

August 12, 2010

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, August 19, 2010
1:30 p.m., Council Chambers
County-City Building

A G E N D A

- ITEM 1: Request to amend Section 2.76.153 of the Lincoln Municipal Code — Compensation Plan; Merit Pay Plan; Shift Differential.
- ITEM 2: Request to amend Section 2.76.365 of the Lincoln Municipal Code — Hours of Work.
- ITEM 3: Request to amend Section 2.76.380 of the Lincoln Municipal Code — Sick Leave with Pay.
- ITEM 4: Request to amend Section 2.76.385 of the Lincoln Municipal Code — Funeral Leave.
- ITEM 5: Request to create Section 2.76.387 of the Lincoln Municipal Code — Bereavement Leave.
- ITEM 6: Request ordinance reflecting pay increase of 1.25% to be effective August 19, 2010 for pay ranges prefixed by 'E'.
- ITEM 7: Request from Personnel Board for City Attorney opinion on approvals of classification changes presented to Personnel Board.
- ITEM 8: Request from Personnel Board for explanation from Personnel Director on job audit complaint.
- ITEM 9: Election of Chair.
- ITEM 10: Election of Vice-Chair.
- ITEM 11: Miscellaneous Discussion.

PC: Joan Ross, City Clerk
Directors
Don Taute

2.76.153 Compensation Plan; Merit Pay Plan; Shift Differential.

Probationary and regular employees in pay ranges prefixed by "N" or "X" who are regularly assigned to second and third shifts shall be paid an additional twenty cents per hour for second shift and thirty cents per hour for third shift. The differential pay per hour shall be included as an addition to their current hourly rate. To be entitled to second shift differential pay, an employee must work a majority of his regularly scheduled shift hours between 5:00 p.m. and 11:59 p.m. To be entitled to third shift differential pay, an employee must work a majority of his regularly scheduled shift hours between 11:59 p.m. and 9:00 a.m. Current hourly rate shall mean the hourly rate of pay which is applicable to the employee's regularly assigned job classification; provided, however, that if an employee is entitled to out-of-class pay, the employee's current hourly rate shall be the applicable out-of-class hourly rate of pay.

Probationary and regular employees in pay ranges prefixed by "C" who are regularly assigned to second and third shifts shall be paid an additional ~~forty-five~~ seventy cents per hour ~~for second shift and fifty cents per hour for third shift~~. The differential pay per hour shall be included as an addition to their current hourly rate. To be entitled to second shift differential pay, an employee must work a majority of his regularly scheduled shift hours between 5:00 p.m. and 11:59 p.m. To be entitled to third shift differential pay, an employee must work a majority of his regularly scheduled shift hours between 11:59 p.m. and 9:00 a.m.

Employees who are entitled to shift differential pay shall also receive the shift differential pay in addition to their current hourly rate for paid leaves of absence such as vacation, sick leave, holiday pay, and funeral leave. For the purpose of computing overtime pay, an employee's "regular hourly rate", as defined by the Fair Labor Standards Act, shall include the additional twenty, thirty, ~~forty-five~~, or fifty-seventy cents per hour shift differential.

2.76.365 Hours of Work.

(a) Regular working hours for all full-time employees shall be forty hours each week, which shall be the standard work week unless otherwise provided by departmental regulation approved by the Mayor and except for firemen, whose hours of duty are prescribed by Neb. Rev. Stat. §35-302 (Reiss. 1988), and amendments thereto.

(b) Generally, eight hours shall constitute a regular work day for nonshift workers and forty hours or five days shall constitute a regular work week. This does not mean that all employees can be given a five-day week or an eight-hour day from 8:00 a.m. to 4:30 p.m. with one-half hour for lunch. In order to obtain the most efficient operation and give the best possible service, it may be necessary in some classifications for an employee to work forty hours in more or less than five days by working more or less than eight hours per day or those working eight hours per day may be required to start the day some time other than 8:00 a.m.

(c) Eight hours per day shall constitute a regular work day for shift workers and forty hours including Saturday, Sunday, and holidays shall constitute a regular work week. The hours worked per day and the days worked per week shall be consecutive as nearly as practicable. Shift schedules shall be posted or copies distributed to the employees as far in advance as possible.

(d) There shall be allowed one fifteen-minute rest period during each one-half shift of the work day. The rest period shall be scheduled at the approximate middle of each one-half shift. Employees who for any reason work beyond their regular quitting time into the next shift shall be granted the regular rest periods that occur during the shift.

(e) A regular employee with a pay range prefixed by "E" who is eligible to retire may elect with the Department Head's approval an alternative schedule as follows: The employee may elect to reduce, on a permanent basis, their hours from 40 to 36 per week or from 40 to 32 hours per week. Employees who request and are granted these hours will continue to earn vacation and sick leave the same as if they were full-time.

2.76.380 Sick Leave with Pay.

Subsections (a) through (h) shall apply to employees not represented by a bargaining unit.

(a) Amount. Sick leave shall be earned by each employee at the factored hourly equivalent of eight hours for each full month of service or twelve hours for each full month of service for an employee with a pay range prefixed by "M" who works a fifty-six hour work week. Earnings shall be computed only for those hours when an eligible employee is in a pay status, excluding overtime.

(b) When taken. Sick leave will be paid only when an employee is unable to perform work duties due to actual personal illness, noncompensable bodily injury, pregnancy, or disease, exposure to contagious disease under circumstances in which the health of other employees or the public would be endangered by attendance on duty, or to keep a medical or dental appointment and for no other reason. A sick leave pay account will be established and funds appropriated for that reason only. Sick leave with pay is intended to be paid on account of sickness rather than a continuation of salary.

Sick leave must be earned before it can be granted, and advancing sick leave is prohibited. An employee may utilize no more than his accrued balance of sick leave. When an employee finds it necessary to be absent for any of the reasons specified herein, the employee shall cause the facts to be reported to his department head in accordance with departmental rules and regulations.

Sick leave shall be earned, but not be granted, during the probationary period occurring after original appointment. An employee must keep his department head informed of his condition. This shall be on a daily basis unless waived by the department head or designated representative. An employee may be required by the Personnel Director to submit a medical certificate for any absence. Failure to fulfill these requirements may result in denial of sick leave. No refund of vacation time shall be allowed due to illness incurred while on vacation leave. Sick leave shall not accrue during any period of leave of absence without pay.

(c) Accumulated sick leave. The accumulation of unused sick leave is unlimited.

(d) Unused sick leave. Upon retirement, death or reduction in force, an employee with a pay range prefixed by "M" shall have sixty-five percent (65%) of his accumulated sick leave balance paid into the employee's PEHP premium account. The rate of payment shall be based upon the employee's regular hourly rate of pay at the time the employee retires, is laid off, or at the time of the employee's death.

Upon retirement, death or reduction in force, an employee with a pay range prefixed by "A", "C", "E", "N" or "X", or the employee's beneficiary, shall be paid one-half of his accumulated sick leave in accordance with the applicable terms of the City of Lincoln Personnel Department policies. The rate of payment shall be based upon the employee's regular hourly rate of pay at the time the employee retires, is laid off, or at the time of the employee's death.

(e) An employee with a pay range prefixed by "A", or "C" may be granted time off for a maximum of eighty hours in each calendar year, commencing with the first pay period beginning in January, for illness in the employee's immediate family. Immediate family will also include any other family member, whether it be by blood, marriage, legal adoption, or foster children, residing in the household. Family sick leave may also be granted to an employee who has been appointed by a court of competent jurisdiction as legal guardian of any person, with proper documentation. Such time off will be deducted from the employee's accumulated sick leave. Upon written request from an employee in the above-referenced pay ranges, the Personnel Director may waive the eighty hour limit after reviewing the individual circumstances in support of the request.

(f) An employee with a pay range prefixed by "N" or "X" may be granted time off for a maximum of sixty hours in each calendar year, commencing with the first pay period beginning in January, for illness in the employee's immediate family. For purposes of this subsection (f), the term immediate family shall include the employee's mother, father, sister, brother, husband, wife, child, foster child, mother-in-law, father-in-law, daughter-in-law, son-in-law, stepmother, stepfather, stepchild, stepgrandchild, grandparent, grandchild, and the grandparent of the employee's spouse, or any other relative residing in the household. Family sick leave may also be granted to an employee who has been appointed by a court of competent jurisdiction as legal guardian of any person, with proper documentation. Such time off will be deducted from the employee's accumulated sick leave. Upon written request from an employee in the above-referenced pay ranges, the Personnel Director may waive the sixty hour limit after reviewing the individual circumstances in support of the request.

(g) An employee with a pay range prefixed by "E" may be granted time off for a maximum of eighty hours in each calendar year, commencing with the first pay period beginning in January, for illness in the employee's immediate family. For purposes of this subsection (g), the term immediate family shall include the employee's mother, father, sister, brother, husband, wife, child, foster child, mother-in-law, father-in-law, daughter-in-law, son-in-law, stepmother,

stepfather, stepchild, stepgrandchild, grandparent, grandchild, and the grandparent of the employee's spouse. Immediate family will also include any other family member, whether it be by blood, marriage, legal adoption, or foster children, residing in the household. Family sick leave may also be granted to an employee who has been appointed by a court of competent jurisdiction as legal guardian of any person, with proper documentation. Such time off will be deducted from the employee's accumulated sick leave. Upon written request from an employee in the above-referenced pay ranges, the Personnel Director may waive the eighty hour limit after reviewing the individual circumstances in support of the request.

(h) An employee with a pay range prefixed by "M" may be granted time off for a maximum of sixty hours in each calendar year, commencing with the first pay period beginning in January, for illness in the employee's immediate family. For purposes of this subsection (h), the term immediate family shall include the employee's mother, father, sister, brother, husband, wife, child, foster child, mother-in-law, father-in-law, daughter-in-law, son-in-law, stepmother, stepfather, stepchild, stepgrandchild, grandparent, grandchild, and the grandparent of the employee's spouse. Immediate family will also include any other family member, whether it be by blood, marriage, legal adoption, or foster children, residing in the household. Family sick leave may also be granted to an employee who has been appointed by a court of competent jurisdiction as legal guardian of any person, with proper documentation. Such time off will be deducted from the employee's accumulated sick leave. Upon written request from an employee in the above-referenced pay range, the Personnel Director may waive the sixty hour limit after reviewing the individual circumstances in support of the request.

2.76.385 Funeral Leave.

This section does not apply to employees with a pay range prefixed by "A" or "C".

A probationary or regular employee not represented by a bargaining unit shall be granted funeral leave as follows:

(a) In the case of the death of the employee's mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, stepmother, stepfather, stepchild, grandparent, grandchild, or in the case of death of any other relative residing in the immediate household of an employee, the employee shall be allowed twenty-four hours, or thirty-six hours for an employee with a pay range prefixed by the letter "M" who works a fifty-six hour work week, funeral leave with regular pay without deduction from pay or accumulated sick leave.

(b) In the case of the death of an employee's sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, nephew, niece, or a grandparent of an employee's spouse, or a foster child residing in the immediate household of an employee, the employee shall be allowed sixteen hours, or twenty-four hours for an employee with a pay range prefixed by the letter "M" who works a fifty-six hour work week, funeral leave with regular pay without deduction from pay or accumulated sick leave.

(c) In addition, the employee may also be allowed to use up to twenty-four hours, or thirty-six hours for an employee with a pay range prefixed by the letter "M" who works a fifty-six hour work week, of accumulated sick leave in the case of death of any of the above-designated persons.

(d) A regular employee may be granted up to two hours funeral leave with regular pay by such employee's department head or his or her designated representative to attend the funeral of a fellow employee who was employed by the City at the time of his or her death.

2.76.387 **Bereavement Leave.**

A probationary or regular employee with a pay range prefixed by the letter 'A' or 'C' shall be granted bereavement leave as follows:

(a) In the case of the death of the employee's spouse, parent, step parent, sibling, child, step-child, mother-in-law, father-in-law, grandparent, great grandparent, grandchild, great grandchild, or in the case of the death of any other relative residing in the immediate household of a regular employee, the employee shall be allowed four (4) days (thirty-two hours) bereavement leave with regular pay without deduction from the employee's pay or accumulated sick leave. In addition, the employee may be allowed to use up to two (2) days (sixteen hours) of the employee's accumulated sick leave in the case of the death of any above designated persons. Bereavement Leave may be taken non-consecutively with approval from the Department Head or Personnel Director when circumstances warrant.

(b) In the case of the death of the employee's or employee's spouse's daughter-in-law, son-in-law, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, employee's spouse's grandparents, or foster child residing in the immediate household of the employee, the regular employee shall be allowed two (2) days (sixteen (16) hours) bereavement leave with regular pay without deduction from the employee's pay or accumulated sick leave. Further, the employee may also be allowed to use up to three (3) working days (twenty-four (24) hours) of the employee's accumulated sick leave in the case of death of any of the above-designated persons.

(c) For purpose of this section, death of an employee's spouse shall not terminate the employee's in-law relationship with the spouse's family unless the employee has remarried.

(d) A regular employee may be allowed up to two (2) hours time off with pay to attend the funeral of a currently employed co-worker or former co-worker, provided however, that such permission is granted by the employee's Department Head or their designated representative.

EXCLUDED PAY PLAN - E RANGES

Reflects 1.25% increase

Effective August 19, 2010

2.75% Between Steps

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
0609	COMPENSATION TECHNICIAN I	E05	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034
0610	COMPENSATION TECHNICIAN II	E15	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860	30.681	31.524
0613	EMPLOYMENT TECHNICIAN I	E05	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034
0614	EMPLOYMENT TECHNICIAN II	E15	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860	30.681	31.524
0630	EXECUTIVE SECRETARY	E09	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789
0631	EXECUTIVE AIDE	E02	17.356	17.833	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156
0634	PERSONNEL OPERATIONS SPECIALIST	E15	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860	30.681	31.524
0655	OMBUDSMAN	E02	17.356	17.833	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156
1130	PAYROLL SUPERVISOR	E11	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789	27.526	28.283
1321	WORKERS' COMPENSATION CLAIMS SPEC	E07	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374
1550	GRANT COORDINATOR I	E04	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391
1551	GRANT COORDINATOR II	E09	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789

EXCLUDED - E RANGES

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PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
E01	ANNUAL	35,135.36	36,100.48	37,092.64	38,111.84	39,160.16	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96
	MONTHLY	2,927.95	3,008.37	3,091.05	3,175.99	3,263.35	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41
	BIWEEKLY	1,351.36	1,388.48	1,426.64	1,465.84	1,506.16	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96
	HOURLY	16.892	17.356	17.833	18.323	18.827	19.345	19.876	20.423	20.985	21.562
E02	ANNUAL	36,100.48	37,092.64	38,111.84	39,160.16	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48
	MONTHLY	3,008.37	3,091.05	3,175.99	3,263.35	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37
	BIWEEKLY	1,388.48	1,426.64	1,465.84	1,506.16	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48
	HOURLY	17.356	17.833	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156
E03	ANNUAL	37,092.64	38,111.84	39,160.16	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20
	MONTHLY	3,091.05	3,175.99	3,263.35	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93
	BIWEEKLY	1,426.64	1,465.84	1,506.16	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20
	HOURLY	17.833	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765
E04	ANNUAL	38,111.84	39,160.16	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28
	MONTHLY	3,175.99	3,263.35	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44
	BIWEEKLY	1,465.84	1,506.16	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28
	HOURLY	18.323	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391
E05	ANNUAL	39,160.16	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72
	MONTHLY	3,263.35	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89
	BIWEEKLY	1,506.16	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72
	HOURLY	18.827	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034

EXCLUDED - E RANGES

Reflects 1.25% increase
Effective August 19, 2010
2.75% Between Steps

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
E06	ANNUAL	40,237.60	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60
	MONTHLY	3,353.13	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47
	BIWEEKLY	1,547.60	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60
	HOURLY	19.345	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034	24.695
E07	ANNUAL	41,342.08	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92
	MONTHLY	3,445.17	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16
	BIWEEKLY	1,590.08	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92
	HOURLY	19.876	20.423	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374
E08	ANNUAL	42,479.84	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76
	MONTHLY	3,539.99	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15
	BIWEEKLY	1,633.84	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76
	HOURLY	20.423	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374	26.072
E09	ANNUAL	43,648.80	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12
	MONTHLY	3,637.40	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43
	BIWEEKLY	1,678.80	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12
	HOURLY	20.985	21.562	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789
E10	ANNUAL	44,848.96	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08
	MONTHLY	3,737.41	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17
	BIWEEKLY	1,724.96	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08
	HOURLY	21.562	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789	27.526

EXCLUDED - E RANGES

Reflects 1.25% increase
Effective August 19, 2010
2.75% Between Steps

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
E11	ANNUAL	46,084.48	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08	58,828.64
	MONTHLY	3,840.37	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17	4,902.39
	BIWEEKLY	1,772.48	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08	2,262.64
	HOURLY	22.156	22.765	23.391	24.034	24.695	25.374	26.072	26.789	27.526	28.283
E12	ANNUAL	47,351.20	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08	58,828.64	60,446.88
	MONTHLY	3,945.93	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17	4,902.39	5,037.24
	BIWEEKLY	1,821.20	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08	2,262.64	2,324.88
	HOURLY	22.765	23.391	24.034	24.695	25.374	26.072	26.789	27.526	28.283	29.061
E13	ANNUAL	48,653.28	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08	58,828.64	60,446.88	62,108.80
	MONTHLY	4,054.44	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17	4,902.39	5,037.24	5,175.73
	BIWEEKLY	1,871.28	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08	2,262.64	2,324.88	2,388.80
	HOURLY	23.391	24.034	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860
E14	ANNUAL	49,990.72	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08	58,828.64	60,446.88	62,108.80	63,816.48
	MONTHLY	4,165.89	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17	4,902.39	5,037.24	5,175.73	5,318.04
	BIWEEKLY	1,922.72	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08	2,262.64	2,324.88	2,388.80	2,454.48
	HOURLY	24.034	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860	30.681
E15	ANNUAL	51,365.60	52,777.92	54,229.76	55,721.12	57,254.08	58,828.64	60,446.88	62,108.80	63,816.48	65,569.92
	MONTHLY	4,280.47	4,398.16	4,519.15	4,643.43	4,771.17	4,902.39	5,037.24	5,175.73	5,318.04	5,464.16
	BIWEEKLY	1,975.60	2,029.92	2,085.76	2,143.12	2,202.08	2,262.64	2,324.88	2,388.80	2,454.48	2,521.92
	HOURLY	24.695	25.374	26.072	26.789	27.526	28.283	29.061	29.860	30.681	31.524