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(O-2018-97)

ORDINANCE NUMBER O- 20927 (NEW SERIES)

DATE OF FINAL PASSAGE APR 24 2018

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SAN DIEGO AUTHORIZING AND ESTABLISHING COMPENSATION SCHEDULES AND RELATED PAID BENEFITS FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR FISCAL YEAR 2019, IN ACCORDANCE WITH SAN DIEGO CHARTER SECTIONS 11.2, 70, 130, AND 290.

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, Charter section 11.1 mandates that the City Council adopt the Salary Ordinance no later than May 30 of each year, after considering all relevant evidence including the needs of the citizens for municipal services, giving priority to the funding of police protection; the ability of the citizens to pay for municipal services; local economic conditions; and other relevant factors as the City Council deems appropriate; and

WHEREAS, in accordance with Charter section 130, the City Council must approve compensation schedules 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

the Meyers-Milias-Brown Act (MMBA) or any other legal requirements governing labor relations that are binding upon the City, including the Charter, City Council-approved Civil Service Rules, and Personnel Regulations; and

WHEREAS, the terms set forth in this Salary Ordinance for Fiscal Year 2019 are consistent with City Council-approved MOUs between the City and each of its six recognized employee organizations; and

WHEREAS, the City Council intends to memorialize currently established benefits for represented and unrepresented employees, which are to continue in Fiscal Year 2019; and

WHEREAS, the Salary Ordinance for Fiscal Year 2019 must also include the increases to the salaries of represented employees already approved by the City Council through approval of MOUs between the City and the California Teamsters Local 911 (Local 911) by San Diego Resolution R-310512 (Jun. 13, 2016); the Deputy City Attorneys Association of San Diego (DCAA) by San Diego Resolution R-310511 (Jun. 13, 2016); Local 127, American Federation of State, County, and Municipal Employees, AFL-CIO by San Diego Resolution R-310513 (Jun. 13, 2016); the San Diego City Firefighters, International Association of Firefighters Local 145 (Local 145) by San Diego Resolution R-310508 (Jun. 13, 2016); the San Diego Municipal Employees' Association (MEA) by San Diego Resolution R-310148 (Dec. 16, 2015); and the San Diego Police Officers Association (SDPOA) by San Diego Resolution R-309613 (Apr. 22, 2015), amended by San Diego Resolution R-311449 (Dec. 8, 2017); and

WHEREAS, the Salary Ordinance for Fiscal Year 2019 must also include any additional special salary adjustments approved by the City Council prior to adoption of this Ordinance; and

WHEREAS, the City Council has previously approved a 3.3% general salary increase for all represented employees, except employees represented by the SDPOA who are receiving an 8.3% general salary increase, with all increases to take effect the first full pay period following July 1, 2018; and

WHEREAS, the City Council has also previously approved a 5% general salary increase for all employees represented by the SDPOA, to take effect the first full pay period following January 1, 2019; and

WHEREAS, the Fiscal Year 2019 salary tables attached to this Ordinance reflect these approved general salary increases; and

WHEREAS, in approving the MOUs, the City Council also approved certain special salary adjustments for employees in specified classifications, and this Ordinance incorporates those adjustments and authorizes the Comptroller to pay the City Council-approved salary increases; and

WHEREAS, the Mayor is recommending that the 3.3% general salary increase be applied to employees not represented by a recognized employee organization; the Fiscal Year 2019 salary tables attached to this Ordinance have been modified to reflect this proposed general salary increase and are presented to the City Council for determination; and

WHEREAS, Exhibit A-1 is the Salary Table for employees in the Classified Service, in effect from July 1, 2018 through December 31, 2018, and Exhibit A-2 is the Salary Table for employees in the Classified Service, in effect from January 1, 2019 through June 30, 2019, with any pay increases, except legally required increases to minimum wage, taking effect the first full pay period following July 1, 2018 or January 1, 2019, as specified; and

WHEREAS, Exhibit C-1 sets forth the standard salary rates for employees in the Unclassified Service, in effect from July 1, 2018 through December 31, 2018, and Exhibit C-2 sets forth the standard salary rates for employees in the Unclassified Service, in effect from January 1, 2019 through June 30, 2019, with any increases, except legally required increases to minimum wage, taking effect the first full pay period following July 1, 2018 or January 1, 2019, as specified; and

WHEREAS, pursuant to Charter sections 12.1 and 24.1, the City Council has received and considered the recommendations of the Salary Setting Commission for Fiscal Years 2019 and 2020, set forth in the Salary Setting Commission's report dated February 2, 2018; the Salary Setting Commission is recommending no salary increases for elected officers for Fiscal Year 2019, and the City Council intends to set the salaries of the City's elected officers, as required by the Charter; 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, this Ordinance includes those special salary adjustments for classifications in the Classified Service, already approved and incorporated into MOUs by previous, separate City Council action; and

WHEREAS, in accordance with the approved MOUs, the City Council may also consider for approval those special salary adjustments recommended by the Civil Service Commission, which have been agreed upon by the Mayor and the employee organization impacted by each recommended special salary adjustment; and

WHEREAS, the City Council may also consider the special salary adjustments recommended by the Civil Service Commission for classified, unrepresented employees; and

WHEREAS, the City Council intends to incorporate into Exhibits A-1 and A-2 those special salary adjustments for employees in the Classified Service, whether represented by an employee organization or unrepresented, the City Council approves for Fiscal Year 2019; 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, in accordance with Charter section 70.2, the actuary for the City Employees' Retirement System – Cheiron – has prepared an actuarial study for the Mayor and City Council, disclosing the impact on the City's Defined Benefit Pension Plan of the recommended special salary adjustments, not yet approved by the City Council; the actuarial study has been made available to the public ten days prior to City Council action on this Ordinance; and

WHEREAS, the Mayor recommends that the classification of Assistant Police Chief, in the Unclassified Service, be moved from Managerial C to Executive IV in Exhibits C-1 to allow for salary increases for the Assistant Police Chiefs, effective the first full pay period following July 1, 2018; these proposed salary increases are similar to the increases approved for SDPOA-represented employees, the impacts of which were analyzed and discussed by Cheiron in reports dated September 26, 2017 and November 15, 2017; and

WHEREAS, during Fiscal Year 2019, 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, not set forth in approved MOUs and not approved in this Ordinance, for consideration to take effect in Fiscal Year 2020, prior to presentation of the Fiscal Year 2020 Salary Ordinance; and

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

WHEREAS, the new classifications as well as title changes to existing classifications are incorporated into Exhibit B of this Ordinance; 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 has designated, and the City Council approves, new classifications in the Development Services Department, Department of Information Technology, Police Department, and Public Utilities Department; and

WHEREAS, Mayoral staff has provided to the City Council information, in accordance with Charter section 70.2, to support the creation of the new classifications, and the City Council finds that the new classifications are intended to create a more efficient service delivery method to the public, within the meaning of Charter section 70.2; and

WHEREAS, the City Council also approves of the Civil Service Commission’s recommendation to create separate classifications for Environmental Biologist III, Environmental Biologist II, and Environmental Biologist I, which are currently option titles off of the Biologist III, Biologist II, and Biologist I classifications, respectively; the City Council

accepts the factual information provided by Personnel Department staff that employees in the proposed classifications perform specialized work related to environmental protection, such as inspections, outreach, and analysis, making the new, separate classifications appropriate; 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 of the public, within the meaning of Charter section 70.2; and

WHEREAS, Exhibit B also reflects classification title changes to more accurately reflect the nature of the work performed by the classifications; these changes do not involve the creation of new classifications, and Charter section 70.2 is not applicable to these changes; and

WHEREAS, Charter section 117(a)(17) authorizes the exemption of certain managerial positions from the Classified Service, “by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council”; and

WHEREAS, the classifications that the City Council has 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 Exhibits C-1 and C-2; 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 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, \$11.00 an hour on January 1, 2018, \$12.00 an hour on January 1, 2019, and increasing in subsequent years; and

WHEREAS, the compensation schedules for Fiscal Year 2019 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 (Aug. 18, 2014), 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, as set forth in Municipal Code section 39.0107(b)(2), starting January 1, 2017, the local minimum wage is \$11.50, which is higher than state minimum wage, and the compensation schedules for Fiscal Year 2019 reflect this local minimum wage; and

WHEREAS, as set forth in Municipal Code section 39.0107(b)(3), starting January 1, 2019, and each year thereafter, local minimum wage increases by an amount corresponding to the prior year's increase, if any, in cost of living, measured by a percentage increase as of August



of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average of All Items); the adjusted minimum wage must be announced by the City by October 1 of each year, to take effect as of January 1 of the succeeding year; 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 2019; 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, as well as approved City ordinances and established City personnel policies and practices, including Civil Service Rules, Personnel Regulations, 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 AND APPOINTED 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 2019:

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 2019. 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.

The salaries of appointed officers in the Unclassified Service, including the City Clerk, Independent Budget Analyst, City Auditor, and other employees described in San Diego Charter section 117(a), may be modified during the Fiscal Year, following a performance review, as long as the modified salary is consistent with Exhibits C-1 and C-2 of this Ordinance and the appointing authority complies with the Ralph M. Brown Act, if applicable.

**Section 2. SALARY SCHEDULES ESTABLISHED**

**2.1. Unclassified Service**

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. Exhibits C-1 and C-2 establish the Classification and Standard Salary Rates for Fiscal Year 2019. Exhibit C-1 is in effect from July 1, 2018 through December 31, 2018. Exhibit C-2 is in effect from January 1, 2019 through June 30, 2019, and reflects the increase to California's minimum wage to \$12.00 an hour, effective January 1, 2019.

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 Exhibits C-1 and C-2. 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 Exhibits C-1 and C-2. 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 Exhibits C-1 and C-2. Finally, the City Council adopts the salary rates for Interns. The salary rates and ranges listed in Exhibits C-1 and C-2 may be changed only by City Council action.

In addition, all employees in the Unclassified Service will receive a general salary increase of 3.3%, effective the first full pay period following July 1, 2018. The standard salary rates set forth in Exhibits C-1 and C-2 have been adjusted to allow for this general salary increase.

Further, employees in the Deputy City Attorney III and IV pay grades will receive an additional 3% salary increase, and employees in Deputy City Attorney V pay grade will receive an additional 2% salary increase, effective the first full pay period following July 1, 2018, consistent with City Council approval of San Diego Resolution R-310511 (Jun. 13, 2016).

## **2.2. Classified Service**

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 in Exhibit B is also referred to as the Classification Number. Exhibit B sets forth all

approved classifications in the Classified Service, including those classifications recommended by the Civil Service Commission for approval by the City Council, which are now approved by this Ordinance.

The City Council adopts the Salary Table, attached to this Ordinance as Exhibit A-1, for July 1, 2018 through December 31, 2018, and Exhibit A-2, for January 1, 2019 through June 30, 2019, for all employees in the Classified Service. Exhibits A-1 and A-2 set 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 Exhibits A-1 and A-2 by 1.4. The Comptroller, working with the Personnel Director, is also authorized to make any additional adjustments to compensation for fire suppression employees who work a 28-day work period, as agreed upon by the City and Local 145 or required under the FLSA.

The salary steps for all Classified Service classifications, as set forth in Exhibits A-1 and A-2, are calculated and established at approximately 5% increments. However, 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.

### **2.3. Special Salary Adjustments**

It is the duty of the Civil Service Commission to prepare and furnish to the City Council, prior to adoption of this Ordinance, a report identifying classifications of employees in the Classified Service, which merit special salary consideration because of recruitment and retention

problems, changes in duties or responsibilities, or other special factors the Civil Service Commission deems appropriate. The recommendations of the Civil Service Commission are advisory and must be approved by the City Council to take effect.

The special salary adjustments previously approved by the City Council, by approval of MOUs between the City and its recognized employee organizations, are now incorporated into this Ordinance. Further, the Ordinance sets forth those special salary adjustments mutually agreed upon by the Mayor and the impacted employee organizations, and approved by the City Council. The Ordinance also incorporates those special salary adjustments for classified, unrepresented employees approved by the City Council.

#### **2.4. Represented Employees**

Every employee working in a classification that is represented by a recognized employee organization will receive wages consistent with the applicable MOU between the City and the recognized employee organization representing that classification and the Salary Table at Exhibits A-1, A-2, C-1, or C-2 of this Ordinance.

Increases to the pay rates as set forth in Exhibits A-1 and A-2 take effect the first full pay period following July 1, 2018 or January 1, 2019, except for those increases required by applicable minimum wage laws or otherwise set forth in an approved MOU between the City and a recognized employee organization.

As set forth more fully in section 10 of this Ordinance, the City Council authorizes the Comptroller to pay all special pays, including certification pays and other special assignment pays, incorporated into MOUs between the City and its recognized employee organizations and previously approved by separate City Council action.

**Section 2.5. Salary Reductions**

Effective July 1, 2006, and continuing in Fiscal Year 2019, subject to compliance with the MMBA and City Council Policy 300-06, employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) must take a 3.2% reduction in Base Compensation, as that term is defined in Municipal Code section 24.0103.

**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. 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 5. 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 Exhibits A-1 and A-2 (for classified employees) or Exhibits C-1 and C-2 (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 6. COMPLIANCE WITH CALIFORNIA MINIMUM WAGE LAW**

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 and after January 1, 2018, and \$12.00 per hour on and after January 1, 2019.

Exhibits A-1, A-2, C-1, and C-2 conform to Labor Code section 1182.12. Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the Classified Service is no less than the California minimum wage. Exhibits C-1 and C-2 establish 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 2019.

**Section 7. COMPLIANCE WITH LOCAL MINIMUM WAGE UNDER SAN DIEGO ORDINANCE O-20390**

On June 7, 2016, City voters approved San Diego Ordinance O-20390 (Aug. 18, 2014), 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-1, A-2, C-1, and C-2 conform to San Diego Ordinance O-20390. Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the Classified Service is no less than the local minimum wage. Exhibits C-1 and C-2 establish 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 2019.

If, in accordance with San Diego Ordinance O-20390, the local minimum wage is adjusted to be higher than the state minimum wage of \$12.00 an hour on January 1, 2019, then the Comptroller is authorized to adjust any employee's rate of pay who is not earning the adjusted local minimum wage. The City Council intends to pay all City employees no less than what is required by state minimum wage and local minimum wage.

**Section 8. 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 Exhibits A-1 and A-2 (for classified

employees) or Exhibits C-1 and C-2 (for unclassified employees), and, where applicable, additional pay, benefits, and reimbursements authorized or granted by City Council action.

**Section 9. 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 10. SALARY INCREASES**

During the Fiscal Year, the appropriate appointing authorities may grant salary increases to employees, consistent with the Charter, including sections 70 and 130, Personnel Manual Index Code H-8, and this Ordinance. The appropriate appointing authorities may grant salary increases to those unclassified officers and employees, listed in Exhibits C-1 and C-2, within the standard salary rates set forth in those exhibits, based on merit, performance, or changes in duties.

**Section 11. ELIGIBILITY FOR SPECIAL PAY**

**Section 11.1. Overtime Pay Plan**

The Civil Service Commission has established and supervises, in accordance with the FLSA and approved MOUs, 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 11.2. Shift Differential Pay**

The City Council authorizes Shift Differential pay, in accordance with Personnel Manual Index Code H-6. Shift Differential pay is extra compensation for eligible employees, who must work for significant periods of time substantially unusual for their employment classifications, such as night shifts, split shifts, split weekend shifts, and other unusual schedules.

**Section 11.3. 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 11.4. 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 5% of his or her regular rate of pay, as more fully described in Personnel Manual Index Code H-7.

**Section 11.5. Special Assignment Pay**

Special assignment pay is also known as add-on pay or specialty pay. It is the intent of the City Council that the special assignment pay program is authorized by the City Council on an annual basis, subject to the MMBA and City Council Policy 300-06 for represented employees. Special assignment pay is not a property right or continuing vested entitlement to extra pay from year to year.

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 established in this Ordinance.

Special assignment pay applies only during the period of the employee's eligibility, which is determined by the Mayor or independent appointing authority, consistent with City Council-approved MOUs and Civil Service Rules, Personnel Regulations, and Administrative Regulations.

Special assignment pay must be appropriately identified and designated on all official payrolls and all other records pertaining to the employee's pay.

**Section 11.6. 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 11.7. Bilingual Pay**

The City will pay \$.70 per hour as bilingual pay, in addition to salary, to an eligible employee who is not represented by the SDPOA or Local 145, when the employee meets the established conditions for the pay. For an eligible employee represented by SDPOA or Local 145, the City will pay an extra 3.5% of the employee's salary as bilingual pay.

Employees will receive bilingual pay on an ongoing basis when the following conditions are satisfied: (1) the appropriate appointing authority certifies that the 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.

Employees represented by Local 911, MEA, and SDPOA may receive bilingual pay for incidental use of specified languages other than English, during the pay period when the language was used, in accordance with the rules set forth in their approved MOUs.

Other employees may receive bilingual pay for incidental use of a language other than English during the pay period when the language was used, without having to pass the Personnel Department language fluency examination, when the employee's appointing authority requests or directs the employee to use the language as part of his or her job duties and certifies the use to the Personnel Department.

**Section 12. 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 13. REWARDS AND RECOGNITION PROGRAM**

The City Council authorizes the Employee Rewards and Recognition Program, described 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. 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.

As specified in Exhibit F to this Ordinance, the monthly automobile allowance is \$300 for the City Clerk, Personnel Director, Retirement Administrator, Ethics Commission Executive Director, Department Directors, and managerial employees at the Department Director level or other positions designated as eligible by the Mayor.

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 15. PARKING RATES AND TRANSPORTATION ALTERNATIVES**

City employees who park in the Evan V. Jones Parkade and the garages at the Civic Centre Plaza and 101 Ash Street receive a 75% reduction in the monthly public 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.

The City Council also authorizes the Mayor to develop and implement transportation alternatives programs, in accordance with approved MOUs or other procedures required by the MMBA or other applicable law.

**Section 16. 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 17. SICK LEAVE**

**Section 17.1. 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 17.2. Paid Sick Leave for Employees under AB 1522**

Notwithstanding the repeal of the Sick Leave Program described in Section 17.1 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 17.3. 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 AB 1522 and negotiated MOUs.

**Section 18. PAID ADMINISTRATIVE LEAVE**

Notwithstanding any provision in Civil Service Rule XI, section 8, codified at San Diego Municipal Code section 23.1208 and Personnel Regulation L-2 to the contrary, 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 in the best interests of the City and 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 19. 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, subject to approval by their appointing authorities and any additional guidelines established by the Mayor or other appointing authority. Specifically, the Mayor must authorize the granting of Management Administrative Leave for eligible employees who report to the Mayor; the City Attorney must authorize the granting of Management Administrative Leave for eligible employees who report to the City Attorney; the Civil Service Commission must authorize the granting of Management Administrative Leave for the Personnel Director; the Retirement System Board of Administration must authorize the granting of Management Administrative Leave for the Retirement Administrator; and the Ethics Commission must authorize the granting of Management Administrative Leave for the Ethics Commission Executive Director. The City Auditor, City Clerk, and Independent Budget Analyst are granted 80 hours of Management Administrative Leave, unless the City Council specifically denies this Management Administrative Leave benefit by subsequent City Council action, related to the establishment of compensation for the employees in these positions.

**Section 20. 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 21. DISCRETIONARY LEAVE**

In Fiscal Year 2019, 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, 2019. 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 22. 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, 2019.

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 23. LEAVE TO VOTE**

California Elections Code section 14000 states that, if a voter does not have sufficient time outside of working hours to vote at a statewide election, the voter may, without loss of pay, take no more than two hours working time that, when added to the voting time available outside of working hours, will enable the voter to vote. The time off for voting must be at the beginning or end of the employee's regular shift, whichever allows the most free time for voting and the least time off from the regular working shift. Employees must give the City at least two working days' notice that time off for voting is needed. The City Council authorizes the Mayor or designee to adopt any necessary regulations to properly implement and administer the provisions set forth in California Elections Code section 14000.

**Section 24. 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 25. 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 26. 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 27.** The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

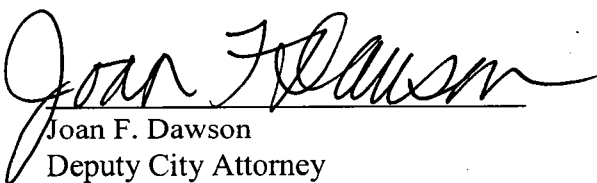
**Section 28.** Exhibits A-1, A-2, B, C-1, C-2, D, E, F, G, and H are incorporated into this Ordinance.

**Section 29.** 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. However, the City Council may exempt positions from the Classified Service during Fiscal Year 2019 pursuant to the requirements of Charter section 117(a)(17).

**Section 30.** 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 31.** 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 2019 pay to be effective on July 1, 2018, or thereafter, as specified in this Ordinance.

APPROVED: MARA W. ELLIOTT, City Attorney

By   
Joan F. Dawson  
Deputy City Attorney

JFD:ccm  
March 26, 2018  
Or.Dept: Human Resources  
Doc. No.: 1714841.docx

I certify that the following Ordinance was introduced by the Council of the City of San Diego, at its meeting of April 9, 2018.

ELIZABETH S. MALAND  
City Clerk

By [Signature]  
Deputy City Clerk

Approved: 4/12/18  
(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 09 2018; approved by the Mayor pursuant to San Diego Charter section 290 on APR 12 2018; and passed by the City Council at its meeting of APR 24 2018.

ELIZABETH S. MALAND  
City Clerk

By [Signature]  
Deputy City Clerk



**SALARY TABLE**

**EXHIBIT A-1**

**EFFECTIVE JULY 1, 2018 THROUGH DECEMBER 31, 2018**

**(Except for minimum wage increases required by law, any increases to pay rates set forth in this table take effect the first full pay period following July 1, 2018, in accordance with City Council-approved agreements between the City and its recognized employee organizations and similarly applied to unrepresented employees.)**

**SALARY TABLE CLASSIFIED SERVICE**
**Effective 7-1-2018**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1011	A	1212.80	15.16	1018	A	2710.40	33.88	1025	A	2785.60	34.82
	B	1263.20	15.79		B	2839.20	35.49		B	2916.80	36.46
	C	1324.00	16.55		C	2979.20	37.24		C	3064.00	38.30
	D	1380.80	17.26		D	3128.00	39.10		D	3218.40	40.23
	E	1442.40	18.03		E	3277.60	40.97		E	3374.40	42.18
1012	A	1500.80	18.76	1019	A	3104.00	38.80	1026	A	2476.80	30.96
	B	1569.60	19.62		B	3251.20	40.64		B	2597.60	32.47
	C	1641.60	20.52		C	3410.40	42.63		C	2725.60	34.07
	D	1716.80	21.46		D	3581.60	44.77		D	2848.80	35.61
	E	1797.60	22.47		E	3752.80	46.91		E	2994.40	37.43
1013	A	1647.20	20.59	1020	A	2190.40	27.38	1027	A	1692.00	21.15
	B	1716.00	21.45		B	2293.60	28.67		B	1769.60	22.12
	C	1798.40	22.48		C	2413.60	30.17		C	1852.80	23.16
	D	1876.00	23.45		D	2530.40	31.63		D	1947.20	24.34
	E	1967.20	24.59		E	2644.00	33.05		E	2039.20	25.49
1014	A	1892.80	23.66	1021	A	2599.20	32.49	1100	A	2358.40	29.48
	B	1978.40	24.73		B	2724.00	34.05		B	2473.60	30.92
	C	2068.00	25.85		C	2853.60	35.67		C	2596.00	32.45
	D	2162.40	27.03		D	2992.00	37.40		D	2712.80	33.91
	E	2259.20	28.24		E	3140.80	39.26		E	2851.20	35.64
1015	A	2176.00	27.20	1022	A	2362.40	29.53	1102	A	1767.20	22.09
	B	2275.20	28.44		B	2476.00	30.95		B	1856.80	23.21
	C	2379.20	29.74		C	2594.40	32.43		C	1949.60	24.37
	D	2488.80	31.11		D	2720.80	34.01		D	2039.20	25.49
	E	2597.60	32.47		E	2855.20	35.69		E	2148.00	26.85
1016	A	2483.20	31.04	1023	A	2148.00	26.85	1103	A	1316.00	16.45
	B	2601.60	32.52		B	2251.20	28.14		B	1375.20	17.19
	C	2723.20	34.04		C	2358.40	29.48		C	1433.60	17.92
	D	2852.80	35.66		D	2473.60	30.92		D	1504.80	18.81
	E	2984.80	37.31		E	2596.00	32.45		E	1582.40	19.78
1017	A	2411.20	30.14	1024	A	3064.80	38.31	1104	A	1251.20	15.64
	B	2522.40	31.53		B	3209.60	40.12		B	1309.60	16.37
	C	2653.60	33.17		C	3371.20	42.14		C	1365.60	17.07
	D	2782.40	34.78		D	3538.40	44.23		D	1432.80	17.91
	E	2911.20	36.39		E	3712.00	46.40		E	1506.40	18.83

**SALARY TABLE CLASSIFIED SERVICE**
**Effective 7-1-2018**

<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1105	A	1468.80	18.36	1113	A	2515.20	31.44	1124	A	2649.60	33.12
	B	1540.80	19.26		B	2645.60	33.07		B	2777.60	34.72
	C	1611.20	20.14		C	2764.00	34.55		C	2918.40	36.48
	D	1692.00	21.15		D	2904.00	36.30		D	3057.60	38.22
	E	1769.60	22.12		E	3037.60	37.97		E	3212.80	40.16
1106	A	2358.40	29.48	1116	A	2148.00	26.85	1125	A	2410.40	30.13
	B	2473.60	30.92		B	2251.20	28.14		B	2528.80	31.61
	C	2596.00	32.45		C	2358.40	29.48		C	2652.00	33.15
	D	2712.80	33.91		D	2473.60	30.92		D	2784.00	34.80
	E	2851.20	35.64		E	2596.00	32.45		E	2920.80	36.51
1107	A	1692.00	21.15	1117	A	1388.00	17.35	1126	A	2188.00	27.35
	B	1769.60	22.12		B	1451.20	18.14		B	2296.00	28.70
	C	1852.80	23.16		C	1513.60	18.92		C	2406.40	30.08
	D	1947.20	24.34		D	1583.20	19.79		D	2527.20	31.59
	E	2039.20	25.49		E	1654.40	20.68		E	2652.80	33.16
1108	A	1539.20	19.24	1118	A	2036.80	25.46	1127	A	1852.80	23.16
	B	1614.40	20.18		B	2131.20	26.64		B	1947.20	24.34
	C	1692.00	21.15		C	2236.00	27.95		C	2038.40	25.48
	D	1767.20	22.09		D	2340.00	29.25		D	2141.60	26.77
	E	1856.80	23.21		E	2455.20	30.69		E	2247.20	28.09
1110	A	2652.80	33.16	1119	A	2899.20	36.24	1128	A	1692.00	21.15
	B	2778.40	34.73		B	3044.00	38.05		B	1769.60	22.12
	C	2918.40	36.48		C	3193.60	39.92		C	1852.80	23.16
	D	3064.80	38.31		D	3348.00	41.85		D	1947.20	24.34
	E	3213.60	40.17		E	3517.60	43.97		E	2039.20	25.49
1111	A	2085.60	26.07	1122	A	2188.00	27.35	1129	A	1767.20	22.09
	B	2190.40	27.38		B	2296.00	28.70		B	1856.80	23.21
	C	2300.00	28.75		C	2406.40	30.08		C	1949.60	24.37
	D	2407.20	30.09		D	2527.20	31.59		D	2039.20	25.49
	E	2521.60	31.52		E	2652.80	33.16		E	2148.00	26.85
1112	A	2190.40	27.38	1123	A	2899.20	36.24	1130	A	1816.80	22.71
	B	2300.00	28.75		B	3044.00	38.05		B	1900.00	23.75
	C	2407.20	30.09		C	3193.60	39.92		C	1996.00	24.95
	D	2521.60	31.52		D	3348.00	41.85		D	2096.00	26.20
	E	2645.60	33.07		E	3517.60	43.97		E	2195.20	27.44

**SALARY TABLE CLASSIFIED SERVICE**
**Effective 7-1-2018**

<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1131	A	2096.00	26.20	1140	A	1975.20	24.69	1148	A	2194.40	27.43
	B	2189.60	27.37		B	2061.60	25.77		B	2302.40	28.78
	C	2304.80	28.81		C	2157.60	26.97		C	2412.00	30.15
	D	2424.00	30.30		D	2258.40	28.23		D	2529.60	31.62
	E	2539.20	31.74		E	2357.60	29.47		E	2644.80	33.06
1132	A	1767.20	22.09	1141	A	1767.20	22.09	1149	A	3286.40	41.08
	B	1856.80	23.21		B	1856.80	23.21		B	3452.80	43.16
	C	1949.60	24.37		C	1949.60	24.37		C	3612.80	45.16
	D	2039.20	25.49		D	2039.20	25.49		D	3794.40	47.43
	E	2148.00	26.85		E	2148.00	26.85		E	3977.60	49.72
1133	A	1504.80	18.81	1142	A	2148.00	26.85	1150	A	2820.00	35.25
	B	1582.40	19.78		B	2251.20	28.14		B	2959.20	36.99
	C	1658.40	20.73		C	2358.40	29.48		C	3103.20	38.79
	D	1733.60	21.67		D	2473.60	30.92		D	3252.80	40.66
	E	1814.40	22.68		E	2596.00	32.45		E	3412.80	42.66
1134	A	2246.40	28.08	1143	A	2358.40	29.48	1151	A	1767.20	22.09
	B	2349.60	29.37		B	2473.60	30.92		B	1856.80	23.21
	C	2455.20	30.69		C	2596.00	32.45		C	1949.60	24.37
	D	2570.40	32.13		D	2712.80	33.91		D	2039.20	25.49
	E	2686.40	33.58		E	2851.20	35.64		E	2148.00	26.85
1136	A	2136.80	26.71	1144	A	2652.80	33.16	1152	A	2229.60	27.87
	B	2243.20	28.04		B	2778.40	34.73		B	2338.40	29.23
	C	2356.80	29.46		C	2918.40	36.48		C	2457.60	30.72
	D	2471.20	30.89		D	3064.80	38.31		D	2574.40	32.18
	E	2596.00	32.45		E	3213.60	40.17		E	2702.40	33.78
1137	A	1993.60	24.92	1146	A	2480.00	31.00	1153	A	2299.20	28.74
	B	2090.40	26.13		B	2608.00	32.60		B	2405.60	30.07
	C	2189.60	27.37		C	2732.80	34.16		C	2520.80	31.51
	D	2296.00	28.70		D	2861.60	35.77		D	2647.20	33.09
	E	2402.40	30.03		E	3000.80	37.51		E	2770.40	34.63
1138	A	2083.20	26.04	1147	A	2526.40	31.58	1154	A	2299.20	28.74
	B	2192.80	27.41		B	2645.60	33.07		B	2405.60	30.07
	C	2308.00	28.85		C	2769.60	34.62		C	2520.80	31.51
	D	2429.60	30.37		D	2904.00	36.30		D	2647.20	33.09
	E	2557.60	31.97		E	3039.20	37.99		E	2770.40	34.63

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1156	A	3286.40	41.08	1163	A	2515.20	31.44	1171	A	2085.60	26.07
	B	3452.80	43.16		B	2645.60	33.07		B	2190.40	27.38
	C	3612.80	45.16		C	2764.00	34.55		C	2300.00	28.75
	D	3794.40	47.43		D	2904.00	36.30		D	2407.20	30.09
	E	3977.60	49.72		E	3037.60	37.97		E	2521.60	31.52
1157	A	2299.20	28.74	1164	A	1986.40	24.83	1172	A	2190.40	27.38
	B	2405.60	30.07		B	2088.00	26.10		B	2300.00	28.75
	C	2520.80	31.51		C	2192.00	27.40		C	2407.20	30.09
	D	2647.20	33.09		D	2292.80	28.66		D	2521.60	31.52
	E	2770.40	34.63		E	2403.20	30.04		E	2645.60	33.07
1158	A	1767.20	22.09	1165	A	2088.00	26.10	1173	A	2515.20	31.44
	B	1856.80	23.21		B	2192.00	27.40		B	2645.60	33.07
	C	1949.60	24.37		C	2292.80	28.66		C	2764.00	34.55
	D	2039.20	25.49		D	2403.20	30.04		D	2904.00	36.30
	E	2148.00	26.85		E	2519.20	31.49		E	3037.60	37.97
1159	A	2800.80	35.01	1166	A	2398.40	29.98	1175	A	1904.80	23.81
	B	2933.60	36.67		B	2519.20	31.49		B	1996.80	24.96
	C	3071.20	38.39		C	2634.40	32.93		C	2094.40	26.18
	D	3224.00	40.30		D	2768.80	34.61		D	2196.80	27.46
	E	3380.00	42.25		E	2895.20	36.19		E	2304.80	28.81
1160	A	1338.40	16.73	1167	A	2299.20	28.74	1176	A	1244.00	15.55
	B	1405.60	17.57		B	2405.60	30.07		B	1306.40	16.33
	C	1476.00	18.45		C	2520.80	31.51		C	1372.80	17.16
	D	1543.20	19.29		D	2647.20	33.09		D	1438.40	17.98
	E	1612.80	20.16		E	2770.40	34.63		E	1512.00	18.90
1161	A	2085.60	26.07	1168	A	1801.60	22.52	1177	A	2085.60	26.07
	B	2190.40	27.38		B	1895.20	23.69		B	2190.40	27.38
	C	2300.00	28.75		C	1992.80	24.91		C	2300.00	28.75
	D	2407.20	30.09		D	2089.60	26.12		D	2407.20	30.09
	E	2521.60	31.52		E	2193.60	27.42		E	2521.60	31.52
1162	A	2190.40	27.38	1170	A	1761.60	22.02	1178	A	2190.40	27.38
	B	2300.00	28.75		B	1851.20	23.14		B	2300.00	28.75
	C	2407.20	30.09		C	1943.20	24.29		C	2407.20	30.09
	D	2521.60	31.52		D	2032.80	25.41		D	2521.60	31.52
	E	2645.60	33.07		E	2141.60	26.77		E	2645.60	33.07

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1179	A	2515.20	31.44	1188	A	1694.40	21.18	1195	A	2571.20	32.14
	B	2645.60	33.07		B	1769.60	22.12		B	2699.20	33.74
	C	2764.00	34.55		C	1854.40	23.18		C	2833.60	35.42
	D	2904.00	36.30		D	1949.60	24.37		D	2974.40	37.18
	E	3037.60	37.97		E	2037.60	25.47		E	3124.00	39.05
1181	A	1767.20	22.09	1189	A	1141.60	14.27	1196	A	1856.80	23.21
	B	1856.80	23.21		B	1193.60	14.92		B	1943.20	24.29
	C	1949.60	24.37		C	1249.60	15.62		C	2043.20	25.54
	D	2039.20	25.49		D	1310.40	16.38		D	2148.00	26.85
	E	2148.00	26.85		E	1376.00	17.20		E	2251.20	28.14
1183	MIN	2652.80	33.16	1190	A	2148.00	26.85	1201	A	1767.20	22.09
	MAX	3535.20	44.19		B	2251.20	28.14		B	1856.80	23.21
					C	2358.40	29.48		C	1949.60	24.37
					D	2473.60	30.92		D	2039.20	25.49
					E	2596.00	32.45		E	2148.00	26.85
1184	A	2299.20	28.74	1191	A	1569.60	19.62	1202	A	1986.40	24.83
	B	2405.60	30.07		B	1633.60	20.42		B	2085.60	26.07
	C	2520.80	31.51		C	1713.60	21.42		C	2189.60	27.37
	D	2647.20	33.09		D	1786.40	22.33		D	2299.20	28.74
	E	2770.40	34.63		E	1871.20	23.39		E	2405.60	30.07
1185	A	2647.20	33.09	1192	A	1194.40	14.93	1203	A	2299.20	28.74
	B	2770.40	34.63		B	1252.00	15.65		B	2405.60	30.07
	C	2908.80	36.36		C	1312.00	16.40		C	2520.80	31.51
	D	3051.20	38.14		D	1376.80	17.21		D	2647.20	33.09
	E	3196.80	39.96		E	1443.20	18.04		E	2770.40	34.63
1186	A	3051.20	38.14	1193	A	1388.00	17.35	1204	A	2647.20	33.09
	B	3196.80	39.96		B	1451.20	18.14		B	2770.40	34.63
	C	3356.00	41.95		C	1513.60	18.92		C	2908.80	36.36
	D	3520.80	44.01		D	1583.20	19.79		D	3051.20	38.14
	E	3688.80	46.11		E	1655.20	20.69		E	3196.80	39.96
1187	A	1949.60	24.37	1194	A	1188.80	14.86	1205	A	1797.60	22.47
	B	2037.60	25.47		B	1251.20	15.64		B	1878.40	23.48
	C	2145.60	26.82		C	1309.60	16.37		C	1957.60	24.47
	D	2253.60	28.17		D	1365.60	17.07		D	2047.20	25.59
	E	2362.40	29.53		E	1432.80	17.91		E	2138.40	26.73

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1206	A	1797.60	22.47	1221	A	2647.20	33.09	1228	A	2148.00	26.85
	B	1878.40	23.48		B	2770.40	34.63		B	2251.20	28.14
	C	1957.60	24.47		C	2908.80	36.36		C	2358.40	29.48
	D	2047.20	25.59		D	3051.20	38.14		D	2473.60	30.92
	E	2138.40	26.73		E	3196.80	39.96		E	2596.00	32.45
1207	A	2299.20	28.74	1222	A	2148.00	26.85	1229	A	2102.40	26.28
	B	2405.60	30.07		B	2251.20	28.14		B	2201.60	27.52
	C	2520.80	31.51		C	2358.40	29.48		C	2303.20	28.79
	D	2647.20	33.09		D	2473.60	30.92		D	2428.00	30.35
	E	2770.40	34.63		E	2596.00	32.45		E	2539.20	31.74
1208	A	2299.20	28.74	1223	A	2647.20	33.09	1230	A	1719.20	21.49
	B	2405.60	30.07		B	2770.40	34.63		B	1798.40	22.48
	C	2520.80	31.51		C	2908.80	36.36		C	1882.40	23.53
	D	2647.20	33.09		D	3051.20	38.14		D	1976.80	24.71
	E	2770.40	34.63		E	3196.80	39.96		E	2064.80	25.81
1217	A	2148.00	26.85	1224	A	2034.40	25.43	1231	A	2647.20	33.09
	B	2251.20	28.14		B	2131.20	26.64		B	2770.40	34.63
	C	2358.40	29.48		C	2237.60	27.97		C	2908.80	36.36
	D	2473.60	30.92		D	2352.00	29.40		D	3051.20	38.14
	E	2596.00	32.45		E	2463.20	30.79		E	3196.80	39.96
1218	A	2148.00	26.85	1225	A	2647.20	33.09	1232	A	<b>1728.00</b>	<b>21.60</b>
	B	2251.20	28.14		B	2770.40	34.63		B	<b>1809.60</b>	<b>22.62</b>
	C	2358.40	29.48		C	2908.80	36.36		C	<b>1891.20</b>	<b>23.64</b>
	D	2473.60	30.92		D	3051.20	38.14		D	<b>1986.40</b>	<b>24.83</b>
	E	2596.00	32.45		E	3196.80	39.96		E	<b>2085.60</b>	<b>26.07</b>
1219	A	2647.20	33.09	1226	A	2141.60	26.77	1233	A	2647.20	33.09
	B	2770.40	34.63		B	2244.00	28.05		B	2770.40	34.63
	C	2908.80	36.36		C	2348.80	29.36		C	2908.80	36.36
	D	3051.20	38.14		D	2464.80	30.81		D	3051.20	38.14
	E	3196.80	39.96		E	2586.40	32.33		E	3196.80	39.96
1220	A	2463.20	30.79	1227	A	2253.60	28.17	1235	A	1943.20	24.29
	B	2582.40	32.28		B	2363.20	29.54		B	2033.60	25.42
	C	2713.60	33.92		C	2474.40	30.93		C	2133.60	26.67
	D	2850.40	35.63		D	2596.80	32.46		D	2244.00	28.05
	E	2982.40	37.28		E	2723.20	34.04		E	2352.00	29.40

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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1236	A	1041.60	13.02	1243	A	2919.20	36.49	1256	A	1309.60	16.37
	B	1093.60	13.67		B	3056.80	38.21		B	1366.40	17.08
	C	1134.40	14.18		C	3210.40	40.13		C	1432.80	17.91
	D	1188.80	14.86		D	3370.40	42.13		D	1506.40	18.83
	E	1251.20	15.64		E	3535.20	44.19		E	1581.60	19.77
1237	A	1315.20	16.44	1244	A	3354.40	41.93	1257	A	1503.20	18.79
	B	1375.20	17.19		B	3516.00	43.95		B	1576.00	19.70
	C	1433.60	17.92		C	3690.40	46.13		C	1648.80	20.61
	D	1504.80	18.81		D	3875.20	48.44		D	1732.80	21.66
	E	1582.40	19.78		E	4062.40	50.78		E	1819.20	22.74
1238	A	1576.80	19.71	1246	A	1188.80	14.86	1258	A	1041.60	13.02
	B	1655.20	20.69		B	1251.20	15.64		B	1093.60	13.67
	C	1732.00	21.65		C	1309.60	16.37		C	1134.40	14.18
	D	1819.20	22.74		D	1365.60	17.07		D	1188.80	14.86
	E	1909.60	23.87		E	1432.80	17.91		E	1251.20	15.64
1239	A	2653.60	33.17	1249	A	2040.00	25.50	1259	A	1262.40	15.78
	B	2780.00	34.75		B	2143.20	26.79		B	1316.80	16.46
	C	2912.80	36.41		C	2250.40	28.13		C	1365.60	17.07
	D	3061.60	38.27		D	2362.40	29.53		D	1434.40	17.93
	E	3207.20	40.09		E	2480.80	31.01		E	1495.20	18.69
1240	A	2358.40	29.48	1250	A	1773.60	22.17	1263	A	1468.80	18.36
	B	2473.60	30.92		B	1856.80	23.21		B	1540.80	19.26
	C	2596.00	32.45		C	1950.40	24.38		C	1611.20	20.14
	D	2712.80	33.91		D	2039.20	25.49		D	1692.00	21.15
	E	2851.20	35.64		E	2148.00	26.85		E	1769.60	22.12
1241	A	2652.80	33.16	1253	A	2855.20	35.69	1264	A	1762.40	22.03
	B	2778.40	34.73		B	2990.40	37.38		B	1850.40	23.13
	C	2918.40	36.48		C	3139.20	39.24		C	1933.60	24.17
	D	3064.80	38.31		D	3294.40	41.18		D	2017.60	25.22
	E	3213.60	40.17		E	3458.40	43.23		E	2113.60	26.42
1242	A	2919.20	36.49	1255	A	1251.20	15.64	1265	A	1497.60	18.72
	B	3056.80	38.21		B	1309.60	16.37		B	1569.60	19.62
	C	3210.40	40.13		C	1365.60	17.07		C	1643.20	20.54
	D	3370.40	42.13		D	1432.80	17.91		D	1714.40	21.43
	E	3535.20	44.19		E	1506.40	18.83		E	1792.80	22.41



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1266	A	1728.00	21.60	1277	A	2190.40	27.38	1286	A	1468.80	18.36
	B	1800.80	22.51		B	2300.00	28.75		B	1540.80	19.26
	C	1887.20	23.59		C	2407.20	30.09		C	1611.20	20.14
	D	1968.00	24.60		D	2521.60	31.52		D	1692.00	21.15
	E	2061.60	25.77		E	2645.60	33.07		E	1769.60	22.12
1267	A	1900.80	23.76	1278	A	2752.80	34.41	1287	A	1616.80	20.21
	B	1980.80	24.76		B	2892.80	36.16		B	1694.40	21.18
	C	2077.60	25.97		C	3032.00	37.90		C	1772.00	22.15
	D	2170.40	27.13		D	3179.20	39.74		D	1860.80	23.26
	E	2269.60	28.37		E	3332.00	41.65		E	1948.00	24.35
1268	A	1251.20	15.64	1279	A	3056.00	38.20	1288	A	1726.40	21.58
	B	1309.60	16.37		B	3212.80	40.16		B	1801.60	22.52
	C	1365.60	17.07		C	3359.20	41.99		C	1889.60	23.62
	D	1432.80	17.91		D	3527.20	44.09		D	1974.40	24.68
	E	1506.40	18.83		E	3696.00	46.20		E	2066.40	25.83
1273	A	2457.60	30.72	1280	A	1324.00	16.55	1290	A	1954.40	24.43
	B	2580.80	32.26		B	1380.80	17.26		B	2048.00	25.60
	C	2703.20	33.79		C	1442.40	18.03		C	2151.20	26.89
	D	2832.80	35.41		D	1505.60	18.82		D	2257.60	28.22
	E	2972.00	37.15		E	1576.00	19.70		E	2367.20	29.59
1274	A	1580.00	19.75	1282	A	1951.20	24.39	1293	A	1726.40	21.58
	B	1651.20	20.64		B	2044.80	25.56		B	1801.60	22.52
	C	1732.80	21.66		C	2146.40	26.83		C	1888.00	23.60
	D	1816.80	22.71		D	2243.20	28.04		D	1974.40	24.68
	E	1896.80	23.71		E	2363.20	29.54		E	2069.60	25.87
1275	A	1816.80	22.71	1283	A	1539.20	19.24	1296	A	2155.20	26.94
	B	1896.80	23.71		B	1611.20	20.14		B	2259.20	28.24
	C	1995.20	24.94		C	1692.00	21.15		C	2370.40	29.63
	D	2097.60	26.22		D	1769.60	22.12		D	2485.60	31.07
	E	2196.80	27.46		E	1852.80	23.16		E	2603.20	32.54
1276	A	2085.60	26.07	1285	A	1441.60	18.02	1302	A	1136.00	14.20
	B	2190.40	27.38		B	1505.60	18.82		B	1231.20	15.39
	C	2300.00	28.75		C	1576.80	19.71		C	1325.60	16.57
	D	2407.20	30.09		D	1655.20	20.69		D	1420.00	17.75
	E	2521.60	31.52		E	1736.80	21.71		E	1609.60	20.12

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1303	A	1231.20	15.39	1310	A	1184.80	14.81	1317	A	1586.40	19.83
	B	1325.60	16.57		B	1283.20	16.04		B	1692.00	21.15
	C	1420.00	17.75		C	1382.40	17.28		C	1797.60	22.47
	D	1609.60	20.12		D	1480.80	18.51		D	1904.00	23.80
	E	1799.20	22.49		E	1579.20	19.74		E	2009.60	25.12
1304	A	1288.80	16.11	1311	A	1480.80	18.51	1318	A	1210.40	15.13
	B	1396.00	17.45		B	1579.20	19.74		B	1311.20	16.39
	C	1504.00	18.80		C	1678.40	20.98		C	1412.00	17.65
	D	1611.20	20.14		D	1776.80	22.21		D	1513.60	18.92
	E	1718.40	21.48		E	1876.00	23.45		E	1614.40	20.18
1305	A	1825.60	22.82	1312	A	1288.80	16.11	1319	A	1513.60	18.92
	B	1933.60	24.17		B	1396.00	17.45		B	1614.40	20.18
	C	2040.80	25.51		C	1504.00	18.80		C	1715.20	21.44
	D	2148.00	26.85		D	1611.20	20.14		D	1816.00	22.70
	E	2148.00	26.85		E	1718.40	21.48		E	1916.80	23.96
1306	A	1288.80	16.11	1313	A	1611.20	20.14	1320	A	1257.60	15.72
	B	1396.00	17.45		B	1718.40	21.48		B	1362.40	17.03
	C	1504.00	18.80		C	1825.60	22.82		C	1467.20	18.34
	D	1611.20	20.14		D	1933.60	24.17		D	1572.00	19.65
	E	1718.40	21.48		E	2040.80	25.51		E	1676.80	20.96
1307	A	1611.20	20.14	1314	A	1588.00	19.85	1321	A	1572.00	19.65
	B	1718.40	21.48		B	1720.80	21.51		B	1676.80	20.96
	C	1825.60	22.82		C	1852.80	23.16		C	1781.60	22.27
	D	1933.60	24.17		D	1985.60	24.82		D	1886.40	23.58
	E	2040.80	25.51		E	2117.60	26.47		E	1991.20	24.89
1308	A	1288.80	16.11	1315	A	1985.60	24.82	1322	A	1288.80	16.11
	B	1396.00	17.45		B	2117.60	26.47		B	1396.00	17.45
	C	1504.00	18.80		C	2250.40	28.13		C	1504.00	18.80
	D	1611.20	20.14		D	2382.40	29.78		D	1611.20	20.14
	E	1718.40	21.48		E	2515.20	31.44		E	1718.40	21.48
1309	A	1611.20	20.14	1316	A	1268.80	15.86	1323	A	1611.20	20.14
	B	1718.40	21.48		B	1375.20	17.19		B	1718.40	21.48
	C	1825.60	22.82		C	1480.80	18.51		C	1825.60	22.82
	D	1933.60	24.17		D	1586.40	19.83		D	1933.60	24.17
	E	2040.80	25.51		E	1692.00	21.15		E	2040.80	25.51

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1324	A	1210.40	15.13	1332	A	1796.00	22.45	1339	A	1761.60	22.02
	B	1311.20	16.39		B	1879.20	23.49		B	1879.20	23.49
	C	1412.00	17.65		C	1970.40	24.63		C	1996.80	24.96
	D	1513.60	18.92		D	2072.00	25.90		D	2113.60	26.42
	E	1614.40	20.18		E	2168.00	27.10		E	2231.20	27.89
1325	A	1513.60	18.92	1333	A	1975.20	24.69	1340	A	1468.80	18.36
	B	1614.40	20.18		B	2071.20	25.89		B	1540.80	19.26
	C	1715.20	21.44		C	2167.20	27.09		C	1611.20	20.14
	D	1816.00	22.70		D	2280.00	28.50		D	1692.00	21.15
	E	1916.80	23.96		E	2386.40	29.83		E	1769.60	22.12
1326	A	1444.00	18.05	1334	A	1309.60	16.37	1341	A	1251.20	15.64
	B	1564.80	19.56		B	1366.40	17.08		B	1309.60	16.37
	C	1684.80	21.06		C	1432.80	17.91		C	1365.60	17.07
	D	1805.60	22.57		D	1506.40	18.83		D	1432.80	17.91
	E	2046.40	25.58		E	1581.60	19.77		E	1506.40	18.83
1327	A	1564.80	19.56	1335	A	1184.80	14.81	1342	A	1737.60	21.72
	B	1684.80	21.06		B	1283.20	16.04		B	1826.40	22.83
	C	1805.60	22.57		C	1382.40	17.28		C	1911.20	23.89
	D	2046.40	25.58		D	1480.80	18.51		D	2007.20	25.09
	E	2287.20	28.59		E	1678.40	20.98		E	2103.20	26.29
1329	A	1409.60	17.62	1336	A	1283.20	16.04	1343	A	2103.20	26.29
	B	1526.40	19.08		B	1382.40	17.28		B	2206.40	27.58
	C	1644.00	20.55		C	1480.80	18.51		C	2311.20	28.89
	D	1761.60	22.02		D	1678.40	20.98		D	2421.60	30.27
	E	1879.20	23.49		E	1876.00	23.45		E	2544.00	31.80
1330	A	1251.20	15.64	1337	A	1080.00	13.50	1344	A	2652.80	33.16
	B	1309.60	16.37		B	1170.40	14.63		B	2778.40	34.73
	C	1365.60	17.07		C	1260.00	15.75		C	2918.40	36.48
	D	1432.80	17.91		D	1350.40	16.88		D	3064.80	38.31
	E	1506.40	18.83		E	1530.40	19.13		E	3213.60	40.17
1331	A	1596.80	19.96	1338	A	1170.40	14.63	1346	A	3051.20	38.14
	B	1673.60	20.92		B	1260.00	15.75		B	3196.80	39.96
	C	1748.00	21.85		C	1350.40	16.88		C	3356.00	41.95
	D	1839.20	22.99		D	1530.40	19.13		D	3520.80	44.01
	E	1928.00	24.10		E	1710.40	21.38		E	3688.80	46.11

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1347	A	2232.80	27.91	1354	A	2652.80	33.16	1364	A	2148.00	26.85
	B	2344.80	29.31		B	2778.40	34.73		B	2251.20	28.14
	C	2458.40	30.73		C	2918.40	36.48		C	2358.40	29.48
	D	2576.00	32.20		D	3064.80	38.31		D	2473.60	30.92
	E	2699.20	33.74		E	3213.60	40.17		E	2596.00	32.45
1348	A	2148.00	26.85	1355	A	2905.60	36.32	1365	A	2358.40	29.48
	B	2251.20	28.14		B	3045.60	38.07		B	2473.60	30.92
	C	2358.40	29.48		C	3194.40	39.93		C	2596.00	32.45
	D	2473.60	30.92		D	3348.00	41.85		D	2712.80	33.91
	E	2596.00	32.45		E	3513.60	43.92		E	2851.20	35.64
1349	A	2358.40	29.48	1356	A	1479.20	18.49	1366	A	2652.80	33.16
	B	2473.60	30.92		B	1549.60	19.37		B	2778.40	34.73
	C	2596.00	32.45		C	1628.00	20.35		C	2918.40	36.48
	D	2712.80	33.91		D	1700.00	21.25		D	3064.80	38.31
	E	2851.20	35.64		E	1780.00	22.25		E	3213.60	40.17
1350	A	3048.80	38.11	1357	A	1704.00	21.30	1367	A	1212.80	15.16
	B	3194.40	39.93		B	1780.00	22.25		B	1263.20	15.79
	C	3353.60	41.92		C	1871.20	23.39		C	1324.00	16.55
	D	3517.60	43.97		D	1951.20	24.39		D	1380.80	17.26
	E	3690.40	46.13		E	2039.20	25.49		E	1442.40	18.03
1351	A	1767.20	22.09	1361	A	1708.80	21.36	1368	A	1647.20	20.59
	B	1856.80	23.21		B	1788.80	22.36		B	1716.00	21.45
	C	1949.60	24.37		C	1880.80	23.51		C	1798.40	22.48
	D	2039.20	25.49		D	1957.60	24.47		D	1876.00	23.45
	E	2148.00	26.85		E	2054.40	25.68		E	1967.20	24.59
1352	A	2148.00	26.85	1362	A	1964.80	24.56	1369	A	1892.80	23.66
	B	2251.20	28.14		B	2055.20	25.69		B	1978.40	24.73
	C	2358.40	29.48		C	2162.40	27.03		C	2068.00	25.85
	D	2473.60	30.92		D	2255.20	28.19		D	2162.40	27.03
	E	2596.00	32.45		E	2361.60	29.52		E	2259.20	28.24
1353	A	2473.60	30.92	1363	A	1767.20	22.09	1370	A	2176.00	27.20
	B	2596.00	32.45		B	1856.80	23.21		B	2275.20	28.44
	C	2712.80	33.91		C	1949.60	24.37		C	2379.20	29.74
	D	2851.20	35.64		D	2039.20	25.49		D	2488.80	31.11
	E	2990.40	37.38		E	2148.00	26.85		E	2597.60	32.47

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1371	A	1502.40	18.78	1378	A	2649.60	33.12	1385	A	2647.20	33.09
	B	1574.40	19.68		B	2777.60	34.72		B	2770.40	34.63
	C	1647.20	20.59		C	2918.40	36.48		C	2908.80	36.36
	D	1716.00	21.45		D	3057.60	38.22		D	3051.20	38.14
	E	1798.40	22.48		E	3212.80	40.16		E	3196.80	39.96
1372	A	1728.00	21.60	1379	A	1432.80	17.91	1386	A	1251.20	15.64
	B	1800.80	22.51		B	1506.40	18.83		B	1309.60	16.37
	C	1886.40	23.58		C	1581.60	19.77		C	1365.60	17.07
	D	1968.00	24.60		D	1651.20	20.64		D	1432.80	17.91
	E	2062.40	25.78		E	1728.80	21.61		E	1506.40	18.83
1373	A	1894.40	23.68	1380	A	3071.20	38.39	1387	A	955.20	11.94
	B	1976.80	24.71		B	3216.80	40.21		B	1002.40	12.53
	C	2071.20	25.89		C	3385.60	42.32		C	1043.20	13.04
	D	2153.60	26.92		D	3544.00	44.30		D	1093.60	13.67
	E	2260.00	28.25		E	3715.20	46.44		E	1141.60	14.27
1374	A	1852.80	23.16	1381	A	1651.20	20.64	1388	A	1309.60	16.37
	B	1947.20	24.34		B	1728.80	21.61		B	1366.40	17.08
	C	2038.40	25.48		C	1812.80	22.66		C	1432.80	17.91
	D	2141.60	26.77		D	1896.80	23.71		D	1506.40	18.83
	E	2247.20	28.09		E	1996.00	24.95		E	1581.60	19.77
1375	A	2188.00	27.35	1382	A	1651.20	20.64	1389	A	1043.20	13.04
	B	2296.00	28.70		B	1728.80	21.61		B	1093.60	13.67
	C	2406.40	30.08		C	1812.80	22.66		C	1141.60	14.27
	D	2527.20	31.59		D	1896.80	23.71		D	1184.00	14.80
	E	2652.80	33.16		E	1996.00	24.95		E	1241.60	15.52
1376	A	2410.40	30.13	1383	A	1732.80	21.66	1390	A	1141.60	14.27
	B	2528.80	31.61		B	1816.80	22.71		B	1184.00	14.80
	C	2652.00	33.15		C	1904.00	23.80		C	1241.60	15.52
	D	2784.00	34.80		D	1993.60	24.92		D	1291.20	16.14
	E	2920.80	36.51		E	2096.80	26.21		E	1349.60	16.87
1377	A	1556.80	19.46	1384	A	2977.60	37.22	1391	A	2543.20	31.79
	B	1632.00	20.40		B	3116.80	38.96		B	2661.60	33.27
	C	1713.60	21.42		C	3273.60	40.92		C	2792.80	34.91
	D	1792.80	22.41		D	3433.60	42.92		D	2931.20	36.64
	E	1872.80	23.41		E	3597.60	44.97		E	3072.00	38.40

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1392	A	1416.80	17.71	1399	A	1945.60	24.32	1410	A	1420.00	17.75
	B	1485.60	18.57		B	2048.00	25.60		B	1493.60	18.67
	C	1559.20	19.49		C	2140.80	26.76		C	1563.20	19.54
	D	1628.00	20.35		D	2240.80	28.01		D	1633.60	20.42
	E	1703.20	21.29		E	2350.40	29.38		E	1711.20	21.39
1393	A	2296.00	28.70	1400	A	2134.40	26.68	1411	A	1561.60	19.52
	B	2402.40	30.03		B	2243.20	28.04		B	1647.20	20.59
	C	2527.20	31.59		C	2350.40	29.38		C	1712.80	21.41
	D	2649.60	33.12		D	2457.60	30.72		D	1796.00	22.45
	E	2772.80	34.66		E	2580.80	32.26		E	1884.80	23.56
1394	A	1309.60	16.37	1401	A	1692.00	21.15	1412	A	1309.60	16.37
	B	1366.40	17.08		B	1769.60	22.12		B	1366.40	17.08
	C	1432.80	17.91		C	1852.80	23.16		C	1432.80	17.91
	D	1506.40	18.83		D	1947.20	24.34		D	1506.40	18.83
	E	1581.60	19.77		E	2039.20	25.49		E	1581.60	19.77
1395	A	1309.60	16.37	1404	A	2002.40	25.03	1413	A	2070.40	25.88
	B	1366.40	17.08		B	2093.60	26.17		B	2170.40	27.13
	C	1432.80	17.91		C	2196.00	27.45		C	2284.00	28.55
	D	1506.40	18.83		D	2299.20	28.74		D	2384.00	29.80
	E	1581.60	19.77		E	2412.80	30.16		E	2502.40	31.28
1396	A	1503.20	18.79	1406	A	2103.20	26.29	1414	A	3126.40	39.08
	B	1576.00	19.70		B	2206.40	27.58		B	3273.60	40.92
	C	1648.80	20.61		C	2311.20	28.89		C	3436.80	42.96
	D	1732.80	21.66		D	2421.60	30.27		D	3605.60	45.07
	E	1819.20	22.74		E	2544.00	31.80		E	3777.60	47.22
1397	A	1767.20	22.09	1407	A	2148.00	26.85	1415	A	2148.00	26.85
	B	1856.80	23.21		B	2251.20	28.14		B	2251.20	28.14
	C	1949.60	24.37		C	2358.40	29.48		C	2358.40	29.48
	D	2039.20	25.49		D	2473.60	30.92		D	2473.60	30.92
	E	2148.00	26.85		E	2596.00	32.45		E	2596.00	32.45
1398	A	1772.80	22.16	1409	A	1767.20	22.09	1416	A	2652.80	33.16
	B	1856.80	23.21		B	1856.80	23.21		B	2778.40	34.73
	C	1945.60	24.32		C	1949.60	24.37		C	2918.40	36.48
	D	2039.20	25.49		D	2039.20	25.49		D	3064.80	38.31
	E	2138.40	26.73		E	2148.00	26.85		E	3213.60	40.17

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1417	A	1767.20	22.09	1424	A	2358.40	29.48	1431	A	2133.60	26.67
	B	1856.80	23.21		B	2473.60	30.92		B	2244.00	28.05
	C	1949.60	24.37		C	2596.00	32.45		C	2351.20	29.39
	D	2039.20	25.49		D	2712.80	33.91		D	2461.60	30.77
	E	2148.00	26.85		E	2851.20	35.64		E	2580.80	32.26
1418	A	2477.60	30.97	1425	A	3048.00	38.10	1432	A	1272.00	15.90
	B	2596.80	32.46		B	3188.00	39.85		B	1337.60	16.72
	C	2724.80	34.06		C	3344.80	41.81		C	1392.80	17.41
	D	2858.40	35.73		D	3504.80	43.81		D	1466.40	18.33
	E	2988.80	37.36		E	3679.20	45.99		E	1533.60	19.17
1419	A	1432.00	17.90	1426	A	2310.40	28.88	1435	A	2157.60	26.97
	B	1511.20	18.89		B	2420.80	30.26		B	2269.60	28.37
	C	1576.00	19.70		C	2524.00	31.55		C	2375.20	29.69
	D	1653.60	20.67		D	2647.20	33.09		D	2488.80	31.11
	E	1728.80	21.61		E	2771.20	34.64		E	2608.80	32.61
1420	A	1684.80	21.06	1427	A	2649.60	33.12	1436	A	1430.40	17.88
	B	1762.40	22.03		B	2778.40	34.73		B	1500.00	18.75
	C	1852.00	23.15		C	2916.00	36.45		C	1569.60	19.62
	D	1936.00	24.20		D	3056.00	38.20		D	1633.60	20.42
	E	2032.80	25.41		E	3202.40	40.03		E	1713.60	21.42
1421	A	2702.40	33.78	1428	A	1871.20	23.39	1437	A	1848.00	23.10
	B	2824.80	35.31		B	1962.40	24.53		B	1940.00	24.25
	C	2972.00	37.15		C	2044.00	25.55		C	2027.20	25.34
	D	3116.00	38.95		D	2148.00	26.85		D	2115.20	26.44
	E	3262.40	40.78		E	2246.40	28.08		E	2216.00	27.70
1422	A	1536.80	19.21	1429	A	2652.80	33.16	1438	A	1569.60	19.62
	B	1611.20	20.14		B	2778.40	34.73		B	1633.60	20.42
	C	1692.00	21.15		C	2918.40	36.48		C	1713.60	21.42
	D	1764.80	22.06		D	3064.80	38.31		D	1786.40	22.33
	E	1850.40	23.13		E	3213.60	40.17		E	1871.20	23.39
1423	A	1764.80	22.06	1430	A	2690.40	33.63	1439	A	1497.60	18.72
	B	1850.40	23.13		B	2819.20	35.24		B	1569.60	19.62
	C	1944.00	24.30		C	2951.20	36.89		C	1643.20	20.54
	D	2035.20	25.44		D	3100.00	38.75		D	1714.40	21.43
	E	2133.60	26.67		E	3254.40	40.68		E	1792.80	22.41

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1440	A	1643.20	20.54	1447	A	1987.20	24.84	1454	A	1272.00	15.90
	B	1714.40	21.43		B	2079.20	25.99		B	1324.80	16.56
	C	1792.80	22.41		C	2171.20	27.14		C	1388.00	17.35
	D	1876.00	23.45		D	2272.80	28.41		D	1448.00	18.10
	E	1964.80	24.56		E	2380.80	29.76		E	1512.00	18.90
1441	A	1723.20	21.54	1448	A	2097.60	26.22	1456	A	2820.00	35.25
	B	1798.40	22.48		B	2189.60	27.37		B	2959.20	36.99
	C	1886.40	23.58		C	2300.00	28.75		C	3103.20	38.79
	D	1968.00	24.60		D	2417.60	30.22		D	3252.80	40.66
	E	2058.40	25.73		E	2532.80	31.66		E	3412.80	42.66
1442	A	1889.60	23.62	1449	A	1198.40	14.98	1457	A	3051.20	38.14
	B	1984.80	24.81		B	1252.80	15.66		B	3196.80	39.96
	C	2088.00	26.10		C	1315.20	16.44		C	3356.00	41.95
	D	2172.80	27.16		D	1358.40	16.98		D	3520.80	44.01
	E	2285.60	28.57		E	1425.60	17.82		E	3688.80	46.11
1443	A	1871.20	23.39	1450	A	1524.00	19.05	1458	A	2447.20	30.59
	B	1962.40	24.53		B	1590.40	19.88		B	2573.60	32.17
	C	2044.00	25.55		C	1663.20	20.79		C	2684.00	33.55
	D	2148.00	26.85		D	1739.20	21.74		D	2822.40	35.28
	E	2246.40	28.08		E	1816.80	22.71		E	2958.40	36.98
1444	A	2133.60	26.67	1451	A	1554.40	19.43	1459	A	2800.80	35.01
	B	2244.00	28.05		B	1627.20	20.34		B	2933.60	36.67
	C	2351.20	29.39		C	1711.20	21.39		C	3071.20	38.39
	D	2461.60	30.77		D	1788.80	22.36		D	3224.00	40.30
	E	2580.80	32.26		E	1876.00	23.45		E	3380.00	42.25
1445	A	1714.40	21.43	1452	A	1358.40	16.98	1461	A	1556.00	19.45
	B	1792.80	22.41		B	1425.60	17.82		B	1628.80	20.36
	C	1876.00	23.45		C	1487.20	18.59		C	1712.80	21.41
	D	1964.80	24.56		D	1554.40	19.43		D	1796.00	22.45
	E	2052.80	25.66		E	1628.00	20.35		E	1872.00	23.40
1446	A	1762.40	22.03	1453	A	3286.40	41.08	1462	A	2086.40	26.08
	B	1850.40	23.13		B	3452.80	43.16		B	2184.00	27.30
	C	1933.60	24.17		C	3612.80	45.16		C	2299.20	28.74
	D	2017.60	25.22		D	3794.40	47.43		D	2409.60	30.12
	E	2113.60	26.42		E	3977.60	49.72		E	2518.40	31.48



**SALARY TABLE CLASSIFIED SERVICE**
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1463	A	1226.40	15.33	1470	A	1502.40	18.78	1483	A	1502.40	18.78
	B	1283.20	16.04		B	1574.40	19.68		B	1574.40	19.68
	C	1351.20	16.89		C	1649.60	20.62		C	1649.60	20.62
	D	1419.20	17.74		D	1728.80	21.61		D	1728.80	21.61
	E	1480.00	18.50		E	1807.20	22.59		E	1807.20	22.59
1464	A	1720.00	21.50	1474	A	2086.40	26.08	1488	A	2357.60	29.47
	B	1810.40	22.63		B	2184.00	27.30		B	2467.20	30.84
	C	1888.80	23.61		C	2299.20	28.74		C	2592.80	32.41
	D	1972.80	24.66		D	2409.60	30.12		D	2712.00	33.90
	E	2077.60	25.97		E	2518.40	31.48		E	2851.20	35.64
1465	A	1284.00	16.05	1475	A	2447.20	30.59	1489	A	1943.20	24.29
	B	1348.00	16.85		B	2573.60	32.17		B	2033.60	25.42
	C	1416.80	17.71		C	2684.00	33.55		C	2133.60	26.67
	D	1477.60	18.47		D	2822.40	35.28		D	2244.00	28.05
	E	1546.40	19.33		E	2958.40	36.98		E	2352.00	29.40
1466	A	1916.80	23.96	1476	A	2820.00	35.25	1490	A	1719.20	21.49
	B	2011.20	25.14		B	2959.20	36.99		B	1798.40	22.48
	C	2106.40	26.33		C	3103.20	38.79		C	1882.40	23.53
	D	2208.00	27.60		D	3252.80	40.66		D	1976.80	24.71
	E	2317.60	28.97		E	3412.80	42.66		E	2064.80	25.81
1467	A	1140.00	14.25	1480	A	1188.80	14.86	1498	A	1896.80	23.71
	B	1190.40	14.88		B	1251.20	15.64		B	1985.60	24.82
	C	1240.80	15.51		C	1309.60	16.37		C	2076.00	25.95
	D	1296.00	16.20		D	1365.60	17.07		D	2171.20	27.14
	E	1350.40	16.88		E	1432.80	17.91		E	2274.40	28.43
1468	A	1261.60	15.77	1481	A	1373.60	17.17	1500	A	2899.20	36.24
	B	1312.00	16.40		B	1433.60	17.92		B	3044.00	38.05
	C	1376.00	17.20		C	1501.60	18.77		C	3193.60	39.92
	D	1435.20	17.94		D	1571.20	19.64		D	3348.00	41.85
	E	1500.80	18.76		E	1649.60	20.62		E	3517.60	43.97
1469	A	1376.00	17.20	1482	A	1212.80	15.16	1506	A	1332.00	16.65
	B	1435.20	17.94		B	1263.20	15.79		B	1395.20	17.44
	C	1500.80	18.76		C	1324.00	16.55		C	1468.00	18.35
	D	1564.00	19.55		D	1380.80	17.26		D	1536.80	19.21
	E	1638.40	20.48		E	1442.40	18.03		E	1603.20	20.04

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1507	A	1786.40	22.33	1514	A	2108.00	26.35	1525	A	1986.40	24.83
	B	1871.20	23.39		B	2212.00	27.65		B	2085.60	26.07
	C	1969.60	24.62		C	2324.00	29.05		C	2189.60	27.37
	D	2064.00	25.80		D	2429.60	30.37		D	2299.20	28.74
	E	2156.80	26.96		E	2548.80	31.86		E	2405.60	30.07
1508	A	1502.40	18.78	1517	A	1050.40	13.13	1526	A	1852.80	23.16
	B	1574.40	19.68		B	1100.00	13.75		B	1947.20	24.34
	C	1647.20	20.59		C	1156.80	14.46		C	2038.40	25.48
	D	1716.00	21.45		D	1215.20	15.19		D	2141.60	26.77
	E	1798.40	22.48		E	1268.00	15.85		E	2247.20	28.09
1509	A	2108.00	26.35	1518	A	1978.40	24.73	1527	A	2188.00	27.35
	B	2212.00	27.65		B	2084.80	26.06		B	2296.00	28.70
	C	2324.00	29.05		C	2173.60	27.17		C	2406.40	30.08
	D	2429.60	30.37		D	2272.80	28.41		D	2527.20	31.59
	E	2548.80	31.86		E	2388.80	29.86		E	2652.80	33.16
1510	A	1871.20	23.39	1520	A	1689.60	21.12	1528	A	2899.20	36.24
	B	1962.40	24.53		B	1772.00	22.15		B	3044.00	38.05
	C	2044.00	25.55		C	1857.60	23.22		C	3193.60	39.92
	D	2148.00	26.85		D	1944.00	24.30		D	3348.00	41.85
	E	2246.40	28.08		E	2036.00	25.45		E	3517.60	43.97
1511	A	2133.60	26.67	1522	A	2240.80	28.01	1530	A	1688.00	21.10
	B	2244.00	28.05		B	2358.40	29.48		B	1768.00	22.10
	C	2351.20	29.39		C	2468.00	30.85		C	1852.80	23.16
	D	2461.60	30.77		D	2587.20	32.34		D	1942.40	24.28
	E	2580.80	32.26		E	2710.40	33.88		E	2036.80	25.46
1512	A	1492.80	18.66	1523	A	2061.60	25.77	1531	A	1141.60	14.27
	B	1568.80	19.61		B	2160.00	27.00		B	1193.60	14.92
	C	1643.20	20.54		C	2253.60	28.17		C	1249.60	15.62
	D	1720.80	21.51		D	2365.60	29.57		D	1310.40	16.38
	E	1800.00	22.50		E	2475.20	30.94		E	1376.00	17.20
1513	A	1439.20	17.99	1524	A	1693.60	21.17	1533	A	1810.40	22.63
	B	1497.60	18.72		B	1769.60	22.12		B	1904.80	23.81
	C	1569.60	19.62		C	1856.80	23.21		C	1988.80	24.86
	D	1643.20	20.54		D	1942.40	24.28		D	2089.60	26.12
	E	1714.40	21.43		E	2037.60	25.47		E	2188.00	27.35

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1535	A	1188.80	14.86	1546	A	1986.40	24.83	1560	A	1096.80	13.71
	B	1251.20	15.64		B	2085.60	26.07		B	1146.40	14.33
	C	1309.60	16.37		C	2189.60	27.37		C	1193.60	14.92
	D	1365.60	17.07		D	2299.20	28.74		D	1246.40	15.58
	E	1432.80	17.91		E	2405.60	30.07		E	1298.40	16.23
1536	A	1309.60	16.37	1552	A	1986.40	24.83	1561	A	2358.40	29.48
	B	1366.40	17.08		B	2085.60	26.07		B	2473.60	30.92
	C	1432.80	17.91		C	2189.60	27.37		C	2596.00	32.45
	D	1506.40	18.83		D	2299.20	28.74		D	2712.80	33.91
	E	1581.60	19.77		E	2405.60	30.07		E	2851.20	35.64
1538	A	1539.20	19.24	1555	A	1536.80	19.21	1562	A	1986.40	24.83
	B	1614.40	20.18		B	1611.20	20.14		B	2085.60	26.07
	C	1692.00	21.15		C	1692.00	21.15		C	2189.60	27.37
	D	1767.20	22.09		D	1764.80	22.06		D	2299.20	28.74
	E	1856.80	23.21		E	1850.40	23.13		E	2405.60	30.07
1540	A	990.40	12.38	1556	A	3048.80	38.11	1563	A	1656.00	20.70
	B	1041.60	13.02		B	3194.40	39.93		B	1731.20	21.64
	C	1093.60	13.67		C	3353.60	41.92		C	1814.40	22.68
	D	1134.40	14.18		D	3517.60	43.97		D	1904.80	23.81
	E	1188.80	14.86		E	3690.40	46.13		E	1996.80	24.96
1541	A	1188.80	14.86	1557	A	2652.80	33.16	1564	A	1539.20	19.24
	B	1251.20	15.64		B	2778.40	34.73		B	1614.40	20.18
	C	1309.60	16.37		C	2918.40	36.48		C	1692.00	21.15
	D	1365.60	17.07		D	3064.80	38.31		D	1767.20	22.09
	E	1432.80	17.91		E	3213.60	40.17		E	1856.80	23.21
1543	A	1856.80	23.21	1558	A	2148.00	26.85	1565	A	990.40	12.38
	B	1951.20	24.39		B	2251.20	28.14		B	1036.80	12.96
	C	2045.60	25.57		C	2358.40	29.48		C	1091.20	13.64
	D	2136.80	26.71		D	2473.60	30.92		D	1141.60	14.27
	E	2243.20	28.04		E	2596.00	32.45		E	1193.60	14.92
1544	A	2410.40	30.13	1559	A	1767.20	22.09	1568	A	1324.00	16.55
	B	2528.80	31.61		B	1856.80	23.21		B	1380.80	17.26
	C	2652.00	33.15		C	1949.60	24.37		C	1442.40	18.03
	D	2784.00	34.80		D	2039.20	25.49		D	1505.60	18.82
	E	2920.80	36.51		E	2148.00	26.85		E	1576.00	19.70

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1569	A	990.40	12.38	1577	A	1730.40	21.63	1586	A	1623.20	20.29
	B	1041.60	13.02		B	1812.00	22.65		B	1700.00	21.25
	C	1093.60	13.67		C	1898.40	23.73		C	1787.20	22.34
	D	1134.40	14.18		D	1988.80	24.86		D	1871.20	23.39
	E	1188.80	14.86		E	2092.80	26.16		E	1956.80	24.46
1570	A	2535.20	31.69	1578	A	1012.00	12.65	1587	A	3422.40	42.78
	B	2656.00	33.20		B	1060.00	13.25		B	3591.20	44.89
	C	2783.20	34.79		C	1111.20	13.89		C	3765.60	47.07
	D	2924.80	36.56		D	1159.20	14.49		D	3939.20	49.24
	E	3064.00	38.30		E	1220.00	15.25		E	4130.40	51.63
1571	A	1723.20	21.54	1579	A	1159.20	14.49	1588	A	831.20	10.39
	B	1804.00	22.55		B	1212.80	15.16		B	872.00	10.90
	C	1888.80	23.61		C	1263.20	15.79		C	905.60	11.32
	D	1985.60	24.82		D	1324.00	16.55		D	953.60	11.92
	E	2076.00	25.95		E	1380.80	17.26		E	997.60	12.47
1572	A	932.80	11.66	1580	A	1613.60	20.17	1589	A	2843.20	35.54
	B	976.00	12.20		B	1699.20	21.24		B	2984.00	37.30
	C	1013.60	12.67		C	1776.80	22.21		C	3127.20	39.09
	D	1060.00	13.25		D	1855.20	23.19		D	3273.60	40.92
	E	1103.20	13.79		E	1949.60	24.37		E	3432.80	42.91
1573	A	1888.00	23.60	1583	A	1646.40	20.58	1590	A	1275.20	15.94
	B	1972.00	24.65		B	1723.20	21.54		B	1341.60	16.77
	C	2064.80	25.81		C	1805.60	22.57		C	1405.60	17.57
	D	2157.60	26.97		D	1897.60	23.72		D	1468.80	18.36
	E	2258.40	28.23		E	1983.20	24.79		E	1543.20	19.29
1575	A	1274.40	15.93	1584	A	1982.40	24.78	1591	A	1341.60	16.77
	B	1339.20	16.74		B	2072.80	25.91		B	1406.40	17.58
	C	1400.80	17.51		C	2176.00	27.20		C	1469.60	18.37
	D	1472.80	18.41		D	2270.40	28.38		D	1539.20	19.24
	E	1543.20	19.29		E	2387.20	29.84		E	1611.20	20.14
1576	A	1543.20	19.29	1585	A	2412.80	30.16	1592	A	2358.40	29.48
	B	1614.40	20.18		B	2538.40	31.73		B	2478.40	30.98
	C	1693.60	21.17		C	2663.20	33.29		C	2596.80	32.46
	D	1772.00	22.15		D	2797.60	34.97		D	2721.60	34.02
	E	1854.40	23.18		E	2930.40	36.63		E	2850.40	35.63

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1593	A	1952.80	24.41	1602	A	1832.80	22.91	1611	A	2463.20	30.79
	B	2055.20	25.69		B	1911.20	23.89		B	2582.40	32.28
	C	2149.60	26.87		C	1998.40	24.98		C	2715.20	33.94
	D	2246.40	28.08		D	2096.00	26.20		D	2851.20	35.64
	E	2363.20	29.54		E	2196.00	27.45		E	2982.40	37.28
1594	A	1378.40	17.23	1603	A	2152.80	26.91	1612	A	2358.40	29.48
	B	1439.20	17.99		B	2262.40	28.28		B	2473.60	30.92
	C	1497.60	18.72		C	2369.60	29.62		C	2596.00	32.45
	D	1569.60	19.62		D	2476.00	30.95		D	2712.80	33.91
	E	1643.20	20.54		E	2604.00	32.55		E	2851.20	35.64
1596	A	2312.80	28.91	1604	A	2480.00	31.00	1613	A	1767.20	22.09
	B	2424.80	30.31		B	2604.00	32.55		B	1856.80	23.21
	C	2540.00	31.75		C	2728.80	34.11		C	1949.60	24.37
	D	2666.40	33.33		D	2866.40	35.83		D	2039.20	25.49
	E	2798.40	34.98		E	3003.20	37.54		E	2148.00	26.85
1597	A	1756.80	21.96	1605	A	2028.80	25.36	1614	A	2148.00	26.85
	B	1834.40	22.93		B	2130.40	26.63		B	2251.20	28.14
	C	1925.60	24.07		C	2236.80	27.96		C	2358.40	29.48
	D	2007.20	25.09		D	2348.80	29.36		D	2473.60	30.92
	E	2100.00	26.25		E	2467.20	30.84		E	2596.00	32.45
1598	A	2080.80	26.01	1608	A	1762.40	22.03	1615	A	2652.80	33.16
	B	2182.40	27.28		B	1850.40	23.13		B	2778.40	34.73
	C	2284.00	28.55		C	1933.60	24.17		C	2918.40	36.48
	D	2396.80	29.96		D	2017.60	25.22		D	3064.80	38.31
	E	2510.40	31.38		E	2113.60	26.42		E	3213.60	40.17
1599	A	2919.20	36.49	1609	A	1859.20	23.24	1616	A	2157.60	26.97
	B	3056.80	38.21		B	1951.20	24.39		B	2269.60	28.37
	C	3210.40	40.13		C	2045.60	25.57		C	2375.20	29.69
	D	3370.40	42.13		D	2134.40	26.68		D	2488.80	31.11
	E	3533.60	44.17		E	2243.20	28.04		E	2608.80	32.61
1601	A	2133.60	26.67	1610	A	2134.40	26.68	1617	A	1188.80	14.86
	B	2244.00	28.05		B	2243.20	28.04		B	1251.20	15.64
	C	2351.20	29.39		C	2357.60	29.47		C	1309.60	16.37
	D	2461.60	30.77		D	2469.60	30.87		D	1365.60	17.07
	E	2580.80	32.26		E	2596.00	32.45		E	1432.80	17.91

**SALARY TABLE CLASSIFIED SERVICE**
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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1618	A	1850.40	23.13	1627	A	1269.60	15.87	1637	A	1882.40	23.53
	B	1943.20	24.29		B	1327.20	16.59		B	1969.60	24.62
	C	2028.00	25.35		C	1384.00	17.30		C	2069.60	25.87
	D	2119.20	26.49		D	1445.60	18.07		D	2172.80	27.16
	E	2216.80	27.71		E	1512.00	18.90		E	2275.20	28.44
1621	A	2463.20	30.79	1628	A	1502.40	18.78	1638	A	2648.80	33.11
	B	2582.40	32.28		B	1574.40	19.68		B	2772.00	34.65
	C	2715.20	33.94		C	1649.60	20.62		C	2912.00	36.40
	D	2851.20	35.64		D	1728.80	21.61		D	3056.00	38.20
	E	2982.40	37.28		E	1807.20	22.59		E	3198.40	39.98
1622	A	2463.20	30.79	1630	A	1631.20	20.39	1639	A	1796.80	22.46
	B	2582.40	32.28		B	1712.00	21.40		B	1885.60	23.57
	C	2715.20	33.94		C	1798.40	22.48		C	1972.00	24.65
	D	2851.20	35.64		D	1881.60	23.52		D	2066.40	25.83
	E	2982.40	37.28		E	1964.80	24.56		E	2159.20	26.99
1623	A	1859.20	23.24	1631	A	2148.00	26.85	1640	A	1487.20	18.59
	B	1951.20	24.39		B	2251.20	28.14		B	1556.00	19.45
	C	2045.60	25.57		C	2358.40	29.48		C	1632.80	20.41
	D	2134.40	26.68		D	2473.60	30.92		D	1708.80	21.36
	E	2243.20	28.04		E	2596.00	32.45		E	1787.20	22.34
1624	A	2134.40	26.68	1632	A	1327.20	16.59	1641	A	1642.40	20.53
	B	2243.20	28.04		B	1383.20	17.29		B	1713.60	21.42
	C	2357.60	29.47		C	1445.60	18.07		C	1796.80	22.46
	D	2469.60	30.87		D	1511.20	18.89		D	1874.40	23.43
	E	2596.00	32.45		E	1580.00	19.75		E	1962.40	24.53
1625	A	1608.80	20.11	1634	A	1631.20	20.39	1642	A	2044.80	25.56
	B	1680.00	21.00		B	1712.00	21.40		B	2136.00	26.70
	C	1758.40	21.98		C	1800.00	22.50		C	2249.60	28.12
	D	1839.20	22.99		D	1887.20	23.59		D	2364.00	29.55
	E	1927.20	24.09		E	1981.60	24.77		E	2477.60	30.97
1626	A	1608.80	20.11	1635	A	1652.80	20.66	1644	A	1568.00	19.60
	B	1680.00	21.00		B	1732.00	21.65		B	1637.60	20.47
	C	1758.40	21.98		C	1810.40	22.63		C	1708.80	21.36
	D	1839.20	22.99		D	1893.60	23.67		D	1786.40	22.33
	E	1927.20	24.09		E	1984.80	24.81		E	1869.60	23.37

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1645	A	1623.20	20.29	1652	A	1502.40	18.78	1660	A	1640.80	20.51
	B	1700.00	21.25		B	1574.40	19.68		B	1716.00	21.45
	C	1782.40	22.28		C	1647.20	20.59		C	1795.20	22.44
	D	1866.40	23.33		D	1716.00	21.45		D	1886.40	23.58
	E	1952.80	24.41		E	1798.40	22.48		E	1969.60	24.62
1646	A	1880.80	23.51	1653	A	1647.20	20.59	1661	A	2076.80	25.96
	B	1968.00	24.60		B	1716.00	21.45		B	2185.60	27.32
	C	2056.00	25.70		C	1798.40	22.48		C	2273.60	28.42
	D	2144.00	26.80		D	1876.00	23.45		D	2388.00	29.85
	E	2248.80	28.11		E	1967.20	24.59		E	2504.00	31.30
1647	A	1504.80	18.81	1654	A	1807.20	22.59	1662	A	1692.00	21.15
	B	1582.40	19.78		B	1889.60	23.62		B	1769.60	22.12
	C	1660.00	20.75		C	1980.00	24.75		C	1852.80	23.16
	D	1733.60	21.67		D	2068.00	25.85		D	1947.20	24.34
	E	1816.80	22.71		E	2162.40	27.03		E	2039.20	25.49
1648	A	1375.20	17.19	1655	A	1616.80	20.21	1663	A	1091.20	13.64
	B	1434.40	17.93		B	1692.00	21.15		B	1141.60	14.27
	C	1504.80	18.81		C	1776.80	22.21		C	1193.60	14.92
	D	1582.40	19.78		D	1859.20	23.24		D	1249.60	15.62
	E	1660.00	20.75		E	1949.60	24.37		E	1310.40	16.38
1649	A	1576.80	19.71	1656	A	1779.20	22.24	1664	A	1310.40	16.38
	B	1655.20	20.69		B	1859.20	23.24		B	1376.00	17.20
	C	1732.00	21.65		C	1951.20	24.39		C	1432.80	17.91
	D	1819.20	22.74		D	2044.00	25.55		D	1502.40	18.78
	E	1909.60	23.87		E	2145.60	26.82		E	1576.80	19.71
1650	A	2348.80	29.36	1657	A	1998.40	24.98	1665	A	1576.80	19.71
	B	2464.80	30.81		B	2094.40	26.18		B	1649.60	20.62
	C	2586.40	32.33		C	2195.20	27.44		C	1728.80	21.61
	D	2704.80	33.81		D	2300.80	28.76		D	1814.40	22.68
	E	2840.80	35.51		E	2411.20	30.14		E	1902.40	23.78
1651	A	1468.80	18.36	1658	A	2192.00	27.40	1666	A	2061.60	25.77
	B	1540.80	19.26		B	2292.80	28.66		B	2160.00	27.00
	C	1611.20	20.14		C	2405.60	30.07		C	2253.60	28.17
	D	1692.00	21.15		D	2520.80	31.51		D	2365.60	29.57
	E	1769.60	22.12		E	2640.00	33.00		E	2475.20	30.94

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1667	A	990.40	12.38	1675	A	1871.20	23.39	1686	A	2134.40	26.68
	B	1036.80	12.96		B	1962.40	24.53		B	2243.20	28.04
	C	1091.20	13.64		C	2044.00	25.55		C	2357.60	29.47
	D	1141.60	14.27		D	2148.00	26.85		D	2469.60	30.87
	E	1193.60	14.92		E	2246.40	28.08		E	2596.00	32.45
1668	A	2240.80	28.01	1677	A	2133.60	26.67	1687	A	2463.20	30.79
	B	2358.40	29.48		B	2244.00	28.05		B	2582.40	32.28
	C	2468.00	30.85		C	2351.20	29.39		C	2715.20	33.94
	D	2587.20	32.34		D	2461.60	30.77		D	2851.20	35.64
	E	2710.40	33.88		E	2580.80	32.26		E	2982.40	37.28
1669	A	2092.80	26.16	1678	A	1614.40	20.18	1692	A	2052.00	25.65
	B	2182.40	27.28		B	1692.00	21.15		B	2148.00	26.85
	C	2287.20	28.59		C	1767.20	22.09		C	2256.00	28.20
	D	2392.00	29.90		D	1856.80	23.21		D	2360.00	29.50
	E	2496.80	31.21		E	1949.60	24.37		E	2476.80	30.96
1670	A	2504.00	31.30	1680	A	4826.40	60.33	1693	A	2617.60	32.72
	B	2621.60	32.77		B	5045.60	63.07		B	2744.00	34.30
	C	2752.00	34.40		C	5280.00	66.00		C	2874.40	35.93
	D	2884.80	36.06		D	5524.80	69.06		D	3022.40	37.78
	E	3021.60	37.77		E	5780.80	72.26		E	3163.20	39.54
1671	A	2386.40	29.83	1683	A	4064.80	50.81	1695	A	2748.80	34.36
	B	2500.00	31.25		B	4247.20	53.09		B	2880.00	36.00
	C	2619.20	32.74		C	4444.00	55.55		C	3019.20	37.74
	D	2747.20	34.34		D	4651.20	58.14		D	3172.80	39.66
	E	2879.20	35.99		E	4865.60	60.82		E	3321.60	41.52
1672	A	1807.20	22.59	1684	A	2748.80	34.36	1696	A	3176.80	39.71
	B	1893.60	23.67		B	2880.00	36.00		B	3333.60	41.67
	C	1984.80	24.81		C	3019.20	37.74		C	3494.40	43.68
	D	2070.40	25.88		D	3172.80	39.66		D	3667.20	45.84
	E	2167.20	27.09		E	3321.60	41.52		E	3840.80	48.01
1673	A	1505.60	18.82	1685	A	1859.20	23.24	1697	A	1746.40	21.83
	B	1576.00	19.70		B	1951.20	24.39		B	1824.80	22.81
	C	1647.20	20.59		C	2045.60	25.57		C	1913.60	23.92
	D	1720.80	21.51		D	2134.40	26.68		D	2012.00	25.15
	E	1797.60	22.47		E	2243.20	28.04		E	2104.80	26.31



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1698	A	3056.00	38.20	1719	A	1375.20	17.19	1726	A	1730.40	21.63
	B	3204.00	40.05		B	1441.60	18.02		B	1812.00	22.65
	C	3363.20	42.04		C	1503.20	18.79		C	1898.40	23.73
	D	3517.60	43.97		D	1576.00	19.70		D	1988.80	24.86
	E	3695.20	46.19		E	1649.60	20.62		E	2092.80	26.16
1699	A	1396.80	17.46	1720	A	1309.60	16.37	1727	A	1986.40	24.83
	B	1472.80	18.41		B	1366.40	17.08		B	2085.60	26.07
	C	1539.20	19.24		C	1432.80	17.91		C	2189.60	27.37
	D	1614.40	20.18		D	1506.40	18.83		D	2299.20	28.74
	E	1692.00	21.15		E	1581.60	19.77		E	2405.60	30.07
1714	A	1887.20	23.59	1721	A	1819.20	22.74	1728	A	2789.60	34.87
	B	1981.60	24.77		B	1902.40	23.78		B	2922.40	36.53
	C	2065.60	25.82		C	1992.80	24.91		C	3072.00	38.40
	D	2164.00	27.05		D	2096.00	26.20		D	3216.80	40.21
	E	2275.20	28.44		E	2193.60	27.42		E	3379.20	42.24
1715	A	2473.60	30.92	1722	A	1730.40	21.63	1729	A	1764.80	22.06
	B	2593.60	32.42		B	1812.80	22.66		B	1850.40	23.13
	C	2719.20	33.99		C	1895.20	23.69		C	1944.00	24.30
	D	2854.40	35.68		D	1995.20	24.94		D	2035.20	25.44
	E	2982.40	37.28		E	2089.60	26.12		E	2133.60	26.67
1716	A	1539.20	19.24	1723	A	1814.40	22.68	1730	A	1986.40	24.83
	B	1611.20	20.14		B	1902.40	23.78		B	2085.60	26.07
	C	1692.00	21.15		C	1988.00	24.85		C	2189.60	27.37
	D	1766.40	22.08		D	2092.80	26.16		D	2299.20	28.74
	E	1852.80	23.16		E	2192.00	27.40		E	2405.60	30.07
1717	A	1975.20	24.69	1724	A	2772.80	34.66	1731	A	1986.40	24.83
	B	2061.60	25.77		B	2899.20	36.24		B	2085.60	26.07
	C	2157.60	26.97		C	3046.40	38.08		C	2189.60	27.37
	D	2258.40	28.23		D	3187.20	39.84		D	2299.20	28.74
	E	2357.60	29.47		E	3341.60	41.77		E	2405.60	30.07
1718	A	2190.40	27.38	1725	A	1986.40	24.83	1732	A	1648.80	20.61
	B	2300.00	28.75		B	2085.60	26.07		B	1716.00	21.45
	C	2407.20	30.09		C	2189.60	27.37		C	1799.20	22.49
	D	2521.60	31.52		D	2299.20	28.74		D	1876.00	23.45
	E	2645.60	33.07		E	2405.60	30.07		E	1964.80	24.56

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1734	A	2066.40	25.83	1741	A	1767.20	22.09	1749	A	2148.00	26.85
	B	2167.20	27.09		B	1856.80	23.21		B	2251.20	28.14
	C	2271.20	28.39		C	1949.60	24.37		C	2358.40	29.48
	D	2379.20	29.74		D	2039.20	25.49		D	2473.60	30.92
	E	2496.80	31.21		E	2148.00	26.85		E	2596.00	32.45
1735	A	1694.40	21.18	1742	A	2148.00	26.85	1750	A	2299.20	28.74
	B	1769.60	22.12		B	2251.20	28.14		B	2405.60	30.07
	C	1854.40	23.18		C	2358.40	29.48		C	2520.80	31.51
	D	1949.60	24.37		D	2473.60	30.92		D	2647.20	33.09
	E	2037.60	25.47		E	2596.00	32.45		E	2770.40	34.63
1736	A	2271.20	28.39	1743	A	2358.40	29.48	1751	A	2647.20	33.09
	B	2368.00	29.60		B	2473.60	30.92		B	2770.40	34.63
	C	2472.80	30.91		C	2596.00	32.45		C	2908.80	36.36
	D	2582.40	32.28		D	2712.80	33.91		D	3051.20	38.14
	E	2706.40	33.83		E	2851.20	35.64		E	3196.80	39.96
1737	A	1569.60	19.62	1744	A	2652.80	33.16	1752	A	3051.20	38.14
	B	1633.60	20.42		B	2778.40	34.73		B	3196.80	39.96
	C	1713.60	21.42		C	2918.40	36.48		C	3356.00	41.95
	D	1786.40	22.33		D	3064.80	38.31		D	3520.80	44.01
	E	1871.20	23.39		E	3213.60	40.17		E	3688.80	46.11
1738	A	1800.00	22.50	1746	A	1251.20	15.64	1754	A	2909.60	36.37
	B	1880.80	23.51		B	1309.60	16.37		B	3047.20	38.09
	C	1972.00	24.65		C	1365.60	17.07		C	3198.40	39.98
	D	2053.60	25.67		D	1432.80	17.91		D	3355.20	41.94
	E	2152.00	26.90		E	1506.40	18.83		E	3517.60	43.97
1739	A	2759.20	34.49	1747	A	1539.20	19.24	1756	A	2358.40	29.48
	B	2898.40	36.23		B	1614.40	20.18		B	2473.60	30.92
	C	3032.00	37.90		C	1692.00	21.15		C	2596.00	32.45
	D	3180.80	39.76		D	1767.20	22.09		D	2712.80	33.91
	E	3332.00	41.65		E	1856.80	23.21		E	2851.20	35.64
1740	A	1539.20	19.24	1748	A	1767.20	22.09	1757	A	2891.20	36.14
	B	1614.40	20.18		B	1856.80	23.21		B	3029.60	37.87
	C	1692.00	21.15		C	1949.60	24.37		C	3180.00	39.75
	D	1767.20	22.09		D	2039.20	25.49		D	3339.20	41.74
	E	1856.80	23.21		E	2148.00	26.85		E	3502.40	43.78

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1758	A	1309.60	16.37	1774	A	1309.60	16.37	1794	A	740.00	9.25
	B	1366.40	17.08		B	1366.40	17.08		B	775.20	9.69
	C	1432.80	17.91		C	1432.80	17.91		C	817.60	10.22
	D	1506.40	18.83		D	1506.40	18.83		D	850.40	10.63
	E	1581.60	19.77		E	1581.60	19.77		E	950.40	11.88
1759	A	1503.20	18.79	1776	A	1251.20	15.64	1795	A	2918.40	36.48
	B	1576.00	19.70		B	1309.60	16.37		B	3057.60	38.22
	C	1648.80	20.61		C	1365.60	17.07		C	3208.00	40.10
	D	1732.80	21.66		D	1432.80	17.91		D	3367.20	42.09
	E	1819.20	22.74		E	1506.40	18.83		E	3529.60	44.12
1762	A	3050.40	38.13	1777	A	1728.80	21.61	1796	A	1580.00	19.75
	B	3197.60	39.97		B	1807.20	22.59		B	1652.80	20.66
	C	3353.60	41.92		C	1898.40	23.73		C	1730.40	21.63
	D	3520.80	44.01		D	1996.80	24.96		D	1820.00	22.75
	E	3696.00	46.20		E	2094.40	26.18		E	1900.00	23.75
1765	A	1811.20	22.64	1778	A	1432.80	17.91	1797	A	1694.40	21.18
	B	1902.40	23.78		B	1506.40	18.83		B	1769.60	22.12
	C	1988.80	24.86		C	1581.60	19.77		C	1854.40	23.18
	D	2087.20	26.09		D	1651.20	20.64		D	1949.60	24.37
	E	2177.60	27.22		E	1728.80	21.61		E	2037.60	25.47
1766	A	1420.80	17.76	1783	A	2358.40	29.48	1798	A	2363.20	29.54
	B	1496.00	18.70		B	2472.80	30.91		B	2474.40	30.93
	C	1563.20	19.54		C	2593.60	32.42		C	2599.20	32.49
	D	1634.40	20.43		D	2714.40	33.93		D	2724.00	34.05
	E	1712.00	21.40		E	2855.20	35.69		E	2851.20	35.64
1767	A	1632.00	20.40	1784	A	1477.60	18.47	1801	A	1503.20	18.79
	B	1719.20	21.49		B	1552.80	19.41		B	1576.00	19.70
	C	1798.40	22.48		C	1624.80	20.31		C	1648.80	20.61
	D	1885.60	23.57		D	1706.40	21.33		D	1732.80	21.66
	E	1969.60	24.62		E	1787.20	22.34		E	1819.20	22.74
1769	A	2652.80	33.16	1793	A	2712.80	33.91	1802	A	1845.60	23.07
	B	2778.40	34.73		B	2851.20	35.64		B	1930.40	24.13
	C	2918.40	36.48		C	2990.40	37.38		C	2017.60	25.22
	D	3064.80	38.31		D	3139.20	39.24		D	2105.60	26.32
	E	3213.60	40.17		E	3288.80	41.11		E	2208.00	27.60

**SALARY TABLE CLASSIFIED SERVICE**
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1803	A	1727.20	21.59	1810	A	1871.20	23.39	1818	A	1792.00	22.40
	B	1799.20	22.49		B	1962.40	24.53		B	1876.00	23.45
	C	1887.20	23.59		C	2044.00	25.55		C	1969.60	24.62
	D	1967.20	24.59		D	2148.00	26.85		D	2070.40	25.88
	E	2057.60	25.72		E	2246.40	28.08		E	2168.00	27.10
1804	A	2851.20	35.64	1811	A	2314.40	28.93	1819	A	1576.00	19.70
	B	2982.40	37.28		B	2423.20	30.29		B	1648.80	20.61
	C	3130.40	39.13		C	2543.20	31.79		C	1723.20	21.54
	D	3277.60	40.97		D	2663.20	33.29		D	1800.00	22.50
	E	3435.20	42.94		E	2798.40	34.98		E	1888.00	23.60
1805	A	2918.40	36.48	1812	A	1986.40	24.83	1820	A	1907.20	23.84
	B	3057.60	38.22		B	2085.60	26.07		B	1994.40	24.93
	C	3208.00	40.10		C	2189.60	27.37		C	2090.40	26.13
	D	3367.20	42.09		D	2299.20	28.74		D	2189.60	27.37
	E	3529.60	44.12		E	2405.60	30.07		E	2298.40	28.73
1806	A	3051.20	38.14	1813	A	1764.80	22.06	1821	A	2044.80	25.56
	B	3196.80	39.96		B	1850.40	23.13		B	2136.00	26.70
	C	3356.00	41.95		C	1944.00	24.30		C	2249.60	28.12
	D	3520.80	44.01		D	2035.20	25.44		D	2364.00	29.55
	E	3688.80	46.11		E	2133.60	26.67		E	2477.60	30.97
1807	A	3051.20	38.14	1814	A	3126.40	39.08	1822	A	2290.40	28.63
	B	3196.80	39.96		B	3273.60	40.92		B	2400.00	30.00
	C	3356.00	41.95		C	3436.80	42.96		C	2512.00	31.40
	D	3520.80	44.01		D	3605.60	45.07		D	2636.00	32.95
	E	3688.80	46.11		E	3777.60	47.22		E	2757.60	34.47
1808	A	1524.80	19.06	1816	A	2918.40	36.48	1823	A	2300.80	28.76
	B	1594.40	19.93		B	3057.60	38.22		B	2408.00	30.10
	C	1663.20	20.79		C	3208.00	40.10		C	2528.00	31.60
	D	1736.80	21.71		D	3367.20	42.09		D	2652.80	33.16
	E	1820.00	22.75		E	3529.60	44.12		E	2778.40	34.73
1809	A	1503.20	18.79	1817	A	1589.60	19.87	1824	A	1888.00	23.60
	B	1576.00	19.70		B	1660.80	20.76		B	1964.00	24.55
	C	1648.80	20.61		C	1737.60	21.72		C	2044.80	25.56
	D	1732.80	21.66		D	1819.20	22.74		D	2129.60	26.62
	E	1819.20	22.74		E	1900.00	23.75		E	2223.20	27.79

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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1825	A	1657.60	20.72	1833	A	1324.00	16.55	1844	A	1432.80	17.91
	B	1737.60	21.72		B	1380.80	17.26		B	1506.40	18.83
	C	1827.20	22.84		C	1442.40	18.03		C	1581.60	19.77
	D	1911.20	23.89		D	1505.60	18.82		D	1651.20	20.64
	E	2004.80	25.06		E	1576.00	19.70		E	1728.80	21.61
1826	A	2004.80	25.06	1834	A	1467.20	18.34	1849	A	2515.20	31.44
	B	2100.00	26.25		B	1532.00	19.15		B	2645.60	33.07
	C	2206.40	27.58		C	1602.40	20.03		C	2764.00	34.55
	D	2311.20	28.89		D	1677.60	20.97		D	2904.00	36.30
	E	2424.80	30.31		E	1754.40	21.93		E	3037.60	37.97
1827	A	1657.60	20.72	1835	A	2020.00	25.25	1850	A	2144.00	26.80
	B	1737.60	21.72		B	2104.00	26.30		B	2238.40	27.98
	C	1827.20	22.84		C	2204.00	27.55		C	2358.40	29.48
	D	1911.20	23.89		D	2304.00	28.80		D	2472.80	30.91
	E	2004.80	25.06		E	2411.20	30.14		E	2593.60	32.42
1828	A	2004.80	25.06	1839	A	2370.40	29.63	1851	A	2851.20	35.64
	B	2100.00	26.25		B	2478.40	30.98		B	2982.40	37.28
	C	2206.40	27.58		C	2596.80	32.46		C	3130.40	39.13
	D	2311.20	28.89		D	2710.40	33.88		D	3277.60	40.97
	E	2424.80	30.31		E	2838.40	35.48		E	3435.20	42.94
1829	A	2300.80	28.76	1840	A	1432.80	17.91	1852	A	1576.00	19.70
	B	2408.00	30.10		B	1506.40	18.83		B	1654.40	20.68
	C	2528.00	31.60		C	1581.60	19.77		C	1728.80	21.61
	D	2652.80	33.16		D	1651.20	20.64		D	1817.60	22.72
	E	2778.40	34.73		E	1728.80	21.61		E	1908.00	23.85
1830	A	3051.20	38.14	1841	A	2488.80	31.11	1853	A	1503.20	18.79
	B	3196.80	39.96		B	2603.20	32.54		B	1576.00	19.70
	C	3356.00	41.95		C	2719.20	33.99		C	1648.80	20.61
	D	3520.80	44.01		D	2849.60	35.62		D	1732.80	21.66
	E	3688.80	46.11		E	2979.20	37.24		E	1819.20	22.74
1832	A	1798.40	22.48	1842	A	2148.00	26.85	1854	A	2850.40	35.63
	B	1870.40	23.38		B	2251.20	28.14		B	2982.40	37.28
	C	1948.00	24.35		C	2358.40	29.48		C	3129.60	39.12
	D	2028.80	25.36		D	2473.60	30.92		D	3277.60	40.97
	E	2119.20	26.49		E	2596.00	32.45		E	3435.20	42.94

**SALARY TABLE CLASSIFIED SERVICE**
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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1855	A	3051.20	38.14	1864	A	1432.80	17.91	1872	A	2596.80	32.46
	B	3196.80	39.96		B	1505.60	18.82		B	2723.20	34.04
	C	3356.00	41.95		C	1583.20	19.79		C	2849.60	35.62
	D	3520.80	44.01		D	1660.80	20.76		D	2990.40	37.38
	E	3688.80	46.11		E	1733.60	21.67		E	3139.20	39.24
1856	A	3424.80	42.81	1865	A	1400.80	17.51	1873	A	1468.80	18.36
	B	3582.40	44.78		B	1469.60	18.37		B	1542.40	19.28
	C	3763.20	47.04		C	1543.20	19.29		C	1613.60	20.17
	D	3948.00	49.35		D	1616.80	20.21		D	1694.40	21.18
	E	4136.80	51.71		E	1693.60	21.17		E	1769.60	22.12
1857	A	1910.40	23.88	1866	A	2275.20	28.44	1874	A	2800.80	35.01
	B	1996.80	24.96		B	2390.40	29.88		B	2933.60	36.67
	C	2096.00	26.20		C	2509.60	31.37		C	3071.20	38.39
	D	2194.40	27.43		D	2620.80	32.76		D	3224.00	40.30
	E	2305.60	28.82		E	2749.60	34.37		E	3380.00	42.25
1859	A	2425.60	30.32	1867	A	2196.00	27.45	1875	A	3051.20	38.14
	B	2540.80	31.76		B	2311.20	28.89		B	3196.80	39.96
	C	2650.40	33.13		C	2422.40	30.28		C	3356.00	41.95
	D	2779.20	34.74		D	2544.00	31.80		D	3520.80	44.01
	E	2908.80	36.36		E	2665.60	33.32		E	3688.80	46.11
1860	A	1503.20	18.79	1868	A	1513.60	18.92	1876	A	1730.40	21.63
	B	1576.00	19.70		B	1584.00	19.80		B	1812.00	22.65
	C	1648.80	20.61		C	1655.20	20.69		C	1898.40	23.73
	D	1732.80	21.66		D	1728.80	21.61		D	1988.80	24.86
	E	1819.20	22.74		E	1801.60	22.52		E	2092.80	26.16
1861	A	1764.80	22.06	1870	A	1876.00	23.45	1877	A	2469.60	30.87
	B	1850.40	23.13		B	1964.00	24.55		B	2592.80	32.41
	C	1944.00	24.30		C	2063.20	25.79		C	2710.40	33.88
	D	2035.20	25.44		D	2164.80	27.06		D	2849.60	35.62
	E	2133.60	26.67		E	2270.40	28.38		E	2981.60	37.27
1863	A	3051.20	38.14	1871	A	2148.00	26.85	1878	A	3051.20	38.14
	B	3196.80	39.96		B	2251.20	28.14		B	3196.80	39.96
	C	3356.00	41.95		C	2358.40	29.48		C	3356.00	41.95
	D	3520.80	44.01		D	2473.60	30.92		D	3520.80	44.01
	E	3688.80	46.11		E	2596.00	32.45		E	3688.80	46.11

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1879	A	1432.80	17.91	1887	A	2569.60	32.12	1895	A	1952.00	24.40
	B	1506.40	18.83		B	2684.00	33.55		B	2037.60	25.47
	C	1581.60	19.77		C	2808.80	35.11		C	2128.00	26.60
	D	1651.20	20.64		D	2937.60	36.72		D	2234.40	27.93
	E	1728.80	21.61		E	3071.20	38.39		E	2334.40	29.18
1880	A	2192.80	27.41	1888	A	2949.60	36.87	1896	A	2649.60	33.12
	B	2304.00	28.80		B	3090.40	38.63		B	2777.60	34.72
	C	2413.60	30.17		C	3252.00	40.65		C	2918.40	36.48
	D	2531.20	31.64		D	3403.20	42.54		D	3057.60	38.22
	E	2656.00	33.20		E	3568.00	44.60		E	3212.80	40.16
1881	A	1764.80	22.06	1890	A	2345.60	29.32	1897	A	1807.20	22.59
	B	1850.40	23.13		B	2452.80	30.66		B	1893.60	23.67
	C	1944.00	24.30		C	2563.20	32.04		C	1988.00	24.85
	D	2035.20	25.44		D	2686.40	33.58		D	2074.40	25.93
	E	2133.60	26.67		E	2806.40	35.08		E	2167.20	27.09
1883	A	3240.80	40.51	1891	A	1688.00	21.10	1898	A	1497.60	18.72
	B	3398.40	42.48		B	1762.40	22.03		B	1569.60	19.62
	C	3574.40	44.68		C	1839.20	22.99		C	1643.20	20.54
	D	3739.20	46.74		D	1933.60	24.17		D	1714.40	21.43
	E	3920.80	49.01		E	2017.60	25.22		E	1792.80	22.41
1884	A	3240.80	40.51	1892	A	2373.60	29.67	1899	A	1194.40	14.93
	B	3398.40	42.48		B	2495.20	31.19		B	1250.40	15.63
	C	3574.40	44.68		C	2616.00	32.70		C	1310.40	16.38
	D	3739.20	46.74		D	2747.20	34.34		D	1375.20	17.19
	E	3920.80	49.01		E	2885.60	36.07		E	1441.60	18.02
1885	A	2534.40	31.68	1893	A	1647.20	20.59	1900	A	1696.00	21.20
	B	2656.80	33.21		B	1726.40	21.58		B	1776.00	22.20
	C	2791.20	34.89		C	1805.60	22.57		C	1855.20	23.19
	D	2924.00	36.55		D	1888.00	23.60		D	1953.60	24.42
	E	3072.00	38.40		E	1972.00	24.65		E	2042.40	25.53
1886	A	1906.40	23.83	1894	A	1497.60	18.72	1901	A	1581.60	19.77
	B	1999.20	24.99		B	1569.60	19.62		B	1654.40	20.68
	C	2088.00	26.10		C	1643.20	20.54		C	1730.40	21.63
	D	2195.20	27.44		D	1714.40	21.43		D	1822.40	22.78
	E	2302.40	28.78		E	1792.80	22.41		E	1902.40	23.78

**SALARY TABLE CLASSIFIED SERVICE**
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1902	A	1375.20	17.19	1909	A	1521.60	19.02	1917	A	2652.80	33.16
	B	1441.60	18.02		B	1585.60	19.82		B	2778.40	34.73
	C	1503.20	18.79		C	1659.20	20.74		C	2918.40	36.48
	D	1576.00	19.70		D	1735.20	21.69		D	3064.80	38.31
	E	1649.60	20.62		E	1809.60	22.62		E	3213.60	40.17
1903	A	1503.20	18.79	1910	A	1060.80	13.26	1918	A	2284.00	28.55
	B	1576.00	19.70		B	1108.80	13.86		B	2404.00	30.05
	C	1649.60	20.62		C	1160.00	14.50		C	2501.60	31.27
	D	1730.40	21.63		D	1218.40	15.23		D	2626.40	32.83
	E	1816.80	22.71		E	1272.00	15.90		E	2755.20	34.44
1904	A	2148.00	26.85	1911	A	1512.00	18.90	1919	A	1219.20	15.24
	B	2251.20	28.14		B	1584.80	19.81		B	1274.40	15.93
	C	2358.40	29.48		C	1653.60	20.67		C	1340.80	16.76
	D	2473.60	30.92		D	1733.60	21.67		D	1396.80	17.46
	E	2596.00	32.45		E	1814.40	22.68		E	1472.80	18.41
1905	A	1249.60	15.62	1912	A	1874.40	23.43	1920	A	1576.80	19.71
	B	1309.60	16.37		B	1957.60	24.47		B	1654.40	20.68
	C	1365.60	17.07		C	2058.40	25.73		C	1736.80	21.71
	D	1432.80	17.91		D	2148.00	26.85		D	1828.00	22.85
	E	1503.20	18.79		E	2249.60	28.12		E	1905.60	23.82
1906	A	1462.40	18.28	1913	A	1964.80	24.56	1921	A	1477.60	18.47
	B	1537.60	19.22		B	2058.40	25.73		B	1540.80	19.26
	C	1609.60	20.12		C	2148.00	26.85		C	1612.80	20.16
	D	1688.80	21.11		D	2255.20	28.19		D	1690.40	21.13
	E	1766.40	22.08		E	2359.20	29.49		E	1777.60	22.22
1907	A	1609.60	20.12	1914	A	831.20	10.39	1922	A	2792.80	34.91
	B	1688.80	21.11		B	872.00	10.90		B	2921.60	36.52
	C	1766.40	22.08		C	905.60	11.32		C	3066.40	38.33
	D	1852.80	23.16		D	953.60	11.92		D	3216.80	40.21
	E	1943.20	24.29		E	990.40	12.38		E	3372.00	42.15
1908	A	1212.80	15.16	1915	A	2517.60	31.47	1923	A	2652.80	33.16
	B	1263.20	15.79		B	2646.40	33.08		B	2778.40	34.73
	C	1324.00	16.55		C	2764.00	34.55		C	2918.40	36.48
	D	1380.80	17.26		D	2904.00	36.30		D	3064.80	38.31
	E	1442.40	18.03		E	3036.80	37.96		E	3213.60	40.17



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1924	A	2916.00	36.45	1931	A	1949.60	24.37	1938	A	2299.20	28.74
	B	3056.00	38.20		B	2037.60	25.47		B	2405.60	30.07
	C	3208.00	40.10		C	2145.60	26.82		C	2520.80	31.51
	D	3363.20	42.04		D	2253.60	28.17		D	2647.20	33.09
	E	3521.60	44.02		E	2362.40	29.53		E	2770.40	34.63
1925	A	1480.00	18.50	1932	A	1416.80	17.71	1939	A	2647.20	33.09
	B	1550.40	19.38		B	1481.60	18.52		B	2770.40	34.63
	C	1620.80	20.26		C	1556.00	19.45		C	2908.80	36.36
	D	1699.20	21.24		D	1627.20	20.34		D	3051.20	38.14
	E	1776.80	22.21		E	1704.80	21.31		E	3196.80	39.96
1926	A	2652.80	33.16	1933	A	1628.80	20.36	1940	A	2358.40	29.48
	B	2778.40	34.73		B	1707.20	21.34		B	2473.60	30.92
	C	2918.40	36.48		C	1791.20	22.39		C	2596.00	32.45
	D	3064.80	38.31		D	1871.20	23.39		D	2712.80	33.91
	E	3213.60	40.17		E	1957.60	24.47		E	2851.20	35.64
1927	A	2644.00	33.05	1934	A	1348.80	16.86	1941	A	2622.40	32.78
	B	2769.60	34.62		B	1413.60	17.67		B	2744.00	34.30
	C	2908.00	36.35		C	1483.20	18.54		C	2888.00	36.10
	D	3053.60	38.17		D	1550.40	19.38		D	3036.00	37.95
	E	3201.60	40.02		E	1621.60	20.27		E	3180.80	39.76
1928	A	2409.60	30.12	1935	A	3051.20	38.14	1943	A	1468.80	18.36
	B	2520.80	31.51		B	3196.80	39.96		B	1540.80	19.26
	C	2649.60	33.12		C	3356.00	41.95		C	1611.20	20.14
	D	2773.60	34.67		D	3520.80	44.01		D	1692.00	21.15
	E	2904.80	36.31		E	3688.80	46.11		E	1769.60	22.12
1929	A	2652.80	33.16	1936	A	1088.00	13.60	1944	A	1737.60	21.72
	B	2778.40	34.73		B	1140.80	14.26		B	1826.40	22.83
	C	2918.40	36.48		C	1191.20	14.89		C	1911.20	23.89
	D	3064.80	38.31		D	1249.60	15.62		D	2007.20	25.09
	E	3213.60	40.17		E	1309.60	16.37		E	2103.20	26.29
1930	A	1652.80	20.66	1937	A	2314.40	28.93	1945	A	2103.20	26.29
	B	1733.60	21.67		B	2423.20	30.29		B	2206.40	27.58
	C	1814.40	22.68		C	2543.20	31.79		C	2311.20	28.89
	D	1904.80	23.81		D	2663.20	33.29		D	2421.60	30.27
	E	1996.80	24.96		E	2798.40	34.98		E	2544.00	31.80

**SALARY TABLE CLASSIFIED SERVICE**
**Effective 7-1-2018**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1946	A	1324.00	16.55	1961	A	1968.00	24.60	1970	A	1616.80	20.21
	B	1380.80	17.26		B	2060.80	25.76		B	1695.20	21.19
	C	1442.40	18.03		C	2167.20	27.09		C	1775.20	22.19
	D	1505.60	18.82		D	2273.60	28.42		D	1855.20	23.19
	E	1576.00	19.70		E	2382.40	29.78		E	1950.40	24.38
1947	A	1442.40	18.03	1964	A	1944.00	24.30	1971	A	2358.40	29.48
	B	1505.60	18.82		B	2043.20	25.54		B	2473.60	30.92
	C	1576.00	19.70		C	2144.80	26.81		C	2596.00	32.45
	D	1648.80	20.61		D	2244.00	28.05		D	2712.80	33.91
	E	1723.20	21.54		E	2362.40	29.53		E	2851.20	35.64
1949	A	2314.40	28.93	1965	A	2362.40	29.53	1972	A	2652.80	33.16
	B	2423.20	30.29		B	2476.00	30.95		B	2778.40	34.73
	C	2543.20	31.79		C	2594.40	32.43		C	2918.40	36.48
	D	2663.20	33.29		D	2720.80	34.01		D	3064.80	38.31
	E	2798.40	34.98		E	2855.20	35.69		E	3213.60	40.17
1952	A	2543.20	31.79	1966	A	2594.40	32.43	1974	A	1727.20	21.59
	B	2661.60	33.27		B	2720.80	34.01		B	1799.20	22.49
	C	2792.80	34.91		C	2855.20	35.69		C	1886.40	23.58
	D	2931.20	36.64		D	2984.00	37.30		D	1970.40	24.63
	E	3072.00	38.40		E	3136.00	39.20		E	2064.80	25.81
1955	A	2456.00	30.70	1967	A	2918.40	36.48	1975	A	1876.00	23.45
	B	2583.20	32.29		B	3056.00	38.20		B	1964.00	24.55
	C	2704.00	33.80		C	3209.60	40.12		C	2063.20	25.79
	D	2836.80	35.46		D	3372.00	42.15		D	2164.80	27.06
	E	2972.00	37.15		E	3535.20	44.19		E	2270.40	28.38
1956	A	1871.20	23.39	1968	A	1452.80	18.16	1976	A	2357.60	29.47
	B	1962.40	24.53		B	1517.60	18.97		B	2467.20	30.84
	C	2044.00	25.55		C	1584.80	19.81		C	2592.80	32.41
	D	2148.00	26.85		D	1652.80	20.66		D	2712.00	33.90
	E	2246.40	28.08		E	1731.20	21.64		E	2851.20	35.64
1957	A	2152.00	26.90	1969	A	1388.80	17.36	1977	A	2781.60	34.77
	B	2256.00	28.20		B	1448.80	18.11		B	2912.00	36.40
	C	2352.00	29.40		C	1512.80	18.91		C	3056.80	38.21
	D	2470.40	30.88		D	1580.00	19.75		D	3208.00	40.10
	E	2583.20	32.29		E	1653.60	20.67		E	3358.40	41.98

**SALARY TABLE CLASSIFIED SERVICE**
**Effective 7-1-2018**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1978	A	1212.80	15.16	1987	A	3071.20	38.39	1998	A	1996.00	24.95
	B	1263.20	15.79		B	3216.80	40.21		B	2089.60	26.12
	C	1324.00	16.55		C	3385.60	42.32		C	2192.80	27.41
	D	1380.80	17.26		D	3544.00	44.30		D	2302.40	28.78
	E	1442.40	18.03		E	3715.20	46.44		E	2413.60	30.17
1979	A	1324.00	16.55	1988	A	2349.60	29.37	* 2103	A	964.80	12.06
	B	1380.80	17.26		B	2455.20	30.69		B	1012.00	12.65
	C	1442.40	18.03		C	2565.60	32.07		C	1060.00	13.25
	D	1505.60	18.82		D	2688.00	33.60		D	1107.20	13.84
	E	1576.00	19.70		E	2808.80	35.11		E	1160.00	14.50
1980	A	2066.40	25.83	1991	A	1727.20	21.59	* 2139	A	960.80	12.01
	B	2167.20	27.09		B	1799.20	22.49		B	1011.20	12.64
	C	2271.20	28.39		C	1886.40	23.58		C	1058.40	13.23
	D	2379.20	29.74		D	1970.40	24.63		D	1104.80	13.81
	E	2496.80	31.21		E	2064.80	25.81		E	1159.20	14.49
1982	A	1251.20	15.64	1992	A	1324.00	16.55	* 2166	A	1549.60	19.37
	B	1309.60	16.37		B	1380.80	17.26		B	1627.20	20.34
	C	1365.60	17.07		C	1442.40	18.03		C	1708.80	21.36
	D	1432.80	17.91		D	1505.60	18.82		D	1793.60	22.42
	E	1506.40	18.83		E	1576.00	19.70		E	1884.00	23.55
1983	A	1468.80	18.36	1994	A	2649.60	33.12	* 2169	A	964.80	12.06
	B	1540.80	19.26		B	2773.60	34.67		B	1012.00	12.65
	C	1611.20	20.14		C	2912.00	36.40		C	1060.00	13.25
	D	1692.00	21.15		D	3055.20	38.19		D	1107.20	13.84
	E	1769.60	22.12		E	3199.20	39.99		E	1160.00	14.50
1985	A	1762.40	22.03	1995	A	666.40	8.33	* 2185	A	1885.60	23.57
	B	1850.40	23.13		B	706.40	8.83		B	1980.00	24.75
	C	1933.60	24.17		C	736.80	9.21		C	2078.40	25.98
	D	2017.60	25.22		D	775.20	9.69		D	2182.40	27.28
	E	2113.60	26.42		E	950.40	11.88		E	2290.40	28.63
1986	A	2703.20	33.79	1997	A	1779.20	22.24	* 2186	A	964.80	12.06
	B	2824.00	35.30		B	1864.00	23.30		B	1012.00	12.65
	C	2955.20	36.94		C	1952.80	24.41		C	1060.00	13.25
	D	3090.40	38.63		D	2048.80	25.61		D	1107.20	13.84
	E	3230.40	40.38		E	2147.20	26.84		E	1160.00	14.50

**SALARY TABLE CLASSIFIED SERVICE**

**Effective 7-1-2018**

<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
* 2188	A	740.00	9.25								
	B	775.20	9.69								
	C	810.40	10.13								
	D	850.40	10.63								
	E	950.40	11.88								

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



**EXHIBIT A-2**

**SALARY TABLE**

**EXHIBIT A-2**

**EFFECTIVE JANUARY 1, 2019 THROUGH JUNE 30, 2019**

**(Except for minimum wage increases required by law, any increases to pay rates set forth in this table take effect the first full pay period following January 1, 2019, in accordance with City Council-approved agreements between the City and its recognized employee organizations and similarly applied to unrepresented employees.)**

**(Revised April 9, 2018)  
(CORRECTED COPY November 19, 2018)**

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

EXHIBIT A-2 CORRECTED COPY

November 19, 2018

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1011	A	1212.80	15.16	1018	A	2805.60	35.07	1025	A	2785.60	34.82
	B	1263.20	15.79		B	2938.40	36.73		B	2916.80	36.46
	C	1324.00	16.55		C	3083.20	38.54		C	3064.00	38.30
	D	1380.80	17.26		D	3237.60	40.47		D	3218.40	40.23
	E	1442.40	18.03		E	3392.00	42.40		E	3374.40	42.18
1012	A	1500.80	18.76	1019	A	3104.00	38.80	1026	A	2476.80	30.96
	B	1569.60	19.62		B	3251.20	40.64		B	2597.60	32.47
	C	1641.60	20.52		C	3410.40	42.63		C	2725.60	34.07
	D	1716.80	21.46		D	3581.60	44.77		D	2848.80	35.61
	E	1797.60	22.47		E	3752.80	46.91		E	2994.40	37.43
1013	A	1647.20	20.59	1020	A	2190.40	27.38	1027	A	1692.00	21.15
	B	1716.00	21.45		B	2293.60	28.67		B	1769.60	22.12
	C	1798.40	22.48		C	2413.60	30.17		C	1852.80	23.16
	D	1876.00	23.45		D	2530.40	31.63		D	1947.20	24.34
	E	1967.20	24.59		E	2644.00	33.05		E	2039.20	25.49
1014	A	1892.80	23.66	1021	A	2599.20	32.49	1100	A	2535.20	31.69
	B	1978.40	24.73		B	2724.00	34.05		B	2659.20	33.24
	C	2068.00	25.85		C	2853.60	35.67		C	2790.40	34.88
	D	2162.40	27.03		D	2992.00	37.40		D	2916.00	36.45
	E	2259.20	28.24		E	3140.80	39.26		E	3064.80	38.31
1015	A	2176.00	27.20	1022	A	2362.40	29.53	1102	A	1900.00	23.75
	B	2275.20	28.44		B	2476.00	30.95		B	1996.00	24.95
	C	2379.20	29.74		C	2594.40	32.43		C	2096.00	26.20
	D	2488.80	31.11		D	2720.80	34.01		D	2192.00	27.40
	E	2597.60	32.47		E	2855.20	35.69		E	2308.80	28.86
1016	A	2483.20	31.04	1023	A	2148.00	26.85	1103	A	1316.00	16.45
	B	2601.60	32.52		B	2251.20	28.14		B	1375.20	17.19
	C	2723.20	34.04		C	2358.40	29.48		C	1433.60	17.92
	D	2852.80	35.66		D	2473.60	30.92		D	1504.80	18.81
	E	2984.80	37.31		E	2596.00	32.45		E	1582.40	19.78
1017	A	2411.20	30.14	1024	A	3064.80	38.31	1104	A	1251.20	15.64
	B	2522.40	31.53		B	3209.60	40.12		B	1309.60	16.37
	C	2653.60	33.17		C	3371.20	42.14		C	1365.60	17.07
	D	2782.40	34.78		D	3538.40	44.23		D	1432.80	17.91
	E	2911.20	36.39		E	3712.00	46.40		E	1506.40	18.83

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

EXHIBIT A-2 CORRECTED COPY

November 19, 2018

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1105	A	1468.80	18.36	1113	A	2515.20	31.44	1124	A	2649.60	33.12
	B	1540.80	19.26		B	2645.60	33.07		B	2777.60	34.72
	C	1611.20	20.14		C	2764.00	34.55		C	2918.40	36.48
	D	1692.00	21.15		D	2904.00	36.30		D	3057.60	38.22
	E	1769.60	22.12		E	3037.60	37.97		E	3212.80	40.16
1106	A	2358.40	29.48	1116	A	2148.00	26.85	1125	A	2410.40	30.13
	B	2473.60	30.92		B	2251.20	28.14		B	2528.80	31.61
	C	2596.00	32.45		C	2358.40	29.48		C	2652.00	33.15
	D	2712.80	33.91		D	2473.60	30.92		D	2784.00	34.80
	E	2851.20	35.64		E	2596.00	32.45		E	2920.80	36.51
1107	A	1692.00	21.15	1117	A	<b>1527.20</b>	<b>19.09</b>	1126	A	2188.00	27.35
	B	1769.60	22.12		B	<b>1596.00</b>	<b>19.95</b>		B	2296.00	28.70
	C	1852.80	23.16		C	<b>1664.80</b>	<b>20.81</b>		C	2406.40	30.08
	D	1947.20	24.34		D	<b>1741.60</b>	<b>21.77</b>		D	2527.20	31.59
	E	2039.20	25.49		E	<b>1820.00</b>	<b>22.75</b>		E	2652.80	33.16
1108	A	1539.20	19.24	1118	A	<b>2240.80</b>	<b>28.01</b>	1127	A	1852.80	23.16
	B	1614.40	20.18		B	<b>2344.00</b>	<b>29.30</b>		B	1947.20	24.34
	C	1692.00	21.15		C	<b>2460.00</b>	<b>30.75</b>		C	2038.40	25.48
	D	1767.20	22.09		D	<b>2574.40</b>	<b>32.18</b>		D	2141.60	26.77
	E	1856.80	23.21		E	<b>2700.80</b>	<b>33.76</b>		E	2247.20	28.09
1110	A	2652.80	33.16	1119	A	2899.20	36.24	1128	A	1692.00	21.15
	B	2778.40	34.73		B	3044.00	38.05		B	1769.60	22.12
	C	2918.40	36.48		C	3193.60	39.92		C	1852.80	23.16
	D	3064.80	38.31		D	3348.00	41.85		D	1947.20	24.34
	E	3213.60	40.17		E	3517.60	43.97		E	2039.20	25.49
1111	A	2085.60	26.07	1122	A	2188.00	27.35	1129	A	1767.20	22.09
	B	2190.40	27.38		B	2296.00	28.70		B	1856.80	23.21
	C	2300.00	28.75		C	2406.40	30.08		C	1949.60	24.37
	D	2407.20	30.09		D	2527.20	31.59		D	2039.20	25.49
	E	2521.60	31.52		E	2652.80	33.16		E	2148.00	26.85
1112	A	2190.40	27.38	1123	A	2899.20	36.24	1130	A	1816.80	22.71
	B	2300.00	28.75		B	3044.00	38.05		B	1900.00	23.75
	C	2407.20	30.09		C	3193.60	39.92		C	1996.00	24.95
	D	2521.60	31.52		D	3348.00	41.85		D	2096.00	26.20
	E	2645.60	33.07		E	3517.60	43.97		E	2195.20	27.44

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1131	A	2096.00	26.20	1140	A	1975.20	24.69	1148	A	<b>2249.60</b>	<b>28.12</b>
	B	2189.60	27.37		B	2061.60	25.77		B	<b>2360.00</b>	<b>29.50</b>
	C	2304.80	28.81		C	2157.60	26.97		C	<b>2472.00</b>	<b>30.90</b>
	D	2424.00	30.30		D	2258.40	28.23		D	<b>2592.80</b>	<b>32.41</b>
	E	2539.20	31.74		E	2357.60	29.47		E	<b>2711.20</b>	<b>33.89</b>
1132	A	1767.20	22.09	1141	A	1767.20	22.09	1149	A	3286.40	41.08
	B	1856.80	23.21		B	1856.80	23.21		B	3452.80	43.16
	C	1949.60	24.37		C	1949.60	24.37		C	3612.80	45.16
	D	2039.20	25.49		D	2039.20	25.49		D	3794.40	47.43
	E	2148.00	26.85		E	2148.00	26.85		E	3977.60	49.72
1133	A	1504.80	18.81	1142	A	2148.00	26.85	1150	A	2820.00	35.25
	B	1582.40	19.78		B	2251.20	28.14		B	2959.20	36.99
	C	1658.40	20.73		C	2358.40	29.48		C	3103.20	38.79
	D	1733.60	21.67		D	2473.60	30.92		D	3252.80	40.66
	E	1814.40	22.68		E	2596.00	32.45		E	3412.80	42.66
1134	A	2246.40	28.08	1143	A	2358.40	29.48	1151	A	1767.20	22.09
	B	2349.60	29.37		B	2473.60	30.92		B	1856.80	23.21
	C	2455.20	30.69		C	2596.00	32.45		C	1949.60	24.37
	D	2570.40	32.13		D	2712.80	33.91		D	2039.20	25.49
	E	2686.40	33.58		E	2851.20	35.64		E	2148.00	26.85
1136	A	<b>2296.80</b>	<b>28.71</b>	1144	A	2652.80	33.16	1152	A	<b>2340.80</b>	<b>29.26</b>
	B	<b>2411.20</b>	<b>30.14</b>		B	2778.40	34.73		B	<b>2455.20</b>	<b>30.69</b>
	C	<b>2533.60</b>	<b>31.67</b>		C	2918.40	36.48		C	<b>2580.80</b>	<b>32.26</b>
	D	<b>2656.80</b>	<b>33.21</b>		D	3064.80	38.31		D	<b>2703.20</b>	<b>33.79</b>
	E	<b>2790.40</b>	<b>34.88</b>		E	3213.60	40.17		E	<b>2837.60</b>	<b>35.47</b>
1137	A	1993.60	24.92	1146	A	2480.00	31.00	1153	A	2299.20	28.74
	B	2090.40	26.13		B	2608.00	32.60		B	2405.60	30.07
	C	2189.60	27.37		C	2732.80	34.16		C	2520.80	31.51
	D	2296.00	28.70		D	2861.60	35.77		D	2647.20	33.09
	E	2402.40	30.03		E	3000.80	37.51		E	2770.40	34.63
1138	A	2083.20	26.04	1147	A	2526.40	31.58	1154	A	2299.20	28.74
	B	2192.80	27.41		B	2645.60	33.07		B	2405.60	30.07
	C	2308.00	28.85		C	2769.60	34.62		C	2520.80	31.51
	D	2429.60	30.37		D	2904.00	36.30		D	2647.20	33.09
	E	2557.60	31.97		E	3039.20	37.99		E	2770.40	34.63



**SALARY TABLE CLASSIFIED SERVICE**  
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EXHIBIT A-2 CORRECTED COPY

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1156	A	3286.40	41.08	1163	A	2515.20	31.44	1171	A	2085.60	26.07
	B	3452.80	43.16		B	2645.60	33.07		B	2190.40	27.38
	C	3612.80	45.16		C	2764.00	34.55		C	2300.00	28.75
	D	3794.40	47.43		D	2904.00	36.30		D	2407.20	30.09
	E	3977.60	49.72		E	3037.60	37.97		E	2521.60	31.52
1157	A	2299.20	28.74	1164	A	1986.40	24.83	1172	A	2190.40	27.38
	B	2405.60	30.07		B	2088.00	26.10		B	2300.00	28.75
	C	2520.80	31.51		C	2192.00	27.40		C	2407.20	30.09
	D	2647.20	33.09		D	2292.80	28.66		D	2521.60	31.52
	E	2770.40	34.63		E	2403.20	30.04		E	2645.60	33.07
1158	A	1767.20	22.09	1165	A	2088.00	26.10	1173	A	2515.20	31.44
	B	1856.80	23.21		B	2192.00	27.40		B	2645.60	33.07
	C	1949.60	24.37		C	2292.80	28.66		C	2764.00	34.55
	D	2039.20	25.49		D	2403.20	30.04		D	2904.00	36.30
	E	2148.00	26.85		E	2519.20	31.49		E	3037.60	37.97
1159	A	2800.80	35.01	1166	A	2398.40	29.98	1175	A	<b>2048.00</b>	<b>25.60</b>
	B	2933.60	36.67		B	2519.20	31.49		B	<b>2146.40</b>	<b>26.83</b>
	C	3071.20	38.39		C	2634.40	32.93		C	<b>2251.20</b>	<b>28.14</b>
	D	3224.00	40.30		D	2768.80	34.61		D	<b>2361.60</b>	<b>29.52</b>
	E	3380.00	42.25		E	2895.20	36.19		E	<b>2477.60</b>	<b>30.97</b>
1160	A	<b>1438.40</b>	<b>17.98</b>	1167	A	2299.20	28.74	1176	A	1244.00	15.55
	B	<b>1511.20</b>	<b>18.89</b>		B	2405.60	30.07		B	1306.40	16.33
	C	<b>1586.40</b>	<b>19.83</b>		C	2520.80	31.51		C	1372.80	17.16
	D	<b>1659.20</b>	<b>20.74</b>		D	2647.20	33.09		D	1438.40	17.98
	E	<b>1733.60</b>	<b>21.67</b>		E	2770.40	34.63		E	1512.00	18.90
1161	A	2085.60	26.07	1168	A	1801.60	22.52	1177	A	2085.60	26.07
	B	2190.40	27.38		B	1895.20	23.69		B	2190.40	27.38
	C	2300.00	28.75		C	1992.80	24.91		C	2300.00	28.75
	D	2407.20	30.09		D	2089.60	26.12		D	2407.20	30.09
	E	2521.60	31.52		E	2193.60	27.42		E	2521.60	31.52
1162	A	2190.40	27.38	1170	A	<b>1937.60</b>	<b>24.22</b>	1178	A	2190.40	27.38
	B	2300.00	28.75		B	<b>2036.00</b>	<b>25.45</b>		B	2300.00	28.75
	C	2407.20	30.09		C	<b>2137.60</b>	<b>26.72</b>		C	2407.20	30.09
	D	2521.60	31.52		D	<b>2236.00</b>	<b>27.95</b>		D	2521.60	31.52
	E	2645.60	33.07		E	<b>2356.00</b>	<b>29.45</b>		E	2645.60	33.07

**SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1179	A	2515.20	31.44	1188	A	1715.20	21.44	1195	A	2571.20	32.14
	B	2645.60	33.07		B	1792.00	22.40		B	2699.20	33.74
	C	2764.00	34.55		C	1877.60	23.47		C	2833.60	35.42
	D	2904.00	36.30		D	1973.60	24.67		D	2974.40	37.18
	E	3037.60	37.97		E	2063.20	25.79		E	3124.00	39.05
1181	A	1767.20	22.09	1189	A	1156.00	14.45	1196	A	1856.80	23.21
	B	1856.80	23.21		B	1208.80	15.11		B	1943.20	24.29
	C	1949.60	24.37		C	1265.60	15.82		C	2043.20	25.54
	D	2039.20	25.49		D	1326.40	16.58		D	2148.00	26.85
	E	2148.00	26.85		E	1393.60	17.42		E	2251.20	28.14
1183	MIN	2852.00	35.65	1190	A	2148.00	26.85	1201	A	1767.20	22.09
	MAX	3800.00	47.50		B	2251.20	28.14		B	1856.80	23.21
					C	2358.40	29.48		C	1949.60	24.37
					D	2473.60	30.92		D	2039.20	25.49
					E	2596.00	32.45		E	2148.00	26.85
1184	A	2299.20	28.74	1191	A	1569.60	19.62	1202	A	1986.40	24.83
	B	2405.60	30.07		B	1633.60	20.42		B	2085.60	26.07
	C	2520.80	31.51		C	1713.60	21.42		C	2189.60	27.37
	D	2647.20	33.09		D	1786.40	22.33		D	2299.20	28.74
	E	2770.40	34.63		E	1871.20	23.39		E	2405.60	30.07
1185	A	2647.20	33.09	1192	A	1194.40	14.93	1203	A	2299.20	28.74
	B	2770.40	34.63		B	1252.00	15.65		B	2405.60	30.07
	C	2908.80	36.36		C	1312.00	16.40		C	2520.80	31.51
	D	3051.20	38.14		D	1376.80	17.21		D	2647.20	33.09
	E	3196.80	39.96		E	1443.20	18.04		E	2770.40	34.63
1186	A	3051.20	38.14	1193	A	1388.00	17.35	1204	A	2647.20	33.09
	B	3196.80	39.96		B	1451.20	18.14		B	2770.40	34.63
	C	3356.00	41.95		C	1513.60	18.92		C	2908.80	36.36
	D	3520.80	44.01		D	1583.20	19.79		D	3051.20	38.14
	E	3688.80	46.11		E	1655.20	20.69		E	3196.80	39.96
1187	A	1973.60	24.67	1194	A	1188.80	14.86	1205	A	1797.60	22.47
	B	2063.20	25.79		B	1251.20	15.64		B	1878.40	23.48
	C	2172.80	27.16		C	1309.60	16.37		C	1957.60	24.47
	D	2281.60	28.52		D	1365.60	17.07		D	2047.20	25.59
	E	2392.00	29.90		E	1432.80	17.91		E	2138.40	26.73

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1206	A	1797.60	22.47	1221	A	2647.20	33.09	1228	A	2148.00	26.85
	B	1878.40	23.48		B	2770.40	34.63		B	2251.20	28.14
	C	1957.60	24.47		C	2908.80	36.36		C	2358.40	29.48
	D	2047.20	25.59		D	3051.20	38.14		D	2473.60	30.92
	E	2138.40	26.73		E	3196.80	39.96		E	2596.00	32.45
1207	A	2299.20	28.74	1222	A	2148.00	26.85	1229	A	2102.40	26.28
	B	2405.60	30.07		B	2251.20	28.14		B	2201.60	27.52
	C	2520.80	31.51		C	2358.40	29.48		C	2303.20	28.79
	D	2647.20	33.09		D	2473.60	30.92		D	2428.00	30.35
	E	2770.40	34.63		E	2596.00	32.45		E	2539.20	31.74
1208	A	2299.20	28.74	1223	A	2647.20	33.09	1230	A	1719.20	21.49
	B	2405.60	30.07		B	2770.40	34.63		B	1798.40	22.48
	C	2520.80	31.51		C	2908.80	36.36		C	1882.40	23.53
	D	2647.20	33.09		D	3051.20	38.14		D	1976.80	24.71
	E	2770.40	34.63		E	3196.80	39.96		E	2064.80	25.81
1217	A	2148.00	26.85	1224	A	2034.40	25.43	1231	A	2647.20	33.09
	B	2251.20	28.14		B	2131.20	26.64		B	2770.40	34.63
	C	2358.40	29.48		C	2237.60	27.97		C	2908.80	36.36
	D	2473.60	30.92		D	2352.00	29.40		D	3051.20	38.14
	E	2596.00	32.45		E	2463.20	30.79		E	3196.80	39.96
1218	A	2148.00	26.85	1225	A	2647.20	33.09	1232	A	1728.00	21.60
	B	2251.20	28.14		B	2770.40	34.63		B	1809.60	22.62
	C	2358.40	29.48		C	2908.80	36.36		C	1891.20	23.64
	D	2473.60	30.92		D	3051.20	38.14		D	1986.40	24.83
	E	2596.00	32.45		E	3196.80	39.96		E	2085.60	26.07
1219	A	2647.20	33.09	1226	A	<b>2356.00</b>	<b>29.45</b>	1233	A	2647.20	33.09
	B	2770.40	34.63		B	<b>2468.80</b>	<b>30.86</b>		B	2770.40	34.63
	C	2908.80	36.36		C	<b>2584.00</b>	<b>32.30</b>		C	2908.80	36.36
	D	3051.20	38.14		D	<b>2711.20</b>	<b>33.89</b>		D	3051.20	38.14
	E	3196.80	39.96		E	<b>2844.80</b>	<b>35.56</b>		E	3196.80	39.96
1220	A	<b>2648.00</b>	<b>33.10</b>	1227	A	<b>2422.40</b>	<b>30.28</b>	1235	A	1943.20	24.29
	B	<b>2776.00</b>	<b>34.70</b>		B	<b>2540.80</b>	<b>31.76</b>		B	2033.60	25.42
	C	<b>2916.80</b>	<b>36.46</b>		C	<b>2660.00</b>	<b>33.25</b>		C	2133.60	26.67
	D	<b>3064.00</b>	<b>38.30</b>		D	<b>2791.20</b>	<b>34.89</b>		D	2244.00	28.05
	E	<b>3206.40</b>	<b>40.08</b>		E	<b>2927.20</b>	<b>36.59</b>		E	2352.00	29.40

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**EXHIBIT A-2 CORRECTED COPY**

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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1236	A	1041.60	13.02	1243	A	2919.20	36.49	1256	A	1309.60	16.37
	B	1093.60	13.67		B	3056.80	38.21		B	1366.40	17.08
	C	1134.40	14.18		C	3210.40	40.13		C	1432.80	17.91
	D	1188.80	14.86		D	3370.40	42.13		D	1506.40	18.83
	E	1251.20	15.64		E	3535.20	44.19		E	1581.60	19.77
1237	A	<b>1380.80</b>	<b>17.26</b>	1244	A	3354.40	41.93	1257	A	1503.20	18.79
	B	<b>1444.00</b>	<b>18.05</b>		B	3516.00	43.95		B	1576.00	19.70
	C	<b>1505.60</b>	<b>18.82</b>		C	3690.40	46.13		C	1648.80	20.61
	D	<b>1580.00</b>	<b>19.75</b>		D	3875.20	48.44		D	1732.80	21.66
	E	<b>1661.60</b>	<b>20.77</b>		E	4062.40	50.78		E	1819.20	22.74
1238	A	<b>1656.00</b>	<b>20.70</b>	1246	A	1188.80	14.86	1258	A	1041.60	13.02
	B	<b>1737.60</b>	<b>21.72</b>		B	1251.20	15.64		B	1093.60	13.67
	C	<b>1818.40</b>	<b>22.73</b>		C	1309.60	16.37		C	1134.40	14.18
	D	<b>1910.40</b>	<b>23.88</b>		D	1365.60	17.07		D	1188.80	14.86
	E	<b>2004.80</b>	<b>25.06</b>		E	1432.80	17.91		E	1251.20	15.64
1239	A	2653.60	33.17	1249	A	2040.00	25.50	1259	A	1262.40	15.78
	B	2780.00	34.75		B	2143.20	26.79		B	1316.80	16.46
	C	2912.80	36.41		C	2250.40	28.13		C	1365.60	17.07
	D	3061.60	38.27		D	2362.40	29.53		D	1434.40	17.93
	E	3207.20	40.09		E	2480.80	31.01		E	1495.20	18.69
1240	A	2358.40	29.48	1250	A	1773.60	22.17	1263	A	1468.80	18.36
	B	2473.60	30.92		B	1856.80	23.21		B	1540.80	19.26
	C	2596.00	32.45		C	1950.40	24.38		C	1611.20	20.14
	D	2712.80	33.91		D	2039.20	25.49		D	1692.00	21.15
	E	2851.20	35.64		E	2148.00	26.85		E	1769.60	22.12
1241	A	2652.80	33.16	1253	A	2855.20	35.69	1264	A	1762.40	22.03
	B	2778.40	34.73		B	2990.40	37.38		B	1850.40	23.13
	C	2918.40	36.48		C	3139.20	39.24		C	1933.60	24.17
	D	3064.80	38.31		D	3294.40	41.18		D	2017.60	25.22
	E	3213.60	40.17		E	3458.40	43.23		E	2113.60	26.42
1242	A	2919.20	36.49	1255	A	1251.20	15.64	1265	A	1497.60	18.72
	B	3056.80	38.21		B	1309.60	16.37		B	1569.60	19.62
	C	3210.40	40.13		C	1365.60	17.07		C	1643.20	20.54
	D	3370.40	42.13		D	1432.80	17.91		D	1714.40	21.43
	E	3535.20	44.19		E	1506.40	18.83		E	1792.80	22.41

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1266	A	1728.00	21.60	1277	A	2190.40	27.38	1286	A	1468.80	18.36
	B	1800.80	22.51		B	2300.00	28.75		B	1540.80	19.26
	C	1887.20	23.59		C	2407.20	30.09		C	1611.20	20.14
	D	1968.00	24.60		D	2521.60	31.52		D	1692.00	21.15
	E	2061.60	25.77		E	2645.60	33.07		E	1769.60	22.12
1267	A	1900.80	23.76	1278	A	2752.80	34.41	1287	A	1616.80	20.21
	B	1980.80	24.76		B	2892.80	36.16		B	1694.40	21.18
	C	2077.60	25.97		C	3032.00	37.90		C	1772.00	22.15
	D	2170.40	27.13		D	3179.20	39.74		D	1860.80	23.26
	E	2269.60	28.37		E	3332.00	41.65		E	1948.00	24.35
1268	A	1251.20	15.64	1279	A	3056.00	38.20	1288	A	1726.40	21.58
	B	1309.60	16.37		B	3212.80	40.16		B	1801.60	22.52
	C	1365.60	17.07		C	3359.20	41.99		C	1889.60	23.62
	D	1432.80	17.91		D	3527.20	44.09		D	1974.40	24.68
	E	1506.40	18.83		E	3696.00	46.20		E	2066.40	25.83
1273	A	2457.60	30.72	1280	A	1324.00	16.55	1290	A	1954.40	24.43
	B	2580.80	32.26		B	1380.80	17.26		B	2048.00	25.60
	C	2703.20	33.79		C	1442.40	18.03		C	2151.20	26.89
	D	2832.80	35.41		D	1505.60	18.82		D	2257.60	28.22
	E	2972.00	37.15		E	1576.00	19.70		E	2367.20	29.59
1274	A	1580.00	19.75	1282	A	1951.20	24.39	1293	A	<b>1856.00</b>	<b>23.20</b>
	B	1651.20	20.64		B	2044.80	25.56		B	<b>1936.80</b>	<b>24.21</b>
	C	1732.80	21.66		C	2146.40	26.83		C	<b>2029.60</b>	<b>25.37</b>
	D	1816.80	22.71		D	2243.20	28.04		D	<b>2122.40</b>	<b>26.53</b>
	E	1896.80	23.71		E	2363.20	29.54		E	<b>2224.80</b>	<b>27.81</b>
1275	A	1816.80	22.71	1283	A	1539.20	19.24	1296	A	2155.20	26.94
	B	1896.80	23.71		B	1611.20	20.14		B	2259.20	28.24
	C	1995.20	24.94		C	1692.00	21.15		C	2370.40	29.63
	D	2097.60	26.22		D	1769.60	22.12		D	2485.60	31.07
	E	2196.80	27.46		E	1852.80	23.16		E	2603.20	32.54
1276	A	2085.60	26.07	1285	A	1441.60	18.02	1302	A	1136.00	14.20
	B	2190.40	27.38		B	1505.60	18.82		B	1231.20	15.39
	C	2300.00	28.75		C	1576.80	19.71		C	1325.60	16.57
	D	2407.20	30.09		D	1655.20	20.69		D	1420.00	17.75
	E	2521.60	31.52		E	1736.80	21.71		E	1609.60	20.12

**SALARY TABLE CLASSIFIED SERVICE**  
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November 19, 2018

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1303	A	1231.20	15.39	1310	A	1184.80	14.81	1317	A	1586.40	19.83
	B	1325.60	16.57		B	1283.20	16.04		B	1692.00	21.15
	C	1420.00	17.75		C	1382.40	17.28		C	1797.60	22.47
	D	1609.60	20.12		D	1480.80	18.51		D	1904.00	23.80
	E	1799.20	22.49		E	1579.20	19.74		E	2009.60	25.12
1304	A	1288.80	16.11	1311	A	1480.80	18.51	1318	A	1210.40	15.13
	B	1396.00	17.45		B	1579.20	19.74		B	1311.20	16.39
	C	1504.00	18.80		C	1678.40	20.98		C	1412.00	17.65
	D	1611.20	20.14		D	1776.80	22.21		D	1513.60	18.92
	E	1718.40	21.48		E	1876.00	23.45		E	1614.40	20.18
1305	A	1825.60	22.82	1312	A	1288.80	16.11	1319	A	1513.60	18.92
	B	1933.60	24.17		B	1396.00	17.45		B	1614.40	20.18
	C	2040.80	25.51		C	1504.00	18.80		C	1715.20	21.44
	D	2148.00	26.85		D	1611.20	20.14		D	1816.00	22.70
	E	2148.00	26.85		E	1718.40	21.48		E	1916.80	23.96
1306	A	1288.80	16.11	1313	A	1611.20	20.14	1320	A	1257.60	15.72
	B	1396.00	17.45		B	1718.40	21.48		B	1362.40	17.03
	C	1504.00	18.80		C	1825.60	22.82		C	1467.20	18.34
	D	1611.20	20.14		D	1933.60	24.17		D	1572.00	19.65
	E	1718.40	21.48		E	2040.80	25.51		E	1676.80	20.96
1307	A	1611.20	20.14	1314	A	1588.00	19.85	1321	A	1572.00	19.65
	B	1718.40	21.48		B	1720.80	21.51		B	1676.80	20.96
	C	1825.60	22.82		C	1852.80	23.16		C	1781.60	22.27
	D	1933.60	24.17		D	1985.60	24.82		D	1886.40	23.58
	E	2040.80	25.51		E	2117.60	26.47		E	1991.20	24.89
1308	A	1352.80	16.91	1315	A	1985.60	24.82	1322	A	1288.80	16.11
	B	1465.60	18.32		B	2117.60	26.47		B	1396.00	17.45
	C	1578.40	19.73		C	2250.40	28.13		C	1504.00	18.80
	D	1691.20	21.14		D	2382.40	29.78		D	1611.20	20.14
	E	1804.00	22.55		E	2515.20	31.44		E	1718.40	21.48
1309	A	1691.20	21.14	1316	A	1268.80	15.86	1323	A	1611.20	20.14
	B	1804.00	22.55		B	1375.20	17.19		B	1718.40	21.48
	C	1916.80	23.96		C	1480.80	18.51		C	1825.60	22.82
	D	2029.60	25.37		D	1586.40	19.83		D	1933.60	24.17
	E	2142.40	26.78		E	1692.00	21.15		E	2040.80	25.51

**SALARY TABLE CLASSIFIED SERVICE**  
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**EXHIBIT A-2 CORRECTED COPY**

**November 19, 2018**

<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1324	A	1210.40	15.13	1332	A	1796.00	22.45	1339	A	1761.60	22.02
	B	1311.20	16.39		B	1879.20	23.49		B	1879.20	23.49
	C	1412.00	17.65		C	1970.40	24.63		C	1996.80	24.96
	D	1513.60	18.92		D	2072.00	25.90		D	2113.60	26.42
	E	1614.40	20.18		E	2168.00	27.10		E	2231.20	27.89
1325	A	1513.60	18.92	1333	A	1975.20	24.69	1340	A	1468.80	18.36
	B	1614.40	20.18		B	2071.20	25.89		B	1540.80	19.26
	C	1715.20	21.44		C	2167.20	27.09		C	1611.20	20.14
	D	1816.00	22.70		D	2280.00	28.50		D	1692.00	21.15
	E	1916.80	23.96		E	2386.40	29.83		E	1769.60	22.12
1326	A	1444.00	18.05	1334	A	1309.60	16.37	1341	A	1251.20	15.64
	B	1564.80	19.56		B	1366.40	17.08		B	1309.60	16.37
	C	1684.80	21.06		C	1432.80	17.91		C	1365.60	17.07
	D	1805.60	22.57		D	1506.40	18.83		D	1432.80	17.91
	E	2046.40	25.58		E	1581.60	19.77		E	1506.40	18.83
1327	A	1564.80	19.56	1335	A	<b>1273.60</b>	<b>15.92</b>	1342	A	1737.60	21.72
	B	1684.80	21.06		B	<b>1379.20</b>	<b>17.24</b>		B	1826.40	22.83
	C	1805.60	22.57		C	<b>1485.60</b>	<b>18.57</b>		C	1911.20	23.89
	D	2046.40	25.58		D	<b>1592.00</b>	<b>19.90</b>		D	2007.20	25.09
	E	2287.20	28.59		E	<b>1804.00</b>	<b>22.55</b>		E	2103.20	26.29
1329	A	1409.60	17.62	1336	A	<b>1379.20</b>	<b>17.24</b>	1343	A	2103.20	26.29
	B	1526.40	19.08		B	<b>1485.60</b>	<b>18.57</b>		B	2206.40	27.58
	C	1644.00	20.55		C	<b>1592.00</b>	<b>19.90</b>		C	2311.20	28.89
	D	1761.60	22.02		D	<b>1804.00</b>	<b>22.55</b>		D	2421.60	30.27
	E	1879.20	23.49		E	<b>2016.00</b>	<b>25.20</b>		E	2544.00	31.80
1330	A	1251.20	15.64	1337	A	1080.00	13.50	1344	A	2652.80	33.16
	B	1309.60	16.37		B	1170.40	14.63		B	2778.40	34.73
	C	1365.60	17.07		C	1260.00	15.75		C	2918.40	36.48
	D	1432.80	17.91		D	1350.40	16.88		D	3064.80	38.31
	E	1506.40	18.83		E	1530.40	19.13		E	3213.60	40.17
1331	A	1596.80	19.96	1338	A	1170.40	14.63	1346	A	3051.20	38.14
	B	1673.60	20.92		B	1260.00	15.75		B	3196.80	39.96
	C	1748.00	21.85		C	1350.40	16.88		C	3356.00	41.95
	D	1839.20	22.99		D	1530.40	19.13		D	3520.80	44.01
	E	1928.00	24.10		E	1710.40	21.38		E	3688.80	46.11

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1347	A	2232.80	27.91	1354	A	2652.80	33.16	1364	A	2148.00	26.85
	B	2344.80	29.31		B	2778.40	34.73		B	2251.20	28.14
	C	2458.40	30.73		C	2918.40	36.48		C	2358.40	29.48
	D	2576.00	32.20		D	3064.80	38.31		D	2473.60	30.92
	E	2699.20	33.74		E	3213.60	40.17		E	2596.00	32.45
1348	A	2148.00	26.85	1355	A	<b>3051.20</b>	<b>38.14</b>	1365	A	2358.40	29.48
	B	2251.20	28.14		B	<b>3197.60</b>	<b>39.97</b>		B	2473.60	30.92
	C	2358.40	29.48		C	<b>3354.40</b>	<b>41.93</b>		C	2596.00	32.45
	D	2473.60	30.92		D	<b>3515.20</b>	<b>43.94</b>		D	2712.80	33.91
	E	2596.00	32.45		E	<b>3689.60</b>	<b>46.12</b>		E	2851.20	35.64
1349	A	2358.40	29.48	1356	A	1479.20	18.49	1366	A	2652.80	33.16
	B	2473.60	30.92		B	1549.60	19.37		B	2778.40	34.73
	C	2596.00	32.45		C	1628.00	20.35		C	2918.40	36.48
	D	2712.80	33.91		D	1700.00	21.25		D	3064.80	38.31
	E	2851.20	35.64		E	1780.00	22.25		E	3213.60	40.17
1350	A	3048.80	38.11	1357	A	1704.00	21.30	1367	A	1212.80	15.16
	B	3194.40	39.93		B	1780.00	22.25		B	1263.20	15.79
	C	3353.60	41.92		C	1871.20	23.39		C	1324.00	16.55
	D	3517.60	43.97		D	1951.20	24.39		D	1380.80	17.26
	E	3690.40	46.13		E	2039.20	25.49		E	1442.40	18.03
1351	A	1767.20	22.09	1361	A	1708.80	21.36	1368	A	1647.20	20.59
	B	1856.80	23.21		B	1788.80	22.36		B	1716.00	21.45
	C	1949.60	24.37		C	1880.80	23.51		C	1798.40	22.48
	D	2039.20	25.49		D	1957.60	24.47		D	1876.00	23.45
	E	2148.00	26.85		E	2054.40	25.68		E	1967.20	24.59
1352	A	2148.00	26.85	1362	A	1964.80	24.56	1369	A	1892.80	23.66
	B	2251.20	28.14		B	2055.20	25.69		B	1978.40	24.73
	C	2358.40	29.48		C	2162.40	27.03		C	2068.00	25.85
	D	2473.60	30.92		D	2255.20	28.19		D	2162.40	27.03
	E	2596.00	32.45		E	2361.60	29.52		E	2259.20	28.24
1353	A	2473.60	30.92	1363	A	1767.20	22.09	1370	A	2176.00	27.20
	B	2596.00	32.45		B	1856.80	23.21		B	2275.20	28.44
	C	2712.80	33.91		C	1949.60	24.37		C	2379.20	29.74
	D	2851.20	35.64		D	2039.20	25.49		D	2488.80	31.11
	E	2990.40	37.38		E	2148.00	26.85		E	2597.60	32.47



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1371	A	1502.40	18.78	1378	A	2649.60	33.12	1385	A	2647.20	33.09
	B	1574.40	19.68		B	2777.60	34.72		B	2770.40	34.63
	C	1647.20	20.59		C	2918.40	36.48		C	2908.80	36.36
	D	1716.00	21.45		D	3057.60	38.22		D	3051.20	38.14
	E	1798.40	22.48		E	3212.80	40.16		E	3196.80	39.96
1372	A	1728.00	21.60	1379	A	<b>1576.00</b>	<b>19.70</b>	1386	A	1251.20	15.64
	B	1800.80	22.51		B	<b>1656.80</b>	<b>20.71</b>		B	1309.60	16.37
	C	1886.40	23.58		C	<b>1740.00</b>	<b>21.75</b>		C	1365.60	17.07
	D	1968.00	24.60		D	<b>1816.00</b>	<b>22.70</b>		D	1432.80	17.91
	E	2062.40	25.78		E	<b>1901.60</b>	<b>23.77</b>		E	1506.40	18.83
1373	A	1894.40	23.68	1380	A	3071.20	38.39	1387	A	955.20	11.94
	B	1976.80	24.71		B	3216.80	40.21		B	1002.40	12.53
	C	2071.20	25.89		C	3385.60	42.32		C	1043.20	13.04
	D	2153.60	26.92		D	3544.00	44.30		D	1093.60	13.67
	E	2260.00	28.25		E	3715.20	46.44		E	1141.60	14.27
1374	A	1852.80	23.16	1381	A	1651.20	20.64	1388	A	1309.60	16.37
	B	1947.20	24.34		B	1728.80	21.61		B	1366.40	17.08
	C	2038.40	25.48		C	1812.80	22.66		C	1432.80	17.91
	D	2141.60	26.77		D	1896.80	23.71		D	1506.40	18.83
	E	2247.20	28.09		E	1996.00	24.95		E	1581.60	19.77
1375	A	2188.00	27.35	1382	A	1651.20	20.64	1389	A	1043.20	13.04
	B	2296.00	28.70		B	1728.80	21.61		B	1093.60	13.67
	C	2406.40	30.08		C	1812.80	22.66		C	1141.60	14.27
	D	2527.20	31.59		D	1896.80	23.71		D	1184.00	14.80
	E	2652.80	33.16		E	1996.00	24.95		E	1241.60	15.52
1376	A	2410.40	30.13	1383	A	1732.80	21.66	1390	A	1141.60	14.27
	B	2528.80	31.61		B	1816.80	22.71		B	1184.00	14.80
	C	2652.00	33.15		C	1904.00	23.80		C	1241.60	15.52
	D	2784.00	34.80		D	1993.60	24.92		D	1291.20	16.14
	E	2920.80	36.51		E	2096.80	26.21		E	1349.60	16.87
1377	A	1556.80	19.46	1384	A	<b>3126.40</b>	<b>39.08</b>	1391	A	2543.20	31.79
	B	1632.00	20.40		B	<b>3272.80</b>	<b>40.91</b>		B	2661.60	33.27
	C	1713.60	21.42		C	<b>3437.60</b>	<b>42.97</b>		C	2792.80	34.91
	D	1792.80	22.41		D	<b>3605.60</b>	<b>45.07</b>		D	2931.20	36.64
	E	1872.80	23.41		E	<b>3777.60</b>	<b>47.22</b>		E	3072.00	38.40

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1392	A	1416.80	17.71	1399	A	1964.80	24.56	1410	A	1420.00	17.75
	B	1485.60	18.57		B	2068.80	25.86		B	1493.60	18.67
	C	1559.20	19.49		C	2162.40	27.03		C	1563.20	19.54
	D	1628.00	20.35		D	2263.20	28.29		D	1633.60	20.42
	E	1703.20	21.29		E	2373.60	29.67		E	1711.20	21.39
1393	A	2296.00	28.70	1400	A	2156.00	26.95	1411	A	1561.60	19.52
	B	2402.40	30.03		B	2265.60	28.32		B	1647.20	20.59
	C	2527.20	31.59		C	2373.60	29.67		C	1712.80	21.41
	D	2649.60	33.12		D	2482.40	31.03		D	1796.00	22.45
	E	2772.80	34.66		E	2606.40	32.58		E	1884.80	23.56
1394	A	1309.60	16.37	1401	A	1692.00	21.15	1412	A	1309.60	16.37
	B	1366.40	17.08		B	1769.60	22.12		B	1366.40	17.08
	C	1432.80	17.91		C	1852.80	23.16		C	1432.80	17.91
	D	1506.40	18.83		D	1947.20	24.34		D	1506.40	18.83
	E	1581.60	19.77		E	2039.20	25.49		E	1581.60	19.77
1395	A	1309.60	16.37	1404	A	2202.40	27.53	1413	A	2070.40	25.88
	B	1366.40	17.08		B	2303.20	28.79		B	2170.40	27.13
	C	1432.80	17.91		C	2416.00	30.20		C	2284.00	28.55
	D	1506.40	18.83		D	2528.80	31.61		D	2384.00	29.80
	E	1581.60	19.77		E	2654.40	33.18		E	2502.40	31.28
1396	A	1503.20	18.79	1406	A	2103.20	26.29	1414	A	3282.40	41.03
	B	1576.00	19.70		B	2206.40	27.58		B	3437.60	42.97
	C	1648.80	20.61		C	2311.20	28.89		C	3608.80	45.11
	D	1732.80	21.66		D	2421.60	30.27		D	3785.60	47.32
	E	1819.20	22.74		E	2544.00	31.80		E	3966.40	49.58
1397	A	1767.20	22.09	1407	A	2148.00	26.85	1415	A	2148.00	26.85
	B	1856.80	23.21		B	2251.20	28.14		B	2251.20	28.14
	C	1949.60	24.37		C	2358.40	29.48		C	2358.40	29.48
	D	2039.20	25.49		D	2473.60	30.92		D	2473.60	30.92
	E	2148.00	26.85		E	2596.00	32.45		E	2596.00	32.45
1398	A	1790.40	22.38	1409	A	1767.20	22.09	1416	A	2652.80	33.16
	B	1875.20	23.44		B	1856.80	23.21		B	2778.40	34.73
	C	1964.80	24.56		C	1949.60	24.37		C	2918.40	36.48
	D	2059.20	25.74		D	2039.20	25.49		D	3064.80	38.31
	E	2160.00	27.00		E	2148.00	26.85		E	3213.60	40.17

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1417	A	1767.20	22.09	1424	A	2358.40	29.48	1431	A	2133.60	26.67
	B	1856.80	23.21		B	2473.60	30.92		B	2244.00	28.05
	C	1949.60	24.37		C	2596.00	32.45		C	2351.20	29.39
	D	2039.20	25.49		D	2712.80	33.91		D	2461.60	30.77
	E	2148.00	26.85		E	2851.20	35.64		E	2580.80	32.26
1418	A	2477.60	30.97	1425	A	3048.00	38.10	1432	A	1272.00	15.90
	B	2596.80	32.46		B	3188.00	39.85		B	1337.60	16.72
	C	2724.80	34.06		C	3344.80	41.81		C	1392.80	17.41
	D	2858.40	35.73		D	3504.80	43.81		D	1466.40	18.33
	E	2988.80	37.36		E	3679.20	45.99		E	1533.60	19.17
1419	A	1432.00	17.90	1426	A	2310.40	28.88	1435	A	2157.60	26.97
	B	1511.20	18.89		B	2420.80	30.26		B	2269.60	28.37
	C	1576.00	19.70		C	2524.00	31.55		C	2375.20	29.69
	D	1653.60	20.67		D	2647.20	33.09		D	2488.80	31.11
	E	1728.80	21.61		E	2771.20	34.64		E	2608.80	32.61
1420	A	1684.80	21.06	1427	A	2649.60	33.12	1436	A	1430.40	17.88
	B	1762.40	22.03		B	2778.40	34.73		B	1500.00	18.75
	C	1852.00	23.15		C	2916.00	36.45		C	1569.60	19.62
	D	1936.00	24.20		D	3056.00	38.20		D	1633.60	20.42
	E	2032.80	25.41		E	3202.40	40.03		E	1713.60	21.42
1421	A	2702.40	33.78	1428	A	1871.20	23.39	1437	A	1848.00	23.10
	B	2824.80	35.31		B	1962.40	24.53		B	1940.00	24.25
	C	2972.00	37.15		C	2044.00	25.55		C	2027.20	25.34
	D	3116.00	38.95		D	2148.00	26.85		D	2115.20	26.44
	E	3262.40	40.78		E	2246.40	28.08		E	2216.00	27.70
1422	A	1536.80	19.21	1429	A	2652.80	33.16	1438	A	1569.60	19.62
	B	1611.20	20.14		B	2778.40	34.73		B	1633.60	20.42
	C	1692.00	21.15		C	2918.40	36.48		C	1713.60	21.42
	D	1764.80	22.06		D	3064.80	38.31		D	1786.40	22.33
	E	1850.40	23.13		E	3213.60	40.17		E	1871.20	23.39
1423	A	1764.80	22.06	1430	A	2690.40	33.63	1439	A	1497.60	18.72
	B	1850.40	23.13		B	2819.20	35.24		B	1569.60	19.62
	C	1944.00	24.30		C	2951.20	36.89		C	1643.20	20.54
	D	2035.20	25.44		D	3100.00	38.75		D	1714.40	21.43
	E	2133.60	26.67		E	3254.40	40.68		E	1792.80	22.41

**SALARY TABLE CLASSIFIED SERVICE**  
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EXHIBIT A-2 CORRECTED COPY

November 19, 2018

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1440	A	1643.20	20.54	1447	A	1987.20	24.84	1454	A	1272.00	15.90
	B	1714.40	21.43		B	2079.20	25.99		B	1324.80	16.56
	C	1792.80	22.41		C	2171.20	27.14		C	1388.00	17.35
	D	1876.00	23.45		D	2272.80	28.41		D	1448.00	18.10
	E	1964.80	24.56		E	2380.80	29.76		E	1512.00	18.90
1441	A	1723.20	21.54	1448	A	<b>2171.20</b>	<b>27.14</b>	1456	A	2820.00	35.25
	B	1798.40	22.48		B	<b>2266.40</b>	<b>28.33</b>		B	2959.20	36.99
	C	1886.40	23.58		C	<b>2380.80</b>	<b>29.76</b>		C	3103.20	38.79
	D	1968.00	24.60		D	<b>2502.40</b>	<b>31.28</b>		D	3252.80	40.66
	E	2058.40	25.73		E	<b>2621.60</b>	<b>32.77</b>		E	3412.80	42.66
1442	A	1889.60	23.62	1449	A	1198.40	14.98	1457	A	3051.20	38.14
	B	1984.80	24.81		B	1252.80	15.66		B	3196.80	39.96
	C	2088.00	26.10		C	1315.20	16.44		C	3356.00	41.95
	D	2172.80	27.16		D	1358.40	16.98		D	3520.80	44.01
	E	2285.60	28.57		E	1425.60	17.82		E	3688.80	46.11
1443	A	1871.20	23.39	1450	A	1524.00	19.05	1458	A	2447.20	30.59
	B	1962.40	24.53		B	1590.40	19.88		B	2573.60	32.17
	C	2044.00	25.55		C	1663.20	20.79		C	2684.00	33.55
	D	2148.00	26.85		D	1739.20	21.74		D	2822.40	35.28
	E	2246.40	28.08		E	1816.80	22.71		E	2958.40	36.98
1444	A	2133.60	26.67	1451	A	1554.40	19.43	1459	A	2800.80	35.01
	B	2244.00	28.05		B	1627.20	20.34		B	2933.60	36.67
	C	2351.20	29.39		C	1711.20	21.39		C	3071.20	38.39
	D	2461.60	30.77		D	1788.80	22.36		D	3224.00	40.30
	E	2580.80	32.26		E	1876.00	23.45		E	3380.00	42.25
1445	A	1714.40	21.43	1452	A	1358.40	16.98	1461	A	1556.00	19.45
	B	1792.80	22.41		B	1425.60	17.82		B	1628.80	20.36
	C	1876.00	23.45		C	1487.20	18.59		C	1712.80	21.41
	D	1964.80	24.56		D	1554.40	19.43		D	1796.00	22.45
	E	2052.80	25.66		E	1628.00	20.35		E	1872.00	23.40
1446	A	1762.40	22.03	1453	A	3286.40	41.08	1462	A	2086.40	26.08
	B	1850.40	23.13		B	3452.80	43.16		B	2184.00	27.30
	C	1933.60	24.17		C	3612.80	45.16		C	2299.20	28.74
	D	2017.60	25.22		D	3794.40	47.43		D	2409.60	30.12
	E	2113.60	26.42		E	3977.60	49.72		E	2518.40	31.48

**SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1463	A	1226.40	15.33	1470	A	1502.40	18.78	1483	A	1502.40	18.78
	B	1283.20	16.04		B	1574.40	19.68		B	1574.40	19.68
	C	1351.20	16.89		C	1649.60	20.62		C	1649.60	20.62
	D	1419.20	17.74		D	1728.80	21.61		D	1728.80	21.61
	E	1480.00	18.50		E	1807.20	22.59		E	1807.20	22.59
1464	A	1720.00	21.50	1474	A	2086.40	26.08	1488	A	2357.60	29.47
	B	1810.40	22.63		B	2184.00	27.30		B	2467.20	30.84
	C	1888.80	23.61		C	2299.20	28.74		C	2592.80	32.41
	D	1972.80	24.66		D	2409.60	30.12		D	2712.00	33.90
	E	2077.60	25.97		E	2518.40	31.48		E	2851.20	35.64
1465	A	1284.00	16.05	1475	A	2447.20	30.59	1489	A	1943.20	24.29
	B	1348.00	16.85		B	2573.60	32.17		B	2033.60	25.42
	C	1416.80	17.71		C	2684.00	33.55		C	2133.60	26.67
	D	1477.60	18.47		D	2822.40	35.28		D	2244.00	28.05
	E	1546.40	19.33		E	2958.40	36.98		E	2352.00	29.40
1466	A	1916.80	23.96	1476	A	2820.00	35.25	1490	A	1719.20	21.49
	B	2011.20	25.14		B	2959.20	36.99		B	1798.40	22.48
	C	2106.40	26.33		C	3103.20	38.79		C	1882.40	23.53
	D	2208.00	27.60		D	3252.80	40.66		D	1976.80	24.71
	E	2317.60	28.97		E	3412.80	42.66		E	2064.80	25.81
1467	A	1140.00	14.25	1480	A	1188.80	14.86	1498	A	1896.80	23.71
	B	1190.40	14.88		B	1251.20	15.64		B	1985.60	24.82
	C	1240.80	15.51		C	1309.60	16.37		C	2076.00	25.95
	D	1296.00	16.20		D	1365.60	17.07		D	2171.20	27.14
	E	1350.40	16.88		E	1432.80	17.91		E	2274.40	28.43
1468	A	1261.60	15.77	1481	A	1373.60	17.17	1500	A	2899.20	36.24
	B	1312.00	16.40		B	1433.60	17.92		B	3044.00	38.05
	C	1376.00	17.20		C	1501.60	18.77		C	3193.60	39.92
	D	1435.20	17.94		D	1571.20	19.64		D	3348.00	41.85
	E	1500.80	18.76		E	1649.60	20.62		E	3517.60	43.97
1469	A	1376.00	17.20	1482	A	1212.80	15.16	1506	A	1332.00	16.65
	B	1435.20	17.94		B	1263.20	15.79		B	1395.20	17.44
	C	1500.80	18.76		C	1324.00	16.55		C	1468.00	18.35
	D	1564.00	19.55		D	1380.80	17.26		D	1536.80	19.21
	E	1638.40	20.48		E	1442.40	18.03		E	1603.20	20.04

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1507	A	1786.40	22.33	1514	A	2108.00	26.35	1525	A	1986.40	24.83
	B	1871.20	23.39		B	2212.00	27.65		B	2085.60	26.07
	C	1969.60	24.62		C	2324.00	29.05		C	2189.60	27.37
	D	2064.00	25.80		D	2429.60	30.37		D	2299.20	28.74
	E	2156.80	26.96		E	2548.80	31.86		E	2405.60	30.07
1508	A	1502.40	18.78	1517	A	1050.40	13.13	1526	A	1852.80	23.16
	B	1574.40	19.68		B	1100.00	13.75		B	1947.20	24.34
	C	1647.20	20.59		C	1156.80	14.46		C	2038.40	25.48
	D	1716.00	21.45		D	1215.20	15.19		D	2141.60	26.77
	E	1798.40	22.48		E	1268.00	15.85		E	2247.20	28.09
1509	A	2108.00	26.35	1518	A	1978.40	24.73	1527	A	2188.00	27.35
	B	2212.00	27.65		B	2084.80	26.06		B	2296.00	28.70
	C	2324.00	29.05		C	2173.60	27.17		C	2406.40	30.08
	D	2429.60	30.37		D	2272.80	28.41		D	2527.20	31.59
	E	2548.80	31.86		E	2388.80	29.86		E	2652.80	33.16
1510	A	1871.20	23.39	1520	A	1689.60	21.12	1528	A	2899.20	36.24
	B	1962.40	24.53		B	1772.00	22.15		B	3044.00	38.05
	C	2044.00	25.55		C	1857.60	23.22		C	3193.60	39.92
	D	2148.00	26.85		D	1944.00	24.30		D	3348.00	41.85
	E	2246.40	28.08		E	2036.00	25.45		E	3517.60	43.97
1511	A	<b>2240.00</b>	<b>28.00</b>	1522	A	2240.80	28.01	1530	A	1688.00	21.10
	B	<b>2356.00</b>	<b>29.45</b>		B	2358.40	29.48		B	1768.00	22.10
	C	<b>2468.80</b>	<b>30.86</b>		C	2468.00	30.85		C	1852.80	23.16
	D	<b>2584.80</b>	<b>32.31</b>		D	2587.20	32.34		D	1942.40	24.28
	E	<b>2709.60</b>	<b>33.87</b>		E	2710.40	33.88		E	2036.80	25.46
1512	A	1492.80	18.66	1523	A	2061.60	25.77	1531	A	1141.60	14.27
	B	1568.80	19.61		B	2160.00	27.00		B	1193.60	14.92
	C	1643.20	20.54		C	2253.60	28.17		C	1249.60	15.62
	D	1720.80	21.51		D	2365.60	29.57		D	1310.40	16.38
	E	1800.00	22.50		E	2475.20	30.94		E	1376.00	17.20
1513	A	1439.20	17.99	1524	A	1693.60	21.17	1533	A	1810.40	22.63
	B	1497.60	18.72		B	1769.60	22.12		B	1904.80	23.81
	C	1569.60	19.62		C	1856.80	23.21		C	1988.80	24.86
	D	1643.20	20.54		D	1942.40	24.28		D	2089.60	26.12
	E	1714.40	21.43		E	2037.60	25.47		E	2188.00	27.35

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1535	A	1188.80	14.86	1546	A	1986.40	24.83	1560	A	1096.80	13.71
	B	1251.20	15.64		B	2085.60	26.07		B	1146.40	14.33
	C	1309.60	16.37		C	2189.60	27.37		C	1193.60	14.92
	D	1365.60	17.07		D	2299.20	28.74		D	1246.40	15.58
	E	1432.80	17.91		E	2405.60	30.07		E	1298.40	16.23
1536	A	1309.60	16.37	1552	A	1986.40	24.83	1561	A	2358.40	29.48
	B	1366.40	17.08		B	2085.60	26.07		B	2473.60	30.92
	C	1432.80	17.91		C	2189.60	27.37		C	2596.00	32.45
	D	1506.40	18.83		D	2299.20	28.74		D	2712.80	33.91
	E	1581.60	19.77		E	2405.60	30.07		E	2851.20	35.64
1538	A	<b>1654.40</b>	<b>20.68</b>	1555	A	1536.80	19.21	1562	A	1986.40	24.83
	B	<b>1735.20</b>	<b>21.69</b>		B	1611.20	20.14		B	2085.60	26.07
	C	<b>1819.20</b>	<b>22.74</b>		C	1692.00	21.15		C	2189.60	27.37
	D	<b>1900.00</b>	<b>23.75</b>		D	1764.80	22.06		D	2299.20	28.74
	E	<b>1996.00</b>	<b>24.95</b>		E	1850.40	23.13		E	2405.60	30.07
1540	A	990.40	12.38	1556	A	3048.80	38.11	1563	A	<b>1780.00</b>	<b>22.25</b>
	B	1041.60	13.02		B	3194.40	39.93		B	<b>1860.80</b>	<b>23.26</b>
	C	1093.60	13.67		C	3353.60	41.92		C	<b>1950.40</b>	<b>24.38</b>
	D	1134.40	14.18		D	3517.60	43.97		D	<b>2048.00</b>	<b>25.60</b>
	E	1188.80	14.86		E	3690.40	46.13		E	<b>2146.40</b>	<b>26.83</b>
1541	A	1188.80	14.86	1557	A	2652.80	33.16	1564	A	1539.20	19.24
	B	1251.20	15.64		B	2778.40	34.73		B	1614.40	20.18
	C	1309.60	16.37		C	2918.40	36.48		C	1692.00	21.15
	D	1365.60	17.07		D	3064.80	38.31		D	1767.20	22.09
	E	1432.80	17.91		E	3213.60	40.17		E	1856.80	23.21
1543	A	<b>1996.00</b>	<b>24.95</b>	1558	A	2148.00	26.85	1565	A	990.40	12.38
	B	<b>2097.60</b>	<b>26.22</b>		B	2251.20	28.14		B	1036.80	12.96
	C	<b>2199.20</b>	<b>27.49</b>		C	2358.40	29.48		C	1091.20	13.64
	D	<b>2296.80</b>	<b>28.71</b>		D	2473.60	30.92		D	1141.60	14.27
	E	<b>2411.20</b>	<b>30.14</b>		E	2596.00	32.45		E	1193.60	14.92
1544	A	2410.40	30.13	1559	A	1767.20	22.09	1568	A	1324.00	16.55
	B	2528.80	31.61		B	1856.80	23.21		B	1380.80	17.26
	C	2652.00	33.15		C	1949.60	24.37		C	1442.40	18.03
	D	2784.00	34.80		D	2039.20	25.49		D	1505.60	18.82
	E	2920.80	36.51		E	2148.00	26.85		E	1576.00	19.70

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1569	A	990.40	12.38	1577	A	1903.20	23.79	1586	A	1623.20	20.29
	B	1041.60	13.02		B	1993.60	24.92		B	1700.00	21.25
	C	1093.60	13.67		C	2088.00	26.10		C	1787.20	22.34
	D	1134.40	14.18		D	2188.00	27.35		D	1871.20	23.39
	E	1188.80	14.86		E	2302.40	28.78		E	1956.80	24.46
1570	A	2535.20	31.69	1578	A	1012.00	12.65	1587	A	3422.40	42.78
	B	2656.00	33.20		B	1060.00	13.25		B	3591.20	44.89
	C	2783.20	34.79		C	1111.20	13.89		C	3765.60	47.07
	D	2924.80	36.56		D	1159.20	14.49		D	3939.20	49.24
	E	3064.00	38.30		E	1220.00	15.25		E	4130.40	51.63
1571	A	1723.20	21.54	1579	A	1159.20	14.49	1588	A	831.20	10.39
	B	1804.00	22.55		B	1212.80	15.16		B	872.00	10.90
	C	1888.80	23.61		C	1263.20	15.79		C	905.60	11.32
	D	1985.60	24.82		D	1324.00	16.55		D	953.60	11.92
	E	2076.00	25.95		E	1380.80	17.26		E	997.60	12.47
1572	A	932.80	11.66	1580	A	1734.40	21.68	1589	A	2843.20	35.54
	B	976.00	12.20		B	1826.40	22.83		B	2984.00	37.30
	C	1013.60	12.67		C	1910.40	23.88		C	3127.20	39.09
	D	1060.00	13.25		D	1994.40	24.93		D	3273.60	40.92
	E	1103.20	13.79		E	2096.00	26.20		E	3432.80	42.91
1573	A	1888.00	23.60	1583	A	1646.40	20.58	1590	A	1275.20	15.94
	B	1972.00	24.65		B	1723.20	21.54		B	1341.60	16.77
	C	2064.80	25.81		C	1805.60	22.57		C	1405.60	17.57
	D	2157.60	26.97		D	1897.60	23.72		D	1468.80	18.36
	E	2258.40	28.23		E	1983.20	24.79		E	1543.20	19.29
1575	A	1274.40	15.93	1584	A	1982.40	24.78	1591	A	1341.60	16.77
	B	1339.20	16.74		B	2072.80	25.91		B	1406.40	17.58
	C	1400.80	17.51		C	2176.00	27.20		C	1469.60	18.37
	D	1472.80	18.41		D	2270.40	28.38		D	1539.20	19.24
	E	1543.20	19.29		E	2387.20	29.84		E	1611.20	20.14
1576	A	1543.20	19.29	1585	A	2412.80	30.16	1592	A	2358.40	29.48
	B	1614.40	20.18		B	2538.40	31.73		B	2478.40	30.98
	C	1693.60	21.17		C	2663.20	33.29		C	2596.80	32.46
	D	1772.00	22.15		D	2797.60	34.97		D	2721.60	34.02
	E	1854.40	23.18		E	2930.40	36.63		E	2850.40	35.63



**SALARY TABLE CLASSIFIED SERVICE**  
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1593	A	1952.80	24.41	1602	A	1832.80	22.91	1611	A	<b>2648.00</b>	<b>33.10</b>
	B	2055.20	25.69		B	1911.20	23.89		B	<b>2776.00</b>	<b>34.70</b>
	C	2149.60	26.87		C	1998.40	24.98		C	<b>2919.20</b>	<b>36.49</b>
	D	2246.40	28.08		D	2096.00	26.20		D	<b>3064.80</b>	<b>38.31</b>
	E	2363.20	29.54		E	2196.00	27.45		E	<b>3206.40</b>	<b>40.08</b>
1594	A	1378.40	17.23	1603	A	2152.80	26.91	1612	A	2358.40	29.48
	B	1439.20	17.99		B	2262.40	28.28		B	2473.60	30.92
	C	1497.60	18.72		C	2369.60	29.62		C	2596.00	32.45
	D	1569.60	19.62		D	2476.00	30.95		D	2712.80	33.91
	E	1643.20	20.54		E	2604.00	32.55		E	2851.20	35.64
1596	A	2312.80	28.91	1604	A	2480.00	31.00	1613	A	1767.20	22.09
	B	2424.80	30.31		B	2604.00	32.55		B	1856.80	23.21
	C	2540.00	31.75		C	2728.80	34.11		C	1949.60	24.37
	D	2666.40	33.33		D	2866.40	35.83		D	2039.20	25.49
	E	2798.40	34.98		E	3003.20	37.54		E	2148.00	26.85
1597	A	1756.80	21.96	1605	A	2028.80	25.36	1614	A	2148.00	26.85
	B	1834.40	22.93		B	2130.40	26.63		B	2251.20	28.14
	C	1925.60	24.07		C	2236.80	27.96		C	2358.40	29.48
	D	2007.20	25.09		D	2348.80	29.36		D	2473.60	30.92
	E	2100.00	26.25		E	2467.20	30.84		E	2596.00	32.45
1598	A	2080.80	26.01	1608	A	1762.40	22.03	1615	A	2652.80	33.16
	B	2182.40	27.28		B	1850.40	23.13		B	2778.40	34.73
	C	2284.00	28.55		C	1933.60	24.17		C	2918.40	36.48
	D	2396.80	29.96		D	2017.60	25.22		D	3064.80	38.31
	E	2510.40	31.38		E	2113.60	26.42		E	3213.60	40.17
1599	A	2919.20	36.49	1609	A	<b>1998.40</b>	<b>24.98</b>	1616	A	2157.60	26.97
	B	3056.80	38.21		B	<b>2097.60</b>	<b>26.22</b>		B	2269.60	28.37
	C	3210.40	40.13		C	<b>2199.20</b>	<b>27.49</b>		C	2375.20	29.69
	D	3370.40	42.13		D	<b>2294.40</b>	<b>28.68</b>		D	2488.80	31.11
	E	3533.60	44.17		E	<b>2411.20</b>	<b>30.14</b>		E	2608.80	32.61
1601	A	2133.60	26.67	1610	A	<b>2294.40</b>	<b>28.68</b>	1617	A	1188.80	14.86
	B	2244.00	28.05		B	<b>2411.20</b>	<b>30.14</b>		B	1251.20	15.64
	C	2351.20	29.39		C	<b>2534.40</b>	<b>31.68</b>		C	1309.60	16.37
	D	2461.60	30.77		D	<b>2655.20</b>	<b>33.19</b>		D	1365.60	17.07
	E	2580.80	32.26		E	<b>2790.40</b>	<b>34.88</b>		E	1432.80	17.91

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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1618	A	1850.40	23.13	1627	A	1269.60	15.87	1637	A	1882.40	23.53
	B	1943.20	24.29		B	1327.20	16.59		B	1969.60	24.62
	C	2028.00	25.35		C	1384.00	17.30		C	2069.60	25.87
	D	2119.20	26.49		D	1445.60	18.07		D	2172.80	27.16
	E	2216.80	27.71		E	1512.00	18.90		E	2275.20	28.44
1621	A	2463.20	30.79	1628	A	1502.40	18.78	1638	A	2648.80	33.11
	B	2582.40	32.28		B	1574.40	19.68		B	2772.00	34.65
	C	2715.20	33.94		C	1649.60	20.62		C	2912.00	36.40
	D	2851.20	35.64		D	1728.80	21.61		D	3056.00	38.20
	E	2982.40	37.28		E	1807.20	22.59		E	3198.40	39.98
1622	A	2463.20	30.79	1630	A	1631.20	20.39	1639	A	<b>1841.60</b>	<b>23.02</b>
	B	2582.40	32.28		B	1712.00	21.40		B	<b>1932.80</b>	<b>24.16</b>
	C	2715.20	33.94		C	1798.40	22.48		C	<b>2021.60</b>	<b>25.27</b>
	D	2851.20	35.64		D	1881.60	23.52		D	<b>2118.40</b>	<b>26.48</b>
	E	2982.40	37.28		E	1964.80	24.56		E	<b>2212.80</b>	<b>27.66</b>
1623	A	1859.20	23.24	1631	A	2148.00	26.85	1640	A	1487.20	18.59
	B	1951.20	24.39		B	2251.20	28.14		B	1556.00	19.45
	C	2045.60	25.57		C	2358.40	29.48		C	1632.80	20.41
	D	2134.40	26.68		D	2473.60	30.92		D	1708.80	21.36
	E	2243.20	28.04		E	2596.00	32.45		E	1787.20	22.34
1624	A	2134.40	26.68	1632	A	1327.20	16.59	1641	A	1642.40	20.53
	B	2243.20	28.04		B	1383.20	17.29		B	1713.60	21.42
	C	2357.60	29.47		C	1445.60	18.07		C	1796.80	22.46
	D	2469.60	30.87		D	1511.20	18.89		D	1874.40	23.43
	E	2596.00	32.45		E	1580.00	19.75		E	1962.40	24.53
1625	A	1608.80	20.11	1634	A	1631.20	20.39	1642	A	2044.80	25.56
	B	1680.00	21.00		B	1712.00	21.40		B	2136.00	26.70
	C	1758.40	21.98		C	1800.00	22.50		C	2249.60	28.12
	D	1839.20	22.99		D	1887.20	23.59		D	2364.00	29.55
	E	1927.20	24.09		E	1981.60	24.77		E	2477.60	30.97
1626	A	1608.80	20.11	1635	A	1652.80	20.66	1644	A	1568.00	19.60
	B	1680.00	21.00		B	1732.00	21.65		B	1637.60	20.47
	C	1758.40	21.98		C	1810.40	22.63		C	1708.80	21.36
	D	1839.20	22.99		D	1893.60	23.67		D	1786.40	22.33
	E	1927.20	24.09		E	1984.80	24.81		E	1869.60	23.37

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1645	A	1712.80	21.41	1652	A	1502.40	18.78	1660	A	1640.80	20.51
	B	1793.60	22.42		B	1574.40	19.68		B	1716.00	21.45
	C	1880.80	23.51		C	1647.20	20.59		C	1795.20	22.44
	D	1968.80	24.61		D	1716.00	21.45		D	1886.40	23.58
	E	2060.00	25.75		E	1798.40	22.48		E	1969.60	24.62
1646	A	1880.80	23.51	1653	A	1647.20	20.59	1661	A	2076.80	25.96
	B	1968.00	24.60		B	1716.00	21.45		B	2185.60	27.32
	C	2056.00	25.70		C	1798.40	22.48		C	2273.60	28.42
	D	2144.00	26.80		D	1876.00	23.45		D	2388.00	29.85
	E	2248.80	28.11		E	1967.20	24.59		E	2504.00	31.30
1647	A	1580.00	19.75	1654	A	1807.20	22.59	1662	A	1692.00	21.15
	B	1661.60	20.77		B	1889.60	23.62		B	1769.60	22.12
	C	1743.20	21.79		C	1980.00	24.75		C	1852.80	23.16
	D	1820.00	22.75		D	2068.00	25.85		D	1947.20	24.34
	E	1908.00	23.85		E	2162.40	27.03		E	2039.20	25.49
1648	A	1444.00	18.05	1655	A	1616.80	20.21	1663	A	1091.20	13.64
	B	1506.40	18.83		B	1692.00	21.15		B	1141.60	14.27
	C	1580.00	19.75		C	1776.80	22.21		C	1193.60	14.92
	D	1661.60	20.77		D	1859.20	23.24		D	1249.60	15.62
	E	1743.20	21.79		E	1949.60	24.37		E	1310.40	16.38
1649	A	1656.00	20.70	1656	A	1779.20	22.24	1664	A	1310.40	16.38
	B	1737.60	21.72		B	1859.20	23.24		B	1376.00	17.20
	C	1818.40	22.73		C	1951.20	24.39		C	1432.80	17.91
	D	1910.40	23.88		D	2044.00	25.55		D	1502.40	18.78
	E	2004.80	25.06		E	2145.60	26.82		E	1576.80	19.71
1650	A	2584.00	32.30	1657	A	1998.40	24.98	1665	A	1576.80	19.71
	B	2711.20	33.89		B	2094.40	26.18		B	1649.60	20.62
	C	2844.80	35.56		C	2195.20	27.44		C	1728.80	21.61
	D	2975.20	37.19		D	2300.80	28.76		D	1814.40	22.68
	E	3124.80	39.06		E	2411.20	30.14		E	1902.40	23.78
1651	A	1468.80	18.36	1658	A	2192.00	27.40	1666	A	2061.60	25.77
	B	1540.80	19.26		B	2292.80	28.66		B	2160.00	27.00
	C	1611.20	20.14		C	2405.60	30.07		C	2253.60	28.17
	D	1692.00	21.15		D	2520.80	31.51		D	2365.60	29.57
	E	1769.60	22.12		E	2640.00	33.00		E	2475.20	30.94

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1667	A	990.40	12.38	1675	A	1871.20	23.39	1686	A	2294.40	28.68
	B	1036.80	12.96		B	1962.40	24.53		B	2411.20	30.14
	C	1091.20	13.64		C	2044.00	25.55		C	2534.40	31.68
	D	1141.60	14.27		D	2148.00	26.85		D	2655.20	33.19
	E	1193.60	14.92		E	2246.40	28.08		E	2790.40	34.88
1668	A	2240.80	28.01	1677	A	2133.60	26.67	1687	A	2648.00	33.10
	B	2358.40	29.48		B	2244.00	28.05		B	2776.00	34.70
	C	2468.00	30.85		C	2351.20	29.39		C	2919.20	36.49
	D	2587.20	32.34		D	2461.60	30.77		D	3064.80	38.31
	E	2710.40	33.88		E	2580.80	32.26		E	3206.40	40.08
1669	A	2092.80	26.16	1678	A	1614.40	20.18	1692	A	2154.40	26.93
	B	2182.40	27.28		B	1692.00	21.15		B	2255.20	28.19
	C	2287.20	28.59		C	1767.20	22.09		C	2368.80	29.61
	D	2392.00	29.90		D	1856.80	23.21		D	2478.40	30.98
	E	2496.80	31.21		E	1949.60	24.37		E	2600.80	32.51
1670	A	2504.00	31.30	1680	A	5068.00	63.35	1693	A	2748.80	34.36
	B	2621.60	32.77		B	5297.60	66.22		B	2881.60	36.02
	C	2752.00	34.40		C	5544.00	69.30		C	3018.40	37.73
	D	2884.80	36.06		D	5800.80	72.51		D	3173.60	39.67
	E	3021.60	37.77		E	6069.60	75.87		E	3321.60	41.52
1671	A	2386.40	29.83	1683	A	4268.00	53.35	1695	A	2886.40	36.08
	B	2500.00	31.25		B	4459.20	55.74		B	3024.00	37.80
	C	2619.20	32.74		C	4666.40	58.33		C	3170.40	39.63
	D	2747.20	34.34		D	4884.00	61.05		D	3331.20	41.64
	E	2879.20	35.99		E	5108.80	63.86		E	3488.00	43.60
1672	A	1807.20	22.59	1684	A	2886.40	36.08	1696	A	3336.00	41.70
	B	1893.60	23.67		B	3024.00	37.80		B	3500.00	43.75
	C	1984.80	24.81		C	3170.40	39.63		C	3668.80	45.86
	D	2070.40	25.88		D	3331.20	41.64		D	3850.40	48.13
	E	2167.20	27.09		E	3488.00	43.60		E	4032.80	50.41
1673	A	1505.60	18.82	1685	A	1998.40	24.98	1697	A	1833.60	22.92
	B	1576.00	19.70		B	2097.60	26.22		B	1916.00	23.95
	C	1647.20	20.59		C	2199.20	27.49		C	2009.60	25.12
	D	1720.80	21.51		D	2294.40	28.68		D	2112.80	26.41
	E	1797.60	22.47		E	2411.20	30.14		E	2210.40	27.63

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<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1698	A	3056.00	38.20	1719	A	1375.20	17.19	1726	A	1730.40	21.63
	B	3204.00	40.05		B	1441.60	18.02		B	1812.00	22.65
	C	3363.20	42.04		C	1503.20	18.79		C	1898.40	23.73
	D	3517.60	43.97		D	1576.00	19.70		D	1988.80	24.86
	E	3695.20	46.19		E	1649.60	20.62		E	2092.80	26.16
1699	A	1396.80	17.46	1720	A	<b>1408.00</b>	<b>17.60</b>	1727	A	1986.40	24.83
	B	1472.80	18.41		B	<b>1468.80</b>	<b>18.36</b>		B	2085.60	26.07
	C	1539.20	19.24		C	<b>1540.00</b>	<b>19.25</b>		C	2189.60	27.37
	D	1614.40	20.18		D	<b>1619.20</b>	<b>20.24</b>		D	2299.20	28.74
	E	1692.00	21.15		E	<b>1700.00</b>	<b>21.25</b>		E	2405.60	30.07
1714	A	1887.20	23.59	1721	A	<b>1956.00</b>	<b>24.45</b>	1728	A	2789.60	34.87
	B	1981.60	24.77		B	<b>2044.80</b>	<b>25.56</b>		B	2922.40	36.53
	C	2065.60	25.82		C	<b>2142.40</b>	<b>26.78</b>		C	3072.00	38.40
	D	2164.00	27.05		D	<b>2253.60</b>	<b>28.17</b>		D	3216.80	40.21
	E	2275.20	28.44		E	<b>2358.40</b>	<b>29.48</b>		E	3379.20	42.24
1715	A	2473.60	30.92	1722	A	1730.40	21.63	1729	A	1764.80	22.06
	B	2593.60	32.42		B	1812.80	22.66		B	1850.40	23.13
	C	2719.20	33.99		C	1895.20	23.69		C	1944.00	24.30
	D	2854.40	35.68		D	1995.20	24.94		D	2035.20	25.44
	E	2982.40	37.28		E	2089.60	26.12		E	2133.60	26.67
1716	A	1539.20	19.24	1723	A	1814.40	22.68	1730	A	1986.40	24.83
	B	1611.20	20.14		B	1902.40	23.78		B	2085.60	26.07
	C	1692.00	21.15		C	1988.00	24.85		C	2189.60	27.37
	D	1766.40	22.08		D	2092.80	26.16		D	2299.20	28.74
	E	1852.80	23.16		E	2192.00	27.40		E	2405.60	30.07
1717	A	1975.20	24.69	1724	A	2772.80	34.66	1731	A	1986.40	24.83
	B	2061.60	25.77		B	2899.20	36.24		B	2085.60	26.07
	C	2157.60	26.97		C	3046.40	38.08		C	2189.60	27.37
	D	2258.40	28.23		D	3187.20	39.84		D	2299.20	28.74
	E	2357.60	29.47		E	3341.60	41.77		E	2405.60	30.07
1718	A	2190.40	27.38	1725	A	1986.40	24.83	1732	A	1648.80	20.61
	B	2300.00	28.75		B	2085.60	26.07		B	1716.00	21.45
	C	2407.20	30.09		C	2189.60	27.37		C	1799.20	22.49
	D	2521.60	31.52		D	2299.20	28.74		D	1876.00	23.45
	E	2645.60	33.07		E	2405.60	30.07		E	1964.80	24.56

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1734	A	2066.40	25.83	1741	A	1767.20	22.09	1749	A	2148.00	26.85
	B	2167.20	27.09		B	1856.80	23.21		B	2251.20	28.14
	C	2271.20	28.39		C	1949.60	24.37		C	2358.40	29.48
	D	2379.20	29.74		D	2039.20	25.49		D	2473.60	30.92
	E	2496.80	31.21		E	2148.00	26.85		E	2596.00	32.45
1735	A	1694.40	21.18	1742	A	2148.00	26.85	1750	A	2299.20	28.74
	B	1769.60	22.12		B	2251.20	28.14		B	2405.60	30.07
	C	1854.40	23.18		C	2358.40	29.48		C	2520.80	31.51
	D	1949.60	24.37		D	2473.60	30.92		D	2647.20	33.09
	E	2037.60	25.47		E	2596.00	32.45		E	2770.40	34.63
1736	A	2271.20	28.39	1743	A	2358.40	29.48	1751	A	2647.20	33.09
	B	2368.00	29.60		B	2473.60	30.92		B	2770.40	34.63
	C	2472.80	30.91		C	2596.00	32.45		C	2908.80	36.36
	D	2582.40	32.28		D	2712.80	33.91		D	3051.20	38.14
	E	2706.40	33.83		E	2851.20	35.64		E	3196.80	39.96
1737	A	1569.60	19.62	1744	A	2652.80	33.16	1752	A	3051.20	38.14
	B	1633.60	20.42		B	2778.40	34.73		B	3196.80	39.96
	C	1713.60	21.42		C	2918.40	36.48		C	3356.00	41.95
	D	1786.40	22.33		D	3064.80	38.31		D	3520.80	44.01
	E	1871.20	23.39		E	3213.60	40.17		E	3688.80	46.11
1738	A	1800.00	22.50	1746	A	1251.20	15.64	1754	A	2909.60	36.37
	B	1880.80	23.51		B	1309.60	16.37		B	3047.20	38.09
	C	1972.00	24.65		C	1365.60	17.07		C	3198.40	39.98
	D	2053.60	25.67		D	1432.80	17.91		D	3355.20	41.94
	E	2152.00	26.90		E	1506.40	18.83		E	3517.60	43.97
1739	A	2759.20	34.49	1747	A	1539.20	19.24	1756	A	2358.40	29.48
	B	2898.40	36.23		B	1614.40	20.18		B	2473.60	30.92
	C	3032.00	37.90		C	1692.00	21.15		C	2596.00	32.45
	D	3180.80	39.76		D	1767.20	22.09		D	2712.80	33.91
	E	3332.00	41.65		E	1856.80	23.21		E	2851.20	35.64
1740	A	1539.20	19.24	1748	A	1767.20	22.09	1757	A	2891.20	36.14
	B	1614.40	20.18		B	1856.80	23.21		B	3029.60	37.87
	C	1692.00	21.15		C	1949.60	24.37		C	3180.00	39.75
	D	1767.20	22.09		D	2039.20	25.49		D	3339.20	41.74
	E	1856.80	23.21		E	2148.00	26.85		E	3502.40	43.78

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1758	A	1325.60	16.57	1774	A	1309.60	16.37	1794	A	740.00	9.25
	B	1383.20	17.29		B	1366.40	17.08		B	775.20	9.69
	C	1450.40	18.13		C	1432.80	17.91		C	817.60	10.22
	D	1525.60	19.07		D	1506.40	18.83		D	850.40	10.63
	E	1601.60	20.02		E	1581.60	19.77		E	960.00	12.00
1759	A	1521.60	19.02	1776	A	1251.20	15.64	1795	A	2918.40	36.48
	B	1596.00	19.95		B	1309.60	16.37		B	3057.60	38.22
	C	1669.60	20.87		C	1365.60	17.07		C	3208.00	40.10
	D	1754.40	21.93		D	1432.80	17.91		D	3367.20	42.09
	E	1841.60	23.02		E	1506.40	18.83		E	3529.60	44.12
1762	A	3050.40	38.13	1777	A	1728.80	21.61	1796	A	1580.00	19.75
	B	3197.60	39.97		B	1807.20	22.59		B	1652.80	20.66
	C	3353.60	41.92		C	1898.40	23.73		C	1730.40	21.63
	D	3520.80	44.01		D	1996.80	24.96		D	1820.00	22.75
	E	3696.00	46.20		E	2094.40	26.18		E	1900.00	23.75
1765	A	1811.20	22.64	1778	A	1432.80	17.91	1797	A	1694.40	21.18
	B	1902.40	23.78		B	1506.40	18.83		B	1769.60	22.12
	C	1988.80	24.86		C	1581.60	19.77		C	1854.40	23.18
	D	2087.20	26.09		D	1651.20	20.64		D	1949.60	24.37
	E	2177.60	27.22		E	1728.80	21.61		E	2037.60	25.47
1766	A	1420.80	17.76	1783	A	2358.40	29.48	1798	A	2363.20	29.54
	B	1496.00	18.70		B	2472.80	30.91		B	2474.40	30.93
	C	1563.20	19.54		C	2593.60	32.42		C	2599.20	32.49
	D	1634.40	20.43		D	2714.40	33.93		D	2724.00	34.05
	E	1712.00	21.40		E	2855.20	35.69		E	2851.20	35.64
1767	A	1632.00	20.40	1784	A	1477.60	18.47	1801	A	1503.20	18.79
	B	1719.20	21.49		B	1552.80	19.41		B	1576.00	19.70
	C	1798.40	22.48		C	1624.80	20.31		C	1648.80	20.61
	D	1885.60	23.57		D	1706.40	21.33		D	1732.80	21.66
	E	1969.60	24.62		E	1787.20	22.34		E	1819.20	22.74
1769	A	2652.80	33.16	1793	A	2712.80	33.91	1802	A	1845.60	23.07
	B	2778.40	34.73		B	2851.20	35.64		B	1930.40	24.13
	C	2918.40	36.48		C	2990.40	37.38		C	2017.60	25.22
	D	3064.80	38.31		D	3139.20	39.24		D	2105.60	26.32
	E	3213.60	40.17		E	3288.80	41.11		E	2208.00	27.60

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1803	A	1727.20	21.59	1810	A	1964.80	24.56	1818	A	1792.00	22.40
	B	1799.20	22.49		B	2060.80	25.76		B	1876.00	23.45
	C	1887.20	23.59		C	2146.40	26.83		C	1969.60	24.62
	D	1967.20	24.59		D	2255.20	28.19		D	2070.40	25.88
	E	2057.60	25.72		E	2358.40	29.48		E	2168.00	27.10
1804	A	2851.20	35.64	1811	A	2314.40	28.93	1819	A	1576.00	19.70
	B	2982.40	37.28		B	2423.20	30.29		B	1648.80	20.61
	C	3130.40	39.13		C	2543.20	31.79		C	1723.20	21.54
	D	3277.60	40.97		D	2663.20	33.29		D	1800.00	22.50
	E	3435.20	42.94		E	2798.40	34.98		E	1888.00	23.60
1805	A	2918.40	36.48	1812	A	1986.40	24.83	1820	A	2097.60	26.22
	B	3057.60	38.22		B	2085.60	26.07		B	2193.60	27.42
	C	3208.00	40.10		C	2189.60	27.37		C	2299.20	28.74
	D	3367.20	42.09		D	2299.20	28.74		D	2408.80	30.11
	E	3529.60	44.12		E	2405.60	30.07		E	2528.00	31.60
1806	A	3051.20	38.14	1813	A	1764.80	22.06	1821	A	2044.80	25.56
	B	3196.80	39.96		B	1850.40	23.13		B	2136.00	26.70
	C	3356.00	41.95		C	1944.00	24.30		C	2249.60	28.12
	D	3520.80	44.01		D	2035.20	25.44		D	2364.00	29.55
	E	3688.80	46.11		E	2133.60	26.67		E	2477.60	30.97
1807	A	3051.20	38.14	1814	A	3282.40	41.03	1822	A	2290.40	28.63
	B	3196.80	39.96		B	3437.60	42.97		B	2400.00	30.00
	C	3356.00	41.95		C	3608.80	45.11		C	2512.00	31.40
	D	3520.80	44.01		D	3785.60	47.32		D	2636.00	32.95
	E	3688.80	46.11		E	3966.40	49.58		E	2757.60	34.47
1808	A	1677.60	20.97	1816	A	2918.40	36.48	1823	A	2300.80	28.76
	B	1753.60	21.92		B	3057.60	38.22		B	2408.00	30.10
	C	1829.60	22.87		C	3208.00	40.10		C	2528.00	31.60
	D	1910.40	23.88		D	3367.20	42.09		D	2652.80	33.16
	E	2002.40	25.03		E	3529.60	44.12		E	2778.40	34.73
1809	A	1503.20	18.79	1817	A	1589.60	19.87	1824	A	1888.00	23.60
	B	1576.00	19.70		B	1660.80	20.76		B	1964.00	24.55
	C	1648.80	20.61		C	1737.60	21.72		C	2044.80	25.56
	D	1732.80	21.66		D	1819.20	22.74		D	2129.60	26.62
	E	1819.20	22.74		E	1900.00	23.75		E	2223.20	27.79



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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1825	A	1657.60	20.72	1833	A	1324.00	16.55	1844	A	1432.80	17.91
	B	1737.60	21.72		B	1380.80	17.26		B	1506.40	18.83
	C	1827.20	22.84		C	1442.40	18.03		C	1581.60	19.77
	D	1911.20	23.89		D	1505.60	18.82		D	1651.20	20.64
	E	2004.80	25.06		E	1576.00	19.70		E	1728.80	21.61
1826	A	2004.80	25.06	1834	A	1467.20	18.34	1849	A	2515.20	31.44
	B	2100.00	26.25		B	1532.00	19.15		B	2645.60	33.07
	C	2206.40	27.58		C	1602.40	20.03		C	2764.00	34.55
	D	2311.20	28.89		D	1677.60	20.97		D	2904.00	36.30
	E	2424.80	30.31		E	1754.40	21.93		E	3037.60	37.97
1827	A	1657.60	20.72	1835	A	2020.00	25.25	1850	A	2144.00	26.80
	B	1737.60	21.72		B	2104.00	26.30		B	2238.40	27.98
	C	1827.20	22.84		C	2204.00	27.55		C	2358.40	29.48
	D	1911.20	23.89		D	2304.00	28.80		D	2472.80	30.91
	E	2004.80	25.06		E	2411.20	30.14		E	2593.60	32.42
1828	A	2004.80	25.06	1839	A	2370.40	29.63	1851	A	<b>3064.80</b>	<b>38.31</b>
	B	2100.00	26.25		B	2478.40	30.98		B	<b>3206.40</b>	<b>40.08</b>
	C	2206.40	27.58		C	2596.80	32.46		C	<b>3364.80</b>	<b>42.06</b>
	D	2311.20	28.89		D	2710.40	33.88		D	<b>3523.20</b>	<b>44.04</b>
	E	2424.80	30.31		E	2838.40	35.48		E	<b>3692.80</b>	<b>46.16</b>
1829	A	2300.80	28.76	1840	A	1432.80	17.91	1852	A	1576.00	19.70
	B	2408.00	30.10		B	1506.40	18.83		B	1654.40	20.68
	C	2528.00	31.60		C	1581.60	19.77		C	1728.80	21.61
	D	2652.80	33.16		D	1651.20	20.64		D	1817.60	22.72
	E	2778.40	34.73		E	1728.80	21.61		E	1908.00	23.85
1830	A	3051.20	38.14	1841	A	2488.80	31.11	1853	A	<b>1616.00</b>	<b>20.20</b>
	B	3196.80	39.96		B	2603.20	32.54		B	<b>1694.40</b>	<b>21.18</b>
	C	3356.00	41.95		C	2719.20	33.99		C	<b>1772.80</b>	<b>22.16</b>
	D	3520.80	44.01		D	2849.60	35.62		D	<b>1862.40</b>	<b>23.28</b>
	E	3688.80	46.11		E	2979.20	37.24		E	<b>1956.00</b>	<b>24.45</b>
1832	A	1798.40	22.48	1842	A	<b>2308.80</b>	<b>28.86</b>	1854	A	<b>3064.00</b>	<b>38.30</b>
	B	1870.40	23.38		B	<b>2420.00</b>	<b>30.25</b>		B	<b>3206.40</b>	<b>40.08</b>
	C	1948.00	24.35		C	<b>2535.20</b>	<b>31.69</b>		C	<b>3364.00</b>	<b>42.05</b>
	D	2028.80	25.36		D	<b>2659.20</b>	<b>33.24</b>		D	<b>3523.20</b>	<b>44.04</b>
	E	2119.20	26.49		E	<b>2790.40</b>	<b>34.88</b>		E	<b>3692.80</b>	<b>46.16</b>

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1855	A	3051.20	38.14	1864	A	1432.80	17.91	1872	A	2791.20	34.89
	B	3196.80	39.96		B	1505.60	18.82		B	2927.20	36.59
	C	3356.00	41.95		C	1583.20	19.79		C	3063.20	38.29
	D	3520.80	44.01		D	1660.80	20.76		D	3214.40	40.18
	E	3688.80	46.11		E	1733.60	21.67		E	3374.40	42.18
1856	A	3596.00	44.95	1865	A	1400.80	17.51	1873	A	1468.80	18.36
	B	3761.60	47.02		B	1469.60	18.37		B	1542.40	19.28
	C	3951.20	49.39		C	1543.20	19.29		C	1613.60	20.17
	D	4145.60	51.82		D	1616.80	20.21		D	1694.40	21.18
	E	4344.00	54.30		E	1693.60	21.17		E	1769.60	22.12
1857	A	1910.40	23.88	1866	A	2275.20	28.44	1874	A	2800.80	35.01
	B	1996.80	24.96		B	2390.40	29.88		B	2933.60	36.67
	C	2096.00	26.20		C	2509.60	31.37		C	3071.20	38.39
	D	2194.40	27.43		D	2620.80	32.76		D	3224.00	40.30
	E	2305.60	28.82		E	2749.60	34.37		E	3380.00	42.25
1859	A	2425.60	30.32	1867	A	2196.00	27.45	1875	A	3051.20	38.14
	B	2540.80	31.76		B	2311.20	28.89		B	3196.80	39.96
	C	2650.40	33.13		C	2422.40	30.28		C	3356.00	41.95
	D	2779.20	34.74		D	2544.00	31.80		D	3520.80	44.01
	E	2908.80	36.36		E	2665.60	33.32		E	3688.80	46.11
1860	A	1503.20	18.79	1868	A	1513.60	18.92	1876	A	1730.40	21.63
	B	1576.00	19.70		B	1584.00	19.80		B	1812.00	22.65
	C	1648.80	20.61		C	1655.20	20.69		C	1898.40	23.73
	D	1732.80	21.66		D	1728.80	21.61		D	1988.80	24.86
	E	1819.20	22.74		E	1801.60	22.52		E	2092.80	26.16
1861	A	1764.80	22.06	1870	A	1876.00	23.45	1877	A	2469.60	30.87
	B	1850.40	23.13		B	1964.00	24.55		B	2592.80	32.41
	C	1944.00	24.30		C	2063.20	25.79		C	2710.40	33.88
	D	2035.20	25.44		D	2164.80	27.06		D	2849.60	35.62
	E	2133.60	26.67		E	2270.40	28.38		E	2981.60	37.27
1863	A	3051.20	38.14	1871	A	2148.00	26.85	1878	A	3051.20	38.14
	B	3196.80	39.96		B	2251.20	28.14		B	3196.80	39.96
	C	3356.00	41.95		C	2358.40	29.48		C	3356.00	41.95
	D	3520.80	44.01		D	2473.60	30.92		D	3520.80	44.01
	E	3688.80	46.11		E	2596.00	32.45		E	3688.80	46.11

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1879	A	1432.80	17.91	1887	A	2569.60	32.12	1895	A	1952.00	24.40
	B	1506.40	18.83		B	2684.00	33.55		B	2037.60	25.47
	C	1581.60	19.77		C	2808.80	35.11		C	2128.00	26.60
	D	1651.20	20.64		D	2937.60	36.72		D	2234.40	27.93
	E	1728.80	21.61		E	3071.20	38.39		E	2334.40	29.18
1880	A	<b>2248.00</b>	<b>28.10</b>	1888	A	2949.60	36.87	1896	A	2649.60	33.12
	B	<b>2361.60</b>	<b>29.52</b>		B	3090.40	38.63		B	2777.60	34.72
	C	<b>2473.60</b>	<b>30.92</b>		C	3252.00	40.65		C	2918.40	36.48
	D	<b>2594.40</b>	<b>32.43</b>		D	3403.20	42.54		D	3057.60	38.22
	E	<b>2722.40</b>	<b>34.03</b>		E	3568.00	44.60		E	3212.80	40.16
1881	A	1764.80	22.06	1890	A	2345.60	29.32	1897	A	1807.20	22.59
	B	1850.40	23.13		B	2452.80	30.66		B	1893.60	23.67
	C	1944.00	24.30		C	2563.20	32.04		C	1988.00	24.85
	D	2035.20	25.44		D	2686.40	33.58		D	2074.40	25.93
	E	2133.60	26.67		E	2806.40	35.08		E	2167.20	27.09
1883	A	<b>3484.00</b>	<b>43.55</b>	1891	A	1688.00	21.10	1898	A	1497.60	18.72
	B	<b>3653.60</b>	<b>45.67</b>		B	1762.40	22.03		B	1569.60	19.62
	C	<b>3842.40</b>	<b>48.03</b>		C	1839.20	22.99		C	1643.20	20.54
	D	<b>4020.00</b>	<b>50.25</b>		D	1933.60	24.17		D	1714.40	21.43
	E	<b>4215.20</b>	<b>52.69</b>		E	2017.60	25.22		E	1792.80	22.41
1884	A	3240.80	40.51	1892	A	2373.60	29.67	1899	A	1194.40	14.93
	B	3398.40	42.48		B	2495.20	31.19		B	1250.40	15.63
	C	3574.40	44.68		C	2616.00	32.70		C	1310.40	16.38
	D	3739.20	46.74		D	2747.20	34.34		D	1375.20	17.19
	E	3920.80	49.01		E	2885.60	36.07		E	1441.60	18.02
1885	A	2534.40	31.68	1893	A	1647.20	20.59	1900	A	1696.00	21.20
	B	2656.80	33.21		B	1726.40	21.58		B	1776.00	22.20
	C	2791.20	34.89		C	1805.60	22.57		C	1855.20	23.19
	D	2924.00	36.55		D	1888.00	23.60		D	1953.60	24.42
	E	3072.00	38.40		E	1972.00	24.65		E	2042.40	25.53
1886	A	<b>2001.60</b>	<b>25.02</b>	1894	A	1497.60	18.72	1901	A	1581.60	19.77
	B	<b>2099.20</b>	<b>26.24</b>		B	1569.60	19.62		B	1654.40	20.68
	C	<b>2192.80</b>	<b>27.41</b>		C	1643.20	20.54		C	1730.40	21.63
	D	<b>2304.80</b>	<b>28.81</b>		D	1714.40	21.43		D	1822.40	22.78
	E	<b>2417.60</b>	<b>30.22</b>		E	1792.80	22.41		E	1902.40	23.78

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

**EXHIBIT A-2 CORRECTED COPY**

**November 19, 2018**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1902	A	1375.20	17.19	1909	A	1521.60	19.02	1917	A	2652.80	33.16
	B	1441.60	18.02		B	1585.60	19.82		B	2778.40	34.73
	C	1503.20	18.79		C	1659.20	20.74		C	2918.40	36.48
	D	1576.00	19.70		D	1735.20	21.69		D	3064.80	38.31
	E	1649.60	20.62		E	1809.60	22.62		E	3213.60	40.17
1903	A	1503.20	18.79	1910	A	1060.80	13.26	1918	A	2284.00	28.55
	B	1576.00	19.70		B	1108.80	13.86		B	2404.00	30.05
	C	1649.60	20.62		C	1160.00	14.50		C	2501.60	31.27
	D	1730.40	21.63		D	1218.40	15.23		D	2626.40	32.83
	E	1816.80	22.71		E	1272.00	15.90		E	2755.20	34.44
1904	A	2148.00	26.85	1911	A	1512.00	18.90	1919	A	1219.20	15.24
	B	2251.20	28.14		B	1584.80	19.81		B	1274.40	15.93
	C	2358.40	29.48		C	1653.60	20.67		C	1340.80	16.76
	D	2473.60	30.92		D	1733.60	21.67		D	1396.80	17.46
	E	2596.00	32.45		E	1814.40	22.68		E	1472.80	18.41
1905	A	1249.60	15.62	1912	A	1874.40	23.43	1920	A	1576.80	19.71
	B	1309.60	16.37		B	1957.60	24.47		B	1654.40	20.68
	C	1365.60	17.07		C	2058.40	25.73		C	1736.80	21.71
	D	1432.80	17.91		D	2148.00	26.85		D	1828.00	22.85
	E	1503.20	18.79		E	2249.60	28.12		E	1905.60	23.82
1906	A	1462.40	18.28	1913	A	<b>2063.20</b>	<b>25.79</b>	1921	A	1477.60	18.47
	B	1537.60	19.22		B	<b>2161.60</b>	<b>27.02</b>		B	1540.80	19.26
	C	1609.60	20.12		C	<b>2255.20</b>	<b>28.19</b>		C	1612.80	20.16
	D	1688.80	21.11		D	<b>2368.00</b>	<b>29.60</b>		D	1690.40	21.13
	E	1766.40	22.08		E	<b>2476.80</b>	<b>30.96</b>		E	1777.60	22.22
1907	A	1609.60	20.12	1914	A	831.20	10.39	1922	A	2792.80	34.91
	B	1688.80	21.11		B	872.00	10.90		B	2921.60	36.52
	C	1766.40	22.08		C	905.60	11.32		C	3066.40	38.33
	D	1852.80	23.16		D	953.60	11.92		D	3216.80	40.21
	E	1943.20	24.29		E	990.40	12.38		E	3372.00	42.15
1908	A	1212.80	15.16	1915	A	2517.60	31.47	1923	A	2652.80	33.16
	B	1263.20	15.79		B	2646.40	33.08		B	2778.40	34.73
	C	1324.00	16.55		C	2764.00	34.55		C	2918.40	36.48
	D	1380.80	17.26		D	2904.00	36.30		D	3064.80	38.31
	E	1442.40	18.03		E	3036.80	37.96		E	3213.60	40.17

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

EXHIBIT A-2 CORRECTED COPY

November 19, 2018

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1924	A	2916.00	36.45	1931	A	1949.60	24.37	1938	A	2299.20	28.74
	B	3056.00	38.20		B	2037.60	25.47		B	2405.60	30.07
	C	3208.00	40.10		C	2145.60	26.82		C	2520.80	31.51
	D	3363.20	42.04		D	2253.60	28.17		D	2647.20	33.09
	E	3521.60	44.02		E	2362.40	29.53		E	2770.40	34.63
1925	A	1480.00	18.50	1932	A	1416.80	17.71	1939	A	2647.20	33.09
	B	1550.40	19.38		B	1481.60	18.52		B	2770.40	34.63
	C	1620.80	20.26		C	1556.00	19.45		C	2908.80	36.36
	D	1699.20	21.24		D	1627.20	20.34		D	3051.20	38.14
	E	1776.80	22.21		E	1704.80	21.31		E	3196.80	39.96
1926	A	2652.80	33.16	1933	A	<b>1710.40</b>	<b>21.38</b>	1940	A	2358.40	29.48
	B	2778.40	34.73		B	<b>1792.80</b>	<b>22.41</b>		B	2473.60	30.92
	C	2918.40	36.48		C	<b>1880.80</b>	<b>23.51</b>		C	2596.00	32.45
	D	3064.80	38.31		D	<b>1964.80</b>	<b>24.56</b>		D	2712.80	33.91
	E	3213.60	40.17		E	<b>2055.20</b>	<b>25.69</b>		E	2851.20	35.64
1927	A	<b>2908.80</b>	<b>36.36</b>	1934	A	1348.80	16.86	1941	A	2622.40	32.78
	B	<b>3046.40</b>	<b>38.08</b>		B	1413.60	17.67		B	2744.00	34.30
	C	<b>3199.20</b>	<b>39.99</b>		C	1483.20	18.54		C	2888.00	36.10
	D	<b>3359.20</b>	<b>41.99</b>		D	1550.40	19.38		D	3036.00	37.95
	E	<b>3521.60</b>	<b>44.02</b>		E	1621.60	20.27		E	3180.80	39.76
1928	A	2409.60	30.12	1935	A	3051.20	38.14	1943	A	1468.80	18.36
	B	2520.80	31.51		B	3196.80	39.96		B	1540.80	19.26
	C	2649.60	33.12		C	3356.00	41.95		C	1611.20	20.14
	D	2773.60	34.67		D	3520.80	44.01		D	1692.00	21.15
	E	2904.80	36.31		E	3688.80	46.11		E	1769.60	22.12
1929	A	2652.80	33.16	1936	A	1088.00	13.60	1944	A	<b>1911.20</b>	<b>23.89</b>
	B	2778.40	34.73		B	1140.80	14.26		B	<b>2008.80</b>	<b>25.11</b>
	C	2918.40	36.48		C	1191.20	14.89		C	<b>2102.40</b>	<b>26.28</b>
	D	3064.80	38.31		D	1249.60	15.62		D	<b>2208.00</b>	<b>27.60</b>
	E	3213.60	40.17		E	1309.60	16.37		E	<b>2313.60</b>	<b>28.92</b>
1930	A	1652.80	20.66	1937	A	2314.40	28.93	1945	A	<b>2313.60</b>	<b>28.92</b>
	B	1733.60	21.67		B	2423.20	30.29		B	<b>2427.20</b>	<b>30.34</b>
	C	1814.40	22.68		C	2543.20	31.79		C	<b>2542.40</b>	<b>31.78</b>
	D	1904.80	23.81		D	2663.20	33.29		D	<b>2664.00</b>	<b>33.30</b>
	E	1996.80	24.96		E	2798.40	34.98		E	<b>2798.40</b>	<b>34.98</b>

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1946	A	1324.00	16.55	1961	A	1968.00	24.60	1970	A	1616.80	20.21
	B	1380.80	17.26		B	2060.80	25.76		B	1695.20	21.19
	C	1442.40	18.03		C	2167.20	27.09		C	1775.20	22.19
	D	1505.60	18.82		D	2273.60	28.42		D	1855.20	23.19
	E	1576.00	19.70		E	2382.40	29.78		E	1950.40	24.38
1947	A	1442.40	18.03	1964	A	1944.00	24.30	1971	A	2358.40	29.48
	B	1505.60	18.82		B	2043.20	25.54		B	2473.60	30.92
	C	1576.00	19.70		C	2144.80	26.81		C	2596.00	32.45
	D	1648.80	20.61		D	2244.00	28.05		D	2712.80	33.91
	E	1723.20	21.54		E	2362.40	29.53		E	2851.20	35.64
1949	A	2545.60	31.82	1965	A	2362.40	29.53	1972	A	2652.80	33.16
	B	2665.60	33.32		B	2476.00	30.95		B	2778.40	34.73
	C	2797.60	34.97		C	2594.40	32.43		C	2918.40	36.48
	D	2929.60	36.62		D	2720.80	34.01		D	3064.80	38.31
	E	3078.40	38.48		E	2855.20	35.69		E	3213.60	40.17
1952	A	2797.60	34.97	1966	A	2594.40	32.43	1974	A	1727.20	21.59
	B	2928.00	36.60		B	2720.80	34.01		B	1799.20	22.49
	C	3072.00	38.40		C	2855.20	35.69		C	1886.40	23.58
	D	3224.00	40.30		D	2984.00	37.30		D	1970.40	24.63
	E	3379.20	42.24		E	3136.00	39.20		E	2064.80	25.81
1955	A	2456.00	30.70	1967	A	2918.40	36.48	1975	A	1876.00	23.45
	B	2583.20	32.29		B	3056.00	38.20		B	1964.00	24.55
	C	2704.00	33.80		C	3209.60	40.12		C	2063.20	25.79
	D	2836.80	35.46		D	3372.00	42.15		D	2164.80	27.06
	E	2972.00	37.15		E	3535.20	44.19		E	2270.40	28.38
1956	A	1871.20	23.39	1968	A	1452.80	18.16	1976	A	2357.60	29.47
	B	1962.40	24.53		B	1517.60	18.97		B	2467.20	30.84
	C	2044.00	25.55		C	1584.80	19.81		C	2592.80	32.41
	D	2148.00	26.85		D	1652.80	20.66		D	2712.00	33.90
	E	2246.40	28.08		E	1731.20	21.64		E	2851.20	35.64
1957	A	2152.00	26.90	1969	A	1388.80	17.36	1977	A	2781.60	34.77
	B	2256.00	28.20		B	1448.80	18.11		B	2912.00	36.40
	C	2352.00	29.40		C	1512.80	18.91		C	3056.80	38.21
	D	2470.40	30.88		D	1580.00	19.75		D	3208.00	40.10
	E	2583.20	32.29		E	1653.60	20.67		E	3358.40	41.98

**SALARY TABLE CLASSIFIED SERVICE**  
**Effective 1-1-2019 (Revised April 9, 2018)**

**EXHIBIT A-2 CORRECTED COPY**

**November 19, 2018**

<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>	<b>RATE</b>	<b>STEP</b>	<b>BIWEEKLY</b>	<b>HOURLY</b>
1978	A	1212.80	15.16	1987	A	3071.20	38.39	1998	A	2045.60	25.57
	B	1263.20	15.79		B	3216.80	40.21		B	2141.60	26.77
	C	1324.00	16.55		C	3385.60	42.32		C	2248.00	28.10
	D	1380.80	17.26		D	3544.00	44.30		D	2360.00	29.50
	E	1442.40	18.03		E	3715.20	46.44		E	2473.60	30.92
1979	A	1324.00	16.55	1988	A	2349.60	29.37	* 2103	A	964.80	12.06
	B	1380.80	17.26		B	2455.20	30.69		B	1012.00	12.65
	C	1442.40	18.03		C	2565.60	32.07		C	1060.00	13.25
	D	1505.60	18.82		D	2688.00	33.60		D	1107.20	13.84
	E	1576.00	19.70		E	2808.80	35.11		E	1160.00	14.50
1980	A	2066.40	25.83	1991	A	1727.20	21.59	* 2139	A	960.80	12.01
	B	2167.20	27.09		B	1799.20	22.49		B	1011.20	12.64
	C	2271.20	28.39		C	1886.40	23.58		C	1058.40	13.23
	D	2379.20	29.74		D	1970.40	24.63		D	1104.80	13.81
	E	2496.80	31.21		E	2064.80	25.81		E	1159.20	14.49
1982	A	1251.20	15.64	1992	A	1324.00	16.55	* 2166	A	1549.60	19.37
	B	1309.60	16.37		B	1380.80	17.26		B	1627.20	20.34
	C	1365.60	17.07		C	1442.40	18.03		C	1708.80	21.36
	D	1432.80	17.91		D	1505.60	18.82		D	1793.60	22.42
	E	1506.40	18.83		E	1576.00	19.70		E	1884.00	23.55
1983	A	1468.80	18.36	1994	A	2649.60	33.12	* 2169	A	964.80	12.06
	B	1540.80	19.26		B	2773.60	34.67		B	1012.00	12.65
	C	1611.20	20.14		C	2912.00	36.40		C	1060.00	13.25
	D	1692.00	21.15		D	3055.20	38.19		D	1107.20	13.84
	E	1769.60	22.12		E	3199.20	39.99		E	1160.00	14.50
1985	A	1762.40	22.03	1995	A	666.40	8.33	* 2185	A	1885.60	23.57
	B	1850.40	23.13		B	706.40	8.83		B	1980.00	24.75
	C	1933.60	24.17		C	736.80	9.21		C	2078.40	25.98
	D	2017.60	25.22		D	775.20	9.69		D	2182.40	27.28
	E	2113.60	26.42		E	960.00	12.00		E	2290.40	28.63
1986	A	2703.20	33.79	1997	A	1824.00	22.80	* 2186	A	964.80	12.06
	B	2824.00	35.30		B	1910.40	23.88		B	1012.00	12.65
	C	2955.20	36.94		C	2001.60	25.02		C	1060.00	13.25
	D	3090.40	38.63		D	2100.00	26.25		D	1107.20	13.84
	E	3230.40	40.38		E	2200.80	27.51		E	1160.00	14.50

**SALARY TABLE CLASSIFIED SERVICE**  
Effective 1-1-2019 (Revised April 9, 2018)

RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
* 2188	A	740.00	9.25								
	B	775.20	9.69								
	C	810.40	10.13								
	D	850.40	10.63								
	E	960.00	12.00								

\* 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, 2018**

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
<b>BUILDING INSPECTION</b>	
Combination Inspector I	1276
Combination Inspector II	1277
Electrical Inspector I	1161
Electrical Inspector II	1162
Housing Inspector I	1164
Housing Inspector II	1165
<b>Life Safety Inspector I</b>	<b>1111</b>
<b>Life Safety Inspector II</b>	<b>1112</b>
Mechanical Inspector I	1171
Mechanical Inspector II	1172
Senior Combination Inspector	1849
Senior Electrical Inspector	1163
Senior Housing Inspector	1166
<b>Senior Life Safety Inspector</b>	<b>1113</b>
Senior Mechanical Inspector	1173
Senior Structural Inspector	1179
Structural Inspector I	1177
Structural Inspector II	1178
<b>CHEMISTS</b>	
Asbestos and Lead Program Inspector	1122
Assistant Chemist	1136

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Assistant Laboratory Technician	1160
Associate Chemist	1220
Biologist I	1623
Biologist II	1624
Biologist III	1622
<b>Environmental Biologist I</b>	<b>1685</b>
<b>Environmental Biologist II</b>	<b>1686</b>
<b>Environmental Biologist III</b>	<b>1687</b>
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Storm Water Environmental Specialist	1621
Storm Water Inspector I	1127
Storm Water Inspector II	1126
Storm Water Inspector III	1125
<del>Storm Water Inspection Manager</del> <i>Storm Water Compliance Manager</i>	1123
Supervising Hazardous Materials Inspector	1896
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Clerical Assistant I	1569
Clerical Assistant II	1535
Contracts Processing Clerk	1536
Council Secretary	1381
Court Support Clerk I	1386
Court Support Clerk II	1388
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Editor/Proofreader	1246
<del>Executive Secretary</del> <i>Executive Assistant</i>	1876
Legal Secretary I	1379
Legal Secretary II	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
<del>Library Aide</del> <i>Library Assistant I</i>	1588
<del>Library Clerk</del> <i>Library Assistant II</i>	1590
Library Technician	1758
Micrographics Clerk	1617
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Payroll Audit Supervisor	1886
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726
Principal Customer Services Representative	1722
Principal Legal Secretary	1404
Principal Police Records Clerk	1721
Principal Test Administration Specialist	1723
Public Information Clerk	1776
Public Information Specialist	1774
Public Information Supervisor	1778
Public Service Career Trainee	15% below (target class)
Retirement Assistant	1801
Senior Account 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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Senior Disposal Site Representative	1864
Senior Legal Secretary	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852
Student Worker	1914
Supervising Disposal Site Representative	1920
Test Administration Specialist	1419
Test Monitor I	1540
Test Monitor II	1541
Vehicle and Fuel Clerk	1982
Word Processing Operator	1746

**COMMUNICATIONS**

Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatch Administrator	1017
Fire Dispatcher	1464
Police Dispatch Administrator	1195
Police Dispatch Supervisor	1918
Police Dispatcher	1714

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Police Lead Dispatcher	1661
Public Works Dispatch Supervisor	1767
Public Works Dispatcher	1766
<b>CONSTRUCTION AND MAINTENANCE</b>	
Assistant Reservoir Keeper	1193
Building Service Technician	1280
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908



**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Stadium Maintenance Supervisor	1897
Stadium Maintenance Technician	1898
Tank Service Technician I	1946
Tank Service Technician II	1947
Utility Supervisor	1974
Utility Worker I	1978
Utility Worker II	1979
Water Systems District Manager	1016
Water Systems Technician I	1011
Water Systems Technician II	1012
Water Systems Technician III	1013
Water Systems Technician IV	1014
Water Systems Technician Supervisor	1015
Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995
 <b>CUSTODIAL</b>	
Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
<b>DATA PROCESSING</b>	
Police Records Data Specialist	1575
Police Records Data Specialist Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749
Senior Police Records Data Specialist Supervisor	1865
Senior Systems Analyst	1877
<b>ENGINEERING</b>	
Assistant Engineer - Civil	1153
Assistant Engineer - Corrosion	1154
Assistant Engineer - Electrical	1157
<b>Assistant Engineer - Fire Protection</b>	<b>1203</b>
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
<b>Associate Engineer - Fire Protection</b>	<b>1204</b>
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Electrical	1552
<b>Junior Engineer - Fire Protection</b>	<b>1202</b>
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Backflow and Cross Connection Specialist	1731
Principal Corrosion Engineering Aide	1812
Principal Drafting Aide	1725
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Supervising Plan Review Specialist	1928
Work Control Manager	1994
<b>EQUIPMENT MAINTENANCE</b>	
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265
Traffic Striper Operator	1626

**FIELD CONTACT**

Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator III	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393



**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
<b>Security Officer</b>	<b>1829</b>
<b>Security Representative I</b>	<b>1827</b>
<b>Security Representative II</b>	<b>1828</b>
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Parking Enforcement Supervisor	1148
Senior Workers' Compensation Claims Representative	1949
Special Events Traffic Control Supervisor	1933
Special Events Traffic Controller I	1934
Special Events Traffic Controller II	1932

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
<b>FIRE</b>	
Air Operations Chief	1149
Assistant Fire Marshal	1156
Emergency Medical Technician	1517
Fire Battalion Chief	1453
Fire Captain	1456
Fire Engineer	1458
Fire Fighter I	1461
Fire Fighter II	1462
Fire Fighter III	1020
Fire Helicopter Pilot	1150
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Paramedic I	1506
Paramedic II	1507

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
<b>GRAPHICS</b>	
Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230
Photographer	1660
<b>LIBRARY</b>	
Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
<del>Library Assistant</del> <i>Library Assistant III</i>	1586
Supervising Librarian	1922
<b>MANAGEMENT, FISCAL, AND STAFF</b>	
Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
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

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
<b>Geographic Information Systems Analyst I</b>	<b>1141</b>
<b>Geographic Information Systems Analyst II</b>	<b>1142</b>
<b>Geographic Information Systems Analyst III</b>	<b>1143</b>
<b>Geographic Information Systems Analyst IV</b>	<b>1144</b>
<b>Geographic Information Systems Technician</b>	<b>1128</b>
Information Systems Administrator	1243
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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 (Terminal)	1783
Procurement Contracting Trainee	1740
Procurement Specialist (Terminal)	1282
Procurement Trainee (Terminal)	1283
Property Agent	1756

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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 (Terminal)	1850
Senior Public Information Officer	1871
Stadium/Field Manager	1874
Supervising Claims Representative	1391
Supervising Workers' Compensation Claims Representative	1952
Supervising Budget Development Analyst	1967



**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
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
 <b>MARINE SAFETY</b>	
Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400
 <b>PARK MAINTENANCE</b>	
Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969
 <b>PLANNING</b>	
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
 <b>PLANT OPERATION</b>	
Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Senior Wastewater Operations Supervisor	1888
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Wastewater Operations Supervisor	1887

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884
 <b>POLICE</b>	
Cal-ID Technician	1285
Community Relations Assistant to the Police Chief	1355
Criminalist I	1152
Criminalist II	1384
<b>Criminalist III</b>	<b>1814</b>
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
Latent Print Examiner I	1229
Latent Print Examiner II	1570

**CLASSIFIED SERVICE CLASSES AND STANDARD RATES**

	<u>Standard Rate Number</u>
<b>Latent Print Examiner III</b>	<b>1239</b>
<b>Latent Print Examiner Aide</b>	<b>1232</b>
<b>Police Captain</b>	<b>1680</b>
<b>Police Detective</b>	<b>1684</b>
<b>Police Investigative Service Officer I</b>	<b>1699</b>
<b>Police Investigative Service Officer II</b>	<b>1678</b>
<b>Police Lieutenant</b>	<b>1683</b>
<b>Police Officer I</b>	<b>1692</b>
<b>Police Officer II</b>	<b>1693</b>
<b>Police Officer III</b>	<b>1695</b>
<b>Police Recruit</b>	<b>1697</b>
<b>Police Sergeant</b>	<b>1696</b>
<b>Police Service Officer I</b>	<b>1392</b>
<b>Police Service Officer II</b>	<b>1377</b>
<b>Supervising Academy Instructor</b>	<b>1941</b>
<b>Supervising Cal-ID Technician</b>	<b>1930</b>
<b>Supervising Crime Scene Specialist</b>	<b>1018</b>
<b>Supervising Criminalist</b>	<b>1856</b>
<b>Supervising Latent Print Examiner</b>	<b>1019</b>

**PRINTING**

<b>Electronic Publishing Specialist</b>	<b>1583</b>
<b>Offset Press Operator</b>	<b>1632</b>

**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
 <b>RECREATION</b>	
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 (Terminal)	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
<b>STOREKEEPING</b>	
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-1**

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

**EXHIBIT C-1**

**EFFECTIVE JULY 1, 2018 THROUGH DECEMBER 31, 2018**

**(Except for minimum wage increases required by law, any increases to pay rates set forth in this table take effect the first full pay period following July 1, 2018, in accordance with City Council-approved agreements between the City and its recognized employee organizations and similarly applied to unrepresented employees.)**

**UNCLASSIFIED SERVICE**

**EXECUTIVE**

Classification and Class Number

**Executive V**

**Salary Rate-2051/Minimum and Maximum**

Monthly	\$ 6,307.00	- \$	25,188.00
Bi-weekly	\$ 2,900.80	- \$	11,585.60
Hourly	\$ 36.26	- \$	144.82

- 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	\$ 5,110.00	- \$	19,358.00
Bi-weekly	\$ 2,350.40	- \$	8,904.00
Hourly	\$ 29.38	- \$	111.30

- 2238 Assistant Police Chief (UC)
- 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	\$ 2,741.00	- \$ 15,027.00
Bi-weekly	\$ 1,260.80	- \$ 6,912.00
Hourly	\$ 15.76	- \$ 86.40

- 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	\$ 2,280.00	- \$ 13,859.00
Bi-weekly	\$ 1,048.80	- \$ 6,374.40
Hourly	\$ 13.11	- \$ 79.68

- 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	\$ 1,755.00	- \$ 10,183.00
Bi-weekly	\$ 807.20	- \$ 4,684.00
Hourly	\$ 10.09	- \$ 58.55

- 2117 Assistant to the Engineering and Capital Projects Director (UC)
- 2150 Assistant to the Neighborhood Code Compliance Director (UC)
- 2125 Assistant to the Park and Recreation Director (UC)
- 2122 Assistant to the Water Department Director (UC)

**MANAGERIAL**

Classification and Class Number

**Managerial A**

**Salary Rate-2070/Minimum and Maximum**

Monthly	\$ 1,454.00	- \$	9,114.00
Bi-weekly	\$ 668.80	- \$	4,192.00
Hourly	\$ 8.36	- \$	52.40

- 2205 Confidential Secretary to City Attorney (UC)
- 2207 Confidential Secretary to City Manager  
(Confidential Secretary to Chief Operating Officer) (UC)
- 2209 Confidential Secretary to Police Chief (UC)
- 2148 Secretary to Labor Relations (UC)

**Managerial B**

**Salary Rate-2073/Minimum and Maximum**

Monthly	\$ 1,986.00	- \$	11,912.00
Bi-weekly	\$ 913.60	- \$	5,479.20
Hourly	\$ 11.42	- \$	68.49

- 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)

**Managerial C**

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

Monthly	\$ 4,058.00	-	\$ 14,921.00
Bi-weekly	\$ 1,866.40	-	\$ 6,863.20
Hourly	\$ 23.33	-	\$ 85.79

- 2283 Assistant Golf Operations Manager (UC)
- ~~2238~~ **Assistant Police Chief (UC) (Moved to Executive IV)**
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2264 Assistant to the Police Chief (UC)
- 2247 Budget Services Manager (UC)
- 2145 Chief Accountant (UC)
- 2218 City Planner (UC)
- 2203 Community Development Administrator (UC)
- 2220 Crime Laboratory Manager (UC)
- 2214 Deputy Director (UC)
- 2237 Deputy Fire Chief (UC)
- 2219 Deputy Library Director (UC)
- 2225 Deputy Planning Director (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2248 Organization Effectiveness Program Manager (UC)
- 2284 Performance Audit Manager (UC)
- 2240 Police Commander (UC)
- 2246 Police Administrative Services Director (UC)
- 2234 Principal Planner (UC)
- 2270 Program Manager (UC)
- 2249 Youth Services Administrator (UC)
- 2271 Revenue Programs Manager (UC)
- 2226 Zoning Administrator (UC)

**PROFESSIONAL LEGAL**

**Classification and Class Number**

**Salary Rate-2060/Minimum and Maximum**

Monthly	\$ 1,538.00	-	\$ 17,640.00
Bi-weekly	\$ 707.20	-	\$ 8,113.60
Hourly	\$ 8.84	-	\$ 101.42

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

**OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL**

Classification and Class Number

**Miscellaneous A**

**Salary Rate-2055/Minimum and Maximum**

Monthly	\$ 2,997.00	-	\$ 17,899.00
Bi-weekly	\$ 1,378.40	-	\$ 8,232.80
Hourly	\$ 17.23	-	\$ 102.91

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

**Miscellaneous B**

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

Monthly	\$ 2,191.00	-	\$ 12,801.00
Bi-weekly	\$ 1,008.00	-	\$ 5,888.00
Hourly	\$ 12.60	-	\$ 73.60

- 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	\$ 1,764.00	-	\$ 12,899.00
Bi-weekly	\$ 811.20	-	\$ 5,932.80
Hourly	\$ 10.14	-	\$ 74.16

2133 Council Assistant (Principal Assistant) (UC)

**Miscellaneous D**

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

Monthly	\$ 1,670.00	-	\$ 13,116.00
Bi-weekly	\$ 768.00	-	\$ 6,032.80
Hourly	\$ 9.60	-	\$ 75.41

- 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	\$ 1,437.00	-	\$ 9,055.00
Bi-weekly	\$ 660.80	-	\$ 4,164.80
Hourly	\$ 8.26	-	\$ 52.06

- 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	\$ 4,644.00	-	\$ 9,055.00
Bi-weekly	\$ 2,136.00	-	\$ 4,164.80
Hourly	\$ 26.70	-	\$ 52.06

2274 Medical Review Officer (UC)



**INTERNS**

<u>Classification and Class Number</u>		<u>Salary Rate/Minimum and Maximum</u>		
2185	Senior Legal Intern (UC)	(2185) Monthly	\$ 4,099.00	- \$ 4,980.00
		Bi-weekly	\$ 1,885.60	- \$ 2,290.40
		Hourly	\$ 23.57	- \$ 28.63
2166	Legal Intern (UC)	(2166) Monthly	\$ 3,369.00	- \$ 4,096.00
		Bi-weekly	\$ 1,549.60	- \$ 1,884.00
		Hourly	\$ 19.37	- \$ 23.55
2103	Management Intern (UC)	(2103) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2169	Library Intern (UC)	(2169) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2186	Planning Intern (UC)	(2186) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2139	Police Intern (UC)	(2139) Monthly	\$ 2,089.00	- \$ 2,520.00
		Bi-weekly	\$ 960.80	- \$ 1,159.20
		Hourly	\$ 12.01	- \$ 14.49
2188	Student Intern (UC)	(2188) Monthly	\$ 1,609.00	- \$ 2,066.00
		Bi-weekly	\$ 740.00	- \$ 950.40
		Hourly	\$ 9.25	- \$ 11.88



**EXHIBIT C-2**

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

**EXHIBIT C-2**

**EFFECTIVE JANUARY 1, 2019 THROUGH JUNE 30, 2019**

**(Except for minimum wage increases required by law, any increases to pay rates set forth in this table take effect the first full pay period following January 1, 2019, in accordance with City Council-approved agreements between the City and its recognized employee organizations and similarly applied to unrepresented employees.)**

**UNCLASSIFIED SERVICE**

**EXECUTIVE**

Classification and Class Number

**Executive V**

**Salary Rate-2051/Minimum and Maximum**

Monthly	\$ 6,307.00	- \$	25,188.00
Bi-weekly	\$ 2,900.80	- \$	11,585.60
Hourly	\$ 36.26	- \$	144.82

- 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	\$ 5,110.00	- \$	19,358.00
Bi-weekly	\$ 2,350.40	- \$	8,904.00
Hourly	\$ 29.38	- \$	111.30

- 2238 Assistant Police Chief (UC)
- 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	\$ 2,741.00	-	\$ 15,027.00
Bi-weekly	\$ 1,260.80	-	\$ 6,912.00
Hourly	\$ 15.76	-	\$ 86.40

- 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	\$ 2,280.00	-	\$ 13,859.00
Bi-weekly	\$ 1,048.80	-	\$ 6,374.40
Hourly	\$ 13.11	-	\$ 79.68

- 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	\$ 1,755.00	-	\$ 10,183.00
Bi-weekly	\$ 807.20	-	\$ 4,684.00
Hourly	\$ 10.09	-	\$ 58.55

- 2117 Assistant to the Engineering and Capital Projects Director (UC)
- 2150 Assistant to the Neighborhood Code Compliance Director (UC)
- 2125 Assistant to the Park and Recreation Director (UC)
- 2122 Assistant to the Water Department Director (UC)

**MANAGERIAL**

Classification and Class Number

**Managerial A**

**Salary Rate-2070/Minimum and Maximum**

Monthly	\$ 1,454.00	- \$ 9,114.00
Bi-weekly	\$ 668.80	- \$ 4,192.00
Hourly	\$ 8.36	- \$ 52.40

- 2205 Confidential Secretary to City Attorney (UC)
- 2207 Confidential Secretary to City Manager  
(Confidential Secretary to Chief Operating Officer) (UC)
- 2209 Confidential Secretary to Police Chief (UC)
- 2148 Secretary to Labor Relations (UC)

**Managerial B**

**Salary Rate-2073/Minimum and Maximum**

Monthly	\$ 1,986.00	- \$ 11,912.00
Bi-weekly	\$ 913.60	- \$ 5,479.20
Hourly	\$ 11.42	- \$ 68.49

- 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)

**Managerial C**

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

Monthly	\$ 4,058.00	-	\$ 14,921.00
Bi-weekly	\$ 1,866.40	-	\$ 6,863.20
Hourly	\$ 23.33	-	\$ 85.79

- 2283 Assistant Golf Operations Manager (UC)
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2264 Assistant to the Police Chief (UC)
- 2247 Budget Services Manager (UC)
- 2145 Chief Accountant (UC)
- 2218 City Planner (UC)
- 2203 Community Development Administrator (UC)
- 2220 Crime Laboratory Manager (UC)
- 2214 Deputy Director (UC)
- 2237 Deputy Fire Chief (UC)
- 2219 Deputy Library Director (UC)
- 2225 Deputy Planning Director (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2248 Organization Effectiveness Program Manager (UC)
- 2284 Performance Audit Manager (UC)
- 2240 Police Commander (UC)
- 2246 Police Administrative Services Director (UC)
- 2234 Principal Planner (UC)
- 2270 Program Manager (UC)
- 2249 Youth Services Administrator (UC)
- 2271 Revenue Programs Manager (UC)
- 2226 Zoning Administrator (UC)

**PROFESSIONAL LEGAL**

**Classification and Class Number**

**Salary Rate-2060/Minimum and Maximum**

Monthly	\$ 1,538.00	-	\$ 17,640.00
Bi-weekly	\$ 707.20	-	\$ 8,113.60
Hourly	\$ 8.84	-	\$ 101.42

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

**OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL**

Classification and Class Number

**Miscellaneous A**

**Salary Rate-2055/Minimum and Maximum**

Monthly	\$ 2,997.00	-	\$ 17,899.00
Bi-weekly	\$ 1,378.40	-	\$ 8,232.80
Hourly	\$ 17.23	-	\$ 102.91

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

**Miscellaneous B**

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

Monthly	\$ 2,191.00	-	\$ 12,801.00
Bi-weekly	\$ 1,008.00	-	\$ 5,888.00
Hourly	\$ 12.60	-	\$ 73.60

- 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	\$ 1,764.00	-	\$ 12,899.00
Bi-weekly	\$ 811.20	-	\$ 5,932.80
Hourly	\$ 10.14	-	\$ 74.16

2133 Council Assistant (Principal Assistant) (UC)

**Miscellaneous D**

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

Monthly	\$ 1,670.00	-	\$ 13,116.00
Bi-weekly	\$ 768.00	-	\$ 6,032.80
Hourly	\$ 9.60	-	\$ 75.41

- 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	\$ 1,437.00	-	\$ 9,055.00
Bi-weekly	\$ 660.80	-	\$ 4,164.80
Hourly	\$ 8.26	-	\$ 52.06

- 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	\$ 4,644.00	-	\$ 9,055.00
Bi-weekly	\$ 2,136.00	-	\$ 4,164.80
Hourly	\$ 26.70	-	\$ 52.06

2274 Medical Review Officer (UC)



**INTERNS**

<u>Classification and Class Number</u>		<u>Salary Rate/Minimum and Maximum</u>		
2185	Senior Legal Intern (UC)	(2185) Monthly	\$ 4,099.00	- \$ 4,980.00
		Bi-weekly	\$ 1,885.60	- \$ 2,290.40
		Hourly	\$ 23.57	- \$ 28.63
2166	Legal Intern (UC)	(2166) Monthly	\$ 3,369.00	- \$ 4,096.00
		Bi-weekly	\$ 1,549.60	- \$ 1,884.00
		Hourly	\$ 19.37	- \$ 23.55
2103	Management Intern (UC)	(2103) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2169	Library Intern (UC)	(2169) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2186	Planning Intern (UC)	(2186) Monthly	\$ 2,098.00	- \$ 2,522.00
		Bi-weekly	\$ 964.80	- \$ 1,160.00
		Hourly	\$ 12.06	- \$ 14.50
2139	Police Intern (UC)	(2139) Monthly	\$ 2,089.00	- \$ 2,520.00
		Bi-weekly	\$ 960.80	- \$ 1,159.20
		Hourly	\$ 12.01	- \$ 14.49
2188	Student Intern (UC)	(2188) Monthly	\$ 1,609.00	- \$ 2,087.00
		Bi-weekly	\$ 740.00	- \$ 960.00
		Hourly	\$ 9.25	- \$ 12.00

**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>
Period 1	60%	60%	60%
Period 2	65%	65%	65%
Period 3	70%	70%	70%
Period 4	75%	75%	75%
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, 2018**



**NO POSITIONS TO BE EXEMPT FROM THE CLASSIFIED SERVICE  
VIA THE SALARY ORDINANCE IN FY 2019**

**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 ELIGIBLE FOR 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**

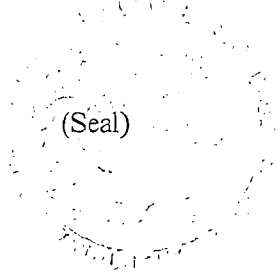
- COUNCILMEMBER
- MAYOR
- CITY MANAGER (CHIEF OPERATING OFFICER)
- ASSISTANT CITY MANAGER (ASSISTANT CHIEF OPERATING OFFICER)
- ASSISTANT TO THE CITY MANAGER (DEPUTY CHIEF OPERATING OFFICER)
- INDEPENDENT BUDGET ANALYST
- DEPARTMENT DIRECTORS, OTHER DESIGNATED POSITIONS, AND  
MANAGERIAL EMPLOYEES AT 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 24 2018, 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 24 2018

AUTHENTICATED BY:



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

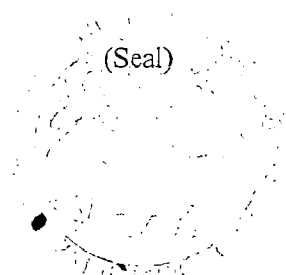
ELIZABETH S. MALAND  
City Clerk of The City of San Diego, California.

By *Linda Bruin*, 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 - 9 2018, and on APR 24 2018

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.



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

By *Linda Bruin*, Deputy

Office of the City Clerk, San Diego, California
Ordinance Number O- <u>20927</u>