

ORDINANCE NO. 0-15268
(New Series)

(O. 80-301)

MAY 27 1980

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES
OF THE CITY OF SAN DIEGO FOR THE FISCAL
YEAR 1980-81.

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 28, 1980; 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 State Constitution and Charter of The City of San Diego, hereby finds and determines that the salaries and wages established herein are consonant with the fair and equitable concept and criteria established by and contained in Council Policy No. 300-1; and

WHEREAS, pursuant to the provisions of Charter Sections 12.1 and 24.1, the Salary Setting Commission's recommendations for Mayor and Council salaries were considered and a schedule of compensation for the Mayor and members of the City Council was adopted by Ordinance No. 15214 (New Series) on March 10, 1980, and are continued by incorporation herein, to be effective for the period July 1, 1980 through June 30, 1982; and

WHEREAS, Section 117 of the Charter provides for exemption from the Classified service of certain administrative positions including "managerial employees having significant responsibilities for formulating or administering departmental policies and programs"; and

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WHEREAS, that section provides further that such exemption shall be upon "initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and approval of the City Council"; and

WHEREAS, those classifications previously approved by the City Council are set forth by classification and salary rate in the Managerial category, attached hereto in Exhibit C; and

WHEREAS, also contained in Exhibit C are six (6) additional classifications requested by the appropriate appointing authority for exemption pursuant to Section 117; and

WHEREAS, the Civil Service Commission has reviewed said requests for exemption from the Classified service of those six (6) classifications and has commented favorably upon five (5) of the classes and unfavorably upon the remaining class by reports to the Mayor and Council dated April 18, 1980 and May 7, 1980; and

WHEREAS, the requests are now brought forward, pursuant to Section 117 of the Charter, for final decision by the City Council;
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. 15214 (New Series) dated March 10, 1980, there is hereby established and adopted a schedule of compensation for the Mayor and Council members commencing July 1, 1980, as follows:

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Mayor	\$31,250 per annum
Council Member	\$21,500 per annum

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

Section 2. STANDARD SALARY RATES ADOPTED.

For all positions in the Classified service of The City of San Diego, the table of Classes and Standard Rate numbers providing uniform compensation for like service, attached hereto as Exhibit B, is hereby adopted.

For all positions in the Unclassified service of The City of San Diego, which are identified by the letters "UC," and listed under appropriately designated categories, the table of Classes and Standard Salary Rate numbers attached hereto as Exhibit C, is 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 and MANAGERIAL categories of the Unclassified service as hereinafter enumerated, 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 classification ranges of Executive 01 through Executive 05 for all officers and employees serving in the positions listed in Exhibit C under EXECUTIVE. There is hereby further established and adopted a MANAGERIAL category within the Unclassified service of The City of San Diego containing classification ranges of Managerial A, B and C for all officers and employees serving in those positions enumerated in Exhibit C under MANAGERIAL.

The Executive or managerial classification range of any position listed in Exhibit C may be changed from one 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

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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, Managerial and Professional Legal categories as may be, 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" fire fighters 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" fire fighters 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 fire fighters assigned to work other than forty (40) hour per week work schedules or other than average eighty (80) hour biweekly work schedules.

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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 all other personnel, Classified and Unclassified, 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, any additional compensation authorized by Sections of this ordinance. The Auditor and Comptroller shall also consider, where applicable, other monetary benefits and program reimbursements as may, from time to time, be authorized and granted by Council action pursuant to the authority of this ordinance.

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.

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Compensation for all officers and employees in the Unclassified service listed in Exhibit C, shall be determined and set by the appropriate appointing authority at any one of the range or incremental steps of the Standard Salary Rate numbers attached to the position. Range or incremental steps shall be as set forth in Exhibit A attached hereto. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the Charter of The City of San Diego.

Increases in compensation for all officers and employees in the Unclassified service within the range limits of the Standard Salary Rate number attached to the position may be granted by the appropriate 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" fire fighters and salaries part-time employees, the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For "excepted" fire fighters and salaries 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

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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 or 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.

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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 callback 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.

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Section 9. EDUCATIONAL INCENTIVE PROGRAM.

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

Section 10. BILINGUAL PAY.

Officers and employees of the City, other than "excepted" fire fighters, 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. "Excepted" fire fighters shall be paid that sum per hour which, when calculated by the City Auditor and Comptroller based upon assigned week or biweekly work schedules,

would approximate \$0.20 per hour when based upon a forty (40) hour per week or an average eighty (80) hour biweekly work schedule. 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 28, 1980, a ratified and executed Memorandum of Understanding containing such provision. As an alternative to the two and one-half percent (2 1/2%) retirement contribution provided for in this section for all employees in classifications represented by employee organizations, said employee organizations may elect, on behalf of the employees they represent, for said employees to receive an additional one and one-half percent (1 1/2%) in employee base compensation, provided a ratified and executed Memorandum of Understanding containing such provision is in effect no later than May 28, 1980. The City Auditor and Comptroller is hereby authorized and directed to adjust appropriately the Table of Pay for Standard Rates and Salary Schedule attached hereto as Exhibit A in the event that any employee organization elects said in lieu option for an additional one and one-half percent (1 1/2%) employee base pay compensation.

It is the intent of this Council that the above provided two and one-half percent (2 1/2%) retirement contribution and one and one-half percent (1 1/2%) cash alternative in lieu thereof is a benefit and option authorized and granted by Council on an annual basis which shall not be deemed or construed to create a

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continuing vested entitlement from year to year. It is the further 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. EXCEPTIONAL PERFORMANCE COMPENSATION.

The City Council hereby authorizes the City Manager to establish and implement an Exceptional Performance Compensation Program. Such program shall include criteria under which employee performance shall be evaluated. Those employees judged to be exceptional performers may be granted a one time performance payment in an amount not to exceed one thousand dollars (\$1,000). Such one time payment shall not be considered to be a part of an employee's base compensation for any purpose, except as provided in Section 5 of this ordinance, nor shall such employee acquire any right to receive future exceptional performance payments.

Section 14. 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 represented and unrepresented 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

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other conditions of qualification for officers and employees as the legislative body may, in its sole discretion, establish.

Section 15. 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 that 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 16. APPRENTICE SALARIES.

The compensation for Apprentices is hereby established pursuant to the Apprentice Salary Schedule attached hereto as Exhibit D. The Civil Service Commission shall establish rules

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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 Jack Katz
Jack Katz
Chief Deputy City Attorney

JK:lco:332
5/12/80
Or.Dept.:Personnel

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

EXHIBIT A

EXHIBIT A

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EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
01.0	A	744.00	9.30
	B	771.20	9.64
	C	799.20	9.99
	D	827.20	10.34
	E	855.20	10.69
	F	883.20	11.04
	G	911.20	11.39
	H	939.20	11.74
	I	966.40	12.08
	J	994.40	12.43
	K	1022.40	12.78
	L	1050.40	13.13
	M	1078.40	13.48
	N	1106.40	13.83
	O	1134.40	14.18
	P	1162.40	14.53
	Q	1189.60	14.87
	R	1217.60	15.22
	S	1245.60	15.57
	T	1273.60	15.92
U	1301.60	16.27	
V	1329.60	16.62	
W	1357.60	16.97	
X	1384.80	17.31	
Y	1412.80	17.66	
Z	1440.80	18.01	
02.0	A	966.40	12.08
	B	994.40	12.43
	C	1022.40	12.78
	D	1050.40	13.13
	E	1078.40	13.48
	F	1106.40	13.83
	G	1134.40	14.18
	H	1162.40	14.53
	I	1189.60	14.87
	J	1217.60	15.22
	K	1245.60	15.57
	L	1273.60	15.92
	M	1301.60	16.27
	N	1329.60	16.62
	O	1357.60	16.97
	P	1384.80	17.31
	Q	1412.80	17.66
	R	1440.80	18.01
	S	1468.80	18.36
	T	1496.80	18.71
U	1524.80	19.06	
V	1552.80	19.41	
03.0	A	1162.40	14.53
	B	1189.60	14.87
	C	1217.60	15.22
	D	1245.60	15.57
	E	1273.60	15.92

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
03.0	F	1301.60	16.27
	G	1329.60	16.62
	H	1357.60	16.97
	I	1384.80	17.31
	J	1412.80	17.66
	K	1440.80	18.01
	L	1468.80	18.36
	M	1496.80	18.71
	N	1524.80	19.06
	O	1552.80	19.41
	P	1580.00	19.75
	Q	1608.00	20.10
	R	1636.00	20.45
	S	1664.00	20.80
	T	1692.00	21.15
	U	1720.00	21.50
	V	1748.00	21.85
	W	1776.00	22.20
	X	1803.20	22.54
	Y	1831.20	22.89
Z	1859.20	23.24	
04.0	A	1440.80	18.01
	B	1468.80	18.36
	C	1496.80	18.71
	D	1524.80	19.06
	E	1552.80	19.41
	F	1580.00	19.75
	G	1608.00	20.10
	H	1636.00	20.45
	I	1664.00	20.80
	J	1692.00	21.15
	K	1720.00	21.50
	L	1748.00	21.85
	M	1776.00	22.20
	N	1803.20	22.54
	O	1831.20	22.89
	P	1859.20	23.24
	Q	1887.20	23.59
	R	1915.20	23.94
	S	1943.20	24.29
	T	1971.20	24.64
U	1998.40	24.98	
V	2026.40	25.33	
W	2054.40	25.68	
X	2082.40	26.03	
Y	2110.40	26.38	
Z	2138.40	26.73	
05.0	A	1887.20	23.59
	B	1915.20	23.94
	C	1943.20	24.29
	D	1971.20	24.64
	E	1998.40	24.98

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.0	F	2026.40	25.33
	G	2054.40	25.68
	H	2082.40	26.03
	I	2110.40	26.38
	J	2138.40	26.73
	K	2166.40	27.08
	L	2194.40	27.43
	M	2221.60	27.77
	N	2249.60	28.12
	O	2277.60	28.47
	P	2305.60	28.82
	Q	2333.60	29.17
	R	2361.60	29.52
	S	2389.60	29.87
	T	2416.80	30.21
	U	2444.80	30.56
	V	2472.80	30.91
	W	2500.80	31.26
	X	2528.80	31.61
	Y	2556.80	31.96
	Z	2584.80	32.31

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EXHIBIT A

LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
07.0	A	652.00	8.15
	B	676.00	8.45
	C	700.00	8.75
	D	724.00	9.05
	E	748.00	9.35
	F	772.00	9.65
	G	796.00	9.95
	H	820.00	10.25
	I	844.00	10.55
	J	868.00	10.85
	K	892.00	11.15
	L	916.00	11.45
	M	940.00	11.75
	N	964.00	12.05
	O	988.00	12.35
	P	1012.00	12.65
	Q	1036.00	12.95
	R	1060.00	13.25
	S	1084.00	13.55
	T	1108.00	13.85
	U	1132.00	14.15
	V	1156.00	14.45
	W	1180.00	14.75
	X	1204.00	15.05
	Y	1228.00	15.35
	Z	1252.00	15.65

07.1	A	1350.40	16.88
	B	1374.40	17.18
	C	1398.40	17.48
	D	1422.40	17.78
	E	1446.40	18.08
	F	1470.40	18.38
	G	1494.40	18.68
	H	1518.40	18.98
	I	1542.40	19.28
	J	1566.40	19.58
	K	1590.40	19.88
	L	1614.40	20.18
	M	1638.40	20.48
	N	1662.40	20.78
	U	1686.40	21.08
	P	1710.40	21.38
	Q	1734.40	21.68
	R	1758.40	21.98
	S	1782.40	22.28
	T	1806.40	22.58
	U	1830.40	22.88
	V	1854.40	23.18
	W	1878.40	23.48

LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
07.1	X	1902.40	23.78
	Y	1926.40	24.08
	Z	1950.40	24.38

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EXHIBIT A

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.3	A	413.60	5.17
	B	436.80	5.46
	C	460.00	5.75
	D	483.20	6.04
	E	505.60	6.32
	F	528.80	6.61
	G	552.00	6.90
	H	575.20	7.19
	I	597.60	7.47
	J	620.80	7.76
	K	644.00	8.05
	L	667.20	8.34
	M	689.60	8.62
	N	712.80	8.91
	O	736.00	9.20
	P	759.20	9.49
	Q	781.60	9.77
	R	804.80	10.06
	S	828.00	10.35
	T	851.20	10.64
	U	873.60	10.92
	V	896.80	11.21

07.4	A	736.00	9.20
	B	759.20	9.49
	C	781.60	9.77
	D	804.80	10.06
	E	828.00	10.35
	F	851.20	10.64
	G	873.60	10.92
	H	896.80	11.21
	I	920.00	11.50
	J	943.20	11.79
	K	965.60	12.07
	L	988.80	12.36
	M	1012.00	12.65
	N	1035.20	12.94
	O	1057.60	13.22
	P	1080.80	13.51
	Q	1104.00	13.80
	R	1127.20	14.09
	S	1149.60	14.37
	T	1172.80	14.66
	U	1196.00	14.95
	V	1219.20	15.24
	W	1241.60	15.52
	X	1264.80	15.81
	Y	1288.00	16.10
	Z	1311.20	16.39

07.5	A	920.00	11.50
	B	947.20	11.84
	C	975.20	12.19
	D	1002.40	12.53
	E	1030.40	12.88

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.5	F	1057.60	13.22
	G	1085.60	13.57
	H	1112.80	13.91
	I	1140.80	14.26
	J	1168.00	14.60
	K	1196.00	14.95
	L	1223.20	15.29
	M	1251.20	15.64
	N	1278.40	15.98
	O	1306.40	16.33
	P	1333.60	16.67
	Q	1361.60	17.02
	R	1388.80	17.36
	S	1416.80	17.71
	T	1444.00	18.05
	U	1472.00	18.40
	V	1499.20	18.74
	W	1527.20	19.09
	X	1554.40	19.43
	Y	1582.40	19.78
	Z	1609.60	20.12

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
08.0	A	1316.00	16.45
	B	1380.00	17.25
	C	1445.60	18.07
	D	1516.00	18.95
	E	1588.00	19.85
08.1	A	1092.00	13.65
	B	1145.60	14.32
	C	1198.40	14.98
	D	1256.80	15.71
	E	1316.00	16.45
08.2	A	1198.40	14.98
	B	1256.80	15.71
	C	1316.00	16.45
	D	1380.00	17.25
	E	1445.60	18.07
08.3	A	950.40	11.88
	B	995.20	12.44
	C	1044.00	13.05
	D	1092.00	13.65
	E	1145.60	14.32
08.4	A	714.40	8.93
	B	746.40	9.33
	C	780.80	9.76
	D	819.20	10.24
	E	856.00	10.70
08.5	A	828.80	10.36
	B	867.20	10.84
	C	907.20	11.34
	D	950.40	11.88
	E	995.20	12.44
08.6	A	746.40	9.33
	B	780.80	9.76
	C	819.20	10.24
	D	856.00	10.70
	E	896.00	11.20
08.7	A	629.60	7.87
	B	658.40	8.23
	C	689.60	8.62
	D	720.00	9.00
	E	753.60	9.42
09.0	A	1334.40	16.68
	B	1398.40	17.48
	C	1464.00	18.30
	D	1534.40	19.18
	E	1606.40	20.08

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
09.1	A	1110.40	13.88
	B	1164.00	14.55
	C	1216.80	15.21
	D	1275.20	15.94
	E	1334.40	16.68
09.2	A	1216.80	15.21
	B	1275.20	15.94
	C	1334.40	16.68
	D	1398.40	17.48
	E	1464.00	18.30
09.3	A	968.80	12.11
	B	1013.60	12.67
	C	1062.40	13.28
	D	1110.40	13.88
	E	1164.00	14.55
09.4	A	732.80	9.16
	B	764.80	9.56
	C	799.20	9.99
	D	837.60	10.47
	E	874.40	10.93
09.5	A	847.20	10.59
	B	885.60	11.07
	C	925.60	11.57
	D	968.80	12.11
	E	1013.60	12.67
09.6	A	764.80	9.56
	B	799.20	9.99
	C	837.60	10.47
	D	874.40	10.93
	E	914.40	11.43
09.7	A	648.00	8.10
	B	676.80	8.46
	C	708.00	8.85
	D	738.40	9.23
	E	772.00	9.65
10.1	A	345.60	4.32
	B	362.40	4.53
	C	379.20	4.74
	D	396.80	4.96
	E	416.00	5.20
10.2	A	630.40	7.88
	B	661.60	8.27
	C	694.40	8.68
	D	728.00	9.10
	E	764.00	9.55

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
10.3	A	352.80	4.41
	B	369.60	4.62
	C	387.20	4.84
	D	404.80	5.06
	E	424.80	5.31
10.4	A	407.20	5.09
	B	426.40	5.33
	C	446.40	5.58
	D	468.80	5.86
	E	492.00	6.15
10.5	A	512.00	6.40
	B	536.80	6.71
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
10.6	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00
10.7	A	588.80	7.36
	B	617.60	7.72
	C	646.40	8.08
	D	677.60	8.47
	E	711.20	8.89
10.8	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
10.9	A	539.20	6.74
	B	564.00	7.05
	C	591.20	7.39
	D	620.00	7.75
	E	650.40	8.13
11.0	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
11.7	A	452.80	5.66
	B	472.80	5.91
	C	493.60	6.17
	D	516.00	6.45
	E	539.20	6.74

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
11.8	A	516.00	6.45
	B	539.20	6.74
	C	563.20	7.04
	D	588.80	7.36
	E	616.80	7.71
12.9	A	900.00	11.25
	B	944.00	11.80
	C	991.20	12.39
	D	1038.40	12.98
	E	1091.20	13.64
13.0	A	630.40	7.88
	B	661.60	8.27
	C	694.40	8.68
	D	728.00	9.10
	E	764.00	9.55
13.1	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
13.2	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
13.5	A	324.00	4.05
	B	340.00	4.25
	C	356.00	4.45
	D	371.20	4.64
	E	388.80	4.86
13.6	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
13.7	A	620.00	7.75
	B	650.40	8.13
	C	682.40	8.53
	D	714.40	8.93
	E	748.80	9.36
13.9	A	352.00	4.40
	B	368.80	4.61
	C	386.40	4.83
	D	404.00	5.05
	E	424.00	5.30

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
14.9	A	539.20	6.74
	B	564.00	7.05
	C	591.20	7.39
	D	620.00	7.75
	E	650.40	8.13
15.2	A	708.80	8.86
	B	743.20	9.29
	C	780.80	9.76
	D	818.40	10.23
	E	858.40	10.73
15.3	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
15.7	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
15.8	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
15.9	A	876.80	10.96
	B	918.40	11.48
	C	962.40	12.03
	D	1009.60	12.62
	E	1059.20	13.24
16.2	A	1163.20	14.54
	B	1221.60	15.27
	C	1281.60	16.02
	D	1344.80	16.81
	E	1410.40	17.63
16.6	A	405.60	5.07
	B	424.80	5.31
	C	444.00	5.55
	D	464.80	5.81
	E	487.20	6.09
16.7	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
16.8	A	659.20	8.24
	B	692.00	8.65
	C	725.60	9.07
	D	761.60	9.52
	E	799.20	9.99
16.9	A	352.80	4.41
	B	369.60	4.62
	C	387.20	4.84
	D	404.80	5.06
	E	424.80	5.31
17.0	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
17.5	A	661.60	8.27
	B	694.40	8.68
	C	728.00	9.10
	D	764.00	9.55
	E	801.60	10.02
17.8	A	1286.40	16.08
	B	1350.40	16.88
	C	1416.00	17.70
	D	1486.40	18.58
	E	1558.40	19.48
18.1	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
18.5	A	487.20	6.09
	B	511.20	6.39
	C	536.00	6.70
	D	561.60	7.02
	E	588.00	7.35
18.6	A	352.80	4.41
	B	369.60	4.62
	C	387.20	4.84
	D	404.80	5.06
	E	424.80	5.31
18.8	A	270.40	3.38
	B	283.20	3.54
	C	296.80	3.71
	D	311.20	3.89
	E	324.00	4.05

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
19.0	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
19.1	A	572.00	7.15
	B	596.80	7.46
	C	625.60	7.82
	D	652.80	8.16
	E	684.00	8.55
19.3	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
19.6	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
20.0	A	616.80	7.71
	B	646.40	8.08
	C	676.80	8.46
	D	710.40	8.88
	E	744.80	9.31
20.4	A	840.00	10.50
	B	880.80	11.01
	C	923.20	11.54
	D	968.00	12.10
	E	1015.20	12.69
20.5	A	1038.40	12.98
	B	1091.20	13.64
	C	1144.80	14.31
	D	1200.00	15.00
	E	1260.00	15.75
20.7	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
20.8	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
21.8	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
22.0	A	711.20	8.89
	B	745.60	9.32
	C	782.40	9.78
	D	820.80	10.26
	E	860.00	10.75
22.1	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
22.2	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
22.3	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
22.4	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
22.5	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
22.6	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
22.7	A	764.00	9.55
	B	801.60	10.02
	C	840.00	10.50
	D	880.80	11.01
	E	923.20	11.54

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
22.8	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
23.1	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
23.2	A	744.80	9.31
	B	782.40	9.78
	C	819.20	10.24
	D	859.20	10.74
	E	900.00	11.25
23.3	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
23.6	A	340.00	4.25
	B	356.00	4.45
	C	371.20	4.64
	D	388.80	4.86
	E	407.20	5.09
25.1	A	512.00	6.40
	B	536.80	6.71
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
26.0	A	336.80	4.21
	B	349.60	4.37
	C	365.60	4.57
	D	380.80	4.76
	E	398.40	4.98
26.1	A	398.40	4.98
	B	416.00	5.20
	C	432.00	5.40
	D	452.80	5.66
	E	472.80	5.91
26.4	A	636.40	7.98
	B	669.60	8.37
	C	699.20	8.74
	D	730.40	9.13
	E	764.80	9.56

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
26.8	A	407.20	5.09
	B	426.40	5.33
	C	446.40	5.58
	D	468.80	5.86
	E	492.00	6.15
27.0	A	371.20	4.64
	B	388.80	4.86
	C	407.20	5.09
	D	426.40	5.33
	E	446.40	5.58
27.1	A	614.40	7.68
	B	644.80	8.06
	C	676.00	8.45
	D	708.80	8.86
	E	742.40	9.28
27.2	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
27.3	A	728.00	9.10
	B	764.00	9.55
	C	801.60	10.02
	D	840.00	10.50
	E	880.00	11.00
27.4	A	548.80	6.86
	B	573.60	7.17
	C	602.40	7.53
	D	630.40	7.88
	E	660.80	8.26
27.5	A	630.40	7.88
	B	660.80	8.26
	C	693.60	8.67
	D	728.00	9.10
	E	764.00	9.55
27.6	A	724.80	9.06
	B	760.00	9.50
	C	798.40	9.98
	D	836.00	10.45
	E	877.60	10.97
27.7	A	760.00	9.50
	B	798.40	9.98
	C	836.00	10.45
	D	877.60	10.97
	E	919.20	11.49

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
27.9	A	878.40	10.98
	B	920.00	11.50
	C	964.80	12.06
	D	1012.00	12.65
	E	1061.60	13.27
28.0	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
28.1	A	760.80	9.51
	B	798.40	9.98
	C	836.00	10.45
	D	878.40	10.98
	E	920.00	11.50
28.2	A	617.60	7.72
	B	646.40	8.06
	C	677.60	8.47
	D	710.40	8.88
	E	746.40	9.33
28.3	A	536.00	6.70
	B	561.60	7.02
	C	588.80	7.36
	D	617.60	7.72
	E	646.40	8.08
28.5	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
28.6	A	575.20	7.19
	B	601.60	7.52
	C	629.60	7.87
	D	658.40	8.23
	E	688.80	8.61
29.0	A	630.40	7.88
	B	660.80	8.26
	C	693.60	8.67
	D	728.00	9.10
	E	764.00	9.55
29.3	A	575.20	7.19
	B	601.60	7.52
	C	629.60	7.87
	D	658.40	8.23
	E	688.80	8.61

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
29.6	A	728.00	9.10
	B	764.00	9.55
	C	801.60	10.02
	D	840.00	10.50
	E	880.00	11.00
30.2	A	395.20	4.94
	B	428.00	5.35
	C	460.80	5.76
	D	493.60	6.17
	E	560.00	7.00
30.3	A	428.00	5.35
	B	460.80	5.76
	C	493.60	6.17
	D	560.00	7.00
	E	625.60	7.82
31.0	A	395.20	4.94
	B	428.00	5.35
	C	460.80	5.76
	D	493.60	6.17
	E	526.40	6.58
31.1	A	493.60	6.17
	B	526.40	6.58
	C	560.00	7.00
	D	592.80	7.41
	E	625.60	7.82
31.2	A	469.60	5.87
	B	508.80	6.36
	C	548.00	6.85
	D	587.20	7.34
	E	626.40	7.83
31.3	A	587.20	7.34
	B	626.40	7.83
	C	665.60	8.32
	D	704.80	8.81
	E	744.00	9.30
31.4	A	469.60	5.87
	B	508.80	6.36
	C	548.00	6.85
	D	587.20	7.34
	E	626.40	7.83
31.5	A	587.20	7.34
	B	626.40	7.83
	C	665.60	8.32
	D	704.80	8.81
	E	744.00	9.30

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
31.6	A	442.40	5.53
	B	479.20	5.99
	C	516.00	6.45
	D	553.60	6.92
	E	590.40	7.38
31.7	A	553.60	6.92
	B	590.40	7.38
	C	627.20	7.84
	D	664.00	8.30
	E	700.80	8.76
31.8	A	438.40	5.48
	B	474.40	5.93
	C	511.20	6.39
	D	548.00	6.85
	E	584.00	7.30
31.9	A	548.00	6.85
	B	584.00	7.30
	C	620.80	7.76
	D	657.60	8.22
	E	693.60	8.67
32.0	A	459.20	5.74
	B	496.80	6.21
	C	535.20	6.69
	D	573.60	7.17
	E	612.00	7.65
32.1	A	573.60	7.17
	B	612.00	7.65
	C	650.40	8.13
	D	688.00	8.60
	E	726.40	9.08
32.2	A	449.60	5.62
	B	486.40	6.08
	C	524.00	6.55
	D	561.60	7.02
	E	599.20	7.49
32.3	A	561.60	7.02
	B	599.20	7.49
	C	636.80	7.96
	D	673.60	8.42
	E	711.20	8.89
32.4	A	442.40	5.53
	B	479.20	5.99
	C	516.00	6.45
	D	553.60	6.92
	E	590.40	7.38

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
32.5	A	553.60	6.92
	B	590.40	7.38
	C	627.20	7.84
	D	664.00	8.30
	E	700.80	8.76
32.6	A	501.60	6.27
	B	543.20	6.79
	C	585.60	7.32
	D	627.20	7.84
	E	668.80	8.36
32.7	A	627.20	7.84
	B	668.80	8.36
	C	710.40	8.88
	D	752.80	9.41
	E	794.40	9.93
32.8	A	526.40	6.58
	B	570.40	7.13
	C	614.40	7.68
	D	658.40	8.23
	E	702.40	8.78
32.9	A	658.40	8.23
	B	702.40	8.78
	C	745.60	9.32
	D	789.60	9.87
	E	833.60	10.42
34.2	A	606.40	7.58
	B	635.20	7.94
	C	665.60	8.32
	D	698.40	8.73
	E	732.00	9.15
34.3	A	732.00	9.15
	B	767.20	9.59
	C	804.80	10.06
	D	844.00	10.55
	E	884.80	11.06
34.6	A	1011.20	12.64
	B	1060.80	13.26
	C	1112.00	13.90
	D	1165.60	14.57
	E	1224.00	15.30
34.7	A	743.20	9.29
	B	780.80	9.76
	C	818.40	10.23
	D	858.40	10.73
	E	899.20	11.24

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
34.8	A	746.40	9.33
	B	782.40	9.78
	C	820.80	10.26
	D	860.00	10.75
	E	901.60	11.27
35.1	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
35.2	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
35.3	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65
35.4	A	946.40	11.83
	B	991.20	12.39
	C	1040.00	13.00
	D	1092.00	13.65
	E	1146.40	14.33
35.5	A	574.40	7.18
	B	601.60	7.52
	C	631.20	7.89
	D	660.80	8.26
	E	692.00	8.65
35.7	A	500.00	6.25
	B	524.00	6.55
	C	548.80	6.86
	D	574.40	7.18
	E	601.60	7.52
35.8	A	435.20	5.44
	B	456.00	5.70
	C	477.60	5.97
	D	500.00	6.25
	E	524.00	6.55
36.1	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
36.2	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
36.3	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65
38.0	A	379.20	4.74
	B	396.80	4.96
	C	416.00	5.20
	D	436.00	5.45
	E	456.00	5.70
38.1	A	480.80	6.01
	B	502.40	6.28
	C	526.40	6.58
	D	552.00	6.90
	E	578.40	7.23
38.4	A	858.40	10.73
	B	899.20	11.24
	C	943.20	11.79
	D	989.60	12.37
	E	1036.80	12.96
38.5	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
38.7	A	349.60	4.37
	B	365.60	4.57
	C	380.80	4.76
	D	398.40	4.98
	E	416.00	5.20
38.9	A	380.80	4.76
	B	398.40	4.98
	C	416.00	5.20
	D	432.00	5.40
	E	452.80	5.66
39.0	A	416.00	5.20
	B	432.00	5.40
	C	452.80	5.66
	D	472.80	5.91
	E	493.60	6.17

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
39.1	A	804.80	10.06
	B	844.00	10.55
	C	884.80	11.06
	D	928.80	11.61
	E	974.40	12.18
39.2	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
39.3	A	714.40	8.93
	B	748.80	9.36
	C	786.40	9.83
	D	824.00	10.30
	E	864.00	10.80
39.4	A	945.60	11.82
	B	990.40	12.38
	C	1038.40	12.98
	D	1091.20	13.64
	E	1144.80	14.31
39.5	A	988.00	12.35
	B	1036.80	12.96
	C	1085.60	13.57
	D	1140.00	14.25
	E	1195.20	14.94
39.7	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
41.0	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
41.1	A	514.40	6.43
	B	540.80	6.76
	C	564.80	7.06
	D	591.20	7.39
	E	620.00	7.75
41.2	A	426.40	5.33
	B	446.40	5.58
	C	468.80	5.86
	D	492.00	6.15
	E	515.20	6.44

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
41.3	A	689.60	8.62
	B	724.00	9.05
	C	760.00	9.50
	D	794.40	9.93
	E	833.60	10.42
41.5	A	667.20	8.34
	B	699.20	8.74
	C	733.60	9.17
	D	768.80	9.61
	E	807.20	10.09
41.7	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
41.8	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
42.0	A	561.60	7.02
	B	587.20	7.34
	C	617.60	7.72
	D	645.60	8.07
	E	676.00	8.45
42.1	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
42.2	A	533.60	6.67
	B	560.80	7.01
	C	588.00	7.35
	D	614.40	7.68
	E	644.80	8.06
42.3	A	614.40	7.68
	B	644.80	8.06
	C	676.00	8.45
	D	708.80	8.86
	E	742.40	9.28
42.4	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
42.5	A	877.60	10.97
	B	919.20	11.49
	C	964.00	12.05
	D	1011.20	12.64
	E	1060.80	13.26
42.6	A	684.00	8.55
	B	715.20	8.94
	C	747.20	9.34
	D	783.20	9.79
	E	820.00	10.25
42.7	A	760.00	9.50
	B	798.40	9.98
	C	836.00	10.45
	D	877.60	10.97
	E	919.20	11.49
42.8	A	684.00	8.55
	B	715.20	8.94
	C	747.20	9.34
	D	783.20	9.79
	E	820.00	10.25
43.0	A	877.60	10.97
	B	919.20	11.49
	C	964.00	12.05
	D	1011.20	12.64
	E	1060.80	13.26
43.1	A	760.00	9.50
	B	798.40	9.98
	C	836.00	10.45
	D	877.60	10.97
	E	919.20	11.49
43.2	A	464.00	5.80
	B	487.20	6.09
	C	509.60	6.37
	D	533.60	6.67
	E	560.80	7.01
43.3	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00
43.4	A	856.00	10.70
	B	898.40	11.23
	C	940.80	11.76
	D	988.80	12.36
	E	1036.00	12.95

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
43.5	A	732.80	9.16
	B	759.60	9.62
	C	807.20	10.09
	D	845.60	10.57
	E	886.40	11.08
43.6	A	523.20	6.54
	B	547.20	6.84
	C	572.00	7.15
	D	596.80	7.46
	E	625.60	7.82
43.7	A	644.80	8.06
	B	675.20	8.44
	C	705.60	8.82
	D	737.60	9.22
	E	771.20	9.64
43.8	A	572.00	7.15
	B	596.80	7.46
	C	625.60	7.82
	D	652.80	8.16
	E	684.00	8.55
43.9	A	546.40	6.83
	B	572.00	7.15
	C	599.20	7.49
	D	626.40	7.83
	E	655.20	8.19
44.0	A	599.20	7.49
	B	626.40	7.83
	C	655.20	8.19
	D	685.60	8.57
	E	716.80	8.96
44.1	A	629.60	7.87
	B	656.80	8.21
	C	688.00	8.60
	D	718.40	8.98
	E	752.80	9.41
44.2	A	689.60	8.62
	B	724.00	9.05
	C	760.00	9.50
	D	794.40	9.93
	E	833.60	10.42
44.5	A	626.40	7.83
	B	655.20	8.19
	C	685.60	8.57
	D	716.80	8.96
	E	749.60	9.37

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
44.6	A	638.40	7.98
	B	669.60	8.37
	C	699.20	8.74
	D	730.40	9.13
	E	764.80	9.56
44.7	A	692.80	8.66
	B	724.00	9.05
	C	756.00	9.45
	D	792.00	9.90
	E	829.60	10.37
44.8	A	630.40	7.88
	B	659.20	8.24
	C	692.00	8.65
	D	725.60	9.07
	E	761.60	9.52
44.9	A	380.80	4.76
	B	398.40	4.98
	C	416.00	5.20
	D	432.00	5.40
	E	452.80	5.66
45.0	A	452.80	5.66
	B	472.80	5.91
	C	493.60	6.17
	D	516.00	6.45
	E	539.20	6.74
45.1	A	488.00	6.10
	B	512.00	6.40
	C	536.80	6.71
	D	561.60	7.02
	E	588.80	7.36
45.2	A	432.00	5.40
	B	452.80	5.66
	C	472.80	5.91
	D	493.60	6.17
	E	516.00	6.45
45.3	A	1009.60	12.62
	B	1060.00	13.25
	C	1111.20	13.89
	D	1166.40	14.58
	E	1223.20	15.29
45.6	A	833.60	10.42
	B	875.20	10.94
	C	917.60	11.47
	D	963.20	12.04
	E	1009.60	12.62

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
45.8	A	724.00	9.05
	B	760.00	9.50
	C	794.40	9.93
	D	833.60	10.42
	E	875.20	10.94
46.2	A	642.40	8.03
	B	672.80	8.41
	C	706.40	8.83
	D	742.40	9.28
	E	775.20	9.69
46.5	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
46.6	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
46.7	A	400.80	5.01
	B	418.40	5.23
	C	436.00	5.45
	D	455.20	5.69
	E	475.20	5.94
46.8	A	442.40	5.53
	B	461.60	5.77
	C	482.40	6.03
	D	504.00	6.30
	E	526.40	6.58
46.9	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
47.0	A	548.80	6.86
	B	573.60	7.17
	C	602.40	7.53
	D	630.40	7.88
	E	660.80	8.26
47.2	A	432.00	5.40
	B	451.20	5.64
	C	472.00	5.90
	D	492.80	6.16
	E	515.20	6.44

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
47.5	A	500.00	6.25
	B	524.00	6.55
	C	548.80	6.86
	D	575.20	7.19
	E	602.40	7.53
47.6	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
47.7	A	745.60	9.32
	B	782.40	9.78
	C	820.80	10.26
	D	860.00	10.75
	E	901.60	11.27
47.8	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
47.9	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
48.0	A	361.60	4.52
	B	380.00	4.75
	C	397.60	4.97
	D	416.00	5.20
	E	435.20	5.44
48.1	A	397.60	4.97
	B	416.00	5.20
	C	435.20	5.44
	D	456.00	5.70
	E	476.80	5.96
48.7	A	660.80	8.26
	B	694.40	8.68
	C	728.00	9.10
	D	763.20	9.54
	E	800.80	10.01
48.8	A	817.60	10.22
	B	856.80	10.71
	C	898.40	11.23
	D	941.60	11.77
	E	988.00	12.35

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
48.9	A	676.00	8.45
	B	708.80	8.86
	C	743.20	9.29
	D	780.80	9.76
	E	818.40	10.23
49.0	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
49.1	A	584.00	7.30
	B	612.00	7.65
	C	642.40	8.03
	D	672.80	8.41
	E	707.20	8.84
49.2	A	400.80	5.01
	B	418.40	5.23
	C	436.00	5.45
	D	455.20	5.69
	E	475.20	5.94
49.8	A	601.60	7.52
	B	629.60	7.87
	C	658.40	8.23
	D	688.80	8.61
	E	720.80	9.01
50.8	A	526.40	6.58
	B	550.40	6.88
	C	575.20	7.19
	D	601.60	7.52
	E	629.60	7.87
50.9	A	424.00	5.30
	B	442.40	5.53
	C	461.60	5.77
	D	482.40	6.03
	E	504.00	6.30
51.0	A	604.80	7.56
	B	632.80	7.91
	C	661.60	8.27
	D	692.00	8.65
	E	724.80	9.06
51.2	A	544.80	6.81
	B	571.20	7.14
	C	599.20	7.49
	D	628.00	7.85
	E	658.40	8.23

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
51.3	A	524.80	6.56
	B	546.40	6.83
	C	572.00	7.15
	D	599.20	7.49
	E	626.40	7.83
51.5	A	548.00	6.85
	B	574.40	7.18
	C	600.00	7.50
	D	629.60	7.87
	E	661.60	8.27
51.6	A	629.60	7.87
	B	661.60	8.27
	C	691.20	8.64
	D	724.80	9.06
	E	760.00	9.50
52.5	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
52.9	A	388.80	4.86
	B	407.20	5.09
	C	426.40	5.33
	D	446.40	5.58
	E	468.80	5.86
53.1	A	416.00	5.20
	B	436.00	5.45
	C	456.00	5.70
	D	477.60	5.97
	E	500.00	6.25
53.2	A	417.60	5.22
	B	437.60	5.47
	C	457.60	5.72
	D	480.80	6.01
	E	502.40	6.28
53.3	A	488.00	6.10
	B	512.00	6.40
	C	536.80	6.71
	D	561.60	7.02
	E	588.80	7.36
53.5	A	388.80	4.86
	B	407.20	5.09
	C	426.40	5.33
	D	446.40	5.58
	E	468.80	5.86

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
53.8	A	548.80	6.86
	B	575.20	7.19
	C	602.40	7.53
	D	630.40	7.88
	E	661.60	8.27
54.3	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
54.6	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
54.8	A	324.00	4.05
	B	340.00	4.25
	C	356.00	4.45
	D	371.20	4.64
	E	388.80	4.86
55.2	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
55.5	A	533.60	6.67
	B	560.80	7.01
	C	588.00	7.35
	D	614.40	7.68
	E	644.80	8.06
56.2	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
56.3	A	575.20	7.19
	B	602.40	7.53
	C	630.40	7.88
	D	661.60	8.27
	E	694.40	8.68
56.4	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47

HASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
56.5	A	362.40	4.53
	B	379.20	4.74
	C	396.80	4.96
	D	416.00	5.20
	E	436.00	5.45
56.7	A	346.40	4.33
	B	364.80	4.56
	C	381.60	4.77
	D	399.20	4.99
	E	417.60	5.22
56.9	A	324.00	4.05
	B	340.00	4.25
	C	356.00	4.45
	D	371.20	4.64
	E	388.80	4.86
57.0	A	672.00	8.40
	B	704.00	8.80
	C	737.60	9.22
	D	775.20	9.69
	E	812.00	10.15
57.1	A	493.60	6.17
	B	517.60	6.47
	C	542.40	6.78
	D	568.00	7.10
	E	595.20	7.44
57.3	A	345.60	4.32
	B	361.60	4.52
	C	379.20	4.74
	D	398.40	4.98
	E	416.00	5.20
57.5	A	405.60	5.07
	B	424.00	5.30
	C	444.80	5.56
	D	466.40	5.83
	E	488.00	6.10
57.6	A	488.00	6.10
	B	511.20	6.39
	C	536.00	6.70
	D	563.20	7.04
	E	588.00	7.35
57.7	A	502.40	6.28
	B	526.40	6.58
	C	552.00	6.90
	D	578.40	7.23
	E	606.40	7.58

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
57.8	A	352.80	4.41
	B	369.60	4.62
	C	387.20	4.84
	D	404.80	5.06
	E	424.80	5.31
57.9	A	424.00	5.30
	B	442.40	5.53
	C	461.60	5.77
	D	482.40	6.03
	E	504.00	6.30
58.0	A	512.00	6.40
	B	536.80	6.71
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
58.1	A	461.60	5.77
	B	482.40	6.03
	C	504.00	6.30
	D	526.40	6.58
	E	550.40	6.88
58.2	A	504.00	6.30
	B	527.20	6.59
	C	551.20	6.89
	D	575.20	7.19
	E	601.60	7.52
58.3	A	435.20	5.44
	B	456.00	5.70
	C	476.80	5.96
	D	500.00	6.25
	E	524.00	6.55
58.4	A	548.80	6.86
	B	575.20	7.19
	C	602.40	7.53
	D	630.40	7.88
	E	661.60	8.27
58.6	A	464.80	5.81
	B	487.20	6.09
	C	512.00	6.40
	D	536.00	6.70
	E	561.60	7.02
58.7	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39

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BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
58.8	A	270.40	3.38
	B	283.20	3.54
	C	296.80	3.71
	D	311.20	3.89
	E	324.00	4.05
58.9	A	676.80	8.46
	B	709.60	8.87
	C	744.80	9.31
	D	782.40	9.78
	E	819.20	10.24
59.1	A	387.20	4.84
	B	405.60	5.07
	C	424.00	5.30
	D	444.00	5.55
	E	464.80	5.81
59.2	A	616.80	7.71
	B	646.40	8.08
	C	676.80	8.46
	D	709.60	8.87
	E	744.80	9.31
59.3	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
59.4	A	501.60	6.27
	B	524.80	6.56
	C	546.40	6.83
	D	572.00	7.15
	E	599.20	7.49
59.5	A	466.40	5.83
	B	486.40	6.08
	C	508.00	6.35
	D	530.40	6.63
	E	554.40	6.93
59.6	A	767.20	9.59
	B	804.80	10.06
	C	844.00	10.55
	D	884.80	11.06
	E	928.80	11.61
59.7	A	524.00	6.55
	B	548.80	6.86
	C	573.60	7.17
	D	602.40	7.53
	E	630.40	7.88

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
60.1	A	693.60	8.67
	B	726.40	9.08
	C	763.20	9.54
	D	800.00	10.00
	E	839.20	10.49
60.2	A	669.60	8.37
	B	699.20	8.74
	C	730.40	9.13
	D	764.80	9.56
	E	801.60	10.02
60.4	A	780.00	9.75
	B	816.80	10.21
	C	856.00	10.70
	D	898.40	11.23
	E	940.80	11.76
61.3	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
61.4	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
61.5	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
61.6	A	708.00	8.85
	B	743.20	9.29
	C	780.00	9.75
	D	816.80	10.21
	E	856.00	10.70
61.8	A	628.00	7.85
	B	658.40	8.23
	C	689.60	8.62
	D	724.00	9.05
	E	760.00	9.50
62.0	A	426.40	5.33
	B	446.40	5.58
	C	468.80	5.86
	D	492.00	6.15
	E	515.20	6.44

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
62.2	A	711.20	8.89
	B	745.60	9.32
	C	782.40	9.78
	D	820.80	10.26
	E	860.00	10.75
62.3	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
62.4	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
62.5	A	572.00	7.15
	B	599.20	7.49
	C	626.40	7.83
	D	655.20	8.19
	E	685.60	8.57
62.7	A	451.20	5.64
	B	472.00	5.90
	C	492.80	6.16
	D	515.20	6.44
	E	538.40	6.73
63.0	A	387.20	4.84
	B	405.60	5.07
	C	424.00	5.30
	D	444.00	5.55
	E	464.80	5.81
63.1	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
63.2	A	424.00	5.30
	B	442.40	5.53
	C	461.60	5.77
	D	482.40	6.03
	E	504.00	6.30
63.5	A	575.20	7.19
	B	601.60	7.52
	C	629.60	7.87
	D	658.40	8.23
	E	688.80	8.61

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
63.7	A	630.40	7.88
	B	660.80	8.26
	C	693.60	8.67
	D	728.00	9.10
	E	764.00	9.55
63.8	A	838.40	10.48
	B	878.40	10.98
	C	920.80	11.51
	D	965.60	12.07
	E	1012.00	12.65
63.9	A	492.80	6.16
	B	515.20	6.44
	C	539.20	6.74
	D	564.00	7.05
	E	591.20	7.39
64.0	A	426.40	5.33
	B	446.40	5.58
	C	468.80	5.86
	D	492.00	6.15
	E	515.20	6.44
64.2	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
64.6	A	601.60	7.52
	B	629.60	7.87
	C	657.60	8.22
	D	685.60	8.57
	E	719.20	8.99
64.7	A	407.20	5.09
	B	426.40	5.33
	C	446.40	5.58
	D	468.80	5.86
	E	492.00	6.15
65.0	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00
65.1	A	492.00	6.15
	B	515.20	6.44
	C	540.80	6.76
	D	564.80	7.06
	E	592.00	7.40

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
65.4	A	1064.80	13.31
	B	1117.60	13.97
	C	1172.00	14.65
	D	1229.60	15.37
	E	1291.20	16.14
66.0	A	524.00	6.55
	B	548.80	6.86
	C	573.60	7.17
	D	602.40	7.53
	E	630.40	7.88
66.3	A	396.80	4.96
	B	416.00	5.20
	C	436.00	5.45
	D	456.00	5.70
	E	477.60	5.97
66.4	A	477.60	5.97
	B	500.00	6.25
	C	524.00	6.55
	D	548.80	6.86
	E	575.20	7.19
66.5	A	575.20	7.19
	B	602.40	7.53
	C	630.40	7.88
	D	661.60	8.27
	E	694.40	8.68
66.9	A	687.20	8.59
	B	716.80	8.96
	C	752.00	9.40
	D	785.60	9.82
	E	820.00	10.25
67.1	A	782.40	9.78
	B	821.60	10.27
	C	861.60	10.77
	D	903.20	11.29
	E	946.40	11.83
67.2	A	601.60	7.52
	B	629.60	7.87
	C	658.40	8.23
	D	688.80	8.61
	E	720.80	9.01
67.5	A	654.40	8.18
	B	684.00	8.55
	C	714.40	8.93
	D	748.80	9.36
	E	784.00	9.80

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
67.7	A	726.40	9.08
	B	763.20	9.54
	C	800.00	10.00
	D	839.20	10.49
	E	879.20	10.99
68.0	A	1062.40	13.28
	B	1116.00	13.95
	C	1168.80	14.61
	D	1227.20	15.34
	E	1286.40	16.08
68.2	A	1168.80	14.61
	B	1227.20	15.34
	C	1286.40	16.08
	D	1350.40	16.88
	E	1416.00	17.70
68.3	A	920.80	11.51
	B	965.60	12.07
	C	1014.40	12.68
	D	1062.40	13.28
	E	1116.00	13.95
69.2	A	600.00	7.50
	B	628.80	7.86
	C	660.00	8.25
	D	690.40	8.63
	E	724.00	9.05
69.3	A	684.80	8.56
	B	716.80	8.96
	C	751.20	9.39
	D	789.60	9.87
	E	826.40	10.33
69.4	A	716.80	8.96
	B	751.20	9.39
	C	789.60	9.87
	D	826.40	10.33
	E	866.40	10.83
69.5	A	672.00	8.40
	B	704.00	8.80
	C	737.60	9.22
	D	775.20	9.69
	E	812.00	10.15
69.6	A	799.20	9.99
	B	837.60	10.47
	C	877.60	10.97
	D	920.80	11.51
	E	965.60	12.07

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
69.7	A	510.40	6.38
	B	534.40	6.68
	C	560.80	7.01
	D	587.20	7.34
	E	615.20	7.69
71.5	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
71.6	A	561.60	7.02
	B	587.20	7.34
	C	617.60	7.72
	D	645.60	8.07
	E	676.00	8.45
72.2	A	840.00	10.50
	B	880.80	11.01
	C	923.20	11.54
	D	968.00	12.10
	E	1015.20	12.69
72.6	A	539.20	6.74
	B	564.00	7.05
	C	591.20	7.39
	D	620.00	7.75
	E	650.40	8.13
72.7	A	691.20	8.64
	B	724.80	9.06
	C	760.80	9.51
	D	798.40	9.98
	E	836.00	10.45
73.3	A	1015.20	12.69
	B	1065.60	13.32
	C	1117.60	13.97
	D	1172.80	14.66
	E	1231.20	15.39
73.4	A	716.00	8.95
	B	752.00	9.40
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
73.5	A	588.80	7.36
	B	617.60	7.72
	C	646.40	8.08
	D	677.60	8.47
	E	710.40	8.88

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
74.6	A	407.20	5.09
	B	426.40	5.33
	C	446.40	5.58
	D	468.80	5.86
	E	492.00	6.15
75.0	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
75.1	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
75.2	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06
75.6	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00
76.5	A	476.80	5.96
	B	500.00	6.25
	C	524.00	6.55
	D	548.80	6.86
	E	573.60	7.17
77.2	A	549.60	6.87
	B	576.00	7.20
	C	604.80	7.56
	D	633.60	7.92
	E	664.80	8.31
77.5	A	426.40	5.33
	B	446.40	5.58
	C	468.80	5.86
	D	492.00	6.15
	E	515.20	6.44
77.7	A	630.40	7.88
	B	660.80	8.26
	C	693.60	8.67
	D	728.00	9.10
	E	764.00	9.55

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
78.0	A	444.80	5.56
	B	464.80	5.81
	C	486.40	6.08
	D	507.20	6.34
	E	532.00	6.65
78.1	A	275.20	3.44
	B	288.80	3.61
	C	302.40	3.78
	D	315.20	3.94
	E	330.40	4.13
78.2	A	549.60	6.87
	B	576.00	7.20
	C	604.80	7.56
	D	633.60	7.92
	E	664.80	8.31
78.3	A	746.40	9.33
	B	782.40	9.78
	C	820.80	10.26
	D	860.00	10.75
	E	901.60	11.27
78.4	A	515.20	6.44
	B	540.00	6.75
	C	565.60	7.07
	D	593.60	7.42
	E	622.40	7.78
78.5	A	398.40	4.98
	B	418.40	5.23
	C	437.60	5.47
	D	458.40	5.73
	E	479.20	5.99
78.6	A	510.40	6.38
	B	534.40	6.68
	C	560.80	7.01
	D	587.20	7.34
	E	615.20	7.69
78.7	A	488.80	6.11
	B	511.20	6.39
	C	535.20	6.69
	D	560.00	7.00
	E	585.60	7.32
78.9	A	328.80	4.11
	B	344.80	4.31
	C	360.80	4.51
	D	377.60	4.72
	E	395.20	4.94

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
79.0	A	455.20	5.69
	B	476.00	5.95
	C	496.80	6.21
	D	520.00	6.50
	E	544.00	6.80
79.1	A	360.80	4.51
	B	376.00	4.70
	C	392.00	4.90
	D	410.40	5.13
	E	428.80	5.36
79.2	A	860.00	10.75
	B	901.60	11.27
	C	946.40	11.83
	D	991.20	12.39
	E	1040.00	13.00
79.3	A	991.20	12.39
	B	1040.00	13.00
	C	1092.00	13.65
	D	1146.40	14.33
	E	1200.00	15.00
79.4	A	270.40	3.38
	B	283.20	3.54
	C	296.80	3.71
	D	311.20	3.89
	E	324.00	4.05
79.5	A	432.00	5.40
	B	452.80	5.66
	C	472.80	5.91
	D	493.60	6.17
	E	516.00	6.45
79.6	A	549.60	6.87
	B	575.20	7.19
	C	602.40	7.53
	D	632.00	7.90
	E	661.60	8.27
79.7	A	588.80	7.36
	B	617.60	7.72
	C	646.40	8.08
	D	677.60	8.47
	E	710.40	8.88
81.0	A	654.40	8.18
	B	684.00	8.55
	C	714.40	8.93
	D	748.80	9.36
	E	784.00	9.80

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
81.1	A	745.60	9.32
	B	782.40	9.78
	C	820.80	10.26
	D	860.00	10.75
	E	901.60	11.27
81.6	A	928.80	11.61
	B	974.40	12.18
	C	1021.60	12.77
	D	1072.00	13.40
	E	1124.80	14.06
81.7	A	526.40	6.58
	B	550.40	6.88
	C	575.20	7.19
	D	601.60	7.52
	E	629.60	7.87
81.8	A	602.40	7.53
	B	630.40	7.88
	C	660.80	8.26
	D	693.60	8.67
	E	728.00	9.10
81.9	A	550.40	6.88
	B	575.20	7.19
	C	601.60	7.52
	D	629.60	7.87
	E	658.40	8.23
82.3	A	840.00	10.50
	B	880.00	11.00
	C	922.40	11.53
	D	968.00	12.10
	E	1015.20	12.69
82.5	A	606.40	7.58
	B	635.20	7.94
	C	665.60	8.32
	D	698.40	8.73
	E	732.00	9.15
82.6	A	732.00	9.15
	B	767.20	9.59
	C	804.80	10.06
	D	844.00	10.55
	E	884.80	11.06
83.2	A	560.00	7.00
	B	584.80	7.31
	C	612.00	7.65
	D	640.00	8.00
	E	670.40	8.38

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
83.4	A	535.20	6.69
	B	560.00	7.00
	C	584.80	7.31
	D	612.00	7.65
	E	640.00	8.00
83.5	A	612.00	7.65
	B	642.40	8.03
	C	672.80	8.41
	D	706.40	8.83
	E	742.40	9.28
83.7	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78
83.8	A	588.80	7.36
	B	617.60	7.72
	C	646.40	8.08
	D	677.60	8.47
	E	711.20	8.89
83.9	A	689.60	8.62
	B	724.00	9.05
	C	760.00	9.50
	D	794.40	9.93
	E	833.60	10.42
84.0	A	724.00	9.05
	B	760.00	9.50
	C	794.40	9.93
	D	833.60	10.42
	E	875.20	10.94
84.1	A	794.40	9.93
	B	833.60	10.42
	C	875.20	10.94
	D	917.60	11.47
	E	963.20	12.04
84.2	A	728.00	9.10
	B	764.00	9.55
	C	801.60	10.02
	D	840.00	10.50
	E	880.80	11.01
84.3	A	646.40	8.08
	B	677.60	8.47
	C	711.20	8.89
	D	745.60	9.32
	E	782.40	9.78

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
84.4	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
84.5	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
84.6	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65
84.7	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65
84.8	A	946.40	11.83
	B	991.20	12.39
	C	1040.00	13.00
	D	1092.00	13.65
	E	1146.40	14.33
84.9	A	836.00	10.45
	B	877.60	10.97
	C	919.20	11.49
	D	964.00	12.05
	E	1011.20	12.64
85.0	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
85.4	A	820.80	10.26
	B	860.00	10.75
	C	901.60	11.27
	D	946.40	11.83
	E	991.20	12.39
85.5	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
85.6	A	943.20	11.79
	B	989.60	12.37
	C	1036.80	12.96
	D	1088.80	13.61
	E	1142.40	14.28
85.8	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
86.0	A	548.80	6.86
	B	574.40	7.18
	C	601.60	7.52
	D	631.20	7.69
	E	660.80	8.26
86.1	A	614.40	7.68
	B	644.80	8.06
	C	676.00	8.45
	D	708.80	8.86
	E	742.40	9.28
86.2	A	692.00	8.65
	B	725.60	9.07
	C	761.60	9.52
	D	799.20	9.99
	E	838.40	10.48
86.3	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06
86.4	A	468.80	5.86
	B	491.20	6.14
	C	516.00	6.45
	D	541.60	6.77
	E	566.40	7.08
86.5	A	424.00	5.30
	B	444.80	5.56
	C	466.40	5.83
	D	488.00	6.10
	E	511.20	6.39
86.6	A	758.40	9.48
	B	796.80	9.96
	C	836.00	10.45
	D	873.60	10.92
	E	916.80	11.46

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
86.7	A	630.40	7.88
	B	661.60	8.27
	C	694.40	8.68
	D	728.00	9.10
	E	764.00	9.55
86.8	A	442.40	5.53
	B	461.60	5.77
	C	482.40	6.03
	D	504.00	6.30
	E	526.40	6.58
86.9	A	470.40	5.88
	B	492.00	6.15
	C	515.20	6.44
	D	541.60	6.77
	E	567.20	7.09
87.0	A	652.00	8.15
	B	682.40	8.53
	C	716.00	8.95
	D	752.00	9.40
	E	788.00	9.85
87.1	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
87.2	A	860.80	11.01
	B	923.20	11.54
	C	968.00	12.10
	D	1015.20	12.69
	E	1065.60	13.32
87.3	A	512.00	6.40
	B	536.00	6.70
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
87.4	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65
87.5	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
87.6	A	480.80	6.01
	B	502.40	6.28
	C	526.40	6.58
	D	552.00	6.90
	E	578.40	7.23
87.7	A	859.20	10.74
	B	900.00	11.25
	C	945.60	11.82
	D	990.40	12.38
	E	1038.40	12.98
87.8	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06
87.9	A	468.80	5.86
	B	492.00	6.15
	C	515.20	6.44
	D	539.20	6.74
	E	564.00	7.05
88.0	A	630.40	7.88
	B	661.60	8.27
	C	694.40	8.68
	D	728.00	9.10
	E	764.00	9.55
88.1	A	614.40	7.68
	B	644.80	8.06
	C	676.00	8.45
	D	708.80	8.86
	E	742.40	9.28
88.3	A	983.20	12.29
	B	1032.00	12.90
	C	1084.00	13.55
	D	1134.40	14.18
	E	1189.60	14.87
88.4	A	983.20	12.29
	B	1032.00	12.90
	C	1084.00	13.55
	D	1134.40	14.18
	E	1189.60	14.87
88.6	A	901.60	11.27
	B	946.40	11.83
	C	991.20	12.39
	D	1040.00	13.00
	E	1092.00	13.65

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
88.7	A	744.00	9.30
	B	778.40	9.73
	C	814.40	10.18
	D	850.40	10.63
	E	888.80	11.11
88.8	A	853.60	10.67
	B	894.40	11.18
	C	939.20	11.74
	D	983.20	12.29
	E	1032.00	12.90
88.9	A	550.40	6.88
	B	575.20	7.19
	C	600.80	7.51
	D	628.00	7.85
	E	656.00	8.20
89.0	A	651.20	8.14
	B	680.80	8.51
	C	711.20	8.89
	D	744.00	9.30
	E	778.40	9.73
89.1	A	616.80	7.71
	B	644.80	8.06
	C	672.80	8.41
	D	705.60	8.82
	E	737.60	9.22
89.9	A	416.00	5.20
	B	435.20	5.44
	C	456.00	5.70
	D	476.80	5.96
	E	500.00	6.25
90.2	A	476.80	5.96
	B	500.00	6.25
	C	524.00	6.55
	D	548.80	6.86
	E	573.60	7.17
90.3	A	524.00	6.55
	B	548.80	6.86
	C	573.60	7.17
	D	602.40	7.53
	E	630.40	7.88
90.4	A	660.80	8.26
	B	693.60	8.67
	C	728.00	9.10
	D	764.00	9.55
	E	801.60	10.02

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
90.5	A	416.00	5.20
	B	436.00	5.45
	C	456.00	5.70
	D	477.60	5.97
	E	500.00	6.25
90.6	A	464.80	5.81
	B	487.20	6.09
	C	512.00	6.40
	D	536.00	6.70
	E	561.60	7.02
90.7	A	512.00	6.40
	B	536.00	6.70
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
91.0	A	388.00	4.85
	B	404.80	5.06
	C	424.00	5.30
	D	444.00	5.55
	E	464.00	5.80
91.4	A	270.40	3.38
	B	283.20	3.54
	C	296.80	3.71
	D	311.20	3.89
	E	324.00	4.05
91.6	A	1036.80	12.96
	B	1088.80	13.61
	C	1142.40	14.28
	D	1198.40	14.98
	E	1257.60	15.72
91.7	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
91.9	A	444.80	5.56
	B	465.60	5.82
	C	488.00	6.10
	D	512.00	6.40
	E	536.80	6.71
92.0	A	601.60	7.52
	B	631.20	7.89
	C	660.80	8.26
	D	692.00	8.65
	E	726.40	9.08

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
92.1	A	515.20	6.44
	B	539.20	6.74
	C	564.00	7.05
	D	591.20	7.39
	E	620.00	7.75
92.2	A	728.00	9.10
	B	764.00	9.55
	C	801.60	10.02
	D	840.00	10.50
	E	880.80	11.01
92.3	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
92.4	A	844.00	10.55
	B	884.80	11.06
	C	928.80	11.61
	D	974.40	12.18
	E	1020.80	12.76
92.5	A	514.40	6.43
	B	539.20	6.74
	C	564.00	7.05
	D	590.40	7.38
	E	618.40	7.73
92.7	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
92.9	A	968.00	12.10
	B	1015.20	12.69
	C	1064.80	13.31
	D	1117.60	13.97
	E	1172.00	14.65
93.1	A	677.60	8.47
	B	710.40	8.88
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
93.2	A	1091.20	13.64
	B	1144.80	14.31
	C	1200.00	15.00
	D	1259.20	15.74
	E	1320.00	16.50

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
93.3	A	1038.40	12.98
	B	1091.20	13.64
	C	1144.80	14.31
	D	1200.00	15.00
	E	1259.20	15.74
93.4	A	562.40	7.03
	B	588.00	7.35
	C	616.80	7.71
	D	646.40	8.08
	E	676.80	8.46
93.5	A	1060.80	13.26
	B	1112.80	13.91
	C	1167.20	14.59
	D	1224.80	15.31
	E	1284.80	16.06
93.6	A	362.40	4.53
	B	379.20	4.74
	C	396.80	4.96
	D	416.00	5.20
	E	436.00	5.45
93.7	A	945.60	11.82
	B	989.60	12.37
	C	1039.20	12.99
	D	1090.40	13.63
	E	1141.60	14.27
93.8	A	798.40	9.98
	B	836.00	10.45
	C	878.40	10.98
	D	920.00	11.50
	E	964.80	12.06
93.9	A	920.00	11.50
	B	964.80	12.06
	C	1012.00	12.65
	D	1060.80	13.26
	E	1112.80	13.91
94.2	A	481.60	6.02
	B	504.00	6.30
	C	525.60	6.57
	D	550.40	6.88
	E	575.20	7.19
94.3	A	710.40	8.88
	B	744.80	9.31
	C	782.40	9.78
	D	819.20	10.24
	E	859.20	10.74

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EXHIBIT A

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
94.4	A	859.20	10.74
	B	900.00	11.25
	C	945.60	11.82
	D	990.40	12.38
	E	1038.40	12.98
94.6	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
94.7	A	526.40	6.58
	B	550.40	6.88
	C	575.20	7.19
	D	601.60	7.52
	E	629.60	7.87
95.3	A	416.00	5.20
	B	435.20	5.44
	C	456.00	5.70
	D	476.80	5.96
	E	500.00	6.25
95.6	A	684.00	8.55
	B	715.20	8.94
	C	747.20	9.34
	D	783.20	9.79
	E	820.00	10.25
96.0	A	782.40	9.78
	B	820.80	10.26
	C	860.00	10.75
	D	901.60	11.27
	E	946.40	11.83
96.3	A	522.40	6.53
	B	544.80	6.81
	C	571.20	7.14
	D	598.40	7.48
	E	627.20	7.84
96.8	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
96.9	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
97.0	A	561.60	7.02
	B	588.80	7.36
	C	617.60	7.72
	D	646.40	8.08
	E	677.60	8.47
97.4	A	548.80	6.86
	B	573.60	7.17
	C	602.40	7.53
	D	630.40	7.88
	E	660.80	8.26
97.5	A	652.00	8.15
	B	682.40	8.53
	C	716.00	8.95
	D	752.00	9.40
	E	788.00	9.85
97.6	A	817.60	10.22
	B	856.80	10.71
	C	898.40	11.23
	D	941.60	11.77
	E	988.00	12.35
97.8	A	442.40	5.53
	B	461.60	5.77
	C	482.40	6.03
	D	504.00	6.30
	E	526.40	6.58
97.9	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
98.0	A	716.00	8.95
	B	752.00	9.40
	C	788.00	9.85
	D	826.40	10.33
	E	866.40	10.83
98.1	A	470.40	5.88
	B	492.80	6.16
	C	516.80	6.46
	D	540.80	6.76
	E	565.60	7.07
98.5	A	644.80	8.06
	B	675.20	8.44
	C	705.60	8.82
	D	737.60	9.22
	E	771.20	9.64

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
98.6	A	744.00	9.30
	B	778.40	9.73
	C	814.40	10.18
	D	850.40	10.63
	E	888.80	11.11
98.7	A	853.60	10.67
	B	894.40	11.18
	C	939.20	11.74
	D	983.20	12.29
	E	1032.00	12.90
98.8	A	651.20	8.14
	B	680.80	8.51
	C	711.20	8.89
	D	744.00	9.30
	E	778.40	9.73
98.9	A	550.40	6.88
	B	575.20	7.19
	C	600.80	7.51
	D	628.00	7.85
	E	656.00	8.20
99.0	A	452.80	5.66
	B	472.80	5.91
	C	493.60	6.17
	D	516.00	6.45
	E	539.20	6.74
99.1	A	548.80	6.86
	B	573.60	7.17
	C	602.40	7.53
	D	630.40	7.88
	E	660.80	8.26
99.2	A	482.40	6.03
	B	504.00	6.30
	C	526.40	6.58
	D	550.40	6.88
	E	575.20	7.19
99.7	A	512.00	6.40
	B	536.00	6.70
	C	561.60	7.02
	D	588.80	7.36
	E	617.60	7.72
99.8	A	575.20	7.19
	B	602.40	7.53
	C	630.40	7.88
	D	661.60	8.27
	E	694.40	8.68

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EXHIBIT A

EXHIBIT B

THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES

EXHIBIT B

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EXHIBIT B

CLASSIFIED SERVICE
CLASSES AND STANDARD RATES

BUILDING INSPECTION

	<u>Standard Rate No.</u>
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
Microbiologist III	62.2
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
Senior Stenographer	87.6

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EXHIBIT B

	<u>Standard Rate No.</u>
Senior Disposal Fee Collector	86.4
Dispatch Clerk I	41.0
Senior Account Clerk	84.4
Senior Clerk	85.8
Senior Typist	87.9
Disposal Fee Collector	41.2
Public Information Assistant	77.5
Intermediate Stenographer	53.2
Account Clerk	10.4
Bookmobile Driver	26.8
Payroll Audit Clerk	64.7
Programmed Typewriter Operator	74.6
Intermediate Clerk	52.9
Intermediate Typist	53.5
Book Repairer	27.0
Junior Stenographer	56.7
Auto Messenger	23.6
Assistant Book Repairer	13.5
Junior Clerk	54.8
Junior Typist	56.9
Library Aide	58.8
Student Worker	91.4
Public Service Career Trainee	15% below target class

CONSTRUCTION AND MAINTENANCE

General Utility Supervisor	97.6
General Water Utility Supervisor	48.8

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EXHIBIT B

	<u>Standard Rate No.</u>
Principal Utility Supervisor	98.0
Principal Water Utility Supervisor	73.4
Senior Utility Supervisor	97.5
Senior Water Utility Supervisor	87.0
Building Services Supervisor	27.5
Building Supervisor	27.4
Utility Supervisor	97.4
Water Utility Supervisor	99.1
Reservoir Keeper	81.7
Tank Service Technician II	94.7
Lake Ranger II	58.2
Assistant Reservoir Keeper	19.3
Building Service Technician	28.0
Tank Service Technician I	94.6
Utility Worker II	97.9
Water Utility Worker	99.2
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

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EXHIBIT B

	<u>Standard Rate No.</u>
DATA PROCESSING	
Systems Development Supervisor	93.2
Software Systems and Data Base Supervisor	93.3
Data Processing Operations Supervisor	39.5
Supervising Systems Analyst	39.4
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
Supervising Data Processor	92.0
Assistant Systems Analyst	20.0
Computer Shift Supervisor	35.5
Senior Computer Operator	86.0
Systems Analyst Trainee	93.4
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	
Project Officer II	75.2
Senior Civil Engineer	85.5
Senior Electrical Engineer	86.3
Senior Land Surveyor	93.5

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EXHIBIT B

	<u>Standard Rate No.</u>
Senior Structural Engineer	87.5
Senior Traffic Engineer	87.8
Communications Engineer	34.6
Associate Civil Engineer	22.1
Associate Electrical Engineer	22.3
Associate Land Surveyor	93.9
Associate Mechanical Engineer	22.5
Associate Structural Engineer	23.1
Associate Traffic Engineer	23.3
Project Officer I	75.1
Park Designer	63.8
Assistant Civil Engineer	15.3
Assistant Electrical Engineer	15.7
Assistant Land Surveyor	93.8
Assistant Mechanical Engineer	16.7
Assistant Structural Engineer	20.8
Assistant Traffic Engineer	20.7
Corrosion Engineer	38.5
Project Assistant	75.0
Building Inspection Technician III	28.1
Building Inspection Technician II	27.2
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
Assistant Park Designer	16.8

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EXHIBIT B

	<u>Standard Rate No.</u>
Building Inspection Technician I	27.1
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
EQUIPMENT MAINTENANCE	
Senior Equipment Repair Supervisor	43.4
Plant Maintenance Supervisor	67.1
Equipment Repair Supervisor	43.5
Metal Fabrication Services Supervisor	60.4
Equipment Service Writer	44.7
Plant Maintenance Mechanic	66.9
Metal Fabrication Supervisor	61.6
Machinist	60.2
Equipment Mechanic	43.7
Welder	98.5
Body and Fender Mechanic	26.4
Equipment Painter	44.6
Equipment Technician III	44.1
Parking Meter Supervisor	64.6
Equipment Technician II	43.8
Firearms Technician	19.1
Equipment Technician I	43.6

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EXHIBIT B

	<u>Standard Rate No.</u>
Airport Supervisor	11.8
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
Senior Disposal Site Supervisor	86.6
Disposal Site Supervisor	41.3
Equipment Trainer	44.2
Senior Sanitation Supervisor	83.9
Motor Sweeper Supervisor	61.8
Equipment Operator III	44.5
Sanitation Supervisor	83.5
Equipment Operator II	44.0
Motor Sweeper Operator	62.5
Sanitation Driver II	83.2
Equipment Operator I	43.9
Heavy Truck Driver II	51.2
Sanitation Driver I	83.4
Heavy Truck Driver I	51.3
Transportation Supervisor	96.3
Light Equipment Operator	59.4
Mini-Bus Driver	98.1

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EXHIBIT B

	<u>Standard Rate No.</u>
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
Safety Representative II	82.6
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 I	82.5
Sanitation Inspector	83.8
Supervising Meter Reader	92.5
Supervising Field Representative	92.1
Parking Control Supervisor	63.9
Senior Meter Reader	86.9
Field Representative	46.5
Meter Reader	62.0
Parking Controller	64.0
Cook	38.0
FIRE	
Deputy Fire Chief	16.2
Fire Battalion Chief	45.3

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EXHIBIT B

	<u>Standard Rate No.</u>
Fire Captain	45.6
Fire Engineer	45.8
Fire Fighter	46.2

Uniformed members of the Fire Department shall receive forty-five cents (45¢) per hour additional pay when assigned to the Explosive Ordnance Disposal Squad.

GRAPHICS

Communications Services Coordinator	34.7
Graphics Supervisor	48.9
Graphics Illustrator	49.0
Photographer	66.0

LIBRARY

Supervising Librarian	92.2
Senior Librarian	86.7
Librarian II	58.4
Librarian I	57.1
Library Assistant	58.6

LIFEGUARD SERVICE

Aquatic Superintendent	12.9
Lifeguard Captain	58.7
Lifeguard Lieutenant	58.9
Lifeguard III	59.2
Lifeguard II	59.3
Lifeguard I	59.1

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EXHIBIT B

MANAGEMENT, FISCAL AND STAFF

	<u>Standard Rate No.</u>
Rate Analyst	79.3
Agricultural Lease Manager	11.0
Organizational Development Supervisor	61.5
Supervising Administrative Analyst	91.7
Supervising Economist	92.3
Supervising Personnel Analyst	92.7
Supervising Property Agent	92.9
Community Development Specialist IV	35.4
Social Program Specialist IV	84.8
Community Development Specialist III	35.3
Community Program Specialist III	36.3
Senior Administrative Analyst	84.6
Senior Property Agent	87.4
Social Program Specialist III	84.7
Administrative Analyst	10.6
Economist	42.4
Elections Officer	43.3
Personnel Analyst	65.0
Property Agent	75.6
Records Management Officer	79.2
Safety Officer	82.3
Assistant Facility Manager	15.9
Assistant Rate Analyst	19.0

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EXHIBIT B

	<u>Standard Rate No.</u>
Associate Administrative Analyst	21.8
Associate Economist	22.2
Associate Personnel Analyst	22.6
Associate Property Agent	22.8
Community Development Specialist II	35.2
Community Program Specialist II	36.2
Noise Abatement Officer	63.1
Organizational Development Specialist II	61.4
Senior Public Information Officer	87.1
Social Program Specialist II	84.5
Transportation Officer	96.0
Principal Buyer	78.3
Rehabilitation Counselor	81.1
Senior Accountant	84.2
Senior Buyer	85.0
Assistant Administrative Analyst	13.2
Assistant Economist	15.8
Assistant Personnel Analyst	17.0
Assistant Property Agent	18.1
Career Guidance Counselor	28.5
Community Development Specialist I	35.1
Community Program Specialist I	36.1
Deputy Noise Abatement Officer	39.7
Organizational Development Specialist I	61.3
Social Program Specialist I	84.3
Accountant	10.2
Public Information Officer	77.7

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EXHIBIT B

	<u>Standard Rate No.</u>
Buyer	28.2
Housing Assistant Supervisor	51.0
Administrative Aide II	10.7
Administrative Trainee	10.8
Junior Property Agent	56.4
Junior Accountant	53.8
Buyer Trainee	28.3
Housing Assistant II	50.8
Administrative Aide I	10.5
Personnel Assistant	65.1
Housing Assistant I	50.9

PARK MAINTENANCE

General Park Supervisor	47.7
Cemetery Manager	29.6
Golf Course Supervisor	48.7
Grounds Maintenance Manager	64.2
Greenskeeper Supervisor	49.1
Grounds Maintenance Supervisor	47.0
Tree Maintenance Supervisor	97.0
Gardener Supervisor	47.5
Grounds Maintenance Worker III	46.9
Tree Maintenance Crewleader	96.8
Tree Trimmer	96.9
Nursery Gardener	62.7
Grounds Maintenance Worker II	46.8
Gardener	47.2

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EXHIBIT B

	<u>Standard Rate No.</u>
Tree Trimmer Trainee	95.3
Grounds Maintenance Worker I	46.7
Groundskeeper	49.2
Nursery Trainee	63.0
PLANNING	
Principal Planner	73.3
Senior Planner	87.2
Associate Planner	22.7
Assistant Planner	17.5
Senior Zoning Representative	88.0
Junior Planner	56.3
Planning Technician III	66.5
Zoning Representative	99.8
Zoning Assistant	99.7
Planning Technician II	66.4
Planning Technician I	66.3
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

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EXHIBIT B

	<u>Standard Rate No.</u>
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
Assistant Criminalist	15.2
Police Agent	69.4
Senior Evidence Technician	86.2
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.6
Latent Fingerprints Examiner	57.0
Police Officer II	69.3
Police Range Supervisor	69.5
Evidence Technician	44.8
Police Officer I	69.2
Documents Examiner Trainee	42.0
Polygraph Examiner Trainee	71.6
Police Recruit	69.7

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EXHIBIT B

Standard
Rate No.

Community Service Officer 39.2

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

PRINTING

Offset Press Supervisor	76.5
Lithographic Technician	59.5
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

District Manager	41.8
General Recreation Supervisor	47.6
Golf-Lakes Superintendent	47.9
Community Services Superintendent	34.8
Area Manager II	13.1
District Recreation Supervisor	41.7
Supervising Recreation Specialist	93.1
Area Manager I	13.0
Recreation Center Director III	73.5
Recreation Specialist	79.7
Golf Course Manager	47.8
Recreation Center Director II	79.6
Recreation Center Director I	87.3

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EXHIBIT B

	<u>Standard Rate No.</u>
Swimming Pool Manager III	90.7
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
Swimming Instructor	93.6
Golf Starter I	48.0
Accompanist	10.1
Recreation Aide	79.4

SKILLED TRADES

Communications Maintenance Supervisor	42.5
Electrical Maintenance Supervisor	43.0
Senior Building Maintenance Supervisor	27.9
Communications Technician Supervisor	42.7
Electrician Supervisor	43.1
Maintenance Estimator	60.1
Building Maintenance Supervisor	27.3
Plumber Supervisor	67.7
Communications Technician	42.6
Electrician	42.8
Refrigeration Mechanic	81.0
Traffic Signal Technician	95.6
Plumber	67.5
Carpenter Supervisor	29.0
Painter Supervisor	63.7

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EXHIBIT B

	<u>Standard Rate No.</u>
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
Roofer	81.9
Locksmith	59.7
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

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EXHIBIT B

THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE
CLASSIFICATIONS AND STANDARD SALARY RATES

EXHIBIT C

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EXHIBIT C

UNCLASSIFIED SERVICE
TABLE OF CLASSIFICATIONS AND STANDARD SALARY RATES

EXECUTIVE

<u>Classification Range</u>	<u>Salary Rate</u>
<u>Executive V</u>	05
City Manager (UC)	
City Attorney (UC)	
Assistant City Attorney (UC)	
Assistant City Manager (UC)	
<u>Executive IV</u>	04
Building Inspection Director (UC)	
Chief Deputy City Attorney (UC)	
City Auditor and Comptroller (UC)	
Deputy City Manager (Assistant to the City Manager) (UC)	
Engineering and Development Director (UC)	
Financial Management Director (Budget Officer) (UC)	
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)	
Water Utilities Director (UC)	
<u>Executive III</u>	03
Assistant Building Inspection Director (UC)	
Assistant City Auditor and Comptroller (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 Water Utilities Director (UC)	
Citizens Assistance and Information Director (UC)	
City Clerk (UC)	
City Librarian (UC)	
Executive Services Director (UC)	
Legislative Representation Director (UC)	

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EXHIBIT C

<u>Classification Range</u>	<u>Salary Rate</u>
<u>Executive III</u>	03
Management Assistant (UC) Property Director (UC) Purchasing Agent (UC)	
<u>Executive II</u>	02
Assistant City Clerk (UC) Assistant City Librarian (UC) Assistant Executive Services Director (UC) Assistant Property Director (UC) Assistant to Mayor (UC) Management Assistant to the City Manager (UC) Principal Assistant to City Attorney (UC) Principal Assistant to Mayor (UC) Principal Legislative Assistant (UC) Retirement Officer (UC) Risk Management Director (UC) Treasurer (UC)	
<u>Executive I</u>	01
Assistant Purchasing Agent (UC) Assistant Retirement Officer (UC) Assistant Treasurer (UC) Council Assistant (Principal Assistant) (UC) Deputy Citizens Assistance and Information Director (UC)	

UNCLASSIFIED SERVICE (CONT.)

Page Three

MANAGERIAL

Classification Range

Salary Rate

Managerial A

7.3

Confidential Secretary to City Attorney (UC)
Confidential Secretary to City Council (UC)
Confidential Secretary to City Manager (UC)
Confidential Secretary to Mayor (UC)
Confidential Secretary to Police Chief (UC)
Council Representative I (UC)
Print Shop Manager (UC)
Council Representative II (UC)

Managerial B

7.4

Endowment Officer (UC)
Principal Librarian (UC)
Housing Inspection Supervisor (UC)
Assistant to the Mayor for Urban Affairs (UC)
Council Representative II (UC)
Council Committee Consultant (UC)
Building Inspection Supervisor (UC)
Paratransit Program Administrator (UC)
Assistant to the City Auditor and Comptroller (UC)
Principal Accountant (UC)

Managerial C

7.5

Zoning Administrator (UC)
Assistant to the Planning Director (UC)
Financial Operations Manager (UC)
Community Development Administrator (UC)
Community Program Administrator (UC)
Facility Manager (UC)
Property Services Supervisor (UC)
Senior Council Committee Consultant (UC)
Supervising Planner (UC)
Deputy Director (UC)
Principal Structural Engineer (UC)
Special Advisor to the Police Chief (UC)
Personnel Services Supervisor (UC)
REGY Director (UC)

0-15268
EXHIBIT C

Clerical

Standard Rate No.

Council Executive Secretary (Principal Assistant) (UC)

14.9

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

Student Intern (UC)

18.8

Professional Legal

Deputy City Attorney (UC)

07.0 through 07.1

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EXHIBIT C

THE CITY OF SAN DIEGO
APPRENTICE SALARY SCHEDULE

EXHIBIT D

0-15268

EXHIBIT D

APPRENTICE SALARY STEPS

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

	<u>4 YEAR PROGRAM</u>	<u>3 YEAR PROGRAM</u>	<u>2 YEAR PROGRAM</u>
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%		

0-15288

EXHIBIT D

Passed and adopted by the Council of The City of San Diego on MAY 27 1980,
 by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Bill Mitchell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Larry Stirling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lucy Killea	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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 Rita Anderson, 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 13 1980

MAY 27 1980

, 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 Rita Anderson, Deputy.

Office of the City Clerk, San Diego, California	
Ordinance Number <u>0-15268</u>	Adopted <u>MAY 27 1980</u>

CERTIFICATE OF PUBLICATION

RECEIVED
CITY CLERK'S OFFICE
1980 JUN 13 AM 9:54
SAN DIEGO, CALIF.

San Diego, City of
12th floor, City Admin. Bldg.
202 C St., San Diego, CA 92101
ATTN: Rita Andrews

IN THE MATTER OF

NO.

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1980-81.

ORDINANCE NO. 0-15268
(New Series)
AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1980-81.
This ordinance establishes a schedule of compensation for the fiscal year 1980-81 to provide an approximate increase over fiscal year 79-80 in the following units except for those classifications specifically excepted:

UNIT	APPROXIMATE INCREASE
Supervisory	3%
Technical	3%
Professional	3%
Administrative Support and Field Services	3%
Skilled Trades and Equipment Operator	3%
Maintenance and Labor	3%
Police	3%
Police Officer II and above	11%
Police Officer I and Recruit	12%
Fire	3%
Unrepresented Classifications	3%
Classified Service	3%

The ordinance also includes exceptions for certain classifications, new classifications, title changes to classifications and classification deletions.
The ordinance further establishes increases and salary ranges for those employees in unclassified service, and base work periods, provides for overtime and extra compensation based on unusual work periods, educational incentive, bilingual pay, sick leave reimbursement and exceptional performance pay.
A complete copy of the Ordinance is available for inspection in the Office of the City Clerk of the City of San Diego, 12th Floor, City Administration Building, 202 "C" Street, San Diego, CA 92101, introduced on May 13, 1980.
Passed and adopted by the Council of The City of San Diego on May 27, 1980.
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 **RITA ANDREWS,** Deputy
Published June 10, 1980

Camille Simpson

I, _____, 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, 1909, Decree No. 14894; and the

ORDINANCE NO. 0-15268 (New Series)

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:

June 10, 1980

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

Dated at San Diego, California this 10th day of June, 1980

Camille Simpson
(Signature)

8" - \$ 53 36