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4/25/17

ORDINANCE NUMBER O- 20817 (NEW SERIES)

DATE OF FINAL PASSAGE APR 25 2017

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 FISCAL YEAR 2018.

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 schedules of compensation for 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 existing Memoranda of Understanding (MOUs) with any of the City's recognized employee organizations, or otherwise in conformance with procedures governed by the Meyers-Milias-Brown Act (MMBA) or any other legal requirements governing labor relations that are binding upon the City; and

WHEREAS, the terms set forth in this Salary Ordinance for Fiscal Year 2018 are consistent with the existing MOUs between the City and each of its six recognized employees organizations; and

WHEREAS, the City Council intends to memorialize currently established benefits for represented and unrepresented employees, which are to continue in Fiscal Year 2018; and

WHEREAS, pursuant to Charter sections 12.1 and 24.1, the City Council has considered the recommendations of the Salary Setting Commission for no salary increases for the Mayor and City Councilmembers for Fiscal Years 2017 and 2018, set forth in the Commission's report dated February 12, 2016; the City Council intends to set the salaries of the Mayor and City Councilmembers, as required by the Charter; and

WHEREAS, the Civil Service Commission serves as the appointing authority for the Personnel Director, with authority to set the Personnel Director's salary within the salary rates approved by the City Council; and

WHEREAS, as set forth in a March 23, 2017 memorandum from the Civil Service Commission President to the City Council, the Civil Service Commission is recommending that the salary rate for the classification of Personnel Director be moved from Miscellaneous A to Executive V; and

WHEREAS, this proposed change requires approval by the City Council; and

WHEREAS, the City Council acknowledges that the Mayor does not support the Civil Service Commission's recommended change to the salary rate for the classification of Personnel Director and the City Council rejects the proposed change; and

WHEREAS, this modification also requires compliance with Charter section 70.2, specifically, the City Council must receive and consider an actuarial study from the City's Retirement System that "identifies and discloses the impact on the City's Defined Benefit Pension Plan of any increases in proposed compensation or benefits . . . and certifies whether the proposed action increases the average or mean Base Compensation, for any job classification"; and

WHEREAS, the required actuarial study has been prepared and presented to the City Council and is being made available to the public ten days prior to final action on this Ordinance, as required by Charter section 70.2; and

WHEREAS, in accordance with Charter section 130, the Civil Service Commission has prepared and furnished to the City Council a report identifying classifications of employees in the Classified Service which merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors as identified by the Civil Service Commission; and

WHEREAS, in accordance with the City Council-approved MOUs, neither the Mayor nor the Personnel Director is recommending any special salary adjustments for any classifications in the Classified Service for implementation in Fiscal Year 2018; and

WHEREAS, during Fiscal Year 2018, the Mayor's designees in the City's Human Resources Department will meet with the City's recognized employee organizations to discuss the Civil Service Commission's Charter section 130 report and will consult with the Mayor and City Council regarding any proposed adjustments to salaries for Fiscal Year 2019, prior to presentation of the Fiscal Year 2019 Salary Ordinance; and

WHEREAS, in accordance with Civil Service Rule I, codified at San Diego Municipal Code (Municipal Code) section 23.0202, on March 14, 2017 and April 6, 2017, the Civil Service Commission studied requests for new classifications, and recommended creation of new classifications; and

WHEREAS, Charter section 70.2 states that, from July 1, 2012 until June 30, 2018, the City Council must adhere to specific requirements to limit pensionable pay, unless specified procedural steps are satisfied; and

WHEREAS, one requirement set forth in Charter section 70.2 is that “[a]ny new job classification may only be created, during the effective period of this Section, with specific findings that the creation of the new classification is necessary to achieve efficiencies and/or salary savings by consolidation [of] job duties or the creation of a more efficient service delivery method to the public”; and

WHEREAS, the Civil Service Commission is recommending creation of a new Police Property and Evidence Lead Specialist classification to perform lead and higher-level administrative responsibilities; and

WHEREAS, according to Personnel Department staff as explained in a February 24, 2017 memorandum from Personnel Director Hadi Dehghani to the Civil Service Commission (February 24, 2017 Memorandum), the Police Property and Evidence Lead Specialist classification will serve as a lead to Police Department staff members, regarding the progress and completion of projects; have 24-hour access to the property room and gun desk to assist with managing emergency call-back situations; manage evidence requests, including changing retention codes on items authorized for disposal; make decisions for impound disposals; determine the disposition of hazardous materials; monitor the nine property and evidence rooms located throughout the City; and process and ship requests of property to other agencies; and

WHEREAS, the City Council accepts the recommendation of the Civil Service Commission, based on the February 24, 2017 Memorandum, that a Police Property and Evidence Lead Specialist classification is needed to oversee the completion of various projects, ensure adequate staffing and coverage, and provide training; and

WHEREAS, the City Council finds that the Police Property and Evidence Lead Specialist is necessary to achieve efficiencies in the Police Department, by creating a more efficient service delivery method to the public; and

WHEREAS, the creation of the new classification of Police Property and Evidence Lead Specialist classification is reflected in Exhibits A and B attached to this Ordinance; and

WHEREAS, the Civil Service Commission is also recommending three classification title changes in the Police Department, from Police Property and Evidence Clerk to Police Property and Evidence Specialist, Property and Evidence Supervisor to Police Property and Evidence Supervisor, and Senior Property and Evidence Supervisor to Senior Police Property and Evidence Supervisor; and

WHEREAS, according to the February 24, 2017 Memorandum, these classification title changes are intended to more accurately reflect the nature of the work performed by the classifications; specifically, the Police Department requires that all Police Property and Evidence Clerks be trained and certified through the International Association for Property and Evidence and, therefore, once certified, an employee will be properly designated as a specialist in the area of property and evidence. Further, the addition of the word "Police" to the classification series job titles maintains consistency in the series; and

WHEREAS, classification title changes do not involve the creation of new classifications; therefore, Charter section 70.2 is not triggered by these recommendations; and

WHEREAS, the proposed classification title changes are reflected in Exhibit B attached to this Ordinance; and

WHEREAS, the Civil Service Commission, based on the February 24, 2017 Memorandum, is also recommending the creation of four new, separate classifications in the Transportation and Storm Water Department for Storm Water Inspection Manager, Supervising Storm Water Inspector, Storm Water Inspector II, and Storm Water Inspector I, which are

currently option titles off of the existing Wastewater Pretreatment Program Manager, Supervising Wastewater Pretreatment Inspector, Wastewater Pretreatment Inspector II, and Wastewater Pretreatment Inspector I classifications, respectively, to remain at the current salaries; and

WHEREAS, the Civil Service Commission, based on the February 24, 2017 Memorandum, is also recommending the creation of three new, separate classifications in the Park and Recreation Department for Supervising Therapeutic Recreation Specialist, Therapeutic Recreation Specialist, and Therapeutic Recreation Leader, which are currently option titles off of the existing Supervising Recreation Specialist, Recreation Specialist, and Recreation Leader II classifications, respectively; and

WHEREAS, the Civil Service Commission, based on a March 30, 2017 Memorandum from Personnel Department staff, is also recommending the creation of two new, separate classifications in the Public Utilities Department for Principal Corrosion Engineering Aide and Senior Corrosion Engineering Aide, which are currently option titles off of the existing Principal Engineering Aide and Senior Engineering Aide classifications, to remain at the current salaries; and

WHEREAS, the Civil Service Commission, at the recommendation of Personnel Department staff, is recommending elimination of these “option” classifications in the Transportation and Storm Water Department, Park and Recreation Department, and Public Utilities Department and replacing them with new classifications; and

WHEREAS, by eliminating these “option” classifications and replacing them with more specific, new classifications, the City achieves efficiencies through transparency, to create a more efficient service delivery method to the public, within the meaning of Charter section 70.2; and

WHEREAS, the new classifications, resulting from elimination of the option classifications in the Transportation and Storm Water Department, Park and Recreation Department, and Public Utilities Department are reflected in Exhibits A and B attached to this Ordinance; and

WHEREAS, on April 6, 2017, the Civil Service Commission also considered the creation of a new classification, Storm Water Inspector III; and

WHEREAS, as explained by Personnel Department staff in their March 30, 2017 memorandum to the Civil Service Commission, creating the Storm Water Inspector III classification achieves efficiencies, by creating a more efficient service delivery method to the public because the new classification more accurately reflects the unique duties and responsibilities and different knowledge, skills, and abilities associated with the work associated with storm water inspection and enforcement of regulations; and

WHEREAS, the new classification of Storm Water Inspector III is reflected in Exhibits A and B attached to this Ordinance; 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(a)(17) states that the exemption of managerial positions from the Classified Service must be “by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council”; 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 the Charter, finds that the salaries established in this Ordinance are consistent with the submitted information, statistics, and recommendations and with City Council-approved MOUs; 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 2018; 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, including all applicable case law interpreting the FLSA and applicable regulations; and

WHEREAS, on April 4, 2016, California's Governor signed into law Senate Bill 3, which, among other things, amended California Labor Code (Labor Code) section 1182.12(b), to increase the minimum wage in California for employers, including municipalities, who employ 26 or more employees, to \$10.50 an hour on January 1, 2017, and \$11.00 an hour on January 1, 2018; and

WHEREAS, the compensation schedules for Fiscal Year 2018 reflect changes to the California minimum wage, as a result of Senate Bill 3; and

WHEREAS, on June 7, 2016, City voters approved San Diego Ordinance O-20390, upon submission of a referendary petition to voters, following approval of the ordinance by the City Council, which implemented a local minimum wage and earned sick leave for all employees working in the geographic boundaries of the City, including employees working for the City; and

WHEREAS, starting January 1, 2017, the local minimum wage is \$11.50, and the compensation schedules for Fiscal Year 2018 reflect this local minimum wage; and

WHEREAS, the City Council intends this Salary Ordinance to be consistent with and to be read in conjunction with all federal and state law applicable to the City as a public agency employer and 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 2018:

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 2018. No elected officer accrues 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,” as the salary schedule for all City officers and employees in the Unclassified Service. Exhibit C establishes the Classification and Standard Salary Rates for Fiscal Year 2018.

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. Finally, the City Council adopts the salary rates for Interns. The salary rates and ranges listed in Exhibits C may be changed only by City Council action.

For all positions in the Classified Service, the City Council adopts the “Classified Service Classes and Standard Rates,” attached to this Ordinance as Exhibit B. The Standard Rate Number is also referred to in the City as the Classification Number. The City Council adopts the Salary Table, attached to this Ordinance as Exhibit A, effective July 1, 2017, for all employees in the Classified Service. Exhibit A sets forth the hourly and biweekly rates of pay for Classified Service employees, except those working in fire suppression positions who work a 28-day work period and are subject to the partial exemption under the FLSA as set forth in Section 3 of this

Ordinance. The Comptroller, working with the Personnel Director, is authorized to calculate the hourly rate for fire suppression employees who work a 28-day work period and are subject to the partial exemption under the FLSA, by dividing the hourly rate as set forth in Exhibit A by 1.4.

There are no special salary adjustments for employees in the Classified Service for Fiscal Year 2018.

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

Every employee working in a classification that is represented by a recognized employee organization will receive a salary consistent with the applicable MOU between the City and the recognized employee organization representing that classification and the Salary Table at Exhibit A of this Ordinance.

Unrepresented employees, regardless of classification, will not receive a general salary increase for Fiscal Year 2018. An unrepresented employee may, however, be granted an individual salary increase pursuant to Section 8 of this Ordinance, based on merit, performance, or changes in duties.

Section 2.1. Salary Reductions

Effective July 1, 2006, and continuing in Fiscal Year 2018, subject to compliance with the MMBA and City Council Policy 300-06, employees in the San Diego Police Officers Association (SDPOA) and Deputy City Attorneys Association (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 Municipal Code section 24.0103.

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 not exempt under the FLSA and are eligible for premium rate overtime based on the employee's scheduled workweek. Premium rate overtime will be computed in accordance with the FLSA, including all applicable cases interpreting the FLSA, and with all applicable regulations.

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 workweek, are under the FLSA partial exemption at section 207(k) and are eligible for premium rate overtime after they have worked more than 112 hours in a 28-day work period.

Part-time employees paid hourly and no standard hours employees are not 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 the FLSA and are not eligible for overtime pay. Unclassified, salaried employees are exempt under the FLSA and are not eligible for overtime pay, provided they are paid the minimum salary each week to satisfy the salary basis

requirements as defined in 29 C.F.R. § 541.600 (2015), if in effect, or any subsequent federal law or regulation binding on the City. 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 biweekly 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 a full-day wage 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 results in this provision conflicting with the FLSA's salary exemption requirements or exceeding 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

Labor Code section 1182.12(a) states that, on and after July 1, 2014, the minimum wage for all industries will be at least \$9 per hour, and on and after January 1, 2016, the minimum wage for all industries will be at least \$10 per hour. Labor Code section 1182.12(b)(1)(A) states that employers, who employ 26 or more employees, must pay their employees at least \$10.50 per hour on or after January 1, 2017. Labor Code section 1182.12(b)(1)(B) states that employers, who employ 26 or more employees, must pay their employees at least \$11.00 per hour on or after January 1, 2018.

Exhibits A and C conform to Labor Code section 1182.12. Exhibit A reflects that the base rate of pay at E Step for all classifications in the Classified Service is no less than the California minimum wage. Exhibit C establishes at least one pay rate in all ranges that is at least the California minimum wage. Appointing authorities are to ensure that no City employee is paid less than the California minimum wage in Fiscal Year 2018.

Section 6. COMPLIANCE WITH LOCAL MINIMUM WAGE UNDER SAN DIEGO ORDINANCE O-20390

On June 7, 2016, City voters approved San Diego Ordinance O-20390, codified at Municipal Code sections 39.0101 through 39.0116, which, in part, established a minimum wage of \$10.50 upon the ordinance's effective date, \$11.50 an hour on January 1, 2017, and increasing with the cost of living on January 1, 2019, and annually thereafter. Exhibits A and C conform to San Diego Ordinance O-20390. Exhibit A reflects that the base rate of pay at E Step for all classifications in the Classified Service is no less than the local minimum wage. Exhibit C establishes at least one pay rate in all ranges that is at least the local minimum wage. Appointing authorities are to ensure that no City employee is paid less than the local minimum wage in Fiscal Year 2018.

Section 7. 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 8. 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 9. 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 Municipal Code section 24.1402(b)(8).

When computing overtime pay for employees, the Comptroller must use the computations set forth in the applicable provisions of the FLSA and all applicable regulations and case law interpreting 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.

For part-time employees and employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E, the Comptroller, in cooperation with the Mayor and Personnel Director, is authorized to establish and use appropriate computations to compute vacations, other leaves of absence, and pay upon separation of employment.

Section 10. ELIGIBILITY FOR SPECIAL PAY

Section 10.1. 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 director 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 10.2. 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 10.3. 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 10.4. 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 10.5. 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 applies 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 10.6. 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 San Diego 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 10.7. 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 San Diego City Firefighters, International Association of Firefighters, Local 145 (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 10.8. Administrative Leave

The Mayor, or the Mayor's designee, and independent appointing authorities are authorized to place any City employee on paid administrative leave for up to 30 calendar days when, in the sole determination and discretion of the Mayor or designee or the independent appointing authority, paid administrative leave is necessary to immediately, temporarily remove an employee from the workplace when temporary removal is necessary to maintain the wellbeing, safety, security, or protection of any City employee or citizen, City property, or City resources; when temporary removal of an employee is a legally required accommodation; or when it is otherwise required by federal or state law. This authorization does not create a right of

any employee to paid administrative leave, nor is it intended to modify or supersede any provisions regarding leave, with or without pay, or disciplinary procedures, set forth in the City's Civil Service Rules or Personnel Regulations.

Section 11. 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 City 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.

The automobile allowance is paid in accordance with applicable federal tax law.

Section 12. SICK LEAVE

Section 12.1 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 12.2. Paid Sick Leave for Employees under AB 1522

Notwithstanding the repeal of the Sick Leave Program described in Section 12.1 above, the City Council intends to provide to those hourly, limited employees, who have no paid annual leave, paid sick leave in conformance with the Healthy Workplaces, Healthy Families Act of 2014 and related amendments, codified at Labor Code sections 245 through 249 (AB 1522), and as negotiated by the City with its impacted employee organizations under the MMBA.

Under AB 1522, an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick leave at a rate of not less than one hour for every 30 hours worked, subject to specified use and accrual limitations set forth in AB 1522.

The paid sick leave under AB 1522 will be administered pursuant to the conditions negotiated between the City and its impacted employee organizations, and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06. This paid leave for unrepresented employees will be administered in accordance with regulations implemented by the Mayor or designee.

Section 12.3 Earned Sick Leave under Ordinance O-20390

In accordance with the City of San Diego Earned Sick Leave and Minimum Wage Ordinance (Ordinance O-20390), codified at Municipal Code sections 39.0101 through 39.0116, hourly, limited City employees, who have no paid annual leave, will have access to one hour of paid leave for every 30 hours worked to be used for the specified purposes and subject to the specified terms and limitations. This paid leave for represented employees will be administered pursuant to negotiated agreements between the City and its impacted employee organizations and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06. This paid leave for unrepresented employees will be administered in accordance with regulations implemented by the Mayor or designee.

City employees, with no paid annual leave, who receive earned sick leave under Ordinance O-20390, will not receive additional leave under AB 1522, provided that the earned sick leave under Ordinance O-20390 satisfies the requirements of AB1522 and negotiated MOUs.

Section 13. REWARDS AND RECOGNITION PROGRAM

The City Council has authorized the Employee Rewards and Recognition Program, set forth in Administrative Regulation 95.91, which includes the criteria, guidelines, and procedures used to establish a consistent citywide employee awards program. The City Council declares that there is a public purpose for the Rewards and Recognition Program, in that it is a means to retain highly-valued employees by providing a means to recognize and reward them, thus reducing the cost of recruiting new employees, and to encourage continued high-level performance and service, thus benefitting City residents, business owners, and taxpayers.

The Rewards and Recognition Program includes authorization of the Employee of the Quarter and Employee of the Year awards and the Exceptional Merit Cash Payments Program (EMCP), to recognize and reward employees for exceptional performance in their classification of employment. 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 or any reward under the Rewards and Recognition Program has a right, vested or otherwise, to receive future exceptional merit payments or other rewards or benefits.

The City Council authorizes the Mayor to implement the Rewards and Recognition Program and to make any future modifications necessary to implement it, in accordance with its established purpose and policy and with negotiated and approved agreements between the City and its recognized employee organizations.

Section 14. 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 15. PARENTAL LEAVE

The City Council authorizes a paid parental leave benefit for eligible employees of up to 160 hours of paid leave in a 12-month period, following the birth, adoption, or placement of a child. Employees must receive a flexible benefit allowance from the City to be eligible for the paid parental leave benefit, and further eligibility criteria and terms of the benefit, for represented employees, will be determined by negotiated MOUs, approved by the City Council, and by Administrative Regulation 95.89, Parental Leave, to be approved and implemented by the Mayor. Elected officers are not eligible for this benefit.

Section 16. DISCRETIONARY LEAVE

In Fiscal Year 2018, all full-time unrepresented employees will receive 24 hours of discretionary leave, which can be used in the same manner as annual leave, except this discretionary leave may not be cashed out upon separation from City employment and it will be forfeited, if not used by June 30, 2018. Unrepresented employees who work three-quarter time will receive 18 hours of discretionary leave under the same conditions as full-time employees. Half-time unrepresented employees will receive 12 hours of discretionary leave under the same conditions as full-time employees.

Employees represented by one of the City's recognized employee organizations will receive discretionary leave in the amount and on the terms specified in their applicable MOU. Elected officers are not eligible for this benefit.

Section 17. BEREAVEMENT LEAVE

Paid Bereavement Leave of 40 hours is available to all full-time employees for use during each fiscal year upon the death of an employee's spouse or registered domestic partner; father, father-in-law, mother, or mother-in-law (including stepparents and stepparents-in-law); sibling (including step, foster, or adopted); child (including step, foster, or adopted); grandparent; or grandchild. Proof of death, such as a death certificate, obituary notice, or funeral program, must be provided before an employee can receive Bereavement Leave. The documentation must be submitted within 30 calendar days of an employee's return to work. Bereavement Leave is prorated to 30 hours each fiscal year for employees who work three-quarter time and 20 hours each fiscal year for employees who work half-time. Bereavement Leave may not be cashed out upon separation from City employment, and it will be forfeited, if not used by June 30, 2018.

Unrepresented employees are eligible for this benefit under the terms set forth in this Ordinance. The eligibility of represented employees is set forth in the applicable MOU approved by the City Council. Elected officers are not eligible for this benefit.

Section 18. PARKING RATES

City employees who park in the Evan V. Jones Parkade, at the Community Concourse complex receive a 50 percent reduction in the monthly parking rate, in accordance with City Council approval of an operating agreement with Ace Parking III, LLC, by San Diego Resolution R-310248 (Feb. 10, 2016). City employees who park in the garage at Civic Center Plaza also receive a 50 percent reduction in the monthly parking rate.

The City Council authorizes the Mayor to implement additional parking discounts for City employees, including unrepresented employees, who work downtown, in accordance with terms negotiated between the City and its recognized employee organizations, and approved by the City Council.

Section 19. LIFE INSURANCE

The City Council has authorized life insurance benefits for City employees, including executive coverage equal to two times the annual salary to the Mayor, City Councilmembers, Department Directors, and employees above the Director level who elect the coverage, under the terms and conditions of the group policy provided by The Hartford Life and Accident Insurance Company, approved by the City Council, by San Diego Resolution R-308947 (May 20, 2014). The classifications eligible for executive life insurance coverage are set forth in Exhibit H to this Ordinance.

Section 20. 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 MOUs 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 requirements that are established by the City Council in its sole discretion.

Section 21. 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 22. INCORPORATION OF APPROVED MEMORANDA OF UNDERSTANDING AND TERMS AND CONDITIONS OF EMPLOYMENT DETERMINED THROUGH COMPLIANCE WITH THE MMBA

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.

The City Council authorizes the Mayor to take any necessary steps to implement and administer MOUs that have been approved by the City Council.

Section 23. COMPLIANCE WITH APPLICABLE LAW

The City Council intends this Ordinance to comply with all federal, state, and local laws and regulations applicable to the City as a public agency employer. The Ordinance must be implemented in accordance with applicable laws and regulations, and the Mayor, the Personnel Director, the Comptroller, the Risk Management Director, and other City officers responsible for implementing employee compensation, including pay and benefits, must ensure that this Ordinance is implemented in accordance with applicable laws and with the officers' Charter-mandated duties.

Section 24. The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

Section 25. Exhibit E documents that there are no positions to be exempted from the Classified Service, in accordance with Charter section 117(a)(17), by this Ordinance. The City Council may exempt positions from the Classified Service during Fiscal Year 2018 pursuant to the requirements of Charter section 117(a)(17).

Section 26. 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 27. 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 2018 pay to be effective on July 1, 2017.

APPROVED: MARA W. ELLIOTT, City Attorney

By Joan F. Dawson
Joan F. Dawson
Deputy City Attorney

JFD:ccm
01/25/2017
04/10/2017 REV.
Or.Dept: Human Resources
1481511

I certify that the following Ordinance was introduced by the Council of the City of San Diego, at its meeting of APR 10 2017.

ELIZABETH S. MALAND
City Clerk

By [Signature]
Deputy City Clerk

Approved: 4/11/17
(date)

[Signature]
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 10 2017; approved by the Mayor pursuant to San Diego Charter section 290 on APR 11 2017; and passed by the City Council at its meeting of APR 25 2017.

ELIZABETH S. MALAND
City Clerk

By [Signature]
Deputy City Clerk

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

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 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1105	A	1421.60	17.77	1118	A	1972.00	24.65	1127	A	1793.60	22.42
	B	1491.20	18.64		B	2063.20	25.79		B	1884.80	23.56
	C	1560.00	19.50		C	2164.80	27.06		C	1973.60	24.67
	D	1637.60	20.47		D	2265.60	28.32		D	2072.80	25.91
	E	1712.80	21.41		E	2376.80	29.71		E	2175.20	27.19
1106	A	2283.20	28.54	1119	A	2806.40	35.08	1129	A	1710.40	21.38
	B	2394.40	29.93		B	2946.40	36.83		B	1797.60	22.47
	C	2512.80	31.41		C	3091.20	38.64		C	1887.20	23.59
	D	2626.40	32.83		D	3240.80	40.51		D	1974.40	24.68
	E	2760.00	34.50		E	3405.60	42.57		E	2079.20	25.99
1107	A	1637.60	20.47	1122	A	2118.40	26.48	1130	A	1758.40	21.98
	B	1712.80	21.41		B	2222.40	27.78		B	1839.20	22.99
	C	1793.60	22.42		C	2329.60	29.12		C	1932.00	24.15
	D	1884.80	23.56		D	2446.40	30.58		D	2028.80	25.36
	E	1974.40	24.68		E	2568.00	32.10		E	2124.80	26.56
1108	A	1490.40	18.63	1123	A	2806.40	35.08	1131	A	2028.80	25.36
	B	1563.20	19.54		B	2946.40	36.83		B	2120.00	26.50
	C	1637.60	20.47		C	3091.20	38.64		C	2231.20	27.89
	D	1710.40	21.38		D	3240.80	40.51		D	2346.40	29.33
	E	1797.60	22.47		E	3405.60	42.57		E	2458.40	30.73
1110	A	2568.00	32.10	1124	A	2564.80	32.06	1132	A	1710.40	21.38
	B	2689.60	33.62		B	2688.80	33.61		B	1797.60	22.47
	C	2824.80	35.31		C	2824.80	35.31		C	1887.20	23.59
	D	2967.20	37.09		D	2960.00	37.00		D	1974.40	24.68
	E	3111.20	38.89		E	3110.40	38.88		E	2079.20	25.99
1116	A	2079.20	25.99	1125	A	2333.60	29.17	1133	A	1456.80	18.21
	B	2179.20	27.24		B	2448.00	30.60		B	1532.00	19.15
	C	2283.20	28.54		C	2567.20	32.09		C	1605.60	20.07
	D	2394.40	29.93		D	2695.20	33.69		D	1678.40	20.98
	E	2512.80	31.41		E	2827.20	35.34		E	1756.80	21.96
1117	A	1344.00	16.80	1126	A	2118.40	26.48	1134	A	2174.40	27.18
	B	1404.80	17.56		B	2222.40	27.78		B	2274.40	28.43
	C	1465.60	18.32		C	2329.60	29.12		C	2376.80	29.71
	D	1532.80	19.16		D	2446.40	30.58		D	2488.00	31.10
	E	1601.60	20.02		E	2568.00	32.10		E	2600.80	32.51

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1136	A	2068.80	25.86	1149	A	3181.60	39.77	1157	A	2225.60	27.82
	B	2171.20	27.14		B	3342.40	41.78		B	2328.80	29.11
	C	2281.60	28.52		C	3497.60	43.72		C	2440.00	30.50
	D	2392.00	29.90		D	3672.80	45.91		D	2562.40	32.03
	E	2512.80	31.41		E	3850.40	48.13		E	2681.60	33.52
1137	A	1929.60	24.12	1150	A	2729.60	34.12	1158	A	1710.40	21.38
	B	2024.00	25.30		B	2864.80	35.81		B	1797.60	22.47
	C	2120.00	26.50		C	3004.00	37.55		C	1887.20	23.59
	D	2222.40	27.78		D	3148.80	39.36		D	1974.40	24.68
	E	2325.60	29.07		E	3304.00	41.30		E	2079.20	25.99
1138	A	1923.20	24.04	1151	A	1710.40	21.38	1159	A	2711.20	33.89
	B	2024.80	25.31		B	1797.60	22.47		B	2840.00	35.50
	C	2131.20	26.64		C	1887.20	23.59		C	2972.80	37.16
	D	2243.20	28.04		D	1974.40	24.68		D	3120.80	39.01
	E	2361.23	29.52		E	2079.20	25.99		E	3272.00	40.90
1140	A	1912.00	23.90	1152	A	2158.40	26.98	1160	A	1296.00	16.20
	B	1996.00	24.95		B	2264.00	28.30		B	1360.80	17.01
	C	2088.80	26.11		C	2379.20	29.74		C	1428.80	17.86
	D	2186.40	27.33		D	2492.00	31.15		D	1493.60	18.67
	E	2282.40	28.53		E	2616.00	32.70		E	1561.60	19.52
1146	A	2400.80	30.01	1153	A	2225.60	27.82	1161	A	2019.20	25.24
	B	2524.80	31.56		B	2328.80	29.11		B	2120.80	26.51
	C	2645.60	33.07		C	2440.00	30.50		C	2226.40	27.83
	D	2770.40	34.63		D	2562.40	32.03		D	2330.40	29.13
	E	2904.80	36.31		E	2681.60	33.52		E	2440.80	30.51
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

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1164	A	1923.20	24.04	1172	A	2120.80	26.51	1181	A	1710.40	21.38
	B	2021.60	25.27		B	2226.40	27.83		B	1797.60	22.47
	C	2121.60	26.52		C	2330.40	29.13		C	1887.20	23.59
	D	2219.20	27.74		D	2440.80	30.51		D	1974.40	24.68
	E	2326.40	29.08		E	2560.80	32.01		E	2079.20	25.99
1165	A	2021.60	25.27	1173	A	2435.20	30.44	1183	MIN	2568.00	32.10
	B	2121.60	26.52		B	2560.80	32.01		MAX	3422.40	42.78
	C	2219.20	27.74		C	2676.00	33.45				
	D	2326.40	29.08		D	2811.20	35.14				
	E	2438.40	30.48		E	2940.80	36.76				
1166	A	2321.60	29.02	1175	A	1844.00	23.05	1184	A	2225.60	27.82
	B	2438.40	30.48		B	1932.80	24.16		B	2328.80	29.11
	C	2550.40	31.88		C	2027.20	25.34		C	2440.00	30.50
	D	2680.00	33.50		D	2126.40	26.58		D	2562.40	32.03
	E	2802.40	35.03		E	2231.20	27.89		E	2681.60	33.52
1167	A	2225.60	27.82	1176	A	1204.00	15.05	1185	A	2562.40	32.03
	B	2328.80	29.11		B	1264.80	15.81		B	2681.60	33.52
	C	2440.00	30.50		C	1328.80	16.61		C	2816.00	35.20
	D	2562.40	32.03		D	1392.80	17.41		D	2953.60	36.92
	E	2681.60	33.52		E	1464.00	18.30		E	3094.40	38.68
1168	A	1744.00	21.80	1177	A	2019.20	25.24	1186	A	2953.60	36.92
	B	1834.40	22.93		B	2120.80	26.51		B	3094.40	38.68
	C	1928.80	24.11		C	2226.40	27.83		C	3248.80	40.61
	D	2023.20	25.29		D	2330.40	29.13		D	3408.00	42.60
	E	2123.20	26.54		E	2440.80	30.51		E	3571.20	44.64
1170	A	1705.60	21.32	1178	A	2120.80	26.51	1187	A	1887.20	23.59
	B	1792.00	22.40		B	2226.40	27.83		B	1972.80	24.66
	C	1880.80	23.51		C	2330.40	29.13		C	2076.80	25.96
	D	1968.00	24.60		D	2440.80	30.51		D	2181.60	27.27
	E	2072.80	25.91		E	2560.80	32.01		E	2287.20	28.59
1171	A	2019.20	25.24	1179	A	2435.20	30.44	1188	A	1640.00	20.50
	B	2120.80	26.51		B	2560.80	32.01		B	1712.80	21.41
	C	2226.40	27.83		C	2676.00	33.45		C	1795.20	22.44
	D	2330.40	29.13		D	2811.20	35.14		D	1887.20	23.59
	E	2440.80	30.51		E	2940.80	36.76		E	1972.80	24.66

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1189	A	1104.80	13.81	1196	A	1797.60	22.47	1218	A	2079.20	25.99
	B	1155.20	14.44		B	1880.80	23.51		B	2179.20	27.24
	C	1209.60	15.12		C	1977.60	24.72		C	2283.20	28.54
	D	1268.80	15.86		D	2079.20	25.99		D	2394.40	29.93
	E	1332.00	16.65		E	2179.20	27.24		E	2512.80	31.41
1190	A	2079.20	25.99	1201	A	1710.40	21.38	1219	A	2562.40	32.03
	B	2179.20	27.24		B	1797.60	22.47		B	2681.60	33.52
	C	2283.20	28.54		C	1887.20	23.59		C	2816.00	35.20
	D	2394.40	29.93		D	1974.40	24.68		D	2953.60	36.92
	E	2512.80	31.41		E	2079.20	25.99		E	3094.40	38.68
1191	A	1519.20	18.99	1205	A	1740.00	21.75	1220	A	2384.80	29.81
	B	1581.60	19.77		B	1818.40	22.73		B	2500.00	31.25
	C	1659.20	20.74		C	1895.20	23.69		C	2627.20	32.84
	D	1729.60	21.62		D	1981.60	24.77		D	2759.20	34.49
	E	1811.20	22.64		E	2070.40	25.88		E	2887.20	36.09
1192	A	1156.00	14.45	1206	A	1740.00	21.75	1221	A	2562.40	32.03
	B	1212.00	15.15		B	1818.40	22.73		B	2681.60	33.52
	C	1270.40	15.88		C	1895.20	23.69		C	2816.00	35.20
	D	1332.80	16.66		D	1981.60	24.77		D	2953.60	36.92
	E	1396.80	17.46		E	2070.40	25.88		E	3094.40	38.68
1193	A	1344.00	16.80	1207	A	2225.60	27.82	1222	A	2079.20	25.99
	B	1404.80	17.56		B	2328.80	29.11		B	2179.20	27.24
	C	1465.60	18.32		C	2440.00	30.50		C	2283.20	28.54
	D	1532.80	19.16		D	2562.40	32.03		D	2394.40	29.93
	E	1602.40	20.03		E	2681.60	33.52		E	2512.80	31.41
1194	A	1151.20	14.39	1208	A	2225.60	27.82	1223	A	2562.40	32.03
	B	1211.20	15.14		B	2328.80	29.11		B	2681.60	33.52
	C	1268.00	15.85		C	2440.00	30.50		C	2816.00	35.20
	D	1321.60	16.52		D	2562.40	32.03		D	2953.60	36.92
	E	1387.20	17.34		E	2681.60	33.52		E	3094.40	38.68
1195	A	2370.40	29.63	1217	A	2079.20	25.99	1224	A	1969.60	24.62
	B	2488.00	31.10		B	2179.20	27.24		B	2063.20	25.79
	C	2612.00	32.65		C	2283.20	28.54		C	2166.40	27.08
	D	2742.40	34.28		D	2394.40	29.93		D	2276.80	28.46
	E	2880.00	36.00		E	2512.80	31.41		E	2384.80	29.81

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1225	A	2562.40	32.03	1233	A	2562.40	32.03	1242	A	2825.60	35.32
	B	2681.60	33.52		B	2681.60	33.52		B	2959.20	36.99
	C	2816.00	35.20		C	2816.00	35.20		C	3108.00	38.85
	D	2953.60	36.92		D	2953.60	36.92		D	3262.40	40.78
	E	3094.40	38.68		E	3094.40	38.68		E	3422.40	42.78
1226	A	2072.80	25.91	1235	A	1880.80	23.51	1243	A	2825.60	35.32
	B	2172.00	27.15		B	1968.80	24.61		B	2959.20	36.99
	C	2273.60	28.42		C	2065.60	25.82		C	3108.00	38.85
	D	2386.40	29.83		D	2172.00	27.15		D	3262.40	40.78
	E	2504.00	31.30		E	2276.80	28.46		E	3422.40	42.78
1227	A	2181.60	27.27	1236	A	1008.00	12.60	1244	A	3247.20	40.59
	B	2288.00	28.60		B	1058.40	13.23		B	3404.00	42.55
	C	2395.20	29.94		C	1098.40	13.73		C	3572.80	44.66
	D	2513.60	31.42		D	1151.20	14.39		D	3751.20	46.89
	E	2636.00	32.95		E	1211.20	15.14		E	3932.80	49.16
1228	A	2079.20	25.99	1237	A	1272.80	15.91	1246	A	1151.20	14.39
	B	2179.20	27.24		B	1331.20	16.64		B	1211.20	15.14
	C	2283.20	28.54		C	1388.00	17.35		C	1268.00	15.85
	D	2394.40	29.93		D	1456.80	18.21		D	1321.60	16.52
	E	2512.80	31.41		E	1532.00	19.15		E	1387.20	17.34
1229	A	1902.40	23.78	1238	A	1526.40	19.08	1249	A	1975.20	24.69
	B	1992.00	24.90		B	1602.40	20.03		B	2074.40	25.93
	C	2084.00	26.05		C	1676.80	20.96		C	2178.40	27.23
	D	2196.00	27.45		D	1760.80	22.01		D	2287.20	28.59
	E	2296.80	28.71		E	1848.80	23.11		E	2401.60	30.02
1230	A	1664.00	20.80	1240	A	2283.20	28.54	1250	A	1716.80	21.46
	B	1740.80	21.76		B	2394.40	29.93		B	1797.60	22.47
	C	1822.40	22.78		C	2512.80	31.41		C	1888.00	23.60
	D	1913.60	23.92		D	2626.40	32.83		D	1974.40	24.68
	E	1999.20	24.99		E	2760.00	34.50		E	2079.20	25.99
1231	A	2562.40	32.03	1241	A	2568.00	32.10	1253	A	2764.00	34.55
	B	2681.60	33.52		B	2689.60	33.62		B	2895.20	36.19
	C	2816.00	35.20		C	2824.80	35.31		C	3039.20	37.99
	D	2953.60	36.92		D	2967.20	37.09		D	3188.80	39.86
	E	3094.40	38.68		E	3111.20	38.89		E	3348.00	41.85

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1255	A	1211.20	15.14	1265	A	1449.60	18.12	1276	A	2019.20	25.24
	B	1268.00	15.85		B	1519.20	18.99		B	2120.80	26.51
	C	1321.60	16.52		C	1590.40	19.88		C	2226.40	27.83
	D	1387.20	17.34		D	1660.00	20.75		D	2330.40	29.13
	E	1458.40	18.23		E	1735.20	21.69		E	2440.80	30.51
1256	A	1268.00	15.85	1266	A	1672.80	20.91	1277	A	2120.80	26.51
	B	1322.40	16.53		B	1743.20	21.79		B	2226.40	27.83
	C	1387.20	17.34		C	1827.20	22.84		C	2330.40	29.13
	D	1458.40	18.23		D	1904.80	23.81		D	2440.80	30.51
	E	1531.20	19.14		E	1996.00	24.95		E	2560.80	32.01
1257	A	1455.20	18.19	1267	A	1840.00	23.00	1278	A	2664.80	33.31
	B	1525.60	19.07		B	1917.60	23.97		B	2800.00	35.00
	C	1596.00	19.95		C	2011.20	25.14		C	2935.20	36.69
	D	1677.60	20.97		D	2100.80	26.26		D	3077.60	38.47
	E	1760.80	22.01		E	2196.80	27.46		E	3225.60	40.32
1258	A	1008.00	12.60	1268	A	1211.20	15.14	1279	A	2958.40	36.98
	B	1058.40	13.23		B	1268.00	15.85		B	3110.40	38.88
	C	1098.40	13.73		C	1321.60	16.52		C	3252.00	40.65
	D	1151.20	14.39		D	1387.20	17.34		D	3414.40	42.68
	E	1211.20	15.14		E	1458.40	18.23		E	3577.60	44.72
1259	A	1222.40	15.28	1273	A	2379.20	29.74	1280	A	1281.60	16.02
	B	1274.40	15.93		B	2498.40	31.23		B	1336.80	16.71
	C	1321.60	16.52		C	2616.80	32.71		C	1396.00	17.45
	D	1388.80	17.36		D	2742.40	34.28		D	1457.60	18.22
	E	1447.20	18.09		E	2876.80	35.96		E	1525.60	19.07
1263	A	1421.60	17.77	1274	A	1529.60	19.12	1282	A	1888.80	23.61
	B	1491.20	18.64		B	1598.40	19.98		B	1979.20	24.74
	C	1560.00	19.50		C	1677.60	20.97		C	2077.60	25.97
	D	1637.60	20.47		D	1758.40	21.98		D	2171.20	27.14
	E	1712.80	21.41		E	1836.00	22.95		E	2288.00	28.60
1264	A	1706.40	21.33	1275	A	1758.40	21.98	1283	A	1490.40	18.63
	B	1791.20	22.39		B	1836.00	22.95		B	1560.00	19.50
	C	1872.00	23.40		C	1931.20	24.14		C	1637.60	20.47
	D	1952.80	24.41		D	2030.40	25.38		D	1712.80	21.41
	E	2046.40	25.58		E	2126.40	26.58		E	1793.60	22.42

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1285	A	1395.20	17.44	1302	A	1100.00	13.75	1309	A	1559.20	19.49
	B	1457.60	18.22		B	1191.20	14.89		B	1663.20	20.79
	C	1526.40	19.08		C	1283.20	16.04		C	1767.20	22.09
	D	1602.40	20.03		D	1374.40	17.18		D	1871.20	23.39
	E	1681.60	21.02		E	1557.60	19.47		E	1975.20	24.69
1286	A	1421.60	17.77	1303	A	1191.20	14.89	1310	A	1146.40	14.33
	B	1491.20	18.64		B	1283.20	16.04		B	1242.40	15.53
	C	1560.00	19.50		C	1374.40	17.18		C	1337.60	16.72
	D	1637.60	20.47		D	1557.60	19.47		D	1433.60	17.92
	E	1712.80	21.41		E	1740.80	21.76		E	1528.80	19.11
1287	A	1564.80	19.56	1304	A	1247.20	15.59	1311	A	1433.60	17.92
	B	1640.00	20.50		B	1351.20	16.89		B	1528.80	19.11
	C	1715.20	21.44		C	1455.20	18.19		C	1624.80	20.31
	D	1801.60	22.52		D	1559.20	19.49		D	1720.00	21.50
	E	1885.60	23.57		E	1663.20	20.79		E	1816.00	22.70
1288	A	1671.20	20.89	1305	A	1767.20	22.09	1312	A	1247.20	15.59
	B	1744.00	21.80		B	1871.20	23.39		B	1351.20	16.89
	C	1829.60	22.87		C	1975.20	24.69		C	1455.20	18.19
	D	1911.20	23.89		D	2079.20	25.99		D	1559.20	19.49
	E	2000.00	25.00		E	2079.20	25.99		E	1663.20	20.79
1290	A	1892.00	23.65	1306	A	1247.20	15.59	1313	A	1559.20	19.49
	B	1982.40	24.78		B	1351.20	16.89		B	1663.20	20.79
	C	2082.40	26.03		C	1455.20	18.19		C	1767.20	22.09
	D	2185.60	27.32		D	1559.20	19.49		D	1871.20	23.39
	E	2291.20	28.64		E	1663.20	20.79		E	1975.20	24.69
1293	A	1671.20	20.89	1307	A	1559.20	19.49	1314	A	1537.60	19.22
	B	1744.00	21.80		B	1663.20	20.79		B	1665.60	20.82
	C	1828.00	22.85		C	1767.20	22.09		C	1793.60	22.42
	D	1911.20	23.89		D	1871.20	23.39		D	1921.60	24.02
	E	2003.20	25.04		E	1975.20	24.69		E	2049.60	25.62
1296	A	2086.40	26.08	1308	A	1247.20	15.59	1315	A	1921.60	24.02
	B	2187.20	27.34		B	1351.20	16.89		B	2049.60	25.62
	C	2294.40	28.68		C	1455.20	18.19		C	2178.40	27.23
	D	2406.40	30.08		D	1559.20	19.49		D	2306.40	28.83
	E	2520.00	31.50		E	1663.20	20.79		E	2434.40	30.43

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1316	A	1172.00	14.65	1323	A	1559.20	19.49	1331	A	1545.60	19.32
	B	1269.60	15.87		B	1663.20	20.79		B	1620.00	20.25
	C	1367.20	17.09		C	1767.20	22.09		C	1692.00	21.15
	D	1464.80	18.31		D	1871.20	23.39		D	1780.80	22.26
	E	1562.40	19.53		E	1975.20	24.69		E	1866.40	23.33
1317	A	1464.80	18.31	1324	A	1172.00	14.65	1332	A	1738.40	21.73
	B	1562.40	19.53		B	1269.60	15.87		B	1819.20	22.74
	C	1660.00	20.75		C	1367.20	17.09		C	1907.20	23.84
	D	1757.60	21.97		D	1464.80	18.31		D	2005.60	25.07
	E	1855.20	23.19		E	1562.40	19.53		E	2098.40	26.23
1318	A	1172.00	14.65	1325	A	1464.80	18.31	1333	A	1912.00	23.90
	B	1269.60	15.87		B	1562.40	19.53		B	2004.80	25.06
	C	1367.20	17.09		C	1660.00	20.75		C	2097.60	26.22
	D	1464.80	18.31		D	1757.60	21.97		D	2207.20	27.59
	E	1562.40	19.53		E	1855.20	23.19		E	2310.40	28.88
1319	A	1464.80	18.31	1326	A	1398.40	17.48	1334	A	1268.00	15.85
	B	1562.40	19.53		B	1514.40	18.93		B	1322.40	16.53
	C	1660.00	20.75		C	1631.20	20.39		C	1387.20	17.34
	D	1757.60	21.97		D	1748.00	21.85		D	1458.40	18.23
	E	1855.20	23.19		E	1980.80	24.76		E	1531.20	19.14
1320	A	1217.60	15.22	1327	A	1514.40	18.93	1335	A	1146.40	14.33
	B	1318.40	16.48		B	1631.20	20.39		B	1242.40	15.53
	C	1420.00	17.75		C	1748.00	21.85		C	1337.60	16.72
	D	1521.60	19.02		D	1980.80	24.76		D	1433.60	17.92
	E	1623.20	20.29		E	2213.60	27.67		E	1624.80	20.31
1321	A	1521.60	19.02	1329	A	1364.00	17.05	1336	A	1242.40	15.53
	B	1623.20	20.29		B	1477.60	18.47		B	1337.60	16.72
	C	1724.80	21.56		C	1591.20	19.89		C	1433.60	17.92
	D	1825.60	22.82		D	1705.60	21.32		D	1624.80	20.31
	E	1927.20	24.09		E	1819.20	22.74		E	1816.00	22.70
1322	A	1247.20	15.59	1330	A	1211.20	15.14	1337	A	1045.60	13.07
	B	1351.20	16.89		B	1268.00	15.85		B	1132.80	14.16
	C	1455.20	18.19		C	1321.60	16.52		C	1220.00	15.25
	D	1559.20	19.49		D	1387.20	17.34		D	1307.20	16.34
	E	1663.20	20.79		E	1458.40	18.23		E	1480.80	18.51

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1338	A	1132.80	14.16	1346	A	2953.60	36.92	1353	A	2394.40	29.93
	B	1220.00	15.25		B	3094.40	38.68		B	2512.80	31.41
	C	1307.20	16.34		C	3248.80	40.61		C	2626.40	32.83
	D	1480.80	18.51		D	3408.00	42.60		D	2760.00	34.50
	E	1655.20	20.69		E	3571.20	44.64		E	2895.20	36.19
1339	A	1705.60	21.32	1347	A	2161.60	27.02	1354	A	2568.00	32.10
	B	1819.20	22.74		B	2269.60	28.37		B	2689.60	33.62
	C	1932.80	24.16		C	2380.00	29.75		C	2824.80	35.31
	D	2046.40	25.58		D	2493.60	31.17		D	2967.20	37.09
	E	2160.00	27.00		E	2612.80	32.66		E	3111.20	38.89
1340	A	1421.60	17.77	1348	A	2079.20	25.99	1355	A	2683.20	33.54
	B	1491.20	18.64		B	2179.20	27.24		B	2812.00	35.15
	C	1560.00	19.50		C	2283.20	28.54		C	2949.60	36.87
	D	1637.60	20.47		D	2394.40	29.93		D	3091.20	38.64
	E	1712.80	21.41		E	2512.80	31.41		E	3244.00	40.55
1341	A	1211.20	15.14	1349	A	2283.20	28.54	1356	A	1432.00	17.90
	B	1268.00	15.85		B	2394.40	29.93		B	1500.00	18.75
	C	1321.60	16.52		C	2512.80	31.41		C	1576.00	19.70
	D	1387.20	17.34		D	2626.40	32.83		D	1645.60	20.57
	E	1458.40	18.23		E	2760.00	34.50		E	1723.20	21.54
1342	A	1682.40	21.03	1350	A	2951.20	36.89	1357	A	1649.60	20.62
	B	1768.00	22.10		B	3092.00	38.65		B	1723.20	21.54
	C	1850.40	23.13		C	3246.40	40.58		C	1811.20	22.64
	D	1943.20	24.29		D	3405.60	42.57		D	1888.80	23.61
	E	2036.00	25.45		E	3572.80	44.66		E	1974.40	24.68
1343	A	2036.00	25.45	1351	A	1710.40	21.38	1361	A	1654.40	20.68
	B	2136.00	26.70		B	1797.60	22.47		B	1732.00	21.65
	C	2237.60	27.97		C	1887.20	23.59		C	1820.80	22.76
	D	2344.00	29.30		D	1974.40	24.68		D	1895.20	23.69
	E	2462.40	30.78		E	2079.20	25.99		E	1988.80	24.86
1344	A	2568.00	32.10	1352	A	2079.20	25.99	1362	A	1902.40	23.78
	B	2689.60	33.62		B	2179.20	27.24		B	1989.60	24.87
	C	2824.80	35.31		C	2283.20	28.54		C	2093.60	26.17
	D	2967.20	37.09		D	2394.40	29.93		D	2183.20	27.29
	E	3111.20	38.89		E	2512.80	31.41		E	2286.40	28.58

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1363	A	1710.40	21.38	1370	A	2106.40	26.33	1377	A	1507.20	18.84
	B	1797.60	22.47		B	2202.40	27.53		B	1580.00	19.75
	C	1887.20	23.59		C	2303.20	28.79		C	1659.20	20.74
	D	1974.40	24.68		D	2409.60	30.12		D	1735.20	21.69
	E	2079.20	25.99		E	2514.40	31.43		E	1812.80	22.66
1364	A	2079.20	25.99	1371	A	1454.40	18.18	1378	A	2564.80	32.06
	B	2179.20	27.24		B	1524.00	19.05		B	2688.80	33.61
	C	2283.20	28.54		C	1594.40	19.93		C	2824.80	35.31
	D	2394.40	29.93		D	1660.80	20.76		D	2960.00	37.00
	E	2512.80	31.41		E	1740.80	21.76		E	3110.40	38.88
1365	A	2283.20	28.54	1372	A	1672.80	20.91	1379	A	1387.20	17.34
	B	2394.40	29.93		B	1743.20	21.79		B	1458.40	18.23
	C	2512.80	31.41		C	1826.40	22.83		C	1531.20	19.14
	D	2626.40	32.83		D	1904.80	23.81		D	1598.40	19.98
	E	2760.00	34.50		E	1996.80	24.96		E	1673.60	20.92
1366	A	2568.00	32.10	1373	A	1833.60	22.92	1380	A	2972.80	37.16
	B	2689.60	33.62		B	1913.60	23.92		B	3114.40	38.93
	C	2824.80	35.31		C	2004.80	25.06		C	3277.60	40.97
	D	2967.20	37.09		D	2084.80	26.06		D	3430.40	42.88
	E	3111.20	38.89		E	2188.00	27.35		E	3596.80	44.96
1367	A	1174.40	14.68	1374	A	1793.60	22.42	1381	A	1598.40	19.98
	B	1223.20	15.29		B	1884.80	23.56		B	1673.60	20.92
	C	1281.60	16.02		C	1973.60	24.67		C	1755.20	21.94
	D	1336.80	16.71		D	2072.80	25.91		D	1836.00	22.95
	E	1396.00	17.45		E	2175.20	27.19		E	1932.00	24.15
1368	A	1594.40	19.93	1375	A	2118.40	26.48	1382	A	1598.40	19.98
	B	1660.80	20.76		B	2222.40	27.78		B	1673.60	20.92
	C	1740.80	21.76		C	2329.60	29.12		C	1755.20	21.94
	D	1816.00	22.70		D	2446.40	30.58		D	1836.00	22.95
	E	1904.00	23.80		E	2568.00	32.10		E	1932.00	24.15
1369	A	1832.00	22.90	1376	A	2333.60	29.17	1383	A	1677.60	20.97
	B	1915.20	23.94		B	2448.00	30.60		B	1758.40	21.98
	C	2001.60	25.02		C	2567.20	32.09		C	1843.20	23.04
	D	2093.60	26.17		D	2695.20	33.69		D	1929.60	24.12
	E	2187.20	27.34		E	2827.20	35.34		E	2029.60	25.37

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1384	A	2882.40	36.03	1391	A	2461.60	30.77	1398	A	1634.40	20.43
	B	3017.60	37.72		B	2576.80	32.21		B	1711.20	21.39
	C	3168.80	39.61		C	2703.20	33.79		C	1793.60	22.42
	D	3324.00	41.55		D	2837.60	35.47		D	1880.00	23.50
	E	3482.40	43.53		E	2973.60	37.17		E	1972.00	24.65
1385	A	2562.40	32.03	1392	A	1371.20	17.14	1399	A	1793.60	22.42
	B	2681.60	33.52		B	1438.40	17.98		B	1888.00	23.60
	C	2816.00	35.20		C	1509.60	18.87		C	1974.40	24.68
	D	2953.60	36.92		D	1576.00	19.70		D	2066.40	25.83
	E	3094.40	38.68		E	1648.80	20.61		E	2167.20	27.09
1386	A	1211.20	15.14	1393	A	2222.40	27.78	1400	A	2066.40	25.83
	B	1268.00	15.85		B	2325.60	29.07		B	2171.20	27.14
	C	1321.60	16.52		C	2446.40	30.58		C	2275.20	28.44
	D	1387.20	17.34		D	2564.80	32.06		D	2379.20	29.74
	E	1458.40	18.23		E	2684.00	33.55		E	2498.40	31.23
1387	A	924.80	11.56	1394	A	1268.00	15.85	1401	A	1637.60	20.47
	B	970.40	12.13		B	1322.40	16.53		B	1712.80	21.41
	C	1009.60	12.62		C	1387.20	17.34		C	1793.60	22.42
	D	1058.40	13.23		D	1458.40	18.23		D	1884.80	23.56
	E	1104.80	13.81		E	1531.20	19.14		E	1974.40	24.68
1388	A	1268.00	15.85	1395	A	1268.00	15.85	1404	A	1938.40	24.23
	B	1322.40	16.53		B	1322.40	16.53		B	2026.40	25.33
	C	1387.20	17.34		C	1387.20	17.34		C	2125.60	26.57
	D	1458.40	18.23		D	1458.40	18.23		D	2225.60	27.82
	E	1531.20	19.14		E	1531.20	19.14		E	2336.00	29.20
1389	A	1009.60	12.62	1396	A	1455.20	18.19	1406	A	2036.00	25.45
	B	1058.40	13.23		B	1525.60	19.07		B	2136.00	26.70
	C	1104.80	13.81		C	1596.00	19.95		C	2237.60	27.97
	D	1146.40	14.33		D	1677.60	20.97		D	2344.00	29.30
	E	1201.60	15.02		E	1760.80	22.01		E	2462.40	30.78
1390	A	1104.80	13.81	1397	A	1710.40	21.38	1407	A	2079.20	25.99
	B	1146.40	14.33		B	1797.60	22.47		B	2179.20	27.24
	C	1201.60	15.02		C	1887.20	23.59		C	2283.20	28.54
	D	1249.60	15.62		D	1974.40	24.68		D	2394.40	29.93
	E	1306.40	16.33		E	2079.20	25.99		E	2512.80	31.41

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1409	A	1710.40	21.38	1416	A	2568.00	32.10	1423	A	1708.80	21.36
	B	1797.60	22.47		B	2689.60	33.62		B	1791.20	22.39
	C	1887.20	23.59		C	2824.80	35.31		C	1881.60	23.52
	D	1974.40	24.68		D	2967.20	37.09		D	1970.40	24.63
	E	2079.20	25.99		E	3111.20	38.89		E	2065.60	25.82
1410	A	1308.80	16.36	1417	A	1710.40	21.38	1424	A	2283.20	28.54
	B	1376.80	17.21		B	1797.60	22.47		B	2394.40	29.93
	C	1441.60	18.02		C	1887.20	23.59		C	2512.80	31.41
	D	1506.40	18.83		D	1974.40	24.68		D	2626.40	32.83
	E	1577.60	19.72		E	2079.20	25.99		E	2760.00	34.50
1411	A	1440.00	18.00	1418	A	2398.40	29.98	1425	A	2950.40	36.88
	B	1518.40	18.98		B	2513.60	31.42		B	3086.40	38.58
	C	1579.20	19.74		C	2637.60	32.97		C	3237.60	40.47
	D	1656.00	20.70		D	2767.20	34.59		D	3392.80	42.41
	E	1737.60	21.72		E	2893.60	36.17		E	3561.60	44.52
1412	A	1268.00	15.85	1419	A	1386.40	17.33	1426	A	2236.80	27.96
	B	1322.40	16.53		B	1463.20	18.29		B	2343.20	29.29
	C	1387.20	17.34		C	1525.60	19.07		C	2443.20	30.54
	D	1458.40	18.23		D	1600.80	20.01		D	2562.40	32.03
	E	1531.20	19.14		E	1673.60	20.92		E	2682.40	33.53
1413	A	2004.00	25.05	1420	A	1631.20	20.39	1427	A	2564.80	32.06
	B	2100.80	26.26		B	1706.40	21.33		B	2689.60	33.62
	C	2211.20	27.64		C	1792.80	22.41		C	2823.20	35.29
	D	2308.00	28.85		D	1874.40	23.43		D	2958.40	36.98
	E	2422.40	30.28		E	1968.00	24.60		E	3100.00	38.75
1414	A	3026.40	37.83	1421	A	2616.00	32.70	1428	A	1811.20	22.64
	B	3168.80	39.61		B	2734.40	34.18		B	1900.00	23.75
	C	3327.20	41.59		C	2876.80	35.96		C	1978.40	24.73
	D	3490.40	43.63		D	3016.80	37.71		D	2079.20	25.99
	E	3656.80	45.71		E	3158.40	39.48		E	2174.40	27.18
1415	A	2079.20	25.99	1422	A	1488.00	18.60	1429	A	2568.00	32.10
	B	2179.20	27.24		B	1560.00	19.50		B	2689.60	33.62
	C	2283.20	28.54		C	1637.60	20.47		C	2824.80	35.31
	D	2394.40	29.93		D	1708.80	21.36		D	2967.20	37.09
	E	2512.80	31.41		E	1791.20	22.39		E	3111.20	38.89

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1430	A	2604.80	32.56	1439	A	1449.60	18.12	1446	A	1706.40	21.33
	B	2728.80	34.11		B	1519.20	18.99		B	1791.20	22.39
	C	2856.80	35.71		C	1590.40	19.88		C	1872.00	23.40
	D	3000.80	37.51		D	1660.00	20.75		D	1952.80	24.41
	E	3150.40	39.38		E	1735.20	21.69		E	2046.40	25.58
1431	A	2065.60	25.82	1440	A	1590.40	19.88	1447	A	1835.20	22.94
	B	2172.00	27.15		B	1660.00	20.75		B	1920.00	24.00
	C	2276.00	28.45		C	1735.20	21.69		C	2004.80	25.06
	D	2383.20	29.79		D	1816.00	22.70		D	2098.40	26.23
	E	2498.40	31.23		E	1902.40	23.78		E	2198.40	27.48
1432	A	1231.20	15.39	1441	A	1668.00	20.85	1448	A	1933.60	24.17
	B	1295.20	16.19		B	1740.80	21.76		B	2019.20	25.24
	C	1348.00	16.85		C	1826.40	22.83		C	2120.80	26.51
	D	1419.20	17.74		D	1904.80	23.81		D	2228.80	27.86
	E	1484.80	18.56		E	1992.80	24.91		E	2335.20	29.19
1435	A	2088.80	26.11	1442	A	1829.60	22.87	1449	A	1160.00	14.50
	B	2196.80	27.46		B	1921.60	24.02		B	1212.80	15.16
	C	2299.20	28.74		C	2021.60	25.27		C	1272.80	15.91
	D	2409.60	30.12		D	2103.20	26.29		D	1315.20	16.44
	E	2525.60	31.57		E	2212.80	27.66		E	1380.00	17.25
1436	A	1384.80	17.31	1443	A	1811.20	22.64	1450	A	1407.20	17.59
	B	1452.00	18.15		B	1900.00	23.75		B	1468.80	18.36
	C	1519.20	18.99		C	1978.40	24.73		C	1536.00	19.20
	D	1581.60	19.77		D	2079.20	25.99		D	1605.60	20.07
	E	1659.20	20.74		E	2174.40	27.18		E	1677.60	20.97
1437	A	1706.40	21.33	1444	A	2065.60	25.82	1451	A	1504.80	18.81
	B	1791.20	22.39		B	2172.00	27.15		B	1575.20	19.69
	C	1872.00	23.40		C	2276.00	28.45		C	1656.80	20.71
	D	1952.80	24.41		D	2383.20	29.79		D	1732.00	21.65
	E	2046.40	25.58		E	2498.40	31.23		E	1816.00	22.70
1438	A	1519.20	18.99	1445	A	1660.00	20.75	1452	A	1315.20	16.44
	B	1581.60	19.77		B	1735.20	21.69		B	1380.00	17.25
	C	1659.20	20.74		C	1816.00	22.70		C	1440.00	18.00
	D	1729.60	21.62		D	1902.40	23.78		D	1504.80	18.81
	E	1811.20	22.64		E	1987.20	24.84		E	1576.00	19.70

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1453	A	3181.60	39.77	1462	A	2020.00	25.25	1469	A	1332.00	16.65
	B	3342.40	41.78		B	2114.40	26.43		B	1389.60	17.37
	C	3497.60	43.72		C	2225.60	27.82		C	1452.80	18.16
	D	3672.80	45.91		D	2332.80	29.16		D	1514.40	18.93
	E	3850.40	48.13		E	2437.60	30.47		E	1586.40	19.83
1454	A	1174.40	14.68	1463	A	1187.20	14.84	1470	A	1454.40	18.18
	B	1223.20	15.29		B	1242.40	15.53		B	1524.00	19.05
	C	1281.60	16.02		C	1308.00	16.35		C	1596.80	19.96
	D	1336.80	16.71		D	1373.60	17.17		D	1673.60	20.92
	E	1396.00	17.45		E	1432.80	17.91		E	1749.60	21.87
1456	A	2729.60	34.12	1464	A	1586.40	19.83	1474	A	2020.00	25.25
	B	2864.80	35.81		B	1668.80	20.86		B	2114.40	26.43
	C	3004.00	37.55		C	1741.60	21.77		C	2225.60	27.82
	D	3148.80	39.36		D	1819.20	22.74		D	2332.80	29.16
	E	3304.00	41.30		E	1915.20	23.94		E	2437.60	30.47
1457	A	2953.60	36.92	1465	A	1243.20	15.54	1475	A	2368.80	29.61
	B	3094.40	38.68		B	1304.80	16.31		B	2491.20	31.14
	C	3248.80	40.61		C	1371.20	17.14		C	2598.40	32.48
	D	3408.00	42.60		D	1430.40	17.88		D	2732.00	34.15
	E	3571.20	44.64		E	1496.80	18.71		E	2864.00	35.80
1458	A	2368.80	29.61	1466	A	1855.20	23.19	1476	A	2729.60	34.12
	B	2491.20	31.14		B	1947.20	24.34		B	2864.80	35.81
	C	2598.40	32.48		C	2039.20	25.49		C	3004.00	37.55
	D	2732.00	34.15		D	2137.60	26.72		D	3148.80	39.36
	E	2864.00	35.80		E	2243.20	28.04		E	3304.00	41.30
1459	A	2711.20	33.89	1467	A	1103.20	13.79	1480	A	1151.20	14.39
	B	2840.00	35.50		B	1152.00	14.40		B	1211.20	15.14
	C	2972.80	37.16		C	1200.80	15.01		C	1268.00	15.85
	D	3120.80	39.01		D	1254.40	15.68		D	1321.60	16.52
	E	3272.00	40.90		E	1307.20	16.34		E	1387.20	17.34
1461	A	1506.40	18.83	1468	A	1221.60	15.27	1481	A	1329.60	16.62
	B	1576.80	19.71		B	1270.40	15.88		B	1388.00	17.35
	C	1658.40	20.73		C	1332.00	16.65		C	1453.60	18.17
	D	1738.40	21.73		D	1389.60	17.37		D	1520.80	19.01
	E	1812.00	22.65		E	1452.80	18.16		E	1596.80	19.96

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1482	A	1174.40	14.68	1506	A	1289.60	16.12	1513	A	1393.60	17.42
	B	1223.20	15.29		B	1350.40	16.88		B	1449.60	18.12
	C	1281.60	16.02		C	1420.80	17.76		C	1519.20	18.99
	D	1336.80	16.71		D	1488.00	18.60		D	1590.40	19.88
	E	1396.00	17.45		E	1552.00	19.40		E	1660.00	20.75
1483	A	1454.40	18.18	1507	A	1729.60	21.62	1514	A	2040.80	25.51
	B	1524.00	19.05		B	1811.20	22.64		B	2141.60	26.77
	C	1596.80	19.96		C	1906.40	23.83		C	2249.60	28.12
	D	1673.60	20.92		D	1998.40	24.98		D	2352.00	29.40
	E	1749.60	21.87		E	2088.00	26.10		E	2467.20	30.84
1488	A	2282.40	28.53	1508	A	1454.40	18.18	1517	A	1016.80	12.71
	B	2388.00	29.85		B	1524.00	19.05		B	1064.80	13.31
	C	2509.60	31.37		C	1594.40	19.93		C	1120.00	14.00
	D	2625.60	32.82		D	1660.80	20.76		D	1176.00	14.70
	E	2760.00	34.50		E	1740.80	21.76		E	1227.20	15.34
1489	A	1880.80	23.51	1509	A	2040.80	25.51	1518	A	1824.00	22.80
	B	1968.80	24.61		B	2141.60	26.77		B	1922.40	24.03
	C	2065.60	25.82		C	2249.60	28.12		C	2004.00	25.05
	D	2172.00	27.15		D	2352.00	29.40		D	2096.00	26.20
	E	2276.80	28.46		E	2467.20	30.84		E	2202.40	27.53
1490	A	1664.00	20.80	1510	A	1811.20	22.64	1520	A	1636.00	20.45
	B	1740.80	21.76		B	1900.00	23.75		B	1715.20	21.44
	C	1822.40	22.78		C	1978.40	24.73		C	1798.40	22.48
	D	1913.60	23.92		D	2079.20	25.99		D	1881.60	23.52
	E	1999.20	24.99		E	2174.40	27.18		E	1971.20	24.64
1498	A	1836.00	22.95	1511	A	2065.60	25.82	1522	A	2169.60	27.12
	B	1922.40	24.03		B	2172.00	27.15		B	2283.20	28.54
	C	2009.60	25.12		C	2276.00	28.45		C	2388.80	29.86
	D	2101.60	26.27		D	2383.20	29.79		D	2504.80	31.31
	E	2201.60	27.52		E	2498.40	31.23		E	2624.00	32.80
1500	A	2806.40	35.08	1512	A	1444.80	18.06	1523	A	1996.00	24.95
	B	2946.40	36.83		B	1518.40	18.98		B	2091.20	26.14
	C	3091.20	38.64		C	1590.40	19.88		C	2181.60	27.27
	D	3240.80	40.51		D	1665.60	20.82		D	2290.40	28.63
	E	3405.60	42.57		E	1742.40	21.78		E	2396.00	29.95

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1524	A	1639.20	20.49	1533	A	1752.80	21.91	1544	A	2333.60	29.17
	B	1712.80	21.41		B	1844.00	23.05		B	2448.00	30.60
	C	1797.60	22.47		C	1925.60	24.07		C	2567.20	32.09
	D	1880.00	23.50		D	2023.20	25.29		D	2695.20	33.69
	E	1972.80	24.66		E	2118.40	26.48		E	2827.20	35.34
1525	A	1923.20	24.04	1535	A	1151.20	14.39	1546	A	1923.20	24.04
	B	2019.20	25.24		B	1211.20	15.14		B	2019.20	25.24
	C	2120.00	26.50		C	1268.00	15.85		C	2120.00	26.50
	D	2225.60	27.82		D	1321.60	16.52		D	2225.60	27.82
	E	2328.80	29.11		E	1387.20	17.34		E	2328.80	29.11
1526	A	1793.60	22.42	1536	A	1268.00	15.85	1552	A	1923.20	24.04
	B	1884.80	23.56		B	1322.40	16.53		B	2019.20	25.24
	C	1973.60	24.67		C	1387.20	17.34		C	2120.00	26.50
	D	2072.80	25.91		D	1458.40	18.23		D	2225.60	27.82
	E	2175.20	27.19		E	1531.20	19.14		E	2328.80	29.11
1527	A	2118.40	26.48	1538	A	1490.40	18.63	1555	A	1488.00	18.60
	B	2222.40	27.78		B	1563.20	19.54		B	1560.00	19.50
	C	2329.60	29.12		C	1637.60	20.47		C	1637.60	20.47
	D	2446.40	30.58		D	1710.40	21.38		D	1708.80	21.36
	E	2568.00	32.10		E	1797.60	22.47		E	1791.20	22.39
1528	A	2806.40	35.08	1540	A	958.40	11.98	1556	A	2951.20	36.89
	B	2946.40	36.83		B	1008.00	12.60		B	3092.00	38.65
	C	3091.20	38.64		C	1058.40	13.23		C	3246.40	40.58
	D	3240.80	40.51		D	1098.40	13.73		D	3405.60	42.57
	E	3405.60	42.57		E	1151.20	14.39		E	3572.80	44.66
1530	A	1634.40	20.43	1541	A	1151.20	14.39	1557	A	2568.00	32.10
	B	1711.20	21.39		B	1211.20	15.14		B	2689.60	33.62
	C	1793.60	22.42		C	1268.00	15.85		C	2824.80	35.31
	D	1880.00	23.50		D	1321.60	16.52		D	2967.20	37.09
	E	1972.00	24.65		E	1387.20	17.34		E	3111.20	38.89
1531	A	1104.80	13.81	1543	A	1797.60	22.47	1558	A	2079.20	25.99
	B	1155.20	14.44		B	1888.80	23.61		B	2179.20	27.24
	C	1209.60	15.12		C	1980.00	24.75		C	2283.20	28.54
	D	1268.80	15.86		D	2068.80	25.86		D	2394.40	29.93
	E	1332.00	16.65		E	2171.20	27.14		E	2512.80	31.41

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1559	A	1710.40	21.38	1568	A	1281.60	16.02	1576	A	1493.60	18.67
	B	1797.60	22.47		B	1336.80	16.71		B	1563.20	19.54
	C	1887.20	23.59		C	1396.00	17.45		C	1639.20	20.49
	D	1974.40	24.68		D	1457.60	18.22		D	1715.20	21.44
	E	2079.20	25.99		E	1525.60	19.07		E	1795.20	22.44
1560	A	1061.60	13.27	1569	A	958.40	11.98	1577	A	1675.20	20.94
	B	1109.60	13.87		B	1008.00	12.60		B	1754.40	21.93
	C	1155.20	14.44		C	1058.40	13.23		C	1837.60	22.97
	D	1206.40	15.08		D	1098.40	13.73		D	1925.60	24.07
	E	1256.80	15.71		E	1151.20	14.39		E	2025.60	25.32
1561	A	2283.20	28.54	1570	A	2293.60	28.67	1578	A	980.00	12.25
	B	2394.40	29.93		B	2403.20	30.04		B	1026.40	12.83
	C	2512.80	31.41		C	2517.60	31.47		C	1076.00	13.45
	D	2626.40	32.83		D	2646.40	33.08		D	1122.40	14.03
	E	2760.00	34.50		E	2772.00	34.65		E	1180.80	14.76
1562	A	1923.20	24.04	1571	A	1668.00	20.85	1579	A	1122.40	14.03
	B	2019.20	25.24		B	1746.40	21.83		B	1174.40	14.68
	C	2120.00	26.50		C	1828.80	22.86		C	1223.20	15.29
	D	2225.60	27.82		D	1922.40	24.03		D	1281.60	16.02
	E	2328.80	29.11		E	2009.60	25.12		E	1336.80	16.71
1563	A	1603.20	20.04	1572	A	903.20	11.29	1580	A	1562.40	19.53
	B	1676.00	20.95		B	944.80	11.81		B	1644.80	20.56
	C	1756.80	21.96		C	981.60	12.27		C	1720.00	21.50
	D	1844.00	23.05		D	1026.40	12.83		D	1796.00	22.45
	E	1932.80	24.16		E	1068.00	13.35		E	1887.20	23.59
1564	A	1490.40	18.63	1573	A	1828.00	22.85	1583	A	1593.60	19.92
	B	1563.20	19.54		B	1908.80	23.86		B	1668.00	20.85
	C	1637.60	20.47		C	1999.20	24.99		C	1748.00	21.85
	D	1710.40	21.38		D	2088.80	26.11		D	1836.80	22.96
	E	1797.60	22.47		E	2186.40	27.33		E	1920.00	24.00
1565	A	958.40	11.98	1575	A	1233.60	15.42	1584	A	1919.20	23.99
	B	1004.00	12.55		B	1296.80	16.21		B	2006.40	25.08
	C	1056.00	13.20		C	1356.00	16.95		C	2106.40	26.33
	D	1104.80	13.81		D	1425.60	17.82		D	2197.60	27.47
	E	1155.20	14.44		E	1493.60	18.67		E	2311.20	28.89

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1585	A	2336.00	29.20	1592	A	2283.20	28.54	1601	A	2065.60	25.82
	B	2457.60	30.72		B	2399.20	29.99		B	2172.00	27.15
	C	2578.40	32.23		C	2513.60	31.42		C	2276.00	28.45
	D	2708.00	33.85		D	2634.40	32.93		D	2383.20	29.79
	E	2836.80	35.46		E	2759.20	34.49		E	2498.40	31.23
1586	A	1571.20	19.64	1593	A	1890.40	23.63	1602	A	1774.40	22.18
	B	1645.60	20.57		B	1989.60	24.87		B	1850.40	23.13
	C	1730.40	21.63		C	2080.80	26.01		C	1934.40	24.18
	D	1811.20	22.64		D	2174.40	27.18		D	2028.80	25.36
	E	1894.40	23.68		E	2288.00	28.60		E	2125.60	26.57
1587	A	3312.80	41.41	1594	A	1334.40	16.68	1603	A	2084.00	26.05
	B	3476.80	43.46		B	1393.60	17.42		B	2190.40	27.38
	C	3645.60	45.57		C	1449.60	18.12		C	2293.60	28.67
	D	3813.60	47.67		D	1519.20	18.99		D	2396.80	29.96
	E	3998.40	49.98		E	1590.40	19.88		E	2520.80	31.51
1588	A	804.80	10.06	1596	A	2239.20	27.99	1604	A	2400.80	30.01
	B	844.00	10.55		B	2347.20	29.34		B	2520.80	31.51
	C	876.80	10.96		C	2459.20	30.74		C	2641.60	33.02
	D	923.20	11.54		D	2581.60	32.27		D	2775.20	34.69
	E	965.60	12.07		E	2708.80	33.86		E	2907.20	36.34
1589	A	2752.00	34.40	1597	A	1700.80	21.26	1605	A	1964.00	24.55
	B	2888.80	36.11		B	1776.00	22.20		B	2062.40	25.78
	C	3027.20	37.84		C	1864.00	23.30		C	2165.60	27.07
	D	3168.80	39.61		D	1943.20	24.29		D	2273.60	28.42
	E	3323.20	41.54		E	2032.80	25.41		E	2388.00	29.85
1590	A	1234.40	15.43	1598	A	2014.40	25.18	1608	A	1706.40	21.33
	B	1298.40	16.23		B	2112.80	26.41		B	1791.20	22.39
	C	1360.80	17.01		C	2211.20	27.64		C	1872.00	23.40
	D	1421.60	17.77		D	2320.00	29.00		D	1952.80	24.41
	E	1493.60	18.67		E	2430.40	30.38		E	2046.40	25.58
1591	A	1298.40	16.23	1599	A	2825.60	35.32	1609	A	1800.00	22.50
	B	1361.60	17.02		B	2959.20	36.99		B	1888.80	23.61
	C	1422.40	17.78		C	3108.00	38.85		C	1980.00	24.75
	D	1490.40	18.63		D	3262.40	40.78		D	2066.40	25.83
	E	1560.00	19.50		E	3420.80	42.76		E	2171.20	27.14

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1610	A	2066.40	25.83	1617	A	1151.20	14.39	1626	A	1557.60	19.47
	B	2171.20	27.14		B	1211.20	15.14		B	1626.40	20.33
	C	2282.40	28.53		C	1268.00	15.85		C	1702.40	21.28
	D	2390.40	29.88		D	1321.60	16.52		D	1780.80	22.26
	E	2512.80	31.41		E	1387.20	17.34		E	1865.60	23.32
1611	A	2384.80	29.81	1618	A	1791.20	22.39	1627	A	1228.80	15.36
	B	2500.00	31.25		B	1880.80	23.51		B	1284.80	16.06
	C	2628.80	32.86		C	1963.20	24.54		C	1340.00	16.75
	D	2760.00	34.50		D	2051.20	25.64		D	1399.20	17.49
	E	2887.20	36.09		E	2145.60	26.82		E	1464.00	18.30
1612	A	2283.20	28.54	1621	A	2384.80	29.81	1628	A	1454.40	18.18
	B	2394.40	29.93		B	2500.00	31.25		B	1524.00	19.05
	C	2512.80	31.41		C	2628.80	32.86		C	1596.80	19.96
	D	2626.40	32.83		D	2760.00	34.50		D	1673.60	20.92
	E	2760.00	34.50		E	2887.20	36.09		E	1749.60	21.87
1613	A	1710.40	21.38	1622	A	2384.80	29.81	1630	A	1504.00	18.80
	B	1797.60	22.47		B	2500.00	31.25		B	1578.40	19.73
	C	1887.20	23.59		C	2628.80	32.86		C	1658.40	20.73
	D	1974.40	24.68		D	2760.00	34.50		D	1734.40	21.68
	E	2079.20	25.99		E	2887.20	36.09		E	1811.20	22.64
1614	A	2079.20	25.99	1623	A	1800.00	22.50	1631	A	2079.20	25.99
	B	2179.20	27.24		B	1888.80	23.61		B	2179.20	27.24
	C	2283.20	28.54		C	1980.00	24.75		C	2283.20	28.54
	D	2394.40	29.93		D	2066.40	25.83		D	2394.40	29.93
	E	2512.80	31.41		E	2171.20	27.14		E	2512.80	31.41
1615	A	2568.00	32.10	1624	A	2066.40	25.83	1632	A	1284.80	16.06
	B	2689.60	33.62		B	2171.20	27.14		B	1339.20	16.74
	C	2824.80	35.31		C	2282.40	28.53		C	1399.20	17.49
	D	2967.20	37.09		D	2390.40	29.88		D	1463.20	18.29
	E	3111.20	38.89		E	2512.80	31.41		E	1529.60	19.12
1616	A	2088.80	26.11	1625	A	1557.60	19.47	1634	A	1579.20	19.74
	B	2196.80	27.46		B	1626.40	20.33		B	1657.60	20.72
	C	2299.20	28.74		C	1702.40	21.28		C	1742.40	21.78
	D	2409.60	30.12		D	1780.80	22.26		D	1827.20	22.84
	E	2525.60	31.57		E	1865.60	23.32		E	1918.40	23.98

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1635	A	1600.00	20.00	1644	A	1517.60	18.97	1651	A	1421.60	17.77
	B	1676.80	20.96		B	1585.60	19.82		B	1491.20	18.64
	C	1752.80	21.91		C	1654.40	20.68		C	1560.00	19.50
	D	1832.80	22.91		D	1729.60	21.62		D	1637.60	20.47
	E	1921.60	24.02		E	1809.60	22.62		E	1712.80	21.41
1637	A	1822.40	22.78	1645	A	1571.20	19.64	1652	A	1454.40	18.18
	B	1906.40	23.83		B	1645.60	20.57		B	1524.00	19.05
	C	2003.20	25.04		C	1725.60	21.57		C	1594.40	19.93
	D	2103.20	26.29		D	1806.40	22.58		D	1660.80	20.76
	E	2202.40	27.53		E	1890.40	23.63		E	1740.80	21.76
1638	A	2564.00	32.05	1646	A	1820.80	22.76	1653	A	1594.40	19.93
	B	2683.20	33.54		B	1904.80	23.81		B	1660.80	20.76
	C	2819.20	35.24		C	1990.40	24.88		C	1740.80	21.76
	D	2958.40	36.98		D	2075.20	25.94		D	1816.00	22.70
	E	3096.00	38.70		E	2176.80	27.21		E	1904.00	23.80
1639	A	1656.80	20.71	1647	A	1456.80	18.21	1654	A	1749.60	21.87
	B	1738.40	21.73		B	1532.00	19.15		B	1829.60	22.87
	C	1818.40	22.73		C	1607.20	20.09		C	1916.80	23.96
	D	1904.80	23.81		D	1678.40	20.98		D	2001.60	25.02
	E	1990.40	24.88		E	1758.40	21.98		E	2093.60	26.17
1640	A	1370.40	17.13	1648	A	1331.20	16.64	1655	A	1564.80	19.56
	B	1434.40	17.93		B	1388.80	17.36		B	1637.60	20.47
	C	1505.60	18.82		C	1456.80	18.21		C	1720.00	21.50
	D	1575.20	19.69		D	1532.00	19.15		D	1800.00	22.50
	E	1648.00	20.60		E	1607.20	20.09		E	1887.20	23.59
1641	A	1589.60	19.87	1649	A	1526.40	19.08	1656	A	1722.40	21.53
	B	1659.20	20.74		B	1602.40	20.03		B	1800.00	22.50
	C	1739.20	21.74		C	1676.80	20.96		C	1888.80	23.61
	D	1814.40	22.68		D	1760.80	22.01		D	1978.40	24.73
	E	1900.00	23.75		E	1848.80	23.11		E	2076.80	25.96
1642	A	1979.20	24.74	1650	A	2273.60	28.42	1657	A	1934.40	24.18
	B	2068.00	25.85		B	2386.40	29.83		B	2027.20	25.34
	C	2177.60	27.22		C	2504.00	31.30		C	2124.80	26.56
	D	2288.80	28.61		D	2618.40	32.73		D	2227.20	27.84
	E	2398.40	29.98		E	2750.40	34.38		E	2334.40	29.18

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1658	A	2121.60	26.52	1666	A	1996.00	24.95	1673	A	1457.60	18.22
	B	2219.20	27.74		B	2091.20	26.14		B	1525.60	19.07
	C	2328.80	29.11		C	2181.60	27.27		C	1594.40	19.93
	D	2440.00	30.50		D	2290.40	28.63		D	1665.60	20.82
	E	2556.00	31.95		E	2396.00	29.95		E	1740.00	21.75
1660	A	1588.00	19.85	1667	A	958.40	11.98	1675	A	1811.20	22.64
	B	1660.80	20.76		B	1004.00	12.55		B	1900.00	23.75
	C	1737.60	21.72		C	1056.00	13.20		C	1978.40	24.73
	D	1826.40	22.83		D	1104.80	13.81		D	2079.20	25.99
	E	1906.40	23.83		E	1155.20	14.44		E	2174.40	27.18
1661	A	1914.40	23.93	1668	A	2169.60	27.12	1677	A	2065.60	25.82
	B	2015.20	25.19		B	2283.20	28.54		B	2172.00	27.15
	C	2096.80	26.21		C	2388.80	29.86		C	2276.00	28.45
	D	2201.60	27.52		D	2504.80	31.31		D	2383.20	29.79
	E	2308.80	28.86		E	2624.00	32.80		E	2498.40	31.23
1662	A	1637.60	20.47	1669	A	2025.60	25.32	1678	A	1563.20	19.54
	B	1712.80	21.41		B	2112.80	26.41		B	1637.60	20.47
	C	1793.60	22.42		C	2214.40	27.68		C	1710.40	21.38
	D	1884.80	23.56		D	2315.20	28.94		D	1797.60	22.47
	E	1974.40	24.68		E	2416.80	30.21		E	1887.20	23.59
1663	A	1056.00	13.20	1670	A	2424.00	30.30	1680	A	4456.80	55.71
	B	1104.80	13.81		B	2537.60	31.72		B	4659.20	58.24
	C	1155.20	14.44		C	2664.00	33.30		C	4875.20	60.94
	D	1209.60	15.12		D	2792.80	34.91		D	5101.60	63.77
	E	1268.80	15.86		E	2924.80	36.56		E	5337.60	66.72
1664	A	1268.80	15.86	1671	A	2310.40	28.88	1683	A	3753.60	46.92
	B	1332.00	16.65		B	2420.00	30.25		B	3921.60	49.02
	C	1387.20	17.34		C	2535.20	31.69		C	4103.20	51.29
	D	1454.40	18.18		D	2659.20	33.24		D	4294.40	53.68
	E	1526.40	19.08		E	2787.20	34.84		E	4492.80	56.16
1665	A	1526.40	19.08	1672	A	1749.60	21.87	1684	A	2538.40	31.73
	B	1596.80	19.96		B	1832.80	22.91		B	2659.20	33.24
	C	1673.60	20.92		C	1921.60	24.02		C	2788.00	34.85
	D	1756.80	21.96		D	2004.00	25.05		D	2929.60	36.62
	E	1841.60	23.02		E	2097.60	26.22		E	3067.20	38.34

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1692	A	1894.40	23.68	1714	A	1740.00	21.75	1721	A	1760.80	22.01
	B	1983.20	24.79		B	1827.20	22.84		B	1841.60	23.02
	C	2083.20	26.04		C	1904.00	23.80		C	1928.80	24.11
	D	2179.20	27.24		D	1995.20	24.94		D	2028.80	25.36
	E	2287.20	28.59		E	2097.60	26.22		E	2123.20	26.54
1693	A	2416.80	30.21	1715	A	2394.40	29.93	1722	A	1675.20	20.94
	B	2533.60	31.67		B	2510.40	31.38		B	1755.20	21.94
	C	2654.40	33.18		C	2632.00	32.90		C	1834.40	22.93
	D	2790.40	34.88		D	2763.20	34.54		D	1931.20	24.14
	E	2920.80	36.51		E	2887.20	36.09		E	2023.20	25.29
1695	A	2538.40	31.73	1716	A	1490.40	18.63	1723	A	1756.80	21.96
	B	2659.20	33.24		B	1560.00	19.50		B	1841.60	23.02
	C	2788.00	34.85		C	1637.60	20.47		C	1924.80	24.06
	D	2929.60	36.62		D	1709.60	21.37		D	2025.60	25.32
	E	3067.20	38.34		E	1793.60	22.42		E	2121.60	26.52
1696	A	2933.60	36.67	1717	A	1912.00	23.90	1724	A	2684.00	33.55
	B	3078.40	38.48		B	1996.00	24.95		B	2806.40	35.08
	C	3226.40	40.33		C	2088.80	26.11		C	2948.80	36.86
	D	3386.40	42.33		D	2186.40	27.33		D	3085.60	38.57
	E	3546.40	44.33		E	2282.40	28.53		E	3235.20	40.44
1697	A	1612.80	20.16	1718	A	2120.80	26.51	1725	A	1923.20	24.04
	B	1684.80	21.06		B	2226.40	27.83		B	2019.20	25.24
	C	1767.20	22.09		C	2330.40	29.13		C	2120.00	26.50
	D	1857.60	23.22		D	2440.80	30.51		D	2225.60	27.82
	E	1943.20	24.29		E	2560.80	32.01		E	2328.80	29.11
1698	A	2958.40	36.98	1719	A	1331.20	16.64	1726	A	1675.20	20.94
	B	3101.60	38.77		B	1395.20	17.44		B	1754.40	21.93
	C	3256.00	40.70		C	1455.20	18.19		C	1837.60	22.97
	D	3405.60	42.57		D	1525.60	19.07		D	1925.60	24.07
	E	3576.80	44.71		E	1596.80	19.96		E	2025.60	25.32
1699	A	1352.00	16.90	1720	A	1268.00	15.85	1727	A	1923.20	24.04
	B	1425.60	17.82		B	1322.40	16.53		B	2019.20	25.24
	C	1490.40	18.63		C	1387.20	17.34		C	2120.00	26.50
	D	1563.20	19.54		D	1458.40	18.23		D	2225.60	27.82
	E	1637.60	20.47		E	1531.20	19.14		E	2328.80	29.11

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1728	A	2700.80	33.76	1736	A	2198.40	27.48	1743	A	2283.20	28.54
	B	2828.80	35.36		B	2292.00	28.65		B	2394.40	29.93
	C	2973.60	37.17		C	2393.60	29.92		C	2512.80	31.41
	D	3114.40	38.93		D	2500.00	31.25		D	2626.40	32.83
	E	3271.20	40.89		E	2620.00	32.75		E	2760.00	34.50
1729	A	1708.80	21.36	1737	A	1519.20	18.99	1744	A	2568.00	32.10
	B	1791.20	22.39		B	1581.60	19.77		B	2689.60	33.62
	C	1881.60	23.52		C	1659.20	20.74		C	2824.80	35.31
	D	1970.40	24.63		D	1729.60	21.62		D	2967.20	37.09
	E	2065.60	25.82		E	1811.20	22.64		E	3111.20	38.89
1730	A	1923.20	24.04	1738	A	1742.40	21.78	1746	A	1211.20	15.14
	B	2019.20	25.24		B	1820.80	22.76		B	1268.00	15.85
	C	2120.00	26.50		C	1908.80	23.86		C	1321.60	16.52
	D	2225.60	27.82		D	1988.00	24.85		D	1387.20	17.34
	E	2328.80	29.11		E	2083.20	26.04		E	1458.40	18.23
1731	A	1923.20	24.04	1739	A	2671.20	33.39	1747	A	1490.40	18.63
	B	2019.20	25.24		B	2805.60	35.07		B	1563.20	19.54
	C	2120.00	26.50		C	2935.20	36.69		C	1637.60	20.47
	D	2225.60	27.82		D	3079.20	38.49		D	1710.40	21.38
	E	2328.80	29.11		E	3225.60	40.32		E	1797.60	22.47
1732	A	1596.00	19.95	1740	A	1490.40	18.63	1748	A	1710.40	21.38
	B	1660.80	20.76		B	1563.20	19.54		B	1797.60	22.47
	C	1741.60	21.77		C	1637.60	20.47		C	1887.20	23.59
	D	1816.00	22.70		D	1710.40	21.38		D	1974.40	24.68
	E	1902.40	23.78		E	1797.60	22.47		E	2079.20	25.99
1734	A	2000.00	25.00	1741	A	1710.40	21.38	1749	A	2079.20	25.99
	B	2097.60	26.22		B	1797.60	22.47		B	2179.20	27.24
	C	2198.40	27.48		C	1887.20	23.59		C	2283.20	28.54
	D	2303.20	28.79		D	1974.40	24.68		D	2394.40	29.93
	E	2416.80	30.21		E	2079.20	25.99		E	2512.80	31.41
1735	A	1640.00	20.50	1742	A	2079.20	25.99	1750	A	2225.60	27.82
	B	1712.80	21.41		B	2179.20	27.24		B	2328.80	29.11
	C	1795.20	22.44		C	2283.20	28.54		C	2440.00	30.50
	D	1887.20	23.59		D	2394.40	29.93		D	2562.40	32.03
	E	1972.80	24.66		E	2512.80	31.41		E	2681.60	33.52

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1751	A	2562.40	32.03	1762	A	2952.80	36.91	1777	A	1673.60	20.92
	B	2681.60	33.52		B	3095.20	38.69		B	1749.60	21.87
	C	2816.00	35.20		C	3246.40	40.58		C	1837.60	22.97
	D	2953.60	36.92		D	3408.00	42.60		D	1932.80	24.16
	E	3094.40	38.68		E	3577.60	44.72		E	2027.20	25.34
1752	A	2953.60	36.92	1765	A	1753.60	21.92	1778	A	1387.20	17.34
	B	3094.40	38.68		B	1841.60	23.02		B	1458.40	18.23
	C	3248.80	40.61		C	1925.60	24.07		C	1531.20	19.14
	D	3408.00	42.60		D	2020.80	25.26		D	1598.40	19.98
	E	3571.20	44.64		E	2108.00	26.35		E	1673.60	20.92
1754	A	2816.80	35.21	1766	A	1375.20	17.19	1783	A	2283.20	28.54
	B	2949.60	36.87		B	1448.00	18.10		B	2393.60	29.92
	C	3096.00	38.70		C	1513.60	18.92		C	2510.40	31.38
	D	3248.00	40.60		D	1582.40	19.78		D	2628.00	32.85
	E	3405.60	42.57		E	1657.60	20.72		E	2764.00	34.55
1756	A	2283.20	28.54	1767	A	1580.00	19.75	1784	A	1430.40	17.88
	B	2394.40	29.93		B	1664.00	20.80		B	1503.20	18.79
	C	2512.80	31.41		C	1740.80	21.76		C	1572.80	19.66
	D	2626.40	32.83		D	1825.60	22.82		D	1652.00	20.65
	E	2760.00	34.50		E	1906.40	23.83		E	1730.40	21.63
1757	A	2799.20	34.99	1769	A	2568.00	32.10	1793	A	2626.40	32.83
	B	2932.80	36.66		B	2689.60	33.62		B	2760.00	34.50
	C	3078.40	38.48		C	2824.80	35.31		C	2895.20	36.19
	D	3232.80	40.41		D	2967.20	37.09		D	3039.20	37.99
	E	3390.40	42.38		E	3111.20	38.89		E	3184.00	39.80
1758	A	1268.00	15.85	1774	A	1268.00	15.85	1794	A	716.00	8.95
	B	1322.40	16.53		B	1322.40	16.53		B	750.40	9.38
	C	1387.20	17.34		C	1387.20	17.34		C	791.20	9.89
	D	1458.40	18.23		D	1458.40	18.23		D	823.20	10.29
	E	1531.20	19.14		E	1531.20	19.14		E	920.00	11.50
1759	A	1455.20	18.19	1776	A	1211.20	15.14	1795	A	2824.80	35.31
	B	1525.60	19.07		B	1268.00	15.85		B	2960.00	37.00
	C	1596.00	19.95		C	1321.60	16.52		C	3105.60	38.82
	D	1677.60	20.97		D	1387.20	17.34		D	3260.00	40.75
	E	1760.80	22.01		E	1458.40	18.23		E	3416.80	42.71

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1796	A	1529.60	19.12	1805	A	2824.80	35.31	1812	A	1923.20	24.04
	B	1600.00	20.00		B	2960.00	37.00		B	2019.20	25.24
	C	1675.20	20.94		C	3105.60	38.82		C	2120.00	26.50
	D	1761.60	22.02		D	3260.00	40.75		D	2225.60	27.82
	E	1839.20	22.99		E	3416.80	42.71		E	2328.80	29.11
1797	A	1640.00	20.50	1806	A	2953.60	36.92	1813	A	1708.80	21.36
	B	1712.80	21.41		B	3094.40	38.68		B	1791.20	22.39
	C	1795.20	22.44		C	3248.80	40.61		C	1881.60	23.52
	D	1887.20	23.59		D	3408.00	42.60		D	1970.40	24.63
	E	1972.80	24.66		E	3571.20	44.64		E	2065.60	25.82
1798	A	2288.00	28.60	1807	A	2953.60	36.92	1816	A	2824.80	35.31
	B	2395.20	29.94		B	3094.40	38.68		B	2960.00	37.00
	C	2516.00	31.45		C	3248.80	40.61		C	3105.60	38.82
	D	2636.80	32.96		D	3408.00	42.60		D	3260.00	40.75
	E	2760.00	34.50		E	3571.20	44.64		E	3416.80	42.71
1801	A	1455.20	18.19	1808	A	1476.00	18.45	1817	A	1539.20	19.24
	B	1525.60	19.07		B	1543.20	19.29		B	1608.00	20.10
	C	1596.00	19.95		C	1610.40	20.13		C	1682.40	21.03
	D	1677.60	20.97		D	1681.60	21.02		D	1760.80	22.01
	E	1760.80	22.01		E	1761.60	22.02		E	1839.20	22.99
1802	A	1786.40	22.33	1809	A	1455.20	18.19	1818	A	1734.40	21.68
	B	1868.80	23.36		B	1525.60	19.07		B	1816.00	22.70
	C	1952.80	24.41		C	1596.00	19.95		C	1906.40	23.83
	D	2038.40	25.48		D	1677.60	20.97		D	2004.00	25.05
	E	2137.60	26.72		E	1760.80	22.01		E	2098.40	26.23
1803	A	1672.00	20.90	1810	A	1811.20	22.64	1819	A	1525.60	19.07
	B	1741.60	21.77		B	1900.00	23.75		B	1596.00	19.95
	C	1827.20	22.84		C	1978.40	24.73		C	1668.00	20.85
	D	1904.00	23.80		D	2079.20	25.99		D	1742.40	21.78
	E	1992.00	24.90		E	2174.40	27.18		E	1828.00	22.85
1804	A	2760.00	34.50	1811	A	2240.80	28.01	1820	A	1846.40	23.08
	B	2887.20	36.09		B	2345.60	29.32		B	1930.40	24.13
	C	3030.40	37.88		C	2461.60	30.77		C	2024.00	25.30
	D	3172.80	39.66		D	2578.40	32.23		D	2120.00	26.50
	E	3325.60	41.57		E	2708.80	33.86		E	2224.80	27.81

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1821	A	1979.20	24.74	1832	A	1740.80	21.76	1842	A	2079.20	25.99
	B	2068.00	25.85		B	1810.40	22.63		B	2179.20	27.24
	C	2177.60	27.22		C	1885.60	23.57		C	2283.20	28.54
	D	2288.80	28.61		D	1964.00	24.55		D	2394.40	29.93
	E	2398.40	29.98		E	2051.20	25.64		E	2512.80	31.41
1822	A	2217.60	27.72	1833	A	1281.60	16.02	1844	A	1387.20	17.34
	B	2323.20	29.04		B	1336.80	16.71		B	1458.40	18.23
	C	2432.00	30.40		C	1396.00	17.45		C	1531.20	19.14
	D	2552.00	31.90		D	1457.60	18.22		D	1598.40	19.98
	E	2669.60	33.37		E	1525.60	19.07		E	1673.60	20.92
1823	A	2227.20	27.84	1834	A	1420.00	17.75	1849	A	2435.20	30.44
	B	2331.20	29.14		B	1483.20	18.54		B	2560.80	32.01
	C	2447.20	30.59		C	1551.20	19.39		C	2676.00	33.45
	D	2568.00	32.10		D	1624.00	20.30		D	2811.20	35.14
	E	2689.60	33.62		E	1698.40	21.23		E	2940.80	36.76
1824	A	1828.00	22.85	1835	A	1955.20	24.44	1850	A	2075.20	25.94
	B	1901.60	23.77		B	2036.80	25.46		B	2167.20	27.09
	C	1979.20	24.74		C	2133.60	26.67		C	2283.20	28.54
	D	2061.60	25.77		D	2230.40	27.88		D	2393.60	29.92
	E	2152.00	26.90		E	2334.40	29.18		E	2510.40	31.38
1825	A	1604.80	20.06	1839	A	2294.40	28.68	1851	A	2760.00	34.50
	B	1682.40	21.03		B	2399.20	29.99		B	2887.20	36.09
	C	1768.80	22.11		C	2513.60	31.42		C	3030.40	37.88
	D	1850.40	23.13		D	2624.00	32.80		D	3172.80	39.66
	E	1940.80	24.26		E	2748.00	34.35		E	3325.60	41.57
1826	A	1940.80	24.26	1840	A	1387.20	17.34	1852	A	1525.60	19.07
	B	2032.80	25.41		B	1458.40	18.23		B	1601.60	20.02
	C	2136.00	26.70		C	1531.20	19.14		C	1673.60	20.92
	D	2237.60	27.97		D	1598.40	19.98		D	1759.20	21.99
	E	2347.20	29.34		E	1673.60	20.92		E	1847.20	23.09
1830	A	2953.60	36.92	1841	A	2409.60	30.12	1853	A	1455.20	18.19
	B	3094.40	38.68		B	2520.00	31.50		B	1525.60	19.07
	C	3248.80	40.61		C	2632.00	32.90		C	1596.00	19.95
	D	3408.00	42.60		D	2758.40	34.48		D	1677.60	20.97
	E	3571.20	44.64		E	2884.00	36.05		E	1760.80	22.01

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

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

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1878	A	2953.60	36.92	1886	A	1845.60	23.07	1894	A	1449.60	18.12
	B	3094.40	38.68		B	1935.20	24.19		B	1519.20	18.99
	C	3248.80	40.61		C	2021.60	25.27		C	1590.40	19.88
	D	3408.00	42.60		D	2124.80	26.56		D	1660.00	20.75
	E	3571.20	44.64		E	2228.80	27.86		E	1735.20	21.69
1879	A	1387.20	17.34	1887	A	2487.20	31.09	1895	A	1889.60	23.62
	B	1458.40	18.23		B	2598.40	32.48		B	1972.80	24.66
	C	1531.20	19.14		C	2719.20	33.99		C	2060.00	25.75
	D	1598.40	19.98		D	2844.00	35.55		D	2163.20	27.04
	E	1673.60	20.92		E	2972.80	37.16		E	2260.00	28.25
1880	A	2122.40	26.53	1888	A	2719.20	33.99	1896	A	2564.80	32.06
	B	2230.40	27.88		B	2848.80	35.61		B	2688.80	33.61
	C	2336.80	29.21		C	2997.60	37.47		C	2824.80	35.31
	D	2450.40	30.63		D	3137.60	39.22		D	2960.00	37.00
	E	2571.20	32.14		E	3289.60	41.12		E	3110.40	38.88
1881	A	1708.80	21.36	1890	A	2070.40	25.88	1897	A	1749.60	21.87
	B	1791.20	22.39		B	2164.80	27.06		B	1832.80	22.91
	C	1881.60	23.52		C	2262.40	28.28		C	1924.80	24.06
	D	1970.40	24.63		D	2371.20	29.64		D	2008.00	25.10
	E	2065.60	25.82		E	2476.80	30.96		E	2097.60	26.22
1883	A	3137.60	39.22	1891	A	1634.40	20.43	1898	A	1449.60	18.12
	B	3289.60	41.12		B	1706.40	21.33		B	1519.20	18.99
	C	3460.00	43.25		C	1780.80	22.26		C	1590.40	19.88
	D	3620.00	45.25		D	1872.00	23.40		D	1660.00	20.75
	E	3795.20	47.44		E	1952.80	24.41		E	1735.20	21.69
1884	A	3137.60	39.22	1892	A	2297.60	28.72	1899	A	1156.00	14.45
	B	3289.60	41.12		B	2415.20	30.19		B	1210.40	15.13
	C	3460.00	43.25		C	2532.80	31.66		C	1268.80	15.86
	D	3620.00	45.25		D	2659.20	33.24		D	1331.20	16.64
	E	3795.20	47.44		E	2793.60	34.92		E	1395.20	17.44
1885	A	2453.60	30.67	1893	A	1594.40	19.93	1900	A	1641.60	20.52
	B	2572.00	32.15		B	1671.20	20.89		B	1719.20	21.49
	C	2702.40	33.78		C	1748.00	21.85		C	1796.00	22.45
	D	2830.40	35.38		D	1828.00	22.85		D	1891.20	23.64
	E	2973.60	37.17		E	1908.80	23.86		E	1976.80	24.71

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1901	A	1531.20	19.14	1908	A	1174.40	14.68	1915	A	2436.80	30.46
	B	1601.60	20.02		B	1223.20	15.29		B	2561.60	32.02
	C	1675.20	20.94		C	1281.60	16.02		C	2676.00	33.45
	D	1764.00	22.05		D	1336.80	16.71		D	2811.20	35.14
	E	1841.60	23.02		E	1396.00	17.45		E	2940.00	36.75
1902	A	1331.20	16.64	1909	A	1472.80	18.41	1917	A	2568.00	32.10
	B	1395.20	17.44		B	1535.20	19.19		B	2689.60	33.62
	C	1455.20	18.19		C	1606.40	20.08		C	2824.80	35.31
	D	1525.60	19.07		D	1680.00	21.00		D	2967.20	37.09
	E	1596.80	19.96		E	1752.00	21.90		E	3111.20	38.89
1903	A	1455.20	18.19	1910	A	1027.20	12.84	1918	A	2105.60	26.32
	B	1525.60	19.07		B	1073.60	13.42		B	2216.80	27.71
	C	1596.80	19.96		C	1123.20	14.04		C	2306.40	28.83
	D	1675.20	20.94		D	1179.20	14.74		D	2421.60	30.27
	E	1758.40	21.98		E	1231.20	15.39		E	2540.00	31.75
1904	A	2079.20	25.99	1911	A	1464.00	18.30	1919	A	1180.00	14.75
	B	2179.20	27.24		B	1534.40	19.18		B	1233.60	15.42
	C	2283.20	28.54		C	1600.80	20.01		C	1297.60	16.22
	D	2394.40	29.93		D	1678.40	20.98		D	1352.00	16.90
	E	2512.80	31.41		E	1756.80	21.96		E	1425.60	17.82
1905	A	1209.60	15.12	1912	A	1814.40	22.68	1920	A	1526.40	19.08
	B	1268.00	15.85		B	1895.20	23.69		B	1601.60	20.02
	C	1321.60	16.52		C	1992.80	24.91		C	1681.60	21.02
	D	1387.20	17.34		D	2079.20	25.99		D	1769.60	22.12
	E	1455.20	18.19		E	2177.60	27.22		E	1844.80	23.06
1906	A	1416.00	17.70	1913	A	1902.40	23.78	1921	A	1371.20	17.14
	B	1488.80	18.61		B	1992.80	24.91		B	1430.40	17.88
	C	1558.40	19.48		C	2079.20	25.99		C	1496.80	18.71
	D	1635.20	20.44		D	2183.20	27.29		D	1568.80	19.61
	E	1709.60	21.37		E	2284.00	28.55		E	1649.60	20.62
1907	A	1558.40	19.48	1914	A	804.80	10.06	1922	A	2703.20	33.79
	B	1635.20	20.44		B	844.00	10.55		B	2828.00	35.35
	C	1709.60	21.37		C	876.80	10.96		C	2968.80	37.11
	D	1793.60	22.42		D	923.20	11.54		D	3114.40	38.93
	E	1880.80	23.51		E	958.40	11.98		E	3264.00	40.80

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
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
1924	A	2823.20	35.29	1931	A	1887.20	23.59	1938	A	2225.60	27.82
	B	2958.40	36.98		B	1972.80	24.66		B	2328.80	29.11
	C	3105.60	38.82		C	2076.80	25.96		C	2440.00	30.50
	D	3256.00	40.70		D	2181.60	27.27		D	2562.40	32.03
	E	3408.80	42.61		E	2287.20	28.59		E	2681.60	33.52
1925	A	1432.80	17.91	1932	A	1371.20	17.14	1939	A	2562.40	32.03
	B	1500.80	18.76		B	1434.40	17.93		B	2681.60	33.52
	C	1568.80	19.61		C	1506.40	18.83		C	2816.00	35.20
	D	1644.80	20.56		D	1575.20	19.69		D	2953.60	36.92
	E	1720.00	21.50		E	1650.40	20.63		E	3094.40	38.68
1926	A	2568.00	32.10	1933	A	1501.60	18.77	1940	A	2283.20	28.54
	B	2689.60	33.62		B	1573.60	19.67		B	2394.40	29.93
	C	2824.80	35.31		C	1651.20	20.64		C	2512.80	31.41
	D	2967.20	37.09		D	1725.60	21.57		D	2626.40	32.83
	E	3111.20	38.89		E	1804.80	22.56		E	2760.00	34.50
1927	A	2559.20	31.99	1934	A	1305.60	16.32	1941	A	2538.40	31.73
	B	2680.80	33.51		B	1368.80	17.11		B	2656.00	33.20
	C	2815.20	35.19		C	1436.00	17.95		C	2796.00	34.95
	D	2956.00	36.95		D	1500.80	18.76		D	2939.20	36.74
	E	3099.20	38.74		E	1569.60	19.62		E	3079.20	38.49
1928	A	2332.80	29.16	1935	A	2953.60	36.92	1943	A	1421.60	17.77
	B	2440.00	30.50		B	3094.40	38.68		B	1491.20	18.64
	C	2564.80	32.06		C	3248.80	40.61		C	1560.00	19.50
	D	2684.80	33.56		D	3408.00	42.60		D	1637.60	20.47
	E	2812.00	35.15		E	3571.20	44.64		E	1712.80	21.41
1929	A	2568.00	32.10	1936	A	1053.60	13.17	1944	A	1682.40	21.03
	B	2689.60	33.62		B	1104.00	13.80		B	1768.00	22.10
	C	2824.80	35.31		C	1152.80	14.41		C	1850.40	23.13
	D	2967.20	37.09		D	1209.60	15.12		D	1943.20	24.29
	E	3111.20	38.89		E	1268.00	15.85		E	2036.00	25.45

SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
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
1946	A	1281.60	16.02	1961	A	1904.80	23.81	1970	A	1564.80	19.56
	B	1336.80	16.71		B	1995.20	24.94		B	1640.80	20.51
	C	1396.00	17.45		C	2097.60	26.22		C	1718.40	21.48
	D	1457.60	18.22		D	2200.80	27.51		D	1796.00	22.45
	E	1525.60	19.07		E	2306.40	28.83		E	1888.00	23.60
1947	A	1396.00	17.45	1964	A	1881.60	23.52	1971	A	2283.20	28.54
	B	1457.60	18.22		B	1977.60	24.72		B	2394.40	29.93
	C	1525.60	19.07		C	2076.00	25.95		C	2512.80	31.41
	D	1596.00	19.95		D	2172.00	27.15		D	2626.40	32.83
	E	1668.00	20.85		E	2287.20	28.59		E	2760.00	34.50
1949	A	2240.80	28.01	1965	A	2287.20	28.59	1972	A	2568.00	32.10
	B	2345.60	29.32		B	2396.80	29.96		B	2689.60	33.62
	C	2461.60	30.77		C	2511.20	31.39		C	2824.80	35.31
	D	2578.40	32.23		D	2633.60	32.92		D	2967.20	37.09
	E	2708.80	33.86		E	2764.00	34.55		E	3111.20	38.89
1952	A	2461.60	30.77	1966	A	2511.20	31.39	1974	A	1672.00	20.90
	B	2576.80	32.21		B	2633.60	32.92		B	1741.60	21.77
	C	2703.20	33.79		C	2764.00	34.55		C	1826.40	22.83
	D	2837.60	35.47		D	2888.80	36.11		D	1907.20	23.84
	E	2973.60	37.17		E	3036.00	37.95		E	1999.20	24.99
1955	A	2377.60	29.72	1967	A	2824.80	35.31	1975	A	1816.00	22.70
	B	2500.80	31.26		B	2958.40	36.98		B	1901.60	23.77
	C	2617.60	32.72		C	3107.20	38.84		C	1997.60	24.97
	D	2746.40	34.33		D	3264.00	40.80		D	2096.00	26.20
	E	2876.80	35.96		E	3422.40	42.78		E	2197.60	27.47
1956	A	1811.20	22.64	1968	A	1406.40	17.58	1976	A	2282.40	28.53
	B	1900.00	23.75		B	1468.80	18.36		B	2388.00	29.85
	C	1978.40	24.73		C	1534.40	19.18		C	2509.60	31.37
	D	2079.20	25.99		D	1600.00	20.00		D	2625.60	32.82
	E	2174.40	27.18		E	1676.00	20.95		E	2760.00	34.50

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
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
1978	A	1174.40	14.68	1987	A	2972.80	37.16	1998	A	1932.00	24.15
	B	1223.20	15.29		B	3114.40	38.93		B	2023.20	25.29
	C	1281.60	16.02		C	3277.60	40.97		C	2122.40	26.53
	D	1336.80	16.71		D	3430.40	42.88		D	2228.80	27.86
	E	1396.00	17.45		E	3596.80	44.96		E	2336.80	29.21
1979	A	1281.60	16.02	1988	A	2274.40	28.43	* 2103	A	933.60	11.67
	B	1336.80	16.71		B	2376.80	29.71		B	980.00	12.25
	C	1396.00	17.45		C	2484.00	31.05		C	1026.40	12.83
	D	1457.60	18.22		D	2602.40	32.53		D	1072.00	13.40
	E	1525.60	19.07		E	2719.20	33.99		E	1123.20	14.04
1980	A	2000.00	25.00	1991	A	1672.00	20.90	* 2139	A	930.40	11.63
	B	2097.60	26.22		B	1741.60	21.77		B	979.20	12.24
	C	2198.40	27.48		C	1826.40	22.83		C	1024.80	12.81
	D	2303.20	28.79		D	1907.20	23.84		D	1069.60	13.37
	E	2416.80	30.21		E	1999.20	24.99		E	1122.40	14.03
1982	A	1211.20	15.14	1992	A	1281.60	16.02	* 2166	A	1500.00	18.75
	B	1268.00	15.85		B	1336.80	16.71		B	1575.20	19.69
	C	1321.60	16.52		C	1396.00	17.45		C	1654.40	20.68
	D	1387.20	17.34		D	1457.60	18.22		D	1736.00	21.70
	E	1458.40	18.23		E	1525.60	19.07		E	1824.00	22.80
1983	A	1421.60	17.77	1994	A	2564.80	32.06	* 2169	A	933.60	11.67
	B	1491.20	18.64		B	2684.80	33.56		B	980.00	12.25
	C	1560.00	19.50		C	2819.20	35.24		C	1026.40	12.83
	D	1637.60	20.47		D	2957.60	36.97		D	1072.00	13.40
	E	1712.80	21.41		E	3096.80	38.71		E	1123.20	14.04
1985	A	1706.40	21.33	1995	A	644.80	8.06	* 2185	A	1825.60	22.82
	B	1791.20	22.39		B	684.00	8.55		B	1916.80	23.96
	C	1872.00	23.40		C	713.60	8.92		C	2012.00	25.15
	D	1952.80	24.41		D	750.40	9.38		D	2112.80	26.41
	E	2046.40	25.58		E	920.00	11.50		E	2217.60	27.72

SALARY TABLE CLASSIFIED SERVICE

Effective 7 - 1 - 2017

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
* 2186	A	933.60	11.67								
	B	980.00	12.25								
	C	1026.40	12.83								
	D	1072.00	13.40								
	E	1123.20	14.04								
* 2188	A	716.00	8.95								
	B	750.40	9.38								
	C	784.80	9.81								
	D	823.20	10.29								
	E	920.00	11.50								

* These classifications are in the Unclassified Service but were established with steps as indicated.

EXHIBIT B

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

EXHIBIT B

EFFECTIVE JULY 1, 2017

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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Biologist II	1624
Biologist III	1622
Hazardous Materials Inspector I	1526
Hazardous Materials Inspector II	1527
Hazardous Materials Inspector III	1544
Hazardous Material/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
Storm Water Inspector I	1127
Storm Water Inspector II	1126
Storm Water Inspector III	1125
Storm Water Inspection Manager	1123
Supervising Hazardous Materials Inspector	1896

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Supervising Storm Water Inspector	1124
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
 CLERICAL	
Account Audit Clerk	1103
Account Clerk	1104
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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Editor/Proofreader	1246
Executive Secretary	1876
Legal Secretary I	1379
Legal Secretary II	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
Library Aide	1588
Library Clerk	1590
Library Technician	1758
Micrographics Clerk	1617
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649
Payroll Audit Supervisor	1886
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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 Audit Clerk	1133
Senior Account Clerk	1844
Senior Accounts Payable Audit Clerk	1809
Senior Benefits Representative	1257
Senior Cashier	1840
Senior Clerk/Typist	1879
Senior Customer Services Representative	1860
Senior Disposal Site Representative	1864
Senior Legal Secretary	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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 Dispatch Administrator	1017
Fire Dispatcher	1464
Police Dispatch Administrator	1195
Police Dispatch Supervisor	1918
Police Dispatcher	1714
Police Lead Dispatcher	1661
Public Works Dispatch Supervisor	1767
Public Works Dispatcher	1766
 CONSTRUCTION AND MAINTENANCE	
Assistant Reservoir Keeper	1193
Building Service Technician	1280

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908
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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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
 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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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
Junior Engineer - Electrical	1552
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Backflow and Cross Connection Specialist	1731
Principal Corrosion Engineering Aide	1812
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 Engineering Aide	1813
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

Assistant Fleet Technician	1450
Assistant Water Distribution Operator	1368
Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738
Body and Fender Mechanic	1264
Equipment Painter	1446

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Equipment Repair Supervisor	1435
Equipment Service Supervisor	1451
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Attendant	1454
Fleet Manager	1762
Fleet Repair Supervisor	1146
Fleet Team Leader	1138
Fleet Technician	1437
Generator Technician	1140
Helicopter Mechanic	1459
Machinist	1602
Marine Mechanic	1608
Master Fleet Technician	1447
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452
Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Senior Water Distribution Operations Supervisor	1380
Water Distribution Operations Supervisor	1370
Water Distribution Operator	1369
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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Refuse Collection Manager	1841
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265
Traffic Stripper Operator	1626
 FIELD CONTACT	
Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator III	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393
Field Representative	1465
Investigation Support Manager	1924
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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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
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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Fire Fighter III	1020
Fire Helicopter Pilot	1150
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Paramedic I	1506
Paramedic II	1507
 GRAPHICS	
Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230
Photographer	1660
 LIBRARY	
Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
Library Assistant	1586
Supervising Librarian	1922

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
MANAGEMENT, FISCAL, AND STAFF	
Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
Applications Programmer I	1240
Applications Programmer II	1241
Applications Programmer III	1242
ARJIS Administrator	1253
Asbestos Program Manager	1119
Assistant Budget Development Analyst	1964
Assistant Department Human Resources Analyst	1363
Assistant Dispute Resolution Officer	1409
Assistant Economist	1158
Assistant Facility Manager	1159
Assistant Management Analyst	1132

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Assistant Personnel Analyst	1170
Assistant Procurement Contracting Officer	1741
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 Procurement Contracting Officer	1742
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
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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
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
Paralegal	1598
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Paralegal	1147
Principal Procurement Specialist (<i>Terminal</i>)	1783
Procurement Contracting Trainee	1740

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Procurement Specialist (<i>Terminal</i>)	1282
Procurement Trainee (<i>Terminal</i>)	1283
Property Agent	1756
Public Art Program Administrator	1769
Public Information Officer	1777
Rate Analyst	1793
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety and Training Manager	1972
Safety Officer	1823
Senior Budget Development Analyst	1966
Senior Department Human Resources Analyst	1365
Senior Management Analyst	1106
Senior Paralegal	1822
Senior Personnel Analyst	1650
Senior Procurement Contracting Officer	1743
Senior Procurement Specialist (<i>Terminal</i>)	1850
Senior Public Information Officer	1871
Stadium/Field Manager	1874

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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 Procurement Contracting Officer	1744
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024
Trainer	1217
Training Supervisor	1971
Victim Services Coordinator	1983
 MARINE SAFETY	
Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400
 PARK MAINTENANCE	
Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969
 PLANNING	
Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
Planning Technician I	1663
Planning Technician II	1664
Planning Technician III	1665
Senior Planner	1872
Senior Zoning Investigator	1880
Zoning Investigator I	1997
Zoning Investigator II	1998
 PLANT OPERATION	
Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Senior Wastewater Operations Supervisor	1888

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884
 POLICE	
Cal-ID Technician	1285
Community Relations Assistant to the Police Chief	1355
Criminalist I	1152
Criminalist II	1384
DNA Technical Manager	1414
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Crime Scene Specialist	1448
Forensic Alcohol Analyst	1466
Interview and Interrogation Specialist I	1716
Interview and Interrogation Specialist II	1196
Interview and Interrogation Specialist III	1715

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Latent Print Examiner I	1229
Latent Print Examiner II	1570
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
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019

PRINTING

Electronic Publishing Specialist	1583
Offset Press Operator	1632

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
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
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Recreation Leader I	1565
Recreation Leader II	1531
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Recreation Specialist	1931
Supervising Therapeutic Recreation Specialist	1187
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907
Therapeutic Recreation Leader	1189
Therapeutic Recreation Specialist	1188

SKILLED TRADES

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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Electrician	1428
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating Technician (<i>Terminal</i>)	1510
Heating, Ventilating, and Air Conditioning Supervisor	1511
HVACR Technician	1810
Instrumentation and Control Supervisor	1522
Instrumentation and Control Technician	1523
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
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior HVACR Technician	1913
Senior Locksmith	1802
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 Specialist	1719
Police Property and Evidence Lead Specialist	1911
Police Property and Evidence Supervisor	1900
Senior Police Property and Evidence Supervisor	1904
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533



EXHIBIT C

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

EXHIBIT C

EFFECTIVE JULY 1, 2017

(Revised April 10, 2017)

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)

MANAGERIAL

Classification and Class Number

<u>Managerial A</u>	<u>Salary Rate-2070/Minimum and Maximum</u>	
	Monthly	\$ 1,407.00 - \$ 8,823.00
	Bi-weekly	\$ 647.20 - \$ 4,058.40
	Hourly	\$ 8.09 - \$ 50.73

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

PROFESSIONAL LEGAL

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>		
	Monthly	\$ 1,489.00	- \$ 17,076.00
	Bi-weekly	\$ 684.80	- \$ 7,854.40
	Hourly	\$ 8.56	- \$ 98.18

- 2196 Assistant Retirement General Counsel (UC)
- 2224 Associate Counsel (UC)
- 2151 Deputy City Attorney (UC)
- 2197 General Counsel (UC)
- 2195 Retirement General Counsel (UC)

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

<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 F

Salary Rate-2014/Minimum and Maximum

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

2274 Medical Review Officer (UC)

INTERNS

Classification and Class Number

Salary Rate/Minimum and Maximum

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	-	\$ 11.50

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, 2017



**NO POSITIONS TO BE EXEMPT FROM THE CLASSIFIED SERVICE
VIA THE SALARY ORDINANCE IN FY 2018**

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

EXHIBIT H
POSITIONS ENTITLED TO MANAGEMENT
EXECUTIVE LIFE INSURANCE

- COUNCILMEMBER
- MAYOR
- 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
- CITY AUDITOR
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR

Passed by the Council of The City of San Diego on APR 25 2017, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Barbara Bry	<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"/>
Chris Ward	<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"/>
Chris Cate	<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"/>
Georgette Gomez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage APR 25 2017

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 [Signature], 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 10 2017

APR 25 2017

, and on _____

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 [Signature], Deputy

Office of the City Clerk, San Diego, California

Ordinance Number O- 20817