SAN BERNARDINO COUNTY
FIRE PROTECTION DISTRICT

SAN BERNARDINO COUNTY
SPECIAL DISTRICTS DEPARTMENT

EXEMPT
COMPENSATION PLAN
2016

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SAN BERNARDINO COUNTY SPECIAL DISRICTS DEPARTMENT
SAN BERNADINO COUNTY FIRE PROTECTION DISTRICT
EXEMPT COMPENSATION PLAN

ARTICLE 1: INTRODUCTION

Consistent with applicable laws, the following sections represent the salary and benefit program, established by the Board of Supervisors for Exempt employees included in the San Bernardino County Fire Protection District (hereinafter referred to as County Fire), the Board-Governed Special Districts County Service Areas and their Improvement Zones (hereinafter referred to as "Special Districts). The Exempt Compensation Plan shall in no manner be interpreted as a guaranteed or implied contract between Special Districts/County Fire and any employee or group of employees. The *Personnel Rules for Board-Governed Special Districts/County Fire* also apply to Special Districts/County Fire Exempt employees unless specifically excluded within rule provisions.

ARTICLE 2: BENEFITS

Section 1: Section 125 Premium Conversion Plan

A. Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Exempt employees. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.

B. To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, vision, AD&D, and/or life insurance and have a premium deduction for these benefit plans.

C. Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax deductions for all eligible premiums for the remainder of the Plan Year.

D. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and consistent with the County’s Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event.

Section 2: Medical and Dental Coverage

A. All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by Special Districts/County Fire. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest biweekly premium rates available in the geographical location of the employee’s primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first

pay period in which the employee is scheduled to work for forty (40) hours or more and received pay for at least one-half plus one hour of scheduled hours.

B. To continue enrollment in Special Districts/County Fire medical and dental plan coverage, an employee must be in a regular position scheduled to work a minimum of 40 hours per pay period and have received pay for at least one half plus one hour of scheduled hours or be on an approved leave for which continuation of medical and dental coverage is expressly provided under Section2 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

C. Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, marriage, or registration of domestic partnership.

D. Notification of a mid-year qualifying event must be submitted to the Employee Benefits and Services Division in accordance with procedures adopted by the Employee Benefits and Services Division. Employees are responsible for notifying the Employee Benefits and Services Division within sixty (60) days of dependent’s change in eligibility for the Special Districts/County Fire-sponsored plans.

E. Dependent(s) must be removed mid-plan year when a dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules, for example, divorce, overage dependent, or termination of domestic partnership.

F. Enrollment elections must remain in effect for the remainder of the Plan Year unless an employee experiences an IRS qualifying event.

G. Premiums for coverage will be automatically deducted from the employee’s pay warrant. Failure to pay premiums will result in loss of coverage for the employee and/or their dependents. If the employee does not have sufficient earnings to cover the deduction, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division.

H. Employees eligible for medical plan coverage who are also enrolled in a comparable group medical plan sponsored by another employer or are covered by a spouse, domestic partner, or parent who is also employed with Special Districts/County Fire or the County may elect to discontinue enrollment in Special Districts/County Fire-sponsored medical plan (opt-out or waive).

1. Employees who, prior to July 9, 2005, elected to opt-out of Special Districts/County Fire-sponsored medical plan coverage and continue to opt-out will receive the following biweekly amount: Employees scheduled for 61 to 80 hours per pay period shall receive one hundred sixty-one dollars and fifty-four cents ($161.54) per pay period. Employees scheduled for 40 to 60 hours per pay period shall receive eighty dollars and seventy-seven cents ($80.77) per pay period. To receive these amounts employees must be paid for a minimum of one-half plus one of their scheduled hours. For instance, an employee scheduled to work 80 hours must be paid for a minimum of 41 hours during a pay period to receive the opt-out or waive amounts.

2. Employees scheduled to work 61 to 80 hours who, prior to July 9, 2005, elected to waive medical plan coverage to a spouse, domestic partner, or parent employed by Special Districts/County Fire or the County and continue to waive will receive two-hundred thirty dollars ($230.00) per pay period; employees scheduled for 40 to 60 hours per pay period who continue to waive shall receive one-hundred fifteen dollars ($115.00) per pay period.

3. New opt-outs or waives (i.e., new employees and current employees who opted-out or waived effective July 9, 2005 and any time thereafter) scheduled for 61 to 80 hours per pay period will receive forty dollars ($40.00) per pay period; new opt-outs or waives scheduled for 40 to 60 hours shall receive twenty dollars ($20.00) per pay period.

I. Employees eligible for dental plan coverage who are also enrolled in a comparable group dental plan sponsored by another employer or are covered by a spouse, domestic partner, or parent who is also employed with Special Districts/County Fire or the County may elect to discontinue enrollment in the Special Districts/County Fire-sponsored dental plan.

J. The rules and procedures for electing to opt-out or waive of Special Districts/County Fire-sponsored health and dental plan coverage are established and administered by the Employee Benefits and Services Division.

1. Employees may elect to opt-out of or waive Special Districts/County Fire medical and/or dental plan(s) within sixty (60) calendar days of the effective date of gaining other employer group coverage. Proof of initial gain of other employer group coverage is required at the time that opt-out or waive is elected.

2. Employees may also elect to opt-out or waive of Special Districts/County Fire medical and/or dental plan coverage during an annual open enrollment period. All employees who newly elect to opt-out or waive during open enrollment must provide verification of other employer group plan coverage.

3. Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a Special Districts/County Fire-sponsored medical and/or dental plan within sixty (60) calendar days. Enrollment in the Special Districts/County Fire-sponsored plan will be provided in accordance with the requirements of the applicable plan.

4. Except as required at the initial opt-out/waive election, employees are not required to provide verification of continued coverage unless requested by the plan administrator.

5. There must be no break in the employee’s medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a Special Districts/County Fire medical and dental plan. Terms and conditions of the applicable plan will determine the required retroactive enrollment period and premiums required to implement coverage. Failure to notify Special Districts/County Fire of loss of group coverage within sixty (60) calendar days will require the employee to pay insurance premiums retroactively on an after-tax basis.

K. For employees assigned to work in the Needles, Trona, or Baker work locations, Special Districts/County Fire has established a “Needles Subsidy.” To be eligible for the Needles Subsidy the employee must be enrolled in a medical

plan and receive MPS. The Needles Subsidy will be paid by the employee's Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the lowest cost medical plan provided by the County. The applicable Subsidy amount shall be paid directly to the provider of the Special Districts/County Fire-sponsored medical plan in which the eligible employee has enrolled. This Subsidy will be established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the lowest cost medical plan becomes available to the employees.

Section 3: Medical and Dental Subsidies

A. Special Districts/County Fire has established a Medical Premium Subsidy (MPS) to offset the cost of medical plan premiums charged to eligible employees. The applicable MPS amount shall be paid directly to the providers of Special Districts/County Fire-sponsored medical plan in which the eligible employee has enrolled.

In no case, shall the MPS exceed the total cost of the medical and dental insurance premium for the coverage selected.

B. The following are the MPS amounts:

	Scheduled for 40 to 60 hours	**Scheduled for 61 to 80 hours**
Employee Only	$115.00	$230.00
Employee + 1	$176.12	$352.23
Employee + 2	$241.32	$482.64

Effective July 21, 2018 all employees shall receive a Medical Premium Subsidy (MPS) in the following amounts per pay period:

COVERAGE	**SCHEDULED FOR 41 TO 60 HOURS**	**SCHEDULED FOR 61 TO 80 HOURS**
Employee Only	$117.25	$234.50
Employee + 1	$180.60	$361.19
Employee + 2	$247.67	$495.34

C. Special Districts/County Fire has established a Dental Premium Subsidy (DPS) to offset the cost of dental plan premiums charged to eligible employees. The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled.

Those who are enrolled in both County-sponsored medical and dental coverage whose premium costs for medical and dental exceeds the MPS will be eligible to receive the DPS.

The following are the DPS amounts:

	Scheduled for 40 to 60 hours	**Scheduled for 61 to 80 hours**
Employee Only Employee + 1 Employee + 2	$4.73	Up to $9.46

The amount of the DPS shall not to exceed the combined total of the employee's out-of-pocket premium expenses. For example, an employee who selects "employee only" coverage for medical and dental with a combined per pay period premium cost of $234.00 will receive a DPS in the amount of $4.00 per pay period.

D. Eligibility for MPS and DPS

Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a county-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage.

Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be paid for at least one-half plus one hour of their scheduled hours in order to actually receive the benefits of this Section. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid for at least forty-one (41) hours to actually receive the benefits of this Section.

E. Eligibility for MPS and DPS While on Leave

1. FMLA/CFRA - Employees who are on approved leave, pursuant to FMLA/CFRA law and whose paid hours in a pay period are less than the required number of hours designated in Section 3, as applicable, will continue to be enrolled in a Special Districts/County Fire-sponsored medical plan and to receive MPS and DPS in accordance with applicable law.

   An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS and DPS as provided by law, shall not be eligible for continuation of the MPS and DPS in the subsequent year. For example, an employee who is off work continuously for two years, and received the MPS and DPS as provided by law, shall not be eligible for the continuation of the MPS and DPS in the next rolling year.

2. Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL, Government Code section 12945.

3. Workers' Compensation – Except for employees covered under Labor Code 4850, employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to a total of twenty (20) pay periods while off work due to that work injury as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.

4. Short Term Disability - Employees who are fully integrating paid leave time with Short-Term Disability (STD) insurance provided by the County shall continue to receive the MPS and DPS.

5. Per Episode of Illness or Injury - Employees who are on an approved Medical Leave of Absence and whose paid hours in a pay period are less than the required number of hours will continue to receive the benefits of Section 2 for up to six pay periods per episode of illness or injury.

Section 4: Contributions to Salary Savings Plan

A. Biweekly contributions of Exempt employees in Group C to the County's 401(k) Defined Contribution Plan up to three percent (3%) of an employee's biweekly base salary will be matched by a Special Districts/County Fire contribution on the basis of two (2) times the employee's contribution. The Special Districts/County Fire contribution shall not exceed six percent (6%) of an employee's biweekly base salary. Biweekly contributions of Exempt employees in Groups A and B to the County's 401(k) Defined Contribution Plan up to four percent (4%) of an employee's biweekly base salary will be matched by a Special Districts/County Fire contribution on the basis of two (2) times the employee's contribution. The Special Districts/County Fire contribution shall not exceed eight percent (8%) of an employee's biweekly base salary.

B. Biweekly contributions of Exempt Group A employees to the County's 457(b) Deferred Compensation Plan up to one percent (1%) of an employee's biweekly base salary will be matched by a Special Districts/County Fire contribution on the basis of one (1) times the employee's contribution. The Special Districts/County Fire contribution shall not exceed one percent (1%) of the employee's biweekly base salary. Biweekly contributions of Exempt Group B and C employees to the County's 457(b) Deferred Compensation Plan up to one percent (1%) of an employee's biweekly base salary will be matched by a Special Districts/County Fire contribution on the basis of one-half (1/2) times the employee's contribution. The Special Districts/County Fire contribution shall not exceed one-half percent (½%) of the employee's biweekly base salary.

Section 5: Dependent Care Assistance Plan (DCAP)

The purpose of this Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an election to pay for qualifying dependent care expenses with salary reduction from compensation contributed to the Plan before federal income or social security taxes are paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code of 1986 (IRC) and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

The DCAP will be administered by the Employee Benefits & Services Division consistent with said IRC Section and consistent with the County's Dependent Care Assistance Plan Document.

A. To be eligible to enroll for this benefit, an employee must be in a regular position.

B. Enrollment is required every year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status Event. Failure to submit a participation agreement within the time frame shall result in an election to not participate in the Plan.

C. An employee must elect to contribute to DCAP through salary reduction on forms approved by the Employee Benefits & Services Division. An employee election to participate shall be irrevocable for the remainder of the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Dependent Care Assistance Plan Document.

D. Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of the Plan Year must be forfeited except as permitted by the IRC and the County's Dependent Care Assistance Plan Document. Any forfeited amounts shall be used to help defray the Plan's administrative expenses.

Section 6: Flexible Spending Account (FSA)

A. The District has established a Medical Expense Reimbursement Flexible Spending Account (FSA) Plan for Exempt Group employees in regular positions The FSA is established in accordance with the provisions of Section 213 of the Internal Revenue Code (IRC). The Employee Benefits and Services Division will serve as the Plan's Administrator.

B. Eligible employees who choose to participate in the FSA must complete and submit enrollment forms in accordance with procedures developed by the Plan's Administrator.

C. Enrollment is required every year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status Event. Failure to submit a participation agreement within the time frame shall result in an election to not participate in the Plan.

D. Eligible employees may contribute, on a pre-tax basis, each biweekly pay period up to the established amount pursuant to the IRC annual maximum. Special Districts/County Fire will contribute up to forty dollars ($40.00) per biweekly pay period matching employee contributions dollar for dollar.

E. Upon enrolling in the Plan, employees may not change their designated biweekly contribution amount or discontinue making contributions for the remainder of the Plan Year except as permitted by the IRC. Any amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Medical Expense Reimbursement Plan Document. Any forfeited amounts shall be used to help defray the Plan's administrative expenses.

Section 7: Perfect Attendance

Employees in regular, full-time positions in Exempt Groups B and C who do not utilize any sick leave in a calendar year (i.e., pay period 1 through pay period 26 or 27, when applicable, of the same year), and who do not record any sick leave without pay, absent without pay, Medical Emergency Leave, or military leave as provided by law, during that year, shall accrue sixteen (16) hours of perfect attendance leave for use in the next calendar year. Failure to utilize the perfect attendance leave within the calendar year shall result in forfeiture of the same. Perfect attendance leave may not be cashed out.

Section 8: Healthy Lifestyles Program

The Healthy Lifestyles program is available to Exempt Group employees. Under this program, Exempt Group employees are eligible for reimbursement for a Health Club membership up to $324.00 on an annual basis. Exempt Group employees are also eligible for an annual physical examination through the Arrowhead Regional Medical Center.

Section 9: Insurance Programs

A. Term Life Insurance. Subject to carrier requirements as specified in the Certificate of Insurance, Special Districts/County Fire will pay the premium for a term life insurance policy, the amount of which is based on the eligible employee's scheduled hours. An employee scheduled from 40 to 60 hours per pay period shall receive $25,000 in coverage. An employee scheduled from 61 to 80 hours shall receive $50,000 in coverage. Life Insurance will become effective on the first day of the pay period following the first pay period in which the employee works and receives pay for one-half plus one of the employee's scheduled hours. For example, an employee scheduled for eighty (80) hours must be paid for a minimum of forty-one (41) hours. For pay periods in which the employee does not meet the paid hours requirement, the employee shall have the option of continuing life insurance coverage at the employee's expense.

B. Voluntary Life Insurance. In accordance with procedures established by the Employee Benefits and Services Division, eligible employees may purchase, through payroll deductions, term life insurance subject to carrier requirements and in the amounts specified in the Certificate of Insurance.

An employee shall become initially eligible to participate in this program on the first day of the pay period following the pay period in which the employee works and receives pay for one-half plus one of his/her regularly scheduled hours. Participation will continue as long as premiums are paid timely. If the employee does not have sufficient earnings to cover the deduction for premiums, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division.

C. Variable Group Universal Life Insurance. Eligible employees may purchase, through payroll deductions, variable group universal life insurance subject to carrier requirements and approval. Employees who purchase variable group universal life insurance shall be provided a Special Districts/County Fire contribution towards the biweekly premium based on the following schedule:

Benefit Group A = 50% of the premium for the one-time annual base salary or 100 % of the premium equal to 50% of the one- time annual base salary.
Benefit Group B = 25% of the premium for the one-time annual base salary.
Benefit Group C = 25% of the premium for the one-time annual base salary.

In the absence of sufficient earnings to cover the deduction for premiums, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division.

D. Accidental Death and Dismemberment Insurance. Exempt Group employees may purchase amounts of Accidental Death and Dismemberment Insurance coverage for themselves and dependents through payroll deduction. An employee shall become initially eligible to participate in this program on the first day of the pay period following the first pay period in which the employee works and receives pay for one-half plus one of the employee's regularly scheduled hours. Participation will continue as long as premiums are paid timely. In the absence of sufficient earnings to cover the deduction for premiums, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division. The benefit will be provided subject to carrier requirements, and will be administered by the Employee Benefits and Services Division.

E. Long-Term Disability Insurance. Special Districts/County Fire will provide Exempt Group employees with long-term disability insurance subject to carrier requirements and approval. The benefit levels for such insurance shall be those approved by the Director of Human Resources and are subject to carrier requirements. Integration of leave balances (e.g., sick, vacation, etc.), either partially or fully, are not allowed in conjunction with Long-Term Disability benefits.

F. Short-Term Disability Insurance. Special Districts/County Fire will provide an employer paid Short-Term Disability Insurance Plan for Exempt Group employees. This benefit shall apply to Exempt Group employees in regular positions who are regularly scheduled to work forty (40) or more hours per pay period. The Short-Term Disability Insurance Plan benefit coverage shall be governed by the Plan Document that has been approved and adopted by the Board of Supervisors for Exempt Group employees and is subject to carrier requirements and approval. Benefit payments terminate when the employee is no longer disabled, or after receiving one hundred and eighty (180) days of benefits at which time the employee would be eligible for long-term disability benefits if still medically disabled.

G. Vision Care Insurance. Subject to carrier requirements, Special Districts/County Fire will pay the premiums for vision care insurance for employees who are in a paid status and their eligible dependents.

Section 10: Retirement Medical Trust Fund

A Retirement Medical Trust Fund has been established for Exempt Group employees with five (5) or more years of participation in SBCERA. The Trust Fund is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of IRC section 501(c)(9).

The Retirement Medical Trust Fund will be administered by the Employee Benefits and Services Division as the plan administrator in accordance with the plan document and applicable law.

(a) Sick Leave Conversion Eligibility - Exempt Group employees with five or more years of participation in SBCERA are eligible to participate in the Trust.

The purchase of additional retirement credit or other retirement service credit and/or participation in other public sector retirement systems may also be counted towards the service requirement, provided that the employee has not withdrawn their contributions from the system(s) and the employee is also a participant in SBCERA.

Employees who wish to receive credit for participation in other public retirement systems must provide the Plan Administrator written evidence of participation and that contributions made to the system(s) have not been withdrawn.

(b) Sick Leave Conversion Formula - At separation from service for reasons other than death, all eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust in accordance with the conversion formula below:

Amount of Remaining Sick Leave Hours	Cash Value Formula
0 to 1,400 hours	75%

(c) Special Districts/County Fire Contribution - Special Districts/County Fire will contribute to the RMT as follows:

Years of Participation in SBCERA or Other Retirement System	Percentage of Base Salary*
5-9 years	1.00%
10-15 years	1.75%
16 or more years	2.75%

*For purposes of the RMT contribution, base salary is as defined in the RMT plan document.

d) Death - Upon the death of an active employee with five (5) or more years of continuous service from the most recent date of hire in a regular position, the estate of the deceased employee will be paid the cash value for the unused sick leave balances according to the sick leave conversion formula below, and will not go into the Trust.

Sick Leave Balance as of Date of Separation for Death	Cash Payment Percent of Hours of Sick Leave Balance
480 hours or less	30 percent
481 to 600 hours	35 percent
601 to 720 hours	40 percent
721 to 840 hours	45 percent
841 to 1000 hours	50 percent

Section 11: Retirement System Contributions

A. For the purpose of this section, Special Districts/County Fire Exempt employees shall be divided into the following groups:

1. Group A
   Assistant Fire Chief
   Communications Director
   Deputy Fire Chief
   Deputy Director, Special Districts Department
   Deputy Fire Marshal

   Director of Special Districts
   Division Chief, Fire Division
   Manager, Engineering
   Division Manager, Fiscal Services

   Fire Chief
   Fire Marshal

2. Group B
   Business Operations Manager
   General Manager
   Regional Manager
   Water/Wastewater Operations Manager

3. Group C
   Assistant Emergency Services Manager
   Assistant Regional Manager
   Budget and Fiscal Manager
   Budget Officer
   Emergency Services Manager
   Executive Assistant
   Executive Secretary
   Management Analyst
   Principal Budget Officer
   Support Services Manager

B. Special Districts/County Fire Contributions.

1. Exempt employees who are Tier 1 members as defined by SBCERA shall receive the following supplemental amounts biweekly to be applied under this Section:

   a. Group A employees – two-hundred, thirty-six dollars and forty-one cents ($236.41) per biweekly pay period;

   b. Group B employees – one-hundred, fifty-two dollars and seventeen cents ($152.17) per biweekly pay period;

   c. Group C employees – ninety-four dollars and sixty-seven cents ($94.67) per biweekly pay period.

C. Remaining Employee Contributions.

Any employee retirement system contribution obligations, which are not paid by the application of Section (B) above, shall be paid by the employee. If hired prior to January 1, 2013, the employee must choose to have the contributions designated as all employer or all employee contributions for retirement purposes. If the employee designates the pickup as employer contributions, then for each dollar applied, the employee's retirement obligation shall be satisfied in the amount of the actuarial value of that dollar to the Retirement Association as determined by the Board of Retirement; and the employee may not withdraw this contribution from the Retirement Association.

If the employee designates the pickup as employee contributions, then for each dollar applied, the employee's retirement obligation shall be satisfied in the amount of one dollar ($1.00); and upon separation without retirement, an employee may withdraw this contribution from the Retirement Association. Upon retirement or separation, all contributions applied under this Section will be considered for tax purposes as employer-paid contributions.

If the employee does not file a designation, the contributions shall be made as employee contributions.

For employees hired on or after January 1, 2013, all contributions will be designated as employee contributions to comply with the California Employees' Pension Reform Act of 2013 (Gov't Code section 7522 et seq.). Upon separation without retirement, the employee may withdraw this contribution from the Retirement Association.

Any employee retirement system contribution obligations shall be "picked up" for tax purposes only pursuant to this Section. The Auditor-Controller/Treasurer/Tax Collector shall implement the pickup of such retirement system contributions under Internal Revenue Code Section 414(H)(2).

D. Special Provisions.

1. Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of June 18, 2011, and who either already have or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 shall have one (1) opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) consecutive pay periods.

2. Employees who are over age sixty (60) at time of hire, and who are in a regular position, and who choose not to be a member of SBCERA, shall be enrolled in the County's 401(k) Defined Contribution Plan. Special Districts/County Fire shall contribute the applicable percentage of the employee's base salary as provided in Section 4 Contributions to Salary Savings Plan of this Article, not to exceed the annual limits of the Plan as defined in the Internal Revenue Code. Eligible employees who waive participation in the County's Retirement System shall be eligible to receive the biweekly amounts applied under section (B) above for their group of employees.

E. Survivor Benefits. Survivor Benefits are payable to employed general retirement members with at least eighteen (18) months continuous retirement membership pursuant to Government Code section 31855.12. An equal, non-refundable employer and employee biweekly contribution will be paid to SBCERA as provided in the annual actuarial study.

Section 12: Retirement Formula

A. Special Provisions for Exempt Safety Employees. The following subsection shall apply to members of the Exempt Group who are safety members of the San Bernardino County Employees Retirement Association (SBCERA), as defined in Government Code section 31469.3:

1. Tier 1 Retirement Formula: For Tier 1 safety members of SBCERA, effective October 1, 2003, Special Districts/County Fire adopted a resolution making Government Code section 31664.1 (3% at 50 Formula) applicable to safety members of SBCERA. Special Districts/County Fire has also adopted a resolution pursuant to Government Code section 31678.2, applying the formula set forth in Government Code section 31664.1 applicable to all prior safety service credit for each eligible employee under this subsection.

2. Tier 2 Formula: For Tier 2 safety members of SBCERA the applicable Retirement Formula shall be 2.7% at age 57 as provided by applicable law.

3. Effective October 1, 2003, employees eligible under this subsection shall be required to pay an additional 2.5% of compensation earnable each pay period into the retirement system, above and beyond the employee contribution rates established by the Board of Retirement. Effective March 21, 2015, eligible safety members shall no longer be required to pay the additional two and one-half percent (2.5%) of compensation earnable.

ARTICLE 3: COMPENSATION

Section 1: Assignment to Vacant Higher Position

Employees directed to continuously perform duties in a vacant higher level regular position, for which funds have been appropriated, shall be entitled to a salary rate increase to the higher level for the time actually worked in excess of eighty (80) hours, unless specifically waived by the employee; provided, however:

A. The County's Director of Human Resources certifies to the Appointing Authority in writing at the time of appointment that the employee meets minimum qualifications and is assigned and held responsible to fully perform all of the duties normally associated with the higher level position without limitation as to difficulty or complexity of assignments or consequence of action and that the employee shall be required to meet standards for satisfactory performance normally required at the higher level position; and

B. A written request for a salary rate increase to the higher level is directed to the Appointing Authority for Special Districts/County Fire or designee for approval; such increase to the higher level shall be determined as if the assignment had been a promotion.

It shall be the responsibility of a Special Districts/County Fire supervisor/manager to initiate such requests and to provide a copy of such request to the employee. Written requests may also be made by the employee through a Special Districts/County Fire supervisor/manager in the same manner. Requests for a salary rate increase should be initiated during the first thirty (30) calendar days of such assignment. Requests for retroactive payment of a salary rate increase must be filed as soon as possible, but not later than one (1) calendar year after assignment of the higher level duties and must be approved by the County's Director of Human Resources. Failure to meet this time limitation shall waive any and all rights to retroactive pay.

The duration of such assignments to vacant higher positions shall not usually exceed one (1) calendar year. Appointments to regular positions of trainees or underfills are exempt from the provisions of this section. Further, this section does not apply to a situation in which no vacant higher level position exists for which funds have been appropriated. Addition of duties of a higher level classification to any employee's regular position shall be governed by the section on Special Assignment Compensation, or the Personnel Rule on Classification, as appropriate. For purposes of this section, a vacant position is defined as an authorized regular position for which funds have been appropriated and which may be: (a) An unoccupied position due to attrition and for which the appointment process has been initiated; (b) a position from which the incumbent is on extended leave of absence; or (c) a new position authorized by the Board of Supervisors for which the appointment process has been initiated.

Section 2: Bilingual Compensation

Upon approval of the County's Director of Human Resources, employees in the category of the Exempt Group required by the Appointing Authority or designee to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a condition of employment, shall be eligible for bilingual compensation in the amount of forty-five dollars ($45) per pay period. Such compensation shall apply regardless of the total time required per day for such translation. Such employees must be certified as competent in translation skills by Human Resources to be eligible for compensation.

Section 3: Hazardous Materials Response Team

The Deputy Fire Marshal assigned to oversee the Hazardous Materials Response Team shall receive two-hundred, ninety-five dollars ($295) per pay period for participation on the Response Team.

Section 4: Major Fire and Disaster Response

Division Chiefs, Fire Agency Assistant Chiefs, Emergency Services Managers, and the Deputy Fire Marshals assigned to or covering behind those employees responding to major fire or disaster incidents which exceed twelve (12) hours in duration shall be eligible for additional compensation upon the approval of the Fire Chief. If approved, such compensation shall be paid at straight pay.

Section 5: On Call Duty Compensation

"On Call" duty compensation of $400.00 per month will be provided to the following exempt classification groups: Assistant Fire Chief; Deputy Fire Marshal; Deputy Fire Chief; Division Chief; Emergency Services Manager; Communications Director; Fire Marshal; and Fire Chief. This compensation is provided to compensate the classifications listed above for County-wide Duty Coverage, EOC Coverage, or any other after hours work that does not involve returning to the worksite, unless otherwise provided for in this Article. No holiday time may be banked for being "on call" unless the employee actually returns to work for a verifiable emergency, activation or other incident as determined by County Administrative Office. Should an employee be required to return to work on a holiday, holiday time may only be banked for those hours the employees actually were required to work.

Section 6: Direct Deposit (Electronic Fund Transfer)

All employees must make and maintain arrangements for the direct deposit of paychecks and reimbursements into the financial institution of their choice via electronic fund transfer. Employees who fail to make arrangements for direct deposit shall receive paychecks and/or expense reimbursements via pay card.

Section 7: Salary Adjustments

Across the Board Wage Increase

a. 1.00% - Effective January 9, 2016 the District shall provide all classifications with a one percent (1.00%) across the board salary increase.

b. 1.00% - Effective July 23, 2016 the District shall provide all classifications with a one percent (1.00%) across the board salary increase.

c. 2.00% - Effective July 22, 2017 the District shall provide all classifications with a two percent (2.00%) across the board salary increase.

d. 3.00% - Effective July 21, 2018 the District shall provide all classifications with a three percent (3.00%) across the board salary increase.

For the purposes of this Special Districts/County Fire Exempt Compensation Plan, base salary rate shall mean the salary range assigned to a specific classification as provided in Appendix A.

Section 8: Automobile Allowance

All Special District/County Fire employees in a paid status in Exempt Group A shall receive a bi-weekly automobile allowance in the amount of $561.54 with no mileage reimbursement, provided they are not assigned a Special Districts/County Fire vehicle and they provide a private vehicle for their own use on Special Districts/County Fire business. Employees in Exempt Group A who become eligible or ineligible in the middle of a pay period (i.e., not at the beginning of a pay period) will receive a prorated sum of automobile allowance. Employees selecting this allowance shall be required to have a vehicle available at all times for use on Special Districts/County Fire business. This allowance shall be considered complete reimbursement for the acquisition, insurance, maintenance, repair, upkeep, fuel, and all other costs for the required vehicle.

Section 9: Portable Communication Device Allowance

All Special District/County Fire employees in a paid status in Exempt benefit Group A shall receive a biweekly portable communication device allowance in the amount of ninety-two dollars and thirty-one cents ($92.31). An employee who becomes eligible or ineligible for this benefit in the middle of the pay period will receive a prorated amount.

The employee shall purchase a portable communication device capable of sending and receiving cellular telephone calls and capable of sending and receiving e-mails to and from Special District/County Fire’s e-mail systems.

Special District/County Fire shall pay for any license and set up expense for the device, if any, and the employee shall pay for the equipment and monthly voice mail and data plans.

Section 10: Salary Rates and Step Advancements

A. Eligibility for Step Advancement. New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this provision. Variable entrance steps may be established if justified by recruitment needs and the qualifications of the new employee, to the extent they exceed the minimum of the position to which the employee is appointed, through Step 7 with the approval of the Appointing Authority and through top step with the approval of the County’s Director of Human Resources.

Within the base salary range, all step advancements will be made at the beginning of the pay period in which the employee completes the required number of service hours. However, when an employee reaches the required number of service hours with eighty (80) service hours in each pay period, the step advance will be made at the beginning of the next pay period. Approval for advancement shall be based upon completion of the required length of service hours in the classification, satisfactory work performance, and Appointing

Authority recommendation.

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to 80 hours per pay period. Overtime hours, disability payments, Medical Emergency Leave, and time without pay shall not count toward step advancements. Unless otherwise approved by the Board of Supervisors, step advancements within a base salary range shall be based upon a one step increment, approximately two and one-half percent (2.5%). The employee shall be eligible for the first step advancement after completion of 1,040 service hours and subsequent step advancements after completion of additional increments of 2,080 service hours until the top of the range is reached.

B. Special Provisions. The County's Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity. The County's Director of Human Resources may authorize the adjustment of the salary step or salary rate of any employee to correct any payroll error or omission, including any such action, which may have arisen in any prior fiscal year.

C. Longevity. Effective December 10, 2016, employees shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with the County/District. Longevity pay shall be excluded when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 Continuous Service Hours (15 years)	2.0%

For purposes of longevity pay only, a year of completed County service is defined as 2,080 service hours with the County/District.

Section 11: Special Assignment Compensation

Increases in pay may be granted to recognize the temporary assignment of additional responsibilities that are significant in nature and beyond the normal scope of the position. No award shall be made in any situation related to vacation, short-term illness or other relief, which is six (6) weeks or less. The duration of such assignments are not intended to exceed one (1) calendar year except in unusual circumstances approved by both the Appointing Authority and the County's Director of Human Resources. Employees will normally not be in a probationary status. The employee shall be required to meet standards for satisfactory performance.

Compensation shall be awarded in pay period increments, and shall be in the form of a specified percentage of the employee's base pay. The Appointing Authority or designee will determine the amount in increments of one-half percent (½ %) from a minimum of two and one-half percent (2 ½%) up to a maximum of seven and one-half percent (7 ½%). The additional compensation will be computed at the specified percentage of the current base pay of the employee for each pay period. Such increases in pay shall not effect an employee's step advancement in the base range pursuant to the Salary Rates and Step Advancements section.

Requests for Special Assignment Compensation may be initiated by the Appointing Authority or an employee via the Appointing Authority. The Appointing Authority and the employee bear mutual responsibility for initiating the compensation

request in a timely manner and adhering to the compensation provisions defined in this provision. It is important to obtain County's Director of Human Resource's review of the request in advance of the date the employee begins the assignment, since there is no guarantee the request will be approved. Special Assignment Compensation is to be effective only with the County's Director of Human Resource's written approval, assignment of greater level duties, and signed acceptance of the employee.

This provision shall not be utilized to circumvent or provide additional compensation over and above that which may be provided in "Classification" and "Assignment to Vacant Higher Position." These aforementioned provisions are mutually exclusive concepts and as such there shall be no dual or multiple requests based on the same facts.

ARTICLE 4: EMPLOYMENT PROVISIONS

Section 1: Access to Personnel Records

Personnel records are confidential and access to personnel records of the employees shall be limited to the County's Director of Human Resources, the Appointing Authority for Special Districts/County Fire, the Board of Supervisors, or their authorized representatives. Employees currently employed by Special Districts/County Fire and/or their representatives, designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours.

Letters of reference and other matters exempted by law shall be excluded from the right of inspection by the employee.

Negative information may be purged from the personnel records, subject to legal constraints, at the sole discretion of the County's Director of Human Resources or upon the request of the employee or the Appointing Authority and upon approval of the County's Director of Human Resources and the employee shall be so notified.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to their Special Districts/County Fire supervisor/manager or Human Resources as appropriate.

Section 2: Classification

Classification is a management tool to ensure the accurate reflection of tasks and duties involved in each Exempt position. Whenever positions are subject to any change as a result of classification review, and are allocated within the Special Districts/County Fire Exempt Group, any Board of Supervisors' action shall be made on the recommendation of the Appointing Authority for Special Districts/County Fire. Any request to review a classification action shall be submitted to the County's Director of Human Resources who shall have the final and binding authority in the review process determination. Positions allocated to the Special Districts/County Fire Exempt Group shall not be subject to any classification appeal procedure. Classification adjustments (upgrades and downgrades) are implemented in accordance with the Special Districts/County Fire Personnel Rules.

Section 3: Classification Adjustments

A. Upgradings. An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such

reclassification, pursuant to the Special Districts/County Fire Personnel Rules, such employee's step placement in the new salary range shall be governed by the Section on “Promotions.”

B. Downgradings. A downgrading is the reclassification of a position from one classification to another classification having a lower base salary range. When a position is downgraded, the incumbent employee may continue at the same salary rate where the salary rate is within the new base salary range. Where an incumbent receives a salary rate greater than the maximum of the new base salary range, the County’s Director of Human Resources, may authorize continuation of the same salary rate to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary range maximum of the new classification exceeds the "X" step.

Section 4: Conditions of Employment

Special Districts/County Fire Exempt Group employees serve at the pleasure of the Appointing Authority for Special Districts/County Fire. Should an employee's position be abolished, Special Districts/County Fire will make reasonable efforts to place the employee in a comparable Special Districts/County Fire position based upon the employee's skills, knowledge and abilities, as well as consideration for the employee's length of service with Special Districts/County Fire. If reasonable efforts to place an Exempt employee in a comparable Special Districts/County Fire position are unsuccessful, the employee shall be subject to layoff by written notification by the Appointing Authority, which notification shall be given at least ten (10) working days prior to the effective date of the layoff. An Exempt employee does not have any bumping rights to other Special Districts/County Fire/County positions, whether previously held or not.

Section 5: Demotions

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which the employee demoted as provided in the Order of Demotion.

An employee demoted for non-disciplinary reasons shall be retained at the same salary rate, provided that the salary rate does not exceed the top step of the salary range of the demoted class, except that such an employee may be placed on an “X” step in accordance with the provisions of the Downgrading sub section of the Classification Adjustment Section, with the approval of the Appointing Authority for Special Districts/County Fire and the County’s Director of Human Resources.

A promoted employee who is returned to former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at the time of promotion. No credit shall be granted for time spent at the promoted level for the next step advance due date.

Section 6: Dual Appointments

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the County’s Director of Human Resources, to facilitate training, to make assignments to a position which is vacant due to

extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status.

Section 7: Employment Interview Expenses

For division level and above, the Appointing Authority may approve reimbursement of interview expenses incurred by external candidates upon proof/receipts provided. Such reimbursement is restricted to airfare, auto mileage, meals, overnight stay, and airport transit.

Section 8: Hours of Work

Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the Appointing Authority for Special Districts/County Fire and such hours may be varied so long as the work requirements and efficient operations of Special Districts/County Fire are assured.

The nature of Fair Labor Standards Act (FLSA) exempt employment for affected Exempt Special Districts/County Fire classifications is such that intermittent, occasional overtime is needed to fulfill the responsibilities and requirements of the position. Usually, additional time and effort are proportionate to the importance and level of the responsible position. These factors of time and effort are incorporated when the compensation level of FLSA exempt positions are established. In those instances where a position's work extends well beyond the normal hours of employment, the County’s Chief Executive Officer may authorize additional compensation in the form of cash payment or compensating time off, generally on a pre-approved and pre-scheduled basis. Circumstances for such compensation would include implementation of the intent of a Board of Supervisors approved program or emergency response.

Section 9: Job Sharing and Part-Time Employment

Special Districts/County Fire will make reasonable accommodation for employees who express a request in writing to share their positions with other qualified employees or eligible persons or to work on a part-time basis. Jobs may be shared on an hourly or daily basis.

All benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may otherwise be provided in a specific section. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave. Benefits not subject to proration include the following Leaves: Blood Donation, Examination Time, and Bereavement. Further, where a specific section provides a minimum hour requirement (e.g., must be full-time, or scheduled hours) job sharing and part-time employees shall be required to meet the minimum hour requirement in order to receive the benefit. For example, to be eligible to enroll in a medical and dental plan offered by Special Districts/County Fire an employee must be in a regular position and scheduled to work for a minimum of forty (40) hours per pay period. Therefore, job sharing employees in regular positions scheduled less than forty (40) hours per pay period would not be eligible to enroll in a medical and dental plan offered by the Special Districts/County Fire.

Section 10: Promotions

A promotion is the appointment of an employee from one classification to a

classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or approximately a five percent (5%) increase (i.e., mathematically closest to 5%), whichever is greater; provided that no employee is thereby advanced in step nor advanced above the top step of the higher base salary range. At the discretion of the Appointing Authority for Special Districts/County Fire and with the approval of the County's Director of Human Resources, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the County's Director of Human Resources.

Section 11: Recruitment and Referral Bonus Programs

A. General. Special Districts/County Fire shall make available Recruitment and Referral Incentive Programs to assist in the recruitment and appointment of qualified individuals into hard-to-recruit regular positions in the Special Districts/County Fire Exempt Group, in accordance with the guidelines established herein.

B. Program Applicability. The Appointing Authority may request authorization to apply the Recruitment and/or Referral Incentive Program(s) to assist in filling regular positions in Special Districts/County Fire. To apply, said position/classification must have had historical/demonstrable recruitment difficulty. The County's Director of Human Resources shall have the sole authority to determine the applicability, amount, and duration of these Program(s) to each requested position/classification and shall certify applicability of the Program(s) for each position, by assignment, and beginning and ending dates. Such determinations shall not be subject to any review or appeal.

C. Recruitment Bonus. An employee hired into a regular position/classification certified for participation in this Program shall be eligible to receive recruitment bonuses in accordance with the following:

1. Bonus Amount and Method of Payment. The eligible employee hired into a position/classification certified for participation in the Program shall receive no less than five hundred dollars ($500.00) and no more than one-thousand dollars ($1,000.00) upon hire. An additional one thousand dollars ($1,000.00) shall be paid to the employee upon completion of 2,080 service hours in the position/classification for which the original bonus was granted. Each bonus payment shall be considered taxable income and subject to withholding.

2. Limitations and Exclusions.

   a. No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior the beginning date certified by the County's Director of Human Resources for that classification to be eligible for participation in the Recruitment Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the County's Director of Human Resources for that classification to be eligible for participation in the Recruitment Bonus Program.

   b. The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.

c. The Appointing Authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review or appeal.

D. Referral Bonus. Any employee in a regular position who refers a qualified candidate for a position/classification certified for participation in this Program who is subsequently hired into the regular position may receive a referral bonus in accordance with the following:

1. Method of Referral. To be eligible for the recruitment bonus, the Special Districts/County Fire Application for Employment form must contain the name of the referring employee on the application.

2. Bonus Amount and Method of Payment. The referring employee shall receive a bonus of two hundred and fifty dollars ($250.00) for each referred candidate actually hired into an eligible regular position. An additional five hundred dollars ($500.00) shall be paid upon that new employee's completion of 2,080 service hours. Said bonus shall be considered taxable income and subject to withholding.

3. Limitation and Exclusions.

a. No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the County's Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the County's Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.

b. Individuals assigned to employee recruitment as a primary function of their position shall not be eligible to receive this Bonus.

c. In cases where more than one employee is named as a "referring party," the recruitment bonus shall be equally split between the referring employees.

d. In cases where the referred employee resigns, transfers out of the eligible position, or is terminated prior to completion of 2,080 service hours, the additional five hundred dollars ($500) shall not be paid.

e. The referral bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.

f. The Appointing Authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the referral bonus. Such determination shall not be subject to review or appeal.

Section 12: Recruitment Moving Allowance

A. The Appointing Authority may approve moving expenses up to but not exceeding three thousand dollars ($3,000) for division level and above employees new to Special Districts/County Fire employment for moving expenses authorized, incurred and documented as a result of accepting the position and remaining for twelve (12) months subsequent to hire.

B. The County's Chief Executive Officer may approve moving expenses up to, but not exceeding, five thousand dollars ($5,000) for any employees new to Special Districts/County Fire employment for whom the County's Chief Executive Officer or the Board of Supervisors is the Appointing Authority or any Department Head. Reimbursement of moving expenses in excess of five thousand dollars ($5,000) must be approved by the Board of Supervisors.

For all employees not covered by A or B above, the following provision applies:

C. To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, the Appointing Authority or designee may authorize reimbursement of a new employee's relocation-related expenses incurred as a result of accepting employment with Special Districts/County Fire as follows:

Miles Relocated	Maximum Reimbursement
500-1000 Miles	$1,000.00
1001-2000 Miles	$2,000.00
More than 2000 Miles	$2,500.00

Such reimbursement may be provided to employees upon initial employment with Special Districts/County Fire, provided that the employee (1) is appointed to a regular position; (2) submits original receipts documenting expenses incurred; and (3) agrees to remain employed in the regular position for at least twelve (12) months.

If the employee voluntarily resigns employment prior to completion of twelve months' service, the employee shall be required to reimburse Special Districts/County Fire for any payment made under this subsection. If the employee fails to reimburse Special Districts/County Fire the amount shall be recovered via payroll recovery from the employee's final pay.

Section 13: Reemployment

A. A regular employee who has separated from Special Districts/County Fire employment, and who is subsequently rehired in the same classification in a regular position within one year (i.e. beginning the first day of work by the 365th calendar day), may receive restoration of salary step, vacation accrual rate, and sick leave balance, unless the employee has received payment for unused sick leave in accordance with the Article Retirement Medial Trust Fund, subject to the approval and conditions established by the Appointing Authority and the County's Director of Human Resources. Such employees begin accruing vacation and sick leave and may utilize the same immediately. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. The employee shall be required to serve a new probationary period, unless waived by the County's Director of Human Resources. The employee shall be provided a new date of hire for purposes of Special Districts/County Fire seniority.

B. A regular employee who has separated from Special Districts/County Fire employment and who is subsequently rehired to a regular position in the same job family within one year, (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of vacation accrual rate, sick leave, and retirement contribution rate in the same manner as described above. Such employees begin immediately accruing vacation and sick leave and may utilize the same immediately. The employee shall be required to serve a new probationary period, unless waived by the County's Director of Human

Resources. The employee shall be provided a new date of hire for purposes of Special Districts/County Fire seniority.

C. A regular employee who has separated from Special Districts/County Fire employment, and who is subsequently rehired to a regular position in another job family within a ninety (90) day calendar day period, must begin the first day of work within ninety (90) calendar days and beginning the first day of work by the ninety-first (91) day, may receive restoration of salary step (in the instance of rehire in a classification at the same pay range as the position originally held), vacation accrual rate, sick leave and retirement contribution rate in the same manner as described above. The employee shall be required to serve a new probationary period, unless waived by the County's Director of Human Resources. The employee shall be provided a new date of hire for purposes of Special Districts/County Fire seniority.

Section 14: Reemployment from Layoff

A regular employee who has been laid off from Special Districts/County Fire employment and is subsequently rehired to a regular position shall be reemployed in the same manner as described in the Reemployment Section. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board.

For purposes of this section, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of Special Districts/County Fire employment.

Section 15: Relocation

Employees who are required by order of the Appointing Authority for Special Districts/County Fire to change their principal place of residence because of a reassignment to meet the needs of the service or because of a layoff, will be granted time off with pay not to exceed two (2) work days and up to four hundred dollars ($400.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.

Section 16: Salary Rate Adjustment

A salary rate (equity) adjustment is a change in the salary range assignment of an existing classification as a result of a classification/compensation study. Incumbent employees whose classification is assigned to a higher base salary range shall be placed on the step in the new range that is approximately a five percent (5%) salary increase, not to exceed the maximum step of the new range. The employee shall be eligible to advance to the next step, if applicable, upon completion of 2,080 service hours at the new range and step, in accordance with the requirements of the Salary Rates and Step Advancements section.

Section 17: Unclassified Service

Exempt positions serve in the Unclassified Service. These positions are at-will and have no appeal rights as they serve at the pleasure of the Appointing Authority.

ARTICLE 5: EXPENSE REIMBURSEMENT

Employees in the Special Districts/County Fire Exempt Group shall be reimbursed for all expenses incurred in connection with the conduct of Special Districts/County Fire business including, but not limited to: travel, lodging, meals, laundering, gratuities, and other related costs. Payment for actual

expenses is subject to the approval of the Appointing Authority for Special Districts/County Fire. Reimbursement for expenses for travel and subsistence will be as listed below.

A. General Provisions. The purpose of this section is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of Special Districts/County Fire, except as may be otherwise provided in this Plan.

B. Responsibilities. It shall be the responsibility of each Appointing Authority for Special Districts/County Fire or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the Appointing Authority for Special Districts/County Fire or designee to incur a business expense. Prior approval may be in the form of standing orders issued by the Appointing Authority for Special Districts/County Fire. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

C. Travel Authorization.

1. All foreseeable travel requests must be submitted to the Fiscal Division four (4) weeks prior to travel. Out of state travel requests must be submitted five (5) weeks prior to travel.

2. Travel outside the State of California must be approved by the County’s Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office in on a standard "Travel Request" form, unless specifically approved in the department’s budget.

3. The Appointing Authority for Special Districts/County Fire or designee shall initiate Travel Requests. The County’s Chief Executive Officer and Auditor/Controller-Recorder/Treasurer/Tax Collector shall be notified in writing of all such designees.

4. The Appointing Authority for Special Districts/County Fire or designee is authorized to approve necessary travel within the State of California and use of transportation mode consistent with this section.

D. Authorization for Attendance at Meetings.

1. The Appointing Authority for Special Districts/County Fire may authorize attendance at meetings at Special Districts/County Fire expense when the program material is directly related to an important phase of Special Districts/County Fire service and holds promise of benefit to the Special Districts/County Fire as a result of such attendance.

2. Authorization for attendance at meetings without expense reimbursement, but on Special Districts/County Fire time, may be granted when the employee is engaged on the Special Districts/County Fire's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to the Special Districts/County Fire.

E. Records and Reimbursements.

1. Requests for expense reimbursements should be submitted once each month, except if the amount claimable for any month does not exceed twenty-five dollars ($25.00), the submission may be deferred until the amount exceeds

twenty-five dollars ($25.00) or until June 30 during the current fiscal year, whichever occurs first. At the end of the fiscal year, expense reimbursement claims for July 1 and beyond, must be on a separate claim from those expenses claimed for June 30 or earlier.

2. Original receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:

   a. Subsistence, except as otherwise provided in this section.

   b. Private mileage.

   c. Taxi, streetcar, bus and ferryboat fares; bridge and road tolls; and parking fees.

   d. Telephone, fax, or other communication related charges.

   e. Other authorized expenses of less than one dollar ($1.00).

3. Claims for expense reimbursement totaling less than one dollar ($1.00) in any fiscal year shall not be paid.

4. Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, personal grooming, etc.

5. Except as otherwise provided in this section, expense reimbursements shall be made on an actual cost basis.

6. If original receipt is unavailable, the employee may submit a photocopy and a signed statement as to the location of the original receipt or an explanation as to its absence.

7. Expense reimbursements may be made via Electronic Fund Transfer into the financial institution of the employee’s choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

F. Transportation Modes.

The general rule for selection of a mode of transportation is that mode which represents the lowest expense to Special Districts/County Fire. Where an employee is given the choice between several means of travel (e.g., use of a Special Districts/County Fire vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a Special Districts/County Fire vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the Special Districts/County Fire would have paid for the flight.

1. Travel via private automobile.

   a. Reimbursement for use of privately owned automobiles to conduct Special Districts/County Fire business shall be at the IRS allowable rate at the time the mileage was incurred.

      Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance and all other transportation related

costs. Special Districts/County Fire does not provide any insurance for private automobiles used on Special Districts/County Fire business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on Special Districts/County Fire business.

b. When employees, traveling on official Special Districts/County Fire business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard tour of duty, mileage shall be allowed between assigned work locations. In no case will mileage be allowed between the employee's residence and the assigned work location.

2. Travel via rental vehicles. Reimbursement will be provided for the cost of a rental vehicle used for business purposes if such use is approved by the Appointing Authority. Rental vehicles are covered for liability and vehicle physical damage under the County's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchased any additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for Special Districts/County Fire business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

3. Travel via air. When commercial aircraft transportation is approved, the "cost of public carrier" shall mean the cost of air coach class rate, including tax and security surcharges. Travel via charter aircraft shall be limited to emergencies, or when other types of transportation are impractical or more expensive. Specific prior approval for travel via charter aircraft must be obtained from the County's Chief Executive Officer or Appointing Authority for Special Districts/County Fire.

G. Subsistence.

1. Subsistence allowances for lodging and meals shall not be allowed without prior approval of the Appointing Authority for Special Districts/County Fire or designee as necessary for the purpose of conducting Special Districts/County Fire business. Excess charges greater than the allowances listed below in paragraph (2) and (3) may be authorized under special conditions, such as a convention requirement or in an area of unusually high cost (such as San Francisco Bay area, Sacramento, Fresno, Los Angeles, and San Diego). Claims for lodging and meals, which do not exceed the allowances listed below, do not require receipts.

2. The allowance for lodging is seventy-five dollars ($75) plus tax, per night, single.

3. The allowance for meals is fifty dollars ($50) plus tax and gratuity per day, for three (3) meals, or when separate meals are claimed, eleven dollars ($11) for breakfast; fifteen dollars ($15) for lunch; and twenty-four

dollars ($24) for dinner, all plus tax and gratuity.

4. Meal allowances for a business meeting/conference, including meals, are the actual cost.

H. Expense Advances. Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector's Office through submission of the appropriate form. Advancements shall not exceed the per diem allowances set forth herein. The minimum amount to be advanced is fifty dollars ($50.00).

I. Special Districts/County Fire Credit/Debit Cards. The Appointing Authority may issue a Special Districts/County Fire credit or debit card to an employee and require business expenses be paid for with said card. If unauthorized charges are placed on the card, the employee shall be required to reimburse Special Districts/County Fire. If the employee fails to reimburse the Special Districts/County Fire within fifteen (15) calendar days or prior to separation from Special Districts/County Fire service, the Auditor-Controller/Treasurer/Tax Collector’s Office may recover any unauthorized charges from the employee’s pay.

ARTICLE 6: LEAVE PROVISIONS

Employees in the Special Districts/County Fire Exempt Group shall apply available paid leave time whenever a leave of absence is approved.

Section 1: Administrative Leave

Effective pay period 1 of each year, an employee in a regular position who is in paid status will be provided with eighty (80) hours of Administrative Leave time for the employee's use. An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated number of Administrative Leave hours based on regularly scheduled hours. Employees newly entering the Special Districts/County Fire Exempt group after the beginning of Pay Period 1 shall receive a prorated number of hours. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their appointment. Employees not in paid status (i.e., not coding paid hours) in pay period 1 shall receive a prorated number of Administrative Leave hours upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their return to paid status. However, an employee who is not in paid status during the entire calendar year, i.e., not in paid status from pay period 1 through pay period 26, or 27(when applicable), shall not receive Administrative Leave for the calendar year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from November of 2014 through February 2016, and then returns to paid status in Mach 2016, the employee shall receive a prorated sum of Administrative Leave hours for calendar year 2016 upon her return to paid status but shall not receive the calendar year 2015 Administrative Leave because the employee was not in paid status for the entire 2015 calendar year. Except as provided below, if any Administrative Leave time is unused at the end of Pay Period 26 of any given year (or 27, when applicable), or at termination of employment, it shall be forfeited and shall not be converted to cash.

Each employee shall have one opportunity during the employee’s employment and prior to retirement or separation, to convert administrative leave to cash. In order exercise the employee’s one opportunity to cash out administrative leave prior to separation of employment or retirement, an employee may exercise the following options:

A. *Option 1, Future Accruals.* An employee must make an irrevocable election during the month of December specifying that eighty (80) hours are to be sold back from the next calendar year's Administrative Leave accrual. All designated hours remaining at the end of the pay period 25, or pay period 26 when applicable, will automatically be converted into cash in the last pay period of the calendar year.

B. *Option 2, Existing Accruals.* An existing accrual balance may be cashed out at one time, and will be subject to a ten percent (10%) penalty.

Submission of an irrevocable election to cash out future accruals or a request to cash out existing accruals with penalty shall constitute an employee's one opportunity to cash out Administrative Leave, regardless of the actual number of hours that are converted to cash.

Employees may designate that cash-outs of Administrative Leave be allocated to the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.

Section 2: Bereavement Leave

Employees in regular positions may use up to two (2) days paid leave, not charged to the employee's personal leave balances, per occurrence for bereavement due to the death of a member of the employee's immediate family as defined under Section 12(a)(1) of this Article. One (1) additional day shall be granted if the employee travels over one thousand (1,000) miles from his/her residence to the bereavement service(s). This additional day shall not be charged to the employee's personal leave balances. The Appointing Authority may request verification of distance traveled.

Section 3: Blood Donations

Employees in regular positions, who donate blood without receiving compensation for such donation, may have up to two (2) hours off with pay to recover with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the Appointing Authority to receive this benefit.

Employees in regular positions who are aphaeresis donors may have up to four (4) hours off with pay to recover with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work any time in excess of four (4) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each aphaeresis donation must be presented to the Appointing Authority to receive this benefit.

Section 4: Compulsory Leave

If, in the opinion of the Appointing Authority, employees are unable to perform the duties of their position for physical or psychological reasons, they may be removed from duty without pay or may use accrued paid leave for which they are eligible. In addition, such employees may be required to submit to an examination by either a physician or other competent authority designated by the County's Director of Human Resources or by their own physician or practitioner, as appropriate. If the examination report of the competent authority (e.g., physician, appropriate practitioner) shows the employee to be in an unfit

condition to perform the duties required of the position, the Appointing Authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty. An employee who has been removed from duty for physical or psychological reasons by the appointing authority, and was required to submit to an examination, may not return to duty until such time as medical clearance has been submitted.

Employees shall be required to meet all prescribed qualifications for employment (e.g., licensure, certification, etc.). Employees who become disqualified to perform the duties of their position (e.g., fail to maintain required licenses) shall be immediately removed from duty without pay, unless permitted to use appropriate accrued paid leave for which they are eligible, and may be subject to appropriate disciplinary action.

Section 5: Examination Time

Employees having regular status in regular positions at the time of application shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes required for selection to a different Special Districts/County Fire or County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time off shall not be charged against any accumulated leave balances and shall be compensated at the employee’s base hourly rate. Employees having probationary status, including those who have previously held regular status in another classification, are not entitled to examination time off with pay.

Section 6: Holiday Leave

A. Fixed Holidays. All Exempt employees in regular positions shall be entitled to the following holidays:

January 1	November 11
Third Monday in January	Thanksgiving Day
Third Monday in February	Day after Thanksgiving
Last Monday in May	December 24
July 4	December 25
First Monday in September	December
31 Second Monday in October	

B. Floating Holidays. Employees in regular positions shall be entitled to a total of eight (8) hours floating holiday time provided that the employee is not on unpaid leave for the entire pay period and is actively on the payroll for the pay period where the floating holiday is accrued. Eight (8) hours floating holiday time shall be accrued during the first pay period prior to the third Monday in January.

Floating holidays accrued shall be available for use on the first day following the pay period in which they are accrued, with the approval of the Appointing Authority or designee. The Appointing Authority or designee has the right to schedule employees' time off for accrued holidays to meet the needs of the service but with consideration given to the well being of the employee. Employees in regular positions budgeted less than eighty (80) hours per pay period or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

C. The maximum holiday leave accrual balance that may be carried over to a future calendar year shall be 112 hours. However, the maximum holiday leave accrual balance that may be carried over into a future calendar year for an employee with a balance of more than 112 hours at the end of calendar year 2010 shall be such employee's holiday leave balance at the end of pay period 26 of calendar year 2010. Thereafter, the maximum holiday accrual balance for those employees with a balance greater than 112 hours shall be adjusted annually at the end of each calendar year, and shall never be increased.

Any request for sick leave in conjunction with a fixed holiday must be supported by a doctor's certificate, if requested by the Appointing Authority or designee.

When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits.

Whenever an employee is required to work on a fixed holiday or the fixed holiday falls on an employee's regularly scheduled day off, the employee shall accrue, on an hour-for-hour basis, up to a total of eight (8) hours floating holiday time.

When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

D. Conversion of Holiday Leave to Cash.

1. Election Conversion. An employee may sell back holiday time at the base hourly rate of the employee as hereinafter provided, upon approval of the Appointing Authority. Eligible employees may exercise this option under procedures established by the Special Districts/County Fire.

   In order to sell back holiday time prior to termination or retirement, an employee may exercise the following options:

   a. Option 1 - Future Accruals. An employee must make an irrevocable election during the month of December, specifying the number of hours to be sold back from the next calendar year's holiday time accrual. Such election must be made in increments of not less than eight (8) hours and may not exceed the annual amount to be accrued for the next calendar year. Once an election is made, the employee must request that the designated number of hours actually be sold back by Pay Period 25, or 26 when applicable, of the calendar year in which the election is effective, or the hours will automatically be converted into cash in the last pay period of the calendar year.

   b. Option 2 - Existing Accruals. Existing accruals may be cashed out in whole hour increments with a minimum cash-out of eight (8) hours and will be subject to a ten percent (10%) penalty.

Employees may designate that cash-outs of Holiday Leave be allocated to the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.

2. Automatic Conversion. At the end of the calendar year, an employee shall automatically have any holiday leave accruals in excess of the employee's maximum holiday leave accrual balance converted to cash. Such automatic

holiday leave cash out shall be paid in Pay Period 1 of the next calendar year.

Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.

Section 7: Jury Duty Leave

Employees in regular positions who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. When practicable, the Appointing Authority will convert an employee's regular tour of duty to a day shift tour of duty during the period of jury duty. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. Employees volunteering to serve on a Grand Jury duty shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury in the same manner as provided in section, “Special Leaves of Absence without Pay.”

Section 8: Leave Accruals While on Disability Leave

Employees receiving the benefits of workers’ compensation or short-term disability leave receive partial replacement of their income through these benefits. Employees on these types of disability leaves may choose to fully integrate, partially integrate, or not integrate personal leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee’s base salary. Paid personal leave time coded on the employee’s time and labor report will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount. An employee who knowingly receives payment in excess of his or her regular base salary is required to report it to his or her Departmental payroll clerk.

Employees who are fully integrating accrued leave time with disability benefit(s) shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating shall earn pro-rated vacation and sick leave accruals based upon paid leave time coded on the time and labor report only.

Employees who are fully integrating paid leave time with disability benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions.

Section 9: Medical Emergency Leave

The Medical Emergency Leave policy is administered by the Employee Benefits and Services Division as follows:

A. The employee must have regular status with Special Districts/County Fire or one (1) year of continuous service in a regular position with Special Districts/County Fire.

B. The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation:

1. Be on an approved medical leave of absence for at least thirty (30) calendar days (160 working hours) exclusive of an absence due to a work related injury/illness;

2. Submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours);

3. Have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations – subsequent accruals will not affect eligibility; and

4. Have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.

C. An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensations benefits. An employee eligible for State Disability Insurance and/or Short Term Disability must agree to integrate these benefits with Medical Emergency Leave.

D. Vacation, holiday or administrative leave, as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours (or in the case of holiday leave only four (4) hours) not to exceed a total of fifty percent (50%) of the donor's annual vacation, holiday, administrative leave or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the County Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.

E. The donation is to be for the employee's Medical Emergency Leave only; the donation to one employee is limited to a total of one thousand forty (1,040) hours per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less than 40 hours per week. Example: An employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation off five hundred and twenty (520) hours of Medical Emergency Leave.

F. The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center for Employee Health and Wellness or medical designee, is required. Special Districts/County Fire retains the right to request medical documentation regarding the employee's continued incapacity to return to work. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.

G. The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (e.g., MPS, DPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., one-half plus one hours) per pay period requirement of the Medical and Dental Subsidy Section, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.

H. An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation, administrative leave, annual leave, sick leave or retirement credit.

I. Medical Emergency Leave hours will count toward the accountable hours used to determine holiday leave eligibility.

J. Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.

K. Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals to be utilized as follows:

1. Employees who resign while on Medical Emergency leave (i.e., an approved leave of absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one-hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the beneficiary designated on the Beneficiary Designation For Last Warrant form on file with ATC shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at the time of employee's death in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s), in accordance with procedures established by the County.

2. An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full time work shall be eligible to retain up to 176 hours unused Medical Emergency Leave. Such hours shall only be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave Section; however, such hours shall not be eligible for conversion (e.g., cash out). Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s) in accordance with procedures established by the County.

3. An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part time basis (less than the employee's normally scheduled hours of work per pay period) may code Medical Emergency Leave for those hours the employee was restricted from working pursuant to a physician's order. The combined total of work time and Medical Emergency Leave coded may not exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work. However, should the employee accrue sick leave, the employee is required to use those accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of other available leave accruals). For example, an employee who has returned to work on a part-time basis who has a balance of 10 hours of sick leave shall be required to use those sick leave hours before using Medical Emergency Leave hours. However, the employee may use any Medical Emergency Leave hours after exhausting accrued sick leave.

L. The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.

M. Solicitation of donors shall be regulated by the County's Human Resources Department, names of donors are to be confidential, the privacy rights of the donee upheld per legal requirements.

N. All donors and donees shall sign release forms designed, retained and effected by the Employee Benefits and Services Division.

Section 10: Military Leave

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a Special Districts/County Fire employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

A. Definition. Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.

B. Notice and Orders. All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.

C. Temporary Active Duty. Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by Special Districts/County Fire for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive their regular salary or compensation, pursuant to Subsection (E) of this Section.

D. Full-Time Active Duty employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the Appointing Authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

   Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from Special Districts/County Fire employment, except as provided in the Temporary Duty provision.

E. Compensation. This provision does not include an employee's attendance at weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (C) and (D) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.

F. Extension of Benefits. Special Districts/County Fire recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are involuntarily called to active duty as a result of the activation of military reservists due to a crisis related to terrorist attacks on America are eligible to receive the thirty (30) calendar day military leave compensation shall receive the difference between their base Special Districts/County Fire salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue through June 26, 2015 and for any additional period as may be approved by the Board of Supervisors. During this period, Special Districts/County Fire will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement system contributions and service credit will be granted if the employee had enough pay to cover the entire retirement system contribution. If the employee does not get enough pay to cover the retirement system contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full Special Districts/County Fire payment for the first 30 days of military leave provided in (E) of this Article, the extended payments provided under this Subsection shall be suspended and shall be continued after the 30 days compensation has been completed.

G. Vacation and Military Leave. Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Subsection (C) of this Section. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Subsection (F) of this Section under the following conditions:

1. The employee must decline in writing the benefits of Subsection (F) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which he/she is declining the benefit.

2. The employee must use accrued leave time for the entire pay period (i.e., Special Districts/County Fire pay will not be integrated with military pay for partial pay periods).

3. Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.

4. Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Section will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

Section 11: Political Leave

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay with or without right to return for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay under Section 13 of this Article.

Section 12: Sick Leave

A. Definition. Sick Leave with pay is an insurance or protection provided by Special Districts/County Fire to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease, for a medical, optical, dental appointment, or for certain purposes related to being a victim of domestic violence, sexual assault, or stalking, or other purpose authorized herein.

1. Family Member. Family member, as defined by Labor Code § 245.5, is a parent, child, spouse, registered domestic partner, grandparent, grandchild, or sibling. A child means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian, or a person who stood in loco parentis when the employee was a minor child. Domestic Partner is defined by Family Code § 297.

2. Extended Family. Extended family is defined as parent/sibling-in-law, aunt, uncle, niece, nephew, or any step relations as defined herein.

B. Accumulation. Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 3.69 hours per pay period. Earned sick leave shall be available for use the first day following the

payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro rata basis. There shall be no limit on sick leave accumulation.

The minimum charge against accumulated sick leave shall be fifteen (15) minutes. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on pro-rata basis; provided, however, that there shall be no proration of the maximum accumulations.

C. Compensation. Approved sick leave with pay shall be compensated at the employee's base rate of pay. The minimum charge against accumulated sick leave shall be (15) minutes.

D. Administration

1. Investigation. It shall be the responsibility and duty of each Appointing Authority to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the County's Director of Human Resources.

2. Notice of Sickness. In twenty-four (24) hour departments, the Appointing Authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the Appointing Authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

   It is the responsibility of the employee to keep the Appointing Authority informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification may result in denial of sick leave with pay.

   If the employee receives a doctor's off-work order and provides notice of same to the Appointing Authority, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the Appointing Authority that one has been issued, the employee shall be required to contact the department daily in accordance with the time-frame above.

E. Review. The County's Director of Human Resources may review and determine the justification of any request for sick leave with pay or without pay and may, in the interest of Special Districts/County Fire, require information from a doctor to support a claim for sick leave pay.

F. Proof. A doctor's certificate shall be provided by the employee in all cases of absence due to illness if requested by the Appointing Authority. All requests for proof of illness shall be made in compliance with the Labor Code and other law.

G. Improper Use. Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indisposition, instances of misrepresentation, or violation of the rules defined herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

H. Sick Leave for Other than Personal Illness/Injury

1. Family Sick Leave. A maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon family members of the employee who require the attention of the employee.

   Upon approval of the Appointing Authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who require the attention of the employee.

2. Bereavement. A maximum of three days earned sick leave may be used per occurrence for bereavement due to the death of a family member or a member of the employee's extended family, as defined herein, or any relative who resided with the employee.

3. Birth/Adoption. A maximum of forty (40) hours of earned sick leave may be used per occurrence for arrival of an adoptive child at the employee's home. An employee may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per calendar year for the birth of his/her child.

4. Medical, optical or dental appointments. The employee may use sick leave for medical, dental or optical appointments; however, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

I. Return-to-Work Medical Clearance

Under the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of condition and authorization to return to work before returning to work.

1. Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies both to occupational and non-occupational illness or injury.

2. Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.

3. Employees who have been absent on account of serious medical condition, when so directed by Appointing Authority, and with concurrence of the San Bernardino County Center for Employee Health and Wellness.

Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments eligible for reimbursement pursuant to the Expense Reimbursement provision.

It is the responsibility of the employee to obtain written notice from the medical provider of authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, Special Districts/County Fire shall make available forms to be completed by the medical provider. It is the responsibility of the employee to provide verbal notice to his or her Appointing Authority immediately upon receipt of the medical provider's authorization to return to work, and no

later than 24 hours after receipt of the notice. The Appointing Authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. The employee shall provide the medical provider's written notice of authorization to return to work to the Center at or prior to the employee's scheduled appointment time.

Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.

The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided, and there is a delay caused by either the Center or Special Districts/County Fire that, in turn, results in a delay between the employee's appointment with the Center and the start of his or her scheduled tour of duty on the day that he or she was released to return to work, Special Districts/County Fire will pay for work hours missed, without charge to the employee's leave balances.

The final decision on the employee's ability to return to work rests with the medical provider at the Center. In the event the employee is not released to return to work by the medical provider at the Center, the employee's status would continue on sick leave or, where there is no balance, leave without pay.

J. Workers' Compensation

Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for the first forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. Thereafter, accumulated paid leave may be prorated to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee. Employees eligible for salary continuation pursuant to Labor Code 4850 are not entitled to this paid time.

Employees covered by Section 4850 of the Labor Code who are injured in the line of duty are entitled to full salary in lieu of Workers' Compensation benefits and sick leave for a period not to exceed one (1) year. After the employee has used one (1) full year of such "4850 time," said employee may use accumulated sick leave with pay with the approval of the Appointing Authority to augment temporary disability payments if said employee is still temporarily disabled by order of an accepted physician under the Workers' Compensation sections or until said employee is retired.

K. Separation. Unused sick leave shall not be payable upon separation of the employee, except as provided in the Section Retirement Medical Trust Fund.

L. Sick Leave Conversion. While employed by Special Districts/County Fire, employees who have contributed to a public sector retirement(s) for over five (5) years and have not withdrawn the contribution from the system(s) may exchange accrued sick leave hours in excess of two hundred (200) hours for vacation time on the following basis.

Sick Leave Balance at Time of Conversion	Sick Leave to Vacation Leave Conversion Ratio
201 to 599 hours	3 sick hours to 1 hour vacation
600 to 799 hours	2.5 sick hours to 1 hour vacation
800 or more hours	2 sick hours to 1 hour vacation

Any such exchange must be made in ten (10) hour increments of accrued sick leave under the procedures established by the County's Director of Human Resources. Employees may elect this exchange once per calendar year.

Section 13: Special Leaves of Absence Without Pay

A. General Provisions

A special leave of absence without pay may be granted to an employee who is:

1. Medically incapacitated to perform the duties of the position.

2. Desires to engage in a relevant course of study, which will enhance the employee's value to Special Districts/County Fire.

3. Takes a leave of absence pursuant to the federal Family Medical Leave Act, the California Family Rights Act, and/or provision under Fair Employment and Housing Act (FEHA) Pregnancy Disability Leave Act.

4. For any reason considered appropriate by the Appointing Authority and the County's Director of Human Resources.

B. Type of Leave of Absences

There are four types of leaves of absences. All requests must be in writing and require the approval of the Appointing Authority or designee and the County's Director of Human Resources. Upon request, the Appointing Authority or designee and the County's Director of Human Resources may grant successive leaves of absence.

1. Leave of absence with right to return. Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in his/her position.

2. Family Leave. Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and an/or Pregnancy Disability Leave (PDL) provision under the Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

   An employee on an approved leave of absence without pay under this provision will continue to receive the benefits specified in the Medical and Dental Subsidy Section of this Compensation Plan. Certification from a health care provider is required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least 30 days before commencement, where possible.

   In instances where the leave is for the birth or placement of a child and both husband and wife are Special Districts/County Fire employees, both employees are limited to a total of 12 weeks between them.

3. Leave of absence without right to return.

a. Definition. Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position. All leave benefits shall be administered as if the employee has been terminated; retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

b. Benefits upon Rehire. An employee who is reemployed within 90 days after the expiration of the leave of absence without right to return shall retain the following benefits:

- Hire date;
- Hire date for purposes of leave accruals and step advances, except that the employee will not receive service credit for the period of time the employee is on leave of absence without right to return.

To be reemployed and retain the above benefits, the employee must be appointed to a position no later than 90 calendar days after the date of expiration of the leave of absence. The 90 days shall run concurrently with the first 90 days of the three-hundred sixty-five (365) day period provided in the Section on Reemployment.

c. Rehire Process. An employee may be reemployed in the same Special Districts/County Fire classification from which the employee took the leave of absence with the approval of the Appointing Authority and County's Director of Human Resources. Alternatively, the employee must apply through Human Resources by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which he/she took the leave of absence without examination. Placement on the eligible list will be administered in accordance with the requalification provisions in the Special Districts/County Fire Personnel Rules. The employee shall be required to serve a new probationary period. The County's Director of Human Resources has the discretion to waive the requirement to serve a new probationary period.

4. Medical Leave of Absence.

a. Definition. A medical leave of absence up to one (1) year may be granted to employees with regular status who suffer from an illness or serious mental illness. Such leave of absence will only be granted after Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and/or Pregnancy Disability Leave (PDL) provisions of the Fair Employment and Housing Act (FEHA) have been exhausted. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. Special Districts/County Fire retains the right to request medical documentation regarding the employee's continued incapacity to return to work.

The employee will be removed from his/her position so that Special Districts/County Fire may fill behind the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be

eligible to purchase benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee's ability to return to work or the expiration of the leave of absence, whichever comes first, the employee will have the right to return to the classification within the Division from which he/she took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If the employee does not return to work by the expiration date of the leave, or the soonest date after that for which Special Districts/County Fire has a vacancy (but in no event later than ninety (90) days following the expiration of the medical leave of absence), the employee relinquishes the right to return. The employee will serve a new probationary period with no right to return to former classification.

Section 14: Vacation Leave

A. Definition. Vacation is a right earned as a condition of employment to a leave of absence with pay for the recreation and wellbeing of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the Appointing Authority.

B. Accumulation. Employees in regular positions scheduled to work eighty (80) hours per pay period shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has worked six (6) pay periods from the employee's hire date. Employees in regular positions paid less than eighty (80) hours per pay period or job shared positions shall receive vacation leave accumulation on a pro-rata basis.

Length of Service from Hire Date	Annual Vacation Allowance
Hire Date through 8,320 service hours	80 Hours
Over 8,320 and through 18,720 service hours	120 Hours
Over 18,720 service hours	160 Hours

The maximum vacation leave accrual balance that may be carried over to a future calendar year shall be 480 hours. However, the maximum vacation accrual balance that may be carried over into a future calendar year for an employee with a balance of more than 480 hours at the end of calendar year 2010 shall be such employee's vacation leave balance at the end of pay period 26 of calendar year 2010. Thereafter, the maximum vacation accrual balance for those employees with a balance greater than 480 hours shall be adjusted annually at the end of each calendar year, and shall never be increased.

C. Administration

1. Vacation periods should be taken annually with the approval of a Special Districts/County Fire supervisor/manager at such time as will not impair the work schedule or efficiency of Special Districts/County Fire but with consideration given to the well-being of the employee.

2. The minimum charge against accumulated vacation leave shall be fifteen (15) minutes. Vacation leave shall be compensated at the employee's base rate of pay, except as otherwise provided in this Plan.

3. When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits.

4. Employees not planning to return to Special Districts/County Fire employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation and shall not be carried on the payroll. Retiring employees may elect to use vacation leave or be compensated in a lump sum payment for accrued vacation leave.

D. Prior Service. New employees hired into Special Districts/County Fire in regular positions who have been employed by the private sector or a public jurisdiction in a comparable position or a position which has prepared such employees for an assignment to a position in the Exempt Group may receive credit for such previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the County's Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter but in no event later than one (1) year from the employee's hire date.

E. Conversion of Vacation Leave.

1. Elective Conversion. An employee may sell back vacation time at the base hourly rate of pay of the employee as hereinafter provided, upon approval of the Special Districts/County Fire Appointing Authority. Eligible employees may exercise this option under procedures established by the Special Districts/County Fire.

   In order to sell back vacation time prior to termination or retirement, an employee may exercise the following options:

   a. Option 1 – Elective Cash out of Future Accruals. Employees must make an irrevocable election during the month of December, specifying the number of hours to be sold back from the next calendar year's vacation leave accrual. Such election must be made in increments of not less than ten (10) hours and may not exceed one hundred sixty (160) hours. All designated hours remaining at the end of pay period 25 will automatically be converted into cash in the last pay period of the calendar year.

   b. Option 2 - Existing Accruals. Existing accruals may be cashed out in whole hour increments with a minimum cash-out of ten (10) hours and will be subject to a ten percent (10%) penalty.

Employees may designate that cash-outs of Administrative Leave be allocated to the County's 401(k) Defined Contribution Plan or 457(b) Deferred Compensation Plan.

2. Automatic Conversion. At the end of the calendar year, an employee shall automatically have any vacation leave accruals in excess of the employee's maximum vacation leave accrual balance converted to cash. Such automatic vacation leave cash out shall be paid in Pay Period 1 of the next calendar year.

   At termination of employment, all existing vacation leave accruals shall be converted to cash and paid to the employee.

Section 15: Witness Leave

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen outside of the employee's scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to Special Districts/County Fire. If an employee is required to testify as a witness during hours the employee is not scheduled to work (e.g. it is the employee's normal day off, the employee is off work pursuant to FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Witness Leave during those hours.

ARTICLE 7: TUITION REIMBURSEMENT AND MEMBERSHIP DUES

Special Districts/County Fire shall establish an individual, departmental fund in the amount of $1,000 for each fiscal year for each regular employee in the Exempt Group to reimburse employees for tuition costs incurred for job-related education or career development or to reimburse membership dues in professional organization(s), providing each expenditure enhances furtherance of Special Districts/County Fire or continuing education goals. Requests for reimbursement must be approved in advance by the Appointing Authority and shall not be paid in increments less than $10.00 per fiscal year. The individual department fund is in addition to department budgeted and mandated training and memberships.

Employees who successfully complete job-related education or courses may submit a request to be reimbursed beyond the limit of $1,000 to their Appointing Authority for review. The Appointing Authority must then request and receive approval from the County Administrative Office to reimburse beyond the limit of $1,000 per fiscal year per employee. In order to be eligible for tuition reimbursement under this provision, the employee must take such course work outside regular work hours, and shall do no productive work for Special Districts/County Fire while attending the courses.

No employee shall receive tuition reimbursement in excess of the limitation determined by the Internal Revenue Service. Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

If reimbursement is approved and paid to the employee, and the employee leaves Special Districts/County Fire prior to completing two (2) years of Special Districts/County Fire service after completing the job-related education or coursework, the employee will reimburse Special Districts/County Fire according to the following schedule:

Job-Related Education/ Course Completion Date	Reimbursement
Within 9 months	100%
After 9 months, until 18 months	50%
After 18 months, until 24 months	25%
After 24 months	0%

Benefits under this Tuition Reimbursement and Membership Dues Article shall be pro-rated for job share and part-time employees.

ARTICLE 8: VOLUNTARY TIME OFF

The Voluntary Time Off (VTO) Program is intended to provide Exempt employees a means of taking unpaid time off work (i.e., non-compensated), without losing benefits (e.g., Medical Premium Subsidy, Dental Premium Subsidy, Opt-out/Waive amount, Vision Care, Retirement Medical Trust employer contribution, and Life Insurance) which depend on the employee being in a paid status. The following conditions apply:

A. VTO may be taken in the same manner as vacation time except that VTO must be used in one-hour increments and is limited to 80 hours per calendar year.

B. When VTO is taken, leave accruals continue as if the employee was on paid time. VTO time counts toward satisfying the minimum hour requirement to receive benefits, such as Medical Premium Subsidy, Dental Premium Subsidy, Opt-out/Waive amount, Special Districts/County Fire-paid Life Insurance, and Special Districts/County Fire paid Vision Care.

C. VTO does not count as hours worked for purposes of computing overtime, if applicable. Contributions to the retirement system under the Retirement System Contributions section will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

   Pursuant to applicable law, Tier 1 system members are eligible for full service credit for the pay period in which VTO is used and the employer contribution would be based on the employees' normal compensation earnable.

   Pursuant to applicable law, Tier 2 members are eligible for a reduced service credit amount for the pay period in which VTO was used and the employer contribution would be based on the employees' actual earnings for that pay period.

D. VTO may not be used for situations that would otherwise require leave without pay, such as an employee on short-term disability, or in conjunction with leave without pay

E. VTO is an entirely voluntary program. No employee may be required to take VTO.

F. VTO may be taken by request of the employee and upon approval of the appointing authority.

ARTICLE 9: DEFINITIONS

The following definitions apply to the terms used in the Plan unless another definition is specified.

(1) Appointing Authority – Refers to the department head of the employee's department. It also includes any person who is designated as acting department head, employees acting for the department head during the absence of the department head, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

(2) Base Rate of Pay or Base Hourly Rate – The employee's base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix B).

(3) Base Biweekly Salary or Biweekly Base Salary – Employee's base hourly rate, excluding any differentials or other pay above the base hourly rate, multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period. Base hours paid does not include time without pay or disability payments such as Short-Term Disability or workers' compensation.

(4) Calendar Year – Refers to pay period 1 through 26, or 27 when applicable, of the same year.

(5) Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

(6) Director of Human Resources – Refers to the incumbent in the Director of Human Resources position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during the absence of the Director of Human Resources, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

(7) Fiscal Year – Refers to pay period 15 of one year through pay period 14 of the following year.

(8) Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments (excluding Labor Code 4850 time) such as Short Term Disability or workers compensation.

(9) Paid Status – Refers to any pay period in which an employee codes paid hours.

(10) Regular Position – Refers to a position authorized by the Board of Supervisors that may be budgeted at either a full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

(11) Regular Status - Refers to the completion of a required probationary and/or trainee period in a regular classified position in the employee's current or prior position, as applicable.

(12) Service Hours – Refers to paid hours from an employee's most recent date of hire in a regular position and during an employee's regular tour of duty, up to eighty (80) hours per pay period. Time without pay, disability payments

(excluding Labor Code 4850 time), Medical Emergency Leave and overtime hours do not count as service hours.

(13) Special Districts/County Fire Service or Continuous Service – Refers to the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from County employment.

ARTICLE 10: PAYROLL ADJUSTMENTS

In situations involving overpayment to an employee by Special Districts/County Fire, said employee shall be obliged to repay by payroll recovery the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling twenty-five dollars ($25.00) or less, the overpayment will be recovered in one (1) pay period. The Auditor-Controller/Treasurer/Tax Collector's Office or Human Resources Division, when applicable, shall provide documentation showing the calculations of the overpayment to the employee. A meeting may be requested by the employee with the Special Districts/County Fire payroll section to review the documentation and recovery schedule. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will not be longer than one and one-half times as long as the overpayment period. If the employee leave employment prior to repayment of overage the Auditor-Controller/Treasurer/Tax Collector's Office shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by Special Districts/County Fire, the employee shall receive the balance due within the next pay period for which the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's Office, including necessary approval of the Appointing Authority/County's Human Resources Director.

In those situations where the employee has been underpaid by seven and one-half percent (7½ %) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand warrant to correct the error. The Special Districts/County Fire payroll section shall complete the request for payroll adjustment and forward it and any necessary approval of the Appointing Authority to the Auditor-Controller/Treasurer/Tax Collector within one (1) working day of receipt of the employee's request. The Auditor-Controller/Treasurer/Tax Collector's Office shall pay the employee the amount due within two (2) working days of receipt for payroll adjustment from the department. For this section, base pay shall be determined by multiplying the employee's base rate of pay by the number or hours in their usual work schedule.

The County's Human Resources Director must authorize payroll adjustments to correct any payroll error or omission for instances arising more than thirteen (13) pay periods prior to the request for payroll adjustment.

APPENDIX A
Categories and Benefit Groups

Table 1

This table applies to employees hired into the listed positions before July 9, 2016.

Classification	Annual Salary Effective 1/9/2016	Annual Salary Effective 7/23/16	Annual Salary Effective 7/22/17	Annual Salary Effective 7/21/18	Benefit Group
Director of Special Districts	$188,412	$190,296	$194,102	$199,925	A
Fire Chief	$192,263	$194,186	$198,070	$204,012	A

Table 2

This table applies to employees hired into the listed positions on or after July 9, 2016.

Classification	Salary Range	Benefit Group
Director of Special Districts	E78	A
Fire Chief	E79	A

Table 3

Classification	Salary Range	Benefit Group
Assistant Fire Chief	E68	A
Communications Director	E62	A
Deputy Director, Special Districts	E67	A
Deputy Fire Chief	E76	A
Deputy Fire Marshal	E59	A
Division Chief, Fire	E66	A
Division Manager, Engineering	E62	A
Division Manager, Fiscal Services	E62	A
Fire Marshal	E68	A
Business Operations Manager	E53	B
Division Manager, Fiscal and Administrative Services	E60	B
Division Manager, Operations	E59	B
Finance Manager	E55	B

General Manager	E56	B
Regional Manager	E48	B
Water/Waste Water Operations	E48	B
Assistant Emergency Services	E55	C
Assistant Regional Manager	E44	C
Budget and Fiscal Manager	E54	C
Budget Officer	E46	C
Emergency Services Manager	E62	C
Executive Assistant	E33	C
Executive Secretary	E25	C
Management Analyst	E46	C
Principal Budget Officer	E50	C
Support Services Manager	E50	C

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E20	Hourly	15.84	16.23	16.63	17.05	17.47	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83
	Approx Bi-Wk	1,267.20	1,298.40	1,330.40	1,364.00	1,397.60	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40
	Approx. Mon	2,745.60	2,813.20	2,882.53	2,955.33	3,028.13	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87
	Annual	32,947.20	33,758.40	34,590.40	35,464.00	36,337.60	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40
E21	Hourly	16.23	16.63	17.05	17.47	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37
	Approx Bi-Wk	1,298.40	1,330.40	1,364.00	1,397.60	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60
	Approx. Mon	2,813.20	2,882.53	2,955.33	3,028.13	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47
	Annual	33,758.40	34,590.40	35,464.00	36,337.60	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60
E22	Hourly	16.63	17.05	17.47	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93
	Approx Bi-Wk	1,330.40	1,364.00	1,397.60	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40
	Approx. Mon	2,882.53	2,955.33	3,028.13	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53
	Annual	34,590.40	35,464.00	36,337.60	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40
E23	Hourly	17.06	17.48	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50
	Approx Bi-Wk	1,364.80	1,398.40	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00
	Approx. Mon	2,957.07	3,029.87	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33
	Annual	35,484.80	36,358.40	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00
E24	Hourly	17.48	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09
	Approx Bi-Wk	1,398.40	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20
	Approx. Mon	3,029.87	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60
	Annual	36,358.40	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20
E25	Hourly	17.92	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69
	Approx Bi-Wk	1,433.60	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20
	Approx. Mon	3,106.13	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60
	Annual	37,273.60	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20
E26	Hourly	18.36	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31
	Approx Bi-Wk	1,468.80	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80
	Approx. Mon	3,182.40	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07
	Annual	38,188.80	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80
E27	Hourly	18.82	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95
	Approx Bi-Wk	1,505.60	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00
	Approx. Mon	3,262.13	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00
	Annual	39,145.60	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00
E28	Hourly	19.29	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59
	Approx Bi-Wk	1,543.20	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20
	Approx. Mon	3,343.60	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93
	Annual	40,123.20	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20
E29	Hourly	19.78	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26
	Approx Bi-Wk	1,582.40	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80
	Approx. Mon	3,428.53	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07
	Annual	41,142.40	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80
E30	Hourly	20.27	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94
	Approx Bi-Wk	1,621.60	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20
	Approx. Mon	3,513.47	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93
	Annual	42,161.60	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20
E31	Hourly	20.78	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63
	Approx Bi-Wk	1,662.40	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40
	Approx. Mon	3,601.87	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53
	Annual	43,222.40	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E32	Hourly	21.29	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35
	Approx Bi-Wk	1,703.20	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00
	Approx. Mon	3,690.27	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33
	Annual	44,283.20	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00
E33	Hourly	21.83	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09
	Approx Bi-Wk	1,746.40	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20
	Approx. Mon	3,783.87	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60
	Annual	45,406.40	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20
E34	Hourly	22.37	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84
	Approx Bi-Wk	1,789.60	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20
	Approx. Mon	3,877.47	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60
	Annual	46,529.60	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20
E35	Hourly	22.93	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.60
	Approx Bi-Wk	1,834.40	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.00
	Approx. Mon	3,974.53	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,477.33
	Annual	47,694.40	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,728.00
E36	Hourly	23.50	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40
	Approx Bi-Wk	1,880.00	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00
	Approx. Mon	4,073.33	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00
	Annual	48,880.00	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00
E37	Hourly	24.09	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21
	Approx Bi-Wk	1,927.20	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80
	Approx. Mon	4,175.60	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40
	Annual	50,107.20	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80
E38	Hourly	24.69	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04
	Approx Bi-Wk	1,975.20	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20
	Approx. Mon	4,279.60	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27
	Annual	51,355.20	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20
E39	Hourly	25.31	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.89
	Approx Bi-Wk	2,024.80	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,791.20
	Approx. Mon	4,387.07	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,047.60
	Annual	52,644.80	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,571.20
E40	Hourly	25.95	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76
	Approx Bi-Wk	2,076.00	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80
	Approx. Mon	4,498.00	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40
	Annual	53,976.00	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80
E41	Hourly	26.59	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76	36.66
	Approx Bi-Wk	2,127.20	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.80
	Approx. Mon	4,608.93	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,354.40
	Annual	55,307.20	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,252.80
E42	Hourly	27.26	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57
	Approx Bi-Wk	2,180.80	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60
	Approx. Mon	4,725.07	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13
	Annual	56,700.80	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60
E43	Hourly	27.94	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51
	Approx Bi-Wk	2,235.20	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80
	Approx. Mon	4,842.93	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07
	Annual	58,115.20	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E44	Hourly	28.63	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.47
	Approx Bi-Wk	2,290.40	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,157.60
	Approx. Mon	4,962.53	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,841.47
	Annual	59,550.40	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,097.60
E45	Hourly	29.35	30.09	30.84	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.48	40.47
	Approx Bi-Wk	2,348.00	2,407.20	2,467.20	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,237.60
	Approx. Mon	5,087.33	5,215.60	5,345.60	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,014.80
	Annual	61,048.00	62,587.20	64,147.20	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,177.60
E46	Hourly	30.10	30.85	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47
	Approx Bi-Wk	2,408.00	2,468.00	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60
	Approx. Mon	5,217.33	5,347.33	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13
	Annual	62,608.00	64,168.00	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60
E47	Hourly	30.85	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47	42.51
	Approx Bi-Wk	2,468.00	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80
	Approx. Mon	5,347.33	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40
	Annual	64,168.00	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80
E48	Hourly	31.61	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57
	Approx Bi-Wk	2,528.80	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60
	Approx. Mon	5,479.07	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13
	Annual	65,748.80	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60
E49	Hourly	32.40	33.21	34.04	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66
	Approx Bi-Wk	2,592.00	2,656.80	2,723.20	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80
	Approx. Mon	5,616.00	5,756.40	5,900.27	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07
	Annual	67,392.00	69,076.80	70,803.20	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80
E50	Hourly	33.22	34.05	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66	45.78
	Approx Bi-Wk	2,657.60	2,724.00	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40
	Approx. Mon	5,758.13	5,902.00	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20
	Annual	69,097.60	70,824.00	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40
E51	Hourly	34.05	34.90	35.76	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66	45.78	46.92
	Approx Bi-Wk	2,724.00	2,792.00	2,860.80	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60
	Approx. Mon	5,902.00	6,049.33	6,198.40	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80
	Annual	70,824.00	72,592.00	74,380.80	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60
E52	Hourly	34.89	35.75	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10
	Approx Bi-Wk	2,791.20	2,860.00	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00
	Approx. Mon	6,047.60	6,196.67	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33
	Annual	72,571.20	74,360.00	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00
E53	Hourly	35.75	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30
	Approx Bi-Wk	2,860.00	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00
	Approx. Mon	6,196.67	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33
	Annual	74,360.00	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00
E54	Hourly	36.65	37.57	38.51	39.48	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53
	Approx Bi-Wk	2,932.00	3,005.60	3,080.80	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40
	Approx. Mon	6,352.67	6,512.13	6,675.07	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53
	Annual	76,232.00	78,145.60	80,100.80	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40
E55	Hourly	37.58	38.52	39.48	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79
	Approx Bi-Wk	3,006.40	3,081.60	3,158.40	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20
	Approx. Mon	6,513.87	6,676.80	6,843.20	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93
	Annual	78,166.40	80,121.60	82,118.40	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E56	Hourly	38.51	39.47	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09
	Approx Bi-Wk	3,080.80	3,157.60	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20
	Approx. Mon	6,675.07	6,841.47	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27
	Annual	80,100.80	82,097.60	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20
E57	Hourly	39.47	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.41
	Approx Bi-Wk	3,157.60	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,352.80
	Approx. Mon	6,841.47	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,431.07
	Annual	82,097.60	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,172.80
E58	Hourly	40.46	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78
	Approx Bi-Wk	3,236.80	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40
	Approx. Mon	7,013.07	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53
	Annual	84,156.80	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40
E59	Hourly	41.47	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18
	Approx Bi-Wk	3,317.60	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40
	Approx. Mon	7,188.13	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20
	Annual	86,257.60	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40
E60	Hourly	42.51	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.61
	Approx Bi-Wk	3,400.80	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.80
	Approx. Mon	7,368.40	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,159.07
	Annual	88,420.80	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,908.80
E61	Hourly	43.57	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06
	Approx Bi-Wk	3,485.60	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80
	Approx. Mon	7,552.13	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40
	Annual	90,625.60	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80
E62	Hourly	44.66	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57
	Approx Bi-Wk	3,572.80	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60
	Approx. Mon	7,741.07	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13
	Annual	92,892.80	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60
E63	Hourly	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57	63.10
	Approx Bi-Wk	3,662.40	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00
	Approx. Mon	7,935.20	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33
	Annual	95,222.40	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00
E64	Hourly	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.68
	Approx Bi-Wk	3,753.60	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,174.40
	Approx. Mon	8,132.80	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,211.20
	Annual	97,593.60	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,534.40
E65	Hourly	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31
	Approx Bi-Wk	3,848.00	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80
	Approx. Mon	8,337.33	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73
	Annual	100,048.00	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80
E66	Hourly	49.30	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31	67.96
	Approx Bi-Wk	3,944.00	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80
	Approx. Mon	8,545.33	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73
	Annual	102,544.00	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80
E67	Hourly	50.53	51.79	53.09	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66
	Approx Bi-Wk	4,042.40	4,143.20	4,247.20	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80
	Approx. Mon	8,758.53	8,976.93	9,202.27	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40
	Annual	105,102.40	107,723.20	110,427.20	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E68	Hourly	51.80	53.10	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40
	Approx Bi-Wk	4,144.00	4,248.00	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00
	Approx. Mon	8,978.67	9,204.00	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00
	Annual	107,744.00	110,448.00	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00
E69	Hourly	53.10	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18
	Approx Bi-Wk	4,248.00	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40
	Approx. Mon	9,204.00	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53
	Annual	110,448.00	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40
E70	Hourly	54.42	55.78	57.18	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18	75.01
	Approx Bi-Wk	4,353.60	4,462.40	4,574.40	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80
	Approx. Mon	9,432.80	9,668.53	9,911.20	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73
	Annual	113,193.60	116,022.40	118,934.40	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80
E71	Hourly	55.77	57.17	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89
	Approx Bi-Wk	4,461.60	4,573.60	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20
	Approx. Mon	9,666.80	9,909.47	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60
	Annual	116,001.60	118,913.60	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20
E72	Hourly	57.17	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81
	Approx Bi-Wk	4,573.60	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80
	Approx. Mon	9,909.47	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40
	Annual	118,913.60	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80
E73	Hourly	58.60	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78
	Approx Bi-Wk	4,688.00	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40
	Approx. Mon	10,157.33	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87
	Annual	121,888.00	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40
E74	Hourly	60.06	61.57	63.10	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80
	Approx Bi-Wk	4,804.80	4,925.60	5,048.00	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00
	Approx. Mon	10,410.40	10,672.13	10,937.33	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00
	Annual	124,924.80	128,065.60	131,248.00	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00
E75	Hourly	61.58	63.11	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87
	Approx Bi-Wk	4,926.40	5,048.80	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60
	Approx. Mon	10,673.87	10,939.07	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80
	Annual	128,086.40	131,268.80	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60
E76	Hourly	63.11	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99
	Approx Bi-Wk	5,048.80	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20
	Approx. Mon	10,939.07	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27
	Annual	131,268.80	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20
E77	Hourly	64.69	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.16
	Approx Bi-Wk	5,175.20	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,132.80
	Approx. Mon	11,212.93	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,454.40
	Annual	134,555.20	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,452.80
E78	Hourly	66.31	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.41
	Approx Bi-Wk	5,304.80	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,312.80
	Approx. Mon	11,493.73	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,844.40
	Annual	137,924.80	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,132.80
E79	Hourly	67.96	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.68
	Approx Bi-Wk	5,436.80	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,494.40
	Approx. Mon	11,779.73	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,237.87
	Annual	141,356.80	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,854.40

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E80	Hourly	69.66	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03
	Approx Bi-Wk	5,572.80	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40
	Approx. Mon	12,074.40	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20
	Annual	144,892.80	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40
E81	Hourly	71.40	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.43
	Approx Bi-Wk	5,712.00	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,874.40
	Approx. Mon	12,376.00	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,061.20
	Annual	148,512.00	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,734.40
E82	Hourly	73.18	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89
	Approx Bi-Wk	5,854.40	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20
	Approx. Mon	12,684.53	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60
	Annual	152,214.40	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20
E83	Hourly	75.01	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89	103.41
	Approx Bi-Wk	6,000.80	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80
	Approx. Mon	13,001.73	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40
	Annual	156,020.80	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80
E84	Hourly	76.89	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89	103.41	106.00
	Approx Bi-Wk	6,151.20	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00
	Approx. Mon	13,327.60	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33
	Annual	159,931.20	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00
E85	Hourly	78.81	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89	103.41	106.00	108.65
	Approx Bi-Wk	6,304.80	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00
	Approx. Mon	13,660.40	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67
	Annual	163,924.80	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00
E86	Hourly	80.78	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36
	Approx Bi-Wk	6,462.40	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80
	Approx. Mon	14,001.87	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40
	Annual	168,022.40	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80
E87	Hourly	82.80	84.87	86.99	89.17	91.39	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36	114.15
	Approx Bi-Wk	6,624.00	6,789.60	6,959.20	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00
	Approx. Mon	14,352.00	14,710.80	15,078.27	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00
	Annual	172,224.00	176,529.60	180,939.20	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00
E88	Hourly	84.88	87.00	89.17	91.39	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.01
	Approx Bi-Wk	6,790.40	6,960.00	7,133.60	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.80
	Approx. Mon	14,712.53	15,080.00	15,456.13	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,281.73
	Annual	176,550.40	180,960.00	185,473.60	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,380.80
E89	Hourly	86.99	89.16	91.39	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93
	Approx Bi-Wk	6,959.20	7,132.80	7,311.20	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40
	Approx. Mon	15,078.27	15,454.40	15,840.93	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87
	Annual	180,939.20	185,452.80	190,091.20	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40
E90	Hourly	89.17	91.41	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.93
	Approx Bi-Wk	7,133.60	7,312.80	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,834.40
	Approx. Mon	15,456.13	15,844.40	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,307.87
	Annual	185,473.60	190,132.80	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,694.40
E91	Hourly	91.41	93.69	96.03	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	125.99
	Approx Bi-Wk	7,312.80	7,495.20	7,682.40	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,079.20
	Approx. Mon	15,844.40	16,239.60	16,645.20	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,838.27
	Annual	190,132.80	194,875.20	199,742.40	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,059.20

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 01/09/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E92	Hourly	93.68	96.02	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15
	Approx Bi-Wk	7,494.40	7,681.60	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00
	Approx. Mon	16,237.87	16,643.47	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00
	Annual	194,854.40	199,721.60	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00
E93	Hourly	96.02	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.38
	Approx Bi-Wk	7,681.60	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,590.40
	Approx. Mon	16,643.47	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,945.87
	Annual	199,721.60	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,350.40
E94	Hourly	98.42	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.37	135.68
	Approx Bi-Wk	7,873.60	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40
	Approx. Mon	17,059.47	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87
	Annual	204,713.60	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40
E95	Hourly	100.89	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.37	135.68	139.08
	Approx Bi-Wk	8,071.20	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40	11,126.40
	Approx. Mon	17,487.60	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87	24,107.20
	Annual	209,851.20	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40	289,286.40
E96	Hourly	103.41	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.37	135.68	139.08	142.55
	Approx Bi-Wk	8,272.80	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40	11,126.40	11,404.00
	Approx. Mon	17,924.40	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87	24,107.20	24,708.67
	Annual	215,092.80	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40	289,286.40	296,504.00
E97	Hourly	106.00	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.37	135.68	139.08	142.55	146.12
	Approx Bi-Wk	8,480.00	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40	11,126.40	11,404.00	11,689.60
	Approx. Mon	18,373.33	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87	24,107.20	24,708.67	25,327.47
	Annual	220,480.00	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40	289,286.40	296,504.00	303,929.60
E98	Hourly	108.65	111.36	114.15	117.00	119.93	122.92	126.00	129.15	132.37	135.68	139.08	142.55	146.12	149.77
	Approx Bi-Wk	8,692.00	8,908.80	9,132.00	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40	11,126.40	11,404.00	11,689.60	11,981.60
	Approx. Mon	18,832.67	19,302.40	19,786.00	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87	24,107.20	24,708.67	25,327.47	25,960.13
	Annual	225,992.00	231,628.80	237,432.00	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40	289,286.40	296,504.00	303,929.60	311,521.60
E99	Hourly	111.35	114.14	117.00	119.93	122.92	126.00	129.15	132.37	135.68	139.08	142.55	146.12	149.77	153.52
	Approx Bi-Wk	8,908.00	9,131.20	9,360.00	9,594.40	9,833.60	10,080.00	10,332.00	10,589.60	10,854.40	11,126.40	11,404.00	11,689.60	11,981.60	12,281.60
	Approx. Mon	19,300.67	19,784.27	20,280.00	20,787.87	21,306.13	21,840.00	22,386.00	22,944.13	23,517.87	24,107.20	24,708.67	25,327.47	25,960.13	26,610.13
	Annual	231,608.00	237,411.20	243,360.00	249,454.40	255,673.60	262,080.00	268,632.00	275,329.60	282,214.40	289,286.40	296,504.00	303,929.60	311,521.60	319,321.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E20	Hourly	16.00	16.39	16.80	17.22	17.64	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05
	Approx Bi-Wk	1,280.00	1,311.20	1,344.00	1,377.60	1,411.20	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00
	Approx. Mon	2,773.33	2,840.93	2,912.00	2,984.80	3,057.60	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00
	Annual	33,280.00	34,091.20	34,944.00	35,817.60	36,691.20	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00
E21	Hourly	16.39	16.80	17.22	17.64	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59
	Approx Bi-Wk	1,311.20	1,344.00	1,377.60	1,411.20	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20
	Approx. Mon	2,840.93	2,912.00	2,984.80	3,057.60	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60
	Annual	34,091.20	34,944.00	35,817.60	36,691.20	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20
E22	Hourly	16.80	17.22	17.64	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16
	Approx Bi-Wk	1,344.00	1,377.60	1,411.20	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80
	Approx. Mon	2,912.00	2,984.80	3,057.60	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40
	Annual	34,944.00	35,817.60	36,691.20	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80
E23	Hourly	17.23	17.65	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74
	Approx Bi-Wk	1,378.40	1,412.00	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20
	Approx. Mon	2,986.53	3,059.33	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93
	Annual	35,838.40	36,712.00	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20
E24	Hourly	17.65	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33
	Approx Bi-Wk	1,412.00	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40
	Approx. Mon	3,059.33	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20
	Annual	36,712.00	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40
E25	Hourly	18.10	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94
	Approx Bi-Wk	1,448.00	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20
	Approx. Mon	3,137.33	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93
	Annual	37,648.00	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20
E26	Hourly	18.54	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56
	Approx Bi-Wk	1,483.20	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80
	Approx. Mon	3,213.60	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40
	Annual	38,563.20	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80
E27	Hourly	19.01	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21
	Approx Bi-Wk	1,520.80	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80
	Approx. Mon	3,295.07	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07
	Annual	39,540.80	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80
E28	Hourly	19.48	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86
	Approx Bi-Wk	1,558.40	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80
	Approx. Mon	3,376.53	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73
	Annual	40,518.40	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80
E29	Hourly	19.98	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53
	Approx Bi-Wk	1,598.40	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40
	Approx. Mon	3,463.20	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87
	Annual	41,558.40	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40
E30	Hourly	20.47	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22
	Approx Bi-Wk	1,637.60	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60
	Approx. Mon	3,548.13	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47
	Annual	42,577.60	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60
E31	Hourly	20.99	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92
	Approx Bi-Wk	1,679.20	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60
	Approx. Mon	3,638.27	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80
	Annual	43,659.20	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E32	Hourly	21.50	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64
	Approx Bi-Wk	1,720.00	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20
	Approx. Mon	3,726.67	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60
	Annual	44,720.00	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20
E33	Hourly	22.05	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39
	Approx Bi-Wk	1,764.00	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20
	Approx. Mon	3,822.00	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60
	Annual	45,864.00	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20
E34	Hourly	22.59	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15
	Approx Bi-Wk	1,807.20	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00
	Approx. Mon	3,915.60	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33
	Annual	46,987.20	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00
E35	Hourly	23.16	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.92
	Approx Bi-Wk	1,852.80	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,553.60
	Approx. Mon	4,014.40	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,532.80
	Annual	48,172.80	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,393.60
E36	Hourly	23.74	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72
	Approx Bi-Wk	1,899.20	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60
	Approx. Mon	4,114.93	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47
	Annual	49,379.20	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60
E37	Hourly	24.33	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54
	Approx Bi-Wk	1,946.40	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20
	Approx. Mon	4,217.20	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60
	Annual	50,606.40	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20
E38	Hourly	24.94	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38
	Approx Bi-Wk	1,995.20	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40
	Approx. Mon	4,322.93	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20
	Annual	51,875.20	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40
E39	Hourly	25.56	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.24
	Approx Bi-Wk	2,044.80	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,819.20
	Approx. Mon	4,430.40	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,108.27
	Annual	53,164.80	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,299.20
E40	Hourly	26.21	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12
	Approx Bi-Wk	2,096.80	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60
	Approx. Mon	4,543.07	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80
	Annual	54,516.80	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60
E41	Hourly	26.86	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12	37.03
	Approx Bi-Wk	2,148.80	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,962.40
	Approx. Mon	4,655.73	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,418.53
	Annual	55,868.80	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,022.40
E42	Hourly	27.53	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95
	Approx Bi-Wk	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00
	Approx. Mon	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00
	Annual	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00
E43	Hourly	28.22	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90
	Approx Bi-Wk	2,257.60	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00
	Approx. Mon	4,891.47	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67
	Annual	58,697.60	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E44	Hourly	28.92	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.86
	Approx Bi-Wk	2,313.60	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,188.80
	Approx. Mon	5,012.80	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,909.07
	Annual	60,153.60	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,908.80
E45	Hourly	29.64	30.39	31.15	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.87	40.87
	Approx Bi-Wk	2,371.20	2,431.20	2,492.00	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,269.60
	Approx. Mon	5,137.60	5,267.60	5,399.33	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,084.13
	Annual	61,651.20	63,211.20	64,792.00	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	85,009.60
E46	Hourly	30.40	31.16	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88
	Approx Bi-Wk	2,432.00	2,492.80	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40
	Approx. Mon	5,269.33	5,401.07	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20
	Annual	63,232.00	64,812.80	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40
E47	Hourly	31.16	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88	42.94
	Approx Bi-Wk	2,492.80	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20
	Approx. Mon	5,401.07	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93
	Annual	64,812.80	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20
E48	Hourly	31.93	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01
	Approx Bi-Wk	2,554.40	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80
	Approx. Mon	5,534.53	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40
	Annual	66,414.40	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80
E49	Hourly	32.72	33.54	34.38	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11
	Approx Bi-Wk	2,617.60	2,683.20	2,750.40	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80
	Approx. Mon	5,671.47	5,813.60	5,959.20	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07
	Annual	68,057.60	69,763.20	71,510.40	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80
E50	Hourly	33.55	34.39	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11	46.24
	Approx Bi-Wk	2,684.00	2,751.20	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20
	Approx. Mon	5,815.33	5,960.93	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93
	Annual	69,784.00	71,531.20	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20
E51	Hourly	34.39	35.25	36.12	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11	46.24	47.39
	Approx Bi-Wk	2,751.20	2,820.00	2,889.60	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20
	Approx. Mon	5,960.93	6,110.00	6,260.80	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27
	Annual	71,531.20	73,320.00	75,129.60	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20
E52	Hourly	35.24	36.11	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58
	Approx Bi-Wk	2,819.20	2,888.80	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40
	Approx. Mon	6,108.27	6,259.07	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53
	Annual	73,299.20	75,108.80	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40
E53	Hourly	36.11	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79
	Approx Bi-Wk	2,888.80	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20
	Approx. Mon	6,259.07	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27
	Annual	75,108.80	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20
E54	Hourly	37.02	37.95	38.90	39.87	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04
	Approx Bi-Wk	2,961.60	3,036.00	3,112.00	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20
	Approx. Mon	6,416.80	6,578.00	6,742.67	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93
	Annual	77,001.60	78,936.00	80,912.00	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20
E55	Hourly	37.96	38.91	39.87	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31
	Approx Bi-Wk	3,036.80	3,112.80	3,189.60	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80
	Approx. Mon	6,579.73	6,744.40	6,910.80	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07
	Annual	78,956.80	80,932.80	82,929.60	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E56	Hourly	38.90	39.86	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62
	Approx Bi-Wk	3,112.00	3,188.80	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60
	Approx. Mon	6,742.67	6,909.07	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13
	Annual	80,912.00	82,908.80	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60
E57	Hourly	39.86	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.95
	Approx Bi-Wk	3,188.80	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.00
	Approx. Mon	6,909.07	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,524.67
	Annual	82,908.80	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,296.00
E58	Hourly	40.86	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34
	Approx Bi-Wk	3,268.80	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20
	Approx. Mon	7,082.40	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60
	Annual	84,988.80	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20
E59	Hourly	41.88	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75
	Approx Bi-Wk	3,350.40	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00
	Approx. Mon	7,259.20	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00
	Annual	87,110.40	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00
E60	Hourly	42.94	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.20
	Approx Bi-Wk	3,435.20	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,736.00
	Approx. Mon	7,442.93	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,261.33
	Annual	89,315.20	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,136.00
E61	Hourly	44.01	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66
	Approx Bi-Wk	3,520.80	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80
	Approx. Mon	7,628.40	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40
	Annual	91,540.80	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80
E62	Hourly	45.11	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19
	Approx Bi-Wk	3,608.80	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20
	Approx. Mon	7,819.07	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60
	Annual	93,828.80	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20
E63	Hourly	46.24	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19	63.73
	Approx Bi-Wk	3,699.20	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40
	Approx. Mon	8,014.93	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53
	Annual	96,179.20	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40
E64	Hourly	47.39	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.33
	Approx Bi-Wk	3,791.20	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,226.40
	Approx. Mon	8,214.27	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,323.87
	Annual	98,571.20	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,886.40
E65	Hourly	48.58	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97
	Approx Bi-Wk	3,886.40	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60
	Approx. Mon	8,420.53	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13
	Annual	101,046.40	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60
E66	Hourly	49.79	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97	68.64
	Approx Bi-Wk	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20
	Approx. Mon	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60
	Annual	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20
E67	Hourly	51.04	52.31	53.62	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36
	Approx Bi-Wk	4,083.20	4,184.80	4,289.60	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80
	Approx. Mon	8,846.93	9,067.07	9,294.13	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73
	Annual	106,163.20	108,804.80	111,529.60	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E68	Hourly	52.32	53.63	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11
	Approx Bi-Wk	4,185.60	4,290.40	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80
	Approx. Mon	9,068.80	9,295.87	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07
	Annual	108,825.60	111,550.40	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80
E69	Hourly	53.63	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91
	Approx Bi-Wk	4,290.40	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80
	Approx. Mon	9,295.87	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07
	Annual	111,550.40	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80
E70	Hourly	54.96	56.34	57.75	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91	75.76
	Approx Bi-Wk	4,396.80	4,507.20	4,620.00	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80
	Approx. Mon	9,526.40	9,765.60	10,010.00	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73
	Annual	114,316.80	117,187.20	120,120.00	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80
E71	Hourly	56.33	57.74	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66
	Approx Bi-Wk	4,506.40	4,619.20	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80
	Approx. Mon	9,763.87	10,008.27	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07
	Annual	117,166.40	120,099.20	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80
E72	Hourly	57.74	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60
	Approx Bi-Wk	4,619.20	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00
	Approx. Mon	10,008.27	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33
	Annual	120,099.20	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00
E73	Hourly	59.19	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59
	Approx Bi-Wk	4,735.20	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20
	Approx. Mon	10,259.60	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27
	Annual	123,115.20	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20
E74	Hourly	60.66	62.19	63.73	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63
	Approx Bi-Wk	4,852.80	4,975.20	5,098.40	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40
	Approx. Mon	10,514.40	10,779.60	11,046.53	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87
	Annual	126,172.80	129,355.20	132,558.40	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40
E75	Hourly	62.20	63.74	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72
	Approx Bi-Wk	4,976.00	5,099.20	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60
	Approx. Mon	10,781.33	11,048.27	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13
	Annual	129,376.00	132,579.20	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60
E76	Hourly	63.74	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86
	Approx Bi-Wk	5,099.20	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80
	Approx. Mon	11,048.27	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07
	Annual	132,579.20	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80
E77	Hourly	65.34	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.05
	Approx Bi-Wk	5,227.20	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00
	Approx. Mon	11,325.60	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67
	Annual	135,907.20	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00
E78	Hourly	66.97	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.32
	Approx Bi-Wk	5,357.60	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,385.60
	Approx. Mon	11,608.13	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	16,002.13
	Annual	139,297.60	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	192,025.60
E79	Hourly	68.64	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.62
	Approx Bi-Wk	5,491.20	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,569.60
	Approx. Mon	11,897.60	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,400.80
	Annual	142,771.20	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,809.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E80	Hourly	70.36	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99
	Approx Bi-Wk	5,628.80	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20
	Approx. Mon	12,195.73	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60
	Annual	146,348.80	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20
E81	Hourly	72.11	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.41
	Approx Bi-Wk	5,768.80	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.80
	Approx. Mon	12,499.07	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,231.07
	Annual	149,988.80	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,772.80
E82	Hourly	73.91	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90
	Approx Bi-Wk	5,912.80	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00
	Approx. Mon	12,811.07	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67
	Annual	153,732.80	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00
E83	Hourly	75.76	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90	104.44
	Approx Bi-Wk	6,060.80	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20
	Approx. Mon	13,131.73	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93
	Annual	157,580.80	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20
E84	Hourly	77.66	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90	104.44	107.06
	Approx Bi-Wk	6,212.80	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80
	Approx. Mon	13,461.07	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07
	Annual	161,532.80	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80
E85	Hourly	79.60	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90	104.44	107.06	109.74
	Approx Bi-Wk	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20
	Approx. Mon	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60
	Annual	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20
E86	Hourly	81.59	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47
	Approx Bi-Wk	6,527.20	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60
	Approx. Mon	14,142.27	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80
	Annual	169,707.20	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60
E87	Hourly	83.63	85.72	87.86	90.06	92.30	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47	115.29
	Approx Bi-Wk	6,690.40	6,857.60	7,028.80	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20
	Approx. Mon	14,495.87	14,858.13	15,229.07	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60
	Annual	173,950.40	178,297.60	182,748.80	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20
E88	Hourly	85.73	87.87	90.06	92.30	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.18
	Approx Bi-Wk	6,858.40	7,029.60	7,204.80	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,454.40
	Approx. Mon	14,859.87	15,230.80	15,610.40	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,484.53
	Annual	178,318.40	182,769.60	187,324.80	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,814.40
E89	Hourly	87.86	90.05	92.30	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13
	Approx Bi-Wk	7,028.80	7,204.00	7,384.00	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40
	Approx. Mon	15,229.07	15,608.67	15,998.67	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87
	Annual	182,748.80	187,304.00	191,984.00	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40
E90	Hourly	90.06	92.32	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.16
	Approx Bi-Wk	7,204.80	7,385.60	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.80
	Approx. Mon	15,610.40	16,002.13	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,521.07
	Annual	187,324.80	192,025.60	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,252.80
E91	Hourly	92.32	94.63	96.99	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.25
	Approx Bi-Wk	7,385.60	7,570.40	7,759.20	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.00
	Approx. Mon	16,002.13	16,402.53	16,811.60	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,056.67
	Annual	192,025.60	196,830.40	201,739.20	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,680.00

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2016
1%

Effective 07/23/2016

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E92	Hourly	94.62	96.98	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44
	Approx Bi-Wk	7,569.60	7,758.40	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20
	Approx. Mon	16,400.80	16,809.87	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60
	Annual	196,809.60	201,718.40	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20
E93	Hourly	96.98	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.70
	Approx Bi-Wk	7,758.40	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,696.00
	Approx. Mon	16,809.87	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,174.67
	Annual	201,718.40	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,096.00
E94	Hourly	99.40	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.69	137.04
	Approx Bi-Wk	7,952.00	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20
	Approx. Mon	17,229.33	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60
	Annual	206,752.00	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20
E95	Hourly	101.90	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.69	137.04	140.47
	Approx Bi-Wk	8,152.00	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20	11,237.60
	Approx. Mon	17,662.67	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60	24,348.13
	Annual	211,952.00	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20	292,177.60
E96	Hourly	104.44	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.69	137.04	140.47	143.98
	Approx Bi-Wk	8,355.20	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20	11,237.60	11,518.40
	Approx. Mon	18,102.93	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60	24,348.13	24,956.53
	Annual	217,235.20	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20	292,177.60	299,478.40
E97	Hourly	107.06	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.69	137.04	140.47	143.98	147.58
	Approx Bi-Wk	8,564.80	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20	11,237.60	11,518.40	11,806.40
	Approx. Mon	18,557.07	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60	24,348.13	24,956.53	25,580.53
	Annual	222,684.80	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20	292,177.60	299,478.40	306,966.40
E98	Hourly	109.74	112.47	115.29	118.17	121.13	124.15	127.26	130.44	133.69	137.04	140.47	143.98	147.58	151.27
	Approx Bi-Wk	8,779.20	8,997.60	9,223.20	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20	11,237.60	11,518.40	11,806.40	12,101.60
	Approx. Mon	19,021.60	19,494.80	19,983.60	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60	24,348.13	24,956.53	25,580.53	26,220.13
	Annual	228,259.20	233,937.60	239,803.20	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20	292,177.60	299,478.40	306,966.40	314,641.60
E99	Hourly	112.46	115.28	118.17	121.13	124.15	127.26	130.44	133.69	137.04	140.47	143.98	147.58	151.27	155.06
	Approx Bi-Wk	8,996.80	9,222.40	9,453.60	9,690.40	9,932.00	10,180.80	10,435.20	10,695.20	10,963.20	11,237.60	11,518.40	11,806.40	12,101.60	12,404.80
	Approx. Mon	19,493.07	19,981.87	20,482.80	20,995.87	21,519.33	22,058.40	22,609.60	23,172.93	23,753.60	24,348.13	24,956.53	25,580.53	26,220.13	26,877.07
	Annual	233,916.80	239,782.40	245,793.60	251,950.40	258,232.00	264,700.80	271,315.20	278,075.20	285,043.20	292,177.60	299,478.40	306,966.40	314,641.60	322,524.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E20	Hourly	16.32	16.72	17.14	17.56	17.99	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49
	Approx Bi-Wk	1,305.60	1,337.60	1,371.20	1,404.80	1,439.20	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20
	Approx. Mon	2,828.80	2,898.13	2,970.93	3,043.73	3,118.27	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27
	Annual	33,945.60	34,777.60	35,651.20	36,524.80	37,419.20	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20
E21	Hourly	16.72	17.14	17.56	17.99	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04
	Approx Bi-Wk	1,337.60	1,371.20	1,404.80	1,439.20	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20
	Approx. Mon	2,898.13	2,970.93	3,043.73	3,118.27	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60
	Annual	34,777.60	35,651.20	36,524.80	37,419.20	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20
E22	Hourly	17.14	17.56	17.99	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62
	Approx Bi-Wk	1,371.20	1,404.80	1,439.20	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60
	Approx. Mon	2,970.93	3,043.73	3,118.27	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13
	Annual	35,651.20	36,524.80	37,419.20	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60
E23	Hourly	17.57	18.00	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21
	Approx Bi-Wk	1,405.60	1,440.00	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80
	Approx. Mon	3,045.47	3,120.00	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40
	Annual	36,545.60	37,440.00	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80
E24	Hourly	18.00	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82
	Approx Bi-Wk	1,440.00	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60
	Approx. Mon	3,120.00	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13
	Annual	37,440.00	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60
E25	Hourly	18.46	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44
	Approx Bi-Wk	1,476.80	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20
	Approx. Mon	3,199.73	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60
	Annual	38,396.80	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20
E26	Hourly	18.91	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07
	Approx Bi-Wk	1,512.80	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60
	Approx. Mon	3,277.73	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80
	Annual	39,332.80	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60
E27	Hourly	19.39	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73
	Approx Bi-Wk	1,551.20	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40
	Approx. Mon	3,360.93	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20
	Annual	40,331.20	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40
E28	Hourly	19.87	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40
	Approx Bi-Wk	1,589.60	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00
	Approx. Mon	3,444.13	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33
	Annual	41,329.60	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00
E29	Hourly	20.38	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08
	Approx Bi-Wk	1,630.40	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40
	Approx. Mon	3,532.53	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20
	Annual	42,390.40	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40
E30	Hourly	20.88	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78
	Approx Bi-Wk	1,670.40	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40
	Approx. Mon	3,619.20	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53
	Annual	43,430.40	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40
E31	Hourly	21.41	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50
	Approx Bi-Wk	1,712.80	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00
	Approx. Mon	3,711.07	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33
	Annual	44,532.80	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E32	Hourly	21.93	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23
	Approx Bi-Wk	1,754.40	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40
	Approx. Mon	3,801.20	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87
	Annual	45,614.40	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40
E33	Hourly	22.49	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00
	Approx Bi-Wk	1,799.20	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00
	Approx. Mon	3,898.27	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33
	Annual	46,779.20	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00
E34	Hourly	23.04	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77
	Approx Bi-Wk	1,843.20	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60
	Approx. Mon	3,993.60	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80
	Annual	47,923.20	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60
E35	Hourly	23.62	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.56
	Approx Bi-Wk	1,889.60	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,604.80
	Approx. Mon	4,094.13	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,643.73
	Annual	49,129.60	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,724.80
E36	Hourly	24.21	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37
	Approx Bi-Wk	1,936.80	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60
	Approx. Mon	4,196.40	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13
	Annual	50,356.80	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60
E37	Hourly	24.82	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21
	Approx Bi-Wk	1,985.60	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80
	Approx. Mon	4,302.13	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73
	Annual	51,625.60	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80
E38	Hourly	25.44	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07
	Approx Bi-Wk	2,035.20	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60
	Approx. Mon	4,409.60	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80
	Annual	52,915.20	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60
E39	Hourly	26.07	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.94
	Approx Bi-Wk	2,085.60	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,875.20
	Approx. Mon	4,518.80	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,229.60
	Annual	54,225.60	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,755.20
E40	Hourly	26.73	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84
	Approx Bi-Wk	2,138.40	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20
	Approx. Mon	4,633.20	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60
	Annual	55,598.40	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20
E41	Hourly	27.40	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84	37.77
	Approx Bi-Wk	2,192.00	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,021.60
	Approx. Mon	4,749.33	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,546.80
	Annual	56,992.00	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,561.60
E42	Hourly	28.08	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71
	Approx Bi-Wk	2,246.40	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80
	Approx. Mon	4,867.20	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73
	Annual	58,406.40	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80
E43	Hourly	28.78	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68
	Approx Bi-Wk	2,302.40	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40
	Approx. Mon	4,988.53	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87
	Annual	59,862.40	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E44	Hourly	29.50	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.66
	Approx Bi-Wk	2,360.00	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,252.80
	Approx. Mon	5,113.33	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,047.73
	Annual	61,360.00	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,572.80
E45	Hourly	30.23	31.00	31.77	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.67	41.69
	Approx Bi-Wk	2,418.40	2,480.00	2,541.60	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,335.20
	Approx. Mon	5,239.87	5,373.33	5,506.80	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,226.27
	Annual	62,878.40	64,480.00	66,081.60	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,715.20
E46	Hourly	31.01	31.78	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72
	Approx Bi-Wk	2,480.80	2,542.40	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60
	Approx. Mon	5,375.07	5,508.53	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80
	Annual	64,500.80	66,102.40	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60
E47	Hourly	31.78	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72	43.80
	Approx Bi-Wk	2,542.40	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00
	Approx. Mon	5,508.53	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00
	Annual	66,102.40	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00
E48	Hourly	32.57	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89
	Approx Bi-Wk	2,605.60	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20
	Approx. Mon	5,645.47	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93
	Annual	67,745.60	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20
E49	Hourly	33.37	34.21	35.07	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01
	Approx Bi-Wk	2,669.60	2,736.80	2,805.60	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80
	Approx. Mon	5,784.13	5,929.73	6,078.80	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07
	Annual	69,409.60	71,156.80	72,945.60	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80
E50	Hourly	34.22	35.08	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01	47.16
	Approx Bi-Wk	2,737.60	2,806.40	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80
	Approx. Mon	5,931.47	6,080.53	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40
	Annual	71,177.60	72,966.40	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80
E51	Hourly	35.08	35.96	36.84	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01	47.16	48.34
	Approx Bi-Wk	2,806.40	2,876.80	2,947.20	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20
	Approx. Mon	6,080.53	6,233.07	6,385.60	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93
	Annual	72,966.40	74,796.80	76,627.20	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20
E52	Hourly	35.94	36.83	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55
	Approx Bi-Wk	2,875.20	2,946.40	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00
	Approx. Mon	6,229.60	6,383.87	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67
	Annual	74,755.20	76,606.40	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00
E53	Hourly	36.83	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79
	Approx Bi-Wk	2,946.40	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20
	Approx. Mon	6,383.87	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60
	Annual	76,606.40	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20
E54	Hourly	37.76	38.71	39.68	40.67	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06
	Approx Bi-Wk	3,020.80	3,096.80	3,174.40	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80
	Approx. Mon	6,545.07	6,709.73	6,877.87	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73
	Annual	78,540.80	80,516.80	82,534.40	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80
E55	Hourly	38.72	39.69	40.67	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36
	Approx Bi-Wk	3,097.60	3,175.20	3,253.60	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80
	Approx. Mon	6,711.47	6,879.60	7,049.47	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07
	Annual	80,537.60	82,555.20	84,593.60	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E56	Hourly	39.68	40.66	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69
	Approx Bi-Wk	3,174.40	3,252.80	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20
	Approx. Mon	6,877.87	7,047.73	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60
	Annual	82,534.40	84,572.80	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20
E57	Hourly	40.66	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.05
	Approx Bi-Wk	3,252.80	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.00
	Approx. Mon	7,047.73	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,715.33
	Annual	84,572.80	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,584.00
E58	Hourly	41.68	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47
	Approx Bi-Wk	3,334.40	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60
	Approx. Mon	7,224.53	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47
	Annual	86,694.40	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60
E59	Hourly	42.72	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91
	Approx Bi-Wk	3,417.60	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80
	Approx. Mon	7,404.80	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07
	Annual	88,857.60	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80
E60	Hourly	43.80	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.38
	Approx Bi-Wk	3,504.00	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,830.40
	Approx. Mon	7,592.00	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,465.87
	Annual	91,104.00	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,590.40
E61	Hourly	44.89	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87
	Approx Bi-Wk	3,591.20	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60
	Approx. Mon	7,780.93	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13
	Annual	93,371.20	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60
E62	Hourly	46.01	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43
	Approx Bi-Wk	3,680.80	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40
	Approx. Mon	7,975.07	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53
	Annual	95,700.80	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40
E63	Hourly	47.16	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43	65.00
	Approx Bi-Wk	3,772.80	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00
	Approx. Mon	8,174.40	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67
	Annual	98,092.80	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00
E64	Hourly	48.34	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.64
	Approx Bi-Wk	3,867.20	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,331.20
	Approx. Mon	8,378.93	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,550.93
	Annual	100,547.20	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,611.20
E65	Hourly	49.55	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31
	Approx Bi-Wk	3,964.00	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80
	Approx. Mon	8,588.67	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40
	Annual	103,064.00	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80
E66	Hourly	50.79	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31	70.01
	Approx Bi-Wk	4,063.20	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80
	Approx. Mon	8,803.60	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07
	Annual	105,643.20	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80
E67	Hourly	52.06	53.36	54.69	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77
	Approx Bi-Wk	4,164.80	4,268.80	4,375.20	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60
	Approx. Mon	9,023.73	9,249.07	9,479.60	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13
	Annual	108,284.80	110,988.80	113,755.20	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E68	Hourly	53.37	54.70	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55
	Approx Bi-Wk	4,269.60	4,376.00	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00
	Approx. Mon	9,250.80	9,481.33	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67
	Annual	111,009.60	113,776.00	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00
E69	Hourly	54.70	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39
	Approx Bi-Wk	4,376.00	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20
	Approx. Mon	9,481.33	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60
	Annual	113,776.00	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20
E70	Hourly	56.06	57.47	58.91	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39	77.28
	Approx Bi-Wk	4,484.80	4,597.60	4,712.80	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40
	Approx. Mon	9,717.07	9,961.47	10,211.07	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20
	Annual	116,604.80	119,537.60	122,532.80	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40
E71	Hourly	57.46	58.89	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21
	Approx Bi-Wk	4,596.80	4,711.20	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80
	Approx. Mon	9,959.73	10,207.60	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73
	Annual	119,516.80	122,491.20	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80
E72	Hourly	58.89	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19
	Approx Bi-Wk	4,711.20	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20
	Approx. Mon	10,207.60	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93
	Annual	122,491.20	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20
E73	Hourly	60.37	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22
	Approx Bi-Wk	4,829.60	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60
	Approx. Mon	10,464.13	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80
	Annual	125,569.60	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60
E74	Hourly	61.87	63.43	65.00	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30
	Approx Bi-Wk	4,949.60	5,074.40	5,200.00	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00
	Approx. Mon	10,724.13	10,994.53	11,266.67	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33
	Annual	128,689.60	131,934.40	135,200.00	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00
E75	Hourly	63.44	65.01	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43
	Approx Bi-Wk	5,075.20	5,200.80	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40
	Approx. Mon	10,996.27	11,268.40	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53
	Annual	131,955.20	135,220.80	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40
E76	Hourly	65.01	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62
	Approx Bi-Wk	5,200.80	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60
	Approx. Mon	11,268.40	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13
	Annual	135,220.80	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60
E77	Hourly	66.65	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.85
	Approx Bi-Wk	5,332.00	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.00
	Approx. Mon	11,552.67	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,920.67
	Annual	138,632.00	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,048.00
E78	Hourly	68.31	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.17
	Approx Bi-Wk	5,464.80	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,533.60
	Approx. Mon	11,840.40	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,322.80
	Annual	142,084.80	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,873.60
E79	Hourly	70.01	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.51
	Approx Bi-Wk	5,600.80	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,720.80
	Approx. Mon	12,135.07	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,728.40
	Annual	145,620.80	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,740.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E80	Hourly	71.77	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93
	Approx Bi-Wk	5,741.60	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40
	Approx. Mon	12,440.13	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87
	Annual	149,281.60	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40
E81	Hourly	73.55	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.40
	Approx Bi-Wk	5,884.00	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,112.00
	Approx. Mon	12,748.67	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,576.00
	Annual	152,984.00	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,912.00
E82	Hourly	75.39	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94
	Approx Bi-Wk	6,031.20	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20
	Approx. Mon	13,067.60	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27
	Annual	156,811.20	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20
E83	Hourly	77.28	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94	106.53
	Approx Bi-Wk	6,182.40	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40
	Approx. Mon	13,395.20	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20
	Annual	160,742.40	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40
E84	Hourly	79.21	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94	106.53	109.20
	Approx Bi-Wk	6,336.80	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00
	Approx. Mon	13,729.73	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00
	Annual	164,756.80	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00
E85	Hourly	81.19	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94	106.53	109.20	111.93
	Approx Bi-Wk	6,495.20	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40
	Approx. Mon	14,072.93	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20
	Annual	168,875.20	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40
E86	Hourly	83.22	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72
	Approx Bi-Wk	6,657.60	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60
	Approx. Mon	14,424.80	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80
	Annual	173,097.60	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60
E87	Hourly	85.30	87.43	89.62	91.86	94.15	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72	117.60
	Approx Bi-Wk	6,824.00	6,994.40	7,169.60	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00
	Approx. Mon	14,785.33	15,154.53	15,534.13	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00
	Annual	177,424.00	181,854.40	186,409.60	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00
E88	Hourly	87.44	89.63	91.86	94.15	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.54
	Approx Bi-Wk	6,995.20	7,170.40	7,348.80	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,643.20
	Approx. Mon	15,156.27	15,535.87	15,922.40	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,893.60
	Annual	181,875.20	186,430.40	191,068.80	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,723.20
E89	Hourly	89.62	91.85	94.15	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55
	Approx Bi-Wk	7,169.60	7,348.00	7,532.00	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00
	Approx. Mon	15,534.13	15,920.67	16,319.33	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33
	Annual	186,409.60	191,048.00	195,832.00	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00
E90	Hourly	91.86	94.17	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.64
	Approx Bi-Wk	7,348.80	7,533.60	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,131.20
	Approx. Mon	15,922.40	16,322.80	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,950.93
	Annual	191,068.80	195,873.60	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,411.20
E91	Hourly	94.17	96.52	98.93	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.80
	Approx Bi-Wk	7,533.60	7,721.60	7,914.40	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.00
	Approx. Mon	16,322.80	16,730.13	17,147.87	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,498.67
	Annual	195,873.60	200,761.60	205,774.40	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	269,984.00

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2017
2%

Effective 07/22/2017

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E92	Hourly	96.51	98.92	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05
	Approx Bi-Wk	7,720.80	7,913.60	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00
	Approx. Mon	16,728.40	17,146.13	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00
	Annual	200,740.80	205,753.60	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00
E93	Hourly	98.92	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.37
	Approx Bi-Wk	7,913.60	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,909.60
	Approx. Mon	17,146.13	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,637.47
	Annual	205,753.60	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,649.60
E94	Hourly	101.39	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.36	139.78
	Approx Bi-Wk	8,111.20	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40
	Approx. Mon	17,574.27	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53
	Annual	210,891.20	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40
E95	Hourly	103.94	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.36	139.78	143.28
	Approx Bi-Wk	8,315.20	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40	11,462.40
	Approx. Mon	18,016.27	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53	24,835.20
	Annual	216,195.20	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40	298,022.40
E96	Hourly	106.53	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.36	139.78	143.28	146.86
	Approx Bi-Wk	8,522.40	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40	11,462.40	11,748.80
	Approx. Mon	18,465.20	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53	24,835.20	25,455.73
	Annual	221,582.40	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40	298,022.40	305,468.80
E97	Hourly	109.20	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.36	139.78	143.28	146.86	150.53
	Approx Bi-Wk	8,736.00	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40	11,462.40	11,748.80	12,042.40
	Approx. Mon	18,928.00	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53	24,835.20	25,455.73	26,091.87
	Annual	227,136.00	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40	298,022.40	305,468.80	313,102.40
E98	Hourly	111.93	114.72	117.60	120.53	123.55	126.63	129.81	133.05	136.36	139.78	143.28	146.86	150.53	154.30
	Approx Bi-Wk	8,954.40	9,177.60	9,408.00	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40	11,462.40	11,748.80	12,042.40	12,344.00
	Approx. Mon	19,401.20	19,884.80	20,384.00	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53	24,835.20	25,455.73	26,091.87	26,745.33
	Annual	232,814.40	238,617.60	244,608.00	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40	298,022.40	305,468.80	313,102.40	320,944.00
E99	Hourly	114.71	117.59	120.53	123.55	126.63	129.81	133.05	136.36	139.78	143.28	146.86	150.53	154.30	158.16
	Approx Bi-Wk	9,176.80	9,407.20	9,642.40	9,884.00	10,130.40	10,384.80	10,644.00	10,908.80	11,182.40	11,462.40	11,748.80	12,042.40	12,344.00	12,652.80
	Approx. Mon	19,883.07	20,382.27	20,891.87	21,415.33	21,949.20	22,500.40	23,062.00	23,635.73	24,228.53	24,835.20	25,455.73	26,091.87	26,745.33	27,414.40
	Annual	238,596.80	244,587.20	250,702.40	256,984.00	263,390.40	270,004.80	276,744.00	283,628.80	290,742.40	298,022.40	305,468.80	313,102.40	320,944.00	328,972.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E20	Hourly	16.81	17.22	17.65	18.09	18.53	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16
	Approx Bi-Wk	1,344.80	1,377.60	1,412.00	1,447.20	1,482.40	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80
	Approx. Mon	2,913.73	2,984.80	3,059.33	3,135.60	3,211.87	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40
	Annual	34,964.80	35,817.60	36,712.00	37,627.20	38,542.40	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80
E21	Hourly	17.22	17.65	18.09	18.53	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73
	Approx Bi-Wk	1,377.60	1,412.00	1,447.20	1,482.40	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40
	Approx. Mon	2,984.80	3,059.33	3,135.60	3,211.87	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20
	Annual	35,817.60	36,712.00	37,627.20	38,542.40	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40
E22	Hourly	17.65	18.09	18.53	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33
	Approx Bi-Wk	1,412.00	1,447.20	1,482.40	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40
	Approx. Mon	3,059.33	3,135.60	3,211.87	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20
	Annual	36,712.00	37,627.20	38,542.40	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40
E23	Hourly	18.10	18.54	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94
	Approx Bi-Wk	1,448.00	1,483.20	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20
	Approx. Mon	3,137.33	3,213.60	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93
	Annual	37,648.00	38,563.20	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20
E24	Hourly	18.54	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56
	Approx Bi-Wk	1,483.20	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80
	Approx. Mon	3,213.60	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40
	Annual	38,563.20	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80
E25	Hourly	19.01	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20
	Approx Bi-Wk	1,520.80	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00
	Approx. Mon	3,295.07	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33
	Annual	39,540.80	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00
E26	Hourly	19.48	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85
	Approx Bi-Wk	1,558.40	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00
	Approx. Mon	3,376.53	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00
	Annual	40,518.40	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00
E27	Hourly	19.97	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53
	Approx Bi-Wk	1,597.60	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40
	Approx. Mon	3,461.47	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87
	Annual	41,537.60	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40
E28	Hourly	20.47	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22
	Approx Bi-Wk	1,637.60	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60
	Approx. Mon	3,548.13	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47
	Annual	42,577.60	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60
E29	Hourly	20.99	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92
	Approx Bi-Wk	1,679.20	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60
	Approx. Mon	3,638.27	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80
	Annual	43,659.20	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60
E30	Hourly	21.51	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64
	Approx Bi-Wk	1,720.80	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20
	Approx. Mon	3,728.40	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60
	Annual	44,740.80	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20
E31	Hourly	22.05	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39
	Approx Bi-Wk	1,764.00	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20
	Approx. Mon	3,822.00	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60
	Annual	45,864.00	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E32	Hourly	22.59	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14
	Approx Bi-Wk	1,807.20	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20
	Approx. Mon	3,915.60	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60
	Annual	46,987.20	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20
E33	Hourly	23.16	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93
	Approx Bi-Wk	1,852.80	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40
	Approx. Mon	4,014.40	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53
	Annual	48,172.80	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40
E34	Hourly	23.73	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72
	Approx Bi-Wk	1,898.40	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60
	Approx. Mon	4,113.20	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47
	Annual	49,358.40	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60
E35	Hourly	24.33	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.54
	Approx Bi-Wk	1,946.40	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,683.20
	Approx. Mon	4,217.20	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,813.60
	Annual	50,606.40	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,763.20
E36	Hourly	24.94	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37
	Approx Bi-Wk	1,995.20	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60
	Approx. Mon	4,322.93	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47
	Annual	51,875.20	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60
E37	Hourly	25.56	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24
	Approx Bi-Wk	2,044.80	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20
	Approx. Mon	4,430.40	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27
	Annual	53,164.80	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20
E38	Hourly	26.20	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12
	Approx Bi-Wk	2,096.00	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60
	Approx. Mon	4,541.33	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80
	Annual	54,496.00	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60
E39	Hourly	26.85	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.02
	Approx Bi-Wk	2,148.00	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,961.60
	Approx. Mon	4,654.00	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,416.80
	Annual	55,848.00	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,001.60
E40	Hourly	27.53	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95
	Approx Bi-Wk	2,202.40	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00
	Approx. Mon	4,771.87	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00
	Annual	57,262.40	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00
E41	Hourly	28.22	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95	38.90
	Approx Bi-Wk	2,257.60	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,112.00
	Approx. Mon	4,891.47	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,742.67
	Annual	58,697.60	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,912.00
E42	Hourly	28.92	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87
	Approx Bi-Wk	2,313.60	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60
	Approx. Mon	5,012.80	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80
	Annual	60,153.60	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60
E43	Hourly	29.64	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87
	Approx Bi-Wk	2,371.20	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60
	Approx. Mon	5,137.60	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13
	Annual	61,651.20	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E44	Hourly	30.39	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.88
	Approx Bi-Wk	2,431.20	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,350.40
	Approx. Mon	5,267.60	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,259.20
	Annual	63,211.20	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,110.40
E45	Hourly	31.14	31.93	32.72	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.89	42.94
	Approx Bi-Wk	2,491.20	2,554.40	2,617.60	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,435.20
	Approx. Mon	5,397.60	5,534.53	5,671.47	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,442.93
	Annual	64,771.20	66,414.40	68,057.60	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,315.20
E46	Hourly	31.94	32.73	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00
	Approx Bi-Wk	2,555.20	2,618.40	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00
	Approx. Mon	5,536.27	5,673.20	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67
	Annual	66,435.20	68,078.40	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00
E47	Hourly	32.73	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00	45.11
	Approx Bi-Wk	2,618.40	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80
	Approx. Mon	5,673.20	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07
	Annual	68,078.40	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80
E48	Hourly	33.55	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24
	Approx Bi-Wk	2,684.00	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20
	Approx. Mon	5,815.33	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93
	Annual	69,784.00	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20
E49	Hourly	34.37	35.24	36.12	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39
	Approx Bi-Wk	2,749.60	2,819.20	2,889.60	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20
	Approx. Mon	5,957.47	6,108.27	6,260.80	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27
	Annual	71,489.60	73,299.20	75,129.60	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20
E50	Hourly	35.25	36.13	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39	48.57
	Approx Bi-Wk	2,820.00	2,890.40	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60
	Approx. Mon	6,110.00	6,262.53	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80
	Annual	73,320.00	75,150.40	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60
E51	Hourly	36.13	37.04	37.95	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39	48.57	49.79
	Approx Bi-Wk	2,890.40	2,963.20	3,036.00	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20
	Approx. Mon	6,262.53	6,420.27	6,578.00	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27
	Annual	75,150.40	77,043.20	78,936.00	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20
E52	Hourly	37.02	37.93	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04
	Approx Bi-Wk	2,961.60	3,034.40	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20
	Approx. Mon	6,416.80	6,574.53	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93
	Annual	77,001.60	78,894.40	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20
E53	Hourly	37.93	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31
	Approx Bi-Wk	3,034.40	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80
	Approx. Mon	6,574.53	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07
	Annual	78,894.40	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80
E54	Hourly	38.89	39.87	40.87	41.89	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62
	Approx Bi-Wk	3,111.20	3,189.60	3,269.60	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60
	Approx. Mon	6,740.93	6,910.80	7,084.13	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13
	Annual	80,891.20	82,929.60	85,009.60	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60
E55	Hourly	39.88	40.88	41.89	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96
	Approx Bi-Wk	3,190.40	3,270.40	3,351.20	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80
	Approx. Mon	6,912.53	7,085.87	7,260.93	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40
	Annual	82,950.40	85,030.40	87,131.20	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E56	Hourly	40.87	41.88	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33
	Approx Bi-Wk	3,269.60	3,350.40	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40
	Approx. Mon	7,084.13	7,259.20	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87
	Annual	85,009.60	87,110.40	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40
E57	Hourly	41.88	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.73
	Approx Bi-Wk	3,350.40	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,618.40
	Approx. Mon	7,259.20	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,006.53
	Annual	87,110.40	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,078.40
E58	Hourly	42.93	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19
	Approx Bi-Wk	3,434.40	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20
	Approx. Mon	7,441.20	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60
	Annual	89,294.40	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20
E59	Hourly	44.00	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68
	Approx Bi-Wk	3,520.00	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40
	Approx. Mon	7,626.67	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87
	Annual	91,520.00	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40
E60	Hourly	45.11	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.19
	Approx Bi-Wk	3,608.80	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,975.20
	Approx. Mon	7,819.07	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,779.60
	Annual	93,828.80	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,355.20
E61	Hourly	46.24	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73
	Approx Bi-Wk	3,699.20	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40
	Approx. Mon	8,014.93	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53
	Annual	96,179.20	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40
E62	Hourly	47.39	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33
	Approx Bi-Wk	3,791.20	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40
	Approx. Mon	8,214.27	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87
	Annual	98,571.20	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40
E63	Hourly	48.57	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33	66.95
	Approx Bi-Wk	3,885.60	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00
	Approx. Mon	8,418.80	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67
	Annual	101,025.60	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00
E64	Hourly	49.79	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.64
	Approx Bi-Wk	3,983.20	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,491.20
	Approx. Mon	8,630.27	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,897.60
	Annual	103,563.20	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,771.20
E65	Hourly	51.04	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36
	Approx Bi-Wk	4,083.20	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80
	Approx. Mon	8,846.93	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73
	Annual	106,163.20	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80
E66	Hourly	52.31	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36	72.11
	Approx Bi-Wk	4,184.80	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80
	Approx. Mon	9,067.07	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07
	Annual	108,804.80	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80
E67	Hourly	53.62	54.96	56.33	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92
	Approx Bi-Wk	4,289.60	4,396.80	4,506.40	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60
	Approx. Mon	9,294.13	9,526.40	9,763.87	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80
	Annual	111,529.60	114,316.80	117,166.40	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E68	Hourly	54.97	56.34	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76
	Approx Bi-Wk	4,397.60	4,507.20	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80
	Approx. Mon	9,528.13	9,765.60	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73
	Annual	114,337.60	117,187.20	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80
E69	Hourly	56.34	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65
	Approx Bi-Wk	4,507.20	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00
	Approx. Mon	9,765.60	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33
	Annual	117,187.20	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00
E70	Hourly	57.74	59.19	60.68	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65	79.60
	Approx Bi-Wk	4,619.20	4,735.20	4,854.40	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00
	Approx. Mon	10,008.27	10,259.60	10,517.87	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33
	Annual	120,099.20	123,115.20	126,214.40	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00
E71	Hourly	59.18	60.66	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59
	Approx Bi-Wk	4,734.40	4,852.80	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20
	Approx. Mon	10,257.87	10,514.40	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27
	Annual	123,094.40	126,172.80	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20
E72	Hourly	60.66	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63
	Approx Bi-Wk	4,852.80	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40
	Approx. Mon	10,514.40	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87
	Annual	126,172.80	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40
E73	Hourly	62.18	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72
	Approx Bi-Wk	4,974.40	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60
	Approx. Mon	10,777.87	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13
	Annual	129,334.40	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60
E74	Hourly	63.73	65.33	66.95	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86
	Approx Bi-Wk	5,098.40	5,226.40	5,356.00	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80
	Approx. Mon	11,046.53	11,323.87	11,604.67	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07
	Annual	132,558.40	135,886.40	139,256.00	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80
E75	Hourly	65.34	66.96	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05
	Approx Bi-Wk	5,227.20	5,356.80	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00
	Approx. Mon	11,325.60	11,606.40	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67
	Annual	135,907.20	139,276.80	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00
E76	Hourly	66.96	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31
	Approx Bi-Wk	5,356.80	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80
	Approx. Mon	11,606.40	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40
	Annual	139,276.80	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80
E77	Hourly	68.65	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.61
	Approx Bi-Wk	5,492.00	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,568.80
	Approx. Mon	11,899.33	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,399.07
	Annual	142,792.00	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,788.80
E78	Hourly	70.36	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	97.00
	Approx Bi-Wk	5,628.80	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,760.00
	Approx. Mon	12,195.73	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,813.33
	Annual	146,348.80	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,760.00
E79	Hourly	72.11	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.41
	Approx Bi-Wk	5,768.80	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,952.80
	Approx. Mon	12,499.07	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,231.07
	Annual	149,988.80	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,772.80

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E80	Hourly	73.92	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90
	Approx Bi-Wk	5,913.60	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00
	Approx. Mon	12,812.80	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67
	Annual	153,753.60	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00
E81	Hourly	75.76	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.44
	Approx Bi-Wk	6,060.80	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,355.20
	Approx. Mon	13,131.73	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,102.93
	Annual	157,580.80	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,235.20
E82	Hourly	77.65	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06
	Approx Bi-Wk	6,212.00	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80
	Approx. Mon	13,459.33	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07
	Annual	161,512.00	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80
E83	Hourly	79.60	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06	109.73
	Approx Bi-Wk	6,368.00	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40
	Approx. Mon	13,797.33	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87
	Annual	165,568.00	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40
E84	Hourly	81.59	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06	109.73	112.48
	Approx Bi-Wk	6,527.20	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40
	Approx. Mon	14,142.27	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53
	Annual	169,707.20	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40
E85	Hourly	83.63	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06	109.73	112.48	115.29
	Approx Bi-Wk	6,690.40	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20
	Approx. Mon	14,495.87	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60
	Annual	173,950.40	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20
E86	Hourly	85.72	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16
	Approx Bi-Wk	6,857.60	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80
	Approx. Mon	14,858.13	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07
	Annual	178,297.60	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80
E87	Hourly	87.86	90.05	92.31	94.62	96.97	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16	121.13
	Approx Bi-Wk	7,028.80	7,204.00	7,384.80	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40
	Approx. Mon	15,229.07	15,608.67	16,000.40	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87
	Annual	182,748.80	187,304.00	192,004.80	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40
E88	Hourly	90.06	92.32	94.62	96.97	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.16
	Approx Bi-Wk	7,204.80	7,385.60	7,569.60	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.80
	Approx. Mon	15,610.40	16,002.13	16,400.80	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,521.07
	Annual	187,324.80	192,025.60	196,809.60	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,252.80
E89	Hourly	92.31	94.61	96.97	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26
	Approx Bi-Wk	7,384.80	7,568.80	7,757.60	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80
	Approx. Mon	16,000.40	16,399.07	16,808.13	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40
	Annual	192,004.80	196,788.80	201,697.60	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80
E90	Hourly	94.62	97.00	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.44
	Approx Bi-Wk	7,569.60	7,760.00	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,435.20
	Approx. Mon	16,400.80	16,813.33	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,609.60
	Annual	196,809.60	201,760.00	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,315.20
E91	Hourly	97.00	99.42	101.90	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.69
	Approx Bi-Wk	7,760.00	7,953.60	8,152.00	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,695.20
	Approx. Mon	16,813.33	17,232.80	17,662.67	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,172.93
	Annual	201,760.00	206,793.60	211,952.00	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,075.20

APPENDIX B - SALARY SCHEDULE
EXEMPT COMPENSATION PLAN

Salary Schedule 2018
3%

Effective 07/21/2018

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
E92	Hourly	99.41	101.89	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04
	Approx Bi-Wk	7,952.80	8,151.20	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20
	Approx. Mon	17,231.07	17,660.93	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60
	Annual	206,772.80	211,931.20	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20
E93	Hourly	101.89	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.46
	Approx Bi-Wk	8,151.20	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.80
	Approx. Mon	17,660.93	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,346.40
	Annual	211,931.20	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,156.80
E94	Hourly	104.43	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.45	143.97
	Approx Bi-Wk	8,354.40	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60
	Approx. Mon	18,101.20	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80
	Annual	217,214.40	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60
E95	Hourly	107.06	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.45	143.97	147.58
	Approx Bi-Wk	8,564.80	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60	11,806.40
	Approx. Mon	18,557.07	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80	25,580.53
	Annual	222,684.80	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60	306,966.40
E96	Hourly	109.73	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.45	143.97	147.58	151.27
	Approx Bi-Wk	8,778.40	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60	11,806.40	12,101.60
	Approx. Mon	19,019.87	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80	25,580.53	26,220.13
	Annual	228,238.40	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60	306,966.40	314,641.60
E97	Hourly	112.48	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.45	143.97	147.58	151.27	155.05
	Approx Bi-Wk	8,998.40	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60	11,806.40	12,101.60	12,404.00
	Approx. Mon	19,496.53	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80	25,580.53	26,220.13	26,875.33
	Annual	233,958.40	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60	306,966.40	314,641.60	322,504.00
E98	Hourly	115.29	118.16	121.13	124.15	127.26	130.43	133.70	137.04	140.45	143.97	147.58	151.27	155.05	158.93
	Approx Bi-Wk	9,223.20	9,452.80	9,690.40	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60	11,806.40	12,101.60	12,404.00	12,714.40
	Approx. Mon	19,983.60	20,481.07	20,995.87	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80	25,580.53	26,220.13	26,875.33	27,547.87
	Annual	239,803.20	245,772.80	251,950.40	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60	306,966.40	314,641.60	322,504.00	330,574.40
E99	Hourly	118.15	121.12	124.15	127.26	130.43	133.70	137.04	140.45	143.97	147.58	151.27	155.05	158.93	162.90
	Approx Bi-Wk	9,452.00	9,689.60	9,932.00	10,180.80	10,434.40	10,696.00	10,963.20	11,236.00	11,517.60	11,806.40	12,101.60	12,404.00	12,714.40	13,032.00
	Approx. Mon	20,479.33	20,994.13	21,519.33	22,058.40	22,607.87	23,174.67	23,753.60	24,344.67	24,954.80	25,580.53	26,220.13	26,875.33	27,547.87	28,236.00
	Annual	245,752.00	251,929.60	258,232.00	264,700.80	271,294.40	278,096.00	285,043.20	292,136.00	299,457.60	306,966.40	314,641.60	322,504.00	330,574.40	338,832.00