

ORDINANCE NUMBER O- **18520** (NEW SERIES)

ADOPTED ON **MAY 26 1998**

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF
THE CITY OF SAN DIEGO FOR THE FISCAL YEAR
1998-99.

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 1998-99, set forth in its report on said matter dated January 14, 1998, were considered and its recommended schedule of compensation for the Mayor and members of the City Council for the period July 1, 1998 through June 30, 1999 was rejected; 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 1999 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, the recommendations of the Salary Setting Commission, set forth in its report dated January 14, 1998, and

the action of the City Council on February 2, 1998 by Resolution No. R-289705 rejecting a salary increase for Fiscal Year 1999, there is hereby established and adopted a schedule of compensation for the Mayor and Councilmembers for the period July 1, 1998 through June 30, 1999, 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, 1998.

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, 1998 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 two percent (2%) (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 26, 1998 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, 1998. All employees in the EXECUTIVE, MANAGERIAL, MISCELLANEOUS EXECUTIVE AND MANAGERIAL and PROFESSIONAL LEGAL categories shall receive a two percent (2%) pay increase effective December 26, 1998. 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 except for the classification of Accountant IV 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. The salary range for the classification of Accountant IV will contain a minimum and a maximum and employees in this classification may be paid any amount within the range at the discretion of the appointing authority.

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 employees in the classification of Accountant IV listed in Exhibit A shall be determined and set by the appropriate appointing authority within the range attached

to the position.

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, 1998, 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 1999 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 (\$0.60) 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% |

Additionally the City shall pay into the Retirement System an additional .49% for employees in the Police Bargaining Unit and all unclassified officers and employees in the Police classification who are members of the safety retirement system who are required to pay this additional amount.

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.

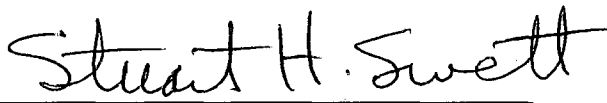
Section 19. Pursuant to section 117(a)17 of the City Charter, after having been reviewed and commented upon favorably

by the Civil Service Commission, as indicated in Exhibit E attached hereto, the positions indicated 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 1999 compensation to be effective on July 1, 1998.

APPROVED: CASEY GWINN, City Attorney

By



Stuart H. Swett
Stuart H. Swett
Deputy City Attorney

SHS:smf
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Or.Dept:Pers.
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EXHIBIT A

SALARY TABLES

EXHIBIT A

EFFECTIVE JULY 1, 1998

Exhibit A

C- 18520

BASE SALARY TABLE, CLASSIFIED SERVICE

Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1100	A	1698.40	21.23	1108	A	1108.80	13.86	1130	A	1308.00	16.35
	B	1782.40	22.28		B	1164.00	14.55		B	1369.60	17.12
	C	1869.60	23.37		C	1219.20	15.24		C	1437.60	17.97
	D	1955.20	24.44		D	1273.60	15.92		D	1509.60	18.87
	E	2053.60	25.67		E	1339.20	16.74		E	1581.60	19.77
1102	A	1273.60	15.92	1110	A	1911.20	23.89	1131	A	1404.80	17.56
	B	1339.20	16.74		B	2002.40	25.03		B	1468.00	18.35
	C	1404.80	17.56		C	2101.60	26.27		C	1544.80	19.31
	D	1469.60	18.37		D	2207.20	27.59		D	1623.20	20.29
	E	1547.20	19.34		E	2314.40	28.93		E	1701.60	21.27
1104	A	902.40	11.28	1116	A	1547.20	19.34	1132	A	1273.60	15.92
	B	943.20	11.79		B	1621.60	20.27		B	1339.20	16.74
	C	983.20	12.29		C	1698.40	21.23		C	1404.80	17.56
	D	1032.00	12.90		D	1782.40	22.28		D	1469.60	18.37
	E	1085.60	13.57		E	1869.60	23.37		E	1547.20	19.34
1105	A	1058.40	13.23	1117	A	1000.00	12.50	1136	A	1540.00	19.25
	B	1109.60	13.87		B	1045.60	13.07		B	1616.80	20.21
	C	1160.80	14.51		C	1090.40	13.63		C	1696.80	21.21
	D	1219.20	15.24		D	1140.00	14.25		D	1780.00	22.25
	E	1275.20	15.94		E	1192.00	14.90		E	1869.60	23.37
1106	A	1698.40	21.23	1118	A	1467.20	18.34	1137	A	1435.20	17.94
	B	1782.40	22.28		B	1536.00	19.20		B	1505.60	18.82
	C	1869.60	23.37		C	1611.20	20.14		C	1578.40	19.73
	D	1955.20	24.44		D	1687.20	21.09		D	1654.40	20.68
	E	2053.60	25.67		E	1768.80	22.11		E	1731.20	21.64
1107	A	1219.20	15.24	1119	A	2089.60	26.12	1151	A	1273.60	15.92
	B	1275.20	15.94		B	2193.60	27.42		B	1339.20	16.74
	C	1336.00	16.70		C	2300.80	28.76		C	1404.80	17.56
	D	1402.40	17.53		D	2412.80	30.16		D	1469.60	18.37
	E	1469.60	18.37		E	2534.40	31.68		E	1547.20	19.34

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1152	A	1606.40	20.08	1160	A	964.80	12.06	1166	A	1727.20	21.59
	B	1685.60	21.07		B	1012.80	12.66		B	1816.00	22.70
	C	1771.20	22.14		C	1063.20	13.29		C	1898.40	23.73
	D	1855.20	23.19		D	1111.20	13.89		D	1993.60	24.92
	E	1946.40	24.33		E	1162.40	14.53		E	2087.20	26.09
1153	A	1579.20	19.74	1161	A	1431.20	17.89	1167	A	1579.20	19.74
	B	1652.00	20.65		B	1503.20	18.79		B	1652.00	20.65
	C	1732.80	21.66		C	1579.20	19.74		C	1732.80	21.66
	D	1817.60	22.72		D	1652.00	20.65		D	1817.60	22.72
	E	1902.40	23.78		E	1732.00	21.65		E	1902.40	23.78
1156	A	2344.00	29.30	1162	A	1503.20	18.79	1168	A	1298.40	16.23
	B	2462.40	30.78		B	1579.20	19.74		B	1365.60	17.07
	C	2578.40	32.23		C	1652.00	20.65		C	1434.40	17.93
	D	2706.40	33.83		D	1732.00	21.65		D	1504.80	18.81
	E	2837.60	35.47		E	1816.00	22.70		E	1580.00	19.75
1157	A	1579.20	19.74	1163	A	1727.20	21.59	1170	A	1273.60	15.92
	B	1652.00	20.65		B	1816.00	22.70		B	1339.20	16.74
	C	1732.80	21.66		C	1898.40	23.73		C	1404.80	17.56
	D	1817.60	22.72		D	1993.60	24.92		D	1469.60	18.37
	E	1902.40	23.78		E	2087.20	26.09		E	1547.20	19.34
1158	A	1273.60	15.92	1164	A	1431.20	17.89	1171	A	1431.20	17.89
	B	1339.20	16.74		B	1503.20	18.79		B	1503.20	18.79
	C	1404.80	17.56		C	1579.20	19.74		C	1579.20	19.74
	D	1469.60	18.37		D	1652.00	20.65		D	1652.00	20.65
	E	1547.20	19.34		E	1732.00	21.65		E	1732.00	21.65
1159	A	2018.40	25.23	1165	A	1503.20	18.79	1172	A	1503.20	18.79
	B	2112.80	26.41		B	1579.20	19.74		B	1579.20	19.74
	C	2212.00	27.65		C	1652.00	20.65		C	1652.00	20.65
	D	2323.20	29.04		D	1732.00	21.65		D	1732.00	21.65
	E	2435.20	30.44		E	1816.00	22.70		E	1816.00	22.70

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1173	A	1727.20	21.59	1182	A	2198.40	27.48	1196	A	1339.20	16.74
	B	1816.00	22.70		B	2304.00	28.80		B	1400.00	17.50
	C	1898.40	23.73		C	2416.80	30.21		C	1472.00	18.40
	D	1993.60	24.92		D	2536.80	31.71		D	1547.20	19.34
	E	2087.20	26.09		E	2661.60	33.27		E	1621.60	20.27
1175	A	1307.20	16.34	1183	<u>Minimum</u>			1201	A	1273.60	15.92
	B	1370.40	17.13			1911.20	23.89		B	1339.20	16.74
	C	1438.40	17.98		<u>Maximum</u>				C	1404.80	17.56
	D	1508.80	18.86			2545.60	31.82		D	1469.60	18.37
	E	1582.40	19.78						E	1547.20	19.34
1177	A	1431.20	17.89	1190	A	1547.20	19.34	1205	A	1295.20	16.19
	B	1503.20	18.79		B	1621.60	20.27		B	1352.80	16.91
	C	1579.20	19.74		C	1698.40	21.23		C	1412.80	17.66
	D	1652.00	20.65		D	1782.40	22.28		D	1476.00	18.45
	E	1732.00	21.65		E	1869.60	23.37		E	1540.80	19.26
1178	A	1503.20	18.79	1191	A	1130.40	14.13	1206	A	1295.20	16.19
	B	1579.20	19.74		B	1178.40	14.73		B	1352.80	16.91
	C	1652.00	20.65		C	1235.20	15.44		C	1412.80	17.66
	D	1732.00	21.65		D	1286.40	16.08		D	1476.00	18.45
	E	1816.00	22.70		E	1348.00	16.85		E	1540.80	19.26
1179	A	1727.20	21.59	1192	A	860.80	10.76	1207	A	1579.20	19.74
	B	1816.00	22.70		B	903.20	11.29		B	1652.00	20.65
	C	1898.40	23.73		C	945.60	11.82		C	1732.80	21.66
	D	1993.60	24.92		D	992.00	12.40		D	1817.60	22.72
	E	2087.20	26.09		E	1040.00	13.00		E	1902.40	23.78
1181	A	1273.60	15.92	1193	A	1000.00	12.50	1208	A	1579.20	19.74
	B	1339.20	16.74		B	1045.60	13.07		B	1652.00	20.65
	C	1404.80	17.56		C	1090.40	13.63		C	1732.80	21.66
	D	1469.60	18.37		D	1140.00	14.25		D	1817.60	22.72
	E	1547.20	19.34		E	1192.80	14.91		E	1902.40	23.78

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1218	A	1547.20	19.34	1224	A	1464.80	18.31	1230	A	1238.40	15.48
	B	1621.60	20.27		B	1536.00	19.20		B	1296.00	16.20
	C	1698.40	21.23		C	1612.80	20.16		C	1355.20	16.94
	D	1782.40	22.28		D	1694.40	21.18		D	1422.40	17.78
	E	1869.60	23.37		E	1775.20	22.19		E	1488.00	18.60
1219	A	1817.60	22.72	1225	A	1817.60	22.72	1231	A	1817.60	22.72
	B	1902.40	23.78		B	1902.40	23.78		B	1902.40	23.78
	C	1997.60	24.97		C	1997.60	24.97		C	1997.60	24.97
	D	2096.00	26.20		D	2096.00	26.20		D	2096.00	26.20
	E	2196.00	27.45		E	2196.00	27.45		E	2196.00	27.45
1220	A	1775.20	22.19	1226	A	1547.20	19.34	1233	A	1817.60	22.72
	B	1860.80	23.26		B	1621.60	20.27		B	1902.40	23.78
	C	1956.00	24.45		C	1698.40	21.23		C	1997.60	24.97
	D	2052.80	25.66		D	1782.40	22.28		D	2096.00	26.20
	E	2148.80	26.86		E	1869.60	23.37		E	2196.00	27.45
1221	A	1817.60	22.72	1227	A	1547.20	19.34	1235	A	1400.00	17.50
	B	1902.40	23.78		B	1621.60	20.27		B	1464.00	18.30
	C	1997.60	24.97		C	1698.40	21.23		C	1538.40	19.23
	D	2096.00	26.20		D	1782.40	22.28		D	1617.60	20.22
	E	2196.00	27.45		E	1869.60	23.37		E	1694.40	21.18
1222	A	1547.20	19.34	1228	A	1547.20	19.34	1236	A	751.20	9.39
	B	1621.60	20.27		B	1621.60	20.27		B	788.00	9.85
	C	1698.40	21.23		C	1698.40	21.23		C	818.40	10.23
	D	1782.40	22.28		D	1782.40	22.28		D	857.60	10.72
	E	1869.60	23.37		E	1869.60	23.37		E	902.40	11.28
1223	A	1817.60	22.72	1229	A	1416.00	17.70	1237	A	902.40	11.28
	B	1902.40	23.78		B	1483.20	18.54		B	943.20	11.79
	C	1997.60	24.97		C	1552.00	19.40		C	983.20	12.29
	D	2096.00	26.20		D	1633.60	20.42		D	1032.00	12.90
	E	2196.00	27.45		E	1710.40	21.38		E	1085.60	13.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1238	A	1083.20	13.54	1246	A	857.60	10.72	1260	A	697.60	8.72
	B	1136.80	14.21		B	902.40	11.28		B	723.20	9.04
	C	1187.20	14.84		C	943.20	11.79		C	755.20	9.44
	D	1248.00	15.60		D	983.20	12.29		D	791.20	9.89
	E	1310.40	16.38		E	1032.00	12.90		E	826.40	10.33
1240	A	1698.40	21.23	1250	A	1277.60	15.97	1261	A	826.40	10.33
	B	1782.40	22.28		B	1339.20	16.74		B	860.80	10.76
	C	1869.60	23.37		C	1405.60	17.57		C	896.00	11.20
	D	1955.20	24.44		D	1469.60	18.37		D	939.20	11.74
	E	2053.60	25.67		E	1547.20	19.34		E	977.60	12.22
1241	A	1911.20	23.89	1253	A	2056.80	25.71	1262	A	908.80	11.36
	B	2002.40	25.03		B	2156.00	26.95		B	948.80	11.86
	C	2101.60	26.27		C	2262.40	28.28		C	983.20	12.29
	D	2207.20	27.59		D	2374.40	29.68		D	1033.60	12.92
	E	2314.40	28.93		E	2492.80	31.16		E	1076.00	13.45
1242	A	2102.40	26.28	1255	A	902.40	11.28	1264	A	1261.60	15.77
	B	2202.40	27.53		B	943.20	11.79		B	1321.60	16.52
	C	2312.00	28.90		C	983.20	12.29		C	1377.60	17.22
	D	2428.00	30.35		D	1032.00	12.90		D	1440.00	18.00
	E	2545.60	31.82		E	1085.60	13.57		E	1509.60	18.87
1243	A	2102.40	26.28	1256	A	943.20	11.79	1265	A	1078.40	13.48
	B	2202.40	27.53		B	984.00	12.30		B	1130.40	14.13
	C	2312.00	28.90		C	1032.00	12.90		C	1184.00	14.80
	D	2428.00	30.35		D	1085.60	13.57		D	1236.00	15.45
	E	2545.60	31.82		E	1139.20	14.24		E	1291.20	16.14
1244	A	2417.60	30.22	1257	A	1083.20	13.54	1266	A	1186.40	14.83
	B	2532.80	31.66		B	1136.80	14.21		B	1236.80	15.46
	C	2659.20	33.24		C	1187.20	14.84		C	1296.80	16.21
	D	2792.00	34.90		D	1248.00	15.60		D	1350.40	16.88
	E	2927.20	36.59		E	1310.40	16.38		E	1416.00	17.70

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1267	A	1304.80	16.31	1277	A	1503.20	18.79	1285	A	1038.40	12.98
	B	1360.80	17.01		B	1579.20	19.74		B	1084.80	13.56
	C	1426.40	17.83		C	1652.00	20.65		C	1137.60	14.22
	D	1489.60	18.62		D	1732.00	21.65		D	1192.80	14.91
	E	1558.40	19.48		E	1816.00	22.70		E	1252.00	15.65
1268	A	902.40	11.28	1278	A	1982.40	24.78	1286	A	1058.40	13.23
	B	943.20	11.79		B	2084.80	26.06		B	1109.60	13.87
	C	983.20	12.29		C	2184.00	27.30		C	1160.80	14.51
	D	1032.00	12.90		D	2290.40	28.63		D	1219.20	15.24
	E	1085.60	13.57		E	2400.00	30.00		E	1275.20	15.94
1273	A	1771.20	22.14	1279	A	2201.60	27.52	1287	A	1164.80	14.56
	B	1860.00	23.25		B	2313.60	28.92		B	1220.80	15.26
	C	1947.20	24.34		C	2420.80	30.26		C	1276.80	15.96
	D	2040.80	25.51		D	2540.80	31.76		D	1340.80	16.76
	E	2140.00	26.75		E	2661.60	33.27		E	1403.20	17.54
1274	A	1138.40	14.23	1280	A	952.80	11.91	1288	A	1244.00	15.55
	B	1188.80	14.86		B	995.20	12.44		B	1298.40	16.23
	C	1248.00	15.60		C	1039.20	12.99		C	1361.60	17.02
	D	1308.00	16.35		D	1084.80	13.56		D	1421.60	17.77
	E	1367.20	17.09		E	1136.80	14.21		E	1488.80	18.61
1275	A	1308.00	16.35	1282	A	1406.40	17.58	1290	A	1409.60	17.62
	B	1367.20	17.09		B	1473.60	18.42		B	1476.80	18.46
	C	1436.80	17.96		C	1545.60	19.32		C	1550.40	19.38
	D	1511.20	18.89		D	1616.80	20.21		D	1625.60	20.32
	E	1583.20	19.79		E	1702.40	21.28		E	1704.80	21.31
1276	A	1431.20	17.89	1283	A	1108.80	13.86	1293	A	1244.00	15.55
	B	1503.20	18.79		B	1160.80	14.51		B	1298.40	16.23
	C	1579.20	19.74		C	1219.20	15.24		C	1360.00	17.00
	D	1652.00	20.65		D	1275.20	15.94		D	1421.60	17.77
	E	1732.00	21.65		E	1336.00	16.70		E	1490.40	18.63

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1296	A	1553.60	19.42	1307	A	1160.80	14.51	1313	A	1160.80	14.51
	B	1627.20	20.34		B	1237.60	15.47		B	1237.60	15.47
	C	1708.00	21.35		C	1315.20	16.44		C	1315.20	16.44
	D	1791.20	22.39		D	1392.80	17.41		D	1392.80	17.41
	E	1875.20	23.44		E	1469.60	18.37		E	1469.60	18.37
1302	A	818.40	10.23	1308	A	928.00	11.60	1314	A	1016.80	12.71
	B	886.40	11.08		B	1005.60	12.57		B	1101.60	13.77
	C	955.20	11.94		C	1083.20	13.54		C	1186.40	14.83
	D	1023.20	12.79		D	1160.80	14.51		D	1271.20	15.89
	E	1159.20	14.49		E	1237.60	15.47		E	1355.20	16.94
1303	A	886.40	11.08	1309	A	1160.80	14.51	1315	A	1271.20	15.89
	B	955.20	11.94		B	1237.60	15.47		B	1355.20	16.94
	C	1023.20	12.79		C	1315.20	16.44		C	1440.00	18.00
	D	1159.20	14.49		D	1392.80	17.41		D	1524.80	19.06
	E	1296.00	16.20		E	1469.60	18.37		E	1609.60	20.12
1304	A	928.00	11.60	1310	A	852.80	10.66	1316	A	872.80	10.91
	B	1005.60	12.57		B	924.00	11.55		B	945.60	11.82
	C	1083.20	13.54		C	995.20	12.44		C	1018.40	12.73
	D	1160.80	14.51		D	1066.40	13.33		D	1091.20	13.64
	E	1237.60	15.47		E	1137.60	14.22		E	1163.20	14.54
1305	A	1315.20	16.44	1311	A	1066.40	13.33	1317	A	1091.20	13.64
	B	1392.80	17.41		B	1137.60	14.22		B	1163.20	14.54
	C	1469.60	18.37		C	1208.00	15.10		C	1236.00	15.45
	D	1547.20	19.34		D	1279.20	15.99		D	1308.80	16.36
	E	1547.20	19.34		E	1350.40	16.88		E	1381.60	17.27
1306	A	928.00	11.60	1312	A	928.00	11.60	1318	A	864.00	10.80
	B	1005.60	12.57		B	1005.60	12.57		B	936.00	11.70
	C	1083.20	13.54		C	1083.20	13.54		C	1008.00	12.60
	D	1160.80	14.51		D	1160.80	14.51		D	1080.00	13.50
	E	1237.60	15.47		E	1237.60	15.47		E	1152.00	14.40

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1319	A	1080.00	13.50	1325	A	1091.20	13.64	1333	A	1325.60	16.57
	B	1152.00	14.40		B	1163.20	14.54		B	1388.80	17.36
	C	1224.00	15.30		C	1236.00	15.45		C	1453.60	18.17
	D	1296.00	16.20		D	1308.80	16.36		D	1530.40	19.13
	E	1368.00	17.10		E	1381.60	17.27		E	1601.60	20.02
1320	A	905.60	11.32	1326	A	991.20	12.39	1334	A	943.20	11.79
	B	981.60	12.27		B	1073.60	13.42		B	984.00	12.30
	C	1056.80	13.21		C	1156.80	14.46		C	1032.00	12.90
	D	1132.00	14.15		D	1239.20	15.49		D	1085.60	13.57
	E	1208.00	15.10		E	1404.00	17.55		E	1139.20	14.24
1321	A	1132.00	14.15	1327	A	1073.60	13.42	1340	A	1058.40	13.23
	B	1208.00	15.10		B	1156.80	14.46		B	1109.60	13.87
	C	1283.20	16.04		C	1239.20	15.49		C	1160.80	14.51
	D	1358.40	16.98		D	1404.00	17.55		D	1219.20	15.24
	E	1434.40	17.93		E	1569.60	19.62		E	1275.20	15.94
1322	A	928.00	11.60	1330	A	902.40	11.28	1341	A	902.40	11.28
	B	1005.60	12.57		B	943.20	11.79		B	943.20	11.79
	C	1083.20	13.54		C	983.20	12.29		C	983.20	12.29
	D	1160.80	14.51		D	1032.00	12.90		D	1032.00	12.90
	E	1237.60	15.47		E	1085.60	13.57		E	1085.60	13.57
1323	A	1160.80	14.51	1331	A	1096.00	13.70	1342	A	1252.80	15.66
	B	1237.60	15.47		B	1148.00	14.35		B	1315.20	16.44
	C	1315.20	16.44		C	1200.80	15.01		C	1377.60	17.22
	D	1392.80	17.41		D	1263.20	15.79		D	1447.20	18.09
	E	1469.60	18.37		E	1324.00	16.55		E	1516.00	18.95
1324	A	872.80	10.91	1332	A	1204.80	15.06	1343	A	1516.00	18.95
	B	945.60	11.82		B	1261.60	15.77		B	1588.80	19.86
	C	1018.40	12.73		C	1321.60	16.52		C	1664.80	20.81
	D	1091.20	13.64		D	1389.60	17.37		D	1744.80	21.81
	E	1163.20	14.54		E	1454.40	18.18		E	1832.00	22.90

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1344	A	1911.20	23.89	1351	A	1273.60	15.92	1357	A	1226.40	15.33
	B	2002.40	25.03		B	1339.20	16.74		B	1282.40	16.03
	C	2101.60	26.27		C	1404.80	17.56		C	1348.00	16.85
	D	2207.20	27.59		D	1469.60	18.37		D	1406.40	17.58
	E	2314.40	28.93		E	1547.20	19.34		E	1469.60	18.37
1346	A	2096.00	26.20	1352	A	1547.20	19.34	1361*	A	1119.20	13.99
	B	2196.00	27.45		B	1621.60	20.27		B	1172.00	14.65
	C	2304.80	28.81		C	1698.40	21.23		C	1232.00	15.40
	D	2418.40	30.23		D	1782.40	22.28		D	1284.80	16.06
	E	2534.40	31.68		E	1869.60	23.37		E	1346.40	16.83
1347	A	1608.80	20.11	1353	A	1782.40	22.28	1362*	A	1287.20	16.09
	B	1690.40	21.13		B	1869.60	23.37		B	1347.20	16.84
	C	1772.00	22.15		C	1955.20	24.44		C	1416.80	17.71
	D	1856.80	23.21		D	2053.60	25.67		D	1477.60	18.47
	E	1944.00	24.30		E	2156.00	26.95		E	1548.00	19.35
1348	A	1547.20	19.34	1354	A	1911.20	23.89	1367	A	873.60	10.92
	B	1621.60	20.27		B	2002.40	25.03		B	909.60	11.37
	C	1698.40	21.23		C	2101.60	26.27		C	952.80	11.91
	D	1782.40	22.28		D	2207.20	27.59		D	995.20	12.44
	E	1869.60	23.37		E	2314.40	28.93		E	1039.20	12.99
1349	A	1698.40	21.23	1355	A	1840.00	23.00	1368	A	1082.40	13.53
	B	1782.40	22.28		B	1927.20	24.09		B	1135.20	14.19
	C	1869.60	23.37		C	2020.00	25.25		C	1186.40	14.83
	D	1955.20	24.44		D	2118.40	26.48		D	1236.80	15.46
	E	2053.60	25.67		E	2224.00	27.80		E	1296.00	16.20
1350	A	2196.80	27.46	1356	A	1065.60	13.32	1369	A	1186.40	14.83
	B	2301.60	28.77		B	1116.00	13.95		B	1236.80	15.46
	C	2416.80	30.21		C	1172.80	14.66		C	1296.00	16.20
	D	2534.40	31.68		D	1224.80	15.31		D	1350.40	16.88
	E	2659.20	33.24		E	1282.40	16.03		E	1416.80	17.71

* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1370	A	1418.40	17.73	1376	A	1655.20	20.69	1384	A	2144.80	26.81
	B	1485.60	18.57		B	1736.00	21.70		B	2244.80	28.06
	C	1561.60	19.52		C	1820.80	22.76		C	2358.40	29.48
	D	1636.80	20.46		D	1911.20	23.89		D	2473.60	30.92
	E	1716.80	21.46		E	2006.40	25.08		E	2592.00	32.40
1371	A	1082.40	13.53	1377	A	1068.80	13.36	1385	A	1817.60	22.72
	B	1135.20	14.19		B	1121.60	14.02		B	1902.40	23.78
	C	1186.40	14.83		C	1177.60	14.72		C	1997.60	24.97
	D	1236.80	15.46		D	1229.60	15.37		D	2096.00	26.20
	E	1296.00	16.20		E	1285.60	16.07		E	2196.00	27.45
1372	A	1186.40	14.83	1378	A	1908.00	23.85	1386	A	902.40	11.28
	B	1236.80	15.46		B	2001.60	25.02		B	943.20	11.79
	C	1296.00	16.20		C	2101.60	26.27		C	983.20	12.29
	D	1350.40	16.88		D	2203.20	27.54		D	1032.00	12.90
	E	1416.80	17.71		E	2313.60	28.92		E	1085.60	13.57
1373	A	1364.80	17.06	1381	A	1188.80	14.86	1387	A	688.80	8.61
	B	1422.40	17.78		B	1245.60	15.57		B	721.60	9.02
	C	1492.00	18.65		C	1306.40	16.33		C	752.00	9.40
	D	1552.80	19.41		D	1367.20	17.09		D	788.00	9.85
	E	1628.00	20.35		E	1437.60	17.97		E	820.80	10.26
1374	A	1336.00	16.70	1382	A	1188.80	14.86	1388	A	943.20	11.79
	B	1402.40	17.53		B	1245.60	15.57		B	984.00	12.30
	C	1468.80	18.36		C	1306.40	16.33		C	1032.00	12.90
	D	1542.40	19.28		D	1367.20	17.09		D	1085.60	13.57
	E	1619.20	20.24		E	1437.60	17.97		E	1139.20	14.24
1375	A	1576.80	19.71	1383	A	1248.00	15.60	1389	A	752.00	9.40
	B	1654.40	20.68		B	1308.00	16.35		B	788.00	9.85
	C	1733.60	21.67		C	1371.20	17.14		C	820.80	10.26
	D	1820.80	22.76		D	1435.20	17.94		D	853.60	10.67
	E	1911.20	23.89		E	1510.40	18.88		E	893.60	11.17

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1390	A	820.80	10.26	1396	A	1083.20	13.54	1402	A	892.80	11.16
	B	853.60	10.67		B	1136.80	14.21		B	935.20	11.69
	C	893.60	11.17		C	1187.20	14.84		C	980.00	12.25
	D	931.20	11.64		D	1248.00	15.60		D	1028.80	12.86
	E	972.80	12.16		E	1310.40	16.38		E	1080.00	13.50
1391	A	1831.20	22.89	1397	A	1273.60	15.92	1403	A	1080.00	13.50
	B	1917.60	23.97		B	1339.20	16.74		B	1130.40	14.13
	C	2012.00	25.15		C	1404.80	17.56		C	1183.20	14.79
	D	2112.00	26.40		D	1469.60	18.37		D	1241.60	15.52
	E	2212.80	27.66		E	1547.20	19.34		E	1297.60	16.22
1392	A	972.80	12.16	1398	A	1216.00	15.20	1406	A	1516.00	18.95
	B	1020.00	12.75		B	1274.40	15.93		B	1588.80	19.86
	C	1069.60	13.37		C	1336.00	16.70		C	1664.80	20.81
	D	1117.60	13.97		D	1399.20	17.49		D	1744.80	21.81
	E	1168.80	14.61		E	1467.20	18.34		E	1832.00	22.90
1393	A	1654.40	20.68	1399	A	1336.00	16.70	1407	A	1547.20	19.34
	B	1731.20	21.64		B	1405.60	17.57		B	1621.60	20.27
	C	1820.80	22.76		C	1469.60	18.37		C	1698.40	21.23
	D	1908.00	23.85		D	1539.20	19.24		D	1782.40	22.28
	E	1997.60	24.97		E	1613.60	20.17		E	1869.60	23.37
1394	A	943.20	11.79	1400	A	1539.20	19.24	1410	A	974.40	12.18
	B	984.00	12.30		B	1616.80	20.21		B	1024.00	12.80
	C	1032.00	12.90		C	1692.80	21.16		C	1073.60	13.42
	D	1085.60	13.57		D	1771.20	22.14		D	1122.40	14.03
	E	1139.20	14.24		E	1860.00	23.25		E	1174.40	14.68
1395	A	943.20	11.79	1401	A	1219.20	15.24	1411	A	1072.00	13.40
	B	984.00	12.30		B	1275.20	15.94		B	1129.60	14.12
	C	1032.00	12.90		C	1336.00	16.70		C	1176.00	14.70
	D	1085.60	13.57		D	1402.40	17.53		D	1232.00	15.40
	E	1139.20	14.24		E	1469.60	18.37		E	1292.80	16.16

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1412	A	943.20	11.79	1419*	A	983.20	12.29	1425	A	1946.40	24.33
	B	984.00	12.30		B	1037.60	12.97		B	2037.60	25.47
	C	1032.00	12.90		C	1083.20	13.54		C	2137.60	26.72
	D	1085.60	13.57		D	1136.00	14.20		D	2240.80	28.01
	E	1139.20	14.24		E	1187.20	14.84		E	2351.20	29.39
1413	A	1491.20	18.64	1420	A	1214.40	15.18	1426	A	1478.40	18.48
	B	1563.20	19.54		B	1269.60	15.87		B	1548.00	19.35
	C	1645.60	20.57		C	1335.20	16.69		C	1615.20	20.19
	D	1717.60	21.47		D	1394.40	17.43		D	1694.40	21.18
	E	1803.20	22.54		E	1463.20	18.29		E	1773.60	22.17
1415	A	1547.20	19.34	1421	A	1946.40	24.33	1427	A	1693.60	21.17
	B	1621.60	20.27		B	2035.20	25.44		B	1776.00	22.20
	C	1698.40	21.23		C	2140.00	26.75		C	1863.20	23.29
	D	1782.40	22.28		D	2244.00	28.05		D	1952.00	24.40
	E	1869.60	23.37		E	2350.40	29.38		E	2046.40	25.58
1416	A	1911.20	23.89	1422	A	1056.00	13.20	1428	A	1348.00	16.85
	B	2002.40	25.03		B	1106.40	13.83		B	1414.40	17.68
	C	2101.60	26.27		C	1161.60	14.52		C	1472.80	18.41
	D	2207.20	27.59		D	1212.80	15.16		D	1547.20	19.34
	E	2314.40	28.93		E	1270.40	15.88		E	1618.40	20.23
1417	A	1273.60	15.92	1423	A	1212.80	15.16	1429	A	1911.20	23.89
	B	1339.20	16.74		B	1270.40	15.88		B	2002.40	25.03
	C	1404.80	17.56		C	1336.00	16.70		C	2101.60	26.27
	D	1469.60	18.37		D	1398.40	17.48		D	2207.20	27.59
	E	1547.20	19.34		E	1465.60	18.32		E	2314.40	28.93
1418*	A	1702.40	21.28	1424	A	1698.40	21.23	1430	A	1939.20	24.24
	B	1783.20	22.29		B	1782.40	22.28		B	2030.40	25.38
	C	1872.00	23.40		C	1869.60	23.37		C	2127.20	26.59
	D	1963.20	24.54		D	1955.20	24.44		D	2234.40	27.93
	E	2053.60	25.67		E	2053.60	25.67		E	2344.80	29.31

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* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1431	A	1538.40	19.23	1439	A	1078.40	13.48	1445	A	1236.00	15.45
	B	1617.60	20.22		B	1130.40	14.13		B	1291.20	16.14
	C	1693.60	21.17		C	1184.00	14.80		C	1350.40	16.88
	D	1774.40	22.18		D	1236.00	15.45		D	1416.00	17.70
	E	1860.00	23.25		E	1291.20	16.14		E	1479.20	18.49
1432	A	916.80	11.46	1440	A	1184.00	14.80	1446	A	1261.60	15.77
	B	964.00	12.05		B	1236.00	15.45		B	1321.60	16.52
	C	1003.20	12.54		C	1291.20	16.14		C	1377.60	17.22
	D	1056.00	13.20		D	1350.40	16.88		D	1440.00	18.00
	E	1106.40	13.83		E	1416.00	17.70		E	1509.60	18.87
1435	A	1555.20	19.44	1441	A	1241.60	15.52	1447	A	1366.40	17.08
	B	1634.40	20.43		B	1296.00	16.20		B	1428.00	17.85
	C	1712.00	21.40		C	1358.40	16.98		C	1492.00	18.65
	D	1792.80	22.41		D	1417.60	17.72		D	1561.60	19.52
	E	1880.00	23.50		E	1484.00	18.55		E	1636.00	20.45
1436	A	1030.40	12.88	1442	A	1361.60	17.02	1448*	A	1306.40	16.33
	B	1080.00	13.50		B	1429.60	17.87		B	1363.20	17.04
	C	1130.40	14.13		C	1503.20	18.79		C	1432.80	17.91
	D	1178.40	14.73		D	1564.80	19.56		D	1504.80	18.81
	E	1235.20	15.44		E	1647.20	20.59		E	1578.40	19.73
1437	A	1269.60	15.87	1443	A	1348.00	16.85	1449	A	862.40	10.78
	B	1333.60	16.67		B	1414.40	17.68		B	904.00	11.30
	C	1392.00	17.40		C	1472.80	18.41		C	947.20	11.84
	D	1454.40	18.18		D	1547.20	19.34		D	979.20	12.24
	E	1523.20	19.04		E	1618.40	20.23		E	1027.20	12.84
1438	A	1130.40	14.13	1444	A	1538.40	19.23	1450	A	1027.20	12.84
	B	1178.40	14.73		B	1617.60	20.22		B	1072.00	13.40
	C	1235.20	15.44		C	1693.60	21.17		C	1120.80	14.01
	D	1286.40	16.08		D	1774.40	22.18		D	1172.80	14.66
	E	1348.00	16.85		E	1860.00	23.25		E	1224.80	15.31

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1451	A	1120.80	14.01	1461	A	1109.60	13.87	1467	A	790.40	9.88
	B	1172.00	14.65		B	1161.60	14.52		B	825.60	10.32
	C	1232.80	15.41		C	1222.40	15.28		C	860.00	10.75
	D	1288.80	16.11		D	1281.60	16.02		D	898.40	11.23
	E	1350.40	16.88		E	1336.80	16.71		E	935.20	11.69
1452	A	979.20	12.24	1462	A	1488.00	18.60	1468	A	873.60	10.92
	B	1027.20	12.84		B	1558.40	19.48		B	909.60	11.37
	C	1072.00	13.40		C	1640.00	20.50		C	952.80	11.91
	D	1120.80	14.01		D	1720.00	21.50		D	995.20	12.44
	E	1172.80	14.66		E	1796.00	22.45		E	1039.20	12.99
1453	A	2344.00	29.30	1463	A	875.20	10.94	1469	A	952.80	11.91
	B	2462.40	30.78		B	916.00	11.45		B	995.20	12.44
	C	2578.40	32.23		C	964.00	12.05		C	1039.20	12.99
	D	2706.40	33.83		D	1011.20	12.64		D	1084.80	13.56
	E	2837.60	35.47		E	1056.80	13.21		E	1136.80	14.21
1456	A	2012.00	25.15	1464	A	1125.60	14.07	1470	A	1082.40	13.53
	B	2110.40	26.38		B	1184.80	14.81		B	1135.20	14.19
	C	2214.40	27.68		C	1235.20	15.44		C	1188.00	14.85
	D	2322.40	29.03		D	1291.20	16.14		D	1245.60	15.57
	E	2436.00	30.45		E	1358.40	16.98		E	1302.40	16.28
1457	A	2096.00	26.20	1465	A	924.80	11.56	1474	A	1488.00	18.60
	B	2196.00	27.45		B	971.20	12.14		B	1558.40	19.48
	C	2304.80	28.81		C	1020.00	12.75		C	1640.00	20.50
	D	2418.40	30.23		D	1064.80	13.31		D	1720.00	21.50
	E	2534.40	31.68		E	1113.60	13.92		E	1796.00	22.45
1458	A	1680.00	21.00	1466	A	1381.60	17.27	1475	A	1680.00	21.00
	B	1765.60	22.07		B	1450.40	18.13		B	1765.60	22.07
	C	1841.60	23.02		C	1519.20	18.99		C	1841.60	23.02
	D	1936.00	24.20		D	1590.40	19.88		D	1936.00	24.20
	E	2031.20	25.39		E	1669.60	20.87		E	2031.20	25.39

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1476	A	1936.00	24.20	1489	A	1400.00	17.50	1508	A	1082.40	13.53
	B	2031.20	25.39		B	1464.00	18.30		B	1135.20	14.19
	C	2130.40	26.63		C	1538.40	19.23		C	1186.40	14.83
	D	2235.20	27.94		D	1617.60	20.22		D	1236.80	15.46
	E	2344.00	29.30		E	1694.40	21.18		E	1296.00	16.20
1480	A	857.60	10.72	1490	A	1238.40	15.48	1509	A	1520.00	19.00
	B	902.40	11.28		B	1296.00	16.20		B	1593.60	19.92
	C	943.20	11.79		C	1355.20	16.94		C	1675.20	20.94
	D	983.20	12.29		D	1422.40	17.78		D	1752.00	21.90
	E	1032.00	12.90		E	1488.00	18.60		E	1834.40	22.93
1481	A	989.60	12.37	1498	A	1367.20	17.09	1510	A	1348.00	16.85
	B	1032.80	12.91		B	1430.40	17.88		B	1414.40	17.68
	C	1081.60	13.52		C	1496.00	18.70		C	1472.80	18.41
	D	1132.00	14.15		D	1564.00	19.55		D	1547.20	19.34
	E	1188.00	14.85		E	1638.40	20.48		E	1618.40	20.23
1482	A	873.60	10.92	1500	A	2089.60	26.12	1511	A	1538.40	19.23
	B	909.60	11.37		B	2193.60	27.42		B	1617.60	20.22
	C	952.80	11.91		C	2300.80	28.76		C	1693.60	21.17
	D	995.20	12.44		D	2412.80	30.16		D	1774.40	22.18
	E	1039.20	12.99		E	2534.40	31.68		E	1860.00	23.25
1483	A	1082.40	13.53	1506	A	950.56	11.882	1512	A	1075.20	13.44
	B	1135.20	14.19		B	995.44	12.443		B	1129.60	14.12
	C	1188.00	14.85		C	1047.92	13.099		C	1184.00	14.80
	D	1245.60	15.57		D	1098.24	13.728		D	1239.20	15.49
	E	1302.40	16.28		E	1145.36	14.317		E	1297.60	16.22
1488	A	1697.60	21.22	1507	A	1275.04	15.938	1513	A	1036.80	12.96
	B	1776.80	22.21		B	1335.68	16.696		B	1078.40	13.48
	C	1866.40	23.33		C	1405.68	17.571		C	1130.40	14.13
	D	1954.40	24.43		D	1474.00	18.425		D	1184.00	14.80
	E	2053.60	25.67		E	1538.96	19.237		E	1236.00	15.45

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1514	A	1520.00	19.00	1523	A	1416.00	17.70	1531	A	820.80	10.26
	B	1593.60	19.92		B	1484.00	18.55		B	860.00	10.75
	C	1675.20	20.94		C	1547.20	19.34		C	900.80	11.26
	D	1752.00	21.90		D	1624.00	20.30		D	944.00	11.80
	E	1834.40	22.93		E	1699.20	21.24		E	991.20	12.39
1517	A	750.16	9.377	1524	A	1220.00	15.25	1532	A	920.00	11.50
	B	785.12	9.814		B	1275.20	15.94		B	966.40	12.08
	C	825.76	10.322		C	1339.20	16.74		C	1008.00	12.60
	D	866.40	10.830		D	1399.20	17.49		D	1062.40	13.28
	E	905.68	11.321		E	1468.00	18.35		E	1110.40	13.88
1518	A	1293.60	16.17	1525	A	1364.80	17.06	1533	A	1304.00	16.30
	B	1364.00	17.05		B	1431.20	17.89		B	1372.00	17.15
	C	1420.80	17.76		C	1504.00	18.80		C	1432.80	17.91
	D	1486.40	18.58		D	1579.20	19.74		D	1504.80	18.81
	E	1562.40	19.53		E	1652.00	20.65		E	1576.80	19.71
1519	A	1723.84	21.548	1526	A	1336.00	16.70	1535	A	857.60	10.72
	B	1808.24	22.603		B	1402.40	17.53		B	902.40	11.28
	C	1897.28	23.716		C	1468.80	18.36		C	943.20	11.79
	D	1989.92	24.874		D	1542.40	19.28		D	983.20	12.29
	E	2087.68	26.096		E	1619.20	20.24		E	1032.00	12.90
1520	A	1160.00	14.50	1527	A	1576.80	19.71	1538	A	1108.80	13.86
	B	1218.40	15.23		B	1654.40	20.68		B	1164.00	14.55
	C	1276.80	15.96		C	1733.60	21.67		C	1219.20	15.24
	D	1336.00	16.70		D	1820.80	22.76		D	1273.60	15.92
	E	1399.20	17.49		E	1911.20	23.89		E	1339.20	16.74
1522	A	1616.00	20.20	1528	A	2089.60	26.12	1543	A	1339.20	16.74
	B	1698.40	21.23		B	2193.60	27.42		B	1406.40	17.58
	C	1777.60	22.22		C	2300.80	28.76		C	1474.40	18.43
	D	1864.00	23.30		D	2412.80	30.16		D	1540.00	19.25
	E	1952.80	24.41		E	2534.40	31.68		E	1616.80	20.21

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1544	A	1655.20	20.69	1558	A	1547.20	19.34	1564	A	1108.80	13.86
	B	1736.00	21.70		B	1621.60	20.27		B	1164.00	14.55
	C	1820.80	22.76		C	1698.40	21.23		C	1219.20	15.24
	D	1911.20	23.89		D	1782.40	22.28		D	1273.60	15.92
	E	2006.40	25.08		E	1869.60	23.37		E	1339.20	16.74
1546	A	1364.80	17.06	1559	A	1273.60	15.92	1565	A	713.60	8.92
	B	1431.20	17.89		B	1339.20	16.74		B	747.20	9.34
	C	1504.00	18.80		C	1404.80	17.56		C	786.40	9.83
	D	1579.20	19.74		D	1469.60	18.37		D	820.80	10.26
	E	1652.00	20.65		E	1547.20	19.34		E	860.00	10.75
1552	A	1364.80	17.06	1560	A	790.40	9.88	1567	A	764.00	9.55
	B	1431.20	17.89		B	825.60	10.32		B	806.40	10.08
	C	1504.00	18.80		C	860.00	10.75		C	844.00	10.55
	D	1579.20	19.74		D	898.40	11.23		D	880.80	11.01
	E	1652.00	20.65		E	935.20	11.69		E	920.00	11.50
1555	A	1056.00	13.20	1561	A	1698.40	21.23	1568	A	952.80	11.91
	B	1106.40	13.83		B	1782.40	22.28		B	995.20	12.44
	C	1161.60	14.52		C	1869.60	23.37		C	1039.20	12.99
	D	1212.80	15.16		D	1955.20	24.44		D	1084.80	13.56
	E	1270.40	15.88		E	2053.60	25.67		E	1136.80	14.21
1556	A	2196.80	27.46	1562	A	1364.80	17.06	1569	A	713.60	8.92
	B	2301.60	28.77		B	1431.20	17.89		B	751.20	9.39
	C	2416.80	30.21		C	1504.00	18.80		C	788.00	9.85
	D	2534.40	31.68		D	1579.20	19.74		D	818.40	10.23
	E	2659.20	33.24		E	1652.00	20.65		E	857.60	10.72
1557	A	1911.20	23.89	1563	A	1137.60	14.22	1570	A	1707.20	21.34
	B	2002.40	25.03		B	1188.00	14.85		B	1789.60	22.37
	C	2101.60	26.27		C	1245.60	15.57		C	1872.80	23.41
	D	2207.20	27.59		D	1307.20	16.34		D	1969.60	24.62
	E	2314.40	28.93		E	1370.40	17.13		E	2063.20	25.79

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1571*	A	1183.20	14.79	1577	A	1246.40	15.58	1585*	A	1657.60	20.72
	B	1239.20	15.49		B	1305.60	16.32		B	1743.20	21.79
	C	1296.80	16.21		C	1368.80	17.11		C	1829.60	22.87
	D	1363.20	17.04		D	1432.80	17.91		D	1921.60	24.02
	E	1425.60	17.82		E	1507.20	18.84		E	2012.80	25.16
1572	A	672.00	8.40	1578	A	730.40	9.13	1586*	A	1113.60	13.92
	B	702.40	8.78		B	764.00	9.55		B	1167.20	14.59
	C	732.00	9.15		C	800.00	10.00		C	1227.20	15.34
	D	764.00	9.55		D	835.20	10.44		D	1285.60	16.07
	E	794.40	9.93		E	878.40	10.98		E	1345.60	16.82
1573	A	1360.00	17.00	1579	A	835.20	10.44	1587	A	2371.20	29.64
	B	1420.00	17.75		B	873.60	10.92		B	2488.80	31.11
	C	1488.00	18.60		C	909.60	11.37		C	2609.60	32.62
	D	1555.20	19.44		D	952.80	11.91		D	2728.00	34.10
	E	1626.40	20.33		E	995.20	12.44		E	2860.80	35.76
1574	A	1236.80	15.46	1580	A	1163.20	14.54	1588	A	598.40	7.48
	B	1301.60	16.27		B	1224.00	15.30		B	627.20	7.84
	C	1356.00	16.95		C	1280.80	16.01		C	653.60	8.17
	D	1420.00	17.75		D	1338.40	16.73		D	688.00	8.60
	E	1494.40	18.68		E	1404.80	17.56		E	719.20	8.99
1575	A	919.20	11.49	1583	A	980.80	12.26	1589	A	1876.00	23.45
	B	965.60	12.07		B	1027.20	12.84		B	1970.40	24.63
	C	1009.60	12.62		C	1076.00	13.45		C	2064.00	25.80
	D	1060.80	13.26		D	1131.20	14.14		D	2160.80	27.01
	E	1111.20	13.89		E	1182.40	14.78		E	2265.60	28.32
1576	A	1111.20	13.89	1584*	A	1360.00	17.00	1590*	A	877.60	10.97
	B	1164.00	14.55		B	1423.20	17.79		B	921.60	11.52
	C	1220.00	15.25		C	1493.60	18.67		C	965.60	12.07
	D	1276.80	15.96		D	1558.40	19.48		D	1008.00	12.60
	E	1337.60	16.72		E	1639.20	20.49		E	1059.20	13.24

* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

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BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1591	A	930.40	11.63	1597	A	1264.80	15.81	1604	A	1788.00	22.35
	B	974.40	12.18		B	1323.20	16.54		B	1876.00	23.45
	C	1018.40	12.73		C	1386.40	17.33		C	1966.40	24.58
	D	1066.40	13.33		D	1447.20	18.09		D	2065.60	25.82
	E	1116.80	13.96		E	1513.60	18.92		E	2164.00	27.05
1592	A	1556.00	19.45	1598*	A	1363.20	17.04	1609	A	1340.00	16.75
	B	1636.00	20.45		B	1429.60	17.87		B	1406.40	17.58
	C	1713.60	21.42		C	1496.80	18.71		C	1474.40	18.43
	D	1796.80	22.46		D	1569.60	19.62		D	1539.20	19.24
	E	1880.80	23.51		E	1644.80	20.56		E	1616.80	20.21
1593	A	1353.60	16.92	1599	A	1911.20	23.89	1610	A	1539.20	19.24
	B	1424.00	17.80		B	2002.40	25.03		B	1616.80	20.21
	C	1489.60	18.62		C	2101.60	26.27		C	1697.60	21.22
	D	1556.00	19.45		D	2207.20	27.59		D	1779.20	22.24
	E	1636.80	20.46		E	2314.40	28.93		E	1869.60	23.37
1594	A	992.80	12.41	1601	A	1538.40	19.23	1611	A	1775.20	22.19
	B	1036.80	12.96		B	1617.60	20.22		B	1860.80	23.26
	C	1078.40	13.48		C	1693.60	21.17		C	1957.60	24.47
	D	1130.40	14.13		D	1774.40	22.18		D	2053.60	25.67
	E	1184.00	14.80		E	1860.00	23.25		E	2148.80	26.86
1595	A	1145.60	14.32	1602	A	1321.60	16.52	1612	A	1698.40	21.23
	B	1197.60	14.97		B	1377.60	17.22		B	1782.40	22.28
	C	1252.80	15.66		C	1440.00	18.00		C	1869.60	23.37
	D	1308.00	16.35		D	1509.60	18.87		D	1955.20	24.44
	E	1364.80	17.06		E	1582.40	19.78		E	2053.60	25.67
1596	A	1588.00	19.85	1603	A	1421.60	17.77	1613	A	1273.60	15.92
	B	1664.80	20.81		B	1493.60	18.67		B	1339.20	16.74
	C	1744.80	21.81		C	1564.00	19.55		C	1404.80	17.56
	D	1831.20	22.89		D	1634.40	20.43		D	1469.60	18.37
	E	1921.60	24.02		E	1720.00	21.50		E	1547.20	19.34

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* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1614	A	1547.20	19.34	1622	A	1775.20	22.19	1630	A	1068.00	13.35
	B	1621.60	20.27		B	1860.80	23.26		B	1120.00	14.00
	C	1698.40	21.23		C	1957.60	24.47		C	1177.60	14.72
	D	1782.40	22.28		D	2053.60	25.67		D	1229.60	15.37
	E	1869.60	23.37		E	2148.80	26.86		E	1284.80	16.06
1615	A	1911.20	23.89	1623	A	1340.00	16.75	1631	A	1547.20	19.34
	B	2002.40	25.03		B	1406.40	17.58		B	1621.60	20.27
	C	2101.60	26.27		C	1474.40	18.43		C	1698.40	21.23
	D	2207.20	27.59		D	1539.20	19.24		D	1782.40	22.28
	E	2314.40	28.93		E	1616.80	20.21		E	1869.60	23.37
1616	A	1555.20	19.44	1624	A	1539.20	19.24	1632	A	955.20	11.94
	B	1634.40	20.43		B	1616.80	20.21		B	996.80	12.46
	C	1712.00	21.40		C	1697.60	21.22		C	1041.60	13.02
	D	1792.80	22.41		D	1779.20	22.24		D	1088.80	13.61
	E	1880.00	23.50		E	1869.60	23.37		E	1138.40	14.23
1617	A	857.60	10.72	1625	A	1158.40	14.48	1634	A	1120.80	14.01
	B	902.40	11.28		B	1210.40	15.13		B	1176.80	14.71
	C	943.20	11.79		C	1266.40	15.83		C	1236.00	15.45
	D	983.20	12.29		D	1324.80	16.56		D	1296.80	16.21
	E	1032.00	12.90		E	1388.00	17.35		E	1361.60	17.02
1618	A	1333.60	16.67	1627	A	914.40	11.43	1635	A	1190.40	14.88
	B	1400.00	17.50		B	955.20	11.94		B	1247.20	15.59
	C	1460.00	18.25		C	997.60	12.47		C	1304.00	16.30
	D	1526.40	19.08		D	1041.60	13.02		D	1364.00	17.05
	E	1597.60	19.97		E	1089.60	13.62		E	1429.60	17.87
1620	A	840.00	10.50	1628	A	1082.40	13.53	1637	A	1355.20	16.94
	B	880.80	11.01		B	1135.20	14.19		B	1418.40	17.73
	C	924.80	11.56		C	1188.00	14.85		C	1490.40	18.63
	D	971.20	12.14		D	1245.60	15.57		D	1564.80	19.56
	E	1020.00	12.75		E	1302.40	16.28		E	1639.20	20.49

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1638	A	1817.60	22.72	1645	A	1168.80	14.61	1651	A	1058.40	13.23
	B	1902.40	23.78		B	1224.80	15.31		B	1109.60	13.87
	C	1997.60	24.97		C	1284.00	16.05		C	1160.80	14.51
	D	2096.00	26.20		D	1344.80	16.81		D	1219.20	15.24
	E	2196.00	27.45		E	1408.00	17.60		E	1275.20	15.94
1639	A	1176.00	14.70	1646	A	1354.40	16.93	1652	A	1082.40	13.53
	B	1232.00	15.40		B	1417.60	17.72		B	1135.20	14.19
	C	1290.40	16.13		C	1481.60	18.52		C	1186.40	14.83
	D	1350.40	16.88		D	1543.20	19.29		D	1236.80	15.46
	E	1412.80	17.66		E	1620.00	20.25		E	1296.00	16.20
1640	A	972.00	12.15	1647	A	1032.00	12.90	1653	A	1186.40	14.83
	B	1018.40	12.73		B	1085.60	13.57		B	1236.80	15.46
	C	1068.80	13.36		C	1139.20	14.24		C	1296.00	16.20
	D	1116.80	13.96		D	1188.80	14.86		D	1350.40	16.88
	E	1168.00	14.60		E	1245.60	15.57		E	1416.80	17.71
1641	A	1183.20	14.79	1648	A	943.20	11.79	1654	A	1302.40	16.28
	B	1235.20	15.44		B	984.00	12.30		B	1361.60	17.02
	C	1294.40	16.18		C	1032.00	12.90		C	1425.60	17.82
	D	1348.80	16.86		D	1085.60	13.57		D	1489.60	18.62
	E	1414.40	17.68		E	1139.20	14.24		E	1558.40	19.48
1642	A	1404.80	17.56	1649	A	1083.20	13.54	1655	A	1164.80	14.56
	B	1468.00	18.35		B	1136.80	14.21		B	1219.20	15.24
	C	1544.80	19.31		C	1187.20	14.84		C	1280.80	16.01
	D	1623.20	20.29		D	1248.00	15.60		D	1340.00	16.75
	E	1701.60	21.27		E	1310.40	16.38		E	1404.80	17.56
1644	A	1028.00	12.85	1650	A	1698.40	21.23	1656	A	1281.60	16.02
	B	1075.20	13.44		B	1782.40	22.28		B	1340.00	16.75
	C	1120.80	14.01		C	1869.60	23.37		C	1406.40	17.58
	D	1171.20	14.64		D	1955.20	24.44		D	1472.80	18.41
	E	1226.40	15.33		E	2053.60	25.67		E	1544.80	19.31

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1657	A	1440.00	18.00	1663	A	786.40	9.83	1669	A	1507.20	18.84
	B	1508.80	18.86		B	820.80	10.26		B	1572.00	19.65
	C	1581.60	19.77		C	860.00	10.75		C	1648.00	20.60
	D	1657.60	20.72		D	900.80	11.26		D	1723.20	21.54
	E	1737.60	21.72		E	944.00	11.80		E	1797.60	22.47
1658	A	1579.20	19.74	1664	A	944.00	11.80	1670	A	1804.00	22.55
	B	1652.00	20.65		B	991.20	12.39		B	1890.40	23.63
	C	1732.80	21.66		C	1032.00	12.90		C	1981.60	24.77
	D	1817.60	22.72		D	1082.40	13.53		D	2079.20	25.99
	E	1902.40	23.78		E	1137.60	14.22		E	2176.80	27.21
1659	A	1188.80	14.86	1665	A	1137.60	14.22	1671	A	1718.40	21.48
	B	1245.60	15.57		B	1188.00	14.85		B	1800.80	22.51
	C	1306.40	16.33		C	1245.60	15.57		C	1888.00	23.60
	D	1367.20	17.09		D	1307.20	16.34		D	1979.20	24.74
	E	1437.60	17.97		E	1370.40	17.13		E	2073.60	25.92
1660	A	1181.60	14.77	1666	A	1416.00	17.70	1672	A	1302.40	16.28
	B	1236.80	15.46		B	1484.00	18.55		B	1364.00	17.05
	C	1292.80	16.16		C	1547.20	19.34		C	1429.60	17.87
	D	1358.40	16.98		D	1624.00	20.30		D	1491.20	18.64
	E	1418.40	17.73		E	1699.20	21.24		E	1560.80	19.51
1661	A	1294.40	16.18	1667	A	713.60	8.92	1673	A	1084.80	13.56
	B	1361.60	17.02		B	747.20	9.34		B	1136.80	14.21
	C	1417.60	17.72		C	786.40	9.83		C	1186.40	14.83
	D	1488.00	18.60		D	820.80	10.26		D	1239.20	15.49
	E	1560.80	19.51		E	860.00	10.75		E	1295.20	16.19
1662	A	1219.20	15.24	1668	A	1616.00	20.20	1675	A	1348.00	16.85
	B	1275.20	15.94		B	1698.40	21.23		B	1414.40	17.68
	C	1336.00	16.70		C	1777.60	22.22		C	1472.80	18.41
	D	1402.40	17.53		D	1864.00	23.30		D	1547.20	19.34
	E	1469.60	18.37		E	1952.80	24.41		E	1618.40	20.23

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1677	A	1538.40	19.23	1694	A	1736.80	21.71	1715*	A	1621.60	20.27
	B	1617.60	20.22		B	1819.20	22.74		B	1698.40	21.23
	C	1693.60	21.17		C	1912.80	23.91		C	1782.40	22.28
	D	1774.40	22.18		D	2001.60	25.02		D	1869.60	23.37
	E	1860.00	23.25		E	2098.40	26.23		E	1955.20	24.44
1678	A	1164.00	14.55	1696	A	2011.20	25.14	1716	A	1108.80	13.86
	B	1219.20	15.24		B	2110.40	26.38		B	1160.80	14.51
	C	1273.60	15.92		C	2210.40	27.63		C	1219.20	15.24
	D	1339.20	16.74		D	2320.00	29.00		D	1272.80	15.91
	E	1404.80	17.56		E	2431.20	30.39		E	1336.00	16.70
1680	A	2861.60	35.77	1697	A	1104.80	13.81	1717	A	1356.00	16.95
	B	3003.20	37.54		B	1154.40	14.43		B	1416.00	17.70
	C	3146.40	39.33		C	1212.00	15.15		C	1483.20	18.54
	D	3302.40	41.28		D	1271.20	15.89		D	1551.20	19.39
	E	3463.20	43.29		E	1330.40	16.63		E	1618.40	20.23
1683	A	2497.60	31.22	1698	A	2201.60	27.52	1718	A	1503.20	18.79
	B	2611.20	32.64		B	2308.80	28.86		B	1579.20	19.74
	C	2732.00	34.15		C	2422.40	30.28		C	1652.00	20.65
	D	2859.20	35.74		D	2534.40	31.68		D	1732.00	21.65
	E	2992.00	37.40		E	2660.80	33.26		E	1816.00	22.70
1692	A	1298.40	16.23	1699	A	1007.20	12.59	1719	A	990.40	12.38
	B	1359.20	16.99		B	1060.80	13.26		B	1038.40	12.98
	C	1428.00	17.85		C	1108.80	13.86		C	1083.20	13.54
	D	1492.80	18.66		D	1164.00	14.55		D	1136.80	14.21
	E	1567.20	19.59		E	1219.20	15.24		E	1188.00	14.85
1693	A	1656.00	20.70	1714	A	1233.60	15.42	1720	A	943.20	11.79
	B	1736.80	21.71		B	1296.00	16.20		B	984.00	12.30
	C	1819.20	22.74		C	1349.60	16.87		C	1032.00	12.90
	D	1912.80	23.91		D	1416.00	17.70		D	1085.60	13.57
	E	2001.60	25.02		E	1488.00	18.60		E	1139.20	14.24

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1721	A	1310.40	16.38	1728	A	1915.20	23.94	1737	A	1130.40	14.13
	B	1370.40	17.13		B	2008.00	25.10		B	1178.40	14.73
	C	1434.40	17.93		C	2108.80	26.36		C	1235.20	15.44
	D	1509.60	18.87		D	2209.60	27.62		D	1286.40	16.08
	E	1580.00	19.75		E	2320.00	29.00		E	1348.00	16.85
1722	A	1246.40	15.58	1730	A	1364.80	17.06	1738	A	1297.60	16.22
	B	1306.40	16.33		B	1431.20	17.89		B	1354.40	16.93
	C	1365.60	17.07		C	1504.00	18.80		C	1420.00	17.75
	D	1436.80	17.96		D	1579.20	19.74		D	1480.00	18.50
	E	1504.80	18.81		E	1652.00	20.65		E	1551.20	19.39
1723*	A	1246.40	15.58	1732	A	1187.20	14.84	1739	A	1988.00	24.85
	B	1306.40	16.33		B	1236.80	15.46		B	2088.80	26.11
	C	1365.60	17.07		C	1296.80	16.21		C	2184.00	27.30
	D	1436.80	17.96		D	1350.40	16.88		D	2292.00	28.65
	E	1504.80	18.81		E	1416.00	17.70		E	2400.00	30.00
1724	A	1997.60	24.97	1734	A	1488.80	18.61	1746	A	902.40	11.28
	B	2089.60	26.12		B	1560.80	19.51		B	943.20	11.79
	C	2195.20	27.44		C	1636.00	20.45		C	983.20	12.29
	D	2297.60	28.72		D	1715.20	21.44		D	1032.00	12.90
	E	2408.00	30.10		E	1797.60	22.47		E	1085.60	13.57
1726	A	1246.40	15.58	1735	A	1220.80	15.26	1747	A	1108.80	13.86
	B	1305.60	16.32		B	1275.20	15.94		B	1164.00	14.55
	C	1368.80	17.11		C	1337.60	16.72		C	1219.20	15.24
	D	1432.80	17.91		D	1404.80	17.56		D	1273.60	15.92
	E	1507.20	18.84		E	1468.00	18.35		E	1339.20	16.74
1727	A	1364.80	17.06	1736	A	1636.00	20.45	1748	A	1273.60	15.92
	B	1431.20	17.89		B	1705.60	21.32		B	1339.20	16.74
	C	1504.00	18.80		C	1781.60	22.27		C	1404.80	17.56
	D	1579.20	19.74		D	1860.80	23.26		D	1469.60	18.37
	E	1652.00	20.65		E	1949.60	24.37		E	1547.20	19.34

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* See Page 36 for Salary Rates effective December 26, 1997, including Special Salary Adjustment and General Salary Increase.

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1749	A	1547.20	19.34	1757	A	1911.20	23.89	1767	A	1176.80	14.71
	B	1621.60	20.27		B	2002.40	25.03		B	1238.40	15.48
	C	1698.40	21.23		C	2101.60	26.27		C	1296.00	16.20
	D	1782.40	22.28		D	2207.20	27.59		D	1357.60	16.97
	E	1869.60	23.37		E	2314.40	28.93		E	1418.40	17.73
1750	A	1579.20	19.74	1758	A	943.20	11.79	1769	A	1911.20	23.89
	B	1652.00	20.65		B	984.00	12.30		B	2002.40	25.03
	C	1732.80	21.66		C	1032.00	12.90		C	2101.60	26.27
	D	1817.60	22.72		D	1085.60	13.57		D	2207.20	27.59
	E	1902.40	23.78		E	1139.20	14.24		E	2314.40	28.93
1751	A	1817.60	22.72	1759	A	1083.20	13.54	1774	A	943.20	11.79
	B	1902.40	23.78		B	1136.80	14.21		B	984.00	12.30
	C	1997.60	24.97		C	1187.20	14.84		C	1032.00	12.90
	D	2096.00	26.20		D	1248.00	15.60		D	1085.60	13.57
	E	2196.00	27.45		E	1310.40	16.38		E	1139.20	14.24
1752	A	2096.00	26.20	1762	A	2198.40	27.48	1776	A	902.40	11.28
	B	2196.00	27.45		B	2304.00	28.80		B	943.20	11.79
	C	2304.80	28.81		C	2416.80	30.21		C	983.20	12.29
	D	2418.40	30.23		D	2536.80	31.71		D	1032.00	12.90
	E	2534.40	31.68		E	2661.60	33.27		E	1085.60	13.57
1754	A	2096.00	26.20	1765	A	1304.80	16.31	1777	A	1245.60	15.57
	B	2196.00	27.45		B	1370.40	17.13		B	1302.40	16.28
	C	2304.80	28.81		C	1432.80	17.91		C	1368.80	17.11
	D	2418.40	30.23		D	1502.40	18.78		D	1438.40	17.98
	E	2534.40	31.68		E	1568.80	19.61		E	1508.80	18.86
1756	A	1698.40	21.23	1766	A	1022.40	12.78	1778	A	1032.00	12.90
	B	1782.40	22.28		B	1076.80	13.46		B	1085.60	13.57
	C	1869.60	23.37		C	1127.20	14.09		C	1139.20	14.24
	D	1955.20	24.44		D	1179.20	14.74		D	1188.80	14.86
	E	2053.60	25.67		E	1233.60	15.42		E	1245.60	15.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1783	A	1698.40	21.23	1798	A	1702.40	21.28	1808	A	1098.40	13.73
	B	1781.60	22.27		B	1783.20	22.29		B	1148.80	14.36
	C	1867.20	23.34		C	1872.00	23.40		C	1199.20	14.99
	D	1956.80	24.46		D	1963.20	24.54		D	1252.00	15.65
	E	2056.80	25.71		E	2053.60	25.67		E	1311.20	16.39
1784	A	1064.80	13.31	1801	A	1083.20	13.54	1809	A	1083.20	13.54
	B	1117.60	13.97		B	1136.80	14.21		B	1136.80	14.21
	C	1171.20	14.64		C	1187.20	14.84		C	1187.20	14.84
	D	1230.40	15.38		D	1248.00	15.60		D	1248.00	15.60
	E	1288.80	16.11		E	1310.40	16.38		E	1310.40	16.38
1793	A	1955.20	24.44	1802	A	1328.80	16.61	1810	A	1348.00	16.85
	B	2053.60	25.67		B	1389.60	17.37		B	1414.40	17.68
	C	2156.00	26.95		C	1454.40	18.18		C	1472.80	18.41
	D	2262.40	28.28		D	1518.40	18.98		D	1547.20	19.34
	E	2370.40	29.63		E	1590.40	19.88		E	1618.40	20.23
1794	A	533.60	6.67	1803	A	1244.80	15.56	1811	A	1668.00	20.85
	B	558.40	6.98		B	1296.80	16.21		B	1746.40	21.83
	C	587.20	7.34		C	1359.20	16.99		C	1831.20	22.89
	D	612.80	7.66		D	1416.80	17.71		D	1919.20	23.99
	E	639.20	7.99		E	1483.20	18.54		E	2016.80	25.21
1796	A	1138.40	14.23	1804	A	2053.60	25.67	1816	A	2101.60	26.27
	B	1190.40	14.88		B	2148.80	26.86		B	2203.20	27.54
	C	1246.40	15.58		C	2255.20	28.19		C	2311.20	28.89
	D	1311.20	16.39		D	2361.60	29.52		D	2426.40	30.33
	E	1369.60	17.12		E	2475.20	30.94		E	2543.20	31.79
1797	A	1220.80	15.26	1806	A	2096.00	26.20	1817	A	1145.60	14.32
	B	1275.20	15.94		B	2196.00	27.45		B	1196.80	14.96
	C	1337.60	16.72		C	2304.80	28.81		C	1252.80	15.66
	D	1404.80	17.56		D	2418.40	30.23		D	1310.40	16.38
	E	1468.00	18.35		E	2534.40	31.68		E	1369.60	17.12

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1818	A	1290.40	16.13	1825	A	1194.40	14.93	1835	A	1386.40	17.33
	B	1350.40	16.88		B	1252.80	15.66		B	1444.80	18.06
	C	1418.40	17.73		C	1316.00	16.45		C	1512.80	18.91
	D	1491.20	18.64		D	1377.60	17.22		D	1581.60	19.77
	E	1561.60	19.52		E	1444.80	18.06		E	1656.00	20.70
1819	A	1136.80	14.21	1826	A	1444.80	18.06	1837	A	1273.60	15.92
	B	1187.20	14.84		B	1513.60	18.92		B	1339.20	16.74
	C	1241.60	15.52		C	1588.80	19.86		C	1404.80	17.56
	D	1297.60	16.22		D	1664.80	20.81		D	1469.60	18.37
	E	1360.00	17.00		E	1747.20	21.84		E	1547.20	19.34
1820	A	1374.40	17.18	1830	A	2096.00	26.20	1838	A	1164.00	14.55
	B	1436.00	17.95		B	2196.00	27.45		B	1219.20	15.24
	C	1505.60	18.82		C	2304.80	28.81		C	1273.60	15.92
	D	1578.40	19.73		D	2418.40	30.23		D	1339.20	16.74
	E	1656.80	20.71		E	2534.40	31.68		E	1404.80	17.56
1821	A	1404.80	17.56	1832	A	1158.40	14.48	1839	A	1708.00	21.35
	B	1468.00	18.35		B	1210.40	15.13		B	1786.40	22.33
	C	1544.80	19.31		C	1266.40	15.93		C	1870.40	23.38
	D	1623.20	20.29		D	1324.80	16.56		D	1952.80	24.41
	E	1701.60	21.27		E	1388.00	17.35		E	2046.40	25.58
1822*	A	1500.80	18.76	1833	A	952.80	11.91	1840	A	1032.00	12.90
	B	1572.00	19.65		B	995.20	12.44		B	1085.60	13.57
	C	1646.40	20.58		C	1039.20	12.99		C	1139.20	14.24
	D	1727.20	21.59		D	1084.80	13.56		D	1188.80	14.86
	E	1807.20	22.59		E	1136.80	14.21		E	1245.60	15.57
1823	A	1657.60	20.72	1834	A	1056.80	13.21	1841	A	1792.80	22.41
	B	1735.20	21.69		B	1104.80	13.81		B	1875.20	23.44
	C	1821.60	22.77		C	1153.60	14.42		C	1960.00	24.50
	D	1911.20	23.89		D	1208.80	15.11		D	2052.00	25.65
	E	2002.40	25.03		E	1264.00	15.80		E	2146.40	26.83

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BASE SALARY TABLE, CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1842	A	1547.20	19.34	1853	A	1083.20	13.54	1860	A	1083.20	13.54
	B	1621.60	20.27		B	1136.80	14.21		B	1136.80	14.21
	C	1698.40	21.23		C	1187.20	14.84		C	1187.20	14.84
	D	1782.40	22.28		D	1248.00	15.60		D	1248.00	15.60
	E	1869.60	23.37		E	1310.40	16.38		E	1310.40	16.38
1844	A	1032.00	12.90	1854	A	2052.80	25.66	1861	A	1212.80	15.16
	B	1085.60	13.57		B	2148.80	26.86		B	1270.40	15.88
	C	1139.20	14.24		C	2254.40	28.18		C	1336.00	16.70
	D	1188.80	14.86		D	2361.60	29.52		D	1398.40	17.48
	E	1245.60	15.57		E	2475.20	30.94		E	1465.60	18.32
1849	A	1727.20	21.59	1855	A	2096.00	26.20	1862	A	1952.80	24.41
	B	1816.00	22.70		B	2196.00	27.45		B	2047.20	25.59
	C	1898.40	23.73		C	2304.80	28.81		C	2146.40	26.83
	D	1993.60	24.92		D	2418.40	30.23		D	2253.60	28.17
	E	2087.20	26.09		E	2534.40	31.68		E	2361.60	29.52
1850	A	1543.20	19.29	1856	A	2467.20	30.84	1863	A	2096.00	26.20
	B	1613.60	20.17		B	2580.80	32.26		B	2196.00	27.45
	C	1698.40	21.23		C	2712.00	33.90		C	2304.80	28.81
	D	1781.60	22.27		D	2844.80	35.56		D	2418.40	30.23
	E	1867.20	23.34		E	2980.00	37.25		E	2534.40	31.68
1851	A	2053.60	25.67	1857	A	1376.80	17.21	1864	A	1032.00	12.90
	B	2148.80	26.86		B	1438.40	17.98		B	1084.80	13.56
	C	2255.20	28.19		C	1509.60	18.87		C	1140.00	14.25
	D	2361.60	29.52		D	1580.80	19.76		D	1196.80	14.96
	E	2475.20	30.94		E	1660.00	20.75		E	1248.80	15.61
1852*	A	1083.20	13.54	1859	A	1552.00	19.40	1865	A	1009.60	12.62
	B	1136.80	14.21		B	1624.80	20.31		B	1059.20	13.24
	C	1187.20	14.84		C	1697.60	21.22		C	1111.20	13.89
	D	1248.00	15.60		D	1779.20	22.24		D	1164.80	14.56
	E	1310.40	16.38		E	1860.00	23.25		E	1220.00	15.25

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* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1866	A	1639.20	20.49	1872	A	1782.40	22.28	1879	A	1032.00	12.90
	B	1722.40	21.53		B	1869.60	23.37		B	1085.60	13.57
	C	1808.00	22.60		C	1955.20	24.44		C	1139.20	14.24
	D	1889.60	23.62		D	2053.60	25.67		D	1188.80	14.86
	E	1980.00	24.75		E	2156.00	26.95		E	1245.60	15.57
1867*	A	1508.80	18.86	1873	A	1058.40	13.23	1880	A	1438.40	17.98
	B	1587.20	19.84		B	1110.40	13.88		B	1509.60	18.87
	C	1664.00	20.80		C	1163.20	14.54		C	1582.40	19.78
	D	1746.40	21.83		D	1220.80	15.26		D	1660.00	20.75
	E	1831.20	22.89		E	1275.20	15.94		E	1740.80	21.76
1868	A	1090.40	13.63	1875	A	2096.00	26.20	1881	A	1212.80	15.16
	B	1140.80	14.26		B	2196.00	27.45		B	1270.40	15.88
	C	1192.80	14.91		C	2304.80	28.81		C	1336.00	16.70
	D	1245.60	15.57		D	2418.40	30.23		D	1398.40	17.48
	E	1298.40	16.23		E	2534.40	31.68		E	1465.60	18.32
1869	A	928.00	11.60	1876	A	1246.40	15.58	1883	A	2335.20	29.19
	B	971.20	12.14		B	1305.60	16.32		B	2448.80	30.61
	C	1020.00	12.75		C	1368.80	17.11		C	2576.00	32.20
	D	1068.80	13.36		D	1432.80	17.91		D	2695.20	33.69
	E	1120.00	14.00		E	1507.20	18.84		E	2824.80	35.31
1870	A	1350.40	16.88	1877	A	1779.20	22.24	1884	A	2335.20	29.19
	B	1415.20	17.69		B	1866.40	23.33		B	2448.80	30.61
	C	1486.40	18.58		C	1952.80	24.41		C	2576.00	32.20
	D	1559.20	19.49		D	2052.00	25.65		D	2695.20	33.69
	E	1635.20	20.44		E	2148.00	26.85		E	2824.80	35.31
1871	A	1547.20	19.34	1878	A	2096.00	26.20	1885	A	1740.80	21.76
	B	1621.60	20.27		B	2196.00	27.45		B	1825.60	22.82
	C	1698.40	21.23		C	2304.80	28.81		C	1916.80	23.96
	D	1782.40	22.28		D	2418.40	30.23		D	2008.80	25.11
	E	1869.60	23.37		E	2534.40	31.68		E	2108.80	26.36

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BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1886	A	1246.40	15.58	1893	A	1186.40	14.83	1899	A	860.80	10.76
	B	1306.40	16.33		B	1244.00	15.55		B	901.60	11.27
	C	1365.60	17.07		C	1300.80	16.26		C	944.00	11.80
	D	1436.80	17.96		D	1360.00	17.00		D	990.40	12.38
	E	1504.80	18.81		E	1420.00	17.75		E	1038.40	12.98
1887	A	1763.20	22.04	1894	A	1078.40	13.48	1900*	A	1139.20	14.24
	B	1843.20	23.04		B	1130.40	14.13		B	1192.00	14.90
	C	1929.60	24.12		C	1184.00	14.80		C	1246.40	15.58
	D	2016.80	25.21		D	1236.00	15.45		D	1312.00	16.40
	E	2108.00	26.35		E	1291.20	16.14		E	1370.40	17.13
1888	A	2024.00	25.30	1895	A	1407.20	17.59	1901	A	1139.20	14.24
	B	2120.80	26.51		B	1468.00	18.35		B	1192.00	14.90
	C	2231.20	27.89		C	1533.60	19.17		C	1246.40	15.58
	D	2335.20	29.19		D	1609.60	20.12		D	1312.00	16.40
	E	2448.80	30.61		E	1681.60	21.02		E	1370.40	17.13
1890	A	1540.80	19.26	1896	A	1908.00	23.85	1902	A	990.40	12.38
	B	1611.20	20.14		B	2001.60	25.02		B	1038.40	12.98
	C	1684.00	21.05		C	2101.60	26.27		C	1083.20	13.54
	D	1763.20	22.04		D	2203.20	27.54		D	1136.80	14.21
	E	1843.20	23.04		E	2313.60	28.92		E	1188.00	14.85
1891	A	1216.00	15.20	1897	A	1302.40	16.28	1903	A	1083.20	13.54
	B	1269.60	15.87		B	1364.00	17.05		B	1136.80	14.21
	C	1324.80	16.56		C	1432.00	17.90		C	1188.00	14.85
	D	1392.00	17.40		D	1494.40	18.68		D	1246.40	15.58
	E	1454.40	18.18		E	1560.80	19.51		E	1308.00	16.35
1892	A	1711.20	21.39	1898	A	1078.40	13.48	1904	A	1547.20	19.34
	B	1796.00	22.45		B	1130.40	14.13		B	1621.60	20.27
	C	1885.60	23.57		C	1184.00	14.80		C	1698.40	21.23
	D	1979.20	24.74		D	1236.00	15.45		D	1782.40	22.28
	E	2080.00	26.00		E	1291.20	16.14		E	1869.60	23.37

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* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1905	A	900.80	11.26	1912	A	1348.80	16.86	1918	A	1417.60	17.72
	B	943.20	11.79		B	1412.80	17.66		B	1492.00	18.65
	C	983.20	12.29		C	1484.00	18.55		C	1553.60	19.42
	D	1032.00	12.90		D	1547.20	19.34		D	1627.20	20.34
	E	1083.20	13.54		E	1620.80	20.26		E	1710.40	21.38
1906	A	1004.80	12.56	1913	A	1416.00	17.70	1919	A	877.60	10.97
	B	1056.00	13.20		B	1484.00	18.55		B	919.20	11.49
	C	1105.60	13.82		C	1547.20	19.34		C	966.40	12.08
	D	1160.00	14.50		D	1624.00	20.30		D	1007.20	12.59
	E	1212.80	15.16		E	1699.20	21.24		E	1060.80	13.26
1907	A	1105.60	13.82	1914	A	598.40	7.48	1920	A	1137.60	14.22
	B	1160.00	14.50		B	627.20	7.84		B	1192.00	14.90
	C	1212.80	15.16		C	653.60	8.17		C	1252.00	15.65
	D	1272.80	15.91		D	688.00	8.60		D	1316.80	16.46
	E	1335.20	16.69		E	713.60	8.92		E	1372.80	17.16
1908	A	873.60	10.92	1915	A	1728.80	21.61	1921	A	1020.00	12.75
	B	909.60	11.37		B	1816.80	22.71		B	1064.80	13.31
	C	952.80	11.91		C	1898.40	23.73		C	1113.60	13.92
	D	995.20	12.44		D	1993.60	24.92		D	1167.20	14.59
	E	1039.20	12.99		E	2086.40	26.08		E	1226.40	15.33
1909	A	916.00	11.45	1916	A	2702.40	33.78	1922*	A	1917.60	23.97
	B	954.40	11.93		B	2827.20	35.34		B	2006.40	25.08
	C	999.20	12.49		C	2969.60	37.12		C	2105.60	26.32
	D	1045.60	13.07		D	3115.20	38.94		D	2208.80	27.61
	E	1089.60	13.62		E	3264.80	40.81		E	2315.20	28.94
1910	A	764.80	9.56	1917	A	1911.20	23.89	1923	A	1911.20	23.89
	B	798.40	9.98		B	2002.40	25.03		B	2002.40	25.03
	C	836.00	10.45		C	2101.60	26.27		C	2101.60	26.27
	D	876.80	10.96		D	2207.20	27.59		D	2207.20	27.59
	E	916.80	11.46		E	2314.40	28.93		E	2314.40	28.93

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* See Page 35 for Salary Rates effective December 26, 1998, including Special Salary Adjustment and General Salary Increase.

BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1924	A	2100.80	26.26	1930	A	1190.40	14.88	1936	A	784.00	9.80
	B	2201.60	27.52		B	1248.80	15.61		B	820.00	10.25
	C	2311.20	28.89		C	1307.20	16.34		C	859.20	10.74
	D	2422.40	30.28		D	1372.00	17.15		D	900.80	11.26
	E	2537.60	31.72		E	1438.40	17.98		E	943.20	11.79
1925	A	1066.40	13.33	1931	A	1404.80	17.56	1937	A	1668.00	20.85
	B	1116.80	13.96		B	1468.00	18.35		B	1746.40	21.83
	C	1167.20	14.59		C	1544.80	19.31		C	1831.20	22.89
	D	1224.00	15.30		D	1623.20	20.29		D	1919.20	23.99
	E	1280.80	16.01		E	1701.60	21.27		E	2016.80	25.21
1926	A	1911.20	23.89	1932	A	1020.00	12.75	1938	A	1579.20	19.74
	B	2002.40	25.03		B	1068.00	13.35		B	1652.00	20.65
	C	2101.60	26.27		C	1122.40	14.03		C	1732.80	21.66
	D	2207.20	27.59		D	1172.00	14.65		D	1817.60	22.72
	E	2314.40	28.93		E	1227.20	15.34		E	1902.40	23.78
1927	A	1911.20	23.89	1933	A	1117.60	13.97	1939	A	1817.60	22.72
	B	2002.40	25.03		B	1171.20	14.64		B	1902.40	23.78
	C	2101.60	26.27		C	1228.00	15.35		C	1997.60	24.97
	D	2207.20	27.59		D	1284.00	16.05		D	2096.00	26.20
	E	2314.40	28.93		E	1343.20	16.79		E	2196.00	27.45
1928	A	1736.00	21.70	1934	A	972.00	12.15	1940	A	1698.40	21.23
	B	1817.60	22.72		B	1018.40	12.73		B	1782.40	22.28
	C	1908.00	23.85		C	1068.80	13.36		C	1869.60	23.37
	D	1998.40	24.98		D	1116.80	13.96		D	1955.20	24.44
	E	2093.60	26.17		E	1168.00	14.60		E	2053.60	25.67
1929	A	1911.20	23.89	1935	A	2096.00	26.20	1941	A	1891.20	23.64
	B	2002.40	25.03		B	2196.00	27.45		B	1977.60	24.72
	C	2101.60	26.27		C	2304.80	28.81		C	2081.60	26.02
	D	2207.20	27.59		D	2418.40	30.23		D	2187.20	27.34
	E	2314.40	28.93		E	2534.40	31.68		E	2292.00	28.65

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BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1946	A	952.80	11.91	1968	A	952.80	11.91	1975	A	1350.40	16.88
	B	995.20	12.44		B	995.20	12.44		B	1415.20	17.69
	C	1039.20	12.99		C	1039.20	12.99		C	1486.40	18.58
	D	1084.80	13.56		D	1084.80	13.56		D	1559.20	19.49
	E	1136.80	14.21		E	1136.80	14.21		E	1635.20	20.44
1947	A	1039.20	12.99	1969	A	952.80	11.91	1976	A	1697.60	21.22
	B	1084.80	13.56		B	995.20	12.44		B	1776.80	22.21
	C	1136.80	14.21		C	1039.20	12.99		C	1866.40	23.33
	D	1187.20	14.84		D	1084.80	13.56		D	1954.40	24.43
	E	1241.60	15.52		E	1136.80	14.21		E	2053.60	25.67
1955	A	1686.40	21.08	1970	A	1108.80	13.86	1977	A	1908.00	23.85
	B	1773.60	22.17		B	1164.00	14.55		B	1998.40	24.98
	C	1856.00	23.20		C	1219.20	15.24		C	2097.60	26.22
	D	1946.40	24.33		D	1273.60	15.92		D	2200.80	27.51
	E	2038.40	25.48		E	1339.20	16.74		E	2305.60	28.82
1956	A	1348.00	16.85	1971	A	1698.40	21.23	1978	A	873.60	10.92
	B	1414.40	17.68		B	1782.40	22.28		B	909.60	11.37
	C	1472.80	18.41		C	1869.60	23.37		C	952.80	11.91
	D	1547.20	19.34		D	1955.20	24.44		D	995.20	12.44
	E	1618.40	20.23		E	2053.60	25.67		E	1039.20	12.99
1957	A	1478.40	18.48	1972	A	1911.20	23.89	1979	A	952.80	11.91
	B	1548.00	19.35		B	2002.40	25.03		B	995.20	12.44
	C	1615.20	20.19		C	2101.60	26.27		C	1039.20	12.99
	D	1694.40	21.18		D	2207.20	27.59		D	1084.80	13.56
	E	1773.60	22.17		E	2314.40	28.93		E	1136.80	14.21
1961	A	1417.60	17.72	1974	A	1244.80	15.56	1980	A	1488.80	18.61
	B	1485.60	18.57		B	1296.80	16.21		B	1560.80	19.51
	C	1560.80	19.51		C	1358.40	16.98		C	1636.00	20.45
	D	1637.60	20.47		D	1419.20	17.74		D	1715.20	21.44
	E	1716.80	21.46		E	1488.00	18.60		E	1797.60	22.47

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BASE SALARY TABLE, CLASSIFIED SERVICE
Effective 7-1-98

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1982	A	902.40	11.28	1991	A	1244.80	15.56
	B	943.20	11.79		B	1296.80	16.21
	C	983.20	12.29		C	1358.40	16.98
	D	1032.00	12.90		D	1419.20	17.74
	E	1085.60	13.57		E	1488.00	18.60
1983	A	1058.40	13.23	1992	A	952.80	11.91
	B	1109.60	13.87		B	995.20	12.44
	C	1160.80	14.51		C	1039.20	12.99
	D	1219.20	15.24		D	1084.80	13.56
	E	1275.20	15.94		E	1136.80	14.21
1985	A	1269.60	15.87	1994	A	1908.00	23.85
	B	1333.60	16.67		B	1998.40	24.98
	C	1392.00	17.40		C	2097.60	26.22
	D	1454.40	18.18		D	2200.80	27.51
	E	1523.20	19.04		E	2305.60	28.82
1986	A	1763.20	22.04	1995	A	460.00	5.75
	B	1843.20	23.04		B	480.00	6.00
	C	1929.60	24.12		C	508.80	6.36
	D	2016.80	25.21		D	531.20	6.64
	E	2108.00	26.35		E	558.40	6.98
1987	A	2024.00	25.30	1997	A	1166.40	14.58
	B	2120.80	26.51		B	1223.20	15.29
	C	2231.20	27.89		C	1281.60	16.02
	D	2335.20	29.19		D	1343.20	16.79
	E	2448.80	30.61		E	1408.00	17.60
1988	A	1540.80	19.26	1998	A	1307.20	16.34
	B	1611.20	20.14		B	1370.40	17.13
	C	1684.00	21.05		C	1438.40	17.98
	D	1763.20	22.04		D	1508.80	18.86
	E	1843.20	23.04		E	1582.40	19.78

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SUPPLEMENTAL BASE SALARY TABLE - CLASSIFIED SERVICE

Effective 12/26/98

Includes special salary adjustment (SSA) authorized for each class as indicated below, plus 2% General Salary Increase

<u>RATE</u>	<u>SSA %</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>
1361	5%	A	1197.60	14.97
		B	1254.40	15.68
		C	1318.40	16.48
		D	1374.40	17.18
		E	1440.80	18.01
1362	5%	A	1377.60	17.22
		B	1441.60	18.02
		C	1516.00	18.95
		D	1580.80	19.76
		E	1656.00	20.70
1418	5%	A	1821.60	22.77
		B	1908.00	23.85
		C	2003.20	25.04
		D	2100.80	26.26
		E	2197.60	27.47
1419	5%	A	1052.00	13.15
		B	1110.40	13.88
		C	1159.20	14.49
		D	1215.20	15.19
		E	1270.40	15.88
1448	5%	A	1397.60	17.47
		B	1458.40	18.23
		C	1532.80	19.16
		D	1610.40	20.13
		E	1688.80	21.11
1571	2.5%	A	1236.80	15.46
		B	1295.20	16.19
		C	1355.20	16.94
		D	1424.80	17.81
		E	1489.60	18.62
1584	2.5%	A	1421.60	17.77
		B	1487.20	18.59
		C	1560.80	19.51
		D	1628.80	20.36
		E	1712.80	21.41

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Supplemental Base Salary Table, Classified Service

Effective 12/26/98 (continued)

<u>RATE</u>	<u>SSA %</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>
1585	2.5%	A	1732.00	21.65
		B	1821.60	22.77
		C	1912.00	23.90
		D	2008.00	25.10
		E	2103.20	26.29
1586	2.5%	A	1164.00	14.55
		B	1220.00	15.25
		C	1282.40	16.03
		D	1343.20	16.79
		E	1406.40	17.58
1590	2.5%	A	916.80	11.46
		B	963.20	12.04
		C	1008.80	12.61
		D	1053.60	13.17
		E	1107.20	13.84
1598	5%	A	1458.40	18.23
		B	1529.60	19.12
		C	1601.60	20.02
		D	1679.20	20.99
		E	1760.00	22.00
1715	5%	A	1735.20	21.69
		B	1817.60	22.72
		C	1907.20	23.84
		D	2000.80	25.01
		E	2092.00	26.15
1723	5%	A	1333.60	16.67
		B	1397.60	17.47
		C	1460.80	18.26
		D	1537.60	19.22
		E	1610.40	20.13
1822	5%	A	1605.60	20.07
		B	1682.40	21.03
		C	1761.60	22.02
		D	1848.00	23.10
		E	1933.60	24.17
1852	5%	A	1159.20	14.49
		B	1216.00	15.20
		C	1270.40	15.88
		D	1335.20	16.69
		E	1402.40	17.53

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Supplemental Base Salary Table, Classified Service

Effective 12/26/98 (continued)

<u>RATE</u>	<u>SSA %</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>
1867	2.5%	A	1576.80	19.71
		B	1658.40	20.73
		C	1739.20	21.74
		D	1824.80	22.81
		E	1913.60	23.92
1900	7.5%	A	1247.20	15.59
		B	1305.60	16.32
		C	1364.80	17.06
		D	1436.80	17.96
		E	1500.80	18.76
1922	2.5%	A	2004.00	25.05
		B	2096.80	26.21
		C	2200.00	27.50
		D	2308.00	28.85
		E	2419.20	30.24
xxx			xxx	xxx

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BASE SALARY TABLE FOR UNCLASSIFIED SERVICE
(Effective 07/01/98)

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
2010	Minimum	781.60	9.77	2103	A	695.20	8.69
	Maximum	2,949.60	36.87		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2015	Minimum	603.20	7.54	2139	A	692.00	8.65
	Maximum	2722.40	34.03		B	729.60	9.12
					C	762.40	9.53
					D	796.00	9.95
					E	835.20	10.44
2020	Minimum	1015.20	12.69	2166	A	922.40	11.53
	Maximum	4165.60	52.07		B	969.60	12.12
					C	1017.60	12.72
					D	1064.80	13.31
					E	1116.00	13.95
2025	Minimum	743.20	9.29	2185	A	695.20	8.69
	Maximum	3728.00	46.60		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2030	Minimum	1220.80	15.26	2188	A	1116.00	13.95
	Maximum	4311.20	53.89		B	1171.20	14.64
					C	1231.20	15.39
					D	1291.20	16.14
					E	1357.60	16.97
2035	Minimum	785.60	9.82	2188	A	695.20	8.69
	Maximum	3448.80	43.11		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2041	Minimum	2275.20	28.44	2188	A	695.20	8.69
	Maximum	5505.60	68.82		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2045	Minimum	976.00	12.20	2188	A	695.20	8.69
	Maximum	3848.00	48.10		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2051	Minimum	2808.00	35.10	2188	A	695.20	8.69
	Maximum	6864.00	85.80		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2055	Minimum	1334.40	16.68	2188	A	695.20	8.69
	Maximum	5091.20	64.64		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2060	Minimum	684.80	8.56	2188	A	695.20	8.69
	Maximum	5035.20	62.94		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2070	Minimum	647.20	8.09	2188	A	695.20	8.69
	Maximum	2739.20	34.24		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2073	Minimum	884.80	11.06	2188	A	695.20	8.69
	Maximum	3505.60	43.82		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45
2077	Minimum	1806.40	22.58	2188	A	695.20	8.69
	Maximum	4243.20	53.04		B	730.40	9.13
					C	764.00	9.55
					D	796.80	9.96
					E	836.00	10.45

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EXHIBIT B

**THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES**

EXHIBIT B

JULY 1, 1998

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Biologist II	1624
Biologist III	1622
Hazardous Materials Inspector I	1526
Hazardous Materials Inspector II	1527
Hazardous Materials Inspector III	1544
Hazardous Materials/Pretreatment Trainee	1524
Hazardous Materials Program Manager	1500
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 Hazardous Materials Inspector	1896
Supervising Wastewater Pretreatment Inspector	1378
Wastewater Pretreatment Inspector I	1374
Wastewater Pretreatment Inspector II	1375
Wastewater Pretreatment Inspector III	1376
Wastewater Pretreatment Program Manager	1528

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
CLERICAL	
Account Clerk	1104
Auto Messenger	1236
Benefits Representative I	1255
Benefits Representative II	1256
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Junior Stenographer	1567
Legal Secretary	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
Library Aide	1588
Library Clerk	1590
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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
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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

Classified Service Classes and Standard Rates

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

EQUIPMENT OPERATION

Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265

FIELD CONTACT

Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Parking Enforcement Officer II	1630
Parking Enforcement Supervisor	1639
Police Code Compliance Officer	1361
Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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

Classified Service Classes and Standard Rates

Standard
Rate Number

Fire Prevention Supervisor	1476
Fire Recruit	1463
Medical Operations Coordinator	1519
Paramedic I	1506
Paramedic II	1507

GRAPHICS

Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230
Photographer	1660

LIBRARY

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

Classified Service Classes and Standard Rates

Standard
Rate Number

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
Applications Programmer I	1240
Applications Programmer II	1241
Applications Programmer III	1242
ARJIS Administrator	1253
Asbestos Program Manager	1119
Assistant Economist	1158
Assistant Facility Manager	1159
Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Property Agent	1181

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Assistant Rate Analyst	1190
Associate Economist	1222
Associate Management Analyst	1218
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
Deputy Noise Abatement Officer	1397
Dispute Resolution Officer	1415
Economist	1424
Employee Assistance Counselor	1406
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Fitness Specialist	1201
Fleet Parts Buyer	1250
Information Systems Administrator	1243
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349
Information Systems Analyst IV	1926
Information Systems Manager	1244
Information Systems Technician	1401
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Personnel Assistant II	1662
Police Property and Records Administrator	1698
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 and Training Manager	1972
Safety Officer	1823
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Supervising Economist	1923
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
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
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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Greenskeeper	1482
Greenskeeper Supervisor	1483
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
PLANNING	
Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
POLICE	
Assistant Criminalist	1152
Assistant Documents Examiner	1224
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Police Captain	1680
Police Investigative Aide I	1699
Police Investigative Aide II	1678
Police Lieutenant	1683
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

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Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
RECREATION	
Area Manager I	1130
Area Manager II	1131
Assistant Recreation Center Director	1192
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

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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

Classified Service Classes and Standard Rates

Standard
Rate Number

STOREKEEPING

Police Property and Evidence Clerk	1719
Property and Evidence Supervisor	1900
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, 1998

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UNCLASSIFIED SERVICE

EXECUTIVE

Classification and Class Number

Executive V

Salary Rate-2051/Minimum and Maximum

Monthly \$ 6,105.00 - \$ 14,923.00

Bi-weekly \$ 2,808.00 - \$ 6,864.00

Hourly \$ 35.10 - \$ 85.80

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 - \$ 11,970.00

Bi-weekly \$ 2,275.20 - \$ 5,505.60

Hourly \$ 28.44 - \$ 68.82

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	-	\$ 9,056.00
Bi-weekly	\$ 1,015.20	-	\$ 4,165.60
Hourly	\$ 12.69	-	\$ 52.07

- 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)

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	-	\$ 9,225.00
Bi-weekly	\$ 1,806.40	-	\$ 4,243.20
Hourly	\$ 22.58	-	\$ 53.04

- 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)
- 2264 Assistant to the Police Chief (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)

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OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

Miscellaneous A

Salary Rate-2055/Minimum and Maximum

Monthly	\$ 2,901.00	-	\$ 11,069.00
Bi-weekly	\$ 1,334.40	-	\$ 5,091.20
Hourly	\$ 16.68	-	\$ 63.64

- 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	-	\$ 8,366.00
Bi-weekly	\$ 976.00	-	\$ 3,848.00
Hourly	\$ 12.20	-	\$ 48.10

- 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	-	\$ 7,498.00
Bi-weekly	\$ 785.60	-	\$ 3,448.80
Hourly	\$ 9.82	-	\$ 43.11

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D

Salary Rate-2025/Minimum and Maximum

Monthly	\$ 1,616.00	-	\$ 8,105.00
Bi-weekly	\$ 743.20	-	\$ 3,728.00
Hourly	\$ 9.29	-	\$ 46.60

- 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	-	\$ 5,919.00
Bi-weekly	\$ 603.20	-	\$ 2,722.40
Hourly	\$ 7.54	-	\$ 34.03

- 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	\$ 2,426.00	-	\$ 2,952.00
			Bi-weekly	\$ 1,116.00	-	\$ 1,357.60
			Hourly	\$ 13.95	-	\$ 16.97
2166	Legal Intern (UC)	(2166)	Monthly	\$ 2,005.00	-	\$ 2,426.00
			Bi-weekly	\$ 922.40	-	\$ 1,116.00
			Hourly	\$ 11.53	-	\$ 13.95
2103	Administrative Intern (UC)	(2103)	Monthly	\$ 1,511.00	-	\$ 1,818.00
			Bi-weekly	\$ 695.20	-	\$ 836.00
			Hourly	\$ 8.69	-	\$ 10.45
2169	Library Intern (UC)	(2169)	Monthly	\$ 1,511.00	-	\$ 1,818.00
			Bi-weekly	\$ 695.20	-	\$ 836.00
			Hourly	\$ 8.69	-	\$ 10.45
2186	Planning Intern (UC)	(2186)	Monthly	\$ 1,511.00	-	\$ 1,818.00
			Bi-weekly	\$ 695.20	-	\$ 836.00
			Hourly	\$ 8.69	-	\$ 10.45
2139	Police Intern (UC)	(2139)	Monthly	\$ 1,504.00	-	\$ 1,816.00
			Bi-weekly	\$ 692.00	-	\$ 835.20
			Hourly	\$ 8.65	-	\$ 10.44
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,160.00	-	\$ 1,390.00
			Bi-weekly	\$ 533.60	-	\$ 639.20
			Hourly	\$ 6.67	-	\$ 7.99

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			

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**THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE**

LIST OF CLASSES TO BE EXEMPTED FROM THE CLASSIFIED SERVICE

New Positions

<u>CLASS</u>	<u>DEPARTMENT/PROGRAM</u>
Neighborhood Services Coordinator	Community Service Center Program, City Heights, Council District 3
Program Manager	Community Service Center Program, Community & Economic Development Dept
Program Manager	Naval Training Center Redevelopment, Community & Economic Development Dept
Program Manager	Military Housing, Community & Economic Development Dept
Program Manager	Trade and Technology, Community & Economic Development Dept
Program Manager	Weed and Seed Program, Community & Economic Development Dept
Program Manager (2)	New Main Library Project, Employee Relations & Special Projects
Program Manager	Public Information Program, Employee Relations & Special Projects
Program Manager	Special Projects, Employee Relations & Special Projects
Program Manager	Major Civic Events, Employee Relations & Special Projects
Program Manager	Cable TV Program, Information Technology & Communications
Program Manager	Year 2000 Project, Information Technology & Communications
Program Manager	Telecommunications Policy, Information Technology & Communications
Program Manager	Special Districts, Financial & Technical Services
Program Manager	City Projects Financing, Financial & Technical Services
Program Manager	ARJIS Program, Police Department
Program Manager	Equal Employment Investigation, Police Department
Program Manager	Competition Program, Metropolitan Wastewater Department
Program Manager	Water Policy, Public Works Business Center
Program Coordinator (3)	Fellowship Program, Financial & Technical Services
Program Coordinator	Local Enforcement Agency, Development Services Department.
Program Manager	Business Operations, Water Department
Program Manager	Human Resources, Water Department.
Program Coordinator	Retirement Operations, Retirement Department

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Conversion of Existing Unclassified Positions

<u>NEW CLASS</u>	<u>CURRENT CLASS</u>	<u>DEPARTMENT/PROGRAM</u>
Program Manager	Management Assistant	Civic Planning & Design Program, Community & Economic Development Department
Program Manager	Management Assistant	Facilities Financing, Community & Economic Development Department
Program Manager	Zoning Administrator	Neighborhood Services/Code Compliance, Community & Economic Development Department
Program Manager	Community Development Administrator	Support Services Program, Community & Economic Development Department
Program Manager (2)	Management Assistant (2)	Convention Center Expansion, Employee Rel & Spec Projects
Program Manager	Management Assistant	Development Program, Employee Rel & Special Projects
Program Manager (2)	Management Assistant (2)	Labor Relations, Employee Rel & Special Projects
Program Manager (2)	Management Assistant (2)	Special Events, Employee Rel & Special Projects
Program Manager	Principal Planner	Volunteer Program, Employee Rel & Special Projects
Program Manager	Management Assistant	Public Access, Information Technology & Communications
Program Manager	Asst to Fin Management Dir	Competition Program, Financial & Technical Services
Program Manager	Management Assistant	Financial & Technical Services Projects
Program Manager	Management Assistant	The Centre Director, Financial & Technical Services
Program Manager	Management Assistant	Assistant Centre Director, Financial & Technical Services
Program Manager	Management Assistant	Sports Training, Academics & Recreation Program, Police Department
Executive Director	Management Assistant	Citizens Review Board on Police Practices

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