

July 10, 2014

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, July 17, 2014
1:30 p.m., Council Chambers
County-City Building

REVISED

A G E N D A

ITEM 1: Request to change the pay range of the following classification:

CLASS

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT PAY RANGE</u>	<u>PROPOSED PAY RANGE</u>
3608	Information & Fiscal Services Manager	M01 (\$52,289.12 - \$87,551.36)	M02 (\$64,964.64 - \$108,775.68)

ITEM 2: Request an ordinance reflecting a pay increase of 2.25% to be effective August 14, 2014 for pay ranges prefixed by 'E'.

ITEM 3: Request an ordinance reflecting a pay increase of 2.25% to be effective August 14, 2014 for pay ranges prefixed by 'X'.

ITEM 4: Request an ordinance to approve a one time lump sum payment in the amount of 1.25% for those employees whose pay ranges are prefixed by 'M'.

ITEM 5: Request to amend Section 2.76.155 of the Lincoln Municipal Code - Compensation Plan; Longevity Pay

ITEM 6: Request to amend Section 2.76.160 of the Lincoln Municipal Code - Compensation Plan & Variable Merit Pay Plan - M Pay Ranges

ITEM 7: Request to amend Section 2.76.370 of the Lincoln Municipal Code - Authorized Holidays

ITEM 8: Request to amend Section 2.76.385 of the Lincoln Municipal Code - Funeral Leave

ITEM 9: Request to amend Section 2.76.395 of the Lincoln Municipal Code - Vacation Leave with Pay

ITEM 10: Miscellaneous Discussion

PC: Teresa Meier, City Clerk
Directors

ACCOMMODATION NOTICE

The City of Lincoln complies with Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973 guidelines. Ensuring the public's access to and participating in public meetings is a priority for the City of Lincoln. In the event you are in need of a reasonable accommodation in order to attend or participate in a public meeting conducted by the City of Lincoln, please contact the Director of Equity and Diversity, Lincoln Commission on Human Rights, at 402 441-7624 as soon as possible before the scheduled meeting date in order to make your request.

EXCLUDED PAY PLAN - E RANGES

Reflects 2.25% increase
Effective August 14, 2014
2.75% Between Steps

CLASS		PAY										
CODE	CLASS TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
0609	COMPENSATION TECHNICIAN I	E05	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952
0610	COMPENSATION TECHNICIAN II	E15	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039
0613	EMPLOYMENT TECHNICIAN I	E05	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952
0614	EMPLOYMENT TECHNICIAN II	E15	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039
0630	EXECUTIVE SECRETARY	E09	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927
0631	EXECUTIVE AIDE	E02	18.739	19.255	19.784	20.328	20.889	21.461	22.052	22.660	23.281	23.923
0634	HUMAN RESOURCES OPERATIONS SPECIALIST	E15	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039
0655	OMBUDSMAN	E12	24.580	25.257	25.952	26.664	27.398	28.151	28.927	29.722	30.539	31.380
1130	PAYROLL ADMINISTRATOR	E19	29.722	30.539	31.380	32.241	33.128	34.039	34.976	35.937	36.926	37.942
1133	PAYROLL SPECIALIST	E09	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927
1321	WORKERS' COMPENSATION CLAIMS SPEC	E07	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398
1550	GRANT COORDINATOR I	E04	19.784	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257
1551	GRANT COORDINATOR II	E09	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927

EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 14, 2014
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E01	ANNUAL	37,937.12	38,977.12	40,050.40	41,150.72	42,282.24	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48
	MONTHLY	3,161.43	3,248.09	3,337.53	3,429.23	3,523.52	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37
	BIWEEKLY	1,459.12	1,499.12	1,540.40	1,582.72	1,626.24	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48
	HOURLY	18.239	18.739	19.255	19.784	20.328	20.889	21.461	22.052	22.660	23.281
E02	ANNUAL	38,977.12	40,050.40	41,150.72	42,282.24	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84
	MONTHLY	3,248.09	3,337.53	3,429.23	3,523.52	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65
	BIWEEKLY	1,499.12	1,540.40	1,582.72	1,626.24	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84
	HOURLY	18.739	19.255	19.784	20.328	20.889	21.461	22.052	22.660	23.281	23.923
E03	ANNUAL	40,050.40	41,150.72	42,282.24	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40
	MONTHLY	3,337.53	3,429.23	3,523.52	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53
	BIWEEKLY	1,540.40	1,582.72	1,626.24	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40
	HOURLY	19.255	19.784	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580
E04	ANNUAL	41,150.72	42,282.24	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56
	MONTHLY	3,429.23	3,523.52	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88
	BIWEEKLY	1,582.72	1,626.24	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56
	HOURLY	19.784	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257
E05	ANNUAL	42,282.24	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16
	MONTHLY	3,523.52	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35
	BIWEEKLY	1,626.24	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16
	HOURLY	20.328	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952

EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 14, 2014
2.75% Between Steps

PAY		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
RANGE											
E06	ANNUAL	43,449.12	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12
	MONTHLY	3,620.76	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76
	BIWEEKLY	1,671.12	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12
	HOURLY	20.889	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952	26.664
E07	ANNUAL	44,638.88	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84
	MONTHLY	3,719.91	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99
	BIWEEKLY	1,716.88	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84
	HOURLY	21.461	22.052	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398
E08	ANNUAL	45,868.16	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08
	MONTHLY	3,822.35	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51
	BIWEEKLY	1,764.16	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08
	HOURLY	22.052	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151
E09	ANNUAL	47,132.80	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16
	MONTHLY	3,927.73	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01
	BIWEEKLY	1,812.80	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16
	HOURLY	22.660	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927
E10	ANNUAL	48,424.48	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76
	MONTHLY	4,035.37	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81
	BIWEEKLY	1,862.48	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76
	HOURLY	23.281	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927	29.722

EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 14, 2014
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E11	ANNUAL	49,759.84	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12
	MONTHLY	4,146.65	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43
	BIWEEKLY	1,913.84	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12
	HOURLY	23.923	24.580	25.257	25.952	26.664	27.398	28.151	28.927	29.722	30.539
E12	ANNUAL	51,126.40	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40
	MONTHLY	4,260.53	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20
	BIWEEKLY	1,966.40	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40
	HOURLY	24.580	25.257	25.952	26.664	27.398	28.151	28.927	29.722	30.539	31.380
E13	ANNUAL	52,534.56	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28
	MONTHLY	4,377.88	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44
	BIWEEKLY	2,020.56	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28
	HOURLY	25.257	25.952	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241
E14	ANNUAL	53,980.16	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24
	MONTHLY	4,498.35	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19
	BIWEEKLY	2,076.16	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24
	HOURLY	25.952	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128
E15	ANNUAL	55,461.12	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12
	MONTHLY	4,621.76	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09
	BIWEEKLY	2,133.12	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12
	HOURLY	26.664	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039

EXCLUDED - E RANGES

Reflects 2.25% increase
Effective August 14, 2014
2.75% Between Steps

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
E16	ANNUAL	56,987.84	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12	72,750.08
	MONTHLY	4,748.99	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09	6,062.51
	BIWEEKLY	2,191.84	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12	2,798.08
	HOURLY	27.398	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039	34.976
E17	ANNUAL	58,554.08	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12	72,750.08	74,748.96
	MONTHLY	4,879.51	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09	6,062.51	6,229.08
	BIWEEKLY	2,252.08	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12	2,798.08	2,874.96
	HOURLY	28.151	28.927	29.722	30.539	31.380	32.241	33.128	34.039	34.976	35.937
E18	ANNUAL	60,168.16	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12	72,750.08	74,748.96	76,806.08
	MONTHLY	5,014.01	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09	6,062.51	6,229.08	6,400.51
	BIWEEKLY	2,314.16	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12	2,798.08	2,874.96	2,954.08
	HOURLY	28.927	29.722	30.539	31.380	32.241	33.128	34.039	34.976	35.937	36.926
E19	ANNUAL	61,821.76	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12	72,750.08	74,748.96	76,806.08	78,919.36
	MONTHLY	5,151.81	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09	6,062.51	6,229.08	6,400.51	6,576.61
	BIWEEKLY	2,377.76	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12	2,798.08	2,874.96	2,954.08	3,035.36
	HOURLY	29.722	30.539	31.380	32.241	33.128	34.039	34.976	35.937	36.926	37.942
E20	ANNUAL	63,521.12	65,270.40	67,061.28	68,906.24	70,801.12	72,750.08	74,748.96	76,806.08	78,919.36	81,088.80
	MONTHLY	5,293.43	5,439.20	5,588.44	5,742.19	5,900.09	6,062.51	6,229.08	6,400.51	6,576.61	6,757.40
	BIWEEKLY	2,443.12	2,510.40	2,579.28	2,650.24	2,723.12	2,798.08	2,874.96	2,954.08	3,035.36	3,118.80
	HOURLY	30.539	31.380	32.241	33.128	34.039	34.976	35.937	36.926	37.942	38.985

EXCLUDED PAY PLAN - X RANGES

Reflects a 2.25% increase

Effective August 14, 2014

CLASS		PAY									
CODE	CLASS TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
0024	PROSECUTION ASSISTANT	X20	16.729	17.370	18.037	18.728	19.448	20.194	20.968	21.774	
0025	LEGAL SECRETARY I	X16	16.372	16.966	17.582	18.220	18.879	19.563	20.273	21.008	
0026	LEGAL SECRETARY II	X47	19.580	20.329	21.107	21.914	22.754	23.624	24.527	25.466	
0028	PARALEGAL	X47	19.580	20.329	21.107	21.914	22.754	23.624	24.527	25.466	
0030	EXCLUDED OFFICE ASSISTANT	X03	13.083	13.616	14.171	14.749	15.350	15.976	16.628	17.305	
0032	EXCLUDED SR OFFICE ASSISTANT	X09	14.896	15.429	15.979	16.550	17.143	17.755	18.391	19.047	
0034	EXCLUDED OFFICE SPECIALIST	X19	17.083	17.653	18.242	18.849	19.479	20.128	20.801	21.494	
0120	EXCLUDED ACCOUNT CLERK I	X12	15.364	15.990	16.639	17.315	18.021	18.753	19.514	20.307	
0121	EXCLUDED ACCOUNT CLERK II	X20	16.729	17.370	18.037	18.728	19.448	20.194	20.968	21.774	
0122	EXCLUDED ACCOUNT CLERK III	X31	18.071	18.691	19.336	20.001	20.690	21.401	22.138	22.900	
0608	EMPLOYMENT CLERK	X11	15.836	16.377	16.937	17.514	18.114	18.730	19.369	20.032	
0611	BENEFITS CLERK	X30	16.438	17.235	18.071	18.946	19.865	20.829	21.840	22.897	
0612	HUMAN RESOURCES CLERK	X20	16.729	17.370	18.037	18.728	19.448	20.194	20.968	21.774	

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X01	ANNUAL	25,396.80	26,515.84	27,682.72	28,901.60	30,178.72	31,512.00	32,899.36	34,353.28
	MONTHLY	2,116.40	2,209.65	2,306.89	2,408.47	2,514.89	2,626.00	2,741.61	2,862.77
	BIWEEKLY	976.80	1,019.84	1,064.72	1,111.60	1,160.72	1,212.00	1,265.36	1,321.28
	HOURLY	12.210	12.748	13.309	13.895	14.509	15.150	15.817	16.516
X02	ANNUAL	26,284.96	27,441.44	28,652.00	29,914.56	31,235.36	32,616.48	34,051.68	35,555.52
	MONTHLY	2,190.41	2,286.79	2,387.67	2,492.88	2,602.95	2,718.04	2,837.64	2,962.96
	BIWEEKLY	1,010.96	1,055.44	1,102.00	1,150.56	1,201.36	1,254.48	1,309.68	1,367.52
	HOURLY	12.637	13.193	13.775	14.382	15.017	15.681	16.371	17.094
X03	ANNUAL	27,212.64	28,321.28	29,475.68	30,677.92	31,928.00	33,230.08	34,586.24	35,994.40
	MONTHLY	2,267.72	2,360.11	2,456.31	2,556.49	2,660.67	2,769.17	2,882.19	2,999.53
	BIWEEKLY	1,046.64	1,089.28	1,133.68	1,179.92	1,228.00	1,278.08	1,330.24	1,384.40
	HOURLY	13.083	13.616	14.171	14.749	15.350	15.976	16.628	17.305
X04	ANNUAL	29,186.56	30,126.72	31,100.16	32,104.80	33,142.72	34,209.76	35,318.40	36,458.24
	MONTHLY	2,432.21	2,510.56	2,591.68	2,675.40	2,761.89	2,850.81	2,943.20	3,038.19
	BIWEEKLY	1,122.56	1,158.72	1,196.16	1,234.80	1,274.72	1,315.76	1,358.40	1,402.24
	HOURLY	14.032	14.484	14.952	15.435	15.934	16.447	16.980	17.528
X05	ANNUAL	27,206.40	28,406.56	29,658.72	30,969.12	32,333.60	33,758.40	35,249.76	36,803.52
	MONTHLY	2,267.20	2,367.21	2,471.56	2,580.76	2,694.47	2,813.20	2,937.48	3,066.96
	BIWEEKLY	1,046.40	1,092.56	1,140.72	1,191.12	1,243.60	1,298.40	1,355.76	1,415.52
	HOURLY	13.080	13.657	14.259	14.889	15.545	16.230	16.947	17.694

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X06	ANNUAL	29,159.52	30,180.80	31,241.60	32,337.76	33,473.44	34,646.56	35,861.28	37,121.76
	MONTHLY	2,429.96	2,515.07	2,603.47	2,694.81	2,789.45	2,887.21	2,988.44	3,093.48
	BIWEEKLY	1,121.52	1,160.80	1,201.60	1,243.76	1,287.44	1,332.56	1,379.28	1,427.76
	HOURLY	14.019	14.510	15.020	15.547	16.093	16.657	17.241	17.847
X07	ANNUAL	29,009.76	30,051.84	31,127.20	32,242.08	33,398.56	34,598.72	35,836.32	37,123.84
	MONTHLY	2,417.48	2,504.32	2,593.93	2,686.84	2,783.21	2,883.23	2,986.36	3,093.65
	BIWEEKLY	1,115.76	1,155.84	1,197.20	1,240.08	1,284.56	1,330.72	1,378.32	1,427.84
	HOURLY	13.947	14.448	14.965	15.501	16.057	16.634	17.229	17.848
X08	ANNUAL	31,882.24	32,866.08	33,881.12	34,929.44	36,006.88	37,119.68	38,267.84	39,449.28
	MONTHLY	2,656.85	2,738.84	2,823.43	2,910.79	3,000.57	3,093.31	3,188.99	3,287.44
	BIWEEKLY	1,226.24	1,264.08	1,303.12	1,343.44	1,384.88	1,427.68	1,471.84	1,517.28
	HOURLY	15.328	15.801	16.289	16.793	17.311	17.846	18.398	18.966
X09	ANNUAL	30,983.68	32,092.32	33,236.32	34,424.00	35,657.44	36,930.40	38,253.28	39,617.76
	MONTHLY	2,581.97	2,674.36	2,769.69	2,868.67	2,971.45	3,077.53	3,187.77	3,301.48
	BIWEEKLY	1,191.68	1,234.32	1,278.32	1,324.00	1,371.44	1,420.40	1,471.28	1,523.76
	HOURLY	14.896	15.429	15.979	16.550	17.143	17.755	18.391	19.047
X10	ANNUAL	35,663.68	36,352.16	37,053.12	37,764.48	38,490.40	39,235.04	39,988.00	40,757.60
	MONTHLY	2,971.97	3,029.35	3,087.76	3,147.04	3,207.53	3,269.59	3,332.33	3,396.47
	BIWEEKLY	1,371.68	1,398.16	1,425.12	1,452.48	1,480.40	1,509.04	1,538.00	1,567.60
	HOURLY	17.146	17.477	17.814	18.156	18.505	18.863	19.225	19.595

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X11	ANNUAL	32,938.88	34,064.16	35,228.96	36,429.12	37,677.12	38,958.40	40,287.52	41,666.56
	MONTHLY	2,744.91	2,838.68	2,935.75	3,035.76	3,139.76	3,246.53	3,357.29	3,472.21
	BIWEEKLY	1,266.88	1,310.16	1,354.96	1,401.12	1,449.12	1,498.40	1,549.52	1,602.56
	HOURLY	15.836	16.377	16.937	17.514	18.114	18.730	19.369	20.032
X12	ANNUAL	31,957.12	33,259.20	34,609.12	36,015.20	37,483.68	39,006.24	40,589.12	42,238.56
	MONTHLY	2,663.09	2,771.60	2,884.09	3,001.27	3,123.64	3,250.52	3,382.43	3,519.88
	BIWEEKLY	1,229.12	1,279.20	1,331.12	1,385.20	1,441.68	1,500.24	1,561.12	1,624.56
	HOURLY	15.364	15.990	16.639	17.315	18.021	18.753	19.514	20.307
X13	ANNUAL	33,469.28	34,638.24	35,855.04	37,113.44	38,413.44	39,765.44	41,156.96	42,604.64
	MONTHLY	2,789.11	2,886.52	2,987.92	3,092.79	3,201.12	3,313.79	3,429.75	3,550.39
	BIWEEKLY	1,287.28	1,332.24	1,379.04	1,427.44	1,477.44	1,529.44	1,582.96	1,638.64
	HOURLY	16.091	16.653	17.238	17.843	18.468	19.118	19.787	20.483
X14	ANNUAL	34,482.24	35,634.56	36,828.48	38,057.76	39,332.80	40,647.36	42,005.60	43,409.60
	MONTHLY	2,873.52	2,969.55	3,069.04	3,171.48	3,277.73	3,387.28	3,500.47	3,617.47
	BIWEEKLY	1,326.24	1,370.56	1,416.48	1,463.76	1,512.80	1,563.36	1,615.60	1,669.60
	HOURLY	16.578	17.132	17.706	18.297	18.910	19.542	20.195	20.870
X15	ANNUAL	38,211.68	38,948.00	39,698.88	40,462.24	41,242.24	42,036.80	42,845.92	43,671.68
	MONTHLY	3,184.31	3,245.67	3,308.24	3,371.85	3,436.85	3,503.07	3,570.49	3,639.31
	BIWEEKLY	1,469.68	1,498.00	1,526.88	1,556.24	1,586.24	1,616.80	1,647.92	1,679.68
	HOURLY	18.371	18.725	19.086	19.453	19.828	20.210	20.599	20.996

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X16	ANNUAL	34,053.76	35,289.28	36,570.56	37,897.60	39,268.32	40,691.04	42,167.84	43,696.64
	MONTHLY	2,837.81	2,940.77	3,047.55	3,158.13	3,272.36	3,390.92	3,513.99	3,641.39
	BIWEEKLY	1,309.76	1,357.28	1,406.56	1,457.60	1,510.32	1,565.04	1,621.84	1,680.64
	HOURLY	16.372	16.966	17.582	18.220	18.879	19.563	20.273	21.008
X17	ANNUAL	34,565.44	35,769.76	37,019.84	38,305.28	39,640.64	41,025.92	42,454.88	43,935.84
	MONTHLY	2,880.45	2,980.81	3,084.99	3,192.11	3,303.39	3,418.83	3,537.91	3,661.32
	BIWEEKLY	1,329.44	1,375.76	1,423.84	1,473.28	1,524.64	1,577.92	1,632.88	1,689.84
	HOURLY	16.618	17.197	17.798	18.416	19.058	19.724	20.411	21.123
X18	ANNUAL	35,289.28	36,493.60	37,741.60	39,031.20	40,362.40	41,741.44	43,166.24	44,638.88
	MONTHLY	2,940.77	3,041.13	3,145.13	3,252.60	3,363.53	3,478.45	3,597.19	3,719.91
	BIWEEKLY	1,357.28	1,403.60	1,451.60	1,501.20	1,552.40	1,605.44	1,660.24	1,716.88
	HOURLY	16.966	17.545	18.145	18.765	19.405	20.068	20.753	21.461
X19	ANNUAL	35,532.64	36,718.24	37,943.36	39,205.92	40,516.32	41,866.24	43,266.08	44,707.52
	MONTHLY	2,961.05	3,059.85	3,161.95	3,267.16	3,376.36	3,488.85	3,605.51	3,725.63
	BIWEEKLY	1,366.64	1,412.24	1,459.36	1,507.92	1,558.32	1,610.24	1,664.08	1,719.52
	HOURLY	17.083	17.653	18.242	18.849	19.479	20.128	20.801	21.494
X20	ANNUAL	34,796.32	36,129.60	37,516.96	38,954.24	40,451.84	42,003.52	43,613.44	45,289.92
	MONTHLY	2,899.69	3,010.80	3,126.41	3,246.19	3,370.99	3,500.29	3,634.45	3,774.16
	BIWEEKLY	1,338.32	1,389.60	1,442.96	1,498.24	1,555.84	1,615.52	1,677.44	1,741.92
	HOURLY	16.729	17.370	18.037	18.728	19.448	20.194	20.968	21.774

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X21	ANNUAL	39,041.60	39,886.08	40,747.20	41,627.04	42,527.68	43,451.20	44,391.36	45,350.24
	MONTHLY	3,253.47	3,323.84	3,395.60	3,468.92	3,543.97	3,620.93	3,699.28	3,779.19
	BIWEEKLY	1,501.60	1,534.08	1,567.20	1,601.04	1,635.68	1,671.20	1,707.36	1,744.24
	HOURLY	18.770	19.176	19.590	20.013	20.446	20.890	21.342	21.803
X22	ANNUAL	37,602.24	38,623.52	39,676.00	40,751.36	41,860.00	42,997.76	44,166.72	45,366.88
	MONTHLY	3,133.52	3,218.63	3,306.33	3,395.95	3,488.33	3,583.15	3,680.56	3,780.57
	BIWEEKLY	1,446.24	1,485.52	1,526.00	1,567.36	1,610.00	1,653.76	1,698.72	1,744.88
	HOURLY	18.078	18.569	19.075	19.592	20.125	20.672	21.234	21.811
X23	ANNUAL	35,551.36	36,826.40	38,143.04	39,503.36	40,915.68	42,380.00	43,894.24	45,462.56
	MONTHLY	2,962.61	3,068.87	3,178.59	3,291.95	3,409.64	3,531.67	3,657.85	3,788.55
	BIWEEKLY	1,367.36	1,416.40	1,467.04	1,519.36	1,573.68	1,630.00	1,688.24	1,748.56
	HOURLY	17.092	17.705	18.338	18.992	19.671	20.375	21.103	21.857
X24	ANNUAL	36,331.36	37,606.40	38,925.12	40,287.52	41,701.92	43,166.24	44,680.48	46,246.72
	MONTHLY	3,027.61	3,133.87	3,243.76	3,357.29	3,475.16	3,597.19	3,723.37	3,853.89
	BIWEEKLY	1,397.36	1,446.40	1,497.12	1,549.52	1,603.92	1,660.24	1,718.48	1,778.72
	HOURLY	17.467	18.080	18.714	19.369	20.049	20.753	21.481	22.234
X25	ANNUAL	34,613.28	36,142.08	37,735.36	39,399.36	41,138.24	42,952.00	44,846.88	46,827.04
	MONTHLY	2,884.44	3,011.84	3,144.61	3,283.28	3,428.19	3,579.33	3,737.24	3,902.25
	BIWEEKLY	1,331.28	1,390.08	1,451.36	1,515.36	1,582.24	1,652.00	1,724.88	1,801.04
	HOURLY	16.641	17.376	18.142	18.942	19.778	20.650	21.561	22.513

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X26	ANNUAL	40,399.84	41,277.60	42,169.92	43,080.96	44,014.88	44,965.44	45,940.96	46,933.12
	MONTHLY	3,366.65	3,439.80	3,514.16	3,590.08	3,667.91	3,747.12	3,828.41	3,911.09
	BIWEEKLY	1,553.84	1,587.60	1,621.92	1,656.96	1,692.88	1,729.44	1,766.96	1,805.12
	HOURLY	19.423	19.845	20.274	20.712	21.161	21.618	22.087	22.564
X27	ANNUAL	33,163.52	34,850.40	36,622.56	38,486.24	40,445.60	42,500.64	44,663.84	46,935.20
	MONTHLY	2,763.63	2,904.20	3,051.88	3,207.19	3,370.47	3,541.72	3,721.99	3,911.27
	BIWEEKLY	1,275.52	1,340.40	1,408.56	1,480.24	1,555.60	1,634.64	1,717.84	1,805.20
	HOURLY	15.944	16.755	17.607	18.503	19.445	20.433	21.473	22.565
X28	ANNUAL	37,302.72	38,556.96	39,850.72	41,192.32	42,579.68	44,010.72	45,489.60	47,016.32
	MONTHLY	3,108.56	3,213.08	3,320.89	3,432.69	3,548.31	3,667.56	3,790.80	3,918.03
	BIWEEKLY	1,434.72	1,482.96	1,532.72	1,584.32	1,637.68	1,692.72	1,749.60	1,808.32
	HOURLY	17.934	18.537	19.159	19.804	20.471	21.159	21.870	22.604
X29	ANNUAL	37,107.20	38,407.20	39,757.12	41,148.64	42,596.32	44,087.68	45,635.20	47,238.88
	MONTHLY	3,092.27	3,200.60	3,313.09	3,429.05	3,549.69	3,673.97	3,802.93	3,936.57
	BIWEEKLY	1,427.20	1,477.20	1,529.12	1,582.64	1,638.32	1,695.68	1,755.20	1,816.88
	HOURLY	17.840	18.465	19.114	19.783	20.479	21.196	21.940	22.711
X30	ANNUAL	34,191.04	35,848.80	37,587.68	39,407.68	41,319.20	43,324.32	45,427.20	47,625.76
	MONTHLY	2,849.25	2,987.40	3,132.31	3,283.97	3,443.27	3,610.36	3,785.60	3,968.81
	BIWEEKLY	1,315.04	1,378.80	1,445.68	1,515.68	1,589.20	1,666.32	1,747.20	1,831.76
	HOURLY	16.438	17.235	18.071	18.946	19.865	20.829	21.840	22.897

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X31	ANNUAL	37,587.68	38,877.28	40,218.88	41,602.08	43,035.20	44,514.08	46,047.04	47,632.00
	MONTHLY	3,132.31	3,239.77	3,351.57	3,466.84	3,586.27	3,709.51	3,837.25	3,969.33
	BIWEEKLY	1,445.68	1,495.28	1,546.88	1,600.08	1,655.20	1,712.08	1,771.04	1,832.00
	HOURLY	18.071	18.691	19.336	20.001	20.690	21.401	22.138	22.900
X32	ANNUAL	36,179.52	37,645.92	39,178.88	40,774.24	42,434.08	44,160.48	45,957.60	47,827.52
	MONTHLY	3,014.96	3,137.16	3,264.91	3,397.85	3,536.17	3,680.04	3,829.80	3,985.63
	BIWEEKLY	1,391.52	1,447.92	1,506.88	1,568.24	1,632.08	1,698.48	1,767.60	1,839.52
	HOURLY	17.394	18.099	18.836	19.603	20.401	21.231	22.095	22.994
X33	ANNUAL	37,311.04	38,675.52	40,087.84	41,554.24	43,072.64	44,647.20	46,280.00	47,968.96
	MONTHLY	3,109.25	3,222.96	3,340.65	3,462.85	3,589.39	3,720.60	3,856.67	3,997.41
	BIWEEKLY	1,435.04	1,487.52	1,541.84	1,598.24	1,656.64	1,717.20	1,780.00	1,844.96
	HOURLY	17.938	18.594	19.273	19.978	20.708	21.465	22.250	23.062
X34	ANNUAL	42,820.96	43,557.28	44,299.84	45,061.12	45,834.88	46,621.12	47,419.84	48,233.12
	MONTHLY	3,568.41	3,629.77	3,691.65	3,755.09	3,819.57	3,885.09	3,951.65	4,019.43
	BIWEEKLY	1,646.96	1,675.28	1,703.84	1,733.12	1,762.88	1,793.12	1,823.84	1,855.12
	HOURLY	20.587	20.941	21.298	21.664	22.036	22.414	22.798	23.189
X35	ANNUAL	40,358.24	41,404.48	42,477.76	43,580.16	44,709.60	45,870.24	47,062.08	48,280.96
	MONTHLY	3,363.19	3,450.37	3,539.81	3,631.68	3,725.80	3,822.52	3,921.84	4,023.41
	BIWEEKLY	1,552.24	1,592.48	1,633.76	1,676.16	1,719.60	1,764.24	1,810.08	1,856.96
	HOURLY	19.403	19.906	20.422	20.952	21.495	22.053	22.626	23.212

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X36	ANNUAL	36,013.12	37,556.48	39,166.40	40,849.12	42,602.56	44,430.88	46,334.08	48,322.56
	MONTHLY	3,001.09	3,129.71	3,263.87	3,404.09	3,550.21	3,702.57	3,861.17	4,026.88
	BIWEEKLY	1,385.12	1,444.48	1,506.40	1,571.12	1,638.56	1,708.88	1,782.08	1,858.56
	HOURLY	17.314	18.056	18.830	19.639	20.482	21.361	22.276	23.232
X37	ANNUAL	34,326.24	36,073.44	37,910.08	39,834.08	41,862.08	43,994.08	46,230.08	48,580.48
	MONTHLY	2,860.52	3,006.12	3,159.17	3,319.51	3,488.51	3,666.17	3,852.51	4,048.37
	BIWEEKLY	1,320.24	1,387.44	1,458.08	1,532.08	1,610.08	1,692.08	1,778.08	1,868.48
	HOURLY	16.503	17.343	18.226	19.151	20.126	21.151	22.226	23.356
X38	ANNUAL	39,869.44	41,032.16	42,228.16	43,457.44	44,722.08	46,026.24	47,367.84	48,748.96
	MONTHLY	3,322.45	3,419.35	3,519.01	3,621.45	3,726.84	3,835.52	3,947.32	4,062.41
	BIWEEKLY	1,533.44	1,578.16	1,624.16	1,671.44	1,720.08	1,770.24	1,821.84	1,874.96
	HOURLY	19.168	19.727	20.302	20.893	21.501	22.128	22.773	23.437
X39	ANNUAL	38,317.76	39,682.24	41,086.24	42,542.24	44,050.24	45,614.40	47,228.48	48,904.96
	MONTHLY	3,193.15	3,306.85	3,423.85	3,545.19	3,670.85	3,801.20	3,935.71	4,075.41
	BIWEEKLY	1,473.76	1,526.24	1,580.24	1,636.24	1,694.24	1,754.40	1,816.48	1,880.96
	HOURLY	18.422	19.078	19.753	20.453	21.178	21.930	22.706	23.512
X40	ANNUAL	42,829.28	43,650.88	44,489.12	45,344.00	46,215.52	47,101.60	48,008.48	48,927.84
	MONTHLY	3,569.11	3,637.57	3,707.43	3,778.67	3,851.29	3,925.13	4,000.71	4,077.32
	BIWEEKLY	1,647.28	1,678.88	1,711.12	1,744.00	1,777.52	1,811.60	1,846.48	1,881.84
	HOURLY	20.591	20.986	21.389	21.800	22.219	22.645	23.081	23.523

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X41	ANNUAL	41,300.48	42,442.40	43,613.44	44,821.92	46,061.60	47,336.64	48,649.12	49,994.88
	MONTHLY	3,441.71	3,536.87	3,634.45	3,735.16	3,838.47	3,944.72	4,054.09	4,166.24
	BIWEEKLY	1,588.48	1,632.40	1,677.44	1,723.92	1,771.60	1,820.64	1,871.12	1,922.88
	HOURLY	19.856	20.405	20.968	21.549	22.145	22.758	23.389	24.036
X42	ANNUAL	41,300.48	42,588.00	43,910.88	45,277.44	46,687.68	48,139.52	49,641.28	51,188.80
	MONTHLY	3,441.71	3,549.00	3,659.24	3,773.12	3,890.64	4,011.63	4,136.77	4,265.73
	BIWEEKLY	1,588.48	1,638.00	1,688.88	1,741.44	1,795.68	1,851.52	1,909.28	1,968.80
	HOURLY	19.856	20.475	21.111	21.768	22.446	23.144	23.866	24.610
X43	ANNUAL	41,375.36	42,775.20	44,222.88	45,714.24	47,257.60	48,857.12	50,506.56	52,212.16
	MONTHLY	3,447.95	3,564.60	3,685.24	3,809.52	3,938.13	4,071.43	4,208.88	4,351.01
	BIWEEKLY	1,591.36	1,645.20	1,700.88	1,758.24	1,817.60	1,879.12	1,942.56	2,008.16
	HOURLY	19.892	20.565	21.261	21.978	22.720	23.489	24.282	25.102
X44	ANNUAL	40,526.72	42,063.84	43,661.28	45,316.96	47,035.04	48,817.60	50,672.96	52,592.80
	MONTHLY	3,377.23	3,505.32	3,638.44	3,776.41	3,919.59	4,068.13	4,222.75	4,382.73
	BIWEEKLY	1,558.72	1,617.84	1,679.28	1,742.96	1,809.04	1,877.60	1,948.96	2,022.80
	HOURLY	19.484	20.223	20.991	21.787	22.613	23.470	24.362	25.285
X45	ANNUAL	37,905.92	39,742.56	41,670.72	43,692.48	45,809.92	48,031.36	50,358.88	52,802.88
	MONTHLY	3,158.83	3,311.88	3,472.56	3,641.04	3,817.49	4,002.61	4,196.57	4,400.24
	BIWEEKLY	1,457.92	1,528.56	1,602.72	1,680.48	1,761.92	1,847.36	1,936.88	2,030.88
	HOURLY	18.224	19.107	20.034	21.006	22.024	23.092	24.211	25.386

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X46	ANNUAL	43,752.80	44,963.36	46,205.12	47,480.16	48,792.64	50,138.40	51,525.76	52,948.48
	MONTHLY	3,646.07	3,746.95	3,850.43	3,956.68	4,066.05	4,178.20	4,293.81	4,412.37
	BIWEEKLY	1,682.80	1,729.36	1,777.12	1,826.16	1,876.64	1,928.40	1,981.76	2,036.48
	HOURLY	21.035	21.617	22.214	22.827	23.458	24.105	24.772	25.456
X47	ANNUAL	40,726.40	42,284.32	43,902.56	45,581.12	47,328.32	49,137.92	51,016.16	52,969.28
	MONTHLY	3,393.87	3,523.69	3,658.55	3,798.43	3,944.03	4,094.83	4,251.35	4,414.11
	BIWEEKLY	1,566.40	1,626.32	1,688.56	1,753.12	1,820.32	1,889.92	1,962.16	2,037.28
	HOURLY	19.580	20.329	21.107	21.914	22.754	23.624	24.527	25.466
X48	ANNUAL	40,555.84	42,228.16	43,969.12	45,784.96	47,673.60	49,641.28	51,690.08	53,820.00
	MONTHLY	3,379.65	3,519.01	3,664.09	3,815.41	3,972.80	4,136.77	4,307.51	4,485.00
	BIWEEKLY	1,559.84	1,624.16	1,691.12	1,760.96	1,833.60	1,909.28	1,988.08	2,070.00
	HOURLY	19.498	20.302	21.139	22.012	22.920	23.866	24.851	25.875
X49	ANNUAL	47,486.40	48,399.52	49,331.36	50,277.76	51,240.80	52,228.80	53,229.28	54,250.56
	MONTHLY	3,957.20	4,033.29	4,110.95	4,189.81	4,270.07	4,352.40	4,435.77	4,520.88
	BIWEEKLY	1,826.40	1,861.52	1,897.36	1,933.76	1,970.80	2,008.80	2,047.28	2,086.56
	HOURLY	22.830	23.269	23.717	24.172	24.635	25.110	25.591	26.082
X50	ANNUAL	43,594.72	44,986.24	46,423.52	47,904.48	49,433.28	51,009.92	52,640.64	54,321.28
	MONTHLY	3,632.89	3,748.85	3,868.63	3,992.04	4,119.44	4,250.83	4,386.72	4,526.77
	BIWEEKLY	1,676.72	1,730.24	1,785.52	1,842.48	1,901.28	1,961.92	2,024.64	2,089.28
	HOURLY	20.959	21.628	22.319	23.031	23.766	24.524	25.308	26.116

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X51	ANNUAL	41,446.08	43,095.52	44,809.44	46,592.00	48,449.44	50,371.36	52,376.48	54,460.64
	MONTHLY	3,453.84	3,591.29	3,734.12	3,882.67	4,037.45	4,197.61	4,364.71	4,538.39
	BIWEEKLY	1,594.08	1,657.52	1,723.44	1,792.00	1,863.44	1,937.36	2,014.48	2,094.64
	HOURLY	19.926	20.719	21.543	22.400	23.293	24.217	25.181	26.183
X52	ANNUAL	52,503.36	52,786.24	53,073.28	53,364.48	53,655.68	53,944.80	54,238.08	54,533.44
	MONTHLY	4,375.28	4,398.85	4,422.77	4,447.04	4,471.31	4,495.40	4,519.84	4,544.45
	BIWEEKLY	2,019.36	2,030.24	2,041.28	2,052.48	2,063.68	2,074.80	2,086.08	2,097.44
	HOURLY	25.242	25.378	25.516	25.656	25.796	25.935	26.076	26.218
X53	ANNUAL	44,239.52	45,618.56	47,037.12	48,501.44	50,011.52	51,569.44	53,177.28	54,832.96
	MONTHLY	3,686.63	3,801.55	3,919.76	4,041.79	4,167.63	4,297.45	4,431.44	4,569.41
	BIWEEKLY	1,701.52	1,754.56	1,809.12	1,865.44	1,923.52	1,983.44	2,045.28	2,108.96
	HOURLY	21.269	21.932	22.614	23.318	24.044	24.793	25.566	26.362
X54	ANNUAL	41,512.64	43,199.52	44,961.28	46,787.52	48,692.80	50,675.04	52,736.32	54,884.96
	MONTHLY	3,459.39	3,599.96	3,746.77	3,898.96	4,057.73	4,222.92	4,394.69	4,573.75
	BIWEEKLY	1,596.64	1,661.52	1,729.28	1,799.52	1,872.80	1,949.04	2,028.32	2,110.96
	HOURLY	19.958	20.769	21.616	22.494	23.410	24.363	25.354	26.387
X55	ANNUAL	37,618.88	39,711.36	41,918.24	44,252.00	46,712.64	49,312.64	52,052.00	54,949.44
	MONTHLY	3,134.91	3,309.28	3,493.19	3,687.67	3,892.72	4,109.39	4,337.67	4,579.12
	BIWEEKLY	1,446.88	1,527.36	1,612.24	1,702.00	1,796.64	1,896.64	2,002.00	2,113.44
	HOURLY	18.086	19.092	20.153	21.275	22.458	23.708	25.025	26.418

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X56	ANNUAL	41,512.64	43,218.24	44,998.72	46,849.92	48,776.00	50,781.12	52,869.44	55,043.04
	MONTHLY	3,459.39	3,601.52	3,749.89	3,904.16	4,064.67	4,231.76	4,405.79	4,586.92
	BIWEEKLY	1,596.64	1,662.24	1,730.72	1,801.92	1,876.00	1,953.12	2,033.44	2,117.04
	HOURLY	19.958	20.778	21.634	22.524	23.450	24.414	25.418	26.463
X57	ANNUAL	47,347.04	48,416.16	49,512.32	50,633.44	51,777.44	52,948.48	54,144.48	55,369.60
	MONTHLY	3,945.59	4,034.68	4,126.03	4,219.45	4,314.79	4,412.37	4,512.04	4,614.13
	BIWEEKLY	1,821.04	1,862.16	1,904.32	1,947.44	1,991.44	2,036.48	2,082.48	2,129.60
	HOURLY	22.763	23.277	23.804	24.343	24.893	25.456	26.031	26.620
X58	ANNUAL	46,317.44	47,521.76	48,753.12	50,017.76	51,317.76	52,646.88	54,013.44	55,415.36
	MONTHLY	3,859.79	3,960.15	4,062.76	4,168.15	4,276.48	4,387.24	4,501.12	4,617.95
	BIWEEKLY	1,781.44	1,827.76	1,875.12	1,923.76	1,973.76	2,024.88	2,077.44	2,131.36
	HOURLY	22.268	22.847	23.439	24.047	24.672	25.311	25.968	26.642
X59	ANNUAL	46,354.88	47,575.84	48,825.92	50,109.28	51,425.92	52,777.92	54,165.28	55,590.08
	MONTHLY	3,862.91	3,964.65	4,068.83	4,175.77	4,285.49	4,398.16	4,513.77	4,632.51
	BIWEEKLY	1,782.88	1,829.84	1,877.92	1,927.28	1,977.92	2,029.92	2,083.28	2,138.08
	HOURLY	22.286	22.873	23.474	24.091	24.724	25.374	26.041	26.726
X60	ANNUAL	44,324.80	45,820.32	47,369.92	48,969.44	50,627.20	52,332.80	54,102.88	55,931.20
	MONTHLY	3,693.73	3,818.36	3,947.49	4,080.79	4,218.93	4,361.07	4,508.57	4,660.93
	BIWEEKLY	1,704.80	1,762.32	1,821.92	1,883.44	1,947.20	2,012.80	2,080.88	2,151.20
	HOURLY	21.310	22.029	22.774	23.543	24.340	25.160	26.011	26.890

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X61	ANNUAL	54,337.92	54,635.36	54,930.72	55,228.16	55,527.68	55,833.44	56,135.04	56,438.72
	MONTHLY	4,528.16	4,552.95	4,577.56	4,602.35	4,627.31	4,652.79	4,677.92	4,703.23
	BIWEEKLY	2,089.92	2,101.36	2,112.72	2,124.16	2,135.68	2,147.44	2,159.04	2,170.72
	HOURLY	26.124	26.267	26.409	26.552	26.696	26.843	26.988	27.134
X62	ANNUAL	47,939.84	49,181.60	50,458.72	51,769.12	53,112.80	54,489.76	55,900.00	57,353.92
	MONTHLY	3,994.99	4,098.47	4,204.89	4,314.09	4,426.07	4,540.81	4,658.33	4,779.49
	BIWEEKLY	1,843.84	1,891.60	1,940.72	1,991.12	2,042.80	2,095.76	2,150.00	2,205.92
	HOURLY	23.048	23.645	24.259	24.889	25.535	26.197	26.875	27.574
X63	ANNUAL	47,251.36	48,751.04	50,300.64	51,893.92	53,545.44	55,240.64	56,996.16	58,807.84
	MONTHLY	3,937.61	4,062.59	4,191.72	4,324.49	4,462.12	4,603.39	4,749.68	4,900.65
	BIWEEKLY	1,817.36	1,875.04	1,934.64	1,995.92	2,059.44	2,124.64	2,192.16	2,261.84
	HOURLY	22.717	23.438	24.183	24.949	25.743	26.558	27.402	28.273
X64	ANNUAL	52,655.20	53,666.08	54,695.68	55,746.08	56,817.28	57,907.20	59,015.84	60,151.52
	MONTHLY	4,387.93	4,472.17	4,557.97	4,645.51	4,734.77	4,825.60	4,917.99	5,012.63
	BIWEEKLY	2,025.20	2,064.08	2,103.68	2,144.08	2,185.28	2,227.20	2,269.84	2,313.52
	HOURLY	25.315	25.801	26.296	26.801	27.316	27.840	28.373	28.919
X65	ANNUAL	46,429.76	48,372.48	50,400.48	52,509.60	54,706.08	56,996.16	59,381.92	61,869.60
	MONTHLY	3,869.15	4,031.04	4,200.04	4,375.80	4,558.84	4,749.68	4,948.49	5,155.80
	BIWEEKLY	1,785.76	1,860.48	1,938.48	2,019.60	2,104.08	2,192.16	2,283.92	2,379.60
	HOURLY	22.322	23.256	24.231	25.245	26.301	27.402	28.549	29.745

EXCLUDED - X RANGES

Reflects a 2.25% increase
Effective August 14, 2014

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
X66	ANNUAL	47,636.16	49,572.64	51,592.32	53,688.96	55,875.04	58,148.48	60,515.52	62,978.24
	MONTHLY	3,969.68	4,131.05	4,299.36	4,474.08	4,656.25	4,845.71	5,042.96	5,248.19
	BIWEEKLY	1,832.16	1,906.64	1,984.32	2,064.96	2,149.04	2,236.48	2,327.52	2,422.24
	HOURLY	22.902	23.833	24.804	25.812	26.863	27.956	29.094	30.278
X67	ANNUAL	51,080.64	52,661.44	54,292.16	55,972.80	57,709.60	59,494.24	61,335.04	63,238.24
	MONTHLY	4,256.72	4,388.45	4,524.35	4,664.40	4,809.13	4,957.85	5,111.25	5,269.85
	BIWEEKLY	1,964.64	2,025.44	2,088.16	2,152.80	2,219.60	2,288.24	2,359.04	2,432.24
	HOURLY	24.558	25.318	26.102	26.910	27.745	28.603	29.488	30.403
X68	ANNUAL	51,432.16	53,044.16	54,712.32	56,426.24	58,198.40	60,024.64	61,909.12	63,849.76
	MONTHLY	4,286.01	4,420.35	4,559.36	4,702.19	4,849.87	5,002.05	5,159.09	5,320.81
	BIWEEKLY	1,978.16	2,040.16	2,104.32	2,170.24	2,238.40	2,308.64	2,381.12	2,455.76
	HOURLY	24.727	25.502	26.304	27.128	27.980	28.858	29.764	30.697
X69	ANNUAL	49,892.96	51,850.24	53,880.32	55,989.44	58,183.84	60,465.60	62,832.64	65,293.28
	MONTHLY	4,157.75	4,320.85	4,490.03	4,665.79	4,848.65	5,038.80	5,236.05	5,441.11
	BIWEEKLY	1,918.96	1,994.24	2,072.32	2,153.44	2,237.84	2,325.60	2,416.64	2,511.28
	HOURLY	23.987	24.928	25.904	26.918	27.973	29.070	30.208	31.391
X70	ANNUAL	52,596.96	54,317.12	56,089.28	57,923.84	59,814.56	61,763.52	63,785.28	65,867.36
	MONTHLY	4,383.08	4,526.43	4,674.11	4,826.99	4,984.55	5,146.96	5,315.44	5,488.95
	BIWEEKLY	2,022.96	2,089.12	2,157.28	2,227.84	2,300.56	2,375.52	2,453.28	2,533.36
	HOURLY	25.287	26.114	26.966	27.848	28.757	29.694	30.666	31.667

2.76.155 Compensation Plan; Longevity Pay.

(a) Employees with a pay range prefixed by the letter “E” 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 payday. The longevity schedule shall be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
10 years	\$1,167.00
15 years	\$1,727.00
20 years	\$2,343.00
25 years	\$2,764.00
30 years	\$2,876.00

Employees receiving longevity pay at the five year mark (\$739.00) as of August 15, 2012 shall continue to receive such pay until reaching the ten year mark.

Employees with a pay range prefixed by the letter “E”, hired August 29, 1991 or after, shall annually receive longevity pay based upon total continuous length of service with the city. For the purpose of longevity pay, any employee who terminates employment and who is later reemployed shall be treated as a new employee.

(b) Employees with a pay range prefixed by the letter “X” or “N” 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. Employees with a pay range prefixed by “X” or “N” who are scheduled to work less than forty but at least twenty hours per week shall receive longevity pay based on the number of hours worked each pay period. The longevity schedule shall be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
10 years	\$ 954.00
15 years	\$1,406.00

20 years	\$1,874.00
25 years	\$2,253.00
30 years	\$2,366.00

Employees with a pay range prefixed by the letter “X” or “N”, hired August 29, 1991 or after, shall annually receive longevity pay based upon total continuous length of service with the city. For the purpose of longevity pay, any employee who terminates employment and who is later re-employed shall be treated as a new employee.

(c) Employees with a pay range prefixed by the letter “M” shall annually receive longevity pay based upon the total length of continuous 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. Employees with a pay range prefixed by “M” who are scheduled to work less than forty (40) but at least thirty-two (32) hours per week shall receive longevity pay based on the number of hours worked each pay period. The longevity schedule shall be as follows:

Completed Years of Service	Annual Pay
10 Years	\$ 920.00 <u>1,202</u>
15 Years	\$1,329.00 <u>1,622</u>
20 Years	\$1,815.00 <u>2,175</u>
25 Years	\$2,136.00 <u>2,564</u>
30 Years	\$2,226.00 <u>2,664</u>

For the purpose of longevity pay, any employee who terminates employment and who is later re-employed shall be treated as a new employee. (Ord. §1; January 6, 2014; prior Ord. 19802 §1; November 19, 2012: prior Ord. 19599 §1; August 15, 2011: Ord. 19540 §1; May 16, 2011: Ord. 19317 §6; October 12, 2009: Ord. 18808 §1; September 25, 2006: Ord. 18595 §6; August 8, 2005: Ord. 18486 §1; December 20, 2004: Ord. 17789 §1; February 5, 2001: Ord. 16448 §5; August 23, 1993: Ord. 15968 §3; September 16, 1991: Ord. 15699 §1; August 20, 1990: Ord. 15488 §30; March 12, 1990: P.C. §2.58.248: Ord. 15274 §1; August 28, 1989).

2.76.160 Compensation Plan & Variable Merit Pay Plan - M Pay Ranges

Notwithstanding any other section of the Lincoln Municipal Code to the contrary, the compensation plan for employees in classifications with pay ranges prefixed by the letter “M” shall provide for the awarding of merit increases within established pay ranges based upon the employee’s level of performance and shall be entitled “the variable merit pay plan.” The specific method of implementing and administering this plan shall be set out in an executive order of the Mayor which shall, among other things, provide for:

- (a) Variable merit increases of between zero and five percent. Merit increases shall be effective beginning the first full pay period following the established eligibility date;
- (b) A ~~four and one-half~~ three percent increase upon successful completion of the original probationary period;
- (c) Temporary exceptional service awards not to exceed two percent of the employee’s current annualized salary to be paid in two, four, or six pay periods;

Such increases shall be paid only on recommendation of the department head supported by a convincing showing in writing of exceptional service or unusual circumstances as related to specific criteria to be recommended by each department and approved by the Personnel Director;

The Personnel Director shall annually send a written report to the Mayor listing employees approved for exceptional service pay increases.

- (d) The Personnel Director, with the approval of the Mayor, may grant permanent salary increases within the employee’s pay range that are consistent with the spirit and purpose of the merit system provisions of the City Charter if a department head presents written evidence of unusual circumstances. The effective date of any increase granted in accordance with this subparagraph (d) shall be used to establish a new eligibility date, which shall be one year from the effective date of such increase.

- (e) The eligibility date for evaluating performance of employees will be determined by completion of the original probationary period, and the effective date of promotion, demotion, reallocation, or layoff;

Employees in pay ranges prefixed by the letter “M” may have their eligibility dates adjusted when necessary or appropriate for proper operation of any goal-oriented employee evaluation program implemented by any department. The department head shall forward a

written request for such an adjustment to the Personnel Director who may, at his discretion, approve the request. The eligibility date of an employee shall not be adjusted under this subsection more often than once in any twelve-month period;

(f) Establishment of a committee to review and approve all merit increases in excess of four percent. (Ord. 19975 §2; January 6, 2014)

2.76.370 Authorized Holidays.

(a) The following and, in addition, any other days that may be designated by the Mayor are paid holidays for probationary and regular employees not represented by a bargaining unit: New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving, and Christmas Day.

(b) In addition, eligible employees will be entitled to two noncumulative personal holidays each payroll fiscal year for employees with a pay range prefixed by "A", "C", "E", or "M", "N", or "X".

~~(c) In addition, eligible employees will be entitled to nine hours of noncumulative personal holiday hours each payroll fiscal year for employees with a pay range prefixed by "N" or "X".~~

~~(d)~~ These holidays may be taken at any time during the payroll fiscal year, provided the days selected by the employees have the prior approval of the appointing authority.

~~(e)~~ Part-time employees shall earn personal holidays on a prorated schedule based upon the scheduled hours per work week.

~~(f)~~ Personal holiday hours may be taken in any increment of not less than two hour blocks for those employees with a pay range prefixed by "A", "C", "E", or "M", "N" or "X".

(f) Personal holiday hours may be taken in any increment of not less than one hour blocks for those employees with a pay range prefixed by "N" or "X".

(g) 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.

2.76.385 Funeral Leave.

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

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

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

(b) For employees with a pay range prefixed by “N” or “X”, in the case of the death of the employee's mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, stepmother, stepfather, stepchild, grandparent, grandparent of spouse, grandchild, or in the case of death of any other relative residing in the immediate household of an employee, the employee shall be allowed forty (40) hours funeral leave with regular pay without deduction from pay or accumulated sick leave. The leave may be used to attend the funeral or to bereave the death of the relative. The leave may be taken non-consecutively with approval from the Department Head or Human Resources Director when circumstances warrant.

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

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

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

2.76.395 Vacation Leave with Pay.

(a) Amount. Each employee with a pay range prefixed by 'A', 'C', or 'E'~~'E'~~ shall earn vacation leave credit annually as follows:

After original appointment -- at the factored hourly equivalent of 88 hours per year

After five years of service -- at the factored hourly equivalent of 120 hours per year

After ten years of service -- at the factored hourly equivalent of 136 hours per year.

After twelve years of service -- at the factored hourly equivalent of 148 hours per year.

After fifteen years of service -- at the factored hourly equivalent of 168 hours per year.

After twenty years of service -- at the factored hourly equivalent of 195 hours per year.

After twenty-five years of service -- at the factored hourly equivalent of 200 hours per year.

The department head may require that vacation leave be taken not less than one ~~day~~hour at a time. Vacation leave credit shall not accrue during a leave of absence without pay.

(b) Each employee with a pay range prefixed by "N" or "X" shall earn vacation leave credit annually as follows:

After original appointment -- at the factored hourly equivalent of 80 hours per year.

After five years of service -- at the factored hourly equivalent of 116 hours per year.

After ten years of service -- at the factored hourly equivalent of 130 hours per year.

After twelve years of service -- at the factored hourly equivalent of 148 hours per year.

After fifteen years of service -- at the factored hourly equivalent of 160 hours per year.

After twenty years of service -- at the factored hourly equivalent of 196 hours per year.

After twenty-five years of service -- at the factored hourly equivalent of 200 hours per year.

The department head may require that vacation leave be taken not less than one day at a time. Vacation leave credit shall not accrue during a leave of absence without pay.

(c) Effective on the beginning of the first pay period after January 1, 2014, each employee with a pay range prefixed by 'M' shall earn vacation leave credit as follows:

After original appointment – at the factored hourly equivalent of one hundred sixty (160) hours per year.

After twenty years of service – at the factored hourly equivalent of two hundred (200) hours per year.

Any employee in a pay range prefixed by 'M' may use vacation during their probationary period upon approval by their supervisor.

Vacation leave credit shall not accrue during a leave of absence without pay.

(d) Vacation leave shall not be granted during the first six months of employment. Each department head shall keep records on vacation leave credit and use and shall schedule vacation leave with particular regard to the seniority of employees, to accord with operating requirements, and insofar as possible, with requests of employees.

(e) Accumulated leave. An employee may accumulate vacation leave to a maximum of eighty hours over and above the employee's maximum annual earning rate, for employees with a pay range prefixed by 'A', 'C', 'E' or 'M'.

For an employee with a pay range prefixed by 'N' or 'X', an employee may accumulate leave to a maximum as follows:

<u>Completed Years of Service</u>	<u>Maximum Accumulated Leave</u>
0-5 years	162 hours
6 - 10 years	206 hours
11 - 12 years	220 hours
13 - 15 years	238 hours
16 - 20 years	250 hours
21 - 25 years	286 hours
26 years and up	290 hours

(f) Vacation payout. Any employee who separates from the city service shall be compensated for vacation leave accrued and accumulated to the date of separation. The vacation payout shall occur with the paycheck immediately following separation. In the event the separation is the result of retirement, as defined by the applicable retirement plan, an employee may elect to utilize vacation until all accrued vacation has been exhausted.

(g) Waiving vacation. For the purpose of maintaining necessary personnel on duty to accomplish city work, a department head, with approval of the Mayor, may waive accumulated vacation leave in excess of eighty hours. Waived vacation will be paid to the employee at the employee's usual rate of pay as of the last January 1, provided there are sufficient funds in the department's budget for salaries.

(h) Vacation bank payout. For employees maintaining a vacation bank, excluding ranges prefixed by "B" or "F", the 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. (Ord. 19975 §3. January 6, 2014;prior Ord. 19600 §1; August 15, 2011; Ord. 19536 §1; May 16, 2011: Ord. 19366 §2; April 5, 2010: Ord. 19145 §2; September 22, 2008: Ord. 19122 §4; August 11, 2008: Ord. 18808 §2; September 25, 2006: Ord. 18595 §10; August 8, 2005: Ord. 18486 §3; December 20, 2004: Ord. 17812 §1; March 12, 2001: Ord. 17789 §2; February 5, 2001: Ord.17708 §5; August 7, 2000: Ord. 17276 §1; December 15, 1997: Ord. 16661 §9; August 22, 1994: Ord. 16448 §14; August 23, 1993: Ord. 16210 §1; August 31, 1992: Ord. 15968 §6; September 16, 1991: Ord. 15705 §1; August 20, 1990: Ord. 15488 §78; March 12, 1990: P.C. §2.58.340: Ord. 15279 §1; August 28, 1989: Ord. 14750 §1; September 8, 1987: Ord. 14179 §1; August 19, 1985: Ord. 13971 §1; October 1, 1984: Ord. 12168 §19; December 27, 1977: Ord. 10633 §1; November 20, 1972: Ord. 10230 §1; August 16, 1971: Ord. 9619 §1; November 4, 1968: Ord. 8893 §1; December 27, 1965: Ord. 8619 §54; December 21, 1964: Ord. 8189 §1; September 16, 1963: Ord. 7896 §1; October 8, 1962: Ord. 7733 §1; May 7, 1962: Ord. 7208 §24; June 20, 1960).