

**MEMORANDUM OF UNDERSTANDING NO. 12
FOR JOINT SUBMISSION TO THE CITY COUNCIL
REGARDING THE SUPERVISORY BLUE COLLAR UNIT**

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") made and entered into this 28th day of February, 2005

BY AND BETWEEN

THE HEADS OF DEPARTMENTS, OFFICES OR BUREAUS REPRESENTED HEREIN (hereinafter "Management")

AND

THE LABORER'S INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777, AFL-CIO (hereinafter "LIUNA" or "Union")

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ARTICLE 1 RECOGNITION

The Los Angeles City Supervisors and Superintendents Association (LACSSA) was certified on May 27, 1977, by the Employee Relations Board as the majority representative of City employees in the Supervisory Blue Collar Unit (hereinafter referred to as "Unit"). Operative December 16, 1996, this certification was amended to reflect the affiliation of LACSSA with Local 777, Laborer's International Union of North America, AFL-CIO. Management hereby recognizes Los Angeles City Supervisors and Superintendents Association/Laborer's International Union of North America, Local 777, (hereinafter referred to as "LIUNA") as the exclusive representative of the employees in the Unit, subject to the right of an employee to represent himself/herself.

The term "employee" or "employees" as used herein, shall refer only to employees in the classifications listed in the Appendices herein as well as such classes as may be added hereafter to the Unit by the Employee Relations Board.

ARTICLE 2 OBLIGATION TO SUPPORT

The parties agree that prior to the implementation of this Memorandum of Understanding and during the period of time it is being considered by the Mayor, City Council, Council Committees and the heads of those departments represented herein for action, neither LIUNA nor Management, nor their authorized representatives, will appear before the Mayor, City Council, Council Committees or said department heads, nor meet with the Mayor, members of the City Council or said department heads individually to advocate any addition or deletion to the terms and conditions of this Memorandum of Understanding. However, this Article shall not preclude the parties from appearing before the Mayor, City Council, Council Committees or department heads, nor meeting with individual members of the City Council or department heads to advocate or urge the adoption and approval of this Memorandum of Understanding.

ARTICLE 3 IMPLEMENTATION OF MOU

This Memorandum of Understanding constitutes a joint recommendation of Management and LIUNA. It shall not be binding in whole or in part on the parties listed below unless and until:

- A. LIUNA has notified the City Administrative Officer in writing that it has approved this Memorandum of Understanding in its entirety, and
- B. The administrative heads of those departments, offices or bureaus represented herein have approved this Memorandum of Understanding in its entirety in the manner required by law, and

C. The City Council has approved this Memorandum of Understanding in its entirety.

Where resolutions, ordinances or amendments to applicable codes are required, those Articles of this Memorandum of Understanding which require such resolutions, ordinances or amendments will become operative on the effective date of the resolution, ordinance or amendment unless otherwise specified.

ARTICLE 4 TERM

The term of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 3, Implementation of Memorandum of Understanding are fully met, but in no event shall this Memorandum of Understanding become effective prior to 12:01 a.m. on July 1, 2004. This Memorandum of Understanding shall expire and otherwise be fully terminated at 11:59 p.m. on June 30, 2007.

Notwithstanding the above, the provisions of this Memorandum of Understanding shall remain in effect until a successor Memorandum of Understanding is implemented or impasse proceedings are completed as long as the parties have met their obligations under the provisions of Article 21 "Calendar for Successor Memorandum of Understanding" and are continuing to meet and confer in good faith.

ARTICLE 5 PROVISIONS OF LAW AND SEPARABILITY

It is mutually understood that this Memorandum of Understanding is subject to all applicable Federal and State laws, the City Charter, City ordinances, and any lawful rules and regulations enacted by the Civil Service Commission, Employee Relations Board, or similar independent commissions of the City. If any Article, part, or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of Federal, State, local law, or the Charter of the City of Los Angeles, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, said Article, part, or provision shall be suspended and superseded by such applicable law, or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby.

ARTICLE 6 UNIT MEMBERSHIP LIST

Within thirty (30) days from the effective date of this Memorandum of Understanding, and each thirty (30) days thereafter, Management will provide LIUNA with an alphabetized list of employees subject to this Memorandum of Understanding, which will include the employee's name, employee number, class code and title, location by department and division where such information is available, confidential status and membership status. In addition, each thirty (30) days Management agrees to provide a "Unit Membership List" and

a "Membership List" of all employees in the Unit, which include the same information set forth above in addition to home addresses.

ARTICLE 7 UNION SECURITY

Management will disseminate to each new employee an informational booklet, provided by the Union, which shall be approved by management prior to dissemination, and a printed card, supplied by the Union to each department, office or bureau, containing the following information only:

- a. Your classification is included in the Blue Collar Supervisor and Superintendent Representation Unit.

- b. LIUNA Local 777, AFL-CIO, located at 3440 Wilshire Blvd., Ste. 835, Los Angeles, California 90010, has been certified to meet and confer with management on matters pertaining to your wages, hours of work, employee benefits and other terms and conditions of employment, and is the exclusive recognized employee organization for all employees in the Blue Collar Supervisor and Superintendent Representation Unit.

- c. If you want additional information, you may telephone Local 777 at (213) 380-6678 during your off-duty hours.

ARTICLE 8 AGENCY SHOP

AGENCY SHOP

The following agency shop provisions shall apply to employees in classifications listed in the Appendices herein.

A. DUES/FEES

- 1. a. Each employee in this unit who has completed six continuous months of City service and who is not on unpaid leave of absence, shall, as a condition of continued employment, become a member of LIUNA Local 777, or pay said Union a service fee in an amount not to exceed periodic dues and general assessments of the Union for the term of this MOU provided, however, that said fee shall not be assessed in any biweekly pay period in which the affected employee does not work a minimum of thirty (30) hours. Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts 30 days after written notice of the new amount is received by the Controller.

- b. Notwithstanding any provisions of Article 2, Section 4.203 of the LAAC to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than Local 777 will not be accepted by the Controller. For the purpose of this provision, qualified organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.
- 2. The CAO and the Union shall jointly notify all members of the representation unit that they are required to pay dues or a service fee as a condition of continued employment and that such amounts will be automatically deducted from their paychecks. The religious exclusion will also be explained. The cost of this communication and the responsibility for its distribution shall be borne by Management.

B. EXCEPTIONS

1. Management, or Confidential Employees

In accordance with Section 3502.5(e) of the Government Code, the provisions of this article shall not apply to management or confidential employees.

- a. Management and confidential employees shall be as defined in Section 4.801 and designated in accordance with Section 4.830d of the Los Angeles Administrative Code.
- b. Supervisory employees shall be defined as follows:

"Supervisory employee" means any individual, regardless of the job description or title, having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. Employees whose duties are substantially similar to those of their subordinates shall not be considered to be supervisory employees.

Management shall designate supervisory employees. Said designation or claim shall be reviewed jointly by Management and the Union. Any dispute shall be referred to the Employee Relations Board for resolution.

2. Religious Objections

Any employee who is a member of a bonafide religion, body, or sect which has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support the organization. Such employee shall, in lieu of periodic dues or agency shop fees, pay sums equal to said amounts to a non-religious, non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, which has been selected by the employee from a list of such funds designated by the parties hereto in a separate agreement.

Such payments shall be made by payroll deduction as a condition of continued exemption from the requirements of financial support to the Union and as a condition of continued employment.

C. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or service fee to be deducted from twenty-four (24) biweekly payroll checks of each employee in this unit as specified by Union under the terms contained herein. "Dues," as distinct from "service fee," shall be the result of voluntary consent in the form of a payroll deduction card signed by the individual employee.
 - a. Remittance of the aggregate amount of all dues, fees, and other proper deductions made from the salaries of employees hereunder shall be made to the Union by the Controller within thirty (30) working days after the conclusion of the month in which said dues, fees and/or deductions were deducted.
 - b. A fee of nine cents (\$.09) per deduction shall be assessed by the City Controller for the processing of each payroll deduction taken. The City Controller will deduct the aggregate amount of said fees on a biweekly basis.
2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this article, becomes a member of this representation unit, within sixty (60) calendar days of such reassignment or transfer. Such deduction shall be a condition of continued employment.

Management will provide the Union with the name, home address, and employee number of each permanent employee.

3. The Controller shall notify the organization within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the representation unit or subject to the provisions of this article.

D. UNION RESPONSIBILITIES

1. The Union shall keep an adequate itemized record of its financial transactions and shall make available annually to the City Clerk, and to all unit employees, within sixty (60) calendar days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to its accuracy by its president and the treasurer or corresponding principal officer, or by a certified public accountant.
2. The Union certifies to the City that it has adopted, implemented and will maintain constitutionally acceptable procedures to enable non-member agency shop service fee payers to meaningfully challenge the propriety of the uses to which service funds are put.

These procedures shall be in accordance with the decision of the United States Supreme Court in Chicago Teachers Union, Local No. 1, AFT, AFL-CIO, et al. v. Hudson, 106 S. Ct. 1066 (1986).

3. The Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this article. It is also agreed that neither any employee nor the Union shall have any claim against the City for any deductions made or not made, as the case may be, unless a claim of error is made in writing to the Controller within thirty (30) calendar days after the date such deductions were or should have been made.

E. RESCISSION

The agency shop provisions herein may be rescinded in accordance with the procedures contained in Rule 12 of the Employee Relations Board adopted January 11, 1982. In the event that this article is overturned by the employees in the representation unit, all other articles of the MOU shall remain in full force and the prior agreement, rules, regulations, and past practices relating to organizational dues deductions authorizations shall be reinstated until a successor MOU or amendment shall have been approved.

ARTICLE 9 NON-DISCRIMINATION

The parties mutually reaffirm their respective policies of non-discrimination in the treatment of any employee because of race, religion, color, sex, age, sexual orientation, disability, marital status, LIUNA activity, national origin, creed, or ancestry.

In accordance with said policies, Management agrees that no employee shall be interfered with, intimidated, restrained, coerced or discriminated against because of the exercise of his/her rights granted pursuant to Section 4.857 of the Employee Relations Ordinance (ERO) and LIUNA agrees not to discriminate against an employee because of the exercise of his/her rights granted pursuant to Section 4.857 of the ERO, or with respect to admission to membership, and the rights of membership.

ARTICLE 10 FULL UNDERSTANDING

- A. This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

- B. Except as specifically provided for herein, the parties to this MOU, voluntarily and unqualifiedly waive their respective rights to meet and confer in good faith during the term of this MOU, with respect to any subject or matter covered herein, or with respect to any other matters within the scope of the meet and confer in good faith process. However, this Article shall not be deemed to preclude mutually agreed upon meet and confer in good faith sessions for the purpose of altering, waiving, modifying, or amending this MOU.

Notwithstanding the foregoing:

- C. No alteration, variation, waiver, modification or amendment of any of the Articles, terms or provisions requiring approval of the Council contained herein, shall in any manner be binding upon Union or Management unless and until jointly recommended in writing to the Council and approved and implemented in accordance with Article 3.

- D. The waiver of any breach, term or condition of this MOU by any party to this MOU shall not constitute a precedent in the future enforcement of all its Articles, terms and provisions.

ARTICLE 11 BULLETIN BOARDS

Section I

Management will provide bulletin boards or space at locations reasonably accessible to members, which may be used by LIUNA for the following purposes:

- A. Notices of LIUNA meetings.
- B. Notices of LIUNA elections and their results.
- C. Notices of LIUNA recreational and social events.
- D. Notices of LIUNA official business.
- E. Any other written material which has received the prior approval of the Department Management Representative.

Section II

All notices or other communications shall be identified with an official stamp of LIUNA. LIUNA shall place a removal date on all notices and other communications and, if so requested by Management, submitted to the designated representative of Management for posting. The posting will occur within 24 hours of submission.

ARTICLE 12 EMPLOYMENT OPPORTUNITIES

The Personnel Department will mail to LIUNA copies of all recruitment bulletins. Tentative examination bulletins approved by the Head of the Examining Division of the Personnel Department will be mailed at least two (2) calendar days prior to the date that said bulletins are scheduled to be approved by the Civil Service Commission.

ARTICLE 13 PERSONNEL FOLDERS

General Provision

An employee shall be entitled to review the contents of his/her personnel folder(s) at reasonable intervals, upon request, during hours when his/her personnel office is normally open for business. Such review shall not interfere with the normal business of the department, office or bureau.

No evaluatory or disciplinary document shall be placed in an employee's official departmental personnel file(s) without providing said employee with a copy.

LAPD: Notices to Correct Deficiencies

It is mutually agreed that in the Los Angeles Police Department a "Notice to Correct Deficiencies" is not considered a disciplinary document and shall not be placed in an employee's departmental personnel folder. Notices to Correct Deficiencies shall be filed in divisional employee folders at the division of assignment.

A Notice to Correct Deficiencies may be removed from an employee's Division Folder at the written request of the employee if there have been no subsequent incidents resulting in written reprimands or other corrective action for a period of three (3) years following the date the subject notice was issued. Notices so removed shall be filed in the Personal History Packets in the Personnel Division.

Notices to Correct Deficiencies in Personal History Packets shall not be available to oral boards or reviewable for advancement or promotional purposes.

At the discretion of the concerned commanding officer, the subject of a Notice to Correct Deficiencies may be discussed in the narrative portion of a Performance Evaluation Report covering the period during which the Notice was issued. However, if the Notice to Correct Deficiencies was issued just prior to the end of the evaluation period, comments regarding the Notice may only be included in the subsequent period. Any such commentary in an evaluation report also shall make note of any improvement the employee may have made regarding the area of deficiency.

It is further, mutually agreed that disputes or disagreements regarding the interpretation or application of this provision shall not be subject to the grievance procedure.

ARTICLE 14 WORK ACCESS

A LIUNA Staff Representative shall have access to the facilities of the departments, offices or bureaus represented herein during working hours for the purpose of assisting employees covered in the adjusting of grievances when such assistance is requested by the grievant(s), or in investigating matters arising out of the application of the provisions of this Memorandum of Understanding. Said representative shall request authorization for such visit by contacting the designated representative of the head of the department, office or bureau. In the event immediate access cannot be authorized, the designated representative shall inform the LIUNA staff representative as to the time when access can be granted.

LIUNA shall give to all heads of departments, offices or bureaus represented herein a written list of its Staff Representatives which list shall be kept current.

This Article shall not be construed as a limitation on the power of the head of a department, office or bureau to restrict access to areas designated as security or confidential.

ARTICLE 15 EMPLOYEE RELATIONS

Meetings at reasonable intervals will be scheduled at the request of a paid LIUNA Staff Representative or the Management Representative of a department, office, or bureau, for the purpose of informally discussing potential employer-employee relations problems.

ARTICLE 16 GRIEVANCE REPRESENTATIONS

LIUNA may designate a reasonable number of grievance representatives who must be members of the Unit, and shall provide all departments, offices or bureaus within a written list of employees who have been so designated. Management will quarterly accept changes to the list presented by LIUNA. A grievance representative if so requested, may represent a grievant in the presenting of grievances at all levels of the grievance procedure.

The grievant and his/her representative may have a reasonable amount of paid time off for this purpose. However, said representative will receive paid time off only if he/she is a member of LIUNA; is employed by the same department, office or bureau as the Grievant; and, is employed within a reasonable distance from the work location of the grievant.

If a grievance representative must leave his/her work location to represent a grievant he/she shall first obtain permission from his/her supervisor on a form provided for such purpose. Permission to leave will be granted unless such absence would cause an undue interruption of work. If such permission cannot be granted promptly, the grievance representative will be informed when time can be made available. Such time will not be more than forty-eight (48) hours, excluding scheduled days off and/or legal holidays, after the time of the grievance representative's request unless otherwise mutually agreed to. Denial of permission to leave at the time requested will automatically constitute an extension of time limits provided in the grievance procedure herein, equal to the amount of the delay.

Time spent on grievances outside of regular working hours of the employee and/or his/her representative shall not be counted as work time for any purpose. Whenever a grievance is to be presented during the working hours of the grievant and/or his/her representative, only that amount of time necessary to bring about a prompt disposition of the grievance will be allowed.

ARTICLE 17 GRIEVANCE PROCEDURE

Section I - Definitions

A. Grievance

A grievance is defined as any dispute concerning the interpretation or application of this written Memorandum of Understanding or departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this Memorandum of Understanding. An impasse in meeting and conferring upon the terms of a proposed Memorandum of Understanding is not a grievance.

B. Employee Comment Sheet (Comment Card) - LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidences. Employee Comment Sheets (Comment Cards) are not considered disciplinary in nature. It is mutually agreed that in the Los Angeles Police Department an "Employee Comment Sheet" (Comment Card) is not grievable or arbitrable. An employee may use an Employee's Report, Form 15.7, to make a written response to the Employee Comment Sheet (Comment Card) within 30 days after it is served.

Section II - Responsibilities and Rights

- A. Nothing in this grievance procedure shall be construed to apply to matters for which an administrative remedy is provided by the City Charter. Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the Employees Relations Board, the employee may elect to pursue the matter under either the grievance procedure herein provided, or by action before the Employees Relations Board. The employee's election of either procedure shall constitute a binding election of the remedy chosen and a waiver of the alternative remedy.
- B. No grievant shall lose his/her right to process his/her grievance because of Management-imposed limitations in scheduling meetings.
- C. The grievant has the responsibility to discuss his/her grievance informally with his/her immediate supervisor. The immediate supervisor will, upon request of a grievant, discuss the grievance with him/her at a mutually satisfactory time. The grievant may be represented by a representative of his/her choice in the informal discussion with his/her immediate supervisor, and in all formal review levels.

- D. The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement or, the grievant and Management may waive one level of review from this grievance procedure.
- E. Management shall notify LIUNA of any formal grievance filed that involves the interpretation and/or application of the provisions of this Memorandum of Understanding and a Union Staff Representative shall have the right to be present and participate in the discussion at any formal grievance meeting concerning such a grievance. If the Union Staff Representative elects to attend said grievance meeting, he/she shall inform the heads of the department, office or bureau of his/her intention. LIUNA will be notified of the resolution of all other formal grievances.
- F. Group Grievances

Operative on the date this 2004-07 MOU is approved by Council, in instances where more than one employee in a department is aggrieved, the Union may elect to file the grievance on behalf of the employees. The facts and issues of the alleged grievance must be the same. Such grievance must contain the names of all grievants and the specific facts pertaining to each grievant. At the time of filing the grievance, the Union may request that the first level of review be at a level higher than Step 1 and shall provide justification for such request. One supervisor will be designated by department Management to discuss the grievance at each level with one affected employee designated to represent the grievance and the Union. Such grievance will be processed as a single grievance through all formal levels of review. All affected employees involved in the action must waive their respective rights to file an individual grievance on the same issue and to discuss the grievance at the informal level with their respective immediate supervisors on a form provided by Management prior to the discussion with the designated supervisor. Such form shall also include a statement that the employee understands that he/she is party to a grievance filed by the Union.

Section III - Procedure

The grievance procedure for employees covered by this Memorandum of Understanding shall be as follows:

Step 1 - Informal Discussion

The grievant shall discuss his/her grievance with his/her immediate supervisor on an informal basis in an effort to resolve the grievance and said grievance shall be considered waived if not so presented to the immediate supervisor within ten (10) calendar days following the day during which the event upon which the grievance is based occurred.

The immediate supervisor shall respond within five (5) calendar days following his/her meeting with the grievant. Failure of the immediate supervisor to respond within such time limit shall entitle the grievant to process his/her grievance at the next step.

Step 2 - First Level of Review

If the grievance is not settled at Step 1, the grievant may serve written notice of the grievance on a form provided by the department, office or bureau upon the person designated to review the grievance at Step 2 within seven (7) calendar days of receipt of the grievance response at Step 1. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance.

If such written notice is served, said person shall meet with the grievant, and a written decision or statement of the facts and issues shall be rendered to the grievant and his/her representative, if any, within fifteen (15) calendar days from the date of service. Failure of Management to respond within such time limit shall entitle the grievant to process his/her grievance at the next level of review.

Step 3 - Second Level of Review

If the grievance is not settled at Step 2, the grievant may serve written notice of the grievance on said form upon the person designated to review the grievance at Step 3 within seven (7) calendar days of receipt of the Step 2 grievance response. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance.

If such written notice is served, said person shall meet with the grievant, and a written decision or statement of the facts and issues shall be rendered to the grievant and his/her representative, if any, within fifteen (15) calendar days from the date of service. Failure of Management to respond within such time limit shall entitle the grievant to process his/her grievance at the next level of review.

Step 4 - Third Level of Review (General Manager/Commission Review)

If the grievance is not settled at Step 3, the grievant may serve written notice of the grievance on said form upon his/her General Manager or designee within seven (7) calendar days following receipt of the grievance response at Step 3. Failure of the grievant to serve such notice shall constitute a waiver of the grievance. If such notice is served, the grievance shall be heard by the General Manager or his/her designee, or in the case of departments under the administrative control of a board of commissioners, by the Commission or the General Manager or their designee, as shall be determined by the head of the department involved. The General Manager/Commission or their designee will afford the parties an opportunity to present oral and/or written arguments on the merits of the

grievance and shall render to the grievant and his/her representative, if any, a written decision with thirty (30) calendar days from the date said arguments were submitted.

Step 5 - Mediation (optional)

If the grievance is not resolved at Step 4, the Union representative may, within ten (10) calendar days following receipt of Management's response at Step 4, request that the grievance be submitted to a mediator prior to proceeding to arbitration. This step is optional and requires the concurrence of Management and the Union.

A request for mediation must be in writing and must be submitted to the affected department's personnel officer or the Employee Relations Administrator in the Police Department within the above-prescribed time limits. The personnel officer or Employee Relations Administrator shall, within ten (10) calendar days following receipt of the mediation request, return the request to the Union representative with a denial or an agreement that the parties jointly request the Employee Relations Board (ERB) to appoint a mediator.

The Executive Director of the Employee Relations Board shall attempt to obtain the services of a mediator from the State Mediation and Conciliation Service. If a State mediator is unavailable, Union and Management may jointly agree to a mediator of their choosing, or to a mediator selected by the Executive Director of the Employee Relations Board. The fees for mediation shall be shared equally by Union and Management.

The mediation procedure shall be informal. The primary effort will be to assist the parties in settling the grievance. Court reporters shall not be used, the rules of evidence shall not apply, and no record shall be made. The mediator shall determine whether witnesses are necessary.

If the grievance is resolved through mediation, notwithstanding the provisions of Section 4.865 of the Employee Relations Ordinance, the parties may agree to accept the results of mediation as binding.

If the grievance is not resolved in mediation, the mediator may be requested to provide an immediate oral opinion as to how the grievance would be decided if it went to arbitration. Such opinion shall be advisory only. However upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, including a brief statement of the reasons for the opinion. Such opinion, as well as confidential discussions by the parties in mediation, shall not be used during any subsequent arbitration.

Step 6 - Arbitration

If the written decision at Step 4 does not settle the grievance, the Union may serve upon the head of the department, office or bureau a written notice that a written request for arbitration has been filed with the Employee Relations Board. The request for arbitration must be filed within ten (10) calendar days following the date of service of the written decision of the General Manager/Commission or their designee. Failure of the Union to serve a written request for arbitration with the Employee Relations Board within said period shall constitute a waiver of the grievance.

If such written notice is served, the parties shall meet for the purpose of selecting an arbitrator from a list of seven arbitrators furnished by the Employee Relations Board, within seven (7) calendar days following receipt of said list.

- A. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the Employee Relations Board, unless the parties hereto agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being mutually understood that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party incurring same.
- B. The decision of an arbitrator resulting from the arbitration of any grievance hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this Memorandum of Understanding, and shall be binding upon the parties; provided, however, that arbitration decisions involving the Departments of Airports, Harbor, Library, Recreation and Parks, Pensions, and the City Employees' Retirement System shall continue to be advisory until such time as the head of each said department concurs in writing, to the Mayor and Council, to binding arbitration as herein provided.

ARTICLE 18 SAFETY

Section I

Safety clothing and devices currently provided by Management shall continue to be provided, as long as the need exists; LIUNA will encourage all members of the Unit to utilize said safety clothing and devices to the fullest extent possible.

Employees in the class of Principal Detention Officer may, at their option, request approved protective body armor to be used when performing uniformed field assignment. Any such employee who exercises this option, and actually is issued the subject body armor, shall be required to wear the armor at all times while engaged in the field assignment.

Section II

Management will make every reasonable effort to provide safe working conditions. LIUNA will encourage all members in the Unit to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to his/her immediate supervisor. Said supervisor should:

- A. Correct or eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or
- B. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.
- C. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, he/she shall promptly report the problem to the next designated level of supervision or inform the Departmental Safety Coordinator about the problem.

Section III

If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to effect a satisfactory solution of the problem within a reasonable time, the employee or his/her representative may call the City Occupational Safety Office and report such hazard.

Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

ARTICLE 19 USE OF CITY FACILITIES

LIUNA may use City facilities, with prior approval, for the purpose of holding meetings if the use of the facility will not interfere with normal departmental operations. Participating employees will attend said meetings on their own time.

It is understood that LIUNA will pay the cost if the use of a facility requires a fee for rental, or such services as special setups, security, or cleanup.

ARTICLE 20 ACTIONS BY EMPLOYEE RELATIONS BOARD

If any action by the ERB prior to the expiration of this Memorandum of Understanding, results in any significant changes to the composition of this representational unit, the parties hereto will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

ARTICLE 21 CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

In the event that LIUNA or Management desires a successor Memorandum of Understanding said party shall serve upon the other, during the period from February 15, 2007, through March 15, 2007, its written proposal(s) for such successor Memorandum of Understanding. Meet and confer sessions shall begin no later than thirty (30) calendar days following the submission of such proposal(s).

ARTICLE 22 NOTICE OF CHANGES IN WORK RULES

Whenever written departmental work rules are established or changes made in existing written department work rules affecting conditions of employment, Management shall give LIUNA an opportunity to meet with Management prior to placing the new rules or changes in such existing rules into effect.

Nothing contained in this Article shall be construed as a limitation of the right of Management to implement new written department work rules or make changes in such existing rules in cases of emergency. Provided, however, when such new work rules or changed existing work rules, as the case may be, must be adopted immediately, without prior notice to LIUNA, notice and the opportunity to consult shall be given at the earliest practical time following the adoption of such new work rules or changes in existing written department work rules, as the case may be.

LIUNA agrees to notify Management promptly of its intent to exercise its right of consultation granted under this Article.

ARTICLE 23 SICK LEAVE ALLOWANCE

Management's practices with regard to allowances for sick leave will continue during the term of this Memorandum of Understanding except as modified below. Such practices shall be in accordance with Section 4.126, 4.126.2, and 4.128 of the Los Angeles Administrative Code (LAAC). Employees in this unit will not normally be required to submit a doctor's certificate to justify a claim for sick leave benefits unless there is reason to believe that such privilege is being abused. Reason(s) for requiring a doctor's certificate shall be: (a)

any illness which exceeds three (3) consecutive regularly assigned working days; or (b) management believes that based on an employee's attendance record that said employee has been malingering, or has engaged in a job action.

Notwithstanding the above, any action by Management based on Section (b) above that requires an employee to submit a doctor's certificate each time he/she has been absent shall not be grievable.

ARTICLE 24 FAMILY ILLNESS

Management's present practices of allowances for leave for illness in family will be continued during the term of this Memorandum of Understanding, except that the aggregate number of working days allowed in any one calendar year with full pay shall not exceed twelve (12) days. Said practices shall be in accordance with Section 4.127 of the Los Angeles Administrative Code, except that "immediate family" shall include domestic partners.

ARTICLE 25 BEREAVEMENT LEAVE

Management's present practices with regard to allowances for leave because of a death of a member of an employee's immediate family will be continued during the term of this Memorandum of Understanding. In accordance with Section 4.127.1 of the LAAC, "immediate family" shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, grandparents, grandchildren, step-parents, step-children, foster parents, foster children, a domestic partner, any relative who resided in the employee's household, a household member (any person residing in the immediate household of the employee at the time of death), and the following relatives of an employee's domestic partner: child, grandchild, mother, father. Such practices of allowances for leave because of family deaths shall be administered in accordance with Section 4.127.1 of the LAAC.

ARTICLE 26 MILITARY LEAVE

Management's present practices with regard to military leave with pay will be continued during the term of this Memorandum of Understanding. Such practices shall be in accordance with Section 4.123 of the LAAC.

Vacation Accrual during Active Military Service – Cash Out of Accrued Vacation at Commencement of Leave

Unit members called into active military service (other than temporary military leave) shall, following their qualifying year of service for vacation, continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. In order to avoid reaching maximum accrual during an extended leave,

employees may request cash payment of accrued but unused vacation time as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of their accrued time. The request for any cash payment must be made prior to the employee's first day of his/her leave of absence and verified by military orders or other evidence of call-up into the armed forces of the United States.

ARTICLE 27 TIME OFF FOR ORAL PROMOTIONAL EXAMINATIONS

Employees shall be granted reasonable time off with pay for the purpose of taking oral promotional examinations when such examinations are given by the City and scheduled during the employee's normal working period; provided, however, that each employee entitled to such time off with pay shall give reasonable advance notice to his/her supervisor. Such time off with pay shall include travel time.

ARTICLE 28 VACATIONS

Notwithstanding the provisions of Section 4.245 of the Los Angeles Administrative Code (LAAC), operative the effective date of the Ordinance implementing this MOU, each employee in this unit who has completed his/her qualifying year on or after that date shall be entitled to the following number of vacation days with full pay, based on the number of years of City service completed; accrued and credited at the rates indicated, subject to deductions for absences as provided in Section 4.246 of the LAAC.

Years of Service Completed	Number of Vacation Days	Monthly Accrual Rates Hours/Month
1	11	7.20
5	17	11.20
13	18	11.20
14	19	11.20
15	20	11.20
16	21	11.20
17	22	14.40
18	23	14.40
19	24	16.00
25	25	16.40

ARTICLE 29 VACATION SCHEDULES

Vacations will be scheduled as far in advance as possible. Consideration shall be given to the efficient operation of the department, office or bureau, the desires of the employees, and seniority in grade of the employees represented herein.

ARTICLE 30 BILINGUAL DIFFERENTIAL

Management's present practices with regard to premium pay for employees required to use a language other than English will be continued during the term of this Memorandum of Understanding. Such practices of additional compensation for employees required to use a language other than English shall be in accordance with Section 4.84 of the Los Angeles Administrative Code.

Such compensation shall be retroactive to the employee's first day in a bilingual position. However, such compensation shall not be paid unless the employee has been properly certified in accordance with the provisions of Section 4.84 of the Los Angeles Administrative Code.

ARTICLE 31 SIGN LANGUAGE PREMIUM

Any qualified employee who is requested by the Communications Assistance Center to utilize sign language shall receive compensation equal to the first premium level rate above the appropriate step rate of the salary range prescribed for his/her class for each business day the skill is used. Such practices of additional compensation shall be in accordance with Section 4.84.1 of the LAAC.

ARTICLE 32 SHIFT DIFFERENTIAL

Employees covered by this Memorandum of Understanding, excluding employees in the classes of Senior Special Officer-GSD, Code 3185, and Principal Special Officer-GSD, Code 3198, who are required to work more than 50% of their work day between the hours of 5:00 p.m. and 8:00 a.m. shall receive compensation at the appropriate step of the second premium level above the salary range prescribed for the class. Notwithstanding the provisions of Section 4.74(c) of the Los Angeles Administrative Code, employees in the classes of Senior Security Officer, Code 3184, and Principal Security Officer, Code 3200, shall receive shift differential in accordance with the provisions herein.

Notwithstanding the above, employees who, prior to July 1, 2004, were receiving this bonus when working less than 50% of their work day between the hours of 5:00 p.m. and 8:00 a.m., shall not be denied the bonus as a result of the addition of the requirement of working more than 50% of the work day between 5:00 p.m. and 8:00 a.m.

ARTICLE 33 REST PERIOD

Each employee shall be granted a minimum of fifteen (15) minutes rest period in each four (4) hour period; provided, however, that no such rest period shall be taken during the first or last hour of an employee's working day nor shall such rest period exceed fifteen (15) minutes without the express consent of the designated supervisor.

Management reserves the right to suspend the rest period or any portion thereof during an emergency. Any rest period so suspended or not taken at the time permitted shall neither be accumulated nor carried over from one day to any subsequent day, or compensated for in any form.

ARTICLE 34 CALL BACK PAY

Whenever an employee is ordered by Management to return to duty at a designated work site following the termination of the employee's work shift and departure from his/her work location, the employee shall receive a minimum payment equivalent to four hours of pay at the rate of time and one-half his/her regular hourly rate of pay.

ARTICLE 35 COURT APPEARANCES

Section I

The following court provisions will apply to all employees in the Unit, except those in the Police Department, and Senior and Principal Special Officers in the Department of General Services and Senior Park Rangers I and II.

When an employee is required to appear in the Superior or Municipal Court in and for the County of Los Angeles outside of his/her normal duty hours, but on a matter arising within the scope of his/her employment, said employee shall be entitled to receive a minimum of one hour at 1½ times the employee's regular rate of pay, payable in six (6) minute increments. The minimum guarantee provisions of this section will not apply to the Department of Airports or the Harbor Department, which will be governed by past practices. No compensation shall be paid for the first 45 minutes of the court's noon recess, provided, however, that no such compensation shall be allowed unless such employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash. Call-back provisions are not applicable to court appearances.

Section II

The following court provisions shall apply only to employees in the Police Department and Senior and Principal Special Officers in the Department of General Services and Senior Park Rangers I and II. These provisions apply only for the payment of overtime for court

appearances outside of the normal duty hours of employees. Call-back provisions are not applicable to court appearances.

A. Basic Compensation

An employee, at the employee's option, may report to court when subpoenaed or remain on call. If the employee elects to appear in court, the division supervisor must be notified, at the latest, one administrative day prior to the scheduled court appearance. If the employee wishes to remain on call, the employee must be able to appear in court not more than one hour after being notified that the employee's appearance is required in court. To appear in court more than an hour after having been notified will void the employee's right to on-call compensation. An employee need not remain at home, but must be available for telephonic notification at a location where the supervisor knows the employee can be reached.

1. An off-duty employee shall receive a minimum of four (4) hours overtime compensation for any court day he/she is subpoenaed to be on call or required to appear.
2. An off-duty employee shall receive hour-for-hour overtime compensation for each additional hour of actual attendance in excess of the four (4) hour minimum provided for in Paragraph A(1) above, with the following noontime recess exceptions:

<u>Length of Recess</u>	<u>Amount of Compensation</u>
Forty-five (45) minutes or less	None
Forty-six (46) minutes or more	All time over forty-six (46) minutes (in six [6] minute increments).

Note: An employee shall not receive court on-call overtime compensation and hour-for-hour overtime compensation for the same time period.

B. Multiple Cases

An off-duty employee who receives morning and afternoon subpoenas for separate cases on a court day shall receive overtime compensation as in Paragraph A(1) above, for each case for a total of four (4) hours. In addition, he/she shall receive hour-for-hour overtime compensation for each additional hour of actual court attendance in excess of four (4) hours.

C. Exceptions to the Four-Hour Minimum

Management will attempt to adjust an employee's shift to accommodate court appearances or on-call status commencing two hours or less before or after the employee's regularly assigned shift begins or ends. If an employee's shift cannot be adjusted, the employee will be compensated as follows:

1. Court appearances or on call status commencing four (4) hours or less before the employee's regularly assigned shift begins. Compensation will be for the actual time between the commencement of the court appearance or on call and the beginning of the employee's assigned shift with the same noon recess provisions as outlined in Paragraph A(2) above.
2. Court appearances commencing four (4) hours or less after the employee's regularly assigned shift ends. Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the court appearance with the same noon recess provisions as outlined in Paragraph A(2) above.
3. Court appearances or on-call that begins during an employee's regularly assigned shift. Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the appearance or on-call status with the same noon recess provisions as outlined in Paragraph A(2) above.

ARTICLE 36 JURY SERVICE

Any employee who is duly summoned to attend any court for the purpose of performing jury service or nominated and selected to serve on the Grand Jury of Los Angeles County shall, for those days during his/her scheduled working period on which jury service is actually performed and those days necessary to qualify for jury service, be granted time off with pay in the amount of the difference between the employee's earnings and the jury fee. Fees received for jury service performed on a regular day off or a holiday may be retained by the employee. The absence of any employee for the purpose of performing jury service during his/her scheduled working period shall be deemed to be an authorized absence with pay within the meaning of Section 4.75 of the LAAC.

ARTICLE 37 DUTY AS A WITNESS

Any employee who is served with a subpoena by a court of competent jurisdiction which compels his/her presence as a witness during his/her normal working period shall be granted time off with pay in the amount of the difference between the employee's regular earnings and any amount he/she receives for such appearance. This Article shall not be

applicable to appearances where the employee is a party to the litigation or for which the employee receives compensation in excess of his/her regular earnings as an expert witness. The absence of any employee for the purpose of serving as a witness during his/her scheduled working period shall be deemed to be an authorized absence with pay within the meaning of Section 4.75 of the LAAC with pay calculated pursuant to this Article.

A court of competent jurisdiction is defined as a court within the County in which the employee resides or if outside the county of residence, the place of appearance must be within 150 miles of employee's residence.

ARTICLE 38 PAYROLL DEDUCTIONS

LIUNA dues and such other deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit who files with the Controller written authorization that such deduction(s) be taken.

Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees covered hereunder shall be made to LIUNA by the Controller within thirty (30) working days after the end of the month in which the deduction(s) was/were taken.

A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller.

Notwithstanding any provisions of Section 4.203 of the LAAC that may conflict:

- A. An employee's request to cancel his/her dues withholding authorization shall be processed by the Controller to be effective on the ending of the first complete payroll period following May 1, 2004.
- B. Payroll deductions which have been authorized by employees in this unit for the purpose of obtaining membership and/or benefits offered by any bargaining organization* other than LIUNA will not be accepted by the Controller.
- C. Payroll deductions which are now being remitted to any bargaining organization* other than LIUNA will be terminated by the Controller at the end of the first payroll period after the effective date of this Memorandum of Understanding.

LIUNA agrees to indemnify and hold harmless the City against all claims, including costs of suits and reasonable attorneys fees and/or other forms of liability arising from the implementation of the provisions of this Article.

*For the purpose of this Article, bargaining organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.

ARTICLE 39 HEALTH/DENTAL AND FLEX BENEFITS PROGRAM

During the term of this MOU, the City will provide health, dental and other welfare benefits in accordance with the Civilian Modified Flexible Benefits Program (hereinafter Flex Program), including modifications thereto, as recommended by the Joint Labor-Management Benefits Committee (hereinafter JL-MBC) and approved by the City Council. The Flex Program currently provides, in addition to health and dental coverage, life and accidental death and dismemberment insurance; a disability plan; and a Cash in-lieu program for employees who can secure health coverage through a spouse or other sources.

The sections below are intended to reflect the terms of the Flex Program as approved in July 1996. If there are discrepancies between the benefits described herein and the actual Flex Program benefits, the Flex Program benefits will take precedence.

Section I Health Plans

The health plans offered, and benefits provided by those plans, shall be determined by the Personnel Department in accordance with Section 4.303 of the Los Angeles Administrative Code upon the recommendation of the JL-MBC.

Through December 31, 2004, Management will contribute a monthly sum not to exceed \$680.02 for each full-time employee who is a member of the Los Angeles City Employees Retirement System (LACERS) toward the cost of any approved health plan.

Operative January 1, 2005 Management will provide for each full-time employee who is a member of LACERS a subsidy in an amount not to exceed \$747.40 toward the cost of his/her health plan.

During the term of this MOU Management's monthly subsidy for full-time employees shall increase by the increase, if any, in the Kaiser family rate. Increases in this monthly subsidy shall be effective at the beginning of the pay period in which the Kaiser yearly premium rate change is implemented.

Management will apply the subsidy first to the employee's coverage. Any remaining balance will be applied to the coverage of the employee's eligible dependents under the plan.

The definition of eligible dependent shall include an employee's domestic partner and the eligible dependents of such domestic partner.

Any employee claiming a domestic partner and/or the eligible dependents of such domestic partner for purposes of this article shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the employee and the domestic partner declaring the existence of the domestic partnership.

By extending to an employee the specific benefits defined in this article, the City does not intend to confer or imply any other unspecified benefits to such employee, the employee's domestic partner or the eligible dependents of such domestic partner.

For each half-time employee, as defined in Section 4.110 of the Los Angeles Administrative Code, who becomes a member of LACERS following the effective date of this MOU, Management will contribute a monthly sum not to exceed \$261.54 per employee. Half-time employees who, prior to the effective date of this MOU, were receiving the same subsidy as full-time employees shall continue to receive that subsidy and shall be subject to any adjustments applied to that subsidy as provided in this article.

Employees, who transfer from full-time to half-time under the provisions of the Family and Medical Leave article of this MOU, shall continue to receive the same subsidy as full-time employees and shall be subject to any adjustments applied to that subsidy as provided herein.

Operative January 1, 1998, management's contribution toward the subsidy of a half-time employee's health plan shall be in an amount not to exceed the Kaiser single party rate. Changes in this maximum subsidy shall be effective at the beginning of the pay period in which the Kaiser yearly premium rate change is implemented.

Section II Dental Plans

The dental plans offered, and the benefits provided by those plans, shall be determined by the Personnel Department in accordance with Section 4.303 of the Los Angeles Administrative Code upon the recommendation of the JL-MBC.

Management will expend for full-time employees in the classifications listed in the Appendices to this MOU who are members of the LACERS, the monthly sum necessary to cover the cost of the employee-only coverage under the City-sponsored Dental Plan Program. Coverage for eligible dependents of eligible employees may be obtained in a City-sponsored plan at the employee's expense provided that sufficient enrollment is maintained to continue to make such coverage available.

The definition of eligible dependent shall include the domestic partner of an employee and the eligible dependents of such domestic partner.

Any employee claiming a domestic partner and/or the eligible dependents of such domestic partner for purposes of this article shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner declaring the existence of the domestic partnership.

By extending to an employee the specific benefits defined by this article, the City does not intend to confer or imply any other unspecified benefits to such employee, the employee's domestic partner or the eligible dependents of such domestic partner.

For half-time employees, as defined in Section 4.110 of the Los Angeles Administrative Code, who become members of LACERS following the effective date of this MOU, and for employees who transfer from full-time to half-time status, Management will expend an amount equivalent to one-half of the cost of the employee-only coverage of the most expensive plan under the City-sponsored Dental Program. Half-time employees, who prior to the effective date of this MOU were receiving the full employee-only subsidy, shall continue to receive the full employee-only subsidy.

Section III General Provisions

An open enrollment period of at least 30 days shall be declared by the Personnel Department each year. During this open period employees who have not already done so may enroll themselves and, at their option, their eligible dependents in the City-sponsored plans. During this period employees may also change their coverage options or activate new coverage options. Employees who fail to enroll during this period will be ineligible to change coverage options or activate new coverage options under City-sponsored plans unless another open enrollment period subsequently is declared by the Personnel Department. Enrolled employees, except for those participating in the Dependent Care Reimbursement Account, who do not wish to change coverage options or activate new coverage options, are not required to re-enroll during the open enrollment period.

The parties mutually understand that the City will expend the above-cited amounts only for those employees who enroll in these plans and remain on active payroll status with the City, and that the City retains all rights to any unused funds which may be allocated for the purpose of implementing this article.

Management will retain all duties and responsibilities it has had for the administration of the City's health and dental plans.

Section IV Subsidy During Family and Medical Leave

Employees who are on family and medical leave under the provisions of this MOU shall continue to receive the City's medical and dental plan subsidies for a maximum of nine (9) pay periods following the qualifying date of the family or medical leave, including paid and unpaid portions of said leave. Continuation of this subsidy will be subject to the following conditions:

- A. The employee shall have been continuously employed by the City for a period of one year prior to the beginning of the leave.
- B. The employee shall have been enrolled in a City health plan prior to the beginning of the leave in order to continue to receive the health plan subsidy. The employee shall have been enrolled in a City dental plan prior to the beginning of the leave in order to continue to receive the dental plan subsidy.
- C. The continuance of the health plan subsidy shall include coverage of any new eligible dependent(s). Employees are responsible for notifying the Employee Benefits Office of any additional eligible dependent(s).
- D. In accordance with the Family and Medical Leave Act of 1993 (FMLA), employees on unpaid family or medical leave shall not be required to repay the City subsidy if (1) they return to work, or (2) they terminate City employment following the leave due to a continuing serious health problem or other extenuating circumstances beyond their control. If an employee fails to return to work for reasons other than the foregoing, he/she shall reimburse the City for the subsidy provided during the unpaid leave. Such reimbursement shall be deducted from any compensation owed to the employee upon termination of City employment.
- E. Employees who desire to be covered by these subsidy provisions must make the appropriate request to:

Employee Benefits Office - (213) 978-1655
Personnel Department
Room 867, City Hall
200 North Spring Street
Los Angeles, CA 90012

Section V Continuation of Benefits for Survivors of Employees Killed in the line of Duty

The City will provide continuation of the above medical and dental plan subsidies toward the cost of health plan premiums for the spouse or domestic partner and any minor

dependents of any employee killed in the line of duty while on active payroll status. This coverage shall apply only to a spouse or domestic partner and/or dependents covered under the employee's plan at the time of death and shall cease for minor dependents when they reach the age of eighteen, or twenty-five years if unmarried and attending an accredited school on a full-time basis. It shall not apply to survivors of employees eligible for retiree health benefits. To be eligible for this benefit, such employee's death must occur on or after July 1, 2004.

This benefit shall be administered by the Personnel Department. Upon application by a spouse, domestic partner or dependents for this benefit, a committee comprised of representatives of the Personnel Department, CAO and the department of the deceased employee shall jointly determine whether the circumstances of the employee's death qualify his/her spouse or domestic partner/dependents for the benefit provided under this section. The decision of this committee shall be final and binding and not subject to further appeal.

Section VI Funeral Expenses

In addition to the above health insurance benefit, the City shall provide a funeral expense benefit of \$10,000 to the heirs of any employee who is killed in the line of duty, subject to the same eligibility requirements as the health subsidy continuation.

ARTICLE 40 UNION SPONSORED, SUPPLEMENTAL INSURANCE PROGRAMS

Each employee in the unit will be enrolled in supplemental insurance programs designated by LIUNA.

Operative January 1, 2007, the City will forward for each employee in the Unit who is a member of the LACERS on paid status, eleven dollars and twenty cents (\$11.20) biweekly to LIUNA for distribution, by the union, to designated carriers in the necessary amounts to cover enrollment in these programs.

LIUNA agrees to indemnify and hold harmless the City against all claims, including costs of suits and reasonable attorney fees and/or other forms of liability arising from the implementation of the provisions of this Article.

ARTICLE 41 RETIREMENT BENEFITS

A. Benefits

For employees hired prior to January 1, 1983, retirement benefits including the Beta Retirement Formula and subsidies of: 1) one-half the employees' retirement contribution rates, and 2) an additional two percent (2%) of compensation earnable after the one-half subsidy, shall be continued during the term of this MOU. For

employees hired January 1, 1983, and thereafter, the Beta Retirement Formula and a flat-rated employee retirement contribution of six percent (6%) shall be continued.

B. Procedure for Benefits Modification

Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between Management and organizations whereby a majority of the members in the Los Angeles City Employees Retirement System (LACERS) are affected shall be recommended to the City Council by the City Administrative Officer as affecting the membership of all employees in the LACERS. Such modifications need not be included in the Memorandum of Understanding in order to be considered appropriately negotiated.

Proposals for minor benefit modifications and technical changes will be considered and reported on as appropriate, but no more than once a year, in a report from the City Administrative Officer to the City Council. Affected organizations shall be given the opportunity to review the proposed minor changes prior to the release of the report, and their views shall be included in the report.

If agreement is not reached between Management and the organizations representing a majority of the members in the LACERS as to whether a particular proposal constitutes either a major or a minor modification, the proposal shall be treated as a major modification.

ARTICLE 42 NO STRIKE - NO LOCKOUT

In consideration of the mutual desire of the parties to promote and ensure harmonious relations and in consideration of this mutual pledge of accord, the City agrees that there shall be no lockout or the equivalent of members of the Union, and the Union and its members agree that there shall be no strike or other concerted action resulting in the withholding of service by the members during the term of this MOU. Should such a strike or action by Union members occur, the Union shall immediately instruct its members to return to work. If they do not report to work immediately upon instructions of the Union, the City may take appropriate disciplinary action. The curtailing of operations by the City in whole or part for operational or economic reasons shall not be construed as a lockout.

This provision shall not detract in any way from any restrictions imposed by law on strikes and other types of work stoppages by public employees.

ARTICLE 43 HOLIDAYS AND HOLIDAY PAY

Section I

The following days shall be treated as holidays:

1. New Year's Day (January 1)
 2. Martin Luther King's Birthday (the third Monday in January)
 3. Presidents' Day (the third Monday in February)
 4. Cesar E. Chavez' Birthday (the last Monday in March)
 5. Memorial Day (the last Monday in May)
 6. Independence Day (July 4)
 7. Labor Day (the first Monday in September)
 8. Veterans Day (November 11)
 9. Thanksgiving Day (the fourth Thursday in November)
 10. Day after Thanksgiving Day
 11. Christmas Day (December 25)
 13. Any day or portion thereof declared to be a holiday by proclamation of the Mayor, and the concurrence of the City Council by resolution.
 14. Two unspecified holidays.
- A. When any holiday from 1 through 11 above falls on a Sunday, it shall be observed on the following Monday.
- B. When any holiday from 1 through 11 above falls on a Saturday, it shall be observed on the preceding Friday.
- C. Any holiday declared by proclamation of the Mayor shall not be deemed to advance the last scheduled working day before a holiday for purposes of computing any additional time off.
- D. Whenever a holiday from 1 through 11 above occurs during an employee's regularly scheduled work week, eight (8) hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- E. Whenever a holiday listed under 12 and/or 13 above occurs during an employee's regularly scheduled work week, the appropriate number of hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- F. Whenever, an employee's 9/80 or modified day off falls on a holiday, the employee shall take an alternate day off within the same workweek and calendar week as the holiday.

- G. An employee who works in excess of: eight (8) hours on any holiday listed from 1 through 11 above; or works in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor shall be paid at the appropriate holiday premium pay rate for his/her class. Employees shall not receive both overtime and holiday premium pay for the same hours.
- H. Holiday Premium Pay - Any FLSA non-exempt employee who works on any holiday listed above will receive eight (8) hours (or portion thereof as specified above in A.13) of holiday pay and one and one-half (1-1/2) the hourly rate for all hours worked on the observed holiday, provided the employee has (1) worked his/her assigned shift immediately before and his/her assigned shift immediately after the holiday, or, (2) prior to such holiday Management has authorized the employee to take paid leave time off in lieu of the requirement to work said shifts. Any employee who fails to meet these requirements will be paid at the rate of one hour for each hour worked. Employees shall not receive both overtime and holiday premium pay for the same hours.
- I. For each holiday listed above which results in time off with pay for employees working a Monday through Friday work week, employees who are scheduled to work other than the Monday through Friday work week shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions of A through H above. If such holiday falls on the employee's scheduled day off, an alternative day off in lieu shall be scheduled within the same calendar week as the holiday.
- J. The additional compensation for work performed on a holiday as provided herein shall not apply to employees whose regular rate of pay is bonused to include pay for holidays worked.
- K. Management shall have the sole authority and responsibility to determine whether the compensation for any holidays worked shall be in cash or paid leave time off.
- L. The unspecified holidays shall be taken in accordance with the following requirements:
 - 1. Each unspecified holiday must be taken in one full normal working day increment of eight (8) hours during the calendar year in which it is credited or it will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by Management subject to the operating needs of the employee's department, office or bureau. If an unforeseen operating requirement prevents the employee from taking such previously-approved holiday(s), Management will reschedule the holiday(s)

so that it/they may be taken on some other reasonably satisfactory date(s) within the calendar year.

2. Any break in service (i.e., resignation, discharge, retirement) prior to taking the holiday shall forfeit any right thereto.
 3. The holiday(s) shall not be utilized to extend the date of any layoff.
 4. No employee shall be entitled to such unspecified holiday(s) until he/she has completed six months of service.
 5. Employees who work in intermittent, on call, vacation relief, or seasonal positions shall not be entitled to the unspecified holiday(s).
 6. No employee shall receive more than two unspecified holidays each calendar year as provided above. Thus, (a) an employee transferring from the Department of Water and Power (DWP) to any other City department, office or bureau will not receive (an) unspecified holiday(s) after taking such holiday(s) prior to leaving the DWP, and (b) employees who resign or are terminated and then rehired during the same calendar year, will not receive (an) additional unspecified holiday(s) when rehired.
- M. Except in emergencies, no employee(s) assigned to a Refuse Collection crew will be required to work on any of the following holidays: New Year's Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, but shall in lieu thereof, work the next Saturday following each such holiday at the rate of time and one-half (1½) his/her hourly rate of pay. Such employee shall receive a minimum of eight (8) hours pay at the said rate.

Any other Public Works crew(s) supporting such Refuse Collection crew(s) shall be compensated in accordance with the provisions of this paragraph M.

ARTICLE 44 OVERTIME

Assignment of Overtime

Management will attempt to assign overtime work as equitably as possible among all qualified employees in the same classification, in the same organizational unit and work location. However, Management may consider special skills required to perform particular work. The parties understand that no employee shall work overtime without prior approval from his or her supervisor and that unofficial overtime, "white time", is absolutely prohibited. FLSA non-exempt employees may not work outside of scheduled working hours, or during

unpaid meal periods, without the prior written approval of a supervisor consistent with department policy. Failure to secure prior approval may result in discipline.

Rate and Methods of Compensation - FLSA Non-Exempt Employees

Compensation for overtime shall be for all hours worked in excess of 40 hours in a workweek including all absences with pay authorized by law. Overtime compensation for all employees in this MOU shall be in time off at the rate of one and one-half hours for each hour of overtime worked or in cash at one and one-half times the employee's regular rate of pay, at the discretion of Management.

Compensatory Time Off

In accordance with FLSA, no employee shall lose CTO. Employees may, subject to Management discretion, be permitted to accumulate up to 80 hours of compensatory time off (CTO). An employee who has requested the use of CTO for overtime worked must be permitted by Management to use such time within a reasonable time period after making the request unless the use of the CTO within a reasonable period would "unduly disrupt" the operations of the City department. A reasonable time period depends on the customary work practices of the work unit/section/division/department. This standard does not apply to non-FLSA overtime (i.e., overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

On occasion, employees may accumulate hours in excess of 80 hours for a temporary period of time. If an employee does not schedule and take time off over 80 hours for overtime prior to the end of the fiscal year, management may require employees to use accumulated overtime that exceeds 80 hours prior to the end of the fiscal year; require employees to use such time in lieu of vacation or other leave time; or authorize cash payment. In the event sufficient funds are not available to provide cash compensation for all or a portion of the hours in excess of 80, Management may extend the time limit for a period not to exceed one year.

Under no circumstances shall compensated time off in excess of 240 hours be accumulated.

1040/2080 Plan

Management reserves the right to develop 26 week/1040 hours or 52 week/2080 hours work periods under FLSA Section 7(b) [29 USC §207(b)(1) and (2)] during the term of this MOU for the purpose of increasing scheduling flexibility. Implementation of this work schedule is subject to agreement by the parties and certification of the Union as bona fide by the National Labor Relations Board (NLRB).

Special Events

Senior Traffic Supervisors may be assigned to work Special Events at the overtime rate at the discretion of the General Manager, Department of Transportation. Compensation for overtime worked at Special Events shall be in cash only. Notwithstanding any other provisions to the contrary, there shall be no limit to the number of hours worked under this section.

Whenever a Senior Traffic Supervisor is required to report, and actually reports, to a special event and said event is subsequently canceled, the employee shall receive compensation at the overtime rate for a minimum of two (2) hours or the actual time spent at the event, whichever is greater.

ARTICLE 45 OVERTIME MEAL ALLOWANCE

Whenever an employee is held over from a scheduled work shift and is required to work more than four (4) hours on an unscheduled overtime work shift then the employee shall be paid an overtime meal allowance of \$8.50 unless management provides a meal.

ARTICLE 46 WORK SCHEDULES

Pursuant to the Fair Labor Standards Act (FLSA), employees shall have a fixed workweek that consists of a regular recurring period of 168 consecutive hours (seven 24-hour periods), which can begin and end on any date of the week and at any time of the day. The designated workweek for an employee may be changed only if the change is intended to be permanent and not designed to evade overtime requirements of the FLSA. Management may assign employees to work a five/forty, four/ten, nine/eighty, or other work schedule. Management shall have the right to refuse an employee's request to work a four/ten, nine/eighty, or other modified work schedule, and to require the reversion to a five/forty work schedule, provided that the exercise of such right is not arbitrary, capricious or discriminatory. The parties further agree that Management may require employees to change their work schedules (working days or change days off, except the split day) within the same FLSA workweek.

Employees on a nine/eighty modified work schedule shall have designated a regular day off (also known as 9/80 day off), which shall remain fixed. Temporary changes to the designated 9/80 day off at the request of Management or the employee is prohibited unless it is intended for the employee to work additional hours (overtime).

ARTICLE 47 RAIN GEAR

Management shall provide rain gear for all employees who are required to work outside in inclement weather as a normal part of their job duties. Management shall replace rain gear for all employees when no longer serviceable.

ARTICLE 48 UNIFORMS

Uniforms required by Management will be replaced, maintained and cleaned at the employee's expense. Management will give to each employee, in the classes listed below, an allowance for such maintenance, replacement, and cleaning of twenty dollars (\$20.00) each pay period for laundering wash and wear type uniforms, and thirty dollars (\$30.00) each pay period for dry cleaning dress-type uniforms. Effective on the date Council approves this 2004-07 MOU, management will increase the uniform allowance from \$20.00 to twenty-five dollars (\$25.00) each pay period for laundering wash and wear type uniforms and from \$30.00 to thirty-five dollars (\$35.00) each pay period for dry cleaning dress type uniforms. Effective July 1, 2005 management will increase the uniform allowance to thirty (\$30.00) each pay period for laundering wash and wear type uniforms or forty dollars (\$40.00) each pay period for dry cleaning dress type uniforms.

In the event that an appointing authority changes the type and/or style of a required uniform, said appointing authority will, subject to review and approval by the City Administrative Officer, provide an appropriate initial issue of the revised uniform to the affected employees.

- 3187-1 Chief Security Officer I
- 3187-2 Chief Security Officer II
- 3176 Custodian Supervisor (Airports and Zoo only)
- 3126 Labor Supervisor (General Services only)
- 3145 Park Maintenance Supervisor (R & P only)
- 3537 Parking Services Supervisor (General Services only)
- 4312 Principal Animal Keeper
- 3215 Principal Detention Officer
- 3210 Principal Property Officer
- 3200 Principal Security Officer
- 3198 Principal Special Officer - GSD
- 4316-1 Senior Animal Control Officer I
- 4316-2 Senior Animal Control Officer II
- 4305 Senior Animal Keeper
- 3212 Senior Detention Officer
- 1967-1 Senior Park Ranger I
- 1967-2 Senior Park Ranger II
- 3529-1 Senior Parking Attendant I

3529-2	Senior Parking Attendant II
3209	Senior Property Officer
3184	Senior Security Officer
3185	Senior Special Officer - GSD
3218-1	Senior Traffic Supervisor I
3218-2	Senior Traffic Supervisor II
3218-3	Senior Traffic Supervisor III
3117-1	Tree Surgeon Supervisor I
3117-2	Tree Surgeon Supervisor II

During the term of this MOU, in the Department of Transportation, management will provide: (a) two coveralls/jumpsuits each to employees in the class and pay grade of Senior Traffic Supervisor I, Code 3218-1, who are assigned to the following details: Abandoned Vehicle, Habitual Parking Violators, or Vehicle Abatement; and (b) one bike uniform (polo style shirt, shorts (with or without pads), undershorts with pads, pants, and jacket with reflector backing) each for employees in the class and pay grade of Senior Traffic Supervisor I, II, and III who are assigned to the Bike Detail.

Each department shall develop safety shoe standards to include safety requirements, style and color consistent with operating needs and reasonable uniformity. All employees, including new hires and transfers, shall be responsible for compliance with these standards. Failure to wear approved and serviceable safety shoes while on duty may subject the employee to appropriate discipline.

Employees who are required by management to wear a specific safety-type work shoe/boot or a uniform shoe/boot and whose employing department does not already provide said shoes or boots or a cash allowance, shall receive an annual cash allowance of one hundred dollars (\$100.00) for the purchase, repair and maintenance of said shoes or boots provided they are on active payroll status each January 1 during the term of this MOU. This payment shall be made by separate check to eligible employees in each February for the term of the MOU.

ARTICLE 49 MILEAGE

Any employee authorized to use his/her own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the Los Angeles Administrative Code, in the performance of his/her duties, shall be reimbursed for his/her transportation expenses at the rate of forty and one-half cents (\$. 405) for each mile traveled in any biweekly pay period.

During the term of this MOU, the cents per mile reimbursement shall be adjusted to an amount equal to the annual standard car mileage allowance as determined by the Internal Revenue Service (IRS). The City Administrative Officer shall certify to the Controller

appropriate changes, if required, to become effective the beginning of the pay period in which January 1 falls, or on such other date as the IRS may determine.

ARTICLE 50 TRAVEL ALLOWANCE

- A. Notwithstanding Section 4.222 of the LAAC, whenever an employee is required to travel directly between his/her home and place of temporary assignment, as provided in Section 4.221 of the LAAC, he/she shall receive payment at the rate of three dollars (\$3.00) for each day that such travel occurs. The parties agree that all other provisions of Sec. 4.220 - 4.226 of the LAAC which relate to payment for travel of certain employees from their homes to temporary job locations remain unchanged.
- B. Notwithstanding Section 4.222.1 of the LAAC, whenever an employee is required to travel from one job site to another within a work day, he/she shall receive payment at the rate of three dollars (\$3.00) for each day that such travel occurs.
- C. Where an employee qualifies under both sections A and B, above, such employee shall be entitled to receive four dollars (\$4.00) per day.

ARTICLE 51 EARLY REPORT PAY

A regularly assigned employee who is required to report earlier than his/her regularly-scheduled starting time for the convenience of his/her department, office or bureau, shall receive time and one-half his/her regular hourly rate of pay for each hour of work performed prior to his/her regularly scheduled starting time. Such compensation may be made in either cash or compensatory time off at the discretion of management.

Management maintains its authority to retain employees who are called in before the start of their regular starting time for their full, regularly scheduled shift. Hours worked prior to an employee's regularly scheduled starting time qualify the employee to receive Early Report Pay. Consistent with any department procedures, which may exist, employees may or may not be retained beyond eight hours, subject to operational needs.

In the event an employee receives Early Report Pay and is required to work his/her full regularly scheduled shift in addition to the Early Report Pay hours, the employee shall not receive overtime for working his/her full, regular shift. Prescheduled shift adjustments with at least 48 hours notice do not qualify for Early Report Pay.

ARTICLE 52 STAND-BY PAY

Notwithstanding any provisions of the Los Angeles Administrative Code or Departmental Personnel Ordinances which may conflict, employees covered by this MOU who are

assigned stand-by duty shall receive two dollars (\$2.00) per hour for each hour on such assignment.

Management may, at its discretion, provide assigned employees with electronic paging devices (beepers). However, only those employees actually designated and assigned to be on stand-by, while not otherwise on duty, shall receive the prescribed hourly bonus for wearing the beeper.

In the event an employee on stand-by duty is called to return to work, said employee shall be subject to the provisions of Article 34 herein (Call Back Pay) and shall not receive stand-by pay while receiving call back pay.

ARTICLE 53 FAMILY and MEDICAL LEAVE

I. Authorization for Leave

During the term of this MOU, up to four (4) months (nine [9] pay periods) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an immediate family member (as defined in Article 25), upon the request of the employee, notwithstanding any other provisions of this MOU or the Los Angeles Administrative Code to the contrary.

An employee may take leave under the provisions of this Article if he/she has a serious health condition that makes him/her unable to perform the functions of his/her position.

Leave under the provisions of this Article shall be limited to four (4) months (nine [9] pay periods) during a twelve (12) month period, regardless of the number of incidents. A 12-month period shall begin on the first day of leave for each individual taking such leave. The succeeding 12-month period will begin the first day of leave taken under the provisions of this Article after completion of the previous 12-month period.

II. Definitions

A. Spouse means a husband or wife as defined or recognized under State law for purposes of marriage in this State.

B. Domestic partner means a named domestic partner in a confidential affidavit declaring the existence of said domestic partner and signed by the City employee, which is on file in the Employee Benefits Office, Personnel Department.

- C. Parent means a biological, step, adoptive or foster parent, an individual who stands or stood *in loco parentis* to an employee, or a legal guardian. This term does not mean parents-in-law.
- D. Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward or child of a person standing *in loco parentis*, who is either under age 18 or age 18 or older and incapable of self-care because of a mental or physical disability.
- E. Persons who are *in loco parentis* include those with day-to-day responsibilities to care for and financially support a child, or in the case of an employee who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.

III. Eligibility

- A. The provisions of this Article shall apply to all employees in this Unit in all City departments who have been employed by the City for at least 12 months and who have worked at least 1,040 hours during the 12 months immediately preceding the beginning of the leave.
- B. Parents (including those who are domestic partners) who both work for the City may take leave under the provisions of this Article at the same time to care for a new child by birth or adoption, or foster care of a child. However, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee. Spouses or domestic partners who both work for the City may take leave under the provisions of this Article at the same time to take care of a sick parent. However, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee. Each employee must notify his/her employing department at the time the leave is requested of the name and department of the second family member who is requesting leave for the same incident. Such notification must include the starting and ending dates of the time period for which each employee is requesting leave.

The time limitations described above does not apply to leave taken by one spouse or one domestic partner to care for the other who is seriously ill, or to care for a child with a serious health condition.

IV. Conditions

- A. The start of a family leave for a woman giving birth, may, at the employee's discretion, be at the beginning of the period of disability that a doctor certifies is necessary.
- B. The start of a family leave for adoption shall begin on a date reasonably close to the date the child is placed in the custody of the employee. Leave for adoption or foster care of a child may also be granted prior to placement if an absence from work is required.
- C. The start of a family leave for a serious health condition of a family member shall begin on the date requested by the employee.
- D. The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee.
- E. A serious health condition is defined as an illness, injury, impairment, or physical or mental condition that involves:
 - 1. Any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility; or
 - 2. A period of incapacity requiring an absence of greater than three calendar days involving continuing treatment by or under the supervision of a health care provider; or
 - 3. Any period of incapacity (or treatment therefore) due to a chronic serious health condition; or
 - 4. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective; or
 - 5. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity or more than three consecutive days if left untreated; or
 - 6. Any period of incapacity due to pregnancy or for prenatal care.
- F. All leave granted under this Article shall normally be for a continuous period of time for each incident.

An employee shall be permitted to take intermittent leave or work on a reduced schedule to take care of a family member with a serious health condition or for his/her own serious health condition when it is medically necessary. Management may require the employee to transfer temporarily to an available alternative position with equivalent compensation for which the employee is qualified that accommodates recurring periods of leave better than the employee's regular position. Employees who elect a part-time schedule shall receive prorated compensated time off benefits in accordance with Section 4.110 of the Los Angeles Administrative Code during the duration of their part-time schedule.

Intermittent leave or work on a reduced schedule for the birth, adoption or foster care of a child shall only be permitted at the discretion of Management.

- G. If any employee requires another leave for a separate incident under the provisions of this Article during the same 12-month period, a new request must be submitted.
- H. In accordance with State law, employees may be eligible for up to four months (nine [9] pay periods) of pregnancy-disability leave in addition to the four months (nine [9] pay periods) of family or medical leave. Such leave may be taken before or after the family or medical leave, depending on the period of time that a doctor certifies the employee as unable to work due to a pregnancy-related condition.
- I. A personal leave beyond the four (4) month (nine [9] pay periods) leave provided in this Article may be requested, subject to the approval of the appointing authority and, if required, the Personnel Department, as provided under other City leave provisions.
- J. An employee receiving temporary workers' compensation benefits (either IOD or the rate provided in Division IV of the California Labor Code) who meets the eligibility requirements in III.A. of this Article shall automatically be considered to be on family or medical leave, effective the first day of the employee's absence.
- K. Management has the right to verify the certification of a serious health condition by a health care provider for a leave under the provisions of this Article. Management shall allow the employee at least 15 calendar days to obtain the medical certification.
- L. Upon return from family or medical leave, an employee shall be returned to his/her original job or to an equivalent job.

V. Notice Requirements

A. Employee

When an employee requests family or medical leave, he/she must state the reason for the requested leave (e.g., childbirth, to care for an immediate family member with a serious health condition, etc.). When the necessity for a leave is foreseeable, the employee must provide at least 30 days notice. However, if the leave must begin in less than 30 days, the employee must provide as much advance notice as is practicable.

B. Management

In response to an employee's request for family or medical leave, Management shall indicate whether or not the employee is eligible for such leave, if such leave will be counted against the employee's annual family or medical leave entitlement, and any requirement for the employee to furnish medical certification. Management may designate leave, paid or unpaid, taken by an employee as family or medical leave-qualifying regardless of whether or not the employee initiates a request to take family or medical leave.

VI. Applicable Time Off

Employees who are granted leave in accordance with this Article shall take time off in the following order:

A. Childbirth (Mother)

1. Accrued sick leave (100% and 75%) for the entire period of disability that a health care provider certifies is necessary (including prenatal care or the mother's inability to work prior to the birth), may be taken at the employee's discretion.
2. Accrued vacation available at the start of the leave shall be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.

5. Unpaid leave.
6. Accrued compensatory time off may be used at the employee's discretion, with management approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

B. Childbirth (Father), Adoption, Foster Care, or Family Illness

1. Annual family illness sick leave up to twelve (12) days may be used at the employee's discretion. Such leave may be taken before or after the vacation described in 2 below.
2. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued compensatory time off may be used at the employee's discretion, with management approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

C. Personal Medical Leave

1. Accrued 100% sick leave may be used at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
2. Accrued 75% sick leave may be used following use of all 100% sick leave at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
3. Accrued vacation time.
4. Unpaid leave.
5. Accrued compensatory time off may be used at the employee's discretion, with management approval, after exhaustion of 100% sick leave (No. 1 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

VII. Sick Leave Rate of Pay

Payment for sick leave usage under VI.A, B, and C shall be at the regular accrued rate of 100% or 75% as appropriate.

VIII. Monitoring

Management shall maintain such records as are required to monitor the usage of leave as defined in this Article. Such records are to be made available to the Association upon request.

It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993 and the California Family Rights Act of 1993.

ARTICLE 54 HIGHER LEVEL ASSIGNMENT

An out-of-class assignment is defined as an assignment which requires the long-term performance of duties, and/or the assumption of responsibilities, substantially beyond the

duties and responsibilities specified in the class specifications for the class to which the assigned employee's position is allocated.

It is the intent of Management to avoid out-of-class assignments, as herein defined. However, nothing herein shall limit Management's authority to temporarily assign employees to duties and responsibilities not specifically included in the employee's class specifications whenever emergencies or operational necessities require. Claims of out-of-class assignment shall be referred to the Civil Service Commission for final resolution and shall not be grievable.

Any employee who is temporarily assigned to duties outside of his/her class specifications shall continue to receive the rate of pay of his/her classification and/or pay grade while so assigned; provided, however, that if said assignment exceeds twenty (20) working days, Management will initiate the necessary action to fill the position at the proper level or otherwise prevent the occurrence of an out-of-class assignment.

ARTICLE 55 TEMPORARY DISABILITY: WORKERS' COMPENSATION (IOD)

Management agrees to continue providing Workers' Compensation benefits in accordance with Section 4.104 of the Los Angeles Administrative Code, except that salary continuation payments during absences for temporary disabilities arising from job-related injuries or illnesses shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For the purposes of this article, take-home pay is defined as an employee's biweekly gross salary rate less the mandatory deductions for Federal and State income tax withholding, and employee retirement contributions. An employee may make adjustments in the amount of voluntary deductions while on temporary disability leave but cannot change the amount normally deducted for State and Federal income taxes.

The provisions of this article shall be applicable to disability conditions incurred on or after October 22, 1994.

ARTICLE 56 SUPERVISION DIFFERENTIAL

In accordance with Section 4.62.2 of the Los Angeles Administrative Code, bona fide supervisory employees in this unit whose compensation is fixed by salary range, and who supervise incumbents whose compensation is fixed by salary range, shall be paid at the appropriate step of the range with a first step which is at least two premium levels (5.5%) above the first step of the range of the highest paid subordinate; provided, however, that notwithstanding Section 4.62.2, bona fide unit supervisors whose highest paid subordinates include incumbents in the following flat-rated classes also shall be paid at a rate that is at least 5.5% above the rate of said highest paid subordinates:

Compressor Operator

Code 3503

Equipment Operator	Code 3525
Power Shovel Operator	Code 3558
Rigger	Code 3473
Truck Crane Oiler	Code 3557

For the purposes of this Article, "bona fide supervisory employee" is defined as a full-time, regularly assigned supervisor with full administrative and technical authority to assign, review and approve the work of his/her subordinates. The rates to be compared in determining this supervision differential shall be the maximum salary rates prescribed for the authorized and allocated classes of the bona fide supervisor and subordinate, excluding any premiums, bonuses or working condition differentials.

ARTICLE 57 SALARIES

Employees covered by this MOU shall be paid in accordance with the salary rates listed in Appendices A through F.

Note: The salary of Tree Surgeon Supervisor I includes an additional 2.75%, which incorporates adjusted compensation for the noise provision of Note K of Schedule A of Section 4.61 of the Los Angeles Administrative Code. No other classifications and/or pay grades in this unit are eligible for such Note K adjusted compensation.

ARTICLE 58 LIUNA PENSION FUND

The City shall contribute fifty-six dollars and eighty cents biweekly (80x \$0.71 per hour) to the LIUNA National (Industrial) Pension Fund (hereinafter "the Fund") on behalf of each unit member. The amount of contribution shall not be changed during the term of the MOU.

The City and LIUNA concur that the Fund, like the Los Angeles City Employees Retirement System (LACERS), is a defined benefit plan and that the combined plans must be tested actuarially on a periodic basis to insure that benefit limits, as prescribed in Section 415 of the Internal Revenue Code, are not exceeded for Unit employees. Accordingly, the City and LIUNA agree that in the event "415" limits ever are exceeded, the LACERS benefits will be reduced as necessary to bring the combined plans into compliance with the specified limits.

The City agrees to be bound by and comply with the Fund's Agreement and Declaration of Trust dated February, 1967, and the Standard Form of Participation Agreement to which it is signatory, and any amendments thereto; provided, however, that LIUNA, the Fund and all their members, agents, employees, representatives or other parties empowered to act on their behalf shall indemnify and hold the City harmless from any and all liability, including cost of suits and reasonable attorney fees, arising from the implementation of the provisions of this Article.

ARTICLE 59 UNION RELEASE TIME

A. Release Time for Union Board Member

One bargaining unit member elected to the Local 777 Executive Board shall be released for one day each month without suffering loss of seniority or any other benefit to attend the monthly Local 777 Executive Board meeting. This provision shall be limited to one member represented by the Union. The City shall be notified in writing of the qualified elected unit member following each election. The Union agrees to reimburse the City for the salary of the unit member released under this provision.

B. Release Time – One-Year

The appointing authority may grant to elected officers or appointed representatives of the Union time off for employee organization representation activities. No more than one employee in a department or Bureau of the Department of Public Works with a total of no more than one employee for LIUNA/MOU 12 shall be allowed release time under this article.

1. The Union shall submit a written request for release of an employee to that employee's Department Management, which shall include a list of all employees currently on release time for this Unit. Such request shall be submitted at least 21 calendar days prior to the effective release date, specifying the starting and ending dates of release. The Union shall provide a copy of said request to the City Administrative Officer. The employee shall fill out any necessary paperwork required by Management for his/her release.
2. Whenever operationally feasible, the Department shall grant the time off request. When it is not possible to immediately grant the request, the Department shall provide an explanation in writing and specify a date when the employee can be released.
3. Release time shall be granted for a maximum of one year in any three-year period unless additional release time is approved by the CAO and the affected departments.
4. Employees shall be paid the employee's current salary by the City while the employee is performing these duties for the Union.
5. Employees shall retain all of their existing benefits, including, but not limited to medical, dental, deferred compensation plan, retirement benefits and seniority accrual in their civil service class.

6. The Union shall reimburse the City for all salary and benefits costs incurred as a result of release time, including but not limited to, vacation, sick leave, compensated time off, retirement, short-term disability, life insurance, medical, dental and workers' compensation. The benefits cost shall be based on the benefits rates established by the City Administrative Officer as contained in the City Budget in effect during the period of release time, and the cost of other benefits approved by the Joint Labor Management Benefits Committee that become effective during this period.
7. Payment of any overtime worked while on release time shall be the responsibility of the Union.
8. The City Administrative Officer shall bill the Union and Union shall make payments to the City Administrative Officer of all reimbursable costs identified in Section 5 above.
9. An employee on release time shall submit weekly timesheets signed by the employee and the Union (General Manager or his/her designee) to their respective Personnel Director specifying the number of hours worked and use of any sick leave, vacation time or compensated time off.
10. Should an employee incur a work-related injury while on release time, he/she shall remain on release time with the Union during the period of injury-on-duty (IOD), or until the release time has ended, and shall continue to be counted in determining the employee maximum, as provided for above. The Union will reimburse the City for all IOD and Workers' Compensation related costs.
11. When the employee returns from release time, he/she shall return to his/her civil service classification and pay grade at the time of release.
12. The employee must have passed probation in his/her current class to be eligible for release time.
13. The Union shall indemnify, defend and hold the City and its officers and employees harmless against any and all claims, suits, demands or other forms of liability that might arise out of or result from any action taken by an employee in the service of the Union.

The City Administrative Officer shall maintain a list of employees who have been approved for release time and the approved duration

ARTICLE 60 CONTRACTING OF UNIT WORK

The parties agree that during the term of this MOU, the following terms and conditions shall apply to the contracting of unit work:

1. No bargaining unit employee shall be laid off, demoted or suffer loss of pay or benefits as a result of the contracting of unit work.
2. If any employee subject to the provisions herein is displaced as a result of contracting, he/she shall be retained in a position within a classification represented by the LIUNA, Local 777.
3. Notwithstanding any provision of this MOU to the contrary and excluding the provisions of paragraph 6 below, the provisions of this Article shall be subject to advisory arbitration only.
4. In lieu of the meet-and-confer process prescribed by the Employee Relations Ordinance (ERO), the parties agree to meet and discuss, in accordance with the provisions outlined below, all contracts to perform unit work except for contracts required by bonafide emergencies.
5. The parties agree that the following expedited procedure shall replace the impasse resolution provisions of the ERO for disputes arising out the of the meet-and-discuss process specified above:
 - A. The City shall continue to provide timely notice, through the existing “clearinghouse” procedure, of proposed contracts to perform unit work.
 - B. The LIUNA, Local 777, may request to meet and discuss such proposed contracts within five (5) working days following receipt of notice by the union as indicated in “a.” above. Failure by the union to request such meeting(s) within the prescribed five days shall constitute a waiver of the union’s right to continue this process.
 - C. Meeting(s), if requested, shall begin within five (5) working days following notice to the City by the union of its desire to discuss the proposed contract(s).
 - D. If the parties cannot reach agreement through the meet-and-discuss process, the union may request expedited advisory arbitration within five (5) working days following the last meeting-and-discuss session. Failure by the union to request arbitration within the specified five days shall constitute a waiver of the union’s right to continue in this process. The parties will attempt to

establish a mutually agreeable, expedited process for selecting arbitrators. Absent any such agreement, arbitrators will be selected in accordance with Rules 11.03 and 11.04 of the Employee Relations Board.

- E. The parties agree that for contracts with a value of less than \$1 million the hearing and issuance of the advisory decision by the arbitrator shall be concluded within thirty (30) calendar days following request for arbitration; and within (90) calendar days for contracts of \$1 million or more.
 - F. The arbitrator's advisory decision and recommendation shall be transmitted to the appropriate determining body simultaneously with the proposed contract.
 - G. The time limits in this process may be extended only by the mutual, written agreement of the parties.
 - H. The expedited arbitration process herein shall be informal. Court reporters shall not be used; rules of evidence shall be informal; the production of witnesses and documentary evidence shall be at the discretion of each party; the arbitrator's notes, exhibits (if any), and the written advisory decision and recommendation shall constitute the record of the proceedings; post hearing briefs shall not be required or submitted.
 - I. Arbitration fees shall be shared equally by the union and the City.
6. Disputes over the practical consequences of the contracting of unit work, other than those occurring under paragraphs 4 and 5 above, shall be resolved in accordance with the provisions of the Grievance Procedure, Article 3.1 of the MOU, and shall not delay the implementation of the contract if all other provisions of this Article have been met.

The parties agree that the review of "practical consequences" grievances shall begin with the first formal level of review of the grievance procedure and that said grievances shall be subject to advisory arbitration, except as provided in the Arbitration step (Step 6) of the Grievance Procedure.

ARTICLE 61 UNION-SPONSORED EDUCATIONAL DEVELOPMENT

LIUNA may submit a request in writing to an appointing authority to release on paid leave an employee or employees it has designated to attend Union-sponsored training and development. When such leave is approved by an appointing authority, the designated employee(s) shall be released without loss of seniority. Employees approved for leave under this Article shall be granted paid time off, not to exceed the number of hours

allocated to employees' departments or bureaus over the term of this MOU, as listed below. Under no circumstance shall any one employee be granted paid time off under this Article that exceeds a total of 40 hours in a fiscal year.

<u>Department</u>	<u>Number of Hours of Paid Leave</u>
Airports	210
Animal Services	60
El Pueblo	10
Fire	80
General Services	297
Harbor	11
Information Technology Agency	5
Library	30
Los Angeles Convention Center	30
Police	330
Public Works – Sanitation	200
Public Works – Street Services	357
Recreation and Parks	130
Transportation	220
Zoo	<u>30</u>
Total	2,000 hours

The Union shall submit its written request to the appropriate appointing authority for employee leave under this Article not less than 30 calendar days in advance of the scheduled training. Management shall notify the Union of its decision within 14 calendar days, or as soon as practical.

Upon receipt of a request for Union-sponsored educational development, department/bureau Management will make a good faith effort to accommodate such request. However, any Management determination or decision pertaining to this Article shall not be subject to the grievance procedure under Article 14 of this MOU.

In the event that the Letter of Intent regarding “Salary Increases During the Term of the MOU” is exercised, this Article shall immediately become inoperative.

ARTICLE 62 TEMPORARY SUPERVISORY PAY

Section I

- a. Whenever Management assigns an employee to perform the full range of duties of a higher level supervisory position in the same class series or chain of command in situations where the incumbent of the higher level position is temporarily absent, such employee shall become eligible for additional compensation upon completion of a qualifying period of 10 consecutive working days in such assignment at his/her regular rate of compensation. Paid leave time taken during a qualifying period shall extend the 10-day qualifying period by the length of the absence. All other absences shall constitute a disqualifying break in the 10-day qualifying period requirement, necessitating the initiation and completion of a new qualifying period. Pay shall begin on the 11th day of the assignment.

Each temporary supervisory assignment shall require completion of a new qualifying period each fiscal year, except when such assignment is continuous and in the same work location.

- b. Whenever Management assigns an employee on a temporary basis to perform the full range of duties of a vacant higher level supervisory position in the same class series or chain of command, such employee shall become eligible for additional compensation on the first day of such assignment, provided, however, that if said assignment exceeds twenty (20) working days, Management will initiate the necessary action to fill the position at the proper level.

Section II

An employee qualifying for additional compensation as stated above shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for his/her class (present for 50% or more of the work day).

Section III

Management retains the right to determine whether a position is vacant or to be filled due to a temporary absence.

Section IV

Any Management determination or decision pertaining to the implementation, interpretation, application, administration or cancellation of any or all the provisions of this Article shall be final and conclusive and shall not be subject to the grievance procedure herein. Nothing in this Section, however, is intended to deny the premium payment specified herein to an

employee who has been assigned, has qualified and has performed the acting assignment in accordance with the provisions of this Article.

ARTICLE 63 POLITICAL ACTION COMMITTEE

The Controller shall deduct one dollar (\$1.00) per pay period from the salary paid to each Union member, identified on a list prepared and submitted by the Union, as a contribution to the Local 777 Political Action Committee ("777PAC"). Such contribution is to be deducted from twenty-four (24) bi-weekly payroll checks annually. Remittance of the amount of the 777 PAC deductions shall be sent to the Union by the Controller within thirty (30) working days after the end of the month in which such deductions are made. Neither an employee nor the Union shall have any claim against the City for a 777 PAC deduction made or not made, as the case may be, unless a claim of error is presented to the Controller in writing within 30 calendar days after the date such deduction was or should have been made.

mou1207


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding No.12 the day, month, and year first above written.

LIUNA, LOCAL 777
SUPERVISORY BLUE COLLAR UNIT
REPRESENTATIVES

CITY OF LOS ANGELES
REPRESENTATIVES


Chapter President


William T Fujioka
City Administrative Officer


Business Manager


Department of Airports


Local 777 Union Representative

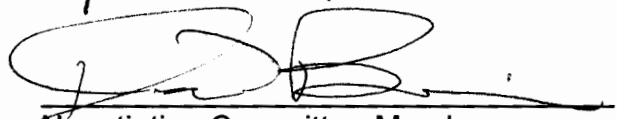
Animal Services Department


Negotiating Committee Member

El Pueblo de Los Angeles


Negotiating Committee Member

Fire Department


Negotiating Committee Member

General Services Department


Negotiating Committee Member

Harbor Department

Negotiating Committee Member

Information Technology Agency

Negotiating Committee Member

Library Department

Los Angeles Convention Center

Police Department

Department of Public Works

Department of Recreation and Parks

Department of Transportation

Los Angeles Zoo

As to form and legality:

Zoe Pollock Houston

City Attorney's Office

2-25-04

Date

mou1207
2/25/2005

SALARY NOTES

- A. One Park Maintenance Supervisor, Code 3145, when assigned overall responsibility for the care and maintenance of the horses and equipment used in the park ranger program and the training of personnel assigned to the mounted patrol function in proper horsemanship techniques shall receive salary at the first premium level rate above the appropriate step rate of the salary range prescribed for the class.
- B. Employees in the class of Park Maintenance Supervisor, Code 3145, in the Department of Recreation and Parks, who are regularly assigned to supervise the maintenance of 18 holes of golf shall be compensated at the first premium level above the appropriate step rate of the salary range prescribed for the class.
- C. Employees in the class of Lot Cleaning Supervisor I, Code 4280-1, or in the class of Street Maintenance Supervisor I, Code 4152-1, who are regularly assigned to personally supervise a crew or crews engaged in machine or hand removal for which they receive premium compensation, shall receive compensation at the second premium level above the appropriate step rate of the salary range prescribed for the class.
- D. Employees in the class of Lot Cleaning Supervisor II, Code 4280-2, who are regularly assigned to supervise crews who are engaged in machine or hand removal for which they receive premium compensation, shall be compensated at the second premium level above the appropriate step rate of the salary range prescribed for the class.
- E. Employees in the class of Camp Manager, Code 3140, when assigned to Crowley Lake shall receive, for five (5) months, salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class.
- F. One (1) employee in the class of Equipment Repair Supervisor, Code 3746, in the Department of General Services, and one (1) employee in the same class in the Department of Airports, shall receive compensation 5.5 percent above the biweekly rate prescribed for the class when assigned to supervise employees who perform repairs and maintenance on man lift equipment for each day so assigned.
- G. One employee in the class of Equipment Repair Supervisor, Code 3746, and one employee in the class of Auto Body Repair Supervisor, Code 3706, in the Fire Department, shall receive compensation 5.5 percent above the biweekly rate prescribed for the class for each day he/she is assigned to supervise employees who operate, maintain, or inspect extended or partially extended fire ladders or other man lift equipment.

- H. Employees in the class of Parking Services Supervisor, Code 3537 and Senior Parking Attendant II, Code 3529-2 in the Los Angeles Convention Center Department when assigned the duties and responsibilities involved in "move-ins" and "move-outs" when there is no higher level person assigned shall receive salary at the third premium level rate above the appropriate step rate of the salary range prescribed for the class.
- I. Employees in the class of Equipment Repair Supervisor, Code 3746, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class when supervising employees engaged in the maintenance and repair of motor sweepers for each day of such supervision.
- J. Employees in the class of Machinist Supervisor, Code 3766, and in the class of Welder Supervisor, Code 3798, who are assigned to wastewater treatment plants in the Bureau of Sanitation, shall receive, in addition to all other regular and premium compensation, a bonus of 8.25 percent above the appropriate biweekly rate prescribed for the class.
- K. Any employee in the class of Senior Traffic Supervisor, Code 3218, shall receive compensation at the second premium level above the appropriate step rate of the salary range prescribed for the class for any day on which the employee performs traffic monitoring and unit deployment duties from a helicopter in the air.
- L. Employees in the class of Chief Custodian Supervisor, Code 3128 or Head Custodian Supervisor, Code 3178 in the Department of Airports when required to work more than fifty percent (50%) of their time in any one day between the hours of twelve midnight and 8:00 a.m., shall receive for each such day, salary at the third premium level rate above the appropriate step rate of the salary range prescribed for the class. The provisions of Section 61, Schedule A, Note "N" of the Los Angeles Administrative Code shall not apply concurrently with the provisions of this note.
- M. One person in the class of Custodian Supervisor, Code 3176, in the Department of Airports, when regularly assigned additional duties involving directing and coordinating the work of graveyard shift custodial employees, shall receive salary at the third premium level rate above the appropriate step rate of the salary range prescribed for the class.
- N. Any person in the class of Airports Maintenance Supervisor I, Code 3336-1, shall receive the salary prescribed for the class but in no event less than the premium level rate above the appropriate step rate for the class which provides at least 2.75 percent but not more than 5.5 percent higher salary than the incumbent of the highest compensated class regularly and directly supervised.

- O. One employee in the class of Custodian Supervisor, Code 3176, in the Department of General Services, when regularly assigned to operate or supervise the operation of self-propelled floor-finishing machines, shall receive, in addition to all other regular or premium compensation, compensation at the appropriate step of the first premium level above the salary range prescribed for the class.
- P. Three employees in the class of Senior Traffic Supervisor I, Code 3218-1, when regularly assigned to conduct adjudication hearings in the parking citation Administrative Hearing Program shall receive compensation at their corresponding step of the salary range prescribed for the class of Management Analyst I, Code 9184-1, while so assigned.
- Q. Any employee in the class of Principal Detention Officer, Code 3215, when regularly assigned as Watch Supervisor in an LAPD jail facility, shall receive compensation at the appropriate step of the second premium level rate above the salary range prescribed for the class.
- R. Employees in the class of Senior Special Officer, Code 3185, and Principal Special Officer, Code 3198, who have successfully completed the educational and training requirements prescribed by the Commission on Peace Officers Standards and Training (POST) and been so certified, shall, upon presentation of the subject certificate to management, receive bonus compensation as follows:
1. For the full, basic POST certificate, the bonus shall be three percent (3%) of the appropriate step of the prescribed, regular biweekly salary;
 2. For the Intermediate POST certificate, the bonus shall be one percent (1%) of the appropriate step of the prescribed, regular biweekly salary;
 3. For the Advanced POST certificate, the bonus shall be two percent (2%) of the appropriate step of the prescribed, regular biweekly salary.
- S. Any employee in the class of Senior Special Officer, Code 3185, in the Department of General Services, who, in the absence of a Principal Special Officer, is assigned to act as Watch Commander on the Day, Night or Morning shift, and who is so assigned for at least half of the prescribed hours of any such shift, shall receive compensation at the appropriate step of the salary range that is two premium levels above the salary range prescribed for the class of Senior Special Officer, when so assigned.
- T. Any employee in the class and pay grade of Tree Surgeon Supervisor I or II (Codes 3117-1 or 2,) who holds the credential of Certified Tree Worker in accordance with the standards of the International Society of Arboriculture (ISA) shall receive, in addition to all other regular and premium compensation, salary at the appropriate step of the first premium level above the salary range prescribed for the class.

Any employee in the class and pay grade of Tree Surgeon Supervisor I or II , (Codes 3117-1 or 2) who holds the credential of Certified Arborist in accordance with ISA standards shall receive, in addition to all other regular and premium compensation, salary at the appropriate step of the second premium level above the salary range prescribed for the class.

- U. Effective November 10, 2001, any employee in the class of Park Maintenance Supervisor who is assigned to work weekend days (Saturday and Sunday) as part of the Park Restroom Enhancement Program (PREP), shall receive for each weekend day so assigned compensation at the appropriate step of the salary range that is two premium levels above the salary range prescribed for the class of Park Maintenance Supervisor.
- V. Employees in the classes of Senior Security Officer, Code 3184, and Principal Security Officer, Code 3200, who are regularly assigned to the Traffic Services Section at the Los Angeles International Airport, shall receive compensation at the appropriate step of the fifth premium level above the salary range prescribed for their respective class.
- W. Effective the date Council approves the 2004-07 MOU, one Park Maintenance Supervisor, Code 3145, in the Department of Recreation and Parks who is assigned as supervisor for Lakes Management and who possesses a State Qualified Applicator's License shall receive a two premium level bonus above the appropriate step rate of the salary range prescribed for the class.
- X. Effective first full pay period following the date Council approves the 2004-07 MOU, one Park Maintenance Supervisor, Code 3145, in the Department of Recreation and Parks Forestry Division who is assigned as supervisor for the Spray Crew and who also possesses a Pest Control Adviser license shall receive a two premium level bonus above the appropriate step rate of the salary range prescribed for the class.
- Y. Effective the first full pay period following Council approval of this MOU, Senior and Principal Security Officers (Codes 3184 and 3200, respectively) employed by Los Angeles World Airports at LAX who are assigned to Traffic on Day or PM shifts, shall receive a daily one-premium level bonus when in the field supervising Security Officers receiving a "noise bonus" for more than 50% of the work day.
- Z. Effective July 1, 2004, employees in the classification of Airport Maintenance Supervisor III, Code 3336-3, when regularly assigned to supervise an Airport Maintenance Supervisor II, Code 3336-2, shall receive a two-premium level bonus.
- AA. Effective the first full pay period following City Council approval of the 2004-07 MOU, employees in the classification of Autobody Repair Supervisor II, Code 3706, when

regularly assigned to supervise a Sheet Metal Worker, Code 3775, shall be paid at a rate that is 5.5% above the rate of the class of Sheet Metal Worker.

- BB. Effective the first full pay period following City Council approval of the 2004-07 MOU, employees in the classification of Automotive Supervisor, Code 3714, when regularly assigned to supervise a Heavy Duty Equipment Mechanic, Code 3743, shall be paid at a rate that is 5.5% above the rate of the class of Heavy Duty Equipment Mechanic.
- CC. Effective July 1, 2004, one Building Repair Supervisor employed by the Los Angeles Convention Center, Code 3338, when regularly assigned to supervise a Senior Plumber, Code 3444, shall receive a two-premium level bonus.
- DD. Effective July 1, 2004, Custodian Supervisors, Code 3176, when regularly assigned to supervise a Senior Custodial Services Attendant II, Code 3157, shall receive a two-premium level bonus.
- EE. Effective the first full pay period following City Council approval of the 2004-07 MOU, one Park Maintenance Supervisor, Code 3145, employed by the L.A. Zoo, when regularly assigned to directly supervise a Motor Sweeper Operator, Code 3585, shall receive a five-premium level bonus.
- FF. Effective July 1, 2004, employees in the classification of Tire Repair Supervisor, Code 3732, when regularly assigned to supervise a Truck Operator, Code 3583, shall receive a two-premium level bonus.
- GG. Effective July 1, 2004, employees in the classification of Window Cleaner Supervisor Airport, Code 3177-A, when regularly assigned to supervise a Senior Window Cleaner, Code 3174, shall receive a one premium level bonus.

LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

SALARY INCREASES DURING THE TERM OF THE MOU

For the term of the MOU (July 1, 2004, through June 30 2007), the parties agree that salary increases shall be as follows:

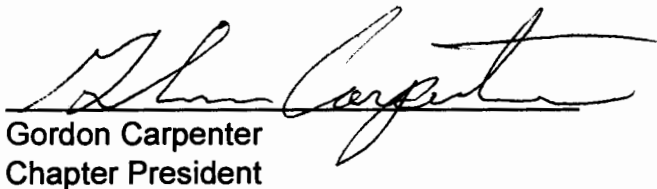
- 0% effective July 1, 2004
- 2% effective July 1, 2005
- 2% effective July 1, 2006
- 2¼% effective January 1, 2007

FOR LIUNA:



Fred W. Lowe
Business Manager

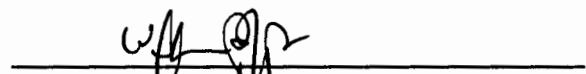
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

BOOT ALLOWANCE

The parties agree that notwithstanding Article 43 of the 2004-07 MOU, in the last year of the 2004-07 MOU, a one-time additional \$25.00 shoe allowance payment shall be made to all full-time employees who otherwise meet the criteria and are required to wear a specific safety-type workshoe/boot.

FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05

Date



Gordon Carpenter
Chapter President

2/28/05

Date

FOR THE CITY:



William T. Fujioka
City Administrative Officer

2/28/05

Date

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 8, 2005

To: Laura Chick, Controller
Attn: Marcus Allen, Chief Deputy Controller

From: Royce A. Menkus, Assistant City Administrative Officer *RAM*

Subject: **TECHNICAL CORRECTION TO SUPERVISORY BLUE COLLAR UNIT (MOU NO. 12) LETTER OF INTENT**

A Letter of Intent concerning Tree Surgeon Supervisors was attached to the 2004-07 MOU for the Supervisory Blue Collar Unit (LIUNA Local 777 - MOU 12). The Letter of Intent documented the agreement to reduce the number of pay grades for the classification of Tree Surgeon Supervisor from four (4) to two (2), and the placement of incumbents in revised salary ranges reflected in Appendix A-1.

The parties had agreed to the following:

1. Tree Surgeon Supervisor I shall be increased from an annual maximum of \$58,046 to an annual maximum of \$62,138.88 (Range 2395); and
2. Tree Surgeon Supervisor II and Tree Surgeon Supervisor III shall be placed on salary range 2614, with a maximum annual salary of \$67,818.24, which will become the salary for the new pay grade II.
3. Incumbents in pay grades I, II and III will be moved to the new salary ranges based upon the rules of promotion (minimum 5% increase initially and movement to the next higher step of the new salary range 6 months later).
4. Tree Surgeon Supervisor IV shall be placed step-to-step on salary range 2614.

The wrong salary ranges were inadvertently listed for item numbers 2 and 4 of the Letter of Intent transmitted to Council because of a typographical error. Therefore, in agreement with LIUNA, we are requesting that the Letter of Intent be corrected as shown above to be consistent with the approved salary ranges in Appendix A-1 of the MOU.

We believe that this request is a technical correction to the Letter of Intent, which was authorized by Council when it approved the MOU. If there are any questions regarding this request please contact Patty Friedman at (213) 978-7637.

RAM:PKF:3ib712

c: Eunice Laureano
Fred Lowe
Elizabeth Zabala

LETTER OF INTENT

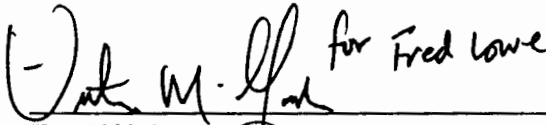
SUPERVISORY BLUE COLLAR UNIT MEMORANDUM OF UNDERSTANDING NO. 12

TREE SURGEON SUPERVISORS

- I. The City and the Union agree that effective the first full pay period after LIUNA ratifies the 2004-07 MOU, the pay grades for the classification of Tree Surgeon Supervisor, Code 3117, shall be reduced from four (4) pay grades to two (2) and the salaries of the classification shall be revised as follows:
 1. Tree Surgeon Supervisor I shall be increased from an annual maximum of \$58,046 to an annual maximum of \$62,138.88 (Range 2395); and
 2. Tree Surgeon Supervisor II and Tree Surgeon Supervisor III shall be placed on salary range 2628, with a maximum annual salary of \$68,173.20, which will become the salary for the new pay grade II.
 3. Incumbents in pay grades I, II and III will be moved to the new salary ranges based upon the rules of promotion (minimum 5% increase initially and movement to the next higher step of the new salary range 6 months later).
 4. Tree Surgeon Supervisor IV shall be placed step-to-step on salary range 2828.
- II. In exchange for the Union's agreement not to arbitrate the grievances filed by Kevin McGee, Attila Gyimesi, Octovio Martin, Willie Bradford and Jesus Rivera relating to supervision differentials, each Tree Surgeon Supervisor III and IV shall receive a lump sum payment of \$350. The lump sum amount will be payable after the CAO certifies to the Controller that all of the above-mentioned grievances have been withdrawn, at a time to be determined by the Controller's Office.
- III. In exchange for the withdrawal of the grievance filed by Duane Gute, the grievant shall receive a lump sum payment of \$13,000. The grievant will not be entitled to the lump sum payment provided in II above. The lump sum amount will be payable after the CAO certifies to the Controller that the grievance been withdrawn, at a time to be determined by the Controller's Office.
- IV. Effective the first full pay period after LIUNA ratifies the 2004-07 MOU, Duane Gute, when regularly assigned to supervise a Program Crew(s) containing a Tree Surgeon Supervisor I receiving adjusted compensation under Article 51 of this MOU, shall receive two premium levels above the subordinate Tree Surgeon Supervisor I(s) on the assigned Program Crew(s). The rates to be compared shall be the prescribed range for the Tree Surgeon Supervisor II excluding any

premiums, bonuses, or working condition differentials and the prescribed range for the Tree Surgeon Supervisor I including any adjusted compensation received pursuant to Article 51 of this MOU, but excluding all other premiums, bonuses, or working condition differentials.

FOR LIUNA:

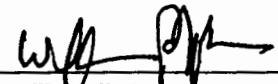
 for Fred Lowe

Fred W. Lowe
Business Manager

3-4-03

Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

3-4-03

Date

Gordon Carpenter
Chapter President

Date

LETTER OF INTENT

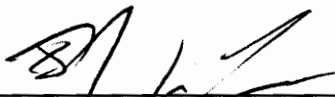
SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

ACTING PAY ASSIGNMENTS

The parties agree to the following:

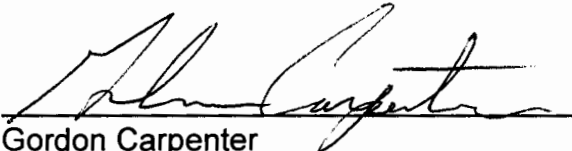
1. Acting pay assignments are not intended to be long term or permanent.
2. The length of the acting pay assignments can be affected by factors such as hiring freezes or budgetary constraints.
3. Within 90 days of the date of Council approval of the 2004-07 MOU, departments will review the status of existing acting pay assignments, determine if budgetary resources are available to initiate action to fill the position through a regular civil service or emergency appointment and will take such action where appropriate. Departments will report their findings, including the status of acting pay assignments and plans to initiate the filling of positions to the CAO's Office.
4. The CAO's Office will provide LIUNA a summary of the findings reported to their Office.

FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

WASTEWATER COLLECTION SUPERVISORS STUDY


The undersigned parties agree that during the term of the 2004-2007 Memoranda of Understanding, the Department of Public Works will request a comprehensive study of the Wastewater Collection classification series, including Wastewater Collection Supervisor. The parties acknowledge that the results of the study may require reopening the MOU in order to address compensation or other meet-and-confer issues.

FOR LIUNA:



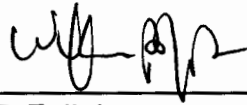
Fred W. Lowe
Business Manager

2/28/05
Date


Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

SUPERVISORY BLUE COLLAR
MEMORANDUM OF UNDERSTANDING NO. 12

CONTRIBUTIONS TO THE LIUNA PENSION FUND

The parties understand that the contribution to the LIUNA National (Industrial) Pension Fund (hereinafter "the Fund") provided in Article 53 of the Supervisory Blue Collar Memorandum of Understanding is an employer contribution as required by the Fund. It is also understood that the contribution is paid for by a permanent reduction in wages for unit members. This reduction is already reflected in the salary tables attached to the MOU. The parties further acknowledge that the salary tables attached to the current MOU and all previous MOUs since the City began making contributions to the LIUNA Pension Fund reflect the salary for all purposes including, but not limited to, base wages, overtime, contribution to LACERS and final average salary for retirement purposes. Finally, the union agrees that it will not advocate for, sponsor or fund legal action against the City related to the calculation or use of the salary tables attached to the MOU.

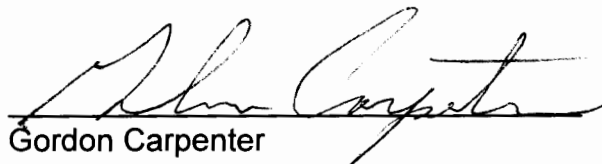
In consideration of the above, the parties agree that all full-time, active unit members as of July 1, 2004 shall receive a special \$1,000 payout from their employing department upon their retirement. In order to receive the special retirement payout, an employee must have been an active, bargaining unit member on July 1, 2004 and had continuous service as a bargaining unit member for a minimum of one year prior to his or her retirement.

FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

**SUPERVISORY BLUE COLLAR
MEMORANDUM OF UNDERSTANDING NO. 12**

SUPERVISORY SECURITY AND SPECIAL OFFICERS

The parties agree that that in consideration of the P.O.S.T bonus increase (1% of regular pay for intermediate and 2% of regular pay for advanced for a maximum of 3% of regular pay), all other economic issues related to Senior and Principal Special Officers, including but not limited to special adjustments, bonuses and parity with other classes, are resolved for the term of the 2004-07 MOU and will not be considered in conjunction with negotiations over the impact of Security consolidation.

The parties agree to continue negotiations over the previously identified non-economic impacts of consolidation such as work schedules, vacation selection and transfers. The parties understand that the consolidation may occur at a scheduled date determined by management even if these negotiations are not concluded.

The parties further agree that the change in unpaid lunch for all supervisory Security and Special Officers, resulting in an 8.5 hour day shall occur upon consolidation which the parties are currently meeting and conferring over as described above. If, however, such schedule change is implemented for rank and file officers in GSD prior to consolidation, then negotiations will be reopened on this single issue. Any dispute in negotiations resulting in impasse will be resolved with an expedited process consisting of mediation followed by final determination by the EERC.

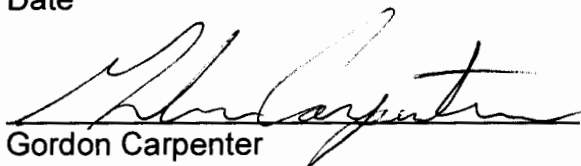
FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05

Date

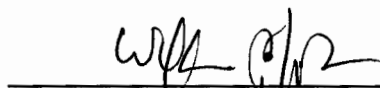


Gordon Carpenter
Chapter President

2/28/05

Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05

Date

LETTER OF INTENT

SUPERVISOR BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

SENIOR AND PRINCIPAL STOREKEEPERS

The City and the Union agree that effective the first full pay period following July 1, 2005, pay grades for the classifications of Senior Storekeeper, Code 1837 and Principal Storekeeper, Code 1839, shall be eliminated. Employees in pay grade I will be placed in the salary ranges of pay grade II based on rules of promotion. The new salaries for the classes will be the salary ranges currently used for pay grade II of the corresponding classifications.

FOR LIUNA:



Fred W. Lowe
Business Manager

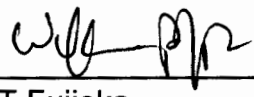
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

**SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12**

SENIOR AND PRINCIPAL DETENTION OFFICERS

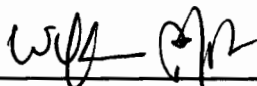
Within 60 days of Council approval of the 2004-07 MOU, the parties agree to meet and confer regarding changes which may have occurred in the duties and responsibilities of Senior and Principal Detention Officers.

FOR LIUNA:

FOR THE CITY:



Fred W. Lowe
Business Manager



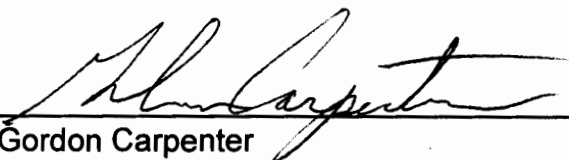
William T Fujioka
City Administrative Officer

2/28/05

Date

2/28/05

Date



Gordon Carpenter
Chapter President

2/28/05

Date

LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

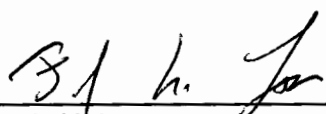
ECONOMIC EMERGENCY

The undersigned parties agree that during the term of the 2004-07 MOU, the MOU may be re-opened on economic issues if the Mayor and Council officially declare an economic emergency. The parties further agree that an economic emergency will be declared only after notifying the union. The declaration of an economic emergency shall not be subject to any grievance or arbitration procedure.

In the event the Mayor and Council declare an economic emergency the parties agree to immediately begin to meet and confer to address possible measures to help ameliorate the fiscal crisis. If, following a 90-day period, the parties are unable to reach agreement the meet and confer process shall be deemed to have been completed. The impasse shall then be presented to the City Council for final determination

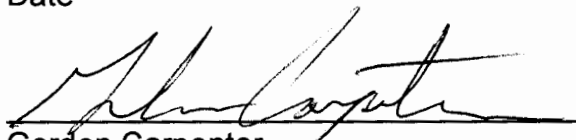
The parties further agree that if the economic circumstances of the City rapidly and dramatically improve, the City agrees to re-open the MOU on economic issues to discuss possible enhancements, including wages. Specifically, if the City's reserve fund actual "Balance Available, July 1" (a combination of the Emergency Reserve and Contingency Reserve), as detailed in the Appendix III of the Budget Resolution prepared for the purpose of adopting a Budget for the City of Los Angeles, Reserve Fund Schedule, in any fiscal year during the term of this MOU reaches or exceeds \$275 million then the City will notify the Union and immediately begin to meet and confer. If, following a 90-day period, the parties are unable to reach agreement the meet and confer process shall be deemed to have been completed. The impasse shall then be presented to the City Council for final determination.

FOR LIUNA:



Fred W. Lowe
Business Manager


2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T. Fujioka
City Administrative Officer

2/28/05
Date

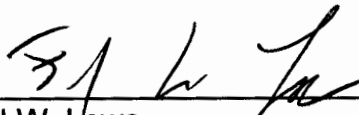
LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

LAPD MOTOR TRANSPORT DIVISION

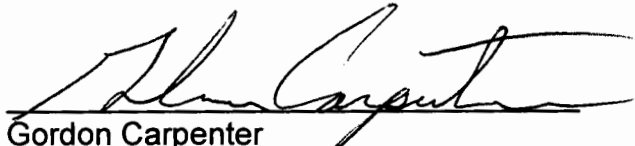
During the term of the 2004-07 MOU, the parties agree that the Los Angeles Police Department will implement a six-month pilot 4/10 work schedule in the Central Facilities and Central Garage of Motor Transport Division. Criteria for the evaluation of the success of the pilot will be developed jointly with the Union and affected employees.

FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT


SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

SENIOR AND PRINCIPAL DETENTION OFFICER UNIFORMS

The City and the Union agree that in exchange for the Union withdrawing all grievances concerning Senior and Principal Detention Officer uniforms:

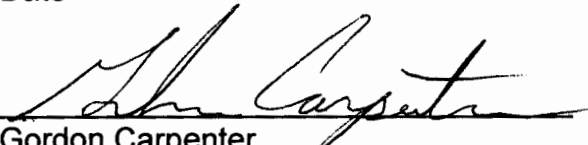
1. The dry cleaning uniform allowance will be provided to Senior and Principal Detention Officers and
2. Each Senior and Principal Detention Officer will receive an initial issue of two redesigned uniforms if they have not yet received an initial issue.

FOR LIUNA:



Fred W. Lowe
Business Manager

2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T. Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

**SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12**

TRAFFIC MARKING AND SIGN SUPERINTENDENT

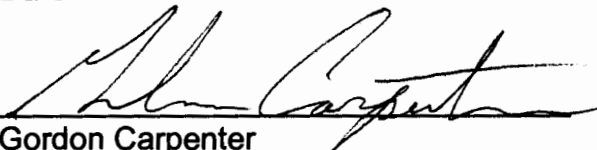
Management agrees to a special adjustment of four premium levels, or 11% for each pay grade of the classification of Traffic Marking and Sign Superintendent, effective on July 1, 2004.

FOR LIUNA:



Fred W. Lowe
Business Manager


2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

TRAINING AND SAFETY JLMCs

The undersigned parties agree that during the term of the 2004-2007 Memoranda of Understanding for the Supervisory Blue Collar Unit, the City and LIUNA Local 777 will participate in two labor-management teams comprised of management and union representatives to address the following issues:

1. Safety Issues – including workplace safety and safety-related employee input in the purchase of equipment and supplies.
2. Training and Advancement Issues – including the dissemination of employment-related information, increasing promotional opportunities for supervisory blue-collar employees and training.

The two study teams will meet within 60 days of the signing of this agreement and will provide biannual reports and recommendations for action to the City Council's Personnel Committee.

FOR LIUNA:



Fred W. Lowe
Business Manager

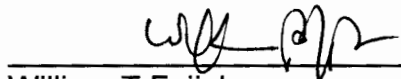
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT

**SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12**

SENIOR TRAFFIC SUPERVISOR

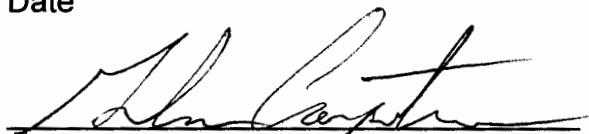
The parties agree that if, during the term of the 2004-07 MOU, a pay grade III is established for the classification of Traffic Officer, prior to the implementation of the new pay grade, the parties will reopen the MOU to meet and confer regarding the potential impact of the new pay grade on the compensation for the class of Senior Traffic Supervisor and regarding the impact of the new pay grade on bargaining unit work.

FOR LIUNA:



Fred W. Lowe
Business Manager

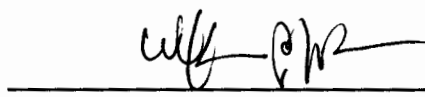
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

LETTER OF INTENT
SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12

HOLIDAY MAKE-UP TIME

During the term of the 2004-07 MOU, the parties agree to the following:

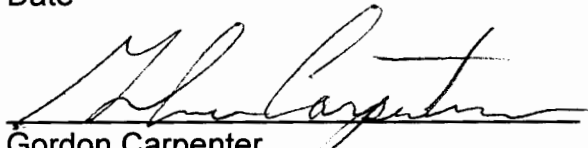
1. The Department of General Services will establish a 6-month pilot program to allow employees of the Custodial Services Division who are on the 9/80 work schedule to make up time for 8-hour holidays instead of using vacation or other compensated time for this purpose.
2. The Harbor Department will establish a 6-month pilot program to allow employees of the Construction and Maintenance Division who are on the 9/80 work schedule to make up time for 8-hour holidays instead of using vacation or other compensated time for this purpose.

FOR LIUNA:



Fred W. Lowe
Business Manager

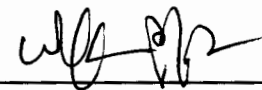
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T. Fujioka
City Administrative Officer

2/28/05
Date


LETTER OF INTENT

**SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12**

JLMC SUPPORT

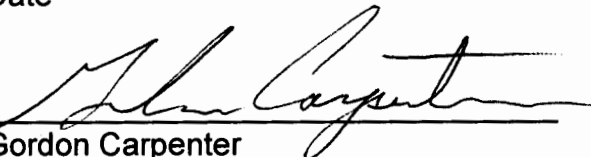
In support of Charter Section 234, which encourages joint labor/management partnerships, during the term of this MOU, the City agrees to maintain a contract not to exceed budgeted funds, with the Federal Mediation and Conciliation Service, or like body, to provide training and facilitation services for new or existing labor/management committees.

FOR LIUNA:



Fred W. Lowe
Business Manager

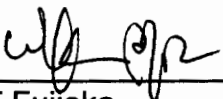
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

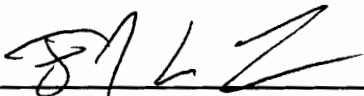
LETTER OF INTENT

**SUPERVISORY BLUE COLLAR UNIT
MEMORANDUM OF UNDERSTANDING NO. 12**

PARKING MANAGER


The City will create a pay grade II for the classification of Parking Manager, Code 9170 effective the first pay period after Council approval of the 2004-07 MOU. The parties agree that the salary for pay grade II will be set at Salary Range 3280 or \$68,486.40 - \$85,065.12 annually.

FOR LIUNA:



Fred W. Lowe
Business Manager

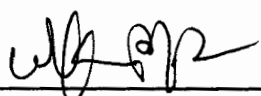
2/28/05
Date



Gordon Carpenter
Chapter President

2/28/05
Date

FOR THE CITY:



William T Fujioka
City Administrative Officer

2/28/05
Date

APPENDIX A

Operative on July 1, 2004

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3336 1	Airport Maintenance Supervisor I	2677	55,895-	69,447
3336 2	Airport Maintenance Supervisor II	2827	59,027-	73,351
3336 3	Airport Maintenance Supervisor III	2905	60,656-	75,377
4313	Animal Care Technician Supervisor	1845	38,523-	47,878
4145	Asphalt Plant Supervisor	2903	60,614-	75,293
3706 F	Auto Body Repair Supervisor I	2,245.60 BW		
3706 G	Auto Body Repair Supervisor I	2,437.60 BW		
3706 M	Auto Body Repair Supervisor II	2,762.40 BW		
3706 2	Auto Body Repair Supervisor II	2,530.40 BW		
3595 1	Automotive Dispatcher I	1634	34,117-	42,386
3595 2	Automotive Dispatcher II	1959	40,903-	50,822
3714	Automotive Supervisor	2,530.40 BW		
3714 6	Automotive Supervisor	2,762.40 BW		
3714 A	Automotive Supervisor - Airport	2,605.60 BW		
3338	Building Repair Supervisor	2905 (3)	67,609-	75,377
3589	Bus Operator Supervisor	2200	45,936-	57,086
3140	Camp Manager	1845	38,523-	47,878
3182 A	Chief Custodian Supervisor - Airport	2217	46,290-	57,545
3182 1	Chief Custodian Supervisor I	2011	41,989-	52,158
3182 2	Chief Custodian Supervisor II	2133	44,537-	55,353
3187 1	Chief Security Officer I	2223	46,416-	57,671
3187 2	Chief Security Officer II	2396	50,028-	62,160
3800 1	Communications Cable Supervisor I	2502 (3)	58,234-	64,916
3800 2	Communications Cable Supervisor II	2659 (3)	61,888-	68,967
3800 3	Communications Cable Supervisor III	2815 (3)	65,521-	73,038
3543	Construction Equipment Service Supervisor	1845	38,523-	47,878
3176	Custodian Supervisor	1476	30,818-	38,294
3176 A	Custodian Supervisor-Airport	1648	34,410-	42,741
4320	District Supervisor - Animal Regulation	3066	64,018-	79,532
3814	Electrical Conduit Supervisor	2011 (3)	46,792-	52,158
2352	Equestrian Facilities Supervisor	2416	50,446-	62,682
3746	Equipment Repair Supervisor	2,673.60 BW		
3746 6	Equipment Repair Supervisor	2,905.60 BW		
3527	Equipment Supervisor	2751 (4)	67,589-	71,347
3527 6	Equipment Supervisor	2987 (4)	73,414-	77,507
3527 H	Equipment Supervisor - Harbor	2821	58,902-	73,164
3169 1	Event Supervisor I	2019	42,156-	52,409
3169 2	Event Supervisor II	2200	45,936-	57,086
3718	General Automotive Supervisor	3,353.60 BW		
3178	Head Custodian Supervisor	1818	37,959-	47,147
3178 A	Head Custodian Supervisor - Airport	1926	40,214-	49,945
3749 1	Helicopter Mechanic Supervisor I	2,676.00 BW		
3749 2	Helicopter Mechanic Supervisor II	3003	62,702-	77,903
3126	Labor Supervisor	1845	38,523-	47,878
3126 6	Labor Supervisor	2008	41,927-	52,096
4280 1	Lot Cleaning Supervisor I	2738 (4)	67,275-	71,034
4280 2	Lot Cleaning Supervisor II	2903 (4)	71,326-	75,293
3766	Machinist Supervisor	2,727.20 BW		
3766 H	Machinist Supervisor - Harbor	3245	67,755-	84,188

APPENDIX A

Operative on July 1, 2004

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3766 1	Machinist Supervisor I	2,430.40 BW		
3766 2	Machinist Supervisor II	2,727.20 BW		
3145	Park Maintenance Supervisor	2070	43,221-	53,703
3145 6	Park Maintenance Supervisor	2126	44,390-	55,165
3145 A	Park Maintenance Supervisor - Airport	2070	43,221-	53,703
9170	Parking Manager	2835	59,194-	73,539
3757 1	Parking Meter Technician Supervisor I	1918	40,047-	49,757
3757 2	Parking Meter Technician Supervisor II	2175	45,414-	56,418
3537	Parking Services Supervisor	1959	40,903-	50,822
3710 1	Police Fleet Services Supervisor I	2,260.00 BW		
3710 2	Police Fleet Services Supervisor II	2,673.60 BW		
4312	Principal Animal Keeper	2151	44,912-	55,812
3215	Principal Detention Officer	2412	50,362-	62,556
3210	Principal Property Officer	2342	48,900-	60,782
3200	Principal Security Officer	2011	41,989-	52,158
3198	Principal Special Officer - GSD	3507	73,226-	90,974
1839 1	Principal Storekeeper I	2596	54,204-	67,338
1839 2	Principal Storekeeper II	2823	58,944-	73,205
1496	Printing Services Supervisor	2905	60,656-	75,377
4101	Refuse Collection Supervisor	2931	61,199-	76,024
4100	Refuse Field Crew Instructor	2279	47,585-	59,132
4316 1	Senior Animal Control Officer I	2063	43,075-	53,495
4316 2	Senior Animal Control Officer II	2275	47,502-	59,007
4305	Senior Animal Keeper	1982	41,384-	51,427
3716	Senior Automotive Supervisor	2,916.80 BW		
3716 6	Senior Automotive Supervisor	3,164.00 BW		
3212	Senior Detention Officer	2094	43,722-	54,309
3533	Senior Garage Attendant	1636	34,159-	42,428
1967 1	Senior Park Ranger I	2357	49,214-	61,137
1967 2	Senior Park Ranger II	2607	54,434-	67,609
3529 1	Senior Parking Attendant I	1468	30,651-	38,064
3529 2	Senior Parking Attendant II	1642	34,284-	42,616
3209	Senior Property Officer	2083	43,493-	54,037
3184	Senior Security Officer	1799	37,563-	46,667
3185	Senior Special Officer - GSD	2969	61,992-	77,047
1837 1	Senior Storekeeper I	2063	43,075-	53,495
1837 2	Senior Storekeeper II	2125	44,370-	55,102
1837 M	Senior Storekeeper II	2304	48,107-	59,759
3429	Senior Traffic Paint & Sign Supervisor	2460	51,364-	63,809
3218 1	Senior Traffic Supervisor I	2130	44,474-	55,248
3218 2	Senior Traffic Supervisor II	2386	49,819-	61,888
3218 3	Senior Traffic Supervisor III	2678	55,916-	69,468
4102	Solid Resources Superintendent	3568	74,499-	92,561
4108 1	Solid Waste Disposal Superintendent I	3267	68,214-	84,731
4108 2	Solid Waste Disposal Superintendent II	3568	74,499-	92,561
1866	Stores Supervisor	3361	70,177-	87,195
4152 1	Street Services Supervisor I	2738 (4)	67,275-	71,034
4152 2	Street Services Supervisor II	2903 (4)	71,326-	75,293
3732	Tire Repair Supervisor	1799 (3)	41,864-	46,667

APPENDIX A

Operative on July 1, 2004

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
3732 6	Tire Repair Supervisor	1949 (3)	45,372-	50,571
3430 1	Traffic Marking & Sign Superintendent I	2289	47,794-	59,383
3430 2	Traffic Marking & Sign Superintendent II	2730	57,002-	70,825
3430 3	Traffic Marking & Sign Superintendent III	3138	65,521-	81,411
3117 1	Tree Surgeon Supervisor I	2237	46,708-	58,046
3117 2	Tree Surgeon Supervisor II	2300	48,024-	59,654
3117 3	Tree Surgeon Supervisor III	2472	51,615-	64,143
3117 4	Tree Surgeon Supervisor IV	2614	54,580-	67,818
4113	Wastewater Collection Supervisor	2738	57,169-	71,034
3798	Welder Supervisor	2,727.20 BW		
3798 1	Welder Supervisor I	2,430.40 BW		
3798 2	Welder Supervisor II	2,727.20 BW		
3177	Window Cleaner Supervisor	1799	37,563-	46,667
3177 A	Window Cleaner Supervisor - Airport	1971	41,154-	51,114

APPENDIX A

Operative on July 1, 2004

RANGE: 1468

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.68	15.50	16.36	17.27	18.23
BI-WEEKLY	1,174.40	1,240.00	1,308.80	1,381.60	1,458.40
MONTHLY	2,554.32	2,697.00	2,846.64	3,004.98	3,172.02
ANNUAL	30,651.84	32,364.00	34,159.68	36,059.76	38,064.24

RANGE: 1476

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.76	15.58	16.45	17.37	18.34
BI-WEEKLY	1,180.80	1,246.40	1,316.00	1,389.60	1,467.20
MONTHLY	2,568.24	2,710.92	2,862.30	3,022.38	3,191.16
ANNUAL	30,818.88	32,531.04	34,347.60	36,268.56	38,293.92

RANGE: 1634

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.34	17.25	18.21	19.23	20.30
BI-WEEKLY	1,307.20	1,380.00	1,456.80	1,538.40	1,624.00
MONTHLY	2,843.16	3,001.50	3,168.54	3,346.02	3,532.20
ANNUAL	34,117.92	36,018.00	38,022.48	40,152.24	42,386.40

RANGE: 1636

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.36	17.27	18.23	19.25	20.32
BI-WEEKLY	1,308.80	1,381.60	1,458.40	1,540.00	1,625.60
MONTHLY	2,846.64	3,004.98	3,172.02	3,349.50	3,535.68
ANNUAL	34,159.68	36,059.76	38,064.24	40,194.00	42,428.16

RANGE: 1642

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.42	17.34	18.31	19.33	20.41
BI-WEEKLY	1,313.60	1,387.20	1,464.80	1,546.40	1,632.80
MONTHLY	2,857.08	3,017.16	3,185.94	3,363.42	3,551.34
ANNUAL	34,284.96	36,205.92	38,231.28	40,361.04	42,616.08

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RANGE: 1648

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.48	17.40	18.37	19.39	20.47
BI-WEEKLY	1,318.40	1,392.00	1,469.60	1,551.20	1,637.60
MONTHLY	2,867.52	3,027.60	3,196.38	3,373.86	3,561.78
ANNUAL	34,410.24	36,331.20	38,356.56	40,486.32	42,741.36

RANGE: 1799

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.99	18.99	20.05	21.17	22.35
BI-WEEKLY	1,439.20	1,519.20	1,604.00	1,693.60	1,788.00
MONTHLY	3,130.26	3,304.26	3,488.70	3,683.58	3,888.90
ANNUAL	37,563.12	39,651.12	41,864.40	44,202.96	46,666.80

RANGE: 1818

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.18	19.19	20.26	21.39	22.58
BI-WEEKLY	1,454.40	1,535.20	1,620.80	1,711.20	1,806.40
MONTHLY	3,163.32	3,339.06	3,525.24	3,721.86	3,928.92
ANNUAL	37,959.84	40,068.72	42,302.88	44,662.32	47,147.04

RANGE: 1845

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.45	19.48	20.57	21.72	22.93
BI-WEEKLY	1,476.00	1,558.40	1,645.60	1,737.60	1,834.40
MONTHLY	3,210.30	3,389.52	3,579.18	3,779.28	3,989.82
ANNUAL	38,523.60	40,674.24	42,950.16	45,351.36	47,877.84

RANGE: 1918

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.18	20.25	21.38	22.57	23.83
BI-WEEKLY	1,534.40	1,620.00	1,710.40	1,805.60	1,906.40
MONTHLY	3,337.32	3,523.50	3,720.12	3,927.18	4,146.42
ANNUAL	40,047.84	42,282.00	44,641.44	47,126.16	49,757.04

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RANGE: 1926

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.26	20.33	21.46	22.66	23.92
BI-WEEKLY	1,540.80	1,626.40	1,716.80	1,812.80	1,913.60
MONTHLY	3,351.24	3,537.42	3,734.04	3,942.84	4,162.08
ANNUAL	40,214.88	42,449.04	44,808.48	47,314.08	49,944.96

RANGE: 1949

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.49	20.58	21.73	22.94	24.22
BI-WEEKLY	1,559.20	1,646.40	1,738.40	1,835.20	1,937.60
MONTHLY	3,391.26	3,580.92	3,781.02	3,991.56	4,214.28
ANNUAL	40,695.12	42,971.04	45,372.24	47,898.72	50,571.36

RANGE: 1959

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.59	20.68	21.83	23.05	24.34
BI-WEEKLY	1,567.20	1,654.40	1,746.40	1,844.00	1,947.20
MONTHLY	3,408.66	3,598.32	3,798.42	4,010.70	4,235.16
ANNUAL	40,903.92	43,179.84	45,581.04	48,128.40	50,821.92

RANGE: 1971

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.71	20.81	21.97	23.19	24.48
BI-WEEKLY	1,576.80	1,664.80	1,757.60	1,855.20	1,958.40
MONTHLY	3,429.54	3,620.94	3,822.78	4,035.06	4,259.52
ANNUAL	41,154.48	43,451.28	45,873.36	48,420.72	51,114.24

RANGE: 1982

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.82	20.93	22.10	23.33	24.63
BI-WEEKLY	1,585.60	1,674.40	1,768.00	1,866.40	1,970.40
MONTHLY	3,448.68	3,641.82	3,845.40	4,059.42	4,285.62
ANNUAL	41,384.16	43,701.84	46,144.80	48,713.04	51,427.44

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RANGE: 2008

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.08	21.20	22.38	23.63	24.95
BI-WEEKLY	1,606.40	1,696.00	1,790.40	1,890.40	1,996.00
MONTHLY	3,493.92	3,688.80	3,894.12	4,111.62	4,341.30
ANNUAL	41,927.04	44,265.60	46,729.44	49,339.44	52,095.60

RANGE: 2011

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.11	21.23	22.41	23.66	24.98
BI-WEEKLY	1,608.80	1,698.40	1,792.80	1,892.80	1,998.40
MONTHLY	3,499.14	3,694.02	3,899.34	4,116.84	4,346.52
ANNUAL	41,989.68	44,328.24	46,792.08	49,402.08	52,158.24

RANGE: 2019

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.19	21.32	22.51	23.77	25.10
BI-WEEKLY	1,615.20	1,705.60	1,800.80	1,901.60	2,008.00
MONTHLY	3,513.06	3,709.68	3,916.74	4,135.98	4,367.40
ANNUAL	42,156.72	44,516.16	47,000.88	49,631.76	52,408.80

RANGE: 2063

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.63	21.78	22.99	24.27	25.62
BI-WEEKLY	1,650.40	1,742.40	1,839.20	1,941.60	2,049.60
MONTHLY	3,589.62	3,789.72	4,000.26	4,222.98	4,457.88
ANNUAL	43,075.44	45,476.64	48,003.12	50,675.76	53,494.56

RANGE: 2070

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.70	21.85	23.07	24.36	25.72
BI-WEEKLY	1,656.00	1,748.00	1,845.60	1,948.80	2,057.60
MONTHLY	3,601.80	3,801.90	4,014.18	4,238.64	4,475.28
ANNUAL	43,221.60	45,622.80	48,170.16	50,863.68	53,703.36

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RANGE: 2083

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.83	21.99	23.22	24.51	25.88
BI-WEEKLY	1,666.40	1,759.20	1,857.60	1,960.80	2,070.40
MONTHLY	3,624.42	3,826.26	4,040.28	4,264.74	4,503.12
ANNUAL	43,493.04	45,915.12	48,483.36	51,176.88	54,037.44

RANGE: 2094

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.94	22.11	23.34	24.64	26.01
BI-WEEKLY	1,675.20	1,768.80	1,867.20	1,971.20	2,080.80
MONTHLY	3,643.56	3,847.14	4,061.16	4,287.36	4,525.74
ANNUAL	43,722.72	46,165.68	48,733.92	51,448.32	54,308.88

RANGE: 2125

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.25	22.43	23.68	25.00	26.39
BI-WEEKLY	1,700.00	1,794.40	1,894.40	2,000.00	2,111.20
MONTHLY	3,697.50	3,902.82	4,120.32	4,350.00	4,591.86
ANNUAL	44,370.00	46,833.84	49,443.84	52,200.00	55,102.32

RANGE: 2126

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.26	22.45	23.70	25.02	26.42
BI-WEEKLY	1,700.80	1,796.00	1,896.00	2,001.60	2,113.60
MONTHLY	3,699.24	3,906.30	4,123.80	4,353.48	4,597.08
ANNUAL	44,390.88	46,875.60	49,485.60	52,241.76	55,164.96

RANGE: 2130

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.30	22.49	23.74	25.06	26.46
BI-WEEKLY	1,704.00	1,799.20	1,899.20	2,004.80	2,116.80
MONTHLY	3,706.20	3,913.26	4,130.76	4,360.44	4,604.04
ANNUAL	44,474.40	46,959.12	49,569.12	52,325.28	55,248.48

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RANGE: 2133

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.33	22.52	23.78	25.11	26.51
BI-WEEKLY	1,706.40	1,801.60	1,902.40	2,008.80	2,120.80
MONTHLY	3,711.42	3,918.48	4,137.72	4,369.14	4,612.74
ANNUAL	44,537.04	47,021.76	49,652.64	52,429.68	55,352.88

RANGE: 2151

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.51	22.71	23.98	25.32	26.73
BI-WEEKLY	1,720.80	1,816.80	1,918.40	2,025.60	2,138.40
MONTHLY	3,742.74	3,951.54	4,172.52	4,405.68	4,651.02
ANNUAL	44,912.88	47,418.48	50,070.24	52,868.16	55,812.24

RANGE: 2175

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.75	22.96	24.24	25.59	27.02
BI-WEEKLY	1,740.00	1,836.80	1,939.20	2,047.20	2,161.60
MONTHLY	3,784.50	3,995.04	4,217.76	4,452.66	4,701.48
ANNUAL	45,414.00	47,940.48	50,613.12	53,431.92	56,417.76

RANGE: 2200

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.00	23.23	24.53	25.90	27.34
BI-WEEKLY	1,760.00	1,858.40	1,962.40	2,072.00	2,187.20
MONTHLY	3,828.00	4,042.02	4,268.22	4,506.60	4,757.16
ANNUAL	45,936.00	48,504.24	51,218.64	54,079.20	57,085.92

RANGE: 2217

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.17	23.41	24.72	26.10	27.56
BI-WEEKLY	1,773.60	1,872.80	1,977.60	2,088.00	2,204.80
MONTHLY	3,857.58	4,073.34	4,301.28	4,541.40	4,795.44
ANNUAL	46,290.96	48,880.08	51,615.36	54,496.80	57,545.28

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RANGE: 2223

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.23	23.47	24.78	26.16	27.62
BI-WEEKLY	1,778.40	1,877.60	1,982.40	2,092.80	2,209.60
MONTHLY	3,868.02	4,083.78	4,311.72	4,551.84	4,805.88
ANNUAL	46,416.24	49,005.36	51,740.64	54,622.08	57,670.56

RANGE: 2237

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.37	23.62	24.94	26.33	27.80
BI-WEEKLY	1,789.60	1,889.60	1,995.20	2,106.40	2,224.00
MONTHLY	3,892.38	4,109.88	4,339.56	4,581.42	4,837.20
ANNUAL	46,708.56	49,318.56	52,074.72	54,977.04	58,046.40

RANGE: 2275

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.75	24.02	25.36	26.77	28.26
BI-WEEKLY	1,820.00	1,921.60	2,028.80	2,141.60	2,260.80
MONTHLY	3,958.50	4,179.48	4,412.64	4,657.98	4,917.24
ANNUAL	47,502.00	50,153.76	52,951.68	55,895.76	59,006.88

RANGE: 2279

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.79	24.06	25.40	26.82	28.32
BI-WEEKLY	1,823.20	1,924.80	2,032.00	2,145.60	2,265.60
MONTHLY	3,965.46	4,186.44	4,419.60	4,666.68	4,927.68
ANNUAL	47,585.52	50,237.28	53,035.20	56,000.16	59,132.16

RANGE: 2289

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.89	24.17	25.52	26.94	28.44
BI-WEEKLY	1,831.20	1,933.60	2,041.60	2,155.20	2,275.20
MONTHLY	3,982.86	4,205.58	4,440.48	4,687.56	4,948.56
ANNUAL	47,794.32	50,466.96	53,285.76	56,250.72	59,382.72

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RANGE: 2300

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.00	24.28	25.63	27.06	28.57
BI-WEEKLY	1,840.00	1,942.40	2,050.40	2,164.80	2,285.60
MONTHLY	4,002.00	4,224.72	4,459.62	4,708.44	4,971.18
ANNUAL	48,024.00	50,696.64	53,515.44	56,501.28	59,654.16

RANGE: 2304

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.04	24.32	25.68	27.11	28.62
BI-WEEKLY	1,843.20	1,945.60	2,054.40	2,168.80	2,289.60
MONTHLY	4,008.96	4,231.68	4,468.32	4,717.14	4,979.88
ANNUAL	48,107.52	50,780.16	53,619.84	56,605.68	59,758.56

RANGE: 2342

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.42	24.73	26.11	27.57	29.11
BI-WEEKLY	1,873.60	1,978.40	2,088.80	2,205.60	2,328.80
MONTHLY	4,075.08	4,303.02	4,543.14	4,797.18	5,065.14
ANNUAL	48,900.96	51,636.24	54,517.68	57,566.16	60,781.68

RANGE: 2357

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.57	24.88	26.27	27.73	29.28
BI-WEEKLY	1,885.60	1,990.40	2,101.60	2,218.40	2,342.40
MONTHLY	4,101.18	4,329.12	4,570.98	4,825.02	5,094.72
ANNUAL	49,214.16	51,949.44	54,851.76	57,900.24	61,136.64

RANGE: 2386

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.86	25.19	26.59	28.07	29.64
BI-WEEKLY	1,908.80	2,015.20	2,127.20	2,245.60	2,371.20
MONTHLY	4,151.64	4,383.06	4,626.66	4,884.18	5,157.36
ANNUAL	49,819.68	52,596.72	55,519.92	58,610.16	61,888.32

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RANGE: 2396

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.96	25.30	26.71	28.20	29.77
BI-WEEKLY	1,916.80	2,024.00	2,136.80	2,256.00	2,381.60
MONTHLY	4,169.04	4,402.20	4,647.54	4,906.80	5,179.98
ANNUAL	50,028.48	52,826.40	55,770.48	58,881.60	62,159.76

RANGE: 2412

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.12	25.46	26.88	28.38	29.96
BI-WEEKLY	1,929.60	2,036.80	2,150.40	2,270.40	2,396.80
MONTHLY	4,196.88	4,430.04	4,677.12	4,938.12	5,213.04
ANNUAL	50,362.56	53,160.48	56,125.44	59,257.44	62,556.48

RANGE: 2416

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.16	25.51	26.93	28.43	30.02
BI-WEEKLY	1,932.80	2,040.80	2,154.40	2,274.40	2,401.60
MONTHLY	4,203.84	4,438.74	4,685.82	4,946.82	5,223.48
ANNUAL	50,446.08	53,264.88	56,229.84	59,361.84	62,681.76

RANGE: 2460

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.60	25.97	27.42	28.95	30.56
BI-WEEKLY	1,968.00	2,077.60	2,193.60	2,316.00	2,444.80
MONTHLY	4,280.40	4,518.78	4,771.08	5,037.30	5,317.44
ANNUAL	51,364.80	54,225.36	57,252.96	60,447.60	63,809.28

RANGE: 2472

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.72	26.10	27.56	29.10	30.72
BI-WEEKLY	1,977.60	2,088.00	2,204.80	2,328.00	2,457.60
MONTHLY	4,301.28	4,541.40	4,795.44	5,063.40	5,345.28
ANNUAL	51,615.36	54,496.80	57,545.28	60,760.80	64,143.36

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RANGE: 2502

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.02	26.42	27.89	29.45	31.09
BI-WEEKLY	2,001.60	2,113.60	2,231.20	2,356.00	2,487.20
MONTHLY	4,353.48	4,597.08	4,852.86	5,124.30	5,409.66
ANNUAL	52,241.76	55,164.96	58,234.32	61,491.60	64,915.92

RANGE: 2596

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.96	27.41	28.94	30.55	32.25
BI-WEEKLY	2,076.80	2,192.80	2,315.20	2,444.00	2,580.00
MONTHLY	4,517.04	4,769.34	5,035.56	5,315.70	5,611.50
ANNUAL	54,204.48	57,232.08	60,426.72	63,788.40	67,338.00

RANGE: 2607

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.07	27.52	29.05	30.67	32.38
BI-WEEKLY	2,085.60	2,201.60	2,324.00	2,453.60	2,590.40
MONTHLY	4,536.18	4,788.48	5,054.70	5,336.58	5,634.12
ANNUAL	54,434.16	57,461.76	60,656.40	64,038.96	67,609.44

RANGE: 2614

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.14	27.60	29.14	30.76	32.48
BI-WEEKLY	2,091.20	2,208.00	2,331.20	2,460.80	2,598.40
MONTHLY	4,548.36	4,802.40	5,070.36	5,352.24	5,651.52
ANNUAL	54,580.32	57,628.80	60,844.32	64,226.88	67,818.24

RANGE: 2659

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.59	28.07	29.64	31.29	33.03
BI-WEEKLY	2,127.20	2,245.60	2,371.20	2,503.20	2,642.40
MONTHLY	4,626.66	4,884.18	5,157.36	5,444.46	5,747.22
ANNUAL	55,519.92	58,610.16	61,888.32	65,333.52	68,966.64

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RANGE: 2677

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.77	28.26	29.84	31.50	33.26
BI-WEEKLY	2,141.60	2,260.80	2,387.20	2,520.00	2,660.80
MONTHLY	4,657.98	4,917.24	5,192.16	5,481.00	5,787.24
ANNUAL	55,895.76	59,006.88	62,305.92	65,772.00	69,446.88

RANGE: 2678

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.78	28.27	29.85	31.51	33.27
BI-WEEKLY	2,142.40	2,261.60	2,388.00	2,520.80	2,661.60
MONTHLY	4,659.72	4,918.98	5,193.90	5,482.74	5,788.98
ANNUAL	55,916.64	59,027.76	62,326.80	65,792.88	69,467.76

RANGE: 2730

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.30	28.82	30.43	32.13	33.92
BI-WEEKLY	2,184.00	2,305.60	2,434.40	2,570.40	2,713.60
MONTHLY	4,750.20	5,014.68	5,294.82	5,590.62	5,902.08
ANNUAL	57,002.40	60,176.16	63,537.84	67,087.44	70,824.96

RANGE: 2738

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.38	28.91	30.52	32.22	34.02
BI-WEEKLY	2,190.40	2,312.80	2,441.60	2,577.60	2,721.60
MONTHLY	4,764.12	5,030.34	5,310.48	5,606.28	5,919.48
ANNUAL	57,169.44	60,364.08	63,725.76	67,275.36	71,033.76

RANGE: 2751

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.51	29.04	30.66	32.37	34.17
BI-WEEKLY	2,200.80	2,323.20	2,452.80	2,589.60	2,733.60
MONTHLY	4,786.74	5,052.96	5,334.84	5,632.38	5,945.58
ANNUAL	57,440.88	60,635.52	64,018.08	67,588.56	71,346.96

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RANGE: 2815

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.15	29.72	31.38	33.13	34.98
BI-WEEKLY	2,252.00	2,377.60	2,510.40	2,650.40	2,798.40
MONTHLY	4,898.10	5,171.28	5,460.12	5,764.62	6,086.52
ANNUAL	58,777.20	62,055.36	65,521.44	69,175.44	73,038.24

RANGE: 2821

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.21	29.78	31.44	33.19	35.04
BI-WEEKLY	2,256.80	2,382.40	2,515.20	2,655.20	2,803.20
MONTHLY	4,908.54	5,181.72	5,470.56	5,775.06	6,096.96
ANNUAL	58,902.48	62,180.64	65,646.72	69,300.72	73,163.52

RANGE: 2823

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.23	29.80	31.46	33.21	35.06
BI-WEEKLY	2,258.40	2,384.00	2,516.80	2,656.80	2,804.80
MONTHLY	4,912.02	5,185.20	5,474.04	5,778.54	6,100.44
ANNUAL	58,944.24	62,222.40	65,688.48	69,342.48	73,205.28

RANGE: 2827

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.27	29.85	31.51	33.27	35.13
BI-WEEKLY	2,261.60	2,388.00	2,520.80	2,661.60	2,810.40
MONTHLY	4,918.98	5,193.90	5,482.74	5,788.98	6,112.62
ANNUAL	59,027.76	62,326.80	65,792.88	69,467.76	73,351.44

RANGE: 2835

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.35	29.93	31.60	33.36	35.22
BI-WEEKLY	2,268.00	2,394.40	2,528.00	2,668.80	2,817.60
MONTHLY	4,932.90	5,207.82	5,498.40	5,804.64	6,128.28
ANNUAL	59,194.80	62,493.84	65,980.80	69,655.68	73,539.36

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RANGE: 2903

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.03	30.65	32.36	34.16	36.06
BI-WEEKLY	2,322.40	2,452.00	2,588.80	2,732.80	2,884.80
MONTHLY	5,051.22	5,333.10	5,630.64	5,943.84	6,274.44
ANNUAL	60,614.64	63,997.20	67,567.68	71,326.08	75,293.28

RANGE: 2905

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.05	30.67	32.38	34.19	36.10
BI-WEEKLY	2,324.00	2,453.60	2,590.40	2,735.20	2,888.00
MONTHLY	5,054.70	5,336.58	5,634.12	5,949.06	6,281.40
ANNUAL	60,656.40	64,038.96	67,609.44	71,388.72	75,376.80

RANGE: 2931

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.31	30.94	32.67	34.49	36.41
BI-WEEKLY	2,344.80	2,475.20	2,613.60	2,759.20	2,912.80
MONTHLY	5,099.94	5,383.56	5,684.58	6,001.26	6,335.34
ANNUAL	61,199.28	64,602.72	68,214.96	72,015.12	76,024.08

RANGE: 2969

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.69	31.35	33.10	34.95	36.90
BI-WEEKLY	2,375.20	2,508.00	2,648.00	2,796.00	2,952.00
MONTHLY	5,166.06	5,454.90	5,759.40	6,081.30	6,420.60
ANNUAL	61,992.72	65,458.80	69,112.80	72,975.60	77,047.20

RANGE: 2987

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.87	31.54	33.30	35.16	37.12
BI-WEEKLY	2,389.60	2,523.20	2,664.00	2,812.80	2,969.60
MONTHLY	5,197.38	5,487.96	5,794.20	6,117.84	6,458.88
ANNUAL	62,368.56	65,855.52	69,530.40	73,414.08	77,506.56

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RANGE: 3003

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.03	31.70	33.47	35.34	37.31
BI-WEEKLY	2,402.40	2,536.00	2,677.60	2,827.20	2,984.80
MONTHLY	5,225.22	5,515.80	5,823.78	6,149.16	6,491.94
ANNUAL	62,702.64	66,189.60	69,885.36	73,789.92	77,903.28

RANGE: 3066

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.66	32.37	34.17	36.08	38.09
BI-WEEKLY	2,452.80	2,589.60	2,733.60	2,886.40	3,047.20
MONTHLY	5,334.84	5,632.38	5,945.58	6,277.92	6,627.66
ANNUAL	64,018.08	67,588.56	71,346.96	75,335.04	79,531.92

RANGE: 3138

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.38	33.13	34.98	36.93	38.99
BI-WEEKLY	2,510.40	2,650.40	2,798.40	2,954.40	3,119.20
MONTHLY	5,460.12	5,764.62	6,086.52	6,425.82	6,784.26
ANNUAL	65,521.44	69,175.44	73,038.24	77,109.84	81,411.12

RANGE: 3245

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.45	34.26	36.17	38.19	40.32
BI-WEEKLY	2,596.00	2,740.80	2,893.60	3,055.20	3,225.60
MONTHLY	5,646.30	5,961.24	6,293.58	6,645.06	7,015.68
ANNUAL	67,755.60	71,534.88	75,522.96	79,740.72	84,188.16

RANGE: 3267

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.67	34.49	36.41	38.44	40.58
BI-WEEKLY	2,613.60	2,759.20	2,912.80	3,075.20	3,246.40
MONTHLY	5,684.58	6,001.26	6,335.34	6,688.56	7,060.92
ANNUAL	68,214.96	72,015.12	76,024.08	80,262.72	84,731.04

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RANGE: 3361

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.61	35.48	37.46	39.55	41.76
BI-WEEKLY	2,688.80	2,838.40	2,996.80	3,164.00	3,340.80
MONTHLY	5,848.14	6,173.52	6,518.04	6,881.70	7,266.24
ANNUAL	70,177.68	74,082.24	78,216.48	82,580.40	87,194.88

RANGE: 3507

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.07	37.03	39.09	41.27	43.57
BI-WEEKLY	2,805.60	2,962.40	3,127.20	3,301.60	3,485.60
MONTHLY	6,102.18	6,443.22	6,801.66	7,180.98	7,581.18
ANNUAL	73,226.16	77,318.64	81,619.92	86,171.76	90,974.16

RANGE: 3568

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.68	37.67	39.77	41.99	44.33
BI-WEEKLY	2,854.40	3,013.60	3,181.60	3,359.20	3,546.40
MONTHLY	6,208.32	6,554.58	6,919.98	7,306.26	7,713.42
ANNUAL	74,499.84	78,654.96	83,039.76	87,675.12	92,561.04

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,245.60	28.07	2,245.60	4,884.18	58,610.16

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,260.00	28.25	2,260.00	4,915.50	58,986.00

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,430.40	30.38	2,430.40	5,286.12	63,433.44

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BI-WEEKLY RANGE: 2,437.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	30.47	2,437.60	5,301.78	63,621.36
BI-WEEKLY RANGE: 2,530.40	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	31.63	2,530.40	5,503.62	66,043.44
BI-WEEKLY RANGE: 2,605.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	32.57	2,605.60	5,667.18	68,006.16
BI-WEEKLY RANGE: 2,673.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	33.42	2,673.60	5,815.08	69,780.96
BI-WEEKLY RANGE: 2,676.00	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	33.45	2,676.00	5,820.30	69,843.60
BI-WEEKLY RANGE: 2,727.20	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	34.09	2,727.20	5,931.66	71,179.92
BI-WEEKLY RANGE: 2,762.40	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	34.53	2,762.40	6,008.22	72,098.64
BI-WEEKLY RANGE: 2,905.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	36.32	2,905.60	6,319.68	75,836.16

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	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,916.80	36.46	2,916.80	6,344.04	76,128.48
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 3,164.00	39.55	3,164.00	6,881.70	82,580.40
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 3,353.60	41.92	3,353.60	7,294.08	87,528.96

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3336 1	Airport Maintenance Supervisor I	2677	55,895-	69,447
3336 2	Airport Maintenance Supervisor II	2827	59,027-	73,351
3336 3	Airport Maintenance Supervisor III	2905	60,656-	75,377
4313	Animal Care Technician Supervisor	1845	38,523-	47,878
4145	Asphalt Plant Supervisor	2903	60,614-	75,293
3706 F	Auto Body Repair Supervisor I	2,245.60 BW		
3706 G	Auto Body Repair Supervisor I	2,437.60 BW		
3706 M	Auto Body Repair Supervisor II	2,762.40 BW		
3706 2	Auto Body Repair Supervisor II	2,530.40 BW		
3595 1	Automotive Dispatcher I	1634	34,117-	42,386
3595 2	Automotive Dispatcher II	1959	40,903-	50,822
3714	Automotive Supervisor	2,530.40 BW		
3714 6	Automotive Supervisor	2,762.40 BW		
3714 A	Automotive Supervisor - Airport	2,605.60 BW		
3338	Building Repair Supervisor	2905 (3)	67,609-	75,377
3589	Bus Operator Supervisor	2200	45,936-	57,086
3140	Camp Manager	1845	38,523-	47,878
3182 A	Chief Custodian Supervisor - Airport	2217	46,290-	57,545
3182 1	Chief Custodian Supervisor I	2011	41,989-	52,158
3182 2	Chief Custodian Supervisor II	2133	44,537-	55,353
3187 1	Chief Security Officer I	2223	46,416-	57,671
3187 2	Chief Security Officer II	2396	50,028-	62,160
3800 1	Communications Cable Supervisor I	2502 (3)	58,234-	64,916
3800 2	Communications Cable Supervisor II	2659 (3)	61,888-	68,967
3800 3	Communications Cable Supervisor III	2815 (3)	65,521-	73,038
3543	Construction Equipment Service Supervisor	1845	38,523-	47,878
3176	Custodian Supervisor	1476	30,818-	38,294
3176 A	Custodian Supervisor-Airport	1648	34,410-	42,741
4320	District Supervisor - Animal Regulation	3066	64,018-	79,532
3814	Electrical Conduit Supervisor	2011 (3)	46,792-	52,158
2352	Equestrian Facilities Supervisor	2416	50,446-	62,682
3746	Equipment Repair Supervisor	2,673.60 BW		
3746 6	Equipment Repair Supervisor	2,905.60 BW		
3527	Equipment Supervisor	2751 (4)	67,589-	71,347
3527 6	Equipment Supervisor	2987 (4)	73,414-	77,507
3527 H	Equipment Supervisor - Harbor	2821	58,902-	73,164
3169 1	Event Supervisor I	2019	42,156-	52,409
3169 2	Event Supervisor II	2200	45,936-	57,086
3718	General Automotive Supervisor	3,353.60 BW		
3178	Head Custodian Supervisor	1818	37,959-	47,147
3178 A	Head Custodian Supervisor - Airport	1926	40,214-	49,945
3749 1	Helicopter Mechanic Supervisor I	2,676.00 BW		
3749 2	Helicopter Mechanic Supervisor II	3003	62,702-	77,903
3126	Labor Supervisor	1845	38,523-	47,878
3126 6	Labor Supervisor	2008	41,927-	52,096
4280 1	Lot Cleaning Supervisor I	2738 (4)	67,275-	71,034
4280 2	Lot Cleaning Supervisor II	2903 (4)	71,326-	75,293
3766	Machinist Supervisor	2,727.20 BW		
3766 H	Machinist Supervisor - Harbor	3245	67,755-	84,188

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3766 1	Machinist Supervisor I	2,430.40 BW		
3766 2	Machinist Supervisor II	2,727.20 BW		
3145	Park Maintenance Supervisor	2070	43,221-	53,703
3145 6	Park Maintenance Supervisor	2126	44,390-	55,165
3145 A	Park Maintenance Supervisor - Airport	2070	43,221-	53,703
9170	Parking Manager	2835	59,194-	73,539
3757 1	Parking Meter Technician Supervisor I	1918	40,047-	49,757
3757 2	Parking Meter Technician Supervisor II	2175	45,414-	56,418
3537	Parking Services Supervisor	1959	40,903-	50,822
3710 1	Police Fleet Services Supervisor I	2,260.00 BW		
3710 2	Police Fleet Services Supervisor II	2,673.60 BW		
4312	Principal Animal Keeper	2151	44,912-	55,812
3215	Principal Detention Officer	2412	50,362-	62,556
3210	Principal Property Officer	2342	48,900-	60,782
3200	Principal Security Officer	2011	41,989-	52,158
3198	Principal Special Officer - GSD	3507	73,226-	90,974
1839 1	Principal Storekeeper I	2596	54,204-	67,338
1839 2	Principal Storekeeper II	2823	58,944-	73,205
1496	Printing Services Supervisor	2905	60,656-	75,377
4101	Refuse Collection Supervisor	2931	61,199-	76,024
4100	Refuse Field Crew Instructor	2279	47,585-	59,132
4316 1	Senior Animal Control Officer I	2063	43,075-	53,495
4316 2	Senior Animal Control Officer II	2275	47,502-	59,007
4305	Senior Animal Keeper	1982	41,384-	51,427
3716	Senior Automotive Supervisor	2,916.80 BW		
3716 6	Senior Automotive Supervisor	3,164.00 BW		
3212	Senior Detention Officer	2094	43,722-	54,309
3533	Senior Garage Attendant	1636	34,159-	42,428
1967 1	Senior Park Ranger I	2357	49,214-	61,137
1967 2	Senior Park Ranger II	2607	54,434-	67,609
3529 1	Senior Parking Attendant I	1488	30,651-	38,064
3529 2	Senior Parking Attendant II	1642	34,284-	42,616
3209	Senior Property Officer	2083	43,493-	54,037
3184	Senior Security Officer	1799	37,563-	46,667
3186	Senior Special Officer - GSD	2969	61,992-	77,047
1837 1	Senior Storekeeper I	2063	43,075-	53,495
1837 2	Senior Storekeeper II	2125	44,370-	55,102
1837 M	Senior Storekeeper II	2304	48,107-	59,759
3429	Senior Traffic Paint & Sign Supervisor	2460	51,364-	63,809
3218 1	Senior Traffic Supervisor I	2130	44,474-	55,248
3218 2	Senior Traffic Supervisor II	2386	49,819-	61,888
3218 3	Senior Traffic Supervisor III	2678	55,916-	69,468
4102	Solid Resources Superintendent	3568	74,499-	92,561
4108 1	Solid Waste Disposal Superintendent I	3267	68,214-	84,731
4108 2	Solid Waste Disposal Superintendent II	3568	74,499-	92,561
1866	Stores Supervisor	3361	70,177-	87,195
4152 1	Street Services Supervisor I	2738 (4)	67,275-	71,034
4152 2	Street Services Supervisor II	2903 (4)	71,326-	75,293
3732	Tire Repair Supervisor	1799 (3)	41,864-	46,667

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3732 6	Tire Repair Supervisor	1949 (3)	45,372-	50,571
3430 1	Traffic Marking & Sign Superintendent I	2289	47,794-	59,383
3430 2	Traffic Marking & Sign Superintendent II	2730	57,002-	70,825
3430 3	Traffic Marking & Sign Superintendent III	3138	65,521-	81,411
3117 1	Tree Surgeon Supervisor I	2395	50,007-	62,139
3117 2	Tree Surgeon Supervisor II	2614	54,580-	67,818
4113	Wastewater Collection Supervisor	2738	57,169-	71,034
3798	Welder Supervisor	2,727.20 BW		
3798 1	Welder Supervisor I	2,430.40 BW		
3798 2	Welder Supervisor II	2,727.20 BW		
3177	Window Cleaner Supervisor	1799	37,563-	46,667
3177 A	Window Cleaner Supervisor - Airport	1971	41,154-	51,114

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RANGE: 1468

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.68	15.50	16.36	17.27	18.23
BI-WEEKLY	1,174.40	1,240.00	1,308.80	1,381.60	1,458.40
MONTHLY	2,554.32	2,697.00	2,846.64	3,004.98	3,172.02
ANNUAL	30,651.84	32,364.00	34,159.68	36,059.76	38,064.24

RANGE: 1476

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.76	15.58	16.45	17.37	18.34
BI-WEEKLY	1,180.80	1,246.40	1,316.00	1,389.60	1,467.20
MONTHLY	2,568.24	2,710.92	2,862.30	3,022.38	3,191.16
ANNUAL	30,818.88	32,531.04	34,347.60	36,268.56	38,293.92

RANGE: 1634

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.34	17.25	18.21	19.23	20.30
BI-WEEKLY	1,307.20	1,380.00	1,456.80	1,538.40	1,624.00
MONTHLY	2,843.16	3,001.50	3,168.54	3,346.02	3,532.20
ANNUAL	34,117.92	36,018.00	38,022.48	40,152.24	42,386.40

RANGE: 1636

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.36	17.27	18.23	19.25	20.32
BI-WEEKLY	1,308.80	1,381.60	1,458.40	1,540.00	1,625.60
MONTHLY	2,846.64	3,004.98	3,172.02	3,349.50	3,535.68
ANNUAL	34,159.68	36,059.76	38,064.24	40,194.00	42,428.16

RANGE: 1642

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.42	17.34	18.31	19.33	20.41
BI-WEEKLY	1,313.60	1,387.20	1,464.80	1,546.40	1,632.80
MONTHLY	2,857.08	3,017.16	3,185.94	3,363.42	3,551.34
ANNUAL	34,284.96	36,205.92	38,231.28	40,361.04	42,616.08

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RANGE: 1648

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.48	17.40	18.37	19.39	20.47
BI-WEEKLY	1,318.40	1,392.00	1,469.60	1,551.20	1,637.60
MONTHLY	2,867.52	3,027.60	3,196.38	3,373.86	3,561.78
ANNUAL	34,410.24	36,331.20	38,356.56	40,486.32	42,741.36

RANGE: 1799

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.99	18.99	20.05	21.17	22.35
BI-WEEKLY	1,439.20	1,519.20	1,604.00	1,693.60	1,788.00
MONTHLY	3,130.26	3,304.26	3,488.70	3,683.58	3,888.90
ANNUAL	37,563.12	39,651.12	41,864.40	44,202.96	46,666.80

RANGE: 1818

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.18	19.19	20.26	21.39	22.58
BI-WEEKLY	1,454.40	1,535.20	1,620.80	1,711.20	1,806.40
MONTHLY	3,163.32	3,339.06	3,525.24	3,721.86	3,928.92
ANNUAL	37,959.84	40,068.72	42,302.88	44,662.32	47,147.04

RANGE: 1845

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.45	19.48	20.57	21.72	22.93
BI-WEEKLY	1,476.00	1,558.40	1,645.60	1,737.60	1,834.40
MONTHLY	3,210.30	3,389.52	3,579.18	3,779.28	3,989.82
ANNUAL	38,523.60	40,674.24	42,950.16	45,351.36	47,877.84

RANGE: 1918

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.18	20.25	21.38	22.57	23.83
BI-WEEKLY	1,534.40	1,620.00	1,710.40	1,805.60	1,906.40
MONTHLY	3,337.32	3,523.50	3,720.12	3,927.18	4,146.42
ANNUAL	40,047.84	42,282.00	44,641.44	47,126.16	49,757.04

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RANGE: 1926

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.26	20.33	21.46	22.66	23.92
BI-WEEKLY	1,540.80	1,626.40	1,716.80	1,812.80	1,913.60
MONTHLY	3,351.24	3,537.42	3,734.04	3,942.84	4,162.08
ANNUAL	40,214.88	42,449.04	44,808.48	47,314.08	49,944.96

RANGE: 1949

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.49	20.58	21.73	22.94	24.22
BI-WEEKLY	1,559.20	1,646.40	1,738.40	1,835.20	1,937.60
MONTHLY	3,391.26	3,580.92	3,781.02	3,991.56	4,214.28
ANNUAL	40,695.12	42,971.04	45,372.24	47,898.72	50,571.36

RANGE: 1959

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.59	20.68	21.83	23.05	24.34
BI-WEEKLY	1,567.20	1,654.40	1,746.40	1,844.00	1,947.20
MONTHLY	3,408.66	3,598.32	3,798.42	4,010.70	4,235.16
ANNUAL	40,903.92	43,179.84	45,581.04	48,128.40	50,821.92

RANGE: 1971

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.71	20.81	21.97	23.19	24.48
BI-WEEKLY	1,576.80	1,664.80	1,757.60	1,855.20	1,958.40
MONTHLY	3,429.54	3,620.94	3,822.78	4,035.06	4,259.52
ANNUAL	41,154.48	43,451.28	45,873.36	48,420.72	51,114.24

RANGE: 1982

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.82	20.93	22.10	23.33	24.63
BI-WEEKLY	1,585.60	1,674.40	1,768.00	1,866.40	1,970.40
MONTHLY	3,448.68	3,641.82	3,845.40	4,059.42	4,285.62
ANNUAL	41,384.16	43,701.84	46,144.80	48,713.04	51,427.44

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RANGE: 2008

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.08	21.20	22.38	23.63	24.95
BI-WEEKLY	1,606.40	1,696.00	1,790.40	1,890.40	1,996.00
MONTHLY	3,493.92	3,688.80	3,894.12	4,111.62	4,341.30
ANNUAL	41,927.04	44,265.60	46,729.44	49,339.44	52,095.60

RANGE: 2011

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.11	21.23	22.41	23.66	24.98
BI-WEEKLY	1,608.80	1,698.40	1,792.80	1,892.80	1,998.40
MONTHLY	3,499.14	3,694.02	3,899.34	4,116.84	4,346.52
ANNUAL	41,989.68	44,328.24	46,792.08	49,402.08	52,158.24

RANGE: 2019

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.19	21.32	22.51	23.77	25.10
BI-WEEKLY	1,615.20	1,705.60	1,800.80	1,901.60	2,008.00
MONTHLY	3,513.06	3,709.68	3,916.74	4,135.98	4,367.40
ANNUAL	42,156.72	44,516.16	47,000.88	49,631.76	52,408.80

RANGE: 2063

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.63	21.78	22.99	24.27	25.62
BI-WEEKLY	1,650.40	1,742.40	1,839.20	1,941.60	2,049.60
MONTHLY	3,589.62	3,789.72	4,000.26	4,222.98	4,457.88
ANNUAL	43,075.44	45,476.64	48,003.12	50,675.76	53,494.56

RANGE: 2070

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.70	21.85	23.07	24.36	25.72
BI-WEEKLY	1,656.00	1,748.00	1,845.60	1,948.80	2,057.60
MONTHLY	3,601.80	3,801.90	4,014.18	4,238.64	4,475.28
ANNUAL	43,221.60	45,622.80	48,170.16	50,863.68	53,703.36

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RANGE: 2083

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.83	21.99	23.22	24.51	25.88
BI-WEEKLY	1,666.40	1,759.20	1,857.60	1,960.80	2,070.40
MONTHLY	3,624.42	3,826.26	4,040.28	4,264.74	4,503.12
ANNUAL	43,493.04	45,915.12	48,483.36	51,176.88	54,037.44

RANGE: 2094

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.94	22.11	23.34	24.64	26.01
BI-WEEKLY	1,675.20	1,768.80	1,867.20	1,971.20	2,080.80
MONTHLY	3,643.56	3,847.14	4,061.16	4,287.36	4,525.74
ANNUAL	43,722.72	46,165.68	48,733.92	51,448.32	54,308.88

RANGE: 2125

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.25	22.43	23.68	25.00	26.39
BI-WEEKLY	1,700.00	1,794.40	1,894.40	2,000.00	2,111.20
MONTHLY	3,697.50	3,902.82	4,120.32	4,350.00	4,591.86
ANNUAL	44,370.00	46,833.84	49,443.84	52,200.00	55,102.32

RANGE: 2126

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.26	22.45	23.70	25.02	26.42
BI-WEEKLY	1,700.80	1,796.00	1,896.00	2,001.60	2,113.60
MONTHLY	3,699.24	3,906.30	4,123.80	4,353.48	4,597.08
ANNUAL	44,390.88	46,875.60	49,485.60	52,241.76	55,164.96

RANGE: 2130

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.30	22.49	23.74	25.06	26.46
BI-WEEKLY	1,704.00	1,799.20	1,899.20	2,004.80	2,116.80
MONTHLY	3,706.20	3,913.26	4,130.76	4,360.44	4,604.04
ANNUAL	44,474.40	46,959.12	49,569.12	52,325.28	55,248.48

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RANGE: 2133

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.33	22.52	23.78	25.11	26.51
BI-WEEKLY	1,706.40	1,801.60	1,902.40	2,008.80	2,120.80
MONTHLY	3,711.42	3,918.48	4,137.72	4,369.14	4,612.74
ANNUAL	44,537.04	47,021.76	49,652.64	52,429.68	55,352.88

RANGE: 2151

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.51	22.71	23.98	25.32	26.73
BI-WEEKLY	1,720.80	1,816.80	1,918.40	2,025.60	2,138.40
MONTHLY	3,742.74	3,951.54	4,172.52	4,405.68	4,651.02
ANNUAL	44,912.88	47,418.48	50,070.24	52,868.16	55,812.24

RANGE: 2175

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.75	22.96	24.24	25.59	27.02
BI-WEEKLY	1,740.00	1,836.80	1,939.20	2,047.20	2,161.60
MONTHLY	3,784.50	3,995.04	4,217.76	4,452.66	4,701.48
ANNUAL	45,414.00	47,940.48	50,613.12	53,431.92	56,417.76

RANGE: 2200

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.00	23.23	24.53	25.90	27.34
BI-WEEKLY	1,760.00	1,858.40	1,962.40	2,072.00	2,187.20
MONTHLY	3,828.00	4,042.02	4,268.22	4,506.60	4,757.16
ANNUAL	45,936.00	48,504.24	51,218.64	54,079.20	57,085.92

RANGE: 2217

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.17	23.41	24.72	26.10	27.56
BI-WEEKLY	1,773.60	1,872.80	1,977.60	2,088.00	2,204.80
MONTHLY	3,857.58	4,073.34	4,301.28	4,541.40	4,795.44
ANNUAL	46,290.96	48,880.08	51,615.36	54,496.80	57,545.28

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RANGE: 2223

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.23	23.47	24.78	26.16	27.62
BI-WEEKLY	1,778.40	1,877.60	1,982.40	2,092.80	2,209.60
MONTHLY	3,868.02	4,083.78	4,311.72	4,551.84	4,805.88
ANNUAL	46,416.24	49,005.36	51,740.64	54,622.08	57,670.56

RANGE: 2275

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.75	24.02	25.36	26.77	28.26
BI-WEEKLY	1,820.00	1,921.60	2,028.80	2,141.60	2,260.80
MONTHLY	3,958.50	4,179.48	4,412.64	4,657.98	4,917.24
ANNUAL	47,502.00	50,153.76	52,951.68	55,895.76	59,006.88

RANGE: 2279

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.79	24.06	25.40	26.82	28.32
BI-WEEKLY	1,823.20	1,924.80	2,032.00	2,145.60	2,265.60
MONTHLY	3,965.46	4,186.44	4,419.60	4,666.68	4,927.68
ANNUAL	47,585.52	50,237.28	53,035.20	56,000.16	59,132.16

RANGE: 2289

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.89	24.17	25.52	26.94	28.44
BI-WEEKLY	1,831.20	1,933.60	2,041.60	2,155.20	2,275.20
MONTHLY	3,982.86	4,205.58	4,440.48	4,687.56	4,948.56
ANNUAL	47,794.32	50,466.96	53,285.76	56,250.72	59,382.72

RANGE: 2304

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.04	24.32	25.68	27.11	28.62
BI-WEEKLY	1,843.20	1,945.60	2,054.40	2,168.80	2,289.60
MONTHLY	4,008.96	4,231.68	4,468.32	4,717.14	4,979.88
ANNUAL	48,107.52	50,780.16	53,619.84	56,605.68	59,758.56

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RANGE: 2342

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.42	24.73	26.11	27.57	29.11
BI-WEEKLY	1,873.60	1,978.40	2,088.80	2,205.60	2,328.80
MONTHLY	4,075.08	4,303.02	4,543.14	4,797.18	5,065.14
ANNUAL	48,900.96	51,636.24	54,517.68	57,566.16	60,781.68

RANGE: 2357

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.57	24.88	26.27	27.73	29.28
BI-WEEKLY	1,885.60	1,990.40	2,101.60	2,218.40	2,342.40
MONTHLY	4,101.18	4,329.12	4,570.98	4,825.02	5,094.72
ANNUAL	49,214.16	51,949.44	54,851.76	57,900.24	61,136.64

RANGE: 2386

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.86	25.19	26.59	28.07	29.64
BI-WEEKLY	1,908.80	2,015.20	2,127.20	2,245.60	2,371.20
MONTHLY	4,151.64	4,383.06	4,626.66	4,884.18	5,157.36
ANNUAL	49,819.68	52,596.72	55,519.92	58,610.16	61,888.32

RANGE: 2395

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.95	25.29	26.70	28.19	29.76
BI-WEEKLY	1,916.00	2,023.20	2,136.00	2,255.20	2,380.80
MONTHLY	4,167.30	4,400.46	4,645.80	4,905.06	5,178.24
ANNUAL	50,007.60	52,805.52	55,749.60	58,860.72	62,138.88

RANGE: 2396

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.96	25.30	26.71	28.20	29.77
BI-WEEKLY	1,916.80	2,024.00	2,136.80	2,256.00	2,381.60
MONTHLY	4,169.04	4,402.20	4,647.54	4,906.80	5,179.98
ANNUAL	50,028.48	52,826.40	55,770.48	58,881.60	62,159.76

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RANGE: 2412

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.12	25.46	26.88	28.38	29.96
BI-WEEKLY	1,929.60	2,036.80	2,150.40	2,270.40	2,396.80
MONTHLY	4,196.88	4,430.04	4,677.12	4,938.12	5,213.04
ANNUAL	50,362.56	53,160.48	56,125.44	59,257.44	62,556.48

RANGE: 2416

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.16	25.51	26.93	28.43	30.02
BI-WEEKLY	1,932.80	2,040.80	2,154.40	2,274.40	2,401.60
MONTHLY	4,203.84	4,438.74	4,685.82	4,946.82	5,223.48
ANNUAL	50,446.08	53,264.88	56,229.84	59,361.84	62,681.76

RANGE: 2460

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.60	25.97	27.42	28.95	30.56
BI-WEEKLY	1,968.00	2,077.60	2,193.60	2,316.00	2,444.80
MONTHLY	4,280.40	4,518.78	4,771.08	5,037.30	5,317.44
ANNUAL	51,364.80	54,225.36	57,252.96	60,447.60	63,809.28

RANGE: 2502

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.02	26.42	27.89	29.45	31.09
BI-WEEKLY	2,001.60	2,113.60	2,231.20	2,356.00	2,487.20
MONTHLY	4,353.48	4,597.08	4,852.86	5,124.30	5,409.66
ANNUAL	52,241.76	55,164.96	58,234.32	61,491.60	64,915.92

RANGE: 2596

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.96	27.41	28.94	30.55	32.25
BI-WEEKLY	2,076.80	2,192.80	2,315.20	2,444.00	2,580.00
MONTHLY	4,517.04	4,769.34	5,035.56	5,315.70	5,611.50
ANNUAL	54,204.48	57,232.08	60,426.72	63,788.40	67,338.00

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RANGE: 2607

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.07	27.52	29.05	30.67	32.38
BI-WEEKLY	2,085.60	2,201.60	2,324.00	2,453.60	2,590.40
MONTHLY	4,536.18	4,788.48	5,054.70	5,336.58	5,634.12
ANNUAL	54,434.16	57,461.76	60,656.40	64,038.96	67,609.44

RANGE: 2614

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.14	27.60	29.14	30.76	32.48
BI-WEEKLY	2,091.20	2,208.00	2,331.20	2,460.80	2,598.40
MONTHLY	4,548.36	4,802.40	5,070.36	5,352.24	5,651.52
ANNUAL	54,580.32	57,628.80	60,844.32	64,226.88	67,818.24

RANGE: 2659

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.59	28.07	29.64	31.29	33.03
BI-WEEKLY	2,127.20	2,245.60	2,371.20	2,503.20	2,642.40
MONTHLY	4,626.66	4,884.18	5,157.36	5,444.46	5,747.22
ANNUAL	55,519.92	58,610.16	61,888.32	65,333.52	68,966.64

RANGE: 2677

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.77	28.26	29.84	31.50	33.26
BI-WEEKLY	2,141.60	2,260.80	2,387.20	2,520.00	2,660.80
MONTHLY	4,657.98	4,917.24	5,192.16	5,481.00	5,787.24
ANNUAL	55,895.76	59,006.88	62,305.92	65,772.00	69,446.88

RANGE: 2678

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.78	28.27	29.85	31.51	33.27
BI-WEEKLY	2,142.40	2,261.60	2,388.00	2,520.80	2,661.60
MONTHLY	4,659.72	4,918.98	5,193.90	5,482.74	5,788.98
ANNUAL	55,916.64	59,027.76	62,326.80	65,792.88	69,467.76

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RANGE: 2730

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.30	28.82	30.43	32.13	33.92
BI-WEEKLY	2,184.00	2,305.60	2,434.40	2,570.40	2,713.60
MONTHLY	4,750.20	5,014.68	5,294.82	5,590.62	5,902.08
ANNUAL	57,002.40	60,176.16	63,537.84	67,087.44	70,824.96

RANGE: 2738

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.38	28.91	30.52	32.22	34.02
BI-WEEKLY	2,190.40	2,312.80	2,441.60	2,577.60	2,721.60
MONTHLY	4,764.12	5,030.34	5,310.48	5,606.28	5,919.48
ANNUAL	57,169.44	60,364.08	63,725.76	67,275.36	71,033.76

RANGE: 2751

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.51	29.04	30.66	32.37	34.17
BI-WEEKLY	2,200.80	2,323.20	2,452.80	2,589.60	2,733.60
MONTHLY	4,786.74	5,052.96	5,334.84	5,632.38	5,945.58
ANNUAL	57,440.88	60,635.52	64,018.08	67,588.56	71,346.96

RANGE: 2815

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.15	29.72	31.38	33.13	34.98
BI-WEEKLY	2,252.00	2,377.60	2,510.40	2,650.40	2,798.40
MONTHLY	4,898.10	5,171.28	5,460.12	5,764.62	6,086.52
ANNUAL	58,777.20	62,055.36	65,521.44	69,175.44	73,038.24

RANGE: 2821

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.21	29.78	31.44	33.19	35.04
BI-WEEKLY	2,256.80	2,382.40	2,515.20	2,655.20	2,803.20
MONTHLY	4,908.54	5,181.72	5,470.56	5,775.06	6,096.96
ANNUAL	58,902.48	62,180.64	65,646.72	69,300.72	73,163.52

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RANGE: 2823

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.23	29.80	31.46	33.21	35.06
BI-WEEKLY	2,258.40	2,384.00	2,516.80	2,656.80	2,804.80
MONTHLY	4,912.02	5,185.20	5,474.04	5,778.54	6,100.44
ANNUAL	58,944.24	62,222.40	65,688.48	69,342.48	73,205.28

RANGE: 2827

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.27	29.85	31.51	33.27	35.13
BI-WEEKLY	2,261.60	2,388.00	2,520.80	2,661.60	2,810.40
MONTHLY	4,918.98	5,193.90	5,482.74	5,788.98	6,112.62
ANNUAL	59,027.76	62,326.80	65,792.88	69,467.76	73,351.44

RANGE: 2835

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.35	29.93	31.60	33.36	35.22
BI-WEEKLY	2,268.00	2,394.40	2,528.00	2,668.80	2,817.60
MONTHLY	4,932.90	5,207.82	5,498.40	5,804.64	6,128.28
ANNUAL	59,194.80	62,493.84	65,980.80	69,655.68	73,539.36

RANGE: 2903

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.03	30.65	32.36	34.16	36.06
BI-WEEKLY	2,322.40	2,452.00	2,588.80	2,732.80	2,884.80
MONTHLY	5,051.22	5,333.10	5,630.64	5,943.84	6,274.44
ANNUAL	60,614.64	63,997.20	67,567.68	71,326.08	75,293.28

RANGE: 2905

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.05	30.67	32.38	34.19	36.10
BI-WEEKLY	2,324.00	2,453.60	2,590.40	2,735.20	2,888.00
MONTHLY	5,054.70	5,336.58	5,634.12	5,949.06	6,281.40
ANNUAL	60,656.40	64,038.96	67,609.44	71,388.72	75,376.80

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RANGE: 2931

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.31	30.94	32.67	34.49	36.41
BI-WEEKLY	2,344.80	2,475.20	2,613.60	2,759.20	2,912.80
MONTHLY	5,099.94	5,383.56	5,684.58	6,001.26	6,335.34
ANNUAL	61,199.28	64,602.72	68,214.96	72,015.12	76,024.08

RANGE: 2969

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.69	31.35	33.10	34.95	36.90
BI-WEEKLY	2,375.20	2,508.00	2,648.00	2,796.00	2,952.00
MONTHLY	5,166.06	5,454.90	5,759.40	6,081.30	6,420.60
ANNUAL	61,992.72	65,458.80	69,112.80	72,975.60	77,047.20

RANGE: 2987

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.87	31.54	33.30	35.16	37.12
BI-WEEKLY	2,389.60	2,523.20	2,664.00	2,812.80	2,969.60
MONTHLY	5,197.38	5,487.96	5,794.20	6,117.84	6,458.88
ANNUAL	62,368.56	65,855.52	69,530.40	73,414.08	77,506.56

RANGE: 3003

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.03	31.70	33.47	35.34	37.31
BI-WEEKLY	2,402.40	2,536.00	2,677.60	2,827.20	2,984.80
MONTHLY	5,225.22	5,515.80	5,823.78	6,149.16	6,491.94
ANNUAL	62,702.64	66,189.60	69,885.36	73,789.92	77,903.28

RANGE: 3066

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.66	32.37	34.17	36.08	38.09
BI-WEEKLY	2,452.80	2,589.60	2,733.60	2,886.40	3,047.20
MONTHLY	5,334.84	5,632.38	5,945.58	6,277.92	6,627.66
ANNUAL	64,018.08	67,588.56	71,346.96	75,335.04	79,531.92

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RANGE: 3138

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.38	33.13	34.98	36.93	38.99
BI-WEEKLY	2,510.40	2,650.40	2,798.40	2,954.40	3,119.20
MONTHLY	5,460.12	5,764.62	6,086.52	6,425.82	6,784.26
ANNUAL	65,521.44	69,175.44	73,038.24	77,109.84	81,411.12

RANGE: 3245

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.45	34.26	36.17	38.19	40.32
BI-WEEKLY	2,596.00	2,740.80	2,893.60	3,055.20	3,226.60
MONTHLY	5,646.30	5,961.24	6,293.58	6,645.06	7,016.68
ANNUAL	67,755.60	71,534.88	75,522.96	79,740.72	84,188.16

RANGE: 3267

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.67	34.49	36.41	38.44	40.58
BI-WEEKLY	2,613.60	2,759.20	2,912.80	3,075.20	3,246.40
MONTHLY	5,684.58	6,001.26	6,335.34	6,688.56	7,060.92
ANNUAL	68,214.96	72,015.12	76,024.08	80,262.72	84,731.04

RANGE: 3361

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.61	35.48	37.46	39.55	41.76
BI-WEEKLY	2,688.80	2,838.40	2,996.80	3,164.00	3,340.80
MONTHLY	5,848.14	6,173.52	6,518.04	6,881.70	7,266.24
ANNUAL	70,177.68	74,082.24	78,216.48	82,580.40	87,194.88

RANGE: 3507

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.07	37.03	39.09	41.27	43.57
BI-WEEKLY	2,805.60	2,962.40	3,127.20	3,301.60	3,485.60
MONTHLY	6,102.18	6,443.22	6,801.66	7,180.98	7,581.18
ANNUAL	73,226.16	77,318.64	81,619.92	86,171.76	90,974.16

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RANGE: 3568

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.68	37.67	39.77	41.99	44.33
BI-WEEKLY	2,854.40	3,013.60	3,181.60	3,359.20	3,546.40
MONTHLY	6,208.32	6,554.58	6,919.98	7,306.26	7,713.42
ANNUAL	74,499.84	78,654.96	83,039.76	87,675.12	92,561.04

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,245.60	28.07	2,245.60	4,884.18	58,610.16

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,260.00	28.25	2,260.00	4,915.50	58,986.00

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,430.40	30.38	2,430.40	5,286.12	63,433.44

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,437.60	30.47	2,437.60	5,301.78	63,621.36

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,530.40	31.63	2,530.40	5,503.62	66,043.44

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,605.60	32.57	2,605.60	5,667.18	68,006.16

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	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,673.60	33.42	2,673.60	5,815.08	69,780.96
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,676.00	33.45	2,676.00	5,820.30	69,843.60
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,727.20	34.09	2,727.20	5,931.66	71,179.92
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,762.40	34.53	2,762.40	6,008.22	72,098.64
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,905.60	36.32	2,905.60	6,319.68	75,836.16
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,916.80	36.46	2,916.80	6,344.04	76,128.48
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 3,164.00	39.55	3,164.00	6,881.70	82,580.40
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 3,353.60	41.92	3,353.60	7,294.08	87,528.96

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3336 1	Airport Maintenance Supervisor I	2677	55,895-	69,447
3336 2	Airport Maintenance Supervisor II	2827	59,027-	73,351
3336 3	Airport Maintenance Supervisor III	2905	60,656-	75,377
4313	Animal Care Technician Supervisor	1845	38,523-	47,878
4145	Asphalt Plant Supervisor	2903	60,614-	75,293
3706 F	Auto Body Repair Supervisor I	2,245.60 BW		
3706 G	Auto Body Repair Supervisor I	2,437.60 BW		
3706 M	Auto Body Repair Supervisor II	2,762.40 BW		
3706 2	Auto Body Repair Supervisor II	2,530.40 BW		
3595 1	Automotive Dispatcher I	1634	34,117-	42,386
3595 2	Automotive Dispatcher II	1959	40,903-	50,822
3714	Automotive Supervisor	2,530.40 BW		
3714 6	Automotive Supervisor	2,762.40 BW		
3714 A	Automotive Supervisor - Airport	2,605.60 BW		
3338	Building Repair Supervisor	2905 (3)	67,609-	75,377
3589	Bus Operator Supervisor	2200	45,936-	57,086
3140	Camp Manager	1845	38,523-	47,878
3182 A	Chief Custodian Supervisor - Airport	2217	46,290-	57,545
3182 1	Chief Custodian Supervisor I	2011	41,989-	52,158
3182 2	Chief Custodian Supervisor II	2133	44,537-	55,353
3187 1	Chief Security Officer I	2223	46,416-	57,671
3187 2	Chief Security Officer II	2396	50,028-	62,160
3800 1	Communications Cable Supervisor I	2502 (3)	58,234-	64,916
3800 2	Communications Cable Supervisor II	2659 (3)	61,888-	68,967
3800 3	Communications Cable Supervisor III	2815 (3)	65,521-	73,038
3543	Construction Equipment Service Supervisor	1845	38,523-	47,878
3176	Custodian Supervisor	1476	30,818-	38,294
3176 A	Custodian Supervisor-Airport	1648	34,410-	42,741
4320	District Supervisor - Animal Regulation	3066	64,018-	79,532
3814	Electrical Conduit Supervisor	2011 (3)	46,792-	52,158
2352	Equestrian Facilities Supervisor	2416	50,446-	62,682
3746	Equipment Repair Supervisor	2,673.60 BW		
3746 6	Equipment Repair Supervisor	2,905.60 BW		
3527	Equipment Supervisor	2751 (4)	67,589-	71,347
3527 6	Equipment Supervisor	2987 (4)	73,414-	77,507
3527 H	Equipment Supervisor - Harbor	2821	58,902-	73,164
3169 1	Event Supervisor I	2019	42,156-	52,409
3169 2	Event Supervisor II	2200	45,938-	57,086
3718	General Automotive Supervisor	3,353.60 BW		
3178	Head Custodian Supervisor	1818	37,959-	47,147
3178 A	Head Custodian Supervisor - Airport	1926	40,214-	49,945
3749 1	Helicopter Mechanic Supervisor I	2,896.77 BW		
3749 2	Helicopter Mechanic Supervisor II	3168	66,147-	82,205
3126	Labor Supervisor	1845	38,523-	47,878
3126 6	Labor Supervisor	2008	41,927-	52,096
4280 1	Lot Cleaning Supervisor I	2738 (4)	67,275-	71,034
4280 2	Lot Cleaning Supervisor II	2903 (4)	71,326-	75,293
3766	Machinist Supervisor	2,727.20 BW		
3766 H	Machinist Supervisor - Harbor	3245	67,755-	84,188

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3766 1	Machinist Supervisor I	2,430.40 BW		
3766 2	Machinist Supervisor II	2,727.20 BW		
3145	Park Maintenance Supervisor	2070	43,221-	53,703
3145 6	Park Maintenance Supervisor	2126	44,390-	55,165
3145 A	Park Maintenance Supervisor - Airport	2070	43,221-	53,703
9170 1	Parking Manager I	2835	59,194-	73,539
9170 2	Parking Manager II	3280	68,486-	85,086
3757 1	Parking Meter Technician Supervisor I	2129	44,453-	55,228
3757 2	Parking Meter Technician Supervisor II	2294	47,898-	59,529
3537	Parking Services Supervisor	1959	40,903-	50,822
3710 1	Police Fleet Services Supervisor I	2,260.00 BW		
3710 2	Police Fleet Services Supervisor II	2,673.60 BW		
4312	Principal Animal Keeper	2151	44,912-	55,812
3215	Principal Detention Officer	2412	50,362-	62,556
3210	Principal Property Officer	2342	48,900-	60,782
3200	Principal Security Officer	2011	41,989-	52,158
3198	Principal Special Officer - GSD	3507	73,226-	90,974
1839 1	Principal Storekeeper I	2596	54,204-	67,338
1839 2	Principal Storekeeper II	2823	58,944-	73,205
1496	Printing Services Supervisor	2905	60,656-	75,377
4101	Refuse Collection Supervisor	2931	61,199-	76,024
4100	Refuse Field Crew Instructor	2279	47,585-	59,132
4316 1	Senior Animal Control Officer I	2063	43,075-	53,495
4316 2	Senior Animal Control Officer II	2275	47,502-	59,007
4305	Senior Animal Keeper	1982	41,384-	51,427
3716	Senior Automotive Supervisor	2,916.80 BW		
3716 6	Senior Automotive Supervisor	3,164.00 BW		
3212	Senior Detention Officer	2094	43,722-	54,309
3533	Senior Garage Attendant	1636	34,159-	42,428
1967 1	Senior Park Ranger I	2357	49,214-	61,137
1967 2	Senior Park Ranger II	2607	54,434-	67,609
3529 1	Senior Parking Attendant I	1468	30,651-	38,064
3529 2	Senior Parking Attendant II	1642	34,284-	42,616
3209	Senior Property Officer	2083	43,493-	54,037
3184	Senior Security Officer	1799	37,563-	46,667
3185	Senior Special Officer - GSD	2969	61,992-	77,047
1837 1	Senior Storekeeper I	2063	43,075-	53,495
1837 2	Senior Storekeeper II	2126	44,370-	55,102
1837 M	Senior Storekeeper II	2304	48,107-	59,759
3429	Senior Traffic Paint & Sign Supervisor	2460	51,364-	63,809
3218 1	Senior Traffic Supervisor I	2130	44,474-	55,248
3218 2	Senior Traffic Supervisor II	2386	49,819-	61,888
3218 3	Senior Traffic Supervisor III	2678	55,916-	69,468
4102	Solid Resources Superintendent	3568	74,499-	92,561
4108 1	Solid Waste Disposal Superintendent I	3267	68,214-	84,731
4108 2	Solid Waste Disposal Superintendent II	3568	74,499-	92,561
1868	Stores Supervisor	3361	70,177-	87,195
4152 1	Street Services Supervisor I	2738 (4)	67,275-	71,034
4152 2	Street Services Supervisor II	2903 (4)	71,326-	75,293

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3732	Tire Repair Supervisor	1799 (3)	41,864-	46,667
3732 6	Tire Repair Supervisor	1949 (3)	45,372-	50,571
3430 1	Traffic Marking & Sign Superintendent I	2289	47,794-	59,383
3430 2	Traffic Marking & Sign Superintendent II	2730	57,002-	70,825
3430 3	Traffic Marking & Sign Superintendent III	3138	65,521-	81,411
3117 1	Tree Surgeon Supervisor I	2395	50,007-	62,139
3117 2	Tree Surgeon Supervisor II	2614	54,580-	67,818
4113	Wastewater Collection Supervisor	2738	57,169-	71,034
3798	Welder Supervisor	2,727.20 BW		
3798 1	Welder Supervisor I	2,497.24 BW		
3798 2	Welder Supervisor II	2,727.20 BW		
3177	Window Cleaner Supervisor	1799	37,563-	46,667
3177 A	Window Cleaner Supervisor - Airport	1971	41,154-	51,114

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RANGE: 1468

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.68	15.50	16.36	17.27	18.23
BI-WEEKLY	1,174.40	1,240.00	1,308.80	1,381.60	1,458.40
MONTHLY	2,554.32	2,697.00	2,846.64	3,004.98	3,172.02
ANNUAL	30,651.84	32,364.00	34,159.68	36,059.76	38,064.24

RANGE: 1476

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.76	15.58	16.45	17.37	18.34
BI-WEEKLY	1,180.80	1,246.40	1,316.00	1,389.60	1,467.20
MONTHLY	2,568.24	2,710.92	2,862.30	3,022.38	3,191.16
ANNUAL	30,818.88	32,531.04	34,347.60	36,268.56	38,293.92

RANGE: 1634

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.34	17.25	18.21	19.23	20.30
BI-WEEKLY	1,307.20	1,380.00	1,456.80	1,538.40	1,624.00
MONTHLY	2,843.16	3,001.50	3,168.54	3,346.02	3,532.20
ANNUAL	34,117.92	36,018.00	38,022.48	40,152.24	42,386.40

RANGE: 1636

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.36	17.27	18.23	19.25	20.32
BI-WEEKLY	1,308.80	1,381.60	1,458.40	1,540.00	1,625.60
MONTHLY	2,846.64	3,004.98	3,172.02	3,349.50	3,535.68
ANNUAL	34,159.68	36,059.76	38,064.24	40,194.00	42,428.16

RANGE: 1642

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.42	17.34	18.31	19.33	20.41
BI-WEEKLY	1,313.60	1,387.20	1,464.80	1,546.40	1,632.80
MONTHLY	2,857.08	3,017.16	3,185.94	3,363.42	3,551.34
ANNUAL	34,284.96	36,205.92	38,231.28	40,361.04	42,616.08

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RANGE: 1648

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.48	17.40	18.37	19.39	20.47
BI-WEEKLY	1,318.40	1,392.00	1,469.60	1,551.20	1,637.60
MONTHLY	2,867.52	3,027.60	3,196.38	3,373.86	3,561.78
ANNUAL	34,410.24	36,331.20	38,356.56	40,486.32	42,741.36

RANGE: 1799

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.99	18.99	20.05	21.17	22.35
BI-WEEKLY	1,439.20	1,519.20	1,604.00	1,693.60	1,788.00
MONTHLY	3,130.26	3,304.26	3,488.70	3,683.58	3,888.90
ANNUAL	37,563.12	39,651.12	41,864.40	44,202.96	46,666.80

RANGE: 1818

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.18	19.19	20.26	21.39	22.58
BI-WEEKLY	1,454.40	1,535.20	1,620.80	1,711.20	1,806.40
MONTHLY	3,163.32	3,339.06	3,525.24	3,721.86	3,928.92
ANNUAL	37,959.84	40,068.72	42,302.88	44,662.32	47,147.04

RANGE: 1845

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.45	19.48	20.57	21.72	22.93
BI-WEEKLY	1,476.00	1,558.40	1,645.60	1,737.60	1,834.40
MONTHLY	3,210.30	3,389.52	3,579.18	3,779.28	3,989.82
ANNUAL	38,523.60	40,674.24	42,950.16	45,351.36	47,877.84

RANGE: 1926

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.26	20.33	21.46	22.66	23.92
BI-WEEKLY	1,540.80	1,626.40	1,716.80	1,812.80	1,913.60
MONTHLY	3,351.24	3,537.42	3,734.04	3,942.84	4,162.08
ANNUAL	40,214.88	42,449.04	44,808.48	47,314.08	49,944.96

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RANGE: 1949

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.49	20.58	21.73	22.94	24.22
BI-WEEKLY	1,559.20	1,646.40	1,738.40	1,835.20	1,937.60
MONTHLY	3,391.26	3,580.92	3,781.02	3,991.56	4,214.28
ANNUAL	40,695.12	42,971.04	45,372.24	47,898.72	50,571.36

RANGE: 1959

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.59	20.68	21.83	23.05	24.34
BI-WEEKLY	1,567.20	1,654.40	1,746.40	1,844.00	1,947.20
MONTHLY	3,408.66	3,598.32	3,798.42	4,010.70	4,235.16
ANNUAL	40,903.92	43,179.84	45,581.04	48,128.40	50,821.92

RANGE: 1971

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.71	20.81	21.97	23.19	24.48
BI-WEEKLY	1,576.80	1,664.80	1,757.60	1,855.20	1,958.40
MONTHLY	3,429.54	3,620.94	3,822.78	4,035.06	4,259.52
ANNUAL	41,154.48	43,451.28	45,873.36	48,420.72	51,114.24

RANGE: 1982

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.82	20.93	22.10	23.33	24.63
BI-WEEKLY	1,585.60	1,674.40	1,768.00	1,866.40	1,970.40
MONTHLY	3,448.68	3,641.82	3,845.40	4,059.42	4,285.62
ANNUAL	41,384.16	43,701.84	46,144.80	48,713.04	51,427.44

RANGE: 2008

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.08	21.20	22.38	23.63	24.95
BI-WEEKLY	1,606.40	1,696.00	1,790.40	1,890.40	1,996.00
MONTHLY	3,493.92	3,688.80	3,894.12	4,111.62	4,341.30
ANNUAL	41,927.04	44,265.60	46,729.44	49,339.44	52,095.60

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RANGE: 2011

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.11	21.23	22.41	23.66	24.98
BI-WEEKLY	1,608.80	1,698.40	1,792.80	1,892.80	1,998.40
MONTHLY	3,499.14	3,694.02	3,899.34	4,116.84	4,346.52
ANNUAL	41,989.68	44,328.24	46,792.08	49,402.08	52,158.24

RANGE: 2019

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.19	21.32	22.51	23.77	25.10
BI-WEEKLY	1,615.20	1,705.60	1,800.80	1,901.60	2,008.00
MONTHLY	3,513.06	3,709.68	3,916.74	4,135.98	4,367.40
ANNUAL	42,156.72	44,516.16	47,000.88	49,631.76	52,408.80

RANGE: 2063

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.63	21.78	22.99	24.27	25.62
BI-WEEKLY	1,650.40	1,742.40	1,839.20	1,941.60	2,049.60
MONTHLY	3,589.62	3,789.72	4,000.26	4,222.98	4,457.88
ANNUAL	43,075.44	45,476.64	48,003.12	50,675.76	53,494.56

RANGE: 2070

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.70	21.85	23.07	24.36	25.72
BI-WEEKLY	1,656.00	1,748.00	1,845.60	1,948.80	2,057.60
MONTHLY	3,601.80	3,801.90	4,014.18	4,238.64	4,475.28
ANNUAL	43,221.60	45,622.80	48,170.16	50,863.68	53,703.36

RANGE: 2083

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.83	21.99	23.22	24.51	25.88
BI-WEEKLY	1,666.40	1,759.20	1,857.60	1,960.80	2,070.40
MONTHLY	3,624.42	3,826.26	4,040.28	4,264.74	4,503.12
ANNUAL	43,493.04	45,915.12	48,483.36	51,176.88	54,037.44

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RANGE: 2094

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.94	22.11	23.34	24.64	26.01
BI-WEEKLY	1,675.20	1,768.80	1,867.20	1,971.20	2,080.80
MONTHLY	3,643.56	3,847.14	4,061.16	4,287.36	4,525.74
ANNUAL	43,722.72	46,165.68	48,733.92	51,448.32	54,308.88

RANGE: 2125

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.25	22.43	23.68	25.00	26.39
BI-WEEKLY	1,700.00	1,794.40	1,894.40	2,000.00	2,111.20
MONTHLY	3,697.50	3,902.82	4,120.32	4,350.00	4,591.86
ANNUAL	44,370.00	46,833.84	49,443.84	52,200.00	55,102.32

RANGE: 2126

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.26	22.45	23.70	25.02	26.42
BI-WEEKLY	1,700.80	1,796.00	1,896.00	2,001.60	2,113.60
MONTHLY	3,699.24	3,906.30	4,123.80	4,353.48	4,597.08
ANNUAL	44,390.88	46,875.60	49,485.60	52,241.76	55,164.96

RANGE: 2129

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.29	22.48	23.73	25.05	26.45
BI-WEEKLY	1,703.20	1,798.40	1,898.40	2,004.00	2,116.00
MONTHLY	3,704.46	3,911.52	4,129.02	4,358.70	4,602.30
ANNUAL	44,453.52	46,938.24	49,548.24	52,304.40	55,227.60

RANGE: 2130

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.30	22.49	23.74	25.06	26.46
BI-WEEKLY	1,704.00	1,799.20	1,899.20	2,004.80	2,116.80
MONTHLY	3,706.20	3,913.26	4,130.76	4,360.44	4,604.04
ANNUAL	44,474.40	46,959.12	49,569.12	52,325.28	55,248.48

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RANGE: 2133

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.33	22.52	23.78	25.11	26.51
BI-WEEKLY	1,706.40	1,801.60	1,902.40	2,008.80	2,120.80
MONTHLY	3,711.42	3,918.48	4,137.72	4,369.14	4,612.74
ANNUAL	44,537.04	47,021.76	49,652.64	52,429.68	55,352.88

RANGE: 2151

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.51	22.71	23.98	25.32	26.73
BI-WEEKLY	1,720.80	1,816.80	1,918.40	2,025.60	2,138.40
MONTHLY	3,742.74	3,951.54	4,172.52	4,405.68	4,651.02
ANNUAL	44,912.88	47,418.48	50,070.24	52,868.16	55,812.24

RANGE: 2200

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.00	23.23	24.53	25.90	27.34
BI-WEEKLY	1,760.00	1,858.40	1,962.40	2,072.00	2,187.20
MONTHLY	3,828.00	4,042.02	4,268.22	4,506.60	4,757.16
ANNUAL	45,936.00	48,504.24	51,218.64	54,079.20	57,085.92

RANGE: 2217

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.17	23.41	24.72	26.10	27.56
BI-WEEKLY	1,773.60	1,872.80	1,977.60	2,088.00	2,204.80
MONTHLY	3,857.58	4,073.34	4,301.28	4,541.40	4,795.44
ANNUAL	46,290.96	48,880.08	51,615.36	54,496.80	57,545.28

RANGE: 2223

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.23	23.47	24.78	26.16	27.62
BI-WEEKLY	1,778.40	1,877.60	1,982.40	2,092.80	2,209.60
MONTHLY	3,868.02	4,083.78	4,311.72	4,551.84	4,805.88
ANNUAL	46,416.24	49,005.36	51,740.64	54,622.08	57,670.56

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RANGE: 2275

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.75	24.02	25.36	26.77	28.26
BI-WEEKLY	1,820.00	1,921.60	2,028.80	2,141.60	2,260.80
MONTHLY	3,958.50	4,179.48	4,412.64	4,657.98	4,917.24
ANNUAL	47,502.00	50,153.76	52,951.68	55,895.76	59,006.88

RANGE: 2279

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.79	24.06	25.40	26.82	28.32
BI-WEEKLY	1,823.20	1,924.80	2,032.00	2,145.60	2,265.60
MONTHLY	3,965.46	4,186.44	4,419.60	4,666.68	4,927.68
ANNUAL	47,585.52	50,237.28	53,035.20	56,000.16	59,132.16

RANGE: 2289

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.89	24.17	25.52	26.94	28.44
BI-WEEKLY	1,831.20	1,933.60	2,041.60	2,155.20	2,275.20
MONTHLY	3,982.86	4,205.58	4,440.48	4,687.56	4,948.56
ANNUAL	47,794.32	50,466.96	53,285.76	56,250.72	59,382.72

RANGE: 2294

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.94	24.22	25.57	27.00	28.51
BI-WEEKLY	1,835.20	1,937.60	2,045.60	2,160.00	2,280.80
MONTHLY	3,991.56	4,214.28	4,449.18	4,698.00	4,960.74
ANNUAL	47,898.72	50,571.36	53,390.16	56,376.00	59,528.88

RANGE: 2304

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.04	24.32	25.68	27.11	28.62
BI-WEEKLY	1,843.20	1,945.60	2,054.40	2,168.80	2,289.60
MONTHLY	4,008.96	4,231.68	4,468.32	4,717.14	4,979.88
ANNUAL	48,107.52	50,780.16	53,619.84	56,605.68	59,758.56

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RANGE: 2342

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.42	24.73	26.11	27.57	29.11
BI-WEEKLY	1,873.60	1,978.40	2,088.80	2,205.60	2,328.80
MONTHLY	4,075.08	4,303.02	4,543.14	4,797.18	5,065.14
ANNUAL	48,900.96	51,636.24	54,517.68	57,566.16	60,781.68

RANGE: 2357

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.57	24.88	26.27	27.73	29.28
BI-WEEKLY	1,885.60	1,990.40	2,101.60	2,218.40	2,342.40
MONTHLY	4,101.18	4,329.12	4,570.98	4,825.02	5,094.72
ANNUAL	49,214.16	51,949.44	54,851.76	57,900.24	61,136.64

RANGE: 2386

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.86	25.19	26.59	28.07	29.64
BI-WEEKLY	1,908.80	2,015.20	2,127.20	2,245.60	2,371.20
MONTHLY	4,151.64	4,383.06	4,626.66	4,884.18	5,157.36
ANNUAL	49,819.68	52,596.72	55,519.92	58,610.16	61,888.32

RANGE: 2395

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.95	25.29	26.70	28.19	29.76
BI-WEEKLY	1,916.00	2,023.20	2,136.00	2,255.20	2,380.80
MONTHLY	4,167.30	4,400.46	4,645.80	4,905.06	5,178.24
ANNUAL	50,007.60	52,805.52	55,749.60	58,860.72	62,138.88

RANGE: 2396

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.96	25.30	26.71	28.20	29.77
BI-WEEKLY	1,916.80	2,024.00	2,136.80	2,256.00	2,381.60
MONTHLY	4,169.04	4,402.20	4,647.54	4,906.80	5,179.98
ANNUAL	50,028.48	52,826.40	55,770.48	58,881.60	62,159.76

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RANGE: 2412

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.12	25.46	26.88	28.38	29.96
BI-WEEKLY	1,929.60	2,036.80	2,150.40	2,270.40	2,396.80
MONTHLY	4,196.88	4,430.04	4,677.12	4,938.12	5,213.04
ANNUAL	50,362.56	53,160.48	56,125.44	59,257.44	62,556.48

RANGE: 2416

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.16	25.51	26.93	28.43	30.02
BI-WEEKLY	1,932.80	2,040.80	2,154.40	2,274.40	2,401.60
MONTHLY	4,203.84	4,438.74	4,685.82	4,946.82	5,223.48
ANNUAL	50,446.08	53,264.88	56,229.84	59,361.84	62,681.76

RANGE: 2460

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.60	25.97	27.42	28.95	30.56
BI-WEEKLY	1,968.00	2,077.60	2,193.60	2,316.00	2,444.80
MONTHLY	4,280.40	4,518.78	4,771.08	5,037.30	5,317.44
ANNUAL	51,364.80	54,225.36	57,252.96	60,447.60	63,809.28

RANGE: 2502

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.02	26.42	27.89	29.45	31.09
BI-WEEKLY	2,001.60	2,113.60	2,231.20	2,356.00	2,487.20
MONTHLY	4,353.48	4,597.08	4,852.86	5,124.30	5,409.66
ANNUAL	52,241.76	55,164.96	58,234.32	61,491.60	64,915.92

RANGE: 2596

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.96	27.41	28.94	30.55	32.25
BI-WEEKLY	2,076.80	2,192.80	2,315.20	2,444.00	2,580.00
MONTHLY	4,517.04	4,769.34	5,035.56	5,315.70	5,611.50
ANNUAL	54,204.48	57,232.08	60,426.72	63,788.40	67,338.00

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RANGE: 2607

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.07	27.52	29.05	30.67	32.38
BI-WEEKLY	2,085.60	2,201.60	2,324.00	2,453.60	2,590.40
MONTHLY	4,536.18	4,788.48	5,054.70	5,336.58	5,634.12
ANNUAL	54,434.16	57,461.76	60,656.40	64,038.96	67,609.44

RANGE: 2614

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.14	27.60	29.14	30.76	32.48
BI-WEEKLY	2,091.20	2,208.00	2,331.20	2,460.80	2,598.40
MONTHLY	4,548.36	4,802.40	5,070.36	5,352.24	5,651.52
ANNUAL	54,580.32	57,628.80	60,844.32	64,226.88	67,818.24

RANGE: 2659

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.59	28.07	29.64	31.29	33.03
BI-WEEKLY	2,127.20	2,245.60	2,371.20	2,503.20	2,642.40
MONTHLY	4,626.66	4,884.18	5,157.36	5,444.46	5,747.22
ANNUAL	55,519.92	58,610.16	61,888.32	65,333.52	68,966.64

RANGE: 2677

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.77	28.26	29.84	31.50	33.26
BI-WEEKLY	2,141.60	2,260.80	2,387.20	2,520.00	2,660.80
MONTHLY	4,657.98	4,917.24	5,192.16	5,481.00	5,787.24
ANNUAL	55,895.76	59,006.88	62,305.92	65,772.00	69,446.88

RANGE: 2678

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.78	28.27	29.85	31.51	33.27
BI-WEEKLY	2,142.40	2,261.60	2,388.00	2,520.80	2,661.60
MONTHLY	4,659.72	4,918.98	5,193.90	5,482.74	5,788.98
ANNUAL	55,916.64	59,027.76	62,326.80	65,792.88	69,467.76

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RANGE: 2730

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.30	28.82	30.43	32.13	33.92
BI-WEEKLY	2,184.00	2,305.60	2,434.40	2,570.40	2,713.60
MONTHLY	4,750.20	5,014.68	5,294.82	5,590.62	5,902.08
ANNUAL	57,002.40	60,176.16	63,537.84	67,087.44	70,824.96

RANGE: 2738

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.38	28.91	30.52	32.22	34.02
BI-WEEKLY	2,190.40	2,312.80	2,441.60	2,577.60	2,721.60
MONTHLY	4,764.12	5,030.34	5,310.48	5,606.28	5,919.48
ANNUAL	57,169.44	60,364.08	63,725.76	67,275.36	71,033.76

RANGE: 2751

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.51	29.04	30.66	32.37	34.17
BI-WEEKLY	2,200.80	2,323.20	2,452.80	2,589.60	2,733.60
MONTHLY	4,786.74	5,052.96	5,334.84	5,632.38	5,945.58
ANNUAL	57,440.88	60,635.52	64,018.08	67,588.56	71,346.96

RANGE: 2815

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.15	29.72	31.38	33.13	34.98
BI-WEEKLY	2,252.00	2,377.60	2,510.40	2,650.40	2,798.40
MONTHLY	4,898.10	5,171.28	5,460.12	5,764.62	6,086.52
ANNUAL	58,777.20	62,055.36	65,521.44	69,175.44	73,038.24

RANGE: 2821

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.21	29.78	31.44	33.19	35.04
BI-WEEKLY	2,256.80	2,382.40	2,515.20	2,655.20	2,803.20
MONTHLY	4,908.54	5,181.72	5,470.56	5,775.06	6,096.96
ANNUAL	58,902.48	62,180.64	65,646.72	69,300.72	73,163.52

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RANGE: 2823

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.23	29.80	31.46	33.21	35.06
BI-WEEKLY	2,258.40	2,384.00	2,516.80	2,656.80	2,804.80
MONTHLY	4,912.02	5,185.20	5,474.04	5,778.54	6,100.44
ANNUAL	58,944.24	62,222.40	65,688.48	69,342.48	73,205.28

RANGE: 2827

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.27	29.85	31.51	33.27	35.13
BI-WEEKLY	2,261.60	2,388.00	2,520.80	2,661.60	2,810.40
MONTHLY	4,918.98	5,193.90	5,482.74	5,788.98	6,112.62
ANNUAL	59,027.76	62,326.80	65,792.88	69,467.76	73,351.44

RANGE: 2835

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.35	29.93	31.60	33.36	35.22
BI-WEEKLY	2,268.00	2,394.40	2,528.00	2,668.80	2,817.60
MONTHLY	4,932.90	5,207.82	5,498.40	5,804.64	6,128.28
ANNUAL	59,194.80	62,493.84	65,980.80	69,655.68	73,539.36

RANGE: 2903

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.03	30.65	32.36	34.16	36.06
BI-WEEKLY	2,322.40	2,452.00	2,588.80	2,732.80	2,884.80
MONTHLY	5,051.22	5,333.10	5,630.64	5,943.84	6,274.44
ANNUAL	60,614.64	63,997.20	67,567.68	71,326.08	75,293.28

RANGE: 2905

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.05	30.67	32.38	34.19	36.10
BI-WEEKLY	2,324.00	2,453.60	2,590.40	2,735.20	2,888.00
MONTHLY	5,054.70	5,336.58	5,634.12	5,949.06	6,281.40
ANNUAL	60,656.40	64,038.96	67,609.44	71,388.72	75,376.80

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RANGE: 2931

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.31	30.94	32.67	34.49	36.41
BI-WEEKLY	2,344.80	2,475.20	2,613.60	2,759.20	2,912.80
MONTHLY	5,099.94	5,383.56	5,684.58	6,001.26	6,335.34
ANNUAL	61,199.28	64,602.72	68,214.96	72,015.12	76,024.08

RANGE: 2969

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.69	31.35	33.10	34.95	36.90
BI-WEEKLY	2,375.20	2,508.00	2,648.00	2,796.00	2,952.00
MONTHLY	5,166.06	5,454.90	5,759.40	6,081.30	6,420.60
ANNUAL	61,992.72	65,458.80	69,112.80	72,975.60	77,047.20

RANGE: 2987

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.87	31.54	33.30	35.16	37.12
BI-WEEKLY	2,389.60	2,523.20	2,664.00	2,812.80	2,969.60
MONTHLY	5,197.38	5,487.96	5,794.20	6,117.84	6,458.88
ANNUAL	62,368.56	65,855.52	69,530.40	73,414.08	77,506.56

RANGE: 3066

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.66	32.37	34.17	36.08	38.09
BI-WEEKLY	2,452.80	2,589.60	2,733.60	2,886.40	3,047.20
MONTHLY	5,334.84	5,632.38	5,945.58	6,277.92	6,627.66
ANNUAL	64,018.08	67,588.56	71,346.96	75,335.04	79,531.92

RANGE: 3138

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.38	33.13	34.98	36.93	38.99
BI-WEEKLY	2,510.40	2,650.40	2,798.40	2,954.40	3,119.20
MONTHLY	5,460.12	5,764.62	6,086.52	6,425.82	6,784.26
ANNUAL	65,521.44	69,175.44	73,038.24	77,109.84	81,411.12

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RANGE: 3168

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.68	33.45	35.32	37.29	39.37
BI-WEEKLY	2,534.40	2,676.00	2,825.60	2,983.20	3,149.60
MONTHLY	5,512.32	5,820.30	6,145.68	6,488.46	6,850.38
ANNUAL	66,147.84	69,843.60	73,748.16	77,861.52	82,204.56

RANGE: 3245

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.45	34.26	36.17	38.19	40.32
BI-WEEKLY	2,596.00	2,740.80	2,893.60	3,055.20	3,225.60
MONTHLY	5,646.30	5,961.24	6,293.58	6,645.06	7,015.68
ANNUAL	67,755.60	71,534.88	75,522.96	79,740.72	84,188.16

RANGE: 3267

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.67	34.49	36.41	38.44	40.58
BI-WEEKLY	2,613.60	2,759.20	2,912.80	3,075.20	3,246.40
MONTHLY	5,684.58	6,001.26	6,335.34	6,688.56	7,060.92
ANNUAL	68,214.96	72,015.12	76,024.08	80,262.72	84,731.04

RANGE: 3280

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.80	34.63	36.56	38.60	40.75
BI-WEEKLY	2,624.00	2,770.40	2,924.80	3,088.00	3,260.00
MONTHLY	5,707.20	6,025.62	6,361.44	6,716.40	7,090.50
ANNUAL	68,486.40	72,307.44	76,337.28	80,596.80	85,086.00

RANGE: 3361

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.61	35.48	37.46	39.55	41.76
BI-WEEKLY	2,688.80	2,838.40	2,996.80	3,164.00	3,340.80
MONTHLY	5,848.14	6,173.52	6,518.04	6,881.70	7,266.24
ANNUAL	70,177.68	74,082.24	78,216.48	82,580.40	87,194.88

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RANGE: 3507

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.07	37.03	39.09	41.27	43.57
BI-WEEKLY	2,805.60	2,962.40	3,127.20	3,301.60	3,485.60
MONTHLY	6,102.18	6,443.22	6,801.66	7,180.98	7,581.18
ANNUAL	73,226.16	77,318.64	81,619.92	86,171.76	90,974.16

RANGE: 3568

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.68	37.67	39.77	41.99	44.33
BI-WEEKLY	2,854.40	3,013.60	3,181.60	3,359.20	3,546.40
MONTHLY	6,208.32	6,554.58	6,919.98	7,306.26	7,713.42
ANNUAL	74,499.84	78,654.96	83,039.76	87,675.12	92,561.04

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,245.60	28.07	2,245.60	4,884.18	58,610.16

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,260.00	28.25	2,260.00	4,915.50	58,986.00

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,430.40	30.38	2,430.40	5,286.12	63,433.44

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,437.60	30.47	2,437.60	5,301.78	63,621.36

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,497.24	31.22	2,497.24	5,431.49	65,177.96

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	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,530.40	31.63	2,530.40	5,503.62	66,043.44
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,605.60	32.57	2,605.60	5,667.18	68,006.16
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,673.60	33.42	2,673.60	5,815.08	69,780.96
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,727.20	34.09	2,727.20	5,931.66	71,179.92
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,762.40	34.53	2,762.40	6,008.22	72,098.64
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,896.77	36.21	2,896.77	6,300.47	75,605.69
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,905.60	36.32	2,905.60	6,319.68	75,836.16
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,916.80	36.46	2,916.80	6,344.04	76,128.48

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	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 3,164.00	39.55	3,164.00	6,881.70	82,580.40
BI-WEEKLY RANGE: 3,353.60	41.92	3,353.60	7,294.08	87,528.96

APPENDIX B

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3336 1	Airport Maintenance Supervisor I	2731	57,023-	70,846
3336 2	Airport Maintenance Supervisor II	2884	60,217-	74,813
3336 3	Airport Maintenance Supervisor III	2965	61,909-	76,922
4313	Animal Care Technician Supervisor	1882	39,296-	48,838
4145	Asphalt Plant Supervisor	2961	61,825-	76,797
3706 F	Auto Body Repair Supervisor I	2,290.40 BW		
3706 G	Auto Body Repair Supervisor I	2,486.40 BW		
3706 M	Auto Body Repair Supervisor II	2,817.60 BW		
3706 2	Auto Body Repair Supervisor II	2,580.80 BW		
3595 1	Automotive Dispatcher I	1667	34,806-	43,242
3595 2	Automotive Dispatcher II	1999	41,739-	51,845
3714	Automotive Supervisor	2,580.80 BW		
3714 6	Automotive Supervisor	2,817.60 BW		
3714 A	Automotive Supervisor - Airport	2,657.60 BW		
3338	Building Repair Supervisor	2965 (3)	69,008-	76,922
3589	Bus Operator Supervisor	2245	46,875-	58,234
3140	Camp Manager	1882	39,296-	48,838
3182 A	Chief Custodian Supervisor - Airport	2263	47,251-	58,694
3182 1	Chief Custodian Supervisor I	2051	42,824-	53,202
3182 2	Chief Custodian Supervisor II	2177	45,455-	56,460
3187 1	Chief Security Officer I	2268	47,355-	58,819
3187 2	Chief Security Officer II	2445	51,051-	63,413
3800 1	Communications Cable Supervisor I	2553 (3)	59,404-	66,210
3800 2	Communications Cable Supervisor II	2712 (3)	63,120-	70,366
3800 3	Communications Cable Supervisor III	2873 (3)	66,858-	74,542
3543	Construction Equipment Service Supervisor	1882	39,296-	48,838
3176	Custodian Supervisor	1505	31,424-	39,066
3176 A	Custodian Supervisor-Airport	1681	35,099-	43,597
4320	District Supervisor - Animal Regulation	3128	65,312-	81,119
3814	Electrical Conduit Supervisor	2051 (3)	47,732-	53,202
2352	Equestrian Facilities Supervisor	2465	51,469-	63,935
3746	Equipment Repair Supervisor	2,727.20 BW		
3746 6	Equipment Repair Supervisor	2,964.00 BW		
3527	Equipment Supervisor	2807 (4)	68,967-	72,809
3527 6	Equipment Supervisor	3048 (4)	74,876-	79,052
3527 H	Equipment Supervisor - Harbor	2877	60,071-	74,625
3169 1	Event Supervisor I	2061	43,033-	53,453
3169 2	Event Supervisor II	2245	46,875-	58,234
3718	General Automotive Supervisor	3,420.80 BW		
3178	Head Custodian Supervisor	1854	38,711-	48,087
3178 A	Head Custodian Supervisor - Airport	1964	41,008-	50,968
3749 1	Helicopter Mechanic Supervisor I	2,954.71 BW		
3749 2	Helicopter Mechanic Supervisor II	3233	67,505-	83,854
3126	Labor Supervisor	1882	39,296-	48,838
3126 6	Labor Supervisor	2049	42,783-	53,140
4280 1	Lot Cleaning Supervisor I	2793 (4)	68,633-	72,454
4280 2	Lot Cleaning Supervisor II	2961 (4)	72,746-	76,797
3766	Machinist Supervisor	2,781.60 BW		
3766 H	Machinist Supervisor - Harbor	3310	69,112-	85,879

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CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
3766 1	Machinist Supervisor I	2,479.20 BW		
3766 2	Machinist Supervisor II	2,781.60 BW		
3145	Park Maintenance Supervisor	2112	44,098-	54,789
3145 6	Park Maintenance Supervisor	2169	45,288-	56,272
3145 A	Park Maintenance Supervisor - Airport	2112	44,098-	54,789
9170 1	Parking Manager I	2891	60,364-	75,001
9170 2	Parking Manager II	3345	69,843-	86,798
3757 1	Parking Meter Technician Supervisor I	2172	45,351-	56,355
3757 2	Parking Meter Technician Supervisor II	2341	48,880-	60,761
3537	Parking Services Supervisor	1999	41,739-	51,845
3710 1	Police Fleet Services Supervisor I	2,305.60 BW		
3710 2	Police Fleet Services Supervisor II	2,727.20 BW		
4312	Principal Animal Keeper	2195	45,831-	56,919
3215	Principal Detention Officer	2460	51,364-	63,809
3210	Principal Property Officer	2390	49,903-	62,014
3200	Principal Security Officer	2051	42,824-	53,202
3198	Principal Special Officer - GSD	3577	74,687-	92,791
1839	Principal Storekeeper	2879	60,113-	74,688
1496	Printing Services Supervisor	2965	61,909-	76,922
4101	Refuse Collection Supervisor	2989	62,410-	77,548
4100	Refuse Field Crew Instructor	2325	48,546-	60,343
4316 1	Senior Animal Control Officer I	2103	43,910-	54,559
4316 2	Senior Animal Control Officer II	2321	48,462-	60,197
4305	Senior Animal Keeper	2021	42,198-	52,451
3716	Senior Automotive Supervisor	2,975.20 BW		
3716 6	Senior Automotive Supervisor	3,227.20 BW		
3212	Senior Detention Officer	2135	44,578-	55,395
3533	Senior Garage Attendant	1669	34,848-	43,305
1967 1	Senior Park Ranger I	2404	50,195-	62,369
1967 2	Senior Park Ranger II	2659	55,519-	68,967
3529 1	Senior Parking Attendant I	1497	31,257-	38,816
3529 2	Senior Parking Attendant II	1676	34,994-	43,472
3209	Senior Property Officer	2126	44,390-	55,165
3184	Senior Security Officer	1836	38,335-	47,606
3185	Senior Special Officer - GSD	3030	63,266-	78,592
1837	Senior Storekeeper	2166	45,226-	56,209
1837 M	Senior Storekeeper	2350	49,068-	60,949
3429	Senior Traffic Paint & Sign Supervisor	2508	52,367-	65,083
3218 1	Senior Traffic Supervisor I	2172	45,351-	56,355
3218 2	Senior Traffic Supervisor II	2433	50,801-	63,120
3218 3	Senior Traffic Supervisor III	2732	57,044-	70,867
4102	Solid Resources Superintendent	3640	76,003-	94,419
4108 1	Solid Waste Disposal Superintendent I	3331	69,551-	86,422
4108 2	Solid Waste Disposal Superintendent II	3640	76,003-	94,419
1866	Stores Supervisor	3429	71,597-	88,949
4152 1	Street Services Supervisor I	2793 (4)	68,633-	72,454
4152 2	Street Services Supervisor II	2961 (4)	72,746-	76,797
3732	Tire Repair Supervisor	1836 (3)	42,720-	47,606
3732 6	Tire Repair Supervisor	1988 (3)	46,270-	51,574

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<u>CLASS CODE</u>		<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
3430	1	Traffic Marking & Sign Superintendent I	2336	48,775-	60,573
3430	2	Traffic Marking & Sign Superintendent II	2785	58,150-	72,245
3430	3	Traffic Marking & Sign Superintendent III	3202	66,857-	83,082
3117	1	Tree Surgeon Supervisor I	2444	51,030-	63,392
3117	2	Tree Surgeon Supervisor II	2666	55,666-	69,175
4113		Wastewater Collection Supervisor	2793	58,317-	72,454
3798		Welder Supervisor	2,781.60 BW		
3798	1	Welder Supervisor I	2,547.18 BW		
3798	2	Welder Supervisor II	2,781.60 BW		
3177		Window Cleaner Supervisor	1836	38,335-	47,606
3177	A	Window Cleaner Supervisor - Airport	2010	41,968-	52,137

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RANGE: 1497

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	14.97	15.80	16.68	17.61	18.59
BI-WEEKLY	1,197.60	1,264.00	1,334.40	1,408.80	1,487.20
MONTHLY	2,604.78	2,749.20	2,902.32	3,064.14	3,234.66
ANNUAL	31,257.36	32,990.40	34,827.84	36,769.68	38,815.92

RANGE: 1505

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	15.05	15.89	16.78	17.72	18.71
BI-WEEKLY	1,204.00	1,271.20	1,342.40	1,417.60	1,496.80
MONTHLY	2,618.70	2,764.86	2,919.72	3,083.28	3,255.54
ANNUAL	31,424.40	33,178.32	35,036.64	36,999.36	39,066.48

RANGE: 1667

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.67	17.60	18.58	19.62	20.71
BI-WEEKLY	1,333.60	1,408.00	1,486.40	1,569.60	1,656.80
MONTHLY	2,900.58	3,062.40	3,232.92	3,413.88	3,603.54
ANNUAL	34,806.96	36,748.80	38,795.04	40,966.56	43,242.48

RANGE: 1669

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.69	17.62	18.60	19.64	20.74
BI-WEEKLY	1,335.20	1,409.60	1,488.00	1,571.20	1,659.20
MONTHLY	2,904.06	3,065.88	3,236.40	3,417.36	3,608.76
ANNUAL	34,848.72	36,790.56	38,836.80	41,008.32	43,305.12

RANGE: 1676

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.76	17.69	18.68	19.72	20.82
BI-WEEKLY	1,340.80	1,415.20	1,494.40	1,577.60	1,665.60
MONTHLY	2,916.24	3,078.06	3,250.32	3,431.28	3,622.68
ANNUAL	34,994.88	36,936.72	39,003.84	41,175.36	43,472.16

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RANGE: 1681

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.81	17.75	18.74	19.78	20.88
BI-WEEKLY	1,344.80	1,420.00	1,499.20	1,582.40	1,670.40
MONTHLY	2,924.94	3,088.50	3,260.76	3,441.72	3,633.12
ANNUAL	35,099.28	37,062.00	39,129.12	41,300.64	43,597.44

RANGE: 1836

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.36	19.38	20.46	21.60	22.80
BI-WEEKLY	1,468.80	1,550.40	1,636.80	1,728.00	1,824.00
MONTHLY	3,194.64	3,372.12	3,560.04	3,758.40	3,967.20
ANNUAL	38,335.68	40,465.44	42,720.48	45,100.80	47,606.40

RANGE: 1854

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.54	19.57	20.66	21.81	23.03
BI-WEEKLY	1,483.20	1,565.60	1,652.80	1,744.80	1,842.40
MONTHLY	3,225.96	3,405.18	3,594.84	3,794.94	4,007.22
ANNUAL	38,711.52	40,862.16	43,138.08	45,539.28	48,086.64

RANGE: 1882

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.82	19.87	20.98	22.15	23.39
BI-WEEKLY	1,505.60	1,589.60	1,678.40	1,772.00	1,871.20
MONTHLY	3,274.68	3,457.38	3,650.52	3,854.10	4,069.86
ANNUAL	39,296.16	41,488.56	43,806.24	46,249.20	48,838.32

RANGE: 1964

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.64	20.74	21.90	23.12	24.41
BI-WEEKLY	1,571.20	1,659.20	1,752.00	1,849.60	1,952.80
MONTHLY	3,417.36	3,608.76	3,810.60	4,022.88	4,247.34
ANNUAL	41,008.32	43,305.12	45,727.20	48,274.56	50,968.08

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Operative on July 1, 2005

RANGE: 1988

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.88	20.99	22.16	23.40	24.70
BI-WEEKLY	1,590.40	1,679.20	1,772.80	1,872.00	1,976.00
MONTHLY	3,459.12	3,652.26	3,855.84	4,071.60	4,297.80
ANNUAL	41,509.44	43,827.12	46,270.08	48,859.20	51,573.60

RANGE: 1999

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.99	21.10	22.28	23.52	24.83
BI-WEEKLY	1,599.20	1,688.00	1,782.40	1,881.60	1,986.40
MONTHLY	3,478.26	3,671.40	3,876.72	4,092.48	4,320.42
ANNUAL	41,739.12	44,056.80	46,520.64	49,109.76	51,845.04

RANGE: 2010

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.10	21.22	22.40	23.65	24.97
BI-WEEKLY	1,608.00	1,697.60	1,792.00	1,892.00	1,997.60
MONTHLY	3,497.40	3,692.28	3,897.60	4,115.10	4,344.78
ANNUAL	41,968.80	44,307.36	46,771.20	49,381.20	52,137.36

RANGE: 2021

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.21	21.34	22.53	23.79	25.12
BI-WEEKLY	1,616.80	1,707.20	1,802.40	1,903.20	2,009.60
MONTHLY	3,516.54	3,713.16	3,920.22	4,139.46	4,370.88
ANNUAL	42,198.48	44,557.92	47,042.64	49,673.52	52,450.56

RANGE: 2049

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.49	21.63	22.84	24.11	25.45
BI-WEEKLY	1,639.20	1,730.40	1,827.20	1,928.80	2,036.00
MONTHLY	3,565.26	3,763.62	3,974.16	4,195.14	4,428.30
ANNUAL	42,783.12	45,163.44	47,689.92	50,341.68	53,139.60

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RANGE: 2051

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.51	21.65	22.86	24.13	25.48
BI-WEEKLY	1,640.80	1,732.00	1,828.80	1,930.40	2,038.40
MONTHLY	3,568.74	3,767.10	3,977.64	4,198.62	4,433.52
ANNUAL	42,824.88	45,205.20	47,731.68	50,383.44	53,202.24

RANGE: 2061

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.61	21.76	22.97	24.25	25.60
BI-WEEKLY	1,648.80	1,740.80	1,837.60	1,940.00	2,048.00
MONTHLY	3,586.14	3,786.24	3,996.78	4,219.50	4,454.40
ANNUAL	43,033.68	45,434.88	47,961.36	50,634.00	53,452.80

RANGE: 2103

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.03	22.20	23.44	24.75	26.13
BI-WEEKLY	1,682.40	1,776.00	1,875.20	1,980.00	2,090.40
MONTHLY	3,659.22	3,862.80	4,078.56	4,306.50	4,546.62
ANNUAL	43,910.64	46,353.60	48,942.72	51,678.00	54,559.44

RANGE: 2112

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.12	22.30	23.54	24.85	26.24
BI-WEEKLY	1,689.60	1,784.00	1,883.20	1,988.00	2,099.20
MONTHLY	3,674.88	3,880.20	4,095.96	4,323.90	4,565.76
ANNUAL	44,098.56	46,562.40	49,151.52	51,886.80	54,789.12

RANGE: 2126

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.26	22.45	23.70	25.02	26.42
BI-WEEKLY	1,700.80	1,796.00	1,896.00	2,001.60	2,113.60
MONTHLY	3,699.24	3,906.30	4,123.80	4,353.48	4,597.08
ANNUAL	44,390.88	46,875.60	49,485.60	52,241.76	55,164.96

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RANGE: 2135

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.35	22.54	23.80	25.13	26.53
BI-WEEKLY	1,708.00	1,803.20	1,904.00	2,010.40	2,122.40
MONTHLY	3,714.90	3,921.96	4,141.20	4,372.62	4,616.22
ANNUAL	44,578.80	47,063.52	49,694.40	52,471.44	55,394.64

RANGE: 2166

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.66	22.87	24.15	25.50	26.92
BI-WEEKLY	1,732.80	1,829.60	1,932.00	2,040.00	2,153.60
MONTHLY	3,768.84	3,979.38	4,202.10	4,437.00	4,684.08
ANNUAL	45,226.08	47,752.56	50,425.20	53,244.00	56,208.96

RANGE: 2169

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.69	22.90	24.18	25.53	26.95
BI-WEEKLY	1,735.20	1,832.00	1,934.40	2,042.40	2,156.00
MONTHLY	3,774.06	3,984.60	4,207.32	4,442.22	4,689.30
ANNUAL	45,288.72	47,815.20	50,487.84	53,306.64	56,271.60

RANGE: 2172

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.72	22.93	24.21	25.56	26.99
BI-WEEKLY	1,737.60	1,834.40	1,936.80	2,044.80	2,159.20
MONTHLY	3,779.28	3,989.82	4,212.54	4,447.44	4,696.26
ANNUAL	45,351.36	47,877.84	50,550.48	53,369.28	56,355.12

RANGE: 2177

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.77	22.98	24.26	25.61	27.04
BI-WEEKLY	1,741.60	1,838.40	1,940.80	2,048.80	2,163.20
MONTHLY	3,787.98	3,998.52	4,221.24	4,456.14	4,704.96
ANNUAL	45,455.76	47,982.24	50,654.88	53,473.68	56,459.52

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RANGE: 2195

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.95	23.17	24.46	25.82	27.26
BI-WEEKLY	1,756.00	1,853.60	1,956.80	2,065.60	2,180.80
MONTHLY	3,819.30	4,031.58	4,256.04	4,492.68	4,743.24
ANNUAL	45,831.60	48,378.96	51,072.48	53,912.16	56,918.88

RANGE: 2245

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.45	23.70	25.02	26.42	27.89
BI-WEEKLY	1,796.00	1,896.00	2,001.60	2,113.60	2,231.20
MONTHLY	3,906.30	4,123.80	4,353.48	4,597.08	4,852.86
ANNUAL	46,875.60	49,485.60	52,241.76	55,164.96	58,234.32

RANGE: 2263

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.63	23.89	25.22	26.63	28.11
BI-WEEKLY	1,810.40	1,911.20	2,017.60	2,130.40	2,248.80
MONTHLY	3,937.62	4,156.86	4,388.28	4,633.62	4,891.14
ANNUAL	47,251.44	49,882.32	52,659.36	55,603.44	58,693.68

RANGE: 2268

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.68	23.94	25.27	26.68	28.17
BI-WEEKLY	1,814.40	1,915.20	2,021.60	2,134.40	2,253.60
MONTHLY	3,946.32	4,165.56	4,396.98	4,642.32	4,901.58
ANNUAL	47,355.84	49,986.72	52,763.76	55,707.84	58,818.96

RANGE: 2321

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.21	24.50	25.87	27.31	28.83
BI-WEEKLY	1,856.80	1,960.00	2,069.60	2,184.80	2,306.40
MONTHLY	4,038.54	4,263.00	4,501.38	4,751.94	5,016.42
ANNUAL	48,462.48	51,156.00	54,016.56	57,023.28	60,197.04

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RANGE: 2325

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.25	24.55	25.92	27.37	28.90
BI-WEEKLY	1,860.00	1,964.00	2,073.60	2,189.60	2,312.00
MONTHLY	4,045.50	4,271.70	4,510.08	4,762.38	5,028.60
ANNUAL	48,546.00	51,260.40	54,120.96	57,148.56	60,343.20

RANGE: 2336

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.36	24.66	26.03	27.48	29.01
BI-WEEKLY	1,868.80	1,972.80	2,082.40	2,198.40	2,320.80
MONTHLY	4,064.64	4,290.84	4,529.22	4,781.52	5,047.74
ANNUAL	48,775.68	51,490.08	54,350.64	57,378.24	60,572.88

RANGE: 2341

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.41	24.72	26.10	27.56	29.10
BI-WEEKLY	1,872.80	1,977.60	2,088.00	2,204.80	2,328.00
MONTHLY	4,073.34	4,301.28	4,541.40	4,795.44	5,063.40
ANNUAL	48,880.08	51,615.36	54,496.80	57,545.28	60,760.80

RANGE: 2350

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.50	24.81	26.19	27.65	29.19
BI-WEEKLY	1,880.00	1,984.80	2,095.20	2,212.00	2,335.20
MONTHLY	4,089.00	4,316.94	4,557.06	4,811.10	5,079.06
ANNUAL	49,068.00	51,803.28	54,684.72	57,733.20	60,948.72

RANGE: 2390

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.90	25.23	26.64	28.13	29.70
BI-WEEKLY	1,912.00	2,018.40	2,131.20	2,250.40	2,376.00
MONTHLY	4,158.60	4,390.02	4,635.36	4,894.62	5,167.80
ANNUAL	49,903.20	52,680.24	55,624.32	58,735.44	62,013.60

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RANGE: 2404

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.04	25.38	26.80	28.29	29.87
BI-WEEKLY	1,923.20	2,030.40	2,144.00	2,263.20	2,389.60
MONTHLY	4,182.96	4,416.12	4,663.20	4,922.46	5,197.38
ANNUAL	50,195.52	52,993.44	55,958.40	59,069.52	62,368.56

RANGE: 2433

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.33	25.69	27.12	28.63	30.23
BI-WEEKLY	1,946.40	2,055.20	2,169.60	2,290.40	2,418.40
MONTHLY	4,233.42	4,470.06	4,718.88	4,981.62	5,260.02
ANNUAL	50,801.04	53,640.72	56,626.56	59,779.44	63,120.24

RANGE: 2444

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.44	25.80	27.24	28.76	30.36
BI-WEEKLY	1,955.20	2,064.00	2,179.20	2,300.80	2,428.80
MONTHLY	4,252.56	4,489.20	4,739.76	5,004.24	5,282.64
ANNUAL	51,030.72	53,870.40	56,877.12	60,050.88	63,391.68

RANGE: 2445

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.45	25.81	27.25	28.77	30.37
BI-WEEKLY	1,956.00	2,064.80	2,180.00	2,301.60	2,429.60
MONTHLY	4,254.30	4,490.94	4,741.50	5,005.98	5,284.38
ANNUAL	51,051.60	53,891.28	56,898.00	60,071.76	63,412.56

RANGE: 2460

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.60	25.97	27.42	28.95	30.56
BI-WEEKLY	1,968.00	2,077.60	2,193.60	2,316.00	2,444.80
MONTHLY	4,280.40	4,518.78	4,771.08	5,037.30	5,317.44
ANNUAL	51,364.80	54,225.36	57,252.96	60,447.60	63,809.28

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RANGE: 2465

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.65	26.02	27.47	29.00	30.62
BI-WEEKLY	1,972.00	2,081.60	2,197.60	2,320.00	2,449.60
MONTHLY	4,289.10	4,527.48	4,779.78	5,046.00	5,327.88
ANNUAL	51,469.20	54,329.76	57,357.36	60,552.00	63,934.56

RANGE: 2508

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.08	26.48	27.96	29.52	31.17
BI-WEEKLY	2,006.40	2,118.40	2,236.80	2,361.60	2,493.60
MONTHLY	4,363.92	4,607.52	4,865.04	5,136.48	5,423.58
ANNUAL	52,367.04	55,290.24	58,380.48	61,637.76	65,082.96

RANGE: 2553

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.53	26.95	28.45	30.04	31.71
BI-WEEKLY	2,042.40	2,156.00	2,276.00	2,403.20	2,536.80
MONTHLY	4,442.22	4,689.30	4,950.30	5,226.96	5,517.54
ANNUAL	53,306.64	56,271.60	59,403.60	62,723.52	66,210.48

RANGE: 2659

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.59	28.07	29.64	31.29	33.03
BI-WEEKLY	2,127.20	2,245.60	2,371.20	2,503.20	2,642.40
MONTHLY	4,626.66	4,884.18	5,157.36	5,444.46	5,747.22
ANNUAL	55,519.92	58,610.16	61,888.32	65,333.52	68,966.64

RANGE: 2666

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.66	28.15	29.72	31.38	33.13
BI-WEEKLY	2,132.80	2,252.00	2,377.60	2,510.40	2,650.40
MONTHLY	4,638.84	4,898.10	5,171.28	5,460.12	5,764.62
ANNUAL	55,666.08	58,777.20	62,055.36	65,521.44	69,175.44

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RANGE: 2712

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.12	28.63	30.23	31.92	33.70
BI-WEEKLY	2,169.60	2,290.40	2,418.40	2,553.60	2,696.00
MONTHLY	4,718.88	4,981.62	5,260.02	5,554.08	5,863.80
ANNUAL	56,626.56	59,779.44	63,120.24	66,648.96	70,365.60

RANGE: 2731

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.31	28.83	30.44	32.14	33.93
BI-WEEKLY	2,184.80	2,306.40	2,435.20	2,571.20	2,714.40
MONTHLY	4,751.94	5,016.42	5,296.56	5,592.36	5,903.82
ANNUAL	57,023.28	60,197.04	63,558.72	67,108.32	70,845.84

RANGE: 2732

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.32	28.84	30.45	32.15	33.94
BI-WEEKLY	2,185.60	2,307.20	2,436.00	2,572.00	2,715.20
MONTHLY	4,753.68	5,018.16	5,298.30	5,594.10	5,905.56
ANNUAL	57,044.16	60,217.92	63,579.60	67,129.20	70,866.72

RANGE: 2785

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.85	29.40	31.04	32.77	34.60
BI-WEEKLY	2,228.00	2,352.00	2,483.20	2,621.60	2,768.00
MONTHLY	4,845.90	5,115.60	5,400.96	5,701.98	6,020.40
ANNUAL	58,150.80	61,387.20	64,811.52	68,423.76	72,244.80

RANGE: 2793

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.93	29.49	31.13	32.87	34.70
BI-WEEKLY	2,234.40	2,359.20	2,490.40	2,629.60	2,776.00
MONTHLY	4,859.82	5,131.26	5,416.62	5,719.38	6,037.80
ANNUAL	58,317.84	61,575.12	64,999.44	68,632.56	72,453.60

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RANGE: 2807

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.07	29.64	31.29	33.03	34.87
BI-WEEKLY	2,245.60	2,371.20	2,503.20	2,642.40	2,789.60
MONTHLY	4,884.18	5,157.36	5,444.46	5,747.22	6,067.38
ANNUAL	58,610.16	61,888.32	65,333.52	68,966.64	72,808.56

RANGE: 2873

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.73	30.33	32.02	33.81	35.70
BI-WEEKLY	2,298.40	2,426.40	2,561.60	2,704.80	2,856.00
MONTHLY	4,999.02	5,277.42	5,571.48	5,882.94	6,211.80
ANNUAL	59,988.24	63,329.04	66,857.76	70,595.28	74,541.60

RANGE: 2877

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.77	30.37	32.06	33.85	35.74
BI-WEEKLY	2,301.60	2,429.60	2,564.80	2,708.00	2,859.20
MONTHLY	5,005.98	5,284.38	5,578.44	5,889.90	6,218.76
ANNUAL	60,071.76	63,412.56	66,941.28	70,678.80	74,625.12

RANGE: 2879

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.79	30.40	32.09	33.88	35.77
BI-WEEKLY	2,303.20	2,432.00	2,567.20	2,710.40	2,861.60
MONTHLY	5,009.46	5,289.60	5,583.66	5,895.12	6,223.98
ANNUAL	60,113.52	63,475.20	67,003.92	70,741.44	74,687.76

RANGE: 2884

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.84	30.45	32.15	33.94	35.83
BI-WEEKLY	2,307.20	2,436.00	2,572.00	2,715.20	2,866.40
MONTHLY	5,018.16	5,298.30	5,594.10	5,905.56	6,234.42
ANNUAL	60,217.92	63,579.60	67,129.20	70,866.72	74,813.04

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RANGE: 2891

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.91	30.52	32.22	34.02	35.92
BI-WEEKLY	2,312.80	2,441.60	2,577.60	2,721.60	2,873.60
MONTHLY	5,030.34	5,310.48	5,606.28	5,919.48	6,250.08
ANNUAL	60,364.08	63,725.76	67,275.36	71,033.76	75,000.96

RANGE: 2961

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.61	31.26	33.00	34.84	36.78
BI-WEEKLY	2,368.80	2,500.80	2,640.00	2,787.20	2,942.40
MONTHLY	5,152.14	5,439.24	5,742.00	6,062.16	6,399.72
ANNUAL	61,825.68	65,270.88	68,904.00	72,745.92	76,796.64

RANGE: 2965

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.65	31.30	33.05	34.89	36.84
BI-WEEKLY	2,372.00	2,504.00	2,644.00	2,791.20	2,947.20
MONTHLY	5,159.10	5,446.20	5,750.70	6,070.86	6,410.16
ANNUAL	61,909.20	65,354.40	69,008.40	72,850.32	76,921.92

RANGE: 2989

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.89	31.56	33.32	35.18	37.14
BI-WEEKLY	2,391.20	2,524.80	2,665.60	2,814.40	2,971.20
MONTHLY	5,200.86	5,491.44	5,797.68	6,121.32	6,462.36
ANNUAL	62,410.32	65,897.28	69,572.16	73,455.84	77,548.32

RANGE: 3030

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.30	31.99	33.77	35.65	37.64
BI-WEEKLY	2,424.00	2,559.20	2,701.60	2,852.00	3,011.20
MONTHLY	5,272.20	5,566.26	5,875.98	6,203.10	6,549.36
ANNUAL	63,266.40	66,795.12	70,511.76	74,437.20	78,592.32

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RANGE: 3048

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.48	32.18	33.97	35.86	37.86
BI-WEEKLY	2,438.40	2,574.40	2,717.60	2,868.80	3,028.80
MONTHLY	5,303.52	5,599.32	5,910.78	6,239.64	6,587.64
ANNUAL	63,642.24	67,191.84	70,929.36	74,875.68	79,051.68

RANGE: 3128

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.28	33.02	34.86	36.80	38.85
BI-WEEKLY	2,502.40	2,641.60	2,788.80	2,944.00	3,108.00
MONTHLY	5,442.72	5,745.48	6,065.64	6,403.20	6,759.90
ANNUAL	65,312.64	68,945.76	72,787.68	76,838.40	81,118.80

RANGE: 3202

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.02	33.81	35.70	37.69	39.79
BI-WEEKLY	2,561.60	2,704.80	2,856.00	3,015.20	3,183.20
MONTHLY	5,571.48	5,882.94	6,211.80	6,558.06	6,923.46
ANNUAL	66,857.76	70,595.28	74,541.60	78,696.72	83,081.52

RANGE: 3233

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.33	34.13	36.03	38.04	40.16
BI-WEEKLY	2,586.40	2,730.40	2,882.40	3,043.20	3,212.80
MONTHLY	5,625.42	5,938.62	6,269.22	6,618.96	6,987.84
ANNUAL	67,505.04	71,263.44	75,230.64	79,427.52	83,854.08

RANGE: 3310

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.10	34.95	36.90	38.96	41.13
BI-WEEKLY	2,648.00	2,796.00	2,952.00	3,116.80	3,290.40
MONTHLY	5,759.40	6,081.30	6,420.60	6,779.04	7,156.62
ANNUAL	69,112.80	72,975.60	77,047.20	81,348.48	85,879.44

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RANGE: 3331

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.31	35.17	37.13	39.20	41.39
BI-WEEKLY	2,664.80	2,813.60	2,970.40	3,136.00	3,311.20
MONTHLY	5,795.94	6,119.58	6,460.62	6,820.80	7,201.86
ANNUAL	69,551.28	73,434.96	77,527.44	81,849.60	86,422.32

RANGE: 3345

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.45	35.32	37.29	39.37	41.57
BI-WEEKLY	2,676.00	2,825.60	2,983.20	3,149.60	3,325.60
MONTHLY	5,820.30	6,145.68	6,488.46	6,850.38	7,233.18
ANNUAL	69,843.60	73,748.16	77,861.52	82,204.56	86,798.16

RANGE: 3429

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.29	36.20	38.22	40.35	42.60
BI-WEEKLY	2,743.20	2,896.00	3,057.60	3,228.00	3,408.00
MONTHLY	5,966.46	6,298.80	6,650.28	7,020.90	7,412.40
ANNUAL	71,597.52	75,585.60	79,803.36	84,250.80	88,948.80

RANGE: 3577

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.77	37.76	39.87	42.09	44.44
BI-WEEKLY	2,861.60	3,020.80	3,189.60	3,367.20	3,555.20
MONTHLY	6,223.98	6,570.24	6,937.38	7,323.66	7,732.56
ANNUAL	74,687.76	78,842.88	83,248.56	87,883.92	92,790.72

RANGE: 3640

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	36.40	38.43	40.57	42.83	45.22
BI-WEEKLY	2,912.00	3,074.40	3,245.60	3,426.40	3,617.60
MONTHLY	6,333.60	6,686.82	7,059.18	7,452.42	7,868.28
ANNUAL	76,003.20	80,241.84	84,710.16	89,429.04	94,419.36

APPENDIX B

Operative on July 1, 2005

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,290.40	28.63	2,290.40	4,981.62	59,779.44
BI-WEEKLY RANGE: 2,305.60	28.82	2,305.60	5,014.68	60,176.16
BI-WEEKLY RANGE: 2,479.20	30.99	2,479.20	5,392.26	64,707.12
BI-WEEKLY RANGE: 2,486.40	31.08	2,486.40	5,407.92	64,895.04
BI-WEEKLY RANGE: 2,547.18	31.84	2,547.18	5,540.11	66,481.39
BI-WEEKLY RANGE: 2,580.80	32.26	2,580.80	5,613.24	67,358.88
BI-WEEKLY RANGE: 2,657.60	33.22	2,657.60	5,780.28	69,363.36
BI-WEEKLY RANGE: 2,727.20	34.09	2,727.20	5,931.66	71,179.92

APPENDIX B

Operative on July 1, 2005

	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,781.60	34.77	2,781.60	6,049.98	72,599.76
BI-WEEKLY RANGE: 2,817.60	35.22	2,817.60	6,128.28	73,539.36
BI-WEEKLY RANGE: 2,954.71	36.93	2,954.71	6,426.49	77,117.93
BI-WEEKLY RANGE: 2,964.00	37.05	2,964.00	6,446.70	77,360.40
BI-WEEKLY RANGE: 2,975.20	37.19	2,975.20	6,471.06	77,652.72
BI-WEEKLY RANGE: 3,227.20	40.34	3,227.20	7,019.16	84,229.92
BI-WEEKLY RANGE: 3,420.80	42.76	3,420.80	7,440.24	89,282.88

APPENDIX C

Operative on July 1, 2006

CLASS CODE	TITLE	SALARY RANGE	
3336 1	Airport Maintenance Supervisor I	2786	
3336 2	Airport Maintenance Supervisor II	2942	
3336 3	Airport Maintenance Supervisor III	3025	
4313	Animal Care Technician Supervisor	1921	
4145	Asphalt Plant Supervisor	3020	
3706 F	Auto Body Repair Supervisor I	2,336.00	BW
3706 G	Auto Body Repair Supervisor I	2,536.00	BW
3706 M	Auto Body Repair Supervisor II	2,873.60	BW
3706 2	Auto Body Repair Supervisor II	2,632.80	BW
3595 1	Automotive Dispatcher I	1699	
3595 2	Automotive Dispatcher II	2038	
3714	Automotive Supervisor	2,632.80	BW
3714 6	Automotive Supervisor	2,873.60	BW
3714 A	Automotive Supervisor - Airport	2,710.40	BW
3338	Building Repair Supervisor	3025	(3)
3589	Bus Operator Supervisor	2290	
3140	Camp Manager	1921	
3182 A	Chief Custodian Supervisor - Airport	2308	
3182 1	Chief Custodian Supervisor I	2092	
3182 2	Chief Custodian Supervisor II	2219	
3187 1	Chief Security Officer I	2312	
3187 2	Chief Security Officer II	2493	
3800 1	Communications Cable Supervisor I	2603	(3)
3800 2	Communications Cable Supervisor II	2767	(3)
3800 3	Communications Cable Supervisor III	2931	(3)
3543	Construction Equipment Service Supervisor	1921	
3176	Custodian Supervisor	1536	
3176 A	Custodian Supervisor-Airport	1714	
4320	District Supervisor - Animal Regulation	3190	
3814	Electrical Conduit Supervisor	2092	(3)
2352	Equestrian Facilities Supervisor	2514	
3746	Equipment Repair Supervisor	2,781.60	BW
3746 6	Equipment Repair Supervisor	3,023.20	BW
3527	Equipment Supervisor	2862	(4)
3527 6	Equipment Supervisor	3108	(4)
3527 H	Equipment Supervisor - Harbor	2934	
3169 1	Event Supervisor I	2101	
3169 2	Event Supervisor II	2290	
3718	General Automotive Supervisor	3,489.60	BW
3178	Head Custodian Supervisor	1892	
3178 A	Head Custodian Supervisor - Airport	2004	
3749 1	Helicopter Mechanic Supervisor I	3,013.80	BW
3749 2	Helicopter Mechanic Supervisor II	3297	
3126	Labor Supervisor	1921	
3126 6	Labor Supervisor	2090	
4280 1	Lot Cleaning Supervisor I	2848	(4)
4280 2	Lot Cleaning Supervisor II	3020	(4)
3766	Machinist Supervisor	2,837.60	BW
3766 H	Machinist Supervisor - Harbor	3376	
3766 1	Machinist Supervisor I	2,528.80	BW
3766 2	Machinist Supervisor II	2,837.60	BW

APPENDIX C

Operative on July 1, 2006

CLASS CODE	TITLE	SALARY RANGE	
3145	Park Maintenance Supervisor	2154	
3145 6	Park Maintenance Supervisor	2214	
3145 A	Park Maintenance Supervisor - Airport	2154	
9170 1	Parking Manager I	2950	
9170 2	Parking Manager II	3413	
3757 1	Parking Meter Technician Supervisor I	2216	
3757 2	Parking Meter Technician Supervisor II	2389	
3537	Parking Services Supervisor	2038	
3710 1	Police Fleet Services Supervisor I	2,352.00	BW
3710 2	Police Fleet Services Supervisor II	2,781.60	BW
4312	Principal Animal Keeper	2237	
3215	Principal Detention Officer	2508	
3210	Principal Property Officer	2438	
3200	Principal Security Officer	2092	
3198	Principal Special Officer - GSD	3649	
1839	Principal Storekeeper	2937	
1496	Printing Services Supervisor	3025	
4101	Refuse Collection Supervisor	3050	
4100	Refuse Field Crew Instructor	2373	
4316 1	Senior Animal Control Officer I	2145	
4316 2	Senior Animal Control Officer II	2368	
4305	Senior Animal Keeper	2063	
3716	Senior Automotive Supervisor	3,034.40	BW
3716 6	Senior Automotive Supervisor	3,292.00	BW
3212	Senior Detention Officer	2179	
3533	Senior Garage Attendant	1702	
1967 1	Senior Park Ranger I	2453	
1967 2	Senior Park Ranger II	2712	
3529 1	Senior Parking Attendant I	1526	
3529 2	Senior Parking Attendant II	1710	
3209	Senior Property Officer	2169	
3184	Senior Security Officer	1873	
3185	Senior Special Officer - GSD	3090	
1837	Senior Storekeeper	2211	
1837 M	Senior Storekeeper	2396	
3429	Senior Traffic Paint & Sign Supervisor	2558	
3218 1	Senior Traffic Supervisor I	2216	
3218 2	Senior Traffic Supervisor II	2482	
3218 3	Senior Traffic Supervisor III	2787	
4102	Solid Resources Superintendent	3712	
4108 1	Solid Waste Disposal Superintendent I	3399	
4108 2	Solid Waste Disposal Superintendent II	3712	
1866	Stores Supervisor	3498	
4152 1	Street Services Supervisor I	2848	(4)
4152 2	Street Services Supervisor II	3020	(4)
3732	Tire Repair Supervisor	1873	(3)
3732 6	Tire Repair Supervisor	2028	(3)
3430 1	Traffic Marking & Sign Superintendent I	2382	
3430 2	Traffic Marking & Sign Superintendent II	2841	
3430 3	Traffic Marking & Sign Superintendent III	3268	
3117 1	Tree Surgeon Supervisor I	2492	

APPENDIX C

Operative on July 1, 2006

<u>CLASS CODE</u>		<u>TITLE</u>	<u>SALARY RANGE</u>	
3117	2	Tree Surgeon Supervisor II	2720	
4113		Wastewater Collection Supervisor	2848	
3798		Welder Supervisor	2,837.60	BW
3798	1	Welder Supervisor I	2,598.12	BW
3798	2	Welder Supervisor II	2,837.60	BW
3177		Window Cleaner Supervisor	1873	
3177	A	Window Cleaner Supervisor - Airport	2051	

APPENDIX C

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RANGE: 1526

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	15.26	16.11	17.01	17.96	18.96
BI-WEEKLY	1,220.80	1,288.80	1,360.80	1,436.80	1,516.80
MONTHLY	2,655.24	2,803.14	2,959.74	3,125.04	3,299.04
ANNUAL	31,862.88	33,637.68	35,516.88	37,500.48	39,588.48

RANGE: 1536

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	15.36	16.22	17.12	18.07	19.08
BI-WEEKLY	1,228.80	1,297.60	1,369.60	1,445.60	1,526.40
MONTHLY	2,672.64	2,822.28	2,978.88	3,144.18	3,319.92
ANNUAL	32,071.68	33,867.36	35,746.56	37,730.16	39,839.04

RANGE: 1699

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	16.99	17.94	18.94	20.00	21.12
BI-WEEKLY	1,359.20	1,435.20	1,515.20	1,600.00	1,689.60
MONTHLY	2,956.26	3,121.56	3,295.56	3,480.00	3,674.88
ANNUAL	35,475.12	37,458.72	39,546.72	41,760.00	44,098.56

RANGE: 1702

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.02	17.97	18.97	20.03	21.15
BI-WEEKLY	1,361.60	1,437.60	1,517.60	1,602.40	1,692.00
MONTHLY	2,961.48	3,126.78	3,300.78	3,485.22	3,680.10
ANNUAL	35,537.76	37,521.36	39,609.36	41,822.64	44,161.20

RANGE: 1710

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.10	18.05	19.06	20.12	21.24
BI-WEEKLY	1,368.00	1,444.00	1,524.80	1,609.60	1,699.20
MONTHLY	2,975.40	3,140.70	3,316.44	3,500.88	3,695.76
ANNUAL	35,704.80	37,688.40	39,797.28	42,010.56	44,349.12

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RANGE: 1714

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.14	18.10	19.11	20.18	21.31
BI-WEEKLY	1,371.20	1,448.00	1,528.80	1,614.40	1,704.80
MONTHLY	2,982.36	3,149.40	3,325.14	3,511.32	3,707.94
ANNUAL	35,788.32	37,792.80	39,901.68	42,135.84	44,495.28

RANGE: 1873

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.73	19.77	20.87	22.03	23.26
BI-WEEKLY	1,498.40	1,581.60	1,669.60	1,762.40	1,860.80
MONTHLY	3,259.02	3,439.98	3,631.38	3,833.22	4,047.24
ANNUAL	39,108.24	41,279.76	43,576.56	45,998.64	48,566.88

RANGE: 1892

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	18.92	19.97	21.08	22.26	23.50
BI-WEEKLY	1,513.60	1,597.60	1,686.40	1,780.80	1,880.00
MONTHLY	3,292.08	3,474.78	3,667.92	3,873.24	4,089.00
ANNUAL	39,504.96	41,697.36	44,015.04	46,478.88	49,068.00

RANGE: 1921

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.21	20.28	21.41	22.60	23.86
BI-WEEKLY	1,536.80	1,622.40	1,712.80	1,808.00	1,908.80
MONTHLY	3,342.54	3,528.72	3,725.34	3,932.40	4,151.64
ANNUAL	40,110.48	42,344.64	44,704.08	47,188.80	49,819.68

RANGE: 2004

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.04	21.16	22.34	23.59	24.91
BI-WEEKLY	1,603.20	1,692.80	1,787.20	1,887.20	1,992.80
MONTHLY	3,486.96	3,681.84	3,887.16	4,104.66	4,334.34
ANNUAL	41,843.52	44,182.08	46,645.92	49,255.92	52,012.08

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Operative on July 1, 2006

RANGE: 2028

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.28	21.41	22.60	23.86	25.19
BI-WEEKLY	1,622.40	1,712.80	1,808.00	1,908.80	2,015.20
MONTHLY	3,528.72	3,725.34	3,932.40	4,151.64	4,383.06
ANNUAL	42,344.64	44,704.08	47,188.80	49,819.68	52,596.72

RANGE: 2038

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.38	21.52	22.72	23.99	25.33
BI-WEEKLY	1,630.40	1,721.60	1,817.60	1,919.20	2,026.40
MONTHLY	3,546.12	3,744.48	3,953.28	4,174.26	4,407.42
ANNUAL	42,553.44	44,933.76	47,439.36	50,091.12	52,889.04

RANGE: 2051

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.51	21.65	22.86	24.13	25.48
BI-WEEKLY	1,640.80	1,732.00	1,828.80	1,930.40	2,038.40
MONTHLY	3,568.74	3,767.10	3,977.64	4,198.62	4,433.52
ANNUAL	42,824.88	45,205.20	47,731.68	50,383.44	53,202.24

RANGE: 2063

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.63	21.78	22.99	24.27	25.62
BI-WEEKLY	1,650.40	1,742.40	1,839.20	1,941.60	2,049.60
MONTHLY	3,589.62	3,789.72	4,000.26	4,222.98	4,457.88
ANNUAL	43,075.44	45,476.64	48,003.12	50,675.76	53,494.56

RANGE: 2090

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.90	22.07	23.30	24.60	25.97
BI-WEEKLY	1,672.00	1,765.60	1,864.00	1,968.00	2,077.60
MONTHLY	3,636.60	3,840.18	4,054.20	4,280.40	4,518.78
ANNUAL	43,639.20	46,082.16	48,650.40	51,364.80	54,225.36

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RANGE: 2092

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.92	22.09	23.32	24.62	25.99
BI-WEEKLY	1,673.60	1,767.20	1,865.60	1,969.60	2,079.20
MONTHLY	3,640.08	3,843.66	4,057.68	4,283.88	4,522.26
ANNUAL	43,680.96	46,123.92	48,692.16	51,406.56	54,267.12

RANGE: 2101

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.01	22.18	23.42	24.73	26.11
BI-WEEKLY	1,680.80	1,774.40	1,873.60	1,978.40	2,088.80
MONTHLY	3,655.74	3,859.32	4,075.08	4,303.02	4,543.14
ANNUAL	43,868.88	46,311.84	48,900.96	51,636.24	54,517.68

RANGE: 2145

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.45	22.65	23.91	25.24	26.65
BI-WEEKLY	1,716.00	1,812.00	1,912.80	2,019.20	2,132.00
MONTHLY	3,732.30	3,941.10	4,160.34	4,391.76	4,637.10
ANNUAL	44,787.60	47,293.20	49,924.08	52,701.12	55,645.20

RANGE: 2154

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.54	22.74	24.01	25.35	26.76
BI-WEEKLY	1,723.20	1,819.20	1,920.80	2,028.00	2,140.80
MONTHLY	3,747.96	3,956.76	4,177.74	4,410.90	4,656.24
ANNUAL	44,975.52	47,481.12	50,132.88	52,930.80	55,874.88

RANGE: 2169

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.69	22.90	24.18	25.53	26.95
BI-WEEKLY	1,735.20	1,832.00	1,934.40	2,042.40	2,156.00
MONTHLY	3,774.06	3,984.60	4,207.32	4,442.22	4,689.30
ANNUAL	45,288.72	47,815.20	50,487.84	53,306.64	56,271.60

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RANGE: 2179

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.79	23.00	24.28	25.63	27.06
BI-WEEKLY	1,743.20	1,840.00	1,942.40	2,050.40	2,164.80
MONTHLY	3,791.46	4,002.00	4,224.72	4,459.62	4,708.44
ANNUAL	45,497.52	48,024.00	50,696.64	53,515.44	56,501.28

RANGE: 2211

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.11	23.34	24.64	26.01	27.46
BI-WEEKLY	1,768.80	1,867.20	1,971.20	2,080.80	2,196.80
MONTHLY	3,847.14	4,061.16	4,287.36	4,525.74	4,778.04
ANNUAL	46,165.68	48,733.92	51,448.32	54,308.88	57,336.48

RANGE: 2214

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.14	23.37	24.67	26.05	27.50
BI-WEEKLY	1,771.20	1,869.60	1,973.60	2,084.00	2,200.00
MONTHLY	3,852.36	4,066.38	4,292.58	4,532.70	4,785.00
ANNUAL	46,228.32	48,796.56	51,510.96	54,392.40	57,420.00

RANGE: 2216

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.16	23.40	24.70	26.08	27.53
BI-WEEKLY	1,772.80	1,872.00	1,976.00	2,086.40	2,202.40
MONTHLY	3,855.84	4,071.60	4,297.80	4,537.92	4,790.22
ANNUAL	46,270.08	48,859.20	51,573.60	54,455.04	57,482.64

RANGE: 2219

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.19	23.43	24.74	26.12	27.58
BI-WEEKLY	1,775.20	1,874.40	1,979.20	2,089.60	2,206.40
MONTHLY	3,861.06	4,076.82	4,304.76	4,544.88	4,798.92
ANNUAL	46,332.72	48,921.84	51,657.12	54,538.56	57,587.04

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RANGE: 2237

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.37	23.62	24.94	26.33	27.80
BI-WEEKLY	1,789.60	1,889.60	1,995.20	2,106.40	2,224.00
MONTHLY	3,892.38	4,109.88	4,339.56	4,581.42	4,837.20
ANNUAL	46,708.56	49,318.56	52,074.72	54,977.04	58,046.40

RANGE: 2290

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.90	24.18	25.53	26.95	28.45
BI-WEEKLY	1,832.00	1,934.40	2,042.40	2,156.00	2,276.00
MONTHLY	3,984.60	4,207.32	4,442.22	4,689.30	4,950.30
ANNUAL	47,815.20	50,487.84	53,306.64	56,271.60	59,403.60

RANGE: 2308

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.08	24.37	25.73	27.16	28.67
BI-WEEKLY	1,846.40	1,949.60	2,058.40	2,172.80	2,293.60
MONTHLY	4,015.92	4,240.38	4,477.02	4,725.84	4,988.58
ANNUAL	48,191.04	50,884.56	53,724.24	56,710.08	59,862.96

RANGE: 2312

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.12	24.41	25.77	27.21	28.73
BI-WEEKLY	1,849.60	1,952.80	2,061.60	2,176.80	2,298.40
MONTHLY	4,022.88	4,247.34	4,483.98	4,734.54	4,999.02
ANNUAL	48,274.56	50,968.08	53,807.76	56,814.48	59,988.24

RANGE: 2368

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.68	25.00	26.39	27.86	29.41
BI-WEEKLY	1,894.40	2,000.00	2,111.20	2,228.80	2,352.80
MONTHLY	4,120.32	4,350.00	4,591.86	4,847.64	5,117.34
ANNUAL	49,443.84	52,200.00	55,102.32	58,171.68	61,408.08

APPENDIX C

Operative on July 1, 2006

RANGE: 2373

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.73	25.05	26.45	27.92	29.48
BI-WEEKLY	1,898.40	2,004.00	2,116.00	2,233.60	2,358.40
MONTHLY	4,129.02	4,358.70	4,602.30	4,858.08	5,129.52
ANNUAL	49,548.24	52,304.40	55,227.60	58,296.96	61,554.24

RANGE: 2382

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.82	25.15	26.55	28.03	29.59
BI-WEEKLY	1,905.60	2,012.00	2,124.00	2,242.40	2,367.20
MONTHLY	4,144.68	4,376.10	4,619.70	4,877.22	5,148.66
ANNUAL	49,736.16	52,513.20	55,436.40	58,526.64	61,783.92

RANGE: 2389

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.89	25.22	26.63	28.11	29.68
BI-WEEKLY	1,911.20	2,017.60	2,130.40	2,248.80	2,374.40
MONTHLY	4,156.86	4,388.28	4,633.62	4,891.14	5,164.32
ANNUAL	49,882.32	52,659.36	55,603.44	58,693.68	61,971.84

RANGE: 2396

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.96	25.30	26.71	28.20	29.77
BI-WEEKLY	1,916.80	2,024.00	2,136.80	2,256.00	2,381.60
MONTHLY	4,169.04	4,402.20	4,647.54	4,906.80	5,179.98
ANNUAL	50,028.48	52,826.40	55,770.48	58,881.60	62,159.76

RANGE: 2438

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.38	25.74	27.18	28.70	30.30
BI-WEEKLY	1,950.40	2,059.20	2,174.40	2,296.00	2,424.00
MONTHLY	4,242.12	4,478.76	4,729.32	4,993.80	5,272.20
ANNUAL	50,905.44	53,745.12	56,751.84	59,925.60	63,266.40

APPENDIX C

Operative on July 1, 2006

RANGE: 2453

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.53	25.90	27.34	28.86	30.47
BI-WEEKLY	1,962.40	2,072.00	2,187.20	2,308.80	2,437.60
MONTHLY	4,268.22	4,506.60	4,757.16	5,021.64	5,301.78
ANNUAL	51,218.64	54,079.20	57,085.92	60,259.68	63,621.36

RANGE: 2482

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.82	26.20	27.66	29.20	30.83
BI-WEEKLY	1,985.60	2,096.00	2,212.80	2,336.00	2,466.40
MONTHLY	4,318.68	4,558.80	4,812.84	5,080.80	5,364.42
ANNUAL	51,824.16	54,705.60	57,754.08	60,969.60	64,373.04

RANGE: 2492

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.92	26.31	27.78	29.33	30.97
BI-WEEKLY	1,993.60	2,104.80	2,222.40	2,346.40	2,477.60
MONTHLY	4,336.08	4,577.94	4,833.72	5,103.42	5,388.78
ANNUAL	52,032.96	54,935.28	58,004.64	61,241.04	64,665.36

RANGE: 2493

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.93	26.32	27.79	29.34	30.98
BI-WEEKLY	1,994.40	2,105.60	2,223.20	2,347.20	2,478.40
MONTHLY	4,337.82	4,579.68	4,835.46	5,105.16	5,390.52
ANNUAL	52,053.84	54,956.16	58,025.52	61,261.92	64,686.24

RANGE: 2508

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.08	26.48	27.96	29.52	31.17
BI-WEEKLY	2,006.40	2,118.40	2,236.80	2,361.60	2,493.60
MONTHLY	4,363.92	4,607.52	4,865.04	5,136.48	5,423.58
ANNUAL	52,367.04	55,290.24	58,380.48	61,637.76	65,082.96

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RANGE: 2514

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.14	26.54	28.02	29.58	31.23
BI-WEEKLY	2,011.20	2,123.20	2,241.60	2,366.40	2,498.40
MONTHLY	4,374.36	4,617.96	4,875.48	5,146.92	5,434.02
ANNUAL	52,492.32	55,415.52	58,505.76	61,763.04	65,208.24

RANGE: 2558

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.58	27.01	28.52	30.11	31.79
BI-WEEKLY	2,046.40	2,160.80	2,281.60	2,408.80	2,543.20
MONTHLY	4,450.92	4,699.74	4,962.48	5,239.14	5,531.46
ANNUAL	53,411.04	56,396.88	59,549.76	62,869.68	66,377.52

RANGE: 2603

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.03	27.48	29.01	30.63	32.34
BI-WEEKLY	2,082.40	2,198.40	2,320.80	2,450.40	2,587.20
MONTHLY	4,529.22	4,781.52	5,047.74	5,329.62	5,627.16
ANNUAL	54,350.64	57,378.24	60,572.88	63,955.44	67,525.92

RANGE: 2712

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.12	28.63	30.23	31.92	33.70
BI-WEEKLY	2,169.60	2,290.40	2,418.40	2,553.60	2,696.00
MONTHLY	4,718.88	4,981.62	5,260.02	5,554.08	5,863.80
ANNUAL	56,626.56	59,779.44	63,120.24	66,648.96	70,365.60

RANGE: 2720

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.20	28.72	30.32	32.01	33.79
BI-WEEKLY	2,176.00	2,297.60	2,425.60	2,560.80	2,703.20
MONTHLY	4,732.80	4,997.28	5,275.68	5,569.74	5,879.46
ANNUAL	56,793.60	59,967.36	63,308.16	66,836.88	70,553.52

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RANGE: 2767

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.67	29.21	30.84	32.56	34.38
BI-WEEKLY	2,213.60	2,336.80	2,467.20	2,604.80	2,750.40
MONTHLY	4,814.58	5,082.54	5,366.16	5,665.44	5,982.12
ANNUAL	57,774.96	60,990.48	64,393.92	67,985.28	71,785.44

RANGE: 2786

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.86	29.41	31.05	32.78	34.61
BI-WEEKLY	2,228.80	2,352.80	2,484.00	2,622.40	2,768.80
MONTHLY	4,847.64	5,117.34	5,402.70	5,703.72	6,022.14
ANNUAL	58,171.68	61,408.08	64,832.40	68,444.64	72,265.68

RANGE: 2787

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.87	29.42	31.06	32.79	34.62
BI-WEEKLY	2,229.60	2,353.60	2,484.80	2,623.20	2,769.60
MONTHLY	4,849.38	5,119.08	5,404.44	5,705.46	6,023.88
ANNUAL	58,192.56	61,428.96	64,853.28	68,465.52	72,286.56

RANGE: 2841

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.41	29.99	31.66	33.43	35.29
BI-WEEKLY	2,272.80	2,399.20	2,532.80	2,674.40	2,823.20
MONTHLY	4,943.34	5,218.26	5,508.84	5,816.82	6,140.46
ANNUAL	59,320.08	62,619.12	66,106.08	69,801.84	73,685.52

RANGE: 2848

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.48	30.07	31.75	33.52	35.39
BI-WEEKLY	2,278.40	2,405.60	2,540.00	2,681.60	2,831.20
MONTHLY	4,955.52	5,232.18	5,524.50	5,832.48	6,157.86
ANNUAL	59,466.24	62,786.16	66,294.00	69,989.76	73,894.32

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RANGE: 2862

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.62	30.22	31.90	33.68	35.56
BI-WEEKLY	2,289.60	2,417.60	2,552.00	2,694.40	2,844.80
MONTHLY	4,979.88	5,258.28	5,550.60	5,860.32	6,187.44
ANNUAL	59,758.56	63,099.36	66,607.20	70,323.84	74,249.28

RANGE: 2931

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.31	30.94	32.67	34.49	36.41
BI-WEEKLY	2,344.80	2,475.20	2,613.60	2,759.20	2,912.80
MONTHLY	5,099.94	5,383.56	5,684.58	6,001.26	6,335.34
ANNUAL	61,199.28	64,602.72	68,214.96	72,015.12	76,024.08

RANGE: 2934

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.34	30.98	32.71	34.53	36.46
BI-WEEKLY	2,347.20	2,478.40	2,616.80	2,762.40	2,916.80
MONTHLY	5,105.16	5,390.52	5,691.54	6,008.22	6,344.04
ANNUAL	61,261.92	64,686.24	68,298.48	72,098.64	76,128.48

RANGE: 2937

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.37	31.01	32.74	34.57	36.50
BI-WEEKLY	2,349.60	2,480.80	2,619.20	2,765.60	2,920.00
MONTHLY	5,110.38	5,395.74	5,696.76	6,015.18	6,351.00
ANNUAL	61,324.56	64,748.88	68,361.12	72,182.16	76,212.00

RANGE: 2942

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.42	31.06	32.79	34.62	36.55
BI-WEEKLY	2,353.60	2,484.80	2,623.20	2,769.60	2,924.00
MONTHLY	5,119.08	5,404.44	5,705.46	6,023.88	6,359.70
ANNUAL	61,428.96	64,853.28	68,465.52	72,286.56	76,316.40

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RANGE: 2950

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.50	31.14	32.88	34.71	36.65
BI-WEEKLY	2,360.00	2,491.20	2,630.40	2,776.80	2,932.00
MONTHLY	5,133.00	5,418.36	5,721.12	6,039.54	6,377.10
ANNUAL	61,596.00	65,020.32	68,653.44	72,474.48	76,525.20

RANGE: 3020

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.20	31.88	33.66	35.54	37.52
BI-WEEKLY	2,416.00	2,550.40	2,692.80	2,843.20	3,001.60
MONTHLY	5,254.80	5,547.12	5,856.84	6,183.96	6,528.48
ANNUAL	63,057.60	66,565.44	70,282.08	74,207.52	78,341.76

RANGE: 3025

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.25	31.94	33.72	35.60	37.58
BI-WEEKLY	2,420.00	2,555.20	2,697.60	2,848.00	3,006.40
MONTHLY	5,263.50	5,557.56	5,867.28	6,194.40	6,538.92
ANNUAL	63,162.00	66,690.72	70,407.36	74,332.80	78,467.04

RANGE: 3050

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.50	32.20	34.00	35.90	37.90
BI-WEEKLY	2,440.00	2,576.00	2,720.00	2,872.00	3,032.00
MONTHLY	5,307.00	5,602.80	5,916.00	6,246.60	6,594.60
ANNUAL	63,684.00	67,233.60	70,992.00	74,959.20	79,135.20

RANGE: 3090

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.90	32.62	34.44	36.36	38.39
BI-WEEKLY	2,472.00	2,609.60	2,755.20	2,908.80	3,071.20
MONTHLY	5,376.60	5,675.88	5,992.56	6,326.64	6,679.86
ANNUAL	64,519.20	68,110.56	71,910.72	75,919.68	80,158.32

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RANGE: 3108

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.08	32.81	34.64	36.57	38.61
BI-WEEKLY	2,486.40	2,624.80	2,771.20	2,925.60	3,088.80
MONTHLY	5,407.92	5,708.94	6,027.36	6,363.18	6,718.14
ANNUAL	64,895.04	68,507.28	72,328.32	76,358.16	80,617.68

RANGE: 3190

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.90	33.68	35.56	37.54	39.63
BI-WEEKLY	2,552.00	2,694.40	2,844.80	3,003.20	3,170.40
MONTHLY	5,550.60	5,860.32	6,187.44	6,531.96	6,895.62
ANNUAL	66,607.20	70,323.84	74,249.28	78,383.52	82,747.44

RANGE: 3268

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.68	34.50	36.42	38.45	40.59
BI-WEEKLY	2,614.40	2,760.00	2,913.60	3,076.00	3,247.20
MONTHLY	5,686.32	6,003.00	6,337.08	6,690.30	7,062.66
ANNUAL	68,235.84	72,036.00	76,044.96	80,283.60	84,751.92

RANGE: 3297

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.97	34.81	36.75	38.80	40.96
BI-WEEKLY	2,637.60	2,784.80	2,940.00	3,104.00	3,276.80
MONTHLY	5,736.78	6,056.94	6,394.50	6,751.20	7,127.04
ANNUAL	68,841.36	72,683.28	76,734.00	81,014.40	85,524.48

RANGE: 3376

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.76	35.64	37.63	39.73	41.95
BI-WEEKLY	2,700.80	2,851.20	3,010.40	3,178.40	3,356.00
MONTHLY	5,874.24	6,201.36	6,547.62	6,913.02	7,299.30
ANNUAL	70,490.88	74,416.32	78,571.44	82,956.24	87,591.60

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RANGE: 3399

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.99	35.89	37.89	40.00	42.23
BI-WEEKLY	2,719.20	2,871.20	3,031.20	3,200.00	3,378.40
MONTHLY	5,914.26	6,244.86	6,592.86	6,960.00	7,348.02
ANNUAL	70,971.12	74,938.32	79,114.32	83,520.00	88,176.24

RANGE: 3413

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.13	36.03	38.04	40.16	42.40
BI-WEEKLY	2,730.40	2,882.40	3,043.20	3,212.80	3,392.00
MONTHLY	5,938.62	6,269.22	6,618.96	6,987.84	7,377.60
ANNUAL	71,263.44	75,230.64	79,427.52	83,854.08	88,531.20

RANGE: 3498

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.98	36.93	38.99	41.16	43.45
BI-WEEKLY	2,798.40	2,954.40	3,119.20	3,292.80	3,476.00
MONTHLY	6,086.52	6,425.82	6,784.26	7,161.84	7,560.30
ANNUAL	73,038.24	77,109.84	81,411.12	85,942.08	90,723.60

RANGE: 3649

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	36.49	38.52	40.67	42.94	45.33
BI-WEEKLY	2,919.20	3,081.60	3,253.60	3,435.20	3,626.40
MONTHLY	6,349.26	6,702.48	7,076.58	7,471.56	7,887.42
ANNUAL	76,191.12	80,429.76	84,918.96	89,658.72	94,649.04

RANGE: 3712

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	37.12	39.19	41.38	43.69	46.13
BI-WEEKLY	2,969.60	3,135.20	3,310.40	3,495.20	3,690.40
MONTHLY	6,458.88	6,819.06	7,200.12	7,602.06	8,026.62
ANNUAL	77,506.56	81,828.72	86,401.44	91,224.72	96,319.44

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	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,336.00	29.20	2,336.00	5,080.80	60,969.60
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,352.00	29.40	2,352.00	5,115.60	61,387.20
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,528.80	31.61	2,528.80	5,500.14	66,001.68
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,536.00	31.70	2,536.00	5,515.80	66,189.60
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,598.12	32.48	2,598.12	5,650.91	67,810.93
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,632.80	32.91	2,632.80	5,726.34	68,716.08
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,710.40	33.88	2,710.40	5,895.12	70,741.44
	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BI-WEEKLY RANGE: 2,781.60	34.77	2,781.60	6,049.98	72,599.76

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BI-WEEKLY RANGE: 2,837.60	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	35.47	2,837.60	6,171.78	74,061.36 <hr/>
BI-WEEKLY RANGE: 2,873.60	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	35.92	2,873.60	6,250.08	75,000.96 <hr/>
BI-WEEKLY RANGE: 3,013.80	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	37.67	3,013.80	6,555.01	78,660.18 <hr/>
BI-WEEKLY RANGE: 3,023.20	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	37.79	3,023.20	6,575.46	78,905.52 <hr/>
BI-WEEKLY RANGE: 3,034.40	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	37.93	3,034.40	6,599.82	79,197.84 <hr/>
BI-WEEKLY RANGE: 3,292.00	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	41.15	3,292.00	7,160.10	85,921.20 <hr/>
BI-WEEKLY RANGE: 3,489.60	<hr/> HOURLY <hr/>	BI-WEEKLY	MONTHLY	ANNUAL <hr/>
	43.62	3,489.60	7,589.88	91,078.56 <hr/>

APPENDIX D

Operative on January 1, 2007

CLASS CODE	TITLE	SALARY RANGE	
3336 1	Airport Maintenance Supervisor I	2848	
3336 2	Airport Maintenance Supervisor II	3008	
3336 3	Airport Maintenance Supervisor III	3094	
4313	Animal Care Technician Supervisor	1964	
4145	Asphalt Plant Supervisor	3087	
3706 F	Auto Body Repair Supervisor I	2,388.80	BW
3706 G	Auto Body Repair Supervisor I	2,592.80	BW
3706 M	Auto Body Repair Supervisor II	2,938.40	BW
3706 2	Auto Body Repair Supervisor II	2,692.00	BW
3595 1	Automotive Dispatcher I	1739	
3595 2	Automotive Dispatcher II	2084	
3714	Automotive Supervisor	2,692.00	BW
3714 6	Automotive Supervisor	2,938.40	BW
3714 A	Automotive Supervisor - Airport	2,771.20	BW
3338	Building Repair Supervisor	3094	(3)
3589	Bus Operator Supervisor	2341	
3140	Camp Manager	1964	
3182 A	Chief Custodian Supervisor - Airport	2359	
3182 1	Chief Custodian Supervisor I	2139	
3182 2	Chief Custodian Supervisor II	2269	
3187 1	Chief Security Officer I	2365	
3187 2	Chief Security Officer II	2551	
3800 1	Communications Cable Supervisor I	2662	(3)
3800 2	Communications Cable Supervisor II	2829	(3)
3800 3	Communications Cable Supervisor III	2997	(3)
3543	Construction Equipment Service Supervisor	1964	
3176	Custodian Supervisor	1570	
3176 A	Custodian Supervisor-Airport	1754	
4320	District Supervisor - Animal Regulation	3261	
3814	Electrical Conduit Supervisor	2139	(3)
2352	Equestrian Facilities Supervisor	2570	
3746	Equipment Repair Supervisor	2,844.00	BW
3746 6	Equipment Repair Supervisor	3,091.20	BW
3527	Equipment Supervisor	2927	(4)
3527 6	Equipment Supervisor	3179	(4)
3527 H	Equipment Supervisor - Harbor	3001	
3169 1	Event Supervisor I	2149	
3169 2	Event Supervisor II	2341	
3718	General Automotive Supervisor	3,568.00	BW
3178	Head Custodian Supervisor	1934	
3178 A	Head Custodian Supervisor - Airport	2051	
3749 1	Helicopter Mechanic Supervisor I	3,081.61	BW
3749 2	Helicopter Mechanic Supervisor II	3372	
3126	Labor Supervisor	1964	
3126 6	Labor Supervisor	2137	
4280 1	Lot Cleaning Supervisor I	2914	(4)
4280 2	Lot Cleaning Supervisor II	3087	(4)
3766	Machinist Supervisor	2,901.60	BW
3766 H	Machinist Supervisor - Harbor	3453	
3766 1	Machinist Supervisor I	2,585.60	BW
3766 2	Machinist Supervisor II	2,901.60	BW

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CLASS CODE	TITLE	SALARY RANGE	
3145	Park Maintenance Supervisor	2202	
3145 6	Park Maintenance Supervisor	2264	
3145 A	Park Maintenance Supervisor - Airport	2202	
9170 1	Parking Manager I	3016	
9170 2	Parking Manager II	3489	
3757 1	Parking Meter Technician Supervisor I	2266	
3757 2	Parking Meter Technician Supervisor II	2443	
3537	Parking Services Supervisor	2084	
3710 1	Police Fleet Services Supervisor I	2,404.80	BW
3710 2	Police Fleet Services Supervisor II	2,844.00	BW
4312	Principal Animal Keeper	2288	
3215	Principal Detention Officer	2566	
3210	Principal Property Officer	2493	
3200	Principal Security Officer	2139	
3198	Principal Special Officer - GSD	3730	
1839	Principal Storekeeper	3004	
1496	Printing Services Supervisor	3094	
4101	Refuse Collection Supervisor	3118	
4100	Refuse Field Crew Instructor	2426	
4316 1	Senior Animal Control Officer I	2194	
4316 2	Senior Animal Control Officer II	2421	
4305	Senior Animal Keeper	2109	
3716	Senior Automotive Supervisor	3,102.40	BW
3716 6	Senior Automotive Supervisor	3,366.40	BW
3212	Senior Detention Officer	2228	
3533	Senior Garage Attendant	1742	
1967 1	Senior Park Ranger I	2507	
1967 2	Senior Park Ranger II	2774	
3529 1	Senior Parking Attendant I	1561	
3529 2	Senior Parking Attendant II	1748	
3209	Senior Property Officer	2217	
3184	Senior Security Officer	1913	
3185	Senior Special Officer - GSD	3160	
1837	Senior Storekeeper	2261	
1837 M	Senior Storekeeper	2450	
3429	Senior Traffic Paint & Sign Supervisor	2616	
3218 1	Senior Traffic Supervisor I	2266	
3218 2	Senior Traffic Supervisor II	2538	
3218 3	Senior Traffic Supervisor III	2849	
4102	Solid Resources Superintendent	3797	
4108 1	Solid Waste Disposal Superintendent I	3475	
4108 2	Solid Waste Disposal Superintendent II	3797	
1866	Stores Supervisor	3577	
4152 1	Street Services Supervisor I	2914	(4)
4152 2	Street Services Supervisor II	3087	(4)
3732	Tire Repair Supervisor	1913	(3)
3732 6	Tire Repair Supervisor	2073	(3)
3430 1	Traffic Marking & Sign Superintendent I	2435	
3430 2	Traffic Marking & Sign Superintendent II	2905	
3430 3	Traffic Marking & Sign Superintendent III	3340	
3117 1	Tree Surgeon Supervisor I	2550	

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<u>CLASS CODE</u>		<u>TITLE</u>	<u>SALARY RANGE</u>	
3117	2	Tree Surgeon Supervisor II	2781	
4113		Wastewater Collection Supervisor	2914	
3798		Welder Supervisor	2,901.60	BW
3798	1	Welder Supervisor I	2,656.58	BW
3798	2	Welder Supervisor II	2,901.60	BW
3177		Window Cleaner Supervisor	1913	
3177	A	Window Cleaner Supervisor - Airport	2097	

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RANGE: 1561

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	15.61	16.48	17.40	18.37	19.39
BI-WEEKLY	1,248.80	1,318.40	1,392.00	1,469.60	1,551.20
MONTHLY	2,716.14	2,867.52	3,027.60	3,196.38	3,373.86
ANNUAL	32,593.68	34,410.24	36,331.20	38,356.56	40,486.32

RANGE: 1570

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	15.70	16.58	17.50	18.48	19.51
BI-WEEKLY	1,256.00	1,326.40	1,400.00	1,478.40	1,560.80
MONTHLY	2,731.80	2,884.92	3,045.00	3,215.52	3,394.74
ANNUAL	32,781.60	34,619.04	36,540.00	38,586.24	40,736.88

RANGE: 1739

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.39	18.36	19.38	20.46	21.60
BI-WEEKLY	1,391.20	1,468.80	1,550.40	1,636.80	1,728.00
MONTHLY	3,025.86	3,194.64	3,372.12	3,560.04	3,758.40
ANNUAL	36,310.32	38,335.68	40,465.44	42,720.48	45,100.80

RANGE: 1742

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.42	18.39	19.42	20.50	21.64
BI-WEEKLY	1,393.60	1,471.20	1,553.60	1,640.00	1,731.20
MONTHLY	3,031.08	3,199.86	3,379.08	3,567.00	3,765.36
ANNUAL	36,372.96	38,398.32	40,548.96	42,804.00	45,184.32

RANGE: 1748

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.48	18.45	19.48	20.57	21.72
BI-WEEKLY	1,398.40	1,476.00	1,558.40	1,645.60	1,737.60
MONTHLY	3,041.52	3,210.30	3,389.52	3,579.18	3,779.28
ANNUAL	36,498.24	38,523.60	40,674.24	42,950.16	45,351.36

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RANGE: 1754

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	17.54	18.52	19.55	20.64	21.79
BI-WEEKLY	1,403.20	1,481.60	1,564.00	1,651.20	1,743.20
MONTHLY	3,051.96	3,222.48	3,401.70	3,591.36	3,791.46
ANNUAL	36,623.52	38,669.76	40,820.40	43,096.32	45,497.52

RANGE: 1913

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.13	20.20	21.33	22.52	23.78
BI-WEEKLY	1,530.40	1,616.00	1,706.40	1,801.60	1,902.40
MONTHLY	3,328.62	3,514.80	3,711.42	3,918.48	4,137.72
ANNUAL	39,943.44	42,177.60	44,537.04	47,021.76	49,652.64

RANGE: 1934

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.34	20.42	21.56	22.76	24.03
BI-WEEKLY	1,547.20	1,633.60	1,724.80	1,820.80	1,922.40
MONTHLY	3,365.16	3,553.08	3,751.44	3,960.24	4,181.22
ANNUAL	40,381.92	42,636.96	45,017.28	47,522.88	50,174.64

RANGE: 1964

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	19.64	20.74	21.90	23.12	24.41
BI-WEEKLY	1,571.20	1,659.20	1,752.00	1,849.60	1,952.80
MONTHLY	3,417.36	3,608.76	3,810.60	4,022.88	4,247.34
ANNUAL	41,008.32	43,305.12	45,727.20	48,274.56	50,968.08

RANGE: 2051

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.51	21.65	22.86	24.13	25.48
BI-WEEKLY	1,640.80	1,732.00	1,828.80	1,930.40	2,038.40
MONTHLY	3,568.74	3,767.10	3,977.64	4,198.62	4,433.52
ANNUAL	42,824.88	45,205.20	47,731.68	50,383.44	53,202.24

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RANGE: 2073

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.73	21.89	23.11	24.40	25.76
BI-WEEKLY	1,658.40	1,751.20	1,848.80	1,952.00	2,060.80
MONTHLY	3,607.02	3,808.86	4,021.14	4,245.60	4,482.24
ANNUAL	43,284.24	45,706.32	48,253.68	50,947.20	53,786.88

RANGE: 2084

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.84	22.00	23.23	24.53	25.90
BI-WEEKLY	1,667.20	1,760.00	1,858.40	1,962.40	2,072.00
MONTHLY	3,626.16	3,828.00	4,042.02	4,268.22	4,506.60
ANNUAL	43,513.92	45,936.00	48,504.24	51,218.64	54,079.20

RANGE: 2097

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	20.97	22.14	23.37	24.67	26.05
BI-WEEKLY	1,677.60	1,771.20	1,869.60	1,973.60	2,084.00
MONTHLY	3,648.78	3,852.36	4,066.38	4,292.58	4,532.70
ANNUAL	43,785.36	46,228.32	48,796.56	51,510.96	54,392.40

RANGE: 2109

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.09	22.27	23.51	24.82	26.20
BI-WEEKLY	1,687.20	1,781.60	1,880.80	1,985.60	2,096.00
MONTHLY	3,669.66	3,874.98	4,090.74	4,318.68	4,558.80
ANNUAL	44,035.92	46,499.76	49,088.88	51,824.16	54,705.60

RANGE: 2137

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.37	22.56	23.82	25.15	26.55
BI-WEEKLY	1,709.60	1,804.80	1,905.60	2,012.00	2,124.00
MONTHLY	3,718.38	3,925.44	4,144.68	4,376.10	4,619.70
ANNUAL	44,620.56	47,105.28	49,736.16	52,513.20	55,436.40

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RANGE: 2139

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.39	22.58	23.84	25.17	26.57
BI-WEEKLY	1,711.20	1,806.40	1,907.20	2,013.60	2,125.60
MONTHLY	3,721.86	3,928.92	4,148.16	4,379.58	4,623.18
ANNUAL	44,662.32	47,147.04	49,777.92	52,554.96	55,478.16

RANGE: 2149

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.49	22.69	23.96	25.30	26.71
BI-WEEKLY	1,719.20	1,815.20	1,916.80	2,024.00	2,136.80
MONTHLY	3,739.26	3,948.06	4,169.04	4,402.20	4,647.54
ANNUAL	44,871.12	47,376.72	50,028.48	52,826.40	55,770.48

RANGE: 2194

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	21.94	23.16	24.45	25.81	27.25
BI-WEEKLY	1,755.20	1,852.80	1,956.00	2,064.80	2,180.00
MONTHLY	3,817.56	4,029.84	4,254.30	4,490.94	4,741.50
ANNUAL	45,810.72	48,358.08	51,051.60	53,891.28	56,898.00

RANGE: 2202

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.02	23.25	24.55	25.92	27.37
BI-WEEKLY	1,761.60	1,860.00	1,964.00	2,073.60	2,189.60
MONTHLY	3,831.48	4,045.50	4,271.70	4,510.08	4,762.38
ANNUAL	45,977.76	48,546.00	51,260.40	54,120.96	57,148.56

RANGE: 2217

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.17	23.41	24.72	26.10	27.56
BI-WEEKLY	1,773.60	1,872.80	1,977.60	2,088.00	2,204.80
MONTHLY	3,857.58	4,073.34	4,301.28	4,541.40	4,795.44
ANNUAL	46,290.96	48,880.08	51,615.36	54,496.80	57,545.28

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RANGE: 2228

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.28	23.52	24.83	26.21	27.67
BI-WEEKLY	1,782.40	1,881.60	1,986.40	2,096.80	2,213.60
MONTHLY	3,876.72	4,092.48	4,320.42	4,560.54	4,814.58
ANNUAL	46,520.64	49,109.76	51,845.04	54,726.48	57,774.96

RANGE: 2261

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.61	23.87	25.20	26.61	28.09
BI-WEEKLY	1,808.80	1,909.60	2,016.00	2,128.80	2,247.20
MONTHLY	3,934.14	4,153.38	4,384.80	4,630.14	4,887.66
ANNUAL	47,209.68	49,840.56	52,617.60	55,561.68	58,651.92

RANGE: 2264

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.64	23.90	25.23	26.64	28.13
BI-WEEKLY	1,811.20	1,912.00	2,018.40	2,131.20	2,250.40
MONTHLY	3,939.36	4,158.60	4,390.02	4,635.36	4,894.62
ANNUAL	47,272.32	49,903.20	52,680.24	55,624.32	58,735.44

RANGE: 2266

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.66	23.92	25.25	26.66	28.15
BI-WEEKLY	1,812.80	1,913.60	2,020.00	2,132.80	2,252.00
MONTHLY	3,942.84	4,162.08	4,393.50	4,638.84	4,898.10
ANNUAL	47,314.08	49,944.96	52,722.00	55,666.08	58,777.20

RANGE: 2269

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.69	23.96	25.30	26.71	28.20
BI-WEEKLY	1,815.20	1,916.80	2,024.00	2,136.80	2,256.00
MONTHLY	3,948.06	4,169.04	4,402.20	4,647.54	4,906.80
ANNUAL	47,376.72	50,028.48	52,826.40	55,770.48	58,881.60

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RANGE: 2288

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	22.88	24.16	25.51	26.93	28.43
BI-WEEKLY	1,830.40	1,932.80	2,040.80	2,154.40	2,274.40
MONTHLY	3,981.12	4,203.84	4,438.74	4,685.82	4,946.82
ANNUAL	47,773.44	50,446.08	53,264.88	56,229.84	59,361.84

RANGE: 2341

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.41	24.72	26.10	27.56	29.10
BI-WEEKLY	1,872.80	1,977.60	2,088.00	2,204.80	2,328.00
MONTHLY	4,073.34	4,301.28	4,541.40	4,795.44	5,063.40
ANNUAL	48,880.08	51,615.36	54,496.80	57,545.28	60,760.80

RANGE: 2359

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.59	24.91	26.30	27.77	29.32
BI-WEEKLY	1,887.20	1,992.80	2,104.00	2,221.60	2,345.60
MONTHLY	4,104.66	4,334.34	4,576.20	4,831.98	5,101.68
ANNUAL	49,255.92	52,012.08	54,914.40	57,983.76	61,220.16

RANGE: 2365

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	23.65	24.97	26.36	27.83	29.38
BI-WEEKLY	1,892.00	1,997.60	2,108.80	2,226.40	2,350.40
MONTHLY	4,115.10	4,344.78	4,586.64	4,842.42	5,112.12
ANNUAL	49,381.20	52,137.36	55,039.68	58,109.04	61,345.44

RANGE: 2421

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.21	25.56	26.99	28.49	30.08
BI-WEEKLY	1,936.80	2,044.80	2,159.20	2,279.20	2,406.40
MONTHLY	4,212.54	4,447.44	4,696.26	4,957.26	5,233.92
ANNUAL	50,550.48	53,369.28	56,355.12	59,487.12	62,807.04

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RANGE: 2426

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.26	25.61	27.04	28.55	30.14
BI-WEEKLY	1,940.80	2,048.80	2,163.20	2,284.00	2,411.20
MONTHLY	4,221.24	4,456.14	4,704.96	4,967.70	5,244.36
ANNUAL	50,654.88	53,473.68	56,459.52	59,612.40	62,932.32

RANGE: 2435

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.35	25.71	27.14	28.65	30.25
BI-WEEKLY	1,948.00	2,056.80	2,171.20	2,292.00	2,420.00
MONTHLY	4,236.90	4,473.54	4,722.36	4,985.10	5,263.50
ANNUAL	50,842.80	53,682.48	56,668.32	59,821.20	63,162.00

RANGE: 2443

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.43	25.79	27.23	28.75	30.35
BI-WEEKLY	1,954.40	2,063.20	2,178.40	2,300.00	2,428.00
MONTHLY	4,250.82	4,487.46	4,738.02	5,002.50	5,280.90
ANNUAL	51,009.84	53,849.52	56,856.24	60,030.00	63,370.80

RANGE: 2450

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.50	25.87	27.31	28.83	30.44
BI-WEEKLY	1,960.00	2,069.60	2,184.80	2,306.40	2,435.20
MONTHLY	4,263.00	4,501.38	4,751.94	5,016.42	5,296.56
ANNUAL	51,156.00	54,016.56	57,023.28	60,197.04	63,558.72

RANGE: 2493

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	24.93	26.32	27.79	29.34	30.98
BI-WEEKLY	1,994.40	2,105.60	2,223.20	2,347.20	2,478.40
MONTHLY	4,337.82	4,579.68	4,835.46	5,105.16	5,390.52
ANNUAL	52,053.84	54,956.16	58,025.52	61,261.92	64,686.24

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RANGE: 2507

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.07	26.47	27.95	29.51	31.16
BI-WEEKLY	2,005.60	2,117.60	2,236.00	2,360.80	2,492.80
MONTHLY	4,362.18	4,605.78	4,863.30	5,134.74	5,421.84
ANNUAL	52,346.16	55,269.36	58,359.60	61,616.88	65,062.08

RANGE: 2538

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.38	26.80	28.29	29.87	31.54
BI-WEEKLY	2,030.40	2,144.00	2,263.20	2,389.60	2,523.20
MONTHLY	4,416.12	4,663.20	4,922.46	5,197.38	5,487.96
ANNUAL	52,993.44	55,958.40	59,069.52	62,368.56	65,855.52

RANGE: 2550

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.50	26.92	28.42	30.00	31.67
BI-WEEKLY	2,040.00	2,153.60	2,273.60	2,400.00	2,533.60
MONTHLY	4,437.00	4,684.08	4,945.08	5,220.00	5,510.58
ANNUAL	53,244.00	56,208.96	59,340.96	62,640.00	66,126.96

RANGE: 2551

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.51	26.93	28.43	30.02	31.69
BI-WEEKLY	2,040.80	2,154.40	2,274.40	2,401.60	2,535.20
MONTHLY	4,438.74	4,685.82	4,946.82	5,223.48	5,514.06
ANNUAL	53,264.88	56,229.84	59,361.84	62,681.76	66,168.72

RANGE: 2566

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.66	27.09	28.60	30.19	31.87
BI-WEEKLY	2,052.80	2,167.20	2,288.00	2,415.20	2,549.60
MONTHLY	4,464.84	4,713.66	4,976.40	5,253.06	5,545.38
ANNUAL	53,578.08	56,563.92	59,716.80	63,036.72	66,544.56

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RANGE: 2570

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	25.70	27.13	28.64	30.24	31.93
BI-WEEKLY	2,056.00	2,170.40	2,291.20	2,419.20	2,554.40
MONTHLY	4,471.80	4,720.62	4,983.36	5,261.76	5,555.82
ANNUAL	53,661.60	56,647.44	59,800.32	63,141.12	66,669.84

RANGE: 2616

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.16	27.62	29.16	30.79	32.51
BI-WEEKLY	2,092.80	2,209.60	2,332.80	2,463.20	2,600.80
MONTHLY	4,551.84	4,805.88	5,073.84	5,357.46	5,656.74
ANNUAL	54,622.08	57,670.56	60,886.08	64,289.52	67,880.88

RANGE: 2662

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	26.62	28.10	29.67	31.32	33.07
BI-WEEKLY	2,129.60	2,248.00	2,373.60	2,505.60	2,645.60
MONTHLY	4,631.88	4,889.40	5,162.58	5,449.68	5,754.18
ANNUAL	55,582.56	58,672.80	61,950.96	65,396.16	69,050.16

RANGE: 2774

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.74	29.29	30.92	32.64	34.46
BI-WEEKLY	2,219.20	2,343.20	2,473.60	2,611.20	2,756.80
MONTHLY	4,826.76	5,096.46	5,380.08	5,679.36	5,996.04
ANNUAL	57,921.12	61,157.52	64,560.96	68,152.32	71,952.48

RANGE: 2781

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	27.81	29.36	31.00	32.73	34.55
BI-WEEKLY	2,224.80	2,348.80	2,480.00	2,618.40	2,764.00
MONTHLY	4,838.94	5,108.64	5,394.00	5,695.02	6,011.70
ANNUAL	58,067.28	61,303.68	64,728.00	68,340.24	72,140.40

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RANGE: 2829

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.29	29.87	31.54	33.30	35.16
BI-WEEKLY	2,263.20	2,389.60	2,523.20	2,664.00	2,812.80
MONTHLY	4,922.46	5,197.38	5,487.96	5,794.20	6,117.84
ANNUAL	59,069.52	62,368.56	65,855.52	69,530.40	73,414.08

RANGE: 2848

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.48	30.07	31.75	33.52	35.39
BI-WEEKLY	2,278.40	2,405.60	2,540.00	2,681.60	2,831.20
MONTHLY	4,955.52	5,232.18	5,524.50	5,832.48	6,157.86
ANNUAL	59,466.24	62,786.16	66,294.00	69,989.76	73,894.32

RANGE: 2849

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	28.49	30.08	31.76	33.53	35.40
BI-WEEKLY	2,279.20	2,406.40	2,540.80	2,682.40	2,832.00
MONTHLY	4,957.26	5,233.92	5,526.24	5,834.22	6,159.60
ANNUAL	59,487.12	62,807.04	66,314.88	70,010.64	73,915.20

RANGE: 2905

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.05	30.67	32.38	34.19	36.10
BI-WEEKLY	2,324.00	2,453.60	2,590.40	2,735.20	2,888.00
MONTHLY	5,054.70	5,336.58	5,634.12	5,949.06	6,281.40
ANNUAL	60,656.40	64,038.96	67,609.44	71,388.72	75,376.80

RANGE: 2914

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.14	30.76	32.48	34.29	36.20
BI-WEEKLY	2,331.20	2,460.80	2,598.40	2,743.20	2,896.00
MONTHLY	5,070.36	5,352.24	5,651.52	5,966.46	6,298.80
ANNUAL	60,844.32	64,226.88	67,818.24	71,597.52	75,585.60

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RANGE: 2927

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.27	30.90	32.62	34.44	36.36
BI-WEEKLY	2,341.60	2,472.00	2,609.60	2,755.20	2,908.80
MONTHLY	5,092.98	5,376.60	5,675.88	5,992.56	6,326.64
ANNUAL	61,115.76	64,519.20	68,110.56	71,910.72	75,919.68

RANGE: 2997

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	29.97	31.64	33.40	35.26	37.23
BI-WEEKLY	2,397.60	2,531.20	2,672.00	2,820.80	2,978.40
MONTHLY	5,214.78	5,505.36	5,811.60	6,135.24	6,478.02
ANNUAL	62,577.36	66,064.32	69,739.20	73,622.88	77,736.24

RANGE: 3001

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.01	31.68	33.45	35.32	37.29
BI-WEEKLY	2,400.80	2,534.40	2,676.00	2,825.60	2,983.20
MONTHLY	5,221.74	5,512.32	5,820.30	6,145.68	6,488.46
ANNUAL	62,660.88	66,147.84	69,843.60	73,748.16	77,861.52

RANGE: 3004

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.04	31.71	33.48	35.35	37.32
BI-WEEKLY	2,403.20	2,536.80	2,678.40	2,828.00	2,985.60
MONTHLY	5,226.96	5,517.54	5,825.52	6,150.90	6,493.68
ANNUAL	62,723.52	66,210.48	69,906.24	73,810.80	77,924.16

RANGE: 3008

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.08	31.76	33.53	35.40	37.37
BI-WEEKLY	2,406.40	2,540.80	2,682.40	2,832.00	2,989.60
MONTHLY	5,233.92	5,526.24	5,834.22	6,159.60	6,502.38
ANNUAL	62,807.04	66,314.88	70,010.64	73,915.20	78,028.56

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RANGE: 3016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.16	31.84	33.62	35.49	37.47
BI-WEEKLY	2,412.80	2,547.20	2,689.60	2,839.20	2,997.60
MONTHLY	5,247.84	5,540.16	5,849.88	6,175.26	6,519.78
ANNUAL	62,974.08	66,481.92	70,198.56	74,103.12	78,237.36

RANGE: 3087

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.87	32.59	34.41	36.33	38.36
BI-WEEKLY	2,469.60	2,607.20	2,752.80	2,906.40	3,068.80
MONTHLY	5,371.38	5,670.66	5,987.34	6,321.42	6,674.64
ANNUAL	64,456.56	68,047.92	71,848.08	75,857.04	80,095.68

RANGE: 3094

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	30.94	32.67	34.49	36.41	38.44
BI-WEEKLY	2,475.20	2,613.60	2,759.20	2,912.80	3,075.20
MONTHLY	5,383.56	5,684.58	6,001.26	6,335.34	6,688.56
ANNUAL	64,602.72	68,214.96	72,015.12	76,024.08	80,262.72

RANGE: 3118

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.18	32.92	34.76	36.70	38.75
BI-WEEKLY	2,494.40	2,633.60	2,780.80	2,936.00	3,100.00
MONTHLY	5,425.32	5,728.08	6,048.24	6,385.80	6,742.50
ANNUAL	65,103.84	68,736.96	72,578.88	76,629.60	80,910.00

RANGE: 3160

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.60	33.36	35.22	37.18	39.25
BI-WEEKLY	2,528.00	2,668.80	2,817.60	2,974.40	3,140.00
MONTHLY	5,498.40	5,804.64	6,128.28	6,469.32	6,829.50
ANNUAL	65,980.80	69,655.68	73,539.36	77,631.84	81,954.00

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RANGE: 3179

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	31.79	33.56	35.43	37.41	39.50
BI-WEEKLY	2,543.20	2,684.80	2,834.40	2,992.80	3,160.00
MONTHLY	5,531.46	5,839.44	6,164.82	6,509.34	6,873.00
ANNUAL	66,377.52	70,073.28	73,977.84	78,112.08	82,476.00

RANGE: 3261

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	32.61	34.43	36.35	38.38	40.52
BI-WEEKLY	2,608.80	2,754.40	2,908.00	3,070.40	3,241.60
MONTHLY	5,674.14	5,990.82	6,324.90	6,678.12	7,050.48
ANNUAL	68,089.68	71,889.84	75,898.80	80,137.44	84,605.76

RANGE: 3340

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.40	35.26	37.23	39.31	41.50
BI-WEEKLY	2,672.00	2,820.80	2,978.40	3,144.80	3,320.00
MONTHLY	5,811.60	6,135.24	6,478.02	6,839.94	7,221.00
ANNUAL	69,739.20	73,622.88	77,736.24	82,079.28	86,652.00

RANGE: 3372

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	33.72	35.60	37.58	39.68	41.89
BI-WEEKLY	2,697.60	2,848.00	3,006.40	3,174.40	3,351.20
MONTHLY	5,867.28	6,194.40	6,538.92	6,904.32	7,288.86
ANNUAL	70,407.36	74,332.80	78,467.04	82,851.84	87,466.32

RANGE: 3453

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.53	36.46	38.49	40.64	42.91
BI-WEEKLY	2,762.40	2,916.80	3,079.20	3,251.20	3,432.80
MONTHLY	6,008.22	6,344.04	6,697.26	7,071.36	7,466.34
ANNUAL	72,098.64	76,128.48	80,367.12	84,856.32	89,596.08

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RANGE: 3475

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.75	36.69	38.74	40.90	43.18
BI-WEEKLY	2,780.00	2,935.20	3,099.20	3,272.00	3,454.40
MONTHLY	6,046.50	6,384.06	6,740.76	7,116.60	7,513.32
ANNUAL	72,558.00	76,608.72	80,889.12	85,399.20	90,159.84

RANGE: 3489

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	34.89	36.84	38.89	41.06	43.35
BI-WEEKLY	2,791.20	2,947.20	3,111.20	3,284.80	3,468.00
MONTHLY	6,070.86	6,410.16	6,766.86	7,144.44	7,542.90
ANNUAL	72,850.32	76,921.92	81,202.32	85,733.28	90,514.80

RANGE: 3577

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	35.77	37.76	39.87	42.09	44.44
BI-WEEKLY	2,861.60	3,020.80	3,189.60	3,367.20	3,555.20
MONTHLY	6,223.98	6,570.24	6,937.38	7,323.66	7,732.56
ANNUAL	74,687.76	78,842.88	83,248.56	87,883.92	92,790.72

RANGE: 3730

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	37.30	39.38	41.58	43.90	46.35
BI-WEEKLY	2,984.00	3,150.40	3,326.40	3,512.00	3,708.00
MONTHLY	6,490.20	6,852.12	7,234.92	7,638.60	8,064.90
ANNUAL	77,882.40	82,225.44	86,819.04	91,663.20	96,778.80

RANGE: 3797

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
HOURLY	37.97	40.09	42.33	44.69	47.18
BI-WEEKLY	3,037.60	3,207.20	3,386.40	3,575.20	3,774.40
MONTHLY	6,606.78	6,975.66	7,365.42	7,776.06	8,209.32
ANNUAL	79,281.36	83,707.92	88,385.04	93,312.72	98,511.84

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BI-WEEKLY RANGE: 2,388.80	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	29.86	2,388.80	5,195.64	62,347.68
BI-WEEKLY RANGE: 2,404.80	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	30.06	2,404.80	5,230.44	62,765.28
BI-WEEKLY RANGE: 2,585.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	32.32	2,585.60	5,623.68	67,484.16
BI-WEEKLY RANGE: 2,592.80	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	32.41	2,592.80	5,639.34	67,672.08
BI-WEEKLY RANGE: 2,656.58	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	33.21	2,656.58	5,778.06	69,336.73
BI-WEEKLY RANGE: 2,692.00	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	33.65	2,692.00	5,855.10	70,261.20
BI-WEEKLY RANGE: 2,771.20	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	34.64	2,771.20	6,027.36	72,328.32
BI-WEEKLY RANGE: 2,844.00	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	35.55	2,844.00	6,185.70	74,228.40

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BI-WEEKLY RANGE: 2,901.60	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	36.27	2,901.60	6,310.98	75,731.76
BI-WEEKLY RANGE: 2,938.40	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	36.73	2,938.40	6,391.02	76,692.24
BI-WEEKLY RANGE: 3,081.61	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	38.52	3,081.61	6,702.50	80,430.02
BI-WEEKLY RANGE: 3,091.20	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	38.64	3,091.20	6,723.36	80,680.32
BI-WEEKLY RANGE: 3,102.40	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	38.78	3,102.40	6,747.72	80,972.64
BI-WEEKLY RANGE: 3,366.40	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	42.08	3,366.40	7,321.92	87,863.04
BI-WEEKLY RANGE: 3,568.00	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	44.60	3,568.00	7,760.40	93,124.80