

## RESOLUTION NO. 2023-064

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, RELATING TO COMPENSATION FOR CONFIDENTIAL/NONREPRESENTED EMPLOYEES, AND SUPERSEDING RESOLUTION 2022-039 AND RESOLUTION 2022-076

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES AS FOLLOWS:

### Section 1: DESIGNATION OF UNIT CLASSIFICATIONS

The provisions of this resolution shall apply to designated nonrepresented classifications in addition to confidential employees as defined herein. All classifications within this unit are listed in Appendix A. Nonrepresented classifications are designated with an asterisk.

A “confidential” employee is one who, in the course of his or her duties, has access to information relating to the City’s administration of the Meyers-Milias-Brown Act (Cal. Gov. Code §3500 et seq.).

### Section 2: TERM - EFFECTIVE DATES

The effective date of each Section is August 15, 2023 unless otherwise stated herein.

### Section 3: MAINTENANCE OF EXISTING BENEFITS

Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential/Nonrepresented employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the Confidential/Nonrepresented employees.

### Section 4: CITY REVENUES

Confidential/Nonrepresented employees are encouraged to shop in Fullerton.

### Section 5: THE SCHEDULE OF BASE SALARY RATES AND THE ALLOCATION OF CLASSES TO SALARY RANGES

The schedule of base salary rates is contained in Appendix A.

Base salary rates shall be adjusted by across-the-board increases according to the following schedule:

Eight percent (8%) base salary increase effective the first full pay period after August 15, 2023.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2024.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2025.

Three percent (3%) base salary increase effective the first full pay period after July 1, 2026.

#### Section 6: RETENTION PAY BONUS

Effective January 1, 2024, the City shall provide retention bonus in the form of a one-time gross lump sum payment when an employee achieves any of the following milestones of completed full-time regular service with the City:

10 years: \$2,500

15 years: \$3,000

20 years: \$4,500

Effective January 1, 2024, eligible employees will receive the gross lump sum payment for the milestone that they most recently passed.

Subsequent to the January 1, 2024 retention pay bonus payments, employees shall be responsible for submitting a notification form to Human Resources prior to the date they become eligible to receive any future retention pay bonuses. Subsequent retention pay bonus payments shall be made on the second pay date following receipt of notification to Human Resources.

This provision shall automatically expire on June 30, 2027, unless modified or revoked by the City Council prior to this date. The City shall no longer have an obligation to make retention bonuses beyond the date of expiration.

#### Section 7: OVERTIME PAY

Appendix A indicates the classifications which are exempt from the Fair Labor Standards Act (FLSA) with an (X). They are not eligible for overtime pay.

All other classifications are non-exempt for purposes of the FLSA and shall receive overtime pay in accordance with the rules which govern non-exempt employees in the general employee bargaining unit.

#### Section 8: EMERGENCY DUTY PAY

An FLSA-exempt employee shall be compensated at his/her base hourly rate when required to perform emergency duties. For purposes of this section, "emergency" and "emergency duty" shall be defined as follows:

Emergency: An unforeseen situation that calls for immediate action, or an

urgent need for assistance or relief, in order to provide or maintain the continuity of essential services to the public.

Emergency Duty: Duty by an employee required to report or return to duty, or required to be held over beyond the employee's normal end of shift, in order to meet an emergency at a time that the employee would not ordinarily have been on duty.

Emergency Duty status and eligibility for Emergency Duty Pay shall be determined by the employee's Department Head or designee, and shall be reported monthly to the City Manager.

Examples of circumstances which may qualify for Emergency Duty Pay include after-hours call-backs or hold-overs beyond the employee's normal end of shift for reasons such as:

- Assessment of conditions of private and/or public property damage which may pose a danger to the public;
- Cleanup and repair of dangerous conditions, such as water/sewer main breaks, street sinkholes, downed tree limbs, and other damaged City infrastructure;
- Lack of backup or subordinate staff to continue essential operations;
- Required service as an Emergency Service Worker;
- Attending to critical administrative functions which could impact service to the public or the City's obligations to its employees (e.g., emergency procurement, or attending to time-sensitive payroll and personnel matters);
- Required to respond to a notification to secure a City facility or property, such as responding to a security alarm call.
- Any other emergency as determined by the employee's Department Head, City Manager, or City Council.

Emergency Duty Pay is not intended to compensate represented employees for routine overtime for which the employee is already exempt under the FLSA.

#### Section 9: COMPENSATION FOR CITY-SPONSORED EVENTS

An FLSA-exempt employee with responsibilities for the production of the specified City-sponsored events set forth below, or required to work on the days of such specified events managing City facilities rented for private events, shall be entitled to receive their regular compensation at time and one-half rate for any hours worked on the days of the events which are in excess of the employee's regularly scheduled 40-hour work week.

This compensation is limited to only the following specified events:

Fourth of July

First Night

Arbor Day

Veteran's Day

#### Section 10: BILINGUAL PAY

An employee shall be eligible to receive an additional \$60 per pay period if the following conditions are met:

- A. The employee is required, as part of his/her regular public contact duties, to speak and/or translate by reading/writing one or more languages other than English.
- B. The employee must pass a language skills test approved or administered by the City.

#### Section 11: ACTING PAY

The pay provisions of the City's Acting Pay program (contained in Resolution 8485) are modified to provide that an employee: 1) shall receive Acting Pay beginning at the start of the first full shift following 80 hours actually worked (not paid leave) of an Acting assignment; and 2) shall be paid for all time served in a subsequent Acting position if the employee has received Acting Pay for the same temporary classification within the preceding 12 months, and there are at least 40 consecutive hours actually worked (not paid leave) in the second Acting assignment.

#### Section 12: DEPUTY DIRECTOR ASSIGNMENT PAY

An employee shall receive, in addition to regular pay, Deputy Director Assignment Pay equal to 10% of his/her base hourly rate for any pay period during which he/she is assigned to deputy director duties and responsibilities in addition to duties and responsibilities of his/her regular classification subject to the following:

- A. City has the unilateral right to assign an employee to the duties of a deputy director and to remove him/her from that position without cause or right of appeal.
- B. Determination of an employee's eligibility for a deputy director assignment shall be at the discretion of the Department Head and shall be based on employee performance, demonstrated readiness, and workload.
- C. Deputy director assignments may be rotated among similarly eligible employees within a department at the discretion of the Department Head.

- D. Any and all deputy director assignments must be approved in advance by the City Manager.
- E. Only one employee per department may be assigned as a deputy director at any one time, except that, at the recommendation of the Department Head and approval by the City Manager, up to two employees may be assigned as a deputy director if two departments are consolidated to one.
- F. City reserves the right to make no deputy director assignments within a department.
- G. City reserves the right to make no deputy director assignments within the City.
- H. An employee receiving deputy director assignment pay shall not be eligible for Acting Pay provided for in City Personnel Rules, Resolution 8485, Section 8 (B)(3).

#### Section 13: EXCEPTIONAL PERFORMANCE PAY

Confidential/Nonrepresented employees shall be eligible for the Exceptional Performance Pay program.

#### Section 14: TUITION REIMBURSEMENT

The rules and regulations governing tuition reimbursement for employees in the non-sworn management bargaining unit shall apply to Confidential/Nonrepresented employees. The limit eligible for reimbursement under this program shall be \$2,500 per fiscal year.

#### Section 15: SURVEYS

In determining what is adequate compensation, the parties shall use as a guideline the compensation provided to comparable employees in the following jurisdictions or any other jurisdictions deemed appropriate: Anaheim, Buena Park, Costa Mesa, Garden Grove, Huntington Beach, Newport Beach, Ontario, Orange, and Santa Ana.

#### Section 16: CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS)

- A. The City's contract with CalPERS for miscellaneous employees shall apply to Confidential/Nonrepresented unit employees.
- B. The City shall pay the 1959 Survivor Benefits Premium for all employees.
- C. Credit for Unused Sick Leave, Cal. Gov. Code §20965. An employee covered under the Miscellaneous category who is not eligible for benefits under Section 29(F) Payment for Unused Sick Leave upon Separation shall receive additional service credit for the balance of his/her unused sick leave upon retirement from the City, converted per the terms of the CalPERS contract amendment.

D. Employees newly hired by the City after December 22, 2012, shall be subject to amendments made to the contract between the City and CalPERS effective December 23, 2012 and/or requirements under PEPRA that include the following:

1. Employees hired on or after December 23, 2012 who are not “new members” as defined under the Public Employees’ Pension Reform Act of 2013 (Cal. Gov. Code §7522 – 7522.74), hereinafter PEPRA, will have their final compensation calculated based on the provisions of California Government Code §20037. Final compensation shall be calculated based on the average of the highest three consecutive years.
2. Employees hired on or after January 1, 2013 who are “new members” as defined under Government Code §7522.04(f) shall be enrolled in the 2% @ 62 benefit plan mandated by PEPRA. (Cal. Gov. Code §7522.20)
3. Employees hired on or after January 1, 2013 who are “new members” as defined under PEPRA will have their final compensation calculated based on the provisions of California Government Code §7522.32 (highest average pensionable compensation for 36 consecutive months.)
4. For employees who are “new members” as defined under Government Code §7522.04(f), each employee shall pay his/her member contribution as determined by CalPERS (Cal. Gov. Code §7522.30). Such payments shall be made through payroll deductions.
5. Employees rehired after a period of separation from the City may also be subject to amendments or PEPRA in accordance with CalPERS rules and the law.

E. Employer-Paid Member Contributions (EPMC) – Employees Who Are Not “New Members”

The provisions in Section 16(E) shall apply only to employees who do not meet the definition of “new member” under the Public Employee Pension Reform Act of 2013 (PEPRA).

1. For employees who are not “new members” as defined by the Public Employees’ Pension Reform Act of 2013 (PEPRA), the City shall pay the CalPERS normal member contribution (as defined in §20677(a)(2) of the California Government Code) into each employee’s account with CalPERS, pursuant to §20691 of the California Government Code. Effective July 14, 2018, the City’s payment of the normal member contribution was reduced by 1% of total compensation earnable (to 6% for Miscellaneous employees), with 1% of the normal member contribution paid by the employee. The City paid portion of the normal member contribution shall be included within the employee’s compensation earnable that is reported to CalPERS, pursuant to §20636(c)(4) of the California Government Code.

- a. Effective the first full pay period that includes July 1, 2024 the City's EPMC contribution shall be reduced by 1.958 percent (1.958%), with 2.958 percent (2.958%) of the normal member contribution paid by the employee.
- b. Effective the first full pay period that includes July 1, 2025 the City's EPMC contribution shall be reduced by an additional 2.021 percent (2.021%), with 4.979 percent (4.979%) of the normal member contribution paid by the employee.

Employees impacted by this reduction in the City's EPMC contribution shall receive a one-time "non-PERSable" payment of \$2,000, payable in the first full pay period that includes July 1, 2025.

- c. Effective the first full pay period that includes July 1, 2026 the City's EPMC contribution shall be reduced by an additional 2.021 percent (2.021%), with 7.0 percent (7.0%) of the normal member contribution paid by the employee.

Employees impacted by this reduction in the City's EPMC contribution shall receive a one-time "non-PERSable" payment of \$2,000, payable in the first full pay period that includes July 1, 2026.

2. Employees ineligible for this benefit pursuant to the Public Employees' Pension Reform Act of 2013, (PEPRA) shall not be eligible for this benefit or any replacement benefit.

For employees who are not "new members" as defined by PEPRA, this employer-paid member contribution shall not be considered base salary, and is not taxable income, pursuant to §414(h)(2) of the Internal Revenue Code. However, should any state or federal agency alter the current income tax treatment of such payment, the consequences of such action shall be the sole responsibility of the affected employees and shall in no way alter any obligation of the City toward such employees.

3. Effective March 7, 2020, employees who are not "new members" as defined by PEPRA shall contribute 1.958 percent (1.958%) of their compensation earnable (as defined in Government Code §20636) toward the employer contribution rate ("cost sharing"). On December 23, 2012, the City amended its CalPERS contract to provide that this portion of the contribution shall be made pursuant to Government Code Section §20516(a). In the event of a change in the law or legal determination that any portion of the employee contribution toward the employer rate is not allowable as agreed, the employer-paid member contributions shall be reduced by whatever portion is not allowable and the City may determine the appropriate modifications of benefits to offset this change.

- a. Effective the first full pay period that includes July 1, 2024, the Employee cost-sharing contribution shall be reduced by 1.958 percent (1.958%).
4. Should legislation be enacted that requires employees pay any portion of the required member contribution, then the City shall take whatever action is necessary to reduce the amount of the employee pick-up of the employer contribution by the amount of the required payment by the employee of the member contribution to the extent possible.

#### Section 17: SOCIAL SECURITY

In the event the City and its employees are required to participate in the federal Social Security program, the City shall meet with the Confidential/Nonrepresented employees concerning implementation of the Social Security program.

#### Section 18: MEDICARE

Employees hired by the City on or after April 1, 1986 shall be required to pay the designated employee contribution to participate in the Medicare Program, and the City shall be under no obligation to pay or “pick up” any such contributions.

#### Section 19: HEALTH INSURANCE

##### A. Contributions – Employees

The City shall contribute the following monthly amounts toward the payment of premiums for employees and their dependents.

Single:	\$500
Two-Party:	\$1,000
Family:	\$1,400

These contributions shall remain in effect until superseded by Council Resolution. The balance of the premiums for the tier and plan selected by the employee shall be paid by the employee.

##### B. Contributions – Retirees

1. For each person regularly employed for 20 cumulative years or more who retires subsequent to September 30, 1995 the City shall pay the same contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be Two Hundred Dollars (\$200.00). With respect to any employee who retired between June 28,



1986 and September 30, 1995 the City shall pay 100% of the employee-only premium.

2. For each person who 1) was hired before January 1, 2012, 2) has been regularly employed for 20 cumulative years or more, and 3) who retires from the date this Resolution is approved by the City Council through December 31, 2024 only, the City shall provide a monthly medical contribution of \$550. Any such retiree shall not be eligible for any other retiree medical benefits provided under Section 19(B).
3. For each person regularly employed for ten or more cumulative years, but less than 20, and who retires subsequent to September 30, 1995 the City shall pay 50% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be One Hundred Dollars (\$100.00). With respect to an employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 50% of the employee-only premium.
4. For each person regularly employed for five or more cumulative years, but less than 10, the City shall pay 25% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree. Persons hired by the City on or after January 1, 2012 shall not be eligible for this benefit.
5. For any employee that retires after the effective date of this Resolution and up to June 30, 2027, the City will reimburse such retirees who live outside of the City's Medical Network for the actual cost of procuring comparable health insurance in an amount not to exceed what the City would otherwise be obligated to pay on behalf of the retiree pursuant to Section 19(B) of this Resolution. This obligation shall continue until the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first. Reimbursement is subject to the retiree submitting proof of payment to the City for coverage in a health plan that is comparable to the City's health plan and meets the affordability requirements of the Affordable Care Act.
6. A "retiree" shall mean only those former employees who receive a CalPERS retirement allowance effective the day after official separation from City of Fullerton employment.
7. This obligation to pay health insurance premiums shall discontinue at such time as the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first.

8. A retiree desiring to have health insurance coverage for dependents shall remit to the City a check for the amount of dependent coverage no later than the 15th of the month preceding the effective month of coverage.

C. Opt-Out

1. An employee may “opt-out” of the City’s medical plan under these conditions:
  - a. The employee must sign a document stating his/her desire to waive medical insurance.
  - b. The employee must provide proof of other coverage, which shall be confirmed by the City each year prior to open enrollment.
  - c. The employee may only re-enroll during 1) annual open enrollment, or 2) upon loss of coverage in accordance with the underwriting guidelines for each of the City's health plans.

2. Payment

- a. Full-time employees shall receive a cash payment of \$50 per pay period.
- b. Part-time employees shall receive a cash payment as follows:

<u>Cumulative Hours Worked</u>	<u>Payment Per Pay Period</u>
<3,120	\$0
≥3,120	\$30.00

D. “Flex Credit” Contribution

For those employees enrolled in the City’s medical program, the City will implement a “flex credit” contribution in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month. These “flex credits” shall be paid through a revised Section 125 Plan.

Effective January 1, 2024 (implemented on the second pay date in the prior December), the City will increase the flex benefit contribution for those employees enrolled in the City’s medical program by an additional \$300 (a total of \$350 per month) paid in \$175 increments for the first two pay periods of each month.

Further, effective January 1, 2025, the “flex credits” for those enrolled in the City’s medical program shall be provided in three tiers based on their particular enrollment: Employee, Employee + 1, or Family. The “flex credits” will be adjusted annually in the amount of 50% of the premium increase for each applicable tier in the Kaiser HMO plan. If the premium goes down, there shall be no adjustment to the flex credits for that year.

Flex credits may be applied to the City's health insurance, dental, and vision premiums. Flex credits shall be applied in the following order: health insurance (first); dental insurance (second), and vision insurance (third). Any remaining flex credits after application to the City's health, dental, and vision premiums shall be forfeited.

For those employees who are not enrolled in City's medical plan, they shall receive a contribution to a Flexible Spending Account ("FSA") in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month (see Section 20).

The flex credits afforded under Section 19(D) shall in no way impact the City's separate obligation to provide a medical contribution to retirees under Section 19(B). The provision of flex credits to active employees under Section 19(D) does not constitute a "contribution" owed to retirees under Section 19(B).

If the City pursues a transition to obtaining medical benefits through CalPERS, the City will meet with representatives of this unit to discuss Section 19 with respect to flex credits and City medical contributions.

E. Voluntary Benefits Plan

The City has implemented a voluntary benefits plan through The Standard Insurance Company. Employees may opt in to plans providing supplemental benefits for Accident, Hospital and Critical Illness covered incidents. Premiums for employee selections shall be deducted from the employee's pay on a post-tax basis.

Section 20: FLEXIBLE SPENDING ACCOUNT PROGRAM

- A. The City's Flexible Spending Account (FSA) Program shall be made available to all employees.
- B. Pursuant to said program, an employee may request that eligible expenses be paid or reimbursed by the City out of his/her account, with the employee's base salary being reduced by the amount of any such payments or reimbursements.
- C. Each employee with a payroll deduction for medical and dental insurance premiums shall have his/her salary reduced by the amount of those deductions on a before-tax basis.

Section 21: LONG-TERM DISABILITY INSURANCE

- A. The City shall pay 100% of the premium for a City-owned Long-Term Disability insurance policy affording coverage to each active employee.
- B. The policy shall have an elimination period of 55 calendar days of continuous disability. Any time after the expiration of the elimination period, the employee may

apply for Long-Term Disability insurance or may continue to use accrued leave pursuant to the City's policy thereon.

- C. The maximum benefit shall be at a minimum 60% of the eligible employee's PREDISABILITY EARNINGS as defined in the policy document, or \$6,000 per month, whichever is less. This maximum benefit shall be calculated in accordance with policy definitions.

#### Section 22: LIFE INSURANCE

The City shall provide group term life insurance equal to annual base salary for all affected employees. In compliance with the City's current life insurance contract, employees at age 70 shall have benefits reduced by 35%, and employees at age 75 shall have benefits reduced by 50%. Each employee may purchase additional City group term life insurance.

#### Section 23: VISION INSURANCE

Employees and dependents shall be eligible for vision care insurance through VSP. The City shall pay the lesser of the premium for such coverage or \$24.88 per month.

#### Section 24: DENTAL INSURANCE

The City shall pay up to an amount equal to the family premium rate for the Delta Dental HMO plan for employee and dependent coverage under any group dental insurance plan administered or approved by the City.

A retiree (as defined in Section 19) and his/her eligible dependents may subscribe to a City dental plan by paying the full premium for the coverage chosen. A retiree desiring to have dental coverage for himself/herself or for dependents shall remit to the City a check for the amount of the premium no later than the 15<sup>th</sup> of the month preceding the effective month of coverage.

#### Section 25: SELF-INSURANCE

The City shall have the right to provide all or any portion of the benefits presently available under any existing health, long-term disability, dental, or vision plan through a self-insurance program or, in the case of vision insurance, via a contract with a direct provider; however, the election of such option shall not cause affected employees to suffer any loss of benefits or coverage.

#### Section 26: CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT OF 1985 (COBRA)

Employees who are allowed to remain on a City health or dental insurance plan following separation from employment pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) may be charged the maximum rate permissible by law for such coverage (presently 102% of the premium for an active employee).

Section 27: HOLIDAY LEAVE PROGRAM

A. The following days shall be recognized Holidays for employees of this unit:

1. January 1, New Year's Day
2. The third Monday in February, Presidents' Day
3. The last Monday in May, Memorial Day
4. July 4, Independence Day
5. The first Monday in September, Labor Day
6. November 11, Veteran's Day
7. Thanksgiving Day
8. The Friday following Thanksgiving Day
9. December 24, Christmas Eve
10. December 25, Christmas Day
11. December 31, New Year's Eve

B. No other day shall be such a holiday unless it is a non-recurring holiday designated specifically by the President of the United States and/or the Governor of California and approved by the City Council.

If any City bargaining unit receives Martin Luther King, Jr. Day as a holiday, members of this unit shall also receive the holiday.

C. An employee will receive holiday leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used when a designated City holiday occurs and employee works in a location, facility or program that is closed on the holiday, and the holiday falls on the employee's regular workday, and the employee is not required to work. The hours will be paid on the day the holiday occurs except as provided in D and E of this Section. There shall be no additional cash value for holiday leave hours.

D. An employee who is required to work on a holiday will receive, in addition to his/her normal pay for the day, holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used at a later time in accordance with rules set forth herein.

E. An employee will receive holiday discretionary leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, when a City designated holiday falls on a day that is not a regular workday for the employee. These hours may be used at a later time in accordance with rules set forth herein.

F. Holiday discretionary leave time received under this Section must be used during the fiscal year in which it is received. Hours not used will expire. There will be no cash value associated with the holiday discretionary leave hours received under this provision.

Section 28: VACATIONS

A. Accrual

1. Each employee shall accrue vacation credit with pay in accordance with the following table:

<u>Amount of Current Service</u>	<u># of Hours</u>	
	<u>Annually</u>	<u>Bi-Weekly</u>
<10 Years	120	4.62
≥10 Years	128	4.93
≥11 Years	136	5.24
≥12 Years	144	5.54
≥13 Years	152	5.85
≥14 Years	160	6.16
≥20 Years	168	6.46
≥25 Years	176	6.77

The City Manager may authorize an FLSA-exempt employee to earn vacation credit at any of the rates described above, up to 160 hours annually.

2. Vacation credit shall accrue each pay period in which the employee has worked or used paid leave except sick leave at least one full regular work shift. An employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive vacation credit for that pay period.

B. Usage

1. First Vacation: A new employee's first vacation may not be taken until he/she has worked for 13 pay periods. Absences such as sick leave or unpaid leave for an entire pay period shall not be considered time worked for this purpose.
2. Department Head Approval: No vacation absence with pay may be taken without approval by the department head or designee. The department head shall schedule and approve vacation for his/her employees as requested or at such other time as will achieve the most efficient functioning of the department and to avoid any loss of vacation by reason of the accumulation limit provided herein.

C. Accumulation Limit

An employee may accumulate vacation credits, with the right to take or be paid for if not taken, up to twice his/her annual vacation allowance. Vacation credits earned beyond the maximum are forfeited, with the following exception:

When any written request by an employee to take vacation is refused or not acted upon by the department head and the employee is not allowed other vacation time

off to prevent a loss of vacation credits, the employee shall be paid at the straight time salary rate then in effect not only for the time worked, but also for the vacation time that would have been credited to him/her for working were it not for said accumulation limit. This payment shall continue until such time as the employee is permitted to take a vacation.

D. Annual Conversion

At the end of each payroll year, an eligible employee may convert up to 80 hours of unused vacation time into cash, payable at the base salary rate in effect at the time of conversion. Such conversions shall be made concurrently with the annual conversion of sick leave.

To be eligible, an employee must have completed his/her initial probation period; must have actually taken (not converted) at least 40 hours of vacation in the preceding payroll year; and must have at least 80 hours of vacation remaining after such conversion.

E. Separation From Employment

An employee who separates from employment by resignation, layoff or otherwise, shall be paid the balance of his/her accumulated vacation credits at the salary rate in effect on the date of separation. In the case of the employee's death, the balance shall be paid to the employee's designee or, if no designee, to the employee's estate.

Section 29: SICK LEAVE

A.

1. Each regular full-time employee shall earn and accumulate 3.69 hours of sick leave for each pay period in which the employee has worked at least one full regular workday. An employee absent on vacation shall receive sick leave credit, but an employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive sick leave credit for that period.
2. Each employee regularly scheduled to work less than 40 hours per workweek shall accrue sick leave at the rate of three (3) hours per pay period. Any employee who converts from a regular forty-hour workweek to a workweek of less than forty hours, shall retain for use all of his/her accrued sick leave balances at the time of the workweek reduction.

B. Sick Leave Usage

An employee shall be allowed to use his/her accumulated sick leave as follows:

1. Absences relating to the health of the employee:

- a. Personal illness or physical incapacity;
  - b. Medical or dental appointments;
  - c. Forced quarantine in accordance with community health regulations;
2. Absences relating to the health of the employee's family:
- a. Health conditions of or medical or dental appointments for the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law and others as required by law in a total amount not to exceed 48 hours in a payroll year.
  - b. The care of an employee's newborn child/children or the placement with an employee of a son or daughter for adoption or foster care within the first 12 months after birth or placement, for up to 96 hours.
  - c. The serious health condition of a family member which qualifies under the Family and Medical Leave Act (FMLA), provided that the employee has submitted all necessary documentation to the Human Resources Department certifying the condition qualifies for FMLA.

In no event shall the total time taken pursuant to 2.a, 2.b and 2.c exceed 480 hours in any 12-month period. This maximum limit of 480 hours shall be reduced by any time taken pursuant to the employee's own FMLA qualifying condition(s) within such rolling 12-month period except as otherwise required by law.

C. Approval of Sick Leave

1. Sick leave may be granted only when an employee has sick leave credits. The first sick leave with pay may not be taken before the 90<sup>th</sup> day following employment with the City. No payment for sick leave shall be made without the approval of the department head or designee.
2. Prior to resuming work after taking three or more consecutive shifts of sick leave, an employee shall submit a physician's written certification of the medical necessity for his/her absence from work and a written release stating that he/she is able to perform his/her normal or modified job duties. For example, an employee absent on Monday, Tuesday and Wednesday must provide this release before resuming work on Thursday.

If the absence of three or more consecutive shifts is for family illness (See B2 above), the employee shall submit certification from the attending physician of the family member's medical condition during the length of absence for which paid leave is requested. The physician's certification shall verify that the family member had an illness, injury, or medical procedure during the period of time for which paid



leave is requested. However, the certification shall not be required to include a diagnosis or description of injury or treatment.

D. Bereavement Leave

The death of a member of the employee's immediate family shall entitle the affected employee to be absent for three shifts (not to exceed 27 hours) and such absence shall not be charged to sick leave. An employee may also use two shifts (not to exceed 18 hours) of their accumulated sick leave per incident for bereavement purposes, and the City Manager may authorize up to an additional five shifts (not to exceed 45 hours) of sick leave usage for bereavement purposes when appropriate.

The definition of "immediate family" for the purpose of bereavement leave shall include the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, stepparent, legal guardian and others as required by law.

E. Annual Optional Conversion of Sick Leave

Employees hired on or after June 29, 1996 are not eligible for this conversion program.

1. A person who has been regularly employed by the City for the full preceding calendar year and has at least 24 hours of unused sick leave remaining from the preceding payroll year may convert a fixed percentage of the unused portion of those credits to either of the following:
  - a. Up to 50% to vacation credits; or
  - b. Up to 50% to cash, to be paid at the employee's base salary rate.

An eligible employee who does not use sick leave during the preceding payroll year may convert up to 60% to cash or vacation, to be paid at the employee's base salary rate.

F. Payment for Unused Sick Leave Upon Separation

Payment for unused sick leave upon separation shall be awarded to persons regularly appointed to any City classification on or before August 31, 1983 and employed continuously thereafter. All others are ineligible for this benefit.

1. If an eligible employee dies or retires, 55% of the unused sick leave credits accumulated will be paid to the employee or, in the case of the employee's death, to the employee's designee or, if no designee, to the employee's estate. Such payment will be at the base salary rate in effect at the time of separation.

2. An eligible employee, who separates after ten years of continuous service for any reason other than death or retirement, shall be compensated for 55% of the unused balance of all accumulated sick leave credits in excess of 960 hours, to be paid at the base salary rate in effect at the time of separation.
- G. All sick leave credits not taken as sick leave or otherwise converted shall remain within the employee's accumulated sick leave credits.
- H. The City Manager may authorize a new employee to have up to 440 hours of sick leave credit. Such credit shall be available only for use as described in B above and shall not be available for any other use.

### Section 30: WORK SCHEDULE REDUCTION

Where service to the public permits; a full-time employee may reduce his/her work schedule. Such reductions must result in cost savings to the City and are subject to approval by the City Manager, the Director of Human Resources, and the affected department head.

A work schedule reduction can take either of two forms:

- A. The policy regarding time off will be relaxed to allow employees to take unpaid time off in lieu of vacation; insurance, increment pay, leave accruals and retirement will not be affected. This will be subject to the following:
  1. Unpaid time must not exceed 10% of any pay period.
  2. An employee will not be allowed to exceed his/her vacation maximum. In other words, when the employee is at or near the vacation accumulation limit, vacation must be used and unpaid time will not be authorized.
  3. Taking unpaid time shall not result in overtime pay or comp time.
- B. When an employee wants to take off more than 10% of the time, he/she may, at the discretion of the City, reduce his/her schedule to three quarter time or half time. In this category, there is no reduction in insurance benefits but paid leave accruals, increment pay, and tuition reimbursement are reduced to three-quarter or half-time and CalPERS service credit is reduced accordingly. Except that sick leave shall accrue in accordance with Section 29 A2 during the work reduction period.
- C. To be eligible for this program, an employee must have passed the initial probation period.

### Section 31: BENEFITS FOR PART-TIME EMPLOYEES

- A. Persons appointed on a part-time basis shall receive only the benefits listed below upon appointment:

1. CalPERS – in accordance with Section 16.
2. Eligible for jury duty pay and tuition reimbursement on a basis proportionate to hours worked (i.e., 50% or 75% of the full-time rate) under the same rules and practices which apply to full-time employees.
3. Eligible to accrue and use vacation credit in accordance with the following table and existing rules and practices:

Amount of Current Service	# of hours - biweekly	
	<u>50%</u>	<u>75%</u>
< 5 years	2.000	3.000
≥ 5 years	2.310	3.460
≥ 10 years	2.465	3.698
≥ 11 years	2.620	3.930
≥ 12 years	2.770	4.155
≥ 13 years	2.925	4.387
≥ 14 years	3.080	4.620

Vacation credits may be used in accordance with the provisions of Section 28 A2, B1, B2, C and E.

Sick leave shall accrue in accordance with Section 29 A2.

Employees who regularly work 30 or more hours per week or are assigned to a City position requiring health insurance coverage under the Affordable Care Act, shall be eligible for health insurance coverage per the provisions of Section 19.

The City shall have the option to provide greater benefits or to provide the above benefits at an earlier date to a person employed in an FLSA exempt classification, as listed in Appendix A.

- B. If a part-time employee becomes full-time, the time served as a part-time employee shall be counted for purposes of vacation accrual.

**Section 32: JURY DUTY**

When an employee is duly summoned to jury duty, he/she shall receive his/her regular pay for any regularly scheduled working hours spent in actual performance of such service. If the employee receives \$50 or more for such service, the employee shall remit to the City all fees and allowances payable for such service, less reimbursements from the court for meals, travel, or lodging.

Employees who have the option to request call-in juror status shall exercise that option.

**Section 33: MANAGEMENT LEAVE**

Non-exempt employees are not eligible for management leave.

- A. Each employee shall be eligible for up to 32 hours (36 hours for employees on a synchronized 9/80 schedule) of management leave each fiscal year. Additional time may be granted at the discretion of the department head.
- B. Such leave shall not accrue past the maximum. Unused management leave shall be lost at the end of each fiscal year and shall not be converted to any other form of compensation.
- C. An employee who separates prior to the end of a fiscal year shall have deducted from the final paycheck or vacation balance any management leave that would be considered advance payment.

#### Section 34: WORKERS' COMPENSATION PROGRAM

The rules governing Workers' Compensation for employees in the non-sworn management bargaining unit shall apply to Confidential/Nonrepresented employees.

#### Section 35: PAYROLL SYSTEM

The City shall utilize the biweekly pay system. Pay periods shall begin at 12:01 A.M. every other Saturday, and end at midnight on the second Friday (i.e., 14 calendar days later) thereafter. Paydays shall occur on the Friday following the conclusion of each pay period. The one exception to this is when that Friday is a City holiday, the payday shall fall on the preceding business day.

Each affected employee shall participate in the City's direct deposit payroll program.

#### Section 36: ALTERNATE WORK SCHEDULES

Confidential/Nonrepresented unit employees are eligible for the City's alternate work schedule program, as provided in the City's Agreement with the general employee bargaining unit.

#### Section 37: DISCRETIONARY PERSONAL LEAVE

Discretionary personal leave accumulated and not used prior to approval of this Resolution will be available for employee use until such time as the employee separates from the City. This discretionary personal leave will have no cash value and its use must be approved by the Department Head and not require overtime backfill. Employees on discretionary personal leave will be on paid status. No additional Discretionary Personal Leave will be provided after approval of this Resolution. This leave is separate and distinct from Discretionary Holiday Leave referenced in Section 27.

ADOPTED BY THE FULLERTON CITY COUNCIL on August 15, 2023.

\_\_\_\_\_  
Fred Jung, Mayor

ATTEST:

\_\_\_\_\_  
Lucinda Williams, MMC  
City Clerk

\_\_\_\_\_  
Date

Attachment:

- Appendix A - Confidential/Nonrepresented Salary Schedule



CONFIDENTIAL/NONREPRESENTED UNIT  
ALLOCATION OF CLASSIFICATIONS TO SALARY RANGES

Sort by Classification Title

<b>Classification Title</b>	<b>Range</b>	<b>Salary Schedule/Unit</b>	<b>FLSA Exempt</b>
Administrative Assistant - Confidential	809	Confidential/NR	
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	X
Budget Analyst I	843	Confidential/NR	
Budget Analyst II	873	Confidential/NR	X
Budget and Purchasing Manager	890	Confidential/NR	X
City Clerk / Clerk Services Manager*	898	Confidential/NR	X
Employee Benefits Specialist	840	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Fiscal Operations Supervisor	880	Confidential/NR	X
Fiscal Services Manager	897	Confidential/NR	X
Human Resources Manager I	883	Confidential/NR	X
Human Resources Manager II	895	Confidential/NR	X
Human Resources Technician I	810	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	X
Payroll Technician I	810	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	X
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	X
Public Information Coordinator	881	Confidential/NR	X
Risk Manager	897	Confidential/NR	X
Senior Budget Analyst	881	Confidential/NR	X
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	X

(+) denotes "At Will" classification

\* denotes NonRepresented classification

CONFIDENTIAL/NONREPRESENTED UNIT  
ALLOCATION OF CLASSIFICATIONS TO SALARY RANGES

Sort by Classification Range

<b>Classification Title</b>	<b>Range</b>	<b>Salary Schedule/Unit</b>	<b>FLSA Exempt</b>
Administrative Assistant - Confidential	809	Confidential/NR	
Human Resources Technician I	810	Confidential/NR	
Payroll Technician I	810	Confidential/NR	
Employee Benefits Specialist	840	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Budget Analyst I	843	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	X
Budget Analyst II	873	Confidential/NR	X
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	X
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	X
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	X
Fiscal Operations Supervisor	880	Confidential/NR	X
Public Information Coordinator	881	Confidential/NR	X
Senior Budget Analyst	881	Confidential/NR	X
Human Resources Manager I	883	Confidential/NR	X
Budget and Purchasing Manager	890	Confidential/NR	X
Human Resources Manager II	895	Confidential/NR	X
Fiscal Services Manager	897	Confidential/NR	X
Risk Manager	897	Confidential/NR	X
City Clerk / Clerk Services Manager*	898	Confidential/NR	X
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	X

(+) denotes "At Will" classification

\* denotes NonRepresented classification



**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 8/19/2023 - 7/5/2024

**Range: 800**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	22.323	1,786	3,869	46,432
02	23.439	1,875	4,063	48,753
03	24.611	1,969	4,266	51,191
04	25.842	2,067	4,479	53,751
05	27.133	2,171	4,703	56,437
06	28.490	2,279	4,938	59,259

**Range: 803**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	23.115	1,849	4,007	48,079
02	24.270	1,942	4,207	50,482
03	25.484	2,039	4,417	53,007
04	26.758	2,141	4,638	55,657
05	28.096	2,248	4,870	58,440
06	29.501	2,360	5,114	61,362

**Range: 805**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	24.842	1,987	4,306	51,671
02	26.085	2,087	4,521	54,257
03	27.389	2,191	4,747	56,969
04	28.758	2,301	4,985	59,817
05	30.197	2,416	5,234	62,810
06	31.706	2,536	5,496	65,948

**Range: 809**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.976	2,078	4,503	54,030
02	27.274	2,182	4,727	56,730
03	28.638	2,291	4,964	59,567
04	30.070	2,406	5,212	62,546
05	31.573	2,526	5,473	65,672
06	33.152	2,652	5,746	68,956

**Range: 810**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	26.085	2,087	4,521	54,257
02	27.389	2,191	4,747	56,969
03	28.758	2,301	4,985	59,817
04	30.197	2,416	5,234	62,810
05	31.706	2,536	5,496	65,948
06	33.292	2,663	5,771	69,247

**Range: 820**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	28.456	2,276	4,932	59,188
02	29.878	2,390	5,179	62,146
03	31.372	2,510	5,438	65,254
04	32.940	2,635	5,710	68,515
05	34.587	2,767	5,995	71,941
06	36.317	2,905	6,295	75,539

**Range: 840**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	29.914	2,393	5,185	62,221
02	31.410	2,513	5,444	65,333
03	32.979	2,638	5,716	68,596
04	34.628	2,770	6,002	72,026
05	36.359	2,909	6,302	75,627
06	38.177	3,054	6,617	79,408

**Range: 843**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	30.548	2,444	5,295	63,540
02	32.075	2,566	5,560	66,716
03	33.680	2,694	5,838	70,054
04	35.362	2,829	6,129	73,553
05	37.131	2,970	6,436	77,232
06	38.988	3,119	6,758	81,095

**Range: 860**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	32.058	2,565	5,557	66,681
02	33.660	2,693	5,834	70,013
03	35.343	2,827	6,126	73,513
04	37.110	2,969	6,432	77,189
05	38.966	3,117	6,754	81,049
06	40.915	3,273	7,092	85,103

**Range: 863**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	32.908	2,633	5,704	68,449
02	34.554	2,764	5,989	71,872
03	36.282	2,903	6,289	75,467
04	38.094	3,048	6,603	79,236
05	39.999	3,200	6,933	83,198
06	42.000	3,360	7,280	87,360

**Range: 865**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	34.192	2,735	5,927	71,119
02	35.901	2,872	6,223	74,674
03	37.696	3,016	6,534	78,408
04	39.582	3,167	6,861	82,331
05	41.562	3,325	7,204	86,449
06	43.640	3,491	7,564	90,771

**Range: 870**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	35.451	2,836	6,145	73,738
02	37.224	2,978	6,452	77,426
03	39.085	3,127	6,775	81,297
04	41.039	3,283	7,113	85,361
05	43.091	3,447	7,469	89,629
06	45.247	3,620	7,843	94,114

**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 8/19/2023 - 7/5/2024

**Range: 873**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.046	2,884	6,248	74,976
02	37.849	3,028	6,560	78,726
03	39.740	3,179	6,888	82,659
04	41.727	3,338	7,233	86,792
05	43.815	3,505	7,595	91,135
06	46.005	3,680	7,974	95,690

**Range: 874**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.463	2,917	6,320	75,843
02	38.286	3,063	6,636	79,635
03	40.201	3,216	6,968	83,618
04	42.211	3,377	7,317	87,799
05	44.321	3,546	7,682	92,188
06	46.537	3,723	8,066	96,797

**Range: 875**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	37.311	2,985	6,467	77,607
02	39.176	3,134	6,791	81,486
03	41.135	3,291	7,130	85,561
04	43.192	3,455	7,487	89,839
05	45.351	3,628	7,861	94,330
06	47.618	3,809	8,254	99,045

**Range: 876**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	38.288	3,063	6,637	79,639
02	40.203	3,216	6,969	83,622
03	42.213	3,377	7,317	87,803
04	44.323	3,546	7,683	92,192
05	46.539	3,723	8,067	96,801
06	48.867	3,909	8,470	101,643

**Range: 877**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	39.720	3,178	6,885	82,618
02	41.705	3,336	7,229	86,746
03	43.791	3,503	7,590	91,085
04	45.980	3,678	7,970	95,638
05	48.279	3,862	8,368	100,420
06	50.693	4,055	8,787	105,441

**Range: 880**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	41.196	3,296	7,141	85,688
02	43.256	3,460	7,498	89,972
03	45.418	3,633	7,872	94,469
04	47.690	3,815	8,266	99,195
05	50.074	4,006	8,679	104,154
06	52.577	4,206	9,113	109,360

**Range: 881**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	42.534	3,403	7,373	88,471
2	44.661	3,573	7,741	92,895
3	46.894	3,752	8,128	97,540
4	49.238	3,939	8,535	102,415
5	51.701	4,136	8,962	107,538
6	54.285	4,343	9,409	112,913

**Range: 883**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	43.687	3,495	7,572	90,869
2	45.872	3,670	7,951	95,414
3	48.166	3,853	8,349	100,185
4	50.573	4,046	8,766	105,192
5	53.103	4,248	9,205	110,454
6	55.757	4,461	9,665	115,975

**Range: 885**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	45.105	3,608	7,818	93,818
02	47.360	3,789	8,209	98,509
03	49.730	3,978	8,620	103,438
04	52.216	4,177	9,051	108,609
05	54.826	4,386	9,503	114,038
06	57.568	4,605	9,978	119,741

**Range: 890**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	46.434	3,715	8,049	96,583
02	48.754	3,900	8,451	101,408
03	51.192	4,095	8,873	106,479
04	53.753	4,300	9,317	111,806
05	56.440	4,515	9,783	117,395
06	59.262	4,741	10,272	123,265

**Range: 895**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	48.737	3,899	8,448	101,373
02	51.175	4,094	8,870	106,444
03	53.733	4,299	9,314	111,765
04	56.420	4,514	9,779	117,354
05	59.240	4,739	10,268	123,219
06	62.203	4,976	10,782	129,382

**Range: 896**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	50.514	4,041	8,756	105,069
02	53.040	4,243	9,194	110,323
03	55.691	4,455	9,653	115,837
04	58.477	4,678	10,136	121,632
05	61.400	4,912	10,643	127,712
06	64.470	5,158	11,175	134,098

**Range: 897**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	51.652	4,132	8,953	107,436
02	54.234	4,339	9,401	112,807
03	56.945	4,556	9,870	118,446
04	59.793	4,783	10,364	124,369
05	62.783	5,023	10,882	130,589
06	65.922	5,274	11,426	137,118

**Range: 898**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	52.693	4,215	9,133	109,601
02	55.327	4,426	9,590	115,080
03	58.093	4,647	10,069	120,833
04	60.998	4,880	10,573	126,876
05	64.048	5,124	11,102	133,220
06	67.251	5,380	11,657	139,882

**Range: 899**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	61.745	4,940	10,702	128,430
02	64.831	5,186	11,237	134,848
03	68.073	5,446	11,799	141,592
04	71.477	5,718	12,389	148,672
05	75.050	6,004	13,009	156,104
06	78.804	6,304	13,659	163,912



**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 7/6/2024 - 7/4/2025

**Range: 800**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	23.216	1,857	4,024	48,289
02	24.377	1,950	4,225	50,704
03	25.595	2,048	4,436	53,238
04	26.876	2,150	4,659	55,902
05	28.218	2,257	4,891	58,693
06	29.630	2,370	5,136	61,630

**Range: 803**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	24.040	1,923	4,167	50,003
02	25.241	2,019	4,375	52,501
03	26.503	2,120	4,594	55,126
04	27.828	2,226	4,824	57,882
05	29.220	2,338	5,065	60,778
06	30.681	2,454	5,318	63,816

**Range: 805**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.836	2,067	4,478	53,739
02	27.128	2,170	4,702	56,426
03	28.485	2,279	4,937	59,249
04	29.908	2,393	5,184	62,209
05	31.405	2,512	5,444	65,322
06	32.974	2,638	5,715	68,586

**Range: 809**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.015	2,161	4,683	56,191
02	28.365	2,269	4,917	58,999
03	29.784	2,383	5,163	61,951
04	31.273	2,502	5,421	65,048
05	32.836	2,627	5,692	68,299
06	34.478	2,758	5,976	71,714

**Range: 810**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.128	2,170	4,702	56,426
02	28.485	2,279	4,937	59,249
03	29.908	2,393	5,184	62,209
04	31.405	2,512	5,444	65,322
05	32.974	2,638	5,715	68,586
06	34.624	2,770	6,001	72,018

**Range: 820**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	29.594	2,368	5,130	61,556
02	31.073	2,486	5,386	64,632
03	32.627	2,610	5,655	67,864
04	34.258	2,741	5,938	71,257
05	35.970	2,878	6,235	74,818
06	37.770	3,022	6,547	78,562

**Range: 840**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	31.111	2,489	5,393	64,711
02	32.666	2,613	5,662	67,945
03	34.298	2,744	5,945	71,340
04	36.013	2,881	6,242	74,907
05	37.813	3,025	6,554	78,651
06	39.704	3,176	6,882	82,584

**Range: 843**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	31.770	2,542	5,507	66,082
02	33.358	2,669	5,782	69,385
03	35.027	2,802	6,071	72,856
04	36.776	2,942	6,375	76,494
05	38.616	3,089	6,693	80,321
06	40.548	3,244	7,028	84,340

**Range: 860**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	33.340	2,667	5,779	69,347
02	35.006	2,800	6,068	72,812
03	36.757	2,941	6,371	76,455
04	38.594	3,088	6,690	80,276
05	40.525	3,242	7,024	84,292
06	42.552	3,404	7,376	88,508

**Range: 863**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	34.224	2,738	5,932	71,186
02	35.936	2,875	6,229	74,747
03	37.733	3,019	6,540	78,485
04	39.618	3,169	6,867	82,405
05	41.599	3,328	7,210	86,526
06	43.680	3,494	7,571	90,854

**Range: 865**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	35.560	2,845	6,164	73,965
02	37.337	2,987	6,472	77,661
03	39.204	3,136	6,795	81,544
04	41.165	3,293	7,135	85,623
05	43.224	3,458	7,492	89,906
06	45.386	3,631	7,867	94,403

**Range: 870**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.869	2,950	6,391	76,688
02	38.713	3,097	6,710	80,523
03	40.648	3,252	7,046	84,548
04	42.681	3,414	7,398	88,776
05	44.815	3,585	7,768	93,215
06	47.057	3,765	8,157	97,879

**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 7/6/2024 - 7/4/2025

**Range: 873**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	37.488	2,999	6,498	77,975
02	39.363	3,149	6,823	81,875
03	41.330	3,306	7,164	85,966
04	43.396	3,472	7,522	90,264
05	45.568	3,645	7,898	94,781
06	47.845	3,828	8,293	99,518

**Range: 874**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	37.922	3,034	6,573	78,878
02	39.817	3,185	6,902	82,819
03	41.809	3,345	7,247	86,963
04	43.899	3,512	7,609	91,310
05	46.094	3,688	7,990	95,876
06	48.398	3,872	8,389	100,668

**Range: 875**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	38.803	3,104	6,726	80,710
02	40.743	3,259	7,062	84,745
03	42.780	3,422	7,415	88,982
04	44.920	3,594	7,786	93,434
05	47.165	3,773	8,175	98,103
06	49.523	3,962	8,584	103,008

**Range: 876**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	39.820	3,186	6,902	82,826
02	41.811	3,345	7,247	86,967
03	43.902	3,512	7,610	91,316
04	46.096	3,688	7,990	95,880
05	48.401	3,872	8,390	100,674
06	50.822	4,066	8,809	105,710

**Range: 877**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	41.309	3,305	7,160	85,923
02	43.373	3,470	7,518	90,216
03	45.543	3,643	7,894	94,729
04	47.819	3,826	8,289	99,464
05	50.210	4,017	8,703	104,437
06	52.721	4,218	9,138	109,660

**Range: 880**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	42.844	3,428	7,426	89,116
02	44.986	3,599	7,798	93,571
03	47.235	3,779	8,187	98,249
04	49.598	3,968	8,597	103,164
05	52.077	4,166	9,027	108,320
06	54.680	4,374	9,478	113,734

**Range: 881**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	44.235	3,539	7,667	92,009
2	46.447	3,716	8,051	96,610
3	48.770	3,902	8,453	101,442
4	51.208	4,097	8,876	106,513
5	53.769	4,302	9,320	111,840
6	56.456	4,516	9,786	117,428

**Range: 883**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	45.434	3,635	7,875	94,503
2	47.707	3,817	8,269	99,231
3	50.093	4,007	8,683	104,193
4	52.596	4,208	9,117	109,400
5	55.227	4,418	9,573	114,872
6	57.987	4,639	10,051	120,613

**Range: 885**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	46.909	3,753	8,131	97,571
02	49.254	3,940	8,537	102,448
03	51.719	4,138	8,965	107,576
04	54.305	4,344	9,413	112,954
05	57.019	4,562	9,883	118,600
06	59.871	4,790	10,378	124,532

**Range: 890**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	48.291	3,863	8,370	100,445
02	50.704	4,056	8,789	105,464
03	53.240	4,259	9,228	110,739
04	55.903	4,472	9,690	116,278
05	58.698	4,696	10,174	122,092
06	61.632	4,931	10,683	128,195

**Range: 895**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	50.686	4,055	8,786	105,427
02	53.222	4,258	9,225	110,702
03	55.882	4,471	9,686	116,235
04	58.677	4,694	10,171	122,048
05	61.610	4,929	10,679	128,149
06	64.691	5,175	11,213	134,557

**Range: 896**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	52.535	4,203	9,106	109,273
02	55.162	4,413	9,561	114,737
03	57.919	4,634	10,039	120,472
04	60.816	4,865	10,541	126,497
05	63.856	5,108	11,068	132,820
06	67.049	5,364	11,622	139,462

**Range: 897**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	53.718	4,297	9,311	111,733
02	56.403	4,512	9,777	117,318
03	59.223	4,738	10,265	123,184
04	62.185	4,975	10,779	129,345
05	65.294	5,224	11,318	135,812
06	68.559	5,485	11,884	142,603

**Range: 898**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	54.801	4,384	9,499	113,986
02	57.540	4,603	9,974	119,683
03	60.417	4,833	10,472	125,667
04	63.438	5,075	10,996	131,951
05	66.610	5,329	11,546	138,549
06	69.941	5,595	12,123	145,477

**Range: 899**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	64.215	5,137	11,131	133,567
02	67.424	5,394	11,687	140,242
03	70.796	5,664	12,271	147,256
04	74.336	5,947	12,885	154,619
05	78.052	6,244	13,529	162,348
06	81.956	6,556	14,206	170,468





**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 7/5/2025 - 7/3/2026

**Range: 530**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	24.145	1,932	4,185	50,222
02	25.352	2,028	4,394	52,732
03	26.619	2,130	4,614	55,368
04	27.951	2,236	4,845	58,138
05	29.347	2,348	5,087	61,042
06	30.815	2,465	5,341	64,095

**Range: 803**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.002	2,000	4,334	52,004
02	26.251	2,100	4,550	54,602
03	27.563	2,205	4,778	57,331
04	28.941	2,315	5,016	60,197
05	30.389	2,431	5,267	63,209
06	31.908	2,553	5,531	66,369

**Range: 805**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	26.869	2,150	4,657	55,888
02	28.213	2,257	4,890	58,683
03	29.624	2,370	5,135	61,618
04	31.104	2,488	5,391	64,696
05	32.661	2,613	5,661	67,935
06	34.293	2,743	5,944	71,329

**Range: 809**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	28.096	2,248	4,870	58,440
02	29.500	2,360	5,113	61,360
03	30.975	2,478	5,369	64,428
04	32.524	2,602	5,637	67,650
05	34.149	2,732	5,919	71,030
06	35.857	2,869	6,215	74,583

**Range: 810**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	28.213	2,257	4,890	58,683
02	29.624	2,370	5,135	61,618
03	31.104	2,488	5,391	64,696
04	32.661	2,613	5,661	67,935
05	34.293	2,743	5,944	71,329
06	36.009	2,881	6,242	74,899

**Range: 820**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	30.778	2,462	5,335	64,018
02	32.316	2,585	5,601	67,217
03	33.932	2,715	5,882	70,579
04	35.628	2,850	6,176	74,106
05	37.409	2,993	6,484	77,811
06	39.281	3,142	6,809	81,704

**Range: 840**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	32.355	2,588	5,608	67,298
02	33.973	2,718	5,889	70,664
03	35.670	2,854	6,183	74,194
04	37.454	2,996	6,492	77,904
05	39.326	3,146	6,817	81,798
06	41.292	3,303	7,157	85,887

**Range: 843**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	33.041	2,643	5,727	68,725
02	34.692	2,775	6,013	72,159
03	36.428	2,914	6,314	75,770
04	38.247	3,060	6,629	79,554
05	40.161	3,213	6,961	83,535
06	42.170	3,374	7,309	87,714

**Range: 860**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	34.674	2,774	6,010	72,122
02	36.406	2,912	6,310	75,724
03	38.227	3,058	6,626	79,512
04	40.138	3,211	6,957	83,487
05	42.146	3,372	7,305	87,664
06	44.254	3,540	7,671	92,048

**Range: 863**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	35.593	2,847	6,169	74,033
02	37.373	2,990	6,478	77,736
03	39.242	3,139	6,802	81,623
04	41.203	3,296	7,142	85,702
05	43.263	3,461	7,499	89,987
06	45.427	3,634	7,874	94,488

**Range: 865**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.982	2,959	6,410	76,923
02	38.830	3,106	6,731	80,766
03	40.772	3,262	7,067	84,806
04	42.812	3,425	7,421	89,049
05	44.953	3,596	7,792	93,502
06	47.201	3,776	8,182	98,178

**Range: 870**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	38.344	3,068	6,646	79,756
02	40.262	3,221	6,979	83,745
03	42.274	3,382	7,327	87,930
04	44.388	3,551	7,694	92,327
05	46.608	3,729	8,079	96,945
06	48.939	3,915	8,483	101,793

**Salary Schedule: Confidential/NonRepresented**

Effective Dates: 7/5/2025 - 7/3/2026

**Range: 873**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	38.988	3,119	6,758	81,095
02	40.938	3,275	7,096	85,151
03	42.983	3,439	7,450	89,405
04	45.132	3,611	7,823	93,875
05	47.391	3,791	8,214	98,573
06	49.759	3,981	8,625	103,499

**Range: 874**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	39.439	3,155	6,836	82,033
02	41.410	3,313	7,178	86,133
03	43.481	3,478	7,537	90,440
04	45.655	3,652	7,914	94,962
05	47.938	3,835	8,309	99,711
06	50.334	4,027	8,725	104,695

**Range: 875**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	40.355	3,228	6,995	83,938
02	42.373	3,390	7,345	88,136
03	44.491	3,559	7,712	92,541
04	46.717	3,737	8,098	97,171
05	49.052	3,924	8,502	102,028
06	51.504	4,120	8,927	107,128

**Range: 876**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	41.413	3,313	7,178	86,139
02	43.483	3,479	7,537	90,445
03	45.658	3,653	7,914	94,969
04	47.940	3,835	8,310	99,715
05	50.337	4,027	8,725	104,701
06	52.855	4,228	9,162	109,938

**Range: 877**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	42.961	3,437	7,447	89,359
02	45.108	3,609	7,819	93,825
03	47.365	3,789	8,210	98,519
04	49.732	3,979	8,620	103,443
05	52.218	4,177	9,051	108,613
06	54.830	4,386	9,504	114,046

**Range: 880**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	44.558	3,565	7,723	92,681
02	46.785	3,743	8,109	97,313
03	49.124	3,930	8,515	102,178
04	51.582	4,127	8,941	107,291
05	54.160	4,333	9,388	112,653
06	56.867	4,549	9,857	118,283

**Range: 881**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	46.004	3,680	7,974	95,688
2	48.305	3,864	8,373	100,474
3	50.721	4,058	8,792	105,500
4	53.256	4,260	9,231	110,772
5	55.920	4,474	9,693	116,314
6	58.714	4,697	10,177	122,125

**Range: 883**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	47.251	3,780	8,190	98,282
2	49.615	3,969	8,600	103,199
3	52.097	4,168	9,030	108,362
4	54.700	4,376	9,481	113,776
5	57.436	4,595	9,956	119,467
6	60.306	4,824	10,453	125,436

**Range: 885**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	48.785	3,903	8,456	101,473
02	51.224	4,098	8,879	106,546
03	53.788	4,303	9,323	111,879
04	56.477	4,518	9,789	117,472
05	59.300	4,744	10,279	123,344
06	62.266	4,981	10,793	129,513

**Range: 890**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	50.223	4,018	8,705	104,464
02	52.732	4,219	9,140	109,683
03	55.370	4,430	9,597	115,170
04	58.139	4,651	10,077	120,929
05	61.046	4,884	10,581	126,976
06	64.097	5,128	11,110	133,322

**Range: 895**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	52.713	4,217	9,137	109,643
02	55.351	4,428	9,594	115,130
03	58.117	4,649	10,074	120,883
04	61.024	4,882	10,577	126,930
05	64.074	5,126	11,106	133,274
06	67.279	5,382	11,662	139,940

**Range: 896**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	54.636	4,371	9,470	113,643
02	57.368	4,589	9,944	119,325
03	60.236	4,819	10,441	125,291
04	63.249	5,060	10,963	131,558
05	66.410	5,313	11,511	138,133
06	69.731	5,578	12,087	145,040

**Range: 897**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	55.867	4,469	9,684	116,203
02	58.659	4,693	10,168	122,011
03	61.592	4,927	10,676	128,111
04	64.672	5,174	11,210	134,518
05	67.906	5,432	11,770	141,244
06	71.301	5,704	12,359	148,306

**Range: 898**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	56.993	4,559	9,879	118,545
02	59.842	4,787	10,373	124,471
03	62.834	5,027	10,891	130,695
04	65.976	5,278	11,436	137,230
05	69.274	5,542	12,007	144,090
06	72.739	5,819	12,608	151,297

**Range: 899**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	66.784	5,343	11,576	138,911
02	70.121	5,610	12,154	145,852
03	73.628	5,890	12,762	153,146
04	77.309	6,185	13,400	160,803
05	81.174	6,494	14,070	168,842
06	85.234	6,819	14,774	177,287



**Range: 800**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	24.869	1,990	4,311	51,728
02	26.113	2,089	4,526	54,315
03	27.418	2,193	4,752	57,029
04	28.790	2,303	4,990	59,883
05	30.227	2,418	5,239	62,872
06	31.739	2,539	5,501	66,017

**Range: 803**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.752	2,060	4,464	53,564
02	27.039	2,163	4,687	56,241
03	28.390	2,271	4,921	59,051
04	29.809	2,385	5,167	62,003
05	31.301	2,504	5,426	65,106
06	32.865	2,629	5,697	68,359

**Range: 805**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.675	2,214	4,797	57,564
02	29.059	2,325	5,037	60,443
03	30.513	2,441	5,289	63,467
04	32.037	2,563	5,553	66,637
05	33.641	2,691	5,831	69,973
06	35.322	2,826	6,122	73,470

**Range: 809**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	28.939	2,315	5,016	60,193
02	30.385	2,431	5,267	63,201
03	31.904	2,552	5,530	66,360
04	33.500	2,680	5,807	69,680
05	35.173	2,814	6,097	73,160
06	36.933	2,955	6,402	76,821

**Range: 810**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	29.059	2,325	5,037	60,443
02	30.513	2,441	5,289	63,467
03	32.037	2,563	5,553	66,637
04	33.641	2,691	5,831	69,973
05	35.322	2,826	6,122	73,470
06	37.089	2,967	6,429	77,145

**Range: 820**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	31.701	2,536	5,495	65,938
02	33.285	2,663	5,769	69,233
03	34.950	2,796	6,058	72,696
04	36.697	2,936	6,361	76,330
05	38.531	3,082	6,679	80,144
06	40.459	3,237	7,013	84,155

**Range: 840**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	33.326	2,666	5,777	69,318
02	34.992	2,799	6,065	72,783
03	36.740	2,939	6,368	76,419
04	38.578	3,086	6,687	80,242
05	40.506	3,240	7,021	84,252
06	42.531	3,402	7,372	88,464

**Range: 843**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	34.032	2,723	5,899	70,787
02	35.733	2,859	6,194	74,325
03	37.521	3,002	6,504	78,044
04	39.394	3,152	6,828	81,940
05	41.366	3,309	7,170	86,041
06	43.435	3,475	7,529	90,345

**Range: 860**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	35.714	2,857	6,190	74,285
02	37.498	3,000	6,500	77,996
03	39.374	3,150	6,825	81,898
04	41.342	3,307	7,166	85,991
05	43.410	3,473	7,524	90,293
06	45.582	3,647	7,901	94,811

**Range: 863**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.661	2,933	6,355	76,255
02	38.494	3,080	6,672	80,068
03	40.419	3,234	7,006	84,072
04	42.439	3,395	7,356	88,273
05	44.561	3,565	7,724	92,687
06	46.790	3,743	8,110	97,323

**Range: 865**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	38.091	3,047	6,602	79,229
02	39.995	3,200	6,932	83,190
03	41.995	3,360	7,279	87,350
04	44.096	3,528	7,643	91,720
05	46.302	3,704	8,026	96,308
06	48.617	3,889	8,427	101,123

**Range: 870**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	39.494	3,160	6,846	82,148
02	41.470	3,318	7,188	86,258
03	43.542	3,483	7,547	90,567
04	45.720	3,658	7,925	95,098
05	48.006	3,840	8,321	99,852
06	50.407	4,033	8,737	104,847

**Range: 873**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	40.158	3,213	6,961	83,529
02	42.166	3,373	7,309	87,705
03	44.272	3,542	7,674	92,086
04	46.486	3,719	8,058	96,691
05	48.813	3,905	8,461	101,531
06	51.252	4,100	8,884	106,604

**Range: 874**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	40.622	3,250	7,041	84,494
02	42.652	3,412	7,393	88,716
03	44.785	3,583	7,763	93,153
04	47.025	3,762	8,151	97,812
05	49.376	3,950	8,559	102,702
06	51.844	4,148	8,986	107,836

**Range: 875**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	41.566	3,325	7,205	86,457
02	43.644	3,492	7,565	90,780
03	45.826	3,666	7,943	95,318
04	48.119	3,850	8,341	100,088
05	50.524	4,042	8,757	105,090
06	53.049	4,244	9,195	110,342

**Range: 876**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	42.655	3,412	7,394	88,722
02	44.787	3,583	7,763	93,157
03	47.028	3,762	8,152	97,818
04	49.378	3,950	8,559	102,706
05	51.847	4,148	8,987	107,842
06	54.441	4,355	9,436	113,237

**Range: 877**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	44.250	3,540	7,670	92,040
02	46.461	3,717	8,053	96,639
03	48.786	3,903	8,456	101,475
04	51.224	4,098	8,879	106,546
05	53.785	4,303	9,323	111,873
06	56.475	4,518	9,789	117,468

**Range: 880**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	45.895	3,672	7,955	95,462
02	48.189	3,855	8,353	100,233
03	50.598	4,048	8,770	105,244
04	53.129	4,250	9,209	110,508
05	55.785	4,463	9,669	116,033
06	58.573	4,686	10,153	121,832

**Range: 881**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	47.384	3,791	8,213	98,559
2	49.754	3,980	8,624	103,488
3	52.243	4,179	9,055	108,665
4	54.854	4,388	9,508	114,096
5	57.598	4,608	9,984	119,804
6	60.475	4,838	10,482	125,788

**Range: 883**

Step	Hourly	Bi-Weekly	Monthly	Annually
1	48.669	3,894	8,436	101,232
2	51.103	4,088	8,858	106,294
3	53.660	4,293	9,301	111,613
4	56.341	4,507	9,766	117,189
5	59.159	4,733	10,254	123,051
6	62.115	4,969	10,767	129,199

**Range: 885**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	50.249	4,020	8,710	104,518
02	52.761	4,221	9,145	109,743
03	55.402	4,432	9,603	115,236
04	58.171	4,654	10,083	120,996
05	61.079	4,886	10,587	127,044
06	64.134	5,131	11,117	133,399

**Range: 890**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	51.730	4,138	8,967	107,598
02	54.314	4,345	9,414	112,973
03	57.031	4,562	9,885	118,624
04	59.883	4,791	10,380	124,557
05	62.877	5,030	10,899	130,784
06	66.020	5,282	11,443	137,322

**Range: 895**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	54.294	4,344	9,411	112,932
02	57.012	4,561	9,882	118,585
03	59.861	4,789	10,376	124,511
04	62.855	5,028	10,895	130,738
05	65.996	5,280	11,439	137,272
06	69.297	5,544	12,011	144,138

**Range: 896**

Step	Hourly	Bi-Weekly	Monthly	Annually
01	56.275	4,502	9,754	117,052
02	59.089	4,727	10,242	122,905
03	62.043	4,963	10,754	129,049
04	65.146	5,212	11,292	135,504
05	68.402	5,472	11,856	142,276
06	71.823	5,746	12,449	149,392

**Range: 897**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	57.543	4,603	9,974	119,689
02	60.419	4,834	10,473	125,672
03	63.440	5,075	10,996	131,955
04	66.612	5,329	11,546	138,553
05	69.943	5,595	12,123	145,481
06	73.440	5,875	12,730	152,755

**Range: 898**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	58.703	4,696	10,175	122,102
02	61.637	4,931	10,684	128,205
03	64.719	5,178	11,218	134,616
04	67.955	5,436	11,779	141,346
05	71.352	5,708	12,368	148,412
06	74.921	5,994	12,986	155,836

**Range: 899**

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	68.788	5,503	11,923	143,079
02	72.225	5,778	12,519	150,228
03	75.837	6,067	13,145	157,741
04	79.628	6,370	13,802	165,626
05	83.609	6,689	14,492	173,907
06	87.791	7,023	15,217	182,605