

#330

(O-2014-99) 4/15/14

#53
4-29-14

ORDINANCE NUMBER O- 20365 (NEW SERIES)

DATE OF FINAL PASSAGE APR 29 2014

AN ORDINANCE OF THE COUNCIL 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 2015.

WHEREAS, San Diego Charter (Charter) sections 11.1 and 290 provide, in pertinent part, that the San Diego City Council (City Council) annually adopts a Salary Ordinance, establishing salaries of all officers and employees of the City of San Diego (City), in accordance with Charter sections 70 and 130; and

WHEREAS, in accordance with Charter section 130, the City Council establishes a schedule of compensation for both classified and unclassified employees, whether they are represented by one of the City's recognized employee organizations or unrepresented; and

WHEREAS, Charter section 290 requires that the Salary Ordinance be proposed by the Mayor for introduction to the City Council no later than April 15 of each year, so that the Salary Ordinance becomes a controlling document for preparation of the Annual Appropriation Ordinance for the ensuing fiscal year; and

WHEREAS, Charter section 290 also mandates that the Salary Ordinance be introduced in a form consistent with any existing Memorandum of Understanding (MOU) with any of the City's recognized employee organizations, or otherwise in conformance with procedures governed by the Meyers-Miliias-Brown Act (MMBA) or any other legal requirements governing labor relations that are binding upon the City; and

WHEREAS, the City presently has an existing MOU with each of its six recognized employees organizations, each of which expires on June 30, 2018; and

WHEREAS, pursuant to Charter sections 12.1 and 24.1, on March 10, 2014, the City Council considered the recommendations of the Salary Setting Commission for Mayor and City Councilmember salaries for Fiscal Years 2015 and 2016, set forth in the Commission's report dated February 7, 2014, and the City Council agreed with the Commission's recommendation of no salary increases for the Mayor and City Council for Fiscal Years 2015 and 2016; 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 Mayor and independent department heads have made recommendations to the City Council regarding salaries for unrepresented unclassified officers and employees; 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, 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, it is now necessary and appropriate for the City Council to establish schedules of compensation for all officers and employees, including classified and unclassified employees of the City for Fiscal Year 2015; and

WHEREAS, pursuant to established City practices, City employees are paid on a biweekly 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 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, under the authority granted by article 14, section 1 of the California Constitution, the California Legislature has amended Labor Code section 1182.12 to provide that on and after July 1, 2014, the minimum wage for all industries will be at least \$9 per hour; and

WHEREAS, it is necessary to ensure compliance with Labor Code section 1182.12, by ensuring that no City employee is paid a rate of less than \$9 per hour in fiscal year 2015; 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 Manual Index Code, Administrative Regulations, and payroll practices as established for the Human Capital Management module of the Enterprise Resource Planning 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 2015:

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 2015. The position of City Attorney does not accrue annual leave.

An elected officer may choose to receive a reduced amount of pay by submitting a Personnel Change Request (CS-1522) to the Personnel Department.

Section 2. SALARY SCHEDULES ESTABLISHED

The City Council adopts the "Unclassified Service Classifications 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 Salary 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 biweekly salaries and steps for Classified Employees, set forth in the Salary Table (Exhibit A) are effective July 1, 2014. 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.

Every employee working in a classification that is represented by a recognized employee organization will receive the salary consistent with the applicable MOU between the City and the recognized employee organization representing that classification.

Unrepresented employees will not receive a general salary increase for Fiscal Year 2015. An unrepresented employee may, however, be granted an individual salary increase pursuant to Section 7 of this Ordinance, based on merit, performance, or changes in duties.

The salary steps for all Classified Service classifications, as set forth in Exhibit A, are calculated and established at approximate 5 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

Effective July 1, 2006 and continuing in Fiscal Year 2015, subject to compliance with the MMBA and City Council Policy 300-06, employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) must take a 3.2 percent reduction in Base Compensation, as that term is defined in section 24.0103 of the San Diego Municipal Code.

Section 2.2. Voluntary Furlough

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

Full-time employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Groups A, B, C, and D are non-exempt under the FLSA and are eligible for premium rate overtime based on the employee's scheduled workweek.

Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E whose normal work schedule is 40 hours per week are eligible for premium rate overtime based on a 40-hour workweek. Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E whose normal work schedule is more than 40 hours per work week are non-exempt under FLSA section 207(k) and are eligible for premium rate overtime based on a 28-day work period.

Part-time employees paid hourly and no standard hours employees are non-exempt under FLSA and are eligible for premium rate overtime as required by the FLSA.

Section 4. FLSA-EXEMPT EMPLOYEE SALARIES

Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group F are exempt under FLSA and are not eligible for overtime pay. Unclassified, salaried employees are exempt under FLSA and are not eligible for overtime pay. Time entry documentation and time sheet posting for exempt full-time employees may not reflect more than 80 hours per pay period, even though they may work differing hours as a result of varying duties, responsibilities, and time demands. Exempt 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 A (for classified employees) or Exhibit C (for unclassified employees), 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. COMPLIANCE WITH CALIFORNIA MINIMUM WAGE LAW

California Labor Code section 1182.12 states that "on and after July 1, 2014, the minimum wage for all industries shall be not less than nine dollars (\$9) per hour." The City will comply with Labor Code section 1182.12 by ensuring that no City employee is paid less than \$9 per hour in fiscal year 2015.

Section 6. DEDUCTIONS REQUIRED BY LAW

For purposes of determining the amount of any deductions required by law from an elected officer's biweekly pay, the Comptroller will use the annual salaries established in Section 1 of this Ordinance as the base rate of pay, adjusted by any pay reductions requested under Section 1. For all other City employees, the Comptroller will determine the amount of deductions required by law using the salaries established in Exhibit A (for classified employees) or Exhibit C (for unclassified employees), and, where applicable, additional pay, benefits, and reimbursements authorized or granted by City Council action.

Section 7. SALARY INCREASES

The appropriate appointing authorities may grant salary increases consistent with the Charter, including sections 70 and 130, and 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 8. BASE WORK PERIOD AND COMPUTATIONS ESTABLISHED

The Comptroller is authorized to use an employee's "base rate of pay" and "scheduled workweek" (as those terms are defined in the Personnel Manual Index Code H-4) to compute vacations, leaves of absence, pay upon separation of employment, and, for employees represented by Local 145, the amount of time a Member may extend his or her DROP participation period pursuant to San Diego Municipal Code section 24.1402(b)(8). For part-time employees and employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E, the Comptroller is authorized to use appropriate computations to compute vacations, leaves of absence, and pay upon separation of employment, as established in cooperation with the Mayor and Personnel Director.

When computing overtime pay for employees in the classifications listed in Personnel Manual Index Code H-4, Addendum A, Group E, the Comptroller must use the computations set forth in the applicable provisions of the FLSA pertaining to those 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 a 40-hour work week or other hourly provision set forth in the exemption.

Section 9. ELIGIBILITY FOR EXTRA PAY

Section 9.1. Overtime Pay Plan

The Civil Service Commission has established and supervises, in accordance with the FLSA, an overtime pay plan that provides overtime pay not to exceed one and one-half times an eligible classified employee's "base rate of pay" or "time off in lieu of pay" (as those terms are defined in Personnel Manual Index Code H-4).

The Mayor or applicable independent department head and the Civil Service Commission will 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 9.2. 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 Manual Index Code H-6 and any applicable MOUs between the City and its recognized employee 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 will consider working conditions in establishing the pay for the classification, and shift differential pay will be eliminated for that class.

Section 9.3. Call Back Pay

An eligible employee who has been released from work and has left the work premises will, 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 Code H-4 and applicable MOUs between the City and its recognized employee organizations.

Section 9.4. 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 will receive stand-by pay of approximately five percent of his or her regular rate of pay, as more fully described in Personnel Manual Index Code H-7.

Section 9.5. Special Assignment Pay

The Mayor must identify and the City Council must approve the employee classifications serving in special assignments, which are eligible for Special Assignment Pay. Determination of eligibility and payment for Special Assignment Pay will 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 any applicable MOUs between the City and its recognized employee 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. For unrepresented employees, Special Assignment Pay is limited to the amount set forth in the Personnel Manual. 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, subject to the MMBA and City Council Policy 300-06 for represented employees, and is not a property right or continuing vested entitlement to extra pay from year to year.

Section 9.6. Police Educational Incentive Program

The Police Educational Incentive 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 Educational Incentive Program are entitled to receive the additional pay during the period of their eligibility. The extra pay paid under the Educational Incentive Program must be appropriately identified and designated on all official payroll records and all other records pertaining to the employee's pay.

Section 9.7. Bilingual Pay

The City will pay \$.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 American Sign Language or 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 10. 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 11. 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.

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. These payments are not part of an employee's Base Compensation under the Retirement System or for any other purpose. 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, to recognize 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. Management Administrative Leave cannot be cashed out at separation of employment.

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 employee organizations, or otherwise in compliance with the MMBA and City Council Policy 300-06. 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.

Section 15. APPRENTICE SALARIES

The pay for Apprentices is established pursuant to the “Apprentice Salary Steps” table, 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 TERMS AND CONDITIONS OF EMPLOYMENT DETERMINED THROUGH COMPLIANCE WITH THE MEYERS-MILIAS-BROWN ACT

As required by Charter section 290(a), this Ordinance is intended to be consistent with all existing MOUs with any of the City’s recognized employee organizations or otherwise in conformance with procedures governed by the MMBA or any other legal requirements governing labor relations that are binding upon the City. The City Council acknowledges that any changes to a mandatory subject of bargaining covered by this Ordinance requires agreement with the impacted employee organization or completion of any applicable impasse procedures. Where applicable, actions that the City Council takes pursuant to the MMBA will control the interpretation, application, and enforcement of this Ordinance. The City Council reserves its authority to modify any terms and conditions of employment for represented employees established here, subject to compliance with the Charter, including section 70, the MMBA, and City Council Policy 300-06.


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 before its passage, a written or printed copy having been available to the City Council and the public before the day of its passage.

Section 20. This Ordinance will take effect and be in force on the thirtieth day from and after its final passage, with the provisions relating to Fiscal Year 2015 pay to be effective on July 1, 2014.

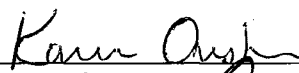
APPROVED: JAN I. GOLDSMITH, City Attorney

By 
Roxanne Story Parks
Deputy City Attorney

RSP:ccm
04/01/2014
Or.Dept: Human Resources
730930.docx

I certify that the following Ordinance was introduced by the Council of the City of San Diego, at its meeting of APR 15 2014

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 4/21/2014
(date)


KEVIN L. FAULCONER, Mayor

Vetoed: _____
(date)

KEVIN L. FAULCONER, Mayor

I certify that the foregoing Ordinance was introduced by the Council of the City of San Diego on APR 15 2014; approved by the Mayor pursuant to San Diego Charter section 290 on APR 21 2014; and passed by the City Council at its meeting of APR 29 2014.

ELIZABETH S. MALAND
City Clerk

By Karen Oush
Deputy City Clerk

EXHIBIT A

SALARY TABLE

EXHIBIT A

EFFECTIVE JULY 1, 2014

SALARY TABLE CLASSIFIED SERVICE

Effective 7 – 1 – 2014

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

SALARY TABLE CLASSIFIED SERVICE

Effective 7 – 1 – 2014

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1105	A	1421.60	17.77	1118	A	1972.00	24.65	1133	A	1456.80	18.21
	B	1491.20	18.64		B	2063.20	25.79		B	1532.00	19.15
	C	1560.00	19.50		C	2164.80	27.06		C	1605.60	20.07
	D	1637.60	20.47		D	2265.60	28.32		D	1678.40	20.98
	E	1712.80	21.41		E	2376.80	29.71		E	1756.80	21.96
1106	A	2283.20	28.54	1119	A	2806.40	35.08	1134	A	2174.40	27.18
	B	2394.40	29.93		B	2946.40	36.83		B	2274.40	28.43
	C	2512.80	31.41		C	3091.20	38.64		C	2376.80	29.71
	D	2626.40	32.83		D	3240.80	40.51		D	2488.00	31.10
	E	2760.00	34.50		E	3405.60	42.57		E	2600.80	32.51
1107	A	1637.60	20.47	1122	A	2118.40	26.48	1136	A	2068.80	25.86
	B	1712.80	21.41		B	2222.40	27.78		B	2171.20	27.14
	C	1793.60	22.42		C	2329.60	29.12		C	2281.60	28.52
	D	1884.80	23.56		D	2446.40	30.58		D	2392.00	29.90
	E	1974.40	24.68		E	2568.00	32.10		E	2512.80	31.41
1108	A	1490.40	18.63	1129	A	1710.40	21.38	1137	A	1929.60	24.12
	B	1563.20	19.54		B	1797.60	22.47		B	2024.00	25.30
	C	1637.60	20.47		C	1887.20	23.59		C	2120.00	26.50
	D	1710.40	21.38		D	1974.40	24.68		D	2222.40	27.78
	E	1797.60	22.47		E	2079.20	25.99		E	2325.60	29.07
1110	A	2568.00	32.10	1130	A	1758.40	21.98	1138	A	1923.20	24.04
	B	2689.60	33.62		B	1839.20	22.99		B	2024.80	25.31
	C	2824.80	35.31		C	1932.00	24.15		C	2131.20	26.64
	D	2967.20	37.09		D	2028.80	25.36		D	2243.20	28.04
	E	3111.20	38.89		E	2124.80	26.56		E	2361.23	29.52
1116	A	2079.20	25.99	1131	A	2028.80	25.36	1145	A	1877.60	23.47
	B	2179.20	27.24		B	2120.00	26.50		B	1970.40	24.63
	C	2283.20	28.54		C	2231.20	27.89		C	2057.60	25.72
	D	2394.40	29.93		D	2346.40	29.33		D	2148.80	26.86
	E	2512.80	31.41		E	2458.40	30.73		E	2251.20	28.14
1117	A	1344.00	16.80	1132	A	1710.40	21.38	1146	A	2400.80	30.01
	B	1404.80	17.56		B	1797.60	22.47		B	2524.80	31.56
	C	1465.60	18.32		C	1887.20	23.59		C	2645.60	33.07
	D	1532.80	19.16		D	1974.40	24.68		D	2770.40	34.63
	E	1601.60	20.02		E	2079.20	25.99		E	2904.80	36.31

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1147	A	2445.60	30.57	1154	A	2225.60	27.82	1162	A	2120.80	26.51
	B	2560.80	32.01		B	2328.80	29.11		B	2226.40	27.83
	C	2680.80	33.51		C	2440.00	30.50		C	2330.40	29.13
	D	2811.20	35.14		D	2562.40	32.03		D	2440.80	30.51
	E	2942.40	36.78		E	2681.60	33.52		E	2560.80	32.01
1148	A	2023.20	25.29	1156	A	3181.60	39.77	1163	A	2435.20	30.44
	B	2122.40	26.53		B	3342.40	41.78		B	2560.80	32.01
	C	2223.20	27.79		C	3497.60	43.72		C	2676.00	33.45
	D	2332.00	29.15		D	3672.80	45.91		D	2811.20	35.14
	E	2438.40	30.48		E	3850.40	48.13		E	2940.80	36.76
1149	A	3181.60	39.77	1157	A	2225.60	27.82	1164	A	1923.20	24.04
	B	3342.40	41.78		B	2328.80	29.11		B	2021.60	25.27
	C	3497.60	43.72		C	2440.00	30.50		C	2121.60	26.52
	D	3672.80	45.91		D	2562.40	32.03		D	2219.20	27.74
	E	3850.40	48.13		E	2681.60	33.52		E	2326.40	29.08
1150	A	2729.60	34.12	1158	A	1710.40	21.38	1165	A	2021.60	25.27
	B	2864.80	35.81		B	1797.60	22.47		B	2121.60	26.52
	C	3004.00	37.55		C	1887.20	23.59		C	2219.20	27.74
	D	3148.80	39.36		D	1974.40	24.68		D	2326.40	29.08
	E	3304.00	41.30		E	2079.20	25.99		E	2438.40	30.48
1151	A	1710.40	21.38	1159	A	2711.20	33.89	1166	A	2321.60	29.02
	B	1797.60	22.47		B	2840.00	35.50		B	2438.40	30.48
	C	1887.20	23.59		C	2972.80	37.16		C	2550.40	31.88
	D	1974.40	24.68		D	3120.80	39.01		D	2680.00	33.50
	E	2079.20	25.99		E	3272.00	40.90		E	2802.40	35.03
1152	A	2158.40	26.98	1160	A	1296.00	16.20	1167	A	2225.60	27.82
	B	2264.00	28.30		B	1360.80	17.01		B	2328.80	29.11
	C	2379.20	29.74		C	1428.80	17.86		C	2440.00	30.50
	D	2492.00	31.15		D	1493.60	18.67		D	2562.40	32.03
	E	2616.00	32.70		E	1561.60	19.52		E	2681.60	33.52
1153	A	2225.60	27.82	1161	A	2019.20	25.24	1168	A	1744.00	21.80
	B	2328.80	29.11		B	2120.80	26.51		B	1834.40	22.93
	C	2440.00	30.50		C	2226.40	27.83		C	1928.80	24.11
	D	2562.40	32.03		D	2330.40	29.13		D	2023.20	25.29
	E	2681.60	33.52		E	2440.80	30.51		E	2123.20	26.54

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

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1201	A	1710.40	21.38	1219	A	2562.40	32.03	1226	A	2072.80	25.91
	B	1797.60	22.47		B	2681.60	33.52		B	2172.00	27.15
	C	1887.20	23.59		C	2816.00	35.20		C	2273.60	28.42
	D	1974.40	24.68		D	2953.60	36.92		D	2386.40	29.83
	E	2079.20	25.99		E	3094.40	38.68		E	2504.00	31.30
1205	A	1740.00	21.75	1220	A	2384.80	29.81	1227	A	2181.60	27.27
	B	1818.40	22.73		B	2500.00	31.25		B	2288.00	28.60
	C	1895.20	23.69		C	2627.20	32.84		C	2395.20	29.94
	D	1981.60	24.77		D	2759.20	34.49		D	2513.60	31.42
	E	2070.40	25.88		E	2887.20	36.09		E	2636.00	32.95
1206	A	1740.00	21.75	1221	A	2562.40	32.03	1228	A	2079.20	25.99
	B	1818.40	22.73		B	2681.60	33.52		B	2179.20	27.24
	C	1895.20	23.69		C	2816.00	35.20		C	2283.20	28.54
	D	1981.60	24.77		D	2953.60	36.92		D	2394.40	29.93
	E	2070.40	25.88		E	3094.40	38.68		E	2512.80	31.41
1207	A	2225.60	27.82	1222	A	2079.20	25.99	1229	A	1902.40	23.78
	B	2328.80	29.11		B	2179.20	27.24		B	1992.00	24.90
	C	2440.00	30.50		C	2283.20	28.54		C	2084.00	26.05
	D	2562.40	32.03		D	2394.40	29.93		D	2196.00	27.45
	E	2681.60	33.52		E	2512.80	31.41		E	2296.80	28.71
1208	A	2225.60	27.82	1223	A	2562.40	32.03	1230	A	1664.00	20.80
	B	2328.80	29.11		B	2681.60	33.52		B	1740.80	21.76
	C	2440.00	30.50		C	2816.00	35.20		C	1822.40	22.78
	D	2562.40	32.03		D	2953.60	36.92		D	1913.60	23.92
	E	2681.60	33.52		E	3094.40	38.68		E	1999.20	24.99
1217	A	2079.20	25.99	1224	A	1969.60	24.62	1231	A	2562.40	32.03
	B	2179.20	27.24		B	2063.20	25.79		B	2681.60	33.52
	C	2283.20	28.54		C	2166.40	27.08		C	2816.00	35.20
	D	2394.40	29.93		D	2276.80	28.46		D	2953.60	36.92
	E	2512.80	31.41		E	2384.80	29.81		E	3094.40	38.68
1218	A	2079.20	25.99	1225	A	2562.40	32.03	1233	A	2562.40	32.03
	B	2179.20	27.24		B	2681.60	33.52		B	2681.60	33.52
	C	2283.20	28.54		C	2816.00	35.20		C	2816.00	35.20
	D	2394.40	29.93		D	2953.60	36.92		D	2953.60	36.92
	E	2512.80	31.41		E	3094.40	38.68		E	3094.40	38.68

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1235	A	1880.80	23.51	1243	A	2825.60	35.32	1256	A	1268.00	15.85
	B	1968.80	24.61		B	2959.20	36.99		B	1322.40	16.53
	C	2065.60	25.82		C	3108.00	38.85		C	1387.20	17.34
	D	2172.00	27.15		D	3262.40	40.78		D	1458.40	18.23
	E	2276.80	28.46		E	3422.40	42.78		E	1531.20	19.14
1236	A	1008.00	12.60	1244	A	3247.20	40.59	1257	A	1455.20	18.19
	B	1058.40	13.23		B	3404.00	42.55		B	1525.60	19.07
	C	1098.40	13.73		C	3572.80	44.66		C	1596.00	19.95
	D	1151.20	14.39		D	3751.20	46.89		D	1677.60	20.97
	E	1211.20	15.14		E	3932.80	49.16		E	1760.80	22.01
1237	A	1272.80	15.91	1246	A	1151.20	14.39	1258	A	1008.00	12.60
	B	1331.20	16.64		B	1211.20	15.14		B	1058.40	13.23
	C	1388.00	17.35		C	1268.00	15.85		C	1098.40	13.73
	D	1456.80	18.21		D	1321.60	16.52		D	1151.20	14.39
	E	1532.00	19.15		E	1387.20	17.34		E	1211.20	15.14
1238	A	1526.40	19.08	1249	A	1975.20	24.69	1259	A	1222.40	15.28
	B	1602.40	20.03		B	2074.40	25.93		B	1274.40	15.93
	C	1676.80	20.96		C	2178.40	27.23		C	1321.60	16.52
	D	1760.80	22.01		D	2287.20	28.59		D	1388.80	17.36
	E	1848.80	23.11		E	2401.60	30.02		E	1447.20	18.09
1240	A	2283.20	28.54	1250	A	1716.80	21.46	1263	A	1421.60	17.77
	B	2394.40	29.93		B	1797.60	22.47		B	1491.20	18.64
	C	2512.80	31.41		C	1888.00	23.60		C	1560.00	19.50
	D	2626.40	32.83		D	1974.40	24.68		D	1637.60	20.47
	E	2760.00	34.50		E	2079.20	25.99		E	1712.80	21.41
1241	A	2568.00	32.10	1253	A	2764.00	34.55	1264	A	1706.40	21.33
	B	2689.60	33.62		B	2895.20	36.19		B	1791.20	22.39
	C	2824.80	35.31		C	3039.20	37.99		C	1872.00	23.40
	D	2967.20	37.09		D	3188.80	39.86		D	1952.80	24.41
	E	3111.20	38.89		E	3348.00	41.85		E	2046.40	25.58
1242	A	2825.60	35.32	1255	A	1211.20	15.14	1265	A	1449.60	18.12
	B	2959.20	36.99		B	1268.00	15.85		B	1519.20	18.99
	C	3108.00	38.85		C	1321.60	16.52		C	1590.40	19.88
	D	3262.40	40.78		D	1387.20	17.34		D	1660.00	20.75
	E	3422.40	42.78		E	1458.40	18.23		E	1735.20	21.69

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1266	A	1672.80	20.91	1277	A	2120.80	26.51	1286	A	1421.60	17.77
	B	1743.20	21.79		B	2226.40	27.83		B	1491.20	18.64
	C	1827.20	22.84		C	2330.40	29.13		C	1560.00	19.50
	D	1904.80	23.81		D	2440.80	30.51		D	1637.60	20.47
	E	1996.00	24.95		E	2560.80	32.01		E	1712.80	21.41
1267	A	1840.00	23.00	1278	A	2664.80	33.31	1287	A	1564.80	19.56
	B	1917.60	23.97		B	2800.00	35.00		B	1640.00	20.50
	C	2011.20	25.14		C	2935.20	36.69		C	1715.20	21.44
	D	2100.80	26.26		D	3077.60	38.47		D	1801.60	22.52
	E	2196.80	27.46		E	3225.60	40.32		E	1885.60	23.57
1268	A	1211.20	15.14	1279	A	2958.40	36.98	1288	A	1671.20	20.89
	B	1268.00	15.85		B	3110.40	38.88		B	1744.00	21.80
	C	1321.60	16.52		C	3252.00	40.65		C	1829.60	22.87
	D	1387.20	17.34		D	3414.40	42.68		D	1911.20	23.89
	E	1458.40	18.23		E	3577.60	44.72		E	2000.00	25.00
1273	A	2379.20	29.74	1280	A	1281.60	16.02	1290	A	1892.00	23.65
	B	2498.40	31.23		B	1336.80	16.71		B	1982.40	24.78
	C	2616.80	32.71		C	1396.00	17.45		C	2082.40	26.03
	D	2742.40	34.28		D	1457.60	18.22		D	2185.60	27.32
	E	2876.80	35.96		E	1525.60	19.07		E	2291.20	28.64
1274	A	1529.60	19.12	1282	A	1888.80	23.61	1293	A	1671.20	20.89
	B	1598.40	19.98		B	1979.20	24.74		B	1744.00	21.80
	C	1677.60	20.97		C	2077.60	25.97		C	1828.00	22.85
	D	1758.40	21.98		D	2171.20	27.14		D	1911.20	23.89
	E	1836.00	22.95		E	2288.00	28.60		E	2003.20	25.04
1275	A	1758.40	21.98	1283	A	1490.40	18.63	1296	A	2086.40	26.08
	B	1836.00	22.95		B	1560.00	19.50		B	2187.20	27.34
	C	1931.20	24.14		C	1637.60	20.47		C	2294.40	28.68
	D	2030.40	25.38		D	1712.80	21.41		D	2406.40	30.08
	E	2126.40	26.58		E	1793.60	22.42		E	2520.00	31.50
1276	A	2019.20	25.24	1285	A	1395.20	17.44	1302	A	1100.00	13.75
	B	2120.80	26.51		B	1457.60	18.22		B	1191.20	14.89
	C	2226.40	27.83		C	1526.40	19.08		C	1283.20	16.04
	D	2330.40	29.13		D	1602.40	20.03		D	1374.40	17.18
	E	2440.80	30.51		E	1681.60	21.02		E	1557.60	19.47

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1303	A	1191.20	14.89	1310	A	1146.40	14.33	1317	A	1464.80	18.31
	B	1283.20	16.04		B	1242.40	15.53		B	1562.40	19.53
	C	1374.40	17.18		C	1337.60	16.72		C	1660.00	20.75
	D	1557.60	19.47		D	1433.60	17.92		D	1757.60	21.97
	E	1740.80	21.76		E	1528.80	19.11		E	1855.20	23.19
1304	A	1247.20	15.59	1311	A	1433.60	17.92	1318	A	1172.00	14.65
	B	1351.20	16.89		B	1528.80	19.11		B	1269.60	15.87
	C	1455.20	18.19		C	1624.80	20.31		C	1367.20	17.09
	D	1559.20	19.49		D	1720.00	21.50		D	1464.80	18.31
	E	1663.20	20.79		E	1816.00	22.70		E	1562.40	19.53
1305	A	1767.20	22.09	1312	A	1247.20	15.59	1319	A	1464.80	18.31
	B	1871.20	23.39		B	1351.20	16.89		B	1562.40	19.53
	C	1975.20	24.69		C	1455.20	18.19		C	1660.00	20.75
	D	2079.20	25.99		D	1559.20	19.49		D	1757.60	21.97
	E	2079.20	25.99		E	1663.20	20.79		E	1855.20	23.19
1306	A	1247.20	15.59	1313	A	1559.20	19.49	1320	A	1217.60	15.22
	B	1351.20	16.89		B	1663.20	20.79		B	1318.40	16.48
	C	1455.20	18.19		C	1767.20	22.09		C	1420.00	17.75
	D	1559.20	19.49		D	1871.20	23.39		D	1521.60	19.02
	E	1663.20	20.79		E	1975.20	24.69		E	1623.20	20.29
1307	A	1559.20	19.49	1314	A	1537.60	19.22	1321	A	1521.60	19.02
	B	1663.20	20.79		B	1665.60	20.82		B	1623.20	20.29
	C	1767.20	22.09		C	1793.60	22.42		C	1724.80	21.56
	D	1871.20	23.39		D	1921.60	24.02		D	1825.60	22.82
	E	1975.20	24.69		E	2049.60	25.62		E	1927.20	24.09
1308	A	1247.20	15.59	1315	A	1921.60	24.02	1322	A	1247.20	15.59
	B	1351.20	16.89		B	2049.60	25.62		B	1351.20	16.89
	C	1455.20	18.19		C	2178.40	27.23		C	1455.20	18.19
	D	1559.20	19.49		D	2306.40	28.83		D	1559.20	19.49
	E	1663.20	20.79		E	2434.40	30.43		E	1663.20	20.79
1309	A	1559.20	19.49	1316	A	1172.00	14.65	1323	A	1559.20	19.49
	B	1663.20	20.79		B	1269.60	15.87		B	1663.20	20.79
	C	1767.20	22.09		C	1367.20	17.09		C	1767.20	22.09
	D	1871.20	23.39		D	1464.80	18.31		D	1871.20	23.39
	E	1975.20	24.69		E	1562.40	19.53		E	1975.20	24.69

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1324	A	1172.00	14.65	1332	A	1738.40	21.73	1339	A	1705.60	21.32
	B	1269.60	15.87		B	1819.20	22.74		B	1819.20	22.74
	C	1367.20	17.09		C	1907.20	23.84		C	1932.80	24.16
	D	1464.80	18.31		D	2005.60	25.07		D	2046.40	25.58
	E	1562.40	19.53		E	2098.40	26.23		E	2160.00	27.00
1325	A	1464.80	18.31	1333	A	1912.00	23.90	1340	A	1421.60	17.77
	B	1562.40	19.53		B	2004.80	25.06		B	1491.20	18.64
	C	1660.00	20.75		C	2097.60	26.22		C	1560.00	19.50
	D	1757.60	21.97		D	2207.20	27.59		D	1637.60	20.47
	E	1855.20	23.19		E	2310.40	28.88		E	1712.80	21.41
1326	A	1398.40	17.48	1334	A	1268.00	15.85	1341	A	1211.20	15.14
	B	1514.40	18.93		B	1322.40	16.53		B	1268.00	15.85
	C	1631.20	20.39		C	1387.20	17.34		C	1321.60	16.52
	D	1748.00	21.85		D	1458.40	18.23		D	1387.20	17.34
	E	1980.80	24.76		E	1531.20	19.14		E	1458.40	18.23
1327	A	1514.40	18.93	1335	A	1146.40	14.33	1342	A	1682.40	21.03
	B	1631.20	20.39		B	1242.40	15.53		B	1768.00	22.10
	C	1748.00	21.85		C	1337.60	16.72		C	1850.40	23.13
	D	1980.80	24.76		D	1433.60	17.92		D	1943.20	24.29
	E	2213.60	27.67		E	1624.80	20.31		E	2036.00	25.45
1329	A	1364.00	17.05	1336	A	1242.40	15.53	1343	A	2036.00	25.45
	B	1477.60	18.47		B	1337.60	16.72		B	2136.00	26.70
	C	1591.20	19.89		C	1433.60	17.92		C	2237.60	27.97
	D	1705.60	21.32		D	1624.80	20.31		D	2344.00	29.30
	E	1819.20	22.74		E	1816.00	22.70		E	2462.40	30.78
1330	A	1211.20	15.14	1337	A	1045.60	13.07	1344	A	2568.00	32.10
	B	1268.00	15.85		B	1132.80	14.16		B	2689.60	33.62
	C	1321.60	16.52		C	1220.00	15.25		C	2824.80	35.31
	D	1387.20	17.34		D	1307.20	16.34		D	2967.20	37.09
	E	1458.40	18.23		E	1480.80	18.51		E	3111.20	38.89
1331	A	1545.60	19.32	1338	A	1132.80	14.16	1346	A	2953.60	36.92
	B	1620.00	20.25		B	1220.00	15.25		B	3094.40	38.68
	C	1692.00	21.15		C	1307.20	16.34		C	3248.80	40.61
	D	1780.80	22.26		D	1480.80	18.51		D	3408.00	42.60
	E	1866.40	23.33		E	1655.20	20.69		E	3571.20	44.64

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1347	A	2161.60	27.02	1354	A	2568.00	32.10	1364	A	2079.20	25.99
	B	2269.60	28.37		B	2689.60	33.62		B	2179.20	27.24
	C	2380.00	29.75		C	2824.80	35.31		C	2283.20	28.54
	D	2493.60	31.17		D	2967.20	37.09		D	2394.40	29.93
	E	2612.80	32.66		E	3111.20	38.89		E	2512.80	31.41
1348	A	2079.20	25.99	1355	A	2683.20	33.54	1365	A	2283.20	28.54
	B	2179.20	27.24		B	2812.00	35.15		B	2394.40	29.93
	C	2283.20	28.54		C	2949.60	36.87		C	2512.80	31.41
	D	2394.40	29.93		D	3091.20	38.64		D	2626.40	32.83
	E	2512.80	31.41		E	3244.00	40.55		E	2760.00	34.50
1349	A	2283.20	28.54	1356	A	1432.00	17.90	1366	A	2568.00	32.10
	B	2394.40	29.93		B	1500.00	18.75		B	2689.60	33.62
	C	2512.80	31.41		C	1576.00	19.70		C	2824.80	35.31
	D	2626.40	32.83		D	1645.60	20.57		D	2967.20	37.09
	E	2760.00	34.50		E	1723.20	21.54		E	3111.20	38.89
1350	A	2951.20	36.89	1357	A	1649.60	20.62	1367	A	1174.40	14.68
	B	3092.00	38.65		B	1723.20	21.54		B	1223.20	15.29
	C	3246.40	40.58		C	1811.20	22.64		C	1281.60	16.02
	D	3405.60	42.57		D	1888.80	23.61		D	1336.80	16.71
	E	3572.80	44.66		E	1974.40	24.68		E	1396.00	17.45
1351	A	1710.40	21.38	1361	A	1654.40	20.68	1368	A	1594.40	19.93
	B	1797.60	22.47		B	1732.00	21.65		B	1660.80	20.76
	C	1887.20	23.59		C	1820.80	22.76		C	1740.80	21.76
	D	1974.40	24.68		D	1895.20	23.69		D	1816.00	22.70
	E	2079.20	25.99		E	1988.80	24.86		E	1904.00	23.80
1352	A	2079.20	25.99	1362	A	1902.40	23.78	1369	A	1832.00	22.90
	B	2179.20	27.24		B	1989.60	24.87		B	1915.20	23.94
	C	2283.20	28.54		C	2093.60	26.17		C	2001.60	25.02
	D	2394.40	29.93		D	2183.20	27.29		D	2093.60	26.17
	E	2512.80	31.41		E	2286.40	28.58		E	2187.20	27.34
1353	A	2394.40	29.93	1363	A	1710.40	21.38	1370	A	2106.40	26.33
	B	2512.80	31.41		B	1797.60	22.47		B	2202.40	27.53
	C	2626.40	32.83		C	1887.20	23.59		C	2303.20	28.79
	D	2760.00	34.50		D	1974.40	24.68		D	2409.60	30.12
	E	2895.20	36.19		E	2079.20	25.99		E	2514.40	31.43

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1371	A	1454.40	18.18	1378	A	2564.80	32.06	1385	A	2562.40	32.03
	B	1524.00	19.05		B	2688.80	33.61		B	2681.60	33.52
	C	1594.40	19.93		C	2824.80	35.31		C	2816.00	35.20
	D	1660.80	20.76		D	2960.00	37.00		D	2953.60	36.92
	E	1740.80	21.76		E	3110.40	38.88		E	3094.40	38.68
1372	A	1672.80	20.91	1379	A	1387.20	17.34	1386	A	1211.20	15.14
	B	1743.20	21.79		B	1458.40	18.23		B	1268.00	15.85
	C	1826.40	22.83		C	1531.20	19.14		C	1321.60	16.52
	D	1904.80	23.81		D	1598.40	19.98		D	1387.20	17.34
	E	1996.80	24.96		E	1673.60	20.92		E	1458.40	18.23
1373	A	1833.60	22.92	1380	A	2972.80	37.16	1387	A	924.80	11.56
	B	1913.60	23.92		B	3114.40	38.93		B	970.40	12.13
	C	2004.80	25.06		C	3277.60	40.97		C	1009.60	12.62
	D	2084.80	26.06		D	3430.40	42.88		D	1058.40	13.23
	E	2188.00	27.35		E	3596.80	44.96		E	1104.80	13.81
1374	A	1793.60	22.42	1381	A	1598.40	19.98	1388	A	1268.00	15.85
	B	1884.80	23.56		B	1673.60	20.92		B	1322.40	16.53
	C	1973.60	24.67		C	1755.20	21.94		C	1387.20	17.34
	D	2072.80	25.91		D	1836.00	22.95		D	1458.40	18.23
	E	2175.20	27.19		E	1932.00	24.15		E	1531.20	19.14
1375	A	2118.40	26.48	1382	A	1598.40	19.98	1389	A	1009.60	12.62
	B	2222.40	27.78		B	1673.60	20.92		B	1058.40	13.23
	C	2329.60	29.12		C	1755.20	21.94		C	1104.80	13.81
	D	2446.40	30.58		D	1836.00	22.95		D	1146.40	14.33
	E	2568.00	32.10		E	1932.00	24.15		E	1201.60	15.02
1376	A	2333.60	29.17	1383	A	1677.60	20.97	1390	A	1104.80	13.81
	B	2448.00	30.60		B	1758.40	21.98		B	1146.40	14.33
	C	2567.20	32.09		C	1843.20	23.04		C	1201.60	15.02
	D	2695.20	33.69		D	1929.60	24.12		D	1249.60	15.62
	E	2827.20	35.34		E	2029.60	25.37		E	1306.40	16.33
1377	A	1507.20	18.84	1384	A	2882.40	36.03	1391	A	2461.60	30.77
	B	1580.00	19.75		B	3017.60	37.72		B	2576.80	32.21
	C	1659.20	20.74		C	3168.80	39.61		C	2703.20	33.79
	D	1735.20	21.69		D	3324.00	41.55		D	2837.60	35.47
	E	1812.80	22.66		E	3482.40	43.53		E	2973.60	37.17

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1392	A	1371.20	17.14	1399	A	1793.60	22.42	1410	A	1308.80	16.36
	B	1438.40	17.98		B	1888.00	23.60		B	1376.80	17.21
	C	1509.60	18.87		C	1974.40	24.68		C	1441.60	18.02
	D	1576.00	19.70		D	2066.40	25.83		D	1506.40	18.83
	E	1648.80	20.61		E	2167.20	27.09		E	1577.60	19.72
1393	A	2222.40	27.78	1400	A	2066.40	25.83	1411	A	1440.00	18.00
	B	2325.60	29.07		B	2171.20	27.14		B	1518.40	18.98
	C	2446.40	30.58		C	2275.20	28.44		C	1579.20	19.74
	D	2564.80	32.06		D	2379.20	29.74		D	1656.00	20.70
	E	2684.00	33.55		E	2498.40	31.23		E	1737.60	21.72
1394	A	1268.00	15.85	1401	A	1637.60	20.47	1412	A	1268.00	15.85
	B	1322.40	16.53		B	1712.80	21.41		B	1322.40	16.53
	C	1387.20	17.34		C	1793.60	22.42		C	1387.20	17.34
	D	1458.40	18.23		D	1884.80	23.56		D	1458.40	18.23
	E	1531.20	19.14		E	1974.40	24.68		E	1531.20	19.14
1395	A	1268.00	15.85	1404	A	1938.40	24.23	1413	A	2004.00	25.05
	B	1322.40	16.53		B	2026.40	25.33		B	2100.80	26.26
	C	1387.20	17.34		C	2125.60	26.57		C	2211.20	27.64
	D	1458.40	18.23		D	2225.60	27.82		D	2308.00	28.85
	E	1531.20	19.14		E	2336.00	29.20		E	2422.40	30.28
1396	A	1455.20	18.19	1406	A	2036.00	25.45	1414	A	3026.40	37.83
	B	1525.60	19.07		B	2136.00	26.70		B	3168.80	39.61
	C	1596.00	19.95		C	2237.60	27.97		C	3327.20	41.59
	D	1677.60	20.97		D	2344.00	29.30		D	3490.40	43.63
	E	1760.80	22.01		E	2462.40	30.78		E	3656.80	45.71
1397	A	1710.40	21.38	1407	A	2079.20	25.99	1415	A	2079.20	25.99
	B	1797.60	22.47		B	2179.20	27.24		B	2179.20	27.24
	C	1887.20	23.59		C	2283.20	28.54		C	2283.20	28.54
	D	1974.40	24.68		D	2394.40	29.93		D	2394.40	29.93
	E	2079.20	25.99		E	2512.80	31.41		E	2512.80	31.41
1398	A	1634.40	20.43	1409	A	1710.40	21.38	1416	A	2568.00	32.10
	B	1711.20	21.39		B	1797.60	22.47		B	2689.60	33.62
	C	1793.60	22.42		C	1887.20	23.59		C	2824.80	35.31
	D	1880.00	23.50		D	1974.40	24.68		D	2967.20	37.09
	E	1972.00	24.65		E	2079.20	25.99		E	3111.20	38.89

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

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1440	A	1590.40	19.88	1447	A	1835.20	22.94	1454	A	1174.40	14.68
	B	1660.00	20.75		B	1920.00	24.00		B	1223.20	15.29
	C	1735.20	21.69		C	2004.80	25.06		C	1281.60	16.02
	D	1816.00	22.70		D	2098.40	26.23		D	1336.80	16.71
	E	1902.40	23.78		E	2198.40	27.48		E	1396.00	17.45
1441	A	1668.00	20.85	1448	A	1933.60	24.17	1456	A	2729.60	34.12
	B	1740.80	21.76		B	2019.20	25.24		B	2864.80	35.81
	C	1826.40	22.83		C	2120.80	26.51		C	3004.00	37.55
	D	1904.80	23.81		D	2228.80	27.86		D	3148.80	39.36
	E	1992.80	24.91		E	2335.20	29.19		E	3304.00	41.30
1442	A	1829.60	22.87	1449	A	1160.00	14.50	1457	A	2953.60	36.92
	B	1921.60	24.02		B	1212.80	15.16		B	3094.40	38.68
	C	2021.60	25.27		C	1272.80	15.91		C	3248.80	40.61
	D	2103.20	26.29		D	1315.20	16.44		D	3408.00	42.60
	E	2212.80	27.66		E	1380.00	17.25		E	3571.20	44.64
1443	A	1811.20	22.64	1450	A	1407.20	17.59	1458	A	2368.80	29.61
	B	1900.00	23.75		B	1468.80	18.36		B	2491.20	31.14
	C	1978.40	24.73		C	1536.00	19.20		C	2598.40	32.48
	D	2079.20	25.99		D	1605.60	20.07		D	2732.00	34.15
	E	2174.40	27.18		E	1677.60	20.97		E	2864.00	35.80
1444	A	2065.60	25.82	1451	A	1504.80	18.81	1461	A	1506.40	18.83
	B	2172.00	27.15		B	1575.20	19.69		B	1576.80	19.71
	C	2276.00	28.45		C	1656.80	20.71		C	1658.40	20.73
	D	2383.20	29.79		D	1732.00	21.65		D	1738.40	21.73
	E	2498.40	31.23		E	1816.00	22.70		E	1812.00	22.65
1445	A	1660.00	20.75	1452	A	1315.20	16.44	1462	A	2020.00	25.25
	B	1735.20	21.69		B	1380.00	17.25		B	2114.40	26.43
	C	1816.00	22.70		C	1440.00	18.00		C	2225.60	27.82
	D	1902.40	23.78		D	1504.80	18.81		D	2332.80	29.16
	E	1987.20	24.84		E	1576.00	19.70		E	2437.60	30.47
1446	A	1706.40	21.33	1453	A	3181.60	39.77	1463	A	1187.20	14.84
	B	1791.20	22.39		B	3342.40	41.78		B	1242.40	15.53
	C	1872.00	23.40		C	3497.60	43.72		C	1308.00	16.35
	D	1952.80	24.41		D	3672.80	45.91		D	1373.60	17.17
	E	2046.40	25.58		E	3850.40	48.13		E	1432.80	17.91

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1464	A	1586.40	19.83	1474	A	2020.00	25.25	1488	A	2282.40	28.53
	B	1668.80	20.86		B	2114.40	26.43		B	2388.00	29.85
	C	1741.60	21.77		C	2225.60	27.82		C	2509.60	31.37
	D	1819.20	22.74		D	2332.80	29.16		D	2625.60	32.82
	E	1915.20	23.94		E	2437.60	30.47		E	2760.00	34.50
1465	A	1243.20	15.54	1475	A	2368.80	29.61	1489	A	1880.80	23.51
	B	1304.80	16.31		B	2491.20	31.14		B	1968.80	24.61
	C	1371.20	17.14		C	2598.40	32.48		C	2065.60	25.82
	D	1430.40	17.88		D	2732.00	34.15		D	2172.00	27.15
	E	1496.80	18.71		E	2864.00	35.80		E	2276.80	28.46
1466	A	1855.20	23.19	1476	A	2729.60	34.12	1490	A	1664.00	20.80
	B	1947.20	24.34		B	2864.80	35.81		B	1740.80	21.76
	C	2039.20	25.49		C	3004.00	37.55		C	1822.40	22.78
	D	2137.60	26.72		D	3148.80	39.36		D	1913.60	23.92
	E	2243.20	28.04		E	3304.00	41.30		E	1999.20	24.99
1467	A	1103.20	13.79	1480	A	1151.20	14.39	1498	A	1836.00	22.95
	B	1152.00	14.40		B	1211.20	15.14		B	1922.40	24.03
	C	1200.80	15.01		C	1268.00	15.85		C	2009.60	25.12
	D	1254.40	15.68		D	1321.60	16.52		D	2101.60	26.27
	E	1307.20	16.34		E	1387.20	17.34		E	2201.60	27.52
1468	A	1221.60	15.27	1481	A	1329.60	16.62	1500	A	2806.40	35.08
	B	1270.40	15.88		B	1388.00	17.35		B	2946.40	36.83
	C	1332.00	16.65		C	1453.60	18.17		C	3091.20	38.64
	D	1389.60	17.37		D	1520.80	19.01		D	3240.80	40.51
	E	1452.80	18.16		E	1596.80	19.96		E	3405.60	42.57
1469	A	1332.00	16.65	1482	A	1174.40	14.68	1506	A	1289.60	16.12
	B	1389.60	17.37		B	1223.20	15.29		B	1350.40	16.88
	C	1452.80	18.16		C	1281.60	16.02		C	1420.80	17.76
	D	1514.40	18.93		D	1336.80	16.71		D	1488.00	18.60
	E	1586.40	19.83		E	1396.00	17.45		E	1552.00	19.40
1470	A	1454.40	18.18	1483	A	1454.40	18.18	1507	A	1729.60	21.62
	B	1524.00	19.05		B	1524.00	19.05		B	1811.20	22.64
	C	1596.80	19.96		C	1596.80	19.96		C	1906.40	23.83
	D	1673.60	20.92		D	1673.60	20.92		D	1998.40	24.98
	E	1749.60	21.87		E	1749.60	21.87		E	2088.00	26.10

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1508	A	1454.40	18.18	1517	A	1016.80	12.71	1526	A	1793.60	22.42
	B	1524.00	19.05		B	1064.80	13.31		B	1884.80	23.56
	C	1594.40	19.93		C	1120.00	14.00		C	1973.60	24.67
	D	1660.80	20.76		D	1176.00	14.70		D	2072.80	25.91
	E	1740.80	21.76		E	1227.20	15.34		E	2175.20	27.19
1509	A	2040.80	25.51	1518	A	1824.00	22.80	1527	A	2118.40	26.48
	B	2141.60	26.77		B	1922.40	24.03		B	2222.40	27.78
	C	2249.60	28.12		C	2004.00	25.05		C	2329.60	29.12
	D	2352.00	29.40		D	2096.00	26.20		D	2446.40	30.58
	E	2467.20	30.84		E	2202.40	27.53		E	2568.00	32.10
1510	A	1811.20	22.64	1520	A	1636.00	20.45	1528	A	2806.40	35.08
	B	1900.00	23.75		B	1715.20	21.44		B	2946.40	36.83
	C	1978.40	24.73		C	1798.40	22.48		C	3091.20	38.64
	D	2079.20	25.99		D	1881.60	23.52		D	3240.80	40.51
	E	2174.40	27.18		E	1971.20	24.64		E	3405.60	42.57
1511	A	2065.60	25.82	1522	A	2169.60	27.12	1530	A	1634.40	20.43
	B	2172.00	27.15		B	2283.20	28.54		B	1711.20	21.39
	C	2276.00	28.45		C	2388.80	29.86		C	1793.60	22.42
	D	2383.20	29.79		D	2504.80	31.31		D	1880.00	23.50
	E	2498.40	31.23		E	2624.00	32.80		E	1972.00	24.65
1512	A	1444.80	18.06	1523	A	1996.00	24.95	1531	A	1104.80	13.81
	B	1518.40	18.98		B	2091.20	26.14		B	1155.20	14.44
	C	1590.40	19.88		C	2181.60	27.27		C	1209.60	15.12
	D	1665.60	20.82		D	2290.40	28.63		D	1268.80	15.86
	E	1742.40	21.78		E	2396.00	29.95		E	1332.00	16.65
1513	A	1393.60	17.42	1524	A	1639.20	20.49	1532	A	1234.40	15.43
	B	1449.60	18.12		B	1712.80	21.41		B	1297.60	16.22
	C	1519.20	18.99		C	1797.60	22.47		C	1354.40	16.93
	D	1590.40	19.88		D	1880.00	23.50		D	1428.00	17.85
	E	1660.00	20.75		E	1972.80	24.66		E	1492.80	18.66
1514	A	2040.80	25.51	1525	A	1923.20	24.04	1533	A	1752.80	21.91
	B	2141.60	26.77		B	2019.20	25.24		B	1844.00	23.05
	C	2249.60	28.12		C	2120.00	26.50		C	1925.60	24.07
	D	2352.00	29.40		D	2225.60	27.82		D	2023.20	25.29
	E	2467.20	30.84		E	2328.80	29.11		E	2118.40	26.48

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1535	A	1151.20	14.39	1546	A	1923.20	24.04	1560	A	1061.60	13.27
	B	1211.20	15.14		B	2019.20	25.24		B	1109.60	13.87
	C	1268.00	15.85		C	2120.00	26.50		C	1155.20	14.44
	D	1321.60	16.52		D	2225.60	27.82		D	1206.40	15.08
	E	1387.20	17.34		E	2328.80	29.11		E	1256.80	15.71
1536	A	1268.00	15.85	1552	A	1923.20	24.04	1561	A	2283.20	28.54
	B	1322.40	16.53		B	2019.20	25.24		B	2394.40	29.93
	C	1387.20	17.34		C	2120.00	26.50		C	2512.80	31.41
	D	1458.40	18.23		D	2225.60	27.82		D	2626.40	32.83
	E	1531.20	19.14		E	2328.80	29.11		E	2760.00	34.50
1538	A	1490.40	18.63	1555	A	1488.00	18.60	1562	A	1923.20	24.04
	B	1563.20	19.54		B	1560.00	19.50		B	2019.20	25.24
	C	1637.60	20.47		C	1637.60	20.47		C	2120.00	26.50
	D	1710.40	21.38		D	1708.80	21.36		D	2225.60	27.82
	E	1797.60	22.47		E	1791.20	22.39		E	2328.80	29.11
1540	A	958.40	11.98	1556	A	2951.20	36.89	1563	A	1603.20	20.04
	B	1008.00	12.60		B	3092.00	38.65		B	1676.00	20.95
	C	1058.40	13.23		C	3246.40	40.58		C	1756.80	21.96
	D	1098.40	13.73		D	3405.60	42.57		D	1844.00	23.05
	E	1151.20	14.39		E	3572.80	44.66		E	1932.80	24.16
1541	A	1151.20	14.39	1557	A	2568.00	32.10	1564	A	1490.40	18.63
	B	1211.20	15.14		B	2689.60	33.62		B	1563.20	19.54
	C	1268.00	15.85		C	2824.80	35.31		C	1637.60	20.47
	D	1321.60	16.52		D	2967.20	37.09		D	1710.40	21.38
	E	1387.20	17.34		E	3111.20	38.89		E	1797.60	22.47
1543	A	1797.60	22.47	1558	A	2079.20	25.99	1565	A	958.40	11.98
	B	1888.80	23.61		B	2179.20	27.24		B	1004.00	12.55
	C	1980.00	24.75		C	2283.20	28.54		C	1056.00	13.20
	D	2068.80	25.86		D	2394.40	29.93		D	1104.80	13.81
	E	2171.20	27.14		E	2512.80	31.41		E	1155.20	14.44
1544	A	2333.60	29.17	1559	A	1710.40	21.38	1568	A	1281.60	16.02
	B	2448.00	30.60		B	1797.60	22.47		B	1336.80	16.71
	C	2567.20	32.09		C	1887.20	23.59		C	1396.00	17.45
	D	2695.20	33.69		D	1974.40	24.68		D	1457.60	18.22
	E	2827.20	35.34		E	2079.20	25.99		E	1525.60	19.07

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1569	A	958.40	11.98	1577	A	1675.20	20.94	1586	A	1571.20	19.64
	B	1008.00	12.60		B	1754.40	21.93		B	1645.60	20.57
	C	1058.40	13.23		C	1837.60	22.97		C	1730.40	21.63
	D	1098.40	13.73		D	1925.60	24.07		D	1811.20	22.64
	E	1151.20	14.39		E	2025.60	25.32		E	1894.40	23.68
1570	A	2293.60	28.67	1578	A	980.00	12.25	1587	A	3312.80	41.41
	B	2403.20	30.04		B	1026.40	12.83		B	3476.80	43.46
	C	2517.60	31.47		C	1076.00	13.45		C	3645.60	45.57
	D	2646.40	33.08		D	1122.40	14.03		D	3813.60	47.67
	E	2772.00	34.65		E	1180.80	14.76		E	3998.40	49.98
1571	A	1668.00	20.85	1579	A	1122.40	14.03	1588	A	804.80	10.06
	B	1746.40	21.83		B	1174.40	14.68		B	844.00	10.55
	C	1828.80	22.86		C	1223.20	15.29		C	876.80	10.96
	D	1922.40	24.03		D	1281.60	16.02		D	923.20	11.54
	E	2009.60	25.12		E	1336.80	16.71		E	965.60	12.07
1572	A	903.20	11.29	1580	A	1562.40	19.53	1589	A	2752.00	34.40
	B	944.80	11.81		B	1644.80	20.56		B	2888.80	36.11
	C	981.60	12.27		C	1720.00	21.50		C	3027.20	37.84
	D	1026.40	12.83		D	1796.00	22.45		D	3168.80	39.61
	E	1068.00	13.35		E	1887.20	23.59		E	3323.20	41.54
1573	A	1828.00	22.85	1583	A	1593.60	19.92	1590	A	1234.40	15.43
	B	1908.80	23.86		B	1668.00	20.85		B	1298.40	16.23
	C	1999.20	24.99		C	1748.00	21.85		C	1360.80	17.01
	D	2088.80	26.11		D	1836.80	22.96		D	1421.60	17.77
	E	2186.40	27.33		E	1920.00	24.00		E	1493.60	18.67
1575	A	1233.60	15.42	1584	A	1919.20	23.99	1591	A	1298.40	16.23
	B	1296.80	16.21		B	2006.40	25.08		B	1361.60	17.02
	C	1356.00	16.95		C	2106.40	26.33		C	1422.40	17.78
	D	1425.60	17.82		D	2197.60	27.47		D	1490.40	18.63
	E	1493.60	18.67		E	2311.20	28.89		E	1560.00	19.50
1576	A	1493.60	18.67	1585	A	2336.00	29.20	1592	A	2283.20	28.54
	B	1563.20	19.54		B	2457.60	30.72		B	2399.20	29.99
	C	1639.20	20.49		C	2578.40	32.23		C	2513.60	31.42
	D	1715.20	21.44		D	2708.00	33.85		D	2634.40	32.93
	E	1795.20	22.44		E	2836.80	35.46		E	2759.20	34.49

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1593	A	1890.40	23.63	1602	A	1774.40	22.18	1611	A	2384.80	29.81
	B	1989.60	24.87		B	1850.40	23.13		B	2500.00	31.25
	C	2080.80	26.01		C	1934.40	24.18		C	2628.80	32.86
	D	2174.40	27.18		D	2028.80	25.36		D	2760.00	34.50
	E	2288.00	28.60		E	2125.60	26.57		E	2887.20	36.09
1594	A	1334.40	16.68	1603	A	2084.00	26.05	1612	A	2283.20	28.54
	B	1393.60	17.42		B	2190.40	27.38		B	2394.40	29.93
	C	1449.60	18.12		C	2293.60	28.67		C	2512.80	31.41
	D	1519.20	18.99		D	2396.80	29.96		D	2626.40	32.83
	E	1590.40	19.88		E	2520.80	31.51		E	2760.00	34.50
1596	A	2239.20	27.99	1604	A	2400.80	30.01	1613	A	1710.40	21.38
	B	2347.20	29.34		B	2520.80	31.51		B	1797.60	22.47
	C	2459.20	30.74		C	2641.60	33.02		C	1887.20	23.59
	D	2581.60	32.27		D	2775.20	34.69		D	1974.40	24.68
	E	2708.80	33.86		E	2907.20	36.34		E	2079.20	25.99
1597	A	1700.80	21.26	1605	A	1964.00	24.55	1614	A	2079.20	25.99
	B	1776.00	22.20		B	2062.40	25.78		B	2179.20	27.24
	C	1864.00	23.30		C	2165.60	27.07		C	2283.20	28.54
	D	1943.20	24.29		D	2273.60	28.42		D	2394.40	29.93
	E	2032.80	25.41		E	2388.00	29.85		E	2512.80	31.41
1598	A	2014.40	25.18	1608	A	1706.40	21.33	1615	A	2568.00	32.10
	B	2112.80	26.41		B	1791.20	22.39		B	2689.60	33.62
	C	2211.20	27.64		C	1872.00	23.40		C	2824.80	35.31
	D	2320.00	29.00		D	1952.80	24.41		D	2967.20	37.09
	E	2430.40	30.38		E	2046.40	25.58		E	3111.20	38.89
1599	A	2825.60	35.32	1609	A	1800.00	22.50	1616	A	2088.80	26.11
	B	2959.20	36.99		B	1888.80	23.61		B	2196.80	27.46
	C	3108.00	38.85		C	1980.00	24.75		C	2299.20	28.74
	D	3262.40	40.78		D	2066.40	25.83		D	2409.60	30.12
	E	3420.80	42.76		E	2171.20	27.14		E	2525.60	31.57
1601	A	2065.60	25.82	1610	A	2066.40	25.83	1617	A	1151.20	14.39
	B	2172.00	27.15		B	2171.20	27.14		B	1211.20	15.14
	C	2276.00	28.45		C	2282.40	28.53		C	1268.00	15.85
	D	2383.20	29.79		D	2390.40	29.88		D	1321.60	16.52
	E	2498.40	31.23		E	2512.80	31.41		E	1387.20	17.34

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1618	A	1791.20	22.39	1627	A	1228.80	15.36	1637	A	1822.40	22.78
	B	1880.80	23.51		B	1284.80	16.06		B	1906.40	23.83
	C	1963.20	24.54		C	1340.00	16.75		C	2003.20	25.04
	D	2051.20	25.64		D	1399.20	17.49		D	2103.20	26.29
	E	2145.60	26.82		E	1464.00	18.30		E	2202.40	27.53
1621	A	2384.80	29.81	1628	A	1454.40	18.18	1638	A	2564.00	32.05
	B	2500.00	31.25		B	1524.00	19.05		B	2683.20	33.54
	C	2628.80	32.86		C	1596.80	19.96		C	2819.20	35.24
	D	2760.00	34.50		D	1673.60	20.92		D	2958.40	36.98
	E	2887.20	36.09		E	1749.60	21.87		E	3096.00	38.70
1622	A	2384.80	29.81	1630	A	1504.00	18.80	1639	A	1656.80	20.71
	B	2500.00	31.25		B	1578.40	19.73		B	1738.40	21.73
	C	2628.80	32.86		C	1658.40	20.73		C	1818.40	22.73
	D	2760.00	34.50		D	1734.40	21.68		D	1904.80	23.81
	E	2887.20	36.09		E	1811.20	22.64		E	1990.40	24.88
1623	A	1800.00	22.50	1631	A	2079.20	25.99	1640	A	1370.40	17.13
	B	1888.80	23.61		B	2179.20	27.24		B	1434.40	17.93
	C	1980.00	24.75		C	2283.20	28.54		C	1505.60	18.82
	D	2066.40	25.83		D	2394.40	29.93		D	1575.20	19.69
	E	2171.20	27.14		E	2512.80	31.41		E	1648.00	20.60
1624	A	2066.40	25.83	1632	A	1284.80	16.06	1641	A	1589.60	19.87
	B	2171.20	27.14		B	1339.20	16.74		B	1659.20	20.74
	C	2282.40	28.53		C	1399.20	17.49		C	1739.20	21.74
	D	2390.40	29.88		D	1463.20	18.29		D	1814.40	22.68
	E	2512.80	31.41		E	1529.60	19.12		E	1900.00	23.75
1625	A	1557.60	19.47	1634	A	1579.20	19.74	1642	A	1979.20	24.74
	B	1626.40	20.33		B	1657.60	20.72		B	2068.00	25.85
	C	1702.40	21.28		C	1742.40	21.78		C	2177.60	27.22
	D	1780.80	22.26		D	1827.20	22.84		D	2288.80	28.61
	E	1865.60	23.32		E	1918.40	23.98		E	2398.40	29.98
1626	A	1557.60	19.47	1635	A	1600.00	20.00	1644	A	1517.60	18.97
	B	1626.40	20.33		B	1676.80	20.96		B	1585.60	19.82
	C	1702.40	21.28		C	1752.80	21.91		C	1654.40	20.68
	D	1780.80	22.26		D	1832.80	22.91		D	1729.60	21.62
	E	1865.60	23.32		E	1921.60	24.02		E	1809.60	22.62

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1645	A	1571.20	19.64	1652	A	1454.40	18.18	1660	A	1588.00	19.85
	B	1645.60	20.57		B	1524.00	19.05		B	1660.80	20.76
	C	1725.60	21.57		C	1594.40	19.93		C	1737.60	21.72
	D	1806.40	22.58		D	1660.80	20.76		D	1826.40	22.83
	E	1890.40	23.63		E	1740.80	21.76		E	1906.40	23.83
1646	A	1820.80	22.76	1653	A	1594.40	19.93	1661	A	1914.40	23.93
	B	1904.80	23.81		B	1660.80	20.76		B	2015.20	25.19
	C	1990.40	24.88		C	1740.80	21.76		C	2096.80	26.21
	D	2075.20	25.94		D	1816.00	22.70		D	2201.60	27.52
	E	2176.80	27.21		E	1904.00	23.80		E	2308.80	28.86
1647	A	1456.80	18.21	1654	A	1749.60	21.87	1662	A	1637.60	20.47
	B	1532.00	19.15		B	1829.60	22.87		B	1712.80	21.41
	C	1607.20	20.09		C	1916.80	23.96		C	1793.60	22.42
	D	1678.40	20.98		D	2001.60	25.02		D	1884.80	23.56
	E	1758.40	21.98		E	2093.60	26.17		E	1974.40	24.68
1648	A	1331.20	16.64	1655	A	1564.80	19.56	1663	A	1056.00	13.20
	B	1388.80	17.36		B	1637.60	20.47		B	1104.80	13.81
	C	1456.80	18.21		C	1720.00	21.50		C	1155.20	14.44
	D	1532.00	19.15		D	1800.00	22.50		D	1209.60	15.12
	E	1607.20	20.09		E	1887.20	23.59		E	1268.80	15.86
1649	A	1526.40	19.08	1656	A	1722.40	21.53	1664	A	1268.80	15.86
	B	1602.40	20.03		B	1800.00	22.50		B	1332.00	16.65
	C	1676.80	20.96		C	1888.80	23.61		C	1387.20	17.34
	D	1760.80	22.01		D	1978.40	24.73		D	1454.40	18.18
	E	1848.80	23.11		E	2076.80	25.96		E	1526.40	19.08
1650	A	2273.60	28.42	1657	A	1934.40	24.18	1665	A	1526.40	19.08
	B	2386.40	29.83		B	2027.20	25.34		B	1596.80	19.96
	C	2504.00	31.30		C	2124.80	26.56		C	1673.60	20.92
	D	2618.40	32.73		D	2227.20	27.84		D	1756.80	21.96
	E	2750.40	34.38		E	2334.40	29.18		E	1841.60	23.02
1651	A	1421.60	17.77	1658	A	2121.60	26.52	1666	A	1996.00	24.95
	B	1491.20	18.64		B	2219.20	27.74		B	2091.20	26.14
	C	1560.00	19.50		C	2328.80	29.11		C	2181.60	27.27
	D	1637.60	20.47		D	2440.00	30.50		D	2290.40	28.63
	E	1712.80	21.41		E	2556.00	31.95		E	2396.00	29.95

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1667	A	958.40	11.98	1675	A	1811.20	22.64	1693	A	2416.80	30.21
	B	1004.00	12.55		B	1900.00	23.75		B	2533.60	31.67
	C	1056.00	13.20		C	1978.40	24.73		C	2654.40	33.18
	D	1104.80	13.81		D	2079.20	25.99		D	2790.40	34.88
	E	1155.20	14.44		E	2174.40	27.18		E	2920.80	36.51
1668	A	2169.60	27.12	1677	A	2065.60	25.82	1694	A	2533.60	31.67
	B	2283.20	28.54		B	2172.00	27.15		B	2654.40	33.18
	C	2388.80	29.86		C	2276.00	28.45		C	2790.40	34.88
	D	2504.80	31.31		D	2383.20	29.79		D	2920.80	36.51
	E	2624.00	32.80		E	2498.40	31.23		E	3064.00	38.30
1669	A	2025.60	25.32	1678	A	1563.20	19.54	1695	A	2538.40	31.73
	B	2112.80	26.41		B	1637.60	20.47		B	2659.20	33.24
	C	2214.40	27.68		C	1710.40	21.38		C	2788.00	34.85
	D	2315.20	28.94		D	1797.60	22.47		D	2929.60	36.62
	E	2416.80	30.21		E	1887.20	23.59		E	3067.20	38.34
1670	A	2424.00	30.30	1680	A	4456.80	55.71	1696	A	2933.60	36.67
	B	2537.60	31.72		B	4659.20	58.24		B	3078.40	38.48
	C	2664.00	33.30		C	4875.20	60.94		C	3226.40	40.33
	D	2792.80	34.91		D	5101.60	63.77		D	3386.40	42.33
	E	2924.80	36.56		E	5337.60	66.72		E	3546.40	44.33
1671	A	2310.40	28.88	1683	A	3753.60	46.92	1697	A	1612.80	20.16
	B	2420.00	30.25		B	3921.60	49.02		B	1684.80	21.06
	C	2535.20	31.69		C	4103.20	51.29		C	1767.20	22.09
	D	2659.20	33.24		D	4294.40	53.68		D	1857.60	23.22
	E	2787.20	34.84		E	4492.80	56.16		E	1943.20	24.29
1672	A	1749.60	21.87	1684	A	2538.40	31.73	1698	A	2958.40	36.98
	B	1832.80	22.91		B	2659.20	33.24		B	3101.60	38.77
	C	1921.60	24.02		C	2788.00	34.85		C	3256.00	40.70
	D	2004.00	25.05		D	2929.60	36.62		D	3405.60	42.57
	E	2097.60	26.22		E	3067.20	38.34		E	3576.80	44.71
1673	A	1457.60	18.22	1692	A	1894.40	23.68	1699	A	1352.00	16.90
	B	1525.60	19.07		B	1983.20	24.79		B	1425.60	17.82
	C	1594.40	19.93		C	2083.20	26.04		C	1490.40	18.63
	D	1665.60	20.82		D	2179.20	27.24		D	1563.20	19.54
	E	1740.00	21.75		E	2287.20	28.59		E	1637.60	20.47

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1714	A	1740.00	21.75	1721	A	1760.80	22.01	1728	A	2700.80	33.76
	B	1827.20	22.84		B	1841.60	23.02		B	2828.80	35.36
	C	1904.00	23.80		C	1928.80	24.11		C	2973.60	37.17
	D	1995.20	24.94		D	2028.80	25.36		D	3114.40	38.93
	E	2097.60	26.22		E	2123.20	26.54		E	3271.20	40.89
1715	A	2394.40	29.93	1722	A	1675.20	20.94	1729	A	1708.80	21.36
	B	2510.40	31.38		B	1755.20	21.94		B	1791.20	22.39
	C	2632.00	32.90		C	1834.40	22.93		C	1881.60	23.52
	D	2763.20	34.54		D	1931.20	24.14		D	1970.40	24.63
	E	2887.20	36.09		E	2023.20	25.29		E	2065.60	25.82
1716	A	1490.40	18.63	1723	A	1756.80	21.96	1730	A	1923.20	24.04
	B	1560.00	19.50		B	1841.60	23.02		B	2019.20	25.24
	C	1637.60	20.47		C	1924.80	24.06		C	2120.00	26.50
	D	1709.60	21.37		D	2025.60	25.32		D	2225.60	27.82
	E	1793.60	22.42		E	2121.60	26.52		E	2328.80	29.11
1717	A	1912.00	23.90	1724	A	2684.00	33.55	1731	A	1923.20	24.04
	B	1996.00	24.95		B	2806.40	35.08		B	2019.20	25.24
	C	2088.80	26.11		C	2948.80	36.86		C	2120.00	26.50
	D	2186.40	27.33		D	3085.60	38.57		D	2225.60	27.82
	E	2282.40	28.53		E	3235.20	40.44		E	2328.80	29.11
1718	A	2120.80	26.51	1725	A	1923.20	24.04	1732	A	1596.00	19.95
	B	2226.40	27.83		B	2019.20	25.24		B	1660.80	20.76
	C	2330.40	29.13		C	2120.00	26.50		C	1741.60	21.77
	D	2440.80	30.51		D	2225.60	27.82		D	1816.00	22.70
	E	2560.80	32.01		E	2328.80	29.11		E	1902.40	23.78
1719	A	1331.20	16.64	1726	A	1675.20	20.94	1734	A	2000.00	25.00
	B	1395.20	17.44		B	1754.40	21.93		B	2097.60	26.22
	C	1455.20	18.19		C	1837.60	22.97		C	2198.40	27.48
	D	1525.60	19.07		D	1925.60	24.07		D	2303.20	28.79
	E	1596.80	19.96		E	2025.60	25.32		E	2416.80	30.21
1720	A	1268.00	15.85	1727	A	1923.20	24.04	1735	A	1640.00	20.50
	B	1322.40	16.53		B	2019.20	25.24		B	1712.80	21.41
	C	1387.20	17.34		C	2120.00	26.50		C	1795.20	22.44
	D	1458.40	18.23		D	2225.60	27.82		D	1887.20	23.59
	E	1531.20	19.14		E	2328.80	29.11		E	1972.80	24.66

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1736	A	2198.40	27.48	1749	A	2079.20	25.99	1758	A	1268.00	15.85
	B	2292.00	28.65		B	2179.20	27.24		B	1322.40	16.53
	C	2393.60	29.92		C	2283.20	28.54		C	1387.20	17.34
	D	2500.00	31.25		D	2394.40	29.93		D	1458.40	18.23
	E	2620.00	32.75		E	2512.80	31.41		E	1531.20	19.14
1737	A	1519.20	18.99	1750	A	2225.60	27.82	1759	A	1455.20	18.19
	B	1581.60	19.77		B	2328.80	29.11		B	1525.60	19.07
	C	1659.20	20.74		C	2440.00	30.50		C	1596.00	19.95
	D	1729.60	21.62		D	2562.40	32.03		D	1677.60	20.97
	E	1811.20	22.64		E	2681.60	33.52		E	1760.80	22.01
1738	A	1742.40	21.78	1751	A	2562.40	32.03	1762	A	2952.80	36.91
	B	1820.80	22.76		B	2681.60	33.52		B	3095.20	38.69
	C	1908.80	23.86		C	2816.00	35.20		C	3246.40	40.58
	D	1988.00	24.85		D	2953.60	36.92		D	3408.00	42.60
	E	2083.20	26.04		E	3094.40	38.68		E	3577.60	44.72
1739	A	2671.20	33.39	1752	A	2953.60	36.92	1765	A	1753.60	21.92
	B	2805.60	35.07		B	3094.40	38.68		B	1841.60	23.02
	C	2935.20	36.69		C	3248.80	40.61		C	1925.60	24.07
	D	3079.20	38.49		D	3408.00	42.60		D	2020.80	25.26
	E	3225.60	40.32		E	3571.20	44.64		E	2108.00	26.35
1746	A	1211.20	15.14	1754	A	2816.80	35.21	1766	A	1375.20	17.19
	B	1268.00	15.85		B	2949.60	36.87		B	1448.00	18.10
	C	1321.60	16.52		C	3096.00	38.70		C	1513.60	18.92
	D	1387.20	17.34		D	3248.00	40.60		D	1582.40	19.78
	E	1458.40	18.23		E	3405.60	42.57		E	1657.60	20.72
1747	A	1490.40	18.63	1756	A	2283.20	28.54	1767	A	1580.00	19.75
	B	1563.20	19.54		B	2394.40	29.93		B	1664.00	20.80
	C	1637.60	20.47		C	2512.80	31.41		C	1740.80	21.76
	D	1710.40	21.38		D	2626.40	32.83		D	1825.60	22.82
	E	1797.60	22.47		E	2760.00	34.50		E	1906.40	23.83
1748	A	1710.40	21.38	1757	A	2799.20	34.99	1769	A	2568.00	32.10
	B	1797.60	22.47		B	2932.80	36.66		B	2689.60	33.62
	C	1887.20	23.59		C	3078.40	38.48		C	2824.80	35.31
	D	1974.40	24.68		D	3232.80	40.41		D	2967.20	37.09
	E	2079.20	25.99		E	3390.40	42.38		E	3111.20	38.89

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1774	A	1268.00	15.85	1794	A	716.00	8.95	1803	A	1672.00	20.90
	B	1322.40	16.53		B	750.40	9.38		B	1741.60	21.77
	C	1387.20	17.34		C	791.20	9.89		C	1827.20	22.84
	D	1458.40	18.23		D	823.20	10.29		D	1904.00	23.80
	E	1531.20	19.14		E	858.40	10.73		E	1992.00	24.90
1776	A	1211.20	15.14	1795	A	2824.80	35.31	1804	A	2760.00	34.50
	B	1268.00	15.85		B	2960.00	37.00		B	2887.20	36.09
	C	1321.60	16.52		C	3105.60	38.82		C	3030.40	37.88
	D	1387.20	17.34		D	3260.00	40.75		D	3172.80	39.66
	E	1458.40	18.23		E	3416.80	42.71		E	3325.60	41.57
1777	A	1673.60	20.92	1796	A	1529.60	19.12	1805	A	2824.80	35.31
	B	1749.60	21.87		B	1600.00	20.00		B	2960.00	37.00
	C	1837.60	22.97		C	1675.20	20.94		C	3105.60	38.82
	D	1932.80	24.16		D	1761.60	22.02		D	3260.00	40.75
	E	2027.20	25.34		E	1839.20	22.99		E	3416.80	42.71
1778	A	1387.20	17.34	1797	A	1640.00	20.50	1806	A	2953.60	36.92
	B	1458.40	18.23		B	1712.80	21.41		B	3094.40	38.68
	C	1531.20	19.14		C	1795.20	22.44		C	3248.80	40.61
	D	1598.40	19.98		D	1887.20	23.59		D	3408.00	42.60
	E	1673.60	20.92		E	1972.80	24.66		E	3571.20	44.64
1783	A	2283.20	28.54	1798	A	2288.00	28.60	1807	A	2953.60	36.92
	B	2393.60	29.92		B	2395.20	29.94		B	3094.40	38.68
	C	2510.40	31.38		C	2516.00	31.45		C	3248.80	40.61
	D	2628.00	32.85		D	2636.80	32.96		D	3408.00	42.60
	E	2764.00	34.55		E	2760.00	34.50		E	3571.20	44.64
1784	A	1430.40	17.88	1801	A	1455.20	18.19	1808	A	1476.00	18.45
	B	1503.20	18.79		B	1525.60	19.07		B	1543.20	19.29
	C	1572.80	19.66		C	1596.00	19.95		C	1610.40	20.13
	D	1652.00	20.65		D	1677.60	20.97		D	1681.60	21.02
	E	1730.40	21.63		E	1760.80	22.01		E	1761.60	22.02
1793	A	2626.40	32.83	1802	A	1786.40	22.33	1809	A	1455.20	18.19
	B	2760.00	34.50		B	1868.80	23.36		B	1525.60	19.07
	C	2895.20	36.19		C	1952.80	24.41		C	1596.00	19.95
	D	3039.20	37.99		D	2038.40	25.48		D	1677.60	20.97
	E	3184.00	39.80		E	2137.60	26.72		E	1760.80	22.01

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

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1842	A	2079.20	25.99	1854	A	2759.20	34.49	1863	A	2953.60	36.92
	B	2179.20	27.24		B	2887.20	36.09		B	3094.40	38.68
	C	2283.20	28.54		C	3029.60	37.87		C	3248.80	40.61
	D	2394.40	29.93		D	3172.80	39.66		D	3408.00	42.60
	E	2512.80	31.41		E	3325.60	41.57		E	3571.20	44.64
1844	A	1387.20	17.34	1855	A	2953.60	36.92	1864	A	1387.20	17.34
	B	1458.40	18.23		B	3094.40	38.68		B	1457.60	18.22
	C	1531.20	19.14		C	3248.80	40.61		C	1532.80	19.16
	D	1598.40	19.98		D	3408.00	42.60		D	1608.00	20.10
	E	1673.60	20.92		E	3571.20	44.64		E	1678.40	20.98
1849	A	2435.20	30.44	1856	A	3315.20	41.44	1865	A	1356.00	16.95
	B	2560.80	32.01		B	3468.00	43.35		B	1422.40	17.78
	C	2676.00	33.45		C	3643.20	45.54		C	1493.60	18.67
	D	2811.20	35.14		D	3821.60	47.77		D	1564.80	19.56
	E	2940.80	36.76		E	4004.80	50.06		E	1639.20	20.49
1850	A	2075.20	25.94	1857	A	1849.60	23.12	1866	A	2202.40	27.53
	B	2167.20	27.09		B	1932.80	24.16		B	2314.40	28.93
	C	2283.20	28.54		C	2028.80	25.36		C	2429.60	30.37
	D	2393.60	29.92		D	2124.00	26.55		D	2536.80	31.71
	E	2510.40	31.38		E	2232.00	27.90		E	2661.60	33.27
1851	A	2760.00	34.50	1859	A	2348.00	29.35	1867	A	2125.60	26.57
	B	2887.20	36.09		B	2460.00	30.75		B	2237.60	27.97
	C	3030.40	37.88		C	2565.60	32.07		C	2344.80	29.31
	D	3172.80	39.66		D	2690.40	33.63		D	2462.40	30.78
	E	3325.60	41.57		E	2816.00	35.20		E	2580.80	32.26
1852	A	1525.60	19.07	1860	A	1455.20	18.19	1868	A	1465.60	18.32
	B	1601.60	20.02		B	1525.60	19.07		B	1533.60	19.17
	C	1673.60	20.92		C	1596.00	19.95		C	1602.40	20.03
	D	1759.20	21.99		D	1677.60	20.97		D	1673.60	20.92
	E	1847.20	23.09		E	1760.80	22.01		E	1744.00	21.80
1853	A	1455.20	18.19	1861	A	1708.80	21.36	1870	A	1816.00	22.70
	B	1525.60	19.07		B	1791.20	22.39		B	1901.60	23.77
	C	1596.00	19.95		C	1881.60	23.52		C	1997.60	24.97
	D	1677.60	20.97		D	1970.40	24.63		D	2096.00	26.20
	E	1760.80	22.01		E	2065.60	25.82		E	2197.60	27.47

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1871	A	2079.20	25.99	1878	A	2953.60	36.92	1886	A	1845.60	23.07
	B	2179.20	27.24		B	3094.40	38.68		B	1935.20	24.19
	C	2283.20	28.54		C	3248.80	40.61		C	2021.60	25.27
	D	2394.40	29.93		D	3408.00	42.60		D	2124.80	26.56
	E	2512.80	31.41		E	3571.20	44.64		E	2228.80	27.86
1872	A	2513.60	31.42	1879	A	1387.20	17.34	1887	A	2487.20	31.09
	B	2636.00	32.95		B	1458.40	18.23		B	2598.40	32.48
	C	2758.40	34.48		C	1531.20	19.14		C	2719.20	33.99
	D	2895.20	36.19		D	1598.40	19.98		D	2844.00	35.55
	E	3039.20	37.99		E	1673.60	20.92		E	2972.80	37.16
1873	A	1421.60	17.77	1880	A	2122.40	26.53	1888	A	2719.20	33.99
	B	1492.80	18.66		B	2230.40	27.88		B	2848.80	35.61
	C	1562.40	19.53		C	2336.80	29.21		C	2997.60	37.47
	D	1640.00	20.50		D	2450.40	30.63		D	3137.60	39.22
	E	1712.80	21.41		E	2571.20	32.14		E	3289.60	41.12
1874	A	2711.20	33.89	1881	A	1708.80	21.36	1890	A	2070.40	25.88
	B	2840.00	35.50		B	1791.20	22.39		B	2164.80	27.06
	C	2972.80	37.16		C	1881.60	23.52		C	2262.40	28.28
	D	3120.80	39.01		D	1970.40	24.63		D	2371.20	29.64
	E	3272.00	40.90		E	2065.60	25.82		E	2476.80	30.96
1875	A	2953.60	36.92	1883	A	3137.60	39.22	1891	A	1634.40	20.43
	B	3094.40	38.68		B	3289.60	41.12		B	1706.40	21.33
	C	3248.80	40.61		C	3460.00	43.25		C	1780.80	22.26
	D	3408.00	42.60		D	3620.00	45.25		D	1872.00	23.40
	E	3571.20	44.64		E	3795.20	47.44		E	1952.80	24.41
1876	A	1675.20	20.94	1884	A	3137.60	39.22	1892	A	2297.60	28.72
	B	1754.40	21.93		B	3289.60	41.12		B	2415.20	30.19
	C	1837.60	22.97		C	3460.00	43.25		C	2532.80	31.66
	D	1925.60	24.07		D	3620.00	45.25		D	2659.20	33.24
	E	2025.60	25.32		E	3795.20	47.44		E	2793.60	34.92
1877	A	2390.40	29.88	1885	A	2453.60	30.67	1893	A	1594.40	19.93
	B	2509.60	31.37		B	2572.00	32.15		B	1671.20	20.89
	C	2624.00	32.80		C	2702.40	33.78		C	1748.00	21.85
	D	2758.40	34.48		D	2830.40	35.38		D	1828.00	22.85
	E	2886.40	36.08		E	2973.60	37.17		E	1908.80	23.86

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1894	A	1449.60	18.12	1901	A	1531.20	19.14	1908	A	1174.40	14.68
	B	1519.20	18.99		B	1601.60	20.02		B	1223.20	15.29
	C	1590.40	19.88		C	1675.20	20.94		C	1281.60	16.02
	D	1660.00	20.75		D	1764.00	22.05		D	1336.80	16.71
	E	1735.20	21.69		E	1841.60	23.02		E	1396.00	17.45
1895	A	1889.60	23.62	1902	A	1331.20	16.64	1909	A	1472.80	18.41
	B	1972.80	24.66		B	1395.20	17.44		B	1535.20	19.19
	C	2060.00	25.75		C	1455.20	18.19		C	1606.40	20.08
	D	2163.20	27.04		D	1525.60	19.07		D	1680.00	21.00
	E	2260.00	28.25		E	1596.80	19.96		E	1752.00	21.90
1896	A	2564.80	32.06	1903	A	1455.20	18.19	1910	A	1027.20	12.84
	B	2688.80	33.61		B	1525.60	19.07		B	1073.60	13.42
	C	2824.80	35.31		C	1596.80	19.96		C	1123.20	14.04
	D	2960.00	37.00		D	1675.20	20.94		D	1179.20	14.74
	E	3110.40	38.88		E	1758.40	21.98		E	1231.20	15.39
1897	A	1749.60	21.87	1904	A	2079.20	25.99	1912	A	1814.40	22.68
	B	1832.80	22.91		B	2179.20	27.24		B	1895.20	23.69
	C	1924.80	24.06		C	2283.20	28.54		C	1992.80	24.91
	D	2008.00	25.10		D	2394.40	29.93		D	2079.20	25.99
	E	2097.60	26.22		E	2512.80	31.41		E	2177.60	27.22
1898	A	1449.60	18.12	1905	A	1209.60	15.12	1913	A	1902.40	23.78
	B	1519.20	18.99		B	1268.00	15.85		B	1992.80	24.91
	C	1590.40	19.88		C	1321.60	16.52		C	2079.20	25.99
	D	1660.00	20.75		D	1387.20	17.34		D	2183.20	27.29
	E	1735.20	21.69		E	1455.20	18.19		E	2284.00	28.55
1899	A	1156.00	14.45	1906	A	1416.00	17.70	1914	A	804.80	10.06
	B	1210.40	15.13		B	1488.80	18.61		B	844.00	10.55
	C	1268.80	15.86		C	1558.40	19.48		C	876.80	10.96
	D	1331.20	16.64		D	1635.20	20.44		D	923.20	11.54
	E	1395.20	17.44		E	1709.60	21.37		E	958.40	11.98
1900	A	1641.60	20.52	1907	A	1558.40	19.48	1915	A	2436.80	30.46
	B	1719.20	21.49		B	1635.20	20.44		B	2561.60	32.02
	C	1796.00	22.45		C	1709.60	21.37		C	2676.00	33.45
	D	1891.20	23.64		D	1793.60	22.42		D	2811.20	35.14
	E	1976.80	24.71		E	1880.80	23.51		E	2940.00	36.75

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1917	A	2568.00	32.10	1924	A	2823.20	35.29	1931	A	1887.20	23.59
	B	2689.60	33.62		B	2958.40	36.98		B	1972.80	24.66
	C	2824.80	35.31		C	3105.60	38.82		C	2076.80	25.96
	D	2967.20	37.09		D	3256.00	40.70		D	2181.60	27.27
	E	3111.20	38.89		E	3408.80	42.61		E	2287.20	28.59
1918	A	2105.60	26.32	1925	A	1432.80	17.91	1932	A	1371.20	17.14
	B	2216.80	27.71		B	1500.80	18.76		B	1434.40	17.93
	C	2306.40	28.83		C	1568.80	19.61		C	1506.40	18.83
	D	2421.60	30.27		D	1644.80	20.56		D	1575.20	19.69
	E	2540.00	31.75		E	1720.00	21.50		E	1650.40	20.63
1919	A	1180.00	14.75	1926	A	2568.00	32.10	1933	A	1501.60	18.77
	B	1233.60	15.42		B	2689.60	33.62		B	1573.60	19.67
	C	1297.60	16.22		C	2824.80	35.31		C	1651.20	20.64
	D	1352.00	16.90		D	2967.20	37.09		D	1725.60	21.57
	E	1425.60	17.82		E	3111.20	38.89		E	1804.80	22.56
1920	A	1526.40	19.08	1927	A	2559.20	31.99	1934	A	1305.60	16.32
	B	1601.60	20.02		B	2680.80	33.51		B	1368.80	17.11
	C	1681.60	21.02		C	2815.20	35.19		C	1436.00	17.95
	D	1769.60	22.12		D	2956.00	36.95		D	1500.80	18.76
	E	1844.80	23.06		E	3099.20	38.74		E	1569.60	19.62
1921	A	1371.20	17.14	1928	A	2332.80	29.16	1935	A	2953.60	36.92
	B	1430.40	17.88		B	2440.00	30.50		B	3094.40	38.68
	C	1496.80	18.71		C	2564.80	32.06		C	3248.80	40.61
	D	1568.80	19.61		D	2684.80	33.56		D	3408.00	42.60
	E	1649.60	20.62		E	2812.00	35.15		E	3571.20	44.64
1922	A	2703.20	33.79	1929	A	2568.00	32.10	1936	A	1053.60	13.17
	B	2828.00	35.35		B	2689.60	33.62		B	1104.00	13.80
	C	2968.80	37.11		C	2824.80	35.31		C	1152.80	14.41
	D	3114.40	38.93		D	2967.20	37.09		D	1209.60	15.12
	E	3264.00	40.80		E	3111.20	38.89		E	1268.00	15.85
1923	A	2568.00	32.10	1930	A	1600.00	20.00	1937	A	2240.80	28.01
	B	2689.60	33.62		B	1678.40	20.98		B	2345.60	29.32
	C	2824.80	35.31		C	1756.80	21.96		C	2461.60	30.77
	D	2967.20	37.09		D	1844.00	23.05		D	2578.40	32.23
	E	3111.20	38.89		E	1932.80	24.16		E	2708.80	33.86

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1938	A	2225.60	27.82	1946	A	1281.60	16.02	1961	A	1904.80	23.81
	B	2328.80	29.11		B	1336.80	16.71		B	1995.20	24.94
	C	2440.00	30.50		C	1396.00	17.45		C	2097.60	26.22
	D	2562.40	32.03		D	1457.60	18.22		D	2200.80	27.51
	E	2681.60	33.52		E	1525.60	19.07		E	2306.40	28.83
1939	A	2562.40	32.03	1947	A	1396.00	17.45	1964	A	1881.60	23.52
	B	2681.60	33.52		B	1457.60	18.22		B	1977.60	24.72
	C	2816.00	35.20		C	1525.60	19.07		C	2076.00	25.95
	D	2953.60	36.92		D	1596.00	19.95		D	2172.00	27.15
	E	3094.40	38.68		E	1668.00	20.85		E	2287.20	28.59
1940	A	2283.20	28.54	1949	A	2240.80	28.01	1965	A	2287.20	28.59
	B	2394.40	29.93		B	2345.60	29.32		B	2396.80	29.96
	C	2512.80	31.41		C	2461.60	30.77		C	2511.20	31.39
	D	2626.40	32.83		D	2578.40	32.23		D	2633.60	32.92
	E	2760.00	34.50		E	2708.80	33.86		E	2764.00	34.55
1941	A	2538.40	31.73	1952	A	2461.60	30.77	1966	A	2511.20	31.39
	B	2656.00	33.20		B	2576.80	32.21		B	2633.60	32.92
	C	2796.00	34.95		C	2703.20	33.79		C	2764.00	34.55
	D	2939.20	36.74		D	2837.60	35.47		D	2888.80	36.11
	E	3079.20	38.49		E	2973.60	37.17		E	3036.00	37.95
1943	A	1421.60	17.77	1955	A	2377.60	29.72	1967	A	2824.80	35.31
	B	1491.20	18.64		B	2500.80	31.26		B	2958.40	36.98
	C	1560.00	19.50		C	2617.60	32.72		C	3107.20	38.84
	D	1637.60	20.47		D	2746.40	34.33		D	3264.00	40.80
	E	1712.80	21.41		E	2876.80	35.96		E	3422.40	42.78
1944	A	1682.40	21.03	1956	A	1811.20	22.64	1968	A	1406.40	17.58
	B	1768.00	22.10		B	1900.00	23.75		B	1468.80	18.36
	C	1850.40	23.13		C	1978.40	24.73		C	1534.40	19.18
	D	1943.20	24.29		D	2079.20	25.99		D	1600.00	20.00
	E	2036.00	25.45		E	2174.40	27.18		E	1676.00	20.95
1945	A	2036.00	25.45	1957	A	2083.20	26.04	1969	A	1344.80	16.81
	B	2136.00	26.70		B	2184.00	27.30		B	1402.40	17.53
	C	2237.60	27.97		C	2276.80	28.46		C	1464.80	18.31
	D	2344.00	29.30		D	2391.20	29.89		D	1529.60	19.12
	E	2462.40	30.78		E	2500.80	31.26		E	1600.80	20.01

SALARY TABLE CLASSIFIED SERVICE

Effective 7 – 1 – 2014

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1970	A	1564.80	19.56	1978	A	1174.40	14.68	1987	A	2972.80	37.16
	B	1640.80	20.51		B	1223.20	15.29		B	3114.40	38.93
	C	1718.40	21.48		C	1281.60	16.02		C	3277.60	40.97
	D	1796.00	22.45		D	1336.80	16.71		D	3430.40	42.88
	E	1888.00	23.60		E	1396.00	17.45		E	3596.80	44.96
1971	A	2283.20	28.54	1979	A	1281.60	16.02	1988	A	2274.40	28.43
	B	2394.40	29.93		B	1336.80	16.71		B	2376.80	29.71
	C	2512.80	31.41		C	1396.00	17.45		C	2484.00	31.05
	D	2626.40	32.83		D	1457.60	18.22		D	2602.40	32.53
	E	2760.00	34.50		E	1525.60	19.07		E	2719.20	33.99
1972	A	2568.00	32.10	1980	A	2000.00	25.00	1991	A	1672.00	20.90
	B	2689.60	33.62		B	2097.60	26.22		B	1741.60	21.77
	C	2824.80	35.31		C	2198.40	27.48		C	1826.40	22.83
	D	2967.20	37.09		D	2303.20	28.79		D	1907.20	23.84
	E	3111.20	38.89		E	2416.80	30.21		E	1999.20	24.99
1974	A	1672.00	20.90	1982	A	1211.20	15.14	1992	A	1281.60	16.02
	B	1741.60	21.77		B	1268.00	15.85		B	1336.80	16.71
	C	1826.40	22.83		C	1321.60	16.52		C	1396.00	17.45
	D	1907.20	23.84		D	1387.20	17.34		D	1457.60	18.22
	E	1999.20	24.99		E	1458.40	18.23		E	1525.60	19.07
1975	A	1816.00	22.70	1983	A	1421.60	17.77	1994	A	2564.80	32.06
	B	1901.60	23.77		B	1491.20	18.64		B	2684.80	33.56
	C	1997.60	24.97		C	1560.00	19.50		C	2819.20	35.24
	D	2096.00	26.20		D	1637.60	20.47		D	2957.60	36.97
	E	2197.60	27.47		E	1712.80	21.41		E	3096.80	38.71
1976	A	2282.40	28.53	1985	A	1706.40	21.33	1995	A	644.80	8.06
	B	2388.00	29.85		B	1791.20	22.39		B	684.00	8.55
	C	2509.60	31.37		C	1872.00	23.40		C	713.60	8.92
	D	2625.60	32.82		D	1952.80	24.41		D	750.40	9.38
	E	2760.00	34.50		E	2046.40	25.58		E	788.00	9.85
1977	A	2692.80	33.66	1986	A	2616.80	32.71	1997	A	1722.40	21.53
	B	2819.20	35.24		B	2733.60	34.17		B	1804.80	22.56
	C	2959.20	36.99		C	2860.80	35.76		C	1890.40	23.63
	D	3105.60	38.82		D	2992.00	37.40		D	1983.20	24.79
	E	3251.20	40.64		E	3127.20	39.09		E	2078.40	25.98

EXHIBIT B

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

EXHIBIT B

JULY 1, 2014

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
BUILDING INSPECTION	
Combination Inspector I	1276
Combination Inspector II	1277
Electrical Inspector I	1161
Electrical Inspector II	1162
Housing Inspector I	1164
Housing Inspector II	1165
Mechanical Inspector I	1171
Mechanical Inspector II	1172
Senior Combination Inspector	1849
Senior Electrical Inspector	1163
Senior Housing Inspector	1166
Senior Mechanical Inspector	1173
Senior Structural Inspector	1179
Structural Inspector I	1177
Structural Inspector II	1178
CHEMISTS	
Asbestos and Lead Program Inspector	1122
Assistant Chemist	1136
Assistant Laboratory Technician	1160
Associate Chemist	1220
Biologist I	1623
Biologist II	1624
Biologist III	1622

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Storm Water Environmental Specialist	1621
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

	<u>Standard Rate Number</u>
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
Legal Secretary I	1379
Legal Secretary II	1577

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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	1886
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
Public Information Supervisor	1778
Public Service Career Trainee	15% below(target class)
Retirement Assistant	1801
Senior Account Clerk	1844
Senior Account Audit Clerk	1133

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Test Monitor I	1540
Test Monitor II	1541
Vehicle and Fuel Clerk	1982
Word Processing Operator	1746
COMMUNICATIONS	
Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatcher	1464
Fire Dispatch Administrator	1017

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
CUSTODIAL	
Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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 - Corrosion	1154
Assistant Engineer - Electrical	1157
Assistant Engineer - Mechanical	1167
Assistant Engineer - Traffic	1207
Assistant Park Designer	1168
Associate Communications Engineer	1219
Associate Engineer - Civil	1221
Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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 Backflow and Cross Connection Specialist	1731
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
Project Officer II	1752
Senior Backflow and Cross Connection Specialist	1729
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Corrosion Specialist	1807
Senior Drafting Aide	1423

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994

EQUIPMENT MAINTENANCE

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
Fleet Technician	1437
Equipment Painter	1446
Equipment Repair Supervisor	1435

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Equipment Service Supervisor	1451
Master Fleet Technician	1447
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Attendant	1454
Fleet Repair Supervisor	1146
Fleet Manager	1762
Fleet Team Leader	1138
Machinist	1602
Marine Mechanic	1608
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452
Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Assistant Fleet Technician	1450
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Senior Water Distribution Operations Supervisor	1380
Water Distribution Operator	1369
Water Distribution Operations Supervisor	1370
Water Distribution Operator Trainee	1367
Welder	1985

EQUIPMENT OPERATION

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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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

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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
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
Senior Workers' Compensation Claims Representative	1949
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
Workers' Compensation Claims Aide	1943
Workers' Compensation Claims Representative I	1944

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Workers' Compensation Claims Representative II	1945
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
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Multimedia Production Specialist	1230
Photographer	1660
LIBRARY	
Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
Library Assistant	1586
Supervising Librarian	1922
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
ARJIS Administrator	1253
Asbestos Program Manager	1119
Assistant Budget Development Analyst	1964
Assistant Department Human Resources Analyst	1363
Assistant Dispute Resolution Officer	1409
Assistant Economist	1158
Assistant Facility Manager	1159
Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Assistant Trainer	1129
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
Business Systems Aide	1027
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344
Community Development Coordinator	1350
Community Development Specialist I	1351
Community Development Specialist II	1352
Community Development Specialist III	1353
Community Development Specialist IV	1354
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349
Information Systems Analyst IV	1926
Information Systems Manager	1244
Information Systems Technician	1401
Junior Property Agent	1564
Lakes Program Manager	1599
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Public Information Officer	1777
Rate Analyst	1793
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety and Training Manager	1972
Safety Officer	1823
Senior 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 Workers' Compensation Claims Representative	1952
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024
Trainer	1217
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969
PLANNING	
Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
Planning Technician I	1663
Planning Technician II	1664

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Planning Technician III	1665
Senior Planner	1872
Senior Zoning Investigator	1880
Zoning Investigator I	1997
Zoning Investigator II	1998
 PLANT OPERATION	
Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Senior Wastewater Operations Supervisor	1888
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884
 POLICE	
Cal-ID Technician	1285
Community Relations Assistant to the Police Chief	1355
Criminalist I	1152
Criminalist II	1384
DNA Technical Manager	1414

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst	1466
Crime Scene Specialist	1448
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 Service Officer I	1699
Police Investigative Service Officer 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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019
PRINTING	
Electronic Publishing Specialist	1583
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Publishing Specialist I	1258
Publishing Specialist II	1259
Senior Offset Press Operator	1868
Senior Publishing Specialist	1263
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

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735
Recreation Leader I	1565
Recreation Leader II	1531
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Recreation Specialist	1931
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907

SKILLED TRADES

Apprentice	Salary range will be established as a percentage of "D" step of the appropriate journey level class
Building Maintenance Supervisor	1273
Carpenter	1288
Carpenter Supervisor	1290
Cement Finisher	1293
Cement Gun Operator	1498
Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
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
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior Locksmith	1802
Senior Refrigeration Mechanic	1913

Classified Service Classes and Standard Rates

	<u>Standard Rate Number</u>
Sign Painter	1891
Sign Shop Supervisor	1895
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957
 STOREKEEPING	
Police Property and Evidence Clerk	1719
Property and Evidence Supervisor	1900
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, 2014

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 (Assistant Deputy Chief Operating Officer) (UC)
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)

MANAGERIALClassification and Class Number

<u>Managerial A</u>		<u>Salary Rate-2070/Minimum and Maximum</u>			
		Monthly	\$ 1,407.00	- \$	8,823.00
		Bi-weekly	\$ 647.20	- \$	4,058.40
		Hourly	\$ 8.09	- \$	50.73
2205	Confidential Secretary to City Attorney (UC)				
2207	Confidential Secretary to City Manager (Confidential Secretary to Chief Operating Officer) (UC)				
2209	Confidential Secretary to Police Chief (UC)				
2148	Secretary to Labor Relations (UC)				

<u>Managerial B</u>		<u>Salary Rate-2073/Minimum and Maximum</u>			
		Monthly	\$ 1,924.00	- \$	11,531.00
		Bi-weekly	\$ 884.80	- \$	5,304.00
		Hourly	\$ 11.06	- \$	66.30
2250	Assistant Deputy Director (UC)				
2256	Assistant Investment Officer (UC)				
2279	Assistant to the Environmental Services Director (UC)				
2266	Assistant to the Executive Director, Human Relations Commission (UC)				
2202	Building Inspection Supervisor (UC)				
2265	Central Stores Program Manager (UC)				
2260	Child Care Coordinator (UC)				
2262	Disability Services Coordinator (UC)				
2215	Endowment Officer (UC)				
2261	Equal Opportunity Contracting Manager (UC)				
2273	Golf Course Operations Manager (UC)				
2277	Graffiti Program Manager				
2272	Homeless Services Coordinator (UC)				
2275	Neighborhood Services Coordinator (UC)				
2244	Paramedic Coordinator (UC)				
2221	Print Shop Manager (UC)				
2282	Program Coordinator (UC)				
2162	Quality Management Coordinator (UC)				
2243	Resource Development Officer (UC)				
2232	Regional Urban Information Systems Administrator (UC)				

Managerial CSalary 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)
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 MANAGERIALClassification and Class Number

<u>Miscellaneous A</u>		<u>Salary Rate-2055/Minimum and Maximum</u>			
		Monthly	\$ 2,901.00	-	\$ 17,328.00
		Bi-weekly	\$ 1,334.40	-	\$ 7,969.60
		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)				

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

INTERNSSalary Rate/Minimum and Maximum
effective 7/1/14

2185	Senior Legal Intern (UC)	(2185) Monthly	\$ 3,969.00	- \$ 4,821.00
		Bi-weekly	\$ 1,825.60	- \$ 2,217.60
		Hourly	\$ 22.82	- \$ 27.72
2166	Legal Intern (UC)	(2166) Monthly	\$ 3,261.00	- \$ 3,966.00
		Bi-weekly	\$ 1,500.00	- \$ 1,824.00
		Hourly	\$ 18.75	- \$ 22.80
2103	Management Intern (UC)	(2103) Monthly	\$ 2,030.00	- \$ 2,442.00
		Bi-weekly	\$ 933.60	\$ 1,123.20
		Hourly	\$ 11.67	- \$ 14.04
2169	Library Intern (UC)	(2169) Monthly	\$ 2,030.00	- \$ 2,442.00
		Bi-weekly	\$ 933.60	\$ 1,123.20
		Hourly	\$ 11.67	- \$ 14.04
2186	Planning Intern (UC)	(2186) Monthly	\$ 2,030.00	- \$ 2,442.00
		Bi-weekly	\$ 933.60	- \$ 1,123.20
		Hourly	\$ 11.67	- \$ 14.04
2139	Police Intern (UC)	(2139) Monthly	\$ 2,023.00	- \$ 2,440.00
		Bi-weekly	\$ 930.40	- \$ 1,122.40
		Hourly	\$ 11.63	- \$ 14.03
2188	Student Intern (UC)	(2188) 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 POSITIONS
FROM THE
CLASSIFIED SERVICE**

EXHIBIT E

EFFECTIVE JULY 1, 2014

LIST OF POSITIONS TO BE EXEMPTED FROM THE CLASSIFIED SERVICE

NEW POSITIONS

<u>CLASS</u>	<u>DEPARTMENT/PROGRAM</u>
- Executive Director	- Citizens' Review Board on Police Practices
- Program Coordinator	- Personnel Department
- Program Coordinator	- Personnel Department
- Program Coordinator	- Personnel Department
- Program Coordinator	- Personnel Department

RECEIVED
CITY OF SAN DIEGO CITY COUNCIL OFFICES
MEMORANDUM 2014 MAR 13 AM 10:49

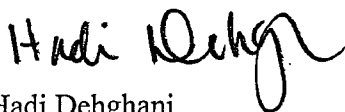
DATE: March 13, 2014
TO: Honorable Council President and City Council
FROM: Hadi Dehghani, Personnel Director
SUBJECT: Exemption of an Executive Director Position from the Classified Service

On March 6, 2014 the Civil Service Commission reviewed a request from the Office of the Chief Operating Officer to exempt an Executive Director position from the Classified Service.

This position will be responsible for managing the day-to-day operations of the Citizens' Review Board on Police Practices which will include making policy, procedures and process recommendations; assuring the timeliness of the Board's case review responsibilities; mediating disputes among members as well as between members and Police Department staff; assisting citizen's in filing complaints; and responding to media inquiries. This request is to restore a position that was previously exempted but had subsequently been eliminated due to budget reductions.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating or administering departmental policies and programs. Each such position shall be 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

CITY OF SAN DIEGO
MEMORANDUM

DATE: February 28, 2014
TO: Civil Service Commission
FROM: Hadi Dehghani, Personnel Director
SUBJECT: Request to Exempt an Executive Director Position from the Classified Service

Attached is a request from the Office of the Chief Operating Officer to exempt an Executive Director position from the Classified Service.

The Executive Director position will manage the day-to-day operations of the Citizens' Review Board on Police Practices (CRB) which ensures public participation in the review of citizens' complaints filed against San Diego Police Department Officers. This position will be responsible for conducting research for the CRB members and making policy, procedures and process recommendations to the Executive Committee; supervising the complaint process; scheduling all board and committee meetings in compliance with the Brown Act; recruiting and training appointed board members; assuring the timeliness of the CRB's case review responsibilities; mediating disputes among members and between members and the San Diego Police Department staff; assisting citizens in filing complaints; and responding to media inquiries regarding the CRB. It should be noted that this request is to restore a position that was previously exempted from the Classified Service but had subsequently been eliminated due to budget reductions.

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


Hadi Dehghani
Personnel Director

Attachment

CITY OF SAN DIEGO
MEMORANDUM

RECEIVED
CITY COUNCIL OFFICES
2014 MAR 13 AM 10:49

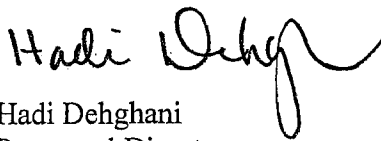
DATE: March 13, 2014
TO: Honorable Council President and City Council
FROM: Hadi Dehghani, Personnel Director
SUBJECT: Exemption of Four Program Coordinator Positions from the Classified Service

On March 6, 2014 the Civil Service Commission reviewed a request from the Personnel Department to exempt four Program Coordinator positions from the Classified Service.

The positions will be responsible for reviewing and recommending changes and/or modifications to policies, Civil Service Rules, and Personnel Regulations; researching and evaluating City departments' need for Personnel Services; and developing and executing plans and strategies for the most effective service delivery.

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

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



Hadi Dehghani
Personnel Director

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

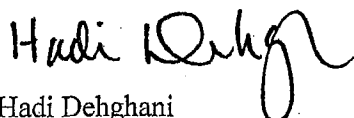
DATE: February 28, 2014
TO: Civil Service Commission
FROM: Hadi Dehghani, Personnel Director
SUBJECT: Request to Exempt Four Program Coordinator Positions from the Classified Service

The Personnel Department is requesting the exemption of four Program Coordinator positions from the Classified Service. This request is a major component of the department's internal restructuring efforts which began over two years ago.

The Personnel Department has performed a thorough internal review of each of its positions and the current organizational structure to improve services and streamline operations. Reorganization is needed to accomplish this goal. The four Program Coordinators will be responsible for reviewing and recommending changes, and/or modifications to policies, as well as the Civil Service Rules and Personnel Regulations to ensure the department is delivering the most effective personnel services; researching and evaluating the needs of City departments and ensuring delivery of those services in the most effective manner; developing and executing strategies to ensure the Personnel Department is well prepared to deliver services based on the anticipated workforce changes, especially with public safety personnel; reviewing, evaluating, and making recommendations on the most efficient use of technology in delivering personnel services and responding to inquiries from Council committees and management, all of which involve significant managerial duties. The goals are to provide for better coordination of services; and respond to the increasing demand for quicker services in a rapidly changing environment.

Charter Section 117 states that the Unclassified Service shall include "managerial employees having significant responsibilities for formulating or administering departmental policies and programs. Each such position shall be 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."

In performing the duties outlined above, the four Program Coordinator positions clearly have significant administrative and managerial responsibilities in delivering the Civil Service mission with Citywide impacts. Therefore, in accordance with City Charter Section 117, it is requested that these positions be exempted from the Classified Service.



Hadi Dehghani
Personnel Director

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

Passed by the Council of The City of San Diego on APR 29 2014, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherrri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Harris	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Todd Gloria	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lorie Zapf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Sherman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Date of final passage APR 29 2014

AUTHENTICATED BY:

KEVIN L. FAULCONER
Mayor of The City of San Diego, California.

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By Karen Crush, Deputy

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

APR 15 2014, and on APR 29 2014

I FURTHER CERTIFY that said ordinance was read in full prior to passage or that such reading was dispensed with by a vote of five members of the Council, and that a written copy of the ordinance was made available to each member of the Council and the public prior to the day of its passage.

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By Karen Crush, Deputy

Office of the City Clerk, San Diego, California
Ordinance Number O- 20365