

AGREEMENT

BETWEEN THE CITY OF LINCOLN, NEBRASKA,
AND
PUBLIC ASSOCIATION OF GOVERNMENT
EMPLOYEES

FOR THE PERIOD
AUGUST 18, 2011 THROUGH AUGUST 31, 2014

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PREAMBLE

This Agreement, by and between the City of Lincoln, Nebraska, hereinafter referred to as the City, and the Public Association of Government Employees, hereinafter referred to as the Union, is designed to promote harmony between the City and its employees concerning wages, benefits and conditions of employment, and to be a working agreement between the City and the Union with respect thereto.

ARTICLE 1

DEFINITIONS

The City and the Union agree that in construction and interpretation of this Agreement, the following definitions shall control:

- A. DEPARTMENT shall mean any department of the City of Lincoln, Nebraska, in which are employed persons represented by the bargaining unit.
- B. EMPLOYEE shall mean any regular, full-time employee as defined in Appendix "B" who, by classification definition in Appendix "B", is a member of the bargaining unit. All references to employees in this Agreement designate both sexes and wherever the male gender is used, it shall be considered to include male and female employees.
- C. DEPARTMENT HEAD shall mean the duly appointed and acting director of any department of the City of Lincoln, Nebraska, as hereinabove defined.
- D. PERSONNEL BOARD shall mean the duly appointed Personnel Board of the City of Lincoln, Nebraska.
- E. PERSONNEL DIRECTOR shall mean the duly appointed Personnel Director of the City of Lincoln, Nebraska.
- F. PERSONNEL CODE shall mean Chapter 2.76 of the Lincoln Municipal Code, entitled "Personnel System."
- G. CITY shall mean the City of Lincoln, Nebraska.
- H. UNION shall mean Public Association of Government Employees ("PAGE").

- I. WORK WEEK is hereby defined to mean forty (40) hours of work which shall consist of five eight-hour days or four ten-hour shifts with either two or three consecutive days off, respectively.
- J. WORKING DAY is hereby defined as the consecutive eight-hour, exclusive of lunch breaks, or ten-hour, exclusive of lunch breaks, period of time that the employee is on duty and performing his job assignment.
- K. PAY WEEK is hereby defined for purposes of this Agreement and the Fair Labor Standards Act as Thursday through Wednesday.
- L. JOB DESCRIPTION shall mean the “class specification” as defined in the City Code and as written and on file with the Personnel Department.
- M. POSITION DESCRIPTION shall refer to each employee's specific job duties and responsibilities as written for the purposes of merit and performance evaluation ratings and job postings.

ARTICLE 2

UNION RECOGNITION

Section 1. The City recognizes the Union as the sole and exclusive bargaining representative of full-time, regular employees of the City engaged in labor and trades and as defined in Appendix “B” of this Agreement.

Section 2. The City agrees to provide to the Union, upon the written request by the Union, an updated list of the employees in the bargaining unit semi-annually.

ARTICLE 3

MANAGEMENT RIGHTS

Section 1. All management rights, functions, responsibilities, and authority not specifically limited by the express terms of this Agreement are retained by the City.

Section 2. The Union acknowledges the concept of inherent management rights. These rights, powers, and authority of the City include, but are not limited to the following:

- A. The right to determine, effectuate, and implement the objectives and goals of the City.
- B. The right to manage and supervise all operations and functions of the City.
- C. The right to establish, allocate, schedule, assign, modify, change, and discontinue City operations and work shifts, so long as changes in days off, shifts, and working hours, other than in emergencies, which shall include but not be limited to, unplanned absences, are made only after the order for such change has been posted for seven (7) calendar days; except in instances which affect a single work crew or a single employee, the City will make a good faith attempt to deliver such notice.
- D. The right to establish, modify, change, and discontinue work standards.
- E. The right to hire, examine, classify, promote, train, transfer, assign, and retain employees, and the right to suspend, demote, discharge, or take other disciplinary action against employees for just cause; and to relieve employees from duties due to lack of work or funds.
- F. The right to increase, reduce, change, modify, and otherwise alter the composition and size of the work force.
- G. The right to determine, establish, set, and implement policies for selection, training, and promotion of employees.
- H. The right to create, establish, change, modify, and discontinue any City function, operation, or department.

- I. The right to establish, implement, modify, and change financial policies, accounting procedures, prices of goods or services, public relations, and procedures and policies for the safety, health, and protection of City property and personnel.
- J. The right to adopt, modify, change, enforce, or discontinue existing rules, regulations, procedures, and policies not in direct conflict with any provisions of this Agreement.
- K. The right to determine and enforce employees' quality and quantity standards.
- L. The right to classify jobs and allocate individual employees to appropriate classifications based upon duty assignments. The City will not abolish or change any bargaining unit classifications for the purpose of depriving bargaining unit employees of benefits under this Agreement.

ARTICLE 4

STRIKES AND OTHER DISRUPTIONS OF NORMAL WORK ROUTINE

Section 1. The protection of the public health, safety, and welfare demands that neither Union, nor any Union member, or any person acting in concert with them will cause, sanction, or take part in any strike, walkout, sitdown, stoppage of work, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Section 1 of this Article apply as long as this Agreement, or during any renewal or extension thereof, is in effect.

Section 2. Violation of Section 1 of the Article by the Union shall be just cause for the City to terminate this Agreement by giving written notice of election to terminate to any elected principal officer of PAGE or the Union attorney, in addition to any other remedies available at law or in equity. If none of the above listed persons can be located, the City can terminate this Agreement with written notice posted on Union or City bulletin boards, provided that such notice is posted for not less than thirty (30) days.

Section 3. Violation of Section 1 by any employee shall be just cause for discharge of such employee.

Section 4. The City agrees it shall not lock out or bar from work any employee on account of a labor dispute without cause.

ARTICLE 5

UNION ACTIVITY

Section 1. The Union agrees that its members, agents, or representatives shall not solicit membership in the Union or otherwise carry on Union activities during working hours, subject to the provisions of Section 3 of this Article.

Section 2. The City, during its new employee orientation, shall inform new employees of the existence of PAGE. The City shall from time to time, through its Personnel Department, upon receipt of reasonable requests from Union representatives, provide to the Union names and class titles of new employees within the bargaining unit. The City further agrees to provide to such new employees an information packet (approved by the City) regarding PAGE, as may be made available to the City.

Section 3. Union representatives shall be permitted to be in City Departments, during such times and after providing reasonable notice to the Department Head, for the purposes of performing Union obligations and duties to employees with respect to processing of grievances and discipline; insurance claims; processing claims by employees for benefits provided by the Union; and for the purpose of posting material on Union bulletin boards. Union representatives in City Departments for the above-described purposes shall conduct themselves in such manner as not to disrupt the normal work routine of the Department, and shall conduct such activities on their own time.

Section 4. The City agrees to provide copies of this Agreement (a) to all existing employees employed by the City upon the implementation of this Section, and (b) to all new employees who become employed by the City thereafter. The City shall further provide copies of annual revisions to this Agreement to all employees upon implementation. All costs for preparation, photocopying and distribution shall be borne by the City and the Union equally.

Section 5. Union Time

The Union President or his designated representative(s) shall have available a bank of two hundred (200) hours maximum per contract year to conduct Union business. This means the combined hours used by the Union President and his designated representative(s) to conduct the above described activities shall not exceed two hundred (200) hours per contract year. Such leave shall be provided upon written notice by the Union submitted to the Department Head not less than

one (1) calendar week in advance of the requested date, or in the event that the one week notice is not possible, it shall be provided with reasonable notice.

The designated representative(s) will consist of the two Vice-Presidents, Chief Steward, Secretary, and Treasurer.

In the event that a Union representative is required to attend meetings, or otherwise conduct business during his off duty time, and the business occurs within eight (8) hours of the start of their work shift, the Union representative will be allowed to use part of all of their shift off using Union time. If the required meeting is in the eight (8) hours directly following the work shift then Union time will be granted off for their work shift.

Negotiations

Union officials who are members of the bargaining committee, not to exceed five (5) in number, shall be paid by the City for time spent in negotiations with a committee maximum of 100 work hours at their then current straight time pay rate. The 100 work hour maximum shall be cumulative; that is, the combined hours used by all members of the bargaining committee shall not exceed 100 hours per contract year. Payment shall be made for time spent in negotiation sessions only and solely for time during which such employees are scheduled to work.

After the 100-hour allocation is expended, a maximum of five (5) Union officials shall continue to be granted leave from duty without pay for the purpose of negotiating the terms of an Agreement.

Section 6. None of the time spent in negotiations shall be used to compute hours worked for overtime compensation.

Section 7. The maximum 100 work hours for negotiations shall be exhausted prior to August 31st of each year or forfeited. The City will not pay nor be liable for Union time spent negotiating with the City subsequent to the above mentioned day.

Section 8. When officers or designated Board members of the bargaining unit are requested by the City to participate in conferences or meetings (other than contract negotiations as provided for in Section 5 of this Article) during working hours, attendance at such meetings shall be without loss of pay or other benefits.

ARTICLE 6

CHECK-OFF

Section 1. The City agrees to deduct regular monthly Union dues from the pay of each employee covered by the Agreement for whom, at the time of such deduction, the City possesses a current, unrevoked written assignment executed by such employee, in the form and according to the terms of the authorization form attached hereto, marked Appendix "A," and by this reference incorporated herein.

Section 2. Unrevoked, written authorizations shall continue in effect for any employee reinstated following layoff, leave of absence, or suspension not exceeding sixty (60) days. Authorizations of employees rehired or reinstated under any other circumstances shall be deemed revoked, and shall not be effective.

Section 3. Such authorized deductions shall be made biweekly. The amount collected from the deductions shall be remitted to the duly designated Union official within twenty (20) days following the issuance of pay warrants for the pay period. The Union shall advise the City in writing of the name of such official.

Section 4. If the City receives written revocation of authorization from an employee during the month of June of each year, no deduction will be made in subsequent payroll periods.

Section 5. The exact amount of regular monthly Union dues to be deducted by the City from the wages of employees for whom deduction has been authorized shall be specified by the Union from time to time in writing, and shall be amounts duly approved by the Union in accordance with its Constitution and Bylaws.

Section 6. The City will make no charge to the Union for the service of deducting regular monthly dues.

Section 7. The City shall be liable to remit to the Union only such sums as are actually deducted in accordance with this Article. If an authorized deduction is not made by the City in any pay period, the City shall make such deduction from the next succeeding pay period occurring more than two weeks after receipt of written notice of the omission. In the event the City remits an overpayment to the Union, it may deduct the amount of the overpayment from the next succeeding remittance to the Union. The Union agrees to refund any unauthorized deduction remitted to the Union by the City.

Section 8. Notwithstanding the expiration of this contract because of negotiations for amendment thereof or during the pendency of any appeals or proceedings of any kind concerning representation of the bargaining unit herein described, the provisions of this Article shall remain in full force and effect unless:

- A. Article 4 is violated.
- B. The Union is decertified.
- C. It is ordered discontinued by an appropriate administrative or judicial authority.

ARTICLE 7

BULLETIN BOARDS

Section 1. The City shall permit the Union to use one bulletin board in each workplace, with the site designated by each affected Department or Division Head, for posting of information concerning Union meetings and elections and reports of Union committees. Any other notices shall require the approval of the Department or Division Head prior to posting, provided that such approval shall not be unreasonably withheld.

Section 2. The Union agrees that posted materials shall not be in violation of the Constitutions of the United States and the State of Nebraska, the Charter of the City of Lincoln, or the Ordinances of the City of Lincoln, and shall not reflect adversely upon the City, any of its employees, elected officials, or appointed boards. The City shall be entitled to remove or cause the removal of any Union bulletin boards as to which the Union is found to be in violation of this Article.

Section 3. The bulletin boards referred to in this Article shall be for the exclusive use of the Union.

ARTICLE 8

DISCHARGE AND DISCIPLINE

Section 1. Disciplinary Action - Cause: Any action which reflects discredit upon the City service or is a direct hindrance to the effective performance of the municipal government functions shall be considered cause for disciplinary action. Cause for disciplinary action against any employee shall include any cause specified in the Personnel Code and in departmental rules and procedures of departments employing members of the bargaining unit; provided, that such departmental rules and procedures:

- A. Shall have been published prior to the date of an infraction cited as cause for disciplinary action; and
- B. Such departmental rules and procedures shall have been designed as a basis for disciplinary action; and
- C. Such departmental rules and procedures shall have been filed with the City Personnel Department.

Section 2. Disciplinary action shall consist of written warning, written reprimand, suspension, demotion and dismissal. Written warnings may be given by any supervisor. A Department Head may reprimand any employee for cause. Such reprimand shall be in writing and addressed and presented to the employee who will initial indicating receipt of the reprimand. Any reprimand will be initiated within fifteen (15) working days subsequent to the Department Head's initial awareness of the occurrence or behavior in question. A signed copy shall be delivered to the Personnel Department for inclusion in the employee's personnel file. The employee may submit an explanation or rebuttal of which a copy shall be placed in the employee's file in the Personnel Department. Written reprimands and rebuttals or explanations thereof shall be removed from an employee's personnel file, including such files within a Department, one (1) year after the filing thereof provided there is a written request for removal from the affected employee and further provided there have been no additional disciplinary actions taken against the employee. In no event shall any reprimands be removed prior to one (1) year of incident-free performance, except with the approval of the Personnel Director.

Section 3. The employee shall receive a copy of the disciplinary action at the time it is initiated. The employee, at the employee's option, shall have the right to Union representation at the time any disciplinary action shall occur. No representation shall be permitted during the investigative process. Any employee may tape record any questioning

if they are required to answer. The City may also tape record such questioning.

In the event the City proposes to terminate an employee, and in lieu thereof, the employee resigns from City employment any pre-disciplinary notice addressing allegations against the employee shall not be placed in the employee's personnel file.

Section 4. A Department Head may suspend an employee without pay for cause for not more than fifteen (15) working days, but no more than thirty (30) working days in any twelve (12) months. In the event of suspension, written notice thereof, setting forth the duration of the suspension and the reasons therefor, shall be provided to the suspended employee and to the Personnel Department no later than one (1) working day after the date the suspension becomes effective.

Section 5. A Department Head may demote an employee to a lower job classification for cause. Written notice of the demotion setting forth the reasons therefor shall be provided to the employee and a copy filed with the Personnel Department no later than five (5) working days prior to the date the demotion is made effective.

Section 6. A Department Head may dismiss an employee for cause. A written notice of the dismissal shall be delivered to the dismissed employee at least ten (10) working days before the effective dismissal date setting forth the reasons for the dismissal, and a copy thereof shall be filed with the Personnel Department. If the Department Head desires to make an immediate separation from the service, he may suspend the employee without pay for ten (10) working days with permanent separation at the end of the suspension. Any regular employee who has been terminated may appeal for a hearing before the Personnel Board. The appeal must be submitted in writing to the Personnel Director or his designated representative any time after written notice of, but no later than ten (10) working days after, the effective date of the termination.

Upon being informed that an employee has been accused of behavior which, if substantiated, would be cause for dismissal, the Department Head shall have the option of suspending an employee without pay for a period not to exceed thirty (30) calendar days for the purpose of investigation of the accusation, provided that if after investigation the Department Head determines to dismiss the employee, he shall give written notice of the dismissal in accordance with the first paragraph of this Section 6, and if after investigation, the Department Head determines that the accusation cannot be substantiated or does not constitute cause for dismissal, the employee shall be reinstated and awarded back pay for any portion of the suspension time not imposed as disciplinary action.

Section 7. Written warnings and reprimands shall not be subject to the grievance procedure as set out in Article 9. Written reprimands may be appealed to the Personnel Director or his designated representative within ten (10) days of receiving such. The Personnel Director or his designated representative shall review the reprimand and render a decision which shall be final and binding.

Section 8. Citizen Complaints: An employee shall not be subject to disciplinary action in excess of a written reprimand on the basis of a citizen complaint about the employee's conduct, unless the complaining citizen is willing to identify himself to the City and is willing to provide a written statement recounting the employee's conduct.

Section 9. At the time the City sends notice of a pre-disciplinary meeting to an employee but no later than prior to the meeting, proposing discipline of suspension or termination, the City shall also provide to the employee the following:

- A. A copy of each document generated or obtained during the investigation of the allegations addressed in the discipline and relied upon by the City when determining whether discipline should be issued against the employee;
- B. The City shall also provide to the employee the names of all witnesses to the incident that the City is aware of. The address of any witness that is not a City employee shall also be provided;
- C. Notwithstanding the provision of subparagraphs A and B above, the Department shall not be required to provide e-mail or other written communications from the Department about the employee that have been addressed to the Personnel Department or the City Attorney.

If discipline is issued and an employee files a notice of appeal of such disciplinary action, the City shall make available to the employee or his or her representative any employee that was a witness to the incidents alleged against the employee, so that the employee may be questioned by the employee or his or her representative. The City shall make these employees available for questioning within five (5) working days following the employee's filing of the notice of appeal, or according to another schedule that is agreeable to the City and the employee. The City may have a representative attend the questioning. Questioning of City employees shall occur while such employees are on duty.

ARTICLE 9

GRIEVANCE PROCEDURE

Section 1. The grievance procedure set forth herein is designed to preserve harmony and friendly relations between the City and its employees. Furthermore, the grievance procedure is to provide a just and equitable method for the resolution of grievances without discrimination, coercion, restraint, or reprisal against any employee who may submit or be involved in a grievance. The grievance procedure shall not be used to change, but to clarify provisions of the Personnel Code, municipal ordinances, any departmental rules and regulations, and the contract between the Union and the City.

Section 2. A grievance is hereby jointly defined to be any disagreement concerning the interpretation or application of the specific and expressed provisions of this Agreement relating to wages, fringe benefits, or working conditions.

Section 3. A grievance must be in writing, setting forth the following information:

- A. The name of the Department Head or other City representative whose action or non-action is the subject of the grievance.
- B. The specific action or non-action which is the subject of the grievance.
- C. The date upon which the action or non-action which is the subject of the grievance occurred.
- D. The specific provisions of this Agreement or the Personnel Code which are alleged to have been violated by the action or non-action which is the subject of the grievance.
- E. The name, job classification, and City department of the employee who is filing the grievance.
- F. The name and address of a Union representative or attorney, if any, presenting the grievance on behalf of the employee.
- G. The reasons relied upon by the employee in concluding that the action or non-action complained of is in violation of this Agreement or the Personnel Code.
- H. The remedy sought by the employee making the grievance.

Section 4. Grievances shall be processed in the following manner:

Step 1. Within seven (7) working days of the occurrence of the disagreement giving rise to this grievance, the employee must submit a written request to the Department Head. The Department Head or his designee shall arrange for a meeting with the employee within seven (7) working days from the date of receipt of employee's request for review as described in this step. The Department Head will render a written decision within seven (7) working days of the meeting with the employee.

Step 2. If the grievance is not resolved under Step 1, the employee may request a hearing before the Personnel Board by notifying the Personnel Director in writing, within seven (7) working days from the date of decision in Step 1. Upon such written notification, the Personnel Director shall arrange for a hearing before the Personnel Board within thirty (30) working days from the date of request as described in this step.

Step 3. If either party is dissatisfied with the Personnel Board decision, it may appeal to a court of competent jurisdiction within Lancaster County, Nebraska.

Section 5. A grievance may be initiated and prosecuted by the City with regard to actions by the Union which are violations of this Agreement by filing of such grievance in writing with the designated representative of the PAGE. Notice shall be given by registered mail. Within thirty (30) days of the date of delivery of such grievance, the designated representative of the Union and the City, through its designated representative, shall arrange for a meeting in order to discuss the grievance.

The designated representative of the Union shall provide the City, or its designated representative, with a written answer to the grievance within seven (7) working days after the conclusion of such a meeting. If satisfactory settlement is not reached under this procedure, the City may file a notice of its intention to request a hearing before the Personnel Board if such notice is filed with the designated employee representative within seven (7) working days after receipt of the Union's answer as provided for in this section. The procedure before the Personnel Board shall be as set out in Step 2 contained herein.

Section 6. The time limits provided for in this Article shall be strictly construed and the failure of any moving party to meet the time limits

listed in this Article relative to the resubmittal of the grievance shall constitute an unconditional acceptance of the remedy promulgated at the last step, or shall constitute a withdrawal of the grievance, whichever is appropriate.

Section 7. Any aggrieved employee shall have the right to present a grievance as hereinabove set forth individually or by a Union representative, or by an attorney, at the option of the aggrieved employee.

ARTICLE 10

EMPLOYEE RIGHTS

Section 1. All sections of the Personnel Code not in conflict with this Agreement are by this reference made a part hereof. No employee shall suffer any loss of wages, hours, or working conditions by reason of the signing of this Agreement. No employee shall be subjected to disciplinary procedures except in the manner provided in Article 8 of the Agreement.

Section 2. No employee shall be subject to disciplinary procedures for violation of any department policies, rules, procedures or regulations unless the employee has been provided a copy of such department policy, rule, procedure or regulation or should have reasonably known that such exists prior to the proposed discipline for violation of such policy, rule, procedure or regulation.

Section 3. An oral review shall be conducted whereby the employee's rating supervisor, at the request of the employee, shall make the employee aware of his strengths and/or weaknesses.

Section 4. If a supervisor believes that a supervisory referral to Continuum Employee Assistance is warranted, the Personnel Director must be contacted. The Personnel Director will review the facts of the situation and make a final judgment as to the necessity of the referral.

The above stipulation does not apply in the following cases:

- A. Where the employee has received a positive pharmacological test result showing past use of illegal drugs; or,
- B. Where the Department Head reasonably believes that the employee has been under the influence of alcoholic beverages or drugs during a period that the employee was at work.

Section 5. No employee may be disciplined or evaluated negatively solely for smoking legal tobacco products or using smokeless tobacco products if the use of the tobacco products occurs while the person is on any break, and the employee is not in a city building, is not in a city vehicle or violating any provision of the Lincoln Smoking Regulation Act.

An employee shall be allowed to leave city property during an authorized break, provided he returns prior to or at the expiration of such break.

ARTICLE 11

SENIORITY AND REDUCTION IN FORCE

- Section 1.** Whenever a classified position is abolished, or a reduction in force becomes necessary, or an employee is laid off to create a vacancy for an employee moving from a higher classification, layoff shall be in reverse order of continuous service with the City.
- Section 2.** An employee who has received notice of layoff shall have the privilege of bumping an employee in the same class in his Department with less continuous City service. If there are no employees in the same class with less continuous City service, he may move to the next lower classification in the class family in the employee's Department. Additionally, the City will permit employees to bump into a different class within the employee's Department so long as the employee has served at least one year in that class.
- Section 3.** An employee who is laid off to create a vacancy for an employee moving from a higher classification shall in turn have the privilege of moving to the next lower classification within the class family for which he is qualified, within the employee's Department, whether or not a vacancy in such lower classification exists.
- Section 4.** In no case shall an employee with greater continuous City service be laid off to create a vacancy for an employee with less continuous City service.
- Section 5.** In the event an employee is to be laid off, the City shall give to the employee in person, or by mail, written notice to the last known address of record thereof at least fourteen (14) calendar days prior to the effective date of the layoff. In order to utilize the privilege of bumping as set forth above, the employee shall give written notice of such election to the Personnel Director within five (5) calendar days after being served with written layoff notice from the City.
- Section 6.** Any status employee in a classification which is not represented by the Union shall not be allowed to demote back to a position in his former classification which is represented by the Union unless said employee applies for and is selected for a vacant position.
- Section 7.** When seniority is utilized to determine work assignments, days off, or shift assignments, "seniority" shall be defined as the period of full-time service within any classification represented by the PAGE bargaining unit. This definition of "seniority" shall not govern layoffs or reductions in force. This definition of "seniority" shall apply only to employees who obtain positions in a classification represented

by the PAGE bargaining unit on or after March 7, 2000. Unless the needs of the department indicate otherwise, seniority will be the basis for shift changes, vacations, holidays, and regular days off.

For employees in a classification represented by the PAGE bargaining unit prior to March 7, 2000, seniority for work assignments, days off, or shift assignments shall be defined as length of continuous service of an employee with the City.

Section 8. Seniority is defined for purposes of this Agreement as the length of continuous service of an employee to the City. For purposes of this Agreement, seniority status shall be evidenced by the employee's date of hire (the "seniority commencement date"); provided, however, that no seniority rights shall vest until the employee completes six (6) months of continuous full time service.

Section 9. An employee's seniority status and date shall not be affected by absence from work on account of:

- A. Illness or approved sick leave;
- B. Injury in the line of duty covered by this Agreement and/or State workers' compensation laws;
- C. Time spent on approved leave of absence for service in the Armed Forces of the United States or applicable reserve programs;
- D. Service as a regularly impaneled member of a state or federal jury.

Section 10. If an employee in a classification represented by the PAGE bargaining unit accepts another City position that is not represented by PAGE, and then returns to a position represented by PAGE, the employee's seniority for work assignments, days off, or shift assignments shall start over from the date an employee returns to a classification within the PAGE bargaining unit.

Section 11. Seniority will be the basis for the determination of the priority between employees of the following: shift assignments, vacations, holidays, and regular days off in that division.

Section 12. SHIFT BID FOR DIVISIONS THAT HAVE SECOND AND/OR THIRD SHIFTS.

All shifts and days off that are in positions that ordinarily operate a second or third shift within an employee's division and any position that has variable start and end times within a shift and/or variable days

off in a work week shall be assigned based on an annual bid submitted by such employees in that division on the basis of seniority on the first Wednesday following the first Tuesday of December each year. The positions shall take effect beginning with the first pay period of January of the following year.

Employees can only bid within their currently assigned, Department, Division, and job classification.

Thirty days prior to the date of the bid, the Department Head shall publish the current Seniority list, and shall identify all positions within an employee's division, which shall include each shift, job classification, and days off for each position to be bid. The Department shall include in this information the date of the bid, and the time that the employee shall be available to make their bid, as discussed below.

The bidding shall begin at 9:00 a.m. on the day that the bidding shall take place. At 9:00 a.m. on that day, the Department shall contact the first person on the Seniority list with the available positions (including shifts and days off) and that person shall have the opportunity to select their shift and days off.

If the person making the bid is present at the location of the bid, the person shall make the bid at that time, with no more than 15 minutes to make their selection. If the person will not be present at the location of the bid, the person shall have the duty to provide the Department with the phone number at which the person can be reached at the time they are to place their bid, and the Department shall make the contact with the employee by telephone.

In the event that the person does not respond to the telephone call within the allotted time, the Department shall move to the next person on the seniority list. Thereafter, any person that has been skipped due to lack of timely response may make contact with the Department, and the person shall be permitted to make their bid after the person that is then making their bid has completed their bid.

Management shall have the right to assign shift and days off to any new employee who is in training.

Section 13. MINI-BID

In the event new positions are allocated, positions are vacated or there is a need for the readjustment of staffing in the middle of the bid year, the Department may elect to open the position(s) for a mid-year mini

bid to fill this position(s) and subsequent positions that become vacant during the mini bid.

The division supervisor will post the notice of the mini bid, the vacant position(s), date and time of the mini bid and the seniority list a minimum of 14 days prior to the mini bid date.

Any employee who wishes to be included in the mini bid shall notify the unit manager 4 days before the mini bid occurs.

The bidding shall begin at 9 a.m. on the day of the mini bid and will otherwise comply with the yearly bidding procedure.

Section 14. In the event a reduction in force is necessary, any employee who is laid off and is a member of the retirement plan may withdraw his total contribution without forfeiture of that vested portion of the City's contribution. The vested portion of the City's contribution must remain in the employee's account with the carrier of the retirement plan or roll the vested portion over into an authorized IRA or other plan qualified under the Internal Revenue Code.

ARTICLE 12

NON-DISCRIMINATION

Section 1. The parties agree not to discriminate against any employee because of race, color, sex, religious or political affiliations, national origin, disability, age, ancestry, marital status, sexual orientation, or Union or non-Union membership.

Section 2. The parties agree that no officers, agents, representatives, members, or anyone connected with either party shall in any manner intimidate, coerce, restrain, or interfere with the rights of employees to form, join, or assist labor organizations, or to refrain from any of these activities, including the right of employees to withdraw, revoke, or cancel Union membership.

ARTICLE 13

LEAVE PROVISIONS

Accrued leave time shall be available for use at the end of the pay period at 2359:59 Wednesday night.

Section 1.

- A. SICK LEAVE** Sick leave shall be earned by each bargaining unit employee at the factored hourly equivalent of one hundred and one (101) hours per year. Sick leave earnings shall be computed only for those hours when an eligible employee is in a pay status, excluding overtime. Sick leave shall be earned, but not granted, during the probationary period occurring after original appointment. The accrual of sick leave shall be unlimited.
- B. WHEN TAKEN** Sick leave with pay must be earned before it can be taken and advancing sick leave is prohibited. Employees may utilize their allowances of sick leave when unable to perform their work duties by reason of personal illness, bodily injury, for periods of time during which no injury leave or workers' compensation benefits are payable, pregnancy, disease, or exposure to contagious diseases under circumstances in which the health of other employees or the public would be endangered by attendance on duty. Sick leave with pay may also be taken to keep medical or dental appointments.

When an employee finds it necessary to utilize sick leave, his supervisor must be notified immediately. An employee must keep his Department/Division Head informed of his condition daily unless relieved of said responsibility. An employee may be required by the Personnel Director or his designated representative to submit a medical certificate for any sick leave absence only after an employee has been absent for three consecutive workdays. Failure to fulfill these requirements may result in a denial of sick leave. No refund of vacation time shall be allowed due to illness incurred while on vacation leave. The Personnel Director shall disclose the name(s) of his "designated representative or representatives" in writing to the Union President and Chief Steward by September 15th of the contract year. The Personnel Director reserves the right to modify the names as business necessity dictates.

- C. **FAMILY ILLNESS** Sick leave may also be granted for a maximum of sixty (60) hours per calendar year for illness of the employee's immediate family. For the purposes of this Section 1, 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, the Personnel Director may waive the sixty (60) hour limit after reviewing the individual circumstances in support of the request.
- D. **UNUSED SICK LEAVE** Upon retirement from the City service, or upon a reduction-in-force, an employee shall be paid one-half (½) of his accumulated sick leave with the rate of payment based upon his regular pay at the time he retires or is subject to a reduction-in-force. Upon the death of an employee, his beneficiary shall be paid one-half (½) of the employee's accumulated sick leave with the rate of payment based upon the employee's regular pay at the time of the employee's death. Upon resignation, the employee shall be paid 33% of his accumulated sick leave in cash with the rate of payment based upon his regular pay at the time of separation. All other payments shall be made to the employee's PEHP premium account as outlined in Article 23, Section 4.

Section 2. PREGNANCY LEAVE Pregnancy leave shall be handled in the same manner as any other temporary disability. An employee shall expend accrued sick leave while disabled and as verified by a physician's statement. When the physician certifies the employee may return to work, the employee may request as outlined in Section 2.76.400, a leave of absence without pay not to exceed ninety (90) calendar days. Failure on the part of the employee to report promptly at its expiration without good cause shall be considered as a resignation.

Prior to the seventh month of pregnancy, the employee will provide her division supervisor with a statement from her physician indicating a date when she should discontinue working.

If an employee wishes to use vacation leave prior to or immediately following pregnancy leave, the rules governing vacation leave with pay shall apply (Section 2.76.395).

Section 3. FUNERAL LEAVE WITH PAY

- A. In the case of the death of a regular employee's mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, stepmother, stepfather, step child, grandparent, grandparent of spouse, grandchild, or in the case of death of any other relative residing in the immediate household of a regular employee, the employee may be allowed forty (40) hours funeral leave with regular pay without deduction from his pay or accumulated sick leave.
- B. In the case of the death of a regular employee's sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, nephew, niece, or great-grandparent, or the aunt, uncle, nephew or niece of the spouse of an employee, the employee may be allowed sixteen (16) hours funeral leave with regular pay without deduction from his pay or accumulated sick leave.
- C. For purposes of section 3, in-laws outlined in Subsections A and B shall include the mother, father, brother, sister, son, and daughter of the employee's deceased spouse or divorced spouse unless either has remarried.
- D. In order to receive funeral leave with pay the employee must attend the funeral.
- E. 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 provided, however, that such permission is granted by the employee's Department Head or designated representative.

Section 4. VACATION LEAVE An employee shall earn vacation leave with pay according to the following schedule:

- A. After original appointment – at the factored hourly equivalent of eighty (80) hours per year.
- B. After five (5) years of service – at the factored hourly equivalent of one hundred sixteen (116) hours per year.
- C. After ten (10) years of service – at the factored hourly equivalent of one hundred thirty (130) hours per year.

- D. After twelve (12) years of service – at the factored hourly equivalent of one hundred forty-eight (148) hours per year.
- E. After fifteen (15) years of service – at the factored hourly equivalent of one hundred sixty (160) hours per year.
- F. After twenty (20) years of service – at the factored hourly equivalent of one hundred ninety-six (196) hours per year.
- G. After twenty-five (25) years of service – at the factored hourly equivalent of two hundred (200) hours per year.

Vacation leave shall be earned, but not granted, during the probationary period occurring after original appointment.

An employee may accumulate vacation leave to a maximum of:

Completed Years of Service	Maximum Vacation Accrual
1 Year	162 hours
5 Years	206 hours
10 Years	220 hours
12 Years	238 hours
15 Years	250 hours
20 Years	286 hours
25 Years	290 hours

No additional vacation leave shall be earned until such time as the employee's accumulated vacation leave drops below the stated maximum. In such event, the accumulation of vacation leave will again commence, but in no event shall it exceed the employee's maximum earning rate.

Section 5. VACATION BANK For employees maintaining a vacation bank, an employee may request to sell all or part of their bank at the first full pay period in July each year. Such request for payment shall be made in writing and approved by the employee's department head and the Mayor, provided there are sufficient funds in the department's budget for salaries. Payment for requested hours will be paid at the employee's usual rate of pay as of the last January 1.

Section 6. INJURY LEAVE WITH PAY Whenever a probationary or regular employee becomes temporarily totally disabled from an injury

arising out of and in the course of the employee's employment, such employee shall be eligible to receive his salary during the continuance of such temporary total disability for so long as such employee is temporarily totally disabled. However, in no event shall such period of eligibility exceed six (6) months. After the first instance during any contract year, the period of eligibility shall be deemed to commence on the seventh (7) day from the date when the employee incurred such injury giving rise to said temporary total disability and shall end six (6) consecutive calendar months after the date when the employee incurred such injury. During this period of eligibility, payment of said salary shall be deemed to be payment of all statutorily imposed periodic temporary total disability benefits for the same period of time under the workers' compensation act or other applicable pension laws of the State of Nebraska. The benefits provided for by this Section are not intended to be in addition to any temporary total disability benefits provided for by state law, but are intended to be payment of such benefits when applicable. In no case will any employee be allowed to receive statutory temporary total disability payments for the same periods of disability for which the employee receives the benefits provided herein. Any employee on injury leave with pay shall earn vacation leave, personal holidays, and sick leave. If the employee's period of disability exceeds six (6) months, the employee shall thereafter receive all benefits allowable under state law.

In order for such employee to be eligible for injury leave benefits, the employee shall furnish, when requested by the appointing authority, such medical or other supporting evidence regarding any injury or condition which such employee claims has rendered the employee temporarily totally disabled. Upon the refusal to provide such requested information, such injury leave benefits may be withheld or discontinued until such evidence is provided.

ARTICLE 14

HOLIDAYS

(To supplement pertinent sections of the Lincoln Municipal Code)

Section 1. NON-SHIFT EMPLOYEES — Authorized Holidays. The following and, in addition, any other days that may be designated by the Mayor, are paid holidays for employees: Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King Jr.'s Birthday, Presidents' Day, Memorial Day, Independence Day.

In addition, the City will provide nine (9) hours of personal holiday time to all eligible employees. These hours may be taken at any time during the payroll fiscal year provided the hours selected by the employee have the prior approval of the appointing authority. The nine (9) hours may be taken by the employee in increments of not less than two (2) hour blocks.

Whenever a holiday falls on a Sunday, the following Monday shall be considered a holiday; whenever a holiday falls on a Saturday, the preceding Friday shall be considered a holiday. Holidays which occur during a vacation, sick, funeral, or injury leave shall not be charged against that leave. An employee must be in a pay status the normal hours scheduled the working day before and the normal hours scheduled the working day after the authorized holiday in order to be eligible for holiday pay.

Section 2. SHIFT EMPLOYEES — Authorized Holidays. The following and, in addition, any other days that may be designated by the Mayor, are paid holidays for employees: Labor Day, Veterans Day (November 11), Thanksgiving Day, Day after Thanksgiving, Christmas Day (December 25), New Year's Day (January 1), Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Independence Day (July 4).

In addition, the City will provide nine (9) hours of personal holiday time to all eligible employees. These hours may be taken at any time during the year provided the hours selected by the employee have the prior approval of the appointing authority. The nine (9) hours may be taken by the employee in increments of not less than two (2) hour blocks.

Employees who are scheduled to work and who actually work on an authorized holiday, and who work in a seven day a week or twenty-

four hour a day operation, shall be paid one and one-half (1 ½) times the hourly rate for such hours worked in addition to holiday pay. All hours worked on the holiday, within an employee's regular scheduled work week, shall be used in computation of weekly overtime; provided, that an employee shall not be paid time and one half twice on the same hours.

Section 3. HOLIDAY PAY The following policies for holiday pay and arrangements for holiday pay shall govern:

- A. Regular full-time employees shall be credited with pay at straight time for the number of hours in their normal work shift not to exceed eight (8) hours for each of the holidays authorized by this Article. Employees whose regular work schedule includes work on a holiday may receive, in addition to their normal holiday pay, either compensation in accordance with this subsection or compensatory time at straight time, subject to approval by Department Head.
- B. Employees except as provided in Subsection A who, because of emergency conditions, are recalled to work on a general paid holiday shall be paid at one and one-half (1 ½) times their hourly rates for such hours worked in addition to the number of work hours credited as provided in Subsection A.

Section 4. Employees who are scheduled to work and who actually work on an authorized holiday, and who work in a seven day a week or twenty-four hour a day operation, shall be paid one and one-half (1 ½) times the hourly rate for such hours worked in addition to holiday pay. All hours worked on the holiday, within an employee's regular scheduled work week, shall be used in computation of weekly overtime; provided, that an employee shall not be paid time and one half twice on the same hours.

ARTICLE 15

PRODUCTIVITY

The parties recognize that delivery of essential municipal services in the most efficient and effective manner is a common goal of the City and the Union. Individual effectiveness and productivity may be maintained and improved through orientation, primary function training, maintenance of attendance, and performance review. Management effectiveness and efficiency of operations may be maintained and improved through management training and performance review.

It shall be a combined effort of the City and the Union to obtain the ability to achieve maximum yield out of allocated resources by effective management and measurement, cross-training, achievement-oriented employees and supervisors, and utilization of modern technology.

The Union will support and assist in the implementation of methods of increasing department productivity and maintaining safe work places. The City will endeavor to develop policies with Union assistance to increase department productivity, maintain safe work places, and otherwise increase and maintain the morale of employees. Furthermore, employees are encouraged to communicate ideas and suggestions to their supervisors without retribution.

ARTICLE 16

SAFETY COMMITTEE

Section 1. In the interest of safety, a Safety Committee consisting of at least four (4) members of the bargaining unit, together with no more than an equal number of selected designees of the affected department shall be created in each of the City departments covered by the bargaining unit. Bargaining unit employee members shall be selected by the Union.

Section 2. The Safety Committee shall meet with the appropriate Department Head at least once every three (3) months or as often as such Committee shall determine, to discuss and make recommendations for improvements of general health and safety of employees. All Safety Committee meetings shall be held during normal working hours, on the City's premises, and without loss of pay to the designated members of the bargaining unit. The City hereby agrees it will endeavor to provide efficient and safe equipment and material to protect the health and safety of employees. The Union agrees fully to support the City in all areas of occupational safety.

Section 3. Complaints by employees may be filed with the Committee in writing. The Committee will make a recommendation to the appropriate Department Head who will take such remedial action as he deems appropriate.

Section 4. Authority for the Safety Committee program is provided in the Personnel Code in Section 2.76.535. The final or primary responsibility for the Safety Program and Rules and Regulations relating to safety lies with the affected Department Head or his designee.

Section 5. This Article shall not displace any departmental safety committees that are currently in operation.

Section 6. In addition to the above identified departmental safety committees, the Union shall be entitled to select a representative from the bargaining unit to be a member of any City-wide safety committee(s) that may be established by the City.

ARTICLE 17

CLOTHING AND EQUIPMENT

Section 1. The City shall provide and replace uniforms for employees where uniforms are currently required. However, this Section does not constitute a uniform allowance; rather uniforms are furnished by the City.

Section 2. The City shall provide required equipment for employees. The City shall provide a method by which employees can obtain footwear for those employees covered by this agreement who are members of the classifications contained in Appendix C to this agreement. Replacement footwear will be at the discretion of the Department Head or his designee after reviewing the condition of the employee's footwear including cases in which an employee's boots are damaged on the job either in a single event or over time such that the boots are rendered ineffective for work or no longer provide adequate protection to the employee, the City shall replace such boots up to the value of \$124.00. An allowance of \$124.00 shall apply for this section for each employee who is affected.

When required by their respective Department Director, employees who have received such boots or allowance shall wear "safety boots/shoes" that are in accordance with 29 C.F.R. 1910.136 and the City Personal Protective Equipment Policy. Not wearing required safety boots/shoes may be the basis for disciplinary action. Only shoes appropriate for an employee's employment may be worn.

The City shall contract with a vendor to provide a reasonable variety of safety boots/shoes. Employees may choose any safety boots/shoes sold by that vendor stated above. The employee may purchase boots/shoes which are greater than those required and may pay the difference between the cost and the \$124.00 allowance.

There may be extraordinary circumstances where an employee has a serious medical condition that requires the employee to wear a type of boot or footwear that costs more than the allowance described above. In such a case, the employees may make an individual request to the Department Head for payment of the amount that is more than the allowance. The decision to approve the additional cost shall be in the sole discretion of the Department Head and such additional cost would be paid by the City only in the event that such cost is not covered by the City's health insurance plan.

Section 3. Regular replacement articles shall be provided as necessary for wear or damage of issued uniforms and equipment occurring while in the performance of duties. Replacement of safety boots/shoes shall be in the same manner as in Section 2.

Section 4. While employed, the City uniforms and equipment issued to employees are the responsibility of the employee. Upon separation from City service, all uniforms and equipment belonging to the City shall be returned to the City prior to the final paycheck being issued by the City.

ARTICLE 18

HOURS OF WORK AND DUTY SHIFTS

Section 1. Eight (8) consecutive hours, exclusive of lunch, shall constitute a day's work and five (5) consecutive calendar days shall constitute a week's work. From time to time, ten (10) hour working shifts, exclusive of lunch, may be made available. When ten (10) hour working shifts are available, the option, within demand constraints, to work these shifts will be made available to employees working eight (8) hour shifts. When an employee elects to change his work shift to either an eight (8) hour or ten (10) hour work shift, he may not, without management consent, again change his work shift from eight (8) to ten (10) hours or from ten (10) hours to eight (8) hours.

Section 2. Each employee shall be entitled to two (2) or three (3) days off each week which shall be consecutive, unless in conflict with shift or other assignments.

Section 3. An employee may elect to change hours of work and duty shifts, with the consent of the employee's Department Head, in which case Sections 1 and 2 would not apply and hours worked and duty shifts would become forty (40) hours per work week.

The employee may request in writing to return to his previous hours and duty shifts at the beginning of any following work week with seven (7) days notice upon approval of Department Head.

Section 4. All employees who are regularly assigned to second and third shifts shall be paid an additional fifty-two (52) cents per hour for second shift and seventy (70) cents per hour for third shift. The differential pay per hour shall be included as an addition to their current hourly rate.

For purposes of this Section 4, the following conditions shall apply:

A. 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.

B. For purposes of computing any shift differential pay, "current hourly rate" shall mean the regular hourly rate set forth in

Appendix “B”, attached to this Agreement, which is applicable to the employee’s regularly assigned job classification; provided, however, that if an employee is entitled to out-of-class pay as specified in Section 4 of Article 21, the employee’s “current hourly rate” shall be the increased pay as provided for in that Section.

- C. An employee whose regularly scheduled shift entitles him to shift differential pay shall receive the shift differential pay as a part of his current hourly rate for leaves of absence including vacation, sick leave, holiday pay and funeral leave.
- D. For purpose of computing overtime pay, an employee shall receive his current hourly rate in addition to the corresponding differential pay.

ARTICLE 19

OVERTIME, CALL BACK, AND STAND-BY PAY

(To supplement pertinent sections of the Lincoln Municipal Code)

Section 1. OVERTIME Work performed by employees in excess of forty (40) hours per week shall be compensated at the rate of one and one-half (1 ½) times the regular hourly rate of the employee. For employees not working in a seven (7) day a week or twenty-four (24) hour operation, and who are not scheduled to work on a holiday, the legal holiday time not worked shall count toward hours worked for the computation of overtime.

In calculating overtime pay, the employee shall be paid in accordance with the Fair Labor Standards Act; with the exception that vacation and personal holiday hours shall count toward hours worked for the computation of overtime. Overtime hours worked in conjunction with snow removal shall be compensated at the rate of one and one-half (1 ½) times the regular hourly rate of the employee, regardless of whether the employee has taken any paid leave during the same pay week in which the snow removal overtime was worked.

If an employee’s regular work schedule is extended for more than three (3) hours in any particular day, the City will pay all time at one and one-half (1 ½) times regular pay for all hours in excess of three (3) hours in those instances. Any time extension of less than three (3) hours in any particular instance will be counted as regular hours worked and will be paid at the straight time regular rate, unless the

employee is entitled to overtime pay under paragraphs 1 and 2 of this section.

Section 2. CALL BACK

- A. If an employee is called back to physical duty during his off-duty time or if an employee is assigned duty outside of his regular shift, and such time does not merge with his scheduled tour of duty, such employee shall be paid for a minimum of two (2) hours at the rate of time and one-half (1/2) or one and one-half (1 1/2) times the actual number of hours worked, whichever is greater.
- B. If an employee is called by telephone during his off-duty time for any purpose other than scheduling, the employee will receive one (1) hour of pay during an eight (8) hour period or actual time, whichever is greater.

Section 3. STAND BY When an employee is on officially designated stand-by duty, the employee shall receive one (1) hour of pay at straight time for eight (8) hours of stand-by duty or any fraction thereof.

Section 4. In lieu of payment for overtime hours worked, the employee may opt to take compensatory time off, at the rate of one and one-half (1 1/2) hours of compensatory time for each overtime hour worked. If a department has pressing staffing coverage needs at the time compensatory time off is requested, compensatory time off may be temporarily denied or postponed. The maximum accrual of compensatory time shall be eighty-four (84) hours. An employee, upon separation from City service, shall be compensated for accrued compensatory time in cash.

Section 5. ALTERATION OF ORDINARY SHIFT Except for those employees that are on paid on-call or standby status, an employee may be called into work on a shift that is not his or her regular shift on a mandatory basis only when there is an emergency. For the purposes of this clause, an "emergency" shall mean those circumstances in which the City or any part thereof is suffering or is in imminent danger of suffering from a natural disaster or other event, including floods, tornadoes, or other occurrences which will seriously and substantially endanger the health, safety, welfare or property of the citizens of the City of Lincoln as determined by the Department Head or the Mayor.

ARTICLE 20

WAGES

Section 1. Wages for employees covered by this Agreement shall be in accordance with the Merit Pay Plan set forth in Appendix “B” which identifies steps “A” through “H” for each salary range. Wages as set forth in Appendix “B” shall be increased by one percent (1%) effective fiscal year 2011-2012; two percent (2%) effective fiscal year 2012-2013; and two percent (2%) effective fiscal year 2013-2014.

- A. Advancement by an employee through the merit pay steps in the Merit Pay Plan shall be on the basis of performance as determined by the employee’s Department Head. In making the decision as to whether or not an employee deserves and shall receive a merit pay step increase, the Department Head must find that the employee being considered has performed in a commendable or outstanding manner.

Merit increases shall be awarded on the basis of performance only, and under no circumstances shall any Department Head award or deny any employee a merit step increase on the basis of personal or political favoritism or discrimination.

- B. An employee shall become eligible for a one step merit pay increase after completion of a six (6) month probationary period beginning with the original date of appointment. Except as otherwise provided in Subsection C below, a one-step merit pay increase may be granted no more often than one (1) year of service from the date the last merit step increase became effective. Merit step increases shall be effective beginning the first full pay period following the established eligibility date. Salary increases or decreases resulting from the amendment of the compensation plan in accordance with Sections 2.76.125 and 2.76.130 of the Lincoln Municipal Code shall have no effect on the within-range merit step increases authorized by this Section unless otherwise specified in Section 2.76.130(b) of the Lincoln Municipal Code.
- C. Upon a showing by employees of exceptional and unusual circumstances in connection with their classification and with the recommendation of the appointing authority, the Personnel Director may grant permanent merit step increases which are consistent with the spirit and purpose of the merit system provisions of the City Charter. The effective date of the merit step increase, granted in accordance with this Subsection C,

shall be used to establish a new eligibility date, which shall be one (1) year from the date of the merit step increase.

- D. An employee's evaluation date will be extended due to an event of injury or illness when such leave is greater than thirty (30) consecutive calendar days. Any wage increase granted on the employee's extended evaluation date will be retroactive to the employee's original eligibility date. The employee's eligibility date will remain the same, which shall be one year from the original eligibility date.

Section 2. LONGEVITY In addition to an employee's base salary provided for in Section 1, each full time employee shall annually receive longevity pay based upon the total length of service with the City. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made on a prorated basis on each regular pay day. The longevity schedule shall be as follows:

Completed Years of Service	Annual Pay
10 years (Beginning 11th Year)	\$954
15 years (Beginning 16th Year)	\$1406
20 years (Beginning 21st Year)	\$1874
25 years (Beginning 26th Year)	\$2253
30 years (Beginning 31 st Year)	\$2366

Any full-time employee hired August 29, 1991 or after shall annually receive longevity pay based upon total continuous length of service with the City.

For purposes of longevity pay, any employee who terminates employment and who is later reemployed shall be treated as a new employee.

Section 3. The wage provisions of this Article shall apply to all regular full-time employees in the bargaining unit.

Section 4. In the event the City is required by economic necessity to consider a City-wide reduction in force during the term of this Agreement, the City and the Union agree that this Article may be opened for renegotiation by either party to consider alternatives to such a reduction in force.

ARTICLE 21

PROMOTION, DEMOTION, LATERAL TRANSFER, OUT OF CLASS WORK, REALLOCATION

Section 1. PROMOTION In the event of a promotion, the rate of the promoted employee shall be increased to the step in the higher range above his rate of pay prior to promotion.

A promotion of any regular employee shall start a promotion probationary period of six (6) months in the higher classification. A promotion of any employee during his probationary period shall have the effect of ending the probationary period in the former classification and on the date of promotion shall start a promotion probationary period of six (6) months in the higher classification. However, a reclassification of a probationary employee to a position in a newly-created class with a higher pay range will not terminate the probationary period.

Prior to the completion of the promotion probationary period, a performance appraisal shall be completed on the promoted employee. The employee may be eligible for a one-step increase. The employee will not be eligible for a one-step increase if the employee was advanced to the maximum step upon promotion. If an employee fails to successfully complete the promotion probationary period, the employee shall retreat to his former classification and rate of pay only if the employee's promotion was within the PAGE bargaining unit. If the employee promoted out of the PAGE bargaining unit, he will not be allowed to retreat back into his former PAGE position if he fails to successfully complete the promotion probationary period. The date of the retreat shall be used to establish a new eligibility date, which shall be one (1) year from the date of the retreat.

Postings or other applications for promotional positions shall be limited to regular employees in the City Service when the Personnel Director determines that there are a sufficient number of qualified candidates within the classified service to provide sufficient competition to fill the position.

Section 2. DEMOTION Any employee who is demoted whether voluntarily or involuntarily will receive a reduction in pay to the next lower step in the lower pay range and under no circumstance shall the new rate of pay exceed the maximum rate for the lower class in the merit pay plan. The date that the demotion becomes effective shall be

used to establish a new eligibility date, which shall be one (1) year from the date of the demotion.

Section 3. LATERAL TRANSFER In event of a lateral transfer, the employee's rate of pay will remain unchanged at the time of transfer.

Section 4. OUT OF CLASS WORK Out of class work is work having substantially similar duties and responsibilities as those of another permanent position (classification) with a higher maximum salary (the out of class work). While assigned, the employee shall receive at least a step increase or if the employee is at the maximum of the pay range shall receive a 3.5% increase in pay during the period so authorized, provided the following occurs:

A. All out of class work shall be assigned in writing, either prior to the initiation of the work, or the Department shall provide the employee a written record of the assignment within seventy-two (72) hours of the initiation of the work on a form prescribed by the City; and

The authorization must empower the employee to perform the full range of duties of the out of class work, even though the employee may not perform the full range of duties; out of class work shall also include when an employee is assigned to operate specific equipment outlined in the higher classification; and

B. The employee performs the out of class work for a minimum of six (6) consecutive hours or more to be eligible. The employee shall then receive compensation for all hours worked in the higher class.

- C. Notwithstanding the above, an employee shall not receive out of class pay for out of class work performed, in the following circumstances.
1. The Employee is participating in out of class work, because the Department is engaging the employee in bona fide training to learn how to complete the out of class tasks. For the purposes of this subparagraph, “bona fide training” shall not include the assignment of out of class work to an employee that has previously performed the out of class work for a cumulative eighty (80) hours during their employment with the City; or
 2. The employee is in a class that has a progression from a lower classification to a higher classification that automatically occurs on a predetermined time schedule, and the out of class work assigned is work that is within the classification that is the higher classification within the automatic progression.

The Personnel Director may approve out-of-class work, in the event no vacancy exists in a higher classification, when it is determined through supportive documentation that an employee is performing the work of the higher classification. All other requirements outlined in this Section must be met prior to the approval of out-of-class work when no vacancy exists. The decision to approve or disapprove out-of-class work when no vacancy exists shall be at the discretion of the Personnel Director.

In the event an employee is performing out-of-class work and requests and receives approval for paid leave, such paid leave shall be compensated at the employee’s rate of pay prior to the assignment of the out-of-class work.

Section 5. REALLOCATION A. In the event a position is reallocated to a classification with a higher pay range, the rate of the reallocated employee shall be increased to that step in the new pay range next above his rate of pay prior to reallocation. The effective date of the reallocation shall be used to establish a new eligibility date, which shall be one (1) year from the date of the reallocation.

In the event a position is reallocated to a classification with a lower pay range, the reallocated employee shall be paid at the same rate of pay in the new pay range, or at his present rate of pay, until the wage schedule through general increases makes sufficient upward movement to include the employee’s rate of

pay. However, if after one (1) year the employee's rate of pay continues to exceed the maximum rate of his pay range, the employee shall begin receiving the maximum rate in the pay plan in his pay range.

- B. In the event a classification is allocated to a higher pay range, the employee in the classification shall be paid at the minimum rate of the new pay range, or at the next higher step in the new range above his present rate of pay, whichever is applicable. There shall be no change in the employee's eligibility date as a result of such allocation.

In the event a classification is allocated to a lower pay range, the employee in the classification shall be paid at the same rate of pay until the wage schedule through general increases makes sufficient upward movement to include the employee's rate of pay. However, if after one (1) year the employee's rate of pay continues to exceed the maximum rate for the classification as reallocated, he shall begin receiving the maximum rate of pay for that classification.

- C. In the event a position is reallocated to a classification with the same pay range, the rate of the reallocated employee shall remain unchanged and there shall be no change in eligibility date.

Section 6. APPEAL OF ALLOCATION An employee may appeal the allocation of his position to the Personnel Board following the receipt of the result of a position audit if the employee's position is downgraded to a class with a lower pay range.

ARTICLE 22

SAFETY GLASSES

Section 1. The City shall supply prescription safety glasses with plastic lenses to employees who are required to wear safety glasses and who are members of the classifications contained in Appendix C to this contract. Safety glasses which are authorized must be industrial grade safety glasses which meet or exceed the requirements of ANSI Specification Z87.1. All employees who are required to wear safety glasses shall also be required to wear side shields, either permanent or snap-on, whenever an eye hazard exists. Solid tinted glasses will not be approved unless required by prescription. Photogray, progressive, scratch coating and/or anti-glare lenses may be considered for those employees who primarily work outdoors or as prescribed. In the event that additional classes are identified as needing either prescription safety glasses or protective eyewear, such classes may be added to the classification list in Appendix C upon approval of PAGE and the City.

Section 2. The City agrees to pay the full cost of required prescription safety glasses, with frames not to exceed \$75.00. This excludes the cost of the eye examination which will be the responsibility of the employee. The effected employees will be allowed one (1) replacement of safety glasses every two (2) years. In the event the safety glasses become lost, unserviceable, or broken on the job, the employee must present a written request for replacement to the Department Head. If the employee breaks his safety glasses while on the job, the Department shall replace the glasses at no cost to the employee. The replacement of lost glasses or glasses that are broken off the job will be at the discretion of the Department Head. If an employee has been provided safety glasses by the City, the employee shall be permitted to retain possession of the glasses after separation from the City without reimbursing the City for any costs associated with the glasses.

Section 3. An employee who is required to wear prescription safety glasses must present a written request to his department head or designated representative.

Section 4. The employee must obtain a current prescription and the employee is authorized the use of sick leave not to exceed two (2) hours to accomplish this examination. The employee will obtain a purchase order from the Department Head prior to ordering the safety glasses. The employee will present the purchase order to the appropriate vendor when ordering. The vendor will contact the

appropriate Department Head when the glasses are ready for delivery. The Department Head will then notify the employee who will present himself at the vendor for fitting and pickup.

Section 5. In the event a probationary employee has been issued safety glasses and terminates his employment with the City for any reason during the probationary period, he shall be required to reimburse the City for any expenses incurred in the purchase of safety glasses.

ARTICLE 23

HEALTH CARE PLAN AND INSURANCE

Section 1. HEALTH CARE PLAN The City shall contract annually with one or more health insurance carriers to provide a group health care plan. If an employee elects single coverage, the City shall contribute ninety-three percent (93%) of the monthly cost and the employee's contribution shall equal seven percent (7%) of the monthly cost of coverage. If an employee elects 2/4 party or family coverage, the City shall contribute an amount equal to ninety percent (90%) of the monthly cost of coverage and the employee's contribution shall equal ten percent (10%) of the monthly cost of coverage. The individual deductible shall be \$400 and family (aggregate) deductible shall be \$725. Individual out-of-pocket maximum shall be \$1,500.00 and family (aggregate) shall be \$2,400.00.

Section 2 DENTAL PLAN The City shall provide a group dental plan. The City will pay fifty percent (50%) of the monthly cost of coverage and the employee will pay fifty percent (50%) of the monthly cost of coverage.

Section 3 LIFE INSURANCE The City shall provide a \$71,000 life insurance policy to eligible employees. The City will pay ninety-six percent (96%) of the monthly cost of coverage and the employee will pay four percent (4%) of the monthly cost of coverage.

Section 4. POST EMPLOYMENT HEALTH PLAN. The City shall provide a Post Employment Health Plan which allows for the accumulation of funds for the future payment of medical expenses and premiums. The amount of dollars paid into the employee's PEHP universal account by the City on behalf of the employee shall be \$30.00 per pay period.

Upon retirement, death, or a reduction in force, the employee's sick leave payout shall be added (paid) into the employee's PEHP premium account.

ARTICLE 24

SAVINGS AND LEGALITY CLAUSE

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on a substitute provision. However, if parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be postponed until contract negotiations are reopened.

ARTICLE 25

TUITION REIMBURSEMENT

All employees covered by this contract are eligible for tuition reimbursement at a rate of one thousand two hundred thirteen dollars (\$1,213), inclusive of lab fees, per contract year for courses offered by an accredited educational institution. Course work must be work related. The following list of courses is for illustrative purposes only and not all inclusive.

Sciences (i.e. environmental studies, health, lab sciences, etc.)

Math/Accounting

English/Foreign languages

History

Engineering and related courses

Criminal Justice

Public Administration/Planning

Computer Sciences/Technology

Library Sciences

Business/Marketing

Real Estate

Or courses as approved by the Department Head

All courses must be approved in advance by the Department Head. The employee must receive a passing grade of "C" or above in the stated courses, or the employee must receive a "pass" if the course is only offered on a "pass/fail" basis. Evidence of completion with a passing grade, and proof of payment for the course, must be received in order for the employee to receive reimbursement.

ARTICLE 26

VOLUNTARY ELECTIVE SCHEDULE

A regular employee 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 32 hours per week. An employee requesting the reduced schedule shall, at the time of making the request, specify a retirement date that will occur within one year of going to the reduced schedule. Employees who request and are granted these hours will continue to earn vacation and sick leave the same as if they were full-time and there will be no change to date of hire for seniority or longevity purposes.

ARTICLE 27

DURATION OF AGREEMENT

This Agreement shall remain in full force and effect for the pay period beginning August 18, 2011, and ending on August 31, 2014. In the event either party desires to modify this Agreement or any part thereof, it shall notify the other party in writing no later than February 1, 2014. If such notice is given, negotiations shall not begin later than the first day of March, 2014.

Prior to the first meeting, all proposals in completed form which denote changes or additions underlined and deletions struck through, must be submitted to the City by the Union and City proposals submitted to the Union.

IN WITNESS WHEREOF, the parties hereto have set their hands this _____ day of _____, 2012.

ATTEST:

CITY OF LINCOLN, NEBRASKA
a municipal corporation

City Clerk

Mayor, City of Lincoln

ATTEST:

PUBLIC ASSOCIATION OF
GOVERNMENT EMPLOYEES

President

APPENDIX "A"

AUTHORIZATION FOR PAYROLL DEDUCTION

By: _____
(Please print last name, first name, middle name)

Department _____

Classification _____

Social Security Number _____

TO THE CITY OF LINCOLN:

Effective the _____ day of _____, 20____, I hereby request and authorize you to deduct from my biweekly earnings a sufficient amount to provide for the regular payment of Union dues as certified by the Union. The amount deducted shall be paid to the Treasurer of the Public Association of Government Employees. This authorization shall remain effective unless terminated by me by written notice to the City.

Signature _____

Address _____

City _____

State/Zip _____

Date: _____

PAGE - N RANGES

Reflects a 1% increase
Effective August 18, 2011

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N01	ANNUAL	23,872.16	24,924.64	26,022.88	27,168.96	28,369.12	29,621.28	30,927.52	32,292.00
	MONTHLY	1,989.35	2,077.05	2,168.57	2,264.08	2,364.09	2,468.44	2,577.29	2,691.00
	BIWEEKLY	918.16	958.64	1,000.88	1,044.96	1,091.12	1,139.28	1,189.52	1,242.00
	HOURLY	11.477	11.983	12.511	13.062	13.639	14.241	14.869	15.525
N02	ANNUAL	24,708.32	25,796.16	26,933.92	28,121.60	29,363.36	30,659.20	32,009.12	33,423.52
	MONTHLY	2,059.03	2,149.68	2,244.49	2,343.47	2,446.95	2,554.93	2,667.43	2,785.29
	BIWEEKLY	950.32	992.16	1,035.92	1,081.60	1,129.36	1,179.20	1,231.12	1,285.52
	HOURLY	11.879	12.402	12.949	13.520	14.117	14.740	15.389	16.069
N03	ANNUAL	25,579.84	26,621.92	27,707.68	28,837.12	30,012.32	31,237.44	32,510.40	33,835.36
	MONTHLY	2,131.65	2,218.49	2,308.97	2,403.09	2,501.03	2,603.12	2,709.20	2,819.61
	BIWEEKLY	983.84	1,023.92	1,065.68	1,109.12	1,154.32	1,201.44	1,250.40	1,301.36
	HOURLY	12.298	12.799	13.321	13.864	14.429	15.018	15.630	16.267
N04	ANNUAL	27,435.20	28,319.20	29,234.40	30,178.72	31,152.16	32,158.88	33,198.88	34,270.08
	MONTHLY	2,286.27	2,359.93	2,436.20	2,514.89	2,596.01	2,679.91	2,766.57	2,855.84
	BIWEEKLY	1,055.20	1,089.20	1,124.40	1,160.72	1,198.16	1,236.88	1,276.88	1,318.08
	HOURLY	13.190	13.615	14.055	14.509	14.977	15.461	15.961	16.476
N05	ANNUAL	25,573.60	26,700.96	27,880.32	29,109.60	30,395.04	31,734.56	33,134.40	34,596.64
	MONTHLY	2,131.13	2,225.08	2,323.36	2,425.80	2,532.92	2,644.55	2,761.20	2,883.05
	BIWEEKLY	983.60	1,026.96	1,072.32	1,119.60	1,169.04	1,220.56	1,274.40	1,330.64

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Reflects a 1% increase
Effective August 18, 2011

PAY									
	HOURLY	12.295	12.837	13.404	13.995	14.613	15.257	15.930	16.633
N06	ANNUAL	27,410.24	28,371.20	29,367.52	30,399.20	31,464.16	32,568.64	33,710.56	34,894.08
	MONTHLY	2,284.19	2,364.27	2,447.29	2,533.27	2,622.01	2,714.05	2,809.21	2,907.84
	BIWEEKLY	1,054.24	1,091.20	1,129.52	1,169.20	1,210.16	1,252.64	1,296.56	1,342.08
	HOURLY	13.178	13.640	14.119	14.615	15.127	15.658	16.207	16.776
N07	ANNUAL	27,270.88	28,248.48	29,261.44	30,309.76	31,395.52	32,522.88	33,687.68	34,896.16
	MONTHLY	2,272.57	2,354.04	2,438.45	2,525.81	2,616.29	2,710.24	2,807.31	2,908.01
	BIWEEKLY	1,048.88	1,086.48	1,125.44	1,165.76	1,207.52	1,250.88	1,295.68	1,342.16
	HOURLY	13.111	13.581	14.068	14.572	15.094	15.636	16.196	16.777
N08	ANNUAL	29,970.72	30,894.24	31,851.04	32,832.80	33,847.84	34,892.00	35,971.52	37,082.24
	MONTHLY	2,497.56	2,574.52	2,654.25	2,736.07	2,820.65	2,907.67	2,997.63	3,090.19
	BIWEEKLY	1,152.72	1,188.24	1,225.04	1,262.80	1,301.84	1,342.00	1,383.52	1,426.24
	HOURLY	14.409	14.853	15.313	15.785	16.273	16.775	17.294	17.828
N09	ANNUAL	29,124.16	30,166.24	31,243.68	32,360.64	33,519.20	34,715.20	35,956.96	37,242.40
	MONTHLY	2,427.01	2,513.85	2,603.64	2,696.72	2,793.27	2,892.93	2,996.41	3,103.53
	BIWEEKLY	1,120.16	1,160.24	1,201.68	1,244.64	1,289.20	1,335.20	1,382.96	1,432.40
	HOURLY	14.002	14.503	15.021	15.558	16.115	16.690	17.287	17.905
N10	ANNUAL	33,525.44	34,170.24	34,829.60	35,499.36	36,181.60	36,880.48	37,589.76	38,313.60
	MONTHLY	2,793.79	2,847.52	2,902.47	2,958.28	3,015.13	3,073.37	3,132.48	3,192.80
	BIWEEKLY	1,289.44	1,314.24	1,339.60	1,365.36	1,391.60	1,418.48	1,445.76	1,473.60

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PAY									
	HOURLY	16.118	16.428	16.745	17.067	17.395	17.731	18.072	18.420
N11	ANNUAL	30,962.88	32,021.60	33,115.68	34,245.12	35,416.16	36,622.56	37,872.64	39,166.40
	MONTHLY	2,580.24	2,668.47	2,759.64	2,853.76	2,951.35	3,051.88	3,156.05	3,263.87
	BIWEEKLY	1,190.88	1,231.60	1,273.68	1,317.12	1,362.16	1,408.56	1,456.64	1,506.40
	HOURLY	14.886	15.395	15.921	16.464	17.027	17.607	18.208	18.830
N12	ANNUAL	30,039.36	31,262.40	32,533.28	33,854.08	35,233.12	36,664.16	38,155.52	39,705.12
	MONTHLY	2,503.28	2,605.20	2,711.11	2,821.17	2,936.09	3,055.35	3,179.63	3,308.76
	BIWEEKLY	1,155.36	1,202.40	1,251.28	1,302.08	1,355.12	1,410.16	1,467.52	1,527.12
	HOURLY	14.442	15.030	15.641	16.276	16.939	17.627	18.344	19.089
N13	ANNUAL	31,460.00	32,562.40	33,704.32	34,887.84	36,110.88	37,379.68	38,690.08	40,048.32
	MONTHLY	2,621.67	2,713.53	2,808.69	2,907.32	3,009.24	3,114.97	3,224.17	3,337.36
	BIWEEKLY	1,210.00	1,252.40	1,296.32	1,341.84	1,388.88	1,437.68	1,488.08	1,540.32
	HOURLY	15.125	15.655	16.204	16.773	17.361	17.971	18.601	19.254
N14	ANNUAL	32,412.64	33,496.32	34,617.44	35,773.92	36,972.00	38,209.60	39,486.72	40,807.52
	MONTHLY	2,701.05	2,791.36	2,884.79	2,981.16	3,081.00	3,184.13	3,290.56	3,400.63
	BIWEEKLY	1,246.64	1,288.32	1,331.44	1,375.92	1,422.00	1,469.60	1,518.72	1,569.52
	HOURLY	15.583	16.104	16.643	17.199	17.775	18.370	18.984	19.619
N15	ANNUAL	35,921.60	36,612.16	37,317.28	38,034.88	38,769.12	39,513.76	40,277.12	41,050.88
	MONTHLY	2,993.47	3,051.01	3,109.77	3,169.57	3,230.76	3,292.81	3,356.43	3,420.91
	BIWEEKLY	1,381.60	1,408.16	1,435.28	1,462.88	1,491.12	1,519.76	1,549.12	1,578.88

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PAY									
	HOURLY	17.270	17.602	17.941	18.286	18.639	18.997	19.364	19.736
N16	ANNUAL	32,011.20	33,173.92	34,376.16	35,624.16	36,913.76	38,251.20	39,638.56	41,075.84
	MONTHLY	2,667.60	2,764.49	2,864.68	2,968.68	3,076.15	3,187.60	3,303.21	3,422.99
	BIWEEKLY	1,231.20	1,275.92	1,322.16	1,370.16	1,419.76	1,471.20	1,524.56	1,579.84
	HOURLY	15.390	15.949	16.527	17.127	17.747	18.390	19.057	19.748
N17	ANNUAL	32,491.68	33,625.28	34,798.40	36,008.96	37,265.28	38,565.28	39,908.96	41,300.48
	MONTHLY	2,707.64	2,802.11	2,899.87	3,000.75	3,105.44	3,213.77	3,325.75	3,441.71
	BIWEEKLY	1,249.68	1,293.28	1,338.40	1,384.96	1,433.28	1,483.28	1,534.96	1,588.48
	HOURLY	15.621	16.166	16.730	17.312	17.916	18.541	19.187	19.856
N18	ANNUAL	33,173.92	34,305.44	35,478.56	36,689.12	37,941.28	39,237.12	40,576.64	41,961.92
	MONTHLY	2,764.49	2,858.79	2,956.55	3,057.43	3,161.77	3,269.76	3,381.39	3,496.83
	BIWEEKLY	1,275.92	1,319.44	1,364.56	1,411.12	1,459.28	1,509.12	1,560.64	1,613.92
	HOURLY	15.949	16.493	17.057	17.639	18.241	18.864	19.508	20.174
N19	ANNUAL	33,400.64	34,515.52	35,667.84	36,855.52	38,084.80	39,355.68	40,670.24	42,026.40
	MONTHLY	2,783.39	2,876.29	2,972.32	3,071.29	3,173.73	3,279.64	3,389.19	3,502.20
	BIWEEKLY	1,284.64	1,327.52	1,371.84	1,417.52	1,464.80	1,513.68	1,564.24	1,616.40
	HOURLY	16.058	16.594	17.148	17.719	18.310	18.921	19.553	20.205
N20	ANNUAL	32,708.00	33,962.24	35,266.40	36,618.40	38,024.48	39,484.64	40,998.88	42,573.44
	MONTHLY	2,725.67	2,830.19	2,938.87	3,051.53	3,168.71	3,290.39	3,416.57	3,547.79
	BIWEEKLY	1,258.00	1,306.24	1,356.40	1,408.40	1,462.48	1,518.64	1,576.88	1,637.44
	HOURLY	15.725	16.328	16.955	17.605	18.281	18.983	19.711	20.468

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PAY									
N21	ANNUAL	36,699.52	37,492.00	38,303.20	39,131.04	39,977.60	40,842.88	41,728.96	42,629.60
	MONTHLY	3,058.29	3,124.33	3,191.93	3,260.92	3,331.47	3,403.57	3,477.41	3,552.47
	BIWEEKLY	1,411.52	1,442.00	1,473.20	1,505.04	1,537.60	1,570.88	1,604.96	1,639.60
	HOURLY	17.644	18.025	18.415	18.813	19.220	19.636	20.062	20.495
N22	ANNUAL	35,345.44	36,306.40	37,294.40	38,307.36	39,349.44	40,418.56	41,518.88	42,646.24
	MONTHLY	2,945.45	3,025.53	3,107.87	3,192.28	3,279.12	3,368.21	3,459.91	3,553.85
	BIWEEKLY	1,359.44	1,396.40	1,434.40	1,473.36	1,513.44	1,554.56	1,596.88	1,640.24
	HOURLY	16.993	17.455	17.930	18.417	18.918	19.432	19.961	20.503
N23	ANNUAL	33,419.36	34,615.36	35,852.96	37,134.24	38,461.28	39,838.24	41,260.96	42,735.68
	MONTHLY	2,784.95	2,884.61	2,987.75	3,094.52	3,205.11	3,319.85	3,438.41	3,561.31
	BIWEEKLY	1,285.36	1,331.36	1,378.96	1,428.24	1,479.28	1,532.24	1,586.96	1,643.68
	HOURLY	16.067	16.642	17.237	17.853	18.491	19.153	19.837	20.546
N24	ANNUAL	34,153.60	35,349.60	36,589.28	37,872.64	39,201.76	40,576.64	41,999.36	43,474.08
	MONTHLY	2,846.13	2,945.80	3,049.11	3,156.05	3,266.81	3,381.39	3,499.95	3,622.84
	BIWEEKLY	1,313.60	1,359.60	1,407.28	1,456.64	1,507.76	1,560.64	1,615.36	1,672.08
	HOURLY	16.420	16.995	17.591	18.208	18.847	19.508	20.192	20.901
N25	ANNUAL	32,537.44	33,974.72	35,472.32	37,036.48	38,671.36	40,376.96	42,159.52	44,019.04
	MONTHLY	2,711.45	2,831.23	2,956.03	3,086.37	3,222.61	3,364.75	3,513.29	3,668.25
	BIWEEKLY	1,251.44	1,306.72	1,364.32	1,424.48	1,487.36	1,552.96	1,621.52	1,693.04
	HOURLY	15.643	16.334	17.054	17.806	18.592	19.412	20.269	21.163

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PAY									
N26	ANNUAL	37,978.72	38,800.32	39,640.64	40,497.60	41,373.28	42,267.68	43,184.96	44,116.80
	MONTHLY	3,164.89	3,233.36	3,303.39	3,374.80	3,447.77	3,522.31	3,598.75	3,676.40
	BIWEEKLY	1,460.72	1,492.32	1,524.64	1,557.60	1,591.28	1,625.68	1,660.96	1,696.80
	HOURLY	18.259	18.654	19.058	19.470	19.891	20.321	20.762	21.210
N27	ANNUAL	31,172.96	32,760.00	34,426.08	36,177.44	38,018.24	39,950.56	41,982.72	44,118.88
	MONTHLY	2,597.75	2,730.00	2,868.84	3,014.79	3,168.19	3,329.21	3,498.56	3,676.57
	BIWEEKLY	1,198.96	1,260.00	1,324.08	1,391.44	1,462.24	1,536.56	1,614.72	1,696.88
	HOURLY	14.987	15.750	16.551	17.393	18.278	19.207	20.184	21.211
N28	ANNUAL	35,064.64	36,244.00	37,460.80	38,721.28	40,025.44	41,369.12	42,762.72	44,197.92
	MONTHLY	2,922.05	3,020.33	3,121.73	3,226.77	3,335.45	3,447.43	3,563.56	3,683.16
	BIWEEKLY	1,348.64	1,394.00	1,440.80	1,489.28	1,539.44	1,591.12	1,644.72	1,699.92
	HOURLY	16.858	17.425	18.010	18.616	19.243	19.889	20.559	21.249
N29	ANNUAL	34,881.60	36,104.64	37,371.36	38,681.76	40,040.00	41,444.00	42,897.92	44,403.84
	MONTHLY	2,906.80	3,008.72	3,114.28	3,223.48	3,336.67	3,453.67	3,574.83	3,700.32
	BIWEEKLY	1,341.60	1,388.64	1,437.36	1,487.76	1,540.00	1,594.00	1,649.92	1,707.84
	HOURLY	16.770	17.358	17.967	18.597	19.250	19.925	20.624	21.348
N30	ANNUAL	32,140.16	33,698.08	35,330.88	37,044.80	38,841.92	40,726.40	42,700.32	44,769.92
	MONTHLY	2,678.35	2,808.17	2,944.24	3,087.07	3,236.83	3,393.87	3,558.36	3,730.83
	BIWEEKLY	1,236.16	1,296.08	1,358.88	1,424.80	1,493.92	1,566.40	1,642.32	1,721.92
	HOURLY	15.452	16.201	16.986	17.810	18.674	19.580	20.529	21.524

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PAY									
N31	ANNUAL	35,330.88	36,547.68	37,806.08	39,106.08	40,453.92	41,845.44	43,284.80	44,774.08
	MONTHLY	2,944.24	3,045.64	3,150.51	3,258.84	3,371.16	3,487.12	3,607.07	3,731.17
	BIWEEKLY	1,358.88	1,405.68	1,454.08	1,504.08	1,555.92	1,609.44	1,664.80	1,722.08
	HOURLY	16.986	17.571	18.176	18.801	19.449	20.118	20.810	21.526
N32	ANNUAL	34,008.00	35,389.12	36,830.56	38,328.16	39,888.16	41,512.64	43,201.60	44,959.20
	MONTHLY	2,834.00	2,949.09	3,069.21	3,194.01	3,324.01	3,459.39	3,600.13	3,746.60
	BIWEEKLY	1,308.00	1,361.12	1,416.56	1,474.16	1,534.16	1,596.64	1,661.60	1,729.20
	HOURLY	16.350	17.014	17.707	18.427	19.177	19.958	20.770	21.615
N33	ANNUAL	35,072.96	36,354.24	37,683.36	39,060.32	40,489.28	41,968.16	43,503.20	45,092.32
	MONTHLY	2,922.75	3,029.52	3,140.28	3,255.03	3,374.11	3,497.35	3,625.27	3,757.69
	BIWEEKLY	1,348.96	1,398.24	1,449.36	1,502.32	1,557.28	1,614.16	1,673.20	1,734.32
	HOURLY	16.862	17.478	18.117	18.779	19.466	20.177	20.915	21.679
N34	ANNUAL	40,252.16	40,942.72	41,643.68	42,359.20	43,085.12	43,825.60	44,574.40	45,339.84
	MONTHLY	3,354.35	3,411.89	3,470.31	3,529.93	3,590.43	3,652.13	3,714.53	3,778.32
	BIWEEKLY	1,548.16	1,574.72	1,601.68	1,629.20	1,657.12	1,685.60	1,714.40	1,743.84
	HOURLY	19.352	19.684	20.021	20.365	20.714	21.070	21.430	21.798
N35	ANNUAL	37,937.12	38,920.96	39,929.76	40,965.60	42,028.48	43,118.40	44,239.52	45,385.60
	MONTHLY	3,161.43	3,243.41	3,327.48	3,413.80	3,502.37	3,593.20	3,686.63	3,782.13
	BIWEEKLY	1,459.12	1,496.96	1,535.76	1,575.60	1,616.48	1,658.40	1,701.52	1,745.60
	HOURLY	18.239	18.712	19.197	19.695	20.206	20.730	21.269	21.820

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PAY									
N36	ANNUAL	33,852.00	35,305.92	36,818.08	38,398.88	40,046.24	41,764.32	43,555.20	45,423.04
	MONTHLY	2,821.00	2,942.16	3,068.17	3,199.91	3,337.19	3,480.36	3,629.60	3,785.25
	BIWEEKLY	1,302.00	1,357.92	1,416.08	1,476.88	1,540.24	1,606.32	1,675.20	1,747.04
	HOURLY	16.275	16.974	17.701	18.461	19.253	20.079	20.940	21.838
N37	ANNUAL	32,269.12	33,908.16	35,634.56	37,446.24	39,351.52	41,354.56	43,457.44	45,666.40
	MONTHLY	2,689.09	2,825.68	2,969.55	3,120.52	3,279.29	3,446.21	3,621.45	3,805.53
	BIWEEKLY	1,241.12	1,304.16	1,370.56	1,440.24	1,513.52	1,590.56	1,671.44	1,756.40
	HOURLY	15.514	16.302	17.132	18.003	18.919	19.882	20.893	21.955
N38	ANNUAL	37,477.44	38,571.52	39,694.72	40,849.12	42,040.96	43,266.08	44,526.56	45,824.48
	MONTHLY	3,123.12	3,214.29	3,307.89	3,404.09	3,503.41	3,605.51	3,710.55	3,818.71
	BIWEEKLY	1,441.44	1,483.52	1,526.72	1,571.12	1,616.96	1,664.08	1,712.56	1,762.48
	HOURLY	18.018	18.544	19.084	19.639	20.212	20.801	21.407	22.031
N39	ANNUAL	36,021.44	37,300.64	38,621.44	39,990.08	41,408.64	42,877.12	44,395.52	45,972.16
	MONTHLY	3,001.79	3,108.39	3,218.45	3,332.51	3,450.72	3,573.09	3,699.63	3,831.01
	BIWEEKLY	1,385.44	1,434.64	1,485.44	1,538.08	1,592.64	1,649.12	1,707.52	1,768.16
	HOURLY	17.318	17.933	18.568	19.226	19.908	20.614	21.344	22.102
N40	ANNUAL	40,260.48	41,032.16	41,820.48	42,623.36	43,442.88	44,276.96	45,127.68	45,992.96
	MONTHLY	3,355.04	3,419.35	3,485.04	3,551.95	3,620.24	3,689.75	3,760.64	3,832.75
	BIWEEKLY	1,548.48	1,578.16	1,608.48	1,639.36	1,670.88	1,702.96	1,735.68	1,768.96
	HOURLY	19.356	19.727	20.106	20.492	20.886	21.287	21.696	22.112

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PAY									
N41	ANNUAL	38,823.20	39,896.48	40,998.88	42,134.56	43,299.36	44,497.44	45,728.80	46,995.52
	MONTHLY	3,235.27	3,324.71	3,416.57	3,511.21	3,608.28	3,708.12	3,810.73	3,916.29
	BIWEEKLY	1,493.20	1,534.48	1,576.88	1,620.56	1,665.36	1,711.44	1,758.80	1,807.52
	HOURLY	18.665	19.181	19.711	20.257	20.817	21.393	21.985	22.594
N42	ANNUAL	38,823.20	40,031.68	41,275.52	42,563.04	43,888.00	45,252.48	46,662.72	48,116.64
	MONTHLY	3,235.27	3,335.97	3,439.63	3,546.92	3,657.33	3,771.04	3,888.56	4,009.72
	BIWEEKLY	1,493.20	1,539.68	1,587.52	1,637.04	1,688.00	1,740.48	1,794.72	1,850.64
	HOURLY	18.665	19.246	19.844	20.463	21.100	21.756	22.434	23.133
N43	ANNUAL	38,893.92	40,208.48	41,568.80	42,972.80	44,422.56	45,926.40	47,476.00	49,081.76
	MONTHLY	3,241.16	3,350.71	3,464.07	3,581.07	3,701.88	3,827.20	3,956.33	4,090.15
	BIWEEKLY	1,495.92	1,546.48	1,598.80	1,652.80	1,708.56	1,766.40	1,826.00	1,887.76
	HOURLY	18.699	19.331	19.985	20.660	21.357	22.080	22.825	23.597
N44	ANNUAL	38,095.20	39,540.80	41,040.48	42,598.40	44,212.48	45,891.04	47,634.08	49,439.52
	MONTHLY	3,174.60	3,295.07	3,420.04	3,549.87	3,684.37	3,824.25	3,969.51	4,119.96
	BIWEEKLY	1,465.20	1,520.80	1,578.48	1,638.40	1,700.48	1,765.04	1,832.08	1,901.52
	HOURLY	18.315	19.010	19.731	20.480	21.256	22.063	22.901	23.769
N45	ANNUAL	35,632.48	37,360.96	39,170.56	41,071.68	43,062.24	45,150.56	47,338.72	49,635.04
	MONTHLY	2,969.37	3,113.41	3,264.21	3,422.64	3,588.52	3,762.55	3,944.89	4,136.25
	BIWEEKLY	1,370.48	1,436.96	1,506.56	1,579.68	1,656.24	1,736.56	1,820.72	1,909.04
	HOURLY	17.131	17.962	18.832	19.746	20.703	21.707	22.759	23.863

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PAY									
N46	ANNUAL	41,129.92	42,265.60	43,432.48	44,632.64	45,866.08	47,132.80	48,434.88	49,772.32
	MONTHLY	3,427.49	3,522.13	3,619.37	3,719.39	3,822.17	3,927.73	4,036.24	4,147.69
	BIWEEKLY	1,581.92	1,625.60	1,670.48	1,716.64	1,764.08	1,812.80	1,862.88	1,914.32
	HOURLY	19.774	20.320	20.881	21.458	22.051	22.660	23.286	23.929
N47	ANNUAL	38,284.48	39,748.80	41,269.28	42,848.00	44,489.12	46,190.56	47,956.48	49,793.12
	MONTHLY	3,190.37	3,312.40	3,439.11	3,570.67	3,707.43	3,849.21	3,996.37	4,149.43
	BIWEEKLY	1,472.48	1,528.80	1,587.28	1,648.00	1,711.12	1,776.56	1,844.48	1,915.12
	HOURLY	18.406	19.110	19.841	20.600	21.389	22.207	23.056	23.939
N48	ANNUAL	38,122.24	39,694.72	41,333.76	43,039.36	44,813.60	46,662.72	48,588.80	50,593.92
	MONTHLY	3,176.85	3,307.89	3,444.48	3,586.61	3,734.47	3,888.56	4,049.07	4,216.16
	BIWEEKLY	1,466.24	1,526.72	1,589.76	1,655.36	1,723.60	1,794.72	1,868.80	1,945.92
	HOURLY	18.328	19.084	19.872	20.692	21.545	22.434	23.360	24.324
N49	ANNUAL	44,638.88	45,497.92	46,371.52	47,261.76	48,168.64	49,094.24	50,036.48	50,997.44
	MONTHLY	3,719.91	3,791.49	3,864.29	3,938.48	4,014.05	4,091.19	4,169.71	4,249.79
	BIWEEKLY	1,716.88	1,749.92	1,783.52	1,817.76	1,852.64	1,888.24	1,924.48	1,961.44
	HOURLY	21.461	21.874	22.294	22.722	23.158	23.603	24.056	24.518
N50	ANNUAL	40,980.16	42,286.40	43,638.40	45,029.92	46,467.20	47,950.24	49,483.20	51,061.92
	MONTHLY	3,415.01	3,523.87	3,636.53	3,752.49	3,872.27	3,995.85	4,123.60	4,255.16
	BIWEEKLY	1,576.16	1,626.40	1,678.40	1,731.92	1,787.20	1,844.24	1,903.20	1,963.92
	HOURLY	19.702	20.330	20.980	21.649	22.340	23.053	23.790	24.549

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PAY									
N51	ANNUAL	38,960.48	40,510.08	42,122.08	43,796.48	45,541.60	47,351.20	49,235.68	51,195.04
	MONTHLY	3,246.71	3,375.84	3,510.17	3,649.71	3,795.13	3,945.93	4,102.97	4,266.25
	BIWEEKLY	1,498.48	1,558.08	1,620.08	1,684.48	1,751.60	1,821.20	1,893.68	1,969.04
	HOURLY	18.731	19.476	20.251	21.056	21.895	22.765	23.671	24.613
N52	ANNUAL	49,354.24	49,620.48	49,890.88	50,163.36	50,435.84	50,708.32	50,984.96	51,261.60
	MONTHLY	4,112.85	4,135.04	4,157.57	4,180.28	4,202.99	4,225.69	4,248.75	4,271.80
	BIWEEKLY	1,898.24	1,908.48	1,918.88	1,929.36	1,939.84	1,950.32	1,960.96	1,971.60
	HOURLY	23.728	23.856	23.986	24.117	24.248	24.379	24.512	24.645
N53	ANNUAL	41,585.44	42,881.28	44,214.56	45,593.60	47,012.16	48,476.48	49,986.56	51,542.40
	MONTHLY	3,465.45	3,573.44	3,684.55	3,799.47	3,917.68	4,039.71	4,165.55	4,295.20
	BIWEEKLY	1,599.44	1,649.28	1,700.56	1,753.60	1,808.16	1,864.48	1,922.56	1,982.40
	HOURLY	19.993	20.616	21.257	21.920	22.602	23.306	24.032	24.780
N54	ANNUAL	39,022.88	40,609.92	42,263.52	43,981.60	45,772.48	47,636.16	49,572.64	51,592.32
	MONTHLY	3,251.91	3,384.16	3,521.96	3,665.13	3,814.37	3,969.68	4,131.05	4,299.36
	BIWEEKLY	1,500.88	1,561.92	1,625.52	1,691.60	1,760.48	1,832.16	1,906.64	1,984.32
	HOURLY	18.761	19.524	20.319	21.145	22.006	22.902	23.833	24.804
N55	ANNUAL	35,362.08	37,329.76	39,405.60	41,597.92	43,910.88	46,352.80	48,929.92	51,652.64
	MONTHLY	2,946.84	3,110.81	3,283.80	3,466.49	3,659.24	3,862.73	4,077.49	4,304.39
	BIWEEKLY	1,360.08	1,435.76	1,515.60	1,599.92	1,688.88	1,782.80	1,881.92	1,986.64
	HOURLY	17.001	17.947	18.945	19.999	21.111	22.285	23.524	24.833

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PAY									
N56	ANNUAL	39,022.88	40,626.56	42,298.88	44,039.84	45,849.44	47,736.00	49,699.52	51,742.08
	MONTHLY	3,251.91	3,385.55	3,524.91	3,669.99	3,820.79	3,978.00	4,141.63	4,311.84
	BIWEEKLY	1,500.88	1,562.56	1,626.88	1,693.84	1,763.44	1,836.00	1,911.52	1,990.08
	HOURLY	18.761	19.532	20.336	21.173	22.043	22.950	23.894	24.876
N57	ANNUAL	44,505.76	45,512.48	46,542.08	47,594.56	48,672.00	49,772.32	50,897.60	52,049.92
	MONTHLY	3,708.81	3,792.71	3,878.51	3,966.21	4,056.00	4,147.69	4,241.47	4,337.49
	BIWEEKLY	1,711.76	1,750.48	1,790.08	1,830.56	1,872.00	1,914.32	1,957.60	2,001.92
	HOURLY	21.397	21.881	22.376	22.882	23.400	23.929	24.470	25.024
N58	ANNUAL	43,538.56	44,670.08	45,828.64	47,018.40	48,239.36	49,489.44	50,774.88	52,091.52
	MONTHLY	3,628.21	3,722.51	3,819.05	3,918.20	4,019.95	4,124.12	4,231.24	4,340.96
	BIWEEKLY	1,674.56	1,718.08	1,762.64	1,808.40	1,855.36	1,903.44	1,952.88	2,003.52
	HOURLY	20.932	21.476	22.033	22.605	23.192	23.793	24.411	25.044
N59	ANNUAL	43,576.00	44,722.08	45,897.28	47,103.68	48,341.28	49,612.16	50,916.32	52,255.84
	MONTHLY	3,631.33	3,726.84	3,824.77	3,925.31	4,028.44	4,134.35	4,243.03	4,354.65
	BIWEEKLY	1,676.00	1,720.08	1,765.28	1,811.68	1,859.28	1,908.16	1,958.32	2,009.84
	HOURLY	20.950	21.501	22.066	22.646	23.241	23.852	24.479	25.123
N60	ANNUAL	41,664.48	43,072.64	44,528.64	46,032.48	47,588.32	49,194.08	50,858.08	52,574.08
	MONTHLY	3,472.04	3,589.39	3,710.72	3,836.04	3,965.69	4,099.51	4,238.17	4,381.17
	BIWEEKLY	1,602.48	1,656.64	1,712.64	1,770.48	1,830.32	1,892.08	1,956.08	2,022.08
	HOURLY	20.031	20.708	21.408	22.131	22.879	23.651	24.451	25.276

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PAY									
N61	ANNUAL	51,078.56	51,357.28	51,636.00	51,916.80	52,197.60	52,482.56	52,767.52	53,054.56
	MONTHLY	4,256.55	4,279.77	4,303.00	4,326.40	4,349.80	4,373.55	4,397.29	4,421.21
	BIWEEKLY	1,964.56	1,975.28	1,986.00	1,996.80	2,007.60	2,018.56	2,029.52	2,040.56
	HOURLY	24.557	24.691	24.825	24.960	25.095	25.232	25.369	25.507
N62	ANNUAL	45,065.28	46,232.16	47,432.32	48,663.68	49,926.24	51,222.08	52,549.12	53,913.60
	MONTHLY	3,755.44	3,852.68	3,952.69	4,055.31	4,160.52	4,268.51	4,379.09	4,492.80
	BIWEEKLY	1,733.28	1,778.16	1,824.32	1,871.68	1,920.24	1,970.08	2,021.12	2,073.60
	HOURLY	21.666	22.227	22.804	23.396	24.003	24.626	25.264	25.920
N63	ANNUAL	44,416.32	45,826.56	47,282.56	48,782.24	50,333.92	51,929.28	53,578.72	55,280.16
	MONTHLY	3,701.36	3,818.88	3,940.21	4,065.19	4,194.49	4,327.44	4,464.89	4,606.68
	BIWEEKLY	1,708.32	1,762.56	1,818.56	1,876.24	1,935.92	1,997.28	2,060.72	2,126.16
	HOURLY	21.354	22.032	22.732	23.453	24.199	24.966	25.759	26.577
N64	ANNUAL	49,497.76	50,446.24	51,415.52	52,401.44	53,408.16	54,433.60	55,477.76	56,542.72
	MONTHLY	4,124.81	4,203.85	4,284.63	4,366.79	4,450.68	4,536.13	4,623.15	4,711.89
	BIWEEKLY	1,903.76	1,940.24	1,977.52	2,015.44	2,054.16	2,093.60	2,133.76	2,174.72
	HOURLY	23.797	24.253	24.719	25.193	25.677	26.170	26.672	27.184
N65	ANNUAL	43,644.64	45,470.88	47,376.16	49,358.40	51,425.92	53,578.72	55,820.96	58,158.88
	MONTHLY	3,637.05	3,789.24	3,948.01	4,113.20	4,285.49	4,464.89	4,651.75	4,846.57
	BIWEEKLY	1,678.64	1,748.88	1,822.16	1,898.40	1,977.92	2,060.72	2,146.96	2,236.88
	HOURLY	20.983	21.861	22.777	23.730	24.724	25.759	26.837	27.961

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PAY									
N66	ANNUAL	44,778.24	46,600.32	48,497.28	50,469.12	52,524.16	54,660.32	56,885.92	59,200.96
	MONTHLY	3,731.52	3,883.36	4,041.44	4,205.76	4,377.01	4,555.03	4,740.49	4,933.41
	BIWEEKLY	1,722.24	1,792.32	1,865.28	1,941.12	2,020.16	2,102.32	2,187.92	2,276.96
	HOURLY	21.528	22.404	23.316	24.264	25.252	26.279	27.349	28.462
N67	ANNUAL	48,016.80	49,501.92	51,034.88	52,615.68	54,246.40	55,924.96	57,657.60	59,444.32
	MONTHLY	4,001.40	4,125.16	4,252.91	4,384.64	4,520.53	4,660.41	4,804.80	4,953.69
	BIWEEKLY	1,846.80	1,903.92	1,962.88	2,023.68	2,086.40	2,150.96	2,217.60	2,286.32
	HOURLY	23.085	23.799	24.536	25.296	26.080	26.887	27.720	28.579
N68	ANNUAL	48,347.52	49,863.84	51,430.08	53,042.08	54,706.08	56,424.16	58,194.24	60,020.48
	MONTHLY	4,028.96	4,155.32	4,285.84	4,420.17	4,558.84	4,702.01	4,849.52	5,001.71
	BIWEEKLY	1,859.52	1,917.84	1,978.08	2,040.08	2,104.08	2,170.16	2,238.24	2,308.48
	HOURLY	23.244	23.973	24.726	25.501	26.301	27.127	27.978	28.856
N69	ANNUAL	46,899.84	48,738.56	50,648.00	52,632.32	54,693.60	56,838.08	59,063.68	61,376.64
	MONTHLY	3,908.32	4,061.55	4,220.67	4,386.03	4,557.80	4,736.51	4,921.97	5,114.72
	BIWEEKLY	1,803.84	1,874.56	1,948.00	2,024.32	2,103.60	2,186.08	2,271.68	2,360.64
	HOURLY	22.548	23.432	24.350	25.304	26.295	27.326	28.396	29.508
N70	ANNUAL	49,443.68	51,057.76	52,725.92	54,448.16	56,226.56	58,061.12	59,958.08	61,917.44
	MONTHLY	4,120.31	4,254.81	4,393.83	4,537.35	4,685.55	4,838.43	4,996.51	5,159.79
	BIWEEKLY	1,901.68	1,963.76	2,027.92	2,094.16	2,162.56	2,233.12	2,306.08	2,381.44
	HOURLY	23.771	24.547	25.349	26.177	27.032	27.914	28.826	29.768

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		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
1020	CUSTOMER SERVICE ASSISTANT I	N04	13.190	13.615	14.055	14.509	14.977	15.461	15.961	16.476	
1022	CUSTOMER SERVICE ASSISTANT II	N17	15.621	16.166	16.730	17.312	17.916	18.541	19.187	19.856	
1030	OFFICE ASSISTANT	N03	12.298	12.799	13.321	13.864	14.429	15.018	15.630	16.267	
1032	SENIOR OFFICE ASSISTANT	N09	14.002	14.503	15.021	15.558	16.115	16.690	17.287	17.905	
1034	OFFICE SPECIALIST	N19	16.058	16.594	17.148	17.719	18.310	18.921	19.553	20.205	
1036	OFFICE MANAGER	N36	16.275	16.974	17.701	18.461	19.253	20.079	20.940	21.838	
1120	ACCOUNT CLERK I	N12	14.442	15.030	15.641	16.276	16.939	17.627	18.344	19.089	
1121	ACCOUNT CLERK II	N20	15.725	16.328	16.955	17.605	18.281	18.983	19.711	20.468	
1122	ACCOUNT CLERK III	N31	16.986	17.571	18.176	18.801	19.449	20.118	20.810	21.526	
1215	RIGHT-OF-WAY SPECIALIST	N25	15.643	16.334	17.054	17.806	18.592	19.412	20.269	21.163	
1307	STORES CLERK	N25	15.643	16.334	17.054	17.806	18.592	19.412	20.269	21.163	
1463	COMPUTER OPERATOR I	N32	16.350	17.014	17.707	18.427	19.177	19.958	20.770	21.615	
1464	COMPUTER OPERATOR II	N54	18.761	19.524	20.319	21.145	22.006	22.902	23.833	24.804	
1466	INTERNET SUPPORT SPECIALIST	N66	21.528	22.404	23.316	24.264	25.252	26.279	27.349	28.462	
2216	HOUSING REHABILITATION ASST	N23	16.067	16.642	17.237	17.853	18.491	19.153	19.837	20.546	
3129	PUBLIC SERVICE OFFICER	N14	15.583	16.104	16.643	17.199	17.775	18.370	18.984	19.619	
3137	POLICE SERVICES SPECIALIST	N32	16.350	17.014	17.707	18.427	19.177	19.958	20.770	21.615	
3139	POLICE RECORDS TECHNICIAN	N08	14.409	14.853	15.313	15.785	16.273	16.775	17.294	17.828	
3141	PROPERTY & EVIDENCE TECHNICIAN	N39	17.318	17.933	18.568	19.226	19.908	20.614	21.344	22.102	
3147	CRIME ANALYSIS TECHNICIAN	N65	20.983	21.861	22.777	23.730	24.724	25.759	26.837	27.961	

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		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
3205	BUILDING INSPECTOR	N69	22.548	23.432	24.350	25.304	26.295	27.326	28.396	29.508	
3212	HOUSING INSPECTOR II	N63	21.354	22.032	22.732	23.453	24.199	24.966	25.759	26.577	
3213	HOUSING INSPECTOR I	N57	21.397	21.881	22.376	22.882	23.400	23.929	24.470	25.024	
3215	ELECTRICAL INSPECTOR	N70	23.771	24.547	25.349	26.177	27.032	27.914	28.826	29.768	
3217	HVAC INSPECTOR	N67	23.085	23.799	24.536	25.296	26.080	26.887	27.720	28.579	
3220	PERMIT ASSISTANT	N30	15.452	16.201	16.986	17.810	18.674	19.580	20.529	21.524	
3222	PERMIT TECHNICIAN	N45	17.131	17.962	18.832	19.746	20.703	21.707	22.759	23.863	
3225	PLUMBING INSPECTOR	N68	23.244	23.973	24.726	25.501	26.301	27.127	27.978	28.856	
3611	DENTAL ASSISTANT	N03	12.298	12.799	13.321	13.864	14.429	15.018	15.630	16.267	
3690	ANIMAL CONTROL OFFICER I	N37	15.514	16.302	17.132	18.003	18.919	19.882	20.893	21.955	
3691	ANIMAL CONTROL OFFICER II	N55	17.001	17.947	18.945	19.999	21.111	22.285	23.524	24.833	
3695	ANIMAL CONTROL DISPATCHER	N27	14.987	15.750	16.551	17.393	18.278	19.207	20.184	21.211	
4106	LIBRARY ASSISTANT I	N11	14.886	15.395	15.921	16.464	17.027	17.607	18.208	18.830	
4107	LIBRARY ASSISTANT II	N18	15.949	16.493	17.057	17.639	18.241	18.864	19.508	20.174	
5008	LABORER I	N10	16.118	16.428	16.745	17.067	17.395	17.731	18.072	18.420	
5009	LABORER II	N15	17.270	17.602	17.941	18.286	18.639	18.997	19.364	19.736	
5023	GATEHOUSE ATTENDANT I	N06	13.178	13.640	14.119	14.615	15.127	15.658	16.207	16.776	
5024	GATEHOUSE ATTENDANT II	N13	15.125	15.655	16.204	16.773	17.361	17.971	18.601	19.254	
5031	LANDFILL OPERATOR I	N29	16.770	17.358	17.967	18.597	19.250	19.925	20.624	21.348	
5032	LANDFILL OPERATOR II	N43	18.699	19.331	19.985	20.660	21.357	22.080	22.825	23.597	

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5033	LANDFILL OPERATOR III	N48	18.328	19.084	19.872	20.692	21.545	22.434	23.360	24.324
5105	MAINTENANCE REPAIR WORKER I	N16	15.390	15.949	16.527	17.127	17.747	18.390	19.057	19.748
5106	MAINTENANCE REPAIR WORKER II	N56	18.761	19.532	20.336	21.173	22.043	22.950	23.894	24.876
5115	AUTOMOTIVE SERVICE WORKER	N22	16.993	17.455	17.930	18.417	18.918	19.432	19.961	20.503
5116	AUTOMOTIVE MECHANIC	N59	20.950	21.501	22.066	22.646	23.241	23.852	24.479	25.123
5117	HEAVY EQUIPMENT MECHANIC	N51	18.731	19.476	20.251	21.056	21.895	22.765	23.671	24.613
5146	PARKS WELDER	N50	19.702	20.330	20.980	21.649	22.340	23.053	23.790	24.549
5150	CONCRETE FINISHER I	N52	23.728	23.856	23.986	24.117	24.248	24.379	24.512	24.645
5151	CONCRETE FINISHER II	N61	24.557	24.691	24.825	24.960	25.095	25.232	25.369	25.507
5201	DELIVERY CLERK	N02	11.879	12.402	12.949	13.520	14.117	14.740	15.389	16.069
5205	EQUIPMENT OPERATOR I	N28	16.858	17.425	18.010	18.616	19.243	19.889	20.559	21.249
5206	EQUIPMENT OPERATOR II	N47	18.406	19.110	19.841	20.600	21.389	22.207	23.056	23.939
5216	PUBLIC WORKS INSPECTOR	N60	20.031	20.708	21.408	22.131	22.879	23.651	24.451	25.276
5225	UTILITY EQUIPMENT OPERATOR I	N41	18.665	19.181	19.711	20.257	20.817	21.393	21.985	22.594
5226	UTILITY EQUIPMENT OPERATOR II	N46	19.774	20.320	20.881	21.458	22.051	22.660	23.286	23.929
5228	PUBLIC WORKS LABORER	N21	17.644	18.025	18.415	18.813	19.220	19.636	20.062	20.495
5229	PUBLIC WORKS EQUIPMENT OPR I	N29	16.770	17.358	17.967	18.597	19.250	19.925	20.624	21.348
5230	PUBLIC WORKS EQUIPMENT OPR II	N43	18.699	19.331	19.985	20.660	21.357	22.080	22.825	23.597
5232	BARRICADE WORKER	N26	18.259	18.654	19.058	19.470	19.891	20.321	20.762	21.210
5235	WATER SERVICE TECHNICIAN I	N34	19.352	19.684	20.021	20.365	20.714	21.070	21.430	21.798

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5236	WATER SERVICE TECHNICIAN II	N42	18.665	19.246	19.844	20.463	21.100	21.756	22.434	23.133
5237	SENIOR WATER SERVICE TECHNICIAN	N53	19.993	20.616	21.257	21.920	22.602	23.306	24.032	24.780
5313	MAINTENANCE OPERATOR I	N40	19.356	19.727	20.106	20.492	20.886	21.287	21.696	22.112
5314	MAINTENANCE OPERATOR II	N49	21.461	21.874	22.294	22.722	23.158	23.603	24.056	24.518
5316	ASST WATER PLANT OPERATOR	N54	18.761	19.524	20.319	21.145	22.006	22.902	23.833	24.804
5326	METER READER	N33	16.862	17.478	18.117	18.779	19.466	20.177	20.915	21.679
5335	UTILITY PLANT MECHANIC II	N62	21.666	22.227	22.804	23.396	24.003	24.626	25.264	25.920
5336	UTILITY PLANT MECHANIC I	N58	20.932	21.476	22.033	22.605	23.192	23.793	24.411	25.044
5337	ASST UTILITY PLANT MECHANIC	N35	18.239	18.712	19.197	19.695	20.206	20.730	21.269	21.820
5407	CUSTODIAN	N07	13.111	13.581	14.068	14.572	15.094	15.636	16.196	16.777
5435	COOK	N05	12.295	12.837	13.404	13.995	14.613	15.257	15.930	16.633
5436	FOOD SERVICE WORKER	N01	11.477	11.983	12.511	13.062	13.639	14.241	14.869	15.525
5510	GARDENER	N38	18.018	18.544	19.084	19.639	20.212	20.801	21.407	22.031
5516	ARBORIST I	N24	16.420	16.995	17.591	18.208	18.847	19.508	20.192	20.901
5517	ARBORIST II	N44	18.315	19.010	19.731	20.480	21.256	22.063	22.901	23.769
5523	ATHLETIC FIELDS TECHNICIAN	N47	18.406	19.110	19.841	20.600	21.389	22.207	23.056	23.939
5539	PARKS PLUMBER	N64	23.797	24.253	24.719	25.193	25.677	26.170	26.672	27.184

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N01	ANNUAL	24,350.56	25,423.84	26,542.88	27,711.84	28,936.96	30,214.08	31,545.28	32,938.88
	MONTHLY	2,029.21	2,118.65	2,211.91	2,309.32	2,411.41	2,517.84	2,628.77	2,744.91
	BIWEEKLY	936.56	977.84	1,020.88	1,065.84	1,112.96	1,162.08	1,213.28	1,266.88
	HOURLY	11.707	12.223	12.761	13.323	13.912	14.526	15.166	15.836
N02	ANNUAL	25,203.36	26,312.00	27,472.64	28,683.20	29,949.92	31,272.80	32,649.76	34,091.20
	MONTHLY	2,100.28	2,192.67	2,289.39	2,390.27	2,495.83	2,606.07	2,720.81	2,840.93
	BIWEEKLY	969.36	1,012.00	1,056.64	1,103.20	1,151.92	1,202.80	1,255.76	1,311.20
	HOURLY	12.117	12.650	13.208	13.790	14.399	15.035	15.697	16.390
N03	ANNUAL	26,091.52	27,154.40	28,260.96	29,413.28	30,613.44	31,861.44	33,161.44	34,511.36
	MONTHLY	2,174.29	2,262.87	2,355.08	2,451.11	2,551.12	2,655.12	2,763.45	2,875.95
	BIWEEKLY	1,003.52	1,044.40	1,086.96	1,131.28	1,177.44	1,225.44	1,275.44	1,327.36
	HOURLY	12.544	13.055	13.587	14.141	14.718	15.318	15.943	16.592
N04	ANNUAL	27,984.32	28,884.96	29,818.88	30,781.92	31,776.16	32,801.60	33,862.40	34,956.48
	MONTHLY	2,332.03	2,407.08	2,484.91	2,565.16	2,648.01	2,733.47	2,821.87	2,913.04
	BIWEEKLY	1,076.32	1,110.96	1,146.88	1,183.92	1,222.16	1,261.60	1,302.40	1,344.48
	HOURLY	13.454	13.887	14.336	14.799	15.277	15.770	16.280	16.806
N05	ANNUAL	26,085.28	27,235.52	28,437.76	29,692.00	31,002.40	32,368.96	33,797.92	35,289.28
	MONTHLY	2,173.77	2,269.63	2,369.81	2,474.33	2,583.53	2,697.41	2,816.49	2,940.77
	BIWEEKLY	1,003.28	1,047.52	1,093.76	1,142.00	1,192.40	1,244.96	1,299.92	1,357.28

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PAY									
	HOURLY	12.541	13.094	13.672	14.275	14.905	15.562	16.249	16.966
N06	ANNUAL	27,959.36	28,939.04	29,954.08	31,006.56	32,094.40	33,219.68	34,384.48	35,592.96
	MONTHLY	2,329.95	2,411.59	2,496.17	2,583.88	2,674.53	2,768.31	2,865.37	2,966.08
	BIWEEKLY	1,075.36	1,113.04	1,152.08	1,192.56	1,234.40	1,277.68	1,322.48	1,368.96
	HOURLY	13.442	13.913	14.401	14.907	15.430	15.971	16.531	17.112
N07	ANNUAL	27,815.84	28,814.24	29,845.92	30,915.04	32,023.68	33,173.92	34,361.60	35,595.04
	MONTHLY	2,317.99	2,401.19	2,487.16	2,576.25	2,668.64	2,764.49	2,863.47	2,966.25
	BIWEEKLY	1,069.84	1,108.24	1,147.92	1,189.04	1,231.68	1,275.92	1,321.60	1,369.04
	HOURLY	13.373	13.853	14.349	14.863	15.396	15.949	16.520	17.113
N08	ANNUAL	30,569.76	31,512.00	32,487.52	33,490.08	34,523.84	35,590.88	36,691.20	37,824.80
	MONTHLY	2,547.48	2,626.00	2,707.29	2,790.84	2,876.99	2,965.91	3,057.60	3,152.07
	BIWEEKLY	1,175.76	1,212.00	1,249.52	1,288.08	1,327.84	1,368.88	1,411.20	1,454.80
	HOURLY	14.697	15.150	15.619	16.101	16.598	17.111	17.640	18.185
N09	ANNUAL	29,706.56	30,769.44	31,867.68	33,007.52	34,188.96	35,409.92	36,676.64	37,987.04
	MONTHLY	2,475.55	2,564.12	2,655.64	2,750.63	2,849.08	2,950.83	3,056.39	3,165.59
	BIWEEKLY	1,142.56	1,183.44	1,225.68	1,269.52	1,314.96	1,361.92	1,410.64	1,461.04
	HOURLY	14.282	14.793	15.321	15.869	16.437	17.024	17.633	18.263
N10	ANNUAL	34,195.20	34,854.56	35,526.40	36,208.64	36,905.44	37,618.88	38,340.64	39,079.04
	MONTHLY	2,849.60	2,904.55	2,960.53	3,017.39	3,075.45	3,134.91	3,195.05	3,256.59
	BIWEEKLY	1,315.20	1,340.56	1,366.40	1,392.64	1,419.44	1,446.88	1,474.64	1,503.04

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PAY									
	HOURLY	16.440	16.757	17.080	17.408	17.743	18.086	18.433	18.788
N11	ANNUAL	31,582.72	32,662.24	33,777.12	34,929.44	36,125.44	37,354.72	38,629.76	39,950.56
	MONTHLY	2,631.89	2,721.85	2,814.76	2,910.79	3,010.45	3,112.89	3,219.15	3,329.21
	BIWEEKLY	1,214.72	1,256.24	1,299.12	1,343.44	1,389.44	1,436.72	1,485.76	1,536.56
	HOURLY	15.184	15.703	16.239	16.793	17.368	17.959	18.572	19.207
N12	ANNUAL	30,640.48	31,888.48	33,184.32	34,532.16	35,938.24	37,398.40	38,918.88	40,499.68
	MONTHLY	2,553.37	2,657.37	2,765.36	2,877.68	2,994.85	3,116.53	3,243.24	3,374.97
	BIWEEKLY	1,178.48	1,226.48	1,276.32	1,328.16	1,382.24	1,438.40	1,496.88	1,557.68
	HOURLY	14.731	15.331	15.954	16.602	17.278	17.980	18.711	19.471
N13	ANNUAL	32,090.24	33,213.44	34,378.24	35,584.64	36,832.64	38,126.40	39,463.84	40,849.12
	MONTHLY	2,674.19	2,767.79	2,864.85	2,965.39	3,069.39	3,177.20	3,288.65	3,404.09
	BIWEEKLY	1,234.24	1,277.44	1,322.24	1,368.64	1,416.64	1,466.40	1,517.84	1,571.12
	HOURLY	15.428	15.968	16.528	17.108	17.708	18.330	18.973	19.639
N14	ANNUAL	33,061.60	34,166.08	35,310.08	36,489.44	37,712.48	38,972.96	40,277.12	41,622.88
	MONTHLY	2,755.13	2,847.17	2,942.51	3,040.79	3,142.71	3,247.75	3,356.43	3,468.57
	BIWEEKLY	1,271.60	1,314.08	1,358.08	1,403.44	1,450.48	1,498.96	1,549.12	1,600.88
	HOURLY	15.895	16.426	16.976	17.543	18.131	18.737	19.364	20.011
N15	ANNUAL	36,639.20	37,344.32	38,064.00	38,796.16	39,544.96	40,304.16	41,082.08	41,872.48
	MONTHLY	3,053.27	3,112.03	3,172.00	3,233.01	3,295.41	3,358.68	3,423.51	3,489.37
	BIWEEKLY	1,409.20	1,436.32	1,464.00	1,492.16	1,520.96	1,550.16	1,580.08	1,610.48

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Reflects a 2% increase
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PAY									
	HOURLY	17.615	17.954	18.300	18.652	19.012	19.377	19.751	20.131
N16	ANNUAL	32,651.84	33,837.44	35,064.64	36,337.60	37,652.16	39,016.64	40,431.04	41,897.44
	MONTHLY	2,720.99	2,819.79	2,922.05	3,028.13	3,137.68	3,251.39	3,369.25	3,491.45
	BIWEEKLY	1,255.84	1,301.44	1,348.64	1,397.60	1,448.16	1,500.64	1,555.04	1,611.44
	HOURLY	15.698	16.268	16.858	17.470	18.102	18.758	19.438	20.143
N17	ANNUAL	33,140.64	34,297.12	35,495.20	36,728.64	38,009.92	39,336.96	40,707.68	42,126.24
	MONTHLY	2,761.72	2,858.09	2,957.93	3,060.72	3,167.49	3,278.08	3,392.31	3,510.52
	BIWEEKLY	1,274.64	1,319.12	1,365.20	1,412.64	1,461.92	1,512.96	1,565.68	1,620.24
	HOURLY	15.933	16.489	17.065	17.658	18.274	18.912	19.571	20.253
N18	ANNUAL	33,837.44	34,991.84	36,187.84	37,423.36	38,700.48	40,021.28	41,387.84	42,800.16
	MONTHLY	2,819.79	2,915.99	3,015.65	3,118.61	3,225.04	3,335.11	3,448.99	3,566.68
	BIWEEKLY	1,301.44	1,345.84	1,391.84	1,439.36	1,488.48	1,539.28	1,591.84	1,646.16
	HOURLY	16.268	16.823	17.398	17.992	18.606	19.241	19.898	20.577
N19	ANNUAL	34,068.32	35,206.08	36,381.28	37,591.84	38,846.08	40,141.92	41,483.52	42,866.72
	MONTHLY	2,839.03	2,933.84	3,031.77	3,132.65	3,237.17	3,345.16	3,456.96	3,572.23
	BIWEEKLY	1,310.32	1,354.08	1,399.28	1,445.84	1,494.08	1,543.92	1,595.52	1,648.72
	HOURLY	16.379	16.926	17.491	18.073	18.676	19.299	19.944	20.609
N20	ANNUAL	33,363.20	34,642.40	35,971.52	37,350.56	38,785.76	40,275.04	41,818.40	43,424.16
	MONTHLY	2,780.27	2,886.87	2,997.63	3,112.55	3,232.15	3,356.25	3,484.87	3,618.68
	BIWEEKLY	1,283.20	1,332.40	1,383.52	1,436.56	1,491.76	1,549.04	1,608.40	1,670.16
	HOURLY	16.040	16.655	17.294	17.957	18.647	19.363	20.105	20.877

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Reflects a 2% increase
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PAY									
N21	ANNUAL	37,433.76	38,242.88	39,068.64	39,913.12	40,776.32	41,660.32	42,563.04	43,482.40
	MONTHLY	3,119.48	3,186.91	3,255.72	3,326.09	3,398.03	3,471.69	3,546.92	3,623.53
	BIWEEKLY	1,439.76	1,470.88	1,502.64	1,535.12	1,568.32	1,602.32	1,637.04	1,672.40
	HOURLY	17.997	18.386	18.783	19.189	19.604	20.029	20.463	20.905
N22	ANNUAL	36,052.64	37,032.32	38,041.12	39,072.80	40,135.68	41,227.68	42,348.80	43,499.04
	MONTHLY	3,004.39	3,086.03	3,170.09	3,256.07	3,344.64	3,435.64	3,529.07	3,624.92
	BIWEEKLY	1,386.64	1,424.32	1,463.12	1,502.80	1,543.68	1,585.68	1,628.80	1,673.04
	HOURLY	17.333	17.804	18.289	18.785	19.296	19.821	20.360	20.913
N23	ANNUAL	34,087.04	35,308.00	36,570.56	37,876.80	39,230.88	40,634.88	42,086.72	43,590.56
	MONTHLY	2,840.59	2,942.33	3,047.55	3,156.40	3,269.24	3,386.24	3,507.23	3,632.55
	BIWEEKLY	1,311.04	1,358.00	1,406.56	1,456.80	1,508.88	1,562.88	1,618.72	1,676.56
	HOURLY	16.388	16.975	17.582	18.210	18.861	19.536	20.234	20.957
N24	ANNUAL	34,835.84	36,056.80	37,321.44	38,629.76	39,985.92	41,387.84	42,839.68	44,343.52
	MONTHLY	2,902.99	3,004.73	3,110.12	3,219.15	3,332.16	3,448.99	3,569.97	3,695.29
	BIWEEKLY	1,339.84	1,386.80	1,435.44	1,485.76	1,537.92	1,591.84	1,647.68	1,705.52
	HOURLY	16.748	17.335	17.943	18.572	19.224	19.898	20.596	21.319
N25	ANNUAL	33,188.48	34,654.88	36,181.60	37,776.96	39,445.12	41,184.00	43,001.92	44,898.88
	MONTHLY	2,765.71	2,887.91	3,015.13	3,148.08	3,287.09	3,432.00	3,583.49	3,741.57
	BIWEEKLY	1,276.48	1,332.88	1,391.60	1,452.96	1,517.12	1,584.00	1,653.92	1,726.88
	HOURLY	15.956	16.661	17.395	18.162	18.964	19.800	20.674	21.586

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Reflects a 2% increase
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PAY									
N26	ANNUAL	38,737.92	39,576.16	40,433.12	41,306.72	42,201.12	43,112.16	44,048.16	44,998.72
	MONTHLY	3,228.16	3,298.01	3,369.43	3,442.23	3,516.76	3,592.68	3,670.68	3,749.89
	BIWEEKLY	1,489.92	1,522.16	1,555.12	1,588.72	1,623.12	1,658.16	1,694.16	1,730.72
	HOURLY	18.624	19.027	19.439	19.859	20.289	20.727	21.177	21.634
N27	ANNUAL	31,796.96	33,415.20	35,114.56	36,901.28	38,779.52	40,749.28	42,823.04	45,000.80
	MONTHLY	2,649.75	2,784.60	2,926.21	3,075.11	3,231.63	3,395.77	3,568.59	3,750.07
	BIWEEKLY	1,222.96	1,285.20	1,350.56	1,419.28	1,491.52	1,567.28	1,647.04	1,730.80
	HOURLY	15.287	16.065	16.882	17.741	18.644	19.591	20.588	21.635
N28	ANNUAL	35,765.60	36,969.92	38,209.60	39,495.04	40,826.24	42,196.96	43,617.60	45,081.92
	MONTHLY	2,980.47	3,080.83	3,184.13	3,291.25	3,402.19	3,516.41	3,634.80	3,756.83
	BIWEEKLY	1,375.60	1,421.92	1,469.60	1,519.04	1,570.24	1,622.96	1,677.60	1,733.92
	HOURLY	17.195	17.774	18.370	18.988	19.628	20.287	20.970	21.674
N29	ANNUAL	35,578.40	36,826.40	38,118.08	39,455.52	40,840.80	42,273.92	43,754.88	45,292.00
	MONTHLY	2,964.87	3,068.87	3,176.51	3,287.96	3,403.40	3,522.83	3,646.24	3,774.33
	BIWEEKLY	1,368.40	1,416.40	1,466.08	1,517.52	1,570.80	1,625.92	1,682.88	1,742.00
	HOURLY	17.105	17.705	18.326	18.969	19.635	20.324	21.036	21.775
N30	ANNUAL	32,782.88	34,372.00	36,038.08	37,785.28	39,617.76	41,541.76	43,555.20	45,664.32
	MONTHLY	2,731.91	2,864.33	3,003.17	3,148.77	3,301.48	3,461.81	3,629.60	3,805.36
	BIWEEKLY	1,260.88	1,322.00	1,386.08	1,453.28	1,523.76	1,597.76	1,675.20	1,756.32
	HOURLY	15.761	16.525	17.326	18.166	19.047	19.972	20.940	21.954

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Reflects a 2% increase
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PAY									
N31	ANNUAL	36,038.08	37,277.76	38,563.20	39,888.16	41,263.04	42,681.60	44,150.08	45,670.56
	MONTHLY	3,003.17	3,106.48	3,213.60	3,324.01	3,438.59	3,556.80	3,679.17	3,805.88
	BIWEEKLY	1,386.08	1,433.76	1,483.20	1,534.16	1,587.04	1,641.60	1,698.08	1,756.56
	HOURLY	17.326	17.922	18.540	19.177	19.838	20.520	21.226	21.957
N32	ANNUAL	34,688.16	36,096.32	37,566.88	39,095.68	40,686.88	42,342.56	44,064.80	45,857.76
	MONTHLY	2,890.68	3,008.03	3,130.57	3,257.97	3,390.57	3,528.55	3,672.07	3,821.48
	BIWEEKLY	1,334.16	1,388.32	1,444.88	1,503.68	1,564.88	1,628.56	1,694.80	1,763.76
	HOURLY	16.677	17.354	18.061	18.796	19.561	20.357	21.185	22.047
N33	ANNUAL	35,773.92	37,082.24	38,436.32	39,842.40	41,298.40	42,808.48	44,372.64	45,995.04
	MONTHLY	2,981.16	3,090.19	3,203.03	3,320.20	3,441.53	3,567.37	3,697.72	3,832.92
	BIWEEKLY	1,375.92	1,426.24	1,478.32	1,532.40	1,588.40	1,646.48	1,706.64	1,769.04
	HOURLY	17.199	17.828	18.479	19.155	19.855	20.581	21.333	22.113
N34	ANNUAL	41,057.12	41,762.24	42,475.68	43,205.76	43,946.24	44,701.28	45,466.72	46,246.72
	MONTHLY	3,421.43	3,480.19	3,539.64	3,600.48	3,662.19	3,725.11	3,788.89	3,853.89
	BIWEEKLY	1,579.12	1,606.24	1,633.68	1,661.76	1,690.24	1,719.28	1,748.72	1,778.72
	HOURLY	19.739	20.078	20.421	20.772	21.128	21.491	21.859	22.234
N35	ANNUAL	38,696.32	39,698.88	40,728.48	41,785.12	42,868.80	43,981.60	45,123.52	46,292.48
	MONTHLY	3,224.69	3,308.24	3,394.04	3,482.09	3,572.40	3,665.13	3,760.29	3,857.71
	BIWEEKLY	1,488.32	1,526.88	1,566.48	1,607.12	1,648.80	1,691.60	1,735.52	1,780.48
	HOURLY	18.604	19.086	19.581	20.089	20.610	21.145	21.694	22.256

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Reflects a 2% increase
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PAY									
N36	ANNUAL	34,530.08	36,011.04	37,554.40	39,166.40	40,847.04	42,600.48	44,426.72	46,332.00
	MONTHLY	2,877.51	3,000.92	3,129.53	3,263.87	3,403.92	3,550.04	3,702.23	3,861.00
	BIWEEKLY	1,328.08	1,385.04	1,444.40	1,506.40	1,571.04	1,638.48	1,708.72	1,782.00
	HOURLY	16.601	17.313	18.055	18.830	19.638	20.481	21.359	22.275
N37	ANNUAL	32,913.92	34,586.24	36,348.00	38,195.04	40,137.76	42,182.40	44,326.88	46,579.52
	MONTHLY	2,742.83	2,882.19	3,029.00	3,182.92	3,344.81	3,515.20	3,693.91	3,881.63
	BIWEEKLY	1,265.92	1,330.24	1,398.00	1,469.04	1,543.76	1,622.40	1,704.88	1,791.52
	HOURLY	15.824	16.628	17.475	18.363	19.297	20.280	21.311	22.394
N38	ANNUAL	38,226.24	39,343.20	40,489.28	41,666.56	42,881.28	44,131.36	45,416.80	46,741.76
	MONTHLY	3,185.52	3,278.60	3,374.11	3,472.21	3,573.44	3,677.61	3,784.73	3,895.15
	BIWEEKLY	1,470.24	1,513.20	1,557.28	1,602.56	1,649.28	1,697.36	1,746.80	1,797.76
	HOURLY	18.378	18.915	19.466	20.032	20.616	21.217	21.835	22.472
N39	ANNUAL	36,741.12	38,047.36	39,393.12	40,790.88	42,236.48	43,734.08	45,283.68	46,891.52
	MONTHLY	3,061.76	3,170.61	3,282.76	3,399.24	3,519.71	3,644.51	3,773.64	3,907.63
	BIWEEKLY	1,413.12	1,463.36	1,515.12	1,568.88	1,624.48	1,682.08	1,741.68	1,803.52
	HOURLY	17.664	18.292	18.939	19.611	20.306	21.026	21.771	22.544
N40	ANNUAL	41,065.44	41,853.76	42,656.64	43,476.16	44,312.32	45,163.04	46,030.40	46,912.32
	MONTHLY	3,422.12	3,487.81	3,554.72	3,623.01	3,692.69	3,763.59	3,835.87	3,909.36
	BIWEEKLY	1,579.44	1,609.76	1,640.64	1,672.16	1,704.32	1,737.04	1,770.40	1,804.32
	HOURLY	19.743	20.122	20.508	20.902	21.304	21.713	22.130	22.554

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Reflects a 2% increase
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PAY									
N41	ANNUAL	39,599.04	40,695.20	41,818.40	42,976.96	44,164.64	45,387.68	46,644.00	47,935.68
	MONTHLY	3,299.92	3,391.27	3,484.87	3,581.41	3,680.39	3,782.31	3,887.00	3,994.64
	BIWEEKLY	1,523.04	1,565.20	1,608.40	1,652.96	1,698.64	1,745.68	1,794.00	1,843.68
	HOURLY	19.038	19.565	20.105	20.662	21.233	21.821	22.425	23.046
N42	ANNUAL	39,599.04	40,832.48	42,101.28	43,413.76	44,765.76	46,157.28	47,596.64	49,079.68
	MONTHLY	3,299.92	3,402.71	3,508.44	3,617.81	3,730.48	3,846.44	3,966.39	4,089.97
	BIWEEKLY	1,523.04	1,570.48	1,619.28	1,669.76	1,721.76	1,775.28	1,830.64	1,887.68
	HOURLY	19.038	19.631	20.241	20.872	21.522	22.191	22.883	23.596
N43	ANNUAL	39,671.84	41,013.44	42,400.80	43,831.84	45,310.72	46,845.76	48,426.56	50,063.52
	MONTHLY	3,305.99	3,417.79	3,533.40	3,652.65	3,775.89	3,903.81	4,035.55	4,171.96
	BIWEEKLY	1,525.84	1,577.44	1,630.80	1,685.84	1,742.72	1,801.76	1,862.56	1,925.52
	HOURLY	19.073	19.718	20.385	21.073	21.784	22.522	23.282	24.069
N44	ANNUAL	38,856.48	40,331.20	41,862.08	43,451.20	45,096.48	46,808.32	48,586.72	50,427.52
	MONTHLY	3,238.04	3,360.93	3,488.51	3,620.93	3,758.04	3,900.69	4,048.89	4,202.29
	BIWEEKLY	1,494.48	1,551.20	1,610.08	1,671.20	1,734.48	1,800.32	1,868.72	1,939.52
	HOURLY	18.681	19.390	20.126	20.890	21.681	22.504	23.359	24.244
N45	ANNUAL	36,345.92	38,107.68	39,954.72	41,893.28	43,923.36	46,053.28	48,285.12	50,627.20
	MONTHLY	3,028.83	3,175.64	3,329.56	3,491.11	3,660.28	3,837.77	4,023.76	4,218.93
	BIWEEKLY	1,397.92	1,465.68	1,536.72	1,611.28	1,689.36	1,771.28	1,857.12	1,947.20
	HOURLY	17.474	18.321	19.209	20.141	21.117	22.141	23.214	24.340

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PAY									
N46	ANNUAL	41,951.52	43,110.08	44,301.92	45,524.96	46,783.36	48,075.04	49,404.16	50,768.64
	MONTHLY	3,495.96	3,592.51	3,691.83	3,793.75	3,898.61	4,006.25	4,117.01	4,230.72
	BIWEEKLY	1,613.52	1,658.08	1,703.92	1,750.96	1,799.36	1,849.04	1,900.16	1,952.64
	HOURLY	20.169	20.726	21.299	21.887	22.492	23.113	23.752	24.408
N47	ANNUAL	39,049.92	40,543.36	42,095.04	43,704.96	45,379.36	47,114.08	48,915.36	50,789.44
	MONTHLY	3,254.16	3,378.61	3,507.92	3,642.08	3,781.61	3,926.17	4,076.28	4,232.45
	BIWEEKLY	1,501.92	1,559.36	1,619.04	1,680.96	1,745.36	1,812.08	1,881.36	1,953.44
	HOURLY	18.774	19.492	20.238	21.012	21.817	22.651	23.517	24.418
N48	ANNUAL	38,885.60	40,489.28	42,159.52	43,900.48	45,710.08	47,596.64	49,560.16	51,604.80
	MONTHLY	3,240.47	3,374.11	3,513.29	3,658.37	3,809.17	3,966.39	4,130.01	4,300.40
	BIWEEKLY	1,495.60	1,557.28	1,621.52	1,688.48	1,758.08	1,830.64	1,906.16	1,984.80
	HOURLY	18.695	19.466	20.269	21.106	21.976	22.883	23.827	24.810
N49	ANNUAL	45,531.20	46,406.88	47,299.20	48,206.08	49,131.68	50,076.00	51,036.96	52,016.64
	MONTHLY	3,794.27	3,867.24	3,941.60	4,017.17	4,094.31	4,173.00	4,253.08	4,334.72
	BIWEEKLY	1,751.20	1,784.88	1,819.20	1,854.08	1,889.68	1,926.00	1,962.96	2,000.64
	HOURLY	21.890	22.311	22.740	23.176	23.621	24.075	24.537	25.008
N50	ANNUAL	41,799.68	43,132.96	44,512.00	45,930.56	47,396.96	48,909.12	50,473.28	52,083.20
	MONTHLY	3,483.31	3,594.41	3,709.33	3,827.55	3,949.75	4,075.76	4,206.11	4,340.27
	BIWEEKLY	1,607.68	1,658.96	1,712.00	1,766.56	1,822.96	1,881.12	1,941.28	2,003.20
	HOURLY	20.096	20.737	21.400	22.082	22.787	23.514	24.266	25.040

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Reflects a 2% increase
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PAY									
N51	ANNUAL	39,740.48	41,321.28	42,964.48	44,672.16	46,452.64	48,297.60	50,219.52	52,218.40
	MONTHLY	3,311.71	3,443.44	3,580.37	3,722.68	3,871.05	4,024.80	4,184.96	4,351.53
	BIWEEKLY	1,528.48	1,589.28	1,652.48	1,718.16	1,786.64	1,857.60	1,931.52	2,008.40
	HOURLY	19.106	19.866	20.656	21.477	22.333	23.220	24.144	25.105
N52	ANNUAL	50,342.24	50,612.64	50,889.28	51,165.92	51,444.64	51,723.36	52,004.16	52,287.04
	MONTHLY	4,195.19	4,217.72	4,240.77	4,263.83	4,287.05	4,310.28	4,333.68	4,357.25
	BIWEEKLY	1,936.24	1,946.64	1,957.28	1,967.92	1,978.64	1,989.36	2,000.16	2,011.04
	HOURLY	24.203	24.333	24.466	24.599	24.733	24.867	25.002	25.138
N53	ANNUAL	42,417.44	43,738.24	45,098.56	46,504.64	47,952.32	49,445.76	50,987.04	52,574.08
	MONTHLY	3,534.79	3,644.85	3,758.21	3,875.39	3,996.03	4,120.48	4,248.92	4,381.17
	BIWEEKLY	1,631.44	1,682.24	1,734.56	1,788.64	1,844.32	1,901.76	1,961.04	2,022.08
	HOURLY	20.393	21.028	21.682	22.358	23.054	23.772	24.513	25.276
N54	ANNUAL	39,802.88	41,421.12	43,108.00	44,861.44	46,687.68	48,588.80	50,564.80	52,624.00
	MONTHLY	3,316.91	3,451.76	3,592.33	3,738.45	3,890.64	4,049.07	4,213.73	4,385.33
	BIWEEKLY	1,530.88	1,593.12	1,658.00	1,725.44	1,795.68	1,868.80	1,944.80	2,024.00
	HOURLY	19.136	19.914	20.725	21.568	22.446	23.360	24.310	25.300
N55	ANNUAL	36,069.28	38,076.48	40,193.92	42,429.92	44,788.64	47,280.48	49,907.52	52,686.40
	MONTHLY	3,005.77	3,173.04	3,349.49	3,535.83	3,732.39	3,940.04	4,158.96	4,390.53
	BIWEEKLY	1,387.28	1,464.48	1,545.92	1,631.92	1,722.64	1,818.48	1,919.52	2,026.40
	HOURLY	17.341	18.306	19.324	20.399	21.533	22.731	23.994	25.330

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PAY									
N56	ANNUAL	39,802.88	41,439.84	43,145.44	44,919.68	46,766.72	48,690.72	50,693.76	52,777.92
	MONTHLY	3,316.91	3,453.32	3,595.45	3,743.31	3,897.23	4,057.56	4,224.48	4,398.16
	BIWEEKLY	1,530.88	1,593.84	1,659.44	1,727.68	1,798.72	1,872.72	1,949.76	2,029.92
	HOURLY	19.136	19.923	20.743	21.596	22.484	23.409	24.372	25.374
N57	ANNUAL	45,396.00	46,423.52	47,473.92	48,547.20	49,645.44	50,768.64	51,914.72	53,089.92
	MONTHLY	3,783.00	3,868.63	3,956.16	4,045.60	4,137.12	4,230.72	4,326.23	4,424.16
	BIWEEKLY	1,746.00	1,785.52	1,825.92	1,867.20	1,909.44	1,952.64	1,996.72	2,041.92
	HOURLY	21.825	22.319	22.824	23.340	23.868	24.408	24.959	25.524
N58	ANNUAL	44,410.08	45,564.48	46,745.92	47,958.56	49,204.48	50,479.52	51,789.92	53,133.60
	MONTHLY	3,700.84	3,797.04	3,895.49	3,996.55	4,100.37	4,206.63	4,315.83	4,427.80
	BIWEEKLY	1,708.08	1,752.48	1,797.92	1,844.56	1,892.48	1,941.52	1,991.92	2,043.60
	HOURLY	21.351	21.906	22.474	23.057	23.656	24.269	24.899	25.545
N59	ANNUAL	44,447.52	45,616.48	46,814.56	48,045.92	49,308.48	50,604.32	51,935.52	53,300.00
	MONTHLY	3,703.96	3,801.37	3,901.21	4,003.83	4,109.04	4,217.03	4,327.96	4,441.67
	BIWEEKLY	1,709.52	1,754.48	1,800.56	1,847.92	1,896.48	1,946.32	1,997.52	2,050.00
	HOURLY	21.369	21.931	22.507	23.099	23.706	24.329	24.969	25.625
N60	ANNUAL	42,498.56	43,933.76	45,418.88	46,953.92	48,540.96	50,177.92	51,875.20	53,626.56
	MONTHLY	3,541.55	3,661.15	3,784.91	3,912.83	4,045.08	4,181.49	4,322.93	4,468.88
	BIWEEKLY	1,634.56	1,689.76	1,746.88	1,805.92	1,866.96	1,929.92	1,995.20	2,062.56
	HOURLY	20.432	21.122	21.836	22.574	23.337	24.124	24.940	25.782

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PAY									
N61	ANNUAL	52,099.84	52,384.80	52,669.76	52,954.72	53,241.76	53,532.96	53,822.08	54,115.36
	MONTHLY	4,341.65	4,365.40	4,389.15	4,412.89	4,436.81	4,461.08	4,485.17	4,509.61
	BIWEEKLY	2,003.84	2,014.80	2,025.76	2,036.72	2,047.76	2,058.96	2,070.08	2,081.36
	HOURLY	25.048	25.185	25.322	25.459	25.597	25.737	25.876	26.017
N62	ANNUAL	45,965.92	47,157.76	48,380.80	49,637.12	50,924.64	52,247.52	53,599.52	54,991.04
	MONTHLY	3,830.49	3,929.81	4,031.73	4,136.43	4,243.72	4,353.96	4,466.63	4,582.59
	BIWEEKLY	1,767.92	1,813.76	1,860.80	1,909.12	1,958.64	2,009.52	2,061.52	2,115.04
	HOURLY	22.099	22.672	23.260	23.864	24.483	25.119	25.769	26.438
N63	ANNUAL	45,304.48	46,743.84	48,228.96	49,757.76	51,340.64	52,967.20	54,649.92	56,386.72
	MONTHLY	3,775.37	3,895.32	4,019.08	4,146.48	4,278.39	4,413.93	4,554.16	4,698.89
	BIWEEKLY	1,742.48	1,797.84	1,854.96	1,913.76	1,974.64	2,037.20	2,101.92	2,168.72
	HOURLY	21.781	22.473	23.187	23.922	24.683	25.465	26.274	27.109
N64	ANNUAL	50,487.84	51,455.04	52,443.04	53,449.76	54,477.28	55,521.44	56,586.40	57,674.24
	MONTHLY	4,207.32	4,287.92	4,370.25	4,454.15	4,539.77	4,626.79	4,715.53	4,806.19
	BIWEEKLY	1,941.84	1,979.04	2,017.04	2,055.76	2,095.28	2,135.44	2,176.40	2,218.24
	HOURLY	24.273	24.738	25.213	25.697	26.191	26.693	27.205	27.728
N65	ANNUAL	44,518.24	46,379.84	48,324.64	50,346.40	52,453.44	54,649.92	56,937.92	59,321.60
	MONTHLY	3,709.85	3,864.99	4,027.05	4,195.53	4,371.12	4,554.16	4,744.83	4,943.47
	BIWEEKLY	1,712.24	1,783.84	1,858.64	1,936.40	2,017.44	2,101.92	2,189.92	2,281.60
	HOURLY	21.403	22.298	23.233	24.205	25.218	26.274	27.374	28.520

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PAY									
N66	ANNUAL	45,674.72	47,532.16	49,466.56	51,477.92	53,574.56	55,754.40	58,023.68	60,384.48
	MONTHLY	3,806.23	3,961.01	4,122.21	4,289.83	4,464.55	4,646.20	4,835.31	5,032.04
	BIWEEKLY	1,756.72	1,828.16	1,902.56	1,979.92	2,060.56	2,144.40	2,231.68	2,322.48
	HOURLY	21.959	22.852	23.782	24.749	25.757	26.805	27.896	29.031
N67	ANNUAL	48,977.76	50,492.00	52,056.16	53,668.16	55,332.16	57,044.00	58,809.92	60,634.08
	MONTHLY	4,081.48	4,207.67	4,338.01	4,472.35	4,611.01	4,753.67	4,900.83	5,052.84
	BIWEEKLY	1,883.76	1,942.00	2,002.16	2,064.16	2,128.16	2,194.00	2,261.92	2,332.08
	HOURLY	23.547	24.275	25.027	25.802	26.602	27.425	28.274	29.151
N68	ANNUAL	49,314.72	50,860.16	52,459.68	54,102.88	55,800.16	57,553.60	59,359.04	61,220.64
	MONTHLY	4,109.56	4,238.35	4,371.64	4,508.57	4,650.01	4,796.13	4,946.59	5,101.72
	BIWEEKLY	1,896.72	1,956.16	2,017.68	2,080.88	2,146.16	2,213.60	2,283.04	2,354.64
	HOURLY	23.709	24.452	25.221	26.011	26.827	27.670	28.538	29.433
N69	ANNUAL	47,837.92	49,714.08	51,660.96	53,684.80	55,787.68	57,975.84	60,245.12	62,603.84
	MONTHLY	3,986.49	4,142.84	4,305.08	4,473.73	4,648.97	4,831.32	5,020.43	5,216.99
	BIWEEKLY	1,839.92	1,912.08	1,986.96	2,064.80	2,145.68	2,229.84	2,317.12	2,407.84
	HOURLY	22.999	23.901	24.837	25.810	26.821	27.873	28.964	30.098
N70	ANNUAL	50,431.68	52,079.04	53,780.48	55,538.08	57,351.84	59,221.76	61,158.24	63,155.04
	MONTHLY	4,202.64	4,339.92	4,481.71	4,628.17	4,779.32	4,935.15	5,096.52	5,262.92
	BIWEEKLY	1,939.68	2,003.04	2,068.48	2,136.08	2,205.84	2,277.76	2,352.24	2,429.04
	HOURLY	24.246	25.038	25.856	26.701	27.573	28.472	29.403	30.363

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		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
1020	CUSTOMER SERVICE ASSISTANT I	N04	13.454	13.887	14.336	14.799	15.277	15.770	16.280	16.806
1022	CUSTOMER SERVICE ASSISTANT II	N17	15.933	16.489	17.065	17.658	18.274	18.912	19.571	20.253
1030	OFFICE ASSISTANT	N03	12.544	13.055	13.587	14.141	14.718	15.318	15.943	16.592
1032	SENIOR OFFICE ASSISTANT	N09	14.282	14.793	15.321	15.869	16.437	17.024	17.633	18.263
1034	OFFICE SPECIALIST	N19	16.379	16.926	17.491	18.073	18.676	19.299	19.944	20.609
1036	OFFICE MANAGER	N36	16.601	17.313	18.055	18.830	19.638	20.481	21.359	22.275
1120	ACCOUNT CLERK I	N12	14.731	15.331	15.954	16.602	17.278	17.980	18.711	19.471
1121	ACCOUNT CLERK II	N20	16.040	16.655	17.294	17.957	18.647	19.363	20.105	20.877
1122	ACCOUNT CLERK III	N31	17.326	17.922	18.540	19.177	19.838	20.520	21.226	21.957
1215	RIGHT-OF-WAY SPECIALIST	N25	15.956	16.661	17.395	18.162	18.964	19.800	20.674	21.586
1307	STORES CLERK	N25	15.956	16.661	17.395	18.162	18.964	19.800	20.674	21.586
1463	COMPUTER OPERATOR I	N32	16.677	17.354	18.061	18.796	19.561	20.357	21.185	22.047
1464	COMPUTER OPERATOR II	N54	19.136	19.914	20.725	21.568	22.446	23.360	24.310	25.300
1466	INTERNET SUPPORT SPECIALIST	N66	21.959	22.852	23.782	24.749	25.757	26.805	27.896	29.031
2216	HOUSING REHABILITATION ASST	N23	16.388	16.975	17.582	18.210	18.861	19.536	20.234	20.957
3129	PUBLIC SERVICE OFFICER	N14	15.895	16.426	16.976	17.543	18.131	18.737	19.364	20.011
3137	POLICE SERVICES SPECIALIST	N32	16.677	17.354	18.061	18.796	19.561	20.357	21.185	22.047
3139	POLICE RECORDS TECHNICIAN	N08	14.697	15.150	15.619	16.101	16.598	17.111	17.640	18.185
3141	PROPERTY & EVIDENCE TECHNICIAN	N39	17.664	18.292	18.939	19.611	20.306	21.026	21.771	22.544
3147	CRIME ANALYSIS TECHNICIAN	N65	21.403	22.298	23.233	24.205	25.218	26.274	27.374	28.520

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CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
3205	BUILDING INSPECTOR	N69	22.999	23.901	24.837	25.810	26.821	27.873	28.964	30.098
3212	HOUSING INSPECTOR II	N63	21.781	22.473	23.187	23.922	24.683	25.465	26.274	27.109
3213	HOUSING INSPECTOR I	N57	21.825	22.319	22.824	23.340	23.868	24.408	24.959	25.524
3215	ELECTRICAL INSPECTOR	N70	24.246	25.038	25.856	26.701	27.573	28.472	29.403	30.363
3217	HVAC INSPECTOR	N67	23.547	24.275	25.027	25.802	26.602	27.425	28.274	29.151
3220	PERMIT ASSISTANT	N30	15.761	16.525	17.326	18.166	19.047	19.972	20.940	21.954
3222	PERMIT TECHNICIAN	N45	17.474	18.321	19.209	20.141	21.117	22.141	23.214	24.340
3225	PLUMBING INSPECTOR	N68	23.709	24.452	25.221	26.011	26.827	27.670	28.538	29.433
3611	DENTAL ASSISTANT	N03	12.544	13.055	13.587	14.141	14.718	15.318	15.943	16.592
3690	ANIMAL CONTROL OFFICER I	N37	15.824	16.628	17.475	18.363	19.297	20.280	21.311	22.394
3691	ANIMAL CONTROL OFFICER II	N55	17.341	18.306	19.324	20.399	21.533	22.731	23.994	25.330
3695	ANIMAL CONTROL DISPATCHER	N27	15.287	16.065	16.882	17.741	18.644	19.591	20.588	21.635
4106	LIBRARY ASSISTANT I	N11	15.184	15.703	16.239	16.793	17.368	17.959	18.572	19.207
4107	LIBRARY ASSISTANT II	N18	16.268	16.823	17.398	17.992	18.606	19.241	19.898	20.577
5008	LABORER I	N10	16.440	16.757	17.080	17.408	17.743	18.086	18.433	18.788
5009	LABORER II	N15	17.615	17.954	18.300	18.652	19.012	19.377	19.751	20.131
5023	GATEHOUSE ATTENDANT I	N06	13.442	13.913	14.401	14.907	15.430	15.971	16.531	17.112
5024	GATEHOUSE ATTENDANT II	N13	15.428	15.968	16.528	17.108	17.708	18.330	18.973	19.639
5031	LANDFILL OPERATOR I	N29	17.105	17.705	18.326	18.969	19.635	20.324	21.036	21.775
5032	LANDFILL OPERATOR II	N43	19.073	19.718	20.385	21.073	21.784	22.522	23.282	24.069

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		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
5033	LANDFILL OPERATOR III	N48	18.695	19.466	20.269	21.106	21.976	22.883	23.827	24.810	
5105	MAINTENANCE REPAIR WORKER I	N16	15.698	16.268	16.858	17.470	18.102	18.758	19.438	20.143	
5106	MAINTENANCE REPAIR WORKER II	N56	19.136	19.923	20.743	21.596	22.484	23.409	24.372	25.374	
5115	AUTOMOTIVE SERVICE WORKER	N22	17.333	17.804	18.289	18.785	19.296	19.821	20.360	20.913	
5116	AUTOMOTIVE MECHANIC	N59	21.369	21.931	22.507	23.099	23.706	24.329	24.969	25.625	
5117	HEAVY EQUIPMENT MECHANIC	N51	19.106	19.866	20.656	21.477	22.333	23.220	24.144	25.105	
5146	PARKS WELDER	N50	20.096	20.737	21.400	22.082	22.787	23.514	24.266	25.040	
5150	CONCRETE FINISHER I	N52	24.203	24.333	24.466	24.599	24.733	24.867	25.002	25.138	
5151	CONCRETE FINISHER II	N61	25.048	25.185	25.322	25.459	25.597	25.737	25.876	26.017	
5201	DELIVERY CLERK	N02	12.117	12.650	13.208	13.790	14.399	15.035	15.697	16.390	
5205	EQUIPMENT OPERATOR I	N28	17.195	17.774	18.370	18.988	19.628	20.287	20.970	21.674	
5206	EQUIPMENT OPERATOR II	N47	18.774	19.492	20.238	21.012	21.817	22.651	23.517	24.418	
5216	PUBLIC WORKS INSPECTOR	N60	20.432	21.122	21.836	22.574	23.337	24.124	24.940	25.782	
5225	UTILITY EQUIPMENT OPERATOR I	N41	19.038	19.565	20.105	20.662	21.233	21.821	22.425	23.046	
5226	UTILITY EQUIPMENT OPERATOR II	N46	20.169	20.726	21.299	21.887	22.492	23.113	23.752	24.408	
5228	PUBLIC WORKS LABORER	N21	17.997	18.386	18.783	19.189	19.604	20.029	20.463	20.905	
5229	PUBLIC WORKS EQUIPMENT OPR I	N29	17.105	17.705	18.326	18.969	19.635	20.324	21.036	21.775	
5230	PUBLIC WORKS EQUIPMENT OPR II	N43	19.073	19.718	20.385	21.073	21.784	22.522	23.282	24.069	
5232	BARRICADE WORKER	N26	18.624	19.027	19.439	19.859	20.289	20.727	21.177	21.634	
5235	WATER SERVICE TECHNICIAN I	N34	19.739	20.078	20.421	20.772	21.128	21.491	21.859	22.234	

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5236	WATER SERVICE TECHNICIAN II	N42	19.038	19.631	20.241	20.872	21.522	22.191	22.883	23.596
5237	SENIOR WATER SERVICE TECHNICIAN	N53	20.393	21.028	21.682	22.358	23.054	23.772	24.513	25.276
5313	MAINTENANCE OPERATOR I	N40	19.743	20.122	20.508	20.902	21.304	21.713	22.130	22.554
5314	MAINTENANCE OPERATOR II	N49	21.890	22.311	22.740	23.176	23.621	24.075	24.537	25.008
5316	ASST WATER PLANT OPERATOR	N54	19.136	19.914	20.725	21.568	22.446	23.360	24.310	25.300
5326	METER READER	N33	17.199	17.828	18.479	19.155	19.855	20.581	21.333	22.113
5335	UTILITY PLANT MECHANIC II	N62	22.099	22.672	23.260	23.864	24.483	25.119	25.769	26.438
5336	UTILITY PLANT MECHANIC I	N58	21.351	21.906	22.474	23.057	23.656	24.269	24.899	25.545
5337	ASST UTILITY PLANT MECHANIC	N35	18.604	19.086	19.581	20.089	20.610	21.145	21.694	22.256
5407	CUSTODIAN	N07	13.373	13.853	14.349	14.863	15.396	15.949	16.520	17.113
5435	COOK	N05	12.541	13.094	13.672	14.275	14.905	15.562	16.249	16.966
5436	FOOD SERVICE WORKER	N01	11.707	12.223	12.761	13.323	13.912	14.526	15.166	15.836
5510	GARDENER	N38	18.378	18.915	19.466	20.032	20.616	21.217	21.835	22.472
5516	ARBORIST I	N24	16.748	17.335	17.943	18.572	19.224	19.898	20.596	21.319
5517	ARBORIST II	N44	18.681	19.390	20.126	20.890	21.681	22.504	23.359	24.244
5523	ATHLETIC FIELDS TECHNICIAN	N47	18.774	19.492	20.238	21.012	21.817	22.651	23.517	24.418
5539	PARKS PLUMBER	N64	24.273	24.738	25.213	25.697	26.191	26.693	27.205	27.728

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N01	ANNUAL	24,837.28	25,931.36	27,073.28	28,265.12	29,515.20	30,819.36	32,175.52	33,598.24
	MONTHLY	2,069.77	2,160.95	2,256.11	2,355.43	2,459.60	2,568.28	2,681.29	2,799.85
	BIWEEKLY	955.28	997.36	1,041.28	1,087.12	1,135.20	1,185.36	1,237.52	1,292.24
	HOURLY	11.941	12.467	13.016	13.589	14.190	14.817	15.469	16.153
N02	ANNUAL	25,706.72	26,838.24	28,021.76	29,257.28	30,548.96	31,898.88	33,302.88	34,773.44
	MONTHLY	2,142.23	2,236.52	2,335.15	2,438.11	2,545.75	2,658.24	2,775.24	2,897.79
	BIWEEKLY	988.72	1,032.24	1,077.76	1,125.28	1,174.96	1,226.88	1,280.88	1,337.44
	HOURLY	12.359	12.903	13.472	14.066	14.687	15.336	16.011	16.718
N03	ANNUAL	26,613.60	27,697.28	28,826.72	30,001.92	31,224.96	32,497.92	33,824.96	35,201.92
	MONTHLY	2,217.80	2,308.11	2,402.23	2,500.16	2,602.08	2,708.16	2,818.75	2,933.49
	BIWEEKLY	1,023.60	1,065.28	1,108.72	1,153.92	1,200.96	1,249.92	1,300.96	1,353.92
	HOURLY	12.795	13.316	13.859	14.424	15.012	15.624	16.262	16.924
N04	ANNUAL	28,543.84	29,463.20	30,415.84	31,397.60	32,412.64	33,456.80	34,540.48	35,655.36
	MONTHLY	2,378.65	2,455.27	2,534.65	2,616.47	2,701.05	2,788.07	2,878.37	2,971.28
	BIWEEKLY	1,097.84	1,133.20	1,169.84	1,207.60	1,246.64	1,286.80	1,328.48	1,371.36
	HOURLY	13.723	14.165	14.623	15.095	15.583	16.085	16.606	17.142
N05	ANNUAL	26,607.36	27,780.48	29,005.60	30,286.88	31,622.24	33,015.84	34,473.92	35,994.40
	MONTHLY	2,217.28	2,315.04	2,417.13	2,523.91	2,635.19	2,751.32	2,872.83	2,999.53
	BIWEEKLY	1,023.36	1,068.48	1,115.60	1,164.88	1,216.24	1,269.84	1,325.92	1,384.40

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PAY									
	HOURLY	12.792	13.356	13.945	14.561	15.203	15.873	16.574	17.305
N06	ANNUAL	28,518.88	29,517.28	30,553.12	31,626.40	32,737.12	33,883.20	35,072.96	36,304.32
	MONTHLY	2,376.57	2,459.77	2,546.09	2,635.53	2,728.09	2,823.60	2,922.75	3,025.36
	BIWEEKLY	1,096.88	1,135.28	1,175.12	1,216.40	1,259.12	1,303.20	1,348.96	1,396.32
	HOURLY	13.711	14.191	14.689	15.205	15.739	16.290	16.862	17.454
N07	ANNUAL	28,371.20	29,390.40	30,442.88	31,532.80	32,664.32	33,837.44	35,048.00	36,306.40
	MONTHLY	2,364.27	2,449.20	2,536.91	2,627.73	2,722.03	2,819.79	2,920.67	3,025.53
	BIWEEKLY	1,091.20	1,130.40	1,170.88	1,212.80	1,256.32	1,301.44	1,348.00	1,396.40
	HOURLY	13.640	14.130	14.636	15.160	15.704	16.268	16.850	17.455
N08	ANNUAL	31,181.28	32,142.24	33,136.48	34,159.84	35,214.40	36,302.24	37,425.44	38,581.92
	MONTHLY	2,598.44	2,678.52	2,761.37	2,846.65	2,934.53	3,025.19	3,118.79	3,215.16
	BIWEEKLY	1,199.28	1,236.24	1,274.48	1,313.84	1,354.40	1,396.24	1,439.44	1,483.92
	HOURLY	14.991	15.453	15.931	16.423	16.930	17.453	17.993	18.549
N09	ANNUAL	30,301.44	31,385.12	32,504.16	33,666.88	34,873.28	36,117.12	37,410.88	38,746.24
	MONTHLY	2,525.12	2,615.43	2,708.68	2,805.57	2,906.11	3,009.76	3,117.57	3,228.85
	BIWEEKLY	1,165.44	1,207.12	1,250.16	1,294.88	1,341.28	1,389.12	1,438.88	1,490.24
	HOURLY	14.568	15.089	15.627	16.186	16.766	17.364	17.986	18.628
N10	ANNUAL	34,879.52	35,551.36	36,237.76	36,932.48	37,643.84	38,371.84	39,108.16	39,861.12
	MONTHLY	2,906.63	2,962.61	3,019.81	3,077.71	3,136.99	3,197.65	3,259.01	3,321.76
	BIWEEKLY	1,341.52	1,367.36	1,393.76	1,420.48	1,447.84	1,475.84	1,504.16	1,533.12

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PAY									
	HOURLY	16.769	17.092	17.422	17.756	18.098	18.448	18.802	19.164
N11	ANNUAL	32,215.04	33,315.36	34,453.12	35,628.32	36,847.20	38,101.44	39,401.44	40,749.28
	MONTHLY	2,684.59	2,776.28	2,871.09	2,969.03	3,070.60	3,175.12	3,283.45	3,395.77
	BIWEEKLY	1,239.04	1,281.36	1,325.12	1,370.32	1,417.20	1,465.44	1,515.44	1,567.28
	HOURLY	15.488	16.017	16.564	17.129	17.715	18.318	18.943	19.591
N12	ANNUAL	31,254.08	32,527.04	33,847.84	35,222.72	36,657.92	38,147.20	39,696.80	41,308.80
	MONTHLY	2,604.51	2,710.59	2,820.65	2,935.23	3,054.83	3,178.93	3,308.07	3,442.40
	BIWEEKLY	1,202.08	1,251.04	1,301.84	1,354.72	1,409.92	1,467.20	1,526.80	1,588.80
	HOURLY	15.026	15.638	16.273	16.934	17.624	18.340	19.085	19.860
N13	ANNUAL	32,732.96	33,876.96	35,066.72	36,296.00	37,568.96	38,889.76	40,252.16	41,666.56
	MONTHLY	2,727.75	2,823.08	2,922.23	3,024.67	3,130.75	3,240.81	3,354.35	3,472.21
	BIWEEKLY	1,258.96	1,302.96	1,348.72	1,396.00	1,444.96	1,495.76	1,548.16	1,602.56
	HOURLY	15.737	16.287	16.859	17.450	18.062	18.697	19.352	20.032
N14	ANNUAL	33,723.04	34,850.40	36,017.28	37,219.52	38,467.52	39,752.96	41,082.08	42,454.88
	MONTHLY	2,810.25	2,904.20	3,001.44	3,101.63	3,205.63	3,312.75	3,423.51	3,537.91
	BIWEEKLY	1,297.04	1,340.40	1,385.28	1,431.52	1,479.52	1,528.96	1,580.08	1,632.88
	HOURLY	16.213	16.755	17.316	17.894	18.494	19.112	19.751	20.411
N15	ANNUAL	37,371.36	38,091.04	38,825.28	39,572.00	40,335.36	41,111.20	41,903.68	42,710.72
	MONTHLY	3,114.28	3,174.25	3,235.44	3,297.67	3,361.28	3,425.93	3,491.97	3,559.23
	BIWEEKLY	1,437.36	1,465.04	1,493.28	1,522.00	1,551.36	1,581.20	1,611.68	1,642.72

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PAY									
	HOURLY	17.967	18.313	18.666	19.025	19.392	19.765	20.146	20.534
N16	ANNUAL	33,304.96	34,513.44	35,765.60	37,063.52	38,405.12	39,796.64	41,240.16	42,735.68
	MONTHLY	2,775.41	2,876.12	2,980.47	3,088.63	3,200.43	3,316.39	3,436.68	3,561.31
	BIWEEKLY	1,280.96	1,327.44	1,375.60	1,425.52	1,477.12	1,530.64	1,586.16	1,643.68
	HOURLY	16.012	16.593	17.195	17.819	18.464	19.133	19.827	20.546
N17	ANNUAL	33,804.16	34,983.52	36,204.48	37,462.88	38,769.12	40,123.20	41,520.96	42,968.64
	MONTHLY	2,817.01	2,915.29	3,017.04	3,121.91	3,230.76	3,343.60	3,460.08	3,580.72
	BIWEEKLY	1,300.16	1,345.52	1,392.48	1,440.88	1,491.12	1,543.20	1,596.96	1,652.64
	HOURLY	16.252	16.819	17.406	18.011	18.639	19.290	19.962	20.658
N18	ANNUAL	34,513.44	35,690.72	36,911.68	38,172.16	39,474.24	40,822.08	42,215.68	43,657.12
	MONTHLY	2,876.12	2,974.23	3,075.97	3,181.01	3,289.52	3,401.84	3,517.97	3,638.09
	BIWEEKLY	1,327.44	1,372.72	1,419.68	1,468.16	1,518.24	1,570.08	1,623.68	1,679.12
	HOURLY	16.593	17.159	17.746	18.352	18.978	19.626	20.296	20.989
N19	ANNUAL	34,750.56	35,911.20	37,109.28	38,342.72	39,624.00	40,944.80	42,313.44	43,723.68
	MONTHLY	2,895.88	2,992.60	3,092.44	3,195.23	3,302.00	3,412.07	3,526.12	3,643.64
	BIWEEKLY	1,336.56	1,381.20	1,427.28	1,474.72	1,524.00	1,574.80	1,627.44	1,681.68
	HOURLY	16.707	17.265	17.841	18.434	19.050	19.685	20.343	21.021
N20	ANNUAL	34,030.88	35,335.04	36,691.20	38,097.28	39,561.60	41,080.00	42,654.56	44,293.60
	MONTHLY	2,835.91	2,944.59	3,057.60	3,174.77	3,296.80	3,423.33	3,554.55	3,691.13
	BIWEEKLY	1,308.88	1,359.04	1,411.20	1,465.28	1,521.60	1,580.00	1,640.56	1,703.60
	HOURLY	16.361	16.988	17.640	18.316	19.020	19.750	20.507	21.295

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PAY									
N21	ANNUAL	38,182.56	39,008.32	39,850.72	40,711.84	41,591.68	42,494.40	43,413.76	44,351.84
	MONTHLY	3,181.88	3,250.69	3,320.89	3,392.65	3,465.97	3,541.20	3,617.81	3,695.99
	BIWEEKLY	1,468.56	1,500.32	1,532.72	1,565.84	1,599.68	1,634.40	1,669.76	1,705.84
	HOURLY	18.357	18.754	19.159	19.573	19.996	20.430	20.872	21.323
N22	ANNUAL	36,774.40	37,772.80	38,802.40	39,854.88	40,938.56	42,051.36	43,195.36	44,368.48
	MONTHLY	3,064.53	3,147.73	3,233.53	3,321.24	3,411.55	3,504.28	3,599.61	3,697.37
	BIWEEKLY	1,414.40	1,452.80	1,492.40	1,532.88	1,574.56	1,617.36	1,661.36	1,706.48
	HOURLY	17.680	18.160	18.655	19.161	19.682	20.217	20.767	21.331
N23	ANNUAL	34,769.28	36,015.20	37,302.72	38,633.92	40,015.04	41,448.16	42,929.12	44,462.08
	MONTHLY	2,897.44	3,001.27	3,108.56	3,219.49	3,334.59	3,454.01	3,577.43	3,705.17
	BIWEEKLY	1,337.28	1,385.20	1,434.72	1,485.92	1,539.04	1,594.16	1,651.12	1,710.08
	HOURLY	16.716	17.315	17.934	18.574	19.238	19.927	20.639	21.376
N24	ANNUAL	35,532.64	36,778.56	38,068.16	39,401.44	40,784.64	42,215.68	43,696.64	45,229.60
	MONTHLY	2,961.05	3,064.88	3,172.35	3,283.45	3,398.72	3,517.97	3,641.39	3,769.13
	BIWEEKLY	1,366.64	1,414.56	1,464.16	1,515.44	1,568.64	1,623.68	1,680.64	1,739.60
	HOURLY	17.083	17.682	18.302	18.943	19.608	20.296	21.008	21.745
N25	ANNUAL	33,852.00	35,347.52	36,905.44	38,532.00	40,233.44	42,007.68	43,860.96	45,797.44
	MONTHLY	2,821.00	2,945.63	3,075.45	3,211.00	3,352.79	3,500.64	3,655.08	3,816.45
	BIWEEKLY	1,302.00	1,359.52	1,419.44	1,482.00	1,547.44	1,615.68	1,686.96	1,761.44
	HOURLY	16.275	16.994	17.743	18.525	19.343	20.196	21.087	22.018

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PAY									
N26	ANNUAL	39,511.68	40,368.64	41,242.24	42,132.48	43,045.60	43,975.36	44,930.08	45,899.36
	MONTHLY	3,292.64	3,364.05	3,436.85	3,511.04	3,587.13	3,664.61	3,744.17	3,824.95
	BIWEEKLY	1,519.68	1,552.64	1,586.24	1,620.48	1,655.60	1,691.36	1,728.08	1,765.36
	HOURLY	18.996	19.408	19.828	20.256	20.695	21.142	21.601	22.067
N27	ANNUAL	32,433.44	34,082.88	35,817.60	37,639.68	39,555.36	41,564.64	43,680.00	45,901.44
	MONTHLY	2,702.79	2,840.24	2,984.80	3,136.64	3,296.28	3,463.72	3,640.00	3,825.12
	BIWEEKLY	1,247.44	1,310.88	1,377.60	1,447.68	1,521.36	1,598.64	1,680.00	1,765.44
	HOURLY	15.593	16.386	17.220	18.096	19.017	19.983	21.000	22.068
N28	ANNUAL	36,481.12	37,708.32	38,972.96	40,285.44	41,643.68	43,041.44	44,489.12	45,982.56
	MONTHLY	3,040.09	3,142.36	3,247.75	3,357.12	3,470.31	3,586.79	3,707.43	3,831.88
	BIWEEKLY	1,403.12	1,450.32	1,498.96	1,549.44	1,601.68	1,655.44	1,711.12	1,768.56
	HOURLY	17.539	18.129	18.737	19.368	20.021	20.693	21.389	22.107
N29	ANNUAL	36,289.76	37,562.72	38,881.44	40,243.84	41,658.24	43,118.40	44,630.56	46,198.88
	MONTHLY	3,024.15	3,130.23	3,240.12	3,353.65	3,471.52	3,593.20	3,719.21	3,849.91
	BIWEEKLY	1,395.76	1,444.72	1,495.44	1,547.84	1,602.24	1,658.40	1,716.56	1,776.88
	HOURLY	17.447	18.059	18.693	19.348	20.028	20.730	21.457	22.211
N30	ANNUAL	33,438.08	35,060.48	36,759.84	38,540.32	40,410.24	42,371.68	44,426.72	46,577.44
	MONTHLY	2,786.51	2,921.71	3,063.32	3,211.69	3,367.52	3,530.97	3,702.23	3,881.45
	BIWEEKLY	1,286.08	1,348.48	1,413.84	1,482.32	1,554.24	1,629.68	1,708.72	1,791.44
	HOURLY	16.076	16.856	17.673	18.529	19.428	20.371	21.359	22.393

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PAY									
N31	ANNUAL	36,759.84	38,022.40	39,334.88	40,686.88	42,088.80	43,534.40	45,034.08	46,583.68
	MONTHLY	3,063.32	3,168.53	3,277.91	3,390.57	3,507.40	3,627.87	3,752.84	3,881.97
	BIWEEKLY	1,413.84	1,462.40	1,512.88	1,564.88	1,618.80	1,674.40	1,732.08	1,791.68
	HOURLY	17.673	18.280	18.911	19.561	20.235	20.930	21.651	22.396
N32	ANNUAL	35,382.88	36,818.08	38,317.76	39,877.76	41,500.16	43,189.12	44,946.72	46,775.04
	MONTHLY	2,948.57	3,068.17	3,193.15	3,323.15	3,458.35	3,599.09	3,745.56	3,897.92
	BIWEEKLY	1,360.88	1,416.08	1,473.76	1,533.76	1,596.16	1,661.12	1,728.72	1,799.04
	HOURLY	17.011	17.701	18.422	19.172	19.952	20.764	21.609	22.488
N33	ANNUAL	36,489.44	37,824.80	39,205.92	40,639.04	42,124.16	43,665.44	45,260.80	46,914.40
	MONTHLY	3,040.79	3,152.07	3,267.16	3,386.59	3,510.35	3,638.79	3,771.73	3,909.53
	BIWEEKLY	1,403.44	1,454.80	1,507.92	1,563.04	1,620.16	1,679.44	1,740.80	1,804.40
	HOURLY	17.543	18.185	18.849	19.538	20.252	20.993	21.760	22.555
N34	ANNUAL	41,878.72	42,598.40	43,324.32	44,068.96	44,826.08	45,595.68	46,375.68	47,172.32
	MONTHLY	3,489.89	3,549.87	3,610.36	3,672.41	3,735.51	3,799.64	3,864.64	3,931.03
	BIWEEKLY	1,610.72	1,638.40	1,666.32	1,694.96	1,724.08	1,753.68	1,783.68	1,814.32
	HOURLY	20.134	20.480	20.829	21.187	21.551	21.921	22.296	22.679
N35	ANNUAL	39,470.08	40,493.44	41,543.84	42,621.28	43,725.76	44,861.44	46,026.24	47,218.08
	MONTHLY	3,289.17	3,374.45	3,461.99	3,551.77	3,643.81	3,738.45	3,835.52	3,934.84
	BIWEEKLY	1,518.08	1,557.44	1,597.84	1,639.28	1,681.76	1,725.44	1,770.24	1,816.08
	HOURLY	18.976	19.468	19.973	20.491	21.022	21.568	22.128	22.701

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PAY									
N36	ANNUAL	35,220.64	36,730.72	38,305.28	39,950.56	41,664.48	43,453.28	45,314.88	47,259.68
	MONTHLY	2,935.05	3,060.89	3,192.11	3,329.21	3,472.04	3,621.11	3,776.24	3,938.31
	BIWEEKLY	1,354.64	1,412.72	1,473.28	1,536.56	1,602.48	1,671.28	1,742.88	1,817.68
	HOURLY	16.933	17.659	18.416	19.207	20.031	20.891	21.786	22.721
N37	ANNUAL	33,571.20	35,278.88	37,076.00	38,958.40	40,940.64	43,026.88	45,212.96	47,511.36
	MONTHLY	2,797.60	2,939.91	3,089.67	3,246.53	3,411.72	3,585.57	3,767.75	3,959.28
	BIWEEKLY	1,291.20	1,356.88	1,426.00	1,498.40	1,574.64	1,654.88	1,738.96	1,827.36
	HOURLY	16.140	16.961	17.825	18.730	19.683	20.686	21.737	22.842
N38	ANNUAL	38,991.68	40,129.44	41,298.40	42,500.64	43,738.24	45,013.28	46,325.76	47,675.68
	MONTHLY	3,249.31	3,344.12	3,441.53	3,541.72	3,644.85	3,751.11	3,860.48	3,972.97
	BIWEEKLY	1,499.68	1,543.44	1,588.40	1,634.64	1,682.24	1,731.28	1,781.76	1,833.68
	HOURLY	18.746	19.293	19.855	20.433	21.028	21.641	22.272	22.921
N39	ANNUAL	37,475.36	38,808.64	40,181.44	41,606.24	43,080.96	44,609.76	46,188.48	47,829.60
	MONTHLY	3,122.95	3,234.05	3,348.45	3,467.19	3,590.08	3,717.48	3,849.04	3,985.80
	BIWEEKLY	1,441.36	1,492.64	1,545.44	1,600.24	1,656.96	1,715.76	1,776.48	1,839.60
	HOURLY	18.017	18.658	19.318	20.003	20.712	21.447	22.206	22.995
N40	ANNUAL	41,887.04	42,689.92	43,509.44	44,345.60	45,198.40	46,065.76	46,951.84	47,850.40
	MONTHLY	3,490.59	3,557.49	3,625.79	3,695.47	3,766.53	3,838.81	3,912.65	3,987.53
	BIWEEKLY	1,611.04	1,641.92	1,673.44	1,705.60	1,738.40	1,771.76	1,805.84	1,840.40
	HOURLY	20.138	20.524	20.918	21.320	21.730	22.147	22.573	23.005

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Reflects a 2% increase
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PAY									
N41	ANNUAL	40,391.52	41,508.48	42,654.56	43,836.00	45,048.64	46,294.56	47,577.92	48,894.56
	MONTHLY	3,365.96	3,459.04	3,554.55	3,653.00	3,754.05	3,857.88	3,964.83	4,074.55
	BIWEEKLY	1,553.52	1,596.48	1,640.56	1,686.00	1,732.64	1,780.56	1,829.92	1,880.56
	HOURLY	19.419	19.956	20.507	21.075	21.658	22.257	22.874	23.507
N42	ANNUAL	40,391.52	41,649.92	42,943.68	44,281.12	45,660.16	47,080.80	48,549.28	50,061.44
	MONTHLY	3,365.96	3,470.83	3,578.64	3,690.09	3,805.01	3,923.40	4,045.77	4,171.79
	BIWEEKLY	1,553.52	1,601.92	1,651.68	1,703.12	1,756.16	1,810.80	1,867.28	1,925.44
	HOURLY	19.419	20.024	20.646	21.289	21.952	22.635	23.341	24.068
N43	ANNUAL	40,464.32	41,832.96	43,249.44	44,707.52	46,217.60	47,781.76	49,395.84	51,064.00
	MONTHLY	3,372.03	3,486.08	3,604.12	3,725.63	3,851.47	3,981.81	4,116.32	4,255.33
	BIWEEKLY	1,556.32	1,608.96	1,663.44	1,719.52	1,777.60	1,837.76	1,899.84	1,964.00
	HOURLY	19.454	20.112	20.793	21.494	22.220	22.972	23.748	24.550
N44	ANNUAL	39,634.40	41,138.24	42,700.32	44,320.64	45,999.20	47,744.32	49,558.08	51,436.32
	MONTHLY	3,302.87	3,428.19	3,558.36	3,693.39	3,833.27	3,978.69	4,129.84	4,286.36
	BIWEEKLY	1,524.40	1,582.24	1,642.32	1,704.64	1,769.20	1,836.32	1,906.08	1,978.32
	HOURLY	19.055	19.778	20.529	21.308	22.115	22.954	23.826	24.729
N45	ANNUAL	37,071.84	38,868.96	40,753.44	42,731.52	44,801.12	46,974.72	49,250.24	51,640.16
	MONTHLY	3,089.32	3,239.08	3,396.12	3,560.96	3,733.43	3,914.56	4,104.19	4,303.35
	BIWEEKLY	1,425.84	1,494.96	1,567.44	1,643.52	1,723.12	1,806.72	1,894.24	1,986.16
	HOURLY	17.823	18.687	19.593	20.544	21.539	22.584	23.678	24.827

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PAY									
N46	ANNUAL	42,789.76	43,973.28	45,188.00	46,436.00	47,719.36	49,036.00	50,392.16	51,783.68
	MONTHLY	3,565.81	3,664.44	3,765.67	3,869.67	3,976.61	4,086.33	4,199.35	4,315.31
	BIWEEKLY	1,645.76	1,691.28	1,738.00	1,786.00	1,835.36	1,886.00	1,938.16	1,991.68
	HOURLY	20.572	21.141	21.725	22.325	22.942	23.575	24.227	24.896
N47	ANNUAL	39,829.92	41,354.56	42,937.44	44,578.56	46,286.24	48,056.32	49,892.96	51,804.48
	MONTHLY	3,319.16	3,446.21	3,578.12	3,714.88	3,857.19	4,004.69	4,157.75	4,317.04
	BIWEEKLY	1,531.92	1,590.56	1,651.44	1,714.56	1,780.24	1,848.32	1,918.96	1,992.48
	HOURLY	19.149	19.882	20.643	21.432	22.253	23.104	23.987	24.906
N48	ANNUAL	39,663.52	41,298.40	43,001.92	44,778.24	46,625.28	48,549.28	50,552.32	52,636.48
	MONTHLY	3,305.29	3,441.53	3,583.49	3,731.52	3,885.44	4,045.77	4,212.69	4,386.37
	BIWEEKLY	1,525.52	1,588.40	1,653.92	1,722.24	1,793.28	1,867.28	1,944.32	2,024.48
	HOURLY	19.069	19.855	20.674	21.528	22.416	23.341	24.304	25.306
N49	ANNUAL	46,442.24	47,334.56	48,245.60	49,171.20	50,113.44	51,078.56	52,058.24	53,056.64
	MONTHLY	3,870.19	3,944.55	4,020.47	4,097.60	4,176.12	4,256.55	4,338.19	4,421.39
	BIWEEKLY	1,786.24	1,820.56	1,855.60	1,891.20	1,927.44	1,964.56	2,002.24	2,040.64
	HOURLY	22.328	22.757	23.195	23.640	24.093	24.557	25.028	25.508
N50	ANNUAL	42,635.84	43,996.16	45,402.24	46,849.92	48,345.44	49,886.72	51,482.08	53,125.28
	MONTHLY	3,552.99	3,666.35	3,783.52	3,904.16	4,028.79	4,157.23	4,290.17	4,427.11
	BIWEEKLY	1,639.84	1,692.16	1,746.24	1,801.92	1,859.44	1,918.72	1,980.08	2,043.28
	HOURLY	20.498	21.152	21.828	22.524	23.243	23.984	24.751	25.541

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PAY									
N51	ANNUAL	40,535.04	42,147.04	43,823.52	45,566.56	47,382.40	49,262.72	51,224.16	53,262.56
	MONTHLY	3,377.92	3,512.25	3,651.96	3,797.21	3,948.53	4,105.23	4,268.68	4,438.55
	BIWEEKLY	1,559.04	1,621.04	1,685.52	1,752.56	1,822.40	1,894.72	1,970.16	2,048.56
	HOURLY	19.488	20.263	21.069	21.907	22.780	23.684	24.627	25.607
N52	ANNUAL	51,348.96	51,625.60	51,906.40	52,189.28	52,474.24	52,757.12	53,044.16	53,333.28
	MONTHLY	4,279.08	4,302.13	4,325.53	4,349.11	4,372.85	4,396.43	4,420.35	4,444.44
	BIWEEKLY	1,974.96	1,985.60	1,996.40	2,007.28	2,018.24	2,029.12	2,040.16	2,051.28
	HOURLY	24.687	24.820	24.955	25.091	25.228	25.364	25.502	25.641
N53	ANNUAL	43,266.08	44,613.92	46,001.28	47,434.40	48,911.20	50,433.76	52,006.24	53,626.56
	MONTHLY	3,605.51	3,717.83	3,833.44	3,952.87	4,075.93	4,202.81	4,333.85	4,468.88
	BIWEEKLY	1,664.08	1,715.92	1,769.28	1,824.40	1,881.20	1,939.76	2,000.24	2,062.56
	HOURLY	20.801	21.449	22.116	22.805	23.515	24.247	25.003	25.782
N54	ANNUAL	40,599.52	42,248.96	43,971.20	45,757.92	47,621.60	49,560.16	51,575.68	53,676.48
	MONTHLY	3,383.29	3,520.75	3,664.27	3,813.16	3,968.47	4,130.01	4,297.97	4,473.04
	BIWEEKLY	1,561.52	1,624.96	1,691.20	1,759.92	1,831.60	1,906.16	1,983.68	2,064.48
	HOURLY	19.519	20.312	21.140	21.999	22.895	23.827	24.796	25.806
N55	ANNUAL	36,791.04	38,837.76	40,996.80	43,278.56	45,685.12	48,226.88	50,905.92	53,740.96
	MONTHLY	3,065.92	3,236.48	3,416.40	3,606.55	3,807.09	4,018.91	4,242.16	4,478.41
	BIWEEKLY	1,415.04	1,493.76	1,576.80	1,664.56	1,757.12	1,854.88	1,957.92	2,066.96
	HOURLY	17.688	18.672	19.710	20.807	21.964	23.186	24.474	25.837

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PAY									
N56	ANNUAL	40,599.52	42,267.68	44,008.64	45,818.24	47,702.72	49,664.16	51,706.72	53,832.48
	MONTHLY	3,383.29	3,522.31	3,667.39	3,818.19	3,975.23	4,138.68	4,308.89	4,486.04
	BIWEEKLY	1,561.52	1,625.68	1,692.64	1,762.24	1,834.72	1,910.16	1,988.72	2,070.48
	HOURLY	19.519	20.321	21.158	22.028	22.934	23.877	24.859	25.881
N57	ANNUAL	46,304.96	47,351.20	48,422.40	49,518.56	50,637.60	51,783.68	52,952.64	54,150.72
	MONTHLY	3,858.75	3,945.93	4,035.20	4,126.55	4,219.80	4,315.31	4,412.72	4,512.56
	BIWEEKLY	1,780.96	1,821.20	1,862.40	1,904.56	1,947.60	1,991.68	2,036.64	2,082.72
	HOURLY	22.262	22.765	23.280	23.807	24.345	24.896	25.458	26.034
N58	ANNUAL	45,298.24	46,475.52	47,679.84	48,917.44	50,188.32	51,488.32	52,825.76	54,196.48
	MONTHLY	3,774.85	3,872.96	3,973.32	4,076.45	4,182.36	4,290.69	4,402.15	4,516.37
	BIWEEKLY	1,742.24	1,787.52	1,833.84	1,881.44	1,930.32	1,980.32	2,031.76	2,084.48
	HOURLY	21.778	22.344	22.923	23.518	24.129	24.754	25.397	26.056
N59	ANNUAL	45,335.68	46,529.60	47,750.56	49,006.88	50,294.40	51,617.28	52,973.44	54,367.04
	MONTHLY	3,777.97	3,877.47	3,979.21	4,083.91	4,191.20	4,301.44	4,414.45	4,530.59
	BIWEEKLY	1,743.68	1,789.60	1,836.56	1,884.88	1,934.40	1,985.28	2,037.44	2,091.04
	HOURLY	21.796	22.370	22.957	23.561	24.180	24.816	25.468	26.138
N60	ANNUAL	43,349.28	44,811.52	46,327.84	47,892.00	49,512.32	51,180.48	52,913.12	54,699.84
	MONTHLY	3,612.44	3,734.29	3,860.65	3,991.00	4,126.03	4,265.04	4,409.43	4,558.32
	BIWEEKLY	1,667.28	1,723.52	1,781.84	1,842.00	1,904.32	1,968.48	2,035.12	2,103.84
	HOURLY	20.841	21.544	22.273	23.025	23.804	24.606	25.439	26.298

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PAY									
N61	ANNUAL	53,141.92	53,433.12	53,722.24	54,013.44	54,306.72	54,604.16	54,899.52	55,196.96
	MONTHLY	4,428.49	4,452.76	4,476.85	4,501.12	4,525.56	4,550.35	4,574.96	4,599.75
	BIWEEKLY	2,043.92	2,055.12	2,066.24	2,077.44	2,088.72	2,100.16	2,111.52	2,122.96
	HOURLY	25.549	25.689	25.828	25.968	26.109	26.252	26.394	26.537
N62	ANNUAL	46,885.28	48,100.00	49,348.00	50,629.28	51,943.84	53,291.68	54,670.72	56,091.36
	MONTHLY	3,907.11	4,008.33	4,112.33	4,219.11	4,328.65	4,440.97	4,555.89	4,674.28
	BIWEEKLY	1,803.28	1,850.00	1,898.00	1,947.28	1,997.84	2,049.68	2,102.72	2,157.36
	HOURLY	22.541	23.125	23.725	24.341	24.973	25.621	26.284	26.967
N63	ANNUAL	46,211.36	47,677.76	49,194.08	50,752.00	52,368.16	54,025.92	55,741.92	57,514.08
	MONTHLY	3,850.95	3,973.15	4,099.51	4,229.33	4,364.01	4,502.16	4,645.16	4,792.84
	BIWEEKLY	1,777.36	1,833.76	1,892.08	1,952.00	2,014.16	2,077.92	2,143.92	2,212.08
	HOURLY	22.217	22.922	23.651	24.400	25.177	25.974	26.799	27.651
N64	ANNUAL	51,496.64	52,484.64	53,491.36	54,518.88	55,567.20	56,632.16	57,717.92	58,828.64
	MONTHLY	4,291.39	4,373.72	4,457.61	4,543.24	4,630.60	4,719.35	4,809.83	4,902.39
	BIWEEKLY	1,980.64	2,018.64	2,057.36	2,096.88	2,137.20	2,178.16	2,219.92	2,262.64
	HOURLY	24.758	25.233	25.717	26.211	26.715	27.227	27.749	28.283
N65	ANNUAL	45,408.48	47,307.52	49,291.84	51,353.12	53,501.76	55,741.92	58,075.68	60,507.20
	MONTHLY	3,784.04	3,942.29	4,107.65	4,279.43	4,458.48	4,645.16	4,839.64	5,042.27
	BIWEEKLY	1,746.48	1,819.52	1,895.84	1,975.12	2,057.76	2,143.92	2,233.68	2,327.20
	HOURLY	21.831	22.744	23.698	24.689	25.722	26.799	27.921	29.090

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PAY									
N66	ANNUAL	46,587.84	48,482.72	50,456.64	52,507.52	54,645.76	56,869.28	59,184.32	61,592.96
	MONTHLY	3,882.32	4,040.23	4,204.72	4,375.63	4,553.81	4,739.11	4,932.03	5,132.75
	BIWEEKLY	1,791.84	1,864.72	1,940.64	2,019.52	2,101.76	2,187.28	2,276.32	2,368.96
	HOURLY	22.398	23.309	24.258	25.244	26.272	27.341	28.454	29.612
N67	ANNUAL	49,957.44	51,502.88	53,098.24	54,741.44	56,438.72	58,185.92	59,985.12	61,846.72
	MONTHLY	4,163.12	4,291.91	4,424.85	4,561.79	4,703.23	4,848.83	4,998.76	5,153.89
	BIWEEKLY	1,921.44	1,980.88	2,042.24	2,105.44	2,170.72	2,237.92	2,307.12	2,378.72
	HOURLY	24.018	24.761	25.528	26.318	27.134	27.974	28.839	29.734
N68	ANNUAL	50,300.64	51,877.28	53,508.00	55,184.48	56,917.12	58,703.84	60,546.72	62,445.76
	MONTHLY	4,191.72	4,323.11	4,459.00	4,598.71	4,743.09	4,891.99	5,045.56	5,203.81
	BIWEEKLY	1,934.64	1,995.28	2,058.00	2,122.48	2,189.12	2,257.84	2,328.72	2,401.76
	HOURLY	24.183	24.941	25.725	26.531	27.364	28.223	29.109	30.022
N69	ANNUAL	48,794.72	50,708.32	52,694.72	54,758.08	56,902.56	59,134.40	61,449.44	63,856.00
	MONTHLY	4,066.23	4,225.69	4,391.23	4,563.17	4,741.88	4,927.87	5,120.79	5,321.33
	BIWEEKLY	1,876.72	1,950.32	2,026.72	2,106.08	2,188.56	2,274.40	2,363.44	2,456.00
	HOURLY	23.459	24.379	25.334	26.326	27.357	28.430	29.543	30.700
N70	ANNUAL	51,440.48	53,121.12	54,855.84	56,648.80	58,497.92	60,405.28	62,381.28	64,417.60
	MONTHLY	4,286.71	4,426.76	4,571.32	4,720.73	4,874.83	5,033.77	5,198.44	5,368.13
	BIWEEKLY	1,978.48	2,043.12	2,109.84	2,178.80	2,249.92	2,323.28	2,399.28	2,477.60
	HOURLY	24.731	25.539	26.373	27.235	28.124	29.041	29.991	30.970

PAGE PAY PLAN

Reflects a 2% increase

Effective August 15, 2013

CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
1020	CUSTOMER SERVICE ASSISTANT I	N04	13.723	14.165	14.623	15.095	15.583	16.085	16.606	17.142
1022	CUSTOMER SERVICE ASSISTANT II	N17	16.252	16.819	17.406	18.011	18.639	19.290	19.962	20.658
1030	OFFICE ASSISTANT	N03	12.795	13.316	13.859	14.424	15.012	15.624	16.262	16.924
1032	SENIOR OFFICE ASSISTANT	N09	14.568	15.089	15.627	16.186	16.766	17.364	17.986	18.628
1034	OFFICE SPECIALIST	N19	16.707	17.265	17.841	18.434	19.050	19.685	20.343	21.021
1036	OFFICE MANAGER	N36	16.933	17.659	18.416	19.207	20.031	20.891	21.786	22.721
1120	ACCOUNT CLERK I	N12	15.026	15.638	16.273	16.934	17.624	18.340	19.085	19.860
1121	ACCOUNT CLERK II	N20	16.361	16.988	17.640	18.316	19.020	19.750	20.507	21.295
1122	ACCOUNT CLERK III	N31	17.673	18.280	18.911	19.561	20.235	20.930	21.651	22.396
1215	RIGHT-OF-WAY SPECIALIST	N25	16.275	16.994	17.743	18.525	19.343	20.196	21.087	22.018
1307	STORES CLERK	N25	16.275	16.994	17.743	18.525	19.343	20.196	21.087	22.018
1463	COMPUTER OPERATOR I	N32	17.011	17.701	18.422	19.172	19.952	20.764	21.609	22.488
1464	COMPUTER OPERATOR II	N54	19.519	20.312	21.140	21.999	22.895	23.827	24.796	25.806
1466	INTERNET SUPPORT SPECIALIST	N66	22.398	23.309	24.258	25.244	26.272	27.341	28.454	29.612
2216	HOUSING REHABILITATION ASST	N23	16.716	17.315	17.934	18.574	19.238	19.927	20.639	21.376
3129	PUBLIC SERVICE OFFICER	N14	16.213	16.755	17.316	17.894	18.494	19.112	19.751	20.411
3137	POLICE SERVICES SPECIALIST	N32	17.011	17.701	18.422	19.172	19.952	20.764	21.609	22.488
3139	POLICE RECORDS TECHNICIAN	N08	14.991	15.453	15.931	16.423	16.930	17.453	17.993	18.549
3141	PROPERTY & EVIDENCE TECHNICIAN	N39	18.017	18.658	19.318	20.003	20.712	21.447	22.206	22.995
3147	CRIME ANALYSIS TECHNICIAN	N65	21.831	22.744	23.698	24.689	25.722	26.799	27.921	29.090

PAGE PAY PLAN

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CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
3205	BUILDING INSPECTOR	N69	23.459	24.379	25.334	26.326	27.357	28.430	29.543	30.700
3212	HOUSING INSPECTOR II	N63	22.217	22.922	23.651	24.400	25.177	25.974	26.799	27.651
3213	HOUSING INSPECTOR I	N57	22.262	22.765	23.280	23.807	24.345	24.896	25.458	26.034
3215	ELECTRICAL INSPECTOR	N70	24.731	25.539	26.373	27.235	28.124	29.041	29.991	30.970
3217	HVAC INSPECTOR	N67	24.018	24.761	25.528	26.318	27.134	27.974	28.839	29.734
3220	PERMIT ASSISTANT	N30	16.076	16.856	17.673	18.529	19.428	20.371	21.359	22.393
3222	PERMIT TECHNICIAN	N45	17.823	18.687	19.593	20.544	21.539	22.584	23.678	24.827
3225	PLUMBING INSPECTOR	N68	24.183	24.941	25.725	26.531	27.364	28.223	29.109	30.022
3611	DENTAL ASSISTANT	N03	12.795	13.316	13.859	14.424	15.012	15.624	16.262	16.924
3690	ANIMAL CONTROL OFFICER I	N37	16.140	16.961	17.825	18.730	19.683	20.686	21.737	22.842
3691	ANIMAL CONTROL OFFICER II	N55	17.688	18.672	19.710	20.807	21.964	23.186	24.474	25.837
3695	ANIMAL CONTROL DISPATCHER	N27	15.593	16.386	17.220	18.096	19.017	19.983	21.000	22.068
4106	LIBRARY ASSISTANT I	N11	15.488	16.017	16.564	17.129	17.715	18.318	18.943	19.591
4107	LIBRARY ASSISTANT II	N18	16.593	17.159	17.746	18.352	18.978	19.626	20.296	20.989
5008	LABORER I	N10	16.769	17.092	17.422	17.756	18.098	18.448	18.802	19.164
5009	LABORER II	N15	17.967	18.313	18.666	19.025	19.392	19.765	20.146	20.534
5023	GATEHOUSE ATTENDANT I	N06	13.711	14.191	14.689	15.205	15.739	16.290	16.862	17.454
5024	GATEHOUSE ATTENDANT II	N13	15.737	16.287	16.859	17.450	18.062	18.697	19.352	20.032
5031	LANDFILL OPERATOR I	N29	17.447	18.059	18.693	19.348	20.028	20.730	21.457	22.211
5032	LANDFILL OPERATOR II	N43	19.454	20.112	20.793	21.494	22.220	22.972	23.748	24.550

PAGE PAY PLAN

Reflects a 2% increase

Effective August 15, 2013

CLASS CODE	CLASS TITLE	PAY									
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
5033	LANDFILL OPERATOR III	N48	19.069	19.855	20.674	21.528	22.416	23.341	24.304	25.306	
5105	MAINTENANCE REPAIR WORKER I	N16	16.012	16.593	17.195	17.819	18.464	19.133	19.827	20.546	
5106	MAINTENANCE REPAIR WORKER II	N56	19.519	20.321	21.158	22.028	22.934	23.877	24.859	25.881	
5115	AUTOMOTIVE SERVICE WORKER	N22	17.680	18.160	18.655	19.161	19.682	20.217	20.767	21.331	
5116	AUTOMOTIVE MECHANIC	N59	21.796	22.370	22.957	23.561	24.180	24.816	25.468	26.138	
5117	HEAVY EQUIPMENT MECHANIC	N51	19.488	20.263	21.069	21.907	22.780	23.684	24.627	25.607	
5146	PARKS WELDER	N50	20.498	21.152	21.828	22.524	23.243	23.984	24.751	25.541	
5150	CONCRETE FINISHER I	N52	24.687	24.820	24.955	25.091	25.228	25.364	25.502	25.641	
5151	CONCRETE FINISHER II	N61	25.549	25.689	25.828	25.968	26.109	26.252	26.394	26.537	
5201	DELIVERY CLERK	N02	12.359	12.903	13.472	14.066	14.687	15.336	16.011	16.718	
5205	EQUIPMENT OPERATOR I	N28	17.539	18.129	18.737	19.368	20.021	20.693	21.389	22.107	
5206	EQUIPMENT OPERATOR II	N47	19.149	19.882	20.643	21.432	22.253	23.104	23.987	24.906	
5216	PUBLIC WORKS INSPECTOR	N60	20.841	21.544	22.273	23.025	23.804	24.606	25.439	26.298	
5225	UTILITY EQUIPMENT OPERATOR I	N41	19.419	19.956	20.507	21.075	21.658	22.257	22.874	23.507	
5226	UTILITY EQUIPMENT OPERATOR II	N46	20.572	21.141	21.725	22.325	22.942	23.575	24.227	24.896	
5228	PUBLIC WORKS LABORER	N21	18.357	18.754	19.159	19.573	19.996	20.430	20.872	21.323	
5229	PUBLIC WORKS EQUIPMENT OPR I	N29	17.447	18.059	18.693	19.348	20.028	20.730	21.457	22.211	
5230	PUBLIC WORKS EQUIPMENT OPR II	N43	19.454	20.112	20.793	21.494	22.220	22.972	23.748	24.550	
5232	BARRICADE WORKER	N26	18.996	19.408	19.828	20.256	20.695	21.142	21.601	22.067	
5235	WATER SERVICE TECHNICIAN I	N34	20.134	20.480	20.829	21.187	21.551	21.921	22.296	22.679	

PAGE PAY PLAN

Reflects a 2% increase

Effective August 15, 2013

CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
5236	WATER SERVICE TECHNICIAN II	N42	19.419	20.024	20.646	21.289	21.952	22.635	23.341	24.068
5237	SENIOR WATER SERVICE TECHNICIAN	N53	20.801	21.449	22.116	22.805	23.515	24.247	25.003	25.782
5313	MAINTENANCE OPERATOR I	N40	20.138	20.524	20.918	21.320	21.730	22.147	22.573	23.005
5314	MAINTENANCE OPERATOR II	N49	22.328	22.757	23.195	23.640	24.093	24.557	25.028	25.508
5316	ASST WATER PLANT OPERATOR	N54	19.519	20.312	21.140	21.999	22.895	23.827	24.796	25.806
5326	METER READER	N33	17.543	18.185	18.849	19.538	20.252	20.993	21.760	22.555
5335	UTILITY PLANT MECHANIC II	N62	22.541	23.125	23.725	24.341	24.973	25.621	26.284	26.967
5336	UTILITY PLANT MECHANIC I	N58	21.778	22.344	22.923	23.518	24.129	24.754	25.397	26.056
5337	ASST UTILITY PLANT MECHANIC	N35	18.976	19.468	19.973	20.491	21.022	21.568	22.128	22.701
5407	CUSTODIAN	N07	13.640	14.130	14.636	15.160	15.704	16.268	16.850	17.455
5435	COOK	N05	12.792	13.356	13.945	14.561	15.203	15.873	16.574	17.305
5436	FOOD SERVICE WORKER	N01	11.941	12.467	13.016	13.589	14.190	14.817	15.469	16.153
5510	GARDENER	N38	18.746	19.293	19.855	20.433	21.028	21.641	22.272	22.921
5516	ARBORIST I	N24	17.083	17.682	18.302	18.943	19.608	20.296	21.008	21.745
5517	ARBORIST II	N44	19.055	19.778	20.529	21.308	22.115	22.954	23.826	24.729
5523	ATHLETIC FIELDS TECHNICIAN	N47	19.149	19.882	20.643	21.432	22.253	23.104	23.987	24.906
5539	PARKS PLUMBER	N64	24.758	25.233	25.717	26.211	26.715	27.227	27.749	28.283

APPENDIX "C"

CLASS CODE	CLASS TITLE	GLASSES	BOOTS
1214	RIGHT-OF-WAY TECHNICIAN	X	
1215	RIGHT-OF-WAY SPECIALIST	X	
1306	STORES CLERK I	X	X
1307	STORES CLERK II	X	X
3129	PUBLIC SERVICE OFFICER	X	
3137	POLICE SERVICES SPECIALIST	X	
3205	BUILDING INSPECTOR	X	X
3212	HOUSING INSPECTOR II	X	X
3213	HOUSING INSPECTOR I	X	X
3215	ELECTRICAL INSPECTOR	X	X
3217	HVAC INSPECTOR	X	X
3222	PERMIT TECHNICIAN	X	
3225	PLUMBING INSPECTOR	X	X
3611	DENTAL ASSISTANT	X	
3619	ENVIRONMENTAL HEALTH TECH	X	X
3690	ANIMAL CONTROL OFFICER I	X	X
3691	ANIMAL CONTROL OFFICER II	X	X
5008	LABORER I	X	X
5009	LABORER II	X	X
5023	GATEHOUSE ATTENDANT I	X	
5024	GATEHOUSE ATTENDANT II	X	
5031	LANDFILL OPERATOR I	X	X
5032	LANDFILL OPERATOR II	X	X
5033	LANDFILL OPERATOR III	X	X
5104	MAINTENANCE MECHANIC	X	X
5105	MAINTENANCE REPAIR WORKER I	X	X

CLASS CODE	CLASS TITLE	GLASSES	BOOTS
5106	MAINTENANCE REPAIR WORKER II	X	X
5115	AUTOMOTIVE SERVICE WORKER	X	X
5116	AUTOMOTIVE MECHANIC	X	X
5117	HEAVY EQUIPMENT MECHANIC	X	X
5146	PARKS WELDER	X	X
5150	CONCRETE FINISHER I	X	X
5150	CONCRETE FINISHER II	X	X
5205	EQUIPMENT OPERATOR I	X	X
5206	EQUIPMENT OPERATOR II	X	X
5216	PUBLIC WORKS INSPECTOR	X	X
5225	UTILITY EQUIPMENT OPERATOR I	X	X
5226	UTILITY EQUIPMENT OPERATOR II	X	X
5228	PUBLIC WORKS LABORER	X	X
5229	PUBLIC WORKS EQUIPMENT OPERATOR I	X	X
5230	PUBLIC WORKS EQUIPMENT OPERATOR II	X	X
5232	BARRICADE WORKER	X	X
5235	WATER SERVICE TECHNICIAN I	X	X
5236	WATER SERVICE TECHNICIAN II	X	X
5237	SENIOR WATER SERVICE TECHNICIAN	X	X
5303	UTILITY SERVICE TECHNICIAN	X	X
5313	MAINTENANCE OPERATOR I	X	X
5314	MAINTENANCE OPERATOR II	X	X
5316	ASST WATER PLANT OPERATOR	X	X
5335	UTILITY PLANT MECHANIC II	X	X
5336	UTILITY PLANT MECHANIC I	X	X
5337	ASST UTILITY PLANT MECHANIC	X	X
5510	GARDENER	X	
5516	ARBORIST I	X	X
5517	ARBORIST II	X	X

CLASS CODE	CLASS TITLE	GLASSES	BOOTS
5523	ATHLETIC FIELDS TECHNICIAN	X	
5538	PARKS PLUMBER I	X	X
5539	PARKS PLUMBER II	X	X