COUNTY OF BUTTE

SALARY ORDINANCE AND POSITION ALLOCATION

Includes All Amendments Through

December, 2012

PREPARED BY:

BUTTE COUNTY DEPARTMENT OF HUMAN RESOURCES 3A COUNTY CENTER DRIVE OROVILLE, CA 95965-3387 (530) 538-7651

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Ordinance No. 4036

AN ORDINANCE FIXING THE COMPENSATION OF OFFICERS AND EMPLOYEES OF THE COUNTY OF BUTTE

The Board of Supervisors of the County of Butte ordains as follows:

SECTION 1: SALARIES AND SHORT TITLE. The salaries and number of positions of the officers and employees of the County of Butte are fixed and determined as hereinafter set forth, and this Ordinance shall be known as the "Salary Ordinance."

SECTION 2: ALLOCATED POSITIONS

THE NUMBER OF POSITIONS AUTHORIZED FOR EACH DEPARTMENT OR BUDGET UNIT ARE SET FORTH IN THE FOLLOWING SECTIONS. DEPARTMENT HEADS SHALL APPOINT EMPLOYEES IN ACCORDANCE WITH THE MERIT SYSTEM ORDINANCE AND RESOLUTION.

ALLOCATED POSITIONS

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
	SECTION 3: 010 BOARD OF SUPERVISORS
5	Board of Supervisors' Member
5	Executive Assistant, County Supervisor
10	
	SECTION 4: 020 ADMINISTRATIVE
2	Administrative Analyst, Associate
1	Administrative Assistant, Senior or Administrative Assistant or Office Specialist, Senior
1	Administrative Assistant, Senior or Administrative Assistant
1	Assistant Clerk of the Board or Associate Clerk of the Board
1	Administrative Assistant, Senior or Administrative Assistant
1	Chief Administrative Officer
1	Chief Financial Officer
1	Compliance Officer
2	Deputy Admin Officer or Mgmt Analyst, Principal or Mgmt Analyst, Senior
1	Deputy Admin Officer or Mgmt Analyst, Principal or Mgmt Analyst, Senior or Mgmt Analyst or Mgmt Analyst, Associate
1	Deputy Chief Financial Officer
1	Emergency Services Officer
1	Executive Assistant
1	Financial Analyst or Financial Analyst, Associate
2	Financial Technician, Senior or Financial Technician
1	Deputy Chief Financial Officer or Management Analyst, Principal or Management Analyst, Senior or Management Analyst or Management Analyst, Associate
2	Management Analyst, Associate or Management Analyst or Management Analyst, Senior or Management Analyst, Principal
1	Manager, Economic & Community Development
1	Manager, Program Development or Mgmt Analyst, Principal or Mgmt Analyst, Senior or Mgmt Analyst
1	Manager, Safety & Risk
1	Manager, Support Services or Supervisor, Support Services
1	Risk Management Analyst, Senior or Risk Management Analyst (Term position to end 06/30/13)
1	Risk Management Analyst, Senior or Risk Management Analyst
1	Risk Manager
1	Safety Officer
29	
	SECTION 5: 021-GENERAL SERVICES
1	Account Clerk, Senior or Account Clerk
1	Administrative Assistant
1	Administrative Assistant, Senior
3	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Assistant Director, General Services
8	Building Crafts Worker, Senior or Building Crafts Worker
1	Contracts/Procurement Manager
2	Contracts/Procurement Agent
2	Contracts/Procurement Agent, Associate (term position to end 06/30/13)
1	Contracts/Procurement Agent, Senior
1	County Architect
1	Director, General Services
1	Facilities Maintenance Coordinator
1	Facilities Maintenance Specialist, Lead or Building Crafts Worker, Senior or Building Crafts Worker
2	Graphics Machine Operator
1	Grounds Maintenance Worker, Lead or Grounds Maintenance Worker, Senior
2	Grounds Maintenance Worker, Senior or Grounds Maintenance Worker
1	Inventory Warehouse Specialist, Senior or Inventory Warehouse Specialist
8	Janitor
2	Janitor, Lead or Janitor
2	Project Manager, Capital Improvement
1	Project Manager, Capital Improvement (term position to end 06/30/13)
2	Real Property Agent, Senior or Real Property Agent
1	Supervisor, Building & Grounds
1	Superintendant, Facilities Services
1	Supervisor, Janitorial Services
1	Supervisor, Mail and Courier Services
50	
	SECTION 6: 050 AUDITOR-CONTROLLER
5	Accounting Specialist or Account Clerk, Senior or Account Clerk
1	Accountant, Senior or Accountant
1	Administrative Assistant, Senior
1	Assistant Auditor-Controller
4	Auditor-Accountant or Auditor-Accountant, Associate or Accounting Specialist
1	Auditor-Accountant, Senior or Auditor-Accountant or Auditor-Accountant, Associate
1	Auditor-Accountant, Principal
1	Auditor-Controller
1	Internal Auditor
1	Manager, Governmental Accounting
1	Manager, Governmental Accounting
1	Manager, Property Tax & Grant Accounting
1	Supervisor, Auditor-Accountant
20	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE

SECTION 9: 070 TREASURER-TAX COLLECTOR

10	Accounting Specialist or Account Clerk, Senior or Account Clerk
1	Administrative Analyst, Associate or Administrative Analyst or Administrative Analyst, Senior
2	Assistant Treasurer-Tax Collector
1	Office Specialist, Senior or Office Specialist or Office Assistant
1	Property Tax Supervising Accounting Specialist
4	Revenue and Reimbursement Officer, Senior or Revenue and Reimbursement Officer
1	Supervisor, Banking and Cash Management
1	Supervisor, Central Collections Accounting & Administrative Support
1	Supervisor, Taxes and Staff Services
1	Treasurer-Tax Collector
23	

SECTION 10: 080 ASSESSOR

1	Administrative Assistant, Senior
9	Assessment Clerk, Senior or Assessment Clerk
1	Assessment Clerk
1	Assessor
1	Assistant Assessor
2	Auditor-Appraiser, Senior or Auditor-Appraiser
1	Cadastral Drafting Technician or Cadastral Drafting Aide
1	Cadastral Drafting Technician, Senior or Cadastral Drafting Technician
1	Information Systems Analyst, Senior or Information Systems Analyst or Information Systems Analyst, Associate
1	Property Appraiser, Principal or Property Appraiser, Senior or Property Appraiser
12	Property Appraiser, Senior or Property Appraiser or Property Appraisal Specialist
1	Property Appraiser, Senior or Property Appraiser or Property Appraisal Specialist
4	Supervisor, Appraiser or Property Appraiser, Principal
2	Supervisor, Assessment Clerk
1	Supervisor, Assessment Clerk or Assessment Clerk, Senior
1	Supervisor, Assessment Office
1	Supervisor, Auditor-Appraiser
41	

SECTION 11: 090 HUMAN RESOURCES

1	Administrative Assistant, Senior or Administrative Assistant
1	Administrative Assistant or Office Specialist, Senior or Office Specialist or Office Assistant
1	Administrative Analyst or Administrative Analyst, Associate
1	Assistant Director, Human Resources
1	Director - Human Resources
1	Human Resources Analyst, Principal
1	Human Resources Analyst or Human Resources Analyst, Associate
3	Human Resources Analyst, Senior or Human Resources Analyst or Human Resources Analyst, Associate
2	Human Resources Specialist
1	Human Resources Specialist, Associate
1	Human Resources Specialist, Senior or Human Resources Specialist
4	Payroll Specialist or Payroll Specialist, Senior
1	Supervisor, Payroll
19	

SECTION 12: 100 COUNTY COUNSEL

1	Assistant County Counsel
1	Chief Deputy County Counsel
1	County Counsel
2	Chief Deputy County Counsel or Deputy County Counsel IV,III,II,I
1	Legal Secretary or Legal Secretary, Senior
1	Legal Secretary
1	Paralegal
1	Supervisor, Support Services
9	

SECTION 13: 130-001 COUNTY CLERK - ELECTIONS AND REGISTRATION

0.5	Accountant, Senior
0.5	Administrative Assistant, Senior
1	Assistant County Clerk-Registrar of Voters
0.5	Clerk-Recorder
5	Deputy County Clerk-Registrar III, II or Deputy County Clerk I
0.5	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
0.5	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
1	Manager, Clerk-Recorder/Elections
1.2	Project Manager, Clerk-Recorder/Elections
10.7	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
	SECTION 14: 320-001 DISTRICT ATTORNEY - CRIMINAL
1	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Administrative Assistant, Senior
1	Chief Deputy District Attorney
1	Chief Investigator
1	Department Data Systems Coordinator or Information Systems Analyst, Associate
22	Deputy District Attorney IV, III, II, I
1	District Attorney
1	District Attorney Chief - Administration
1	District Attorney Victim Counselor
2	Info Systems Analyst, Principal or Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
1	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
0.5	Investigative Assistant
0.5	Investigative Assistant (position to end 06-30-13)
1	Investigative Assistant
2	Investigative Assistant (position to end 06-30-13)
2	Investigative Lieutenant
12	Investigator II, I
1	Investigator II, I (position to end 06-30-13)
1	Legal Clerk or Office Specialist, Senior or Office Specialist or Office Assistant
4	Legal Secretary
9	Legal Secretary, Senior or Legal Secretary
2	Office Specialist, Senior or Office Specialist or Office Assistant
6	Office Specialist, Senior or Office Specialist or Office Assistant
0.5	Paralegal (position to end 06-30-13)
4	Supervisor, Deputy District Attorney
2	Supervisor, Legal Secretary
80.5	
	SECTION 15: 320-003 DISTRICT ATTORNEY - CHILD ABDUCTION
1	Investigative Assistant
1	Investigator II, I
2	
	SECTION 16: 320-005 DISTRICT ATTORNEY - WELFARE FRAUD
1	Investigative Assistant
1	Investigative Lieutenant
2	Investigator II, I
4	
	SECTION 17: 320-006 DISTRICT ATTORNEY - IHSS FRAUD
	SECTION 18: 320-007 DISTRICT ATTORNEY -BUTTE COUNTY VICTIM WITNESS ASSISTANCE CENTER
1	Office Specialist, Senior or Office Specialist or Office Assistant (position to end 06/30/13)
3	Victim Witness Advocate
1	Victim Witness Coordinator
5	
	SECTION 18: 320-008 DISTRICT ATTORNEY -VICTIM WITNESS GRANT
1.5	Accountant/Accounting Specialist
1.5	
	SECTION 19: 360 SHERIFF-CORONER - SERVICES
1	Accountant, Senior or Accountant
3	Administrative Analyst, Associate
3	Cook
2	Cook, Senior or Cook
3	Correctional Lieutenant
75	Correctional Deputy
1	Correctional Deputy (term position to end 06/30/13)
2	Correctional Deputy
4	Correctional Deputy or Correctional Deputy Trainee
9	Correctional Sergeant
25	Correctional Technician
1	Crime Prevention Coordinator
1	Crime Prevention Officer (position to end 06-30-13)
2	Deputy Sheriff or Correctional Deputy
58	Deputy Sheriff
6	Deputy Sheriff (position to end 06/30/13)
1	Deputy Sheriff (position to end 06/30/13)
15	Deputy Sheriff or Deputy Sheriff Trainee
3	Evidence/Photographic Technician
1	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
2	Information Systems Technician, Information Systems Technician, Senior, Information Systems Analyst, Associate
10	Public Safety Dispatcher
1	Public Safety Dispatcher (position to end 06/30/13)
2	Public Safety Dispatcher, Lead
1	Personnel Operations Specialist
1	Sheriff-Coroner
1	Sheriff's Administrative Secretary
20	Sheriff's Clerk III,II,I
1	Sheriff's Clerk II,I
2	Sheriff's Clerk III,II,I (position to end 06/30/13)

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
1	Sheriff's Clerk - Substation Coordinator
2	Sheriff's Captain
4	Sheriff's Lieutenant
9	Sheriff Security Officer
16	Sheriff's Sergeant
1	Sheriff's Sergeant (position to end 06/30/13)
2	Sheriff's Warrant Officer
1	Supervisor, Administrative Analyst
1	Supervisor, Dispatch Operations
1	Supervisor, Food Services
1	Supervisor, Pre-Trial Release
1	Supervisor, Sheriff's Records
1	Undersheriff
298	

SECTION 24: 420-001 PROBATION - JUVENILE HALL

1	Administrative Assistant, Senior
1	Assistant Superintendent, Juvenile Hall
2	Cook, Senior
37	Juvenile Hall Counselor II, I
1	Legal Office Specialist
1	Superintendent, Juvenile Hall
1	Supervisor, Food Services
6	Supervisor, Juvenile Hall Counselor
50	

SECTION 25: 430-001 PROBATION

1	Accounting Specialist
2	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Administrative Assistant, Senior
1	Assistant Chief Probation Officer
1	Chief Probation Officer
1	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
1	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Info Systems Analyst or Info Systems Analyst, Associate
9	Legal Office Specialist
4	Legal Office Specialist, Senior or Legal Office Specialist
1	Legal Office Specialist (position to end 06/30/13)
1	Manager, Personnel Operations
2	Office Specialist, Senior or Office Specialist or Office Assistant
49	Probation Officer III, II, I
4	Probation Officer III, II, I
1	Probation Officer III,II, I (position to end 09-30-13)
4	Probation Officer III, II, I (position to end 06-30-13)
9	Probation Technician
1	Probation Technician
1	Probation Technician (position to end 09/30/13)
1	Supervisor, Administrative Analyst
7	Supervisor, Probation Officer
1	Supervisor, Support Services
104	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
	SECTION 28: 440-001 DEVELOPMENT SERVICES
1	Account Clerk, Senior
1	Administrative Analyst, Senior
1	Administrative Assistant, Senior
1	Assistant Director, Development Services
1	Building Inspector, Senior or Building Inspector
1	Building Plans Examiner or Building Inspector
3	Code Enforcement Officer
1	Director - Development Services
1	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Manager, Building Division
1	Manager, Planning Division
1	Office Assistant
1	Permit Technician or Permit Assistant
1	Plan Check Engineer
2	Planner Assistant or Planner, Associate or Planner, Senior
3	Planner, Principal
1	Supervisor, Building Inspector
1	Supervisor, Permit Center
23	
	SECTION 29: 440-004 PUBLIC WORKS - SUBDIVISION INSPECTION
1	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Civil Engineer, Associate or Engineer, Assistant
1	Manager, Land Development
1	Surveyor, Senior, or Surveyor , Associate, or Surveyor, Assistant
4	
	SECTION 30: 620 WATER AND RESOURCE CONSERVATION
1	Administrative Assistant, Senior
1	Assistant Director, Water and Resource Conservation
1	Director - Water and Resource Conservation
1	Water Resources Scientist
4	
	SECTION 31: 460-001 AGRICULTURAL
1	Administrative Assistant, Senior
9	Agricultural Biologist/Weights and Measure Inspector Senior, III, II, I
1	Agricultural Commissioner/Director of Weights & Measures
1	Assistant Agricultural Commissioner/Director of Weights and Measures
3	Deputy Director, Agriculture
2	Office Specialist, Senior or Office Specialist or Office Assistant
2	Supervisor, Agricultural Biologist
19	
	SECTION 32: 470-001 COUNTY CLERK - RECORDER
0.5	Accountant, Senior
0.5	Administrative Assistant, Senior
0.5	Clerk-Recorder
7	Deputy County Clerk-Recorder III, II or Deputy County Clerk I
1	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
1	Manager, Clerk-Recorder/Elections
1.8	Project Manager, Clerk-Recorder/Elections
1	Supervisor, Clerk-Recorder/Registrar of Voters
13.3	
	SECTION 34: 533 PUBLIC WORKS
1	Account Clerk, Senior or Accounting Specialist
2	Accountant, Senior or Accountant
1	Administrative Analyst or Administrative Analyst, Associate
1	Administrative Assistant
1	Assistant Director, Public Works
5	Civil Engineer, Associate or Engineer, Assistant
2	Civil Engineer, Senior or Civil Engineer, Associate
1	Civil Engineer, Senior or Civil Engineer, Associate or Superintendent, Maintenance Operations
1	Director - Public Works
1	Engineer, Assistant or Engineering Tech, Senior or Engineering Tech, Associate or Engineering Tech, Assistant or Engineering Aide
1	Engineering Project Coordinator
9	Engineering Tech, Senior or Engineering Tech, Associate or Engineering Tech, Assistant or Engineering Aide
1	Fleet Administrative Assistant
10	Heavy Equipment Mechanic, Senior or Heavy Equipment Mechanic or Equipment Mechanic, Assistant
1	Heavy Equipment Mechanic, Lead
1	Information Systems Analyst, Senior or Information Systems Analyst or Information Systems Analyst, Associate
1	Manager, Fleet Services
1	Office Specialist, Senior or Office Specialist or Office Assistant

ALLOCATED POSITIONS

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
1	Parts Supply Clerk
37	Road Maintenance Worker, Senior or Road Maintenance Worker or Road Maintenance Assistant
9	Road Maintenance Worker, Lead
1	Supervisor, Flood Control/Tree Maintenance
6	Supervisor, Road Maintenance
1	Supervisor, Support Services
1	Supervisor, Traffic Control
2	Survey Party Chief
1	Surveyor, Associate or Surveyor, Assistant
1	Traffic Control Worker, Lead
5	Traffic Control Worker, Senior or Traffic Control Worker or Road Maintenance Assistant
106	

SECTION 35: 540-011 PUBLIC HEALTH - GENERAL SERVICES

6	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
3	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate (position to end 06-30-13)
4	Administrative Assistant
4	Administrative Assistant, Senior or Administrative Assistant
1	Administrative Assistant, Senior or Administrative Assistant (position to end 09/30/16)
2	Administrative Assistant or Office Specialist, Senior or Office Specialist or Office Assistant
1	Administrative Assistant or Office Specialist, Senior or Office Specialist
1	Administrative Assistant, Senior
1	Administrative Coordinator
1	Animal Control Dispatcher
6	Animal Control Officer
1	Assistant Director, Public Health
1	Butte County Children and Families Commission-Director (position to end 06-30-13)
1.8	Certified Nurse Practitioner or Physician's Assistant
4	Client Services Specialist, Senior or Client Services Specialist
1	Clinic Manager
1	Deputy Director, Environmental Health
1	Director, Environmental Health
1	Director - Public Health
1	Director, Public Health Laboratory or Public Health Microbiologist, Senior
1	Director, Public Health Nursing
1	Environmental Health Technician
10	Environmental Health Specialist, Senior or Environmental Health Specialist or Environmental Health Specialist, Associate
2	Environmental Health Specialist, Senior or Environmental Health Specialist or Environmental Health Specialist, Associate
	Hazardous Materials Management Specialist, Senior or Hazardous Materials Management Specialist or Hazardous Materials Management Specialist, Associate
1	Financial Technician, Senior or Financial Technician
1	Fiscal Manager
1	Health Officer
2	Hazardous Materials Management Specialist, Senior or Hazardous Materials Management Specialist or Hazardous Materials Management Specialist, Associate
2	Info Systems Analyst, Principal or Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
1	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Information Systems Technician or Information Systems Technician, Associate
1	Inventory/Warehouse Specialist, Senior or Inventory/Warehouse Specialist
2	Manager, Program Development
1	Manager, Support Services or Supervisor, Support Services
10	Nutrition Specialist, Senior or Nutrition Specialist
1	Nutrition Specialist, Senior or Nutrition Specialist (term position to end 12/31/13)
5.75	Occupational Therapist, Senior or Occupational Therapist or Physical Therapist, Senior or Physical Therapist
5	Office Specialist, Senior or Office Specialist or Office Assistant
1	Personnel Operations Specialist
1	Program Administrator, California Children's Services
1	Program Manager, Animal Control
2	Program Manager, Community Services
1	Program Manager, Environmental Health
1	Program Manager, Public Health
11	Pub Health Ed Specialist, Senior or Pub Health Ed Specialist or Pub Health Ed Specialist, Associate
1	Pub Health Ed Specialist, Senior or Pub Health Ed Specialist or Pub Health Ed Specialist, Associate (position to end 09/30/16)
12	Public Health Assistant, Senior or Public Health Assistant
1	Public Health Microbiologist, Senior
1	Public Health Microbiologist, Senior or Public Health Microbiologist
24.4	Public Health Nurse, Senior or Public Health Nurse or Public Health Nurse, Associate or Staff Nurse, Senior or Staff Nurse or Staff Nurse, Associate
1.5	Public Health Nutritionist
3	Staff Nurse, Senior or Staff Nurse or Staff Nurse, Associate or Licensed Vocational Nurse
1	Supervisor, Administrative Analyst or Administrative Analyst, Senior
1	Supervisor, Client Services Specialist
1	Supervisor, Information Systems Analyst
3	Supervisor, Public Health Nursing
1	Supervisor, Public Health Nutritionist
1	Supervisor, Therapist
1	Therapy Aide
162.45	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE

SECTION 37: 541-011 BEHAVIORAL HEALTH - GENERAL SERVICES

3	Accountant, Senior or Accountant
1	Accountant or Accountant, Senior
5	Accounting Specialist or Account Clerk, Senior or Account Clerk
1	Administrative Analyst or Administrative Analyst, Associate
1	Administrative Analyst, Associate
16	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Assistant Behavioral Health Director-Administration
1	Assistant Behavioral Health Director-Clinical Services
75	Behavioral Health Counselor II or Behavioral Health Counselor I or Behavioral Health Worker
3	Behavioral Health Ed Specialist or Behavioral Health Ed Specialist, Associate
4	Behavioral Health Ed Specialist, Senior or Behavioral Health Ed Specialist or Behavioral Health Ed Specialist, Associate
1	Behavioral Health Forensic Clinician
1	Certified Nurse Practitioner
1	Contracts Specialist
1	Director - Behavioral Health
2	Fiscal Manager
2	Information Systems Analyst, Senior or Information Systems Analyst or Information Systems Analyst, Associate
2	Info Systems Analyst or Info Systems Analyst, Associate
4	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Inventory/Warehouse Specialist, Senior/Inventory Warehouse Specialist
1	Manager, Behavioral Health Managed Care Plan
1	Medical Director
1	Medical Records Technician
26	Medical Records Technician, Senior or Medical Records Technician
1	Behavioral Health Clinician II or Behavioral Health Clinician I (position to end 06/30/13)
63	Behavioral Health Clinician II or Behavioral Health Clinician I
9	Behavioral Health Clinician III or Behavioral Health Clinician II or Behavioral Health Clinician I
1	Office Specialist
9	Office Specialist, Senior or Office Specialist or Office Assistant
1	Personnel Operations Specialist
1	Program Manager, Behavioral Health Information Systems Services
5	Program Manager, Clinical Services
1	Program Manager, Community Services
1	Manager, Program Development
2	Psychiatrist
1	Psychologist (Licensed) or Psychologist
1	Quality Assurance Coordinator
1	Senior Program Manager, Clinical Services
27	Staff Nurse, Senior or Staff Nurse or Staff Nurse, Associate or Licensed Vocational Nurse or Psychiatric Technician, Senior or Psychiatric Technician
4	Supervisor, Behavioral Health Counselor
1	Supervisor, Billing
2	Supervisor, Behavioral Health Education
1	Supervisor, Contracts Specialist
1	Supervisor, Information Systems Analyst
17	Supervisor, Mental Health Clinician
3	Supervisor, Nurse or Staff Nurse, Senior
1	Supervisor, Psychologist
3	Supervisor, Support Services
1	System Performance Research and Evaluation Manager
313	

SECTION 38: 541-012 BEHAVIORAL HEALTH - SUBSTANCE ABUSE SERVICES

1	Accountant, Senior or Accountant
1	Administrative Analyst or Administrative Analyst, Associate
1	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
10	Behavioral Health Counselor II or Behavioral Health Counselor I or Mental Health Worker
2	Behavioral Health Education Specialist, Senior or Behavioral Health Education Specialist or Behavioral Health Education Specialist, Associate
1	Behavioral Health Education Specialist or Behavioral Health Education Specialist, Associate
1	Contracts Specialist
1	Medical Records Technician, Senior or Medical Records Technician
3.5	Behavioral Health Clinician II or Behavioral Health Clinician I
1	Office Specialist, Senior or Office Specialist or Office Assistant
1	Program Manager, Community Services
1	Supervisor, Accountant
1	Supervisor, Behavioral Health Counselor
1	Supervisor, Behavioral Health Education
1	Supervisor, Mental Health Clinician
1	Supervisor, Information Systems Analyst
28.5	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
	SECTION 40: 550-001 CHILD SUPPORT SERVICES
2	Accountant
1	Accountant, Senior or Accountant
4	Accounting Specialist or Account Clerk, Senior
1	Administrative Analyst, Associate
1	Administrative Assistant, Senior or Administrative Assistant
1	Assistant Director, Child Support Services
7	Child Support Assistant
1	Child Support Attorney IV,III,II,I
1	Child Support Attorney III,II,I
40	Child Support Specialist
9	Child Support Specialist, Senior
1	Department Utility Worker
1	Director - Child Support Services
2	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
23	Office Specialist, Senior or Office Specialist or Office Assistant
3	Program Manager, Child Support Services
1	Supervisor, Accountant
1	Supervisor, Child Support Attorney
9	Supervisor, Child Support Specialist
1	Supervisor, Support Services
110	
	SECTION 41: 570-001 EMPLOYMENT AND SOCIAL SERVICES - ADMINISTRATION
21	Account Clerk, Senior or Account Clerk
4	Accounting Specialist or Account Clerk, Senior or Account Clerk
9	Administrative Analyst, Senior
2	Administrative Analyst, Senior or Administrative Analyst or Administrative Analyst, Associate
1	Administrative Analyst, Senior (term position to end 06/30/13)
4	Administrative Assistant, Senior
3	Assistant Director, Employment and Social Services
1	Director - Employment and Social Services
3	Employment and Eligibility Program Specialist
3	Financial Technician, Senior or Financial Technician
2	Information Systems Analyst, Principal
3	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
4	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
3	Inventory/Warehouse Specialist
1	Inventory/Warehouse Specialist, Senior
9	Office Specialist, Senior or Office Specialist or Legal Office Specialist
1	Manager, Support Services
55	Office Specialist, Senior or Office Specialist or Office Assistant
2	Paralegal
1	Personnel Operations Specialist
11	Program Manager, Employment and Social Services
3	Revenue Recovery Specialist
15	Social Services Aide
1	Supervisor, Administrative Analyst
1	Supervisor, Information Systems Analyst
8	Supervisor, Support Services
171	
	SECTION 42: 570-003 EMPLOYMENT AND SOCIAL SERVICES - ELIGIBILITY
8	Employment and Eligibility Program Specialist
206	Employment and Eligibility Specialist
26	Employment and Eligibility Specialist, Senior
25	Supervisor, Employment and Eligibility
265	
	SECTION 43: 570-004 EMPLOYMENT AND SOCIAL SERVICES - SERVICES
6	Adoptions Specialist
1	Adoptions Specialist
102	Social Worker, Senior or Social Worker
1	Staff Development Officer-Social Services
1	Supervisor, Adoptions Specialist
13	Supervisor, Social Work
124	
	SECTION 44: 570-006 EMPLOYMENT AND SOCIAL SERVICES - CalWORKs
52	Employment Case Manager, Senior or Employment Case Manager
8	Supervisor, Employment Services
60	
	SECTION 45: 570-008 EMPLOYMENT AND SOCIAL SERVICES - PUBLIC GUARDIAN
4	Deputy Public Guardian/Public Administrator
1	Deputy Public Guardian/Public Administrator, Senior or Deputy Public Guardian/Public Administrator
1	Supervisor, Public Guardian/Public Administrator
6	

NUMBER OF POSITIONS ALLOCATED	CLASSIFICATION TITLE
	SECTION 46: 605 EMPLOYMENT AND SOCIAL SERVICES- VETERANS' SERVICE OFFICE
1	Office Specialist, Senior or Office Specialist or Office Assistant
1	Veteran's Service Officer
1	Veteran's Service Representative (term position to end 06/30/13)
1	Veteran's Service Representative
4	
	SECTION 48: 411 LIBRARY
1	Administrative Analyst, Senior or Administrative Analyst
3	Branch Librarian
1	Director - Libraries
6.25	Library Assistant
1	Library Assistant, Senior or Library Assistant (term position to end 06/30/13)
2	Library Assistant (position to end 06-30-13)
11.5	Library Assistant, Senior or Library Assistant
1	Literacy Specialist
1	Technical Services Specialist
27.75	
	SECTION 49: 631 FARM, HOME AND 4-H
1	Accounting Specialist or Account Clerk, Senior or Account Clerk
1	Administrative Assistant, Senior
1	Office Specialst, Senior
3	
	SECTION 50: 7040 INFORMATION SYSTEMS
2	Accounting Systems Analyst
1	Administrative Assistant, Senior
1	Assistant Director, Information Systems
2	Deputy Director, Information Systems
1	Director - Information Systems
1	GIS Analyst or GIS Technician
1	GIS Technician
4	Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
2	Info Systems Analyst, Principal or Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
3	Info Systems Analyst, Principal or Info Systems Analyst, Senior or Info Systems Analyst or Info Systems Analyst, Associate
2	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Info Systems Technician, Senior or Info Systems Technician or Info Systems Technician, Associate
1	Manager, Geographical Information System (G.I.S.)
1	Manager, Telecommunications
1	Telecommunications Coordinator
1	Telecommunications Specialist
1	Telecommunications Technician
1	Telecommunications Technician, Senior
27	
	SECTION 56: 757 NEAL ROAD SANITARY LANDFILL - MANAGEMENT
1	Civil Engineer, Senior or Civil Engineer, Associate
1	Code Enforcement Officer
1	Electronic Recycling Attendant
1	Equipment Mechanic Assistant or Heave Equipment Mechanic
7	Landfill Equipment Operator, Senior or Landfill Equipment Operator
5	Landfill Maintenance Worker, Senior or Landfill Maintenance Worker
4	Landfill Scale Attendant, Senior or Landfill Scale Attendant
2	Landfill Scale Attendant (term position to end 02/14/13)
1	Manager, Waste Management Division
1	Recycling Coordinator
1	Senior Supervisor, Landfill Operations
1	Supervisor, Landfill Operations
26	
2253.7	**TOTAL ALLOCATED POSITIONS**

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE A
BUTTE COUNTY CORRECTIONAL OFFICERS' ASSOCIATION - GENERAL UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6825	Correctional Officer	39	$18.1278	$19.0342	$19.9859	$20.9852	$22.0345	$23.1362	$24.2930	$1,450.22	$1,522.74	$1,598.87	$1,678.82	$1,762.76	$1,850.90	$1,943.44
6823	Correctional Sergeant	47	$22.0868	$23.1911	$24.3507	$25.5682	$26.8466	$28.1889	$29.5983	$1,766.94	$1,855.29	$1,948.06	$2,045.46	$2,147.73	$2,255.11	$2,367.86
6826	Correctional Technician	30	$14.5153	$15.2411	$16.0032	$16.8034	$17.6436	$18.5258	$19.4521	$1,161.22	$1,219.29	$1,280.26	$1,344.27	$1,411.49	$1,482.06	$1,556.17

Effective the Pay Period Including January 1, 2012: 3% Wage Increase (Safety Classifications: Correctional Officer and Correctional Sergeant)
Effective the Pay Period Including January 1, 2012: 2% Wage Increase (Non-Safety Classifications: Correctional Technician)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6827	Correctional Deputy	39	$18.6713	$19.6049	$20.5851	$21.6144	$22.6951	$23.8299	$25.0214	$1,493.70	$1,568.39	$1,646.81	$1,729.15	$1,815.61	$1,906.39	$2,001.71
6823	Correctional Sergeant	47	$22.7492	$23.8867	$25.0810	$26.3351	$27.6519	$29.0345	$30.4862	$1,819.94	$1,910.94	$2,006.48	$2,106.81	$2,212.15	$2,322.76	$2,438.90
6826	Correctional Technician	30	$14.8056	$15.5459	$16.3232	$17.1394	$17.9964	$18.8962	$19.8410	$1,184.45	$1,243.67	$1,305.86	$1,371.15	$1,439.71	$1,511.70	$1,587.28

Effective the Pay Period Including January 1, 2013: 1% Wage Increase (Safety Classifications: Correctional Officer and Correctional Sergeant)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6827	Correctional Deputy	39	$18.8581	$19.8010	$20.7911	$21.8307	$22.9222	$24.0683	$25.2717	$1,508.65	$1,584.08	$1,663.29	$1,746.46	$1,833.78	$1,925.46	$2,021.74
6823	Correctional Sergeant	47	$22.9767	$24.1255	$25.3318	$26.5984	$27.9283	$29.3247	$30.7909	$1,838.14	$1,930.04	$2,026.54	$2,127.87	$2,234.26	$2,345.98	$2,463.27
6826	Correctional Technician	30	$14.8056	$15.5459	$16.3232	$17.1394	$17.9964	$18.8962	$19.8410	$1,184.45	$1,243.67	$1,305.86	$1,371.15	$1,439.71	$1,511.70	$1,587.28

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE B
BUTTE COUNTY CORRECTIONAL OFFICERS' ASSOCIATION - SUPERVISORY UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6821	Correctional Lieutenant	56	$27.5834	$28.9626	$30.4107	$31.9312	$33.5278	$35.2042	$36.9644	$2,206.67	$2,317.01	$2,432.86	$2,554.50	$2,682.22	$2,816.34	$2,957.15

Effective the Pay Period Including January 1, 2012: 3% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6821	Correctional Lieutenant	56	$28.4106	$29.8311	$31.3227	$32.8888	$34.5332	$36.2599	$38.0729	$2,272.85	$2,386.49	$2,505.82	$2,631.10	$2,762.66	$2,900.79	$3,045.83

Effective the Pay Period Including January 1, 2013: 1% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6821	Correctional Lieutenant	56	$28.6949	$30.1296	$31.6361	$33.2179	$34.8788	$36.6227	$38.4538	$2,295.59	$2,410.37	$2,530.89	$2,657.43	$2,790.30	$2,929.82	$3,076.30

REFERENCE C (Effective the Pay Period Including 07/07/12)
BUTTE COUNTY EMPLOYEES ASSOCIATION (BCEA) GENERAL UNIT CLASSIFICATIONS

(Effective First Pay Period Beginning 7/7/12-2% Increase)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1286	Account Clerk	21	$11.7376	$12.3245	$12.9407	$13.5877	$14.2671	$14.9805	$15.7295	$939.01	$985.96	$1,035.26	$1,087.02	$1,141.37	$1,198.44	$1,258.36
1285	Account Clerk, Senior	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
1043	Accountant	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
1042	Accountant, Senior	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
1283	Accounting Specialist	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
1054	Administrative Assistant	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
1117	Agricultural Biologist Technician	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
1116	Agricultural Biologist/Weights and Measures Inspector I	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
1114	Agricultural Biologist/Weights and Measures Inspector II	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1113	Agricultural Biologist/Weights and Measures Inspector III	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
1112	Agricultural Biologist/Weights and Measures Inspector, Senior	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
4024	Animal Control Dispatcher	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
4025	Animal Control Officer	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
4026	Animal Control Officer, Senior	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
1244	Assessment Clerk	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
1243	Assessment Clerk, Senior	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
1274	Auditor-Accountant	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1275	Auditor-Accountant, Associate	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1224	Auditor-Appraiser	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
1223	Auditor-Appraiser, Senior	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
4144	Behavioral Health Counselor I	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
4143	Behavioral Health Counselor II	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
4174	Behavioral Health Education Specialist	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
4175	Behavioral Health Education Specialist, Associate	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4173	Behavioral Health Education Specialist, Senior	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
4156	Behavioral Health Worker	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4616	Building Crafts Worker	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
4615	Building Crafts Worker, Senior	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
3308	Building Inspector	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
3309	Building Inspector, Senior	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
3306	Building Plans Examiner	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1237	Cadastral Drafting Aide	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
1235	Cadastral Drafting Technician	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
3737	Child Support Assistant	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
3735	Child Support Specialist	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
3734	Child Support Specialist, Senior	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
4082	Client Services Specialist	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
4081	Client Services Specialist, Senior	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
3503	Code Enforcement Officer	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
3109	Commission Clerk	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
1048	Contract Specialist	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1049	Contract Specialist, Senior	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
4927	Contracts/Procurement Agent, Associate	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
6874	Cook	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
6873	Cook, Senior	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4947	Courier	18	$10.8995	$11.4445	$12.0167	$12.6175	$13.2484	$13.9108	$14.6063	$871.96	$915.56	$961.34	$1,009.40	$1,059.87	$1,112.86	$1,168.50
6852	Crime Prevention Officer	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
6848	Criminal Records Specialist	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4031	Dental Hygienist	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
4618	Department Utility Worker	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
1135	Deputy County Clerk I	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
1144	Deputy County Clerk-Registrar II	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
1143	Deputy County Clerk-Registrar III	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
1134	Deputy County Clerk-Recorder II	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
1133	Deputy County Clerk-Recorder III	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
7020	District Attorney Victim Counselor	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
4310	Electronic Recycling Attendant	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
4337	Engineering Aide	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82

REFERENCE C (Effective the Pay Period Including 07/07/12)
BUTTE COUNTY EMPLOYEES ASSOCIATION (BCEA) GENERAL UNIT CLASSIFICATIONS

4325	Engineering Technician, Assistant	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
4324	Engineering Technician, Associate	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
4323	Engineering Technician, Senior	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
4016	Environmental Health Specialist	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
4017	Environmental Health Specialist, Associate	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
4015	Environmental Health Specialist, Senior	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
4019	Environmental Health Technician	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4508	Equipment Mechanic, Assistant	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
6858	Evidence/Photographic Technician	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
4619	Facilities Maintenance Coordinator	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
4613	Facilities Maintenance Specialist, Lead	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
1288	Financial Technician	33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
1287	Financial Technician, Senior	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
1061	Fleet Administrative Assistant	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4153	Forensic Coordinator	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
3205	GIS Technician	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4943	Graphics Machine Operator	24	$12.6401	$13.2721	$13.9357	$14.6325	$15.3641	$16.1323	$16.9389	$1,011.21	$1,061.77	$1,114.86	$1,170.60	$1,229.13	$1,290.58	$1,355.11
4715	Grounds Maintenance Worker	24	$12.6401	$13.2721	$13.9357	$14.6325	$15.3641	$16.1323	$16.9389	$1,011.21	$1,061.77	$1,114.86	$1,170.60	$1,229.13	$1,290.58	$1,355.11
4713	Grounds Maintenance Worker, Lead	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4714	Grounds Maintenance Worker, Senior	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4021	Hazardous Materials Management Specialist	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
4022	Hazardous Materials Management Specialist, Associate	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
4020	Hazardous Materials Management Specialist, Senior	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
4506	Heavy Equipment Mechanic	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
4503	Heavy Equipment Mechanic, Lead	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
4505	Heavy Equipment Mechanic, Senior	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1344	Information Systems Technician	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
1345	Information Systems Technician, Associate	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
4917	Inventory/Warehouse Specialist	22	$12.0310	$12.6326	$13.2642	$13.9274	$14.6238	$15.3550	$16.1228	$962.48	$1,010.61	$1,061.14	$1,114.19	$1,169.90	$1,228.40	$1,289.82
4918	Inventory/Warehouse Specialist, Senior	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
7018	Investigative Assistant	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4815	Janitor	16	$10.3743	$10.8930	$11.4377	$12.0096	$12.6101	$13.2406	$13.9026	$829.94	$871.44	$915.02	$960.77	$1,008.81	$1,059.25	$1,112.21
4813	Janitor, Lead	20	$11.4513	$12.0239	$12.6251	$13.2564	$13.9192	$14.6152	$15.3460	$916.10	$961.91	$1,010.01	$1,060.51	$1,113.54	$1,169.22	$1,227.68
4345	Landfill Equipment Operator	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
4344	Landfill Equipment Operator, Senior	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
4348	Landfill Maintenance Worker	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
4347	Landfill Maintenance Worker, Senior	22	$12.0310	$12.6326	$13.2642	$13.9274	$14.6238	$15.3550	$16.1228	$962.48	$1,010.61	$1,061.14	$1,114.19	$1,169.90	$1,228.40	$1,289.82
4354	Landfill Scale Attendant	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4353	Landfill Scale Attendant, Senior	27	$13.6120	$14.2926	$15.0072	$15.7576	$16.5455	$17.3728	$18.2414	$1,088.96	$1,143.41	$1,200.58	$1,260.61	$1,323.64	$1,389.82	$1,459.31
7029	Legal Clerk	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
7027	Legal Office Specialist	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
7030	Legal Office Specialist, Senior	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
7028	Legal Secretary	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
7025	Legal Secretary, Senior	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
2815	Library Assistant	22	$12.0310	$12.6326	$13.2642	$13.9274	$14.6238	$15.3550	$16.1228	$962.48	$1,010.61	$1,061.14	$1,114.19	$1,169.90	$1,228.40	$1,289.82
2814	Library Assistant, Senior	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
4038	Licensed Vocational Nurse	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
4058	Medical Records Technician	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
4061	Medical Records Technician, Senior	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4068	Nutrition Specialist	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
4067	Nutrition Specialist, Senior	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4048	Occupational Therapist	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
4070	Occupational Therapist, Senior	59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
1057	Office Assistant	15	$10.1213	$10.6274	$11.1588	$11.7167	$12.3025	$12.9176	$13.5635	$809.70	$850.19	$892.70	$937.34	$984.20	$1,033.41	$1,085.08
1056	Office Specialist	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
1055	Office Specialist, Senior	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4509	Parts Supply Clerk	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
1360	Payroll Specialist	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1361	Payroll Specialist, Senior	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
3404	Permit Assistant	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
3403	Permit Technician	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07

REFERENCE C (Effective the Pay Period Including 07/07/12)
BUTTE COUNTY EMPLOYEES ASSOCIATION (BCEA) GENERAL UNIT CLASSIFICATIONS

4049	Physical Therapist	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
4071	Physical Therapist, Senior	59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
3107	Planning Technician	33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
5517	Probation Technician	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
1216	Property Appraisal Specialist	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
1214	Property Appraiser	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
1211	Property Appraiser, Principal	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1213	Property Appraiser, Senior	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
4155	Psychiatric Technician	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
4154	Psychiatric Technician, Senior	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
4056	Public Health Assistant	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4055	Public Health Assistant, Senior	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
4076	Public Health Education Specialist	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
4077	Public Health Education Specialist, Associate	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4075	Public Health Education Specialist, Senior	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
4053	Public Health Laboratory Aide	20	$11.4513	$12.0239	$12.6251	$13.2564	$13.9192	$14.6152	$15.3460	$916.10	$961.91	$1,010.01	$1,060.51	$1,113.54	$1,169.22	$1,227.68
4054	Public Health Laboratory Technician	27	$13.6120	$14.2926	$15.0072	$15.7576	$16.5455	$17.3728	$18.2414	$1,088.96	$1,143.41	$1,200.58	$1,260.61	$1,323.64	$1,389.82	$1,459.31
4065	Public Health Nutritionist	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
6833	Public Safety Dispatcher	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
6832	Public Safety Dispatcher, Lead	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
4309	Recycling Coordinator	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1269	Revenue and Reimbursement Officer	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
1268	Revenue and Reimbursement Officer, Senior	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
1284	Revenue Recovery Specialist	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4418	Road Maintenance Assistant	20	$11.4513	$12.0239	$12.6251	$13.2564	$13.9192	$14.6152	$15.3460	$916.10	$961.91	$1,010.01	$1,060.51	$1,113.54	$1,169.22	$1,227.68
4416	Road Maintenance Worker	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4413	Road Maintenance Worker, Lead	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
4415	Road Maintenance Worker, Senior	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
6847	Sheriff's Clerk I	19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
6846	Sheriff's Clerk II	24	$12.6401	$13.2721	$13.9357	$14.6325	$15.3641	$16.1323	$16.9389	$1,011.21	$1,061.77	$1,114.86	$1,170.60	$1,229.13	$1,290.58	$1,355.11
6845	Sheriff's Clerk III	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
6844	Sheriff's Clerk - Substation Coordinator	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
6842	Sheriff Security Officer	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
6843	Sheriff's Warrant Officer	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
2812	Technical Services Specialist	26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
1296	Telecommunications Specialist	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
1295	Telecommunications Specialist, Senior	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1293	Telecommunications Technician	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1292	Telecommunications Technician, Senior	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
4060	Therapy Aide	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
4436	Traffic Control Worker	28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
4433	Traffic Control Worker, Lead	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
4435	Traffic Control Worker, Senior	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4510	Vehicle Service Worker	23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
4936	Veteran's Service Representative	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
7010	Victim Witness Advocate	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
4059	Vital Statistics Records Specialist	25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99

REFERENCE D (Effective the Pay Period Including 07/07/12)
BUTTE COUNTY EMPLOYEES ASSOCIATION (BCEA) SSW UNIT CLASSIFICATIONS

(Effective the Pay Period Beginning 07/07/12-2% Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
5348	Adoptions Specialist	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
5375	Deputy Public Guardian/Public Administrator	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
5373	Deputy Public Guardian/Public Administrator, Senior	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
5342	Employment and Eligibility Program Specialist	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
5344	Employment and Eligibility Specialist	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
5343	Employment and Eligibility Specialist, Senior	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
5354	Employment Case Manager	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
5353	Employment Case Manager, Senior	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
5337	Social Services Aide	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
5335	Social Worker	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
5333	Social Worker, Senior	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35

REFERENCE E (Effective the Pay Period Including 01/01/12; 01/01/13 for Safety)
MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY (BCMEA) UNIT CLASSIFICATIONS

Effective the Pay Period Including January 1, 2012: 2% Wage Increase (Non-Safety); Effective the Pay Period Including January 1, 2012: 3% Wage Increase, and Effective the Pay Period Including January 1, 2013 1% Wage Increase (Saf

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1257	Accounting Systems Analyst	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
1026	Administrative Analyst	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1028	Administrative Analyst, Associate	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
1025	Administrative Analyst, Senior	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
1058	Administrative Assistant, Senior	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4110	Administrative Coordinator	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
1252	Administrative Services Officer	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
1207	Assessment Systems and Standards Officer	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
1006	Assistant Clerk of the Board	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
7002	Assistant District Attorney	74	$43.4453	$45.6176	$47.8985	$50.2934	$52.8081	$55.4485	$58.2209	$3,475.62	$3,649.41	$3,831.88	$4,023.47	$4,224.65	$4,435.88	$4,657.67
5521	Assistant Superintendent, Juvenile Hall (3% Increase Effective 01/01/12)	53	$26.1209	$27.4269	$28.7982	$30.2381	$31.7500	$33.3375	$35.0044	$2,089.67	$2,194.15	$2,303.86	$2,419.05	$2,540.00	$2,667.00	$2,800.35
5521	Assistant Superintendent, Juvenile Hall (1% Increase Effective 01/01/13)	53	$26.3821	$27.7012	$29.0863	$30.5406	$32.0676	$33.6710	$35.3546	$2,110.57	$2,216.10	$2,326.90	$2,443.25	$2,565.41	$2,693.68	$2,828.37
1007	Associate Clerk of the Board	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
1271	Auditor-Accountant, Principal	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
1272	Auditor-Accountant, Senior	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
7019	Bad Check Program Coordinator	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
4139	Behavioral Health Clinician I	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
4138	Behavioral Health Clinician II	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
4137	Behavioral Health Clinician III	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
4136	Behavioral Health Forensic Clinician	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1009	Board Administrative Support Specialist	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
2805	Branch Librarian	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
3303	Building Official Assistant	65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
4002	Butte County Children and Families Commission Director	66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
4914	Buyer	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4913	Buyer, Senior	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1233	Cadastral Drafting Technician, Senior	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4313	Civil Engineer, Associate	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
4311	Civil Engineer, Senior	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4033	Clinic Manager	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
1036	Community Relations Coordinator	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
1005	Compliance Officer	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
4926	Contracts/Procurement Agent	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
4925	Contracts/Procurement Agent, Senior	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4910	Contracts/Procurement Manager	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
6855	Crime Prevention Coordinator	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
7022	Department Data Systems Coordinator	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
1105	Deputy Director, Agriculture/Weights and Measures	54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
4010	Deputy Director, Environmental Health	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
1332	Deputy Director, Information Systems	66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
4040	Deputy Director, Public Health Nursing	60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
4003	Director, Environmental Health	66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
4007	Director, Health Education	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
4008	Director, Public Health Laboratory	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
4005	Director, Public Health Nursing	65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
7021	District Attorney Chief - Administration	65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
4921	Emergency Services Officer	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
5361	Employment and Eligibility Training Officer	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
4314	Engineer, Assistant	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4316	Engineering Project Coordinator	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
1052	Executive Assistant	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
4605	Facilities Project Specialist	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1289	Financial Analyst, Associate	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
1290	Financial Analyst	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1021	Fiscal Manager	59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
3203	GIS Analyst	43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
4941	Graphics Communication Officer	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
1326	Human Resources Analyst	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
1327	Human Resources Analyst, Associate	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1324	Human Resources Analyst, Principal	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
1325	Human Resources Analyst, Senior	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
1329	Human Resources Specialist	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
1319	Human Resources Specialist, Associate	31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
1328	Human Resources Specialist, Senior	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
1335	Information Systems Analyst	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1336	Information Systems Analyst, Associate	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
1333	Information Systems Analyst, Principal	59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
1334	Information Systems Analyst, Senior	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
1343	Information Systems Technician, Senior	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
1254	Internal Auditor	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
2806	Librarian	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
2803	Literacy Specialist	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1015	Management Analyst	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1018	Management Analyst, Associate	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
1016	Management Analyst, Principal	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
1017	Management Analyst, Senior	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
5304	Manager, (DESS) Program Development	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4112	Manager, Behavioral Health Facilities	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
4109	Manager, Behavioral Health Managed Care Plan	66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
3301	Manager, Building Division	69	$38.3993	$40.3193	$42.3353	$44.4521	$46.6747	$49.0084	$51.4588	$3,071.94	$3,225.54	$3,386.82	$3,556.17	$3,733.98	$3,920.67	$4,116.70

REFERENCE E (Effective the Pay Period Including 01/01/12; 01/01/13 for Safety)
MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY (BCMEA) UNIT CLASSIFICATIONS

Effective the Pay Period Including January 1, 2012: 2% Wage Increase (Non-Safety); Effective the Pay Period Including January 1, 2012: 3% Wage Increase, and Effective the Pay Period Including January 1, 2013 1% Wage Increase (Saf

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1138	Manager, Clerk-Recorder/Election Services	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
1010	Manager, Economic & Community Development	69	$38.3993	$40.3193	$42.3353	$44.4521	$46.6747	$49.0084	$51.4588	$3,071.94	$3,225.54	$3,386.82	$3,556.17	$3,733.98	$3,920.67	$4,116.70
4601	Manager, Facilities Services	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
1262	Manager, Finance and Investment	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
4500	Manager, Fleet Services	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
3201	Manager, Geographic Information System (G.I.S.)	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
1253	Manager, Governmental Accounting	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
4307	Manager, Land Development	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4342	Manager, Landfill Operations	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
7023	Manager, Legal Secretarial Services	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
1031	Manager, Personnel Operations	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
3101	Manager, Planning Division	68	$37.4627	$39.3358	$41.3026	$43.3677	$45.5361	$47.8129	$50.2035	$2,997.02	$3,146.86	$3,304.21	$3,469.42	$3,642.89	$3,825.03	$4,016.28
1013	Manager, Program Development	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
1255	Manager, Property Tax & Grant Accounting	59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
4107	Manager, Psychiatric Health Facility	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
4911	Manager, Purchasing Services	54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
4930	Manager, Safety & Risk	67	$36.5490	$38.3765	$40.2953	$42.3101	$44.4256	$46.6469	$48.9792	$2,923.92	$3,070.12	$3,223.62	$3,384.81	$3,554.05	$3,731.75	$3,918.34
4341	Manager, Solid Waste	60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
1051	Manager, Support Services	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
1291	Manager, Telecommunications	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
4340	Manager, Waste Management Division	64	$33.9394	$35.6364	$37.4182	$39.2891	$41.2536	$43.3163	$45.4821	$2,715.15	$2,850.91	$2,993.46	$3,143.13	$3,300.29	$3,465.30	$3,638.57
7024	Paralegal	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
7031	Paralegal, Senior	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
1035	Personnel Administrative Specialist	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
1033	Personnel Operations Specialist	33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
3305	Plan Check Engineer	65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
3106	Planner, Assistant	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
3105	Planner, Associate	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
3103	Planner, Principal	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
3104	Planner, Senior	52	$25.2359	$26.4977	$27.8226	$29.2137	$30.6744	$32.2081	$33.8185	$2,018.87	$2,119.82	$2,225.81	$2,337.10	$2,453.95	$2,576.65	$2,705.48
6854	Pre-Trial Release, Supervisor	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
6853	Pre-Trial Release Specialist	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
4042	Program Administrator, California Children's Services	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4014	Program Manager, Animal Control	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
4102	Program Manager, Behavioral Health Information Systems Services	66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
4012	Program Manager, Butte County Children & Families Commission	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
3705	Program Manager, Child Support Services	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
4105	Program Manager, Clinical Services	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
4106	Program Manager, Community Services	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
5303	Program Manager, Employment and Social Services	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4011	Program Manager, Environmental Health	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
5504	Program Manager, Probation	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
4041	Program Manager, Public Health	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4113	Program Manager, Wellness and Recovery Services	56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
4608	Project Manager, Capital Improvement	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
1137	Project Manager, Clerk-Recorder/Elections	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
4609	Property Manager	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
1281	Property Tax Supervising Accounting Specialist	38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
4108	Quality Assurance Coordinator	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
4623	Real Property Agent, Senior	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
4624	Real Property Agent	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1030	Risk Management Analyst	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1029	Risk Management Analyst, Senior	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
4931	Risk Manager	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
4933	Safety Officer	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
4104	Senior Program Manager, Clinical Services	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4111	Senior Program Manager, Youth Services	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4343	Senior Supervisor, Landfill Operations	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
1059	Sheriff's Administrative Secretary	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
5305	Staff Development Officer, Social Services	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4603	Superintendent, Facilities Services	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
4401	Superintendent, Maintenance Operations	52	$25.2359	$26.4977	$27.8226	$29.2137	$30.6744	$32.2081	$33.8185	$2,018.87	$2,119.82	$2,225.81	$2,337.10	$2,453.95	$2,576.65	$2,705.48
1041	Supervisor, Accountant	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
1023	Supervisor, Administrative Analyst	55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
5347	Supervisor, Adoptions Specialist	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1111	Supervisor, Agricultural Biologist/Weights & Measures Inspector	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
4023	Supervisor, Animal Control	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
1205	Supervisor, Appraiser	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
1242	Supervisor, Assessment Clerk	33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
1241	Supervisor, Assessment Office	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
1256	Supervisor, Auditor-Accountant	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
1203	Supervisor, Auditor-Appraiser	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
1267	Supervisor, Banking and Cash Management	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
4141	Supervisor, Behavioral Health Counselor	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
4171	Supervisor, Behavioral Health Education	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
1045	Supervisor, Billing	51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
4621	Supervisor, Building and Grounds	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
3307	Supervisor, Building Inspector	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
1265	Supervisor, Central Collections	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
1277	Supervisor, Central Collections Accounting & Administrative Support	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25

REFERENCE E (Effective the Pay Period Including 01/01/12; 01/01/13 for Safety)
MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY (BCMEA) UNIT CLASSIFICATIONS

Effective the Pay Period Including January 1, 2012: 2% Wage Increase (Non-Safety); Effective the Pay Period Including January 1, 2012: 3% Wage Increase, and Effective the Pay Period Including January 1, 2013 1% Wage Increase (Saf

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4965	Supervisor, Central Services	32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
4080	Supervisor, Client Services Specialist	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
3731	Supervisor, Child Support Specialist	40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
1132	Supervisor, Clerk-Recorder/Registrar of Voters	36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
3501	Supervisor, Code Enforcement	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
1046	Supervisor, Contracts Specialist	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
6831	Supervisor, Dispatch Operations	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
5341	Supervisor, Employment and Eligibility	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
5351	Supervisor, Employment Services	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
4013	Supervisor, Environmental Health	54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
4611	Supervisor, Facilities Maintenance	42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
4441	Supervisor, Flood Control/Tree Maintenance	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
6871	Supervisor, Food Services	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
4711	Supervisor, Grounds Maintenance	39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
1331	Supervisor, Information Systems Analyst	62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
4811	Supervisor, Janitorial Services	29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
4346	Supervisor, Landfill Operations	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
7026	Supervisor, Legal Secretary	35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
4131	Supervisor, Mental Health Clinician	50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
4035	Supervisor, Nurse	54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
3401	Supervisor, Permit Center	37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
4121	Supervisor, Psychologist	60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
5371	Supervisor, Public Guardian/Public Administrator	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4073	Supervisor, Public Health Education	48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
4057	Supervisor, Public Health Microbiologist	58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
4043	Supervisor, Public Health Nursing	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
4063	Supervisor, Public Health Nutritionist	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4411	Supervisor, Road Maintenance	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
6841	Supervisor, Sheriff's Records	45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
5331	Supervisor, Social Work	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
1053	Supervisor, Support Services	34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
1264	Supervisor, Taxes and Staff Services	53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
2811	Supervisor, Technical Services Specialist	30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
4044	Supervisor, Therapist	63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
4431	Supervisor, Traffic Control	41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
4336	Survey Party Chief	44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
4334	Surveyor, Assistant	49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
4333	Surveyor, Associate	57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
4331	Surveyor, Senior	60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
4114	System Performance Research and Evaluation Manager	61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
1297	Telecommunications Coordinator	47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
4935	Veteran's Service Officer	52	$25.2359	$26.4977	$27.8226	$29.2137	$30.6744	$32.2081	$33.8185	$2,018.87	$2,119.82	$2,225.81	$2,337.10	$2,453.95	$2,576.65	$2,705.48
7009	Victim Witness Coordinator	46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
1019	Water Resources Scientis	54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
5503	Superintendent, Juvenile Hall*	67	$35.4747	$37.2484	$39.1108	$41.0663	$43.1196	$45.2756	$47.5394	$2,837.98	$2,979.87	$3,128.86	$3,285.30	$3,449.57	$3,622.05	$3,803.15
5503	Superintendent, Juvenile Hall* (1% Increase Effective 01/01/13	67	$35.8286	$37.6200	$39.5010	$41.4761	$43.5499	$45.7274	$48.0138	$2,866.29	$3,009.60	$3,160.08	$3,318.09	$3,483.99	$3,658.19	$3,841.10

*Superintendent, Juvenile Hall classification is represented by BCMEA and linked to the Assistant CPO.

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE F
LAW ENFORCEMENT (DSA) - GENERAL UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates								Bi-Weekly Rates							
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6816	Deputy Sheriff	41	$19.2358	$20.1976	$21.2075	$22.2679	$23.3813	$24.5504	$25.7779	$27.0668	$1,538.86	$1,615.81	$1,696.60	$1,781.43	$1,870.50	$1,964.03	$2,062.23	$2,165.34
7017	Investigator I	43	$20.2096	$21.2201	$22.2811	$23.3952	$24.5650	$25.7933	$27.0830	$28.4372	$1,616.77	$1,697.61	$1,782.49	$1,871.62	$1,965.20	$2,063.46	$2,166.64	$2,274.98
7016	Investigator II	49	$23.4369	$24.6087	$25.8391	$27.1311	$28.4877	$29.9121	$31.4077	$32.9781	$1,874.95	$1,968.70	$2,067.13	$2,170.49	$2,279.02	$2,392.97	$2,512.62	$2,638.25
6813	Sheriff's Sergeant	49	$23.4369	$24.6087	$25.8391	$27.1311	$28.4877	$29.9121	$31.4077	$32.9781	$1,874.95	$1,968.70	$2,067.13	$2,170.49	$2,279.02	$2,392.97	$2,512.62	$2,638.25

Effective the First Pay Period Following Adoption of MOU: 3% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6816	Deputy Sheriff	41	$20.8029	$21.8430	$22.9352	$24.0820	$25.2861	$26.5504	$27.8779	$1,664.23	$1,747.44	$1,834.82	$1,926.56	$2,022.89	$2,124.03	$2,230.23
7017	Investigator I	43	$21.8561	$22.9489	$24.0963	$25.3011	$26.5662	$27.8945	$29.2892	$1,748.49	$1,835.91	$1,927.70	$2,024.09	$2,125.30	$2,231.56	$2,343.14
7016	Investigator II	49	$25.3464	$26.6137	$27.9444	$29.3416	$30.8087	$32.3491	$33.9666	$2,027.71	$2,129.10	$2,235.55	$2,347.33	$2,464.70	$2,587.93	$2,717.33
6813	Sheriff's Sergeant	49	$25.3464	$26.6137	$27.9444	$29.3416	$30.8087	$32.3491	$33.9666	$2,027.71	$2,129.10	$2,235.55	$2,347.33	$2,464.70	$2,587.93	$2,717.33

Effective the Pay Period Including January 1, 2013: 1% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6816	Deputy Sheriff	41	$21.0111	$22.0617	$23.1648	$24.3230	$25.5392	$26.8162	$28.1570	$1,680.89	$1,764.94	$1,853.18	$1,945.84	$2,043.14	$2,145.30	$2,252.56
7017	Investigator I	43	$22.0748	$23.1785	$24.3374	$25.5543	$26.8320	$28.1736	$29.5823	$1,765.98	$1,854.28	$1,946.99	$2,044.34	$2,146.56	$2,253.89	$2,366.58
7016	Investigator II	49	$25.6001	$26.8801	$28.2241	$29.6353	$31.1171	$32.6730	$34.3067	$2,048.01	$2,150.41	$2,257.93	$2,370.82	$2,489.37	$2,613.84	$2,744.54
6813	Sheriff's Sergeant	49	$25.6001	$26.8801	$28.2241	$29.6353	$31.1171	$32.6730	$34.3067	$2,048.01	$2,150.41	$2,257.93	$2,370.82	$2,489.37	$2,613.84	$2,744.54

REFERENCE G
DEPUTY SHERIFFS ASSOCATION-MANAGEMENT (DSA-MGMT) UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates								Bi-Weekly Rates							
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7013	Assistant Chief Investigator	65	$34.7923	$36.5319	$38.3585	$40.2764	$42.2902	$44.4047	$46.6249	$48.9561	$2,783.38	$2,922.55	$3,068.68	$3,222.11	$3,383.22	$3,552.38	$3,729.99	$3,916.49
7011	Chief Investigator	69	$38.4042	$40.3244	$42.3406	$44.4576	$46.6805	$49.0145	$51.4652	$54.0385	$3,072.34	$3,225.95	$3,387.25	$3,556.61	$3,734.44	$3,921.16	$4,117.22	$4,323.08
7015	Investigative Lieutenant	56	$27.8592	$29.2522	$30.7148	$32.2505	$33.8630	$35.5562	$37.3340	$39.2007	$2,228.74	$2,340.18	$2,457.18	$2,580.04	$2,709.04	$2,844.50	$2,986.72	$3,136.06
6803	Sheriff's Captain	65	$34.7923	$36.5319	$38.3585	$40.2764	$42.2902	$44.4047	$46.6249	$48.9561	$2,783.38	$2,922.55	$3,068.68	$3,222.11	$3,383.22	$3,552.38	$3,729.99	$3,916.49
6811	Sheriff's Lieutenant	56	$27.8592	$29.2522	$30.7148	$32.2505	$33.8630	$35.5562	$37.3340	$39.2007	$2,228.74	$2,340.18	$2,457.18	$2,580.04	$2,709.04	$2,844.50	$2,986.72	$3,136.06

Effective the Pay Period Including January 1, 2012: 1% Wage Increase

Class Code	Classification Title	Range	Hourly Rates								Bi-Weekly Rates							
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
7013	Assistant Chief Investigator	65	$36.8971	$38.7420	$40.6791	$42.7131	$44.8488	$47.0912	$49.4458		$2,951.77	$3,099.36	$3,254.33	$3,417.05	$3,587.90	$3,767.30	$3,955.66	
7011	Chief Investigator	69	$40.7275	$42.7639	$44.9021	$47.1472	$49.5046	$51.9798	$54.5788		$3,258.20	$3,421.11	$3,592.17	$3,771.78	$3,960.37	$4,158.38	$4,366.30	
7015	Investigative Lieutenant	56	$29.5445	$31.0217	$32.5728	$34.2014	$35.9115	$37.7071	$39.5925		$2,363.56	$2,481.74	$2,605.82	$2,736.11	$2,872.92	$3,016.57	$3,167.40	
6803	Sheriff's Captain	65	$36.8971	$38.7420	$40.6791	$42.7131	$44.8488	$47.0912	$49.4458		$2,951.77	$3,099.36	$3,254.33	$3,417.05	$3,587.90	$3,767.30	$3,955.66	
6811	Sheriff's Lieutenant	56	$29.5445	$31.0217	$32.5728	$34.2014	$35.9115	$37.7071	$39.5925		$2,363.56	$2,481.74	$2,605.82	$2,736.11	$2,872.92	$3,016.57	$3,167.40	

Effective the Pay Period Including January 1, 2013: 2% Wage Increase

Class Code	Classification Title	Range	Hourly Rates								Bi-Weekly Rates							
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
7013	Assistant Chief Investigator	65	$37.6348	$39.5165	$41.4923	$43.5669	$45.7452	$48.0325	$50.4341		$3,010.78	$3,161.32	$3,319.38	$3,485.35	$3,659.62	$3,842.60	$4,034.73	
7011	Chief Investigator	69	$41.5418	$43.6189	$45.7998	$48.0898	$50.4943	$53.0190	$55.6700		$3,323.34	$3,489.51	$3,663.98	$3,847.18	$4,039.54	$4,241.52	$4,453.60	
7015	Investigative Lieutenant	56	$30.1353	$31.6421	$33.2242	$34.8854	$36.6297	$38.4612	$40.3843		$2,410.82	$2,531.37	$2,657.94	$2,790.83	$2,930.38	$3,076.90	$3,230.74	
6803	Sheriff's Captain	65	$37.6348	$39.5165	$41.4923	$43.5669	$45.7452	$48.0325	$50.4341		$3,010.78	$3,161.32	$3,319.38	$3,485.35	$3,659.62	$3,842.60	$4,034.73	
6811	Sheriff's Lieutenant	56	$30.1353	$31.6421	$33.2242	$34.8854	$36.6297	$38.4612	$40.3843		$2,410.82	$2,531.37	$2,657.94	$2,790.83	$2,930.38	$3,076.90	$3,230.74	

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE H
PROFESSIONAL EMPLOYEES' UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4034	Certified Nurse Practitioner	59	$29.4105	$30.8810	$32.4251	$34.0464	$35.7487	$37.5361	$39.4129	$2,352.84	$2,470.48	$2,594.01	$2,723.71	$2,859.90	$3,002.89	$3,153.03
1303	Chief Deputy County Counsel	73	$41.5562	$43.6340	$45.8157	$48.1065	$50.5118	$53.0374	$55.6893	$3,324.50	$3,490.72	$3,665.26	$3,848.52	$4,040.94	$4,242.99	$4,455.14
3726	Child Support Attorney I	49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
3725	Child Support Attorney II	55	$26.6445	$27.9767	$29.3755	$30.8443	$32.3865	$34.0058	$35.7061	$2,131.56	$2,238.14	$2,350.04	$2,467.54	$2,590.92	$2,720.46	$2,856.49
3724	Child Support Attorney III	61	$30.8994	$32.4444	$34.0666	$35.7699	$37.5584	$39.4363	$41.4081	$2,471.95	$2,595.55	$2,725.33	$2,861.59	$3,004.67	$3,154.90	$3,312.65
3723	Child Support Attorney IV	68	$36.7297	$38.5662	$40.4945	$42.5192	$44.6452	$46.8775	$49.2214	$2,938.38	$3,085.30	$3,239.56	$3,401.54	$3,571.62	$3,750.20	$3,937.71
4604	County Architect	70	$38.5891	$40.5186	$42.5445	$44.6717	$46.9053	$49.2506	$51.7131	$3,087.13	$3,241.49	$3,403.56	$3,573.74	$3,752.42	$3,940.05	$4,137.05
1308	Deputy County Counsel I	49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
1307	Deputy County Counsel II	55	$26.6445	$27.9767	$29.3755	$30.8443	$32.3865	$34.0058	$35.7061	$2,131.56	$2,238.14	$2,350.04	$2,467.54	$2,590.92	$2,720.46	$2,856.49
1306	Deputy County Counsel III	61	$30.8994	$32.4444	$34.0666	$35.7699	$37.5584	$39.4363	$41.4081	$2,471.95	$2,595.55	$2,725.33	$2,861.59	$3,004.67	$3,154.90	$3,312.65
1305	Deputy County Counsel IV	68	$36.7297	$38.5662	$40.4945	$42.5192	$44.6452	$46.8775	$49.2214	$2,938.38	$3,085.30	$3,239.56	$3,401.54	$3,571.62	$3,750.20	$3,937.71
7007	Deputy District Attorney I	49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
7006	Deputy District Attorney II	55	$26.6445	$27.9767	$29.3755	$30.8443	$32.3865	$34.0058	$35.7061	$2,131.56	$2,238.14	$2,350.04	$2,467.54	$2,590.92	$2,720.46	$2,856.49
7005	Deputy District Attorney III	61	$30.8994	$32.4444	$34.0666	$35.7699	$37.5584	$39.4363	$41.4081	$2,471.95	$2,595.55	$2,725.33	$2,861.59	$3,004.67	$3,154.90	$3,312.65
7004	Deputy District Attorney IV	68	$36.7297	$38.5662	$40.4945	$42.5192	$44.6452	$46.8775	$49.2214	$2,938.38	$3,085.30	$3,239.56	$3,401.54	$3,571.62	$3,750.20	$3,937.71
7014	Forensic Accountant	61	$30.8994	$32.4444	$34.0666	$35.7699	$37.5584	$39.4363	$41.4081	$2,471.95	$2,595.55	$2,725.33	$2,861.59	$3,004.67	$3,154.90	$3,312.65
4052	Pharmacist	53	$25.3606	$26.6286	$27.9600	$29.3580	$30.8259	$32.3672	$33.9856	$2,028.85	$2,130.29	$2,236.80	$2,348.64	$2,466.07	$2,589.38	$2,718.85
4032	Physician's Assistant	59	$29.4105	$30.8810	$32.4251	$34.0464	$35.7487	$37.5361	$39.4129	$2,352.84	$2,470.48	$2,594.01	$2,723.71	$2,859.90	$3,002.89	$3,153.03
4125	Psychiatrist	93	$68.0945	$71.4992	$75.0742	$78.8279	$82.7693	$86.9078	$91.2532	$5,447.56	$5,719.94	$6,005.94	$6,306.23	$6,621.54	$6,952.62	$7,300.26
4122	Psychologist	50	$23.5498	$24.7273	$25.9637	$27.2619	$28.6250	$30.0563	$31.5591	$1,883.98	$1,978.18	$2,077.10	$2,180.95	$2,290.00	$2,404.50	$2,524.73
4123	Psychologist (Licensed)	54	$25.9946	$27.2943	$28.6590	$30.0920	$31.5966	$33.1764	$34.8352	$2,079.57	$2,183.54	$2,292.72	$2,407.36	$2,527.73	$2,654.11	$2,786.82
4051	Public Health Microbiologist	49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
4050	Public Health Microbiologist, Senior	53	$25.3606	$26.6286	$27.9600	$29.3580	$30.8259	$32.3672	$33.9856	$2,028.85	$2,130.29	$2,236.80	$2,348.64	$2,466.07	$2,589.38	$2,718.85
4046	Public Health Nurse	50	$23.5498	$24.7273	$25.9637	$27.2619	$28.6250	$30.0563	$31.5591	$1,883.98	$1,978.18	$2,077.10	$2,180.95	$2,290.00	$2,404.50	$2,524.73
4047	Public Health Nurse, Associate	47	$21.8683	$22.9617	$24.1098	$25.3153	$26.5811	$27.9102	$29.3057	$1,749.46	$1,836.94	$1,928.78	$2,025.22	$2,126.49	$2,232.82	$2,344.46
4045	Public Health Nurse, Senior	54	$25.9946	$27.2943	$28.6590	$30.0920	$31.5966	$33.1764	$34.8352	$2,079.57	$2,183.54	$2,292.72	$2,407.36	$2,527.73	$2,654.11	$2,786.82
4037	Staff Nurse	48	$22.4150	$23.5358	$24.7126	$25.9482	$27.2456	$28.6079	$30.0383	$1,793.20	$1,882.86	$1,977.01	$2,075.86	$2,179.65	$2,288.63	$2,403.06
4039	Staff Nurse, Associate	45	$20.8145	$21.8552	$22.9480	$24.0954	$25.3002	$26.5652	$27.8935	$1,665.16	$1,748.42	$1,835.84	$1,927.63	$2,024.02	$2,125.22	$2,231.48
4036	Staff Nurse, Senior	50	$23.5498	$24.7273	$25.9637	$27.2619	$28.6250	$30.0563	$31.5591	$1,883.98	$1,978.18	$2,077.10	$2,180.95	$2,290.00	$2,404.50	$2,524.73
3721	Supervisor, Child Support Attorney	70	$38.5891	$40.5186	$42.5445	$44.6717	$46.9053	$49.2506	$51.7131	$3,087.13	$3,241.49	$3,403.56	$3,573.74	$3,752.42	$3,940.05	$4,137.05
7003	Supervisor, Deputy District Attorney	73	$41.5562	$43.6340	$45.8157	$48.1065	$50.5118	$53.0374	$55.6893	$3,324.50	$3,490.72	$3,665.26	$3,848.52	$4,040.94	$4,242.99	$4,455.14

REFERENCE I
PROBATION PEACE OFFICERS ASSOCIATION (PPOA) UNIT CLASSIFICATIONS

(Effective 10-06-07)

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
5525	Juvenile Hall Counselor I	32	$15.0992	$15.8542	$16.6469	$17.4792	$18.3532	$19.2709	$20.2344	$1,207.94	$1,268.34	$1,331.75	$1,398.34	$1,468.26	$1,541.67	$1,618.75
5524	Juvenile Hall Counselor II	36	$16.6667	$17.5000	$18.3750	$19.2938	$20.2585	$21.2714	$22.3350	$1,333.34	$1,400.00	$1,470.00	$1,543.50	$1,620.68	$1,701.71	$1,786.80
5515	Probation Officer I	36	$16.6667	$17.5000	$18.3750	$19.2938	$20.2585	$21.2714	$22.3350	$1,333.34	$1,400.00	$1,470.00	$1,543.50	$1,620.68	$1,701.71	$1,786.80
5514	Probation Officer II	42	$19.3283	$20.2947	$21.3094	$22.3749	$23.4936	$24.6683	$25.9017	$1,546.26	$1,623.58	$1,704.75	$1,789.99	$1,879.49	$1,973.46	$2,072.14
5513	Probation Officer III	46	$21.3349	$22.4016	$23.5217	$24.6978	$25.9327	$27.2293	$28.5908	$1,706.79	$1,792.13	$1,881.74	$1,975.82	$2,074.62	$2,178.34	$2,287.26
5523	Supervisor, Juvenile Hall Counselor	49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
5511	Supervisor, Probation Officer	51	$24.1385	$25.3454	$26.6127	$27.9433	$29.3405	$30.8075	$32.3479	$1,931.08	$2,027.63	$2,129.02	$2,235.46	$2,347.24	$2,464.60	$2,587.83

Effective the Pay Period Including January 1, 2012: 3% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
5525	Juvenile Hall Counselor I	32	$15.5518	$16.3294	$17.1459	$18.0032	$18.9034	$19.8486	$20.8410	$1,244.14	$1,306.35	$1,371.67	$1,440.26	$1,512.27	$1,587.89	$1,667.28
5524	Juvenile Hall Counselor II	36	$17.1663	$18.0246	$18.9258	$19.8721	$20.8657	$21.9090	$23.0045	$1,373.30	$1,441.97	$1,514.06	$1,589.77	$1,669.26	$1,752.72	$1,840.36
5515	Probation Officer I	36	$17.1663	$18.0246	$18.9258	$19.8721	$20.8657	$21.9090	$23.0045	$1,373.30	$1,441.97	$1,514.06	$1,589.77	$1,669.26	$1,752.72	$1,840.36
5514	Probation Officer II	42	$19.9078	$20.9032	$21.9484	$23.0458	$24.1981	$25.4080	$26.6784	$1,592.62	$1,672.26	$1,755.87	$1,843.66	$1,935.85	$2,032.64	$2,134.27
5513	Probation Officer III	46	$21.9745	$23.0732	$24.2269	$25.4382	$26.7101	$28.0456	$29.4479	$1,757.96	$1,845.86	$1,938.15	$2,035.06	$2,136.81	$2,243.65	$2,355.83
5523	Supervisor, Juvenile Hall Counselor	49	$23.6642	$24.8474	$26.0898	$27.3943	$28.7640	$30.2022	$31.7123	$1,893.14	$1,987.79	$2,087.18	$2,191.54	$2,301.12	$2,416.18	$2,536.98
5511	Supervisor, Probation Officer	51	$24.8622	$26.1053	$27.4106	$28.7811	$30.2202	$31.7312	$33.3178	$1,988.98	$2,088.42	$2,192.85	$2,302.49	$2,417.62	$2,538.50	$2,665.42

Effective the Pay Period Including January 1, 2013: 1% Wage Increase

Class Code	Classification Title	Range	Hourly Rates							Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
5525	Juvenile Hall Counselor I	32	$15.7074	$16.4928	$17.3174	$18.1833	$19.0925	$20.0471	$21.0495	$1,256.59	$1,319.42	$1,385.39	$1,454.66	$1,527.40	$1,603.77	$1,683.96
5524	Juvenile Hall Counselor II	36	$17.3381	$18.2050	$19.1153	$20.0711	$21.0747	$22.1284	$23.2348	$1,387.05	$1,456.40	$1,529.22	$1,605.69	$1,685.98	$1,770.27	$1,858.78
5515	Probation Officer I	36	$17.3381	$18.2050	$19.1153	$20.0711	$21.0747	$22.1284	$23.2348	$1,387.05	$1,456.40	$1,529.22	$1,605.69	$1,685.98	$1,770.27	$1,858.78
5514	Probation Officer II	42	$20.1070	$21.1124	$22.1680	$23.2764	$24.4402	$25.6622	$26.9453	$1,608.56	$1,688.99	$1,773.44	$1,862.11	$1,955.22	$2,052.98	$2,155.62
5513	Probation Officer III	46	$22.1943	$23.3040	$24.4692	$25.6927	$26.9773	$28.3262	$29.7425	$1,775.54	$1,864.32	$1,957.54	$2,055.42	$2,158.18	$2,266.10	$2,379.40
5523	Supervisor, Juvenile Hall Counselor	49	$23.9008	$25.0958	$26.3506	$27.6681	$29.0515	$30.5041	$32.0293	$1,912.06	$2,007.66	$2,108.05	$2,213.45	$2,324.12	$2,440.33	$2,562.34
5511	Supervisor, Probation Officer	51	$25.1108	$26.3663	$27.6846	$29.0688	$30.5222	$32.0483	$33.6507	$2,008.86	$2,109.30	$2,214.77	$2,325.50	$2,441.78	$2,563.86	$2,692.06

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE J
CLASSIFICATIONS WITH FLAT RATE ASSIGNMENTS*

Flat Rate	Class Code	Classification Title
$8.00 - $10.00/HR	4176	Behavioral Health Peer Advocate
$125/MO**		Board Certified Psychiatrist
$1,318.25/BI-WEEKLY	6828	Correctional Deputy Trainee
$10.00 - $20.00/HR	6818	Reserve Deputy Sheriff Level II
$100/BI-WEEKLY***		Deputy County Surveyor
$75.00/DAY****	1155	Election Clerk
$115.00/DAY****	1157	Election Inspector
$8.00/HR	1060	File Clerk - Extra Help
$75.00/HR	4127	Mental Health Clinic Psychiatrist
$50.00/SHIFT STANDBY PAY		Mental Health Clinic Psychiatrist
$85.00/HR (Defined as either being Board Certified, or with 5 years experience as a County Staff Psychiatrist.)	4128	Mental Health Clinic Psychiatrist
$40.00/HR	4031	Public Health Clinic Physician
$8.00 - $13.98/HR	1150	Seasonal Election Worker
$8.00/HR	1119	Weights and Measures Inspector Aide
$1,134/BI-WEEKLY	6817	Deputy Sheriff Trainee
$15.11/HR	6819	Waterways Enforcement Specialist
$8.00/HR	4158	Mental Health Intern
$18.73-$22.76/HR	1151	Seasonal Elections Instructor

*SALARY RATES FOR THESE CLASSIFICATIONS WILL APPLY AS INDICATED. CLASSIFICATIONS IN THIS SECTION ARE EXEMPT FROM UNIT REPRESENTATION.

**Additional wage for regular-help Psychiatrist possessing Psychiatric Board Certification.

***If appointed to perform the duties of County Surveyor, must possess a valid certificate of registration as a Professional Civil Engineer (authorized to practice land surveying) or Land Surveyor, issued by the California State Board of Registration for Professional Engineers and Land Surveyors.

****An additional $20 per class for attending training.

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE K (Effective the Pay Period Including 01/01/12 and 01/01/13 FOR SAFETY)
NON-REPRESENTED CLASSIFICATIONS

Effective the Pay Period Including January 1, 2012: 2% Wage Increase (Non-Safety); Effective the Pay Period Including January 1, 2012: 3% Wage Increase and January 1, 2013: 1% Wage Increase (Safety)

Class Code	Classification Title	Range	Bi-Weekly Rates						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1103	Assistant Agricultural Commissioner/Director of Weights & Measures	69	$2,952.64	$3,100.27	$3,255.29	$3,418.06	$3,588.96	$3,768.41	$3,956.83
1201	Assistant Assessor	72	$3,179.67	$3,338.66	$3,505.59	$3,680.87	$3,864.91	$4,058.16	$4,261.07
1251	Assistant Auditor-Controller	76	$3,509.77	$3,685.26	$3,869.52	$4,063.00	$4,266.15	$4,479.46	$4,703.43
4103	Assistant Behavioral Health Director - Administration	71	$3,102.12	$3,257.22	$3,420.09	$3,591.10	$3,770.65	$3,959.18	$4,157.14
4180	Assistant Behavioral Health Director - Clinical Services	71	$3,102.12	$3,257.22	$3,420.09	$3,591.10	$3,770.65	$3,959.18	$4,157.14
1003	Assistant Chief Administrative Officer	89	$4,838.26	$5,080.17	$5,334.18	$5,600.89	$5,880.94	$6,174.98	$6,483.74
5501	Assistant Chief Probation Officer	76	$3,544.25	$3,721.46	$3,907.54	$4,102.91	$4,308.06	$4,523.46	$4,749.63
5501	Assistant Chief Probation Officer (1% Increase Effective 01/01/13)	76	$3,579.60	$3,758.58	$3,946.51	$4,143.84	$4,351.03	$4,568.58	$4,797.02
1131	Assistant County Clerk-Recorder	72	$3,179.67	$3,338.66	$3,505.59	$3,680.87	$3,864.91	$4,058.16	$4,261.07
1141	Assistant County Clerk-Registrar of Voters	72	$3,179.67	$3,338.66	$3,505.59	$3,680.87	$3,864.91	$4,058.16	$4,261.07
1301	Assistant County Counsel	89	$4,838.26	$5,080.17	$5,334.18	$5,600.89	$5,880.94	$6,174.98	$6,483.74
3703	Assistant Director, Child Support Services	76	$3,509.77	$3,685.26	$3,869.52	$4,063.00	$4,266.15	$4,479.46	$4,703.43
3102	Assistant Director, Development Services	80	$3,874.12	$4,067.82	$4,271.22	$4,484.78	$4,709.02	$4,944.46	$5,191.69
5301	Assistant Director, Employment & Social Services	79	$3,779.63	$3,968.62	$4,167.05	$4,375.40	$4,594.17	$4,823.88	$5,065.07
4602	Assistant Director, General Services	71	$3,102.12	$3,257.22	$3,420.09	$3,591.10	$3,770.65	$3,959.18	$4,157.14
1321	Assistant Director, Human Resources	73	$3,259.16	$3,422.12	$3,593.22	$3,772.89	$3,961.54	$4,159.62	$4,367.60
1330	Assistant Director, Information Systems	73	$3,259.16	$3,422.12	$3,593.22	$3,772.89	$3,961.54	$4,159.62	$4,367.60
4009	Assistant Director, Public Health	76	$3,509.77	$3,685.26	$3,869.52	$4,063.00	$4,266.15	$4,479.46	$4,703.43
4303	Assistant Director, Public Works	78	$3,687.45	$3,871.82	$4,065.42	$4,268.69	$4,482.12	$4,706.22	$4,941.54
1011	Assistant Director, Water and Resource Conservation	74	$3,340.64	$3,507.67	$3,683.06	$3,867.21	$4,060.57	$4,263.60	$4,476.78
1261	Assistant Treasurer-Tax Collector	67	$2,810.37	$2,950.89	$3,098.43	$3,253.35	$3,416.02	$3,586.82	$3,766.16
1002	Chief Financial Officer	82	$4,070.25	$4,273.76	$4,487.45	$4,711.82	$4,947.42	$5,194.78	$5,454.52
7001	Chief Deputy District Attorney	88	$4,720.25	$4,956.26	$5,204.08	$5,464.29	$5,737.50	$6,024.38	$6,325.59
1004	Deputy Administrative Officer	80	$3,874.12	$4,067.82	$4,271.22	$4,484.78	$4,709.02	$4,944.46	$5,191.69
1001	Deputy Chief Financial Officer	73	$3,259.16	$3,422.12	$3,593.22	$3,772.89	$3,961.54	$4,159.62	$4,367.60
1323	Labor Relations Analyst	57	$2,195.47	$2,305.25	$2,420.51	$2,541.54	$2,668.62	$2,802.05	$2,942.15
1322	Labor Relations Officer	73	$3,259.16	$3,422.12	$3,593.22	$3,772.89	$3,961.54	$4,159.62	$4,367.60
5503	Superintendent, Juvenile Hall*	67	$2,837.98	$2,979.87	$3,128.86	$3,285.30	$3,449.57	$3,622.05	$3,803.15
5503	Superintendent, Juvenile Hall* (1% Increase Effective 01/01/13)	67	$2,866.29	$3,009.60	$3,160.08	$3,318.09	$3,483.99	$3,658.19	$3,841.10
1320	Supervisor, Payroll	53	$1,988.98	$2,088.43	$2,192.86	$2,302.50	$2,417.62	$2,538.50	$2,665.43
			Annual Salary						
140	Health Officer	Flat Rate	$176,268						
4116	Medical Director	Flat Rate	$211,584 - $264,180						

*Superintendent, Juvenile Hall classification is represented by BCMEA and linked to the Assistant CPO.

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE L

SALARY SCHEDULE FOR BCEA-GENERAL, BCEA-SSW, PEA (ADDITIONALLY THIS IS THE SALARY SCHEDULE FOR PPOA AND BCMEA UNTIL 01/01/12)

(Effective 10-06-07)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.0227	$7.3738	$7.7425	$8.1296	$8.5361	$8.9629	$9.4110	1	$561.82	$589.90	$619.40	$650.37	$682.89	$717.03	$752.88
2	$7.1983	$7.5582	$7.9361	$8.3329	$8.7495	$9.1870	$9.6464	2	$575.86	$604.66	$634.89	$666.63	$699.96	$734.96	$771.71
3	$7.3783	$7.7472	$8.1346	$8.5413	$8.9684	$9.4168	$9.8876	3	$590.26	$619.78	$650.77	$683.30	$717.47	$753.34	$791.01
4	$7.5628	$7.9409	$8.3379	$8.7548	$9.1925	$9.6521	$10.1347	4	$605.02	$635.27	$667.03	$700.38	$735.40	$772.17	$810.78
5	$7.7519	$8.1395	$8.5465	$8.9738	$9.4225	$9.8936	$10.3883	5	$620.15	$651.16	$683.72	$717.90	$753.80	$791.49	$831.06
6	$7.9457	$8.3430	$8.7602	$9.1982	$9.6581	$10.1410	$10.6481	6	$635.66	$667.44	$700.82	$735.86	$772.65	$811.28	$851.85
7	$8.1443	$8.5515	$8.9791	$9.4281	$9.8995	$10.3945	$10.9142	7	$651.54	$684.12	$718.33	$754.25	$791.96	$831.56	$873.14
8	$8.3479	$8.7653	$9.2036	$9.6638	$10.1470	$10.6544	$11.1871	8	$667.83	$701.22	$736.29	$773.10	$811.76	$852.35	$894.97
9	$8.5566	$8.9844	$9.4336	$9.9053	$10.4006	$10.9206	$11.4666	9	$684.53	$718.75	$754.69	$792.42	$832.05	$873.65	$917.33
10	$8.7705	$9.2090	$9.6695	$10.1530	$10.6607	$11.1937	$11.7534	10	$701.64	$736.72	$773.56	$812.24	$852.86	$895.50	$940.27
11	$8.9898	$9.4393	$9.9113	$10.4069	$10.9272	$11.4736	$12.0473	11	$719.18	$755.14	$792.90	$832.55	$874.18	$917.89	$963.78
12	$9.2145	$9.6752	$10.1590	$10.6670	$11.2004	$11.7604	$12.3484	12	$737.16	$774.02	$812.72	$853.36	$896.03	$940.83	$987.87
13	$9.4449	$9.9171	$10.4130	$10.9337	$11.4804	$12.0544	$12.6571	13	$755.59	$793.37	$833.04	$874.70	$918.43	$964.35	$1,012.57
14	$9.6810	$10.1651	$10.6734	$11.2071	$11.7675	$12.3559	$12.9737	14	$774.48	$813.21	$853.87	$896.57	$941.40	$988.47	$1,037.90
15	$9.9230	$10.4192	$10.9402	$11.4872	$12.0616	$12.6647	$13.2979	15	$793.84	$833.54	$875.22	$918.98	$964.93	$1,013.18	$1,063.83
16	$10.1711	$10.6797	$11.2137	$11.7744	$12.3631	$12.9813	$13.6304	16	$813.69	$854.38	$897.10	$941.95	$989.05	$1,038.50	$1,090.43
17	$10.4254	$10.9467	$11.4940	$12.0687	$12.6721	$13.3057	$13.9710	17	$834.03	$875.74	$919.52	$965.50	$1,013.77	$1,064.46	$1,117.68
18	$10.6860	$11.2203	$11.7813	$12.3704	$12.9889	$13.6383	$14.3202	18	$854.88	$897.62	$942.50	$989.63	$1,039.11	$1,091.06	$1,145.62
19	$10.9532	$11.5009	$12.0759	$12.6797	$13.3137	$13.9794	$14.6784	19	$876.26	$920.07	$966.07	$1,014.38	$1,065.10	$1,118.35	$1,174.27
20	$11.2270	$11.7884	$12.3778	$12.9967	$13.6465	$14.3288	$15.0452	20	$898.16	$943.07	$990.22	$1,039.74	$1,091.72	$1,146.30	$1,203.62
21	$11.5077	$12.0831	$12.6873	$13.3217	$13.9878	$14.6872	$15.4216	21	$920.62	$966.65	$1,014.98	$1,065.74	$1,119.02	$1,174.98	$1,233.73
22	$11.7954	$12.3852	$13.0045	$13.6547	$14.3374	$15.0543	$15.8070	22	$943.63	$990.82	$1,040.36	$1,092.38	$1,146.99	$1,204.34	$1,264.56
23	$12.0903	$12.6948	$13.3295	$13.9960	$14.6958	$15.4306	$16.2021	23	$967.22	$1,015.58	$1,066.36	$1,119.68	$1,175.66	$1,234.45	$1,296.17
24	$12.3926	$13.0122	$13.6628	$14.3459	$15.0632	$15.8164	$16.6072	24	$991.41	$1,040.98	$1,093.02	$1,147.67	$1,205.06	$1,265.31	$1,328.58
25	$12.7024	$13.3375	$14.0044	$14.7046	$15.4398	$16.2118	$17.0224	25	$1,016.19	$1,067.00	$1,120.35	$1,176.37	$1,235.18	$1,296.94	$1,361.79
26	$13.0200	$13.6710	$14.3546	$15.0723	$15.8259	$16.6172	$17.4481	26	$1,041.60	$1,093.68	$1,148.37	$1,205.78	$1,266.07	$1,329.38	$1,395.85
27	$13.3455	$14.0128	$14.7134	$15.4491	$16.2216	$17.0327	$17.8843	27	$1,067.64	$1,121.02	$1,177.07	$1,235.93	$1,297.73	$1,362.62	$1,430.74
28	$13.6791	$14.3631	$15.0813	$15.8354	$16.6272	$17.4586	$18.3315	28	$1,094.33	$1,149.05	$1,206.50	$1,266.83	$1,330.18	$1,396.69	$1,466.52
29	$14.0211	$14.7222	$15.4583	$16.2312	$17.0428	$17.8949	$18.7896	29	$1,121.69	$1,177.78	$1,236.66	$1,298.50	$1,363.42	$1,431.59	$1,503.17
30	$14.3716	$15.0902	$15.8447	$16.6369	$17.4687	$18.3421	$19.2592	30	$1,149.73	$1,207.22	$1,267.58	$1,330.95	$1,397.50	$1,467.37	$1,540.74
31	$14.7309	$15.4674	$16.2408	$17.0528	$17.9054	$18.8007	$19.7407	31	$1,178.47	$1,237.39	$1,299.26	$1,364.22	$1,432.43	$1,504.06	$1,579.26
32	$15.0992	$15.8542	$16.6469	$17.4792	$18.3532	$19.2709	$20.2344	32	$1,207.94	$1,268.34	$1,331.75	$1,398.34	$1,468.26	$1,541.67	$1,618.75
33	$15.4767	$16.2505	$17.0630	$17.9162	$18.8120	$19.7526	$20.7402	33	$1,238.14	$1,300.04	$1,365.04	$1,433.30	$1,504.96	$1,580.21	$1,659.22
34	$15.8636	$16.6568	$17.4896	$18.3641	$19.2823	$20.2464	$21.2587	34	$1,269.09	$1,332.54	$1,399.17	$1,469.13	$1,542.58	$1,619.71	$1,700.70
35	$16.2602	$17.0732	$17.9269	$18.8232	$19.7644	$20.7526	$21.7902	35	$1,300.82	$1,365.86	$1,434.15	$1,505.86	$1,581.15	$1,660.21	$1,743.22
36	$16.6667	$17.5000	$18.3750	$19.2938	$20.2585	$21.2714	$22.3350	36	$1,333.34	$1,400.00	$1,470.00	$1,543.50	$1,620.68	$1,701.71	$1,786.80
37	$17.0834	$17.9376	$18.8345	$19.7762	$20.7650	$21.8033	$22.8935	37	$1,366.67	$1,435.01	$1,506.76	$1,582.10	$1,661.20	$1,744.26	$1,831.48

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE L

SALARY SCHEDULE FOR BCEA-GENERAL, BCEA-SSW, PEA (ADDITIONALLY THIS IS THE SALARY SCHEDULE FOR PPOA AND BCMEA UNTIL 01/01/12)

(Effective 10-06-07)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
38	$17.5105	$18.3860	$19.3053	$20.2706	$21.2841	$22.3483	$23.4657	38	$1,400.84	$1,470.88	$1,544.42	$1,621.65	$1,702.73	$1,787.86	$1,877.26
39	$17.9483	$18.8457	$19.7880	$20.7774	$21.8163	$22.9071	$24.0525	39	$1,435.86	$1,507.66	$1,583.04	$1,662.19	$1,745.30	$1,832.57	$1,924.20
40	$18.3970	$19.3169	$20.2827	$21.2968	$22.3616	$23.4797	$24.6537	40	$1,471.76	$1,545.35	$1,622.62	$1,703.74	$1,788.93	$1,878.38	$1,972.30
41	$18.8569	$19.7997	$20.7897	$21.8292	$22.9207	$24.0667	$25.2700	41	$1,508.55	$1,583.98	$1,663.18	$1,746.34	$1,833.66	$1,925.34	$2,021.60
42	$19.3283	$20.2947	$21.3094	$22.3749	$23.4936	$24.6683	$25.9017	42	$1,546.26	$1,623.58	$1,704.75	$1,789.99	$1,879.49	$1,973.46	$2,072.14
43	$19.8115	$20.8021	$21.8422	$22.9343	$24.0810	$25.2851	$26.5494	43	$1,584.92	$1,664.17	$1,747.38	$1,834.74	$1,926.48	$2,022.81	$2,123.95
44	$20.3068	$21.3221	$22.3882	$23.5076	$24.6830	$25.9172	$27.2131	44	$1,624.54	$1,705.77	$1,791.06	$1,880.61	$1,974.64	$2,073.38	$2,177.05
45	$20.8145	$21.8552	$22.9480	$24.0954	$25.3002	$26.5652	$27.8935	45	$1,665.16	$1,748.42	$1,835.84	$1,927.63	$2,024.02	$2,125.22	$2,231.48
46	$21.3349	$22.4016	$23.5217	$24.6978	$25.9327	$27.2293	$28.5908	46	$1,706.79	$1,792.13	$1,881.74	$1,975.82	$2,074.62	$2,178.34	$2,287.26
47	$21.8683	$22.9617	$24.1098	$25.3153	$26.5811	$27.9102	$29.3057	47	$1,749.46	$1,836.94	$1,928.78	$2,025.22	$2,126.49	$2,232.82	$2,344.46
48	$22.4150	$23.5358	$24.7126	$25.9482	$27.2456	$28.6079	$30.0383	48	$1,793.20	$1,882.86	$1,977.01	$2,075.86	$2,179.65	$2,288.63	$2,403.06
49	$22.9754	$24.1242	$25.3304	$26.5969	$27.9267	$29.3230	$30.7892	49	$1,838.03	$1,929.94	$2,026.43	$2,127.75	$2,234.14	$2,345.84	$2,463.14
50	$23.5498	$24.7273	$25.9637	$27.2619	$28.6250	$30.0563	$31.5591	50	$1,883.98	$1,978.18	$2,077.10	$2,180.95	$2,290.00	$2,404.50	$2,524.73
51	$24.1385	$25.3454	$26.6127	$27.9433	$29.3405	$30.8075	$32.3479	51	$1,931.08	$2,027.63	$2,129.02	$2,235.46	$2,347.24	$2,464.60	$2,587.83
52	$24.7420	$25.9791	$27.2781	$28.6420	$30.0741	$31.5778	$33.1567	52	$1,979.36	$2,078.33	$2,182.25	$2,291.36	$2,405.93	$2,526.22	$2,652.54
53	$25.3606	$26.6286	$27.9600	$29.3580	$30.8259	$32.3672	$33.9856	53	$2,028.85	$2,130.29	$2,236.80	$2,348.64	$2,466.07	$2,589.38	$2,718.85
54	$25.9946	$27.2943	$28.6590	$30.0920	$31.5966	$33.1764	$34.8352	54	$2,079.57	$2,183.54	$2,292.72	$2,407.36	$2,527.73	$2,654.11	$2,786.82
55	$26.6445	$27.9767	$29.3755	$30.8443	$32.3865	$34.0058	$35.7061	55	$2,131.56	$2,238.14	$2,350.04	$2,467.54	$2,590.92	$2,720.46	$2,856.49
56	$27.3106	$28.6761	$30.1099	$31.6154	$33.1962	$34.8560	$36.5988	56	$2,184.85	$2,294.09	$2,408.79	$2,529.23	$2,655.70	$2,788.48	$2,927.90
57	$27.9934	$29.3931	$30.8628	$32.4059	$34.0262	$35.7275	$37.5139	57	$2,239.47	$2,351.45	$2,469.02	$2,592.47	$2,722.10	$2,858.20	$3,001.11
58	$28.6932	$30.1279	$31.6343	$33.2160	$34.8768	$36.6206	$38.4516	58	$2,295.46	$2,410.23	$2,530.74	$2,657.28	$2,790.14	$2,929.65	$3,076.13
59	$29.4105	$30.8810	$32.4251	$34.0464	$35.7487	$37.5361	$39.4129	59	$2,352.84	$2,470.48	$2,594.01	$2,723.71	$2,859.90	$3,002.89	$3,153.03
60	$30.1458	$31.6531	$33.2358	$34.8976	$36.6425	$38.4746	$40.3983	60	$2,411.66	$2,532.25	$2,658.86	$2,791.81	$2,931.40	$3,077.97	$3,231.86
61	$30.8994	$32.4444	$34.0666	$35.7699	$37.5584	$39.4363	$41.4081	61	$2,471.95	$2,595.55	$2,725.33	$2,861.59	$3,004.67	$3,154.90	$3,312.65
62	$31.6719	$33.2555	$34.9183	$36.6642	$38.4974	$40.4223	$42.4434	62	$2,533.75	$2,660.44	$2,793.46	$2,933.14	$3,079.79	$3,233.78	$3,395.47
63	$32.4637	$34.0869	$35.7912	$37.5808	$39.4598	$41.4328	$43.5044	63	$2,597.10	$2,726.95	$2,863.30	$3,006.46	$3,156.78	$3,314.62	$3,480.35
64	$33.2753	$34.9391	$36.6861	$38.5204	$40.4464	$42.4687	$44.5921	64	$2,662.02	$2,795.13	$2,934.89	$3,081.63	$3,235.71	$3,397.50	$3,567.37
65	$34.1072	$35.8126	$37.6032	$39.4834	$41.4576	$43.5305	$45.7070	65	$2,728.58	$2,865.01	$3,008.26	$3,158.67	$3,316.61	$3,482.44	$3,656.56
66	$34.9599	$36.7079	$38.5433	$40.4705	$42.4940	$44.6187	$46.8496	66	$2,796.79	$2,936.63	$3,083.46	$3,237.64	$3,399.52	$3,569.50	$3,747.97
67	$35.8339	$37.6256	$39.5069	$41.4822	$43.5563	$45.7341	$48.0208	67	$2,866.71	$3,010.05	$3,160.55	$3,318.58	$3,484.50	$3,658.73	$3,841.66
68	$36.7297	$38.5662	$40.4945	$42.5192	$44.6452	$46.8775	$49.2214	68	$2,938.38	$3,085.30	$3,239.56	$3,401.54	$3,571.62	$3,750.20	$3,937.71
69	$37.6479	$39.5303	$41.5068	$43.5821	$45.7612	$48.0493	$50.4518	69	$3,011.83	$3,162.42	$3,320.54	$3,486.57	$3,660.90	$3,843.94	$4,036.14
70	$38.5891	$40.5186	$42.5445	$44.6717	$46.9053	$49.2506	$51.7131	70	$3,087.13	$3,241.49	$3,403.56	$3,573.74	$3,752.42	$3,940.05	$4,137.05
71	$39.5538	$41.5315	$43.6081	$45.7885	$48.0779	$50.4818	$53.0059	71	$3,164.30	$3,322.52	$3,488.65	$3,663.08	$3,846.23	$4,038.54	$4,240.47
72	$40.5426	$42.5697	$44.6982	$46.9331	$49.2798	$51.7438	$54.3310	72	$3,243.41	$3,405.58	$3,575.86	$3,754.65	$3,942.38	$4,139.50	$4,346.48
73	$41.5562	$43.6340	$45.8157	$48.1065	$50.5118	$53.0374	$55.6893	73	$3,324.50	$3,490.72	$3,665.26	$3,848.52	$4,040.94	$4,242.99	$4,455.14
74	$42.5951	$44.7249	$46.9611	$49.3092	$51.7747	$54.3634	$57.0816	74	$3,407.61	$3,577.99	$3,756.89	$3,944.74	$4,141.98	$4,349.07	$4,566.53

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE L

SALARY SCHEDULE FOR BCEA-GENERAL, BCEA-SSW, PEA (ADDITIONALLY THIS IS THE SALARY SCHEDULE FOR PPOA AND BCMEA UNTIL 01/01/12)

(Effective 10-06-07)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
75	$43.6600	$45.8430	$48.1352	$50.5420	$53.0691	$55.7226	$58.5087	75	$3,492.80	$3,667.44	$3,850.82	$4,043.36	$4,245.53	$4,457.81	$4,680.70
76	$44.7515	$46.9891	$49.3386	$51.8055	$54.3958	$57.1156	$59.9714	76	$3,580.12	$3,759.13	$3,947.09	$4,144.44	$4,351.66	$4,569.25	$4,797.71
77	$45.8703	$48.1638	$50.5720	$53.1006	$55.7556	$58.5434	$61.4706	77	$3,669.62	$3,853.10	$4,045.76	$4,248.05	$4,460.45	$4,683.47	$4,917.65
78	$47.0171	$49.3680	$51.8364	$54.4282	$57.1496	$60.0071	$63.0075	78	$3,761.37	$3,949.44	$4,146.91	$4,354.26	$4,571.97	$4,800.57	$5,040.60
79	$48.1925	$50.6021	$53.1322	$55.7888	$58.5782	$61.5071	$64.5825	79	$3,855.40	$4,048.17	$4,250.58	$4,463.10	$4,686.26	$4,920.57	$5,166.60
80	$49.3973	$51.8672	$54.4606	$57.1836	$60.0428	$63.0449	$66.1971	80	$3,951.78	$4,149.38	$4,356.85	$4,574.69	$4,803.42	$5,043.59	$5,295.77
81	$50.6322	$53.1638	$55.8220	$58.6131	$61.5438	$64.6210	$67.8521	81	$4,050.58	$4,253.10	$4,465.76	$4,689.05	$4,923.50	$5,169.68	$5,428.17
82	$51.8980	$54.4929	$57.2175	$60.0784	$63.0823	$66.2364	$69.5482	82	$4,151.84	$4,359.43	$4,577.40	$4,806.27	$5,046.58	$5,298.91	$5,563.86
83	$53.1955	$55.8553	$58.6481	$61.5805	$64.6595	$67.8925	$71.2871	83	$4,255.64	$4,468.42	$4,691.85	$4,926.44	$5,172.76	$5,431.40	$5,702.97
84	$54.5254	$57.2517	$60.1143	$63.1200	$66.2760	$69.5898	$73.0693	84	$4,362.03	$4,580.14	$4,809.14	$5,049.60	$5,302.08	$5,567.18	$5,845.54
85	$55.8885	$58.6829	$61.6170	$64.6979	$67.9328	$71.3294	$74.8959	85	$4,471.08	$4,694.63	$4,929.36	$5,175.83	$5,434.62	$5,706.35	$5,991.67
86	$57.2857	$60.1500	$63.1575	$66.3154	$69.6312	$73.1128	$76.7684	86	$4,582.86	$4,812.00	$5,052.60	$5,305.23	$5,570.50	$5,849.02	$6,141.47
87	$58.7178	$61.6537	$64.7364	$67.9732	$71.3719	$74.9405	$78.6875	87	$4,697.42	$4,932.30	$5,178.91	$5,437.86	$5,709.75	$5,995.24	$6,295.00
88	$60.1857	$63.1950	$66.3548	$69.6725	$73.1561	$76.8139	$80.6546	88	$4,814.86	$5,055.60	$5,308.38	$5,573.80	$5,852.49	$6,145.11	$6,452.37
89	$61.6903	$64.7748	$68.0135	$71.4142	$74.9849	$78.7341	$82.6708	89	$4,935.22	$5,181.98	$5,441.08	$5,713.14	$5,998.79	$6,298.73	$6,613.66
90	$63.2326	$66.3942	$69.7139	$73.1996	$76.8596	$80.7026	$84.7377	90	$5,058.61	$5,311.54	$5,577.11	$5,855.97	$6,148.77	$6,456.21	$6,779.02
91	$64.8134	$68.0541	$71.4568	$75.0296	$78.7811	$82.7202	$86.8562	91	$5,185.07	$5,444.33	$5,716.54	$6,002.37	$6,302.49	$6,617.62	$6,948.50
92	$66.4337	$69.7554	$73.2432	$76.9054	$80.7507	$84.7882	$89.0276	92	$5,314.70	$5,580.43	$5,859.46	$6,152.43	$6,460.06	$6,783.06	$7,122.21
93	$68.0945	$71.4992	$75.0742	$78.8279	$82.7693	$86.9078	$91.2532	93	$5,447.56	$5,719.94	$6,005.94	$6,306.23	$6,621.54	$6,952.62	$7,300.26
94	$69.7969	$73.2867	$76.9510	$80.7986	$84.8385	$89.0804	$93.5344	94	$5,583.75	$5,862.94	$6,156.08	$6,463.89	$6,787.08	$7,126.43	$7,482.75
95	$71.5418	$75.1189	$78.8748	$82.8185	$86.9594	$91.3074	$95.8728	95	$5,723.34	$6,009.51	$6,309.98	$6,625.48	$6,956.75	$7,304.59	$7,669.82
96	$73.3303	$76.9968	$80.8466	$84.8889	$89.1333	$93.5900	$98.2695	96	$5,866.42	$6,159.74	$6,467.73	$6,791.11	$7,130.66	$7,487.20	$7,861.56
97	$75.1636	$78.9218	$82.8679	$87.0113	$91.3619	$95.9300	$100.7265	97	$6,013.09	$6,313.74	$6,629.43	$6,960.90	$7,308.95	$7,674.40	$8,058.12
98	$77.0427	$80.8948	$84.9395	$89.1865	$93.6458	$98.3281	$103.2445	98	$6,163.42	$6,471.58	$6,795.16	$7,134.92	$7,491.66	$7,866.25	$8,259.56
99	$78.9688	$82.9172	$87.0631	$91.4163	$95.9871	$100.7865	$105.8258	99	$6,317.50	$6,633.38	$6,965.05	$7,313.30	$7,678.97	$8,062.92	$8,466.06
100	$80.9430	$84.9902	$89.2397	$93.7017	$98.3868	$103.3061	$108.4714	100	$6,475.44	$6,799.22	$7,139.18	$7,496.14	$7,870.94	$8,264.49	$8,677.71

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (NON-SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.2349	$7.5966	$7.9764	$8.3752	$8.7940	$9.2337	$9.6954	1	$578.79	$607.73	$638.11	$670.02	$703.52	$738.70	$775.63
2	$7.4157	$7.7865	$8.1758	$8.5846	$9.0138	$9.4645	$9.9377	2	$593.26	$622.92	$654.06	$686.77	$721.10	$757.16	$795.02
3	$7.6011	$7.9812	$8.3803	$8.7993	$9.2393	$9.7013	$10.1864	3	$608.09	$638.50	$670.42	$703.94	$739.14	$776.10	$814.91
4	$7.7911	$8.1807	$8.5897	$9.0192	$9.4702	$9.9437	$10.4409	4	$623.29	$654.46	$687.18	$721.54	$757.62	$795.50	$835.27
5	$7.9859	$8.3852	$8.8045	$9.2447	$9.7069	$10.1922	$10.7018	5	$638.87	$670.82	$704.36	$739.58	$776.55	$815.38	$856.14
6	$8.1855	$8.5948	$9.0245	$9.4757	$9.9495	$10.4470	$10.9694	6	$654.84	$687.58	$721.96	$758.06	$795.96	$835.76	$877.55
7	$8.3901	$8.8096	$9.2501	$9.7126	$10.1982	$10.7081	$11.2435	7	$671.21	$704.77	$740.01	$777.01	$815.86	$856.65	$899.48
8	$8.5999	$9.0299	$9.4814	$9.9555	$10.4533	$10.9760	$11.5248	8	$687.99	$722.39	$758.51	$796.44	$836.26	$878.08	$921.98
9	$8.8149	$9.2556	$9.7184	$10.2043	$10.7145	$11.2502	$11.8127	9	$705.19	$740.45	$777.47	$816.34	$857.16	$900.02	$945.02
10	$9.0353	$9.4871	$9.9615	$10.4596	$10.9826	$11.5317	$12.1083	10	$722.82	$758.97	$796.92	$836.77	$878.61	$922.54	$968.66
11	$9.2612	$9.7243	$10.2105	$10.7210	$11.2571	$11.8200	$12.4110	11	$740.90	$777.94	$816.84	$857.68	$900.57	$945.60	$992.88
12	$9.4927	$9.9673	$10.4657	$10.9890	$11.5385	$12.1154	$12.7212	12	$759.42	$797.38	$837.26	$879.12	$923.08	$969.23	$1,017.70
13	$9.7300	$10.2165	$10.7273	$11.2637	$11.8269	$12.4182	$13.0391	13	$778.40	$817.32	$858.18	$901.10	$946.15	$993.46	$1,043.13
14	$9.9733	$10.4720	$10.9956	$11.5454	$12.1227	$12.7288	$13.3652	14	$797.86	$837.76	$879.65	$923.63	$969.82	$1,018.30	$1,069.22
15	$10.2226	$10.7337	$11.2704	$11.8339	$12.4256	$13.0469	$13.6992	15	$817.81	$858.70	$901.63	$946.71	$994.05	$1,043.75	$1,095.94
16	$10.4782	$11.0021	$11.5522	$12.1298	$12.7363	$13.3731	$14.0418	16	$838.26	$880.17	$924.18	$970.38	$1,018.90	$1,069.85	$1,123.34
17	$10.7402	$11.2772	$11.8411	$12.4332	$13.0549	$13.7076	$14.3930	17	$859.22	$902.18	$947.29	$994.66	$1,044.39	$1,096.61	$1,151.44
18	$11.0087	$11.5591	$12.1371	$12.7440	$13.3812	$14.0503	$14.7528	18	$880.70	$924.73	$970.97	$1,019.52	$1,070.50	$1,124.02	$1,180.22
19	$11.2839	$11.8481	$12.4405	$13.0625	$13.7156	$14.4014	$15.1215	19	$902.71	$947.85	$995.24	$1,045.00	$1,097.25	$1,152.11	$1,209.72
20	$11.5660	$12.1443	$12.7515	$13.3891	$14.0586	$14.7615	$15.4996	20	$925.28	$971.54	$1,020.12	$1,071.13	$1,124.69	$1,180.92	$1,239.97
21	$11.8552	$12.4480	$13.0704	$13.7239	$14.4101	$15.1306	$15.8871	21	$948.42	$995.84	$1,045.63	$1,097.91	$1,152.81	$1,210.45	$1,270.97
22	$12.1516	$12.7592	$13.3972	$14.0671	$14.7705	$15.5090	$16.2845	22	$972.13	$1,020.74	$1,071.78	$1,125.37	$1,181.64	$1,240.72	$1,302.76
23	$12.4554	$13.0782	$13.7321	$14.4187	$15.1396	$15.8966	$16.6914	23	$996.43	$1,046.26	$1,098.57	$1,153.50	$1,211.17	$1,271.73	$1,335.31
24	$12.7668	$13.4051	$14.0754	$14.7792	$15.5182	$16.2941	$17.1088	24	$1,021.34	$1,072.41	$1,126.03	$1,182.34	$1,241.46	$1,303.53	$1,368.70
25	$13.0860	$13.7403	$14.4273	$15.1487	$15.9061	$16.7014	$17.5365	25	$1,046.88	$1,099.22	$1,154.18	$1,211.90	$1,272.49	$1,336.11	$1,402.92
26	$13.4132	$14.0839	$14.7881	$15.5275	$16.3039	$17.1191	$17.9751	26	$1,073.06	$1,126.71	$1,183.05	$1,242.20	$1,304.31	$1,369.53	$1,438.01
27	$13.7485	$14.4359	$15.1577	$15.9156	$16.7114	$17.5470	$18.4244	27	$1,099.88	$1,154.87	$1,212.62	$1,273.25	$1,336.91	$1,403.76	$1,473.95
28	$14.0922	$14.7968	$15.5366	$16.3134	$17.1291	$17.9856	$18.8849	28	$1,127.38	$1,183.74	$1,242.93	$1,305.07	$1,370.33	$1,438.85	$1,510.79
29	$14.4445	$15.1667	$15.9250	$16.7213	$17.5574	$18.4353	$19.3571	29	$1,155.56	$1,213.34	$1,274.00	$1,337.70	$1,404.59	$1,474.82	$1,548.57
30	$14.8056	$15.5459	$16.3232	$17.1394	$17.9964	$18.8962	$19.8410	30	$1,184.45	$1,243.67	$1,305.86	$1,371.15	$1,439.71	$1,511.70	$1,587.28
31	$15.1757	$15.9345	$16.7312	$17.5678	$18.4462	$19.3685	$20.3369	31	$1,214.06	$1,274.76	$1,338.50	$1,405.42	$1,475.70	$1,549.48	$1,626.95
32	$15.5551	$16.3329	$17.1495	$18.0070	$18.9074	$19.8528	$20.8454	32	$1,244.41	$1,306.63	$1,371.96	$1,440.56	$1,512.59	$1,588.22	$1,667.63
33	$15.9440	$16.7412	$17.5783	$18.4572	$19.3801	$20.3491	$21.3666	33	$1,275.52	$1,339.30	$1,406.26	$1,476.58	$1,550.41	$1,627.93	$1,709.33
34	$16.3426	$17.1597	$18.0177	$18.9186	$19.8645	$20.8577	$21.9006	34	$1,307.41	$1,372.78	$1,441.42	$1,513.49	$1,589.16	$1,668.62	$1,752.05
35	$16.7512	$17.5888	$18.4682	$19.3916	$20.3612	$21.3793	$22.4483	35	$1,340.10	$1,407.10	$1,477.46	$1,551.33	$1,628.90	$1,710.34	$1,795.86
36	$17.1700	$18.0285	$18.9299	$19.8764	$20.8702	$21.9137	$23.0094	36	$1,373.60	$1,442.28	$1,514.39	$1,590.11	$1,669.62	$1,753.10	$1,840.75
37	$17.5993	$18.4793	$19.4033	$20.3735	$21.3922	$22.4618	$23.5849	37	$1,407.94	$1,478.34	$1,552.26	$1,629.88	$1,711.38	$1,796.94	$1,886.79
38	$18.0393	$18.9413	$19.8884	$20.8828	$21.9269	$23.0232	$24.1744	38	$1,443.14	$1,515.30	$1,591.07	$1,670.62	$1,754.15	$1,841.86	$1,933.95
39	$18.4903	$19.4148	$20.3855	$21.4048	$22.4750	$23.5988	$24.7787	39	$1,479.22	$1,553.18	$1,630.84	$1,712.38	$1,798.00	$1,887.90	$1,982.30
40	$18.9526	$19.9002	$20.8952	$21.9400	$23.0370	$24.1889	$25.3983	40	$1,516.21	$1,592.02	$1,671.62	$1,755.20	$1,842.96	$1,935.11	$2,031.86
41	$19.4264	$20.3977	$21.4176	$22.4885	$23.6129	$24.7935	$26.0332	41	$1,554.11	$1,631.82	$1,713.41	$1,799.08	$1,889.03	$1,983.48	$2,082.66
42	$19.9121	$20.9077	$21.9531	$23.0508	$24.2033	$25.4135	$26.6842	42	$1,592.97	$1,672.62	$1,756.25	$1,844.06	$1,936.26	$2,033.08	$2,134.74
43	$20.4099	$21.4304	$22.5019	$23.6270	$24.8084	$26.0488	$27.3512	43	$1,632.79	$1,714.43	$1,800.15	$1,890.16	$1,984.67	$2,083.90	$2,188.10
44	$20.9201	$21.9661	$23.0644	$24.2176	$25.4285	$26.6999	$28.0349	44	$1,673.61	$1,757.29	$1,845.15	$1,937.41	$2,034.28	$2,135.99	$2,242.79
45	$21.4431	$22.5153	$23.6411	$24.8232	$26.0644	$27.3676	$28.7360	45	$1,715.45	$1,801.22	$1,891.29	$1,985.86	$2,085.15	$2,189.41	$2,298.88
46	$21.9792	$23.0782	$24.2321	$25.4437	$26.7159	$28.0517	$29.4543	46	$1,758.34	$1,846.26	$1,938.57	$2,035.50	$2,137.27	$2,244.14	$2,356.34
47	$22.5287	$23.6551	$24.8379	$26.0798	$27.3838	$28.7530	$30.1907	47	$1,802.30	$1,892.41	$1,987.03	$2,086.38	$2,190.70	$2,300.24	$2,415.26
48	$23.0919	$24.2465	$25.4588	$26.7317	$28.0683	$29.4717	$30.9453	48	$1,847.35	$1,939.72	$2,036.70	$2,138.54	$2,245.46	$2,357.74	$2,475.62

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (NON-SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
49	$23.6692	$24.8527	$26.0953	$27.4001	$28.7701	$30.2086	$31.7190	49	$1,893.54	$1,988.22	$2,087.62	$2,192.01	$2,301.61	$2,416.69	$2,537.52
50	$24.2609	$25.4739	$26.7476	$28.0850	$29.4893	$30.9638	$32.5120	50	$1,940.87	$2,037.91	$2,139.81	$2,246.80	$2,359.14	$2,477.10	$2,600.96
51	$24.8674	$26.1108	$27.4163	$28.7871	$30.2265	$31.7378	$33.3247	51	$1,989.39	$2,088.86	$2,193.30	$2,302.97	$2,418.12	$2,539.02	$2,665.98
52	$25.4891	$26.7636	$28.1018	$29.5069	$30.9822	$32.5313	$34.1579	52	$2,039.13	$2,141.09	$2,248.14	$2,360.55	$2,478.58	$2,602.50	$2,732.63
53	$26.1263	$27.4326	$28.8042	$30.2444	$31.7566	$33.3444	$35.0116	53	$2,090.10	$2,194.61	$2,304.34	$2,419.55	$2,540.53	$2,667.55	$2,800.93
54	$26.7795	$28.1185	$29.5244	$31.0006	$32.5506	$34.1781	$35.8870	54	$2,142.36	$2,249.48	$2,361.95	$2,480.05	$2,604.05	$2,734.25	$2,870.96
55	$27.4490	$28.8215	$30.2626	$31.7757	$33.3645	$35.0327	$36.7843	55	$2,195.92	$2,305.72	$2,421.01	$2,542.06	$2,669.16	$2,802.62	$2,942.74
56	$28.1352	$29.5420	$31.0191	$32.5701	$34.1986	$35.9085	$37.7039	56	$2,250.82	$2,363.36	$2,481.53	$2,605.61	$2,735.89	$2,872.68	$3,016.31
57	$28.8386	$30.2805	$31.7945	$33.3842	$35.0534	$36.8061	$38.6464	57	$2,307.09	$2,422.44	$2,543.56	$2,670.74	$2,804.27	$2,944.49	$3,091.71
58	$29.5596	$31.0376	$32.5895	$34.2190	$35.9300	$37.7265	$39.6128	58	$2,364.77	$2,483.01	$2,607.16	$2,737.52	$2,874.40	$3,018.12	$3,169.02
59	$30.2986	$31.8135	$33.4042	$35.0744	$36.8281	$38.6695	$40.6030	59	$2,423.89	$2,545.08	$2,672.34	$2,805.95	$2,946.25	$3,093.56	$3,248.24
60	$31.0561	$32.6089	$34.2393	$35.9513	$37.7489	$39.6363	$41.6181	60	$2,484.49	$2,608.71	$2,739.14	$2,876.10	$3,019.91	$3,170.90	$3,329.45
61	$31.8325	$33.4241	$35.0953	$36.8501	$38.6926	$40.6272	$42.6586	61	$2,546.60	$2,673.93	$2,807.62	$2,948.01	$3,095.41	$3,250.18	$3,412.69
62	$32.6283	$34.2597	$35.9727	$37.7713	$39.6599	$41.6429	$43.7250	62	$2,610.26	$2,740.78	$2,877.82	$3,021.70	$3,172.79	$3,331.43	$3,498.00
63	$33.4440	$35.1162	$36.8720	$38.7156	$40.6514	$42.6840	$44.8182	63	$2,675.52	$2,809.30	$2,949.76	$3,097.25	$3,252.11	$3,414.72	$3,585.46
64	$34.2801	$35.9941	$37.7938	$39.6835	$41.6677	$43.7511	$45.9387	64	$2,742.41	$2,879.53	$3,023.50	$3,174.68	$3,333.42	$3,500.09	$3,675.10
65	$35.1371	$36.8940	$38.7387	$40.6756	$42.7094	$44.8449	$47.0871	65	$2,810.97	$2,951.52	$3,099.10	$3,254.05	$3,416.75	$3,587.59	$3,766.97
66	$36.0155	$37.8163	$39.7071	$41.6925	$43.7771	$45.9660	$48.2643	66	$2,881.24	$3,025.30	$3,176.57	$3,335.40	$3,502.17	$3,677.28	$3,861.14
67	$36.9159	$38.7617	$40.6998	$42.7348	$44.8715	$47.1151	$49.4709	67	$2,953.27	$3,100.94	$3,255.98	$3,418.78	$3,589.72	$3,769.21	$3,957.67
68	$37.8388	$39.7307	$41.7172	$43.8031	$45.9933	$48.2930	$50.7077	68	$3,027.10	$3,178.46	$3,337.38	$3,504.25	$3,679.46	$3,863.44	$4,056.62
69	$38.7848	$40.7240	$42.7602	$44.8982	$47.1431	$49.5003	$51.9753	69	$3,102.78	$3,257.92	$3,420.82	$3,591.86	$3,771.45	$3,960.02	$4,158.02
70	$39.7544	$41.7421	$43.8292	$46.0207	$48.3217	$50.7378	$53.2747	70	$3,180.35	$3,339.37	$3,506.34	$3,681.66	$3,865.74	$4,059.02	$4,261.98
71	$40.7483	$42.7857	$44.9250	$47.1713	$49.5299	$52.0064	$54.6067	71	$3,259.86	$3,422.86	$3,594.00	$3,773.70	$3,962.39	$4,160.51	$4,368.54
72	$41.7670	$43.8554	$46.0482	$48.3506	$50.7681	$53.3065	$55.9718	72	$3,341.36	$3,508.43	$3,683.86	$3,868.05	$4,061.45	$4,264.52	$4,477.74
73	$42.8112	$44.9518	$47.1994	$49.5594	$52.0374	$54.6393	$57.3713	73	$3,424.90	$3,596.14	$3,775.95	$3,964.75	$4,162.99	$4,371.14	$4,589.70
74	$43.8815	$46.0756	$48.3794	$50.7984	$53.3383	$56.0052	$58.8055	74	$3,510.52	$3,686.05	$3,870.35	$4,063.87	$4,267.06	$4,480.42	$4,704.44
75	$44.9785	$47.2274	$49.5888	$52.0682	$54.6716	$57.4052	$60.2755	75	$3,598.28	$3,778.19	$3,967.10	$4,165.46	$4,373.73	$4,592.42	$4,822.04
76	$46.1030	$48.4082	$50.8286	$53.3700	$56.0385	$58.8404	$61.7824	76	$3,688.24	$3,872.66	$4,066.29	$4,269.60	$4,483.08	$4,707.23	$4,942.59
77	$47.2556	$49.6184	$52.0993	$54.7043	$57.4395	$60.3115	$63.3271	77	$3,780.45	$3,969.47	$4,167.94	$4,376.34	$4,595.16	$4,824.92	$5,066.17
78	$48.4370	$50.8589	$53.4018	$56.0719	$58.8755	$61.8193	$64.9103	78	$3,874.96	$4,068.71	$4,272.14	$4,485.75	$4,710.04	$4,945.54	$5,192.82
79	$49.6479	$52.1303	$54.7368	$57.4736	$60.3473	$63.3647	$66.5329	79	$3,971.83	$4,170.42	$4,378.94	$4,597.89	$4,827.78	$5,069.18	$5,322.63
80	$50.8891	$53.4336	$56.1053	$58.9106	$61.8561	$64.9489	$68.1963	80	$4,071.13	$4,274.69	$4,488.42	$4,712.85	$4,948.49	$5,195.91	$5,455.70
81	$52.1613	$54.7694	$57.5079	$60.3833	$63.4025	$66.5726	$69.9012	81	$4,172.90	$4,381.55	$4,600.63	$4,830.66	$5,072.20	$5,325.81	$5,592.10
82	$53.4653	$56.1386	$58.9455	$61.8928	$64.9874	$68.2368	$71.6486	82	$4,277.22	$4,491.09	$4,715.64	$4,951.42	$5,198.99	$5,458.94	$5,731.89
83	$54.8019	$57.5420	$60.4191	$63.4401	$66.6121	$69.9427	$73.4398	83	$4,384.15	$4,603.36	$4,833.53	$5,075.21	$5,328.97	$5,595.42	$5,875.18
84	$56.1719	$58.9805	$61.9295	$65.0260	$68.2773	$71.6912	$75.2758	84	$4,493.75	$4,718.44	$4,954.36	$5,202.08	$5,462.18	$5,735.30	$6,022.06
85	$57.5762	$60.4550	$63.4778	$66.6517	$69.9843	$73.4835	$77.1577	85	$4,606.10	$4,836.40	$5,078.22	$5,332.14	$5,598.74	$5,878.68	$6,172.62
86	$59.0156	$61.9664	$65.0647	$68.3179	$71.7338	$75.3205	$79.0865	86	$4,721.25	$4,957.31	$5,205.18	$5,465.43	$5,738.70	$6,025.64	$6,326.92
87	$60.4910	$63.5156	$66.6914	$70.0260	$73.5273	$77.2037	$81.0639	87	$4,839.28	$5,081.25	$5,335.31	$5,602.08	$5,882.18	$6,176.30	$6,485.11
88	$62.0033	$65.1035	$68.3587	$71.7766	$75.3654	$79.1337	$83.0904	88	$4,960.26	$5,208.28	$5,468.70	$5,742.13	$6,029.23	$6,330.70	$6,647.23
89	$63.5534	$66.7311	$70.0677	$73.5711	$77.2497	$81.1122	$85.1678	89	$5,084.27	$5,338.49	$5,605.42	$5,885.69	$6,179.98	$6,488.98	$6,813.42
90	$65.1422	$68.3993	$71.8193	$75.4103	$79.1808	$83.1398	$87.2968	90	$5,211.38	$5,471.94	$5,745.54	$6,032.82	$6,334.46	$6,651.18	$6,983.74
91	$66.7708	$70.1093	$73.6148	$77.2955	$81.1603	$85.2183	$89.4792	91	$5,341.66	$5,608.74	$5,889.18	$6,183.64	$6,492.82	$6,817.46	$7,158.34
92	$68.4401	$71.8621	$75.4552	$79.2280	$83.1894	$87.3489	$91.7163	92	$5,475.21	$5,748.97	$6,036.42	$6,338.24	$6,655.15	$6,987.91	$7,337.30
93	$70.1511	$73.6587	$77.3416	$81.2087	$85.2691	$89.5326	$94.0092	93	$5,612.09	$5,892.70	$6,187.33	$6,496.70	$6,821.53	$7,162.61	$7,520.74
94	$71.9049	$75.5001	$79.2751	$83.2389	$87.4008	$91.7708	$96.3593	94	$5,752.39	$6,040.01	$6,342.01	$6,659.11	$6,992.06	$7,341.66	$7,708.74
95	$73.7025	$77.3876	$81.2570	$85.3199	$89.5859	$94.0652	$98.7685	95	$5,896.20	$6,191.01	$6,500.56	$6,825.59	$7,166.87	$7,525.22	$7,901.48
96	$75.5451	$79.3224	$83.2885	$87.4529	$91.8255	$96.4168	$101.2376	96	$6,043.61	$6,345.79	$6,663.08	$6,996.23	$7,346.04	$7,713.34	$8,099.01

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (NON-SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
97	$77.4337	$81.3054	$85.3707	$89.6392	$94.1212	$98.8273	$103.7687	**97**	$6,194.70	$6,504.43	$6,829.66	$7,171.14	$7,529.70	$7,906.18	$8,301.50
98	$79.3695	$83.3380	$87.5049	$91.8801	$96.4741	$101.2978	$106.3627	**98**	$6,349.56	$6,667.04	$7,000.39	$7,350.41	$7,717.93	$8,103.82	$8,509.02
99	$81.3537	$85.4214	$89.6925	$94.1771	$98.8860	$103.8303	$109.0218	**99**	$6,508.30	$6,833.71	$7,175.40	$7,534.17	$7,910.88	$8,306.42	$8,721.74
100	$83.3875	$87.5569	$91.9347	$96.5314	$101.3580	$106.4259	$111.7472	**100**	$6,671.00	$7,004.55	$7,354.78	$7,722.51	$8,108.64	$8,514.07	$8,939.78

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICATIONS)

(Effective The Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.3058	$7.6711	$8.0547	$8.4574	$8.8803	$9.3243	$9.7905	1	$584.46	$613.69	$644.38	$676.59	$710.42	$745.94	$783.24
2	$7.4884	$7.8628	$8.2559	$8.6687	$9.1021	$9.5572	$10.0351	2	$599.07	$629.02	$660.47	$693.50	$728.17	$764.58	$802.81
3	$7.6756	$8.0594	$8.4624	$8.8855	$9.3298	$9.7963	$10.2861	3	$614.05	$644.75	$676.99	$710.84	$746.38	$783.70	$822.89
4	$7.8675	$8.2609	$8.6739	$9.1076	$9.5630	$10.0412	$10.5433	4	$629.40	$660.87	$693.91	$728.61	$765.04	$803.30	$843.46
5	$8.0642	$8.4674	$8.8908	$9.3353	$9.8021	$10.2922	$10.8068	5	$645.14	$677.39	$711.26	$746.82	$784.17	$823.38	$864.54
6	$8.2658	$8.6791	$9.1131	$9.5688	$10.0472	$10.5496	$11.0771	6	$661.26	$694.33	$729.05	$765.50	$803.78	$843.97	$886.17
7	$8.4724	$8.8960	$9.3408	$9.8078	$10.2982	$10.8131	$11.3538	7	$677.79	$711.68	$747.26	$784.62	$823.86	$865.05	$908.30
8	$8.6842	$9.1184	$9.5743	$10.0530	$10.5557	$11.0835	$11.6377	8	$694.74	$729.47	$765.94	$804.24	$844.46	$886.68	$931.02
9	$8.9013	$9.3464	$9.8137	$10.3044	$10.8196	$11.3606	$11.9286	9	$712.10	$747.71	$785.10	$824.35	$865.57	$908.85	$954.29
10	$9.1238	$9.5800	$10.0590	$10.5620	$11.0901	$11.6446	$12.2268	10	$729.90	$766.40	$804.72	$844.96	$887.21	$931.57	$978.14
11	$9.3519	$9.8195	$10.3105	$10.8260	$11.3673	$11.9357	$12.5325	11	$748.15	$785.56	$824.84	$866.08	$909.38	$954.86	$1,002.60
12	$9.5857	$10.0650	$10.5683	$11.0967	$11.6515	$12.2341	$12.8458	12	$766.86	$805.20	$845.46	$887.74	$932.12	$978.73	$1,027.66
13	$9.8253	$10.3166	$10.8324	$11.3740	$11.9427	$12.5398	$13.1668	13	$786.02	$825.33	$866.59	$909.92	$955.42	$1,003.18	$1,053.34
14	$10.0709	$10.5744	$11.1031	$11.6583	$12.2412	$12.8533	$13.4960	14	$805.67	$845.95	$888.25	$932.66	$979.30	$1,028.26	$1,079.68
15	$10.3227	$10.8388	$11.3807	$11.9497	$12.5472	$13.1746	$13.8333	15	$825.82	$867.10	$910.46	$955.98	$1,003.78	$1,053.97	$1,106.66
16	$10.5808	$11.1098	$11.6653	$12.2486	$12.8610	$13.5041	$14.1793	16	$846.46	$888.78	$933.22	$979.89	$1,028.88	$1,080.33	$1,134.34
17	$10.8453	$11.3876	$11.9570	$12.5549	$13.1826	$13.8417	$14.5338	17	$867.62	$911.01	$956.56	$1,004.39	$1,054.61	$1,107.34	$1,162.70
18	$11.1164	$11.6722	$12.2558	$12.8686	$13.5120	$14.1876	$14.8970	18	$889.31	$933.78	$980.46	$1,029.49	$1,080.96	$1,135.01	$1,191.76
19	$11.3943	$11.9640	$12.5622	$13.1903	$13.8498	$14.5423	$15.2694	19	$911.54	$957.12	$1,004.98	$1,055.22	$1,107.98	$1,163.38	$1,221.55
20	$11.6792	$12.2632	$12.8764	$13.5202	$14.1962	$14.9060	$15.6513	20	$934.34	$981.06	$1,030.11	$1,081.62	$1,135.70	$1,192.48	$1,252.10
21	$11.9712	$12.5698	$13.1983	$13.8582	$14.5511	$15.2787	$16.0426	21	$957.70	$1,005.58	$1,055.86	$1,108.66	$1,164.09	$1,222.30	$1,283.41
22	$12.2705	$12.8840	$13.5282	$14.2046	$14.9148	$15.6605	$16.4435	22	$981.64	$1,030.72	$1,082.26	$1,136.37	$1,193.18	$1,252.84	$1,315.48
23	$12.5773	$13.2062	$13.8665	$14.5598	$15.2878	$16.0522	$16.8548	23	$1,006.18	$1,056.50	$1,109.32	$1,164.78	$1,223.02	$1,284.18	$1,348.38
24	$12.8917	$13.5363	$14.2131	$14.9238	$15.6700	$16.4535	$17.2762	24	$1,031.34	$1,082.90	$1,137.05	$1,193.90	$1,253.60	$1,316.28	$1,382.10
25	$13.2140	$13.8747	$14.5684	$15.2968	$16.0616	$16.8647	$17.7079	25	$1,057.12	$1,109.98	$1,165.47	$1,223.74	$1,284.93	$1,349.18	$1,416.63
26	$13.5444	$14.2216	$14.9327	$15.6793	$16.4633	$17.2865	$18.1508	26	$1,083.55	$1,137.73	$1,194.62	$1,254.34	$1,317.06	$1,382.92	$1,452.06
27	$13.8830	$14.5772	$15.3061	$16.0714	$16.8750	$17.7188	$18.6047	27	$1,110.64	$1,166.18	$1,224.49	$1,285.71	$1,350.00	$1,417.50	$1,488.38
28	$14.2301	$14.9416	$15.6887	$16.4731	$17.2968	$18.1616	$19.0697	28	$1,138.41	$1,195.33	$1,255.10	$1,317.85	$1,383.74	$1,452.93	$1,525.58
29	$14.5859	$15.3152	$16.0810	$16.8851	$17.7294	$18.6159	$19.5467	29	$1,166.87	$1,225.22	$1,286.48	$1,350.81	$1,418.35	$1,489.27	$1,563.74
30	$14.9505	$15.6980	$16.4829	$17.3070	$18.1724	$19.0810	$20.0351	30	$1,196.04	$1,255.84	$1,318.63	$1,384.56	$1,453.79	$1,526.48	$1,602.81
31	$15.3243	$16.0905	$16.8950	$17.7398	$18.6268	$19.5581	$20.5360	31	$1,225.94	$1,287.24	$1,351.60	$1,419.18	$1,490.14	$1,564.65	$1,642.88
32	$15.7074	$16.4928	$17.3174	$18.1833	$19.0925	$20.0471	$21.0495	32	$1,256.59	$1,319.42	$1,385.39	$1,454.66	$1,527.40	$1,603.77	$1,683.96
33	$16.1001	$16.9051	$17.7504	$18.6379	$19.5698	$20.5483	$21.5757	33	$1,288.01	$1,352.41	$1,420.03	$1,491.03	$1,565.58	$1,643.86	$1,726.06
34	$16.5026	$17.3277	$18.1941	$19.1038	$20.0590	$21.0620	$22.1151	34	$1,320.21	$1,386.22	$1,455.53	$1,528.30	$1,604.72	$1,684.96	$1,769.21
35	$16.9152	$17.7610	$18.6491	$19.5816	$20.5607	$21.5887	$22.6681	35	$1,353.22	$1,420.88	$1,491.93	$1,566.53	$1,644.86	$1,727.10	$1,813.45
36	$17.3381	$18.2050	$19.1153	$20.0711	$21.0747	$22.1284	$23.2348	36	$1,387.05	$1,456.40	$1,529.22	$1,605.69	$1,685.98	$1,770.27	$1,858.78
37	$17.7716	$18.6602	$19.5932	$20.5729	$21.6015	$22.6816	$23.8157	37	$1,421.73	$1,492.82	$1,567.46	$1,645.83	$1,728.12	$1,814.53	$1,905.26
38	$18.2159	$19.1267	$20.0830	$21.0872	$22.1416	$23.2487	$24.4111	38	$1,457.27	$1,530.14	$1,606.64	$1,686.98	$1,771.33	$1,859.90	$1,952.89
39	$18.6713	$19.6049	$20.5851	$21.6144	$22.6951	$23.8299	$25.0214	39	$1,493.70	$1,568.39	$1,646.81	$1,729.15	$1,815.61	$1,906.39	$2,001.71
40	$19.1381	$20.0950	$21.0998	$22.1548	$23.2625	$24.4256	$25.6469	40	$1,531.05	$1,607.60	$1,687.98	$1,772.38	$1,861.00	$1,954.05	$2,051.75
41	$19.6166	$20.5974	$21.6273	$22.7087	$23.8441	$25.0363	$26.2881	41	$1,569.33	$1,647.79	$1,730.18	$1,816.70	$1,907.53	$2,002.90	$2,103.05
42	$20.1070	$21.1124	$22.1680	$23.2764	$24.4402	$25.6622	$26.9453	42	$1,608.56	$1,688.99	$1,773.44	$1,862.11	$1,955.22	$2,052.98	$2,155.62
43	$20.6097	$21.6402	$22.7222	$23.8583	$25.0512	$26.3038	$27.6190	43	$1,648.78	$1,731.22	$1,817.78	$1,908.66	$2,004.10	$2,104.30	$2,209.52
44	$21.1249	$22.1811	$23.2902	$24.4547	$25.6774	$26.9613	$28.3094	44	$1,689.99	$1,774.49	$1,863.22	$1,956.38	$2,054.19	$2,156.90	$2,264.75
45	$21.6530	$22.7357	$23.8725	$25.0661	$26.3194	$27.6354	$29.0172	45	$1,732.24	$1,818.86	$1,909.80	$2,005.29	$2,105.55	$2,210.83	$2,321.38
46	$22.1943	$23.3040	$24.4692	$25.6927	$26.9773	$28.3262	$29.7425	46	$1,775.54	$1,864.32	$1,957.54	$2,055.42	$2,158.18	$2,266.10	$2,379.40
47	$22.7492	$23.8867	$25.0810	$26.3351	$27.6519	$29.0345	$30.4862	47	$1,819.94	$1,910.94	$2,006.48	$2,106.81	$2,212.15	$2,322.76	$2,438.90

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICATIONS)

(Effective The Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
48	$23.3179	$24.4838	$25.7080	$26.9934	$28.3431	$29.7603	$31.2483	48	$1,865.43	$1,958.70	$2,056.64	$2,159.47	$2,267.45	$2,380.82	$2,499.86
49	$23.9008	$25.0958	$26.3506	$27.6681	$29.0515	$30.5041	$32.0293	49	$1,912.06	$2,007.66	$2,108.05	$2,213.45	$2,324.12	$2,440.33	$2,562.34
50	$24.4983	$25.7232	$27.0094	$28.3599	$29.7779	$31.2668	$32.8301	50	$1,959.86	$2,057.86	$2,160.75	$2,268.79	$2,382.23	$2,501.34	$2,626.41
51	$25.1108	$26.3663	$27.6846	$29.0688	$30.5222	$32.0483	$33.6507	51	$2,008.86	$2,109.30	$2,214.77	$2,325.50	$2,441.78	$2,563.86	$2,692.06
52	$25.7386	$27.0255	$28.3768	$29.7956	$31.2854	$32.8497	$34.4922	52	$2,059.09	$2,162.04	$2,270.14	$2,383.65	$2,502.83	$2,627.98	$2,759.38
53	$26.3821	$27.7012	$29.0863	$30.5406	$32.0676	$33.6710	$35.3546	53	$2,110.57	$2,216.10	$2,326.90	$2,443.25	$2,565.41	$2,693.68	$2,828.37
54	$27.0417	$28.3938	$29.8135	$31.3042	$32.8694	$34.5129	$36.2385	54	$2,163.34	$2,271.50	$2,385.08	$2,504.34	$2,629.55	$2,761.03	$2,899.08
55	$27.7177	$29.1036	$30.5588	$32.0867	$33.6910	$35.3756	$37.1444	55	$2,217.42	$2,328.29	$2,444.70	$2,566.94	$2,695.28	$2,830.05	$2,971.55
56	$28.4106	$29.8311	$31.3227	$32.8888	$34.5332	$36.2599	$38.0729	56	$2,272.85	$2,386.49	$2,505.82	$2,631.10	$2,762.66	$2,900.79	$3,045.83
57	$29.1209	$30.5769	$32.1057	$33.7110	$35.3966	$37.1664	$39.0247	57	$2,329.67	$2,446.15	$2,568.46	$2,696.88	$2,831.73	$2,973.31	$3,121.98
58	$29.8489	$31.3413	$32.9084	$34.5538	$36.2815	$38.0956	$40.0004	58	$2,387.91	$2,507.30	$2,632.67	$2,764.30	$2,902.52	$3,047.65	$3,200.03
59	$30.5951	$32.1249	$33.7311	$35.4177	$37.1886	$39.0480	$41.0004	59	$2,447.61	$2,569.99	$2,698.49	$2,833.42	$2,975.09	$3,123.84	$3,280.03
60	$31.3600	$32.9280	$34.5744	$36.3031	$38.1183	$40.0242	$42.0254	60	$2,508.80	$2,634.24	$2,765.95	$2,904.25	$3,049.46	$3,201.94	$3,362.03
61	$32.1440	$33.7512	$35.4388	$37.2107	$39.0712	$41.0248	$43.0760	61	$2,571.52	$2,700.10	$2,835.10	$2,976.86	$3,125.70	$3,281.98	$3,446.08
62	$32.9476	$34.5950	$36.3248	$38.1410	$40.0481	$42.0505	$44.1530	62	$2,635.81	$2,767.60	$2,905.98	$3,051.28	$3,203.85	$3,364.04	$3,532.24
63	$33.7713	$35.4599	$37.2329	$39.0945	$41.0492	$43.1017	$45.2568	63	$2,701.70	$2,836.79	$2,978.63	$3,127.56	$3,283.94	$3,448.14	$3,620.54
64	$34.6156	$36.3464	$38.1637	$40.0719	$42.0755	$44.1793	$46.3883	64	$2,769.25	$2,907.71	$3,053.10	$3,205.75	$3,366.04	$3,534.34	$3,711.06
65	$35.4810	$37.2551	$39.1179	$41.0738	$43.1275	$45.2839	$47.5481	65	$2,838.48	$2,980.41	$3,129.43	$3,285.90	$3,450.20	$3,622.71	$3,803.85
66	$36.3680	$38.1864	$40.0957	$42.1005	$44.2055	$46.4158	$48.7366	66	$2,909.44	$3,054.91	$3,207.66	$3,368.04	$3,536.44	$3,713.26	$3,898.93
67	$37.2772	$39.1411	$41.0982	$43.1531	$45.3108	$47.5763	$49.9551	67	$2,982.18	$3,131.29	$3,287.86	$3,452.25	$3,624.86	$3,806.10	$3,996.41
68	$38.2091	$40.1196	$42.1256	$44.2319	$46.4435	$48.7657	$51.2040	68	$3,056.73	$3,209.57	$3,370.05	$3,538.55	$3,715.48	$3,901.26	$4,096.32
69	$39.1643	$41.1225	$43.1786	$45.3375	$47.6044	$49.9846	$52.4838	69	$3,133.14	$3,289.80	$3,454.29	$3,627.00	$3,808.35	$3,998.77	$4,198.70
70	$40.1434	$42.1506	$44.2581	$46.4710	$48.7946	$51.2343	$53.7960	70	$3,211.47	$3,372.05	$3,540.65	$3,717.68	$3,903.57	$4,098.74	$4,303.68
71	$41.1470	$43.2044	$45.3646	$47.6328	$50.0144	$52.5151	$55.1409	71	$3,291.76	$3,456.35	$3,629.17	$3,810.62	$4,001.15	$4,201.21	$4,411.27
72	$42.1757	$44.2845	$46.4987	$48.8236	$51.2648	$53.8280	$56.5194	72	$3,374.06	$3,542.76	$3,719.90	$3,905.89	$4,101.18	$4,306.24	$4,521.55
73	$43.2301	$45.3916	$47.6612	$50.0443	$52.5465	$55.1738	$57.9325	73	$3,458.41	$3,631.33	$3,812.90	$4,003.54	$4,203.72	$4,413.90	$4,634.60
74	$44.3109	$46.5264	$48.8527	$51.2953	$53.8601	$56.5531	$59.3808	74	$3,544.87	$3,722.11	$3,908.22	$4,103.62	$4,308.81	$4,524.25	$4,750.46
75	$45.4187	$47.6896	$50.0741	$52.5778	$55.2067	$57.9670	$60.8654	75	$3,633.50	$3,815.17	$4,005.93	$4,206.22	$4,416.54	$4,637.36	$4,869.23
76	$46.5542	$48.8819	$51.3260	$53.8923	$56.5869	$59.4162	$62.3870	76	$3,724.34	$3,910.55	$4,106.08	$4,311.38	$4,526.95	$4,753.30	$4,990.96
77	$47.7181	$50.1040	$52.6092	$55.2397	$58.0017	$60.9018	$63.9469	77	$3,817.45	$4,008.32	$4,208.74	$4,419.18	$4,640.14	$4,872.14	$5,115.75
78	$48.9111	$51.3567	$53.9245	$56.6207	$59.4517	$62.4243	$65.5455	78	$3,912.89	$4,108.54	$4,313.96	$4,529.66	$4,756.14	$4,993.94	$5,243.64
79	$50.1339	$52.6406	$55.2726	$58.0362	$60.9380	$63.9849	$67.1841	79	$4,010.71	$4,211.25	$4,421.81	$4,642.90	$4,875.04	$5,118.79	$5,374.73
80	$51.3872	$53.9566	$56.6544	$59.4871	$62.4615	$65.5846	$68.8638	80	$4,110.98	$4,316.53	$4,532.35	$4,758.97	$4,996.92	$5,246.77	$5,509.10
81	$52.6719	$55.3055	$58.0708	$60.9743	$64.0230	$67.2242	$70.5854	81	$4,213.75	$4,424.44	$4,645.66	$4,877.94	$5,121.84	$5,377.94	$5,646.83
82	$53.9887	$56.6881	$59.5225	$62.4986	$65.6235	$68.9047	$72.3499	82	$4,319.10	$4,535.05	$4,761.80	$4,999.89	$5,249.88	$5,512.38	$5,787.99
83	$55.3384	$58.1053	$61.0106	$64.0611	$67.2642	$70.6274	$74.1588	83	$4,427.07	$4,648.42	$4,880.85	$5,124.89	$5,381.14	$5,650.19	$5,932.70
84	$56.7219	$59.5580	$62.5359	$65.6627	$68.9458	$72.3931	$76.0128	84	$4,537.75	$4,764.64	$5,002.87	$5,253.02	$5,515.66	$5,791.45	$6,081.02
85	$58.1399	$61.0469	$64.0992	$67.3042	$70.6694	$74.2029	$77.9130	85	$4,651.19	$4,883.75	$5,127.94	$5,384.34	$5,653.55	$5,936.23	$6,233.04
86	$59.5934	$62.5731	$65.7018	$68.9869	$72.4362	$76.0580	$79.8609	86	$4,767.47	$5,005.85	$5,256.14	$5,518.95	$5,794.90	$6,084.64	$6,388.87
87	$61.0832	$64.1374	$67.3443	$70.7115	$74.2471	$77.9595	$81.8575	87	$4,886.66	$5,130.99	$5,387.54	$5,656.92	$5,939.77	$6,236.76	$6,548.60
88	$62.6103	$65.7408	$69.0278	$72.4792	$76.1032	$79.9084	$83.9038	88	$5,008.82	$5,259.26	$5,522.22	$5,798.34	$6,088.26	$6,392.67	$6,712.30
89	$64.1756	$67.3844	$70.7536	$74.2913	$78.0059	$81.9062	$86.0015	89	$5,134.05	$5,390.75	$5,660.29	$5,943.30	$6,240.47	$6,552.50	$6,880.12
90	$65.7800	$69.0690	$72.5225	$76.1486	$79.9560	$83.9538	$88.1515	90	$5,262.40	$5,525.52	$5,801.80	$6,091.89	$6,396.48	$6,716.30	$7,052.12
91	$67.4245	$70.7957	$74.3355	$78.0523	$81.9549	$86.0526	$90.3552	91	$5,393.96	$5,663.66	$5,946.84	$6,244.18	$6,556.39	$6,884.21	$7,228.42
92	$69.1101	$72.5656	$76.1939	$80.0036	$84.0038	$88.2040	$92.6142	92	$5,528.81	$5,805.25	$6,095.51	$6,400.29	$6,720.30	$7,056.32	$7,409.14
93	$70.8379	$74.3798	$78.0988	$82.0037	$86.1039	$90.4091	$94.9296	93	$5,667.03	$5,950.38	$6,247.90	$6,560.30	$6,888.31	$7,232.73	$7,594.37
94	$72.6088	$76.2392	$80.0512	$84.0538	$88.2565	$92.6693	$97.3028	94	$5,808.70	$6,099.14	$6,404.10	$6,724.30	$7,060.52	$7,413.54	$7,784.22

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICATIONS)

(Effective The Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
95	$74.4240	$78.1452	$82.0525	$86.1551	$90.4629	$94.9860	$99.7353	**95**	$5,953.92	$6,251.62	$6,564.20	$6,892.41	$7,237.03	$7,598.88	$7,978.82
96	$76.2846	$80.0988	$84.1037	$88.3089	$92.7243	$97.3605	$102.2285	**96**	$6,102.77	$6,407.90	$6,728.30	$7,064.71	$7,417.94	$7,788.84	$8,178.28
97	$78.1917	$82.1013	$86.2064	$90.5167	$95.0425	$99.7946	$104.7843	**97**	$6,255.34	$6,568.10	$6,896.51	$7,241.34	$7,603.40	$7,983.57	$8,382.74
98	$80.1465	$84.1538	$88.3615	$92.7796	$97.4186	$102.2895	$107.4040	**98**	$6,411.72	$6,732.30	$7,068.92	$7,422.37	$7,793.49	$8,183.16	$8,592.32
99	$82.1502	$86.2577	$90.5706	$95.0991	$99.8541	$104.8468	$110.0891	**99**	$6,572.02	$6,900.62	$7,245.65	$7,607.93	$7,988.33	$8,387.74	$8,807.13
100	$84.2040	$88.4142	$92.8349	$97.4766	$102.3504	$107.4679	$112.8413	**100**	$6,736.32	$7,073.14	$7,426.79	$7,798.13	$8,188.03	$8,597.43	$9,027.30

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICAITONS)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.3789	$7.7478	$8.1352	$8.5420	$8.9691	$9.4176	$9.8885	1	$590.31	$619.82	$650.82	$683.36	$717.53	$753.41	$791.08
2	$7.5633	$7.9415	$8.3386	$8.7555	$9.1933	$9.6530	$10.1357	2	$605.06	$635.32	$667.09	$700.44	$735.46	$772.24	$810.86
3	$7.7524	$8.1400	$8.5470	$8.9744	$9.4231	$9.8943	$10.3890	3	$620.19	$651.20	$683.76	$717.95	$753.85	$791.54	$831.12
4	$7.9462	$8.3435	$8.7607	$9.1987	$9.6586	$10.1415	$10.6486	4	$635.70	$667.48	$700.86	$735.90	$772.69	$811.32	$851.89
5	$8.1449	$8.5521	$8.9797	$9.4287	$9.9001	$10.3951	$10.9149	5	$651.59	$684.17	$718.38	$754.30	$792.01	$831.61	$873.19
6	$8.3485	$8.7659	$9.2042	$9.6644	$10.1476	$10.6550	$11.1878	6	$667.88	$701.27	$736.34	$773.15	$811.81	$852.40	$895.02
7	$8.5572	$8.9851	$9.4344	$9.9061	$10.4014	$10.9215	$11.4676	7	$684.58	$718.81	$754.75	$792.49	$832.11	$873.72	$917.41
8	$8.7711	$9.2097	$9.6702	$10.1537	$10.6614	$11.1945	$11.7542	8	$701.69	$736.78	$773.62	$812.30	$852.91	$895.56	$940.34
9	$8.9904	$9.4399	$9.9119	$10.4075	$10.9279	$11.4743	$12.0480	9	$719.23	$755.19	$792.95	$832.60	$874.23	$917.94	$963.84
10	$9.2152	$9.6760	$10.1598	$10.6678	$11.2012	$11.7613	$12.3494	10	$737.22	$774.08	$812.78	$853.42	$896.10	$940.90	$987.95
11	$9.4456	$9.9179	$10.4138	$10.9345	$11.4812	$12.0553	$12.6581	11	$755.65	$793.43	$833.10	$874.76	$918.50	$964.42	$1,012.65
12	$9.6817	$10.1658	$10.6741	$11.2078	$11.7682	$12.3566	$12.9744	12	$774.54	$813.26	$853.93	$896.62	$941.46	$988.53	$1,037.95
13	$9.9237	$10.4199	$10.9409	$11.4879	$12.0623	$12.6654	$13.2987	13	$793.90	$833.59	$875.27	$919.03	$964.98	$1,013.23	$1,063.90
14	$10.1718	$10.6804	$11.2144	$11.7751	$12.3639	$12.9821	$13.6312	14	$813.74	$854.43	$897.15	$942.01	$989.11	$1,038.57	$1,090.50
15	$10.4261	$10.9474	$11.4948	$12.0695	$12.6730	$13.3067	$13.9720	15	$834.09	$875.79	$919.58	$965.56	$1,013.84	$1,064.54	$1,117.76
16	$10.6868	$11.2211	$11.7822	$12.3713	$12.9899	$13.6394	$14.3214	16	$854.94	$897.69	$942.58	$989.70	$1,039.19	$1,091.15	$1,145.71
17	$10.9540	$11.5017	$12.0768	$12.6806	$13.3146	$13.9803	$14.6793	17	$876.32	$920.14	$966.14	$1,014.45	$1,065.17	$1,118.42	$1,174.34
18	$11.2279	$11.7893	$12.3788	$12.9977	$13.6476	$14.3300	$15.0465	18	$898.23	$943.14	$990.30	$1,039.82	$1,091.81	$1,146.40	$1,203.72
19	$11.5086	$12.0840	$12.6882	$13.3226	$13.9887	$14.6881	$15.4225	19	$920.69	$966.72	$1,015.06	$1,065.81	$1,119.10	$1,175.05	$1,233.80
20	$11.7963	$12.3861	$13.0054	$13.6557	$14.3385	$15.0554	$15.8082	20	$943.70	$990.89	$1,040.43	$1,092.46	$1,147.08	$1,204.43	$1,264.66
21	$12.0912	$12.6958	$13.3306	$13.9971	$14.6970	$15.4319	$16.2035	21	$967.30	$1,015.66	$1,066.45	$1,119.77	$1,175.76	$1,234.55	$1,296.28
22	$12.3935	$13.0132	$13.6639	$14.3471	$15.0645	$15.8177	$16.6086	22	$991.48	$1,041.06	$1,093.11	$1,147.77	$1,205.16	$1,265.42	$1,328.69
23	$12.7033	$13.3385	$14.0054	$14.7057	$15.4410	$16.2131	$17.0238	23	$1,016.26	$1,067.08	$1,120.43	$1,176.46	$1,235.28	$1,297.05	$1,361.90
24	$13.0209	$13.6719	$14.3555	$15.0733	$15.8270	$16.6184	$17.4493	24	$1,041.67	$1,093.75	$1,148.44	$1,205.86	$1,266.16	$1,329.47	$1,395.94
25	$13.3464	$14.0137	$14.7144	$15.4501	$16.2226	$17.0337	$17.8854	25	$1,067.71	$1,121.10	$1,177.15	$1,236.01	$1,297.81	$1,362.70	$1,430.83
26	$13.6801	$14.3641	$15.0823	$15.8364	$16.6282	$17.4596	$18.3326	26	$1,094.41	$1,149.13	$1,206.58	$1,266.91	$1,330.26	$1,396.77	$1,466.61
27	$14.0221	$14.7232	$15.4594	$16.2324	$17.0440	$17.8962	$18.7910	27	$1,121.77	$1,177.86	$1,236.75	$1,298.59	$1,363.52	$1,431.70	$1,503.28
28	$14.3727	$15.0913	$15.8459	$16.6382	$17.4701	$18.3436	$19.2608	28	$1,149.82	$1,207.30	$1,267.67	$1,331.06	$1,397.61	$1,467.49	$1,540.86
29	$14.7320	$15.4686	$16.2420	$17.0541	$17.9068	$18.8021	$19.7422	29	$1,178.56	$1,237.49	$1,299.36	$1,364.33	$1,432.54	$1,504.17	$1,579.38
30	$15.1003	$15.8553	$16.6481	$17.4805	$18.3545	$19.2722	$20.2358	30	$1,208.02	$1,268.42	$1,331.85	$1,398.44	$1,468.36	$1,541.78	$1,618.86
31	$15.4778	$16.2517	$17.0643	$17.9175	$18.8134	$19.7541	$20.7418	31	$1,238.22	$1,300.14	$1,365.14	$1,433.40	$1,505.07	$1,580.33	$1,659.34
32	$15.8647	$16.6579	$17.4908	$18.3653	$19.2836	$20.2478	$21.2602	32	$1,269.18	$1,332.63	$1,399.26	$1,469.22	$1,542.69	$1,619.82	$1,700.82
33	$16.2613	$17.0744	$17.9281	$18.8245	$19.7657	$20.7540	$21.7917	33	$1,300.90	$1,365.95	$1,434.25	$1,505.96	$1,581.26	$1,660.32	$1,743.34
34	$16.6678	$17.5012	$18.3763	$19.2951	$20.2599	$21.2729	$22.3365	34	$1,333.42	$1,400.10	$1,470.10	$1,543.61	$1,620.79	$1,701.83	$1,786.92
35	$17.0845	$17.9387	$18.8356	$19.7774	$20.7663	$21.8046	$22.8948	35	$1,366.76	$1,435.10	$1,506.85	$1,582.19	$1,661.30	$1,744.37	$1,831.58
36	$17.5116	$18.3872	$19.3066	$20.2719	$21.2855	$22.3498	$23.4673	36	$1,400.93	$1,470.98	$1,544.53	$1,621.75	$1,702.84	$1,787.98	$1,877.38
37	$17.9494	$18.8469	$19.7892	$20.7787	$21.8176	$22.9085	$24.0539	37	$1,435.95	$1,507.75	$1,583.14	$1,662.30	$1,745.41	$1,832.68	$1,924.31
38	$18.3981	$19.3180	$20.2839	$21.2981	$22.3630	$23.4812	$24.6553	38	$1,471.85	$1,545.44	$1,622.71	$1,703.85	$1,789.04	$1,878.50	$1,972.42
39	$18.8581	$19.8010	$20.7911	$21.8307	$22.9222	$24.0683	$25.2717	39	$1,508.65	$1,584.08	$1,663.29	$1,746.46	$1,833.78	$1,925.46	$2,021.74
40	$19.3296	$20.2961	$21.3109	$22.3764	$23.4952	$24.6700	$25.9035	40	$1,546.37	$1,623.69	$1,704.87	$1,790.11	$1,879.62	$1,973.60	$2,072.28
41	$19.8128	$20.8034	$21.8436	$22.9358	$24.0826	$25.2867	$26.5510	41	$1,585.02	$1,664.27	$1,747.49	$1,834.86	$1,926.61	$2,022.94	$2,124.08
42	$20.3081	$21.3235	$22.3897	$23.5092	$24.6847	$25.9189	$27.2148	42	$1,624.65	$1,705.88	$1,791.18	$1,880.74	$1,974.78	$2,073.51	$2,177.18
43	$20.8158	$21.8566	$22.9494	$24.0969	$25.3017	$26.5668	$27.8951	43	$1,665.26	$1,748.53	$1,835.95	$1,927.75	$2,024.14	$2,125.34	$2,231.61
44	$21.3362	$22.4030	$23.5232	$24.6994	$25.9344	$27.2311	$28.5927	44	$1,706.90	$1,792.24	$1,881.86	$1,975.95	$2,074.75	$2,178.49	$2,287.42
45	$21.8696	$22.9631	$24.1113	$25.3169	$26.5827	$27.9118	$29.3074	45	$1,749.57	$1,837.05	$1,928.90	$2,025.35	$2,126.62	$2,232.94	$2,344.59
46	$22.4163	$23.5371	$24.7140	$25.9497	$27.2472	$28.6096	$30.0401	46	$1,793.30	$1,882.97	$1,977.12	$2,075.98	$2,179.78	$2,288.77	$2,403.21
47	$22.9767	$24.1255	$25.3318	$26.5984	$27.9283	$29.3247	$30.7909	47	$1,838.14	$1,930.04	$2,026.54	$2,127.87	$2,234.26	$2,345.98	$2,463.27
48	$23.5511	$24.7287	$25.9651	$27.2634	$28.6266	$30.0579	$31.5608	48	$1,884.09	$1,978.30	$2,077.21	$2,181.07	$2,290.13	$2,404.63	$2,524.86
49	$24.1399	$25.3469	$26.6142	$27.9449	$29.3421	$30.8092	$32.3497	49	$1,931.19	$2,027.75	$2,129.14	$2,235.59	$2,347.37	$2,464.74	$2,587.98

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICAITONS)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
50	$24.7434	$25.9806	$27.2796	$28.6436	$30.0758	$31.5796	$33.1586	50	$1,979.47	$2,078.45	$2,182.37	$2,291.49	$2,406.06	$2,526.37	$2,652.69
51	$25.3620	$26.6301	$27.9616	$29.3597	$30.8277	$32.3691	$33.9876	51	$2,028.96	$2,130.41	$2,236.93	$2,348.78	$2,466.22	$2,589.53	$2,719.01
52	$25.9961	$27.2959	$28.6607	$30.0937	$31.5984	$33.1783	$34.8372	52	$2,079.69	$2,183.67	$2,292.86	$2,407.50	$2,527.87	$2,654.26	$2,786.98
53	$26.6460	$27.9783	$29.3772	$30.8461	$32.3884	$34.0078	$35.7082	53	$2,131.68	$2,238.26	$2,350.18	$2,467.69	$2,591.07	$2,720.62	$2,856.66
54	$27.3122	$28.6778	$30.1117	$31.6173	$33.1982	$34.8581	$36.6010	54	$2,184.98	$2,294.22	$2,408.94	$2,529.38	$2,655.86	$2,788.65	$2,928.08
55	$27.9950	$29.3948	$30.8645	$32.4077	$34.0281	$35.7295	$37.5160	55	$2,239.60	$2,351.58	$2,469.16	$2,592.62	$2,722.25	$2,858.36	$3,001.28
56	$28.6949	$30.1296	$31.6361	$33.2179	$34.8788	$36.6227	$38.4538	56	$2,295.59	$2,410.37	$2,530.89	$2,657.43	$2,790.30	$2,929.82	$3,076.30
57	$29.4123	$30.8829	$32.4270	$34.0484	$35.7508	$37.5383	$39.4152	57	$2,352.98	$2,470.63	$2,594.16	$2,723.87	$2,860.06	$3,003.06	$3,153.22
58	$30.1476	$31.6550	$33.2378	$34.8997	$36.6447	$38.4769	$40.4007	58	$2,411.81	$2,532.40	$2,659.02	$2,791.98	$2,931.58	$3,078.15	$3,232.06
59	$30.9013	$32.4464	$34.0687	$35.7721	$37.5607	$39.4387	$41.4106	59	$2,472.10	$2,595.71	$2,725.50	$2,861.77	$3,004.86	$3,155.10	$3,312.85
60	$31.6738	$33.2575	$34.9204	$36.6664	$38.4997	$40.4247	$42.4459	60	$2,533.90	$2,660.60	$2,793.63	$2,933.31	$3,079.98	$3,233.98	$3,395.67
61	$32.4656	$34.0889	$35.7933	$37.5830	$39.4622	$41.4353	$43.5071	61	$2,597.25	$2,727.11	$2,863.46	$3,006.64	$3,156.98	$3,314.82	$3,480.57
62	$33.2772	$34.9411	$36.6882	$38.5226	$40.4487	$42.4711	$44.5947	62	$2,662.18	$2,795.29	$2,935.06	$3,081.81	$3,235.90	$3,397.69	$3,567.58
63	$34.1091	$35.8146	$37.6053	$39.4856	$41.4599	$43.5329	$45.7095	63	$2,728.73	$2,865.17	$3,008.42	$3,158.85	$3,316.79	$3,482.63	$3,656.76
64	$34.9618	$36.7099	$38.5454	$40.4727	$42.4963	$44.6211	$46.8522	64	$2,796.94	$2,936.79	$3,083.63	$3,237.82	$3,399.70	$3,569.69	$3,748.18
65	$35.8358	$37.6276	$39.5090	$41.4845	$43.5587	$45.7366	$48.0234	65	$2,866.86	$3,010.21	$3,160.72	$3,318.76	$3,484.70	$3,658.93	$3,841.87
66	$36.7317	$38.5683	$40.4967	$42.5215	$44.6476	$46.8800	$49.2240	66	$2,938.54	$3,085.46	$3,239.74	$3,401.72	$3,571.81	$3,750.40	$3,937.92
67	$37.6500	$39.5325	$41.5091	$43.5846	$45.7638	$48.0520	$50.4546	67	$3,012.00	$3,162.60	$3,320.73	$3,486.77	$3,661.10	$3,844.16	$4,036.37
68	$38.5913	$40.5209	$42.5469	$44.6742	$46.9079	$49.2533	$51.7160	68	$3,087.30	$3,241.67	$3,403.75	$3,573.94	$3,752.63	$3,940.26	$4,137.28
69	$39.5561	$41.5339	$43.6106	$45.7911	$48.0807	$50.4847	$53.0089	69	$3,164.49	$3,322.71	$3,488.85	$3,663.29	$3,846.46	$4,038.78	$4,240.71
70	$40.5450	$42.5723	$44.7009	$46.9359	$49.2827	$51.7468	$54.3341	70	$3,243.60	$3,405.78	$3,576.07	$3,754.87	$3,942.62	$4,139.74	$4,346.73
71	$41.5586	$43.6365	$45.8183	$48.1092	$50.5147	$53.0404	$55.6924	71	$3,324.69	$3,490.92	$3,665.46	$3,848.74	$4,041.18	$4,243.23	$4,455.39
72	$42.5976	$44.7275	$46.9639	$49.3121	$51.7777	$54.3666	$57.0849	72	$3,407.81	$3,578.20	$3,757.11	$3,944.97	$4,142.22	$4,349.33	$4,566.79
73	$43.6625	$45.8456	$48.1379	$50.5448	$53.0720	$55.7256	$58.5119	73	$3,493.00	$3,667.65	$3,851.03	$4,043.58	$4,245.76	$4,458.05	$4,680.95
74	$44.7541	$46.9918	$49.3414	$51.8085	$54.3989	$57.1188	$59.9747	74	$3,580.33	$3,759.34	$3,947.31	$4,144.68	$4,351.91	$4,569.50	$4,797.98
75	$45.8730	$48.1667	$50.5750	$53.1038	$55.7590	$58.5470	$61.4744	75	$3,669.84	$3,853.34	$4,046.00	$4,248.30	$4,460.72	$4,683.76	$4,917.95
76	$47.0198	$49.3708	$51.8393	$54.4313	$57.1529	$60.0105	$63.0110	76	$3,761.58	$3,949.66	$4,147.14	$4,354.50	$4,572.23	$4,800.84	$5,040.88
77	$48.1953	$50.6051	$53.1354	$55.7922	$58.5818	$61.5109	$64.5864	77	$3,855.62	$4,048.41	$4,250.83	$4,463.38	$4,686.54	$4,920.87	$5,166.91
78	$49.4002	$51.8702	$54.4637	$57.1869	$60.0462	$63.0485	$66.2009	78	$3,952.02	$4,149.62	$4,357.10	$4,574.95	$4,803.70	$5,043.88	$5,296.07
79	$50.6352	$53.1670	$55.8254	$58.6167	$61.5475	$64.6249	$67.8561	79	$4,050.82	$4,253.36	$4,466.03	$4,689.34	$4,923.80	$5,169.99	$5,428.49
80	$51.9011	$54.4962	$57.2210	$60.0821	$63.0862	$66.2405	$69.5525	80	$4,152.09	$4,359.70	$4,577.68	$4,806.57	$5,046.90	$5,299.24	$5,564.20
81	$53.1986	$55.8585	$58.6514	$61.5840	$64.6632	$67.8964	$71.2912	81	$4,255.89	$4,468.68	$4,692.11	$4,926.72	$5,173.06	$5,431.71	$5,703.30
82	$54.5286	$57.2550	$60.1178	$63.1237	$66.2799	$69.5939	$73.0736	82	$4,362.29	$4,580.40	$4,809.42	$5,049.90	$5,302.39	$5,567.51	$5,845.89
83	$55.8918	$58.6864	$61.6207	$64.7017	$67.9368	$71.3336	$74.9003	83	$4,471.34	$4,694.91	$4,929.66	$5,176.14	$5,434.94	$5,706.69	$5,992.02
84	$57.2891	$60.1536	$63.1613	$66.3194	$69.6354	$73.1172	$76.7731	84	$4,583.13	$4,812.29	$5,052.90	$5,305.55	$5,570.83	$5,849.38	$6,141.85
85	$58.7213	$61.6574	$64.7403	$67.9773	$71.3762	$74.9450	$78.6923	85	$4,697.70	$4,932.59	$5,179.22	$5,438.18	$5,710.10	$5,995.60	$6,295.38
86	$60.1893	$63.1988	$66.3587	$69.6766	$73.1604	$76.8184	$80.6593	86	$4,815.14	$5,055.90	$5,308.70	$5,574.13	$5,852.83	$6,145.47	$6,452.74
87	$61.6940	$64.7787	$68.0176	$71.4185	$74.9894	$78.7389	$82.6758	87	$4,935.52	$5,182.30	$5,441.41	$5,713.48	$5,999.15	$6,299.11	$6,614.06
88	$63.2364	$66.3982	$69.7181	$73.2040	$76.8642	$80.7074	$84.7428	88	$5,058.91	$5,311.86	$5,577.45	$5,856.32	$6,149.14	$6,456.59	$6,779.42
89	$64.8173	$68.0582	$71.4611	$75.0342	$78.7859	$82.7252	$86.8615	89	$5,185.38	$5,444.66	$5,716.89	$6,002.74	$6,302.87	$6,618.02	$6,948.92
90	$66.4377	$69.7596	$73.2476	$76.9100	$80.7555	$84.7933	$89.0330	90	$5,315.02	$5,580.77	$5,859.81	$6,152.80	$6,460.44	$6,783.46	$7,122.64
91	$68.0986	$71.5035	$75.0787	$78.8326	$82.7742	$86.9129	$91.2585	91	$5,447.89	$5,720.28	$6,006.30	$6,306.61	$6,621.94	$6,953.03	$7,300.68
92	$69.8011	$73.2912	$76.9558	$80.8036	$84.8438	$89.0860	$93.5403	92	$5,584.09	$5,863.30	$6,156.46	$6,464.29	$6,787.50	$7,126.88	$7,483.22
93	$71.5461	$75.1234	$78.8796	$82.8236	$86.9648	$91.3130	$95.8787	93	$5,723.69	$6,009.87	$6,310.37	$6,625.89	$6,957.18	$7,305.04	$7,670.30
94	$73.3348	$77.0015	$80.8516	$84.8942	$89.1389	$93.5958	$98.2756	94	$5,866.78	$6,160.12	$6,468.13	$6,791.54	$7,131.11	$7,487.66	$7,862.05
95	$75.1682	$78.9266	$82.8729	$87.0165	$91.3673	$95.9357	$100.7325	95	$6,013.46	$6,314.13	$6,629.83	$6,961.32	$7,309.38	$7,674.86	$8,058.60
96	$77.0474	$80.8998	$84.9448	$89.1920	$93.6516	$98.3342	$103.2509	96	$6,163.79	$6,471.98	$6,795.58	$7,135.36	$7,492.13	$7,866.74	$8,260.07
97	$78.9736	$82.9223	$87.0684	$91.4218	$95.9929	$100.7925	$105.8321	97	$6,317.89	$6,633.78	$6,965.47	$7,313.74	$7,679.43	$8,063.40	$8,466.57
98	$80.9479	$84.9953	$89.2451	$93.7074	$98.3928	$103.3124	$108.4780	98	$6,475.83	$6,799.62	$7,139.61	$7,496.59	$7,871.42	$8,264.99	$8,678.24

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE M (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR BCCOA BARGAINING UNIT CLASSIFICATIONS (SAFETY CLASSIFICAITONS)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
99	$82.9716	$87.1202	$91.4762	$96.0500	$100.8525	$105.8951	$111.1899	**99**	$6,637.73	$6,969.62	$7,318.10	$7,684.00	$8,068.20	$8,471.61	$8,895.19
100	$85.0459	$89.2982	$93.7631	$98.4513	$103.3739	$108.5426	$113.9697	**100**	$6,803.67	$7,143.86	$7,501.05	$7,876.10	$8,269.91	$8,683.41	$9,117.58

(Effective the First Pay Period Beginning 7/7/12- 2% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.1632	$7.5213	$7.8974	$8.2923	$8.7069	$9.1422	$9.5993	1	$573.05	$601.70	$631.79	$663.38	$696.55	$731.38	$767.94
2	$7.3422	$7.7093	$8.0948	$8.4995	$8.9245	$9.3707	$9.8392	2	$587.38	$616.74	$647.58	$679.96	$713.96	$749.66	$787.14
3	$7.5258	$7.9021	$8.2972	$8.7121	$9.1477	$9.6051	$10.0854	3	$602.06	$632.17	$663.78	$696.97	$731.82	$768.41	$806.83
4	$7.7139	$8.0996	$8.5046	$8.9298	$9.3763	$9.8451	$10.3374	4	$617.11	$647.97	$680.37	$714.38	$750.10	$787.61	$826.99
5	$7.9067	$8.3020	$8.7171	$9.1530	$9.6107	$10.0912	$10.5958	5	$632.54	$664.16	$697.37	$732.24	$768.86	$807.30	$847.66
6	$8.1044	$8.5096	$8.9351	$9.3819	$9.8510	$10.3436	$10.8608	6	$648.35	$680.77	$714.81	$750.55	$788.08	$827.49	$868.86
7	$8.3070	$8.7224	$9.1585	$9.6164	$10.0972	$10.6021	$11.1322	7	$664.56	$697.79	$732.68	$769.31	$807.78	$848.17	$890.58
8	$8.5147	$8.9404	$9.3874	$9.8568	$10.3496	$10.8671	$11.4105	8	$681.18	$715.23	$750.99	$788.54	$827.97	$869.37	$912.84
9	$8.7276	$9.1640	$9.6222	$10.1033	$10.6085	$11.1389	$11.6958	9	$698.21	$733.12	$769.78	$808.26	$848.68	$891.11	$935.66
10	$8.9458	$9.3931	$9.8628	$10.3559	$10.8737	$11.4174	$11.9883	10	$715.66	$751.45	$789.02	$828.47	$869.90	$913.39	$959.06
11	$9.1694	$9.6279	$10.1093	$10.6148	$11.1455	$11.7028	$12.2879	11	$733.55	$770.23	$808.74	$849.18	$891.64	$936.22	$983.03
12	$9.3986	$9.8685	$10.3619	$10.8800	$11.4240	$11.9952	$12.5950	12	$751.89	$789.48	$828.95	$870.40	$913.92	$959.62	$1,007.60
13	$9.6336	$10.1153	$10.6211	$11.1522	$11.7098	$12.2953	$12.9101	13	$770.69	$809.22	$849.69	$892.18	$936.78	$983.62	$1,032.81
14	$9.8744	$10.3681	$10.8865	$11.4308	$12.0023	$12.6024	$13.2325	14	$789.95	$829.45	$870.92	$914.46	$960.18	$1,008.19	$1,058.60
15	$10.1213	$10.6274	$11.1588	$11.7167	$12.3025	$12.9176	$13.5635	15	$809.70	$850.19	$892.70	$937.34	$984.20	$1,033.41	$1,085.08
16	$10.3743	$10.8930	$11.4377	$12.0096	$12.6101	$13.2406	$13.9026	16	$829.94	$871.44	$915.02	$960.77	$1,008.81	$1,059.25	$1,112.21
17	$10.6337	$11.1654	$11.7237	$12.3099	$12.9254	$13.5717	$14.2503	17	$850.70	$893.23	$937.90	$984.79	$1,034.03	$1,085.74	$1,140.02
18	$10.8995	$11.4445	$12.0167	$12.6175	$13.2484	$13.9108	$14.6063	18	$871.96	$915.56	$961.34	$1,009.40	$1,059.87	$1,112.86	$1,168.50
19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	19	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
20	$11.4513	$12.0239	$12.6251	$13.2564	$13.9192	$14.6152	$15.3460	20	$916.10	$961.91	$1,010.01	$1,060.51	$1,113.54	$1,169.22	$1,227.68
21	$11.7376	$12.3245	$12.9407	$13.5877	$14.2671	$14.9805	$15.7295	21	$939.01	$985.96	$1,035.26	$1,087.02	$1,141.37	$1,198.44	$1,258.36
22	$12.0310	$12.6326	$13.2642	$13.9274	$14.6238	$15.3550	$16.1228	22	$962.48	$1,010.61	$1,061.14	$1,114.19	$1,169.90	$1,228.40	$1,289.82
23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	23	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
24	$12.6401	$13.2721	$13.9357	$14.6325	$15.3641	$16.1323	$16.9389	24	$1,011.21	$1,061.77	$1,114.86	$1,170.60	$1,229.13	$1,290.58	$1,355.11
25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	25	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	26	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
27	$13.6120	$14.2926	$15.0072	$15.7576	$16.5455	$17.3728	$18.2414	27	$1,088.96	$1,143.41	$1,200.58	$1,260.61	$1,323.64	$1,389.82	$1,459.31
28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	28	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	29	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	30	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	31	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	32	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	33	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	34	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	35	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	36	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	37	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	38	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	39	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	40	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	41	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97
42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	42	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	43	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	44	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	45	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	46	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	47	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	48	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	49	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	50	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	51	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
52	$25.2359	$26.4977	$27.8226	$29.2137	$30.6744	$32.2081	$33.8185	52	$2,018.87	$2,119.82	$2,225.81	$2,337.10	$2,453.95	$2,576.65	$2,705.48
53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	53	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	54	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	55	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	56	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	57	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	58	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	59	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	60	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	61	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	62	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	63	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
64	$33.9394	$35.6364	$37.4182	$39.2891	$41.2536	$43.3163	$45.4821	64	$2,715.15	$2,850.91	$2,993.46	$3,143.13	$3,300.29	$3,465.30	$3,638.57
65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	65	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	66	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
67	$36.5490	$38.3765	$40.2953	$42.3101	$44.4256	$46.6469	$48.9792	67	$2,923.92	$3,070.12	$3,223.62	$3,384.81	$3,554.05	$3,731.75	$3,918.34
68	$37.4627	$39.3358	$41.3026	$43.3677	$45.5361	$47.8129	$50.2035	68	$2,997.02	$3,146.86	$3,304.21	$3,469.42	$3,642.89	$3,825.03	$4,016.28
69	$38.3993	$40.3193	$42.3353	$44.4521	$46.6747	$49.0084	$51.4588	69	$3,071.94	$3,225.54	$3,386.82	$3,556.17	$3,733.98	$3,920.67	$4,116.70
70	$39.3593	$41.3273	$43.3937	$45.5634	$47.8416	$50.2337	$52.7454	70	$3,148.74	$3,306.18	$3,471.50	$3,645.07	$3,827.33	$4,018.70	$4,219.63
71	$40.3433	$42.3605	$44.4785	$46.7024	$49.0375	$51.4894	$54.0639	71	$3,227.46	$3,388.84	$3,558.28	$3,736.19	$3,923.00	$4,119.15	$4,325.11
72	$41.3519	$43.4195	$45.5905	$47.8700	$50.2635	$52.7767	$55.4155	72	$3,308.15	$3,473.56	$3,647.24	$3,829.60	$4,021.08	$4,222.14	$4,433.24
73	$42.3857	$44.5050	$46.7303	$49.0668	$51.5201	$54.0961	$56.8009	73	$3,390.86	$3,560.40	$3,738.42	$3,925.34	$4,121.61	$4,327.69	$4,544.07
74	$43.4453	$45.6176	$47.8985	$50.2934	$52.8081	$55.4485	$58.2209	74	$3,475.62	$3,649.41	$3,831.88	$4,023.47	$4,224.65	$4,435.88	$4,657.67
75	$44.5314	$46.7580	$49.0959	$51.5507	$54.1282	$56.8346	$59.6763	75	$3,562.51	$3,740.64	$3,927.67	$4,124.06	$4,330.26	$4,546.77	$4,774.10
76	$45.6447	$47.9269	$50.3232	$52.8394	$55.4814	$58.2555	$61.1683	76	$3,651.58	$3,834.15	$4,025.86	$4,227.15	$4,438.51	$4,660.44	$4,893.46
77	$46.7858	$49.1251	$51.5814	$54.1605	$56.8685	$59.7119	$62.6975	77	$3,742.86	$3,930.01	$4,126.51	$4,332.84	$4,549.48	$4,776.95	$5,015.80
78	$47.9554	$50.3532	$52.8709	$55.5144	$58.2901	$61.2046	$64.2648	78	$3,836.43	$4,028.26	$4,229.67	$4,441.15	$4,663.21	$4,896.37	$5,141.18
79	$49.1543	$51.6120	$54.1926	$56.9022	$59.7473	$62.7347	$65.8714	79	$3,932.34	$4,128.96	$4,335.41	$4,552.18	$4,779.78	$5,018.78	$5,269.71
80	$50.3832	$52.9024	$55.5475	$58.3249	$61.2411	$64.3032	$67.5184	80	$4,030.66	$4,232.19	$4,443.80	$4,665.99	$4,899.29	$5,144.26	$5,401.47
81	$51.6428	$54.2249	$56.9361	$59.7829	$62.7720	$65.9106	$69.2061	81	$4,131.42	$4,337.99	$4,554.89	$4,782.63	$5,021.76	$5,272.85	$5,536.49

82	$52.9339	$55.5806	$58.3596	$61.2776	$64.3415	$67.5586	$70.9365	**82**	$4,234.71	$4,446.45	$4,668.77	$4,902.21	$5,147.32	$5,404.69	$5,674.92
83	$54.2572	$56.9701	$59.8186	$62.8095	$65.9500	$69.2475	$72.7099	**83**	$4,340.58	$4,557.61	$4,785.49	$5,024.76	$5,276.00	$5,539.80	$5,816.79
84	$55.6136	$58.3943	$61.3140	$64.3797	$67.5987	$70.9786	$74.5275	**84**	$4,449.09	$4,671.54	$4,905.12	$5,150.38	$5,407.90	$5,678.29	$5,962.20
85	$57.0039	$59.8541	$62.8468	$65.9891	$69.2886	$72.7530	$76.3907	**85**	$4,560.31	$4,788.33	$5,027.74	$5,279.13	$5,543.09	$5,820.24	$6,111.26
86	$58.4290	$61.3505	$64.4180	$67.6389	$71.0208	$74.5718	$78.3004	**86**	$4,674.32	$4,908.04	$5,153.44	$5,411.11	$5,681.66	$5,965.74	$6,264.03
87	$59.8897	$62.8842	$66.0284	$69.3298	$72.7963	$76.4361	$80.2579	**87**	$4,791.18	$5,030.74	$5,282.27	$5,546.38	$5,823.70	$6,114.89	$6,420.63
88	$61.3869	$64.4562	$67.6790	$71.0630	$74.6162	$78.3470	$82.2644	**88**	$4,910.95	$5,156.50	$5,414.32	$5,685.04	$5,969.30	$6,267.76	$6,581.15
89	$62.9216	$66.0677	$69.3711	$72.8397	$76.4817	$80.3058	$84.3211	**89**	$5,033.73	$5,285.42	$5,549.69	$5,827.18	$6,118.54	$6,424.46	$6,745.69
90	$64.4946	$67.7193	$71.1053	$74.6606	$78.3936	$82.3133	$86.4290	**90**	$5,159.57	$5,417.54	$5,688.42	$5,972.85	$6,271.49	$6,585.06	$6,914.32
91	$66.1070	$69.4124	$72.8830	$76.5272	$80.3536	$84.3713	$88.5899	**91**	$5,288.56	$5,552.99	$5,830.64	$6,122.18	$6,428.29	$6,749.70	$7,087.19
92	$67.7597	$71.1477	$74.7051	$78.4404	$82.3624	$86.4805	$90.8045	**92**	$5,420.78	$5,691.82	$5,976.41	$6,275.23	$6,588.99	$6,918.44	$7,264.36
93	$69.4537	$72.9264	$76.5727	$80.4013	$84.4214	$88.6425	$93.0746	**93**	$5,556.30	$5,834.11	$6,125.82	$6,432.10	$6,753.71	$7,091.40	$7,445.97
94	$71.1900	$74.7495	$78.4870	$82.4114	$86.5320	$90.8586	$95.4015	**94**	$5,695.20	$5,979.96	$6,278.96	$6,592.91	$6,922.56	$7,268.69	$7,632.12
95	$72.9698	$76.6183	$80.4492	$84.4717	$88.6953	$93.1301	$97.7866	**95**	$5,837.58	$6,129.46	$6,435.94	$6,757.74	$7,095.62	$7,450.41	$7,822.93
96	$74.7940	$78.5337	$82.4604	$86.5834	$90.9126	$95.4582	$100.2311	**96**	$5,983.52	$6,282.70	$6,596.83	$6,926.67	$7,273.01	$7,636.66	$8,018.49
97	$76.6639	$80.4971	$84.5220	$88.7481	$93.1855	$97.8448	$102.7370	**97**	$6,133.11	$6,439.77	$6,761.76	$7,099.85	$7,454.84	$7,827.58	$8,218.96
98	$78.5805	$82.5095	$86.6350	$90.9668	$95.5151	$100.2909	$105.3054	**98**	$6,286.44	$6,600.76	$6,930.80	$7,277.34	$7,641.21	$8,023.27	$8,424.43
99	$80.5450	$84.5723	$88.8009	$93.2409	$97.9029	$102.7980	$107.9379	**99**	$6,443.60	$6,765.78	$7,104.07	$7,459.27	$7,832.23	$8,223.84	$8,635.03
100	$82.5586	$86.6865	$91.0208	$95.5718	$100.3504	$105.3679	$110.6363	**100**	$6,604.69	$6,934.92	$7,281.66	$7,645.74	$8,028.03	$8,429.43	$8,850.90

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES (BCMEA) NON SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.1632	$7.5213	$7.8974	$8.2923	$8.7069	$9.1422	$9.5993	1	$573.05	$601.70	$631.79	$663.38	$696.55	$731.38	$767.94
2	$7.3422	$7.7093	$8.0948	$8.4995	$8.9245	$9.3707	$9.8392	2	$587.38	$616.74	$647.58	$679.96	$713.96	$749.66	$787.14
3	$7.5258	$7.9021	$8.2972	$8.7121	$9.1477	$9.6051	$10.0854	3	$602.06	$632.17	$663.78	$696.97	$731.82	$768.41	$806.83
4	$7.7139	$8.0996	$8.5046	$8.9298	$9.3763	$9.8451	$10.3374	4	$617.11	$647.97	$680.37	$714.38	$750.10	$787.61	$826.99
5	$7.9067	$8.3020	$8.7171	$9.1530	$9.6107	$10.0912	$10.5958	5	$632.54	$664.16	$697.37	$732.24	$768.86	$807.30	$847.66
6	$8.1044	$8.5096	$8.9351	$9.3819	$9.8510	$10.3436	$10.8608	6	$648.35	$680.77	$714.81	$750.55	$788.08	$827.49	$868.86
7	$8.3070	$8.7224	$9.1585	$9.6164	$10.0972	$10.6021	$11.1322	7	$664.56	$697.79	$732.68	$769.31	$807.78	$848.17	$890.58
8	$8.5147	$8.9404	$9.3874	$9.8568	$10.3496	$10.8671	$11.4105	8	$681.18	$715.23	$750.99	$788.54	$827.97	$869.37	$912.84
9	$8.7276	$9.1640	$9.6222	$10.1033	$10.6085	$11.1389	$11.6958	9	$698.21	$733.12	$769.78	$808.26	$848.68	$891.11	$935.66
10	$8.9458	$9.3931	$9.8628	$10.3559	$10.8737	$11.4174	$11.9883	10	$715.66	$751.45	$789.02	$828.47	$869.90	$913.39	$959.06
11	$9.1694	$9.6279	$10.1093	$10.6148	$11.1455	$11.7028	$12.2879	11	$733.55	$770.23	$808.74	$849.18	$891.64	$936.22	$983.03
12	$9.3986	$9.8685	$10.3619	$10.8800	$11.4240	$11.9952	$12.5950	12	$751.89	$789.48	$828.95	$870.40	$913.92	$959.62	$1,007.60
13	$9.6336	$10.1153	$10.6211	$11.1522	$11.7098	$12.2953	$12.9101	13	$770.69	$809.22	$849.69	$892.18	$936.78	$983.62	$1,032.81
14	$9.8744	$10.3681	$10.8865	$11.4308	$12.0023	$12.6024	$13.2325	14	$789.95	$829.45	$870.92	$914.46	$960.18	$1,008.19	$1,058.60
15	$10.1213	$10.6274	$11.1588	$11.7167	$12.3025	$12.9176	$13.5635	15	$809.70	$850.19	$892.70	$937.34	$984.20	$1,033.41	$1,085.08
16	$10.3743	$10.8930	$11.4377	$12.0096	$12.6101	$13.2406	$13.9026	16	$829.94	$871.44	$915.02	$960.77	$1,008.81	$1,059.25	$1,112.21
17	$10.6337	$11.1654	$11.7237	$12.3099	$12.9254	$13.5717	$14.2503	17	$850.70	$893.23	$937.90	$984.79	$1,034.03	$1,085.74	$1,140.02
18	$10.8995	$11.4445	$12.0167	$12.6175	$13.2484	$13.9108	$14.6063	18	$871.96	$915.56	$961.34	$1,009.40	$1,059.87	$1,112.86	$1,168.50
19	$11.1720	$11.7306	$12.3171	$12.9330	$13.5797	$14.2587	$14.9716	19	$893.76	$938.45	$985.37	$1,034.64	$1,086.38	$1,140.70	$1,197.73
20	$11.4513	$12.0239	$12.6251	$13.2564	$13.9192	$14.6152	$15.3460	20	$916.10	$961.91	$1,010.01	$1,060.51	$1,113.54	$1,169.22	$1,227.68
21	$11.7376	$12.3245	$12.9407	$13.5877	$14.2671	$14.9805	$15.7295	21	$939.01	$985.96	$1,035.26	$1,087.02	$1,141.37	$1,198.44	$1,258.36
22	$12.0310	$12.6326	$13.2642	$13.9274	$14.6238	$15.3550	$16.1228	22	$962.48	$1,010.61	$1,061.14	$1,114.19	$1,169.90	$1,228.40	$1,289.82
23	$12.3318	$12.9484	$13.5958	$14.2756	$14.9894	$15.7389	$16.5258	23	$986.54	$1,035.87	$1,087.66	$1,142.05	$1,199.15	$1,259.11	$1,322.06
24	$12.6401	$13.2721	$13.9357	$14.6325	$15.3641	$16.1323	$16.9389	24	$1,011.21	$1,061.77	$1,114.86	$1,170.60	$1,229.13	$1,290.58	$1,355.11
25	$12.9561	$13.6039	$14.2841	$14.9983	$15.7482	$16.5356	$17.3624	25	$1,036.49	$1,088.31	$1,142.73	$1,199.86	$1,259.86	$1,322.85	$1,388.99
26	$13.2800	$13.9440	$14.6412	$15.3733	$16.1420	$16.9491	$17.7966	26	$1,062.40	$1,115.52	$1,171.30	$1,229.86	$1,291.36	$1,355.93	$1,423.73
27	$13.6120	$14.2926	$15.0072	$15.7576	$16.5455	$17.3728	$18.2414	27	$1,088.96	$1,143.41	$1,200.58	$1,260.61	$1,323.64	$1,389.82	$1,459.31
28	$13.9523	$14.6499	$15.3824	$16.1515	$16.9591	$17.8071	$18.6975	28	$1,116.18	$1,171.99	$1,230.59	$1,292.12	$1,356.73	$1,424.57	$1,495.80
29	$14.3011	$15.0162	$15.7670	$16.5554	$17.3832	$18.2524	$19.1650	29	$1,144.09	$1,201.30	$1,261.36	$1,324.43	$1,390.66	$1,460.19	$1,533.20
30	$14.6586	$15.3915	$16.1611	$16.9692	$17.8177	$18.7086	$19.6440	30	$1,172.69	$1,231.32	$1,292.89	$1,357.54	$1,425.42	$1,496.69	$1,571.52
31	$15.0251	$15.7764	$16.5652	$17.3935	$18.2632	$19.1764	$20.1352	31	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82
32	$15.4007	$16.1707	$16.9792	$17.8282	$18.7196	$19.6556	$20.6384	32	$1,232.06	$1,293.66	$1,358.34	$1,426.26	$1,497.57	$1,572.45	$1,651.07
33	$15.7857	$16.5750	$17.4038	$18.2740	$19.1877	$20.1471	$21.1545	33	$1,262.86	$1,326.00	$1,392.30	$1,461.92	$1,535.02	$1,611.77	$1,692.36
34	$16.1803	$16.9893	$17.8388	$18.7307	$19.6672	$20.6506	$21.6831	34	$1,294.42	$1,359.14	$1,427.10	$1,498.46	$1,573.38	$1,652.05	$1,734.65
35	$16.5848	$17.4140	$18.2847	$19.1989	$20.1588	$21.1667	$22.2250	35	$1,326.78	$1,393.12	$1,462.78	$1,535.91	$1,612.70	$1,693.34	$1,778.00
36	$16.9994	$17.8494	$18.7419	$19.6790	$20.6630	$21.6962	$22.7810	36	$1,359.95	$1,427.95	$1,499.35	$1,574.32	$1,653.04	$1,735.70	$1,822.48
37	$17.4244	$18.2956	$19.2104	$20.1709	$21.1794	$22.2384	$23.3503	37	$1,393.95	$1,463.65	$1,536.83	$1,613.67	$1,694.35	$1,779.07	$1,868.02
38	$17.8600	$18.7530	$19.6907	$20.6752	$21.7090	$22.7945	$23.9342	38	$1,428.80	$1,500.24	$1,575.26	$1,654.02	$1,736.72	$1,823.56	$1,914.74
39	$18.3065	$19.2218	$20.1829	$21.1920	$22.2516	$23.3642	$24.5324	39	$1,464.52	$1,537.74	$1,614.63	$1,695.36	$1,780.13	$1,869.14	$1,962.59
40	$18.7642	$19.7024	$20.6875	$21.7219	$22.8080	$23.9484	$25.1458	40	$1,501.14	$1,576.19	$1,655.00	$1,737.75	$1,824.64	$1,915.87	$2,011.66
41	$19.2333	$20.1950	$21.2048	$22.2650	$23.3783	$24.5472	$25.7746	41	$1,538.66	$1,615.60	$1,696.38	$1,781.20	$1,870.26	$1,963.78	$2,061.97

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES (BCMEA) NON SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$19.7141	$20.6998	$21.7348	$22.8215	$23.9626	$25.1607	$26.4187	42	$1,577.13	$1,655.98	$1,738.78	$1,825.72	$1,917.01	$2,012.86	$2,113.50
43	$20.2070	$21.2174	$22.2783	$23.3922	$24.5618	$25.7899	$27.0794	43	$1,616.56	$1,697.39	$1,782.26	$1,871.38	$1,964.94	$2,063.19	$2,166.35
44	$20.7122	$21.7478	$22.8352	$23.9770	$25.1759	$26.4347	$27.7564	44	$1,656.98	$1,739.82	$1,826.82	$1,918.16	$2,014.07	$2,114.78	$2,220.51
45	$21.2300	$22.2915	$23.4061	$24.5764	$25.8052	$27.0955	$28.4503	45	$1,698.40	$1,783.32	$1,872.49	$1,966.11	$2,064.42	$2,167.64	$2,276.02
46	$21.7608	$22.8488	$23.9912	$25.1908	$26.4503	$27.7728	$29.1614	46	$1,740.86	$1,827.90	$1,919.30	$2,015.26	$2,116.02	$2,221.82	$2,332.91
47	$22.3048	$23.4200	$24.5910	$25.8206	$27.1116	$28.4672	$29.8906	47	$1,784.38	$1,873.60	$1,967.28	$2,065.65	$2,168.93	$2,277.38	$2,391.25
48	$22.8624	$24.0055	$25.2058	$26.4661	$27.7894	$29.1789	$30.6378	48	$1,828.99	$1,920.44	$2,016.46	$2,117.29	$2,223.15	$2,334.31	$2,451.02
49	$23.4340	$24.6057	$25.8360	$27.1278	$28.4842	$29.9084	$31.4038	49	$1,874.72	$1,968.46	$2,066.88	$2,170.22	$2,278.74	$2,392.67	$2,512.30
50	$24.0199	$25.2209	$26.4819	$27.8060	$29.1963	$30.6561	$32.1889	50	$1,921.59	$2,017.67	$2,118.55	$2,224.48	$2,335.70	$2,452.49	$2,575.11
51	$24.6204	$25.8514	$27.1440	$28.5012	$29.9263	$31.4226	$32.9937	51	$1,969.63	$2,068.11	$2,171.52	$2,280.10	$2,394.10	$2,513.81	$2,639.50
52	$25.2359	$26.4977	$27.8226	$29.2137	$30.6744	$32.2081	$33.8185	52	$2,018.87	$2,119.82	$2,225.81	$2,337.10	$2,453.95	$2,576.65	$2,705.48
53	$25.8668	$27.1601	$28.5181	$29.9440	$31.4412	$33.0133	$34.6640	53	$2,069.34	$2,172.81	$2,281.45	$2,395.52	$2,515.30	$2,641.06	$2,773.12
54	$26.5135	$27.8392	$29.2312	$30.6928	$32.2274	$33.8388	$35.5307	54	$2,121.08	$2,227.14	$2,338.50	$2,455.42	$2,578.19	$2,707.10	$2,842.46
55	$27.1763	$28.5351	$29.9619	$31.4600	$33.0330	$34.6847	$36.4189	55	$2,174.10	$2,282.81	$2,396.95	$2,516.80	$2,642.64	$2,774.78	$2,913.51
56	$27.8557	$29.2485	$30.7109	$32.2464	$33.8587	$35.5516	$37.3292	56	$2,228.46	$2,339.88	$2,456.87	$2,579.71	$2,708.70	$2,844.13	$2,986.34
57	$28.5521	$29.9797	$31.4787	$33.0526	$34.7052	$36.4405	$38.2625	57	$2,284.17	$2,398.38	$2,518.30	$2,644.21	$2,776.42	$2,915.24	$3,061.00
58	$29.2659	$30.7292	$32.2657	$33.8790	$35.5730	$37.3517	$39.2193	58	$2,341.27	$2,458.34	$2,581.26	$2,710.32	$2,845.84	$2,988.14	$3,137.54
59	$29.9975	$31.4974	$33.0723	$34.7259	$36.4622	$38.2853	$40.1996	59	$2,399.80	$2,519.79	$2,645.78	$2,778.07	$2,916.98	$3,062.82	$3,215.97
60	$30.7474	$32.2848	$33.8990	$35.5940	$37.3737	$39.2424	$41.2045	60	$2,459.79	$2,582.78	$2,711.92	$2,847.52	$2,989.90	$3,139.39	$3,296.36
61	$31.5161	$33.0919	$34.7465	$36.4838	$38.3080	$40.2234	$42.2346	61	$2,521.29	$2,647.35	$2,779.72	$2,918.70	$3,064.64	$3,217.87	$3,378.77
62	$32.3040	$33.9192	$35.6152	$37.3960	$39.2658	$41.2291	$43.2906	62	$2,584.32	$2,713.54	$2,849.22	$2,991.68	$3,141.26	$3,298.33	$3,463.25
63	$33.1116	$34.7672	$36.5056	$38.3309	$40.2474	$42.2598	$44.3728	63	$2,648.93	$2,781.38	$2,920.45	$3,066.47	$3,219.79	$3,380.78	$3,549.82
64	$33.9394	$35.6364	$37.4182	$39.2891	$41.2536	$43.3163	$45.4821	64	$2,715.15	$2,850.91	$2,993.46	$3,143.13	$3,300.29	$3,465.30	$3,638.57
65	$34.7879	$36.5273	$38.3537	$40.2714	$42.2850	$44.3993	$46.6193	65	$2,783.03	$2,922.18	$3,068.30	$3,221.71	$3,382.80	$3,551.94	$3,729.54
66	$35.6576	$37.4405	$39.3125	$41.2781	$43.3420	$45.5091	$47.7846	66	$2,852.61	$2,995.24	$3,145.00	$3,302.25	$3,467.36	$3,640.73	$3,822.77
67	$36.5490	$38.3765	$40.2953	$42.3101	$44.4256	$46.6469	$48.9792	67	$2,923.92	$3,070.12	$3,223.62	$3,384.81	$3,554.05	$3,731.75	$3,918.34
68	$37.4627	$39.3358	$41.3026	$43.3677	$45.5361	$47.8129	$50.2035	68	$2,997.02	$3,146.86	$3,304.21	$3,469.42	$3,642.89	$3,825.03	$4,016.28
69	$38.3993	$40.3193	$42.3353	$44.4521	$46.6747	$49.0084	$51.4588	69	$3,071.94	$3,225.54	$3,386.82	$3,556.17	$3,733.98	$3,920.67	$4,116.70
70	$39.3593	$41.3273	$43.3937	$45.5634	$47.8416	$50.2337	$52.7454	70	$3,148.74	$3,306.18	$3,471.50	$3,645.07	$3,827.33	$4,018.70	$4,219.63
71	$40.3433	$42.3605	$44.4785	$46.7024	$49.0375	$51.4894	$54.0639	71	$3,227.46	$3,388.84	$3,558.28	$3,736.19	$3,923.00	$4,119.15	$4,325.11
72	$41.3519	$43.4195	$45.5905	$47.8700	$50.2635	$52.7767	$55.4155	72	$3,308.15	$3,473.56	$3,647.24	$3,829.60	$4,021.08	$4,222.14	$4,433.24
73	$42.3857	$44.5050	$46.7303	$49.0668	$51.5201	$54.0961	$56.8009	73	$3,390.86	$3,560.40	$3,738.42	$3,925.34	$4,121.61	$4,327.69	$4,544.07
74	$43.4453	$45.6176	$47.8985	$50.2934	$52.8081	$55.4485	$58.2209	74	$3,475.62	$3,649.41	$3,831.88	$4,023.47	$4,224.65	$4,435.88	$4,657.67
75	$44.5314	$46.7580	$49.0959	$51.5507	$54.1282	$56.8346	$59.6763	75	$3,562.51	$3,740.64	$3,927.67	$4,124.06	$4,330.26	$4,546.77	$4,774.10
76	$45.6447	$47.9269	$50.3232	$52.8394	$55.4814	$58.2555	$61.1683	76	$3,651.58	$3,834.15	$4,025.86	$4,227.15	$4,438.51	$4,660.44	$4,893.46
77	$46.7858	$49.1251	$51.5814	$54.1605	$56.8685	$59.7119	$62.6975	77	$3,742.86	$3,930.01	$4,126.51	$4,332.84	$4,549.48	$4,776.95	$5,015.80
78	$47.9554	$50.3532	$52.8709	$55.5144	$58.2901	$61.2046	$64.2648	78	$3,836.43	$4,028.26	$4,229.67	$4,441.15	$4,663.21	$4,896.37	$5,141.18
79	$49.1543	$51.6120	$54.1926	$56.9022	$59.7473	$62.7347	$65.8714	79	$3,932.34	$4,128.96	$4,335.41	$4,552.18	$4,779.78	$5,018.78	$5,269.71
80	$50.3832	$52.9024	$55.5475	$58.3249	$61.2411	$64.3032	$67.5184	80	$4,030.66	$4,232.19	$4,443.80	$4,665.99	$4,899.29	$5,144.26	$5,401.47
81	$51.6428	$54.2249	$56.9361	$59.7829	$62.7720	$65.9106	$69.2061	81	$4,131.42	$4,337.99	$4,554.89	$4,782.63	$5,021.76	$5,272.85	$5,536.49
82	$52.9339	$55.5806	$58.3596	$61.2776	$64.3415	$67.5586	$70.9365	82	$4,234.71	$4,446.45	$4,668.77	$4,902.21	$5,147.32	$5,404.69	$5,674.92

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES (BCMEA) NON SAFETY CLASSIFICATIONS)

(Effective the Pay Period Including 01/01/12 2% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$54.2572	$56.9701	$59.8186	$62.8095	$65.9500	$69.2475	$72.7099	83	$4,340.58	$4,557.61	$4,785.49	$5,024.76	$5,276.00	$5,539.80	$5,816.79
84	$55.6136	$58.3943	$61.3140	$64.3797	$67.5987	$70.9786	$74.5275	84	$4,449.09	$4,671.54	$4,905.12	$5,150.38	$5,407.90	$5,678.29	$5,962.20
85	$57.0039	$59.8541	$62.8468	$65.9891	$69.2886	$72.7530	$76.3907	85	$4,560.31	$4,788.33	$5,027.74	$5,279.13	$5,543.09	$5,820.24	$6,111.26
86	$58.4290	$61.3505	$64.4180	$67.6389	$71.0208	$74.5718	$78.3004	86	$4,674.32	$4,908.04	$5,153.44	$5,411.11	$5,681.66	$5,965.74	$6,264.03
87	$59.8897	$62.8842	$66.0284	$69.3298	$72.7963	$76.4361	$80.2579	87	$4,791.18	$5,030.74	$5,282.27	$5,546.38	$5,823.70	$6,114.89	$6,420.63
88	$61.3869	$64.4562	$67.6790	$71.0630	$74.6162	$78.3470	$82.2644	88	$4,910.95	$5,156.50	$5,414.32	$5,685.04	$5,969.30	$6,267.76	$6,581.15
89	$62.9216	$66.0677	$69.3711	$72.8397	$76.4817	$80.3058	$84.3211	89	$5,033.73	$5,285.42	$5,549.69	$5,827.18	$6,118.54	$6,424.46	$6,745.69
90	$64.4946	$67.7193	$71.1053	$74.6606	$78.3936	$82.3133	$86.4290	90	$5,159.57	$5,417.54	$5,688.42	$5,972.85	$6,271.49	$6,585.06	$6,914.32
91	$66.1070	$69.4124	$72.8830	$76.5272	$80.3536	$84.3713	$88.5899	91	$5,288.56	$5,552.99	$5,830.64	$6,122.18	$6,428.29	$6,749.70	$7,087.19
92	$67.7597	$71.1477	$74.7051	$78.4404	$82.3624	$86.4805	$90.8045	92	$5,420.78	$5,691.82	$5,976.41	$6,275.23	$6,588.99	$6,918.44	$7,264.36
93	$69.4537	$72.9264	$76.5727	$80.4013	$84.4214	$88.6425	$93.0746	93	$5,556.30	$5,834.11	$6,125.82	$6,432.10	$6,753.71	$7,091.40	$7,445.97
94	$71.1900	$74.7495	$78.4870	$82.4114	$86.5320	$90.8586	$95.4015	94	$5,695.20	$5,979.96	$6,278.96	$6,592.91	$6,922.56	$7,268.69	$7,632.12
95	$72.9698	$76.6183	$80.4492	$84.4717	$88.6953	$93.1301	$97.7866	95	$5,837.58	$6,129.46	$6,435.94	$6,757.74	$7,095.62	$7,450.41	$7,822.93
96	$74.7940	$78.5337	$82.4604	$86.5834	$90.9126	$95.4582	$100.2311	96	$5,983.52	$6,282.70	$6,596.83	$6,926.67	$7,273.01	$7,636.66	$8,018.49
97	$76.6639	$80.4971	$84.5220	$88.7481	$93.1855	$97.8448	$102.7370	97	$6,133.11	$6,439.77	$6,761.76	$7,099.85	$7,454.84	$7,827.58	$8,218.96
98	$78.5805	$82.5095	$86.6350	$90.9668	$95.5151	$100.2909	$105.3054	98	$6,286.44	$6,600.76	$6,930.80	$7,277.34	$7,641.21	$8,023.27	$8,424.43
99	$80.5450	$84.5723	$88.8009	$93.2409	$97.9029	$102.7980	$107.9379	99	$6,443.60	$6,765.78	$7,104.07	$7,459.27	$7,832.23	$8,223.84	$8,635.03
100	$82.5586	$86.6865	$91.0208	$95.5718	$100.3504	$105.3679	$110.6363	100	$6,604.69	$6,934.92	$7,281.66	$7,645.74	$8,028.03	$8,429.43	$8,850.90

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.2334	$7.5951	$7.9749	$8.3736	$8.7923	$9.2319	$9.6935	1	$578.67	$607.61	$637.99	$669.89	$703.38	$738.55	$775.48
2	$7.4142	$7.7849	$8.1741	$8.5828	$9.0119	$9.4625	$9.9356	2	$593.14	$622.79	$653.93	$686.62	$720.95	$757.00	$794.85
3	$7.5996	$7.9796	$8.3786	$8.7975	$9.2374	$9.6993	$10.1843	3	$607.97	$638.37	$670.29	$703.80	$738.99	$775.94	$814.74
4	$7.7896	$8.1791	$8.5881	$9.0175	$9.4684	$9.9418	$10.4389	4	$623.17	$654.33	$687.05	$721.40	$757.47	$795.34	$835.11
5	$7.9843	$8.3835	$8.8027	$9.2428	$9.7049	$10.1901	$10.6996	5	$638.74	$670.68	$704.22	$739.42	$776.39	$815.21	$855.97
6	$8.1839	$8.5931	$9.0228	$9.4739	$9.9476	$10.4450	$10.9673	6	$654.71	$687.45	$721.82	$757.91	$795.81	$835.60	$877.38
7	$8.3885	$8.8079	$9.2483	$9.7107	$10.1962	$10.7060	$11.2413	7	$671.08	$704.63	$739.86	$776.86	$815.70	$856.48	$899.30
8	$8.5982	$9.0281	$9.4795	$9.9535	$10.4512	$10.9738	$11.5225	8	$687.86	$722.25	$758.36	$796.28	$836.10	$877.90	$921.80
9	$8.8132	$9.2539	$9.7166	$10.2024	$10.7125	$11.2481	$11.8105	9	$705.06	$740.31	$777.33	$816.19	$857.00	$899.85	$944.84
10	$9.0335	$9.4852	$9.9595	$10.4575	$10.9804	$11.5294	$12.1059	10	$722.68	$758.82	$796.76	$836.60	$878.43	$922.35	$968.47
11	$9.2593	$9.7223	$10.2084	$10.7188	$11.2547	$11.8174	$12.4083	11	$740.74	$777.78	$816.67	$857.50	$900.38	$945.39	$992.66
12	$9.4908	$9.9653	$10.4636	$10.9868	$11.5361	$12.1129	$12.7185	12	$759.26	$797.22	$837.09	$878.94	$922.89	$969.03	$1,017.48
13	$9.7281	$10.2145	$10.7252	$11.2615	$11.8246	$12.4158	$13.0366	13	$778.25	$817.16	$858.02	$900.92	$945.97	$993.26	$1,042.93
14	$9.9713	$10.4699	$10.9934	$11.5431	$12.1203	$12.7263	$13.3626	14	$797.70	$837.59	$879.47	$923.45	$969.62	$1,018.10	$1,069.01
15	$10.2206	$10.7316	$11.2682	$11.8316	$12.4232	$13.0444	$13.6966	15	$817.65	$858.53	$901.46	$946.53	$993.86	$1,043.55	$1,095.73
16	$10.4761	$10.9999	$11.5499	$12.1274	$12.7338	$13.3705	$14.0390	16	$838.09	$879.99	$923.99	$970.19	$1,018.70	$1,069.64	$1,123.12
17	$10.7380	$11.2749	$11.8386	$12.4305	$13.0520	$13.7046	$14.3898	17	$859.04	$901.99	$947.09	$994.44	$1,044.16	$1,096.37	$1,151.18
18	$11.0065	$11.5568	$12.1346	$12.7413	$13.3784	$14.0473	$14.7497	18	$880.52	$924.54	$970.77	$1,019.30	$1,070.27	$1,123.78	$1,179.98
19	$11.2817	$11.8458	$12.4381	$13.0600	$13.7130	$14.3987	$15.1186	19	$902.54	$947.66	$995.05	$1,044.80	$1,097.04	$1,151.90	$1,209.49
20	$11.5637	$12.1419	$12.7490	$13.3865	$14.0558	$14.7586	$15.4965	20	$925.10	$971.35	$1,019.92	$1,070.92	$1,124.46	$1,180.69	$1,239.72
21	$11.8528	$12.4454	$13.0677	$13.7211	$14.4072	$15.1276	$15.8840	21	$948.22	$995.63	$1,045.42	$1,097.69	$1,152.58	$1,210.21	$1,270.72
22	$12.1491	$12.7566	$13.3944	$14.0641	$14.7673	$15.5057	$16.2810	22	$971.93	$1,020.53	$1,071.55	$1,125.13	$1,181.38	$1,240.46	$1,302.48
23	$12.4528	$13.0754	$13.7292	$14.4157	$15.1365	$15.8933	$16.6880	23	$996.22	$1,046.03	$1,098.34	$1,153.26	$1,210.92	$1,271.46	$1,335.04
24	$12.7641	$13.4023	$14.0724	$14.7760	$15.5148	$16.2905	$17.1050	24	$1,021.13	$1,072.18	$1,125.79	$1,182.08	$1,241.18	$1,303.24	$1,368.40
25	$13.0832	$13.7374	$14.4243	$15.1455	$15.9028	$16.6979	$17.5328	25	$1,046.66	$1,098.99	$1,153.94	$1,211.64	$1,272.22	$1,335.83	$1,402.62
26	$13.4103	$14.0808	$14.7848	$15.5240	$16.3002	$17.1152	$17.9710	26	$1,072.82	$1,126.46	$1,182.78	$1,241.92	$1,304.02	$1,369.22	$1,437.68
27	$13.7456	$14.4329	$15.1545	$15.9122	$16.7078	$17.5432	$18.4204	27	$1,099.65	$1,154.63	$1,212.36	$1,272.98	$1,336.62	$1,403.46	$1,473.63
28	$14.0892	$14.7937	$15.5334	$16.3101	$17.1256	$17.9819	$18.8810	28	$1,127.14	$1,183.50	$1,242.67	$1,304.81	$1,370.05	$1,438.55	$1,510.48
29	$14.4414	$15.1635	$15.9217	$16.7178	$17.5537	$18.4314	$19.3530	29	$1,155.31	$1,213.08	$1,273.74	$1,337.42	$1,404.30	$1,474.51	$1,548.24
30	$14.8024	$15.5425	$16.3196	$17.1356	$17.9924	$18.8920	$19.8366	30	$1,184.19	$1,243.40	$1,305.57	$1,370.85	$1,439.39	$1,511.36	$1,586.93
31	$15.1725	$15.9311	$16.7277	$17.5641	$18.4423	$19.3644	$20.3326	31	$1,213.80	$1,274.49	$1,338.22	$1,405.13	$1,475.38	$1,549.15	$1,626.61
32	$15.5518	$16.3294	$17.1459	$18.0032	$18.9034	$19.8486	$20.8410	32	$1,244.14	$1,306.35	$1,371.67	$1,440.26	$1,512.27	$1,587.89	$1,667.28
33	$15.9406	$16.7376	$17.5745	$18.4532	$19.3759	$20.3447	$21.3619	33	$1,275.25	$1,339.01	$1,405.96	$1,476.26	$1,550.07	$1,627.58	$1,708.95
34	$16.3391	$17.1561	$18.0139	$18.9146	$19.8603	$20.8533	$21.8960	34	$1,307.13	$1,372.49	$1,441.11	$1,513.17	$1,588.82	$1,668.26	$1,751.68
35	$16.7476	$17.5850	$18.4643	$19.3875	$20.3569	$21.3747	$22.4434	35	$1,339.81	$1,406.80	$1,477.14	$1,551.00	$1,628.55	$1,709.98	$1,795.47
36	$17.1663	$18.0246	$18.9258	$19.8721	$20.8657	$21.9090	$23.0045	36	$1,373.30	$1,441.97	$1,514.06	$1,589.77	$1,669.26	$1,752.72	$1,840.36
37	$17.5955	$18.4753	$19.3991	$20.3691	$21.3876	$22.4570	$23.5799	37	$1,407.64	$1,478.02	$1,551.93	$1,629.53	$1,711.01	$1,796.56	$1,886.39
38	$18.0354	$18.9372	$19.8841	$20.8783	$21.9222	$23.0183	$24.1692	38	$1,442.83	$1,514.98	$1,590.73	$1,670.26	$1,753.78	$1,841.46	$1,933.54
39	$18.4863	$19.4106	$20.3811	$21.4002	$22.4702	$23.5937	$24.7734	39	$1,478.90	$1,552.85	$1,630.49	$1,712.02	$1,797.62	$1,887.50	$1,981.87
40	$18.9485	$19.8959	$20.8907	$21.9352	$23.0320	$24.1836	$25.3928	40	$1,515.88	$1,591.67	$1,671.26	$1,754.82	$1,842.56	$1,934.69	$2,031.42
41	$19.4222	$20.3933	$21.4130	$22.4837	$23.6079	$24.7883	$26.0277	41	$1,553.78	$1,631.46	$1,713.04	$1,798.70	$1,888.63	$1,983.06	$2,082.22

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$19.9078	$20.9032	$21.9484	$23.0458	$24.1981	$25.4080	$26.6784	42	$1,592.62	$1,672.26	$1,755.87	$1,843.66	$1,935.85	$2,032.64	$2,134.27
43	$20.4055	$21.4258	$22.4971	$23.6220	$24.8031	$26.0433	$27.3455	43	$1,632.44	$1,714.06	$1,799.77	$1,889.76	$1,984.25	$2,083.46	$2,187.64
44	$20.9156	$21.9614	$23.0595	$24.2125	$25.4231	$26.6943	$28.0290	44	$1,673.25	$1,756.91	$1,844.76	$1,937.00	$2,033.85	$2,135.54	$2,242.32
45	$21.4385	$22.5104	$23.6359	$24.8177	$26.0586	$27.3615	$28.7296	45	$1,715.08	$1,800.83	$1,890.87	$1,985.42	$2,084.69	$2,188.92	$2,298.37
46	$21.9745	$23.0732	$24.2269	$25.4382	$26.7101	$28.0456	$29.4479	46	$1,757.96	$1,845.86	$1,938.15	$2,035.06	$2,136.81	$2,243.65	$2,355.83
47	$22.5239	$23.6501	$24.8326	$26.0742	$27.3779	$28.7468	$30.1841	47	$1,801.91	$1,892.01	$1,986.61	$2,085.94	$2,190.23	$2,299.74	$2,414.73
48	$23.0870	$24.2414	$25.4535	$26.7262	$28.0625	$29.4656	$30.9389	48	$1,846.96	$1,939.31	$2,036.28	$2,138.10	$2,245.00	$2,357.25	$2,475.11
49	$23.6642	$24.8474	$26.0898	$27.3943	$28.7640	$30.2022	$31.7123	49	$1,893.14	$1,987.79	$2,087.18	$2,191.54	$2,301.12	$2,416.18	$2,536.98
50	$24.2558	$25.4686	$26.7420	$28.0791	$29.4831	$30.9573	$32.5052	50	$1,940.46	$2,037.49	$2,139.36	$2,246.33	$2,358.65	$2,476.58	$2,600.42
51	$24.8622	$26.1053	$27.4106	$28.7811	$30.2202	$31.7312	$33.3178	51	$1,988.98	$2,088.42	$2,192.85	$2,302.49	$2,417.62	$2,538.50	$2,665.42
52	$25.4838	$26.7580	$28.0959	$29.5007	$30.9757	$32.5245	$34.1507	52	$2,038.70	$2,140.64	$2,247.67	$2,360.06	$2,478.06	$2,601.96	$2,732.06
53	$26.1209	$27.4269	$28.7982	$30.2381	$31.7500	$33.3375	$35.0044	53	$2,089.67	$2,194.15	$2,303.86	$2,419.05	$2,540.00	$2,667.00	$2,800.35
54	$26.7739	$28.1126	$29.5182	$30.9941	$32.5438	$34.1710	$35.8796	54	$2,141.91	$2,249.01	$2,361.46	$2,479.53	$2,603.50	$2,733.68	$2,870.37
55	$27.4432	$28.8154	$30.2562	$31.7690	$33.3575	$35.0254	$36.7767	55	$2,195.46	$2,305.23	$2,420.50	$2,541.52	$2,668.60	$2,802.03	$2,942.14
56	$28.1293	$29.5358	$31.0126	$32.5632	$34.1914	$35.9010	$37.6961	56	$2,250.34	$2,362.86	$2,481.01	$2,605.06	$2,735.31	$2,872.08	$3,015.69
57	$28.8325	$30.2741	$31.7878	$33.3772	$35.0461	$36.7984	$38.6383	57	$2,306.60	$2,421.93	$2,543.02	$2,670.18	$2,803.69	$2,943.87	$3,091.06
58	$29.5533	$31.0310	$32.5826	$34.2117	$35.9223	$37.7184	$39.6043	58	$2,364.26	$2,482.48	$2,606.61	$2,736.94	$2,873.78	$3,017.47	$3,168.34
59	$30.2921	$31.8067	$33.3970	$35.0669	$36.8202	$38.6612	$40.5943	59	$2,423.37	$2,544.54	$2,671.76	$2,805.35	$2,945.62	$3,092.90	$3,247.54
60	$31.0494	$32.6019	$34.2320	$35.9436	$37.7408	$39.6278	$41.6092	60	$2,483.95	$2,608.15	$2,738.56	$2,875.49	$3,019.26	$3,170.22	$3,328.74
61	$31.8256	$33.4169	$35.0877	$36.8421	$38.6842	$40.6184	$42.6493	61	$2,546.05	$2,673.35	$2,807.02	$2,947.37	$3,094.74	$3,249.47	$3,411.94
62	$32.6212	$34.2523	$35.9649	$37.7631	$39.6513	$41.6339	$43.7156	62	$2,609.70	$2,740.18	$2,877.19	$3,021.05	$3,172.10	$3,330.71	$3,497.25
63	$33.4367	$35.1085	$36.8639	$38.7071	$40.6425	$42.6746	$44.8083	63	$2,674.94	$2,808.68	$2,949.11	$3,096.57	$3,251.40	$3,413.97	$3,584.66
64	$34.2726	$35.9862	$37.7855	$39.6748	$41.6585	$43.7414	$45.9285	64	$2,741.81	$2,878.90	$3,022.84	$3,173.98	$3,332.68	$3,499.31	$3,674.28
65	$35.1294	$36.8859	$38.7302	$40.6667	$42.7000	$44.8350	$47.0768	65	$2,810.35	$2,950.87	$3,098.42	$3,253.34	$3,416.00	$3,586.80	$3,766.14
66	$36.0076	$37.8080	$39.6984	$41.6833	$43.7675	$45.9559	$48.2537	66	$2,880.61	$3,024.64	$3,175.87	$3,334.66	$3,501.40	$3,676.47	$3,860.30
67	$36.9078	$38.7532	$40.6909	$42.7254	$44.8617	$47.1048	$49.4600	67	$2,952.62	$3,100.26	$3,255.27	$3,418.03	$3,588.94	$3,768.38	$3,956.80
68	$37.8305	$39.7220	$41.7081	$43.7935	$45.9832	$48.2824	$50.6965	68	$3,026.44	$3,177.76	$3,336.65	$3,503.48	$3,678.66	$3,862.59	$4,055.72
69	$38.7763	$40.7151	$42.7509	$44.8884	$47.1328	$49.4894	$51.9639	69	$3,102.10	$3,257.21	$3,420.07	$3,591.07	$3,770.62	$3,959.15	$4,157.11
70	$39.7457	$41.7330	$43.8197	$46.0107	$48.3112	$50.7268	$53.2631	70	$3,179.66	$3,338.64	$3,505.58	$3,680.86	$3,864.90	$4,058.14	$4,261.05
71	$40.7393	$42.7763	$44.9151	$47.1609	$49.5189	$51.9948	$54.5945	71	$3,259.14	$3,422.10	$3,593.21	$3,772.87	$3,961.51	$4,159.58	$4,367.56
72	$41.7578	$43.8457	$46.0380	$48.3399	$50.7569	$53.2947	$55.9594	72	$3,340.62	$3,507.66	$3,683.04	$3,867.19	$4,060.55	$4,263.58	$4,476.75
73	$42.8017	$44.9418	$47.1889	$49.5483	$52.0257	$54.6270	$57.3584	73	$3,424.14	$3,595.34	$3,775.11	$3,963.86	$4,162.06	$4,370.16	$4,588.67
74	$43.8717	$46.0653	$48.3686	$50.7870	$53.3264	$55.9927	$58.7923	74	$3,509.74	$3,685.22	$3,869.49	$4,062.96	$4,266.11	$4,479.42	$4,703.38
75	$44.9685	$47.2169	$49.5777	$52.0566	$54.6594	$57.3924	$60.2620	75	$3,597.48	$3,777.35	$3,966.22	$4,164.53	$4,372.75	$4,591.39	$4,820.96
76	$46.0927	$48.3973	$50.8172	$53.3581	$56.0260	$58.8273	$61.7687	76	$3,687.42	$3,871.78	$4,065.38	$4,268.65	$4,482.08	$4,706.18	$4,941.50
77	$47.2450	$49.6073	$52.0877	$54.6921	$57.4267	$60.2980	$63.3129	77	$3,779.60	$3,968.58	$4,167.02	$4,375.37	$4,594.14	$4,823.84	$5,065.03
78	$48.4261	$50.8474	$53.3898	$56.0593	$58.8623	$61.8054	$64.8957	78	$3,874.09	$4,067.79	$4,271.18	$4,484.74	$4,708.98	$4,944.43	$5,191.66
79	$49.6368	$52.1186	$54.7245	$57.4607	$60.3337	$63.3504	$66.5179	79	$3,970.94	$4,169.49	$4,377.96	$4,596.86	$4,826.70	$5,068.03	$5,321.43
80	$50.8777	$53.4216	$56.0927	$58.8973	$61.8422	$64.9343	$68.1810	80	$4,070.22	$4,273.73	$4,487.42	$4,711.78	$4,947.38	$5,194.74	$5,454.48
81	$52.1496	$54.7571	$57.4950	$60.3698	$63.3883	$66.5577	$69.8856	81	$4,171.97	$4,380.57	$4,599.60	$4,829.58	$5,071.06	$5,324.62	$5,590.85
82	$53.4533	$56.1260	$58.9323	$61.8789	$64.9728	$68.2214	$71.6325	82	$4,276.26	$4,490.08	$4,714.58	$4,950.31	$5,197.82	$5,457.71	$5,730.60

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/12-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$54.7896	$57.5291	$60.4056	$63.4259	$66.5972	$69.9271	$73.4235	83	$4,383.17	$4,602.33	$4,832.45	$5,074.07	$5,327.78	$5,594.17	$5,873.88
84	$56.1593	$58.9673	$61.9157	$65.0115	$68.2621	$71.6752	$75.2590	84	$4,492.74	$4,717.38	$4,953.26	$5,200.92	$5,460.97	$5,734.02	$6,020.72
85	$57.5633	$60.4415	$63.4636	$66.6368	$69.9686	$73.4670	$77.1404	85	$4,605.06	$4,835.32	$5,077.09	$5,330.94	$5,597.49	$5,877.36	$6,171.23
86	$59.0024	$61.9525	$65.0501	$68.3026	$71.7177	$75.3036	$79.0688	86	$4,720.19	$4,956.20	$5,204.01	$5,464.21	$5,737.42	$6,024.29	$6,325.50
87	$60.4775	$63.5014	$66.6765	$70.0103	$73.5108	$77.1863	$81.0456	87	$4,838.20	$5,080.11	$5,334.12	$5,600.82	$5,880.86	$6,174.90	$6,483.65
88	$61.9894	$65.0889	$68.3433	$71.7605	$75.3485	$79.1159	$83.0717	88	$4,959.15	$5,207.11	$5,467.46	$5,740.84	$6,027.88	$6,329.27	$6,645.74
89	$63.5391	$66.7161	$70.0519	$73.5545	$77.2322	$81.0938	$85.1485	89	$5,083.13	$5,337.29	$5,604.15	$5,884.36	$6,178.58	$6,487.50	$6,811.88
90	$65.1276	$68.3840	$71.8032	$75.3934	$79.1631	$83.1213	$87.2774	90	$5,210.21	$5,470.72	$5,744.26	$6,031.47	$6,333.05	$6,649.70	$6,982.19
91	$66.7558	$70.0936	$73.5983	$77.2782	$81.1421	$85.1992	$89.4592	91	$5,340.46	$5,607.49	$5,887.86	$6,182.26	$6,491.37	$6,815.94	$7,156.74
92	$68.4247	$71.8459	$75.4382	$79.2101	$83.1706	$87.3291	$91.6956	92	$5,473.98	$5,747.67	$6,035.06	$6,336.81	$6,653.65	$6,986.33	$7,335.65
93	$70.1353	$73.6421	$77.3242	$81.1904	$85.2499	$89.5124	$93.9880	93	$5,610.82	$5,891.37	$6,185.94	$6,495.23	$6,819.99	$7,160.99	$7,519.04
94	$71.8887	$75.4831	$79.2573	$83.2202	$87.3812	$91.7503	$96.3378	94	$5,751.10	$6,038.65	$6,340.58	$6,657.62	$6,990.50	$7,340.02	$7,707.02
95	$73.6859	$77.3702	$81.2387	$85.3006	$89.5656	$94.0439	$98.7461	95	$5,894.87	$6,189.62	$6,499.10	$6,824.05	$7,165.25	$7,523.51	$7,899.69
96	$75.5280	$79.3044	$83.2696	$87.4331	$91.8048	$96.3950	$101.2148	96	$6,042.24	$6,344.35	$6,661.57	$6,994.65	$7,344.38	$7,711.60	$8,097.18
97	$77.4162	$81.2870	$85.3514	$89.6190	$94.1000	$98.8050	$103.7453	97	$6,193.30	$6,502.96	$6,828.11	$7,169.52	$7,528.00	$7,904.40	$8,299.62
98	$79.3516	$83.3192	$87.4852	$91.8595	$96.4525	$101.2751	$106.3389	98	$6,348.13	$6,665.54	$6,998.82	$7,348.76	$7,716.20	$8,102.01	$8,507.11
99	$81.3354	$85.4022	$89.6723	$94.1559	$98.8637	$103.8069	$108.9972	99	$6,506.83	$6,832.18	$7,173.78	$7,532.47	$7,909.10	$8,304.55	$8,719.78
100	$83.3688	$87.5372	$91.9141	$96.5098	$101.3353	$106.4021	$111.7222	100	$6,669.50	$7,002.98	$7,353.13	$7,720.78	$8,106.82	$8,512.17	$8,937.78

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/13-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIAITON (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.3057	$7.6710	$8.0546	$8.4573	$8.8802	$9.3242	$9.7904	1	$584.46	$613.68	$644.37	$676.58	$710.42	$745.94	$783.23
2	$7.4884	$7.8628	$8.2559	$8.6687	$9.1021	$9.5572	$10.0351	2	$599.07	$629.02	$660.47	$693.50	$728.17	$764.58	$802.81
3	$7.6756	$8.0594	$8.4624	$8.8855	$9.3298	$9.7963	$10.2861	3	$614.05	$644.75	$676.99	$710.84	$746.38	$783.70	$822.89
4	$7.8675	$8.2609	$8.6739	$9.1076	$9.5630	$10.0412	$10.5433	4	$629.40	$660.87	$693.91	$728.61	$765.04	$803.30	$843.46
5	$8.0642	$8.4674	$8.8908	$9.3353	$9.8021	$10.2922	$10.8068	5	$645.14	$677.39	$711.26	$746.82	$784.17	$823.38	$864.54
6	$8.2658	$8.6791	$9.1131	$9.5688	$10.0472	$10.5496	$11.0771	6	$661.26	$694.33	$729.05	$765.50	$803.78	$843.97	$886.17
7	$8.4724	$8.8960	$9.3408	$9.8078	$10.2982	$10.8131	$11.3538	7	$677.79	$711.68	$747.26	$784.62	$823.86	$865.05	$908.30
8	$8.6842	$9.1184	$9.5743	$10.0530	$10.5557	$11.0835	$11.6377	8	$694.74	$729.47	$765.94	$804.24	$844.46	$886.68	$931.02
9	$8.9013	$9.3464	$9.8137	$10.3044	$10.8196	$11.3606	$11.9286	9	$712.10	$747.71	$785.10	$824.35	$865.57	$908.85	$954.29
10	$9.1238	$9.5800	$10.0590	$10.5620	$11.0901	$11.6446	$12.2268	10	$729.90	$766.40	$804.72	$844.96	$887.21	$931.57	$978.14
11	$9.3519	$9.8195	$10.3105	$10.8260	$11.3673	$11.9357	$12.5325	11	$748.15	$785.56	$824.84	$866.08	$909.38	$954.86	$1,002.60
12	$9.5857	$10.0650	$10.5683	$11.0967	$11.6515	$12.2341	$12.8458	12	$766.86	$805.20	$845.46	$887.74	$932.12	$978.73	$1,027.66
13	$9.8253	$10.3166	$10.8324	$11.3740	$11.9427	$12.5398	$13.1668	13	$786.02	$825.33	$866.59	$909.92	$955.42	$1,003.18	$1,053.34
14	$10.0709	$10.5744	$11.1031	$11.6583	$12.2412	$12.8533	$13.4960	14	$805.67	$845.95	$888.25	$932.66	$979.30	$1,028.26	$1,079.68
15	$10.3227	$10.8388	$11.3807	$11.9497	$12.5472	$13.1746	$13.8333	15	$825.82	$867.10	$910.46	$955.98	$1,003.78	$1,053.97	$1,106.66
16	$10.5808	$11.1098	$11.6653	$12.2486	$12.8610	$13.5041	$14.1793	16	$846.46	$888.78	$933.22	$979.89	$1,028.88	$1,080.33	$1,134.34
17	$10.8453	$11.3876	$11.9570	$12.5549	$13.1826	$13.8417	$14.5338	17	$867.62	$911.01	$956.56	$1,004.39	$1,054.61	$1,107.34	$1,162.70
18	$11.1164	$11.6722	$12.2558	$12.8686	$13.5120	$14.1876	$14.8970	18	$889.31	$933.78	$980.46	$1,029.49	$1,080.96	$1,135.01	$1,191.76
19	$11.3943	$11.9640	$12.5622	$13.1903	$13.8498	$14.5423	$15.2694	19	$911.54	$957.12	$1,004.98	$1,055.22	$1,107.98	$1,163.38	$1,221.55
20	$11.6792	$12.2632	$12.8764	$13.5202	$14.1962	$14.9060	$15.6513	20	$934.34	$981.06	$1,030.11	$1,081.62	$1,135.70	$1,192.48	$1,252.10
21	$11.9712	$12.5698	$13.1983	$13.8582	$14.5511	$15.2787	$16.0426	21	$957.70	$1,005.58	$1,055.86	$1,108.66	$1,164.09	$1,222.30	$1,283.41
22	$12.2705	$12.8840	$13.5282	$14.2046	$14.9148	$15.6605	$16.4435	22	$981.64	$1,030.72	$1,082.26	$1,136.37	$1,193.18	$1,252.84	$1,315.48
23	$12.5773	$13.2062	$13.8665	$14.5598	$15.2878	$16.0522	$16.8548	23	$1,006.18	$1,056.50	$1,109.32	$1,164.78	$1,223.02	$1,284.18	$1,348.38
24	$12.8917	$13.5363	$14.2131	$14.9238	$15.6700	$16.4535	$17.2762	24	$1,031.34	$1,082.90	$1,137.05	$1,193.90	$1,253.60	$1,316.28	$1,382.10
25	$13.2140	$13.8747	$14.5684	$15.2968	$16.0616	$16.8647	$17.7079	25	$1,057.12	$1,109.98	$1,165.47	$1,223.74	$1,284.93	$1,349.18	$1,416.63
26	$13.5444	$14.2216	$14.9327	$15.6793	$16.4633	$17.2865	$18.1508	26	$1,083.55	$1,137.73	$1,194.62	$1,254.34	$1,317.06	$1,382.92	$1,452.06
27	$13.8830	$14.5772	$15.3061	$16.0714	$16.8750	$17.7188	$18.6047	27	$1,110.64	$1,166.18	$1,224.49	$1,285.71	$1,350.00	$1,417.50	$1,488.38
28	$14.2301	$14.9416	$15.6887	$16.4731	$17.2968	$18.1616	$19.0697	28	$1,138.41	$1,195.33	$1,255.10	$1,317.85	$1,383.74	$1,452.93	$1,525.58
29	$14.5859	$15.3152	$16.0810	$16.8851	$17.7294	$18.6159	$19.5467	29	$1,166.87	$1,225.22	$1,286.48	$1,350.81	$1,418.35	$1,489.27	$1,563.74
30	$14.9505	$15.6980	$16.4829	$17.3070	$18.1724	$19.0810	$20.0351	30	$1,196.04	$1,255.84	$1,318.63	$1,384.56	$1,453.79	$1,526.48	$1,602.81
31	$15.3243	$16.0905	$16.8950	$17.7398	$18.6268	$19.5581	$20.5360	31	$1,225.94	$1,287.24	$1,351.60	$1,419.18	$1,490.14	$1,564.65	$1,642.88
32	$15.7074	$16.4928	$17.3174	$18.1833	$19.0925	$20.0471	$21.0495	32	$1,256.59	$1,319.42	$1,385.39	$1,454.66	$1,527.40	$1,603.77	$1,683.96
33	$16.1001	$16.9051	$17.7504	$18.6379	$19.5698	$20.5483	$21.5757	33	$1,288.01	$1,352.41	$1,420.03	$1,491.03	$1,565.58	$1,643.86	$1,726.06
34	$16.5026	$17.3277	$18.1941	$19.1038	$20.0590	$21.0620	$22.1151	34	$1,320.21	$1,386.22	$1,455.53	$1,528.30	$1,604.72	$1,684.96	$1,769.21
35	$16.9152	$17.7610	$18.6491	$19.5816	$20.5607	$21.5887	$22.6681	35	$1,353.22	$1,420.88	$1,491.93	$1,566.53	$1,644.86	$1,727.10	$1,813.45
36	$17.3381	$18.2050	$19.1153	$20.0711	$21.0747	$22.1284	$23.2348	36	$1,387.05	$1,456.40	$1,529.22	$1,605.69	$1,685.98	$1,770.27	$1,858.78
37	$17.7716	$18.6602	$19.5932	$20.5729	$21.6015	$22.6816	$23.8157	37	$1,421.73	$1,492.82	$1,567.46	$1,645.83	$1,728.12	$1,814.53	$1,905.26
38	$18.2159	$19.1267	$20.0830	$21.0872	$22.1416	$23.2487	$24.4111	38	$1,457.27	$1,530.14	$1,606.64	$1,686.98	$1,771.33	$1,859.90	$1,952.89
39	$18.6713	$19.6049	$20.5851	$21.6144	$22.6951	$23.8299	$25.0214	39	$1,493.70	$1,568.39	$1,646.81	$1,729.15	$1,815.61	$1,906.39	$2,001.71
40	$19.1381	$20.0950	$21.0998	$22.1548	$23.2625	$24.4256	$25.6469	40	$1,531.05	$1,607.60	$1,687.98	$1,772.38	$1,861.00	$1,954.05	$2,051.75
41	$19.6166	$20.5974	$21.6273	$22.7087	$23.8441	$25.0363	$26.2881	41	$1,569.33	$1,647.79	$1,730.18	$1,816.70	$1,907.53	$2,002.90	$2,103.05

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/13-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIAITON (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$20.1070	$21.1124	$22.1680	$23.2764	$24.4402	$25.6622	$26.9453	42	$1,608.56	$1,688.99	$1,773.44	$1,862.11	$1,955.22	$2,052.98	$2,155.62
43	$20.6097	$21.6402	$22.7222	$23.8583	$25.0512	$26.3038	$27.6190	43	$1,648.78	$1,731.22	$1,817.78	$1,908.66	$2,004.10	$2,104.30	$2,209.52
44	$21.1249	$22.1811	$23.2902	$24.4547	$25.6774	$26.9613	$28.3094	44	$1,689.99	$1,774.49	$1,863.22	$1,956.38	$2,054.19	$2,156.90	$2,264.75
45	$21.6530	$22.7357	$23.8725	$25.0661	$26.3194	$27.6354	$29.0172	45	$1,732.24	$1,818.86	$1,909.80	$2,005.29	$2,105.55	$2,210.83	$2,321.38
46	$22.1943	$23.3040	$24.4692	$25.6927	$26.9773	$28.3262	$29.7425	46	$1,775.54	$1,864.32	$1,957.54	$2,055.42	$2,158.18	$2,266.10	$2,379.40
47	$22.7492	$23.8867	$25.0810	$26.3351	$27.6519	$29.0345	$30.4862	47	$1,819.94	$1,910.94	$2,006.48	$2,106.81	$2,212.15	$2,322.76	$2,438.90
48	$23.3179	$24.4838	$25.7080	$26.9934	$28.3431	$29.7603	$31.2483	48	$1,865.43	$1,958.70	$2,056.64	$2,159.47	$2,267.45	$2,380.82	$2,499.86
49	$23.9008	$25.0958	$26.3506	$27.6681	$29.0515	$30.5041	$32.0293	49	$1,912.06	$2,007.66	$2,108.05	$2,213.45	$2,324.12	$2,440.33	$2,562.34
50	$24.4983	$25.7232	$27.0094	$28.3599	$29.7779	$31.2668	$32.8301	50	$1,959.86	$2,057.86	$2,160.75	$2,268.79	$2,382.23	$2,501.34	$2,626.41
51	$25.1108	$26.3663	$27.6846	$29.0688	$30.5222	$32.0483	$33.6507	51	$2,008.86	$2,109.30	$2,214.77	$2,325.50	$2,441.78	$2,563.86	$2,692.06
52	$25.7386	$27.0255	$28.3768	$29.7956	$31.2854	$32.8497	$34.4922	52	$2,059.09	$2,162.04	$2,270.14	$2,383.65	$2,502.83	$2,627.98	$2,759.38
53	$26.3821	$27.7012	$29.0863	$30.5406	$32.0676	$33.6710	$35.3546	53	$2,110.57	$2,216.10	$2,326.90	$2,443.25	$2,565.41	$2,693.68	$2,828.37
54	$27.0417	$28.3938	$29.8135	$31.3042	$32.8694	$34.5129	$36.2385	54	$2,163.34	$2,271.50	$2,385.08	$2,504.34	$2,629.55	$2,761.03	$2,899.08
55	$27.7177	$29.1036	$30.5588	$32.0867	$33.6910	$35.3756	$37.1444	55	$2,217.42	$2,328.29	$2,444.70	$2,566.94	$2,695.28	$2,830.05	$2,971.55
56	$28.4106	$29.8311	$31.3227	$32.8888	$34.5332	$36.2599	$38.0729	56	$2,272.85	$2,386.49	$2,505.82	$2,631.10	$2,762.66	$2,900.79	$3,045.83
57	$29.1209	$30.5769	$32.1057	$33.7110	$35.3966	$37.1664	$39.0247	57	$2,329.67	$2,446.15	$2,568.46	$2,696.88	$2,831.73	$2,973.31	$3,121.98
58	$29.8489	$31.3413	$32.9084	$34.5538	$36.2815	$38.0956	$40.0004	58	$2,387.91	$2,507.30	$2,632.67	$2,764.30	$2,902.52	$3,047.65	$3,200.03
59	$30.5951	$32.1249	$33.7311	$35.4177	$37.1886	$39.0480	$41.0004	59	$2,447.61	$2,569.99	$2,698.49	$2,833.42	$2,975.09	$3,123.84	$3,280.03
60	$31.3600	$32.9280	$34.5744	$36.3031	$38.1183	$40.0242	$42.0254	60	$2,508.80	$2,634.24	$2,765.95	$2,904.25	$3,049.46	$3,201.94	$3,362.03
61	$32.1440	$33.7512	$35.4388	$37.2107	$39.0712	$41.0248	$43.0760	61	$2,571.52	$2,700.10	$2,835.10	$2,976.86	$3,125.70	$3,281.98	$3,446.08
62	$32.9476	$34.5950	$36.3248	$38.1410	$40.0481	$42.0505	$44.1530	62	$2,635.81	$2,767.60	$2,905.98	$3,051.28	$3,203.85	$3,364.04	$3,532.24
63	$33.7713	$35.4599	$37.2329	$39.0945	$41.0492	$43.1017	$45.2568	63	$2,701.70	$2,836.79	$2,978.63	$3,127.56	$3,283.94	$3,448.14	$3,620.54
64	$34.6156	$36.3464	$38.1637	$40.0719	$42.0755	$44.1793	$46.3883	64	$2,769.25	$2,907.71	$3,053.10	$3,205.75	$3,366.04	$3,534.34	$3,711.06
65	$35.4810	$37.2551	$39.1179	$41.0738	$43.1275	$45.2839	$47.5481	65	$2,838.48	$2,980.41	$3,129.43	$3,285.90	$3,450.20	$3,622.71	$3,803.85
66	$36.3680	$38.1864	$40.0957	$42.1005	$44.2055	$46.4158	$48.7366	66	$2,909.44	$3,054.91	$3,207.66	$3,368.04	$3,536.44	$3,713.26	$3,898.93
67	$37.2772	$39.1411	$41.0982	$43.1531	$45.3108	$47.5763	$49.9551	67	$2,982.18	$3,131.29	$3,287.86	$3,452.25	$3,624.86	$3,806.10	$3,996.41
68	$38.2091	$40.1196	$42.1256	$44.2319	$46.4435	$48.7657	$51.2040	68	$3,056.73	$3,209.57	$3,370.05	$3,538.55	$3,715.48	$3,901.26	$4,096.32
69	$39.1643	$41.1225	$43.1786	$45.3375	$47.6044	$49.9846	$52.4838	69	$3,133.14	$3,289.80	$3,454.29	$3,627.00	$3,808.35	$3,998.77	$4,198.70
70	$40.1434	$42.1506	$44.2581	$46.4710	$48.7946	$51.2343	$53.7960	70	$3,211.47	$3,372.05	$3,540.65	$3,717.68	$3,903.57	$4,098.74	$4,303.68
71	$41.1470	$43.2044	$45.3646	$47.6328	$50.0144	$52.5151	$55.1409	71	$3,291.76	$3,456.35	$3,629.17	$3,810.62	$4,001.15	$4,201.21	$4,411.27
72	$42.1757	$44.2845	$46.4987	$48.8236	$51.2648	$53.8280	$56.5194	72	$3,374.06	$3,542.76	$3,719.90	$3,905.89	$4,101.18	$4,306.24	$4,521.55
73	$43.2301	$45.3916	$47.6612	$50.0443	$52.5465	$55.1738	$57.9325	73	$3,458.41	$3,631.33	$3,812.90	$4,003.54	$4,203.72	$4,413.90	$4,634.60
74	$44.3109	$46.5264	$48.8527	$51.2953	$53.8601	$56.5531	$59.3808	74	$3,544.87	$3,722.11	$3,908.22	$4,103.62	$4,308.81	$4,524.25	$4,750.46
75	$45.4187	$47.6896	$50.0741	$52.5778	$55.2067	$57.9670	$60.8654	75	$3,633.50	$3,815.17	$4,005.93	$4,206.22	$4,416.54	$4,637.36	$4,869.23
76	$46.5542	$48.8819	$51.3260	$53.8923	$56.5869	$59.4162	$62.3870	76	$3,724.34	$3,910.55	$4,106.08	$4,311.38	$4,526.95	$4,753.30	$4,990.96
77	$47.7181	$50.1040	$52.6092	$55.2397	$58.0017	$60.9018	$63.9469	77	$3,817.45	$4,008.32	$4,208.74	$4,419.18	$4,640.14	$4,872.14	$5,115.75
78	$48.9111	$51.3567	$53.9245	$56.6207	$59.4517	$62.4243	$65.5455	78	$3,912.89	$4,108.54	$4,313.96	$4,529.66	$4,756.14	$4,993.94	$5,243.64
79	$50.1339	$52.6406	$55.2726	$58.0362	$60.9380	$63.9849	$67.1841	79	$4,010.71	$4,211.25	$4,421.81	$4,642.90	$4,875.04	$5,118.79	$5,374.73
80	$51.3872	$53.9566	$56.6544	$59.4871	$62.4615	$65.5846	$68.8638	80	$4,110.98	$4,316.53	$4,532.35	$4,758.97	$4,996.92	$5,246.77	$5,509.10
81	$52.6719	$55.3055	$58.0708	$60.9743	$64.0230	$67.2242	$70.5854	81	$4,213.75	$4,424.44	$4,645.66	$4,877.94	$5,121.84	$5,377.94	$5,646.83
82	$53.9887	$56.6881	$59.5225	$62.4986	$65.6235	$68.9047	$72.3499	82	$4,319.10	$4,535.05	$4,761.80	$4,999.89	$5,249.88	$5,512.38	$5,787.99

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE N (Effective the Pay Period Including 01/01/13-Safety)
SALARY SCHEDULE FOR BUTTE COUNTY MANAGEMENT EMPLOYEES ASSOCIAITON (BCMEA) SAFETY CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$55.3384	$58.1053	$61.0106	$64.0611	$67.2642	$70.6274	$74.1588	83	$4,427.07	$4,648.42	$4,880.85	$5,124.89	$5,381.14	$5,650.19	$5,932.70
84	$56.7219	$59.5580	$62.5359	$65.6627	$68.9458	$72.3931	$76.0128	84	$4,537.75	$4,764.64	$5,002.87	$5,253.02	$5,515.66	$5,791.45	$6,081.02
85	$58.1399	$61.0469	$64.0992	$67.3042	$70.6694	$74.2029	$77.9130	85	$4,651.19	$4,883.75	$5,127.94	$5,384.34	$5,653.55	$5,936.23	$6,233.04
86	$59.5934	$62.5731	$65.7018	$68.9869	$72.4362	$76.0580	$79.8609	86	$4,767.47	$5,005.85	$5,256.14	$5,518.95	$5,794.90	$6,084.64	$6,388.87
87	$61.0832	$64.1374	$67.3443	$70.7115	$74.2471	$77.9595	$81.8575	87	$4,886.66	$5,130.99	$5,387.54	$5,656.92	$5,939.77	$6,236.76	$6,548.60
88	$62.6103	$65.7408	$69.0278	$72.4792	$76.1032	$79.9084	$83.9038	88	$5,008.82	$5,259.26	$5,522.22	$5,798.34	$6,088.26	$6,392.67	$6,712.30
89	$64.1756	$67.3844	$70.7536	$74.2913	$78.0059	$81.9062	$86.0015	89	$5,134.05	$5,390.75	$5,660.29	$5,943.30	$6,240.47	$6,552.50	$6,880.12
90	$65.7800	$69.0690	$72.5225	$76.1486	$79.9560	$83.9538	$88.1515	90	$5,262.40	$5,525.52	$5,801.80	$6,091.89	$6,396.48	$6,716.30	$7,052.12
91	$67.4245	$70.7957	$74.3355	$78.0523	$81.9549	$86.0526	$90.3552	91	$5,393.96	$5,663.66	$5,946.84	$6,244.18	$6,556.39	$6,884.21	$7,228.42
92	$69.1101	$72.5656	$76.1939	$80.0036	$84.0038	$88.2040	$92.6142	92	$5,528.81	$5,805.25	$6,095.51	$6,400.29	$6,720.30	$7,056.32	$7,409.14
93	$70.8379	$74.3798	$78.0988	$82.0037	$86.1039	$90.4091	$94.9296	93	$5,667.03	$5,950.38	$6,247.90	$6,560.30	$6,888.31	$7,232.73	$7,594.37
94	$72.6088	$76.2392	$80.0512	$84.0538	$88.2565	$92.6693	$97.3028	94	$5,808.70	$6,099.14	$6,404.10	$6,724.30	$7,060.52	$7,413.54	$7,784.22
95	$74.4240	$78.1452	$82.0525	$86.1551	$90.4629	$94.9860	$99.7353	95	$5,953.92	$6,251.62	$6,564.20	$6,892.41	$7,237.03	$7,598.88	$7,978.82
96	$76.2846	$80.0988	$84.1037	$88.3089	$92.7243	$97.3605	$102.2285	96	$6,102.77	$6,407.90	$6,728.30	$7,064.71	$7,417.94	$7,788.84	$8,178.28
97	$78.1917	$82.1013	$86.2064	$90.5167	$95.0425	$99.7946	$104.7843	97	$6,255.34	$6,568.10	$6,896.51	$7,241.34	$7,603.40	$7,983.57	$8,382.74
98	$80.1465	$84.1538	$88.3615	$92.7796	$97.4186	$102.2895	$107.4040	98	$6,411.72	$6,732.30	$7,068.92	$7,422.37	$7,793.49	$8,183.16	$8,592.32
99	$82.1502	$86.2577	$90.5706	$95.0991	$99.8541	$104.8468	$110.0891	99	$6,572.02	$6,900.62	$7,245.65	$7,607.93	$7,988.33	$8,387.74	$8,807.13
100	$84.2040	$88.4142	$92.8349	$97.4766	$102.3504	$107.4679	$112.8413	100	$6,736.32	$7,073.14	$7,426.79	$7,798.13	$8,188.03	$8,597.43	$9,027.30

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE O
SALARY SCHEDULE FOR DSA BARGAINING UNIT CLASSIFICATIONS

(Effective 10-06-07)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	$7.1639	$7.5221	$7.8982	$8.2931	$8.7078	$9.1432	$9.6004	$10.0804	1	$573.11	$601.77	$631.86	$663.45	$696.62	$731.46	$768.03	$806.43
2	$7.3430	$7.7102	$8.0957	$8.5005	$8.9255	$9.3718	$9.8404	$10.3324	2	$587.44	$616.82	$647.66	$680.04	$714.04	$749.74	$787.23	$826.59
3	$7.5266	$7.9029	$8.2980	$8.7129	$9.1485	$9.6059	$10.0862	$10.5905	3	$602.13	$632.23	$663.84	$697.03	$731.88	$768.47	$806.90	$847.24
4	$7.7148	$8.1005	$8.5055	$8.9308	$9.3773	$9.8462	$10.3385	$10.8554	4	$617.18	$648.04	$680.44	$714.46	$750.18	$787.70	$827.08	$868.43
5	$7.9077	$8.3031	$8.7183	$9.1542	$9.6119	$10.0925	$10.5971	$11.1270	5	$632.62	$664.25	$697.46	$732.34	$768.95	$807.40	$847.77	$890.16
6	$8.1054	$8.5107	$8.9362	$9.3830	$9.8522	$10.3448	$10.8620	$11.4051	6	$648.43	$680.86	$714.90	$750.64	$788.18	$827.58	$868.96	$912.41
7	$8.3080	$8.7234	$9.1596	$9.6176	$10.0985	$10.6034	$11.1336	$11.6903	7	$664.64	$697.87	$732.77	$769.41	$807.88	$848.27	$890.69	$935.22
8	$8.5157	$8.9415	$9.3886	$9.8580	$10.3509	$10.8684	$11.4118	$11.9824	8	$681.26	$715.32	$751.09	$788.64	$828.07	$869.47	$912.94	$958.59
9	$8.7286	$9.1650	$9.6233	$10.1045	$10.6097	$11.1402	$11.6972	$12.2821	9	$698.29	$733.20	$769.86	$808.36	$848.78	$891.22	$935.78	$982.57
10	$8.9468	$9.3941	$9.8638	$10.3570	$10.8749	$11.4186	$11.9895	$12.5890	10	$715.74	$751.53	$789.10	$828.56	$869.99	$913.49	$959.16	$1,007.12
11	$9.1705	$9.6290	$10.1105	$10.6160	$11.1468	$11.7041	$12.2893	$12.9038	11	$733.64	$770.32	$808.84	$849.28	$891.74	$936.33	$983.14	$1,032.30
12	$9.3998	$9.8698	$10.3633	$10.8815	$11.4256	$11.9969	$12.5967	$13.2265	12	$751.98	$789.58	$829.06	$870.52	$914.05	$959.75	$1,007.74	$1,058.12
13	$9.6348	$10.1165	$10.6223	$11.1534	$11.7111	$12.2967	$12.9115	$13.5571	13	$770.78	$809.32	$849.78	$892.27	$936.89	$983.74	$1,032.92	$1,084.57
14	$9.8757	$10.3695	$10.8880	$11.4324	$12.0040	$12.6042	$13.2344	$13.8961	14	$790.06	$829.56	$871.04	$914.59	$960.32	$1,008.34	$1,058.75	$1,111.69
15	$10.1226	$10.6287	$11.1601	$11.7181	$12.3040	$12.9192	$13.5652	$14.2435	15	$809.81	$850.30	$892.81	$937.45	$984.32	$1,033.54	$1,085.22	$1,139.48
16	$10.3757	$10.8945	$11.4392	$12.0112	$12.6118	$13.2424	$13.9045	$14.5997	16	$830.06	$871.56	$915.14	$960.90	$1,008.94	$1,059.39	$1,112.36	$1,167.98
17	$10.6351	$11.1669	$11.7252	$12.3115	$12.9271	$13.5735	$14.2522	$14.9648	17	$850.81	$893.35	$938.02	$984.92	$1,034.17	$1,085.88	$1,140.18	$1,197.18
18	$10.9010	$11.4461	$12.0184	$12.6193	$13.2503	$13.9128	$14.6084	$15.3388	18	$872.08	$915.69	$961.47	$1,009.54	$1,060.02	$1,113.02	$1,168.67	$1,227.10
19	$11.1735	$11.7322	$12.3188	$12.9347	$13.5814	$14.2605	$14.9735	$15.7222	19	$893.88	$938.58	$985.50	$1,034.78	$1,086.51	$1,140.84	$1,197.88	$1,257.78
20	$11.4528	$12.0254	$12.6267	$13.2580	$13.9209	$14.6169	$15.3477	$16.1151	20	$916.22	$962.03	$1,010.14	$1,060.64	$1,113.67	$1,169.35	$1,227.82	$1,289.21
21	$11.7391	$12.3261	$12.9424	$13.5895	$14.2690	$14.9825	$15.7316	$16.5182	21	$939.13	$986.09	$1,035.39	$1,087.16	$1,141.52	$1,198.60	$1,258.53	$1,321.46
22	$12.0326	$12.6342	$13.2659	$13.9292	$14.6257	$15.3570	$16.1249	$16.9311	22	$962.61	$1,010.74	$1,061.27	$1,114.34	$1,170.06	$1,228.56	$1,289.99	$1,354.49
23	$12.3334	$12.9501	$13.5976	$14.2775	$14.9914	$15.7410	$16.5281	$17.3545	23	$986.67	$1,036.01	$1,087.81	$1,142.20	$1,199.31	$1,259.28	$1,322.25	$1,388.36
24	$12.6417	$13.2738	$13.9375	$14.6344	$15.3661	$16.1344	$16.9411	$17.7882	24	$1,011.34	$1,061.90	$1,115.00	$1,170.75	$1,229.29	$1,290.75	$1,355.29	$1,423.06
25	$12.9577	$13.6056	$14.2859	$15.0002	$15.7502	$16.5377	$17.3646	$18.2328	25	$1,036.62	$1,088.45	$1,142.87	$1,200.02	$1,260.02	$1,323.02	$1,389.17	$1,458.62
26	$13.2816	$13.9457	$14.6430	$15.3752	$16.1440	$16.9512	$17.7988	$18.6887	26	$1,062.53	$1,115.66	$1,171.44	$1,230.02	$1,291.52	$1,356.10	$1,423.90	$1,495.10
27	$13.6136	$14.2943	$15.0090	$15.7595	$16.5475	$17.3749	$18.2436	$19.1558	27	$1,089.09	$1,143.54	$1,200.72	$1,260.76	$1,323.80	$1,389.99	$1,459.49	$1,532.46
28	$13.9539	$14.6516	$15.3842	$16.1534	$16.9611	$17.8092	$18.6997	$19.6347	28	$1,116.31	$1,172.13	$1,230.74	$1,292.27	$1,356.89	$1,424.74	$1,495.98	$1,570.78
29	$14.3027	$15.0178	$15.7687	$16.5571	$17.3850	$18.2543	$19.1670	$20.1254	29	$1,144.22	$1,201.42	$1,261.50	$1,324.57	$1,390.80	$1,460.34	$1,533.36	$1,610.03
30	$14.6603	$15.3933	$16.1630	$16.9712	$17.8198	$18.7108	$19.6463	$20.6286	30	$1,172.82	$1,231.46	$1,293.04	$1,357.70	$1,425.58	$1,496.86	$1,571.70	$1,650.29
31	$15.0268	$15.7781	$16.5670	$17.3954	$18.2652	$19.1785	$20.1374	$21.1443	31	$1,202.14	$1,262.25	$1,325.36	$1,391.63	$1,461.22	$1,534.28	$1,610.99	$1,691.54
32	$15.4025	$16.1726	$16.9812	$17.8303	$18.7218	$19.6579	$20.6408	$21.6728	32	$1,232.20	$1,293.81	$1,358.50	$1,426.42	$1,497.74	$1,572.63	$1,651.26	$1,733.82
33	$15.7876	$16.5770	$17.4059	$18.2762	$19.1900	$20.1495	$21.1570	$22.2149	33	$1,263.01	$1,326.16	$1,392.47	$1,462.10	$1,535.20	$1,611.96	$1,692.56	$1,777.19
34	$16.1823	$16.9914	$17.8410	$18.7331	$19.6698	$20.6533	$21.6860	$22.7703	34	$1,294.58	$1,359.31	$1,427.28	$1,498.65	$1,573.58	$1,652.26	$1,734.88	$1,821.62
35	$16.5869	$17.4162	$18.2870	$19.2014	$20.1615	$21.1696	$22.2281	$23.3395	35	$1,326.95	$1,393.30	$1,462.96	$1,536.11	$1,612.92	$1,693.57	$1,778.25	$1,867.16
36	$17.0016	$17.8517	$18.7443	$19.6815	$20.6656	$21.6989	$22.7838	$23.9230	36	$1,360.13	$1,428.14	$1,499.54	$1,574.52	$1,653.25	$1,735.91	$1,822.70	$1,913.84
37	$17.4266	$18.2979	$19.2128	$20.1734	$21.1821	$22.2412	$23.3533	$24.5210	37	$1,394.13	$1,463.83	$1,537.02	$1,613.87	$1,694.57	$1,779.30	$1,868.26	$1,961.68
38	$17.8623	$18.7554	$19.6932	$20.6779	$21.7118	$22.7974	$23.9373	$25.1342	38	$1,428.98	$1,500.43	$1,575.46	$1,654.23	$1,736.94	$1,823.79	$1,914.98	$2,010.74
39	$18.3089	$19.2243	$20.1855	$21.1948	$22.2545	$23.3672	$24.5356	$25.7624	39	$1,464.71	$1,537.94	$1,614.84	$1,695.58	$1,780.36	$1,869.38	$1,962.85	$2,060.99
40	$18.7666	$19.7049	$20.6901	$21.7246	$22.8108	$23.9513	$25.1489	$26.4063	40	$1,501.33	$1,576.39	$1,655.21	$1,737.97	$1,824.86	$1,916.10	$2,011.91	$2,112.50
41	$19.2358	$20.1976	$21.2075	$22.2679	$23.3813	$24.5504	$25.7779	$27.0668	41	$1,538.86	$1,615.81	$1,696.60	$1,781.43	$1,870.50	$1,964.03	$2,062.23	$2,165.34
42	$19.7167	$20.7025	$21.7376	$22.8245	$23.9657	$25.1640	$26.4222	$27.7433	42	$1,577.34	$1,656.20	$1,739.01	$1,825.96	$1,917.26	$2,013.12	$2,113.78	$2,219.46
43	$20.2096	$21.2201	$22.2811	$23.3952	$24.5650	$25.7933	$27.0830	$28.4372	43	$1,616.77	$1,697.61	$1,782.49	$1,871.62	$1,965.20	$2,063.46	$2,166.64	$2,274.98
44	$20.7148	$21.7505	$22.8380	$23.9799	$25.1789	$26.4378	$27.7597	$29.1477	44	$1,657.18	$1,740.04	$1,827.04	$1,918.39	$2,014.31	$2,115.02	$2,220.78	$2,331.82
45	$21.2327	$22.2943	$23.4090	$24.5795	$25.8085	$27.0989	$28.4538	$29.8765	45	$1,698.62	$1,783.54	$1,872.72	$1,966.36	$2,064.68	$2,167.91	$2,276.30	$2,390.12

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE O
SALARY SCHEDULE FOR DSA BARGAINING UNIT CLASSIFICATIONS

(Effective 10-06-07)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
46	$21.7635	$22.8517	$23.9943	$25.1940	$26.4537	$27.7764	$29.1652	$30.6235	46	$1,741.08	$1,828.14	$1,919.54	$2,015.52	$2,116.30	$2,222.11	$2,333.22	$2,449.88
47	$22.3076	$23.4230	$24.5942	$25.8239	$27.1151	$28.4709	$29.8944	$31.3891	47	$1,784.61	$1,873.84	$1,967.54	$2,065.91	$2,169.21	$2,277.67	$2,391.55	$2,511.13
48	$22.8653	$24.0086	$25.2090	$26.4695	$27.7930	$29.1827	$30.6418	$32.1739	48	$1,829.22	$1,920.69	$2,016.72	$2,117.56	$2,223.44	$2,334.62	$2,451.34	$2,573.91
49	$23.4369	$24.6087	$25.8391	$27.1311	$28.4877	$29.9121	$31.4077	$32.9781	49	$1,874.95	$1,968.70	$2,067.13	$2,170.49	$2,279.02	$2,392.97	$2,512.62	$2,638.25
50	$24.0228	$25.2239	$26.4851	$27.8094	$29.1999	$30.6599	$32.1929	$33.8025	50	$1,921.82	$2,017.91	$2,118.81	$2,224.75	$2,335.99	$2,452.79	$2,575.43	$2,704.20
51	$24.6234	$25.8546	$27.1473	$28.5047	$29.9299	$31.4264	$32.9977	$34.6476	51	$1,969.87	$2,068.37	$2,171.78	$2,280.38	$2,394.39	$2,514.11	$2,639.82	$2,771.81
52	$25.2390	$26.5010	$27.8261	$29.2174	$30.6783	$32.2122	$33.8228	$35.5139	52	$2,019.12	$2,120.08	$2,226.09	$2,337.39	$2,454.26	$2,576.98	$2,705.82	$2,841.11
53	$25.8700	$27.1635	$28.5217	$29.9478	$31.4452	$33.0175	$34.6684	$36.4018	53	$2,069.60	$2,173.08	$2,281.74	$2,395.82	$2,515.62	$2,641.40	$2,773.47	$2,912.14
54	$26.5168	$27.8426	$29.2347	$30.6964	$32.2312	$33.8428	$35.5349	$37.3116	54	$2,121.34	$2,227.41	$2,338.78	$2,455.71	$2,578.50	$2,707.42	$2,842.79	$2,984.93
55	$27.1797	$28.5387	$29.9656	$31.4639	$33.0371	$34.6890	$36.4235	$38.2447	55	$2,174.38	$2,283.10	$2,397.25	$2,517.11	$2,642.97	$2,775.12	$2,913.88	$3,059.58
56	$27.8592	$29.2522	$30.7148	$32.2505	$33.8630	$35.5562	$37.3340	$39.2007	56	$2,228.74	$2,340.18	$2,457.18	$2,580.04	$2,709.04	$2,844.50	$2,986.72	$3,136.06
57	$28.5557	$29.9835	$31.4827	$33.0568	$34.7096	$36.4451	$38.2674	$40.1808	57	$2,284.46	$2,398.68	$2,518.62	$2,644.54	$2,776.77	$2,915.61	$3,061.39	$3,214.46
58	$29.2696	$30.7331	$32.2698	$33.8833	$35.5775	$37.3564	$39.2242	$41.1854	58	$2,341.57	$2,458.65	$2,581.58	$2,710.66	$2,846.20	$2,988.51	$3,137.94	$3,294.83
59	$30.0013	$31.5014	$33.0765	$34.7303	$36.4668	$38.2901	$40.2046	$42.2148	59	$2,400.10	$2,520.11	$2,646.12	$2,778.42	$2,917.34	$3,063.21	$3,216.37	$3,377.18
60	$30.7513	$32.2889	$33.9033	$35.5985	$37.3784	$39.2473	$41.2097	$43.2702	60	$2,460.10	$2,583.11	$2,712.26	$2,847.88	$2,990.27	$3,139.78	$3,296.78	$3,461.62
61	$31.5201	$33.0961	$34.7509	$36.4884	$38.3128	$40.2284	$42.2398	$44.3518	61	$2,521.61	$2,647.69	$2,780.07	$2,919.07	$3,065.02	$3,218.27	$3,379.18	$3,548.14
62	$32.3081	$33.9235	$35.6197	$37.4007	$39.2707	$41.2342	$43.2959	$45.4607	62	$2,584.65	$2,713.88	$2,849.58	$2,992.06	$3,141.66	$3,298.74	$3,463.67	$3,636.86
63	$33.1158	$34.7716	$36.5102	$38.3357	$40.2525	$42.2651	$44.3784	$46.5973	63	$2,649.26	$2,781.73	$2,920.82	$3,066.86	$3,220.20	$3,381.21	$3,550.27	$3,727.78
64	$33.9437	$35.6409	$37.4229	$39.2940	$41.2587	$43.3216	$45.4877	$47.7621	64	$2,715.50	$2,851.27	$2,993.83	$3,143.52	$3,300.70	$3,465.73	$3,639.02	$3,820.97
65	$34.7923	$36.5319	$38.3585	$40.2764	$42.2902	$44.4047	$46.6249	$48.9561	65	$2,783.38	$2,922.55	$3,068.68	$3,222.11	$3,383.22	$3,552.38	$3,729.99	$3,916.49
66	$35.6621	$37.4452	$39.3175	$41.2834	$43.3476	$45.5150	$47.7908	$50.1803	66	$2,852.97	$2,995.62	$3,145.40	$3,302.67	$3,467.81	$3,641.20	$3,823.26	$4,014.42
67	$36.5537	$38.3814	$40.3005	$42.3155	$44.4313	$46.6529	$48.9855	$51.4348	67	$2,924.30	$3,070.51	$3,224.04	$3,385.24	$3,554.50	$3,732.23	$3,918.84	$4,114.78
68	$37.4675	$39.3409	$41.3079	$43.3733	$45.5420	$47.8191	$50.2101	$52.7206	68	$2,997.40	$3,147.27	$3,304.63	$3,469.86	$3,643.36	$3,825.53	$4,016.81	$4,217.65
69	$38.4042	$40.3244	$42.3406	$44.4576	$46.6805	$49.0145	$51.4652	$54.0385	69	$3,072.34	$3,225.95	$3,387.25	$3,556.61	$3,734.44	$3,921.16	$4,117.22	$4,323.08
70	$39.3643	$41.3325	$43.3991	$45.5691	$47.8476	$50.2400	$52.7520	$55.3896	70	$3,149.14	$3,306.60	$3,471.93	$3,645.53	$3,827.81	$4,019.20	$4,220.16	$4,431.17
71	$40.3484	$42.3658	$44.4841	$46.7083	$49.0437	$51.4959	$54.0707	$56.7742	71	$3,227.87	$3,389.26	$3,558.73	$3,736.66	$3,923.50	$4,119.67	$4,325.66	$4,541.94
72	$41.3571	$43.4250	$45.5963	$47.8761	$50.2699	$52.7834	$55.4226	$58.1937	72	$3,308.57	$3,474.00	$3,647.70	$3,830.09	$4,021.59	$4,222.67	$4,433.81	$4,655.50
73	$42.3910	$44.5106	$46.7361	$49.0729	$51.5265	$54.1028	$56.8079	$59.6483	73	$3,391.28	$3,560.85	$3,738.89	$3,925.83	$4,122.12	$4,328.22	$4,544.63	$4,771.86
74	$43.4508	$45.6233	$47.9045	$50.2997	$52.8147	$55.4554	$58.2282	$61.1396	74	$3,476.06	$3,649.86	$3,832.36	$4,023.98	$4,225.18	$4,436.43	$4,658.26	$4,891.17
75	$44.5371	$46.7640	$49.1022	$51.5573	$54.1352	$56.8420	$59.6841	$62.6683	75	$3,562.97	$3,741.12	$3,928.18	$4,124.58	$4,330.82	$4,547.36	$4,774.73	$5,013.46
76	$45.6505	$47.9330	$50.3297	$52.8462	$55.4885	$58.2629	$61.1760	$64.2348	76	$3,652.04	$3,834.64	$4,026.38	$4,227.70	$4,439.08	$4,661.03	$4,894.08	$5,138.78
77	$46.7918	$49.1314	$51.5880	$54.1674	$56.8758	$59.7196	$62.7056	$65.8409	77	$3,743.34	$3,930.51	$4,127.04	$4,333.39	$4,550.06	$4,777.57	$5,016.45	$5,267.27
78	$47.9616	$50.3597	$52.8777	$55.5216	$58.2977	$61.2126	$64.2732	$67.4869	78	$3,836.93	$4,028.78	$4,230.22	$4,441.73	$4,663.82	$4,897.01	$5,141.86	$5,398.95
79	$49.1606	$51.6186	$54.1995	$56.9095	$59.7550	$62.7428	$65.8799	$69.1739	79	$3,932.85	$4,129.49	$4,335.96	$4,552.76	$4,780.40	$5,019.42	$5,270.39	$5,533.91
80	$50.3896	$52.9091	$55.5546	$58.3323	$61.2489	$64.3113	$67.5269	$70.9032	80	$4,031.17	$4,232.73	$4,444.37	$4,666.58	$4,899.91	$5,144.90	$5,402.15	$5,672.26
81	$51.6493	$54.2318	$56.9434	$59.7906	$62.7801	$65.9191	$69.2151	$72.6759	81	$4,131.94	$4,338.54	$4,555.47	$4,783.25	$5,022.41	$5,273.53	$5,537.21	$5,814.07
82	$52.9405	$55.5875	$58.3669	$61.2852	$64.3495	$67.5670	$70.9454	$74.4927	82	$4,235.24	$4,447.00	$4,669.35	$4,902.82	$5,147.96	$5,405.36	$5,675.63	$5,959.42
83	$54.2640	$56.9772	$59.8261	$62.8174	$65.9583	$69.2562	$72.7190	$76.3550	83	$4,341.12	$4,558.18	$4,786.09	$5,025.39	$5,276.66	$5,540.50	$5,817.52	$6,108.40
84	$55.6206	$58.4016	$61.3217	$64.3878	$67.6072	$70.9876	$74.5370	$78.2639	84	$4,449.65	$4,672.13	$4,905.74	$5,151.02	$5,408.58	$5,679.01	$5,962.96	$6,261.11
85	$57.0111	$59.8617	$62.8548	$65.9975	$69.2974	$72.7623	$76.4004	$80.2204	85	$4,560.89	$4,788.94	$5,028.38	$5,279.80	$5,543.79	$5,820.98	$6,112.03	$6,417.63
86	$58.4364	$61.3582	$64.4261	$67.6474	$71.0298	$74.5813	$78.3104	$82.2259	86	$4,674.91	$4,908.66	$5,154.09	$5,411.79	$5,682.38	$5,966.50	$6,264.83	$6,578.07
87	$59.8973	$62.8922	$66.0368	$69.3386	$72.8055	$76.4458	$80.2681	$84.2815	87	$4,791.78	$5,031.38	$5,282.94	$5,547.09	$5,824.44	$6,115.66	$6,421.45	$6,742.52
88	$61.3947	$64.4644	$67.6876	$71.0720	$74.6256	$78.3569	$82.2747	$86.3884	88	$4,911.58	$5,157.15	$5,415.01	$5,685.76	$5,970.05	$6,268.55	$6,581.98	$6,911.07
89	$62.9296	$66.0761	$69.3799	$72.8489	$76.4913	$80.3159	$84.3317	$88.5483	89	$5,034.37	$5,286.09	$5,550.39	$5,827.91	$6,119.30	$6,425.27	$6,746.54	$7,083.86
90	$64.5028	$67.7279	$71.1143	$74.6700	$78.4035	$82.3237	$86.4399	$90.7619	90	$5,160.22	$5,418.23	$5,689.14	$5,973.60	$6,272.28	$6,585.90	$6,915.19	$7,260.95

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE O
SALARY SCHEDULE FOR DSA BARGAINING UNIT CLASSIFICATIONS

(Effective 10-06-07)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
91	$66.1154	$69.4212	$72.8923	$76.5369	$80.3637	$84.3819	$88.6010	$93.0311	**91**	$5,289.23	$5,553.70	$5,831.38	$6,122.95	$6,429.10	$6,750.55	$7,088.08	$7,442.49
92	$67.7683	$71.1567	$74.7145	$78.4502	$82.3727	$86.4913	$90.8159	$95.3567	**92**	$5,421.46	$5,692.54	$5,977.16	$6,276.02	$6,589.82	$6,919.30	$7,265.27	$7,628.54
93	$69.4625	$72.9356	$76.5824	$80.4115	$84.4321	$88.6537	$93.0864	$97.7407	**93**	$5,557.00	$5,834.85	$6,126.59	$6,432.92	$6,754.57	$7,092.30	$7,446.91	$7,819.26
94	$71.1991	$74.7591	$78.4971	$82.4220	$86.5431	$90.8703	$95.4138	$100.1845	**94**	$5,695.93	$5,980.73	$6,279.77	$6,593.76	$6,923.45	$7,269.62	$7,633.10	$8,014.76
95	$72.9791	$76.6281	$80.4595	$84.4825	$88.7066	$93.1419	$97.7990	$102.6890	**95**	$5,838.33	$6,130.25	$6,436.76	$6,758.60	$7,096.53	$7,451.35	$7,823.92	$8,215.12
96	$74.8036	$78.5438	$82.4710	$86.5946	$90.9243	$95.4705	$100.2440	$105.2562	**96**	$5,984.29	$6,283.50	$6,597.68	$6,927.57	$7,273.94	$7,637.64	$8,019.52	$8,420.50
97	$76.6737	$80.5074	$84.5328	$88.7594	$93.1974	$97.8573	$102.7502	$107.8877	**97**	$6,133.90	$6,440.59	$6,762.62	$7,100.75	$7,455.79	$7,828.58	$8,220.02	$8,631.02
98	$78.5905	$82.5200	$86.6460	$90.9783	$95.5272	$100.3036	$105.3188	$110.5847	**98**	$6,287.24	$6,601.60	$6,931.68	$7,278.26	$7,642.18	$8,024.29	$8,425.50	$8,846.78
99	$80.5553	$84.5831	$88.8123	$93.2529	$97.9155	$102.8113	$107.9519	$113.3495	**99**	$6,444.42	$6,766.65	$7,104.98	$7,460.23	$7,833.24	$8,224.90	$8,636.15	$9,067.96
100	$82.5692	$86.6977	$91.0326	$95.5842	$100.3634	$105.3816	$110.6507	$116.1832	**100**	$6,605.54	$6,935.82	$7,282.61	$7,646.74	$8,029.07	$8,430.53	$8,852.06	$9,294.66

REFERENCE O (3% Wage Increase Effective Pay Period Following Adoption)
LAW ENFORCEMENT (DSA) - GENERAL UNIT CLASSIFICATIONS

Effective the First Pay Period Following Adoption 3% Wage Increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.7478	$8.1352	$8.5420	$8.9691	$9.4176	$9.8885	$10.3829
2	$7.9415	$8.3386	$8.7555	$9.1933	$9.6530	$10.1357	$10.6425
3	$8.1400	$8.5470	$8.9744	$9.4231	$9.8943	$10.3890	$10.9085
4	$8.3435	$8.7607	$9.1987	$9.6586	$10.1415	$10.6486	$11.1810
5	$8.5521	$8.9797	$9.4287	$9.9001	$10.3951	$10.9149	$11.4606
6	$8.7659	$9.2042	$9.6644	$10.1476	$10.6550	$11.1878	$11.7472
7	$8.9850	$9.4343	$9.9060	$10.4013	$10.9214	$11.4675	$12.0409
8	$9.2096	$9.6701	$10.1536	$10.6613	$11.1944	$11.7541	$12.3418
9	$9.4398	$9.9118	$10.4074	$10.9278	$11.4742	$12.0479	$12.6503
10	$9.6758	$10.1596	$10.6676	$11.2010	$11.7611	$12.3492	$12.9667
11	$9.9177	$10.4136	$10.9343	$11.4810	$12.0551	$12.6579	$13.2908
12	$10.1656	$10.6739	$11.2076	$11.7680	$12.3564	$12.9742	$13.6229
13	$10.4197	$10.9407	$11.4877	$12.0621	$12.6652	$13.2985	$13.9634
14	$10.6802	$11.2142	$11.7749	$12.3636	$12.9818	$13.6309	$14.3124
15	$10.9472	$11.4946	$12.0693	$12.6728	$13.3064	$13.9717	$14.6703
16	$11.2209	$11.7819	$12.3710	$12.9896	$13.6391	$14.3211	$15.0372
17	$11.5014	$12.0765	$12.6803	$13.3143	$13.9800	$14.6790	$15.4130
18	$11.7889	$12.3783	$12.9972	$13.6471	$14.3295	$15.0460	$15.7983
19	$12.0836	$12.6878	$13.3222	$13.9883	$14.6877	$15.4221	$16.1932
20	$12.3857	$13.0050	$13.6553	$14.3381	$15.0550	$15.8078	$16.5982
21	$12.6953	$13.3301	$13.9966	$14.6964	$15.4312	$16.2028	$17.0129
22	$13.0127	$13.6633	$14.3465	$15.0638	$15.8170	$16.6079	$17.4383
23	$13.3380	$14.0049	$14.7051	$15.4404	$16.2124	$17.0230	$17.8742
24	$13.6715	$14.3551	$15.0729	$15.8265	$16.6178	$17.4487	$18.3211
25	$14.0133	$14.7140	$15.4497	$16.2222	$17.0333	$17.8850	$18.7793
26	$14.3636	$15.0818	$15.8359	$16.6277	$17.4591	$18.3321	$19.2487
27	$14.7227	$15.4588	$16.2317	$17.0433	$17.8955	$18.7903	$19.7298
28	$15.0908	$15.8453	$16.6376	$17.4695	$18.3430	$19.2602	$20.2232
29	$15.4681	$16.2415	$17.0536	$17.9063	$18.8016	$19.7417	$20.7288
30	$15.8548	$16.6475	$17.4799	$18.3539	$19.2716	$20.2352	$21.2470
31	$16.2512	$17.0638	$17.9170	$18.8129	$19.7535	$20.7412	$21.7783
32	$16.6575	$17.4904	$18.3649	$19.2831	$20.2473	$21.2597	$22.3227
33	$17.0739	$17.9276	$18.8240	$19.7652	$20.7535	$21.7912	$22.8808
34	$17.5007	$18.3757	$19.2945	$20.2592	$21.2722	$22.3358	$23.4526
35	$17.9382	$18.8351	$19.7769	$20.7657	$21.8040	$22.8942	$24.0389
36	$18.3867	$19.3060	$20.2713	$21.2849	$22.3491	$23.4666	$24.6399
37	$18.8464	$19.7887	$20.7781	$21.8170	$22.9079	$24.0533	$25.2560
38	$19.3176	$20.2835	$21.2977	$22.3626	$23.4807	$24.6547	$25.8874
39	$19.8005	$20.7905	$21.8300	$22.9215	$24.0676	$25.2710	$26.5346
40	$20.2955	$21.3103	$22.3758	$23.4946	$24.6693	$25.9028	$27.1979
41	$20.8029	$21.8430	$22.9352	$24.0820	$25.2861	$26.5504	$27.8779
42	$21.3230	$22.3892	$23.5087	$24.6841	$25.9183	$27.2142	$28.5749
43	$21.8561	$22.9489	$24.0963	$25.3011	$26.5662	$27.8945	$29.2892
44	$22.4025	$23.5226	$24.6987	$25.9336	$27.2303	$28.5918	$30.0214
45	$22.9626	$24.1107	$25.3162	$26.5820	$27.9111	$29.3067	$30.7720
46	$23.5367	$24.7135	$25.9492	$27.2467	$28.6090	$30.0395	$31.5415
47	$24.1251	$25.3314	$26.5980	$27.9279	$29.3243	$30.7905	$32.3300
48	$24.7282	$25.9646	$27.2628	$28.6259	$30.0572	$31.5601	$33.1381
49	$25.3464	$26.6137	$27.9444	$29.3416	$30.8087	$32.3491	$33.9666
50	$25.9801	$27.2791	$28.6431	$30.0753	$31.5791	$33.1581	$34.8160
51	$26.6296	$27.9611	$29.3592	$30.8272	$32.3686	$33.9870	$35.6864
52	$27.2953	$28.6601	$30.0931	$31.5978	$33.1777	$34.8366	$36.5784
53	$27.9777	$29.3766	$30.8454	$32.3877	$34.0071	$35.7075	$37.4929
54	$28.6771	$30.1110	$31.6166	$33.1974	$34.8573	$36.6002	$38.4302
55	$29.3940	$30.8637	$32.4069	$34.0272	$35.7286	$37.5150	$39.3908
56	$30.1289	$31.6353	$33.2171	$34.8780	$36.6219	$38.4530	$40.3757
57	$30.8821	$32.4262	$34.0475	$35.7499	$37.5374	$39.4143	$41.3850
58	$31.6542	$33.2369	$34.8987	$36.6436	$38.4758	$40.3996	$42.4196
59	$32.4456	$34.0679	$35.7713	$37.5599	$39.4379	$41.4098	$43.4803
60	$33.2567	$34.9195	$36.6655	$38.4988	$40.4237	$42.4449	$44.5671
61	$34.0881	$35.7925	$37.5821	$39.4612	$41.4343	$43.5060	$45.6813
62	$34.9403	$36.6873	$38.5217	$40.4478	$42.4702	$44.5937	$46.8234
63	$35.8138	$37.6045	$39.4847	$41.4589	$43.5318	$45.7084	$47.9938
64	$36.7091	$38.5446	$40.4718	$42.4954	$44.6202	$46.8512	$49.1938
65	$37.6268	$39.5081	$41.4835	$43.5577	$45.7356	$48.0224	$50.4235
66	$38.5675	$40.4959	$42.5207	$44.6467	$46.8790	$49.2230	$51.6842
67	$39.5317	$41.5083	$43.5837	$45.7629	$48.0510	$50.4536	$52.9763
68	$40.5200	$42.5460	$44.6733	$46.9070	$49.2524	$51.7150	$54.3008
69	$41.5330	$43.6097	$45.7902	$48.0797	$50.4837	$53.0079	$55.6583
70	$42.5713	$44.6999	$46.9349	$49.2816	$51.7457	$54.3330	$57.0497
71	$43.6356	$45.8174	$48.1083	$50.5137	$53.0394	$55.6914	$58.4760
72	$44.7265	$46.9628	$49.3109	$51.7764	$54.3652	$57.0835	$59.9377
73	$45.8447	$48.1369	$50.5437	$53.0709	$55.7244	$58.5106	$61.4361
74	$46.9908	$49.3403	$51.8073	$54.3977	$57.1176	$59.9735	$62.9722
75	$48.1656	$50.5739	$53.1026	$55.7577	$58.5456	$61.4729	$64.5465
76	$49.3697	$51.8382	$54.4301	$57.1516	$60.0092	$63.0097	$66.1602
77	$50.6039	$53.1341	$55.7908	$58.5803	$61.5093	$64.5848	$67.8140
78	$51.8690	$54.4625	$57.1856	$60.0449	$63.0471	$66.1995	$69.5095
79	$53.1657	$55.8240	$58.6152	$61.5460	$64.6233	$67.8545	$71.2472
80	$54.4948	$57.2195	$60.0805	$63.0845	$66.2387	$69.5506	$73.0281
81	$55.8572	$58.6501	$61.5826	$64.6617	$67.8948	$71.2895	$74.8540
82	$57.2536	$60.1163	$63.1221	$66.2782	$69.5921	$73.0717	$76.7253
83	$58.6849	$61.6191	$64.7001	$67.9351	$71.3319	$74.8985	$78.6434
84	$60.1520	$63.1596	$66.3176	$69.6335	$73.1152	$76.7710	$80.6096
85	$61.6558	$64.7386	$67.9755	$71.3743	$74.9430	$78.6902	$82.6247
86	$63.1972	$66.3571	$69.6750	$73.1588	$76.8167	$80.6575	$84.6904
87	$64.7771	$68.0160	$71.4168	$74.9876	$78.7370	$82.6739	$86.8076

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$619.82	$650.82	$683.36	$717.53	$753.41	$791.08	$830.63
2	$635.32	$667.09	$700.44	$735.46	$772.24	$810.86	$851.40
3	$651.20	$683.76	$717.95	$753.85	$791.54	$831.12	$872.68
4	$667.48	$700.86	$735.90	$772.69	$811.32	$851.89	$894.48
5	$684.17	$718.38	$754.30	$792.01	$831.61	$873.19	$916.85
6	$701.27	$736.34	$773.15	$811.81	$852.40	$895.02	$939.78
7	$718.80	$754.74	$792.48	$832.10	$873.71	$917.40	$963.27
8	$736.77	$773.61	$812.29	$852.90	$895.55	$940.33	$987.34
9	$755.18	$792.94	$832.59	$874.22	$917.94	$963.83	$1,012.02
10	$774.06	$812.77	$853.41	$896.08	$940.89	$987.94	$1,037.34
11	$793.42	$833.09	$874.74	$918.48	$964.41	$1,012.63	$1,063.26
12	$813.25	$853.91	$896.61	$941.44	$988.51	$1,037.94	$1,089.83
13	$833.58	$875.26	$919.02	$964.97	$1,013.22	$1,063.88	$1,117.07
14	$854.42	$897.14	$941.99	$989.09	$1,038.54	$1,090.47	$1,144.99
15	$875.78	$919.57	$965.54	$1,013.82	$1,064.51	$1,117.74	$1,173.62
16	$897.67	$942.55	$989.68	$1,039.17	$1,091.13	$1,145.69	$1,202.98
17	$920.11	$966.12	$1,014.42	$1,065.14	$1,118.40	$1,174.32	$1,233.04
18	$943.11	$990.26	$1,039.78	$1,091.77	$1,146.36	$1,203.68	$1,263.86
19	$966.69	$1,015.02	$1,065.78	$1,119.06	$1,175.02	$1,233.77	$1,295.46
20	$990.86	$1,040.40	$1,092.42	$1,147.05	$1,204.40	$1,264.62	$1,327.86
21	$1,015.62	$1,066.41	$1,119.73	$1,175.71	$1,234.50	$1,296.22	$1,361.03
22	$1,041.02	$1,093.06	$1,147.72	$1,205.10	$1,265.36	$1,328.63	$1,395.06
23	$1,067.04	$1,120.39	$1,176.41	$1,235.23	$1,296.99	$1,361.84	$1,429.94
24	$1,093.72	$1,148.41	$1,205.83	$1,266.12	$1,329.42	$1,395.90	$1,465.69
25	$1,121.06	$1,177.12	$1,235.98	$1,297.78	$1,362.66	$1,430.80	$1,502.34
26	$1,149.09	$1,206.54	$1,266.87	$1,330.22	$1,396.73	$1,466.57	$1,539.90
27	$1,177.82	$1,236.70	$1,298.54	$1,363.46	$1,431.64	$1,503.22	$1,578.38
28	$1,207.26	$1,267.62	$1,331.01	$1,397.56	$1,467.44	$1,540.82	$1,617.86
29	$1,237.45	$1,299.32	$1,364.29	$1,432.50	$1,504.13	$1,579.34	$1,658.30
30	$1,268.38	$1,331.80	$1,398.39	$1,468.31	$1,541.73	$1,618.82	$1,699.76
31	$1,300.10	$1,365.10	$1,433.36	$1,505.03	$1,580.28	$1,659.30	$1,742.26
32	$1,332.60	$1,399.23	$1,469.19	$1,542.65	$1,619.78	$1,700.78	$1,785.82
33	$1,365.91	$1,434.21	$1,505.92	$1,581.22	$1,660.28	$1,743.30	$1,830.46
34	$1,400.06	$1,470.06	$1,543.56	$1,620.74	$1,701.78	$1,786.86	$1,876.21
35	$1,435.06	$1,506.81	$1,582.15	$1,661.26	$1,744.32	$1,831.54	$1,923.11
36	$1,470.94	$1,544.48	$1,621.70	$1,702.79	$1,787.93	$1,877.33	$1,971.19
37	$1,507.71	$1,583.10	$1,662.25	$1,745.36	$1,832.63	$1,924.26	$2,020.48
38	$1,545.41	$1,622.68	$1,703.82	$1,789.01	$1,878.46	$1,972.38	$2,070.99
39	$1,584.04	$1,663.24	$1,746.40	$1,833.72	$1,925.41	$2,021.68	$2,122.77
40	$1,623.64	$1,704.82	$1,790.06	$1,879.57	$1,973.54	$2,072.22	$2,175.83
41	$1,664.23	$1,747.44	$1,834.82	$1,926.56	$2,022.89	$2,124.03	$2,230.23
42	$1,705.84	$1,791.14	$1,880.70	$1,974.73	$2,073.46	$2,177.14	$2,285.99
43	$1,748.49	$1,835.91	$1,927.70	$2,024.09	$2,125.30	$2,231.56	$2,343.14
44	$1,792.20	$1,881.81	$1,975.90	$2,074.69	$2,178.42	$2,287.34	$2,401.71
45	$1,837.01	$1,928.86	$2,025.30	$2,126.56	$2,232.89	$2,344.54	$2,461.76
46	$1,882.94	$1,977.08	$2,075.94	$2,179.74	$2,288.72	$2,403.16	$2,523.32
47	$1,930.01	$2,026.51	$2,127.84	$2,234.23	$2,345.94	$2,463.24	$2,586.40
48	$1,978.26	$2,077.17	$2,181.02	$2,290.07	$2,404.58	$2,524.81	$2,651.05
49	$2,027.71	$2,129.10	$2,235.55	$2,347.33	$2,464.70	$2,587.93	$2,717.33
50	$2,078.41	$2,182.33	$2,291.45	$2,406.02	$2,526.33	$2,652.65	$2,785.28
51	$2,130.37	$2,236.89	$2,348.74	$2,466.18	$2,589.49	$2,718.96	$2,854.91
52	$2,183.62	$2,292.81	$2,407.45	$2,527.82	$2,654.22	$2,786.93	$2,926.27
53	$2,238.22	$2,350.13	$2,467.63	$2,591.02	$2,720.57	$2,856.60	$2,999.43
54	$2,294.17	$2,408.88	$2,529.33	$2,655.79	$2,788.58	$2,928.02	$3,074.42
55	$2,351.52	$2,469.10	$2,592.55	$2,722.18	$2,858.29	$3,001.20	$3,151.26
56	$2,410.31	$2,530.82	$2,657.37	$2,790.24	$2,929.75	$3,076.24	$3,230.06
57	$2,470.57	$2,594.10	$2,723.80	$2,859.99	$3,002.99	$3,153.14	$3,310.80
58	$2,532.34	$2,658.95	$2,791.90	$2,931.49	$3,078.06	$3,231.97	$3,393.57
59	$2,595.65	$2,725.43	$2,861.70	$3,004.79	$3,155.03	$3,312.78	$3,478.42
60	$2,660.54	$2,793.56	$2,933.24	$3,079.90	$3,233.90	$3,395.59	$3,565.37
61	$2,727.05	$2,863.40	$3,006.57	$3,156.90	$3,314.74	$3,480.48	$3,654.50
62	$2,795.22	$2,934.98	$3,081.74	$3,235.82	$3,397.62	$3,567.50	$3,745.87
63	$2,865.10	$3,008.36	$3,158.78	$3,316.71	$3,482.54	$3,656.67	$3,839.50
64	$2,936.73	$3,083.57	$3,237.74	$3,399.63	$3,569.62	$3,748.10	$3,935.50
65	$3,010.14	$3,160.65	$3,318.68	$3,484.62	$3,658.85	$3,841.79	$4,033.88
66	$3,085.40	$3,239.67	$3,401.66	$3,571.74	$3,750.32	$3,937.84	$4,134.74
67	$3,162.54	$3,320.66	$3,486.70	$3,661.03	$3,844.08	$4,036.29	$4,238.10
68	$3,241.60	$3,403.68	$3,573.86	$3,752.56	$3,940.19	$4,137.20	$4,344.06
69	$3,322.64	$3,488.78	$3,663.22	$3,846.38	$4,038.70	$4,240.63	$4,452.66
70	$3,405.70	$3,575.99	$3,754.79	$3,942.53	$4,139.66	$4,346.64	$4,563.98
71	$3,490.85	$3,665.39	$3,848.66	$4,041.10	$4,243.15	$4,455.31	$4,678.08
72	$3,578.12	$3,757.02	$3,944.87	$4,142.11	$4,349.22	$4,566.68	$4,795.02
73	$3,667.58	$3,850.95	$4,043.50	$4,245.67	$4,457.95	$4,680.85	$4,914.89
74	$3,759.26	$3,947.22	$4,144.58	$4,351.82	$4,569.41	$4,797.88	$5,037.78
75	$3,853.25	$4,045.91	$4,248.21	$4,460.62	$4,683.65	$4,917.83	$5,163.72
76	$3,949.58	$4,147.06	$4,354.41	$4,572.13	$4,800.74	$5,040.78	$5,292.82
77	$4,048.31	$4,250.73	$4,463.26	$4,686.42	$4,920.74	$5,166.78	$5,425.12
78	$4,149.52	$4,357.00	$4,574.85	$4,803.59	$5,043.77	$5,295.96	$5,560.76
79	$4,253.26	$4,465.92	$4,689.22	$4,923.68	$5,169.86	$5,428.36	$5,699.78
80	$4,359.58	$4,577.56	$4,806.44	$5,046.76	$5,299.10	$5,564.05	$5,842.25
81	$4,468.58	$4,692.01	$4,926.61	$5,172.94	$5,431.58	$5,703.16	$5,988.32
82	$4,580.29	$4,809.30	$5,049.77	$5,302.26	$5,567.37	$5,845.74	$6,138.02
83	$4,694.79	$4,929.53	$5,176.01	$5,434.81	$5,706.55	$5,991.88	$6,291.47
84	$4,812.16	$5,052.77	$5,305.41	$5,570.68	$5,849.22	$6,141.68	$6,448.77
85	$4,932.46	$5,179.09	$5,438.04	$5,709.94	$5,995.44	$6,295.22	$6,609.98
86	$5,055.78	$5,308.57	$5,574.00	$5,852.70	$6,145.34	$6,452.60	$6,775.23
87	$5,182.17	$5,441.28	$5,713.34	$5,999.01	$6,298.96	$6,613.91	$6,944.61

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE O (3% Wage Increase Effective Pay Period Following Adoption)
LAW ENFORCEMENT (DSA) - GENERAL UNIT CLASSIFICATIONS

88	$66.3965	$69.7163	$73.2021	$76.8622	$80.7053	$84.7406	$88.9776	**88**	$5,311.72	$5,577.30	$5,856.17	$6,148.98	$6,456.42	$6,779.25	$7,118.21
89	$68.0564	$71.4592	$75.0322	$78.7838	$82.7230	$86.8592	$91.2022	**89**	$5,444.51	$5,716.74	$6,002.58	$6,302.70	$6,617.84	$6,948.74	$7,296.18
90	$69.7578	$73.2457	$76.9080	$80.7534	$84.7911	$89.0307	$93.4822	**90**	$5,580.62	$5,859.66	$6,152.64	$6,460.27	$6,783.29	$7,122.46	$7,478.58
91	$71.5017	$75.0768	$78.8306	$82.7721	$86.9107	$91.2562	$95.8190	**91**	$5,720.14	$6,006.14	$6,306.45	$6,621.77	$6,952.86	$7,300.50	$7,665.52
92	$73.2892	$76.9537	$80.8014	$84.8415	$89.0836	$93.5378	$98.2147	**92**	$5,863.14	$6,156.30	$6,464.11	$6,787.32	$7,126.69	$7,483.02	$7,857.18
93	$75.1214	$78.8775	$82.8214	$86.9625	$91.3106	$95.8761	$100.6699	**93**	$6,009.71	$6,310.20	$6,625.71	$6,957.00	$7,304.85	$7,670.09	$8,053.59
94	$76.9994	$80.8494	$84.8919	$89.1365	$93.5933	$98.2730	$103.1867	**94**	$6,159.95	$6,467.95	$6,791.35	$7,130.92	$7,487.46	$7,861.84	$8,254.94
95	$78.9244	$82.8706	$87.0141	$91.3648	$95.9330	$100.7297	$105.7662	**95**	$6,313.95	$6,629.65	$6,961.13	$7,309.18	$7,674.64	$8,058.38	$8,461.30
96	$80.8975	$84.9424	$89.1895	$93.6490	$98.3315	$103.2481	$108.4105	**96**	$6,471.80	$6,795.39	$7,135.16	$7,491.92	$7,866.52	$8,259.85	$8,672.84
97	$82.9199	$87.0659	$91.4192	$95.9902	$100.7897	$105.8292	$111.1207	**97**	$6,633.59	$6,965.27	$7,313.54	$7,679.22	$8,063.18	$8,466.34	$8,889.66
98	$84.9929	$89.2425	$93.7046	$98.3898	$103.3093	$108.4748	$113.8985	**98**	$6,799.43	$7,139.40	$7,496.37	$7,871.18	$8,264.74	$8,677.98	$9,111.88
99	$87.1177	$91.4736	$96.0473	$100.8497	$105.8922	$111.1868	$116.7461	**99**	$6,969.42	$7,317.89	$7,683.78	$8,067.98	$8,471.38	$8,894.94	$9,339.69
100	$89.2956	$93.7604	$98.4484	$103.3708	$108.5393	$113.9663	$119.6646	**100**	$7,143.65	$7,500.83	$7,875.87	$8,269.66	$8,683.14	$9,117.30	$9,573.17

REFERENCE O (1% Wage Increase Effective Pay Period Including 01/01/2013)
LAW ENFORCEMENT (DSA) - GENERAL UNIT CLASSIFICATIONS

Effective the Pay Period Including 1/1/2013 1% Wage Increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.8253	$8.2165	$8.6273	$9.0587	$9.5116	$9.9872	$10.4866
2	$8.0209	$8.4219	$8.8430	$9.2852	$9.7495	$10.2370	$10.7489
3	$8.2214	$8.6325	$9.0641	$9.5173	$9.9932	$10.4929	$11.0175
4	$8.4269	$8.8482	$9.2906	$9.7551	$10.2429	$10.7550	$11.2928
5	$8.6376	$9.0695	$9.5230	$9.9992	$10.4992	$11.0242	$11.5754
6	$8.8535	$9.2962	$9.7610	$10.2491	$10.7616	$11.2997	$11.8647
7	$9.0748	$9.5285	$10.0049	$10.5051	$11.0304	$11.5819	$12.1610
8	$9.3017	$9.7668	$10.2551	$10.7679	$11.3063	$11.8716	$12.4652
9	$9.5342	$10.0109	$10.5114	$11.0370	$11.5889	$12.1683	$12.7767
10	$9.7726	$10.2612	$10.7743	$11.3130	$11.8787	$12.4726	$13.0962
11	$10.0169	$10.5177	$11.0436	$11.5958	$12.1756	$12.7844	$13.4236
12	$10.2673	$10.7807	$11.3197	$11.8857	$12.4800	$13.1040	$13.7592
13	$10.5240	$11.0502	$11.6027	$12.1828	$12.7919	$13.4315	$14.1031
14	$10.7871	$11.3265	$11.8928	$12.4874	$13.1118	$13.7674	$14.4558
15	$11.0568	$11.6096	$12.1901	$12.7996	$13.4396	$14.1116	$14.8172
16	$11.3332	$11.8999	$12.4949	$13.1196	$13.7756	$14.4644	$15.1876
17	$11.6165	$12.1973	$12.8072	$13.4476	$14.1200	$14.8260	$15.5673
18	$11.9069	$12.5022	$13.1273	$13.7837	$14.4729	$15.1965	$15.9563
19	$12.2046	$12.8148	$13.4555	$14.1283	$14.8347	$15.5764	$16.3552
20	$12.5097	$13.1352	$13.7920	$14.4816	$15.2057	$15.9660	$16.7643
21	$12.8224	$13.4635	$14.1367	$14.8435	$15.5857	$16.3650	$17.1833
22	$13.1430	$13.8002	$14.4902	$15.2147	$15.9754	$16.7742	$17.6129
23	$13.4716	$14.1452	$14.8525	$15.5951	$16.3749	$17.1936	$18.0533
24	$13.8084	$14.4988	$15.2237	$15.9849	$16.7841	$17.6233	$18.5045
25	$14.1536	$14.8613	$15.6044	$16.3846	$17.2038	$18.0640	$18.9672
26	$14.5074	$15.2328	$15.9944	$16.7941	$17.6338	$18.5155	$19.4413
27	$14.8701	$15.6136	$16.3943	$17.2140	$18.0747	$18.9784	$19.9273
28	$15.2419	$16.0040	$16.8042	$17.6444	$18.5266	$19.4529	$20.4255
29	$15.6229	$16.4040	$17.2242	$18.0854	$18.9897	$19.9392	$20.9362
30	$16.0135	$16.8142	$17.6549	$18.5376	$19.4645	$20.4377	$21.4596
31	$16.4138	$17.2345	$18.0962	$19.0010	$19.9511	$20.9487	$21.9961
32	$16.8241	$17.6653	$18.5486	$19.4760	$20.4498	$21.4723	$22.5459
33	$17.2447	$18.1069	$19.0122	$19.9628	$20.9609	$22.0089	$23.1093
34	$17.6758	$18.5596	$19.4876	$20.4620	$21.4851	$22.5594	$23.6874
35	$18.1177	$19.0236	$19.9748	$20.9735	$22.0222	$23.1233	$24.2795
36	$18.5706	$19.4991	$20.4741	$21.4978	$22.5727	$23.7013	$24.8864
37	$19.0349	$19.9866	$20.9859	$22.0352	$23.1370	$24.2939	$25.5086
38	$19.5108	$20.4863	$21.5106	$22.5861	$23.7154	$24.9012	$26.1463
39	$19.9986	$20.9985	$22.0484	$23.1508	$24.3083	$25.5237	$26.7999
40	$20.4986	$21.5235	$22.5997	$23.7297	$24.9162	$26.1620	$27.4701
41	$21.0111	$22.0617	$23.1648	$24.3230	$25.5392	$26.8162	$28.1570
42	$21.5364	$22.6132	$23.7439	$24.9311	$26.1777	$27.4866	$28.8609
43	$22.0748	$23.1785	$24.3374	$25.5543	$26.8320	$28.1736	$29.5823
44	$22.6267	$23.7580	$24.9459	$26.1932	$27.5029	$28.8780	$30.3219
45	$23.1924	$24.3520	$25.5696	$26.8481	$28.1905	$29.6000	$31.0800
46	$23.7722	$24.9608	$26.2088	$27.5192	$28.8952	$30.3400	$31.8570
47	$24.3665	$25.5848	$26.8640	$28.2072	$29.6176	$31.0985	$32.6534
48	$24.9757	$26.2245	$27.5357	$28.9125	$30.3581	$31.8760	$33.4698
49	$25.6001	$26.8801	$28.2241	$29.6353	$31.1171	$32.6730	$34.3067
50	$26.2401	$27.5521	$28.9297	$30.3762	$31.8950	$33.4898	$35.1643
51	$26.8961	$28.2409	$29.6529	$31.1355	$32.6923	$34.3269	$36.0432
52	$27.5685	$28.9469	$30.3942	$31.9139	$33.5096	$35.1851	$36.9444
53	$28.2577	$29.6706	$31.1541	$32.7118	$34.3474	$36.0648	$37.8680
54	$28.9641	$30.4123	$31.9329	$33.5295	$35.2060	$36.9663	$38.8146
55	$29.6882	$31.1726	$32.7312	$34.3678	$36.0862	$37.8905	$39.7850
56	$30.4304	$31.9519	$33.5495	$35.2270	$36.9884	$38.8378	$40.7797
57	$31.1912	$32.7508	$34.3883	$36.1077	$37.9131	$39.8088	$41.7992
58	$31.9710	$33.5696	$35.2481	$37.0105	$38.8610	$40.8041	$42.8443
59	$32.7703	$34.4088	$36.1292	$37.9357	$39.8325	$41.8241	$43.9153
60	$33.5896	$35.2691	$37.0326	$38.8842	$40.8284	$42.8698	$45.0133
61	$34.4293	$36.1508	$37.9583	$39.8562	$41.8490	$43.9415	$46.1386
62	$35.2900	$37.0545	$38.9072	$40.8526	$42.8952	$45.0400	$47.2920
63	$36.1723	$37.9809	$39.8799	$41.8739	$43.9676	$46.1660	$48.4743
64	$37.0766	$38.9304	$40.8769	$42.9207	$45.0667	$47.3200	$49.6860
65	$38.0035	$39.9037	$41.8989	$43.9938	$46.1935	$48.5032	$50.9284
66	$38.9536	$40.9013	$42.9464	$45.0937	$47.3484	$49.7158	$52.2016
67	$39.9274	$41.9238	$44.0200	$46.2210	$48.5321	$50.9587	$53.5066
68	$40.9256	$42.9719	$45.1205	$47.3765	$49.7453	$52.2326	$54.8442
69	$41.9487	$44.0461	$46.2484	$48.5608	$50.9888	$53.5382	$56.2151
70	$42.9974	$45.1473	$47.4047	$49.7749	$52.2636	$54.8768	$57.6206
71	$44.0723	$46.2759	$48.5897	$51.0192	$53.5702	$56.2487	$59.0611
72	$45.1741	$47.4328	$49.8044	$52.2946	$54.9093	$57.6548	$60.5375
73	$46.3035	$48.6187	$51.0496	$53.6021	$56.2822	$59.0963	$62.0511
74	$47.4611	$49.8342	$52.3259	$54.9422	$57.6893	$60.5738	$63.6025
75	$48.6476	$51.0800	$53.6340	$56.3157	$59.1315	$62.0881	$65.1925
76	$49.8638	$52.3570	$54.9749	$57.7236	$60.6098	$63.6403	$66.8223
77	$51.1104	$53.6659	$56.3492	$59.1667	$62.1250	$65.2313	$68.4929
78	$52.3882	$55.0076	$57.7580	$60.6459	$63.6782	$66.8621	$70.2052
79	$53.6979	$56.3828	$59.2019	$62.1620	$65.2701	$68.5336	$71.9603
80	$55.0403	$57.7923	$60.6819	$63.7160	$66.9018	$70.2469	$73.7592
81	$56.4163	$59.2371	$62.1990	$65.3090	$68.5745	$72.0032	$75.6034
82	$57.8267	$60.7180	$63.7539	$66.9416	$70.2887	$73.8031	$77.4933
83	$59.2724	$62.2360	$65.3478	$68.6152	$72.0460	$75.6483	$79.4307
84	$60.7542	$63.7919	$66.9815	$70.3306	$73.8471	$77.5395	$81.4165
85	$62.2731	$65.3868	$68.6561	$72.0889	$75.6933	$79.4780	$83.4519
86	$63.8299	$67.0214	$70.3725	$73.8911	$77.5857	$81.4650	$85.5383
87	$65.4256	$68.6969	$72.1317	$75.7383	$79.5252	$83.5015	$87.6766

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$626.02	$657.32	$690.18	$724.70	$760.93	$798.98	$838.93
2	$641.67	$673.75	$707.44	$742.82	$779.96	$818.96	$859.91
3	$657.71	$690.60	$725.13	$761.38	$799.46	$839.43	$881.40
4	$674.15	$707.86	$743.25	$780.41	$819.43	$860.40	$903.42
5	$691.01	$725.56	$761.84	$799.94	$839.94	$881.94	$926.03
6	$708.28	$743.70	$780.88	$819.93	$860.93	$903.98	$949.18
7	$725.98	$762.28	$800.39	$840.41	$882.43	$926.55	$972.88
8	$744.14	$781.34	$820.41	$861.43	$904.50	$949.73	$997.22
9	$762.74	$800.87	$840.91	$882.96	$927.11	$973.46	$1,022.14
10	$781.81	$820.90	$861.94	$905.04	$950.30	$997.81	$1,047.70
11	$801.35	$841.42	$883.49	$927.66	$974.05	$1,022.75	$1,073.89
12	$821.38	$862.46	$905.58	$950.86	$998.40	$1,048.32	$1,100.74
13	$841.92	$884.02	$928.22	$974.62	$1,023.35	$1,074.52	$1,128.25
14	$862.97	$906.12	$951.42	$998.99	$1,048.94	$1,101.39	$1,156.46
15	$884.54	$928.77	$975.21	$1,023.97	$1,075.17	$1,128.93	$1,185.38
16	$906.66	$951.99	$999.59	$1,049.57	$1,102.05	$1,157.15	$1,215.01
17	$929.32	$975.78	$1,024.58	$1,075.81	$1,129.60	$1,186.08	$1,245.38
18	$952.55	$1,000.18	$1,050.18	$1,102.70	$1,157.83	$1,215.72	$1,276.50
19	$976.37	$1,025.18	$1,076.44	$1,130.26	$1,186.78	$1,246.11	$1,308.42
20	$1,000.78	$1,050.82	$1,103.36	$1,158.53	$1,216.46	$1,277.28	$1,341.14
21	$1,025.79	$1,077.08	$1,130.94	$1,187.48	$1,246.86	$1,309.20	$1,374.66
22	$1,051.44	$1,104.02	$1,159.22	$1,217.18	$1,278.03	$1,341.94	$1,409.03
23	$1,077.73	$1,131.62	$1,188.20	$1,247.61	$1,309.99	$1,375.49	$1,444.26
24	$1,104.67	$1,159.90	$1,217.90	$1,278.79	$1,342.73	$1,409.86	$1,480.36
25	$1,132.29	$1,188.90	$1,248.35	$1,310.77	$1,376.30	$1,445.12	$1,517.38
26	$1,160.59	$1,218.62	$1,279.55	$1,343.53	$1,410.70	$1,481.24	$1,555.30
27	$1,189.61	$1,249.09	$1,311.54	$1,377.12	$1,445.98	$1,518.27	$1,594.18
28	$1,219.35	$1,280.32	$1,344.34	$1,411.55	$1,482.13	$1,556.23	$1,634.04
29	$1,249.83	$1,312.32	$1,377.94	$1,446.83	$1,519.18	$1,595.14	$1,674.90
30	$1,281.08	$1,345.14	$1,412.39	$1,483.01	$1,557.16	$1,635.02	$1,716.77
31	$1,313.10	$1,378.76	$1,447.70	$1,520.08	$1,596.09	$1,675.90	$1,759.69
32	$1,345.93	$1,413.22	$1,483.89	$1,558.08	$1,635.98	$1,717.78	$1,803.67
33	$1,379.58	$1,448.55	$1,520.98	$1,597.02	$1,676.87	$1,760.71	$1,848.74
34	$1,414.06	$1,484.77	$1,559.01	$1,636.96	$1,718.81	$1,804.75	$1,894.99
35	$1,449.42	$1,521.89	$1,597.98	$1,677.88	$1,761.78	$1,849.86	$1,942.36
36	$1,485.65	$1,559.93	$1,637.93	$1,719.82	$1,805.82	$1,896.10	$1,990.91
37	$1,522.79	$1,598.93	$1,678.87	$1,762.82	$1,850.96	$1,943.51	$2,040.69
38	$1,560.86	$1,638.90	$1,720.85	$1,806.89	$1,897.23	$1,992.10	$2,091.70
39	$1,599.89	$1,679.88	$1,763.87	$1,852.06	$1,944.66	$2,041.90	$2,143.99
40	$1,639.89	$1,721.88	$1,807.98	$1,898.38	$1,993.30	$2,092.96	$2,197.61
41	$1,680.89	$1,764.94	$1,853.18	$1,945.84	$2,043.14	$2,145.30	$2,252.56
42	$1,722.91	$1,809.06	$1,899.51	$1,994.49	$2,094.22	$2,198.93	$2,308.87
43	$1,765.98	$1,854.28	$1,946.99	$2,044.34	$2,146.56	$2,253.89	$2,366.58
44	$1,810.14	$1,900.64	$1,995.67	$2,095.46	$2,200.23	$2,310.24	$2,425.75
45	$1,855.39	$1,948.16	$2,045.57	$2,147.85	$2,255.24	$2,368.00	$2,486.40
46	$1,901.78	$1,996.86	$2,096.70	$2,201.54	$2,311.62	$2,427.20	$2,548.56
47	$1,949.32	$2,046.78	$2,149.12	$2,256.58	$2,369.41	$2,487.88	$2,612.27
48	$1,998.06	$2,097.96	$2,202.86	$2,313.00	$2,428.65	$2,550.08	$2,677.58
49	$2,048.01	$2,150.41	$2,257.93	$2,370.82	$2,489.37	$2,613.84	$2,744.54
50	$2,099.21	$2,204.17	$2,314.38	$2,430.10	$2,551.60	$2,679.18	$2,813.14
51	$2,151.69	$2,259.27	$2,372.23	$2,490.84	$2,615.38	$2,746.15	$2,883.46
52	$2,205.48	$2,315.75	$2,431.54	$2,553.11	$2,680.77	$2,814.81	$2,955.55
53	$2,260.62	$2,373.65	$2,492.33	$2,616.94	$2,747.79	$2,885.18	$3,029.44
54	$2,317.13	$2,432.98	$2,554.63	$2,682.36	$2,816.48	$2,957.30	$3,105.17
55	$2,375.06	$2,493.81	$2,618.50	$2,749.42	$2,886.90	$3,031.24	$3,182.80
56	$2,434.43	$2,556.15	$2,683.96	$2,818.16	$2,959.07	$3,107.02	$3,262.38
57	$2,495.30	$2,620.06	$2,751.06	$2,888.62	$3,033.05	$3,184.70	$3,343.94
58	$2,557.68	$2,685.57	$2,819.85	$2,960.84	$3,108.88	$3,264.33	$3,427.54
59	$2,621.62	$2,752.70	$2,890.34	$3,034.86	$3,186.60	$3,345.93	$3,513.22
60	$2,687.17	$2,821.53	$2,962.61	$3,110.74	$3,266.27	$3,429.58	$3,601.06
61	$2,754.34	$2,892.06	$3,036.66	$3,188.50	$3,347.92	$3,515.32	$3,691.09
62	$2,823.20	$2,964.36	$3,112.58	$3,268.21	$3,431.62	$3,603.20	$3,783.36
63	$2,893.78	$3,038.47	$3,190.39	$3,349.91	$3,517.41	$3,693.28	$3,877.94
64	$2,966.13	$3,114.43	$3,270.15	$3,433.66	$3,605.34	$3,785.60	$3,974.88
65	$3,040.28	$3,192.30	$3,351.91	$3,519.50	$3,695.48	$3,880.26	$4,074.27
66	$3,116.29	$3,272.10	$3,435.71	$3,607.50	$3,787.87	$3,977.26	$4,176.13
67	$3,194.19	$3,353.90	$3,521.60	$3,697.68	$3,882.57	$4,076.70	$4,280.53
68	$3,274.05	$3,437.75	$3,609.64	$3,790.12	$3,979.62	$4,178.61	$4,387.54
69	$3,355.90	$3,523.69	$3,699.87	$3,884.86	$4,079.10	$4,283.06	$4,497.21
70	$3,439.79	$3,611.78	$3,792.38	$3,981.99	$4,181.09	$4,390.14	$4,609.65
71	$3,525.78	$3,702.07	$3,887.18	$4,081.54	$4,285.62	$4,499.90	$4,724.89
72	$3,613.93	$3,794.62	$3,984.35	$4,183.57	$4,392.74	$4,612.38	$4,843.00
73	$3,704.28	$3,889.50	$4,083.97	$4,288.17	$4,502.58	$4,727.70	$4,964.09
74	$3,796.89	$3,986.74	$4,186.07	$4,395.38	$4,615.14	$4,845.90	$5,088.20
75	$3,891.81	$4,086.40	$4,290.72	$4,505.26	$4,730.52	$4,967.05	$5,215.40
76	$3,989.10	$4,188.56	$4,397.99	$4,617.89	$4,848.78	$5,091.22	$5,345.78
77	$4,088.83	$4,293.27	$4,507.94	$4,733.34	$4,970.00	$5,218.50	$5,479.43
78	$4,191.06	$4,400.61	$4,620.64	$4,851.67	$5,094.26	$5,348.97	$5,616.42
79	$4,295.83	$4,510.62	$4,736.15	$4,972.96	$5,221.61	$5,482.69	$5,756.82
80	$4,403.22	$4,623.38	$4,854.55	$5,097.28	$5,352.14	$5,619.75	$5,900.74
81	$4,513.30	$4,738.97	$4,975.92	$5,224.72	$5,485.96	$5,760.26	$6,048.27
82	$4,626.14	$4,857.44	$5,100.31	$5,355.33	$5,623.10	$5,904.25	$6,199.46
83	$4,741.79	$4,978.88	$5,227.82	$5,489.22	$5,763.68	$6,051.86	$6,354.46
84	$4,860.34	$5,103.35	$5,358.52	$5,626.45	$5,907.77	$6,203.16	$6,513.32
85	$4,981.85	$5,230.94	$5,492.49	$5,767.11	$6,055.46	$6,358.24	$6,676.15
86	$5,106.39	$5,361.71	$5,629.80	$5,911.29	$6,206.86	$6,517.20	$6,843.06
87	$5,234.05	$5,495.75	$5,770.54	$6,059.06	$6,362.02	$6,680.12	$7,014.13

REFERENCE O (1% Wage Increase Effective Pay Period Including 01/01/2013)
LAW ENFORCEMENT (DSA) - GENERAL UNIT CLASSIFICATIONS

88	$67.0612	$70.4143	$73.9350	$77.6318	$81.5134	$85.5891	$89.8686	**88**	$5,364.90	$5,633.14	$5,914.80	$6,210.54	$6,521.07	$6,847.13	$7,189.49
89	$68.7377	$72.1746	$75.7833	$79.5725	$83.5511	$87.7287	$92.1151	**89**	$5,499.02	$5,773.97	$6,062.66	$6,365.80	$6,684.09	$7,018.30	$7,369.21
90	$70.4561	$73.9789	$77.6778	$81.5617	$85.6398	$89.9218	$94.4179	**90**	$5,636.49	$5,918.31	$6,214.22	$6,524.94	$6,851.18	$7,193.74	$7,553.43
91	$72.2175	$75.8284	$79.6198	$83.6008	$87.7808	$92.1698	$96.7783	**91**	$5,777.40	$6,066.27	$6,369.58	$6,688.06	$7,022.46	$7,373.58	$7,742.26
92	$74.0229	$77.7240	$81.6102	$85.6907	$89.9752	$94.4740	$99.1977	**92**	$5,921.83	$6,217.92	$6,528.82	$6,855.26	$7,198.02	$7,557.92	$7,935.82
93	$75.8735	$79.6672	$83.6506	$87.8331	$92.2248	$96.8360	$101.6778	**93**	$6,069.88	$6,373.38	$6,692.05	$7,026.65	$7,377.98	$7,746.88	$8,134.22
94	$77.7703	$81.6588	$85.7417	$90.0288	$94.5302	$99.2567	$104.2195	**94**	$6,221.62	$6,532.70	$6,859.34	$7,202.30	$7,562.42	$7,940.54	$8,337.56
95	$79.7146	$83.7003	$87.8853	$92.2796	$96.8936	$101.7383	$106.8252	**95**	$6,377.17	$6,696.02	$7,030.82	$7,382.37	$7,751.49	$8,139.06	$8,546.02
96	$81.7075	$85.7929	$90.0825	$94.5866	$99.3159	$104.2817	$109.4958	**96**	$6,536.60	$6,863.43	$7,206.60	$7,566.93	$7,945.27	$8,342.54	$8,759.66
97	$83.7502	$87.9377	$92.3346	$96.9513	$101.7989	$106.8888	$112.2332	**97**	$6,700.02	$7,035.02	$7,386.77	$7,756.10	$8,143.91	$8,551.10	$8,978.66
98	$85.8440	$90.1362	$94.6430	$99.3752	$104.3440	$109.5612	$115.0393	**98**	$6,867.52	$7,210.90	$7,571.44	$7,950.02	$8,347.52	$8,764.90	$9,203.14
99	$87.9901	$92.3896	$97.0091	$101.8596	$106.9526	$112.3002	$117.9152	**99**	$7,039.21	$7,391.17	$7,760.73	$8,148.77	$8,556.21	$8,984.02	$9,433.22
100	$90.1899	$94.6994	$99.4344	$104.4061	$109.6264	$115.1077	$120.8631	**100**	$7,215.19	$7,575.95	$7,954.75	$8,352.49	$8,770.11	$9,208.62	$9,669.05

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE P (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR DSA MANAGEMENT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.5973	$7.9772	$8.3761	$8.7949	$9.2346	$9.6963	$10.1811
2	$7.7873	$8.1767	$8.5855	$9.0148	$9.4655	$9.9388	$10.4357
3	$7.9820	$8.3811	$8.8002	$9.2402	$9.7022	$10.1873	$10.6967
4	$8.1816	$8.5907	$9.0202	$9.4712	$9.9448	$10.4420	$10.9641
5	$8.3861	$8.8054	$9.2457	$9.7080	$10.1934	$10.7031	$11.2383
6	$8.5958	$9.0256	$9.4769	$9.9507	$10.4482	$10.9706	$11.5191
7	$8.8107	$9.2512	$9.7138	$10.1995	$10.7095	$11.2450	$11.8073
8	$9.0310	$9.4826	$9.9567	$10.4545	$10.9772	$11.5261	$12.1024
9	$9.2568	$9.7196	$10.2056	$10.7159	$11.2517	$11.8143	$12.4050
10	$9.4882	$9.9626	$10.4607	$10.9837	$11.5329	$12.1095	$12.7150
11	$9.7254	$10.2117	$10.7223	$11.2584	$11.8213	$12.4124	$13.0330
12	$9.9685	$10.4669	$10.9902	$11.5397	$12.1167	$12.7225	$13.3586
13	$10.2177	$10.7286	$11.2650	$11.8283	$12.4197	$13.0407	$13.6927
14	$10.4731	$10.9968	$11.5466	$12.1239	$12.7301	$13.3666	$14.0349
15	$10.7349	$11.2716	$11.8352	$12.4270	$13.0484	$13.7008	$14.3858
16	$11.0033	$11.5535	$12.1312	$12.7378	$13.3747	$14.0434	$14.7456
17	$11.2784	$11.8423	$12.4344	$13.0561	$13.7089	$14.3943	$15.1140
18	$11.5604	$12.1384	$12.7453	$13.3826	$14.0517	$14.7543	$15.4920
19	$11.8494	$12.4419	$13.0640	$13.7172	$14.4031	$15.1233	$15.8795
20	$12.1456	$12.7529	$13.3905	$14.0600	$14.7630	$15.5012	$16.2763
21	$12.4492	$13.0717	$13.7253	$14.4116	$15.1322	$15.8888	$16.6832
22	$12.7604	$13.3984	$14.0683	$14.7717	$15.5103	$16.2858	$17.1001
23	$13.0794	$13.7334	$14.4201	$15.1411	$15.8982	$16.6931	$17.5278
24	$13.4064	$14.0767	$14.7805	$15.5195	$16.2955	$17.1103	$17.9658
25	$13.7416	$14.4287	$15.1501	$15.9076	$16.7030	$17.5382	$18.4151
26	$14.0851	$14.7894	$15.5289	$16.3053	$17.1206	$17.9766	$18.8754
27	$14.4372	$15.1591	$15.9171	$16.7130	$17.5487	$18.4261	$19.3474
28	$14.7981	$15.5380	$16.3149	$17.1306	$17.9871	$18.8865	$19.8308
29	$15.1681	$15.9265	$16.7228	$17.5589	$18.4368	$19.3586	$20.3265
30	$15.5473	$16.3247	$17.1409	$17.9979	$18.8978	$19.8427	$20.8348
31	$15.9360	$16.7328	$17.5694	$18.4479	$19.3703	$20.3388	$21.3557
32	$16.3344	$17.1511	$18.0087	$18.9091	$19.8546	$20.8473	$21.8897
33	$16.7428	$17.5799	$18.4589	$19.3818	$20.3509	$21.3684	$22.4368
34	$17.1614	$18.0195	$18.9205	$19.8665	$20.8598	$21.9028	$22.9979
35	$17.5904	$18.4699	$19.3934	$20.3631	$21.3813	$22.4504	$23.5729
36	$18.0302	$18.9317	$19.8783	$20.8722	$21.9158	$23.0116	$24.1622
37	$18.4810	$19.4051	$20.3754	$21.3942	$22.4639	$23.5871	$24.7665
38	$18.9430	$19.8902	$20.8847	$21.9289	$23.0253	$24.1766	$25.3854
39	$19.4166	$20.3874	$21.4068	$22.4771	$23.6010	$24.7811	$26.0202
40	$19.9020	$20.8971	$21.9420	$23.0391	$24.1911	$25.4007	$26.6707
41	$20.3996	$21.4196	$22.4906	$23.6151	$24.7959	$26.0357	$27.3375
42	$20.9096	$21.9551	$23.0529	$24.2055	$25.4158	$26.6866	$28.0209
43	$21.4323	$22.5039	$23.6291	$24.8106	$26.0511	$27.3537	$28.7214
44	$21.9681	$23.0665	$24.2198	$25.4308	$26.7023	$28.0374	$29.4393
45	$22.5173	$23.6432	$24.8254	$26.0667	$27.3700	$28.7385	$30.1754
46	$23.0802	$24.2342	$25.4459	$26.7182	$28.0541	$29.4568	$30.9296
47	$23.6572	$24.8401	$26.0821	$27.3862	$28.7555	$30.1933	$31.7030

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$607.79	$638.18	$670.09	$703.59	$738.77	$775.70	$814.49
2	$622.98	$654.14	$686.84	$721.18	$757.24	$795.10	$834.86
3	$638.56	$670.49	$704.02	$739.22	$776.18	$814.98	$855.74
4	$654.53	$687.26	$721.62	$757.70	$795.58	$835.36	$877.13
5	$670.89	$704.43	$739.66	$776.64	$815.47	$856.25	$899.06
6	$687.66	$722.05	$758.15	$796.06	$835.86	$877.65	$921.53
7	$704.86	$740.10	$777.10	$815.96	$856.76	$899.60	$944.58
8	$722.48	$758.61	$796.54	$836.36	$878.18	$922.09	$968.19
9	$740.54	$777.57	$816.45	$857.27	$900.14	$945.14	$992.40
10	$759.06	$797.01	$836.86	$878.70	$922.63	$968.76	$1,017.20
11	$778.03	$816.94	$857.78	$900.67	$945.70	$992.99	$1,042.64
12	$797.48	$837.35	$879.22	$923.18	$969.34	$1,017.80	$1,068.69
13	$817.42	$858.29	$901.20	$946.26	$993.58	$1,043.26	$1,095.42
14	$837.85	$879.74	$923.73	$969.91	$1,018.41	$1,069.33	$1,122.79
15	$858.79	$901.73	$946.82	$994.16	$1,043.87	$1,096.06	$1,150.86
16	$880.26	$924.28	$970.50	$1,019.02	$1,069.98	$1,123.47	$1,179.65
17	$902.27	$947.38	$994.75	$1,044.49	$1,096.71	$1,151.54	$1,209.12
18	$924.83	$971.07	$1,019.62	$1,070.61	$1,124.14	$1,180.34	$1,239.36
19	$947.95	$995.35	$1,045.12	$1,097.38	$1,152.25	$1,209.86	$1,270.36
20	$971.65	$1,020.23	$1,071.24	$1,124.80	$1,181.04	$1,240.10	$1,302.10
21	$995.94	$1,045.74	$1,098.02	$1,152.93	$1,210.58	$1,271.10	$1,334.66
22	$1,020.83	$1,071.87	$1,125.46	$1,181.74	$1,240.82	$1,302.86	$1,368.01
23	$1,046.35	$1,098.67	$1,153.61	$1,211.29	$1,271.86	$1,335.45	$1,402.22
24	$1,072.51	$1,126.14	$1,182.44	$1,241.56	$1,303.64	$1,368.82	$1,437.26
25	$1,099.33	$1,154.30	$1,212.01	$1,272.61	$1,336.24	$1,403.06	$1,473.21
26	$1,126.81	$1,183.15	$1,242.31	$1,304.42	$1,369.65	$1,438.13	$1,510.03
27	$1,154.98	$1,212.73	$1,273.37	$1,337.04	$1,403.90	$1,474.09	$1,547.79
28	$1,183.85	$1,243.04	$1,305.19	$1,370.45	$1,438.97	$1,510.92	$1,586.46
29	$1,213.45	$1,274.12	$1,337.82	$1,404.71	$1,474.94	$1,548.69	$1,626.12
30	$1,243.78	$1,305.98	$1,371.27	$1,439.83	$1,511.82	$1,587.42	$1,666.78
31	$1,274.88	$1,338.62	$1,405.55	$1,475.83	$1,549.62	$1,627.10	$1,708.46
32	$1,306.75	$1,372.09	$1,440.70	$1,512.73	$1,588.37	$1,667.78	$1,751.18
33	$1,339.42	$1,406.39	$1,476.71	$1,550.54	$1,628.07	$1,709.47	$1,794.94
34	$1,372.91	$1,441.56	$1,513.64	$1,589.32	$1,668.78	$1,752.22	$1,839.83
35	$1,407.23	$1,477.59	$1,551.47	$1,629.05	$1,710.50	$1,796.03	$1,885.83
36	$1,442.42	$1,514.54	$1,590.26	$1,669.78	$1,753.26	$1,840.93	$1,932.98
37	$1,478.48	$1,552.41	$1,630.03	$1,711.54	$1,797.11	$1,886.97	$1,981.32
38	$1,515.44	$1,591.22	$1,670.78	$1,754.31	$1,842.02	$1,934.13	$2,030.83
39	$1,553.33	$1,630.99	$1,712.54	$1,798.17	$1,888.08	$1,982.49	$2,081.62
40	$1,592.16	$1,671.77	$1,755.36	$1,843.13	$1,935.29	$2,032.06	$2,133.66
41	$1,631.97	$1,713.57	$1,799.25	$1,889.21	$1,983.67	$2,082.86	$2,187.00
42	$1,672.77	$1,756.41	$1,844.23	$1,936.44	$2,033.26	$2,134.93	$2,241.67
43	$1,714.58	$1,800.31	$1,890.33	$1,984.85	$2,084.09	$2,188.30	$2,297.71
44	$1,757.45	$1,845.32	$1,937.58	$2,034.46	$2,136.18	$2,242.99	$2,355.14
45	$1,801.38	$1,891.46	$1,986.03	$2,085.34	$2,189.60	$2,299.08	$2,414.03
46	$1,846.42	$1,938.74	$2,035.67	$2,137.46	$2,244.33	$2,356.54	$2,474.37
47	$1,892.58	$1,987.21	$2,086.57	$2,190.90	$2,300.44	$2,415.46	$2,536.24

REFERENCE P (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR DSA MANAGEMENT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
48	$24.2486	$25.4610	$26.7341	$28.0708	$29.4743	$30.9480	$32.4954
49	$24.8548	$26.0975	$27.4024	$28.7725	$30.2111	$31.7217	$33.3078
50	$25.4762	$26.7500	$28.0875	$29.4919	$30.9665	$32.5148	$34.1405
51	$26.1131	$27.4188	$28.7897	$30.2292	$31.7407	$33.3277	$34.9941
52	$26.7659	$28.1042	$29.5094	$30.9849	$32.5341	$34.1608	$35.8688
53	$27.4350	$28.8068	$30.2471	$31.7595	$33.3475	$35.0149	$36.7656
54	$28.1209	$29.5269	$31.0032	$32.5534	$34.1811	$35.8902	$37.6847
55	$28.8239	$30.2651	$31.7784	$33.3673	$35.0357	$36.7875	$38.6269
56	$29.5445	$31.0217	$32.5728	$34.2014	$35.9115	$37.7071	$39.5925
57	$30.2831	$31.7973	$33.3872	$35.0566	$36.8094	$38.6499	$40.5824
58	$31.0402	$32.5922	$34.2218	$35.9329	$37.7295	$39.6160	$41.5968
59	$31.8162	$33.4070	$35.0774	$36.8313	$38.6729	$40.6065	$42.6368
60	$32.6116	$34.2422	$35.9543	$37.7520	$39.6396	$41.6216	$43.7027
61	$33.4269	$35.0982	$36.8531	$38.6958	$40.6306	$42.6621	$44.7952
62	$34.2626	$35.9757	$37.7745	$39.6632	$41.6464	$43.7287	$45.9151
63	$35.1192	$36.8752	$38.7190	$40.6550	$42.6878	$44.8222	$47.0633
64	$35.9972	$37.7971	$39.6870	$41.6714	$43.7550	$45.9428	$48.2399
65	$36.8971	$38.7420	$40.6791	$42.7131	$44.8488	$47.0912	$49.4458
66	$37.8195	$39.7105	$41.6960	$43.7808	$45.9698	$48.2683	$50.6817
67	$38.7650	$40.7033	$42.7385	$44.8754	$47.1192	$49.4752	$51.9490
68	$39.7341	$41.7208	$43.8068	$45.9971	$48.2970	$50.7119	$53.2475
69	$40.7275	$42.7639	$44.9021	$47.1472	$49.5046	$51.9798	$54.5788
70	$41.7457	$43.8330	$46.0247	$48.3259	$50.7422	$53.2793	$55.9433
71	$42.7893	$44.9288	$47.1752	$49.5340	$52.0107	$54.6112	$57.3418
72	$43.8590	$46.0520	$48.3546	$50.7723	$53.3109	$55.9764	$58.7752
73	$44.9555	$47.2033	$49.5635	$52.0417	$54.6438	$57.3760	$60.2448
74	$46.0794	$48.3834	$50.8026	$53.3427	$56.0098	$58.8103	$61.7508
75	$47.2314	$49.5930	$52.0727	$54.6763	$57.4101	$60.2806	$63.2946
76	$48.4122	$50.8328	$53.3744	$56.0431	$58.8453	$61.7876	$64.8770
77	$49.6225	$52.1036	$54.7088	$57.4442	$60.3164	$63.3322	$66.4988
78	$50.8631	$53.4063	$56.0766	$58.8804	$61.8244	$64.9156	$68.1614
79	$52.1347	$54.7414	$57.4785	$60.3524	$63.3700	$66.5385	$69.8654
80	$53.4381	$56.1100	$58.9155	$61.8613	$64.9544	$68.2021	$71.6122
81	$54.7741	$57.5128	$60.3884	$63.4078	$66.5782	$69.9071	$73.4025
82	$56.1435	$58.9507	$61.8982	$64.9931	$68.2428	$71.6549	$75.2376
83	$57.5471	$60.4245	$63.4457	$66.6180	$69.9489	$73.4463	$77.1186
84	$58.9858	$61.9351	$65.0319	$68.2835	$71.6977	$75.2826	$79.0467
85	$60.4604	$63.4834	$66.6576	$69.9905	$73.4900	$77.1645	$81.0227
86	$61.9719	$65.0705	$68.3240	$71.7402	$75.3272	$79.0936	$83.0483
87	$63.5212	$66.6973	$70.0322	$73.5338	$77.2105	$81.0710	$85.1246
88	$65.1092	$68.3647	$71.7829	$75.3720	$79.1406	$83.0976	$87.2525
89	$66.7369	$70.0737	$73.5774	$77.2563	$81.1191	$85.1751	$89.4339
90	$68.4053	$71.8256	$75.4169	$79.1877	$83.1471	$87.3045	$91.6697
91	$70.1154	$73.6212	$77.3023	$81.1674	$85.2258	$89.4871	$93.9615
92	$71.8683	$75.4617	$79.2348	$83.1965	$87.3563	$91.7241	$96.3103
93	$73.6650	$77.3483	$81.2157	$85.2765	$89.5403	$94.0173	$98.7182
94	$75.5066	$79.2819	$83.2460	$87.4083	$91.7787	$96.3676	$101.1860

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
48	$1,939.89	$2,036.88	$2,138.73	$2,245.66	$2,357.94	$2,475.84	$2,599.63
49	$1,988.38	$2,087.80	$2,192.19	$2,301.80	$2,416.89	$2,537.74	$2,664.62
50	$2,038.10	$2,140.00	$2,247.00	$2,359.35	$2,477.32	$2,601.18	$2,731.24
51	$2,089.05	$2,193.50	$2,303.18	$2,418.34	$2,539.26	$2,666.22	$2,799.53
52	$2,141.27	$2,248.34	$2,360.75	$2,478.79	$2,602.73	$2,732.86	$2,869.50
53	$2,194.80	$2,304.54	$2,419.77	$2,540.76	$2,667.80	$2,801.19	$2,941.25
54	$2,249.67	$2,362.15	$2,480.26	$2,604.27	$2,734.49	$2,871.22	$3,014.78
55	$2,305.91	$2,421.21	$2,542.27	$2,669.38	$2,802.86	$2,943.00	$3,090.15
56	$2,363.56	$2,481.74	$2,605.82	$2,736.11	$2,872.92	$3,016.57	$3,167.40
57	$2,422.65	$2,543.78	$2,670.98	$2,804.53	$2,944.75	$3,091.99	$3,246.59
58	$2,483.22	$2,607.38	$2,737.74	$2,874.63	$3,018.36	$3,169.28	$3,327.74
59	$2,545.30	$2,672.56	$2,806.19	$2,946.50	$3,093.83	$3,248.52	$3,410.94
60	$2,608.93	$2,739.38	$2,876.34	$3,020.16	$3,171.17	$3,329.73	$3,496.22
61	$2,674.15	$2,807.86	$2,948.25	$3,095.66	$3,250.45	$3,412.97	$3,583.62
62	$2,741.01	$2,878.06	$3,021.96	$3,173.06	$3,331.71	$3,498.30	$3,673.21
63	$2,809.54	$2,950.02	$3,097.52	$3,252.40	$3,415.02	$3,585.78	$3,765.06
64	$2,879.78	$3,023.77	$3,174.96	$3,333.71	$3,500.40	$3,675.42	$3,859.19
65	$2,951.77	$3,099.36	$3,254.33	$3,417.05	$3,587.90	$3,767.30	$3,955.66
66	$3,025.56	$3,176.84	$3,335.68	$3,502.46	$3,677.58	$3,861.46	$4,054.54
67	$3,101.20	$3,256.26	$3,419.08	$3,590.03	$3,769.54	$3,958.02	$4,155.92
68	$3,178.73	$3,337.66	$3,504.54	$3,679.77	$3,863.76	$4,056.95	$4,259.80
69	$3,258.20	$3,421.11	$3,592.17	$3,771.78	$3,960.37	$4,158.38	$4,366.30
70	$3,339.66	$3,506.64	$3,681.98	$3,866.07	$4,059.38	$4,262.34	$4,475.46
71	$3,423.14	$3,594.30	$3,774.02	$3,962.72	$4,160.86	$4,368.90	$4,587.34
72	$3,508.72	$3,684.16	$3,868.37	$4,061.78	$4,264.87	$4,478.11	$4,702.02
73	$3,596.44	$3,776.26	$3,965.08	$4,163.34	$4,371.50	$4,590.08	$4,819.58
74	$3,686.35	$3,870.67	$4,064.21	$4,267.42	$4,480.78	$4,704.82	$4,940.06
75	$3,778.51	$3,967.44	$4,165.82	$4,374.10	$4,592.81	$4,822.45	$5,063.57
76	$3,872.98	$4,066.62	$4,269.95	$4,483.45	$4,707.62	$4,943.01	$5,190.16
77	$3,969.80	$4,168.29	$4,376.70	$4,595.54	$4,825.31	$5,066.58	$5,319.90
78	$4,069.05	$4,272.50	$4,486.13	$4,710.43	$4,945.95	$5,193.25	$5,452.91
79	$4,170.78	$4,379.31	$4,598.28	$4,828.19	$5,069.60	$5,323.08	$5,589.23
80	$4,275.05	$4,488.80	$4,713.24	$4,948.90	$5,196.35	$5,456.17	$5,728.98
81	$4,381.93	$4,601.02	$4,831.07	$5,072.62	$5,326.26	$5,592.57	$5,872.20
82	$4,491.48	$4,716.06	$4,951.86	$5,199.45	$5,459.42	$5,732.39	$6,019.01
83	$4,603.77	$4,833.96	$5,075.66	$5,329.44	$5,595.91	$5,875.70	$6,169.49
84	$4,718.86	$4,954.81	$5,202.55	$5,462.68	$5,735.82	$6,022.61	$6,323.74
85	$4,836.83	$5,078.67	$5,332.61	$5,599.24	$5,879.20	$6,173.16	$6,481.82
86	$4,957.75	$5,205.64	$5,465.92	$5,739.22	$6,026.18	$6,327.49	$6,643.86
87	$5,081.70	$5,335.78	$5,602.58	$5,882.70	$6,176.84	$6,485.68	$6,809.97
88	$5,208.74	$5,469.18	$5,742.63	$6,029.76	$6,331.25	$6,647.81	$6,980.20
89	$5,338.95	$5,605.90	$5,886.19	$6,180.50	$6,489.53	$6,814.01	$7,154.71
90	$5,472.42	$5,746.05	$6,033.35	$6,335.02	$6,651.77	$6,984.36	$7,333.58
91	$5,609.23	$5,889.70	$6,184.18	$6,493.39	$6,818.06	$7,158.97	$7,516.92
92	$5,749.46	$6,036.94	$6,338.78	$6,655.72	$6,988.50	$7,337.93	$7,704.82
93	$5,893.20	$6,187.86	$6,497.26	$6,822.12	$7,163.22	$7,521.38	$7,897.46
94	$6,040.53	$6,342.55	$6,659.68	$6,992.66	$7,342.30	$7,709.41	$8,094.88

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE P (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR DSA MANAGEMENT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
95	$77.3943	$81.2640	$85.3272	$89.5936	$94.0733	$98.7770	$103.7159	**95**	$6,191.54	$6,501.12	$6,826.18	$7,167.49	$7,525.86	$7,902.16	$8,297.27
96	$79.3292	$83.2957	$87.4605	$91.8335	$96.4252	$101.2465	$106.3088	**96**	$6,346.34	$6,663.66	$6,996.84	$7,346.68	$7,714.02	$8,099.72	$8,504.70
97	$81.3124	$85.3780	$89.6469	$94.1292	$98.8357	$103.7775	$108.9664	**97**	$6,504.99	$6,830.24	$7,171.75	$7,530.34	$7,906.86	$8,302.20	$8,717.31
98	$83.3452	$87.5125	$91.8881	$96.4825	$101.3066	$106.3719	$111.6905	**98**	$6,667.62	$7,001.00	$7,351.05	$7,718.60	$8,104.53	$8,509.75	$8,935.24
99	$85.4288	$89.7002	$94.1852	$98.8945	$103.8392	$109.0312	$114.4828	**99**	$6,834.30	$7,176.02	$7,534.82	$7,911.56	$8,307.14	$8,722.50	$9,158.62
100	$87.5645	$91.9427	$96.5398	$101.3668	$106.4351	$111.7569	$117.3447	**100**	$7,005.16	$7,355.42	$7,723.18	$8,109.34	$8,514.81	$8,940.55	$9,387.58

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE P (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR DSA-MANAGEMENT BARGAINING UNIT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.7492	$8.1367	$8.5435	$8.9707	$9.4192	$9.8902	$10.3847	1	$619.94	$650.94	$683.48	$717.66	$753.54	$791.22	$830.78
2	$7.9430	$8.3402	$8.7572	$9.1951	$9.6549	$10.1376	$10.6445	2	$635.44	$667.22	$700.58	$735.61	$772.39	$811.01	$851.56
3	$8.1416	$8.5487	$8.9761	$9.4249	$9.8961	$10.3909	$10.9104	3	$651.33	$683.90	$718.09	$753.99	$791.69	$831.27	$872.83
4	$8.3451	$8.7624	$9.2005	$9.6605	$10.1435	$10.6507	$11.1832	4	$667.61	$700.99	$736.04	$772.84	$811.48	$852.06	$894.66
5	$8.5537	$8.9814	$9.4305	$9.9020	$10.3971	$10.9170	$11.4629	5	$684.30	$718.51	$754.44	$792.16	$831.77	$873.36	$917.03
6	$8.7675	$9.2059	$9.6662	$10.1495	$10.6570	$11.1899	$11.7494	6	$701.40	$736.47	$773.30	$811.96	$852.56	$895.19	$939.95
7	$8.9867	$9.4360	$9.9078	$10.4032	$10.9234	$11.4696	$12.0431	7	$718.94	$754.88	$792.62	$832.26	$873.87	$917.57	$963.45
8	$9.2114	$9.6720	$10.1556	$10.6634	$11.1966	$11.7564	$12.3442	8	$736.91	$773.76	$812.45	$853.07	$895.73	$940.51	$987.54
9	$9.4417	$9.9138	$10.4095	$10.9300	$11.4765	$12.0503	$12.6528	9	$755.34	$793.10	$832.76	$874.40	$918.12	$964.02	$1,012.22
10	$9.6777	$10.1616	$10.6697	$11.2032	$11.7634	$12.3516	$12.9692	10	$774.22	$812.93	$853.58	$896.26	$941.07	$988.13	$1,037.54
11	$9.9196	$10.4156	$10.9364	$11.4832	$12.0574	$12.6603	$13.2933	11	$793.57	$833.25	$874.91	$918.66	$964.59	$1,012.82	$1,063.46
12	$10.1676	$10.6760	$11.2098	$11.7703	$12.3588	$12.9767	$13.6255	12	$813.41	$854.08	$896.78	$941.62	$988.70	$1,038.14	$1,090.04
13	$10.4218	$10.9429	$11.4900	$12.0645	$12.6677	$13.3011	$13.9662	13	$833.74	$875.43	$919.20	$965.16	$1,013.42	$1,064.09	$1,117.30
14	$10.6823	$11.2164	$11.7772	$12.3661	$12.9844	$13.6336	$14.3153	14	$854.58	$897.31	$942.18	$989.29	$1,038.75	$1,090.69	$1,145.22
15	$10.9494	$11.4969	$12.0717	$12.6753	$13.3091	$13.9746	$14.6733	15	$875.95	$919.75	$965.74	$1,014.02	$1,064.73	$1,117.97	$1,173.86
16	$11.2231	$11.7843	$12.3735	$12.9922	$13.6418	$14.3239	$15.0401	16	$897.85	$942.74	$989.88	$1,039.38	$1,091.34	$1,145.91	$1,203.21
17	$11.5037	$12.0789	$12.6828	$13.3169	$13.9827	$14.6818	$15.4159	17	$920.30	$966.31	$1,014.62	$1,065.35	$1,118.62	$1,174.54	$1,233.27
18	$11.7913	$12.3809	$12.9999	$13.6499	$14.3324	$15.0490	$15.8015	18	$943.30	$990.47	$1,039.99	$1,091.99	$1,146.59	$1,203.92	$1,264.12
19	$12.0861	$12.6904	$13.3249	$13.9911	$14.6907	$15.4252	$16.1965	19	$966.89	$1,015.23	$1,065.99	$1,119.29	$1,175.26	$1,234.02	$1,295.72
20	$12.3883	$13.0077	$13.6581	$14.3410	$15.0581	$15.8110	$16.6016	20	$991.06	$1,040.62	$1,092.65	$1,147.28	$1,204.65	$1,264.88	$1,328.13
21	$12.6980	$13.3329	$13.9995	$14.6995	$15.4345	$16.2062	$17.0165	21	$1,015.84	$1,066.63	$1,119.96	$1,175.96	$1,234.76	$1,296.50	$1,361.32
22	$13.0155	$13.6663	$14.3496	$15.0671	$15.8205	$16.6115	$17.4421	22	$1,041.24	$1,093.30	$1,147.97	$1,205.37	$1,265.64	$1,328.92	$1,395.37
23	$13.3409	$14.0079	$14.7083	$15.4437	$16.2159	$17.0267	$17.8780	23	$1,067.27	$1,120.63	$1,176.66	$1,235.50	$1,297.27	$1,362.14	$1,430.24
24	$13.6744	$14.3581	$15.0760	$15.8298	$16.6213	$17.4524	$18.3250	24	$1,093.95	$1,148.65	$1,206.08	$1,266.38	$1,329.70	$1,396.19	$1,466.00
25	$14.0163	$14.7171	$15.4530	$16.2257	$17.0370	$17.8889	$18.7833	25	$1,121.30	$1,177.37	$1,236.24	$1,298.06	$1,362.96	$1,431.11	$1,502.66
26	$14.3667	$15.0850	$15.8393	$16.6313	$17.4629	$18.3360	$19.2528	26	$1,149.34	$1,206.80	$1,267.14	$1,330.50	$1,397.03	$1,466.88	$1,540.22
27	$14.7259	$15.4622	$16.2353	$17.0471	$17.8995	$18.7945	$19.7342	27	$1,178.07	$1,236.98	$1,298.82	$1,363.77	$1,431.96	$1,503.56	$1,578.74
28	$15.0940	$15.8487	$16.6411	$17.4732	$18.3469	$19.2642	$20.2274	28	$1,207.52	$1,267.90	$1,331.29	$1,397.86	$1,467.75	$1,541.14	$1,618.19
29	$15.4714	$16.2450	$17.0573	$17.9102	$18.8057	$19.7460	$20.7333	29	$1,237.71	$1,299.60	$1,364.58	$1,432.82	$1,504.46	$1,579.68	$1,658.66
30	$15.8582	$16.6511	$17.4837	$18.3579	$19.2758	$20.2396	$21.2516	30	$1,268.66	$1,332.09	$1,398.70	$1,468.63	$1,542.06	$1,619.17	$1,700.13
31	$16.2547	$17.0674	$17.9208	$18.8168	$19.7576	$20.7455	$21.7828	31	$1,300.38	$1,365.39	$1,433.66	$1,505.34	$1,580.61	$1,659.64	$1,742.62
32	$16.6611	$17.4942	$18.3689	$19.2873	$20.2517	$21.2643	$22.3275	32	$1,332.89	$1,399.54	$1,469.51	$1,542.98	$1,620.14	$1,701.14	$1,786.20
33	$17.0776	$17.9315	$18.8281	$19.7695	$20.7580	$21.7959	$22.8857	33	$1,366.21	$1,434.52	$1,506.25	$1,581.56	$1,660.64	$1,743.67	$1,830.86
34	$17.5045	$18.3797	$19.2987	$20.2636	$21.2768	$22.3406	$23.4576	34	$1,400.36	$1,470.38	$1,543.90	$1,621.09	$1,702.14	$1,787.25	$1,876.61
35	$17.9421	$18.8392	$19.7812	$20.7703	$21.8088	$22.8992	$24.0442	35	$1,435.37	$1,507.14	$1,582.50	$1,661.62	$1,744.70	$1,831.94	$1,923.54
36	$18.3907	$19.3102	$20.2757	$21.2895	$22.3540	$23.4717	$24.6453	36	$1,471.26	$1,544.82	$1,622.06	$1,703.16	$1,788.32	$1,877.74	$1,971.62
37	$18.8505	$19.7930	$20.7827	$21.8218	$22.9129	$24.0585	$25.2614	37	$1,508.04	$1,583.44	$1,662.62	$1,745.74	$1,833.03	$1,924.68	$2,020.91
38	$19.3218	$20.2879	$21.3023	$22.3674	$23.4858	$24.6601	$25.8931	38	$1,545.74	$1,623.03	$1,704.18	$1,789.39	$1,878.86	$1,972.81	$2,071.45
39	$19.8048	$20.7950	$21.8348	$22.9265	$24.0728	$25.2764	$26.5402	39	$1,584.38	$1,663.60	$1,746.78	$1,834.12	$1,925.82	$2,022.11	$2,123.22
40	$20.2999	$21.3149	$22.3806	$23.4996	$24.6746	$25.9083	$27.2037	40	$1,623.99	$1,705.19	$1,790.45	$1,879.97	$1,973.97	$2,072.66	$2,176.30
41	$20.8074	$21.8478	$22.9402	$24.0872	$25.2916	$26.5562	$27.8840	41	$1,664.59	$1,747.82	$1,835.22	$1,926.98	$2,023.33	$2,124.50	$2,230.72
42	$21.3276	$22.3940	$23.5137	$24.6894	$25.9239	$27.2201	$28.5811	42	$1,706.21	$1,791.52	$1,881.10	$1,975.15	$2,073.91	$2,177.61	$2,286.49
43	$21.8608	$22.9538	$24.1015	$25.3066	$26.5719	$27.9005	$29.2955	43	$1,748.86	$1,836.30	$1,928.12	$2,024.53	$2,125.75	$2,232.04	$2,343.64
44	$22.4073	$23.5277	$24.7041	$25.9393	$27.2363	$28.5981	$30.0280	44	$1,792.58	$1,882.22	$1,976.33	$2,075.14	$2,178.90	$2,287.85	$2,402.24
45	$22.9675	$24.1159	$25.3217	$26.5878	$27.9172	$29.3131	$30.7788	45	$1,837.40	$1,929.27	$2,025.74	$2,127.02	$2,233.38	$2,345.05	$2,462.30
46	$23.5417	$24.7188	$25.9547	$27.2524	$28.6150	$30.0458	$31.5481	46	$1,883.34	$1,977.50	$2,076.38	$2,180.19	$2,289.20	$2,403.66	$2,523.85
47	$24.1302	$25.3367	$26.6035	$27.9337	$29.3304	$30.7969	$32.3367	47	$1,930.42	$2,026.94	$2,128.28	$2,234.70	$2,346.43	$2,463.75	$2,586.94

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE P (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR DSA-MANAGEMENT BARGAINING UNIT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
48	$24.7335	$25.9702	$27.2687	$28.6321	$30.0637	$31.5669	$33.1452	48	$1,978.68	$2,077.62	$2,181.50	$2,290.57	$2,405.10	$2,525.35	$2,651.62
49	$25.3518	$26.6194	$27.9504	$29.3479	$30.8153	$32.3561	$33.9739	49	$2,028.14	$2,129.55	$2,236.03	$2,347.83	$2,465.22	$2,588.49	$2,717.91
50	$25.9856	$27.2849	$28.6491	$30.0816	$31.5857	$33.1650	$34.8233	50	$2,078.85	$2,182.79	$2,291.93	$2,406.53	$2,526.86	$2,653.20	$2,785.86
51	$26.6352	$27.9670	$29.3654	$30.8337	$32.3754	$33.9942	$35.6939	51	$2,130.82	$2,237.36	$2,349.23	$2,466.70	$2,590.03	$2,719.54	$2,855.51
52	$27.3011	$28.6662	$30.0995	$31.6045	$33.1847	$34.8439	$36.5861	52	$2,184.09	$2,293.30	$2,407.96	$2,528.36	$2,654.78	$2,787.51	$2,926.89
53	$27.9836	$29.3828	$30.8519	$32.3945	$34.0142	$35.7149	$37.5006	53	$2,238.69	$2,350.62	$2,468.15	$2,591.56	$2,721.14	$2,857.19	$3,000.05
54	$28.6832	$30.1174	$31.6233	$33.2045	$34.8647	$36.6079	$38.4383	54	$2,294.66	$2,409.39	$2,529.86	$2,656.36	$2,789.18	$2,928.63	$3,075.06
55	$29.4003	$30.8703	$32.4138	$34.0345	$35.7362	$37.5230	$39.3992	55	$2,352.02	$2,469.62	$2,593.10	$2,722.76	$2,858.90	$3,001.84	$3,151.94
56	$30.1353	$31.6421	$33.2242	$34.8854	$36.6297	$38.4612	$40.3843	56	$2,410.82	$2,531.37	$2,657.94	$2,790.83	$2,930.38	$3,076.90	$3,230.74
57	$30.8887	$32.4331	$34.0548	$35.7575	$37.5454	$39.4227	$41.3938	57	$2,471.10	$2,594.65	$2,724.38	$2,860.60	$3,003.63	$3,153.82	$3,311.50
58	$31.6609	$33.2439	$34.9061	$36.6514	$38.4840	$40.4082	$42.4286	58	$2,532.87	$2,659.51	$2,792.49	$2,932.11	$3,078.72	$3,232.66	$3,394.29
59	$32.4524	$34.0750	$35.7788	$37.5677	$39.4461	$41.4184	$43.4893	59	$2,596.19	$2,726.00	$2,862.30	$3,005.42	$3,155.69	$3,313.47	$3,479.14
60	$33.2637	$34.9269	$36.6732	$38.5069	$40.4322	$42.4538	$44.5765	60	$2,661.10	$2,794.15	$2,933.86	$3,080.55	$3,234.58	$3,396.30	$3,566.12
61	$34.0953	$35.8001	$37.5901	$39.4696	$41.4431	$43.5153	$45.6911	61	$2,727.62	$2,864.01	$3,007.21	$3,157.57	$3,315.45	$3,481.22	$3,655.29
62	$34.9477	$36.6951	$38.5299	$40.4564	$42.4792	$44.6032	$46.8334	62	$2,795.82	$2,935.61	$3,082.39	$3,236.51	$3,398.34	$3,568.26	$3,746.67
63	$35.8214	$37.6125	$39.4931	$41.4678	$43.5412	$45.7183	$48.0042	63	$2,865.71	$3,009.00	$3,159.45	$3,317.42	$3,483.30	$3,657.46	$3,840.34
64	$36.7169	$38.5527	$40.4803	$42.5043	$44.6295	$46.8610	$49.2041	64	$2,937.35	$3,084.22	$3,238.42	$3,400.34	$3,570.36	$3,748.88	$3,936.33
65	$37.6348	$39.5165	$41.4923	$43.5669	$45.7452	$48.0325	$50.4341	65	$3,010.78	$3,161.32	$3,319.38	$3,485.35	$3,659.62	$3,842.60	$4,034.73
66	$38.5757	$40.5045	$42.5297	$44.6562	$46.8890	$49.2335	$51.6952	66	$3,086.06	$3,240.36	$3,402.38	$3,572.50	$3,751.12	$3,938.68	$4,135.62
67	$39.5401	$41.5171	$43.5930	$45.7727	$48.0613	$50.4644	$52.9876	67	$3,163.21	$3,321.37	$3,487.44	$3,661.82	$3,844.90	$4,037.15	$4,239.01
68	$40.5286	$42.5550	$44.6828	$46.9169	$49.2627	$51.7258	$54.3121	68	$3,242.29	$3,404.40	$3,574.62	$3,753.35	$3,941.02	$4,138.06	$4,344.97
69	$41.5418	$43.6189	$45.7998	$48.0898	$50.4943	$53.0190	$55.6700	69	$3,323.34	$3,489.51	$3,663.98	$3,847.18	$4,039.54	$4,241.52	$4,453.60
70	$42.5803	$44.7093	$46.9448	$49.2920	$51.7566	$54.3444	$57.0616	70	$3,406.42	$3,576.74	$3,755.58	$3,943.36	$4,140.53	$4,347.55	$4,564.93
71	$43.6448	$45.8270	$48.1184	$50.5243	$53.0505	$55.7030	$58.4882	71	$3,491.58	$3,666.16	$3,849.47	$4,041.94	$4,244.04	$4,456.24	$4,679.06
72	$44.7359	$46.9727	$49.3213	$51.7874	$54.3768	$57.0956	$59.9504	72	$3,578.87	$3,757.82	$3,945.70	$4,142.99	$4,350.14	$4,567.65	$4,796.03
73	$45.8543	$48.1470	$50.5544	$53.0821	$55.7362	$58.5230	$61.4492	73	$3,668.34	$3,851.76	$4,044.35	$4,246.57	$4,458.90	$4,681.84	$4,915.94
74	$47.0007	$49.3507	$51.8182	$54.4091	$57.1296	$59.9861	$62.9854	74	$3,760.06	$3,948.06	$4,145.46	$4,352.73	$4,570.37	$4,798.89	$5,038.83
75	$48.1757	$50.5845	$53.1137	$55.7694	$58.5579	$61.4858	$64.5601	75	$3,854.06	$4,046.76	$4,249.10	$4,461.55	$4,684.63	$4,918.86	$5,164.81
76	$49.3801	$51.8491	$54.4416	$57.1637	$60.0219	$63.0230	$66.1742	76	$3,950.41	$4,147.93	$4,355.33	$4,573.10	$4,801.75	$5,041.84	$5,293.94
77	$50.6146	$53.1453	$55.8026	$58.5927	$61.5223	$64.5984	$67.8283	77	$4,049.17	$4,251.62	$4,464.21	$4,687.42	$4,921.78	$5,167.87	$5,426.26
78	$51.8800	$54.4740	$57.1977	$60.0576	$63.0605	$66.2135	$69.5242	78	$4,150.40	$4,357.92	$4,575.82	$4,804.61	$5,044.84	$5,297.08	$5,561.94
79	$53.1770	$55.8359	$58.6277	$61.5591	$64.6371	$67.8690	$71.2625	79	$4,254.16	$4,466.87	$4,690.22	$4,924.73	$5,170.97	$5,429.52	$5,701.00
80	$54.5064	$57.2317	$60.0933	$63.0980	$66.2529	$69.5655	$73.0438	80	$4,360.51	$4,578.54	$4,807.46	$5,047.84	$5,300.23	$5,565.24	$5,843.50
81	$55.8691	$58.6626	$61.5957	$64.6755	$67.9093	$71.3048	$74.8700	81	$4,469.53	$4,693.01	$4,927.66	$5,174.04	$5,432.74	$5,704.38	$5,989.60
82	$57.2658	$60.1291	$63.1356	$66.2924	$69.6070	$73.0874	$76.7418	82	$4,581.26	$4,810.33	$5,050.85	$5,303.39	$5,568.56	$5,846.99	$6,139.34
83	$58.6974	$61.6323	$64.7139	$67.9496	$71.3471	$74.9145	$78.6602	83	$4,695.79	$4,930.58	$5,177.11	$5,435.97	$5,707.77	$5,993.16	$6,292.82
84	$60.1648	$63.1730	$66.3317	$69.6483	$73.1307	$76.7872	$80.6266	84	$4,813.18	$5,053.84	$5,306.54	$5,571.86	$5,850.46	$6,142.98	$6,450.13
85	$61.6689	$64.7523	$67.9899	$71.3894	$74.9589	$78.7068	$82.6421	85	$4,933.51	$5,180.18	$5,439.19	$5,711.15	$5,996.71	$6,296.54	$6,611.37
86	$63.2106	$66.3711	$69.6897	$73.1742	$76.8329	$80.6745	$84.7082	86	$5,056.85	$5,309.69	$5,575.18	$5,853.94	$6,146.63	$6,453.96	$6,776.66
87	$64.7909	$68.0304	$71.4319	$75.0035	$78.7537	$82.6914	$86.8260	87	$5,183.27	$5,442.43	$5,714.55	$6,000.28	$6,300.30	$6,615.31	$6,946.08
88	$66.4107	$69.7312	$73.2178	$76.8787	$80.7226	$84.7587	$88.9966	88	$5,312.86	$5,578.50	$5,857.42	$6,150.30	$6,457.81	$6,780.70	$7,119.73
89	$68.0710	$71.4746	$75.0483	$78.8007	$82.7407	$86.8777	$91.2216	89	$5,445.68	$5,717.97	$6,003.86	$6,304.06	$6,619.26	$6,950.22	$7,297.73
90	$69.7728	$73.2614	$76.9245	$80.7707	$84.8092	$89.0497	$93.5022	90	$5,581.82	$5,860.91	$6,153.96	$6,461.66	$6,784.74	$7,123.98	$7,480.18
91	$71.5171	$75.0930	$78.8477	$82.7901	$86.9296	$91.2761	$95.8399	91	$5,721.37	$6,007.44	$6,307.82	$6,623.21	$6,954.37	$7,302.09	$7,667.19
92	$73.3050	$76.9703	$80.8188	$84.8597	$89.1027	$93.5578	$98.2357	92	$5,864.40	$6,157.62	$6,465.50	$6,788.78	$7,128.22	$7,484.62	$7,858.86
93	$75.1376	$78.8945	$82.8392	$86.9812	$91.3303	$95.8968	$100.6916	93	$6,011.01	$6,311.56	$6,627.14	$6,958.50	$7,306.42	$7,671.74	$8,055.33
94	$77.0160	$80.8668	$84.9101	$89.1556	$93.6134	$98.2941	$103.2088	94	$6,161.28	$6,469.34	$6,792.81	$7,132.45	$7,489.07	$7,863.53	$8,256.70

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE P (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR DSA-MANAGEMENT BARGAINING UNIT CLASSIFICATIONS

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
95	$78.9414	$82.8885	$87.0329	$91.3845	$95.9537	$100.7514	$105.7890	**95**	$6,315.31	$6,631.08	$6,962.63	$7,310.76	$7,676.30	$8,060.11	$8,463.12
96	$80.9149	$84.9606	$89.2086	$93.6690	$98.3525	$103.2701	$108.4336	**96**	$6,473.19	$6,796.85	$7,136.69	$7,493.52	$7,868.20	$8,261.61	$8,674.69
97	$82.9378	$87.0847	$91.4389	$96.0108	$100.8113	$105.8519	$111.1445	**97**	$6,635.02	$6,966.78	$7,315.11	$7,680.86	$8,064.90	$8,468.15	$8,891.56
98	$85.0112	$89.2618	$93.7249	$98.4111	$103.3317	$108.4983	$113.9232	**98**	$6,800.90	$7,140.94	$7,497.99	$7,872.89	$8,266.54	$8,679.86	$9,113.86
99	$87.1365	$91.4933	$96.0680	$100.8714	$105.9150	$111.2108	$116.7713	**99**	$6,970.92	$7,319.46	$7,685.44	$8,069.71	$8,473.20	$8,896.86	$9,341.70
100	$89.3149	$93.7806	$98.4696	$103.3931	$108.5628	$113.9909	$119.6904	**100**	$7,145.19	$7,502.45	$7,877.57	$8,271.45	$8,685.02	$9,119.27	$9,575.23

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (NON-SAFETY)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$6.8850	$7.2293	$7.5908	$7.9703	$8.3688	$8.7872	$9.2266	1	$550.80	$578.34	$607.26	$637.62	$669.50	$702.98	$738.13
2	$7.0571	$7.4100	$7.7805	$8.1695	$8.5780	$9.0069	$9.4572	2	$564.57	$592.80	$622.44	$653.56	$686.24	$720.55	$756.58
3	$7.2335	$7.5952	$7.9750	$8.3738	$8.7925	$9.2321	$9.6937	3	$578.68	$607.62	$638.00	$669.90	$703.40	$738.57	$775.50
4	$7.4143	$7.7850	$8.1743	$8.5830	$9.0122	$9.4628	$9.9359	4	$593.14	$622.80	$653.94	$686.64	$720.98	$757.02	$794.87
5	$7.5997	$7.9797	$8.3787	$8.7976	$9.2375	$9.6994	$10.1844	5	$607.98	$638.38	$670.30	$703.81	$739.00	$775.95	$814.75
6	$7.7897	$8.1792	$8.5882	$9.0176	$9.4685	$9.9419	$10.4390	6	$623.18	$654.34	$687.06	$721.41	$757.48	$795.35	$835.12
7	$7.9844	$8.3836	$8.8028	$9.2429	$9.7050	$10.1903	$10.6998	7	$638.75	$670.69	$704.22	$739.43	$776.40	$815.22	$855.98
8	$8.1840	$8.5932	$9.0229	$9.4740	$9.9477	$10.4451	$10.9674	8	$654.72	$687.46	$721.83	$757.92	$795.82	$835.61	$877.39
9	$8.3886	$8.8080	$9.2484	$9.7108	$10.1963	$10.7061	$11.2414	9	$671.09	$704.64	$739.87	$776.86	$815.70	$856.49	$899.31
10	$8.5983	$9.0282	$9.4796	$9.9536	$10.4513	$10.9739	$11.5226	10	$687.86	$722.26	$758.37	$796.29	$836.10	$877.91	$921.81
11	$8.8133	$9.2540	$9.7167	$10.2025	$10.7126	$11.2482	$11.8106	11	$705.06	$740.32	$777.34	$816.20	$857.01	$899.86	$944.85
12	$9.0336	$9.4853	$9.9596	$10.4576	$10.9805	$11.5295	$12.1060	12	$722.69	$758.82	$796.77	$836.61	$878.44	$922.36	$968.48
13	$9.2594	$9.7224	$10.2085	$10.7189	$11.2548	$11.8175	$12.4084	13	$740.75	$777.79	$816.68	$857.51	$900.38	$945.40	$992.67
14	$9.4909	$9.9654	$10.4637	$10.9869	$11.5362	$12.1130	$12.7187	14	$759.27	$797.23	$837.10	$878.95	$922.90	$969.04	$1,017.50
15	$9.7282	$10.2146	$10.7253	$11.2616	$11.8247	$12.4159	$13.0367	15	$778.26	$817.17	$858.02	$900.93	$945.98	$993.27	$1,042.94
16	$9.9714	$10.4700	$10.9935	$11.5432	$12.1204	$12.7264	$13.3627	16	$797.71	$837.60	$879.48	$923.46	$969.63	$1,018.11	$1,069.02
17	$10.2207	$10.7317	$11.2683	$11.8317	$12.4233	$13.0445	$13.6967	17	$817.66	$858.54	$901.46	$946.54	$993.86	$1,043.56	$1,095.74
18	$10.4762	$11.0000	$11.5500	$12.1275	$12.7339	$13.3706	$14.0391	18	$838.10	$880.00	$924.00	$970.20	$1,018.71	$1,069.65	$1,123.13
19	$10.7381	$11.2750	$11.8388	$12.4307	$13.0522	$13.7048	$14.3900	19	$859.05	$902.00	$947.10	$994.46	$1,044.18	$1,096.38	$1,151.20
20	$11.0066	$11.5569	$12.1347	$12.7414	$13.3785	$14.0474	$14.7498	20	$880.53	$924.55	$970.78	$1,019.31	$1,070.28	$1,123.79	$1,179.98
21	$11.2818	$11.8459	$12.4382	$13.0601	$13.7131	$14.3988	$15.1187	21	$902.54	$947.67	$995.06	$1,044.81	$1,097.05	$1,151.90	$1,209.50
22	$11.5638	$12.1420	$12.7491	$13.3866	$14.0559	$14.7587	$15.4966	22	$925.10	$971.36	$1,019.93	$1,070.93	$1,124.47	$1,180.70	$1,239.73
23	$11.8529	$12.4455	$13.0678	$13.7212	$14.4073	$15.1277	$15.8841	23	$948.23	$995.64	$1,045.42	$1,097.70	$1,152.58	$1,210.22	$1,270.73
24	$12.1492	$12.7567	$13.3945	$14.0642	$14.7674	$15.5058	$16.2811	24	$971.94	$1,020.54	$1,071.56	$1,125.14	$1,181.39	$1,240.46	$1,302.49
25	$12.4529	$13.0755	$13.7293	$14.4158	$15.1366	$15.8934	$16.6881	25	$996.23	$1,046.04	$1,098.34	$1,153.26	$1,210.93	$1,271.47	$1,335.05
26	$12.7642	$13.4024	$14.0725	$14.7761	$15.5149	$16.2906	$17.1051	26	$1,021.14	$1,072.19	$1,125.80	$1,182.09	$1,241.19	$1,303.25	$1,368.41
27	$13.0833	$13.7375	$14.4244	$15.1456	$15.9029	$16.6980	$17.5329	27	$1,046.66	$1,099.00	$1,153.95	$1,211.65	$1,272.23	$1,335.84	$1,402.63
28	$13.4104	$14.0809	$14.7849	$15.5241	$16.3003	$17.1153	$17.9711	28	$1,072.83	$1,126.47	$1,182.79	$1,241.93	$1,304.02	$1,369.22	$1,437.69
29	$13.7457	$14.4330	$15.1547	$15.9124	$16.7080	$17.5434	$18.4206	29	$1,099.66	$1,154.64	$1,212.38	$1,272.99	$1,336.64	$1,403.47	$1,473.65
30	$14.0893	$14.7938	$15.5335	$16.3102	$17.1257	$17.9820	$18.8811	30	$1,127.14	$1,183.50	$1,242.68	$1,304.82	$1,370.06	$1,438.56	$1,510.49
31	$14.4415	$15.1636	$15.9218	$16.7179	$17.5538	$18.4315	$19.3531	31	$1,155.32	$1,213.09	$1,273.74	$1,337.43	$1,404.30	$1,474.52	$1,548.25
32	$14.8025	$15.5426	$16.3197	$17.1357	$17.9925	$18.8921	$19.8367	32	$1,184.20	$1,243.41	$1,305.58	$1,370.86	$1,439.40	$1,511.37	$1,586.94
33	$15.1726	$15.9312	$16.7278	$17.5642	$18.4424	$19.3645	$20.3327	33	$1,213.81	$1,274.50	$1,338.22	$1,405.14	$1,475.39	$1,549.16	$1,626.62
34	$15.5519	$16.3295	$17.1460	$18.0033	$18.9035	$19.8487	$20.8411	34	$1,244.15	$1,306.36	$1,371.68	$1,440.26	$1,512.28	$1,587.90	$1,667.29
35	$15.9407	$16.7377	$17.5746	$18.4533	$19.3760	$20.3448	$21.3620	35	$1,275.26	$1,339.02	$1,405.97	$1,476.26	$1,550.08	$1,627.58	$1,708.96
36	$16.3392	$17.1562	$18.0140	$18.9147	$19.8604	$20.8534	$21.8961	36	$1,307.14	$1,372.50	$1,441.12	$1,513.18	$1,588.83	$1,668.27	$1,751.69
37	$16.7477	$17.5851	$18.4644	$19.3876	$20.3570	$21.3749	$22.4436	37	$1,339.82	$1,406.81	$1,477.15	$1,551.01	$1,628.56	$1,709.99	$1,795.49
38	$17.1664	$18.0247	$18.9259	$19.8722	$20.8658	$21.9091	$23.0046	38	$1,373.31	$1,441.98	$1,514.07	$1,589.78	$1,669.26	$1,752.73	$1,840.37
39	$17.5956	$18.4754	$19.3992	$20.3692	$21.3877	$22.4571	$23.5800	39	$1,407.65	$1,478.03	$1,551.94	$1,629.54	$1,711.02	$1,796.57	$1,886.40
40	$18.0355	$18.9373	$19.8842	$20.8784	$21.9223	$23.0184	$24.1693	40	$1,442.84	$1,514.98	$1,590.74	$1,670.27	$1,753.78	$1,841.47	$1,933.54
41	$18.4864	$19.4107	$20.3812	$21.4003	$22.4703	$23.5938	$24.7735	41	$1,478.91	$1,552.86	$1,630.50	$1,712.02	$1,797.62	$1,887.50	$1,981.88

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (NON-SAFETY)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$18.9486	$19.8960	$20.8908	$21.9353	$23.0321	$24.1837	$25.3929	42	$1,515.89	$1,591.68	$1,671.26	$1,754.82	$1,842.57	$1,934.70	$2,031.43
43	$19.4223	$20.3934	$21.4131	$22.4838	$23.6080	$24.7884	$26.0278	43	$1,553.78	$1,631.47	$1,713.05	$1,798.70	$1,888.64	$1,983.07	$2,082.22
44	$19.9079	$20.9033	$21.9485	$23.0459	$24.1982	$25.4081	$26.6785	44	$1,592.63	$1,672.26	$1,755.88	$1,843.67	$1,935.86	$2,032.65	$2,134.28
45	$20.4056	$21.4259	$22.4972	$23.6221	$24.8032	$26.0434	$27.3456	45	$1,632.45	$1,714.07	$1,799.78	$1,889.77	$1,984.26	$2,083.47	$2,187.65
46	$20.9157	$21.9615	$23.0596	$24.2126	$25.4232	$26.6944	$28.0291	46	$1,673.26	$1,756.92	$1,844.77	$1,937.01	$2,033.86	$2,135.55	$2,242.33
47	$21.4386	$22.5105	$23.6360	$24.8178	$26.0587	$27.3616	$28.7297	47	$1,715.09	$1,800.84	$1,890.88	$1,985.42	$2,084.70	$2,188.93	$2,298.38
48	$21.9746	$23.0733	$24.2270	$25.4384	$26.7103	$28.0458	$29.4481	48	$1,757.97	$1,845.86	$1,938.16	$2,035.07	$2,136.82	$2,243.66	$2,355.85
49	$22.5240	$23.6502	$24.8327	$26.0743	$27.3780	$28.7469	$30.1842	49	$1,801.92	$1,892.02	$1,986.62	$2,085.94	$2,190.24	$2,299.75	$2,414.74
50	$23.0871	$24.2415	$25.4536	$26.7263	$28.0626	$29.4657	$30.9390	50	$1,846.97	$1,939.32	$2,036.29	$2,138.10	$2,245.01	$2,357.26	$2,475.12
51	$23.6643	$24.8475	$26.0899	$27.3944	$28.7641	$30.2023	$31.7124	51	$1,893.14	$1,987.80	$2,087.19	$2,191.55	$2,301.13	$2,416.18	$2,536.99
52	$24.2559	$25.4687	$26.7421	$28.0792	$29.4832	$30.9574	$32.5053	52	$1,940.47	$2,037.50	$2,139.37	$2,246.34	$2,358.66	$2,476.59	$2,600.42
53	$24.8623	$26.1054	$27.4107	$28.7812	$30.2203	$31.7313	$33.3179	53	$1,988.98	$2,088.43	$2,192.86	$2,302.50	$2,417.62	$2,538.50	$2,665.43
54	$25.4839	$26.7581	$28.0960	$29.5008	$30.9758	$32.5246	$34.1508	54	$2,038.71	$2,140.65	$2,247.68	$2,360.06	$2,478.06	$2,601.97	$2,732.06
55	$26.1210	$27.4271	$28.7985	$30.2384	$31.7503	$33.3378	$35.0047	55	$2,089.68	$2,194.17	$2,303.88	$2,419.07	$2,540.02	$2,667.02	$2,800.38
56	$26.7740	$28.1127	$29.5183	$30.9942	$32.5439	$34.1711	$35.8797	56	$2,141.92	$2,249.02	$2,361.46	$2,479.54	$2,603.51	$2,733.69	$2,870.38
57	$27.4434	$28.8156	$30.2564	$31.7692	$33.3577	$35.0256	$36.7769	57	$2,195.47	$2,305.25	$2,420.51	$2,541.54	$2,668.62	$2,802.05	$2,942.15
58	$28.1295	$29.5360	$31.0128	$32.5634	$34.1916	$35.9012	$37.6963	58	$2,250.36	$2,362.88	$2,481.02	$2,605.07	$2,735.33	$2,872.10	$3,015.70
59	$28.8327	$30.2743	$31.7880	$33.3774	$35.0463	$36.7986	$38.6385	59	$2,306.62	$2,421.94	$2,543.04	$2,670.19	$2,803.70	$2,943.89	$3,091.08
60	$29.5535	$31.0312	$32.5828	$34.2119	$35.9225	$37.7186	$39.6045	60	$2,364.28	$2,482.50	$2,606.62	$2,736.95	$2,873.80	$3,017.49	$3,168.36
61	$30.2923	$31.8069	$33.3972	$35.0671	$36.8205	$38.6615	$40.5946	61	$2,423.38	$2,544.55	$2,671.78	$2,805.37	$2,945.64	$3,092.92	$3,247.57
62	$31.0496	$32.6021	$34.2322	$35.9438	$37.7410	$39.6281	$41.6095	62	$2,483.97	$2,608.17	$2,738.58	$2,875.50	$3,019.28	$3,170.25	$3,328.76
63	$31.8258	$33.4171	$35.0880	$36.8424	$38.6845	$40.6187	$42.6496	63	$2,546.06	$2,673.37	$2,807.04	$2,947.39	$3,094.76	$3,249.50	$3,411.97
64	$32.6214	$34.2525	$35.9651	$37.7634	$39.6516	$41.6342	$43.7159	64	$2,609.71	$2,740.20	$2,877.21	$3,021.07	$3,172.13	$3,330.74	$3,497.27
65	$33.4369	$35.1087	$36.8641	$38.7073	$40.6427	$42.6748	$44.8085	65	$2,674.95	$2,808.70	$2,949.13	$3,096.58	$3,251.42	$3,413.98	$3,584.68
66	$34.2728	$35.9864	$37.7857	$39.6750	$41.6588	$43.7417	$45.9288	66	$2,741.82	$2,878.91	$3,022.86	$3,174.00	$3,332.70	$3,499.34	$3,674.30
67	$35.1296	$36.8861	$38.7304	$40.6669	$42.7002	$44.8352	$47.0770	67	$2,810.37	$2,950.89	$3,098.43	$3,253.35	$3,416.02	$3,586.82	$3,766.16
68	$36.0078	$37.8082	$39.6986	$41.6835	$43.7677	$45.9561	$48.2539	68	$2,880.62	$3,024.66	$3,175.89	$3,334.68	$3,501.42	$3,676.49	$3,860.31
69	$36.9080	$38.7534	$40.6911	$42.7257	$44.8620	$47.1051	$49.4604	69	$2,952.64	$3,100.27	$3,255.29	$3,418.06	$3,588.96	$3,768.41	$3,956.83
70	$37.8307	$39.7222	$41.7083	$43.7937	$45.9834	$48.2826	$50.6967	70	$3,026.46	$3,177.78	$3,336.66	$3,503.50	$3,678.67	$3,862.61	$4,055.74
71	$38.7765	$40.7153	$42.7511	$44.8887	$47.1331	$49.4898	$51.9643	71	$3,102.12	$3,257.22	$3,420.09	$3,591.10	$3,770.65	$3,959.18	$4,157.14
72	$39.7459	$41.7332	$43.8199	$46.0109	$48.3114	$50.7270	$53.2634	72	$3,179.67	$3,338.66	$3,505.59	$3,680.87	$3,864.91	$4,058.16	$4,261.07
73	$40.7395	$42.7765	$44.9153	$47.1611	$49.5192	$51.9952	$54.5950	73	$3,259.16	$3,422.12	$3,593.22	$3,772.89	$3,961.54	$4,159.62	$4,367.60
74	$41.7580	$43.8459	$46.0382	$48.3401	$50.7571	$53.2950	$55.9598	74	$3,340.64	$3,507.67	$3,683.06	$3,867.21	$4,060.57	$4,263.60	$4,476.78
75	$42.8020	$44.9421	$47.1892	$49.5487	$52.0261	$54.6274	$57.3588	75	$3,424.16	$3,595.37	$3,775.14	$3,963.90	$4,162.09	$4,370.19	$4,588.70
76	$43.8721	$46.0657	$48.3690	$50.7875	$53.3269	$55.9932	$58.7929	76	$3,509.77	$3,685.26	$3,869.52	$4,063.00	$4,266.15	$4,479.46	$4,703.43
77	$44.9689	$47.2173	$49.5782	$52.0571	$54.6600	$57.3930	$60.2627	77	$3,597.51	$3,777.38	$3,966.26	$4,164.57	$4,372.80	$4,591.44	$4,821.02
78	$46.0931	$48.3978	$50.8177	$53.3586	$56.0265	$58.8278	$61.7692	78	$3,687.45	$3,871.82	$4,065.42	$4,268.69	$4,482.12	$4,706.22	$4,941.54
79	$47.2454	$49.6077	$52.0881	$54.6925	$57.4271	$60.2985	$63.3134	79	$3,779.63	$3,968.62	$4,167.05	$4,375.40	$4,594.17	$4,823.88	$5,065.07
80	$48.4265	$50.8478	$53.3902	$56.0597	$58.8627	$61.8058	$64.8961	80	$3,874.12	$4,067.82	$4,271.22	$4,484.78	$4,709.02	$4,944.46	$5,191.69
81	$49.6372	$52.1191	$54.7251	$57.4614	$60.3345	$63.3512	$66.5188	81	$3,970.98	$4,169.53	$4,378.01	$4,596.91	$4,826.76	$5,068.10	$5,321.50
82	$50.8781	$53.4220	$56.0931	$58.8978	$61.8427	$64.9348	$68.1815	82	$4,070.25	$4,273.76	$4,487.45	$4,711.82	$4,947.42	$5,194.78	$5,454.52

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (NON-SAFETY)

(Effective the Pay Period Including 01/01/12 2% Wage Increase-Non Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$52.1501	$54.7576	$57.4955	$60.3703	$63.3888	$66.5582	$69.8861	83	$4,172.01	$4,380.61	$4,599.64	$4,829.62	$5,071.10	$5,324.66	$5,590.89
84	$53.4539	$56.1266	$58.9329	$61.8795	$64.9735	$68.2222	$71.6333	84	$4,276.31	$4,490.13	$4,714.63	$4,950.36	$5,197.88	$5,457.78	$5,730.66
85	$54.7902	$57.5297	$60.4062	$63.4265	$66.5978	$69.9277	$73.4241	85	$4,383.22	$4,602.38	$4,832.50	$5,074.12	$5,327.82	$5,594.22	$5,873.93
86	$56.1600	$58.9680	$61.9164	$65.0122	$68.2628	$71.6759	$75.2597	86	$4,492.80	$4,717.44	$4,953.31	$5,200.98	$5,461.02	$5,734.07	$6,020.78
87	$57.5640	$60.4422	$63.4643	$66.6375	$69.9694	$73.4679	$77.1413	87	$4,605.12	$4,835.38	$5,077.14	$5,331.00	$5,597.55	$5,877.43	$6,171.30
88	$59.0031	$61.9533	$65.0510	$68.3036	$71.7188	$75.3047	$79.0699	88	$4,720.25	$4,956.26	$5,204.08	$5,464.29	$5,737.50	$6,024.38	$6,325.59
89	$60.4782	$63.5021	$66.6772	$70.0111	$73.5117	$77.1873	$81.0467	89	$4,838.26	$5,080.17	$5,334.18	$5,600.89	$5,880.94	$6,174.98	$6,483.74
90	$61.9902	$65.0897	$68.3442	$71.7614	$75.3495	$79.1170	$83.0729	90	$4,959.22	$5,207.18	$5,467.54	$5,740.91	$6,027.96	$6,329.36	$6,645.83
91	$63.5400	$66.7170	$70.0529	$73.5555	$77.2333	$81.0950	$85.1498	91	$5,083.20	$5,337.36	$5,604.23	$5,884.44	$6,178.66	$6,487.60	$6,811.98
92	$65.1285	$68.3849	$71.8041	$75.3943	$79.1640	$83.1222	$87.2783	92	$5,210.28	$5,470.79	$5,744.33	$6,031.54	$6,333.12	$6,649.78	$6,982.26
93	$66.7567	$70.0945	$73.5992	$77.2792	$81.1432	$85.2004	$89.4604	93	$5,340.54	$5,607.56	$5,887.94	$6,182.34	$6,491.46	$6,816.03	$7,156.83
94	$68.4256	$71.8469	$75.4392	$79.2112	$83.1718	$87.3304	$91.6969	94	$5,474.05	$5,747.75	$6,035.14	$6,336.90	$6,653.74	$6,986.43	$7,335.75
95	$70.1362	$73.6430	$77.3252	$81.1915	$85.2511	$89.5137	$93.9894	95	$5,610.90	$5,891.44	$6,186.02	$6,495.32	$6,820.09	$7,161.10	$7,519.15
96	$71.8896	$75.4841	$79.2583	$83.2212	$87.3823	$91.7514	$96.3390	96	$5,751.17	$6,038.73	$6,340.66	$6,657.70	$6,990.58	$7,340.11	$7,707.12
97	$73.6868	$77.3711	$81.2397	$85.3017	$89.5668	$94.0451	$98.7474	97	$5,894.94	$6,189.69	$6,499.18	$6,824.14	$7,165.34	$7,523.61	$7,899.79
98	$75.5290	$79.3055	$83.2708	$87.4343	$91.8060	$96.3963	$101.2161	98	$6,042.32	$6,344.44	$6,661.66	$6,994.74	$7,344.48	$7,711.70	$8,097.29
99	$77.4172	$81.2881	$85.3525	$89.6201	$94.1011	$98.8062	$103.7465	99	$6,193.38	$6,503.05	$6,828.20	$7,169.61	$7,528.09	$7,904.50	$8,299.72
100	$79.3526	$83.3202	$87.4862	$91.8605	$96.4535	$101.2762	$106.3400	100	$6,348.21	$6,665.62	$6,998.90	$7,348.84	$7,716.28	$8,102.10	$8,507.20

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/12 3% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$6.9525	$7.3001	$7.6651	$8.0484	$8.4508	$8.8733	$9.3170	1	$556.20	$584.01	$613.21	$643.87	$676.06	$709.86	$745.36
2	$7.1263	$7.4826	$7.8567	$8.2495	$8.6620	$9.0951	$9.5499	2	$570.10	$598.61	$628.54	$659.96	$692.96	$727.61	$763.99
3	$7.3045	$7.6697	$8.0532	$8.4559	$8.8787	$9.3226	$9.7887	3	$584.36	$613.58	$644.26	$676.47	$710.30	$745.81	$783.10
4	$7.4871	$7.8615	$8.2546	$8.6673	$9.1007	$9.5557	$10.0335	4	$598.97	$628.92	$660.37	$693.38	$728.06	$764.46	$802.68
5	$7.6743	$8.0580	$8.4609	$8.8839	$9.3281	$9.7945	$10.2842	5	$613.94	$644.64	$676.87	$710.71	$746.25	$783.56	$822.74
6	$7.8662	$8.2595	$8.6725	$9.1061	$9.5614	$10.0395	$10.5415	6	$629.30	$660.76	$693.80	$728.49	$764.91	$803.16	$843.32
7	$8.0629	$8.4660	$8.8893	$9.3338	$9.8005	$10.2905	$10.8050	7	$645.03	$677.28	$711.14	$746.70	$784.04	$823.24	$864.40
8	$8.2645	$8.6777	$9.1116	$9.5672	$10.0456	$10.5479	$11.0753	8	$661.16	$694.22	$728.93	$765.38	$803.65	$843.83	$886.02
9	$8.4711	$8.8947	$9.3394	$9.8064	$10.2967	$10.8115	$11.3521	9	$677.69	$711.58	$747.15	$784.51	$823.74	$864.92	$908.17
10	$8.6829	$9.1170	$9.5729	$10.0515	$10.5541	$11.0818	$11.6359	10	$694.63	$729.36	$765.83	$804.12	$844.33	$886.54	$930.87
11	$8.9000	$9.3450	$9.8123	$10.3029	$10.8180	$11.3589	$11.9268	11	$712.00	$747.60	$784.98	$824.23	$865.44	$908.71	$954.14
12	$9.1225	$9.5786	$10.0575	$10.5604	$11.0884	$11.6428	$12.2249	12	$729.80	$766.29	$804.60	$844.83	$887.07	$931.42	$977.99
13	$9.3506	$9.8181	$10.3090	$10.8245	$11.3657	$11.9340	$12.5307	13	$748.05	$785.45	$824.72	$865.96	$909.26	$954.72	$1,002.46
14	$9.5844	$10.0636	$10.5668	$11.0951	$11.6499	$12.2324	$12.8440	14	$766.75	$805.09	$845.34	$887.61	$931.99	$978.59	$1,027.52
15	$9.8240	$10.3152	$10.8310	$11.3726	$11.9412	$12.5383	$13.1652	15	$785.92	$825.22	$866.48	$909.81	$955.30	$1,003.06	$1,053.22
16	$10.0696	$10.5731	$11.1018	$11.6569	$12.2397	$12.8517	$13.4943	16	$805.57	$845.85	$888.14	$932.55	$979.18	$1,028.14	$1,079.54
17	$10.3213	$10.8374	$11.3793	$11.9483	$12.5457	$13.1730	$13.8317	17	$825.70	$866.99	$910.34	$955.86	$1,003.66	$1,053.84	$1,106.54
18	$10.5793	$11.1083	$11.6637	$12.2469	$12.8592	$13.5022	$14.1773	18	$846.34	$888.66	$933.10	$979.75	$1,028.74	$1,080.18	$1,134.18
19	$10.8438	$11.3860	$11.9553	$12.5531	$13.1808	$13.8398	$14.5318	19	$867.50	$910.88	$956.42	$1,004.25	$1,054.46	$1,107.18	$1,162.54
20	$11.1149	$11.6706	$12.2541	$12.8668	$13.5101	$14.1856	$14.8949	20	$889.19	$933.65	$980.33	$1,029.34	$1,080.81	$1,134.85	$1,191.59
21	$11.3928	$11.9624	$12.5605	$13.1885	$13.8479	$14.5403	$15.2673	21	$911.42	$956.99	$1,004.84	$1,055.08	$1,107.83	$1,163.22	$1,221.38
22	$11.6776	$12.2615	$12.8746	$13.5183	$14.1942	$14.9039	$15.6491	22	$934.21	$980.92	$1,029.97	$1,081.46	$1,135.54	$1,192.31	$1,251.93
23	$11.9695	$12.5680	$13.1964	$13.8562	$14.5490	$15.2765	$16.0403	23	$957.56	$1,005.44	$1,055.71	$1,108.50	$1,163.92	$1,222.12	$1,283.22
24	$12.2687	$12.8821	$13.5262	$14.2025	$14.9126	$15.6582	$16.4411	24	$981.50	$1,030.57	$1,082.10	$1,136.20	$1,193.01	$1,252.66	$1,315.29
25	$12.5754	$13.2042	$13.8644	$14.5576	$15.2855	$16.0498	$16.8523	25	$1,006.03	$1,056.34	$1,109.15	$1,164.61	$1,222.84	$1,283.98	$1,348.18
26	$12.8898	$13.5343	$14.2110	$14.9216	$15.6677	$16.4511	$17.2737	26	$1,031.18	$1,082.74	$1,136.88	$1,193.73	$1,253.42	$1,316.09	$1,381.90
27	$13.2120	$13.8726	$14.5662	$15.2945	$16.0592	$16.8622	$17.7053	27	$1,056.96	$1,109.81	$1,165.30	$1,223.56	$1,284.74	$1,348.98	$1,416.42
28	$13.5423	$14.2194	$14.9304	$15.6769	$16.4607	$17.2837	$18.1479	28	$1,083.38	$1,137.55	$1,194.43	$1,254.15	$1,316.86	$1,382.70	$1,451.83
29	$13.8809	$14.5749	$15.3036	$16.0688	$16.8722	$17.7158	$18.6016	29	$1,110.47	$1,165.99	$1,224.29	$1,285.50	$1,349.78	$1,417.26	$1,488.13
30	$14.2279	$14.9393	$15.6863	$16.4706	$17.2941	$18.1588	$19.0667	30	$1,138.23	$1,195.14	$1,254.90	$1,317.65	$1,383.53	$1,452.70	$1,525.34
31	$14.5836	$15.3128	$16.0784	$16.8823	$17.7264	$18.6127	$19.5433	31	$1,166.69	$1,225.02	$1,286.27	$1,350.58	$1,418.11	$1,489.02	$1,563.46
32	$14.9482	$15.6956	$16.4804	$17.3044	$18.1696	$19.0781	$20.0320	32	$1,195.86	$1,255.65	$1,318.43	$1,384.35	$1,453.57	$1,526.25	$1,602.56
33	$15.3219	$16.0880	$16.8924	$17.7370	$18.6239	$19.5551	$20.5329	33	$1,225.75	$1,287.04	$1,351.39	$1,418.96	$1,489.91	$1,564.41	$1,642.63
34	$15.7049	$16.4901	$17.3146	$18.1803	$19.0893	$20.0438	$21.0460	34	$1,256.39	$1,319.21	$1,385.17	$1,454.42	$1,527.14	$1,603.50	$1,683.68
35	$16.0975	$16.9024	$17.7475	$18.6349	$19.5666	$20.5449	$21.5721	35	$1,287.80	$1,352.19	$1,419.80	$1,490.79	$1,565.33	$1,643.59	$1,725.77
36	$16.4999	$17.3249	$18.1911	$19.1007	$20.0557	$21.0585	$22.1114	36	$1,319.99	$1,385.99	$1,455.29	$1,528.06	$1,604.46	$1,684.68	$1,768.91
37	$16.9124	$17.7580	$18.6459	$19.5782	$20.5571	$21.5850	$22.6643	37	$1,352.99	$1,420.64	$1,491.67	$1,566.26	$1,644.57	$1,726.80	$1,813.14
38	$17.3352	$18.2020	$19.1121	$20.0677	$21.0711	$22.1247	$23.2309	38	$1,386.82	$1,456.16	$1,528.97	$1,605.42	$1,685.69	$1,769.98	$1,858.47
39	$17.7686	$18.6570	$19.5899	$20.5694	$21.5979	$22.6778	$23.8117	39	$1,421.49	$1,492.56	$1,567.19	$1,645.55	$1,727.83	$1,814.22	$1,904.94
40	$18.2128	$19.1234	$20.0796	$21.0836	$22.1378	$23.2447	$24.4069	40	$1,457.02	$1,529.87	$1,606.37	$1,686.69	$1,771.02	$1,859.58	$1,952.55
41	$18.6681	$19.6015	$20.5816	$21.6107	$22.6912	$23.8258	$25.0171	41	$1,493.45	$1,568.12	$1,646.53	$1,728.86	$1,815.30	$1,906.06	$2,001.37

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/12 3% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$19.1348	$20.0915	$21.0961	$22.1509	$23.2584	$24.4213	$25.6424	42	$1,530.78	$1,607.32	$1,687.69	$1,772.07	$1,860.67	$1,953.70	$2,051.39
43	$19.6132	$20.5939	$21.6236	$22.7048	$23.8400	$25.0320	$26.2836	43	$1,569.06	$1,647.51	$1,729.89	$1,816.38	$1,907.20	$2,002.56	$2,102.69
44	$20.1035	$21.1087	$22.1641	$23.2723	$24.4359	$25.6577	$26.9406	44	$1,608.28	$1,688.70	$1,773.13	$1,861.78	$1,954.87	$2,052.62	$2,155.25
45	$20.6061	$21.6364	$22.7182	$23.8541	$25.0468	$26.2991	$27.6141	45	$1,648.49	$1,730.91	$1,817.46	$1,908.33	$2,003.74	$2,103.93	$2,209.13
46	$21.1213	$22.1774	$23.2863	$24.4506	$25.6731	$26.9568	$28.3046	46	$1,689.70	$1,774.19	$1,862.90	$1,956.05	$2,053.85	$2,156.54	$2,264.37
47	$21.6493	$22.7318	$23.8684	$25.0618	$26.3149	$27.6306	$29.0121	47	$1,731.94	$1,818.54	$1,909.47	$2,004.94	$2,105.19	$2,210.45	$2,320.97
48	$22.1905	$23.3000	$24.4650	$25.6883	$26.9727	$28.3213	$29.7374	48	$1,775.24	$1,864.00	$1,957.20	$2,055.06	$2,157.82	$2,265.70	$2,378.99
49	$22.7453	$23.8826	$25.0767	$26.3305	$27.6470	$29.0294	$30.4809	49	$1,819.62	$1,910.61	$2,006.14	$2,106.44	$2,211.76	$2,322.35	$2,438.47
50	$23.3139	$24.4796	$25.7036	$26.9888	$28.3382	$29.7551	$31.2429	50	$1,865.11	$1,958.37	$2,056.29	$2,159.10	$2,267.06	$2,380.41	$2,499.43
51	$23.8967	$25.0915	$26.3461	$27.6634	$29.0466	$30.4989	$32.0238	51	$1,911.74	$2,007.32	$2,107.69	$2,213.07	$2,323.73	$2,439.91	$2,561.90
52	$24.4941	$25.7188	$27.0047	$28.3549	$29.7726	$31.2612	$32.8243	52	$1,959.53	$2,057.50	$2,160.38	$2,268.39	$2,381.81	$2,500.90	$2,625.94
53	$25.1065	$26.3618	$27.6799	$29.0639	$30.5171	$32.0430	$33.6452	53	$2,008.52	$2,108.94	$2,214.39	$2,325.11	$2,441.37	$2,563.44	$2,691.62
54	$25.7342	$27.0209	$28.3719	$29.7905	$31.2800	$32.8440	$34.4862	54	$2,058.74	$2,161.67	$2,269.75	$2,383.24	$2,502.40	$2,627.52	$2,758.90
55	$26.3776	$27.6965	$29.0813	$30.5354	$32.0622	$33.6653	$35.3486	55	$2,110.21	$2,215.72	$2,326.50	$2,442.83	$2,564.98	$2,693.22	$2,827.89
56	$27.0370	$28.3889	$29.8083	$31.2987	$32.8636	$34.5068	$36.2321	56	$2,162.96	$2,271.11	$2,384.66	$2,503.90	$2,629.09	$2,760.54	$2,898.57
57	$27.7129	$29.0985	$30.5534	$32.0811	$33.6852	$35.3695	$37.1380	57	$2,217.03	$2,327.88	$2,444.27	$2,566.49	$2,694.82	$2,829.56	$2,971.04
58	$28.4057	$29.8260	$31.3173	$32.8832	$34.5274	$36.2538	$38.0665	58	$2,272.46	$2,386.08	$2,505.38	$2,630.66	$2,762.19	$2,900.30	$3,045.32
59	$29.1158	$30.5716	$32.1002	$33.7052	$35.3905	$37.1600	$39.0180	59	$2,329.26	$2,445.73	$2,568.02	$2,696.42	$2,831.24	$2,972.80	$3,121.44
60	$29.8437	$31.3359	$32.9027	$34.5478	$36.2752	$38.0890	$39.9935	60	$2,387.50	$2,506.87	$2,632.22	$2,763.82	$2,902.02	$3,047.12	$3,199.48
61	$30.5898	$32.1193	$33.7253	$35.4116	$37.1822	$39.0413	$40.9934	61	$2,447.18	$2,569.54	$2,698.02	$2,832.93	$2,974.58	$3,123.30	$3,279.47
62	$31.3545	$32.9222	$34.5683	$36.2967	$38.1115	$40.0171	$42.0180	62	$2,508.36	$2,633.78	$2,765.46	$2,903.74	$3,048.92	$3,201.37	$3,361.44
63	$32.1384	$33.7453	$35.4326	$37.2042	$39.0644	$41.0176	$43.0685	63	$2,571.07	$2,699.62	$2,834.61	$2,976.34	$3,125.15	$3,281.41	$3,445.48
64	$32.9419	$34.5890	$36.3185	$38.1344	$40.0411	$42.0432	$44.1454	64	$2,635.35	$2,767.12	$2,905.48	$3,050.75	$3,203.29	$3,363.46	$3,531.63
65	$33.7654	$35.4537	$37.2264	$39.0877	$41.0421	$43.0942	$45.2489	65	$2,701.23	$2,836.30	$2,978.11	$3,127.02	$3,283.37	$3,447.54	$3,619.91
66	$34.6095	$36.3400	$38.1570	$40.0649	$42.0681	$44.1715	$46.3801	66	$2,768.76	$2,907.20	$3,052.56	$3,205.19	$3,365.45	$3,533.72	$3,710.41
67	$35.4747	$37.2484	$39.1108	$41.0663	$43.1196	$45.2756	$47.5394	67	$2,837.98	$2,979.87	$3,128.86	$3,285.30	$3,449.57	$3,622.05	$3,803.15
68	$36.3616	$38.1797	$40.0887	$42.0931	$44.1978	$46.4077	$48.7281	68	$2,908.93	$3,054.38	$3,207.10	$3,367.45	$3,535.82	$3,712.62	$3,898.25
69	$37.2706	$39.1341	$41.0908	$43.1453	$45.3026	$47.5677	$49.9461	69	$2,981.65	$3,130.73	$3,287.26	$3,451.62	$3,624.21	$3,805.42	$3,995.69
70	$38.2024	$40.1125	$42.1181	$44.2240	$46.4352	$48.7570	$51.1949	70	$3,056.19	$3,209.00	$3,369.45	$3,537.92	$3,714.82	$3,900.56	$4,095.59
71	$39.1575	$41.1154	$43.1712	$45.3298	$47.5963	$49.9761	$52.4749	71	$3,132.60	$3,289.23	$3,453.70	$3,626.38	$3,807.70	$3,998.09	$4,197.99
72	$40.1364	$42.1432	$44.2504	$46.4629	$48.7860	$51.2253	$53.7866	72	$3,210.91	$3,371.46	$3,540.03	$3,717.03	$3,902.88	$4,098.02	$4,302.93
73	$41.1398	$43.1968	$45.3566	$47.6244	$50.0056	$52.5059	$55.1312	73	$3,291.18	$3,455.74	$3,628.53	$3,809.95	$4,000.45	$4,200.47	$4,410.50
74	$42.1683	$44.2767	$46.4905	$48.8150	$51.2558	$53.8186	$56.5095	74	$3,373.46	$3,542.14	$3,719.24	$3,905.20	$4,100.46	$4,305.49	$4,520.76
75	$43.2225	$45.3836	$47.6528	$50.0354	$52.5372	$55.1641	$57.9223	75	$3,457.80	$3,630.69	$3,812.22	$4,002.83	$4,202.98	$4,413.13	$4,633.78
76	$44.3031	$46.5183	$48.8442	$51.2864	$53.8507	$56.5432	$59.3704	76	$3,544.25	$3,721.46	$3,907.54	$4,102.91	$4,308.06	$4,523.46	$4,749.63
77	$45.4107	$47.6812	$50.0653	$52.5686	$55.1970	$57.9569	$60.8547	77	$3,632.86	$3,814.50	$4,005.22	$4,205.49	$4,415.76	$4,636.55	$4,868.38
78	$46.5460	$48.8733	$51.3170	$53.8829	$56.5770	$59.4059	$62.3762	78	$3,723.68	$3,909.86	$4,105.36	$4,310.63	$4,526.16	$4,752.47	$4,990.10
79	$47.7097	$50.0952	$52.6000	$55.2300	$57.9915	$60.8911	$63.9357	79	$3,816.78	$4,007.62	$4,208.00	$4,418.40	$4,639.32	$4,871.29	$5,114.86
80	$48.9024	$51.3475	$53.9149	$56.6106	$59.4411	$62.4132	$65.5339	80	$3,912.19	$4,107.80	$4,313.19	$4,528.85	$4,755.29	$4,993.06	$5,242.71
81	$50.1250	$52.6313	$55.2629	$58.0260	$60.9273	$63.9737	$67.1724	81	$4,010.00	$4,210.50	$4,421.03	$4,642.08	$4,874.18	$5,117.90	$5,373.79
82	$51.3781	$53.9470	$56.6444	$59.4766	$62.4504	$65.5729	$68.8515	82	$4,110.25	$4,315.76	$4,531.55	$4,758.13	$4,996.03	$5,245.83	$5,508.12

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/12)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/12 3% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$52.6626	$55.2957	$58.0605	$60.9635	$64.0117	$67.2123	$70.5729	83	$4,213.01	$4,423.66	$4,644.84	$4,877.08	$5,120.94	$5,376.98	$5,645.83
84	$53.9792	$56.6782	$59.5121	$62.4877	$65.6121	$68.8927	$72.3373	84	$4,318.34	$4,534.26	$4,760.97	$4,999.02	$5,248.97	$5,511.42	$5,786.98
85	$55.3287	$58.0951	$60.9999	$64.0499	$67.2524	$70.6150	$74.1458	85	$4,426.30	$4,647.61	$4,879.99	$5,123.99	$5,380.19	$5,649.20	$5,931.66
86	$56.7119	$59.5475	$62.5249	$65.6511	$68.9337	$72.3804	$75.9994	86	$4,536.95	$4,763.80	$5,001.99	$5,252.09	$5,514.70	$5,790.43	$6,079.95
87	$58.1297	$61.0362	$64.0880	$67.2924	$70.6570	$74.1899	$77.8994	87	$4,650.38	$4,882.90	$5,127.04	$5,383.39	$5,652.56	$5,935.19	$6,231.95
88	$59.5829	$62.5620	$65.6901	$68.9746	$72.4233	$76.0445	$79.8467	88	$4,766.63	$5,004.96	$5,255.21	$5,517.97	$5,793.86	$6,083.56	$6,387.74
89	$61.0725	$64.1261	$67.3324	$70.6990	$74.2340	$77.9457	$81.8430	89	$4,885.80	$5,130.09	$5,386.59	$5,655.92	$5,938.72	$6,235.66	$6,547.44
90	$62.5993	$65.7293	$69.0158	$72.4666	$76.0899	$79.8944	$83.8891	90	$5,007.94	$5,258.34	$5,521.26	$5,797.33	$6,087.19	$6,391.55	$6,711.13
91	$64.1643	$67.3725	$70.7411	$74.2782	$77.9921	$81.8917	$85.9863	91	$5,133.14	$5,389.80	$5,659.29	$5,942.26	$6,239.37	$6,551.34	$6,878.90
92	$65.7684	$69.0568	$72.5096	$76.1351	$79.9419	$83.9390	$88.1360	92	$5,261.47	$5,524.54	$5,800.77	$6,090.81	$6,395.35	$6,715.12	$7,050.88
93	$67.4126	$70.7832	$74.3224	$78.0385	$81.9404	$86.0374	$90.3393	93	$5,393.01	$5,662.66	$5,945.79	$6,243.08	$6,555.23	$6,882.99	$7,227.14
94	$69.0979	$72.5528	$76.1804	$79.9894	$83.9889	$88.1883	$92.5977	94	$5,527.83	$5,804.22	$6,094.43	$6,399.15	$6,719.11	$7,055.06	$7,407.82
95	$70.8253	$74.3666	$78.0849	$81.9891	$86.0886	$90.3930	$94.9127	95	$5,666.02	$5,949.33	$6,246.79	$6,559.13	$6,887.09	$7,231.44	$7,593.02
96	$72.5959	$76.2257	$80.0370	$84.0389	$88.2408	$92.6528	$97.2854	96	$5,807.67	$6,098.06	$6,402.96	$6,723.11	$7,059.26	$7,412.22	$7,782.83
97	$74.4108	$78.1313	$82.0379	$86.1398	$90.4468	$94.9691	$99.7176	97	$5,952.86	$6,250.50	$6,563.03	$6,891.18	$7,235.74	$7,597.53	$7,977.41
98	$76.2711	$80.0847	$84.0889	$88.2933	$92.7080	$97.3434	$102.2106	98	$6,101.69	$6,406.78	$6,727.11	$7,063.46	$7,416.64	$7,787.47	$8,176.85
99	$78.1779	$82.0868	$86.1911	$90.5007	$95.0257	$99.7770	$104.7659	99	$6,254.23	$6,566.94	$6,895.29	$7,240.06	$7,602.06	$7,982.16	$8,381.27
100	$80.1323	$84.1389	$88.3458	$92.7631	$97.4013	$102.2714	$107.3850	100	$6,410.58	$6,731.11	$7,067.66	$7,421.05	$7,792.10	$8,181.71	$8,590.80

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/13 1% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.0220	$7.3731	$7.7418	$8.1289	$8.5353	$8.9621	$9.4102	1	$561.76	$589.85	$619.34	$650.31	$682.82	$716.97	$752.82
2	$7.1976	$7.5575	$7.9354	$8.3322	$8.7488	$9.1862	$9.6455	2	$575.81	$604.60	$634.83	$666.58	$699.90	$734.90	$771.64
3	$7.3775	$7.7464	$8.1337	$8.5404	$8.9674	$9.4158	$9.8866	3	$590.20	$619.71	$650.70	$683.23	$717.39	$753.26	$790.93
4	$7.5619	$7.9400	$8.3370	$8.7539	$9.1916	$9.6512	$10.1338	4	$604.95	$635.20	$666.96	$700.31	$735.33	$772.10	$810.70
5	$7.7509	$8.1384	$8.5453	$8.9726	$9.4212	$9.8923	$10.3869	5	$620.07	$651.07	$683.62	$717.81	$753.70	$791.38	$830.95
6	$7.9447	$8.3419	$8.7590	$9.1970	$9.6569	$10.1397	$10.6467	6	$635.58	$667.35	$700.72	$735.76	$772.55	$811.18	$851.74
7	$8.1433	$8.5505	$8.9780	$9.4269	$9.8982	$10.3931	$10.9128	7	$651.46	$684.04	$718.24	$754.15	$791.86	$831.45	$873.02
8	$8.3469	$8.7642	$9.2024	$9.6625	$10.1456	$10.6529	$11.1855	8	$667.75	$701.14	$736.19	$773.00	$811.65	$852.23	$894.84
9	$8.5556	$8.9834	$9.4326	$9.9042	$10.3994	$10.9194	$11.4654	9	$684.45	$718.67	$754.61	$792.34	$831.95	$873.55	$917.23
10	$8.7695	$9.2080	$9.6684	$10.1518	$10.6594	$11.1924	$11.7520	10	$701.56	$736.64	$773.47	$812.14	$852.75	$895.39	$940.16
11	$8.9887	$9.4381	$9.9100	$10.4055	$10.9258	$11.4721	$12.0457	11	$719.10	$755.05	$792.80	$832.44	$874.06	$917.77	$963.66
12	$9.2134	$9.6741	$10.1578	$10.6657	$11.1990	$11.7590	$12.3470	12	$737.07	$773.93	$812.62	$853.26	$895.92	$940.72	$987.76
13	$9.4437	$9.9159	$10.4117	$10.9323	$11.4789	$12.0528	$12.6554	13	$755.50	$793.27	$832.94	$874.58	$918.31	$964.22	$1,012.43
14	$9.6798	$10.1638	$10.6720	$11.2056	$11.7659	$12.3542	$12.9719	14	$774.38	$813.10	$853.76	$896.45	$941.27	$988.34	$1,037.75
15	$9.9218	$10.4179	$10.9388	$11.4857	$12.0600	$12.6630	$13.2962	15	$793.74	$833.43	$875.10	$918.86	$964.80	$1,013.04	$1,063.70
16	$10.1698	$10.6783	$11.2122	$11.7728	$12.3614	$12.9795	$13.6285	16	$813.58	$854.26	$896.98	$941.82	$988.91	$1,038.36	$1,090.28
17	$10.4240	$10.9452	$11.4925	$12.0671	$12.6705	$13.3040	$13.9692	17	$833.92	$875.62	$919.40	$965.37	$1,013.64	$1,064.32	$1,117.54
18	$10.6846	$11.2188	$11.7797	$12.3687	$12.9871	$13.6365	$14.3183	18	$854.77	$897.50	$942.38	$989.50	$1,038.97	$1,090.92	$1,145.46
19	$10.9517	$11.4993	$12.0743	$12.6780	$13.3119	$13.9775	$14.6764	19	$876.14	$919.94	$965.94	$1,014.24	$1,064.95	$1,118.20	$1,174.11
20	$11.2255	$11.7868	$12.3761	$12.9949	$13.6446	$14.3268	$15.0431	20	$898.04	$942.94	$990.09	$1,039.59	$1,091.57	$1,146.14	$1,203.45
21	$11.5061	$12.0814	$12.6855	$13.3198	$13.9858	$14.6851	$15.4194	21	$920.49	$966.51	$1,014.84	$1,065.58	$1,118.86	$1,174.81	$1,233.55
22	$11.7938	$12.3835	$13.0027	$13.6528	$14.3354	$15.0522	$15.8048	22	$943.50	$990.68	$1,040.22	$1,092.22	$1,146.83	$1,204.18	$1,264.38
23	$12.0886	$12.6930	$13.3277	$13.9941	$14.6938	$15.4285	$16.1999	23	$967.09	$1,015.44	$1,066.22	$1,119.53	$1,175.50	$1,234.28	$1,295.99
24	$12.3908	$13.0103	$13.6608	$14.3438	$15.0610	$15.8141	$16.6048	24	$991.26	$1,040.82	$1,092.86	$1,147.50	$1,204.88	$1,265.13	$1,328.38
25	$12.7006	$13.3356	$14.0024	$14.7025	$15.4376	$16.2095	$17.0200	25	$1,016.05	$1,066.85	$1,120.19	$1,176.20	$1,235.01	$1,296.76	$1,361.60
26	$13.0181	$13.6690	$14.3525	$15.0701	$15.8236	$16.6148	$17.4455	26	$1,041.45	$1,093.52	$1,148.20	$1,205.61	$1,265.89	$1,329.18	$1,395.64
27	$13.3436	$14.0108	$14.7113	$15.4469	$16.2192	$17.0302	$17.8817	27	$1,067.49	$1,120.86	$1,176.90	$1,235.75	$1,297.54	$1,362.42	$1,430.54
28	$13.6772	$14.3611	$15.0792	$15.8332	$16.6249	$17.4561	$18.3289	28	$1,094.18	$1,148.89	$1,206.34	$1,266.66	$1,329.99	$1,396.49	$1,466.31
29	$14.0191	$14.7201	$15.4561	$16.2289	$17.0403	$17.8923	$18.7869	29	$1,121.53	$1,177.61	$1,236.49	$1,298.31	$1,363.22	$1,431.38	$1,502.95
30	$14.3696	$15.0881	$15.8425	$16.6346	$17.4663	$18.3396	$19.2566	30	$1,149.57	$1,207.05	$1,267.40	$1,330.77	$1,397.30	$1,467.17	$1,540.53
31	$14.7288	$15.4652	$16.2385	$17.0504	$17.9029	$18.7980	$19.7379	31	$1,178.30	$1,237.22	$1,299.08	$1,364.03	$1,432.23	$1,503.84	$1,579.03
32	$15.0970	$15.8519	$16.6445	$17.4767	$18.3505	$19.2680	$20.2314	32	$1,207.76	$1,268.15	$1,331.56	$1,398.14	$1,468.04	$1,541.44	$1,618.51
33	$15.4744	$16.2481	$17.0605	$17.9135	$18.8092	$19.7497	$20.7372	33	$1,237.95	$1,299.85	$1,364.84	$1,433.08	$1,504.74	$1,579.98	$1,658.98
34	$15.8613	$16.6544	$17.4871	$18.3615	$19.2796	$20.2436	$21.2558	34	$1,268.90	$1,332.35	$1,398.97	$1,468.92	$1,542.37	$1,619.49	$1,700.46
35	$16.2578	$17.0707	$17.9242	$18.8204	$19.7614	$20.7495	$21.7870	35	$1,300.62	$1,365.66	$1,433.94	$1,505.63	$1,580.91	$1,659.96	$1,742.96
36	$16.6642	$17.4974	$18.3723	$19.2909	$20.2554	$21.2682	$22.3316	36	$1,333.14	$1,399.79	$1,469.78	$1,543.27	$1,620.43	$1,701.46	$1,786.53
37	$17.0808	$17.9348	$18.8315	$19.7731	$20.7618	$21.7999	$22.8899	37	$1,366.46	$1,434.78	$1,506.52	$1,581.85	$1,660.94	$1,743.99	$1,831.19
38	$17.5078	$18.3832	$19.3024	$20.2675	$21.2809	$22.3449	$23.4621	38	$1,400.62	$1,470.66	$1,544.19	$1,621.40	$1,702.47	$1,787.59	$1,876.97
39	$17.9455	$18.8428	$19.7849	$20.7741	$21.8128	$22.9034	$24.0486	39	$1,435.64	$1,507.42	$1,582.79	$1,661.93	$1,745.02	$1,832.27	$1,923.89
40	$18.3941	$19.3138	$20.2795	$21.2935	$22.3582	$23.4761	$24.6499	40	$1,471.53	$1,545.10	$1,622.36	$1,703.48	$1,788.66	$1,878.09	$1,971.99
41	$18.8540	$19.7967	$20.7865	$21.8258	$22.9171	$24.0630	$25.2662	41	$1,508.32	$1,583.74	$1,662.92	$1,746.06	$1,833.37	$1,925.04	$2,021.30

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/13 1% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$19.3254	$20.2917	$21.3063	$22.3716	$23.4902	$24.6647	$25.8979	42	$1,546.03	$1,623.34	$1,704.50	$1,789.73	$1,879.22	$1,973.18	$2,071.83
43	$19.8085	$20.7989	$21.8388	$22.9307	$24.0772	$25.2811	$26.5452	43	$1,584.68	$1,663.91	$1,747.10	$1,834.46	$1,926.18	$2,022.49	$2,123.62
44	$20.3037	$21.3189	$22.3848	$23.5040	$24.6792	$25.9132	$27.2089	44	$1,624.30	$1,705.51	$1,790.78	$1,880.32	$1,974.34	$2,073.06	$2,176.71
45	$20.8113	$21.8519	$22.9445	$24.0917	$25.2963	$26.5611	$27.8892	45	$1,664.90	$1,748.15	$1,835.56	$1,927.34	$2,023.70	$2,124.89	$2,231.14
46	$21.3316	$22.3982	$23.5181	$24.6940	$25.9287	$27.2251	$28.5864	46	$1,706.53	$1,791.86	$1,881.45	$1,975.52	$2,074.30	$2,178.01	$2,286.91
47	$21.8649	$22.9581	$24.1060	$25.3113	$26.5769	$27.9057	$29.3010	47	$1,749.19	$1,836.65	$1,928.48	$2,024.90	$2,126.15	$2,232.46	$2,344.08
48	$22.4115	$23.5321	$24.7087	$25.9441	$27.2413	$28.6034	$30.0336	48	$1,792.92	$1,882.57	$1,976.70	$2,075.53	$2,179.30	$2,288.27	$2,402.69
49	$22.9718	$24.1204	$25.3264	$26.5927	$27.9223	$29.3184	$30.7843	49	$1,837.74	$1,929.63	$2,026.11	$2,127.42	$2,233.78	$2,345.47	$2,462.74
50	$23.5461	$24.7234	$25.9596	$27.2576	$28.6205	$30.0515	$31.5541	50	$1,883.69	$1,977.87	$2,076.77	$2,180.61	$2,289.64	$2,404.12	$2,524.33
51	$24.1348	$25.3415	$26.6086	$27.9390	$29.3360	$30.8028	$32.3429	51	$1,930.78	$2,027.32	$2,128.69	$2,235.12	$2,346.88	$2,464.22	$2,587.43
52	$24.7382	$25.9751	$27.2739	$28.6376	$30.0695	$31.5730	$33.1517	52	$1,979.06	$2,078.01	$2,181.91	$2,291.01	$2,405.56	$2,525.84	$2,652.14
53	$25.3567	$26.6245	$27.9557	$29.3535	$30.8212	$32.3623	$33.9804	53	$2,028.54	$2,129.96	$2,236.46	$2,348.28	$2,465.70	$2,588.98	$2,718.43
54	$25.9906	$27.2901	$28.6546	$30.0873	$31.5917	$33.1713	$34.8299	54	$2,079.25	$2,183.21	$2,292.37	$2,406.98	$2,527.34	$2,653.70	$2,786.39
55	$26.6404	$27.9724	$29.3710	$30.8396	$32.3816	$34.0007	$35.7007	55	$2,131.23	$2,237.79	$2,349.68	$2,467.17	$2,590.53	$2,720.06	$2,856.06
56	$27.3064	$28.6717	$30.1053	$31.6106	$33.1911	$34.8507	$36.5932	56	$2,184.51	$2,293.74	$2,408.42	$2,528.85	$2,655.29	$2,788.06	$2,927.46
57	$27.9891	$29.3886	$30.8580	$32.4009	$34.0209	$35.7219	$37.5080	57	$2,239.13	$2,351.09	$2,468.64	$2,592.07	$2,721.67	$2,857.75	$3,000.64
58	$28.6888	$30.1232	$31.6294	$33.2109	$34.8714	$36.6150	$38.4458	58	$2,295.10	$2,409.86	$2,530.35	$2,656.87	$2,789.71	$2,929.20	$3,075.66
59	$29.4060	$30.8763	$32.4201	$34.0411	$35.7432	$37.5304	$39.4069	59	$2,352.48	$2,470.10	$2,593.61	$2,723.29	$2,859.46	$3,002.43	$3,152.55
60	$30.1412	$31.6483	$33.2307	$34.8922	$36.6368	$38.4686	$40.3920	60	$2,411.30	$2,531.86	$2,658.46	$2,791.38	$2,930.94	$3,077.49	$3,231.36
61	$30.8947	$32.4394	$34.0614	$35.7645	$37.5527	$39.4303	$41.4018	61	$2,471.58	$2,595.15	$2,724.91	$2,861.16	$3,004.22	$3,154.42	$3,312.14
62	$31.6671	$33.2505	$34.9130	$36.6587	$38.4916	$40.4162	$42.4370	62	$2,533.37	$2,660.04	$2,793.04	$2,932.70	$3,079.33	$3,233.30	$3,394.96
63	$32.4588	$34.0817	$35.7858	$37.5751	$39.4539	$41.4266	$43.4979	63	$2,596.70	$2,726.54	$2,862.86	$3,006.01	$3,156.31	$3,314.13	$3,479.83
64	$33.2703	$34.9338	$36.6805	$38.5145	$40.4402	$42.4622	$44.5853	64	$2,661.62	$2,794.70	$2,934.44	$3,081.16	$3,235.22	$3,396.98	$3,566.82
65	$34.1021	$35.8072	$37.5976	$39.4775	$41.4514	$43.5240	$45.7002	65	$2,728.17	$2,864.58	$3,007.81	$3,158.20	$3,316.11	$3,481.92	$3,656.02
66	$34.9547	$36.7024	$38.5375	$40.4644	$42.4876	$44.6120	$46.8426	66	$2,796.38	$2,936.19	$3,083.00	$3,237.15	$3,399.01	$3,568.96	$3,747.41
67	$35.8286	$37.6200	$39.5010	$41.4761	$43.5499	$45.7274	$48.0138	67	$2,866.29	$3,009.60	$3,160.08	$3,318.09	$3,483.99	$3,658.19	$3,841.10
68	$36.7243	$38.5605	$40.4885	$42.5129	$44.6385	$46.8704	$49.2139	68	$2,937.94	$3,084.84	$3,239.08	$3,401.03	$3,571.08	$3,749.63	$3,937.11
69	$37.6424	$39.5245	$41.5007	$43.5757	$45.7545	$48.0422	$50.4443	69	$3,011.39	$3,161.96	$3,320.06	$3,486.06	$3,660.36	$3,843.38	$4,035.54
70	$38.5835	$40.5127	$42.5383	$44.6652	$46.8985	$49.2434	$51.7056	70	$3,086.68	$3,241.02	$3,403.06	$3,573.22	$3,751.88	$3,939.47	$4,136.45
71	$39.5481	$41.5255	$43.6018	$45.7819	$48.0710	$50.4746	$52.9983	71	$3,163.85	$3,322.04	$3,488.14	$3,662.55	$3,845.68	$4,037.97	$4,239.86
72	$40.5368	$42.5636	$44.6918	$46.9264	$49.2727	$51.7363	$54.3231	72	$3,242.94	$3,405.09	$3,575.34	$3,754.11	$3,941.82	$4,138.90	$4,345.85
73	$41.5502	$43.6277	$45.8091	$48.0996	$50.5046	$53.0298	$55.6813	73	$3,324.02	$3,490.22	$3,664.73	$3,847.97	$4,040.37	$4,242.38	$4,454.50
74	$42.5890	$44.7185	$46.9544	$49.3021	$51.7672	$54.3556	$57.0734	74	$3,407.12	$3,577.48	$3,756.35	$3,944.17	$4,141.38	$4,348.45	$4,565.87
75	$43.6537	$45.8364	$48.1282	$50.5346	$53.0613	$55.7144	$58.5001	75	$3,492.30	$3,666.91	$3,850.26	$4,042.77	$4,244.90	$4,457.15	$4,680.01
76	$44.7450	$46.9823	$49.3314	$51.7980	$54.3879	$57.1073	$59.9627	76	$3,579.60	$3,758.58	$3,946.51	$4,143.84	$4,351.03	$4,568.58	$4,797.02
77	$45.8636	$48.1568	$50.5646	$53.0928	$55.7474	$58.5348	$61.4615	77	$3,669.09	$3,852.54	$4,045.17	$4,247.42	$4,459.79	$4,682.78	$4,916.92
78	$47.0102	$49.3607	$51.8287	$54.4201	$57.1411	$59.9982	$62.9981	78	$3,760.82	$3,948.86	$4,146.30	$4,353.61	$4,571.29	$4,799.86	$5,039.85
79	$48.1855	$50.5948	$53.1245	$55.7807	$58.5697	$61.4982	$64.5731	79	$3,854.84	$4,047.58	$4,249.96	$4,462.46	$4,685.58	$4,919.86	$5,165.85
80	$49.3901	$51.8596	$54.4526	$57.1752	$60.0340	$63.0357	$66.1875	80	$3,951.21	$4,148.77	$4,356.21	$4,574.02	$4,802.72	$5,042.86	$5,295.00
81	$50.6249	$53.1561	$55.8139	$58.6046	$61.5348	$64.6115	$67.8421	81	$4,049.99	$4,252.49	$4,465.11	$4,688.37	$4,922.78	$5,168.92	$5,427.37
82	$51.8905	$54.4850	$57.2093	$60.0698	$63.0733	$66.2270	$69.5384	82	$4,151.24	$4,358.80	$4,576.74	$4,805.58	$5,045.86	$5,298.16	$5,563.07

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE Q (Effective the Pay Period Including 01/01/13)
SALARY SCHEDULE FOR NON-REPRESENTED CLASSIFICATIONS AND OTHER CLASSIFICATIONS THAT ARE LINKED TO DEPARTMENT HEADS (SAFETY)

(Effective Effective the Pay Period Including 01/01/13 1% Wage Increase-Safety)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$53.1878	$55.8472	$58.6396	$61.5716	$64.6502	$67.8827	$71.2768	83	$4,255.02	$4,467.78	$4,691.17	$4,925.73	$5,172.02	$5,430.62	$5,702.14
84	$54.5175	$57.2434	$60.1056	$63.1109	$66.2664	$69.5797	$73.0587	84	$4,361.40	$4,579.47	$4,808.45	$5,048.87	$5,301.31	$5,566.38	$5,844.70
85	$55.8804	$58.6744	$61.6081	$64.6885	$67.9229	$71.3190	$74.8850	85	$4,470.43	$4,693.95	$4,928.65	$5,175.08	$5,433.83	$5,705.52	$5,990.80
86	$57.2774	$60.1413	$63.1484	$66.3058	$69.6211	$73.1022	$76.7573	86	$4,582.19	$4,811.30	$5,051.87	$5,304.46	$5,569.69	$5,848.18	$6,140.58
87	$58.7093	$61.6448	$64.7270	$67.9634	$71.3616	$74.9297	$78.6762	87	$4,696.74	$4,931.58	$5,178.16	$5,437.07	$5,708.93	$5,994.38	$6,294.10
88	$60.1770	$63.1859	$66.3452	$69.6625	$73.1456	$76.8029	$80.6430	88	$4,814.16	$5,054.87	$5,307.62	$5,573.00	$5,851.65	$6,144.23	$6,451.44
89	$61.6814	$64.7655	$68.0038	$71.4040	$74.9742	$78.7229	$82.6590	89	$4,934.51	$5,181.24	$5,440.30	$5,712.32	$5,997.94	$6,297.83	$6,612.72
90	$63.2234	$66.3846	$69.7038	$73.1890	$76.8485	$80.6909	$84.7254	90	$5,057.87	$5,310.77	$5,576.30	$5,855.12	$6,147.88	$6,455.27	$6,778.03
91	$64.8040	$68.0442	$71.4464	$75.0187	$78.7696	$82.7081	$86.8435	91	$5,184.32	$5,443.54	$5,715.71	$6,001.50	$6,301.57	$6,616.65	$6,947.48
92	$66.4241	$69.7453	$73.2326	$76.8942	$80.7389	$84.7758	$89.0146	92	$5,313.93	$5,579.62	$5,858.61	$6,151.54	$6,459.11	$6,782.06	$7,121.17
93	$68.0847	$71.4889	$75.0633	$78.8165	$82.7573	$86.8952	$91.2400	93	$5,446.78	$5,719.11	$6,005.06	$6,305.32	$6,620.58	$6,951.62	$7,299.20
94	$69.7868	$73.2761	$76.9399	$80.7869	$84.8262	$89.0675	$93.5209	94	$5,582.94	$5,862.09	$6,155.19	$6,462.95	$6,786.10	$7,125.40	$7,481.67
95	$71.5315	$75.1081	$78.8635	$82.8067	$86.9470	$91.2944	$95.8591	95	$5,722.52	$6,008.65	$6,309.08	$6,624.54	$6,955.76	$7,303.55	$7,668.73
96	$73.3198	$76.9858	$80.8351	$84.8769	$89.1207	$93.5767	$98.2555	96	$5,865.58	$6,158.86	$6,466.81	$6,790.15	$7,129.66	$7,486.14	$7,860.44
97	$75.1528	$78.9104	$82.8559	$86.9987	$91.3486	$95.9160	$100.7118	97	$6,012.22	$6,312.83	$6,628.47	$6,959.90	$7,307.89	$7,673.28	$8,056.94
98	$77.0316	$80.8832	$84.9274	$89.1738	$93.6325	$98.3141	$103.2298	98	$6,162.53	$6,470.66	$6,794.19	$7,133.90	$7,490.60	$7,865.13	$8,258.38
99	$78.9574	$82.9053	$87.0506	$91.4031	$95.9733	$100.7720	$105.8106	99	$6,316.59	$6,632.42	$6,964.05	$7,312.25	$7,677.86	$8,061.76	$8,464.85
100	$80.9313	$84.9779	$89.2268	$93.6881	$98.3725	$103.2911	$108.4557	100	$6,474.50	$6,798.23	$7,138.14	$7,495.05	$7,869.80	$8,263.29	$8,676.46

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/12)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01-01-12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.2334	$7.5951	$7.9749	$8.3736	$8.7923	$9.2319	$9.6935	1	$578.67	$607.61	$637.99	$669.89	$703.38	$738.55	$775.48
2	$7.4142	$7.7849	$8.1741	$8.5828	$9.0119	$9.4625	$9.9356	2	$593.14	$622.79	$653.93	$686.62	$720.95	$757.00	$794.85
3	$7.5996	$7.9796	$8.3786	$8.7975	$9.2374	$9.6993	$10.1843	3	$607.97	$638.37	$670.29	$703.80	$738.99	$775.94	$814.74
4	$7.7896	$8.1791	$8.5881	$9.0175	$9.4684	$9.9418	$10.4389	4	$623.17	$654.33	$687.05	$721.40	$757.47	$795.34	$835.11
5	$7.9843	$8.3835	$8.8027	$9.2428	$9.7049	$10.1901	$10.6996	5	$638.74	$670.68	$704.22	$739.42	$776.39	$815.21	$855.97
6	$8.1839	$8.5931	$9.0228	$9.4739	$9.9476	$10.4450	$10.9673	6	$654.71	$687.45	$721.82	$757.91	$795.81	$835.60	$877.38
7	$8.3885	$8.8079	$9.2483	$9.7107	$10.1962	$10.7060	$11.2413	7	$671.08	$704.63	$739.86	$776.86	$815.70	$856.48	$899.30
8	$8.5982	$9.0281	$9.4795	$9.9535	$10.4512	$10.9738	$11.5225	8	$687.86	$722.25	$758.36	$796.28	$836.10	$877.90	$921.80
9	$8.8132	$9.2539	$9.7166	$10.2024	$10.7125	$11.2481	$11.8105	9	$705.06	$740.31	$777.33	$816.19	$857.00	$899.85	$944.84
10	$9.0335	$9.4852	$9.9595	$10.4575	$10.9804	$11.5294	$12.1059	10	$722.68	$758.82	$796.76	$836.60	$878.43	$922.35	$968.47
11	$9.2593	$9.7223	$10.2084	$10.7188	$11.2547	$11.8174	$12.4083	11	$740.74	$777.78	$816.67	$857.50	$900.38	$945.39	$992.66
12	$9.4908	$9.9653	$10.4636	$10.9868	$11.5361	$12.1129	$12.7185	12	$759.26	$797.22	$837.09	$878.94	$922.89	$969.03	$1,017.48
13	$9.7281	$10.2145	$10.7252	$11.2615	$11.8246	$12.4158	$13.0366	13	$778.25	$817.16	$858.02	$900.92	$945.97	$993.26	$1,042.93
14	$9.9713	$10.4699	$10.9934	$11.5431	$12.1203	$12.7263	$13.3626	14	$797.70	$837.59	$879.47	$923.45	$969.62	$1,018.10	$1,069.01
15	$10.2206	$10.7316	$11.2682	$11.8316	$12.4232	$13.0444	$13.6966	15	$817.65	$858.53	$901.46	$946.53	$993.86	$1,043.55	$1,095.73
16	$10.4761	$10.9999	$11.5499	$12.1274	$12.7338	$13.3705	$14.0390	16	$838.09	$879.99	$923.99	$970.19	$1,018.70	$1,069.64	$1,123.12
17	$10.7380	$11.2749	$11.8386	$12.4305	$13.0520	$13.7046	$14.3898	17	$859.04	$901.99	$947.09	$994.44	$1,044.16	$1,096.37	$1,151.18
18	$11.0065	$11.5568	$12.1346	$12.7413	$13.3784	$14.0473	$14.7497	18	$880.52	$924.54	$970.77	$1,019.30	$1,070.27	$1,123.78	$1,179.98
19	$11.2817	$11.8458	$12.4381	$13.0600	$13.7130	$14.3987	$15.1186	19	$902.54	$947.66	$995.05	$1,044.80	$1,097.04	$1,151.90	$1,209.49
20	$11.5637	$12.1419	$12.7490	$13.3865	$14.0558	$14.7586	$15.4965	20	$925.10	$971.35	$1,019.92	$1,070.92	$1,124.46	$1,180.69	$1,239.72
21	$11.8528	$12.4454	$13.0677	$13.7211	$14.4072	$15.1276	$15.8840	21	$948.22	$995.63	$1,045.42	$1,097.69	$1,152.58	$1,210.21	$1,270.72
22	$12.1491	$12.7566	$13.3944	$14.0641	$14.7673	$15.5057	$16.2810	22	$971.93	$1,020.53	$1,071.55	$1,125.13	$1,181.38	$1,240.46	$1,302.48
23	$12.4528	$13.0754	$13.7292	$14.4157	$15.1365	$15.8933	$16.6880	23	$996.22	$1,046.03	$1,098.34	$1,153.26	$1,210.92	$1,271.46	$1,335.04
24	$12.7641	$13.4023	$14.0724	$14.7760	$15.5148	$16.2905	$17.1050	24	$1,021.13	$1,072.18	$1,125.79	$1,182.08	$1,241.18	$1,303.24	$1,368.40
25	$13.0832	$13.7374	$14.4243	$15.1455	$15.9028	$16.6979	$17.5328	25	$1,046.66	$1,098.99	$1,153.94	$1,211.64	$1,272.22	$1,335.83	$1,402.62
26	$13.4103	$14.0808	$14.7848	$15.5240	$16.3002	$17.1152	$17.9710	26	$1,072.82	$1,126.46	$1,182.78	$1,241.92	$1,304.02	$1,369.22	$1,437.68
27	$13.7456	$14.4329	$15.1545	$15.9122	$16.7078	$17.5432	$18.4204	27	$1,099.65	$1,154.63	$1,212.36	$1,272.98	$1,336.62	$1,403.46	$1,473.63
28	$14.0892	$14.7937	$15.5334	$16.3101	$17.1256	$17.9819	$18.8810	28	$1,127.14	$1,183.50	$1,242.67	$1,304.81	$1,370.05	$1,438.55	$1,510.48
29	$14.4414	$15.1635	$15.9217	$16.7178	$17.5537	$18.4314	$19.3530	29	$1,155.31	$1,213.08	$1,273.74	$1,337.42	$1,404.30	$1,474.51	$1,548.24
30	$14.8024	$15.5425	$16.3196	$17.1356	$17.9924	$18.8920	$19.8366	30	$1,184.19	$1,243.40	$1,305.57	$1,370.85	$1,439.39	$1,511.36	$1,586.93
31	$15.1725	$15.9311	$16.7277	$17.5641	$18.4423	$19.3644	$20.3326	31	$1,213.80	$1,274.49	$1,338.22	$1,405.13	$1,475.38	$1,549.15	$1,626.61
32	$15.5518	$16.3294	$17.1459	$18.0032	$18.9034	$19.8486	$20.8410	32	$1,244.14	$1,306.35	$1,371.67	$1,440.26	$1,512.27	$1,587.89	$1,667.28
33	$15.9406	$16.7376	$17.5745	$18.4532	$19.3759	$20.3447	$21.3619	33	$1,275.25	$1,339.01	$1,405.96	$1,476.26	$1,550.07	$1,627.58	$1,708.95
34	$16.3391	$17.1561	$18.0139	$18.9146	$19.8603	$20.8533	$21.8960	34	$1,307.13	$1,372.49	$1,441.11	$1,513.17	$1,588.82	$1,668.26	$1,751.68
35	$16.7476	$17.5850	$18.4643	$19.3875	$20.3569	$21.3747	$22.4434	35	$1,339.81	$1,406.80	$1,477.14	$1,551.00	$1,628.55	$1,709.98	$1,795.47
36	$17.1663	$18.0246	$18.9258	$19.8721	$20.8657	$21.9090	$23.0045	36	$1,373.30	$1,441.97	$1,514.06	$1,589.77	$1,669.26	$1,752.72	$1,840.36
37	$17.5955	$18.4753	$19.3991	$20.3691	$21.3876	$22.4570	$23.5799	37	$1,407.64	$1,478.02	$1,551.93	$1,629.53	$1,711.01	$1,796.56	$1,886.39
38	$18.0354	$18.9372	$19.8841	$20.8783	$21.9222	$23.0183	$24.1692	38	$1,442.83	$1,514.98	$1,590.73	$1,670.26	$1,753.78	$1,841.46	$1,933.54
39	$18.4863	$19.4106	$20.3811	$21.4002	$22.4702	$23.5937	$24.7734	39	$1,478.90	$1,552.85	$1,630.49	$1,712.02	$1,797.62	$1,887.50	$1,981.87
40	$18.9485	$19.8959	$20.8907	$21.9352	$23.0320	$24.1836	$25.3928	40	$1,515.88	$1,591.67	$1,671.26	$1,754.82	$1,842.56	$1,934.69	$2,031.42
41	$19.4222	$20.3933	$21.4130	$22.4837	$23.6079	$24.7883	$26.0277	41	$1,553.78	$1,631.46	$1,713.04	$1,798.70	$1,888.63	$1,983.06	$2,082.22

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/12)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01-01-12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$19.9078	$20.9032	$21.9484	$23.0458	$24.1981	$25.4080	$26.6784	42	$1,592.62	$1,672.26	$1,755.87	$1,843.66	$1,935.85	$2,032.64	$2,134.27
43	$20.4055	$21.4258	$22.4971	$23.6220	$24.8031	$26.0433	$27.3455	43	$1,632.44	$1,714.06	$1,799.77	$1,889.76	$1,984.25	$2,083.46	$2,187.64
44	$20.9156	$21.9614	$23.0595	$24.2125	$25.4231	$26.6943	$28.0290	44	$1,673.25	$1,756.91	$1,844.76	$1,937.00	$2,033.85	$2,135.54	$2,242.32
45	$21.4385	$22.5104	$23.6359	$24.8177	$26.0586	$27.3615	$28.7296	45	$1,715.08	$1,800.83	$1,890.87	$1,985.42	$2,084.69	$2,188.92	$2,298.37
46	$21.9745	$23.0732	$24.2269	$25.4382	$26.7101	$28.0456	$29.4479	46	$1,757.96	$1,845.86	$1,938.15	$2,035.06	$2,136.81	$2,243.65	$2,355.83
47	$22.5239	$23.6501	$24.8326	$26.0742	$27.3779	$28.7468	$30.1841	47	$1,801.91	$1,892.01	$1,986.61	$2,085.94	$2,190.23	$2,299.74	$2,414.73
48	$23.0870	$24.2414	$25.4535	$26.7262	$28.0625	$29.4656	$30.9389	48	$1,846.96	$1,939.31	$2,036.28	$2,138.10	$2,245.00	$2,357.25	$2,475.11
49	$23.6642	$24.8474	$26.0898	$27.3943	$28.7640	$30.2022	$31.7123	49	$1,893.14	$1,987.79	$2,087.18	$2,191.54	$2,301.12	$2,416.18	$2,536.98
50	$24.2558	$25.4686	$26.7420	$28.0791	$29.4831	$30.9573	$32.5052	50	$1,940.46	$2,037.49	$2,139.36	$2,246.33	$2,358.65	$2,476.58	$2,600.42
51	$24.8622	$26.1053	$27.4106	$28.7811	$30.2202	$31.7312	$33.3178	51	$1,988.98	$2,088.42	$2,192.85	$2,302.49	$2,417.62	$2,538.50	$2,665.42
52	$25.4838	$26.7580	$28.0959	$29.5007	$30.9757	$32.5245	$34.1507	52	$2,038.70	$2,140.64	$2,247.67	$2,360.06	$2,478.06	$2,601.96	$2,732.06
53	$26.1209	$27.4269	$28.7982	$30.2381	$31.7500	$33.3375	$35.0044	53	$2,089.67	$2,194.15	$2,303.86	$2,419.05	$2,540.00	$2,667.00	$2,800.35
54	$26.7739	$28.1126	$29.5182	$30.9941	$32.5438	$34.1710	$35.8796	54	$2,141.91	$2,249.01	$2,361.46	$2,479.53	$2,603.50	$2,733.68	$2,870.37
55	$27.4432	$28.8154	$30.2562	$31.7690	$33.3575	$35.0254	$36.7767	55	$2,195.46	$2,305.23	$2,420.50	$2,541.52	$2,668.60	$2,802.03	$2,942.14
56	$28.1293	$29.5358	$31.0126	$32.5632	$34.1914	$35.9010	$37.6961	56	$2,250.34	$2,362.86	$2,481.01	$2,605.06	$2,735.31	$2,872.08	$3,015.69
57	$28.8325	$30.2741	$31.7878	$33.3772	$35.0461	$36.7984	$38.6383	57	$2,306.60	$2,421.93	$2,543.02	$2,670.18	$2,803.69	$2,943.87	$3,091.06
58	$29.5533	$31.0310	$32.5826	$34.2117	$35.9223	$37.7184	$39.6043	58	$2,364.26	$2,482.48	$2,606.61	$2,736.94	$2,873.78	$3,017.47	$3,168.34
59	$30.2921	$31.8067	$33.3970	$35.0669	$36.8202	$38.6612	$40.5943	59	$2,423.37	$2,544.54	$2,671.76	$2,805.35	$2,945.62	$3,092.90	$3,247.54
60	$31.0494	$32.6019	$34.2320	$35.9436	$37.7408	$39.6278	$41.6092	60	$2,483.95	$2,608.15	$2,738.56	$2,875.49	$3,019.26	$3,170.22	$3,328.74
61	$31.8256	$33.4169	$35.0877	$36.8421	$38.6842	$40.6184	$42.6493	61	$2,546.05	$2,673.35	$2,807.02	$2,947.37	$3,094.74	$3,249.47	$3,411.94
62	$32.6212	$34.2523	$35.9649	$37.7631	$39.6513	$41.6339	$43.7156	62	$2,609.70	$2,740.18	$2,877.19	$3,021.05	$3,172.10	$3,330.71	$3,497.25
63	$33.4367	$35.1085	$36.8639	$38.7071	$40.6425	$42.6746	$44.8083	63	$2,674.94	$2,808.68	$2,949.11	$3,096.57	$3,251.40	$3,413.97	$3,584.66
64	$34.2726	$35.9862	$37.7855	$39.6748	$41.6585	$43.7414	$45.9285	64	$2,741.81	$2,878.90	$3,022.84	$3,173.98	$3,332.68	$3,499.31	$3,674.28
65	$35.1294	$36.8859	$38.7302	$40.6667	$42.7000	$44.8350	$47.0768	65	$2,810.35	$2,950.87	$3,098.42	$3,253.34	$3,416.00	$3,586.80	$3,766.14
66	$36.0076	$37.8080	$39.6984	$41.6833	$43.7675	$45.9559	$48.2537	66	$2,880.61	$3,024.64	$3,175.87	$3,334.66	$3,501.40	$3,676.47	$3,860.30
67	$36.9078	$38.7532	$40.6909	$42.7254	$44.8617	$47.1048	$49.4600	67	$2,952.62	$3,100.26	$3,255.27	$3,418.03	$3,588.94	$3,768.38	$3,956.80
68	$37.8305	$39.7220	$41.7081	$43.7935	$45.9832	$48.2824	$50.6965	68	$3,026.44	$3,177.76	$3,336.65	$3,503.48	$3,678.66	$3,862.59	$4,055.72
69	$38.7763	$40.7151	$42.7509	$44.8884	$47.1328	$49.4894	$51.9639	69	$3,102.10	$3,257.21	$3,420.07	$3,591.07	$3,770.62	$3,959.15	$4,157.11
70	$39.7457	$41.7330	$43.8197	$46.0107	$48.3112	$50.7268	$53.2631	70	$3,179.66	$3,338.64	$3,505.58	$3,680.86	$3,864.90	$4,058.14	$4,261.05
71	$40.7393	$42.7763	$44.9151	$47.1609	$49.5189	$51.9948	$54.5945	71	$3,259.14	$3,422.10	$3,593.21	$3,772.87	$3,961.51	$4,159.58	$4,367.56
72	$41.7578	$43.8457	$46.0380	$48.3399	$50.7569	$53.2947	$55.9594	72	$3,340.62	$3,507.66	$3,683.04	$3,867.19	$4,060.55	$4,263.58	$4,476.75
73	$42.8017	$44.9418	$47.1889	$49.5483	$52.0257	$54.6270	$57.3584	73	$3,424.14	$3,595.34	$3,775.11	$3,963.86	$4,162.06	$4,370.16	$4,588.67
74	$43.8717	$46.0653	$48.3686	$50.7870	$53.3264	$55.9927	$58.7923	74	$3,509.74	$3,685.22	$3,869.49	$4,062.96	$4,266.11	$4,479.42	$4,703.38
75	$44.9685	$47.2169	$49.5777	$52.0566	$54.6594	$57.3924	$60.2620	75	$3,597.48	$3,777.35	$3,966.22	$4,164.53	$4,372.75	$4,591.39	$4,820.96
76	$46.0927	$48.3973	$50.8172	$53.3581	$56.0260	$58.8273	$61.7687	76	$3,687.42	$3,871.78	$4,065.38	$4,268.65	$4,482.08	$4,706.18	$4,941.50
77	$47.2450	$49.6073	$52.0877	$54.6921	$57.4267	$60.2980	$63.3129	77	$3,779.60	$3,968.58	$4,167.02	$4,375.37	$4,594.14	$4,823.84	$5,065.03
78	$48.4261	$50.8474	$53.3898	$56.0593	$58.8623	$61.8054	$64.8957	78	$3,874.09	$4,067.79	$4,271.18	$4,484.74	$4,708.98	$4,944.43	$5,191.66
79	$49.6368	$52.1186	$54.7245	$57.4607	$60.3337	$63.3504	$66.5179	79	$3,970.94	$4,169.49	$4,377.96	$4,596.86	$4,826.70	$5,068.03	$5,321.43
80	$50.8777	$53.4216	$56.0927	$58.8973	$61.8422	$64.9343	$68.1810	80	$4,070.22	$4,273.73	$4,487.42	$4,711.78	$4,947.38	$5,194.74	$5,454.48
81	$52.1496	$54.7571	$57.4950	$60.3698	$63.3883	$66.5577	$69.8856	81	$4,171.97	$4,380.57	$4,599.60	$4,829.58	$5,071.06	$5,324.62	$5,590.85
82	$53.4533	$56.1260	$58.9323	$61.8789	$64.9728	$68.2214	$71.6325	82	$4,276.26	$4,490.08	$4,714.58	$4,950.31	$5,197.82	$5,457.71	$5,730.60

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/12)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01-01-12 3% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$54.7896	$57.5291	$60.4056	$63.4259	$66.5972	$69.9271	$73.4235	83	$4,383.17	$4,602.33	$4,832.45	$5,074.07	$5,327.78	$5,594.17	$5,873.88
84	$56.1593	$58.9673	$61.9157	$65.0115	$68.2621	$71.6752	$75.2590	84	$4,492.74	$4,717.38	$4,953.26	$5,200.92	$5,460.97	$5,734.02	$6,020.72
85	$57.5633	$60.4415	$63.4636	$66.6368	$69.9686	$73.4670	$77.1404	85	$4,605.06	$4,835.32	$5,077.09	$5,330.94	$5,597.49	$5,877.36	$6,171.23
86	$59.0024	$61.9525	$65.0501	$68.3026	$71.7177	$75.3036	$79.0688	86	$4,720.19	$4,956.20	$5,204.01	$5,464.21	$5,737.42	$6,024.29	$6,325.50
87	$60.4775	$63.5014	$66.6765	$70.0103	$73.5108	$77.1863	$81.0456	87	$4,838.20	$5,080.11	$5,334.12	$5,600.82	$5,880.86	$6,174.90	$6,483.65
88	$61.9894	$65.0889	$68.3433	$71.7605	$75.3485	$79.1159	$83.0717	88	$4,959.15	$5,207.11	$5,467.46	$5,740.84	$6,027.88	$6,329.27	$6,645.74
89	$63.5391	$66.7161	$70.0519	$73.5545	$77.2322	$81.0938	$85.1485	89	$5,083.13	$5,337.29	$5,604.15	$5,884.36	$6,178.58	$6,487.50	$6,811.88
90	$65.1276	$68.3840	$71.8032	$75.3934	$79.1631	$83.1213	$87.2774	90	$5,210.21	$5,470.72	$5,744.26	$6,031.47	$6,333.05	$6,649.70	$6,982.19
91	$66.7558	$70.0936	$73.5983	$77.2782	$81.1421	$85.1992	$89.4592	91	$5,340.46	$5,607.49	$5,887.86	$6,182.26	$6,491.37	$6,815.94	$7,156.74
92	$68.4247	$71.8459	$75.4382	$79.2101	$83.1706	$87.3291	$91.6956	92	$5,473.98	$5,747.67	$6,035.06	$6,336.81	$6,653.65	$6,986.33	$7,335.65
93	$70.1353	$73.6421	$77.3242	$81.1904	$85.2499	$89.5124	$93.9880	93	$5,610.82	$5,891.37	$6,185.94	$6,495.23	$6,819.99	$7,160.99	$7,519.04
94	$71.8887	$75.4831	$79.2573	$83.2202	$87.3812	$91.7503	$96.3378	94	$5,751.10	$6,038.65	$6,340.58	$6,657.62	$6,990.50	$7,340.02	$7,707.02
95	$73.6859	$77.3702	$81.2387	$85.3006	$89.5656	$94.0439	$98.7461	95	$5,894.87	$6,189.62	$6,499.10	$6,824.05	$7,165.25	$7,523.51	$7,899.69
96	$75.5280	$79.3044	$83.2696	$87.4331	$91.8048	$96.3950	$101.2148	96	$6,042.24	$6,344.35	$6,661.57	$6,994.65	$7,344.38	$7,711.60	$8,097.18
97	$77.4162	$81.2870	$85.3514	$89.6190	$94.1000	$98.8050	$103.7453	97	$6,193.30	$6,502.96	$6,828.11	$7,169.52	$7,528.00	$7,904.40	$8,299.62
98	$79.3516	$83.3192	$87.4852	$91.8595	$96.4525	$101.2751	$106.3389	98	$6,348.13	$6,665.54	$6,998.82	$7,348.76	$7,716.20	$8,102.01	$8,507.11
99	$81.3354	$85.4022	$89.6723	$94.1559	$98.8637	$103.8069	$108.9972	99	$6,506.83	$6,832.18	$7,173.78	$7,532.47	$7,909.10	$8,304.55	$8,719.78
100	$83.3688	$87.5372	$91.9141	$96.5098	$101.3353	$106.4021	$111.7222	100	$6,669.50	$7,002.98	$7,353.13	$7,720.78	$8,106.82	$8,512.17	$8,937.78

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/13)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	$7.3057	$7.6710	$8.0546	$8.4573	$8.8802	$9.3242	$9.7904	1	$584.46	$613.68	$644.37	$676.58	$710.42	$745.94	$783.23
2	$7.4884	$7.8628	$8.2559	$8.6687	$9.1021	$9.5572	$10.0351	2	$599.07	$629.02	$660.47	$693.50	$728.17	$764.58	$802.81
3	$7.6756	$8.0594	$8.4624	$8.8855	$9.3298	$9.7963	$10.2861	3	$614.05	$644.75	$676.99	$710.84	$746.38	$783.70	$822.89
4	$7.8675	$8.2609	$8.6739	$9.1076	$9.5630	$10.0412	$10.5433	4	$629.40	$660.87	$693.91	$728.61	$765.04	$803.30	$843.46
5	$8.0642	$8.4674	$8.8908	$9.3353	$9.8021	$10.2922	$10.8068	5	$645.14	$677.39	$711.26	$746.82	$784.17	$823.38	$864.54
6	$8.2658	$8.6791	$9.1131	$9.5688	$10.0472	$10.5496	$11.0771	6	$661.26	$694.33	$729.05	$765.50	$803.78	$843.97	$886.17
7	$8.4724	$8.8960	$9.3408	$9.8078	$10.2982	$10.8131	$11.3538	7	$677.79	$711.68	$747.26	$784.62	$823.86	$865.05	$908.30
8	$8.6842	$9.1184	$9.5743	$10.0530	$10.5557	$11.0835	$11.6377	8	$694.74	$729.47	$765.94	$804.24	$844.46	$886.68	$931.02
9	$8.9013	$9.3464	$9.8137	$10.3044	$10.8196	$11.3606	$11.9286	9	$712.10	$747.71	$785.10	$824.35	$865.57	$908.85	$954.29
10	$9.1238	$9.5800	$10.0590	$10.5620	$11.0901	$11.6446	$12.2268	10	$729.90	$766.40	$804.72	$844.96	$887.21	$931.57	$978.14
11	$9.3519	$9.8195	$10.3105	$10.8260	$11.3673	$11.9357	$12.5325	11	$748.15	$785.56	$824.84	$866.08	$909.38	$954.86	$1,002.60
12	$9.5857	$10.0650	$10.5683	$11.0967	$11.6515	$12.2341	$12.8458	12	$766.86	$805.20	$845.46	$887.74	$932.12	$978.73	$1,027.66
13	$9.8253	$10.3166	$10.8324	$11.3740	$11.9427	$12.5398	$13.1668	13	$786.02	$825.33	$866.59	$909.92	$955.42	$1,003.18	$1,053.34
14	$10.0709	$10.5744	$11.1031	$11.6583	$12.2412	$12.8533	$13.4960	14	$805.67	$845.95	$888.25	$932.66	$979.30	$1,028.26	$1,079.68
15	$10.3227	$10.8388	$11.3807	$11.9497	$12.5472	$13.1746	$13.8333	15	$825.82	$867.10	$910.46	$955.98	$1,003.78	$1,053.97	$1,106.66
16	$10.5808	$11.1098	$11.6653	$12.2486	$12.8610	$13.5041	$14.1793	16	$846.46	$888.78	$933.22	$979.89	$1,028.88	$1,080.33	$1,134.34
17	$10.8453	$11.3876	$11.9570	$12.5549	$13.1826	$13.8417	$14.5338	17	$867.62	$911.01	$956.56	$1,004.39	$1,054.61	$1,107.34	$1,162.70
18	$11.1164	$11.6722	$12.2558	$12.8686	$13.5120	$14.1876	$14.8970	18	$889.31	$933.78	$980.46	$1,029.49	$1,080.96	$1,135.01	$1,191.76
19	$11.3943	$11.9640	$12.5622	$13.1903	$13.8498	$14.5423	$15.2694	19	$911.54	$957.12	$1,004.98	$1,055.22	$1,107.98	$1,163.38	$1,221.55
20	$11.6792	$12.2632	$12.8764	$13.5202	$14.1962	$14.9060	$15.6513	20	$934.34	$981.06	$1,030.11	$1,081.62	$1,135.70	$1,192.48	$1,252.10
21	$11.9712	$12.5698	$13.1983	$13.8582	$14.5511	$15.2787	$16.0426	21	$957.70	$1,005.58	$1,055.86	$1,108.66	$1,164.09	$1,222.30	$1,283.41
22	$12.2705	$12.8840	$13.5282	$14.2046	$14.9148	$15.6605	$16.4435	22	$981.64	$1,030.72	$1,082.26	$1,136.37	$1,193.18	$1,252.84	$1,315.48
23	$12.5773	$13.2062	$13.8665	$14.5598	$15.2878	$16.0522	$16.8548	23	$1,006.18	$1,056.50	$1,109.32	$1,164.78	$1,223.02	$1,284.18	$1,348.38
24	$12.8917	$13.5363	$14.2131	$14.9238	$15.6700	$16.4535	$17.2762	24	$1,031.34	$1,082.90	$1,137.05	$1,193.90	$1,253.60	$1,316.28	$1,382.10
25	$13.2140	$13.8747	$14.5684	$15.2968	$16.0616	$16.8647	$17.7079	25	$1,057.12	$1,109.98	$1,165.47	$1,223.74	$1,284.93	$1,349.18	$1,416.63
26	$13.5444	$14.2216	$14.9327	$15.6793	$16.4633	$17.2865	$18.1508	26	$1,083.55	$1,137.73	$1,194.62	$1,254.34	$1,317.06	$1,382.92	$1,452.06
27	$13.8830	$14.5772	$15.3061	$16.0714	$16.8750	$17.7188	$18.6047	27	$1,110.64	$1,166.18	$1,224.49	$1,285.71	$1,350.00	$1,417.50	$1,488.38
28	$14.2301	$14.9416	$15.6887	$16.4731	$17.2968	$18.1616	$19.0697	28	$1,138.41	$1,195.33	$1,255.10	$1,317.85	$1,383.74	$1,452.93	$1,525.58
29	$14.5859	$15.3152	$16.0810	$16.8851	$17.7294	$18.6159	$19.5467	29	$1,166.87	$1,225.22	$1,286.48	$1,350.81	$1,418.35	$1,489.27	$1,563.74
30	$14.9505	$15.6980	$16.4829	$17.3070	$18.1724	$19.0810	$20.0351	30	$1,196.04	$1,255.84	$1,318.63	$1,384.56	$1,453.79	$1,526.48	$1,602.81
31	$15.3243	$16.0905	$16.8950	$17.7398	$18.6268	$19.5581	$20.5360	31	$1,225.94	$1,287.24	$1,351.60	$1,419.18	$1,490.14	$1,564.65	$1,642.88
32	$15.7074	$16.4928	$17.3174	$18.1833	$19.0925	$20.0471	$21.0495	32	$1,256.59	$1,319.42	$1,385.39	$1,454.66	$1,527.40	$1,603.77	$1,683.96
33	$16.1001	$16.9051	$17.7504	$18.6379	$19.5698	$20.5483	$21.5757	33	$1,288.01	$1,352.41	$1,420.03	$1,491.03	$1,565.58	$1,643.86	$1,726.06
34	$16.5026	$17.3277	$18.1941	$19.1038	$20.0590	$21.0620	$22.1151	34	$1,320.21	$1,386.22	$1,455.53	$1,528.30	$1,604.72	$1,684.96	$1,769.21
35	$16.9152	$17.7610	$18.6491	$19.5816	$20.5607	$21.5887	$22.6681	35	$1,353.22	$1,420.88	$1,491.93	$1,566.53	$1,644.86	$1,727.10	$1,813.45
36	$17.3381	$18.2050	$19.1153	$20.0711	$21.0747	$22.1284	$23.2348	36	$1,387.05	$1,456.40	$1,529.22	$1,605.69	$1,685.98	$1,770.27	$1,858.78
37	$17.7716	$18.6602	$19.5932	$20.5729	$21.6015	$22.6816	$23.8157	37	$1,421.73	$1,492.82	$1,567.46	$1,645.83	$1,728.12	$1,814.53	$1,905.26
38	$18.2159	$19.1267	$20.0830	$21.0872	$22.1416	$23.2487	$24.4111	38	$1,457.27	$1,530.14	$1,606.64	$1,686.98	$1,771.33	$1,859.90	$1,952.89
39	$18.6713	$19.6049	$20.5851	$21.6144	$22.6951	$23.8299	$25.0214	39	$1,493.70	$1,568.39	$1,646.81	$1,729.15	$1,815.61	$1,906.39	$2,001.71
40	$19.1381	$20.0950	$21.0998	$22.1548	$23.2625	$24.4256	$25.6469	40	$1,531.05	$1,607.60	$1,687.98	$1,772.38	$1,861.00	$1,954.05	$2,051.75
41	$19.6166	$20.5974	$21.6273	$22.7087	$23.8441	$25.0363	$26.2881	41	$1,569.33	$1,647.79	$1,730.18	$1,816.70	$1,907.53	$2,002.90	$2,103.05

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/13)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
42	$20.1070	$21.1124	$22.1680	$23.2764	$24.4402	$25.6622	$26.9453	42	$1,608.56	$1,688.99	$1,773.44	$1,862.11	$1,955.22	$2,052.98	$2,155.62
43	$20.6097	$21.6402	$22.7222	$23.8583	$25.0512	$26.3038	$27.6190	43	$1,648.78	$1,731.22	$1,817.78	$1,908.66	$2,004.10	$2,104.30	$2,209.52
44	$21.1249	$22.1811	$23.2902	$24.4547	$25.6774	$26.9613	$28.3094	44	$1,689.99	$1,774.49	$1,863.22	$1,956.38	$2,054.19	$2,156.90	$2,264.75
45	$21.6530	$22.7357	$23.8725	$25.0661	$26.3194	$27.6354	$29.0172	45	$1,732.24	$1,818.86	$1,909.80	$2,005.29	$2,105.55	$2,210.83	$2,321.38
46	$22.1943	$23.3040	$24.4692	$25.6927	$26.9773	$28.3262	$29.7425	46	$1,775.54	$1,864.32	$1,957.54	$2,055.42	$2,158.18	$2,266.10	$2,379.40
47	$22.7492	$23.8867	$25.0810	$26.3351	$27.6519	$29.0345	$30.4862	47	$1,819.94	$1,910.94	$2,006.48	$2,106.81	$2,212.15	$2,322.76	$2,438.90
48	$23.3179	$24.4838	$25.7080	$26.9934	$28.3431	$29.7603	$31.2483	48	$1,865.43	$1,958.70	$2,056.64	$2,159.47	$2,267.45	$2,380.82	$2,499.86
49	$23.9008	$25.0958	$26.3506	$27.6681	$29.0515	$30.5041	$32.0293	49	$1,912.06	$2,007.66	$2,108.05	$2,213.45	$2,324.12	$2,440.33	$2,562.34
50	$24.4983	$25.7232	$27.0094	$28.3599	$29.7779	$31.2668	$32.8301	50	$1,959.86	$2,057.86	$2,160.75	$2,268.79	$2,382.23	$2,501.34	$2,626.41
51	$25.1108	$26.3663	$27.6846	$29.0688	$30.5222	$32.0483	$33.6507	51	$2,008.86	$2,109.30	$2,214.77	$2,325.50	$2,441.78	$2,563.86	$2,692.06
52	$25.7386	$27.0255	$28.3768	$29.7956	$31.2854	$32.8497	$34.4922	52	$2,059.09	$2,162.04	$2,270.14	$2,383.65	$2,502.83	$2,627.98	$2,759.38
53	$26.3821	$27.7012	$29.0863	$30.5406	$32.0676	$33.6710	$35.3546	53	$2,110.57	$2,216.10	$2,326.90	$2,443.25	$2,565.41	$2,693.68	$2,828.37
54	$27.0417	$28.3938	$29.8135	$31.3042	$32.8694	$34.5129	$36.2385	54	$2,163.34	$2,271.50	$2,385.08	$2,504.34	$2,629.55	$2,761.03	$2,899.08
55	$27.7177	$29.1036	$30.5588	$32.0867	$33.6910	$35.3756	$37.1444	55	$2,217.42	$2,328.29	$2,444.70	$2,566.94	$2,695.28	$2,830.05	$2,971.55
56	$28.4106	$29.8311	$31.3227	$32.8888	$34.5332	$36.2599	$38.0729	56	$2,272.85	$2,386.49	$2,505.82	$2,631.10	$2,762.66	$2,900.79	$3,045.83
57	$29.1209	$30.5769	$32.1057	$33.7110	$35.3966	$37.1664	$39.0247	57	$2,329.67	$2,446.15	$2,568.46	$2,696.88	$2,831.73	$2,973.31	$3,121.98
58	$29.8489	$31.3413	$32.9084	$34.5538	$36.2815	$38.0956	$40.0004	58	$2,387.91	$2,507.30	$2,632.67	$2,764.30	$2,902.52	$3,047.65	$3,200.03
59	$30.5951	$32.1249	$33.7311	$35.4177	$37.1886	$39.0480	$41.0004	59	$2,447.61	$2,569.99	$2,698.49	$2,833.42	$2,975.09	$3,123.84	$3,280.03
60	$31.3600	$32.9280	$34.5744	$36.3031	$38.1183	$40.0242	$42.0254	60	$2,508.80	$2,634.24	$2,765.95	$2,904.25	$3,049.46	$3,201.94	$3,362.03
61	$32.1440	$33.7512	$35.4388	$37.2107	$39.0712	$41.0248	$43.0760	61	$2,571.52	$2,700.10	$2,835.10	$2,976.86	$3,125.70	$3,281.98	$3,446.08
62	$32.9476	$34.5950	$36.3248	$38.1410	$40.0481	$42.0505	$44.1530	62	$2,635.81	$2,767.60	$2,905.98	$3,051.28	$3,203.85	$3,364.04	$3,532.24
63	$33.7713	$35.4599	$37.2329	$39.0945	$41.0492	$43.1017	$45.2568	63	$2,701.70	$2,836.79	$2,978.63	$3,127.56	$3,283.94	$3,448.14	$3,620.54
64	$34.6156	$36.3464	$38.1637	$40.0719	$42.0755	$44.1793	$46.3883	64	$2,769.25	$2,907.71	$3,053.10	$3,205.75	$3,366.04	$3,534.34	$3,711.06
65	$35.4810	$37.2551	$39.1179	$41.0738	$43.1275	$45.2839	$47.5481	65	$2,838.48	$2,980.41	$3,129.43	$3,285.90	$3,450.20	$3,622.71	$3,803.85
66	$36.3680	$38.1864	$40.0957	$42.1005	$44.2055	$46.4158	$48.7366	66	$2,909.44	$3,054.91	$3,207.66	$3,368.04	$3,536.44	$3,713.26	$3,898.93
67	$37.2772	$39.1411	$41.0982	$43.1531	$45.3108	$47.5763	$49.9551	67	$2,982.18	$3,131.29	$3,287.86	$3,452.25	$3,624.86	$3,806.10	$3,996.41
68	$38.2091	$40.1196	$42.1256	$44.2319	$46.4435	$48.7657	$51.2040	68	$3,056.73	$3,209.57	$3,370.05	$3,538.55	$3,715.48	$3,901.26	$4,096.32
69	$39.1643	$41.1225	$43.1786	$45.3375	$47.6044	$49.9846	$52.4838	69	$3,133.14	$3,289.80	$3,454.29	$3,627.00	$3,808.35	$3,998.77	$4,198.70
70	$40.1434	$42.1506	$44.2581	$46.4710	$48.7946	$51.2343	$53.7960	70	$3,211.47	$3,372.05	$3,540.65	$3,717.68	$3,903.57	$4,098.74	$4,303.68
71	$41.1470	$43.2044	$45.3646	$47.6328	$50.0144	$52.5151	$55.1409	71	$3,291.76	$3,456.35	$3,629.17	$3,810.62	$4,001.15	$4,201.21	$4,411.27
72	$42.1757	$44.2845	$46.4987	$48.8236	$51.2648	$53.8280	$56.5194	72	$3,374.06	$3,542.76	$3,719.90	$3,905.89	$4,101.18	$4,306.24	$4,521.55
73	$43.2301	$45.3916	$47.6612	$50.0443	$52.5465	$55.1738	$57.9325	73	$3,458.41	$3,631.33	$3,812.90	$4,003.54	$4,203.72	$4,413.90	$4,634.60
74	$44.3109	$46.5264	$48.8527	$51.2953	$53.8601	$56.5531	$59.3808	74	$3,544.87	$3,722.11	$3,908.22	$4,103.62	$4,308.81	$4,524.25	$4,750.46
75	$45.4187	$47.6896	$50.0741	$52.5778	$55.2067	$57.9670	$60.8654	75	$3,633.50	$3,815.17	$4,005.93	$4,206.22	$4,416.54	$4,637.36	$4,869.23
76	$46.5542	$48.8819	$51.3260	$53.8923	$56.5869	$59.4162	$62.3870	76	$3,724.34	$3,910.55	$4,106.08	$4,311.38	$4,526.95	$4,753.30	$4,990.96
77	$47.7181	$50.1040	$52.6092	$55.2397	$58.0017	$60.9018	$63.9469	77	$3,817.45	$4,008.32	$4,208.74	$4,419.18	$4,640.14	$4,872.14	$5,115.75
78	$48.9111	$51.3567	$53.9245	$56.6207	$59.4517	$62.4243	$65.5455	78	$3,912.89	$4,108.54	$4,313.96	$4,529.66	$4,756.14	$4,993.94	$5,243.64
79	$50.1339	$52.6406	$55.2726	$58.0362	$60.9380	$63.9849	$67.1841	79	$4,010.71	$4,211.25	$4,421.81	$4,642.90	$4,875.04	$5,118.79	$5,374.73
80	$51.3872	$53.9566	$56.6544	$59.4871	$62.4615	$65.5846	$68.8638	80	$4,110.98	$4,316.53	$4,532.35	$4,758.97	$4,996.92	$5,246.77	$5,509.10
81	$52.6719	$55.3055	$58.0708	$60.9743	$64.0230	$67.2242	$70.5854	81	$4,213.75	$4,424.44	$4,645.66	$4,877.94	$5,121.84	$5,377.94	$5,646.83
82	$53.9887	$56.6881	$59.5225	$62.4986	$65.6235	$68.9047	$72.3499	82	$4,319.10	$4,535.05	$4,761.80	$4,999.89	$5,249.88	$5,512.38	$5,787.99

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE R (Effective the Pay Period Including 01/01/13)
PROBATION PEACE OFFICER ASSOCIATION (PPOA)

(Effective the Pay Period Including 01/01/13 1% Wage Increase)

Range	Hourly Rates							Range	Bi-Weekly Rates						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
83	$55.3384	$58.1053	$61.0106	$64.0611	$67.2642	$70.6274	$74.1588	83	$4,427.07	$4,648.42	$4,880.85	$5,124.89	$5,381.14	$5,650.19	$5,932.70
84	$56.7219	$59.5580	$62.5359	$65.6627	$68.9458	$72.3931	$76.0128	84	$4,537.75	$4,764.64	$5,002.87	$5,253.02	$5,515.66	$5,791.45	$6,081.02
85	$58.1399	$61.0469	$64.0992	$67.3042	$70.6694	$74.2029	$77.9130	85	$4,651.19	$4,883.75	$5,127.94	$5,384.34	$5,653.55	$5,936.23	$6,233.04
86	$59.5934	$62.5731	$65.7018	$68.9869	$72.4362	$76.0580	$79.8609	86	$4,767.47	$5,005.85	$5,256.14	$5,518.95	$5,794.90	$6,084.64	$6,388.87
87	$61.0832	$64.1374	$67.3443	$70.7115	$74.2471	$77.9595	$81.8575	87	$4,886.66	$5,130.99	$5,387.54	$5,656.92	$5,939.77	$6,236.76	$6,548.60
88	$62.6103	$65.7408	$69.0278	$72.4792	$76.1032	$79.9084	$83.9038	88	$5,008.82	$5,259.26	$5,522.22	$5,798.34	$6,088.26	$6,392.67	$6,712.30
89	$64.1756	$67.3844	$70.7536	$74.2913	$78.0059	$81.9062	$86.0015	89	$5,134.05	$5,390.75	$5,660.29	$5,943.30	$6,240.47	$6,552.50	$6,880.12
90	$65.7800	$69.0690	$72.5225	$76.1486	$79.9560	$83.9538	$88.1515	90	$5,262.40	$5,525.52	$5,801.80	$6,091.89	$6,396.48	$6,716.30	$7,052.12
91	$67.4245	$70.7957	$74.3355	$78.0523	$81.9549	$86.0526	$90.3552	91	$5,393.96	$5,663.66	$5,946.84	$6,244.18	$6,556.39	$6,884.21	$7,228.42
92	$69.1101	$72.5656	$76.1939	$80.0036	$84.0038	$88.2040	$92.6142	92	$5,528.81	$5,805.25	$6,095.51	$6,400.29	$6,720.30	$7,056.32	$7,409.14
93	$70.8379	$74.3798	$78.0988	$82.0037	$86.1039	$90.4091	$94.9296	93	$5,667.03	$5,950.38	$6,247.90	$6,560.30	$6,888.31	$7,232.73	$7,594.37
94	$72.6088	$76.2392	$80.0512	$84.0538	$88.2565	$92.6693	$97.3028	94	$5,808.70	$6,099.14	$6,404.10	$6,724.30	$7,060.52	$7,413.54	$7,784.22
95	$74.4240	$78.1452	$82.0525	$86.1551	$90.4629	$94.9860	$99.7353	95	$5,953.92	$6,251.62	$6,564.20	$6,892.41	$7,237.03	$7,598.88	$7,978.82
96	$76.2846	$80.0988	$84.1037	$88.3089	$92.7243	$97.3605	$102.2285	96	$6,102.77	$6,407.90	$6,728.30	$7,064.71	$7,417.94	$7,788.84	$8,178.28
97	$78.1917	$82.1013	$86.2064	$90.5167	$95.0425	$99.7946	$104.7843	97	$6,255.34	$6,568.10	$6,896.51	$7,241.34	$7,603.40	$7,983.57	$8,382.74
98	$80.1465	$84.1538	$88.3615	$92.7796	$97.4186	$102.2895	$107.4040	98	$6,411.72	$6,732.30	$7,068.92	$7,422.37	$7,793.49	$8,183.16	$8,592.32
99	$82.1502	$86.2577	$90.5706	$95.0991	$99.8541	$104.8468	$110.0891	99	$6,572.02	$6,900.62	$7,245.65	$7,607.93	$7,988.33	$8,387.74	$8,807.13
100	$84.2040	$88.4142	$92.8349	$97.4766	$102.3504	$107.4679	$112.8413	100	$6,736.32	$7,073.14	$7,426.79	$7,798.13	$8,188.03	$8,597.43	$9,027.30

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/12)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	$6.8175	$7.1584	$7.5163	$7.8921	$8.2867	$8.7010	$9.1361	$9.5929	1	$545.40	$572.67	$601.30	$631.37	$662.94	$696.08	$730.89	$767.43
2	$6.9879	$7.3373	$7.7042	$8.0894	$8.4939	$8.9186	$9.3645	$9.8327	2	$559.03	$586.98	$616.34	$647.15	$679.51	$713.49	$749.16	$786.62
3	$7.1626	$7.5207	$7.8967	$8.2915	$8.7061	$9.1414	$9.5985	$10.0784	3	$573.01	$601.66	$631.74	$663.32	$696.49	$731.31	$767.88	$806.27
4	$7.3417	$7.7088	$8.0942	$8.4989	$8.9238	$9.3700	$9.8385	$10.3304	4	$587.34	$616.70	$647.54	$679.91	$713.90	$749.60	$787.08	$826.43
5	$7.5252	$7.9015	$8.2966	$8.7114	$9.1470	$9.6044	$10.0846	$10.5888	5	$602.02	$632.12	$663.73	$696.91	$731.76	$768.35	$806.77	$847.10
6	$7.7133	$8.0990	$8.5040	$8.9292	$9.3757	$9.8445	$10.3367	$10.8535	6	$617.06	$647.92	$680.32	$714.34	$750.06	$787.56	$826.94	$868.28
7	$7.9061	$8.3014	$8.7165	$9.1523	$9.6099	$10.0904	$10.5949	$11.1246	7	$632.49	$664.11	$697.32	$732.18	$768.79	$807.23	$847.59	$889.97
8	$8.1038	$8.5090	$8.9345	$9.3812	$9.8503	$10.3428	$10.8599	$11.4029	8	$648.30	$680.72	$714.76	$750.50	$788.02	$827.42	$868.79	$912.23
9	$8.3064	$8.7217	$9.1578	$9.6157	$10.0965	$10.6013	$11.1314	$11.6880	9	$664.51	$697.74	$732.62	$769.26	$807.72	$848.10	$890.51	$935.04
10	$8.5141	$8.9398	$9.3868	$9.8561	$10.3489	$10.8663	$11.4096	$11.9801	10	$681.13	$715.18	$750.94	$788.49	$827.91	$869.30	$912.77	$958.41
11	$8.7270	$9.1634	$9.6216	$10.1027	$10.6078	$11.1382	$11.6951	$12.2799	11	$698.16	$733.07	$769.73	$808.22	$848.62	$891.06	$935.61	$982.39
12	$8.9452	$9.3925	$9.8621	$10.3552	$10.8730	$11.4167	$11.9875	$12.5869	12	$715.62	$751.40	$788.97	$828.42	$869.84	$913.34	$959.00	$1,006.95
13	$9.1688	$9.6272	$10.1086	$10.6140	$11.1447	$11.7019	$12.2870	$12.9014	13	$733.50	$770.18	$808.69	$849.12	$891.58	$936.15	$982.96	$1,032.11
14	$9.3980	$9.8679	$10.3613	$10.8794	$11.4234	$11.9946	$12.5943	$13.2240	14	$751.84	$789.43	$828.90	$870.35	$913.87	$959.57	$1,007.54	$1,057.92
15	$9.6330	$10.1147	$10.6204	$11.1514	$11.7090	$12.2945	$12.9092	$13.5547	15	$770.64	$809.18	$849.63	$892.11	$936.72	$983.56	$1,032.74	$1,084.38
16	$9.8738	$10.3675	$10.8859	$11.4302	$12.0017	$12.6018	$13.2319	$13.8935	16	$789.90	$829.40	$870.87	$914.42	$960.14	$1,008.14	$1,058.55	$1,111.48
17	$10.1206	$10.6266	$11.1579	$11.7158	$12.3016	$12.9167	$13.5625	$14.2406	17	$809.65	$850.13	$892.63	$937.26	$984.13	$1,033.34	$1,085.00	$1,139.25
18	$10.3736	$10.8923	$11.4369	$12.0087	$12.6091	$13.2396	$13.9016	$14.5967	18	$829.89	$871.38	$914.95	$960.70	$1,008.73	$1,059.17	$1,112.13	$1,167.74
19	$10.6329	$11.1645	$11.7227	$12.3088	$12.9242	$13.5704	$14.2489	$14.9613	19	$850.63	$893.16	$937.82	$984.70	$1,033.94	$1,085.63	$1,139.91	$1,196.90
20	$10.8987	$11.4436	$12.0158	$12.6166	$13.2474	$13.9098	$14.6053	$15.3356	20	$871.90	$915.49	$961.26	$1,009.33	$1,059.79	$1,112.78	$1,168.42	$1,226.85
21	$11.1712	$11.7298	$12.3163	$12.9321	$13.5787	$14.2576	$14.9705	$15.7190	21	$893.70	$938.38	$985.30	$1,034.57	$1,086.30	$1,140.61	$1,197.64	$1,257.52
22	$11.4505	$12.0230	$12.6242	$13.2554	$13.9182	$14.6141	$15.3448	$16.1120	22	$916.04	$961.84	$1,009.94	$1,060.43	$1,113.46	$1,169.13	$1,227.58	$1,288.96
23	$11.7368	$12.3236	$12.9398	$13.5868	$14.2661	$14.9794	$15.7284	$16.5148	23	$938.94	$985.89	$1,035.18	$1,086.94	$1,141.29	$1,198.35	$1,258.27	$1,321.18
24	$12.0302	$12.6317	$13.2633	$13.9265	$14.6228	$15.3539	$16.1216	$16.9277	24	$962.42	$1,010.54	$1,061.06	$1,114.12	$1,169.82	$1,228.31	$1,289.73	$1,354.22
25	$12.3310	$12.9476	$13.5950	$14.2748	$14.9885	$15.7379	$16.5248	$17.3510	25	$986.48	$1,035.81	$1,087.60	$1,141.98	$1,199.08	$1,259.03	$1,321.98	$1,388.08
26	$12.6393	$13.2713	$13.9349	$14.6316	$15.3632	$16.1314	$16.9380	$17.7849	26	$1,011.14	$1,061.70	$1,114.79	$1,170.53	$1,229.06	$1,290.51	$1,355.04	$1,422.79
27	$12.9553	$13.6031	$14.2833	$14.9975	$15.7474	$16.5348	$17.3615	$18.2296	27	$1,036.42	$1,088.25	$1,142.66	$1,199.80	$1,259.79	$1,322.78	$1,388.92	$1,458.37
28	$13.2792	$13.9432	$14.6404	$15.3724	$16.1410	$16.9481	$17.7955	$18.6853	28	$1,062.34	$1,115.46	$1,171.23	$1,229.79	$1,291.28	$1,355.85	$1,423.64	$1,494.82
29	$13.6112	$14.2918	$15.0064	$15.7567	$16.5445	$17.3717	$18.2403	$19.1523	29	$1,088.90	$1,143.34	$1,200.51	$1,260.54	$1,323.56	$1,389.74	$1,459.22	$1,532.18
30	$13.9515	$14.6491	$15.3816	$16.1507	$16.9582	$17.8061	$18.6964	$19.6312	30	$1,116.12	$1,171.93	$1,230.53	$1,292.06	$1,356.66	$1,424.49	$1,495.71	$1,570.50
31	$14.3003	$15.0153	$15.7661	$16.5544	$17.3821	$18.2512	$19.1638	$20.1220	31	$1,144.02	$1,201.22	$1,261.29	$1,324.35	$1,390.57	$1,460.10	$1,533.10	$1,609.76
32	$14.6578	$15.3907	$16.1602	$16.9682	$17.8166	$18.7074	$19.6428	$20.6249	32	$1,172.62	$1,231.26	$1,292.82	$1,357.46	$1,425.33	$1,496.59	$1,571.42	$1,649.99
33	$15.0242	$15.7754	$16.5642	$17.3924	$18.2620	$19.1751	$20.1339	$21.1406	33	$1,201.94	$1,262.03	$1,325.14	$1,391.39	$1,460.96	$1,534.01	$1,610.71	$1,691.25
34	$15.3998	$16.1698	$16.9783	$17.8272	$18.7186	$19.6545	$20.6372	$21.6691	34	$1,231.98	$1,293.58	$1,358.26	$1,426.18	$1,497.49	$1,572.36	$1,650.98	$1,733.53
35	$15.7848	$16.5740	$17.4027	$18.2728	$19.1864	$20.1457	$21.1530	$22.2107	35	$1,262.78	$1,325.92	$1,392.22	$1,461.82	$1,534.91	$1,611.66	$1,692.24	$1,776.86
36	$16.1794	$16.9884	$17.8378	$18.7297	$19.6662	$20.6495	$21.6820	$22.7661	36	$1,294.35	$1,359.07	$1,427.02	$1,498.38	$1,573.30	$1,651.96	$1,734.56	$1,821.29
37	$16.5839	$17.4131	$18.2838	$19.1980	$20.1579	$21.1658	$22.2241	$23.3353	37	$1,326.71	$1,393.05	$1,462.70	$1,535.84	$1,612.63	$1,693.26	$1,777.93	$1,866.82
38	$16.9985	$17.8484	$18.7408	$19.6778	$20.6617	$21.6948	$22.7795	$23.9185	38	$1,359.88	$1,427.87	$1,499.26	$1,574.22	$1,652.94	$1,735.58	$1,822.36	$1,913.48
39	$17.4235	$18.2947	$19.2094	$20.1699	$21.1784	$22.2373	$23.3492	$24.5167	39	$1,393.88	$1,463.58	$1,536.75	$1,613.59	$1,694.27	$1,778.98	$1,867.94	$1,961.34
40	$17.8591	$18.7521	$19.6897	$20.6742	$21.7079	$22.7933	$23.9330	$25.1297	40	$1,428.73	$1,500.17	$1,575.18	$1,653.94	$1,736.63	$1,823.46	$1,914.64	$2,010.38
41	$18.3056	$19.2209	$20.1819	$21.1910	$22.2506	$23.3631	$24.5313	$25.7579	41	$1,464.45	$1,537.67	$1,614.55	$1,695.28	$1,780.05	$1,869.05	$1,962.50	$2,060.63
42	$18.7632	$19.7014	$20.6865	$21.7208	$22.8068	$23.9471	$25.1445	$26.4017	42	$1,501.06	$1,576.11	$1,654.92	$1,737.66	$1,824.54	$1,915.77	$2,011.56	$2,112.14
43	$19.2323	$20.1939	$21.2036	$22.2638	$23.3770	$24.5459	$25.7732	$27.0619	43	$1,538.58	$1,615.51	$1,696.29	$1,781.10	$1,870.16	$1,963.67	$2,061.86	$2,164.95
44	$19.7131	$20.6988	$21.7337	$22.8204	$23.9614	$25.1595	$26.4175	$27.7384	44	$1,577.05	$1,655.90	$1,738.70	$1,825.63	$1,916.91	$2,012.76	$2,113.40	$2,219.07
45	$20.2059	$21.2162	$22.2770	$23.3909	$24.5604	$25.7884	$27.0778	$28.4317	45	$1,616.47	$1,697.30	$1,782.16	$1,871.27	$1,964.83	$2,063.07	$2,166.22	$2,274.54
46	$20.7110	$21.7466	$22.8339	$23.9756	$25.1744	$26.4331	$27.7548	$29.1425	46	$1,656.88	$1,739.73	$1,826.71	$1,918.05	$2,013.95	$2,114.65	$2,220.38	$2,331.40
47	$21.2288	$22.2902	$23.4047	$24.5749	$25.8036	$27.0938	$28.4485	$29.8709	47	$1,698.30	$1,783.22	$1,872.38	$1,965.99	$2,064.29	$2,167.50	$2,275.88	$2,389.67
48	$21.7595	$22.8475	$23.9899	$25.1894	$26.4489	$27.7713	$29.1599	$30.6179	48	$1,740.76	$1,827.80	$1,919.19	$2,015.15	$2,115.91	$2,221.70	$2,332.79	$2,449.43

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/12)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
49	$22.3035	$23.4187	$24.5896	$25.8191	$27.1101	$28.4656	$29.8889	$31.3833	49	$1,784.28	$1,873.50	$1,967.17	$2,065.53	$2,168.81	$2,277.25	$2,391.11	$2,510.66
50	$22.8611	$24.0042	$25.2044	$26.4646	$27.7878	$29.1772	$30.6361	$32.1679	50	$1,828.89	$1,920.34	$2,016.35	$2,117.17	$2,223.02	$2,334.18	$2,450.89	$2,573.43
51	$23.4326	$24.6042	$25.8344	$27.1261	$28.4824	$29.9065	$31.4018	$32.9719	51	$1,874.61	$1,968.34	$2,066.75	$2,170.09	$2,278.59	$2,392.52	$2,512.14	$2,637.75
52	$24.0184	$25.2193	$26.4803	$27.8043	$29.1945	$30.6542	$32.1869	$33.7962	52	$1,921.47	$2,017.54	$2,118.42	$2,224.34	$2,335.56	$2,452.34	$2,574.95	$2,703.70
53	$24.6189	$25.8498	$27.1423	$28.4994	$29.9244	$31.4206	$32.9916	$34.6412	53	$1,969.51	$2,067.98	$2,171.38	$2,279.95	$2,393.95	$2,513.65	$2,639.33	$2,771.30
54	$25.2344	$26.4961	$27.8209	$29.2119	$30.6725	$32.2061	$33.8164	$35.5072	54	$2,018.75	$2,119.69	$2,225.67	$2,336.95	$2,453.80	$2,576.49	$2,705.31	$2,840.58
55	$25.8653	$27.1586	$28.5165	$29.9423	$31.4394	$33.0114	$34.6620	$36.3951	55	$2,069.22	$2,172.69	$2,281.32	$2,395.38	$2,515.15	$2,640.91	$2,772.96	$2,911.61
56	$26.5119	$27.8375	$29.2294	$30.6909	$32.2254	$33.8367	$35.5285	$37.3049	56	$2,120.95	$2,227.00	$2,338.35	$2,455.27	$2,578.03	$2,706.94	$2,842.28	$2,984.39
57	$27.1747	$28.5334	$29.9601	$31.4581	$33.0310	$34.6826	$36.4167	$38.2375	57	$2,173.98	$2,282.67	$2,396.81	$2,516.65	$2,642.48	$2,774.61	$2,913.34	$3,059.00
58	$27.8541	$29.2468	$30.7091	$32.2446	$33.8568	$35.5496	$37.3271	$39.1935	58	$2,228.33	$2,339.74	$2,456.73	$2,579.57	$2,708.54	$2,843.97	$2,986.17	$3,135.48
59	$28.5505	$29.9780	$31.4769	$33.0507	$34.7032	$36.4384	$38.2603	$40.1733	59	$2,284.04	$2,398.24	$2,518.15	$2,644.06	$2,776.26	$2,915.07	$3,060.82	$3,213.86
60	$29.2643	$30.7275	$32.2639	$33.8771	$35.5710	$37.3496	$39.2171	$41.1780	60	$2,341.14	$2,458.20	$2,581.11	$2,710.17	$2,845.68	$2,987.97	$3,137.37	$3,294.24
61	$29.9959	$31.4957	$33.0705	$34.7240	$36.4602	$38.2832	$40.1974	$42.2073	61	$2,399.67	$2,519.66	$2,645.64	$2,777.92	$2,916.82	$3,062.66	$3,215.79	$3,376.58
62	$30.7458	$32.2831	$33.8973	$35.5922	$37.3718	$39.2404	$41.2024	$43.2625	62	$2,459.66	$2,582.65	$2,711.78	$2,847.38	$2,989.74	$3,139.23	$3,296.19	$3,461.00
63	$31.5144	$33.0901	$34.7446	$36.4818	$38.3059	$40.2212	$42.2323	$44.3439	63	$2,521.15	$2,647.21	$2,779.57	$2,918.54	$3,064.47	$3,217.70	$3,378.58	$3,547.51
64	$32.3023	$33.9174	$35.6133	$37.3940	$39.2637	$41.2269	$43.2882	$45.4526	64	$2,584.18	$2,713.39	$2,849.06	$2,991.52	$3,141.10	$3,298.15	$3,463.06	$3,636.21
65	$33.1099	$34.7654	$36.5037	$38.3289	$40.2453	$42.2576	$44.3705	$46.5890	65	$2,648.79	$2,781.23	$2,920.30	$3,066.31	$3,219.62	$3,380.61	$3,549.64	$3,727.12
66	$33.9376	$35.6345	$37.4162	$39.2870	$41.2514	$43.3140	$45.4797	$47.7537	66	$2,715.01	$2,850.76	$2,993.30	$3,142.96	$3,300.11	$3,465.12	$3,638.38	$3,820.30
67	$34.7860	$36.5253	$38.3516	$40.2692	$42.2827	$44.3968	$46.6166	$48.9474	67	$2,782.88	$2,922.02	$3,068.13	$3,221.54	$3,382.62	$3,551.74	$3,729.33	$3,915.79
68	$35.6557	$37.4385	$39.3104	$41.2759	$43.3397	$45.5067	$47.7820	$50.1711	68	$2,852.46	$2,995.08	$3,144.83	$3,302.07	$3,467.18	$3,640.54	$3,822.56	$4,013.69
69	$36.5471	$38.3745	$40.2932	$42.3079	$44.4233	$46.6445	$48.9767	$51.4255	69	$2,923.77	$3,069.96	$3,223.46	$3,384.63	$3,553.86	$3,731.56	$3,918.14	$4,114.04
70	$37.4608	$39.3338	$41.3005	$43.3655	$45.5338	$47.8105	$50.2010	$52.7111	70	$2,996.86	$3,146.70	$3,304.04	$3,469.24	$3,642.70	$3,824.84	$4,016.08	$4,216.89
71	$38.3973	$40.3172	$42.3331	$44.4498	$46.6723	$49.0059	$51.4562	$54.0290	71	$3,071.78	$3,225.38	$3,386.65	$3,555.98	$3,733.78	$3,920.47	$4,116.50	$4,322.32
72	$39.3572	$41.3251	$43.3914	$45.5610	$47.8391	$50.2311	$52.7427	$55.3798	72	$3,148.58	$3,306.01	$3,471.31	$3,644.88	$3,827.13	$4,018.49	$4,219.42	$4,430.38
73	$40.3411	$42.3582	$44.4761	$46.6999	$49.0349	$51.4866	$54.0609	$56.7639	73	$3,227.29	$3,388.66	$3,558.09	$3,735.99	$3,922.79	$4,118.93	$4,324.87	$4,541.11
74	$41.3496	$43.4171	$45.5880	$47.8674	$50.2608	$52.7738	$55.4125	$58.1831	74	$3,307.97	$3,473.37	$3,647.04	$3,829.39	$4,020.86	$4,221.90	$4,433.00	$4,654.65
75	$42.3833	$44.5025	$46.7276	$49.0640	$51.5172	$54.0931	$56.7978	$59.6377	75	$3,390.66	$3,560.20	$3,738.21	$3,925.12	$4,121.38	$4,327.45	$4,543.82	$4,771.02
76	$43.4429	$45.6150	$47.8958	$50.2906	$52.8051	$55.4454	$58.2177	$61.1286	76	$3,475.43	$3,649.20	$3,831.66	$4,023.25	$4,224.41	$4,435.63	$4,657.42	$4,890.29
77	$44.5290	$46.7555	$49.0933	$51.5480	$54.1254	$56.8317	$59.6733	$62.6570	77	$3,562.32	$3,740.44	$3,927.46	$4,123.84	$4,330.03	$4,546.54	$4,773.86	$5,012.56
78	$45.6422	$47.9243	$50.3205	$52.8365	$55.4783	$58.2522	$61.1648	$64.2230	78	$3,651.38	$3,833.94	$4,025.64	$4,226.92	$4,438.26	$4,660.18	$4,893.18	$5,137.84
79	$46.7833	$49.1225	$51.5786	$54.1575	$56.8654	$59.7087	$62.6941	$65.8288	79	$3,742.66	$3,929.80	$4,126.29	$4,332.60	$4,549.23	$4,776.70	$5,015.53	$5,266.30
80	$47.9529	$50.3505	$52.8680	$55.5114	$58.2870	$61.2014	$64.2615	$67.4746	80	$3,836.23	$4,028.04	$4,229.44	$4,440.91	$4,662.96	$4,896.11	$5,140.92	$5,397.97
81	$49.1517	$51.6093	$54.1898	$56.8993	$59.7443	$62.7315	$65.8681	$69.1615	81	$3,932.14	$4,128.74	$4,335.18	$4,551.94	$4,779.54	$5,018.52	$5,269.45	$5,532.92
82	$50.3805	$52.8995	$55.5445	$58.3217	$61.2378	$64.2997	$67.5147	$70.8904	82	$4,030.44	$4,231.96	$4,443.56	$4,665.74	$4,899.02	$5,143.98	$5,401.18	$5,671.23
83	$51.6400	$54.2220	$56.9331	$59.7798	$62.7688	$65.9072	$69.2026	$72.6627	83	$4,131.20	$4,337.76	$4,554.65	$4,782.38	$5,021.50	$5,272.58	$5,536.21	$5,813.02
84	$52.9310	$55.5776	$58.3565	$61.2743	$64.3380	$67.5549	$70.9326	$74.4792	84	$4,234.48	$4,446.21	$4,668.52	$4,901.94	$5,147.04	$5,404.39	$5,674.61	$5,958.34
85	$54.2543	$56.9670	$59.8154	$62.8062	$65.9465	$69.2438	$72.7060	$76.3413	85	$4,340.34	$4,557.36	$4,785.23	$5,024.50	$5,275.72	$5,539.50	$5,816.48	$6,107.30
86	$55.6107	$58.3912	$61.3108	$64.3763	$67.5951	$70.9749	$74.5236	$78.2498	86	$4,448.86	$4,671.30	$4,904.86	$5,150.10	$5,407.61	$5,677.99	$5,961.89	$6,259.98
87	$57.0010	$59.8511	$62.8437	$65.9859	$69.2852	$72.7495	$76.3870	$80.2064	87	$4,560.08	$4,788.09	$5,027.50	$5,278.87	$5,542.82	$5,819.96	$6,110.96	$6,416.51
88	$58.4260	$61.3473	$64.4147	$67.6354	$71.0172	$74.5681	$78.2965	$82.2113	88	$4,674.08	$4,907.78	$5,153.18	$5,410.83	$5,681.38	$5,965.45	$6,263.72	$6,576.90
89	$59.8867	$62.8810	$66.0251	$69.3264	$72.7927	$76.4323	$80.2539	$84.2666	89	$4,790.94	$5,030.48	$5,282.01	$5,546.11	$5,823.42	$6,114.58	$6,420.31	$6,741.33
90	$61.3839	$64.4531	$67.6758	$71.0596	$74.6126	$78.3432	$82.2604	$86.3734	90	$4,910.71	$5,156.25	$5,414.06	$5,684.77	$5,969.01	$6,267.46	$6,580.83	$6,909.87
91	$62.9185	$66.0644	$69.3676	$72.8360	$76.4778	$80.3017	$84.3168	$88.5326	91	$5,033.48	$5,285.15	$5,549.41	$5,826.88	$6,118.22	$6,424.14	$6,745.34	$7,082.61
92	$64.4915	$67.7161	$71.1019	$74.6570	$78.3899	$82.3094	$86.4249	$90.7461	92	$5,159.32	$5,417.29	$5,688.15	$5,972.56	$6,271.19	$6,584.75	$6,913.99	$7,259.69
93	$66.1038	$69.4090	$72.8795	$76.5235	$80.3497	$84.3672	$88.5856	$93.0149	93	$5,288.30	$5,552.72	$5,830.36	$6,121.88	$6,427.98	$6,749.38	$7,086.85	$7,441.19
94	$67.7564	$71.1442	$74.7014	$78.4365	$82.3583	$86.4762	$90.8000	$95.3400	94	$5,420.51	$5,691.54	$5,976.11	$6,274.92	$6,588.66	$6,918.10	$7,264.00	$7,627.20
95	$69.4503	$72.9228	$76.5689	$80.3973	$84.4172	$88.6381	$93.0700	$97.7235	95	$5,556.02	$5,833.82	$6,125.51	$6,431.78	$6,753.38	$7,091.05	$7,445.60	$7,817.88
96	$71.1866	$74.7459	$78.4832	$82.4074	$86.5278	$90.8542	$95.3969	$100.1667	96	$5,694.93	$5,979.67	$6,278.66	$6,592.59	$6,922.22	$7,268.34	$7,631.75	$8,013.34

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/12)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/12 1% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
97	$72.9663	$76.6146	$80.4453	$84.4676	$88.6910	$93.1256	$97.7819	$102.6710	**97**	$5,837.30	$6,129.17	$6,435.62	$6,757.41	$7,095.28	$7,450.05	$7,822.55	$8,213.68
98	$74.7905	$78.5300	$82.4565	$86.5793	$90.9083	$95.4537	$100.2264	$105.2377	**98**	$5,983.24	$6,282.40	$6,596.52	$6,926.34	$7,272.66	$7,636.30	$8,018.11	$8,419.02
99	$76.6603	$80.4933	$84.5180	$88.7439	$93.1811	$97.8402	$102.7322	$107.8688	**99**	$6,132.82	$6,439.46	$6,761.44	$7,099.51	$7,454.49	$7,827.22	$8,218.58	$8,629.50
100	$78.5768	$82.5056	$86.6309	$90.9624	$95.5105	$100.2860	$105.3003	$110.5653	**100**	$6,286.14	$6,600.45	$6,930.47	$7,276.99	$7,640.84	$8,022.88	$8,424.02	$8,845.22

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/13)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	$6.9539	$7.3015	$7.6666	$8.0499	$8.4524	$8.8750	$9.3188	$9.7847	1	$556.31	$584.12	$613.33	$643.99	$676.19	$710.00	$745.50	$782.78
2	$7.1277	$7.4841	$7.8583	$8.2512	$8.6638	$9.0970	$9.5519	$10.0295	2	$570.22	$598.73	$628.66	$660.10	$693.10	$727.76	$764.15	$802.36
3	$7.3059	$7.6712	$8.0548	$8.4575	$8.8804	$9.3244	$9.7906	$10.2801	3	$584.47	$613.70	$644.38	$676.60	$710.43	$745.95	$783.25	$822.41
4	$7.4885	$7.8629	$8.2560	$8.6688	$9.1022	$9.5573	$10.0352	$10.5370	4	$599.08	$629.03	$660.48	$693.50	$728.18	$764.58	$802.82	$842.96
5	$7.6757	$8.0595	$8.4625	$8.8856	$9.3299	$9.7964	$10.2862	$10.8005	5	$614.06	$644.76	$677.00	$710.85	$746.39	$783.71	$822.90	$864.04
6	$7.8676	$8.2610	$8.6741	$9.1078	$9.5632	$10.0414	$10.5435	$11.0707	6	$629.41	$660.88	$693.93	$728.62	$765.06	$803.31	$843.48	$885.66
7	$8.0643	$8.4675	$8.8909	$9.3354	$9.8022	$10.2923	$10.8069	$11.3472	7	$645.14	$677.40	$711.27	$746.83	$784.18	$823.38	$864.55	$907.78
8	$8.2659	$8.6792	$9.1132	$9.5689	$10.0473	$10.5497	$11.0772	$11.6311	8	$661.27	$694.34	$729.06	$765.51	$803.78	$843.98	$886.18	$930.49
9	$8.4725	$8.8961	$9.3409	$9.8079	$10.2983	$10.8132	$11.3539	$11.9216	9	$677.80	$711.69	$747.27	$784.63	$823.86	$865.06	$908.31	$953.73
10	$8.6843	$9.1185	$9.5744	$10.0531	$10.5558	$11.0836	$11.6378	$12.2197	10	$694.74	$729.48	$765.95	$804.25	$844.46	$886.69	$931.02	$977.58
11	$8.9014	$9.3465	$9.8138	$10.3045	$10.8197	$11.3607	$11.9287	$12.5251	11	$712.11	$747.72	$785.10	$824.36	$865.58	$908.86	$954.30	$1,002.01
12	$9.1239	$9.5801	$10.0591	$10.5621	$11.0902	$11.6447	$12.2269	$12.8382	12	$729.91	$766.41	$804.73	$844.97	$887.22	$931.58	$978.15	$1,027.06
13	$9.3520	$9.8196	$10.3106	$10.8261	$11.3674	$11.9358	$12.5326	$13.1592	13	$748.16	$785.57	$824.85	$866.09	$909.39	$954.86	$1,002.61	$1,052.74
14	$9.5858	$10.0651	$10.5684	$11.0968	$11.6516	$12.2342	$12.8459	$13.4882	14	$766.86	$805.21	$845.47	$887.74	$932.13	$978.74	$1,027.67	$1,079.06
15	$9.8254	$10.3167	$10.8325	$11.3741	$11.9428	$12.5399	$13.1669	$13.8252	15	$786.03	$825.34	$866.60	$909.93	$955.42	$1,003.19	$1,053.35	$1,106.02
16	$10.0710	$10.5746	$11.1033	$11.6585	$12.2414	$12.8535	$13.4962	$14.1710	16	$805.68	$845.97	$888.26	$932.68	$979.31	$1,028.28	$1,079.70	$1,133.68
17	$10.3228	$10.8389	$11.3808	$11.9498	$12.5473	$13.1747	$13.8334	$14.5251	17	$825.82	$867.11	$910.46	$955.98	$1,003.78	$1,053.98	$1,106.67	$1,162.01
18	$10.5809	$11.1099	$11.6654	$12.2487	$12.8611	$13.5042	$14.1794	$14.8884	18	$846.47	$888.79	$933.23	$979.90	$1,028.89	$1,080.34	$1,134.35	$1,191.07
19	$10.8454	$11.3877	$11.9571	$12.5550	$13.1828	$13.8419	$14.5340	$15.2607	19	$867.63	$911.02	$956.57	$1,004.40	$1,054.62	$1,107.35	$1,162.72	$1,220.86
20	$11.1165	$11.6723	$12.2559	$12.8687	$13.5121	$14.1877	$14.8971	$15.6420	20	$889.32	$933.78	$980.47	$1,029.50	$1,080.97	$1,135.02	$1,191.77	$1,251.36
21	$11.3944	$11.9641	$12.5623	$13.1904	$13.8499	$14.5424	$15.2695	$16.0330	21	$911.55	$957.13	$1,004.98	$1,055.23	$1,107.99	$1,163.39	$1,221.56	$1,282.64
22	$11.6793	$12.2633	$12.8765	$13.5203	$14.1963	$14.9061	$15.6514	$16.4340	22	$934.34	$981.06	$1,030.12	$1,081.62	$1,135.70	$1,192.49	$1,252.11	$1,314.72
23	$11.9713	$12.5699	$13.1984	$13.8583	$14.5512	$15.2788	$16.0427	$16.8448	23	$957.70	$1,005.59	$1,055.87	$1,108.66	$1,164.10	$1,222.30	$1,283.42	$1,347.58
24	$12.2706	$12.8841	$13.5283	$14.2047	$14.9149	$15.6606	$16.4436	$17.2658	24	$981.65	$1,030.73	$1,082.26	$1,136.38	$1,193.19	$1,252.85	$1,315.49	$1,381.26
25	$12.5774	$13.2063	$13.8666	$14.5599	$15.2879	$16.0523	$16.8549	$17.6976	25	$1,006.19	$1,056.50	$1,109.33	$1,164.79	$1,223.03	$1,284.18	$1,348.39	$1,415.81
26	$12.8918	$13.5364	$14.2132	$14.9239	$15.6701	$16.4536	$17.2763	$18.1401	26	$1,031.34	$1,082.91	$1,137.06	$1,193.91	$1,253.61	$1,316.29	$1,382.10	$1,451.21
27	$13.2141	$13.8748	$14.5685	$15.2969	$16.0617	$16.8648	$17.7080	$18.5934	27	$1,057.13	$1,109.98	$1,165.48	$1,223.75	$1,284.94	$1,349.18	$1,416.64	$1,487.47
28	$13.5445	$14.2217	$14.9328	$15.6794	$16.4634	$17.2866	$18.1509	$19.0584	28	$1,083.56	$1,137.74	$1,194.62	$1,254.35	$1,317.07	$1,382.93	$1,452.07	$1,524.67
29	$13.8831	$14.5773	$15.3062	$16.0715	$16.8751	$17.7189	$18.6048	$19.5350	29	$1,110.65	$1,166.18	$1,224.50	$1,285.72	$1,350.01	$1,417.51	$1,488.38	$1,562.80
30	$14.2302	$14.9417	$15.6888	$16.4732	$17.2969	$18.1617	$19.0698	$20.0233	30	$1,138.42	$1,195.34	$1,255.10	$1,317.86	$1,383.75	$1,452.94	$1,525.58	$1,601.86
31	$14.5860	$15.3153	$16.0811	$16.8852	$17.7295	$18.6160	$19.5468	$20.5241	31	$1,166.88	$1,225.22	$1,286.49	$1,350.82	$1,418.36	$1,489.28	$1,563.74	$1,641.93
32	$14.9507	$15.6982	$16.4831	$17.3073	$18.1727	$19.0813	$20.0354	$21.0372	32	$1,196.06	$1,255.86	$1,318.65	$1,384.58	$1,453.82	$1,526.50	$1,602.83	$1,682.98
33	$15.3245	$16.0907	$16.8952	$17.7400	$18.6270	$19.5584	$20.5363	$21.5631	33	$1,225.96	$1,287.26	$1,351.62	$1,419.20	$1,490.16	$1,564.67	$1,642.90	$1,725.05
34	$15.7076	$16.4930	$17.3177	$18.1836	$19.0928	$20.0474	$21.0498	$22.1023	34	$1,256.61	$1,319.44	$1,385.42	$1,454.69	$1,527.42	$1,603.79	$1,683.98	$1,768.18
35	$16.1003	$16.9053	$17.7506	$18.6381	$19.5700	$20.5485	$21.5759	$22.6547	35	$1,288.02	$1,352.42	$1,420.05	$1,491.05	$1,565.60	$1,643.88	$1,726.07	$1,812.38
36	$16.5028	$17.3279	$18.1943	$19.1040	$20.0592	$21.0622	$22.1153	$23.2211	36	$1,320.22	$1,386.23	$1,455.54	$1,528.32	$1,604.74	$1,684.98	$1,769.22	$1,857.69
37	$16.9154	$17.7612	$18.6493	$19.5818	$20.5609	$21.5889	$22.6683	$23.8017	37	$1,353.23	$1,420.90	$1,491.94	$1,566.54	$1,644.87	$1,727.11	$1,813.46	$1,904.14
38	$17.3383	$18.2052	$19.1155	$20.0713	$21.0749	$22.1286	$23.2350	$24.3968	38	$1,387.06	$1,456.42	$1,529.24	$1,605.70	$1,685.99	$1,770.29	$1,858.80	$1,951.74
39	$17.7718	$18.6604	$19.5934	$20.5731	$21.6018	$22.6819	$23.8160	$25.0068	39	$1,421.74	$1,492.83	$1,567.47	$1,645.85	$1,728.14	$1,814.55	$1,905.28	$2,000.54
40	$18.2161	$19.1269	$20.0832	$21.0874	$22.1418	$23.2489	$24.4113	$25.6319	40	$1,457.29	$1,530.15	$1,606.66	$1,686.99	$1,771.34	$1,859.91	$1,952.90	$2,050.55
41	$18.6715	$19.6051	$20.5854	$21.6147	$22.6954	$23.8302	$25.0217	$26.2728	41	$1,493.72	$1,568.41	$1,646.83	$1,729.18	$1,815.63	$1,906.42	$2,001.74	$2,101.82
42	$19.1383	$20.0952	$21.1000	$22.1550	$23.2628	$24.4259	$25.6472	$26.9296	42	$1,531.06	$1,607.62	$1,688.00	$1,772.40	$1,861.02	$1,954.07	$2,051.78	$2,154.37
43	$19.6168	$20.5976	$21.6275	$22.7089	$23.8443	$25.0365	$26.2883	$27.6027	43	$1,569.34	$1,647.81	$1,730.20	$1,816.71	$1,907.54	$2,002.92	$2,103.06	$2,208.22
44	$20.1072	$21.1126	$22.1682	$23.2766	$24.4404	$25.6624	$26.9455	$28.2928	44	$1,608.58	$1,689.01	$1,773.46	$1,862.13	$1,955.23	$2,052.99	$2,155.64	$2,263.42
45	$20.6099	$21.6404	$22.7224	$23.8585	$25.0514	$26.3040	$27.6192	$29.0002	45	$1,648.79	$1,731.23	$1,817.79	$1,908.68	$2,004.11	$2,104.32	$2,209.54	$2,320.02
46	$21.1251	$22.1814	$23.2905	$24.4550	$25.6778	$26.9617	$28.3098	$29.7253	46	$1,690.01	$1,774.51	$1,863.24	$1,956.40	$2,054.22	$2,156.94	$2,264.78	$2,378.02
47	$21.6532	$22.7359	$23.8727	$25.0663	$26.3196	$27.6356	$29.0174	$30.4683	47	$1,732.26	$1,818.87	$1,909.82	$2,005.30	$2,105.57	$2,210.85	$2,321.39	$2,437.46
48	$22.1945	$23.3042	$24.4694	$25.6929	$26.9775	$28.3264	$29.7427	$31.2298	48	$1,775.56	$1,864.34	$1,957.55	$2,055.43	$2,158.20	$2,266.11	$2,379.42	$2,498.38
49	$22.7494	$23.8869	$25.0812	$26.3353	$27.6521	$29.0347	$30.4864	$32.0107	49	$1,819.95	$1,910.95	$2,006.50	$2,106.82	$2,212.17	$2,322.78	$2,438.91	$2,560.86

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/13)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
50	$23.3181	$24.4840	$25.7082	$26.9936	$28.3433	$29.7605	$31.2485	$32.8109	50	$1,865.45	$1,958.72	$2,056.66	$2,159.49	$2,267.46	$2,380.84	$2,499.88	$2,624.87
51	$23.9011	$25.0962	$26.3510	$27.6686	$29.0520	$30.5046	$32.0298	$33.6313	51	$1,912.09	$2,007.70	$2,108.08	$2,213.49	$2,324.16	$2,440.37	$2,562.38	$2,690.50
52	$24.4986	$25.7235	$27.0097	$28.3602	$29.7782	$31.2671	$32.8305	$34.4720	52	$1,959.89	$2,057.88	$2,160.78	$2,268.82	$2,382.26	$2,501.37	$2,626.44	$2,757.76
53	$25.1111	$26.3667	$27.6850	$29.0693	$30.5228	$32.0489	$33.6513	$35.3339	53	$2,008.89	$2,109.34	$2,214.80	$2,325.54	$2,441.82	$2,563.91	$2,692.10	$2,826.71
54	$25.7389	$27.0258	$28.3771	$29.7960	$31.2858	$32.8501	$34.4926	$36.2172	54	$2,059.11	$2,162.06	$2,270.17	$2,383.68	$2,502.86	$2,628.01	$2,759.41	$2,897.38
55	$26.3824	$27.7015	$29.0866	$30.5409	$32.0679	$33.6713	$35.3549	$37.1226	55	$2,110.59	$2,216.12	$2,326.93	$2,443.27	$2,565.43	$2,693.70	$2,828.39	$2,969.81
56	$27.0420	$28.3941	$29.8138	$31.3045	$32.8697	$34.5132	$36.2389	$38.0508	56	$2,163.36	$2,271.53	$2,385.10	$2,504.36	$2,629.58	$2,761.06	$2,899.11	$3,044.06
57	$27.7181	$29.1040	$30.5592	$32.0872	$33.6916	$35.3762	$37.1450	$39.0023	57	$2,217.45	$2,328.32	$2,444.74	$2,566.98	$2,695.33	$2,830.10	$2,971.60	$3,120.18
58	$28.4111	$29.8317	$31.3233	$32.8895	$34.5340	$36.2607	$38.0737	$39.9774	58	$2,272.89	$2,386.54	$2,505.86	$2,631.16	$2,762.72	$2,900.86	$3,045.90	$3,198.19
59	$29.1214	$30.5775	$32.1064	$33.7117	$35.3973	$37.1672	$39.0256	$40.9769	59	$2,329.71	$2,446.20	$2,568.51	$2,696.94	$2,831.78	$2,973.38	$3,122.05	$3,278.15
60	$29.8494	$31.3419	$32.9090	$34.5545	$36.2822	$38.0963	$40.0011	$42.0012	60	$2,387.95	$2,507.35	$2,632.72	$2,764.36	$2,902.58	$3,047.70	$3,200.09	$3,360.10
61	$30.5956	$32.1254	$33.7317	$35.4183	$37.1892	$39.0487	$41.0011	$43.0512	61	$2,447.65	$2,570.03	$2,698.54	$2,833.46	$2,975.14	$3,123.90	$3,280.09	$3,444.10
62	$31.3605	$32.9285	$34.5749	$36.3036	$38.1188	$40.0247	$42.0259	$44.1272	62	$2,508.84	$2,634.28	$2,765.99	$2,904.29	$3,049.50	$3,201.98	$3,362.07	$3,530.18
63	$32.1445	$33.7517	$35.4393	$37.2113	$39.0719	$41.0255	$43.0768	$45.2306	63	$2,571.56	$2,700.14	$2,835.14	$2,976.90	$3,125.75	$3,282.04	$3,446.14	$3,618.45
64	$32.9481	$34.5955	$36.3253	$38.1416	$40.0487	$42.0511	$44.1537	$46.3614	64	$2,635.85	$2,767.64	$2,906.02	$3,051.33	$3,203.90	$3,364.09	$3,532.30	$3,708.91
65	$33.7718	$35.4604	$37.2334	$39.0951	$41.0499	$43.1024	$45.2575	$47.5204	65	$2,701.74	$2,836.83	$2,978.67	$3,127.61	$3,283.99	$3,448.19	$3,620.60	$3,801.63
66	$34.6161	$36.3469	$38.1642	$40.0724	$42.0760	$44.1798	$46.3888	$48.7082	66	$2,769.29	$2,907.75	$3,053.14	$3,205.79	$3,366.08	$3,534.38	$3,711.10	$3,896.66
67	$35.4815	$37.2556	$39.1184	$41.0743	$43.1280	$45.2844	$47.5486	$49.9260	67	$2,838.52	$2,980.45	$3,129.47	$3,285.94	$3,450.24	$3,622.75	$3,803.89	$3,994.08
68	$36.3685	$38.1869	$40.0962	$42.1010	$44.2061	$46.4164	$48.7372	$51.1741	68	$2,909.48	$3,054.95	$3,207.70	$3,368.08	$3,536.49	$3,713.31	$3,898.98	$4,093.93
69	$37.2777	$39.1416	$41.0987	$43.1536	$45.3113	$47.5769	$49.9557	$52.4535	69	$2,982.22	$3,131.33	$3,287.90	$3,452.29	$3,624.90	$3,806.15	$3,996.46	$4,196.28
70	$38.2096	$40.1201	$42.1261	$44.2324	$46.4440	$48.7662	$51.2045	$53.7647	70	$3,056.77	$3,209.61	$3,370.09	$3,538.59	$3,715.52	$3,901.30	$4,096.36	$4,301.18
71	$39.1648	$41.1230	$43.1792	$45.3382	$47.6051	$49.9854	$52.4847	$55.1089	71	$3,133.18	$3,289.84	$3,454.34	$3,627.06	$3,808.41	$3,998.83	$4,198.78	$4,408.71
72	$40.1439	$42.1511	$44.2587	$46.4716	$48.7952	$51.2350	$53.7968	$56.4866	72	$3,211.51	$3,372.09	$3,540.70	$3,717.73	$3,903.62	$4,098.80	$4,303.74	$4,518.93
73	$41.1475	$43.2049	$45.3651	$47.6334	$50.0151	$52.5159	$55.1417	$57.8988	73	$3,291.80	$3,456.39	$3,629.21	$3,810.67	$4,001.21	$4,201.27	$4,411.34	$4,631.90
74	$42.1762	$44.2850	$46.4993	$48.8243	$51.2655	$53.8288	$56.5202	$59.3462	74	$3,374.10	$3,542.80	$3,719.94	$3,905.94	$4,101.24	$4,306.30	$4,521.62	$4,747.70
75	$43.2306	$45.3921	$47.6617	$50.0448	$52.5470	$55.1744	$57.9331	$60.8298	75	$3,458.45	$3,631.37	$3,812.94	$4,003.58	$4,203.76	$4,413.95	$4,634.65	$4,866.38
76	$44.3114	$46.5270	$48.8534	$51.2961	$53.8609	$56.5539	$59.3816	$62.3507	76	$3,544.91	$3,722.16	$3,908.27	$4,103.69	$4,308.87	$4,524.31	$4,750.53	$4,988.06
77	$45.4192	$47.6902	$50.0747	$52.5784	$55.2073	$57.9677	$60.8661	$63.9094	77	$3,633.54	$3,815.22	$4,005.98	$4,206.27	$4,416.58	$4,637.42	$4,869.29	$5,112.75
78	$46.5547	$48.8824	$51.3265	$53.8928	$56.5874	$59.4168	$62.3876	$65.5070	78	$3,724.38	$3,910.59	$4,106.12	$4,311.42	$4,526.99	$4,753.34	$4,991.01	$5,240.56
79	$47.7186	$50.1045	$52.6097	$55.2402	$58.0022	$60.9023	$63.9474	$67.1448	79	$3,817.49	$4,008.36	$4,208.78	$4,419.22	$4,640.18	$4,872.18	$5,115.79	$5,371.58
80	$48.9116	$51.3572	$53.9251	$56.6214	$59.4525	$62.4251	$65.5464	$68.8237	80	$3,912.93	$4,108.58	$4,314.01	$4,529.71	$4,756.20	$4,994.01	$5,243.71	$5,505.90
81	$50.1344	$52.6411	$55.2732	$58.0369	$60.9387	$63.9856	$67.1849	$70.5441	81	$4,010.75	$4,211.29	$4,421.86	$4,642.95	$4,875.10	$5,118.85	$5,374.79	$5,643.53
82	$51.3878	$53.9572	$56.6551	$59.4879	$62.4623	$65.5854	$68.8647	$72.3079	82	$4,111.02	$4,316.58	$4,532.41	$4,759.03	$4,996.98	$5,246.83	$5,509.18	$5,784.63
83	$52.6725	$55.3061	$58.0714	$60.9750	$64.0238	$67.2250	$70.5863	$74.1156	83	$4,213.80	$4,424.49	$4,645.71	$4,878.00	$5,121.90	$5,378.00	$5,646.90	$5,929.25
84	$53.9893	$56.6888	$59.5232	$62.4994	$65.6244	$68.9056	$72.3509	$75.9684	84	$4,319.14	$4,535.10	$4,761.86	$4,999.95	$5,249.95	$5,512.45	$5,788.07	$6,077.47
85	$55.3390	$58.1060	$61.0113	$64.0619	$67.2650	$70.6283	$74.1597	$77.8677	85	$4,427.12	$4,648.48	$4,880.90	$5,124.95	$5,381.20	$5,650.26	$5,932.78	$6,229.42
86	$56.7225	$59.5586	$62.5365	$65.6633	$68.9465	$72.3938	$76.0135	$79.8142	86	$4,537.80	$4,764.69	$5,002.92	$5,253.06	$5,515.72	$5,791.50	$6,081.08	$6,385.14
87	$58.1406	$61.0476	$64.1000	$67.3050	$70.6703	$74.2038	$77.9140	$81.8097	87	$4,651.25	$4,883.81	$5,128.00	$5,384.40	$5,653.62	$5,936.30	$6,233.12	$6,544.78
88	$59.5941	$62.5738	$65.7025	$68.9876	$72.4370	$76.0589	$79.8618	$83.8549	88	$4,767.53	$5,005.90	$5,256.20	$5,519.01	$5,794.96	$6,084.71	$6,388.94	$6,708.39
89	$61.0840	$64.1382	$67.3451	$70.7124	$74.2480	$77.9604	$81.8584	$85.9513	89	$4,886.72	$5,131.06	$5,387.61	$5,656.99	$5,939.84	$6,236.83	$6,548.67	$6,876.10
90	$62.6111	$65.7417	$69.0288	$72.4802	$76.1042	$79.9094	$83.9049	$88.1001	90	$5,008.89	$5,259.34	$5,522.30	$5,798.42	$6,088.34	$6,392.75	$6,712.39	$7,048.01
91	$64.1764	$67.3852	$70.7545	$74.2922	$78.0068	$81.9071	$86.0025	$90.3026	91	$5,134.11	$5,390.82	$5,660.36	$5,943.38	$6,240.54	$6,552.57	$6,880.20	$7,224.21
92	$65.7808	$69.0698	$72.5233	$76.1495	$79.9570	$83.9549	$88.1526	$92.5602	92	$5,262.46	$5,525.58	$5,801.86	$6,091.96	$6,396.56	$6,716.39	$7,052.21	$7,404.82
93	$67.4253	$70.7966	$74.3364	$78.0532	$81.9559	$86.0537	$90.3564	$94.8742	93	$5,394.02	$5,663.73	$5,946.91	$6,244.26	$6,556.47	$6,884.30	$7,228.51	$7,589.94
94	$69.1109	$72.5664	$76.1947	$80.0044	$84.0046	$88.2048	$92.6150	$97.2458	94	$5,528.87	$5,805.31	$6,095.58	$6,400.35	$6,720.37	$7,056.38	$7,409.20	$7,779.66
95	$70.8387	$74.3806	$78.0996	$82.0046	$86.1048	$90.4100	$94.9305	$99.6770	95	$5,667.10	$5,950.45	$6,247.97	$6,560.37	$6,888.38	$7,232.80	$7,594.44	$7,974.16
96	$72.6097	$76.2402	$80.0522	$84.0548	$88.2575	$92.6704	$97.3039	$102.1691	96	$5,808.78	$6,099.22	$6,404.18	$6,724.38	$7,060.60	$7,413.63	$7,784.31	$8,173.53
97	$74.4249	$78.1461	$82.0534	$86.1561	$90.4639	$94.9871	$99.7365	$104.7233	97	$5,953.99	$6,251.69	$6,564.27	$6,892.49	$7,237.11	$7,598.97	$7,978.92	$8,377.86
98	$76.2855	$80.0998	$84.1048	$88.3100	$92.7255	$97.3618	$102.2299	$107.3414	98	$6,102.84	$6,407.98	$6,728.38	$7,064.80	$7,418.04	$7,788.94	$8,178.39	$8,587.31

SECTION 57
SALARY PLAN FOR CLASSIFIED POSITIONS

REFERENCE S (Effective the Pay Period Including 01/01/13)
UNDERSHERIFF CLASSIFICATION

(Effective the Pay Period Including 01/01/13 2% Wage Increase)

Range	Hourly Rates								Range	Bi-Weekly Rates							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
99	$78.1926	$82.1022	$86.2073	$90.5177	$95.0436	$99.7958	$104.7856	$110.0249	99	$6,255.41	$6,568.18	$6,896.58	$7,241.42	$7,603.49	$7,983.66	$8,382.85	$8,801.99
100	$80.1474	$84.1548	$88.3625	$92.7806	$97.4196	$102.2906	$107.4051	$112.7754	100	$6,411.79	$6,732.38	$7,069.00	$7,422.45	$7,793.57	$8,183.25	$8,592.41	$9,022.03

REFERENCE A: APPOINTED DEPARTMENT HEADS[3]

(Effective the Pay Period Including 01/01/12 2% Wage Increase (Non-Safety); Effective the Pay Period Including 01/01/12 3% Wage Increase (Safety) and Effective the Pay Period Including 01/01/13 1% Wage Increase (Safety)

Classification Title	Class Code	Minimum Annual Salary	Median Annual Salary	Maximum Annual Salary
Agricultural Commissioner/Director of Weights & Measures	155	$107,435	$119,373	$131,310
Chief Administrative Officer	110	$205,000	$216,750	$224,400
Chief Probation Officer	135	$125,445	$139,384	$153,322
Chief Probation Officer (effective 01/01/2013)	135	$126,700	$140,778	$154,855
County Counsel	115	$166,483	$184,981	$203,479
Director - Behavioral Health	145	$130,356	$144,840	$159,324
Director - Child Support Services	125	$124,176	$137,973	$151,771
Director - Development Services	175	$138,141	$153,490	$168,839
Director - Employment and Social Services	170	$136,894	$152,104	$167,315
Director - General Services	165	$110,163	$122,403	$134,643
Director - Human Resources	120	$122,212	$135,791	$149,370
Director - Information Systems	185	$116,463	$129,403	$142,344
Director - Libraries	150	$91,366	$101,518	$111,669
Director - Public Health	180	$128,216	$142,462	$156,709
Director - Public Works	130	$139,077	$154,530	$169,983
Director - Water and Resource Conservation	195	$119,374	$132,638	$145,902

REFERENCE B: ELECTED OFFICERS*

Classification Title	Class Code	Annual Salary
Assessor	210	$123,770
Auditor - Controller	215	$130,036
Clerk - Recorder	230	$120,752
District Attorney	235	$174,885
Sheriff - Coroner	225	$162,398
Treasurer - Tax Collector	220	$117,807

REFERENCE C: APPOINTED OFFICIALS WITH BI-WEEKLY RANGE ASSIGNMENTS

Class Code	Classification Title	Range	Bi-Weekly Rates							
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6801	Undersheriff	81	$3,932.14	$4,128.74	$4,335.18	$4,551.94	$4,779.54	$5,018.52	$5,269.45	$5,532.92
6801	Undersheriff (2% effective 1/1/13)	81	$4,010.75	$4,211.29	$4,421.86	$4,642.95	$4,875.10	$5,118.85	$5,374.79	$5,643.53
1008	Executive Assistant, County Supervisor	31	$1,202.01	$1,262.11	$1,325.22	$1,391.48	$1,461.06	$1,534.11	$1,610.82	---------

SECTION 59: PAYMENT OF SALARIES AND WAGES. Salary and wage policies shall be in accordance with the provisions of the Merit System Ordinance and Resolution. Payment of salaries shall be made on the Friday next succeeding the end of any pay period. If the salary payment date falls on a regularly scheduled County holiday, payment shall be made the preceding regularly scheduled work day.

SECTION 60: REPEAL. Ordinance No. 4014, all amendments thereto, and any and all other ordinances which are inconsistent with the provisions of this Salary Ordinance, are hereby repealed as of the effective date hereof.

SECTION 61: SEVERABILITY. If any part of this ordinance shall be held void by a court of competent jurisdiction, such part shall be deemed severable, and the invalidity thereof shall not affect the remaining parts of this ordinance.

SECTION 62: EFFECTIVE DATE AND PUBLICATION. This Ordinance shall be and it is hereby declared to be in full force and effective as of October 25, 2011; and, before the expiration of fifteen (15) days after its passage, a summary of this Ordinance shall be published in accordance with Government Code Section 25124(b)(1) giving notice of its adoption and including the names of the members of the Board of Supervisors voting for and against it. Said summary shall be published in the Chico Enterprise Record, a newspaper published in the County of Butte, State of California. The Clerk shall post in the office of the Clerk of the Board of Supervisors a certified copy of the full text of this ordinance.

PASSED AND ADOPTED by the Board of Supervisors of the County of Butte, State of California, on the _____ day of _____, 2012, by the following vote:

AYES:

NOES:

ABSENT:

NOT VOTING:

_____
STEVE LAMBERT, Chair of the Board of Supervisors

ATTEST:

PAUL HAHN
Clerk of the Board of Supervisors

BY: _____