

(O-90-175)

ORDINANCE NUMBER O- 17468 (NEW SERIES)

ADOPTED ON MAY 21 1990

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE
CITY OF SAN DIEGO FOR THE FISCAL YEAR 1990-91.

WHEREAS, The Management Team of The City of San Diego has met and conferred with Local 127, AFSCME, AFL-CIO regarding salaries and wages for employees represented by Local 127 in the Classified Service and has reached impasse thereon, and pursuant to provisions of previously adopted Memoranda of Understanding with POA, Local 145, and MEA, 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 as 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 unrepresented classes and 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 1990-91 and 1991-92, set forth in its report on said matter dated January 24, 1990, were considered and its recommended schedule of compensation for the Mayor and members of the City Council was accepted and adopted by Resolution No. R-275128, dated February 12, 1990, to be effective for the periods July 1, 1990 through June 30, 1991 and July 1, 1991 through June 30, 1992; and

WHEREAS, the Mayor has indicated her desire not to accept any increase for the forthcoming two-year period and retain the

salary previously established at \$60,000 per annum, with the understanding that should the position of Mayor be vacated, the successor in office would be authorized the increase recommended by the Salary Setting Commission; and

WHEREAS, the Council deems it appropriate to act thereon for incorporation in the annual salary ordinance in the same action as is used for the City at large; and

WHEREAS, the City, as a result of meet and confer, has agreed to adjust the contribution, as may be necessary, toward the City Sponsored Group Health Insurance premium for each retiree, eligible under section 24.0907.2 of the San Diego Municipal Code, who is a member of the Fire Representation Unit and also a safety member of the retirement system, said contributions to commence for all eligible employees from and after July 1, 1988; and

WHEREAS, the City further agrees that the City's contribution toward the City Sponsored Group Health Insurance premium for each eligible retiree of POA and Local 145 for fiscal year 1991 shall increase by the highest percentage increase among active employees, said increase to be determined solely and exclusively by the City Manager; 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, it is the responsibility of the City Council to identify within established ranges the appropriate step and specify a level of pay 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 1991 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, set forth in its report dated January 24, 1990, approved and adopted by Resolution No. R-275128, dated February 12, 1990, there is hereby established and adopted a schedule of compensation for the Mayor and Councilmembers for the period July 1, 1990 through June 30, 1991, as follows:

Mayor	\$62,650 per annum
Councilmember	\$47,000 per annum

Notwithstanding the above, the compensation for the office of the Mayor shall remain at the previously established level of \$60,000; provided, however, that should said office be vacated for any reason prior to the expiration of this ordinance, the successor in office shall automatically be authorized the amount recommended by the Salary Setting Commission in its January 24, 1990 recommendation.

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. EXECUTIVE COMPENSATION SET BY COUNCIL

For those executive positions whose compensation is established by Council, the following salary rates are approved and adopted for fiscal year 1991, effective July 1, 1990 through June 30, 1991. Rates, steps and monthly compensation for each listed position shall be established by the appropriate appointing authority, processed by payroll change notice and placed in force effective on or after July 1, 1990:

	<u>SALARY RATE</u>
City Manager	05.1 - 05.40
City Attorney	05.1 - 05.40
Planning Director	04.1 - 04.4J
Auditor & Comptroller	04.1 - 04.4J
City Clerk	03.0 - 03.3U

Section 3. 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 4. 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.

Included in such schedule of compensation shall be special salary adjustments for certain specified classifications, in addition to the general overall increase authorized, said special salary adjustment awarded as a result of retention or recruitment problems, changes in duties or responsibilities or other special factors identified by the Civil Service Commission or City Council.

Biweekly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedules attached hereto as Exhibits A-1, A-2, and A-3, said Exhibit A-2 to be effective February 16,

1991 and Exhibit A-3 to be effective May 25, 1991, 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, A-2, and A-3 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 5. 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.

Salaried members of the Executive, Managerial and Professional Legal categories, all other unclassified classes as may exist, and unrepresented employees not eligible for overtime pay 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. Time card documentation and time sheet posting for full-time members shall reflect an average of eighty (80) hours per pay period, to consist of ten (10) eight-hour days. The above process is authorized for time card and time sheet purposes even though the unclassified or unrepresented employee may work hours not so reflected as a result of varying duties, responsibilities, and demands of time. Salaried unclassified and unrepresented members, except those otherwise specifically authorized to the contrary, may not receive, for any purpose, credit for hours otherwise worked in excess of eighty (80) hours per pay period. The City Manager and nonmanagerial department directors shall be responsible for administering the above authorized time documentation and time posting process and limits, with review thereupon by the Personnel Director and Auditor and Comptroller.

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 6. 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 7. 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.

Range or incremental steps shall be as set forth in Exhibits A-1, A-2, and A-3 attached hereto.

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. 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 within the Executive category to be effective July 1, 1990, unless otherwise indicated, for those positions set forth in section 2 above, the determination and setting of which the City Council is directly responsible.

Section 8. 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 calculations 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 computations 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 computations 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 9. 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, except, however, for Police and Fire bargaining unit members, shall not be less than four (4) 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 10. 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 11. 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 12. 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 (\$.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 13. 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 14. 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 Legislative Officers | 6.9% |
| 2. All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. | 6.0% |
| 3. All represented classified employees with the exception of those listed in 4. below including civilian Fire Inspectors. | 5.0%* |

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4. All employees in the Police and Fire Bargaining Units who are members of the safety retirement system and all unclassified and unrepresented officers and employees in the safety retirement system and all Lifeguard and Harbor Patrol classifications. 6.5%

*5% retirement contribution for classes represented by MEA shall be effective July 1, 1990; 5% retirement contribution for classes represented by Local 127 to be effective December 22, 1990.

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 15. 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 an approximate net total (after taxes) 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 6 of this ordinance, nor shall such employee acquire any right, vested or otherwise, to receive future exceptional performance payments.

A Managerial Exceptional Performance Plan is further implemented pursuant to the criteria for evaluation promulgated by the City Manager or nonmanagerial appointing authority. Such performance award shall not exceed a total (net after taxes) of three thousand dollars (\$3,000) in any calendar year and shall be paid in not more than two increments. Such payments shall be considered as part of base compensation and shall be net after taxes and the City shall further pay the recipients SPSP and retirement contribution based on the gross award, said gross to be determined by the Auditor and Comptroller. The recipient of the performance award shall not acquire any right, vest or otherwise, to receive future exceptional performance payments.

Section 16. 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.

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In connection therewith, the City Manager is authorized to adjust the City contribution should such adjustment be deemed necessary, effective July 1, 1990, toward the City Sponsored Group Health Insurance premium for each retiree who is eligible under the provisions of section 24.0907.2 of the San Diego Municipal Code and who is a member of the Fire Representation Unit and an eligible safety member of the retirement system.

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 Plan established on January 4, 1982 by Council Resolution No. R-255609, with the exception that the voluntary contribution rate for eligible employees shall not exceed 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 or as may hereafter be required.

Section 17. 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 18. 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 19. This ordinance shall take effect and be in force on the thirtieth day from and after its passage, with the provisions relating to fiscal year 1991 compensation to be effective on July 1, 1990.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz
Jack Katz
Senior Chief Deputy

JK:smm
05/04/90
Or.Dept:Mgr./Pers.
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EXHIBIT A-1

SALARY TABLES
EXHIBIT A-1
EFFECTIVE 7-1-90

RECEIVED
CITY CLERK'S OFFICE
90 MAY 18 PM 2:52
SAN DIEGO, CALIF.

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EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
01.0	A	744.00	9.30
	B	771.20	9.64
	C	799.20	9.99
	D	827.20	10.34
	E	855.20	10.69
	F	883.20	11.04
	G	911.20	11.39
	H	939.20	11.74
	I	966.40	12.08
	J	994.40	12.43
	K	1022.40	12.78
	L	1050.40	13.13
	M	1078.40	13.48
	N	1106.40	13.83
	O	1134.40	14.18
	P	1162.40	14.53
	Q	1189.60	14.87
	R	1217.60	15.22
	S	1245.60	15.57
	T	1273.60	15.92
	U	1301.60	16.27
	V	1329.60	16.62
	W	1357.60	16.97
	X	1384.80	17.31
	Y	1412.80	17.66
	Z	1440.80	18.01
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
	L	2500.80	31.26
	M	2528.80	31.61
	N	2556.80	31.96
	O	2584.80	32.31
	P	2612.00	32.65
	Q	2640.00	33.00
	R	2668.00	33.35
	S	2696.00	33.70
	T	2724.00	34.05
	U	2752.00	34.40
	V	2780.00	34.75
	W	2808.00	35.10
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

EXECUTIVE SALARIES

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
02.0	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
	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
	M	2752.00	34.40
	N	2780.00	34.75
	O	2808.00	35.10
	P	2835.20	35.44
	Q	2863.20	35.79
	R	2891.20	36.14

RATE	STEP	BIWEEKLY	HOURLY
02.2	S	2919.20	36.49
	T	2947.20	36.84
	U	2975.20	37.19
	V	3003.20	37.54
	W	3030.40	37.88
	X	3058.40	38.23
	Y	3086.40	38.58
	Z	3114.40	38.93
02.3	A	3142.40	39.28
	B	3170.40	39.63
	C	3198.40	39.98
	D	3226.40	40.33
	E	3253.60	40.67
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
	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

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EXECUTIVE SALARIES

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
03.1	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
	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
	X	3253.60	40.67
	Y	3281.60	41.02
	Z	3309.60	41.37
03.3	A	3337.60	41.72
	B	3365.60	42.07
	C	3393.60	42.42
	D	3421.60	42.77
	E	3448.80	43.11

RATE	STEP	BIWEEKLY	HOURLY
03.3	F	3476.80	43.46
	G	3504.80	43.81
	H	3532.80	44.16
	I	3560.80	44.51
	J	3588.80	44.86
	K	3616.80	45.21
	L	3644.00	45.55
	M	3672.00	45.90
	N	3700.00	46.25
	O	3728.00	46.60
	P	3756.00	46.95
	Q	3784.00	47.30
	R	3812.00	47.65
	S	3840.00	48.00
	T	3867.20	48.34
	U	3895.20	48.69
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
	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

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
04.2	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
	I	3840.00	48.00
	J	3867.20	48.34
	K	3895.20	48.69
	L	3923.20	49.04
	M	3951.20	49.39
	N	3979.20	49.74
	O	4007.20	50.09
	P	4035.20	50.44
	Q	4062.40	50.78
	R	4090.40	51.13
	S	4118.40	51.48
	T	4146.40	51.83
	U	4174.40	52.18
	V	4202.40	52.53
	W	4230.40	52.88
	X	4258.40	53.23
	Y	4285.60	53.57
	Z	4313.60	53.92
04.4	A	4341.60	54.27
	B	4369.60	54.62
	C	4397.60	54.97
	D	4425.60	55.32
	E	4453.60	55.67

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
04.4	F	4481.60	56.02
	G	4509.60	56.37
	H	4537.60	56.72
	I	4565.60	57.07
	J	4593.60	57.42
05.1	A	2780.00	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
	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

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.2	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
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
T		4760.00	59.50
U	4788.00	59.85	
V	4816.00	60.20	
W	4844.00	60.55	
X	4872.00	60.90	
Y	4899.20	61.24	
Z	4927.20	61.59	
05.4	A	4955.20	61.94
	B	4983.20	62.29
	C	5011.20	62.64
	D	5039.20	62.99
	E	5067.20	63.34
	F	5095.20	63.69
	G	5123.20	64.04
	H	5152.20	64.39
	I	5179.20	64.74
	J	5207.20	65.09
	K	5235.20	65.44
	L	5263.20	65.79
	M	5291.20	66.14

EXECUTIVE SALARIES

RATE	STEP	BIWEEKLY	HOURLY
05.4	N	5319.20	66.49
	O	5347.20	66.84

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
06.6	A	1974.40	24.68
	B	1998.40	24.98
	C	2022.40	25.28
	D	2046.40	25.58
	E	2070.40	25.88
	F	2094.40	26.18
	G	2118.40	26.48
	H	2142.40	26.78
	I	2166.40	27.08
	J	2190.40	27.38
	K	2214.40	27.68
	L	2238.40	27.98
	M	2262.40	28.28
	N	2286.40	28.58
	O	2310.40	28.88
	P	2334.40	29.18
	Q	2358.40	29.48
	R	2382.40	29.78
	S	2406.40	30.08
	T	2430.40	30.38
	U	2454.40	30.68
	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

LEGAL AND PROFESSIONAL

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LEGAL AND PROFESSIONAL

RATE	STEP	BIWEEKLY	HOURLY
06.7	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
	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
06.9	A	3846.40	48.08
	B	3870.40	48.38
	C	3894.40	48.68
	D	3918.40	48.98
	E	3942.40	49.28

RATE	STEP	BIWEEKLY	HOURLY
06.9	F	3966.40	49.58
	G	3990.40	49.88

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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	689.50	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	14.66
	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
	J	1816.30	22.71
	K	1840.00	23.00
	L	1863.20	23.29
	M	1885.60	23.57
	N	1908.80	23.86
	O	1932.00	24.15
	P	1955.20	24.44
	Q	1977.60	24.72
	R	2000.80	25.01
	S	2024.00	25.30
	T	2047.20	25.59
	U	2069.60	25.87
	V	2092.80	26.16
	W	2116.00	26.45
	X	2139.20	26.74
	Y	2161.60	27.02
	Z	2184.80	27.31
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

MANAGERIAL SALARIES

MANAGERIAL SALARIES

RATE	STEP	BIWEEKLY	HOURLY
07.3	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
	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

RATE	STEP	BIWEEKLY	HOURLY
07.5	P	2276.80	28.46
	Q	2300.00	28.75
	R	2322.40	29.03
	S	2345.60	29.32
	T	2368.80	29.61
	U	2392.00	29.90
	V	2414.40	30.18
	W	2437.60	30.47
	X	2460.80	30.76
	Y	2484.00	31.05
	Z	2506.40	31.33
07.6	A	2529.60	31.62
	B	2552.80	31.91
	C	2576.00	32.20
	D	2598.40	32.48
	E	2621.60	32.77
	F	2644.80	33.06
	G	2668.00	33.35
	H	2690.40	33.63
07.7	A	1388.80	17.36
	B	1416.80	17.71
	C	1444.00	18.05
	D	1472.00	18.40
	E	1499.20	18.74
	F	1527.20	19.09
	G	1554.40	19.43
	H	1582.40	19.78
	I	1609.60	20.12
	J	1637.60	20.47
	K	1664.80	20.81
	L	1692.80	21.16
	M	1720.00	21.50
	N	1748.00	21.85
	O	1775.20	22.19
	P	1803.20	22.54
	Q	1830.40	22.88
	R	1858.40	23.23
	S	1885.60	23.57
	T	1913.60	23.92
	U	1940.80	24.26
	V	1968.80	24.61
	W	1996.00	24.95
	X	2024.00	25.30
	Y	2051.20	25.64
	Z	2079.20	25.99
07.8	A	2106.40	26.33
	B	2134.40	26.68
	C	2161.60	27.02
	D	2189.60	27.37
	E	2216.80	27.71

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MANAGERIAL SALARIES

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
07.8	F	2244.80	28.06
	G	2272.00	28.40
	H	2300.00	28.75
	I	2327.20	29.09
	J	2355.20	29.44
	K	2382.40	29.78
	L	2410.40	30.13
	M	2437.60	30.47
	N	2465.60	30.82
	O	2492.80	31.16
	P	2520.80	31.51
	Q	2548.00	31.85
	R	2576.00	32.20
	S	2603.20	32.54
	T	2631.20	32.89
	U	2658.40	33.23
	V	2686.40	33.58
	W	2713.60	33.92
	X	2741.60	34.27
	Y	2768.80	34.61
	Z	2796.80	34.96
07.9	A	2824.00	35.30
	B	2852.00	35.65
	C	2879.20	35.99
	D	2907.20	36.34
	E	2934.40	36.68
	F	2962.40	37.03
	G	2989.60	37.37
	H	3017.60	37.72
	I	3044.80	38.06
	J	3072.80	38.41
	K	3100.00	38.75
	L	3128.00	39.10
	M	3155.20	39.44
	N	3183.20	39.79
	O	3210.40	40.13
	P	3238.40	40.48
	Q	3265.60	40.82
	R	3293.60	41.17
	S	3320.80	41.51
	T	3348.80	41.86
	U	3376.00	42.20
	V	3404.00	42.55
	W	3431.20	42.89
	X	3459.20	43.24

RATE	STEP	BIWEEKLY	HOURLY
08.1	A	2141.60	26.77
	B	2246.40	28.08
	C	2352.00	29.40
	D	2468.00	30.85
	E	2584.80	32.31
08.3	A	1856.00	23.20
	B	1943.20	24.29
	C	2039.20	25.49
	D	2136.80	26.71
	E	2242.40	28.03
08.4	A	1323.20	16.54
	B	1385.60	17.32
	C	1450.40	18.13
	D	1524.00	19.05
	E	1592.80	19.91
08.5	A	1541.60	19.27
	B	1615.20	20.19
	C	1691.20	21.14
	D	1772.00	22.15
	E	1856.80	23.21
08.6	A	1385.60	17.32
	B	1450.40	18.13
	C	1524.00	19.05
	D	1592.80	19.91
	E	1669.60	20.87
08.7	A	1043.20	13.04
	B	1091.20	13.64
	C	1144.00	14.30
	D	1196.00	14.95
	E	1253.60	15.67
08.8	A	1468.00	18.35
	B	1535.20	19.19
	C	1607.20	20.09
	D	1684.00	21.05
	E	1767.20	22.09
09.1	A	2160.00	27.00
	B	2264.80	28.31
	C	2370.40	29.63
	D	2486.40	31.08
	E	2603.20	32.54
09.3	A	1874.40	23.43
	B	1961.60	24.52
	C	2057.60	25.72
	D	2155.20	26.94
	E	2260.80	28.26

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
09.4	A	1341.60	16.77
	B	1404.00	17.55
	C	1468.80	18.36
	D	1542.40	19.28
	E	1611.20	20.14
09.5	A	1560.00	19.50
	B	1633.50	20.42
	C	1709.60	21.37
	D	1790.40	22.38
	E	1875.20	23.44
09.6	A	1404.00	17.55
	B	1468.80	18.36
	C	1542.40	19.28
	D	1611.20	20.14
	E	1688.00	21.10
09.7	A	1061.50	13.27
	B	1109.60	13.87
	C	1162.40	14.53
	D	1214.40	15.18
	E	1272.00	15.90
09.8	A	1486.40	18.58
	B	1553.60	19.42
	C	1625.60	20.32
	D	1702.40	21.28
	E	1785.60	22.32
10.0	A	1299.20	16.24
	B	1361.60	17.02
	C	1426.40	17.83
	D	1496.80	18.71
	E	1569.60	19.62
10.2	A	1022.40	12.78
	B	1072.80	13.41
	C	1125.60	14.07
	D	1181.60	14.77
	E	1238.40	15.48
10.3	A	570.40	7.13
	B	599.20	7.49
	C	627.20	7.84
	D	654.40	8.18
	E	688.00	8.60
10.4	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14

RATE	STEP	BIWEEKLY	HOURLY
10.5	A	868.80	10.86
	B	911.20	11.39
	C	952.80	11.91
	D	1000.00	12.50
	E	1048.00	13.10
10.6	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
10.7	A	1000.00	12.50
	B	1048.00	13.10
	C	1096.80	13.71
	D	1150.40	14.38
	E	1208.00	15.10
10.8	A	910.40	11.38
	B	955.20	11.94
	C	1000.00	12.50
	D	1046.40	13.08
	E	1099.20	13.74
11.0	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
11.1	A	1333.60	16.67
	B	1396.00	17.45
	C	1460.80	18.26
	D	1534.40	19.18
	E	1603.20	20.04
11.2	A	1396.00	17.45
	B	1460.80	18.26
	C	1534.40	19.18
	D	1603.20	20.04
	E	1680.00	21.00
11.3	A	1552.00	19.40
	B	1625.60	20.32
	C	1701.60	21.27
	D	1782.40	22.28
	E	1867.20	23.34
11.4	A	1866.40	23.33
	B	1953.60	24.42
	C	2049.60	25.62
	D	2147.20	26.84
	E	2252.80	28.16

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
11.6	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
11.7	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
11.8	A	1148.00	14.35
	B	1201.60	15.02
	C	1260.80	15.76
	D	1320.00	16.50
	E	1382.40	17.28
11.9	A	1716.00	21.45
	B	1800.80	22.51
	C	1888.80	23.61
	D	1980.80	24.76
	E	2081.60	26.02
12.0	A	1363.20	17.04
	B	1425.60	17.82
	C	1490.40	18.63
	D	1564.00	19.55
	E	1632.80	20.41
12.1	A	1425.60	17.82
	B	1490.40	18.63
	C	1564.00	19.55
	D	1632.80	20.41
	E	1709.60	21.37
12.2	A	1581.60	19.77
	B	1655.20	20.69
	C	1731.20	21.64
	D	1812.00	22.65
	E	1896.80	23.71
12.3	A	1896.00	23.70
	B	1983.20	24.79
	C	2079.20	25.99
	D	2176.80	27.21
	E	2282.40	28.53
12.4	A	1381.60	17.27
	B	1444.00	18.05
	C	1508.80	18.86
	D	1582.40	19.78
	E	1651.20	20.64

RATE	STEP	BIWEEKLY	HOURLY
12.7	A	1444.00	18.05
	B	1508.80	18.86
	C	1582.40	19.78
	D	1651.20	20.64
	E	1728.00	21.60
12.8	A	1600.00	20.00
	B	1673.60	20.92
	C	1749.60	21.87
	D	1830.40	22.88
	E	1915.20	23.94
12.9	A	1914.40	23.93
	B	2001.60	25.02
	C	2097.60	26.22
	D	2195.20	27.44
	E	2300.80	28.76
13.0	A	1073.60	13.42
	B	1124.80	14.06
	C	1180.80	14.76
	D	1239.20	15.49
	E	1298.40	16.23
13.1	A	1152.00	14.40
	B	1206.40	15.08
	C	1268.80	15.86
	D	1332.80	16.66
	E	1396.80	17.46
13.2	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
13.5	A	586.40	7.33
	B	617.60	7.72
	C	646.40	8.08
	D	672.00	8.40
	E	704.00	8.80
13.6	A	1204.80	15.06
	B	1264.00	15.80
	C	1327.20	16.59
	D	1391.20	17.39
	E	1461.60	18.27
13.7	A	1178.40	14.73
	B	1236.00	15.45
	C	1295.20	16.19
	D	1358.40	16.98
	E	1421.60	17.77

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
13.8	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
13.9	A	568.00	7.10
	B	598.40	7.48
	C	625.60	7.82
	D	653.60	8.17
	E	687.20	8.59
14.0	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
14.1	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
14.2	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
14.3	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
14.4	A	1360.80	17.01
	B	1424.80	17.81
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.80	20.51
15.2	A	1319.20	16.49
	B	1384.00	17.30
	C	1453.60	18.17
	D	1523.20	19.04
	E	1597.60	19.97
15.3	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53

RATE	STEP	BIWEEKLY	HOURLY
15.5	A	1849.60	23.12
	B	1941.60	24.27
	C	2033.60	25.42
	D	2135.20	26.69
	E	2237.60	27.97
15.6	A	1849.60	23.12
	B	1941.60	24.27
	C	2033.60	25.42
	D	2135.20	26.69
	E	2237.60	27.97
15.7	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
15.8	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
15.9	A	1656.80	20.71
	B	1734.40	21.68
	C	1816.80	22.71
	D	1907.20	23.84
	E	2000.00	25.00
16.0	A	754.40	9.43
	B	791.20	9.89
	C	832.00	10.40
	D	868.80	10.86
	E	908.80	11.36
16.6	A	758.40	9.48
	B	795.20	9.94
	C	835.20	10.44
	D	874.40	10.93
	E	916.00	11.45
16.7	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
16.8	A	1067.20	13.34
	B	1121.60	14.02
	C	1177.60	14.72
	D	1235.20	15.44
	E	1296.80	16.21

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
16.9	A	570.40	7.13
	B	599.20	7.49
	C	627.20	7.84
	D	654.40	8.18
	E	688.00	8.60
17.0	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
17.5	A	1072.80	13.41
	B	1125.60	14.07
	C	1181.60	14.77
	D	1238.40	15.48
	E	1299.20	16.24
18.1	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
18.5	A	916.00	11.45
	B	961.60	12.02
	C	1010.40	12.63
	D	1060.80	13.26
	E	1114.40	13.93
18.6	A	570.40	7.13
	B	599.20	7.49
	C	627.20	7.84
	D	654.40	8.18
	E	688.00	8.60
18.8	A	437.60	5.47
	B	458.40	5.73
	C	480.00	6.00
	D	504.00	6.30
	E	524.80	6.56
19.0	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
19.1	A	928.00	11.60
	B	968.00	12.10
	C	1014.40	12.68
	D	1056.80	13.21
	E	1107.20	13.84

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
19.3	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
19.6	A	1099.20	13.74
	B	1149.60	14.37
	C	1208.80	15.11
	D	1270.40	15.88
	E	1331.20	16.64
20.5	A	1064.00	13.30
	B	1111.20	13.89
	C	1160.00	14.50
	D	1211.20	15.14
	E	1265.60	15.82
20.6	A	1064.00	13.30
	B	1111.20	13.89
	C	1160.00	14.50
	D	1211.20	15.14
	E	1265.60	15.82
20.7	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
20.8	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
20.9	A	1425.60	17.82
	B	1492.80	18.66
	C	1565.60	19.57
	D	1641.60	20.52
	E	1718.40	21.48
21.0	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.1	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
21.2	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.3	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.4	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.5	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.6	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.7	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
21.8	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
21.9	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
22.0	A	1388.80	17.36
	B	1455.20	18.19
	C	1529.60	19.12
	D	1604.80	20.06
	E	1680.00	21.00

RATE	STEP	BIWEEKLY	HOURLY
22.1	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
22.2	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
22.3	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
22.4	A	1204.00	15.05
	B	1261.60	15.77
	C	1324.80	16.56
	D	1391.20	17.39
	E	1457.60	18.22
22.5	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
22.6	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
22.7	A	1238.40	15.48
	B	1299.20	16.24
	C	1361.60	17.02
	D	1426.40	17.83
	E	1496.00	18.70
22.8	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
23.1	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
23.2	A	1641.50	20.52
	B	1718.40	21.48
	C	1804.00	22.55
	D	1892.80	23.66
	E	1982.40	24.78
23.3	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
23.4	A	1026.40	12.83
	B	1074.40	13.43
	C	1123.20	14.04
	D	1176.80	14.71
	E	1229.60	15.37
23.6	A	617.60	7.72
	B	646.40	8.08
	C	672.00	8.40
	D	704.00	8.80
	E	740.80	9.26
25.1	A	868.80	10.86
	B	912.80	11.41
	C	954.40	11.93
	D	1000.80	12.51
	E	1048.00	13.10
25.3	A	1688.80	21.11
	B	1770.40	22.13
	C	1858.40	23.23
	D	1949.60	24.37
	E	2047.20	25.59
26.0	A	544.80	6.81
	B	565.60	7.07
	C	592.00	7.40
	D	618.40	7.73
	E	646.40	8.08
26.1	A	646.40	8.08
	B	673.60	8.42
	C	700.80	8.76
	D	734.40	9.18
	E	764.80	9.56
26.2	A	711.20	8.89
	B	741.60	9.27
	C	770.40	9.63
	D	808.00	10.10
	E	840.80	10.51

RATE	STEP	BIWEEKLY	HOURLY
26.4	A	1036.00	12.95
	B	1084.80	13.56
	C	1132.00	14.15
	D	1183.20	14.79
	E	1239.20	15.49
26.8	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
27.0	A	704.00	8.80
	B	740.80	9.26
	C	774.40	9.68
	D	808.80	10.11
	E	848.00	10.60
27.3	A	1453.60	18.17
	B	1527.20	19.09
	C	1598.40	19.98
	D	1676.00	20.95
	E	1756.00	21.95
27.4	A	888.80	11.11
	B	930.40	11.63
	C	976.00	12.20
	D	1022.40	12.78
	E	1069.60	13.37
27.5	A	1022.40	12.78
	B	1069.60	13.37
	C	1124.00	14.05
	D	1181.60	14.77
	E	1238.40	15.48
27.6	A	1174.40	14.68
	B	1233.60	15.42
	C	1296.00	16.20
	D	1356.80	16.96
	E	1422.40	17.78
27.7	A	1233.60	15.42
	B	1296.00	16.20
	C	1356.80	16.96
	D	1422.40	17.78
	E	1490.40	18.63
27.8	A	1629.60	20.37
	B	1712.00	21.40
	C	1792.80	22.41
	D	1880.80	23.51
	E	1970.40	24.63

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
27.9	A	1671.20	20.89
	B	1756.00	21.95
	C	1837.60	22.97
	D	1928.80	24.11
	E	2020.00	25.25
28.0	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
28.2	A	1048.00	13.10
	B	1096.80	13.71
	C	1150.40	14.38
	D	1205.60	15.07
	E	1268.00	15.85
28.3	A	910.40	11.38
	B	952.80	11.91
	C	1000.00	12.50
	D	1048.00	13.10
	E	1096.80	13.71
28.8	A	1020.80	12.76
	B	1067.20	13.34
	C	1118.40	13.98
	D	1168.00	14.60
	E	1221.60	15.27
29.0	A	1156.80	14.46
	B	1212.00	15.15
	C	1272.80	15.91
	D	1335.20	16.69
	E	1400.00	17.50
29.3	A	1020.80	12.76
	B	1067.20	13.34
	C	1116.80	13.96
	D	1168.00	14.60
	E	1223.20	15.29
29.6	A	1276.00	15.95
	B	1336.80	16.71
	C	1403.20	17.54
	D	1470.40	18.38
	E	1539.20	19.24
30.2	A	640.00	8.00
	B	692.80	8.66
	C	746.40	9.33
	D	800.00	10.00
	E	906.40	11.33

RATE	STEP	BIWEEKLY	HOURLY
30.3	A	692.80	8.66
	B	746.40	9.33
	C	800.00	10.00
	D	906.40	11.33
	E	1012.80	12.66
30.4	A	762.40	9.53
	B	825.60	10.32
	C	889.60	11.12
	D	952.80	11.91
	E	1016.00	12.70
30.5	A	1016.00	12.70
	B	1080.00	13.50
	C	1143.20	14.29
	D	1207.20	15.09
	E	1270.40	15.88
31.0	A	700.80	8.76
	B	759.20	9.49
	C	817.60	10.22
	D	876.00	10.95
	E	934.40	11.68
31.1	A	876.00	10.95
	B	934.40	11.68
	C	992.80	12.41
	D	1051.20	13.14
	E	1109.60	13.87
31.2	A	762.40	9.53
	B	825.60	10.32
	C	889.60	11.12
	D	952.80	11.91
	E	1016.00	12.70
31.3	A	952.80	11.91
	B	1016.00	12.70
	C	1080.00	13.50
	D	1143.20	14.29
	E	1207.20	15.09
31.4	A	834.40	10.43
	B	904.00	11.30
	C	973.60	12.17
	D	1043.20	13.04
	E	1112.80	13.91
31.5	A	1043.20	13.04
	B	1112.80	13.91
	C	1182.40	14.78
	D	1252.00	15.65
	E	1321.60	16.52

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
31.6	A	716.80	8.96
	B	776.00	9.70
	C	836.00	10.45
	D	896.00	11.20
	E	955.20	11.94
31.7	A	896.00	11.20
	B	955.20	11.94
	C	1015.20	12.69
	D	1075.20	13.44
	E	1134.40	14.18
31.8	A	709.60	8.87
	B	768.80	9.61
	C	828.00	10.35
	D	887.20	11.09
	E	946.40	11.83
31.9	A	887.20	11.09
	B	946.40	11.83
	C	1005.60	12.57
	D	1064.80	13.31
	E	1124.00	14.05
32.0	A	743.20	9.29
	B	805.60	10.07
	C	867.20	10.84
	D	929.60	11.62
	E	991.20	12.39
32.1	A	929.60	11.62
	B	991.20	12.39
	C	1053.60	13.17
	D	1115.20	13.94
	E	1177.60	14.72
32.2	A	728.00	9.10
	B	788.80	9.86
	C	849.60	10.62
	D	910.40	11.38
	E	971.20	12.14
32.3	A	910.40	11.38
	B	971.20	12.14
	C	1031.20	12.89
	D	1092.00	13.65
	E	1152.80	14.41
32.4	A	716.80	8.96
	B	776.00	9.70
	C	836.00	10.45
	D	896.00	11.20
	E	955.20	11.94

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
32.5	A	896.00	11.20
	B	955.20	11.94
	C	1015.20	12.69
	D	1075.20	13.44
	E	1134.40	14.18
32.6	A	814.40	10.18
	B	881.60	11.02
	C	949.60	11.87
	D	1017.60	12.72
	E	1153.60	14.42
32.7	A	881.60	11.02
	B	949.60	11.87
	C	1017.60	12.72
	D	1153.60	14.42
	E	1288.80	16.11
33.0	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
33.1	A	900.80	11.26
	B	942.40	11.78
	C	986.40	12.33
	D	1036.80	12.96
	E	1087.20	13.59
33.2	A	989.60	12.37
	B	1036.00	12.95
	C	1084.80	13.56
	D	1140.80	14.26
	E	1194.40	14.93
33.3	A	1088.80	13.61
	B	1140.00	14.25
	C	1193.50	14.92
	D	1256.00	15.70
	E	1315.20	16.44
34.1	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
34.2	A	1028.80	12.86
	B	1079.20	13.49
	C	1132.00	14.15
	D	1188.00	14.85
	E	1244.80	15.56

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
34.3	A	1244.80	15.56
	B	1304.00	16.30
	C	1367.20	17.09
	D	1432.80	17.91
	E	1504.80	18.81
34.4	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
34.6	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
34.7	A	1321.60	16.52
	B	1388.80	17.36
	C	1454.40	18.18
	D	1524.80	19.06
	E	1596.00	19.95
34.8	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
34.9	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
35.0	A	1803.20	22.54
	B	1889.60	23.62
	C	1984.00	24.80
	D	2081.60	26.02
	E	2183.20	27.29
35.1	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
35.2	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18

RATE	STEP	BIWEEKLY	HOURLY
35.3	A	1463.20	18.29
	B	1534.40	19.18
	C	1605.60	20.07
	D	1685.60	21.07
	E	1770.40	22.13
35.4	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
35.5	A	1438.40	17.98
	B	1505.60	18.82
	C	1577.60	19.72
	D	1654.40	20.68
	E	1737.60	21.72
35.6	A	875.20	10.94
	B	916.00	11.45
	C	963.20	12.04
	D	1004.80	12.56
	E	1052.80	13.16
35.7	A	1006.40	12.58
	B	1052.80	13.16
	C	1107.20	13.84
	D	1153.60	14.42
	E	1208.00	15.10
38.1	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76
38.2	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76
38.4	A	1597.60	19.97
	B	1671.20	20.89
	C	1756.00	21.95
	D	1842.40	23.03
	E	1930.40	24.13
38.5	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
38.6	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
38.7	A	565.60	7.07
	B	592.00	7.40
	C	618.40	7.73
	D	646.40	8.08
	E	673.60	8.42
38.9	A	618.40	7.73
	B	646.40	8.08
	C	673.60	8.42
	D	700.80	8.76
	E	734.40	9.18
39.0	A	673.60	8.42
	B	700.80	8.76
	C	734.40	9.18
	D	764.80	9.56
	E	798.40	9.98
39.1	A	1504.00	18.80
	B	1574.40	19.68
	C	1652.00	20.65
	D	1733.60	21.67
	E	1817.60	22.72
39.2	A	798.40	9.98
	B	837.60	10.47
	C	879.20	10.99
	D	917.60	11.47
	E	960.00	12.00
39.3	A	1358.40	16.98
	B	1421.60	17.77
	C	1494.40	18.68
	D	1566.40	19.58
	E	1640.00	20.50
39.4	A	774.40	9.68
	B	809.60	10.12
	C	848.00	10.60
	D	891.20	11.14
	E	934.40	11.68
39.5	A	774.40	9.68
	B	809.60	10.12
	C	848.00	10.60
	D	891.20	11.14
	E	934.40	11.68

RATE	STEP	BIWEEKLY	HOURLY
39.6	A	889.60	11.12
	B	932.00	11.65
	C	975.20	12.19
	D	1024.80	12.81
	E	1074.40	13.43
39.7	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
39.8	A	952.80	11.91
	B	999.20	12.49
	C	1046.40	13.08
	D	1096.00	13.70
	E	1150.40	14.38
39.9	A	1046.40	13.08
	B	1100.00	13.75
	C	1152.00	14.40
	D	1205.60	15.07
	E	1264.80	15.81
40.0	A	1205.60	15.07
	B	1266.40	15.83
	C	1326.40	16.58
	D	1387.20	17.34
	E	1456.80	18.21
40.2	A	733.60	9.17
	B	768.80	9.61
	C	805.60	10.07
	D	845.60	10.57
	E	886.40	11.08
40.3	A	886.40	11.08
	B	928.00	11.60
	C	972.00	12.15
	D	1019.20	12.74
	E	1066.40	13.33
40.5	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
40.6	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
40.7	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
41.0	A	800.00	10.00
	B	841.60	10.52
	C	881.60	11.02
	D	922.40	11.53
	E	964.80	12.06
41.1	A	880.00	11.00
	B	927.20	11.59
	C	965.60	12.07
	D	1011.20	12.64
	E	1061.60	13.27
41.2	A	774.40	9.68
	B	809.60	10.12
	C	848.00	10.60
	D	891.20	11.14
	E	934.40	11.68
41.3	A	1224.00	15.30
	B	1284.00	16.05
	C	1351.20	16.89
	D	1410.40	17.63
	E	1480.80	18.51
41.5	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
41.6	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
41.7	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
41.8	A	1331.20	16.64
	B	1394.40	17.43
	C	1463.20	18.29
	D	1534.40	19.18
	E	1605.60	20.07

RATE	STEP	BIWEEKLY	HOURLY
41.9	A	808.80	10.11
	B	851.20	10.64
	C	889.60	11.12
	D	931.20	11.64
	E	975.20	12.19
42.0	A	997.60	12.47
	B	1043.20	13.04
	C	1096.00	13.70
	D	1145.60	14.32
	E	1202.40	15.03
42.1	A	1524.00	19.05
	B	1596.80	19.96
	C	1676.00	20.95
	D	1758.40	21.98
	E	1843.20	23.04
42.2	A	866.40	10.83
	B	908.80	11.36
	C	953.60	11.92
	D	996.80	12.46
	E	1044.00	13.05
42.3	A	996.80	12.46
	B	1044.00	13.05
	C	1096.80	13.71
	D	1148.00	14.35
	E	1204.80	15.06
42.4	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
42.5	A	1597.60	19.97
	B	1672.80	20.91
	C	1753.60	21.92
	D	1840.00	23.00
	E	1931.20	24.14
42.6	A	1213.60	15.17
	B	1271.20	15.89
	C	1326.40	16.58
	D	1391.20	17.39
	E	1456.00	18.20
42.7	A	1390.40	17.38
	B	1458.40	18.23
	C	1529.60	19.12
	D	1602.40	20.03
	E	1679.20	20.99

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
42.8	A	1107.20	13.84
	B	1160.80	14.51
	C	1209.60	15.12
	D	1270.40	15.88
	E	1328.80	16.61
42.9	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
43.0	A	1592.00	19.90
	B	1667.20	20.84
	C	1748.00	21.85
	D	1834.40	22.93
	E	1925.60	24.07
43.1	A	1263.20	15.79
	B	1328.00	16.60
	C	1390.40	17.38
	D	1456.80	18.21
	E	1527.20	19.09
43.2	A	752.80	9.41
	B	790.40	9.88
	C	824.80	10.31
	D	866.40	10.83
	E	908.80	11.36
43.4	A	1418.40	17.73
	B	1488.00	18.60
	C	1559.20	19.49
	D	1639.20	20.49
	E	1716.80	21.46
43.5	A	1234.40	15.43
	B	1296.00	16.20
	C	1359.20	16.99
	D	1422.40	17.78
	E	1492.00	18.65
43.6	A	846.40	10.58
	B	886.40	11.08
	C	928.00	11.60
	D	968.00	12.10
	E	1014.40	12.68
43.7	A	1043.20	13.04
	B	1095.20	13.69
	C	1143.20	14.29
	D	1194.40	14.93
	E	1250.40	15.63

RATE	STEP	BIWEEKLY	HOURLY
43.8	A	928.00	11.60
	B	968.00	12.10
	C	1014.40	12.68
	D	1056.80	13.21
	E	1107.20	13.84
43.9	A	885.60	11.07
	B	928.00	11.60
	C	972.80	12.16
	D	1015.20	12.69
	E	1060.80	13.26
44.0	A	972.80	12.16
	B	1015.20	12.69
	C	1060.80	13.26
	D	1109.60	13.87
	E	1162.40	14.53
44.1	A	1019.20	12.74
	B	1064.80	13.31
	C	1115.20	13.94
	D	1164.00	14.55
	E	1219.20	15.24
44.2	A	1118.40	13.98
	B	1172.80	14.66
	C	1233.60	15.42
	D	1285.60	16.07
	E	1352.80	16.91
44.3	A	1107.20	13.84
	B	1160.80	14.51
	C	1209.60	15.12
	D	1270.40	15.88
	E	1328.80	16.61
44.4	A	1263.20	15.79
	B	1328.00	16.60
	C	1390.40	17.38
	D	1456.80	18.21
	E	1527.20	19.09
44.5	A	1015.20	12.69
	B	1060.80	13.26
	C	1109.60	13.87
	D	1162.40	14.53
	E	1214.40	15.18
44.6	A	1036.00	12.95
	B	1084.80	13.56
	C	1132.00	14.15
	D	1183.20	14.79
	E	1239.20	15.49

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
44.7	A	1122.40	14.03
	B	1172.00	14.65
	C	1224.80	15.31
	D	1282.40	16.03
	E	1343.20	16.79
44.8	A	1022.40	12.78
	B	1067.20	13.34
	C	1121.60	14.02
	D	1177.60	14.72
	E	1235.20	15.44
44.9	A	675.20	8.44
	B	707.20	8.84
	C	740.00	9.25
	D	766.40	9.58
	E	804.00	10.05
45.0	A	804.00	10.05
	B	838.40	10.48
	C	876.80	10.96
	D	917.60	11.47
	E	956.80	11.96
45.1	A	876.80	10.96
	B	916.80	11.46
	C	964.00	12.05
	D	1008.00	12.60
	E	1056.80	13.21
45.2	A	766.40	9.58
	B	804.00	10.05
	C	838.40	10.48
	D	876.80	10.96
	E	917.60	11.47
45.3	A	1849.60	23.12
	B	1941.60	24.27
	C	2033.60	25.42
	D	2135.20	26.69
	E	2237.60	27.97
45.6	A	1528.00	19.10
	B	1602.40	20.03
	C	1680.80	21.01
	D	1762.40	22.03
	E	1849.60	23.12
45.7	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02

RATE	STEP	BIWEEKLY	HOURLY
45.8	A	1324.80	16.56
	B	1392.00	17.40
	C	1453.60	18.17
	D	1528.00	19.10
	E	1602.40	20.03
46.1	A	875.20	10.94
	B	916.80	11.46
	C	963.20	12.04
	D	1011.20	12.64
	E	1055.20	13.19
46.2	A	1173.60	14.67
	B	1230.40	15.38
	C	1294.40	16.18
	D	1358.40	16.98
	E	1417.60	17.72
46.3	A	710.40	8.88
	B	744.80	9.31
	C	782.40	9.78
	D	822.40	10.28
	E	858.40	10.73
46.4	A	924.00	11.55
	B	973.60	12.17
	C	1014.40	12.68
	D	1060.80	13.26
	E	1115.20	13.94
46.5	A	760.80	9.51
	B	796.80	9.96
	C	837.60	10.47
	D	874.40	10.93
	E	914.40	11.43
46.6	A	1134.40	14.18
	B	1190.40	14.88
	C	1248.00	15.60
	D	1305.60	16.32
	E	1370.40	17.13
46.7	A	648.80	8.11
	B	677.60	8.47
	C	706.40	8.83
	D	737.60	9.22
	E	768.80	9.61
46.8	A	716.00	8.95
	B	747.20	9.34
	C	782.40	9.78
	D	816.80	10.21
	E	852.80	10.66

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
46.9	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
47.0	A	888.80	11.11
	B	930.40	11.63
	C	976.00	12.20
	D	1022.40	12.78
	E	1069.60	13.37
47.1	A	1576.00	19.70
	B	1650.40	20.63
	C	1728.80	21.61
	D	1810.40	22.63
	E	1897.60	23.72
47.2	A	1372.80	17.16
	B	1440.00	18.00
	C	1501.60	18.77
	D	1576.00	19.70
	E	1650.40	20.63
47.3	A	1221.60	15.27
	B	1278.40	15.98
	C	1342.40	16.78
	D	1406.40	17.58
	E	1465.60	18.32
47.4	A	1173.60	14.67
	B	1230.40	15.38
	C	1294.40	16.18
	D	1358.40	16.98
	E	1417.60	17.72
47.5	A	1324.80	16.56
	B	1392.00	17.40
	C	1453.60	18.17
	D	1528.00	19.10
	E	1602.40	20.03
47.6	A	1528.00	19.10
	B	1602.40	20.03
	C	1680.80	21.01
	D	1762.40	22.03
	E	1849.60	23.12
47.7	A	1173.60	14.67
	B	1230.40	15.38
	C	1294.40	16.18
	D	1358.40	16.98
	E	1417.60	17.72

RATE	STEP	BIWEEKLY	HOURLY
47.8	A	1324.80	16.56
	B	1392.00	17.40
	C	1453.60	18.17
	D	1528.00	19.10
	E	1602.40	20.03
47.9	A	1528.00	19.10
	B	1602.40	20.03
	C	1680.80	21.01
	D	1762.40	22.03
	E	1849.60	23.12
48.0	A	585.60	7.32
	B	617.60	7.72
	C	645.60	8.07
	D	673.60	8.42
	E	705.60	8.82
48.1	A	676.80	8.46
	B	706.40	8.83
	C	739.20	9.24
	D	774.40	9.68
	E	812.00	10.15
48.4	A	1013.60	12.67
	B	1060.80	13.26
	C	1112.80	13.91
	D	1165.60	14.57
	E	1219.20	15.24
48.8	A	1393.60	17.42
	B	1459.20	18.24
	C	1532.00	19.15
	D	1604.80	20.06
	E	1685.60	21.07
48.9	A	1149.60	14.37
	B	1203.20	15.04
	C	1263.20	15.79
	D	1328.00	16.60
	E	1391.20	17.39
49.0	A	1016.80	12.71
	B	1064.80	13.31
	C	1112.80	13.91
	D	1168.80	14.61
	E	1220.80	15.26
49.8	A	1123.20	14.04
	B	1173.60	14.67
	C	1228.00	15.35
	D	1284.80	16.06
	E	1345.60	16.82

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
50.0	A	1716.00	21.45
	B	1800.80	22.51
	C	1888.80	23.61
	D	1980.80	24.76
	E	2081.60	26.02
51.0	A	1107.20	13.84
	B	1160.80	14.51
	C	1209.60	15.12
	D	1270.40	15.88
	E	1328.80	16.61
51.1	A	1263.20	15.79
	B	1328.00	16.60
	C	1390.40	17.38
	D	1456.80	18.21
	E	1527.20	19.09
51.2	A	882.40	11.03
	B	927.20	11.59
	C	972.80	12.16
	D	1017.60	12.72
	E	1066.40	13.33
51.3	A	850.40	10.63
	B	885.60	11.07
	C	928.00	11.60
	D	972.80	12.16
	E	1015.20	12.69
51.4	A	1190.40	14.88
	B	1247.20	15.59
	C	1310.40	16.38
	D	1372.00	17.15
	E	1436.80	17.96
51.5	A	888.00	11.10
	B	931.20	11.64
	C	973.60	12.17
	D	1020.00	12.75
	E	1072.80	13.41
51.6	A	1020.00	12.75
	B	1072.80	13.41
	C	1120.80	14.01
	D	1174.40	14.68
	E	1233.60	15.42
52.0	A	952.00	11.90
	B	999.20	12.49
	C	1049.60	13.12
	D	1096.80	13.71
	E	1148.80	14.36

RATE	STEP	BIWEEKLY	HOURLY
52.4	A	1000.80	12.51
	B	1048.00	13.10
	C	1099.20	13.74
	D	1148.80	14.36
	E	1206.40	15.08
52.5	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
52.6	A	1096.80	13.71
	B	1150.40	14.38
	C	1207.20	15.09
	D	1267.20	15.84
	E	1329.60	16.62
52.7	A	1293.60	16.17
	B	1358.40	16.98
	C	1424.00	17.80
	D	1494.40	18.68
	E	1569.60	19.62
52.8	A	1716.00	21.45
	B	1800.80	22.51
	C	1888.80	23.61
	D	1980.80	24.76
	E	2081.60	26.02
53.1	A	673.60	8.42
	B	706.40	8.83
	C	739.20	9.24
	D	775.20	9.69
	E	812.80	10.16
53.2	A	756.00	9.45
	B	792.80	9.91
	C	828.80	10.36
	D	872.00	10.90
	E	912.00	11.40
53.3	A	828.00	10.35
	B	870.40	10.88
	C	910.40	11.38
	D	955.20	11.94
	E	1000.00	12.50
53.5	A	704.00	8.80
	B	740.80	9.26
	C	774.40	9.68
	D	808.80	10.11
	E	848.00	10.60

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
53.8	A	888.80	11.11
	B	932.80	11.66
	C	976.00	12.20
	D	1022.40	12.78
	E	1072.80	13.41
53.9	A	1051.20	13.14
	B	1100.80	13.76
	C	1154.40	14.43
	D	1206.40	15.08
	E	1266.40	15.83
54.0	A	1152.00	14.40
	B	1208.00	15.10
	C	1267.20	15.84
	D	1330.40	16.63
	E	1396.00	17.45
54.1	A	1358.40	16.98
	B	1426.40	17.83
	C	1495.20	18.69
	D	1568.80	19.61
	E	1648.00	20.60
54.2	A	1801.60	22.52
	B	1891.20	23.64
	C	1983.20	24.79
	D	2080.00	26.00
	E	2185.60	27.32
54.3	A	1048.80	13.11
	B	1099.20	13.74
	C	1151.20	14.39
	D	1204.80	15.06
	E	1264.00	15.80
54.6	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
54.9	A	1176.80	14.71
	B	1232.80	15.41
	C	1296.00	16.20
	D	1360.80	17.01
	E	1424.80	17.81
55.0	A	1176.80	14.71
	B	1232.80	15.41
	C	1296.00	16.20
	D	1360.80	17.01
	E	1424.80	17.81

RATE	STEP	BIWEEKLY	HOURLY
55.1	A	1176.80	14.71
	B	1232.80	15.41
	C	1296.00	16.20
	D	1360.80	17.01
	E	1424.80	17.81
55.2	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
55.5	A	866.40	10.83
	B	908.80	11.36
	C	953.60	11.92
	D	996.80	12.46
	E	1044.00	13.05
56.2	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
56.3	A	932.80	11.66
	B	976.00	12.20
	C	1022.40	12.78
	D	1072.80	13.41
	E	1125.60	14.07
56.4	A	910.40	11.38
	B	955.20	11.94
	C	1000.00	12.50
	D	1046.40	13.08
	E	1099.20	13.74
56.5	A	586.40	7.33
	B	614.40	7.68
	C	644.80	8.06
	D	673.60	8.42
	E	706.40	8.83
56.7	A	627.20	7.84
	B	662.40	8.28
	C	692.80	8.66
	D	723.20	9.04
	E	756.00	9.45
56.8	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
56.9	A	586.40	7.33
	B	617.60	7.72
	C	646.40	8.08
	D	672.00	8.40
	E	704.00	8.80
57.0	A	1335.20	16.69
	B	1399.20	17.49
	C	1464.00	18.30
	D	1540.00	19.25
	E	1613.60	20.17
57.1	A	972.00	12.15
	B	1017.60	12.72
	C	1065.60	13.32
	D	1119.20	13.99
	E	1170.40	14.63
57.2	A	437.60	5.47
	B	458.40	5.73
	C	480.80	6.01
	D	504.00	6.30
	E	524.80	6.56
57.3	A	1116.80	13.96
	B	1166.40	14.58
	C	1220.80	15.26
	D	1277.60	15.97
	E	1336.00	16.70
57.4	A	1016.00	12.70
	B	1068.80	13.36
	C	1113.60	13.92
	D	1166.40	14.58
	E	1226.40	15.33
57.5	A	755.20	9.44
	B	792.00	9.90
	C	829.60	10.37
	D	870.40	10.88
	E	912.80	11.41
57.6	A	912.80	11.41
	B	955.20	11.94
	C	1000.80	12.51
	D	1049.60	13.12
	E	1098.40	13.73
57.7	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76

RATE	STEP	BIWEEKLY	HOURLY
57.8	A	599.20	7.49
	B	627.20	7.84
	C	657.60	8.22
	D	687.20	8.59
	E	720.80	9.01
57.9	A	687.20	8.59
	B	716.00	8.95
	C	747.20	9.34
	D	782.40	9.78
	E	816.80	10.21
58.0	A	909.60	11.37
	B	956.80	11.96
	C	1000.80	12.51
	D	1048.00	13.10
	E	1098.40	13.73
58.3	A	806.40	10.08
	B	844.00	10.55
	C	883.20	11.04
	D	928.80	11.61
	E	971.20	12.14
58.4	A	1116.80	13.96
	B	1169.60	14.62
	C	1225.60	15.32
	D	1280.00	16.00
	E	1346.40	16.83
58.5	A	1361.60	17.02
	B	1431.20	17.89
	C	1502.40	18.78
	D	1578.40	19.73
	E	1652.80	20.66
58.6	A	914.40	11.43
	B	958.40	11.98
	C	1007.20	12.59
	D	1056.00	13.20
	E	1104.80	13.81
58.7	A	1834.40	22.93
	B	1926.40	24.08
	C	2018.40	25.23
	D	2109.60	26.37
	E	2214.40	27.68
58.8	A	490.40	6.13
	B	515.20	6.44
	C	537.60	6.72
	D	564.80	7.06
	E	586.40	7.33

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
58.9	A	1452.00	18.15
	B	1524.80	19.06
	C	1597.60	19.97
	D	1672.00	20.90
	E	1753.60	21.92
59.0	A	720.00	9.00
	B	757.60	9.47
	C	792.00	9.90
	D	828.80	10.36
	E	869.60	10.87
59.1	A	749.60	9.37
	B	784.80	9.81
	C	820.00	10.25
	D	857.60	10.72
	E	900.00	11.25
59.2	A	1204.80	15.06
	B	1265.60	15.82
	C	1324.80	16.56
	D	1388.00	17.35
	E	1455.20	18.19
59.3	A	1048.00	13.10
	B	1100.80	13.76
	C	1152.80	14.41
	D	1204.80	15.06
	E	1266.40	15.83
59.4	A	814.40	10.18
	B	850.40	10.63
	C	885.60	11.07
	D	928.00	11.60
	E	972.80	12.16
59.5	A	896.00	11.20
	B	936.00	11.70
	C	980.00	12.25
	D	1022.40	12.78
	E	1067.20	13.34
59.6	A	1303.20	16.29
	B	1367.20	17.09
	C	1432.80	17.91
	D	1504.00	18.80
	E	1578.40	19.73
59.7	A	1038.40	12.98
	B	1086.40	13.58
	C	1137.60	14.22
	D	1188.00	14.85
	E	1243.20	15.54

RATE	STEP	BIWEEKLY	HOURLY
59.8	A	1119.20	13.99
	B	1172.80	14.66
	C	1228.80	15.36
	D	1289.60	16.12
	E	1350.40	16.88
59.9	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
60.0	A	1266.40	15.83
	B	1327.20	16.59
	C	1386.40	17.33
	D	1449.60	18.12
	E	1516.80	18.96
60.1	A	1263.20	15.79
	B	1328.00	16.60
	C	1390.40	17.38
	D	1456.80	18.21
	E	1527.20	19.09
60.2	A	1084.80	13.56
	B	1132.00	14.15
	C	1183.20	14.79
	D	1239.20	15.49
	E	1299.20	16.24
60.4	A	1418.40	17.73
	B	1488.00	18.60
	C	1559.20	19.49
	D	1639.20	20.49
	E	1716.80	21.46
60.5	A	1109.60	13.87
	B	1162.40	14.53
	C	1214.40	15.18
	D	1266.40	15.83
	E	1328.00	16.60
60.6	A	1513.60	18.92
	B	1586.40	19.83
	C	1659.20	20.74
	D	1733.60	21.67
	E	1815.20	22.69
60.7	A	1266.40	15.83
	B	1327.20	16.59
	C	1386.40	17.33
	D	1449.60	18.12
	E	1516.80	18.96

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
60.8	A	1109.60	13.87
	B	1162.40	14.53
	C	1214.40	15.18
	D	1266.40	15.83
	E	1328.00	16.60
60.9	A	1000.80	12.51
	B	1048.00	13.10
	C	1099.20	13.74
	D	1148.80	14.36
	E	1206.40	15.08
61.0	A	1148.80	14.36
	B	1206.40	15.08
	C	1266.40	15.83
	D	1327.20	16.59
	E	1394.40	17.43
61.1	A	1324.80	16.56
	B	1388.80	17.36
	C	1458.40	18.23
	D	1532.00	19.15
	E	1602.40	20.03
61.2	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
61.3	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
61.4	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
61.5	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
61.6	A	1234.40	15.43
	B	1296.00	16.20
	C	1359.20	16.99
	D	1422.40	17.78
	E	1492.00	18.65

RATE	STEP	BIWEEKLY	HOURLY
61.7	A	704.00	8.80
	B	740.80	9.26
	C	774.40	9.68
	D	808.80	10.11
	E	848.00	10.60
61.8	A	1066.40	13.33
	B	1119.20	13.99
	C	1168.00	14.60
	D	1220.80	15.26
	E	1276.80	15.96
62.0	A	690.40	8.63
	B	723.20	9.04
	C	760.80	9.51
	D	796.80	9.96
	E	837.60	10.47
62.2	A	1324.80	16.56
	B	1388.80	17.36
	C	1458.40	18.23
	D	1532.00	19.15
	E	1602.40	20.03
62.3	A	1000.80	12.51
	B	1048.00	13.10
	C	1099.20	13.74
	D	1148.80	14.36
	E	1206.40	15.08
62.4	A	1148.80	14.36
	B	1206.40	15.08
	C	1266.40	15.83
	D	1327.20	16.59
	E	1394.40	17.43
62.5	A	928.00	11.60
	B	972.80	12.16
	C	1015.20	12.69
	D	1060.80	13.26
	E	1109.60	13.87
62.7	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
63.1	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
63.2	A	784.80	9.81
	B	818.40	10.23
	C	855.20	10.69
	D	894.40	11.18
	E	933.60	11.67
63.4	A	877.60	10.97
	B	921.60	11.52
	C	968.00	12.10
	D	1016.00	12.70
	E	1066.40	13.33
63.5	A	932.00	11.65
	B	975.20	12.19
	C	1019.20	12.74
	D	1066.40	13.33
	E	1116.80	13.96
63.7	A	1060.00	13.25
	B	1109.60	13.87
	C	1164.80	14.56
	D	1224.00	15.30
	E	1282.40	16.03
63.8	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
63.9	A	917.60	11.47
	B	961.60	12.02
	C	1008.00	12.60
	D	1054.40	13.18
	E	1102.40	13.78
64.0	A	797.60	9.97
	B	836.00	10.45
	C	878.40	10.98
	D	916.80	11.46
	E	959.20	11.99
64.1	A	928.00	11.60
	B	968.00	12.10
	C	1014.40	12.68
	D	1056.80	13.21
	E	1107.20	13.84
64.2	A	1099.20	13.74
	B	1149.60	14.37
	C	1208.80	15.11
	D	1270.40	15.88
	E	1331.20	16.64

RATE	STEP	BIWEEKLY	HOURLY
64.3	A	1566.40	19.58
	B	1640.80	20.51
	C	1722.40	21.53
	D	1807.20	22.59
	E	1892.80	23.66
64.6	A	1061.60	13.27
	B	1110.40	13.88
	C	1160.80	14.51
	D	1209.60	15.12
	E	1268.80	15.86
64.7	A	808.80	10.11
	B	851.20	10.64
	C	889.60	11.12
	D	931.20	11.64
	E	975.20	12.19
64.8	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
64.9	A	848.00	10.60
	B	891.20	11.14
	C	934.40	11.68
	D	976.80	12.21
	E	1022.40	12.78
65.0	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
65.1	A	868.80	10.86
	B	911.20	11.39
	C	952.80	11.91
	D	1000.00	12.50
	E	1048.00	13.10
65.2	A	888.80	11.11
	B	930.40	11.63
	C	974.40	12.18
	D	1016.00	12.70
	E	1064.80	13.31
65.3	A	974.40	12.18
	B	1016.00	12.70
	C	1064.80	13.31
	D	1109.60	13.87
	E	1163.20	14.54

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
65.4	A	1069.60	13.37
	B	1118.40	13.98
	C	1170.40	14.63
	D	1222.40	15.28
	E	1280.00	16.00
65.5	A	956.00	11.95
	B	1000.00	12.50
	C	1051.20	13.14
	D	1100.00	13.75
	E	1152.00	14.40
65.6	A	1052.00	13.15
	B	1100.00	13.75
	C	1153.60	14.42
	D	1209.60	15.12
	E	1268.80	15.86
65.7	A	1183.20	14.79
	B	1238.40	15.48
	C	1298.40	16.23
	D	1361.60	17.02
	E	1427.20	17.84
65.8	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
65.9	A	930.40	11.63
	B	978.40	12.23
	C	1022.40	12.78
	D	1070.40	13.38
	E	1121.60	14.02
66.0	A	970.40	12.13
	B	1016.00	12.70
	C	1061.60	13.27
	D	1115.20	13.94
	E	1164.80	14.56
66.3	A	644.80	8.06
	B	673.60	8.42
	C	706.40	8.83
	D	739.20	9.24
	E	775.20	9.69
66.4	A	775.20	9.69
	B	812.80	10.16
	C	848.00	10.60
	D	888.80	11.11
	E	932.80	11.66

RATE	STEP	BIWEEKLY	HOURLY
66.5	A	932.80	11.66
	B	976.00	12.20
	C	1022.40	12.78
	D	1072.80	13.41
	E	1125.60	14.07
66.9	A	1178.40	14.73
	B	1228.80	15.36
	C	1288.80	16.11
	D	1347.20	16.84
	E	1406.40	17.58
67.1	A	1344.00	16.80
	B	1408.80	17.61
	C	1476.80	18.46
	D	1548.80	19.36
	E	1622.40	20.28
67.2	A	1069.60	13.37
	B	1120.00	14.00
	C	1172.80	14.66
	D	1224.00	15.30
	E	1281.60	16.02
67.3	A	890.40	11.13
	B	932.00	11.65
	C	974.40	12.18
	D	1017.60	12.72
	E	1064.00	13.30
67.5	A	1060.00	13.25
	B	1107.20	13.84
	C	1160.00	14.50
	D	1213.60	15.17
	E	1271.20	15.89
67.7	A	1207.20	15.09
	B	1268.80	15.86
	C	1332.00	16.65
	D	1394.40	17.43
	E	1460.80	18.26
67.8	A	955.20	11.94
	B	1000.00	12.50
	C	1046.40	13.08
	D	1099.20	13.74
	E	1152.00	14.40
67.9	A	861.60	10.77
	B	901.60	11.27
	C	945.60	11.82
	D	992.80	12.41
	E	1038.40	12.98

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
68.0	A	2112.00	26.40
	B	2216.80	27.71
	C	2322.40	29.03
	D	2438.40	30.48
	E	2555.20	31.94
68.3	A	1826.40	22.83
	B	1913.60	23.92
	C	2009.60	25.12
	D	2107.20	26.34
	E	2212.80	27.66
69.2	A	1013.60	12.67
	B	1061.60	13.27
	C	1114.40	13.93
	D	1166.40	14.58
	E	1224.00	15.30
69.3	A	1293.60	16.17
	B	1356.00	16.95
	C	1420.80	17.76
	D	1494.40	18.68
	E	1563.20	19.54
69.4	A	1356.00	16.95
	B	1420.80	17.76
	C	1494.40	18.68
	D	1563.20	19.54
	E	1640.00	20.50
69.6	A	1512.00	18.90
	B	1585.60	19.82
	C	1661.60	20.77
	D	1742.40	21.78
	E	1827.20	22.84
69.7	A	861.60	10.77
	B	901.60	11.27
	C	945.60	11.82
	D	992.80	12.41
	E	1038.40	12.98
69.8	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
69.9	A	828.00	10.35
	B	870.40	10.88
	C	910.40	11.38
	D	955.20	11.94
	E	1000.00	12.50

RATE	STEP	BIWEEKLY	HOURLY
70.0	A	1874.40	23.43
	B	1961.60	24.52
	C	2057.60	25.72
	D	2155.20	26.94
	E	2260.80	28.26
70.1	A	1560.00	19.50
	B	1633.60	20.42
	C	1709.60	21.37
	D	1790.40	22.38
	E	1875.20	23.44
70.2	A	1341.60	16.77
	B	1404.00	17.55
	C	1468.80	18.36
	D	1542.40	19.28
	E	1611.20	20.14
70.5	A	1904.00	23.80
	B	1991.20	24.89
	C	2087.20	26.09
	D	2184.80	27.31
	E	2290.40	28.63
70.6	A	1589.60	19.87
	B	1663.20	20.79
	C	1739.20	21.74
	D	1820.00	22.75
	E	1904.80	23.81
70.7	A	1371.20	17.14
	B	1433.60	17.92
	C	1498.40	18.73
	D	1572.00	19.65
	E	1640.80	20.51
71.0	A	1922.40	24.03
	B	2009.60	25.12
	C	2105.60	26.32
	D	2203.20	27.54
	E	2308.80	28.86
71.1	A	1608.00	20.10
	B	1681.60	21.02
	C	1757.60	21.97
	D	1838.40	22.98
	E	1923.20	24.04
71.2	A	1389.60	17.37
	B	1452.00	18.15
	C	1516.80	18.96
	D	1590.40	19.88
	E	1659.20	20.74

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
71.4	A	1012.80	12.66
	B	1064.80	13.31
	C	1108.80	13.86
	D	1162.40	14.53
	E	1220.80	15.26
71.5	A	1331.20	16.64
	B	1394.40	17.43
	C	1463.20	18.29
	D	1534.40	19.18
	E	1605.60	20.07
71.6	A	910.40	11.38
	B	952.80	11.91
	C	1000.00	12.50
	D	1045.60	13.07
	E	1096.80	13.71
71.7	A	1113.60	13.92
	B	1162.40	14.53
	C	1218.40	15.23
	D	1273.60	15.92
	E	1328.80	16.61
71.8	A	1233.60	15.42
	B	1296.00	16.20
	C	1356.80	16.96
	D	1422.40	17.78
	E	1490.40	18.63
71.9	A	812.00	10.15
	B	852.00	10.65
	C	889.60	11.12
	D	932.00	11.65
	E	976.00	12.20
72.0	A	774.40	9.68
	B	809.60	10.12
	C	848.00	10.60
	D	891.20	11.14
	E	934.40	11.68
72.1	A	1023.20	12.79
	B	1072.00	13.40
	C	1121.60	14.02
	D	1180.00	14.75
	E	1235.20	15.44
72.2	A	1023.20	12.79
	B	1072.00	13.40
	C	1121.60	14.02
	D	1180.00	14.75
	E	1235.20	15.44

RATE	STEP	BIWEEKLY	HOURLY
72.3	A	1023.20	12.79
	B	1072.00	13.40
	C	1121.60	14.02
	D	1180.00	14.75
	E	1235.20	15.44
72.6	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76
72.7	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
73.0	A	1120.80	14.01
	B	1174.40	14.68
	C	1234.40	15.43
	D	1296.00	16.20
	E	1356.80	16.96
73.1	A	1176.80	14.71
	B	1232.80	15.41
	C	1296.00	16.20
	D	1360.80	17.01
	E	1424.80	17.81
73.4	A	1221.60	15.27
	B	1281.60	16.02
	C	1343.20	16.79
	D	1409.60	17.62
	E	1476.80	18.46
73.5	A	1001.60	12.52
	B	1048.00	13.10
	C	1098.40	13.73
	D	1152.00	14.40
	E	1206.40	15.08
73.6	A	1137.60	14.22
	B	1187.20	14.84
	C	1238.40	15.48
	D	1294.40	16.18
	E	1356.00	16.95
73.7	A	928.00	11.60
	B	968.00	12.10
	C	1014.40	12.68
	D	1056.80	13.21
	E	1107.20	13.84

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
73.8	A	1066.40	13.33
	B	1112.00	13.90
	C	1166.40	14.58
	D	1215.20	15.19
	E	1273.60	15.92
73.9	A	1632.00	20.40
	B	1715.20	21.44
	C	1792.80	22.41
	D	1882.40	23.53
	E	1970.40	24.63
74.0	A	1568.00	19.60
	B	1641.60	20.52
	C	1717.60	21.47
	D	1798.40	22.48
	E	1883.20	23.54
74.1	A	1597.60	19.97
	B	1671.20	20.89
	C	1747.20	21.84
	D	1828.00	22.85
	E	1912.80	23.91
74.2	A	1616.00	20.20
	B	1689.60	21.12
	C	1765.60	22.07
	D	1846.40	23.08
	E	1931.20	24.14
74.3	A	1568.00	19.60
	B	1641.60	20.52
	C	1717.60	21.47
	D	1798.40	22.48
	E	1883.20	23.54
74.4	A	1597.60	19.97
	B	1671.20	20.89
	C	1747.20	21.84
	D	1828.00	22.85
	E	1912.80	23.91
74.5	A	1616.00	20.20
	B	1689.60	21.12
	C	1765.60	22.07
	D	1846.40	23.08
	E	1931.20	24.14
74.6	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14

RATE	STEP	BIWEEKLY	HOURLY
74.7	A	910.40	11.38
	B	955.20	11.94
	C	1000.00	12.50
	D	1046.40	13.08
	E	1099.20	13.74
74.8	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.89
74.9	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
75.0	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
75.1	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
75.2	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
75.6	A	1394.40	17.43
	B	1463.20	18.29
	C	1534.40	19.18
	D	1605.60	20.07
	E	1685.60	21.07
76.5	A	969.60	12.12
	B	1018.40	12.73
	C	1064.80	13.31
	D	1116.00	13.95
	E	1166.40	14.58
77.6	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
77.7	A	1022.40	12.78
	B	1069.60	13.37
	C	1124.00	14.05
	D	1181.60	14.77
	E	1238.40	15.48
77.8	A	848.00	10.60
	B	891.20	11.14
	C	934.40	11.68
	D	976.80	12.21
	E	1022.40	12.78
78.3	A	1268.00	15.85
	B	1329.60	16.62
	C	1393.60	17.42
	D	1460.80	18.26
	E	1533.60	19.17
78.4	A	874.40	10.93
	B	917.60	11.47
	C	962.40	12.03
	D	1009.60	12.62
	E	1058.40	13.23
79.3	A	1605.60	20.07
	B	1685.60	21.07
	C	1770.40	22.13
	D	1858.40	23.23
	E	1945.60	24.32
79.4	A	437.60	5.47
	B	458.40	5.73
	C	480.80	6.01
	D	504.00	6.30
	E	524.80	6.56
79.6	A	933.60	11.67
	B	978.40	12.23
	C	1023.20	12.79
	D	1075.20	13.44
	E	1124.80	14.06
79.7	A	955.20	11.94
	B	1000.00	12.50
	C	1046.40	13.08
	D	1099.20	13.74
	E	1149.60	14.37
79.8	A	1331.20	16.64
	B	1394.40	17.43
	C	1463.20	18.29
	D	1534.40	19.18
	E	1605.60	20.07

RATE	STEP	BIWEEKLY	HOURLY
79.9	A	773.60	9.67
	B	808.00	10.10
	C	840.80	10.51
	D	880.80	11.01
	E	924.00	11.55
80.0	A	890.40	11.13
	B	929.60	11.62
	C	968.00	12.10
	D	1013.60	12.67
	E	1063.20	13.29
80.4	A	1532.00	19.15
	B	1602.40	20.03
	C	1682.40	21.03
	D	1762.40	22.03
	E	1847.20	23.09
80.6	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
80.7	A	1892.80	23.66
	B	1982.40	24.78
	C	2081.60	26.02
	D	2184.00	27.30
	E	2289.60	28.62
80.8	A	860.00	10.75
	B	898.40	11.23
	C	938.40	11.73
	D	979.20	12.24
	E	1024.80	12.81
80.9	A	889.60	11.12
	B	932.00	11.65
	C	975.20	12.19
	D	1024.80	12.81
	E	1074.40	13.43
81.0	A	1107.20	13.84
	B	1160.80	14.51
	C	1209.60	15.12
	D	1270.40	15.88
	E	1328.80	16.61
81.1	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
81.2	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
81.3	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
81.4	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
81.5	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
81.6	A	1725.60	21.57
	B	1809.60	22.62
	C	1897.60	23.72
	D	1992.00	24.90
	E	2089.60	26.12
81.7	A	852.80	10.66
	B	890.40	11.13
	C	932.00	11.65
	D	975.20	12.19
	E	1019.20	12.74
81.8	A	1060.00	13.25
	B	1109.60	13.87
	C	1164.80	14.56
	D	1224.00	15.30
	E	1282.40	16.03
81.9	A	932.00	11.65
	B	975.20	12.19
	C	1019.20	12.74
	D	1066.40	13.33
	E	1116.80	13.96
82.0	A	1075.20	13.44
	B	1125.60	14.07
	C	1180.00	14.75
	D	1236.00	15.45
	E	1297.60	16.22

RATE	STEP	BIWEEKLY	HOURLY
82.1	A	1099.20	13.74
	B	1149.60	14.37
	C	1208.80	15.11
	D	1270.40	15.88
	E	1331.20	16.64
82.2	A	1231.20	15.39
	B	1290.40	16.13
	C	1352.00	16.90
	D	1418.40	17.73
	E	1484.80	18.56
82.3	A	1361.60	17.02
	B	1425.60	17.82
	C	1495.20	18.69
	D	1569.60	19.62
	E	1644.80	20.56
82.5	A	980.80	12.26
	B	1028.80	12.86
	C	1080.00	13.50
	D	1132.00	14.15
	E	1187.20	14.84
82.6	A	1187.20	14.84
	B	1243.20	15.54
	C	1304.00	16.30
	D	1367.20	17.09
	E	1435.20	17.94
82.7	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
82.8	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
82.9	A	1892.80	23.66
	B	1982.40	24.78
	C	2081.60	26.02
	D	2184.00	27.30
	E	2289.60	28.62
83.0	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
83.1	A	1807.20	22.59
	B	1892.80	23.66
	C	1986.40	24.83
	D	2084.80	26.06
	E	2185.60	27.32
83.2	A	950.40	11.88
	B	994.40	12.43
	C	1040.00	13.00
	D	1088.00	13.60
	E	1139.20	14.24
83.4	A	867.20	10.84
	B	907.20	11.34
	C	948.00	11.85
	D	992.80	12.41
	E	1037.60	12.97
83.5	A	1137.60	14.22
	B	1187.20	14.84
	C	1242.40	15.53
	D	1298.40	16.23
	E	1360.00	17.00
83.6	A	1030.40	12.88
	B	1074.40	13.43
	C	1120.00	14.00
	D	1168.00	14.60
	E	1219.20	15.24
83.7	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
83.8	A	955.20	11.94
	B	1000.00	12.50
	C	1046.40	13.08
	D	1099.20	13.74
	E	1152.00	14.40
83.9	A	1275.20	15.94
	B	1333.60	16.67
	C	1396.00	17.45
	D	1457.60	18.22
	E	1527.20	19.09
84.0	A	848.00	10.60
	B	891.20	11.14
	C	934.40	11.68
	D	976.80	12.21
	E	1022.40	12.78

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
84.1	A	1472.00	18.40
	B	1539.20	19.24
	C	1608.80	20.11
	D	1684.00	21.05
	E	1762.40	22.03
84.2	A	1181.60	14.77
	B	1238.40	15.48
	C	1299.20	16.24
	D	1361.60	17.02
	E	1426.40	17.83
84.3	A	1046.40	13.08
	B	1099.20	13.74
	C	1152.00	14.40
	D	1208.00	15.10
	E	1270.40	15.88
84.4	A	848.00	10.60
	B	891.20	11.14
	C	934.40	11.68
	D	976.80	12.21
	E	1022.40	12.78
84.5	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
84.7	A	1463.20	18.29
	B	1534.40	19.18
	C	1605.60	20.07
	D	1685.60	21.07
	E	1770.40	22.13
84.8	A	1534.40	19.18
	B	1605.60	20.07
	C	1685.60	21.07
	D	1770.40	22.13
	E	1858.40	23.23
84.9	A	1418.40	17.73
	B	1490.40	18.63
	C	1559.20	19.49
	D	1636.80	20.46
	E	1714.40	21.43
85.0	A	1150.40	14.38
	B	1205.60	15.07
	C	1268.00	15.85
	D	1329.60	16.62
	E	1393.60	17.42

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
85.1	A	1532.00	19.15
	B	1602.40	20.03
	C	1682.40	21.03
	D	1762.40	22.03
	E	1847.20	23.09
85.2	A	889.60	11.12
	B	932.00	11.65
	C	975.20	12.19
	D	1024.80	12.81
	E	1074.40	13.43
85.3	A	389.60	11.12
	B	932.00	11.65
	C	975.20	12.19
	D	1024.80	12.81
	E	1074.40	13.43
85.4	A	1604.80	20.06
	B	1680.00	21.00
	C	1763.20	22.04
	D	1847.20	23.09
	E	1936.00	24.20
85.5	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
85.6	A	1836.80	22.96
	B	1922.40	24.03
	C	2019.20	25.24
	D	2118.40	26.48
	E	2220.00	27.75
85.7	A	1075.20	13.44
	B	1125.60	14.07
	C	1180.00	14.75
	D	1236.00	15.45
	E	1297.60	16.22
85.9	A	1274.40	15.93
	B	1334.40	16.68
	C	1393.60	17.42
	D	1460.80	18.26
	E	1527.20	19.09
86.0	A	889.60	11.12
	B	932.00	11.65
	C	975.20	12.19
	D	1024.80	12.81
	E	1074.40	13.43

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
86.1	A	996.80	12.46
	B	1044.00	13.05
	C	1096.80	13.71
	D	1148.00	14.35
	E	1204.80	15.06
86.2	A	1527.20	19.09
	B	1600.80	20.01
	C	1677.60	20.97
	D	1762.40	22.03
	E	1847.20	23.09
86.3	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
86.4	A	848.00	10.60
	B	890.40	11.13
	C	935.20	11.69
	D	982.40	12.28
	E	1025.60	12.82
86.5	A	829.60	10.37
	B	869.60	10.87
	C	912.80	11.41
	D	956.00	11.95
	E	1000.80	12.51
86.6	A	1346.40	16.83
	B	1413.60	17.67
	C	1485.60	18.57
	D	1552.00	19.40
	E	1627.20	20.34
86.7	A	1238.40	15.48
	B	1302.40	16.28
	C	1366.40	17.08
	D	1434.40	17.93
	E	1504.00	18.80
86.8	A	896.00	11.20
	B	936.00	11.70
	C	980.00	12.25
	D	1022.40	12.78
	E	1067.20	13.34
86.9	A	762.40	9.53
	B	796.80	9.96
	C	837.60	10.47
	D	878.40	10.98
	E	920.00	11.50

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BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
87.0	A	1109.60	13.87
	B	1161.60	14.52
	C	1220.00	15.25
	D	1280.80	16.01
	E	1342.40	16.78
87.1	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
87.2	A	1426.40	17.83
	B	1496.00	18.70
	C	1569.60	19.62
	D	1644.80	20.56
	E	1726.40	21.58
87.3	A	868.80	10.86
	B	912.00	11.40
	C	954.40	11.93
	D	1001.60	12.52
	E	1048.00	13.10
87.5	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
87.6	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76
87.7	A	1460.80	18.26
	B	1532.00	19.15
	C	1603.20	20.04
	D	1684.00	21.05
	E	1764.00	22.05
87.8	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
87.9	A	848.00	10.60
	B	891.20	11.14
	C	934.40	11.68
	D	976.80	12.21
	E	1022.40	12.78

RATE	STEP	BIWEEKLY	HOURLY
88.0	A	1181.60	14.77
	B	1239.20	15.49
	C	1299.20	16.24
	D	1364.00	17.05
	E	1429.60	17.87
88.1	A	996.80	12.46
	B	1044.00	13.05
	C	1096.80	13.71
	D	1148.00	14.35
	E	1204.80	15.06
88.3	A	1917.60	23.97
	B	2011.20	25.14
	C	2114.40	26.43
	D	2212.00	27.65
	E	2319.20	28.99
88.4	A	1917.60	23.97
	B	2011.20	25.14
	C	2114.40	26.43
	D	2212.00	27.65
	E	2319.20	28.99
88.5	A	1429.60	17.87
	B	1499.20	18.74
	C	1573.60	19.67
	D	1649.60	20.62
	E	1731.20	21.64
88.6	A	976.80	12.21
	B	1022.40	12.78
	C	1072.00	13.40
	D	1123.20	14.04
	E	1180.80	14.76
88.7	A	1447.20	18.09
	B	1512.80	18.91
	C	1584.00	19.80
	D	1655.20	20.69
	E	1730.40	21.63
88.8	A	1662.40	20.78
	B	1741.60	21.77
	C	1831.20	22.89
	D	1917.60	23.97
	E	2011.20	25.14
89.0	A	1265.60	15.82
	B	1324.00	16.55
	C	1382.40	17.28
	D	1447.20	18.09
	E	1512.80	18.91

BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
89.1	A	998.40	12.48
	B	1043.20	13.04
	C	1088.00	13.60
	D	1143.20	14.29
	E	1194.40	14.93
89.2	A	1405.60	17.57
	B	1475.20	18.44
	C	1548.80	19.36
	D	1626.40	20.33
	E	1708.80	21.36
89.3	A	974.40	12.18
	B	1020.80	12.76
	C	1068.00	13.35
	D	1116.80	13.96
	E	1166.40	14.58
89.4	A	885.60	11.07
	B	928.00	11.60
	C	972.80	12.16
	D	1015.20	12.69
	E	1060.80	13.26
89.5	A	1100.00	13.75
	B	1148.00	14.35
	C	1199.20	14.99
	D	1259.20	15.74
	E	1314.40	16.43
89.6	A	1491.20	18.64
	B	1565.60	19.57
	C	1643.20	20.54
	D	1722.40	21.53
	E	1809.60	22.62
89.7	A	1018.40	12.73
	B	1066.40	13.33
	C	1119.20	13.99
	D	1168.00	14.60
	E	1220.80	15.26
89.8	A	885.60	11.07
	B	928.00	11.60
	C	972.80	12.16
	D	1015.20	12.69
	E	1060.80	13.26
89.9	A	707.20	8.84
	B	740.00	9.25
	C	775.20	9.69
	D	812.00	10.15
	E	852.00	10.65

RATE	STEP	BIWEEKLY	HOURLY
90.1	A	934.40	11.68
	B	979.20	12.24
	C	1023.20	12.79
	D	1076.00	13.45
	E	1125.60	14.07
90.2	A	812.00	10.15
	B	852.00	10.65
	C	889.60	11.12
	D	932.00	11.65
	E	976.00	12.20
90.3	A	889.60	11.12
	B	932.00	11.65
	C	976.00	12.20
	D	1023.20	12.79
	E	1073.60	13.42
90.4	A	1270.40	15.88
	B	1331.20	16.64
	C	1394.40	17.43
	D	1463.20	18.29
	E	1534.40	19.18
90.5	A	739.20	9.24
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	889.60	11.12
90.6	A	826.40	10.33
	B	866.40	10.83
	C	908.00	11.35
	D	952.00	11.90
	E	996.80	12.46
90.7	A	908.00	11.35
	B	952.00	11.90
	C	996.80	12.46
	D	1045.60	13.07
	E	1096.00	13.70
90.8	A	716.00	8.95
	B	747.20	9.34
	C	782.40	9.78
	D	816.80	10.21
	E	852.80	10.66
90.9	A	752.00	9.40
	B	784.00	9.80
	C	820.80	10.26
	D	857.60	10.72
	E	895.20	11.19

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BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
91.0	A	628.00	7.85
	B	656.00	8.20
	C	688.00	8.60
	D	719.20	8.99
	E	752.80	9.41
91.1	A	1565.60	19.57
	B	1644.00	20.55
	C	1725.60	21.57
	D	1808.80	22.61
	E	1900.00	23.75
91.2	A	1108.00	13.85
	B	1160.00	14.50
	C	1219.20	15.24
	D	1270.40	15.88
	E	1330.40	16.63
91.3	A	1162.40	14.53
	B	1219.20	15.24
	C	1270.40	15.88
	D	1333.60	16.67
	E	1395.20	17.44
91.4	A	490.40	6.13
	B	515.20	6.44
	C	537.60	6.72
	D	564.80	7.06
	E	586.40	7.33
91.5	A	1419.20	17.74
	B	1491.20	18.64
	C	1559.20	19.49
	D	1636.80	20.46
	E	1713.60	21.42
91.6	A	2112.80	26.41
	B	2210.40	27.63
	C	2322.40	29.03
	D	2436.00	30.45
	E	2552.80	31.91
91.7	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
91.8	A	1164.00	14.55
	B	1224.80	15.31
	C	1276.00	15.95
	D	1336.80	16.71
	E	1404.80	17.56

RATE	STEP	BIWEEKLY	HOURLY
91.9	A	720.00	9.00
	B	755.20	9.44
	C	792.80	9.91
	D	828.00	10.35
	E	870.40	10.88
92.0	A	932.80	11.66
	B	979.20	12.24
	C	1028.00	12.85
	D	1080.80	13.51
	E	1128.00	14.10
92.1	A	837.60	10.47
	B	874.40	10.93
	C	914.40	11.43
	D	958.40	11.98
	E	1006.40	12.58
92.2	A	1574.40	19.68
	B	1648.00	20.60
	C	1728.80	21.61
	D	1813.60	22.67
	E	1901.60	23.77
92.3	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
92.4	A	1642.40	20.53
	B	1721.60	21.52
	C	1807.20	22.59
	D	1895.20	23.69
	E	1985.60	24.82
92.5	A	876.00	10.95
	B	916.80	11.46
	C	958.40	11.98
	D	1004.00	12.55
	E	1051.20	13.14
92.6	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
92.7	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76

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BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
92.8	A	1426.40	17.83
	B	1492.00	18.65
	C	1566.40	19.58
	D	1640.80	20.51
	E	1719.20	21.49
92.9	A	1569.60	19.62
	B	1644.80	20.56
	C	1725.60	21.57
	D	1812.00	22.65
	E	1900.80	23.76
93.1	A	1099.20	13.74
	B	1149.60	14.37
	C	1208.80	15.11
	D	1270.40	15.88
	E	1331.20	16.64
93.2	A	837.60	10.47
	B	877.60	10.97
	C	922.40	11.53
	D	962.40	12.03
	E	1007.20	12.59
93.3	A	917.60	11.47
	B	961.60	12.02
	C	1008.00	12.60
	D	1054.40	13.18
	E	1102.40	13.78
93.4	A	797.60	9.97
	B	836.00	10.45
	C	878.40	10.98
	D	916.80	11.46
	E	959.20	11.99
93.5	A	1720.80	21.51
	B	1802.40	22.53
	C	1892.00	23.65
	D	1985.60	24.82
	E	2081.60	26.02
93.6	A	643.20	8.04
	B	672.80	8.41
	C	705.60	8.82
	D	739.20	9.24
	E	774.40	9.68
93.7	A	1369.60	17.12
	B	1434.40	17.93
	C	1504.00	18.80
	D	1576.00	19.70
	E	1655.20	20.69

RATE	STEP	BIWEEKLY	HOURLY
93.8	A	1296.00	16.20
	B	1356.80	16.96
	C	1423.20	17.79
	D	1492.00	18.65
	E	1562.40	19.53
93.9	A	1492.00	18.65
	B	1562.40	19.53
	C	1640.00	20.50
	D	1720.80	21.51
	E	1802.40	22.53
94.6	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
94.7	A	852.80	10.66
	B	890.40	11.13
	C	932.00	11.65
	D	975.20	12.19
	E	1019.20	12.74
95.5	A	1384.80	17.31
	B	1456.00	18.20
	C	1524.00	19.05
	D	1597.60	19.97
	E	1673.60	20.92
95.6	A	1107.20	13.84
	B	1160.80	14.51
	C	1209.60	15.12
	D	1270.40	15.88
	E	1328.80	16.61
95.7	A	1213.60	15.17
	B	1271.20	15.89
	C	1326.40	16.58
	D	1391.20	17.39
	E	1456.00	18.20
96.8	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
96.9	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65

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BASE SALARY TABLE

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
97.0	A	910.40	11.38
	B	955.20	11.94
	C	1000.00	12.50
	D	1046.40	13.08
	E	1099.20	13.74
97.4	A	1021.60	12.77
	B	1065.60	13.32
	C	1115.20	13.94
	D	1165.60	14.57
	E	1220.80	15.26
97.5	A	1109.60	13.87
	B	1161.60	14.52
	C	1220.00	15.25
	D	1280.80	16.01
	E	1342.40	16.78
97.6	A	1393.60	17.42
	B	1459.20	18.24
	C	1532.00	19.15
	D	1604.80	20.06
	E	1685.60	21.07
97.8	A	716.00	8.95
	B	747.20	9.34
	C	782.40	9.78
	D	816.80	10.21
	E	852.80	10.66
97.9	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
98.0	A	1221.60	15.27
	B	1281.60	16.02
	C	1343.20	16.79
	D	1409.60	17.62
	E	1476.80	18.46
98.2	A	740.80	9.26
	B	774.40	9.68
	C	808.80	10.11
	D	848.00	10.60
	E	891.20	11.14
98.5	A	1043.20	13.04
	B	1095.20	13.69
	C	1143.20	14.29
	D	1194.40	14.93
	E	1250.40	15.63

RATE	STEP	BIWEEKLY	HOURLY
98.6	A	1447.20	18.09
	B	1512.80	18.91
	C	1584.00	19.80
	D	1655.20	20.69
	E	1730.40	21.63
98.7	A	1662.40	20.78
	B	1741.60	21.77
	C	1831.20	22.89
	D	1917.60	23.97
	E	2011.20	25.14
98.8	A	1265.60	15.82
	B	1324.00	16.55
	C	1382.40	17.28
	D	1447.20	18.09
	E	1512.80	18.91
99.1	A	1021.60	12.77
	B	1065.60	13.32
	C	1115.20	13.94
	D	1165.60	14.57
	E	1220.80	15.26
99.2	A	782.40	9.78
	B	816.80	10.21
	C	852.80	10.66
	D	890.40	11.13
	E	932.00	11.65
99.5	A	304.80	3.81
	B	320.00	4.00
	C	336.80	4.21
	D	352.80	4.41
	E	370.40	4.63
99.7	A	957.60	11.97
	B	1003.20	12.54
	C	1052.00	13.15
	D	1102.40	13.78
	E	1155.20	14.44
99.8	A	1072.80	13.41
	B	1125.60	14.07
	C	1181.60	14.77
	D	1238.40	15.48
	E	1299.20	16.24

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EXHIBIT A-2

SALARY TABLES

EXHIBIT A-2

EFFECTIVE 2-16-91

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BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
08.1	A	2184.00	27.30
	B	2290.40	28.63
	C	2398.40	29.98
	D	2516.80	31.46
	E	2636.00	32.95
08.3	A	1892.80	23.66
	B	1981.60	24.77
	C	2079.20	25.99
	D	2179.20	27.24
	E	2286.40	28.58
08.4	A	1348.80	16.86
	B	1412.80	17.66
	C	1479.20	18.49
	D	1553.60	19.42
	E	1624.00	20.30
08.5	A	1572.00	19.65
	B	1647.20	20.59
	C	1724.80	21.56
	D	1807.20	22.59
	E	1893.60	23.67
08.6	A	1412.80	17.66
	B	1479.20	18.49
	C	1553.60	19.42
	D	1624.00	20.30
	E	1702.40	21.28
08.7	A	1063.20	13.29
	B	1112.80	13.91
	C	1166.40	14.58
	D	1219.20	15.24
	E	1278.40	15.98
08.8	A	1496.80	18.71
	B	1565.60	19.57
	C	1638.40	20.48
	D	1716.80	21.46
	E	1801.60	22.52
09.1	A	2202.40	27.53
	B	2308.80	28.86
	C	2416.80	30.21
	D	2535.20	31.69
	E	2654.40	33.18
09.3	A	1911.20	23.89
	B	2000.00	25.00
	C	2097.60	26.22
	D	2197.60	27.47
	E	2304.80	28.81

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
09.4	A	1367.20	17.09
	B	1431.20	17.89
	C	1497.60	18.72
	D	1572.00	19.65
	E	1642.40	20.53
09.5	A	1590.40	19.88
	B	1665.60	20.82
	C	1743.20	21.79
	D	1825.60	22.82
	E	1912.00	23.90
09.6	A	1431.20	17.89
	B	1497.60	18.72
	C	1572.00	19.65
	D	1642.40	20.53
	E	1720.80	21.51
09.7	A	1081.60	13.52
	B	1131.20	14.14
	C	1184.80	14.81
	D	1237.60	15.47
	E	1296.80	16.21
09.8	A	1515.20	18.94
	B	1584.00	19.80
	C	1656.80	20.71
	D	1735.20	21.69
	E	1820.00	22.75
11.1	A	1359.20	16.99
	B	1423.20	17.79
	C	1489.60	18.62
	D	1564.00	19.55
	E	1634.40	20.43
11.2	A	1423.20	17.79
	B	1489.60	18.62
	C	1564.00	19.55
	D	1634.40	20.43
	E	1712.80	21.41
11.3	A	1582.40	19.78
	B	1657.60	20.72
	C	1735.20	21.69
	D	1817.60	22.72
	E	1904.00	23.80
11.4	A	1903.20	23.79
	B	1992.00	24.90
	C	2089.60	26.12
	D	2189.60	27.37
	E	2296.80	28.71

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
12.0	A	1388.80	17.36
	B	1452.80	18.16
	C	1519.20	18.99
	D	1593.60	19.92
	E	1664.00	20.80
12.1	A	1452.80	18.16
	B	1519.20	18.99
	C	1593.60	19.92
	D	1664.00	20.80
	E	1742.40	21.78
12.2	A	1612.00	20.15
	B	1687.20	21.09
	C	1764.80	22.06
	D	1847.20	23.09
	E	1933.60	24.17
12.3	A	1932.80	24.16
	B	2021.60	25.27
	C	2119.20	26.49
	D	2219.20	27.74
	E	2326.40	29.08
12.4	A	1407.20	17.59
	B	1471.20	18.39
	C	1537.60	19.22
	D	1612.00	20.15
	E	1682.40	21.03
12.7	A	1471.20	18.39
	B	1537.60	19.22
	C	1612.00	20.15
	D	1682.40	21.03
	E	1760.80	22.01
12.8	A	1630.40	20.38
	B	1705.60	21.32
	C	1783.20	22.29
	D	1865.60	23.32
	E	1952.00	24.40
12.9	A	1951.20	24.39
	B	2040.00	25.50
	C	2137.60	26.72
	D	2237.60	27.97
	E	2344.80	29.31
15.5	A	1886.40	23.58
	B	1980.80	24.76
	C	2074.40	25.93
	D	2177.60	27.22
	E	2282.40	28.53

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
15.6	A	1886.40	23.58
	B	1980.80	24.76
	C	2074.40	25.93
	D	2177.60	27.22
	E	2282.40	28.53
35.5	A	1467.20	18.34
	B	1536.00	19.20
	C	1608.80	20.11
	D	1687.20	21.09
	E	1772.00	22.15
45.3	A	1886.40	23.58
	B	1980.80	24.76
	C	2074.40	25.93
	D	2177.60	27.22
	E	2282.40	28.53
45.6	A	1558.40	19.48
	B	1634.40	20.43
	C	1714.40	21.43
	D	1797.60	22.47
	E	1886.40	23.58
45.8	A	1351.20	16.89
	B	1420.00	17.75
	C	1482.40	18.53
	D	1558.40	19.48
	E	1634.40	20.43
46.1	A	892.80	11.16
	B	935.20	11.69
	C	982.40	12.28
	D	1031.20	12.89
	E	1076.00	13.45
46.2	A	1196.80	14.96
	B	1255.20	15.69
	C	1320.00	16.50
	D	1385.60	17.32
	E	1445.60	18.07
47.1	A	1606.40	20.08
	B	1682.40	21.03
	C	1762.40	22.03
	D	1845.60	23.07
	E	1934.40	24.18
47.2	A	1399.20	17.49
	B	1468.00	18.35
	C	1530.40	19.13
	D	1606.40	20.08
	E	1682.40	21.03

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
47.3	A	1244.80	15.56
	B	1303.20	16.29
	C	1368.00	17.10
	D	1433.60	17.92
	E	1493.60	18.67
47.4	A	1196.80	14.96
	B	1255.20	15.69
	C	1320.00	16.50
	D	1385.60	17.32
	E	1445.60	18.07
47.5	A	1351.20	16.89
	B	1420.00	17.75
	C	1482.40	18.53
	D	1558.40	19.48
	E	1634.40	20.43
47.6	A	1558.40	19.48
	B	1634.40	20.43
	C	1714.40	21.43
	D	1797.60	22.47
	E	1886.40	23.58
47.7	A	1196.80	14.96
	B	1255.20	15.69
	C	1320.00	16.50
	D	1385.60	17.32
	E	1445.60	18.07
47.8	A	1351.20	16.89
	B	1420.00	17.75
	C	1482.40	18.53
	D	1558.40	19.48
	E	1634.40	20.43
47.9	A	1558.40	19.48
	B	1634.40	20.43
	C	1714.40	21.43
	D	1797.60	22.47
	E	1886.40	23.58
58.7	A	1871.20	23.39
	B	1964.80	24.56
	C	2058.40	25.73
	D	2152.00	26.90
	E	2258.40	28.23
58.9	A	1480.80	18.51
	B	1555.20	19.44
	C	1629.60	20.37
	D	1705.60	21.32
	E	1788.80	22.36

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
59.2	A	1228.80	15.36
	B	1291.20	16.14
	C	1351.20	16.89
	D	1416.00	17.70
	E	1484.00	18.55
59.3	A	1068.80	13.36
	B	1123.20	14.04
	C	1176.00	14.70
	D	1228.80	15.36
	E	1292.00	16.15
60.0	A	1290.40	16.13
	B	1352.80	16.91
	C	1412.80	17.66
	D	1477.60	18.47
	E	1545.60	19.32
60.5	A	1130.40	14.13
	B	1184.80	14.81
	C	1237.60	15.47
	D	1290.40	16.13
	E	1353.60	16.92
60.6	A	1542.40	19.28
	B	1616.80	20.21
	C	1691.20	21.14
	D	1767.20	22.09
	E	1850.40	23.13
60.7	A	1290.40	16.13
	B	1352.80	16.91
	C	1412.80	17.66
	D	1477.60	18.47
	E	1545.60	19.32
60.8	A	1130.40	14.13
	B	1184.80	14.81
	C	1237.60	15.47
	D	1290.40	16.13
	E	1353.60	16.92
67.9	A	879.20	10.99
	B	920.00	11.50
	C	964.80	12.06
	D	1012.80	12.66
	E	1059.20	13.24
68.0	A	2154.40	26.93
	B	2260.80	28.26
	C	2368.80	29.61
	D	2487.20	31.09
	E	2606.40	32.58

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
68.3	A	1863.20	23.29
	B	1952.00	24.40
	C	2049.60	25.62
	D	2149.60	26.87
	E	2256.80	28.21
69.2	A	1033.60	12.92
	B	1083.20	13.54
	C	1136.80	14.21
	D	1189.60	14.87
	E	1248.80	15.61
69.3	A	1319.20	16.49
	B	1383.20	17.29
	C	1449.60	18.12
	D	1524.00	19.05
	E	1594.40	19.93
69.4	A	1383.20	17.29
	B	1449.60	18.12
	C	1524.00	19.05
	D	1594.40	19.93
	E	1672.80	20.91
69.6	A	1542.40	19.28
	B	1617.60	20.22
	C	1695.20	21.19
	D	1777.60	22.22
	E	1864.00	23.30
69.7	A	879.20	10.99
	B	920.00	11.50
	C	964.80	12.06
	D	1012.80	12.66
	E	1059.20	13.24
70.0	A	1911.20	23.89
	B	2000.00	25.00
	C	2097.60	26.22
	D	2197.60	27.47
	E	2304.80	28.81
70.1	A	1590.40	19.88
	B	1665.60	20.82
	C	1743.20	21.79
	D	1825.60	22.82
	E	1912.00	23.90
70.2	A	1367.20	17.09
	B	1431.20	17.89
	C	1497.60	18.72
	D	1572.00	19.65
	E	1642.40	20.53

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
70.5	A	1940.80	24.26
	B	2029.60	25.37
	C	2127.20	26.59
	D	2227.20	27.84
	E	2334.40	29.18
70.6	A	1620.00	20.25
	B	1695.20	21.19
	C	1772.80	22.16
	D	1855.20	23.19
	E	1941.60	24.27
70.7	A	1396.80	17.46
	B	1460.80	18.26
	C	1527.20	19.09
	D	1601.60	20.02
	E	1672.00	20.90
71.0	A	1959.20	24.49
	B	2048.00	25.60
	C	2145.60	26.82
	D	2245.60	28.07
	E	2352.80	29.41
71.1	A	1638.40	20.48
	B	1713.60	21.42
	C	1791.20	22.39
	D	1873.60	23.42
	E	1960.00	24.50
71.2	A	1415.20	17.69
	B	1479.20	18.49
	C	1545.60	19.32
	D	1620.00	20.25
	E	1690.40	21.13
74.0	A	1598.40	19.98
	B	1673.60	20.92
	C	1751.20	21.89
	D	1833.60	22.92
	E	1920.00	24.00
74.1	A	1628.00	20.35
	B	1703.20	21.29
	C	1780.80	22.26
	D	1863.20	23.29
	E	1949.60	24.37
74.2	A	1646.40	20.58
	B	1721.60	21.52
	C	1799.20	22.49
	D	1881.60	23.52
	E	1968.00	24.60

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
74.3	A	1598.40	19.98
	B	1673.60	20.92
	C	1751.20	21.89
	D	1833.60	22.92
	E	1920.00	24.00
74.4	A	1628.00	20.35
	B	1703.20	21.29
	C	1780.80	22.26
	D	1863.20	23.29
	E	1949.60	24.37
74.5	A	1646.40	20.58
	B	1721.60	21.52
	C	1799.20	22.49
	D	1881.60	23.52
	E	1968.00	24.60

SALARY TABLES

EXHIBIT A-3

EFFECTIVE 5-25-91

BASE SALARY TABLE

-1-

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
15.5	A	1905.60	23.82
	B	2000.80	25.01
	C	2095.20	26.19
	D	2199.20	27.49
	E	2305.60	28.82
15.6	A	1905.60	23.82
	B	2000.80	25.01
	C	2095.20	26.19
	D	2199.20	27.49
	E	2305.60	28.82
45.3	A	1905.60	23.82
	B	2000.80	25.01
	C	2095.20	26.19
	D	2199.20	27.49
	E	2305.60	28.82
45.6	A	1573.60	19.67
	B	1650.40	20.63
	C	1731.20	21.64
	D	1815.20	22.69
	E	1905.60	23.82
45.8	A	1364.80	17.06
	B	1434.40	17.93
	C	1497.60	18.72
	D	1573.60	19.67
	E	1650.40	20.63
46.1	A	901.60	11.27
	B	944.80	11.81
	C	992.00	12.40
	D	1041.60	13.02
	E	1086.40	13.58
46.2	A	1208.80	15.11
	B	1268.00	15.85
	C	1333.60	16.67
	D	1399.20	17.49
	E	1460.00	18.25
47.1	A	1621.60	20.27
	B	1698.40	21.23
	C	1779.20	22.24
	D	1863.20	23.29
	E	1953.60	24.42
47.2	A	1412.80	17.66
	B	1482.40	18.53
	C	1545.60	19.32
	D	1621.60	20.27
	E	1698.40	21.23

RATE	STEP	BIWEEKLY	HOURLY
47.3	A	1256.80	15.71
	B	1316.00	16.45
	C	1381.60	17.27
	D	1447.20	18.09
	E	1508.00	18.85
47.4	A	1208.80	15.11
	B	1268.00	15.85
	C	1333.60	16.67
	D	1399.20	17.49
	E	1460.00	18.25
47.5	A	1364.80	17.06
	B	1434.40	17.93
	C	1497.60	18.72
	D	1573.60	19.67
	E	1650.40	20.63
47.6	A	1573.60	19.67
	B	1650.40	20.63
	C	1731.20	21.64
	D	1815.20	22.69
	E	1905.60	23.82
47.7	A	1208.80	15.11
	B	1268.00	15.85
	C	1333.60	16.67
	D	1399.20	17.49
	E	1460.00	18.25
47.8	A	1364.80	17.06
	B	1434.40	17.93
	C	1497.60	18.72
	D	1573.60	19.67
	E	1650.40	20.63
47.9	A	1573.60	19.67
	B	1650.40	20.63
	C	1731.20	21.64
	D	1815.20	22.69
	E	1905.60	23.82
58.7	A	1889.60	23.62
	B	1984.80	24.81
	C	2079.20	25.99
	D	2173.60	27.17
	E	2280.80	28.51
58.9	A	1496.00	18.70
	B	1570.40	19.63
	C	1645.60	20.57
	D	1722.40	21.53
	E	1806.40	22.58

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
59.2	A	1240.80	15.51
	B	1304.00	16.30
	C	1364.80	17.06
	D	1430.40	17.88
	E	1499.20	18.74
59.3	A	1079.20	13.49
	B	1134.40	14.18
	C	1188.00	14.85
	D	1240.80	15.51
	E	1304.80	16.31
60.0	A	1302.40	16.28
	B	1365.60	17.07
	C	1426.40	17.83
	D	1492.00	18.65
	E	1560.80	19.51
60.5	A	1140.80	14.26
	B	1196.00	14.95
	C	1249.60	15.62
	D	1302.40	16.28
	E	1366.40	17.08
60.6	A	1557.60	19.47
	B	1632.00	20.40
	C	1707.20	21.34
	D	1784.00	22.30
	E	1868.00	23.35
60.7	A	1302.40	16.28
	B	1365.60	17.07
	C	1426.40	17.83
	D	1492.00	18.65
	E	1560.80	19.51
60.8	A	1140.80	14.26
	B	1196.00	14.95
	C	1249.60	15.62
	D	1302.40	16.28
	E	1366.40	17.08

EXHIBIT B

THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES

EXHIBIT B

JULY 1, 1990

0-17468

Classified Service Classes and Standard Rates

	<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
Hazardous Materials Program Manager	50.0
Industrial Waste Inspector I	52.6
Industrial Waste Inspector II	52.7
Industrial Waste Inspector Trainee	52.4
Industrial Waste Program Manager	52.8
Junior Chemist	54.3
Laboratory Assistant	57.8
Laboratory Technician	58.0
Marine Biologist I	60.9
Marine Biologist II	61.0
Marine Biologist III	61.1

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Biologist	80.4
Senior Chemist	85.4
Senior Marine Biologist	85.1
Supervising Industrial Waste Inspector	89.6

CLERICAL

Account Clerk	10.4
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
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
Disposal Site Representative	41.2
Documents Input Clerk (Terminal)	40.2
Documents Input Supervisor (Terminal)	40.3
Exam Proctor	41.9
Executive Secretary	87.6
Intermediate Stenographer	53.2

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Junior Stenographer	56.7
Legal Secretary	57.7
Legislative Recorder	38.2
Library Aide	58.8
Library Clerk	59.0
Micrographics Clerk	61.7
Payroll Audit Clerk I	64.7
Payroll Audit Clerk II	64.9
Payroll Audit Supervisor - Auditor	88.6
Payroll Audit Supervisor - Personnel	65.9
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 Clerk	77.6
Public Information Supervisor	77.8
Public Service Career Trainee	15% below target class
Senior Account Clerk	84.4
Senior Accounts Payable Audit Clerk	80.9
Senior Cashier	84.0
Senior Clerk/Typist	87.9
Senior Customer Services Representative	86.0
Senior Disposal Site Representative	86.4

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Exam Proctor	85.2
Senior Legal Secretary	82.0
Senior Legislative Recorder	85.7
Senior Police Records Clerk	85.3
Supervising Disposal Site Representative	92.0
Student Worker	91.4
Vehicle and Fuel Clerk	98.2
Word Processing Operator	74.6
 COMMUNICATIONS	
Dispatcher I	41.0
Dispatcher II	41.1
Fire Dispatcher	46.4
Lead Fire Dispatcher	57.4
Police Dispatch Supervisor	91.8
Police Dispatcher	71.4
 CONSTRUCTION AND MAINTENANCE	
Airport Operations Assistant	11.7
Airport Operations Manager	11.8
Assistant Reservoir Keeper	19.3
Building Service Technician	28.0
Building Services Supervisor	27.5
Building Supervisor	27.4
General Utility Supervisor	97.6
General Water Utility Supervisor	48.8

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Laborer	57.9
Lake Aide	57.2
Principal Utility Supervisor	98.0
Principal Water Utility Supervisor	73.4
Reservoir Keeper	81.7
Senior Airport Operations Assistant	80.8
Senior Stable Attendant	90.9
Senior Utility Supervisor	97.5
Senior Water Utility Supervisor	87.0
Stable Attendant	90.8
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
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

Classified Service Classes and Standard Rates

Standard
Rate Number

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 Engineer - Civil	15.3
Assistant Engineer - Electrical	15.7
Assistant Engineer - Mechanical	16.7
Assistant Engineer - Traffic	20.7
Assistant Park Designer	16.8
Associate Communications Engineer	21.9
Associate Engineer - Civil	22.1
Associate Engineer - Corrosion	38.5
Associate Engineer - Electrical	22.3
Associate Engineer - Mechanical	22.5
Associate Engineer - Traffic	23.3
Drafting Aide	42.2
Engineering Trainee	43.2
Hydrography Aide	52.0
Junior Engineer - Civil	54.6

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Junior Engineer - Electrical	55.2
Junior Engineer - Mechanical	56.2
Junior Engineering Aide	55.5
Land Surveying Assistant	93.8
Land Surveying Associate	93.9
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
Principal Engineering Aide	72.7
Principal Survey Aide	52.5
Principal Traffic Engineering Aide	73.0
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 Engineer - Fire Protection	45.7
Senior Engineering Aide	86.1
Senior Engineering Geologist	80.6
Senior Land Surveyor	93.5
Senior Mechanical Engineer	83.0
Senior Survey Aide	88.1

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Traffic Engineer	87.8
Structural Engineering Assistant	20.8
Structural Engineering Associate	23.1
Structural Engineering Senior	87.5
Student Engineer	91.0
Supervising Plan Review Specialist	92.8

EQUIPMENT MAINTENANCE

Body and Fender Mechanic	26.4
Equipment Mechanic	43.7
Equipment Painter	44.6
Equipment Repair Supervisor	43.5
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 Supervisor	64.6
Parking Meter Technician	64.1
Plant Technician I	65.2

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Plant Technician II	65.3
Plant Technician III	65.4
Plant Technician Supervisor	66.9
Pool Technician	73.7
Pool Technician Supervisor	73.8
Power Plant Operator	71.7
Power Plant Superintendent	73.9
Power Plant Supervisor	71.8
Senior Equipment Repair Supervisor	43.4
Senior Motive Service Technician	45.0
Senior Plant Technician Supervisor	67.1
Senior Power Plant Supervisor	91.5
Welder	98.5

EQUIPMENT OPERATION

Area Refuse Collection Supervisor	83.5
Disposal Site Supervisor	41.3
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Motor Sweeper Operator	62.5
Motor Sweeper Supervisor	61.8
Recycling Collections Supervisor	80.0
Recycling Driver	79.9
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
Collections Investigator I	33.1
Collections Investigator II	33.2
Collections Investigator III	33.3
Customer Services Supervisor	39.3
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 Enforcement Officer	64.0
Parking Enforcement Supervisor	63.9

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Ranger/Diver I	39.8
Ranger/Diver II	39.9
Ranger/Diver Supervisor	40.0
Safety Representative I	82.5
Safety Representative II	82.6
Senior Claims Representative	93.7
Senior Code Compliance Supervisor	91.2
Senior Litigation Investigator	88.5
Senior Meter Reader	86.9
Special Events Traffic Control Supervisor	93.3
Special Events Traffic Controller I	93.4
Special Events Traffic Controller II	93.2
Supervising Field Representative	92.1
Supervising Litigation Investigator	92.4
Supervising Meter Reader	92.5

FIRE

Assistant Fire Marshal	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
Fire Prevention Supervisor	47.6

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Fire Recruit	46.3
GRAPHICS	
Audio Visual Specialist	23.4
Graphic Communications Manager	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
Administrative Aide II	10.7
Administrative Analyst	10.6
Administrative Trainee	10.8

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Agricultural Lease Manager	11.0
Airport Noise Abatement Officer	11.6
ARJIS Administrator	25.3
Asbestos Program Manager	11.9
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
Auto Parts Buyer	25.1
Building Code and Noise Abatement Supervisor	27.8
Buyer	28.2
Buyer Trainee	28.3
Cemetery Manager	29.6
Claims and Insurance Manager	81.6
Collections Officer	34.4
Community Development Coordinator	35.0
Community Development Specialist I	35.1
Community Development Specialist II	35.2
Community Development Specialist III	35.3
Community Development Specialist IV	35.4

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Data Systems Coordinator	34.8
Deputy Noise Abatement Officer	39.7
Dispute Resolution Officer	41.5
Economic Development Financial Specialist	40.5
Economist	42.4
Employee Assistance Counselor	40.6
Employee Assistance Program Manager	42.9
Employee Benefits Administrator	41.6
Employee Benefits Specialist I	41.7
Employee Benefits Specialist II	40.7
Junior Property Agent	56.4
Lakes Program Manager	59.9
Legal Assistant	59.8
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
Rehabilitation Coordinator	81.1

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Safety Officer	82.3
Senior Buyer	85.0
Senior Data Systems Coordinator	34.9
Senior Legal Assistant	82.2
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 Claims Representative	39.1
Supervising Data Systems Coordinator	92.6
Supervising Economist	92.3
Supervising Personnel Analyst	92.7
Supervising Property Agent	92.9

MARINE SAFETY

Lifeguard I	59.1
Lifeguard II	59.3
Lifeguard Sergeant	59.2
Marine Safety Captain	58.7
Marine Safety Lieutenant	58.9

PARK MAINTENANCE

Grounds Maintenance Manager	64.2
Grounds Maintenance Supervisor	47.0

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Grounds Maintenance Worker I	46.7
Grounds Maintenance Worker II	46.8
Grounds Maintenance Worker III	46.9
Horticulturist	51.4
Lead Cemetery Groundskeeper	56.8
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
Senior Zoning Investigator	88.0
Zoning Investigator I	99.7
Zoning Investigator II	99.8

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
PLANT OPERATION	
Assistant Waste Water Plant Operator	20.5
Assistant Water Plant Operator	20.6
Plant Operator Trainee	67.3
Senior Waste Water Operations Supervisor	88.8
Senior Water Operations Supervisor	98.7
Waste Water Operations Supervisor	88.7
Waste Water Plant Operator	89.0
Waste Water Treatment Superintendent	88.3
Water Operations Supervisor	98.6
Water Plant Operator	98.8
Water Production Superintendent	88.4
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
Documents Examiner	42.1
Documents Examiner Trainee	42.0
Evidence Technician	44.8
Forensic Alcohol Analyst	46.6

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Bindery Worker III	26.2
Layout Composer	58.3
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
RECREATION	
Area Manager I	13.0
Area Manager II	13.1
District Manager	41.8
Golf Course Manager	79.8
Golf Starter	48.0
Golf Starter Supervisor	48.1
Park Ranger	63.4
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 Specialist	79.7
Senior Park Ranger	82.1
Supervising Recreation Specialist	93.1
Swimming Pool Manager I	90.5
Swimming Pool Manager II	90.6
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.

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Construction Estimator	60.1
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
Painter	63.5
Painter Supervisor	63.7
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Communications Technician Supervisor	42.5
Senior Electrical Supervisor	43.0
Senior Refrigeration Mechanic	91.3
Sign Painter	89.1
Sign Painter Supervisor	89.5
Traffic Signal Supervisor	95.5
Traffic Signal Technician I	95.6
Traffic Signal Technician II	95.7

STOREKEEPING

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 1990-91
THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE
CLASSIFICATIONS AND STANDARD SALARY RATES**

EXHIBIT C

O-17468

UNCLASSIFIED SERVICE

EXECUTIVE

Classification Range

Salary Range

Executive V

05.1, 05.2, 05.3 and 05.4

City Manager (UC)

City Attorney (UC)

Assistant City Attorney (UC)

Assistant City Manager (UC)

Executive IV

04.1, 04.2, 04.3 and 04.4

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)

Waste Management Director (UC)

Water Utilities Director (UC)

Executive III

03.0, 03.1, 03.2 and 03.3

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 Waste Management Director (UC)
Assistant Water Utilities Director (UC)
Citizens Assistance and Information Director (UC)
City Architect (UC)
City Clerk (UC)
City Librarian (UC)
Executive Services Director (UC)
Intergovernmental Relations Director (UC)
Property Director (UC)
Purchasing Agent (UC)
Retirement Administrator (UC)
Risk Management Director (UC)
Treasurer (UC)

Executive II

02.0, 02.1, 02.2 and 02.3

Assistant City Clerk (UC)

Assistant City Librarian (UC)

Assistant Executive Services Director (UC)

Assistant Intergovernmental Relations Director (UC)

Assistant Property Director (UC)

Assistant Risk Management Director (UC)

Assistant to Mayor (UC)

Assistant Treasurer (UC)

Equal Opportunity Program Manager
(Management Assistant to the City Manager) (UC)

Management Assistant to the City Manager (UC)

Principal Assistant to City Attorney (UC)

Principal Assistant to Mayor (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)

Council Assistant (Principal Assistant) (UC)

MANAGERIAL.

Classification Range

Salary Range

Managerial A

07.0, 07.1 and 07.2

Committee Consultants Secretary (UC)
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

07.3, 07.4, 07.5 and 07.6

Assistant Binational Affairs Officer (UC)
Assistant Deputy Director (UC)
Assistant for Community Outreach (UC)
Assistant Investment Officer (UC)
Assistant to the City Auditor and Comptroller (UC)
Building Inspection Supervisor (UC)
Child Care Coordinator (UC)
Council Committee Consultant (UC)
Council Representative II (UC)
Endowment Officer (UC)
Equal Employment Investigative Officer (UC)
Equal Opportunity Contracting Manager (UC)
Grants Coordinator (UC)
Library Development Officer (UC)
Paramedic Coordinator (UC)
Principal Accountant (UC)
Print Shop Manager (UC)

Regional Urban Information System Administrator (UC)

Regional Urban Information System Coordinator (UC)

Senior Council Committee Consultant (UC)

07.7, 07.8 and 07.9

Managerial C

Assistant Stadium Manager (UC)

Assistant to the Fire Chief (UC)

Assistant to the Planning Director (UC)

Binational Affairs Officer (UC)

Budget Services Manager (UC)

Community Development Administrator (UC)

Community Program Administrator (UC)

Deputy Director (UC)

Deputy Director for Legislative Services
and Elections (UC)

Deputy Director for Records Management
and Information (UC)

Deputy Fire Chief (UC)

Deputy Library Director (UC)

Deputy Personnel Director (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)

Police Commander (UC)

Police Personnel Manager (UC)

Principal Planner (UC)

0-17468

Property Services Supervisor (UC)

Youth Services Administrator (UC)

Zoning Administrator (UC)

<u>Interns</u>	<u>Standard Rate No.</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

Professional Legal

Deputy City Attorney (UC) 06.0, 06.1, 06.2, 06.6, 06.7, 06.8 and
06.9

Exhibit D

APPRENTICE SALARY STEPS

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

	<u>5 Year Program</u>	<u>4 Year Program</u>	<u>3 Year Program</u>	<u>2 Year Program</u>
Period 1	60%	60%	60%	70%
Period 2	65%	65%	65%	75%
Period 3	70%	70%	70%	85%
Period 4	75%	75%	75%	95%
Period 5	80%	80%	85%	
Period 6	85%	85%	95%	
Period 7	90%	90%		
Period 8	95%	95%		
Period 9	D Step			
Period 10	D Step			

50

Passed and adopted by the Council of The City of San Diego on..... **MAY 21 1990**.....
by the following vote:

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ron Roberts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
John Hartley	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Wes Pratt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Linda Bernhardt	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
J. Bruce Henderson	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Filner	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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.

(Seal)

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

By *Ellen Boward* , 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 8 1990** , and on **MAY 21 1990**

~~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 *Ellen Boward* , Deputy.

Office of the City Clerk, San Diego, California	
Ordinance Number	Adopted.....
0-17468	MAY 21 1990

CERTIFICATE OF PUBLICATION

CITY CLERK'S OFFICE
 CITY ADM. BLDG., 2ND FLOOR
 SAN DIEGO, CA. 92101

IN THE MATTER OF

NO.

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION
 FOR OFFICERS AND EMPLOYEES OF THE CITY
 OF SAN DIEGO FOR THE FISCAL YEAR 1990-91

ORDINANCE NUMBER O-17468 (NEW SERIES)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1990-91.

This ordinance establishes a schedule of compensation for the fiscal year 1990-91 to provide an approximate increase over fiscal year 1989-90 in the following units except for those classifications specifically excepted.

UNIT	APPROXIMATE INCREASE		
	Effective July 1, 1990	Effective February 16, 1991	Effective May 25, 1991
Supervisor	4.0%		
Technical	4.0%		
Professional	4.0%		
Administrative Support & Field Services	4.0%		
Skilled Trades & Equipment Operator	4.0%		
Maintenance & Labor	4.0%		
Police Unit	4.0%	2.0%	
Fire Unit except	4.0%	2.0%	1.0%
Fire Recruit	4.0%		
Unrepresented	4.0%		

The ordinance also refers to previously negotiated and approved memoranda of understanding with POA, local 145, and the Municipal Employees Association, all relating to benefits and general salary increases for fiscal year 1991 and to an impasse in negotiations with Local 127.

The ordinance also provides an increase for Lifeguards II and above of 4.5% effective July 1, 1990 and additional midyear increases of 2% effective February 16, 1991 and 1% effective May 25, 1991.

The ordinance also provides for all Police and Fire bargaining unit members an increase in call back time from 3-4 hours.

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

1. All legislative officers 6.9%
2. All unclassified officers and employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. 8.0%
3. All represented classified employees with the exception of those listed in 4. below including civilian Fire Inspectors. 5.0%
4. All employees in the Police and Fire Bargaining Units who are members of the safety retirement system and all unclassified and unrepresented officers and employees in the safety retirement system and all Lifeguard and Harbor Patrol classifications. 6.5%

*5% retirement contribution for classes represented by MEA shall be effective July 1, 1990; 5% retirement contribution for classes represented by Local 127 to be effective December 22, 1990.

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.

THOMAS D. KELLEHER

I, _____, am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the San Diego Daily Transcript, a newspaper of general circulation, printed and published daily, except Saturdays and Sundays, in the City of San Diego, County of San Diego, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of San Diego, State of California, under the date of January 23, 1909, Decree No. 14894; and the

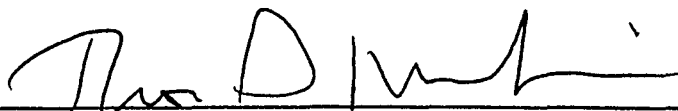
ORDINANCE NUMBER O-17468 (NEW SERIES)

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 14

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

Dated at San Diego, California this 14 day of JUNE, 1990



 (Signature)

9/18 x 2 = 216.02 page 1 of 2

In addition, pursuant to sections 12.1 and 24.1 of the City Charter, the salary levels for the Mayor and City Council for fiscal year 1990-91 are to be respectively \$62,850 and \$47,000, pursuant to the recommendations of the Salary Setting Commission, heretofore submitted by report dated January 24, 1990 and accepted and adopted by Resolution No. R-275128, dated February 12, 1990.

The ordinance also provides salary ranges and rates for those senior executive positions, salaries for which are established by Council, said new levels to be established by the appropriate appointing authority and to be effective on or after July 1, 1990.

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

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.

A complete copy of the ordinance is available for inspection 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 21, 1990 by the following vote:

YEAS: Roberts, Hartley, Pratt, McCarty, O'Connor.
NAYS: Wolfsheimer.
NOT PRESENT: Bernhardt, Henderson, Filner.

AUTHENTICATED BY:
MAUREEN O'CONNOR
Mayor of the City of
San Diego, California
(Seal)
CHARLES G. ABDELNOUR
City Clerk of The City of
San Diego, California
By ELLEN BOVARD,
Deputy

Pub June 14

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