

D. Decibel (dB) - a unit measure of sound (noise) level.

E. Emergency Work - work made necessary to restore property to a safe condition following a public calamity, or work required to protect persons or property from imminent exposure to danger of damage, or work by public or private utilities when restoring utility service.

F. Motor Vehicles - any and all self-propelled vehicles as defined in the California Vehicle Code, specifically including but not limited to "mini-bikes" and "go-carts."

G. Noise Level - the same as "sound level." The terms may be used interchangeably herein.

H. Person - a person, firm, association, copartnership, joint venture, corporation, or any entity, public or private.

I. Sound Level - in decibels, that quantity measured with a sound level meter as defined herein, by use of the "A" frequency weighting and "fast" time averaging unless some other time averaging is specified.

J. Sound Level Meter - an instrument for the measurement of sound, including a microphone, an amplifier, an attenuator, networks at least for the standardized frequency weighting A, and an indicating instrument having at least the standardized dynamic characteristic "fast," as specified in American National Standard Specifications for Sound Level Meters S1.4-1971 or its successor.

K. Sound Amplifying Equipment - equipment as specified in Section 33.0203b of the San Diego Municipal Code.

L. Disturbing, Excessive or Offensive Noise - any sound or noise conflicting with the criteria or levels set forth in this article.

M. Supplementary Definitions of Technical Terms - definitions of technical terms not defined herein shall be obtained from American National Standard Acoustical Terminology, S1.1-1950 (R-1976).

#### SEC. 59.5.0201 ESTABLISHMENT OF NOISE ABATEMENT AND CONTROL ADMINISTRATOR

There is hereby established within the Building Inspection Department of The City of San Diego the function of Noise Abatement and Control Administration which shall be administered by the Noise Abatement Officer (hereinafter referred to as the "Administrator"). In the performance of such duties as may be established, the Administrator shall be required to possess sufficient background and ability as is set forth in the Manual of Class Specifications for The City of San Diego.

#### SEC. 59.5.0202 DUTIES AND RESPONSIBILITIES OF THE ADMINISTRATOR

A. The Administrator and his staff have the responsibility of regulating and controlling the emission of all excessive or offensive noises within the City of San Diego and shall take such action, subject to the provisions of this article, as is reasonable and necessary to abate noise. The Administrator shall coordinate the activities of all City departments relating to noise control and reduction in those activities carried out by the various departments, including the Environmental Impact Report review process relating to noise pollution. The Administrator may exercise or delegate any of the functions, powers and duties vested in his office in the administration of this office.

B. The Administrator is expressly charged:

1. To make any necessary investigations, inspections, or studies which, in his opinion, are necessary for the purpose of enforcing the provisions of this article or controlling or abating disturbing, excessive or offensive noise. Information derived from noise studies shall be made available to the public upon request.

2. To institute necessary proceedings to prosecute violations of this article and to compel the prevention and abatement of disturbing, excessive, or offensive noise, and as further set forth in Division 8 of this article.

3. To grant or issue variances, permits, notices, or other matters required under the provisions of this article as will not be contrary to its intent or detrimental to the public health, safety, and general welfare of the citizens of the City of San Diego, when, due to special conditions, strict and literal interpretation and enforcement of the provisions of this article would result in unusual difficulties or unnecessary hardship or be inconsistent with the general purposes of this article. In granting any such variance or permit, the Administrator shall hold hearings and may impose such conditions as he deems necessary or desirable to protect the public health, safety, and general welfare in accordance with this article.

4. To do any and all other acts which may be necessary for the successful prosecution of the purposes of this article and such other acts as may be specifically enumerated herein as duties.

C. The Administrator may present to the Board for Abatement and Control of Noise (hereinafter referred to as the "Board"), as defined in Section 59.5.0207 of this article, for review and comment reports with specific recommendations for amendments to existing legislation, or for new legislation that is required to assure to the residents of the City of San Diego a quiet environment in accordance with this article.

#### SEC. 59.5.0203 ISSUANCE OF PERMITS OR VARIANCES BY ADMINISTRATOR

The Administrator shall evaluate all applications for permits or variances from the requirements of this article and may grant said variances with respect to time for compliance, subject to such terms, conditions, and requirements as he or she may deem reasonable to achieving compliance with the provisions of this article. Each such variance shall set forth in detail the approved method of achieving compliance and a time schedule for its accomplishment. If in the judgment of the Administrator the time for compliance cannot be reasonably determined, a permit to cause the noise may be issued for a period not to exceed three (3) years. In determining the reasonableness of the terms of any proposed permit or variance, said Administrator shall consider the magnitude of nuisance caused by the offensive noise, the uses of property within the area of impingement by the noise, operations carried on under existing nonconforming rights or conditional use permits or zone variances, the time factors related to study, design, financing and construction of remedial work, the economic factors related to age and useful life of the equipment and the general public interest and welfare.

A nominal fee shall be charged to each applicant for processing permits or variances. Fee schedules shall be approved by Council resolution. A report of permits and variances shall be prepared monthly and be available for public review.

#### SEC. 59.5.0204 APPEALS

Any person directly affected by the noise and/or the applicant who is aggrieved by approval or disapproval of a variance or permit by the Administrator may appeal in writing to the Board. In the case of a permit denial, the Board shall meet as soon as feasible practical in order to consider the matter. All other appeals shall be scheduled in the Board's regular course of business. The Board may take such action as is set forth in Section 59.5.0207 of this article.

#### SEC. 59.5.0205 INSPECTION BY ADMINISTRATOR

A. The Administrator may inspect, at any reasonable time and in a reasonable manner, any device or mechanism (1) which is intended to, or which actually does produce sound and (2) which creates or may create any disturbing noise, including, but not limited to, the premises where such device or mechanism is used.

B. If entry to premises is denied or refused, the Administrator shall obtain an inspection warrant from a court of competent jurisdiction.

#### SEC. 59.5.0207 BOARD FOR ABATEMENT AND CONTROL OF NOISE

A. Creation of Membership  
There is hereby created a Board for Abatement and Control of Noise which shall consist of eleven (11) members; one (1) shall be qualified by training and experience in the field of acoustics; one (1) shall be qualified by training, experience and registration in the field of mechanical engineering; one (1) shall be qualified by training, experience and licensing in the field of architecture; one (1) shall be a qualified physician by training, experience and licensing in the field of physiological effects of noise; one (1) shall be a qualified audiologist by training, experience and licensing; one (1) construction industry contractor; one (1) electronics engineer; one (1) economist; and three (3) general members of the public. The members shall be appointed by the Mayor and confirmed by the Council. Appointments shall be made for two-year terms, with the initial appointments to include four (4) appointments for one (1) year each, ending January 1, 1975; four (4) appointments for two (2) years each, ending January 1, 1976; and three (3) appointments for one (1) year each. Vacancies shall be filled for the unexpired term of the member whose place becomes vacant. The Mayor shall designate a chairman during January of each year. In the absence of such designation, the Board shall, on or after February 15, select from among its members a chairman. Such members shall serve without compensation and shall serve until his or her successor is duly appointed.

B. Meetings  
1. The Board shall meet regularly once a month, or more often if necessary, for the transaction of business. It shall establish its own rules and procedures necessary or convenient for the conduct of business.

2. Six (6) members of the Board shall constitute a quorum. The affirmative vote of not less than five (5) members shall be necessary for any action of the Board.

#### C. Powers and Duties

1. The Board shall hear and determine appeals from the rulings and determinations of the Noise Abatement and Control Administrator. Such Board may affirm, modify, or overrule the Administrator's rulings and determination and shall be guided by the same considerations as set forth in Section 59.5.0203 and Division 4 of this article. A decision of the Administrator to refer a matter to the City Attorney for criminal action shall not be appealable to the Board.

2. The Board shall consult with and assist the Administrator in the performance of his duties and responsibilities as set forth herein.

3. The Director of Building Inspection Department shall act as Secretary to the Board. The Secretary shall cause minutes of each meeting of the Board to be kept accurately and distributed promptly. He shall cause appropriate written notice of each forthcoming meeting to be given to all members of the Board and to persons who have business with the Board. He shall prepare, prepare, and distribute to members of the Board information which the Board, or any of its members, may require for transaction of business of the Board.

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**SEC. 59.5.0301 CONTRACT PROVISIONS**

**A. Contract**  
As used in this section, the term "contract" shall mean any written agreement or legal instrument whereby The City of San Diego is committed to expend, or does expend, public funds in consideration for work, labor, services, equipment, or any combination of the foregoing, except that the term "contract" shall not include:

1. Contracts for financial or other assistance entered into by The City of San Diego with any federal, state or other local governmental entity or agency.
2. Contracts, resolutions, indentures, declarations of trust, or other legal instruments authorizing or relating to (a) the purchase of insurance, (b) the authorization, issuance, award and sale of bonds, and (c) certificates of indebtedness, notes, or other fiscal obligations of the City.

**B. Contract Provisions**  
No contract shall be awarded or entered into by The City of San Diego unless such contract contains provisions requiring that:  
Devices and activities which will be operated, conducted, or constructed pursuant to the contract and which are subject to the provisions of this Code, will be operated, conducted, or constructed without causing a violation of this article.

**C. Regulations**  
The Administrator may, from time to time, recommend to the City's Purchasing Agent and/or other City departments such specifications for the operation or construction of devices and activities pursuant to City contracts. The Administrator shall make the recommendations necessary to achieve compliance with provisions of this section.

**D. No person shall cause or permit the operation of a device or conducting of an activity in such a way as to violate any provisions of a contract required by this action.**

**E. The provisions of this section shall not apply to those contracts awarded prior to three (3) months from the effective date (October 19, 1979) of this article.**

**DIVISION 4 - LIMITS**  
**SEC. 59.5.0402 MOTOR VEHICLES**

**A. Off-Highway**  
1. Except as otherwise provided for in this article, it shall be unlawful to operate any motor vehicle of any type on any site, other than on a public street or highway as defined in the California Vehicle Code, in any manner so as to cause noise in excess of those noise levels permitted for on-highway motor vehicles as specified in the table for "45 mile-per-hour or less speed limits" contained in Section 23130 of the California Vehicle Code, and as corrected for distances set forth in subsection A.2. below.

**2. Corrections**  
The maximum noise level as the off-highway vehicle passes may be measured at a distance of other than fifty (50) feet from the center line of travel, provided the measurement is further adjusted by adding algebraically the applicable correction as follows:

Distance (feet)	Correction (decibels)
25	-8
28	-5
32	-4
35	-3
40	-2
45	-1
50 (preferred distance)	0
56	+1
63	+2
70	+3
80	+4
90	+5
100	+6

**3. A measured noise level thus corrected shall be deemed in violation of this section if it exceeds the applicable noise-level limit as specified above.**

**B. Nothing in this section shall apply to authorized emergency vehicles when being used in emergency situations, including the blowing of sirens and/or horns.**

**SEC. 59.5.0403 WATERCRAFT**  
Violations for excessive noise of watercraft operating in waters under the jurisdiction of The City of San Diego shall be prosecuted under applicable provisions of the California Harbors and Navigation Code. Permits issued by The City of San Diego for the operation of watercraft not in compliance with noise criteria of the Harbors and Navigation Code shall be reviewed and approved by the Administrator prior to issuance.

**SEC. 59.5.0404 CONSTRUCTION NOISE**  
**A. It shall be unlawful for any person, between the hours of 7:00 p.m. of any day and 7:00 a.m. of the following day, or on legal holidays as specified in Section 21.04 of the San Diego Municipal Code, with exception of Columbus Day and Washington's Birthday, or on Sundays, to erect, construct, demolish, excavate for, alter or repair any building or structure in such a manner as to create disturbing, excessive or offensive noise unless a permit has been applied for and granted beforehand by the Noise Abatement and Control Administrator. In granting such permit, the Administrator shall consider whether the construction noise in the vicinity of the proposed work site would be less objectionable at night than during the daytime because of different population densities or different neighboring activities; whether obstruction and interference with traffic particularly on streets of major importance, would be less objectionable at night than during the daytime; whether the type of work to be performed emits noises at such a low level as to not cause significant disturbances in the vicinity of the work site; the character and nature of the neighborhood of the proposed work site; whether great economic hardship would occur if the work were spread over a longer time; whether proposed night work is in the general public interest; and he shall prescribe such conditions, working times, types of construction equipment to be used, and permissible noise levels as he deems to be required in the public interest.**

**B. The provisions of this section shall not apply to emergency work as defined herein, provided that the Administrator shall be notified of such emergency work forthwith.**

**SEC. 59.5.0405 CONSTRUCTION ACTIVITIES**  
**A. Except as provided in subsection B. hereof, it shall be unlawful for any person, including The City of San Diego, to conduct any construction activity so as to cause, at or within the property lines of any property zoned residential, an average sound level greater than seventy-five (75) decibels during the twelve (12) hour period from 7:00 a.m. to 7:00 p.m.**

**B. The provisions of subsection A. of this section shall not apply to construction equipment used in connection with emergency work, provided the Administrator is notified within forty-eight (48) hours after commencement of work.**

**SEC. 59.5.0406 REFUSE VEHICLES AND PARKING LOT SWEEPERS**

No person shall operate or permit to be operated a refuse compacting, processing or collection vehicle or parking lot sweeper between the hours of 7:00 p.m. to 7:00 a.m. in any residential area unless a permit has been applied for and granted by the Administrator.

**DIVISION 5 - PUBLIC NUISANCE NOISE**  
**SEC. 59.5.0501 GENERAL PROHIBITIONS**

**A. It shall be unlawful for any person to make, continue, or cause to be made or continued, within the limits of said City, any disturbing, excessive, or offensive noise which causes discomfort or annoyance to any reasonable person of normal sensitiveness residing in the area.**

**B. The characteristics and conditions which should be considered in determining whether a violation of the provisions of this section exists should include, but not be limited to the following:**

1. The level of the noise;
2. Whether the nature of the noise is usual or unusual;
3. Whether the origin of the noise is natural or unnatural;
4. The level of the background noise;
5. The proximity of the noise to sleeping facilities;
6. The nature and zoning of the area from which the noise emanates;
7. The time of day or night the noise occurs;
8. The duration of the noise; and
9. Whether the noise is recurrent, intermittent, or constant.

**SEC. 59.5.0502 DISTURBING, EXCESSIVE, OFFENSIVE NOISES**  
**DECLARATION OF CERTAIN ACTS**  
**CONSTITUTING**

The following activities, among others, are declared to cause disturbing, excessive or offensive noises in violation of this section but said enumeration shall not be deemed to be exclusive, namely:

**A. Horns, Signaling Devices, etc.**  
Unnecessary use or operation of horns, signaling devices, etc., on automobiles, motorcycles, or any other vehicle.

**B. Radio, Television Sets, Phonographs, Loud Speaking Amplifiers and Similar Devices**  
**1. Uses Restricted**

The use, operation, or permitting to be played, used, or operated, any sound production or reproduction device, radio receiving set, musical instrument, drums, phonograph, television set, loud speakers and sound amplifiers or other machine or device for the producing or reproducing of sound in such a manner as to disturb the peace, quiet, and comfort of any reasonable person of normal sensitiveness. This provision shall not apply to any participant in a duly-licensed parade, or to any person who has been otherwise duly authorized by The City of San Diego to engage in such conduct.

**2. Prima Facie Violations**  
The operation of any such set, instrument, phonograph, television set, machine, loud speakers or similar device between the hours of 10:00 p.m. and 8:00 a.m. in such a manner as to be plainly audible at a distance of fifty (50) feet from the building, structure, or vehicle in which it is located, shall be prima facie evidence of a violation of this section.

**C. Yelling, Shouting, etc.**  
Loud or raucous yelling, shouting, hooting, whistling or singing on the public streets between the hours of 10:00 p.m. and 8:00 a.m., or at any time or place, is hereby prohibited.

**D. Animals**  
**1. The keeping or maintenance, or the permitting to be kept or maintained upon any premises owned, occupied, or controlled by any person of any animal or animals which by any frequent or long-continued noise, shall cause annoyance or discomfort to a reasonable person of normal sensitiveness in the vicinity.**

**2. Prima Facie Violations**  
The noise of any such animal or animals that disturbs two (2) or more residents who are in general agreement as to the times and durations of the noise, and who reside in separate residences (including apartments and condominiums) located on property adjacent at any point to the property on which the subject animal or animals are kept or maintained shall be prima facie evidence of a violation of this section.

**E. Schools, Courts, Churches, Hospitals**  
The creation of any noise in or adjacent to any school, institution of learning (except recreational areas of schools), church, court, or library without permission of the person in charge while the same are in use; or adjacent to a hospital, rest home, or long-term medical or mental care facility which noise unreasonably interferes with the workings of such institution or which disturbs or unduly annoys patients in the hospital, rest home, or long-term medical or mental care facility, provided conspicuous signs are displayed in such streets, sidewalks, or public places indicating the presence of a school, institution of learning, church, court, library, rest home, or long-term medical or mental care facility.

**F. Engines and Motor Vehicles**  
Any unnecessary noises caused by screeching tires, racing, or accelerating the engine of any motor vehicle while moving or not moving, or the willful backfiring of any engine and exhaust from the engine, tailpipe, or muffler.

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**C. Fixing of Evidence**  
 The operation of any radio, phonograph, or tape player on a street or in a public place shall be subject to any other person in the bar is prohibited.

**SEC. 59.5.0503 BURGLAR ALARMS**  
 A. On or after one (1) year from the effective date of this article the owner of a commercial property, dwelling, or motor vehicle shall have in operation an audible burglar alarm therein unless such burglar alarm shall be capable of terminating its operation within twenty (20) minutes of its being activated.

B. Notwithstanding the requirements of this provision, any member of the Police Department of The City of San Diego shall have the right to take such steps as may be reasonable and necessary to disconnect any such alarm installed in any building, dwelling, or motor vehicle at any time during the period of its activation. On or after thirty (30) days from the effective date of this article, any building, dwelling or motor vehicle upon which a burglar alarm has been installed shall prominently display the telephone number at which communications may be made with the owner of such building, dwelling, or motor vehicle.

**SEC. 59.9.0602 VIOLATIONS: ADDITIONAL REMEDIES: INJUNCTIONS**

As an additional remedy, the operation or maintenance of any activity, device, instrument, vehicle or machinery in violation of any provision of this article, which operation or maintenance causes discomfort or annoyance to reasonable persons of normal sensibility or which endangers the comfort, repose, health, or peace of residents in the area, shall be deemed, and is declared to be, a public nuisance, and may be subject to a abatement summarily by a restraining order or injunction issued by a court of competent jurisdiction.

**SEC. 59.9.0608 FALSE AND MISLEADING STATEMENT; UNLAWFUL REPRODUCTION OR ALTERATION OF DOCUMENTS.**

A. No person shall knowingly make a false or misleading statement or submit a false or misleading document to the Administrator as to any matter within his jurisdiction.

B. No person shall make, reproduce, alter, or cause to be made, reproduced, or altered, a permit, certificate, or other document issued by the Administrator or required by this article.

**SEC. 59.5.0607 SEVERABILITY**

If any provision, clause, sentence, or paragraph of this article or the application thereof to any person or circumstances shall be held invalid, such invalidity shall not affect the other provisions or applications of the provisions of this article which can be given effect without the invalid provision or application, and to this end the provisions of this article are hereby declared to be severable.

Section 4. That Chapter V, Article 9.5 of the San Diego Municipal Code be amended by adding Sections 59.5.0206 and 59.5.0401, as follows:

**SEC. 59.5.0206 THE SAN DIEGO CITY NOISE MAP**

A. The official record of noise levels in the City of San Diego shall be the San Diego City Noise Map. The Administrator shall compile existing records of sound level measurements available to The City of San Diego, and take further sound level measurements as necessary. From these records and measurements, the Administrator shall determine Community Noise Equivalent Levels (CNEL) and prepare the map for The City of San Diego. The map shall be sufficiently detailed to enable a resident to locate his place of residence. Where adequate data are available, the map shall be marked with isograms of Community Noise Equivalent Levels at sixty (60) decibels, and at five (5) decibel intervals above sixty (60) decibels.

B. At least once each year the Administrator shall revise the San Diego City Noise Map, correcting any inadequacies that may have become evident particularly from noise measurements made during the preceding year.

C. Any person may request the Administrator to accept for a location within the City of San Diego, a Community Noise Equivalent Level (CNEL) where none is shown at that location on the San Diego City Noise Map or which differs from one shown there, subject to the following requirements. The requests shall be accompanied by an estimate of the annual Community Noise Equivalent Level at the place that is based on (1) a survey of noise there that includes essentially continuous measurement of the sound level over a period of at least two (2) weeks, and (2) appropriate information about the noise-making activity in the area during the test period and during the preceding year. These two items shall be such as to support the stated estimate of annual Community Noise Equivalent Level within an accuracy of two (2) decibels. The survey and estimate of annual Community Noise Equivalent Level for the specific date and place shall be made by a qualified acoustical consultant at the expense of the applicant.

**SEC. 59.5.0401 SOUND LEVEL LIMITS**

A. It shall be unlawful for any person to cause noise by any means to the extent that the one-hour average sound level exceeds the applicable limit given in the following table, at any location in the City of San Diego on or beyond the boundaries of the property on which the noise is produced. The noise subject to these limits is that part of the total noise at the specified location that is due solely to the noise of said person.

**TABLE OF APPLICABLE LIMITS**

Land Use Zone	Time of Day	One-Hour Average Sound Level (decibels)
1. Residential: All R-1	7 a.m. to 7 p.m.	50
	7 p.m. to 10 p.m.	45
	10 p.m. to 7 a.m.	40
2. R-2	7 a.m. to 7 p.m.	55
	7 p.m. to 10 p.m.	50
	10 p.m. to 7 a.m.	45
3. R-3; R-4 and all other Residential	7 a.m. to 7 p.m.	60
	7 p.m. to 10 p.m.	55
	10 p.m. to 7 a.m.	50
4. All Commercial	7 a.m. to 7 p.m.	65
	7 p.m. to 10 p.m.	60
	10 p.m. to 7 a.m.	60
5. Manufacturing, all other industrial, including Agricultural and Extractive Industry	any time	75

B. The sound level limit at a location on a boundary between two adjoining districts is the arithmetic mean of the respective limits for the two (2) districts. Permissible construction noise level limits shall be governed by Sections 59.5.0404 and 59.5.0405 of this article.

C. Fixed-location public utility distribution or transmission facilities located on or adjacent to a property line shall be subject to the noise level limits of Part A. of this section, measured at or beyond six (6) feet from the boundary of the easement upon which the equipment is located.

Section 5. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

Introduced on September 8, 1976.  
 Passed and adopted by the Council of The City of San Diego on September 22, 1976.

**AUTHENTICATED BY:**  
 PETE WILSON,  
 Mayor of The City of San Diego, California.  
 EDWARD NIELSEN,  
 City Clerk of The City of San Diego, California.  
 BY KATHLEEN MARTINEZ, Deputy

(SEAL)  
 Pub. Oct. 8, 1976 1279443

C0190

Ordinance No. 11916 Page 4 of 4



ATTORNEY(S)

San Diego, City of  
202 C St., 12th Floor  
San Diego, CA 92101  
Attn: Edward J. Salter, Jr.

CERTIFICATE OF PUBLICATION

No.

IN THE MATTER OF

CALUMET PARK

ORDINANCE NO. 11919

(New Series)

AN ORDINANCE SETTING ASIDE AND DEDICATING CERTAIN LANDS IN THE CITY OF SAN DIEGO, CALIFORNIA, FOR A PUBLIC PARK AND NAMING SAID PARK "CALUMET PARK."

WHEREAS, The City of San Diego is the owner of certain lands in the City of San Diego; and

WHEREAS, it is the desire of the people of The City of San Diego to set aside and dedicate forever portions of said lands, hereinafter described, for public use and enjoyment as and for a public park to be used by all the public for park and recreational purposes; NOW, THEREFORE,

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

Section 1. That the hereinafter described real property be, and the same is hereby set aside and dedicated in perpetuity as a public park to be used by all the public for park and recreational purposes.

Section 2. That the hereinafter described real property be and the same is hereby named "CALUMET PARK."

Section 3. That the real property so dedicated and named is described as Lot 30, Calumet Park, according to Map thereof No. 8109, as filed in the office of the San Diego County Recorder on September 5, 1975.

Section 4. That the City Clerk of said City be and he is hereby authorized and directed to file for record in the office of the Recorder of the County of San Diego, State of California, a certified copy of this ordinance.

Section 5. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

Passed and adopted by the Council of The City of San Diego on September 29, 1976, by the following vote:

YEAS: O'Connor, Hubbard, Williams, Morrow, Gade, Ellis, Haro, Wilson.

NAYS: None.

ABSENT: Johnson.

AUTHENTICATED BY:

PETE WILSON,

Mayor of The City of San Diego, California.

EDWARD NIELSEN,

City Clerk of The City of San Diego, California.

By EDWARD J. SALTER, JR., 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 September 15, 1976, and on September 29, 1976.

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 day of its passage a written or printed copy of said ordinance.

EDWARD NIELSEN,

City Clerk of The City of San Diego, California.

By EDWARD J. SALTER,

JR., Deputy.

(SEAL)

Pub. Oct. 14, 1976

LS 9757

PATRICIA M. DUTRA

I, Patricia M. Dutra, hereby certify that the San Diego 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 the principal clerk of said newspaper; and the

ORDINANCE NO. 11919

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

October 14, 1976

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

October 14, 1976

*Patricia M. Dutra*

(Signature)

CO191

9" @ 5.08 = 45.72

ATTORNEY(S)

San Diego, City of  
202 C St., 12th Floor  
San Diego, CA 92101  
Attn: Kathleen Martinez

CERTIFICATE OF PUBLICATION

No.

IN THE MATTER OF

AMENDING SALARY ORDINANCE

ORDINANCE NO. 11920

(New Series)

AN ORDINANCE AMENDING ORDINANCE NO. 11845 (NEW SERIES), ENTITLED "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1976-77," BY AMENDING EXHIBITS A, B AND C THERETO RELATING TO ADDITIONS OF POSITION TITLES AND CORRECTIONS TO THE TABLE OF PAY FOR STANDARD RATES; DELETING EXHIBITS D AND E; AND AMENDING ORDINANCE LANGUAGE TO CONFORM TO SAID CORRECTIONS.

WHEREAS, the annual salary ordinance was adopted by the City Council on May 26, 1976 by Ordinance No. 11845 (New Series) with an effective date of July 1, 1976; and

WHEREAS, the salary table exhibits attached to said salary ordinance are so constructed as not to permit an accurate calculation of the salary increases authorized and approved by the Council, nor do they conform with the provisions associated therewith and incorporated in the various Memoranda of Understanding; and

WHEREAS, the correct salaries and wages have been paid to all officers and employees of the City pursuant to the intent and direction of the Council since July 1, 1976; and

WHEREAS, it is necessary and desirable to amend the appropriate tables and language relating thereto so that the direction of the Council is reflected accurately; and

WHEREAS, this amendment is a correction only and nonsubstantive in nature and effect, resulting in no change in monies authorized and allocated by Council for the purposes set forth in the ordinance; and

WHEREAS, this amendment will also permit the deletion of Exhibits D and E in that said exhibits have been incorporated in Exhibits A and B; and

WHEREAS, since the adoption of the annual salary ordinance, the Civil Service Commission has approved the creation of three new classifications within the Classified Service of The City of San Diego; and

WHEREAS, it is now further desirable and necessary to include said new classifications within the list of classifications set forth in Exhibit B hereto; NOW, THEREFORE,

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

Section 1. That Ordinance No. 11845 (New Series), entitled "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1976-77," and Exhibits A, B and C thereto, be and the same are hereby amended to read as follows:

Section 1. LEGISLATIVE BODY, COMPENSATION, ESTABLISHED.

Pursuant to Sections 12.1 and 23.1 of the Charter of The City of San Diego and the recommendations of the Salary Setting Commission adopted by Ordinance No. 11805 (New Series) dated March 10, 1976, there is hereby established and adopted a schedule of compensation for the Mayor and Council members commencing July 1, 1976, as follows:

Mayor	\$25,000 per annum
Council Member	\$17,000 per annum

The Auditor and Comptroller shall calculate and establish and there is hereby adopted an appropriate table of biweekly salaries most closely approximating the above authorized per annum compensation.

PATRICIA M. DUTRA

I, Patricia M. Dutra, hereby certify that the San Diego 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 the principal clerk of said newspaper; and the

ORDINANCE NO. 11920  
(NEW SERIES)

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

October 14, 1976

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

October 14, 1976

Patricia M. Dutra  
(Signature)

C0192

509 1/2" @ 5.08 = 2588.26

**Section 2. SALARY RANGES AND STANDARD RATES ADOPTED.**

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

For those positions in the EXECUTIVE category of the Unclassified Service, the Executive classifications listed in Exhibit C and salary ranges attached thereto are hereby adopted.

**Section 3. SCHEDULES OF COMPENSATION ESTABLISHED.**

As a schedule of compensation for all officers and employees of The City of San Diego, including the EXECUTIVE category of the Unclassified Service, there is hereby established and adopted a Table of Pay for Standard Rates indicating biweekly salaries, and containing minimum, maximum and intermediate range steps for each Standard Rate. Biweekly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedule attached hereto as Exhibit A.

There is hereby established and adopted an EXECUTIVE category within the Unclassified Service of The City of San Diego containing ranges of Executive O1 through Executive O6 for all officers and employees serving in the positions listed in Exhibit C under EXECUTIVE.

The Executive classification of any position listed in Exhibit C may be changed from one Executive range to another only by official action of the City Council.

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

**Section 4. INCREASES IN BASE COMPENSATION, COUNCIL ACTION.**

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 intent 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 increase granted, and that such new rate of pay shall be fixed so as to apply to the Standard Rate step occupied by said officer or employee on the effective date of this ordinance. Warrant check issued for compensation to such officers and employees by the City Auditor and Comptroller shall be for the appropriate amount set forth in the schedule of compensation for the Mayor and Council or in the Standard Rate or incremental step attached to the position as indicated in exhibits attached hereto and for other additional amounts authorized in this ordinance.

**Section 5. CONTRIBUTORY DEDUCTIONS REQUIRED BY LAW.**

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use as a base rate that amount heretofore established in Section 1 herein as per annum compensation for the Mayor and Council. For other personnel, Classified, Unclassified and Executive, the Auditor and Comptroller shall use that amount fixed in the Standard Rate or incremental step hereinafter set forth in exhibits hereto and, where applicable and required, that additional compensation authorized by Sections 8, 9 and 10 of this ordinance.

**Section 6. CLASSIFIED AND UNCLASSIFIED COMPENSATION, DETERMINATION**

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, excluding the EXECUTIVE category listed in Exhibit C, 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.

The compensation for officers and employees in the EXECUTIVE category listed in Exhibit C shall be determined and set by the appropriate appointing authority at any one of the incremental steps of the range attached to the Executive classification. Incremental steps shall be as set forth in Exhibit A attached hereto. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the Charter of The City of San Diego.

Increases in compensation for all officers and employees in the Unclassified Service within the range limits of the Standard Rate number attached to the position or salary range attached to the Executive classification may be granted by the appointing authority upon the basis of seniority, efficiency and merit.

**Section 7. ESTABLISHMENT OF BASE WORK PERIOD, COMPUTATIONS THEREON**

For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay for personnel other than firemen and salaried part-time employees, the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For firemen and salaried part-time employees, the Auditor and Comptroller is authorized to utilize appropriate compilations established in cooperation with the City Manager and Personnel Director.

**Section 8. EXTRA COMPENSATION PLAN; ELIGIBILITY.**

The members of the Classified Service, other than firemen and salaried part-time employees, shall receive the salaries provided herein as compensation in full for work performed by them during an average eighty (80) hour biweekly work period throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise in accordance with provisions set forth herein 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 base rate of pay, as established herein, or time off in lieu thereof, and shall provide for extra compensation of approximately five (5) percent over an eligible employee is required for a significant period of work at times substantially unusual for his or her 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 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 an approximate five (5) percent 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. Such increases in compensation shall be identified and symbolized on all official payrolls and all other 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 and such determination shall be final.

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 called back to duty, be paid for the reasonable estimate of the time required for said employee to travel from and to his or her residence and the work area and for the time the employee 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 designated as eligible for premium overtime pay.

The employees in the Classified Service who shall be eligible for and entitled to receive overtime compensation, as herein provided, shall be determined by the Civil Service Commission and City Manager and/or nonmanagerial department heads and approved thereafter by Council resolution prior to being officially designated in the Personnel Manual of The City of San Diego. Determination of eligibility and payment therefor shall be in accordance with definitions and procedures developed by the Civil Service Commission and the City Auditor and Comptroller in cooperation with the said appointing authorities, which said definitions and procedures shall be final, conclusive and binding on all appointing authorities and officers and employees prior to Council approval, it being the intention of this Council that authority and responsibility for determining eligibility for overtime compensation shall be pursuant to the provisions of this ordinance.

**Section 9. EDUCATIONAL INCENTIVE PROGRAM.**

Sworn personnel in the Police Department eligible for extra compensation pursuant to the provisions of the Educational Incentive Program established and adopted by the City Council shall be entitled to receive such additional compensation, in addition to base compensation established in this ordinance, as set forth in the program during the period of said sworn personnel's eligibility and entitlement. The City Manager shall promulgate rules and regulations as may be necessary to effectuate and govern the operation of said Educational Incentive Program. Such additional compensation as may be paid under this program shall be appropriately identified and symbolized on all official payrolls and all other records pertaining to said employee's compensation.

**Section 10. BILINGUAL PAY.**

Officers and employees of the City shall be paid, in addition to base compensation and other sums enumerated in this ordinance, the sum of twenty cents (\$0.20) per hour as bilingual pay when they are certified by the appointing authority to be serving in a position which requires knowledge and use of the Spanish language in the performance of their duties and have satisfactorily demonstrated such bilingual qualification pursuant to established standards. The City Manager in cooperation with the Personnel Director shall promulgate appropriate criteria and standards as may be necessary to effectuate and govern the operation of this bilingual program.

**Section 11. SICK LEAVE REIMBURSEMENT.**

Officers and employees currently eligible for sick leave reimbursement under provisions of the Sick Leave Reimbursement Program heretofore established and adopted by the City Council shall be deemed to have vested rights thereto and shall continue to be entitled to receive such benefit pursuant to the provisions of said program, repeat thereof notwithstanding. The City Manager shall promulgate appropriate rules and regulations as may be necessary to

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Ord. No. 11920 n.s.

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Table with columns for alphanumeric identifiers (e.g., 53.1 A, B, C, D, E) and numerical values.

Table with columns for alphanumeric identifiers (e.g., 57.1 A, B, C, D, E) and numerical values.

O.D. No. 11920 N.S.











**ENGINEERING**

Principal Structural Engineer	71.4
Project Officer II	75.8
Senior Civil Engineer	85.5
Senior Electrical Engineer	86.8
Senior Structural Engineer	87.5
Senior Traffic Engineer	87.9
Building Inspection Supervisor	87.8
Communications Engineer	84.8
Survey Engineer	82.5
Associate Civil Engineer	75.1
Associate Electrical Engineer	72.5
Associate Mechanical Engineer	72.5
Associate Structural Engineer	72.1
Associate Traffic Engineer	75.9
Project Officer I	75.1
Survey Supervisor	85.9
Assistant Civil Engineer	15.2
Assistant Electrical Engineer	15.7
Assistant Mechanical Engineer	16.7
Assistant Traffic Engineer	20.7
Project Assistant	78.0
Surveyor II	53.8
Junior Civil Engineer	54.8
Junior Electrical Engineer	55.2
Junior Mechanical Engineer	55.2
Principal Engineering Aide	72.7
Surveyor I	52.5
Senior Drafting Aide	42.3
Senior Engineering Aide	58.7
Senior Survey Aide	58.1
Drafting Aide	42.2
Junior Engineering Aide	55.5
Engineering Trainee	43.2
Student Engineer	31.0
<b>EQUIPMENT MAINTENANCE</b>	
Senior Equipment Repair Supervisor	43.4
Machinist Supervisor	60.4
Equipment Repair Supervisor	43.5
Metal Fabrication Supervisor	61.6
Plant Maintenance Supervisor	67.1
Equipment Service Writer	44.7
Machinist	60.2
Body and Fender Mechanic	28.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Welder	38.5
Plant Maintenance Mechanic	66.9
Equipment Technician II	43.8
Airport Supervisor	11.8
Equipment Service Supervisor	43.8
Equipment Technician I	43.8
Airport Operations Assistant	11.7
Senior Motive Service Technician	45.0
Motive Service Technician	45.2
Motive Service Trainee	44.9
<b>EQUIPMENT OPERATION</b>	
Principal Sanitation Supervisor	64.1
Sanitation Enforcement Supervisor	64.0
Equipment Trainer	44.2
Senior Sanitation Supervisor	63.9
Motor Sweeper Supervisor	61.8
Equipment Operator III	44.5
Sanitation Supervisor	63.3
Equipment Operator II	44.0
Motor Sweeper Operator	62.5
Sanitation Driver II	59.2
Equipment Operator I	43.9
Heavy Truck Driver II	51.2
Sanitation Driver I	59.4
Heavy Truck Driver I	51.3
Boat Operator	28.2
Light Equipment Operator	42.4
Transportation Supervisor	66.3
Swamper	66.3
Van Driver	66.1
<b>FIELD CONTACT</b>	
Risk Manager	81.8
Supervising Claims Representative	81.8
Claims Representative III	69.1
Litigation Investigator	69.8
Claims Representative II	69.3
Customer Services Supervisor	83.3
Supervising Sanitation Inspector	63.7
Assistant Customer Services Supervisor	43.7
Claims Representative I	64.2
Safety Representative II	62.6
Utility Billing Supervisor	67.2
Sanitation Inspector	63.5
Supervising Field Representative	82.1
Safety Representative I	62.5
Supervising Meter Reader	62.5
Field Representative	66.3
Parking Control Supervisor	63.9
Meter Reader	62.0
Parking Controller	64.0
Parking Meter Collector	64.3

**FIRE**

Assistant Fire Chief	16.3
Fire Battalion Chief	45.2
Fire Captain	45.2
Fire Engineer	45.2
Fire Fighter	45.2
Uniformed members of the Fire Department shall receive \$20.00 weekly additional when assigned to the emergency ordinance disposal squad.	
<b>GRAPHICS</b>	
Communications Services Coordinator	84.7
Graphics Supervisor	68.9
Graphics Illustrator	49.0
Photographer	68.0
Photographer's Assistant	68.1
<b>LIBRARY</b>	
Principal Librarian	73.2
Supervising Librarian	82.2
Senior Librarian	65.7
Librarian	55.4
Library Trainee	58.5
Library Assistant	58.8
<b>LIFEGUARD SERVICE</b>	
Aquatic Superintendent	12.9
Assistant Aquatic Superintendent	13.8
Lifeguard Captain	53.7
Lifeguard Lieutenant	55.9
Lifeguard III	58.2
Lifeguard II	59.3
Lifeguard Trainee	59.0
Lifeguard I	59.1
<b>MANAGEMENT, FISCAL AND STAFF</b>	
Budget Services Supervisor	67.2
Personnel Services Supervisor	69.4
Financial Operations Supervisor	45.4
Senior Council Committee Consultant	65.9
Rate Analyst	79.3
Facility Manager	45.7
Supervising Administrative Analyst	61.7
Supervising Personnel Analyst	62.7
Assistant to the Mayor for Urban Affairs	60.6
Principal Administrative Analyst	72.3
Social Program Specialist IV	64.8
Executive Assistant II	07.0 Step M through 07.1 Step E
Council Committee Consultant	68.2
Senior Administrative Analyst	64.6
Senior Personnel Analyst	67.0
Social Program Specialist III	64.7
Airports Manager	11.0
Principal Property Agent	73.4
Administrative Assistant	10.6
Personnel Analyst	65.0
Endowment Officer	42.9
Principal Accountant	72.2
Safety Officer	62.5
Senior Property Agent	67.4
Training Officer	65.6
Assistant Rate Analyst	19.0
Associate Administrative Analyst	61.3
Associate Personnel Analyst	62.6
Minority Affirmative Action Officer	61.9
Noise Abatement Officer	63.1
Senior Public Information Officer	67.1
Social Program Specialist II	64.8
Transportation Officer	66.0
Women's Affirmative Action Officer	69.3
Executive Assistant I	07.0 Steps F through T
Assistant Facility Manager	18.9
Purchasing Supervisor	78.0
Career Training Specialist	68.6
Rehabilitation Counselor	61.1
Senior Accountant	64.2
Associate Property Agent	62.8
Senior Buyer	65.0
Assistant Administrative Analyst	18.5
Assistant Personnel Analyst	17.0
Career Guidance Counselor	62.3
Social Program Specialist I	44.3
Accountant	10.2
Assistant Property Agent	18.1
Public Information Officer	77.7
Buyer	28.2
Administrative Aide II	16.7
Administrative Trainee	10.8
Junior Accountant	53.8
Junior Property Agent	56.4
Buyer Trainee	28.3
Administrative Aide I	10.5
Personnel Assistant	65.1
<b>PARK MAINTENANCE</b>	
General Park Supervisor	47.7
Cemetery Manager	29.6
Park Supervisor	64.2
Golf Course Supervisor	45.7
Greenkeeper Supervisor	49.1
Nursery Supervisor	62.9
Street Trees Supervisor	67.0
Gardener Supervisor	47.5
Tree Maintenance Crewleader	68.8
Tree Trimmer	68.9
Nursery Gardener	62.7
Gardener	47.2
Tree Trimmer Trainee	43.3
Groundskeeper	38.2
Nursery Trainee	38.0



PLANNING AND COMMUNITY DEVELOPMENT	
Supervising Planner	92.8
Assistant to the Planning Director	88.8
Community Development Administrator	88.8
Principal Planner	73.2
Zoning Administrator	89.8
Community Development Specialist IV	85.4
Community Development Specialist III	85.2
Senior Planner	87.2
Park Designer	83.8
Associate Planner	82.7
Community Development Specialist II	83.2
Assistant Planner	17.8
Assistant Park Designer	18.8
Community Development Specialist I	85.1
Senior Zoning Representative	86.3
Junior Planner	84.3
Planning Technician III	85.3
Zoning Representative	88.8
Zoning Assistant	82.7
Planning Technician II	84.4
Relocation Aide	81.2
Planning Technician I	86.8
PLANT OPERATION	
Senior Waste Water Plant Supervisor	88.2
Senior Water Plant Supervisor	84.4
Waste Water Plant Supervisor	85.2
Water Plant Operator Supervisor	80.7
Waste Water Plant Lead Operator	88.7
Water Plant Lead Operator	86.8
Swimming Pool Operator II	84.2
Waste Water Plant Operator	85.8
Water Plant Operator	85.8
Swimming Pool Operator I	84.1
Waste Water Plant Operator Trainee	83.9
Water Plant Operator Trainee	80.9
POLICE	
Assistant Police Chief	17.8
Police Inspector	88.2
Police Captain	88.0
Supervising Criminalist	91.4
Senior Criminalist	85.8
Police Lieutenant	88.8
Criminalist	38.4
Documents Examiner	42.1
Polygraph Examiner	71.5
Community Relations Assistant to the Police Chief	34.8
Police Sergeant	89.8
Police Agent	89.4
Assistant Criminalist	15.2
Senior Evidence Technician	88.2
Police Officer II	88.2
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.8
Evidence Technician	44.8
Police Officer I	88.2
Documents Examiner Trainee	42.0
Polygraph Examiner Trainee	42.0
Community Service Officer	71.8
Senior Identification Technician	88.2
Cook	38.4
Uniformed members of the Police Department shall receive \$18.00 biweekly additional when assigned to 3-wheel motorcycles, and \$39.00 biweekly additional when assigned to 2-wheel motorcycles.	
PRINTING	
Publications Supervisor	78.8
Offset Press Supervisor	78.5
Senior Offset Press Operator	88.8
Layout Composer	58.2
Offset Press Operator	83.2
Bindery Worker II	28.1
Bindery Worker I	26.0
RECREATION	
Recreation Superintendent	78.9
Assistant Recreation Superintendent	19.2
General Recreation Supervisor	47.8
Golf/Lakes Superintendent	47.8
Community Services Supervisor	84.8
District Recreation Supervisor	81.7
Supervising Recreation Specialist	80.1
Principal Recreation Leader	73.5
Recreation Specialist	79.7
Golf Course Manager	47.8
Swimming Pool Supervisor	84.8
Senior Recreation Leader	87.2
Swimming Pool Manager III	82.8
Neighborhood Recreation Leader	82.8
Neighborhood Recreation Specialist	82.8
Recreation Leader III	80.0
Swimming Pool Manager II	80.8
Recreation Leader II	83.1
Swimming Pool Manager I	82.5
Golf Starter II	48.1
Recreation Leader I	56.8
Golf Starter I	48.0
Accompanist	18.1
Recreation Aide	29.4

SKILLED TRADES	
Senior Building Maintenance Supervisor	87.8
Electrical Maintenance Supervisor	43.0
Electronic Maintenance Supervisor	42.5
Building Maintenance Supervisor	37.3
Electrician Supervisor	43.1
Electronic Technician Supervisor	42.7
Plumber Supervisor	87.7
Maintenance Estimator	80.1
Carpenter Supervisor	29.0
Painter Supervisor	83.7
Electrician	42.8
Electronic Technician	42.6
Plumber	87.5
Refrigeration Mechanic	81.0
Traffic Signal Technician	85.0
Sign Painter	88.1
Roofing Supervisor	81.8
Cement Gun Operator	49.8
Plasterer	87.2
Carpenter	28.8
Cement Finisher	29.3
Painter	83.5
Apprentice III	12.9
Roofing Installer	81.9
Locksmith	89.7
Apprentice II	12.6
Apprentice I	12.5
Graduate Apprentice	Step C of Skilled Trade Rate
STOREKEEPING	
Store Supervisor	80.4
Storekeeper II	80.3
Auto Parts Buyer	28.1
Inventory Control Supervisor	83.8
Storekeeper I	80.2
Stock Clerk	88.9
EXHIBIT C UNCLASSIFIED SERVICE	
EXECUTIVE	Salary Range
Classification Range	
Executive VI	08
City Manager (UC)	
Executive V	09
Assistant City Attorney (UC)	
Assistant City Manager (UC)	
City Attorney (UC)	
Executive IV	04
Building Inspection Director (UC)	
Chief Deputy City Attorney (UC)	
City Auditor and Comptroller (UC)	
Deputy City Manager (Assistant to the City Manager) (UC)	
Engineering and Development Director (UC)	
Financial Management Director (Budget Officer) (UC)	
General Services Director (UC)	
Park and Recreation Director (UC)	
Personnel Director (UC)	
Planning Director (UC)	
Senior Chief Deputy City Attorney (UC)	
Transportation Director (UC)	
Water Utilities Director (UC)	
Executive III	03
Assistant Building Inspection Director (UC)	
Assistant City Auditor and Comptroller (UC)	
Assistant Data Processing Director (UC)	
Assistant Engineering and Development Director (UC)	
Assistant Financial Management Director (UC)	
Assistant General Services Director (UC)	
Assistant Park and Recreation Director (UC)	
Assistant Personnel Director (UC)	
Assistant Planning Director (UC)	
Assistant to the City Manager (UC)	
Assistant Transportation Director (UC)	
Assistant Water Utilities Director (UC)	
Citizens Assistance and Information Director (UC)	
City Clerk (UC)	
City Librarian (UC)	
Data Processing Director (UC)	
Executive Services Director (UC)	
Human Resources Director (UC)	
Executive II	02
Legislative Representation Director (UC)	
Management Assistant (UC)	
Property Director (UC)	
Purchasing Agent (UC)	
Executive I	01
Assistant City Clerk (UC)	
Assistant City Librarian (UC)	
Assistant Executive Services Director (UC)	
Assistant Human Resources Director (UC)	
Assistant Property Director (UC)	
Assistant to Mayor (UC)	
Community Relations Department Director (UC)	
Employee Services Director (UC)	
Management Assistant to the City Manager (UC)	
Principal Assistant to Mayor (UC)	
Principal Legislative Assistant (UC)	
Retirement Officer (UC)	
Treasurer (UC)	

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Assistant Personnel Officer (UC)	11.0
Assistant Retirement Officer (UC)	11.0
Assistant Treasurer (UC)	11.0
Council Assistant (Principal Assistant) (UC)	11.0
Deputy Citizens Assistance and Information Director (UC)	11.0
Principal Assistant to City Attorney (UC)	11.0
Principal Assistant to Community Relations Department Director (UC)	11.0
<b>Safety Service</b>	<b>Standard Rate No.</b>
Fire Chief (UC)	15.0
Police Chief (UC)	15.0
Deputy Police Chief (UC)	15.0
Deputy Fire Chief (UC)	15.0
<b>Clerical</b>	
Confidential Secretary to City Attorney (UC)	14.0
Confidential Secretary to City Council (UC)	14.0
Confidential Secretary to City Manager (UC)	14.0
Confidential Secretary to Mayor (UC)	14.0
Council Executive Secretary (Principal Assistant) (UC)	14.0
Confidential Secretary to Police Chief (UC)	14.0
<b>Interns</b>	
Senior Legal Intern (UC)	12.0
Legal Intern (UC)	12.0
Administrative Intern (UC)	12.0
Library Intern (UC)	12.0
Planning Intern (UC)	12.0
Police Intern (UC)	12.0
<b>Professional Legal</b>	
Deputy City Attorney (UC)	17.0 through 17.3

Introduced on September 15, 1976.  
Passed and adopted by the Council of The City of San Diego on  
September 29, 1976.  
AUTHENTICATED BY:  
PETE WILSON,  
Mayor of The City of San Diego, California.  
EDWARD NIELSEN,  
City Clerk of The City of San Diego, California.

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