

(O-2002-136)  
(2<sup>nd</sup> Cor. Copy 5/15/02)

ORDINANCE NUMBER O- **19068** (NEW SERIES)

ADOPTED ON MAY 28 2002

AN ORDINANCE ESTABLISHING A SCHEDULE OF  
COMPENSATION FOR OFFICERS AND EMPLOYEES OF  
THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 2002-03.

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 2003-2004, set forth in its report on said matter dated January 31, 2002 were considered and its recommended schedule of compensation for the Mayor and members of the City Council for the period July 1, 2002 through June 30, 2004 was approved; 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 2003 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 31, 2002 and the action of the City Council on April 9, 2002 by Resolution No. R-296308, there is hereby established and adopted a schedule of compensation for the Mayor and Councilmembers for the period July 1, 2002 through June 30, 2003, as follows:

Mayor	\$95,680 per annum
Councilmember	\$71,796 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. The monthly automobile allowance for the Assistant City Manager, Assistant City Attorneys, and Deputy City Managers shall be \$475 monthly. Department Directors and Managerial Employees at the department Director level as designated by the City Manager listed on Exhibit F shall receive a monthly automobile allowance of \$300.

Members of the City Council, the City Attorney, or the City Manager 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, by the appropriate appointing authority, processed by payroll change notice and placed in force effective on or after July 1, 2002.

**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, 2002 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 one percent (1%) (based on an hourly rate calculation rounded to the nearest cent per hour) for all classifications represented by Municipal Employees Association (MEA) and Local 127, AFSCME, AFL-CIO with signed and ratified MOUs, and all unrepresented classifications except Police Captains, effective December 21, 2002. All employees in the EXECUTIVE, MANAGERIAL, MISCELLANEOUS EXECUTIVE AND MANAGERIAL and PROFESSIONAL LEGAL categories shall receive a one percent (1%) pay increase effective December 21, 2002. 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, E, and F. 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, 2002, 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 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 2003 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, and sworn police officer classes shall be paid, in addition to base compensation and other sums enumerated in this ordinance, the sum of seventy cents (\$0.70) 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. "Excepted" fire fighter, paramedic and emergency medical technician, and sworn police officer classes shall be paid the sum of 3.5% of their base salary as bilingual pay under the above provisions. The City Manager, in cooperation with the Personnel Director, shall promulgate appropriate criteria and standards as may be

necessary to effectuate and govern the operation of this bilingual program.

**Section 13. SICK LEAVE REIMBURSEMENT**

Officers and employees currently eligible for sick leave reimbursement, under provisions of the Sick Leave Reimbursement Program heretofore established and adopted by the City Council, shall be deemed to have vested rights thereto and shall continue to be entitled to receive such benefit pursuant to the provisions of said program, repeal thereof notwithstanding. The City Manager shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the operation of a Sick Leave Reimbursement Program. The sick leave reimbursement paid pursuant to the established program shall not, under any circumstances, be deemed as compensation for purposes of calculating average final compensation earnable as may be required or called for by other provisions of law.

**Section 14. RETIREMENT CONTRIBUTION**

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

1. All Elected Officers	8.89%
2. All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications	6.4%
3. All represented classified employees with the exception of those listed in 4. below including civilian Fire Inspectors.	5.4%

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.	9.0%
5. All Lifeguard personnel, classified or unclassified, in the safety retirement system.	9.0%

For all employees in numbers 4 and 5 above, 1.7% of the 9.0% contribution is contingent upon a change in the "trigger" language reducing the floor for the actuarial funded ratio of SDCERS to 75% and subject to the approval of the SDCERS Board of Administration.

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 15.1 MANAGEMENT ADMINISTRATIVE LEAVE**

The City Council hereby authorizes the establishment of Management Administrative Leave for designated management positions in recognition of the significant extra work time inherent in such positions. Management Administrative Leave shall not exceed 80 hours in any fiscal year and must be used in the year it is authorized. Management Administrative Leave shall not have an accrual feature, and shall not be carried forward from one fiscal year to the next.

Managers identified in Exhibit G are eligible for Management Administrative Leave pursuant to the following authorization process, and subject to any additional guidelines established by the City Manager or other appointing authorities as listed below:

1. The City Manager must specifically and individually authorize the granting of Management Administrative Leave for eligible employees who report to the City Manager.

2. The Mayor must specifically authorize the granting of Management Administrative Leave for the Executive Services Director.

3. The City Attorney must specifically and individually authorize the granting of Management Administrative Leave for eligible employees who report to the City Attorney.

4. The Civil Service Commission must specifically authorize the granting of Management Administrative Leave for the Personnel Director.

5. The Retirement Board of Administration must specifically authorize the granting of Management Administrative Leave for the Retirement Administrator.

6. The Ethics Commission must specifically authorize the granting of Management Administrative Leave for the Ethics Commission Executive Director.

7. The City Manager, City Attorney, City Auditor and Comptroller, and City Clerk are authorized and granted 80 hours of Management Administrative Leave unless the City Council specifically denies such Management Administrative Leave.

**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.** That a full reading of this ordinance is dispensed with prior to its final passage, a written or printed copy having been available to the City Council and the public a day prior to its final passage.

**Section 21.** 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 2003 compensation to be effective on July 1, 2002.

APPROVED: CASEY GWINN, City Attorney

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

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Passed and adopted by the Council of The City of San Diego on MAY 28 2002  
 by the following vote:

Council Members	Yeas	Nays	Not Present	Ineligible
Scott Peters	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Byron Wear	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toni Atkins	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
George Stevens	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brian Maienschein	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Donna Frye	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Madaffer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ralph Inzunza	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Dick Murphy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

(Seal)

DICK MURPHY  
 Mayor of The City of San Diego, California.

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

By *Francisco S. Medina*, Deputy.

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on MAY 14 2002, and on MAY 28 2002.

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

(Seal)

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

By *Francisco S. Medina*, Deputy.

Office of the City Clerk, San Diego, California

Ordinance Number 0-19068 Adopted MAY 28 2002

This information is available in alternative formats upon request.

#51  
5-28-02

EXHIBIT A-1

SALARY TABLES

EXHIBIT A-1

EFFECTIVE JULY 1, 2002

L:Exhibit A

0- 19068



151  
5202

EXHIBIT A-1

**SALARY TABLES**

**EXHIBIT A-1**

**EFFECTIVE JULY 1, 2002**

L:Exhibit A

0- 19068

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1011	A	1012.80	12.66	1104	A	1045.60	13.07	1119	A	2421.60	30.27
	B	1054.40	13.18		B	1093.60	13.67		B	2541.60	31.77
	C	1104.80	13.81		C	1140.00	14.25		C	2666.40	33.33
	D	1153.60	14.42		D	1196.00	14.95		D	2795.20	34.94
	E	1204.80	15.06		E	1257.60	15.72		E	2936.80	36.71
1012	A	1252.80	15.66	1105	A	1226.40	15.33	1130	A	1516.00	18.95
	B	1310.40	16.38		B	1286.40	16.08		B	1586.40	19.83
	C	1370.40	17.13		C	1344.80	16.81		C	1665.60	20.82
	D	1433.60	17.92		D	1412.00	17.65		D	1749.60	21.87
	E	1500.00	18.75		E	1478.40	18.48		E	1833.60	22.92
1013	A	1375.20	17.19	1106	A	1968.00	24.60	1131	A	1628.00	20.35
	B	1432.80	17.91		B	2065.60	25.82		B	1701.60	21.27
	C	1500.80	18.76		C	2167.20	27.09		C	1791.20	22.39
	D	1565.60	19.57		D	2266.40	28.33		D	1881.60	23.52
	E	1641.60	20.52		E	2380.00	29.75		E	1972.00	24.65
1014	A	1580.00	19.75	1107	A	1412.00	17.65	1132	A	1476.00	18.45
	B	1651.20	20.64		B	1478.40	18.48		B	1551.20	19.39
	C	1726.40	21.58		C	1547.20	19.34		C	1628.00	20.35
	D	1804.80	22.56		D	1625.60	20.32		D	1703.20	21.29
	E	1885.60	23.57		E	1703.20	21.29		E	1793.60	22.42
1015	A	1816.00	22.70	1108	A	1285.60	16.07	1133	A	1256.00	15.70
	B	1899.20	23.74		B	1348.00	16.85		B	1320.80	16.51
	C	1986.40	24.83		C	1412.00	17.65		C	1384.80	17.31
	D	2078.40	25.98		D	1476.00	18.45		D	1447.20	18.09
	E	2168.80	27.11		E	1551.20	19.39		E	1515.20	18.94
1016	A	2073.60	25.92	1110	A	2215.20	27.69	1134	A	1876.00	23.45
	B	2172.00	27.15		B	2320.00	29.00		B	1960.80	24.51
	C	2273.60	28.42		C	2436.00	30.45		C	2049.60	25.62
	D	2381.60	29.77		D	2558.40	31.98		D	2145.60	26.82
	E	2492.80	31.16		E	2682.40	33.53		E	2243.20	28.04
1100	A	1968.00	24.60	1116	A	1793.60	22.42	1136	A	1785.60	22.32
	B	2065.60	25.82		B	1880.00	23.50		B	1873.60	23.42
	C	2167.20	27.09		C	1968.00	24.60		C	1966.40	24.58
	D	2266.40	28.33		D	2065.60	25.82		D	2063.20	25.79
	E	2380.00	29.75		E	2167.20	27.09		E	2167.20	27.09
1102	A	1476.00	18.45	1117	A	1159.20	14.49	1137	A	1663.20	20.79
	B	1551.20	19.39		B	1211.20	15.14		B	1745.60	21.82
	C	1628.00	20.35		C	1264.00	15.80		C	1828.80	22.86
	D	1703.20	21.29		D	1321.60	16.52		D	1916.80	23.96
	E	1793.60	22.42		E	1381.60	17.27		E	2005.60	25.07
1103	A	1098.40	13.73	1118	A	1700.80	21.26	1139	A	2436.80	30.46
	B	1148.00	14.35		B	1780.00	22.25		B	2552.80	31.91
	C	1196.80	14.96		C	1867.20	23.34		C	2680.00	33.50
	D	1256.00	15.70		D	1955.20	24.44		D	2815.20	35.19
	E	1320.80	16.51		E	2049.60	25.62		E	2950.40	36.88

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1145	A	1619.20	20.24	1158	A	1476.00	18.45	1167	A	1920.00	24.00	1173	A	2001.60	25.02
	B	1699.20	21.24		B	1551.20	19.39		B	2008.00	25.10				
	C	1774.40	22.18		C	1628.00	20.35		C	2105.60	26.32				
	D	1853.60	23.17		D	1703.20	21.29		D	2209.60	27.62				
	E	1941.60	24.27		E	1793.60	22.42		E	2312.80	28.91				
1146	A	2071.20	25.89	1159	A	2339.20	29.24	1168	A	1504.00	18.80	1175	A	1038.40	12.98
	B	2178.40	27.23		B	2448.80	30.61		B	1582.40	19.78				
	C	2280.80	28.51		C	2564.00	32.05		C	1662.40	20.78				
	D	2389.60	29.87		D	2692.00	33.65		D	1744.80	21.81				
	E	2504.80	31.31		E	2822.40	35.28		E	1832.00	22.90				
1147	A	2109.60	26.37	1160	A	1118.40	13.98	1170	A	1624.00	20.30	1176	A	1090.40	13.63
	B	2208.00	27.60		B	1173.60	14.67		B	1706.40	21.33				
	C	2312.00	28.90		C	1232.00	15.40		C	1791.20	22.39				
	D	2425.60	30.32		D	1288.00	16.10		D	1873.60	23.42				
	E	2538.40	31.73		E	1346.40	16.83		E	1972.80	24.66				
1148	A	1744.80	21.81	1161	A	1659.20	20.74	1171	A	1659.20	20.74	1177	A	1659.20	20.74
	B	1831.20	22.89		B	1743.20	21.79		B	1743.20	21.79				
	C	1917.60	23.97		C	1830.40	22.88		C	1830.40	22.88				
	D	2011.20	25.14		D	1914.40	23.93		D	1914.40	23.93				
	E	2104.00	26.30		E	2006.40	25.08		E	2006.40	25.08				
1151	A	1476.00	18.45	1162	A	1743.20	21.79	1172	A	1743.20	21.79	1178	A	1262.40	15.78
	B	1551.20	19.39		B	1830.40	22.88		B	1830.40	22.88				
	C	1628.00	20.35		C	1914.40	23.93		C	1914.40	23.93				
	D	1703.20	21.29		D	2006.40	25.08		D	2006.40	25.08				
	E	1793.60	22.42		E	2104.00	26.30		E	2104.00	26.30				
1152	A	1861.60	23.27	1163	A	2001.60	25.02	1173	A	2001.60	25.02	1179	A	1743.20	21.79
	B	1953.60	24.42		B	2104.00	26.30		B	2104.00	26.30				
	C	2052.00	25.65		C	2199.20	27.49		C	2199.20	27.49				
	D	2149.60	26.87		D	2311.20	28.89		D	2311.20	28.89				
	E	2256.00	28.20		E	2417.60	30.22		E	2417.60	30.22				
1153	A	1920.00	24.00	1164	A	1659.20	20.74	1175	A	1515.20	18.94	1185	A	1588.00	19.85
	B	2008.00	25.10		B	1743.20	21.79		B	1588.00	19.85				
	C	2105.60	26.32		C	1830.40	22.88		C	1666.40	20.83				
	D	2209.60	27.62		D	1914.40	23.93		D	1748.80	21.86				
	E	2312.80	28.91		E	2006.40	25.08		E	1834.40	22.93				
1156	A	2743.20	34.29	1165	A	1743.20	21.79	1176	A	1038.40	12.98	1189	A	1659.20	20.74
	B	2882.40	36.03		B	1830.40	22.88		B	1090.40	13.63				
	C	3016.00	37.70		C	1914.40	23.93		C	1145.60	14.32				
	D	3167.20	39.59		D	2006.40	25.08		D	1201.60	15.02				
	E	3320.80	41.51		E	2104.00	26.30		E	1262.40	15.78				
1157	A	1920.00	24.00	1166	A	2001.60	25.02	1177	A	1659.20	20.74	1191	A	1743.20	21.79
	B	2008.00	25.10		B	2104.00	26.30		B	1743.20	21.79				
	C	2105.60	26.32		C	2199.20	27.49		C	1830.40	22.88				
	D	2209.60	27.62		D	2311.20	28.89		D	1914.40	23.93				
	E	2312.80	28.91		E	2417.60	30.22		E	2006.40	25.08				

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1178	A	1743.20	21.79	1191	A	1310.40	16.38	1207	A	1920.00	24.00				
	B	1830.40	22.88		B	1364.80	17.06		B	2008.00	25.10				
	C	1914.40	23.93		C	1431.20	17.89		C	2105.60	26.32				
	D	2006.40	25.08		D	1491.20	18.64		D	2209.60	27.62				
	E	2104.00	26.30		E	1562.40	19.53		E	2312.80	28.91				
1179	A	2001.60	25.02	1192	A	997.60	12.47	1208	A	1920.00	24.00				
	B	2104.00	26.30		B	1046.40	13.08		B	2008.00	25.10				
	C	2199.20	27.49		C	1096.00	13.70		C	2105.60	26.32				
	D	2311.20	28.89		D	1149.60	14.37		D	2209.60	27.62				
	E	2417.60	30.22		E	1205.60	15.07		E	2312.80	28.91				
1181	A	1476.00	18.45	1193	A	1159.20	14.49	1218	A	1793.60	22.42				
	B	1551.20	19.39		B	1211.20	15.14		B	1880.00	23.50				
	C	1628.00	20.35		C	1264.00	15.80		C	1968.00	24.60				
	D	1703.20	21.29		D	1321.60	16.52		D	2065.60	25.82				
	E	1793.60	22.42		E	1382.40	17.28		E	2167.20	27.09				
1182	A	2547.20	31.84	1194	A	993.60	12.42	1219	A	2209.60	27.62				
	B	2670.40	33.38		B	1045.60	13.07		B	2312.80	28.91				
	C	2800.00	35.00		C	1093.60	13.67		C	2428.80	30.36				
	D	2939.20	36.74		D	1140.00	14.25		D	2548.00	31.85				
	E	3085.60	38.57		E	1196.00	14.95		E	2669.60	33.37				
1183	MIN	2215.20	27.69	1195	A	2043.20	25.54	1220	A	2056.80	25.71				
	MAX	2951.20	36.89		B	2145.60	26.82		B	2156.00	26.95				
					C	2252.80	28.16		C	2267.20	28.34				
					D	2364.80	29.56		D	2379.20	29.74				
					E	2484.00	31.05		E	2490.40	31.13				
1184	A	1920.00	24.00	1196	A	1551.20	19.39	1221	A	2209.60	27.62				
	B	2008.00	25.10		B	1622.40	20.28		B	2312.80	28.91				
	C	2105.60	26.32		C	1706.40	21.33		C	2428.80	30.36				
	D	2209.60	27.62		D	1793.60	22.42		D	2548.00	31.85				
	E	2312.80	28.91		E	1880.00	23.50		E	2669.60	33.37				
1185	A	2209.60	27.62	1201	A	1476.00	18.45	1222	A	1793.60	22.42				
	B	2312.80	28.91		B	1551.20	19.39		B	1880.00	23.50				
	C	2428.80	30.36		C	1628.00	20.35		C	1968.00	24.60				
	D	2548.00	31.85		D	1703.20	21.29		D	2065.60	25.82				
	E	2669.60	33.37		E	1793.60	22.42		E	2167.20	27.09				
1186	A	2548.00	31.85	1205	A	1500.00	18.75	1223	A	2209.60	27.62				
	B	2669.60	33.37		B	1568.00	19.60		B	2312.80	28.91				
	C	2802.40	35.03		C	1636.00	20.45		C	2428.80	30.36				
	D	2939.20	36.74		D	1710.40	21.38		D	2548.00	31.85				
	E	3080.00	38.50		E	1786.40	22.33		E	2669.60	33.37				
1190	A	1793.60	22.42	1206	A	1500.00	18.75	1224	A	1698.40	21.23				
	B	1880.00	23.50		B	1568.00	19.60		B	1780.00	22.25				
	C	1968.00	24.60		C	1636.00	20.45		C	1868.80	23.36				
	D	2065.60	25.82		D	1710.40	21.38		D	1963.20	24.54				
	E	2167.20	27.09		E	1786.40	22.33		E	2056.80	25.71				

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1225	A	2209.60	27.62	1236	A	870.40	10.88	1250	A	1480.80	18.51
	B	2312.80	28.91		B	912.80	11.41		B	1551.20	19.39
	C	2428.80	30.36		C	948.00	11.85		C	1628.80	20.36
	D	2548.00	31.85		D	993.60	12.42		D	1703.20	21.29
	E	2669.60	33.37		E	1045.60	13.07		E	1793.60	22.42
1226	A	1972.80	24.66	1237	A	1097.60	13.72	1253	A	2384.00	29.80
	B	2068.00	25.85		B	1148.00	14.35		B	2498.40	31.23
	C	2164.80	27.06		C	1196.80	14.96		C	2621.60	32.77
	D	2272.00	28.40		D	1256.00	15.70		D	2751.20	34.39
	E	2384.00	29.80		E	1320.80	16.51		E	2888.00	36.10
1227	A	1793.60	22.42	1238	A	1317.60	16.47	1255	A	1045.60	13.07
	B	1880.00	23.50		B	1382.40	17.28		B	1093.60	13.67
	C	1968.00	24.60		C	1445.60	18.07		C	1140.00	14.25
	D	2065.60	25.82		D	1518.40	18.98		D	1196.00	14.95
	E	2167.20	27.09		E	1594.40	19.93		E	1257.60	15.72
1228	A	1793.60	22.42	1240	A	1968.00	24.60	1256	A	1093.60	13.67
	B	1880.00	23.50		B	2065.60	25.82		B	1140.80	14.26
	C	1968.00	24.60		C	2167.20	27.09		C	1196.00	14.95
	D	2065.60	25.82		D	2266.40	28.33		D	1257.60	15.72
	E	2167.20	27.09		E	2380.00	29.75		E	1320.00	16.50
1229	A	1640.80	20.51	1241	A	2215.20	27.69	1257	A	1255.20	15.69
	B	1718.40	21.48		B	2320.00	29.00		B	1316.80	16.46
	C	1798.40	22.48		C	2436.00	30.45		C	1376.80	17.21
	D	1892.80	23.66		D	2558.40	31.98		D	1446.40	18.08
	E	1981.60	24.77		E	2682.40	33.53		E	1518.40	18.98
1230	A	1435.20	17.94	1242	A	2436.80	30.46	1260	A	808.80	10.11
	B	1500.80	18.76		B	2552.00	31.90		B	838.40	10.48
	C	1571.20	19.64		C	2680.00	33.50		C	875.20	10.94
	D	1649.60	20.62		D	2814.40	35.18		D	916.80	11.46
	E	1724.00	21.55		E	2951.20	36.89		E	957.60	11.97
1231	A	2209.60	27.62	1243	A	2436.80	30.46	1261	A	957.60	11.97
	B	2312.80	28.91		B	2552.00	31.90		B	997.60	12.47
	C	2428.80	30.36		C	2680.00	33.50		C	1038.40	12.98
	D	2548.00	31.85		D	2814.40	35.18		D	1088.00	13.60
	E	2669.60	33.37		E	2951.20	36.89		E	1132.00	14.15
1233	A	2209.60	27.62	1244	A	2800.80	35.01	1262	A	1053.60	13.17
	B	2312.80	28.91		B	2935.20	36.69		B	1099.20	13.74
	C	2428.80	30.36		C	3081.60	38.52		C	1140.00	14.25
	D	2548.00	31.85		D	3236.00	40.45		D	1197.60	14.97
	E	2669.60	33.37		E	3392.00	42.40		E	1247.20	15.59
1235	A	1622.40	20.28	1246	A	993.60	12.42	1264	A	1472.00	18.40
	B	1697.60	21.22		B	1045.60	13.07		B	1544.80	19.31
	C	1782.40	22.28		C	1093.60	13.67		C	1613.60	20.17
	D	1874.40	23.43		D	1140.00	14.25		D	1684.80	21.06
	E	1963.20	24.54		E	1196.00	14.95		E	1764.80	22.06

# BASE SALARY TABLE CLASSIFIED SERVICE

## Effective 7-01-2002

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1265	A	1249.60	15.62	1278	A	2298.40	28.73	1290	A	1632.80	20.41
	B	1310.40	16.38		B	2415.20	30.19		B	1711.20	21.39
	C	1372.00	17.15		C	2531.20	31.64		C	1796.80	22.46
	D	1432.00	17.90		D	2654.40	33.18		D	1884.00	23.55
	E	1496.00	18.70		E	2781.60	34.77		E	1976.00	24.70
1266	A	1375.20	17.19	1279	A	2551.20	31.89	1293	A	1441.60	18.02
	B	1432.80	17.91		B	2681.60	33.52		B	1504.00	18.80
	C	1501.60	18.77		C	2804.80	35.06		C	1576.00	19.70
	D	1565.60	19.57		D	2944.80	36.81		D	1648.00	20.60
	E	1640.80	20.51		E	3085.60	38.57		E	1727.20	21.59
1267	A	1512.80	18.91	1280	A	1104.80	13.81	1296	A	1800.00	22.50
	B	1576.80	19.71		B	1153.60	14.42		B	1885.60	23.57
	C	1653.60	20.67		C	1204.80	15.06		C	1979.20	24.74
	D	1726.40	21.58		D	1256.80	15.71		D	2076.00	25.95
	E	1804.80	22.56		E	1316.80	16.46		E	2173.60	27.17
1268	A	1045.60	13.07	1282	A	1629.60	20.37	1302	A	948.80	11.86
	B	1093.60	13.67		B	1708.00	21.35		B	1027.20	12.84
	C	1140.00	14.25		C	1792.00	22.40		C	1106.40	13.83
	D	1196.00	14.95		D	1873.60	23.42		D	1185.60	14.82
	E	1257.60	15.72		E	1972.80	24.66		E	1344.00	16.80
1273	A	2052.00	25.65	1283	A	1285.60	16.07	1303	A	1027.20	12.84
	B	2155.20	26.94		B	1344.80	16.81		B	1106.40	13.83
	C	2256.80	28.21		C	1412.00	17.65		C	1185.60	14.82
	D	2364.80	29.56		D	1478.40	18.48		D	1344.00	16.80
	E	2480.80	31.01		E	1547.20	19.34		E	1501.60	18.77
1274	A	1319.20	16.49	1285	A	1204.00	15.05	1304	A	1076.00	13.45
	B	1378.40	17.23		B	1256.80	15.71		B	1165.60	14.57
	C	1446.40	18.08		C	1317.60	16.47		C	1255.20	15.69
	D	1516.00	18.95		D	1382.40	17.28		D	1345.60	16.82
	E	1584.00	19.80		E	1450.40	18.13		E	1435.20	17.94
1275	A	1516.00	18.95	1286	A	1226.40	15.33	1305	A	1524.80	19.06
	B	1584.00	19.80		B	1286.40	16.08		B	1614.40	20.18
	C	1664.80	20.81		C	1344.80	16.81		C	1704.00	21.30
	D	1751.20	21.89		D	1412.00	17.65		D	1793.60	22.42
	E	1835.20	22.94		E	1478.40	18.48		E	1793.60	22.42
1276	A	1659.20	20.74	1287	A	1349.60	16.87	1306	A	1076.00	13.45
	B	1743.20	21.79		B	1414.40	17.68		B	1165.60	14.57
	C	1830.40	22.88		C	1480.00	18.50		C	1255.20	15.69
	D	1914.40	23.93		D	1554.40	19.43		D	1345.60	16.82
	E	2006.40	25.08		E	1626.40	20.33		E	1435.20	17.94
1277	A	1743.20	21.79	1288	A	1441.60	18.02	1307	A	1345.60	16.82
	B	1830.40	22.88		B	1504.00	18.80		B	1435.20	17.94
	C	1914.40	23.93		C	1577.60	19.72		C	1524.80	19.06
	D	2006.40	25.08		D	1648.00	20.60		D	1614.40	20.18
	E	2104.00	26.30		E	1724.80	21.56		E	1704.00	21.30



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1308	A	1076.00	13.45	1317	A	1264.00	15.80	1326	A	1148.80	14.36
	B	1165.60	14.57		B	1348.00	16.85		B	1244.00	15.55
	C	1255.20	15.69		C	1432.00	17.90		C	1340.00	16.75
	D	1345.60	16.82		D	1516.00	18.95		D	1436.00	17.95
	E	1435.20	17.94		E	1600.80	20.01		E	1627.20	20.34
1309	A	1345.60	16.82	1318	A	1011.20	12.64	1327	A	1244.00	15.55
	B	1435.20	17.94		B	1095.20	13.69		B	1340.00	16.75
	C	1524.80	19.06		C	1179.20	14.74		C	1436.00	17.95
	D	1614.40	20.18		D	1264.00	15.80		D	1627.20	20.34
	E	1704.00	21.30		E	1348.00	16.85		E	1818.40	22.73
1310	A	988.80	12.36	1319	A	1264.00	15.80	1330	A	1045.60	13.07
	B	1071.20	13.39		B	1348.00	16.85		B	1093.60	13.67
	C	1153.60	14.42		C	1432.00	17.90		C	1140.00	14.25
	D	1236.00	15.45		D	1516.00	18.95		D	1196.00	14.95
	E	1318.40	16.48		E	1600.80	20.01		E	1257.60	15.72
1311	A	1236.00	15.45	1320	A	1049.60	13.12	1331	A	1270.40	15.88
	B	1318.40	16.48		B	1137.60	14.22		B	1330.40	16.63
	C	1400.80	17.51		C	1224.80	15.31		C	1391.20	17.39
	D	1483.20	18.54		D	1312.00	16.40		D	1464.00	18.30
	E	1565.60	19.57		E	1400.00	17.50		E	1534.40	19.18
1312	A	1076.00	13.45	1321	A	1312.00	16.40	1332	A	1498.40	18.73
	B	1165.60	14.57		B	1400.00	17.50		B	1568.80	19.61
	C	1255.20	15.69		C	1487.20	18.59		C	1644.00	20.55
	D	1345.60	16.82		D	1574.40	19.68		D	1729.60	21.62
	E	1435.20	17.94		E	1662.40	20.78		E	1809.60	22.62
1313	A	1345.60	16.82	1322	A	1076.00	13.45	1333	A	1648.80	20.61
	B	1435.20	17.94		B	1165.60	14.57		B	1728.80	21.61
	C	1524.80	19.06		C	1255.20	15.69		C	1808.80	22.61
	D	1614.40	20.18		D	1345.60	16.82		D	1904.00	23.80
	E	1704.00	21.30		E	1435.20	17.94		E	1992.80	24.91
1314	A	1294.40	16.18	1323	A	1345.60	16.82	1334	A	1093.60	13.67
	B	1401.60	17.52		B	1435.20	17.94		B	1140.80	14.26
	C	1509.60	18.87		C	1524.80	19.06		C	1196.00	14.95
	D	1617.60	20.22		D	1614.40	20.18		D	1257.60	15.72
	E	1725.60	21.57		E	1704.00	21.30		E	1320.00	16.50
1315	A	1617.60	20.22	1324	A	1011.20	12.64	1335	A	988.80	12.36
	B	1725.60	21.57		B	1095.20	13.69		B	1071.20	13.39
	C	1833.60	22.92		C	1179.20	14.74		C	1153.60	14.42
	D	1940.80	24.26		D	1264.00	15.80		D	1236.00	15.45
	E	2048.80	25.61		E	1348.00	16.85		E	1400.80	17.51
1316	A	1011.20	12.64	1325	A	1264.00	15.80	1336	A	1071.20	13.39
	B	1095.20	13.69		B	1348.00	16.85		B	1153.60	14.42
	C	1179.20	14.74		C	1432.00	17.90		C	1236.00	15.45
	D	1264.00	15.80		D	1516.00	18.95		D	1400.80	17.51
	E	1348.00	16.85		E	1600.80	20.01		E	1565.60	19.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1337	A	901.60	11.27	1348	A	1793.60	22.42	1357	A	1422.40	17.78
	B	976.80	12.21		B	1880.00	23.50		B	1485.60	18.57
	C	1052.00	13.15		C	1968.00	24.60		C	1562.40	19.53
	D	1127.20	14.09		D	2065.60	25.82		D	1629.60	20.37
	E	1276.80	15.96		E	2167.20	27.09		E	1703.20	21.29
1338	A	976.80	12.21	1349	A	1968.00	24.60	1361	A	1426.40	17.83
	B	1052.00	13.15		B	2065.60	25.82		B	1493.60	18.67
	C	1127.20	14.09		C	2167.20	27.09		C	1569.60	19.62
	D	1276.80	15.96		D	2266.40	28.33		D	1636.00	20.45
	E	1427.20	17.84		E	2380.00	29.75		E	1715.20	21.44
1340	A	1226.40	15.33	1350	A	2545.60	31.82	1362	A	1640.80	20.51
	B	1286.40	16.08		B	2667.20	33.34		B	1716.00	21.45
	C	1344.80	16.81		C	2800.00	35.00		C	1804.80	22.56
	D	1412.00	17.65		D	2936.80	36.71		D	1882.40	23.53
	E	1478.40	18.48		E	3081.60	38.52		E	1971.20	24.64
1341	A	1045.60	13.07	1351	A	1476.00	18.45	1367	A	1012.80	12.66
	B	1093.60	13.67		B	1551.20	19.39		B	1054.40	13.18
	C	1140.00	14.25		C	1628.00	20.35		C	1104.80	13.81
	D	1196.00	14.95		D	1703.20	21.29		D	1153.60	14.42
	E	1257.60	15.72		E	1793.60	22.42		E	1204.80	15.06
1342	A	1451.20	18.14	1352	A	1793.60	22.42	1368	A	1254.40	15.68
	B	1524.80	19.06		B	1880.00	23.50		B	1315.20	16.44
	C	1596.00	19.95		C	1968.00	24.60		C	1375.20	17.19
	D	1676.80	20.96		D	2065.60	25.82		D	1432.80	17.91
	E	1756.80	21.96		E	2167.20	27.09		E	1500.80	18.76
1343	A	1756.80	21.96	1353	A	2065.60	25.82	1369	A	1375.20	17.19
	B	1841.60	23.02		B	2167.20	27.09		B	1432.80	17.91
	C	1929.60	24.12		C	2266.40	28.33		C	1500.80	18.76
	D	2021.60	25.27		D	2380.00	29.75		D	1565.60	19.57
	E	2123.20	26.54		E	2498.40	31.23		E	1641.60	20.52
1344	A	2215.20	27.69	1354	A	2215.20	27.69	1370	A	1643.20	20.54
	B	2320.00	29.00		B	2320.00	29.00		B	1720.80	21.51
	C	2436.00	30.45		C	2436.00	30.45		C	1809.60	22.62
	D	2558.40	31.98		D	2558.40	31.98		D	1896.00	23.70
	E	2682.40	33.53		E	2682.40	33.53		E	1989.60	24.87
1346	A	2548.00	31.85	1355	A	2132.00	26.65	1371	A	1254.40	15.68
	B	2669.60	33.37		B	2232.80	27.91		B	1315.20	16.44
	C	2802.40	35.03		C	2341.60	29.27		C	1375.20	17.19
	D	2939.20	36.74		D	2454.40	30.68		D	1432.80	17.91
	E	3080.00	38.50		E	2576.80	32.21		E	1500.80	18.76
1347	A	1864.80	23.31	1356	A	1235.20	15.44	1372	A	1375.20	17.19
	B	1959.20	24.49		B	1293.60	16.17		B	1432.80	17.91
	C	2052.80	25.66		C	1359.20	16.99		C	1500.80	18.76
	D	2151.20	26.89		D	1418.40	17.73		D	1565.60	19.57
	E	2253.60	28.17		E	1485.60	18.57		E	1641.60	20.52

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1373	A	1581.60	19.77	1384	A	2485.60	31.07	1393	A	1916.80	23.96
	B	1649.60	20.62		B	2601.60	32.52		B	2005.60	25.07
	C	1728.80	21.61		C	2733.60	34.17		C	2110.40	26.38
	D	1799.20	22.49		D	2867.20	35.84		D	2212.00	27.65
	E	1886.40	23.58		E	3004.00	37.55		E	2315.20	28.94
1374	A	1547.20	19.34	1385	A	2209.60	27.62	1394	A	1093.60	13.67
	B	1625.60	20.32		B	2312.80	28.91		B	1140.80	14.26
	C	1702.40	21.28		C	2428.80	30.36		C	1196.00	14.95
	D	1788.00	22.35		D	2548.00	31.85		D	1257.60	15.72
	E	1876.80	23.46		E	2669.60	33.37		E	1320.00	16.50
1375	A	1827.20	22.84	1386	A	1045.60	13.07	1395	A	1093.60	13.67
	B	1916.80	23.96		B	1093.60	13.67		B	1140.80	14.26
	C	2008.80	25.11		C	1140.00	14.25		C	1196.00	14.95
	D	2110.40	26.38		D	1196.00	14.95		D	1257.60	15.72
	E	2215.20	27.69		E	1257.60	15.72		E	1320.00	16.50
1376	A	1917.60	23.97	1387	A	798.40	9.98	1396	A	1255.20	15.69
	B	2012.00	25.15		B	836.80	10.46		B	1316.80	16.46
	C	2110.40	26.38		C	871.20	10.89		C	1376.80	17.21
	D	2215.20	27.69		D	912.80	11.41		D	1446.40	18.08
	E	2324.00	29.05		E	952.00	11.90		E	1518.40	18.98
1377	A	1239.20	15.49	1388	A	1093.60	13.67	1397	A	1476.00	18.45
	B	1299.20	16.24		B	1140.80	14.26		B	1551.20	19.39
	C	1364.00	17.05		C	1196.00	14.95		C	1628.00	20.35
	D	1425.60	17.82		D	1257.60	15.72		D	1703.20	21.29
	E	1490.40	18.63		E	1320.00	16.50		E	1793.60	22.42
1378	A	2212.00	27.65	1389	A	871.20	10.89	1398	A	1408.80	17.61
	B	2319.20	28.99		B	912.80	11.41		B	1476.80	18.46
	C	2436.00	30.45		C	952.00	11.90		C	1547.20	19.34
	D	2552.80	31.91		D	989.60	12.37		D	1621.60	20.27
	E	2681.60	33.52		E	1036.00	12.95		E	1700.80	21.26
1381	A	1378.40	17.23	1390	A	952.00	11.90	1399	A	1547.20	19.34
	B	1444.00	18.05		B	989.60	12.37		B	1628.80	20.36
	C	1514.40	18.93		C	1036.00	12.95		C	1703.20	21.29
	D	1584.00	19.80		D	1078.40	13.48		D	1783.20	22.29
	E	1665.60	20.82		E	1127.20	14.09		E	1869.60	23.37
1382	A	1378.40	17.23	1391	A	2122.40	26.53	1400	A	1783.20	22.29
	B	1444.00	18.05		B	2222.40	27.78		B	1873.60	23.42
	C	1514.40	18.93		C	2331.20	29.14		C	1961.60	24.52
	D	1584.00	19.80		D	2448.00	30.60		D	2052.00	25.65
	E	1665.60	20.82		E	2564.80	32.06		E	2155.20	26.94
1383	A	1446.40	18.08	1392	A	1127.20	14.09	1401	A	1412.00	17.65
	B	1516.00	18.95		B	1182.40	14.78		B	1478.40	18.48
	C	1588.80	19.86		C	1240.00	15.50		C	1547.20	19.34
	D	1663.20	20.79		D	1295.20	16.19		D	1625.60	20.32
	E	1750.40	21.88		E	1355.20	16.94		E	1703.20	21.29

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1402	A	1035.20	12.94	1417	A	1476.00	18.45	1426	A	1882.40	23.53
	B	1084.00	13.55		B	1551.20	19.39		B	1972.00	24.65
	C	1136.80	14.21		C	1628.00	20.35		C	2056.80	25.71
	D	1192.00	14.90		D	1703.20	21.29		D	2156.80	26.96
	E	1252.00	15.65		E	1793.60	22.42		E	2258.40	28.23
1406	A	1756.80	21.96	1418	A	2068.80	25.86	1427	A	2156.00	26.95
	B	1841.60	23.02		B	2168.00	27.10		B	2261.60	28.27
	C	1929.60	24.12		C	2275.20	28.44		C	2372.80	29.66
	D	2021.60	25.27		D	2387.20	29.84		D	2487.20	31.09
	E	2123.20	26.54		E	2496.80	31.21		E	2605.60	32.57
1407	A	1793.60	22.42	1419	A	1195.20	14.94	1428	A	1562.40	19.53
	B	1880.00	23.50		B	1261.60	15.77		B	1639.20	20.49
	C	1968.00	24.60		C	1316.80	16.46		C	1707.20	21.34
	D	2065.60	25.82		D	1380.80	17.26		D	1793.60	22.42
	E	2167.20	27.09		E	1444.00	18.05		E	1876.00	23.45
1410	A	1128.80	14.11	1420	A	1407.20	17.59	1429	A	2215.20	27.69
	B	1187.20	14.84		B	1472.00	18.40		B	2320.00	29.00
	C	1244.00	15.55		C	1546.40	19.33		C	2436.00	30.45
	D	1300.00	16.25		D	1616.00	20.20		D	2558.40	31.98
	E	1360.80	17.01		E	1696.80	21.21		E	2682.40	33.53
1411	A	1242.40	15.53	1421	A	2256.00	28.20	1430	A	2246.40	28.08
	B	1309.60	16.37		B	2358.40	29.48		B	2353.60	29.42
	C	1362.40	17.03		C	2480.80	31.01		C	2464.80	30.81
	D	1428.00	17.85		D	2600.80	32.51		D	2588.80	32.36
	E	1497.60	18.72		E	2724.00	34.05		E	2717.60	33.97
1412	A	1093.60	13.67	1422	A	1283.20	16.04	1431	A	1782.40	22.28
	B	1140.80	14.26		B	1344.80	16.81		B	1874.40	23.43
	C	1196.00	14.95		C	1412.00	17.65		C	1962.40	24.53
	D	1257.60	15.72		D	1474.40	18.43		D	2055.20	25.69
	E	1320.00	16.50		E	1544.80	19.31		E	2155.20	26.94
1413	A	1728.00	21.60	1423	A	1474.40	18.43	1432	A	1062.40	13.28
	B	1811.20	22.64		B	1544.80	19.31		B	1117.60	13.97
	C	1908.00	23.85		C	1623.20	20.29		C	1162.40	14.53
	D	1991.20	24.89		D	1699.20	21.24		D	1224.00	15.30
	E	2089.60	26.12		E	1782.40	22.28		E	1281.60	16.02
1415	A	1793.60	22.42	1424	A	1968.00	24.60	1435	A	1801.60	22.52
	B	1880.00	23.50		B	2065.60	25.82		B	1893.60	23.67
	C	1968.00	24.60		C	2167.20	27.09		C	1983.20	24.79
	D	2065.60	25.82		D	2266.40	28.33		D	2078.40	25.98
	E	2167.20	27.09		E	2380.00	29.75		E	2179.20	27.24
1416	A	2215.20	27.69	1425	A	2479.20	30.99	1436	A	1194.40	14.93
	B	2320.00	29.00		B	2595.20	32.44		B	1252.00	15.65
	C	2436.00	30.45		C	2721.60	34.02		C	1310.40	16.38
	D	2558.40	31.98		D	2852.80	35.66		D	1364.80	17.06
	E	2682.40	33.53		E	2994.40	37.43		E	1431.20	17.89

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1437	A	1472.00	18.40	1446	A	1472.00	18.40	1457	A	2548.00	31.85
	B	1544.80	19.31		B	1544.80	19.31		B	2669.60	33.37
	C	1613.60	20.17		C	1613.60	20.17		C	2802.40	35.03
	D	1684.80	21.06		D	1684.80	21.06		D	2939.20	36.74
	E	1764.80	22.06		E	1764.80	22.06		E	3080.00	38.50
1438	A	1310.40	16.38	1447	A	1583.20	19.79	1458	A	1965.60	24.57
	B	1364.80	17.06		B	1656.00	20.70		B	2066.40	25.83
	C	1431.20	17.89		C	1728.80	21.61		C	2155.20	26.94
	D	1491.20	18.64		D	1809.60	22.62		D	2265.60	28.32
	E	1562.40	19.53		E	1895.20	23.69		E	2376.80	29.71
1439	A	1249.60	15.62	1448	A	1667.20	20.84	1461	A	1299.20	16.24
	B	1310.40	16.38		B	1740.80	21.76		B	1359.20	16.99
	C	1372.00	17.15		C	1829.60	22.87		C	1430.40	17.88
	D	1432.00	17.90		D	1921.60	24.02		D	1499.20	18.74
	E	1496.00	18.70		E	2014.40	25.18		E	1563.20	19.54
1440	A	1372.00	17.15	1449	A	1000.00	12.50	1462	A	1741.60	21.77
	B	1432.00	17.90		B	1047.20	13.09		B	1823.20	22.79
	C	1496.00	18.70		C	1097.60	13.72		C	1919.20	23.99
	D	1565.60	19.57		D	1134.40	14.18		D	2012.80	25.16
	E	1640.80	20.51		E	1190.40	14.88		E	2101.60	26.27
1441	A	1439.20	17.99	1450	A	1213.60	15.17	1463	A	1024.00	12.80
	B	1500.80	18.76		B	1266.40	15.83		B	1072.00	13.40
	C	1574.40	19.68		C	1324.80	16.56		C	1127.20	14.09
	D	1642.40	20.53		D	1384.80	17.31		D	1184.00	14.80
	E	1719.20	21.49		E	1446.40	18.08		E	1236.00	15.45
1442	A	1577.60	19.72	1451	A	1298.40	16.23	1464	A	1368.00	17.10
	B	1657.60	20.72		B	1358.40	16.98		B	1440.00	18.00
	C	1743.20	21.79		C	1428.80	17.86		C	1501.60	18.77
	D	1813.60	22.67		D	1493.60	18.67		D	1568.80	19.61
	E	1909.60	23.87		E	1565.60	19.57		E	1651.20	20.64
1443	A	1562.40	19.53	1452	A	1134.40	14.18	1465	A	1072.00	13.40
	B	1639.20	20.49		B	1190.40	14.88		B	1125.60	14.07
	C	1707.20	21.34		C	1242.40	15.53		C	1182.40	14.78
	D	1793.60	22.42		D	1298.40	16.23		D	1233.60	15.42
	E	1876.00	23.45		E	1359.20	16.99		E	1291.20	16.14
1444	A	1782.40	22.28	1453	A	2743.20	34.29	1466	A	1600.80	20.01
	B	1874.40	23.43		B	2882.40	36.03		B	1680.00	21.00
	C	1962.40	24.53		C	3016.00	37.70		C	1760.00	22.00
	D	2055.20	25.69		D	3167.20	39.59		D	1843.20	23.04
	E	2155.20	26.94		E	3320.80	41.51		E	1934.40	24.18
1445	A	1432.00	17.90	1456	A	2354.40	29.43	1467	A	916.00	11.45
	B	1496.00	18.70		B	2470.40	30.88		B	956.80	11.96
	C	1565.60	19.57		C	2590.40	32.38		C	996.80	12.46
	D	1640.80	20.51		D	2716.80	33.96		D	1040.80	13.01
	E	1713.60	21.42		E	2849.60	35.62		E	1084.00	13.55

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1468	A	1012.80	12.66	1483	A	1254.40	15.68	1509	A	1761.60	22.02
	B	1054.40	13.18		B	1315.20	16.44		B	1846.40	23.08
	C	1104.80	13.81		C	1377.60	17.22		C	1940.80	24.26
	D	1153.60	14.42		D	1444.00	18.05		D	2029.60	25.37
	E	1204.80	15.06		E	1509.60	18.87		E	2127.20	26.59
1469	A	1104.80	13.81	1488	A	1967.20	24.59	1510	A	1562.40	19.53
	B	1153.60	14.42		B	2059.20	25.74		B	1639.20	20.49
	C	1204.80	15.06		C	2164.00	27.05		C	1707.20	21.34
	D	1256.80	15.71		D	2265.60	28.32		D	1793.60	22.42
	E	1316.80	16.46		E	2380.00	29.75		E	1876.00	23.45
1470	A	1254.40	15.68	1489	A	1622.40	20.28	1511	A	1782.40	22.28
	B	1315.20	16.44		B	1697.60	21.22		B	1874.40	23.43
	C	1377.60	17.22		C	1782.40	22.28		C	1962.40	24.53
	D	1444.00	18.05		D	1874.40	23.43		D	2055.20	25.69
	E	1509.60	18.87		E	1963.20	24.54		E	2155.20	26.94
1474	A	1741.60	21.77	1490	A	1435.20	17.94	1512	A	1246.40	15.58
	B	1823.20	22.79		B	1500.80	18.76		B	1309.60	16.37
	C	1919.20	23.99		C	1571.20	19.64		C	1372.00	17.15
	D	2012.80	25.16		D	1649.60	20.62		D	1436.80	17.96
	E	2101.60	26.27		E	1724.00	21.55		E	1502.40	18.78
1475	A	1965.60	24.57	1498	A	1584.00	19.80	1513	A	1202.40	15.03
	B	2066.40	25.83		B	1658.40	20.73		B	1249.60	15.62
	C	2155.20	26.94		C	1732.80	21.66		C	1310.40	16.38
	D	2265.60	28.32		D	1812.00	22.65		D	1372.00	17.15
	E	2376.80	29.71		E	1898.40	23.73		E	1432.00	17.90
1476	A	2354.40	29.43	1500	A	2421.60	30.27	1514	A	1761.60	22.02
	B	2470.40	30.88		B	2541.60	31.77		B	1846.40	23.08
	C	2590.40	32.38		C	2666.40	33.33		C	1940.80	24.26
	D	2716.80	33.96		D	2795.20	34.94		D	2029.60	25.37
	E	2849.60	35.62		E	2936.80	36.71		E	2127.20	26.59
1480	A	993.60	12.42	1506	A	1112.00	13.90	1517	A	877.60	10.97
	B	1045.60	13.07		B	1164.80	14.56		B	918.40	11.48
	C	1093.60	13.67		C	1225.60	15.32		C	966.40	12.08
	D	1140.00	14.25		D	1284.80	16.06		D	1014.40	12.68
	E	1196.00	14.95		E	1339.20	16.74		E	1058.80	13.235
1481	A	1146.40	14.33	1507	A	1492.00	18.65	1518	A	1572.00	19.65
	B	1196.80	14.96		B	1562.40	19.53		B	1658.40	20.73
	C	1253.60	15.67		C	1644.80	20.56		C	1728.00	21.60
	D	1312.00	16.40		D	1724.00	21.55		D	1807.20	22.59
	E	1377.60	17.22		E	1800.00	22.50		E	1899.20	23.74
1482	A	1012.80	12.66	1508	A	1254.40	15.68	1519	A	2016.80	25.21
	B	1054.40	13.18		B	1315.20	16.44		B	2116.00	26.45
	C	1104.80	13.81		C	1375.20	17.19		C	2220.00	27.75
	D	1153.60	14.42		D	1432.80	17.91		D	2328.00	29.10
	E	1204.80	15.06		E	1500.80	18.76		E	2442.40	30.53

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1520	A	1410.40	17.63	1532	A	1065.60	13.32	1556	A	2545.60	31.82
	B	1480.00	18.50		B	1120.00	14.00		B	2667.20	33.34
	C	1552.00	19.40		C	1168.00	14.60		C	2800.00	35.00
	D	1623.20	20.29		D	1231.20	15.39		D	2936.80	36.71
	E	1700.00	21.25		E	1287.20	16.09		E	3081.60	38.52
1522	A	1872.00	23.40	1533	A	1512.00	18.90	1557	A	2215.20	27.69
	B	1968.00	24.60		B	1589.60	19.87		B	2320.00	29.00
	C	2060.00	25.75		C	1660.80	20.76		C	2436.00	30.45
	D	2160.00	27.00		D	1744.80	21.81		D	2558.40	31.98
	E	2264.00	28.30		E	1827.20	22.84		E	2682.40	33.53
1523	A	1640.80	20.51	1535	A	993.60	12.42	1558	A	1793.60	22.42
	B	1719.20	21.49		B	1045.60	13.07		B	1880.00	23.50
	C	1793.60	22.42		C	1093.60	13.67		C	1968.00	24.60
	D	1882.40	23.53		D	1140.00	14.25		D	2065.60	25.82
	E	1968.80	24.61		E	1196.00	14.95		E	2167.20	27.09
1524	A	1413.60	17.67	1538	A	1285.60	16.07	1559	A	1476.00	18.45
	B	1478.40	18.48		B	1348.00	16.85		B	1551.20	19.39
	C	1551.20	19.39		C	1412.00	17.65		C	1628.00	20.35
	D	1621.60	20.27		D	1476.00	18.45		D	1703.20	21.29
	E	1701.60	21.27		E	1551.20	19.39		E	1793.60	22.42
1525	A	1659.20	20.74	1543	A	1551.20	19.39	1560	A	916.00	11.45
	B	1740.80	21.76		B	1629.60	20.37		B	956.80	11.96
	C	1828.80	22.86		C	1708.80	21.36		C	996.80	12.46
	D	1920.00	24.00		D	1785.60	22.32		D	1040.80	13.01
	E	2008.00	25.10		E	1873.60	23.42		E	1084.00	13.55
1526	A	1547.20	19.34	1544	A	1917.60	23.97	1561	A	1968.00	24.60
	B	1625.60	20.32		B	2012.00	25.15		B	2065.60	25.82
	C	1702.40	21.28		C	2110.40	26.38		C	2167.20	27.09
	D	1788.00	22.35		D	2215.20	27.69		D	2266.40	28.33
	E	1876.80	23.46		E	2324.00	29.05		E	2380.00	29.75
1527	A	1827.20	22.84	1546	A	1659.20	20.74	1562	A	1659.20	20.74
	B	1916.80	23.96		B	1740.80	21.76		B	1740.80	21.76
	C	2008.80	25.11		C	1828.80	22.86		C	1828.80	22.86
	D	2110.40	26.38		D	1920.00	24.00		D	1920.00	24.00
	E	2215.20	27.69		E	2008.00	25.10		E	2008.00	25.10
1528	A	2421.60	30.27	1552	A	1659.20	20.74	1563	A	1317.60	16.47
	B	2541.60	31.77		B	1740.80	21.76		B	1377.60	17.22
	C	2666.40	33.33		C	1828.80	22.86		C	1444.00	18.05
	D	2795.20	34.94		D	1920.00	24.00		D	1515.20	18.94
	E	2936.80	36.71		E	2008.00	25.10		E	1588.00	19.85
1531	A	952.00	11.90	1555	A	1283.20	16.04	1564	A	1285.60	16.07
	B	996.80	12.46		B	1344.80	16.81		B	1348.00	16.85
	C	1044.00	13.05		C	1412.00	17.65		C	1412.00	17.65
	D	1094.40	13.68		D	1474.40	18.43		D	1476.00	18.45
	E	1148.80	14.36		E	1544.80	19.31		E	1551.20	19.39

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

<u>RATE</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>	<u>RATE</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>	<u>RATE</u>	<u>STEP</u>	<u>BIWEEKLY</u>	<u>HOURLY</u>
1565	A	826.40	10.33	1576	A	1288.00	16.10	1587	A	2856.80	35.71
	B	866.40	10.83		B	1348.00	16.85		B	2999.20	37.49
	C	911.20	11.39		C	1413.60	17.67		C	3144.80	39.31
	D	952.00	11.90		D	1480.00	18.50		D	3288.80	41.11
	E	996.80	12.46		E	1548.80	19.36		E	3448.80	43.11
1567	A	885.60	11.07	1577	A	1444.80	18.06	1588	A	693.60	8.67
	B	934.40	11.68		B	1513.60	18.92		B	727.20	9.09
	C	977.60	12.22		C	1585.60	19.82		C	756.80	9.46
	D	1020.80	12.76		D	1660.80	20.76		D	796.80	9.96
	E	1065.60	13.32		E	1747.20	21.84		E	833.60	10.42
1568	A	1104.80	13.81	1578	A	845.60	10.57	1589	A	2262.40	28.28
	B	1153.60	14.42		B	885.60	11.07		B	2373.60	29.67
	C	1204.80	15.06		C	927.20	11.59		C	2488.00	31.10
	D	1256.80	15.71		D	968.80	12.11		D	2604.00	32.55
	E	1316.80	16.46		E	1018.40	12.73		E	2732.00	34.15
1569	A	826.40	10.33	1579	A	968.80	12.11	1590	A	1065.60	13.32
	B	870.40	10.88		B	1012.80	12.66		B	1120.80	14.01
	C	912.80	11.41		C	1054.40	13.18		C	1173.60	14.67
	D	948.00	11.85		D	1104.80	13.81		D	1226.40	15.33
	E	993.60	12.42		E	1153.60	14.42		E	1288.00	16.10
1570	A	1978.40	24.73	1580	A	1347.20	16.84	1591	A	1120.80	14.01
	B	2072.80	25.91		B	1417.60	17.72		B	1174.40	14.68
	C	2171.20	27.14		C	1484.00	18.55		C	1227.20	15.34
	D	2281.60	28.52		D	1549.60	19.37		D	1285.60	16.07
	E	2391.20	29.89		E	1628.00	20.35		E	1344.80	16.81
1571	A	1439.20	17.99	1583	A	1374.40	17.18	1592	A	1876.00	23.45
	B	1506.40	18.83		B	1439.20	17.99		B	1972.00	24.65
	C	1576.80	19.71		C	1508.00	18.85		C	2065.60	25.82
	D	1658.40	20.73		D	1584.80	19.81		D	2165.60	27.07
	E	1732.80	21.66		E	1656.00	20.70		E	2267.20	28.34
1572	A	778.40	9.73	1584	A	1655.20	20.69	1593	A	1631.20	20.39
	B	815.20	10.19		B	1730.40	21.63		B	1716.00	21.45
	C	847.20	10.59		C	1816.00	22.70		C	1795.20	22.44
	D	885.60	11.07		D	1894.40	23.68		D	1876.00	23.45
	E	921.60	11.52		E	1993.60	24.92		E	1972.80	24.66
1573	A	1576.00	19.70	1585	A	2015.20	25.19	1594	A	1151.20	14.39
	B	1645.60	20.57		B	2119.20	26.49		B	1202.40	15.03
	C	1724.00	21.55		C	2224.00	27.80		C	1249.60	15.62
	D	1801.60	22.52		D	2336.00	29.20		D	1310.40	16.38
	E	1884.80	23.56		E	2447.20	30.59		E	1372.00	17.15
1575	A	1064.80	13.31	1586	A	1355.20	16.94	1595	A	1327.20	16.59
	B	1119.20	13.99		B	1418.40	17.73		B	1388.00	17.35
	C	1169.60	14.62		C	1492.00	18.65		C	1451.20	18.14
	D	1229.60	15.37		D	1562.40	19.53		D	1516.00	18.95
	E	1288.00	16.10		E	1635.20	20.44		E	1581.60	19.77



# BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-01-2002

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1596	A	1840.80	23.01	1610	A	1783.20	22.29	1620	A	973.60	12.17
	B	1929.60	24.12		B	1873.60	23.42		B	1020.80	12.76
	C	2021.60	25.27		C	1967.20	24.59		C	1072.00	13.40
	D	2122.40	26.53		D	2061.60	25.77		D	1125.60	14.07
	E	2227.20	27.84		E	2167.20	27.09		E	1182.40	14.78
1597	A	1466.40	18.33	1611	A	2056.80	25.71	1622	A	2056.80	25.71
	B	1532.80	19.16		B	2156.00	26.95		B	2156.00	26.95
	C	1608.00	20.10		C	2268.80	28.36		C	2268.80	28.36
	D	1676.80	20.96		D	2380.00	29.75		D	2380.00	29.75
	E	1753.60	21.92		E	2490.40	31.13		E	2490.40	31.13
1598	A	1736.80	21.71	1612	A	1968.00	24.60	1623	A	1552.80	19.41
	B	1821.60	22.77		B	2065.60	25.82		B	1629.60	20.37
	C	1908.00	23.85		C	2167.20	27.09		C	1708.80	21.36
	D	2000.00	25.00		D	2266.40	28.33		D	1783.20	22.29
	E	2096.00	26.20		E	2380.00	29.75		E	1873.60	23.42
1599	A	2436.80	30.46	1613	A	1476.00	18.45	1624	A	1783.20	22.29
	B	2552.00	31.90		B	1551.20	19.39		B	1873.60	23.42
	C	2680.00	33.50		C	1628.00	20.35		C	1967.20	24.59
	D	2814.40	35.18		D	1703.20	21.29		D	2061.60	25.77
	E	2950.40	36.88		E	1793.60	22.42		E	2167.20	27.09
1601	A	1782.40	22.28	1614	A	1793.60	22.42	1625	A	1342.40	16.78
	B	1874.40	23.43		B	1880.00	23.50		B	1403.20	17.54
	C	1962.40	24.53		C	1968.00	24.60		C	1468.00	18.35
	D	2055.20	25.69		D	2065.60	25.82		D	1535.20	19.19
	E	2155.20	26.94		E	2167.20	27.09		E	1609.60	20.12
1602	A	1531.20	19.14	1615	A	2215.20	27.69	1627	A	1060.00	13.25
	B	1596.00	19.95		B	2320.00	29.00		B	1107.20	13.84
	C	1668.00	20.85		C	2436.00	30.45		C	1156.00	14.45
	D	1749.60	21.87		D	2558.40	31.98		D	1207.20	15.09
	E	1834.40	22.93		E	2682.40	33.53		E	1262.40	15.78
1603	A	1713.60	21.42	1616	A	1801.60	22.52	1628	A	1254.40	15.68
	B	1800.00	22.50		B	1893.60	23.67		B	1315.20	16.44
	C	1884.80	23.56		C	1983.20	24.79		C	1377.60	17.22
	D	1969.60	24.62		D	2078.40	25.98		D	1444.00	18.05
	E	2072.00	25.90		E	2179.20	27.24		E	1509.60	18.87
1604	A	2071.20	25.89	1617	A	993.60	12.42	1630	A	1297.60	16.22
	B	2174.40	27.18		B	1045.60	13.07		B	1361.60	17.02
	C	2278.40	28.48		C	1093.60	13.67		C	1430.40	17.88
	D	2394.40	29.93		D	1140.00	14.25		D	1495.20	18.69
	E	2507.20	31.34		E	1196.00	14.95		E	1562.40	19.53
1609	A	1552.80	19.41	1618	A	1544.80	19.31	1631	A	1793.60	22.42
	B	1629.60	20.37		B	1622.40	20.28		B	1880.00	23.50
	C	1708.80	21.36		C	1692.80	21.16		C	1968.00	24.60
	D	1783.20	22.29		D	1768.00	22.10		D	2065.60	25.82
	E	1873.60	23.42		E	1850.40	23.13		E	2167.20	27.09

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1632	A	1107.20	13.84	1644	A	1308.80	16.36	1653	A	1375.20	17.19
	B	1155.20	14.44		B	1367.20	17.09		B	1432.80	17.91
	C	1207.20	15.09		C	1426.40	17.83		C	1500.80	18.76
	D	1261.60	15.77		D	1491.20	18.64		D	1565.60	19.57
	E	1319.20	16.49		E	1560.80	19.51		E	1641.60	20.52
1634	A	1298.40	16.23	1645	A	1355.20	16.94	1654	A	1509.60	18.87
	B	1363.20	17.04		B	1418.40	17.73		B	1577.60	19.72
	C	1432.00	17.90		C	1488.00	18.60		C	1652.80	20.66
	D	1501.60	18.77		D	1559.20	19.49		D	1726.40	21.58
	E	1577.60	19.72		E	1631.20	20.39		E	1804.80	22.56
1635	A	1380.00	17.25	1646	A	1569.60	19.62	1655	A	1349.60	16.87
	B	1445.60	18.07		B	1642.40	20.53		B	1412.00	17.65
	C	1512.00	18.90		C	1716.80	21.46		C	1484.00	18.55
	D	1580.80	19.76		D	1789.60	22.37		D	1552.80	19.41
	E	1657.60	20.72		E	1878.40	23.48		E	1628.00	20.35
1637	A	1571.20	19.64	1647	A	1256.00	15.70	1656	A	1484.80	18.56
	B	1643.20	20.54		B	1320.80	16.51		B	1552.80	19.41
	C	1727.20	21.59		C	1386.40	17.33		C	1629.60	20.37
	D	1813.60	22.67		D	1447.20	18.09		D	1707.20	21.34
	E	1899.20	23.74		E	1516.00	18.95		E	1791.20	22.39
1638	A	2211.20	27.64	1648	A	1148.00	14.35	1657	A	1668.00	20.85
	B	2314.40	28.93		B	1197.60	14.97		B	1748.80	21.86
	C	2431.20	30.39		C	1256.00	15.70		C	1833.60	22.92
	D	2551.20	31.89		D	1320.80	16.51		D	1920.80	24.01
	E	2671.20	33.39		E	1386.40	17.33		E	2013.60	25.17
1639	A	1428.80	17.86	1649	A	1317.60	16.47	1658	A	1830.40	22.88
	B	1498.40	18.73		B	1382.40	17.28		B	1914.40	23.93
	C	1568.00	19.60		C	1445.60	18.07		C	2008.00	25.10
	D	1642.40	20.53		D	1518.40	18.98		D	2105.60	26.32
	E	1716.80	21.46		E	1594.40	19.93		E	2204.00	27.55
1640	A	1181.60	14.77	1650	A	2164.80	27.06	1659	A	1447.20	18.09
	B	1237.60	15.47		B	2272.00	28.40		B	1516.00	18.95
	C	1299.20	16.24		C	2384.00	29.80		C	1590.40	19.88
	D	1358.40	16.98		D	2492.80	31.16		D	1663.20	20.79
	E	1420.80	17.76		E	2618.40	32.73		E	1748.80	21.86
1641	A	1371.20	17.14	1651	A	1226.40	15.33	1660	A	1369.60	17.12
	B	1431.20	17.89		B	1286.40	16.08		B	1432.80	17.91
	C	1499.20	18.74		C	1344.80	16.81		C	1497.60	18.72
	D	1564.00	19.55		D	1412.00	17.65		D	1574.40	19.68
	E	1639.20	20.49		E	1478.40	18.48		E	1643.20	20.54
1642	A	1628.00	20.35	1652	A	1254.40	15.68	1661	A	1573.60	19.67
	B	1701.60	21.27		B	1315.20	16.44		B	1655.20	20.69
	C	1791.20	22.39		C	1375.20	17.19		C	1723.20	21.54
	D	1881.60	23.52		D	1432.80	17.91		D	1808.80	22.61
	E	1972.00	24.65		E	1500.80	18.76		E	1897.60	23.72

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1662	A	1412.00	17.65	1671	A	1992.80	24.91	1693	A	1919.20	23.99
	B	1478.40	18.48		B	2087.20	26.09		B	2012.00	25.15
	C	1547.20	19.34		C	2187.20	27.34		C	2108.00	26.35
	D	1625.60	20.32		D	2293.60	28.67		D	2216.80	27.71
	E	1703.20	21.29		E	2403.20	30.04		E	2319.20	28.99
1663	A	911.20	11.39	1672	A	1509.60	18.87	1694	A	2012.00	25.15
	B	952.00	11.90		B	1580.80	19.76		B	2108.00	26.35
	C	996.80	12.46		C	1657.60	20.72		C	2168.80	27.71
	D	1044.00	13.05		D	1728.00	21.60		D	2319.20	28.99
	E	1094.40	13.68		E	1808.80	22.61		E	2432.80	30.41
1664	A	1094.40	13.68	1673	A	1256.80	15.71	1696	A	2330.40	29.13
	B	1148.80	14.36		B	1316.80	16.46		B	2446.40	30.58
	C	1196.00	14.95		C	1375.20	17.19		C	2562.40	32.03
	D	1254.40	15.68		D	1436.80	17.96		D	2688.80	33.61
	E	1317.60	16.47		E	1500.00	18.75		E	2816.80	35.21
1665	A	1317.60	16.47	1675	A	1562.40	19.53	1697	A	1280.00	16.00
	B	1377.60	17.22		B	1639.20	20.49		B	1338.40	16.73
	C	1444.00	18.05		C	1707.20	21.34		C	1404.80	17.56
	D	1515.20	18.94		D	1793.60	22.42		D	1473.60	18.42
	E	1588.00	19.85		E	1876.00	23.45		E	1542.40	19.28
1666	A	1640.80	20.51	1677	A	1782.40	22.28	1698	A	2551.20	31.89
	B	1719.20	21.49		B	1874.40	23.43		B	2675.20	33.44
	C	1793.60	22.42		C	1962.40	24.53		C	2808.00	35.10
	D	1882.40	23.53		D	2055.20	25.69		D	2936.80	36.71
	E	1968.80	24.61		E	2155.20	26.94		E	3084.80	38.56
1667	A	826.40	10.33	1678	A	1348.00	16.85	1699	A	1166.40	14.58
	B	866.40	10.83		B	1412.00	17.65		B	1229.60	15.37
	C	911.20	11.39		C	1476.00	18.45		C	1285.60	16.07
	D	952.00	11.90		D	1551.20	19.39		D	1348.00	16.85
	E	996.80	12.46		E	1628.00	20.35		E	1412.00	17.65
1668	A	1872.00	23.40	1680	A	3539.20	44.24	1714	A	1500.00	18.75
	B	1968.00	24.60		B	3700.80	46.26		B	1575.20	19.69
	C	2060.00	25.75		C	3872.00	48.40		C	1641.60	20.52
	D	2160.00	27.00		D	4051.20	50.64		D	1720.80	21.51
	E	2264.00	28.30		E	4239.20	52.99		E	1808.80	22.61
1669	A	1747.20	21.84	1683	A	2980.00	37.25	1715	A	2065.60	25.82
	B	1821.60	22.77		B	3115.20	38.94		B	2164.80	27.06
	C	1910.40	23.88		C	3259.20	40.74		C	2271.20	28.39
	D	1997.60	24.97		D	3411.20	42.64		D	2383.20	29.79
	E	2084.00	26.05		E	3568.80	44.61		E	2490.40	31.13
1670	A	2090.40	26.13	1692	A	1504.80	18.81	1716	A	1285.60	16.07
	B	2189.60	27.37		B	1575.20	19.69		B	1344.80	16.81
	C	2297.60	28.72		C	1655.20	20.69		C	1412.00	17.65
	D	2408.80	30.11		D	1730.40	21.63		D	1475.20	18.44
	E	2522.40	31.53		E	1816.80	22.71		E	1547.20	19.34

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1717	A	1572.00	19.65	1726	A	1444.80	18.06	1738	A	1502.40	18.78
	B	1640.80	20.51		B	1513.60	18.92		B	1569.60	19.62
	C	1718.40	21.48		C	1585.60	19.82		C	1645.60	20.57
	D	1797.60	22.47		D	1660.80	20.76		D	1714.40	21.43
	E	1876.00	23.45		E	1747.20	21.84		E	1797.60	22.47
1718	A	1743.20	21.79	1727	A	1659.20	20.74	1739	A	2304.00	28.80
	B	1830.40	22.88		B	1740.80	21.76		B	2420.80	30.26
	C	1914.40	23.93		C	1828.80	22.86		C	2531.20	31.64
	D	2006.40	25.08		D	1920.00	24.00		D	2656.00	33.20
	E	2104.00	26.30		E	2008.00	25.10		E	2781.60	34.77
1719	A	1148.00	14.35	1728	A	2220.00	27.75	1746	A	1045.60	13.07
	B	1204.00	15.05		B	2325.60	29.07		B	1093.60	13.67
	C	1255.20	15.69		C	2444.80	30.56		C	1140.00	14.25
	D	1316.80	16.46		D	2560.80	32.01		D	1196.00	14.95
	E	1377.60	17.22		E	2688.80	33.61		E	1257.60	15.72
1720	A	1093.60	13.67	1730	A	1659.20	20.74	1747	A	1285.60	16.07
	B	1140.80	14.26		B	1740.80	21.76		B	1348.00	16.85
	C	1196.00	14.95		C	1828.80	22.86		C	1412.00	17.65
	D	1257.60	15.72		D	1920.00	24.00		D	1476.00	18.45
	E	1320.00	16.50		E	2008.00	25.10		E	1551.20	19.39
1721	A	1518.40	18.98	1732	A	1376.80	17.21	1748	A	1476.00	18.45
	B	1588.00	19.85		B	1432.80	17.91		B	1551.20	19.39
	C	1662.40	20.78		C	1501.60	18.77		C	1628.00	20.35
	D	1749.60	21.87		D	1565.60	19.57		D	1703.20	21.29
	E	1832.00	22.90		E	1640.80	20.51		E	1793.60	22.42
1722	A	1444.80	18.06	1734	A	1724.80	21.56	1749	A	1793.60	22.42
	B	1514.40	18.93		B	1808.80	22.61		B	1880.00	23.50
	C	1582.40	19.78		C	1895.20	23.69		C	1968.00	24.60
	D	1664.80	20.81		D	1986.40	24.83		D	2065.60	25.82
	E	1744.80	21.81		E	2084.00	26.05		E	2167.20	27.09
1723	A	1515.20	18.94	1735	A	1414.40	17.68	1750	A	1920.00	24.00
	B	1588.00	19.85		B	1478.40	18.48		B	2008.00	25.10
	C	1660.00	20.75		C	1548.80	19.36		C	2105.60	26.32
	D	1747.20	21.84		D	1628.00	20.35		D	2209.60	27.62
	E	1830.40	22.88		E	1701.60	21.27		E	2312.80	28.91
1724	A	2315.20	28.94	1736	A	1895.20	23.69	1751	A	2209.60	27.62
	B	2421.60	30.27		B	1976.80	24.71		B	2312.80	28.91
	C	2543.20	31.79		C	2064.80	25.81		C	2428.80	30.36
	D	2661.60	33.27		D	2156.00	26.95		D	2548.00	31.85
	E	2790.40	34.88		E	2260.00	28.25		E	2669.60	33.37
1725	A	1659.20	20.74	1737	A	1310.40	16.38	1752	A	2548.00	31.85
	B	1740.80	21.76		B	1364.80	17.06		B	2669.60	33.37
	C	1828.80	22.86		C	1431.20	17.89		C	2802.40	35.03
	D	1920.00	24.00		D	1491.20	18.64		D	2939.20	36.74
	E	2008.00	25.10		E	1562.40	19.53		E	3080.00	38.50

# BASE SALARY TABLE CLASSIFIED SERVICE

Effective 7-01-2002

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1754	A	2429.60	30.37	1769	A	2215.20	27.69	1796	A	1319.20	16.49
	B	2544.00	31.80		B	2320.00	29.00		B	1380.00	17.25
	C	2671.20	33.39		C	2436.00	30.45		C	1444.80	18.06
	D	2801.60	35.02		D	2558.40	31.98		D	1519.20	18.99
	E	2936.80	36.71		E	2682.40	33.53		E	1586.40	19.83
1756	A	1968.00	24.60	1774	A	1093.60	13.67	1797	A	1414.40	17.68
	B	2065.60	25.82		B	1140.80	14.26		B	1478.40	18.48
	C	2167.20	27.09		C	1196.00	14.95		C	1548.80	19.36
	D	2266.40	28.33		D	1257.60	15.72		D	1628.00	20.35
	E	2380.00	29.75		E	1320.00	16.50		E	1701.60	21.27
1757	A	2414.40	30.18	1776	A	1045.60	13.07	1798	A	1972.80	24.66
	B	2528.80	31.61		B	1093.60	13.67		B	2066.40	25.83
	C	2655.20	33.19		C	1140.00	14.25		C	2169.60	27.12
	D	2788.80	34.86		D	1196.00	14.95		D	2274.40	28.43
	E	2924.00	36.55		E	1257.60	15.72		E	2380.00	29.75
1758	A	1093.60	13.67	1777	A	1444.00	18.05	1801	A	1255.20	15.69
	B	1140.80	14.26		B	1509.60	18.87		B	1316.80	16.46
	C	1196.00	14.95		C	1585.60	19.82		C	1376.80	17.21
	D	1257.60	15.72		D	1666.40	20.83		D	1446.40	18.08
	E	1320.00	16.50		E	1748.80	21.86		E	1518.40	18.98
1759	A	1255.20	15.69	1778	A	1196.00	14.95	1802	A	1540.00	19.25
	B	1316.80	16.46		B	1257.60	15.72		B	1611.20	20.14
	C	1376.80	17.21		C	1320.00	16.50		C	1684.80	21.06
	D	1446.40	18.08		D	1378.40	17.23		D	1759.20	21.99
	E	1518.40	18.98		E	1444.00	18.05		E	1843.20	23.04
1762	A	2547.20	31.84	1783	A	1968.00	24.60	1803	A	1442.40	18.03
	B	2670.40	33.38		B	2064.80	25.81		B	1501.60	18.77
	C	2800.00	35.00		C	2164.80	27.06		C	1575.20	19.69
	D	2939.20	36.74		D	2268.00	28.35		D	1641.60	20.52
	E	3085.60	38.57		E	2384.00	29.80		E	1718.40	21.48
1765	A	1512.80	18.91	1784	A	1233.60	15.42	1804	A	2380.00	29.75
	B	1588.00	19.85		B	1296.00	16.20		B	2490.40	31.13
	C	1660.80	20.76		C	1356.80	16.96		C	2613.60	32.67
	D	1742.40	21.78		D	1425.60	17.82		D	2736.80	34.21
	E	1817.60	22.72		E	1493.60	18.67		E	2868.80	35.86
1766	A	1185.60	14.82	1793	A	2266.40	28.33	1806	A	2548.00	31.85
	B	1248.00	15.60		B	2380.00	29.75		B	2669.60	33.37
	C	1305.60	16.32		C	2498.40	31.23		C	2802.40	35.03
	D	1365.60	17.07		D	2621.60	32.77		D	2939.20	36.74
	E	1429.60	17.87		E	2747.20	34.34		E	3080.00	38.50
1767	A	1363.20	17.04	1794	A	617.60	7.72	1808	A	1272.80	15.91
	B	1435.20	17.94		B	647.20	8.09		B	1331.20	16.64
	C	1500.80	18.76		C	681.60	8.52		C	1389.60	17.37
	D	1573.60	19.67		D	709.60	8.87		D	1450.40	18.13
	E	1643.20	20.54		E	740.80	9.26		E	1519.20	18.99

# BASE SALARY TABLE CLASSIFIED SERVICE

## Effective 7-01-2002

RATE	STEP	BIMWEEKLY	HOURLY	RATE	STEP	BIMWEEKLY	HOURLY	RATE	STEP	BIMWEEKLY	HOURLY
1809	A	1255.20	15.69	1822	A	1912.80	23.91	1835	A	1608.00	20.10
	B	1316.80	16.46		B	2003.20	25.04		B	1674.40	20.93
	C	1376.80	17.21		C	2097.60	26.22		C	1752.80	21.91
1810	D	1446.40	18.08	D	2200.00	27.50	D	1833.60	22.92		
	E	1518.40	18.98	E	2303.20	28.79	E	1918.40	23.98		
	A	1562.40	19.53	A	1920.80	24.01	A	1348.00	16.85		
1811	B	1639.20	20.49	B	2010.40	25.13	B	1412.00	17.65		
	C	1707.20	21.34	C	2111.20	26.39	C	1476.00	18.45		
	D	1793.60	22.42	D	2215.20	27.69	D	1551.20	19.39		
1816	E	1876.00	23.45	E	2320.00	29.00	E	1628.00	20.35		
	A	1932.80	24.16	A	1409.60	17.62	A	1979.20	24.74		
	B	2023.20	25.29	B	1473.60	18.42	B	2069.60	25.87		
1817	C	2122.40	26.53	C	1541.60	19.27	C	2168.00	27.10		
	D	2224.00	27.80	D	1612.00	20.15	D	2264.00	28.30		
	E	2336.80	29.21	E	1690.40	21.13	E	2370.40	29.63		
1818	A	2436.00	30.45	A	1384.00	17.30	A	1196.00	14.95		
	B	2552.80	31.91	B	1451.20	18.14	B	1257.60	15.72		
	C	2678.40	33.48	C	1525.60	19.07	C	1320.00	16.50		
1819	D	2812.00	35.15	D	1596.00	19.95	D	1378.40	17.23		
	E	2947.20	36.84	E	1674.40	20.93	E	1444.00	18.05		
	A	1327.20	16.59	A	1674.40	20.93	A	2078.40	25.98		
1821	B	1387.20	17.34	B	1753.60	21.92	B	2173.60	27.17		
	C	1451.20	18.14	C	1841.60	23.02	C	2271.20	28.39		
	D	1518.40	18.98	D	1929.60	24.12	D	2378.40	29.73		
1825	E	1586.40	19.83	E	2024.80	25.31	E	2487.20	31.09		
	A	1495.20	18.69	A	2548.00	31.85	A	1793.60	22.42		
	B	1565.60	19.57	B	2669.60	33.37	B	1880.00	23.50		
1830	C	1643.20	20.54	C	2802.40	35.03	C	1968.00	24.60		
	D	1728.00	21.60	D	2939.20	36.74	D	2065.60	25.82		
	E	1809.60	22.62	E	3080.00	38.50	E	2167.20	27.09		
1832	A	1316.80	16.46	A	1342.40	16.78	A	1196.00	14.95		
	B	1376.80	17.21	B	1403.20	17.54	B	1257.60	15.72		
	C	1439.20	17.99	C	1468.00	18.35	C	1320.00	16.50		
1833	D	1502.40	18.78	D	1535.20	19.19	D	1378.40	17.23		
	E	1576.00	19.70	E	1609.60	20.12	E	1444.00	18.05		
	A	1592.00	19.90	A	1104.80	13.81	A	2001.60	25.02		
1834	B	1664.00	20.80	B	1153.60	14.42	B	2104.00	26.30		
	C	1745.60	21.82	C	1204.80	15.06	C	2199.20	27.49		
	D	1828.80	22.86	D	1256.80	15.71	D	2311.20	28.89		
1839	E	1919.20	23.99	E	1316.80	16.46	E	2417.60	30.22		
	A	1628.00	20.35	A	1224.80	15.31	A	1789.60	22.37		
	B	1701.60	21.27	B	1280.00	16.00	B	1869.60	23.37		
1842	C	1791.20	22.39	C	1337.60	16.72	C	1968.00	24.60		
	D	1881.60	23.52	D	1400.80	17.51	D	2064.80	25.81		
	E	1972.00	24.65	E	1464.80	18.31	E	2164.80	27.06		

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7- 01- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1851	A	2380.00	29.75	1861	A	1474.40	18.43	1870	A	1565.60	19.57
	B	2490.40	31.13		B	1544.80	19.31		B	1640.00	20.50
	C	2613.60	32.67		C	1623.20	20.29		C	1722.40	21.53
	D	2736.80	34.21		D	1699.20	21.24		D	1807.20	22.59
	E	2868.80	35.86		E	1782.40	22.28		E	1894.40	23.68
1852	A	1316.80	16.46	1862	A	2264.00	28.30	1871	A	1793.60	22.42
	B	1381.60	17.27		B	2371.20	29.64		B	1880.00	23.50
	C	1444.00	18.05		C	2487.20	31.09		C	1968.00	24.60
	D	1516.80	18.96		D	2611.20	32.64		D	2065.60	25.82
	E	1592.80	19.91		E	2736.80	34.21		E	2167.20	27.09
1853	A	1255.20	15.69	1863	A	2548.00	31.85	1872	A	2065.60	25.82
	B	1316.80	16.46		B	2669.60	33.37		B	2167.20	27.09
	C	1376.80	17.21		C	2802.40	35.03		C	2266.40	28.33
	D	1446.40	18.08		D	2939.20	36.74		D	2380.00	29.75
	E	1518.40	18.98		E	3080.00	38.50		E	2498.40	31.23
1854	A	2379.20	29.74	1864	A	1196.00	14.95	1873	A	1226.40	15.33
	B	2490.40	31.13		B	1256.80	15.71		B	1287.20	16.09
	C	2612.80	32.66		C	1321.60	16.52		C	1347.20	16.84
	D	2736.80	34.21		D	1387.20	17.34		D	1414.40	17.68
	E	2868.80	35.86		E	1447.20	18.09		E	1478.40	18.48
1855	A	2548.00	31.85	1865	A	1169.60	14.62	1875	A	2548.00	31.85
	B	2669.60	33.37		B	1227.20	15.34		B	2669.60	33.37
	C	2802.40	35.03		C	1288.00	16.10		C	2802.40	35.03
	D	2939.20	36.74		D	1349.60	16.87		D	2939.20	36.74
	E	3080.00	38.50		E	1413.60	17.67		E	3080.00	38.50
1856	A	2859.20	35.74	1866	A	1899.20	23.74	1876	A	1444.80	18.06
	B	2991.20	37.39		B	1996.80	24.96		B	1513.60	18.92
	C	3142.40	39.28		C	2095.20	26.19		C	1585.60	19.82
	D	3296.00	41.20		D	2188.80	27.36		D	1660.80	20.76
	E	3454.40	43.18		E	2296.00	28.70		E	1747.20	21.84
1857	A	1595.20	19.94	1867	A	1834.40	22.93	1877	A	2061.60	25.77
	B	1666.40	20.83		B	1929.60	24.12		B	2164.00	27.05
	C	1749.60	21.87		C	2022.40	25.28		C	2264.00	28.30
	D	1832.80	22.91		D	2123.20	26.54		D	2378.40	29.73
	E	1924.80	24.06		E	2226.40	27.83		E	2489.60	31.12
1859	A	1976.80	24.71	1868	A	1264.00	15.80	1878	A	2548.00	31.85
	B	2069.60	25.87		B	1322.40	16.53		B	2669.60	33.37
	C	2162.40	27.03		C	1382.40	17.28		C	2802.40	35.03
	D	2264.80	28.31		D	1444.00	18.05		D	2939.20	36.74
	E	2368.80	29.61		E	1504.00	18.80		E	3080.00	38.50
1860	A	1255.20	15.69	1869	A	1075.20	13.44	1879	A	1196.00	14.95
	B	1316.80	16.46		B	1125.60	14.07		B	1257.60	15.72
	C	1376.80	17.21		C	1182.40	14.78		C	1320.00	16.50
	D	1446.40	18.08		D	1239.20	15.49		D	1378.40	17.23
	E	1518.40	18.98		E	1297.60	16.22		E	1444.00	18.05

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1880	A	1831.20	22.89	1891	A	1408.80	17.61	1900	A	1416.00	17.70
	B	1923.20	24.04		B	1472.00	18.40		B	1483.20	18.54
	C	2016.00	25.20		C	1535.20	19.19		C	1549.60	19.37
	D	2114.40	26.43		D	1613.60	20.17		D	1632.00	20.40
	E	2217.60	27.72		E	1684.80	21.06		E	1705.60	21.32
1881	A	1474.40	18.43	1892	A	1982.40	24.78	1901	A	1320.00	16.50
	B	1544.80	19.31		B	2082.40	26.03		B	1381.60	17.27
	C	1623.20	20.29		C	2184.80	27.31		C	1444.80	18.06
	D	1699.20	21.24		D	2293.60	28.67		D	1521.60	19.02
	E	1782.40	22.28		E	2409.60	30.12		E	1588.00	19.85
1883	A	2705.60	33.82	1893	A	1375.20	17.19	1902	A	1148.00	14.35
	B	2837.60	35.47		B	1441.60	18.02		B	1204.00	15.05
	C	2984.80	37.31		C	1508.00	18.85		C	1255.20	15.69
	D	3122.40	39.03		D	1576.00	19.70		D	1316.80	16.46
	E	3273.60	40.92		E	1645.60	20.57		E	1377.60	17.22
1884	A	2705.60	33.82	1894	A	1249.60	15.62	1903	A	1255.20	15.69
	B	2837.60	35.47		B	1310.40	16.38		B	1316.80	16.46
	C	2984.80	37.31		C	1372.00	17.15		C	1377.60	17.22
	D	3122.40	39.03		D	1432.00	17.90		D	1444.80	18.06
	E	3273.60	40.92		E	1496.00	18.70		E	1516.00	18.95
1885	A	2017.60	25.22	1895	A	1630.40	20.38	1904	A	1793.60	22.42
	B	2115.20	26.44		B	1701.60	21.27		B	1880.00	23.50
	C	2221.60	27.77		C	1776.80	22.21		C	1968.00	24.60
	D	2327.20	29.09		D	1865.60	23.32		D	2065.60	25.82
	E	2444.80	30.56		E	1949.60	24.37		E	2167.20	27.09
1886	A	1591.20	19.89	1896	A	2212.00	27.65	1905	A	1044.00	13.05
	B	1668.80	20.86		B	2319.20	28.99		B	1093.60	13.67
	C	1743.20	21.79		C	2436.00	30.45		C	1140.00	14.25
	D	1833.60	22.92		D	2552.80	31.91		D	1196.00	14.95
	E	1921.60	24.02		E	2681.60	33.52		E	1255.20	15.69
1887	A	2044.00	25.55	1897	A	1509.60	18.87	1906	A	1164.00	14.55
	B	2136.00	26.70		B	1580.80	19.76		B	1224.00	15.30
	C	2235.20	27.94		C	1660.00	20.75		C	1280.80	16.01
	D	2336.80	29.21		D	1731.20	21.64		D	1344.00	16.80
	E	2443.20	30.54		E	1808.80	22.61		E	1405.60	17.57
1888	A	2346.40	29.33	1898	A	1249.60	15.62	1907	A	1280.80	16.01
	B	2456.80	30.71		B	1310.40	16.38		B	1344.00	16.80
	C	2585.60	32.32		C	1372.00	17.15		C	1405.60	17.57
	D	2705.60	33.82		D	1432.00	17.90		D	1475.20	18.44
	E	2837.60	35.47		E	1496.00	18.70		E	1546.40	19.33
1890	A	1786.40	22.33	1899	A	997.60	12.47	1908	A	1012.80	12.66
	B	1867.20	23.34		B	1044.80	13.06		B	1054.40	13.18
	C	1952.00	24.40		C	1094.40	13.68		C	1104.80	13.81
	D	2044.00	25.55		D	1148.00	14.35		D	1153.60	14.42
	E	2136.00	26.70		E	1204.00	15.05		E	1204.80	15.06



**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7-01-2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1909	A	1061.60	13.27	1920	A	1317.60	16.47	1929	A	2215.20	27.69
	B	1106.40	13.83		B	1381.60	17.27		B	2320.00	29.00
	C	1158.40	14.48		C	1450.40	18.13		C	2436.00	30.45
	D	1211.20	15.14		D	1526.40	19.08		D	2558.40	31.98
	E	1262.40	15.78		E	1590.40	19.88		E	2682.40	33.53
1910	A	886.40	11.08	1921	A	1182.40	14.78	1930	A	1380.00	17.25
	B	925.60	11.57		B	1233.60	15.42		B	1447.20	18.09
	C	969.60	12.12		C	1291.20	16.14		C	1515.20	18.94
	D	1016.80	12.71		D	1353.60	16.92		D	1589.60	19.87
	E	1062.40	13.28		E	1422.40	17.78		E	1666.40	20.83
1912	A	1564.00	19.55	1922	A	2331.20	29.14	1931	A	1628.00	20.35
	B	1636.00	20.45		B	2439.20	30.49		B	1701.60	21.27
	C	1719.20	21.49		C	2560.00	32.00		C	1791.20	22.39
	D	1793.60	22.42		D	2685.60	33.57		D	1881.60	23.52
	E	1879.20	23.49		E	2815.20	35.19		E	1972.00	24.65
1913	A	1640.80	20.51	1923	A	2215.20	27.69	1932	A	1182.40	14.78
	B	1719.20	21.49		B	2320.00	29.00		B	1237.60	15.47
	C	1793.60	22.42		C	2436.00	30.45		C	1300.00	16.25
	D	1882.40	23.53		D	2558.40	31.98		D	1358.40	16.98
	E	1968.80	24.61		E	2682.40	33.53		E	1423.20	17.79
1914	A	693.60	8.67	1924	A	2435.20	30.44	1933	A	1295.20	16.19
	B	727.20	9.09		B	2551.20	31.89		B	1357.60	16.97
	C	756.80	9.46		C	2678.40	33.48		C	1424.00	17.80
	D	796.80	9.96		D	2808.00	35.10		D	1488.00	18.60
	E	826.40	10.33		E	2940.00	36.75		E	1557.60	19.47
1915	A	2003.20	25.04	1925	A	1236.00	15.45	1934	A	1126.40	14.08
	B	2104.80	26.31		B	1294.40	16.18		B	1180.00	14.75
	C	2199.20	27.49		C	1353.60	16.92		C	1239.20	15.49
	D	2311.20	28.89		D	1417.60	17.72		D	1294.40	16.18
	E	2416.80	30.21		E	1484.00	18.55		E	1354.40	16.93
1917	A	2215.20	27.69	1926	A	2215.20	27.69	1935	A	2548.00	31.85
	B	2320.00	29.00		B	2320.00	29.00		B	2669.60	33.37
	C	2436.00	30.45		C	2436.00	30.45		C	2802.40	35.03
	D	2558.40	31.98		D	2558.40	31.98		D	2939.20	36.74
	E	2682.40	33.53		E	2682.40	33.53		E	3080.00	38.50
1918	A	1723.20	21.54	1927	A	2436.80	30.46	1936	A	908.80	11.36
	B	1813.60	22.67		B	2552.00	31.90		B	951.20	11.89
	C	1888.00	23.60		C	2680.00	33.50		C	995.20	12.44
	D	1978.40	24.73		D	2814.40	35.18		D	1044.00	13.05
	E	2079.20	25.99		E	2950.40	36.88		E	1093.60	13.67
1919	A	1017.60	12.72	1928	A	2012.00	25.15	1937	A	1932.80	24.16
	B	1064.80	13.31		B	2105.60	26.32		B	2023.20	25.29
	C	1120.00	14.00		C	2212.00	27.65		C	2122.40	26.53
	D	1166.40	14.58		D	2316.00	28.95		D	2224.00	27.80
	E	1229.60	15.37		E	2426.40	30.33		E	2336.80	29.21





EXHIBIT A-2

SALARY TABLES

EXHIBIT A-2

EFFECTIVE DECEMBER 21, 2002

L:Exhibit A

0- 19068

# BASE SALARY TABLE CLASSIFIED SERVICE

## Effective 12-21- 2002

RATE	STEP	BIMWEEKLY	HOURLY	RATE	STEP	BIMWEEKLY	HOURLY	RATE	STEP	BIMWEEKLY	HOURLY
1011	A	1023.20	12.79	1104	A	1056.00	13.20	1119	A	2445.60	30.57
	B	1064.80	13.31		B	1104.80	13.81		B	2567.20	32.09
	C	1116.00	13.95		C	1151.20	14.39		C	2692.80	33.66
	D	1164.80	14.56		D	1208.00	15.10		D	2823.20	35.29
	E	1216.80	15.21		E	1270.40	15.88		E	2966.40	37.08
1012	A	1265.60	15.82	1105	A	1238.40	15.48	1130	A	1531.20	19.14
	B	1323.20	16.54		B	1299.20	16.24		B	1602.40	20.03
	C	1384.00	17.30		C	1358.40	16.98		C	1682.40	21.03
	D	1448.00	18.10		D	1426.40	17.83		D	1767.20	22.09
	E	1515.20	18.94		E	1492.80	18.66		E	1852.00	23.15
1013	A	1388.80	17.36	1106	A	1988.00	24.85	1131	A	1644.00	20.55
	B	1447.20	18.09		B	2086.40	26.08		B	1718.40	21.48
	C	1516.00	18.95		C	2188.80	27.36		C	1808.80	22.61
	D	1581.60	19.77		D	2288.80	28.61		D	1900.80	23.76
	E	1658.40	20.73		E	2404.00	30.05		E	1992.00	24.90
1014	A	1596.00	19.95	1107	A	1426.40	17.83	1132	A	1490.40	18.63
	B	1668.00	20.85		B	1492.80	18.66		B	1566.40	19.58
	C	1744.00	21.80		C	1562.40	19.53		C	1644.00	20.55
	D	1823.20	22.79		D	1641.60	20.52		D	1720.00	21.50
	E	1904.80	23.81		E	1720.00	21.50		E	1811.20	22.64
1015	A	1834.40	22.93	1108	A	1298.40	16.23	1133	A	1268.80	15.86
	B	1918.40	23.98		B	1361.60	17.02		B	1334.40	16.68
	C	2006.40	25.08		C	1426.40	17.83		C	1398.40	17.48
	D	2099.20	26.24		D	1490.40	18.63		D	1461.60	18.27
	E	2190.40	27.38		E	1566.40	19.58		E	1530.40	19.13
1016	A	2094.40	26.18	1110	A	2237.60	27.97	1134	A	1894.40	23.68
	B	2193.60	27.42		B	2343.20	29.29		B	1980.80	24.76
	C	2296.00	28.70		C	2460.00	30.75		C	2070.40	25.88
	D	2405.60	30.07		D	2584.00	32.30		D	2167.20	27.09
	E	2517.60	31.47		E	2709.60	33.87		E	2265.60	28.32
1100	A	1988.00	24.85	1116	A	1811.20	22.64	1136	A	1803.20	22.54
	B	2086.40	26.08		B	1899.20	23.74		B	1892.00	23.65
	C	2188.80	27.36		C	1988.00	24.85		C	1986.40	24.83
	D	2288.80	28.61		D	2086.40	26.08		D	2084.00	26.05
	E	2404.00	30.05		E	2188.80	27.36		E	2188.80	27.36
1102	A	1490.40	18.63	1117	A	1170.40	14.63	1137	A	1680.00	21.00
	B	1566.40	19.58		B	1223.20	15.29		B	1763.20	22.04
	C	1644.00	20.55		C	1276.80	15.96		C	1847.20	23.09
	D	1720.00	21.50		D	1335.20	16.69		D	1936.00	24.20
	E	1811.20	22.64		E	1395.20	17.44		E	2025.60	25.32
1103	A	1109.60	13.87	1118	A	1717.60	21.47	1139	A	2460.80	30.76
	B	1159.20	14.49		B	1797.60	22.47		B	2578.40	32.23
	C	1208.80	15.11		C	1885.60	23.57		C	2707.20	33.84
	D	1268.80	15.86		D	1974.40	24.68		D	2843.20	35.54
	E	1334.40	16.68		E	2070.40	25.88		E	2980.00	37.25

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1145	A	1635.20	20.44	1158	A	1490.40	18.63		E	2441.60	30.52
	B	1716.00	21.45		B	1566.40	19.58				
	C	1792.00	22.40		C	1644.00	20.55	1167	A	1939.20	24.24
	D	1872.00	23.40		D	1720.00	21.50		B	2028.00	25.35
	E	1960.80	24.51		E	1811.20	22.64		C	2126.40	26.58
1146	A	2092.00	26.15	1159	A	2362.40	29.53		D	2232.00	27.90
	B	2200.00	27.50		B	2473.60	30.92		E	2336.00	29.20
	C	2304.00	28.80		C	2589.60	32.37	1168	A	1519.20	18.99
	D	2413.60	30.17		D	2719.20	33.99		B	1598.40	19.98
	E	2529.60	31.62		E	2850.40	35.63		C	1679.20	20.99
1147	A	2130.40	26.63	1160	A	1129.60	14.12		D	1762.40	22.03
	B	2230.40	27.88		B	1185.60	14.82		E	1850.40	23.13
	C	2335.20	29.19		C	1244.00	15.55	1170	A	1640.00	20.50
	D	2449.60	30.62		D	1300.80	16.26		B	1723.20	21.54
	E	2564.00	32.05		E	1360.00	17.00		C	1808.80	22.61
1148	A	1762.40	22.03	1161	A	1676.00	20.95		D	1892.00	23.65
	B	1849.60	23.12		B	1760.80	22.01		E	1992.80	24.91
	C	1936.80	24.21		C	1848.80	23.11	1171	A	1676.00	20.95
	D	2031.20	25.39		D	1933.60	24.17		B	1760.80	22.01
	E	2124.80	26.56		E	2026.40	25.33		C	1848.80	23.11
1151	A	1490.40	18.63	1162	A	1760.80	22.01		D	1933.60	24.17
	B	1566.40	19.58		B	1848.80	23.11		E	2026.40	25.33
	C	1644.00	20.55		C	1933.60	24.17	1172	A	1760.80	22.01
	D	1720.00	21.50		D	2026.40	25.33		B	1848.80	23.11
	E	1811.20	22.64		E	2124.80	26.56		C	1933.60	24.17
1152	A	1880.00	23.50	1163	A	2021.60	25.27		D	2026.40	25.33
	B	1972.80	24.66		B	2124.80	26.56		E	2124.80	26.56
	C	2072.80	25.91		C	2220.80	27.76	1173	A	2021.60	25.27
	D	2171.20	27.14		D	2334.40	29.18		B	2124.80	26.56
	E	2278.40	28.48		E	2441.60	30.52		C	2220.80	27.76
1153	A	1939.20	24.24	1164	A	1676.00	20.95		D	2334.40	29.18
	B	2028.00	25.35		B	1760.80	22.01		E	2441.60	30.52
	C	2126.40	26.58		C	1848.80	23.11	1175	A	1530.40	19.13
	D	2232.00	27.90		D	1933.60	24.17		B	1604.00	20.05
	E	2336.00	29.20		E	2026.40	25.33		C	1683.20	21.04
1156	A	2743.20	34.29	1165	A	1760.80	22.01		D	1766.40	22.08
	B	2882.40	36.03		B	1848.80	23.11		E	1852.80	23.16
	C	3016.00	37.70		C	1933.60	24.17	1176	A	1048.80	13.11
	D	3167.20	39.59		D	2026.40	25.33		B	1101.60	13.77
	E	3320.80	41.51		E	2124.80	26.56		C	1156.80	14.46
1157	A	1939.20	24.24	1166	A	2021.60	25.27		D	1213.60	15.17
	B	2028.00	25.35		B	2124.80	26.56		E	1275.20	15.94
	C	2126.40	26.58		C	2220.80	27.76	1177	A	1676.00	20.95
	D	2232.00	27.90		D	2334.40	29.18		B	1760.80	22.01
	E	2336.00	29.20						C	1848.80	23.11

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
	D	1933.60	24.17	1191	A	1323.20	16.54	1207	A	1939.20	24.24
	E	2026.40	25.33		B	1378.40	17.23		B	2028.00	25.35
1178	A	1760.80	22.01		C	1445.60	18.07		C	2126.40	26.58
	B	1848.80	23.11		D	1506.40	18.83		D	2232.00	27.90
	C	1933.60	24.17		E	1578.40	19.73		E	2336.00	29.20
	D	2026.40	25.33	1192	A	1007.20	12.59	1208	A	1939.20	24.24
	E	2124.80	26.56		B	1056.80	13.21		B	2028.00	25.35
1179	A	2021.60	25.27		C	1107.20	13.84		C	2126.40	26.58
	B	2124.80	26.56		D	1160.80	14.51		D	2232.00	27.90
	C	2220.80	27.76		E	1217.60	15.22		E	2336.00	29.20
	D	2334.40	29.18	1193	A	1170.40	14.63	1218	A	1811.20	22.64
	E	2441.60	30.52		B	1223.20	15.29		B	1899.20	23.74
1181	A	1490.40	18.63		C	1276.80	15.96		C	1988.00	24.85
	B	1566.40	19.58		D	1335.20	16.69		D	2086.40	26.08
	C	1644.00	20.55		E	1396.00	17.45		E	2188.80	27.36
	D	1720.00	21.50	1194	A	1003.20	12.54	1219	A	2232.00	27.90
	E	1811.20	22.64		B	1056.00	13.20		B	2336.00	29.20
1182	A	2572.80	32.16		C	1104.80	13.81		C	2452.80	30.66
	B	2696.80	33.71		D	1151.20	14.39		D	2573.60	32.17
	C	2828.00	35.35		E	1208.00	15.10		E	2696.00	33.70
	D	2968.80	37.11	1195	A	2064.00	25.80	1220	A	2077.60	25.97
	E	3116.80	38.96		B	2167.20	27.09		B	2177.60	27.22
1183	MIN	2237.60	27.97		C	2275.20	28.44		C	2289.60	28.62
	MAX	2980.80	37.26		D	2388.80	29.86		D	2403.20	30.04
					E	2508.80	31.36		E	2515.20	31.44
1184	A	1939.20	24.24	1196	A	1566.40	19.58	1221	A	2232.00	27.90
	B	2028.00	25.35		B	1638.40	20.48		B	2336.00	29.20
	C	2126.40	26.58		C	1723.20	21.54		C	2452.80	30.66
	D	2232.00	27.90		D	1811.20	22.64		D	2573.60	32.17
	E	2336.00	29.20		E	1899.20	23.74		E	2696.00	33.70
1185	A	2232.00	27.90	1201	A	1490.40	18.63	1222	A	1811.20	22.64
	B	2336.00	29.20		B	1566.40	19.58		B	1899.20	23.74
	C	2452.80	30.66		C	1644.00	20.55		C	1988.00	24.85
	D	2573.60	32.17		D	1720.00	21.50		D	2086.40	26.08
	E	2696.00	33.70		E	1811.20	22.64		E	2188.80	27.36
1186	A	2573.60	32.17	1205	A	1515.20	18.94	1223	A	2232.00	27.90
	B	2696.00	33.70		B	1584.00	19.80		B	2336.00	29.20
	C	2830.40	35.38		C	1652.00	20.65		C	2452.80	30.66
	D	2968.80	37.11		D	1727.20	21.59		D	2573.60	32.17
	E	3111.20	38.89		E	1804.00	22.55		E	2696.00	33.70
1190	A	1811.20	22.64	1206	A	1515.20	18.94	1224	A	1715.20	21.44
	B	1899.20	23.74		B	1584.00	19.80		B	1797.60	22.47
	C	1988.00	24.85		C	1652.00	20.65		C	1887.20	23.59
	D	2086.40	26.08		D	1727.20	21.59		D	1983.20	24.79
	E	2188.80	27.36		E	1804.00	22.55		E	2077.60	25.97

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1225	A	2232.00	27.90	1236	A	879.20	10.99	1250	A	1496.00	18.70
	B	2336.00	29.20		B	921.60	11.52		B	1566.40	19.58
	C	2452.80	30.66		C	957.60	11.97		C	1644.80	20.56
	D	2573.60	32.17		D	1003.20	12.54		D	1720.00	21.50
	E	2696.00	33.70		E	1056.00	13.20		E	1811.20	22.64
1226	A	1992.80	24.91	1237	A	1108.80	13.86	1253	A	2408.00	30.10
	B	2088.80	26.11		B	1159.20	14.49		B	2523.20	31.54
	C	2186.40	27.33		C	1208.80	15.11		C	2648.00	33.10
	D	2294.40	28.68		D	1268.80	15.86		D	2778.40	34.73
	E	2408.00	30.10		E	1334.40	16.68		E	2916.80	36.46
1227	A	1811.20	22.64	1238	A	1330.40	16.63	1255	A	1056.00	13.20
	B	1899.20	23.74		B	1396.00	17.45		B	1104.80	13.81
	C	1988.00	24.85		C	1460.00	18.25		C	1151.20	14.39
	D	2086.40	26.08		D	1533.60	19.17		D	1208.00	15.10
	E	2188.80	27.36		E	1610.40	20.13		E	1270.40	15.88
1228	A	1811.20	22.64	1240	A	1988.00	24.85	1256	A	1104.80	13.81
	B	1899.20	23.74		B	2086.40	26.08		B	1152.00	14.40
	C	1988.00	24.85		C	2188.80	27.36		C	1208.00	15.10
	D	2086.40	26.08		D	2288.80	28.61		D	1270.40	15.88
	E	2188.80	27.36		E	2404.00	30.05		E	1333.60	16.67
1229	A	1657.60	20.72	1241	A	2237.60	27.97	1257	A	1268.00	15.85
	B	1735.20	21.69		B	2343.20	29.29		B	1329.60	16.62
	C	1816.00	22.70		C	2460.00	30.75		C	1390.40	17.38
	D	1912.00	23.90		D	2584.00	32.30		D	1460.80	18.26
	E	2001.60	25.02		E	2709.60	33.87		E	1533.60	19.17
1230	A	1449.60	18.12	1242	A	2460.80	30.76	1260	A	816.80	10.21
	B	1516.00	18.95		B	2577.60	32.22		B	846.40	10.58
	C	1587.20	19.84		C	2707.20	33.84		C	884.00	11.05
	D	1666.40	20.83		D	2842.40	35.53		D	925.60	11.57
	E	1741.60	21.77		E	2980.80	37.26		E	967.20	12.09
1231	A	2232.00	27.90	1243	A	2460.80	30.76	1261	A	967.20	12.09
	B	2336.00	29.20		B	2577.60	32.22		B	1007.20	12.59
	C	2452.80	30.66		C	2707.20	33.84		C	1048.80	13.11
	D	2573.60	32.17		D	2842.40	35.53		D	1099.20	13.74
	E	2696.00	33.70		E	2980.80	37.26		E	1143.20	14.29
1233	A	2232.00	27.90	1244	A	2828.80	35.36	1262	A	1064.00	13.30
	B	2336.00	29.20		B	2964.80	37.06		B	1110.40	13.88
	C	2452.80	30.66		C	3112.80	38.91		C	1151.20	14.39
	D	2573.60	32.17		D	3268.00	40.85		D	1209.60	15.12
	E	2696.00	33.70		E	3425.60	42.82		E	1260.00	15.75
1235	A	1638.40	20.48	1246	A	1003.20	12.54	1264	A	1486.40	18.58
	B	1714.40	21.43		B	1056.00	13.20		B	1560.00	19.50
	C	1800.00	22.50		C	1104.80	13.81		C	1629.60	20.37
	D	1892.80	23.66		D	1151.20	14.39		D	1701.60	21.27
	E	1983.20	24.79		E	1208.00	15.10		E	1782.40	22.28



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1265	A	1262.40	15.78	1278	A	2321.60	29.02	1290	A	1648.80	20.61
	B	1323.20	16.54		B	2439.20	30.49		B	1728.00	21.60
	C	1385.60	17.32		C	2556.80	31.96		C	1814.40	22.68
	D	1446.40	18.08		D	2680.80	33.51		D	1903.20	23.79
	E	1511.20	18.89		E	2809.60	35.12		E	1996.00	24.95
1266	A	1388.80	17.36	1279	A	2576.80	32.21	1293	A	1456.00	18.20
	B	1447.20	18.09		B	2708.80	33.86		B	1519.20	18.99
	C	1516.80	18.96		C	2832.80	35.41		C	1592.00	19.90
	D	1581.60	19.77		D	2974.40	37.18		D	1664.80	20.81
	E	1657.60	20.72		E	3116.80	38.96		E	1744.80	21.81
1267	A	1528.00	19.10	1280	A	1116.00	13.95	1296	A	1818.40	22.73
	B	1592.80	19.91		B	1164.80	14.56		B	1904.80	23.81
	C	1670.40	20.88		C	1216.80	15.21		C	1999.20	24.99
	D	1744.00	21.80		D	1269.60	15.87		D	2096.80	26.21
	E	1823.20	22.79		E	1329.60	16.62		E	2195.20	27.44
1268	A	1056.00	13.20	1282	A	1645.60	20.57	1302	A	958.40	11.98
	B	1104.80	13.81		B	1724.80	21.56		B	1037.60	12.97
	C	1151.20	14.39		C	1809.60	22.62		C	1117.60	13.97
	D	1208.00	15.10		D	1892.00	23.65		D	1197.60	14.97
	E	1270.40	15.88		E	1992.80	24.91		E	1357.60	16.97
1273	A	2072.80	25.91	1283	A	1298.40	16.23	1303	A	1037.60	12.97
	B	2176.80	27.21		B	1358.40	16.98		B	1117.60	13.97
	C	2279.20	28.49		C	1426.40	17.83		C	1197.60	14.97
	D	2388.80	29.86		D	1492.80	18.66		D	1357.60	16.97
	E	2505.60	31.32		E	1562.40	19.53		E	1516.80	18.96
1274	A	1332.00	16.65	1285	A	1216.00	15.20	1304	A	1086.40	13.58
	B	1392.00	17.40		B	1269.60	15.87		B	1177.60	14.72
	C	1460.80	18.26		C	1330.40	16.63		C	1268.00	15.85
	D	1531.20	19.14		D	1396.00	17.45		D	1358.40	16.98
	E	1600.00	20.00		E	1464.80	18.31		E	1448.80	18.11
1275	A	1531.20	19.14	1286	A	1238.40	15.48	1305	A	1539.20	19.24
	B	1600.00	20.00		B	1299.20	16.24		B	1630.40	20.38
	C	1681.60	21.02		C	1358.40	16.98		C	1720.80	21.51
	D	1768.80	22.11		D	1426.40	17.83		D	1811.20	22.64
	E	1853.60	23.17		E	1492.80	18.66		E	1811.20	22.64
1276	A	1676.00	20.95	1287	A	1363.20	17.04	1306	A	1086.40	13.58
	B	1760.80	22.01		B	1428.80	17.86		B	1177.60	14.72
	C	1848.80	23.11		C	1495.20	18.69		C	1268.00	15.85
	D	1933.60	24.17		D	1569.60	19.62		D	1358.40	16.98
	E	2026.40	25.33		E	1642.40	20.53		E	1448.80	18.11
1277	A	1760.80	22.01	1288	A	1456.00	18.20	1307	A	1358.40	16.98
	B	1848.80	23.11		B	1519.20	18.99		B	1448.80	18.11
	C	1933.60	24.17		C	1593.60	19.92		C	1539.20	19.24
	D	2026.40	25.33		D	1664.80	20.81		D	1630.40	20.38
	E	2124.80	26.56		E	1742.40	21.78		E	1720.80	21.51

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 12-21- 2002**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1308	A	1086.40	13.58	1317	A	1276.00	15.95	1326	A	1160.00	14.50
	B	1177.60	14.72		B	1361.60	17.02		B	1256.80	15.71
	C	1268.00	15.85		C	1446.40	18.08		C	1353.60	16.92
	D	1358.40	16.98		D	1531.20	19.14		D	1450.40	18.13
	E	1448.80	18.11		E	1616.80	20.21		E	1643.20	20.54
1309	A	1358.40	16.98	1318	A	1020.80	12.76	1327	A	1256.80	15.71
	B	1448.80	18.11		B	1106.40	13.83		B	1353.60	16.92
	C	1539.20	19.24		C	1191.20	14.89		C	1450.40	18.13
	D	1630.40	20.38		D	1276.00	15.95		D	1643.20	20.54
	E	1720.80	21.51		E	1361.60	17.02		E	1836.80	22.96
1310	A	999.20	12.49	1319	A	1276.00	15.95	1330	A	1056.00	13.20
	B	1082.40	13.53		B	1361.60	17.02		B	1104.80	13.81
	C	1165.60	14.57		C	1446.40	18.08		C	1151.20	14.39
	D	1248.80	15.61		D	1531.20	19.14		D	1208.00	15.10
	E	1332.00	16.65		E	1616.80	20.21		E	1270.40	15.88
1311	A	1248.80	15.61	1320	A	1060.00	13.25	1331	A	1283.20	16.04
	B	1332.00	16.65		B	1148.80	14.36		B	1344.00	16.80
	C	1415.20	17.69		C	1236.80	15.46		C	1404.80	17.56
	D	1498.40	18.73		D	1325.60	16.57		D	1478.40	18.48
	E	1581.60	19.77		E	1413.60	17.67		E	1549.60	19.37
1312	A	1086.40	13.58	1321	A	1325.60	16.57	1332	A	1513.60	18.92
	B	1177.60	14.72		B	1413.60	17.67		B	1584.80	19.81
	C	1268.00	15.85		C	1502.40	18.78		C	1660.80	20.76
	D	1358.40	16.98		D	1590.40	19.88		D	1747.20	21.84
	E	1448.80	18.11		E	1679.20	20.99		E	1828.00	22.85
1313	A	1358.40	16.98	1322	A	1086.40	13.58	1333	A	1665.60	20.82
	B	1448.80	18.11		B	1177.60	14.72		B	1746.40	21.83
	C	1539.20	19.24		C	1268.00	15.85		C	1827.20	22.84
	D	1630.40	20.38		D	1358.40	16.98		D	1923.20	24.04
	E	1720.80	21.51		E	1448.80	18.11		E	2012.80	25.16
1314	A	1307.20	16.34	1323	A	1358.40	16.98	1334	A	1104.80	13.81
	B	1416.00	17.70		B	1448.80	18.11		B	1152.00	14.40
	C	1524.80	19.06		C	1539.20	19.24		C	1208.00	15.10
	D	1633.60	20.42		D	1630.40	20.38		D	1270.40	15.88
	E	1742.40	21.78		E	1720.80	21.51		E	1333.60	16.67
1315	A	1633.60	20.42	1324	A	1020.80	12.76	1335	A	999.20	12.49
	B	1742.40	21.78		B	1106.40	13.83		B	1082.40	13.53
	C	1852.00	23.15		C	1191.20	14.89		C	1165.60	14.57
	D	1960.80	24.51		D	1276.00	15.95		D	1248.80	15.61
	E	2069.60	25.87		E	1361.60	17.02		E	1415.20	17.69
1316	A	1020.80	12.76	1325	A	1276.00	15.95	1336	A	1082.40	13.53
	B	1106.40	13.83		B	1361.60	17.02		B	1165.60	14.57
	C	1191.20	14.89		C	1446.40	18.08		C	1248.80	15.61
	D	1276.00	15.95		D	1531.20	19.14		D	1415.20	17.69
	E	1361.60	17.02		E	1616.80	20.21		E	1581.60	19.77

**BASE SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1337	A	910.40	11.38	1348	A	1811.20	22.64	1357	A	1436.80	17.96
	B	986.40	12.33		B	1899.20	23.74		B	1500.80	18.76
	C	1062.40	13.28		C	1988.00	24.85		C	1578.40	19.73
	D	1138.40	14.23		D	2086.40	26.08		D	1645.60	20.57
	E	1289.60	16.12		E	2188.80	27.36		E	1720.00	21.50
1338	A	986.40	12.33	1349	A	1988.00	24.85	1361	A	1440.80	18.01
	B	1062.40	13.28		B	2086.40	26.08		B	1508.80	18.86
	C	1138.40	14.23		C	2188.80	27.36		C	1585.60	19.82
	D	1289.60	16.12		D	2288.80	28.61		D	1652.00	20.65
	E	1441.60	18.02		E	2404.00	30.05		E	1732.00	21.65
1340	A	1238.40	15.48	1350	A	2571.20	32.14	1362	A	1657.60	20.72
	B	1299.20	16.24		B	2693.60	33.67		B	1732.80	21.66
	C	1358.40	16.98		C	2828.00	35.35		C	1823.20	22.79
	D	1426.40	17.83		D	2966.40	37.08		D	1901.60	23.77
	E	1492.80	18.66		E	3112.80	38.91		E	1991.20	24.89
1341	A	1056.00	13.20	1351	A	1490.40	18.63	1367	A	1023.20	12.79
	B	1104.80	13.81		B	1566.40	19.58		B	1064.80	13.31
	C	1151.20	14.39		C	1644.00	20.55		C	1116.00	13.95
	D	1208.00	15.10		D	1720.00	21.50		D	1164.80	14.56
	E	1270.40	15.88		E	1811.20	22.64		E	1216.80	15.21
1342	A	1465.60	18.32	1352	A	1811.20	22.64	1368	A	1267.20	15.84
	B	1540.00	19.25		B	1899.20	23.74		B	1328.00	16.60
	C	1612.00	20.15		C	1988.00	24.85		C	1388.80	17.36
	D	1693.60	21.17		D	2086.40	26.08		D	1447.20	18.09
	E	1774.40	22.18		E	2188.80	27.36		E	1516.00	18.95
1343	A	1774.40	22.18	1353	A	2086.40	26.08	1369	A	1388.80	17.36
	B	1860.00	23.25		B	2188.80	27.36		B	1447.20	18.09
	C	1948.80	24.36		C	2288.80	28.61		C	1516.00	18.95
	D	2041.60	25.52		D	2404.00	30.05		D	1581.60	19.77
	E	2144.80	26.81		E	2523.20	31.54		E	1658.40	20.73
1344	A	2237.60	27.97	1354	A	2237.60	27.97	1370	A	1660.00	20.75
	B	2343.20	29.29		B	2343.20	29.29		B	1738.40	21.73
	C	2460.00	30.75		C	2460.00	30.75		C	1828.00	22.85
	D	2584.00	32.30		D	2584.00	32.30		D	1915.20	23.94
	E	2709.60	33.87		E	2709.60	33.87		E	2009.60	25.12
1346	A	2573.60	32.17	1355	A	2132.00	26.65	1371	A	1267.20	15.84
	B	2696.00	33.70		B	2232.80	27.91		B	1328.00	16.60
	C	2830.40	35.38		C	2341.60	29.27		C	1388.80	17.36
	D	2968.80	37.11		D	2454.40	30.68		D	1447.20	18.09
	E	3111.20	38.89		E	2576.80	32.21		E	1516.00	18.95
1347	A	1883.20	23.54	1356	A	1247.20	15.59	1372	A	1388.80	17.36
	B	1978.40	24.73		B	1306.40	16.33		B	1447.20	18.09
	C	2073.60	25.92		C	1372.80	17.16		C	1516.00	18.95
	D	2172.80	27.16		D	1432.80	17.91		D	1581.60	19.77
	E	2276.00	28.45		E	1500.80	18.76		E	1658.40	20.73

# BASE SALARY TABLE CLASSIFIED SERVICE

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1373	A	1597.60	19.97	1384	A	2510.40	31.38	1393	A	1936.00	24.20
	B	1666.40	20.83		B	2628.00	32.85		B	2025.60	25.32
	C	1746.40	21.83		C	2760.80	34.51		C	2131.20	26.64
	D	1816.80	22.71		D	2896.00	36.20		D	2234.40	27.93
	E	1905.60	23.82		E	3034.40	37.93		E	2338.40	29.23
1374	A	1562.40	19.53	1385	A	2232.00	27.90	1394	A	1104.80	13.81
	B	1641.60	20.52		B	2336.00	29.20		B	1152.00	14.40
	C	1719.20	21.49		C	2452.80	30.66		C	1208.00	15.10
	D	1805.60	22.57		D	2573.60	32.17		D	1270.40	15.88
	E	1895.20	23.69		E	2696.00	33.70		E	1333.60	16.67
1375	A	1845.00	23.07	1386	A	1056.00	13.20	1395	A	1104.80	13.81
	B	1936.00	24.20		B	1104.80	13.81		B	1152.00	14.40
	C	2028.80	25.36		C	1151.20	14.39		C	1208.00	15.10
	D	2131.20	26.64		D	1208.00	15.10		D	1270.40	15.88
	E	2237.60	27.97		E	1270.40	15.88		E	1333.60	16.67
1376	A	1936.80	24.21	1387	A	806.40	10.08	1396	A	1268.00	15.85
	B	2032.00	25.40		B	844.80	10.56		B	1329.60	16.62
	C	2131.20	26.64		C	880.00	11.00		C	1390.40	17.38
	D	2237.60	27.97		D	921.60	11.52		D	1460.80	18.26
	E	2347.20	29.34		E	961.60	12.02		E	1533.60	19.17
1377	A	1251.20	15.64	1388	A	1104.80	13.81	1397	A	1490.40	18.63
	B	1312.00	16.40		B	1152.00	14.40		B	1566.40	19.58
	C	1377.60	17.22		C	1208.00	15.10		C	1644.00	20.55
	D	1440.00	18.00		D	1270.40	15.88		D	1720.00	21.50
	E	1505.60	18.82		E	1333.60	16.67		E	1811.20	22.64
1378	A	2234.40	27.93	1389	A	880.00	11.00	1398	A	1423.20	17.79
	B	2342.40	29.28		B	921.60	11.52		B	1491.20	18.64
	C	2460.00	30.75		C	961.60	12.02		C	1562.40	19.53
	D	2578.40	32.23		D	999.20	12.49		D	1637.60	20.47
	E	2708.80	33.86		E	1046.40	13.08		E	1717.60	21.47
1381	A	1392.00	17.40	1390	A	961.60	12.02	1399	A	1562.40	19.53
	B	1458.40	18.23		B	999.20	12.49		B	1644.80	20.56
	C	1529.60	19.12		C	1046.40	13.08		C	1720.00	21.50
	D	1600.00	20.00		D	1088.80	13.61		D	1800.80	22.51
	E	1682.40	21.03		E	1138.40	14.23		E	1888.00	23.60
1382	A	1392.00	17.40	1391	A	2144.00	26.80	1400	A	1800.80	22.51
	B	1458.40	18.23		B	2244.80	28.06		B	1892.00	23.65
	C	1529.60	19.12		C	2354.40	29.43		C	1981.60	24.77
	D	1600.00	20.00		D	2472.80	30.91		D	2072.80	25.91
	E	1682.40	21.03		E	2590.40	32.38		E	2176.80	27.21
1383	A	1460.80	18.26	1392	A	1138.40	14.23	1401	A	1426.40	17.83
	B	1531.20	19.14		B	1194.40	14.93		B	1492.80	18.66
	C	1604.80	20.06		C	1252.80	15.66		C	1562.40	19.53
	D	1680.00	21.00		D	1308.00	16.35		D	1641.60	20.52
	E	1768.00	22.10		E	1368.80	17.11		E	1720.00	21.50

**BASE SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1402	A	1045.60	13.07	1417	A	1490.40	18.63	1426	A	1901.60	23.77
	B	1095.20	13.69		B	1566.40	19.58		B	1992.00	24.90
	C	1148.00	14.35		C	1644.00	20.55		C	2077.60	25.97
	D	1204.00	15.05		D	1720.00	21.50		D	2178.40	27.23
	E	1264.80	15.81		E	1811.20	22.64		E	2280.80	28.51
1406	A	1774.40	22.18	1418	A	2089.60	26.12	1427	A	2177.60	27.22
	B	1860.00	23.25		B	2189.60	27.37		B	2284.00	28.55
	C	1948.80	24.36		C	2297.60	28.72		C	2396.80	29.96
	D	2041.60	25.52		D	2411.20	30.14		D	2512.00	31.40
	E	2144.80	26.81		E	2521.60	31.52		E	2632.00	32.90
1407	A	1811.20	22.64	1419	A	1207.20	15.09	1428	A	1578.40	19.73
	B	1899.20	23.74		B	1274.40	15.93		B	1655.20	20.69
	C	1988.00	24.85		C	1329.60	16.62		C	1724.00	21.55
	D	2086.40	26.08		D	1394.40	17.43		D	1811.20	22.64
	E	2188.80	27.36		E	1458.40	18.23		E	1894.40	23.68
1410	A	1140.00	14.25	1420	A	1421.60	17.77	1429	A	2237.60	27.97
	B	1199.20	14.99		B	1486.40	18.58		B	2343.20	29.29
	C	1256.80	15.71		C	1561.60	19.52		C	2460.00	30.75
	D	1312.80	16.41		D	1632.00	20.40		D	2584.00	32.30
	E	1374.40	17.18		E	1713.60	21.42		E	2709.60	33.87
1411	A	1255.20	15.69	1421	A	2278.40	28.48	1430	A	2268.80	28.36
	B	1322.40	16.53		B	2381.60	29.77		B	2376.80	29.71
	C	1376.00	17.20		C	2505.60	31.32		C	2489.60	31.12
	D	1442.40	18.03		D	2627.20	32.84		D	2614.40	32.68
	E	1512.80	18.91		E	2751.20	34.39		E	2744.80	34.31
1412	A	1104.80	13.81	1422	A	1296.00	16.20	1431	A	1800.00	22.50
	B	1152.00	14.40		B	1358.40	16.98		B	1892.80	23.66
	C	1208.00	15.10		C	1426.40	17.83		C	1982.40	24.78
	D	1270.40	15.88		D	1488.80	18.61		D	2076.00	25.95
	E	1333.60	16.67		E	1560.00	19.50		E	2176.80	27.21
1413	A	1745.60	21.82	1423	A	1488.80	18.61	1432	A	1072.80	13.41
	B	1829.60	22.87		B	1560.00	19.50		B	1128.80	14.11
	C	1927.20	24.09		C	1639.20	20.49		C	1174.40	14.68
	D	2011.20	25.14		D	1716.00	21.45		D	1236.00	15.45
	E	2110.40	26.38		E	1800.00	22.50		E	1294.40	16.18
1415	A	1811.20	22.64	1424	A	1988.00	24.85	1435	A	1820.00	22.75
	B	1899.20	23.74		B	2086.40	26.08		B	1912.80	23.91
	C	1988.00	24.85		C	2188.80	27.36		C	2003.20	25.04
	D	2086.40	26.08		D	2288.80	28.61		D	2099.20	26.24
	E	2188.80	27.36		E	2404.00	30.05		E	2200.80	27.51
1416	A	2237.60	27.97	1425	A	2504.00	31.30	1436	A	1206.40	15.08
	B	2343.20	29.29		B	2620.80	32.76		B	1264.80	15.81
	C	2460.00	30.75		C	2748.80	34.36		C	1323.20	16.54
	D	2584.00	32.30		D	2881.60	36.02		D	1378.40	17.23
	E	2709.60	33.87		E	3024.00	37.80		E	1445.60	18.07

# BASE SALARY TABLE CLASSIFIED SERVICE

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1437	A	1486.40	18.58	1446	A	1486.40	18.58	1457	A	2573.60	32.17
	B	1560.00	19.50		B	1560.00	19.50		B	2696.00	33.70
	C	1629.60	20.37		C	1629.60	20.37		C	2830.40	35.38
	D	1701.60	21.27		D	1701.60	21.27		D	2968.80	37.11
	E	1782.40	22.28		E	1782.40	22.28		E	3111.20	38.89
1438	A	1323.20	16.54	1447	A	1599.20	19.99	1458	A	1965.60	24.57
	B	1378.40	17.23		B	1672.80	20.91		B	2066.40	25.83
	C	1445.60	18.07		C	1746.40	21.83		C	2155.20	26.94
	D	1506.40	18.83		D	1828.00	22.85		D	2265.60	28.32
	E	1578.40	19.73		E	1914.40	23.93		E	2376.80	29.71
1439	A	1262.40	15.78	1448	A	1684.00	21.05	1461	A	1299.20	16.24
	B	1323.20	16.54		B	1758.40	21.98		B	1359.20	16.99
	C	1385.60	17.32		C	1848.00	23.10		C	1430.40	17.88
	D	1446.40	18.08		D	1940.80	24.26		D	1499.20	18.74
	E	1511.20	18.89		E	2034.40	25.43		E	1563.20	19.54
1440	A	1385.60	17.32	1449	A	1010.40	12.63	1462	A	1741.60	21.77
	B	1446.40	18.08		B	1057.60	13.22		B	1823.20	22.79
	C	1511.20	18.89		C	1108.80	13.86		C	1919.20	23.99
	D	1581.60	19.77		D	1145.60	14.32		D	2012.80	25.16
	E	1657.60	20.72		E	1202.40	15.03		E	2101.60	26.27
1441	A	1453.60	18.17	1450	A	1225.60	15.32	1463	A	1024.00	12.80
	B	1516.00	18.95		B	1279.20	15.99		B	1072.00	13.40
	C	1590.40	19.88		C	1338.40	16.73		C	1127.20	14.09
	D	1659.20	20.74		D	1398.40	17.48		D	1184.00	14.80
	E	1736.00	21.70		E	1460.80	18.26		E	1236.00	15.45
1442	A	1593.60	19.92	1451	A	1311.20	16.39	1464	A	1381.60	17.27
	B	1674.40	20.93		B	1372.00	17.15		B	1454.40	18.18
	C	1760.80	22.01		C	1443.20	18.04		C	1516.80	18.96
	D	1832.00	22.90		D	1508.80	18.86		D	1584.80	19.81
	E	1928.80	24.11		E	1581.60	19.77		E	1668.00	20.85
1443	A	1578.40	19.73	1452	A	1145.60	14.32	1465	A	1082.40	13.53
	B	1655.20	20.69		B	1202.40	15.03		B	1136.80	14.21
	C	1724.00	21.55		C	1255.20	15.69		C	1194.40	14.93
	D	1811.20	22.64		D	1311.20	16.39		D	1245.60	15.57
	E	1894.40	23.68		E	1372.80	17.16		E	1304.00	16.30
1444	A	1800.00	22.50	1453	A	2743.20	34.29	1466	A	1616.80	20.21
	B	1892.80	23.66		B	2882.40	36.03		B	1696.80	21.21
	C	1982.40	24.78		C	3016.00	37.70		C	1777.60	22.22
	D	2076.00	25.95		D	3167.20	39.59		D	1861.60	23.27
	E	2176.80	27.21		E	3320.80	41.51		E	1953.60	24.42
1445	A	1446.40	18.08	1456	A	2354.40	29.43	1467	A	924.80	11.56
	B	1511.20	18.89		B	2470.40	30.88		B	966.40	12.08
	C	1581.60	19.77		C	2590.40	32.38		C	1006.40	12.58
	D	1657.60	20.72		D	2716.80	33.96		D	1051.20	13.14
	E	1730.40	21.63		E	2849.60	35.62		E	1095.20	13.69

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1468	A	1023.20	12.79	1483	A	1267.20	15.84	1509	A	1779.20	22.24
	B	1064.80	13.31		B	1328.00	16.60		B	1864.80	23.31
	C	1116.00	13.95		C	1391.20	17.39		C	1960.00	24.50
	D	1164.80	14.56		D	1458.40	18.23		D	2049.60	25.62
	E	1216.80	15.21		E	1524.80	19.06		E	2148.80	26.86
1469	A	1116.00	13.95	1488	A	1987.20	24.84	1510	A	1578.40	19.73
	B	1164.80	14.56		B	2080.00	26.00		B	1655.20	20.69
	C	1216.80	15.21		C	2185.60	27.32		C	1724.00	21.55
	D	1269.60	15.87		D	2288.00	28.60		D	1811.20	22.64
	E	1329.60	16.62		E	2404.00	30.05		E	1894.40	23.68
1470	A	1267.20	15.84	1489	A	1638.40	20.48	1511	A	1800.00	22.50
	B	1328.00	16.60		B	1714.40	21.43		B	1892.80	23.66
	C	1391.20	17.39		C	1800.00	22.50		C	1982.40	24.78
	D	1458.40	18.23		D	1892.80	23.66		D	2076.00	25.95
	E	1524.80	19.06		E	1983.20	24.79		E	2176.80	27.21
1474	A	1741.60	21.77	1490	A	1449.60	18.12	1512	A	1259.20	15.74
	B	1823.20	22.79		B	1516.00	18.95		B	1322.40	16.53
	C	1919.20	23.99		C	1587.20	19.84		C	1385.60	17.32
	D	2012.80	25.16		D	1666.40	20.83		D	1451.20	18.14
	E	2101.60	26.27		E	1741.60	21.77		E	1517.60	18.97
1475	A	1965.60	24.57	1498	A	1600.00	20.00	1513	A	1214.40	15.18
	B	2066.40	25.83		B	1675.20	20.94		B	1262.40	15.78
	C	2155.20	26.94		C	1750.40	21.88		C	1323.20	16.54
	D	2265.60	28.32		D	1830.40	22.88		D	1385.60	17.32
	E	2376.80	29.71		E	1917.60	23.97		E	1446.40	18.08
1476	A	2354.40	29.43	1500	A	2445.60	30.57	1514	A	1779.20	22.24
	B	2470.40	30.88		B	2567.20	32.09		B	1864.80	23.31
	C	2590.40	32.38		C	2692.80	33.66		C	1960.00	24.50
	D	2716.80	33.96		D	2823.20	35.29		D	2049.60	25.62
	E	2849.60	35.62		E	2966.40	37.08		E	2148.80	26.86
1480	A	1003.20	12.54	1506	A	1112.00	13.90	1517	A	877.60	10.97
	B	1056.00	13.20		B	1164.80	14.56		B	918.40	11.48
	C	1104.80	13.81		C	1225.60	15.32		C	966.40	12.08
	D	1151.20	14.39		D	1284.80	16.06		D	1014.40	12.68
	E	1208.00	15.10		E	1339.20	16.74		E	1058.80	13.235
1481	A	1157.60	14.47	1507	A	1492.00	18.65	1518	A	1588.00	19.85
	B	1208.80	15.11		B	1562.40	19.53		B	1675.20	20.94
	C	1266.40	15.83		C	1644.80	20.56		C	1745.60	21.82
	D	1324.80	16.56		D	1724.00	21.55		D	1825.60	22.82
	E	1391.20	17.39		E	1800.00	22.50		E	1918.40	23.98
1482	A	1023.20	12.79	1508	A	1267.20	15.84	1519	A	2016.80	25.21
	B	1064.80	13.31		B	1328.00	16.60		B	2116.00	26.45
	C	1116.00	13.95		C	1388.80	17.36		C	2220.00	27.75
	D	1164.80	14.56		D	1447.20	18.09		D	2328.00	29.10
	E	1216.80	15.21		E	1516.00	18.95		E	2442.40	30.53

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1520	A	1424.80	17.81	1532	A	1076.00	13.45	1556	A	2571.20	32.14
	B	1495.20	18.69		B	1131.20	14.14		B	2693.60	33.67
	C	1567.20	19.59		C	1180.00	14.75		C	2828.00	35.35
	D	1639.20	20.49		D	1243.20	15.54		D	2966.40	37.08
	E	1716.80	21.46		E	1300.00	16.25		E	3112.80	38.91
1522	A	1890.40	23.63	1533	A	1527.20	19.09	1557	A	2237.60	27.97
	B	1988.00	24.85		B	1605.60	20.07		B	2343.20	29.29
	C	2080.80	26.01		C	1677.60	20.97		C	2460.00	30.75
	D	2181.60	27.27		D	1762.40	22.03		D	2584.00	32.30
	E	2286.40	28.58		E	1845.60	23.07		E	2709.60	33.87
1523	A	1657.60	20.72	1535	A	1003.20	12.54	1558	A	1811.20	22.64
	B	1736.00	21.70		B	1056.00	13.20		B	1899.20	23.74
	C	1811.20	22.64		C	1104.80	13.81		C	1988.00	24.85
	D	1901.60	23.77		D	1151.20	14.39		D	2086.40	26.08
	E	1988.80	24.86		E	1208.00	15.10		E	2188.80	27.36
1524	A	1428.00	17.85	1538	A	1298.40	16.23	1559	A	1490.40	18.63
	B	1492.80	18.66		B	1361.60	17.02		B	1566.40	19.58
	C	1566.40	19.58		C	1426.40	17.83		C	1644.00	20.55
	D	1637.60	20.47		D	1490.40	18.63		D	1720.00	21.50
	E	1718.40	21.48		E	1566.40	19.58		E	1811.20	22.64
1525	A	1676.00	20.95	1543	A	1566.40	19.58	1560	A	924.80	11.56
	B	1758.40	21.98		B	1645.60	20.57		B	966.40	12.08
	C	1847.20	23.09		C	1725.60	21.57		C	1006.40	12.58
	D	1939.20	24.24		D	1803.20	22.54		D	1051.20	13.14
	E	2028.00	25.35		E	1892.00	23.65		E	1095.20	13.69
1526	A	1562.40	19.53	1544	A	1936.80	24.21	1561	A	1988.00	24.85
	B	1641.60	20.52		B	2032.00	25.40		B	2086.40	26.08
	C	1719.20	21.49		C	2131.20	26.64		C	2188.80	27.36
	D	1805.60	22.57		D	2237.60	27.97		D	2288.80	28.61
	E	1895.20	23.69		E	2347.20	29.34		E	2404.00	30.05
1527	A	1845.60	23.07	1546	A	1676.00	20.95	1562	A	1676.00	20.95
	B	1936.00	24.20		B	1758.40	21.98		B	1758.40	21.98
	C	2028.80	25.36		C	1847.20	23.09		C	1847.20	23.09
	D	2131.20	26.64		D	1939.20	24.24		D	1939.20	24.24
	E	2237.60	27.97		E	2028.00	25.35		E	2028.00	25.35
1528	A	2445.60	30.57	1552	A	1676.00	20.95	1563	A	1330.40	16.63
	B	2567.20	32.09		B	1758.40	21.98		B	1391.20	17.39
	C	2692.80	33.66		C	1847.20	23.09		C	1458.40	18.23
	D	2823.20	35.29		D	1939.20	24.24		D	1530.40	19.13
	E	2966.40	37.08		E	2028.00	25.35		E	1604.00	20.05
1531	A	961.60	12.02	1555	A	1296.00	16.20	1564	A	1298.40	16.23
	B	1006.40	12.58		B	1358.40	16.98		B	1361.60	17.02
	C	1054.40	13.18		C	1426.40	17.83		C	1426.40	17.83
	D	1105.60	13.82		D	1488.80	18.61		D	1490.40	18.63
	E	1160.00	14.50		E	1560.00	19.50		E	1566.40	19.58



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1565	A	834.40	10.43	1576	A	1300.80	16.26	1587	A	2885.60	36.07
	B	875.20	10.94		B	1361.60	17.02		B	3028.80	37.86
	C	920.00	11.50		C	1428.00	17.85		C	3176.00	39.70
	D	961.60	12.02		D	1495.20	18.69		D	3321.60	41.52
	E	1006.40	12.58		E	1564.00	19.55		E	3483.20	43.54
1567	A	894.40	11.18	1577	A	1459.20	18.24	1588	A	700.80	8.76
	B	944.00	11.80		B	1528.80	19.11		B	734.40	9.18
	C	987.20	12.34		C	1601.60	20.02		C	764.00	9.55
	D	1031.20	12.89		D	1677.60	20.97		D	804.80	10.06
	E	1076.00	13.45		E	1764.80	22.06		E	841.60	10.52
1568	A	1116.00	13.95	1578	A	854.40	10.68	1589	A	2284.80	28.56
	B	1164.80	14.56		B	894.40	11.18		B	2397.60	29.97
	C	1216.80	15.21		C	936.80	11.71		C	2512.80	31.41
	D	1269.60	15.87		D	978.40	12.23		D	2630.40	32.88
	E	1329.60	16.62		E	1028.80	12.86		E	2759.20	34.49
1569	A	834.40	10.43	1579	A	978.40	12.23	1590	A	1076.00	13.45
	B	879.20	10.99		B	1023.20	12.79		B	1132.00	14.15
	C	921.60	11.52		C	1064.80	13.31		C	1185.60	14.82
	D	957.60	11.97		D	1116.00	13.95		D	1238.40	15.48
	E	1003.20	12.54		E	1164.80	14.56		E	1300.80	16.26
1570	A	1998.40	24.98	1580	A	1360.80	17.01	1591	A	1132.00	14.15
	B	2093.60	26.17		B	1432.00	17.90		B	1186.40	14.83
	C	2192.80	27.41		C	1499.20	18.74		C	1239.20	15.49
	D	2304.80	28.81		D	1564.80	19.56		D	1298.40	16.23
	E	2415.20	30.19		E	1644.00	20.55		E	1358.40	16.98
1571	A	1453.60	18.17	1583	A	1388.00	17.35	1592	A	1894.40	23.68
	B	1521.60	19.02		B	1453.60	18.17		B	1992.00	24.90
	C	1592.80	19.91		C	1523.20	19.04		C	2086.40	26.08
	D	1675.20	20.94		D	1600.80	20.01		D	2187.20	27.34
	E	1750.40	21.88		E	1672.80	20.91		E	2289.60	28.62
1572	A	786.40	9.83	1584	A	1672.00	20.90	1593	A	1647.20	20.59
	B	823.20	10.29		B	1748.00	21.85		B	1732.80	21.66
	C	856.00	10.70		C	1834.40	22.93		C	1812.80	22.66
	D	894.40	11.18		D	1913.60	23.92		D	1894.40	23.68
	E	931.20	11.64		E	2013.60	25.17		E	1992.80	24.91
1573	A	1592.00	19.90	1585	A	2035.20	25.44	1594	A	1162.40	14.53
	B	1662.40	20.78		B	2140.00	26.75		B	1214.40	15.18
	C	1741.60	21.77		C	2246.40	28.08		C	1262.40	15.78
	D	1820.00	22.75		D	2359.20	29.49		D	1323.20	16.54
	E	1904.00	23.80		E	2472.00	30.90		E	1385.60	17.32
1575	A	1075.20	13.44	1586	A	1368.80	17.11	1595	A	1340.80	16.76
	B	1130.40	14.13		B	1432.80	17.91		B	1401.60	17.52
	C	1181.60	14.77		C	1507.20	18.84		C	1465.60	18.32
	D	1241.60	15.52		D	1578.40	19.73		D	1531.20	19.14
	E	1300.80	16.26		E	1651.20	20.64		E	1597.60	19.97

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1596	A	1859.20	23.24	1610	A	1800.80	22.51	1620	A	983.20	12.29
	B	1948.80	24.36		B	1892.00	23.65		B	1031.20	12.89
	C	2041.60	25.52		C	1987.20	24.84		C	1082.40	13.53
	D	2144.00	26.80		D	2082.40	26.03		D	1136.80	14.21
	E	2249.60	28.12		E	2188.80	27.36		E	1194.40	14.93
1597	A	1480.80	18.51	1611	A	2077.60	25.97	1622	A	2077.60	25.97
	B	1548.00	19.35		B	2177.60	27.22		B	2177.60	27.22
	C	1624.00	20.30		C	2291.20	28.64		C	2291.20	28.64
	D	1693.60	21.17		D	2404.00	30.05		D	2404.00	30.05
	E	1771.20	22.14		E	2515.20	31.44		E	2515.20	31.44
1598	A	1754.40	21.93	1612	A	1988.00	24.85	1623	A	1568.00	19.60
	B	1840.00	23.00		B	2086.40	26.08		B	1645.60	20.57
	C	1927.20	24.09		C	2188.80	27.36		C	1725.60	21.57
	D	2020.00	25.25		D	2288.80	28.61		D	1800.80	22.51
	E	2116.80	26.46		E	2404.00	30.05		E	1892.00	23.65
1599	A	2460.80	30.76	1613	A	1490.40	18.63	1624	A	1800.80	22.51
	B	2577.60	32.22		B	1566.40	19.58		B	1892.00	23.65
	C	2707.20	33.84		C	1644.00	20.55		C	1987.20	24.84
	D	2842.40	35.53		D	1720.00	21.50		D	2082.40	26.03
	E	2980.00	37.25		E	1811.20	22.64		E	2188.80	27.36
1601	A	1800.00	22.50	1614	A	1811.20	22.64	1625	A	1356.00	16.95
	B	1892.80	23.66		B	1899.20	23.74		B	1417.60	17.72
	C	1982.40	24.78		C	1988.00	24.85		C	1482.40	18.53
	D	2076.00	25.95		D	2086.40	26.08		D	1550.40	19.38
	E	2176.80	27.21		E	2188.80	27.36		E	1625.60	20.32
1602	A	1546.40	19.33	1615	A	2237.60	27.97	1627	A	1070.40	13.38
	B	1612.00	20.15		B	2343.20	29.29		B	1118.40	13.98
	C	1684.80	21.06		C	2460.00	30.75		C	1167.20	14.59
	D	1767.20	22.09		D	2584.00	32.30		D	1219.20	15.24
	E	1852.80	23.16		E	2709.60	33.87		E	1275.20	15.94
1603	A	1730.40	21.63	1616	A	1820.00	22.75	1628	A	1267.20	15.84
	B	1818.40	22.73		B	1912.80	23.91		B	1328.00	16.60
	C	1904.00	23.80		C	2003.20	25.04		C	1391.20	17.39
	D	1989.60	24.87		D	2099.20	26.24		D	1458.40	18.23
	E	2092.80	26.16		E	2200.80	27.51		E	1524.80	19.06
1604	A	2092.00	26.15	1617	A	1003.20	12.54	1630	A	1310.40	16.38
	B	2196.00	27.45		B	1056.00	13.20		B	1375.20	17.19
	C	2300.80	28.76		C	1104.80	13.81		C	1444.80	18.06
	D	2418.40	30.23		D	1151.20	14.39		D	1510.40	18.88
	E	2532.00	31.65		E	1208.00	15.10		E	1578.40	19.73
1609	A	1568.00	19.60	1618	A	1560.00	19.50	1631	A	1811.20	22.64
	B	1645.60	20.57		B	1638.40	20.48		B	1899.20	23.74
	C	1725.60	21.57		C	1709.60	21.37		C	1988.00	24.85
	D	1800.80	22.51		D	1785.60	22.32		D	2086.40	26.08
	E	1892.00	23.65		E	1868.80	23.36		E	2188.80	27.36

# BASE SALARY TABLE CLASSIFIED SERVICE

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1632	A	1118.40	13.98	1644	A	1321.60	16.52	1653	A	1388.80	17.36
	B	1166.40	14.58		B	1380.80	17.26		B	1447.20	18.09
	C	1219.20	15.24		C	1440.80	18.01		C	1516.00	18.95
	D	1274.40	15.93		D	1506.40	18.83		D	1581.60	19.77
	E	1332.00	16.65		E	1576.80	19.71		E	1658.40	20.73
1634	A	1311.20	16.39	1645	A	1368.80	17.11	1654	A	1524.80	19.06
	B	1376.80	17.21		B	1432.80	17.91		B	1593.60	19.92
	C	1446.40	18.08		C	1503.20	18.79		C	1669.60	20.87
	D	1516.80	18.96		D	1574.40	19.68		D	1744.00	21.80
	E	1593.60	19.92		E	1647.20	20.59		E	1823.20	22.79
1635	A	1393.60	17.42	1646	A	1585.60	19.82	1655	A	1363.20	17.04
	B	1460.00	18.25		B	1659.20	20.74		B	1426.40	17.83
	C	1527.20	19.09		C	1733.60	21.67		C	1499.20	18.74
	D	1596.80	19.96		D	1807.20	22.59		D	1568.00	19.60
	E	1674.40	20.93		E	1896.80	23.71		E	1644.00	20.55
1637	A	1587.20	19.84	1647	A	1268.80	15.86	1656	A	1500.00	18.75
	B	1660.00	20.75		B	1334.40	16.68		B	1568.00	19.60
	C	1744.80	21.81		C	1400.00	17.50		C	1645.60	20.57
	D	1832.00	22.90		D	1461.60	18.27		D	1724.00	21.55
	E	1918.40	23.98		E	1531.20	19.14		E	1808.80	22.61
1638	A	2233.60	27.92	1648	A	1159.20	14.49	1657	A	1684.80	21.06
	B	2337.60	29.22		B	1209.60	15.12		B	1766.40	22.08
	C	2455.20	30.69		C	1268.80	15.86		C	1852.00	23.15
	D	2576.80	32.21		D	1334.40	16.68		D	1940.00	24.25
	E	2697.60	33.72		E	1400.00	17.50		E	2033.60	25.42
1639	A	1443.20	18.04	1649	A	1330.40	16.63	1658	A	1848.80	23.11
	B	1513.60	18.92		B	1396.00	17.45		B	1933.60	24.17
	C	1584.00	19.80		C	1460.00	18.25		C	2028.00	25.35
	D	1659.20	20.74		D	1533.60	19.17		D	2126.40	26.58
	E	1733.60	21.67		E	1610.40	20.13		E	2226.40	27.83
1640	A	1193.60	14.92	1650	A	2186.40	27.33	1659	A	1461.60	18.27
	B	1249.60	15.62		B	2294.40	28.68		B	1531.20	19.14
	C	1312.00	16.40		C	2408.00	30.10		C	1606.40	20.00
	D	1372.00	17.15		D	2517.60	31.47		D	1680.00	21.00
	E	1435.20	17.94		E	2644.80	33.06		E	1766.40	22.08
1641	A	1384.80	17.31	1651	A	1238.40	15.48	1660	A	1383.20	17.29
	B	1445.60	18.07		B	1299.20	16.24		B	1447.20	18.09
	C	1514.40	18.93		C	1358.40	16.98		C	1512.80	18.91
	D	1580.00	19.75		D	1426.40	17.83		D	1590.40	19.88
	E	1655.20	20.69		E	1492.80	18.66		E	1660.00	20.75
1642	A	1644.00	20.55	1652	A	1267.20	15.84	1661	A	1589.60	19.87
	B	1718.40	21.48		B	1328.00	16.60		B	1672.00	20.90
	C	1808.80	22.61		C	1388.80	17.36		C	1740.80	21.76
	D	1900.80	23.76		D	1447.20	18.09		D	1827.20	22.84
	E	1992.00	24.90		E	1516.00	18.95		E	1916.80	23.96

**BASE SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1662	A	1426.40	17.83	1671	A	2012.80	25.16	1693	A	1919.20	23.99
	B	1492.80	18.66		B	2108.00	26.35		B	2012.00	25.15
	C	1562.40	19.53		C	2208.80	27.61		C	2108.00	26.35
	D	1641.60	20.52		D	2316.80	28.96		D	2216.80	27.71
	E	1720.00	21.50		E	2427.20	30.34		E	2319.20	28.99
1663	A	920.00	11.50	1672	A	1524.80	19.06	1694	A	2012.00	25.15
	B	961.60	12.02		B	1596.80	19.96		B	2108.00	26.35
	C	1006.40	12.58		C	1674.40	20.93		C	2216.80	27.71
	D	1054.40	13.18		D	1745.60	21.82		D	2319.20	28.99
	E	1105.60	13.82		E	1827.20	22.84		E	2432.80	30.41
1664	A	1105.60	13.82	1673	A	1269.60	15.87	1696	A	2330.40	29.13
	B	1160.00	14.50		B	1329.60	16.62		B	2446.40	30.58
	C	1208.00	15.10		C	1388.80	17.36		C	2562.40	32.03
	D	1267.20	15.84		D	1451.20	18.14		D	2688.80	33.61
	E	1330.40	16.63		E	1515.20	18.94		E	2816.80	35.21
1665	A	1330.40	16.63	1675	A	1578.40	19.73	1697	A	1280.00	16.00
	B	1391.20	17.39		B	1655.20	20.69		B	1338.40	16.73
	C	1458.40	18.23		C	1724.00	21.55		C	1404.80	17.56
	D	1530.40	19.13		D	1811.20	22.64		D	1473.60	18.42
	E	1604.00	20.05		E	1894.40	23.68		E	1542.40	19.28
1666	A	1657.60	20.72	1677	A	1800.00	22.50	1698	A	2576.80	32.21
	B	1736.00	21.70		B	1892.80	23.66		B	2701.60	33.77
	C	1811.20	22.64		C	1982.40	24.78		C	2836.00	35.45
	D	1901.60	23.77		D	2076.00	25.95		D	2966.40	37.08
	E	1988.80	24.86		E	2176.80	27.21		E	3116.00	38.95
1667	A	834.40	10.43	1678	A	1361.60	17.02	1699	A	1178.40	14.73
	B	875.20	10.94		B	1426.40	17.83		B	1241.60	15.52
	C	920.00	11.50		C	1490.40	18.63		C	1298.40	16.23
	D	961.60	12.02		D	1566.40	19.58		D	1361.60	17.02
	E	1006.40	12.58		E	1644.00	20.55		E	1426.40	17.83
1668	A	1890.40	23.63	1680	A	3539.20	44.24	1714	A	1515.20	18.94
	B	1988.00	24.85		B	3700.80	46.26		B	1591.20	19.89
	C	2080.80	26.01		C	3872.00	48.40		C	1658.40	20.73
	D	2181.60	27.27		D	4051.20	50.64		D	1738.40	21.73
	E	2286.40	28.58		E	4239.20	52.99		E	1827.20	22.84
1669	A	1764.80	22.06	1683	A	2980.00	37.25	1715	A	2086.40	26.08
	B	1840.00	23.00		B	3115.20	38.94		B	2186.40	27.33
	C	1929.60	24.12		C	3259.20	40.74		C	2293.60	28.67
	D	2017.60	25.22		D	3411.20	42.64		D	2407.20	30.09
	E	2104.80	26.31		E	3568.80	44.61		E	2515.20	31.44
1670	A	2111.20	26.39	1692	A	1504.80	18.81	1716	A	1298.40	16.23
	B	2211.20	27.64		B	1575.20	19.69		B	1358.40	16.98
	C	2320.80	29.01		C	1655.20	20.69		C	1426.40	17.83
	D	2432.80	30.41		D	1730.40	21.63		D	1489.60	18.62
	E	2548.00	31.85		E	1816.80	22.71		E	1562.40	19.53

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1717	A	1588.00	19.85	1726	A	1459.20	18.24	1738	A	1517.60	18.97
	B	1657.60	20.72		B	1528.80	19.11		B	1585.60	19.82
	C	1735.20	21.69		C	1601.60	20.02		C	1662.40	20.78
	D	1815.20	22.69		D	1677.60	20.97		D	1731.20	21.64
	E	1894.40	23.68		E	1764.80	22.06		E	1815.20	22.69
1718	A	1760.80	22.01	1727	A	1676.00	20.95	1739	A	2327.20	29.09
	B	1848.80	23.11		B	1758.40	21.98		B	2444.80	30.56
	C	1933.60	24.17		C	1847.20	23.09		C	2556.80	31.96
	D	2026.40	25.33		D	1939.20	24.24		D	2682.40	33.53
	E	2124.80	26.56		E	2028.00	25.35		E	2809.60	35.12
1719	A	1159.20	14.49	1728	A	2242.40	28.03	1746	A	1056.00	13.20
	B	1216.00	15.20		B	2348.80	29.36		B	1104.80	13.81
	C	1268.00	15.85		C	2469.60	30.87		C	1151.20	14.39
	D	1329.60	16.62		D	2586.40	32.33		D	1208.00	15.10
	E	1391.20	17.39		E	2716.00	33.95		E	1270.40	15.88
1720	A	1104.80	13.81	1730	A	1676.00	20.95	1747	A	1298.40	16.23
	B	1152.00	14.40		B	1758.40	21.98		B	1361.60	17.02
	C	1208.00	15.10		C	1847.20	23.09		C	1426.40	17.83
	D	1270.40	15.88		D	1939.20	24.24		D	1490.40	18.63
	E	1333.60	16.67		E	2028.00	25.35		E	1566.40	19.58
1721	A	1533.60	19.17	1732	A	1390.40	17.38	1748	A	1490.40	18.63
	B	1604.00	20.05		B	1447.20	18.09		B	1566.40	19.58
	C	1679.20	20.99		C	1516.80	18.96		C	1644.00	20.55
	D	1767.20	22.09		D	1581.60	19.77		D	1720.00	21.50
	E	1850.40	23.13		E	1657.60	20.72		E	1811.20	22.64
1722	A	1459.20	18.24	1734	A	1742.40	21.78	1749	A	1811.20	22.64
	B	1529.60	19.12		B	1827.20	22.84		B	1899.20	23.74
	C	1598.40	19.98		C	1914.40	23.93		C	1988.00	24.85
	D	1681.60	21.02		D	2006.40	25.08		D	2086.40	26.08
	E	1762.40	22.03		E	2104.80	26.31		E	2188.80	27.36
1723	A	1530.40	19.13	1735	A	1428.80	17.86	1750	A	1939.20	24.24
	B	1604.00	20.05		B	1492.80	18.66		B	2028.00	25.35
	C	1676.80	20.96		C	1564.00	19.55		C	2126.40	26.58
	D	1764.80	22.06		D	1644.00	20.55		D	2232.00	27.90
	E	1848.80	23.11		E	1718.40	21.48		E	2336.00	29.20
1724	A	2338.40	29.23	1736	A	1914.40	23.93	1751	A	2232.00	27.90
	B	2445.60	30.57		B	1996.80	24.96		B	2336.00	29.20
	C	2568.80	32.11		C	2085.60	26.07		C	2452.80	30.66
	D	2688.00	33.60		D	2177.60	27.22		D	2573.60	32.17
	E	2818.40	35.23		E	2282.40	28.53		E	2696.00	33.70
1725	A	1676.00	20.95	1737	A	1323.20	16.54	1752	A	2573.60	32.17
	B	1758.40	21.98		B	1378.40	17.23		B	2696.00	33.70
	C	1847.20	23.09		C	1445.60	18.07		C	2830.40	35.38
	D	1939.20	24.24		D	1506.40	18.83		D	2968.80	37.11
	E	2028.00	25.35		E	1578.40	19.73		E	3111.20	38.89

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1754	A	2453.60	30.67	1769	A	2237.60	27.97	1796	A	1332.00	16.65
	B	2569.60	32.12		B	2343.20	29.29		B	1393.60	17.42
	C	2697.60	33.72		C	2460.00	30.75		C	1459.20	18.24
	D	2829.60	35.37		D	2584.00	32.30		D	1534.40	19.18
	E	2966.40	37.08		E	2709.60	33.87		E	1602.40	20.03
1756	A	1988.00	24.85	1774	A	1104.80	13.81	1797	A	1428.80	17.86
	B	2086.40	26.08		B	1152.00	14.40		B	1492.80	18.66
	C	2188.80	27.36		C	1208.00	15.10		C	1564.00	19.55
	D	2288.80	28.61		D	1270.40	15.88		D	1644.00	20.55
	E	2404.00	30.05		E	1333.60	16.67		E	1718.40	21.48
1757	A	2438.40	30.48	1776	A	1056.00	13.20	1798	A	1992.80	24.91
	B	2554.40	31.93		B	1104.80	13.81		B	2087.20	26.09
	C	2681.60	33.52		C	1151.20	14.39		C	2191.20	27.39
	D	2816.80	35.21		D	1208.00	15.10		D	2296.80	28.71
	E	2953.60	36.92		E	1270.40	15.88		E	2404.00	30.05
1758	A	1104.80	13.81	1777	A	1458.40	18.23	1801	A	1268.00	15.85
	B	1152.00	14.40		B	1524.80	19.06		B	1329.60	16.62
	C	1208.00	15.10		C	1601.60	20.02		C	1390.40	17.38
	D	1270.40	15.88		D	1683.20	21.04		D	1460.80	18.26
	E	1333.60	16.67		E	1766.40	22.08		E	1533.60	19.17
1759	A	1268.00	15.85	1778	A	1208.00	15.10	1802	A	1555.20	19.44
	B	1329.60	16.62		B	1270.40	15.88		B	1627.20	20.34
	C	1390.40	17.38		C	1333.60	16.67		C	1701.60	21.27
	D	1460.80	18.26		D	1392.00	17.40		D	1776.80	22.21
	E	1533.60	19.17		E	1458.40	18.23		E	1861.60	23.27
1762	A	2572.80	32.16	1783	A	1988.00	24.85	1803	A	1456.80	18.21
	B	2696.80	33.71		B	2085.60	26.07		B	1516.80	18.96
	C	2828.00	35.35		C	2186.40	27.33		C	1591.20	19.89
	D	2968.80	37.11		D	2290.40	28.63		D	1658.40	20.73
	E	3116.80	38.96		E	2408.00	30.10		E	1735.20	21.69
1765	A	1528.00	19.10	1784	A	1245.60	15.57	1804	A	2404.00	30.05
	B	1604.00	20.05		B	1308.80	16.36		B	2515.20	31.44
	C	1677.60	20.97		C	1370.40	17.13		C	2640.00	33.00
	D	1760.00	22.00		D	1439.20	17.99		D	2764.00	34.55
	E	1836.00	22.95		E	1508.00	18.85		E	2897.60	36.22
1766	A	1197.60	14.97	1793	A	2288.80	28.61	1806	A	2573.60	32.17
	B	1260.80	15.76		B	2404.00	30.05		B	2696.00	33.70
	C	1318.40	16.48		C	2523.20	31.54		C	2830.40	35.38
	D	1379.20	17.24		D	2648.00	33.10		D	2968.80	37.11
	E	1444.00	18.05		E	2774.40	34.68		E	3111.20	38.89
1767	A	1376.80	17.21	1794	A	624.00	7.80	1808	A	1285.60	16.07
	B	1449.60	18.12		B	653.60	8.17		B	1344.80	16.81
	C	1516.00	18.95		C	688.80	8.61		C	1403.20	17.54
	D	1589.60	19.87		D	716.80	8.96		D	1464.80	18.31
	E	1660.00	20.75		E	748.00	9.35		E	1534.40	19.18

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1809	A	1268.00	15.85	1822	A	1932.00	24.15	1835	A	1624.00	20.30
	B	1329.60	16.62		B	2023.20	25.29		B	1691.20	21.14
	C	1390.40	17.38		C	2118.40	26.48		C	1770.40	22.13
	D	1460.80	18.26		D	2222.40	27.78		D	1852.00	23.15
	E	1533.60	19.17		E	2326.40	29.08		E	1937.60	24.22
1810	A	1578.40	19.73	1823	A	1940.00	24.25	1838	A	1361.60	17.02
	B	1655.20	20.69		B	2030.40	25.38		B	1426.40	17.83
	C	1724.00	21.55		C	2132.00	26.65		C	1490.40	18.63
	D	1811.20	22.64		D	2237.60	27.97		D	1566.40	19.58
	E	1894.40	23.68		E	2343.20	29.29		E	1644.00	20.55
1811	A	1952.00	24.40	1824	A	1424.00	17.80	1839	A	1999.20	24.99
	B	2043.20	25.54		B	1488.00	18.60		B	2090.40	26.13
	C	2144.00	26.80		C	1556.80	19.46		C	2189.60	27.37
	D	2246.40	28.08		D	1628.00	20.35		D	2286.40	28.58
	E	2360.00	29.50		E	1707.20	21.34		E	2394.40	29.93
1816	A	2460.00	30.75	1825	A	1397.60	17.47	1840	A	1208.00	15.10
	B	2578.40	32.23		B	1465.60	18.32		B	1270.40	15.88
	C	2704.00	33.81		C	1540.80	19.26		C	1333.60	16.67
	D	2840.00	35.50		D	1612.00	20.15		D	1392.00	17.40
	E	2976.80	37.21		E	1691.20	21.14		E	1458.40	18.23
1817	A	1340.80	16.76	1826	A	1691.20	21.14	1841	A	2099.20	26.24
	B	1400.80	17.51		B	1771.20	22.14		B	2195.20	27.44
	C	1465.60	18.32		C	1860.00	23.25		C	2293.60	28.67
	D	1533.60	19.17		D	1948.80	24.36		D	2402.40	30.03
	E	1602.40	20.03		E	2044.80	25.56		E	2512.00	31.40
1818	A	1510.40	18.88	1830	A	2573.60	32.17	1842	A	1811.20	22.64
	B	1581.60	19.77		B	2696.00	33.70		B	1899.20	23.74
	C	1660.00	20.75		C	2830.40	35.38		C	1988.00	24.85
	D	1745.60	21.82		D	2968.80	37.11		D	2086.40	26.08
	E	1828.00	22.85		E	3111.20	38.89		E	2188.80	27.36
1819	A	1329.60	16.62	1832	A	1356.00	16.95	1844	A	1208.00	15.10
	B	1390.40	17.38		B	1417.60	17.72		B	1270.40	15.88
	C	1453.60	18.17		C	1482.40	18.53		C	1333.60	16.67
	D	1517.60	18.97		D	1550.40	19.38		D	1392.00	17.40
	E	1592.00	19.90		E	1625.60	20.32		E	1458.40	18.23
1820	A	1608.00	20.10	1833	A	1116.00	13.95	1849	A	2021.60	25.27
	B	1680.80	21.01		B	1164.80	14.56		B	2124.80	26.56
	C	1763.20	22.04		C	1216.80	15.21		C	2220.80	27.76
	D	1847.20	23.09		D	1269.60	15.87		D	2334.40	29.18
	E	1938.40	24.23		E	1329.60	16.62		E	2441.60	30.52
1821	A	1644.00	20.55	1834	A	1236.80	15.46	1850	A	1807.20	22.59
	B	1718.40	21.48		B	1292.80	16.16		B	1888.00	23.60
	C	1808.80	22.61		C	1351.20	16.89		C	1988.00	24.85
	D	1900.80	23.76		D	1415.20	17.69		D	2085.60	26.07
	E	1992.00	24.90		E	1479.20	18.49		E	2186.40	27.33

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1851	A	2404.00	30.05	1861	A	1488.80	18.61	1870	A	1581.60	19.77				
	B	2515.20	31.44		B	1560.00	19.50		B	1656.80	20.71				
	C	2640.00	33.00		C	1639.20	20.49		C	1740.00	21.75				
	D	2764.00	34.55		D	1716.00	21.45		D	1825.60	22.82				
	E	2897.60	36.22		E	1800.00	22.50		E	1913.60	23.92				
1852	A	1329.60	16.62	1862	A	2286.40	28.58	1871	A	1811.20	22.64				
	B	1395.20	17.44		B	2395.20	29.94		B	1899.20	23.74				
	C	1458.40	18.23		C	2512.00	31.40		C	1988.00	24.85				
	D	1532.00	19.15		D	2637.60	32.97		D	2086.40	26.08				
	E	1608.80	20.11		E	2764.00	34.55		E	2188.80	27.36				
1853	A	1268.00	15.85	1863	A	2573.60	32.17	1872	A	2086.40	26.08				
	B	1329.60	16.62		B	2696.00	33.70		B	2188.80	27.36				
	C	1390.40	17.38		C	2830.40	35.38		C	2288.80	28.61				
	D	1460.80	18.26		D	2968.80	37.11		D	2404.00	30.05				
	E	1533.60	19.17		E	3111.20	38.89		E	2523.20	31.54				
1854	A	2403.20	30.04	1864	A	1208.00	15.10	1873	A	1238.40	15.48				
	B	2515.20	31.44		B	1269.60	15.87		B	1300.00	16.25				
	C	2639.20	32.99		C	1335.20	16.69		C	1360.80	17.01				
	D	2764.00	34.55		D	1400.80	17.51		D	1428.80	17.86				
	E	2897.60	36.22		E	1461.60	18.27		E	1492.80	18.66				
1855	A	2573.60	32.17	1865	A	1181.60	14.77	1875	A	2573.60	32.17				
	B	2696.00	33.70		B	1239.20	15.49		B	2696.00	33.70				
	C	2830.40	35.38		C	1300.80	16.26		C	2830.40	35.38				
	D	2968.80	37.11		D	1363.20	17.04		D	2968.80	37.11				
	E	3111.20	38.89		E	1428.00	17.85		E	3111.20	38.89				
1856	A	2888.00	36.10	1866	A	1918.40	23.98	1876	A	1459.20	18.24				
	B	3020.80	37.76		B	2016.80	25.21		B	1528.80	19.11				
	C	3173.60	39.67		C	2116.00	26.45		C	1601.60	20.02				
	D	3328.80	41.61		D	2210.40	27.63		D	1677.60	20.97				
	E	3488.80	43.61		E	2319.20	28.99		E	1764.80	22.06				
1857	A	1611.20	20.14	1867	A	1852.80	23.16	1877	A	2082.40	26.03				
	B	1683.20	21.04		B	1948.80	24.36		B	2185.60	27.32				
	C	1767.20	22.09		C	2042.40	25.53		C	2286.40	28.58				
	D	1851.20	23.14		D	2144.80	26.81		D	2402.40	30.03				
	E	1944.00	24.30		E	2248.80	28.11		E	2514.40	31.43				
1859	A	1996.80	24.96	1868	A	1276.80	15.96	1878	A	2573.60	32.17				
	B	2090.40	26.13		B	1336.00	16.70		B	2696.00	33.70				
	C	2184.00	27.30		C	1396.00	17.45		C	2830.40	35.38				
	D	2287.20	28.59		D	1458.40	18.23		D	2968.80	37.11				
	E	2392.80	29.91		E	1519.20	18.99		E	3111.20	38.89				
1860	A	1268.00	15.85	1869	A	1085.60	13.57	1879	A	1208.00	15.10				
	B	1329.60	16.62		B	1136.80	14.21		B	1270.40	15.88				
	C	1390.40	17.38		C	1194.40	14.93		C	1333.60	16.67				
	D	1460.80	18.26		D	1251.20	15.64		D	1392.00	17.40				
	E	1533.60	19.17		E	1310.40	16.38		E	1458.40	18.23				



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1880	A	1849.60	23.12	1891	A	1423.20	17.79	1900	A	1430.40	17.88
	B	1942.40	24.28		B	1486.40	18.58		B	1498.40	18.73
	C	2036.00	25.45		C	1550.40	19.38		C	1564.80	19.56
	D	2135.20	26.69		D	1629.60	20.37		D	1648.00	20.60
	E	2240.00	28.00		E	1701.60	21.27		E	1722.40	21.53
1881	A	1488.80	18.61	1892	A	2002.40	25.03	1901	A	1333.60	16.67
	B	1560.00	19.50		B	2103.20	26.29		B	1395.20	17.44
	C	1639.20	20.49		C	2206.40	27.58		C	1459.20	18.24
	D	1716.00	21.45		D	2316.80	28.96		D	1536.80	19.21
	E	1800.00	22.50		E	2433.60	30.42		E	1604.00	20.05
1883	A	2732.80	34.16	1893	A	1388.80	17.36	1902	A	1159.20	14.49
	B	2865.60	35.82		B	1456.00	18.20		B	1216.00	15.20
	C	3014.40	37.68		C	1523.20	19.04		C	1268.00	15.85
	D	3153.60	39.42		D	1592.00	19.90		D	1329.60	16.62
	E	3306.40	41.33		E	1662.40	20.78		E	1391.20	17.39
1884	A	2732.80	34.16	1894	A	1262.40	15.78	1903	A	1268.00	15.85
	B	2865.60	35.82		B	1323.20	16.54		B	1329.60	16.62
	C	3014.40	37.68		C	1385.60	17.32		C	1391.20	17.39
	D	3153.60	39.42		D	1446.40	18.08		D	1459.20	18.24
	E	3306.40	41.33		E	1511.20	18.89		E	1531.20	19.14
1885	A	2037.60	25.47	1895	A	1646.40	20.58	1904	A	1811.20	22.64
	B	2136.00	26.70		B	1718.40	21.48		B	1899.20	23.74
	C	2244.00	28.05		C	1794.40	22.43		C	1988.00	24.85
	D	2350.40	29.38		D	1884.00	23.55		D	2086.40	26.08
	E	2469.60	30.87		E	1968.80	24.61		E	2188.80	27.36
1886	A	1607.20	20.09	1896	A	2234.40	27.93	1905	A	1054.40	13.18
	B	1685.60	21.07		B	2342.40	29.28		B	1104.80	13.81
	C	1760.80	22.01		C	2460.00	30.75		C	1151.20	14.39
	D	1852.00	23.15		D	2578.40	32.23		D	1208.00	15.10
	E	1940.80	24.26		E	2708.80	33.86		E	1268.00	15.85
1887	A	2064.80	25.81	1897	A	1524.80	19.06	1906	A	1176.00	14.70
	B	2157.60	26.97		B	1596.80	19.96		B	1236.00	15.45
	C	2257.60	28.22		C	1676.80	20.96		C	1293.60	16.17
	D	2360.00	29.50		D	1748.80	21.86		D	1357.60	16.97
	E	2468.00	30.85		E	1827.20	22.84		E	1420.00	17.75
1888	A	2369.60	29.62	1898	A	1262.40	15.78	1907	A	1293.60	16.17
	B	2481.60	31.02		B	1323.20	16.54		B	1357.60	16.97
	C	2611.20	32.64		C	1385.60	17.32		C	1420.00	17.75
	D	2732.80	34.16		D	1446.40	18.08		D	1489.60	18.62
	E	2865.60	35.82		E	1511.20	18.89		E	1561.60	19.52
1890	A	1804.00	22.55	1899	A	1007.20	12.59	1908	A	1023.20	12.79
	B	1885.60	23.57		B	1055.20	13.19		B	1064.80	13.31
	C	1971.20	24.64		C	1105.60	13.82		C	1116.00	13.95
	D	2064.80	25.81		D	1159.20	14.49		D	1164.80	14.56
	E	2157.60	26.97		E	1216.00	15.20		E	1216.80	15.21

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1909	A	1072.00	13.40	1920	A	1330.40	16.63	1929	A	2237.60	27.97
	B	1117.60	13.97		B	1395.20	17.44		B	2343.20	29.29
	C	1169.60	14.62		C	1464.80	18.31		C	2460.00	30.75
	D	1223.20	15.29		D	1541.60	19.27		D	2584.00	32.30
	E	1275.20	15.94		E	1606.40	20.08		E	2709.60	33.87
1910	A	895.20	11.19	1921	A	1194.40	14.93	1930	A	1393.60	17.42
	B	935.20	11.69		B	1245.60	15.57		B	1461.60	18.27
	C	979.20	12.24		C	1304.00	16.30		C	1530.40	19.13
	D	1027.20	12.84		D	1367.20	17.09		D	1605.60	20.07
	E	1072.80	13.41		E	1436.80	17.96		E	1683.20	21.04
1912	A	1580.00	19.75	1922	A	2354.40	29.43	1931	A	1644.00	20.55
	B	1652.00	20.65		B	2463.20	30.79		B	1718.40	21.48
	C	1736.00	21.70		C	2585.60	32.32		C	1808.80	22.61
	D	1811.20	22.64		D	2712.80	33.91		D	1900.80	23.76
	E	1897.60	23.72		E	2843.20	35.54		E	1992.00	24.90
1913	A	1657.60	20.72	1923	A	2237.60	27.97	1932	A	1194.40	14.93
	B	1736.00	21.70		B	2343.20	29.29		B	1249.60	15.62
	C	1811.20	22.64		C	2460.00	30.75		C	1312.80	16.41
	D	1901.60	23.77		D	2584.00	32.30		D	1372.00	17.15
	E	1988.80	24.86		E	2709.60	33.87		E	1437.60	17.97
1914	A	700.80	8.76	1924	A	2459.20	30.74	1933	A	1308.00	16.35
	B	734.40	9.18		B	2576.80	32.21		B	1371.20	17.14
	C	764.00	9.55		C	2704.80	33.81		C	1438.40	17.98
	D	804.80	10.06		D	2836.00	35.45		D	1503.20	18.79
	E	834.40	10.43		E	2969.60	37.12		E	1572.80	19.66
1915	A	2023.20	25.29	1925	A	1248.00	15.60	1934	A	1137.60	14.22
	B	2125.60	26.57		B	1307.20	16.34		B	1192.00	14.90
	C	2220.80	27.76		C	1367.20	17.09		C	1251.20	15.64
	D	2334.40	29.18		D	1432.00	17.90		D	1307.20	16.34
	E	2440.80	30.51		E	1499.20	18.74		E	1368.00	17.10
1917	A	2237.60	27.97	1926	A	2237.60	27.97	1935	A	2573.60	32.17
	B	2343.20	29.29		B	2343.20	29.29		B	2696.00	33.70
	C	2460.00	30.75		C	2460.00	30.75		C	2830.40	35.38
	D	2584.00	32.30		D	2584.00	32.30		D	2968.80	37.11
	E	2709.60	33.87		E	2709.60	33.87		E	3111.20	38.89
1918	A	1740.80	21.76	1927	A	2460.80	30.76	1936	A	917.60	11.47
	B	1832.00	22.90		B	2577.60	32.22		B	960.80	12.01
	C	1907.20	23.84		C	2707.20	33.84		C	1004.80	12.56
	D	1998.40	24.98		D	2842.40	35.53		D	1054.40	13.18
	E	2100.00	26.25		E	2980.00	37.25		E	1104.80	13.81
1919	A	1028.00	12.85	1928	A	2032.00	25.40	1937	A	1952.00	24.40
	B	1075.20	13.44		B	2126.40	26.58		B	2043.20	25.54
	C	1131.20	14.14		C	2234.40	27.93		C	2144.00	26.80
	D	1178.40	14.73		D	2339.20	29.24		D	2246.40	28.08
	E	1241.60	15.52		E	2450.40	30.63		E	2360.00	29.50

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1938	A	1939.20	24.24	1961	A	1659.20	20.74	1977	A	2234.40	27.93
	B	2028.00	25.35		B	1738.40	21.73		B	2339.20	29.24
	C	2126.40	26.58		C	1827.20	22.84		C	2455.20	30.69
	D	2232.00	27.90		D	1916.80	23.96		D	2576.00	32.20
	E	2336.00	29.20		E	2009.60	25.12		E	2698.40	33.73
1939	A	2232.00	27.90	1968	A	1116.00	13.95	1978	A	1023.20	12.79
	B	2336.00	29.20		B	1164.80	14.56		B	1064.80	13.31
	C	2452.80	30.66		C	1216.80	15.21		C	1116.00	13.95
	D	2573.60	32.17		D	1269.60	15.87		D	1164.80	14.56
	E	2696.00	33.70		E	1329.60	16.62		E	1216.80	15.21
1940	A	1988.00	24.85	1969	A	1116.00	13.95	1979	A	1116.00	13.95
	B	2086.40	26.08		B	1164.80	14.56		B	1164.80	14.56
	C	2188.80	27.36		C	1216.80	15.21		C	1216.80	15.21
	D	2288.80	28.61		D	1269.60	15.87		D	1269.60	15.87
	E	2404.00	30.05		E	1329.60	16.62		E	1329.60	16.62
1941	A	2212.00	27.65	1970	A	1363.20	17.04	1980	A	1742.40	21.78
	B	2313.60	28.92		B	1429.60	17.87		B	1827.20	22.84
	C	2436.00	30.45		C	1497.60	18.72		C	1914.40	23.93
	D	2560.80	32.01		D	1564.80	19.56		D	2006.40	25.08
	E	2682.40	33.53		E	1644.80	20.56		E	2104.80	26.31
1946	A	1116.00	13.95	1971	A	1988.00	24.85	1982	A	1056.00	13.20
	B	1164.80	14.56		B	2086.40	26.08		B	1104.80	13.81
	C	1216.80	15.21		C	2188.80	27.36		C	1151.20	14.39
	D	1269.60	15.87		D	2288.80	28.61		D	1208.00	15.10
	E	1329.60	16.62		E	2404.00	30.05		E	1270.40	15.88
1947	A	1216.80	15.21	1972	A	2237.60	27.97	1983	A	1238.40	15.48
	B	1269.60	15.87		B	2343.20	29.29		B	1299.20	16.24
	C	1329.60	16.62		C	2460.00	30.75		C	1358.40	16.98
	D	1390.40	17.38		D	2584.00	32.30		D	1426.40	17.83
	E	1453.60	18.17		E	2709.60	33.87		E	1492.80	18.66
1955	A	1973.60	24.67	1974	A	1456.80	18.21	1985	A	1486.40	18.58
	B	2075.20	25.94		B	1516.80	18.96		B	1560.00	19.50
	C	2172.00	27.15		C	1590.40	19.88		C	1629.60	20.37
	D	2278.40	28.48		D	1660.80	20.76		D	1701.60	21.27
	E	2386.40	29.83		E	1741.60	21.77		E	1782.40	22.28
1956	A	1578.40	19.73	1975	A	1581.60	19.77	1986	A	2064.80	25.81
	B	1655.20	20.69		B	1656.80	20.71		B	2157.60	26.97
	C	1724.00	21.55		C	1740.00	21.75		C	2257.60	28.22
	D	1811.20	22.64		D	1825.60	22.82		D	2360.00	29.50
	E	1894.40	23.68		E	1913.60	23.92		E	2468.00	30.85
1957	A	1729.60	21.62	1976	A	1987.20	24.84	1987	A	2369.60	29.62
	B	1812.00	22.65		B	2080.00	26.00		B	2481.60	31.02
	C	1889.60	23.62		C	2185.60	27.32		C	2611.20	32.64
	D	1983.20	24.79		D	2288.00	28.60		D	2732.80	34.16
	E	2075.20	25.94		E	2404.00	30.05		E	2865.60	35.82

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1988	A	1804.00	22.55	2166	A	1306.40	16.33	2166	A	1306.40	16.33
	B	1885.60	23.57		B	1372.00	17.15		B	1372.00	17.15
	C	1971.20	24.64		C	1440.80	18.01		C	1440.80	18.01
	D	2064.80	25.81		D	1512.00	18.90		D	1512.00	18.90
	E	2157.60	26.97		E	1588.00	19.85		E	1588.00	19.85
1991	A	1456.80	18.21	2169	A	812.80	10.16	2169	A	812.80	10.16
	B	1516.80	18.96		B	854.40	10.68		B	854.40	10.68
	C	1590.40	19.88		C	894.40	11.18		C	894.40	11.18
	D	1660.80	20.76		D	933.60	11.67		D	933.60	11.67
	E	1741.60	21.77		E	979.20	12.24		E	979.20	12.24
1992	A	1116.00	13.95	2185	A	1589.60	19.87	2185	A	1589.60	19.87
	B	1164.80	14.56		B	1669.60	20.87		B	1669.60	20.87
	C	1216.80	15.21		C	1752.80	21.91		C	1752.80	21.91
	D	1269.60	15.87		D	1840.00	23.00		D	1840.00	23.00
	E	1329.60	16.62		E	1932.00	24.15		E	1932.00	24.15
1994	A	2234.40	27.93	2186	A	812.80	10.16	2186	A	812.80	10.16
	B	2339.20	29.24		B	854.40	10.68		B	854.40	10.68
	C	2455.20	30.69		C	894.40	11.18		C	894.40	11.18
	D	2576.00	32.20		D	933.60	11.67		D	933.60	11.67
	E	2698.40	33.73		E	979.20	12.24		E	979.20	12.24
1995	A	538.40	6.73	2188	A	624.00	7.80	2188	A	624.00	7.80
	B	561.60	7.02		B	653.60	8.17		B	653.60	8.17
	C	596.00	7.45		C	684.00	8.55		C	684.00	8.55
	D	621.60	7.77		D	716.80	8.96		D	716.80	8.96
	E	653.60	8.17		E	748.00	9.35		E	748.00	9.35
1997	A	1500.00	18.75	2197	A	1500.00	18.75	2197	A	1500.00	18.75
	B	1572.80	19.66		B	1572.80	19.66		B	1572.80	19.66
	C	1647.20	20.59		C	1647.20	20.59		C	1647.20	20.59
	D	1728.80	21.61		D	1728.80	21.61		D	1728.80	21.61
	E	1810.40	22.63		E	1810.40	22.63		E	1810.40	22.63
1998	A	1682.40	21.03	2198	A	1682.40	21.03	2198	A	1682.40	21.03
	B	1762.40	22.03		B	1762.40	22.03		B	1762.40	22.03
	C	1849.60	23.12		C	1849.60	23.12		C	1849.60	23.12
	D	1940.80	24.26		D	1940.80	24.26		D	1940.80	24.26
	E	2036.00	25.45		E	2036.00	25.45		E	2036.00	25.45
2103	A	812.80	10.16	2103	A	812.80	10.16	2103	A	812.80	10.16
	B	854.40	10.68		B	854.40	10.68		B	854.40	10.68
	C	894.40	11.18		C	894.40	11.18		C	894.40	11.18
	D	933.60	11.67		D	933.60	11.67		D	933.60	11.67
	E	979.20	12.24		E	979.20	12.24		E	979.20	12.24
2139	A	809.60	10.12	2139	A	809.60	10.12	2139	A	809.60	10.12
	B	853.60	10.67		B	853.60	10.67		B	853.60	10.67
	C	892.80	11.16		C	892.80	11.16		C	892.80	11.16
	D	932.80	11.66		D	932.80	11.66		D	932.80	11.66
	E	978.40	12.23		E	978.40	12.23		E	978.40	12.23

**EXHIBIT B**

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

**EXHIBIT B**

**JULY 1, 2002**

**0 - 19068**

Classified Service Classes and Standard Rates

Standard  
Rate Number

**BUILDING INSPECTION**

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

**CHEMISTS**

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

Classified Service Classes and Standard Rates

Standard  
Rate Number

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

Classified Service Classes and Standard Rates

Standard  
Rate Number

**CLERICAL**

Account Clerk	1104
Account Audit Clerk	1103
Auto Messenger I	1236
Auto Messenger II	1194
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
Editor/Proofreader	1246
Executive Secretary	1876
Intermediate Stenographer	1532



Classified Service Classes and Standard Rates

Standard  
Rate Number

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

Standard  
Rate Number

Public Information Supervisor	1778
Public Service Career Trainee	15% below (target class)
Retirement Assistant	1801
Senior Account Clerk	1844
Senior Account Audit Clerk	1133
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

Standard  
Rate Number

**COMMUNICATIONS**

Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatcher	1464
Police Dispatch Administrator	1195
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908
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 Systems District Manager	1016
Water Systems Technician I	1011
Water Systems Technician II	1012
Water Systems Technician III	1013
Water Systems Technician IV	1014
Water Systems Technician Supervisor	1015

Classified Service Classes and Standard Rates

Standard  
Rate Number

Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995

Classified Service Classes and Standard Rates

Standard  
Rate Number

**CUSTODIAL**

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

**DATA PROCESSING**

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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Electrical	1552
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939
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 Drafting Aide	1725
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724

Classified Service Classes and Standard Rates

Standard  
Rate Number

Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751
Project Officer II	1752
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Drafting Aide	1423
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994



Classified Service Classes and Standard Rates

Standard  
Rate Number

**EQUIPMENT MAINTENANCE**

Aircraft Mechanic	1145
Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738
Assistant Water Distribution Operator	1368
Body and Fender Mechanic	1264
Equipment Mechanic	1437
Equipment Painter	1446
Equipment Repair Supervisor	1435
Equipment Service Supervisor	1451
Equipment Service Writer	1447
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Maintenance Supervisor	1146
Fleet Manager	1762
Machinist	1602
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452

Classified Service Classes and Standard Rates

Standard  
Rate Number

Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Motive Service Technician	1450
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Water Distribution Operator	1369
Water Distribution Operations Supervisor	1370
Water Distribution Operator Trainee	1367
Welder	1985

Classified Service Classes and Standard Rates

Standard  
Rate Number

**EQUIPMENT OPERATION**

Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413
District Refuse Collection Supervisor	1839
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Refuse Collection Manager	1841
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265

Classified Service Classes and Standard Rates

Standard  
Rate Number

**FIELD CONTACT**

Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator III	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393
Field Representative	1465
Investigation Support Manager	1924
Litter Control Inspector (Terminal)	1838
Meter Reader	1620
Parking Enforcement Officer I	1640
Parking Enforcement Officer II	1630
Parking Enforcement Supervisor	1639
Police Code Compliance Officer	1361

Classified Service Classes and Standard Rates

Standard  
Rate Number

Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728
Safety Representative I	1825
Safety Representative II	1826
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Meter Reader	1869
Senior Parking Enforcement Supervisor	1148
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Fire Fighter II	1462
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Medical Operations Coordinator	1519
Paramedic I	1506
Paramedic II	1507

**GRAPHICS**

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

**LIBRARY**

Librarian III	1867
Librarian I	1571
Librarian II	1584
Librarian IV	1585

Classified Service Classes and Standard Rates

Standard  
Rate Number

Library Assistant	1586
Supervising Librarian	1922

**MANAGEMENT, FISCAL AND STAFF**

Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Administrative Services Manager	1182
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Associate Economist	1222
Associate Management Analyst	1218
Associate Personnel Analyst	1226
Associate Property Agent	1228
Budget Services Administrator	1139
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
Development Project Manager I	1184



Classified Service Classes and Standard Rates

Standard  
Rate Number

Development Project Manager II	1185
Development Project Manager III	1186
Dispute Resolution Officer	1415
Economist	1424
Employee Assistance Counselor	1406
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Fitness Specialist	1201
Fleet Parts Buyer	1250
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

Classified Service Classes and Standard Rates

**Standard  
Rate Number**

Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Legal Assistant	1147
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Senior Procurement Specialist	1850
Senior Public Information Officer	1871
Supervising Claims Representative	1391
Supervising Economist	1923
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

**PARK MAINTENANCE**

Golf Course Superintendent	1509
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

Standard  
Rate Number

**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 Wastewater Plant Operator	1134
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

**POLICE**

Cal-Id Technician	1285
Community Relations Assistant to the Police Chief	1355
Community Service Officer I	1392
Community Service Officer II	1377
Criminalist I	1152
Criminalist II	1384
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst	1466
Forensic Specialist	1448
Interview and Interrogation Specialist I	1716
Interview and Interrogation Specialist II	1196
Interview and Interrogation Specialist III	1715
Latent Print and Forensic Specialist Supervisor	1862
Latent Print Examiner I	1229
Latent Print Examiner II	1570
Police Agent	1694
Police Captain	1680
Police Investigative Aide I	1699
Police Investigative Aide II	1678
Police Lieutenant	1683
Police Officer I	1692
Police Officer II	1693

Classified Service Classes and Standard Rates

Standard  
Rate Number

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
Electronic Publishing Specialist	1583
Lithographic Technician	1595
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Senior Offset Press Operator	1868

**RECREATION**

Area Manager I	1130
Area Manager II	1131
Assistant Recreation Center Director	1192
District Manager	1418
Golf Course Manager	1798
Golf Starter	1480
Golf Starter Supervisor	1481
Park Ranger Aide	1176
Park Ranger	1634

Classified Service Classes and Standard Rates

Standard  
Rate Number

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

**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



Classified Service Classes and Standard Rates

Standard  
Rate Number

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
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

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

CITY OF SAN DIEGO  
CAFETERIA BENEFITS PLAN

JULY, 2002

**ATTACHMENT B**

RECEIVED  
CITY CLERK'S OFFICE  
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SAN DIEGO, CALIF.

**CITY OF SAN DIEGO**  
**CAFETERIA BENEFITS PLAN**

This is a "Cafeteria Plan" of benefits for City of San Diego employees and is intended to qualify under Section 125 of the Internal Revenue Code.

**ELIGIBILITY FOR PARTICIPATION**

This Plan is for the exclusive benefit of employees of the City of San Diego.

Eligible employees are defined as individuals who are:

1. Directly employed by the City of San Diego, and
2. Working in a half time, three quarter time or full time benefit status. Hourly employees are not eligible for this plan.

Eligible employees who go into a Leave Without Pay status are in a non-benefitted status. The City of San Diego does not pay for an employee's benefits if the employee does not work. The employee may choose to continue their health, life and certain optional benefits coverage at their own cost until they return to work or for the designated length of time as determined by the City. If the premiums are not paid, the coverage will be short-term canceled. The coverage will be reinstated the first of the month after the employee returns to work, or the month after if premiums were not paid during the employee's absence.

**PLAN YEAR**

The Plan Year is from July 1 to June 30 of each year.

**ELECTIONS**

Elections of benefits must occur during the open enrollment period prior to the start of each Plan Year or, in the case of a newly hired employee, as soon after commencement of employment as administratively practical. Elections must be made using the telephone enrollment system unless other arrangements have been approved by Risk Management. In such cases, elections must be made in writing on forms/worksheets provided by the Risk Management Department. An authorization form must be signed by employees to allow for necessary deductions from their paychecks to provide the benefit coverage selected. In addition to the benefit election form (if applicable), the employee must also complete and sign all appropriate applications and enrollment forms for the specific benefits selected. If an employee fails to complete the election of benefits prior to the start of the Plan Year, that employee will automatically be enrolled at their previous year level of Basic Life Insurance and Health Insurance Plan (including dependent health offset). The remainder of the annual allotment will be placed in the cash payment. If not available, Risk Management will enroll the employee in a comparable plan. The elections are effective for the period of July 1 to June 30 of each year or, for employees hired after July 1 of a Plan Year, for the remainder of the Plan Year following the first of the month after enrollment. Benefits are prorated for employees hired after July 1 of each Plan Year with eligibility beginning the first day of the payperiod following date of hire or classification change (in the event of newly eligible unrepresented/unclassified employees). Insurance coverage begins the first day of the month following date of hire. Benefits terminate at the time an employee terminates employment. Insurance coverage ends the last day of the month in which employment terminates.

Eligible employees who terminate and are reinstated or rehired within the same Plan Year will have their previous benefit elections reactivated. No new selections will be allowed until the new Plan Year commences.

Elections are irrevocable except to accommodate changes in family status as defined in the Income Tax Regulations, 26 CFR Part 1, or to accommodate any significant curtailment or reduction of coverage under any given benefit plan, or in the case of any significant premium increase or decrease imposed by a third-party insurer.

Participants who experience a change in family status may be allowed to change or revoke elections. Several examples of the types of events that constitute a change in family status are as follows:

- The marriage or divorce of the employee.
- The death of the employee's spouse or dependent.
- Birth or adoption of a child.
- Termination or commencement of employment by the employee's spouse.
- Unpaid leave of absence by the employee or the employee's spouse.

Changes are also permitted in the event of significant changes in health coverage of the employee or the employee's spouse that are related to the spouse's employment or are subject to the Special Enrollment Period as described in the Health Insurance and Portability and Accountability Act (HIPAA).

Changes to benefit elections will be permitted only to the extent that they are consistent with and appropriate to the reason the change is requested.

Changes to Dental/Medical/Vision Reimbursement allotments will not be allowed, even in the event of a qualifying event, if the monies have already been claimed for the plan year.

#### CONTRIBUTIONS

Employer contributions are a fixed amount provided by the City to each eligible employee on a non-elective basis.

Salary reduction agreements are provided for in this Plan for Dependent Health Insurance, Dental/Medical/Vision Reimbursement and Dependent Care Reimbursement Supplement Flexible Spending Accounts.

In the event payroll deductions for reimbursement accounts are selected and subsequently stopped due to an eligible family status change, the reactivation of the account will not be permitted until the next plan year if elected during open enrollment.

### MAXIMUM CONTRIBUTIONS

The City, in its discretion, shall allot each eligible employee \$4,725 worth of credits to purchase Flexible Benefits. Eligible unclassified or unrepresented employees receive an additional allotment of \$3,000 to purchase Flexible Benefits. This additional amount is prorated for non-fulltime unclassified or unrepresented employees. Eligible unclassified or unrepresented employees not participating in the City Employees Retirement System (CERS) receive an additional allotment equivalent to what the City would have contributed to CERS on their behalf.

Eligible employees may elect the cost of their dependent health insurance to be paid on a pre-tax (salary reduction) basis. In addition, an eligible employee may elect up to \$5,000 (from all sources) for a Dental/Medical/Vision Reimbursement Supplement account. Single or married (filing a joint return), eligible employees may also set aside up to \$5,000 per plan year for a Dependent Care Reimbursement Supplement Account. A married employee filing returns separately may set aside up to \$2,500 per plan year.

### BENEFITS

All eligible employees participate in the Flexible Benefits Plan. Each employee **must** select one **health insurance** plan, unless covered by another health insurance effective 8/1, and one of the three available **life insurance** policies.

The options in this plan are as follows:

1. Health Insurance
  - a. WAIVER (NO HEALTH)
  - b. PACIFICARE HMO
  - c. PACIFICARE \$250 DEDUCTIBLE PPO
  - d. KAISER
  - e. POA GROUP HEALTH (1)
  - f. LOCAL 145 RELIEF ASSOCIATION PLAN (2)
  - g. MEA GROUP HEALTH (3)
  - h. LOCAL 127 HEALTH (4)

- NOTE:** (1) For classifications represented by POA only.  
 (2) For classifications represented by Local 145 only.  
 (3) For classifications represented by MEA only.  
 (4) For classifications represented by Local 127 only.

2. Life Insurance
  - a. \$10,000
  - b. \$25,000
  - c. \$50,000



Remaining money may be used for:

1. DEPENDENT HEALTH INSURANCE
2. CASH PAYMENT (TAXABLE)
3. 401(k)
4. DENTAL/MEDICAL/VISION REIMBURSEMENT
5. DEPENDENT/CHILD CARE (DAYCARE) REIMBURSEMENT
6. EMPLOYEE GROUP DENTAL
7. EMPLOYEE GROUP VISION
8. DENTAL: DELTACARE (1)
9. DENTAL: DELTA PREFERRED OPTION (1)
10. VISION: DELTA VISION (1)
11. CANCER/INTENSIVE CARE EXPENSE PROTECTION

**NOTE: (1)** Eligible employees in a classification represented by MEA are not eligible for the DeltaCare and Delta Preferred Option Dental plans and Delta Vision plan. Employees in classifications represented by Local 127 and not currently enrolled in the City's dental plans are not eligible.

Each of these benefits is described in more detail in the Flexible Benefits Plan Summary for the Plan Year and in the respective plan documents or insurance contracts which are incorporated here by reference.

#### **CONSTRUCTION**

If the plan contains contradictory provisions or if there appears to be a conflict between its provisions, the following rules apply:

- (a) The interpretation that favors the Plan as a tax-free plan over any interpretation that might render the Plan taxable.
- (b) Subject to paragraph (a), the rules established by the Supreme Court of California for the construction of like instruments will apply.

#### **PLAN PARTICIPANTS' RIGHTS**

As a participant in the plan, you are entitled to examine, without charge, at the Plan Administrator's office all plan documents including insurance contracts; obtain copies of all Plan Documents (at a reasonable cost) and other Plan information upon request to the Administrator.

#### **PLAN IS NOT AN EMPLOYMENT CONTRACT**

This plan document is not a contract of employment. Neither the creation of the Plan nor any amendment to it gives any legal or equitable right to any person against the employer. Participation in the Plan does not give any member any right to continued employment.

#### **PLAN ADMINISTRATOR**

The Plan Administrator is the Director of the Risk Management Department or his designees. The address of the Plan Administrator is:

1200 Third Avenue, Suite 1000  
San Diego, CA 92101  
Telephone: (619) 236-5924

#### **PLAN AMENDMENT OR TERMINATION**

The City of San Diego reserves the right to amend the Plan from time to time if deemed necessary or appropriate to meet the requirements of the Internal Revenue Code and any similar provision of subsequent revenue or other laws or pursuant to negotiations with the Employee Groups; provided that no such modification or amendment shall make it possible for any benefit contributions or payment to be used for, or directed to, purposes other than for the exclusive benefit of participating employees and their beneficiaries under the Plan.

The City reserves the right to discontinue or terminate the Plan at the end of any Plan Year or in accordance with negotiations with the Employee Groups. Any such amendment, discontinuance or termination shall be effective on July 1 of any given year or such date that is agreed upon by the City and Employee Groups. No amendment, discontinuance or termination shall allow the return of funds to the City nor the use of any funds for any purpose other than for the exclusive benefit of participating employees and their beneficiaries.

EXHIBIT C-1

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

EXHIBIT C-1

JULY 1, 2002

**UNCLASSIFIED SERVICE****EXECUTIVE****Classification and Class Number**

<b><u>Executive V</u></b>		<b><u>Salary Rate-2051/Minimum and Maximum</u></b>	
		Monthly	\$ 6,105.00 - \$24,383.00
		Bi-weekly	\$ 2,808.00 - \$11,215.20
		Hourly	\$ 35.10 - \$ 140.19
2141	City Manager (UC)		
2001	City Attorney (UC)		
2106	Assistant City Attorney (UC)		
2111	Assistant City Manager (UC)		
2127	Assistant to the City Manager (UC)		

<b><u>Executive IV</u></b>		<b><u>Salary Rate-2041/Minimum and Maximum</u></b>	
		Monthly	\$ 4,947.00 - \$18,739.00
		Bi-weekly	\$ 2,275.20 - \$ 8,619.20
		Hourly	\$ 28.44 - \$ 107.74
2112	Business Center Manager (UC)		
2153	Deputy City Manager (Assistant to the City Manager) (UC)		
2132	Department Director (UC)		
2131	Development Review <i>Services</i> Director (UC)		
2147	Engineering and Capital Projects Director (UC)		
2192	Environmental Services Director (UC)		
2155	Executive Assistant Police Chief (UC)		
2130	Financial Management Director (Budget Officer) (UC)		
2160	Fire Chief (UC)		
2267	Metropolitan Wastewater Director (UC)		
2179	Park and Recreation Director (UC)		
2172	Planning Director (UC)		
2173	Police Chief (UC)		
2159	Transportation Director (UC)		
2194	Water Department Director (UC)		

**Executive III****Salary Rate-2030/Minimum and Maximum**

Monthly	\$ 2,654.00	-	\$ 14,547.00
Bi-weekly	\$ 1,220.80	-	\$ 6,691.20
Hourly	\$ 15.26	-	\$ 83.64

2181	Assistant Department Director (UC)
2105	Assistant Development <del>Review</del> <b>Services</b> Director (UC)
2123	Assistant Environmental Services Director (UC)
2115	Assistant Financial Management Director (UC)
2154	Assistant Fire Chief (UC)
2276	Assistant Metropolitan Wastewater Director (UC)
2114	Assistant Planning Director (UC)
2118	Assistant Transportation Director (UC)
2255	City Architect (UC)
2140	City Librarian (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	-	\$ 13,415.00
Bi-weekly	\$ 1,015.20	-	\$ 6,170.40
Hourly	\$ 12.69	-	\$ 77.13

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	-	\$ 9,858.00
Bi-weekly	\$ 781.60	-	\$ 4,534.40
Hourly	\$ 9.77	-	\$ 56.68

- 2117 Assistant to the Engineering and Capital Projects 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 Department Director (UC)

**MANAGERIAL**Classification and Class Number

<u>Managerial A</u>		<u>Salary Rate-2070/Minimum and Maximum</u>	
		Monthly	\$ 1,407.00 - \$ 8,823.00
		Bi-weekly	\$ 647.20 - \$ 4,058.40
		Hourly	\$ 8.09 - \$ 50.73
2205	Confidential Secretary to City Attorney (UC)		
2207	Confidential Secretary to City Manager (UC)		
2209	Confidential Secretary to Police Chief (UC)		

<u>Managerial B</u>		<u>Salary Rate-2073/Minimum and Maximum</u>	
		Monthly	\$ 1,924.00 - \$11,531.00
		Bi-weekly	\$ 884.80 - \$ 5,304.00
		Hourly	\$ 11.06 - \$ 66.30
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)		
2275	Neighborhood Services Coordinator (UC)		
2244	Paramedic Coordinator (UC)		
2221	Print Shop Manager (UC)		
2282	Program Coordinator (UC)		
2243	Resource Development Officer (UC)		
2162	Quality Management Coordinator (UC)		
2232	Regional Urban Information Systems Administrator (UC)		



<u>Managerial C</u>		<u>Salary Rate-2077/Minimum and Maximum</u>	
		Monthly	\$ 3,927.00 - \$ 14,445.00
		Bi-weekly	\$ 1,806.40 - \$ 6,644.00
		Hourly	\$ 22.58 - \$ 83.05
2238	Assistant Police Chief (UC)		
2245	Assistant Stadium Manager (UC)		
2281	Assistant to the Director (UC)		
2236	Assistant to the Fire Chief (UC)		
2278	Assistant to the Development Review <i>Services</i> Director (UC)		
2201	Assistant to the Planning Director (UC)		
2264	Assistant to the Police Chief (UC)		
2247	Budget Services Manager (UC)		
2218	City Planner (UC)		
2203	Community Development Administrator (UC)		
2220	Crime Laboratory Manager (UC)		
2214	Deputy Director (UC)		
2253	Deputy Director, Elections and Records Management (UC)		
2237	Deputy Fire Chief (UC)		
2252	Deputy Director, Legislative Services (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	<del>Police Personnel Manager</del> <i>Police Administrative Services Director</i> (UC)		
2234	Principal Planner (UC)		
2270	Program Manager (UC)		
2249	Youth Services Administrator (UC)		
2271	Revenue Programs Manager (UC)		
2226	Zoning Administrator (UC)		

**PROFESSIONAL LEGAL**

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>	
	Monthly	\$ 1,489.00 - \$17,076.00
	Bi-weekly	\$ 684.80 - \$ 7,854.40
	Hourly	\$ 8.56 - \$ 98.18
2196	Assistant Retirement General Counsel (UC)	
2224	Associate Counsel (UC)	
2151	Deputy City Attorney (UC)	
2195	Retirement General Counsel (UC)	

**OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL****Classification and Class Number**

<u>Miscellaneous A</u>	<u>Salary Rate-2055/Minimum and Maximum</u>	
	Monthly	\$ 2,901.00 - \$17,328.00
	Bi-weekly	\$ 1,334.40 - \$ 7,970.00
	Hourly	\$ 16.68 - \$ 99.62
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	Governmental Relations Director (UC)	
2171	Personnel Director (UC)	
2180	Retirement Administrator (UC)	

<u>Miscellaneous B</u>	<u>Salary Rate-2045/Minimum and Maximum</u>	
	Monthly	\$ 2,122.00 - \$12,392.00
	Bi-weekly	\$ 976.00 - \$ 5,700.00
	Hourly	\$ 12.20 - \$ 71.25
2108	Assistant City Clerk (UC)	
2128	Assistant Executive Services Director (UC)	
2183	Assistant Governmental 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**

<u>Salary Rate-2035/Minimum and Maximum</u>		
Monthly	\$ 1,708.00	- \$12,486.00
Bi-weekly	\$ 785.60	- \$ 5,743.20
Hourly	\$ 9.82	- \$ 71.79

- 2133 Council Assistant (Principal Assistant) (UC)

**Miscellaneous D**

<u>Salary Rate-2025/Minimum and Maximum</u>		
Monthly	\$ 1,616.00	- \$12,697.00
Bi-weekly	\$ 743.20	- \$ 5,840.00
Hourly	\$ 9.29	- \$ 73.00

- 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**

<u>Salary Rate-2015/Minimum and Maximum</u>		
Monthly	\$ 1,311.00	- \$ 8,766.00
Bi-weekly	\$ 603.20	- \$ 4,032.00
Hourly	\$ 7.54	- \$ 50.40

- 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)

**Miscellaneous F**

<u>Salary Rate-2014/Minimum and Maximum</u>		
Monthly	\$ 4,496.00	- \$ 8,766.00
Bi-weekly	\$ 2,068.00	- \$ 4,032.00
Hourly	\$ 25.85	- \$ 50.40

- 2274 Medical Review Officer (UC)

**INTERNS****Salary Rate/Minimum and Maximum  
effective 7/1/02**

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 3,421.00	-	\$ 4,159.00
			Bi-weekly	\$ 1,573.60	-	\$ 1,912.80
			Hourly	\$ 19.67	-	\$ 23.91
2166	Legal Intern (UC)	(2166)	Monthly	\$ 2,812.00	-	\$ 3,418.00
			Bi-weekly	\$ 1,293.60	-	\$ 1,572.00
			Hourly	\$ 16.17	-	\$ 19.65
2103	Management Intern (UC)	(2103)	Monthly	\$ 1,750.00	-	\$ 2,108.00
			Bi-weekly	\$ 804.80	-	\$ 969.60
			Hourly	\$ 10.06	-	\$ 12.12
2169	Library Intern (UC)	(2169)	Monthly	\$ 1,750.00	-	\$ 2,108.00
			Bi-weekly	\$ 804.80	-	\$ 969.60
			Hourly	\$ 10.06	-	\$ 12.12
2186	Planning Intern (UC)	(2186)	Monthly	\$ 1,750.00	-	\$ 2,108.00
			Bi-weekly	\$ 804.80	-	\$ 969.60
			Hourly	\$ 10.06	-	\$ 12.12
2139	Police Intern (UC)	(2139)	Monthly	\$ 1,743.00	-	\$ 2,106.00
			Bi-weekly	\$ 801.60	-	\$ 968.80
			Hourly	\$ 10.02	-	\$ 12.11
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,343.00	-	\$ 1,611.00
			Bi-weekly	\$ 617.60	-	\$ 740.80
			Hourly	\$ 7.72	-	\$ 9.26

EXHIBIT C-2

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

EXHIBIT C-2

DECEMBER 21, 2002

0- 19068

**UNCLASSIFIED SERVICE****EXECUTIVE**Classification and Class Number

<u>Executive V</u>		<u>Salary Rate-2051/Minimum and Maximum</u>	
		Monthly	\$ 6,105.00 - \$24,383.00
		Bi-weekly	\$ 2,808.00 - \$11,215.20
		Hourly	\$ 35.10 - \$ 140.19
2141	City Manager (UC)		
2001	City Attorney (UC)		
2106	Assistant City Attorney (UC)		
2111	Assistant City Manager (UC)		
2127	Assistant to the City Manager (UC)		

<u>Executive IV</u>		<u>Salary Rate-2041/Minimum and Maximum</u>	
		Monthly	\$ 4,947.00 - \$18,739.00
		Bi-weekly	\$ 2,275.20 - \$ 8,619.20
		Hourly	\$ 28.44 - \$ 107.74
2112	Business Center Manager (UC)		
2153	Deputy City Manager (Assistant to the City Manager) (UC)		
2132	Department Director (UC)		
2131	Development <del>Review</del> <i>Services</i> Director (UC)		
2147	Engineering and Capital Projects Director (UC)		
2192	Environmental Services Director (UC)		
2155	Executive Assistant Police Chief (UC)		
2130	Financial Management Director (Budget Officer) (UC)		
2160	Fire Chief (UC)		
2267	Metropolitan Wastewater Director (UC)		
2179	Park and Recreation Director (UC)		
2172	Planning Director (UC)		
2173	Police Chief (UC)		
2159	Transportation Director (UC)		
2194	Water Department Director (UC)		

**Executive III**

<u>Salary Rate-2030/Minimum and Maximum</u>		
Monthly	\$ 2,654.00	- \$ 14,547.00
Bi-weekly	\$ 1,220.80	- \$ 6,691.20
Hourly	\$ 15.26	- \$ 83.64

2181	Assistant Department Director (UC)
2105	Assistant Development <del>Review</del> <b>Services</b> Director (UC)
2123	Assistant Environmental Services Director (UC)
2115	Assistant Financial Management Director (UC)
2154	Assistant Fire Chief (UC)
2276	Assistant Metropolitan Wastewater Director (UC)
2114	Assistant Planning Director (UC)
2118	Assistant Transportation Director (UC)
2255	City Architect (UC)
2140	City Librarian (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**

<u>Salary Rate-2020/Minimum and Maximum</u>		
Monthly	\$ 2,207.00	- \$13,415.00
Bi-weekly	\$ 1,015.20	- \$ 6,170.40
Hourly	\$ 12.69	- \$ 77.13

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	-	\$ 9,858.00
Bi-weekly	\$ 781.60	-	\$ 4,534.40
Hourly	\$ 9.77	-	\$ 56.68

- 2117 Assistant to the Engineering and Capital Projects 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 Department Director (UC)



**MANAGERIAL**Classification and Class NumberManagerial ASalary Rate-2070/Minimum and Maximum

Monthly	\$ 1,407.00	-	\$ 8,823.00
Bi-weekly	\$ 647.20	-	\$ 4,058.40
Hourly	\$ 8.09	-	\$ 50.73

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

Managerial BSalary Rate-2073/Minimum and Maximum

Monthly	\$ 1,924.00	-	\$ 11,531.00
Bi-weekly	\$ 884.80	-	\$ 5,304.00
Hourly	\$ 11.06	-	\$ 66.30

- 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)
- 2275 Neighborhood Services Coordinator (UC)
- 2244 Paramedic Coordinator (UC)
- 2221 Print Shop Manager (UC)
- 2282 Program Coordinator (UC)
- 2243 Resource Development Officer (UC)
- 2162 Quality Management Coordinator (UC)
- 2232 Regional Urban Information Systems Administrator (UC)

**Managerial C**

<b>Salary Rate-2077/Minimum and Maximum</b>		
Monthly	\$ 3,927.00	- \$ 14,445.00
Bi-weekly	\$ 1,806.40	- \$ 6,644.00
Hourly	\$ 22.58	- \$ 83.05

2238	Assistant Police Chief (UC)
2245	Assistant Stadium Manager (UC)
2281	Assistant to the Director (UC)
2236	Assistant to the Fire Chief (UC)
2278	Assistant to the Development Review <i>Services</i> Director (UC)
2201	Assistant to the Planning Director (UC)
2264	Assistant to the Police Chief (UC)
2247	Budget Services Manager (UC)
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2203	Community Development Administrator (UC)
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2237	Deputy Fire Chief (UC)
2252	Deputy Director, Legislative Services (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	<del>Police Personnel Manager</del> <i>Police Administrative Services Director</i> (UC)
2234	Principal Planner (UC)
2270	Program Manager (UC)
2249	Youth Services Administrator (UC)
2271	Revenue Programs Manager (UC)
2226	Zoning Administrator (UC)

**PROFESSIONAL LEGAL**

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>	
	Monthly	\$ 1,489.00 - \$17,076.00
	Bi-weekly	\$ 684.80 - \$ 7,854.40
	Hourly	\$ 8.56 - \$ 98.18
2196	Assistant Retirement General Counsel (UC)	
2224	Associate Counsel (UC)	
2151	Deputy City Attorney (UC)	
2195	Retirement General Counsel (UC)	

**OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL**Classification and Class Number

<u>Miscellaneous A</u>	<u>Salary Rate-2055/Minimum and Maximum</u>	
	Monthly	\$ 2,901.00 - \$17,328.00
	Bi-weekly	\$ 1,334.40 - \$ 7,970.00
	Hourly	\$ 16.68 - \$ 99.62
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	Governmental Relations Director (UC)	
2171	Personnel Director (UC)	
2180	Retirement Administrator (UC)	

<u>Miscellaneous B</u>	<u>Salary Rate-2045/Minimum and Maximum</u>	
	Monthly	\$ 2,122.00 - \$12,392.00
	Bi-weekly	\$ 976.00 - \$ 5,700.00
	Hourly	\$ 12.20 - \$ 71.25
2108	Assistant City Clerk (UC)	
2128	Assistant Executive Services Director (UC)	
2183	Assistant Governmental 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	-	\$12,486.00
Bi-weekly	\$ 785.60	-	\$ 5,743.20
Hourly	\$ 9.82	-	\$ 71.79

- 2133 Council Assistant (Principal Assistant) (UC)

**Miscellaneous D****Salary Rate-2025/Minimum and Maximum**

Monthly	\$ 1,616.00	-	\$12,697.00
Bi-weekly	\$ 743.20	-	\$ 5,840.00
Hourly	\$ 9.29	-	\$ 73.00

- 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	-	\$ 8,766.00
Bi-weekly	\$ 603.20	-	\$ 4,032.00
Hourly	\$ 7.54	-	\$ 50.40

- 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)

**Miscellaneous F****Salary Rate-2014/Minimum and Maximum**

Monthly	\$ 4,496.00	-	\$ 8,766.00
Bi-weekly	\$ 2,068.00	-	\$ 4,032.00
Hourly	\$ 25.85	-	\$ 50.40

- 2274 Medical Review Officer (UC)

**INTERNS****Salary Rate/Minimum and Maximum  
effective 12/21/02**

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 3,456.00	-	\$ 4,200.00
			Bi-weekly	\$ 1,589.60	-	\$ 1,932.00
			Hourly	\$ 19.87	-	\$ 24.15
2166	Legal Intern (UC)	(2166)	Monthly	\$ 2,840.00	-	\$ 3,452.00
			Bi-weekly	\$ 1,306.40	-	\$ 1,588.00
			Hourly	\$ 16.33	-	\$ 19.85
2103	Management Intern (UC)	(2103)	Monthly	\$ 1,787.00	-	\$ 2,129.00
			Bi-weekly	\$ 821.80	-	\$ 979.20
			Hourly	\$ 10.16	-	\$ 12.24
2169	Library Intern (UC)	(2169)	Monthly	\$ 1,787.00	-	\$ 2,129.00
			Bi-weekly	\$ 821.80	-	\$ 979.20
			Hourly	\$ 10.16	-	\$ 12.24
2186	Planning Intern (UC)	(2186)	Monthly	\$ 1,787.00	-	\$ 2,129.00
			Bi-weekly	\$ 821.80	-	\$ 979.20
			Hourly	\$ 10.16	-	\$ 12.24
2139	Police Intern (UC)	(2139)	Monthly	\$ 1,760.00	-	\$ 2,127.00
			Bi-weekly	\$ 809.60	-	\$ 978.40
			Hourly	\$ 10.12	-	\$ 12.23
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,357.00	-	\$ 1,626.00
			Bi-weekly	\$ 624.00	-	\$ 748.00
			Hourly	\$ 7.80	-	\$ 9.35

**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			

EXHIBIT E

RECEIVED  
CITY CLERK'S OFFICE  
02 JUN 10 AM 8:24  
SAN DIEGO, CALIF.

J

EXEMPT CLASSES  
FROM THE  
CLASSIFIED SERVICE

EXHIBIT E

EFFECTIVE JULY 1, 2002

EXHIBIT E

## LIST OF CLASSES TO BE EXEMPTED FROM THE CLASSIFIED SERVICE

### NEW POSITIONS

<u>Class</u>	<u>Department/Program</u>
• Neighborhood Services Coordinator (3)	(College/Rolando, SanYsidro & Tierrasanta), Manager's Office
• Council Representative I	District I
• Assistant Binational Affairs Officer	Transportation Department
• Assistant Investment Officer	Treasurer
• Program Manager (2)	(Office Manager, & E Trade), Information Technology & Communications
• Program Manager (2)	(Multiple Species Conservation Program, & Strategic Plan), Planning Department
• Principal Accountant	Auditor & Comptroller
• Program Manager	Information Technology & Communications
• Council Representative I	District 3



**CITY OF SAN DIEGO  
MEMORANDUM**

**DATE:** July 23, 2001  
**TO:** Honorable Mayor and Council  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Exemption of Three Neighborhood Services Coordinator Positions from the Classified Service

---

On July 12, 2001, the Civil Service Commission reviewed a request of the City Manager's Office to exempt three Neighborhood Services Coordinator positions from the Classified Service. These positions will be responsible for coordinating the formulation and administration of a highly visible program to decentralize the provision of City's services through Community Service Centers. These positions will also act as liaison between City departments, citizens and community groups to secure effective services for neighborhoods, and will work closely with Council Representatives within their districts.

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

Upon review of the duties and responsibilities of this position, the Commission finds that they meet the intent of Charter Section 117. If additional information would be of assistance in consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:hd/dlh

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**City of San Diego**  
**MEMORANDUM**

DATE: May 8, 2001  
TO: Civil Service Commission  
FROM: Community Service Center Program Manager  
SUBJECT: Neighborhood Services Coordinator Positions

---

The Community Service Centers were established to provide City services in convenient locations throughout the communities. It is a concept that allows government to come closer to the people, thereby making it more convenient and more responsive to community needs. In September 1996, the City Council approved an implementation plan for a citywide expansion of up to twenty-two Centers (Managers Report No. 96-173). Since that time, fifteen Centers are now open and serving the public.

Each Community Service Center is overseen by a Neighborhood Services Coordinator. The Coordinators have a significant responsibility for formation and administration of a politically sensitive and highly visible program. These positions act as a liaison between City departments, residents, neighborhood groups and outside organizations to secure effective services for communities. This often involves a close working relationship with the Council representatives within their districts. The Centers are funded through a combination of grant funds and general funds and report to the Community Service Center Program Manager.

The Civil Service Commission has previously approved ten Coordinator positions to be exempted from the Classified Service. During this past fiscal year, two new Centers opened in College/Rolando and Tierrasanta. In addition, the San Ysidro Community Service Center has been overseen by the Otay Mesa/Nestor Coordinator on a temporary basis. This Center requires a full-time Coordinator to oversee its operations and services. This memo requests that these three Neighborhood Services Coordinator positions be exempted from the Classified Service to oversee the College/Rolando, San Ysidro and Tierrasanta Community Service Centers.

I can be contacted at (619) 235-5746 if you have any questions or need further clarification. Thank you for your consideration of this request and support of the Community Service Center Program.

*Tammy Rimes*

Tammy Rimes  
Program Manager

cc: Bruce Herring, Deputy City Manager

CITY OF SAN DIEGO  
MEMORANDUM

**DATE:** June 29, 2001  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt a Council Representative I Position for the Classified Service

---

Attached is a request from Councilmember Scott Peters of District 1 to exempt one additional Council Representative I position from the classified service.

The additional position is needed to assist Councilmember Peters in delivering services to the District 1 constituents and with policy development and communications.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

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**CITY OF SAN DIEGO  
MEMORANDUM**

**DATE:** July 23, 2001  
**TO:** Honorable Mayor and Council  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Exemption of a Council Representative I Position from the Classified Service

---

On July 12, 2001, the Civil Service Commission reviewed a request of Councilmember Scott Peters of District 1 to exempt a Council Representative I position from the Classified Service. This position will assist Councilmember Peters in delivering services to the District 1 constituents and with policy development and communications.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:hd/dlh

CITY OF SAN DIEGO  
MEMORANDUM

**DATE:** July 6, 2001  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt an Assistant Binational Affairs Officer Position from the Classified Service

---

The Transportation Department Director has requested that an Assistant Binational Affairs Officer position be exempted from the Classified Service.

This position is responsible for providing assistance on Binational Special Projects such as the Bajagua and Tijuana River Valley projects; researching policies, programs, fiscal issues, and other City-wide or Binational region concerns, and making recommendations; analyzing State and Federal legislations impacting Binational issues; and representing the City at meetings of community groups, civic and business associations, binational organizations; and State and Federal legislative and administrative bodies.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

**CITY OF SAN DIEGO  
MEMORANDUM**

**DATE:** July 23, 2001

**TO:** Honorable Mayor and Council

**FROM:** Rich Snapper, Personnel Director

**SUBJECT:** Exemption of an Assistant Binational Affairs Officer Position from the Classified Service

---

On July 12, 2001, the Civil Service Commission reviewed a request of the Transportation Director to exempt an Assistant Binational Affairs Officer from the Classified Services. This position will be responsible for providing assistance on Binational Special Projects such as Bajagua and Tijuana River Valley projects, researching and analyzing policies, programs, and State and Federal legislation impacting Binational issues, and making recommendations.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:hd/dlh

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CITY OF SAN DIEGO  
MEMORANDUM

DATE: July 6, 2001

TO: Civil Service Commission

FROM: Rich Snapper, Personnel Director

SUBJECT: Request to Exempt an Assistant Investment Officer Position from the Classified Service

---

Attached is a request from the City Treasurer to exempt an Assistant Investment Officer position from the Classified Service.

As proposed, this position is expected to perform duties which are virtually identical to those currently being performed by the Investment Officer. Duties will include assisting with the management of over \$1.5 billion portfolio, administrating bank contracts, and placing trades with brokers in amounts ranging between \$10 million to \$50 million daily.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

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**CITY OF SAN DIEGO  
MEMORANDUM**

**DATE:** July 23, 2001

**TO:** Honorable Mayor and Council

**FROM:** Rich Snapper, Personnel Director

**SUBJECT:** Exemption of an Assistant Investment Officer Position from the Classified Service

---

On July 12, 2001, the Civil Service Commission reviewed a request of the City Treasurer to exempt an Assistant Investment Officer position from the Classified Service. This position will assist with the management of over \$1.5 billion portfolio, administering bank contracts, and placing trades with brokers in amount ranging between \$10 million to \$50 million daily.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:hd/dlh

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CITY OF SAN DIEGO  
MEMORANDUM

**DATE:** August 31, 2001  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt Two Program Manager Positions from the Classified Service

---

The Information Technology (IT) and Communications Director has requested that two IT Program Manager positions be exempted from the Classified Service.

The Information Technology Management Office Program Manager will report directly to the Information Technology and Communications Department Director and will be responsible for establishing and managing a City-wide Information Technology Management Program to enhance City capabilities on IT projects and to reduce costs and schedule overruns. In addition, this position will also be responsible for formalizing and enhancing IT projects' performance, delivery, and resource management.

The E-Government Program Manager is responsible for planning and implementing a City-wide E-Government program as well as recommending and/or establishing E-Government policies. This position is also responsible for the approval of all content (except that for elected officials) that is published on the public web site.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

**CITY OF SAN DIEGO  
MEMORANDUM**

DATE: September 10, 2001

TO: Honorable Mayor and Council

FROM: Rich Snapper, Personnel Director

SUBJECT: Exemption of Two (2) Program Manager positions from the Classified Service

---

On September 6, 2001, the Civil Service Commission reviewed two separate requests from the Information Technology and Communications (IT&C) Director to exempt two (2) Program Manager positions from the Classified Service.

The Information Technology Management Office Manager will be responsible for establishing and managing a City-wide Information Technology Management Program to enhance City capabilities on Information Technology projects and to reduce costs and schedule overruns.

The E-Government Program Manager will be responsible for planning and implementing a City-wide E-Government Program as well as recommending and/or establishing E-Government Policies.

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

Upon review of the duties and responsibilities of these positions, the Commission finds that they meet the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:HD:wp

Attachment

cc: Richard Wilken, Information Technology and Communications Director  
Financial Management Department

CITY OF SAN DIEGO  
MEMORANDUM

**DATE:** August 31, 2001  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt Two Program Manager Positions from the Classified Service

---

The Planning Director has requested that two Program Manager positions be exempted from the Classified Service.

The Multiple Species Program Manager position will be responsible for the Multiple Species Conservation Program (MSCP), implementing the contractual agreement between the City, State of California, and the U.S. Fish and Wildlife Service, and developing a strategy and financing plan for the acquisition of 4100 acres of land for the MSCP open space. In addition, this position will also be responsible for developing and organizing the financial aspects of the Multiple Species Conservation Program as well as managing the preparation of an annual audit on the loss and gain of habitat within the City.

The Strategic Plan Program Manager will be responsible for assisting with the development of policies needed for the implementation of the Strategic Framework. This position will also be responsible with assisting other City departments in their efforts to incorporate various aspects of the Strategic Plan in their policies, procedures, and operations.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

**CITY OF SAN DIEGO  
MEMORANDUM**

DATE: September 10, 2001  
TO: Honorable Mayor and Council  
FROM: Rich Snapper, Personnel Director  
SUBJECT: Exemption of Two (2) Program Manager positions from the Classified Service

---

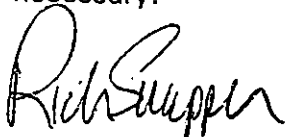
On September 6, 2001, the Civil Service Commission reviewed two separate requests from the Planning Department Director to exempt two (2) Program Manager positions from the Classified Service.

The Multiple Species Program Manager position will be responsible for the Multiple Species Conservation Program (MSCP), implementing the Contractual agreement between the City, State of California, and the U.S. Fish and Wildlife Service, and developing a strategy and financing plan for the acquisition of land for the MSCP open space.

The Strategic Plan Program Manager will be responsible for assisting with the development of policies needed for the implementation of the Strategic Framework.

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

Upon review of the duties and responsibilities of these positions, the Commission finds that they meet the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:HD:wp

Attachment

cc: Gail Goldberg, Planning Director  
Financial Management Department

CITY OF SAN DIEGO  
MEMORANDUM

ITEM 8

**DATE:** August 31, 2001  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt a Principal Accountant Position from the Classified Service

---

Attached is a request from the City Auditor and Comptroller to exempt a Principal Accountant position from the Classified Service.

This position which will report directly to the City Auditor will be responsible for formulating and administering the independent budget analysis process in response to the Council's direction. This position will also work directly with Councilmembers and the City Manager, providing detailed analysis, and information on various City departments' budgets, activities, programs and priorities.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

**CITY OF SAN DIEGO  
MEMORANDUM**

DATE: September 14, 2001  
TO: Honorable Mayor and Council  
FROM: Rich Snapper, Personnel Director  
SUBJECT: Exemption of a Principal Accountant position from the Classified Service

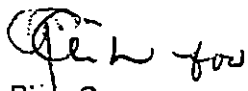
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On September 6, 2001, the Civil Service Commission received a request from the City Auditor and Comptroller to exempt a Principal Accountant position from the Classified Service.

This position, which will report directly to the City Auditor and Comptroller, will be responsible for formulating and administering the independent budget analysis process in response to the Council's direction.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.

  
Rich Snapper  
Personnel Director

RS:HD:wp

Attachment

cc: Ed Ryan, City Auditor and Comptroller  
Financial Management Department

CITY OF SAN DIEGO  
MEMORANDUM

DATE: September 28, 2001  
TO: Civil Service Commission  
FROM: Rich Snapper, Personnel Director  
SUBJECT: Request to Exempt a Program Manager Position from the Classified Service

---

The City Treasurer with the support of the acting Chief Information Officer has requested that a Program Manager position be exempted from the Classified Service.

This position will be responsible for revising City-wide operational and financial policies impacted by a project to integrate the City's billing, collecting, and revenue processing systems. This position will also be responsible for the selection of the most appropriate technological solution, and accountable for the delivery of the system.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

**CITY OF SAN DIEGO  
MEMORANDUM**

DATE: November 6, 2001  
TO: Honorable Mayor and Council  
FROM: Rich Snapper, Personnel Director  
SUBJECT: Exemption of a Program Manager position from the Classified Service

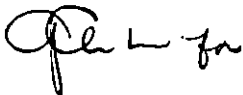
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On November 1, 2001, the Civil Service Commission reviewed a request from the City Treasurer to exempt a Program Manager position from the Classified Service.

This position will be responsible for revising City-wide operational and financial policies impacted by a project to integrate the City's billing, collecting, and revenue processing system.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:HD:wp

Attachment

cc: City Treasurer  
Financial Management Department



CITY OF SAN DIEGO  
MEMORANDUM

**DATE:** March 29, 2002  
**TO:** Civil Service Commission  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Request to Exempt a Council Representative I Position from the Classified Service

---

Attached is a request from Councilmember Toni Atkins to exempt one additional Council Representative I position from the Classified Service. The additional position is needed to provide services to the constituents, particularly in the absence of staff on military leave.

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

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



Rich Snapper  
Personnel Director

RS:hd/dlh

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**CITY OF SAN DIEGO  
MEMORANDUM**

**DATE:** April 15, 2002  
**TO:** Honorable Mayor and Council  
**FROM:** Rich Snapper, Personnel Director  
**SUBJECT:** Exemption of a Council Representative I Position from the Classified Service

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On April 4, 2002, the Civil Service Commission reviewed a request of the Councilmember Toni Atkins to exempt a Council Representative I position from the Classified Service. This position will assist Councilmember Atkins in delivering services to the Constituents of District 3, particularly in the absence of staff on military leave.

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

Upon review of the duties and responsibilities of this position, the Commission finds that it meets the intent of Charter Section 117. If additional information would be of assistance in your consideration of this matter, staff is available to respond with details as necessary.



Rich Snapper  
Personnel Director

RS:hd/dlh  
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EXHIBIT F

POSITIONS ENTITLED TO \$300.00 MONTHLY  
AUTOMOBILE ALLOWANCE

- CITY AUDITOR & COMPTROLLER
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- EXECUTIVE SERVICES DIRECTOR
- DEPARTMENT DIRECTORS, OTHER DESIGNATED  
POSITIONS, AND MANAGERIAL EMPLOYEES AT  
THE LEVEL OF DEPARTMENT DIRECTOR AS  
DESIGNATED BY THE CITY MANAGER.

RECEIVED  
CITY CLERK'S OFFICE  
02 JUN 24 PM 3:33  
SAN DIEGO, CALIF.

EXHIBIT F

DEPARTMENT DIRECTORS AND NMANAGERIAL  
EMPLOYEES AT THE LEVEL OF DEPARTMENT  
DIRECTOR AS DESIGNATED BY THE CITY MANAGER  
ENTITLED TO \$300 MONTHLY AUTOMOBIL ALLOWANCE

CITY AUDITOR & COMPTROLLER

CITY CLERK

CITY LIBRARIAN

*OLD SEE  
REVISED*

COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR

DEVELOPMENT SERVICES DIRECTOR

ENGINEERING & CAPITAL PROJECTS DIRECTOR

ENVIRONMENTAL SERVICES DIRECTOR

ETHICS COMMISSION EXECUTIVE DIRECTOR

EXECUTIVE SERVICES DIRECTOR

FINANCIAL MANAGEMENT DIRECTOR

GENERAL SERVICES DIRECTOR

GOVERNMENTAL RELATIONS DIRECTOR

HUMAN RESOURCES DIRECTOR

INFORMATION TECHNOLOGY AND COMMUNICATIONS DIRECTOR

METROPOLITAN WASTEWATER DIRECTOR

NEIGHBORHOOD CODE COMPLIANCE DIRECTOR

PARK AND RECREATION DIRECTOR

PERSONNEL DIRECTOR

PLANNING DIRECTOR

REAL ESTATE ASSETS DIRECTOR

RETIREMENT ADMINISTRATOR

RISK MANAGEMENT DIRECTOR

SPECIAL PROJECTS DIRECTOR

SUCCESSION PLANNING DIRECTOR

TRANSPORTATION DIRECTOR

WATER DEPARTMENT DIRECTOR

L:Exhib F FY03

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EXHIBIT G  
POSITIONS ENTITLED TO MANAGEMENT  
ADMINISTRATIVE LEAVE

- CITY MANAGER
- ASSISTANT CITY MANAGER
- DEPUTY CITY MANAGER
- DEPARTMENT DIRECTORS, OTHER DESIGNATED  
POSITIONS, AND MANAGERIAL EMPLOYEES  
AT THE LEVEL OF DEPARTMENT DIRECTOR  
AS DESIGNATED BY THE CITY MANAGER
- CITY ATTORNEY
- ASSISTANT CITY ATTORNEY
- CITY AUDITOR AND COMPTROLLER
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- EXECUTIVE SERVICES DIRECTOR

RECEIVED  
CITY CLERK'S OFFICE  
02 JUN 24 PM 3:33  
SAN DIEGO, CALIF.

EXHIBIT G

DEPARTMENT DIRECTORS AND NMANAGERIAL  
EMPLOYEES AT THE LEVEL OF DEPARTMENT  
DIRECTOR AS DESIGNATED BY THE CITY MANAGER  
ENTITLED TO MANAGEMENT ADMINISTRATIVE LEAVE

CITY AUDITOR & COMPTROLLER

CITY CLERK

CITY LIBRARIAN

COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR

DEVELOPMENT SERVICES DIRECTOR

ENGINEERING & CAPITAL PROJECTS DIRECTOR

ENVIRONMENTAL SERVICES DIRECTOR

ETHICS COMMISSION EXECUTIVE DIRECTOR

EXECUTIVE SERVICES DIRECTOR

FINANCIAL MANAGEMENT DIRECTOR

GENERAL SERVICES DIRECTOR

GOVERNMENTAL RELATIONS DIRECTOR

HUMAN RESOURCES DIRECTOR

INFORMATION TECHNOLOGY AND COMMUNICATIONS DIRECTOR

METROPOLITAN WASTEWATER DIRECTOR

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SPECIAL PROJECTS DIRECTOR

SUCCESSION PLANNING

TRANSPORTATION DIRECTOR

WATER DEPARTMENT DIRECTOR

*OLD SEE  
REVISED*

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