

ORDINANCE NUMBER O- **18406** (NEW SERIES)

ADOPTED ON **MAY 27 1997**

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF
THE CITY OF SAN DIEGO FOR THE FISCAL YEAR
1997-98.

WHEREAS, The Management Team of The City of San Diego has met and conferred with the Police Officers Association (POA), Local 145 (Firefighters), Local 127, AFSCME, AFL-CIO and the Municipal Employees Association (MEA) regarding salaries and wages for employees represented by those organizations in the Classified Service, and has made detailed recommendations to the City Council in relation thereto; and

WHEREAS, the Civil Service Commission of The City of San Diego has conducted studies of salaries and wages pursuant to section 130 of the Charter of The City of San Diego and has issued a report to the City Council identifying classifications of employees in the Classified Service which merit special consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors; and

WHEREAS, the 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 year 1997-98, set forth in its report on said matter dated January 30, 1996, were considered and its recommended schedule of compensation for the Mayor and members of the City Council for the period July 1, 1997 through June 30, 1998 was deferred for a final decision until consideration of the annual salary ordinance; 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, 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 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 the salary level within range, for those certain positions at which compensation for fiscal year 1998 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 30, 1996, there is hereby established and adopted a schedule of compensation for the Mayor and Councilmembers for the period July 1, 1997 through June 30, 1998, as follows:

Mayor	\$71,992 per annum
Councilmember	\$54,021 per annum

The Mayor and each Councilmember may choose to receive a reduced amount of compensation in order to participate in a voluntary work furlough program by so informing the City Auditor.

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 1.1. AUTOMOBILE ALLOWANCE

The monthly automobile allowance for members of the City Council, the City Attorney and the City Manager, for expenses related to the operation and maintenance of their personal automobiles in the performance of their duties, shall continue to be based on the national average costs of operating an automobile as computed by Runzheimer and Company, transportation consultants, for the American Automobile Association as previously authorized pursuant to Resolution No. R-263924 adopted on August 19, 1985.

Any of the above named officials electing to utilize a City-owned or leased automobile in the performance of their duties shall be reimbursed upon submission of paid invoices or other documents for actual costs of gasoline and oil and other normal

minor expenses incurred.

The City of San Diego shall provide liability protection to the Mayor, members of the Council, the City Attorney, and City Manager in the event that they are involved in an automobile accident while driving City equipment on their personal time.

In addition to the above benefits, the City Manager, upon recommendation of the Chief of Police, may continue, for security reasons, the policy adopted in January of 1993 of providing the Mayor, any member of the City Council, or the City Attorney with police escorted transportation in the conduct of official City business.

Section 2. EXECUTIVE COMPENSATION SET BY COUNCIL

For those executive positions whose compensation is established by Council, rates and monthly compensation for each such position shall be established within the position ranges authorized in Exhibit C and shown in Exhibit A, by the appropriate appointing authority, processed by payroll change notice and placed in force effective on or after July 1, 1997.

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, MANAGERIAL, MISCELLANEOUS EXECUTIVE AND MANAGERIAL and PROFESSIONAL LEGAL 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 any 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 Exhibit A, to be effective July 1, 1997 as appropriate and determined by agreements reached between The City of San Diego and any recognized employee organization prior to the date of adoption of this ordinance. Base biweekly salaries and ranges set forth in Exhibit A shall be increased by four percent (4%) (based on an hourly rate calculation rounded to the nearest cent per hour) for all classifications represented by the Police Officers Association (POA), Local 145 (Firefighters), Municipal Employees

Association (MEA) and Local 127, AFSCME, AFL-CIO with signed and ratified MOUs, and all unrepresented classifications effective December 27, 1997 except that the increase and effective date for all classifications represented by POA and Police Captains in the classified unrepresented classification shall be two percent (2%) effective July 1, 1997, and two percent (2%) effective December 27, 1997, and further except that the increase and effective date for all classifications represented by Local 145 shall be two percent (2%) effective October 1, 1997 and two percent (2%) effective April 1, 1998. All employees in the EXECUTIVE, MANAGERIAL, MISCELLANEOUS EXECUTIVE AND MANAGERIAL and PROFESSIONAL LEGAL categories shall receive a four percent (4%) pay increase effective December 27, 1997. In the event agreement is not reached with any particular recognized employee organization, said Salary Schedules shall reflect the City's last best offer. Classified unrepresented employees shall have the option of participating in a voluntary work furlough program.

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. Also established is a MISCELLANEOUS EXECUTIVE AND MANAGERIAL category within the Unclassified Service containing classifications in ranges of A, B, C, D, and E. Also

established is a PROFESSIONAL LEGAL category within the Unclassified Service.

The EXECUTIVE, MANAGERIAL, or MISCELLANEOUS EXECUTIVE AND 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 Exhibit A for positions in the Classified Service are calculated and established at approximate five percent (5%) increments. All references to step increases of five percent (5%) are and shall be deemed to mean approximations thereof.

Section 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, MISCELLANEOUS EXECUTIVE AND 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 Personnel Director for appropriate payroll application. Further, an appointing authority may permit unclassified employees the option of participating in a voluntary work furlough program.

Members of the Classified Service, other than "excepted" fire fighter, paramedic and emergency medical technician classes 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 fighter, paramedic and emergency medical technician classes 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 fighter, paramedic and emergency medical technician classes are defined as those employees assigned to work other than forty (40) hour per week work schedules or other than the average eighty (80) hour biweekly work schedules.

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, MISCELLANEOUS EXECUTIVE AND 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 5.1. FLSA EXEMPT EMPLOYEE SALARY STATUS

Notwithstanding any other provisions of this ordinance, the City Auditor and Comptroller is hereby expressly authorized to compensate all employees who are designated as exempt under and from the provisions of the Fair Labor Standards Act, in recognition of their salaried status, for absences of less than a work day. Such compensation shall be deemed not to constitute a gift of public funds but rather a recognition by Council of the salaried status of designated employees.

The express intent of this provision is to fully comply with the salary status requirements of the Fair Labor Standards Act as interpreted by the courts. Should the Fair Labor Standards Act be amended or reinterpreted by the courts to cause this provision to be noncompliant with the salary exemption requirements of the Act, or exceed the requirements of the Act, in that event the City Manager, in conjunction with the Personnel Director and the Auditor and Comptroller, shall be and is hereby authorized to take whatever actions are legally required and necessary to implement further revisions to the City's compensation policies which are in full compliance with the Act and in the best interest of The City of San Diego.

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 Exhibit A 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 within the range 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 and pay adjustments within the EXECUTIVE category to be effective July 1, 1997, 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 fighter, paramedic and emergency medical technician classes and salaried part-time employees) the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For "excepted" fire fighter, paramedic and emergency medical technician classes and salaried part-time employees, the Auditor and Comptroller is authorized to utilize appropriate computations established in cooperation with the City Manager and Personnel Director.

For the purpose of computing overtime, the Auditor and

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

For the purpose of computing overtime for safety service personnel, the Auditor and Comptroller shall be guided by the appropriate provisions of the FLSA pertaining to Safety Service personnel and utilize computations in accordance therewith and predicated thereupon. In the event that the FLSA is interpreted so as to permit the payment of overtime to employees who would otherwise be exempt from the provisions of the FLSA, 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 and other plans that may from time to time be declared applicable by Council.

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.

Employees in the Police Bargaining Unit may be eligible for shift differential pay in accordance with provisions contained in the current ratified memorandum of understanding.

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 and certain other designated classifications 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 or the Personnel Manual for unrepresented employees 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 City's last best offer in the FY 1998 meet and confer negotiations. 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 fighter, paramedic and emergency medical technician classes shall be paid, in addition to base compensation and other sums enumerated in this ordinance, the sum of sixty cents (\$0.60) 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 a language other than English, which has been approved for additional compensation in a ratified Memorandum of Understanding or in the Personnel Manual, 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 seventy cents (\$.70) per hour; and further provided that bilingual certified dispatchers in the Fire and Police Departments shall be paid the sum of seventy cents (\$.70) per hour. "Excepted" fire fighter, paramedic and emergency medical technician classes 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 sixty cents (\$.60) 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.

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|----|--|------|
| 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% |
| 4. | All employees in the Police and Fire Bargaining Units and all unclassified officers and employees in the Police and Fire classifications, who are members of the safety retirement system. | 7.3% |
| 5. | All Lifeguard personnel, classified or unclassified, in the safety retirement system. | 6.5% |

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

entitlement to such benefit from year to year. The amount of retirement offset shall not be credited to or deposited in the participant's contributory account but shall remain an asset of the system. It is the further intent of this Council that the additional retirement contributions provided herein shall be in lieu of a like amount paid heretofore by the above designated officers and employees and that the contribution by those eligible officers and employees be reduced by a like amount.

Section 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 contributions 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, vested 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.

There 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. There is also hereby continued, pursuant to the intent of this section, a new SPSP-H plan established, effective July 1, 1991, for hourly employees and Police Recruits with a contribution rate of 3.75 percent. The City Manager and City Attorney are directed to promulgate said new Supplemental Pension Savings Plans with provisions consistent herewith or as may hereafter be required. There is hereby continued, pursuant to the intent of this section, a new Deferred Retirement Option Plan (DROP) as established effective April 1, 1997.

Section 17. TERMINAL EMPLOYEE

There is hereby created a payroll designation to be known as "Terminal Leave." Any employee, Classified or Unclassified, granted terminal leave prior to termination of City service, shall be transferred to the payroll status of "Terminal Leave" as of the date said terminal leave commences and is reflected upon the official payroll time sheet of the City. 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 employee on "Terminal Leave." The

Civil Service Commission shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the status of "Terminal Leave."

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. Pursuant to section 117(a)17 of the City Charter, after having been reviewed and commented upon favorably by the Civil Service Commission on April 10, 1997, as indicated in Exhibit E attached hereto, a position of Council Representative in Council District 2, a Deputy Director in the City Attorney's Office, an Assistant Deputy Director in the Library Department, a Quality Management Coordinator in the Fire and Life Safety Services Business Center, and a General Counsel and Assistant General Counsel for the City Employees' Retirement System are hereby exempted from the classified service and declared to be in the unclassified service of The City of San Diego.

Section 20. 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 1998 compensation to be effective on July 1, 1997.

APPROVED: CASEY GWINN, City Attorney

By Stuart H. Swett
Stuart H. Swett
Deputy City Attorney

SHS:smf
05/06/97
Or.Dept:Pers.
O-97-108
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EXHIBIT A

SALARY TABLES

EXHIBIT A

EFFECTIVE JULY 1, 1997

3209/wrp

0-18406

BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1100	A	1632.80	20.41	1117	A	961.60	12.02	1152	A	1544.80	19.31
	B	1713.60	21.42		B	1005.60	12.57		B	1620.80	20.26
	C	1797.60	22.47		C	1048.80	13.11		C	1703.20	21.29
	D	1880.00	23.50		D	1096.00	13.70		D	1784.00	22.30
	E	1974.40	24.68		E	1146.40	14.33		E	1871.20	23.39
1102	A	1224.80	15.31	1118	A	1410.40	17.63	1153	A	1518.40	18.98
	B	1288.00	16.10		B	1476.80	18.46		B	1588.80	19.86
	C	1350.40	16.88		C	1549.60	19.37		C	1666.40	20.83
	D	1412.80	17.66		D	1622.40	20.28		D	1748.00	21.85
	E	1488.00	18.60		E	1700.80	21.26		E	1829.60	22.87
1104	A	868.00	10.85	1119	A	2009.60	25.12	1156	A	2253.60	28.17
	B	907.20	11.34		B	2109.60	26.37		B	2367.20	29.59
	C	945.60	11.82		C	2212.00	27.65		C	2478.40	30.98
	D	992.00	12.40		D	2320.00	29.00		D	2601.60	32.52
	E	1044.00	13.05		E	2436.80	30.46		E	2727.20	34.09
1105	A	1017.60	12.72	1130	A	1257.60	15.72	1157	A	1518.40	18.98
	B	1067.20	13.34		B	1316.80	16.46		B	1588.80	19.86
	C	1116.00	13.95		C	1382.40	17.28		C	1666.40	20.83
	D	1172.00	14.65		D	1451.20	18.14		D	1748.00	21.85
	E	1226.40	15.33		E	1520.80	19.01		E	1829.60	22.87
1106	A	1632.80	20.41	1131	A	1350.40	16.88	1158	A	1224.80	15.31
	B	1713.60	21.42		B	1411.20	17.64		B	1288.00	16.10
	C	1797.60	22.47		C	1485.60	18.57		C	1350.40	16.88
	D	1880.00	23.50		D	1560.80	19.51		D	1412.80	17.66
	E	1974.40	24.68		E	1636.00	20.45		E	1488.00	18.60
1107	A	1172.00	14.65	1132	A	1224.80	15.31	1159	A	1940.80	24.26
	B	1226.40	15.33		B	1288.00	16.10		B	2031.20	25.39
	C	1284.80	16.06		C	1350.40	16.88		C	2127.20	26.59
	D	1348.80	16.86		D	1412.80	17.66		D	2233.60	27.92
	E	1412.80	17.66		E	1488.00	18.60		E	2341.60	29.27
1108	A	1066.40	13.33	1136	A	1480.80	18.51	1160	A	928.00	11.60
	B	1119.20	13.99		B	1554.40	19.43		B	973.60	12.17
	C	1172.00	14.65		C	1631.20	20.39		C	1022.40	12.78
	D	1224.80	15.31		D	1711.20	21.39		D	1068.80	13.36
	E	1288.00	16.10		E	1797.60	22.47		E	1117.60	13.97
1110	A	1837.60	22.97	1137	A	1380.00	17.25	1161	A	1376.00	17.20
	B	1925.60	24.07		B	1448.00	18.10		B	1445.60	18.07
	C	2020.80	25.26		C	1517.60	18.97		C	1518.40	18.98
	D	2122.40	26.53		D	1590.40	19.88		D	1588.80	19.86
	E	2225.60	27.82		E	1664.80	20.81		E	1665.60	20.82
1116	A	1488.00	18.60	1151	A	1224.80	15.31	1162	A	1445.60	18.07
	B	1559.20	19.49		B	1288.00	16.10		B	1518.40	18.98
	C	1632.80	20.41		C	1350.40	16.88		C	1588.80	19.86
	D	1713.60	21.42		D	1412.80	17.66		D	1665.60	20.82
	E	1797.60	22.47		E	1488.00	18.60		E	1746.40	21.83

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BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1163	A	1660.80	20.76
	B	1746.40	21.83
	C	1825.60	22.82
	D	1916.80	23.96
	E	2007.20	25.09
1164	A	1376.00	17.20
	B	1445.60	18.07
	C	1518.40	18.98
	D	1588.80	19.86
	E	1665.60	20.82
1165	A	1445.60	18.07
	B	1518.40	18.98
	C	1588.80	19.86
	D	1665.60	20.82
	E	1746.40	21.83
1166	A	1660.80	20.76
	B	1746.40	21.83
	C	1825.60	22.82
	D	1916.80	23.96
	E	2007.20	25.09
1167	A	1518.40	18.98
	B	1588.80	19.86
	C	1666.40	20.83
	D	1748.00	21.85
	E	1829.60	22.87
1168	A	1248.80	15.61
	B	1312.80	16.41
	C	1379.20	17.24
	D	1447.20	18.09
	E	1519.20	18.99
1170	A	1224.80	15.31
	B	1288.00	16.10
	C	1350.40	16.88
	D	1412.80	17.66
	E	1488.00	18.60
1171	A	1376.00	17.20
	B	1445.60	18.07
	C	1518.40	18.98
	D	1588.80	19.86
	E	1665.60	20.82
1172	A	1445.60	18.07
	B	1518.40	18.98
	C	1588.80	19.86
	D	1665.60	20.82
	E	1746.40	21.83

BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1173	A	1660.80	20.76
	B	1746.40	21.83
	C	1825.60	22.82
	D	1916.80	23.96
	E	2007.20	25.09
1175	A	1256.80	15.71
	B	1317.60	16.47
	C	1383.20	17.29
	D	1450.40	18.13
	E	1521.60	19.02
1177	A	1376.00	17.20
	B	1445.60	18.07
	C	1518.40	18.98
	D	1588.80	19.86
	E	1665.60	20.82
1178	A	1445.60	18.07
	B	1518.40	18.98
	C	1588.80	19.86
	D	1665.60	20.82
	E	1746.40	21.83
1179	A	1660.80	20.76
	B	1746.40	21.83
	C	1825.60	22.82
	D	1916.80	23.96
	E	2007.20	25.09
1181	A	1224.80	15.31
	B	1288.00	16.10
	C	1350.40	16.88
	D	1412.80	17.66
	E	1488.00	18.60
1182	A	2113.60	26.42
	B	2215.20	27.69
	C	2324.00	29.05
	D	2439.20	30.49
	E	2559.20	31.99
1183	A	1837.60	22.97
	B	1925.60	24.07
	C	2020.80	25.26
	D	2122.40	26.53
	E	2225.60	27.82
1190	A	1488.00	18.60
	B	1559.20	19.49
	C	1632.80	20.41
	D	1713.60	21.42
	E	1797.60	22.47

BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1191	A	1087.20	13.59
	B	1132.80	14.16
	C	1188.00	14.85
	D	1236.80	15.46
	E	1296.00	16.20
1192	A	828.00	10.35
	B	868.80	10.86
	C	909.60	11.37
	D	953.60	11.92
	E	1000.00	12.50
1193	A	961.60	12.02
	B	1005.60	12.57
	C	1048.80	13.11
	D	1096.00	13.70
	E	1147.20	14.34
1196	A	1288.00	16.10
	B	1346.40	16.83
	C	1415.20	17.69
	D	1488.00	18.60
	E	1559.20	19.49
1201	A	1224.80	15.31
	B	1288.00	16.10
	C	1350.40	16.88
	D	1412.80	17.66
	E	1488.00	18.60
1205	A	1245.60	15.57
	B	1300.80	16.26
	C	1358.40	16.98
	D	1419.20	17.74
	E	1481.60	18.52
1206	A	1245.60	15.57
	B	1300.80	16.26
	C	1358.40	16.98
	D	1419.20	17.74
	E	1481.60	18.52
1207	A	1518.40	18.98
	B	1588.80	19.86
	C	1666.40	20.83
	D	1748.00	21.85
	E	1829.60	22.87
1208	A	1518.40	18.98
	B	1588.80	19.86
	C	1666.40	20.83
	D	1748.00	21.85
	E	1829.60	22.87

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1218	A	1488.00	18.60	1227	A	1488.00	18.60	1246	A	824.80	10.31
	B	1559.20	19.49		B	1559.20	19.49		B	868.00	10.85
	C	1632.80	20.41		C	1632.80	20.41		C	907.20	11.34
	D	1713.60	21.42		D	1713.60	21.42		D	945.60	11.82
	E	1797.60	22.47		E	1797.60	22.47		E	992.00	12.40
1219	A	1748.00	21.85	1228	A	1488.00	18.60	1250	A	1228.80	15.36
	B	1829.60	22.87		B	1559.20	19.49		B	1288.00	16.10
	C	1920.80	24.01		C	1632.80	20.41		C	1351.20	16.89
	D	2015.20	25.19		D	1713.60	21.42		D	1412.80	17.66
	E	2111.20	26.39		E	1797.60	22.47		E	1488.00	18.60
1220	A	1707.20	21.34	1229	A	1361.60	17.02	1253	A	1977.60	24.72
	B	1789.60	22.37		B	1426.40	17.83		B	2072.80	25.91
	C	1880.80	23.51		C	1492.00	18.65		C	2175.20	27.19
	D	1973.60	24.67		D	1570.40	19.63		D	2283.20	28.54
	E	2066.40	25.83		E	1644.80	20.56		E	2396.80	29.96
1221	A	1748.00	21.85	1231	A	1748.00	21.85	1255	A	868.00	10.85
	B	1829.60	22.87		B	1829.60	22.87		B	907.20	11.34
	C	1920.80	24.01		C	1920.80	24.01		C	945.60	11.82
	D	2015.20	25.19		D	2015.20	25.19		D	992.00	12.40
	E	2111.20	26.39		E	2111.20	26.39		E	1044.00	13.05
1222	A	1488.00	18.60	1233	A	1748.00	21.85	1256	A	907.20	11.34
	B	1559.20	19.49		B	1829.60	22.87		B	946.40	11.83
	C	1632.80	20.41		C	1920.80	24.01		C	992.00	12.40
	D	1713.60	21.42		D	2015.20	25.19		D	1044.00	13.05
	E	1797.60	22.47		E	2111.20	26.39		E	1095.20	13.69
1223	A	1748.00	21.85	1234	A	1201.60	15.02	1257	A	1041.60	13.02
	B	1829.60	22.87		B	1260.00	15.75		B	1092.80	13.66
	C	1920.80	24.01		C	1314.40	16.43		C	1141.60	14.27
	D	2015.20	25.19		D	1378.40	17.23		D	1200.00	15.00
	E	2111.20	26.39		E	1440.00	18.00		E	1260.00	15.75
1224	A	1408.80	17.61	1236	A	722.40	9.03	1260	A	670.40	8.38
	B	1476.80	18.46		B	757.60	9.47		B	695.20	8.69
	C	1550.40	19.38		C	787.20	9.84		C	726.40	9.08
	D	1629.60	20.37		D	824.80	10.31		D	760.80	9.51
	E	1707.20	21.34		E	868.00	10.85		E	794.40	9.93
1225	A	1748.00	21.85	1237	A	868.00	10.85	1261	A	794.40	9.93
	B	1829.60	22.87		B	907.20	11.34		B	828.00	10.35
	C	1920.80	24.01		C	945.60	11.82		C	861.60	10.77
	D	2015.20	25.19		D	992.00	12.40		D	903.20	11.29
	E	2111.20	26.39		E	1044.00	13.05		E	940.00	11.75
1226	A	1488.00	18.60	1238	A	1041.60	13.02	1262	A	873.60	10.92
	B	1559.20	19.49		B	1092.80	13.66		B	912.00	11.40
	C	1632.80	20.41		C	1141.60	14.27		C	945.60	11.82
	D	1713.60	21.42		D	1200.00	15.00		D	993.60	12.42
	E	1797.60	22.47		E	1260.00	15.75		E	1034.40	12.93

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1264	A	1212.80	15.16	1277	A	1445.60	18.07	1288	A	1196.00	14.95
	B	1270.40	15.88		B	1518.40	18.98		B	1248.80	15.61
	C	1324.80	16.56		C	1588.80	19.86		C	1309.60	16.37
	D	1384.80	17.31		D	1665.60	20.82		D	1367.20	17.09
	E	1451.20	18.14		E	1746.40	21.83		E	1431.20	17.89
1265	A	1036.80	12.96	1278	A	1906.40	23.83	1290	A	1355.20	16.94
	B	1087.20	13.59		B	2004.80	25.06		B	1420.00	17.75
	C	1138.40	14.23		C	2100.00	26.25		C	1490.40	18.63
	D	1188.80	14.86		D	2202.40	27.53		D	1563.20	19.54
	E	1241.60	15.52		E	2308.00	28.85		E	1639.20	20.49
1266	A	1140.80	14.26	1279	A	2116.80	26.46	1293	A	1196.00	14.95
	B	1189.60	14.87		B	2224.80	27.81		B	1248.80	15.61
	C	1247.20	15.59		C	2328.00	29.10		C	1308.00	16.35
	D	1298.40	16.23		D	2443.20	30.54		D	1367.20	17.09
	E	1361.60	17.02		E	2559.20	31.99		E	1432.80	17.91
1267	A	1254.40	15.68	1280	A	916.00	11.45	1296	A	1493.60	18.67
	B	1308.80	16.36		B	956.80	11.96		B	1564.80	19.56
	C	1371.20	17.14		C	999.20	12.49		C	1642.40	20.53
	D	1432.00	17.90		D	1043.20	13.04		D	1722.40	21.53
	E	1498.40	18.73		E	1092.80	13.66		E	1803.20	22.54
1268	A	868.00	10.85	1282	A	1352.00	16.90	1302	A	786.40	9.83
	B	907.20	11.34		B	1416.80	17.71		B	852.00	10.65
	C	945.60	11.82		C	1486.40	18.58		C	917.60	11.47
	D	992.00	12.40		D	1554.40	19.43		D	983.20	12.29
	E	1044.00	13.05		E	1636.80	20.46		E	1114.40	13.93
1273	A	1703.20	21.29	1283	A	1066.40	13.33	1303	A	852.00	10.65
	B	1788.80	22.36		B	1116.00	13.95		B	917.60	11.47
	C	1872.00	23.40		C	1172.00	14.65		C	983.20	12.29
	D	1962.40	24.53		D	1226.40	15.33		D	1114.40	13.93
	E	2057.60	25.72		E	1284.80	16.06		E	1245.60	15.57
1274	A	1094.40	13.68	1285	A	998.40	12.48	1304	A	892.80	11.16
	B	1143.20	14.29		B	1043.20	13.04		B	967.20	12.09
	C	1200.00	15.00		C	1093.60	13.67		C	1041.60	13.02
	D	1257.60	15.72		D	1147.20	14.34		D	1116.00	13.95
	E	1314.40	16.43		E	1204.00	15.05		E	1190.40	14.88
1275	A	1257.60	15.72	1286	A	1017.60	12.72	1305	A	1264.80	15.81
	B	1314.40	16.43		B	1067.20	13.34		B	1339.20	16.74
	C	1381.60	17.27		C	1116.00	13.95		C	1413.60	17.67
	D	1452.80	18.16		D	1172.00	14.65		D	1488.00	18.60
	E	1522.40	19.03		E	1226.40	15.33		E	1488.00	18.60
1276	A	1376.00	17.20	1287	A	1120.00	14.00	1306	A	892.80	11.16
	B	1445.60	18.07		B	1173.60	14.67		B	967.20	12.09
	C	1518.40	18.98		C	1228.00	15.35		C	1041.60	13.02
	D	1588.80	19.86		D	1289.60	16.12		D	1116.00	13.95
	E	1665.60	20.82		E	1349.60	16.87		E	1190.40	14.88

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1307	A	1116.00	13.95	1316	A	839.20	10.49	1325	A	1048.80	13.11
	B	1190.40	14.88		B	908.80	11.36		B	1118.40	13.98
	C	1264.80	15.81		C	979.20	12.24		C	1188.80	14.86
	D	1339.20	16.74		D	1048.80	13.11		D	1258.40	15.73
	E	1413.60	17.67		E	1118.40	13.98		E	1328.80	16.61
1308	A	892.80	11.16	1317	A	1048.80	13.11	1326	A	953.60	11.92
	B	967.20	12.09		B	1118.40	13.98		B	1032.80	12.91
	C	1041.60	13.02		C	1188.80	14.86		C	1112.00	13.90
	D	1116.00	13.95		D	1258.40	15.73		D	1192.00	14.90
	E	1190.40	14.88		E	1328.80	16.61		E	1350.40	16.88
1309	A	1116.00	13.95	1318	A	831.20	10.39	1327	A	1032.80	12.91
	B	1190.40	14.88		B	900.00	11.25		B	1112.00	13.90
	C	1264.80	15.81		C	969.60	12.12		C	1192.00	14.90
	D	1339.20	16.74		D	1038.40	12.98		D	1350.40	16.88
	E	1413.60	17.67		E	1108.00	13.85		E	1509.60	18.87
1310	A	820.00	10.25	1319	A	1038.40	12.98	1330	A	868.00	10.85
	B	888.80	11.11		B	1108.00	13.85		B	907.20	11.34
	C	956.80	11.96		C	1176.80	14.71		C	945.60	11.82
	D	1025.60	12.82		D	1246.40	15.58		D	992.00	12.40
	E	1093.60	13.67		E	1315.20	16.44		E	1044.00	13.05
1311	A	1025.60	12.82	1320	A	870.40	10.88	1331	A	1053.60	13.17
	B	1093.60	13.67		B	943.20	11.79		B	1104.00	13.80
	C	1162.40	14.53		C	1016.00	12.70		C	1154.40	14.43
	D	1230.40	15.38		D	1088.80	13.61		D	1214.40	15.18
	E	1299.20	16.24		E	1160.80	14.51		E	1272.80	15.91
1312	A	892.80	11.16	1321	A	1088.80	13.61	1332	A	1158.40	14.48
	B	967.20	12.09		B	1160.80	14.51		B	1212.80	15.16
	C	1041.60	13.02		C	1233.60	15.42		C	1270.40	15.88
	D	1116.00	13.95		D	1306.40	16.33		D	1336.00	16.70
	E	1190.40	14.88		E	1378.40	17.23		E	1398.40	17.48
1313	A	1116.00	13.95	1322	A	892.80	11.16	1333	A	1274.40	15.93
	B	1190.40	14.88		B	967.20	12.09		B	1335.20	16.69
	C	1264.80	15.81		C	1041.60	13.02		C	1397.60	17.47
	D	1339.20	16.74		D	1116.00	13.95		D	1471.20	18.39
	E	1413.60	17.67		E	1190.40	14.88		E	1540.00	19.25
1314	A	977.60	12.22	1323	A	1116.00	13.95	1334	A	907.20	11.34
	B	1059.20	13.24		B	1190.40	14.88		B	946.40	11.83
	C	1140.80	14.26		C	1264.80	15.81		C	992.00	12.40
	D	1222.40	15.28		D	1339.20	16.74		D	1044.00	13.05
	E	1304.00	16.30		E	1413.60	17.67		E	1095.20	13.69
1315	A	1222.40	15.28	1324	A	839.20	10.49	1340	A	1017.60	12.72
	B	1304.00	16.30		B	908.80	11.36		B	1067.20	13.34
	C	1384.80	17.31		C	979.20	12.24		C	1116.00	13.95
	D	1466.40	18.33		D	1048.80	13.11		D	1172.00	14.65
	E	1548.00	19.35		E	1118.40	13.98		E	1226.40	15.33

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BASE SALARY TABLE CLASSIFIED SERVICE
Effective 7-1-97

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1341	A	868.00	10.85
	B	907.20	11.34
	C	945.60	11.82
	D	992.00	12.40
	E	1044.00	13.05
1342	A	1204.80	15.06
	B	1264.80	15.81
	C	1324.80	16.56
	D	1391.20	17.39
	E	1457.60	18.22
1343	A	1457.60	18.22
	B	1528.00	19.10
	C	1600.80	20.01
	D	1677.60	20.97
	E	1761.60	22.02
1344	A	1837.60	22.97
	B	1925.60	24.07
	C	2020.80	25.26
	D	2122.40	26.53
	E	2225.60	27.82
1346	A	2015.20	25.19
	B	2111.20	26.39
	C	2216.00	27.70
	D	2325.60	29.07
	E	2436.80	30.46
1347	A	1547.20	19.34
	B	1625.60	20.32
	C	1704.00	21.30
	D	1785.60	22.32
	E	1869.60	23.37
1348	A	1488.00	18.60
	B	1559.20	19.49
	C	1632.80	20.41
	D	1713.60	21.42
	E	1797.60	22.47
1349	A	1632.80	20.41
	B	1713.60	21.42
	C	1797.60	22.47
	D	1880.00	23.50
	E	1974.40	24.68
1350	A	2112.00	26.40
	B	2212.80	27.66
	C	2324.00	29.05
	D	2436.80	30.46
	E	2556.80	31.96

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1351	A	1224.80	15.31
	B	1288.00	16.10
	C	1350.40	16.88
	D	1412.80	17.66
	E	1488.00	18.60
1352	A	1488.00	18.60
	B	1559.20	19.49
	C	1632.80	20.41
	D	1713.60	21.42
	E	1797.60	22.47
1353	A	1713.60	21.42
	B	1797.60	22.47
	C	1880.00	23.50
	D	1974.40	24.68
	E	2072.80	25.91
1354	A	1837.60	22.97
	B	1925.60	24.07
	C	2020.80	25.26
	D	2122.40	26.53
	E	2225.60	27.82
1355	A	1768.80	22.11
	B	1852.80	23.16
	C	1940.80	24.26
	D	2036.00	25.45
	E	2137.60	26.72
1356	A	1024.80	12.81
	B	1072.80	13.41
	C	1128.00	14.10
	D	1177.60	14.72
	E	1232.80	15.41
1357	A	1179.20	14.74
	B	1232.80	15.41
	C	1296.00	16.20
	D	1352.00	16.90
	E	1412.80	17.66
1361	A	1076.00	13.45
	B	1127.20	14.09
	C	1184.80	14.81
	D	1235.20	15.44
	E	1294.40	16.18
1362	A	1237.60	15.47
	B	1295.20	16.19
	C	1362.40	17.03
	D	1420.80	17.76
	E	1488.80	18.61

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1367	A	840.00	10.50
	B	874.40	10.93
	C	916.00	11.45
	D	956.80	11.96
	E	999.20	12.49
1368	A	1040.80	13.01
	B	1091.20	13.64
	C	1140.80	14.26
	D	1189.60	14.87
	E	1246.40	15.58
1369	A	1140.80	14.26
	B	1189.60	14.87
	C	1246.40	15.58
	D	1298.40	16.23
	E	1362.40	17.03
1370	A	1364.00	17.05
	B	1428.80	17.86
	C	1501.60	18.77
	D	1573.60	19.67
	E	1650.40	20.63
1371	A	1040.80	13.01
	B	1091.20	13.64
	C	1140.80	14.26
	D	1189.60	14.87
	E	1246.40	15.58
1372	A	1140.80	14.26
	B	1189.60	14.87
	C	1246.40	15.58
	D	1298.40	16.23
	E	1362.40	17.03
1373	A	1312.00	16.40
	B	1368.00	17.10
	C	1434.40	17.93
	D	1492.80	18.66
	E	1565.60	19.57
1377	A	1028.00	12.85
	B	1078.40	13.48
	C	1132.00	14.15
	D	1182.40	14.78
	E	1236.00	15.45
1381	A	1143.20	14.29
	B	1197.60	14.97
	C	1256.00	15.70
	D	1314.40	16.43
	E	1382.40	17.28

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1382	A	1143.20	14.29	1391	A	1760.80	22.01	1400	A	1480.00	18.50
	B	1197.60	14.97		B	1844.00	23.05		B	1554.40	19.43
	C	1256.00	15.70		C	1934.40	24.18		C	1628.00	20.35
	D	1314.40	16.43		D	2030.40	25.38		D	1703.20	21.29
	E	1382.40	17.28		E	2128.00	26.60		E	1788.80	22.36
1383	A	1200.00	15.00	1392	A	935.20	11.69	1401	A	1172.00	14.65
	B	1257.60	15.72		B	980.80	12.26		B	1226.40	15.33
	C	1318.40	16.48		C	1028.80	12.86		C	1284.80	16.06
	D	1380.00	17.25		D	1074.40	13.43		D	1348.80	16.86
	E	1452.00	18.15		E	1124.00	14.05		E	1412.80	17.66
1384	A	2062.40	25.78	1393	A	1590.40	19.88	1402	A	858.40	10.73
	B	2158.40	26.98		B	1664.80	20.81		B	899.20	11.24
	C	2268.00	28.35		C	1750.40	21.88		C	942.40	11.78
	D	2378.40	29.73		D	1834.40	22.93		D	989.60	12.37
	E	2492.00	31.15		E	1920.80	24.01		E	1038.40	12.98
1385	A	1748.00	21.85	1394	A	907.20	11.34	1403	A	1038.40	12.98
	B	1829.60	22.87		B	946.40	11.83		B	1087.20	13.59
	C	1920.80	24.01		C	992.00	12.40		C	1137.60	14.22
	D	2015.20	25.19		D	1044.00	13.05		D	1193.60	14.92
	E	2111.20	26.39		E	1095.20	13.69		E	1248.00	15.60
1386	A	868.00	10.85	1395	A	907.20	11.34	1406	A	1457.60	18.22
	B	907.20	11.34		B	946.40	11.83		B	1528.00	19.10
	C	945.60	11.82		C	992.00	12.40		C	1600.80	20.01
	D	992.00	12.40		D	1044.00	13.05		D	1677.60	20.97
	E	1044.00	13.05		E	1095.20	13.69		E	1761.60	22.02
1387	A	662.40	8.28	1396	A	1041.60	13.02	1407	A	1488.00	18.60
	B	693.60	8.67		B	1092.80	13.66		B	1559.20	19.49
	C	723.20	9.04		C	1141.60	14.27		C	1632.80	20.41
	D	757.60	9.47		D	1200.00	15.00		D	1713.60	21.42
	E	789.60	9.87		E	1260.00	15.75		E	1797.60	22.47
1388	A	907.20	11.34	1397	A	1224.80	15.31	1410	A	936.80	11.71
	B	946.40	11.83		B	1288.00	16.10		B	984.80	12.31
	C	992.00	12.40		C	1350.40	16.88		C	1032.00	12.90
	D	1044.00	13.05		D	1412.80	17.66		D	1079.20	13.49
	E	1095.20	13.69		E	1488.00	18.60		E	1129.60	14.12
1389	A	723.20	9.04	1398	A	1169.60	14.62	1411	A	1030.40	12.88
	B	757.60	9.47		B	1225.60	15.32		B	1086.40	13.58
	C	789.60	9.87		C	1284.80	16.06		C	1130.40	14.13
	D	820.80	10.26		D	1345.60	16.82		D	1184.80	14.81
	E	859.20	10.74		E	1410.40	17.63		E	1243.20	15.54
1390	A	789.60	9.87	1399	A	1284.80	16.06	1412	A	907.20	11.34
	B	820.80	10.26		B	1351.20	16.89		B	946.40	11.83
	C	859.20	10.74		C	1412.80	17.66		C	992.00	12.40
	D	895.20	11.19		D	1480.00	18.50		D	1044.00	13.05
	E	935.20	11.69		E	1551.20	19.39		E	1095.20	13.69

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1413	A	1433.60	17.92	1423	A	1166.40	14.58	1432	A	881.60	11.02
	B	1503.20	18.79		B	1221.60	15.27		B	927.20	11.59
	C	1582.40	19.78		C	1284.80	16.06		C	964.80	12.06
	D	1651.20	20.64		D	1344.80	16.81		D	1015.20	12.69
	E	1733.60	21.67		E	1409.60	17.62		E	1064.00	13.30
1415	A	1488.00	18.60	1424	A	1632.80	20.41	1435	A	1495.20	18.69
	B	1559.20	19.49		B	1713.60	21.42		B	1571.20	19.64
	C	1632.80	20.41		C	1797.60	22.47		C	1646.40	20.58
	D	1713.60	21.42		D	1880.00	23.50		D	1724.00	21.55
	E	1797.60	22.47		E	1974.40	24.68		E	1808.00	22.60
1416	A	1837.60	22.97	1425	A	1871.20	23.39	1436	A	990.40	12.38
	B	1925.60	24.07		B	1959.20	24.49		B	1038.40	12.98
	C	2020.80	25.26		C	2055.20	25.69		C	1087.20	13.59
	D	2122.40	26.53		D	2154.40	26.93		D	1132.80	14.16
	E	2225.60	27.82		E	2260.80	28.26		E	1188.00	14.85
1417	A	1224.80	15.31	1426	A	1421.60	17.77	1437	A	1220.80	15.26
	B	1288.00	16.10		B	1488.80	18.61		B	1282.40	16.03
	C	1350.40	16.88		C	1552.80	19.41		C	1338.40	16.73
	D	1412.80	17.66		D	1629.60	20.37		D	1398.40	17.48
	E	1488.00	18.60		E	1705.60	21.32		E	1464.80	18.31
1418	A	1636.80	20.46	1427	A	1628.80	20.36	1438	A	1087.20	13.59
	B	1714.40	21.43		B	1708.00	21.35		B	1132.80	14.16
	C	1800.00	22.50		C	1791.20	22.39		C	1188.00	14.85
	D	1888.00	23.60		D	1876.80	23.46		D	1236.80	15.46
	E	1974.40	24.68		E	1968.00	24.60		E	1296.00	16.20
1419	A	945.60	11.82	1428	A	1296.00	16.20	1439	A	1036.80	12.96
	B	997.60	12.47		B	1360.00	17.00		B	1087.20	13.59
	C	1041.60	13.02		C	1416.00	17.70		C	1138.40	14.23
	D	1092.00	13.65		D	1488.00	18.60		D	1188.80	14.86
	E	1141.60	14.27		E	1556.00	19.45		E	1241.60	15.52
1420	A	1168.00	14.60	1429	A	1837.60	22.97	1440	A	1138.40	14.23
	B	1220.80	15.26		B	1925.60	24.07		B	1188.80	14.86
	C	1284.00	16.05		C	2020.80	25.26		C	1241.60	15.52
	D	1340.80	16.76		D	2122.40	26.53		D	1298.40	16.23
	E	1407.20	17.59		E	2225.60	27.82		E	1361.60	17.02
1421	A	1871.20	23.39	1430	A	1864.80	23.31	1441	A	1193.60	14.92
	B	1956.80	24.46		B	1952.00	24.40		B	1246.40	15.58
	C	2057.60	25.72		C	2045.60	25.57		C	1306.40	16.33
	D	2157.60	26.97		D	2148.80	26.86		D	1363.20	17.04
	E	2260.00	28.25		E	2254.40	28.18		E	1427.20	17.84
1422	A	1015.20	12.69	1431	A	1479.20	18.49	1442	A	1309.60	16.37
	B	1064.00	13.30		B	1555.20	19.44		B	1374.40	17.18
	C	1116.80	13.96		C	1628.80	20.36		C	1445.60	18.07
	D	1166.40	14.58		D	1706.40	21.33		D	1504.80	18.81
	E	1221.60	15.27		E	1788.80	22.36		E	1584.00	19.80

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE				
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	
1443	A	1296.00	16.20	1452	A	941.60	11.77	1465	A	889.60	11.12	
	B	1360.00	17.00		B	988.00	12.35		B	933.60	11.67	
	C	1416.00	17.70		C	1030.40	12.88		C	980.80	12.26	
	D	1488.00	18.60		D	1077.60	13.47		D	1024.00	12.80	
	E	1556.00	19.45		E	1128.00	14.10		E	1070.40	13.38	
1444	A	1479.20	18.49	1453	A	2253.60	28.17	1466	A	1328.80	16.61	
	B	1555.20	19.44		B	2367.20	29.59		B	1394.40	17.43	
	C	1628.80	20.36		C	2478.40	30.98		C	1460.80	18.26	
	D	1706.40	21.33		D	2601.60	32.52		D	1529.60	19.12	
	E	1788.80	22.36		E	2727.20	34.09		E	1605.60	20.07	
1445	A	1188.80	14.86	***	1456	A	1860.80	23.26	1467	A	760.00	9.50
	B	1241.60	15.52		B	1952.00	24.40		B	793.60	9.92	
	C	1298.40	16.23		C	2048.00	25.60		C	827.20	10.34	
	D	1361.60	17.02		D	2148.00	26.85		D	864.00	10.80	
	E	1422.40	17.78		E	2253.60	28.17		E	899.20	11.24	
1446	A	1212.80	15.16	1457	A	2015.20	25.19	1468	A	840.00	10.50	
	B	1270.40	15.88		B	2111.20	26.39		B	874.40	10.93	
	C	1324.80	16.56		C	2216.00	27.70		C	916.00	11.45	
	D	1384.80	17.31		D	2325.60	29.07		D	956.80	11.96	
	E	1451.20	18.14		E	2436.80	30.46		E	999.20	12.49	
1447	A	1313.60	16.42	1458	A	1615.20	20.19	1469	A	916.00	11.45	
	B	1372.80	17.16		B	1697.60	21.22		B	956.80	11.96	
	C	1434.40	17.93		C	1770.40	22.13		C	999.20	12.49	
	D	1501.60	18.77		D	1860.80	23.26		D	1043.20	13.04	
	E	1572.80	19.66		E	1952.00	24.40		E	1092.80	13.66	
1448	A	1256.00	15.70	1461	A	1066.40	13.33	1470	A	1040.80	13.01	
	B	1310.40	16.38		B	1116.80	13.96		B	1091.20	13.64	
	C	1377.60	17.22		C	1175.20	14.69		C	1142.40	14.28	
	D	1447.20	18.09		D	1232.00	15.40		D	1197.60	14.97	
	E	1517.60	18.97		E	1284.80	16.06		E	1252.00	15.65	
1449	A	829.60	10.37	1462	A	1430.40	17.88	1474	A	1430.40	17.88	
	B	869.60	10.87		B	1498.40	18.73		B	1498.40	18.73	
	C	910.40	11.38		C	1576.80	19.71		C	1576.80	19.71	
	D	941.60	11.77		D	1653.60	20.67		D	1653.60	20.67	
	E	988.00	12.35		E	1726.40	21.58		E	1726.40	21.58	
1450	A	988.00	12.35	1463	A	841.60	10.52	1475	A	1615.20	20.19	
	B	1030.40	12.88		B	880.80	11.01		B	1697.60	21.22	
	C	1077.60	13.47		C	926.40	11.58		C	1770.40	22.13	
	D	1128.00	14.10		D	972.00	12.15		D	1860.80	23.26	
	E	1177.60	14.72		E	1016.00	12.70		E	1952.00	24.40	
1451	A	1077.60	13.47	1464	A	1082.40	13.53	1476	A	1860.80	23.26	
	B	1127.20	14.09		B	1139.20	14.24		B	1952.00	24.40	
	C	1185.60	14.82		C	1188.00	14.85		C	2048.00	25.60	
	D	1239.20	15.49		D	1241.60	15.52		D	2148.00	26.85	
	E	1298.40	16.23		E	1306.40	16.33		E	2253.60	28.17	

*** See Page 24 for Salary Rates effective April 01, 1998, including Special Salary Adjustment and General Salary Increase

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1480	A	824.80	10.31
	B	868.00	10.85
	C	907.20	11.34
	D	945.60	11.82
	E	992.00	12.40
1481	A	951.20	11.89
	B	992.80	12.41
	C	1040.00	13.00
	D	1088.80	13.61
	E	1142.40	14.28
1482	A	840.00	10.50
	B	874.40	10.93
	C	916.00	11.45
	D	956.80	11.96
	E	999.20	12.49
1483	A	1040.80	13.01
	B	1091.20	13.64
	C	1142.40	14.28
	D	1197.60	14.97
	E	1252.00	15.65
1488	A	1632.00	20.40
	B	1708.80	21.36
	C	1794.40	22.43
	D	1879.20	23.49
	E	1974.40	24.68
1489	A	1346.40	16.83
	B	1408.00	17.60
	C	1479.20	18.49
	D	1555.20	19.44
	E	1629.60	20.37
1490	A	1190.40	14.88
	B	1246.40	15.58
	C	1303.20	16.29
	D	1368.00	17.10
	E	1430.40	17.88
1498	A	1314.40	16.43
	B	1375.20	17.19
	C	1438.40	17.98
	D	1504.00	18.80
	E	1575.20	19.69
1500	A	2009.60	25.12
	B	2109.60	26.37
	C	2212.00	27.65
	D	2320.00	29.00
	E	2436.80	30.46

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1506	A	913.68	11.421
	B	956.80	11.960
	C	1007.20	12.590
	D	1055.60	13.195
	E	1100.88	13.761
1507	A	1225.52	15.319
	B	1283.84	16.048
	C	1351.04	16.888
	D	1416.80	17.710
	E	1479.20	18.490
1508	A	1040.80	13.01
	B	1091.20	13.64
	C	1140.80	14.26
	D	1189.60	14.87
	E	1246.40	15.58
1509	A	1461.60	18.27
	B	1532.00	19.15
	C	1610.40	20.13
	D	1684.80	21.06
	E	1764.00	22.05
1510	A	1296.00	16.20
	B	1360.00	17.00
	C	1416.00	17.70
	D	1488.00	18.60
	E	1556.00	19.45
1511	A	1479.20	18.49
	B	1555.20	19.44
	C	1628.80	20.36
	D	1706.40	21.33
	E	1788.80	22.36
1512	A	1033.60	12.92
	B	1086.40	13.58
	C	1138.40	14.23
	D	1191.20	14.89
	E	1248.00	15.60
1513	A	996.80	12.46
	B	1036.80	12.96
	C	1087.20	13.59
	D	1138.40	14.23
	E	1188.80	14.86
1514	A	1461.60	18.27
	B	1532.00	19.15
	C	1610.40	20.13
	D	1684.80	21.06
	E	1764.00	22.05

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1517	A	721.04	9.013
	B	754.64	9.433
	C	793.76	9.922
	D	832.80	10.410
	E	870.48	10.881
1518	A	1244.00	15.55
	B	1311.20	16.39
	C	1366.40	17.08
	D	1429.60	17.87
	E	1502.40	18.78
1519	A	1594.32	19.929
	B	1672.48	20.906
	C	1754.80	21.935
	D	1840.48	23.006
	E	1930.88	24.136
1520	A	1115.20	13.94
	B	1171.20	14.64
	C	1228.00	15.35
	D	1284.80	16.06
	E	1345.60	16.82
1522	A	1553.60	19.42
	B	1632.80	20.41
	C	1709.60	21.37
	D	1792.00	22.40
	E	1877.60	23.47
1523	A	1361.60	17.02
	B	1427.20	17.84
	C	1488.00	18.60
	D	1561.60	19.52
	E	1633.60	20.42
1524	A	1172.80	14.66
	B	1226.40	15.33
	C	1288.00	16.10
	D	1345.60	16.82
	E	1411.20	17.64
1525	A	1312.00	16.40
	B	1376.00	17.20
	C	1446.40	18.08
	D	1518.40	18.98
	E	1588.80	19.86
1526	A	1284.80	16.06
	B	1348.80	16.86
	C	1412.00	17.65
	D	1483.20	18.54
	E	1556.80	19.46

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1527	A	1516.00	18.95	1546	A	1312.00	16.40	1562	A	1312.00	16.40
	B	1590.40	19.88		B	1376.00	17.20		B	1376.00	17.20
	C	1667.20	20.84		C	1446.40	18.08		C	1446.40	18.08
	D	1750.40	21.88		D	1518.40	18.98		D	1518.40	18.98
	E	1837.60	22.97		E	1588.80	19.86		E	1588.80	19.86
1528	A	2009.60	25.12	1552	A	1312.00	16.40	1563	A	1093.60	13.67
	B	2109.60	26.37		B	1376.00	17.20		B	1142.40	14.28
	C	2212.00	27.65		C	1446.40	18.08		C	1197.60	14.97
	D	2320.00	29.00		D	1518.40	18.98		D	1256.80	15.71
	E	2436.80	30.46		E	1588.80	19.86		E	1317.60	16.47
1531	A	789.60	9.87	1555	A	1015.20	12.69	1564	A	1066.40	13.33
	B	827.20	10.34		B	1064.00	13.30		B	1119.20	13.99
	C	866.40	10.83		C	1116.80	13.96		C	1172.00	14.65
	D	908.00	11.35		D	1166.40	14.58		D	1224.80	15.31
	E	952.80	11.91		E	1221.60	15.27		E	1288.00	16.10
1532	A	884.80	11.06	1556	A	2112.00	26.40	1565	A	686.40	8.58
	B	929.60	11.62		B	2212.80	27.66		B	718.40	8.98
	C	969.60	12.12		C	2324.00	29.05		C	756.00	9.45
	D	1021.60	12.77		D	2436.80	30.46		D	789.60	9.87
	E	1068.00	13.35		E	2556.80	31.96		E	827.20	10.34
1533	A	1253.60	15.67	1557	A	1837.60	22.97	1567	A	734.40	9.18
	B	1319.20	16.49		B	1925.60	24.07		B	775.20	9.69
	C	1377.60	17.22		C	2020.80	25.26		C	811.20	10.14
	D	1447.20	18.09		D	2122.40	26.53		D	847.20	10.59
	E	1516.00	18.95		E	2225.60	27.82		E	884.80	11.06
1535	A	824.80	10.31	1558	A	1488.00	18.60	1568	A	916.00	11.45
	B	868.00	10.85		B	1559.20	19.49		B	956.80	11.96
	C	907.20	11.34		C	1632.80	20.41		C	999.20	12.49
	D	945.60	11.82		D	1713.60	21.42		D	1043.20	13.04
	E	992.00	12.40		E	1797.60	22.47		E	1092.80	13.66
1538	A	1066.40	13.33	1559	A	1224.80	15.31	1569	A	686.40	8.58
	B	1119.20	13.99		B	1288.00	16.10		B	722.40	9.03
	C	1172.00	14.65		C	1350.40	16.88		C	757.60	9.47
	D	1224.80	15.31		D	1412.80	17.66		D	787.20	9.84
	E	1288.00	16.10		E	1488.00	18.60		E	824.80	10.31
1543	A	1288.00	16.10	1560	A	760.00	9.50	1570	A	1641.60	20.52
	B	1352.00	16.90		B	793.60	9.92		B	1720.80	21.51
	C	1417.60	17.72		C	827.20	10.34		C	1800.80	22.51
	D	1480.80	18.51		D	864.00	10.80		D	1893.60	23.67
	E	1554.40	19.43		E	899.20	11.24		E	1984.00	24.80
1544	A	1591.20	19.89	1561	A	1632.80	20.41	1571	A	1137.60	14.22
	B	1669.60	20.87		B	1713.60	21.42		B	1191.20	14.89
	C	1750.40	21.88		C	1797.60	22.47		C	1247.20	15.59
	D	1837.60	22.97		D	1880.00	23.50		D	1310.40	16.38
	E	1929.60	24.12		E	1974.40	24.68		E	1370.40	17.13

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

0-18406

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1572	A	646.40	8.08	1583	A	943.20	11.79	1592	A	1467.20	18.34
	B	675.20	8.44		B	988.00	12.35		B	1542.40	19.28
	C	704.00	8.80		C	1034.40	12.93		C	1615.20	20.19
	D	734.40	9.18		D	1088.00	13.60		D	1693.60	21.17
	E	764.00	9.55		E	1136.80	14.21		E	1772.80	22.16
1573	A	1308.00	16.35	1584	A	1308.00	16.35	1593	A	1276.00	15.95
	B	1365.60	17.07		B	1368.80	17.11		B	1342.40	16.78
	C	1430.40	17.88		C	1436.00	17.95		C	1404.00	17.55
	D	1495.20	18.69		D	1498.40	18.73		D	1467.20	18.34
	E	1564.00	19.55		E	1576.00	19.70		E	1543.20	19.29
1574	A	1189.60	14.87	1585	A	1593.60	19.92	1594	A	954.40	11.93
	B	1251.20	15.64		B	1676.00	20.95		B	996.80	12.46
	C	1304.00	16.30		C	1759.20	21.99		C	1036.80	12.96
	D	1365.60	17.07		D	1848.00	23.10		D	1087.20	13.59
	E	1436.80	17.96		E	1935.20	24.19		E	1138.40	14.23
1575	A	884.00	11.05	1586	A	1070.40	13.38	1595	A	1101.60	13.77
	B	928.80	11.61		B	1122.40	14.03		B	1151.20	14.39
	C	970.40	12.13		C	1180.00	14.75		C	1204.80	15.06
	D	1020.00	12.75		D	1236.00	15.45		D	1257.60	15.72
	E	1068.80	13.36		E	1293.60	16.17		E	1312.00	16.40
1576	A	1068.80	13.36	1587	A	2235.20	27.94	1596	A	1527.20	19.09
	B	1119.20	13.99		B	2346.40	29.33		B	1600.80	20.01
	C	1172.80	14.66		C	2460.00	30.75		C	1677.60	20.97
	D	1228.00	15.35		D	2571.20	32.14		D	1760.80	22.01
	E	1286.40	16.08		E	2696.80	33.71		E	1848.00	23.10
1577*	A	1143.20	14.29	1588	A	575.20	7.19	1597	A	1216.00	15.20
	B	1197.60	14.97		B	603.20	7.54		B	1272.00	15.90
	C	1256.00	15.70		C	628.80	7.86		C	1332.80	16.66
	D	1314.40	16.43		D	661.60	8.27		D	1391.20	17.39
	E	1382.40	17.28		E	691.20	8.64		E	1455.20	18.19
1578	A	702.40	8.78	1589	A	1768.80	22.11	1598	A	1310.40	16.38
	B	734.40	9.18		B	1857.60	23.22		B	1374.40	17.18
	C	769.60	9.62		C	1945.60	24.32		C	1439.20	17.99
	D	803.20	10.04		D	2036.80	25.46		D	1509.60	18.87
	E	844.80	10.56		E	2135.20	26.69		E	1581.60	19.77
1579	A	803.20	10.04	1590	A	844.00	10.55	1599	A	1837.60	22.97
	B	840.00	10.50		B	886.40	11.08		B	1925.60	24.07
	C	874.40	10.93		C	928.80	11.61		C	2020.80	25.26
	D	916.00	11.45		D	969.60	12.12		D	2122.40	26.53
	E	956.80	11.96		E	1018.40	12.73		E	2225.60	27.82
1580	A	1118.40	13.98	1591	A	876.80	10.96	1601	A	1479.20	18.49
	B	1176.80	14.71		B	918.40	11.48		B	1555.20	19.44
	C	1231.20	15.39		C	960.00	12.00		C	1628.80	20.36
	D	1287.20	16.09		D	1005.60	12.57		D	1706.40	21.33
	E	1350.40	16.88		E	1052.80	13.16		E	1788.80	22.36

* See Page 24 for Salary Rates effective December 27, 1997, including Special Salary Adjustment and General Salary Increase

BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1602	A	1270.40	15.88	1615	A	1837.60	22.97	1627	A	879.20	10.99
	B	1324.80	16.56		B	1925.60	24.07		B	918.40	11.48
	C	1384.80	17.31		C	2020.80	25.26		C	959.20	11.99
	D	1451.20	18.14		D	2122.40	26.53		D	1001.60	12.52
	E	1521.60	19.02		E	2225.60	27.82		E	1048.00	13.10
1603	A	1340.00	16.75	1616	A	1495.20	18.69	1628	A	1040.80	13.01
	B	1408.00	17.60		B	1571.20	19.64		B	1091.20	13.64
	C	1474.40	18.43		C	1646.40	20.58		C	1142.40	14.28
	D	1540.80	19.26		D	1724.00	21.55		D	1197.60	14.97
	E	1621.60	20.27		E	1808.00	22.60		E	1252.00	15.65
1604	A	1719.20	21.49	1617	A	824.80	10.31	1630	A	1027.20	12.84
	B	1804.00	22.55		B	868.00	10.85		B	1076.80	13.46
	C	1890.40	23.63		C	907.20	11.34		C	1132.00	14.15
	D	1986.40	24.83		D	945.60	11.82		D	1182.40	14.78
	E	2080.80	26.01		E	992.00	12.40		E	1235.20	15.44
1609	A	1288.80	16.11	1618	A	1282.40	16.03	1631	A	1488.00	18.60
	B	1352.00	16.90		B	1346.40	16.83		B	1559.20	19.49
	C	1417.60	17.72		C	1404.00	17.55		C	1632.80	20.41
	D	1480.00	18.50		D	1468.00	18.35		D	1713.60	21.42
	E	1554.40	19.43		E	1536.00	19.20		E	1797.60	22.47
1610	A	1480.00	18.50	1620	A	808.00	10.10	1632	A	918.40	11.48
	B	1554.40	19.43		B	847.20	10.59		B	958.40	11.98
	C	1632.00	20.40		C	889.60	11.12		C	1001.60	12.52
	D	1710.40	21.38		D	933.60	11.67		D	1047.20	13.09
	E	1797.60	22.47		E	980.80	12.26		E	1094.40	13.68
1611	A	1707.20	21.34	1622	A	1707.20	21.34	1634	A	1077.60	13.47
	B	1789.60	22.37		B	1789.60	22.37		B	1131.20	14.14
	C	1882.40	23.53		C	1882.40	23.53		C	1188.80	14.86
	D	1974.40	24.68		D	1974.40	24.68		D	1247.20	15.59
	E	2066.40	25.83		E	2066.40	25.83		E	1309.60	16.37
1612	A	1632.80	20.41	1623	A	1288.80	16.11	1635	A	1144.80	14.31
	B	1713.60	21.42		B	1352.00	16.90		B	1199.20	14.99
	C	1797.60	22.47		C	1417.60	17.72		C	1253.60	15.67
	D	1880.00	23.50		D	1480.00	18.50		D	1311.20	16.39
	E	1974.40	24.68		E	1554.40	19.43		E	1374.40	17.18
1613	A	1224.80	15.31	1624	A	1480.00	18.50	1637	A	1303.20	16.29
	B	1288.00	16.10		B	1554.40	19.43		B	1364.00	17.05
	C	1350.40	16.88		C	1632.00	20.40		C	1432.80	17.91
	D	1412.80	17.66		D	1710.40	21.38		D	1504.80	18.81
	E	1488.00	18.60		E	1797.60	22.47		E	1576.00	19.70
1614	A	1488.00	18.60	1625	A	1113.60	13.92	1638	A	1748.00	21.85
	B	1559.20	19.49		B	1164.00	14.55		B	1829.60	22.87
	C	1632.80	20.41		C	1217.60	15.22		C	1920.80	24.01
	D	1713.60	21.42		D	1273.60	15.92		D	2015.20	25.19
	E	1797.60	22.47		E	1334.40	16.68		E	2111.20	26.39

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1639	A	1130.40	14.13	1649	A	1041.60	13.02	1658	A	1518.40	18.98
	B	1184.80	14.81		B	1092.80	13.66		B	1588.80	19.86
	C	1240.80	15.51		C	1141.60	14.27		C	1666.40	20.83
	D	1298.40	16.23		D	1200.00	15.00		D	1748.00	21.85
	E	1358.40	16.98		E	1260.00	15.75		E	1829.60	22.87
1640	A	934.40	11.68	1650	A	1632.80	20.41	1659	A	1143.20	14.29
	B	979.20	12.24		B	1713.60	21.42		B	1197.60	14.97
	C	1028.00	12.85		C	1797.60	22.47		C	1256.00	15.70
	D	1073.60	13.42		D	1880.00	23.50		D	1314.40	16.43
	E	1123.20	14.04		E	1974.40	24.68		E	1382.40	17.28
1641	A	1137.60	14.22	1651	A	1017.60	12.72	1660	A	1136.00	14.20
	B	1188.00	14.85		B	1067.20	13.34		B	1189.60	14.87
	C	1244.80	15.56		C	1116.00	13.95		C	1243.20	15.54
	D	1296.80	16.21		D	1172.00	14.65		D	1306.40	16.33
	E	1360.00	17.00		E	1226.40	15.33		E	1364.00	17.05
1642	A	1350.40	16.88	1652	A	1040.80	13.01	1661	A	1244.80	15.56
	B	1411.20	17.64		B	1091.20	13.64		B	1309.60	16.37
	C	1485.60	18.57		C	1140.80	14.26		C	1363.20	17.04
	D	1560.80	19.51		D	1189.60	14.87		D	1430.40	17.88
	E	1636.00	20.45		E	1246.40	15.58		E	1500.80	18.76
1644	A	988.80	12.36	1653	A	1140.80	14.26	1662	A	1172.00	14.65
	B	1033.60	12.92		B	1189.60	14.87		B	1226.40	15.33
	C	1077.60	13.47		C	1246.40	15.58		C	1284.80	16.06
	D	1126.40	14.08		D	1298.40	16.23		D	1348.80	16.86
	E	1179.20	14.74		E	1362.40	17.03		E	1412.80	17.66
1645	A	1124.00	14.05	1654	A	1252.00	15.65	1663	A	756.00	9.45
	B	1177.60	14.72		B	1309.60	16.37		B	789.60	9.87
	C	1234.40	15.43		C	1370.40	17.13		C	827.20	10.34
	D	1292.80	16.16		D	1432.00	17.90		D	866.40	10.83
	E	1353.60	16.92		E	1498.40	18.73		E	908.00	11.35
1646	A	1302.40	16.28	1655	A	1120.00	14.00	1664	A	908.00	11.35
	B	1363.20	17.04		B	1172.00	14.65		B	952.80	11.91
	C	1424.80	17.81		C	1231.20	15.39		C	992.00	12.40
	D	1484.00	18.55		D	1288.80	16.11		D	1040.80	13.01
	E	1557.60	19.47		E	1350.40	16.88		E	1093.60	13.67
1647	A	992.00	12.40	1656	A	1232.00	15.40	1665	A	1093.60	13.67
	B	1044.00	13.05		B	1288.80	16.11		B	1142.40	14.28
	C	1095.20	13.69		C	1352.00	16.90		C	1197.60	14.97
	D	1143.20	14.29		D	1416.00	17.70		D	1256.80	15.71
	E	1197.60	14.97		E	1485.60	18.57		E	1317.60	16.47
1648	A	907.20	11.34	1657	A	1384.80	17.31	1666	A	1361.60	17.02
	B	946.40	11.83		B	1450.40	18.13		B	1427.20	17.84
	C	992.00	12.40		C	1520.80	19.01		C	1488.00	18.60
	D	1044.00	13.05		D	1593.60	19.92		D	1561.60	19.52
	E	1095.20	13.69		E	1670.40	20.88		E	1633.60	20.42

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1667	A	686.40	8.58	1678	A	1119.20	13.99	1699	A	968.80	12.11
	B	718.40	8.98		B	1172.00	14.65		B	1020.00	12.75
	C	756.00	9.45		C	1224.80	15.31		C	1066.40	13.33
	D	789.60	9.87		D	1288.00	16.10		D	1119.20	13.99
	E	827.20	10.34		E	1350.40	16.88		E	1172.00	14.65
1668	A	1553.60	19.42	1680	A	2750.40	34.38	1714	A	1186.40	14.83
	B	1632.80	20.41		B	2886.40	36.08		B	1246.40	15.58
	C	1709.60	21.37		C	3024.00	37.80		C	1297.60	16.22
	D	1792.00	22.40		D	3174.40	39.68		D	1361.60	17.02
	E	1877.60	23.47		E	3328.80	41.61		E	1430.40	17.88
1669	A	1449.60	18.12	1683	A	2247.20	28.09	1715	A	1559.20	19.49
	B	1511.20	18.89		B	2356.00	29.45		B	1632.80	20.41
	C	1584.80	19.81		C	2472.00	30.90		C	1713.60	21.42
	D	1656.80	20.71		D	2594.40	32.43		D	1797.60	22.47
	E	1728.80	21.61		E	2722.40	34.03		E	1880.00	23.50
1670	A	1734.40	21.68	1692	A	1248.00	15.60	1716	A	1066.40	13.33
	B	1817.60	22.72		B	1306.40	16.33		B	1116.00	13.95
	C	1905.60	23.82		C	1372.80	17.16		C	1172.00	14.65
	D	1999.20	24.99		D	1434.40	17.93		D	1224.00	15.30
	E	2092.80	26.16		E	1506.40	18.83		E	1284.80	16.06
1671	A	1652.00	20.65	1693	A	1591.20	19.89	1717	A	1304.00	16.30
	B	1731.20	21.64		B	1668.80	20.86		B	1361.60	17.02
	C	1815.20	22.69		C	1748.00	21.85		C	1426.40	17.83
	D	1903.20	23.79		D	1838.40	22.98		D	1491.20	18.64
	E	1993.60	24.92		E	1924.00	24.05		E	1556.00	19.45
1672	A	1252.00	15.65	1694	A	1668.80	20.86	1718	A	1445.60	18.07
	B	1311.20	16.39		B	1748.00	21.85		B	1518.40	18.98
	C	1374.40	17.18		C	1838.40	22.98		C	1588.80	19.86
	D	1433.60	17.92		D	1924.00	24.05		D	1665.60	20.82
	E	1500.80	18.76		E	2017.60	25.22		E	1746.40	21.83
1673	A	1043.20	13.04	1696**	A	1860.00	23.25	1719	A	952.00	11.90
	B	1092.80	13.66		B	1952.00	24.40		B	998.40	12.48
	C	1140.80	14.26		C	2044.80	25.56		C	1041.60	13.02
	D	1191.20	14.89		D	2145.60	26.82		D	1092.80	13.66
	E	1245.60	15.57		E	2248.00	28.10		E	1142.40	14.28
1675	A	1296.00	16.20	1697	A	1061.60	13.27	1720	A	907.20	11.34
	B	1360.00	17.00		B	1109.60	13.87		B	946.40	11.83
	C	1416.00	17.70		C	1164.80	14.56		C	992.00	12.40
	D	1488.00	18.60		D	1221.60	15.27		D	1044.00	13.05
	E	1556.00	19.45		E	1278.40	15.98		E	1095.20	13.69
1677	A	1479.20	18.49	1698	A	2116.80	26.46	1721	A	1260.00	15.75
	B	1555.20	19.44		B	2220.00	27.75		B	1317.60	16.47
	C	1628.80	20.36		C	2329.60	29.12		C	1379.20	17.24
	D	1706.40	21.33		D	2436.80	30.46		D	1451.20	18.14
	E	1788.80	22.36		E	2558.40	31.98		E	1519.20	18.99

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** See Page 24 for Salary Rates effective December 27, 1997, including Special Salary Adjustment and General Salary Increase

BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1722	A	1198.40	14.98	1735	A	1173.60	14.67	1750	A	1518.40	18.98
	B	1256.00	15.70		B	1226.40	15.33		B	1588.80	19.86
	C	1312.80	16.41		C	1286.40	16.08		C	1666.40	20.83
	D	1381.60	17.27		D	1350.40	16.88		D	1748.00	21.85
	E	1447.20	18.09		E	1411.20	17.64		E	1829.60	22.87
1723	A	1198.40	14.98	1736	A	1572.80	19.66	1751	A	1748.00	21.85
	B	1256.00	15.70		B	1640.00	20.50		B	1829.60	22.87
	C	1312.80	16.41		C	1712.80	21.41		C	1920.80	24.01
	D	1381.60	17.27		D	1789.60	22.37		D	2015.20	25.19
	E	1447.20	18.09		E	1874.40	23.43		E	2111.20	26.39
1724	A	1920.80	24.01	1737	A	1087.20	13.59	1752	A	2015.20	25.19
	B	2009.60	25.12		B	1132.80	14.16		B	2111.20	26.39
	C	2110.40	26.38		C	1188.00	14.85		C	2216.00	27.70
	D	2209.60	27.62		D	1236.80	15.46		D	2325.60	29.07
	E	2315.20	28.94		E	1296.00	16.20		E	2436.80	30.46
1726*	A	1143.20	14.29	1738	A	1248.00	15.60	1756	A	1632.80	20.41
	B	1197.60	14.97		B	1302.40	16.28		B	1713.60	21.42
	C	1256.00	15.70		C	1365.60	17.07		C	1797.60	22.47
	D	1314.40	16.43		D	1423.20	17.79		D	1880.00	23.50
	E	1382.40	17.28		E	1491.20	18.64		E	1974.40	24.68
1727	A	1312.00	16.40	1739	A	1911.20	23.89	1757	A	1837.60	22.97
	B	1376.00	17.20		B	2008.80	25.11		B	1925.60	24.07
	C	1446.40	18.08		C	2100.00	26.25		C	2020.80	25.26
	D	1518.40	18.98		D	2204.00	27.55		D	2122.40	26.53
	E	1588.80	19.86		E	2308.00	28.85		E	2225.60	27.82
1728	A	1841.60	23.02	1746	A	868.00	10.85	1758	A	907.20	11.34
	B	1930.40	24.13		B	907.20	11.34		B	946.40	11.83
	C	2028.00	25.35		C	945.60	11.82		C	992.00	12.40
	D	2124.80	26.56		D	992.00	12.40		D	1044.00	13.05
	E	2230.40	27.88		E	1044.00	13.05		E	1095.20	13.69
1730	A	1312.00	16.40	1747	A	1066.40	13.33	1759	A	1041.60	13.02
	B	1376.00	17.20		B	1119.20	13.99		B	1092.80	13.66
	C	1446.40	18.08		C	1172.00	14.65		C	1141.60	14.27
	D	1518.40	18.98		D	1224.80	15.31		D	1200.00	15.00
	E	1588.80	19.86		E	1288.00	16.10		E	1260.00	15.75
1732	A	1141.60	14.27	1748	A	1224.80	15.31	1762	A	2113.60	26.42
	B	1189.60	14.87		B	1288.00	16.10		B	2215.20	27.69
	C	1247.20	15.59		C	1350.40	16.88		C	2324.00	29.05
	D	1298.40	16.23		D	1412.80	17.66		D	2439.20	30.49
	E	1361.60	17.02		E	1488.00	18.60		E	2559.20	31.99
1734	A	1431.20	17.89	1749	A	1488.00	18.60	1765	A	1254.40	15.68
	B	1500.80	18.76		B	1559.20	19.49		B	1317.60	16.47
	C	1572.80	19.66		C	1632.80	20.41		C	1377.60	17.22
	D	1649.60	20.62		D	1713.60	21.42		D	1444.80	18.06
	E	1728.80	21.61		E	1797.60	22.47		E	1508.80	18.86

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BASE SALARY TABLE CLASSIFIED SERVICE

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1766	A	983.20	12.29	1793	A	1880.00	23.50	1806	A	2015.20	25.19
	B	1035.20	12.94		B	1974.40	24.68		B	2111.20	26.39
	C	1084.00	13.55		C	2072.80	25.91		C	2216.00	27.70
	D	1133.60	14.17		D	2175.20	27.19		D	2325.60	29.07
	E	1186.40	14.83		E	2279.20	28.49		E	2436.80	30.46
1767	A	1131.20	14.14	1794	A	512.80	6.41	1808	A	1056.00	13.20
	B	1190.40	14.88		B	536.80	6.71		B	1104.80	13.81
	C	1246.40	15.58		C	564.80	7.06		C	1152.80	14.41
	D	1305.60	16.32		D	589.60	7.37		D	1204.00	15.05
	E	1364.00	17.05		E	614.40	7.68		E	1260.80	15.76
1769	A	1837.60	22.97	1796	A	1094.40	13.68	1809	A	1041.60	13.02
	B	1925.60	24.07		B	1144.80	14.31		B	1092.80	13.66
	C	2020.80	25.26		C	1198.40	14.98		C	1141.60	14.27
	D	2122.40	26.53		D	1260.80	15.76		D	1200.00	15.00
	E	2225.60	27.82		E	1316.80	16.46		E	1260.00	15.75
1774	A	907.20	11.34	1797	A	1173.60	14.67	1810	A	1296.00	16.20
	B	946.40	11.83		B	1226.40	15.33		B	1360.00	17.00
	C	992.00	12.40		C	1286.40	16.08		C	1416.00	17.70
	D	1044.00	13.05		D	1350.40	16.88		D	1488.00	18.60
	E	1095.20	13.69		E	1411.20	17.64		E	1556.00	19.45
1776	A	868.00	10.85	1798	A	1636.80	20.46	1811	A	1604.00	20.05
	B	907.20	11.34		B	1714.40	21.43		B	1679.20	20.99
	C	945.60	11.82		C	1800.00	22.50		C	1760.80	22.01
	D	992.00	12.40		D	1888.00	23.60		D	1845.60	23.07
	E	1044.00	13.05		E	1974.40	24.68		E	1939.20	24.24
1777	A	1197.60	14.97	1801	A	1041.60	13.02	1816	A	2020.80	25.26
	B	1252.00	15.65		B	1092.80	13.66		B	2118.40	26.48
	C	1316.00	16.45		C	1141.60	14.27		C	2222.40	27.78
	D	1383.20	17.29		D	1200.00	15.00		D	2332.80	29.16
	E	1450.40	18.13		E	1260.00	15.75		E	2445.60	30.57
1778	A	992.00	12.40	1802	A	1277.60	15.97	1817	A	1101.60	13.77
	B	1044.00	13.05		B	1336.00	16.70		B	1150.40	14.38
	C	1095.20	13.69		C	1398.40	17.48		C	1204.80	15.06
	D	1143.20	14.29		D	1460.00	18.25		D	1260.00	15.75
	E	1197.60	14.97		E	1529.60	19.12		E	1316.80	16.46
1783	A	1632.80	20.41	1803	A	1196.80	14.96	1818	A	1240.80	15.51
	B	1712.80	21.41		B	1247.20	15.59		B	1298.40	16.23
	C	1795.20	22.44		C	1307.20	16.34		C	1364.00	17.05
	D	1881.60	23.52		D	1362.40	17.03		D	1433.60	17.92
	E	1977.60	24.72		E	1426.40	17.83		E	1501.60	18.77
1784	A	1024.00	12.80	1804	A	1974.40	24.68	1819	A	1092.80	13.66
	B	1075.20	13.44		B	2066.40	25.83		B	1141.60	14.27
	C	1126.40	14.08		C	2168.80	27.11		C	1193.60	14.92
	D	1182.40	14.78		D	2270.40	28.38		D	1248.00	15.60
	E	1239.20	15.49		E	2380.00	29.75		E	1308.00	16.35

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BASE SALARY TABLE CLASSIFIED SERVICE

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1820*	A	1260.80	15.76	1834	A	1016.00	12.70	1849	A	1660.80	20.76
	B	1317.60	16.47		B	1062.40	13.28		B	1746.40	21.83
	C	1381.60	17.27		C	1109.60	13.87		C	1825.60	22.82
	D	1448.00	18.10		D	1162.40	14.53		D	1916.80	23.96
	E	1520.00	19.00		E	1215.20	15.19		E	2007.20	25.09
1821	A	1350.40	16.88	1835	A	1332.80	16.66	1850	A	1484.00	18.55
	B	1411.20	17.64		B	1389.60	17.37		B	1551.20	19.39
	C	1485.60	18.57		C	1454.40	18.18		C	1632.80	20.41
	D	1560.80	19.51		D	1520.80	19.01		D	1712.80	21.41
	E	1636.00	20.45		E	1592.00	19.90		E	1795.20	22.44
1822	A	1443.20	18.04	1837	A	1224.80	15.31	1851	A	1974.40	24.68
	B	1511.20	18.89		B	1288.00	16.10		B	2066.40	25.83
	C	1583.20	19.79		C	1350.40	16.88		C	2168.80	27.11
	D	1660.80	20.76		D	1412.80	17.66		D	2270.40	28.38
	E	1737.60	21.72		E	1488.00	18.60		E	2380.00	29.75
1823	A	1593.60	19.92	1838	A	1119.20	13.99	1852	A	1041.60	13.02
	B	1668.80	20.86		B	1172.00	14.65		B	1092.80	13.66
	C	1751.20	21.89		C	1224.80	15.31		C	1141.60	14.27
	D	1837.60	22.97		D	1288.00	16.10		D	1200.00	15.00
	E	1925.60	24.07		E	1350.40	16.88		E	1260.00	15.75
1825	A	1148.80	14.36	1839	A	1642.40	20.53	1853	A	1041.60	13.02
	B	1204.80	15.06		B	1717.60	21.47		B	1092.80	13.66
	C	1265.60	15.82		C	1798.40	22.48		C	1141.60	14.27
	D	1324.80	16.56		D	1877.60	23.47		D	1200.00	15.00
	E	1389.60	17.37		E	1968.00	24.60		E	1260.00	15.75
1826	A	1389.60	17.37	1840	A	992.00	12.40	1854	A	1973.60	24.67
	B	1455.20	18.19		B	1044.00	13.05		B	2066.40	25.83
	C	1528.00	19.10		C	1095.20	13.69		C	2168.00	27.10
	D	1600.80	20.01		D	1143.20	14.29		D	2270.40	28.38
	E	1680.00	21.00		E	1197.60	14.97		E	2380.00	29.75
1830	A	2015.20	25.19	1841	A	1724.00	21.55	1855	A	2015.20	25.19
	B	2111.20	26.39		B	1803.20	22.54		B	2111.20	26.39
	C	2216.00	27.70		C	1884.80	23.56		C	2216.00	27.70
	D	2325.60	29.07		D	1972.80	24.66		D	2325.60	29.07
	E	2436.80	30.46		E	2064.00	25.80		E	2436.80	30.46
1832	A	1113.60	13.92	1842	A	1488.00	18.60	1856	A	2372.00	29.65
	B	1164.00	14.55		B	1559.20	19.49		B	2481.60	31.02
	C	1217.60	15.22		C	1632.80	20.41		C	2608.00	32.60
	D	1273.60	15.92		D	1713.60	21.42		D	2735.20	34.19
	E	1334.40	16.68		E	1797.60	22.47		E	2865.60	35.82
1833	A	916.00	11.45	1844	A	992.00	12.40	1857	A	1324.00	16.55
	B	956.80	11.96		B	1044.00	13.05		B	1383.20	17.29
	C	999.20	12.49		C	1095.20	13.69		C	1451.20	18.14
	D	1043.20	13.04		D	1143.20	14.29		D	1520.00	19.00
	E	1092.80	13.66		E	1197.60	14.97		E	1596.00	19.95

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BASE SALARY TABLE CLASSIFIED SERVICE

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BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1859	A	1492.00	18.65	1868	A	1048.80	13.11	1878	A	2015.20	25.19
	B	1562.40	19.53		B	1096.80	13.71		B	2111.20	26.39
	C	1632.00	20.40		C	1147.20	14.34		C	2216.00	27.70
	D	1710.40	21.38		D	1197.60	14.97		D	2325.60	29.07
	E	1788.80	22.36		E	1248.80	15.61		E	2436.80	30.46
1860	A	1041.60	13.02	1869	A	892.00	11.15	1879	A	992.00	12.40
	B	1092.80	13.66		B	933.60	11.67		B	1044.00	13.05
	C	1141.60	14.27		C	980.80	12.26		C	1095.20	13.69
	D	1200.00	15.00		D	1028.00	12.85		D	1143.20	14.29
	E	1260.00	15.75		E	1076.80	13.46		E	1197.60	14.97
1861	A	1166.40	14.58	1870	A	1298.40	16.23	1880	A	1383.20	17.29
	B	1221.60	15.27		B	1360.80	17.01		B	1451.20	18.14
	C	1284.80	16.06		C	1429.60	17.87		C	1521.60	19.02
	D	1344.80	16.81		D	1499.20	18.74		D	1596.00	19.95
	E	1409.60	17.62		E	1572.00	19.65		E	1673.60	20.92
1862	A	1877.60	23.47	1871	A	1488.00	18.60	1881	A	1166.40	14.58
	B	1968.80	24.61		B	1559.20	19.49		B	1221.60	15.27
	C	2064.00	25.80		C	1632.80	20.41		C	1284.80	16.06
	D	2167.20	27.09		D	1713.60	21.42		D	1344.80	16.81
	E	2270.40	28.38		E	1797.60	22.47		E	1409.60	17.62
1863	A	2015.20	25.19	1872	A	1713.60	21.42	1883	A	2245.60	28.07
	B	2111.20	26.39		B	1797.60	22.47		B	2354.40	29.43
	C	2216.00	27.70		C	1880.00	23.50		C	2476.80	30.96
	D	2325.60	29.07		D	1974.40	24.68		D	2591.20	32.39
	E	2436.80	30.46		E	2072.80	25.91		E	2716.00	33.95
1864	A	992.00	12.40	1873	A	1017.60	12.72	1884	A	2245.60	28.07
	B	1043.20	13.04		B	1068.00	13.35		B	2354.40	29.43
	C	1096.00	13.70		C	1118.40	13.98		C	2476.80	30.96
	D	1150.40	14.38		D	1173.60	14.67		D	2591.20	32.39
	E	1200.80	15.01		E	1226.40	15.33		E	2716.00	33.95
1865	A	970.40	12.13	1875	A	2015.20	25.19	1885	A	1673.60	20.92
	B	1018.40	12.73		B	2111.20	26.39		B	1755.20	21.94
	C	1068.80	13.36		C	2216.00	27.70		C	1843.20	23.04
	D	1120.00	14.00		D	2325.60	29.07		D	1931.20	24.14
	E	1172.80	14.66		E	2436.80	30.46		E	2028.00	25.35
1866	A	1576.00	19.70	1876*	A	1143.20	14.29	1886	A	1198.40	14.98
	B	1656.00	20.70		B	1197.60	14.97		B	1256.00	15.70
	C	1738.40	21.73		C	1256.00	15.70		C	1312.80	16.41
	D	1816.80	22.71		D	1314.40	16.43		D	1381.60	17.27
	E	1904.00	23.80		E	1382.40	17.28		E	1447.20	18.09
1867	A	1450.40	18.13	1877	A	1710.40	21.38	1887	A	1695.20	21.19
	B	1526.40	19.08		B	1794.40	22.43		B	1772.00	22.15
	C	1600.00	20.00		C	1877.60	23.47		C	1855.20	23.19
	D	1679.20	20.99		D	1972.80	24.66		D	1939.20	24.24
	E	1760.80	22.01		E	2065.60	25.82		E	2027.20	25.34

* See Page 24 for Salary Rates effective December 27, 1997, including Special Salary Adjustment and General Salary Increase

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1888	A	1946.40	24.33	1898	A	1036.80	12.96	1907	A	1063.20	13.29
	B	2039.20	25.49		B	1087.20	13.59		B	1115.20	13.94
	C	2145.60	26.82		C	1138.40	14.23		C	1166.40	14.58
	D	2245.60	28.07		D	1188.80	14.86		D	1224.00	15.30
	E	2354.40	29.43		E	1241.60	15.52		E	1284.00	16.05
1890	A	1481.60	18.52	1899	A	828.00	10.35	1908	A	840.00	10.50
	B	1549.60	19.37		B	867.20	10.84		B	874.40	10.93
	C	1619.20	20.24		C	908.00	11.35		C	916.00	11.45
	D	1695.20	21.19		D	952.00	11.90		D	956.80	11.96
	E	1772.00	22.15		E	998.40	12.48		E	999.20	12.49
1891	A	1169.60	14.62	1900	A	1095.20	13.69	1909	A	880.80	11.01
	B	1220.80	15.26		B	1146.40	14.33		B	917.60	11.47
	C	1273.60	15.92		C	1198.40	14.98		C	960.80	12.01
	D	1338.40	16.73		D	1261.60	15.77		D	1005.60	12.57
	E	1398.40	17.48		E	1317.60	16.47		E	1048.00	13.10
1892	A	1645.60	20.57	1901	A	1095.20	13.69	1910	A	735.20	9.19
	B	1727.20	21.59		B	1146.40	14.33		B	768.00	9.60
	C	1812.80	22.66		C	1198.40	14.98		C	804.00	10.05
	D	1903.20	23.79		D	1261.60	15.77		D	843.20	10.54
	E	2000.00	25.00		E	1317.60	16.47		E	881.60	11.02
1893	A	1140.80	14.26	1902	A	952.00	11.90	1912	A	1296.80	16.21
	B	1196.00	14.95		B	998.40	12.48		B	1358.40	16.98
	C	1250.40	15.63		C	1041.60	13.02		C	1427.20	17.84
	D	1308.00	16.35		D	1092.80	13.66		D	1488.00	18.60
	E	1365.60	17.07		E	1142.40	14.28		E	1558.40	19.48
1894	A	1036.80	12.96	1903	A	1041.60	13.02	1913	A	1361.60	17.02
	B	1087.20	13.59		B	1092.80	13.66		B	1427.20	17.84
	C	1138.40	14.23		C	1142.40	14.28		C	1488.00	18.60
	D	1188.80	14.86		D	1198.40	14.98		D	1561.60	19.52
	E	1241.60	15.52		E	1257.60	15.72		E	1633.60	20.42
1895	A	1352.80	16.91	1904	A	1488.00	18.60	1914	A	575.20	7.19
	B	1411.20	17.64		B	1559.20	19.49		B	603.20	7.54
	C	1474.40	18.43		C	1632.80	20.41		C	628.80	7.86
	D	1548.00	19.35		D	1713.60	21.42		D	661.60	8.27
	E	1616.80	20.21		E	1797.60	22.47		E	686.40	8.58
1896	A	1834.40	22.93	1905	A	866.40	10.83	1915	A	1662.40	20.78
	B	1924.80	24.06		B	907.20	11.34		B	1747.20	21.84
	C	2020.80	25.26		C	945.60	11.82		C	1825.60	22.82
	D	2118.40	26.48		D	992.00	12.40		D	1916.80	23.96
	E	2224.80	27.81		E	1041.60	13.02		E	2006.40	25.08
1897	A	1252.00	15.65	1906	A	966.40	12.08	1916	A	2598.40	32.48
	B	1311.20	16.39		B	1015.20	12.69		B	2718.40	33.98
	C	1376.80	17.21		C	1063.20	13.29		C	2855.20	35.69
	D	1436.80	17.96		D	1115.20	13.94		D	2995.20	37.44
	E	1500.80	18.76		E	1166.40	14.58		E	3139.20	39.24

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BASE SALARY TABLE CLASSIFIED SERVICE
Effective 7-1-97

BASE SALARY TABLE				BASE SALARY TABLE				BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1917	A	1837.60	22.97	1926	A	1837.60	22.97	1935	A	2015.20	25.19
	B	1925.60	24.07		B	1925.60	24.07		B	2111.20	26.39
	C	2020.80	25.26		C	2020.80	25.26		C	2216.00	27.70
	D	2122.40	26.53		D	2122.40	26.53		D	2325.60	29.07
	E	2225.60	27.82		E	2225.60	27.82		E	2436.80	30.46
1918	A	1363.20	17.04	1927	A	1837.60	22.97	1936	A	753.60	9.42
	B	1434.40	17.93		B	1925.60	24.07		B	788.80	9.86
	C	1493.60	18.67		C	2020.80	25.26		C	826.40	10.33
	D	1564.80	19.56		D	2122.40	26.53		D	866.40	10.83
	E	1644.80	20.56		E	2225.60	27.82		E	907.20	11.34
1919	A	844.00	10.55	1928	A	1669.60	20.87	1937	A	1604.00	20.05
	B	884.00	11.05		B	1748.00	21.85		B	1679.20	20.99
	C	929.60	11.62		C	1834.40	22.93		C	1760.80	22.01
	D	968.80	12.11		D	1921.60	24.02		D	1845.60	23.07
	E	1020.00	12.75		E	2012.80	25.16		E	1939.20	24.24
1920	A	1093.60	13.67	1929	A	1837.60	22.97	1938	A	1518.40	18.98
	B	1146.40	14.33		B	1925.60	24.07		B	1588.80	19.86
	C	1204.00	15.05		C	2020.80	25.26		C	1666.40	20.83
	D	1266.40	15.83		D	2122.40	26.53		D	1748.00	21.85
	E	1320.00	16.50		E	2225.60	27.82		E	1829.60	22.87
1921	A	980.80	12.26	1930	A	1144.80	14.31	1939	A	1748.00	21.85
	B	1024.00	12.80		B	1200.80	15.01		B	1829.60	22.87
	C	1070.40	13.38		C	1256.80	15.71		C	1920.80	24.01
	D	1122.40	14.03		D	1319.20	16.49		D	2015.20	25.19
	E	1179.20	14.74		E	1383.20	17.29		E	2111.20	26.39
1922	A	1844.00	23.05	1931	A	1350.40	16.88	1940	A	1632.80	20.41
	B	1929.60	24.12		B	1411.20	17.64		B	1713.60	21.42
	C	2024.80	25.31		C	1485.60	18.57		C	1797.60	22.47
	D	2124.00	26.55		D	1560.80	19.51		D	1880.00	23.50
	E	2226.40	27.83		E	1636.00	20.45		E	1974.40	24.68
1923	A	1837.60	22.97	1932	A	980.80	12.26	1941	A	1818.40	22.73
	B	1925.60	24.07		B	1027.20	12.84		B	1901.60	23.77
	C	2020.80	25.26		C	1079.20	13.49		C	2001.60	25.02
	D	2122.40	26.53		D	1127.20	14.09		D	2103.20	26.29
	E	2225.60	27.82		E	1180.00	14.75		E	2204.00	27.55
1924	A	2020.00	25.25	1933	A	1074.40	13.43	1946	A	916.00	11.45
	B	2116.80	26.46		B	1126.40	14.08		B	956.80	11.96
	C	2222.40	27.78		C	1180.80	14.76		C	999.20	12.49
	D	2329.60	29.12		D	1234.40	15.43		D	1043.20	13.04
	E	2440.00	30.50		E	1291.20	16.14		E	1092.80	13.66
1925	A	1025.60	12.82	1934	A	934.40	11.68	1947	A	999.20	12.49
	B	1073.60	13.42		B	979.20	12.24		B	1043.20	13.04
	C	1122.40	14.03		C	1028.00	12.85		C	1092.80	13.66
	D	1176.80	14.71		D	1073.60	13.42		D	1141.60	14.27
	E	1231.20	15.39		E	1123.20	14.04		E	1193.60	14.92

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1955	A	1621.60	20.27
	B	1705.60	21.32
	C	1784.80	22.31
	D	1871.20	23.39
	E	1960.00	24.50
1956	A	1296.00	16.20
	B	1360.00	17.00
	C	1416.00	17.70
	D	1488.00	18.60
	E	1556.00	19.45
1957	A	1421.60	17.77
	B	1488.80	18.61
	C	1552.80	19.41
	D	1629.60	20.37
	E	1705.60	21.32
1961	A	1363.20	17.04
	B	1428.80	17.86
	C	1500.80	18.76
	D	1574.40	19.68
	E	1650.40	20.63
1968	A	916.00	11.45
	B	956.80	11.96
	C	999.20	12.49
	D	1043.20	13.04
	E	1092.80	13.66
1969	A	916.00	11.45
	B	956.80	11.96
	C	999.20	12.49
	D	1043.20	13.04
	E	1092.80	13.66
1970	A	1066.40	13.33
	B	1119.20	13.99
	C	1172.00	14.65
	D	1224.80	15.31
	E	1288.00	16.10
1971	A	1632.80	20.41
	B	1713.60	21.42
	C	1797.60	22.47
	D	1880.00	23.50
	E	1974.40	24.68
1972	A	1837.60	22.97
	B	1925.60	24.07
	C	2020.80	25.26
	D	2122.40	26.53
	E	2225.60	27.82

BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1974	A	1196.80	14.96
	B	1247.20	15.59
	C	1306.40	16.33
	D	1364.80	17.06
	E	1430.40	17.88
1975	A	1298.40	16.23
	B	1360.80	17.01
	C	1429.60	17.87
	D	1499.20	18.74
	E	1572.00	19.65
1976	A	1632.00	20.40
	B	1708.80	21.36
	C	1794.40	22.43
	D	1879.20	23.49
	E	1974.40	24.68
1977	A	1834.40	22.93
	B	1921.60	24.02
	C	2016.80	25.21
	D	2116.00	26.45
	E	2216.80	27.71
1978	A	840.00	10.50
	B	874.40	10.93
	C	916.00	11.45
	D	956.80	11.96
	E	999.20	12.49
1979	A	916.00	11.45
	B	956.80	11.96
	C	999.20	12.49
	D	1043.20	13.04
	E	1092.80	13.66
1980	A	1431.20	17.89
	B	1500.80	18.76
	C	1572.80	19.66
	D	1649.60	20.62
	E	1728.80	21.61
1982	A	868.00	10.85
	B	907.20	11.34
	C	945.60	11.82
	D	992.00	12.40
	E	1044.00	13.05
1983	A	1017.60	12.72
	B	1067.20	13.34
	C	1116.00	13.95
	D	1172.00	14.65
	E	1226.40	15.33

BASE SALARY TABLE			
RATE	STEP	BIWEEKLY	HOURLY
1985	A	1220.80	15.26
	B	1282.40	16.03
	C	1338.40	16.73
	D	1398.40	17.48
	E	1464.80	18.31
1986	A	1695.20	21.19
	B	1772.00	22.15
	C	1855.20	23.19
	D	1939.20	24.24
	E	2027.20	25.34
1987	A	1946.40	24.33
	B	2039.20	25.49
	C	2145.60	26.82
	D	2245.60	28.07
	E	2354.40	29.43
1988	A	1481.60	18.52
	B	1549.60	19.37
	C	1619.20	20.24
	D	1695.20	21.19
	E	1772.00	22.15
1991	A	1196.80	14.96
	B	1247.20	15.59
	C	1306.40	16.33
	D	1364.80	17.06
	E	1430.40	17.88
1992	A	916.00	11.45
	B	956.80	11.96
	C	999.20	12.49
	D	1043.20	13.04
	E	1092.80	13.66
1994	A	1834.40	22.93
	B	1921.60	24.02
	C	2016.80	25.21
	D	2116.00	26.45
	E	2216.80	27.71
1995	A	412.00	5.15
	B	431.20	5.39
	C	456.80	5.71
	D	477.60	5.97
	E	501.60	6.27
1997	A	1121.60	14.02
	B	1176.00	14.70
	C	1232.00	15.40
	D	1291.20	16.14
	E	1353.60	16.92

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BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-1-97

BASE SALARY TABLE

RATE	STEP	BIWEEKLY	HOURLY
1998	A	1256.80	15.71
	B	1317.60	16.47
	C	1383.20	17.29
	D	1450.40	18.13
	E	1521.60	19.02

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SUPPLEMENTAL BASE SALARY TABLE CLASSIFIED SERVICE

A. Includes 5% Special Salary Adjustment plus 4% General Salary Increase *

Effective 12/27/97

RATE	STEP	BIWEEKLY	HOURLY
1577	A	1246.40	15.58
	B	1305.60	16.32
	C	1368.80	17.11
	D	1432.80	17.91
	E	1507.20	18.84
1726	A	1246.40	15.58
	B	1305.60	16.32
	C	1368.80	17.11
	D	1432.80	17.91
	E	1507.20	18.84
1820	A	1374.40	17.18
	B	1436.00	17.95
	C	1505.60	18.82
	D	1578.40	19.73
	E	1656.80	20.71
1876	A	1246.40	15.58
	B	1305.60	16.32
	C	1368.80	17.11
	D	1432.80	17.91
	E	1507.20	18.84

B. Includes 4% Special Salary Adjustment plus 2% General Salary Increase **

Effective 12/27/97

1696	A	1972.00	24.65
	B	2068.80	25.86
	C	2167.20	27.09
	D	2274.40	28.43
	E	2383.20	29.79

C. Includes 4% Special Salary Adjustment plus 2% General Salary Increase ***

Effective 04/01/98

1456	A	2012.00	25.15
	B	2110.40	26.38
	C	2214.40	27.68
	D	2322.40	29.03
	E	2436.00	30.45

BASE SALARY TABLE FOR UNCLASSIFIED SERVICE
(Effective 7/1/97)

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
2010	MINIMUM	781.60	9.77	2103	A	668.80	8.36
	MAXIMUM	2949.60	36.87		B	702.40	8.78
2015	MINIMUM	603.20	7.54	2139	C	734.40	9.18
	MAXIMUM	2555.20	31.94		D	766.40	9.58
	MINIMUM	1015.20	12.69		E	804.00	10.05
	MAXIMUM	4106.40	51.33		A	665.60	8.32
2020	MINIMUM	743.20	9.29	2166	B	701.60	8.77
	MAXIMUM	3449.60	43.12		C	732.80	9.16
2025	MINIMUM	1220.80	15.26	2185	D	765.60	9.57
	MAXIMUM	4311.20	53.89		E	803.20	10.04
	MINIMUM	785.60	9.82		A	668.80	8.36
	MAXIMUM	3205.60	40.07		B	702.40	8.78
2030	MINIMUM	2275.20	28.44	2169	C	734.40	9.18
	MAXIMUM	5166.40	64.58		D	766.40	9.58
	MINIMUM	976.00	12.20		E	804.00	10.05
	MAXIMUM	3540.00	44.25		A	668.80	8.36
2045	MINIMUM	2808.00	35.10	2186	B	702.40	8.78
	MAXIMUM	6004.80	75.06		C	734.40	9.18
	MINIMUM	1334.40	16.68		D	766.40	9.58
	MAXIMUM	4894.40	61.18		E	804.00	10.05
	MINIMUM	684.80	8.56		A	668.80	8.36
2055	MAXIMUM	5035.20	62.94	2188	B	702.40	8.78
	MINIMUM	647.20	8.09		C	734.40	9.18
	MAXIMUM	2739.20	34.24		D	766.40	9.58
	MINIMUM	884.80	11.06		E	804.00	10.05
	MAXIMUM	3505.60	43.82		A	668.80	8.36
2070	MINIMUM	1806.40	22.58	2188	B	702.40	8.78
	MAXIMUM	4240.80	53.01		C	734.40	9.18
	MINIMUM	647.20	8.09		D	766.40	9.58
	MAXIMUM	2739.20	34.24		E	804.00	10.05
	MINIMUM	884.80	11.06		A	668.80	8.36
2073	MAXIMUM	3505.60	43.82	2188	B	702.40	8.78
	MINIMUM	647.20	8.09		C	734.40	9.18
	MAXIMUM	2739.20	34.24		D	766.40	9.58
	MINIMUM	884.80	11.06		E	804.00	10.05
	MAXIMUM	3505.60	43.82		A	668.80	8.36
2077	MINIMUM	1806.40	22.58	2188	B	702.40	8.78
	MAXIMUM	4240.80	53.01		C	734.40	9.18
	MINIMUM	647.20	8.09		D	766.40	9.58
	MAXIMUM	2739.20	34.24		E	804.00	10.05
	MINIMUM	884.80	11.06		A	668.80	8.36

Salary/Schedule UC

18406

EXHIBIT B

RECEIVED

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CITY CLERKS OFFICE
SAN DIEGO, CA

THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES

EXHIBIT B

JULY 1, 1997

0-18406

Classified Service Classes and Standard Rates

Standard
Rate Number

BUILDING INSPECTION

Combination Inspector I	1276
Combination Inspector II	1277
Electrical Inspector I	1161
Electrical Inspector II	1162
Housing Inspector I	1164
Housing Inspector II	1165
Mechanical Inspector I	1171
Mechanical Inspector II	1172
Senior Combination Inspector	1849
Senior Electrical Inspector	1163
Senior Housing Inspector	1166
Senior Mechanical Inspector	1173
Senior Structural Inspector	1179
Structural Inspector I	1177
Structural Inspector II	1178

CHEMISTS

Assistant Chemist	1136
Assistant Laboratory Technician	1160
Associate Chemist	1220
Biologist I	1623
Biologist II	1624

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Biologist III	1622
Hazardous Materials Program Manager	1500
Industrial Waste Inspector I	1526
Industrial Waste Inspector II	1527
Industrial Waste Inspector III	1544
Industrial Waste Inspector Trainee	1524
Industrial Waste Program Manager	1528
Junior Chemist	1543
Laboratory Assistant	1578
Laboratory Technician	1580
Marine Biologist I	1609
Marine Biologist II	1610
Marine Biologist III	1611
Senior Biologist	1804
Senior Chemist	1854
Senior Marine Biologist	1851
Supervising Industrial Waste Inspector	1896

CLERICAL

Account Clerk	1104
Auto Messenger	1236
Benefits Representative I	1255
Benefits Representative II	1256

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Bookmobile Driver	1268
Cashier	1330
Claims Clerk	1341
Clerical Assistant I	1569
Clerical Assistant II	1535
Council Secretary	1381
Court Support Clerk I	1386
Court Support Clerk II	1388
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Documents Input Clerk (Terminal)	1402
Documents Input Supervisor (Terminal)	1403
Editor/Proofreader	1246
Executive Secretary	1876
Intermediate Stenographer	1532
Junior Stenographer	1567
Legal Secretary	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
Library Aide	1588
Library Clerk	1590

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Library Technician	1758
Micrographics Clerk	1617
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649
Payroll Audit Supervisor - Auditor	1886
Payroll Audit Supervisor - Personnel	1659
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726
Principal Customer Services Representative	1722
Principal Police Records Clerk	1721
Principal Test Administration Specialist	1723
Public Information Clerk	1776
Public Information Specialist	1774
Public Information Supervisor	1778
Public Service Career Trainee	15% below target class
Retirement Assistant	1801
Senior Account Clerk	1844
Senior Accounts Payable Audit Clerk	1809
Senior Benefits Representative	1257

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Cashier	1840
Senior Clerk/Typist	1879
Senior Customer Services Representative	1860
Senior Disposal Site Representative	1864
Senior Legal Secretary	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852
Student Worker	1914
Supervising Disposal Site Representative	1920
Test Administration Specialist	1419
Vehicle and Fuel Clerk	1982
Word Processing Operator	1746

COMMUNICATIONS

Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatcher	1464
Lead Fire Dispatcher (Terminal)	1574
Police Dispatch Supervisor	1918
Police Dispatcher	1714

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Police Lead Dispatcher	1661
Public Works Dispatcher	1766
Public Works Dispatch Supervisor	1767
CONSTRUCTION AND MAINTENANCE	
Assistant Reservoir Keeper	1193
Building Service Technician	1280
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908

Classified Service Classes and Standard Rates

Standard
Rate Number

Stadium Maintenance Supervisor	1897
Stadium Maintenance Technician	1898
Tank Service Technician I	1946
Tank Service Technician II	1947
Utility Supervisor	1974
Utility Worker I	1978
Utility Worker II	1979
Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995

CUSTODIAL

Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919

DATA PROCESSING

Data Entry Operator	1575
Data Entry Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749

Classified Service Classes and Standard Rates

Standard
Rate Number

Senior Data Entry Operator	1865
Senior Systems Analyst	1877

ENGINEERING

Assistant Engineer - Civil	1153
Assistant Engineer - Electrical	1157
Assistant Engineer - Mechanical	1167
Assistant Engineer - Traffic	1207
Assistant Park Designer	1168
Associate Communications Engineer	1219
Associate Engineer - Civil	1221
Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Electrical	1552
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751
Project Officer II	1752
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Drafting Aide	1423
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994

EQUIPMENT MAINTENANCE

Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738
Assistant Water Distribution Operator	1368
Body and Fender Mechanic	1264
Equipment Mechanic	1437
Equipment Painter	1446
Equipment Repair Supervisor	1435
Equipment Service Supervisor	1451
Equipment Service Writer	1447
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Manager	1762

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Machinist	1602
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452
Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Motive Service Technician	1450
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Water Distribution Operator	1369
Water Distribution Operations Supervisor	1370

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Water Distribution Operator Trainee	1367
Welder	1985

EQUIPMENT OPERATION

Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413
District Refuse Collection Supervisor	1839
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Refuse Collection Manager	1841
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver Trainee	1833
Senior Boat Operator	1267

Classified Service Classes and Standard Rates

Standard
Rate Number

Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265

FIELD CONTACT

Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator III	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393
Field Representative	1465
Investigation Support Manager	1924
Litter Control Inspector (Terminal)	1838
Litter Control Supervisor (Terminal)	1837
Meter Reader	1620
Parking Enforcement Officer I	1640

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Parking Enforcement Officer II	1630
Parking Enforcement Supervisor	1639
Police Code Compliance Officer	1361
Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728
Safety Representative I	1825
Safety Representative II	1826
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Meter Reader	1869
Special Events Traffic Control Supervisor	1933
Special Events Traffic Controller I	1934
Special Events Traffic Controller II	1932
Supervising Field Representative	1921
Supervising Meter Reader	1925

Classified Service Classes and Standard Rates

Standard
Rate Number

FIRE

Assistant Fire Marshal	1156
Emergency Medical Technician	1517
Fire Battalion Chief	1453
Fire Captain	1456
Fire Engineer	1458
Fire Fighter I	1461
Fire Fighter II	1462
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Medical Operations Coordinator	1519
Paramedic I	1506
Paramedic II	1507

GRAPHICS

Audio Visual Specialist	1234
Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Photographer	1660

Classified Service Classes and Standard Rates

Standard
Rate Number

LIBRARY

Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
Library Assistant	1586
Supervising Librarian	1922

MANAGEMENT, FISCAL AND STAFF

Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Administrative Services Manager	1182
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
ARJIS Administrator	1253
Asbestos Program Manager	1119
Assistant Management Analyst	1132

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Assistant Data Systems Coordinator	1151
Assistant Economist	1158
Assistant Facility Manager	1159
Assistant Personnel Analyst	1170
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Associate Management Analyst	1218
Associate Economist	1222
Associate Personnel Analyst	1226
Associate Property Agent	1228
Building Code and Noise Abatement Supervisor	1278
Buyer's Aide I	1286
Buyer's Aide II	1287
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344
Community Development Coordinator	1350
Community Development Specialist I	1351
Community Development Specialist II	1352
Community Development Specialist III	1353
Community Development Specialist IV	1354
Data Systems Coordinator	1348
Data Systems Technician	1401

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Deputy Noise Abatement Officer	1397
Dispute Resolution Officer	1415
Economist	1424
Employee Assistance Counselor	1406
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Fitness Specialist	1201
Fleet Parts Buyer	1250
Junior Property Agent	1564
Lakes Program Manager	1599
Legal Assistant	1598
Literacy Program Administrator	1757
Management Trainee	1108
Noise Abatement Officer	1631
Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Principal Procurement Specialist	1783
Procurement Specialist	1282
Procurement Trainee	1283
Property Agent	1756
Public Art Program Administrator	1769
Public Information Officer	1777
Rate Analyst	1793
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety Officer	1823
Senior Data Systems Coordinator	1349
Senior Legal Assistant	1822
Senior Management Analyst	1106
Senior Personnel Analyst	1650
Senior Procurement Specialist	1850
Senior Public Information Officer	1871
Supervising Claims Representative	1391
Supervising Data Systems Coordinator	1926
Supervising Economist	1923
Supervising Management Analyst	1917

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Supervising Personnel Analyst	1927
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Utilities Training Manager	1972
Utilities Training Supervisor	1971
Victim Services Coordinator	1983
 MARINE SAFETY	
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400
 PARK MAINTENANCE	
Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969

PLANNING

Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Planning Technician I	1663
Planning Technician II	1664
Planning Technician III	1665
Senior Planner	1872
Senior Zoning Investigator	1880
Zoning Investigator I	1997
Zoning Investigator II	1998
 PLANT OPERATION	
Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Senior Wastewater Operations Supervisor	1888
Senior Water Operations Supervisor	1987
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884
 POLICE	
Assistant Criminalist	1152
Assistant Documents Examiner	1224

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Assistant Latent Print Examiner	1229
Assistant Interview and Interrogation Specialist	1196
Cal-Id Technician	1285
Community Relations Assistant to the Police Chief	1355
Community Service Officer I	1392
Community Service Officer II	1377
Crime Laboratory Manager	1916
Criminalist	1384
Documents Examiner	1421
Documents Examiner Trainee	1420
Forensic Alcohol Analyst	1466
Forensic Specialist	1448
Interview and Interrogation Specialist	1715
Interview and Interrogation Trainee	1716
Latent Print and Forensic Specialist Supervisor	1862
Latent Print Examiner	1570
Police Agent	1694
Police Captain	1680
Police Investigative Aide I	1699
Police Investigative Aide II	1678
Police Lieutenant	1683

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Police Officer I	1692
Police Officer II	1693
Police Recruit	1697
Police Sergeant	1696
Supervising Academy Instructor	1941
Supervising Cal-ID Technician	1930
Supervising Criminalist	1856

PRINTING

Bindery Worker I	1260
Bindery Worker II	1261
Bindery Worker III	1262
Layout Composer	1583
Lithographic Technician	1595
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Senior Offset Press Operator	1868

RECREATION

Area Manager I	1130
Area Manager II	1131
Assistant Recreation Center Director	1192

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
District Manager	1418
Golf Course Manager	1798
Golf Starter	1480
Golf Starter Supervisor	1481
Park Ranger	1634
Pool Guard I	1667
Pool Guard II	1936
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735
Recreation Leader I	1565
Recreation Leader II	1531
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Recreation Specialist	1931
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907

Classified Service Classes and Standard Rates

Standard
Rate Number

SKILLED TRADES

Apprentice

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

Building Maintenance Supervisor	1273
Carpenter	1288
Carpenter Supervisor	1290
Cement Finisher	1293
Cement Gun Operator	1498
Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating Technician	1510
Heating, Ventilating, and Air Conditioning Supervisor	1511
Instrumentation and Control Technician	1523
Instrumentation and Control Supervisor	1522
Locksmith	1597
Painter	1635
Painter Supervisor	1637

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Plant Process Control Electrician	1666
Plant Process Control Supervisor	1668
Plasterer	1672
Plumber	1675
Plumber Supervisor	1677
Refrigeration Mechanic	1810
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior Locksmith	1802
Senior Refrigeration Mechanic	1913
Sign Painter	1891
Sign Shop Supervisor	1895
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957

STOREKEEPING

Police Property and Evidence Clerk	1719
Property and Evidence Supervisor	1900

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533
Senior Property and Evidence Supervisor	1904

EXHIBIT C

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

EXHIBIT C

JULY 1, 1997

0-18406

UNCLASSIFIED SERVICE

EXECUTIVE

Classification and Class Number

Executive V

Salary Rate-2051/Minimum and Maximum

Monthly \$ 6,105.00 - \$ 13,055.00

Bi-weekly \$ 2,808.00 - \$ 6,004.80

Hourly \$ 35.10 - \$ 75.06

2141 City Manager (UC)
2001 City Attorney (UC)
2106 Assistant City Attorney (UC)
2111 Assistant City Manager (UC)

Executive IV

Salary Rate-2041/Minimum and Maximum

Monthly \$ 4,947.00 - \$ 11,232.00

Bi-weekly \$ 2,275.20 - \$ 5,166.40

Hourly \$ 28.44 - \$ 64.58

2112 Business Center Manager (UC)
2153 Deputy City Manager (Assistant to the City Manager) (UC)
2131 Development Services Director (UC)
2132 Department Director (UC)
2147 Engineering Director (UC)
2192 Environmental Services Director (UC)
2130 Financial Management Director (Budget Officer) (UC)
2160 Fire Chief (UC)
2159 General Services Director (UC)
2267 Metropolitan Wastewater Director (UC)
2179 Park and Recreation Director (UC)
2172 Planning Director (UC)
2173 Police Chief (UC)
2194 Water Utilities Director (UC)

Executive III

Salary Rate-2030/Minimum and Maximum

Monthly \$ 2,654.00 - \$ 9,373.00

Bi-weekly \$ 1,220.80 - \$ 4,311.20

Hourly \$ 15.26 - \$ 53.89

2181 Assistant Department Director (UC)
2105 Assistant Development Services Director (UC)

- 2123 Assistant Environmental Services Director (UC)
- 2115 Assistant Financial Management Director (UC)
- 2154 Assistant Fire Chief (UC)
- 2118 Assistant General Services Director (UC)
- 2276 Assistant Metropolitan Wastewater Director (UC)
- 2114 Assistant Planning Director (UC)
- 2127 Assistant to the City Manager (UC)
- 2255 City Architect (UC)
- 2140 City Librarian (UC)
- 2155 Executive Assistant Police Chief (UC)
- 2134 Neighborhood Code Compliance Director (UC)
- 2176 Purchasing Agent (UC)
- 2177 Real Estate Assets Director (UC)
- 2157 Risk Management Director (UC)
- 2190 Treasurer (UC)

Executive II

Salary Rate-2020/Minimum and Maximum

Monthly	\$ 2,207.00	-	\$ 8,928.00
Bi-weekly	\$ 1,015.20	-	\$ 4,106.40
Hourly	\$ 12.69	-	\$ 51.33

- 2110 Assistant City Librarian (UC)
- 2116 Assistant Purchasing Agent (UC)
- 2124 Assistant Real Estate Assets Director (UC)
- 2126 Assistant Risk Management Director (UC)
- 2121 Assistant Treasurer (UC)
- 2164 Management Assistant to the City Manager (UC)
- 2182 Principal Assistant to City Attorney (UC)

Executive I

Salary Rate-2010/Minimum and Maximum

Monthly	\$ 1,699.00	-	\$ 6,413.00
Bi-weekly	\$ 781.60	-	\$ 2,949.60
Hourly	\$ 9.77	-	\$ 36.87

- 2117 Assistant to the Engineering Director (UC)
- 2150 Assistant to the Neighborhood Code Compliance Director (UC)
- 2125 Assistant to the Park and Recreation Director (UC)
- 2122 Assistant to the Water Utilities Director (UC)

MANAGERIAL

Classification and Class Number

Managerial A

Salary Rate-2070/Minimum and Maximum

Monthly	\$ 1,407.08	-	\$ 5,955.00
Bi-weekly	\$ 647.20	-	\$ 2,739.20
Hourly	\$ 8.09	-	\$ 34.24

- 2205 Confidential Secretary to City Attorney (UC)
- 2207 Confidential Secretary to City Manager (UC)
- 2209 Confidential Secretary to Police Chief (UC)

Managerial B

Salary Rate-2073/Minimum and Maximum

Monthly	\$ 1,924.00	-	\$ 7,622.00
Bi-weekly	\$ 884.80	-	\$ 3,505.60
Hourly	\$ 11.06	-	\$ 43.82

- 2250 Assistant Deputy Director (UC)
- 2256 Assistant Investment Officer (UC)
- 2279 Assistant to the Environmental Services Director (UC)
- 2266 Assistant to the Executive Director, Human Relations Commission (UC)
- 2264 Assistant to the Police Chief (UC)
- 2202 Building Inspection Supervisor (UC)
- 2265 Central Stores Program Manager (UC)
- 2260 Child Care Coordinator (UC)
- 2262 Disability Services Coordinator (UC)
- 2215 Endowment Officer (UC)
- 2261 Equal Opportunity Contracting Manager (UC)
- 2273 Golf Course Operations Manager (UC)
- 2277 Graffiti Program Manager
- 2272 Homeless Services Coordinator (UC)
- 2243 Library Development Officer (UC)
- 2275 Neighborhood Services Coordinator (UC)
- 2244 Paramedic Coordinator (UC)
- 2221 Print Shop Manager (UC)
- 2282 Program Coordinator (UC)
- 2162 Quality Management Coordinator (UC)
- 2232 Regional Urban Information System Administrator (UC)
- 2233 Regional Urban Information System Coordinator (UC)

Managerial C

Salary Rate-2077/Minimum and Maximum

Monthly	\$ 3,927.00	-	\$ 9,220.00
Bi-weekly	\$ 1,806.40	-	\$ 4,240.80
Hourly	\$ 22.58	-	\$ 53.01

- 2238 Assistant Police Chief (UC)
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2247 Budget Services Manager (UC)
- 2203 Community Development Administrator (UC)
- 2204 Community Program Administrator (UC)
- 2214 Deputy Director (UC)
- 2252 Deputy Director for Legislative Services and Elections (UC)
- 2253 Deputy Director for Records Management and Information (UC)
- 2237 Deputy Fire Chief (UC)
- 2219 Deputy Library Director (UC)
- 2225 Deputy Planning Director (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2239 Fire Shift Commander (UC)
- 2241 Investment Officer (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2248 Organization Effectiveness Program Manager (UC)
- 2240 Police Commander (UC)
- 2246 Police Personnel Manager (UC)
- 2234 Principal Planner (UC)
- 2270 Program Manager (UC)
- 2271 Revenue Programs Manager (UC)
- 2249 Youth Services Administrator (UC)
- 2226 Zoning Administrator (UC)

PROFESSIONAL LEGAL

Classification and Class Number

Salary Rate-2060/Minimum and Maximum

Monthly	\$ 1,489.00	-	\$ 10,947.00
Bi-weekly	\$ 684.80	-	\$ 5,035.20
Hourly	\$ 8.56	-	\$ 62.94

- 2196 Assistant Retirement General Counsel (UC)
- 2151 Deputy City Attorney (UC)
- 2195 Retirement General Counsel (UC)

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

Miscellaneous A

Salary Rate-2055/Minimum and Maximum

Monthly	\$ 2,901.00	-	\$ 10,641.00
Bi-weekly	\$ 1,334.40	-	\$ 4,894.40
Hourly	\$ 16.68	-	\$ 61.18

- 2107 Assistant City Auditor and Comptroller (UC)
- 2113 Assistant Personnel Director (UC)
- 2258 Binational Affairs Officer (UC)
- 2137 City Auditor and Comptroller (UC)
- 2138 City Clerk (UC)
- 2156 Executive Services Director (UC)
- 2167 Intergovernmental Relations Director (UC)
- 2171 Personnel Director (UC)
- 2180 Retirement Administrator (UC)

Miscellaneous B

Salary Rate-2045/Minimum and Maximum

Monthly	\$ 2,122.00	-	\$ 7,696.00
Bi-weekly	\$ 976.00	-	\$ 3,540.00
Hourly	\$ 12.20	-	\$ 44.25

- 2108 Assistant City Clerk (UC)
- 2128 Assistant Executive Services Director (UC)
- 2183 Assistant Intergovernmental Relations Director (UC)
- 2119 Assistant Retirement Administrator (UC)
- 2120 Assistant to Mayor (UC)
- 2230 Deputy Personnel Director (UC)
- 2217 Financial Operations Manager (UC)
- 2174 Principal Assistant to Mayor (UC)

Miscellaneous C

Salary Rate-2035/Minimum and Maximum

Monthly	\$ 1,708.00	-	\$ 6,969.00
Bi-weekly	\$ 785.60	-	\$ 3,205.60
Hourly	\$ 9.82	-	\$ 40.07

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D

Salary Rate-2025/Minimum and Maximum

Monthly	\$ 1,616.00	-	\$ 7,500.00
Bi-weekly	\$ 743.20	-	\$ 3,449.60
Hourly	\$ 9.29	-	\$ 43.12

- 2259 Assistant Binational Affairs Officer (UC)
- 2200 Assistant for Community Outreach (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2257 Grants Coordinator (UC)
- 2228 Principal Accountant (UC)
- 2223 Senior Council Committee Consultant (UC)

Miscellaneous E

Salary Rate-2015/Minimum and Maximum

Monthly	\$ 1,311.00	-	\$ 5,555.00
Bi-weekly	\$ 603.20	-	\$ 2,555.20
Hourly	\$ 7.54	-	\$ 31.94

- 2251 Committee Consultants Secretary (UC)
- 2206 Confidential Secretary to City Council (UC)
- 2208 Confidential Secretary to Mayor (UC)
- 2211 Council Representative I (UC)
- 2212 Council Representative II (UC)

InternsSalary Rate/Minimum and Maximum

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 2,332.00	-	\$ 2,839.00
			Bi-weekly	\$ 1,072.80	-	\$ 1,305.60
			Hourly	\$ 13.41	-	\$ 16.32
2166	Legal Intern (UC)	(2166)	Monthly	\$ 1,929.00	-	\$ 2,332.00
			Bi-weekly	\$ 887.20	-	\$ 1,072.80
			Hourly	\$ 11.09	-	\$ 13.41
2103	Administrative Intern (UC)	(2103)	Monthly	\$ 1,454.00	-	\$ 1,748.00
			Bi-weekly	\$ 668.80	-	\$ 804.00
			Hourly	\$ 8.36	-	\$ 10.05
2169	Library Intern (UC)	(2169)	Monthly	\$ 1,454.00	-	\$ 1,748.00
			Bi-weekly	\$ 668.80	-	\$ 804.00
			Hourly	\$ 8.36	-	\$ 10.05
2186	Planning Intern (UC)	(2186)	Monthly	\$ 1,454.00	-	\$ 1,748.00
			Bi-weekly	\$ 668.80	-	\$ 804.00
			Hourly	\$ 8.36	-	\$ 10.05
2139	Police Intern (UC)	(2139)	Monthly	\$ 1,447.00	-	\$ 1,746.00
			Bi-weekly	\$ 665.60	-	\$ 803.20
			Hourly	\$ 8.32	-	\$ 10.04
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,115.00	-	\$ 1,336.00
			Bi-weekly	\$ 512.80	-	\$ 614.40
			Hourly	\$ 6.41	-	\$ 7.68

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			

CITY OF SAN DIEGO
MEMORANDUM

DATE: April 15, 1997
TO: Honorable Mayor and City Council
FROM: Rich Snapper, Personnel Director
SUBJECT: Request to Exempt Six Positions from the Classified Service

On April 10, 1997, the Civil Service Commission reviewed separate requests from Council District 2, the City Attorney's Office, the Library Department, Fire and Life Safety Services, and the Retirement Board to exempt the following positions from the Classified Service:

- Council District 2 - one Council Representative I
- City Attorney's Office - one Deputy Director
- Library Department - one Assistant Deputy Director
- Fire and Life Safety Services - one Quality Management Coordinator
- Retirement - one General Counsel
- Retirement - one Assistant General Counsel

In performing their duties in their respective organizations, these positions will formulate and administer departmental or City-wide policies related to a variety of projects and issues, as outlined in the attached requests from their respective appointing authorities.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating and administering department policies and programs. Each such position shall be exempt from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council."

Upon review of the administrative and managerial duties and responsibilities of these positions, the Commission finds that they meet the intent of Charter Section 117. In addition, the proposed duties of these positions are comparable to other positions in the same classifications which have been exempted from the Classified Service. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper

Attachments

cc: Councilmember Byron Wear, District 2
Casey Gwinn, City Attorney
William W. Sannwald, City Librarian
Robert Osby, Fire Chief
Lawrence Grissom, Retirement Administrator
Financial Management Department

RS:FG

0-18406

CITY OF SAN DIEGO
MEMORANDUM

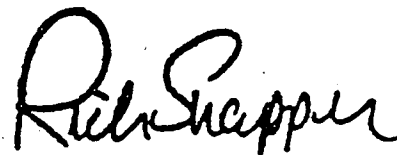
DATE: April 4, 1997
TO: Civil Service Commission
FROM: Rich Snapper, Personnel Director
SUBJECT: Request to Exempt a Council Representative Position in District 2

Attached is a request from Councilmember Byron Wear of District 2 to exempt one additional Council Representative I position from the Classified Service.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating and administering department policies and programs. Each such position shall be exempt from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council."

The district requires an additional position to work with community constituents and represent the Councilmember on a wide variety of issues, particularly in connection with the closure of the Naval Training Center, the establishment of the North Bay Redevelopment area, and the opening of a new Community Service Center.

Staff has determined that the duties and responsibilities of the position are consistent with the intent of the Council Representative I classification, and the duties are comparable to those performed by other exempted Council Representatives in District 2 and other districts of the City.



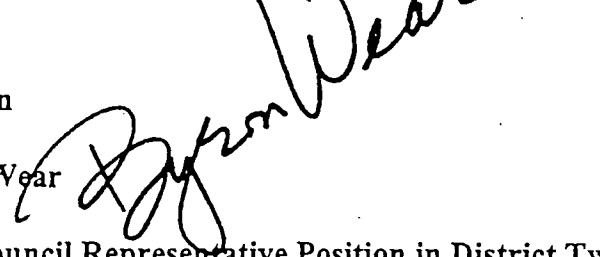
Rich Snapper

RS:FG

Attachment

City Of San Diego
Office of Councilmember Byron Wear
District Two

MEMORANDUM

DATE: April 3, 1997
TO: Civil Service Commission
FROM: Councilmember Byron Wear 
SUBJECT: Request To Exempt a Council Representative Position in District Two

I am requesting your consideration in deleting the current .05 Administrative Intern position and replacing it with the addition of one full time Council Representative I position for Council District Two. I further request that this Council Representative I position be exempt from the Classified Service in accordance with the Charter of San Diego Article VIII Section 117 (a) 17.

I am evaluating the staffing level of my office in light of the future work load for the Naval Training Center closure and the establishment of the North Bay Redevelopment area which will require increased research and analysis, as well as an aggressive community planning schedule and have determined the need for a new Council Representative position. This position will also assist with constituent services and community affairs generated by and in coordination with the opening of the new Community Service Center at NTC.

Your approval of this position would be greatly appreciated.

cc: Richard Snapper, Personnel Director

D-18406

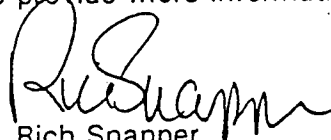
CITY OF SAN DIEGO
MEMORANDUM

DATE: April 4, 1997
TO: Civil Service Commission
FROM: Rich Snapper, Personnel Director
SUBJECT: Request to Exempt a New Deputy Director Position From the Classified Service

Attached is a request from the City Attorney's Office to exempt a Deputy Director position from the Classified Service.

Charter Section 117 states that the Unclassified Service shall include "Managerial employees having significant responsibilities for formulating or administering departmental policies and programs. Each such position shall be exempted from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council."

Duties of this position are outlined on the attached memo. Unfortunately this request was received shortly before the mailing date and staff has not had a chance to review the policy development and administration duties to the extent where a recommendation can be made at this time. Staff will be prepared to comment at the meeting on April 10, 1997 and the Attorney's Office will also be available to provide more information in this area as well.


Rich Snapper
Personnel Director

RS:FG
tdp/2170
Attachment

cc: Casey Gwinn, City Attorney
Leslie E. Devaney, Executive Assistant City Attorney

Office of
The City Attorney
City of San Diego

MEMORANDUM

236-6220

DATE: March 28, 1997

TO: Civil Service Commission via Rich Snapper, Personnel Director

FROM: City Attorney

SUBJECT: Exemption of Deputy Director Position from the Classified Service

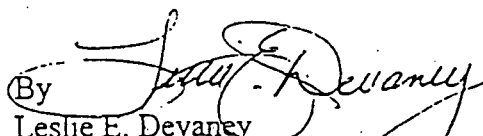
RG 3/31/97

As a result of an organizational restructuring, the Office of the City Attorney is requesting the exemption of a Deputy Director position from the classified service. This position will be a member of the department's Management Team and be responsible for Human Resources and Administrative Services. The tasks and duties of this position will include:

- Oversee preparation of departmental budget
- Monitor revenues and expenditures from departmental perspective
- Oversee documentation and reporting of performance measures
- Develop and disseminate office policies and procedures
- Administer performance evaluation system for classified and unclassified personnel
- Supervise departmental support staff
- Provide training and development in effective management practices
- Conduct benchmarking and customer satisfaction studies for department

If you should have any questions regarding this request, please feel free to contact Danell Scarborough at 533-5878. Thank you in advance for your assistance.

CASEY GWINN, City Attorney

By 
Leslie E. Devaney
Executive Assistant City Attorney

0 -18406

CITY OF SAN DIEGO
MEMORANDUM

DATE: April 4, 1997

TO: Civil Service Commission

FROM: Rich Snapper, Personnel Director

SUBJECT: Request to Exempt an Assistant Deputy Director Position from the Classified Service

The City Librarian has requested that a new Assistant Deputy Director position be exempted from the Classified Service. This position will be responsible for administration and planning for the City Library, particularly the administration of the Library's operating budget, supervision of the administrative unit, direction of the Technical Services section, and the preparation of special reports and studies. As such, this position will be a key member of the Library's management team, with significant responsibility for developing and implementing policies, procedures and programs.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating and administering department policies and programs. Each such position shall be exempted from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council."

Upon review of the administrative and managerial duties and responsibilities of this position, staff finds that it meets the intent of Charter Section 117. Based on the above, it is recommended that this request be approved.


Rich Snapper

RS:FG:wp

Attachment

cc: William Sannwald, City Librarian

CITY OF SAN DIEGO
MEMORANDUM

R. S. Sheyn
3/19/97

DATE: March 18, 1997

TO: Civil Service Commission via Penelope Culbreth-Graft, DPA,
Assistant City Manager *gcg*

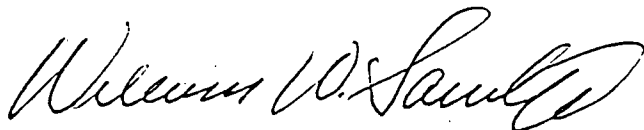
FROM: William W. Sannwald, City Librarian

SUBJECT: Exemption of Assistant Deputy Director from Classified Service

Your review and comment is requested regarding the exemption of an Assistant Deputy Director for Administration and Planning from the Classified Service. Currently, this position is filled by an Unclassified Principal Planner, and the position is in the Library's budget.

The Assistant Deputy Director for Administration and Planning will be responsible for the administration and preparation of the Library Department's operating budget, supervision of the Library's administrative unit, preparation of special reports and studies, and direction of the Library's Technical Services Section. This position will be funded through the Library's budget, and will report directly to the City Librarian.

This position will function as a key managerial team leader having significant responsibility for the Library Department's policies, procedures and programs.



WILLIAM W. SANNWALD

WWS:km

Attachment

March 3, 1997

Assistant Deputy Director, Administration & Planning

Salary: \$55,000 to \$65,000 annually depending upon qualifications.

Recruitment: Same as dd

Filing Deadline. 5:00pm. March 31, 1997

Immediate position available with the Library Department reporting to the City Librarian. The Assistant Deputy Director for Administration and Planning is responsible for the administration of the preparation and control of the Library's budget, supervision of the Library's administrative unit, preparation of special reports and studies, and direction of the Library's Technical Services section.

Desirable Qualifications for the Position Include:

- Substantial, progressively responsible experience which demonstrates an ability to administer a division of a City Department.
- Ability to develop and control a departmental operating budget in accordance with the City's and Library Department's objectives.
- Ability to develop and control a capital improvement budget in accordance with the City's and Library Department's objectives.
- Analytical skills to review library service operations, make recommendations for cost and service improvements, and analyze the advantages and disadvantages of out sourcing.
- Exceptional written and verbal skills.
- Presentation and group facilitation skills in relating to communities throughout the City.
- Commitment to the City's Norms and Values.
- Demonstrated appreciation for the value of diversity in creating high performing teams.
- Strong understanding of City personnel policies and procedures.
- Ability to balance individual opinions and desires against the needs of the Library and City, and to adjust accordingly.
- Exceptional computer skills.
- An understanding and appreciation of how technology changes organizational tasks and structures.
- Strong customer service orientation.


Selection Process:

Same as the deputy director. Closing date of March 31.

0 - 18406

CITY OF SAN DIEGO
M E M O R A N D U M

DATE : April 4, 1997

TO : Civil Service Commission
via Jack McGrory, City Manager 

FROM : Robert Osby, Fire Chief, Fire and Life Safety Services

SUBJECT : Fire and Life Safety Service New Classifications

BACKGROUND

The City's leadership recognized that its emergency medical service (EMS) system design used in past procurements was unable to effectively integrate with the rapid changes in emergency medical services, medical transportation, and the health care industry.

The City of San Diego's EMS system was designed more than 20 years ago. Since then, there have been dramatic improvements in EMS and medical transportation as well as significant changes in healthcare. Many aspects of the City's current system have inadvertently created obstacles to improving operational efficiency and the design is too inflexible to respond to health care changes. This was a major factor leading the City Council to undertake a System Redesign and a comprehensive procurement process.

On March 17, 1997, the City Council approved the City of San Diego Fire & Life Safety Services in partnership with Rural/Metro Corporation as the City provider for Emergency Medical and Medical Transportation Services. Currently, an agreement is being negotiated between these two organizations. The term of this agreement will be five years, with two additional three-year renewals as options. Emergency safety services pursuant to the contract will begin on July 1, 1997.

The Fire and Life Safety Services (F&LSS) and Rural/Metro (R/M) organizational structure, referred to as the San Diego Medical Services Partnership (SDMSP), is an innovative business solution to providing emergency medical and medical transportation services. This partnership integrates the emergency response strengths of the fire service with the entrepreneurial skills of private enterprise. For the first time within the City of San Diego, emergency medical telecommunications, first response and transport services will consolidate under the authority of San Diego Fire and Life Safety Services.

Listed below are areas of responsibilities for SDMSP and for both Fire and Life Safety Services and Rural Metro.

- provide quality medical services
- operate the ambulance system to meet clinical and response time standards
- serve both emergency 911 requests and non-emergency patient transfers
- integrate fire and medical dispatch services
- educate the public on health and safety
- work with the City's Medical Director and Physician Oversight Board to enrich the out of hospital medical services system
- proactive enhancement of system clinical performance
- ensure a cohesive relationship between first responders and medical transportation personnel
- document medical management/patient care
- participate in clinical research projects
- initiate an educational steering committee
- provide in-service training of all field personnel
- standardize first responder and ambulance equipment
- provide financial reserve for non-mandatory clinical upgrades
- share expense, revenue and profit
- allow City oversight of revenue collection and monitoring business affairs
- routinely submit operational and financial reports
- interface with appropriate agencies
- ensure professional medical services with the confidence and trust of the public

A major improvement in the new EMS system will be the integration of fire and emergency medical 911 communications services through the installation of a new computer-aided dispatch (CAD) computer. Existing fire dispatchers in the communications center will be trained and certified in Emergency Medical Dispatching (EMD), consistent with their current job descriptions and after appropriate negotiations with representatives of this class, the Municipal Employees Association.

The newly designed EMS system requires the implementation of Advanced Life Support (ALS) first response through F&LSS engine companies. All 43 engine companies will be staffed with at least one firefighter/paramedic to accomplish this goal. F&LSS will thus be responsible for approximately 70% of the ALS medical service delivery through the "Medic Engine" program. To assure quality medical service, appropriate training for Firefighter/Paramedics, and seamless integration with the medical transport component, F&LSS requests a new position, the Quality Management Coordinator, who will manage these quality assurance programs in cooperation with the City Medical Director and County of San Diego Emergency Medical Services Division.

Fire and Life Safety Services acts as the primary transport service provider of this partnership, providing primary Advanced Life Support (ALS) and Basic Life Support

CITY OF SAN DIEGO
MEMORANDUM

DATE: April 4, 1997

TO: Civil Service Commission

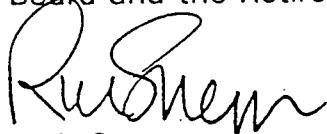
FROM: Rich Snapper, Personnel Director

SUBJECT: Request to Exempt a New General Counsel Position and an Assistant General Counsel Position from the Classified Service

Attached is a request from the President of the City's Retirement Board to exempt two positions from the Classified Service. The positions, a General Counsel and an Assistant General Counsel, will provide legal services to the Retirement Board. They will provide legal and policy advice to the Retirement Board and staff, represent the Retirement Board in legal proceedings, attend and provide legal and practical advice at all meetings of the Retirement Board or its committees, and formulate and direct the execution of the legal policy of the San Diego City Employees' Retirement System.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating and administering department policies and programs. Each such position shall be exempt from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council."

The City Attorney has been involved in the development of this request, and supports the creation and exemption of these positions, which will report to the Retirement Board and the Retirement Administrator.



Rich Snapper
Personnel Director

RS:FG
abp/6558

cc: Keith Enerson, President, Retirement Board
Casey Gwinn, City Attorney
Lawrence Grissom, Retirement Administrator
Jack McGrory, City Manager

**CITY OF SAN DIEGO
CITY EMPLOYEES' RETIREMENT SYSTEM
MEMORANDUM**

533-4660

DATE: March 20, 1997

TO: The Civil Service Commission, via Rich Snapper, Personnel Director

FROM: Keith Enerson, President of the Board of Administration for the San Diego City Employees' Retirement System

SUBJECT: Request to Create the Positions of General Counsel and Assistant General Counsel to Provide Legal Services to the Retirement Board and Exempt these Positions from the Classified Service

On behalf of the Board of Administration ("Retirement Board") for the San Diego City Employees' Retirement System ("Retirement System"), I am requesting the creation of the positions of General Counsel and Assistant General Counsel to provide legal services for the Retirement Board. These positions were approved by the Retirement Board at its meeting on December 20, 1996. On January 17, 1997, the Retirement Board unanimously approved a recommendation to move forward with the steps necessary to convert by July 1, 1997, the deputy city attorney positions advising the Retirement Board to the positions of General Counsel and Assistant General Counsel to the Retirement Board, positions yet to be created.

The City Attorney has been closely involved in this process. He supports the Retirement Board's request to create the positions of General Counsel and Assistant General Counsel as outlined in this Memorandum. Pursuant to his request an Agreement For Retirement System Legal Services was prepared. A copy of this Agreement is attached to this Memorandum. In addition, a copy of an opinion dated March 19, 1997, prepared by the Retirement Board's outside fiduciary counsel, is also attached. It provides further support for the creation of these positions. Both of these supporting documents address the unique independence of the Retirement Board under the City's Charter as well as the State Constitution as support for the Retirement Board's authority, ability and need to hire the services of its own legal counsel.

The Retirement Board further requests these positions be exempted from the Classified Service in accordance with Section 117(a) (17) of the Charter for The City of San Diego ("Charter"). As background, the position of General Counsel will report directly to the Retirement Board and the Retirement Administrator. The position of Assistant General Counsel will report directly to the General Counsel, the Retirement Board and the Retirement Administrator.

0 - 18406

Civil Service Commission

March 20, 1997


Page 2

The persons filling the positions of General Counsel or Assistant General Counsel will perform legal and administrative services at the managerial level as defined in Charter Section 117(a)(17). Each will be given significant responsibilities for the formulation and administration of those policies and programs necessary to assist the Retirement Board in fulfilling its Charter-mandated fiduciary duties and responsibilities to manage the Retirement System, invest the trust fund and administer the benefits available under the Retirement System. The policies, programs, rules and regulations prepared by the General Counsel or the Assistant General Counsel will ultimately be acted upon by the Retirement Board.

The duties of the General Counsel and the Assistant General Counsel are outlined in the attached job description. These duties include: (1) providing legal and policy advice to the Retirement Board and Retirement Staff, (2) representing the Retirement Board in legal proceedings to which the Retirement Board is a party, (3) attending and providing legal and practical advice at all meetings of the Retirement Board or one of its committees, and (4) formulating and directing the execution of the Retirement System's legal policy.

The persons currently filling the positions for General Counsel (Lorraine E. Chapin) and Assistant General Counsel (Roxanne Story Parks) are deputy city attorneys. According to an agreement reached with the City Attorney, it is anticipated they will remain classified as deputy city attorneys until the Salary Ordinance can be amended to include these new positions. The Retirement Board and the City Attorney have identified July 1, 1997 as the proposed effective date for the conversion of these deputy city attorney positions into Retirement Legal Services positions. Until that time, the City Attorney will continue to be reimbursed for the services provided by Ms. Chapin and Ms. Parks.

I will be happy to answer questions the Commission may have during its advisory review.



Keith Enerson
President

Attachments

CLASS SPECIFICATION

SAN DIEGO CITY CIVIL SERVICE COMMISSION

General Counsel

San Diego City Employees' Retirement System (Unclassified)

DEFINITION:

The General Counsel provides legal representation and advice to the Board of Administration and Staff of the San Diego City Employees' Retirement System ("SDCERS"), and directs and reviews the work of SDCERS's Legal Division.

TYPICAL TASKS:

Coordinates, directs and reviews the work of the Legal Division, and provides professional direction to attorney staff and outside counsel; formulates and directs the execution of SDCERS's legal policy; prepares the Legal Division's budget; provides legal and policy advice to the Board of Administration and Staff of the Retirement System in the areas of pension and trust law, tax law, benefits law, investments, corporate governance and the provisions of the Charter and the Municipal Code relating to the Board and the San Diego City Employees' Retirement System ("SDCERS") plan; provides recommendations and advice concerning legal rights, remedies, alternatives and consequences; represents the Board in legal proceedings to which the Board is a party; advises the Board regarding laws which impose requirements on the Board, including the fiduciary responsibilities of the Board and its members, open meetings law, open records law, administrative law, Roberts Rules of Order, Proposition 162 and the legal relationship between the City and the Board; attends meetings of the Board and its standing and special committees; researches, writes and reviews legal opinions; drafts and reviews legal documents including pleadings, motions, contracts, resolutions and ordinances; participates in the selection process and use of outside counsel.

EMPLOYMENT STANDARDS:

Graduation from an accredited law school; admission to practice law in all courts of California; continuing compliance with required Mandatory Continuing Legal Education; superior legal research, writing, drafting and analytical skills; demonstrated knowledge, skills and abilities required in managing a legal division of a local, state or federal public agency; demonstrated success in the provision of legal advice and representation to government officials; demonstrated ability to work with elected and appointed officials, agency staff, outside counsel and counsel representing others with whom the Board and staff deal.

HIGHLY DESIRABLE QUALIFICATIONS:

Extensive knowledge of California public retirement system law, particularly with respect to benefit entitlement, actuarial practices, general administration, disability adjudication, the municipal legislative processes and the legal processes employed in other systems; extensive municipal law experience, preferably with a charter based municipality; service on outside committees and associations that may benefit SDCERS.

TYPICAL TASKS are examples of duties performed by employees in this class. The list may not include all required duties.

EMPLOYMENT STANDARDS are a guide for determining the education, training, experience, special skills and/or licenses which may be required for employment in the class.

CLASS SPECIFICATION

SAN DIEGO CITY CIVIL SERVICE COMMISSION

Assistant General Counsel

San Diego City Employees' Retirement System (Unclassified)

DEFINITION:

Under the direction of the General Counsel, the Assistant General Counsel provides legal representation and advice to the Board of Administration and Staff of the San Diego City Employees' Retirement System ("SDCERS"), and assists the General Counsel in organizing, directing and reviewing the work of SDCERS's Legal Division.

TYPICAL TASKS:

Provides legal and policy advice to the Board of Administration and Staff of the Retirement System in the areas of pension and trust law, tax law, benefits law, investments, corporate governance and the provisions of the Charter and the Municipal Code relating to the Board and the San Diego City Employees' Retirement System ("SDCERS") plan; assists the General Counsel in formulating and directing SDCERS's legal policy; provides recommendations and advice concerning legal rights, remedies, alternatives and consequences; represents the Board in legal proceedings to which the Board is a party; advises the Board regarding laws which impose requirements on the Board, including the fiduciary responsibilities of the Board and its members, open meetings law, open records law, administrative law, Roberts Rules of Order, Proposition 162 and the legal relationship between the City and the Board; attends regularly scheduled and special meetings of the Board and its standing and special committees; researches and writes legal opinions; drafts legal documents including pleadings, motions, contracts, resolutions and ordinances; participates in the selection process and use of outside counsel.

EMPLOYMENT STANDARDS:

Graduation from an accredited law school; admission to practice law in all courts of California; continuing compliance with required Mandatory Continuing Legal Education; superior legal research, writing, drafting and analytical skills; five or more years of increasingly responsible civil litigation and advisory experience, including experience in some of the following areas of law: contracts, public pensions, trusts, tax, employee benefits, investments, corporate governance, probate, family and/or municipal law; ability to work with elected and appointed officials, agency staff, outside counsel and counsel representing others with whom the Board and staff deal.

HIGHLY DESIRABLE QUALIFICATIONS:

Three or more years of experience working with a charter based municipality; knowledge of and experience with California public retirement system law.

TYPICAL TASKS are examples of duties performed by employees in this class. The list may not include all required duties.

EMPLOYMENT STANDARDS are a guide for determining the education, training, experience, special skills and/or licenses which may be required for employment in the class.

AGREEMENT FOR RETIREMENT
SYSTEM LEGAL SERVICES

THIS AGREEMENT for legal services for the Board of Administration ("Board") for the San Diego City Employees' Retirement System dated February _____, 1997, is made by and between the CITY ATTORNEY and the BOARD OF ADMINISTRATION.

RECITALS

A. Pursuant to section 40 of The Charter For The City of San Diego ("Charter section 40"), the City Attorney is the attorney for the City and the Board.

B. Pursuant to Charter section 144, the Board is an independent entity empowered to manage the Retirement System, invest its trust fund and administer the benefits set forth in the Charter and the San Diego Municipal Code.

C. In fulfilling its Charter-mandated responsibilities, the Board is uniquely situated. Pursuant to Charter section 144, it has the power to appoint employees as necessary to assist it with its responsibilities. In addition, and unlike any other City Department, Board or Commission, it has the power to sue and be sued, in its own name.

D. This unique fact raises ethical considerations for the City Attorney when the interests of either the City or the Board are not in harmony with each other. This can happen in a variety of recurring situations involving funding issues, contribution rates and benefit determinations.

E. In these situations, the City Attorney cannot choose which client to represent. Under canons of ethics, the City Attorney may not represent either. Two sets of outside counsel are required. This is both expensive and unnecessary.

F. Proposition 162, a ballot initiative titled the California Pension Protection Act of 1992, amended the California State Constitution, Article XVI, Section 17, to permit boards of public employee retirement systems sole and exclusive authority over investment decisions and administration of their systems. The independence of legal representation for boards of public retirement systems is a necessary component.

G. Charter section 40 permits the City Attorney to enter into an agreement with the Board for the provision of separate legal services to the Board.

H. In recognition of the Charter-mandated duties and responsibilities of the City Council and the Board, the unique legal character of the Board, the ethical considerations and cost

of outside counsel when the interests of the City and the Board are not in harmony, Proposition 162 and the latitude within Charter section 40 to provide separate legal services to the Board, the City Attorney and the Board have agreed to the creation of a Legal Services Division for the Board as described in this Agreement.

I. The City Attorney will continue to provide legal assistance to the Board for Domestic Relations Orders, disability retirement applications, disability-related litigation involving City employees as set forth in this Agreement, and any other areas identified by the Board and the City Attorney in the future.

J. This Agreement sets forth the terms, conditions duties and responsibilities for the Board's Legal Services Division and the City Attorney as they relate to the provision of legal services to the Board.

AGREEMENT

1. GENERAL. A separate Legal Services Division for the Board will be created. It will consist of the positions of General Counsel, Assistant General Counsel and Administrative Legal Secretary. The General Counsel position will be appointed by and serve at the pleasure of the Board. The General Counsel

will appoint the remaining positions in the Legal Services Division, subject to the Board's approval.

2. SCOPE OF SERVICES. The Legal Services Division shall provide legal assistance to the Board to assist it with its Charter-mandated duties and responsibilities. This includes:

- General trust law, tax law, contract law, Political Reform Act and Proposition 162.
- Board operations, open meetings law, open records law, administrative law, Model Public Pension Fund Management Act and Robert's Rules of Order.
- Investments, funding issues, contribution issues, actuarial assumptions, specific investment vehicles, corporate governance and asset allocation.
- Benefit eligibility determinations.
- Personnel and other administration issues.

The City Attorney shall provide legal assistance to the Board in the following areas:

- Domestic Relations Orders (DRO's) and related matters involving City of San Diego employees.
- Disability retirement applications involving City of San Diego employees.
- Litigation related to disability applications and appellate review.
- Any other areas identified by the Board and the City Attorney in the future.

3. COMPENSATION. The compensation for the positions within the Board's Legal Services Division shall be established by the Board. The salary ranges shall be set forth in the City's Salary Ordinance. The Board shall be responsible for all costs associated with these positions. The Board shall have the sole discretion to make changes in the compensation within the ranges set in the City's Salary Ordinance.

IN WITNESS WHEREOF, this Agreement for the provision of legal services to the Board is executed by the City Attorney and by Board of Administration, acting through its President.

Dated this _____ day of _____, 1997.

CITY ATTORNEY

BOARD OF ADMINISTRATION
San Diego City Employees'
Retirement System

By _____
Casey Gwinn
City Attorney

By _____
Keith Enerson
President

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FRANDZEL & SHARE

A LAW CORPORATION

6500 WILSHIRE BOULEVARD

SEVENTEENTH FLOOR

LOS ANGELES, CALIFORNIA 90048-4920

TELEPHONE (213) 852-1000

FAX (213) 651-2577

SAN FRANCISCO OFFICE

100 PINE STREET, 26TH FLOOR

SAN FRANCISCO, CALIFORNIA 94111-5212

TELEPHONE (415) 786-7400

FAX (415) 291-9153

OF COUNSEL

HAMILTON AND FAATZ

A PROFESSIONAL CORPORATION

DENVER, COLORADO

NOT ADMITTED IN CALIFORNIA

OUR FILE #

ROBERT D. FRANDZEL
NICHARD HUDSON SHARE
RANDOLPH L. HOWARD
THOMAS M. ROBINS, III
JOHN A. GRAHAM
RONALD L. GRUZEN
ROBERT B. KAPLAN
DALE REID
MICHAEL GERARD FLETCHER
STEPHEN H. BLOOM
PETER CSATO
GARY OWEN CARIS
DAVID K. GOLDING
STEPHEN H. MARCUS
JOSEPH H. DENKO
LISA A. OGAWA
HOWARD S. FREDMAN
STEPHEN SKACEVIC
DANIEL ALBERSTONE
THOMAS S. ARTHUR
LESLEY ANNE HAWES
MARSHALL J. AUGUST

LEROY ANDERSON
KENNETH C. BOVARD
PATRICIA YAMAMOTO TRENDACOSTA
CRAIG A. WELIN
JULIA E. SYLVA
HENRY G. WEINSTEIN
DAVID M. WISEBLOOD
JULIAN W. MACK
ROBB MICHAEL STROM
LUIS A. GARCIA
SHARI D. MARKS
MARLENE I. CAMACHO
SHIRLEY D. RAMIREZ
BRUCE D. POLTROCK
SEAN E. SVENDSEN
HOLLY R. RANDALL
SUZANNE KAHN WYNNIE
LISA ANN MILLER
JUDY MAMUNG LAM
ROBERT GONZALEZ
JULIE A. MARQUIS
JOON K. SONG

March 19, 1997

Mr. Lawrence B. Grissom
Retirement Administrator
San Diego City Employees' Retirement System
Union Bank Building
525 "B" Street, Suite 1120
San Diego, CA 92101-4494

Dear Larry:

At your request, we have researched the issue of whether the San Diego City Employees' Retirement System (hereinafter referred to as the "Retirement System") can employ a general counsel and/or staff attorneys (hereinafter referred to jointly as "legal counsel"). For the reasons set out below, we believe that the Retirement System is authorized to employ the services of its own legal counsel.

The procedure for determining this issue is well established. As a chartered city, the City "can make and enforce all ordinances and regulations regarding the municipal affairs subject only to the restrictions and limitations imposed by the city charter, as well as conflicting provisions in the United States and California Constitutions and preemptive state law." *Grimm v. City of San Diego*, (1979) 94 Cal.App.3d 33, 37, 156 Cal.Rptr. 240. As reaffirmed by the court in *DeYoung v. City of San Diego*, (1983) 147 Cal.App.3d 11, 17:

The charter operates not as a grant of power, but as an instrument of limitation and restriction on the exercise of power over all municipal affairs which the city is assumed to possess; and the enumeration of powers does not constitute an exclusion or limitation. [Citations.] . . . All rules of statutory construction as applied to charter provisions [citations] are subordinate to this controlling principle. . . . A construction in favor of the exercise of the power and against the existence of any limitation or restriction thereon which is not expressly stated in the charter is clearly indicated. . . . Thus in construing the city's charter a restriction on the exercise of municipal power may not be implied. [Citations omitted.]

The general rules of statutory construction require that:

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... we begin with the fundamental rule that a court "should ascertain the intent of the Legislature so as to effectuate the purpose of the law;" (*Moyer v. Workmen's Comp. Appeals Bd.* (1973) 10 Cal. 3d 222, 230 [110 Cal.Rptr. 144, 514 P.2d 1224]; *Selected Base Materials v. Board of Equal.* (1959) 51 Cal.2d 640, 645 [335 P.2d 672].) An equally basic rule of statutory construction is, however, that courts are bound to give effect to statutes according to the usual, ordinary import of the language employed in framing them. (*Rich v. State Board of Optometry* (1965) 235 Cal.App.2d 591, 604 [45 Cal.Rptr. 512]; *Moyer v. Workmen's Comp. Appeals Bd.*, *supra*, 1 Cal.3d at p. 230.) Although a court may properly rely on extrinsic aids, it should first turn to the words of the statute to determine the intent of the Legislature. (*People v. Knowles* (1950) 25 Cal.2d 175, 182 [217 P.2d 1]; *Tracy v. Municipal Court* (1978) 22 Cal.3d 760, 754 [150 Cal.Rptr. 785, 587 P.2d 227].) If the words of the statute are clear, the court should not add to or alter them to accomplish a purpose that does not appear on the face of the statute or from its legislative history. (*People v. Knowles*, *supra*, 35 Cal.2d, at p. 183; *Richard v. State Board of Optometry*, *supra*, 235 Cal.App.2d, at p. 604.) (*California Teachers Assn. v. San Diego Community College District* (1981) 28 Cal.3d 692, 698.)

Section 40 of the Charter for the City of San Diego (hereinafter referred to as "the Charter") sets forth the responsibilities and duties of the City Attorney as follows:

... A City Attorney shall thereafter be elected for a term of four (4) years in the manner prescribed by Section 10 of this Charter. ...

The City Attorney shall be the chief legal adviser of, and attorney for the City and all Departments and offices thereof in matters relating to their official powers and duties. ...

The City Attorney shall appoint such deputies, assistants, and employees to serve him or her, as may be provided by ordinance of the Council, but all appointments of subordinates other than deputies and assistants shall be subject to the Civil Service provisions of this Charter.

It shall be the City Attorney's duty, either personally or by such assistants as he or she may designate, to perform all services incident to the legal department; to give advice in writing when so requested to the Council, its committees, the Manager, the Commissions, or Directors of any department,

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... to prosecute or defend, as the case may be, all suits or cases to which the City may be a party; to prosecute for all offenses against the ordinances of the City and for such offenses against the laws of the State as may be required of the City Attorney by law; to prepare in writing all ordinances, resolutions, contracts, bonds, or other instruments in which the City is concerned, and to endorse on each approval of the form or correctness thereof; ...

The City Attorney shall perform such other duties of a legal nature as the Council may by ordinance require or as are provided by the Constitution and general laws of the State.

The Council shall have authority to employ additional competent technical legal attorneys to investigate or prosecute matters connected with the departments of the City when such assistance or advice is necessary in connection therewith. ...

It is significant that this Charter section does not expressly address the responsibility of the City Attorney regarding the Retirement System or its Board. There is no express requirement that the City Attorney must provide legal services to the Retirement Board. Specifically, this section allows Council to employ additional competent attorneys to assist its departments when such assistance is necessary. Although the Retirement System is not a department of the City, there is little doubt that the Council and the City Attorney have the authority to enter into an agreement consenting to the Retirement System's hiring its legal counsel. However, problems may arise when the City opposes such hiring.

The Charter establishes the Retirement System as an independent entity that is separate and distinct from the City. Charter Section 144 states that the Retirement System is to be managed by a Board of Administration and provides, inter alia, that the Board of Administration "shall be the sole authority and judge under such general ordinances as may be adopted by the Council as to the conditions under which persons may be admitted to benefits of any sort under the retirement system" and "shall have exclusive control of the administration and investment of such fund or funds as may be established." Section 144 goes on to provide that the Board of Administration "may appoint such other employees as may be necessary."

Section 146 of the Charter authorizes the Council to enact any and all ordinances necessary to carry into effect Section 141, et seq. of the Charter. The only pertinent section of the Municipal Code to this issue is Section 24.0910 which provides that the City

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Attorney shall designate one of his staff to "advise and represent the Board of Administration in the administration of the Retirement System." It is significant to note that this section refers to representation of the Board of Administration, as opposed to the Retirement System itself. Moreover, the representation is limited to the "administration" of the Retirement System. There are other expressed duties of the Retirement System set forth in the Charter that go beyond those duties that are considered as "administrative."

The independence of the Retirement Board was recognized in *Bianchi v. City of San Diego*, (1989) 214 Cal.App.3d 563, 262 Cal.Rptr. 566, where the court determined that certain factors demonstrate that the Retirement Board is not in privity with the City. These factors include the following:

. . . The retirement system is established as an independent entity; all funds for the system are required to be segregated from city funds, placed in a separate trust fund under the exclusive control of the Retirement Board, and may only be used for retirement system purposes. (San Diego City Charter, Art. IX §§ 141, 145.) The Retirement Board acts as an independent administrator empowered to conduct actuarial studies to determine conclusively the amounts of contributions required of the City and participating employees. The board has the sole authority to determine the rights to benefits from the system, and to control the administration of and investments for the fund. The Retirement Board has twelve members, the majority of whom are not City officers; three represent active members of the retirement system, one represents retired members of the system, one is an officer of a local bank, and three are independent citizens of the city.

Most significantly, the Retirement system is a contributory system, based on actuarial tables established by the Retirement Board, with contributions to fund the system paid equally by the City *and its participating employees*. Indeed the system also encompasses non-city entities and employees. The San Diego Unified Port District, a special entity separate and distinct from the City (see Harbors & Navigation Code, appen. 1, § § 1-88), and its employees participate in and contribute to the system on an actuarial basis. Thus. . . any claim for benefits from the retirement system economically impacts not merely the City, but also imposes an adverse economic impact on the contributing members of the system (i.e., both City employees and port district employees) as well as on the treasury of the port district. . . . 214 Cal.App.3d at 571-572, 262 Cal.Rptr. at 571.

In reviewing the authority under the Charter relating to this issue, there is no direct authority either permitting or prohibiting the Retirement System to hire its legal counsel. The City and the Retirement Board have separate and distinct roles involving the Retirement System. The fact that the Retirement System is treated as a trust fund that is independent from the City is the most significant factor in analyzing this issue. The ultimate responsibility for deciding whether the Retirement Board needs the services of its own counsel shall fall to the Retirement Board.

In *Creighton v. City of Santa Monica*, (1984) 160 Cal.App.3d 1011, 207 Cal.Rptr. 78, which was a case involving whether a permanent Rent Control Board consisting of five popularly elected commissioners could hire an independent legal staff, the court held that the Board possessed the legal authority to employ its own legal staff. Like the Retirement System, the Board in the *Creighton* case has the authority to hire and pay necessary staff. In reaching this conclusion, the court stated:

. . . virtually all of the substantive functions of the Board, including rule-making, administrative proceedings, and actions in the courts, require legal advice and representation. An elected entity that makes judicially reviewable decisions and that is a party to judicial proceedings clearly possesses the right to the services of an attorney of its choosing and subject to its control.

We recognize that the Charter Amendment does not expressly specify whether the Board is to be represented by an independent legal staff or the City Attorney. When we consider the intent of the electorate, however, we think it clear that the Board, if it is to remain a truly autonomous body, must be entitled to the legal counsel of its own choosing. The Board, unlike other city agencies and departments, is composed of popularly elected commissioners who have the authority under the charter amendment to initiate legal action and determine the course of any litigation affecting the rent control laws. The Board, not the city or the city council, is the 'client' that is entitled to legal representation in such instances. The City Attorney, however, provides legal advice to the city's appointed boards and commissions. For the most part, these municipal agencies are not empowered to initiate legal action. The city council therefore has control of all litigation concerning these agencies, and the council and its members constitute the 'client' whom the City Attorney represents when the city is a party to legal action. Under the circumstances, it is the innate characteristics and functions of the Rent Control Board that entitle it to employ an independent legal staff. 160 Cal.App.3d at 1020-1021.

As noted in the *Creighton* case, in these types of situations, these are ethical issues involving who the actual client is and whether a conflict of interest exists when the City Attorney attempts to represent both the City and the Retirement System on matters where the parties have or may have adverse positions. Rule 3-310 of the California Rules of Professional Conduct does not allow an attorney to represent clients with adverse interests, without the informed written consent of each client. Regarding which party is the actual client. Rule 3-600(A) of the Rules of Professional Conduct provides that:

In representing an organization, a member shall conform his or her representation to the concept that the client is the organization itself, acting through its highest authorized officer, employee, body, or constituent overseeing the particular engagement.

Although this rule would seem to imply the City, not the Retirement Board, is the client, the fact is not clearly stated. Moreover, under this rule, both the City and the Retirement Board could be clients of the City Attorney. This, however, would not be proper where the interests are or may be adverse to each other.

In *Civil Service Commission v. Superior Court*, (1984) 163 Cal.App.3d 70, 209 Cal.Rptr. 159, the court considered whether ethical considerations required the disqualification of the County Counsel in pending litigation between the County and the County Civil Service Commission. The court recognized the importance of the unique and independent authority of the Commission and disqualified the County Counsel from representing both parties. The court concluded by stating that "[w]here an attorney advises or represents a public agency with respect to a matter as to which the agency possesses independent authority, such that a dispute over the matter may result in litigation between the agency and the overall entity, a distinct attorney-client relationship with the agency is created." 163 Cal.App.3d at 78. Likewise, in *People ex rel. Deukmejian v. Brown*, (1981) 29 Cal.3d 150, 624 P.2d 1206, 172 Cal.Rptr. 478, the court stated that an attorney must be precluded from putting himself in a position where he may be required to choose between conflicting duties or be lead to an attempt to reconcile conflicting interests rather than to enforce to their full extent the rights of the interest which he should alone represent. Although we believe that the Retirement Board has the authority to hire its counsel for the reasons as set out above, the enactment of Proposition 162 entitled "The California Pension Protection Act of 1992" (hereinafter referred to as

¹ However, see e.g. *Walker v. City of Berkeley* (9th Cir. 1991) 951 F.2d 184 and *Howitt v. Superior Court* (1992) 3 Cal.App. 4th 1575, 5 Cal.Rptr.2d 196, for seemingly different conclusions.

"Prop. 162") provides the Retirement Board with additional power to employ its legal counsel.

Prop. 162 made significant changes to Section 17 of Article XVI of the California Constitution and significantly increased the power of Retirement Boards. Prop. 162 provided that, "Notwithstanding any other provision of law or this Constitution, the retirement board of a public pension or retirement system shall have plenary authority and fiduciary responsibility for investment of moneys and administration of the system." Prop. 162 then went on to state, "The retirement board shall have the sole and exclusive fiduciary responsibility over the assets of the public pension or retirement system," and the retirement board "shall also have sole and exclusive responsibility to administer the system in a manner that will assure prompt delivery of benefits and related services to participants and their beneficiaries." West's Ann. Cal. Const. Art. XVI, Sec. 17.

Evidence of Prop. 162's intent to strengthen the independence of Retirement Boards can be found in the Purpose and Intent of Prop. 162 which states in pertinent part:

To ensure that the assets of public pension funds are used exclusively for the purpose of efficiently and promptly providing benefits and services to participants of these systems, and not for other purposes; [t]o give the sole and exclusive power over the management and investment of public pension funds to the retirement boards elected or appointed for that purpose, to strictly limit the Legislature's power over [public pension] funds, and to prohibit the Governor or any other executive or legislative body of any political subdivision of this state from tampering with public pension funds. [Emphasis added.]

In the almost five years since enactment of Prop. 162, only two reported cases have mentioned it. Moreover, it is worth noting that in the recent case of *Board of Administration v. Wilson*, (1997) 97 Cal. Daily Op. Service 1204 (Court of Appeals, Third District), the court decided the case on other grounds, avoiding a discussion of Prop. 162. Therefore, at the present time, there is no significant authority interpreting Prop. 162.

In Prop. 162 it is clearly stated that the Retirement Board shall have plenary authority for the administration of the retirement system subject to certain listed fiduciary duties set forth in Prop. 162. "Plenary" has been defined as "full, entire, complete, absolute, perfect, unqualified." (Emphasis added.) *Black's Law Dictionary* (6th Ed, 1990), page 1038; *Singh v. Board of Retirement of the Imperial County Employees' Retirement System*, (1996) 41 Cal.App.4th 1180, 49 Cal.Rptr.2d 220. "Administration" is defined as

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the "management or conduct of an office or employment; the performance of the executive duties of an institution, business or the like." *Black's Law Dictionary* (4th Ed. 1979), p. 41. Using the normal and customary meanings of these words, it appears that complete authority for the management of the Retirement System is placed in its Board of Directors. Moreover, Prop. 162 also states that the Retirement Board "shall have the sole and exclusive fiduciary responsibility over the assets of the retirement system."

Under common law trust principles, trustees possessed the implied power to do all acts necessary or appropriate for carrying out their trust. This power included the employment of attorneys when necessary. Restatement Second of Trusts, §188, comment c (1950). Consistent with these principles, "[i]t is well settled in this state that governmental officials may exercise such additional powers as are necessary for the due and efficient administration of powers expressly granted by statute, or as may fairly be implied from the statute granting the powers." *Dickey v. Raison Proration Zone No. 1*, (1944) 24 Cal.2d 796, 810, 151 P.2d 505. (Emphasis in original.)

In actuality, it has been held that the failure to seek expert advice is imprudent and constitutes a violation of the prudence standards for fiduciaries. *Donovan v. Bierwuth*, (1982) 680 F.2d 263. Similarly, in *Leigh v. Engle*, (7th Cir. 1984) 727 F.2d 113, the court held that it is prudent to rely on experts in investment matters as well as in the benefits area, such as plan administrators, actuaries, auditors, and legal counsel. The courts have said that along with the duty that selecting and retaining experts carries, trustees must fulfill the duties of surveillance and oversight. See also Proposed Section 4(a)(2) of the Draft of the Uniform Law Commissioners' Management of Public Employee Retirement Systems Act which authorizes a trustee to obtain or employ services necessary to exercise its powers and perform its legal duties. Therefore, we believe that the Retirement Board possesses the authority to hire its own legal counsel, assuming the Board believes it to be in the best interests of the Retirement System.

The remaining issue to be determined is whether the provisions of Prop. 162 prevail over Home Rule Authority established in the City Charter. It has traditionally been recognized by the California courts that employee compensation issues, including pension issues, are a matter of local concern. *City of Downey v. Board of Administration* (1975) 47 Cal.App.3d 621, 121 Cal.Rptr. 295. Charter Sections 141, 144 and 146 confer express grants of legislative power to the Council on issues related to the Retirement System. While none of these Charter provisions are directly on point, Section 146 empowers the Council to enact any and all ordinances necessary to carry into effect the provisions of Charter sections 141, *et seq.*

As a Charter city, it has been held the City of San Diego can make and enforce all ordinances and regulations regarding municipal affairs subject only to the restrictions and limitations imposed by the City Charter, as well as conflicting provisions in the United States and California Constitutions and preemptive state law. *Grimm v. City of San Diego* (1979) 94 Cal.App.3d 33, 37, 156 Cal.Rptr. 240. Where there is a conflict between a board rule and a city council ordinance adopted pursuant to its authority under the City Charter, the ordinance prevails. *Grimm v. City of San Diego, Id.*

However, such broad language as set forth in *Grimm* appears to be superseded by Prop. 162. Instead of recognizing employee pension matters as local issues, Prop. 162 has raised those questions to matters of statewide concern. As noted above, Prop. 162 provides the Board with plenary authority and fiduciary responsibility for the administration of the Retirement System. This section applies "[n]otwithstanding any other provisions of law or this Constitution to the contrary." West's Ann. Cal. Const. Art. XVI, Sec.16. Moreover, as noted in the Statement of Purpose and Intent of Prop. 162, Prop. 162 applies to "the Governor or any executive or legislative body of any political subdivision of this state. . . ." Such broad language must have been intended to include the City of San Diego. Although no cases have been reported on this issue, we believe, based upon the language and intent of Prop. 162, that Article XVI, Sec. 17 prevails over the City Charter on this issue.

In summary, the Retirement Board is created by Charter as a separate and distinct entity from the City. Proposition 162 provides the Retirement Board with plenary authority and fiduciary responsibility for the administration of the Retirement System. If the Retirement Board determines that it is in the best interest of the Retirement System to hire its own counsel, we believe it has that authority under the Charter and Proposition 162. Moreover, if the Board determines that it is in the best interests of the Retirement System to use the City Attorney or outside counsel on certain issues, it is authorized to make that determination. Because the Retirement System is given the plenary authority under the California Constitution allowing the Retirement Board to hire its own counsel, no precedent is established whereby any City department can demand and claim the authority to retain its own counsel. The Retirement Fund is a separate and distinct entity from the City, which distinguishes it from City departments.

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This letter is provided solely to the San Diego City Employees' Retirement System and neither Frandzel & Share nor Hamilton and Faatz are assuming any professional responsibility to any other person. This letter is furnished only in connection with the request for opinion on whether the Retirement Board has the authority to hire its own attorney.

Yours very truly,

FRANDZEL & SHARE
A Law Corporation

and

HAMILTON AND FAATZ,
A Professional Corporation

By 
DWIGHT A. HAMILTON

DAH/jcb

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