

(O-87-203)

ORDINANCE NUMBER O- 16867 (NEW SERIES)

ADOPTED ON MAY 26 1987

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE
CITY OF SAN DIEGO FOR THE FISCAL YEAR 1987-88.

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 pursuant to provisions of previously adopted Memoranda of Understanding with three employee groups for the two-year period encompassing fiscal years 1987 and 1988, 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 United States Supreme Court in Garcia v. San Antonio Metropolitan Transit Authority, 83 L.Ed.2d 1016, 105 U.S. 1005 (1985) held that the provisions of the Fair Labor Standards Act (FLSA), 29 U.S. Code section 201 et seq., as they relate to overtime compensation, are applicable to states, cities and local agencies, including The City of San Diego; and

WHEREAS, it is now necessary to ensure compliance with the FLSA and provisions therefor are set forth herein; 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 in consonance with the information and statistics provided and recommendations submitted; 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 for fiscal years 1986-87 and 1987-88 were considered and its recommended schedule of compensation for the Mayor and members of the City Council was approved and adopted by Ordinance No. O-16683 (New Series) on June 30, 1986, and pursuant to said recommendations, was incorporated herein, to be effective for the periods July 1, 1986 through June 30, 1987 and July 1, 1987 through June 30, 1988, said increases to be effected in two increments, the second of which to be effectuated automatically unless directed otherwise by Council; and

WHEREAS, Ordinance No. O-16740, dated October 27, 1986, amended the previously adopted salary Ordinance No. O-16645 (New Series) by reducing the annual compensation for the Mayor to \$50,000, the provisions of said ordinance being incorporated herein as though fully set forth; and

WHEREAS, the Council deems it appropriate to act thereon during the same procedural promulgation process as is used for the City at large; 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 for exemption from the Classified Service are set forth by classification and salary rate in the Managerial category, attached hereto in Exhibit C; and

WHEREAS, the establishment of a Youth Services Administrator position in the unclassified service, Managerial Category C has been recommended by the City Manager, approved by the Rules Committee on March 4, 1987, and reviewed by the Civil Service Commission on April 16, 1987, as required by Charter section 117(a)(17); and

WHEREAS, it is also now appropriate and desirable to incorporate said position in the Unclassified Service, Managerial Category C, for allocation to the Community Services Program, said classification to be shown in Exhibit C; and

WHEREAS, it is the responsibility of the City Council to identify within established ranges the appropriate step for those officers whose compensation is determined and set by the legislative body; and

WHEREAS, having analyzed data and information presented, it is now necessary and appropriate to identify those steps, within range, for those certain positions at which compensation for fiscal year 1987 shall be set; 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 approved and adopted by Ordinance No. O-16683 (New Series), dated June 30, 1986, as amended by Ordinance No. O-16740 (New Series), dated October 27, 1986, there was established and adopted a schedule of compensation for the Mayor and Council members for the period July 1, 1987 through June 30, 1988, as follows:

Mayor	\$50,000 per annum
Council Member	\$45,000 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 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 Exhibits A-1 and A-2, said Exhibit A-2 to be effective January 1, 1988 and to replace the salaries established for those same standard Rate numbers in Exhibit A-1.

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.

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," whenever used and referred to, are approximations and are for comparative and informational purposes only. The steps set forth for all rates contained in Exhibits A-1 and A-2 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 the average eighty (80) hour biweekly work schedules and for which a FLSA exemption is declared.

There is further declared to be, as previously established by Council action, a FLSA section 7(k) exemption for employees in fire classes and a twenty-eight day work period for said employees.

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 Exhibits A-1 and A-2 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.

There is hereby established and adopted a schedule of salary rates and step adjustments within the Executive category to be effective July 3, 1987, unless otherwise indicated, for those positions set forth in the table attached hereto as Exhibit CC, the determination and setting of which the City Council is directly responsible.

**Section 7. ESTABLISHMENT OF BASE WORK PERIOD,
COMPUTATIONS THEREON.**

For the purpose of computing vacations, leaves of absence, and terminal leave 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.

For the purpose of computing overtime, the Auditor and Comptroller shall utilize compilations based on a scheduled work week of forty (40) hours pursuant to the work hour computation provisions contained in and for those employees covered by the provisions of the FLSA of 1938, as amended.

For the purpose of computing overtime for safety service personnel, the Auditor and Comptroller shall be guided by the appropriate provisions of the FLSA pertaining to Safety Service personnel and utilize compilations in accordance therewith and predicated thereupon. For those personnel not covered by the FLSA or exempted therein from the provisions contained in the FLSA and included in this ordinance, the Auditor and Comptroller is hereby authorized to utilize for overtime purposes calculations based upon an eighty (80) hour work period or such other hourly provision as is set forth in the exemption. Part-time employees compensated on an hourly basis shall not be eligible for any benefits set forth herein except overtime compensation as may be applicable.

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 (1½) times an eligible employee's regular base

rate of pay, as established herein, or time off in lieu thereof, where and to the extent permitted by law, 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.

Those positions within the Classified Service experiencing special recruiting problems, as determined and declared by the

Personnel Director and City Manager, may be awarded an additional pay increment of ten percent (10%) above the base rate established in this ordinance. Such increase shall be identified and symbolized on all official payrolls and all other records pertaining to the compensation for that position. The special recruiting problem pay shall be authorized only for the period determined by the Personnel Director, in cooperation with the City Manager, and shall not be deemed or construed to constitute a property right in or create any continuing vested entitlement to such extra compensation from year to year.

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 (1½) 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. SPECIAL ASSIGNMENT PAY.

The City Manager shall identify those personnel in special assignments who shall be eligible for special assignment pay. Provision shall be made, pursuant to the authority of this section, to provide extra compensation for such assignment. Determination of eligibility and payment therefor shall be in accordance with the definitions and procedures developed by the City Manager, with the cooperation of the Civil Service Commission and City Auditor and Comptroller, which definitions and procedures shall be final, conclusive and binding. The City Manager shall thereafter promulgate rules and regulations as may be necessary to effectuate and govern the Special Assignment Pay Program.

Extra compensation shall be limited to that amount agreed to and set forth in the executed and ratified Memorandum of Understanding and shall be applicable only during the period of

said individual's eligibility and entitlement. In the event a ratified and executed Memorandum of Understanding is not in existence, the extra compensation authorized herein shall be limited to that amount authorized under the last duly executed Memorandum of Understanding. Such extra compensation shall be in addition to base compensation and other sums enumerated in this ordinance.

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. It is the intent of the Council that the Special Assignment Pay Program is a program authorized and granted by Council on an annual basis and shall not be deemed or construed to constitute a property right in or continuing vested entitlement to such extra compensation from year to year.

Section 10. 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 contained in the executed and ratified Memorandum of Understanding 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 11. 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 or Indochinese language in the performance of their duties and have satisfactorily demonstrated such bilingual qualification pursuant to established standards; provided, however, that sworn Police Officers shall receive the sum of thirty cents (\$.30) per hour; and further provided that bilingual certified dispatchers in the Fire and Police Departments shall be paid the sum of thirty cents (\$.30) per hour. "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 12. 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 13. 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.

- | | |
|--|------|
| 1. All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. | 5.5% |
| 2. All represented classified employees with the exception of those listed in 3. below. | 4.5% |

3. All employees in the Police and Fire Bargaining Units; all Lifeguard and Harbor Patrol classifications; and all Unclassified and unrepresented officers and employees in the safety services. 6.5%

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. The amount of retirement offset shall not be credited to or deposited in the participant's contributory account but shall remain an asset of the system. 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 14. 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 15. 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 unrepresented officers and employees as the legislative body, in its sole discretion, may establish.

This is hereby continued, pursuant to the intent of this section, a new Supplemental Pension Savings Plan, established July 1, 1986, for all eligible employees of The City of San Diego hired on or after July 1, 1986. Said Plan shall be similar to the existing Plan established on January 4, 1982 by Council Resolution No. R-255609 with the exception that the voluntary contribution rate for eligible employees shall be 3.05 percent. Future increases in medicare and/or social security taxes mandated by an act of Congress shall result in corresponding reductions in the specified Plan contributions. The City Manager and City Attorney are directed to promulgate said new Supplemental Pension Savings Plan with provisions consistent herewith.

Section 16. TERMINAL EMPLOYEE.

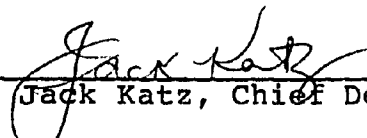
There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, granted terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences and is reflected upon the official 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 17. 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 18. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

By 
Jack Katz, Chief Deputy

JK:smm
5/11/87
Or.Dept:Mgr./Pers.
O-87-203
Form=o.anso

EXHIBIT A-1

SALARY TABLES
Effective 7-1-87

Exhibit A-1

0-16867

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	1580.00	19.75
	F	1608.00	20.10
	G	1636.00	20.45
	H	1664.00	20.80
	I	1692.00	21.15
	J	1720.00	21.50
	K	1748.00	21.85
	L	1776.00	22.20
	M	1803.20	22.54
	N	1831.20	22.89
	O	1859.20	23.24
	P	1887.20	23.59
	Q	1915.20	23.94
	R	1943.20	24.29
	S	1971.20	24.64
	T	1998.40	24.98
	U	2026.40	25.33
	V	2054.40	25.68
	W	2082.40	26.03

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
01.1	X	2110.40	26.38
	Y	2138.40	26.73
	Z	2166.40	27.08
01.2	A	2194.40	27.43
	B	2221.60	27.77
	C	2249.60	28.12
	D	2277.60	28.47
	E	2305.60	28.82
	F	2333.60	29.17
	G	2361.60	29.52
	H	2389.60	29.87
	I	2416.80	30.21
	J	2444.80	30.56
	K	2472.80	30.91
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
	W	1580.00	19.75
	X	1608.00	20.10
	Y	1636.00	20.45
	Z	1664.00	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

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
02.1	H	1887.20	23.59
	I	1915.20	23.94
	J	1943.20	24.29
	K	1971.20	24.64
	L	1998.40	24.98
	M	2026.40	25.33
	N	2054.40	25.68
	O	2082.40	26.03
	P	2110.40	26.38
	Q	2138.40	26.73
	R	2166.40	27.08
	S	2194.40	27.43
	T	2221.60	27.77
	U	2249.60	28.12
	V	2277.60	28.47
	W	2305.60	28.82
	X	2333.60	29.17
	Y	2361.60	29.52
	Z	2389.60	29.87
02.2	A	2416.80	30.21
	B	2444.80	30.56
	C	2472.80	30.91
	D	2500.80	31.26
	E	2528.80	31.61
	F	2556.80	31.96
	G	2584.80	32.31
	H	2612.00	32.65
	I	2640.00	33.00
	J	2668.00	33.35
	K	2696.00	33.70
	L	2724.00	34.05
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	1580.00	19.75
	Q	1608.00	20.10

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
03.0	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
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
	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
03.2	A	2612.00	32.65
	B	2640.00	33.00
	C	2668.00	33.35
	D	2696.00	33.70
	E	2724.00	34.05
	F	2752.00	34.40
	G	2780.00	34.75
	H	2808.00	35.10
	I	2835.20	35.44
	J	2863.20	35.79
	K	2891.20	36.14
	L	2919.20	36.49
	M	2947.20	36.84

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
03.2	N	2975.20	37.19
	O	3003.20	37.54
	P	3030.40	37.88
	Q	3058.40	38.23
	R	3086.40	38.58
	S	3114.40	38.93
	T	3142.40	39.28
	U	3170.40	39.63
	V	3198.40	39.98
W	3226.40	40.33	
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
	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

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
04.1	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
	T	2696.00	33.70
	U	2724.00	34.05
	V	2752.00	34.40
	W	2780.00	34.75
	X	2808.00	35.10
	Y	2835.20	35.44
Z	2863.20	35.79	
04.2	A	2891.20	36.14
	B	2919.20	36.49
	C	2947.20	36.84
	D	2975.20	37.19
	E	3003.20	37.54
	F	3030.40	37.88
	G	3058.40	38.23
	H	3086.40	38.58
	I	3114.40	38.93
	J	3142.40	39.28
	K	3170.40	39.63
	L	3198.40	39.98
	M	3226.40	40.33
	N	3253.60	40.67
	O	3281.60	41.02
	P	3309.60	41.37
	Q	3337.60	41.72
	R	3365.60	42.07
	S	3393.60	42.42
	T	3421.60	42.77
U	3448.80	43.11	
V	3476.80	43.46	
W	3504.80	43.81	
X	3532.80	44.16	
Y	3560.80	44.51	
Z	3588.80	44.86	
04.3	A	3616.80	45.21
	B	3644.00	45.55
	C	3672.00	45.90
	D	3700.00	46.25
	E	3728.00	46.60
	F	3756.00	46.95
	G	3784.00	47.30
	H	3812.00	47.65

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.0	A	2054.40	25.68
	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	2730.00	34.75
	B	2808.00	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
	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
	V	3365.60	42.07
	W	3393.60	42.42

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.1	X	3421.60	42.77
	Y	3448.80	43.11
	Z	3476.80	43.46
05.2	A	3504.80	43.81
	B	3532.80	44.16
	C	3560.80	44.51
	D	3588.80	44.86
	E	3616.80	45.21
	F	3644.00	45.55
	G	3672.00	45.90
	H	3700.00	46.25
	I	3728.00	46.60
	J	3756.00	46.95
	K	3784.00	47.30
	L	3812.00	47.65
	M	3840.00	48.00
	N	3867.20	48.34
	O	3895.20	48.69
	P	3923.20	49.04
	Q	3951.20	49.39
	R	3979.20	49.74
	S	4007.20	50.09
	T	4035.20	50.44
	U	4062.40	50.78
	V	4090.40	51.13
	W	4118.40	51.48
	X	4146.40	51.83
	Y	4174.40	52.18
	Z	4202.40	52.53
05.3	A	4230.40	52.88
	B	4258.40	53.23
	C	4285.60	53.57
	D	4313.60	53.92
	E	4341.60	54.27
	F	4369.60	54.62
	G	4397.60	54.97
	H	4425.60	55.32
	I	4453.60	55.67
	J	4480.80	56.01
	K	4508.80	56.36
	L	4536.80	56.71
	M	4564.80	57.06
	N	4592.80	57.41
	O	4620.80	57.76
	P	4648.80	58.11
	Q	4676.00	58.45
	R	4704.00	58.80
	S	4732.00	59.15

LEGAL AND PROFESSIONAL

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
	M	1564.00	19.55
	N	1588.00	19.85
	O	1612.00	20.15
	P	1636.00	20.45
	Q	1660.00	20.75
	R	1684.00	21.05
	S	1708.00	21.35
	T	1732.00	21.65
	U	1756.00	21.95
	V	1780.00	22.25
	W	1804.00	22.55

RATE	STEP	BIWEEKLY	HOURLY
06.1	X	1828.00	22.85
	Y	1852.00	23.15
	Z	1876.00	23.45
06.2	A	1900.00	23.75
	B	1924.00	24.05
	C	1948.00	24.35
	D	1972.00	24.65
	E	1996.00	24.95
	F	2020.00	25.25
	G	2044.00	25.55
	H	2068.00	25.85
	I	2092.00	26.15
	J	2116.00	26.45
06.5	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
	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

LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
06.6	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
	V	2478.40	30.98
	W	2502.40	31.28
	X	2526.40	31.58
Y	2550.40	31.88	
Z	2574.40	32.18	
06.7	A	2598.40	32.48
	B	2622.40	32.78
	C	2646.40	33.08
	D	2670.40	33.38
	E	2694.40	33.68
	F	2718.40	33.98
	G	2742.40	34.28
	H	2766.40	34.58
	I	2790.40	34.88
	J	2814.40	35.18
	K	2838.40	35.48
	L	2862.40	35.78
	M	2886.40	36.08
	N	2910.40	36.38
	O	2934.40	36.68
	P	2958.40	36.98
	Q	2982.40	37.28
	R	3006.40	37.58
	S	3030.40	37.88
	T	3054.40	38.18
	U	3078.40	38.48
	V	3102.40	38.78
	W	3126.40	39.08
	X	3150.40	39.38
	Y	3174.40	39.68
	Z	3198.40	39.98
06.8	A	3222.40	40.28
	B	3246.40	40.58
	C	3270.40	40.88
	D	3294.40	41.18
	E	3318.40	41.48

LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
06.8	F	3342.40	41.78
	G	3366.40	42.08
	H	3390.40	42.38
	I	3414.40	42.68
	J	3438.40	42.98
	K	3462.40	43.28
	L	3486.40	43.58
	M	3510.40	43.88
	N	3534.40	44.18
	O	3558.40	44.48
	P	3582.40	44.78
	Q	3606.40	45.08
	R	3630.40	45.38
	S	3654.40	45.68
	T	3678.40	45.98
	U	3702.40	46.28
	V	3726.40	46.58
	W	3750.40	46.88
	X	3774.40	47.18
	Y	3798.40	47.48
Z	3822.40	47.78	

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
	C	1057.60	13.22
	D	1080.80	13.51
	E	1104.00	13.80
	F	1127.20	14.09
	G	1149.60	14.37
	H	1172.80	14.65
	I	1196.00	14.95
	J	1219.20	15.24
	K	1241.60	15.52
	L	1264.80	15.81
	M	1288.00	16.10
	N	1311.20	16.39
	O	1333.60	16.67
	P	1356.80	16.96
	Q	1380.00	17.25
	R	1403.20	17.54
	S	1425.60	17.82
	T	1448.80	18.11
	U	1472.00	18.40
	V	1495.20	18.69
	W	1517.60	18.97

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.1	X	1540.80	19.26
	Y	1564.00	19.55
	Z	1587.20	19.84
07.2	A	1609.60	20.12
	B	1632.80	20.41
	C	1656.00	20.70
	D	1679.20	20.99
	E	1701.60	21.27
	F	1724.80	21.56
	G	1748.00	21.85
	H	1771.20	22.14
	I	1793.60	22.42
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
	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

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.4	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
	O	1656.00	20.70
	P	1679.20	20.99
	Q	1701.60	21.27
	R	1724.80	21.56
	S	1748.00	21.85
	T	1771.20	22.14
	U	1793.60	22.42
	V	1816.80	22.71
	W	1840.00	23.00
	X	1863.20	23.29
	Y	1885.60	23.57
	Z	1908.80	23.86
07.5	A	1932.00	24.15
	B	1955.20	24.44
	C	1977.60	24.72
	D	2000.80	25.01
	E	2024.00	25.30
	F	2047.20	25.59
	G	2069.60	25.87
	H	2092.80	26.16
	I	2116.00	26.45
	J	2139.20	26.74
	K	2161.60	27.02
	L	2184.80	27.31
	M	2208.00	27.60
	N	2231.20	27.89
O	2253.60	28.17	
P	2276.80	28.46	
Q	2300.00	28.75	
R	2322.40	29.03	
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

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.7	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
	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	
S	2134.40	26.68	
T	2161.60	27.02	
U	2189.60	27.37	
V	2216.80	27.71	
W	2244.80	28.06	
X	2272.00	28.40	
Y	2300.00	28.75	
Z	2327.20	29.09	
07.9	A	2355.20	29.44
	B	2382.40	29.78
	C	2410.40	30.13
	D	2437.60	30.47
	E	2465.60	30.82
	F	2492.80	31.16
	G	2520.80	31.51
	H	2548.00	31.85
	I	2576.00	32.20

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.9	J	2603.20	32.54
	K	2631.20	32.89
	L	2658.40	33.23
	M	2686.40	33.58
	N	2713.60	33.92
	O	2741.60	34.27
	P	2768.80	34.61
	Q	2796.80	34.96
	R	2824.00	35.30
	S	2852.00	35.65
	T	2879.20	35.99
	U	2907.20	36.34
	V	2934.40	36.68
W	2962.40	37.03	
X	2989.60	37.37	
Y	3017.60	37.72	
Z	3044.80	38.06	
10.0	A	1144.00	14.30
	B	1198.40	14.98
	C	1255.20	15.69
	D	1317.60	16.47
	E	1380.80	17.26

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
10.2	A	900.00	11.25
	B	944.00	11.80
	C	990.40	12.38
	D	1039.20	12.99
	E	1089.60	13.62
10.3	A	503.20	6.29
	B	527.20	6.59
	C	552.00	6.90
	D	576.80	7.21
	E	605.60	7.57
10.4	A	652.00	8.15
	B	690.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
10.5	A	754.00	9.55
	B	801.60	10.02
	C	838.40	10.48
	D	880.00	11.00
	E	922.40	11.53
10.6	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
10.7	A	880.00	11.00
	B	922.40	11.53
	C	964.80	12.06
	D	1012.80	12.66
	E	1063.20	13.29
10.8	A	800.80	10.01
	B	840.00	10.50
	C	880.00	11.00
	D	920.80	11.51
	E	967.20	12.09
10.9	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.98
11.0	A	1380.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
11.6	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
11.7	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
11.8	A	782.40	9.78
	B	818.40	10.23
	C	859.20	10.74
	D	900.00	11.25
	E	942.40	11.78
13.0	A	900.00	11.25
	B	944.00	11.80
	C	990.40	12.38
	D	1039.20	12.99
	E	1089.60	13.62
13.1	A	967.20	12.09
	B	1012.00	12.65
	C	1064.00	13.30
	D	1117.60	13.97
	E	1171.20	14.64
13.2	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
13.5	A	516.80	6.46
	B	543.20	6.79
	C	568.80	7.11
	D	592.00	7.40
	E	619.20	7.74
13.6	A	964.80	12.06
	B	1012.80	12.66
	C	1062.40	13.28
	D	1114.40	13.93
	E	1170.40	14.63
13.7	A	1036.80	12.96
	B	1088.00	13.60
	C	1140.00	14.25
	D	1195.20	14.94
	E	1251.20	15.64

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BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
13.9	A	500.80	6.26
	B	526.40	6.58
	C	551.20	6.89
	D	576.00	7.20
	E	604.30	7.56
14.9	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.98
15.2	A	1160.80	14.51
	B	1217.60	15.22
	C	1279.20	15.99
	D	1340.80	16.76
	E	1405.60	17.57
15.3	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
15.6	A	1519.20	18.99
	B	1595.20	19.94
	C	1670.40	20.88
	D	1754.40	21.93
	E	1838.40	22.98
15.7	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
15.8	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
15.9	A	1250.40	15.63
	B	1310.40	16.38
	C	1372.80	17.16
	D	1440.80	18.01
	E	1511.20	18.89
16.0	A	633.60	7.92
	B	664.00	8.30
	C	698.40	8.73
	D	729.60	9.12
	E	762.40	9.53

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
16.6	A	577.60	7.22
	B	605.60	7.57
	C	632.80	7.91
	D	664.00	8.30
	E	695.20	8.69
16.7	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
16.8	A	940.00	11.75
	B	987.20	12.34
	C	1036.00	12.95
	D	1087.20	13.59
	E	1141.60	14.27
16.9	A	503.20	6.29
	B	527.20	6.59
	C	552.00	6.90
	D	576.80	7.21
	E	605.60	7.57
17.0	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
17.5	A	944.00	11.80
	B	990.40	12.38
	C	1039.20	12.99
	D	1089.60	13.62
	E	1144.00	14.30
18.1	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
18.5	A	695.20	8.69
	B	728.00	9.10
	C	764.80	9.56
	D	800.80	10.01
	E	839.20	10.49
18.6	A	503.20	6.29
	B	527.20	6.59
	C	552.00	6.90
	D	576.80	7.21
	E	605.60	7.57

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
18.8	A	385.60	4.82
	B	404.00	5.05
	C	423.20	5.29
	D	444.00	5.55
	E	462.40	5.78
19.0	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
19.1	A	816.80	10.21
	B	852.00	10.65
	C	892.80	11.16
	D	930.40	11.63
	E	975.20	12.19
19.3	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
19.6	A	967.20	12.09
	B	1012.00	12.65
	C	1064.00	13.30
	D	1117.60	13.97
	E	1171.20	14.64
20.7	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
20.8	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
21.8	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
21.9	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
22.0	A	1062.40	13.28
	B	1114.40	13.93
	C	1170.40	14.63
	D	1228.00	15.35
	E	1285.60	16.07
22.1	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
22.2	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
22.3	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
22.4	A	1059.20	13.24
	B	1109.60	13.87
	C	1165.60	14.57
	D	1224.00	15.30
	E	1283.20	16.04
22.5	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
22.6	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
22.7	A	1089.60	13.62
	B	1144.00	14.30
	C	1198.40	14.98
	D	1255.20	15.69
	E	1316.80	16.46
22.8	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
23.1	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
23.3	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
23.4	A	904.00	11.30
	B	945.60	11.82
	C	988.80	12.36
	D	1035.20	12.94
	E	1081.60	13.52
23.6	A	543.20	6.79
	B	568.80	7.11
	C	592.00	7.40
	D	619.20	7.74
	E	652.00	8.15
25.1	A	728.80	9.11
	B	765.60	9.57
	C	800.80	10.01
	D	840.00	10.50
	E	880.00	11.00
25.3	A	1487.20	18.59
	B	1559.20	19.49
	C	1636.80	20.46
	D	1716.80	21.46
	E	1802.40	22.53
26.0	A	480.00	6.00
	B	498.40	6.23
	C	521.60	6.52
	D	544.00	6.80
	E	568.80	7.11
26.1	A	568.80	7.11
	B	593.60	7.42
	C	616.80	7.71
	D	647.20	8.09
	E	673.60	8.42
26.4	A	912.00	11.40
	B	955.20	11.94
	C	997.60	12.47
	D	1041.60	13.02
	E	1091.20	13.64

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
26.8	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
27.0	A	619.20	7.74
	B	652.00	8.15
	C	680.80	8.51
	D	712.00	8.90
	E	746.40	9.33
27.1	A	876.80	10.96
	B	919.20	11.49
	C	964.80	12.06
	D	1010.40	12.63
	E	1060.00	13.25
27.2	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
27.3	A	1279.20	15.99
	B	1344.00	16.80
	C	1406.40	17.58
	D	1475.20	18.44
	E	1545.60	19.32
27.4	A	782.40	9.78
	B	818.40	10.23
	C	859.20	10.74
	D	900.00	11.25
	E	942.40	11.78
27.5	A	900.00	11.25
	B	942.40	11.78
	C	989.60	12.37
	D	1039.20	12.99
	E	1089.60	13.62
27.6	A	1033.60	12.92
	B	1085.60	13.57
	C	1140.80	14.26
	D	1193.60	14.92
	E	1252.00	15.65
27.7	A	1085.60	13.57
	B	1140.80	14.26
	C	1193.60	14.92
	D	1252.00	15.65
	E	1311.20	16.39

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
27.8	A	1435.20	17.94
	B	1508.00	18.85
	C	1578.40	19.73
	D	1656.00	20.70
	E	1735.20	21.69
27.9	A	1471.20	18.39
	B	1545.60	19.32
	C	1616.80	20.21
	D	1696.80	21.21
	E	1777.60	22.22
28.0	A	683.30	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
28.1	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
28.2	A	922.40	11.53
	B	964.80	12.06
	C	1012.80	12.66
	D	1060.80	13.26
	E	1115.20	13.94
28.3	A	800.80	10.01
	B	838.40	10.48
	C	880.00	11.00
	D	922.40	11.53
	E	964.80	12.06
28.8	A	899.20	11.24
	B	940.00	11.75
	C	984.00	12.30
	D	1028.80	12.86
	E	1076.00	13.45
29.0	A	1018.40	12.73
	B	1067.20	13.34
	C	1120.00	14.00
	D	1175.20	14.69
	E	1232.00	15.40
29.3	A	899.20	11.24
	B	940.00	11.75
	C	983.20	12.29
	D	1029.80	12.86
	E	1076.80	13.46

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
29.6	A	1039.20	12.99
	B	1089.60	13.62
	C	1144.00	14.30
	D	1198.40	14.98
	E	1254.40	15.68
33.0	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
33.1	A	680.80	8.51
	B	712.80	8.91
	C	746.40	9.33
	D	784.80	9.81
	E	822.40	10.28
33.2	A	748.80	9.36
	B	784.00	9.80
	C	820.80	10.26
	D	863.20	10.79
	E	904.00	11.30
33.3	A	824.00	10.30
	B	862.40	10.78
	C	903.20	11.29
	D	950.40	11.88
	E	995.20	12.44
34.1	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
34.2	A	864.00	10.80
	B	905.60	11.32
	C	950.40	11.88
	D	996.80	12.46
	E	1044.80	13.06
34.3	A	1044.80	13.06
	B	1094.40	13.68
	C	1147.20	14.34
	D	1203.20	15.04
	E	1263.20	15.79
34.4	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
34.6	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
34.7	A	1060.30	13.26
	B	1114.40	13.93
	C	1168.00	14.60
	D	1224.00	15.30
	E	1281.60	16.02
34.8	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
34.9	A	1227.20	15.34
	B	1298.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
35.0	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
35.1	A	920.30	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
35.2	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
35.3	A	1288.00	16.10
	B	1349.60	16.87
	C	1413.60	17.67
	D	1483.20	18.54
	E	1558.40	19.48
35.4	A	1349.60	16.87
	B	1413.60	17.67
	C	1483.20	18.54
	D	1558.40	19.48
	E	1636.00	20.45

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
35.5	A	1204.80	15.06
	B	1261.60	15.77
	C	1320.80	16.51
	D	1385.60	17.32
	E	1455.20	18.19
35.6	A	770.40	9.63
	B	806.40	10.08
	C	847.20	10.59
	D	884.80	11.06
	E	925.60	11.57
35.7	A	847.20	10.59
	B	887.20	11.09
	C	932.80	11.66
	D	972.80	12.16
	E	1018.40	12.73
38.1	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.98
38.2	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.98
38.4	A	1405.60	17.57
	B	1471.20	18.39
	C	1545.60	19.32
	D	1620.80	20.26
	E	1698.40	21.23
38.5	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
38.6	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
38.7	A	498.40	6.23
	B	521.60	6.52
	C	544.00	6.80
	D	568.80	7.11
	E	593.60	7.42

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
41.7	A	920.30	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
41.8	A	1171.20	14.64
	B	1227.20	15.34
	C	1298.00	16.10
	D	1349.60	16.87
	E	1413.60	17.67
41.9	A	712.00	8.90
	B	749.60	9.37
	C	783.20	9.79
	D	819.20	10.24
	E	858.40	10.73
42.0	A	877.60	10.97
	B	918.40	11.48
	C	964.00	12.05
	D	1008.00	12.60
	E	1057.60	13.22
42.1	A	1341.60	16.77
	B	1404.80	17.56
	C	1475.20	18.44
	D	1547.20	19.34
	E	1621.60	20.27
42.2	A	761.60	9.52
	B	799.20	9.99
	C	839.20	10.49
	D	876.80	10.96
	E	919.20	11.49
42.3	A	876.80	10.96
	B	919.20	11.49
	C	964.80	12.06
	D	1010.40	12.63
	E	1060.00	13.25
42.4	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
42.5	A	1405.60	17.57
	B	1472.80	18.41
	C	1543.20	19.29
	D	1619.20	20.24
	E	1699.20	21.24

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
42.6	A	1068.80	13.36
	B	1119.20	13.99
	C	1168.00	14.60
	D	1224.80	15.31
	E	1282.40	16.03
42.7	A	1223.20	15.29
	B	1284.00	16.05
	C	1345.60	16.82
	D	1410.40	17.63
	E	1477.60	18.47
42.8	A	975.20	12.19
	B	1021.60	12.77
	C	1064.80	13.31
	D	1118.40	13.98
	E	1170.40	14.63
42.9	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
43.0	A	1277.60	15.97
	B	1339.20	16.74
	C	1403.20	17.54
	D	1472.80	18.41
	E	1545.60	19.32
43.1	A	1111.20	13.89
	B	1168.80	14.61
	C	1223.20	15.29
	D	1282.40	16.03
	E	1344.00	16.80
43.2	A	662.40	8.28
	B	695.20	8.69
	C	725.60	9.07
	D	761.60	9.52
	E	799.20	9.99
43.3	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
43.4	A	1248.00	15.60
	B	1308.80	16.36
	C	1372.80	17.16
	D	1442.40	18.03
	E	1510.40	18.88

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
43.5	A	1086.40	13.58
	B	1140.80	14.26
	C	1196.00	14.95
	D	1252.00	15.65
	E	1312.80	16.41
43.6	A	744.80	9.31
	B	780.00	9.75
	C	816.80	10.21
	D	852.00	10.65
	E	892.80	11.16
43.7	A	919.20	11.49
	B	964.00	12.05
	C	1006.40	12.58
	D	1052.00	13.15
	E	1100.80	13.76
43.8	A	816.80	10.21
	B	852.00	10.65
	C	892.80	11.16
	D	930.40	11.63
	E	975.20	12.19
43.9	A	779.20	9.74
	B	816.80	10.21
	C	856.00	10.70
	D	893.60	11.17
	E	934.40	11.68
44.0	A	856.00	10.70
	B	893.60	11.17
	C	934.40	11.68
	D	977.60	12.22
	E	1023.20	12.79
44.1	A	897.60	11.22
	B	937.60	11.72
	C	981.60	12.27
	D	1024.80	12.81
	E	1073.60	13.42
44.2	A	984.00	12.30
	B	1032.00	12.90
	C	1085.60	13.57
	D	1132.00	14.15
	E	1189.60	14.87
44.3	A	975.20	12.19
	B	1021.60	12.77
	C	1064.80	13.31
	D	1118.40	13.98
	E	1170.40	14.63

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
44.4	A	1111.20	13.39
	B	1168.80	14.61
	C	1223.20	15.29
	D	1292.40	16.03
	E	1344.00	16.80
44.5	A	893.60	11.17
	B	934.40	11.68
	C	977.60	12.22
	D	1023.20	12.79
	E	1069.60	13.37
44.6	A	912.00	11.40
	B	955.20	11.94
	C	997.60	12.47
	D	1041.60	13.02
	E	1091.20	13.64
44.7	A	988.00	12.35
	B	1032.00	12.90
	C	1078.40	13.48
	D	1128.80	14.11
	E	1182.40	14.78
44.8	A	900.00	11.25
	B	940.00	11.75
	C	987.20	12.34
	D	1036.00	12.95
	E	1087.20	13.59
44.9	A	595.20	7.44
	B	622.40	7.78
	C	651.20	8.14
	D	675.20	8.44
	E	708.00	8.85
45.0	A	708.00	8.85
	B	738.40	9.23
	C	772.00	9.65
	D	808.00	10.10
	E	842.40	10.53
45.1	A	771.20	9.64
	B	807.20	10.09
	C	848.00	10.60
	D	887.20	11.09
	E	929.60	11.62
45.2	A	675.20	8.44
	B	708.00	8.85
	C	738.40	9.23
	D	772.00	9.65
	E	808.00	10.10

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
45.3	A	1519.20	18.99
	B	1595.20	19.94
	C	1670.40	20.98
	D	1754.40	21.93
	E	1838.40	22.98
45.6	A	1256.00	15.70
	B	1316.00	16.45
	C	1380.80	17.26
	D	1448.00	18.10
	E	1519.20	18.99
45.8	A	1088.80	13.61
	B	1143.20	14.29
	C	1194.40	14.93
	D	1256.00	15.70
	E	1316.00	16.45
46.1	A	762.40	9.53
	B	798.40	9.98
	C	839.20	10.49
	D	880.80	11.01
	E	919.20	11.49
46.2	A	964.80	12.06
	B	1011.20	12.64
	C	1063.20	13.29
	D	1116.00	13.95
	E	1164.80	14.56
46.3	A	631.20	7.89
	B	662.40	8.28
	C	695.20	8.69
	D	730.40	9.13
	E	763.20	9.54
46.5	A	669.60	8.37
	B	701.60	8.77
	C	736.80	9.21
	D	769.60	9.62
	E	804.80	10.06
46.6	A	998.40	12.48
	B	1048.00	13.10
	C	1098.40	13.73
	D	1148.80	14.36
	E	1206.40	15.08

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
46.7	A	571.20	7.14
	B	596.80	7.46
	C	621.60	7.77
	D	649.60	8.12
	E	676.80	8.46
46.8	A	631.20	7.89
	B	657.60	8.22
	C	688.80	8.61
	D	719.20	8.99
	E	751.20	9.39
46.9	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
47.0	A	782.40	9.78
	B	818.40	10.23
	C	859.20	10.74
	D	900.00	11.25
	E	942.40	11.78
47.4	A	964.80	12.06
	B	1011.20	12.64
	C	1063.20	13.29
	D	1116.00	13.95
	E	1164.80	14.56
47.5	A	1088.80	13.61
	B	1143.20	14.29
	C	1194.40	14.93
	D	1256.00	15.70
	E	1316.00	16.45
47.6	A	1256.00	15.70
	B	1316.00	16.45
	C	1380.80	17.26
	D	1448.00	18.10
	E	1519.20	18.99
48.0	A	516.00	6.45
	B	543.20	6.79
	C	568.00	7.10
	D	593.60	7.42
	E	620.80	7.76
48.1	A	568.00	7.10
	B	593.60	7.42
	C	620.80	7.76
	D	650.40	8.13
	E	680.80	8.51

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
48.8	A	1226.40	15.33
	B	1284.30	16.06
	C	1347.20	16.84
	D	1412.80	17.65
	E	1483.20	18.54
48.9	A	964.80	12.06
	B	1010.40	12.63
	C	1060.80	13.26
	D	1114.40	13.93
	E	1168.00	14.60
49.0	A	853.60	10.67
	B	893.60	11.17
	C	934.40	11.68
	D	980.80	12.26
	E	1025.60	12.82
49.1	A	833.60	10.42
	B	873.60	10.92
	C	916.30	11.46
	D	958.40	11.98
	E	1008.00	12.60
49.2	A	832.80	10.41
	B	873.60	10.92
	C	916.00	11.45
	D	957.60	11.97
	E	1005.60	12.57
49.3	A	957.60	11.97
	B	1004.80	12.56
	C	1052.80	13.16
	D	1101.60	13.77
	E	1156.00	14.45
49.4	A	1052.80	13.16
	B	1105.60	13.82
	C	1158.40	14.48
	D	1211.20	15.14
	E	1271.20	15.89
49.8	A	858.40	10.73
	B	897.60	11.22
	C	939.20	11.74
	D	983.20	12.29
	E	1027.20	12.84
51.0	A	933.60	11.67
	B	975.20	12.19
	C	1020.80	12.76
	D	1068.80	13.36
	E	1119.20	13.99

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
51.1	A	1111.20	13.89
	B	1163.80	14.61
	C	1223.20	15.29
	D	1282.40	16.03
	E	1344.00	16.80
51.2	A	776.80	9.71
	B	816.00	10.20
	C	856.00	10.70
	D	896.00	11.20
	E	939.20	11.74
51.3	A	748.80	9.36
	B	779.20	9.74
	C	816.30	10.21
	D	856.00	10.70
	E	893.60	11.17
51.5	A	781.60	9.77
	B	819.20	10.24
	C	856.80	10.71
	D	897.60	11.22
	E	944.00	11.80
51.6	A	897.60	11.22
	B	944.00	11.80
	C	986.40	12.33
	D	1033.60	12.92
	E	1085.60	13.57
52.5	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
52.6	A	964.80	12.06
	B	1012.80	12.66
	C	1062.40	13.28
	D	1114.40	13.93
	E	1170.40	14.63
52.7	A	1138.40	14.23
	B	1195.20	14.94
	C	1253.60	15.67
	D	1315.20	16.44
	E	1380.80	17.26
52.8	A	1440.80	18.01
	B	1512.00	18.90
	C	1586.40	19.83
	D	1664.00	20.80
	E	1747.20	21.84

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
53.1	A	593.60	7.42
	B	621.60	7.77
	C	650.40	8.13
	D	681.60	8.52
	E	715.20	8.94
53.2	A	665.60	8.32
	B	697.60	8.72
	C	729.60	9.12
	D	767.20	9.59
	E	802.40	10.03
53.3	A	728.80	9.11
	B	765.60	9.57
	C	800.80	10.01
	D	840.00	10.50
	E	880.00	11.00
53.5	A	619.20	7.74
	B	652.00	8.15
	C	680.80	8.51
	D	712.00	8.90
	E	746.40	9.33
53.8	A	782.40	9.78
	B	820.80	10.26
	C	859.20	10.74
	D	900.00	11.25
	E	944.00	11.80
54.3	A	840.00	10.50
	B	880.00	11.00
	C	922.40	11.53
	D	964.80	12.06
	E	1012.80	12.66
54.6	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
55.2	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
55.5	A	761.60	9.52
	B	799.20	9.99
	C	839.20	10.49
	D	876.80	10.96
	E	919.20	11.49

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
56.2	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
56.3	A	820.80	10.26
	B	859.20	10.74
	C	900.00	11.25
	D	944.00	11.80
	E	990.40	12.38
56.4	A	800.80	10.01
	B	840.00	10.50
	C	880.00	11.00
	D	920.80	11.51
	E	967.20	12.09
56.5	A	516.80	6.46
	B	540.80	6.76
	C	567.20	7.09
	D	593.60	7.42
	E	621.60	7.77
56.7	A	552.00	6.90
	B	582.40	7.28
	C	609.60	7.62
	D	636.80	7.96
	E	665.60	8.32
56.9	A	516.80	6.46
	B	543.20	6.79
	C	568.80	7.11
	D	592.00	7.40
	E	619.20	7.74
57.0	A	1175.20	14.69
	B	1231.20	15.39
	C	1288.80	16.11
	D	1355.20	16.94
	E	1419.20	17.74
57.1	A	855.20	10.69
	B	895.20	11.19
	C	938.40	11.73
	D	984.80	12.31
	E	1029.60	12.87
57.2	A	385.60	4.82
	B	404.00	5.05
	C	423.20	5.29
	D	444.00	5.55
	E	462.40	5.78

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
57.3	A	933.20	12.29
	B	1027.20	12.34
	C	1075.20	13.44
	D	1125.50	14.07
	E	1176.00	14.70
57.5	A	645.60	8.07
	B	676.80	8.46
	C	708.80	8.86
	D	744.00	9.30
	E	780.00	9.75
57.6	A	780.00	9.75
	B	816.00	10.20
	C	855.20	10.69
	D	896.80	11.21
	E	939.20	11.74
57.7	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.93
57.8	A	526.40	6.58
	B	552.00	6.90
	C	573.40	7.23
	D	604.00	7.55
	E	634.40	7.93
57.9	A	604.80	7.56
	B	631.20	7.89
	C	657.60	8.22
	D	688.80	8.61
	E	719.20	8.99
58.0	A	763.20	9.54
	B	803.20	10.04
	C	840.00	10.50
	D	880.00	11.00
	E	922.40	11.53
58.1	A	657.60	8.22
	B	689.80	8.61
	C	719.20	8.99
	D	751.20	9.39
	E	784.00	9.80
58.2	A	719.20	9.99
	B	752.80	9.41
	C	786.40	9.83
	D	820.80	10.26
	E	858.40	10.73

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
58.3	A	709.60	9.87
	B	742.40	9.28
	C	777.60	9.72
	D	816.80	10.21
	E	854.40	10.63
58.4	A	950.40	11.88
	B	995.20	12.44
	C	1043.20	13.04
	D	1089.60	13.62
	E	1145.60	14.32
58.5	A	1198.40	14.98
	B	1260.00	15.75
	C	1322.40	16.53
	D	1388.80	17.36
	E	1455.20	18.19
58.6	A	804.80	10.06
	B	843.20	10.54
	C	886.40	11.08
	D	928.80	11.61
	E	972.80	12.16
58.7	A	1273.60	15.92
	B	1337.60	16.72
	C	1400.80	17.51
	D	1465.60	18.32
	E	1538.40	19.23
58.8	A	431.20	5.39
	B	452.80	5.66
	C	472.80	5.91
	D	496.80	6.21
	E	516.80	6.46
58.9	A	1052.80	13.16
	B	1105.60	13.82
	C	1158.40	14.43
	D	1211.20	15.14
	E	1271.20	15.89
59.0	A	633.60	7.92
	B	667.20	8.34
	C	696.80	8.71
	D	729.60	9.12
	E	764.80	9.56
59.1	A	659.20	8.24
	B	690.40	8.63
	C	721.60	9.02
	D	755.20	9.44
	E	792.00	9.90

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
59.2	A	957.60	11.97
	B	1004.80	12.56
	C	1052.80	13.16
	D	1101.60	13.77
	E	1156.00	14.45
59.3	A	832.80	10.41
	B	873.60	10.92
	C	916.00	11.45
	D	957.60	11.97
	E	1005.60	12.57
59.4	A	716.80	8.96
	B	748.80	9.36
	C	779.20	9.74
	D	816.80	10.21
	E	856.00	10.70
59.5	A	760.80	9.51
	B	793.60	9.92
	C	828.00	10.35
	D	865.60	10.82
	E	905.60	11.32
59.6	A	1094.40	13.63
	B	1147.20	14.34
	C	1203.20	15.04
	D	1263.20	15.79
	E	1324.80	16.56
59.7	A	914.40	11.43
	B	956.30	11.96
	C	1000.30	12.51
	D	1046.40	13.08
	E	1095.20	13.69
59.8	A	984.80	12.31
	B	1032.00	12.90
	C	1080.80	13.51
	D	1134.40	14.18
	E	1188.00	14.85
60.1	A	989.60	12.37
	B	1036.80	12.96
	C	1088.80	13.61
	D	1142.40	14.28
	E	1196.80	14.96
60.2	A	955.20	11.94
	B	997.60	12.47
	C	1041.60	13.02
	D	1091.20	13.64
	E	1144.00	14.30

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
60.4	A	1248.00	15.60
	B	1308.80	16.36
	C	1372.80	17.16
	D	1442.40	18.03
	E	1510.40	18.88
60.9	A	840.00	10.50
	B	880.00	11.00
	C	922.40	11.53
	D	954.80	12.06
	E	1012.80	12.66
61.0	A	964.80	12.06
	B	1012.80	12.66
	C	1062.40	13.28
	D	1114.40	13.93
	E	1170.40	14.63
61.1	A	1062.40	13.28
	B	1114.40	13.93
	C	1170.40	14.63
	D	1228.00	15.35
	E	1285.60	16.07
61.2	A	1227.20	15.34
	B	1286.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
61.3	A	920.30	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
61.4	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
61.5	A	1380.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91
61.6	A	1086.40	13.58
	B	1140.80	14.26
	C	1196.00	14.95
	D	1252.00	15.65
	E	1312.80	16.41

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
61.7	A	619.20	7.74
	B	652.00	8.15
	C	680.80	8.51
	D	712.00	8.90
	E	746.40	9.33
61.8	A	939.20	11.74
	B	984.80	12.31
	C	1028.00	12.85
	D	1074.40	13.43
	E	1124.00	14.05
62.0	A	607.20	7.59
	B	636.80	7.96
	C	669.60	8.37
	D	701.60	8.77
	E	736.80	9.21
62.2	A	1062.40	13.28
	B	1114.40	13.93
	C	1170.40	14.63
	D	1223.00	15.35
	E	1285.60	16.07
62.3	A	840.00	10.50
	B	880.00	11.00
	C	922.40	11.53
	D	964.80	12.06
	E	1012.80	12.66
62.4	A	964.80	12.06
	B	1012.80	12.66
	C	1062.40	13.28
	D	1114.40	13.93
	E	1170.40	14.63
62.5	A	816.80	10.21
	B	856.00	10.70
	C	893.60	11.17
	D	934.40	11.68
	E	977.60	12.22
62.7	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
63.1	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
63.2	A	691.20	8.64
	B	720.80	9.01
	C	752.80	9.41
	D	788.00	9.85
	E	822.40	10.28
63.5	A	820.80	10.26
	B	858.40	10.73
	C	897.60	11.22
	D	939.20	11.74
	E	983.20	12.29
63.7	A	932.80	11.66
	B	976.80	12.21
	C	1025.60	12.82
	D	1076.80	13.46
	E	1128.80	14.11
63.8	A	1196.00	14.95
	B	1252.80	15.66
	C	1314.40	16.43
	D	1376.00	17.20
	E	1443.20	18.04
63.9	A	770.40	9.63
	B	807.20	10.09
	C	845.60	10.57
	D	884.00	11.05
	E	924.80	11.55
64.0	A	669.60	8.37
	B	701.60	8.77
	C	736.80	9.21
	D	769.60	9.62
	E	804.80	10.06
64.1	A	816.80	10.21
	B	852.00	10.65
	C	892.80	11.16
	D	930.40	11.63
	E	975.20	12.19
64.2	A	967.20	12.09
	B	1012.00	12.65
	C	1064.00	13.30
	D	1117.60	13.97
	E	1171.20	14.64
64.6	A	934.40	11.68
	B	977.60	12.22
	C	1021.60	12.77
	D	1064.80	13.31
	E	1116.00	13.95

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
64.7	A	680.80	8.51
	B	712.80	8.91
	C	746.40	9.33
	D	794.80	9.81
	E	822.40	10.28
64.8	A	652.00	8.15
	B	690.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	794.80	9.81
65.0	A	1227.20	15.34
	B	1298.00	16.10
	C	1349.60	16.57
	D	1413.60	17.67
	E	1483.20	18.54
65.1	A	764.00	9.55
	B	801.60	10.02
	C	838.40	10.43
	D	880.00	11.00
	E	922.40	11.53
65.5	A	840.80	10.51
	B	880.00	11.00
	C	924.00	11.55
	D	963.00	12.10
	E	1014.40	12.68
65.6	A	924.80	11.56
	B	968.00	12.10
	C	1016.00	12.70
	D	1064.80	13.31
	E	1116.00	13.95
65.7	A	1040.80	13.01
	B	1089.60	13.62
	C	1143.20	14.29
	D	1198.40	14.98
	E	1256.00	15.70
65.8	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
66.0	A	853.60	10.67
	B	893.60	11.17
	C	934.40	11.68
	D	980.80	12.26
	E	1025.60	12.82

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
66.3	A	567.20	7.09
	B	593.60	7.42
	C	621.60	7.77
	D	650.40	8.13
	E	681.60	8.52
66.4	A	681.60	8.52
	B	715.20	8.94
	C	746.40	9.33
	D	782.40	9.78
	E	820.80	10.26
66.5	A	820.80	10.26
	B	859.20	10.74
	C	900.00	11.25
	D	944.00	11.80
	E	990.40	12.38
66.9	A	980.80	12.26
	B	1023.20	12.79
	C	1072.80	13.41
	D	1121.60	14.02
	E	1170.40	14.63
67.1	A	1117.60	13.97
	B	1172.00	14.65
	C	1228.80	15.36
	D	1289.60	16.12
	E	1349.60	16.87
67.2	A	899.20	11.24
	B	940.80	11.76
	C	984.80	12.31
	D	1028.80	12.86
	E	1076.80	13.46
67.3	A	784.00	9.80
	B	820.80	10.26
	C	857.60	10.72
	D	896.00	11.20
	E	936.80	11.71
67.5	A	933.60	11.67
	B	975.20	12.19
	C	1020.80	12.76
	D	1068.80	13.36
	E	1119.20	13.99
67.7	A	1062.40	13.28
	B	1116.00	13.95
	C	1172.00	14.65
	D	1227.20	15.34
	E	1285.60	16.07

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
67.8	A	840.00	10.50
	B	880.00	11.00
	C	920.30	11.51
	D	967.20	12.09
	E	1014.40	12.68
68.0	A	1769.60	22.12
	B	1957.60	23.22
	C	1945.60	24.32
	D	2043.20	25.54
	E	2140.80	26.76
68.3	A	1529.60	19.12
	B	1603.20	20.04
	C	1684.00	21.05
	D	1766.40	22.08
	E	1854.40	23.18
69.2	A	874.40	10.93
	B	915.20	11.44
	C	961.60	12.02
	D	1007.20	12.59
	E	1055.20	13.19
69.3	A	1084.80	13.56
	B	1136.00	14.20
	C	1191.20	14.89
	D	1252.00	15.65
	E	1310.40	16.38
69.4	A	1136.00	14.20
	B	1191.20	14.89
	C	1252.00	15.65
	D	1310.40	16.38
	E	1373.60	17.17
69.6	A	1267.20	15.84
	B	1328.80	16.61
	C	1391.20	17.39
	D	1460.00	18.25
	E	1530.40	19.13
69.7	A	744.00	9.30
	B	778.40	9.73
	C	816.80	10.21
	D	856.00	10.70
	E	896.00	11.20
69.8	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
69.9	A	723.80	9.11
	B	765.60	9.57
	C	800.80	10.01
	D	840.00	10.50
	E	880.00	11.00
71.4	A	891.20	11.14
	B	937.60	11.72
	C	976.00	12.20
	D	1023.20	12.79
	E	1074.40	13.43
71.5	A	1171.20	14.64
	B	1227.20	15.34
	C	1283.00	16.10
	D	1349.60	16.87
	E	1413.60	17.67
71.6	A	800.80	10.01
	B	838.40	10.48
	C	880.00	11.00
	D	920.00	11.50
	E	964.80	12.06
71.7	A	990.80	12.26
	B	1023.20	12.79
	C	1072.80	13.41
	D	1121.60	14.02
	E	1170.40	14.63
71.8	A	1085.60	13.57
	B	1140.80	14.26
	C	1193.60	14.92
	D	1252.00	15.65
	E	1311.20	16.39
71.9	A	680.80	8.51
	B	715.20	8.94
	C	746.40	9.33
	D	782.40	9.78
	E	818.40	10.23
72.0	A	680.80	8.51
	B	712.80	8.91
	C	746.40	9.33
	D	784.80	9.81
	E	822.40	10.28
72.1	A	900.80	11.26
	B	943.20	11.79
	C	987.20	12.34
	D	1037.60	12.97
	E	1087.20	13.59

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
72.2	A	900.80	11.26
	B	943.20	11.79
	C	987.20	12.34
	D	1037.60	12.97
	E	1087.20	13.59
72.3	A	900.80	11.26
	B	943.20	11.79
	C	987.20	12.34
	D	1037.60	12.97
	E	1087.20	13.59
72.6	A	860.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1038.40	12.98
72.7	A	986.40	12.33
	B	1033.60	12.92
	C	1086.40	13.58
	D	1140.80	14.26
	E	1193.60	14.92
73.4	A	1075.20	13.44
	B	1128.00	14.10
	C	1192.40	14.78
	D	1240.00	15.50
	E	1300.00	16.25
73.5	A	840.00	10.50
	B	890.00	11.00
	C	920.80	11.51
	D	967.20	12.09
	E	1012.00	12.65
73.6	A	912.00	11.40
	B	952.00	11.90
	C	993.60	12.42
	D	1038.40	12.98
	E	1087.20	13.59
74.6	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
74.7	A	800.80	10.01
	B	840.00	10.50
	C	880.00	11.00
	D	920.80	11.51
	E	967.20	12.09

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
74.8	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
74.9	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
75.0	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
75.1	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
75.2	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
75.6	A	1227.20	15.34
	B	1298.00	16.10
	C	1349.60	16.87
	D	1413.60	17.67
	E	1483.20	18.54
76.5	A	777.60	9.72
	B	816.80	10.21
	C	854.40	10.68
	D	895.20	11.19
	E	936.00	11.70
77.5	A	680.80	8.51
	B	712.80	8.91
	C	746.40	9.33
	D	784.80	9.81
	E	822.40	10.28
77.6	A	652.00	8.15
	B	690.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	794.80	9.81

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
77.7	A	900.00	11.25
	B	942.40	11.73
	C	989.60	12.37
	D	1039.20	12.99
	E	1089.60	13.62
77.8	A	746.40	9.33
	B	784.80	9.81
	C	822.40	10.28
	D	860.00	10.75
	E	900.00	11.25
78.3	A	1115.20	13.94
	B	1170.40	14.63
	C	1226.40	15.33
	D	1285.60	16.07
	E	1348.80	16.86
79.2	A	1227.20	15.34
	B	1288.00	16.10
	C	1349.60	16.37
	D	1413.60	17.67
	E	1483.20	18.54
79.3	A	1413.60	17.67
	B	1483.20	18.54
	C	1558.40	19.48
	D	1636.00	20.45
	E	1712.00	21.40
79.4	A	385.60	4.82
	B	404.00	5.05
	C	423.20	5.29
	D	444.00	5.55
	E	462.40	5.78
79.6	A	783.20	9.79
	B	820.80	10.26
	C	859.20	10.74
	D	901.60	11.27
	E	944.00	11.80
79.7	A	840.00	10.50
	B	880.00	11.00
	C	920.80	11.51
	D	967.20	12.09
	E	1012.00	12.65
79.8	A	1061.60	13.27
	B	1112.00	13.90
	C	1170.40	14.63
	D	1225.60	15.32
	E	1286.40	16.08

RATE	STEP	BIWEEKLY	HOURLY
81.0	A	975.20	12.19
	B	1021.60	12.77
	C	1064.80	13.31
	D	1118.40	13.98
	E	1170.40	14.63
81.1	A	1063.20	13.29
	B	1117.60	13.97
	C	1171.20	14.64
	D	1227.20	15.34
	E	1288.00	16.10
81.6	A	1380.80	17.26
	B	1446.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91
81.7	A	751.20	9.39
	B	784.00	9.80
	C	820.80	10.26
	D	858.40	10.73
	E	897.60	11.22
81.8	A	892.00	11.15
	B	934.40	11.68
	C	978.40	12.23
	D	1027.20	12.84
	E	1078.40	13.48
81.9	A	784.00	9.80
	B	820.80	10.26
	C	858.40	10.73
	D	897.60	11.22
	E	939.20	11.74
82.3	A	1198.40	14.98
	B	1254.40	15.68
	C	1316.00	16.45
	D	1380.80	17.26
	E	1448.00	18.10
82.5	A	864.00	10.80
	B	905.60	11.32
	C	950.40	11.88
	D	996.80	12.46
	E	1044.80	13.06
82.6	A	1044.80	13.06
	B	1094.40	13.68
	C	1147.20	14.34
	D	1203.20	15.04
	E	1263.20	15.79

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
83.2	A	836.80	10.45
	B	875.20	10.94
	C	916.00	11.45
	D	958.40	11.98
	E	1002.40	12.53
83.4	A	763.20	9.54
	B	798.40	9.98
	C	834.40	10.43
	D	873.60	10.92
	E	913.60	11.42
83.5	A	1000.00	12.50
	B	1044.80	13.06
	C	1093.60	13.67
	D	1143.20	14.29
	E	1196.80	14.96
83.7	A	920.80	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
83.8	A	840.00	10.50
	B	880.00	11.00
	C	920.80	11.51
	D	967.20	12.09
	E	1014.40	12.68
83.9	A	1122.40	14.03
	B	1173.60	14.67
	C	1228.00	15.35
	D	1283.20	16.04
	E	1344.00	16.80
84.0	A	746.40	9.33
	B	784.80	9.81
	C	822.40	10.28
	D	860.00	10.75
	E	900.00	11.25
84.1	A	1295.20	16.19
	B	1354.40	16.93
	C	1416.80	17.71
	D	1481.60	18.52
	E	1551.20	19.39
84.2	A	1039.20	12.99
	B	1089.60	13.62
	C	1144.00	14.30
	D	1198.40	14.98
	E	1255.20	15.69

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
84.3	A	920.30	11.51
	B	967.20	12.09
	C	1014.40	12.68
	D	1063.20	13.29
	E	1117.60	13.97
84.4	A	746.40	9.33
	B	784.80	9.81
	C	822.40	10.28
	D	860.00	10.75
	E	900.00	11.25
84.5	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87
84.7	A	1288.00	16.10
	B	1349.60	16.87
	C	1413.60	17.67
	D	1483.20	18.54
	E	1558.40	19.48
84.8	A	1349.60	16.87
	B	1413.60	17.67
	C	1483.20	18.54
	D	1558.40	19.48
	E	1636.00	20.45
84.9	A	1248.00	15.60
	B	1311.20	16.39
	C	1372.80	17.16
	D	1440.00	18.00
	E	1508.80	18.86
85.0	A	1012.80	12.66
	B	1060.80	13.26
	C	1115.20	13.94
	D	1170.40	14.63
	E	1226.40	15.33
85.1	A	1228.00	15.35
	B	1285.60	16.07
	C	1349.60	16.87
	D	1413.60	17.67
	E	1481.60	18.52
85.2	A	783.20	9.79
	B	820.00	10.25
	C	858.40	10.73
	D	902.40	11.28
	E	945.60	11.82

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
85.3	A	783.20	9.79
	B	820.00	10.25
	C	858.40	10.73
	D	902.40	11.28
	E	945.60	11.82
85.4	A	1229.00	15.35
	B	1285.60	16.07
	C	1349.60	16.87
	D	1413.60	17.67
	E	1481.60	19.52
85.5	A	1513.60	19.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
85.6	A	1616.00	20.20
	B	1692.00	21.15
	C	1776.80	22.21
	D	1864.00	23.30
	E	1953.60	24.42
85.7	A	946.40	11.83
	B	990.40	12.33
	C	1037.60	12.97
	D	1088.00	13.60
	E	1142.40	14.28
85.9	A	1122.40	14.03
	B	1175.20	14.69
	C	1227.20	15.34
	D	1286.40	16.08
	E	1344.80	16.81
86.0	A	783.20	9.79
	B	820.00	10.25
	C	858.40	10.73
	D	902.40	11.28
	E	945.60	11.82
86.1	A	876.80	10.96
	B	919.20	11.49
	C	964.80	12.06
	D	1010.40	12.63
	E	1060.00	13.25
86.2	A	1344.00	16.80
	B	1408.80	17.61
	C	1476.00	18.45
	D	1551.20	19.39
	E	1625.60	20.32

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
86.3	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
86.4	A	746.40	9.33
	B	784.00	9.80
	C	823.20	10.29
	D	865.60	10.82
	E	903.20	11.29
86.5	A	676.80	8.46
	B	708.80	8.86
	C	744.00	9.30
	D	780.00	9.75
	E	816.00	10.20
86.6	A	1194.80	14.81
	B	1244.00	15.55
	C	1307.20	16.34
	D	1365.60	17.07
	E	1432.00	17.90
86.7	A	1089.60	13.62
	B	1145.60	14.32
	C	1202.40	15.03
	D	1262.40	15.78
	E	1323.20	16.54
86.8	A	720.80	9.01
	B	752.80	9.41
	C	788.00	9.85
	D	822.40	10.28
	E	858.40	10.73
86.9	A	671.20	8.39
	B	701.60	8.77
	C	736.80	9.21
	D	772.80	9.66
	E	809.60	10.12
87.0	A	976.80	12.21
	B	1022.40	12.78
	C	1073.60	13.42
	D	1127.20	14.09
	E	1181.60	14.77
87.1	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1288.00	16.10
	E	1349.60	16.87

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
87.2	A	1255.20	15.69
	B	1316.80	16.46
	C	1380.80	17.25
	D	1448.00	18.10
	E	1519.20	18.99
87.3	A	728.80	9.11
	B	764.80	9.56
	C	800.80	10.01
	D	840.00	10.50
	E	880.00	11.00
87.5	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
87.6	A	960.00	10.75
	B	900.00	11.25
	C	943.20	11.79
	D	988.80	12.36
	E	1033.40	12.98
87.7	A	1295.60	16.07
	B	1347.20	16.84
	C	1411.20	17.64
	D	1431.60	18.52
	E	1552.00	19.40
87.8	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.84
	E	1832.00	22.90
87.9	A	746.40	9.33
	B	784.80	9.81
	C	822.40	10.28
	D	860.00	10.75
	E	900.00	11.25
88.0	A	1039.20	12.99
	B	1090.40	13.63
	C	1144.00	14.30
	D	1200.00	15.00
	E	1258.40	15.73
88.1	A	876.80	10.96
	B	919.20	11.49
	C	964.80	12.06
	D	1010.40	12.63
	E	1060.00	13.25

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
88.2	A	838.40	10.48
	B	879.20	10.99
	C	919.20	11.49
	D	963.20	12.04
	E	1010.40	12.63
88.3	A	1403.20	17.54
	B	1471.20	18.39
	C	1547.20	19.34
	D	1618.40	20.23
	E	1696.80	21.21
88.4	A	1403.20	17.54
	B	1471.20	18.39
	C	1547.20	19.34
	D	1618.40	20.23
	E	1696.80	21.21
88.5	A	1200.00	15.00
	B	1259.20	15.74
	C	1320.80	16.51
	D	1384.80	17.31
	E	1453.60	18.17
88.6	A	783.20	9.79
	B	819.20	10.24
	C	857.60	10.72
	D	900.80	11.26
	E	946.40	11.83
88.7	A	1061.60	13.27
	B	1109.60	13.87
	C	1161.60	14.52
	D	1213.60	15.17
	E	1268.80	15.86
88.8	A	1216.80	15.21
	B	1275.20	15.94
	C	1340.00	16.75
	D	1403.20	17.54
	E	1471.20	18.39
89.0	A	928.80	11.61
	B	971.20	12.14
	C	1014.40	12.68
	D	1061.60	13.27
	E	1109.60	13.87
89.1	A	879.20	10.99
	B	919.20	11.49
	C	958.40	11.98
	D	1006.40	12.58
	E	1052.00	13.15

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
89.2	A	1237.60	15.47
	B	1299.20	16.24
	C	1364.00	17.05
	D	1432.00	17.90
	E	1504.80	18.81
89.3	A	857.60	10.72
	B	899.20	11.24
	C	940.80	11.76
	D	983.20	12.29
	E	1027.20	12.84
89.4	A	779.20	9.74
	B	816.80	10.21
	C	856.00	10.70
	D	893.60	11.17
	E	934.40	11.68
89.5	A	968.00	12.10
	B	1010.40	12.63
	C	1055.20	13.19
	D	1107.20	13.84
	E	1156.80	14.46
89.6	A	1252.00	15.65
	B	1314.40	16.43
	C	1379.20	17.24
	D	1446.40	18.08
	E	1519.20	18.99
89.7	A	896.00	11.20
	B	939.20	11.74
	C	984.80	12.31
	D	1028.00	12.85
	E	1074.40	13.43
89.8	A	779.20	9.74
	B	816.80	10.21
	C	856.00	10.70
	D	893.60	11.17
	E	934.40	11.68
89.9	A	593.60	7.42
	B	620.80	7.76
	C	650.40	8.13
	D	680.80	8.51
	E	715.20	8.94
90.1	A	784.00	9.80
	B	821.60	10.27
	C	859.20	10.74
	D	902.40	11.28
	E	944.80	11.81

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
90.2	A	680.80	8.51
	B	715.20	8.94
	C	746.40	9.33
	D	782.40	9.73
	E	818.40	10.23
90.3	A	746.40	9.33
	B	782.40	9.78
	C	818.40	10.23
	D	859.20	10.74
	E	900.00	11.25
90.4	A	1117.60	13.97
	B	1171.20	14.64
	C	1227.20	15.34
	D	1283.00	16.10
	E	1349.60	16.87
90.5	A	650.40	8.13
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	793.20	9.79
90.6	A	727.20	9.09
	B	761.60	9.52
	C	798.40	9.98
	D	837.60	10.47
	E	876.80	10.96
90.7	A	798.40	9.98
	B	837.60	10.47
	C	876.80	10.96
	D	920.00	11.50
	E	964.00	12.05
91.0	A	552.80	6.91
	B	576.80	7.21
	C	604.80	7.56
	D	632.80	7.91
	E	662.40	8.28
91.4	A	431.20	5.39
	B	452.80	5.66
	C	472.80	5.91
	D	496.80	6.21
	E	516.80	6.46
91.6	A	1858.40	23.23
	B	1945.60	24.32
	C	2043.20	25.54
	D	2144.00	26.80
	E	2246.40	28.08

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
91.7	A	1330.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91
91.8	A	1024.80	12.81
	B	1077.60	13.47
	C	1123.20	14.04
	D	1176.80	14.71
	E	1236.00	15.45
91.9	A	633.60	7.92
	B	664.80	8.31
	C	697.60	8.72
	D	728.80	9.11
	E	765.60	9.57
92.1	A	736.80	9.21
	B	769.60	9.62
	C	804.80	10.06
	D	843.20	10.54
	E	885.60	11.07
92.2	A	1384.80	17.31
	B	1451.20	18.14
	C	1521.60	19.02
	D	1596.00	19.95
	E	1673.60	20.92
92.3	A	1380.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91
92.4	A	1378.40	17.23
	B	1445.60	18.07
	C	1517.60	18.97
	D	1591.20	19.89
	E	1667.20	20.84
92.5	A	735.20	9.19
	B	769.60	9.62
	C	804.80	10.06
	D	842.40	10.53
	E	882.40	11.03
92.7	A	1380.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91

RATE	STEP	BIWEEKLY	HOURLY
92.8	A	1255.20	15.69
	B	1312.80	16.41
	C	1378.40	17.23
	D	1444.00	18.05
	E	1512.80	18.91
92.9	A	1380.80	17.26
	B	1448.00	18.10
	C	1518.40	18.98
	D	1594.40	19.93
	E	1672.80	20.91
93.1	A	967.20	12.09
	B	1012.00	12.65
	C	1064.00	13.30
	D	1117.60	13.97
	E	1171.20	14.64
93.5	A	1513.60	18.92
	B	1586.40	19.83
	C	1665.60	20.82
	D	1747.20	21.34
	E	1832.00	22.90
93.6	A	565.60	7.07
	B	592.80	7.41
	C	620.80	7.76
	D	650.40	8.13
	E	680.80	8.51
93.8	A	1140.80	14.26
	B	1193.60	14.92
	C	1252.80	15.66
	D	1312.80	16.41
	E	1375.20	17.19
93.9	A	1312.80	16.41
	B	1375.20	17.19
	C	1443.20	18.04
	D	1513.60	18.92
	E	1586.40	19.83
94.6	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
94.7	A	751.20	9.39
	B	784.00	9.80
	C	820.80	10.26
	D	858.40	10.73
	E	897.60	11.22

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
94.8	A	1442.40	19.03
	B	1513.60	19.92
	C	1585.60	19.82
	D	1662.40	20.78
	E	1746.40	21.83
95.5	A	1111.20	13.89
	B	1168.80	14.61
	C	1223.20	15.29
	D	1282.40	16.03
	E	1344.00	16.80
95.6	A	975.20	12.19
	B	1021.60	12.77
	C	1064.80	13.31
	D	1119.40	13.98
	E	1170.40	14.63
96.3	A	688.30	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
96.9	A	688.30	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
97.0	A	800.80	10.01
	B	840.00	10.50
	C	880.00	11.00
	D	920.80	11.51
	E	967.20	12.09
97.3	A	727.20	9.09
	B	765.60	9.57
	C	799.20	9.99
	D	838.40	10.48
	E	879.20	10.99
97.4	A	899.20	11.24
	B	938.40	11.73
	C	980.80	12.26
	D	1026.40	12.83
	E	1074.40	13.43
97.5	A	976.80	12.21
	B	1022.40	12.78
	C	1073.60	13.42
	D	1127.20	14.09
	E	1181.60	14.77

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
97.6	A	1226.40	15.33
	B	1284.80	16.06
	C	1347.20	16.84
	D	1412.80	17.66
	E	1483.20	18.54
97.8	A	631.20	7.99
	B	657.60	8.22
	C	688.80	8.61
	D	719.20	8.99
	E	751.20	9.39
97.9	A	638.80	8.61
	B	719.20	9.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.80	10.26
98.0	A	1075.20	13.44
	B	1128.00	14.10
	C	1182.40	14.78
	D	1240.00	15.50
	E	1300.00	16.25
98.2	A	652.00	8.15
	B	680.80	8.51
	C	712.00	8.90
	D	746.40	9.33
	E	784.80	9.81
98.5	A	919.20	11.49
	B	964.00	12.05
	C	1006.40	12.58
	D	1052.00	13.15
	E	1100.80	13.76
98.6	A	1061.60	13.27
	B	1109.60	13.87
	C	1161.60	14.52
	D	1213.60	15.17
	E	1268.80	15.86
98.7	A	1216.80	15.21
	B	1275.20	15.94
	C	1340.00	16.75
	D	1403.20	17.54
	E	1471.20	18.39
98.8	A	928.80	11.61
	B	971.20	12.14
	C	1014.40	12.68
	D	1061.60	13.27
	E	1109.60	13.87

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
99.1	A	899.20	11.24
	B	938.40	11.73
	C	980.80	12.26
	D	1026.40	12.83
	E	1074.40	13.43
99.2	A	688.80	8.61
	B	719.20	8.99
	C	751.20	9.39
	D	784.00	9.80
	E	820.30	10.26
99.5	A	268.00	3.35
	B	281.60	3.52
	C	296.00	3.70
	D	311.20	3.89
	E	326.40	4.08
99.7	A	842.40	10.53
	B	883.20	11.04
	C	924.80	11.56
	D	970.40	12.13
	E	1016.80	12.71
99.8	A	944.00	11.80
	B	990.40	12.38
	C	1039.20	12.99
	D	1089.60	13.62
	E	1144.00	14.30

EXHIBIT A-2

SALARY TABLES
Effective 1-1-88

Exhibit A-2

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
15.6	A	1564.80	19.56
	B	1643.20	20.54
	C	1720.80	21.51
	D	1807.20	22.59
	E	1893.60	23.67
39.2	A	703.20	8.79
	B	736.80	9.21
	C	773.60	9.67
	D	808.00	10.10
	E	844.80	10.56
45.3	A	1564.80	19.56
	B	1643.20	20.54
	C	1720.80	21.51
	D	1807.20	22.59
	E	1893.60	23.67
45.6	A	1293.60	16.17
	B	1355.20	16.94
	C	1422.40	17.73
	D	1491.20	18.64
	E	1564.80	19.56
45.8	A	1121.60	14.02
	B	1177.60	14.72
	C	1230.40	15.38
	D	1293.60	16.17
	E	1355.20	16.94
46.2	A	993.60	12.42
	B	1041.60	13.02
	C	1095.20	13.69
	D	1149.60	14.37
	E	1200.00	15.00
47.4	A	993.60	12.42
	B	1041.60	13.02
	C	1095.20	13.69
	D	1149.60	14.37
	E	1200.00	15.00
47.5	A	1121.60	14.02
	B	1177.60	14.72
	C	1230.40	15.38
	D	1293.60	16.17
	E	1355.20	16.94
47.6	A	1293.60	16.17
	B	1355.20	16.94
	C	1422.40	17.73
	D	1491.20	18.64
	E	1564.80	19.56

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
49.2	A	874.40	10.93
	B	917.60	11.47
	C	961.60	12.02
	D	1005.60	12.57
	E	1056.00	13.20
49.3	A	1005.60	12.57
	B	1055.20	13.19
	C	1105.60	13.82
	D	1156.80	14.46
	E	1213.60	15.17
49.4	A	1105.60	13.82
	B	1160.80	14.51
	C	1216.00	15.20
	D	1272.00	15.90
	E	1334.40	16.68
58.4	A	982.40	12.28
	B	1028.80	12.86
	C	1078.40	13.48
	D	1126.40	14.08
	E	1184.80	14.81
58.7	A	1337.60	16.72
	B	1404.80	17.56
	C	1471.20	18.39
	D	1539.20	19.24
	E	1615.20	20.19
58.9	A	1105.60	13.82
	B	1160.80	14.51
	C	1216.00	15.20
	D	1272.00	15.90
	E	1334.40	16.68
59.2	A	1005.60	12.57
	B	1055.20	13.19
	C	1105.60	13.82
	D	1156.80	14.46
	E	1213.60	15.17
59.3	A	874.40	10.93
	B	917.60	11.47
	C	961.60	12.02
	D	1005.60	12.57
	E	1056.00	13.20

EXHIBIT B

THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES

EXHIBIT B

0 - 16867

EXHIBIT B

Classified Service Standard Rates and Classes

	<u>Standard Rate Number</u>
BUILDING INSPECTION	
Building Inspector I	27.6
Building Inspector II	27.7
Building Inspector Trainee I	51.5
Building Inspector Trainee II	51.6
Senior Building Inspector	84.9
CHEMISTS	
Assistant Chemist	13.6
Assistant Laboratory Technician	16.0
Associate Chemist	22.0
Biologist I	62.3
Biologist II	62.4
Biologist III	62.2
Industrial Waste Inspector I	52.6
Industrial Waste Inspector II	52.7
Industrial Waste Program Supervisor	52.8
Junior Chemist	54.3
Laboratory Assistant	57.8
Laboratory Technician	58.0
Marine Biologist I	60.9
Marine Biologist II	61.0

	<u>Standard Rate Number</u>
Marine Biologist III	61.1
Senior Chemist	85.4
Senior Industrial Waste Inspector	89.6
Senior Marine Biologist	85.1

CLERICAL

Account Clerk	10.4
Administrative Secretary	10.9
Assistant Book Repairer	13.5
Auto Messenger	23.6
Book Repairer	27.0
Bookmobile Driver	26.8
Cashier	33.0
Claims Clerk	34.1
Clerical Assistant I	56.9
Clerical Assistant II	53.5
Collections Investigator I	33.1
Collections Investigator II	33.2
Collections Investigator III	33.3
Council Secretary	38.1
Court Support Clerk	38.6
Customer Services Representative	39.4
Deputy City Clerk I	39.5
Deputy City Clerk II	39.6

	<u>Standard Rate Number</u>
Disposal Site Representative	41.2
Exam Proctor	41.9
Executive Secretary	87.6
Intermediate Stenographer	53.2
Junior Stenographer	56.7
Legal Assistant	59.8
Legal Secretary	57.7
Legislative Recorder	38.2
Library Aide	58.8
Library Clerk	59.0
Micrographics Clerk	61.7
Payroll Audit Clerk	64.7
Payroll Clerk	64.8
Police Records Clerk	72.0
Principal Clerk	72.6
Principal Customer Services Representative	72.2
Principal Exam Proctor	72.3
Principal Police Records Clerk	72.1
Public Information Assistant (Terminal)	77.5
Public Information Clerk	77.6
Public Information Supervisor	77.8
Public Service Career Trainee	15% below target class
Senior Account Clerk	84.4

	<u>Standard Rate Number</u>
Senior Cashier	84.0
Senior Clerk/Typist	87.9
Senior Customer Services Representative	86.0
Senior Disposal Site Representative	86.4
Senior Exam Proctor	85.2
Senior Legislative Recorder	85.7
Senior Payroll Audit Clerk	88.6
Senior Police Records Clerk	85.3
Student Worker	91.4
Vehicle and Fuel Clerk	98.2
Word Processing Operator	74.6

COMMUNICATIONS

Dispatcher I	41.0
Dispatcher II	41.1
Police Dispatch Supervisor	91.8
Police Dispatcher	71.4

CONSTRUCTION AND MAINTENANCE

Airport Operations Assistant	11.7
Airport Supervisor	11.8
Assistant Reservoir Keeper	19.3
Building Service Technician	28.0

	<u>Standard Rate Number</u>
Building Services Supervisor	27.5
Building Supervisor	27.4
Diver I	39.8
Diver II	39.9
Diver Supervisor	40.0
General Utility Supervisor	97.6
General Water Utility Supervisor	48.8
Laborer	57.9
Lake Aide	57.2
Lake Ranger I	58.1
Lake Ranger II	58.2
Principal Utility Supervisor	98.0
Principal Water Utility Supervisor	73.4
Reservoir Keeper	81.7
Senior Utility Supervisor	97.5
Senior Water Utility Supervisor	87.0
Stadium Maintenance Supervisor	89.7
Stadium Maintenance Technician	89.8
Tank Service Technician I	94.6
Tank Service Technician II	94.7
Utility Supervisor	97.4
Utility Worker I	97.8
Utility Worker II	97.9
Water Utility Supervisor	99.1

	<u>Standard Rate Number</u>
Water Utility Worker	99.2
Work Service Aide	99.5
CUSTODIAL	
Custodian I	38.7
Custodian II	38.9
Custodian III	39.0
Supervising Custodian	91.9
DATA PROCESSING	
Data Entry Operator	57.5
Data Entry Supervisor	57.6
Programmer Analyst I	74.7
Programmer Analyst II	74.8
Programmer Analyst III	74.9
Senior Data Entry Operator	86.5
Senior Systems Analyst	87.7
ENGINEERING	
Assistant Civil Engineer	15.3
Assistant Electrical Engineer	15.7
Assistant Land Surveyor	93.8
Assistant Mechanical Engineer	16.7
Assistant Park Designer	16.8

	<u>Standard Rate Number</u>
Assistant Structural Engineer	20.8
Assistant Traffic Engineer	20.7
Associate Civil Engineer	22.1
Associate Communications Engineer	21.9
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
Building Inspection Technician I	27.1
Building Inspection Technician II	27.2
Building Inspection Technician III	28.1
Corrosion Engineer	38.5
Drafting Aide	42.2
Engineering Trainee	43.2
Junior Civil Engineer	54.6
Junior Electrical Engineer	55.2
Junior Engineering Aide	55.5
Junior Mechanical Engineer	56.2
Park Designer	63.8
Plan Review Specialist I	65.5
Plan Review Specialist II	65.6
Plan Review Specialist III	65.7
Plan Review Specialist IV	65.8

	<u>Standard Rate Number</u>
Principal Engineering Aide	72.7
Principal Survey Aide	52.5
Project Assistant	75.0
Project Officer I	75.1
Project Officer II	75.2
Senior Civil Engineer	85.5
Senior Communications Engineer	34.6
Senior Drafting Aide	42.3
Senior Electrical Engineer	86.3
Senior Engineering Aide	86.1
Senior Land Surveyor	93.5
Senior Structural Engineer	87.5
Senior Survey Aide	88.1
Senior Traffic Engineer	87.8
Senior Utilities Services Technician	88.2
Student Engineer	91.0
Supervising Plan Review Specialist	92.8
Utilities Services Technician	97.3

EQUIPMENT MAINTENANCE

Body and Fender Mechanic	26.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Equipment Repair Supervisor	43.5

	<u>Standard Rate Number</u>
Equipment Service Supervisor	45.1
Equipment Service Writer	44.7
Equipment Technician I	43.6
Equipment Technician II	43.8
Equipment Technician III	44.1
Firearms Technician	19.1
Machinist	60.2
Metal Fabrication Services Supervisor	60.4
Metal Fabrication Supervisor	61.6
Motive Service Technician	45.2
Motive Service Trainee	44.9
Parking Meter Technician	64.1
Parking Meter Supervisor	64.6
Plant Maintenance Mechanic	66.9
Plant Maintenance Supervisor	67.1
Power Plant Operator	71.7
Power Plant Supervisor	71.8
Senior Equipment Repair Supervisor	43.4
Senior Motive Service Technician	45.0
Welder	98.5

EQUIPMENT OPERATION

Area Refuse Collection Supervisor	83.5
Disposal Site Supervisor	41.3

	<u>Standard Rate Number</u>
District Refuse Collection Supervisor	83.9
Equipment Operator I	43.9
Equipment Operator II	44.0
Equipment Operator III	44.5
Equipment Trainer	44.2
Heavy Truck Driver I	51.3
Heavy Truck Driver II	51.2
Landfill Equipment Operator	57.3
Light Equipment Operator	59.4
Motor Sweeper Operator	62.5
Motor Sweeper Supervisor	61.8
Refuse Collection Manager	84.1
Sanitation Driver I	83.4
Sanitation Driver II	83.2
Senior Disposal Site Supervisor	86.6

FIELD CONTACT

Assistant Customer Services Supervisor	13.7
Claims Representative I	34.2
Claims Representative II	34.3
Code Compliance Officer	35.6
Code Compliance Supervisor	35.7
Customer Services Supervisor	39.3
Dispute Resolution Officer	41.5

	<u>Standard Rate Number</u>
Field Representative	46.5
Litigation Investigator	59.6
Litter Control Inspector (Terminal)	83.8
Litter Control Supervisor (Terminal)	83.7
Meter Reader	62.0
Parking Control Supervisor	63.9
Parking Controller	64.0
Safety Representative I	82.5
Safety Representative II	82.6
Senior Litigation Investigator	88.5
Senior Meter Reader	86.9
Supervising Field Representative	92.1
Supervising Litigation Investigator	92.4
Supervising Meter Reader	92.5

FIRE

Assistant Fire Marshall	15.6
Fire Battalion Chief	45.3
Fire Captain	45.6
Fire Engineer	45.8
Fire Fighter I	46.1
Fire Fighter II	46.2
Fire Prevention Inspector I	47.4
Fire Prevention Inspector II	47.5

	<u>Standard Rate Number</u>
Fire Prevention Supervisor	47.6
Fire Recruit	46.3

GRAPHICS

Audio Visual Specialist	23.4
Communications Services Coordinator	34.7
Graphic Design Supervisor	48.9
Graphic Designer	49.0
Photographer	66.0

LIBRARY

Librarian I	57.1
Librarian II	58.4
Librarian III	86.7
Librarian IV	58.5
Library Assistant	58.6
Supervising Librarian	92.2

MANAGEMENT, FISCAL AND STAFF

Accountant I	10.2
Accountant II	84.2
Accountant III	10.0
Accountant Trainee	53.8
Administrative Aide I	10.5

	<u>Standard Rate Number</u>
Administrative Aide II.	10.7
Administrative Analyst	10.6
Administrative Trainee	10.8
Agricultural Lease Manager	11.0
Airport Noise Abatement Officer	11.6
ARJIS Administrator	25.3
Assistant Administrative Analyst	13.2
Assistant Economist	15.8
Assistant Facility Manager	15.9
Assistant Personnel Analyst	17.0
Assistant Property Agent	18.1
Assistant Rate Analyst	19.0
Associate Administrative Analyst	21.8
Associate Economist	22.2
Associate Personnel Analyst	22.6
Associate Property Agent	22.8
Building Code and Noise Abatement Supervisor	27.8
Buyer	28.2
Buyer Trainee	28.3
Claims and Insurance Manager	81.6
Claims Representative III	39.1
Collections Officer	34.4
Community Development Coordinator	35.0
Community Development Specialist I	35.1

	<u>Standard Rate Number</u>
Community Development Specialist II,	35.2
Community Development Specialist III	35.3
Community Development Specialist IV	35.4
Data Systems Coordinator	34.8
Deputy Noise Abatement Officer	39.7
Economist	42.4
Elections Officer	43.3
Employee Assistance Specialist	42.9
Employee Benefits Administrator	41.6
Employee Benefits Specialist	41.7
Junior Property Agent	56.4
Noise Abatement Officer	63.1
Organizational Effectiveness Specialist I	61.3
Organizational Effectiveness Specialist II	61.4
Organizational Effectiveness Specialist III	61.2
Organizational Effectiveness Supervisor	61.5
Personnel Analyst	65.0
Personnel Assistant	65.1
Police Records Administrator	69.8
Principal Buyer	78.3
Property Agent	75.6
Public Information Officer	77.7
Rate Analyst	79.3
Records Management Officer	79.2

	<u>Standard Rate Number</u>
Rehabilitation Counselor	81.1
Safety Officer	82.3
Senior Buyer	85.0
Senior Data Systems Coordinator	34.9
Senior Public Information Officer	87.1
Social Program Specialist I	84.3
Social Program Specialist II	84.5
Social Program Specialist III	84.7
Social Program Specialist IV	84.8
Supervising Administrative Analyst	91.7
Supervising Economist	92.3
Supervising Personnel Analyst	92.7
Supervising Property Agent	92.9
Telecommunications Systems Manager	94.8

MARINE SAFETY

Harbor Patrol Lieutenant	49.4
Harbor Patrol Officer	49.2
Harbor Patrol Sergeant	49.3
Lifeguard I	59.1
Lifeguard II	59.3
Lifeguard Sergeant	59.2
Marine Safety Captain	58.7
Marine Safety Lieutenant	58.9

Standard
Rate Number

PARK MAINTENANCE

Cemetery Manager	29.6
Greenskeeper Supervisor	49.1
Grounds Maintenance Manager	64.2
Grounds Maintenance Supervisor	47.0
Grounds Maintenance Worker I	46.7
Grounds Maintenance Worker II	46.8
Grounds Maintenance Worker III	46.9
Nursery Gardener	62.7
Senior Stadium Groundskeeper	89.3
Stadium Groundskeeper	89.4
Stadium Turf Manager	89.2
Tree Maintenance Crewleader	96.8
Tree Maintenance Supervisor	97.0
Tree Trimmer	96.9

PLANNING

Assistant Planner	17.5
Associate Planner	22.7
Junior Planner	56.3
Planning Technician I	66.3
Planning Technician II	66.4
Planning Technician III	66.5
Senior Planner	87.2

	<u>Standard Rate Number</u>
Senior Zoning Investigator	88.0
Zoning Investigator I	99.7
Zoning Investigator II	99.8

PLANT OPERATION

Plant Operator Trainee	67.3
Senior Waste Water Plant Supervisor	88.3
Senior Water Plant Supervisor	88.4
Waste Water Plant Lead Operator	88.7
Waste Water Plant Operator	89.0
Waste Water Plant Supervisor	88.8
Water Plant Lead Operator	98.6
Water Plant Operation Supervisor	98.7
Water Plant Operator	98.8

POLICE

Assistant Criminalist	15.2
Assistant Documents Examiner	22.4
Assistant Polygraph Examiner	19.6
Community Relations Assistant to the Police Chief	35.5
Community Service Officer	39.2
Crime Laboratory Manager	91.6
Criminalist	38.4

	<u>Standard Rate Number</u>
Documents Examiner	42.1
Documents Examiner Trainee	42.0
Evidence Technician	44.8
Forensic Alcohol Analyst	46.6
Latent Print and Evidence Technician Supervisor	86.2
Latent Print Examiner	57.0
Police Agent	69.4
Police Captain	68.0
Police Investigative Aide I	69.9
Police Investigative Aide II	67.8
Police Lieutenant	68.3
Police Officer I	69.2
Police Officer II	69.3
Police Recruit	69.7
Police Sergeant	69.6
Polygraph Examiner	71.5
Polygraph Examiner Trainee	71.6
Supervising Criminalist	85.6

PRINTING

Bindery Worker I	26.0
Bindery Worker II	26.1
Layout Composer	58.3

	<u>Standard Rate Number</u>
Lithographic Technician	59.5
Offset Press Operator	63.2
Offset Press Supervisor	76.5
Printing Services Supervisor	73.6
Senior Offset Press Operator	86.8

RECREATION

Area Manager I	13.0
Area Manager II	13.1
District Manager	41.8
Golf Starter I	48.0
Golf Starter II	48.1
Pool Guard/Swim Instructor	93.6
Recreation Aide	79.4
Recreation Center Director I	87.3
Recreation Center Director II	79.6
Recreation Center Director III	73.5
Recreation Leader I	56.5
Recreation Leader II	53.1
Recreation Program Manager	79.8
Recreation Specialist	79.7
Supervising Recreation Specialist	93.1
Swimming Pool Manager I	90.5
Swimming Pool Manager II	90.6

	<u>Standard Rate Number</u>
Swimming Pool Manager III	90.7

SKILLED TRADES

Apprentice

Salary range will be established as a percentage of "D" step of the appropriate journey level class.

Building Maintenance Supervisor	27.3
Carpenter	28.8
Carpenter Supervisor	29.0
Cement Finisher	29.3
Cement Gun Operator	49.8
Communications Technician	42.6
Communications Technician Supervisor	42.7
Electrician	42.8
Electrician Supervisor	43.1
Electronics Technician	44.3
Electronics Technician Supervisor	44.4
Heating Technician	51.0
Heating, Ventilating, and Air Conditioning Supervisor	51.1
Locksmith	59.7
Maintenance Estimator	60.1
Painter	63.5
Painter Supervisor	63.7

	<u>Standard Rate Number</u>
Plasterer	67.2
Plumber	67.5
Plumber Supervisor	67.7
Refrigeration Mechanic	81.0
Roofer	81.9
Roofing Supervisor	81.8
Senior Building Maintenance Supervisor	27.9
Senior Communications Technician	85.9
Senior Communications Technician Supervisor	42.5
Senior Electrical Supervisor	43.0
Sign Painter	89.1
Sign Painter Supervisor	89.5
Traffic Signal Supervisor	95.5
Traffic Signal Technician	95.6

STOREKEEPING

Auto Parts Buyer	25.1
Inventory Control Supervisor	53.3
Police Property and Evidence Clerk	71.9
Stock Clerk	89.9
Storekeeper I	90.2
Storekeeper II	90.3
Storekeeper III	90.1
Stores Supervisor	90.4

EXHIBIT C

FISCAL YEAR 1987-88
THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE
CLASSIFICATIONS AND STANDARD SALARY RATES

EXHIBIT C

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EXHIBIT C

UNCLASSIFIED SERVICE

EXECUTIVE

Classification Range

Salary Range

Executive V

05.0, 05.1, 05.2 and 5.3

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

Executive IV

04.0, 04.1, 04.2 and 04.3

- 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)

Executive III

03.0, 03.1 and 03.2

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)
Binational Affairs 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)
Retirement Administrator (UC)

Executive II

02.0, 02.1 and 02.2

Assistant Binational Affairs Director (UC)
Assistant City Clerk (UC)
Assistant City Librarian (UC)

Assistant Executive Services Director (UC)

Assistant Intergovernmental Relations 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)

Risk Management Director (UC)

Treasurer (UC)

Executive I

01.0, 01.1 and 01.2

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)

MANAGERIAL

Classification Range

Salary Range

Managerial A

7.0, 7.1 and 7.2

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, 7.4 and 7.5

Assistant Deputy Director (UC)
Assistant for Community Outreach (UC)
Assistant to the City Auditor and Comptroller (UC)
Building Inspection Supervisor (UC)
Council Committee Consultant (UC)
Council Representative II (UC)
Deputy Library Director (UC)
Endowment Officer (UC)
Equal Employment Investigative Officer (UC)
Housing Inspection Supervisor (UC)
Library Development Officer (UC)
Paramedic Coordinator (UC)
Paratransit Program Administrator (UC)
Principal Accountant (UC)
Print Shop Manager (UC)
Regional Urban Information System Administrator (UC)
Regional Urban Information System Coordinator (UC)

Managerial C

7.7, 7.8 and 7.9

- Assistant Stadium Manager (UC)
- Assistant to the Fire Chief (UC)
- Assistant to the Planning Director (UC)
- Assistant Zoning Administrator (UC)
- Budget Services Manager (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)
- Investment Officer (UC)
- Organization Effectiveness Program Manager (UC)
- Personnel Services Supervisor (UC)
- Police Commander (UC)
- Police Personnel Manager (UC)
- Principal Planner (UC)
- Principal Structural Engineer (UC)
- Property Services Supervisor (UC)
- REGY Director (UC)
- Senior Council Committee Consultant (UC)
- Youth Services Administrator (UC)
- Zoning Administrator (UC)

<u>Clerical</u>	<u>Standard Rate No.</u>
Council Executive Secretary (Principal Assistant) (UC)	14.9
<u>Interns</u>	
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
<u>Professional Legal</u>	
Deputy City Attorney (UC)	06.0, 06.1, 06.2, 06.5, 06.6, 06.7, and 06.8

EXHIBIT CC
SCHEDULE OF COMPENSATION

<u>POSITION</u>	<u>SALARY RATE & STEP</u> <u>EFFECTIVE JULY 3, 1987*</u>
City Manager	05.2U
City Attorney	05.2F
City Auditor & Comptroller	04.1Y
Planning Director	04.1W**
City Clerk	03.1V
Director of Intergovernmental Relations	Vacant***

*Rate and Step adjustment may be implemented within rate during the fiscal year upon submission of a Payroll Change Notice by the Appointing Authority.

**Rate and Step may be adjusted within range during fiscal year upon the hiring of a permanent Planning Director. The position is now filled by Acting Director. Adjustment made by submission of a Payroll Change Notice by the Appointing Authority.

***Rate and Step to be implemented within range during the fiscal year upon the filling of the position and upon submission of a Payroll Change Notice by the Appointing Authority.

EXHIBIT CC

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

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EXHIBIT D

EXHIBIT D

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<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"/>
Judy McCarty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Celia Ballesteros	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Maureen O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

MAUREEN O'CONNOR

Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

(Seal)

By *Barbara Baxter* 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 11 1987

MAY 26 1987

, 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 *Barbara Baxter* Deputy.

Office of the City Clerk, San Diego, California

Ordinance Number **0-16867** Adopted **MAY 26 1987**

CERTIFICATE OF PUBLICATION

RECEIVED
CITY CLERK'S OFFICE
1987 JUN 12 PM 12:02
SAN DIEGO, CALIF.

CITY OF SAN DIEGO
202 C STREET, 2ND FLOOR
SAN DIEGO, CA 92101
ATTN: BARBARA BAXTER

IN THE MATTER OF

NO.

AN ORDINANCE ESTABLISHING A SCHEDULE OF COM-
PENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY
OF SAN DIEGO FOR THE FISCAL YEAR 1987-88.

ORDINANCE NUMBER O-16867 (NEW SERIES)

**AN ORDINANCE ESTABLISHING A SCHEDULE OF COM-
PENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY
OF SAN DIEGO FOR THE FISCAL YEAR 1987-88.**

This ordinance establishes a schedule of compensation for the fiscal year 1987-88 to provide an approximate increase over fiscal year 1986-87 in the following units except for those classifications specifically excepted:

UNIT	APPROXIMATE INCREASE
Supervisory	5.0%
Technical	5.0%
Professional	5.0%
Administrative Support and Field Services	5.0%
Skilled Trades and Equipment Operator	5.0%
Maintenance and Labor	5.0%
Police Officer II and above	8.0%
Police Officer I and Police Recruit	4.0%
Fire Fighter II and above	5.0% effective July 1, 1987; additional 3.0% effective January 1, 1988

Fire Fighter I and Fire Recruit 4.0%
The ordinance also provides an additional 5% increase, effective January 1, 1988 for all Lifeguard II and above and Harbor Patrol Officer and above classifications.

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

- All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. 6.5%
- All represented classified employees with the exception of those listed in 3. below. 4.5%
- All Classified employees in the Police and Fire Bargaining Units; all Lifeguard and Harbor Patrol classifications; and all Unclassified and unrepresented safety services officers. 6.5%

The ordinance also provides for the continuance of a new Supplemental Pension Savings Plan established July 1, 1986, for all eligible employees with a maximum voluntary contribution rate of 3.05%, with all other provisions to be the same as the Plan previously established, said new Plan to be applicable to all eligible City employees hired on or after July 1, 1986.

In addition, pursuant to sections 12.1 and 24.1 of the City Charter, pay levels for the Mayor and City Council for fiscal year 1987-88 are to be, respectively, \$50,000 and \$45,000, pursuant to the recommendations of the Salary Setting Commission, heretofore submitted on February 14, 1987 and amended by Ordinance No. O-16740 (New Series) dated October 27, 1987.

This ordinance also provides per annum compensation adjustments for those senior executive positions, salaries for which are established by Council, said new levels set forth in Exhibit CC to be effective July 3, 1987.

The ordinance also includes excepted salary increases for certain classifications, new classifications, title changes to classifications and classification deletions.

I, THOMAS D. KELLEHER, 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 NUMBER O-16867 (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 9

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

Dated at San Diego, California this 9 day of JUNE, 1987.



(Signature)

8.5 x 10.24 x 2 = \$174.08 Page of 1 of 2

The ordinance further establishes base work periods; establishes increases and salary ranges for those officers and employees in unclassified service; and provides for: overtime and extra compensation based on unusual work periods; educational incentive; bilingual pay; sick leave reimbursement; exceptional performance pay; and additional benefit programs. In respect to bilingual pay, an increase from twenty cents (\$.20) to thirty cents (\$.30) per hour shall be granted to all dispatchers in the Fire and Police Departments.

A complete copy of this ordinance is on file in the Office of the City Clerk of the City of San Diego, 2nd Floor, City Administration Building, 202 "C" Street, San Diego, CA 92101.

Passed and adopted by the Council of The City of San Diego on MAY 26 1987 by the following vote:
YEAS: Wolfshelmer, McColl, Jones, Struiksma, Gotch, Ballesteros, O'Connor.

NAYS: None.
NOT PRESENT: Cleator, McCarty.
AUTHENTICATED BY: MAUREEN O'CONNOR,
Mayor of The City of San Diego, California
CHARLES G. ABDELNOUR,
City Clerk of The City of San Diego, California
(Seal)

By BARBARA BAXTER, Deputy
I HEREBY CERTIFY that the above and foregoing is a full, true and correct copy of ORDINANCE NO. O-16867 (New Series) of the City of San Diego, California.

I FURTHER CERTIFY that said 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 11 1987, and on MAY 26 1987.

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 BARBARA BAXTER, Deputy
Pub. June 9 78979