

(0-82-223)

ORDINANCE NUMBER O- **15750** (New Series)

Adopted on **MAY 25 1982**

AN ORDINANCE ESTABLISHING A SCHEDULE OF  
COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE  
CITY OF SAN DIEGO FOR THE FISCAL YEAR 1982-83.

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, 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. 15681 (New Series) on March 29, 1982, and is continued by incorporation herein, to be effective for the periods July 1, 1982 through June 30, 1983 and July 1, 1983 through June 30, 1984, said increases to be effected in two increments; 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

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; 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. 15681 (New Series) dated March 29, 1982, there is hereby established and adopted a schedule of compensation for the Mayor and Council members for the period July 1, 1982 through June 30, 1983, as follows:

Mayor	\$36,625 per annum
Council Member	\$25,750 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 I through Executive V 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.

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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 percent (5%) increments. All references to step increases of five percent (5%) are and shall be deemed to mean approximations thereof.

Section 4. INCREASES IN BASE COMPENSATION, COUNCIL ACTION.

In fixing and approving Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and, in so doing, the Council has intended and does hereby intend that in increasing said salaries, where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased shall be entitled to the increase granted, and that such new rate of pay shall be fixed so as to apply to the Standard Rate step occupied by said officer or employee on the effective date of this ordinance.

Notwithstanding the above express Council intent and action, all appointing authorities shall have and are hereby granted the authority to limit such increase for personnel in the Executive, Managerial and Professional Legal categories as may, in their sound discretion, be warranted. In such case, the appointing authority shall cause to be processed an adjusting

payroll change notice and forward such notice 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.

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 and required by law, 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.

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 salaried part-time employees, the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For "excepted" fire fighters and salaried part-time employees, the Auditor and Comptroller is authorized to utilize appropriate computations established in cooperation with the City Manager and Personnel Director. Part-time employees compensated on an hourly basis shall not be eligible for any benefits set forth herein.

Section 8. EXTRA COMPENSATION PLAN; ELIGIBILITY.

The Civil Service Commission shall establish and supervise, in accordance with provisions set forth herein, a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1 1/2) times an eligible employee's regular base rate of pay, as established herein, or time off in lieu thereof, and shall provide for extra compensation of approximately five percent (5%) 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 is 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 percent (5%) increase for each of said unusual conditions which shall be certified by the appointing authority on the official payroll time sheets to the Personnel Director. Such increases in compensation shall be identified and symbolized on all official payrolls and all other records pertaining to said employee's compensation. When one or more of the said working conditions are commonly accepted conditions for the class of employment, the Civil Service Commission shall take such working conditions into consideration in establishing the compensation for the class and such determination shall be final.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if called back to duty, be paid for the reasonable estimate of the time required for said employee to travel from and to his or her residence and the work area and for the time the employee actually works. The total

time of 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.

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 or called for by other provisions of law.

Section 12. RETIREMENT CONTRIBUTION.

In accordance with the following schedule, the City shall pay into the Retirement System an actuarial equivalent of employee base compensation as additional employer contribution for Retirement System contributory purposes for those officers and employees who are members of the System.

Those miscellaneous Unclassified Employees            4 1/2%  
listed in Exhibit E (attached hereto) and  
classified employees with the exception of

those classified employees in the Police Bargaining Unit.

All Classified employees in the Police Bargaining Unit. 6%

All Unclassified officers and employees except those listed in Exhibit E - Miscellaneous Unclassified Employees 2 1/2%

It is the intent of this Council that the above provided retirement contributions are a benefit and option authorized and granted by Council on an annual basis and shall not be deemed or construed to create a property right in or continuing vested entitlement to such benefit from year to year. It is the further intent of this Council that the additional retirement contributions 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 a like amount.

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 one or more successive performance payments in an amount not to exceed a total of one thousand dollars (\$1,000) in any one fiscal year.

Such payments 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, vested or otherwise, to receive future exceptional performance payments.

Section 14. ADDITIONAL BENEFIT PROGRAMS.

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

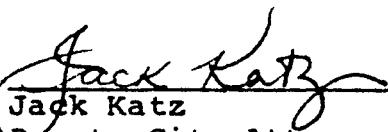
Section 16. APPRENTICE SALARIES.

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 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

  
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Jack Katz  
Deputy City Attorney

JK:smm:332  
5/7/82  
Or.Dept:Pers.  
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BASE SALARY  
TABLE

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00652



# SALARY SCHEDULE FISCAL YEAR 1983

## 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
01.1	A	1468.80	18.36
	B	1496.80	18.71
	C	1524.80	19.06
	D	1552.80	19.41
	E	1580.80	19.75
	F	1608.80	20.10
	G	1636.80	20.45
	H	1664.80	20.80
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

## EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
02.0	D	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
	W	1580.80	19.75
	X	1608.80	20.10
	Y	1636.80	20.45
	Z	1664.80	20.80
02.1	A	1692.00	21.15
	B	1720.00	21.50
	C	1748.00	21.85
	D	1776.00	22.20
	E	1803.20	22.54
	F	1831.20	22.89
	G	1859.20	23.24
	H	1887.20	23.59
	I	1915.20	23.94
	J	1943.20	24.29
	K	1971.20	24.64
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
	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	1580.80	19.75
	Q	1608.80	20.10
	R	1636.80	20.45
	S	1664.80	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

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SALARY SCHEDULE FISCAL YEAR 1982

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
03.0	Z	1859.20	23.24
03.1	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
	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
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
04.1	A	2166.40	27.08
	B	2194.40	27.43
	C	2221.60	27.77
	D	2249.60	28.12
	E	2277.60	28.47
	F	2305.60	28.82
	G	2333.60	29.17

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
04.1	H	2361.60	29.52
	I	2389.60	29.87
	J	2416.80	30.21
	K	2444.80	30.56
	L	2472.80	30.91
	M	2500.80	31.26
	N	2528.80	31.61
	O	2556.80	31.96
	P	2584.80	32.31
	Q	2612.00	32.65
	R	2640.00	33.00
	S	2668.00	33.35
	05.0	A	2054.40
B		2082.40	26.03
C		2110.40	26.38
D		2138.40	26.73
E		2166.40	27.08
F		2194.40	27.43
G		2221.60	27.77
H		2249.60	28.12
I		2277.60	28.47
J		2305.60	28.82
K		2333.60	29.17
L		2361.60	29.52
M		2389.60	29.87
N		2416.80	30.21
O		2444.80	30.56
P		2472.80	30.91
Q		2500.80	31.26
R		2528.80	31.61
S		2556.80	31.96
T		2584.80	32.31
U		2612.00	32.65
V		2640.00	33.00
W		2668.00	33.35
X		2696.00	33.70
Y		2724.00	34.05
Z		2752.00	34.40
05.1	A	2780.00	34.75
	B	2808.20	35.10
	C	2835.20	35.44
	D	2863.20	35.79
	E	2891.20	36.14
	F	2919.20	36.49
	G	2947.20	36.84
	H	2975.20	37.19
	I	3003.20	37.54
	J	3030.40	37.88

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# SALARY SCHEDULE FISCAL YEAR 1983

## EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.1	K	3058.40	38.23
	L	3086.40	38.58
	M	3114.40	38.93
	N	3142.40	39.28
	O	3170.40	39.63
	P	3198.40	39.98
	Q	3226.40	40.33
	R	3253.60	40.67
	S	3281.60	41.02
	T	3309.60	41.37
	U	3337.60	41.72

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EXHIBIT A

00655

# SALARY SCHEDULE FISCAL YEAR 1983

## LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
06.0	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
06.1	A	1276.00	15.95
	B	1300.00	16.25
	C	1324.00	16.55
	D	1348.00	16.85
	E	1372.00	17.15
	F	1396.00	17.45
	G	1420.00	17.75
	H	1444.00	18.05
	I	1468.00	18.35
	J	1492.00	18.65
	K	1516.00	18.95
	L	1540.00	19.25
06.5	A	1350.40	16.86
	B	1374.40	17.16
	C	1398.40	17.46
	D	1422.40	17.76
	E	1446.40	18.06
	F	1470.40	18.36
	G	1494.40	18.66
	H	1518.40	18.96
	I	1542.40	19.26
	J	1566.40	19.56

## LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
06.5	K	1590.40	19.88
	L	1614.40	20.18
	M	1638.40	20.48
	N	1662.40	20.78
	O	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
	X	1902.40	23.78
	Y	1926.40	24.08
	Z	1950.40	24.38
06.6	A	1974.40	24.68
	B	1998.40	24.98
	C	2022.40	25.28
	D	2046.40	25.58
	E	2070.40	25.88
	F	2094.40	26.18
	G	2118.40	26.48
	H	2142.40	26.78
	I	2166.40	27.08
	J	2190.40	27.38
	K	2214.40	27.68
	L	2238.40	27.98
	M	2262.40	28.28
	N	2286.40	28.58
	O	2310.40	28.88
	P	2334.40	29.18
	Q	2358.40	29.48
	R	2382.40	29.78
	S	2406.40	30.08
	T	2430.40	30.38
	U	2454.40	30.68

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# SALARY SCHEDULE FISCAL YEAR 1983

## MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.0	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
	W	920.00	11.50
	X	943.20	11.79
	Y	965.60	12.07
	Z	988.80	12.36
07.1	A	1012.00	12.65
	B	1035.20	12.94
07.3	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

## MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.3	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
07.4	A	1333.60	16.67
	B	1356.80	16.96
	C	1380.00	17.25
	D	1403.20	17.54
	E	1425.60	17.82
	F	1448.80	18.11
	G	1472.00	18.40
	H	1495.20	18.69
	I	1517.60	18.97
	J	1540.80	19.26
	K	1564.00	19.55
	L	1587.20	19.84
	M	1609.60	20.12
	N	1632.80	20.41
07.7	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
	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
07.8	A	1637.60	20.47
	B	1664.80	20.81
	C	1692.80	21.16
	D	1720.00	21.50
	E	1748.00	21.85
07.8	F	1775.20	22.19
	G	1803.20	22.54
	H	1830.40	22.88
	I	1858.40	23.23
	J	1885.60	23.57
	K	1913.60	23.92
	L	1940.80	24.26
	M	1968.80	24.61
	N	1996.00	24.95
	O	2024.00	25.30
	P	2051.20	25.64
	Q	2079.20	25.99
	R	2106.40	26.33

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EXHIBIT A0-15750

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
10.0	A	417.60	11.47
	B	461.60	12.02
	C	1008.60	12.60
	D	1057.60	13.22
	E	1108.80	13.86
10.2	A	721.60	9.02
	B	757.60	9.47
	C	795.20	9.94
	D	833.60	10.42
	E	874.40	10.93
10.3	A	403.20	5.04
	B	423.20	5.29
	C	443.20	5.54
	D	463.20	5.79
	E	486.40	6.08
10.4	A	492.80	6.16
	B	515.20	6.44
	C	539.20	6.74
	D	566.40	7.06
	E	594.40	7.43
10.5	A	585.60	7.32
	B	614.40	7.68
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
10.6	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
10.7	A	673.60	8.42
	B	706.40	8.83
	C	739.20	9.24
	D	776.00	9.70
	E	813.60	10.17

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
10.8	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
10.9	A	651.20	8.14
	B	681.60	8.52
	C	714.40	8.93
	D	749.60	9.37
	E	786.40	9.83
11.0	A	1108.80	13.86
	B	1162.40	14.53
	C	1219.20	15.24
	D	1279.20	15.99
	E	1341.60	16.77
11.7	A	518.40	6.48
	B	540.80	6.76
	C	564.80	7.06
	D	591.20	7.39
	E	616.80	7.71
11.8	A	591.20	7.39
	B	616.80	7.71
	C	644.80	8.06
	D	673.60	8.42
	E	705.60	8.82
13.0	A	721.60	9.02
	B	757.60	9.47
	C	795.20	9.94
	D	833.60	10.42
	E	874.40	10.93
13.1	A	776.00	9.70
	B	812.80	10.16
	C	854.40	10.68
	D	896.00	11.20
	E	940.00	11.75
13.2	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
13.5	A	391.20	4.89
	B	411.20	5.14
	C	430.40	5.38
	D	448.80	5.61
	E	469.60	5.87

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
13.6	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
13.7	A	749.60	9.37
	B	786.40	9.83
	C	824.80	10.31
	D	864.00	10.80
	E	904.80	11.31
13.9	A	402.40	5.03
	B	422.40	5.28
	C	442.40	5.53
	D	462.40	5.78
	E	485.60	6.07
14.9	A	651.20	8.14
	B	681.60	8.52
	C	714.40	8.93
	D	749.60	9.37
	E	786.40	9.83
15.2	A	811.20	10.14
	B	851.20	10.64
	C	894.40	11.18
	D	936.80	11.71
	E	982.40	12.28
15.3	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
15.7	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
15.8	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
15.9	A	1004.00	12.55
	B	1051.20	13.14
	C	1101.60	13.77
	D	1156.00	14.45
	E	1212.00	15.15

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
16.0	A	485.60	6.07
	B	508.80	6.36
	C	533.60	6.67
	D	559.20	6.99
	E	584.80	7.31
16.6	A	464.00	5.80
	B	486.40	6.08
	C	508.00	6.35
	D	532.00	6.65
	E	558.40	6.98
16.7	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
16.8	A	754.40	9.43
	B	792.00	9.90
	C	830.40	10.38
	D	872.00	10.90
	E	915.20	11.44
16.9	A	403.20	5.04
	B	423.20	5.29
	C	443.20	5.54
	D	463.20	5.79
	E	486.40	6.08
17.0	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
17.5	A	757.60	9.47
	B	795.20	9.94
	C	833.60	10.42
	D	874.40	10.93
	E	917.60	11.47
18.1	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
18.5	A	558.40	6.98
	B	584.80	7.31
	C	613.60	7.67
	D	643.20	8.04
	E	672.80	8.41

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EXHIBIT A

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# SALARY SCHEDULE FISCAL YEAR 1983

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
18.6	A	403.20	5.04
	B	423.20	5.29
	C	443.20	5.54
	D	463.20	5.79
	E	486.40	6.08
18.8	A	309.60	3.87
	B	324.00	4.05
	C	339.20	4.24
	D	350.00	4.45
	E	370.40	4.63
19.0	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
19.1	A	655.20	8.19
	B	683.20	8.54
	C	716.00	8.95
	D	747.20	9.34
	E	782.40	9.78
19.3	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
19.6	A	776.00	9.70
	B	812.80	10.16
	C	854.40	10.68
	D	896.00	11.20
	E	940.00	11.75
20.7	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
20.8	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
21.5	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
22.0	A	813.60	10.17
	B	853.60	10.67
	C	896.00	11.20
	D	940.00	11.75
	E	984.80	12.31
22.1	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.18
	E	1273.60	15.92
22.2	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
22.3	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.18
	E	1273.60	15.92
22.4	A	776.00	9.70
	B	812.80	10.16
	C	854.40	10.68
	D	896.00	11.20
	E	940.00	11.75
22.5	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.18
	E	1273.60	15.92
22.6	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
22.7	A	874.40	10.93
	B	917.60	11.47
	C	961.60	12.02
	D	1008.00	12.60
	E	1056.80	13.21
22.8	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
23.1	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.16
	E	1273.60	15.92
23.3	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.18
	E	1273.60	15.92
23.4	A	692.00	8.65
	B	724.00	9.05
	C	757.60	9.47
	D	792.00	9.90
	E	829.60	10.37
23.6	A	411.20	5.14
	B	430.40	5.38
	C	448.80	5.61
	D	469.60	5.87
	E	492.80	6.16
25.1	A	585.60	7.32
	B	614.40	7.68
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
26.0	A	385.60	4.82
	B	400.00	5.00
	C	418.40	5.23
	D	436.00	5.45
	E	456.00	5.70
26.1	A	456.00	5.70
	B	476.00	5.95
	C	494.40	6.18
	D	518.40	6.48
	E	540.80	6.76
26.4	A	731.20	9.14
	B	760.40	9.58
	C	800.00	10.00
	D	836.00	10.45
	E	875.20	10.94
26.8	A	492.80	6.16
	B	515.20	6.44
	C	539.20	6.74
	D	566.40	7.08
	E	594.40	7.43

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
27.0	A	469.60	5.87
	B	492.80	6.16
	C	519.20	6.44
	D	539.20	6.74
	E	566.40	7.08
27.1	A	703.20	8.79
	B	737.60	9.22
	C	774.40	9.68
	D	811.20	10.14
	E	850.40	10.63
27.2	A	791.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.00	11.97
27.3	A	833.60	10.42
	B	874.40	10.93
	C	917.60	11.47
	D	961.00	12.02
	E	1007.20	12.59
27.4	A	628.00	7.85
	B	656.80	8.21
	C	689.60	8.62
	D	721.60	9.02
	E	756.00	9.46
27.5	A	721.60	9.02
	B	756.80	9.46
	C	794.40	9.93
	D	833.60	10.42
	E	874.40	10.93
27.6	A	829.60	10.37
	B	870.40	10.85
	C	914.40	11.43
	D	957.60	11.97
	E	1004.80	12.56
27.7	A	870.40	10.88
	B	914.40	11.43
	C	957.60	11.97
	D	1004.80	12.56
	E	1052.00	13.15
27.9	A	1005.60	12.57
	B	1053.60	13.17
	C	1104.00	13.80
	D	1158.40	14.48
	E	1216.00	15.20

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
28.0	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	656.40	8.23
28.1	A	671.20	10.89
	B	914.40	11.43
	C	957.60	11.97
	D	1005.60	12.57
	E	1053.60	13.17
28.2	A	706.40	8.83
	B	739.20	9.24
	C	776.00	9.70
	D	812.80	10.16
	E	854.40	10.68
28.3	A	613.60	7.67
	B	643.20	8.04
	C	673.60	8.42
	D	706.40	8.83
	E	739.20	9.24
28.8	A	658.40	6.23
	B	688.80	8.61
	C	720.80	9.01
	D	753.60	9.42
	E	788.80	9.86
29.0	A	721.60	9.02
	B	756.80	9.46
	C	794.40	9.93
	D	833.60	10.42
	E	874.40	10.93
29.3	A	656.40	8.23
	B	688.80	8.61
	C	720.80	9.01
	D	753.60	9.42
	E	788.80	9.86
29.6	A	833.60	10.42
	B	874.40	10.93
	C	917.60	11.47
	D	961.60	12.02
	E	1007.20	12.59
34.2	A	693.60	8.67
	B	727.20	9.09
	C	762.40	9.53
	D	799.20	9.99
	E	838.40	10.48

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
34.3	A	838.40	10.48
	B	878.40	10.98
	C	920.80	11.51
	D	965.60	12.07
	E	1012.80	12.66
34.6	A	1157.60	14.47
	B	1214.40	15.18
	C	1272.80	15.91
	D	1334.40	16.66
	E	1401.60	17.52
34.7	A	851.20	10.64
	B	894.40	11.18
	C	936.80	11.71
	D	982.40	12.28
	E	1028.80	12.86
35.1	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
35.2	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
35.3	A	1032.80	12.91
	B	1083.20	13.54
	C	1134.40	14.18
	D	1190.40	14.88
	E	1250.40	15.63
35.4	A	1083.20	13.54
	B	1134.40	14.18
	C	1190.40	14.88
	D	1250.40	15.63
	E	1312.80	16.41
35.5	A	885.60	11.07
	B	926.80	11.60
	C	972.00	12.15
	D	1020.00	12.75
	E	1069.00	13.37
36.1	A	580.80	7.26
	B	607.20	7.59
	C	636.00	7.95
	D	666.40	8.33
	E	698.40	8.73

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EXHIBIT A

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
38.2	A	651.20	8.14
	B	681.60	8.52
	C	714.40	8.93
	D	749.60	9.37
	E	786.40	9.83
38.4	A	982.40	12.28
	B	1026.80	12.66
	C	1060.00	13.50
	D	1132.80	14.16
	E	1147.20	14.64
38.5	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
38.7	A	400.00	5.00
	B	416.40	5.23
	C	436.00	5.45
	D	456.00	5.70
	E	476.00	5.95
38.9	A	436.00	5.45
	B	456.00	5.70
	C	476.00	5.95
	D	494.40	6.18
	E	518.40	6.48
39.0	A	476.00	5.95
	B	494.40	6.18
	C	518.40	6.48
	D	540.80	6.76
	E	564.80	7.06
39.1	A	920.80	11.51
	B	965.60	12.07
	C	1012.80	12.66
	D	1063.20	13.29
	E	1115.20	13.94
39.2	A	536.60	6.71
	B	563.20	7.04
	C	590.40	7.38
	D	616.80	7.71
	E	645.60	8.07
39.3	A	864.00	10.80
	B	904.80	11.31
	C	950.40	11.88
	D	996.00	12.45
	E	1044.00	13.05

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
39.7	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
41.0	A	566.40	7.08
	B	594.40	7.43
	C	623.20	7.79
	D	651.20	8.14
	E	681.60	8.52
41.1	A	621.60	7.77
	B	653.60	8.17
	C	682.40	8.53
	D	714.40	8.93
	E	749.60	9.37
41.2	A	515.20	6.44
	B	539.20	6.74
	C	566.40	7.08
	D	594.40	7.43
	E	623.20	7.79
41.3	A	784.60	9.87
	B	828.80	10.36
	C	870.40	10.88
	D	909.60	11.37
	E	954.40	11.93
41.5	A	764.00	9.55
	B	800.00	10.00
	C	840.00	10.50
	D	880.80	11.01
	E	924.80	11.56
41.8	A	940.00	11.75
	B	984.80	12.31
	C	1032.80	12.91
	D	1083.20	13.54
	E	1134.40	14.18
42.0	A	643.20	8.04
	B	672.00	8.40
	C	706.40	8.83
	D	738.40	9.23
	E	774.40	9.68
42.1	A	940.00	11.75
	B	984.80	12.31
	C	1032.80	12.91
	D	1083.20	13.54
	E	1134.40	14.18

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
42.2	A	611.20	7.64
	B	641.60	8.02
	C	672.80	8.41
	D	703.20	8.79
	E	737.60	9.22
42.3	A	703.20	8.79
	B	737.60	9.22
	C	774.40	9.68
	D	811.20	10.14
	E	850.40	10.63
42.4	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
42.5	A	1004.80	12.56
	B	1052.00	13.15
	C	1103.20	13.79
	D	1157.60	14.47
	E	1214.40	15.18
42.6	A	782.40	9.78
	B	819.20	10.24
	C	855.20	10.69
	D	896.80	11.21
	E	939.20	11.74
42.7	A	870.40	10.88
	B	914.40	11.43
	C	957.60	11.97
	D	1004.80	12.56
	E	1052.00	13.15
42.8	A	782.40	9.78
	B	819.20	10.24
	C	855.20	10.69
	D	896.80	11.21
	E	939.20	11.74
43.0	A	1004.80	12.56
	B	1052.00	13.15
	C	1103.20	13.79
	D	1157.60	14.47
	E	1214.40	15.18
43.1	A	870.40	10.88
	B	914.40	11.43
	C	957.60	11.97
	D	1004.80	12.56
	E	1052.00	13.15

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
43.2	A	531.20	6.64
	B	558.40	6.98
	C	583.20	7.29
	D	611.20	7.64
	E	641.60	8.02
43.3	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
43.4	A	980.00	12.25
	B	1028.00	12.85
	C	1077.60	13.47
	D	1132.00	14.15
	E	1186.40	14.83
43.5	A	839.20	10.49
	B	881.60	11.02
	C	924.80	11.56
	D	966.00	12.10
	E	1014.40	12.68
43.6	A	598.40	7.48
	B	626.40	7.83
	C	655.20	8.19
	D	683.20	8.54
	E	716.00	8.95
43.7	A	737.60	9.22
	B	773.60	9.67
	C	808.00	10.10
	D	844.00	10.55
	E	883.20	11.04
43.8	A	655.20	8.19
	B	683.20	8.54
	C	716.00	8.95
	D	747.20	9.34
	E	782.40	9.78
43.9	A	625.60	7.82
	B	655.20	8.19
	C	686.40	8.58
	D	716.80	8.96
	E	749.60	9.37
44.0	A	656.40	8.38
	B	716.80	8.96
	C	749.60	9.37
	D	784.80	9.81
	E	820.80	10.26

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	HI WEEKLY	HOURLY
44.1	A	720.80	9.01
	B	752.00	9.40
	C	788.00	9.85
	D	822.40	10.28
	E	861.60	10.77
44.2	A	789.60	9.87
	B	828.80	10.36
	C	870.40	10.88
	D	909.60	11.37
	E	954.40	11.93
44.5	A	716.80	8.96
	B	749.60	9.37
	C	784.80	9.81
	D	820.80	10.26
	E	857.60	10.72
44.6	A	731.20	9.14
	B	766.40	9.58
	C	800.00	10.00
	D	836.00	10.45
	E	875.20	10.94
44.7	A	792.80	9.91
	B	828.80	10.36
	C	865.60	10.82
	D	906.40	11.33
	E	949.60	11.87
44.8	A	721.60	9.02
	B	754.40	9.43
	C	792.00	9.90
	D	830.40	10.38
	E	872.00	10.90
44.9	A	436.00	5.45
	B	456.00	5.70
	C	476.00	5.95
	D	494.40	6.18
	E	518.40	6.48
45.0	A	518.40	6.48
	B	540.80	6.76
	C	564.80	7.06
	D	591.20	7.39
	E	616.80	7.71
45.1	A	559.20	6.99
	B	585.60	7.32
	C	614.40	7.68
	D	643.20	8.04
	E	672.60	8.42

**BASE SALARY TABLE**

RATE	STEP	BI WEEKLY	HOURLY
45.2	A	494.40	6.18
	B	518.40	6.48
	C	540.80	6.76
	D	564.80	7.06
	E	591.20	7.39
45.3	A	1177.60	14.72
	B	1236.80	15.46
	C	1295.20	16.19
	D	1360.00	17.00
	E	1426.40	17.83
45.6	A	972.80	12.16
	B	1020.80	12.76
	C	1070.40	13.38
	D	1123.20	14.04
	E	1177.60	14.72
45.8	A	844.00	10.55
	B	886.40	11.08
	C	926.40	11.58
	D	972.80	12.16
	E	1020.80	12.76
46.2	A	748.80	9.36
	B	784.00	9.80
	C	824.00	10.30
	D	865.60	10.82
	E	904.00	11.30
46.5	A	536.80	6.71
	B	563.20	7.04
	C	590.40	7.38
	D	616.00	7.71
	E	645.60	8.07
46.6	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
46.7	A	458.40	5.73
	B	478.40	5.98
	C	499.20	6.24
	D	520.80	6.51
	E	544.00	6.80
46.8	A	506.40	6.33
	B	528.80	6.61
	C	552.00	6.90
	D	576.80	7.21
	E	602.40	7.53

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
46.9	A	552.00	6.90
	B	570.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
47.0	A	628.00	7.85
	B	656.80	8.21
	C	689.60	8.62
	D	721.60	9.02
	E	756.80	9.46
48.0	A	413.60	5.17
	B	435.20	5.44
	C	455.20	5.69
	D	476.00	5.95
	E	498.40	6.23
48.1	A	455.20	5.69
	B	476.00	5.95
	C	498.40	6.23
	D	521.60	6.52
	E	546.40	6.83
48.8	A	936.00	11.70
	B	980.00	12.20
	C	1028.00	12.85
	D	1078.40	13.48
	E	1131.20	14.14
48.9	A	774.40	9.66
	B	811.20	10.14
	C	851.20	10.64
	D	894.40	11.16
	E	936.80	11.71
49.0	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
49.1	A	666.80	8.36
	B	700.80	8.76
	C	735.20	9.19
	D	769.60	9.62
	E	809.60	10.12
49.8	A	688.80	8.61
	B	720.80	9.01
	C	753.60	9.42
	D	788.80	9.86
	E	824.80	10.31

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
51.1	A	870.40	10.88
	B	914.40	11.43
	C	957.60	11.97
	D	1004.80	12.56
	E	1052.00	13.15
51.2	A	624.00	7.80
	B	654.40	8.18
	C	686.40	8.58
	D	719.20	8.99
	E	753.60	9.42
51.3	A	600.80	7.51
	B	625.60	7.82
	C	655.20	8.19
	D	686.40	8.58
	E	716.80	8.96
51.5	A	627.20	7.84
	B	657.60	8.22
	C	687.20	8.59
	D	720.80	9.01
	E	757.60	9.47
51.6	A	720.80	9.01
	B	757.60	9.47
	C	791.20	9.89
	D	824.60	10.37
	E	870.40	10.88
52.5	A	791.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.60	11.97
52.9	A	469.60	5.87
	B	492.80	6.16
	C	515.20	6.44
	D	539.20	6.74
	E	566.40	7.08
53.1	A	476.00	5.95
	B	494.20	6.24
	C	521.60	6.52
	D	547.20	6.84
	E	572.80	7.16
53.2	A	564.00	6.30
	B	528.80	6.61
	C	552.80	6.91
	D	580.80	7.26
	E	607.20	7.59

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
53.3	A	585.60	7.32
	B	614.40	7.68
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
53.5	A	469.60	5.87
	B	492.80	6.16
	C	515.20	6.44
	D	539.20	6.74
	E	566.40	7.08
53.8	A	628.00	7.85
	B	658.40	8.23
	C	689.60	8.62
	D	721.60	9.02
	E	757.60	9.47
54.3	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
54.6	A	791.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.60	11.97
54.8	A	391.20	4.89
	B	411.20	5.14
	C	430.40	5.36
	D	448.80	5.61
	E	469.60	5.87
55.2	A	741.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.60	11.97
55.5	A	611.20	7.64
	B	641.60	8.02
	C	672.80	8.41
	D	703.20	8.79
	E	737.60	9.22
56.2	A	791.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.60	11.97

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
56.3	A	656.40	8.23
	B	689.60	8.62
	C	721.60	9.02
	D	757.60	9.47
	E	795.20	9.94
56.4	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
56.5	A	414.40	5.18
	B	433.60	5.42
	C	454.40	5.68
	D	476.00	5.95
	E	499.20	6.24
56.7	A	418.40	5.23
	B	440.80	5.51
	C	461.60	5.77
	D	482.40	6.03
	E	504.00	6.30
56.9	A	391.20	4.89
	B	411.20	5.14
	C	430.40	5.38
	D	448.80	5.61
	E	469.60	5.87
57.0	A	768.80	9.61
	B	806.40	10.08
	C	844.00	10.55
	D	887.20	11.09
	E	929.60	11.62
57.1	A	617.60	7.72
	B	647.20	8.09
	C	678.40	8.48
	D	711.20	8.89
	E	744.80	9.31
57.3	A	417.00	5.22
	B	436.80	5.46
	C	457.60	5.72
	D	481.60	6.02
	E	502.40	6.28
57.5	A	489.60	6.12
	B	512.80	6.41
	C	536.80	6.71
	D	564.00	7.05
	E	590.40	7.38

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
57.6	A	590.40	7.38
	B	617.60	7.72
	C	647.20	8.09
	D	680.00	8.50
	E	710.40	8.88
57.7	A	607.20	7.59
	B	636.00	7.95
	C	666.40	8.33
	D	698.40	8.73
	E	732.00	9.15
57.8	A	403.20	5.04
	B	423.20	5.29
	C	443.20	5.54
	D	463.20	5.79
	E	486.40	6.08
57.9	A	485.60	6.07
	B	506.40	6.33
	C	528.80	6.61
	D	552.00	6.90
	E	576.80	7.21
58.0	A	585.60	7.32
	B	614.40	7.66
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
58.1	A	528.80	6.61
	B	552.00	6.90
	C	576.80	7.21
	D	602.40	7.53
	E	629.60	7.87
58.2	A	576.80	7.21
	B	604.00	7.55
	C	630.40	7.88
	D	658.40	8.23
	E	688.60	8.61
58.3	A	498.40	6.23
	B	521.00	6.52
	C	546.40	6.83
	D	572.80	7.16
	E	600.00	7.50
58.4	A	626.40	8.58
	B	719.20	8.99
	C	753.60	9.42
	D	788.00	9.85
	E	828.00	10.35

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
58.6	A	581.60	7.27
	B	609.60	7.62
	C	640.00	8.00
	D	670.40	8.38
	E	702.40	8.78
58.7	A	940.00	11.75
	B	984.80	12.31
	C	1032.80	12.91
	D	1083.20	13.54
	E	1134.40	14.18
58.8	A	326.40	4.08
	B	342.40	4.28
	C	358.40	4.48
	D	376.00	4.70
	E	391.20	4.89
58.9	A	775.20	9.69
	B	812.00	10.15
	C	852.80	10.66
	D	896.00	11.20
	E	937.60	11.72
59.1	A	443.20	5.54
	B	464.00	5.80
	C	485.60	6.07
	D	508.00	6.35
	E	532.00	6.65
59.2	A	705.60	8.82
	B	734.20	9.24
	C	775.20	9.69
	D	812.00	10.15
	E	852.80	10.66
59.3	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
59.4	A	574.40	7.16
	B	600.80	7.51
	C	625.60	7.82
	D	655.20	8.19
	E	686.40	8.58
59.5	A	533.60	6.67
	B	556.80	6.96
	C	581.60	7.27
	D	607.20	7.59
	E	635.20	7.94

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
59.6	A	878.40	10.98
	B	920.80	11.51
	C	965.60	12.07
	D	1012.80	12.66
	E	1063.20	13.29
59.7	A	658.40	8.23
	B	644.80	8.61
	C	720.80	9.01
	D	753.60	9.42
	E	788.80	9.86
59.8	A	711.20	8.89
	B	746.40	9.33
	C	780.80	9.76
	D	819.20	10.24
	E	859.20	10.74
60.1	A	794.40	9.93
	B	831.20	10.39
	C	873.60	10.92
	D	918.00	11.45
	E	960.80	12.01
60.2	A	766.40	9.56
	B	800.00	10.00
	C	836.00	10.45
	D	875.20	10.94
	E	917.60	11.47
60.4	A	893.60	11.17
	B	935.20	11.69
	C	980.00	12.25
	D	1028.00	12.85
	E	1077.60	13.47
61.2	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.86
61.3	A	739.20	9.24
	B	776.00	9.76
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
61.4	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
61.5	A	1108.80	13.86
	B	1162.40	14.53
	C	1219.20	15.24
	D	1279.20	15.99
	E	1341.60	16.77
61.6	A	810.40	10.13
	B	851.20	10.64
	C	893.60	11.17
	D	935.20	11.69
	E	980.00	12.25
61.8	A	719.20	8.99
	B	753.60	9.42
	C	789.60	9.87
	D	828.80	10.36
	E	870.40	10.88
62.0	A	468.00	6.10
	B	510.40	6.36
	C	536.80	6.71
	D	563.20	7.04
	E	590.40	7.38
62.2	A	813.60	10.17
	B	853.60	10.67
	C	896.00	11.20
	D	940.00	11.75
	E	984.80	12.31
62.3	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.76
62.4	A	739.20	9.24
	B	776.00	9.76
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
62.5	A	655.20	8.19
	B	680.40	8.58
	C	716.80	8.98
	D	749.60	9.37
	E	784.80	9.81
62.7	A	516.80	6.46
	B	540.00	6.75
	C	564.00	7.05
	D	590.40	7.38
	E	616.00	7.76

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EXHIBIT A

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
63.0	A	443.20	5.54
	B	464.00	5.80
	C	485.60	6.07
	D	508.00	6.35
	E	532.00	6.65
63.1	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
63.2	A	485.60	6.07
	B	506.40	6.33
	C	528.80	6.61
	D	552.00	6.90
	E	576.80	7.21
63.5	A	658.40	8.23
	B	688.80	8.61
	C	720.80	9.01
	D	753.60	9.42
	E	788.80	9.86
63.7	A	721.60	9.02
	B	756.80	9.46
	C	794.40	9.93
	D	833.60	10.42
	E	874.40	10.93
63.8	A	960.00	12.00
	B	1005.60	12.57
	C	1054.40	13.18
	D	1104.80	13.81
	E	1156.40	14.48
63.9	A	564.00	7.05
	B	590.40	7.38
	C	616.80	7.71
	D	645.60	8.07
	E	676.80	8.46
64.0	A	486.00	6.10
	B	510.40	6.38
	C	536.80	6.71
	D	563.20	7.04
	E	590.40	7.38
64.2	A	739.20	9.24
	B	776.00	9.71
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
64.6	A	688.80	8.61
	B	720.80	9.01
	C	752.80	9.41
	D	784.80	9.81
	E	823.20	10.29
64.7	A	515.20	6.44
	B	540.00	6.75
	C	564.80	7.06
	D	592.80	7.41
	E	623.20	7.79
64.8	A	492.80	6.16
	B	515.20	6.44
	C	539.20	6.74
	D	566.40	7.08
	E	594.40	7.43
65.0	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
65.1	A	585.60	7.32
	B	614.40	7.68
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
66.0	A	684.80	8.56
	B	716.80	8.96
	C	749.60	9.37
	D	787.20	9.84
	E	823.20	10.29
66.3	A	454.40	5.68
	B	476.00	5.95
	C	499.20	6.24
	D	521.60	6.52
	E	547.20	6.84
66.4	A	547.20	6.84
	B	572.80	7.16
	C	600.00	7.50
	D	628.00	7.85
	E	658.40	8.23
66.5	A	658.40	8.23
	B	689.60	8.62
	C	721.60	9.02
	D	757.60	9.47
	E	795.20	9.94

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EXHIBIT A 0-15750

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
66.9	A	787.20	9.84
	B	820.80	10.26
	C	860.80	10.76
	D	899.20	11.24
	E	939.20	11.74
67.1	A	896.00	11.20
	B	940.80	11.76
	C	980.40	12.33
	D	1034.40	12.93
	E	1083.20	13.54
67.2	A	688.80	8.61
	B	720.80	9.01
	C	753.60	9.42
	D	788.80	9.86
	E	824.80	10.31
67.5	A	748.80	9.36
	B	762.40	9.76
	C	818.40	10.23
	D	850.80	10.71
	E	897.60	11.22
67.7	A	831.20	10.39
	B	873.60	10.92
	C	916.00	11.45
	D	960.80	12.01
	E	1006.40	12.58
68.0	A	1239.20	15.49
	B	1301.60	16.27
	C	1363.20	17.04
	D	1431.20	17.89
	E	1499.20	18.74
68.3	A	1073.60	13.42
	B	1125.60	14.07
	C	1182.40	14.78
	D	1239.20	15.49
	E	1301.60	16.27
69.2	A	700.00	8.75
	B	732.80	9.16
	C	770.40	9.63
	D	805.60	10.07
	E	844.00	10.55
69.3	A	798.40	9.96
	B	836.80	10.45
	C	876.00	10.95
	D	920.80	11.51
	E	964.00	12.05

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
69.4	A	836.00	10.45
	B	876.00	10.95
	C	920.80	11.51
	D	964.00	12.05
	E	1010.40	12.63
69.6	A	932.00	11.65
	B	976.80	12.21
	C	1023.20	12.79
	D	1073.60	13.42
	E	1125.60	14.07
69.7	A	595.20	7.44
	B	623.20	7.79
	C	653.60	8.17
	D	684.80	8.56
	E	717.60	8.97
69.8	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.86
69.9	A	585.60	7.32
	B	614.40	7.68
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
71.5	A	940.00	11.75
	B	984.80	12.31
	C	1032.80	12.91
	D	1083.20	13.54
	E	1134.40	14.18
71.6	A	643.20	8.04
	B	672.00	8.40
	C	706.40	8.83
	D	738.40	9.23
	E	774.40	9.66
72.6	A	651.20	8.14
	B	681.60	8.52
	C	714.40	8.93
	D	749.60	9.37
	E	786.40	9.83
72.7	A	791.20	9.89
	B	829.60	10.37
	C	871.20	10.89
	D	914.40	11.43
	E	957.60	11.97

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EXHIBIT A

# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
73.4	A	820.00	10.25
	B	860.80	10.76
	C	902.40	11.28
	D	946.40	11.83
	E	992.00	12.40
73.5	A	673.60	8.42
	B	706.40	8.83
	C	739.20	9.24
	D	776.00	9.70
	E	912.80	10.16
74.6	A	492.80	6.16
	B	515.20	6.44
	C	539.20	6.74
	D	566.40	7.08
	E	594.40	7.43
75.0	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80
75.1	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.48
	D	1214.40	15.18
	E	1273.60	15.92
75.2	A	1214.40	15.18
	B	1273.60	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
75.6	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
76.5	A	546.40	6.83
	B	572.80	7.16
	C	600.00	7.50
	D	628.00	7.85
	E	656.80	8.21
77.5	A	515.20	6.44
	B	539.20	6.74
	C	566.40	7.08
	D	594.40	7.43
	E	623.20	7.79

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
77.7	A	721.60	9.02
	B	756.80	9.46
	C	794.40	9.93
	D	833.60	10.42
	E	874.40	10.93
78.3	A	854.40	10.68
	B	896.00	11.20
	C	940.00	11.75
	D	984.80	12.31
	E	1032.80	12.91
79.2	A	984.80	12.31
	B	1032.80	12.91
	C	1083.20	13.54
	D	1134.40	14.18
	E	1190.40	14.88
79.3	A	1134.40	14.18
	B	1190.40	14.88
	C	1250.40	15.63
	D	1312.80	16.41
	E	1373.60	17.17
79.4	A	309.60	3.87
	B	324.00	4.05
	C	339.20	4.24
	D	356.00	4.43
	E	370.40	4.63
79.6	A	628.80	7.86
	B	658.40	8.23
	C	689.60	8.62
	D	723.20	9.04
	E	757.60	9.47
79.7	A	673.60	8.42
	B	706.40	8.83
	C	739.20	9.24
	D	776.00	9.70
	E	812.80	10.16
81.0	A	762.40	9.76
	B	819.20	10.24
	C	855.20	10.69
	D	896.80	11.21
	E	939.20	11.74
81.1	A	853.60	10.67
	B	896.00	11.20
	C	940.00	11.75
	D	984.80	12.31
	E	1032.80	12.91

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EXHIBIT A

# SALARY SCHEDULE FISCAL YEAR 1983

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
81.6	A	1063.20	13.29
	B	1115.20	13.94
	C	1169.60	14.62
	D	1227.20	15.34
	E	1287.20	16.09
81.7	A	602.40	7.53
	B	629.60	7.87
	C	658.40	8.23
	D	688.80	8.61
	E	720.90	9.01
81.8	A	689.60	8.62
	B	721.60	9.02
	C	756.80	9.46
	D	794.40	9.93
	E	833.60	10.42
81.9	A	629.60	7.87
	B	658.40	8.23
	C	688.80	8.61
	D	720.60	9.01
	E	753.60	9.42
82.3	A	961.60	12.02
	B	1007.20	12.59
	C	1056.00	13.20
	D	1108.80	13.86
	E	1162.40	14.53
82.5	A	693.60	8.67
	B	727.20	9.09
	C	762.40	9.53
	D	799.20	9.99
	E	838.40	10.48
82.6	A	838.40	10.48
	B	878.40	10.98
	C	920.80	11.51
	D	965.60	12.07
	E	1012.60	12.66
83.2	A	640.80	8.01
	B	669.60	8.37
	C	700.80	8.76
	D	732.80	9.16
	E	767.20	9.59
83.4	A	612.80	7.66
	B	640.80	8.01
	C	669.60	8.37
	D	700.80	8.76
	E	732.80	9.16

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
83.5	A	700.80	8.76
	B	735.20	9.19
	C	769.60	9.62
	D	808.80	10.11
	E	850.40	10.63
83.7	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
83.8	A	673.60	8.42
	B	706.40	8.83
	C	739.20	9.24
	D	776.00	9.70
	E	813.60	10.17
83.9	A	789.60	9.87
	B	828.80	10.36
	C	870.40	10.88
	D	909.60	11.37
	E	954.40	11.93
84.0	A	828.80	10.36
	B	870.40	10.88
	C	909.60	11.37
	D	954.40	11.93
	E	1002.40	12.53
84.1	A	909.60	11.37
	B	954.40	11.93
	C	1002.40	12.53
	D	1050.40	13.13
	E	1102.40	13.76
84.2	A	833.60	10.42
	B	878.40	10.93
	C	917.60	11.47
	D	961.60	12.02
	E	1008.60	12.66
84.3	A	739.20	9.24
	B	776.00	9.70
	C	813.60	10.17
	D	853.60	10.67
	E	896.00	11.20
84.4	A	566.40	7.08
	B	594.40	7.43
	C	623.20	7.79
	D	651.20	8.14
	E	681.60	8.52

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# SALARY SCHEDULE FISCAL YEAR 1983

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
84.5	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
84.7	A	1032.80	12.91
	B	1083.20	13.54
	C	1134.40	14.18
	D	1190.40	14.88
	E	1250.40	15.63
84.8	A	1083.20	13.54
	B	1134.40	14.18
	C	1190.40	14.88
	D	1250.40	15.63
	E	1312.80	16.41
84.9	A	957.00	11.97
	B	1004.80	12.56
	C	1052.00	13.15
	D	1103.20	13.79
	E	1157.60	14.47
85.0	A	776.00	9.70
	B	812.00	10.16
	C	854.40	10.68
	D	896.00	11.20
	E	940.00	11.75
85.4	A	940.00	11.75
	B	984.80	12.31
	C	1032.80	12.91
	D	1083.20	13.54
	E	1134.40	14.18
85.5	A	1214.40	15.18
	B	1273.60	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
85.6	A	1080.00	13.50
	B	1132.80	14.16
	C	1187.20	14.84
	D	1246.40	15.58
	E	1308.00	16.35
85.8	A	566.40	7.08
	B	594.40	7.43
	C	623.20	7.79
	D	651.20	8.14
	E	681.00	8.52

### BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
85.9	A	821.60	10.27
	B	860.00	10.75
	C	898.40	11.23
	D	941.60	11.77
	E	985.60	12.32
86.1	A	703.20	8.79
	B	737.60	9.22
	C	774.40	9.68
	D	811.20	10.14
	E	850.40	10.63
86.2	A	792.00	9.90
	B	830.40	10.38
	C	872.00	10.90
	D	915.20	11.44
	E	960.00	12.00
86.3	A	1214.40	15.18
	B	1273.60	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
86.4	A	566.40	7.08
	B	593.60	7.42
	C	624.00	7.80
	D	655.20	8.19
	E	684.00	8.55
86.5	A	512.80	6.41
	B	536.80	6.71
	C	564.00	7.05
	D	590.40	7.38
	E	617.60	7.72
86.6	A	868.00	10.85
	B	912.00	11.40
	C	957.60	11.97
	D	1000.80	12.51
	E	1049.60	13.12
86.7	A	788.00	9.85
	B	828.00	10.35
	C	868.80	10.86
	D	911.20	11.34
	E	955.20	11.84
86.8	A	506.40	6.33
	B	528.80	6.61
	C	552.00	6.90
	D	576.80	7.21
	E	602.40	7.53

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
86.9	A	538.40	6.73
	B	563.20	7.04
	C	590.40	7.38
	D	620.00	7.75
	E	649.60	8.12
87.0	A	746.40	9.33
	B	780.80	9.76
	C	820.00	10.25
	D	860.80	10.76
	E	902.40	11.28
87.1	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
87.2	A	1008.00	12.60
	B	1056.80	13.21
	C	1106.80	13.86
	D	1162.40	14.53
	E	1220.00	15.25
87.3	A	585.00	7.32
	B	613.60	7.67
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
87.4	A	1032.80	12.91
	B	1083.20	13.54
	C	1134.40	14.18
	D	1190.40	14.85
	E	1250.40	15.63
87.5	A	1214.40	15.18
	B	1273.00	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
87.6	A	580.00	7.26
	B	607.20	7.59
	C	636.00	7.95
	D	666.40	8.33
	E	648.40	8.73
87.7	A	983.20	12.29
	B	1030.40	12.88
	C	1082.40	13.53
	D	1133.00	14.17
	E	1188.80	14.86

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
87.8	A	1214.40	15.18
	B	1273.60	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
87.9	A	566.40	7.08
	B	594.40	7.43
	C	623.20	7.79
	D	651.20	8.14
	E	681.60	8.52
88.0	A	721.60	9.02
	B	757.60	9.47
	C	795.20	9.94
	D	833.60	10.42
	E	874.40	10.93
88.1	A	703.20	8.79
	B	737.60	9.22
	C	774.40	9.68
	D	811.20	10.14
	E	850.40	10.63
88.2	A	672.00	8.40
	B	705.60	8.82
	C	737.60	9.22
	D	772.80	9.66
	E	811.20	10.14
88.3	A	1125.60	14.07
	B	1180.80	14.76
	C	1240.80	15.51
	D	1298.40	16.23
	E	1361.60	17.02
88.4	A	1125.60	14.07
	B	1180.80	14.76
	C	1240.80	15.51
	D	1298.40	16.23
	E	1361.60	17.02
88.7	A	852.00	10.65
	B	890.40	11.13
	C	932.00	11.65
	D	973.60	12.17
	E	1017.60	12.72
88.8	A	976.80	12.21
	B	1024.00	12.80
	C	1075.20	13.44
	D	1125.60	14.07
	E	1180.80	14.76

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EXHIBIT A

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
88.9	A	629.60	7.87
	B	658.40	8.23
	C	688.00	8.60
	D	719.20	8.99
	E	751.20	9.39
89.0	A	745.60	9.32
	B	779.20	9.74
	C	813.60	10.17
	D	852.00	10.65
	E	890.40	11.13
89.1	A	705.60	8.82
	B	737.60	9.22
	C	769.60	9.62
	D	808.00	10.10
	E	844.00	10.55
89.9	A	476.00	5.95
	B	498.40	6.23
	C	521.60	6.52
	D	546.40	6.83
	E	572.80	7.16
90.2	A	546.40	6.83
	B	572.80	7.16
	C	600.00	7.50
	D	628.00	7.85
	E	656.80	8.21
90.3	A	600.00	7.50
	B	628.00	7.85
	C	656.80	8.21
	D	684.00	8.62
	E	721.60	9.02
90.4	A	896.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
90.5	A	476.00	5.95
	B	499.20	6.24
	C	521.60	6.52
	D	547.20	6.84
	E	572.80	7.16
90.6	A	532.00	6.65
	B	558.40	6.98
	C	585.60	7.32
	D	613.60	7.67
	E	643.20	8.04

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
90.7	A	585.60	7.32
	B	613.60	7.67
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
91.0	A	444.00	5.55
	B	463.20	5.79
	C	485.60	6.07
	D	508.00	6.35
	E	531.20	6.64
91.4	A	326.40	4.06
	B	342.40	4.28
	C	358.40	4.48
	D	376.00	4.70
	E	391.20	4.89
91.6	A	1187.20	14.84
	B	1246.40	15.58
	C	1308.00	16.35
	D	1372.00	17.15
	E	1439.20	17.99
91.7	A	1106.80	13.86
	B	1162.40	14.53
	C	1219.20	15.24
	D	1279.20	15.99
	E	1341.60	16.77
91.8	A	651.20	8.14
	B	684.00	8.55
	C	716.00	8.95
	D	748.80	9.36
	E	783.20	9.79
91.9	A	508.80	6.36
	B	532.80	6.66
	C	559.20	6.99
	D	585.60	7.32
	E	614.40	7.68
92.1	A	590.40	7.38
	B	616.80	7.71
	C	645.60	8.07
	D	676.80	8.46
	E	710.40	8.88
92.2	A	911.20	11.39
	B	955.20	11.94
	C	1002.40	12.53
	D	1050.40	13.13
	E	1101.60	13.77

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
92.3	A	1108.80	13.86
	B	1162.40	14.53
	C	1214.20	15.24
	D	1274.20	15.99
	E	1341.60	16.77
92.4	A	965.60	12.07
	B	1012.80	12.66
	C	1063.20	13.29
	D	1115.20	13.94
	E	1168.80	14.61
92.5	A	584.60	7.37
	B	616.80	7.71
	C	645.60	8.07
	D	676.00	8.45
	E	708.00	8.85
92.7	A	1108.80	13.86
	B	1162.40	14.53
	C	1219.20	15.24
	D	1274.20	15.99
	E	1341.60	16.77
92.9	A	1108.80	13.86
	B	1162.40	14.53
	C	1214.20	15.24
	D	1274.20	15.99
	E	1341.60	16.77
93.1	A	776.00	9.70
	B	812.80	10.16
	C	854.40	10.66
	D	896.00	11.20
	E	940.00	11.75
93.5	A	1214.40	15.18
	B	1273.60	15.92
	C	1336.80	16.71
	D	1402.40	17.53
	E	1470.40	18.38
93.6	A	414.40	5.18
	B	433.60	5.42
	C	454.40	5.68
	D	476.00	5.95
	E	499.20	6.24
93.8	A	914.40	11.43
	B	957.60	11.97
	C	1005.60	12.57
	D	1053.60	13.17
	E	1104.00	13.80

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
93.9	A	1053.60	13.17
	B	1104.00	13.80
	C	1158.40	14.46
	D	1214.40	15.18
	E	1273.60	15.92
94.2	A	551.20	6.89
	B	576.80	7.21
	C	601.60	7.52
	D	629.60	7.87
	E	658.40	8.23
94.6	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
94.7	A	602.40	7.53
	B	629.60	7.87
	C	658.40	8.23
	D	688.80	8.61
	E	720.80	9.01
95.3	A	476.00	5.95
	B	498.40	6.23
	C	521.60	6.52
	D	546.40	6.83
	E	572.80	7.16
95.6	A	782.40	9.76
	B	819.20	10.24
	C	855.20	10.69
	D	896.80	11.21
	E	939.20	11.74
96.0	A	846.00	11.20
	B	940.00	11.75
	C	984.80	12.31
	D	1032.80	12.91
	E	1083.20	13.54
96.3	A	547.60	7.47
	B	624.00	7.80
	C	654.40	8.18
	D	684.80	8.56
	E	717.60	8.97
96.8	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23

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EXHIBIT A

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# SALARY SCHEDULE FISCAL YEAR 1983

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
96.9	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
97.0	A	643.20	8.04
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	776.00	9.70
97.3	A	584.00	7.30
	B	614.40	7.68
	C	641.60	8.02
	D	672.00	8.40
	E	705.60	8.82
97.4	A	628.00	7.85
	B	656.80	8.21
	C	689.60	8.62
	D	721.60	9.02
	E	756.80	9.46
97.5	A	746.40	9.33
	B	780.80	9.76
	C	820.00	10.25
	D	860.80	10.76
	E	902.40	11.28
97.6	A	936.00	11.70
	B	980.80	12.26
	C	1028.00	12.85
	D	1078.40	13.48
	E	1131.20	14.14
97.8	A	506.40	6.33
	B	528.80	6.61
	C	552.00	6.90
	D	576.80	7.21
	E	602.40	7.53
97.9	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
98.0	A	820.00	10.25
	B	860.80	10.76
	C	902.40	11.28
	D	946.40	11.83
	E	992.00	12.40

**BASE SALARY TABLE**

RATE	STEP	BIWEEKLY	HOURLY
98.1	A	538.40	6.73
	B	564.00	7.05
	C	592.00	7.40
	D	619.20	7.74
	E	647.20	8.09
98.5	A	737.60	9.22
	B	773.60	9.67
	C	808.00	10.10
	D	844.00	10.55
	E	883.20	11.04
98.6	A	852.00	10.65
	B	890.40	11.13
	C	932.00	11.65
	D	973.60	12.17
	E	1017.60	12.72
98.7	A	976.80	12.21
	B	1024.00	12.80
	C	1075.20	13.44
	D	1125.60	14.07
	E	1180.80	14.76
98.8	A	745.60	9.32
	B	779.20	9.74
	C	813.60	10.17
	D	852.00	10.65
	E	890.40	11.13
98.9	A	629.60	7.87
	B	658.40	8.23
	C	688.00	8.60
	D	719.20	8.99
	E	751.20	9.39
99.0	A	518.40	6.48
	B	540.80	6.76
	C	564.80	7.06
	D	591.20	7.39
	E	616.80	7.71
99.1	A	628.00	7.85
	B	656.80	8.21
	C	689.60	8.62
	D	721.60	9.02
	E	756.80	9.46
99.2	A	552.00	6.90
	B	576.80	7.21
	C	602.40	7.53
	D	629.60	7.87
	E	658.40	8.23
99.7	A	585.60	7.32
	B	613.60	7.67
	C	643.20	8.04
	D	673.60	8.42
	E	706.40	8.83
99.8	A	658.40	8.23
	B	689.60	8.62
	C	721.60	9.02
	D	757.60	9.47
	E	795.20	9.94

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EXHIBIT A O-15750

EXHIBIT B

THE CITY OF SAN DIEGO  
CLASSIFIED SERVICE  
CLASSES AND STANDARD RATES

EXHIBIT B

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EXHIBIT B

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CLASSIFIED SERVICE  
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
<b>BUILDING INSPECTION</b>	
Senior Building Inspector	84.9
Building Inspector II	27.7
Building Inspector I	27.6
Building Inspector Trainee II	51.6
Building Inspector Trainee I	51.5
<b>CHEMISTS</b>	
Senior Chemist	85.4
Associate Chemist	22.0
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
Assistant Laboratory Technician	16.0
Laboratory Assistant	57.8
<b>CLERICAL AND COMMUNICATIONS</b>	
Legal Assistant	59.8
Administrative Secretary	10.9
Board Stenographer	38.2
Principal Clerk	72.6
Supervising Dispatcher	91.8
Dispatcher II	41.1

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EXHIBIT B

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	<u>Standard Rate No.</u>
Legal Stenographer	57.7
Council Secretary	38.1
Senior Stenographer	87.6
Senior Disposal Fee Collector	86.4
Dispatcher I	41.0
Senior Account Clerk	84.4
Senior Clerk	85.8
Senior Typist	87.9
Payroll Audit Clerk	64.7
Disposal Fee Collector	41.2
Public Information Assistant	77.5
Intermediate Stenographer	53.2
Account Clerk	10.4
Bookmobile Driver	26.8
Payroll Clerk	64.8
Programmed Typewriter Operator	74.6
Book Repairer	27.0
Intermediate Clerk	52.9
Intermediate Typist	53.5
Junior Stenographer	56.7
Auto Messenger	23.6
Assistant Book Repairer	13.5
Junior Clerk	54.8
Junior Typist	56.9
Library Aide	58.8
Student Worker	91.4
Public Service Career Trainee	15% below target class

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EXHIBIT B.

Standard  
Rate No.

CONSTRUCTION AND MAINTENANCE

General Utility Supervisor	97.6
General Water Utility Supervisor	48.8
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
Pool Maintenance Supervisor	94.2
Tank Service Technician I	94.6
Utility Worker II	97.9
Water Utility Worker	99.2
Lake Ranger I	58.1
Utility Worker I	97.8
Laborer	57.9

CUSTODIAL

Window Cleaner	99.0
Supervising Custodian	91.9
Custodian III	39.0

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EXHIBIT B

	<u>Standard Rate No.</u>
Custodian II	38.9
Custodian I	38.7
<b>DATA PROCESSING</b>	
Senior Systems Analyst	87.7
Data Entry Supervisor	57.6
Senior Data Entry Operator	86.5
Data Entry Operator	57.5
Data Entry Trainee	57.3
<b>ENGINEERING</b>	
Project Officer II	75.2
Senior Civil Engineer	85.5
Senior Electrical Engineer	86.3
Senior Land Surveyor	93.5
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

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EXHIBIT B

	<u>Standard Rate No.</u>
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
Building Inspection Technician I	27.1
Senior Drafting Aide	42.3
Senior Engineering Aide	86.1
Senior Survey Aide	88.1
Senior Utilities Services Technician	88.2
Drafting Aide	42.2
Junior Engineering Aide	55.5
Utilities Services Technician	97.3
Engineering Trainee	43.2
Student Engineer	91.0

**EQUIPMENT MAINTENANCE**

Senior Equipment Repair Supervisor	43.4
Plant Maintenance Supervisor	67.1

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**EXHIBIT B**



	<u>Standard Rate No.</u>
Metal Fabrication Services Supervisor	60.4
Equipment Repair Supervisor	43.5
Metal Fabrication Supervisor	61.6
Equipment Service Writer	44.7
Plant Maintenance Mechanic	66.9
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
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

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**EXHIBIT B**

	<u>Standard Rate No.</u>
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
Heavy Truck Driver II	51.2
Equipment Operator I	43.9
Sanitation Driver I	83.4
Transportation Supervisor	96.3
Heavy Truck Driver I	51.3
Light Equipment Operator	59.4
Mini-Bus Driver	98.1

Sanitation Drivers who are working alone and assigned to a one-person sanitation truck shall receive, in addition to regular salary, an additional thirty cents (30¢) per hour for such assignment.

#### 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

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EXHIBIT B

	<u>Standard Rate No.</u>
Claims Representative I	34.2
Safety Representative I	82.5
Sanitation Inspector	83.8
Supervising Field Representative	92.1
Supervising Meter Reader	92.5
Parking Control Supervisor	63.9
Senior Meter Reader	86.9
Field Representative	46.5
Meter Reader	62.0
Parking Controller	64.0

**FIRE**

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

Uniformed members of the Fire Department shall receive sixty-seven cents (67¢) per hour additional pay when assigned to the Explosive Ordnance Disposal Squad; and forty-five cents (45¢) per hour additional pay when assigned to the Hazardous Materials Response Team.

**GRAPHICS**

Communications Services Coordinator	34.7
Graphics Supervisor	48.9
Audio Visual Specialist	23.4
Graphics Illustrator	49.0
Photographer	66.0

**LIBRARY**

Supervising Librarian	92.2
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**EXHIBIT B**

	<u>Standard Rate No.</u>
Senior Librarian	86.7
Librarian II	58.4
Librarian I	57.1
Library Assistant	58.6
<b>LIFEGUARD SERVICE</b>	
Lifeguard Captain	58.7
Lifeguard Lieutenant	58.9
Lifeguard III	59.2
Lifeguard II	59.3
Lifeguard I	59.1
<b>MANAGEMENT, FISCAL AND STAFF</b>	
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
Senior Property Agent	87.4
Social Program Specialist III	84.7
Accountant III	10.0
Assistant Facility Manager	15.9
Administrative Analyst	10.6

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EXHIBIT B

	<u>Standard Rate No.</u>
Economist	42.4
Elections Officer	43.3
Organizational Development Specialist III	61.2
Personnel Analyst	65.0
Police Records Administrator	69.8
Property Agent	75.6
Records Management Officer	79.2
Safety Officer	82.3
Assistant Rate Analyst	19.0
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
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
Accountant II	84.2
Senior Buyer	85.0
Assistant Administrative Analyst	13.2
Assistant Economist	15.8
Assistant Personnel Analyst	17.0

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EXHIBIT B

	<u>Standard Rate No.</u>
Assistant Property Agent	18.1
Community Development Specialist I	35.1
Deputy Noise Abatement Officer	39.7
Organizational Development Specialist I	61.3
Social Program Specialist I	84.3
Accountant I	10.2
Public Information Officer	77.7
Buyer	28.2
Administrative Aide II	10.7
Administrative Trainee	10.8
Junior Property Agent	56.4
Accountant Trainee	53.8
Buyer Trainee	28.3
Administrative Aide I	10.5
Personnel Assistant	65.1
 <b>PARK MAINTENANCE</b>	
Cemetery Manager	29.6
Grounds Maintenance Manager	64.2
Greenskeeper Supervisor	49.1
Tree Maintenance Supervisor	97.0
Grounds Maintenance Supervisor	47.0
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
Tree Trimmer Trainee	95.3

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EXHIBIT B

	<u>Standard Rate No.</u>
Grounds Maintenance Worker I	46.7
Nursery Trainee	63.0
<b>PLANNING</b>	
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
<b>PLANT OPERATION</b>	
Senior Waste Water Plant Supervisor	88.3
Senior Water Plant Supervisor	88.4
Waste Water Plant Supervisor	88.8
Water Plant Operation Supervisor	98.7
Waste Water Plant Lead Operator	88.7
Water Plant Lead Operator	98.6
Waste Water Plant Operator	89.0
Water Plant Operator	98.8
Waste Water Plant Operator Trainee	88.9
Water Plant Operator Trainee	98.9
<b>POLICE</b>	
Police Captain	68.0

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**00691**  
**EXHIBIT B**

	<u>Standard Rate No.</u>
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
Community Relations Assistant to the Police Chief	35.5
Police Agent	69.4
Assistant Criminalist	15.2
Senior Evidence Technician	86.2
Police Officer II	69.3
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.6
Latent Fingerprints Examiner	57.0
Evidence Technician	44.8
Police Officer I	69.2
Documents Examiner Trainee	42.0
Polygraph Examiner Trainee	71.6
Police Investigative Aide	69.9
Police Recruit	69.7
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.

Those members of the San Diego Police Department who are authorized to fly the Department's aircraft and who are additionally designated by the Police Chief as a "Primary Pilot" shall receive approximately \$92.00 biweekly additional.

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EXHIBIT B



Standard  
Rate No.

**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
Area Manager II	13.1
Supervising Recreation Specialist	93.1
Area Manager I	13.0
Recreation Center Director III	73.5
Recreation Specialist	79.7
Recreation Center Director II	79.6
Recreation Center Director I	87.3
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
Recreation Aide	79.4

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EXHIBIT B

Standard  
Rate No.

SKILLED TRADES

Senior Building Maintenance Supervisor	27.9
Communications Maintenance Supervisor	42.5
Electrical Maintenance Supervisor	43.0
Communications Technician Supervisor	42.7
Electrician Supervisor	43.1
Heating, Ventilating, and Air Conditioning Supervisor	51.1
Building Maintenance Supervisor	27.3
Plumber Supervisor	67.7
Senior Communications Technician	85.9
Maintenance Estimator	60.1
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
Sign Painter	89.1
Roofing Supervisor	81.8
Cement Gun Operator	49.8
Plasterer	67.2
Carpenter	28.8
Cement Finisher	29.3
Locksmith	59.7
Painter	63.5
Roofer	81.9

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EXHIBIT B

Standard  
Rate No.

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

0-15750  
00695

**EXHIBIT B**

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

**EXHIBIT C**

**0- 15750  
00696  
EXHIBIT C**

UNCLASSIFIED SERVICE

EXECUTIVE

Classification Range

Salary Range

Executive V

05.0 and 05.1

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

Executive IV

04.0 and 04.1

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)

0-15750

00697 EXHIBIT C

Executive III

03.0 and 03.1

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)  
Intergovernmental Relations Director (UC)  
Management Assistant (UC)  
Property Director (UC)  
Purchasing Agent (UC)

Executive II

02.0 and 02.1

Assistant City Clerk (UC)  
Assistant City Librarian (UC)  
Assistant Executive Services Director (UC)

0-15750

00698 EXHIBIT C

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 Administrator (UC)  
Risk Management Director (UC)  
Treasurer (UC)

Executive I

01.0 and 01.1

Assistant Purchasing Agent (UC)  
Assistant Retirement Administrator (UC)  
Assistant to the Director, Citizens Assistance  
and Information (UC)  
Assistant Treasurer (UC)  
Council Assistant (Principal Assistant) (UC)

0- 15750

00699 EXHIBIT C

MANAGERIAL

Classification Range

Salary Range

Managerial A

7.0

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)  
Council Representative II (UC)

Managerial B

7.3 and 7.4

Assistant to the City Auditor and Comptroller (UC)  
Assistant to the Mayor for Urban Affairs (UC)  
Building Inspection Supervisor (UC)  
Council Committee Consultant (UC)  
Council Representative II (UC)  
Deputy Library Director (UC)  
Endowment Officer (UC)  
Grantsearch Coordinator (UC)  
Housing Inspection Supervisor (UC)  
Paratransit Program Administrator (UC)  
Principal Accountant (UC)  
Print Shop Manager (UC)

0-15750

00700

EXHIBIT C



Managerial C

7.7 and 7.8

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

Standard

Clerical

Rate No.

Council Executive Secretary (Principal Assistant) (UC) 14.9

0-15750

00701

EXHIBIT C

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)	06.0, 06.1, 06.5 and 06.6
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0-15750

00702

EXHIBIT C

THE CITY OF SAN DIEGO  
APPRENTICE SALARY SCHEDULE

EXHIBIT D

0-15750  
00703

# 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%		

O- 15750  
00704

EXHIBIT D

EXHIBIT E

MISCELLANEOUS  
UNCLASSIFIED  
CLASSIFICATIONS

0-15750

EXHIBIT E

00705

**MISCELLANEOUS UNCLASSIFIED CLASSIFICATIONS**

**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 Executive Secretary (Principal Assistant) (UC)**  
**Council Representative I (UC)**  
**Council Representative II (UC)**

**0-15750**  
**00706**

**EXHIBIT E**

**MAY 25 1982**

Passed and adopted by the Council of The City of San Diego on \_\_\_\_\_  
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"/>
Susan Golding	<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"/>
Ed Struiksmma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dick Murphy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lucy Killea	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 Raynell L. Pontecorvo, 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 10 1982**

**MAY 25 1982**

, 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 Raynell L. Pontecorvo, Deputy.

Office of the City Clerk, San Diego, California

Ordinance  
Number

**0-15750**

Adopted

**MAY 25 1982**

CERTIFICATE OF PUBLICATION

JUN 16 12:15

SAN DIEGO, CITY OF  
202 C St., 12th Floor  
San Diego, CA 92101  
ATTN: PONTECORVO

IN THE MATTER OF

NO.

ORDINANCE NO. O-15750  
(New Series)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1982-83.

This ordinance establishes a schedule of compensation for the Fiscal Year 1982-83 to provide an approximate increase over Fiscal Year 1981-82 in the following units except for those classifications specifically excepted:

UNIT	APPROXIMATE INCREASE
Supervisory	8%
Technical	8%
Professional	8%
Administrative Support and Field Services	8%
Skilled Trades and Equipment Operator	8%
Maintenance and Labor	8%
Police	10%
Fire	10%

The ordinance additionally provides for the City to contribute into the Retirement System on behalf of employees in the following amounts:

Police	8%
All other classifications	4 1/2%
Unclassified	2 1/2%

In addition, there are provided, pursuant to Sections 12.1 and 24.1 of the City Charter, pay increases for the Mayor and City Council for Fiscal Year 1982-83 in accordance with the recommendations of the Salary Setting Commission and heretofore accepted and established by Ordinance No. O-15681 (New Series).

The ordinance also includes exception of salary increases for certain classifications, new classifications, title changes to classifications and classifications' 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.

Passed and adopted by the Council of The City of San Diego on MAY 25, 1982, by the following vote:

YEAS: Mitchell, Cleator, Golding, Williams, Struikema, Gotch, Murphy.

NAYS: None.

NOT PRESENT: Killea, Mayor Wilson.

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 MAYDELL L. PONTECORVO, 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 10, 1982, and on MAY 25, 1982.

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 MAYDELL L. PONTECORVO, Deputy

Published June 8, 1982

80-0020

I, Charlene Lance, 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. O-15750  
(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 8, 1982

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

Dated at San Diego, California this 8th day of June, 1982.

(Signature)

00708

5 3/4 x 2 x 8.06 = 92.69