

RESOLUTION NO. 3653

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING THE CITY OF SOLEDAD'S
COMPENSATION AND BENEFIT PLAN FOR
FISCAL YEAR 2005-06**

WHEREAS, on August 17, 2005, the City of Soledad adopted Resolution No 3652 authorizing the execution of a Memorandum of Understanding between the City of Soledad and CALPRO/International Union of Painters and Allied Trades, Local #2345, AFL-CIO; and

WHEREAS, the City's Compensation and Benefit Plan must be amended to include the changes to employees' benefits and compensation resulting from adoption of the CALPRO MOU, as well as other Council approved changes to compensation and benefit affecting current and potential new employees; and

WHEREAS, funding for the changes are incorporated in the Adopted FY 2005-06 Budget.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Soledad hereby approves the amended "Compensation and Benefit Plan for Employees of the City of Soledad" in the form attached hereto as Exhibit "A," and by this reference, incorporated herein.

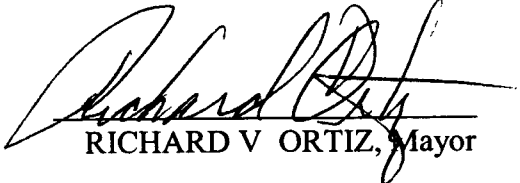
PASSED AND ADOPTED by the City Council of the City of Soledad at a regular meeting duly held on the 17th day of August 2005, by the following vote:

AYES, and in favor thereof, Councilmembers Christopher Bourke, Stefanie De La Rosa, Patricia Stephens, Mayor Pro Tem Juan Saavedra, Mayor Richard Ortiz

NOES, Councilmembers. None

ABSENT, Councilmembers None

ABSTAIN, Councilmembers. None


RICHARD V. ORTIZ, Mayor

ATTEST


NOELIA F. CHAPA, City Clerk

Exhibit "A"

CITY OF SOLEDAD COMPENSATION AND BENEFIT PLAN FOR FISCAL YEAR 2005-2006

Pursuant to the provisions of Section 2.24 030 of the Municipal Code and the Memorandum of Understanding (MOU) with both of the City's recognized bargaining units, CALPRO and the SPOA which expire on June 30, 2008, and June 30, 2006, respectively (via Resolution No 3652, MOU dated August 17, 2005 and Resolution No. 3579, respectively), the following compensation and benefits plan is established for all employees of the City. This Plan shall remain in effect until amended by the further action by the City Council.

In accordance with the CALPRO MOU, for FY 2005-2008, CALPRO members will be entitled to a recruitment and retention increase effective in the pay period in which the Council approves the contract for Fiscal Year 2005-06. Management, Mid-management, confidential, and fire members will be entitled to the same for Fiscal Year 2005-06. SPOA members, except as noted in the MOU, shall be entitled to a 5% recruitment/retention adjustment for a period of one (1) year commencing July 1, 2005. The MOU for CALPRO and the MOU for SPOA is incorporated as a part of this document. This plan does not include the position of City Manager, which is a position appointed directly by the City Council, with compensation and benefits established pursuant to a separate contract.

The City Council approves a retention/recruitment wage adjustment ranging from 2.5 to 15% as outlined in Exhibit I.

Section 1. COMPENSATION PLAN FOR ALL EMPLOYEES

A. **Employee Complement, Classifications and Pay Ranges**

The total number of employee positions shall be authorized by the City Council through the Annual Pay and Classification Plan. Included will be identification of all Regular full time and Regular part time sworn or civilian employees, as well as all seasonal or temporary part time employees. The Annual Pay and Classification Plan shall also authorize the City's job classification titles (Exhibit I) and corresponding pay ranges and merit step schedules (Exhibit II). The Annual Pay and Classification Plan shall be set forth in Exhibit III.

B. **Employee Performance Evaluation and Merit Increase Policy**

With approval from the City Manager, and when recommended by an employee's Department Manager or Supervisor, an employee following a positive evaluation of job performance and in accordance with the provisions of Section 2.24.090 of the Municipal Code, shall be eligible for a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto referred to in the Annual Pay and Classification Plan.

Section 2. OVERTIME COMPENSATION

** Management*

- Management shall not be entitled to overtime.

*** Fire Captains and Fire Engineers**

- Pursuant to "Fair Labor Standards Act" Section 213(b)(20), fire captains and fire engineers shall not be entitled to overtime as long as the City employs fewer than five (5) fire protection employees during the established workweek. (City currently employs fewer than five (5) fire protection employees)

*** Professional/Mid-Management, Investigator, and Confidential**

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, and holiday during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act"

*** Police Sergeants**

As a result of implementing a pilot alternative 3/12 work schedule, overtime compensation will be paid based on hours worked in excess of 160 hours in a 28-day cycle. Time worked in excess of 160 hours in a 28-day period shall constitute overtime and is compensable at the rate of one and one half times the sergeant's regular rate of pay. Use of vacation, sick, administrative, compensatory, or holiday leave during a given 28-day period will not be counted in calculating potential overtime hours.

*** Sworn Police Officers**

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes time off during the same 40-hour workweek period of which overtime is earned, the overtime will be paid at the straight time rate. For purposes of computing overtime in any such week, any time off, except for compensatory time, during a week shall be treated as a non-work time. Court time shall be compensated as overtime rates. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act". As a result of implementing an alternative 3/12 work schedule, this section has changed. This section was amended per the SPOA MOU. Please see SPOA MOU.

*** Classified**

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, during the same 40-hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. Council approved holidays, except floating holidays, will be considered work days for purposes of calculating overtime. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act."

For the Maintenance Worker position(s) that are assigned to work in the park systems, and any other duties assigned and the Utility Operator position(s) assigned to work at the wastewater and water systems, and any other duties assigned shall be paid by the City one and one-half (1-1/2) times the employee's regular rate of pay for scheduled mandatory work outside the regular working hours, regardless of the hours worked within the work week.

Section 3. OTHER COMPENSATION

A. Call Back Pay

*** *Management***

Management shall not be entitled to Call Back Pay

*** *Professional/Mid-Management, Confidential, Investigator, and Fire Engineer***

Classifications above shall not be entitled to Call Back Pay

*** *Classified***

Call Back Pay will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of two (2) hours, except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Call out time should be computed from the time the employee reports to work to the time he or she leaves work except as provided above.

*** *Sworn Police Officers and Sergeants***

Should a sworn officer receive a call back to work on a scheduled day off or for an emergency, he or she will be paid at one and one half (1½) times the employees regular rate of pay at a minimum of three (3) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Court appearances shall be considered as call back. For court call back, time will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of four (4) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift.

B. Graveyard Shift

*** *Sworn Police Officers, and Sergeants***

Assignment to the "graveyard shift" shall be mandatory for all sworn police officers. As far as practical, and subject to the rights of Management to make duty assignments as circumstances may require, assignment to a graveyard shift shall be on a rotation basis. In order to distribute such duty assignment equitably among such officers, each December, the City shall pay each officer who has been scheduled to work at least 36 graveyard shifts during the year, the sum of \$250 As a result of implementing an alternative 3/12 work schedule, this section has changed. This section was amended per the SPOA MOU Please see SPOA MOU

C. Health Club Membership

*** *Sworn Police Officers, and Sergeants***

To ensure that all officers meet the physical agility test requirements established in the City's job description and specified for all sworn officers, the City will provide an additional stipend of \$15 per month for health club membership. The stipend is at the discretion of the City Manager upon submittal of a signed annual membership contract or a receipt for such membership.

D. Medical and Physical Agility Examination

**** Sworn Police Officers, and Sergeants***

The City requires all sworn officers to submit to an annual medical examination and an annual physical agility test. The medical examination shall test for tuberculosis, which is to be completed no later than the officers' annual anniversary. The Police Chief will administer the annual agility test. The test will be undertaken as on-duty time.

Each sworn officer, who successfully passes the annual physical agility test, shall receive a one-time stipend of \$150. Sworn Officers failing the test will not be eligible for the stipend until the following year.

Section 4. COMPENSATORY TIME-OFF

**** Management***

Management shall not be entitled to compensatory time off.

**** Professional/Mid-Management, Fire Engineer, Confidential, Investigator, and Classified***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime. Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause. Compensatory time-off may be accumulated to a maximum of 48 hours.

Any employee working overtime such that the overtime worked if converted to compensatory time off would put his or her cumulative total at over 48 hours may only convert up to the 48 hours maximum and the remaining overtime will be compensated at the normal overtime rate. For purposes of computing overtime in any such week, anytime off during a week shall be treated as a non-work time.

For Fire Personnel, compensatory time will be earned after exceeding the maximum hours set under FLSA 207K plan.

**** Sworn Police Officers and Sergeants***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime.

Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause. Sworn Police Officers and Sergeants may accumulate a maximum of eighty (80) hours of compensatory time. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act". A sworn police officer may elect to cash in a maximum of 40 accumulated compensatory hours once a year with approval of the City Manager. Sworn Officers must notify Police Chief prior to preparation of the annual budget of his/her intention of cashing in the 40 hours.

Section 5. BENEFIT PLANS

A. Retirement Plan

In addition to the compensation provided for in Sections 2 and 3 all regular full time employees shall be added to the roll of employees covered by the City's retirement plans on the first entry date provided for in said plan.

**** Management, Professional/Mid Management, Confidential and Classified***

The City shall enroll each employee in this classification in the Public Employees Retirement System and each employee is entitled to the benefits offered by said system. The approved PERS plan is 2% @ 60 The City shall pay the employers share to said plan, and 3.5% of the employees 7% normal contribution. Employee shall contribute through payroll deduction 3.5% of his or her salary to the plan.

**** Chief of Police, Sergeants, Lieutenant, Investigator, Fire Chief, Fire Captain and Fire Engineer***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. The City shall pay all of the Employer's contribution and 3.5% of the employees normal contribution for the Chief of Police, Sergeants, Fire Captain, Lieutenant, Fire Engineer and Fire Chief. The City shall pay the employers share to said plan, and 3.5% of the employees 7% normal contribution. Employee shall contribute through payroll deduction 3.5% of his or her salary to the plan.

**** Sworn Police Officers***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. Effective FY 2004-05, the City shall pay all of the Employer's contribution or 8.703% and all of employees 7% contribution to PERS.

B. Health Insurance Plan

In addition to compensation's provided all employees shall be added to the roll of employees covered by the City's health, eye care and dental plan on the first entry date provided for in said plan. This is contingent upon, an employee being approved and deemed physically eligible for coverage for insurance purposes. Upon said approval, an employee may be enrolled in said health, eye care and dental plan as provided by the City

**** Management, Professional/Mid Management, Investigator, and Confidential, Classified***

The City shall contribute the full cost of coverage under said plan for the employee. The City will also pay up to \$250 per month towards the cost of said employee's dependents under said plan. If the employee has no dependents, the City shall contribute to the employee as other income 5.5% of salary or \$95 00, whichever is less, for the retirement plan in lieu of health, eye, and dental benefits for dependents. For Management employees, the City will pay the full cost of dependent care.

**** Sworn***

The City shall contribute the full cost of coverage under said plan for the employee. The City will also pay up to \$300 per month or 50%, whichever is greater, towards the cost of said employee's dependents under said plan. If the employee has no dependents, the City shall contribute to the employee as other income of \$125 per month in lieu of family health and dental care coverage for dependents.

Section 6. OTHER BENEFITS

A. Uniform Maintenance Allowance

In addition to compensation provided the City may provide uniforms or additional compensation for uniform allowance. The City Manager shall designate all employee job classifications that may be eligible.

*** Classified**

For those employee classifications in the public works, parks, and utility operations, the City shall provide a uniform for daily wear and is responsible for maintenance of said uniform. In addition, the City shall provide an annual reimbursement of up to \$100 for the purchase of safety shoes by each of the employees in the public works, parks, and utility operations.

*** Chief of Police, Sergeants, Lieutenant, Fire Chief, Fire Engineer, Fire Captain and Sworn Police Officers**

The classifications of Chief of Police, Sergeant, and Sworn Police Officer shall receive the sum of sixty (\$60) dollars per month for uniform maintenance allowance. The City shall provide Sworn Police Officers on an annual basis, with uniforms, including footwear, for daily wear. Sworn Police Officers shall turn in used uniforms to the Police Chief at the time of replacement, or at the time of separation from service. The City will also furnish each Reserve Officer with one uniform from this source.

B. Incentive Pay Programs

*** Classified (CALPRO)**

In addition to compensation, certain classifications or positions authorized by the City Manager, will receive a total of \$60 for each eligible incentive, up to a maximum of 4 incentives or \$240 per month. Effective July 1st 2003 the Bilingual Premium shall be \$65 a month. The City will pay no more than two (2) employees currently receiving a bilingual premium \$100 per month when assigned to both interpret and translate and who demonstrate a high level of both oral and written bilingual proficiency as measured by appropriate skill tests.

- * Professional Secretary Certification
- * City Clerk Certification
- * Professional Notary Public Certification
- * Water Operator II or III Certificate (only for Utility Operator Classifications and unless required in job description)
- * Wastewater Operator II or III Certificate (only for Utility Operator Classifications and unless required in job description)
- * Pesticide Operators License (unless required in job description)
- * Associate of Arts Degree
- * Bachelors of Arts/Science Degree
- * Master of Arts/Science Degree

*** Sworn Police Officers (SPOA), and Sergeants**

In addition to compensation, sworn police officers who qualify, will receive \$55, unless otherwise indicated below, for each eligible incentive, up to a maximum of 6 incentives.

- \$100 per month for Bilingual Pay (based on successful passing of an oral and written test) may count as one incentive at the request of the officer
- P O S T Reserve Officer Coordinator Certificate as assigned by Police Chief
- DARE Officer duty assignment (limited to one officer at a time)
- School Resource Officer as assigned by the Police Chief
- Medical Responder (proof of certification is required)
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Police Chief
- Investigator duty assignment as assigned by Police Chief, (limited to one officer at a time)
- Field Training Officer duty assignment as assigned by Police Chief, (limited to three officers at a time)
- Educational and Post Certifications shall be considered progressive and only one incentive is allowed at a time. A POST Intermediate Certificate or an Associates Degree is worth two and one half percent of the employee's base rate of pay per month, a POST Advanced Certificate or a Bachelors Degree is worth five percent of the employee's base rate of pay per month.

Assignments for sworn police officers as outlined above shall be made by the City from among qualified officers. Such assignments will be rotated among qualified sworn officers at a minimum of nine (9) to twelve (12) month basis.

C. Deferred Compensation

The City shall make a Deferred Compensation Plan available to all employees. Participation in the deferred compensation plan shall be strictly voluntary

D. Life Insurance, Long Term Disability and Accidental Death and Dismemberment

**** Management, Professional/Mid-Management, Sworn, Investigator, Confidential and Classified***

In addition to benefits provided, all employees shall be added to the roll of employees covered by the City's Life, A D & D and LTD insurance. The current rate of 60% of an employee's annual salary will be designated for long term disability insurance annually for each employee. City shall also provide life insurance at a rate of 1.5% of each employee's annual salary

Section 7 TYPES OF EMPLOYEE LEAVE

A. Vacation

1. Regular Full Time Employee Vacation Leave

Each regular, full-time employee of the City shall be entitled to a vacation each year based upon his or her hire date and length of service as follows.

- Six Months to 36 Months

After continuous service of more than six (6) months, but not more than thirty-six (36) months, up to ten (10) working days of vacation will be earned each year, computed from the date of hiring at the rate of 6.67 hours per month.

- 37 Months to 120 Months

For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, up to fifteen working days vacation will be earned each year, computed at the rate of ten (10) hours per month.

- 121 Months to 180 Months

For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, up to seventeen (17) working days vacation will be earned each year, computed at the rate of 11.333 hours per month.

- 181 Months and Over

For continuous service of more than one hundred and eighty-one (181) months, up to twenty (20) working days vacation will be earned each year, computed at the rate of 13.333 hours per month.

2. Regular Part Time Employee Vacation Leave

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to a vacation each year on the same basis, and are subject to the same minimum requirement for continuous service, except that the number of days and maximum accumulation of vacation time shall be proportionately reduced so that, for example, a one-third-time employee shall be entitled to one-third of the vacation of a full-time employee with equivalent service and a one-half-time employee shall be entitled to one-half of the vacation of a full-time employee with equivalent service.

3. Limited Accumulation of Vacation Leave

When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two (2) calendar years. Employees shall be paid for accumulated vacation leave at their regular rate of pay upon termination of employment.

B. Sick Leave

1. Accruing Sick Leave-Regular Full Time Employee

Every regular, full-time employee of the City who has been employed for at least six (6) full months is entitled to and shall be allowed one (1) day Sick Leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety (90) days. Time off is dependent on bona fide illness, physical injury, or physical disability for the employee.

Use of Sick Leave shall be allowed only in the case of necessity and actual personal sickness and in accordance with City Policy #313, section IV or by state and federal law, disability, medical or dental treatment. The City Manager may require proof thereof by the certificate of a physician or surgeon duly licensed to practice medicine in the state, or by the declaration of the employee under penalty of perjury, or by other evidence satisfactory to the City Manager

2. Accruing Sick Leave-Regular Part Time Employee

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to Sick Leave. Each year on the same basis as regular full time employees, a regular part time employee may accrue Sick Leave under the same minimum requirements for regular full time employees except that the number of days and maximum accumulation of Sick Leave time shall be proportionately reduced. An example is that, a one-third-time employee shall be entitled to one-third of the Sick Leave of a regular full-time employee. A one-half-time employee shall be entitled to one-half of the Sick Leave of a regular full-time employee.

3. Compensation for Sick Leave While On Disability

There shall be deducted from the compensation of a regular full time employee on Sick Leave, or on leave for physical injury or physical disability, any sum received by such employee by way of industrial or worker's compensation.

Sick leave or leave for disability or injury is not allowed when the disability results from self-inflicted sickness or injury or willful misconduct, or in the event the disability or injury is sustained while the employee is on leave of absence.

4. Sick Leave Buy Back

Upon an employee's resignation or retirement, the CITY shall compensate the Management, Professional/Mid-Management, Confidential, and Classified employees in good standing for a portion of their accumulated sick leave.

**** Management, Classified, Sworn Police Officers***

In case of resignation, each Management employee shall be compensated up to but not exceeding fifteen (15) days or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay. In case of retirement, each Management employee shall be compensated up to but not exceeding thirty (30) days or 240 hours. Retirement shall be defined as meeting service and age requirements necessary to qualify for pension payments. Employees who are terminated are not considered in good standing.

**** Professional/Mid Management, Investigator, Fire Engineer, and Confidential***

In case of resignation, each employee in this category shall be compensated up to, but not exceeding fifteen (15) days or 120 hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay.

5. Sick Leave Reduction Incentive

**** Sworn Police Officers***

Each employee who in the course of each calendar year, uses four (4) eight hour days or less of sick or emergency leave, will have the option to convert 25% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

**** Classified, Management, Professional/ Mid-Management, Fire Engineer, Confidential and Investigator***

Each employee who in the course of each calendar year, uses four (4) days or less of sick or emergency leave, will have the option to convert 41 66% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

6. Sick Leave Bank Incentive

**** Management, Professional/Mid-Management, Confidential, Fire Engineer, Sworn Police Officers and Investigator***

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential.

**** Classified***

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential. Any donation of sick leave shall be deducted from that years calendar year sick leave accruals, as it applies to Section 18 (g) of the CALPRO contract. The adjusted sick leave will be the basis used to calculate the 41 66% conversion formula. Deduction shall not exclude benefits unless that employee has exceeded the leave requirement addressed in Section 18 (g) of the CALPRO contract. This section shall not affect any requirements in Section 13, of the CALPRO contract, nor cause any overtime loss due to the donation.

C. Emergency Family Leave

Every regular, full-time employee of the City shall be entitled to three (3) days of emergency family leave in case of illness of a close family member or hospitalization of a close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister, mother-in-law and father-in-law

D. Bereavement Leave

The City shall provide employees with bereavement leave as follows.

**** Management, Professional/Mid Management, Fire Engineer, Confidential, Investigator, and Classified***

Three (3) days or five (5) days, if travel is required over a 600 mile radius (300 miles one-way), paid leave is permitted in case of the death of an immediate family member, meaning spouse, a parent, grandparent, child, brother, sister, aunt, uncle, mother-in-law, father-in-law, brother-in-law or sister-in-law of an employee, step-mother, step-father, and spouse's grandparent.

*** Sworn Police Officers**

Five (5) days paid leave is permitted in case of the death of an immediate family member meaning those closely related to the officer by blood, by adoption, or by marriage, and specifically include on the mother, the father, a grandparent, mother or father in law, son, daughter, the husband, the wife, the brother or the sister of the officer, and the spouse of a son, daughter, brother or sister. Said leave is to be deducted from his or her sick leave.

E. Administrative Leave

The City shall grant Administrative Leave on an annual basis to employees within the Management and Professional/Mid Management units.

Said leave is in addition to any other leave such as sick, vacation, or compensatory leave which is earned independently by each employee based on time of service. Administrative Leave may not be accumulated and carried forward from one fiscal year to next fiscal year.

*** Management**

Management employees shall be entitled to three quarters (3/4) day or six (6) hours executive leave per calendar month, which shall be in lieu of any other form of compensation for overtime hours worked. This shall be in addition to the year for the incoming year. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

*** Professional/ Mid Management**

Mid-Management employees shall be entitled to three eighths (3/8) day or three (3) hours per calendar month, to accumulate to a maximum of four and a half (4.5) days. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

F. Holiday Leave

As a part of the annual budget process, the City Council shall adopt by resolution a list of legal holidays for each incoming calendar year. Said list will be included in the Annual Pay and Classification Plan and all MOU agreements.

*** Professional/Mid Management, Confidential, Fire Engineer and Investigator**

Under its management rights, the City may require employees to work on a designated holiday, in which case equivalent time off may be taken in lieu of pay for the eight-hours worked on a holiday shift. Said equivalent time off shall be taken within thirty (30) days after it is earned; provided, that if management cannot schedule such time off within said thirty (30) day period, the employee shall receive one day's pay at his or her regular pay rate, in lieu of holiday time off.

G. Miscellaneous Leave

*** Voting**

The City shall grant an employee time off to vote at any general, direct primary, or presidential primary election in accordance with the California Elections Code. Notification in advance must be made to each employee's Department Manager or Supervisor.

*** Jury Duty**

A regular full time employee who has been served with a summons to report for jury duty shall be granted a leave of absence with pay from his or her assigned duty until released by the court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty

*** Subpoenas**

A regular full time employee who has been subpoenaed to appear as a witness on behalf of the State of California to any of its agencies, shall be granted a leave of absence with pay from his or her assigned duty until released by the Court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty

*** Maternity Leave**

All maternity leave will be granted in accordance with the Family Medical Leave Act requirements and/or as specified in a specific memorandum of understanding.

*** Steward Leave**

Steward Leave will be granted in accordance to the specified language outlined in the respective CALPRO and SPOA Memorandum of Understanding (MOU).

Section 8. TRAVEL AND MEETING EXPENSE ALLOWANCE

The Management unit including the Police Chief, Assistant City Manager, Community Development Director, Finance/Personnel Officer, Economic Development Director, Fire Chief, Lieutenant, and Public Works Director shall receive a travel and meeting expense allowance of \$100 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official City business.

Section 9 NEGOTIATED LABOR AGREEMENTS

In the event of any conflict or inconsistency between the provisions of any existing Memorandum of Understanding between the City and any recognized employee organization, and the provisions of this resolution, the provisions of the Memorandum of Understanding shall supersede.

**Exhibit I
City of Soledad
Summary of FY 2005-06
Job Classifications**

	<u>Range</u>	<u>Total # of Positions</u>
I. <u>8 Management (FLSA Exempt)</u>		
Assistant City Manager	77	1
Chief of Police	75	1
Public Works Director*	71/74*	1
Economic Development Director	72	1
Community Development Director	72	1
Finance/Personnel Officer	69	1
Fire Chief	72	1
Lieutenant (Sworn)	61	1
II. <u>15 Professional/Mid-Management</u>		
Associate Engineer	60	1
Assistant Engineer	48	1
Sergeant (Sworn)	59	4
Fire Captain**	54	0
Utility Supervisor	55	1
Building Official	52	1
Public Works Inspector	46	1
Foreman	48	1
Housing Specialist	46	1
Associate Planner	51	1
Accountant	54	1
Confidential		
Secretary to the City Manager	39	1
Investigator	46	1
III. <u>26 Classified</u>		
Administrative Secretary	36	3
Accounting Assistant	34	2
Office Specialist	31	3
Office Assistant	25	2
Mechanic/Maintenance Worker	40	2
Maintenance Worker	34	7
Utility Operator	45	2
Utility Operator in Training	34	2
Code Enforcement Officer	37	1
Animal Control Officer (Part Time)	32	1
Para transit Driver	26	1
IV. <u>15 Sworn</u>		
Fire Engineer**	52	2
Police Officer	44	13

*The Public Works Director position may be allowed a 7.5% increase to range 74, if the individual possess a California Civil Engineer's Certification.

**The number of positions for the Fire Captain classification has been reduced under the Fire Department 24-Hour Pilot Program. Under the program, the number of Fire Engineer classifications has been increased.

Exhibit II
City of Soledad
Summary of
FY 2005-06
Pay and Classification Plan
Salary Merit Pay- Time Intervals

Policy: The steps of each salary range outlined in the City's Annual Pay and Classification Plan will be interpreted and applied as follows

Step 1 - Payable during probationary period. The first step in an assigned range is normally the minimum rate at the initial hiring for a specific classification.

Step 2 - Payable after six (6) months of services and eighteen (18) months for Sworn Officers at the Step 1, and successful completion of probation.

Step 3 - Payable after one year of service at Step "2" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 4 - Payable after one year of service at Step "3" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 5 - Payable after one year of service at Step "4" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Note: Because it is sometimes difficult to secure qualified personnel at the normal hiring rate, or a person of unusually high qualifications is available, the City Manager may hire or promote at a higher range and step at his/her discretion. If the City Manager exercises his/her discretion to hire or promote a person at a step higher than that set forth in the "Salary Merit Pay-Time Intervals Plan", said person shall be eligible for a step increase upon successful completion of probationary period.

**APPROVED: AUGUST 2005
CISOL.CM 9
NON-FLSA EXEMPT**

ASSISTANT ENGINEER

DEFINITION

Under general direction of the Public Works Director this is a professional engineer classification responsible to perform complex engineering calculations and to review development maps and plans for compliance with State and Municipal Codes and specifications.

SUPERVISION RECEIVED AND EXERCISED

General Supervision is provided by Public Works Director Responsibilities may include functional supervision of subordinate paraprofessional positions.

DISTINGUISHING CHARACTERISTICS

This position performs complex and technical engineering work. Work involves the application of precise professional engineering knowledge and techniques. It is ordinarily performed under the general supervision of the Public Works Director who makes general assignments and inspects work to ensure that it is conducted according to instructions and in conformity with accepted engineering standards.

ESSENTIAL FUNCTIONS. - Duties may include, but are not limited to the following:

- To design City Projects for streets, water, sewer and other public improvements.
- Review and process improvement plans, development plans, parcel maps and subdivision maps and write conditions of approval.
- Write specifications, prepare designs and calculate cost estimates for various engineering projects
- Enforce City codes and standards on engineering projects.
- Perform design checks to ensure contractor compliance with City specifications.
- Respond to citizen complaints concerning engineering problems.
- Perform complex engineering calculations.
- Perform field reviews and surveys of various engineering projects.
- Attend Design Review and Planning Commission meetings.
- May present the department in participation in conferences and meeting with various boards and commissions and other agencies or departments in carrying out assigned duties.
- Perform related duties as assigned.

MINIMUM QUALIFICATIONS:

Knowledge of:

- Principles and practices of civil engineering and administration as applied to the design and construction of public works facilities, technical inspection services, design review and other areas.
- Applicable laws, regulations and codes related to development and construction of public works.
- Principles and practice of modern office management.
- Principles and practice as applied to computer usage, including but not limited to Auto CAD, Spreadsheet programs and Word Processing programs.

Ability To:

- Make complex engineering calculations to prepare engineering designs and specifications.
- Review designs submitted by developers and others; identify deficiencies and corrective action.
- Prepare plans and drawings neatly and accurately
- Make engineering design calculations, check, design and prepare engineering plans.
- Deal effectively with engineers, developers, contractors, property owners and general public.
- Understand and interpret engineering construction plans, specifications and other contract document.
- Ensure project compliance with State, Federal, and local rules, laws and regulations.
- Interpret and apply pertinent laws, rules and regulations.
- Prepare engineering records and comprehensive technical reports.
- Communicate clearly and concisely, both orally and in writing.
- Make effective public presentations.
- Develop and maintain effective working relationships with those contacted during the course of work.

EXPERIENCE AND EDUCATION***Experience:***

Two years of increasingly responsible professional engineering experience.

Education:

Bachelor's Degree from an accredited college or university in Civil Engineering or closely related field.

LICENSE OR CERTIFICATE

Possession of, or if licensed as an engineer-in-training in the State of California the ability to obtain with one (1) year, a Certificate of Registration as a Professional Engineer in the State of California. Possession of a valid and appropriate California driver's license at the time of appointment, to be maintained as a condition of employment.

PHYSICAL REQUIREMENTS

Maintain the following physical abilities: See well enough to operate vehicles and survey equipment, read instructions and follow directions, hear well enough to distinguish mechanical noises, to converse on the radio, telephone and in person, bodily mobility to operate survey equipment; use hands and fingers for writing, typing, drafting, and other computer related functions; and be able to lift equipment as necessary

ATTACHMENT "C"

CITY OF SOLEDAD

**MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2005 - 06**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 15,297.86	\$ 15,986.27	\$ 16,705.65	\$ 17,457.40	\$ 18,242.98
	MONTHLY	\$ 1,274.82	\$ 1,332.19	\$ 1,392.14	\$ 1,454.78	\$ 1,520.25
	HOURLY	\$ 7.35	\$ 7.69	\$ 8.03	\$ 8.39	\$ 8.77
2	YEARLY	\$ 15,680.31	\$ 16,385.92	\$ 17,123.29	\$ 17,893.84	\$ 18,699.06
	MONTHLY	\$ 1,306.69	\$ 1,365.49	\$ 1,426.94	\$ 1,491.15	\$ 1,558.25
	HOURLY	\$ 7.54	\$ 7.88	\$ 8.23	\$ 8.60	\$ 8.99
3	YEARLY	\$ 16,062.75	\$ 16,785.58	\$ 17,540.93	\$ 18,330.27	\$ 19,155.13
	MONTHLY	\$ 1,338.56	\$ 1,398.80	\$ 1,461.74	\$ 1,527.52	\$ 1,596.26
	HOURLY	\$ 7.72	\$ 8.07	\$ 8.43	\$ 8.81	\$ 9.21
4	YEARLY	\$ 16,464.32	\$ 17,205.22	\$ 17,979.45	\$ 18,788.53	\$ 19,634.01
	MONTHLY	\$ 1,372.03	\$ 1,433.77	\$ 1,498.29	\$ 1,565.71	\$ 1,636.17
	HOURLY	\$ 7.92	\$ 8.27	\$ 8.64	\$ 9.03	\$ 9.44
5	YEARLY	\$ 16,865.89	\$ 17,624.86	\$ 18,417.98	\$ 19,246.78	\$ 20,112.89
	MONTHLY	\$ 1,405.49	\$ 1,468.74	\$ 1,534.83	\$ 1,603.90	\$ 1,676.07
	HOURLY	\$ 8.11	\$ 8.47	\$ 8.85	\$ 9.25	\$ 9.67
6	YEARLY	\$ 17,287.54	\$ 18,065.48	\$ 18,878.43	\$ 19,727.95	\$ 20,615.71
	MONTHLY	\$ 1,440.63	\$ 1,505.46	\$ 1,573.20	\$ 1,644.00	\$ 1,717.98
	HOURLY	\$ 8.31	\$ 8.69	\$ 9.08	\$ 9.48	\$ 9.91
7	YEARLY	\$ 17,709.19	\$ 18,506.10	\$ 19,338.87	\$ 20,209.12	\$ 21,118.53
	MONTHLY	\$ 1,475.77	\$ 1,542.18	\$ 1,611.57	\$ 1,684.09	\$ 1,759.88
	HOURLY	\$ 8.51	\$ 8.90	\$ 9.30	\$ 9.72	\$ 10.15

Exhibit III

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 18,151.92	\$ 18,968.75	\$ 19,822.35	\$ 20,714.35	\$ 21,646.50
	MONTHLY	\$ 1,512.66	\$ 1,580.73	\$ 1,651.86	\$ 1,726.20	\$ 1,803.87
	HOURLY	\$ 8.73	\$ 9.12	\$ 9.53	\$ 9.96	\$ 10.41
9	YEARLY	\$ 18,594.65	\$ 19,431.41	\$ 20,305.82	\$ 21,219.58	\$ 22,174.46
	MONTHLY	\$ 1,549.55	\$ 1,619.28	\$ 1,692.15	\$ 1,768.30	\$ 1,847.87
	HOURLY	\$ 8.94	\$ 9.34	\$ 9.76	\$ 10.20	\$ 10.66
10	YEARLY	\$ 19,059.51	\$ 19,917.19	\$ 20,813.46	\$ 21,750.07	\$ 22,728.82
	MONTHLY	\$ 1,588.29	\$ 1,659.77	\$ 1,734.46	\$ 1,812.51	\$ 1,894.07
	HOURLY	\$ 9.16	\$ 9.58	\$ 10.01	\$ 10.46	\$ 10.93
11	YEARLY	\$ 19,524.38	\$ 20,402.98	\$ 21,321.11	\$ 22,280.56	\$ 23,283.18
	MONTHLY	\$ 1,627.03	\$ 1,700.25	\$ 1,776.76	\$ 1,856.71	\$ 1,940.27
	HOURLY	\$ 9.39	\$ 9.81	\$ 10.25	\$ 10.71	\$ 11.19
12	YEARLY	\$ 20,012.49	\$ 20,913.05	\$ 21,854.14	\$ 22,837.57	\$ 23,865.26
	MONTHLY	\$ 1,667.71	\$ 1,742.75	\$ 1,821.18	\$ 1,903.13	\$ 1,988.77
	HOURLY	\$ 9.62	\$ 10.05	\$ 10.51	\$ 10.98	\$ 11.47
13	YEARLY	\$ 20,500.60	\$ 21,423.12	\$ 22,387.16	\$ 23,394.59	\$ 24,447.34
	MONTHLY	\$ 1,708.38	\$ 1,785.26	\$ 1,865.60	\$ 1,949.55	\$ 2,037.28
	HOURLY	\$ 9.86	\$ 10.30	\$ 10.76	\$ 11.25	\$ 11.75
14	YEARLY	\$ 21,013.11	\$ 21,958.70	\$ 22,946.84	\$ 23,979.45	\$ 25,058.53
	MONTHLY	\$ 1,751.09	\$ 1,829.89	\$ 1,912.24	\$ 1,998.29	\$ 2,088.21
	HOURLY	\$ 10.10	\$ 10.56	\$ 11.03	\$ 11.53	\$ 12.05
15	YEARLY	\$ 21,525.63	\$ 22,494.28	\$ 23,506.52	\$ 24,564.32	\$ 25,669.71
	MONTHLY	\$ 1,793.80	\$ 1,874.52	\$ 1,958.88	\$ 2,047.03	\$ 2,139.14
	HOURLY	\$ 10.35	\$ 10.81	\$ 11.30	\$ 11.81	\$ 12.34
16	YEARLY	\$ 22,063.77	\$ 23,056.64	\$ 24,094.19	\$ 25,178.42	\$ 26,311.45
	MONTHLY	\$ 1,838.65	\$ 1,921.39	\$ 2,007.85	\$ 2,098.20	\$ 2,192.62
	HOURLY	\$ 10.61	\$ 11.08	\$ 11.58	\$ 12.11	\$ 12.65

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 22,601.91	\$ 23,618.99	\$ 24,681.85	\$ 25,792.53	\$ 26,953.20
	MONTHLY	\$ 1,883.49	\$ 1,968.25	\$ 2,056.82	\$ 2,149.38	\$ 2,246.10
	HOURLY	\$ 10.87	\$ 11.36	\$ 11.87	\$ 12.40	\$ 12.96
18	YEARLY	\$ 23,166.96	\$ 24,209.47	\$ 25,298.90	\$ 26,437.35	\$ 27,627.03
	MONTHLY	\$ 1,930.58	\$ 2,017.46	\$ 2,108.24	\$ 2,203.11	\$ 2,302.25
	HOURLY	\$ 11.14	\$ 11.64	\$ 12.16	\$ 12.71	\$ 13.28
19	YEARLY	\$ 23,732.00	\$ 24,799.94	\$ 25,915.94	\$ 27,082.16	\$ 28,300.86
	MONTHLY	\$ 1,977.67	\$ 2,066.66	\$ 2,159.66	\$ 2,256.85	\$ 2,358.40
	HOURLY	\$ 11.41	\$ 11.92	\$ 12.46	\$ 13.02	\$ 13.61
20	YEARLY	\$ 24,325.30	\$ 25,419.94	\$ 26,563.84	\$ 27,759.21	\$ 29,008.38
	MONTHLY	\$ 2,027.11	\$ 2,118.33	\$ 2,213.65	\$ 2,313.27	\$ 2,417.36
	HOURLY	\$ 11.69	\$ 12.22	\$ 12.77	\$ 13.35	\$ 13.95
21	YEARLY	\$ 24,918.60	\$ 26,039.94	\$ 27,211.74	\$ 28,436.27	\$ 29,715.90
	MONTHLY	\$ 2,076.55	\$ 2,170.00	\$ 2,267.64	\$ 2,369.69	\$ 2,476.32
	HOURLY	\$ 11.98	\$ 12.52	\$ 13.08	\$ 13.67	\$ 14.29
22	YEARLY	\$ 25,541.57	\$ 26,690.94	\$ 27,892.03	\$ 29,147.17	\$ 30,458.80
	MONTHLY	\$ 2,128.46	\$ 2,224.24	\$ 2,324.34	\$ 2,428.93	\$ 2,538.23
	HOURLY	\$ 12.28	\$ 12.83	\$ 13.41	\$ 14.01	\$ 14.64
23	YEARLY	\$ 26,164.53	\$ 27,341.94	\$ 28,572.33	\$ 29,858.08	\$ 31,201.69
	MONTHLY	\$ 2,180.38	\$ 2,278.49	\$ 2,381.03	\$ 2,488.17	\$ 2,600.14
	HOURLY	\$ 12.58	\$ 13.15	\$ 13.74	\$ 14.35	\$ 15.00
24	YEARLY	\$ 26,818.65	\$ 28,025.49	\$ 29,286.63	\$ 30,604.53	\$ 31,981.74
	MONTHLY	\$ 2,234.89	\$ 2,335.46	\$ 2,440.55	\$ 2,550.38	\$ 2,665.14
	HOURLY	\$ 12.89	\$ 13.47	\$ 14.08	\$ 14.71	\$ 15.38
25	YEARLY	\$ 27,472.76	\$ 28,709.04	\$ 30,000.94	\$ 31,350.98	\$ 32,761.78
	MONTHLY	\$ 2,289.40	\$ 2,392.42	\$ 2,500.08	\$ 2,612.58	\$ 2,730.15
	HOURLY	\$ 13.21	\$ 13.80	\$ 14.42	\$ 15.07	\$ 15.75

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 28,159 58	\$ 29,426 76	\$ 30,750 97	\$ 32,134 76	\$ 33,580 82
	MONTHLY	\$ 2,346 63	\$ 2,452.23	\$ 2,562 58	\$ 2,677 90	\$ 2,798 40
	HOURLY	\$ 13 54	\$ 14 15	\$ 14 78	\$ 15 45	\$ 16 14
27	YEARLY	\$ 28,846 40	\$ 30,144 49	\$ 31,500 99	\$ 32,918 53	\$ 34,399 87
	MONTHLY	\$ 2,403 87	\$ 2,512.04	\$ 2,625 08	\$ 2,743.21	\$ 2,866 66
	HOURLY	\$ 13 87	\$ 14 49	\$ 15 14	\$ 15 83	\$ 16 54
28	YEARLY	\$ 29,567 56	\$ 30,898.10	\$ 32,288 51	\$ 33,741 50	\$ 35,259 86
	MONTHLY	\$ 2,463 96	\$ 2,574 84	\$ 2,690 71	\$ 2,811 79	\$ 2,938.32
	HOURLY	\$ 14.22	\$ 14 85	\$ 15 52	\$ 16.22	\$ 16 95
29	YEARLY	\$ 30,288 72	\$ 31,651 71	\$ 33,076 04	\$ 34,564 46	\$ 36,119 86
	MONTHLY	\$ 2,524 06	\$ 2,637 64	\$ 2,756.34	\$ 2,880 37	\$ 3,009 99
	HOURLY	\$ 14 56	\$ 15 22	\$ 15 90	\$ 16 62	\$ 17.37
30	YEARLY	\$ 31,045 94	\$ 32,443 00	\$ 33,902.94	\$ 35,428 57	\$ 37,022.86
	MONTHLY	\$ 2,587 16	\$ 2,703 58	\$ 2,825.24	\$ 2,952.38	\$ 3,085.24
	HOURLY	\$ 14 93	\$ 15 60	\$ 16 30	\$ 17 03	\$ 17 80
31	YEARLY	\$ 31,803 16	\$ 33,234.30	\$ 34,729 84	\$ 36,292.68	\$ 37,925 85
	MONTHLY	\$ 2,650.26	\$ 2,769 52	\$ 2,894 15	\$ 3,024.39	\$ 3,160 49
	HOURLY	\$ 15.29	\$ 15 98	\$ 16 70	\$ 17 45	\$ 18.23
32	YEARLY	\$ 32,598.23	\$ 34,065 15	\$ 35,598 09	\$ 37,200 00	\$ 38,874 00
	MONTHLY	\$ 2,716 52	\$ 2,838 76	\$ 2,966 51	\$ 3,100 00	\$ 3,239 50
	HOURLY	\$ 15 67	\$ 16.38	\$ 17 11	\$ 17 88	\$ 18 69
33	YEARLY	\$ 33,393.31	\$ 34,896 01	\$ 36,466 33	\$ 38,107 32	\$ 39,822.15
	MONTHLY	\$ 2,782.78	\$ 2,908 00	\$ 3,038 86	\$ 3,175 61	\$ 3,318 51
	HOURLY	\$ 16 05	\$ 16 78	\$ 17 53	\$ 18 32	\$ 19 15
34	YEARLY	\$ 34,228 15	\$ 35,768.41	\$ 37,377 99	\$ 39,060 00	\$ 40,817 70
	MONTHLY	\$ 2,852.35	\$ 2,980 70	\$ 3,114 83	\$ 3,255 00	\$ 3,401 48
	HOURLY	\$ 16 46	\$ 17 20	\$ 17 97	\$ 18 78	\$ 19 62

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
35	YEARLY	\$ 35,062.98	\$ 36,640.81	\$ 38,289.65	\$ 40,012.68	\$ 41,813.25	
	MONTHLY	\$ 2,921.91	\$ 3,053.40	\$ 3,190.80	\$ 3,334.39	\$ 3,484.44	
	HOURLY	\$ 16.86	\$ 17.62	\$ 18.41	\$ 19.24	\$ 20.10	
36	YEARLY	\$ 35,939.55	\$ 37,556.83	\$ 39,246.89	\$ 41,013.00	\$ 42,858.59	\$ 44,787.22
	MONTHLY	\$ 2,994.96	\$ 3,129.74	\$ 3,270.57	\$ 3,417.75	\$ 3,571.55	\$ 3,732.27
	HOURLY	\$ 17.28	\$ 18.06	\$ 18.87	\$ 19.72	\$ 20.61	\$ 21.53
37	YEARLY	\$ 36,816.13	\$ 38,472.85	\$ 40,204.13	\$ 42,013.32	\$ 43,903.92	
	MONTHLY	\$ 3,068.01	\$ 3,206.07	\$ 3,350.34	\$ 3,501.11	\$ 3,658.66	
	HOURLY	\$ 17.70	\$ 18.50	\$ 19.33	\$ 20.20	\$ 21.11	
38	YEARLY	\$ 37,736.53	\$ 39,434.67	\$ 41,209.23	\$ 43,063.65	\$ 45,001.51	
	MONTHLY	\$ 3,144.71	\$ 3,286.22	\$ 3,434.10	\$ 3,588.64	\$ 3,750.13	
	HOURLY	\$ 18.14	\$ 18.96	\$ 19.81	\$ 20.70	\$ 21.64	
39	YEARLY	\$ 38,656.93	\$ 40,396.50	\$ 42,214.34	\$ 44,113.98	\$ 46,099.11	
	MONTHLY	\$ 3,221.41	\$ 3,366.37	\$ 3,517.86	\$ 3,676.17	\$ 3,841.59	
	HOURLY	\$ 18.59	\$ 19.42	\$ 20.30	\$ 21.21	\$ 22.16	
40	YEARLY	\$ 39,623.36	\$ 41,406.41	\$ 43,269.70	\$ 45,216.83	\$ 47,251.59	
	MONTHLY	\$ 3,301.95	\$ 3,450.53	\$ 3,605.81	\$ 3,768.07	\$ 3,937.63	
	HOURLY	\$ 19.05	\$ 19.91	\$ 20.80	\$ 21.74	\$ 22.72	
41	YEARLY	\$ 40,589.78	\$ 42,416.32	\$ 44,325.06	\$ 46,319.68	\$ 48,404.07	
	MONTHLY	\$ 3,382.48	\$ 3,534.69	\$ 3,693.75	\$ 3,859.97	\$ 4,033.67	
	HOURLY	\$ 19.51	\$ 20.39	\$ 21.31	\$ 22.27	\$ 23.27	
42	YEARLY	\$ 41,604.53	\$ 43,476.73	\$ 45,433.18	\$ 47,477.67	\$ 49,614.17	
	MONTHLY	\$ 3,467.04	\$ 3,623.06	\$ 3,786.10	\$ 3,956.47	\$ 4,134.51	
	HOURLY	\$ 20.00	\$ 20.90	\$ 21.84	\$ 22.83	\$ 23.85	
43	YEARLY	\$ 42,619.27	\$ 44,537.14	\$ 46,541.31	\$ 48,635.67	\$ 50,824.27	
	MONTHLY	\$ 3,551.61	\$ 3,711.43	\$ 3,878.44	\$ 4,052.97	\$ 4,235.36	
	HOURLY	\$ 20.49	\$ 21.41	\$ 22.38	\$ 23.38	\$ 24.43	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 43,684.75	\$ 45,650.57	\$ 47,704.84	\$ 49,851.56	\$ 52,094.88
	MONTHLY	\$ 3,640.40	\$ 3,804.21	\$ 3,975.40	\$ 4,154.30	\$ 4,341.24
	HOURLY	\$ 21.00	\$ 21.95	\$ 22.94	\$ 23.97	\$ 25.05
45	YEARLY	\$ 44,750.23	\$ 46,763.99	\$ 48,868.37	\$ 51,067.45	\$ 53,365.49
	MONTHLY	\$ 3,729.19	\$ 3,897.00	\$ 4,072.36	\$ 4,255.62	\$ 4,447.12
	HOURLY	\$ 21.51	\$ 22.48	\$ 23.49	\$ 24.55	\$ 25.66
46	YEARLY	\$ 45,868.99	\$ 47,933.09	\$ 50,090.08	\$ 52,344.14	\$ 54,699.62
	MONTHLY	\$ 3,822.42	\$ 3,994.42	\$ 4,174.17	\$ 4,362.01	\$ 4,558.30
	HOURLY	\$ 22.05	\$ 23.04	\$ 24.08	\$ 25.17	\$ 26.30
47	YEARLY	\$ 46,987.74	\$ 49,102.19	\$ 51,311.79	\$ 53,620.82	\$ 56,033.76
	MONTHLY	\$ 3,915.65	\$ 4,091.85	\$ 4,275.98	\$ 4,468.40	\$ 4,669.48
	HOURLY	\$ 22.59	\$ 23.61	\$ 24.67	\$ 25.78	\$ 26.94
48	YEARLY	\$ 48,162.44	\$ 50,329.75	\$ 52,594.59	\$ 54,961.34	\$ 57,434.60
	MONTHLY	\$ 4,013.54	\$ 4,194.15	\$ 4,382.88	\$ 4,580.11	\$ 4,786.22
	HOURLY	\$ 23.16	\$ 24.20	\$ 25.29	\$ 26.42	\$ 27.61
49	YEARLY	\$ 49,337.13	\$ 51,557.30	\$ 53,877.38	\$ 56,301.86	\$ 58,835.45
	MONTHLY	\$ 4,111.43	\$ 4,296.44	\$ 4,489.78	\$ 4,691.82	\$ 4,902.95
	HOURLY	\$ 23.72	\$ 24.79	\$ 25.90	\$ 27.07	\$ 28.29
50	YEARLY	\$ 50,570.56	\$ 52,846.24	\$ 55,224.32	\$ 57,709.41	\$ 60,306.33
	MONTHLY	\$ 4,214.21	\$ 4,403.85	\$ 4,602.03	\$ 4,809.12	\$ 5,025.53
	HOURLY	\$ 24.31	\$ 25.41	\$ 26.55	\$ 27.74	\$ 28.99
51	YEARLY	\$ 51,803.99	\$ 54,135.17	\$ 56,571.25	\$ 59,116.96	\$ 61,777.22
	MONTHLY	\$ 4,317.00	\$ 4,511.26	\$ 4,714.27	\$ 4,926.41	\$ 5,148.10
	HOURLY	\$ 24.91	\$ 26.03	\$ 27.20	\$ 28.42	\$ 29.70
52	YEARLY	\$ 53,099.09	\$ 55,488.55	\$ 57,985.53	\$ 60,594.88	\$ 63,321.65
	MONTHLY	\$ 4,424.92	\$ 4,624.05	\$ 4,832.13	\$ 5,049.57	\$ 5,276.80
	HOURLY	\$ 25.53	\$ 26.68	\$ 27.88	\$ 29.13	\$ 30.44

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 54,394 19	\$ 56,841 93	\$ 59,399 81	\$ 62,072.80	\$ 64,866 08
	MONTHLY	\$ 4,532.85	\$ 4,736 83	\$ 4,949 98	\$ 5,172.73	\$ 5,405 51
	HOURLY	\$ 26 15	\$ 27 33	\$ 28 56	\$ 29 84	\$ 31 19
54	YEARLY	\$ 55,754 04	\$ 58,262.97	\$ 60,884 81	\$ 63,624 62	\$ 66,487 73
	MONTHLY	\$ 4,646 17	\$ 4,855.25	\$ 5,073 73	\$ 5,302.05	\$ 5,540 64
	HOURLY	\$ 26 80	\$ 28 01	\$ 29.27	\$ 30 59	\$ 31 97
55	YEARLY	\$ 57,113 90	\$ 59,684 02	\$ 62,369 80	\$ 65,176 44	\$ 68,109 38
	MONTHLY	\$ 4,759 49	\$ 4,973 67	\$ 5,197 48	\$ 5,431 37	\$ 5,675 78
	HOURLY	\$ 27 46	\$ 28 69	\$ 29 99	\$ 31 33	\$ 32.74
56	YEARLY	\$ 58,541 74	\$ 61,176 12	\$ 63,929 05	\$ 66,805 86	\$ 69,812.12
	MONTHLY	\$ 4,878.48	\$ 5,098 01	\$ 5,327 42	\$ 5,567 15	\$ 5,817 68
	HOURLY	\$ 28 15	\$ 29 41	\$ 30 74	\$ 32.12	\$ 33 56
57	YEARLY	\$ 59,969 59	\$ 62,668.22	\$ 65,488.29	\$ 68,435.27	\$ 71,514 85
	MONTHLY	\$ 4,997 47	\$ 5,222.35	\$ 5,457 36	\$ 5,702.94	\$ 5,959 57
	HOURLY	\$ 28 83	\$ 30 13	\$ 31 48	\$ 32.90	\$ 34 38
58	YEARLY	\$ 61,468 83	\$ 64,234 93	\$ 67,125 50	\$ 70,146 15	\$ 73,302.73
	MONTHLY	\$ 5,122.40	\$ 5,352.91	\$ 5,593 79	\$ 5,845 51	\$ 6,108 56
	HOURLY	\$ 29 55	\$ 30 88	\$ 32.27	\$ 33 72	\$ 35.24
59	YEARLY	\$ 62,968 07	\$ 65,801 64	\$ 68,762.71	\$ 71,857 03	\$ 75,090 60
	MONTHLY	\$ 5,247 34	\$ 5,483 47	\$ 5,730 23	\$ 5,988 09	\$ 6,257 55
	HOURLY	\$ 30.27	\$ 31 64	\$ 33 06	\$ 34 55	\$ 36 10
60	YEARLY	\$ 64,542.27	\$ 67,446 68	\$ 70,481 78	\$ 73,653 46	\$ 76,967 86
	MONTHLY	\$ 5,378 52	\$ 5,620 56	\$ 5,873 48	\$ 6,137 79	\$ 6,413 99
	HOURLY	\$ 31 03	\$ 32.43	\$ 33 89	\$ 35 41	\$ 37 00
61	YEARLY	\$ 66,116 48	\$ 69,091 72	\$ 72,200 84	\$ 75,449 88	\$ 78,845 13
	MONTHLY	\$ 5,509 71	\$ 5,757 64	\$ 6,016 74	\$ 6,287 49	\$ 6,570 43
	HOURLY	\$ 31 79	\$ 33 22	\$ 34 71	\$ 36.27	\$ 37 91

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 67,769 39	\$ 70,819 01	\$ 74,005 87	\$ 77,336 13	\$ 80,816 25
	MONTHLY	\$ 5,647 45	\$ 5,901 58	\$ 6,167 16	\$ 6,444 68	\$ 6,734 69
	HOURLY	\$ 32.58	\$ 34 05	\$ 35 58	\$ 37 18	\$ 38 85
63	YEARLY	\$ 69,422.30	\$ 72,546 30	\$ 75,810 89	\$ 79,222.38	\$ 82,787 38
	MONTHLY	\$ 5,785 19	\$ 6,045 53	\$ 6,317 57	\$ 6,601 86	\$ 6,898 95
	HOURLY	\$ 33 38	\$ 34 88	\$ 36 45	\$ 38 09	\$ 39 80
64	YEARLY	\$ 71,157 86	\$ 74,359 96	\$ 77,706 16	\$ 81,202.94	\$ 84,857 07
	MONTHLY	\$ 5,929 82	\$ 6,196 66	\$ 6,475 51	\$ 6,766 91	\$ 7,071 42
	HOURLY	\$ 34.21	\$ 35 75	\$ 37 36	\$ 39 04	\$ 40 80
65	YEARLY	\$ 72,893 41	\$ 76,173 62	\$ 79,601 43	\$ 83,183 49	\$ 86,926 75
	MONTHLY	\$ 6,074 45	\$ 6,347 80	\$ 6,633 45	\$ 6,931 96	\$ 7,243 90
	HOURLY	\$ 35 04	\$ 36 62	\$ 38.27	\$ 39 99	\$ 41 79
66	YEARLY	\$ 74,715 75	\$ 78,077 96	\$ 81,591 47	\$ 85,263 08	\$ 89,099 92
	MONTHLY	\$ 6,226 31	\$ 6,506 50	\$ 6,799.29	\$ 7,105.26	\$ 7,424 99
	HOURLY	\$ 35 92	\$ 37 54	\$ 39.23	\$ 40 99	\$ 42.84
67	YEARLY	\$ 76,538 08	\$ 79,982.30	\$ 83,581 50	\$ 87,342.67	\$ 91,273 09
	MONTHLY	\$ 6,378 17	\$ 6,665 19	\$ 6,965 13	\$ 7,278 56	\$ 7,606 09
	HOURLY	\$ 36 80	\$ 38 45	\$ 40 18	\$ 41 99	\$ 43 88
68	YEARLY	\$ 78,451 54	\$ 81,981 86	\$ 85,671 04	\$ 89,526 24	\$ 93,554 92
	MONTHLY	\$ 6,537 63	\$ 6,831 82	\$ 7,139.25	\$ 7,460 52	\$ 7,796.24
	HOURLY	\$ 37 72	\$ 39 41	\$ 41 19	\$ 43 04	\$ 44 98
69	YEARLY	\$ 80,364 99	\$ 83,981 41	\$ 87,760 58	\$ 91,709 80	\$ 95,836 74
	MONTHLY	\$ 6,697 08	\$ 6,998 45	\$ 7,313 38	\$ 7,642.48	\$ 7,986 40
	HOURLY	\$ 38.64	\$ 40 38	\$ 42.19	\$ 44 09	\$ 46 08
70	YEARLY	\$ 82,374 11	\$ 86,080 95	\$ 89,954 59	\$ 94,002.55	\$ 98,232.66
	MONTHLY	\$ 6,864 51	\$ 7,173 41	\$ 7,496.22	\$ 7,833 55	\$ 8,186 06
	HOURLY	\$ 39 60	\$ 41.39	\$ 43.25	\$ 45 19	\$ 47.23

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 84,383.24	\$ 88,180.48	\$ 92,148.61	\$ 96,295.29	\$ 100,628.58
	MONTHLY	\$ 7,031.94	\$ 7,348.37	\$ 7,679.05	\$ 8,024.61	\$ 8,385.72
	HOURLY	\$ 40.57	\$ 42.39	\$ 44.30	\$ 46.30	\$ 48.38
72	YEARLY	\$ 86,492.82	\$ 90,385.00	\$ 94,452.32	\$ 98,702.68	\$ 103,144.30
	MONTHLY	\$ 7,207.73	\$ 7,532.08	\$ 7,871.03	\$ 8,225.22	\$ 8,595.36
	HOURLY	\$ 41.58	\$ 43.45	\$ 45.41	\$ 47.45	\$ 49.59
73	YEARLY	\$ 88,602.40	\$ 92,589.51	\$ 96,756.04	\$ 101,110.06	\$ 105,660.01
	MONTHLY	\$ 7,383.53	\$ 7,715.79	\$ 8,063.00	\$ 8,425.84	\$ 8,805.00
	HOURLY	\$ 42.60	\$ 44.51	\$ 46.52	\$ 48.61	\$ 50.80
74	YEARLY	\$ 90,817.46	\$ 94,904.25	\$ 99,174.94	\$ 103,637.81	\$ 108,301.51
	MONTHLY	\$ 7,568.12	\$ 7,908.69	\$ 8,264.58	\$ 8,636.48	\$ 9,025.13
	HOURLY	\$ 43.66	\$ 45.63	\$ 47.68	\$ 49.83	\$ 52.07
75	YEARLY	\$ 93,032.52	\$ 97,218.98	\$ 101,593.84	\$ 106,165.56	\$ 110,943.01
	MONTHLY	\$ 7,752.71	\$ 8,101.58	\$ 8,466.15	\$ 8,847.13	\$ 9,245.25
	HOURLY	\$ 44.73	\$ 46.74	\$ 48.84	\$ 51.04	\$ 53.34
76	YEARLY	\$ 95,358.33	\$ 99,649.46	\$ 104,133.68	\$ 108,819.70	\$ 113,716.59
	MONTHLY	\$ 7,946.53	\$ 8,304.12	\$ 8,677.81	\$ 9,068.31	\$ 9,476.38
	HOURLY	\$ 45.85	\$ 47.91	\$ 50.06	\$ 52.32	\$ 54.67
77	YEARLY	\$ 97,684.15	\$ 102,079.93	\$ 106,673.53	\$ 111,473.84	\$ 116,490.16
	MONTHLY	\$ 8,140.35	\$ 8,506.66	\$ 8,889.46	\$ 9,289.49	\$ 9,707.51
	HOURLY	\$ 46.96	\$ 49.08	\$ 51.29	\$ 53.59	\$ 56.00
78	YEARLY	\$ 100,126.25	\$ 104,631.93	\$ 109,340.37	\$ 114,260.68	\$ 119,402.42
	MONTHLY	\$ 8,343.85	\$ 8,719.33	\$ 9,111.70	\$ 9,521.72	\$ 9,950.20
	HOURLY	\$ 48.14	\$ 50.30	\$ 52.57	\$ 54.93	\$ 57.41
79	YEARLY	\$ 102,568.35	\$ 107,183.93	\$ 112,007.21	\$ 117,047.53	\$ 122,314.67
	MONTHLY	\$ 8,547.36	\$ 8,931.99	\$ 9,333.93	\$ 9,753.96	\$ 10,192.89
	HOURLY	\$ 49.31	\$ 51.53	\$ 53.85	\$ 56.27	\$ 58.81

AGE 10

AGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
80	YEARLY	\$ 105,132.56	\$ 109,863.53	\$ 114,807.39	\$ 119,973.72	\$ 125,372.54
	MONTHLY	\$ 8,761.05	\$ 9,155.29	\$ 9,567.28	\$ 9,997.81	\$ 10,447.71
	HOURLY	\$ 50.54	\$ 52.82	\$ 55.20	\$ 57.68	\$ 60.28
81	YEARLY	\$ 107,696.77	\$ 112,543.13	\$ 117,607.57	\$ 122,899.91	\$ 128,430.40
	MONTHLY	\$ 8,974.73	\$ 9,378.59	\$ 9,800.63	\$ 10,241.66	\$ 10,702.53
	HOURLY	\$ 51.78	\$ 54.11	\$ 56.54	\$ 59.09	\$ 61.75
82	YEARLY	\$ 110,389.19	\$ 115,356.70	\$ 120,547.76	\$ 125,972.41	\$ 131,641.16
	MONTHLY	\$ 9,199.10	\$ 9,613.06	\$ 10,045.65	\$ 10,497.70	\$ 10,970.10
	HOURLY	\$ 53.07	\$ 55.46	\$ 57.96	\$ 60.56	\$ 63.29
83	YEARLY	\$ 113,081.61	\$ 118,170.28	\$ 123,487.95	\$ 129,044.90	\$ 134,851.92
	MONTHLY	\$ 9,423.47	\$ 9,847.52	\$ 10,290.66	\$ 10,753.74	\$ 11,237.66
	HOURLY	\$ 54.37	\$ 56.81	\$ 59.37	\$ 62.04	\$ 64.83
84	YEARLY	\$ 115,908.65	\$ 121,124.54	\$ 126,575.14	\$ 132,271.03	\$ 138,223.22
	MONTHLY	\$ 9,659.05	\$ 10,093.71	\$ 10,547.93	\$ 11,022.59	\$ 11,518.60
	HOURLY	\$ 55.73	\$ 58.23	\$ 60.85	\$ 63.59	\$ 66.45
85	YEARLY	\$ 118,735.69	\$ 124,078.80	\$ 129,662.34	\$ 135,497.15	\$ 141,594.52
	MONTHLY	\$ 9,894.64	\$ 10,339.90	\$ 10,805.20	\$ 11,291.43	\$ 11,799.54
	HOURLY	\$ 57.08	\$ 59.65	\$ 62.34	\$ 65.14	\$ 68.07
86	YEARLY	\$ 121,704.08	\$ 127,180.77	\$ 132,903.90	\$ 138,884.58	\$ 145,134.38
	MONTHLY	\$ 10,142.01	\$ 10,598.40	\$ 11,075.33	\$ 11,573.71	\$ 12,094.53
	HOURLY	\$ 58.51	\$ 61.14	\$ 63.90	\$ 66.77	\$ 69.78
87	YEARLY	\$ 124,672.48	\$ 130,282.74	\$ 136,145.46	\$ 142,272.01	\$ 148,674.25
	MONTHLY	\$ 10,389.37	\$ 10,856.89	\$ 11,345.45	\$ 11,856.00	\$ 12,389.52
	HOURLY	\$ 59.94	\$ 62.64	\$ 65.45	\$ 68.40	\$ 71.48
88	YEARLY	\$ 127,789.29	\$ 133,539.80	\$ 139,549.10	\$ 145,828.81	\$ 152,391.10
	MONTHLY	\$ 10,649.11	\$ 11,128.32	\$ 11,629.09	\$ 12,152.40	\$ 12,699.26
	HOURLY	\$ 61.44	\$ 64.20	\$ 67.09	\$ 70.11	\$ 73.26

ATTACHMENT C

CITY OF SOLEDAD

CALPRO MEMBERS

ANNUAL PAY AND CLASSIFICATION PLAN

FY 2005 - 06

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 15,508.66	\$ 16,206.55	\$ 16,935.84	\$ 17,697.96	\$ 18,494.36
	MONTHLY	\$ 1,292.39	\$ 1,350.55	\$ 1,411.32	\$ 1,474.83	\$ 1,541.20
	HOURLY	\$ 7.46	\$ 7.79	\$ 8.14	\$ 8.51	\$ 8.89
2	YEARLY	\$ 15,896.38	\$ 16,611.71	\$ 17,359.24	\$ 18,140.40	\$ 18,956.72
	MONTHLY	\$ 1,324.70	\$ 1,384.31	\$ 1,446.60	\$ 1,511.70	\$ 1,579.73
	HOURLY	\$ 7.64	\$ 7.99	\$ 8.35	\$ 8.72	\$ 9.11
3	YEARLY	\$ 16,284.09	\$ 17,016.88	\$ 17,782.64	\$ 18,582.85	\$ 19,419.08
	MONTHLY	\$ 1,357.01	\$ 1,418.07	\$ 1,481.89	\$ 1,548.57	\$ 1,618.26
	HOURLY	\$ 7.83	\$ 8.18	\$ 8.55	\$ 8.93	\$ 9.34
4	YEARLY	\$ 16,691.19	\$ 17,442.30	\$ 18,227.20	\$ 19,047.43	\$ 19,904.56
	MONTHLY	\$ 1,390.93	\$ 1,453.52	\$ 1,518.93	\$ 1,587.29	\$ 1,658.71
	HOURLY	\$ 8.02	\$ 8.39	\$ 8.76	\$ 9.16	\$ 9.57
5	YEARLY	\$ 17,098.30	\$ 17,867.72	\$ 18,671.77	\$ 19,512.00	\$ 20,390.04
	MONTHLY	\$ 1,424.86	\$ 1,488.98	\$ 1,555.98	\$ 1,626.00	\$ 1,699.17
	HOURLY	\$ 8.22	\$ 8.59	\$ 8.98	\$ 9.38	\$ 9.80
6	YEARLY	\$ 17,525.75	\$ 18,314.41	\$ 19,138.56	\$ 19,999.80	\$ 20,899.79
	MONTHLY	\$ 1,460.48	\$ 1,526.20	\$ 1,594.88	\$ 1,666.65	\$ 1,741.65
	HOURLY	\$ 8.43	\$ 8.81	\$ 9.20	\$ 9.62	\$ 10.05
7	YEARLY	\$ 17,953.21	\$ 18,761.11	\$ 19,605.36	\$ 20,487.60	\$ 21,409.54
	MONTHLY	\$ 1,496.10	\$ 1,563.43	\$ 1,633.78	\$ 1,707.30	\$ 1,784.13
	HOURLY	\$ 8.63	\$ 9.02	\$ 9.43	\$ 9.85	\$ 10.29

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 18,402.04	\$ 19,230.13	\$ 20,095.49	\$ 20,999.79	\$ 21,944.78
	MONTHLY	\$ 1,533.50	\$ 1,602.51	\$ 1,674.62	\$ 1,749.98	\$ 1,828.73
	HOURLY	\$ 8.85	\$ 9.25	\$ 9.66	\$ 10.10	\$ 10.55
9	YEARLY	\$ 18,850.87	\$ 19,699.16	\$ 20,585.62	\$ 21,511.98	\$ 22,480.01
	MONTHLY	\$ 1,570.91	\$ 1,641.60	\$ 1,715.47	\$ 1,792.66	\$ 1,873.33
	HOURLY	\$ 9.06	\$ 9.47	\$ 9.90	\$ 10.34	\$ 10.81
10	YEARLY	\$ 19,322.14	\$ 20,191.64	\$ 21,100.26	\$ 22,049.78	\$ 23,042.02
	MONTHLY	\$ 1,610.18	\$ 1,682.64	\$ 1,758.36	\$ 1,837.48	\$ 1,920.17
	HOURLY	\$ 9.29	\$ 9.71	\$ 10.14	\$ 10.60	\$ 11.08
11	YEARLY	\$ 19,793.42	\$ 20,684.12	\$ 21,614.90	\$ 22,587.57	\$ 23,604.02
	MONTHLY	\$ 1,649.45	\$ 1,723.68	\$ 1,801.24	\$ 1,882.30	\$ 1,967.00
	HOURLY	\$ 9.52	\$ 9.94	\$ 10.39	\$ 10.86	\$ 11.35
12	YEARLY	\$ 20,288.25	\$ 21,201.22	\$ 22,155.28	\$ 23,152.26	\$ 24,194.12
	MONTHLY	\$ 1,690.69	\$ 1,766.77	\$ 1,846.27	\$ 1,929.36	\$ 2,016.18
	HOURLY	\$ 9.75	\$ 10.19	\$ 10.65	\$ 11.13	\$ 11.63
13	YEARLY	\$ 20,783.09	\$ 21,718.32	\$ 22,695.65	\$ 23,716.95	\$ 24,784.22
	MONTHLY	\$ 1,731.92	\$ 1,809.86	\$ 1,891.30	\$ 1,976.41	\$ 2,065.35
	HOURLY	\$ 9.99	\$ 10.44	\$ 10.91	\$ 11.40	\$ 11.92
14	YEARLY	\$ 21,302.66	\$ 22,261.28	\$ 23,263.04	\$ 24,309.88	\$ 25,403.82
	MONTHLY	\$ 1,775.22	\$ 1,855.11	\$ 1,938.59	\$ 2,025.82	\$ 2,116.99
	HOURLY	\$ 10.24	\$ 10.70	\$ 11.18	\$ 11.69	\$ 12.21
15	YEARLY	\$ 21,822.24	\$ 22,804.24	\$ 23,830.43	\$ 24,902.80	\$ 26,023.43
	MONTHLY	\$ 1,818.52	\$ 1,900.35	\$ 1,985.87	\$ 2,075.23	\$ 2,168.62
	HOURLY	\$ 10.49	\$ 10.96	\$ 11.46	\$ 11.97	\$ 12.51
16	YEARLY	\$ 22,367.80	\$ 23,374.35	\$ 24,426.19	\$ 25,525.37	\$ 26,674.01
	MONTHLY	\$ 1,863.98	\$ 1,947.86	\$ 2,035.52	\$ 2,127.11	\$ 2,222.83
	HOURLY	\$ 10.75	\$ 11.24	\$ 11.74	\$ 12.27	\$ 12.82

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 22,913.35	\$ 23,944.45	\$ 25,021.95	\$ 26,147.94	\$ 27,324.60
	MONTHLY	\$ 1,909.45	\$ 1,995.37	\$ 2,085.16	\$ 2,179.00	\$ 2,277.05
	HOURLY	\$ 11.02	\$ 11.51	\$ 12.03	\$ 12.57	\$ 13.14
18	YEARLY	\$ 23,486.19	\$ 24,543.06	\$ 25,647.50	\$ 26,801.64	\$ 28,007.71
	MONTHLY	\$ 1,957.18	\$ 2,045.26	\$ 2,137.29	\$ 2,233.47	\$ 2,333.98
	HOURLY	\$ 11.29	\$ 11.80	\$ 12.33	\$ 12.89	\$ 13.47
19	YEARLY	\$ 24,059.02	\$ 25,141.68	\$ 26,273.05	\$ 27,455.34	\$ 28,690.83
	MONTHLY	\$ 2,004.92	\$ 2,095.14	\$ 2,189.42	\$ 2,287.94	\$ 2,390.90
	HOURLY	\$ 11.57	\$ 12.09	\$ 12.63	\$ 13.20	\$ 13.79
20	YEARLY	\$ 24,660.50	\$ 25,770.22	\$ 26,929.88	\$ 28,141.72	\$ 29,408.10
	MONTHLY	\$ 2,055.04	\$ 2,147.52	\$ 2,244.16	\$ 2,345.14	\$ 2,450.67
	HOURLY	\$ 11.86	\$ 12.39	\$ 12.95	\$ 13.53	\$ 14.14
21	YEARLY	\$ 25,261.97	\$ 26,398.76	\$ 27,586.70	\$ 28,828.11	\$ 30,125.37
	MONTHLY	\$ 2,105.16	\$ 2,199.90	\$ 2,298.89	\$ 2,402.34	\$ 2,510.45
	HOURLY	\$ 12.15	\$ 12.69	\$ 13.26	\$ 13.86	\$ 14.48
22	YEARLY	\$ 25,893.52	\$ 27,058.73	\$ 28,276.37	\$ 29,548.81	\$ 30,878.50
	MONTHLY	\$ 2,157.79	\$ 2,254.89	\$ 2,356.36	\$ 2,462.40	\$ 2,573.21
	HOURLY	\$ 12.45	\$ 13.01	\$ 13.59	\$ 14.21	\$ 14.85
23	YEARLY	\$ 26,525.07	\$ 27,718.70	\$ 28,966.04	\$ 30,269.51	\$ 31,631.64
	MONTHLY	\$ 2,210.42	\$ 2,309.89	\$ 2,413.84	\$ 2,522.46	\$ 2,635.97
	HOURLY	\$ 12.75	\$ 13.33	\$ 13.93	\$ 14.55	\$ 15.21
24	YEARLY	\$ 27,188.20	\$ 28,411.66	\$ 29,690.19	\$ 31,026.25	\$ 32,422.43
	MONTHLY	\$ 2,265.68	\$ 2,367.64	\$ 2,474.18	\$ 2,585.52	\$ 2,701.87
	HOURLY	\$ 13.07	\$ 13.66	\$ 14.27	\$ 14.92	\$ 15.59
25	YEARLY	\$ 27,851.32	\$ 29,104.63	\$ 30,414.34	\$ 31,782.99	\$ 33,213.22
	MONTHLY	\$ 2,320.94	\$ 2,425.39	\$ 2,534.53	\$ 2,648.58	\$ 2,767.77
	HOURLY	\$ 13.39	\$ 13.99	\$ 14.62	\$ 15.28	\$ 15.97

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 28,547.61	\$ 29,832.25	\$ 31,174.70	\$ 32,577.56	\$ 34,043.55
	MONTHLY	\$ 2,378.97	\$ 2,486.02	\$ 2,597.89	\$ 2,714.80	\$ 2,836.96
	HOURLY	\$ 13.72	\$ 14.34	\$ 14.99	\$ 15.66	\$ 16.37
27	YEARLY	\$ 29,243.89	\$ 30,559.86	\$ 31,935.06	\$ 33,372.14	\$ 34,873.88
	MONTHLY	\$ 2,436.99	\$ 2,546.66	\$ 2,661.25	\$ 2,781.01	\$ 2,906.16
	HOURLY	\$ 14.06	\$ 14.69	\$ 15.35	\$ 16.04	\$ 16.77
28	YEARLY	\$ 29,974.99	\$ 31,323.86	\$ 32,733.43	\$ 34,206.44	\$ 35,745.73
	MONTHLY	\$ 2,497.92	\$ 2,610.32	\$ 2,727.79	\$ 2,850.54	\$ 2,978.81
	HOURLY	\$ 14.41	\$ 15.06	\$ 15.74	\$ 16.45	\$ 17.19
29	YEARLY	\$ 30,706.08	\$ 32,087.86	\$ 33,531.81	\$ 35,040.74	\$ 36,617.58
	MONTHLY	\$ 2,558.84	\$ 2,673.99	\$ 2,794.32	\$ 2,920.06	\$ 3,051.46
	HOURLY	\$ 14.76	\$ 15.43	\$ 16.12	\$ 16.85	\$ 17.60
30	YEARLY	\$ 31,473.74	\$ 32,890.05	\$ 34,370.11	\$ 35,916.76	\$ 37,533.02
	MONTHLY	\$ 2,622.81	\$ 2,740.84	\$ 2,864.18	\$ 2,993.06	\$ 3,127.75
	HOURLY	\$ 15.13	\$ 15.81	\$ 16.52	\$ 17.27	\$ 18.04
31	YEARLY	\$ 32,241.39	\$ 33,692.25	\$ 35,208.40	\$ 36,792.78	\$ 38,448.45
	MONTHLY	\$ 2,686.78	\$ 2,807.69	\$ 2,934.03	\$ 3,066.06	\$ 3,204.04
	HOURLY	\$ 15.50	\$ 16.20	\$ 16.93	\$ 17.69	\$ 18.48
32	YEARLY	\$ 33,047.42	\$ 34,534.56	\$ 36,088.61	\$ 37,712.60	\$ 39,409.67
	MONTHLY	\$ 2,753.95	\$ 2,877.88	\$ 3,007.38	\$ 3,142.72	\$ 3,284.14
	HOURLY	\$ 15.89	\$ 16.60	\$ 17.35	\$ 18.13	\$ 18.95
33	YEARLY	\$ 33,853.46	\$ 35,376.86	\$ 36,968.82	\$ 38,632.42	\$ 40,370.88
	MONTHLY	\$ 2,821.12	\$ 2,948.07	\$ 3,080.74	\$ 3,219.37	\$ 3,364.24
	HOURLY	\$ 16.28	\$ 17.01	\$ 17.77	\$ 18.57	\$ 19.41
34	YEARLY	\$ 34,699.79	\$ 36,261.28	\$ 37,893.04	\$ 39,598.23	\$ 41,380.15
	MONTHLY	\$ 2,891.65	\$ 3,021.77	\$ 3,157.75	\$ 3,299.85	\$ 3,448.35
	HOURLY	\$ 16.68	\$ 17.43	\$ 18.22	\$ 19.04	\$ 19.89

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
35	YEARLY	\$ 35,546.13	\$ 37,145.71	\$ 38,817.26	\$ 40,564.04	\$ 42,389.42
	MONTHLY	\$ 2,962.18	\$ 3,095.48	\$ 3,234.77	\$ 3,380.34	\$ 3,532.45
	HOURLY	\$ 17.09	\$ 17.86	\$ 18.66	\$ 19.50	\$ 20.38
36	YEARLY	\$ 36,434.78	\$ 38,074.35	\$ 39,787.69	\$ 41,578.14	\$ 43,449.16
	MONTHLY	\$ 3,036.23	\$ 3,172.86	\$ 3,315.64	\$ 3,464.85	\$ 3,620.76
	HOURLY	\$ 17.52	\$ 18.30	\$ 19.13	\$ 19.99	\$ 20.89
37	YEARLY	\$ 37,323.44	\$ 39,002.99	\$ 40,758.13	\$ 42,592.24	\$ 44,508.89
	MONTHLY	\$ 3,110.29	\$ 3,250.25	\$ 3,396.51	\$ 3,549.35	\$ 3,709.07
	HOURLY	\$ 17.94	\$ 18.75	\$ 19.60	\$ 20.48	\$ 21.40
38	YEARLY	\$ 38,256.52	\$ 39,978.07	\$ 41,777.08	\$ 43,657.05	\$ 45,621.61
	MONTHLY	\$ 3,188.04	\$ 3,331.51	\$ 3,481.42	\$ 3,638.09	\$ 3,801.80
	HOURLY	\$ 18.39	\$ 19.22	\$ 20.09	\$ 20.99	\$ 21.93
39	YEARLY	\$ 39,189.61	\$ 40,953.14	\$ 42,796.03	\$ 44,721.85	\$ 46,734.34
	MONTHLY	\$ 3,265.80	\$ 3,412.76	\$ 3,566.34	\$ 3,726.82	\$ 3,894.53
	HOURLY	\$ 18.84	\$ 19.69	\$ 20.58	\$ 21.50	\$ 22.47
40	YEARLY	\$ 40,169.35	\$ 41,976.97	\$ 43,865.93	\$ 45,839.90	\$ 47,902.70
	MONTHLY	\$ 3,347.45	\$ 3,498.08	\$ 3,655.49	\$ 3,819.99	\$ 3,991.89
	HOURLY	\$ 19.31	\$ 20.18	\$ 21.09	\$ 22.04	\$ 23.03
41	YEARLY	\$ 41,149.09	\$ 43,000.80	\$ 44,935.83	\$ 46,957.95	\$ 49,071.05
	MONTHLY	\$ 3,429.09	\$ 3,583.40	\$ 3,744.65	\$ 3,913.16	\$ 4,089.25
	HOURLY	\$ 19.78	\$ 20.67	\$ 21.60	\$ 22.58	\$ 23.59
42	YEARLY	\$ 42,177.82	\$ 44,075.82	\$ 46,059.23	\$ 48,131.89	\$ 50,297.83
	MONTHLY	\$ 3,514.82	\$ 3,672.98	\$ 3,838.27	\$ 4,010.99	\$ 4,191.49
	HOURLY	\$ 20.28	\$ 21.19	\$ 22.14	\$ 23.14	\$ 24.18
43	YEARLY	\$ 43,206.54	\$ 45,150.84	\$ 47,182.63	\$ 49,305.84	\$ 51,524.61
	MONTHLY	\$ 3,600.55	\$ 3,762.57	\$ 3,931.89	\$ 4,108.82	\$ 4,293.72
	HOURLY	\$ 20.77	\$ 21.71	\$ 22.68	\$ 23.70	\$ 24.77

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 44,286.71	\$ 46,279.61	\$ 48,362.19	\$ 50,538.49	\$ 52,812.72
	MONTHLY	\$ 3,690.56	\$ 3,856.63	\$ 4,030.18	\$ 4,211.54	\$ 4,401.06
	HOURLY	\$ 21.29	\$ 22.25	\$ 23.25	\$ 24.30	\$ 25.39
45	YEARLY	\$ 45,366.87	\$ 47,408.38	\$ 49,541.76	\$ 51,771.14	\$ 54,100.84
	MONTHLY	\$ 3,780.57	\$ 3,950.70	\$ 4,128.48	\$ 4,314.26	\$ 4,508.40
	HOURLY	\$ 21.81	\$ 22.79	\$ 23.82	\$ 24.89	\$ 26.01
46	YEARLY	\$ 46,501.04	\$ 48,593.59	\$ 50,780.30	\$ 53,065.41	\$ 55,453.36
	MONTHLY	\$ 3,875.09	\$ 4,049.47	\$ 4,231.69	\$ 4,422.12	\$ 4,621.11
	HOURLY	\$ 22.36	\$ 23.36	\$ 24.41	\$ 25.51	\$ 26.66
47	YEARLY	\$ 47,635.21	\$ 49,778.80	\$ 52,018.84	\$ 54,359.69	\$ 56,805.88
	MONTHLY	\$ 3,969.60	\$ 4,148.23	\$ 4,334.90	\$ 4,529.97	\$ 4,733.82
	HOURLY	\$ 22.90	\$ 23.93	\$ 25.01	\$ 26.13	\$ 27.31
48	YEARLY	\$ 48,826.09	\$ 51,023.27	\$ 53,319.32	\$ 55,718.68	\$ 58,226.03
	MONTHLY	\$ 4,068.84	\$ 4,251.94	\$ 4,443.28	\$ 4,643.22	\$ 4,852.17
	HOURLY	\$ 23.47	\$ 24.53	\$ 25.63	\$ 26.79	\$ 27.99
49	YEARLY	\$ 50,016.97	\$ 52,267.74	\$ 54,619.79	\$ 57,077.68	\$ 59,646.17
	MONTHLY	\$ 4,168.08	\$ 4,355.64	\$ 4,551.65	\$ 4,756.47	\$ 4,970.51
	HOURLY	\$ 24.05	\$ 25.13	\$ 26.26	\$ 27.44	\$ 28.68
50	YEARLY	\$ 51,267.40	\$ 53,574.43	\$ 55,985.28	\$ 58,504.62	\$ 61,137.33
	MONTHLY	\$ 4,272.28	\$ 4,464.54	\$ 4,665.44	\$ 4,875.38	\$ 5,094.78
	HOURLY	\$ 24.65	\$ 25.76	\$ 26.92	\$ 28.13	\$ 29.39
51	YEARLY	\$ 52,517.82	\$ 54,881.13	\$ 57,350.78	\$ 59,931.56	\$ 62,628.48
	MONTHLY	\$ 4,376.49	\$ 4,573.43	\$ 4,779.23	\$ 4,994.30	\$ 5,219.04
	HOURLY	\$ 25.25	\$ 26.39	\$ 27.57	\$ 28.81	\$ 30.11
52	YEARLY	\$ 53,830.77	\$ 56,253.15	\$ 58,784.55	\$ 61,429.85	\$ 64,194.19
	MONTHLY	\$ 4,485.90	\$ 4,687.76	\$ 4,898.71	\$ 5,119.15	\$ 5,349.52
	HOURLY	\$ 25.88	\$ 27.04	\$ 28.26	\$ 29.53	\$ 30.86

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 55,143.71	\$ 57,625.18	\$ 60,218.31	\$ 62,928.14	\$ 65,759.90
	MONTHLY	\$ 4,595.31	\$ 4,802.10	\$ 5,018.19	\$ 5,244.01	\$ 5,479.99
	HOURLY	\$ 26.51	\$ 27.70	\$ 28.95	\$ 30.25	\$ 31.62
54	YEARLY	\$ 56,522.31	\$ 59,065.81	\$ 61,723.77	\$ 64,501.34	\$ 67,403.90
	MONTHLY	\$ 4,710.19	\$ 4,922.15	\$ 5,143.65	\$ 5,375.11	\$ 5,616.99
	HOURLY	\$ 27.17	\$ 28.40	\$ 29.67	\$ 31.01	\$ 32.41
55	YEARLY	\$ 57,900.90	\$ 60,506.44	\$ 63,229.23	\$ 66,074.55	\$ 69,047.90
	MONTHLY	\$ 4,825.07	\$ 5,042.20	\$ 5,269.10	\$ 5,506.21	\$ 5,753.99
	HOURLY	\$ 27.84	\$ 29.09	\$ 30.40	\$ 31.77	\$ 33.20
56	YEARLY	\$ 59,348.42	\$ 62,019.10	\$ 64,809.96	\$ 67,726.41	\$ 70,774.10
	MONTHLY	\$ 4,945.70	\$ 5,168.26	\$ 5,400.83	\$ 5,643.87	\$ 5,897.84
	HOURLY	\$ 28.53	\$ 29.82	\$ 31.16	\$ 32.56	\$ 34.03
57	YEARLY	\$ 60,795.94	\$ 63,531.76	\$ 66,390.69	\$ 69,378.27	\$ 72,500.30
	MONTHLY	\$ 5,066.33	\$ 5,294.31	\$ 5,532.56	\$ 5,781.52	\$ 6,041.69
	HOURLY	\$ 29.23	\$ 30.54	\$ 31.92	\$ 33.35	\$ 34.86
58	YEARLY	\$ 62,315.84	\$ 65,120.06	\$ 68,050.46	\$ 71,112.73	\$ 74,312.80
	MONTHLY	\$ 5,192.99	\$ 5,426.67	\$ 5,670.87	\$ 5,926.06	\$ 6,192.73
	HOURLY	\$ 29.96	\$ 31.31	\$ 32.72	\$ 34.19	\$ 35.73
59	YEARLY	\$ 63,835.74	\$ 66,708.35	\$ 69,710.23	\$ 72,847.19	\$ 76,125.31
	MONTHLY	\$ 5,319.65	\$ 5,559.03	\$ 5,809.19	\$ 6,070.60	\$ 6,343.78
	HOURLY	\$ 30.69	\$ 32.07	\$ 33.51	\$ 35.02	\$ 36.60
60	YEARLY	\$ 65,431.64	\$ 68,376.06	\$ 71,452.98	\$ 74,668.37	\$ 78,028.44
	MONTHLY	\$ 5,452.64	\$ 5,698.00	\$ 5,954.42	\$ 6,222.36	\$ 6,502.37
	HOURLY	\$ 31.46	\$ 32.87	\$ 34.35	\$ 35.90	\$ 37.51
61	YEARLY	\$ 67,027.53	\$ 70,043.77	\$ 73,195.74	\$ 76,489.55	\$ 79,931.58
	MONTHLY	\$ 5,585.63	\$ 5,836.98	\$ 6,099.64	\$ 6,374.13	\$ 6,660.96
	HOURLY	\$ 32.22	\$ 33.67	\$ 35.19	\$ 36.77	\$ 38.43

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 68,703.22	\$ 71,794.86	\$ 75,025.63	\$ 78,401.78	\$ 81,929.86
	MONTHL	\$ 5,725.27	\$ 5,982.91	\$ 6,252.14	\$ 6,533.48	\$ 6,827.49
	HOURLY	\$ 33.03	\$ 34.52	\$ 36.07	\$ 37.69	\$ 39.39
63	YEARLY	\$ 70,378.91	\$ 73,545.96	\$ 76,855.52	\$ 80,314.02	\$ 83,928.15
	MONTHL	\$ 5,864.91	\$ 6,128.83	\$ 6,404.63	\$ 6,692.84	\$ 6,994.01
	HOURLY	\$ 33.84	\$ 35.36	\$ 36.95	\$ 38.61	\$ 40.35
64	YEARLY	\$ 72,138.38	\$ 75,384.61	\$ 78,776.91	\$ 82,321.87	\$ 86,026.36
	MONTHL	\$ 6,011.53	\$ 6,282.05	\$ 6,564.74	\$ 6,860.16	\$ 7,168.86
	HOURLY	\$ 34.68	\$ 36.24	\$ 37.87	\$ 39.58	\$ 41.36
65	YEARLY	\$ 73,897.85	\$ 77,223.25	\$ 80,698.30	\$ 84,329.72	\$ 88,124.56
	MONTHL	\$ 6,158.15	\$ 6,435.27	\$ 6,724.86	\$ 7,027.48	\$ 7,343.71
	HOURLY	\$ 35.53	\$ 37.13	\$ 38.80	\$ 40.54	\$ 42.37
66	YEARLY	\$ 75,745.30	\$ 79,153.84	\$ 82,715.76	\$ 86,437.97	\$ 90,327.68
	MONTHL	\$ 6,312.11	\$ 6,596.15	\$ 6,892.98	\$ 7,203.16	\$ 7,527.31
	HOURLY	\$ 36.42	\$ 38.05	\$ 39.77	\$ 41.56	\$ 43.43
67	YEARLY	\$ 77,592.74	\$ 81,084.42	\$ 84,733.22	\$ 88,546.21	\$ 92,530.79
	MONTHL	\$ 6,466.06	\$ 6,757.03	\$ 7,061.10	\$ 7,378.85	\$ 7,710.90
	HOURLY	\$ 37.30	\$ 38.98	\$ 40.74	\$ 42.57	\$ 44.49
68	YEARLY	\$ 79,532.56	\$ 83,111.53	\$ 86,851.55	\$ 90,759.87	\$ 94,844.06
	MONTHL	\$ 6,627.71	\$ 6,925.96	\$ 7,237.63	\$ 7,563.32	\$ 7,903.67
	HOURLY	\$ 38.24	\$ 39.96	\$ 41.76	\$ 43.63	\$ 45.60
69	YEARLY	\$ 81,472.38	\$ 85,138.64	\$ 88,969.88	\$ 92,973.52	\$ 97,157.33
	MONTHL	\$ 6,789.37	\$ 7,094.89	\$ 7,414.16	\$ 7,747.79	\$ 8,096.44
	HOURLY	\$ 39.17	\$ 40.93	\$ 42.77	\$ 44.70	\$ 46.71
70	YEARLY	\$ 83,509.19	\$ 87,267.10	\$ 91,194.12	\$ 95,297.86	\$ 99,586.26
	MONTHL	\$ 6,959.10	\$ 7,272.26	\$ 7,599.51	\$ 7,941.49	\$ 8,298.86
	HOURLY	\$ 40.15	\$ 41.96	\$ 43.84	\$ 45.82	\$ 47.88

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 85,546.00	\$ 89,395.57	\$ 93,418.37	\$ 97,622.20	\$ 102,015.20
	MONTHL	\$ 7,128.83	\$ 7,449.63	\$ 7,784.86	\$ 8,135.18	\$ 8,501.27
	HOURLY	\$ 41.13	\$ 42.98	\$ 44.91	\$ 46.93	\$ 49.05
72	YEARLY	\$ 87,684.65	\$ 91,630.46	\$ 95,753.83	\$ 100,062.75	\$ 104,565.58
	MONTHL	\$ 7,307.05	\$ 7,635.87	\$ 7,979.49	\$ 8,338.56	\$ 8,713.80
	HOURLY	\$ 42.16	\$ 44.05	\$ 46.04	\$ 48.11	\$ 50.27
73	YEARLY	\$ 89,823.30	\$ 93,865.35	\$ 98,089.29	\$ 102,503.31	\$ 107,115.96
	MONTHL	\$ 7,485.27	\$ 7,822.11	\$ 8,174.11	\$ 8,541.94	\$ 8,926.33
	HOURLY	\$ 43.18	\$ 45.13	\$ 47.16	\$ 49.28	\$ 51.50
74	YEARLY	\$ 92,068.88	\$ 96,211.98	\$ 100,541.52	\$ 105,065.89	\$ 109,793.85
	MONTHL	\$ 7,672.41	\$ 8,017.67	\$ 8,378.46	\$ 8,755.49	\$ 9,149.49
	HOURLY	\$ 44.26	\$ 46.26	\$ 48.34	\$ 50.51	\$ 52.79
75	YEARLY	\$ 94,314.46	\$ 98,558.62	\$ 102,993.75	\$ 107,628.47	\$ 112,471.75
	MONTHL	\$ 7,859.54	\$ 8,213.22	\$ 8,582.81	\$ 8,969.04	\$ 9,372.65
	HOURLY	\$ 45.34	\$ 47.38	\$ 49.52	\$ 51.74	\$ 54.07
76	YEARLY	\$ 96,672.33	\$ 101,022.58	\$ 105,568.60	\$ 110,319.18	\$ 115,283.55
	MONTHL	\$ 8,056.03	\$ 8,418.55	\$ 8,797.38	\$ 9,193.27	\$ 9,606.96
	HOURLY	\$ 46.48	\$ 48.57	\$ 50.75	\$ 53.04	\$ 55.42
77	YEARLY	\$ 99,030.19	\$ 103,486.55	\$ 108,143.44	\$ 113,009.90	\$ 118,095.34
	MONTHL	\$ 8,252.52	\$ 8,623.88	\$ 9,011.95	\$ 9,417.49	\$ 9,841.28
	HOURLY	\$ 47.61	\$ 49.75	\$ 51.99	\$ 54.33	\$ 56.78
78	YEARLY	\$ 101,505.94	\$ 106,073.71	\$ 110,847.03	\$ 115,835.14	\$ 121,047.72
	MONTHL	\$ 8,458.83	\$ 8,839.48	\$ 9,237.25	\$ 9,652.93	\$ 10,087.31
	HOURLY	\$ 48.80	\$ 51.00	\$ 53.29	\$ 55.69	\$ 58.20
79	YEARLY	\$ 103,981.70	\$ 108,660.87	\$ 113,550.61	\$ 118,660.39	\$ 124,000.11
	MONTHL	\$ 8,665.14	\$ 9,055.07	\$ 9,462.55	\$ 9,888.37	\$ 10,333.34
	HOURLY	\$ 49.99	\$ 52.24	\$ 54.59	\$ 57.05	\$ 59.62

CITY OF SOLEDAD

**SPOA MEMBERS (POLICE OFFICERS)
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2005 - 06**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARL	\$ 15,661.84	\$ 16,366.62	\$ 17,103.12	\$ 17,872.76	\$ 18,677.04
	MONT	\$ 1,305.15	\$ 1,363.89	\$ 1,425.26	\$ 1,489.40	\$ 1,556.42
	HOURL	\$ 7.53	\$ 7.87	\$ 8.22	\$ 8.59	\$ 8.98
2	YEARL	\$ 16,053.39	\$ 16,775.79	\$ 17,530.70	\$ 18,319.58	\$ 19,143.96
	MONT	\$ 1,337.78	\$ 1,397.98	\$ 1,460.89	\$ 1,526.63	\$ 1,595.33
	HOURL	\$ 7.72	\$ 8.07	\$ 8.43	\$ 8.81	\$ 9.20
3	YEARL	\$ 16,444.93	\$ 17,184.95	\$ 17,958.28	\$ 18,766.40	\$ 19,610.89
	MONT	\$ 1,370.41	\$ 1,432.08	\$ 1,496.52	\$ 1,563.87	\$ 1,634.24
	HOURL	\$ 7.91	\$ 8.26	\$ 8.63	\$ 9.02	\$ 9.43
4	YEARL	\$ 16,856.06	\$ 17,614.58	\$ 18,407.23	\$ 19,235.56	\$ 20,101.16
	MONT	\$ 1,404.67	\$ 1,467.88	\$ 1,533.94	\$ 1,602.96	\$ 1,675.10
	HOURL	\$ 8.10	\$ 8.47	\$ 8.85	\$ 9.25	\$ 9.66
5	YEARL	\$ 17,267.18	\$ 18,044.20	\$ 18,856.19	\$ 19,704.72	\$ 20,591.43
	MONT	\$ 1,438.93	\$ 1,503.68	\$ 1,571.35	\$ 1,642.06	\$ 1,715.95
	HOURL	\$ 8.30	\$ 8.68	\$ 9.07	\$ 9.47	\$ 9.90
6	YEARL	\$ 17,698.86	\$ 18,495.31	\$ 19,327.60	\$ 20,197.34	\$ 21,106.22
	MONT	\$ 1,474.90	\$ 1,541.28	\$ 1,610.63	\$ 1,683.11	\$ 1,758.85
	HOURL	\$ 8.51	\$ 8.89	\$ 9.29	\$ 9.71	\$ 10.15
7	YEARL	\$ 18,130.54	\$ 18,946.41	\$ 19,799.00	\$ 20,689.96	\$ 21,621.00
	MONT	\$ 1,510.88	\$ 1,578.87	\$ 1,649.92	\$ 1,724.16	\$ 1,801.75
	HOURL	\$ 8.72	\$ 9.11	\$ 9.52	\$ 9.95	\$ 10.39

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARL	\$ 18,583.80	\$ 19,420.07	\$ 20,293.98	\$ 21,207.20	\$ 22,161.53
	MONT	\$ 1,548.65	\$ 1,618.34	\$ 1,691.16	\$ 1,767.27	\$ 1,846.79
	HOURL	\$ 8.93	\$ 9.34	\$ 9.76	\$ 10.20	\$ 10.65
9	YEARL	\$ 19,037.06	\$ 19,893.73	\$ 20,788.95	\$ 21,724.45	\$ 22,702.05
	MONT	\$ 1,586.42	\$ 1,657.81	\$ 1,732.41	\$ 1,810.37	\$ 1,891.84
	HOURL	\$ 9.15	\$ 9.56	\$ 9.99	\$ 10.44	\$ 10.91
10	YEARL	\$ 19,512.99	\$ 20,391.08	\$ 21,308.67	\$ 22,267.56	\$ 23,269.60
	MONT	\$ 1,626.08	\$ 1,699.26	\$ 1,775.72	\$ 1,855.63	\$ 1,939.13
	HOURL	\$ 9.38	\$ 9.80	\$ 10.24	\$ 10.71	\$ 11.19
11	YEARL	\$ 19,988.92	\$ 20,888.42	\$ 21,828.40	\$ 22,810.68	\$ 23,837.16
	MONT	\$ 1,665.74	\$ 1,740.70	\$ 1,819.03	\$ 1,900.89	\$ 1,986.43
	HOURL	\$ 9.61	\$ 10.04	\$ 10.49	\$ 10.97	\$ 11.46
12	YEARL	\$ 20,488.64	\$ 21,410.63	\$ 22,374.11	\$ 23,380.94	\$ 24,433.09
	MONT	\$ 1,707.39	\$ 1,784.22	\$ 1,864.51	\$ 1,948.41	\$ 2,036.09
	HOURL	\$ 9.85	\$ 10.29	\$ 10.76	\$ 11.24	\$ 11.75
13	YEARL	\$ 20,988.36	\$ 21,932.84	\$ 22,919.82	\$ 23,951.21	\$ 25,029.01
	MONT	\$ 1,749.03	\$ 1,827.74	\$ 1,909.98	\$ 1,995.93	\$ 2,085.75
	HOURL	\$ 10.09	\$ 10.54	\$ 11.02	\$ 11.52	\$ 12.03
14	YEARL	\$ 21,513.07	\$ 22,481.16	\$ 23,492.81	\$ 24,549.99	\$ 25,654.74
	MONT	\$ 1,792.76	\$ 1,873.43	\$ 1,957.73	\$ 2,045.83	\$ 2,137.89
	HOURL	\$ 10.34	\$ 10.81	\$ 11.29	\$ 11.80	\$ 12.33
15	YEARL	\$ 22,037.78	\$ 23,029.48	\$ 24,065.81	\$ 25,148.77	\$ 26,280.46
	MONT	\$ 1,836.48	\$ 1,919.12	\$ 2,005.48	\$ 2,095.73	\$ 2,190.04
	HOURL	\$ 10.60	\$ 11.07	\$ 11.57	\$ 12.09	\$ 12.63
16	YEARL	\$ 22,588.73	\$ 23,605.22	\$ 24,667.45	\$ 25,777.49	\$ 26,937.48
	MONT	\$ 1,882.39	\$ 1,967.10	\$ 2,055.62	\$ 2,148.12	\$ 2,244.79
	HOURL	\$ 10.86	\$ 11.35	\$ 11.86	\$ 12.39	\$ 12.95

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARL	\$ 23,139.67	\$ 24,180.96	\$ 25,269.10	\$ 26,406.21	\$ 27,594.49
	MONT	\$ 1,928.31	\$ 2,015.08	\$ 2,105.76	\$ 2,200.52	\$ 2,299.54
	HOURL	\$ 11.12	\$ 11.63	\$ 12.15	\$ 12.70	\$ 13.27
18	YEARL	\$ 23,718.16	\$ 24,785.48	\$ 25,900.83	\$ 27,066.36	\$ 28,284.35
	MONT	\$ 1,976.51	\$ 2,065.46	\$ 2,158.40	\$ 2,255.53	\$ 2,357.03
	HOURL	\$ 11.40	\$ 11.92	\$ 12.45	\$ 13.01	\$ 13.60
19	YEARL	\$ 24,296.65	\$ 25,390.00	\$ 26,532.55	\$ 27,726.52	\$ 28,974.21
	MONT	\$ 2,024.72	\$ 2,115.83	\$ 2,211.05	\$ 2,310.54	\$ 2,414.52
	HOURL	\$ 11.68	\$ 12.21	\$ 12.76	\$ 13.33	\$ 13.93
20	YEARL	\$ 24,904.07	\$ 26,024.75	\$ 27,195.87	\$ 28,419.68	\$ 29,698.57
	MONT	\$ 2,075.34	\$ 2,168.73	\$ 2,266.32	\$ 2,368.31	\$ 2,474.88
	HOURL	\$ 11.97	\$ 12.51	\$ 13.07	\$ 13.66	\$ 14.28
21	YEARL	\$ 25,511.49	\$ 26,659.50	\$ 27,859.18	\$ 29,112.84	\$ 30,422.92
	MONT	\$ 2,125.96	\$ 2,221.63	\$ 2,321.60	\$ 2,426.07	\$ 2,535.24
	HOURL	\$ 12.27	\$ 12.82	\$ 13.39	\$ 14.00	\$ 14.63
22	YEARL	\$ 26,149.27	\$ 27,325.99	\$ 28,555.66	\$ 29,840.67	\$ 31,183.50
	MONT	\$ 2,179.11	\$ 2,277.17	\$ 2,379.64	\$ 2,486.72	\$ 2,598.62
	HOURL	\$ 12.57	\$ 13.14	\$ 13.73	\$ 14.35	\$ 14.99
23	YEARL	\$ 26,787.06	\$ 27,992.48	\$ 29,252.14	\$ 30,568.49	\$ 31,944.07
	MONT	\$ 2,232.26	\$ 2,332.71	\$ 2,437.68	\$ 2,547.37	\$ 2,662.01
	HOURL	\$ 12.88	\$ 13.46	\$ 14.06	\$ 14.70	\$ 15.36
24	YEARL	\$ 27,456.74	\$ 28,692.29	\$ 29,983.44	\$ 31,332.70	\$ 32,742.67
	MONT	\$ 2,288.06	\$ 2,391.02	\$ 2,498.62	\$ 2,611.06	\$ 2,728.56
	HOURL	\$ 13.20	\$ 13.79	\$ 14.42	\$ 15.06	\$ 15.74
25	YEARL	\$ 28,126.41	\$ 29,392.10	\$ 30,714.75	\$ 32,096.91	\$ 33,541.27
	MONT	\$ 2,343.87	\$ 2,449.34	\$ 2,559.56	\$ 2,674.74	\$ 2,795.11
	HOURL	\$ 13.52	\$ 14.13	\$ 14.77	\$ 15.43	\$ 16.13

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARL	\$ 28,829.57	\$ 30,126.91	\$ 31,482.62	\$ 32,899.33	\$ 34,379.80
	MONT	\$ 2,402.46	\$ 2,510.58	\$ 2,623.55	\$ 2,741.61	\$ 2,864.98
	HOURL	\$ 13.86	\$ 14.48	\$ 15.14	\$ 15.82	\$ 16.53
27	YEARL	\$ 29,532.74	\$ 30,861.71	\$ 32,250.49	\$ 33,701.76	\$ 35,218.34
	MONT	\$ 2,461.06	\$ 2,571.81	\$ 2,687.54	\$ 2,808.48	\$ 2,934.86
	HOURL	\$ 14.20	\$ 14.84	\$ 15.51	\$ 16.20	\$ 16.93
28	YEARL	\$ 30,271.05	\$ 31,633.25	\$ 33,056.75	\$ 34,544.30	\$ 36,098.79
	MONT	\$ 2,522.59	\$ 2,636.10	\$ 2,754.73	\$ 2,878.69	\$ 3,008.23
	HOURL	\$ 14.55	\$ 15.21	\$ 15.89	\$ 16.61	\$ 17.36
29	YEARL	\$ 31,009.37	\$ 32,404.79	\$ 33,863.01	\$ 35,386.85	\$ 36,979.25
	MONT	\$ 2,584.11	\$ 2,700.40	\$ 2,821.92	\$ 2,948.90	\$ 3,081.60
	HOURL	\$ 14.91	\$ 15.58	\$ 16.28	\$ 17.01	\$ 17.78
30	YEARL	\$ 31,784.61	\$ 33,214.91	\$ 34,709.58	\$ 36,271.52	\$ 37,903.73
	MONT	\$ 2,648.72	\$ 2,767.91	\$ 2,892.47	\$ 3,022.63	\$ 3,158.64
	HOURL	\$ 15.28	\$ 15.97	\$ 16.69	\$ 17.44	\$ 18.22
31	YEARL	\$ 32,559.84	\$ 34,025.03	\$ 35,556.16	\$ 37,156.19	\$ 38,828.22
	MONT	\$ 2,713.32	\$ 2,835.42	\$ 2,963.01	\$ 3,096.35	\$ 3,235.68
	HOURL	\$ 15.65	\$ 16.36	\$ 17.09	\$ 17.86	\$ 18.67
32	YEARL	\$ 33,373.84	\$ 34,875.66	\$ 36,445.06	\$ 38,085.09	\$ 39,798.92
	MONT	\$ 2,781.15	\$ 2,906.30	\$ 3,037.09	\$ 3,173.76	\$ 3,316.58
	HOURL	\$ 16.05	\$ 16.77	\$ 17.52	\$ 18.31	\$ 19.13
33	YEARL	\$ 34,187.83	\$ 35,726.29	\$ 37,333.97	\$ 39,014.00	\$ 40,769.63
	MONT	\$ 2,848.99	\$ 2,977.19	\$ 3,111.16	\$ 3,251.17	\$ 3,397.47
	HOURL	\$ 16.44	\$ 17.18	\$ 17.95	\$ 18.76	\$ 19.60
34	YEARL	\$ 35,042.53	\$ 36,619.44	\$ 38,267.32	\$ 39,989.35	\$ 41,788.87
	MONT	\$ 2,920.21	\$ 3,051.62	\$ 3,188.94	\$ 3,332.45	\$ 3,482.41
	HOURL	\$ 16.85	\$ 17.61	\$ 18.40	\$ 19.23	\$ 20.09

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
35	YEARL	\$ 35,897.22	\$ 37,512.60	\$ 39,200.67	\$ 40,964.70	\$ 42,808.11
	MONT	\$ 2,991.44	\$ 3,126.05	\$ 3,266.72	\$ 3,413.72	\$ 3,567.34
	HOURL	\$ 17.26	\$ 18.03	\$ 18.85	\$ 19.69	\$ 20.58
36	YEARL	\$ 36,794.65	\$ 38,450.41	\$ 40,180.68	\$ 41,988.81	\$ 43,878.31
	MONT	\$ 3,066.22	\$ 3,204.20	\$ 3,348.39	\$ 3,499.07	\$ 3,656.53
	HOURL	\$ 17.69	\$ 18.49	\$ 19.32	\$ 20.19	\$ 21.10
37	YEARL	\$ 37,692.09	\$ 39,388.23	\$ 41,160.70	\$ 43,012.93	\$ 44,948.51
	MONT	\$ 3,141.01	\$ 3,282.35	\$ 3,430.06	\$ 3,584.41	\$ 3,745.71
	HOURL	\$ 18.12	\$ 18.94	\$ 19.79	\$ 20.68	\$ 21.61
38	YEARL	\$ 38,634.39	\$ 40,372.94	\$ 42,189.72	\$ 44,088.25	\$ 46,072.23
	MONT	\$ 3,219.53	\$ 3,364.41	\$ 3,515.81	\$ 3,674.02	\$ 3,839.35
	HOURL	\$ 18.57	\$ 19.41	\$ 20.28	\$ 21.20	\$ 22.15
39	YEARL	\$ 39,576.69	\$ 41,357.64	\$ 43,218.73	\$ 45,163.58	\$ 47,195.94
	MONT	\$ 3,298.06	\$ 3,446.47	\$ 3,601.56	\$ 3,763.63	\$ 3,932.99
	HOURL	\$ 19.03	\$ 19.88	\$ 20.78	\$ 21.71	\$ 22.69
40	YEARL	\$ 40,566.11	\$ 42,391.58	\$ 44,299.20	\$ 46,292.67	\$ 48,375.84
	MONT	\$ 3,380.51	\$ 3,532.63	\$ 3,691.60	\$ 3,857.72	\$ 4,031.32
	HOURL	\$ 19.50	\$ 20.38	\$ 21.30	\$ 22.26	\$ 23.26
41	YEARL	\$ 41,555.52	\$ 43,425.52	\$ 45,379.67	\$ 47,421.76	\$ 49,555.74
	MONT	\$ 3,462.96	\$ 3,618.79	\$ 3,781.64	\$ 3,951.81	\$ 4,129.64
	HOURL	\$ 19.98	\$ 20.88	\$ 21.82	\$ 22.80	\$ 23.82
42	YEARL	\$ 42,594.41	\$ 44,511.16	\$ 46,514.16	\$ 48,607.30	\$ 50,794.63
	MONT	\$ 3,549.53	\$ 3,709.26	\$ 3,876.18	\$ 4,050.61	\$ 4,232.89
	HOURL	\$ 20.48	\$ 21.40	\$ 22.36	\$ 23.37	\$ 24.42
43	YEARL	\$ 43,633.30	\$ 45,596.80	\$ 47,648.66	\$ 49,792.84	\$ 52,033.52
	MONT	\$ 3,636.11	\$ 3,799.73	\$ 3,970.72	\$ 4,149.40	\$ 4,336.13
	HOURL	\$ 20.98	\$ 21.92	\$ 22.91	\$ 23.94	\$ 25.02

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARL	\$ 44,724 13	\$ 46,736 72	\$ 48,839 87	\$ 51,037 67	\$ 53,334.36
	MONT	\$ 3,727 01	\$ 3,894 73	\$ 4,069.99	\$ 4,253 14	\$ 4,444.53
	HOURL	\$ 21.50	\$ 22.47	\$ 23 48	\$ 24.54	\$ 25 64
45	YEARL	\$ 45,814 97	\$ 47,876 64	\$ 50,031 09	\$ 52,282.49	\$ 54,635.20
	MONT	\$ 3,817 91	\$ 3,989 72	\$ 4,169.26	\$ 4,356 87	\$ 4,552.93
	HOURL	\$ 22.03	\$ 23 02	\$ 24 05	\$ 25 14	\$ 26.27
46	YEARL	\$ 46,960.34	\$ 49,073.56	\$ 51,281 87	\$ 53,589.55	\$ 56,001 08
	MONT	\$ 3,913.36	\$ 4,089 46	\$ 4,273 49	\$ 4,465 80	\$ 4,666 76
	HOURL	\$ 22.58	\$ 23.59	\$ 24 65	\$ 25 76	\$ 26.92
47	YEARL	\$ 48,105 71	\$ 50,270 47	\$ 52,532.64	\$ 54,896 61	\$ 57,366.96
	MONT	\$ 4,008 81	\$ 4,189.21	\$ 4,377 72	\$ 4,574 72	\$ 4,780.58
	HOURL	\$ 23 13	\$ 24 17	\$ 25.26	\$ 26.39	\$ 27.58
48	YEARL	\$ 49,308.36	\$ 51,527.23	\$ 53,845.96	\$ 56,269 03	\$ 58,801 13
	MONT	\$ 4,109 03	\$ 4,293.94	\$ 4,487 16	\$ 4,689 09	\$ 4,900 09
	HOURL	\$ 23 71	\$ 24 77	\$ 25.89	\$ 27 05	\$ 28.27
49	YEARL	\$ 50,511 00	\$ 52,783.99	\$ 55,159.27	\$ 57,641 44	\$ 60,235.31
	MONT	\$ 4,209.25	\$ 4,398 67	\$ 4,596 61	\$ 4,803 45	\$ 5,019.61
	HOURL	\$ 24.28	\$ 25.38	\$ 26.52	\$ 27 71	\$ 28.96
50	YEARL	\$ 51,773 77	\$ 54,103.59	\$ 56,538.26	\$ 59,082.48	\$ 61,741 19
	MONT	\$ 4,314 48	\$ 4,508 63	\$ 4,711.52	\$ 4,923.54	\$ 5,145 10
	HOURL	\$ 24.89	\$ 26 01	\$ 27 18	\$ 28 41	\$ 29 68
51	YEARL	\$ 53,036.55	\$ 55,423 19	\$ 57,917.24	\$ 60,523.51	\$ 63,247 07
	MONT	\$ 4,419 71	\$ 4,618 60	\$ 4,826 44	\$ 5,043 63	\$ 5,270.59
	HOURL	\$ 25.50	\$ 26 65	\$ 27 84	\$ 29 10	\$ 30 41
52	YEARL	\$ 54,362 46	\$ 56,808 77	\$ 59,365 17	\$ 62,036 60	\$ 64,828.25
	MONT	\$ 4,530.21	\$ 4,734 06	\$ 4,947 10	\$ 5,169 72	\$ 5,402.35
	HOURL	\$ 26 14	\$ 27.31	\$ 28.54	\$ 29 83	\$ 31 17

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARL	\$ 55,688.38	\$ 58,194.35	\$ 60,813 10	\$ 63,549 69	\$ 66,409 43
	MONT	\$ 4,640 70	\$ 4,849 53	\$ 5,067 76	\$ 5,295 81	\$ 5,534 12
	HOURL	\$ 26 77	\$ 27.98	\$ 29.24	\$ 30.55	\$ 31 93
54	YEARL	\$ 57,080.59	\$ 59,649.21	\$ 62,333 43	\$ 65,138 43	\$ 68,069 66
	MONT	\$ 4,756.72	\$ 4,970 77	\$ 5,194 45	\$ 5,428.20	\$ 5,672.47
	HOURL	\$ 27 44	\$ 28 68	\$ 29.97	\$ 31.32	\$ 32 73
55	YEARL	\$ 58,472.80	\$ 61,104 07	\$ 63,853 75	\$ 66,727 17	\$ 69,729.90
	MONT	\$ 4,872.73	\$ 5,092.01	\$ 5,321 15	\$ 5,560 60	\$ 5,810 82
	HOURL	\$ 28 11	\$ 29.38	\$ 30 70	\$ 32.08	\$ 33.52
56	YEARL	\$ 59,934 62	\$ 62,631 67	\$ 65,450 10	\$ 68,395.35	\$ 71,473 14
	MONT	\$ 4,994.55	\$ 5,219.31	\$ 5,454 17	\$ 5,699 61	\$ 5,956 10
	HOURL	\$ 28 81	\$ 30 11	\$ 31 47	\$ 32.88	\$ 34.36
57	YEARL	\$ 61,396 44	\$ 64,159.28	\$ 67,046 44	\$ 70,063.53	\$ 73,216.39
	MONT	\$ 5,116.37	\$ 5,346 61	\$ 5,587.20	\$ 5,838 63	\$ 6,101.37
	HOURL	\$ 29.52	\$ 30 85	\$ 32.23	\$ 33 68	\$ 35.20
58	YEARL	\$ 62,931.35	\$ 65,763.26	\$ 68,722.60	\$ 71,815 12	\$ 75,046.80
	MONT	\$ 5,244.28	\$ 5,480.27	\$ 5,726 88	\$ 5,984.59	\$ 6,253.90
	HOURL	\$ 30.26	\$ 31 62	\$ 33 04	\$ 34.53	\$ 36 08
59	YEARL	\$ 64,466.26	\$ 67,367.24	\$ 70,398 76	\$ 73,566 71	\$ 76,877.21
	MONT	\$ 5,372.19	\$ 5,613 94	\$ 5,866.56	\$ 6,130.56	\$ 6,406 43
	HOURL	\$ 30.99	\$ 32.39	\$ 33 85	\$ 35.37	\$ 36.96
60	YEARL	\$ 66,077.91	\$ 69,051 42	\$ 72,158.73	\$ 75,405 88	\$ 78,799 14
	MONT	\$ 5,506 49	\$ 5,754.29	\$ 6,013.23	\$ 6,283 82	\$ 6,566 60
	HOURL	\$ 31 77	\$ 33.20	\$ 34 69	\$ 36.25	\$ 37 88
61	YEARL	\$ 67,689.57	\$ 70,735 60	\$ 73,918 70	\$ 77,245 04	\$ 80,721 07
	MONT	\$ 5,640 80	\$ 5,894 63	\$ 6,159 89	\$ 6,437 09	\$ 6,726 76
	HOURL	\$ 32.54	\$ 34 01	\$ 35 54	\$ 37 14	\$ 38 81

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARL	\$ 69,381.81	\$ 72,503.99	\$ 75,766.67	\$ 79,176.17	\$ 82,739.10
	MONT	\$ 5,781.82	\$ 6,042.00	\$ 6,313.89	\$ 6,598.01	\$ 6,894.92
	HOURL	\$ 33.36	\$ 34.86	\$ 36.43	\$ 38.07	\$ 39.78
63	YEARL	\$ 71,074.05	\$ 74,272.38	\$ 77,614.64	\$ 81,107.30	\$ 84,757.13
	MONT	\$ 5,922.84	\$ 6,189.37	\$ 6,467.89	\$ 6,758.94	\$ 7,063.09
	HOURL	\$ 34.17	\$ 35.71	\$ 37.31	\$ 38.99	\$ 40.75
64	YEARL	\$ 72,850.90	\$ 76,129.19	\$ 79,555.00	\$ 83,134.98	\$ 86,876.05
	MONT	\$ 6,070.91	\$ 6,344.10	\$ 6,629.58	\$ 6,927.91	\$ 7,239.67
	HOURL	\$ 35.02	\$ 36.60	\$ 38.25	\$ 39.97	\$ 41.77
65	YEARL	\$ 74,627.75	\$ 77,986.00	\$ 81,495.37	\$ 85,162.66	\$ 88,994.98
	MONT	\$ 6,218.98	\$ 6,498.83	\$ 6,791.28	\$ 7,096.89	\$ 7,416.25
	HOURL	\$ 35.88	\$ 37.49	\$ 39.18	\$ 40.94	\$ 42.79
66	YEARL	\$ 76,493.45	\$ 79,935.65	\$ 83,532.75	\$ 87,291.73	\$ 91,219.86
	MONT	\$ 6,374.45	\$ 6,661.30	\$ 6,961.06	\$ 7,274.31	\$ 7,601.65
	HOURL	\$ 36.78	\$ 38.43	\$ 40.16	\$ 41.97	\$ 43.86
67	YEARL	\$ 78,359.14	\$ 81,885.30	\$ 85,570.14	\$ 89,420.79	\$ 93,444.73
	MONT	\$ 6,529.93	\$ 6,823.78	\$ 7,130.84	\$ 7,451.73	\$ 7,787.06
	HOURL	\$ 37.67	\$ 39.37	\$ 41.14	\$ 42.99	\$ 44.93
68	YEARL	\$ 80,318.12	\$ 83,932.43	\$ 87,709.39	\$ 91,656.31	\$ 95,780.85
	MONT	\$ 6,693.18	\$ 6,994.37	\$ 7,309.12	\$ 7,638.03	\$ 7,981.74
	HOURL	\$ 38.61	\$ 40.35	\$ 42.17	\$ 44.07	\$ 46.05
69	YEARL	\$ 82,277.10	\$ 85,979.57	\$ 89,848.65	\$ 93,891.83	\$ 98,116.97
	MONT	\$ 6,856.42	\$ 7,164.96	\$ 7,487.39	\$ 7,824.32	\$ 8,176.41
	HOURL	\$ 39.56	\$ 41.34	\$ 43.20	\$ 45.14	\$ 47.17
70	YEARL	\$ 84,334.02	\$ 88,129.05	\$ 92,094.86	\$ 96,239.13	\$ 100,569.89
	MONT	\$ 7,027.84	\$ 7,344.09	\$ 7,674.57	\$ 8,019.93	\$ 8,380.82
	HOURL	\$ 40.55	\$ 42.37	\$ 44.28	\$ 46.27	\$ 48.35

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARL	\$ 86,390.95	\$ 90,278.54	\$ 94,341.08	\$ 98,586.43	\$ 103,022.82
	MONT	\$ 7,199.25	\$ 7,523.21	\$ 7,861.76	\$ 8,215.54	\$ 8,585.23
	HOURL	\$ 41.53	\$ 43.40	\$ 45.36	\$ 47.40	\$ 49.53
72	YEARL	\$ 88,550.72	\$ 92,535.51	\$ 96,699.60	\$ 101,051.09	\$ 105,598.39
	MONT	\$ 7,379.23	\$ 7,711.29	\$ 8,058.30	\$ 8,420.92	\$ 8,799.87
	HOURL	\$ 42.57	\$ 44.49	\$ 46.49	\$ 48.58	\$ 50.77
73	YEARL	\$ 90,710.50	\$ 94,792.47	\$ 99,058.13	\$ 103,515.75	\$ 108,173.96
	MONT	\$ 7,559.21	\$ 7,899.37	\$ 8,254.84	\$ 8,626.31	\$ 9,014.50
	HOURL	\$ 43.61	\$ 45.57	\$ 47.62	\$ 49.77	\$ 52.01
74	YEARL	\$ 92,978.26	\$ 97,162.28	\$ 101,534.59	\$ 106,103.64	\$ 110,878.31
	MONT	\$ 7,748.19	\$ 8,096.86	\$ 8,461.22	\$ 8,841.97	\$ 9,239.86
	HOURL	\$ 44.70	\$ 46.71	\$ 48.81	\$ 51.01	\$ 53.31
75	YEARL	\$ 95,246.02	\$ 99,532.09	\$ 104,011.04	\$ 108,691.54	\$ 113,582.65
	MONT	\$ 7,937.17	\$ 8,294.34	\$ 8,667.59	\$ 9,057.63	\$ 9,465.22
	HOURL	\$ 45.79	\$ 47.85	\$ 50.01	\$ 52.26	\$ 54.61
76	YEARL	\$ 97,627.17	\$ 102,020.40	\$ 106,611.31	\$ 111,408.82	\$ 116,422.22
	MONT	\$ 8,135.60	\$ 8,501.70	\$ 8,884.28	\$ 9,284.07	\$ 9,701.85
	HOURL	\$ 46.94	\$ 49.05	\$ 51.26	\$ 53.56	\$ 55.97
77	YEARL	\$ 100,008.32	\$ 104,508.70	\$ 109,211.59	\$ 114,126.11	\$ 119,261.79
	MONT	\$ 8,334.03	\$ 8,709.06	\$ 9,100.97	\$ 9,510.51	\$ 9,938.48
	HOURL	\$ 48.08	\$ 50.24	\$ 52.51	\$ 54.87	\$ 57.34