

O. 78-318

EMERGENCY ORDINANCE NO. 12384 JUN 29 1978
(New Series)

AN EMERGENCY ORDINANCE AMENDING ORDINANCE NO. 12360 (NEW SERIES) ENTITLED, "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 Jarvis-Gann Initiative (herein called Proposition 13) amending the California Constitution to limit property taxes was placed before the electorate on June 6, 1978; and

WHEREAS, said Proposition 13 was passed by the voters on that election day; and

WHEREAS, Proposition 13 reduces significantly the anticipated revenue for The City of San Diego for the forthcoming fiscal year 1978-79 and, as a consequence necessitates the curtailment of essential services and reduces significantly the ability to grant salary and wage increases for the existing work force; and

WHEREAS, the curtailment of necessary services will endanger the public peace, health and safety; and

WHEREAS, Ordinance No. 12360 (New Series), adopted on May 30, 1978, to be effective July 1, 1978, contains cost of living salary increases enacted prior to the June 6 election pursuant to the meet and confer process; and

WHEREAS, in contemplation of the election and possible results, Memoranda of Understanding (herein called MOU),

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negotiated and executed by and between City and all employee organizations included a provision to reconsider salary increases granted pursuant to approved emergency action in the event Proposition 13 passed; and

WHEREAS, that action (reconsidering salaries) was then and is now deemed necessary in order to promulgate a budget for the City for fiscal year 1978-79 within the fiscal ability of said City; and

WHEREAS, the alternative solution to stay within fiscal parameters is to lay off a significant number of personnel in order to reduce operating costs; and

WHEREAS, such lay off action would severely reduce the ability of the City to adequately perform basic functions and imperil the ability to care for the public peace, property, health or safety of the citizens of said City; and

WHEREAS, the Legislature of the State of California has, in response to the severe and immediate financial crises of public agencies, enacted Senate Bill 154 to provide out of budgetary surplus financial relief to public agencies for fiscal year 1978-79; and

WHEREAS, such legislation provides a sum of \$9,500,000 for The City of San Diego, which sum would enable City to perform required services, albeit reduced, but at such level as to properly preserve the public peace, property, health or safety; and

JUN 29 1978

12384

MICROFILMED

WHEREAS, that legislation further provides, however, that such financial relief shall not be available to any local public agency which provides cost of living salary increases for the 1978-79 fiscal year to its employees, if such increase is in excess of the cost of living increase provided for State employees; and

WHEREAS, Senate Bill 154 further provides that any contract between the City and an employee organization granting cost of living increases in excess of that granted State employees shall be null and void and subject to renegotiation; and

WHEREAS, the cost of living increase, if any, to be granted State employees will not be ascertained until the middle of July, 1978; and

WHEREAS, such legislative condition upon the grant of financial relief to the City requires immediate local legislative action to place the City in a posture of ability to comply; and

WHEREAS, in order to comply, it is necessary to rescind, prior to July 1, 1978, all cost of living salary increases granted by Ordinance No. 12360 (New Series); and

WHEREAS, the failure to so act and the inability as a result thereof to qualify for State financial relief and the consequent loss of the projected \$9,500,000 from State budgetary surplus will affect demonstrably the ability of City to care for the public peace, property, health or safety of its citizens; and

JUN 29 1978

-3-

12384

MICROFILMED

WHEREAS, the contemplation and immediacy of that prospect presents a clear and present emergency affecting the ability of City to provide for the immediate preservation of the public peace, property, health or safety; and

WHEREAS, there appears to be no other means to comply with the legislative conditions set forth in Senate Bill 154 except by the adoption of an emergency ordinance causing the aforesaid ordinance to be immediately effective as an emergency measure; NOW, THEREFORE,

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

Section 1. That Ordinance No. 12360 (New Series) entitled, "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1978-79" be and the same is hereby amended by rescinding the Base Salary Table attached thereto as Exhibit A and, in lieu thereof, substituting and adding to Ordinance No. 12360 (New Series) the Salary Schedule (as Revised Exhibit "A") on file in the Office of the City Clerk as Document No. 763985 (herein called revised Exhibit A), said schedule representing salaries authorized to City employees by Council for and during fiscal year 1977-78.

Section 2. The aforesaid Salary Schedule, revised Exhibit A, shall remain in effect until such time as the State of California determines and establishes a cost of living increase for State employees at which time, pursuant to the

JUN 29 1978

-4-

MICROFILMED

12384

authority of this emergency ordinance, the City Attorney and Auditor and Comptroller shall prepare and promulgate an amended Salary Schedule for approval by Council to be effective retroactively to July 1, 1978, to reflect either those rates of pay rescinded in Section 1 of this ordinance or those Rates of Pay provided herein (as revised Exhibit A), increased by the cost of living factor granted to State employees, whichever rate of pay is less.

Section 3. In the event the cost of living salary increase for State employees is delayed for any reason but granted at some later date after the date of adoption of the State budget, the Council may, at that time and in its sole discretion, pursuant to the provisions of this emergency ordinance, review and adjust City employees' salaries accordingly, said adjustments to be effective on the date established by that Council action and be prospective only from that date.

Section 4. In the event the cost of living increase granted State employees results in diminishing salaries for those employees in the Police Unit who were previously granted an approximate six (6) percent increase pursuant to Ordinance No. 12360 (New Series), the savings from such diminishment shall be granted to those employees in the Police Unit who were previously granted an approximate 4.7 percent increase; provided, however, in the event the cost of living increase granted State employees is five (5) percent or less, all employees in the Police Unit shall receive the same increase which shall be equal to that granted to State employees.

JUN 20 1978

-5-

MICROFILMED


12384

Section 5. All other provisions of Ordinance No. 12360 (New Series) shall remain in full force and effect.

Section 6. That because of the immediate prospect of reduction in ability to provide basic services to the citizens of The City of San Diego absent State financial assistance and the attendant peril to the preservation of the public peace, property, health and safety as a result thereof, and the conditions set forth by the Legislature in Senate Bill 154 to qualify for State budgetary surplus funds, the Council finds and hereby declares that immediate action to comply with those conditions is required and that the invocation of emergency measures pursuant to Section 17 of the Charter of San Diego is appropriate and necessary.

Section 7. This ordinance shall take effect and be in full force at 12:01 a.m. on July 1, 1978, pursuant to Section 17 of the Charter of The City of San Diego.

APPROVED: JOHN W. WITT, City Attorney

By 

Jack Katz
Chief Deputy City Attorney

JK:rc:332
6/28/78
Or. Dept.: Manager

JUN 29 1978

-6-

12384

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SALARY SCHEDULE

TABLE OF PAY FOR STANDARD RATES

REVISED EXHIBIT A

EFFECTIVE JULY 1, 1978

DOCUMENT NO. 763985

FILED JUL 18 1978

OFFICE OF THE CITY CLERK
SAN DIEGO, CALIFORNIA

JUN 29 1978

12384

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EXECUTIVE SALARIES
BASE SALARY TABLE

		1978-1979							
RATE	STEP	APPRX MONTHLY	BIWEEKLY	I	RATE	STEP	APPRX MONTHLY	BIWEEKLY	
01 0	A	1249.26	574.40		02 0	G	2076.21	955.20	
	B	1304.39	600.00			H	2131.34	980.00	
	C	1359.52	625.60			I	2186.47	1005.60	
	D	1414.65	650.40			J	2241.60	1031.20	
	E	1469.78	676.00			K	2296.73	1056.80	
	F	1524.91	701.60			L	2351.86	1081.60	
	G	1580.04	726.40			M	2406.99	1107.20	
	H	1635.17	752.00			N	2462.12	1132.80	
	I	1690.30	777.60			O	2517.25	1157.60	
	J	1745.43	803.20			P	2572.38	1183.20	
	K	1800.56	828.00			Q	2627.51	1208.80	
	L	1855.69	853.60						
		M	1910.82	879.20			03 0	A	2186.47
	N	1965.95	904.00		B	2241.60	1031.20		
	O	2021.08	929.60		C	2296.73	1056.80		
	P	2076.21	955.20		D	2351.86	1081.60		
	Q	2131.34	980.00		E	2406.99	1107.20		
					F	2462.12	1132.80		
02 0	A	1745.43	803.20		G	2517.25	1157.60		
	B	1800.56	828.00		H	2572.38	1183.20		
	C	1855.69	853.60		I	2627.51	1208.80		
	D	1910.82	879.20		J	2682.64	1233.60		
	E	1965.95	904.00		K	2737.77	1259.20		
	F	2021.08	929.60		L	2792.90	1284.80		

EXECUTIVE SALARIES
BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY	
03.0	M	2848.03	1309.60	04.0	A	2627.51	1208.80	
	N	2903.16	1335.20		B	2682.64	1233.60	
	O	2958.29	1360.80		C	2737.77	1259.20	
	P	3013.42	1386.40		D	2792.90	1284.80	
	Q	3068.55	1411.20		E	2848.03	1309.60	
	R	3123.68	1436.80		F	2903.16	1335.20	
	S	3178.81	1462.40		G	2958.29	1360.80	
04.0				05.0	H	3013.42	1386.40	
					I	3068.55	1411.20	
					J	3123.68	1436.80	
					K	3178.81	1462.40	
					L	3233.94	1487.20	
					M	3289.07	1512.80	
					N	3344.20	1538.40	
					O	3399.33	1563.20	
					P	3454.46	1588.80	

JUN 29 1978

MICROFILMED

12384

COO 815

EXECUTIVE SALARIES
BASE SALARY TABLE

		1978-1979						
RATE	STEP	APPRX MONTHLY	BIWEEKLY		RATE	STEP	APPRX MONTHLY	BIWEEKLY
05-0	Q	4281.41	1969.60		06-0	Q	4166.33	1916.00
	R	4336.94	1994.40			R	4199.67	1932.00
	S	4391.67	2020.00					
	T	4446.80	2045.60					
	U	4501.93	2070.40					
	V	4557.06	2096.00					
	W	4612.19	2121.60					
06-0	A	3366.33	1548.00					
	B	3416.33	1571.20					
	C	3466.33	1594.40					
	D	3516.33	1617.60					
	E	3566.33	1640.00					
	F	3616.33	1663.20					
	G	3666.33	1686.40					
	H	3716.33	1709.60					
	I	3766.33	1732.00					
	J	3816.33	1755.20					
	K	3866.33	1778.40					
	L	3916.33	1801.60					
	M	3966.33	1824.00					
	N	4016.33	1847.20					
	O	4066.33	1870.40					
P	4116.33	1893.60						

12384

JUN 29 1978

MICROFILMED

C00-815

LEGAL AND PROFESSIONAL
BASE SALARY TABLE

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIBEEKLY			APPRX MONTHLY	BIBEEKLY
07 0	A	1193.00	548.80	07-0	1	2183.00	990.40
	B	1233.00	567.20		2	2193.00	1008.80
	C	1273.00	585.60				
	D	1313.00	604.00				
	E	1353.00	622.40				
	F	1393.00	640.80				
	G	1433.00	659.20				
	H	1473.00	677.60				
	I	1513.00	696.00				
	J	1553.00	714.40				
	K	1593.00	732.80				
	L	1633.00	751.20				
	M	1673.00	769.60				
	N	1713.00	788.00				
	O	1753.00	806.40				
	P	1793.00	824.80				
	Q	1833.00	843.20				
	R	1873.00	861.60				
	S	1913.00	880.00				
	T	1953.00	898.40				
	U	1993.00	916.80				
	V	2033.00	935.20				
	W	2073.00	953.60				
	X	2113.00	972.00				

12384

JUN 29 1978

MICROFILMED

LEGAL AND PROFESSIONAL
BASE SALARY TABLE

RATE	STEP	1978-1979		RATE	STEP	APPRX MONTHLY	BIWEEKLY
		APPRX MONTHLY	BIWEEKLY				
07.1	A	2891.00	1053.60	07.1	Y	3251.00	1498.20
	B	2331.00	1072.00		Z	3291.00	1513.60
	C	2371.00	1090.40				
	D	2411.00	1108.80				
	E	2451.00	1127.20				
	F	2491.00	1145.60				
	G	2531.00	1164.00				
	H	2571.00	1182.40				
	I	2611.00	1200.80				
	J	2651.00	1219.20				
	K	2691.00	1237.60				
	L	2731.00	1256.00				
	M	2771.00	1274.40				
	N	2811.00	1292.80				
	O	2851.00	1311.20				
	P	2891.00	1329.60				
	Q	2931.00	1348.00				
	R	2971.00	1366.40				
	S	3011.00	1384.80				
	T	3051.00	1403.20				
	U	3091.00	1421.60				
	V	3131.00	1440.00				
	W	3171.00	1458.40				
	X	3211.00	1476.80				

JUN 29 1978 12384
MICROFILMED

COB-815

EXECUTIVE ASSISTANT I & II
BASE SALARY TABLE

RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY
07.2	A	1414.00	650.40
	B	1484.00	682.40
	C	1555.00	715.20
	D	1631.00	750.40
	E	1711.00	787.20
	F	1793.00	824.80
	G	1882.00	865.60
	H	1974.00	908.00
07.3	A	1670.00	768.00
	B	1751.00	805.60
	C	1837.00	844.80
	D	1927.00	886.40
	E	2023.00	930.40
	F	2120.00	975.20
	G	2225.00	1023.20
	H	2336.00	1074.40
	I	2451.00	1127.20

JUN 29 1978

12384

MICROFILMED

1978-1979

RATE	STEP	APPR	
		MONTHLY	BIWEEKLY
08-0	A	2261.00	1040.00
	B	2371.00	1090.40
	C	2484.00	1142.40
	D	2605.00	1198.40
	E	2731.00	1256.00
08-1	A	1877.00	863.20
	B	1967.00	904.80
	C	2059.00	947.20
	D	2160.00	993.60
	E	2261.00	1040.00
08-2	A	2059.00	947.20
	B	2160.00	993.60
	C	2261.00	1040.00
	D	2371.00	1090.40
	E	2484.00	1142.40
08-3	A	1633.00	751.20
	B	1710.00	786.40
	C	1791.00	824.00
	D	1877.00	863.20
	E	1967.00	904.80
08-4	A	1240.00	570.40
	B	1298.00	596.80
	C	1358.00	624.00
	D	1423.00	654.40
	E	1489.00	684.80

12384

JUN 29 1978

MICROFILMED

BASE SALARY TABLE

1976-1979

RATE	STEP	1976-1979		RATE	STEP	1976-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
08-5	A	1423.00	654.40	09-2	A	2073.00	953.60
	B	1489.00	684.80		B	2174.00	1000.00
	C	1558.00	716.80		C	2277.00	1047.20
	D	1633.00	751.20		D	2386.00	1097.60
	E	1710.00	786.40		E	2499.00	1149.60
08-6	A	1298.00	596.80	09-3	A	1649.00	758.40
	B	1358.00	624.80		B	1728.00	793.60
	C	1423.00	654.40		C	1807.00	831.20
	D	1489.00	684.80		D	1891.00	869.60
	E	1558.00	716.80		E	1983.00	912.00
08-7	A	1132.00	520.80	09-4	A	1256.00	577.60
	B	1186.00	545.60		B	1313.00	604.00
	C	1240.00	570.40		C	1372.00	631.20
	D	1298.00	596.80		D	1438.00	661.60
	E	1358.00	624.80		E	1504.00	692.00
09-0	A	2277.00	1047.20	09-5	A	1438.00	661.60
	B	2386.00	1097.60		B	1504.00	692.00
	C	2499.00	1149.60		C	1574.00	724.00
	D	2619.00	1204.80		D	1649.00	758.40
	E	2766.00	1263.20		E	1725.00	793.60
09-1	A	1891.00	869.60	09-6	A	1313.00	604.00
	B	1983.00	912.00		B	1372.00	631.20
	C	2073.00	953.60		C	1438.00	661.60
	D	2174.00	1000.00		D	1504.00	692.00
	E	2277.00	1047.20		E	1574.00	724.00

JUN 29 1973

12384

MICROFILMED

C00-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
09.7	A	1148.00	528.00	10.5	A	928.00	425.60
	B	1200.00	552.00		B	972.00	447.20
	C	1256.00	577.60		C	1016.00	467.20
	D	1313.00	604.00		D	1064.00	489.60
	E	1372.00	631.20		E	1117.00	513.60
10.1	A	624.00	287.20	10.6	A	1555.00	715.20
	B	656.00	301.60		B	1631.00	750.40
	C	689.00	315.20		C	1711.00	787.20
	D	717.00	329.60		D	1793.00	824.80
	E	751.00	345.60		E	1882.00	865.60
10.2	A	1141.00	524.80	10.7	A	1064.00	489.60
	B	1198.00	551.20		B	1117.00	513.60
	C	1256.00	577.60		C	1169.00	537.60
	D	1317.00	605.60		D	1226.00	564.00
	E	1381.00	638.20		E	1287.00	592.00
10.3	A	640.00	294.40	10.8	A	1016.00	467.20
	B	670.00	308.00		B	1064.00	489.60
	C	701.00	322.40		C	1117.00	513.60
	D	732.00	336.80		D	1169.00	537.60
	E	769.00	353.60		E	1226.00	564.00
10.4	A	737.00	339.20	10.9	A	976.00	448.80
	B	772.00	355.20		B	1021.00	469.60
	C	809.00	372.00		C	1070.00	492.00
	D	849.00	390.40		D	1122.00	516.00
	E	889.00	408.80		E	1176.00	540.80

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIBEEKLY	RATE	STEP	APPRX MONTHLY	BIBEEKLY
11.6	A	1591.00	732.00	12.7	A	992.00	487.00
	B	1670.00	768.00		B	1042.00	479.20
	C	1751.00	805.00		C	1089.00	500.00
	D	1837.00	844.00		D	1130.00	524.00
	E	1927.00	886.40		E	1191.00	548.00
11.7	A	817.00	376.00	12.8	A	1628.00	748.00
	B	854.00	392.00		B	1708.00	786.00
	C	892.00	410.40		C	1793.00	824.00
	D	934.00	429.00		D	1878.00	864.00
	E	976.00	448.00		E	1972.00	907.20
11.8	A	934.00	429.00	13.2	A	1169.00	537.00
	B	976.00	448.00		B	1226.00	544.00
	C	1019.00	468.00		C	1287.00	592.00
	D	1064.00	489.00		D	1362.00	620.00
	E	1115.00	512.00		E	1414.00	650.40
12.5	A	800.00	360.00	13.3	A	1480.00	680.00
	B	835.00	384.00		B	1553.00	714.40
	C	873.00	401.00		C	1628.00	748.00
	D	911.00	419.20		D	1708.00	785.00
	E	953.00	438.40		E	1793.00	824.00
12.6	A	911.00	419.20	13.8	A	586.00	269.00
	B	953.00	438.40		B	614.00	282.40
	C	995.00	457.00		C	644.00	296.00
	D	1042.00	479.20		D	673.00	309.00
	E	1089.00	500.00		E	704.00	324.00

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

				1970-1979			
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
13.6	A	1109.00	537.60	14.4	A	976.00	448.80
	B	1226.00	564.00		B	1021.00	469.60
	C	1267.00	592.00		C	1070.00	492.00
	D	1348.00	620.00		D	1122.00	516.00
	E	1414.00	650.40		E	1176.00	540.80
13.7	A	1122.00	516.00	14.8	A	976.00	448.80
	B	1176.00	540.80		B	1021.00	469.60
	C	1235.00	568.00		C	1070.00	492.00
	D	1292.00	594.40		D	1122.00	516.00
	E	1355.00	623.20		E	1176.00	540.80
13.9	A	640.00	294.40	14.6	A	889.00	408.80
	B	670.00	308.00		B	932.00	426.80
	C	701.00	322.40		C	976.00	448.80
	D	732.00	336.80		D	1021.00	469.60
	E	769.00	353.60		E	1070.00	492.00
14.2	A	976.00	448.80	14.9	A	976.00	448.80
	B	1021.00	469.60		B	1021.00	469.60
	C	1070.00	492.00		C	1070.00	492.00
	D	1122.00	516.00		D	1122.00	516.00
	E	1176.00	540.80		E	1176.00	540.80
14.3	A	976.00	448.80	15.2	A	1226.00	564.00
	B	1021.00	469.60		B	1285.00	591.20
	C	1070.00	492.00		C	1350.00	620.80
	D	1122.00	516.00		D	1414.00	650.40
	E	1176.00	540.80		E	1484.00	682.40

JUN 29 1976

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
15.3	A	1317.00	605.60	15.8	A	1169.00	537.60
	B	1381.00	635.20		B	1224.00	564.60
	C	1449.00	666.40		C	1287.00	592.00
	D	1518.00	698.40		D	1348.00	620.00
	E	1593.00	732.80		E	1414.00	650.40
15.4	A	2186.00	1005.60	15.9	A	1447.00	665.60
	B	2294.00	1055.20		B	1517.00	697.60
	C	2405.00	1106.40		C	1590.00	731.20
	D	2525.00	1161.60		D	1666.00	766.40
	E	2649.00	1218.40		E	1748.00	804.00
15.5	A	2280.00	1048.80	16.0	A	2586.00	1189.60
	B	2393.00	1100.80		B	2713.00	1248.00
	C	2510.00	1154.40		C	2845.00	1308.80
	D	2632.00	1210.40		D	2988.00	1374.40
	E	2764.00	1271.20		E	3136.00	1442.40
15.6	A	1670.00	768.00	16.1	A	1317.00	605.60
	B	1751.00	805.60		B	1381.00	635.20
	C	1837.00	844.80		C	1449.00	666.40
	D	1927.00	886.40		D	1517.00	697.60
	E	2023.00	930.40		E	1591.00	732.00
15.7	A	1317.00	605.60	16.2	A	2009.00	924.00
	B	1381.00	635.20		B	2110.00	970.40
	C	1449.00	666.40		C	2212.00	1017.60
	D	1518.00	698.40		D	2322.00	1068.00
	E	1593.00	732.80		E	2438.00	1120.00

JUN 29 1976

12384

MICROFILMED

COO-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
16.6	A	734.00	337.00	17.3	A	2586.00	1189.00
	B	769.00	353.00		B	2713.00	1240.00
	C	804.00	369.00		C	2840.00	1300.00
	D	842.00	387.20		D	2980.00	1374.40
	E	882.00	405.00		E	3136.00	1442.40
16.7	A	1317.00	605.00	17.5	A	1190.00	551.20
	B	1381.00	635.20		B	1256.00	577.60
	C	1449.00	666.40		C	1317.00	605.60
	D	1518.00	698.40		D	1381.00	635.20
	E	1593.00	732.00		E	1449.00	666.40
16.8	A	1141.00	524.00	17.8	A	2212.00	1017.60
	B	1196.00	551.20		B	2322.00	1068.00
	C	1256.00	577.60		C	2435.00	1120.00
	D	1317.00	605.60		D	2550.00	1175.20
	E	1381.00	635.20		E	2680.00	1232.00
16.9	A	640.00	294.40	18.1	A	1141.00	524.00
	B	670.00	308.00		B	1197.00	550.40
	C	701.00	322.40		C	1254.00	576.80
	D	732.00	336.80		D	1317.00	605.60
	E	769.00	353.60		E	1381.00	635.20
17.0	A	1169.00	537.60	18.5	A	882.00	405.00
	B	1226.00	564.00		B	924.00	424.00
	C	1287.00	592.00		C	971.00	446.40
	D	1348.00	620.00		D	1016.00	467.20
	E	1414.00	650.40		E	1063.00	488.00

JUN 20 1978
12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
18.6	A	640.00	290.40	19.6	A	1141.00	524.80
	B	670.00	308.00		B	1198.00	551.20
	C	701.00	322.40		C	1256.00	577.60
	D	732.00	336.80		D	1317.00	605.60
	E	769.00	353.60		E	1381.00	635.20
19.0	A	1414.00	650.40	20.0	A	1084.00	489.60
	B	1484.00	682.40		B	1117.00	513.60
	C	1555.00	715.20		C	1169.00	537.60
	D	1631.00	750.40		D	1226.00	564.00
	E	1711.00	787.20		E	1285.00	591.20
19.1	A	873.00	401.60	20.5	A	1878.00	864.00
	B	911.00	419.20		B	1972.00	907.20
	C	953.00	438.40		C	2070.00	952.00
	D	995.00	457.60		D	2171.00	998.40
	E	1042.00	479.20		E	2278.00	1048.00
19.2	A	1711.00	787.20	20.6	A	1837.00	844.80
	B	1793.00	824.80		B	1929.00	887.20
	C	1884.00	866.40		C	2023.00	930.40
	D	1976.00	908.80		D	2122.00	976.00
	E	2071.00	952.80		E	2228.00	1024.80
19.3	A	873.00	401.60	20.7	A	1317.00	605.60
	B	911.00	419.20		B	1381.00	635.20
	C	953.00	438.40		C	1449.00	666.40
	D	995.00	457.60		D	1518.00	698.40
	E	1042.00	479.20		E	1593.00	732.80

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1970-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
21.8	A	1414.00	650.40	22.4	A	1141.00	524.80
	B	1484.00	682.40		B	1198.00	551.20
	C	1555.00	715.20		C	1256.00	577.60
	D	1631.00	750.40		D	1317.00	605.60
	E	1711.00	787.20		E	1381.00	635.20
22.0	A	1287.00	592.00	22.5	A	1518.00	698.40
	B	1348.00	620.00		B	1593.00	732.80
	C	1414.00	650.40		C	1671.00	768.80
	D	1484.00	682.40		D	1751.00	805.60
	E	1555.00	715.20		E	1837.00	844.80
22.1	A	1518.00	698.40	22.6	A	1414.00	650.40
	B	1593.00	732.80		B	1484.00	682.40
	C	1671.00	768.80		C	1555.00	715.20
	D	1751.00	805.60		D	1631.00	750.40
	E	1837.00	844.80		E	1711.00	787.20
22.2	A	1414.00	650.40	22.7	A	1381.00	635.20
	B	1484.00	682.40		B	1449.00	666.40
	C	1555.00	715.20		C	1518.00	698.40
	D	1631.00	750.40		D	1593.00	732.80
	E	1711.00	787.20		E	1671.00	768.80
22.3	A	1818.00	898.40	22.8	A	1317.00	605.60
	B	1593.00	732.80		B	1381.00	635.20
	C	1671.00	768.80		C	1449.00	666.40
	D	1751.00	805.60		D	1518.00	698.40
	E	1837.00	844.80		E	1591.00	732.80

JUN 29 1976

12384

MICROFILMED

C00-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY		RATE	STEP	APPRX MONTHLY	BIWEEKLY
23.1	A	1518.00	698.40	-	25.1	A	928.00	423.60
	B	1593.00	732.80			B	972.00	447.20
	C	1671.00	768.80			C	1016.00	467.20
	D	1751.00	805.60			D	1064.00	489.60
	E	1837.00	844.80			E	1117.00	513.60
23.2	A	1285.00	591.20		25.2	A	2637.00	1212.80
	B	1350.00	620.80			B	2764.00	1271.20
	C	1414.00	650.40			C	2896.00	1332.00
	D	1484.00	682.40			D	3039.00	1397.60
	E	1555.00	715.20			E	3186.00	1465.60
23.3	A	1518.00	698.40		26.0	A	609.00	280.00
	B	1593.00	732.80			B	633.00	291.20
	C	1671.00	768.80			C	661.00	304.00
	D	1751.00	805.60			D	689.00	316.80
	E	1837.00	844.80			E	720.00	331.20
23.6	A	614.00	282.40		26.1	A	720.00	331.20
	B	644.00	296.00			B	751.00	345.60
	C	673.00	309.60			C	781.00	359.20
	D	704.00	324.00			D	817.00	376.00
	E	737.00	339.20			E	854.00	392.80
25.0	A	2331.00	1072.00		26.3	A	2346.00	1079.20
	B	2442.00	1123.20			B	2458.00	1130.40
	C	2558.00	1176.80			C	2574.00	1184.00
	D	2682.00	1233.60			D	2696.00	1240.00
	E	2812.00	1293.60			E	2826.00	1300.80

JUN 29 1978

12384

MICROFILMED

C00-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
26.4	A	1066.00	489.60	27.3	A	1317.00	608.60
	B	1118.00	512.80		B	1381.00	638.20
	C	1165.00	536.00		C	1449.00	666.40
	D	1217.00	560.00		D	1518.00	698.40
	E	1275.00	586.40		E	1591.00	732.00
26.5	A	2651.00	1219.20	27.4	A	991.00	456.00
	B	2779.00	1278.40		B	1038.00	477.60
	C	2910.00	1336.40		C	1091.00	501.60
	D	3052.00	1404.00		D	1141.00	524.80
	E	3200.00	1472.00		E	1197.00	550.40
26.8	A	737.00	339.20	27.5	A	1141.00	524.80
	B	772.00	355.20		B	1197.00	550.40
	C	809.00	372.00		C	1254.00	576.80
	D	849.00	390.40		D	1317.00	605.60
	E	889.00	408.80		E	1381.00	635.20
27.0	A	673.00	309.60	27.6	A	1197.00	550.40
	B	704.00	324.00		B	1254.00	576.80
	C	737.00	339.20		C	1317.00	605.60
	D	772.00	355.20		D	1381.00	635.20
	E	809.00	372.00		E	1449.00	666.40
27.2	A	1927.00	886.40	27.7	A	1254.00	576.80
	B	2023.00	930.40		B	1317.00	605.60
	C	2120.00	975.20		C	1381.00	635.20
	D	2225.00	1023.20		D	1449.00	666.40
	E	2336.00	1074.40		E	1518.00	698.40

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
27.8	A	1711.00	787.20	28.5	A	1169.00	537.60
	B	1793.00	824.80		B	1226.00	564.00
	C	1884.00	866.40		C	1287.00	592.00
	D	1976.00	908.80		D	1348.00	620.00
	E	2071.00	952.80		E	1414.00	650.40
27.9	A	1518.00	698.40	28.6	A	1348.00	620.00
	B	1591.00	732.00		B	1414.00	650.40
	C	1670.00	768.00		C	1484.00	682.40
	D	1751.00	805.60		D	1555.00	715.20
	E	1837.00	844.80		E	1631.00	750.40
28.0	A	873.00	401.60	28.8	A	1042.00	479.20
	B	911.00	419.20		B	1089.00	500.80
	C	953.00	438.40		C	1139.00	524.00
	D	995.00	457.60		D	1191.00	548.00
	E	1042.00	479.20		E	1245.00	572.80
28.2	A	1117.00	513.60	29.0	A	1141.00	524.80
	B	1169.00	537.60		B	1197.00	550.40
	C	1226.00	564.00		C	1254.00	576.80
	D	1285.00	591.20		D	1317.00	605.60
	E	1350.00	620.80		E	1381.00	635.20
28.3	A	971.00	446.40	29.3	A	1042.00	479.20
	B	1016.00	467.20		B	1089.00	500.80
	C	1064.00	489.60		C	1139.00	524.00
	D	1117.00	513.60		D	1191.00	548.00
	E	1169.00	537.60		E	1245.00	572.80

JUN 29 1978

12384
MICROFILMED

COO-015

BASE SALARY TABLE

		1978-1979				1978-1979	
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
29.6	A	1317.00	609.60	31.2	A	783.00	360.00
	B	1381.00	635.20		B	849.00	390.40
	C	1449.00	666.40		C	913.00	420.00
	D	1518.00	698.40		D	979.00	450.40
	E	1591.00	732.00		E	1044.00	480.00
30.2	A	715.00	328.80	31.3	A	979.00	450.40
	B	774.00	356.00		B	1044.00	480.00
	C	835.00	384.00		C	1110.00	510.40
	D	894.00	411.20		D	1174.00	540.00
	E	1012.00	465.60		E	1240.00	570.40
30.3	A	774.00	356.00	31.4	A	783.00	360.00
	B	835.00	384.00		B	849.00	390.40
	C	894.00	411.20		C	913.00	420.00
	D	1012.00	465.60		D	979.00	450.40
	E	1132.00	520.80		E	1044.00	480.00
31.0	A	715.00	328.80	31.5	A	979.00	450.40
	B	774.00	356.00		B	1044.00	480.00
	C	835.00	384.00		C	1110.00	510.40
	D	894.00	411.20		D	1174.00	540.00
	E	953.00	438.40		E	1240.00	570.40
31.1	A	894.00	411.20	31.6	A	730.00	336.00
	B	953.00	438.40		B	791.00	364.00
	C	1012.00	465.60		C	852.00	392.00
	D	1073.00	493.00		D	913.00	420.00
	E	1132.00	520.80		E	974.00	448.00

JUN 29 1976
12384
MICROFILMED

BASE SALARY TABLE

1970-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
31.7	A	913.00	420.00	32.2	A	783.00	360.00
	B	974.00	448.00		B	849.00	390.40
	C	1035.00	476.00		C	913.00	420.00
	D	1096.00	504.00		D	979.00	450.40
	E	1157.00	532.00		E	1044.00	480.00
31.8	A	730.00	336.00	32.3	A	979.00	450.40
	B	791.00	364.00		B	1044.00	480.00
	C	852.00	392.00		C	1110.00	510.40
	D	913.00	420.00		D	1174.00	540.00
	E	974.00	448.00		E	1240.00	570.40
31.9	A	913.00	420.00	32.4	A	730.00	336.00
	B	974.00	448.00		B	791.00	364.00
	C	1035.00	476.00		C	852.00	392.00
	D	1096.00	504.00		D	913.00	420.00
	E	1157.00	532.00		E	974.00	448.00
32.0	A	765.00	352.00	32.5	A	913.00	420.00
	B	826.00	380.00		B	974.00	448.00
	C	892.00	410.40		C	1035.00	476.00
	D	957.00	440.00		D	1096.00	504.00
	E	1019.00	468.00		E	1157.00	532.00
32.1	A	957.00	440.00	34.2	A	1096.00	504.00
	B	1019.00	468.00		B	1148.00	528.00
	C	1084.00	498.40		C	1204.00	553.60
	D	1148.00	528.00		D	1264.00	581.60
	E	1211.00	556.00		E	1324.00	608.00

JUN 29 1976

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
34.3	A	1324.00	608.80	35.2	A	1414.00	650.40
	B	1386.00	638.40		B	1484.00	682.40
	C	1456.00	669.60		C	1558.00	715.20
	D	1527.00	702.40		D	1631.00	750.40
	E	1602.00	736.80		E	1711.00	787.20
34.6	A	1593.00	732.80	35.3	A	1631.00	750.40
	B	1671.00	768.80		B	1711.00	787.20
	C	1751.00	805.60		C	1793.00	824.80
	D	1837.00	844.80		D	1882.00	865.60
	E	1929.00	887.20		E	1974.00	908.00
34.7	A	1283.00	591.20	35.4	A	1711.00	787.20
	B	1350.00	620.80		B	1793.00	824.80
	C	1414.00	650.40		C	1882.00	865.60
	D	1484.00	682.40		D	1974.00	908.00
	E	1558.00	715.20		E	2073.00	953.60
34.8	A	1350.00	620.80	35.5	A	991.00	456.00
	B	1414.00	650.40		B	1038.00	477.60
	C	1484.00	682.40		C	1091.00	501.60
	D	1558.00	715.20		D	1141.00	524.80
	E	1631.00	750.40		E	1197.00	550.40
35.1	A	1169.00	537.60	35.7	A	863.00	396.80
	B	1226.00	564.00		B	904.00	416.00
	C	1287.00	592.00		C	948.00	436.00
	D	1348.00	620.00		D	991.00	456.00
	E	1414.00	650.40		E	1038.00	477.60

JUN 29 1973

12384
MICROFILMED

COO-015

BASE SALARY TABLE

				1978-1979			
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
35.0	A	751.00	345.60	36.0	A	685.00	315.20
	B	786.00	361.60		B	717.00	329.60
	C	824.00	379.20		C	751.00	345.60
	D	863.00	396.80		D	788.00	362.40
	E	904.00	416.00		E	824.00	379.20
36.1	A	1169.00	537.60	38.1	A	870.00	400.00
	B	1226.00	564.00		B	910.00	418.40
	C	1287.00	592.00		C	953.00	436.40
	D	1348.00	620.00		D	998.00	459.20
	E	1414.00	650.40		E	1045.00	480.80
36.2	A	1414.00	650.40	38.2	A	1631.00	750.40
	B	1484.00	682.40		B	1711.00	787.20
	C	1555.00	715.20		C	1793.00	824.80
	D	1631.00	750.40		D	1882.00	865.60
	E	1711.00	787.20		E	1974.00	908.00
36.3	A	1631.00	750.40	38.3	A	936.00	430.40
	B	1711.00	787.20		B	979.00	450.40
	C	1793.00	824.80		C	1024.00	471.20
	D	1882.00	865.60		D	1073.00	493.60
	E	1974.00	908.00		E	1124.00	516.80
36.4	A	1878.00	864.00	38.4	A	1484.00	682.40
	B	1972.00	907.20		B	1555.00	715.20
	C	2070.00	952.00		C	1631.00	750.40
	D	2171.00	998.40		D	1711.00	787.20
	E	2278.00	1048.00		E	1793.00	824.80

JUN 28 1978

12384
MICROFILMED

BASE SALARY TABLE

1978-1979							
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
38.7	A	633.00	291.20	39.3	A	1292.00	594.40
	B	661.00	304.00		B	1355.00	623.20
	C	689.00	316.80		C	1423.00	654.40
	D	720.00	331.20		D	1491.00	685.60
	E	751.00	345.60		E	1564.00	719.20
38.9	A	689.00	316.80	39.4	A	1631.00	750.40
	B	720.00	331.20		B	1711.00	787.20
	C	751.00	345.60		C	1793.00	824.80
	D	781.00	359.20		D	1884.00	866.40
	E	817.00	376.00		E	1974.00	906.80
39.0	A	751.00	345.60	39.5	A	1631.00	750.40
	B	781.00	359.20		B	1711.00	787.20
	C	817.00	376.00		C	1793.00	824.80
	D	854.00	392.80		D	1884.00	866.40
	E	892.00	410.40		E	1974.00	906.80
39.1	A	1456.00	669.60	39.7	A	1169.00	537.60
	B	1527.00	702.40		B	1226.00	564.00
	C	1602.00	736.80		C	1287.00	592.00
	D	1680.00	772.80		D	1348.00	620.00
	E	1762.00	810.40		E	1414.00	650.40
39.2	A	849.00	390.40	41.0	A	849.00	390.40
	B	889.00	408.80		B	889.00	408.80
	C	932.00	428.80		C	932.00	428.80
	D	976.00	448.80		D	976.00	448.80
	E	1021.00	469.60		E	1021.00	469.60

JUN 25 1978

12384

MICROFILMED

C00-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
41-1	A	889.00	408.80	41-9	A	2023.00	930.40
	B	932.00	426.80		B	2120.00	976.20
	C	976.00	448.80		C	2225.00	1023.20
	D	1021.00	469.60		D	2336.00	1074.40
	E	1070.00	492.00		E	2451.00	1127.20
41-2	A	772.00	355.20	42-0	A	948.00	436.00
	B	809.00	372.00		B	991.00	456.00
	C	849.00	390.40		C	1042.00	479.20
	D	889.00	408.80		D	1091.00	501.60
	E	932.00	428.80		E	1141.00	524.80
41-3	A	1247.00	573.60	42-1	A	1381.00	635.20
	B	1308.00	601.60		B	1449.00	666.40
	C	1374.00	632.00		C	1518.00	698.40
	D	1438.00	661.60		D	1593.00	732.80
	E	1508.00	693.60		E	1671.00	768.80
41-5	A	1207.00	559.20	42-2	A	882.00	405.60
	B	1266.00	582.40		B	925.00	425.60
	C	1327.00	610.40		C	971.00	446.40
	D	1391.00	640.00		D	1016.00	467.20
	E	1461.00	672.00		E	1064.00	489.60
41-7	A	1226.00	564.00	42-3	A	1016.00	467.20
	B	1285.00	591.20		B	1064.00	489.60
	C	1350.00	620.80		C	1117.00	513.60
	D	1414.00	650.40		D	1169.00	537.60
	E	1484.00	682.40		E	1226.00	564.00

JUN 26 1978

12384

MICROFILMED

BASE SALARY TABLE

1970-1979

RATE	STEP	APPRX MONTHLY	BWEEKLY	RATE	STEP	APPRX MONTHLY	BWEEKLY
42.4	A	1655.00	715.20	42.9	A	1516.00	698.40
	B	1631.00	750.40		B	1591.00	732.00
	C	1711.00	787.20		C	1670.00	768.00
	D	1793.00	824.80		D	1751.00	805.60
	E	1882.00	865.60		E	1837.00	844.80
42.5	A	1449.00	666.40	43.0	A	1449.00	666.40
	B	1518.00	698.40		B	1518.00	698.40
	C	1591.00	732.00		C	1591.00	732.00
	D	1670.00	768.00		D	1670.00	768.00
	E	1751.00	805.60		E	1751.00	805.60
42.6	A	1139.00	524.00	43.1	A	1254.00	576.80
	B	1191.00	548.00		B	1317.00	608.60
	C	1245.00	572.80		C	1381.00	635.20
	D	1304.00	600.00		D	1449.00	666.40
	E	1365.00	628.00		E	1518.00	698.40
42.7	A	1254.00	576.80	43.2	A	767.00	352.80
	B	1317.00	605.60		B	804.00	369.60
	C	1381.00	635.20		C	842.00	387.20
	D	1449.00	666.40		D	882.00	405.60
	E	1518.00	698.40		E	925.00	425.60
42.8	A	1139.00	524.00	43.4	A	1414.00	650.40
	B	1191.00	548.00		B	1484.00	682.40
	C	1245.00	572.80		C	1555.00	715.20
	D	1304.00	600.00		D	1621.00	750.40
	E	1365.00	628.00		E	1711.00	787.20

JUN 29 1970

12384
MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
43.5	A	1169.00	537.60	44.0	A	1084.00	498.40
	B	1226.00	564.00		B	1132.00	520.80
	C	1287.00	592.00		C	1184.00	544.80
	D	1348.00	620.00		D	1240.00	570.40
	E	1414.00	650.40		E	1298.00	596.80
43.6	A	873.00	401.60	44.2	A	1247.00	573.60
	B	911.00	419.20		B	1308.00	601.60
	C	953.00	438.40		C	1374.00	632.00
	D	995.00	457.60		D	1438.00	661.60
	E	1042.00	479.20		E	1508.00	693.60
43.7	A	1064.00	489.60	44.5	A	1132.00	520.80
	B	1115.00	512.80		B	1184.00	544.80
	C	1165.00	536.00		C	1240.00	570.40
	D	1217.00	560.00		D	1298.00	596.80
	E	1275.00	586.40		E	1357.00	624.00
43.8	A	953.00	438.40	44.6	A	1064.00	489.60
	B	995.00	457.60		B	1115.00	512.80
	C	1042.00	479.20		C	1165.00	536.00
	D	1089.00	500.80		D	1217.00	560.00
	E	1139.00	524.00		E	1275.00	586.40
43.9	A	998.00	455.20	44.7	A	1115.00	512.80
	B	1035.00	476.00		B	1165.00	536.00
	C	1084.00	498.40		C	1217.00	560.00
	D	1132.00	520.80		D	1275.00	586.40
	E	1184.00	544.80		E	1336.00	614.40

JUN 20 1973

12384

MICROFILMED

BASE SALARY TABLE

				1978-1979			
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
44.8	A	1091.00	501.60	45.3	A	1826.00	840.00
	B	1141.00	524.80		B	1916.00	882.40
	C	1198.00	551.20		C	2009.00	924.00
	D	1256.00	577.60		D	2110.00	970.40
	E	1317.00	605.60		E	2212.00	1017.60
44.9	A	689.00	316.80	45.4	A	1837.00	844.80
	B	720.00	331.20		B	1929.00	887.20
	C	751.00	345.60		C	2023.00	930.40
	D	781.00	359.20		D	2122.00	976.00
	E	817.00	376.00		E	2228.00	1024.80
45.0	A	817.00	376.00	45.6	A	1508.00	693.60
	B	854.00	392.80		B	1583.00	728.00
	C	892.00	410.40		C	1659.00	763.20
	D	934.00	429.60		D	1743.00	801.60
	E	976.00	448.80		E	1826.00	840.00
45.1	A	884.00	406.40	45.7	A	1835.00	844.00
	B	925.00	425.60		B	1925.00	885.60
	C	972.00	447.20		C	2019.00	928.80
	D	1016.00	467.20		D	2120.00	975.20
	E	1064.00	489.60		E	2221.00	1021.60
45.2	A	781.00	359.20	45.8	A	1308.00	601.60
	B	817.00	376.00		B	1374.00	632.00
	C	854.00	392.80		C	1438.00	661.60
	D	892.00	410.40		D	1508.00	693.60
	E	934.00	429.60		E	1583.00	728.00

JUN 29 1978
12384

MICROFILMED

C00-015

BASE SALARY TABLE

		1970-1970					
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
46.2	A	1164.00	535.20	47.6	A	1484.00	682.40
	B	1217.00	560.00		B	1555.00	715.20
	C	1277.00	587.20		C	1631.00	750.40
	D	1341.00	616.80		D	1711.00	787.20
	E	1404.00	648.60		E	1793.00	824.80
46.5	A	849.00	390.40	47.7	A	1348.00	620.00
	B	889.00	408.80		B	1414.00	650.40
	C	932.00	428.80		C	1484.00	682.40
	D	976.00	448.80		D	1555.00	715.20
	E	1021.00	469.60		E	1631.00	750.40
46.6	A	1016.00	467.20	47.8	A	1016.00	467.20
	B	1064.00	489.60		B	1064.00	489.60
	C	1117.00	513.60		C	1117.00	513.60
	D	1169.00	537.60		D	1169.00	537.60
	E	1226.00	564.00		E	1226.00	564.00
47.2	A	781.00	359.20	47.9	A	1484.00	682.40
	B	816.00	375.20		B	1555.00	715.20
	C	852.00	392.00		C	1631.00	750.40
	D	891.00	409.60		D	1711.00	787.20
	E	932.00	428.80		E	1793.00	824.80
47.5	A	904.00	416.00	48.0	A	654.00	300.80
	B	948.00	436.00		B	687.00	316.00
	C	991.00	456.00		C	718.00	330.40
	D	1042.00	479.20		D	751.00	345.60
	E	1091.00	501.60		E	786.00	361.60

JUN 29 1973

12384

MICROFILMED

K00-815

BASE SALARY TABLE

1976-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
48.1	A	718.00	330.40	48.2	A	718.00	330.40
	B	751.00	345.80		B	750.00	344.80
	C	786.00	361.60		C	781.00	359.20
	D	824.00	379.20		D	816.00	375.20
	E	863.00	396.80		E	852.00	392.00
48.7	A	1197.00	550.40	49.8	A	1089.00	500.80
	B	1256.00	577.60		B	1139.00	524.00
	C	1317.00	605.60		C	1191.00	548.00
	D	1379.00	634.40		D	1245.00	572.80
	E	1447.00	665.60		E	1304.00	600.00
48.9	A	1169.00	537.60	50.8	A	953.00	436.40
	B	1226.00	564.00		B	995.00	457.60
	C	1285.00	591.20		C	1042.00	479.20
	D	1350.00	620.80		D	1089.00	500.80
	E	1414.00	650.40		E	1139.00	524.00
49.0	A	1016.00	467.20	50.9	A	767.00	352.80
	B	1064.00	489.60		B	800.00	368.00
	C	1117.00	513.60		C	835.00	384.00
	D	1169.00	537.60		D	873.00	401.60
	E	1226.00	564.00		E	911.00	419.20
49.1	A	1087.00	486.40	51.0	A	1096.00	504.00
	B	1108.00	509.60		B	1144.00	526.40
	C	1164.00	535.20		C	1198.00	551.20
	D	1217.00	560.00		D	1252.00	576.00
	E	1276.00	588.00		E	1310.00	602.40

JUN 29 1978

12384

MICROFILMED

COO-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
51.2	A	986.00	453.60	52.8	A	1141.00	824.80
	B	1033.00	475.20		B	1198.00	861.20
	C	1084.00	498.40		C	1256.00	907.60
	D	1136.00	522.40		D	1317.00	955.60
	E	1191.00	548.00		E	1381.00	1009.20
51.3	A	950.00	436.80	52.9	A	704.00	324.00
	B	990.00	455.20		B	737.00	339.20
	C	1035.00	476.00		C	772.00	355.20
	D	1084.00	498.40		D	809.00	372.00
	E	1132.00	520.80		E	849.00	390.40
51.4	A	1591.00	732.00	53.1	A	751.00	345.60
	B	1670.00	768.00		B	788.00	362.40
	C	1751.00	805.60		C	824.00	379.20
	D	1837.00	844.80		D	864.00	397.60
	E	1927.00	886.40		E	904.00	416.00
51.5	A	904.00	416.00	53.2	A	755.00	347.20
	B	948.00	436.00		B	791.00	364.00
	C	991.00	456.00		C	828.00	380.80
	D	1038.00	477.60		D	870.00	400.00
	E	1091.00	501.60		E	910.00	418.40
51.6	A	1038.00	477.60	53.3	A	884.00	406.40
	B	1091.00	501.60		B	925.00	425.60
	C	1141.00	524.80		C	972.00	447.20
	D	1197.00	550.40		D	1016.00	467.20
	E	1254.00	576.80		E	1064.00	489.60

JUN 29 1973

12384

MICROFILMED

BASE SALARY TABLE

		1978-1979					
RATE	STEP	APPRX MONTHLY	BIVEEKLY	RATE	STEP	APPRX MONTHLY	BIVEEKLY
53.5	A	704.00	324.00	58.2	A	1141.00	524.80
	B	737.60	339.20		B	1198.00	551.20
	C	772.00	355.20		C	1256.00	577.60
	D	809.00	372.00		D	1317.00	605.60
	E	849.00	390.40		E	1381.00	635.20
53.8	A	691.00	456.00	55.5	A	882.00	405.60
	B	1042.00	479.20		B	928.00	429.60
	C	1091.00	501.60		C	971.00	446.40
	D	1141.00	524.80		D	1016.00	467.20
	E	1198.00	551.20		E	1064.00	489.60
54.3	A	1016.00	467.20	56.2	A	1141.00	524.80
	B	1064.00	489.60		B	1198.00	551.20
	C	1117.00	513.60		C	1256.00	577.60
	D	1169.00	537.60		D	1317.00	605.60
	E	1226.00	564.00		E	1381.00	635.20
54.6	A	1141.00	524.80	56.3	A	1042.00	479.20
	B	1198.00	551.20		B	1091.00	501.60
	C	1256.00	577.60		C	1141.00	524.80
	D	1317.00	605.60		D	1198.00	551.20
	E	1381.00	635.20		E	1256.00	577.60
54.8	A	586.00	269.60	56.4	A	991.00	456.00
	B	614.00	282.40		B	1038.00	477.60
	C	644.00	296.00		C	1091.00	501.60
	D	673.00	309.60		D	1141.00	524.80
	E	704.00	324.00		E	1197.00	550.40

JUN 29 1976

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY	H
56.5	A	686.00	301.60	57.6	A	844.00	388.00	
	B	688.00	315.20		B	884.00	406.40	
	C	717.00	329.60		C	925.00	425.60	
	D	751.00	345.60		D	972.00	447.20	
	E	788.00	362.40		E	1016.00	467.20	
56.7	A	626.00	288.00	57.7	A	910.00	418.40	
	B	659.00	303.20		B	953.00	438.40	
	C	690.00	317.60		C	996.00	459.20	
	D	722.00	332.00		D	1048.00	480.80	
	E	755.00	347.20		E	1096.00	504.00	
56.9	A	586.00	269.60	57.8	A	640.00	294.40	
	B	614.00	282.40		B	670.00	308.00	
	C	644.00	296.00		C	701.00	322.40	
	D	672.00	309.60		D	732.00	336.80	
	E	704.00	324.00		E	769.00	353.60	
57.3	A	597.00	274.40	57.9	A	767.00	352.80	
	B	624.00	287.20		B	800.00	368.00	
	C	654.00	300.80		C	835.00	384.00	
	D	687.00	316.00		D	873.00	401.60	
	E	718.00	330.40		E	911.00	419.20	
57.5	A	701.00	322.40	58.0	A	928.00	425.60	
	B	732.00	336.80		B	972.00	447.20	
	C	769.00	353.60		C	1016.00	467.20	
	D	805.00	370.40		D	1064.00	489.60	
	E	844.00	388.00		E	1117.00	513.60	

JUN 29 1973

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIBWEEKLY	RATE	STEP	APPRX MONTHLY	BIBWEEKLY
58.1	A	838.00	384.00	58.6	A	842.00	387.20
	B	873.00	401.60		B	882.00	405.60
	C	911.00	419.20		C	925.00	425.60
	D	953.00	438.40		D	971.00	446.40
	E	995.00	457.60		E	1016.00	467.20
58.2	A	873.00	401.60	58.7	A	1346.00	619.20
	B	911.00	419.20		B	1414.00	650.40
	C	953.00	438.40		C	1480.00	680.80
	D	995.00	457.60		D	1553.00	714.40
	E	1042.00	479.20		E	1628.00	748.80
58.3	A	786.00	361.60	58.8	A	466.00	214.40
	B	824.00	379.20		B	489.00	224.80
	C	863.00	396.80		C	511.00	235.20
	D	904.00	416.00		D	537.00	247.20
	E	948.00	436.00		E	560.00	257.60
58.4	A	991.00	456.00	58.9	A	1224.00	563.20
	B	1042.00	479.20		B	1284.00	590.40
	C	1091.00	501.60		C	1346.00	619.20
	D	1141.00	524.80		D	1414.00	650.40
	E	1198.00	551.20		E	1480.00	680.80
58.5	A	864.00	397.60	59.1	A	701.00	322.40
	B	904.00	416.00		B	734.00	337.60
	C	948.00	436.00		C	767.00	352.80
	D	991.00	456.00		D	804.00	369.60
	E	1042.00	479.20		E	842.00	387.20

JUN 29 1973

12384
MICROFILMED

C00-015

BASE SALARY TABLE

		1978-1979					
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
59.2	A	1118.00	512.80	59.7	A	948.00	436.00
	B	1169.00	537.60		B	991.00	456.00
	C	1224.00	563.20		C	1038.00	477.00
	D	1284.00	590.40		D	1091.00	501.60
	E	1346.00	619.20		E	1141.00	524.80
59.3	A	1016.00	467.20	60.1	A	1197.00	550.40
	B	1064.00	489.60		B	1254.00	576.80
	C	1117.00	513.60		C	1317.00	605.40
	D	1169.00	537.60		D	1381.00	635.20
	E	1226.00	564.00		E	1449.00	666.40
59.4	A	908.00	417.60	60.2	A	1115.00	512.80
	B	950.00	436.80		B	1165.00	536.00
	C	990.00	455.20		C	1217.00	560.00
	D	1035.00	476.00		D	1275.00	586.40
	E	1084.00	498.40		E	1336.00	614.40
59.5	A	2233.00	1027.20	60.4	A	1287.00	592.00
	B	2345.00	1078.40		B	1346.00	620.00
	C	2461.00	1132.00		C	1414.00	650.40
	D	2585.00	1188.80		D	1484.00	682.40
	E	2712.00	1247.20		E	1555.00	715.20
59.6	A	1388.00	638.40	60.6	A	1711.00	787.20
	B	1456.00	669.60		B	1793.00	824.80
	C	1527.00	702.40		C	1882.00	865.60
	D	1602.00	736.80		D	1974.00	908.00
	E	1680.00	772.80		E	2073.00	953.60

JUN 29 1978
 MICROFILMED
 12384

C00-015

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
61.6	A	1169.00	537.60	62.6	A	1038.00	476.00
	B	1226.00	564.00		B	1084.00	498.40
	C	1287.00	592.00		C	1132.00	520.80
	D	1348.00	620.00		D	1184.00	544.80
	E	1414.00	650.40		E	1240.00	570.40
61.8	A	1136.00	522.40	62.7	A	816.00	375.20
	B	1191.00	548.00		B	852.00	392.00
	C	1247.00	573.60		C	891.00	409.60
	D	1308.00	601.60		D	932.00	428.80
	E	1374.00	632.00		E	974.00	448.00
62.0	A	772.00	355.20	62.8	A	842.00	387.20
	B	809.00	372.00		B	882.00	405.60
	C	849.00	390.40		C	925.00	425.60
	D	889.00	408.80		D	971.00	446.40
	E	932.00	428.80		E	1016.00	467.20
62.3	A	1016.00	467.20	63.0	A	701.00	322.40
	B	1064.00	489.60		B	734.00	337.60
	C	1117.00	513.60		C	767.00	352.80
	D	1169.00	537.60		D	804.00	369.60
	E	1226.00	564.00		E	842.00	387.20
62.4	A	1169.00	537.60	63.1	A	1414.00	650.40
	B	1226.00	564.00		B	1484.00	682.40
	C	1287.00	592.00		C	1558.00	715.20
	D	1348.00	620.00		D	1631.00	750.40
	E	1414.00	650.40		E	1711.00	787.20

MICROFILMED
 JUN 29 1978
 12384

C00-015

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
63.2	A	767.00	352.80	64.0	A	772.00	358.20
	B	800.00	368.00		B	809.00	372.00
	C	835.00	384.00		C	849.00	390.40
	D	873.00	401.60		D	889.00	408.80
	E	911.00	419.20		E	932.00	428.80
63.5	A	1042.00	479.20	64.2	A	1169.00	537.60
	B	1089.00	500.80		B	1226.00	564.00
	C	1139.00	524.00		C	1287.00	592.00
	D	1191.00	548.00		D	1348.00	620.00
	E	1245.00	572.80		E	1414.00	650.40
63.7	A	1141.00	524.80	64.5	A	772.00	355.20
	B	1197.00	550.40		B	809.00	372.00
	C	1254.00	576.80		C	849.00	390.40
	D	1317.00	605.60		D	889.00	408.80
	E	1381.00	635.20		E	932.00	428.80
63.8	A	1449.00	666.40	64.7	A	737.00	339.20
	B	1518.00	698.40		B	772.00	355.20
	C	1593.00	732.80		C	809.00	372.00
	D	1671.00	768.80		D	849.00	390.40
	E	1751.00	805.60		E	889.00	408.80
63.9	A	891.00	409.60	65.0	A	1855.00	718.20
	B	932.00	428.80		B	1631.00	750.40
	C	976.00	448.80		C	1711.00	787.20
	D	1021.00	469.60		D	1793.00	824.80
	F	1070.00	491.20				

MICROFILMED
 JUN 29 1978
 12384

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
65.1	A	889.00	408.80	66.4	A	864.00	397.60
	B	932.00	428.80		B	904.00	416.80
	C	977.00	449.60		C	948.00	436.00
	D	1023.00	470.40		D	991.00	456.00
	E	1071.00	492.80		E	1042.00	479.20
65.4	A	1527.00	886.40	66.5	A	1042.00	479.20
	B	2023.00	930.40		B	1091.00	501.60
	C	2120.00	975.20		C	1141.00	524.80
	D	2225.00	1023.20		D	1198.00	551.20
	E	2336.00	1074.40		E	1256.00	577.60
66.0	A	948.00	436.00	66.9	A	1019.00	462.80
	B	991.00	456.00		B	1064.00	489.60
	C	1038.00	477.60		C	1115.00	512.80
	D	1091.00	501.60		D	1165.00	536.00
	E	1141.00	524.80		E	1217.00	560.00
66.1	A	824.00	379.20	67.1	A	1169.00	537.60
	B	863.00	396.80		B	1226.00	564.00
	C	904.00	416.00		C	1287.00	592.00
	D	948.00	436.00		D	1348.00	620.00
	E	991.00	456.00		E	1414.00	650.40
66.3	A	717.00	329.60	67.2	A	1089.00	500.80
	B	751.00	345.60		B	1139.00	524.00
	C	788.00	362.40		C	1191.00	548.00
	D	824.00	379.20		D	1248.00	572.80
	E	864.00	397.60		E	1304.00	600.00

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979							
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
67.5	A	1139.00	524.00	69.2	A	1084.00	498.40
	B	1191.00	548.00		B	1136.00	522.40
	C	1245.00	572.80		C	1191.00	548.00
	D	1304.00	600.00		D	1247.00	573.60
	E	1365.00	628.00		E	1308.00	601.60
67.7	A	1254.00	574.80	69.3	A	1191.00	548.00
	B	1317.00	605.60		B	1247.00	573.60
	C	1381.00	635.20		C	1308.00	601.60
	D	1449.00	666.40		D	1374.00	632.00
	E	1518.00	698.40		E	1438.00	661.60
68.0	A	1826.00	840.00	69.4	A	1247.00	573.60
	B	1918.00	882.40		B	1308.00	601.60
	C	2009.00	924.00		C	1374.00	632.00
	D	2110.00	970.40		D	1438.00	661.60
	E	2212.00	1017.60		E	1508.00	693.60
68.2	A	2009.00	924.00	69.6	A	1374.00	632.00
	B	2110.00	970.40		B	1438.00	661.60
	C	2212.00	1017.60		C	1508.00	693.60
	D	2322.00	1068.00		D	1583.00	728.00
	E	2435.00	1120.00		E	1659.00	763.20
68.3	A	1983.00	728.00	71.5	A	1381.00	638.20
	B	1659.00	763.20		B	1449.00	666.40
	C	1743.00	801.60		C	1518.00	698.40
	D	1826.00	840.00		D	1593.00	732.00
	E	1918.00	882.40		E	1671.00	768.00

JUN 29 1973

12384

MICROFILMED

BASE SALARY TABLE

		1978-1979					
RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
71.6	A	948.00	436.00	73.3	A	1837.00	844.00
	B	991.00	456.00		B	1929.00	887.20
	C	1042.00	479.20		C	2023.00	930.40
	D	1091.00	501.60		D	2122.00	976.00
	E	1141.00	524.80		E	2226.00	1024.80
72.2	A	1518.00	698.40	73.5	A	1864.00	889.60
	B	1593.00	732.80		B	1917.00	913.60
	C	1671.00	768.80		C	1969.00	937.60
	D	1751.00	805.60		D	2026.00	964.00
	E	1837.00	844.80		E	2085.00	991.20
72.6	A	1676.00	768.80	73.6	A	2023.00	930.40
	B	1821.00	869.60		B	2122.00	976.00
	C	1870.00	892.00		C	2226.00	1024.80
	D	1922.00	916.00		D	2336.00	1074.40
	E	1976.00	940.80		E	2451.00	1127.20
72.7	A	1141.00	524.80	74.3	A	1117.00	513.60
	B	1198.00	551.20		B	1169.00	537.60
	C	1256.00	577.60		C	1226.00	564.00
	D	1317.00	605.60		D	1285.00	591.20
	E	1381.00	635.20		E	1350.00	620.80
73.2	A	1518.00	698.40	74.6	A	737.00	339.20
	B	1593.00	732.80		B	772.00	355.20
	C	1671.00	768.80		C	809.00	372.00
	D	1751.00	805.60		D	849.00	390.40
	E	1837.00	844.80		E	889.00	408.80

JUN 29 1978
12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
75.0	A	1317.00	605.60	76.8	A	863.00	396.80
	B	1381.00	635.20		B	904.00	416.00
	C	1449.00	666.40		C	948.00	436.00
	D	1518.00	698.40		D	991.00	456.00
	E	1593.00	732.80		E	1038.00	477.60
75.1	A	1518.00	698.40	76.6	A	1117.00	513.60
	B	1593.00	732.80		B	1169.00	537.60
	C	1671.00	768.80		C	1224.00	564.00
	D	1751.00	805.60		D	1287.00	592.00
	E	1837.00	844.80		E	1348.00	620.00
75.2	A	1751.00	805.60	77.2	A	990.00	456.80
	B	1837.00	844.80		B	1038.00	479.20
	C	1929.00	887.20		C	1090.00	503.20
	D	2023.00	930.40		D	1142.00	527.20
	E	2122.00	976.00		E	1198.00	552.80
75.6	A	1449.00	666.40	77.5	A	772.00	355.20
	B	1518.00	698.40		B	809.00	372.00
	C	1593.00	732.80		C	848.00	390.40
	D	1670.00	768.00		D	889.00	408.80
	E	1751.00	805.60		E	932.00	428.80
75.7	A	1783.00	806.40	77.7	A	1141.00	524.80
	B	1837.00	844.80		B	1197.00	550.40
	C	1929.00	887.20		C	1254.00	576.80
	D	2021.00	929.60		D	1317.00	605.60
	E	2120.00	975.20		E	1381.00	635.20

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1970-1970

RATE	STEP	1970-1970		RATE	STEP	1970-1970	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
78.1	A	511.00	235.20	79.1	A	786.00	361.60
	B	537.00	247.20		B	824.00	379.20
	C	560.00	257.60		C	863.00	396.80
	D	586.00	269.60		D	904.00	416.00
	E	614.00	282.40		E	948.00	436.00
78.2	A	1016.00	467.20	79.2	A	863.00	396.80
	B	1064.00	489.60		B	904.00	416.00
	C	1115.00	512.80		C	948.00	436.00
	D	1169.00	537.60		D	991.00	456.00
	E	1226.00	564.00		E	1038.00	477.60
78.3	A	1350.00	620.80	79.3	A	1793.00	824.80
	B	1414.00	650.40		B	1882.00	865.60
	C	1484.00	682.40		C	1974.00	908.00
	D	1555.00	715.20		D	2073.00	953.60
	E	1631.00	750.40		E	2171.00	998.40
78.4	A	932.00	428.80	79.4	A	435.00	200.00
	B	977.00	449.60		B	452.00	208.00
	C	1024.00	471.20		C	477.00	219.20
	D	1075.00	494.40		D	497.00	228.80
	E	1127.00	518.40		E	520.00	239.20
78.5	A	722.00	332.00	79.5	A	781.00	359.20
	B	755.00	347.20		B	817.00	376.00
	C	793.00	364.80		C	854.00	392.80
	D	830.00	381.60		D	892.00	410.40
	E	868.00	399.20		E	934.00	429.60

JUN 29 1976

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
79.6	A	993.00	456.80	81.1	A	1348.00	626.00
	B	1042.00	479.20		B	1414.00	656.40
	C	1091.00	501.60		C	1484.00	682.40
	D	1143.00	525.60		D	1558.00	715.20
	E	1198.00	551.20		E	1631.00	750.40
79.7	A	1064.00	489.60	81.6	A	1680.00	772.80
	B	1117.00	513.60		B	1762.00	810.40
	C	1169.00	537.60		C	1849.00	850.40
	D	1226.00	564.00		D	1938.00	891.20
	E	1285.00	591.20		E	2035.00	936.00
79.9	A	1576.00	908.80	81.7	A	253.00	438.40
	B	2071.00	952.80		B	996.00	457.60
	C	2174.00	1000.00		C	1042.00	479.20
	D	2280.00	1048.80		D	1089.00	500.80
	E	2395.00	1101.60		E	1139.00	524.00
80.0	A	842.00	387.20	81.8	A	1091.00	501.60
	B	882.00	405.60		B	1141.00	524.80
	C	925.00	425.60		C	1197.00	550.40
	D	971.00	446.40		D	1254.00	576.80
	E	1016.00	467.20		E	1317.00	605.60
81.0	A	1139.00	524.00	81.9	A	995.00	457.60
	B	1191.00	548.00		B	1042.00	479.20
	C	1245.00	572.80		C	1089.00	500.80
	D	1304.00	600.00		D	1139.00	524.00
	E	1365.00	628.00		E	1191.00	548.00

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
82.3	A	1518.00	698.40	82.5	A	1108.00	509.60
	B	1591.00	732.00		B	1164.00	535.20
	C	1670.00	768.00		C	1217.00	560.00
	D	1751.00	805.60		D	1277.00	587.20
	E	1837.00	844.80		E	1341.00	616.80
82.5	A	910.00	418.40	83.7	A	1169.00	537.60
	B	953.00	438.40		B	1226.00	564.00
	C	998.00	459.20		C	1287.00	592.00
	D	1045.00	480.80		D	1348.00	620.00
	E	1096.00	504.00		E	1414.00	650.40
82.6	A	1096.00	504.00	83.8	A	1064.00	489.60
	B	1148.00	528.00		B	1117.00	513.60
	C	1204.00	553.60		C	1169.00	537.60
	D	1264.00	581.60		D	1226.00	564.00
	E	1324.00	608.80		E	1287.00	592.00
83.2	A	1012.00	465.60	83.9	A	1247.00	573.60
	B	1059.00	487.20		B	1308.00	601.60
	C	1108.00	509.60		C	1374.00	632.00
	D	1158.00	532.80		D	1438.00	661.60
	E	1212.00	557.60		E	1508.00	693.60
83.4	A	969.00	445.60	84.0	A	1308.00	601.60
	B	1012.00	465.60		B	1374.00	632.00
	C	1059.00	487.20		C	1438.00	661.60
	D	1108.00	509.60		D	1508.00	693.60
	E	1158.00	532.80		E	1583.00	728.00

JUN 29 1973

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
84.1	A	1438.00	661.00	84.6	A	1631.00	750.40
	B	1508.00	693.00		B	1711.00	787.20
	C	1583.00	728.00		C	1793.00	824.80
	D	1659.00	763.20		D	1882.00	865.60
	E	1743.00	801.00		E	1974.00	908.00
84.2	A	1317.00	605.00	84.7	A	1631.00	750.40
	B	1381.00	635.20		B	1711.00	787.20
	C	1449.00	666.40		C	1793.00	824.80
	D	1518.00	698.40		D	1882.00	865.60
	E	1593.00	732.80		E	1974.00	908.00
84.3	A	1169.00	537.00	84.8	A	1711.00	787.20
	B	1226.00	564.00		B	1793.00	824.80
	C	1287.00	592.00		C	1882.00	865.60
	D	1348.00	620.00		D	1974.00	908.00
	E	1414.00	650.40		E	2073.00	963.60
84.4	A	849.00	390.40	84.9	A	1381.00	635.20
	B	889.00	408.80		B	1449.00	666.40
	C	932.00	428.80		C	1518.00	698.40
	D	976.00	448.80		D	1591.00	732.00
	E	1021.00	469.00		E	1670.00	768.00
84.5	A	1414.00	650.40	85.0	A	1826.00	864.00
	B	1484.00	682.40		B	1885.00	891.20
	C	1553.00	715.20		C	1980.00	928.80
	D	1631.00	758.40		D	1414.00	650.40
	E	1711.00	787.20		E	1484.00	682.40

JUN 29 1976

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
85-4	A	1484.00	682.40	86-0	A	948.00	436.00
	B	1556.00	715.20		B	991.00	456.00
	C	1631.00	750.40		C	1038.00	477.60
	D	1711.00	787.20		D	1091.00	501.60
	E	1793.00	824.80		E	1141.00	524.80
85-5	A	1751.00	805.60	86-1	A	1016.00	467.20
	B	1837.00	844.80		B	1064.00	489.60
	C	1929.00	887.20		C	1117.00	513.60
	D	2023.00	930.40		D	1169.00	537.60
	E	2122.00	976.00		E	1226.00	564.00
85-6	A	1631.00	750.40	86-2	A	1198.00	551.20
	B	1711.00	787.20		B	1256.00	577.60
	C	1793.00	824.80		C	1317.00	605.60
	D	1884.00	866.40		D	1381.00	635.20
	E	1976.00	908.80		E	1449.00	666.40
85-8	A	869.00	390.40	86-3	A	1751.00	805.60
	B	889.00	408.80		B	1837.00	844.80
	C	932.00	428.80		C	1929.00	887.20
	D	976.00	448.80		D	2023.00	930.40
	E	1021.00	469.60		E	2122.00	976.00
85-9	A	1795.00	825.60	86-4	A	844.00	388.00
	B	1884.00	866.40		B	884.00	406.40
	C	1974.00	908.00		C	925.00	425.60
	D	2070.00	952.00		D	972.00	447.20
	E	2174.00	1000.00		E	1016.00	467.20

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
86.5	A	732.00	336.80	87.2	A	1593.00	732.80
	B	769.00	353.60		B	1671.00	768.80
	C	805.00	370.40		C	1751.00	805.60
	D	844.00	388.00		D	1837.00	844.80
	E	884.00	406.40		E	1929.00	887.20
86.7	A	1141.00	524.80	87.3	A	925.00	425.60
	B	1198.00	551.20		B	971.00	446.40
	C	1256.00	577.60		C	1016.00	467.20
	D	1317.00	605.60		D	1064.00	489.60
	E	1381.00	635.20		E	1117.00	513.60
86.8	A	800.00	368.00	87.4	A	1518.00	698.40
	B	835.00	384.00		B	1591.00	732.00
	C	873.00	401.60		C	1670.00	768.00
	D	911.00	419.20		D	1751.00	805.60
	E	953.00	438.40		E	1837.00	844.80
86.9	A	849.00	390.40	87.5	A	1751.00	805.60
	B	891.00	409.60		B	1837.00	844.80
	C	934.00	429.60		C	1929.00	887.20
	D	977.00	449.60		D	2023.00	930.40
	E	1026.00	472.00		E	2122.00	976.00
87.1	A	1414.00	650.40	87.6	A	870.00	400.00
	B	1484.00	682.40		B	910.00	418.40
	C	1555.00	715.20		C	953.00	438.40
	D	1631.00	750.40		D	998.00	459.20
	E	1711.00	787.20		E	1045.00	480.80

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIVEEKLY			APPRX MONTHLY	BIVEEKLY
87.7	A	1484.00	682.40	88.3	A	1504.00	692.00
	B	1552.00	713.20		B	1578.00	728.60
	C	1631.00	750.40		C	1656.00	761.60
	D	1711.00	787.20		D	1734.00	797.60
	E	1793.00	824.80		E	1819.00	836.80
87.8	A	1751.00	805.60	88.4	A	1504.00	692.00
	B	1837.00	844.80		B	1578.00	728.60
	C	1929.00	887.20		C	1656.00	761.60
	D	2023.00	930.40		D	1734.00	797.60
	E	2122.00	976.00		E	1819.00	836.80
87.9	A	849.00	390.40	88.6	A	1631.00	750.40
	B	889.00	408.80		B	1711.00	787.20
	C	932.00	428.80		C	1793.00	824.80
	D	976.00	448.80		D	1882.00	865.60
	E	1021.00	469.60		E	1974.00	908.00
88.0	A	1141.00	524.80	88.7	A	1137.00	523.20
	B	1198.00	551.20		B	1190.00	547.20
	C	1256.00	577.60		C	1244.00	572.00
	D	1317.00	605.60		D	1301.00	598.40
	E	1381.00	635.20		E	1358.00	624.80
88.1	A	1016.00	467.20	88.8	A	1304.00	600.00
	B	1064.00	489.60		B	1369.00	629.60
	C	1117.00	513.60		C	1437.00	660.80
	D	1169.00	537.60		D	1504.00	692.00
	E	1226.00	564.00		E	1578.00	728.60

JUN 29 1978
 12384
 MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
88.9	A	911.00	419.20	90.3	A	968.00	436.00
	B	983.00	438.40		B	991.00	456.00
	C	995.00	457.60		C	1038.00	477.60
	D	1042.00	479.20		D	1091.00	501.60
	E	1087.00	500.00		E	1141.00	524.80
89.0	A	995.00	457.60	90.4	A	1197.00	550.40
	B	1042.00	479.20		B	1254.00	576.80
	C	1087.00	500.00		C	1317.00	605.60
	D	1137.00	523.20		D	1381.00	635.20
	E	1190.00	547.20		E	1449.00	666.40
89.1	A	1115.00	512.80	90.5	A	751.00	345.60
	B	1165.00	536.00		B	788.00	362.40
	C	1217.00	560.00		C	824.00	379.20
	D	1275.00	586.40		D	864.00	397.60
	E	1336.00	614.40		E	904.00	416.00
89.4	A	751.00	345.60	90.6	A	842.00	387.20
	B	786.00	361.60		B	882.00	405.60
	C	824.00	379.20		C	925.00	425.60
	D	863.00	396.80		D	971.00	446.40
	E	904.00	416.00		E	1016.00	467.20
90.2	A	863.00	396.80	90.7	A	925.00	425.60
	B	904.00	416.00		B	971.00	446.40
	C	948.00	436.00		C	1016.00	467.20
	D	991.00	456.00		D	1064.00	489.60
	E	1038.00	477.60		E	1117.00	513.60

JUN 20 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
91.0	A	640.00	294.40	92.0	A	1036.00	477.60
	B	670.00	308.00		B	1091.00	501.60
	C	701.00	322.40		C	1141.00	524.60
	D	734.00	337.60		D	1197.00	550.40
	E	767.00	352.80		E	1254.00	576.80
91.4	A	466.00	214.40	92.1	A	932.00	428.80
	B	489.00	224.80		B	976.00	448.80
	C	511.00	235.20		C	1021.00	469.60
	D	537.00	247.20		D	1070.00	492.00
	E	560.00	257.60		E	1122.00	516.00
91.6	A	1793.00	824.80	92.2	A	1317.00	605.60
	B	1884.00	866.40		B	1381.00	639.20
	C	1976.00	908.80		C	1449.00	666.40
	D	2071.00	952.80		D	1518.00	698.40
	E	2174.00	1000.00		E	1593.00	732.80
91.7	A	1751.00	805.60	92.3	A	1751.00	805.60
	B	1837.00	844.80		B	1837.00	844.80
	C	1927.00	886.40		C	1927.00	886.40
	D	2023.00	930.40		D	2023.00	930.40
	E	2120.00	975.20		E	2120.00	975.20
91.9	A	805.00	370.40	92.4	A	1527.00	702.40
	B	844.00	388.00		B	1602.00	736.80
	C	894.00	406.40		C	1680.00	772.80
	D	925.00	425.60		D	1762.00	810.40
	E	972.00	447.20		E	1848.00	850.40

JUN 29 1973

12384

MICROFILMED

COO-815

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
92.5	A	889.00	408.80	93.2	A	1684.00	866.40
	B	938.00	428.80		B	1976.00	908.80
	C	976.00	448.80		C	2071.00	952.80
	D	1021.00	469.80		D	2174.00	1000.00
	E	1070.00	492.00		E	2280.00	1048.80
92.7	A	1751.00	805.60	93.3	A	1793.00	824.80
	B	1837.00	844.80		B	1884.00	866.40
	C	1927.00	886.40		C	1976.00	908.80
	D	2023.00	930.40		D	2071.00	952.80
	E	2120.00	975.20		E	2174.00	1000.00
92.8	A	2023.00	930.40	93.4	A	971.00	446.40
	B	2122.00	976.00		B	1016.00	467.20
	C	2228.00	1024.80		C	1064.00	489.60
	D	2336.00	1074.40		D	1117.00	513.60
	E	2451.00	1127.20		E	1169.00	537.60
92.9	A	1593.00	732.80	93.5	A	1593.00	732.80
	B	1670.00	768.80		B	1671.00	768.80
	C	1753.00	806.40		C	1751.00	805.60
	D	1837.00	844.80		D	1837.00	844.80
	E	1927.00	886.40		E	1929.00	887.20
93.1	A	1226.00	564.00	93.7	A	1631.00	750.40
	B	1285.00	591.20		B	1710.00	786.40
	C	1350.00	620.80		C	1795.00	825.60
	D	1414.00	650.40		D	1882.00	865.60
	E	1484.00	682.40		E	1972.00	907.20

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIWEEKLY	RATE	STEP	APPRX MONTHLY	BIWEEKLY
93.8	A	1286.00	577.60	94.3	A	1226.00	564.00
	B	1317.00	605.60		B	1285.00	591.20
	C	1381.00	635.20		C	1350.00	620.80
	D	1449.00	666.40		D	1414.00	650.40
	E	1518.00	698.40		E	1484.00	682.40
93.9	A	1449.00	666.40	94.4	A	1484.00	682.40
	B	1518.00	698.40		B	1558.00	715.20
	C	1593.00	732.80		C	1631.00	750.40
	D	1671.00	768.80		D	1711.00	787.20
	E	1751.00	805.60		E	1793.00	824.80
94.0	A	1016.00	467.20	94.5	A	1631.00	750.40
	B	1064.00	489.60		B	1711.00	787.20
	C	1117.00	513.60		C	1793.00	824.80
	D	1169.00	537.60		D	1884.00	866.40
	E	1226.00	564.00		E	1976.00	908.80
94.1	A	800.00	368.00	94.6	A	873.00	401.60
	B	835.00	384.00		B	911.00	419.20
	C	873.00	401.60		C	953.00	438.40
	D	911.00	419.20		D	995.00	457.60
	E	953.00	438.40		E	1042.00	479.20
94.2	A	871.00	400.80	94.7	A	953.00	438.40
	B	911.00	419.20		B	995.00	457.60
	C	951.00	437.60		C	1042.00	479.20
	D	995.00	457.60		D	1089.00	500.80
	E	1042.00	479.20		E	1139.00	524.00

JUN 29 1978

12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	1978-1979		RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY			APPRX MONTHLY	BIWEEKLY
95.3	A	751.00	345.60	96.8	A	873.00	401.60
	B	786.00	361.60		B	911.00	416.20
	C	824.00	379.20		C	953.00	438.40
	D	863.00	396.80		D	998.00	457.60
	E	904.00	416.00		E	1042.00	479.20
95.6	A	1139.00	524.00	96.9	A	873.00	401.60
	B	1191.00	548.00		B	911.00	419.20
	C	1248.00	572.80		C	953.00	438.40
	D	1304.00	600.00		D	995.00	457.60
	E	1365.00	628.00		E	1042.00	479.20
95.8	A	1518.00	698.40	97.0	A	1016.00	467.20
	B	1591.00	732.00		B	1064.00	489.60
	C	1670.00	768.00		C	1117.00	513.60
	D	1751.00	805.60		D	1169.00	537.60
	E	1837.00	844.80		E	1226.00	564.00
96.0	A	1414.00	650.40	97.4	A	991.00	456.00
	B	1484.00	682.40		B	1038.00	477.60
	C	1555.00	715.20		C	1091.00	501.60
	D	1631.00	750.40		D	1141.00	524.80
	E	1711.00	787.20		E	1197.00	550.40
96.3	A	981.00	414.40	97.5	A	1179.00	542.40
	B	941.00	432.80		B	1235.00	568.00
	C	986.00	453.40		C	1294.00	596.00
	D	1033.00	475.20		D	1360.00	625.60
	E	1084.00	498.40		E	1426.00	656.00

JUN 20 1978
12384

MICROFILMED

BASE SALARY TABLE

1978-1979

RATE	STEP	APPRX MONTHLY	BIBEEKLY	RATE	STEP	APPRX MONTHLY	BIBEEKLY
97.6	A	1478.00	680.00	98.5	A	1064.00	489.60
	B	1550.00	712.80		B	1118.00	512.80
	C	1624.00	747.20		C	1168.00	536.00
	D	1704.00	784.00		D	1217.00	560.00
	E	1788.00	822.40		E	1278.00	586.40
97.8	A	800.00	368.00	98.6	A	1137.00	523.20
	B	835.00	384.00		B	1190.00	547.20
	C	873.00	401.60		C	1244.00	572.00
	D	911.00	419.20		D	1301.00	598.40
	E	953.00	438.40		E	1358.00	624.80
97.9	A	873.00	401.60	98.7	A	1304.00	600.00
	B	911.00	419.20		B	1369.00	629.60
	C	953.00	438.40		C	1437.00	660.80
	D	995.00	457.60		D	1504.00	692.00
	E	1042.00	479.20		E	1578.00	728.60
98.0	A	1296.00	596.00	98.8	A	995.00	457.60
	B	1260.00	628.60		B	1042.00	479.20
	C	1426.00	656.00		C	1087.00	500.00
	D	1496.00	688.00		D	1137.00	523.20
	E	1569.00	721.60		E	1190.00	547.20
98.1	A	819.00	376.80	98.9	A	911.00	419.20
	B	859.00	395.20		B	953.00	438.40
	C	901.00	414.40		C	995.00	457.60
	D	941.00	432.80		D	1042.00	479.20
	E	986.00	453.60		E	1087.00	500.00

JUN 29 1978

12384

MICROFILMED

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BASE SALARY TABLE

RATE	STEP	1978-1979	
		APPRX MONTHLY	BIWEEKLY
99.0	A	817.00	376.00
	B	854.00	392.80
	C	892.00	410.40
	D	934.00	429.60
	E	976.00	448.80
99.5	A	1837.00	844.80
	B	1929.00	887.20
	C	2023.00	930.40
	D	2122.00	976.00
	E	2228.00	1024.80
99.7	A	925.00	425.60
	B	971.00	446.40
	C	1016.00	467.20
	D	1064.00	489.60
	E	1117.00	513.60
99.8	A	1042.00	479.20
	B	1091.00	501.60
	C	1141.00	524.80
	D	1198.00	551.20
	E	1256.00	577.60

JUN 29 1978

12384

MICROFILMED

Passed and adopted by the Council of The City of San Diego on JUN 29 1973
 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Larry Stirling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jess D. Haro	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mayor Pete Wilson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

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

(Seal)

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

By Betty Goodhue Deputy.

I HEREBY CERTIFY that the foregoing ordinance was passed on the day of its introduction, to wit, on JUN 29 1973, said ordinance being of the kind and character authorized for passage on its introduction by Section 16 of the Charter.

~~I FURTHER CERTIFY that the final reading of said ordinance was in full.~~

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 Betty Goodhue Deputy.

Office of the City Clerk, San Diego, California		
Ordinance Number	12384	Adopted JUN 29 1973

ATTORNEYS:

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

CERTIFICATE OF PUBLICATION

No 12384

IN THE MATTER OF

EMPLOYEES OF THE CITY OF SAN
DIEGO

EMERGENCY ORDINANCE NO. 12384

(New Series)

AN EMERGENCY ORDINANCE AMENDING ORDINANCE NO. 12360 (NEW SERIES) ENTITLED, "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 Jarvis-Gann Initiative (herein called Proposition 13) amending the California Constitution to limit property taxes was placed before the electorate on June 6, 1978; and

WHEREAS, said Proposition 13 was passed by the voters on that election day; and

WHEREAS, Proposition 13 reduces significantly the anticipated revenue for The City of San Diego for the forthcoming fiscal year 1978-79 and, as a consequence necessitates the curtailment of essential services and reduces significantly the ability to grant salary and wage increases for the existing work force; and

WHEREAS, the curtailment of necessary services will endanger the public peace, health and safety; and

WHEREAS, Ordinance No. 12360 (New Series), adopted on May 30, 1978, to be effective July 1, 1978, contains cost of living salary increases enacted prior to the June 6 election pursuant to the meet and confer process; and

WHEREAS, in contemplation of the election and possible results, Memoranda of Understanding therein called MOU, negotiated and executed by and between City and all employee organizations included a provision to reconsider salary increases granted pursuant to approved emergency action in the event Proposition 13 passed; and

WHEREAS, that action (reconsidering salaries) was then and is now deemed necessary in order to promulgate a budget for the City for fiscal year 1978-79 within the fiscal ability of said City; and

WHEREAS, the alternative solution to stay within fiscal parameters is to lay off a significant number of personnel in order to reduce operating costs; and

WHEREAS, such lay off action would severely reduce the ability of the City to adequately perform basic functions and imperil the ability to care for the public peace, property, health or safety of the citizens of said City; and

WHEREAS, the Legislature of the State of California has, in response to the severe and immediate fiscal crisis of public agencies, enacted Senate Bill 154 to provide out of budgetary surplus financial relief to public agencies for fiscal year 1978-79; and

WHEREAS, such legislation provides a sum of \$9,500,000 for The City of San Diego, which sum would enable City to perform required services, albeit reduced, but at such level as to properly preserve the public peace, property, health or safety; and

WHEREAS, that legislation further provides, however, that such financial relief shall not be available to any local public agency which provides cost of living salary increases for the 1978-79 fiscal year to its employees, if such increase is in excess of the cost of living increases provided for State employees; and

WHEREAS, Senate Bill 154 further provides that any contract between the City and an employee organization granting cost of living increases in excess of that granted State employees shall be null and void and subject to renegotiation; and

WHEREAS, the cost of living increase, if any, to be granted State employees will not be ascertained until the middle of July, 1978; and

WHEREAS, such legislative condition upon the grant of financial relief to the City requires immediate local legislative action to place the City in a posture of ability to comply; and

WHEREAS, in order to comply, it is necessary to rescind, prior to July 1, 1978, all cost of living salary increases granted by Ordinance No. 12360 (New Series); and

WHEREAS, the failure to so act and the inability as a result thereof to qualify for State financial relief and the consequent loss of the projected \$9,500,000 from State budgetary surplus will affect demonstrably the ability of City to care for the public peace, property, health or safety of its citizens; and

I, EVE C. LASH, am 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 23, 1969, Decree No. 14894; and the

EMERGENCY ORDINANCE NO. 12384

is a true and correct copy of which the annexed is a printed copy and was published in said newspaper on the following date(s), to-wit:

July 26, 1978

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

Dated at San Diego, California this 27th day of July 1978

Eve C. Lash

(Signature)

MICROFILMED 12384

