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O. 77-218

12078

ORDINANCE NO. \_\_\_\_\_  
(New Series)

MAY 31 1977

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1977-78, REVISING TITLES OF DEPUTY AND ASSISTANT POLICE AND FIRE CHIEFS.

WHEREAS, the Management Team of The City of San Diego has met and conferred with employee organizations regarding salaries and wages for employees in the Classified service and has made detailed recommendations to the City Council in relation thereto; and

WHEREAS, the Civil Service Commission of The City of San Diego has conducted studies of salaries and wages pursuant to guidelines set forth in Council Policy No. 300-1 and has recommended a schedule of compensation in respect to Classified employees to the City Council for the information and guidance of the Council pursuant to mandate of Section 130 of the Charter of The City of San Diego; and

WHEREAS, the City Manager and nonmanagerial department heads have made recommendations to the City Council in respect to salaries and wages for officers in the Unclassified service; and

WHEREAS, in addition to wages and salaries contained in this ordinance, the Management Team has recommended that the Council grant certain additional fringe benefits to those employee classifications represented by employee organizations with whom Memoranda of Understanding have been ratified and

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executed by June 1, 1977; and

WHEREAS, the City Council concurs in such recommendation of the Management Team and has authorized and directed the City Manager to take all necessary and appropriate action to comply with Council intent and direction in this regard; and

WHEREAS, after receipt at public hearing of information and statistics, oral and written, and after detailed evaluation and deliberation by the City Council upon the recommendations of the Management Team and the Civil Service Commission, the City Council of The City of San Diego, pursuant to and under the authority vested in it by the Charter of The City of San Diego, hereby finds and determines that the salaries and wages established herein are consonant with the fair and equitable concept and criteria established by and contained in Council Policy No. 300-1; and

WHEREAS, pursuant to the provisions of Charter Sections 12.1 and 24.1, the Salary Setting Commission's recommendations for Mayor and Council salaries were adopted by Ordinance No. 11805 (New Series) on March 10, 1976, and are continued by incorporation herein, effective for the period July 1, 1976 through June 30, 1978; NOW, THEREFORE,

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

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, excluding all classified police officer ranks and including the EXECUTIVE category of the Unclassified service, there is hereby established and adopted a Table of Pay for Standard Rates indicating monthly and 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.

For all classified police officer ranks, there is hereby established and adopted Tables of Pay for Standard Rates for the periods July 1, 1977 through March 31, 1978, attached hereto as Exhibit A(1), and April 1, 1978 through June 30, 1978, attached hereto as Exhibit A(2), said tables indicating monthly and bi-weekly salaries, and contain minimum, maximum and intermediate range steps for each Standard Rate.

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 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. The steps set forth for all rates contained in Exhibit A for positions in the Classified service are calculated and established at approximate five (5) percent increments. All references to step increases of five (5) percent are and shall be deemed to mean approximations thereof.

Section 4. INCREASES IN BASE COMPENSATION,  
COUNCIL ACTION.

In fixing and approving Standard Rates for the officers and employees of the City, this Council has recognized the

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necessity to increase certain salaries heretofore paid, and, in so doing, the Council has intended and does hereby intend that in increasing said salaries, 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. In addition thereto, it is the intent of the Council that the same method of Standard Rate step occupancy increase shall apply for all classified police officer ranks when the Salary Schedule of Standard Rates attached hereto as Exhibit A(2) becomes effective and is placed in full force and effect on April 1, 1978 for the period April 1, 1978 through June 30, 1978.

Notwithstanding the above express Council intent and action, the City Manager shall have and he is hereby granted the authority to limit such increase for managerial personnel in the Executive category as is, in his sound discretion, warranted. In such case, the Manager shall cause to be processed an adjusting payroll change notice and forward same to the Auditor and Comptroller for appropriate payroll application.

Members of the Classified service, other than "excepted" firefighters 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. "Excepted" firefighters and salaried part-time

employees shall be compensated in accordance with appropriate calculations and procedures established by the Auditor and Comptroller in cooperation with the City Manager and Personnel Director. For purposes of this ordinance, "excepted" firefighters are defined as those firefighters assigned to work other than forty (40) hour per week work schedules or other than average eighty (80) hour biweekly work schedules.

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.

**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 and other such monetary benefits as may be authorized from time to time as program reimbursements.

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

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.

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, including the Executive category, within the range limits of the Standard Rate number attached to the unclassified position or incremental 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.

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For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay for personnel other than "excepted" firefighters 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 "excepted" firefighters 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. Part-time employees compensated on an hourly basis shall not be eligible for any benefits set forth herein.

Section 8. EXTRA COMPENSATION PLAN; ELIGIBILITY.

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 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 provided 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

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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. Such approval by the City Council shall be required annually in conjunction with adoption of this Annual Salary Ordinance. 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 pursuant to Council Policy and in cooperation with the aforesaid appointing authorities, which 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 and Council policy.

Section 9. EDUCATIONAL INCENTIVE PROGRAM.

Sworn personnel in the Police Department who are or become eligible for extra compensation pursuant to the provisions of the Police Educational Incentive Program established and adopted by the City Council shall be entitled to receive such additional compensation, as set forth in the program during the period of said sworn personnel's eligibility and entitlement. Such educational incentive compensation shall be in addition to base compensation and other sums enumerated in this ordinance. 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, 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. The sick leave reimbursement paid pursuant to the established program shall not,

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under any circumstances, be deemed as compensation for purposes of calculating average final compensation earnable as may be required by other provisions of law.

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 unrepresented Classified employees and all Unclassified officers and employees who are members of the System. The City shall further 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 no later than June 1, 1977, a ratified and executed Memorandum of Understanding containing such provision. 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 officers and employees and that the contribution by those eligible officers and employees be reduced by said two (2) percent.

Section 13. ADDITIONAL BENEFIT PROGRAMS

The City Council may, and does hereby declare its intent upon recommendation of the City Manager to establish from time to time additional benefit programs for officers and employees via

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separate legislative actions. Such additional benefit programs shall be and are hereby declared to be predicated upon the existence of ratified and executed Memoranda of Understanding with recognized employee organizations or such other conditions of qualification as the legislative body may, in its discretion, establish.

Section 14. 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 and he shall accrue no benefits while assigned such status except as may be otherwise authorized and provided by appropriate provision of law. 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."

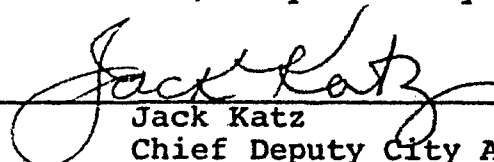
Section 15. That the classification titles of Assistant Fire Chief (Rate 16.2) and Assistant Police Chief (Rate 17.8) as reflected in Exhibit B hereto under categories of Fire and Police, respectively, be and they are hereby changed to read Deputy Fire Chief (Rate 16.2) and Deputy Police Chief (Rate 17.8), all other functions and responsibilities remaining the same. It is the intent of the Council that this change is and shall be a change in title only and not affect any other aspect of the position or remuneration, active or retired.

Section 16. That the classification titles of Deputy Police Chief (Rate 15.5) and Deputy Fire Chief (Rate 15.4), as reflected in Exhibit C hereto under category of Safety Service be and they are hereby changed to read Assistant Police Chief (Rate 15.5) and Assistant Fire Chief (Rate 15.4), all other functions and responsibilities to remain the same. It is the intent of the Council that this change is and shall be a change in title only and not affect any other aspect of the position or remuneration, active or retired. The Civil Service Commission is hereby authorized and directed pursuant to the authority of this ordinance to take all necessary and appropriate actions to effect these enumerated title changes in the Manual of Class Specifications for The City of San Diego.

Section 17. 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  
Chief Deputy City Attorney

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JK:rc:332  
5/18/77  
Or.Dept.: Manager

**SALARY SCHEDULE**  
**TABLE OF PAY FOR STANDARD RATES**  
**THE CITY OF SAN DIEGO**

**EXHIBIT A**

**EXHIBIT A**  
**12078 00983**

EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
01.0	A	1249.26	574.40	7.18	57.44	
	B	1304.39	600.00	7.50	60.00	
	C	1359.52	625.60	7.82	62.56	
	D	1414.65	650.40	8.13	65.04	
	E	1469.78	676.00	8.45	67.60	
	F	1524.91	701.60	8.77	70.16	
	G	1580.04	726.40	9.08	72.64	
	H	1635.17	752.00	9.40	75.20	
	I	1690.30	777.60	9.72	77.76	
	J	1745.43	803.20	10.04	80.32	
	K	1800.56	828.00	10.35	82.80	
	L	1855.69	853.60	10.67	85.36	
	M	1910.82	879.20	10.99	87.92	
N	1965.95	904.00	11.30	90.40		
O	2021.08	929.60	11.62	92.96		
P	2076.21	955.20	11.94	95.52		
Q	2131.34	980.00	12.25	98.00		
02.0	A	1745.43	803.20	10.04	80.32	
	B	1800.56	828.00	10.35	82.80	
	C	1855.69	853.60	10.67	85.36	
	D	1910.82	879.20	10.99	87.92	
	E	1965.95	904.00	11.30	90.40	
	F	2021.08	929.60	11.62	92.96	
	G	2076.21	955.20	11.94	95.52	
	H	2131.34	980.00	12.25	98.00	
	I	2186.47	1005.60	12.57	100.56	
	J	2241.60	1031.20	12.89	103.12	

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
02.0	K	2296.73	1056.80	13.21	105.68	
	L	2351.86	1081.60	13.52	108.16	
	M	2406.99	1107.20	13.84	110.72	
	N	2462.12	1132.80	14.16	113.28	
	O	2517.25	1157.60	14.47	115.76	
	P	2572.38	1183.20	14.79	118.32	
	Q	2627.51	1208.80	15.11	120.88	
03.0	A	2186.47	1005.60	12.57	100.56	
	B	2241.60	1031.20	12.89	103.12	
	C	2296.73	1056.80	13.21	105.68	
	D	2351.86	1081.60	13.52	108.16	
	E	2406.99	1107.20	13.84	110.72	
	F	2462.12	1132.80	14.16	113.28	
	G	2517.25	1157.60	14.47	115.76	
	H	2572.38	1183.20	14.79	118.32	
	I	2627.51	1208.80	15.11	120.88	
	J	2682.64	1233.60	15.42	123.36	
	K	2737.77	1259.20	15.74	125.92	
	L	2792.90	1284.80	16.06	128.48	
	M	2848.03	1309.60	16.37	130.96	
	N	2903.16	1335.20	16.69	133.52	
	O	2958.29	1360.80	17.01	136.08	
	P	3013.42	1386.40	17.33	138.64	
	Q	3068.55	1411.20	17.64	141.12	
R	3123.68	1436.80	17.96	143.68		
S	3178.81	1462.40	18.28	146.24		

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		1977-1978				
RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
04.0	A	2627.51	1208.80	15.11	120.88	
	B	2682.64	1233.60	15.42	123.36	
	C	2737.77	1259.20	15.74	125.92	
	D	2792.90	1284.80	16.06	128.48	
	E	2848.03	1309.60	16.37	130.96	
	F	2903.16	1335.20	16.69	133.52	
	G	2958.29	1360.80	17.01	136.08	
	H	3013.42	1386.40	17.33	138.64	
	I	3068.55	1411.20	17.64	141.12	
	J	3123.68	1436.80	17.96	143.68	
	K	3178.81	1462.40	18.28	146.24	
	L	3233.94	1487.20	18.59	148.72	
	M	3289.07	1512.80	18.91	151.28	
	N	3344.20	1538.40	19.23	153.84	
	O	3399.33	1563.20	19.54	156.32	
	P	3454.46	1588.80	19.86	158.88	
	Q	3509.59	1614.40	20.18	161.44	
	R	3564.72	1640.00	20.50	164.00	
	S	3619.85	1664.80	20.81	166.48	
	T	3674.98	1690.40	21.13	169.04	
	U	3730.11	1716.00	21.45	171.60	
	V	3785.24	1740.80	21.76	174.08	
	W	3840.37	1766.40	22.08	176.64	
05.0	A	3399.33	1563.20	19.54	156.32	
	B	3454.46	1588.80	19.86	158.88	
	C	3509.59	1614.40	20.18	161.44	
	D	3564.72	1640.00	20.50	164.00	
	E	3619.85	1664.80	20.81	166.48	

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
05.0	F	3674.98	1690.40	21.13	169.04	
	G	3730.11	1716.00	21.45	171.60	
	H	3785.24	1740.80	21.76	174.08	
	I	3840.37	1766.40	22.08	176.64	
	J	3895.50	1792.00	22.40	179.20	
	K	3950.63	1816.80	22.71	181.68	
	L	4005.76	1842.40	23.03	184.24	
	M	4060.89	1868.00	23.35	186.80	
	N	4116.02	1893.60	23.67	189.36	
	O	4171.15	1918.40	23.98	191.84	
	P	4226.28	1944.00	24.30	194.40	
	Q	4281.41	1969.60	24.62	196.96	
	R	4336.54	1994.40	24.93	199.44	
	S	4391.67	2020.00	25.25	202.00	
06.0	T	4446.80	2045.60	25.57	204.56	
	U	4501.93	2070.40	25.88	207.04	
	V	4557.06	2096.00	26.20	209.60	
	W	4612.19	2121.60	26.52	212.16	
	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	
	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		

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
06.0	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	
07.0	A	1193.00	548.80	6.86	54.88	
	B	1233.00	567.20	7.09	56.72	
	C	1273.00	585.60	7.32	58.56	
	D	1313.00	604.00	7.55	60.40	
	E	1353.00	622.40	7.78	62.24	
	F	1393.00	640.80	8.01	64.08	
	G	1433.00	659.20	8.24	65.92	
	H	1473.00	677.60	8.47	67.76	
	I	1513.00	696.00	8.70	69.60	
	J	1553.00	714.40	8.93	71.44	
	K	1593.00	732.80	9.16	73.28	
	L	1633.00	751.20	9.39	75.12	
	M	1673.00	769.60	9.62	76.96	
N	1713.00	788.00	9.85	78.80		
O	1753.00	806.40	10.08	80.64		
P	1793.00	824.80	10.31	82.48		
Q	1833.00	843.20	10.54	84.32		
R	1873.00	861.60	10.77	86.16		

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EXECUTIVE SALARY SCHEDULE  
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RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
07.0	S	1913.00	880.00	11.00	88.00	
	T	1953.00	898.40	11.23	89.84	
	U	1993.00	916.80	11.46	91.68	
	V	2033.00	935.20	11.69	93.52	
	W	2073.00	953.60	11.92	95.36	
	X	2113.00	972.00	12.15	97.20	
	Y	2153.00	990.40	12.38	99.04	
	Z	2193.00	1008.80	12.61	100.88	
07.1	A	2291.00	1053.60	13.17	105.36	
	B	2331.00	1072.00	13.40	107.20	
	C	2371.00	1090.40	13.63	109.04	
	D	2411.00	1108.80	13.86	110.88	
	E	2451.00	1127.20	14.09	112.72	
	F	2491.00	1145.60	14.32	114.56	
	G	2531.00	1164.00	14.55	116.40	
	H	2571.00	1182.40	14.78	118.24	
	I	2611.00	1200.80	15.01	120.08	
	J	2651.00	1219.20	15.24	121.92	
	K	2691.00	1237.60	15.47	123.76	
	L	2731.00	1256.00	15.70	125.60	
	M	2771.00	1274.40	15.93	127.44	
	N	2811.00	1292.80	16.16	129.28	
	O	2851.00	1311.20	16.39	131.12	
	P	2891.00	1329.60	16.62	132.96	
	Q	2931.00	1348.00	16.85	134.80	
R	2971.00	1366.40	17.08	136.64		
S	3011.00	1384.80	17.31	138.48		

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EXECUTIVE SALARY SCHEDULE  
BASE SALARY TABLE

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
07.1	T	3051.00	1403.20	17.54	140.32	
	U	3091.00	1421.60	17.77	142.16	
	V	3131.00	1440.00	18.00	144.00	
	W	3171.00	1458.40	18.23	145.84	
	X	3211.00	1476.80	18.46	147.68	
	Y	3251.00	1495.20	18.69	149.52	
	Z	3291.00	1513.60	18.92	151.36	
07.2	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
	F	1793.00	824.80	10.31	82.48	
	G	1882.00	865.60	10.82	86.56	
	H	1974.00	908.00	11.35	90.80	
07.3	A	1670.00	768.00	9.60	76.80	
	B	1751.00	805.60	10.07	80.56	
	C	1837.00	844.80	10.56	84.48	
	D	1927.00	886.40	11.08	88.64	
	E	2023.00	930.40	11.63	93.04	
	F	2120.00	975.20	12.19	97.52	
	G	2225.00	1023.20	12.79	102.32	
	H	2336.00	1074.40	13.43	107.44	
	I	2451.00	1127.20	14.09	112.72	

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RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
10.1	A	624.00	287.20	3.59	28.72	
	B	656.00	301.60	3.77	30.16	
	C	685.00	315.20	3.94	31.52	
	D	717.00	329.60	4.12	32.96	
	E	751.00	345.60	4.32	34.56	
10.2	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
10.3	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	732.00	336.80	4.21	33.68	
	E	769.00	353.60	4.42	35.36	
10.4	A	737.00	339.20	4.24	33.92	
	B	772.00	355.20	4.44	35.52	
	C	809.00	372.00	4.65	37.20	
	D	849.00	390.40	4.88	39.04	
	E	889.00	408.80	5.11	40.88	
10.5	A	925.00	425.60	5.32	42.56	
	B	972.00	447.20	5.59	44.72	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
10.6	A	1555.00	715.20	8.94	71.52	
	B	1631.00	750.40	9.38	75.04	
	C	1711.00	787.20	9.84	78.72	
	D	1793.00	824.80	10.31	82.48	
	E	1882.00	865.60	10.82	86.56	
10.7	A	1064.00	489.60	6.12	48.96	
	B	1117.00	513.60	6.42	51.36	
	C	1169.00	537.60	6.72	53.76	
	D	1226.00	564.00	7.05	56.40	
	E	1287.00	592.00	7.40	59.20	
10.8	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
10.9	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
11.6	A	1591.00	732.00	9.15	73.20	
	B	1670.00	768.00	9.60	76.80	
	C	1751.00	805.60	10.07	80.56	
	D	1837.00	844.80	10.56	84.48	
	E	1927.00	886.40	11.08	88.64	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
11.7	A	817.00	376.00	4.70	37.60	
	B	854.00	392.80	4.91	39.28	
	C	892.00	410.40	5.13	41.04	
	D	934.00	429.60	5.37	42.96	
	E	976.00	448.80	5.61	44.88	
11.8	A	934.00	429.60	5.37	42.96	
	B	976.00	448.80	5.61	44.88	
	C	1019.00	468.80	5.86	46.88	
	D	1064.00	489.60	6.12	48.96	
	E	1115.00	512.80	6.41	51.28	
12.5	A	800.00	368.00	4.60	36.80	
	B	835.00	384.00	4.80	38.40	
	C	873.00	401.60	5.02	40.16	
	D	911.00	419.20	5.24	41.92	
	E	953.00	438.40	5.48	43.84	
12.6	A	911.00	419.20	5.24	41.92	
	B	953.00	438.40	5.48	43.84	
	C	995.00	457.60	5.72	45.76	
	D	1042.00	479.20	5.99	47.92	
	E	1089.00	500.80	6.26	50.08	
12.7	A	995.00	457.60	5.72	45.76	
	B	1042.00	479.20	5.99	47.92	
	C	1089.00	500.80	6.26	50.08	
	D	1139.00	524.00	6.55	52.40	
	E	1191.00	548.00	6.85	54.80	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
12.9	A	1628.00	748.80	9.36	74.88	
	B	1708.00	785.60	9.82	78.56	
	C	1793.00	824.80	10.31	82.48	
	D	1878.00	864.00	10.80	86.40	
	E	1972.00	907.20	11.34	90.72	
13.2	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
13.3	A	1480.00	680.80	8.51	68.08	
	B	1553.00	714.40	8.93	71.44	
	C	1628.00	748.80	9.36	74.88	
	D	1708.00	785.60	9.82	78.56	
	E	1793.00	824.80	10.31	82.48	
13.5	A	586.00	269.60	3.37	26.96	
	B	614.00	282.40	3.53	28.24	
	C	644.00	296.00	3.70	29.60	
	D	673.00	309.60	3.87	30.96	
	E	704.00	324.00	4.05	32.40	
13.6	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	

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RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
13.7	A	1122.00	516.00	6.45	51.60	
	B	1176.00	540.80	6.76	54.08	
	C	1235.00	568.00	7.10	56.80	
	D	1292.00	594.40	7.43	59.44	
	E	1355.00	623.20	7.75	62.32	
13.9	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	732.00	336.80	4.21	33.68	
	E	769.00	353.60	4.42	35.36	
14.2	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
14.3	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
14.4	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	

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RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
14.5	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
14.6	A	889.00	408.80	5.11	40.88	
	B	932.00	428.80	5.36	42.88	
	C	976.00	448.80	5.61	44.88	
	D	1021.00	469.60	5.87	46.96	
	E	1070.00	492.00	6.15	49.20	
14.9	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
15.2	A	1226.00	564.00	7.05	56.40	
	B	1285.00	591.20	7.39	59.12	
	C	1350.00	620.80	7.76	62.08	
	D	1414.00	650.40	8.13	65.04	
	E	1484.00	682.40	8.53	68.24	
15.3	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	

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RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
15.4	A	2186.00	1005.60	12.57	100.55	71.83
	B	2294.00	1055.20	13.19	105.52	75.37
	C	2405.00	1106.40	13.83	110.64	79.03
	D	2525.00	1161.60	14.52	116.16	82.97
	E	2649.00	1218.40	15.23	121.84	87.03
15.5	A	2280.00	1048.80	13.11	104.88	
	B	2393.00	1100.80	13.76	110.08	
	C	2510.00	1154.40	14.43	115.44	
	D	2632.00	1210.40	15.13	121.04	
	E	2764.00	1271.20	15.89	127.12	
15.6	A	1670.00	768.00	9.60	76.80	
	B	1751.00	805.60	10.07	80.56	
	C	1837.00	844.80	10.56	84.48	
	D	1927.00	886.40	11.08	88.64	
	E	2023.00	930.40	11.63	93.04	
15.7	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
15.9	A	1447.00	665.60	8.32	66.56	
	B	1517.00	697.60	8.72	69.76	
	C	1590.00	731.20	9.14	73.12	
	D	1666.00	766.40	9.58	76.64	
	E	1748.00	804.00	10.05	80.40	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
16.0	A	2586.00	1189.60	14.87	118.96	84.97
	B	2713.00	1248.00	15.60	124.80	89.14
	C	2845.00	1308.80	16.36	130.88	93.49
	D	2988.00	1374.40	17.18	137.44	98.17
	E	3136.00	1442.40	18.03	144.24	103.03
16.2	A	2099.00	924.00	11.55	92.40	66.00
	B	2110.00	970.40	12.13	97.04	69.31
	C	2212.00	1017.60	12.72	101.76	72.69
	D	2322.00	1068.00	13.35	106.80	76.29
	E	2435.00	1120.00	14.00	112.00	80.00
16.6	A	734.00	337.60	4.22	33.76	
	B	769.00	353.60	4.42	35.36	
	C	804.00	369.60	4.62	36.96	
	D	842.00	387.20	4.84	38.72	
	E	882.00	405.60	5.07	40.56	
16.7	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
16.8	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
16.9	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	732.00	336.80	4.21	33.68	
	E	769.00	353.60	4.42	35.36	
17.0	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
17.3	A	2586.00	1189.60	14.87	118.96	
	B	2713.00	1248.00	15.60	124.80	
	C	2845.00	1308.80	16.36	130.88	
	D	2988.00	1374.40	17.18	137.44	
	E	3136.00	1442.40	18.03	144.24	
17.5	A	1198.00	551.20	6.89	55.12	
	B	1256.00	577.60	7.22	57.76	
	C	1317.00	605.60	7.57	60.56	
	D	1381.00	635.20	7.94	63.52	
	E	1449.00	666.40	8.33	66.64	
17.8	A	2190.00	1007.20	12.59	100.72	
	B	2299.00	1057.60	13.22	105.76	
	C	2411.00	1108.80	13.86	110.88	
	D	2531.00	1164.00	14.55	116.40	
	E	2656.00	1221.60	15.27	122.16	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
18.1	A	1141.00	524.80	6.56	52.48	
	B	1197.00	550.40	6.88	55.04	
	C	1254.00	576.80	7.21	57.68	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
18.5	A	882.00	405.60	5.07	40.56	
	B	924.00	424.80	5.31	42.48	
	C	971.00	446.40	5.58	44.64	
	D	1016.00	467.20	5.84	46.72	
	E	1063.00	488.80	6.11	48.88	
18.6	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	732.00	336.80	4.21	33.68	
	E	769.00	353.60	4.42	35.36	
19.0	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
19.1	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
19.2	A	1711.00	787.20	9.84	78.72	
	B	1793.00	824.80	10.31	82.48	
	C	1884.00	866.40	10.83	86.64	
	D	1976.00	908.80	11.36	90.88	
	E	2071.00	952.80	11.91	95.28	
19.3	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
19.6	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
20.0	A	1064.00	489.60	6.12	48.96	
	B	1117.00	513.60	6.42	51.36	
	C	1169.00	537.60	6.72	53.76	
	D	1226.00	564.00	7.05	56.40	
	E	1285.00	591.20	7.39	59.12	
20.5	A	1878.00	864.00	10.80	86.40	
	B	1972.00	907.20	11.34	90.72	
	C	2070.00	952.00	11.90	95.20	
	D	2171.00	998.40	12.48	99.84	
	E	2278.00	1048.00	13.10	104.80	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
20.6	A	1837.00	844.80	10.56	84.48	
	B	1929.00	887.20	11.09	88.72	
	C	2023.00	930.40	11.63	93.04	
	D	2122.00	976.00	12.20	97.60	
	E	2228.00	1024.80	12.81	102.48	
20.7	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
21.8	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
22.0	A	1287.00	592.00	7.40	59.20	
	B	1348.00	620.00	7.75	62.00	
	C	1414.00	650.40	8.13	65.04	
	D	1484.00	682.40	8.53	68.24	
	E	1555.00	715.20	8.94	71.52	
22.1	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	

**MICROFILMED**

OCT 4 1978

01002

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
22.2	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
22.3	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
22.4	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
22.5	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
22.6	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	

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OCT 4 1978

01003

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
22.7	A	1381.00	635.20	7.94	63.52	
	B	1449.00	666.40	8.33	66.64	
	C	1518.00	698.40	8.73	69.84	
	D	1593.00	732.80	9.16	73.28	
	E	1671.00	768.80	9.61	76.88	
22.8	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1591.00	732.00	9.15	73.20	
23.1	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
23.2	A	1285.00	591.20	7.39	59.12	
	B	1350.00	620.80	7.76	62.08	
	C	1414.00	650.40	8.13	65.04	
	D	1484.00	682.40	8.53	68.24	
	E	1555.00	715.20	8.94	71.52	
23.3	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.60	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	

01004

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
23.6	A	614.00	282.40	3.53	28.24	
	B	644.00	296.00	3.70	29.60	
	C	673.00	309.60	3.87	30.96	
	D	704.00	324.00	4.05	32.40	
	E	737.00	339.20	4.24	33.92	
25.1	A	925.00	425.60	5.32	42.56	
	B	972.00	447.20	5.59	44.72	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	
26.0	A	609.00	280.00	3.50	28.00	
	B	633.00	291.20	3.64	29.12	
	C	661.00	304.00	3.80	30.40	
	D	689.00	316.80	3.96	31.68	
	E	720.00	331.20	4.14	33.12	
26.1	A	720.00	331.20	4.14	33.12	
	B	751.00	345.60	4.32	34.56	
	C	781.00	359.20	4.49	35.92	
	D	817.00	376.00	4.70	37.60	
	E	854.00	392.80	4.91	39.28	
26.4	A	1064.00	489.60	6.12	48.96	
	B	1115.00	512.80	6.41	51.28	
	C	1165.00	536.00	6.70	53.60	
	D	1217.00	560.00	7.00	56.00	
	E	1275.00	586.40	7.33	58.64	

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01005

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
26.8	A	737.00	339.20	4.24	33.92	
	B	772.00	355.20	4.44	35.52	
	C	809.00	372.00	4.65	37.20	
	D	849.00	390.40	4.88	39.04	
	E	889.00	408.80	5.11	40.88	
27.0	A	673.00	309.60	3.87	30.96	
	B	704.00	324.00	4.05	32.40	
	C	737.00	339.20	4.24	33.92	
	D	772.00	355.20	4.44	35.52	
	E	809.00	372.00	4.65	37.20	
27.2	A	1927.00	886.40	11.08	88.64	
	B	2023.00	930.40	11.63	93.04	
	C	2120.00	975.20	12.19	97.52	
	D	2225.00	1023.20	12.79	102.32	
	E	2336.00	1074.40	13.43	107.44	
27.3	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1591.00	732.00	9.15	73.20	
27.4	A	991.00	456.00	5.70	45.60	
	B	1038.00	477.60	5.97	47.76	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1197.00	550.40	6.86	55.04	

01006

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
27.5	A	1141.00	524.80	6.56	52.48	
	B	1197.00	550.40	6.88	55.04	
	C	1254.00	576.80	7.21	57.68	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
27.6	A	1197.00	550.40	6.88	55.04	
	B	1254.00	576.80	7.21	57.68	
	C	1317.00	605.60	7.57	60.56	
	D	1381.00	635.20	7.94	63.52	
	E	1449.00	666.40	8.33	66.64	
27.7	A	1254.00	576.80	7.21	57.68	
	B	1317.00	605.60	7.57	60.56	
	C	1381.00	635.20	7.94	63.52	
	D	1449.00	666.40	8.33	66.64	
	E	1518.00	698.40	8.73	69.84	
27.8	A	1711.00	787.20	9.84	78.72	
	B	1793.00	824.80	10.31	82.48	
	C	1884.00	866.40	10.83	86.64	
	D	1976.00	908.80	11.36	90.88	
	E	2071.00	952.80	11.91	95.28	
27.9	A	1518.00	698.40	8.73	69.84	
	B	1591.00	732.00	9.15	73.20	
	C	1670.00	768.00	9.60	76.80	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	

01007

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
28.0	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
28.2	A	1117.00	513.60	6.42	51.36	
	B	1169.00	537.60	6.72	53.76	
	C	1226.00	564.00	7.05	56.40	
	D	1285.00	591.20	7.39	59.12	
	E	1350.00	620.80	7.76	62.08	
28.3	A	971.00	446.40	5.58	44.64	
	B	1016.00	467.20	5.84	46.72	
	C	1064.00	489.60	6.12	48.96	
	D	1117.00	513.60	6.42	51.36	
	E	1169.00	537.00	6.72	53.76	
28.5	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
28.6	A	1348.00	620.00	7.75	62.00	
	B	1414.00	650.40	8.13	65.04	
	C	1484.00	682.40	8.53	68.24	
	D	1555.00	715.20	8.94	71.52	
	E	1631.00	750.40	9.38	75.04	

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01008

12078



1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
28.8	A	1042.00	479.20	5.99	47.92	
	B	1089.00	500.80	6.26	50.08	
	C	1139.00	524.00	6.55	52.40	
	D	1191.00	548.00	6.85	54.80	
	E	1245.00	572.80	7.16	57.28	
29.0	A	1141.00	524.80	6.56	52.48	
	B	1197.00	550.40	6.88	55.04	
	C	1254.00	576.80	7.21	57.68	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
29.3	A	1042.00	479.20	5.99	47.92	
	B	1089.00	500.80	6.26	50.08	
	C	1139.00	524.00	6.55	52.40	
	D	1191.00	548.00	6.85	54.80	
	E	1245.00	572.80	7.16	57.28	
29.6	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1591.00	732.00	9.15	73.20	
34.2	A	1096.00	504.00	6.30	50.40	
	B	1148.00	528.00	6.60	52.80	
	C	1204.00	553.60	6.92	55.36	
	D	1264.00	581.60	7.27	58.16	
	E	1324.00	608.80	7.61	60.88	

01009

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
34.3	A	1324.00	608.80	7.61	60.88	
	B	1388.00	638.40	7.98	63.84	
	C	1456.00	669.60	8.37	66.96	
	D	1527.00	702.40	8.78	70.24	
	E	1602.00	736.80	9.21	73.68	
34.6	A	1593.00	732.80	9.16	73.28	
	B	1671.00	768.80	9.61	76.88	
	C	1751.00	805.60	10.07	80.56	
	D	1837.00	844.80	10.56	84.48	
	E	1929.00	887.20	11.09	88.72	
34.7	A	1285.00	591.20	7.39	59.12	
	B	1350.00	620.80	7.76	62.08	
	C	1414.00	650.40	8.13	65.04	
	D	1484.00	682.40	8.53	68.24	
	E	1555.00	715.20	8.94	71.52	
34.8	A	1350.00	620.80	7.76	62.08	
	B	1414.00	650.40	8.13	65.04	
	C	1484.00	682.40	8.53	68.24	
	D	1555.00	715.20	8.94	71.52	
	E	1631.00	750.40	9.38	75.04	
35.1	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	

01010

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
35.2	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
35.3	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1882.00	865.60	10.82	86.56	
	E	1974.00	908.00	11.35	90.80	
35.4	A	1711.00	787.20	9.84	78.72	
	B	1793.00	824.80	10.31	82.48	
	C	1882.00	865.60	10.82	86.56	
	D	1974.00	908.00	11.35	90.80	
	E	2073.00	953.60	11.92	95.36	
35.5	A	991.00	456.00	5.70	45.60	
	B	1038.00	477.60	5.97	47.76	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1197.00	550.40	6.88	55.04	
35.7	A	863.00	396.80	4.96	39.68	
	B	904.00	416.00	5.20	41.60	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1038.00	477.60	5.97	47.76	

**MICROFILMED****OCT 4 1978****01011****12078**

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
35.8	A	751.00	345.60	4.32	34.50	
	B	786.00	361.60	4.52	36.16	
	C	824.00	379.20	4.74	37.92	
	D	863.00	396.80	4.96	39.68	
	E	904.00	416.00	5.20	41.60	
38.0	A	685.00	315.20	3.94	31.52	
	B	717.00	329.60	4.12	32.96	
	C	751.00	345.60	4.32	34.56	
	D	788.00	362.40	4.53	36.24	
	E	824.00	379.20	4.74	37.92	
38.2	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1882.00	865.60	10.82	86.56	
	E	1974.00	908.00	11.35	90.80	
38.3	A	936.00	430.40	5.38	43.04	
	B	979.00	450.40	5.63	45.04	
	C	1024.00	471.20	5.89	47.12	
	D	1079.00	493.60	6.17	49.36	
	E	1124.00	516.80	6.46	51.68	
38.4	A	1484.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	

01012

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
38.7	A	633.00	291.20	3.64	29.12	
	B	661.00	304.00	3.80	30.40	
	C	689.00	316.80	3.96	31.68	
	D	720.00	331.20	4.14	33.12	
	E	751.00	345.60	4.32	34.56	
38.9	A	689.00	316.80	3.96	31.68	
	B	720.00	331.20	4.14	33.12	
	C	751.00	345.60	4.32	34.56	
	D	781.00	359.20	4.49	35.92	
	E	817.00	376.00	4.70	37.60	
39.0	A	751.00	345.60	4.32	34.56	
	B	781.00	359.20	4.49	35.92	
	C	817.00	376.00	4.70	37.60	
	D	854.00	392.80	4.91	39.28	
	E	892.00	410.40	5.13	41.04	
39.1	A	1456.00	669.60	8.37	66.96	
	B	1527.00	702.40	8.78	70.24	
	C	1602.00	736.80	9.21	73.68	
	D	1680.00	772.80	9.66	77.28	
	E	1762.00	810.40	10.13	81.04	
39.2	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	

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OCT 4 1978

01013

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
39.3	A	1292.00	594.40	7.43	59.44	
	B	1355.00	623.20	7.79	62.32	
	C	1423.00	654.40	8.18	65.44	
	D	1491.00	685.60	8.57	68.56	
	E	1564.00	719.20	8.95	71.92	
39.4	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1884.00	866.40	10.83	86.64	
	E	1976.00	908.80	11.36	90.88	
39.5	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1884.00	866.40	10.83	86.64	
	E	1976.00	908.80	11.36	90.88	
41.0	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	
41.1	A	889.00	408.80	5.11	40.88	
	B	932.00	428.80	5.36	42.88	
	C	976.00	448.80	5.61	44.88	
	D	1021.00	469.60	5.87	46.96	
	E	1070.00	492.00	6.15	49.20	

01014

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
41.2	A	772.00	355.20	4.44	35.52	
	B	809.00	372.00	4.65	37.20	
	C	849.00	390.40	4.88	39.04	
	D	889.00	408.80	5.11	40.88	
	E	932.00	428.80	5.36	42.88	
41.5	A	1207.00	555.20	6.94	55.52	
	B	1266.00	582.40	7.28	58.24	
	C	1327.00	610.40	7.63	61.04	
	D	1391.00	640.00	8.00	64.00	
	E	1461.00	672.00	8.40	67.20	
41.7	A	1226.00	564.00	7.05	56.40	
	B	1285.00	591.20	7.39	59.12	
	C	1350.00	620.80	7.76	62.08	
	D	1414.00	650.40	8.13	65.04	
	E	1484.00	682.40	8.53	68.24	
41.9	A	2023.00	930.40	11.63	93.04	
	B	2120.00	975.20	12.19	97.52	
	C	2225.00	1023.20	12.79	102.32	
	D	2336.00	1074.40	13.43	107.44	
	E	2451.00	1127.20	14.09	112.72	
42.0	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1042.00	479.20	5.99	47.92	
	D	1091.00	501.60	6.27	50.16	
	E	1141.00	524.80	6.56	52.48	

01015

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
42.1	A	1381.00	635.20	7.94	63.52	
	B	1449.00	666.40	8.33	66.64	
	C	1518.00	698.40	8.73	69.84	
	D	1593.00	732.80	9.16	73.28	
	E	1671.00	768.80	9.61	76.88	
42.2	A	882.00	405.60	5.07	40.56	
	B	925.00	425.60	5.32	42.56	
	C	971.00	446.40	5.58	44.64	
	D	1016.00	467.20	5.84	46.72	
	E	1064.00	489.60	6.12	48.96	
42.3	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
42.4	A	1555.00	715.20	8.94	71.52	
	B	1631.00	750.40	9.38	75.04	
	C	1711.00	787.20	9.84	78.72	
	D	1793.00	824.80	10.31	82.48	
	E	1882.00	865.60	10.82	86.56	
42.5	A	1449.00	666.40	8.33	66.64	
	B	1518.00	698.40	8.73	69.84	
	C	1591.00	732.00	9.15	73.20	
	D	1670.00	768.00	9.60	76.80	
	E	1751.00	805.60	10.07	80.56	

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01016

12078



1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
42.6	A	1139.00	524.00	6.55	52.40	
	B	1191.00	548.00	6.85	54.80	
	C	1245.00	572.80	7.16	57.28	
	D	1304.00	600.00	7.50	60.00	
	E	1365.00	628.00	7.85	62.80	
42.7	A	1254.00	576.80	7.21	57.68	
	B	1317.00	605.60	7.57	60.56	
	C	1381.00	635.20	7.94	63.52	
	D	1449.00	666.40	8.33	66.64	
	E	1518.00	698.40	8.73	69.84	
42.8	A	1139.00	524.00	6.55	52.40	
	B	1191.00	548.00	6.85	54.80	
	C	1245.00	572.80	7.16	57.28	
	D	1304.00	600.00	7.50	60.00	
	E	1365.00	628.00	7.85	62.80	
42.9	A	1518.00	698.40	8.73	69.84	
	B	1591.00	732.00	9.15	73.20	
	C	1670.00	768.00	9.60	76.80	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
43.0	A	1449.00	666.40	8.33	66.64	
	B	1518.00	698.40	8.73	69.84	
	C	1591.00	732.00	9.15	73.20	
	D	1670.00	768.00	9.60	76.80	
	E	1751.00	805.60	10.07	80.56	

01017

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMLN DAILY
43.1	A	1254.00	576.80	7.21	57.68	
	B	1317.00	605.60	7.57	60.56	
	C	1381.00	635.20	7.94	63.52	
	D	1449.00	666.40	8.33	66.64	
	E	1518.00	698.40	8.73	69.84	
43.2	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	
43.4	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
43.5	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
43.6	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	

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01018

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
43.7	A	1064.00	489.60	6.12	48.96	
	B	1115.00	512.80	6.41	51.28	
	C	1165.00	536.00	6.70	53.60	
	D	1217.00	560.00	7.00	56.00	
	E	1275.00	586.40	7.33	58.64	
43.8	A	953.00	438.40	5.48	43.84	
	B	995.00	457.60	5.72	45.76	
	C	1042.00	479.20	5.99	47.92	
	D	1089.00	500.80	6.26	50.08	
	E	1139.00	524.00	6.55	52.40	
43.9	A	990.00	455.20	5.69	45.52	
	B	1035.00	476.00	5.95	47.60	
	C	1084.00	498.40	6.23	49.84	
	D	1132.00	520.80	6.51	52.08	
	E	1184.00	544.80	6.81	54.48	
44.0	A	1084.00	498.40	6.23	49.84	
	B	1132.00	520.80	6.51	52.08	
	C	1184.00	544.80	6.81	54.48	
	D	1240.00	570.40	7.13	57.04	
	E	1298.00	596.80	7.46	59.68	
44.2	A	1247.00	573.60	7.17	57.36	
	B	1308.00	601.60	7.52	60.16	
	C	1374.00	632.00	7.90	63.20	
	D	1438.00	661.60	8.27	66.16	
	E	1508.00	693.60	8.67	69.36	

01019

12078

RATE	STEP	1977-1978					FIREMEN DAILY
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY		
44.5	A	1132.00	520.80	6.51	52.08		
	B	1184.00	544.80	6.81	54.48		
	C	1240.00	570.40	7.13	57.04		
	D	1298.00	596.80	7.46	59.68		
	E	1357.00	624.00	7.80	62.40		
44.6	A	1064.00	489.60	6.12	48.96		
	B	1115.00	512.80	6.41	51.28		
	C	1165.00	536.00	6.70	53.60		
	D	1217.00	560.00	7.00	56.00		
	E	1275.00	586.40	7.33	58.64		
44.7	A	1115.00	512.80	6.41	51.28		
	B	1165.00	536.00	6.70	53.60		
	C	1217.00	560.00	7.00	56.00		
	D	1275.00	586.40	7.33	58.64		
	E	1336.00	614.40	7.68	61.44		
44.8	A	1091.00	501.60	6.27	50.16		
	B	1141.00	524.80	6.56	52.48		
	C	1198.00	551.20	6.89	55.12		
	D	1256.00	577.60	7.22	57.76		
	E	1317.00	605.60	7.57	60.56		
44.9	A	689.00	316.80	3.96	31.68		
	B	720.00	331.20	4.14	33.12		
	C	751.00	345.60	4.32	34.56		
	D	781.00	359.20	4.49	35.92		
	E	817.00	376.00	4.70	37.60		

C1020

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
45.0	A	817.00	376.00	4.70	37.60	
	B	854.00	392.80	4.91	39.28	
	C	892.00	410.40	5.13	41.04	
	D	934.00	429.60	5.37	42.96	
	E	976.00	448.80	5.61	44.88	
45.1	A	884.00	406.40	5.08	40.64	
	B	925.00	425.60	5.32	42.56	
	C	972.00	447.20	5.59	44.72	
	D	1016.00	467.20	5.84	46.72	
	E	1064.00	489.60	6.12	48.96	
45.2	A	781.00	359.20	4.49	35.92	
	B	817.00	376.00	4.70	37.60	
	C	854.00	392.80	4.91	39.28	
	D	892.00	410.40	5.13	41.04	
	E	934.00	429.60	5.37	42.96	
45.3	A	1826.00	840.00	10.50	84.00	60.00
	B	1918.00	882.40	11.03	88.24	63.03
	C	2009.00	924.00	11.55	92.40	66.00
	D	2110.00	970.40	12.13	97.04	69.31
	E	2212.00	1017.60	12.72	101.76	72.69
45.4	A	1837.00	844.80	10.56	84.48	
	B	1929.00	887.20	11.09	88.72	
	C	2023.00	930.40	11.63	93.04	
	D	2122.00	976.00	12.20	97.60	
	E	2228.00	1024.80	12.81	102.48	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
45.6	A	1508.00	693.60	8.67	69.36	49.54
	B	1583.00	728.00	9.10	72.80	52.00
	C	1659.00	763.20	9.54	76.32	54.51
	D	1743.00	801.60	10.02	80.16	57.26
	E	1826.00	840.00	10.50	84.00	60.00
45.7	A	1835.00	844.00	10.55	84.40	
	B	1925.00	885.60	11.07	88.56	
	C	2019.00	928.80	11.61	92.88	
	D	2120.00	975.20	12.19	97.52	
	E	2221.00	1021.60	12.77	102.16	
45.8	A	1308.00	601.60	7.52	60.16	42.97
	B	1374.00	632.00	7.90	63.20	45.14
	C	1438.00	661.60	8.27	66.16	47.26
	D	1508.00	693.60	8.67	69.36	49.54
	E	1583.00	723.00	9.10	72.80	52.00
46.2	A	1164.00	535.20	6.69	53.52	38.23
	B	1217.00	560.00	7.00	56.00	40.00
	C	1277.00	587.20	7.34	58.72	41.94
	D	1341.00	616.80	7.71	61.68	44.06
	E	1404.00	645.60	8.07	64.56	46.12
46.5	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	

01022

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
47.2	A	781.00	359.20	4.49	35.92	
	B	816.00	375.20	4.69	37.52	
	C	852.00	392.00	4.90	39.20	
	D	891.00	409.60	5.12	40.96	
	E	932.00	428.80	5.36	42.88	
47.5	A	904.00	416.00	5.20	41.60	
	B	948.00	436.00	5.45	43.60	
	C	991.00	456.00	5.70	45.60	
	D	1042.00	479.20	5.99	47.92	
	E	1091.00	501.60	6.27	50.16	
47.6	A	1484.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	
47.7	A	1346.00	620.00	7.75	62.00	
	B	1414.00	650.40	8.13	65.04	
	C	1484.00	682.40	8.53	68.24	
	D	1555.00	715.20	8.94	71.52	
	E	1631.00	750.40	9.38	75.04	
47.8	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	

01023

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
47.9	A	1484.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	
48.0	A	654.00	300.80	3.76	30.08	
	B	687.00	316.00	3.95	31.60	
	C	718.00	330.40	4.13	33.04	
	D	751.00	345.60	4.32	34.56	
	E	786.00	361.60	4.52	36.16	
48.1	A	718.00	330.40	4.13	33.04	
	B	751.00	345.60	4.32	34.56	
	C	786.00	361.60	4.52	36.16	
	D	824.00	379.20	4.74	37.92	
	E	863.00	396.80	4.96	39.68	
48.7	A	1197.00	550.40	6.88	55.04	
	B	1256.00	577.60	7.22	57.76	
	C	1317.00	605.60	7.57	60.56	
	D	1379.00	634.40	7.93	63.44	
	E	1447.00	665.60	8.32	66.56	
48.9	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1285.00	591.20	7.39	59.12	
	D	1350.00	620.80	7.76	62.08	
	E	1414.00	650.40	8.13	65.04	

12024

12078



1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
49.0	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
49.1	A	1057.00	486.40	6.08	48.64	
	B	1108.00	509.60	6.37	50.96	
	C	1164.00	535.20	6.69	53.52	
	D	1217.00	560.00	7.00	56.00	
	E	1278.00	588.00	7.35	58.80	
49.2	A	718.00	330.40	4.13	33.04	
	B	750.00	344.80	4.31	34.48	
	C	781.00	359.20	4.49	35.92	
	D	816.00	375.20	4.69	37.52	
	E	852.00	392.00	4.90	39.20	
49.8	A	1089.00	500.80	6.26	50.08	
	B	1139.00	524.00	6.55	52.40	
	C	1191.00	548.00	6.85	54.80	
	D	1245.00	572.80	7.16	57.28	
	E	1304.00	600.00	7.50	60.00	
50.8	A	953.00	438.40	5.48	43.84	
	B	995.00	457.60	5.72	45.76	
	C	1042.00	479.20	5.99	47.92	
	D	1089.00	500.80	6.26	50.08	
	E	1139.00	524.00	6.55	52.40	

01025

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
50.9	A	767.00	352.20	4.41	35.28	
	B	800.00	368.00	4.60	36.80	
	C	835.00	384.00	4.80	38.40	
	D	873.00	401.60	5.02	40.16	
	E	911.00	419.20	5.24	41.92	
51.2	A	986.00	453.60	5.67	45.36	
	B	1033.00	475.20	5.94	47.52	
	C	1084.00	498.40	6.23	49.84	
	D	1136.00	522.40	6.53	52.24	
	E	1191.00	548.00	6.85	54.80	
51.3	A	950.00	436.80	5.46	43.68	
	B	990.00	455.20	5.69	45.52	
	C	1035.00	476.00	5.95	47.60	
	D	1084.00	498.40	6.23	49.84	
	E	1132.00	520.80	6.51	52.08	
51.4	A	1591.00	732.00	9.15	73.20	
	B	1670.00	768.00	9.60	76.80	
	C	1751.00	805.60	10.07	80.50	
	D	1837.00	844.80	10.56	84.48	
	E	1927.00	886.40	11.08	88.64	
51.5	A	904.00	416.00	5.20	41.60	
	B	948.00	436.00	5.45	43.60	
	C	991.00	456.00	5.70	45.60	
	D	1038.00	477.60	5.97	47.76	
	E	1091.00	501.60	6.27	50.16	

01026

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
51.6	A	1038.00	477.60	5.97	47.76	
	B	1091.00	501.60	6.27	50.16	
	C	1141.00	524.80	6.56	52.48	
	D	1197.00	550.40	6.88	55.04	
	E	1254.00	576.80	7.21	57.68	
52.5	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
52.9	A	704.00	324.00	4.05	32.40	
	B	737.00	339.20	4.24	33.92	
	C	772.00	355.20	4.44	35.52	
	D	809.00	372.00	4.65	37.20	
	E	849.00	390.40	4.88	39.04	
53.1	A	751.00	345.60	4.32	34.56	
	B	788.00	362.40	4.53	36.24	
	C	824.00	379.20	4.74	37.92	
	D	864.00	397.60	4.97	39.76	
	E	904.00	416.00	5.20	41.60	
53.2	A	755.00	347.20	4.34	34.72	
	B	791.00	364.00	4.55	36.40	
	C	828.00	380.80	4.76	38.08	
	D	870.00	400.00	5.00	40.00	
	E	910.00	418.40	5.23	41.84	

01027

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
53.3	A	884.00	406.40	5.08	40.64	
	B	925.00	425.60	5.32	42.56	
	C	972.00	447.20	5.59	44.72	
	D	1016.00	467.20	5.84	46.72	
	E	1064.00	489.60	6.12	48.96	
53.5	A	704.00	324.00	4.05	32.40	
	B	737.00	339.20	4.24	33.92	
	C	772.00	355.20	4.44	35.52	
	D	809.00	372.00	4.65	37.20	
	E	849.00	390.40	4.86	39.04	
53.8	A	991.00	456.00	5.70	45.60	
	B	1042.00	479.20	5.99	47.92	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1198.00	551.20	6.89	55.12	
54.3	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
54.6	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
54.8	A	586.00	269.60	3.37	26.96	
	B	614.00	282.40	3.53	28.24	
	C	644.00	296.00	3.70	29.60	
	D	673.00	309.60	3.87	30.96	
	E	704.00	324.00	4.05	32.40	
55.2	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
55.5	A	882.00	405.60	5.07	40.56	
	B	925.00	425.60	5.32	42.56	
	C	971.00	446.40	5.58	44.64	
	D	1016.00	467.20	5.84	46.72	
	E	1064.00	489.60	6.12	48.96	
56.2	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
56.3	A	1042.00	479.20	5.99	47.92	
	B	1091.00	501.60	6.27	50.16	
	C	1141.00	524.80	6.56	52.48	
	D	1198.00	551.20	6.89	55.12	
	E	1256.00	577.60	7.22	57.76	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
56.4	A	991.00	456.00	5.70	45.60	
	B	1038.00	477.60	5.97	47.76	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1197.00	550.40	6.88	55.04	
56.5	A	656.00	301.60	3.77	30.16	
	B	685.00	315.20	3.94	31.52	
	C	717.00	329.60	4.12	32.96	
	D	751.00	345.60	4.32	34.56	
	E	788.00	362.40	4.53	36.24	
56.7	A	626.00	288.00	3.60	28.80	
	B	659.00	303.20	3.79	30.32	
	C	690.00	317.60	3.97	31.76	
	D	722.00	332.00	4.15	33.20	
	E	755.00	347.20	4.34	34.72	
56.9	A	586.00	269.60	3.37	26.96	
	B	614.00	282.40	3.53	28.24	
	C	644.00	296.00	3.70	29.60	
	D	673.00	309.60	3.87	30.96	
	E	704.00	324.00	4.05	32.40	
57.3	A	597.00	274.40	3.43	27.44	
	B	624.00	287.20	3.59	28.72	
	C	654.00	300.80	3.76	30.08	
	D	687.00	316.00	3.95	31.60	
	E	718.00	330.40	4.13	33.04	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
57.5	A	701.00	322.40	4.03	32.24	
	B	732.00	336.80	4.21	33.68	
	C	769.00	353.60	4.42	35.36	
	D	805.00	370.40	4.63	37.04	
	E	844.00	388.00	4.85	38.80	
57.6	A	844.00	388.00	4.85	38.80	
	B	884.00	406.40	5.08	40.64	
	C	925.00	425.60	5.32	42.56	
	D	972.00	447.20	5.59	44.72	
	E	1016.00	467.20	5.84	46.72	
57.7	A	910.00	418.40	5.23	41.84	
	B	953.00	438.40	5.48	43.84	
	C	998.00	459.20	5.74	45.92	
	D	1045.00	480.80	6.01	48.08	
	E	1096.00	504.00	6.30	50.40	
57.8	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	732.00	336.80	4.21	33.68	
	E	769.00	353.60	4.42	35.36	
57.9	A	767.00	352.80	4.41	35.28	
	B	800.00	368.00	4.60	36.80	
	C	835.00	384.00	4.80	38.40	
	D	873.00	401.60	5.02	40.16	
	E	911.00	419.20	5.24	41.92	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
58.0	A	925.00	425.60	5.32	42.56	
	B	972.00	447.20	5.59	44.72	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	
58.1	A	835.00	384.00	4.80	38.40	
	B	873.00	401.60	5.02	40.16	
	C	911.00	419.20	5.24	41.92	
	D	953.00	438.40	5.48	43.84	
	E	995.00	457.60	5.72	45.76	
58.2	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
58.3	A	786.00	361.60	4.52	36.16	
	B	824.00	379.20	4.74	37.92	
	C	863.00	396.80	4.96	39.68	
	D	904.00	416.00	5.20	41.60	
	E	948.00	436.00	5.45	43.60	
58.4	A	991.00	456.00	5.70	45.60	
	B	1042.00	479.20	5.99	47.92	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1198.00	551.20	6.89	55.12	

01032

12078



1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
58.5	A	864.00	397.60	4.97	39.76	
	B	904.00	416.00	5.20	41.60	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1042.00	479.20	5.99	47.92	
58.6	A	842.00	387.20	4.84	38.72	
	B	882.00	405.60	5.07	40.56	
	C	925.00	425.60	5.32	42.56	
	D	971.00	446.40	5.58	44.64	
	E	1016.00	467.20	5.84	46.72	
58.7	A	1346.00	619.20	7.74	61.92	
	B	1414.00	650.40	8.13	65.04	
	C	1480.00	680.80	8.51	68.08	
	D	1553.00	714.40	8.93	71.44	
	E	1628.00	748.80	9.36	74.88	
58.8	A	466.00	214.40	2.68	21.44	
	B	489.00	224.80	2.81	22.48	
	C	511.00	235.20	2.94	23.52	
	D	537.00	247.20	3.09	24.72	
	E	560.00	257.60	3.22	25.76	
58.9	A	1224.00	563.20	7.04	56.32	
	B	1284.00	590.40	7.38	59.04	
	C	1346.00	619.20	7.74	61.92	
	D	1414.00	650.40	8.13	65.04	
	E	1480.00	680.80	8.51	68.08	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
59.1	A	701.00	322.40	4.03	32.24	
	B	734.00	337.60	4.22	33.76	
	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	
59.2	A	1115.00	512.80	6.41	51.28	
	B	1169.00	537.60	6.72	53.76	
	C	1224.00	563.20	7.04	56.32	
	D	1284.00	590.40	7.38	59.04	
	E	1346.00	619.20	7.74	61.92	
59.3	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
59.4	A	908.00	417.60	5.22	41.76	
	B	950.00	436.80	5.46	43.68	
	C	990.00	455.20	5.69	45.52	
	D	1035.00	476.00	5.95	47.60	
	E	1084.00	498.40	6.23	49.84	
59.5	A	2233.00	1027.20	12.84	102.72	
	B	2345.00	1078.40	13.48	107.84	
	C	2461.00	1132.00	14.15	113.20	
	D	2585.00	1188.80	14.86	118.88	
	E	2712.00	1247.20	15.59	124.72	

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RATE	STEP	1977-1978				FIREMEN DAILY
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	
59.6	A	1388.00	638.40	7.98	63.84	
	B	1456.00	669.60	8.37	66.96	
	C	1527.00	702.40	8.78	70.24	
	D	1602.00	736.80	9.21	73.68	
	E	1680.00	772.80	9.66	77.28	
59.7	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1038.00	477.60	5.97	47.76	
	D	1091.00	501.60	6.27	50.16	
	E	1141.00	524.80	6.56	52.48	
60.1	A	1197.00	550.40	6.88	55.04	
	B	1254.00	576.80	7.21	57.68	
	C	1317.00	605.60	7.57	60.56	
	D	1381.00	635.20	7.94	63.52	
	E	1449.00	666.40	8.33	66.64	
60.2	A	1115.00	512.80	6.41	51.28	
	B	1165.00	536.00	6.70	53.60	
	C	1217.00	560.00	7.00	56.00	
	D	1275.00	586.40	7.33	58.64	
	E	1336.00	614.40	7.68	61.44	
60.4	A	1287.00	592.00	7.40	59.20	
	B	1348.00	620.00	7.75	62.00	
	C	1414.00	650.40	8.13	65.04	
	D	1484.00	682.40	8.53	68.24	
	E	1555.00	715.20	8.94	71.52	

01035

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
60.6	A	1711.00	787.20	9.84	78.72	
	B	1793.00	824.80	10.31	82.48	
	C	1882.00	865.60	10.82	86.56	
	D	1974.00	908.00	11.35	90.80	
	E	2073.00	953.60	11.92	95.36	
61.6	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
61.8	A	1136.00	522.40	6.53	52.24	
	B	1191.00	548.00	6.85	54.80	
	C	1247.00	573.60	7.17	57.36	
	D	1308.00	601.60	7.52	60.16	
	E	1374.00	632.00	7.90	63.20	
62.0	A	772.00	355.20	4.44	35.52	
	B	809.00	372.00	4.65	37.20	
	C	849.00	390.40	4.88	39.04	
	D	889.00	408.80	5.11	40.88	
	E	932.00	428.80	5.36	42.88	
62.3	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	

01036

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
62.4	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
62.5	A	1035.00	476.00	5.95	47.60	
	B	1084.00	498.40	6.23	49.84	
	C	1132.00	520.80	6.51	52.08	
	D	1184.00	544.80	6.81	54.48	
	E	1240.00	570.40	7.13	57.04	
62.7	A	816.00	375.20	4.69	37.52	
	B	852.00	392.00	4.90	39.20	
	C	891.00	409.60	5.12	40.96	
	D	932.00	428.80	5.36	42.88	
	E	974.00	448.00	5.60	44.80	
62.8	A	842.00	387.20	4.84	38.72	
	B	882.00	405.60	5.07	40.56	
	C	925.00	425.60	5.32	42.56	
	D	971.00	446.40	5.58	44.64	
	E	1016.00	467.20	5.84	46.72	
63.0	A	701.00	322.40	4.03	32.24	
	B	734.00	337.60	4.22	33.76	
	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	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
63.1	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
63.2	A	767.00	352.80	4.41	35.28	
	B	800.00	368.00	4.60	36.80	
	C	835.00	384.00	4.80	38.40	
	D	873.00	401.60	5.02	40.16	
	E	911.00	419.20	5.24	41.92	
63.5	A	1042.00	479.20	5.99	47.92	
	B	1089.00	500.80	6.26	50.08	
	C	1139.00	524.00	6.55	52.40	
	D	1191.00	548.00	6.85	54.80	
	E	1245.00	572.80	7.16	57.28	
63.7	A	1141.00	524.80	6.56	52.48	
	B	1197.00	550.40	6.88	55.04	
	C	1254.00	576.80	7.21	57.68	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
63.8	A	1449.00	666.40	8.33	66.64	
	B	1518.00	698.40	8.73	69.84	
	C	1593.00	732.80	9.16	73.28	
	D	1671.00	768.80	9.61	76.88	
	E	1751.00	805.60	10.07	80.56	

01038

12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
63.9	A	891.00	409.60	5.12	40.96	
	B	932.00	428.80	5.36	42.88	
	C	976.00	448.80	5.61	44.88	
	D	1021.00	469.60	5.87	46.96	
	E	1070.00	492.00	6.15	49.20	
64.0	A	772.00	355.20	4.44	35.52	
	B	809.00	372.00	4.65	37.20	
	C	849.00	390.40	4.88	39.04	
	D	889.00	408.80	5.11	40.88	
	E	932.00	428.80	5.36	42.88	
64.2	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
64.5	A	772.00	355.20	4.44	35.52	
	B	809.00	372.00	4.65	37.20	
	C	849.00	390.40	4.88	39.04	
	D	889.00	408.80	5.11	40.88	
	E	932.00	428.80	5.36	42.88	
64.7	A	737.00	339.20	4.24	33.92	
	B	772.00	355.20	4.44	35.52	
	C	809.00	372.00	4.65	37.20	
	D	849.00	390.40	4.88	39.04	
	E	889.00	408.80	5.11	40.88	

1039

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
65.0	A	1555.00	715.20	8.94	71.52	
	B	1631.00	750.40	9.38	75.04	
	C	1711.00	787.20	9.84	78.72	
	D	1793.00	824.80	10.31	82.48	
	E	1882.00	865.60	10.82	86.56	
65.1	A	889.00	408.80	5.11	40.88	
	B	932.00	428.80	5.36	42.88	
	C	977.00	449.60	5.62	44.96	
	D	1023.00	470.40	5.88	47.04	
	E	1071.00	492.80	6.16	49.28	
65.4	A	1927.00	886.40	11.08	88.64	
	B	2023.00	930.40	11.63	93.04	
	C	2120.00	975.20	12.19	97.52	
	D	2225.00	1023.20	12.79	102.32	
	E	2336.00	1074.40	13.43	107.44	
66.0	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1038.00	477.60	5.97	47.76	
	D	1091.00	501.60	6.27	50.16	
	E	1141.00	524.80	6.56	52.48	
66.1	A	824.00	379.20	4.74	37.92	
	B	863.00	396.80	4.96	39.68	
	C	904.00	416.00	5.20	41.60	
	D	948.00	436.00	5.45	43.60	
	E	991.00	456.00	5.70	45.60	

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RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
66.3	A	717.00	329.60	4.12	32.96	
	B	751.00	345.60	4.32	34.56	
	C	788.00	362.40	4.53	36.24	
	D	824.00	379.20	4.74	37.92	
	E	864.00	397.60	4.97	39.76	
66.4	A	864.00	397.60	4.97	39.76	
	B	904.00	416.00	5.20	41.60	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1042.00	479.20	5.95	47.92	
66.5	A	1042.00	479.20	5.99	47.92	
	B	1091.00	501.60	6.27	50.16	
	C	1141.00	524.80	6.56	52.48	
	D	1198.00	551.20	6.89	55.12	
	E	1256.00	577.60	7.22	57.76	
66.6	A	1019.00	468.80	5.86	46.88	
	B	1064.00	489.60	6.12	48.96	
	C	1115.00	512.80	6.41	51.28	
	D	1165.00	536.00	6.70	53.60	
	E	1217.00	560.00	7.00	56.00	
67.1	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
67.2	A	1089.00	500.80	6.26	50.08	
	B	1139.00	524.00	6.55	52.40	
	C	1191.00	548.00	6.85	54.80	
	D	1245.00	572.80	7.16	57.28	
	E	1304.00	600.00	7.50	60.00	
67.5	A	1139.00	524.00	6.55	52.40	
	B	1191.00	548.00	6.85	54.80	
	C	1245.00	572.80	7.16	57.28	
	D	1304.00	600.00	7.50	60.00	
	E	1365.00	628.00	7.85	62.80	
67.7	A	1254.00	576.80	7.21	57.68	
	B	1317.00	605.60	7.57	60.56	
	C	1381.00	635.20	7.94	63.52	
	D	1449.00	666.40	8.33	66.64	
	E	1518.00	698.40	8.73	69.84	
68.0	A	1809.00	832.00	10.40	83.20	
	B	1899.00	873.60	10.92	87.36	
	C	1990.00	915.20	11.44	91.52	
	D	2089.00	960.80	12.01	96.08	
	E	2190.00	1007.20	12.59	100.72	
68.2	A	1990.00	915.20	11.44	91.52	
	B	2089.00	960.80	12.01	96.08	
	C	2190.00	1007.20	12.59	100.72	
	D	2299.00	1057.60	13.22	105.76	
	E	2411.00	1108.80	13.86	110.88	

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01042

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
68.3	A	1569.00	721.00	9.02	72.16	
	B	1644.00	756.00	9.45	75.60	
	C	1725.00	793.60	9.92	79.36	
	D	1809.00	832.00	10.40	83.20	
	E	1899.00	873.60	10.92	87.36	
69.2	A	1073.00	493.60	6.17	49.36	
	B	1125.00	517.60	6.47	51.76	
	C	1179.00	542.40	6.78	54.24	
	D	1235.00	568.00	7.10	56.80	
	E	1296.00	596.00	7.45	59.60	
69.3	A	1179.00	542.40	6.78	54.24	
	B	1235.00	568.00	7.10	56.80	
	C	1296.00	596.00	7.45	59.60	
	D	1360.00	625.60	7.82	62.56	
	E	1426.00	656.00	8.20	65.60	
69.4	A	1235.00	568.00	7.10	56.80	
	B	1296.00	596.00	7.45	59.60	
	C	1360.00	625.60	7.82	62.56	
	D	1426.00	656.00	8.20	65.60	
	E	1494.00	687.20	8.59	68.72	
69.6	A	1360.00	625.60	7.82	62.56	
	B	1426.00	656.00	8.20	65.60	
	C	1494.00	687.20	8.59	68.72	
	D	1569.00	721.00	9.02	72.16	
	E	1644.00	756.00	9.45	75.60	

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12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
71.5	A	1381.00	635.20	7.94	63.52	
	B	1449.00	666.40	8.33	66.64	
	C	1518.00	698.40	8.73	69.84	
	D	1593.00	732.80	9.16	73.28	
	E	1671.00	768.80	9.61	76.88	
71.6	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1042.00	479.20	5.99	47.92	
	D	1091.00	501.60	6.27	50.16	
	E	1141.00	524.80	6.56	52.48	
72.2	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
72.6	A	976.00	448.80	5.61	44.88	
	B	1021.00	469.60	5.87	46.96	
	C	1070.00	492.00	6.15	49.20	
	D	1122.00	516.00	6.45	51.60	
	E	1176.00	540.80	6.76	54.08	
72.7	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
73.2	A	1548.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
73.3	A	1837.00	844.80	10.56	84.48	
	B	1929.00	887.20	11.05	88.72	
	C	2023.00	930.40	11.63	93.04	
	D	2122.00	976.00	12.20	97.60	
	E	2228.00	1024.80	12.81	102.48	
73.5	A	1064.00	489.60	6.12	48.96	
	B	1117.00	513.60	6.42	51.36	
	C	1169.00	537.60	6.72	53.76	
	D	1226.00	564.00	7.05	56.40	
	E	1285.00	591.20	7.39	59.12	
73.6	A	2023.00	930.40	11.63	93.04	
	B	2122.00	976.00	12.20	97.60	
	C	2228.00	1024.80	12.81	102.48	
	D	2336.00	1074.40	13.43	107.44	
	E	2451.00	1127.20	14.09	112.72	
74.3	A	1117.00	513.60	6.42	51.36	
	B	1169.00	537.60	6.72	53.76	
	C	1226.00	564.00	7.05	56.40	
	D	1285.00	591.20	7.39	59.12	
	E	1350.00	620.80	7.76	62.08	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
74.6	A	737.00	339.20	4.24	33.92	
	B	772.00	355.20	4.44	35.52	
	C	809.00	372.00	4.65	37.20	
	D	849.00	390.40	4.88	39.04	
	E	889.00	408.80	5.11	40.88	
75.0	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
75.1	A	1518.00	698.40	8.73	69.84	
	B	1593.00	732.80	9.16	73.28	
	C	1671.00	768.80	9.61	76.88	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
75.2	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1929.00	887.20	11.09	88.72	
	D	2023.00	930.40	11.63	93.04	
	E	2122.00	976.00	12.20	97.60	
75.6	A	1449.00	666.40	8.33	66.64	
	B	1518.00	698.40	8.73	69.84	
	C	1593.00	732.80	9.16	73.28	
	D	1670.00	768.00	9.60	76.80	
	E	1751.00	805.60	10.07	80.56	

01046

12078

RATE	STEP	1977-1978					FIREMEN DAILY
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY		
75.7	A	1753.00	806.40	10.08	80.64		
	B	1837.00	844.80	10.56	84.48		
	C	1929.00	887.20	11.09	88.72		
	D	2021.00	929.60	11.62	92.96		
	E	2120.00	975.20	12.19	97.52		
76.5	A	863.00	396.80	4.96	39.68		
	B	904.00	416.00	5.20	41.60		
	C	948.00	436.00	5.45	43.60		
	D	991.00	456.00	5.70	45.60		
	E	1038.00	477.60	5.97	47.76		
76.6	A	1117.00	513.60	6.42	51.36		
	B	1169.00	537.60	6.72	53.76		
	C	1226.00	564.00	7.05	56.40		
	D	1287.00	592.00	7.40	59.20		
	E	1348.00	620.00	7.75	62.00		
77.5	A	772.00	355.20	4.44	35.52		
	B	809.00	372.00	4.65	37.20		
	C	849.00	390.40	4.88	39.04		
	D	889.00	408.80	5.11	40.88		
	E	932.00	428.80	5.36	42.88		
77.7	A	1141.00	524.80	6.56	52.48		
	B	1197.00	550.40	6.88	55.04		
	C	1254.00	576.80	7.21	57.68		
	D	1317.00	605.60	7.57	60.56		
	E	1381.00	635.20	7.94	63.52		

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
78.3	A	1350.00	620.80	7.76	62.08	
	B	1414.00	650.40	8.13	65.04	
	C	1484.00	682.40	8.53	68.24	
	D	1555.00	715.20	8.94	71.52	
	E	1631.00	750.40	9.38	75.04	
79.1	A	786.00	361.60	4.52	36.16	
	B	824.00	379.20	4.74	37.92	
	C	863.00	396.80	4.96	39.68	
	D	904.00	416.00	5.20	41.60	
	E	948.00	436.00	5.45	43.60	
79.2	A	863.00	396.80	4.96	39.68	
	B	904.00	416.00	5.20	41.60	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1038.00	477.60	5.97	47.76	
79.3	A	1793.00	824.80	10.31	82.48	
	B	1882.00	865.60	10.82	86.56	
	C	1974.00	908.00	11.35	90.80	
	D	2073.00	953.60	11.92	95.36	
	E	2171.00	998.40	12.48	99.84	
79.4	A	435.00	200.00	2.50	20.00	
	B	452.00	208.00	2.60	20.80	
	C	477.00	219.20	2.74	21.92	
	D	497.00	228.80	2.86	22.88	
	E	520.00	239.20	2.99	23.92	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
79.5	A	781.00	359.20	4.49	35.92	
	B	817.00	376.00	4.70	37.60	
	C	854.00	392.80	4.91	39.28	
	D	892.00	410.40	5.13	41.04	
	E	934.00	429.60	5.37	42.96	
79.6	A	993.00	456.80	5.71	45.68	
	B	1042.00	479.20	5.99	47.92	
	C	1091.00	501.60	6.27	50.16	
	D	1143.00	525.60	6.57	52.56	
	E	1198.00	551.20	6.89	55.12	
79.7	A	1064.00	489.60	6.12	48.96	
	B	1117.00	513.60	6.42	51.36	
	C	1169.00	537.60	6.72	53.76	
	D	1226.00	564.00	7.05	56.40	
	E	1285.00	591.20	7.39	59.12	
79.9	A	1976.00	908.80	11.36	90.88	
	B	2071.00	952.80	11.91	95.28	
	C	2174.00	1000.00	12.50	100.00	
	D	2280.00	1048.80	13.11	104.88	
	E	2395.00	1101.60	13.77	110.16	
80.0	A	842.00	387.20	4.84	38.72	
	B	882.00	405.60	5.07	40.56	
	C	925.00	425.60	5.32	42.56	
	D	971.00	446.40	5.58	44.64	
	E	1016.00	467.20	5.84	46.72	

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RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
81.0	A	1139.00	524.00	6.55	52.40	
	B	1191.00	548.00	6.85	54.80	
	C	1245.00	572.80	7.16	57.28	
	D	1304.00	600.00	7.50	60.00	
	E	1365.00	628.00	7.85	62.80	
81.1	A	1348.00	620.00	7.75	62.00	
	B	1414.00	650.40	8.13	65.04	
	C	1484.00	682.40	8.53	68.24	
	D	1555.00	715.20	8.94	71.52	
	E	1631.00	750.40	9.38	75.04	
81.6	A	1680.00	772.80	9.66	77.28	
	B	1762.00	810.40	10.13	81.04	
	C	1849.00	850.40	10.63	85.04	
	D	1938.00	891.20	11.14	89.12	
	E	2035.00	936.00	11.70	93.60	
81.7	A	953.00	438.40	5.48	43.84	
	B	995.00	457.60	5.72	45.76	
	C	1042.00	479.20	5.99	47.92	
	D	1089.00	500.80	6.26	50.08	
	E	1139.00	524.00	6.55	52.40	
81.8	A	1091.00	501.60	6.27	50.16	
	B	1141.00	524.80	6.56	52.48	
	C	1197.00	550.40	6.88	55.04	
	D	1254.00	578.80	7.21	57.68	
	E	1317.00	605.60	7.57	60.56	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
81.9	A	995.00	457.60	5.72	45.76	
	B	1042.00	479.20	5.99	47.92	
	C	1089.00	500.80	6.26	50.08	
	D	1139.00	524.00	6.55	52.40	
	E	1191.00	548.00	6.85	54.80	
82.3	A	1518.00	698.40	8.73	69.84	
	B	1591.00	732.00	9.15	73.20	
	C	1670.00	768.00	9.60	76.80	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
82.5	A	910.00	418.40	5.23	41.84	
	B	953.00	438.40	5.48	43.84	
	C	998.00	459.20	5.74	45.92	
	D	1045.00	480.80	6.01	48.08	
	E	1096.00	504.00	6.30	50.40	
82.6	A	1096.00	504.00	6.30	50.40	
	B	1148.00	528.00	6.60	52.80	
	C	1204.00	553.00	6.92	55.36	
	D	1264.00	581.60	7.27	58.16	
	E	1324.00	608.80	7.61	60.88	
83.2	A	1012.00	465.60	5.82	46.50	
	B	1059.00	487.20	6.09	48.72	
	C	1108.00	509.60	6.37	50.96	
	D	1158.00	532.80	6.66	53.28	
	E	1212.00	557.60	6.97	55.76	

01051

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
83.4	A	969.00	445.60	5.57	44.56	
	B	1012.00	465.60	5.82	46.56	
	C	1059.00	487.20	6.09	48.72	
	D	1108.00	509.60	6.37	50.96	
	E	1158.00	532.80	6.66	53.28	
83.5	A	1108.00	509.60	6.37	50.96	
	B	1164.00	535.20	6.69	53.52	
	C	1217.00	560.00	7.00	56.00	
	D	1277.00	587.20	7.34	58.72	
	E	1341.00	616.80	7.71	61.68	
83.7	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
83.8	A	1064.00	489.60	6.12	48.96	
	B	1117.00	513.60	6.42	51.36	
	C	1169.00	537.60	6.72	53.76	
	D	1226.00	564.00	7.05	56.40	
	E	1287.00	592.00	7.40	59.20	
83.9	A	1247.00	573.60	7.17	57.36	
	B	1308.00	601.60	7.52	60.16	
	C	1374.00	632.00	7.90	63.20	
	D	1438.00	661.60	8.27	66.16	
	E	1508.00	693.60	8.67	69.36	

01052

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
84.0	A	1308.00	601.60	7.52	60.16	
	B	1374.00	632.00	7.90	63.20	
	C	1438.00	661.60	8.27	66.16	
	D	1508.00	693.60	8.67	69.36	
	E	1583.00	728.00	9.10	72.80	
84.1	A	1438.00	661.60	8.27	66.16	
	B	1508.00	693.60	8.67	69.36	
	C	1583.00	728.00	9.10	72.80	
	D	1659.00	763.20	9.54	76.32	
	E	1743.00	801.60	10.02	80.16	
84.2	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
84.3	A	1169.00	537.60	6.72	53.76	
	B	1226.00	564.00	7.05	56.40	
	C	1287.00	592.00	7.40	59.20	
	D	1348.00	620.00	7.75	62.00	
	E	1414.00	650.40	8.13	65.04	
84.4	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	

01053

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
84.5	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	
84.6	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1882.00	865.60	10.82	86.56	
	E	1974.00	908.00	11.35	90.80	
84.7	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1882.00	865.60	10.82	86.56	
	E	1974.00	908.00	11.35	90.80	
84.8	A	1711.00	787.20	9.84	78.72	
	B	1793.00	824.80	10.31	82.48	
	C	1882.00	865.60	10.82	86.56	
	D	1974.00	908.00	11.35	90.80	
	E	2073.00	953.60	11.92	95.36	
84.9	A	1381.00	635.20	7.94	63.52	
	B	1449.00	666.40	8.33	66.64	
	C	1518.00	698.40	8.73	69.84	
	D	1591.00	732.00	9.15	73.20	
	E	1670.00	768.00	9.60	76.80	

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1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
85.0	A	1225.00	564.00	7.05	56.40	
	B	1285.00	591.20	7.39	59.12	
	C	1350.00	620.80	7.76	62.08	
	D	1414.00	650.40	8.13	65.04	
	E	1484.00	682.40	8.53	68.24	
85.4	A	1484.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	
85.5	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1929.00	887.20	11.09	88.72	
	D	2023.00	930.40	11.63	93.04	
	E	2122.00	976.00	12.20	97.60	
85.6	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1884.00	866.40	10.83	86.64	
	E	1976.00	908.80	11.36	90.88	
85.8	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	

01055

12078

RATE	STEP	1977-1978					FIREMEN DAILY
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY		
85.9	A	1795.00	825.60	10.32	82.56		
	B	1884.00	866.40	10.83	86.64		
	C	1974.00	908.00	11.35	90.80		
	D	2070.00	952.00	11.90	95.20		
	E	2174.00	1000.00	12.50	100.00		
86.0	A	948.00	436.00	5.45	43.60		
	B	991.00	456.00	5.70	45.60		
	C	1038.00	477.60	5.97	47.76		
	D	1091.00	501.60	6.27	50.16		
	E	1141.00	524.80	6.56	52.48		
86.1	A	1016.00	467.20	5.84	46.72		
	B	1064.00	489.60	6.12	48.96		
	C	1117.00	513.60	6.42	51.36		
	D	1169.00	537.60	6.72	53.76		
	E	1226.00	564.00	7.05	56.40		
86.2	A	1198.00	551.20	6.89	55.12		
	B	1256.00	577.60	7.22	57.76		
	C	1317.00	605.60	7.57	60.50		
	D	1381.00	635.20	7.94	63.52		
	E	1449.00	666.40	8.33	66.64		
86.3	A	1751.00	805.60	10.07	80.56		
	B	1837.00	844.80	10.56	84.48		
	C	1929.00	887.20	11.09	88.72		
	D	2023.00	930.40	11.63	93.04		
	E	2122.00	976.00	12.20	97.60		

C1056

12078



1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
86.4	A	844.00	388.00	4.85	38.80	
	B	884.00	406.40	5.08	40.64	
	C	925.00	425.60	5.32	42.56	
	D	972.00	447.20	5.59	44.72	
	E	1016.00	467.20	5.84	46.72	
86.5	A	732.00	336.80	4.21	33.68	
	B	769.00	353.60	4.42	35.36	
	C	805.00	370.40	4.63	37.04	
	D	844.00	388.00	4.85	38.80	
	E	884.00	406.40	5.08	40.64	
86.7	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
86.8	A	800.00	368.00	4.60	36.80	
	B	835.00	384.00	4.80	38.40	
	C	873.00	401.60	5.02	40.16	
	D	911.00	419.20	5.24	41.92	
	E	953.00	438.40	5.48	43.84	
87.1	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	

01057

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
87.2	A	1593.00	732.80	9.16	73.28	
	B	1671.00	768.80	9.61	76.88	
	C	1751.00	805.60	10.07	80.56	
	D	1837.00	844.80	10.56	84.48	
	E	1929.00	887.20	11.09	88.72	
87.3	A	925.00	425.60	5.32	42.56	
	B	971.00	446.40	5.58	44.64	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	
87.4	A	1518.00	698.40	8.73	69.84	
	B	1591.00	732.00	9.15	73.20	
	C	1670.00	768.00	9.60	76.80	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
87.5	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1929.00	887.20	11.09	88.72	
	D	2023.00	930.40	11.63	93.04	
	E	2122.00	976.00	12.20	97.60	
87.6	A	870.00	400.00	5.00	40.00	
	B	910.00	418.40	5.23	41.84	
	C	953.00	438.40	5.48	43.84	
	D	998.00	459.20	5.74	45.92	
	E	1045.00	480.80	6.01	48.08	

1058

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
87.7	A	1489.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	
87.8	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1929.00	887.20	11.09	88.72	
	D	2023.00	930.40	11.63	93.04	
	E	2122.00	976.00	12.20	97.60	
87.9	A	849.00	390.40	4.88	39.04	
	B	889.00	408.80	5.11	40.88	
	C	932.00	428.80	5.36	42.88	
	D	976.00	448.80	5.61	44.88	
	E	1021.00	469.60	5.87	46.96	
88.0	A	1141.00	524.80	6.56	52.48	
	B	1198.00	551.20	6.89	55.12	
	C	1256.00	577.60	7.22	57.76	
	D	1317.00	605.60	7.57	60.56	
	E	1381.00	635.20	7.94	63.52	
88.1	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	

01059

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
88.3	A	1504.00	692.00	8.65	69.20	
	B	1578.00	725.60	9.07	72.50	
	C	1656.00	761.60	9.52	76.16	
	D	1734.00	797.60	9.97	79.76	
	E	1819.00	836.80	10.46	83.68	
88.4	A	1504.00	692.00	8.65	69.20	
	B	1578.00	725.60	9.07	72.50	
	C	1656.00	761.60	9.52	76.16	
	D	1734.00	797.60	9.97	79.76	
	E	1819.00	836.80	10.46	83.68	
88.7	A	1137.00	523.20	6.54	52.32	
	B	1190.00	547.20	6.84	54.72	
	C	1244.00	572.00	7.15	57.20	
	D	1301.00	598.40	7.48	59.84	
	E	1358.00	624.80	7.81	62.48	
88.8	A	1304.00	600.00	7.50	60.00	
	B	1369.00	629.60	7.87	62.96	
	C	1437.00	660.80	8.26	66.08	
	D	1504.00	692.00	8.65	69.20	
	E	1578.00	725.60	9.07	72.50	
88.9	A	911.00	419.20	5.24	41.92	
	B	953.00	438.40	5.48	43.84	
	C	995.00	457.60	5.72	45.76	
	D	1042.00	479.20	5.99	47.92	
	E	1087.00	500.00	6.25	50.00	

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12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
89.0	A	995.00	457.60	5.72	45.76	
	B	1042.00	479.20	5.99	47.92	
	C	1087.00	500.00	6.25	50.00	
	D	1137.00	523.20	6.54	52.32	
	E	1190.00	547.20	6.84	54.72	
89.1	A	1115.00	512.80	6.41	51.28	
	B	1165.00	536.00	6.70	53.60	
	C	1217.00	560.00	7.00	56.00	
	D	1275.00	586.40	7.33	58.64	
	E	1336.00	614.40	7.68	61.44	
89.9	A	751.00	345.60	4.32	34.56	
	B	786.00	361.60	4.52	36.16	
	C	824.00	379.20	4.74	37.92	
	D	863.00	396.80	4.96	39.68	
	E	904.00	416.00	5.20	41.60	
90.2	A	863.00	396.80	4.96	39.68	
	B	904.00	416.00	5.20	41.60	
	C	948.00	436.00	5.45	43.60	
	D	991.00	456.00	5.70	45.60	
	E	1038.00	477.60	5.97	47.76	
90.3	A	948.00	436.00	5.45	43.60	
	B	991.00	456.00	5.70	45.60	
	C	1038.00	477.60	5.97	47.76	
	D	1091.00	501.60	6.27	50.16	
	E	1141.00	524.80	6.56	52.48	

01061

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
90.4	A	1197.00	550.40	6.88	55.04	
	B	1254.00	576.80	7.21	57.68	
	C	1317.00	605.60	7.57	60.56	
	D	1381.00	635.20	7.94	63.52	
	E	1449.00	666.40	8.33	66.64	
90.5	A	751.00	345.60	4.32	34.56	
	B	788.00	362.40	4.53	36.24	
	C	824.00	379.20	4.74	37.92	
	D	864.00	397.60	4.97	39.76	
	E	904.00	416.00	5.20	41.60	
90.6	A	842.00	387.20	4.84	38.72	
	B	882.00	405.60	5.07	40.56	
	C	925.00	425.60	5.32	42.56	
	D	971.00	446.40	5.58	44.64	
	E	1016.00	467.20	5.84	46.72	
90.7	A	925.00	425.60	5.32	42.56	
	B	971.00	446.40	5.58	44.64	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	
91.0	A	640.00	294.40	3.68	29.44	
	B	670.00	308.00	3.85	30.80	
	C	701.00	322.40	4.03	32.24	
	D	734.00	337.60	4.22	33.76	
	E	767.00	352.80	4.41	35.28	

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01062

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
91.4	A	466.00	214.40	2.68	21.44	
	B	489.00	224.80	2.81	22.48	
	C	511.00	235.20	2.94	23.52	
	D	537.00	247.20	3.09	24.72	
	E	560.00	257.60	3.22	25.76	
91.6	A	1793.00	824.80	10.31	82.48	
	B	1884.00	866.40	10.83	86.64	
	C	1976.00	908.80	11.36	90.88	
	D	2071.00	952.80	11.91	95.28	
	E	2174.00	1000.00	12.50	100.00	
91.7	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1927.00	886.40	11.08	88.64	
	D	2023.00	930.40	11.63	93.04	
	E	2120.00	975.20	12.15	97.52	
91.9	A	805.00	370.40	4.63	37.04	
	B	844.00	388.00	4.85	38.80	
	C	884.00	406.40	5.08	40.64	
	D	925.00	425.60	5.32	42.56	
	E	972.00	447.20	5.59	44.72	
92.0	A	1038.00	477.60	5.97	47.76	
	B	1091.00	501.60	6.27	50.16	
	C	1141.00	524.80	6.56	52.48	
	D	1197.00	550.40	6.88	55.04	
	E	1254.00	576.80	7.21	57.68	

01063

12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
92.1	A	932.00	428.80	5.36	42.88	
	B	976.00	448.80	5.61	44.88	
	C	1021.00	469.60	5.87	46.96	
	D	1070.00	492.00	6.15	49.20	
	E	1122.00	516.00	6.45	51.60	
92.2	A	1317.00	605.60	7.57	60.56	
	B	1381.00	635.20	7.94	63.52	
	C	1449.00	666.40	8.33	66.64	
	D	1518.00	698.40	8.73	69.84	
	E	1593.00	732.80	9.16	73.28	
92.5	A	889.00	408.80	5.11	40.88	
	B	932.00	428.80	5.36	42.88	
	C	976.00	448.80	5.61	44.88	
	D	1021.00	469.60	5.87	46.96	
	E	1070.00	492.00	6.15	49.20	
92.7	A	1751.00	805.60	10.07	80.56	
	B	1837.00	844.80	10.56	84.48	
	C	1927.00	886.40	11.06	88.64	
	D	2023.00	930.40	11.63	93.04	
	E	2120.00	975.20	12.19	97.52	
92.8	A	2023.00	930.40	11.63	93.04	
	B	2122.00	976.00	12.20	97.60	
	C	2228.00	1024.80	12.81	102.48	
	D	2336.00	1074.40	13.43	107.44	
	E	2451.00	1127.20	14.09	112.72	

01064

12078



RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
92.9	A	1593.00	732.80	9.16	73.28	
	B	1670.00	768.00	9.60	76.80	
	C	1753.00	806.40	10.08	80.64	
	D	1837.00	844.20	10.56	84.48	
	E	1927.00	886.40	11.08	88.64	
93.1	A	1226.00	564.00	7.05	56.40	
	B	1285.00	591.20	7.39	59.12	
	C	1350.00	620.80	7.76	62.08	
	D	1414.00	650.40	8.13	65.04	
	E	1484.00	682.40	8.53	68.24	
93.2	A	1884.00	866.40	10.83	86.64	
	B	1976.00	908.80	11.36	90.88	
	C	2071.00	952.80	11.91	95.28	
	D	2174.00	1000.00	12.50	100.00	
	E	2280.00	1049.80	13.11	104.88	
93.3	A	1793.00	824.80	10.31	82.48	
	B	1884.00	866.40	10.83	86.64	
	C	1976.00	908.80	11.36	90.88	
	D	2071.00	952.80	11.91	95.28	
	E	2174.00	1000.00	12.50	100.00	
93.4	A	971.00	446.40	5.58	44.64	
	B	1016.00	467.20	5.84	46.72	
	C	1064.00	489.60	6.12	48.96	
	D	1117.00	513.60	6.42	51.36	
	E	1169.00	537.60	6.72	53.76	

01065

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
93.5	A	1593.00	732.80	9.16	73.28	
	B	1671.00	768.80	9.61	76.88	
	C	1751.00	805.60	10.07	80.50	
	D	1837.00	844.80	10.56	84.48	
	E	1929.00	887.20	11.09	88.72	
93.8	A	1256.00	577.60	7.22	57.76	
	B	1317.00	605.60	7.57	60.50	
	C	1381.00	635.20	7.94	63.52	
	D	1449.00	666.40	8.33	66.64	
	E	1518.00	698.40	8.73	69.84	
93.9	A	1449.00	666.40	8.33	66.64	
	B	1518.00	698.40	8.73	69.84	
	C	1593.00	732.80	9.16	73.28	
	D	1671.00	768.80	9.61	76.88	
	E	1751.00	805.60	10.07	80.50	
94.0	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1147.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
94.1	A	800.00	368.00	4.60	36.80	
	B	835.00	384.00	4.80	38.40	
	C	873.00	401.60	5.02	40.16	
	D	911.00	419.20	5.24	41.92	
	E	953.00	438.40	5.48	43.84	

01066

12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
94.2	A	871.00	400.80	5.01	40.08	
	B	911.00	419.20	5.24	41.92	
	C	951.00	437.60	5.47	43.76	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
94.3	A	1226.00	564.00	7.05	56.40	
	B	1285.00	591.20	7.39	59.12	
	C	1350.00	620.80	7.76	62.08	
	D	1414.00	650.40	8.13	65.04	
	E	1484.00	682.40	8.53	68.24	
94.4	A	1484.00	682.40	8.53	68.24	
	B	1555.00	715.20	8.94	71.52	
	C	1631.00	750.40	9.38	75.04	
	D	1711.00	787.20	9.84	78.72	
	E	1793.00	824.80	10.31	82.48	
94.5	A	1631.00	750.40	9.38	75.04	
	B	1711.00	787.20	9.84	78.72	
	C	1793.00	824.80	10.31	82.48	
	D	1884.00	866.40	10.83	86.64	
	E	1976.00	908.80	11.36	90.88	
94.6	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	

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12078

		1977-1978				
RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
94.7	A	953.00	438.40	5.48	43.84	
	B	995.00	457.60	5.72	45.76	
	C	1042.00	479.20	5.99	47.92	
	D	1089.00	500.80	6.26	50.08	
	E	1139.00	524.00	6.55	52.40	
95.3	A	751.00	345.60	4.32	34.50	
	B	786.00	361.60	4.52	36.16	
	C	824.00	379.20	4.74	37.92	
	D	863.00	396.80	4.96	39.68	
	E	904.00	416.00	5.20	41.60	
95.6	A	1139.00	524.00	6.55	52.40	
	B	1191.00	548.00	6.85	54.80	
	C	1245.00	572.80	7.16	57.28	
	D	1304.00	600.00	7.50	60.00	
	E	1365.00	628.00	7.85	62.80	
95.8	A	1518.00	698.40	8.73	69.84	
	B	1591.00	732.00	9.15	73.20	
	C	1670.00	768.00	9.60	76.80	
	D	1751.00	805.60	10.07	80.56	
	E	1837.00	844.80	10.56	84.48	
96.0	A	1414.00	650.40	8.13	65.04	
	B	1484.00	682.40	8.53	68.24	
	C	1555.00	715.20	8.94	71.52	
	D	1631.00	750.40	9.38	75.04	
	E	1711.00	787.20	9.84	78.72	

C1068

12078

1977-1978

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
96.3	A	901.00	414.40	5.18	41.44	
	B	941.00	432.60	5.41	43.26	
	C	986.00	453.60	5.67	45.36	
	D	1033.00	475.20	5.94	47.52	
	E	1084.00	498.40	6.23	49.84	
96.8	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
96.9	A	873.00	401.60	5.02	40.16	
	B	911.00	419.20	5.24	41.92	
	C	953.00	438.40	5.48	43.84	
	D	995.00	457.60	5.72	45.76	
	E	1042.00	479.20	5.99	47.92	
97.0	A	1016.00	467.20	5.84	46.72	
	B	1064.00	489.60	6.12	48.96	
	C	1117.00	513.60	6.42	51.36	
	D	1169.00	537.60	6.72	53.76	
	E	1226.00	564.00	7.05	56.40	
97.4	A	991.00	456.00	5.70	45.60	
	B	1038.00	477.60	5.97	47.76	
	C	1091.00	501.60	6.27	50.16	
	D	1141.00	524.80	6.56	52.48	
	E	1197.00	550.40	6.88	55.04	

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12078

		1977-1978					
RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY	
97.5	A	1179.00	542.40	6.78	54.24		
	B	1235.00	568.00	7.10	56.80		
	C	1296.00	596.00	7.45	59.60		
	D	1360.00	625.60	7.82	62.56		
	E	1426.00	656.00	8.20	65.60		
97.6	A	1478.00	680.00	8.50	68.00		
	B	1550.00	712.80	8.91	71.28		
	C	1624.00	747.20	9.34	74.72		
	D	1704.00	784.00	9.80	78.40		
	E	1788.00	822.40	10.26	82.24		
97.8	A	800.00	368.00	4.60	36.80		
	B	835.00	384.00	4.80	38.40		
	C	873.00	401.60	5.02	40.16		
	D	911.00	419.20	5.24	41.92		
	E	953.00	438.40	5.48	43.84		
97.9	A	873.00	401.60	5.02	40.16		
	B	911.00	419.20	5.24	41.92		
	C	953.00	438.40	5.48	43.84		
	D	995.00	457.60	5.72	45.76		
	E	1042.00	479.20	5.99	47.92		
98.0	A	1296.00	596.00	7.45	59.60		
	B	1360.00	625.60	7.82	62.56		
	C	1426.00	656.00	8.20	65.60		
	D	1496.00	688.00	8.60	68.80		
	E	1569.00	721.60	9.02	72.16		

01070

12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
98.1	A	819.00	376.80	4.71	37.68	
	B	859.00	395.20	4.94	39.52	
	C	901.00	414.40	5.18	41.44	
	D	941.00	432.80	5.41	43.28	
	E	986.00	453.60	5.67	45.36	
98.5	A	1064.00	489.60	6.12	48.96	
	B	1115.00	512.80	6.41	51.28	
	C	1165.00	536.00	6.70	53.60	
	D	1217.00	560.00	7.00	56.00	
	E	1275.00	586.40	7.33	58.64	
98.6	A	1137.00	523.20	6.54	52.32	
	B	1190.00	547.20	6.84	54.72	
	C	1244.00	572.00	7.15	57.20	
	D	1301.00	598.40	7.48	59.84	
	E	1358.00	624.80	7.81	62.48	
98.7	A	1304.00	600.00	7.50	60.00	
	B	1369.00	629.60	7.87	62.96	
	C	1437.00	660.80	8.26	66.08	
	D	1504.00	692.00	8.65	69.20	
	E	1578.00	725.60	9.07	72.56	
98.8	A	995.00	457.60	5.72	45.76	
	B	1042.00	479.20	5.99	47.92	
	C	1087.00	500.00	6.25	50.00	
	D	1137.00	523.20	6.54	52.32	
	E	1190.00	547.20	6.84	54.72	

01071

12078

RATE	STEP	1977-1978				
		APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
98.9	A	911.00	419.20	5.24	41.92	
	B	953.00	438.40	5.48	43.84	
	C	995.00	457.60	5.72	45.76	
	D	1042.00	479.20	5.99	47.92	
	E	1087.00	500.00	6.25	50.00	
99.0	A	817.00	376.00	4.70	37.60	
	B	854.00	392.80	4.91	39.28	
	C	892.00	410.40	5.13	41.04	
	D	934.00	429.60	5.37	42.96	
	E	976.00	448.80	5.61	44.88	
99.5	A	1837.00	844.80	10.56	84.48	
	B	1929.00	887.20	11.09	88.72	
	C	2023.00	930.40	11.63	93.04	
	D	2122.00	976.00	12.20	97.60	
	E	2226.00	1024.80	12.81	102.48	
99.7	A	925.00	425.60	5.32	42.56	
	B	971.00	446.40	5.58	44.64	
	C	1016.00	467.20	5.84	46.72	
	D	1064.00	489.60	6.12	48.96	
	E	1117.00	513.60	6.42	51.36	
99.8	A	1042.00	479.20	5.99	47.92	
	B	1091.00	501.60	6.27	50.16	
	C	1141.00	524.80	6.56	52.48	
	D	1198.00	551.20	6.89	55.12	
	E	1256.00	577.60	7.22	57.76	

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SALARY SCHEDULE  
TABLE OF PAY FOR STANDARD RATES  
THE CITY OF SAN DIEGO

EXHIBIT A(1)

01073

EXHIBIT A(1)

12078

BASE SALARY TABLE

EXHIBIT A(1)

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY
17.8	A	2190.00	1007.20	12.59
	B	2299.00	1057.60	13.22
	C	2411.00	1108.80	13.86
	D	2531.00	1164.00	14.55
	E	2656.00	1221.60	15.27
68.0	A	1809.00	832.00	10.40
	B	1899.00	873.60	10.92
	C	1990.00	915.20	11.44
	D	2089.00	960.80	12.01
	E	2190.00	1007.20	12.59
68.2	A	1990.00	915.20	11.44
	B	2089.00	960.80	12.01
	C	2190.00	1007.20	12.59
	D	2299.00	1057.60	13.22
	E	2411.00	1108.80	13.86
68.3	A	1569.00	721.60	9.02
	B	1644.00	756.00	9.45
	C	1725.00	793.60	9.92
	D	1809.00	832.00	10.40
	E	1899.00	873.60	10.92
69.2	A	1073.00	493.60	6.17
	B	1125.00	517.60	6.47
	C	1179.00	542.40	6.78
	D	1235.00	568.00	7.10
	E	1296.00	596.00	7.45
69.3	A	1179.00	542.40	6.78
	B	1235.00	568.00	7.10
	C	1296.00	596.00	7.45
	D	1360.00	625.60	7.82
	E	1426.00	656.00	8.20
69.4	A	1235.00	568.00	7.10
	B	1296.00	596.00	7.45
	C	1360.00	625.60	7.82
	D	1426.00	656.00	8.20
	E	1494.00	687.20	8.59
69.6	A	1360.00	625.60	7.82
	B	1426.00	656.00	8.20
	C	1494.00	687.20	8.59
	D	1569.00	721.60	9.02
	E	1644.00	756.00	9.45

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EXHIBIT A(1) 12078

- SALARY SCHEDULE  
TABLE OF PAY FOR STANDARD RATES  
- THE CITY OF SAN DIEGO

EXHIBIT A(2)

01075

EXHIBIT A(2)  
12078

BASE SALARY TABLE

EXHIBIT A(2)

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY
17.8	A	2212.00	1017.60	12.72
	B	2322.00	1068.00	13.35
	C	2435.00	1120.00	14.00
	D	2555.00	1175.20	14.69
	E	2680.00	1232.80	15.41
68.0	A	1826.00	840.00	10.50
	B	1918.00	882.40	11.03
	C	2009.00	924.00	11.55
	D	2110.00	970.40	12.13
	E	2212.00	1017.60	12.72
68.2	A	2009.00	924.00	11.55
	B	2110.00	970.40	12.13
	C	2212.00	1017.60	12.72
	D	2322.00	1068.00	13.35
	E	2435.00	1120.00	14.00
68.3	A	1583.00	728.00	9.10
	B	1659.00	763.20	9.54
	C	1743.00	801.60	10.02
	D	1826.00	840.00	10.50
	E	1918.00	882.40	11.03
69.2	A	1084.00	498.40	6.23
	B	1136.00	522.40	6.53
	C	1191.00	548.00	6.85
	D	1247.00	573.60	7.17
	E	1308.00	601.60	7.52
69.3	A	1191.00	548.00	6.85
	B	1247.00	573.60	7.17
	C	1308.00	601.60	7.52
	D	1374.00	632.00	7.90
	E	1438.00	661.60	8.27
69.4	A	1247.00	573.60	7.17
	B	1308.00	601.60	7.52
	C	1374.00	632.00	7.90
	D	1438.00	661.60	8.27
	E	1508.00	693.60	8.67
69.6	A	1374.00	632.00	7.90
	B	1438.00	661.60	8.27
	C	1508.00	693.60	8.67
	D	1583.00	728.00	9.10
	E	1659.00	763.20	9.54

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EXHIBIT A(2)

CLASSIFIED SERVICE  
STANDARD RATES AND CLASSES

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EXHIBIT B

12078

CLASSIFIED SERVICE  
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
<b>BUILDING INSPECTION</b>	
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
<b>CHEMISTS</b>	
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
<b>CLERICAL AND COMMUNICATIONS</b>	
Administrative Secretary	10.9
Principal Clerk	72.6
Legal Stenographer	57.7
Dispatch Clerk II	41.1

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	<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
Payroll Audit Clerk	64.7
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
Library Aide	58.8
Student Worker	91.4
Public Service Career Trainee	15% below target class

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Standard  
Rate No.

## CONSTRUCTION AND MAINTENANCE

Division Superintendent	41.9
Assistant Division Superintendent	15.6
General Utility Supervisor	97.6
Principal Utility Supervisor	98.0
Senior Utility Supervisor	97.5
Building Services Supervisor	27.5
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
Building Service Technician	28.0
Lake Ranger II	58.2
Pool Maintenance Supervisor	94.2
Tank Service Technician I	94.6
Utility Worker II	97.9
Lake Ranger I	58.1
Swimming Pool Operator I	94.1
Utility Worker I	97.8
Laborer	57.9

## CUSTODIAL

Window Cleaner

99.0

C1080

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Standard  
Rate No.

Supervising Custodian	91.9
Recreation Facility Caretaker	79.5
Custodian III	39.0
Custodian II	38.9
Custodian I	38.7

DATA PROCESSING

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
Computer Shift Supervisor	35.5
Systems Analyst Trainee	93.4
Senior Computer Operator	86.0
Computer Operator	35.7
Data Entry Supervisor	57.6
Computer Trainee	35.8

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Standard  
Rate No.

Senior Data Entry Operator	86.5
Data Entry Operator	57.5
Data Entry 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
Senior Survey Supervisor	93.5
Associate Civil Engineer	22.1
Associate Electrical Engineer	22.3
Associate Mechanical Engineer	22.5
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

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	<u>Standard Rate No.</u>
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
<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	26.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Welder	98.5

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	<u>Standard Rate No.</u>
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
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
Light Equipment Operator	59.4
Transportation Supervisor	96.3

01084

12078

Standard  
Rate No.

Van Driver	98.1
<b>FIELD CONTACT</b>	
Risk Manager	81.6
Claims Representative III	39.1
Litigation Investigator	59.6
Claims Representative II	34.3
Sanitation Enforcement Supervisor	84.0
Customer Services Supervisor	39.3
Dispute Resolution Officer	41.5
Supervising Sanitation Inspector	83.7
Assistant Customer Services Supervisor	13.7
Claims Representative I—	34.2
Safety Representative II	82.6
Sanitation Inspector	83.8
Council Representative	38.3
Supervising Field Representative	92.1
Safety Representative I	82.5
Parking Control Supervisor	63.9
Supervising Meter Reader	92.5
Field Representative	46.5
Meter Reader	62.0
Parking Controller	64.0
Parking Meter Collector	64.5
Cook	38.0

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Standard  
Rate No.

## FIRE

Deputy 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.

## GRAPHICS

Communications Services Coordinator	34.7
Graphics Supervisor	48.9
Graphics Illustrator	49.0
Photographer	66.0
Photographer's Assistant	66.1

## LIBRARY

Principal Librarian	73.2
Supervising Librarian	92.2
Senior Librarian	86.7
Librarian	58.4
Library Trainee	58.5
Library Assistant	58.6

## LIFEGUARD SERVICE

Aquatic Superintendent	12.9
Assistant Aquatic Superintendent	13.3
Lifeguard Captain	58.7
Lifeguard Lieutenant	58.9

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	<u>Standard Rate No.</u>
Lifeguard III	59.2
Lifeguard II	59.3
Lifeguard I	59.1
 <b>MANAGEMENT, FISCAL AND STAFF</b>	
Legislative Analyst	59.5
Budget Services Supervisor	27.2
Personnel Services Supervisor	65.4
Community Development Administrator	20.5
Facility Manager	45.7
Financial Operations Supervisor	45.4
Senior Council Committee Consultant	85.9
Rate Analyst	79.3
Property Services Supervisor	75.7
Supervising Administrative Analyst	91.7
Supervising Personnel Analyst	92.7
Assistant to the Mayor for Urban Affairs	60.6
Community Development Specialist IV	35.4
Social Program Specialist IV	84.8
Executive Assistant II	07.3
Community Development Specialist III	35.3
Council Committee Consultant	38.2
Senior Administrative Analyst	84.6
Social Program Specialist III	84.7
Supervising Property Agent	92.9
Airports Manager	11.6

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	<u>Standard Rate No.</u>
Administrative Assistant	10.6
Economist	42.4
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
Assistant Facility Manager	15.9
Property Agent	75.6
Assistant Rate Analyst	19.0
Associate Administrative Analyst	21.8
Associate Economist	22.2
Associate Personnel Analyst	22.6
Community Development Specialist II	35.2
Noise Abatement Officer	63.1
Senior Public Information Officer	87.1
Social Program Specialist II	84.5
Transportation Officer	96.0
Executive Assistant I	07.2
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

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12078



Standard  
Rate No.

Assistant Administrative Analyst	13.2
Assistant Personnel Analyst	17.0
Career Guidance Counselor	28.5
Community Development Specialist I	35.1
Social Program Specialist I	84.3
Accountant	10.2
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
Housing Assistant II	50.8
Administrative Aide I	10.5
Personnel Assistant	65.1
Housing Assistant I	50.9

## PARK MAINTENANCE

General Park Supervisor	47.7
Cemetery Manager	29.6
Golf Course Supervisor	48.7
Park Supervisor	64.2
Greenskeeper Supervisor	49.1
Street Trees Supervisor	97.0
Gardener Supervisor	47.5

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Standard  
Rate No.

Tree Maintenance Crewleader	96.8
Tree Trimmer	96.9
Nursery Gardener	62.7
Gardener	47.2
Tree Trimmer Trainee	95.3
Groundskeeper	49.2
Nursery Trainee	63.0

**PLANNING**

Supervising Planner	92.8
Assistant to the Planning Director	20.6
Principal Planner	73.3
Zoning Administrator	99.5
Senior Planner	87.2
Park Designer	63.8
Associate Planner	22.7
Assistant Planner	17.5
Assistant Park Designer	16.8
Senior Zoning Representative	88.0
Junior Planner	56.3
Planning Technician III	66.5
Zoning Representative	99.8
Zoning Assistant	99.7
Planning Technician II	66.4
Planning Technician I	66.3

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Standard  
Rate No.

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
Waste Water Plant Operator	89.0
Water Plant Operator	98.8
Waste Water Plant Operator Trainee	88.9
Water Plant Operator Trainee	98.9

POLICE

Deputy Police Chief	17.8
Police Inspector	68.2
Police Captain	68.0
Supervising Criminalist	91.6
Senior Criminalist	85.6
Police Lieutenant	68.3
Criminalist	38.4
Documents Examiner	42.1
Polygraph Examiner	71.5
Police Sergeant	69.6
Police Agent	69.4
Assistant Criminalist	15.2
Senior Evidence Technician	86.2
Police Officer II	69.3

1091

12078

Standard  
Rate No.

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

Uniformed members of the Police Department shall receive \$13.00 biweekly additional when assigned to 3-wheel motorcycles, and \$29.00 biweekly additional when assigned to 2-wheel motorcycles.

## PRINTING

Publications Supervisor	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
Golf-Lakes Superintendent	47.9
General Recreation Supervisor	47.6
Community Services Superintendent	34.8
District Recreation Supervisor	41.7
Supervising Recreation Specialist	93.1

01092

12078

Standard  
Rate No.

Recreation Center Director III	73.5
Recreation Specialist	79.7
Golf Course Manager	47.8
Recreation Center Director II	79.6
Swimming Pool Supervisor	94.0
Recreation Center Director I	87.3
Swimming Pool Manager III	90.7
Neighborhood Recreation Leader	62.8
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
<b>SKILLED TRADES</b>	
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

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12078

Standard  
Rate No.

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
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

01094

12078

Standard  
Rate No.

Auto Parts Buyer

25.1

Inventory Control Supervisor

53.3

Storekeeper I

90.2

Stock Clerk

89.9

OCT 4 1978

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12078

## 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)	
Housing and Community Services Director (UC)	

01096

EXHIBIT C  
12078



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 Housing and Community Services 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)

01097

12078

Safety Service

Standard Rate No.

Fire Chief (UC)	16.0
Police Chief (UC)	17.3
Assistant Police Chief (UC)	15.5
Assistant 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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01098

12078

# 20

Passed and adopted by the Council of The City of San Diego on MAY 31 1977  
by the following vote:

Councilmen	Yeas	Nays	Excused	Absent
Gil Johnson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maureen F. O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lee Hubbard	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Floyd L. Morrow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Joel M. Strobl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jess D. Haro	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mayor Pete Wilson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 MAY 18 1977, and on MAY 31 1977.

~~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.

**MICROFILMED**

**OCT 4 1978**

Office of the City Clerk, San Diego, California	
Ordinance Number <u>12078</u>	Adopted <u>MAY 31 1977</u>
	<u>01099</u>

ATTORNEYS

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

CERTIFICATE OF PUBLICATION

No. 12078

IN THE MATTER OF

REVISING TITLES OF DEPUTY AND  
AND ASSISTANT POLICE AND FIRE CHIEFS

ORDINANCE NO. 12078

(New Series)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPEN-  
SATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF  
SAN DIEGO FOR THE FISCAL YEAR 1977-78, REVISING TITLES  
OF DEPUTY AND ASSISTANT POLICE AND FIRE CHIEFS.

WHEREAS, the Management Team of The City of San Diego has met  
and conferred with employee organizations regarding salaries and wages  
for employees in the Classified service and has made detailed recommenda-  
tions to the City Council in relations thereto; and

WHEREAS, the Civil Service Commission of The City of San Diego  
has conducted studies of salaries and wages pursuant to guidelines set  
forth in Council Policy No. 300-1 and has recommended a schedule of com-  
pensation in respect to Classified employees to the City Council for the in-  
formation and guidance of the Council pursuant to mandate of Section 130  
of the Charter of The City of San Diego; and

WHEREAS, the City Manager and nonmanagerial department heads  
have made recommendations to the City Council in respect to salaries and  
wages for officers in the Unclassified service; and

WHEREAS, in addition to wages and salaries contained in this or-  
dinance, the Management Team has recommended that the Council grant  
certain additional fringe benefits to those employee classifications  
represented by employee organizations with whom Memoranda of  
Understanding have been ratified and executed by June 1, 1977; and

WHEREAS, the City Council concurs in such recommendation of the  
Management Team and has authorized and directed the City Manager to  
take all necessary and appropriate action to comply with Council intent and  
direction in this regard; and

WHEREAS, after receipt at public hearing of information and  
statistics, oral and written, and after detailed evaluation and deliberation  
by the City Council upon the recommendations of the Management Team  
and the Civil Service Commission, the City Council of The City of San  
Diego, pursuant to and under the authority vested in it by the Charter of  
The City of San Diego, hereby finds and determines that the salaries and  
wages established herein are consonant with the fair and equitable concept  
and criteria established by and contained in Council Policy No. 300-1; and

WHEREAS, pursuant to the provisions of Charter Sections 12.1 and  
24.1, the Salary Setting Commission's recommendations for Mayor and  
Council salaries were adopted by Ordinance No. 11805 (New Series) on  
March 10, 1976, and are continued by incorporation herein, effective for  
the period July 1, 1976 through June 30, 1978; NOW, THEREFORE,

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

Section 1. LEGISLATIVE BODY, COMPENSATION ESTABLISH-  
ED.

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

The Auditor and Comptroller shall calculate and establish and there is  
hereby adopted an appropriate table of biweekly salaries most closely ap-  
proximating 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 let-  
ters "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 Ci-  
ty of San Diego, excluding all classified police officer ranks and including  
the EXECUTIVE category of the Unclassified service, there is hereby  
established and adopted a Table of Pay for Standard Rates indicating month-  
ly and biweekly salaries, and containing minimum, maximum and in-  
termediate 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.

PATRICIA M. DUTRA

herby 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. 12078

June 14, 1977

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

June 20, 1977

I certify under penalty of perjury that the foregoing is a true and  
correct copy of said Ordinance No. 12078 and  
correct as published in said newspaper on

(Signature)

520 " @ 5.08 = 2580.64  
01100

OVER-

For all classified police officer ranks, there is hereby established and adopted Tables of Pay for Standard Rates for the periods July 1, 1977 through March 31, 1978, attached hereto as Exhibit A(1), and April 1, 1978 through June 30, 1978, attached hereto as Exhibit A(2), said tables indicating monthly and biweekly salaries, and contain minimum, maximum and intermediate range steps for each Standard Rate.

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 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. The steps set forth for all rates contained in Exhibit A for positions in the Classified service are calculated and established at approximately five (5) percent increments. All references to step increases of five (5) percent are and shall be deemed to mean approximations thereof.

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

In fixing and approving Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and, in so doing, the Council has intended and does hereby intend that in increasing said salaries, 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. In addition thereto, it is the intent of the Council that the same method of Standard Rate step occupancy increase shall apply for all classified police officer ranks when the Salary Schedule of Standard Rates attached hereto as Exhibit A(2) becomes effective and is placed in full force and effect on April 1, 1978 for the period April 1, 1978 through June 30, 1978.

Notwithstanding the above express Council intent and action, the City Manager shall have and he is hereby granted the authority to limit such increase for managerial personnel in the Executive category as is, in his sound discretion, warranted. In such case, the Manager shall cause to be processed an adjusting payroll change notice and forward same to the Auditor and Comptroller for appropriate payroll application.

Members of the Classified service, other than "excepted" firefighters 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. "Excepted" firefighters and salaried part-time employees shall be compensated in accordance with appropriate calculations and procedures established by the Auditor and Comptroller in cooperation with the City Manager and Personnel Director. For purposes of this ordinance, "excepted" firefighters are defined as those firefighters assigned to work other than forty (40) hour per week work schedules or other than average eighty (80) hour biweekly work schedules.

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.

#### 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 and other such monetary benefits as may be authorized from time to time as program reimbursements.

#### Section 6. CLASSIFIED AND UNCLASSIFIED COMPENSATION, DETERMINATION THEREOF.

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.

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, including the Executive category, within the range limits of the Standard Rate number attached to the unclassified position or incremental 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 "excepted" firefighters 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 "excepted" firefighters 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. Part-time employees compensated on an hourly basis shall not be eligible for any benefits set forth herein.

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

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 of 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 provided 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. Such approval by the City Council shall be required annually in conjunction with adoption of this Annual Salary Ordinance. 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 pursuant to Council Policy and in cooperation with the aforesaid appointing authorities, which 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 and Council policy.

#### Section 9. EDUCATIONAL INCENTIVE PROGRAM.

Sworn personnel in the Police Department who are or become eligible for extra compensation pursuant to the provisions of the Police Educational Incentive Program established and adopted by the City Council shall be entitled to receive such additional compensation, as set forth in the program during the period of said sworn personnel's eligibility and entitlement. Such educational incentive compensation shall be in addition to base compensation and other sums enumerated in this ordinance. 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; 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. The sick leave reimbursement paid pursuant to the established program shall not, under any circumstances, be deemed as compensation for purposes of calculating average final compensation earnable as may be required by other provisions of law.

#### 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 unrepresented Classified employees and all Unclassified officers and employees who are members of the System. The City shall further 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 no later than June 1, 1977, a ratified and executed Memorandum of Understanding containing such provision. 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 officers and employees and that the contribution by those eligible officers and employees be reduced by said two (2) percent.

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**Section 13. ADDITIONAL BENEFIT PROGRAMS.**

The City Council may, and does hereby declare its intent upon recommendation of the City Manager to establish from time to time additional benefit programs for officers and employees via separate legislative actions. Such additional benefit programs shall be and are hereby declared to be predicated upon the existence of ratified and executed Memoranda of Understanding with recognized employee organizations or such other conditions of qualification as the legislative body may, in its discretion, establish.

**Section 14. 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 and he shall accrue no benefits while assigned such status except as may be otherwise authorized and provided by appropriate provision of law. 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."

**Section 15.** That the classification titles of Assistant Fire Chief (Rate 10.2) and Assistant Police Chief (Rate 17.8) as reflected in Exhibit B hereto under categories of Fire and Police, respectively, be and they are hereby changed to read Deputy Fire Chief (Rate 16.2) and Deputy Police Chief (Rate 17.8), all other functions and responsibilities remaining the same. It is the intent of the Council that this change is and shall be a change in title only and not affect any other aspect of the position or remuneration, active or retired.

**Section 16.** That the classification titles of Deputy Police Chief (Rate 15.5) and Deputy Fire Chief (Rate 15.4), as reflected in Exhibit C hereto under category of Safety Service be and they are hereby changed to read Assistant Police Chief (Rate 15.5) and Assistant Fire Chief (Rate 15.4), all other functions and responsibilities to remain the same. It is the intent of the Council that this change is and shall be a change in title only and not affect any other aspect of the position or remuneration, active or retired. The Civil Service Commission is hereby authorized and directed pursuant to the authority of this ordinance to take all necessary and appropriate actions to effect these enumerated title changes in the Manual of City Specifications for The City of San Diego.

**Section 17.** This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

**SALARY SCHEDULE TABLE OF PAY FOR STANDARD RATES THE CITY OF SAN DIEGO EXHIBIT A**

**EXECUTIVE SALARY SCHEDULE BASE SALARY TABLE 1977-1978**

RATE	STEP	APPROX. MONTHLY	BIWEEKLY	HOURLY	DAILY	FIREMEN DAILY
01.0	A	1249.26	574.40	7.18	57.44	
	B	1304.39	600.00	7.50	60.00	
	C	1359.52	625.60	7.82	62.56	
	D	1414.65	651.20	8.13	65.04	
	E	1469.78	676.80	8.45	67.60	
	F	1524.91	702.40	8.77	70.16	
	G	1580.04	728.00	9.08	72.72	
	H	1635.17	753.60	9.40	75.28	
	I	1690.30	779.20	9.72	77.84	
	J	1745.43	804.80	10.04	80.40	
	K	1800.56	830.40	10.35	82.96	
	L	1855.69	856.00	10.67	85.52	
	M	1910.82	881.60	10.99	88.08	
	N	1965.95	907.20	11.30	90.64	
	O	2021.08	932.80	11.62	93.20	
	P	2076.21	958.40	11.94	95.76	
	Q	2131.34	984.00	12.25	98.32	
02.0	A	1745.43	804.80	10.04	80.40	
	B	1800.56	830.40	10.35	82.96	
	C	1855.69	856.00	10.67	85.52	
	D	1910.82	881.60	10.99	88.08	
	E	1965.95	907.20	11.30	90.64	
	F	2021.08	932.80	11.62	93.20	
	G	2076.21	958.40	11.94	95.76	
	H	2131.34	984.00	12.25	98.32	
	I	2186.47	1009.60	12.57	100.88	
	J	2241.60	1035.20	12.89	103.44	
	K	2296.73	1060.80	13.21	106.00	
	L	2351.86	1086.40	13.52	108.56	
	M	2406.99	1112.00	13.84	111.12	
	N	2462.12	1137.60	14.16	113.68	
	O	2517.25	1163.20	14.47	116.24	
	P	2572.38	1188.80	14.79	118.80	
	Q	2627.51	1214.40	15.11	121.36	
03.0	A	2186.47	1009.60	12.57	100.88	
	B	2241.60	1035.20	12.89	103.44	
	C	2296.73	1060.80	13.21	106.00	
	D	2351.86	1086.40	13.52	108.56	
	E	2406.99	1112.00	13.84	111.12	
	F	2462.12	1137.60	14.16	113.68	
	G	2517.25	1163.20	14.47	116.24	
	H	2572.38	1188.80	14.79	118.80	
	I	2627.51	1214.40	15.11	121.36	
	J	2682.64	1240.00	15.42	123.92	
	K	2737.77	1265.60	15.74	126.48	
	L	2792.90	1291.20	16.06	129.04	
	M	2848.03	1316.80	16.37	131.60	
	N	2903.16	1342.40	16.69	134.16	
	O	2958.29	1368.00	17.01	136.72	
	P	3013.42	1393.60	17.33	139.28	
	Q	3068.55	1419.20	17.64	141.84	
	R	3123.68	1444.80	17.96	144.40	
	S	3178.81	1470.40	18.28	146.96	

04.0	A	3227.51	1209.80	15.11	120.88
	B	2682.64	1235.40	15.42	123.44
	C	2737.77	1261.00	15.74	126.00
	D	2792.90	1286.60	16.06	128.56
	E	2848.03	1312.20	16.37	131.12
	F	2903.16	1337.80	16.69	133.68
	G	2958.29	1363.40	17.01	136.24
	H	3013.42	1389.00	17.33	138.80
	I	3068.55	1414.60	17.64	141.36
	J	3123.68	1440.20	17.96	143.92
	K	3178.81	1465.80	18.28	146.48
	L	3233.94	1491.40	18.59	149.04
	M	3289.07	1517.00	18.91	151.60
	N	3344.20	1542.60	19.23	154.16
	O	3399.33	1568.20	19.54	156.72
	P	3454.46	1593.80	19.86	159.28
	Q	3509.59	1619.40	20.18	161.84
	R	3564.72	1645.00	20.50	164.40
	S	3619.85	1670.60	20.81	166.96
	T	3674.98	1696.20	21.13	169.52
	U	3730.11	1721.80	21.45	172.08
	V	3785.24	1747.40	21.76	174.64
	W	3840.37	1773.00	22.08	177.20
05.0	A	3399.33	1563.20	19.54	156.32
	B	3454.46	1588.80	19.86	158.88
	C	3509.59	1614.40	20.18	161.44
	D	3564.72	1640.00	20.50	164.00
	E	3619.85	1665.60	20.81	166.56
	F	3674.98	1691.20	21.13	169.12
	G	3730.11	1716.80	21.45	171.68
	H	3785.24	1742.40	21.76	174.24
	I	3840.37	1768.00	22.08	176.80
	J	3895.50	1793.60	22.40	179.36
	K	3950.63	1819.20	22.71	181.92
	L	4005.76	1844.80	23.03	184.48
	M	4060.89	1870.40	23.35	187.04
	N	4116.02	1896.00	23.67	189.60
	O	4171.15	1921.60	23.98	192.16
	P	4226.28	1947.20	24.30	194.72
	Q	4281.41	1972.80	24.62	197.28
	R	4336.54	1998.40	24.93	199.84
	S	4391.67	2024.00	25.25	202.40
	T	4446.80	2049.60	25.57	204.96
	U	4501.93	2075.20	25.88	207.52
	V	4557.06	2100.80	26.20	210.08
	W	4612.19	2126.40	26.52	212.64
06.0	A	3366.33	1544.00	19.35	154.40
	B	3421.46	1569.60	19.67	156.96
	C	3476.59	1595.20	19.98	159.52
	D	3531.72	1620.80	20.30	162.08
	E	3586.85	1646.40	20.61	164.64
	F	3641.98	1672.00	20.93	167.20
	G	3697.11	1697.60	21.24	169.76
	H	3752.24	1723.20	21.56	172.32
	I	3807.37	1748.80	21.87	174.88
	J	3862.50	1774.40	22.19	177.44
	K	3917.63	1800.00	22.50	180.00
	L	3972.76	1825.60	22.82	182.56
	M	4027.89	1851.20	23.13	185.12
	N	4083.02	1876.80	23.45	187.68
	O	4138.15	1902.40	23.76	190.24
	P	4193.28	1928.00	24.08	192.80
	Q	4248.41	1953.60	24.39	195.36
	R	4303.54	1979.20	24.71	197.92
	S	4358.67	2004.80	25.02	200.48
	T	4413.80	2030.40	25.34	203.04
	U	4468.93	2056.00	25.65	205.60
	V	4524.06	2081.60	25.97	208.16
	W	4579.19	2107.20	26.28	210.72
	X	4634.32	2132.80	26.60	213.28
	Y	4689.45	2158.40	26.91	215.84
	Z	4744.58	2184.00	27.23	218.40
07.0	A	1193.00	548.80	6.86	54.88
	B	1233.00	567.20	7.09	56.72
	C	1273.00	585.60	7.32	58.56
	D	1313.00	604.00	7.55	60.40
	E	1353.00	622.40	7.78	62.24
	F	1393.00	640.80	8.01	64.08
	G	1433.00	659.20	8.24	65.92
	H	1473.00	677.60	8.47	67.76
	I	1513.00	696.00	8.70	69.60
	J	1553.00	714.40	8.93	71.44
	K	1593.00	732.80	9.16	73.28
	L	1633.00	751.20	9.39	75.12
	M	1673.00	769.60	9.62	76.96
	N	1713.00	788.00	9.85	78.80
	O	1753.00	806.40	10.08	80.64
	P	1793.00	824.80	10.31	82.48
	Q	1833.00	843.20	10.54	84.32
	R	1873.00	861.60	10.77	86.16
	S	1913.00	880.00	11.00	88.00
	T	1953.00	898.40	11.23	89.84
	U	1993.00	916.80	11.46	91.68
	V	2033.00	935.20	11.69	93.52
	W	2073.00	953.60	11.92	95.36
	X	2113.00	972.00	12.15	97.20
	Y	2153.00	990.40	12.38	99.04
	Z	2193.00	1008.80	12.61	100.88
07.1	A	2291.00	1053.60	13.17	105.36
	B	2331.00	1072.00	13.40	107.20
	C	2371.00	1090.40	13.63	109.04
	D	2411.00	1108.80	13.86	110.88
	E	2451.00	1127.20	14.09	112.72
	F	2491.00	1145.60	14.32	114.56
	G	2531.00	1164.00	14.55	116.40
	H	2571.00	1182.40	14.78	118.24



17.8	B	1236.00	577.00	7.22	57.78
	C	1317.00	635.60	7.57	60.56
	D	1381.00	635.20	7.94	63.52
	E	1449.00	668.40	8.33	66.64
	A	2190.00	1007.20	12.59	100.72
	R	2299.00	1057.60	13.22	105.76
	C	2411.00	1108.80	13.86	110.88
	D	2531.00	1164.00	14.55	116.40
	E	2656.00	1221.60	15.27	122.16
18.1	A	1141.00	524.80	6.56	52.48
	R	1197.00	550.40	6.88	55.04
	C	1254.00	576.80	7.21	57.68
	D	1317.00	605.60	7.57	60.56
	E	1381.00	635.20	7.94	63.52
18.5	A	892.00	405.60	5.07	40.56
	R	924.00	424.80	5.31	42.48
	C	971.00	446.40	5.58	44.64
	D	1016.00	467.20	5.84	46.72
	E	1063.00	488.80	6.11	48.88
18.6	A	640.00	294.40	3.68	29.44
	R	670.00	308.00	3.85	30.80
	C	701.00	322.40	4.03	32.24
	D	732.00	336.80	4.21	33.68
	E	769.00	353.60	4.42	35.36
19.0	A	1414.00	650.40	8.13	65.04
	R	1484.00	682.40	8.53	68.24
	C	1555.00	715.20	8.94	71.52
	D	1631.00	750.40	9.38	75.04
	E	1711.00	787.20	9.84	78.72
19.1	A	873.00	401.60	5.02	40.16
	R	911.00	419.20	5.24	41.92
	C	953.00	439.40	5.48	43.94
	D	995.00	457.60	5.72	45.76
	E	1042.00	479.20	5.99	47.92
19.2	A	1711.00	787.20	9.84	78.72
	R	1793.00	824.80	10.31	82.48
	C	1854.00	866.40	10.63	86.64
	D	1976.00	909.60	11.36	90.96
	E	2071.00	952.80	11.91	95.28
19.3	A	873.00	401.60	5.02	40.16
	R	911.00	419.20	5.24	41.92
	C	953.00	439.40	5.48	43.94
	D	995.00	457.60	5.72	45.76
	E	1042.00	479.20	5.99	47.92
19.6	A	1141.00	524.80	6.56	52.48
	R	1194.00	551.20	6.89	55.12
	C	1256.00	577.60	7.22	57.76
	D	1317.00	605.60	7.57	60.56
	E	1381.00	635.20	7.94	63.52
20.0	A	1064.00	469.60	6.12	46.96
	R	1117.00	513.60	6.42	51.36
	C	1169.00	537.60	6.72	53.76
	D	1228.00	564.00	7.05	56.40
	E	1285.00	591.20	7.39	59.12
20.5	A	1878.00	864.00	10.60	86.40
	R	1972.00	907.20	11.34	90.72
	C	2070.00	952.00	11.90	95.20
	D	2171.00	994.40	12.48	99.44
	E	2278.00	1048.00	13.10	104.80
20.6	A	1837.00	844.80	10.56	84.48
	R	1929.00	887.20	11.09	88.72
	C	2021.00	930.40	11.63	93.04
	D	2122.00	976.00	12.20	97.60
	E	2228.00	1024.80	12.81	102.48
20.7	A	1317.00	605.60	7.57	60.56
	R	1381.00	635.20	7.94	63.52
	C	1449.00	668.40	8.33	66.84
	D	1518.00	699.40	8.73	69.84
	E	1593.00	732.80	9.16	73.28
21.6	A	1414.00	650.40	8.13	65.04
	R	1484.00	682.40	8.53	68.24
	C	1555.00	715.20	8.94	71.52
	D	1631.00	750.40	9.38	75.04
	E	1711.00	787.20	9.84	78.72
22.0	A	1287.00	592.00	7.40	59.20
	R	1346.00	620.00	7.75	62.00
	C	1414.00	650.40	8.13	65.04
	D	1484.00	682.40	8.53	68.24
	E	1555.00	715.20	8.94	71.52
22.1	A	1518.00	699.40	8.73	69.84
	R	1591.00	732.80	9.16	73.28
	C	1671.00	769.60	9.61	76.96
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
22.2	A	1414.00	650.40	8.13	65.04
	R	1484.00	682.40	8.53	68.24
	C	1555.00	715.20	8.94	71.52
	D	1631.00	750.40	9.38	75.04
	E	1711.00	787.20	9.84	78.72
22.3	A	1518.00	699.40	8.73	69.84
	R	1593.00	732.80	9.16	73.28
	C	1671.00	769.60	9.61	76.96
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
22.4	A	1141.00	524.80	6.56	52.48
	R	1194.00	551.20	6.89	55.12
	C	1256.00	577.60	7.22	57.76
	D	1317.00	605.60	7.57	60.56
	E	1381.00	635.20	7.94	63.52
22.5	A	1516.00	698.40	8.73	69.84
	R	1593.00	732.80	9.16	73.28
	C	1671.00	769.60	9.61	76.96
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
22.6	A	1414.00	650.40	8.13	65.04
	R	1484.00	682.40	8.53	68.24
	C	1555.00	715.20	8.94	71.52
	D	1631.00	750.40	9.38	75.04
	E	1711.00	787.20	9.84	78.72
22.7	A	1381.00	635.20	7.94	63.52
	R	1449.00	668.40	8.33	66.84
	C	1518.00	699.40	8.73	69.84
	D	1593.00	732.80	9.16	73.28
	E	1671.00	769.60	9.61	76.96
22.8	A	1317.00	605.60	7.57	60.56
	R	1381.00	635.20	7.94	63.52
	C	1449.00	668.40	8.33	66.84
	D	1518.00	699.40	8.73	69.84
	E	1591.00	732.80	9.16	73.28
23.J	A	1518.00	698.40	8.73	69.84
	R	1593.00	732.80	9.16	73.28
	C	1671.00	769.60	9.61	76.96
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
	A	1751.00	805.60	10.07	80.56
	R	1837.00	844.80	10.56	84.48
	C	1929.00	887.20	11.09	88.72
	D	2021.00	930.40	11.63	93.04
	E	2120.00	975.20	12.19	97.52
	A	1927.00	886.40	11.08	88.64
	R	2023.00	930.40	11.63	93.04
	C	2120.00	975.20	12.19	97.52
	D	2225.00	1023.20	12.79	102.32
	E	2338.00	1074.40	13.43	107.44
27.3	A	1317.00	605.60	7.57	60.56
	R	1381.00	635.20	7.94	63.52
	C	1449.00	668.40	8.33	66.84
	D	1518.00	699.40	8.73	69.84
	E	1591.00	732.80	9.15	73.20
27.4	A	991.00	456.00	5.70	45.60
	R	1038.00	477.60	5.97	47.76
	C	1091.00	501.60	6.27	50.16
	D	1141.00	524.80	6.56	52.48
	E	1197.00	550.40	6.89	55.04
27.5	A	1141.00	524.80	6.56	52.48
	R	1197.00	550.40	6.89	55.04
	C	1254.00	576.80	7.21	57.68
	D	1317.00	605.60	7.57	60.56
	E	1381.00	635.20	7.94	63.52
27.6	A	1197.00	550.40	6.89	55.04
	R	1254.00	576.80	7.21	57.68
	C	1317.00	605.60	7.57	60.56
	D	1381.00	635.20	7.94	63.52
	E	1449.00	668.40	8.33	66.84
27.7	A	1254.00	576.80	7.21	57.68
	R	1317.00	605.60	7.57	60.56
	C	1381.00	635.20	7.94	63.52
	D	1449.00	668.40	8.33	66.84
	E	1518.00	699.40	8.73	69.84
27.8	A	1711.00	787.20	9.84	78.72
	R	1793.00	824.80	10.31	82.48
	C	1854.00	866.40	10.63	86.64
	D	1976.00	909.60	11.36	90.96
	E	2071.00	952.80	11.91	95.28
27.9	A	1518.00	699.40	8.73	69.84
	R	1591.00	732.80	9.15	73.20
	C	1670.00	769.60	9.60	76.80
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
28.0	A	873.00	401.60	5.02	40.16
	R	911.00	419.20	5.24	41.92
	C	953.00	439.40	5.48	43.94
	D	995.00	457.60	5.72	45.76
	E	1042.00	479.20	5.99	47.92
28.2	A	1117.00	513.60	6.42	51.36
	R	1169.00	537.60	6.72	53.76
	C	1226.00	564.00	7.05	56.40
	D	1285.00	591.20	7.39	59.12
	E	1350.00	620.80	7.76	62.08
28.3	A	971.00	446.40	5.58	44.64
	R	1016.00	467.20	5.84	46.72
	C	1064.00	489.60	6.12	48.96
	D	1117.00	513.60	6.42	51.36
	E	1169.00	537.60	6.72	53.76
28.5	A	1169.00	537.60	6.72	53.76
	R	1226.00	564.00	7.05	56.40
	C	1285.00	592.00	7.40	59.20
	D	1348.00	620.00	7.75	62.00
	E	1414.00	650.40	8.13	65.04
28.6	A	1348.00	620.00	7.75	62.00
	R	1414.00	650.40	8.13	65.04
	C	1484.00	682.40	8.53	68.24
	D	1555.00	715.20	8.94	71.52
	E	1631.00	750.40	9.38	75.04
28.8	A	1042.00	479.20	5.99	47.92
	R	1089.00	500.80	6.28	50.08
	C	1139.00	524.00	6.55	52.40
	D	1191.00	548.00	6.85	54.80
	E	1245.00	572.80	7.16	57.28
29.0	A	1141.00	524.80	6.56	52.48
	R	1197.00	550.40	6.89	55.04
	C	1254.00	576.80	7.21	57.68
	D	1317.00	605.60	7.57	60.56
	E	1381.00	635.20	7.94	63.52
29.3	A	1042.00	479.20	5.99	47.92





44.2	A	1308.00	308.80	7.48	89.88	48.9	A	1188.00	537.80	6.72	39.78
	B	1247.00	573.60	7.17	57.36		R	1228.00	564.00	7.06	38.40
	C	1308.00	801.60	7.52	60.16		C	1285.00	591.20	7.39	39.12
	D	1374.00	632.00	7.90	63.20		D	1350.00	620.80	7.78	42.08
	E	1438.00	681.60	8.27	68.16		E	1414.00	650.40	8.13	45.04
44.5	A	1508.00	693.60	8.67	69.36	49.0	A	1016.00	467.20	5.84	48.72
	B	1132.00	520.80	6.51	52.08		B	1084.00	499.60	6.12	48.96
	C	1184.00	544.80	6.81	54.48		C	1117.00	513.60	6.42	51.36
	D	1240.00	570.40	7.13	57.04		D	1169.00	537.60	6.72	53.76
	E	1296.00	596.80	7.46	59.68		E	1228.00	564.00	7.06	56.40
44.6	A	1357.00	624.00	7.80	62.40	49.1	A	1057.00	486.40	6.08	48.64
	B	1084.00	499.60	6.12	48.96		B	1104.00	506.80	6.37	50.96
	C	1115.00	512.80	6.41	51.28		C	1164.00	535.20	6.69	53.52
	D	1165.00	536.00	6.70	53.60		D	1217.00	560.00	7.00	56.00
	E	1217.00	560.00	7.00	56.00	49.2	E	1278.00	588.00	7.38	58.80
44.7	A	1275.00	586.40	7.33	58.64		A	718.00	330.40	4.13	33.04
	B	1115.00	512.80	6.41	51.28		B	750.00	344.80	4.49	34.48
	C	1165.00	536.00	6.70	53.60		C	781.00	359.20	4.81	35.92
	D	1217.00	560.00	7.00	56.00		D	816.00	375.20	4.69	37.52
	E	1275.00	586.40	7.33	58.64	49.8	E	852.00	392.00	4.90	39.20
44.8	A	1336.00	614.40	7.68	61.44		A	1089.00	500.80	6.26	50.08
	B	1091.00	501.60	6.27	50.16		B	1139.00	524.00	6.55	52.40
	C	1141.00	524.80	6.56	52.48		C	1191.00	548.00	6.85	54.80
	D	1196.00	551.20	6.89	55.12		D	1245.00	572.80	7.16	57.28
	E	1258.00	577.60	7.22	57.76	50.8	E	1304.00	600.00	7.50	60.00
44.9	A	1317.00	605.60	7.57	60.56		A	953.00	438.40	5.48	43.84
	B	689.00	316.80	3.96	31.68		B	995.00	457.60	5.72	45.76
	C	720.00	331.20	4.14	33.12		C	1042.00	479.20	5.99	47.92
	D	751.00	345.60	4.32	34.56		D	1089.00	500.80	6.26	50.08
	E	781.00	359.20	4.49	35.92	50.9	E	1139.00	524.00	6.55	52.40
45.0	A	817.00	376.00	4.70	37.60		A	1199.00	552.80	6.85	55.28
	B	854.00	392.80	4.91	39.28		B	1245.00	572.80	7.16	57.28
	C	884.00	409.60	5.13	40.96		C	1304.00	600.00	7.50	60.00
	D	934.00	429.60	5.37	42.96		D	953.00	438.40	5.48	43.84
	E	976.00	448.80	5.61	44.88	51.2	E	995.00	457.60	5.72	45.76
45.1	A	884.00	409.60	5.13	40.96		A	1042.00	479.20	5.99	47.92
	B	925.00	425.60	5.32	42.56		B	1089.00	500.80	6.26	50.08
	C	972.00	447.20	5.59	44.72		C	1139.00	524.00	6.55	52.40
	D	1016.00	467.20	5.84	46.72		D	1191.00	548.00	6.85	54.80
	E	1064.00	489.60	6.12	48.96	51.3	E	1245.00	572.80	7.16	57.28
45.2	A	781.00	359.20	4.49	35.92		A	990.00	455.20	5.69	45.52
	B	817.00	376.00	4.70	37.60		B	1035.00	476.00	5.95	47.60
	C	854.00	392.80	4.91	39.28		C	1084.00	498.40	6.23	49.84
	D	892.00	410.40	5.13	41.04		D	1132.00	520.80	6.51	52.08
	E	934.00	429.60	5.37	42.96	51.4	E	1181.00	544.00	6.81	54.40
45.3	A	984.00	448.80	5.61	44.88		A	1231.00	568.00	7.16	56.80
	B	1828.00	840.00	10.50	84.00	60.00	B	1281.00	592.00	7.44	59.20
	C	1818.00	824.00	11.03	82.40	63.08	C	1332.00	616.00	7.76	61.60
	D	2009.00	924.00	11.55	92.40	66.00	D	1384.00	640.00	8.08	64.00
	E	2116.00	970.40	12.13	97.04	68.81	E	1438.00	664.00	8.42	66.40
45.4	A	2212.00	1017.60	12.72	101.76	72.68	A	904.00	436.00	5.45	43.60
	B	1837.00	844.80	10.56	84.48		B	948.00	456.00	5.70	45.60
	C	1929.00	887.20	11.09	88.72		C	991.00	476.00	5.97	47.60
	D	2023.00	930.40	11.63	93.04		D	1039.00	496.00	6.23	49.60
	E	2122.00	976.00	12.20	97.60	51.6	E	1089.00	516.00	6.51	51.60
45.6	A	2224.00	1024.80	12.81	102.48		A	1138.00	536.00	6.78	53.60
	B	1506.00	693.60	8.67	69.36	49.54	B	1187.00	556.00	7.11	55.60
	C	1583.00	728.00	9.10	72.80	52.00	C	1234.00	576.00	7.47	57.60
	D	1659.00	763.20	9.54	76.32	54.61	D	1284.00	596.00	7.81	59.60
	E	1743.00	801.60	10.02	80.16	57.38	E	1334.00	616.00	8.16	61.60
45.7	A	1826.00	840.00	10.50	84.00	60.00	A	1384.00	640.00	8.50	64.00
	B	1835.00	844.00	10.53	84.40		B	1434.00	664.00	8.84	66.40
	C	1925.00	885.60	11.07	88.56		C	1484.00	688.00	9.18	68.80
	D	2019.00	928.80	11.61	92.88		D	1534.00	712.00	9.52	71.20
	E	2120.00	975.20	12.19	97.52	52.9	E	1584.00	736.00	9.86	73.60
45.8	A	2221.00	1021.60	12.77	102.16		A	1634.00	760.00	10.20	76.00
	B	1904.00	601.60	7.52	60.16	42.97	B	1684.00	784.00	10.54	78.40
	C	1874.00	632.00	7.90	63.20	45.14	C	1734.00	808.00	10.88	80.80
	D	1438.00	681.60	8.27	68.16	47.28	D	1784.00	832.00	11.22	83.20
	E	1508.00	693.60	8.67	69.36	49.54	E	1834.00	856.00	11.56	85.60
46.2	A	1583.00	728.00	9.10	72.80	52.00	A	1884.00	880.00	11.90	88.00
	B	1164.00	535.20	6.69	53.52	38.23	B	1934.00	904.00	12.24	90.40
	C	1217.00	560.00	7.00	56.00	40.80	C	1984.00	928.00	12.58	92.80
	D	1277.00	587.20	7.34	58.72	41.94	D	2034.00	952.00	12.92	95.20
	E	1341.00	616.80	7.71	61.68	44.08	E	2084.00	976.00	13.26	97.60
46.5	A	1404.00	645.60	8.07	64.56	46.12	A	2134.00	1000.00	13.60	100.00
	B	849.00	390.40	4.88	39.04		B	2184.00	1024.00	13.94	102.40
	C	889.00	408.80	5.11	40.88		C	2234.00	1048.00	14.28	104.80
	D	932.00	428.80	5.36	42.88		D	2284.00	1072.00	14.62	107.20
	E	976.00	448.80	5.61	44.88	53.3	E	2334.00	1096.00	14.96	109.60
47.2	A	1021.00	469.60	5.87	46.96		A	2384.00	1120.00	15.30	112.00
	B	781.00	359.20	4.49	35.92		B	2434.00	1144.00	15.64	114.40
	C	816.00	375.20	4.69	37.52		C	2484.00	1168.00	15.98	116.80
	D	852.00	392.00	4.90	39.20		D	2534.00	1192.00	16.32	119.20
	E	891.00	409.60	5.12	40.96	53.5	E	2584.00	1216.00	16.66	121.60
47.5	A	932.00	428.80	5.36	42.88		A	2634.00	1240.00	17.00	124.00
	B	904.00	416.00	5.20	41.60		B	2684.00	1264.00	17.34	126.40
	C	948.00	436.00	5.45	43.60		C	2734.00	1288.00	17.68	128.80
	D	991.00	456.00	5.70	45.60		D	2784.00	1312.00	18.02	131.20
	E	1042.00	479.20	5.99	47.92	53.8	E	2834.00	1336.00	18.36	133.60
47.6	A	1091.00	496.00	6.23	49.60		A	2884.00	1360.00	18.70	136.00
	B	1484.00	688.00	8.42	68.80		B	2934.00	1384.00	19.04	138.40
	C	1555.00	715.20	8.94	71.52		C	2984.00	1408.00	19.38	140.80
	D	1631.00	750.40	9.38	75.04		D	3034.00	1432.00	19.72	143.20
	E	1711.00	787.20	9.84	78.72	54.3	E	3084.00	1456.00	20.06	145.60
47.7	A	1793.00	824.80	10.31	82.48		A	3134.00	1480.00	20.40	148.00
	B	1348.00	620.00	7.75	62.00		B	3184.00	1504.00	20.74	150.40
	C	1414.00	650.40	8.13	65.04		C	3234.00	1528.00	21.08	152.80
	D	1484.00	682.40	8.53	68.24		D	3284.00	1552.00	21.42	155.20
	E	1555.00	715.20	8.94	71.52	54.6	E	3334.00	1576.00	21.76	157.60
47.8	A	1631.00	750.40	9.38	75.04		A	3384.00	1600.00	22.10	160.00
	B	1016.00	467.20	5.84	46.72		B	3434.00	1624.00	22.44	162.40
	C	1064.00	489.60	6.12	48.96		C	3484.00	1648.00	22.78	164.80
	D	1117.00	513.60	6.42	51.36		D	3534.00	1672.00	23.12	167.20
	E	1169.00	537.60	6.72	53.76	54.8	E	3584.00	1696.00	23.46	169.60
47.9	A	1226.00	564.00	7.05	56.40		A	3634.00	1720.00	23.80	172.00
	B	1484.00	682.40	8.53	68.24		B	3684.00	1744.00	24.14	174.40
	C	1555.00	715.20	8.94	71.52		C	3734.00	1768.00	24.48	176.80
	D	1631.00	750.40	9.38	75.04		D	3784.00	1792.00	24.82	179.20
	E	1711.00	787.20	9.84	78.72	55.2	E	3834.00	1816.00	25.16	181.60
48.0	A	1793.00	824.80	10.31	82.48		A	3884.00	1840.00	25.50	184.00
	B	654.00	300.80	3.7							

58.4	A	991.00	466.00	8.76	45.83
	R	1039.00	477.80	8.97	47.76
	C	1091.00	501.80	6.27	50.16
	D	1141.00	521.80	6.56	52.48
	E	1197.00	550.40	6.88	55.04
58.5	A	868.00	391.60	3.77	39.16
	R	935.00	418.20	3.94	41.68
	C	717.00	329.60	4.12	32.96
	D	751.00	345.60	4.52	34.56
	E	788.00	362.40	4.53	36.24
58.7	A	626.00	298.00	3.60	28.80
	R	659.00	303.20	3.79	30.32
	C	690.00	317.60	3.97	31.76
	D	722.00	332.00	4.15	33.20
	E	755.00	347.20	4.34	34.72
58.9	A	586.00	269.60	3.37	26.96
	R	614.00	282.40	3.53	28.24
	C	644.00	292.00	3.70	29.20
	D	673.00	303.60	3.87	30.36
	E	704.00	324.00	4.05	32.40
57.3	A	567.00	274.40	3.43	27.44
	R	624.00	287.20	3.59	28.72
	C	654.00	300.80	3.76	30.08
	D	687.00	316.00	3.95	31.60
	E	718.00	330.40	4.13	33.04
57.5	A	701.00	322.40	4.03	32.24
	R	732.00	336.80	4.21	33.68
	C	769.00	353.60	4.42	35.36
	D	805.00	370.40	4.63	37.04
	E	844.00	388.00	4.85	38.80
57.6	A	844.00	388.00	4.85	38.80
	R	884.00	406.40	5.08	40.64
	C	925.00	425.60	5.32	42.56
	D	972.00	447.20	5.59	44.72
	E	1016.00	467.20	5.84	46.72
57.7	A	910.00	418.40	5.23	41.84
	R	953.00	438.40	5.48	43.84
	C	998.00	459.20	5.74	45.92
	D	1045.00	480.80	6.01	48.08
	E	1096.00	504.00	6.30	50.40
57.8	A	640.00	294.40	3.68	29.44
	R	670.00	308.00	3.85	30.80
	C	701.00	322.40	4.03	32.24
	D	732.00	336.80	4.21	33.68
	E	769.00	353.60	4.42	35.36
57.9	A	787.00	352.80	4.41	35.28
	R	800.00	368.00	4.60	36.80
	C	835.00	384.00	4.80	38.40
	D	873.00	401.60	5.02	40.16
	E	911.00	419.20	5.24	41.92
58.0	A	925.00	425.60	5.32	42.56
	R	972.00	447.20	5.59	44.72
	C	1016.00	467.20	5.84	46.72
	D	1064.00	489.60	6.12	48.96
	E	1117.00	513.60	6.42	51.36
58.1	A	835.00	384.00	4.80	38.40
	R	873.00	401.60	5.02	40.16
	C	911.00	419.20	5.24	41.92
	D	953.00	438.40	5.48	43.84
	E	995.00	457.60	5.72	45.76
58.2	A	873.00	401.60	5.02	40.16
	R	911.00	419.20	5.24	41.92
	C	953.00	438.40	5.48	43.84
	D	995.00	457.60	5.72	45.76
	E	1042.00	479.20	5.99	47.92
58.3	A	786.00	361.60	4.52	36.16
	R	824.00	378.20	4.74	37.82
	C	863.00	396.80	4.96	39.68
	D	904.00	416.00	5.20	41.60
	E	948.00	436.00	5.45	43.60
58.4	A	991.00	456.00	5.70	45.60
	R	1042.00	479.20	5.99	47.92
	C	1091.00	501.60	6.27	50.16
	D	1141.00	524.80	6.56	52.48
	E	1198.00	551.20	6.89	55.12
58.5	A	864.00	397.60	4.97	39.76
	R	904.00	416.00	5.20	41.60
	C	948.00	436.00	5.45	43.60
	D	991.00	456.00	5.70	45.60
	E	1042.00	479.20	5.99	47.92
58.6	A	842.00	387.20	4.84	38.72
	R	882.00	405.60	5.07	40.56
	C	925.00	425.60	5.32	42.56
	D	971.00	448.40	5.59	44.64
	E	1016.00	467.20	5.84	46.72
58.7	A	1346.00	619.20	7.74	61.92
	R	1414.00	650.40	8.13	65.04
	C	1480.00	690.80	8.51	69.08
	D	1553.00	714.40	8.93	71.44
	E	1628.00	748.80	9.38	74.88
58.8	A	466.00	214.40	2.68	21.44
	R	489.00	224.80	2.81	22.48
	C	511.00	235.20	2.94	23.52
	D	537.00	247.20	3.09	24.72
	E	560.00	257.60	3.22	25.76
58.9	A	1224.00	563.20	7.04	56.32
	R	1284.00	590.40	7.38	59.04
	C	1348.00	619.20	7.74	61.92
	D	1414.00	650.40	8.13	65.04
	E	1480.00	690.80	8.51	69.08
59.1	A	701.00	322.40	4.03	32.24
	R	734.00	337.60	4.22	33.76
	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
59.2	A	1115.00	512.80	6.41	51.28
	R	1189.00	537.60	6.72	53.76
	C	1224.00	563.20	7.04	56.32
	D	1284.00	590.40	7.38	59.04
	E	1346.00	619.20	7.74	61.92
59.3	A	1016.00	467.20	5.84	46.72
	R	1064.00	489.60	6.12	48.96
	C	1117.00	513.60	6.42	51.36
	D	1169.00	537.60	6.72	53.76
	E	1226.00	564.00	7.05	56.40
59.4	A	908.00	417.60	5.22	41.76
	R	950.00	436.80	5.46	43.68
	C	990.00	455.20	5.69	45.52
	D	1035.00	478.00	5.95	47.60
	E	1084.00	498.40	6.23	49.84
59.5	A	2213.00	1027.20	13.84	102.72
	R	2345.00	1078.40	14.48	107.84
	C	2461.00	1132.00	14.18	113.20
	D	2566.00	1188.80	14.86	118.88
	E	2712.00	1247.20	15.58	124.72
59.6	A	1398.00	636.80	7.98	63.68
	R	1486.00	669.60	8.37	66.96
	C	1527.00	702.40	8.78	70.24
	D	1602.00	736.80	9.21	73.68
	E	1680.00	772.80	9.66	77.28
59.7	A	948.00	448.00	5.45	44.80
	R	991.00	468.00	5.70	46.80
	C	1038.00	477.60	5.97	47.76
	D	1091.00	501.60	6.27	50.16
	E	1141.00	524.80	6.56	52.48
60.1	A	1197.00	550.40	6.88	55.04
	R	1254.00	576.80	7.21	57.68
	C	1317.00	605.60	7.57	60.56
	D	1381.00	635.20	7.94	63.52
	E	1449.00	666.40	8.33	66.64
60.2	A	1115.00	512.80	6.41	51.28
	R	1165.00	536.00	6.70	53.60
	C	1217.00	560.00	7.00	56.00
	D	1275.00	586.40	7.33	58.64
	E	1336.00	614.40	7.68	61.44
60.4	A	1287.00	592.00	7.40	59.20
	R	1348.00	620.00	7.75	62.00
	C	1414.00	650.40	8.13	65.04
	D	1484.00	682.40	8.53	68.24
	E	1555.00	715.20	8.94	71.52
60.6	A	1711.00	767.20	9.84	76.72
	R	1793.00	824.80	10.31	82.48
	C	1852.00	865.60	10.82	86.56
	D	1974.00	908.00	11.35	90.80
	E	2073.00	953.60	11.92	95.36
61.6	A	1169.00	537.60	6.72	53.76
	R	1226.00	564.00	7.05	56.40
	C	1287.00	592.00	7.40	59.20
	D	1348.00	620.00	7.75	62.00
	E	1414.00	650.40	8.13	65.04
61.8	A	1136.00	522.40	6.53	52.24
	R	1191.00	548.00	6.85	54.80
	C	1247.00	573.60	7.17	57.36
	D	1308.00	601.60	7.52	60.16
	E	1374.00	632.00	7.90	63.20
62.0	A	772.00	355.20	4.44	35.52
	R	809.00	372.00	4.65	37.20
	C	849.00	390.40	4.88	39.04
	D	889.00	408.80	5.11	40.88
	E	932.00	428.80	5.36	42.88
62.3	A	1016.00	467.20	5.84	46.72
	R	1064.00	489.60	6.12	48.96
	C	1117.00	513.60	6.42	51.36
	D	1169.00	537.60	6.72	53.76
	E	1226.00	564.00	7.05	56.40
62.4	A	1169.00	537.60	6.72	53.76
	R	1226.00	564.00	7.05	56.40
	C	1287.00	592.00	7.40	59.20
	D	1348.00	620.00	7.75	62.00
	E	1414.00	650.40	8.13	65.04
62.5	A	1035.00	476.00	5.95	47.60
	R	1084.00	496.40	6.23	49.64
	C	1132.00	520.80	6.54	52.08
	D	1184.00	544.80	6.84	54.48
	E	1240.00	570.40	7.13	57.04
62.7	A	816.00	375.20	4.69	37.52
	R	852.00	392.00	4.90	39.20
	C	891.00	409.60	5.12	40.96
	D	932.00	428.80	5.36	42.88
	E	974.00	448.00	5.60	44.80
62.8	A	842.00	387.20	4.84	38.72
	R	882.00	405.60	5.07	40.56
	C	925.00	425.60	5.32	42.56
	D	971.00	448.40	5.59	44.64
	E	1016.00	467.20	5.84	46.72
63.0	A	701.00	322.40	4.03	32.24
	R	734.00	337.60	4.22	33.76
	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
63.1	A	842.00	387.20	4.84	38.72
	R	882.00	405.60	5.07	40.56
	C	925.00	425.60	5.32	42.56
	D	971.00	448.40	5.59	44.64
	E	1016.00	467.20	5.84	46.72
63.3	A	1016.00	467.20	5.84	46.72
	R	1064.00	489.60	6.12	48.96
	C	1117.00	513.60	6.42	51.36
	D	1169.00	537.60	6.72	53.76
	E	1226.00	564.00	7.05	56.40
63.4	A	1169.00	537.60	6.72	53.76
	R	1226.00	564.00	7.05	56.40
	C	1287.00	592.00	7.40	59.20
	D	1348.00	620.00	7.75	62.00
	E	1414.00	650.40	8.13	65.04
63.5	A	1035.00	476.00	5.95	47.60
	R	1084.00	496.40	6.23	49.64
	C	1132.00	520.80	6.54	52.08
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65.0	A	1869.00	715.20	8.94	71.52
	B	1631.00	780.40	9.28	75.04
	C	1711.00	787.20	9.84	75.72
	D	1783.00	824.80	10.31	82.48
	E	1867.00	885.80	10.82	88.58
65.1	A	880.00	405.80	5.11	40.85
	B	832.00	425.80	5.36	42.88
	C	977.00	449.80	5.82	44.96
	D	1023.00	470.40	6.16	47.04
	E	1071.00	492.80	6.86	49.28
65.4	A	1927.00	896.40	11.06	89.64
	B	2023.00	930.40	11.63	93.04
	C	2120.00	975.20	12.19	97.52
	D	2225.00	1023.20	12.79	102.32
	E	2338.00	1074.40	13.48	107.44
65.0	A	948.00	436.00	6.45	43.60
	B	991.00	458.00	6.70	45.80
	C	1038.00	477.60	6.97	47.76
	D	1091.00	501.60	7.27	50.16
	E	1141.00	524.80	7.56	52.48
66.1	A	824.00	379.20	4.74	37.92
	B	863.00	396.80	4.96	39.68
	C	904.00	416.00	5.20	41.60
	D	948.00	436.00	5.45	43.60
	E	991.00	456.00	5.70	45.60
66.3	A	717.00	329.80	4.12	32.98
	B	751.00	345.60	4.32	34.56
	C	789.00	362.40	4.53	36.24
	D	824.00	379.20	4.74	37.92
	E	864.00	397.60	4.97	39.76
66.4	A	864.00	397.60	4.97	39.76
	B	904.00	416.00	5.20	41.60
	C	948.00	436.00	5.45	43.60
	D	991.00	456.00	5.70	45.60
	E	1042.00	479.20	5.99	47.92
66.5	A	1042.00	479.20	5.99	47.92
	B	1091.00	501.60	6.27	50.16
	C	1141.00	524.80	6.56	52.48
	D	1198.00	551.20	6.89	55.12
	E	1258.00	577.60	7.22	57.76
66.9	A	1019.00	468.80	5.86	46.88
	B	1064.00	489.60	6.12	48.96
	C	1115.00	512.80	6.41	51.28
	D	1165.00	536.00	6.70	53.60
	E	1217.00	560.00	7.00	56.00
67.1	A	1169.00	537.60	6.72	53.76
	B	1226.00	564.00	7.05	56.40
	C	1287.00	592.00	7.40	59.20
	D	1348.00	620.00	7.75	62.00
	E	1414.00	650.40	8.13	65.04
67.2	A	1089.00	500.80	6.28	50.08
	B	1139.00	524.00	6.55	52.40
	C	1191.00	548.00	6.85	54.80
	D	1245.00	572.80	7.16	57.28
	E	1304.00	600.00	7.50	60.00
67.5	A	1139.00	524.00	6.55	52.40
	B	1191.00	548.00	6.85	54.80
	C	1245.00	572.80	7.16	57.28
	D	1304.00	600.00	7.50	60.00
	E	1365.00	628.00	7.85	62.80
67.7	A	1254.00	576.80	7.21	57.68
	B	1317.00	605.60	7.57	60.56
	C	1381.00	635.20	7.94	63.52
	D	1449.00	666.40	8.33	66.64
	E	1518.00	698.40	8.73	69.84
68.0	A	1809.00	832.00	10.40	83.20
	B	1869.00	873.60	10.92	87.36
	C	1930.00	915.20	11.44	91.52
	D	2002.00	960.80	12.01	96.08
	E	2100.00	1007.20	12.59	100.72
68.2	A	1990.00	915.20	11.44	91.52
	B	2069.00	960.80	12.01	96.08
	C	2190.00	1007.20	12.59	100.72
	D	2299.00	1057.60	13.22	105.76
	E	2411.00	1108.80	13.86	110.88
68.3	A	1569.00	721.60	9.02	72.16
	B	1644.00	756.00	9.45	75.60
	C	1725.00	793.60	9.92	79.36
	D	1809.00	832.00	10.40	83.20
	E	1899.00	873.60	10.92	87.36
69.2	A	1073.00	483.60	6.17	48.36
	B	1125.00	517.60	6.47	51.76
	C	1179.00	542.40	6.78	54.24
	D	1235.00	568.00	7.10	56.80
	E	1296.00	596.00	7.45	59.60
69.3	A	1179.00	542.40	6.78	54.24
	B	1235.00	568.00	7.10	56.80
	C	1296.00	596.00	7.45	59.60
	D	1360.00	625.60	7.82	62.56
	E	1426.00	656.00	8.20	65.60
69.4	A	1235.00	568.00	7.10	56.80
	B	1296.00	596.00	7.45	59.60
	C	1360.00	625.60	7.82	62.56
	D	1426.00	656.00	8.20	65.60
	E	1494.00	687.20	8.59	68.72
69.6	A	1360.00	625.60	7.82	62.56
	B	1426.00	656.00	8.20	65.60
	C	1494.00	687.20	8.59	68.72
	D	1569.00	721.60	9.02	72.16
	E	1644.00	756.00	9.45	75.60
71.5	A	1381.00	635.20	7.94	63.52
	B	1449.00	666.40	8.33	66.64
	C	1518.00	698.40	8.73	69.84
	D	1593.00	732.80	9.16	73.28
	E	1671.00	768.40	9.61	76.84
71.6	A	948.00	436.00	6.45	43.60
	B	991.00	456.00	6.70	45.60
	C	1042.00	479.20	6.99	47.92
	D	1091.00	501.60	7.27	50.16
	E	1141.00	524.80	7.56	52.48
72.2	A	1518.00	698.40	8.73	69.84
	B	1593.00	732.80	9.16	73.28
	C	1671.00	768.40	9.61	76.84
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
72.6	A	1637.00	844.80	10.56	84.48
	B	1679.00	869.60	10.81	86.96
	C	1721.00	896.00	11.15	89.60
	D	1770.00	924.00	11.51	92.40
	E	1821.00	952.00	11.87	95.20
72.7	A	1141.00	524.80	7.56	52.48
	B	1198.00	551.20	7.85	55.12
	C	1258.00	577.60	8.15	57.76
	D	1317.00	605.60	8.45	60.56
	E	1381.00	635.20	8.75	63.52

73.2	A	1518.00	698.40	8.73	69.84
	B	1593.00	732.80	9.16	73.28
	C	1671.00	768.40	9.61	76.84
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
73.3	A	1837.00	844.80	10.56	84.48
	B	1929.00	887.20	11.09	88.72
	C	2023.00	930.40	11.63	93.04
	D	2122.00	976.00	12.20	97.60
	E	2228.00	1024.80	12.81	102.48
73.5	A	1064.00	489.60	6.12	48.96
	B	1117.00	513.60	6.42	51.36
	C	1169.00	537.60	6.72	53.76
	D	1226.00	564.00	7.05	56.40
	E	1285.00	591.20	7.39	59.12
73.6	A	2023.00	930.40	11.63	93.04
	B	2122.00	976.00	12.20	97.60
	C	2228.00	1024.80	12.81	102.48
	D	2336.00	1074.40	13.43	107.44
	E	2451.00	1127.20	14.09	112.72
74.3	A	1117.00	513.60	6.42	51.36
	B	1169.00	537.60	6.72	53.76
	C	1226.00	564.00	7.05	56.40
	D	1285.00	591.20	7.39	59.12
	E	1350.00	620.80	7.76	62.08
74.6	A	717.00	329.80	4.12	32.98
	B	751.00	345.60	4.32	34.56
	C	789.00	362.40	4.53	36.24
	D	824.00	379.20	4.74	37.92
	E	869.00	408.80	5.11	40.88
75.0	A	1317.00	605.60	7.57	60.56
	B	1381.00	635.20	7.94	63.52
	C	1449.00	666.40	8.33	66.64
	D	1518.00	698.40	8.73	69.84
	E	1593.00	732.80	9.16	73.28
75.1	A	1518.00	698.40	8.73	69.84
	B	1593.00	732.80	9.16	73.28
	C	1671.00	768.40	9.61	76.84
	D	1751.00	805.60	10.07	80.56
	E	1837.00	844.80	10.56	84.48
75.2	A	1751.00	805.60	10.07	80.56
	B	1837.00	844.80	10.56	84.48
	C	1929.00	887.20	11.09	88.72
	D	2023.00	930.40	11.63	93.04
	E	2122.00	976.00	12.20	97.60
75.6	A	1449.00	666.40	8.33	66.64
	B	1518.00	698.40	8.73	69.84
	C	1593.00	732.80	9.16	73.28
	D	1670.00	769.00	9.60	76.90
	E	1751.00	805.60	10.07	80.56
75.7	A	1751.00	805.60	10.07	80.56
	B	1837.00	844.80	10.56	84.48
	C	1929.00	887.20	11.09	88.72
	D	2021.00	929.60	11.62	92.96
	E	2120.00	975.20	12.19	97.52
75.8	A	863.00	396.80	4.96	39.68
	B	904.00	416.00	5.20	41.60
	C	948.00	436.00	5.45	43.60
	D	991.00	456.00	5.70	45.60
	E	1038.00	477.60	5.97	47.76
75.6	A	1117.00	513.60	6.42	51.36
	B	1169.00	537.60	6.72	53.76
	C	1226.00	564.00	7.05	56.40
	D	1287.00	592.00	7.40	59.20
	E	1348.00	620.00	7.75	62.00
77.5	A	772.00	355.20	4.44	35.52
	B	809.00	372.00	4.65	37.20
	C	849.00	390.40	4.89	39.04
	D	889.00	408.80	5.11	40.88
	E	932.00	428.80	5.36	42.88
77.7	A	1141.00	524.80	7.56	52.48
	B	1197.00	550.40	7.85	55.04
	C	1254.00	576.80	8.15	57.68
	D	1317.00	605.60	8.45	60.56
	E	1381.00	635.20	8.75	63.52
78.3	A	1350.00	620.80	7.76	62.08
	B	1414.00	650.40	8.13	65.04
	C	1484.00	682.40	8.53	68.24
	D	1555.00	715.20	8.94	71.52
	E	1631.00	750.40	9.39	75.04
79.1	A	786.00	361.60	4.62	36.16
	B	824.00	379.20	4.74	37.92
	C	863.00	396.80	4.96	39.68
	D	904.00	416.00	5.20	41.60
	E	948.00	436.00	5.45	43.60
79.2	A	863.00	396.80	4.96	39.68
	B	904.00	416.00	5.20	41.60
	C	948.00	436.00	5.45	43.60
	D	991.00	456.00	5.70	45.60
	E	1038.00	477.60	5.97	47.76
79.3	A	1793.00</			

81.0	A	1189.00	824.00	6.58	52.40	85.0	A	1226.00	554.00	7.05	85.40
	B	1191.00	848.00	6.85	54.80		B	1285.00	591.20	7.39	89.12
	C	1245.00	872.00	7.16	57.22		C	1380.00	630.60	7.78	92.08
	D	1304.00	900.00	7.50	60.00		D	1414.00	642.40	8.13	95.04
	E	1365.00	928.00	7.85	62.80	85.4	E	1484.00	682.40	8.53	98.24
81.1	A	1348.00	920.00	7.75	62.00		A	1484.00	682.40	8.53	98.24
	B	1414.00	950.40	8.13	65.04		B	1555.00	715.20	8.94	101.52
	C	1484.00	982.40	8.53	69.24		C	1631.00	750.40	9.38	105.04
	D	1555.00	1015.20	8.94	71.52		D	1711.00	787.20	9.84	108.72
	E	1631.00	1048.00	9.38	75.04	85.5	E	1793.00	824.80	10.31	112.48
81.6	A	1680.00	1072.80	9.66	77.28		A	1751.00	805.60	10.07	110.56
	B	1762.00	1104.00	10.15	81.04		B	1837.00	841.80	10.56	114.48
	C	1845.00	1136.00	10.63	85.12		C	1929.00	887.20	11.09	118.72
	D	1938.00	1168.00	11.14	89.12		D	2023.00	930.40	11.63	123.04
	E	2035.00	1200.00	11.70	93.60	85.6	E	2122.00	978.00	12.20	127.60
81.7	A	953.00	438.40	5.44	43.84		A	1631.00	750.40	9.38	75.04
	B	995.00	457.60	5.72	45.76		B	1711.00	787.20	9.84	78.72
	C	1042.00	479.20	5.99	47.82		C	1793.00	824.80	10.31	82.48
	D	1089.00	500.80	6.26	50.08		D	1884.00	866.40	10.83	86.64
	E	1139.00	524.00	6.55	52.40	85.8	E	1976.00	908.80	11.36	90.88
81.8	A	1091.00	501.60	6.27	50.16		A	849.00	390.40	4.88	39.04
	B	1141.00	524.80	6.56	52.48		B	889.00	408.80	5.11	40.88
	C	1197.00	550.40	6.88	55.04		C	932.00	428.80	5.36	42.88
	D	1254.00	576.80	7.21	57.68		D	976.00	448.80	5.61	44.88
	E	1317.00	606.60	7.57	60.66	85.9	E	1021.00	469.60	5.87	46.96
81.9	A	995.00	467.60	5.72	45.76		A	1795.00	825.60	10.32	82.56
	B	1042.00	479.20	5.99	47.82		B	1854.00	868.40	10.83	86.84
	C	1089.00	500.80	6.26	50.08		C	1914.00	908.00	11.35	90.80
	D	1139.00	524.00	6.55	52.40		D	2070.00	952.00	11.90	95.20
	E	1191.00	548.00	6.85	54.80	86.0	E	2174.00	1000.00	12.50	100.00
82.3	A	1518.00	698.40	8.73	69.84		A	846.00	436.00	5.45	43.60
	B	1591.00	732.00	9.15	73.20		B	891.00	456.00	5.70	45.60
	C	1670.00	768.00	9.60	76.80		C	1038.00	477.60	6.27	47.76
	D	1751.00	805.60	10.07	80.56		D	1091.00	501.60	6.56	50.16
	E	1837.00	844.80	10.56	84.48	86.1	E	1141.00	524.80	6.89	52.48
82.5	A	910.00	418.40	5.23	41.84		A	1016.00	487.20	6.12	48.96
	B	953.00	438.40	5.48	43.84		B	1064.00	489.60	6.42	48.96
	C	995.00	459.20	5.74	45.92		C	1117.00	513.60	6.72	51.36
	D	1045.00	480.80	6.01	48.08		D	1169.00	537.60	7.05	53.76
	E	1096.00	504.00	6.30	50.40	86.2	E	1226.00	564.00	7.22	56.40
82.6	A	1096.00	504.00	6.30	50.40		A	1194.00	551.20	6.89	55.12
	B	1148.00	528.00	6.60	52.80		B	1256.00	577.60	7.22	57.76
	C	1204.00	553.60	6.92	55.36		C	1317.00	605.60	7.57	60.56
	D	1264.00	581.60	7.27	58.16		D	1381.00	635.20	7.94	63.52
	E	1324.00	608.80	7.61	60.88	86.3	E	1449.00	666.40	8.33	66.64
83.2	A	1012.00	465.60	5.82	46.56		A	1751.00	805.60	10.07	80.56
	B	1059.00	487.20	6.09	48.72		B	1837.00	844.80	10.56	84.48
	C	1106.00	509.60	6.37	50.96		C	1929.00	887.20	11.09	88.72
	D	1158.00	532.80	6.66	53.28		D	2023.00	930.40	11.63	93.04
	E	1212.00	557.60	6.97	55.76	86.4	E	2122.00	978.00	12.20	97.80
83.4	A	969.00	445.60	5.57	44.56		A	844.00	388.00	4.85	38.80
	B	1012.00	465.60	5.82	46.56		B	884.00	406.40	5.08	40.64
	C	1059.00	487.20	6.09	48.72		C	925.00	425.60	5.32	42.56
	D	1108.00	509.60	6.37	50.96		D	972.00	447.20	5.59	44.72
	E	1158.00	532.80	6.66	53.28	86.5	E	1016.00	467.20	5.84	46.72
83.5	A	1108.00	509.60	6.37	50.96		A	732.00	336.80	4.21	33.68
	B	1164.00	535.20	6.69	53.52		B	769.00	353.60	4.42	35.36
	C	1217.00	560.00	7.00	56.00		C	805.00	370.40	4.63	37.04
	D	1277.00	587.20	7.34	58.72		D	844.00	388.00	4.85	38.80
	E	1341.00	615.60	7.71	61.56	86.7	E	884.00	406.40	5.06	40.64
83.7	A	1169.00	537.60	6.72	53.76		A	1141.00	524.80	6.26	52.48
	B	1226.00	564.00	7.05	56.40		B	1194.00	551.20	6.89	55.12
	C	1287.00	592.00	7.40	59.20		C	1256.00	577.60	7.22	57.76
	D	1348.00	620.00	7.75	62.00		D	1317.00	605.60	7.57	60.56
	E	1414.00	650.40	8.13	65.04	86.8	E	1381.00	635.20	7.94	63.52
83.8	A	1064.00	489.60	6.12	48.96		A	800.00	368.00	4.60	36.80
	B	1117.00	513.60	6.42	51.36		B	835.00	384.00	4.80	38.40
	C	1169.00	537.60	6.72	53.76		C	875.00	401.80	5.02	40.16
	D	1226.00	564.00	7.05	56.40		D	911.00	419.20	5.24	41.92
	E	1287.00	592.00	7.40	59.20	87.1	E	953.00	438.40	5.48	43.84
83.9	A	1247.00	573.60	7.17	57.36		A	1414.00	650.40	8.13	65.04
	B	1308.00	601.60	7.52	60.16		B	1484.00	682.40	8.53	68.24
	C	1374.00	632.00	7.90	63.20		C	1555.00	715.20	8.94	71.52
	D	1434.00	661.60	8.27	66.16		D	1631.00	750.40	9.38	75.04
	E	1508.00	693.60	8.67	69.36	87.2	E	1711.00	787.20	9.84	78.72
84.0	A	1304.00	601.60	7.52	60.16		A	1583.00	732.80	9.16	73.28
	B	1374.00	632.00	7.90	63.20		B	1671.00	768.80	9.61	76.88
	C	1434.00	661.60	8.27	66.16		C	1751.00	805.60	10.07	80.56
	D	1508.00	693.60	8.67	69.36		D	1837.00	844.80	10.56	84.48
	E	1583.00	729.60	9.10	72.96	87.3	E	1929.00	887.20	11.09	88.72
84.1	A	1438.00	681.60	8.27	68.16		A	925.00	425.60	5.32	42.56
	B	1506.00	693.60	8.67	69.36		B	971.00	446.40	5.58	44.64
	C	1583.00	729.60	9.10	72.96		C	1016.00	467.20	5.84	46.72
	D	1659.00	763.20	9.54	76.32		D	1064.00	489.60	6.12	48.96
	E	1743.00	801.60	10.02	80.16	87.4	E	1117.00	513.60	6.42	51.36
84.2	A	1317.00	605.60	7.57	60.56		A	1518.00	698.40	8.73	69.84
	B	1381.00	635.20	7.94	63.52		B	1591.00	732.00	9.15	73.20
	C	1449.00	666.40	8.33	66.64		C	1670.00	768.00	9.60	76.80
	D	1518.00	698.40	8.73	69.84		D	1751.00	805.60	10.07	80.56
	E	1593.00	732.80	9.16	73.28	87.5	E	1837.00	844.80	10.56	84.48
84.3	A	1169.00	537.60	6.72	53.76		A	1751.00	805.60	10.07	80.56
	B	1226.00	564.00	7.05	56.40		B	1837.00	844.80	10.56	84.48
	C	1287.00	592.00	7.40	59.20		C	1929.00	887.20	11.09	88.72
	D	1348.00	620.00	7.75	62.00		D	2023.00	930.40	11.63	93.04
	E	1414.00	650.40	8.13	65.04	87.6	E	2122.00	978.00	12.20	97.80
84.4	A	849.00	390.40	4.88	39.04		A	870.00	400.00	5.00	40.00
	B	899.00	408.80	5.11	40.88		B	910.00	418.40	5.23	41.84
	C	942.00	429.60	5.36	42.96		C	953.00	438.40	5.48	43.84
	D	976.00	448.80	5.61	44.88		D	998.00	459.20	5.74	45.92
	E	1021.00	469.60	5.87	46.96	87.7	E	1045.00	480.80	6.01	48.08
84.5	A	1414.									

88.4	A	1804.00	892.00	5.55	89.20	93.1	A	1228.00	564.00	7.05	59.40
	B	1878.00	725.60	9.97	72.56		B	1288.00	591.20	7.39	58.12
	C	1868.00	761.60	9.62	76.16		C	1350.00	620.80	7.76	62.08
	D	1734.00	797.60	9.97	79.76		D	1414.00	650.40	8.13	65.04
	E	1819.00	836.80	10.46	83.68		E	1484.00	682.40	8.53	68.24
88.7	A	1187.00	523.20	6.54	52.32	93.2	A	1884.00	866.40	10.83	86.64
	B	1190.00	547.20	6.84	54.72		B	1978.00	908.80	11.36	90.88
	C	1244.00	572.00	7.15	57.20		C	2071.00	952.80	11.91	95.28
	D	1301.00	596.40	7.48	59.64		D	2174.00	1000.00	12.50	100.00
	E	1358.00	624.80	7.81	62.48		E	2280.00	1048.80	13.11	104.88
88.8	A	1304.00	600.00	7.50	60.00	93.3	A	1793.00	824.80	10.31	82.48
	B	1369.00	629.60	7.97	62.96		B	1884.00	866.40	10.83	86.64
	C	1437.00	660.80	8.26	66.08		C	1978.00	908.80	11.36	90.88
	D	1504.00	692.00	8.65	69.20		D	2071.00	952.80	11.91	95.28
	E	1578.00	725.60	9.07	72.56		E	2174.00	1000.00	12.50	100.00
88.9	A	911.00	419.20	5.64	41.92	93.4	A	971.00	446.40	5.58	44.64
	B	953.00	438.40	5.48	43.84		B	1016.00	467.20	5.84	46.72
	C	996.00	457.60	5.72	45.76		C	1064.00	489.60	6.12	48.96
	D	1042.00	479.20	5.99	47.92		D	1117.00	513.60	6.42	51.36
	E	1087.00	500.00	6.25	50.00		E	1169.00	537.60	6.72	53.76
89.0	A	995.00	457.60	5.72	45.76	93.5	A	1583.00	732.80	9.61	73.28
	B	1042.00	479.20	5.99	47.92		B	1671.00	768.80	9.61	76.88
	C	1087.00	500.00	6.25	50.00		C	1751.00	805.60	10.07	80.56
	D	1137.00	523.20	6.54	52.32		D	1831.00	844.80	10.56	84.48
	E						E	1929.00	887.20	11.09	88.72
89.1	A	1190.00	547.20	6.84	54.72	93.8	A	1256.00	577.60	7.22	57.76
	B	1115.00	512.80	6.41	51.28		B	1317.00	605.60	7.57	60.56
	C	1165.00	536.00	6.70	53.60		C	1381.00	636.20	7.94	63.62
	D	1217.00	560.00	7.00	56.00		D	1449.00	666.40	8.33	66.64
	E	1275.00	586.40	7.33	58.64		E	1518.00	698.40	8.73	69.84
89.9	A	1336.00	614.40	7.68	61.44	93.9	A	1449.00	666.40	8.33	66.64
	B	751.00	345.60	4.32	34.56		B	1518.00	698.40	8.73	69.84
	C	786.00	361.60	4.62	36.16		C	1583.00	732.80	9.16	73.28
	D	824.00	379.20	4.74	37.92		D	1671.00	768.80	9.61	76.88
	E	863.00	396.80	4.96	39.68		E	1751.00	805.60	10.07	80.56
90.2	A	904.00	416.00	5.20	41.60	94.0	A	1016.00	467.20	5.84	46.72
	B	863.00	396.80	4.96	39.68		B	1064.00	489.60	6.12	48.96
	C	904.00	416.00	5.20	41.60		C	1117.00	513.60	6.42	51.36
	D	948.00	436.00	5.45	43.60		D	1169.00	537.60	6.72	53.76
	E	991.00	456.00	5.70	45.60		E	1228.00	564.00	7.05	56.40
90.3	A	1038.00	477.60	5.97	47.76	94.1	A	800.00	368.00	4.60	36.80
	B	948.00	436.00	5.45	43.60		B	835.00	384.00	4.80	38.40
	C	991.00	456.00	5.70	45.60		C	873.00	401.60	5.02	40.16
	D	1038.00	477.60	5.97	47.76		D	911.00	419.20	5.24	41.92
	E	1091.00	501.60	6.27	50.16		E	953.00	438.40	5.48	43.84
90.4	A	1141.00	524.80	6.56	52.48	94.2	A	871.00	400.80	5.01	40.08
	B	1197.00	550.40	6.88	55.04		B	911.00	419.20	5.24	41.92
	C	1254.00	576.80	7.21	57.68		C	951.00	437.60	5.47	43.76
	D	1317.00	605.60	7.57	60.56		D	995.00	457.60	5.72	45.76
	E	1381.00	635.20	7.94	63.52		E	1042.00	479.20	5.99	47.92
90.5	A	1449.00	666.40	8.33	66.64	94.3	A	1228.00	564.00	7.05	56.40
	B	751.00	345.60	4.32	34.56		B	1285.00	591.20	7.39	59.12
	C	788.00	362.40	4.63	36.24		C	1350.00	620.80	7.76	62.08
	D	824.00	379.20	4.74	37.92		D	1414.00	650.40	8.13	65.04
	E	864.00	397.60	4.97	39.76		E	1484.00	682.40	8.53	68.24
90.6	A	904.00	416.00	5.20	41.60	94.4	A	1555.00	715.20	8.53	71.52
	B	842.00	387.20	4.84	38.72		B	1631.00	750.40	9.38	75.04
	C	882.00	405.60	5.07	40.56		C	1711.00	787.20	9.84	78.72
	D	925.00	425.60	5.32	42.56		D	1793.00	824.80	10.31	82.48
	E	971.00	446.40	5.58	44.64		E	1884.00	866.40	10.83	86.64
90.7	A	1016.00	467.20	5.84	46.72	94.5	A	1978.00	908.80	11.36	90.88
	B	925.00	425.60	5.32	42.56		B	2071.00	952.80	11.91	95.28
	C	971.00	446.40	5.58	44.64		C	2174.00	1000.00	12.50	100.00
	D	1016.00	467.20	5.84	46.72		D	2280.00	1048.80	13.11	104.88
	E	1064.00	489.60	6.12	48.96		E				
91.0	A	1117.00	513.60	6.42	51.36	94.6	A	873.00	401.60	5.02	40.16
	B	640.00	294.40	3.68	29.44		B	911.00	419.20	5.24	41.92
	C	670.00	308.00	3.85	30.80		C	953.00	438.40	5.48	43.84
	D	701.00	322.40	4.03	32.24		D	995.00	457.60	5.72	45.76
	E	734.00	337.60	4.22	33.76		E	1042.00	479.20	5.99	47.92
91.4	A	767.00	352.80	4.41	35.28	94.7	A	953.00	438.40	5.48	43.84
	B	466.00	214.40	2.68	21.44		B	995.00	457.60	5.72	45.76
	C	499.00	224.80	2.81	22.48		C	1042.00	479.20	5.99	47.92
	D	511.00	235.20	2.94	23.52		D	1089.00	500.80	6.26	50.08
	E	537.00	247.20	3.09	24.72		E	1139.00	524.00	6.56	52.40
91.6	A	560.00	257.60	3.22	25.76	95.3	A	751.00	345.60	4.32	34.56
	B	1793.00	824.80	10.31	82.48		B	786.00	361.60	4.52	36.16
	C	1864.00	866.40	10.83	86.64		C	824.00	379.20	4.74	37.92
	D	1976.00	908.80	11.36	90.88		D	863.00	396.80	4.96	39.68
	E	2071.00	952.80	11.91	95.28		E	904.00	416.00	5.20	41.60
91.7	A	2174.00	1000.00	12.50	100.00	95.6	A	904.00	416.00	5.20	41.60
	B	1751.00	805.60	10.07	80.56		B	1139.00	524.00	6.56	52.40
	C	1827.00	844.80	10.56	84.48		C	1191.00	548.00	6.85	54.80
	D	1927.00	886.40	11.06	88.64		D	1245.00	572.80	7.16	57.28
	E	2023.00	930.40	11.63	93.04		E	1304.00	600.00	7.50	60.00
91.9	A	2120.00	975.20	12.19	97.52	95.8	A	1365.00	628.00	7.85	62.80
	B	805.00	370.40	4.63	37.04		B	1518.00	698.40	8.73	69.84
	C	844.00	388.00	4.85	38.80		C	1591.00	732.00	9.15	73.20
	D	864.00	406.40	5.08	40.64		D	1670.00	768.00	9.60	76.80
	E	925.00	425.60	5.32	42.56		E	1751.00	805.60	10.07	80.56
92.0	A	972.00	447.20	5.59	44.72	96.0	A	1831.00	844.80	10.56	84.48
	B	1038.00	477.60	5.97	47.76		B	1911.00	887.20	11.11	88.72
	C	1091.00	501.60	6.27	50.16		C	1995.00	938.40	11.75	93.84
	D	1141.00	524.80	6.56	52.48		D	2084.00	996.80	12.47	99.68
	E	1197.00	550.40	6.88	55.04		E	2174.00	1048.80	13.11	104.88
92.1	A	1254.00	576.80	7.21	57.68	96.3	A	901.00	414.40	5.18	41.44
	B	932.00	428.80	5.36	42.88		B	941.00	432.80	5.41	43.28
	C	976.00	448.80	5.61	44.88		C	986.00	453.60	5.67	45.36
	D	1021.00	469.60	5.87	46.96		D	1033.00	475.20	5.94	47.52
	E	1070.00	492.00	6.15	49.20		E	1084.00	494.40	6.23	49.44
92.2	A	1122.00	526.00	6.45	52.60	96.8	A	873.00	401.60	5.02	

97.6	A	1478.00	980.00	8.89	86.00
	B	1580.00	712.80	8.91	71.28
	C	1624.00	747.20	9.34	74.72
	D	1704.00	784.00	9.20	78.40
	E	1788.00	822.40	10.28	82.24
97.8	A	800.00	368.00	4.60	36.80
	B	835.00	384.00	4.80	38.40
	C	873.00	401.60	5.02	40.16
	D	911.00	419.20	5.24	41.92
	E	953.00	438.40	5.48	43.84
97.9	A	873.00	401.60	5.02	40.16
	B	911.00	419.20	5.24	41.92
	C	953.00	438.40	5.48	43.84
	D	996.00	457.60	5.72	45.76
	E	1042.00	479.20	5.99	47.92
98.0	A	1296.00	596.00	7.45	59.60
	B	1360.00	625.60	7.82	62.56
	C	1426.00	656.00	8.20	65.60
	D	1496.00	688.00	8.60	68.80
	E	1569.00	721.60	9.02	72.16
98.1	A	819.00	376.60	4.71	37.66
	B	859.00	395.20	4.94	39.52
	C	901.00	414.40	5.18	41.44
	D	941.00	432.80	5.41	43.28
	E	986.00	453.60	5.67	45.36
98.5	A	1084.00	489.60	6.12	48.96
	B	1115.00	512.80	6.41	51.28
	C	1168.00	536.00	6.70	53.60
	D	1217.00	560.00	7.00	56.00
	E	1275.00	588.40	7.33	58.84

98.6	A	1137.00	523.20	6.84	62.32
	B	1190.00	547.20	6.84	64.72
	C	1244.00	572.00	7.15	67.20
	D	1301.00	594.40	7.48	69.84
	E	1358.00	624.80	7.81	72.48
98.7	A	1304.00	600.00	7.50	60.00
	B	1369.00	629.60	7.87	62.96
	C	1437.00	660.80	8.26	66.08
	D	1504.00	692.00	8.65	69.20
	E	1578.00	725.60	9.07	72.56
98.8	A	995.00	457.60	5.72	45.76
	B	1042.00	479.20	5.99	47.92
	C	1087.00	500.00	6.25	50.00
	D	1137.00	523.20	6.54	52.32
	E	1190.00	547.20	6.84	54.72
98.9	A	911.00	419.20	5.24	41.92
	B	953.00	438.40	5.48	43.84
	C	996.00	457.60	5.72	45.76
	D	1042.00	479.20	5.99	47.92
	E	1087.00	500.00	6.25	50.00
99.0	A	817.00	376.00	4.70	37.60
	B	854.00	392.80	4.91	39.28
	C	892.00	410.40	5.13	41.04
	D	934.00	429.60	5.37	42.96
	E	976.00	448.80	5.61	44.88
99.5	A	1637.00	844.80	10.56	84.48
	B	1929.00	887.20	11.09	88.72
	C	2023.00	930.40	11.63	93.04
	D	2122.00	976.00	12.20	97.60
	E	2228.00	1024.80	12.81	102.48
99.7	A	925.00	428.60	5.32	42.56
	B	971.00	446.40	5.66	44.64
	C	1016.00	467.20	5.84	46.72
	D	1064.00	489.60	6.12	48.96
	E	1117.00	513.60	6.42	51.36
99.8	A	1042.00	479.20	5.99	47.92
	B	1091.00	501.60	6.27	50.16
	C	1141.00	524.80	6.56	52.48
	D	1198.00	551.20	6.89	55.12
	E	1256.00	577.60	7.22	57.76

EXHIBIT A (1)

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY
17.8	A	2190.00	1007.20	12.59
	B	2299.00	1057.60	13.22
	C	2411.00	1108.80	13.86
	D	2531.00	1164.00	14.55
	E	2656.00	1221.60	15.27
68.0	A	1609.00	832.00	10.40
	B	1699.00	873.60	10.92
	C	1990.00	915.20	11.44
	D	2090.00	960.80	12.01
	E	2190.00	1007.20	12.59
68.2	A	1990.00	915.20	11.44
	B	2069.00	960.80	12.01
	C	2190.00	1007.20	12.59
	D	2299.00	1057.60	13.22
	E	2411.00	1108.80	13.86
68.3	A	1569.00	721.60	9.02
	B	1644.00	756.00	9.45
	C	1725.00	793.60	9.92
	D	1809.00	832.00	10.40
	E	1899.00	873.60	10.92
69.2	A	1073.00	493.60	6.17
	B	1125.00	517.60	6.47
	C	1179.00	542.40	6.78
	D	1235.00	568.00	7.10
	E	1296.00	594.00	7.45
69.3	A	1179.00	542.40	6.78
	B	1235.00	568.00	7.10
	C	1296.00	594.00	7.45
	D	1360.00	625.60	7.82
	E	1426.00	656.00	8.20
69.4	A	1235.00	568.00	7.10
	B	1296.00	594.00	7.45
	C	1360.00	625.60	7.82
	D	1426.00	656.00	8.20
	E	1494.00	687.20	8.59
69.6	A	1360.00	625.60	7.82
	B	1426.00	656.00	8.20
	C	1494.00	687.20	8.59
	D	1568.00	721.60	8.92
	E	1644.00	756.00	9.45

EXHIBIT A (2)

RATE	STEP	MONTHLY	BIWEEKLY	HOURLY
17.8	A	2212.00	1017.60	12.72
	B	2322.00	1068.00	13.35
	C	2435.00	1120.00	14.00
	D	2556.00	1175.20	14.69
	E	2680.00	1232.80	15.41
68.0	A	1826.00	840.00	10.50
	B	1918.00	882.40	11.03
	C	2009.00	924.00	11.53
	D	2110.00	970.40	12.13
	E	2212.00	1017.60	12.72
68.2	A	2009.00	924.00	11.53
	B	2110.00	970.40	12.13
	C	2212.00	1017.60	12.72
	D	2322.00	1068.00	13.35
	E	2435.00	1120.00	14.00
68.3	A	1583.00	728.00	9.10
	B	1659.00	763.20	9.54
	C	1743.00	801.60	10.02
	D	1826.00	840.00	10.50
	E	1918.00	882.40	11.03
69.2	A	1084.00	498.40	6.23
	B	1136.00	522.40	6.53
	C	1191.00	548.00	6.85
	D	1247.00	573.60	7.17
	E	1308.00	601.60	7.52
69.3	A	1191.00	548.00	6.85
	B	1247.00	573.60	7.17
	C	1308.00	601.60	7.52
	D	1374.00	632.00	7.90
	E	1438.00	661.60	8.27
69.4	A	1247.00	573.60	7.17
	B	1308.00	601.60	7.52
	C	1374.00	632.00	7.90
	D	1438.00	661.60	8.27
	E	1508.00	693.60	8.67
69.6	A	1374.00	632.00	7.90
	B	1438.00	661.60	8.27
	C	1508.00	693.60	8.67
	D	1583.00	728.00	9.10
	E	1659.00	763.20	9.54

CLASSIFIED SERVICE STANDARD RATES AND CLASSES EXHIBIT B

Job Title	Standard Rate No.
BUILDING INSPECTION	
Housing Inspection Supervisor	61.4
Senior Building Inspector	64.9
Building Inspector II	67.7
Building Inspector I	67.8
Building Inspector Trainee II	61.8
Building Inspector Trainee I	61.8
CHEMISTS	
Senior Chemist	58.4
Associate Chemist	58.4
Assistant Chemist	58.4
Microbiologist II	58.4
Junior Chemist	58.4
Microbiologist I	58.4
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
Senior Stenographer	57.8
Radio Supervisor	79.3
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	77.6
Intermediate Stenographer	53.2
Account Clerk	10.4
Bookmobile Driver	26.8
Payroll Audit Clerk	64.7
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	64.8
Junior Typist	56.9
Library Aide	56.8
Student Worker	91.4
Public Service Career Trainee	15% below target class
CONSTRUCTION AND MAINTENANCE	
Division Superintendent	61.6
Assistant Division Superintendent	15.6
General Utility Supervisor	97.8
Principal Utility Supervisor	98.0
Senior Utility Supervisor	97.5
Building Services Supervisor	27.5
Building Supervisor	27.4
Utility Supervisor	87.7
Reservoir Keeper	94.7
Tank Service Technician II	19.1
Assistant Range Caretaker	19.3
Assistant Reservoir Keeper	58.2
Building Service Technician	94.6
Lake Ranger II	97.9
Pool Maintenance Supervisor	58.1
Tank Service Technician I	94.1
Utility Worker II	94.1
Lake Ranger I	97.9
Swimming Pool Operator I	94.1
Utility Worker I	97.8
Laborer	57.9
CUSTODIAL	
Window Cleaner	99.0
Supervising Custodian	91.9
Recreation Facility Caretaker	78.5
Custodian III	88.0
Custodian II	88.2
Custodian I	88.7

**DATA PROCESSING**

Systems Development Supervisor	88.2
Software Systems and Data Base Supervisor	93.3
Data Processing Operations Supervisor	59.5
Supervising Systems Analyst	39.4
Supervising Systems Programmer	94.6
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
Computer Shift Supervisor	86.5
Systems Analyst Trainee	86.4
Senior Computer Operator	86.0
Computer Operator	85.7
Data Entry Supervisor	87.8
Computer Trainee	35.8
Senior Data Entry Operator	86.5
Data Entry Operator	57.5
Data Entry Trainee	67.3

**ENGINEERING**

Principal Structural Engineer	73.6
Project Officer II	78.2
Senior Civil Engineer	86.5
Senior Electrical Engineer	86.3
Senior Structural Engineer	87.5
Senior Traffic Engineer	87.8
Building Inspection Supervisor	27.8
Communications Engineer	34.6
Senior Survey Supervisor	93.6
Associate Civil Engineer	22.1
Associate Electrical Engineer	22.3
Associate Mechanical Engineer	22.5
Associate Structural Engineer	23.1
Associate Traffic Engineer	75.1
Project Officer I	75.1
Survey Supervisor	98.9
Assistant Civil Engineer	18.3
Assistant Electrical Engineer	18.7
Assistant Mechanical Engineer	18.7
Assistant Traffic Engineer	20.7
Project Assistant	78.0
Surveyor II	98.8
Junior Civil Engineer	54.6
Junior Electrical Engineer	55.2
Junior Mechanical Engineer	54.2
Principal Engineering Aide	72.7
Surveyor I	82.5
Senior Drafting Aide	42.3
Senior Engineering Aide	86.1
Senior Survey Aide	89.1

Drafting Aide	42.2
Junior Engineering Aide	65.5
Engineering Trainee	43.2
Student Engineer	91.0

**EQUIPMENT MAINTENANCE**

Senior Equipment Repair Supervisor	42.4
Machinist Supervisor	60.4
Equipment Repair Supervisor	48.5
Metal Fabrication Supervisor	81.8
Plant Maintenance Supervisor	67.1
Equipment Service Writer	44.7
Machinist	60.2
Body and Fender Mechanic	38.1
Equipment Mechanic	43.7
Equipment Painter	44.5
Welder	93.5
Plant Maintenance Mechanic	66.9
Equipment Technician II	43.1
Airport Supervisor	11.8
Equipment Service Supervisor	46.1
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

**EQUIPMENT OPERATION**

Principal Sanitation Supervisor	84.1
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	44.9
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 Driver I	51.3
Light Equipment Operator	89.4
Transportation Supervisor	96.3
Van Driver	98.1

**FIELD CONTACT**

Risk Manager	81.6
Claims Representative III	39.1
Litigation Investigator	89.8
Claims Representative II	34.3
Sanitation Enforcement Supervisor	84.0
Customer Services Supervisor	39.3
Dispute Resolution Officer	41.5
Supervising Sanitation Inspector	83.7
Assistant Customer Services Supervisor	13.7
Claims Representative I	34.2
Safety Representative II	82.6
Sanitation Inspector	83.8
Council Representative	38.3
Supervising Field Representative	92.1
Safety Representative I	92.1
Parking Control Supervisor	82.5
Supervising Meter Reader	68.9
Field Representative	92.5
Meter Reader	48.5
Parking Controller	62.0
Parking Meter Collector	64.0
Cook	64.5
	38.0

**FIRE**

Deputy Fire Chief	16.2
Fire Battalion Chief	45.3
Fire Captain	45.6
Fire Engineer	45.8
Fire Fighter	48.2

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

**GRAPHICS**

Communications Services Coordinator	34.7
Graphics Supervisor	48.9
Graphics Illustrator	49.0
Photographer	66.0
Photographer's Assistant	66.1

**LIBRARY**

Principal Librarian	73.2
Supervising Librarian	92.2
Senior Librarian	88.7
Librarian	58.4
Library Trainee	56.5

**LIFEGUARD SERVICE**

Aquatic Superintendent	58.6
Assistant Aquatic Superintendent	12.9
Lifeguard Captain	13.3
Lifeguard Lieutenant	58.7
Lifeguard III	58.9
Lifeguard II	59.2
Lifeguard I	59.3

**FISCAL AND STAFF**

Legislative Analyst	59.1
Budget Services Supervisor	59.5
Personnel Services Supervisor	27.2
Community Development Administrator	65.4
Facility Manager	20.6
Financial Operations Supervisor	45.7
Senior Council Committee Consultant	48.4
Rate Analyst	85.9
Property Services Supervisor	79.3
Supervising Administrative Analyst	75.7
Supervising Personnel Analyst	91.7
Assistant to the Mayor for Urban Affairs	92.7
Social Program Specialist IV	60.6
Executive Assistant IV	35.4
Executive Assistant III	84.8
Executive Assistant II	67.3
Council Committee Consultant	35.3
Senior Administrative Analyst	38.2
Social Program Specialist III	64.6
Supervising Property Agent	84.7
Airports Manager	92.9
Administrative Assistant	11.6
Economist	10.6
Personnel Analyst	42.4
Endowment Officer	65.0
Principal Accountant	42.9
Safety Officer	72.2
Senior Property Agent	82.3
Training Officer	87.4
Assistant Facility Manager	95.8
Property Agent	15.9
Assistant Rate Analyst	75.6
Associate Administrative Analyst	19.0
Associate Economist	21.8
Associate Personnel Analyst	22.2
Community Development Specialist II	22.6
Noise Abatement Officer	35.2
Senior Public Information Officer	63.1
Social Program Specialist II	67.1
Transportation Officer	84.5
Executive Assistant I	86.9
Purchasing Supervisor	67.2
Career Training Specialist	78.3
Rehabilitation Counselor	28.6
Senior Accountant	81.1
Associate Property Agent	84.2
Senior Buyer	22.8
Assistant Administrative Analyst	85.0
Assistant Personnel Analyst	13.2
Career Guidance Counselor	17.0
Community Development Specialist I	38.5
Social Program Specialist I	35.1
Accountant	84.3
Assistant Property Agent	10.2
Public Information Officer	18.1
Buyer	77.7
Administrative Aide II	28.2
Administrative Trainee	10.7
Junior Accountant	10.8
Junior Property Agent	53.8
Buyer Trainee	56.4
Housing Assistant II	25.2
Administrative Aide I	50.8
Personnel Assistant	10.5
Housing Assistant I	65.1

**PARK MAINTENANCE**

General Park Supervisor	50.9
Cemetery Manager	47.7
Golf Course Supervisor	29.8
Park Supervisor	48.7
Greenskeeper Supervisor	64.2
Street Trees Supervisor	49.1
Gardener Supervisor	47.3
Tree Maintenance Crewleader	47.3
Tree Trimmer	86.8
Nursery Gardener	86.9
Gardener	62.7
Tree Trimmer Trainee	47.2
Groundskeeper	96.3
Nursery Trainee	49.2

**PLANNING**

Supervising Planner	61.0
Assistant to the Planning Director	92.8
Principal Planner	20.6
Zoning Administrator	73.3
Senior Planner	99.5
Park Designer	57.2
Associate Planner	61.8
Assistant Planner	27.7
Assistant Park Designer	17.5
Senior Zoning Representative	18.8
Junior Planner	88.0
Planning Technician III	56.3
Zoning Representative	65.5
Planning Assistant	99.8
Planning Technician II	99.7
Planning Technician I	66.4

**PLANT OPERATION**

Senior Waste Water Plant Supervisor	66.3
Senior Waste Water Plant Supervisor	88.9
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	94.6
Waste Water Plant Operator	89.0
Water Plant Operator	88.8
Waste Water Plant Operator Trainee	88.9
Water Plant Operator Trainee	88.9



Job Title	Rate
<b>POLICE</b>	17.8
Deputy Police Chief	68.2
Police Inspector	68.0
Police Captain	91.6
Supervising Criminalist	65.6
Senior Criminalist	66.3
Police Lieutenant	39.4
Criminalist	42.1
Documents Examiner	71.6
Polygraph Examiner	69.6
Police Sergeant	69.4
Police Agent	15.2
Assistant Criminalist	58.2
Senior Evidence Technician	69.3
Police Officer II	22.4
Assistant Documents Examiner	19.6
Assistant Polygraph Examiner	44.6
Evidence Technician	69.2
Police Officer	42.0
Documents Examiner Trainee	71.6
Polygraph Examiner Trainee	39.2
Community Service Officer	86.4
Senior Identification Technician	61.0
Uniformed members of the Police Department shall receive \$18.00 biweekly additional when assigned to 3-wheel motorcycles, and \$29.00 biweekly additional when assigned to 2-wheel motorcycles.	

Job Title	Rate
<b>PRINTING</b>	76.6
Publications Supervisor	76.6
Offset Press Supervisor	76.6
Senior Offset Press Operator	65.3
Layout Composer	63.2
Offset Press Operator	26.1
Hindery Worker II	26.0
Hindery Worker I	

Job Title	Rate
<b>RECREATION</b>	79.8
Recreation Superintendent	19.2
Assistant Recreation Superintendent	47.9
Golf-Lakes Superintendent	47.8
General Recreation Supervisor	34.8
Community Services Superintendent	41.7
District Recreation Supervisor	92.1
Supervising Recreation Specialist	78.6
Recreation Center Director III	79.7
Recreation Specialist	47.8
Golf Course Manager	79.6
Recreation Center Director II	94.0
Swimming Pool Supervisor	87.3
Recreation Center Director I	80.7
Swimming Pool Manager III	62.8
Neighborhood Recreation Leader	80.6
Recreation Leader III	90.6
Swimming Pool Manager II	53.1
Recreation Leader II	90.5
Swimming Pool Manager I	48.1
Golf Starter II	56.3
Recreation Leader I	48.0
Golf Starter I	10.1
Accompanist	79.4
Recreation Aide	

Job Title	Rate
<b>SKILLED TRADES</b>	27.9
Senior Building Maintenance Supervisor	48.0
Electrical Maintenance Supervisor	42.6
Electronic Maintenance Supervisor	27.8
Building Maintenance Supervisor	43.1
Electrician Supervisor	42.7
Electronic Technician Supervisor	67.7
Plumber Supervisor	60.1
Maintenance Estimator	29.0
Carpenter Supervisor	43.7
Painter Supervisor	42.8
Electrician	42.6
Electronic Technician	67.5
Plumber	61.0
Refrigeration Mechanic	35.6
Traffic Signal Technician	39.1
Sign Painter	31.8
Roofing Supervisor	49.8
Cement Gun Operator	47.2
Plasterer	28.8
Carpenter	29.3
Cement Finisher	63.5
Painter	12.7
Apprentice III	31.9
Roofing Installer	30.7
Locksmith	12.6
Apprentice II	12.5
Apprentice I	
Graduate Apprentice	
<b>STOREKEEPING</b>	90.4
Stores Supervisor	90.3
Storekeeper II	25.1
Auto Parts Buyer	53.3
Inventory Control Supervisor	90.2
Storekeeper I	59.9
Stock Clerk	

Step C of Skilled Trade Rate

**EXHIBIT C  
UNCLASSIFIED SERVICE  
EXECUTIVE**

Classification Range	Salary Range
Executive VI	06
City Manager (UC)	
Executive V	06
Assistant City Attorney (UC)	
Assistant City Manager (UC)	
City Attorney (UC)	04
Executive IV	
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)	08

<b>Executive III</b>		
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)		
Housing and Community Services Director (UC)		
Legislative Representation Director (UC)		
Management Assistant (UC)		
Property Director (UC)		
Purchasing Agent (UC)		
<b>Executive II</b>		02
Assistant City Clerk (UC)		
Assistant City Librarian (UC)		
Assistant Executive Services Director (UC)		
Assistant Housing and Community Services 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)		
<b>Executive I</b>		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)		
<b>Safety Service</b>		Standard Rate No.
Fire Chief (UC)		16.0
Police Chief (UC)		17.3
Assistant Police Chief (UC)		16.8
Assistant Fire Chief (UC)		16.4
<b>Clerical</b>		
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)		14.8
Confidential Secretary to Police Chief (UC)		14.6
<b>Interns</b>		
Senior Legal Intern (UC)		18.5
Legal Intern (UC)		18.6
Administrative Intern (UC)		10.3
Library Intern (UC)		16.9
Planning Intern (UC)		18.0
Police Intern (UC)		13.9
<b>Professional Legal</b>		
Deputy City Attorney (UC)		07.0 through 07.1

Passed and adopted by the Council of The City of San Diego on May 31, 1977, by the following vote:  
**YEAS:** Johnson, O'Connor, Hubbard, Gade, Strobl.  
**NAYS:** None.  
**ABSENT:** Williams, Morrow, Haro, Wilson.  
**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)**  
 I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on May 18, 1977, and on May 31, 1977.  
 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 **KATHLEEN MARTINEZ,** Deputy.  
**(SEAL)**  
 Feb. June 14, 1977 172 LS 6606