

ORDINANCE NO. 12360
(New Series)

MAY 30 1978

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES
OF THE CITY OF SAN DIEGO FOR THE FISCAL
YEAR 1978-79.

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 Section 130 of the Charter of The City of San Diego and has issued a report to the City Council identifying classifications of employees in the classified service which merit special consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors; 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

MICROFILMED

executed by May 29, 1978; 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, Proposition 13, known as the Jarvis-Gann initiative, if approved by the electorate, may severely diminish revenues of the City of San Diego and such diminution may require the City Council to institute emergency measures to preserve the public peace, property, health or safety; 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 considered and a schedule of compensation for the Mayor and members of the City Council was adopted by Ordinance No. 12352 (New Series) on May 15, 1978, and are continued by incorporation herein, effective for the period July 1, 1978 through June 30, 1980; 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. ~~12350~~ (New Series) dated May 15, 1978, there is hereby established and adopted a schedule of compensation for the Mayor and Council members commencing July 1, 1978, 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, 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.

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 05 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

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.

Notwithstanding the above express Council intent and action, all appointing authorities shall have and are hereby granted the authority to limit such increase for personnel in the Executive category as is, in their sound discretion, warranted. In such case, the appointing authority 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" fire-

fighters 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 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

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.

10
MICROFILMED 12360

MAY 30 1978

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 and one-half percent (2 1/2%) 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 and one-half percent (2 1/2%) 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 May 29, 1978, a ratified and executed Memorandum of Understanding containing such provision. It is the intent of this Council that the additional two and one-half percent (2 1/2%) 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 and one-half percent (2 1/2%).

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 in the event Proposition 13, known as the Jarvis-Gann initiative is approved by the electorate and made effective, those salaries provided for in Exhibit A may be reconsidered by the City Council pursuant to the emergency ordinance provision of the Charter of The City of San Diego.

Section 16. That the compensation for Apprentice be established pursuant to the Apprentice Salary Schedule attached herein as Exhibit D. The Civil Service Commission shall establish rules and regulations as may be necessary to govern training programs and the advancement of Apprentices.

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 Stuart H. Swett
Stuart H. Swett
Chief Deputy City Attorney

SHS:DHM:rc:332
5/15/78
Or. Dept.: Manager

12360

MAY 30 1978

-14-

12360

MICROFILMED

Exhibit A

EXECUTIVE SALARIES

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
01.0	A	632.00	7.90
	B	660.00	8.25
	C	688.00	8.60
	D	716.00	8.95
	E	744.00	9.30
	F	771.20	9.64
	G	799.20	9.99
	H	827.20	10.34
	I	855.20	10.69
	J	883.20	11.04
	K	911.20	11.39
	L	939.20	11.74
	M	966.40	12.08
	N	994.40	12.43
	C	1022.40	12.78
	P	1050.40	13.13
	Q	1078.40	13.48
	R	1106.40	13.83
	S	1134.40	14.18

02.0	A	855.20	10.69
	B	883.20	11.04
	C	911.20	11.39
	D	939.20	11.74
	E	966.40	12.08
	F	994.40	12.43
	G	1022.40	12.78
	H	1050.40	13.13
	I	1078.40	13.48
	J	1106.40	13.83
	K	1134.40	14.18
	L	1162.40	14.53
	M	1189.60	14.87
	N	1217.60	15.22
	O	1245.60	15.57
	P	1273.60	15.92
	Q	1301.60	16.27
	R	1329.60	16.62
	S	1357.60	16.97
	T	1384.80	17.31

03.0	A	1050.40	13.13
	B	1078.40	13.48
	C	1106.40	13.83
	D	1134.40	14.18
	E	1162.40	14.53
	F	1189.60	14.87
	G	1217.60	15.22
	H	1245.60	15.57
	I	1273.60	15.92

RATE	STEP	BIWEEKLY	HOURLY
	J	1301.60	16.27
	K	1329.60	16.62
	L	1357.60	16.97
	M	1384.80	17.31
	N	1412.80	17.66
	O	1440.80	18.01
	P	1468.80	18.36
	Q	1496.80	18.71
	R	1524.80	19.06
	S	1552.80	19.41
	T	1580.00	19.75
	U	1608.00	20.10
	V	1636.00	20.45

04.0	A	1301.60	16.27
	B	1329.60	16.62
	C	1357.60	16.97
	D	1384.80	17.31
	E	1412.80	17.66
	F	1440.80	18.01
	G	1468.80	18.36
	H	1496.80	18.71
	I	1524.80	19.06
	J	1552.80	19.41
	K	1580.00	19.75
	L	1608.00	20.10
	M	1636.00	20.45
	N	1664.00	20.80
	O	1692.00	21.15
	P	1720.00	21.50
	Q	1748.00	21.85
	R	1776.00	22.20
	S	1803.20	22.54
	T	1831.20	22.89
	U	1859.20	23.24
	V	1887.20	23.59
	W	1915.20	23.94
	X	1943.20	24.29
	Y	1971.20	24.64
	Z	1998.40	24.98

05.0	A	1664.00	20.80
	B	1692.00	21.15
	C	1720.00	21.50
	D	1748.00	21.85
	E	1776.00	22.20
	F	1803.20	22.54
	G	1831.20	22.89
	H	1859.20	23.24
	I	1887.20	23.59

12360

MICROFILMED

MAY 30 1978

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
	J	1915.20	23.94
	K	1943.20	24.29
	L	1971.20	24.64
	M	1998.40	24.98
	N	2026.40	25.33
	O	2054.40	25.68
	P	2082.40	26.03
	Q	2110.40	26.38
	R	2138.40	26.73
	S	2166.40	27.08
	T	2194.40	27.43
	U	2221.60	27.77
	V	2249.60	28.12
	W	2277.60	28.47
	X	2305.60	28.82
	Y	2333.60	29.17

12360

MAY 30 1978

MICROFILMED

LEGAL AND PROFESSIONAL

RATE STEP BIWEEKLY HOURLY

RATE	STEP	BIWEEKLY	HOURLY
07.0	A	604.00	7.55
	B	628.00	7.85
	C	652.00	8.15
	D	676.00	8.45
	E	700.00	8.75
	F	724.00	9.05
	G	748.00	9.35
	H	772.00	9.65
	I	796.00	9.95
	J	820.00	10.25
	K	844.00	10.55
	L	868.00	10.85
	M	892.00	11.15
	N	916.00	11.45
	O	940.00	11.75
	P	964.00	12.05
	Q	988.00	12.35
	R	1012.00	12.65
	S	1036.00	12.95
	T	1060.00	13.25
	U	1084.00	13.55
	V	1108.00	13.85
	W	1132.00	14.15

RATE	STEP	BIWEEKLY	HOURLY
07.1	A	1134.40	14.18
	B	1159.40	14.48
	C	1182.40	14.78
	D	1206.40	15.08
	E	1230.40	15.38
	F	1254.40	15.68
	G	1278.40	15.98
	H	1302.40	16.28
	I	1326.40	16.58
	J	1350.40	16.88
	K	1374.40	17.18
	L	1398.40	17.48
	M	1422.40	17.78
	N	1446.40	18.08
	O	1470.40	18.38
	P	1494.40	18.68
	Q	1518.40	18.98
	R	1542.40	19.28
	S	1566.40	19.58
	T	1590.40	19.88
	U	1614.40	20.18
	V	1638.40	20.48
	W	1662.40	20.78
	X	1686.40	21.08
	Y	1710.40	21.38
	Z	1734.40	21.68

EXECUTIVE ASSISTANT 1 & 2

RATE STEP BIWEEKLY HOURLY

RATE	STEP	BIWEEKLY	HOURLY
07.2	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
	F	866.40	10.83
	G	903.80	11.36
	H	953.60	11.92

RATE	STEP	BIWEEKLY	HOURLY
07.3	A	806.40	10.08
	B	845.60	10.57
	C	887.20	11.09
	D	930.40	11.63
	E	976.80	12.21
	F	1024.00	12.80
	G	1074.40	13.43
	H	1128.00	14.10
	I	1183.20	14.79

12360

MICROFILMED

MAY 30 1978

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
08.0	A	1101.60	13.77
	B	1155.20	14.44
	C	1210.40	15.13
	D	1268.80	15.86
	E	1329.60	16.62
08.1	A	913.60	11.42
	B	958.40	11.98
	C	1002.40	12.53
	D	1052.00	13.15
	E	1101.60	13.77
08.2	A	1002.40	12.53
	B	1052.00	13.15
	C	1101.60	13.77
	D	1155.20	14.44
	E	1210.40	15.13
08.3	A	794.40	9.93
	B	832.00	10.40
	C	872.80	10.91
	D	913.60	11.42
	E	958.40	11.98
08.4	A	596.80	7.46
	B	623.20	7.79
	C	652.80	8.16
	D	684.80	8.56
	E	716.00	8.95
08.5	A	692.80	8.66
	B	724.00	9.05
	C	758.40	9.48
	D	794.40	9.93
	E	832.00	10.40
08.6	A	623.20	7.79
	B	652.80	8.16
	C	684.80	8.56
	D	716.00	8.95
	E	748.80	9.36
08.7	A	544.80	6.81
	B	569.60	7.12
	C	596.80	7.46
	D	623.20	7.79
	E	652.80	8.16
09.0	A	1108.80	13.86
	B	1161.60	14.52
	C	1216.80	15.21
	D	1276.00	15.95
	E	1336.80	16.71

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
09.1	A	920.00	11.50
	B	965.60	12.07
	C	1009.60	12.62
	D	1058.40	13.23
	E	1108.80	13.86
09.2	A	1009.60	12.62
	B	1058.40	13.23
	C	1108.80	13.86
	D	1161.60	14.52
	E	1216.80	15.21
09.3	A	801.60	10.02
	B	839.20	10.45
	C	879.20	10.99
	D	920.00	11.50
	E	965.60	12.07
09.4	A	604.00	7.55
	B	630.40	7.88
	C	660.00	8.25
	D	692.00	8.65
	E	722.40	9.03
09.5	A	700.00	8.75
	B	731.20	9.14
	C	764.80	9.56
	D	801.60	10.02
	E	839.20	10.49
09.6	A	630.40	7.88
	B	660.00	8.25
	C	692.00	8.65
	D	722.40	9.03
	E	756.00	9.45
09.7	A	552.00	6.90
	B	576.80	7.21
	C	604.00	7.55
	D	630.40	7.88
	E	660.00	8.25
10.1	A	301.60	3.77
	B	316.80	3.96
	C	331.20	4.14
	D	346.40	4.33
	E	363.20	4.54
10.2	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
10.3	A	303.80	3.86
	B	323.20	4.04
	C	338.40	4.23
	D	353.60	4.42
	E	371.20	4.64
10.4	A	356.00	4.45
	B	372.80	4.66
	C	390.40	4.88
	D	409.60	5.12
	E	429.60	5.37
10.5	A	447.20	5.59
	B	469.60	5.87
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
10.6	A	751.20	9.39
	B	789.00	9.85
	C	826.40	10.33
	D	866.40	10.83
	E	908.80	11.36
10.7	A	514.40	6.43
	B	539.20	6.74
	C	564.80	7.06
	D	592.00	7.40
	E	621.60	7.77
10.8	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
10.9	A	471.20	5.89
	B	492.60	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
11.6	A	766.80	9.61
	B	806.40	10.08
	C	845.60	10.57
	D	887.20	11.09
	E	930.40	11.63
11.7	A	395.20	4.94
	B	412.80	5.16
	C	431.20	5.39
	D	451.20	5.64
	E	471.20	5.89

RATE	STEP	BIWEEKLY	HOURLY
11.8	A	451.20	5.64
	B	471.20	5.89
	C	492.00	6.15
	D	514.40	6.43
	E	539.40	6.73
12.5	A	386.40	4.83
	B	403.20	5.04
	C	421.60	5.27
	D	440.00	5.50
	E	460.00	5.75
12.6	A	440.00	5.50
	B	460.00	5.75
	C	480.80	6.01
	D	503.20	6.29
	E	525.60	6.57
12.7	A	480.80	6.01
	B	503.20	6.29
	C	525.60	6.57
	D	550.40	6.88
	E	575.20	7.19
12.9	A	786.40	9.83
	B	824.80	10.31
	C	866.40	10.83
	D	907.20	11.34
	E	952.80	11.91
13.2	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
13.3	A	715.20	8.94
	B	750.40	9.38
	C	786.40	9.83
	D	824.80	10.31
	E	866.40	10.83
13.5	A	283.20	3.54
	B	296.80	3.71
	C	311.20	3.89
	D	324.80	4.06
	E	340.00	4.25
13.6	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
13.7	A	541.60	6.77
	B	565.00	7.10
	C	596.80	7.46
	D	624.00	7.80
	E	654.40	8.18
13.9	A	308.00	3.85
	B	322.40	4.03
	C	337.60	4.22
	D	352.80	4.41
	E	370.40	4.63
14.2	A	471.20	5.29
	B	492.80	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
14.3	A	471.20	5.89
	B	492.80	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
14.4	A	471.20	5.89
	B	492.80	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
14.5	A	471.20	5.29
	B	492.80	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
14.6	A	427.60	5.37
	B	450.40	5.63
	C	471.20	5.89
	D	492.80	6.16
	E	516.80	6.46
14.9	A	471.20	5.89
	B	492.80	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
15.2	A	592.00	7.40
	B	620.20	7.76
	C	652.00	8.15
	D	687.20	8.54
	E	716.80	8.96

RATE	STEP	BIWEEKLY	HOURLY
15.3	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62
15.6	A	844.80	10.56
	B	886.40	11.08
	C	929.60	11.62
	D	975.20	12.19
	E	1023.20	12.79
15.7	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62
15.8	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
15.9	A	732.00	9.15
	B	767.20	9.59
	C	804.00	10.05
	D	843.20	10.54
	E	884.80	11.06
16.1	A	635.20	7.94
	B	667.20	8.34
	C	700.00	8.75
	D	732.80	9.16
	E	768.80	9.61
16.2	A	970.40	12.13
	B	1019.20	12.74
	C	1068.80	13.36
	D	1121.60	14.02
	E	1176.00	14.70
16.6	A	354.40	4.43
	B	371.20	4.64
	C	388.00	4.85
	D	406.40	5.08
	E	425.60	5.32
16.7	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62

BASE SALARY TABLE

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
16.8	A	551.20	6.89
	B	579.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
16.9	A	308.80	3.86
	B	323.20	4.04
	C	338.40	4.23
	D	353.60	4.42
	E	371.20	4.64
17.0	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
17.5	A	578.40	7.23
	B	606.40	7.58
	C	636.00	7.95
	D	667.20	8.34
	E	700.00	8.75
17.8	A	1078.40	13.48
	B	1132.00	14.15
	C	1187.20	14.84
	D	1245.60	15.57
	E	1306.40	16.33
18.1	A	551.20	6.89
	B	577.60	7.22
	C	605.60	7.57
	D	636.00	7.95
	E	667.20	8.34
18.5	A	425.60	5.32
	B	446.40	5.58
	C	468.80	5.86
	D	490.40	6.13
	E	513.60	6.42
18.6	A	308.80	3.86
	B	323.20	4.04
	C	338.40	4.23
	D	353.60	4.42
	E	371.20	4.64
19.0	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33

RATE	STEP	BIWEEKLY	HOURLY
19.1	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
19.2	A	826.40	10.33
	B	866.40	10.93
	C	909.60	11.37
	D	954.40	11.93
	E	1000.80	12.51
19.3	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
19.6	A	592.00	7.40
	B	620.80	7.76
	C	652.00	8.15
	D	683.20	8.54
	E	716.80	8.96
20.0	A	538.40	6.73
	B	564.80	7.06
	C	591.20	7.39
	D	620.80	7.76
	E	650.40	8.13
20.5	A	907.20	11.34
	B	952.80	11.91
	C	1000.00	12.50
	D	1048.00	13.10
	E	1100.80	13.76
20.6	A	887.20	11.09
	B	931.20	11.64
	C	976.80	12.21
	D	1024.80	12.81
	E	1076.00	13.45
20.7	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62
21.8	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
22.0	A	621.60	7.77
	B	651.20	8.14
	C	683.20	8.54
	D	716.80	8.96
	E	751.20	9.39
22.1	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
22.2	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
22.3	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
22.4	A	592.00	7.40
	B	620.80	7.76
	C	652.00	8.15
	D	683.20	8.54
	E	716.80	8.96
22.5	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
22.6	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
22.7	A	667.20	8.34
	B	700.00	8.75
	C	733.60	9.17
	D	769.60	9.62
	E	807.20	10.09
22.8	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	768.80	9.61

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
23.1	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
23.2	A	650.40	8.13
	B	683.20	8.54
	C	715.20	8.94
	D	750.40	9.38
	E	786.40	9.83
23.3	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
23.6	A	296.30	3.71
	B	311.20	3.89
	C	324.60	4.06
	D	340.00	4.25
	E	356.00	4.45
25.1	A	447.20	5.59
	B	469.60	5.87
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
26.0	A	294.40	3.68
	B	305.60	3.82
	C	319.20	3.99
	D	332.80	4.16
	E	348.00	4.35
26.1	A	348.00	4.35
	B	363.20	4.54
	C	376.80	4.71
	D	395.20	4.94
	E	412.80	5.16
26.4	A	533.60	6.67
	B	559.20	6.99
	C	584.00	7.30
	D	610.40	7.63
	E	639.20	7.99
26.8	A	356.00	4.45
	B	372.80	4.66
	C	390.40	4.88
	D	409.60	5.12
	E	429.60	5.37

12360

MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
27.0	A	324.80	4.06
	B	340.00	4.25
	C	356.00	4.45
	D	372.80	4.66
	E	390.40	4.88
27.2	A	930.40	11.63
	B	976.80	12.21
	C	1024.00	12.80
	D	1074.40	13.43
	E	1128.00	14.10
27.3	A	636.00	7.95
	B	657.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	768.80	9.61
27.4	A	479.20	5.99
	B	501.60	6.27
	C	526.40	6.58
	D	551.20	6.89
	E	577.60	7.22
27.5	A	551.20	6.89
	B	577.60	7.22
	C	605.60	7.57
	D	636.00	7.95
	E	667.20	8.34
27.6	A	605.60	7.57
	B	634.40	7.93
	C	666.40	8.33
	D	698.40	8.73
	E	732.80	9.16
27.7	A	634.40	7.93
	B	666.40	8.33
	C	698.40	8.73
	D	732.80	9.16
	E	768.00	9.60
27.8	A	826.40	10.33
	B	866.40	10.83
	C	909.60	11.37
	D	954.40	11.93
	E	1000.80	12.51
27.9	A	733.60	9.17
	B	768.80	9.61
	C	806.40	10.08
	D	845.60	10.57
	E	887.20	11.09

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
28.0	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
28.2	A	539.20	6.74
	B	564.80	7.06
	C	592.00	7.40
	D	620.80	7.76
	E	652.00	8.15
28.3	A	468.80	5.86
	B	490.40	6.13
	C	514.40	6.43
	D	539.20	6.74
	E	564.80	7.06
28.5	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
28.6	A	651.20	8.14
	B	683.20	8.54
	C	716.80	8.96
	D	751.20	9.39
	E	788.00	9.85
28.8	A	503.20	6.29
	B	525.60	6.57
	C	550.40	6.88
	D	575.20	7.19
	E	601.60	7.52
29.0	A	551.20	6.89
	B	577.60	7.22
	C	605.60	7.57
	D	636.00	7.95
	E	667.20	8.34
29.3	A	503.20	6.29
	B	525.60	6.57
	C	550.40	6.88
	D	575.20	7.19
	E	601.60	7.52
29.6	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	768.80	9.61

MICROFILMED 12360

MAY 30 1978

BASE SALARY TABLE

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
29.2	A	452.00	5.65
	B	472.80	5.91
	C	494.40	6.18
	D	518.40	6.48
	E	542.40	6.78
30.2	A	344.80	4.31
	B	373.60	4.67
	C	402.40	5.03
	D	431.20	5.39
	E	460.80	6.11
30.3	A	373.60	4.67
	B	402.40	5.03
	C	431.20	5.39
	D	460.80	6.11
	E	546.40	6.83
31.0	A	344.80	4.31
	B	373.60	4.67
	C	402.40	5.03
	D	431.20	5.39
	E	460.00	5.75
31.1	A	431.20	5.39
	B	460.00	5.75
	C	488.80	6.11
	D	517.60	6.47
	E	546.40	6.83
31.2	A	392.80	4.91
	B	425.60	5.32
	C	458.40	5.73
	D	491.20	6.14
	E	523.20	6.54
31.3	A	491.20	6.14
	B	523.20	6.54
	C	556.00	6.95
	D	588.80	7.36
	E	621.60	7.77
31.4	A	392.80	4.91
	B	425.60	5.32
	C	458.40	5.73
	D	491.20	6.14
	E	523.20	6.54
31.5	A	491.20	6.14
	B	523.20	6.54
	C	556.00	6.95
	D	588.80	7.36
	E	621.60	7.77

RATE	STEP	BIWEEKLY	HOURLY
31.6	A	369.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16
31.7	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
31.8	A	366.40	4.58
	B	396.80	4.96
	C	427.20	5.34
	D	457.60	5.72
	E	488.00	6.10
31.9	A	457.60	5.72
	B	488.00	6.10
	C	519.20	6.49
	D	549.60	6.87
	E	580.00	7.25
32.0	A	383.20	4.79
	B	415.20	5.19
	C	447.20	5.59
	D	479.20	5.99
	E	511.20	6.39
32.1	A	479.20	5.99
	B	511.20	6.39
	C	543.20	6.79
	D	575.20	7.19
	E	607.20	7.59
32.2	A	392.80	4.91
	B	425.60	5.32
	C	458.40	5.73
	D	491.20	6.14
	E	523.20	6.54
32.3	A	491.20	6.14
	B	523.20	6.54
	C	556.00	6.95
	D	588.80	7.36
	E	621.60	7.77
32.4	A	369.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16

12360

MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
32.5	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
34.2	A	529.60	6.62
	B	554.40	6.93
	C	581.60	7.27
	D	610.40	7.63
	E	639.20	7.99
34.3	A	639.20	7.99
	B	670.40	8.38
	C	703.20	8.79
	D	737.60	9.22
	E	773.60	9.67
34.6	A	806.40	10.08
	B	845.60	10.57
	C	886.40	11.08
	D	929.60	11.62
	E	976.00	12.20
34.7	A	620.80	7.76
	B	652.00	8.15
	C	683.20	8.54
	D	716.80	8.96
	E	751.20	9.39
34.8	A	652.00	8.15
	B	683.20	8.54
	C	716.50	8.96
	D	751.20	9.39
	E	786.00	9.85
35.1	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
35.2	A	683.20	8.54
	B	716.90	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
35.3	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	908.20	11.36
	E	953.60	11.92

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
35.4	A	826.40	10.33
	B	866.40	10.83
	C	908.80	11.36
	D	953.60	11.92
	E	1001.60	12.52
35.5	A	479.20	5.99
	B	501.60	6.27
	C	526.40	6.58
	D	551.20	6.89
	E	577.60	7.22
35.7	A	416.60	5.21
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	501.60	6.27
35.8	A	363.20	4.54
	B	380.00	4.75
	C	398.40	4.98
	D	416.80	5.21
	E	436.80	5.46
36.1	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
36.2	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
36.3	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	908.80	11.36
	E	953.60	11.92
36.4	A	907.20	11.34
	B	952.80	11.91
	C	1000.00	12.50
	D	1048.00	13.10
	E	1100.80	13.76
38.0	A	331.20	4.14
	B	346.40	4.23
	C	363.20	4.54
	D	380.80	4.76
	E	398.40	4.98

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
38.1	A	420.00	5.25
	B	439.20	5.49
	C	450.00	5.75
	D	482.40	6.03
	E	504.80	6.31
38.2	A	753.00	9.55
	B	826.40	10.33
	C	866.40	10.83
	D	908.80	11.36
	E	953.60	11.92
38.3	A	473.60	5.92
	B	495.20	6.19
	C	518.40	6.48
	D	543.20	6.79
	E	568.60	7.11
38.4	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
38.7	A	305.60	3.82
	B	319.20	3.99
	C	332.80	4.16
	D	348.00	4.35
	E	363.20	4.54
38.9	A	332.80	4.16
	B	348.00	4.35
	C	363.20	4.54
	D	376.80	4.71
	E	395.20	4.94
39.0	A	363.20	4.54
	B	376.80	4.71
	C	395.20	4.94
	D	412.80	5.16
	E	431.20	5.39
39.1	A	703.20	8.79
	B	737.60	9.22
	C	773.60	9.67
	D	811.20	10.14
	E	851.20	10.64
39.2	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
39.3	A	624.00	7.80
	B	654.40	8.18
	C	687.20	8.59
	D	720.00	9.00
	E	755.20	9.44
39.4	A	825.60	10.32
	B	865.60	10.82
	C	907.20	11.34
	D	952.80	11.91
	E	1000.00	12.50
39.5	A	863.20	10.79
	B	905.60	11.32
	C	943.60	11.86
	D	995.00	12.45
	E	1044.80	13.06
39.7	A	564.80	7.06
	B	592.00	7.40
	C	621.50	7.77
	D	651.20	8.14
	E	683.20	8.54
41.0	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16
41.1	A	449.60	5.62
	B	472.00	5.90
	C	493.60	6.17
	D	516.80	6.46
	E	541.60	6.77
41.2	A	372.80	4.66
	B	390.40	4.88
	C	409.60	5.12
	D	429.60	5.37
	E	450.40	5.63
41.3	A	602.40	7.53
	B	632.00	7.90
	C	664.00	8.30
	D	694.00	8.69
	E	728.00	9.10
41.5	A	583.20	7.29
	B	611.20	7.64
	C	640.80	8.01
	D	672.00	8.40
	E	705.60	8.82

12360
MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
41.7	A	592.00	7.40
	B	620.80	7.76
	C	652.00	8.15
	D	683.20	8.54
	E	716.80	8.96
41.9	A	976.80	12.21
	B	1024.00	12.80
	C	1074.40	13.43
	D	1128.00	14.10
	E	1183.20	14.79
42.0	A	490.40	6.13
	B	512.80	6.41
	C	539.20	6.74
	D	564.00	7.05
	E	590.40	7.38
42.1	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
42.2	A	425.60	5.32
	B	447.20	5.59
	C	468.80	5.86
	D	490.40	6.13
	E	514.40	6.43
42.3	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
42.4	A	751.20	9.39
	B	788.00	9.85
	C	826.40	10.33
	D	866.40	10.83
	E	908.80	11.36
42.5	A	732.80	9.16
	B	768.00	9.60
	C	805.60	10.07
	D	844.80	10.56
	E	886.40	11.08
42.6	A	571.20	7.14
	B	597.60	7.47
	C	624.00	7.80
	D	654.40	8.18
	E	684.80	8.56

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
42.7	A	634.40	7.93
	B	666.40	8.33
	C	698.40	8.73
	D	732.80	9.16
	E	768.00	9.60
42.8	A	571.20	7.14
	B	597.60	7.47
	C	624.00	7.80
	D	654.40	8.18
	E	684.80	8.56
42.9	A	733.60	9.17
	B	768.80	9.61
	C	806.40	10.08
	D	845.60	10.57
	E	887.20	11.09
43.0	A	732.80	9.16
	B	768.00	9.60
	C	805.60	10.07
	D	844.80	10.56
	E	886.40	11.08
43.1	A	634.40	7.93
	B	666.40	8.33
	C	698.40	8.73
	D	732.80	9.16
	E	768.00	9.60
43.2	A	370.40	4.63
	B	388.00	4.25
	C	406.40	5.08
	D	425.60	5.32
	E	447.20	5.59
43.4	A	715.20	8.94
	B	750.40	9.38
	C	786.40	9.83
	D	825.60	10.32
	E	865.60	10.82
43.5	A	591.20	7.39
	B	620.80	7.76
	C	651.20	8.14
	D	682.40	8.53
	E	715.20	8.94
43.6	A	437.60	5.47
	B	456.80	5.71
	C	477.60	5.97
	D	498.40	6.23
	E	522.40	6.53

MICROFILMED 12360

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
43.7	A	538.40	6.73
	B	564.00	7.05
	C	589.60	7.37
	D	616.00	7.70
	E	644.80	8.06
43.8	A	477.60	5.97
	B	498.40	6.23
	C	522.40	6.53
	D	545.60	6.82
	E	571.20	7.14
43.9	A	477.60	5.97
	B	500.00	6.25
	C	523.20	6.54
	D	547.20	6.84
	E	572.00	7.15
44.0	A	523.20	6.54
	B	547.20	6.84
	C	572.00	7.15
	D	599.20	7.49
	E	626.40	7.83
44.2	A	602.40	7.53
	B	632.00	7.90
	C	664.00	8.30
	D	694.40	8.68
	E	728.00	9.10
44.5	A	547.20	6.84
	B	572.00	7.15
	C	599.20	7.49
	D	626.40	7.83
	E	655.20	8.19
44.6	A	533.60	6.67
	B	559.20	6.99
	C	584.00	7.30
	D	610.40	7.63
	E	639.20	7.99
44.7	A	559.20	6.99
	B	584.00	7.30
	C	610.40	7.63
	D	639.20	7.99
	E	669.60	8.37
44.8	A	526.40	6.58
	B	551.20	6.89
	C	578.40	7.23
	D	606.40	7.58
	E	636.00	7.95

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
44.9	A	332.80	4.16
	B	348.00	4.35
	C	363.20	4.54
	D	376.80	4.71
	E	395.20	4.94
45.0	A	395.20	4.94
	B	412.80	5.16
	C	431.20	5.39
	D	451.20	5.64
	E	471.20	5.89
45.1	A	426.40	5.33
	B	447.20	5.59
	C	469.60	5.87
	D	490.40	6.13
	E	514.40	6.43
45.2	A	376.80	4.71
	B	395.20	4.94
	C	412.80	5.16
	D	431.20	5.39
	E	451.20	5.64
45.3	A	882.40	11.03
	B	926.40	11.58
	C	970.40	12.13
	D	1019.20	12.74
	E	1068.80	13.36
45.4	A	887.20	11.09
	B	931.20	11.64
	C	976.80	12.21
	D	1024.80	12.81
	E	1076.00	13.45
45.6	A	728.00	9.10
	B	764.20	9.56
	C	801.60	10.02
	D	841.60	10.52
	E	882.40	11.03
45.7	A	928.80	11.61
	B	974.40	12.18
	C	1021.60	12.77
	D	1072.80	13.41
	E	1124.00	14.05
45.8	A	632.00	7.90
	B	664.00	8.30
	C	694.40	8.68
	D	728.00	9.10
	E	764.60	9.56

12360

MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
43.7	A	538.40	6.73
	B	564.00	7.05
	C	589.60	7.37
	D	616.00	7.70
	E	644.80	8.06
43.8	A	477.60	5.97
	B	498.40	6.23
	C	522.40	6.53
	D	545.60	6.82
	E	571.20	7.14
43.9	A	477.60	5.97
	B	500.00	6.25
	C	523.20	6.54
	D	547.20	6.84
	E	572.00	7.15
44.0	A	523.20	6.54
	B	547.20	6.84
	C	572.00	7.15
	D	599.20	7.49
	E	626.40	7.83
44.2	A	602.40	7.53
	B	632.00	7.90
	C	664.00	8.30
	D	694.40	8.68
	E	728.00	9.10
44.5	A	547.20	6.84
	B	572.00	7.15
	C	599.20	7.49
	D	626.40	7.83
	E	655.20	8.19
44.6	A	533.60	6.67
	B	559.20	6.99
	C	584.00	7.30
	D	610.40	7.63
	E	639.20	7.99
44.7	A	559.20	6.99
	B	584.00	7.30
	C	610.40	7.63
	D	639.20	7.99
	E	669.60	8.37
44.8	A	526.40	6.58
	B	551.20	6.89
	C	578.40	7.23
	D	606.40	7.58
	E	636.00	7.95

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
44.9	A	332.80	4.16
	B	348.00	4.35
	C	363.20	4.54
	D	376.80	4.71
	E	395.20	4.94
45.0	A	395.20	4.94
	B	412.80	5.16
	C	431.20	5.39
	D	451.20	5.64
	E	471.20	5.89
45.1	A	426.40	5.33
	B	447.20	5.59
	C	469.60	5.87
	D	490.40	6.13
	E	514.40	6.43
45.2	A	376.80	4.71
	B	395.20	4.94
	C	412.80	5.16
	D	431.20	5.39
	E	451.20	5.64
45.3	A	882.40	11.03
	B	926.40	11.58
	C	970.40	12.13
	D	1019.20	12.74
	E	1068.80	13.36
45.4	A	887.20	11.09
	B	931.20	11.64
	C	976.80	12.21
	D	1024.80	12.81
	E	1076.00	13.45
45.6	A	728.00	9.10
	B	764.20	9.56
	C	801.60	10.02
	D	841.60	10.52
	E	882.40	11.03
45.7	A	928.80	11.61
	B	974.40	12.18
	C	1021.60	12.77
	D	1072.80	13.41
	E	1124.00	14.05
45.8	A	632.00	7.90
	B	664.00	8.30
	C	694.40	8.68
	D	728.00	9.10
	E	764.80	9.56

MICROFILMED 12360

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
46.2	A	561.60	7.02
	B	588.00	7.35
	C	616.80	7.71
	D	648.00	8.10
	E	677.60	8.47
46.5	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16
46.6	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
47.2	A	376.80	4.71
	B	393.60	4.92
	C	412.00	5.15
	D	430.40	5.38
	E	450.40	5.63
47.5	A	436.80	5.46
	B	457.60	5.72
	C	479.20	5.99
	D	503.20	6.29
	E	526.40	6.58
47.6	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
47.7	A	651.20	8.14
	B	683.20	8.54
	C	716.80	8.96
	D	751.20	9.39
	E	788.00	9.85
47.8	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
47.9	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
48.0	A	316.00	3.95
	B	332.00	4.15
	C	347.20	4.34
	D	363.20	4.54
	E	380.00	4.75
48.1	A	347.20	4.34
	B	363.20	4.54
	C	380.00	4.75
	D	398.40	4.98
	E	416.80	5.21
48.7	A	577.60	7.22
	B	606.40	7.52
	C	636.00	7.95
	D	666.40	8.33
	E	699.20	8.74
48.9	A	564.80	7.06
	B	592.00	7.40
	C	620.80	7.76
	D	652.00	8.15
	E	683.20	8.54
49.0	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
49.1	A	510.40	6.38
	B	535.20	6.69
	C	561.60	7.02
	D	588.00	7.35
	E	617.60	7.72
49.2	A	350.40	4.38
	B	365.60	4.57
	C	380.80	4.76
	D	397.60	4.97
	E	415.20	5.19
49.8	A	525.60	6.57
	B	550.40	6.88
	C	575.20	7.19
	D	601.60	7.52
	E	630.40	7.88
50.8	A	460.00	5.75
	B	480.80	6.01
	C	503.20	6.29
	D	525.60	6.57
	E	550.40	6.88

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
50.9	A	370.40	4.63
	B	386.40	4.83
	C	403.20	5.04
	D	421.60	5.27
	E	440.00	5.50
51.0	A	526.80	6.61
	B	552.80	6.91
	C	578.40	7.23
	D	604.80	7.56
	E	632.80	7.91
51.2	A	476.00	5.95
	B	499.20	6.24
	C	523.20	6.54
	D	548.80	6.86
	E	575.20	7.19
51.3	A	458.40	5.73
	B	477.60	5.97
	C	500.00	6.25
	D	523.20	6.54
	E	547.20	6.84
51.4	A	805.60	10.07
	B	844.80	10.56
	C	886.40	11.08
	D	929.60	11.62
	E	975.20	12.19
51.5	A	457.60	5.72
	B	480.00	6.00
	C	501.60	6.27
	D	525.60	6.57
	E	552.00	6.90
51.6	A	525.60	6.57
	B	552.00	6.90
	C	577.60	7.22
	D	605.20	7.57
	E	634.40	7.93
52.5	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34
52.9	A	340.00	4.25
	B	356.00	4.45
	C	372.80	4.66
	D	390.40	4.88
	E	409.60	5.12

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
53.1	A	363.20	4.54
	B	380.80	4.76
	C	398.40	4.98
	D	417.60	5.22
	E	436.80	5.46
53.2	A	364.80	4.56
	B	382.40	4.78
	C	400.00	5.00
	D	420.00	5.25
	E	439.20	5.49
53.3	A	426.40	5.33
	B	447.20	5.59
	C	469.60	5.87
	D	490.40	6.13
	E	514.40	6.43
53.5	A	340.00	4.25
	B	356.00	4.45
	C	372.80	4.66
	D	390.40	4.88
	E	409.60	5.12
53.8	A	479.20	5.99
	B	503.20	6.29
	C	526.40	6.58
	D	551.20	6.89
	E	578.40	7.23
54.3	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
54.6	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34
54.8	A	283.20	3.54
	B	296.80	3.71
	C	311.20	3.89
	D	324.80	4.06
	E	340.00	4.25
55.2	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34

MICROFILMED

43860

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
55.5	A	425.60	5.32
	B	447.20	5.59
	C	468.80	5.86
	D	490.40	6.13
	E	514.40	6.43
56.2	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
56.3	A	503.20	6.29
	B	526.40	6.58
	C	551.20	6.89
	D	578.40	7.23
	E	606.40	7.58
56.4	A	479.20	5.99
	B	501.60	6.27
	C	526.40	6.56
	D	551.20	6.89
	E	577.60	7.22
56.5	A	316.80	3.96
	B	331.20	4.14
	C	346.40	4.33
	D	363.20	4.54
	E	380.80	4.76
56.7	A	302.40	3.78
	B	318.40	3.98
	C	333.60	4.17
	D	348.80	4.36
	E	364.80	4.56
56.9	A	283.20	3.54
	B	296.80	3.71
	C	311.20	3.89
	D	324.80	4.06
	E	340.00	4.25
57.3	A	288.00	3.60
	B	301.60	3.77
	C	316.00	3.95
	D	332.00	4.15
	E	347.20	4.34
57.5	A	338.40	4.23
	B	353.60	4.42
	C	371.20	4.64
	D	388.80	4.86
	E	407.20	5.09

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
57.6	A	407.20	5.09
	B	426.40	5.33
	C	447.20	5.59
	D	469.60	5.87
	E	490.40	6.13
57.7	A	439.20	5.49
	B	460.00	5.75
	C	482.40	6.03
	D	504.80	6.31
	E	529.60	6.62
57.8	A	308.80	3.86
	B	323.20	4.04
	C	338.40	4.23
	D	353.60	4.42
	E	371.20	4.64
57.9	A	370.40	4.63
	B	386.40	4.83
	C	403.20	5.04
	D	421.60	5.27
	E	440.00	5.50
58.0	A	447.20	5.59
	B	469.60	5.87
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
58.1	A	403.20	5.04
	B	421.60	5.27
	C	440.00	5.50
	D	460.00	5.75
	E	480.80	6.01
58.2	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
58.3	A	380.00	4.75
	B	398.40	4.98
	C	416.80	5.21
	D	436.80	5.46
	E	457.60	5.72
58.4	A	479.20	5.99
	B	503.20	6.29
	C	526.40	6.58
	D	551.20	6.89
	E	578.40	7.23

12360

MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
58.5	A	417.60	5.22
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	503.20	6.29
58.6	A	406.40	5.08
	B	425.60	5.32
	C	447.20	5.59
	D	468.80	5.86
	E	490.40	6.13
58.7	A	650.40	8.13
	B	683.20	8.54
	C	715.20	8.94
	D	750.40	9.38
	E	786.40	9.83
58.8	A	232.00	2.90
	B	243.20	3.04
	C	254.40	3.18
	D	267.20	3.34
	E	278.40	3.46
58.9	A	591.20	7.39
	B	620.00	7.75
	C	650.40	8.13
	D	683.20	8.54
	E	715.20	8.94
59.1	A	338.40	4.23
	B	354.40	4.43
	C	370.40	4.63
	D	388.00	4.85
	E	406.40	5.08
59.2	A	538.40	6.73
	B	564.80	7.06
	C	591.20	7.39
	D	620.00	7.75
	E	650.40	8.13
59.3	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
59.4	A	438.40	5.48
	B	458.40	5.73
	C	477.60	5.97
	D	500.00	6.25
	E	523.20	6.54

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
59.5	A	1078.40	13.48
	B	1132.00	14.15
	C	1188.60	14.86
	D	1248.00	15.60
	E	1309.60	16.37
59.6	A	670.40	8.38
	B	703.20	8.79
	C	737.60	9.22
	D	773.60	9.67
	E	811.20	10.14
59.7	A	457.60	5.72
	B	479.20	5.99
	C	501.60	6.27
	D	526.40	6.58
	E	551.20	6.89
60.1	A	605.60	7.57
	B	634.40	7.93
	C	666.40	8.33
	D	698.40	8.73
	E	732.80	9.16
60.2	A	559.20	6.99
	B	584.00	7.30
	C	610.40	7.63
	D	639.20	7.99
	E	669.20	8.37
60.4	A	651.20	8.14
	B	682.40	8.53
	C	715.20	8.94
	D	750.40	9.38
	E	786.40	9.83
60.6	A	826.40	10.33
	B	866.40	10.83
	C	908.80	11.36
	D	953.60	11.92
	E	1001.60	12.52
61.6	A	591.20	7.39
	B	620.80	7.76
	C	651.20	8.14
	D	682.40	8.53
	E	715.20	8.94
61.8	A	548.80	6.86
	B	575.20	7.19
	C	602.40	7.53
	D	632.00	7.90
	E	664.00	8.30

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
62.0	A	372.80	4.66
	B	390.40	4.88
	C	409.60	5.12
	D	429.60	5.37
	E	450.40	5.63
62.3	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
62.4	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
62.5	A	500.00	6.25
	B	523.20	6.54
	C	547.20	6.84
	D	572.00	7.15
	E	599.20	7.49
62.7	A	393.60	4.92
	B	412.00	5.15
	C	430.40	5.38
	D	450.40	5.63
	E	470.40	5.88
62.8	A	406.40	5.08
	B	425.60	5.32
	C	447.20	5.59
	D	468.80	5.86
	E	490.40	6.13
63.0	A	338.40	4.23
	B	354.40	4.43
	C	370.40	4.63
	D	388.00	4.85
	E	406.40	5.08
63.1	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
63.2	A	370.40	4.63
	B	386.40	4.83
	C	403.20	5.04
	D	421.60	5.27
	E	440.00	5.50

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
63.5	A	503.20	6.29
	B	525.60	6.57
	C	550.40	6.88
	D	575.20	7.19
	E	601.60	7.52
63.7	A	551.20	6.89
	B	577.60	7.22
	C	605.60	7.57
	D	636.00	7.95
	E	667.20	8.34
63.8	A	700.00	8.75
	B	733.60	9.17
	C	769.60	9.62
	D	807.20	10.09
	E	845.60	10.57
63.9	A	430.40	5.38
	B	450.40	5.63
	C	471.20	5.89
	D	492.80	6.16
	E	516.80	6.46
64.0	A	372.80	4.66
	B	390.40	4.88
	C	409.60	5.12
	D	429.60	5.37
	E	450.40	5.63
64.2	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
64.5	A	372.80	4.66
	B	390.40	4.88
	C	409.60	5.12
	D	429.60	5.37
	E	450.40	5.63
64.7	A	356.00	4.45
	B	372.80	4.66
	C	390.40	4.88
	D	409.60	5.12
	E	429.60	5.37
65.0	A	751.20	9.39
	B	788.00	9.85
	C	826.40	10.33
	D	866.40	10.83
	E	908.80	11.36

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
65.1	A	429.60	5.37
	B	450.40	5.63
	C	472.00	5.90
	D	493.60	6.17
	E	517.60	6.47
65.4	A	930.40	11.63
	B	976.80	12.21
	C	1024.00	12.80
	D	1074.40	13.43
	E	1128.00	14.10
66.0	A	457.60	5.72
	B	479.20	5.99
	C	501.60	6.27
	D	526.40	6.58
	E	551.20	6.89
66.1	A	398.40	4.98
	B	416.80	5.21
	C	436.80	5.46
	D	457.60	5.72
	E	479.20	5.99
65.3	A	346.40	4.33
	B	363.20	4.54
	C	380.80	4.76
	D	398.40	4.98
	E	417.60	5.22
66.4	A	417.60	5.22
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	503.20	6.29
66.5	A	503.20	6.29
	B	526.40	6.58
	C	551.20	6.89
	D	578.40	7.23
	E	606.40	7.58
66.9	A	511.20	6.39
	B	533.60	6.67
	C	559.20	6.99
	D	584.00	7.30
	E	610.40	7.63
67.1	A	591.20	7.39
	B	620.80	7.76
	C	651.20	8.14
	D	682.40	8.53
	E	715.20	8.94

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
67.2	A	525.60	6.57
	B	550.40	6.88
	C	575.20	7.19
	D	601.60	7.52
	E	630.40	7.88
67.5	A	571.20	7.14
	B	597.60	7.47
	C	624.00	7.80
	D	654.40	8.18
	E	684.80	8.56
67.7	A	634.40	7.93
	B	666.40	8.33
	C	698.40	8.73
	D	732.80	9.16
	E	768.00	9.60
68.0	A	890.40	11.13
	B	935.20	11.69
	C	979.20	12.24
	D	1028.80	12.86
	E	1078.40	13.48
68.2	A	979.20	12.24
	B	1028.80	12.86
	C	1078.40	13.48
	D	1132.00	14.15
	E	1187.20	14.84
68.3	A	772.00	9.65
	B	808.80	10.11
	C	849.60	10.62
	D	890.40	11.13
	E	935.20	11.69
69.2	A	521.60	6.52
	B	547.20	6.84
	C	573.60	7.17
	D	600.80	7.51
	E	629.60	7.87
69.3	A	573.60	7.17
	B	600.80	7.51
	C	629.60	7.87
	D	661.60	8.27
	E	692.80	8.66
69.4	A	600.80	7.51
	B	629.60	7.87
	C	661.60	8.27
	D	692.80	8.66
	E	726.40	9.08

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
69.6	A	669.60	8.37
	B	701.60	8.77
	C	735.20	9.19
	D	772.00	9.65
	E	808.80	10.11
71.5	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
71.6	A	450.40	6.13
	B	512.80	6.41
	C	539.20	6.74
	D	564.00	7.05
	E	590.40	7.38
72.2	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
72.6	A	471.20	5.89
	B	492.60	6.16
	C	516.80	6.46
	D	541.60	6.77
	E	568.00	7.10
72.7	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34
73.2	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
73.3	A	887.20	11.09
	B	931.20	11.64
	C	976.80	12.21
	D	1024.80	12.81
	E	1076.00	13.45
73.5	A	514.40	6.43
	B	539.20	6.74
	C	564.80	7.06
	D	592.00	7.40
	E	620.60	7.76

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
73.6	A	976.80	12.21
	B	1024.80	12.81
	C	1076.00	13.45
	D	1128.00	14.10
	E	1183.20	14.79
74.3	A	539.20	6.74
	B	564.80	7.06
	C	592.00	7.40
	D	620.60	7.76
	E	652.00	8.15
74.6	A	356.00	4.45
	B	372.80	4.66
	C	390.40	4.88
	D	409.60	5.12
	E	429.60	5.37
75.0	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62
75.1	A	733.60	9.17
	B	769.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	887.20	11.09
75.2	A	845.60	10.57
	B	887.20	11.09
	C	931.20	11.64
	D	976.80	12.21
	E	1024.80	12.81
75.6	A	700.00	8.75
	B	733.60	9.17
	C	769.60	9.62
	D	806.40	10.08
	E	845.60	10.57
75.7	A	846.40	10.58
	B	887.20	11.09
	C	931.20	11.64
	D	976.00	12.20
	E	1024.00	12.90
76.5	A	416.80	5.21
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	501.60	6.27

12360
MICROFILMED

MAY 30 1978

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
76.6	A	539.20	6.74
	B	564.80	7.06
	C	592.00	7.40
	D	621.60	7.77
	E	651.20	8.14
77.2	A	480.00	6.00
	B	503.20	6.29
	C	528.00	6.60
	D	553.60	6.92
	E	580.80	7.26
77.5	A	372.80	4.66
	B	390.40	4.88
	C	409.60	5.12
	D	429.60	5.37
	E	450.40	5.63
77.7	A	551.20	6.89
	B	577.60	7.22
	C	605.60	7.57
	D	636.00	7.95
	E	667.20	8.34
78.1	A	240.80	3.01
	B	252.00	3.15
	C	264.80	3.31
	D	276.00	3.45
	E	288.80	3.61
78.2	A	480.00	6.00
	B	503.20	6.29
	C	528.00	6.60
	D	553.60	6.92
	E	580.80	7.26
78.3	A	652.00	8.15
	B	683.20	8.54
	C	716.80	8.96
	D	751.20	9.39
	E	786.00	9.85
78.4	A	450.40	5.63
	B	471.20	5.89
	C	494.40	6.18
	D	519.20	6.49
	E	543.20	6.79
78.5	A	348.00	4.35
	B	364.80	4.56
	C	383.20	4.79
	D	400.80	5.01
	E	419.20	5.24

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
79.1	A	380.00	4.75
	B	398.40	4.98
	C	416.80	5.21
	D	436.80	5.46
	E	457.60	5.72
79.2	A	416.80	5.21
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	501.60	6.27
79.3	A	866.40	10.83
	B	908.80	11.36
	C	953.60	11.92
	D	1001.60	12.52
	E	1048.00	13.10
79.4	A	232.00	2.90
	B	243.20	3.04
	C	254.40	3.18
	D	267.20	3.34
	E	278.40	3.48
79.5	A	376.80	4.71
	B	395.20	4.94
	C	412.80	5.16
	D	431.20	5.39
	E	451.20	5.64
79.6	A	480.00	6.00
	B	503.20	6.29
	C	526.40	6.58
	D	552.00	6.90
	E	578.40	7.23
79.7	A	514.40	6.43
	B	539.20	6.74
	C	564.80	7.06
	D	592.00	7.40
	E	620.80	7.76
79.9	A	954.40	11.93
	B	1000.80	12.51
	C	1050.40	13.13
	D	1101.60	13.77
	E	1156.80	14.46
80.0	A	406.40	5.08
	B	425.60	5.32
	C	447.20	5.59
	D	468.80	5.86
	E	490.40	6.13

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
81.0	A	571.20	7.14
	B	597.60	7.47
	C	624.00	7.80
	D	654.40	8.18
	E	684.80	8.56
81.1	A	651.20	8.14
	B	683.20	8.54
	C	716.80	8.96
	D	751.20	9.39
	E	783.00	9.85
81.6	A	811.20	10.14
	B	851.20	10.64
	C	892.80	11.16
	D	936.00	11.70
	E	983.20	12.29
81.7	A	460.00	5.75
	B	480.80	6.01
	C	503.20	6.29
	D	525.60	6.57
	E	550.40	6.88
81.8	A	526.40	6.58
	B	551.20	6.89
	C	577.60	7.22
	D	605.60	7.57
	E	636.00	7.95
81.9	A	480.80	6.01
	B	503.20	6.29
	C	525.60	6.57
	D	550.40	6.88
	E	575.20	7.19
82.3	A	733.60	9.17
	B	768.80	9.61
	C	806.40	10.08
	D	845.60	10.57
	E	887.20	11.09
82.5	A	439.20	5.49
	B	460.00	5.75
	C	482.40	6.03
	D	504.80	6.31
	E	529.60	6.62
82.6	A	529.60	6.62
	B	554.40	6.93
	C	581.60	7.27
	D	610.40	7.63
	E	639.20	7.99

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
83.2	A	488.80	6.11
	B	511.20	6.39
	C	535.20	6.69
	D	559.20	6.99
	E	585.60	7.32
83.4	A	468.00	5.85
	B	488.80	6.11
	C	511.20	6.39
	D	535.20	6.69
	E	559.20	6.99
83.5	A	535.20	6.69
	B	561.60	7.02
	C	588.00	7.35
	D	616.80	7.71
	E	648.00	8.10
83.7	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
83.8	A	514.40	6.43
	B	539.20	6.74
	C	564.80	7.06
	D	592.00	7.40
	E	621.60	7.77
83.9	A	602.40	7.53
	B	632.00	7.90
	C	664.00	8.30
	D	694.40	8.68
	E	728.00	9.10
84.0	A	632.00	7.90
	B	664.00	8.30
	C	694.40	8.68
	D	728.00	9.10
	E	764.80	9.56
84.1	A	694.40	8.68
	B	728.00	9.10
	C	764.80	9.56
	D	801.60	10.02
	E	841.60	10.52
84.2	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62

12360
MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
84.3	A	564.80	7.06
	B	592.00	7.40
	C	621.60	7.77
	D	651.20	8.14
	E	683.20	8.54
84.4	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16
84.5	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.23
84.6	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	908.80	11.36
	E	953.60	11.92
84.7	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	908.80	11.36
	E	953.60	11.92
84.8	A	826.40	10.33
	B	866.40	10.83
	C	908.80	11.36
	D	953.60	11.92
	E	1001.60	12.52
84.9	A	698.40	8.73
	B	732.80	9.16
	C	768.00	9.60
	D	805.60	10.07
	E	844.80	10.56
85.0	A	592.00	7.40
	B	620.80	7.76
	C	652.00	8.15
	D	683.20	8.54
	E	716.80	8.96
85.4	A	716.80	8.96
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
85.5	A	845.60	10.57
	B	887.20	11.09
	C	931.20	11.64
	D	976.80	12.21
	E	1024.80	12.81
85.6	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	909.60	11.37
	E	954.40	11.93
85.8	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16
85.9	A	867.20	10.84
	B	909.60	11.37
	C	953.60	11.92
	D	1000.00	12.50
	E	1050.40	13.13
86.0	A	457.60	5.72
	B	479.20	5.99
	C	501.60	6.27
	D	526.40	6.58
	E	551.20	6.89
86.1	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
86.2	A	573.40	7.23
	B	606.40	7.58
	C	636.00	7.95
	D	667.20	8.34
	E	700.00	8.75
86.3	A	845.60	10.57
	B	887.20	11.09
	C	931.20	11.64
	D	976.80	12.21
	E	1024.80	12.81
86.4	A	407.20	5.09
	B	426.40	5.33
	C	447.20	5.59
	D	469.60	5.87
	E	490.40	6.13

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
86.5	A	353.60	4.42
	B	371.20	4.64
	C	388.80	4.86
	D	407.20	5.09
	E	426.40	5.33
86.7	A	551.20	6.89
	B	575.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34
86.8	A	386.40	4.83
	B	403.20	5.04
	C	421.60	5.27
	D	440.00	5.50
	E	460.00	5.75
86.9	A	410.40	5.13
	B	429.60	5.37
	C	450.40	5.63
	D	472.80	5.91
	E	495.20	6.19
87.1	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
87.2	A	765.60	9.62
	B	807.20	10.09
	C	845.60	10.57
	D	887.20	11.09
	E	931.20	11.64
87.3	A	447.20	5.59
	B	468.80	5.86
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
87.4	A	733.60	9.17
	B	768.80	9.61
	C	806.40	10.08
	D	845.60	10.57
	E	887.20	11.09
87.5	A	845.60	10.57
	B	887.20	11.09
	C	931.20	11.64
	D	976.80	12.21
	E	1024.80	12.81

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
87.6	A	420.00	5.25
	B	439.20	5.49
	C	460.00	5.75
	D	482.40	6.03
	E	504.80	6.31
87.7	A	750.40	9.38
	B	786.40	9.83
	C	825.60	10.32
	D	865.60	10.82
	E	907.20	11.34
87.8	A	845.60	10.57
	B	887.20	11.09
	C	931.20	11.64
	D	976.80	12.21
	E	1024.80	12.81
87.9	A	409.60	5.12
	B	429.60	5.37
	C	450.40	5.63
	D	471.20	5.89
	E	492.80	6.16
88.0	A	551.20	6.89
	B	578.40	7.23
	C	606.40	7.58
	D	636.00	7.95
	E	667.20	8.34
88.1	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
88.3	A	726.40	9.08
	B	761.60	9.52
	C	800.00	10.00
	D	837.60	10.47
	E	878.40	10.98
88.4	A	726.40	9.08
	B	761.60	9.52
	C	800.00	10.00
	D	837.60	10.47
	E	878.40	10.98
88.6	A	788.00	9.65
	B	826.40	10.33
	C	866.40	10.83
	D	908.50	11.36
	E	953.60	11.92

12360
MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
88.7	A	549.60	6.87
	B	574.40	7.18
	C	600.80	7.51
	D	628.00	7.85
	E	656.00	8.20
88.8	A	630.40	7.58
	B	660.80	8.26
	C	693.60	8.67
	D	726.40	9.08
	E	761.60	9.52
88.9	A	440.00	5.50
	B	460.00	5.75
	C	480.80	6.01
	D	503.20	6.29
	E	524.80	6.56
89.0	A	480.80	6.01
	B	503.20	6.29
	C	524.80	6.56
	D	549.60	6.87
	E	574.40	7.18
89.1	A	538.40	6.73
	B	563.20	7.04
	C	588.00	7.35
	D	616.00	7.70
	E	644.80	8.06
89.9	A	363.20	4.54
	B	380.00	4.75
	C	395.40	4.98
	D	416.80	5.21
	E	436.80	5.46
90.2	A	416.80	5.21
	B	436.80	5.46
	C	457.60	5.72
	D	479.20	5.99
	E	501.60	6.27
90.3	A	457.60	5.72
	B	479.20	5.99
	C	501.60	6.27
	D	526.40	6.58
	E	551.20	6.89
90.4	A	577.60	7.22
	B	605.60	7.57
	C	636.00	7.95
	D	667.20	8.34
	E	700.00	8.75

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
90.5	A	363.20	4.54
	B	380.80	4.76
	C	398.40	4.98
	D	417.60	5.22
	E	436.80	5.46
90.6	A	406.40	5.08
	B	425.60	5.32
	C	447.20	5.59
	D	468.80	5.86
	E	490.40	6.13
90.7	A	447.20	5.59
	B	468.80	5.86
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
91.0	A	308.80	3.86
	B	323.20	4.04
	C	333.40	4.23
	D	354.40	4.43
	E	370.40	4.63
91.4	A	232.00	2.90
	B	243.20	3.04
	C	254.40	3.18
	D	267.20	3.34
	E	278.40	3.48
91.6	A	866.40	10.83
	B	909.60	11.37
	C	954.40	11.93
	D	1000.80	12.51
	E	1050.40	13.13
91.7	A	845.60	10.57
	B	887.20	11.09
	C	930.40	11.63
	D	976.80	12.21
	E	1024.00	12.80
91.9	A	388.80	4.86
	B	407.20	5.09
	C	426.40	5.33
	D	447.20	5.59
	E	469.60	5.87
92.0	A	501.60	6.27
	B	526.40	6.58
	C	551.20	6.89
	D	577.60	7.22
	E	605.60	7.57

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
92.1	A	450.40	5.63
	B	471.20	5.89
	C	492.80	6.16
	D	515.80	6.46
	E	541.60	6.77
92.2	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	769.60	9.62
92.3	A	845.60	10.57
	B	887.20	11.09
	C	930.40	11.63
	D	976.80	12.21
	E	1024.00	12.80
92.4	A	737.60	9.22
	B	773.60	9.67
	C	811.20	10.14
	D	851.20	10.64
	E	892.00	11.15
92.5	A	429.60	5.37
	B	450.40	5.63
	C	471.20	5.89
	D	492.80	6.16
	E	515.80	6.46
92.7	A	845.60	10.57
	B	887.20	11.09
	C	930.40	11.63
	D	976.80	12.21
	E	1024.00	12.80
92.8	A	976.80	12.21
	B	1024.80	12.81
	C	1076.00	13.45
	D	1128.00	14.10
	E	1183.20	14.79
92.9	A	759.60	9.62
	B	806.40	10.08
	C	846.40	10.58
	D	887.20	11.09
	E	930.40	11.63
93.1	A	592.00	7.40
	B	620.80	7.76
	C	652.00	8.15
	D	683.20	8.54
	E	716.60	8.96

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
93.2	A	952.80	11.91
	B	1000.00	12.50
	C	1048.00	13.10
	D	1100.00	13.75
	E	1153.60	14.42
93.3	A	907.20	11.34
	B	952.80	11.91
	C	1000.00	12.50
	D	1048.00	13.10
	E	1100.00	13.75
93.4	A	491.20	6.14
	B	513.60	6.42
	C	538.40	6.73
	D	564.80	7.06
	E	591.20	7.39
93.5	A	769.60	9.62
	B	807.20	10.09
	C	845.60	10.57
	D	887.20	11.09
	E	931.20	11.64
93.7	A	825.60	10.32
	B	864.80	10.81
	C	908.00	11.35
	D	952.00	11.90
	E	997.60	12.47
93.8	A	606.40	7.58
	B	636.00	7.95
	C	667.20	8.34
	D	700.00	8.75
	E	733.60	9.17
93.9	A	700.00	8.75
	B	733.60	9.17
	C	769.60	9.62
	D	807.20	10.09
	E	845.60	10.57
94.0	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
94.1	A	386.40	4.83
	B	403.20	5.04
	C	421.60	5.27
	D	440.00	5.50
	E	460.00	5.75

12360
MICROFILMED

MAY 30 1978

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
94.2	A	420.80	5.26
	B	440.00	5.50
	C	459.20	5.74
	D	480.80	6.01
	E	503.20	6.29
94.3	A	620.80	7.76
	B	650.40	8.13
	C	683.20	8.54
	D	715.20	8.94
	E	750.40	9.38
94.4	A	750.40	9.38
	B	796.40	9.83
	C	825.60	10.32
	D	865.60	10.82
	E	907.20	11.34
94.5	A	788.00	9.85
	B	826.40	10.33
	C	866.40	10.83
	D	909.60	11.37
	E	954.40	11.93
94.6	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
94.7	A	460.00	5.75
	B	480.80	6.01
	C	503.20	6.29
	D	525.60	6.57
	E	550.40	6.88
95.3	A	363.20	4.54
	B	380.00	4.75
	C	398.40	4.98
	D	416.80	5.21
	E	436.80	5.46
95.6	A	571.20	7.14
	B	597.60	7.47
	C	624.00	7.80
	D	654.40	8.18
	E	684.80	8.56
95.8	A	733.60	9.17
	B	763.80	9.61
	C	806.40	10.08
	D	845.60	10.57
	E	887.20	11.09

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
96.0	A	683.20	8.54
	B	716.80	8.96
	C	751.20	9.39
	D	788.00	9.85
	E	826.40	10.33
96.3	A	456.00	5.70
	B	476.00	5.95
	C	499.20	6.24
	D	522.40	6.53
	E	548.00	6.85
96.8	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
96.9	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.80	6.01
	E	503.20	6.29
97.0	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.80	7.06
	E	592.00	7.40
97.4	A	479.20	5.99
	B	501.60	6.27
	C	526.40	6.58
	D	551.20	6.89
	E	577.60	7.22
97.5	A	569.60	7.12
	B	596.80	7.46
	C	625.60	7.82
	D	656.80	8.21
	E	688.80	8.61
97.6	A	714.40	8.93
	B	748.80	9.36
	C	784.80	9.81
	D	823.20	10.29
	E	863.20	10.79
97.8	A	386.40	4.83
	B	403.20	5.04
	C	421.60	5.27
	D	440.00	5.50
	E	460.00	5.75

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
97.5	A	421.60	5.27
	B	440.00	5.50
	C	460.00	5.75
	D	480.50	6.01
	E	503.20	6.29
98.0	A	625.60	7.82
	B	656.80	8.21
	C	693.80	8.61
	D	722.40	9.03
	E	757.60	9.47
98.1	A	410.40	5.13
	B	430.40	5.36
	C	452.00	5.65
	D	472.00	5.90
	E	494.40	6.18
98.5	A	538.40	6.73
	B	564.00	7.05
	C	559.60	7.37
	D	616.00	7.70
	E	644.80	8.06
98.6	A	549.60	6.87
	B	574.40	7.18
	C	600.80	7.51
	D	628.00	7.85
	E	656.00	8.20
98.7	A	630.40	7.88
	B	660.80	8.26
	C	693.60	8.67
	D	726.40	9.08
	E	761.60	9.52
98.8	A	480.80	6.01
	B	503.20	6.29
	C	524.80	6.56
	D	549.60	6.87
	E	574.40	7.18
98.9	A	440.00	5.50
	B	460.00	5.75
	C	480.30	6.01
	D	503.20	6.29
	E	524.80	6.56
99.0	A	395.20	4.94
	B	412.80	5.16
	C	431.20	5.39
	D	451.20	5.64
	E	471.20	5.89

EASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
99.5	A	887.20	11.09
	B	931.20	11.64
	C	976.80	12.21
	D	1024.80	12.81
	E	1076.00	13.45
99.7	A	447.20	5.59
	B	468.80	5.86
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
99.8	A	503.20	6.29
	B	526.40	6.58
	C	551.20	6.89
	D	578.40	7.23
	E	606.40	7.58

12360

MAY 30 1978

MICROFILMED

CLASSIFIED SERVICE
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
BUILDING INSPECTION	
Housing Inspection Supervisor	51.4
Senior Building Inspector	84.9
Building Inspector II	27.7
Building Inspector I	27.6
Building Inspector Trainee II	51.6
Building Inspector Trainee I	51.5
CHEMISTS	
Senior Chemist	85.4
Associate Chemist	22.0
Assistant Chemist	13.6
Microbiologist II	62.4
Forensic Alcohol Analyst	46.6
Junior Chemist	54.3
Microbiologist I	62.3
Laboratory Technician	58.0
Laboratory Assistant	57.8
CLERICAL AND COMMUNICATIONS	
Administrative Secretary	10.9
Principal Clerk	72.6
Dispatch Clerk II	41.1
Legal Stenographer	57.7
Council Secretary	38.1

12360

EXHIBIT B
MICROFILMED

MAY 30 1978

	<u>Standard Rate No.</u>
	87.6
Senior Stenographer	79.2
Radio Supervisor	41.0
Dispatch Clerk I	84.4
Senior Account Clerk	85.8
Senior Clerk	87.9
Senior Typist	79.1
Radio Operator	41.2
Disposal Fee Collector	77.5
Public Information Assistant	53.2
Intermediate Stenographer	10.4
Account Clerk	26.8
Bookmobile Driver	64.7
Payroll Audit Clerk	74.6
Programmed Typewriter Operator	52.9
Intermediate Clerk	53.5
Intermediate Typist	27.0
Book Repairer	56.7
Junior Stenographer	23.6
Auto Messenger	13.5
Assistant Book Repairer	54.8
Junior Clerk	56.9
Junior Typist	58.8
Library Aide	91.4
Student Worker	15% below target class
Public Service Career Trainee	
CONSTRUCTION AND MAINTENANCE	
Division Superintendent	41.9
Assistant Division Superintendent	15.6

MICROFILMED

12360

EXHIBIT B

	<u>Standard Rate No.</u>
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
Tank Service Technician I	94.6
Utility Worker II	97.9
Pool Maintenance Supervisor	94.2
Lake Ranger I	58.1
Utility Worker I	97.8
Laborer	57.9
 CUSTODIAL	
Window Cleaner	99.0
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

MICROFILMED

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Data Processing Operations Supervisor	39.5
Supervising Systems Analyst	39.4
Systems Programmer III	93.7
Senior Systems Analyst	87.7
Systems Programmer II	94.4
Associate Systems Analyst	23.2
Systems Programmer I	94.3
Assistant Systems Analyst	20.0
Supervising Data Processor	92.0
Systems Analyst Trainee	93.4
Computer Shift Supervisor	35.5
Senior Computer Operator	86.0
Computer Operator	35.7
Data Entry Supervisor	57.6
Computer Trainee	35.8
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

	<u>Standard Rate No.</u>
Senior Land Surveyor	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
Associate Land Surveyor	93.9
Assistant Civil Engineer	15.3
Assistant Electrical Engineer	15.7
Assistant Mechanical Engineer	16.7
Assistant Traffic Engineer	20.7
Project Assistant	75.0
Assistant Land Surveyor	93.8
Junior Civil Engineer	54.6
Junior Electrical Engineer	55.2
Junior Mechanical Engineer	56.2
Principal Engineering Aide	72.7
Principal Survey Aide	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

	<u>Standard Rate No.</u>
EQUIPMENT MAINTENANCE	
Senior Equipment Repair Supervisor	43.4
Machinist Supervisor	60.4
Equipment Repair Supervisor	43.5
Metal Fabrication Supervisor	61.6
Plant Maintenance Supervisor	67.1
Equipment Service Writer	44.7
Machinist	60.2
Body and Fender Mechanic	26.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Welder	98.5
Plant Maintenance Mechanic	66.9
Equipment Technician II	43.8
Airport Supervisor	11.8
Equipment Technician I	43.6
Equipment Service Supervisor	45.1
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
Disposal Site Supervisor	41.3
Equipment Trainer	44.2
Senior Sanitation Supervisor	83.9
Motor Sweeper Supervisor	61.8
Equipment Operator III	44.5

MICROFILMED

12360

EXHIBIT B

	<u>Standard Rate No.</u>
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
Mini-Bus Driver	98.1

FIELD CONTACT

Risk Manager	81.6
Supervising Litigation Investigator	92.4
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

MICROFILMED

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Safety Representative I	82.5
Parking Control Supervisor	63.9
Supervising Meter Reader	92.5
Senior Meter Reader	86.9
Field Representative	46.5
Meter Reader	62.0
Parking Controller	64.0
Parking Meter Collector	64.5
Cook	38.0

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

MICROFILMED₈₋

12360

EXHIBIT B

	<u>Standard Rate No.</u>
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
Lifeguard III	59.2
Lifeguard II	59.3
Lifeguard I	59.1
MANAGEMENT, FISCAL AND STAFF	
Budget Services Supervisor	27.2
Personnel Services Supervisor	65.4
Facility Manager	45.7
Community Development Administrator	20.5
Community Program Administrator	36.4
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 Economist	92.3
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

MICROFILMED

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Executive Assistant II	07.3
Community Development Specialist III	35.3
Community Program Specialist III	36.3
Council Committee Consultant	38.2
Senior Administrative Analyst	84.6
Social Program Specialist III	84.7
Special Transportation Superintendent	88.6
Supervising Property Agent	92.9
Airports Manager	11.6
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
Executive Assistant I	07.2
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
Community Program Specialist II	36.2
Noise Abatement Officer	63.1
Senior Public Information Officer	87.1

MICROFILMED⁻¹⁰⁻

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Social Program Specialist II	84.5
Transportation Officer	96.0
Purchasing Supervisor	78.3
Rehabilitation Counselor	81.1
Senior Accountant	84.2
Associate Property Agent	22.8
Senior Buyer	85.0
Assistant Administrative Analyst	13.2
Assistant Economist	15.8
Assistant Personnel Analyst	17.0
Career Guidance Counselor	28.5
Community Development Specialist I	35.1
Community Program Specialist I	36.1
Deputy Noise Abatement Officer	39.7
Social Program Specialist I	84.3
Accountant	10.2
Assistant Property Agent	18.1
Public Information Officer	77.7
Buyer	28.2
Housing Assistant Supervisor	51.0
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

MICROFILMED₁₁

12360

EXHIBIT B

	<u>Standard Rate No.</u>
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
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

	<u>Standard Rate No.</u>
Zoning Assistant	99.7
Planning Technician II	66.4
Planning Technician I	66.3
PLANT OPERATION	
Senior Waste Water Plant Supervisor	88.3
Senior Water Plant Supervisor	88.4
Waste Water Plant Supervisor	88.8
Water Plant Operation Supervisor	98.7
Waste Water Plant Lead Operator	88.7
Water Plant Lead Operator	98.6
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

MICROFILMED¹³⁻

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.6
Senior Evidence Technician	86.2
Police Officer II	69.3
Evidence Technician	44.8
Police Officer I	69.2
Documents Examiner Trainee	42.0
Polygraph Examiner Trainee	71.6
Community Service Officer	39.2

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

Print Shop Manager	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

General Recreation Supervisor	47.6
Golf-Lakes Superintendent	47.9
Community Services Superintendent	34.8
Assistant Golf-Lakes Superintendent	16.1
District Recreation Supervisor	41.7
Supervising Recreation Specialist	93.1
Recreation Center Director III	73.5

MICROFILMED

-14-

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Recreation Specialist	79.7
Golf Course Manager	47.8
Swimming Pool Supervisor	94.0
Recreation Center Director II	79.6
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
 SKILLED TRADES	
Electrical Maintenance Supervisor	43.0
Electronic Maintenance Supervisor	42.5
Senior Building Maintenance Supervisor	27.9
Electrician Supervisor	43.1
Electronic Technician Supervisor	42.7
Plumber Supervisor	67.7
Building Maintenance Supervisor	27.3
Maintenance Estimator	60.1
Electrician	42.8
Electronic Technician	42.6
Plumber	67.5

MICROFILMED

-15-

12360

EXHIBIT B

	<u>Standard Rate No.</u>
Refrigeration Mechanic	81.0
Traffic Signal Technician	95.6
Carpenter Supervisor	29.0
Painter Supervisor	63.7
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
Apprentice	Salary range will be established as a percentage of "D" Step of the appropriate journey level class.

STOREKEEPING

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

MICROFILMED

-16-

12360

EXHIBIT B

UNCLASSIFIED SERVICE

EXECUTIVE

Classification RangeSalary RangeExecutive V

05

City Manager (UC)
 City Attorney (UC)
 Assistant City Attorney (UC)
 Assistant City Manager (UC)

Executive IV

04

Building Inspection Director (UC)
 Chief Deputy City Attorney (UC)
 City Auditor and Comptroller (UC)
 Deputy City Manager (Assistant to the City Manager) (UC)
 Engineering and Development Director (UC)
 Financial Management Director (Budget Officer) (UC)
 Fire Chief (UC)
 General Services Director (UC)
 Park and Recreation Director (UC)
 Personnel Director (UC)
 Planning Director (UC)
 Police Chief (UC)
 Senior Chief Deputy City Attorney (UC)
 Transportation Director (UC)
 Water Utilities Director (UC)

Executive III

03

Assistant Building Inspection Director (UC)
 Assistant City Auditor and Comptroller (UC)
 Assistant Data Processing Director (UC)
 Assistant Engineering and Development Director (UC)
 Assistant Financial Management Director (UC)
 Assistant Fire Chief (UC)
 Assistant General Services Director (UC)
 Assistant Park and Recreation Director (UC)
 Assistant Personnel Director (UC)
 Assistant Planning Director (UC)
 Assistant Police Chief (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)

12360
 MAY 30 1978

EXHIBIT C

MICROFILMED

Clerical

Standard Rate No.

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
---------------------------	-------------------

MICROFILMED

12360

EXHIBIT C

APPRENTICE SALARY STEPS

1978 MAY 15 PM 2 19

Approximate % of "D" Step of Appropriate
Journey Level Class

SAN FRANCISCO, CALIF.

4 YEAR PROGRAM

3 YEAR PROGRAM

2 YEAR PROGRAM

Period 1	60%	60%	70%
2	65%	65%	75%
3	70%	70%	85%
4	75%	75%	95%
5	80%	85%	
6	85%	95%	
7	90%		
8	95%		

12360

EXHIBIT D

MAY 30 1978

MICROFILMED

MAY 30 1978

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

Councilmen	Yeas	Nays	Excused	Absent
Bill Mitchell	<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"/>
Bill Lowery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fred Schnaubelt	<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"/>
Larry Stirling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jess D. Haro	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON
Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By Rose L. Leary, 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 16 1978

MAY 30 1978

, and on

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

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

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By Rose L. Leary, Deputy.

Office of the City Clerk, San Diego, California

Ordinance
Number

12360

MAY 30 1978

Adopted

ATTORNEYS

San Diego, City of
12th Floor, City Admin. Bldg.
202 C St.
San Diego, Ca 92101
Attn: Rose L. Leary

CERTIFICATE OF PUBLICATION

No. 12360

IN THE MATTER OF

SCHEDULE OF COMPENSATION

ORDINANCE NO. 12360

(New Series)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1978-79.

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 Section 130 of the Charter of The City of San Diego and has issued a report to the City Council identifying classifications of employees in the classified service which merit special consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors; 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 executed by May 29, 1978; 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, Proposition 13, known as the Jarvis-Gann initiative, if approved by the electorate, may severely diminish revenues of the City of San Diego and such diminution may require the City Council to institute emergency measures to preserve the public peace, property, health or safety; 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 considered and a schedule of compensation for the Mayor and members of the City Council was adopted by Ordinance No. 12362 (New Series) on May 15, 1978, and are continued by incorporation herein, effective for the period July 1, 1978 through June 30, 1980; 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. 12362 (New Series) dated May 15, 1978, there is hereby established and adopted a schedule of compensation for the Mayor and Council members commencing July 1, 1978, 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.

I, PATRICIA M. SPAULDING, a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years and not a party to or interested in the above-entitled matter. I am the principal clerk of the San Diego Daily Transcript, a newspaper of general circulation, printed and published daily, except Saturdays and Sundays, in the City of San Diego, County of San Diego, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of San Diego, State of California, under the date of January 29, 1909, Decree No. 14694; and the

ORDINANCE NO. 12360

is a true and correct copy of which the annexed is a printed copy and was published in said newspaper on the following dates: to-wit

June 23, 1978

I certify under penalty of perjury that the foregoing is true and correct

Dated at San Diego, California this 23rd day of June, 1978

Patricia M. Spaulding
Signature

MICROFILMED

Section 3. SCHEDULES OF COMPENSATION ESTABLISHED.
As a schedule of compensation for all officers and employees of The City of San Diego, including the EXECUTIVE category of the Unclassified service, there is hereby established and adopted a Table of Pay for Standard Rates indicating monthly and biweekly salaries, and containing minimum, maximum and intermediate range steps for each Standard Rate. Monthly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedule attached hereto as Exhibit A.

There is hereby established and adopted an EXECUTIVE category within the Unclassified service of The City of San Diego containing ranges of Executive G1 through Executive G5 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 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 as to apply to the Standard Rate step occupied by said officer or employee on the effective date of this ordinance.

Notwithstanding the above express Council intent and action, all appointing authorities shall have and are hereby granted the authority to limit such increase for personnel in the Executive category as to, in their sound discretion, warranted. In such case, the appointing authority 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 and 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 6, 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, including 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 coverage pay for personnel other than "excepted" firefighters and salaried part-time employees, the Auditor and Comptroller is hereby authorized to utilize computations 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 and one-half thereon, 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 9 a.m. or after 6 p.m.; or (2) on a long-term schedule during 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 other superior 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 of said 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 under non-managerial department heads and approved therefor 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 the 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 Educa-

MICROFILMED 2 922 12360

ational 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 award, 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 qualifications 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 and one-half percent (2 1/2%) 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 and one-half percent (2 1/2%) 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 on later than May 29, 1978, a ratified and executed Memorandum of Understanding containing such provision. It is the intent of this Council that the additional two and one-half percent (2 1/2%) 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 these eligible officers and employees be reduced by said two and one-half percent (2 1/2%).

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 separate 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 Employee."

Section 15. That in the event Proposition 13, known as the Jarvis-Gans Initiative is approved by the electorate and made effective, these salaries provided for in Exhibit A may be reconsidered by the City Council pursuant to the emergency ordinance provision of the Charter of The City of San Diego.

Section 16. That the compensation for Apprentice be established pursuant to the Apprentices Salary Schedule attached herein as Exhibit D. The Civil Service Commission shall establish rules and regulations as may be necessary to govern training programs and the advancement of Apprentices.

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

EXHIBIT A EXECUTIVE SALARIES		
RATE	STEP	BIWEEKLY HOURLY
01.0	A	632.00 7.50
	B	680.00 8.25
	C	688.00 8.60
	D	716.00 8.95
	E	744.00 9.30
	F	772.00 9.64
	G	780.00 9.99
	H	827.00 10.34
	I	855.00 10.69
	J	883.00 11.04
	K	911.00 11.39
	L	939.00 11.74
	M	967.00 12.09
	N	994.00 12.43
	O	1022.00 12.78
	P	1050.00 13.13
	Q	1078.00 13.48
	R	1106.00 13.83
	S	1134.00 14.18
02.0	A	885.00 10.69
	B	893.00 11.04
	C	911.00 11.39
	D	939.00 11.74
	E	967.00 12.09
	F	994.00 12.43
	G	1022.00 12.78
	H	1050.00 13.13
	I	1078.00 13.48
	J	1106.00 13.83
	K	1134.00 14.18
	L	1162.00 14.53
	M	1190.00 14.87
	N	1217.00 15.22
	O	1245.00 15.57
	P	1273.00 15.92
	Q	1301.00 16.27
	R	1329.00 16.62
	S	1357.00 16.97
03.0	A	1284.00 17.31
	B	1080.00 13.13
	C	1078.00 13.48
	D	1106.00 13.83
	E	1134.00 14.18
	F	1162.00 14.53
	G	1190.00 14.87
	H	1217.00 15.22
	I	1245.00 15.57
	J	1273.00 15.92
	K	1301.00 16.27
	L	1329.00 16.62
	M	1357.00 16.97
	N	1384.00 17.31
	O	1412.00 17.66
	P	1440.00 18.01
	Q	1468.00 18.36
	R	1496.00 18.71
	S	1524.00 19.06
	T	1552.00 19.41
	U	1580.00 19.75
	V	1608.00 20.10
	W	1636.00 20.45
04.0	A	1301.00 16.27
	B	1329.00 16.62
	C	1357.00 16.97
	D	1384.00 17.31
	E	1412.00 17.66
	F	1440.00 18.01
	G	1468.00 18.36
	H	1496.00 18.71
	I	1524.00 19.06
	J	1552.00 19.41
	K	1580.00 19.75
	L	1608.00 20.10
	M	1636.00 20.45
	N	1664.00 20.80
	O	1692.00 21.15
	P	1720.00 21.50
	Q	1748.00 21.85
	R	1776.00 22.20
	S	1803.00 22.54
	T	1831.00 22.89
	U	1859.00 23.24
	V	1887.00 23.59
	W	1915.00 23.94
	X	1943.00 24.29
	Y	1971.00 24.64
	Z	1999.00 24.99

LEGAL AND PROFESSIONAL		
RATE	STEP	BIWEEKLY HOURLY
05.0	A	1024.00 12.50
	B	1052.00 12.85
	C	1080.00 13.20
	D	1108.00 13.55
	E	1136.00 13.90
	F	1164.00 14.25
	G	1192.00 14.60
	H	1220.00 14.95
	I	1248.00 15.30
	J	1276.00 15.65
	K	1304.00 16.00
	L	1332.00 16.35
	M	1360.00 16.70
	N	1388.00 17.05
	O	1416.00 17.40
	P	1444.00 17.75
	Q	1472.00 18.10
	R	1500.00 18.45
	S	1528.00 18.80
	T	1556.00 19.15
	U	1584.00 19.50
	V	1612.00 19.85
	W	1640.00 20.20
07.1	A	1124.00 14.18
	B	1152.00 14.53
	C	1180.00 14.87
	D	1208.00 15.22
	E	1236.00 15.57
	F	1264.00 15.92
	G	1292.00 16.27

RATE	STEP	WEEKLY	HOURLY
	A	1392.00	14.20
	B	1388.00	14.20
	C	1384.00	14.20
	D	1380.00	14.20
	E	1376.00	14.20
	F	1372.00	14.20
	G	1368.00	14.20
	H	1364.00	14.20
	I	1360.00	14.20
	J	1356.00	14.20
	K	1352.00	14.20
	L	1348.00	14.20
	M	1344.00	14.20
	N	1340.00	14.20
	O	1336.00	14.20
	P	1332.00	14.20
	Q	1328.00	14.20
	R	1324.00	14.20
	S	1320.00	14.20
	T	1316.00	14.20
	U	1312.00	14.20
	V	1308.00	14.20
	W	1304.00	14.20
	X	1300.00	14.20
	Y	1296.00	14.20
	Z	1292.00	14.20

RATE	STEP	WEEKLY	HOURLY
07.2	A	888.00	9.14
	B	718.00	7.36
	C	781.00	8.03
	D	785.00	8.06
	E	828.00	8.52
	F	888.00	9.14
	G	903.00	9.28
	H	953.00	9.78
	A	808.00	8.32
	B	848.00	8.72
	C	877.00	9.00
	D	889.00	9.12
	E	978.00	10.00
	F	1024.00	10.50
	G	1074.00	11.00
	H	1128.00	11.50
	I	1183.00	12.00

RATE	STEP	WEEKLY	HOURLY
08.0	A	1101.00	11.37
	B	1185.00	12.14
	C	1210.00	12.43
	D	1288.00	13.28
	E	1329.00	13.72
	A	913.00	9.42
	B	958.00	9.82
	C	1002.00	10.28
	D	1062.00	10.91
	E	1101.00	11.37
	A	1002.00	10.35
	B	1082.00	11.15
	C	1101.00	11.37
	D	1158.00	11.90
	E	1210.00	12.43
	A	784.00	8.08
	B	832.00	8.60
	C	872.00	8.99
	D	913.00	9.42
	E	954.00	9.82
	A	823.00	8.46
	B	882.00	9.10
	C	884.00	9.12
	D	716.00	7.36
	E	882.00	9.08
	A	724.00	7.44
	B	738.00	7.60
	C	794.00	8.16
	D	832.00	8.60
	E	823.00	8.46
	A	652.00	6.72
	B	684.00	7.08
	C	716.00	7.36
	D	748.00	7.72
	E	544.00	5.60
	A	588.00	6.04
	B	588.00	6.04
	C	623.00	6.44
	D	682.00	7.04
	E	682.00	7.04
	A	1108.00	11.38
	B	1161.00	11.92
	C	1216.00	12.46
	D	1278.00	13.08
	E	1338.00	13.72
	A	980.00	10.10
	B	988.00	10.16
	C	1008.00	10.36
	D	1028.00	10.56
	E	1088.00	11.20

09.2	A	1488.00	15.28
	B	1488.00	15.28
	C	1488.00	15.28
	D	1488.00	15.28
	E	1488.00	15.28
09.3	A	801.00	8.28
	B	809.00	8.36
	C	879.00	9.04
	D	888.00	9.12
	E	988.00	10.16
09.4	A	804.00	8.28
	B	830.00	8.56
	C	880.00	9.04
	D	882.00	9.06
	E	782.00	8.08
09.5	A	731.00	7.52
	B	764.00	7.88
	C	801.00	8.28
	D	809.00	8.36
	E	882.00	9.12
09.6	A	882.00	9.08
	B	882.00	9.08
	C	882.00	9.08
	D	882.00	9.08
	E	882.00	9.08
09.7	A	878.00	9.04
	B	884.00	9.12
	C	889.00	9.18
	D	894.00	9.24
	E	899.00	9.30
10.1	A	884.00	9.12
	B	889.00	9.18
	C	894.00	9.24
	D	899.00	9.30
	E	904.00	9.36
10.2	A	889.00	9.18
	B	894.00	9.24
	C	899.00	9.30
	D	904.00	9.36
	E	909.00	9.42
10.3	A	894.00	9.24
	B	899.00	9.30
	C	904.00	9.36
	D	909.00	9.42
	E	914.00	9.48
10.4	A	899.00	9.30
	B	904.00	9.36
	C	909.00	9.42
	D	914.00	9.48
	E	919.00	9.54
10.5	A	447.00	4.57
	B	480.00	4.93
	C	480.00	4.93
	D	514.00	5.29
	E	530.00	5.43
10.6	A	781.00	8.08
	B	788.00	8.16

10.7	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
10.8	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
10.9	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
11.6	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
11.7	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
11.8	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
12.6	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
12.7	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
12.8	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.2	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.3	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.5	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.6	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.7	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
13.9	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
14.2	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
14.3	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
14.4	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12
14.5	A	888.00	9.12
	B	888.00	9.12
	C	888.00	9.12
	D	888.00	9.12
	E	888.00	9.12

MICROFILMED

4 of 22

12360

	B	492.80	6.16	19.0	A	682.20	8.54	23.3	A	738.60	9.17
	C	516.80	6.46		B	714.80	8.96		B	788.80	9.82
	D	541.80	6.77		C	781.20	9.39		C	807.20	10.09
	E	588.00	7.10		D	788.00	9.85		D	845.60	10.57
14.6	A	439.80	5.87		E	826.40	10.33		E	887.20	11.09
	B	450.40	5.93	19.1	A	421.60	5.27	23.6	A	296.60	3.71
	C	471.20	5.99		B	440.00	5.50		B	311.20	3.89
	D	492.80	6.16		C	460.00	5.75		C	324.80	4.06
	E	516.80	6.46		D	480.80	6.01		D	340.00	4.25
14.9	A	471.20	5.89		E	503.20	6.29		E	356.00	4.45
	B	492.80	6.16	19.2	A	826.40	10.33	25.1	A	447.20	5.59
	C	516.80	6.46		B	886.40	10.83		B	489.60	6.87
	D	541.80	6.77		C	909.60	11.37		C	490.40	6.13
	E	568.00	7.10		D	954.40	11.93		D	514.40	6.43
15.2	A	592.00	7.40		E	1000.80	12.51	26.0	E	539.20	6.74
	B	620.80	7.76	19.3	A	421.60	5.27		A	294.40	3.68
	C	652.00	8.15		B	440.00	5.50		B	305.60	3.82
	D	683.20	8.54		C	460.00	5.75		C	319.20	3.99
	E	716.80	8.96		D	480.80	6.01		D	332.80	4.16
15.3	A	636.00	7.95		E	503.20	6.29	26.1	E	348.00	4.35
	B	667.20	8.34	19.4	A	582.00	7.40		A	348.00	4.35
	C	700.00	8.75		B	620.80	7.76		B	363.20	4.54
	D	733.60	9.17		C	652.00	8.15		C	378.80	4.71
	E	769.60	9.62		D	683.20	8.54		D	396.20	4.94
15.6	A	844.80	10.56		E	716.80	8.96	26.4	A	412.80	5.16
	B	886.40	11.09	20.0	A	538.40	6.73		B	533.60	6.67
	C	929.60	11.62		B	564.80	7.06		C	559.20	6.99
	D	975.20	12.19		C	591.20	7.39		D	584.00	7.30
	E	1023.20	12.79		D	620.80	7.76		E	610.40	7.63
15.7	A	636.00	7.95		E	680.40	8.13	26.6	A	688.20	7.99
	B	667.20	8.34	20.5	A	967.20	11.24		B	388.00	4.45
	C	700.00	8.75		B	982.80	11.91		C	380.40	4.88
	D	733.60	9.17		C	1000.00	12.80		D	409.60	5.12
	E	769.60	9.62		D	1048.00	15.10		E	429.60	5.37
15.8	A	884.80	7.06		E	1100.80	13.76	27.0	A	324.80	4.06
	B	892.00	7.40	20.6	A	967.20	11.09		B	340.00	4.25
	C	921.60	7.77		B	931.20	11.64		C	356.00	4.45
	D	951.20	8.14		C	976.80	12.21		D	372.80	4.66
	E	983.20	8.54		D	1024.80	12.81		E	390.40	4.88
15.9	A	732.00	9.15		E	1076.00	13.45	27.2	A	300.40	11.63
	B	767.20	9.59	20.7	A	636.00	7.95		B	976.80	12.21
	C	804.00	10.05		B	667.20	8.34		C	1024.00	12.80
	D	843.20	10.54		C	700.00	8.75		D	1074.40	13.43
	E	884.80	11.06		D	733.60	9.17		E	1128.00	14.10
16.1	A	635.20	7.94		E	789.60	9.62	27.3	A	636.00	7.95
	B	667.20	8.34	21.8	A	683.20	8.54		B	667.20	8.34
	C	700.00	8.75		B	716.80	8.96		C	700.00	8.75
	D	732.80	9.16		C	751.20	9.39		D	733.60	9.17
	E	768.80	9.61		D	788.00	9.85		E	769.60	9.61
16.2	A	970.40	12.18		E	826.40	10.33	27.4	A	479.20	5.99
	B	1019.20	12.74	22.0	A	621.60	7.77		B	501.60	6.27
	C	1066.80	13.36		B	651.20	8.14		C	526.40	6.56
	D	1121.60	14.02		C	683.20	8.54		D	551.20	6.89
	E	1176.00	14.70		D	716.80	8.96		E	577.60	7.22
16.6	A	354.40	4.43		E	751.20	9.39	27.5	A	551.20	6.89
	B	371.20	4.64	22.1	A	733.60	9.17		B	577.60	7.22
	C	388.00	4.85		B	769.60	9.62		C	605.60	7.57
	D	406.40	5.09		C	807.20	10.09		D	636.00	7.95
	E	425.60	5.32		D	845.60	10.57		E	667.20	8.34
16.7	A	636.00	7.95		E	887.20	11.09	27.6	A	803.60	7.57
	B	667.20	8.34	22.2	A	663.20	8.54		B	634.40	7.93
	C	700.00	8.75		B	716.80	8.96		C	668.40	8.33
	D	733.60	9.17		C	751.20	9.39		D	698.40	8.73
	E	769.60	9.62		D	788.00	9.85		E	732.80	9.18
16.8	A	551.20	6.89		E	826.40	10.33	27.7	A	634.40	7.93
	B	578.40	7.23	22.3	A	733.60	9.17		B	666.40	8.33
	C	606.40	7.56		B	769.60	9.62		C	696.40	8.73
	D	636.00	7.95		C	807.20	10.09		D	732.80	9.18
	E	667.20	8.34		D	845.60	10.57		E	768.00	9.60
16.9	A	306.80	3.95		E	887.20	11.09	27.8	A	826.40	10.33
	B	323.20	4.04	22.4	A	592.00	7.40		B	866.40	10.83
	C	338.40	4.23		B	620.80	7.76		C	909.60	11.37
	D	353.60	4.42		C	652.00	8.15		D	954.40	11.93
	E	371.20	4.64		D	683.20	8.54		E	1000.80	12.51
17.0	A	564.80	7.06		E	716.80	8.96	27.9	A	733.60	9.17
	B	592.00	7.40	22.5	A	733.60	9.17		B	766.80	9.61
	C	621.60	7.77		B	769.60	9.62		C	806.40	10.08
	D	651.20	8.14		C	807.20	10.09		D	845.60	10.57
	E	683.20	8.54		D	845.60	10.57		E	887.20	11.09
17.5	A	578.40	7.23		E	887.20	11.09	28.0	A	421.60	5.27
	B	606.40	7.56	22.6	A	683.20	8.54		B	440.00	5.50
	C	636.00	7.95		B	716.80	8.96		C	460.00	5.75
	D	667.20	8.34		C	751.20	9.39		D	480.80	6.01
	E	700.00	8.75		D	788.00	9.85		E	490.80	6.29
17.8	A	1076.40	13.48		E	826.40	10.33	28.2	A	539.20	6.74
	B	1132.00	14.15	22.7	A	667.20	8.34		B	564.80	7.06
	C	1187.20	14.84		B	700.00	8.75		C	592.00	7.40
	D	1245.60	15.57		C	733.60	9.17		D	620.80	7.76
	E	1306.40	16.33		D	769.60	9.62		E	652.00	8.15
18.1	A	5521.20	6.89		E	807.20	10.09	28.3	A	468.80	5.86
	B	577.60	7.22	22.8	A	636.00	7.95		B	490.40	6.13
	C	605.60	7.57		B	667.20	8.34		C	514.40	6.43
	D	636.00	7.95		C	700.00	8.75		D	539.20	6.74
	E	667.20	8.34		D	733.60	9.17		E	564.80	7.06
18.5	A	425.60	5.32		E	769.60	9.62	28.5	A	582.00	7.40
	B	446.40	5.58	23.1	A	733.60	9.17		B	621.60	7.77
	C	469.80	5.66		B	769.60	9.62		C	661.20	8.14
	D	490.40	6.13		C	807.20	10.09		D	683.20	8.54
	E	513.60	6.42		D	845.60	10.57		E	651.20	8.14
18.6	A	306.80	3.89		E	887.20	11.09	28.6	A	683.20	8.54
	B	323.20	4.04	23.2	A	650.40	8.13		B	683.20	8.54
	C	338.40	4.23		B	683.20	8.54		C	716.80	8.96
	D	353.60	4.42		C	716.80	8.96		D	781.20	9.89
	E	371.20	4.64		D	788.00	9.85		E	788.00	9.85

12360

MICROFILMED

5922

29.8	A	825.30	6.39
	B	825.60	6.87
	C	825.90	6.88
	D	875.20	7.19
	E	801.80	7.82
29.0	A	551.20	6.89
	B	577.60	7.22
	C	606.00	7.57
	D	636.00	7.95
	E	667.20	8.34
29.3	A	503.20	6.29
	B	525.60	6.57
	C	550.40	6.88
	D	575.20	7.19
	E	601.60	7.52
29.6	A	636.00	7.95
	B	667.20	8.34
	C	700.00	8.75
	D	733.60	9.17
	E	768.80	9.61
29.8	A	452.00	5.65
	B	472.80	5.91
	C	494.40	6.18
	D	518.40	6.48
	E	542.40	6.78
30.2	A	344.80	4.31
	B	373.60	4.67
	C	402.40	5.03
	D	431.20	5.39
	E	468.80	6.11
30.3	A	373.60	4.67
	B	402.40	5.03
	C	431.20	5.39
	D	468.80	6.11
	E	546.40	6.83
31.0	A	344.80	4.31
	B	373.60	4.67
	C	402.40	5.03
	D	431.20	5.39
	E	460.00	5.75
31.1	A	431.20	5.39
	B	460.00	5.75
	C	496.80	6.11
	D	517.60	6.47
	E	546.40	6.83
31.2	A	392.80	4.91
	B	425.60	5.32
	C	458.40	5.73
	D	491.20	6.14
	E	523.20	6.54
31.3	A	491.20	6.14
	B	523.20	6.54
	C	568.00	6.95

	D	825.30	7.28
	E	825.60	7.77
31.4	A	825.30	4.91
	B	825.60	5.39
	C	825.90	5.78
	D	875.20	6.14
	E	801.80	6.84
31.5	A	491.20	6.14
	B	523.20	6.54
	C	568.00	6.95
	D	598.80	7.36
	E	621.60	7.77
31.6	A	389.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16
31.7	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
31.8	A	389.60	4.62
	B	398.80	4.95
	C	427.20	5.34
	D	457.60	5.72
	E	488.00	6.10
31.9	A	457.60	5.72
	B	488.00	6.10
	C	519.20	6.49
	D	549.60	6.87
	E	580.00	7.25
32.0	A	389.60	4.79
	B	418.20	5.29
	C	447.20	5.69
	D	476.20	6.09
	E	511.20	6.59
32.1	A	511.20	6.59
	B	542.20	6.99
	C	572.20	7.39
	D	607.20	7.89
	E	642.20	8.39
32.2	A	425.60	5.32
	B	458.40	5.73
	C	491.20	6.14
	D	523.20	6.54
	E	568.00	6.95
32.3	A	491.20	6.14
	B	523.20	6.54
	C	568.00	6.95
	D	608.00	7.36
	E	621.60	7.77
32.4	A	389.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16
32.5	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
34.2	A	524.00	6.93
	B	554.40	6.93
	C	581.60	7.27
	D	610.40	7.63
	E	639.20	7.99
34.3	A	639.20	7.99
	B	670.40	8.38
	C	703.20	8.79
	D	737.60	9.22
	E	772.80	9.67
34.6	A	825.30	10.08
	B	846.60	10.87
	C	868.00	11.68
	D	889.60	11.62
	E	976.00	12.20
34.7	A	620.80	7.78
	B	682.00	8.15
	C	716.80	8.54
	D	751.20	8.93
	E	786.00	9.30
34.8	A	682.00	8.15
	B	716.80	8.54
	C	751.20	8.93
	D	786.00	9.30
	E	825.30	9.68

35.1	A	825.30	7.28
	B	825.60	7.77
	C	825.90	8.14
	D	875.20	8.54
	E	801.80	9.24
35.2	A	825.30	4.91
	B	825.60	5.39
	C	825.90	5.78
	D	875.20	6.14
	E	801.80	6.84
35.3	A	491.20	6.14
	B	523.20	6.54
	C	568.00	6.95
	D	598.80	7.36
	E	621.60	7.77
35.4	A	389.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16
35.5	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
35.7	A	389.60	4.62
	B	398.80	4.95
	C	427.20	5.34
	D	457.60	5.72
	E	488.00	6.10
35.9	A	457.60	5.72
	B	488.00	6.10
	C	519.20	6.49
	D	549.60	6.87
	E	580.00	7.25
36.1	A	389.60	4.79
	B	418.20	5.29
	C	447.20	5.69
	D	476.20	6.09
	E	511.20	6.59
36.2	A	511.20	6.59
	B	542.20	6.99
	C	572.20	7.39
	D	607.20	7.89
	E	642.20	8.39
36.3	A	425.60	5.32
	B	458.40	5.73
	C	491.20	6.14
	D	523.20	6.54
	E	568.00	6.95
36.4	A	491.20	6.14
	B	523.20	6.54
	C	568.00	6.95
	D	608.00	7.36
	E	621.60	7.77
36.5	A	389.60	4.62
	B	400.80	5.01
	C	431.20	5.39
	D	462.40	5.78
	E	492.80	6.16
36.6	A	462.40	5.78
	B	492.80	6.16
	C	524.00	6.55
	D	554.40	6.93
	E	585.60	7.32
36.7	A	524.00	6.93
	B	554.40	6.93
	C	581.60	7.27
	D	610.40	7.63
	E	639.20	7.99
36.8	A	639.20	7.99
	B	670.40	8.38
	C	703.20	8.79
	D	737.60	9.22
	E	772.80	9.67
36.9	A	825.30	10.08
	B	846.60	10.87
	C	868.00	11.68
	D	889.60	11.62
	E	976.00	12.20
37.1	A	620.80	7.78
	B	682.00	8.15
	C	716.80	8.54
	D	751.20	8.93
	E	786.00	9.30
37.2	A	682.00	8.15
	B	716.80	8.54
	C	751.20	8.93
	D	786.00	9.30
	E	825.30	9.68

39.0	A	889.00	4.84
	B	878.00	4.71
	C	889.00	4.94
	D	412.00	5.16
	E	431.00	5.30
39.1	A	703.00	5.79
	B	737.00	5.22
	C	773.00	5.67
	D	811.00	10.14
	E	851.00	10.64
39.2	A	409.00	5.12
	B	429.00	5.37
	C	480.00	5.63
	D	471.00	5.89
	E	492.00	6.16
39.3	A	624.00	7.80
	B	654.00	8.19
	C	697.00	8.69
	D	720.00	9.09
	E	755.00	9.64
39.4	A	525.00	10.22
	B	565.00	10.82
	C	607.00	11.34
	D	652.00	11.91
	E	1000.00	12.89
39.5	A	663.00	10.79
	B	705.00	11.38
	C	748.00	11.99
	D	798.00	12.63
	E	1044.00	13.49
39.7	A	584.00	7.89
	B	592.00	7.89
	C	621.00	7.77
	D	651.00	8.14
	E	693.00	8.54
41.0	A	409.00	5.12
	B	429.00	5.37
	C	480.00	5.63
	D	471.00	5.89
	E	492.00	6.16
41.1	A	449.00	5.82
	B	472.00	5.90
	C	493.00	6.17
	D	516.00	6.46
	E	541.00	6.77
41.2	A	372.00	4.86
	B	380.00	4.88
	C	409.00	5.12
	D	429.00	5.37
	E	450.00	5.63
41.3	A	602.00	7.53
	B	632.00	7.90
	C	664.00	8.30
	D	694.00	8.86
	E	726.00	9.10

41.6	A	889.00	7.29
	B	811.00	7.29
	C	842.00	8.01
	D	872.00	8.49
	E	902.00	8.99
41.7	A	785.00	7.49
	B	822.00	7.79
	C	859.00	8.11
	D	896.00	8.54
	E	933.00	8.99
41.9	A	1074.00	12.21
	B	1129.00	12.21
	C	1184.00	13.00
	D	1239.00	13.49
	E	1294.00	14.19
42.0	A	699.00	6.19
	B	712.00	6.41
	C	725.00	6.74
	D	738.00	7.07
	E	751.00	7.40
42.1	A	715.00	6.29
	B	728.00	6.51
	C	741.00	6.84
	D	754.00	7.17
	E	767.00	7.50
42.2	A	821.00	8.29
	B	834.00	8.51
	C	847.00	8.84
	D	860.00	9.17
	E	873.00	9.50
42.3	A	614.00	6.19
	B	627.00	6.41
	C	640.00	6.74
	D	653.00	7.07
	E	666.00	7.40
42.4	A	705.00	6.29
	B	718.00	6.51
	C	731.00	6.84
	D	744.00	7.17
	E	757.00	7.50
42.5	A	811.00	8.29
	B	824.00	8.51
	C	837.00	8.84
	D	850.00	9.17
	E	863.00	9.50
42.6	A	917.00	10.27
	B	930.00	10.50
	C	943.00	10.83
	D	956.00	11.16
	E	969.00	11.49
42.7	A	624.00	6.19
	B	637.00	6.41
	C	650.00	6.74
	D	663.00	7.07
	E	676.00	7.40
42.8	A	729.00	6.29
	B	742.00	6.51
	C	755.00	6.84
	D	768.00	7.17
	E	781.00	7.50
42.9	A	834.00	8.29
	B	847.00	8.51
	C	860.00	8.84
	D	873.00	9.17
	E	886.00	9.50
43.0	A	939.00	10.27
	B	952.00	10.50
	C	965.00	10.83
	D	978.00	11.16
	E	991.00	11.49
43.1	A	639.00	6.19
	B	652.00	6.41
	C	665.00	6.74
	D	678.00	7.07
	E	691.00	7.40
43.2	A	744.00	6.29
	B	757.00	6.51
	C	770.00	6.84
	D	783.00	7.17
	E	796.00	7.50
43.3	A	849.00	8.29
	B	862.00	8.51
	C	875.00	8.84
	D	888.00	9.17
	E	901.00	9.50
43.4	A	954.00	10.27
	B	967.00	10.50
	C	980.00	10.83
	D	993.00	11.16
	E	1006.00	11.49
43.5	A	644.00	6.19
	B	657.00	6.41
	C	670.00	6.74
	D	683.00	7.07
	E	696.00	7.40

43.6	A	749.00	6.29
	B	762.00	6.51
	C	775.00	6.84
	D	788.00	7.17
	E	801.00	7.50
43.7	A	854.00	8.29
	B	867.00	8.51
	C	880.00	8.84
	D	893.00	9.17
	E	906.00	9.50
43.8	A	959.00	10.27
	B	972.00	10.50
	C	985.00	10.83
	D	998.00	11.16
	E	1011.00	11.49
43.9	A	654.00	6.19
	B	667.00	6.41
	C	680.00	6.74
	D	693.00	7.07
	E	706.00	7.40
44.0	A	759.00	6.29
	B	772.00	6.51
	C	785.00	6.84
	D	798.00	7.17
	E	811.00	7.50
44.1	A	864.00	8.29
	B	877.00	8.51
	C	890.00	8.84
	D	903.00	9.17
	E	916.00	9.50
44.2	A	969.00	10.27
	B	982.00	10.50
	C	995.00	10.83
	D	1008.00	11.16
	E	1021.00	11.49
44.3	A	664.00	6.19
	B	677.00	6.41
	C	690.00	6.74
	D	703.00	7.07
	E	716.00	7.40
44.4	A	769.00	6.29
	B	782.00	6.51
	C	795.00	6.84
	D	808.00	7.17
	E	821.00	7.50
44.5	A	874.00	8.29
	B	887.00	8.51
	C	900.00	8.84
	D	913.00	9.17
	E	926.00	9.50
44.6	A	979.00	10.27
	B	992.00	10.50
	C	1005.00	10.83
	D	1018.00	11.16
	E	1031.00	11.49
44.7	A	674.00	6.19
	B	687.00	6.41
	C	700.00	6.74
	D	713.00	7.07
	E	726.00	7.40
44.8	A	779.00	6.29
	B	792.00	6.51
	C	805.00	6.84
	D	818.00	7.17
	E	831.00	7.50
44.9	A	884.00	8.29
	B	897.00	8.51
	C	910.00	8.84
	D	923.00	9.17
	E	936.00	9.50
45.0	A	989.00	10.27
	B	1002.00	10.50
	C	1015.00	10.83
	D	1028.00	11.16
	E	1041.00	11.49

66.8	A	692.00	7.00
	B	694.00	8.20
	C	696.00	9.00
	D	724.00	9.10
66.2	E	764.00	9.80
	A	861.00	7.02
	B	863.00	7.36
	C	845.00	7.71
	D	860.00	8.10
66.5	E	877.00	8.47
	A	880.00	8.12
	B	880.00	8.37
	C	880.00	8.08
	D	871.00	8.09
	E	882.00	8.39
66.6	A	880.00	8.39
	B	814.00	8.40
	C	880.00	8.74
	D	884.00	7.98
	E	882.00	7.49
67.2	A	878.00	4.71
	B	880.00	4.82
	C	812.00	5.10
	D	880.00	5.20
	E	880.00	5.00
67.5	A	880.00	5.40
	B	887.00	5.72
	C	879.00	5.99
	D	880.00	6.39
	E	880.00	6.00
67.8	A	716.00	8.00
	B	751.00	8.00
	C	788.00	8.00
	D	880.00	10.00
	E	880.00	10.00
67.7	A	881.00	8.14
	B	880.00	8.04
	C	716.00	8.00
	D	781.00	8.00
	E	788.00	8.00
67.8	A	880.00	8.13
	B	814.00	8.43
	C	880.00	8.74
	D	884.00	7.98
	E	882.00	7.49
67.9	A	716.00	8.00
	B	751.00	8.00
	C	788.00	8.00
	D	880.00	10.00
	E	880.00	10.00

68.0	A	880.00	8.06
	B	880.00	8.15
	C	887.00	8.44
	D	880.00	4.54
	E	880.00	4.75
68.1	A	847.00	4.34
	B	880.00	4.54
	C	880.00	4.76
	D	880.00	4.96
	E	818.00	5.21
68.7	A	877.00	7.32
	B	880.00	7.36
	C	880.00	7.36
	D	880.00	8.39
	E	880.00	8.74
68.9	A	880.00	7.49
	B	880.00	7.76
	C	880.00	7.76
	D	882.00	8.15
	E	880.00	8.54
68.9	A	880.00	8.13
	B	814.00	8.40
	C	880.00	8.74
	D	884.00	7.98
	E	882.00	7.49
68.1	A	810.00	6.38
	B	880.00	6.69
	C	880.00	7.02
	D	880.00	7.36
	E	817.00	7.72
68.2	A	880.00	4.38
	B	880.00	4.87
	C	880.00	4.76
	D	887.00	4.97
	E	815.00	5.19
68.5	A	880.00	6.57
	B	880.00	6.88
	C	878.00	7.19
	D	881.00	7.62
	E	880.00	7.98
68.8	A	880.00	5.73
	B	880.00	6.04
	C	880.00	6.39
	D	880.00	6.88
	E	870.00	7.00
68.9	A	880.00	4.88
	B	880.00	5.04
	C	880.00	5.27
	D	880.00	5.30
	E	880.00	6.61
68.0	A	882.00	6.91
	B	878.00	7.23
	C	884.00	7.56
	D	882.00	7.91
	E	878.00	8.06
61.2	A	880.00	6.24
	B	823.00	6.54
	C	848.00	6.86
	D	878.00	7.19
	E	880.00	8.06
61.3	A	880.00	8.25
	B	877.00	8.57
	C	880.00	8.88
	D	880.00	9.54
	E	867.00	9.84

MICROFILMED

8 y 22

12360

81.4	A	886.00	10.07
	B	864.00	10.06
	C	888.00	11.08
	D	989.00	41.02
	E	975.20	12.19
81.5	A	457.00	5.72
	B	480.00	6.00
	C	501.00	6.27
	D	525.00	6.57
	E	582.00	6.90
81.6	A	525.00	6.57
	B	552.00	6.90
	C	577.00	7.22
	D	605.00	7.57
	E	634.40	7.93
82.5	A	551.20	6.90
	B	578.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
82.9	A	340.00	4.25
	B	356.00	4.46
	C	372.00	4.68
	D	390.40	4.98
	E	409.00	5.12
83.1	A	365.20	4.54
	B	380.00	4.76
	C	398.40	4.99
	D	417.00	5.22
	E	436.80	5.46
83.2	A	364.00	4.56
	B	382.40	4.78
	C	400.00	5.00
	D	420.00	5.25
	E	439.20	5.49
83.3	A	426.40	5.33
	B	447.20	5.59
	C	469.00	5.87
	D	490.40	6.13
	E	514.00	6.48
83.5	A	340.00	4.25
	B	356.00	4.45
	C	372.00	4.66
	D	390.40	4.88
	E	409.00	5.12
83.6	A	479.20	5.99
	B	503.20	6.29
	C	526.40	6.56
	D	551.20	6.99
	E	578.40	7.23
84.3	A	490.40	6.13
	B	514.40	6.43
	C	539.20	6.74
	D	564.00	7.06
	E	592.00	7.40
84.5	A	551.20	6.90
	B	578.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
84.6	A	283.20	3.54
	B	296.80	3.71
	C	311.20	3.89
	D	324.80	4.06
	E	340.00	4.25
85.2	A	551.20	6.90
	B	578.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
85.5	A	423.60	5.32
	B	447.20	5.59
	C	468.80	5.86
	D	490.40	6.13
	E	514.40	6.43
86.2	A	551.20	6.90
	B	578.40	7.23
	C	606.40	7.56
	D	636.00	7.95
	E	667.20	8.34
86.3	A	503.20	6.29
	B	536.40	6.58
	C	561.20	6.89
	D	578.40	7.23
	E	606.40	7.56
86.4	A	479.20	5.99
	B	501.60	6.27
	C	526.00	6.56
	D	551.20	6.90
	E	577.80	7.22

86.5	A	516.80	6.36
	B	541.20	6.64
	C	566.80	6.94
	D	593.60	7.26
	E	621.60	7.59
86.7	A	302.40	3.78
	B	318.40	3.98
	C	333.60	4.17
	D	348.00	4.36
	E	364.00	4.56
86.9	A	293.00	3.64
	B	296.80	3.71
	C	311.20	3.89
	D	324.80	4.06
	E	340.00	4.25
87.3	A	286.00	3.60
	B	301.60	3.77
	C	316.00	3.95
	D	332.00	4.15
	E	347.20	4.36
87.5	A	336.40	4.23
	B	350.80	4.42
	C	371.20	4.64
	D	386.80	4.88
	E	407.20	5.09
87.6	A	407.20	5.09
	B	426.40	5.35
	C	447.20	5.59
	D	469.00	5.87
	E	490.40	6.13
87.7	A	439.20	5.49
	B	460.00	5.75
	C	482.40	6.02
	D	504.80	6.31
	E	529.60	6.62
87.8	A	308.80	3.86
	B	323.20	4.04
	C	338.40	4.23
	D	353.60	4.42
	E	371.20	4.64
87.9	A	370.40	4.58
	B	386.40	4.80
	C	403.20	5.04
	D	421.60	5.27
	E	440.00	5.50
88.0	A	447.20	5.59
	B	469.00	5.87
	C	490.40	6.13
	D	514.40	6.43
	E	539.20	6.74
88.1	A	408.20	5.04
	B	421.80	5.27
	C	440.00	5.50
	D	460.00	5.75
	E	480.00	6.01
88.2	A	480.00	5.75
	B	492.80	5.99
	C	504.00	6.23
	D	520.80	6.49
	E	538.40	6.75
88.3	A	380.00	4.75
	B	398.40	4.96
	C	416.80	5.21
	D	436.80	5.46
	E	457.00	5.72
88.4	A	479.20	5.99
	B	503.20	6.29
	C	526.40	6.56
	D	551.20	6.90
	E	578.40	7.23
88.5	A	497.00	6.13
	B	517.00	6.32
	C	538.00	6.56
	D	567.00	6.82

MICROFILMED

9 9 2 2

12360

58.6	D	678.28	5.90
	E	688.28	6.20
	A	408.40	5.08
	B	626.80	5.28
	C	447.20	5.88
	D	688.80	5.88
	E	680.40	6.18
59.7	A	680.40	6.18
	B	688.20	6.24
	C	715.20	6.24
	D	780.40	6.28
	E	780.40	6.28
59.8	A	222.00	2.90
	B	245.20	3.24
	C	254.40	3.18
	D	287.20	3.24
	E	278.40	3.48
59.9	A	881.20	7.28
	B	830.00	7.75
	C	980.40	8.18
	D	982.20	8.24
	E	715.20	8.24
59.1	A	338.40	4.28
	B	354.40	4.48
	C	370.40	4.88
	D	388.00	4.88
	E	408.40	5.08
59.2	A	886.40	6.78
	B	884.80	7.08
	C	891.20	7.28
	D	820.00	7.78
	E	880.40	8.18
59.3	A	880.40	8.18
	B	814.40	8.43
	C	828.20	8.74
	D	864.80	7.08
	E	882.00	7.40
59.4	A	438.40	5.48
	B	458.40	5.78
	C	477.80	5.97
	D	800.00	6.25
	E	823.20	6.54
59.5	A	1078.40	13.48
	B	1182.00	14.15
	C	1188.80	14.86
	D	1248.00	15.80
	E	1308.60	16.27
59.6	A	670.40	6.28
	B	708.20	6.78
	C	787.20	6.22
	D	778.80	6.27
	E	811.20	10.14
59.7	A	457.80	5.72
	B	478.20	5.88
	C	501.80	6.27
	D	528.40	6.56
	E	551.20	6.88
60.1	A	605.80	7.57
	B	634.40	7.90
	C	686.40	8.22
	D	688.40	8.73
	E	732.20	9.16
60.2	A	588.20	6.88
	B	584.00	7.20
	C	610.40	7.63
	D	638.20	7.98
	E	688.80	8.27
60.4	A	651.20	8.14
	B	682.40	8.28
	C	715.20	8.24
	D	750.40	9.28
	E	788.40	9.43
60.6	A	828.40	10.23
	B	888.40	10.28
	C	908.80	11.28
	D	968.80	11.82
	E	1001.80	12.82
61.8	A	881.20	7.28
	B	820.80	7.78
	C	881.20	8.14
	D	882.40	8.28
	E	715.20	8.24
61.8	A	848.80	8.88
	B	875.20	7.18
	C	882.40	7.53
	D	882.20	7.90
	E	884.00	8.20
62.0	A	272.80	4.88
	B	280.40	4.88
	C	408.80	5.12
	D	428.80	5.27
	E	430.40	5.43
62.3	A	480.40	6.13
	B	514.40	6.43
	C	888.80	6.74
	D	884.80	7.28
	E	882.80	7.88

62.4	A	884.88	7.88
	B	882.88	7.88
	C	883.88	7.77
	D	881.20	8.14
	E	888.20	8.24
62.5	A	800.00	6.28
	B	823.20	6.24
	C	847.20	6.84
	D	872.00	7.15
	E	888.20	7.48
62.7	A	888.80	4.82
	B	886.80	5.15
	C	430.40	5.28
	D	430.40	5.88
	E	470.40	5.88
62.8	A	488.40	8.08
	B	428.80	8.28
	C	447.20	8.28
	D	488.80	8.28
	E	480.40	8.28
62.9	A	338.40	4.28
	B	384.40	4.43
	C	370.40	4.88
	D	388.00	4.88
	E	408.40	5.08
63.1	A	883.20	6.54
	B	718.80	6.98
	C	751.20	9.28
	D	788.00	8.88
	E	828.40	10.28
63.2	A	370.40	4.88
	B	388.40	4.83
	C	408.20	5.84
	D	421.80	5.27
	E	440.80	5.88
63.5	A	508.20	6.28
	B	528.80	6.57
	C	580.40	6.88
	D	578.20	7.18
	E	601.80	7.82
63.7	A	581.20	6.88
	B	577.80	7.22
	C	608.80	7.57
	D	638.00	7.95
	E	687.20	8.24
63.8	A	700.00	6.75
	B	733.80	9.17
	C	788.80	9.62
	D	807.20	10.08
	E	848.80	10.57
63.9	A	438.40	5.28
	B	430.40	5.83
	C	471.20	5.28
	D	488.80	6.18
	E	518.80	6.48
64.0	A	372.80	4.88
	B	380.40	4.88
	C	408.80	5.12
	D	428.80	5.27
	E	480.40	6.88
64.2	A	384.80	7.08
	B	382.00	7.60
	C	621.80	7.77
	D	681.20	8.14
	E	682.20	8.24
64.5	A	372.80	4.88
	B	380.40	4.88
	C	408.80	5.12
	D	428.80	5.27
	E	450.40	5.83
64.7	A	338.40	4.43
	B	372.80	4.88
	C	380.40	4.88
	D	408.80	5.12
	E	428.80	5.27
65.0	A	751.20	9.28
	B	788.00	9.88
	C	828.40	10.28
	D	888.40	10.88
	E	908.80	11.28
65.1	A	428.80	5.27
	B	430.40	5.83
	C	472.00	5.93
	D	488.80	6.17
	E	517.80	6.47
65.4	A	880.40	11.88
	B	878.80	12.21
	C	1024.00	12.80
	D	1074.40	13.43
	E	1128.00	14.10
65.9	A	487.80	5.72
	B	479.20	5.88
	C	501.80	6.27
	D	528.40	6.56
	E	551.20	6.88
66.1	A	288.80	4.88
	B	418.20	6.21
	C	438.80	6.28
	D	487.80	6.78
	E	478.80	6.88

MICROFILMED

10 of 22

12360

66.3	A	888.00	6.28
	B	888.00	6.84
	C	888.00	7.78
	D	888.00	8.28
	E	417.00	8.28
66.4	A	417.00	8.28
	B	487.00	8.78
	C	479.20	8.98
	D	808.20	8.98
	E	808.20	8.98
66.5	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
66.6	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
67.1	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
67.2	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
67.5	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
67.7	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
68.0	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
68.2	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
68.3	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98
68.5	A	808.20	8.98
	B	808.20	8.98
	C	808.20	8.98
	D	808.20	8.98
	E	808.20	8.98

71.8	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
71.9	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.1	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.2	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.3	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.4	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.5	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.6	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.7	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.8	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
72.9	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.0	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.1	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.2	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.3	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.4	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.5	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.6	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88
73.7	A	788.00	8.88
	B	788.00	8.88
	C	788.00	8.88
	D	788.00	8.88
	E	788.00	8.88

MICROFILMED

11 of 22

12360

11

76.8	A	435.00	5.21
	B	485.00	5.40
	C	487.00	5.78
	D	479.20	5.99
	E	501.80	6.27
76.6	A	539.20	6.74
	B	584.00	7.05
	C	592.00	7.40
	D	621.80	7.77
	E	651.00	8.16
77.2	A	480.00	6.85
	B	503.00	6.99
	C	528.00	7.35
	D	553.80	7.80
	E	580.00	8.25
77.5	A	372.00	4.88
	B	380.40	4.88
	C	409.80	5.12
	D	429.80	5.37
	E	450.40	5.60
77.7	A	561.20	6.99
	B	577.00	7.22
	C	605.80	7.57
	D	638.00	7.96
	E	687.20	8.38
79.1	A	240.00	3.04
	B	252.00	3.15
	C	284.80	3.31
	D	276.00	3.45
	E	288.80	3.61
78.2	A	480.00	6.00
	B	503.00	6.30
	C	528.00	6.60
	D	553.80	6.92
	E	580.00	7.25
78.3	A	682.00	8.15
	B	693.20	8.34
	C	716.80	8.55
	D	751.20	8.99
	E	788.00	9.35
78.4	A	450.40	5.85
	B	477.20	5.89
	C	494.40	6.18
	D	519.20	6.49
	E	543.20	6.79
78.5	A	348.00	4.35
	B	384.80	4.58
	C	383.20	4.79
	D	400.80	5.01
	E	419.20	5.24
79.1	A	380.00	4.78
	B	388.40	4.98
	C	418.00	5.21
	D	438.80	5.45
	E	457.80	5.72
79.2	A	418.00	5.21
	B	438.80	5.45
	C	457.80	5.72
	D	479.20	5.99
	E	501.80	6.27
79.3	A	988.40	10.85
	B	908.80	11.26
	C	953.80	11.92
	D	1001.80	12.82
	E	1045.00	13.10
79.4	A	232.00	2.90
	B	243.20	3.04
	C	254.40	3.18
	D	287.20	3.54
	E	278.40	3.68
79.5	A	378.80	4.71
	B	386.20	4.84
	C	412.80	5.16
	D	431.20	5.39
	E	451.20	5.64
79.6	A	480.00	6.00
	B	505.20	6.29
	C	528.00	6.60
	D	553.80	6.92
	E	578.40	7.25

78.7	A	514.00	6.49
	B	520.00	6.74
	C	544.00	7.05
	D	568.00	7.36
	E	592.00	7.67
79.9	A	684.00	11.80
	B	1000.80	12.51
	C	1050.80	13.13
	D	1101.80	13.77
	E	1154.80	14.46
80.0	A	408.40	5.08
	B	425.80	5.32
	C	447.20	5.58
	D	468.80	5.86
	E	490.40	6.13
81.0	A	571.20	7.14
	B	597.80	7.47
	C	624.00	7.80
	D	654.40	8.15
	E	684.80	8.50
81.1	A	651.20	8.14
	B	682.00	8.54
	C	714.80	8.98
	D	748.00	9.39
	E	781.20	9.85
81.6	A	861.20	10.74
	B	882.80	10.85
	C	904.00	11.10
	D	926.20	11.70
	E	948.40	11.90
81.7	A	688.00	8.75
	B	708.00	9.05
	C	728.00	9.35
	D	748.00	9.65
	E	768.00	9.95
81.8	A	888.00	10.80
	B	908.00	10.87
	C	928.00	11.00
	D	948.00	11.40
	E	968.00	11.80
81.9	A	677.80	7.97
	B	698.00	7.97
	C	718.00	7.98
	D	738.00	8.29
	E	758.00	8.57
82.3	A	880.00	9.85
	B	878.00	7.30
	C	728.00	9.17
	D	768.00	9.61
	E	808.00	10.00
82.5	A	848.00	10.87
	B	867.20	11.00
	C	886.20	11.40
	D	905.20	11.80
	E	924.00	12.20
82.6	A	682.00	8.65
	B	704.00	8.92
	C	726.00	9.20
	D	748.00	9.48
	E	770.00	9.75
82.8	A	880.00	10.80
	B	898.00	10.87
	C	916.00	11.00
	D	934.00	11.40
	E	952.00	11.80
82.9	A	680.00	8.61
	B	700.00	8.88
	C	720.00	9.15
	D	740.00	9.42
	E	760.00	9.69
83.4	A	880.00	10.80
	B	898.00	10.87
	C	916.00	11.00
	D	934.00	11.40
	E	952.00	11.80
83.5	A	680.00	8.61
	B	700.00	8.88
	C	720.00	9.15
	D	740.00	9.42
	E	760.00	9.69
83.7	A	680.00	8.61
	B	700.00	8.88
	C	720.00	9.15
	D	740.00	9.42
	E	760.00	9.69

MICROFILMED 12 of 22

12360

83.8	A	824.00	8.48
	B	828.00	8.74
	C	834.00	7.08
	D	832.00	7.40
	E	821.00	7.77
83.9	A	832.40	7.58
	B	832.00	7.89
	C	834.00	8.39
	D	834.00	8.89
	E	728.00	9.10
84.0	A	832.00	7.99
	B	834.00	8.30
	C	834.40	8.88
	D	728.00	8.16
	E	764.00	8.28
84.1	A	834.40	8.88
	B	728.00	9.10
	C	764.00	9.38
	D	801.00	10.02
	E	841.00	10.22
84.2	A	834.00	7.96
	B	837.00	8.34
	C	700.00	8.75
	D	733.00	9.17
	E	789.00	9.82
84.3	A	834.00	7.06
	B	832.00	7.40
	C	821.00	7.77
	D	851.20	8.14
	E	885.20	8.84
84.4	A	838.00	8.12
	B	839.00	8.37
	C	480.40	8.83
	D	471.20	8.89
	E	482.00	8.16
84.5	A	833.00	8.54
	B	716.00	8.98
	C	781.20	9.38
	D	783.00	9.83
	E	888.40	10.33
84.6	A	788.00	9.85
	B	826.40	10.33
	C	888.40	10.83
	D	908.00	11.38
	E	963.00	11.82
84.7	A	788.00	9.85
	B	826.40	10.33
	C	888.40	10.83
	D	908.00	11.38
	E	963.00	11.82
84.8	A	826.40	10.83
	B	888.40	10.83
	C	908.00	11.38
	D	963.00	11.82
	E	1001.00	12.82
84.9	A	826.40	8.73
	B	732.00	9.18
	C	788.00	9.80
	D	803.00	10.07
	E	844.00	10.88
85.0	A	822.00	7.40
	B	820.00	7.76
	C	852.00	8.15
	D	863.20	8.84
	E	718.00	8.88
85.1	A	716.00	8.98
	B	751.20	9.39
	C	788.00	9.85
	D	826.40	10.33
	E	888.40	10.83
85.2	A	845.00	10.87
	B	857.20	11.06
	C	881.00	11.84
	D	978.00	12.21
	E	1024.00	12.81
85.3	A	728.00	9.85
	B	828.40	10.33
	C	898.40	10.83
	D	909.00	11.37
	E	954.00	11.89
85.4	A	828.00	8.12
	B	428.00	8.37
	C	450.40	8.83
	D	471.20	8.89
	E	482.00	8.16
85.5	A	857.20	10.84
	B	878.00	11.37
	C	888.00	11.82
	D	1009.00	12.89
	E	1088.00	13.13

85.6	A	887.00	8.73
	B	878.00	8.88
	C	888.00	8.87
	D	889.00	8.88
	E	851.20	8.88
85.7	A	490.40	8.13
	B	514.40	8.43
	C	889.20	8.74
	D	864.00	7.88
	E	882.00	7.40
85.8	A	878.40	7.88
	B	888.40	7.88
	C	888.00	7.88
	D	887.20	8.24
	E	700.00	8.78
85.9	A	848.00	10.87
	B	887.20	11.89
	C	881.20	11.84
	D	978.00	12.21
	E	1004.00	12.81
86.0	A	407.20	8.88
	B	428.40	8.38
	C	447.20	8.88
	D	489.40	8.87
	E	490.40	8.13
86.1	A	389.00	4.42
	B	371.20	4.84
	C	388.00	4.88
	D	407.20	4.88
	E	428.40	4.38
86.2	A	551.20	8.88
	B	878.40	7.88
	C	888.40	7.88
	D	888.00	7.88
	E	887.20	8.24
86.3	A	388.40	4.83
	B	408.20	4.83
	C	421.00	4.87
	D	440.00	4.80
	E	480.00	8.78
86.4	A	410.40	8.13
	B	428.00	8.27
	C	489.40	8.88
	D	472.00	8.81
	E	488.20	8.19
87.1	A	882.20	8.84
	B	716.00	8.88
	C	781.20	9.88
	D	788.00	9.88
	E	828.40	10.88
87.2	A	789.00	9.88
	B	807.20	10.88
	C	846.00	10.87
	D	887.20	11.88
	E	981.20	11.84
87.3	A	447.20	8.88
	B	488.00	8.88
	C	490.40	8.13
	D	814.40	8.43
	E	838.20	8.74
87.4	A	732.00	9.17
	B	788.00	9.81
	C	828.40	10.88
	D	848.00	10.87
	E	887.20	11.88
87.5	A	845.00	10.87
	B	887.20	11.88
	C	881.20	11.84
	D	978.00	12.21
	E	1004.00	12.81
87.6	A	420.00	8.88
	B	430.20	8.88
	C	480.00	8.78
	D	482.00	8.88
	E	804.00	8.21
87.7	A	780.00	9.88
	B	788.00	9.88
	C	828.00	10.82
	D	888.00	10.82
	E	887.20	11.84
87.8	A	845.00	10.87
	B	887.20	11.88
	C	881.20	11.84
	D	978.00	12.21
	E	1004.00	12.81
87.9	A	408.00	8.12
	B	428.00	8.37
	C	450.40	8.83
	D	471.20	8.89
	E	482.00	8.16
88.0	A	551.20	8.88
	B	878.40	7.88
	C	888.40	7.88
	D	888.00	7.88
	E	887.20	8.24
88.1	A	489.40	8.18
	B	514.40	8.48

MICROFILMED

13 y 22

12360

89.3	G	800.00	9.74
	D	802.00	7.40
	E	802.00	7.40
	A	780.00	9.00
	B	781.00	9.00
	C	800.00	10.00
	D	807.00	10.47
	E	878.00	10.00
89.4	A	780.00	9.00
	B	781.00	9.00
	C	800.00	10.00
	D	807.00	10.47
	E	878.00	10.00
89.6	A	780.00	9.00
	B	780.00	9.00
	C	800.00	10.00
	D	800.00	10.00
	E	800.00	11.00
89.7	A	800.00	11.00
	B	549.00	6.97
	C	574.00	7.18
	D	600.00	7.51
	E	620.00	7.80
89.8	A	600.00	6.00
	B	620.00	7.00
	C	680.00	8.00
	D	720.00	9.00
	E	781.00	9.00
89.9	A	440.00	5.00
	B	480.00	5.75
	C	480.00	5.00
	D	500.00	5.00
	E	504.00	5.00
90.0	A	500.00	5.00
	B	500.00	5.00
	C	500.00	5.00
	D	500.00	5.00
	E	504.00	5.00
90.1	A	549.00	6.97
	B	574.00	7.18
	C	600.00	6.79
	D	620.00	7.04
	E	680.00	7.80
90.2	A	610.00	7.70
	B	644.00	8.08
	C	680.00	8.54
	D	680.00	4.75
	E	680.00	4.90
90.3	A	410.00	5.21
	B	430.00	5.00
	C	410.00	5.21
	D	430.00	5.00
	E	457.00	5.72
90.4	A	470.00	5.90
	B	470.00	5.90
	C	470.00	5.90
	D	470.00	5.90
	E	470.00	5.90
90.5	A	301.00	6.27
	B	301.00	6.27
	C	301.00	6.27
	D	301.00	6.27
	E	301.00	6.27
90.6	A	301.00	6.27
	B	301.00	6.27
	C	301.00	6.27
	D	301.00	6.27
	E	301.00	6.27
90.7	A	301.00	6.27
	B	301.00	6.27
	C	301.00	6.27
	D	301.00	6.27
	E	301.00	6.27
91.0	A	301.00	6.27
	B	301.00	6.27
	C	301.00	6.27
	D	301.00	6.27
	E	301.00	6.27
91.4	A	301.00	6.27
	B	301.00	6.27
	C	301.00	6.27
	D	301.00	6.27
	E	301.00	6.27

91.6	A	800.00	10.00
	B	800.00	11.00
	C	800.00	11.00
	D	800.00	11.00
	E	800.00	11.00
91.7	A	1000.00	12.00
	B	1000.00	12.00
	C	1000.00	12.00
	D	1000.00	12.00
	E	1000.00	12.00
91.9	A	1000.00	12.00
	B	1000.00	12.00
	C	1000.00	12.00
	D	1000.00	12.00
	E	1000.00	12.00
92.0	A	801.00	6.27
	B	800.00	6.00
	C	801.00	6.00
	D	801.00	6.00
	E	801.00	6.00
92.1	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.2	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.3	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.4	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.5	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.6	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.7	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.8	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
92.9	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.0	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.1	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.2	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.3	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.4	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00
93.5	A	800.00	6.00
	B	800.00	6.00
	C	800.00	6.00
	D	800.00	6.00
	E	800.00	6.00

MICROFILMED 14 of 22 12360

93.7	A	928.00	14.82
	B	928.00	14.82
	C	928.00	11.80
	D	922.00	11.80
	E	927.00	12.47
93.8	A	928.00	7.28
	B	928.00	7.28
	C	927.00	8.24
	D	700.00	8.75
	E	728.00	9.17
93.9	A	700.00	8.75
	B	728.00	9.17
	C	789.00	9.22
	D	807.00	10.28
	E	845.00	10.57
94.0	A	490.00	8.13
	B	514.00	8.48
	C	529.00	8.74
	D	544.00	7.88
	E	562.00	7.49
94.1	A	398.00	4.88
	B	408.00	5.84
	C	421.00	5.27
	D	440.00	5.88
	E	460.00	5.75
94.2	A	430.00	5.88
	B	440.00	5.88
	C	489.00	5.74
	D	490.00	5.88
	E	503.00	5.88
94.3	A	620.00	7.78
	B	680.00	8.13
	C	689.00	8.94
	D	715.00	8.94
	E	750.00	9.28
94.4	A	750.00	9.28
	B	788.00	9.88
	C	825.00	10.28
	D	868.00	10.82
	E	907.00	11.34
94.5	A	788.00	9.88
	B	828.00	10.28
	C	868.00	10.88
	D	909.00	11.37
	E	954.00	11.88
94.6	A	421.00	5.27
	B	440.00	5.88
	C	490.00	5.75
	D	490.00	5.88
	E	503.00	5.88
94.7	A	490.00	5.75
	B	490.00	5.88
	C	503.00	5.88
	D	525.00	6.87
	E	550.00	6.88
94.8	A	363.00	4.84
	B	380.00	4.78
	C	398.00	4.88
	D	416.00	5.21
	E	436.00	5.46
94.9	A	571.00	7.14
	B	587.00	7.47
	C	624.00	7.88
	D	654.00	8.18
	E	684.00	8.98
95.0	A	733.00	9.17
	B	798.00	9.81
	C	808.00	10.28
	D	845.00	10.57
	E	887.00	11.09
95.1	A	683.00	8.84
	B	716.00	8.88
	C	731.00	9.28
	D	788.00	9.88
	E	828.00	10.88
95.2	A	456.00	5.78
	B	478.00	5.88
	C	499.00	6.34
	D	522.00	6.88
	E	545.00	6.88
95.3	A	421.00	5.27
	B	489.00	5.88
	C	490.00	5.75
	D	490.00	5.88
	E	503.00	5.88

95.4	A	621.00	8.27
	B	689.00	8.88
	C	689.00	8.78
	D	689.00	8.01
	E	689.00	8.29
97.0	A	680.00	8.13
	B	514.00	8.48
	C	529.00	8.74
	D	544.00	7.88
	E	562.00	7.49
97.1	A	479.00	5.88
	B	501.00	6.27
	C	529.00	6.88
	D	551.00	6.88
	E	577.00	7.28
97.2	A	689.00	7.12
	B	689.00	7.48
	C	625.00	7.88
	D	656.00	8.21
	E	688.00	8.81
97.3	A	714.00	8.28
	B	748.00	9.28
	C	784.00	9.81
	D	822.00	10.28
	E	853.00	10.79
97.4	A	388.00	4.88
	B	403.00	5.84
	C	421.00	5.27
	D	440.00	5.88
	E	460.00	5.75
97.5	A	421.00	5.27
	B	440.00	5.88
	C	490.00	5.75
	D	490.00	5.88
	E	503.00	5.88
97.6	A	440.00	5.88
	B	489.00	5.74
	C	490.00	5.88
	D	503.00	5.88
	E	525.00	6.87
97.7	A	722.00	8.48
	B	757.00	8.47
	C	810.00	8.13
	D	830.00	8.28
	E	882.00	8.88
97.8	A	472.00	5.88
	B	494.00	6.18
	C	528.00	6.78
	D	564.00	7.88
	E	599.00	7.27
97.9	A	616.00	7.78
	B	644.00	8.08
	C	689.00	8.87
	D	674.00	7.18
	E	690.00	7.51
97.0	A	628.00	7.88
	B	656.00	8.28
	C	630.00	7.88
	D	680.00	7.88
	E	680.00	8.87
97.1	A	726.00	8.88
	B	781.00	9.88
	C	820.00	10.01
	D	838.00	8.28
	E	894.00	8.88
97.2	A	574.00	7.18
	B	440.00	5.88
	C	480.00	5.75
	D	490.00	6.01
	E	503.00	6.28
97.3	A	584.00	6.88
	B	596.00	4.94
	C	612.00	5.16
	D	631.00	5.28
	E	651.00	5.84
97.4	A	471.00	5.88
	B	587.00	11.09
	C	676.00	12.21
	D	1024.00	12.81
	E	1078.00	13.46
97.5	A	447.00	5.88
	B	486.00	5.88
	C	490.00	6.13
	D	514.00	6.48
	E	529.00	6.74
97.6	A	503.00	5.29
	B	526.00	5.88
	C	521.00	6.88
	D	579.00	7.28
	E	628.00	7.88

MICROFILMED

15 of 22

12360

**EXHIBIT I
CLASSIFIED SERVICE
STANDARD RATES AND CLASSES**

	Standard Rate No.
BUILDING INSPECTION	
Senior Building Inspector	51.4
Building Inspector	51.9
Building Inspector II	57.7
Building Inspector Trainee II	51.6
Building Inspector Trainee I	51.3
CHEMISTS	
Senior Chemist	55.4
Associate Chemist	22.6
Assistant Chemist	13.6
Microbiologist II	52.4
Forensic Alcohol Analyst	55.6
Junior Chemist	54.3
Microbiologist I	52.3
Laboratory Technician	57.9
Laboratory Assistant	57.9
CLERICAL AND COMMUNICATIONS	
Administrative Secretary	16.9
Principal Clerk	72.9
Dispatch Clerk II	41.3
Legal Stenographer	52.7
Council Secretary	52.5
Senior Stenographer	57.8
Radio Supervisor	78.2
Dispatch Clerk I	41.6
Senior Account Clerk	54.4
Senior Clerk	55.6
Senior Typist	57.9
Radio Operator	79.1
Telephone Fee Collector	41.3
Public Information Assistant	77.5
Intermediate Stenographer	56.2
Account Clerk	16.4
Business Driver	56.2
Payroll Audit Clerk	54.7
Programmed Typewriter Operator	74.5
Intermediate Clerk	52.3
Intermediate Typist	52.3
Bank Repairer	27.9
Junior Stenographer	28.7
Auto Messenger	23.6
Assistant Bank Repairer	13.5
Junior Clerk	54.6
Junior Typist	52.9
Library Aide	52.3
Student Worker	51.4
Public Service Career Trainee	15% below target class
CONSTRUCTION AND MAINTENANCE	
Division Superintendent	41.3
Assistant Division Superintendent	11.6
General Utility Supervisor	57.4
Principal Range Supervisor	52.3
Senior Clerk	57.5
Building Superintendent	57.4
Utility Supervisor	57.4
Reservoir Keeper	51.7
Truck Service Technician II	54.7
Assistant Range Caretaker	13.1
Assistant Reservoir Keeper	13.2
Building Service Technician	22.6
Lake Ranger II	52.2
Truck Service Technician I	54.6
Utility Worker II	57.9
Pool Maintenance Supervisor	54.2
Lake Ranger I	56.1
Utility Worker I	57.9
CUSTODIAL	
Window Cleaner	59.9
Supervising Custodian	51.5
Recreation Facility Caretaker	75.2
Custodian III	38.9
Custodian II	38.9
Custodian I	38.7

MICROFILMED 16 of 22 12360

DATA PROCESSING	
Systems Development Supervisor	88.1
Systems and Data Base Supervisor	88.2
Data Processing Operations Supervisor	88.3
Supervising Systems Analyst	88.4
Systems Programmer III	88.7
Systems Programmer II	88.8
Associate Systems Analyst	88.9
Systems Programmer I	89.0
Assistant Systems Analyst	89.1
Supervising Data Processor	89.2
Systems Analyst Trainee	89.3
Computer Shift Supervisor	89.4
Senior Computer Operator	89.5
Computer Operator	89.6
Data Entry Supervisor	89.7
Computer Trainee	89.8
Senior Data Entry Operator	89.9
Data Entry Operator	90.0
Data Entry Trainee	90.1
ENGINEERING	
Principal Structural Engineer	78.0
Project Officer II	78.1
Senior Civil Engineer	78.2
Senior Electrical Engineer	78.3
Senior Structural Engineer	78.4
Senior Traffic Engineer	78.5
Building Inspection Supervisor	78.6
Communications Engineer	78.7
Senior Land Surveyor	78.8
Associate Civil Engineer	78.9
Associate Electrical Engineer	79.0
Associate Mechanical Engineer	79.1
Associate Structural Engineer	79.2
Associate Traffic Engineer	79.3
Project Officer I	79.4
Associate Land Surveyor	79.5
Assistant Civil Engineer	79.6
Assistant Electrical Engineer	79.7
Assistant Mechanical Engineer	79.8
Assistant Traffic Engineer	79.9
Project Assistant	80.0
Assistant Land Surveyor	80.1
Junior Civil Engineer	80.2
Junior Electrical Engineer	80.3
Junior Mechanical Engineer	80.4
Principal Engineering Aide	80.5
Principal Survey Aide	80.6
Senior Drafting Aide	80.7
Senior Engineering Aide	80.8
Senior Survey Aide	80.9
Drafting Aide	81.0
Junior Engineering Aide	81.1
Engineering Trainee	81.2
Student Engineer	81.3
EQUIPMENT MAINTENANCE	
Senior Equipment Repair Supervisor	63.4
Machinist Supervisor	63.5
Equipment Repair Supervisor	63.6
Metal Fabrication Supervisor	63.7
Plant Maintenance Supervisor	63.8
Equipment Service Writer	63.9
Machinist	64.0
Body and Fender Mechanic	64.1
Equipment Mechanic	64.2
Equipment Painter	64.3
Welder	64.4
Plant Maintenance Mechanic	64.5
Equipment Technician II	64.6
Airport Supervisor	64.7
Equipment Technician I	64.8
Equipment Service Supervisor	64.9
Airport Operations Assistant	65.0
Senior Motive Service Technician	65.1
Motive Service Technician	65.2
Motive Service Trainee	65.3
EQUIPMENT OPERATION	
Principal Sanitation Supervisor	84.1
Disposal Site Supervisor	84.2
Equipment Trainer	84.3
Senior Sanitation Supervisor	84.4
Motor Sweeper Supervisor	84.5
Equipment Operator III	84.6
Sanitation Supervisor	84.7
Equipment Operator II	84.8
Motor Sweeper Operator	84.9
Sanitation Driver II	85.0
Equipment Operator I	85.1
Heavy Truck Driver II	85.2
Sanitation Driver I	85.3
Heavy Truck Driver I	85.4
Light Equipment Operator	85.5
Transportation Supervisor	85.6
Mail Room Driver	85.7

MICROFILMED

17 8 22

12360

FIELD CONTACT	
Risk Manager	21.5
Supervising Litigation Investigator	22.4
Claims Representative III	22.9
Litigation Investigator	23.0
Claims Representative II	24.5
Sanitation Enforcement Supervisor	24.0
Customer Services Supervisor	29.2
Dispute Resolution Officer	41.5
Supervising Sanitation Inspector	28.7
Assistant Customer Services Supervisor	13.7
Claims Representative I	24.2
Safety Representative II	22.4
Sanitation Inspector	22.9
Council Representative	22.9
Supervising Field Representative	22.1
Safety Representative I	22.5
Parking Control Supervisor	22.9
Supervising Meter Reader	22.5
Senior Meter Reader	22.5
Field Representative	22.5
Meter Reader	22.0
Parking Controller	24.0
Parking Meter Collector	24.5
Cook	22.0
FIRE	
Deputy Fire Chief	16.2
Fire Battalion Chief	45.3
Fire Captain	45.6
Fire Engineer	45.8
Fire Fighter	22.2
Uniformed members of the Fire Department shall receive \$20.00 weekly additional when assigned to the emergency ordinance disposal squad.	
GRAPHICS	
Communications Services Coordinator	24.7
Graphics Supervisor	25.0
Graphics Illustrator	22.0
Photographer	22.0
Photographer's Assistant	22.1
LIBRARY	
Principal Librarian	72.2
Supervising Librarian	22.2
Senior Librarian	22.7
Librarian	22.4
Library Trainee	22.5
Library Assistant	22.0
LIFEGUARD SERVICE	
Aquatic Superintendent	12.9
Assistant Aquatic Superintendent	13.2
Lifeguard Captain	22.7
Lifeguard Lieutenant	22.9
Lifeguard III	22.2
Lifeguard II	22.0
Lifeguard I	22.1
MANAGEMENT, FISCAL AND STAFF	
Budget Services Supervisor	27.9
Personnel Services Supervisor	24.4
Facility Manager	42.7
Community Development Administrator	29.2
Community Program Administrator	28.4
Financial Operations Supervisor	42.4
Senior Council Committee Consultant	22.9
Rate Analyst	72.3
Property Services Supervisor	72.7
Supervising Administrative Analyst	21.7
Supervising Economist	22.2
Assistant to the Mayor for Urban Affairs	22.6
Community Development Specialist IV	22.4
Social Program Specialist IV	22.2
Executive Assistant II	22.2
Community Development Specialist III	22.2
Community Program Specialist III	22.2
Council Committee Consultant	22.2
Senior Administrative Analyst	22.2
Social Program Specialist III	22.2
Special Transportation Superintendent	22.2
Supervising Property Agent	22.2
Airports Manager	22.2
Administrative Assistant	11.2
Economist	12.2
Personnel Analyst	22.2
Endowment Officer	22.2
Principal Accountant	22.2
Safety Officer	22.2
Senior Property Agent	22.2
Training Officer	22.2

MICROFILMED 18 g 22 /2360

Assistant Facility Manager	15.9
Property Agent	15.6
Executive Assistant I	07.2
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
Community Program Specialist II	36.2
Noise Abatement Officer	63.1
Social Public Information Officer	67.1
Social Program Specialist II	64.5
Transportation Officer	68.0
Purchasing Supervisor	78.3
Rehabilitation Counselor	81.1
Senior Accountant	84.2
Associate Property Agent	22.5
Senior Buyer	25.0
Assistant Administrative Analyst	13.2
Assistant Economist	15.8
Assistant Personnel Analyst	17.0
Career Guidance Counselor	29.5
Community Development Specialist I	35.1
Community Program Specialist I	36.1
Deputy Noise Abatement Officer	39.7
Social Program Specialist I	41.3
Accountant	10.2
Assistant Property Agent	19.1
Public Information Officer	77.7
Buyer	22.9
Housing Assistant Supervisor	23.7
Administrative Aide II	23.9
Administrative Aide I	24.1
Senior Assistant	24.4
Senior Property Agent	24.6
Buyer Trainee	24.8
Housing Assistant II	25.0
Administrative Aide I	25.2
Personal Assistant	25.4
Assistant I	25.6
PARK MAINTENANCE	
General Park Supervisor	27.2
Cemetery Manager	28.0
Golf Course Supervisor	28.7
Park Supervisor	29.5
Groundskeeper Supervisor	29.7
Street Trees Supervisor	29.9
Gardener Supervisor	30.1
Trees Maintenance Crewleader	30.3
Trees Trainee	30.5
Gardener	30.7
Tree Trainee	30.9
Groundskeeper	31.1
Nursery Trainee	31.3
PLANNING	
Supervising Planner	31.5
Assistant to the Planning Director	31.7
Principal Planner	31.9
Planning Administrator	32.1
Senior Planner	32.3
Park Designer	32.5
Associate Planner	32.7
Assistant Planner	32.9
Assistant Park Designer	33.1
Senior zoning Representative	33.3
Junior Planner	33.5
Planning Technician III	33.7
zoning Representative	33.9
zoning Assistant	34.1
Planning Technician II	34.3
Planning Technician I	34.5
PLANT OPERATION	
Senior Waste Water Plant Supervisor	34.7
Senior Water Plant Supervisor	34.9
Water Plant Supervisor	35.1
Water Plant Operator Supervisor	35.3
Water Plant Lead Operator	35.5
Water Plant Operator	35.7
Water Plant Operator Trainee	35.9
Water Plant Operator Trainee	36.1
Water Plant Operator Trainee	36.3
Water Plant Operator Trainee	36.5

MICROFILMED

19 of 22

12360

Police Captain	1000
Police Sergeant	950
Supervising Criminalist	900
Senior Criminalist	850
Police Lieutenant	800
Criminalist	750
Community Supervisor	700
Psychograph Examiner	650
Police Sergeant	600
Police Agent	550
Assistant Criminalist	500
Assistant Documents Examiner	450
Assistant Polygraph Examiner	400
Senior Polygraph Technician	350
Police Officer II	300
Police Officer I	250
Police Officer Trainee	200
Polygraph Examiner Trainee	150
Community Service Officer	100
Deferred members of the Police Department shall receive \$22.00 monthly additional when assigned to 2-wheel motorcycle, and \$25.00 monthly additional when assigned to 3-wheel motorcycle.	
PRINTING	
Print Shop Manager	1000
Chief Press Supervisor	950
Senior Chief Press Operator	900
Layout Composer	850
Chief Press Operator	800
Platner Worker II	750
Platner Worker I	700
REGISTRATION	
General Registrar Supervisor	1000
Chief-Labor Supervisor	950
Community Services Superintendent	900
Assistant Chief-Labor Supervisor	850
District Registration Supervisor	800
Supervising Registration Specialist	750
Registration Center Director III	700
Registration Specialist	650
Call Center Manager	600
Registration Pool Supervisor	550
Registration Center Director II	500
Registration Center Director I	450
Registration Pool Manager III	400
Registration Pool Manager II	350
Registration Pool Manager I	300
Call Center II	250
Registration Leader I	200
Call Center I	150
Registration Leader II	100
Registration Leader III	50
SEMI-LEAD TRADES	
Electrical Maintenance Supervisor	1000
Electronic Maintenance Supervisor	950
Senior Building Maintenance Supervisor	900
Electrician Supervisor	850
Electronic Technician Supervisor	800
Senior Building Maintenance Supervisor	750
Maintenance Supervisor	700
Electronic Technician	650
Plumber	600
Substation Mechanic	550
Traffic Signal Technician	500
Carpenter Supervisor	450
Painter Supervisor	400
Sign Painter	350
Roofing Supervisor	300
General Gas Operator	250
Carpenter	200
Painter	150
General Finisher	100
Plumber	50
Apprentice III	0
Roofing Installer	0
Laborer III	0
Apprentice II	0
Apprentice I	0
Probate Apprentice	0
Apprentice	0
STENOGRAPHING	
Steno Supervisor	1000
Stenographer II	950
Steno Typist	900
Stenographer I	850
Steno Typist	800

Step C of Unified Trade Rate Salary range will be established as a percentage of "D" Step of the appropriate journey level class.

20 9 22
MICROFILMED

12360

00

Classification Range	Salary Range
Executive V	
City Manager (UC)	80
City Attorney (UC)	
Assistant City Attorney (UC)	
Assistant City Manager (UC)	
Executive IV	
Refugee Inspection Director (UC)	64
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)	
Fire Chief (UC)	
General Services Director (UC)	
Park and Recreation Director (UC)	
Personnel Director (UC)	
Planning Director (UC)	
Police Chief (UC)	
Public Works Chief Deputy City Attorney (UC)	
Transportation Director (UC)	
Water Utilities Director (UC)	
Executive III	
Assistant Building Inspection Director (UC)	60
Assistant City Auditor and Comptroller (UC)	
Assistant Data Processing Director (UC)	
Assistant Engineering and Development Director (UC)	
Assistant Financial Management Director (UC)	
Assistant Fire Chief (UC)	
Assistant General Services Director (UC)	
Assistant Park and Recreation Director (UC)	
Assistant Personnel Director (UC)	
Assistant Planning Director (UC)	
Assistant Police Chief (UC)	
Assistant to the City Manager (UC)	
Assistant Transportation Director (UC)	
Assistant Water Utilities Director (UC)	
Chinese Assistant 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 Representative Director (UC)	
Management Assistant (UC)	
Property Director (UC)	
Purchasing Agent (UC)	
Executive II	
Assistant City Clerk (UC)	52
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 Development Director (UC)	
Management Assistant to the City Manager (UC)	
Principal Assistant to City Attorney (UC)	
Principal Assistant to Mayor (UC)	
Principal Legislative Assistant (UC)	
Public Management Officer (UC)	
Treasurer (UC)	
Executive I	
Assistant Purchasing Agent (UC)	48
Assistant Retirement Officer (UC)	
Assistant Treasurer (UC)	
Council Assistant (Principal Assistant) (UC)	
Deputy Chinese Assistant and Information Director (UC)	
Principal Assistant to Community Relations Department Director (UC)	
Clerical	
Confidential Secretary to City Attorney (UC)	Standard Rate No. 14.2
Confidential Secretary to City Council (UC)	14.2
Confidential Secretary to City Manager (UC)	14.2
Confidential Secretary to Mayor (UC)	14.2
Council Executive Secretary (Principal Assistant) (UC)	14.5
Confidential Secretary to Police Chief (UC)	14.5
Library	
Senior Legal Intern (UC)	13.1
Legal Intern (UC)	12.6
Administrative Intern (UC)	12.6
Library Intern (UC)	12.6

21922
MICROFILMED

12360

Ordinance No. 118
Enacted June 22, 1972
Resolutions No. 118
Deputy City Attorney (UC) W/S through 118

EXHIBIT D
APPRENTICE SALARY SCHEDULE
Approximate % of 17th Step of Appropriate
Journey Level Class

	1 YEAR PROGRAM	2 YEAR PROGRAM	3 YEAR PROGRAM
Period 1	85%	85%	75%
2	85%	85%	75%
3	75%	75%	75%
4	75%	75%	75%
5	75%	75%	75%
6	75%	75%	75%
7	75%	75%	75%
8	75%	75%	75%
9	75%	75%	75%
10	75%	75%	75%
11	75%	75%	75%
12	75%	75%	75%
13	75%	75%	75%
14	75%	75%	75%
15	75%	75%	75%
16	75%	75%	75%
17	75%	75%	75%

Enacted and adopted by the Council of The City of San Diego on June 22, 1972, by the following vote:
YEAS: Michael O'Connor, Lawrence Wilson, Gabe Solberg, Max

Watts, Russ.
ABSENT: Schmalzer, Whelan.
AUTHENTICATED BY:
PETER WILSON,
Mayor of The City of San Diego, California.
CHARLES G. ABDELNOUR,
City Clerk of The City of San Diego, California.

By Russ Lewis, Deputy
I HEREBY CERTIFY that the foregoing ordinance was not duly passed until twelve o'clock noon had elapsed between the day of its introduction and the day of its final passage, to wit on May 14, 1972, and on May 22, 1972.
I FURTHER CERTIFY that the reading of said ordinance in full was discussed 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 true and correct copy of said ordinance.
CHARLES G. ABDELNOUR,
City Clerk of The City of San Diego, California.
SEAL
By Russ Lewis, Deputy
Pub. June 22, 1972. 68-602

22 of 22
MICROFILMED 12360

22