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ORDINANCE NUMBER O- 20061 (NEW SERIES)

DATE OF FINAL PASSAGE MAY 26 2011

AN ORDINANCE OF THE CITY OF SAN DIEGO  
ESTABLISHING A SCHEDULE OF COMPENSATION FOR  
OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO  
FOR THE FISCAL YEAR 2012.

WHEREAS, under Article XV of the San Diego Charter (Charter) entitled “Strong Mayor Form of Governance,” the Mayor is the chief executive officer of the City of San Diego and exercises the authority, power, and responsibilities described in Charter sections 260 and 265; and

WHEREAS, under section 290 of the Charter, the Salary Ordinance is proposed by the Mayor for San Diego City Council (City Council) introduction in a form consistent with any existing Memoranda of Understanding with the City’s recognized labor organizations and consistent with the Meyers-Milias-Brown Act (MMBA), and any other legal requirements governing labor relations that are binding upon the City; and

WHEREAS, under Charter section 70 and City Council Policy 300-04, the City Council has the power to set the salaries of the City Clerk, City Treasurer, City Auditor, Independent Budget Analyst, and all other officers under its jurisdiction; and

WHEREAS, Charter sections 70 and 290 provide that the Mayor has the power to recommend salaries and wages to the City Council subject to the personnel classifications determined by the Civil Service Commission and the applicable Memoranda of Understanding between the City and its recognized labor organizations; and

WHEREAS, Charter section 70 provides department heads outside of the departments under the Mayor's control (independent department heads) have the power to recommend salaries and wages for employees in their departments subject to the personnel classifications determined by the Civil Service Commission and the applicable Memoranda of Understanding between the City and its recognized labor organizations; and

WHEREAS, under Charter section 70, all changes to City officer and employee salaries must be determined when the budget is prepared and adopted, and no change may be effective before the fiscal year for that budget, except as otherwise provided in Charter section 70; and

WHEREAS, the City's Management Team has met and conferred with the Deputy City Attorneys Association (DCAA); San Diego City Firefighters, International Association of Fire Fighters Local 145 (Local 145); San Diego Municipal Employees' Association (MEA); and California Teamsters Local 911 (Local 911) regarding salaries for employees represented by those organizations, and has made recommendations to the City Council in relation to those negotiations; and

WHEREAS, in 2010, the City's Management Team met and conferred with the San Diego Police Officers Association (SDPOA) and Local 127, American Federation of State, County, and Municipal Employees, AFL-CIO (Local 127), and entered into Memoranda of Understanding that are in effect through Fiscal Year 2012; and

WHEREAS, pursuant to the MMBA and City Council Policy 300-06, represented employees had their compensation reduced by six percent in Fiscal Years 2010 and 2011, and this six percent reduction in compensation is continuing in this Fiscal Year; and

WHEREAS, the Civil Service Commission has studied salaries pursuant to Charter section 130; the Commission did not identify employee classifications in the Classified Service that 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*, 469 U.S. 528 (1985), held that the provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. § 201 *et seq.*, as they relate to overtime pay, are applicable to states, cities, and local agencies, including the City; and

WHEREAS, it is necessary to ensure compliance with the FLSA; and

WHEREAS, the Mayor and independent department heads have made recommendations to the City Council regarding salaries for unrepresented unclassified officers and employees; and

WHEREAS, after receipt at a public hearing of information and statistics, and after thorough consideration and deliberation of the Mayor's and Civil Service Commission's recommendations, the City Council, under the authority vested in it by the State Constitution and Charter, finds that the salaries established in this Ordinance are consistent with the submitted information, statistics, and recommendations; and

WHEREAS, pursuant to Charter sections 12.1 and 24.1, on February 22, 2010, the City Council considered the recommendations of the Salary Setting Commission (Commission) for Mayor and City Council salaries for Fiscal Years 2011 and 2012, set forth in the Commission's report dated February 1, 2010, and the City Council rejected the Commission's recommendation for any salary increases for the Mayor and City Council for Fiscal Year 2012; and

WHEREAS, the City Council acted upon those recommendations for incorporation in the Fiscal Year 2011 salary ordinance, which remain in effect through Fiscal Year 2012; and

WHEREAS, Charter section 117 exempts from the Classified Service certain administrative positions, including “managerial employees having significant responsibilities for formulating or administering departmental policies and programs”; and

WHEREAS, Charter section 117 further provides that the exemption of each of these administrative positions must be initiated by the appropriate appointing authority “after receiving the advisory review and comment of the Civil Service Commission and approval of the City Council”; and

WHEREAS, the classifications that the City Council previously exempted from the Classified Service are set forth by classification and salary rate in the “Unclassified Service Classifications and Standard Salary Rates,” attached to this Ordinance as Exhibit C; and

WHEREAS, having analyzed the data and information presented, it is now necessary and appropriate for the City Council to set the salaries, consistent with the established salary tables, for all officers and employees of the City of San Diego for Fiscal Year 2012; and

WHEREAS, pursuant to established City practices, City employees are paid on a bi-weekly basis; therefore, where the terms “Monthly Rates” and “Annual Rates” are used with a certain monetary amount, the City Council intends that monetary amount to be an approximation; and

WHEREAS, the City Council intends this Ordinance to be consistent with and to be read in conjunction with established City personnel policies and practices, including Civil Service Rules, Personnel Regulations, Administrative Regulations, and payroll practices as established for the Human Capital Management (HCM) module of the Enterprise Resource Planning (ERP) system; and

WHEREAS, all exhibits referenced in this Ordinance are attached to and incorporated into this Ordinance; NOW, THEREFORE,

BE IT ORDAINED, by the Council of the City of San Diego, as follows:

**Section 1. SALARIES ESTABLISHED FOR ELECTED OFFICERS**

Pursuant to Charter sections 12.1 and 24.1, the City Council adopts the following annual salaries for the Mayor and City Councilmembers for Fiscal Year 2012:

Mayor	\$100,464
Councilmember	\$ 75,386

Pursuant to Charter section 40, the City Council sets the City Attorney's annual salary at \$193,648 for Fiscal Year 2012.

The elected officers may choose to receive a reduced amount of pay to participate in a voluntary work furlough program by so informing the City Comptroller (Comptroller). The current Mayor proposes to maintain his salary at \$94,436 for Fiscal Year 2012, which is consistent with the salary he received in Fiscal Years 2010 and 2011, and includes the six percent reduction in pay established for City employees in Fiscal Years 2010, 2011, and 2012.

The Comptroller is authorized to calculate and establish a table of bi-weekly salaries most closely approximating the above-authorized annual salaries.

**Section 2. SALARY SCHEDULES ESTABLISHED**

The City Council adopts the "Unclassified Service Classification and Standard Salary Rates" (Exhibit C), as the salary schedule for all City officers and employees in the Unclassified Service. The City Council adopts an "Executive" category within the Unclassified Service with classifications of Executive I through Executive V, for all officers and employees serving in the positions listed under "Executive" in Exhibit C. The City Council further adopts a "Managerial"

category within the Unclassified Service with classifications of Managerial A, B, and C, for all officers and employees serving in the positions listed under “Managerial” in Exhibit C. The City Council also adopts a “Miscellaneous Executive and Managerial” category within the Unclassified Service with classifications A through F, and a “Professional Legal” category within the Unclassified Service, as set forth in Exhibit C. The salary rates and ranges listed in Exhibit C may be changed only by official City Council action.

For all positions in the Classified Service, the City Council adopts the “Classified Service Classes and Standard Rates,” attached to this Ordinance as Exhibit B. The City Council further adopts the “Salary Table,” attached to this Ordinance as Exhibit A, as the salary schedule for all City employees in the Classified Service. The bi-weekly salaries and steps for Classified Employees, set forth in the Salary Table (Exhibit A), are effective July 1, 2011. Special salary adjustments identified and approved for specific classes are awarded only 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. Exhibit A includes any special salary adjustments for specified classes, in addition to any general overall increases authorized.

Every employee working in a classification that is represented by a recognized labor organization will receive the salary consistent with the applicable Memorandum of Understanding (MOU) between the City and the labor organization representing that classification. If agreement is not reached with a labor organization at the end of negotiations for Fiscal Year 2012, the employees in the classifications represented by that labor organization will receive the pay set forth in the City’s last, best and final offer, if unilaterally imposed by the City Council before this Ordinance is adopted, as reflected in Exhibit A or C.

Unrepresented employees will not receive a general salary increase for Fiscal Year 2012. An unrepresented employee may, however, be granted an individual salary increase pursuant to Section 6 of this Ordinance, based on merit, performance, or changes in duties.

Except for the Accountant IV class, the salary steps for all Classified Service classifications, as set forth in Exhibit A, are calculated and established at approximate five percent increments. The Accountant IV class has a minimum and a maximum salary rate, but no intermediate steps. Employees in the Accountant IV class may be paid any amount within the minimum and maximum salary rates, at the appointing authority's discretion.

**Section 2.1. Salary Reductions**

Pursuant to the MMBA and City Council Policy 300-06, represented employees had their compensation reduced by six percent in Fiscal Years 2010 and 2011. This reduction in compensation of six percent continues for Fiscal Year 2012. The reduction in compensation is also applicable to unrepresented employees, as established by this Ordinance.

The salaries of employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) are reduced by 3.2 percent through June 30, 2012. This salary reduction took effect on July 1, 2006, pursuant to negotiated agreement with the DCAA and imposition of the City's last, best and final offer on SDPOA.

Effective July 1, 2009, and continuing through June 30, 2012, the base salaries of all unclassified unrepresented employees and all classified unrepresented employees participating in DROP are reduced by three percent.

For Fiscal Year 2012, employees in the MEA bargaining group must take a three percent reduction in compensation as follows.

Full-time employees in the MEA bargaining group hired before July 1, 2009 must elect one of the following options: (1) 52 hours of unpaid furlough; or (2) subject to applicable tax laws, a waiver of their right to the City's match on the three percent mandatory employee contribution to the Supplemental Pension Savings Plan (SPSP) for Fiscal Year 2012. Full-time employees in the MEA bargaining group hired on or after July 1, 2009 must take both of the following: (1) 52 hours of unpaid furlough, and (2) a three percent reduction in "compensation," as "compensation" is defined in the SPSP plan document. The mandatory furlough will be adjusted on a pro rata basis for salaried employees who work half or three-quarter time. Hourly employees in the MEA bargaining group must take a three percent reduction of their SPSP-eligible pay.

For Fiscal Year 2012, all employees in the Local 911 bargaining group must take 52 hours of unpaid furlough, subject to the following exceptions: (1) Employees in the Local 911 bargaining unit who work half or three-quarter time must also take unpaid furlough, however, the number of hours will be adjusted pro rata to reflect the number of hours they work per year; (2) Hourly employees in the Local 911 bargaining unit are not required to take unpaid furlough, but must take a three percent pay reduction.

For Fiscal Year 2012, the salaries of all unclassified and unrepresented Police Safety employees are reduced by 1.9 percent, and the salaries of all unclassified and unrepresented Fire Safety employees are reduced by 1.7 percent.

For Fiscal Year 2012, unrepresented General Member and unrepresented Lifeguard Safety Member employees must take a three percent reduction in compensation, to be accomplished through one of the following: (1) a three percent reduction to SPSP-eligible pay; or (2) subject to applicable tax laws, provide a waiver of their right to the City's match on the three percent mandatory employee contribution to the Supplemental Pension Savings Plan (SPSP) for



Fiscal Year 2012. An employee who chooses, subject to this provision, to waive his or her right to the City's mandatory SPSP contribution must provide the City a written waiver on the City's approved form before June 10, 2011. The waiver will continue through June 22, 2012, without the ability of the employee to withdraw or otherwise amend the waiver.

**Section 2.2. Mandatory and Voluntary Furloughs**

As provided in Section 2.1 above, employees in the MEA and Local 911 bargaining groups who take 52 hours of mandatory unpaid furlough in Fiscal Year 2012 will have compensation deducted pro rata from each pay check over the course of the fiscal year.

Employees in the DCAA bargaining unit must take 32 hours of mandatory unpaid furlough each fiscal year, which will be deducted pro rata from each pay check over the course of the fiscal year. Employees in the DCAA bargaining unit who work half or three-quarter time must also take unpaid furlough; however, in accordance with the City's agreement with the DCAA, a pro-rata adjustment in the number of mandatory furlough hours will be made for those employees who work less than full-time and for any employee hired after the beginning of the fiscal year.

Employees have the option of participating in a voluntary work furlough program with the approval of the employee's appointing authority, consistent with the Mayor's Voluntary Work Furlough Program.

**Section 3. COMPLIANCE WITH THE FLSA**

Classified employees, other than "excepted" fire fighter, paramedic, and emergency medical technician classes and salaried part-time employees, receive the salaries provided in Exhibit A for work performed by them during an average 80-hour bi-weekly work period throughout the fiscal year, except as otherwise provided in this section. The City will pay employees in the "excepted" fire fighter, paramedic, and emergency medical technician classes

and salaried part-time employees in accordance with appropriate calculations and procedures established by the Comptroller in cooperation with the Mayor and Personnel Director. For purposes of this Ordinance, “excepted” fire fighter, paramedic, and emergency medical technician classes are defined as employees assigned to work other than 40-hour per week schedules or other than the average 80-hour bi-weekly work schedules. An FLSA section 207(k) exemption and a 28-day work period applies to “excepted” employees in fire classes.

**Section 4. FLSA-EXEMPT EMPLOYEE SALARIES**

Salaried employees who are exempt under the FLSA receive the salaries provided in Exhibit C for work performed by them during an average 80-hour bi-weekly work period throughout the fiscal year and are not eligible for overtime pay. Time entry documentation and time sheet posting for exempt full-time employees must reflect an average of 80 hours per pay period, even though they may work differing hours as a result of varying duties, responsibilities, and time demands. Unclassified employees, except as otherwise specifically authorized, may not receive credit for hours worked in excess of 80 hours per bi-weekly pay period.

The Mayor and independent department directors are responsible for administering the above-authorized time documentation and time posting process and limits, subject to review by the Personnel Director and Comptroller. Warrant checks issued by the Comptroller for salaries paid to exempt officers and employees must be for the appropriate amount within the Salary Rate range attached to the position in Exhibit C, or as set forth in Section 1 of this Ordinance for the Mayor, City Council, and City Attorney, and for additional amounts authorized in this Ordinance.

The Comptroller is expressly authorized to pay FLSA-exempt employees for absences of less than one work day. This pay is based upon the City Council’s recognition of the designated employees’ salaried status and does not constitute a gift of public funds. This provision is

intended to fully comply with the FLSA salary exemption requirements as interpreted by the courts. If the FLSA is reinterpreted by the courts or amended in a way that causes this provision to be noncompliant with the FLSA's salary exemption requirements, or to exceed FLSA requirements, the Mayor, in conjunction with the Personnel Director and the Comptroller, is authorized to take whatever actions are legally required to implement further revisions to the City's pay policies.

**Section 5. DEDUCTIONS REQUIRED BY LAW**

For purposes of determining the amount of deductions required by law from an officer or employee's bi-weekly pay, the Comptroller shall use the annual salaries established in Section 1 of this Ordinance as the base rate of pay for the Mayor, City Councilmembers, and City Attorney. For all other City employees, the Comptroller shall use the salaries established in Exhibit A (for classified employees) and Exhibit C (for unclassified employees) and, where required by law, any additional pay authorized by this Ordinance or granted by City Council action.

**Section 6. SALARY INCREASES**

The appropriate appointing authorities may grant salary increases consistent with Personnel Manual Index Code H-8. The appropriate appointing authorities may set the salaries for employees in the Accountant IV class within the salary range attached to the Accountant IV class, as set forth in Exhibit A. The appropriate appointing authorities may grant salary increases to unclassified officers and employees listed in Exhibit C within the salary ranges attached to the position based on seniority, efficiency, and merit.

**Section 7. BASE WORK PERIOD AND COMPUTATIONS ESTABLISHED**

The Comptroller is authorized to use compilations based upon an 80-hour bi-weekly work period to compute vacations, leaves of absence, and terminal leave pay for employees and officers (other than salaried part-time employees and employees in “excepted” fire fighter, paramedic, and emergency medical technician classes). For salaried part-time employees and employees in “excepted” fire fighter, paramedic, and emergency medical technician classes, the Comptroller is authorized to use appropriate computations to compute vacations, leaves of absence, and terminal leave pay, as established in cooperation with the Mayor and Personnel Director.

The Comptroller is required to use computations based on a scheduled 40-hour work week to compute vacations, leaves of absence, and terminal leave pay for employees not in “excepted” classes.

When computing overtime pay for Safety Service employees, the Comptroller must use computations set forth in the applicable provisions of the FLSA pertaining to Safety Service employees. If the FLSA is interpreted to permit the payment of overtime to employees who would otherwise be exempt under the FLSA, the Comptroller is authorized to use, for overtime purposes, calculations based upon an 80-hour bi-weekly work period or other hourly provision set forth in the exemption. Part-time employees paid hourly are not eligible for overtime pay except as required by the FLSA.

**Section 8. ELIGIBILITY FOR EXTRA PAY**

**Section 8.1. Overtime Pay Plan**

The Civil Service Commission has established and supervises, in accordance with the FLSA, a uniform overtime pay plan that provides overtime pay not to exceed one and one-half times an eligible classified employee's regular base rate of pay or time off in lieu of pay, as set forth in Personnel Manual Index Code H-4.

The Mayor or applicable independent department head and the Civil Service Commission shall designate, and the City Council must approve, the classified employee classifications that are eligible for overtime pay, before those classifications are officially designated in the City's Personnel Manual. The City Council must approve the classifications eligible for overtime pay annually in conjunction with its adoption of the Salary Ordinance. Determination of eligibility and payment must be consistent with the definitions and procedures developed by the Civil Service Commission and the Comptroller pursuant to City Council Policy 300-02 and in cooperation with the appointing authorities. These definitions and procedures are final, conclusive, and binding on all appointing authorities and officers and employees.

**Section 8.2. Shift Differential Pay**

The Civil Service Commission has established and supervises a uniform Shift Differential Plan that provides extra pay of approximately five percent whenever an eligible employee is required, for a significant period, to work at times substantially unusual for his or her employment classification, as set forth in Personnel Regulation H-6 and applicable MOUs between the City and its recognized labor organizations. When one or more of the working conditions that justify extra pay under the Shift Differential Plan are commonly accepted

conditions for an employment classification, the Civil Service Commission shall consider working conditions in establishing the pay for the classification, and shift differential pay will be eliminated for that class.

**Section 8.3. Call Back Pay**

An eligible 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 the employee to travel from and to his or her residence and the work area and for the time the employee actually works, as more fully described in Personnel Manual Index H-4 and applicable MOUs between the City and its recognized labor organizations.

**Section 8.4. Stand-By Pay**

An eligible employee who is required to be within immediate reach by telephone and ready to report to work without delay, other than necessary dressing and travel time, during all hours and days other than the employee's regularly scheduled working hours shall receive stand-by pay of approximately five percent of his or her regular rate of pay, as more fully described in Personnel Manual Index H-7.

**Section 8.5. Special Assignment Pay**

The Mayor shall identify and the City Council shall approve the employee classifications serving in special assignments, which are eligible for Special Assignment Pay. Determination of eligibility and payment for Special Assignment Pay shall be in accordance with the definitions and procedures developed by the Mayor, in cooperation with the Civil Service Commission and Comptroller. These definitions and procedures are final, conclusive, and binding after approval by the City Council. Special Assignment Pay is memorialized in the applicable MOUs between the City and its recognized labor organizations.

Special Assignment Pay is applicable only during the period of the employee's eligibility. For represented employees, Special Assignment Pay is limited to the amount set forth in the applicable MOU or authorized under the City's last, best and final offer, if unilaterally imposed by the City Council in Fiscal Year 2012 labor negotiations. For unrepresented employees, Special Assignment Pay is limited to the amount set forth in the Personnel Manual. Absent a ratified and executed MOU, Special Assignment Pay is limited to the amount authorized under the City's last, best and final offer, if unilaterally imposed by the City Council in Fiscal Year 2012 labor negotiations. Special Assignment Pay is in addition to salaries and other amounts enumerated in this Ordinance.

Special Assignment Pay must be appropriately identified and designated on all official payrolls and all other records pertaining to the employee's pay. It is the intent of the City Council that the Special Assignment Pay program is a program authorized by the City Council on an annual basis and is not a property right or continuing vested entitlement to extra pay from year to year.

**Section 8.6. Police Educational Incentive Program**

The Police Educational Incentive Program (Program) is set forth in the MOU between the City and the SDPOA. Sworn personnel in the Police Department who are eligible for extra pay under the Program are entitled to receive the additional pay during the period of their eligibility. The extra pay paid under this Program must be appropriately identified and designated on all official payrolls and all other records pertaining to the employee's pay.

**Section 8.7. Bilingual Pay**

The City will pay \$0.70 per hour as bilingual pay, in addition to salary, to an officer or employee who is not represented by the SDPOA or Local 145, when: (1) the appropriate appointing authority certifies that the officer or employee is serving in a position that requires

knowledge and use of a language other than English in performing his or her duties, (2) the language has been approved for additional pay in the Personnel Manual or applicable MOU, and (3) the employee has satisfactorily demonstrated his or her bilingual ability pursuant to an examination administered by the Personnel Department. For an eligible employee represented by SDPOA or Local 145, the City will pay an extra 3.5 percent of the employee's salary as bilingual pay.

**Section 9. AUTOMOBILE ALLOWANCE**

The monthly automobile allowance for the Mayor, City Councilmembers, Chief Operating Officer, and City Attorney, for expenses related to the operation and maintenance of their personal automobiles in the performance of their duties, is \$800, as previously authorized by San Diego Resolution R-263924, adopted on August 19, 1985.

The monthly automobile allowance for the Independent Budget Analyst, Chief Financial Officer, City Auditor, Assistant Chief Operating Officer, Assistant City Attorneys, Deputy Chief Operating Officers, and Public Utilities Director is \$475. The monthly automobile allowance is \$300 for Department Directors and Managerial Employees at the Department Director level that are designated as eligible by the Mayor and listed in Exhibit F, attached to this Ordinance.

If the Mayor, a Councilmember, the Chief Operating Officer, or the City Attorney elects to use a City-owned or City-leased automobile in the performance of his or her duties instead of receiving the automobile allowance, the City will reimburse that official for the actual costs incurred for gasoline, oil, and other normal minor expenses upon submission of paid invoices or other documentation. The City will provide liability protection to the Mayor, City Councilmembers, Chief Operating Officer, and City Attorney providing coverage if they are involved in an automobile accident while driving a City automobile on their personal time.



**Section 10. SICK LEAVE REIMBURSEMENT**

Officers and employees currently eligible for sick leave reimbursement, under provisions of the Sick Leave Reimbursement Program (Sick Leave Program) set forth in Administrative Regulation 95.90 or San Diego Civil Service Rule X, are deemed to have vested rights to sick leave reimbursement and continue to be entitled to this benefit even though the Sick Leave Program has been repealed. Sick leave reimbursement paid under this Sick Leave Program is not included in "Base Pay," for purposes of calculating benefits or contributions under the San Diego City Employees' Retirement System (Retirement System).

**Section 11. CITY-PAID OFFSET OF EMPLOYEES' RETIREMENT CONTRIBUTIONS**

The City shall pay into the Retirement System a portion of eligible officers' or employees' bi-weekly employee contributions, as set by the Retirement System's Board of Administration. For Fiscal Year 2012, these "Retirement Offset" contributions for eligible employees are set forth below and such contributions are expressed as a percentage of the employee's "Base Pay," as defined under the Retirement System (in San Diego Municipal Code (Municipal Code) section 24.0103). The Retirement Offset rates in this Ordinance may be modified for represented employees through MOUs or the imposition of the City's last, best and final offer, pursuant to the MMBA and City Council Policy 300-06 during the term of this Ordinance.

For Fiscal Year 2012, the Retirement Offset for employees hired before July 1, 2009 in the Lifeguard bargaining unit (Local 911) is 2.3 percent. For Fiscal Year 2012, the Retirement Offset for employees hired before July 1, 2009 in the MEA bargaining unit is .4 percent.

It is the City Council's intent that the Retirement Offset is a benefit authorized by the City Council on an annual basis. No City employee has a property right or continuing vested entitlement to the Retirement Offset. Retirement Offset contributions are deemed employer contributions for tax purposes; they are not credited to the employees' individual retirement contribution accounts, but remain an asset of the Retirement System.

**Section 12. EXCEPTIONAL PERFORMANCE PAY**

The Mayor has implemented an Exceptional Merit Cash Payments Program (EMCP Program), as set forth in Administrative Regulation 95.91, which includes the criteria used to evaluate employee performance under the EMCP Program. Employees who are exceptional performers may be granted one or more performance payments, not to exceed \$1,000 (net after taxes) in any fiscal year. These payments are not part of an employee's Base Pay under the Retirement System or for any other purpose, except as provided in Section 6 of this Ordinance. No employee who receives a payment under the EMCP Program has a right, vested or otherwise, to receive future exceptional merit payments.

**Section 13. MANAGEMENT ADMINISTRATIVE LEAVE**

The City Council authorizes Management Administrative Leave for officers and employees working in designated management positions, in recognition of the significant extra working time inherent in such positions. Management Administrative Leave is limited to 80 hours per fiscal year for each eligible officer or employee. Management Administrative Leave must be used in the year it is authorized and cannot be carried forward from one fiscal year to the next.

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

1. The Mayor must specifically and individually authorize the granting of Management Administrative Leave for eligible employees who report to the Mayor.
2. The Council President must specifically authorize the granting of Management Administrative Leave for the Independent Budget Analyst.
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 Auditor and City Clerk are authorized and granted 80 hours of Management Administrative Leave unless the City Council specifically denies this Management Administrative Leave.

**Section 14. ADDITIONAL BENEFIT PROGRAMS**

The City Council may, upon the Mayor's recommendation, establish additional benefit programs for represented and unrepresented officers and employees by separate and specific City Council action. For represented employees, these additional benefit programs must be based on ratified and executed Memoranda of Understanding with recognized labor organizations. For unrepresented officers or employees, these programs must be based on other conditions of qualification that are established by the City Council in its sole discretion.

The City Council continues to authorize the Supplemental Pension Savings Plan (SPSP), established July 1, 1986, for eligible employees. The City Council also continues to authorize, pursuant to the intent of this section, the Supplemental Pension Savings Plan for hourly employees (SPSP-H), which was established effective July 1, 1991. City employees hired on or after July 1, 2009, who are General Members of the Retirement System, are not eligible to participate in SPSP. City employees hired on or after January 1, 2011, who are Safety Members of the Retirement System and employed in the Lifeguard Services, are also not eligible to participate in SPSP.

**Section 15. APPRENTICE SALARIES**

The pay for Apprentices is established pursuant to the Apprentice Salary Schedule, attached to this Ordinance as Exhibit D. The Civil Service Commission has established in the Personnel Manual the necessary rules and regulations to govern training programs and the advancement of Apprentices.

**Section 16. INCORPORATION OF APPROVED MEMORANDA OF UNDERSTANDING AND IMPOSED TERMS AND CONDITIONS OF EMPLOYMENT**

As required by Charter section 290, this Ordinance is intended to be consistent with the current MOUs with the City's recognized employee organizations, as approved by the City Council. This Ordinance is also intended to be consistent with any terms and conditions of employment, imposed by the City Council, pursuant to the MMBA and any other legal requirements governing labor relations that are binding on the City. Where applicable, actions that the Council takes pursuant to the MMBA will control the interpretation of this Ordinance.

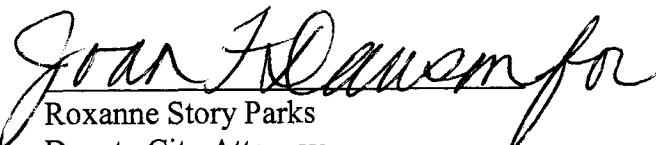
**Section 17.** Pursuant to Charter section 117(a)(17), the City Council exempts the positions listed in Exhibit E attached to this Ordinance from the Classified Service and declares them to be in the Unclassified Service, based upon the Civil Service Commission's review and favorable comment.

**Section 18.** The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

**Section 19.** That a full reading of this Ordinance is dispensed with prior to its passage, a written or printed copy having been available to the City Council and the public prior to the day of its passage.

**Section 20.** This Ordinance shall take effect and be in force on the thirtieth day from and after its final passage, with the provisions relating to Fiscal Year 2012 pay to be effective on July 1, 2011.

APPROVED: JAN I. GOLDSMITH, City Attorney

By   
Roxanne Story Parks  
Deputy City Attorney

RSP:JFD:ccm:amt  
02/10/2011  
04/21/2011 REV.  
05/12/2011 COR. COPY  
05/19/2011 COR. COPY 2  
Or.Dept: Human Resources  
Doc. #185642

I certify that the following Ordinance was introduced by the Council of the City of San Diego, at its meeting of MAY 13 2011.

ELIZABETH S. MALAND  
City Clerk

By Mary Zumaya  
Deputy City Clerk

Approved: \_\_\_\_\_  
(date)

\_\_\_\_\_  
JERRY SANDERS, Mayor

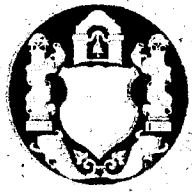
Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
JERRY SANDERS, Mayor

I certify that the foregoing Ordinance was introduced by the Council of the City of San Diego on MAY 13 2011; approved by the Mayor pursuant to San Diego Charter section 290 on MAY 17 2011; and passed by the City Council at its meeting of MAY 26 2011.


ELIZABETH S. MALAND  
City Clerk

By Mary Zumaya  
Deputy City Clerk



**OFFICE OF MAYOR JERRY SANDERS**

**MEMORANDUM**

Date: May 26, 2011  
To: City Clerk Elizabeth Maland  
From: Mayor Jerry Sanders   
Subject: Fiscal Year 2012 Salary Ordinance

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I have reviewed the corrected Salary Ordinance, O-2011-98 REV. COR. COPY 2. The corrections made at the request of the City's Personnel Department and Comptroller's Office are consistent with my intent in proposing the Fiscal Year 2012 Salary Ordinance. I approve the corrections, and do not desire to exercise my veto power under San Diego Charter section 290 if the corrected Salary Ordinance, O-2011-98 REV. COR. COPY 2 is adopted as presented.

Cc: Honorable Council President Tony Young and City Council  
Andrea Tevlin, Independent Budget Analyst

0 - 20061

I certify that the following Ordinance was introduced by the Council of the City of San Diego, at its meeting of MAY 13 2011.

ELIZABETH S. MALAND  
City Clerk

By [Signature]  
Deputy City Clerk

Approved: 5-17-11  
(date)

[Signature]  
JERRY SANDERS, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
JERRY SANDERS, Mayor

I certify that the foregoing Ordinance was introduced by the Council of the City of San Diego on \_\_\_\_\_; approved by the Mayor pursuant to San Diego Charter section 290 on \_\_\_\_\_; and passed by the City Council at its meeting of \_\_\_\_\_.

ELIZABETH S. MALAND  
City Clerk

By \_\_\_\_\_  
Deputy City Clerk



EXHIBIT A

SALARY TABLE

EXHIBIT A

EFFECTIVE JULY 1, 2011

0-20061

**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 - 1 - 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1011	A	1174.40	14.68	1020	A	2120.80	26.51	1102	A	1710.40	21.38
	B	1223.20	15.29		B	2220.00	27.75		B	1797.60	22.47
	C	1281.60	16.02		C	2336.80	29.21		C	1887.20	23.59
	D	1336.80	16.71		D	2449.60	30.62		D	1974.40	24.68
	E	1396.00	17.45		E	2559.20	31.99		E	2079.20	25.99
1012	A	1452.80	18.16	1021	A	2516.00	31.45	1103	A	1273.60	15.92
	B	1519.20	18.99		B	2636.80	32.96		B	1331.20	16.64
	C	1588.80	19.86		C	2762.40	34.53		C	1388.00	17.35
	D	1661.60	20.77		D	2896.80	36.21		D	1456.80	18.21
	E	1740.00	21.75		E	3040.80	38.01		E	1532.00	19.15
1013	A	1594.40	19.93	1022	A	2287.20	28.59	1104	A	1211.20	15.14
	B	1660.80	20.76		B	2396.80	29.96		B	1268.00	15.85
	C	1740.80	21.76		C	2511.20	31.39		C	1321.60	16.52
	D	1816.00	22.70		D	2633.60	32.92		D	1387.20	17.34
	E	1904.00	23.80		E	2764.00	34.55		E	1458.40	18.23
1014	A	1832.00	22.90	1023	A	2079.20	25.99	1105	A	1421.60	17.77
	B	1915.20	23.94		B	2179.20	27.24		B	1491.20	18.64
	C	2001.60	25.02		C	2283.20	28.54		C	1560.00	19.50
	D	2093.60	26.17		D	2394.40	29.93		D	1637.60	20.47
	E	2187.20	27.34		E	2512.80	31.41		E	1712.80	21.41
1015	A	2106.40	26.33	1024	A	2967.20	37.09	1106	A	2283.20	28.54
	B	2202.40	27.53		B	3107.20	38.84		B	2394.40	29.93
	C	2303.20	28.79		C	3263.20	40.79		C	2512.80	31.41
	D	2409.60	30.12		D	3425.60	42.82		D	2626.40	32.83
	E	2514.40	31.43		E	3593.60	44.92		E	2760.00	34.50
1016	A	2404.00	30.05	1025	A	2696.80	33.71	1107	A	1637.60	20.47
	B	2518.40	31.48		B	2824.00	35.30		B	1712.80	21.41
	C	2636.00	32.95		C	2966.40	37.08		C	1793.60	22.42
	D	2761.60	34.52		D	3115.20	38.94		D	1884.80	23.56
	E	2889.60	36.12		E	3266.40	40.83		E	1974.40	24.68
1017	A	2222.40	27.78	1026	A	2397.60	29.97	1108	A	1490.40	18.63
	B	2325.60	29.07		B	2514.40	31.43		B	1563.20	19.54
	C	2446.40	30.58		C	2638.40	32.98		C	1637.60	20.47
	D	2564.80	32.06		D	2757.60	34.47		D	1710.40	21.38
	E	2684.00	33.55		E	2898.40	36.23		E	1797.60	22.47
1018	A	2624.00	32.80	1027	A	1637.60	20.47	1110	A	2568.00	32.10
	B	2748.80	34.36		B	1712.80	21.41		B	2689.60	33.62
	C	2884.00	36.05		C	1793.60	22.42		C	2824.80	35.31
	D	3028.00	37.85		D	1884.80	23.56		D	2967.20	37.09
	E	3172.80	39.66		E	1974.40	24.68		E	3111.20	38.89
1019	A	2808.00	35.10	1100	A	2283.20	28.54	1116	A	2079.20	25.99
	B	2941.60	36.77		B	2394.40	29.93		B	2179.20	27.24
	C	3085.60	38.57		C	2512.80	31.41		C	2283.20	28.54
	D	3240.00	40.50		D	2626.40	32.83		D	2394.40	29.93
	E	3395.20	42.44		E	2760.00	34.50		E	2512.80	31.41

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 - 1 - 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1117	A	1344.00	16.80	1136	A	2068.80	25.86	1152	A	2158.40	26.98
	B	1404.80	17.56		B	2171.20	27.14		B	2264.00	28.30
	C	1465.60	18.32		C	2281.60	28.52		C	2379.20	29.74
	D	1532.80	19.16		D	2392.00	29.90		D	2492.00	31.15
	E	1601.60	20.02		E	2512.80	31.41		E	2616.00	32.70
1118	A	1972.00	24.65	1137	A	1929.60	24.12	1153	A	2225.60	27.82
	B	2063.20	25.79		B	2024.00	25.30		B	2328.80	29.11
	C	2164.80	27.06		C	2120.00	26.50		C	2440.00	30.50
	D	2265.60	28.32		D	2222.40	27.78		D	2562.40	32.03
	E	2376.80	29.71		E	2325.60	29.07		E	2681.60	33.52
1119	A	2806.40	35.08	1145	A	1877.60	23.47	1156	A	3181.60	39.77
	B	2946.40	36.83		B	1970.40	24.63		B	3342.40	41.78
	C	3091.20	38.64		C	2057.60	25.72		C	3497.60	43.72
	D	3240.80	40.51		D	2148.80	26.86		D	3672.80	45.91
	E	3405.60	42.57		E	2251.20	28.14		E	3850.40	48.13
1122	A	2118.40	26.48	1146	A	2400.80	30.01	1157	A	2225.60	27.82
	B	2222.40	27.78		B	2524.80	31.56		B	2328.80	29.11
	C	2329.60	29.12		C	2645.60	33.07		C	2440.00	30.50
	D	2446.40	30.58		D	2770.40	34.63		D	2562.40	32.03
	E	2568.00	32.10		E	2904.80	36.31		E	2681.60	33.52
1130	A	1758.40	21.98	1147	A	2445.60	30.57	1158	A	1710.40	21.38
	B	1839.20	22.99		B	2560.80	32.01		B	1797.60	22.47
	C	1932.00	24.15		C	2680.80	33.51		C	1887.20	23.59
	D	2028.80	25.36		D	2811.20	35.14		D	1974.40	24.68
	E	2124.80	26.56		E	2942.40	36.78		E	2079.20	25.99
1131	A	2028.80	25.36	1148	A	2023.20	25.29	1159	A	2711.20	33.89
	B	2120.00	26.50		B	2122.40	26.53		B	2840.00	35.50
	C	2231.20	27.89		C	2223.20	27.79		C	2972.80	37.16
	D	2346.40	29.33		D	2332.00	29.15		D	3120.80	39.01
	E	2458.40	30.73		E	2438.40	30.48		E	3272.00	40.90
1132	A	1710.40	21.38	1149	A	3181.60	39.77	1160	A	1296.00	16.20
	B	1797.60	22.47		B	3342.40	41.78		B	1360.80	17.01
	C	1887.20	23.59		C	3497.60	43.72		C	1428.80	17.86
	D	1974.40	24.68		D	3672.80	45.91		D	1493.60	18.67
	E	2079.20	25.99		E	3850.40	48.13		E	1561.60	19.52
1133	A	1456.80	18.21	1150	A	2729.60	34.12	1161	A	2019.20	25.24
	B	1532.00	19.15		B	2864.80	35.81		B	2120.80	26.51
	C	1605.60	20.07		C	3004.00	37.55		C	2226.40	27.83
	D	1678.40	20.98		D	3148.80	39.36		D	2330.40	29.13
	E	1756.80	21.96		E	3304.00	41.30		E	2440.80	30.51
1134	A	2174.40	27.18	1151	A	1710.40	21.38	1162	A	2120.80	26.51
	B	2274.40	28.43		B	1797.60	22.47		B	2226.40	27.83
	C	2376.80	29.71		C	1887.20	23.59		C	2330.40	29.13
	D	2488.00	31.10		D	1974.40	24.68		D	2440.80	30.51
	E	2600.80	32.51		E	2079.20	25.99		E	2560.80	32.01

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 – 1 – 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1163	A	2435.20	30.44	1173	A	2435.20	30.44	1185	A	2562.40	32.03
	B	2560.80	32.01		B	2560.80	32.01		B	2681.60	33.52
	C	2676.00	33.45		C	2676.00	33.45		C	2816.00	35.20
	D	2811.20	35.14		D	2811.20	35.14		D	2953.60	36.92
	E	2940.80	36.76		E	2940.80	36.76		E	3094.40	38.68
1164	A	1923.20	24.04	1175	A	1844.00	23.05	1186	A	2953.60	36.92
	B	2021.60	25.27		B	1932.80	24.16		B	3094.40	38.68
	C	2121.60	26.52		C	2027.20	25.34		C	3248.80	40.61
	D	2219.20	27.74		D	2126.40	26.58		D	3408.00	42.60
	E	2326.40	29.08		E	2231.20	27.89		E	3571.20	44.64
1165	A	2021.60	25.27	1176	A	1204.00	15.05	1190	A	2079.20	25.99
	B	2121.60	26.52		B	1264.80	15.81		B	2179.20	27.24
	C	2219.20	27.74		C	1328.80	16.61		C	2283.20	28.54
	D	2326.40	29.08		D	1392.80	17.41		D	2394.40	29.93
	E	2438.40	30.48		E	1464.00	18.30		E	2512.80	31.41
1166	A	2321.60	29.02	1177	A	2019.20	25.24	1191	A	1519.20	18.99
	B	2438.40	30.48		B	2120.80	26.51		B	1581.60	19.77
	C	2550.40	31.88		C	2226.40	27.83		C	1659.20	20.74
	D	2680.00	33.50		D	2330.40	29.13		D	1729.60	21.62
	E	2802.40	35.03		E	2440.80	30.51		E	1811.20	22.64
1167	A	2225.60	27.82	1178	A	2120.80	26.51	1192	A	1156.00	14.45
	B	2328.80	29.11		B	2226.40	27.83		B	1212.00	15.15
	C	2440.00	30.50		C	2330.40	29.13		C	1270.40	15.88
	D	2562.40	32.03		D	2440.80	30.51		D	1332.80	16.66
	E	2681.60	33.52		E	2560.80	32.01		E	1396.80	17.46
1168	A	1744.00	21.80	1179	A	2435.20	30.44	1193	A	1344.00	16.80
	B	1834.40	22.93		B	2560.80	32.01		B	1404.80	17.56
	C	1928.80	24.11		C	2676.00	33.45		C	1465.60	18.32
	D	2023.20	25.29		D	2811.20	35.14		D	1532.80	19.16
	E	2123.20	26.54		E	2940.80	36.76		E	1602.40	20.03
1170	A	1705.60	21.32	1181	A	1710.40	21.38	1194	A	1151.20	14.39
	B	1792.00	22.40		B	1797.60	22.47		B	1211.20	15.14
	C	1880.80	23.51		C	1887.20	23.59		C	1268.00	15.85
	D	1968.00	24.60		D	1974.40	24.68		D	1321.60	16.52
	E	2072.80	25.91		E	2079.20	25.99		E	1387.20	17.34
1171	A	2019.20	25.24	1183	MIN	2568.00	32.10	1195	A	2370.40	29.63
	B	2120.80	26.51		MAX	3422.40	42.78		B	2488.00	31.10
	C	2226.40	27.83						C	2612.00	32.65
	D	2330.40	29.13						D	2742.40	34.28
	E	2440.80	30.51						E	2880.00	36.00
1172	A	2120.80	26.51	1184	A	2225.60	27.82	1196	A	1797.60	22.47
	B	2226.40	27.83		B	2328.80	29.11		B	1880.80	23.51
	C	2330.40	29.13		C	2440.00	30.50		C	1977.60	24.72
	D	2440.80	30.51		D	2562.40	32.03		D	2079.20	25.99
	E	2560.80	32.01		E	2681.60	33.52		E	2179.20	27.24

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 - 1 - 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1201	A	1710.40	21.38	1222	A	2079.20	25.99	1231	A	2562.40	32.03
	B	1797.60	22.47		B	2179.20	27.24		B	2681.60	33.52
	C	1887.20	23.59		C	2283.20	28.54		C	2816.00	35.20
	D	1974.40	24.68		D	2394.40	29.93		D	2953.60	36.92
	E	2079.20	25.99		E	2512.80	31.41		E	3094.40	38.68
1205	A	1740.00	21.75	1223	A	2562.40	32.03	1233	A	2562.40	32.03
	B	1818.40	22.73		B	2681.60	33.52		B	2681.60	33.52
	C	1895.20	23.69		C	2816.00	35.20		C	2816.00	35.20
	D	1981.60	24.77		D	2953.60	36.92		D	2953.60	36.92
	E	2070.40	25.88		E	3094.40	38.68		E	3094.40	38.68
1206	A	1740.00	21.75	1224	A	1969.60	24.62	1235	A	1880.80	23.51
	B	1818.40	22.73		B	2063.20	25.79		B	1968.80	24.61
	C	1895.20	23.69		C	2166.40	27.08		C	2065.60	25.82
	D	1981.60	24.77		D	2276.80	28.46		D	2172.00	27.15
	E	2070.40	25.88		E	2384.80	29.81		E	2276.80	28.46
1207	A	2225.60	27.82	1225	A	2562.40	32.03	1236	A	1008.00	12.60
	B	2328.80	29.11		B	2681.60	33.52		B	1058.40	13.23
	C	2440.00	30.50		C	2816.00	35.20		C	1098.40	13.73
	D	2562.40	32.03		D	2953.60	36.92		D	1151.20	14.39
	E	2681.60	33.52		E	3094.40	38.68		E	1211.20	15.14
1208	A	2225.60	27.82	1226	A	2072.80	25.91	1237	A	1272.80	15.91
	B	2328.80	29.11		B	2172.00	27.15		B	1331.20	16.64
	C	2440.00	30.50		C	2273.60	28.42		C	1388.00	17.35
	D	2562.40	32.03		D	2386.40	29.83		D	1456.80	18.21
	E	2681.60	33.52		E	2504.00	31.30		E	1532.00	19.15
1218	A	2079.20	25.99	1227	A	2181.60	27.27	1238	A	1526.40	19.08
	B	2179.20	27.24		B	2288.00	28.60		B	1602.40	20.03
	C	2283.20	28.54		C	2395.20	29.94		C	1676.80	20.96
	D	2394.40	29.93		D	2513.60	31.42		D	1760.80	22.01
	E	2512.80	31.41		E	2636.00	32.95		E	1848.80	23.11
1219	A	2562.40	32.03	1228	A	2079.20	25.99	1240	A	2283.20	28.54
	B	2681.60	33.52		B	2179.20	27.24		B	2394.40	29.93
	C	2816.00	35.20		C	2283.20	28.54		C	2512.80	31.41
	D	2953.60	36.92		D	2394.40	29.93		D	2626.40	32.83
	E	3094.40	38.68		E	2512.80	31.41		E	2760.00	34.50
1220	A	2384.80	29.81	1229	A	1902.40	23.78	1241	A	2568.00	32.10
	B	2500.00	31.25		B	1992.00	24.90		B	2689.60	33.62
	C	2627.20	32.84		C	2084.00	26.05		C	2824.80	35.31
	D	2759.20	34.49		D	2196.00	27.45		D	2967.20	37.09
	E	2887.20	36.09		E	2296.80	28.71		E	3111.20	38.89
1221	A	2562.40	32.03	1230	A	1664.00	20.80	1242	A	2825.60	35.32
	B	2681.60	33.52		B	1740.80	21.76		B	2959.20	36.99
	C	2816.00	35.20		C	1822.40	22.78		C	3108.00	38.85
	D	2953.60	36.92		D	1913.60	23.92		D	3262.40	40.78
	E	3094.40	38.68		E	1999.20	24.99		E	3422.40	42.78

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 – 1 – 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1243	A	2825.60	35.32	1260	A	937.60	11.72	1274	A	1529.60	19.12
	B	2959.20	36.99		B	972.00	12.15		B	1598.40	19.98
	C	3108.00	38.85		C	1016.00	12.70		C	1677.60	20.97
	D	3262.40	40.78		D	1062.40	13.28		D	1758.40	21.98
	E	3422.40	42.78		E	1110.40	13.88		E	1836.00	22.95
1244	A	3247.20	40.59	1261	A	1110.40	13.88	1275	A	1758.40	21.98
	B	3404.00	42.55		B	1156.00	14.45		B	1836.00	22.95
	C	3572.80	44.66		C	1204.00	15.05		C	1931.20	24.14
	D	3751.20	46.89		D	1261.60	15.77		D	2030.40	25.38
	E	3932.80	49.16		E	1312.80	16.41		E	2126.40	26.58
1246	A	1151.20	14.39	1262	A	1222.40	15.28	1276	A	2019.20	25.24
	B	1211.20	15.14		B	1274.40	15.93		B	2120.80	26.51
	C	1268.00	15.85		C	1321.60	16.52		C	2226.40	27.83
	D	1321.60	16.52		D	1388.80	17.36		D	2330.40	29.13
	E	1387.20	17.34		E	1447.20	18.09		E	2440.80	30.51
1249	A	1975.20	24.69	1264	A	1706.40	21.33	1277	A	2120.80	26.51
	B	2074.40	25.93		B	1791.20	22.39		B	2226.40	27.83
	C	2178.40	27.23		C	1872.00	23.40		C	2330.40	29.13
	D	2287.20	28.59		D	1952.80	24.41		D	2440.80	30.51
	E	2401.60	30.02		E	2046.40	25.58		E	2560.80	32.01
1250	A	1716.80	21.46	1265	A	1449.60	18.12	1278	A	2664.80	33.31
	B	1797.60	22.47		B	1519.20	18.99		B	2800.00	35.00
	C	1888.00	23.60		C	1590.40	19.88		C	2935.20	36.69
	D	1974.40	24.68		D	1660.00	20.75		D	3077.60	38.47
	E	2079.20	25.99		E	1735.20	21.69		E	3225.60	40.32
1253	A	2764.00	34.55	1266	A	1672.80	20.91	1279	A	2958.40	36.98
	B	2895.20	36.19		B	1743.20	21.79		B	3110.40	38.88
	C	3039.20	37.99		C	1827.20	22.84		C	3252.00	40.65
	D	3188.80	39.86		D	1904.80	23.81		D	3414.40	42.68
	E	3348.00	41.85		E	1996.00	24.95		E	3577.60	44.72
1255	A	1211.20	15.14	1267	A	1840.00	23.00	1280	A	1281.60	16.02
	B	1268.00	15.85		B	1917.60	23.97		B	1336.80	16.71
	C	1321.60	16.52		C	2011.20	25.14		C	1396.00	17.45
	D	1387.20	17.34		D	2100.80	26.26		D	1457.60	18.22
	E	1458.40	18.23		E	2196.80	27.46		E	1525.60	19.07
1256	A	1268.00	15.85	1268	A	1211.20	15.14	1282	A	1888.80	23.61
	B	1322.40	16.53		B	1268.00	15.85		B	1979.20	24.74
	C	1387.20	17.34		C	1321.60	16.52		C	2077.60	25.97
	D	1458.40	18.23		D	1387.20	17.34		D	2171.20	27.14
	E	1531.20	19.14		E	1458.40	18.23		E	2288.00	28.60
1257	A	1455.20	18.19	1273	A	2379.20	29.74	1283	A	1490.40	18.63
	B	1525.60	19.07		B	2498.40	31.23		B	1560.00	19.50
	C	1596.00	19.95		C	2616.80	32.71		C	1637.60	20.47
	D	1677.60	20.97		D	2742.40	34.28		D	1712.80	21.41
	E	1760.80	22.01		E	2876.80	35.96		E	1793.60	22.42

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1285	A	1395.20	17.44	1304	A	1247.20	15.59	1313	A	1559.20	19.49
	B	1457.60	18.22		B	1351.20	16.89		B	1663.20	20.79
	C	1526.40	19.08		C	1455.20	18.19		C	1767.20	22.09
	D	1602.40	20.03		D	1559.20	19.49		D	1871.20	23.39
	E	1681.60	21.02		E	1663.20	20.79		E	1975.20	24.69
1286	A	1421.60	17.77	1305	A	1767.20	22.09	1314	A	1537.60	19.22
	B	1491.20	18.64		B	1871.20	23.39		B	1665.60	20.82
	C	1560.00	19.50		C	1975.20	24.69		C	1793.60	22.42
	D	1637.60	20.47		D	2079.20	25.99		D	1921.60	24.02
	E	1712.80	21.41		E	2079.20	25.99		E	2049.60	25.62
1287	A	1564.80	19.56	1306	A	1247.20	15.59	1315	A	1921.60	24.02
	B	1640.00	20.50		B	1351.20	16.89		B	2049.60	25.62
	C	1715.20	21.44		C	1455.20	18.19		C	2178.40	27.23
	D	1801.60	22.52		D	1559.20	19.49		D	2306.40	28.83
	E	1885.60	23.57		E	1663.20	20.79		E	2434.40	30.43
1288	A	1671.20	20.89	1307	A	1559.20	19.49	1316	A	1172.00	14.65
	B	1744.00	21.80		B	1663.20	20.79		B	1269.60	15.87
	C	1829.60	22.87		C	1767.20	22.09		C	1367.20	17.09
	D	1911.20	23.89		D	1871.20	23.39		D	1464.80	18.31
	E	2000.00	25.00		E	1975.20	24.69		E	1562.40	19.53
1290	A	1892.00	23.65	1308	A	1247.20	15.59	1317	A	1464.80	18.31
	B	1982.40	24.78		B	1351.20	16.89		B	1562.40	19.53
	C	2082.40	26.03		C	1455.20	18.19		C	1660.00	20.75
	D	2185.60	27.32		D	1559.20	19.49		D	1757.60	21.97
	E	2291.20	28.64		E	1663.20	20.79		E	1855.20	23.19
1293	A	1671.20	20.89	1309	A	1559.20	19.49	1318	A	1172.00	14.65
	B	1744.00	21.80		B	1663.20	20.79		B	1269.60	15.87
	C	1828.00	22.85		C	1767.20	22.09		C	1367.20	17.09
	D	1911.20	23.89		D	1871.20	23.39		D	1464.80	18.31
	E	2003.20	25.04		E	1975.20	24.69		E	1562.40	19.53
1296	A	2086.40	26.08	1310	A	1146.40	14.33	1319	A	1464.80	18.31
	B	2187.20	27.34		B	1242.40	15.53		B	1562.40	19.53
	C	2294.40	28.68		C	1337.60	16.72		C	1660.00	20.75
	D	2406.40	30.08		D	1433.60	17.92		D	1757.60	21.97
	E	2520.00	31.50		E	1528.80	19.11		E	1855.20	23.19
1302	A	1100.00	13.75	1311	A	1433.60	17.92	1320	A	1217.60	15.22
	B	1191.20	14.89		B	1528.80	19.11		B	1318.40	16.48
	C	1283.20	16.04		C	1624.80	20.31		C	1420.00	17.75
	D	1374.40	17.18		D	1720.00	21.50		D	1521.60	19.02
	E	1557.60	19.47		E	1816.00	22.70		E	1623.20	20.29
1303	A	1191.20	14.89	1312	A	1247.20	15.59	1321	A	1521.60	19.02
	B	1283.20	16.04		B	1351.20	16.89		B	1623.20	20.29
	C	1374.40	17.18		C	1455.20	18.19		C	1724.80	21.56
	D	1557.60	19.47		D	1559.20	19.49		D	1825.60	22.82
	E	1740.80	21.76		E	1663.20	20.79		E	1927.20	24.09

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1322	A	1247.20	15.59	1332	A	1738.40	21.73	1341	A	1211.20	15.14
	B	1351.20	16.89		B	1819.20	22.74		B	1268.00	15.85
	C	1455.20	18.19		C	1907.20	23.84		C	1321.60	16.52
	D	1559.20	19.49		D	2005.60	25.07		D	1387.20	17.34
	E	1663.20	20.79		E	2098.40	26.23		E	1458.40	18.23
1323	A	1559.20	19.49	1333	A	1912.00	23.90	1342	A	1682.40	21.03
	B	1663.20	20.79		B	2004.80	25.06		B	1768.00	22.10
	C	1767.20	22.09		C	2097.60	26.22		C	1850.40	23.13
	D	1871.20	23.39		D	2207.20	27.59		D	1943.20	24.29
	E	1975.20	24.69		E	2310.40	28.88		E	2036.00	25.45
1324	A	1172.00	14.65	1334	A	1268.00	15.85	1343	A	2036.00	25.45
	B	1269.60	15.87		B	1322.40	16.53		B	2136.00	26.70
	C	1367.20	17.09		C	1387.20	17.34		C	2237.60	27.97
	D	1464.80	18.31		D	1458.40	18.23		D	2344.00	29.30
	E	1562.40	19.53		E	1531.20	19.14		E	2462.40	30.78
1325	A	1464.80	18.31	1335	A	1146.40	14.33	1344	A	2568.00	32.10
	B	1562.40	19.53		B	1242.40	15.53		B	2689.60	33.62
	C	1660.00	20.75		C	1337.60	16.72		C	2824.80	35.31
	D	1757.60	21.97		D	1433.60	17.92		D	2967.20	37.09
	E	1855.20	23.19		E	1624.80	20.31		E	3111.20	38.89
1326	A	1398.40	17.48	1336	A	1242.40	15.53	1346	A	2953.60	36.92
	B	1514.40	18.93		B	1337.60	16.72		B	3094.40	38.68
	C	1631.20	20.39		C	1433.60	17.92		C	3248.80	40.61
	D	1748.00	21.85		D	1624.80	20.31		D	3408.00	42.60
	E	1980.80	24.76		E	1816.00	22.70		E	3571.20	44.64
1327	A	1514.40	18.93	1337	A	1045.60	13.07	1347	A	2161.60	27.02
	B	1631.20	20.39		B	1132.80	14.16		B	2269.60	28.37
	C	1748.00	21.85		C	1220.00	15.25		C	2380.00	29.75
	D	1980.80	24.76		D	1307.20	16.34		D	2493.60	31.17
	E	2213.60	27.67		E	1480.80	18.51		E	2612.80	32.66
1329	A	1364.00	17.05	1338	A	1132.80	14.16	1348	A	2079.20	25.99
	B	1477.60	18.47		B	1220.00	15.25		B	2179.20	27.24
	C	1591.20	19.89		C	1307.20	16.34		C	2283.20	28.54
	D	1705.60	21.32		D	1480.80	18.51		D	2394.40	29.93
	E	1819.20	22.74		E	1655.20	20.69		E	2512.80	31.41
1330	A	1211.20	15.14	1339	A	1705.60	21.32	1349	A	2283.20	28.54
	B	1268.00	15.85		B	1819.20	22.74		B	2394.40	29.93
	C	1321.60	16.52		C	1932.80	24.16		C	2512.80	31.41
	D	1387.20	17.34		D	2046.40	25.58		D	2626.40	32.83
	E	1458.40	18.23		E	2160.00	27.00		E	2760.00	34.50
1331	A	1545.60	19.32	1340	A	1421.60	17.77	1350	A	2951.20	36.89
	B	1620.00	20.25		B	1491.20	18.64		B	3092.00	38.65
	C	1692.00	21.15		C	1560.00	19.50		C	3246.40	40.58
	D	1780.80	22.26		D	1637.60	20.47		D	3405.60	42.57
	E	1866.40	23.33		E	1712.80	21.41		E	3572.80	44.66

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1351	A	1710.40	21.38	1363	A	1710.40	21.38	1372	A	1672.80	20.91
	B	1797.60	22.47		B	1797.60	22.47		B	1743.20	21.79
	C	1887.20	23.59		C	1887.20	23.59		C	1826.40	22.83
	D	1974.40	24.68		D	1974.40	24.68		D	1904.80	23.81
	E	2079.20	25.99		E	2079.20	25.99		E	1996.80	24.96
1352	A	2079.20	25.99	1364	A	2079.20	25.99	1373	A	1833.60	22.92
	B	2179.20	27.24		B	2179.20	27.24		B	1913.60	23.92
	C	2283.20	28.54		C	2283.20	28.54		C	2004.80	25.06
	D	2394.40	29.93		D	2394.40	29.93		D	2084.80	26.06
	E	2512.80	31.41		E	2512.80	31.41		E	2188.00	27.35
1353	A	2394.40	29.93	1365	A	2283.20	28.54	1374	A	1793.60	22.42
	B	2512.80	31.41		B	2394.40	29.93		B	1884.80	23.56
	C	2626.40	32.83		C	2512.80	31.41		C	1973.60	24.67
	D	2760.00	34.50		D	2626.40	32.83		D	2072.80	25.91
	E	2895.20	36.19		E	2760.00	34.50		E	2175.20	27.19
1354	A	2568.00	32.10	1366	A	2568.00	32.10	1375	A	2118.40	26.48
	B	2689.60	33.62		B	2689.60	33.62		B	2222.40	27.78
	C	2824.80	35.31		C	2824.80	35.31		C	2329.60	29.12
	D	2967.20	37.09		D	2967.20	37.09		D	2446.40	30.58
	E	3111.20	38.89		E	3111.20	38.89		E	2568.00	32.10
1355	A	2683.20	33.54	1367	A	1174.40	14.68	1376	A	2333.60	29.17
	B	2812.00	35.15		B	1223.20	15.29		B	2448.00	30.60
	C	2949.60	36.87		C	1281.60	16.02		C	2567.20	32.09
	D	3091.20	38.64		D	1336.80	16.71		D	2695.20	33.69
	E	3244.00	40.55		E	1396.00	17.45		E	2827.20	35.34
1356	A	1432.00	17.90	1368	A	1594.40	19.93	1377	A	1507.20	18.84
	B	1500.00	18.75		B	1660.80	20.76		B	1580.00	19.75
	C	1576.00	19.70		C	1740.80	21.76		C	1659.20	20.74
	D	1645.60	20.57		D	1816.00	22.70		D	1735.20	21.69
	E	1723.20	21.54		E	1904.00	23.80		E	1812.80	22.66
1357	A	1649.60	20.62	1369	A	1832.00	22.90	1378	A	2564.80	32.06
	B	1723.20	21.54		B	1915.20	23.94		B	2688.80	33.61
	C	1811.20	22.64		C	2001.60	25.02		C	2824.80	35.31
	D	1888.80	23.61		D	2093.60	26.17		D	2960.00	37.00
	E	1974.40	24.68		E	2187.20	27.34		E	3110.40	38.88
1361	A	1654.40	20.68	1370	A	2106.40	26.33	1379	A	1387.20	17.34
	B	1732.00	21.65		B	2202.40	27.53		B	1458.40	18.23
	C	1820.80	22.76		C	2303.20	28.79		C	1531.20	19.14
	D	1895.20	23.69		D	2409.60	30.12		D	1598.40	19.98
	E	1988.80	24.86		E	2514.40	31.43		E	1673.60	20.92
1362	A	1902.40	23.78	1371	A	1454.40	18.18	1381	A	1598.40	19.98
	B	1989.60	24.87		B	1524.00	19.05		B	1673.60	20.92
	C	2093.60	26.17		C	1594.40	19.93		C	1755.20	21.94
	D	2183.20	27.29		D	1660.80	20.76		D	1836.00	22.95
	E	2286.40	28.58		E	1740.80	21.76		E	1932.00	24.15

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1382	A	1598.40	19.98	1391	A	2461.60	30.77	1400	A	2066.40	25.83
	B	1673.60	20.92		B	2576.80	32.21		B	2171.20	27.14
	C	1755.20	21.94		C	2703.20	33.79		C	2275.20	28.44
	D	1836.00	22.95		D	2837.60	35.47		D	2379.20	29.74
	E	1932.00	24.15		E	2973.60	37.17		E	2498.40	31.23
1383	A	1677.60	20.97	1392	A	1371.20	17.14	1401	A	1637.60	20.47
	B	1758.40	21.98		B	1438.40	17.98		B	1712.80	21.41
	C	1843.20	23.04		C	1509.60	18.87		C	1793.60	22.42
	D	1929.60	24.12		D	1576.00	19.70		D	1884.80	23.56
	E	2029.60	25.37		E	1648.80	20.61		E	1974.40	24.68
1384	A	2882.40	36.03	1393	A	2222.40	27.78	1404	A	1938.40	24.23
	B	3017.60	37.72		B	2325.60	29.07		B	2026.40	25.33
	C	3168.80	39.61		C	2446.40	30.58		C	2125.60	26.57
	D	3324.00	41.55		D	2564.80	32.06		D	2225.60	27.82
	E	3482.40	43.53		E	2684.00	33.55		E	2336.00	29.20
1385	A	2562.40	32.03	1394	A	1268.00	15.85	1406	A	2036.00	25.45
	B	2681.60	33.52		B	1322.40	16.53		B	2136.00	26.70
	C	2816.00	35.20		C	1387.20	17.34		C	2237.60	27.97
	D	2953.60	36.92		D	1458.40	18.23		D	2344.00	29.30
	E	3094.40	38.68		E	1531.20	19.14		E	2462.40	30.78
1386	A	1211.20	15.14	1395	A	1268.00	15.85	1407	A	2079.20	25.99
	B	1268.00	15.85		B	1322.40	16.53		B	2179.20	27.24
	C	1321.60	16.52		C	1387.20	17.34		C	2283.20	28.54
	D	1387.20	17.34		D	1458.40	18.23		D	2394.40	29.93
	E	1458.40	18.23		E	1531.20	19.14		E	2512.80	31.41
1387	A	924.80	11.56	1396	A	1455.20	18.19	1410	A	1308.80	16.36
	B	970.40	12.13		B	1525.60	19.07		B	1376.80	17.21
	C	1009.60	12.62		C	1596.00	19.95		C	1441.60	18.02
	D	1058.40	13.23		D	1677.60	20.97		D	1506.40	18.83
	E	1104.80	13.81		E	1760.80	22.01		E	1577.60	19.72
1388	A	1268.00	15.85	1397	A	1710.40	21.38	1411	A	1440.00	18.00
	B	1322.40	16.53		B	1797.60	22.47		B	1518.40	18.98
	C	1387.20	17.34		C	1887.20	23.59		C	1579.20	19.74
	D	1458.40	18.23		D	1974.40	24.68		D	1656.00	20.70
	E	1531.20	19.14		E	2079.20	25.99		E	1737.60	21.72
1389	A	1009.60	12.62	1398	A	1634.40	20.43	1412	A	1268.00	15.85
	B	1058.40	13.23		B	1711.20	21.39		B	1322.40	16.53
	C	1104.80	13.81		C	1793.60	22.42		C	1387.20	17.34
	D	1146.40	14.33		D	1880.00	23.50		D	1458.40	18.23
	E	1201.60	15.02		E	1972.00	24.65		E	1531.20	19.14
1390	A	1104.80	13.81	1399	A	1793.60	22.42	1413	A	2004.00	25.05
	B	1146.40	14.33		B	1888.00	23.60		B	2100.80	26.26
	C	1201.60	15.02		C	1974.40	24.68		C	2211.20	27.64
	D	1249.60	15.62		D	2066.40	25.83		D	2308.00	28.85
	E	1306.40	16.33		E	2167.20	27.09		E	2422.40	30.28

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1414	A	3026.40	37.83	1423	A	1708.80	21.36	1432	A	1231.20	15.39
	B	3168.80	39.61		B	1791.20	22.39		B	1295.20	16.19
	C	3327.20	41.59		C	1881.60	23.52		C	1348.00	16.85
	D	3490.40	43.63		D	1970.40	24.63		D	1419.20	17.74
	E	3656.80	45.71		E	2065.60	25.82		E	1484.80	18.56
1415	A	2079.20	25.99	1424	A	2283.20	28.54	1435	A	2088.80	26.11
	B	2179.20	27.24		B	2394.40	29.93		B	2196.80	27.46
	C	2283.20	28.54		C	2512.80	31.41		C	2299.20	28.74
	D	2394.40	29.93		D	2626.40	32.83		D	2409.60	30.12
	E	2512.80	31.41		E	2760.00	34.50		E	2525.60	31.57
1416	A	2568.00	32.10	1425	A	2950.40	36.88	1436	A	1384.80	17.31
	B	2689.60	33.62		B	3086.40	38.58		B	1452.00	18.15
	C	2824.80	35.31		C	3237.60	40.47		C	1519.20	18.99
	D	2967.20	37.09		D	3392.80	42.41		D	1581.60	19.77
	E	3111.20	38.89		E	3561.60	44.52		E	1659.20	20.74
1417	A	1710.40	21.38	1426	A	2236.80	27.96	1437	A	1706.40	21.33
	B	1797.60	22.47		B	2343.20	29.29		B	1791.20	22.39
	C	1887.20	23.59		C	2443.20	30.54		C	1872.00	23.40
	D	1974.40	24.68		D	2562.40	32.03		D	1952.80	24.41
	E	2079.20	25.99		E	2682.40	33.53		E	2046.40	25.58
1418	A	2398.40	29.98	1427	A	2564.80	32.06	1438	A	1519.20	18.99
	B	2513.60	31.42		B	2689.60	33.62		B	1581.60	19.77
	C	2637.60	32.97		C	2823.20	35.29		C	1659.20	20.74
	D	2767.20	34.59		D	2958.40	36.98		D	1729.60	21.62
	E	2893.60	36.17		E	3100.00	38.75		E	1811.20	22.64
1419	A	1386.40	17.33	1428	A	1811.20	22.64	1439	A	1449.60	18.12
	B	1463.20	18.29		B	1900.00	23.75		B	1519.20	18.99
	C	1525.60	19.07		C	1978.40	24.73		C	1590.40	19.88
	D	1600.80	20.01		D	2079.20	25.99		D	1660.00	20.75
	E	1673.60	20.92		E	2174.40	27.18		E	1735.20	21.69
1420	A	1631.20	20.39	1429	A	2568.00	32.10	1440	A	1590.40	19.88
	B	1706.40	21.33		B	2689.60	33.62		B	1660.00	20.75
	C	1792.80	22.41		C	2824.80	35.31		C	1735.20	21.69
	D	1874.40	23.43		D	2967.20	37.09		D	1816.00	22.70
	E	1968.00	24.60		E	3111.20	38.89		E	1902.40	23.78
1421	A	2616.00	32.70	1430	A	2604.80	32.56	1441	A	1668.00	20.85
	B	2734.40	34.18		B	2728.80	34.11		B	1740.80	21.76
	C	2876.80	35.96		C	2856.80	35.71		C	1826.40	22.83
	D	3016.80	37.71		D	3000.80	37.51		D	1904.80	23.81
	E	3158.40	39.48		E	3150.40	39.38		E	1992.80	24.91
1422	A	1488.00	18.60	1431	A	2065.60	25.82	1442	A	1829.60	22.87
	B	1560.00	19.50		B	2172.00	27.15		B	1921.60	24.02
	C	1637.60	20.47		C	2276.00	28.45		C	2021.60	25.27
	D	1708.80	21.36		D	2383.20	29.79		D	2103.20	26.29
	E	1791.20	22.39		E	2498.40	31.23		E	2212.80	27.66

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1443	A	1811.20	22.64	1452	A	1315.20	16.44	1465	A	1243.20	15.54
	B	1900.00	23.75		B	1380.00	17.25		B	1304.80	16.31
	C	1978.40	24.73		C	1440.00	18.00		C	1371.20	17.14
	D	2079.20	25.99		D	1504.80	18.81		D	1430.40	17.88
	E	2174.40	27.18		E	1576.00	19.70		E	1496.80	18.71
1444	A	2065.60	25.82	1453	A	3181.60	39.77	1466	A	1855.20	23.19
	B	2172.00	27.15		B	3342.40	41.78		B	1947.20	24.34
	C	2276.00	28.45		C	3497.60	43.72		C	2039.20	25.49
	D	2383.20	29.79		D	3672.80	45.91		D	2137.60	26.72
	E	2498.40	31.23		E	3850.40	48.13		E	2243.20	28.04
1445	A	1660.00	20.75	1456	A	2729.60	34.12	1467	A	1103.20	13.79
	B	1735.20	21.69		B	2864.80	35.81		B	1152.00	14.40
	C	1816.00	22.70		C	3004.00	37.55		C	1200.80	15.01
	D	1902.40	23.78		D	3148.80	39.36		D	1254.40	15.68
	E	1987.20	24.84		E	3304.00	41.30		E	1307.20	16.34
1446	A	1706.40	21.33	1457	A	2953.60	36.92	1468	A	1221.60	15.27
	B	1791.20	22.39		B	3094.40	38.68		B	1270.40	15.88
	C	1872.00	23.40		C	3248.80	40.61		C	1332.00	16.65
	D	1952.80	24.41		D	3408.00	42.60		D	1389.60	17.37
	E	2046.40	25.58		E	3571.20	44.64		E	1452.80	18.16
1447	A	1835.20	22.94	1458	A	2368.80	29.61	1469	A	1332.00	16.65
	B	1920.00	24.00		B	2491.20	31.14		B	1389.60	17.37
	C	2004.80	25.06		C	2598.40	32.48		C	1452.80	18.16
	D	2098.40	26.23		D	2732.00	34.15		D	1514.40	18.93
	E	2198.40	27.48		E	2864.00	35.80		E	1586.40	19.83
1448	A	1933.60	24.17	1461	A	1506.40	18.83	1470	A	1454.40	18.18
	B	2019.20	25.24		B	1576.80	19.71		B	1524.00	19.05
	C	2120.80	26.51		C	1658.40	20.73		C	1596.80	19.96
	D	2228.80	27.86		D	1738.40	21.73		D	1673.60	20.92
	E	2335.20	29.19		E	1812.00	22.65		E	1749.60	21.87
1449	A	1160.00	14.50	1462	A	2020.00	25.25	1474	A	2020.00	25.25
	B	1212.80	15.16		B	2114.40	26.43		B	2114.40	26.43
	C	1272.80	15.91		C	2225.60	27.82		C	2225.60	27.82
	D	1315.20	16.44		D	2332.80	29.16		D	2332.80	29.16
	E	1380.00	17.25		E	2437.60	30.47		E	2437.60	30.47
1450	A	1407.20	17.59	1463	A	1187.20	14.84	1475	A	2368.80	29.61
	B	1468.80	18.36		B	1242.40	15.53		B	2491.20	31.14
	C	1536.00	19.20		C	1308.00	16.35		C	2598.40	32.48
	D	1605.60	20.07		D	1373.60	17.17		D	2732.00	34.15
	E	1677.60	20.97		E	1432.80	17.91		E	2864.00	35.80
1451	A	1504.80	18.81	1464	A	1586.40	19.83	1476	A	2729.60	34.12
	B	1575.20	19.69		B	1668.80	20.86		B	2864.80	35.81
	C	1656.80	20.71		C	1741.60	21.77		C	3004.00	37.55
	D	1732.00	21.65		D	1819.20	22.74		D	3148.80	39.36
	E	1816.00	22.70		E	1915.20	23.94		E	3304.00	41.30

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1480	A	1151.20	14.39	1506	A	1289.60	16.12	1517	A	1016.80	12.71
	B	1211.20	15.14		B	1350.40	16.88		B	1064.80	13.31
	C	1268.00	15.85		C	1420.80	17.76		C	1120.00	14.00
	D	1321.60	16.52		D	1488.00	18.60		D	1176.00	14.70
	E	1387.20	17.34		E	1552.00	19.40		E	1227.20	15.34
1481	A	1329.60	16.62	1507	A	1729.60	21.62	1518	A	1824.00	22.80
	B	1388.00	17.35		B	1811.20	22.64		B	1922.40	24.03
	C	1453.60	18.17		C	1906.40	23.83		C	2004.00	25.05
	D	1520.80	19.01		D	1998.40	24.98		D	2096.00	26.20
	E	1596.80	19.96		E	2088.00	26.10		E	2202.40	27.53
1482	A	1174.40	14.68	1508	A	1454.40	18.18	1520	A	1636.00	20.45
	B	1223.20	15.29		B	1524.00	19.05		B	1715.20	21.44
	C	1281.60	16.02		C	1594.40	19.93		C	1798.40	22.48
	D	1336.80	16.71		D	1660.80	20.76		D	1881.60	23.52
	E	1396.00	17.45		E	1740.80	21.76		E	1971.20	24.64
1483	A	1454.40	18.18	1509	A	2040.80	25.51	1522	A	2169.60	27.12
	B	1524.00	19.05		B	2141.60	26.77		B	2283.20	28.54
	C	1596.80	19.96		C	2249.60	28.12		C	2388.80	29.86
	D	1673.60	20.92		D	2352.00	29.40		D	2504.80	31.31
	E	1749.60	21.87		E	2467.20	30.84		E	2624.00	32.80
1488	A	2282.40	28.53	1510	A	1811.20	22.64	1523	A	1996.00	24.95
	B	2388.00	29.85		B	1900.00	23.75		B	2091.20	26.14
	C	2509.60	31.37		C	1978.40	24.73		C	2181.60	27.27
	D	2625.60	32.82		D	2079.20	25.99		D	2290.40	28.63
	E	2760.00	34.50		E	2174.40	27.18		E	2396.00	29.95
1489	A	1880.80	23.51	1511	A	2065.60	25.82	1524	A	1639.20	20.49
	B	1968.80	24.61		B	2172.00	27.15		B	1712.80	21.41
	C	2065.60	25.82		C	2276.00	28.45		C	1797.60	22.47
	D	2172.00	27.15		D	2383.20	29.79		D	1880.00	23.50
	E	2276.80	28.46		E	2498.40	31.23		E	1972.80	24.66
1490	A	1664.00	20.80	1512	A	1444.80	18.06	1525	A	1923.20	24.04
	B	1740.80	21.76		B	1518.40	18.98		B	2019.20	25.24
	C	1822.40	22.78		C	1590.40	19.88		C	2120.00	26.50
	D	1913.60	23.92		D	1665.60	20.82		D	2225.60	27.82
	E	1999.20	24.99		E	1742.40	21.78		E	2328.80	29.11
1498	A	1836.00	22.95	1513	A	1393.60	17.42	1526	A	1793.60	22.42
	B	1922.40	24.03		B	1449.60	18.12		B	1884.80	23.56
	C	2009.60	25.12		C	1519.20	18.99		C	1973.60	24.67
	D	2101.60	26.27		D	1590.40	19.88		D	2072.80	25.91
	E	2201.60	27.52		E	1660.00	20.75		E	2175.20	27.19
1500	A	2806.40	35.08	1514	A	2040.80	25.51	1527	A	2118.40	26.48
	B	2946.40	36.83		B	2141.60	26.77		B	2222.40	27.78
	C	3091.20	38.64		C	2249.60	28.12		C	2329.60	29.12
	D	3240.80	40.51		D	2352.00	29.40		D	2446.40	30.58
	E	3405.60	42.57		E	2467.20	30.84		E	2568.00	32.10

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1528	A	2806.40	35.08	1544	A	2333.60	29.17	1561	A	2283.20	28.54
	B	2946.40	36.83		B	2448.00	30.60		B	2394.40	29.93
	C	3091.20	38.64		C	2567.20	32.09		C	2512.80	31.41
	D	3240.80	40.51		D	2695.20	33.69		D	2626.40	32.83
	E	3405.60	42.57		E	2827.20	35.34		E	2760.00	34.50
1530	A	1634.40	20.43	1546	A	1923.20	24.04	1562	A	1923.20	24.04
	B	1711.20	21.39		B	2019.20	25.24		B	2019.20	25.24
	C	1793.60	22.42		C	2120.00	26.50		C	2120.00	26.50
	D	1880.00	23.50		D	2225.60	27.82		D	2225.60	27.82
	E	1972.00	24.65		E	2328.80	29.11		E	2328.80	29.11
1531	A	1104.80	13.81	1552	A	1923.20	24.04	1563	A	1603.20	20.04
	B	1155.20	14.44		B	2019.20	25.24		B	1676.00	20.95
	C	1209.60	15.12		C	2120.00	26.50		C	1756.80	21.96
	D	1268.80	15.86		D	2225.60	27.82		D	1844.00	23.05
	E	1332.00	16.65		E	2328.80	29.11		E	1932.80	24.16
1532	A	1234.40	15.43	1555	A	1488.00	18.60	1564	A	1490.40	18.63
	B	1297.60	16.22		B	1560.00	19.50		B	1563.20	19.54
	C	1354.40	16.93		C	1637.60	20.47		C	1637.60	20.47
	D	1428.00	17.85		D	1708.80	21.36		D	1710.40	21.38
	E	1492.80	18.66		E	1791.20	22.39		E	1797.60	22.47
1533	A	1752.80	21.91	1556	A	2951.20	36.89	1565	A	958.40	11.98
	B	1844.00	23.05		B	3092.00	38.65		B	1004.00	12.55
	C	1925.60	24.07		C	3246.40	40.58		C	1056.00	13.20
	D	2023.20	25.29		D	3405.60	42.57		D	1104.80	13.81
	E	2118.40	26.48		E	3572.80	44.66		E	1155.20	14.44
1535	A	1151.20	14.39	1557	A	2568.00	32.10	1568	A	1281.60	16.02
	B	1211.20	15.14		B	2689.60	33.62		B	1336.80	16.71
	C	1268.00	15.85		C	2824.80	35.31		C	1396.00	17.45
	D	1321.60	16.52		D	2967.20	37.09		D	1457.60	18.22
	E	1387.20	17.34		E	3111.20	38.89		E	1525.60	19.07
1536	A	1268.00	15.85	1558	A	2079.20	25.99	1569	A	958.40	11.98
	B	1322.40	16.53		B	2179.20	27.24		B	1008.00	12.60
	C	1387.20	17.34		C	2283.20	28.54		C	1058.40	13.23
	D	1458.40	18.23		D	2394.40	29.93		D	1098.40	13.73
	E	1531.20	19.14		E	2512.80	31.41		E	1151.20	14.39
1538	A	1490.40	18.63	1559	A	1710.40	21.38	1570	A	2293.60	28.67
	B	1563.20	19.54		B	1797.60	22.47		B	2403.20	30.04
	C	1637.60	20.47		C	1887.20	23.59		C	2517.60	31.47
	D	1710.40	21.38		D	1974.40	24.68		D	2646.40	33.08
	E	1797.60	22.47		E	2079.20	25.99		E	2772.00	34.65
1543	A	1797.60	22.47	1560	A	1061.60	13.27	1571	A	1668.00	20.85
	B	1888.80	23.61		B	1109.60	13.87		B	1746.40	21.83
	C	1980.00	24.75		C	1155.20	14.44		C	1828.80	22.86
	D	2068.80	25.86		D	1206.40	15.08		D	1922.40	24.03
	E	2171.20	27.14		E	1256.80	15.71		E	2009.60	25.12

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1572	A	903.20	11.29	1584	A	1919.20	23.99	1593	A	1890.40	23.63
	B	944.80	11.81		B	2006.40	25.08		B	1989.60	24.87
	C	981.60	12.27		C	2106.40	26.33		C	2080.80	26.01
	D	1026.40	12.83		D	2197.60	27.47		D	2174.40	27.18
	E	1068.00	13.35		E	2311.20	28.89		E	2288.00	28.60
1573	A	1828.00	22.85	1585	A	2336.00	29.20	1594	A	1334.40	16.68
	B	1908.80	23.86		B	2457.60	30.72		B	1393.60	17.42
	C	1999.20	24.99		C	2578.40	32.23		C	1449.60	18.12
	D	2088.80	26.11		D	2708.00	33.85		D	1519.20	18.99
	E	2186.40	27.33		E	2836.80	35.46		E	1590.40	19.88
1575	A	1233.60	15.42	1586	A	1571.20	19.64	1595	A	1539.20	19.24
	B	1296.80	16.21		B	1645.60	20.57		B	1608.80	20.11
	C	1356.00	16.95		C	1730.40	21.63		C	1682.40	21.03
	D	1425.60	17.82		D	1811.20	22.64		D	1758.40	21.98
	E	1493.60	18.67		E	1894.40	23.68		E	1833.60	22.92
1576	A	1493.60	18.67	1587	A	3312.80	41.41	1596	A	2239.20	27.99
	B	1563.20	19.54		B	3476.80	43.46		B	2347.20	29.34
	C	1639.20	20.49		C	3645.60	45.57		C	2459.20	30.74
	D	1715.20	21.44		D	3813.60	47.67		D	2581.60	32.27
	E	1795.20	22.44		E	3998.40	49.98		E	2708.80	33.86
1577	A	1675.20	20.94	1588	A	804.80	10.06	1597	A	1700.80	21.26
	B	1754.40	21.93		B	844.00	10.55		B	1776.00	22.20
	C	1837.60	22.97		C	876.80	10.96		C	1864.00	23.30
	D	1925.60	24.07		D	923.20	11.54		D	1943.20	24.29
	E	2025.60	25.32		E	965.60	12.07		E	2032.80	25.41
1578	A	980.00	12.25	1589	A	2752.00	34.40	1598	A	2014.40	25.18
	B	1026.40	12.83		B	2888.80	36.11		B	2112.80	26.41
	C	1076.00	13.45		C	3027.20	37.84		C	2211.20	27.64
	D	1122.40	14.03		D	3168.80	39.61		D	2320.00	29.00
	E	1180.80	14.76		E	3323.20	41.54		E	2430.40	30.38
1579	A	1122.40	14.03	1590	A	1234.40	15.43	1599	A	2825.60	35.32
	B	1174.40	14.68		B	1298.40	16.23		B	2959.20	36.99
	C	1223.20	15.29		C	1360.80	17.01		C	3108.00	38.85
	D	1281.60	16.02		D	1421.60	17.77		D	3262.40	40.78
	E	1336.80	16.71		E	1493.60	18.67		E	3420.80	42.76
1580	A	1562.40	19.53	1591	A	1298.40	16.23	1601	A	2065.60	25.82
	B	1644.80	20.56		B	1361.60	17.02		B	2172.00	27.15
	C	1720.00	21.50		C	1422.40	17.78		C	2276.00	28.45
	D	1796.00	22.45		D	1490.40	18.63		D	2383.20	29.79
	E	1887.20	23.59		E	1560.00	19.50		E	2498.40	31.23
1583	A	1593.60	19.92	1592	A	2283.20	28.54	1602	A	1774.40	22.18
	B	1668.00	20.85		B	2399.20	29.99		B	1850.40	23.13
	C	1748.00	21.85		C	2513.60	31.42		C	1934.40	24.18
	D	1836.80	22.96		D	2634.40	32.93		D	2028.80	25.36
	E	1920.00	24.00		E	2759.20	34.49		E	2125.60	26.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1603	A	2084.00	26.05	1614	A	2079.20	25.99	1626	A	1557.60	19.47
	B	2190.40	27.38		B	2179.20	27.24		B	1626.40	20.33
	C	2293.60	28.67		C	2283.20	28.54		C	1702.40	21.28
	D	2396.80	29.96		D	2394.40	29.93		D	1780.80	22.26
	E	2520.80	31.51		E	2512.80	31.41		E	1865.60	23.32
1604	A	2400.80	30.01	1615	A	2568.00	32.10	1627	A	1228.80	15.36
	B	2520.80	31.51		B	2689.60	33.62		B	1284.80	16.06
	C	2641.60	33.02		C	2824.80	35.31		C	1340.00	16.75
	D	2775.20	34.69		D	2967.20	37.09		D	1399.20	17.49
	E	2907.20	36.34		E	3111.20	38.89		E	1464.00	18.30
1605	A	1964.00	24.55	1616	A	2088.80	26.11	1628	A	1454.40	18.18
	B	2062.40	25.78		B	2196.80	27.46		B	1524.00	19.05
	C	2165.60	27.07		C	2299.20	28.74		C	1596.80	19.96
	D	2273.60	28.42		D	2409.60	30.12		D	1673.60	20.92
	E	2388.00	29.85		E	2525.60	31.57		E	1749.60	21.87
1608	A	1706.40	21.33	1617	A	1151.20	14.39	1630	A	1504.00	18.80
	B	1791.20	22.39		B	1211.20	15.14		B	1578.40	19.73
	C	1872.00	23.40		C	1268.00	15.85		C	1658.40	20.73
	D	1952.80	24.41		D	1321.60	16.52		D	1734.40	21.68
	E	2046.40	25.58		E	1387.20	17.34		E	1811.20	22.64
1609	A	1800.00	22.50	1618	A	1791.20	22.39	1631	A	2079.20	25.99
	B	1888.80	23.61		B	1880.80	23.51		B	2179.20	27.24
	C	1980.00	24.75		C	1963.20	24.54		C	2283.20	28.54
	D	2066.40	25.83		D	2051.20	25.64		D	2394.40	29.93
	E	2171.20	27.14		E	2145.60	26.82		E	2512.80	31.41
1610	A	2066.40	25.83	1622	A	2384.80	29.81	1632	A	1284.80	16.06
	B	2171.20	27.14		B	2500.00	31.25		B	1339.20	16.74
	C	2282.40	28.53		C	2628.80	32.86		C	1399.20	17.49
	D	2390.40	29.88		D	2760.00	34.50		D	1463.20	18.29
	E	2512.80	31.41		E	2887.20	36.09		E	1529.60	19.12
1611	A	2384.80	29.81	1623	A	1800.00	22.50	1634	A	1579.20	19.74
	B	2500.00	31.25		B	1888.80	23.61		B	1657.60	20.72
	C	2628.80	32.86		C	1980.00	24.75		C	1742.40	21.78
	D	2760.00	34.50		D	2066.40	25.83		D	1827.20	22.84
	E	2887.20	36.09		E	2171.20	27.14		E	1918.40	23.98
1612	A	2283.20	28.54	1624	A	2066.40	25.83	1635	A	1600.00	20.00
	B	2394.40	29.93		B	2171.20	27.14		B	1676.80	20.96
	C	2512.80	31.41		C	2282.40	28.53		C	1752.80	21.91
	D	2626.40	32.83		D	2390.40	29.88		D	1832.80	22.91
	E	2760.00	34.50		E	2512.80	31.41		E	1921.60	24.02
1613	A	1710.40	21.38	1625	A	1557.60	19.47	1637	A	1822.40	22.78
	B	1797.60	22.47		B	1626.40	20.33		B	1906.40	23.83
	C	1887.20	23.59		C	1702.40	21.28		C	2003.20	25.04
	D	1974.40	24.68		D	1780.80	22.26		D	2103.20	26.29
	E	2079.20	25.99		E	1865.60	23.32		E	2202.40	27.53

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1638	A	2564.00	32.05	1648	A	1331.20	16.64	1657	A	1934.40	24.18
	B	2683.20	33.54		B	1388.80	17.36		B	2027.20	25.34
	C	2819.20	35.24		C	1456.80	18.21		C	2124.80	26.56
	D	2958.40	36.98		D	1532.00	19.15		D	2227.20	27.84
	E	3096.00	38.70		E	1607.20	20.09		E	2334.40	29.18
1639	A	1656.80	20.71	1649	A	1526.40	19.08	1658	A	2121.60	26.52
	B	1738.40	21.73		B	1602.40	20.03		B	2219.20	27.74
	C	1818.40	22.73		C	1676.80	20.96		C	2328.80	29.11
	D	1904.80	23.81		D	1760.80	22.01		D	2440.00	30.50
	E	1990.40	24.88		E	1848.80	23.11		E	2556.00	31.95
1640	A	1370.40	17.13	1650	A	2273.60	28.42	1659	A	1678.40	20.98
	B	1434.40	17.93		B	2386.40	29.83		B	1758.40	21.98
	C	1505.60	18.82		C	2504.00	31.30		C	1844.80	23.06
	D	1575.20	19.69		D	2618.40	32.73		D	1929.60	24.12
	E	1648.00	20.60		E	2750.40	34.38		E	2027.20	25.34
1641	A	1589.60	19.87	1651	A	1421.60	17.77	1660	A	1588.00	19.85
	B	1659.20	20.74		B	1491.20	18.64		B	1660.80	20.76
	C	1739.20	21.74		C	1560.00	19.50		C	1737.60	21.72
	D	1814.40	22.68		D	1637.60	20.47		D	1826.40	22.83
	E	1900.00	23.75		E	1712.80	21.41		E	1906.40	23.83
1642	A	1979.20	24.74	1652	A	1454.40	18.18	1661	A	1914.40	23.93
	B	2068.00	25.85		B	1524.00	19.05		B	2015.20	25.19
	C	2177.60	27.22		C	1594.40	19.93		C	2096.80	26.21
	D	2288.80	28.61		D	1660.80	20.76		D	2201.60	27.52
	E	2398.40	29.98		E	1740.80	21.76		E	2308.80	28.86
1644	A	1517.60	18.97	1653	A	1594.40	19.93	1662	A	1637.60	20.47
	B	1585.60	19.82		B	1660.80	20.76		B	1712.80	21.41
	C	1654.40	20.68		C	1740.80	21.76		C	1793.60	22.42
	D	1729.60	21.62		D	1816.00	22.70		D	1884.80	23.56
	E	1809.60	22.62		E	1904.00	23.80		E	1974.40	24.68
1645	A	1571.20	19.64	1654	A	1749.60	21.87	1663	A	1056.00	13.20
	B	1645.60	20.57		B	1829.60	22.87		B	1104.80	13.81
	C	1725.60	21.57		C	1916.80	23.96		C	1155.20	14.44
	D	1806.40	22.58		D	2001.60	25.02		D	1209.60	15.12
	E	1890.40	23.63		E	2093.60	26.17		E	1268.80	15.86
1646	A	1820.80	22.76	1655	A	1564.80	19.56	1664	A	1268.80	15.86
	B	1904.80	23.81		B	1637.60	20.47		B	1332.00	16.65
	C	1990.40	24.88		C	1720.00	21.50		C	1387.20	17.34
	D	2075.20	25.94		D	1800.00	22.50		D	1454.40	18.18
	E	2176.80	27.21		E	1887.20	23.59		E	1526.40	19.08
1647	A	1456.80	18.21	1656	A	1722.40	21.53	1665	A	1526.40	19.08
	B	1532.00	19.15		B	1800.00	22.50		B	1596.80	19.96
	C	1607.20	20.09		C	1888.80	23.61		C	1673.60	20.92
	D	1678.40	20.98		D	1978.40	24.73		D	1756.80	21.96
	E	1758.40	21.98		E	2076.80	25.96		E	1841.60	23.02

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1666	A	1996.00	24.95	1677	A	2065.60	25.82	1696	A	2933.60	36.67
	B	2091.20	26.14		B	2172.00	27.15		B	3078.40	38.48
	C	2181.60	27.27		C	2276.00	28.45		C	3226.40	40.33
	D	2290.40	28.63		D	2383.20	29.79		D	3386.40	42.33
	E	2396.00	29.95		E	2498.40	31.23		E	3546.40	44.33
1667	A	958.40	11.98	1678	A	1563.20	19.54	1697	A	1612.80	20.16
	B	1004.00	12.55		B	1637.60	20.47		B	1684.80	21.06
	C	1056.00	13.20		C	1710.40	21.38		C	1767.20	22.09
	D	1104.80	13.81		D	1797.60	22.47		D	1857.60	23.22
	E	1155.20	14.44		E	1887.20	23.59		E	1943.20	24.29
1668	A	2169.60	27.12	1680	A	4524.80	56.56	1698	A	2958.40	36.98
	B	2283.20	28.54		B	4730.40	59.13		B	3101.60	38.77
	C	2388.80	29.86		C	4949.60	61.87		C	3256.00	40.70
	D	2504.80	31.31		D	5179.20	64.74		D	3405.60	42.57
	E	2624.00	32.80		E	5419.20	67.74		E	3576.80	44.71
1669	A	2025.60	25.32	1683	A	3753.60	46.92	1699	A	1352.00	16.90
	B	2112.80	26.41		B	3921.60	49.02		B	1425.60	17.82
	C	2214.40	27.68		C	4103.20	51.29		C	1490.40	18.63
	D	2315.20	28.94		D	4294.40	53.68		D	1563.20	19.54
	E	2416.80	30.21		E	4492.80	56.16		E	1637.60	20.47
1670	A	2424.00	30.30	1684	A	2538.40	31.73	1714	A	1740.00	21.75
	B	2537.60	31.72		B	2659.20	33.24		B	1827.20	22.84
	C	2664.00	33.30		C	2788.00	34.85		C	1904.00	23.80
	D	2792.80	34.91		D	2929.60	36.62		D	1995.20	24.94
	E	2924.80	36.56		E	3067.20	38.34		E	2097.60	26.22
1671	A	2310.40	28.88	1692	A	1894.40	23.68	1715	A	2394.40	29.93
	B	2420.00	30.25		B	1983.20	24.79		B	2510.40	31.38
	C	2535.20	31.69		C	2083.20	26.04		C	2632.00	32.90
	D	2659.20	33.24		D	2179.20	27.24		D	2763.20	34.54
	E	2787.20	34.84		E	2287.20	28.59		E	2887.20	36.09
1672	A	1749.60	21.87	1693	A	2416.80	30.21	1716	A	1490.40	18.63
	B	1832.80	22.91		B	2533.60	31.67		B	1560.00	19.50
	C	1921.60	24.02		C	2654.40	33.18		C	1637.60	20.47
	D	2004.00	25.05		D	2790.40	34.88		D	1709.60	21.37
	E	2097.60	26.22		E	2920.80	36.51		E	1793.60	22.42
1673	A	1457.60	18.22	1694	A	2533.60	31.67	1717	A	1912.00	23.90
	B	1525.60	19.07		B	2654.40	33.18		B	1996.00	24.95
	C	1594.40	19.93		C	2790.40	34.88		C	2088.80	26.11
	D	1665.60	20.82		D	2920.80	36.51		D	2186.40	27.33
	E	1740.00	21.75		E	3064.00	38.30		E	2282.40	28.53
1675	A	1811.20	22.64	1695	A	2538.40	31.73	1718	A	2120.80	26.51
	B	1900.00	23.75		B	2659.20	33.24		B	2226.40	27.83
	C	1978.40	24.73		C	2788.00	34.85		C	2330.40	29.13
	D	2079.20	25.99		D	2929.60	36.62		D	2440.80	30.51
	E	2174.40	27.18		E	3067.20	38.34		E	2560.80	32.01

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1719	A	1331.20	16.64	1728	A	2700.80	33.76	1746	A	1211.20	15.14
	B	1395.20	17.44		B	2828.80	35.36		B	1268.00	15.85
	C	1455.20	18.19		C	2973.60	37.17		C	1321.60	16.52
	D	1525.60	19.07		D	3114.40	38.93		D	1387.20	17.34
	E	1596.80	19.96		E	3271.20	40.89		E	1458.40	18.23
1720	A	1268.00	15.85	1730	A	1923.20	24.04	1747	A	1490.40	18.63
	B	1322.40	16.53		B	2019.20	25.24		B	1563.20	19.54
	C	1387.20	17.34		C	2120.00	26.50		C	1637.60	20.47
	D	1458.40	18.23		D	2225.60	27.82		D	1710.40	21.38
	E	1531.20	19.14		E	2328.80	29.11		E	1797.60	22.47
1721	A	1760.80	22.01	1732	A	1596.00	19.95	1748	A	1710.40	21.38
	B	1841.60	23.02		B	1660.80	20.76		B	1797.60	22.47
	C	1928.80	24.11		C	1741.60	21.77		C	1887.20	23.59
	D	2028.80	25.36		D	1816.00	22.70		D	1974.40	24.68
	E	2123.20	26.54		E	1902.40	23.78		E	2079.20	25.99
1722	A	1675.20	20.94	1734	A	2000.00	25.00	1749	A	2079.20	25.99
	B	1755.20	21.94		B	2097.60	26.22		B	2179.20	27.24
	C	1834.40	22.93		C	2198.40	27.48		C	2283.20	28.54
	D	1931.20	24.14		D	2303.20	28.79		D	2394.40	29.93
	E	2023.20	25.29		E	2416.80	30.21		E	2512.80	31.41
1723	A	1756.80	21.96	1735	A	1640.00	20.50	1750	A	2225.60	27.82
	B	1841.60	23.02		B	1712.80	21.41		B	2328.80	29.11
	C	1924.80	24.06		C	1795.20	22.44		C	2440.00	30.50
	D	2025.60	25.32		D	1887.20	23.59		D	2562.40	32.03
	E	2121.60	26.52		E	1972.80	24.66		E	2681.60	33.52
1724	A	2684.00	33.55	1736	A	2198.40	27.48	1751	A	2562.40	32.03
	B	2806.40	35.08		B	2292.00	28.65		B	2681.60	33.52
	C	2948.80	36.86		C	2393.60	29.92		C	2816.00	35.20
	D	3085.60	38.57		D	2500.00	31.25		D	2953.60	36.92
	E	3235.20	40.44		E	2620.00	32.75		E	3094.40	38.68
1725	A	1923.20	24.04	1737	A	1519.20	18.99	1752	A	2953.60	36.92
	B	2019.20	25.24		B	1581.60	19.77		B	3094.40	38.68
	C	2120.00	26.50		C	1659.20	20.74		C	3248.80	40.61
	D	2225.60	27.82		D	1729.60	21.62		D	3408.00	42.60
	E	2328.80	29.11		E	1811.20	22.64		E	3571.20	44.64
1726	A	1675.20	20.94	1738	A	1742.40	21.78	1754	A	2816.80	35.21
	B	1754.40	21.93		B	1820.80	22.76		B	2949.60	36.87
	C	1837.60	22.97		C	1908.80	23.86		C	3096.00	38.70
	D	1925.60	24.07		D	1988.00	24.85		D	3248.00	40.60
	E	2025.60	25.32		E	2083.20	26.04		E	3405.60	42.57
1727	A	1923.20	24.04	1739	A	2671.20	33.39	1756	A	2283.20	28.54
	B	2019.20	25.24		B	2805.60	35.07		B	2394.40	29.93
	C	2120.00	26.50		C	2935.20	36.69		C	2512.80	31.41
	D	2225.60	27.82		D	3079.20	38.49		D	2626.40	32.83
	E	2328.80	29.11		E	3225.60	40.32		E	2760.00	34.50

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1757	A	2799.20	34.99	1776	A	1211.20	15.14	1797	A	1640.00	20.50
	B	2932.80	36.66		B	1268.00	15.85		B	1712.80	21.41
	C	3078.40	38.48		C	1321.60	16.52		C	1795.20	22.44
	D	3232.80	40.41		D	1387.20	17.34		D	1887.20	23.59
	E	3390.40	42.38		E	1458.40	18.23		E	1972.80	24.66
1758	A	1268.00	15.85	1777	A	1673.60	20.92	1798	A	2288.00	28.60
	B	1322.40	16.53		B	1749.60	21.87		B	2395.20	29.94
	C	1387.20	17.34		C	1837.60	22.97		C	2516.00	31.45
	D	1458.40	18.23		D	1932.80	24.16		D	2636.80	32.96
	E	1531.20	19.14		E	2027.20	25.34		E	2760.00	34.50
1759	A	1455.20	18.19	1778	A	1387.20	17.34	1801	A	1455.20	18.19
	B	1525.60	19.07		B	1458.40	18.23		B	1525.60	19.07
	C	1596.00	19.95		C	1531.20	19.14		C	1596.00	19.95
	D	1677.60	20.97		D	1598.40	19.98		D	1677.60	20.97
	E	1760.80	22.01		E	1673.60	20.92		E	1760.80	22.01
1762	A	2952.80	36.91	1783	A	2283.20	28.54	1802	A	1786.40	22.33
	B	3095.20	38.69		B	2393.60	29.92		B	1868.80	23.36
	C	3246.40	40.58		C	2510.40	31.38		C	1952.80	24.41
	D	3408.00	42.60		D	2628.00	32.85		D	2038.40	25.48
	E	3577.60	44.72		E	2764.00	34.55		E	2137.60	26.72
1765	A	1753.60	21.92	1784	A	1430.40	17.88	1803	A	1672.00	20.90
	B	1841.60	23.02		B	1503.20	18.79		B	1741.60	21.77
	C	1925.60	24.07		C	1572.80	19.66		C	1827.20	22.84
	D	2020.80	25.26		D	1652.00	20.65		D	1904.00	23.80
	E	2108.00	26.35		E	1730.40	21.63		E	1992.00	24.90
1766	A	1375.20	17.19	1793	A	2626.40	32.83	1804	A	2760.00	34.50
	B	1448.00	18.10		B	2760.00	34.50		B	2887.20	36.09
	C	1513.60	18.92		C	2895.20	36.19		C	3030.40	37.88
	D	1582.40	19.78		D	3039.20	37.99		D	3172.80	39.66
	E	1657.60	20.72		E	3184.00	39.80		E	3325.60	41.57
1767	A	1580.00	19.75	1794	A	716.00	8.95	1805	A	2824.80	35.31
	B	1664.00	20.80		B	750.40	9.38		B	2960.00	37.00
	C	1740.80	21.76		C	791.20	9.89		C	3105.60	38.82
	D	1825.60	22.82		D	823.20	10.29		D	3260.00	40.75
	E	1906.40	23.83		E	858.40	10.73		E	3416.80	42.71
1769	A	2568.00	32.10	1795	A	2824.80	35.31	1806	A	2953.60	36.92
	B	2689.60	33.62		B	2960.00	37.00		B	3094.40	38.68
	C	2824.80	35.31		C	3105.60	38.82		C	3248.80	40.61
	D	2967.20	37.09		D	3260.00	40.75		D	3408.00	42.60
	E	3111.20	38.89		E	3416.80	42.71		E	3571.20	44.64
1774	A	1268.00	15.85	1796	A	1529.60	19.12	1808	A	1476.00	18.45
	B	1322.40	16.53		B	1600.00	20.00		B	1543.20	19.29
	C	1387.20	17.34		C	1675.20	20.94		C	1610.40	20.13
	D	1458.40	18.23		D	1761.60	22.02		D	1681.60	21.02
	E	1531.20	19.14		E	1839.20	22.99		E	1761.60	22.02

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1809	A	1455.20	18.19	1822	A	2217.60	27.72	1835	A	1955.20	24.44
	B	1525.60	19.07		B	2323.20	29.04		B	2036.80	25.46
	C	1596.00	19.95		C	2432.00	30.40		C	2133.60	26.67
	D	1677.60	20.97		D	2552.00	31.90		D	2230.40	27.88
	E	1760.80	22.01		E	2669.60	33.37		E	2334.40	29.18
1810	A	1811.20	22.64	1823	A	2227.20	27.84	1839	A	2294.40	28.68
	B	1900.00	23.75		B	2331.20	29.14		B	2399.20	29.99
	C	1978.40	24.73		C	2447.20	30.59		C	2513.60	31.42
	D	2079.20	25.99		D	2568.00	32.10		D	2624.00	32.80
	E	2174.40	27.18		E	2689.60	33.62		E	2748.00	34.35
1811	A	2240.80	28.01	1824	A	1828.00	22.85	1840	A	1387.20	17.34
	B	2345.60	29.32		B	1901.60	23.77		B	1458.40	18.23
	C	2461.60	30.77		C	1979.20	24.74		C	1531.20	19.14
	D	2578.40	32.23		D	2061.60	25.77		D	1598.40	19.98
	E	2708.80	33.86		E	2152.00	26.90		E	1673.60	20.92
1816	A	2824.80	35.31	1825	A	1604.80	20.06	1841	A	2409.60	30.12
	B	2960.00	37.00		B	1682.40	21.03		B	2520.00	31.50
	C	3105.60	38.82		C	1768.80	22.11		C	2632.00	32.90
	D	3260.00	40.75		D	1850.40	23.13		D	2758.40	34.48
	E	3416.80	42.71		E	1940.80	24.26		E	2884.00	36.05
1817	A	1539.20	19.24	1826	A	1940.80	24.26	1842	A	2079.20	25.99
	B	1608.00	20.10		B	2032.80	25.41		B	2179.20	27.24
	C	1682.40	21.03		C	2136.00	26.70		C	2283.20	28.54
	D	1760.80	22.01		D	2237.60	27.97		D	2394.40	29.93
	E	1839.20	22.99		E	2347.20	29.34		E	2512.80	31.41
1818	A	1734.40	21.68	1830	A	2953.60	36.92	1844	A	1387.20	17.34
	B	1816.00	22.70		B	3094.40	38.68		B	1458.40	18.23
	C	1906.40	23.83		C	3248.80	40.61		C	1531.20	19.14
	D	2004.00	25.05		D	3408.00	42.60		D	1598.40	19.98
	E	2098.40	26.23		E	3571.20	44.64		E	1673.60	20.92
1819	A	1525.60	19.07	1832	A	1740.80	21.76	1849	A	2435.20	30.44
	B	1596.00	19.95		B	1810.40	22.63		B	2560.80	32.01
	C	1668.00	20.85		C	1885.60	23.57		C	2676.00	33.45
	D	1742.40	21.78		D	1964.00	24.55		D	2811.20	35.14
	E	1828.00	22.85		E	2051.20	25.64		E	2940.80	36.76
1820	A	1846.40	23.08	1833	A	1281.60	16.02	1850	A	2075.20	25.94
	B	1930.40	24.13		B	1336.80	16.71		B	2167.20	27.09
	C	2024.00	25.30		C	1396.00	17.45		C	2283.20	28.54
	D	2120.00	26.50		D	1457.60	18.22		D	2393.60	29.92
	E	2224.80	27.81		E	1525.60	19.07		E	2510.40	31.38
1821	A	1979.20	24.74	1834	A	1420.00	17.75	1851	A	2760.00	34.50
	B	2068.00	25.85		B	1483.20	18.54		B	2887.20	36.09
	C	2177.60	27.22		C	1551.20	19.39		C	3030.40	37.88
	D	2288.80	28.61		D	1624.00	20.30		D	3172.80	39.66
	E	2398.40	29.98		E	1698.40	21.23		E	3325.60	41.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1852	A	1525.60	19.07	1863	A	2953.60	36.92	1873	A	1421.60	17.77
	B	1601.60	20.02		B	3094.40	38.68		B	1492.80	18.66
	C	1673.60	20.92		C	3248.80	40.61		C	1562.40	19.53
	D	1759.20	21.99		D	3408.00	42.60		D	1640.00	20.50
	E	1847.20	23.09		E	3571.20	44.64		E	1712.80	21.41
1853	A	1455.20	18.19	1864	A	1387.20	17.34	1874	A	2711.20	33.89
	B	1525.60	19.07		B	1457.60	18.22		B	2840.00	35.50
	C	1596.00	19.95		C	1532.80	19.16		C	2972.80	37.16
	D	1677.60	20.97		D	1608.00	20.10		D	3120.80	39.01
	E	1760.80	22.01		E	1678.40	20.98		E	3272.00	40.90
1854	A	2759.20	34.49	1865	A	1356.00	16.95	1875	A	2953.60	36.92
	B	2887.20	36.09		B	1422.40	17.78		B	3094.40	38.68
	C	3029.60	37.87		C	1493.60	18.67		C	3248.80	40.61
	D	3172.80	39.66		D	1564.80	19.56		D	3408.00	42.60
	E	3325.60	41.57		E	1639.20	20.49		E	3571.20	44.64
1855	A	2953.60	36.92	1866	A	2202.40	27.53	1876	A	1675.20	20.94
	B	3094.40	38.68		B	2314.40	28.93		B	1754.40	21.93
	C	3248.80	40.61		C	2429.60	30.37		C	1837.60	22.97
	D	3408.00	42.60		D	2536.80	31.71		D	1925.60	24.07
	E	3571.20	44.64		E	2661.60	33.27		E	2025.60	25.32
1856	A	3315.20	41.44	1867	A	2125.60	26.57	1877	A	2390.40	29.88
	B	3468.00	43.35		B	2237.60	27.97		B	2509.60	31.37
	C	3643.20	45.54		C	2344.80	29.31		C	2624.00	32.80
	D	3821.60	47.77		D	2462.40	30.78		D	2758.40	34.48
	E	4004.80	50.06		E	2580.80	32.26		E	2886.40	36.08
1857	A	1849.60	23.12	1868	A	1465.60	18.32	1878	A	2953.60	36.92
	B	1932.80	24.16		B	1533.60	19.17		B	3094.40	38.68
	C	2028.80	25.36		C	1602.40	20.03		C	3248.80	40.61
	D	2124.00	26.55		D	1673.60	20.92		D	3408.00	42.60
	E	2232.00	27.90		E	1744.00	21.80		E	3571.20	44.64
1859	A	2348.00	29.35	1870	A	1816.00	22.70	1879	A	1387.20	17.34
	B	2460.00	30.75		B	1901.60	23.77		B	1458.40	18.23
	C	2565.60	32.07		C	1997.60	24.97		C	1531.20	19.14
	D	2690.40	33.63		D	2096.00	26.20		D	1598.40	19.98
	E	2816.00	35.20		E	2197.60	27.47		E	1673.60	20.92
1860	A	1455.20	18.19	1871	A	2079.20	25.99	1880	A	2122.40	26.53
	B	1525.60	19.07		B	2179.20	27.24		B	2230.40	27.88
	C	1596.00	19.95		C	2283.20	28.54		C	2336.80	29.21
	D	1677.60	20.97		D	2394.40	29.93		D	2450.40	30.63
	E	1760.80	22.01		E	2512.80	31.41		E	2571.20	32.14
1861	A	1708.80	21.36	1872	A	2513.60	31.42	1881	A	1708.80	21.36
	B	1791.20	22.39		B	2636.00	32.95		B	1791.20	22.39
	C	1881.60	23.52		C	2758.40	34.48		C	1881.60	23.52
	D	1970.40	24.63		D	2895.20	36.19		D	1970.40	24.63
	E	2065.60	25.82		E	3039.20	37.99		E	2065.60	25.82

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1883	A	3137.60	39.22	1893	A	1594.40	19.93	1902	A	1331.20	16.64
	B	3289.60	41.12		B	1671.20	20.89		B	1395.20	17.44
	C	3460.00	43.25		C	1748.00	21.85		C	1455.20	18.19
	D	3620.00	45.25		D	1828.00	22.85		D	1525.60	19.07
	E	3795.20	47.44		E	1908.80	23.86		E	1596.80	19.96
1884	A	3137.60	39.22	1894	A	1449.60	18.12	1903	A	1455.20	18.19
	B	3289.60	41.12		B	1519.20	18.99		B	1525.60	19.07
	C	3460.00	43.25		C	1590.40	19.88		C	1596.80	19.96
	D	3620.00	45.25		D	1660.00	20.75		D	1675.20	20.94
	E	3795.20	47.44		E	1735.20	21.69		E	1758.40	21.98
1885	A	2453.60	30.67	1895	A	1889.60	23.62	1904	A	2079.20	25.99
	B	2572.00	32.15		B	1972.80	24.66		B	2179.20	27.24
	C	2702.40	33.78		C	2060.00	25.75		C	2283.20	28.54
	D	2830.40	35.38		D	2163.20	27.04		D	2394.40	29.93
	E	2973.60	37.17		E	2260.00	28.25		E	2512.80	31.41
1886	A	1845.60	23.07	1896	A	2564.80	32.06	1905	A	1209.60	15.12
	B	1935.20	24.19		B	2688.80	33.61		B	1268.00	15.85
	C	2021.60	25.27		C	2824.80	35.31		C	1321.60	16.52
	D	2124.80	26.56		D	2960.00	37.00		D	1387.20	17.34
	E	2228.80	27.86		E	3110.40	38.88		E	1455.20	18.19
1887	A	2487.20	31.09	1897	A	1749.60	21.87	1906	A	1416.00	17.70
	B	2598.40	32.48		B	1832.80	22.91		B	1488.80	18.61
	C	2719.20	33.99		C	1924.80	24.06		C	1558.40	19.48
	D	2844.00	35.55		D	2008.00	25.10		D	1635.20	20.44
	E	2972.80	37.16		E	2097.60	26.22		E	1709.60	21.37
1888	A	2719.20	33.99	1898	A	1449.60	18.12	1907	A	1558.40	19.48
	B	2848.80	35.61		B	1519.20	18.99		B	1635.20	20.44
	C	2997.60	37.47		C	1590.40	19.88		C	1709.60	21.37
	D	3137.60	39.22		D	1660.00	20.75		D	1793.60	22.42
	E	3289.60	41.12		E	1735.20	21.69		E	1880.80	23.51
1890	A	2070.40	25.88	1899	A	1156.00	14.45	1908	A	1174.40	14.68
	B	2164.80	27.06		B	1210.40	15.13		B	1223.20	15.29
	C	2262.40	28.28		C	1268.80	15.86		C	1281.60	16.02
	D	2371.20	29.64		D	1331.20	16.64		D	1336.80	16.71
	E	2476.80	30.96		E	1395.20	17.44		E	1396.00	17.45
1891	A	1634.40	20.43	1900	A	1641.60	20.52	1909	A	1472.80	18.41
	B	1706.40	21.33		B	1719.20	21.49		B	1535.20	19.19
	C	1780.80	22.26		C	1796.00	22.45		C	1606.40	20.08
	D	1872.00	23.40		D	1891.20	23.64		D	1680.00	21.00
	E	1952.80	24.41		E	1976.80	24.71		E	1752.00	21.90
1892	A	2297.60	28.72	1901	A	1531.20	19.14	1910	A	1027.20	12.84
	B	2415.20	30.19		B	1601.60	20.02		B	1073.60	13.42
	C	2532.80	31.66		C	1675.20	20.94		C	1123.20	14.04
	D	2659.20	33.24		D	1764.00	22.05		D	1179.20	14.74
	E	2793.60	34.92		E	1841.60	23.02		E	1231.20	15.39

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1912	A	1814.40	22.68	1922	A	2703.20	33.79	1931	A	1887.20	23.59
	B	1895.20	23.69		B	2828.00	35.35		B	1972.80	24.66
	C	1992.80	24.91		C	2968.80	37.11		C	2076.80	25.96
	D	2079.20	25.99		D	3114.40	38.93		D	2181.60	27.27
	E	2177.60	27.22		E	3264.00	40.80		E	2287.20	28.59
1913	A	1902.40	23.78	1923	A	2568.00	32.10	1932	A	1371.20	17.14
	B	1992.80	24.91		B	2689.60	33.62		B	1434.40	17.93
	C	2079.20	25.99		C	2824.80	35.31		C	1506.40	18.83
	D	2183.20	27.29		D	2967.20	37.09		D	1575.20	19.69
	E	2284.00	28.55		E	3111.20	38.89		E	1650.40	20.63
1914	A	804.80	10.06	1924	A	2823.20	35.29	1933	A	1501.60	18.77
	B	844.00	10.55		B	2958.40	36.98		B	1573.60	19.67
	C	876.80	10.96		C	3105.60	38.82		C	1651.20	20.64
	D	923.20	11.54		D	3256.00	40.70		D	1725.60	21.57
	E	958.40	11.98		E	3408.80	42.61		E	1804.80	22.56
1915	A	2436.80	30.46	1925	A	1432.80	17.91	1934	A	1305.60	16.32
	B	2561.60	32.02		B	1500.80	18.76		B	1368.80	17.11
	C	2676.00	33.45		C	1568.80	19.61		C	1436.00	17.95
	D	2811.20	35.14		D	1644.80	20.56		D	1500.80	18.76
	E	2940.00	36.75		E	1720.00	21.50		E	1569.60	19.62
1917	A	2568.00	32.10	1926	A	2568.00	32.10	1935	A	2953.60	36.92
	B	2689.60	33.62		B	2689.60	33.62		B	3094.40	38.68
	C	2824.80	35.31		C	2824.80	35.31		C	3248.80	40.61
	D	2967.20	37.09		D	2967.20	37.09		D	3408.00	42.60
	E	3111.20	38.89		E	3111.20	38.89		E	3571.20	44.64
1918	A	2105.60	26.32	1927	A	2559.20	31.99	1936	A	1053.60	13.17
	B	2216.80	27.71		B	2680.80	33.51		B	1104.00	13.80
	C	2306.40	28.83		C	2815.20	35.19		C	1152.80	14.41
	D	2421.60	30.27		D	2956.00	36.95		D	1209.60	15.12
	E	2540.00	31.75		E	3099.20	38.74		E	1268.00	15.85
1919	A	1180.00	14.75	1928	A	2332.80	29.16	1937	A	2240.80	28.01
	B	1233.60	15.42		B	2440.00	30.50		B	2345.60	29.32
	C	1297.60	16.22		C	2564.80	32.06		C	2461.60	30.77
	D	1352.00	16.90		D	2684.80	33.56		D	2578.40	32.23
	E	1425.60	17.82		E	2812.00	35.15		E	2708.80	33.86
1920	A	1526.40	19.08	1929	A	2568.00	32.10	1938	A	2225.60	27.82
	B	1601.60	20.02		B	2689.60	33.62		B	2328.80	29.11
	C	1681.60	21.02		C	2824.80	35.31		C	2440.00	30.50
	D	1769.60	22.12		D	2967.20	37.09		D	2562.40	32.03
	E	1844.80	23.06		E	3111.20	38.89		E	2681.60	33.52
1921	A	1371.20	17.14	1930	A	1600.00	20.00	1939	A	2562.40	32.03
	B	1430.40	17.88		B	1678.40	20.98		B	2681.60	33.52
	C	1496.80	18.71		C	1756.80	21.96		C	2816.00	35.20
	D	1568.80	19.61		D	1844.00	23.05		D	2953.60	36.92
	E	1649.60	20.62		E	1932.80	24.16		E	3094.40	38.68

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 - 1 - 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1940	A	2283.20	28.54	1965	A	2287.20	28.59	1975	A	1816.00	22.70
	B	2394.40	29.93		B	2396.80	29.96		B	1901.60	23.77
	C	2512.80	31.41		C	2511.20	31.39		C	1997.60	24.97
	D	2626.40	32.83		D	2633.60	32.92		D	2096.00	26.20
	E	2760.00	34.50		E	2764.00	34.55		E	2197.60	27.47
1941	A	2538.40	31.73	1966	A	2511.20	31.39	1976	A	2282.40	28.53
	B	2656.00	33.20		B	2633.60	32.92		B	2388.00	29.85
	C	2796.00	34.95		C	2764.00	34.55		C	2509.60	31.37
	D	2939.20	36.74		D	2888.80	36.11		D	2625.60	32.82
	E	3079.20	38.49		E	3036.00	37.95		E	2760.00	34.50
1946	A	1281.60	16.02	1967	A	2824.80	35.31	1977	A	2692.80	33.66
	B	1336.80	16.71		B	2958.40	36.98		B	2819.20	35.24
	C	1396.00	17.45		C	3107.20	38.84		C	2959.20	36.99
	D	1457.60	18.22		D	3264.00	40.80		D	3105.60	38.82
	E	1525.60	19.07		E	3422.40	42.78		E	3251.20	40.64
1947	A	1396.00	17.45	1968	A	1406.40	17.58	1978	A	1174.40	14.68
	B	1457.60	18.22		B	1468.80	18.36		B	1223.20	15.29
	C	1525.60	19.07		C	1534.40	19.18		C	1281.60	16.02
	D	1596.00	19.95		D	1600.00	20.00		D	1336.80	16.71
	E	1668.00	20.85		E	1676.00	20.95		E	1396.00	17.45
1955	A	2377.60	29.72	1969	A	1344.80	16.81	1979	A	1281.60	16.02
	B	2500.80	31.26		B	1402.40	17.53		B	1336.80	16.71
	C	2617.60	32.72		C	1464.80	18.31		C	1396.00	17.45
	D	2746.40	34.33		D	1529.60	19.12		D	1457.60	18.22
	E	2876.80	35.96		E	1600.80	20.01		E	1525.60	19.07
1956	A	1811.20	22.64	1970	A	1564.80	19.56	1980	A	2000.00	25.00
	B	1900.00	23.75		B	1640.80	20.51		B	2097.60	26.22
	C	1978.40	24.73		C	1718.40	21.48		C	2198.40	27.48
	D	2079.20	25.99		D	1796.00	22.45		D	2303.20	28.79
	E	2174.40	27.18		E	1888.00	23.60		E	2416.80	30.21
1957	A	2083.20	26.04	1971	A	2283.20	28.54	1982	A	1211.20	15.14
	B	2184.00	27.30		B	2394.40	29.93		B	1268.00	15.85
	C	2276.80	28.46		C	2512.80	31.41		C	1321.60	16.52
	D	2391.20	29.89		D	2626.40	32.83		D	1387.20	17.34
	E	2500.80	31.26		E	2760.00	34.50		E	1458.40	18.23
1961	A	1904.80	23.81	1972	A	2568.00	32.10	1983	A	1421.60	17.77
	B	1995.20	24.94		B	2689.60	33.62		B	1491.20	18.64
	C	2097.60	26.22		C	2824.80	35.31		C	1560.00	19.50
	D	2200.80	27.51		D	2967.20	37.09		D	1637.60	20.47
	E	2306.40	28.83		E	3111.20	38.89		E	1712.80	21.41
1964	A	1881.60	23.52	1974	A	1672.00	20.90	1985	A	1706.40	21.33
	B	1977.60	24.72		B	1741.60	21.77		B	1791.20	22.39
	C	2076.00	25.95		C	1826.40	22.83		C	1872.00	23.40
	D	2172.00	27.15		D	1907.20	23.84		D	1952.80	24.41
	E	2287.20	28.59		E	1999.20	24.99		E	2046.40	25.58

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**BASE SALARY TABLE CLASSIFIED SERVICE**  
**Effective 7 - 1 - 2011**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1986	A	2616.80	32.71	2103	A	933.60	11.67				
	B	2733.60	34.17		B	980.00	12.25				
	C	2860.80	35.76		C	1026.40	12.83				
	D	2992.00	37.40		D	1072.00	13.40				
	E	3127.20	39.09		E	1123.20	14.04				
1987	A	2972.80	37.16	2139	A	930.40	11.63				
	B	3114.40	38.93		B	979.20	12.24				
	C	3277.60	40.97		C	1024.80	12.81				
	D	3430.40	42.88		D	1069.60	13.37				
	E	3596.80	44.96		E	1122.40	14.03				
1988	A	2274.40	28.43	2166	A	1500.00	18.75				
	B	2376.80	29.71		B	1575.20	19.69				
	C	2484.00	31.05		C	1654.40	20.68				
	D	2602.40	32.53		D	1736.00	21.70				
	E	2719.20	33.99		E	1824.00	22.80				
1991	A	1672.00	20.90	2169	A	933.60	11.67				
	B	1741.60	21.77		B	980.00	12.25				
	C	1826.40	22.83		C	1026.40	12.83				
	D	1907.20	23.84		D	1072.00	13.40				
	E	1999.20	24.99		E	1123.20	14.04				
1992	A	1281.60	16.02	2185	A	1825.60	22.82				
	B	1336.80	16.71		B	1916.80	23.96				
	C	1396.00	17.45		C	2012.00	25.15				
	D	1457.60	18.22		D	2112.80	26.41				
	E	1525.60	19.07		E	2217.60	27.72				
1994	A	2564.80	32.06	2186	A	933.60	11.67				
	B	2684.80	33.56		B	980.00	12.25				
	C	2819.20	35.24		C	1026.40	12.83				
	D	2957.60	36.97		D	1072.00	13.40				
	E	3096.80	38.71		E	1123.20	14.04				
1995	A	644.80	8.06	2188	A	716.00	8.95				
	B	684.00	8.55		B	750.40	9.38				
	C	713.60	8.92		C	784.80	9.81				
	D	750.40	9.38		D	823.20	10.29				
	E	788.00	9.85		E	858.40	10.73				
1997	A	1722.40	21.53								
	B	1804.80	22.56								
	C	1890.40	23.63								
	D	1983.20	24.79								
	E	2078.40	25.98								
1998	A	1932.00	24.15								
	B	2023.20	25.29								
	C	2122.40	26.53								
	D	2228.80	27.86								
	E	2336.80	29.21								

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**EXHIBIT B**

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

**EXHIBIT B**

**JULY 1, 2011**

**0 - 20061**

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**

Asbestos and Lead Program Inspector	1122
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
Contracts Processing Clerk	1536
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
Editor/Proofreader	1246
Executive Secretary	1876
Intermediate Stenographer (Terminal)	1532

Classified Service Classes and Standard Rates

Standard  
Rate Number

Legal Secretary I	1379
Legal Secretary II	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 Legal Secretary	1404
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
Fire Dispatch Administrator	1017
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
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734

Classified Service Classes and Standard Rates

Standard  
Rate Number

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
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**

Police Records Data Specialist	1575
Police Records Data Specialist Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749
Senior Police Records Data Specialist Supervisor	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
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751

Classified Service Classes and Standard Rates

**Standard  
Rate Number**

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
Marine Mechanic	1608
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
Traffic Striper Operator	1626



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
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 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**

Air Operations Chief	1149
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 Fighter III	1020
Fire Helicopter Pilot	1150
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Paramedic I	1506
Paramedic II	1507

**GRAPHICS**

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

**LIBRARY**

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

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
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 Budget Development Analyst	1964
Assistant Department Human Resources Analyst	1363
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 Budget Development Analyst	1965
Associate Department Human Resources Analyst	1364
Associate Economist	1222
Associate Management Analyst	1218
Associate Personnel Analyst	1226
Associate Property Agent	1228
Building Code and Noise Abatement Supervisor	1278
<b>Business Systems Aide</b>	<b>1027</b>
Business Systems Analyst I	1023
Business Systems Analyst II	1022
Business Systems Analyst III	1021
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Community Development Specialist IV	1354
Compliance and Metering Manager	1805
Customer Information and Billing Manager	1795
Deputy Noise Abatement Officer	1397
Development Project Manager I	1184
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
Fleet Parts Buyer Supervisor	1249
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Junior Property Agent	1564
Lakes Program Manager	1599
Paralegal	1598
Literacy Program Administrator	1757
Management Trainee	1108
Noise Abatement Officer	1631
Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Paralegal	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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety and Training Manager	1972
Safety Officer	1823
Senior Budget Development Analyst	1966
Senior Department Human Resources Analyst	1365
Senior Paralegal	1822
Senior Management Analyst	1106
Senior Personnel Analyst	1650
Senior Procurement Specialist	1850
Senior Public Information Officer	1871
Stadium/Field Manager	1874
Supervising Claims Representative	1391
Supervising Budget Development Analyst	1967
Supervising Department Human Resources Analyst	1366
Supervising Economist	1923
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024



Classified Service Classes and Standard Rates

Standard  
Rate Number

Training Supervisor	1971
Victim Services Coordinator	1983

**MARINE SAFETY**

Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400

**PARK MAINTENANCE**

Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969

**PLANNING**

Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
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

Classified Service Classes and Standard Rates

Standard  
Rate Number

**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

**POLICE**

Cal-Id Technician	1285
Community Relations Assistant to the Police Chief	1355
Criminalist I	1152
Criminalist II	1384
DNA Technical Manager	1414
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst	1466
Crime Scene Specialist	1448

Classified Service Classes and Standard Rates

Standard  
Rate Number

Interview and Interrogation Specialist I	1716
Interview and Interrogation Specialist II	1196
Interview and Interrogation Specialist III	1715
Latent Print Examiner I	1229
Latent Print Examiner II	1570
Police Agent (Terminal)	1694
Police Captain	1680
Police Detective	1684
Police Investigative Aide I	1699
Police Investigative Aide II	1678
Police Lieutenant	1683
Police Officer I	1692
Police Officer II	1693
Police Officer III	1695
Police Recruit	1697
Police Sergeant	1696
Police Service Officer I	1392
Police Service Officer II	1377
Supervising Academy Instructor	1941
Supervising Cal-ID Technician	1930
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019

Classified Service Classes and Standard Rates

Standard  
Rate Number

**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
Pool Guard I	1667
Pool Guard II	1936
Recreation Aide	1794

Classified Service Classes and Standard Rates

Standard  
Rate Number

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

Classified Service Classes and Standard Rates

Standard  
Rate Number

Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating Technician	1510
Heating, Ventilating, and Air Conditioning Supervisor	1511
Instrumentation and Control Technician	1523
Instrumentation and Control Supervisor	1522
Locksmith	1597
Millwright	1605
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
Rofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279

Classified Service Classes and Standard Rates

Standard  
Rate Number

Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior Locksmith	1802
Senior Refrigeration Mechanic	1913
Sign Painter	1891
Sign Shop Supervisor	1895
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957



Classified Service Classes and Standard Rates

Standard  
Rate Number

**STOREKEEPING**

Police Property and Evidence Clerk	1719
Property and Evidence Supervisor	1900
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533
Senior Property and Evidence Supervisor	1904

EXHIBIT C

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

EXHIBIT C

JULY 1, 2011

0-20061

**UNCLASSIFIED SERVICE****EXECUTIVE****Classification and Class Number****Executive V****Salary Rate-2051/Minimum and Maximum**

Monthly	\$ 6,105.00	-	\$ 24,383.00
Bi-weekly	\$ 2,808.00	-	\$ 11,215.20
Hourly	\$ 35.10	-	\$ 140.19

- 2141 City Manager (Chief Operating Officer) (UC)
- 2106 Assistant City Attorney (UC)
- 2111 Assistant City Manager (Assistant Chief Operating Officer) (UC)
- 2127 Assistant to the City Manager (Assistant to the Chief Operating Officer) (UC)
- 2180 Retirement Administrator (UC)

**Executive IV****Salary Rate-2041/Minimum and Maximum**

Monthly	\$ 4,947.00	-	\$ 18,739.00
Bi-weekly	\$ 2,275.20	-	\$ 8,619.20
Hourly	\$ 28.44	-	\$ 107.74

- 2153 Assistant to the City Manager (Deputy Chief Operating Officer) (UC)
- 2130 Budget Officer (Chief Financial Officer) (UC)
- 2112 Business Center Manager (UC) (Assistant Deputy Chief Operating Officer)
- 2109 City Auditor (UC)
- 2132 Department Director (UC)
- 2131 Development Services Director (UC)
- 2147 Engineering and Capital Projects Director (UC)
- 2192 Environmental Services Director (UC)
- 2155 Executive Assistant Police Chief (UC)
- 2160 Fire Chief (UC)
- 2142 Independent Budget Analyst (UC)
- 2267 Metropolitan Wastewater Director (UC)
- 2179 Park and Recreation Director (UC)
- 2172 Planning Director (UC)
- 2173 Police Chief (UC)
- 2194 Public Utilities Director (UC)
- 2159 Transportation 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 Services 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**Managerial A****Salary 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 (Confidential Secretary to Chief Operating Officer) (UC)
2209	Confidential Secretary to Police Chief (UC)
2148	Secretary to Labor Relations (UC)

**Managerial B****Salary 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)
2162	Quality Management Coordinator (UC)
2243	Resource Development Officer (UC)
2232	Regional Urban Information Systems Administrator (UC)

**Managerial C****Salary Rate-2077/Minimum and Maximum**

Monthly	\$ 3,927.00	-	\$ 14,445.00
Bi-weekly	\$ 1,806.40	-	\$ 6,644.00
Hourly	\$ 22.58	-	\$ 83.05

2283 Assistant Golf Operations Manager (UC)  
 2238 Assistant Police Chief (UC)  
 2245 Assistant Stadium Manager (UC)  
 2278 Assistant to the Development Services Director (UC)  
 2281 Assistant to the Director (UC)  
 2236 Assistant to the Fire Chief (UC)  
 2201 Assistant to the Planning Director (UC)  
 2264 Assistant to the Police Chief (UC)  
 2247 Budget Services Manager (UC)  
 2145 Chief Accountant (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)~~  
~~2252 Deputy Director, Legislative Services (UC)~~  
 2237 Deputy Fire Chief (UC)  
 2219 Deputy Library Director (UC)  
 2225 Deputy Planning Director (UC)  
 2268 Executive Director (UC)  
 2216 Facility Manager (UC)  
 2269 Labor Relations Manager (UC)  
 2280 Lifeguard Chief (UC)  
 2248 Organization Effectiveness Program Manager (UC)  
 2284 Performance Audit Manager (UC)  
 2240 Police Commander (UC)  
 2246 Police Administrative Services Director (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)
2197	General Counsel (UC)
2195	Retirement General Counsel (UC)

**OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL**Classification and Class Number**Miscellaneous A**Salary Rate-2055/Minimum and Maximum

Monthly	\$	2,901.00	-	\$	17,328.00
Bi-weekly	\$	1,334.40	-	\$	7,969.60
Hourly	\$	16.68	-	\$	99.62

2285	Assistant City Auditor (UC)
2107	Assistant Comptroller (UC)
2113	Assistant Personnel Director (UC)
2119	Assistant Retirement Administrator (UC)
2258	Binational Affairs Officer (UC)
2138	City Clerk (UC)
2137	Comptroller (UC)
2156	Executive Services Director (UC)
2167	Governmental Relations Director (UC)
2241	Investment Officer (UC)
2171	Personnel Director (UC)

**Miscellaneous B**Salary Rate-2045/Minimum and Maximum

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)
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)
- 2143 Budget/Legislative Analyst I (UC)
- 2144 Budget/Legislative Analyst II (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2257 Grants Coordinator (UC)
- 2178 Mayor Representative II (UC)
- 2228 Principal Accountant (UC)
- 2175 Performance Auditor (UC)
- 2223 Senior Council Committee Consultant (UC)

**Miscellaneous E**

**Salary Rate-2015/Minimum and Maximum**

Monthly	\$ 1,391.00	-	\$ 8,766.00
Bi-weekly	\$ 640.00	-	\$ 4,032.00
Hourly	\$ 8.00	-	\$ 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)
- 2165 Mayor Representative I (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 7/1/09**

2185	Senior Legal Intern (UC)	<b>(2185)</b>	Monthly	\$ 3,969.00	- \$	4,821.00
			Bi-weekly	\$ 1,825.60	- \$	2,217.60
			Hourly	\$ 22.82	- \$	27.72
2166	Legal Intern (UC)	<b>(2166)</b>	Monthly	\$ 3,261.00	- \$	3,966.00
			Bi-weekly	\$ 1,500.00	- \$	1,824.00
			Hourly	\$ 18.75	- \$	22.80
2103	Management Intern (UC)	<b>(2103)</b>	Monthly	\$ 2,030.00	- \$	2,442.00
			Bi-weekly	\$ 933.60	- \$	1,123.20
			Hourly	\$ 11.67	- \$	14.04
2169	Library Intern (UC)	<b>(2169)</b>	Monthly	\$ 2,030.00	- \$	2,442.00
			Bi-weekly	\$ 933.60	- \$	1,123.20
			Hourly	\$ 11.67	- \$	14.04
2186	Planning Intern (UC)	<b>(2186)</b>	Monthly	\$ 2,030.00	- \$	2,442.00
			Bi-weekly	\$ 933.60	- \$	1,123.20
			Hourly	\$ 11.67	- \$	14.04
2139	Police Intern (UC)	<b>(2139)</b>	Monthly	\$ 2,023.00	- \$	2,440.00
			Bi-weekly	\$ 930.40	- \$	1,122.40
			Hourly	\$ 11.63	- \$	14.03
2188	Student Intern (UC)	<b>(2188)</b>	Monthly	\$ 1,557.00	- \$	1,866.00
			Bi-weekly	\$ 716.00	- \$	858.40
			Hourly	\$ 8.95	- \$	10.73

## 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

EXEMPT CLASSES  
FROM THE  
CLASSIFIED SERVICE

EXHIBIT E

EFFECTIVE JULY 1, 2011

0-20061

**THE CITY OF SAN DIEGO  
UNCLASSIFIED SERVICE**

LIST OF CLASSES TO BE EXEMPTED FROM THE CLASSIFIED SERVICE

NEW POSITIONS

CLASS

- Principal Accountant
- Deputy Director

DEPARTMENT/PROGRAM

- Office of the City Treasurer
- Transportation and Storm Water Department

D - 20061

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

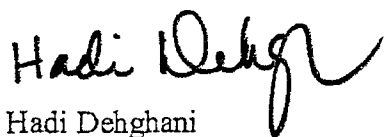
DATE: April 8, 2011  
TO: Honorable Council President and City Council  
FROM: Hadi Dehghani, Personnel Director  
SUBJECT: Exemption of one Principal Accountant position from the Classified Service

---

On April 7, 2011, the Civil Service Commission reviewed a request from the Office of the City Treasurer to exempt a Principal Accountant position from the Classified Service. Due to a reorganization in which all City of San Diego Accounts Receivable (AR) functions have been centralized within the Office of the City Treasurer, the department has requested that a Principal Accountant be exempted from the Classified Service to administer this program and serve as the AR Business Process Coordinator and Business Process Owner delegate with OneSD.

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.



Hadi Dehghani  
Personnel Director

HD:ARC:bg  
L:\Services\Class\Exempt Principal Accountant (1) - Treasurer to City Council.docx

0-20061

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

DATE: April 1, 2011  
TO: Civil Service Commission  
FROM: Hadi Dehghani, Personnel Director  
SUBJECT: Request to Exempt a Principal Accountant Position from the Classified Service

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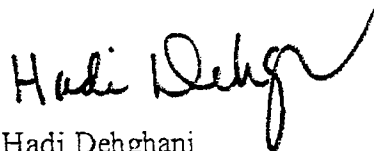
Attached is a request from the Office of the City Treasurer to exempt a Principal Accountant position from the Classified Service.

In March of 2010 the Accounts Receivable function, previously a decentralized function managed by the Comptroller's Office, was assigned to the Office of the City Treasurer. This was to fulfill the Mayor's vision of the City as "one customer" under a centralized citywide Accounts Receivable function. The Principal Accountant will be responsible for the newly-reorganized Accounts Receivable program and would be performing duties comparable to those performed by two existing Principal Accountants, one which oversees External Audit and the other which oversees Treasury Accounting.

Responsibilities of the proposed Principal Accountant position will include managing and maintaining AR master data and supervising four positions which serve under the Accounts Receivable program, processing incoming payments, refunds and credits and reversing invoices and credit memos posed erroneously by decentralized system users. The Principal Accountant will also serve as the AR Business Process Coordinator and Business Process Owner delegate with OneSD. This will entail "testing and approving system changes and upgrades impacting the AR module," ensuring changes to the system are functioning as designed, and approving or denying access to sensitive AR roles by City staff.

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



Hadi Dehghani  
Personnel Director

Attachment



RECEIVED  
CITY COUNCIL OFFICES

CITY OF SAN DIEGO  
MEMORANDUM 2011 MAR 16 AM 9:01

DATE: March 15, 2011

TO: Honorable Council President and City Council

FROM: Hadi Dehghani, Personnel Director

SUBJECT: Exemption of One Deputy Director Position From the Classified Service

---

On March 3, 2011, the Civil Service Commission reviewed a request from the Transportation and Storm Water Department Director to exempt a Deputy Director position from the Classified Service. This position will head the Transportation and Storm Water Department's Administration and Right-of-Way Coordination Division and will exercise a wide range of management responsibilities related to oversight of the department budget and coordination of work within the public right-of-way.

Currently, City departments, developers, contractors, private utilities and private agencies perform work within the right-of-way with minimal, if any, oversight. This lack of oversight and coordination has led to higher maintenance costs and a significant decrease in the life of city assets. This Deputy Director will position serve as the City's Right-of-Way Coordinator, working with stakeholders to develop new city-wide policies and procedures and ensuring that these policies and procedures are followed by everyone performing work within the right-of-way.

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.



*for* Hadi Dehghani  
Personnel Director

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

DATE: February 25, 2011  
TO: Civil Service Commission  
FROM: Hadi Dehghani, Personnel Director  
SUBJECT: Request to Exempt a Deputy Director Position from the Classified Service

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Attached is a request from the Transportation and Storm Water Director to exempt a Deputy Director position from the Classified Service.

The Transportation and Storm Water Department was formed in response to recommendations regarding the fragmentation of management responsibilities for the City's streets and drainage infrastructure. These recommendations have been related to the planning and coordination of work performed within the public right-of-way as proper planning and coordination is critical to maximizing the life of the City's valuable infrastructure assets. The reorganization and consolidation of the management functions occurred on January 1, 2011.

The requested Deputy Director position will head the Transportation and Storm Water Department's Administration and Right-of-Way Coordination Division and will exercise a wide range of management responsibilities related to oversight of the department budget and coordination of work within the public right-of-way. City departments, developers, contractors, private utilities and other agencies currently perform work within the right-of-way with minimal, if any, oversight. This lack of oversight and coordination has led to higher maintenance costs and a significant decrease in the life of city assets. Anyone working without proper authorization must be held accountable and assessed penalties for failing to follow the new policies and procedures. This Deputy Director position will serve as the City's Right-of-Way Coordinator, working with stakeholders to develop new city-wide policies and procedures for anyone performing work within the right-of-way.

The position will also oversee the Transportation and Storm Water Department's budget. This responsibility includes planning, directing and coordinating the development of the Department's operating and capital budgets; forecasting and justifying future needs; monitoring annual revenues and expenditures; and recommending, planning and organizing special projects.

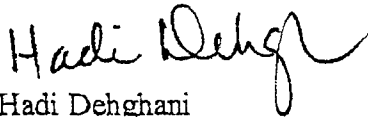
Request to Exempt a Deputy Director Position from the Classified Service

February 25, 2011

Page 2 of 2

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



Hadi Dehghani  
Personnel Director

Attachment

HD:ARC:bg  
I:\CSC\CSC Items\2011\3. March 3, 2011\Request from Transportation and Storm Water Dept.docx

0 - 20061



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

RECEIVED  
FEB 04 2011  
PERSONNEL DIRECTOR

DATE: February 1, 2011

TO: Civil Service Commission,  
*HS* via Hadi Dehghani, Personnel Director

FROM: Mario X. Sierra, Director, Transportation & Storm Water Department  
via Jay M. Goldstone, Chief Operating Officer

SUBJECT: Request to Exempt Position from Classified Service

*ok to review*  
*[Signature]*

In accordance with Charter Section 117, which states that the "Unclassified Service shall include: managerial employees having significant responsibilities for formulating or administering departmental policies and programs. Each such position shall be exempted from the Classified Service by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council", it is requested that a Deputy Director position in the new Transportation & Storm Water Department (TSWD) be exempted from the Classified Service. This position will exercise a wide range of management responsibilities related to oversight of the TSWD budget and coordination of work within the public right-of-way.

TSWD was formed in response to concerns and recommendations regarding the fragmentation of management responsibilities for the City's streets and drainage infrastructure. These concerns and recommendations have been related to the planning and coordination of work performed within the public right-of-way as proper planning and coordination is critical to maximizing the life of the City's immensely valuable infrastructure assets. The reorganization and consolidation of the management functions occurred on January 1, 2011.

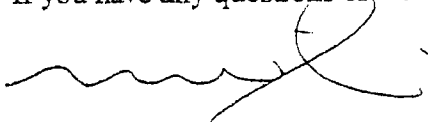
The Deputy Director will serve as the City's Right-of-Way Coordinator. In this position, the Deputy Director will work with stakeholders to develop new city-wide policies and procedures for anyone performing work within the right-of-way. City departments, developers, contractors, private utilities and other agencies perform work within the right-of-way with minimal, if any, oversight. The lack of oversight and coordination has led to higher maintenance cost and a significant decrease in the life of our city assets. Anyone working without proper authorization must be held accountable and assessed penalties for failing to follow the new policies and procedures.

Page 2 of 2  
Request to Exempt Position from Classified Service  
February 1, 2011

The Deputy Director will also oversee the TSWD budget. This responsibility includes planning, directing, and coordinating the development of the Department's operating and capital budgets; forecasting and justifying future needs; monitoring annual revenues and expenditures; and recommending, planning, and organizing special projects.

For the reasons stated above, it is recommended that this created position be exempted as a Deputy Director.

If you have any questions or would like further clarification, please contact me at (619) 236-6594.



Mario X. Sierra  
Director

cc: Maria M. Guerrero, Human Resources Manager

0 - 20061

EXHIBIT F

POSITIONS ENTITLED TO \$300.00 MONTHLY  
AUTOMOBILE ALLOWANCE

- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- DEPARTMENT DIRECTORS, OTHER DESIGNATED  
POSITIONS, AND MANAGERIAL EMPLOYEES AT  
THE LEVEL OF DEPARTMENT DIRECTOR AS  
DESIGNATED BY THE MAYOR

EXHIBIT G

POSITIONS ENTITLED TO MANAGEMENT  
ADMINISTRATIVE LEAVE

- CITY MANAGER (CHIEF OPERATING OFFICER)
- ASSISTANT CITY MANAGER (ASSISTANT CHIEF OPERATING OFFICER)
- ASSISTANT TO THE CITY MANAGER (DEPUTY CHIEF OPERATING OFFICER)
- INDEPENDENT BUDGET ANALYST
- DEPARTMENT DIRECTORS, OTHER DESIGNATED  
POSITIONS, AND MANAGERIAL EMPLOYEES  
AT THE LEVEL OF DEPARTMENT DIRECTOR  
AS DESIGNATED BY THE MAYOR
- ELIGIBLE EMPLOYEES WHO REPORT TO THE CITY ATTORNEY AS  
DESIGNATED BY THE CITY ATTORNEY
- CITY AUDITOR
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR