

ORDINANCE NO. 40-98

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCIL MEMBER JAMES SINGER ON THE 21ST DAY OF DECEMBER, 1998.

AN EMERGENCY ORDINANCE TO REPEAL ORDINANCE NUMBER 29-97 IN ITS ENTIRETY AND TO ESTABLISH CLASS TITLES, PAY RANGES, GRADES, RATES OF PAY, AND REGULATIONS FOR EMPLOYEES OF THE CITY OF CENTERVILLE, OHIO.

THE MUNICIPALITY OF CENTERVILLE HEREBY ORDAINS:

Section 1. General

The City of Centerville shall employ and retain people qualified to provide necessary governmental services for its citizens. All relationships with employees shall be based on the principles of fairness, impartiality, honesty and respect among all persons.

Section 2. Class Titles, Job Titles, Pay Ranges and Grades

Ordinance 29-97 is hereby repealed. The listing on Attachment A of employee class titles and pay grade designations are hereby authorized and established.

Section 3. Merit Salary and Wage Plan

Attachment A for certain supervisory personnel, Attachment B for all others.

Section 4. Pay Periods

All employees shall be paid on a bi-weekly basis.

Section 5. Employment and Advancement

A. The Wage and Salary Plan on Attachment A and B, prescribes the basic rates of pay for various classes of employees. Employees will normally be hired toward the lower end of the pay range, but may enter the plan at a higher level at the discretion of the City Manager.

All employees will be hired as probationary employees and shall remain so classified for a minimum of 6 months, or until granted permanent status by the City Manager. Upon completion of the probationary period, an employee may be hired as a regular employee, have his/her probationary period extended for a period not to exceed 6 months, or may be discharged.

Certain departments may, upon adoption and with approval of the City Manager, institute standard probationary periods not to exceed 2 years.

B. When a vacancy occurs in any department, the City Manager is authorized to hire a replacement within the same pay range or grade, consistent with budget authorizations.

C. Subject to satisfactory efficiency ratings, an employee covered under the wage and salary plan on Attachment A or B, may be moved into the next pay step or granted an increase upon the successful completion of his/her probationary period.

D. Employees paid subject to Attachment B are eligible for a merit increase once per year after being designated as a regular employee up to the maximum as provided for in Attachment B.

E. Any employee advanced to a higher position through promotion shall receive an increase in pay.

F. Full-time employees are individuals who regularly work a minimum of forty hours per week on a year-round basis. Part-time employees are those who work fewer than forty hours per week on a year-round basis. Seasonal and temporary workers are those who work only during short periods of the year. Fringe benefits apply only to full-time employees, except when prorated for part-time employees by authorization of the City Manager, or except as otherwise provided herein.

Section 6. Overtime

Overtime pay or compensatory time at 1.5 times the regular rate of pay shall be awarded to FLSA non-exempt employees for all time worked in excess of 40 hours in any one week, except Police Officers who shall be awarded overtime for hours in excess of their workday. All overtime shall be pre-approved by the Department/Division Head. Overtime pay shall not apply to employees performing the duties of Department Directors, Division Heads, Assistants and other supervisory personnel as determined by the City Manager.

Notwithstanding the preceding paragraph, the City Manager shall make appropriate policies for call-in pay for the Service and Police Department Personnel.

Section 7. Work Week

The regular work week shall consist of 5 consecutive 8 hour days for all regular employees except the Police Department and the Service Department. The Police Department shall operate on a schedule of an eight (8) hour day on a rotating basis. The Service Department shall work a normal work week not exceeding 40 hours per week, as may be designated by the City Manager.

Section 8. Fringe Benefits All full-time employees in Class I, II and III will be eligible for the following benefits:

A. Holidays The following days shall be holidays for which full-time employees shall receive their regular compensation:

New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

Any employee eligible for overtime compensation who works on a designated holiday will receive their holiday pay plus time and one-half for the hours actually worked.

B. Personal Leave Each full-time employee shall receive 32 hours of Personal Leave per year. Employees must make proper notice for use of Personal Leave days. Personal leave days may not be accumulated beyond the year earned, and will be prorated for new employees. Personal leave days shall be pro-rated to allot one day per quarter, upon termination of employment employees must repay any used days in excess of allotment. Personal leave shall not be paid upon termination.

C. Vacation Leave Full-time employees shall receive vacation leave at the following rates, to be accrued each pay period and shall begin accruing immediately upon date of hire. After completing probation, employees may request vacation leave as such leave is accumulated. Police employees shall be allowed to request vacation after six (6) months of service.

<u>Uninterrupted Service</u>	<u>Vacation</u>
less than 5 years	8 hours/month
After 5 years but less than 10 years	10 hours/month
After 10 years but less than 15 years	12 hours/month
After 15 years	14.67 hours/month
City Clerk of Council Marilyn McLaughlin	18 hours/month

All employees are expected to take vacation leave each year. Employees may request vacation leave as such leave is accumulated, not including, however, any fraction of days that may exist. Vacation may not be accumulated beyond the number of days equal to twice the annual rate prescribed above for the employee's given years of service, vacation time in excess shall be eliminated without compensation. The City shall not recognize prior public service for the purposes of computing vacation accrual.

D. Life Insurance All full-time employees of the City of Centerville, in addition to compensation provided in this Ordinance, for each person requesting coverage, shall be provided with twenty-four (24) hour term life insurance coverage in the amount of twice their annual salary as rounded off to the nearest thousand dollars, including double indemnity for accidental death, and dismemberment. Benefits may be reduced by the insurance company upon reaching age 70. The City shall pay the premium for such group contract life insurance, and the City Manager is hereby authorized and directed to enter into such an insurance contract.

E. Injury Leave At the discretion of the City Manager, any employee receiving Worker's Compensation Benefits, but not receiving Sick Leave, may be paid the difference between such compensation and his/her regular pay if permitted by the rules and regulations of the Worker's Compensation Act. Compensation for lost time paid by the Industrial Commission to the employee on injury leave, if overlapped with City pay, shall be deposited with the Finance Director for such time as the employee receives full wages from the City.

F. Sick Leave All full-time employees of the City of Centerville hired before January 1, 1995, shall accrue 12 hours of sick leave per month of employment. All full-time employees hired on or after January 1, 1995, shall accrue 8 hours of sick leave per month of employment. Sick leave shall be accrued each pay period and effective from date of employment.

After three (3) days of illness, a doctor's certificate shall be presented to the Department/Division Head specifically describing the illness. The City reserves the right to require a doctor's certificate for illnesses less than 3 days.

Each full-time employee may, after accumulation of 840 hours of unused sick leave, elect at his/her option to exchange that unused sick leave over and above 720 hours for pay at the rate of 24 sick leave hours for 8 hours of pay. Conversion of sick pay shall be in five day increments. To effect said exchange, an employee electing same shall so notify the Finance Director in writing whereupon said payment shall be made.

No employee may accrue more than 960 hours of total sick leave. The City shall not credit new employees with sick leave accrued while with a previous employer, unless a specific exemption is authorized by Council. Sick leave shall not be paid upon termination.

G. Family and Medical Leave Act Leave shall be administered in accordance with the Family and Medical Leave Act of 1993.

H. Bereavement Leave Any full-time employee may, upon authorization of the Department/Division Head and City Manager, receive up to 3 days paid leave for the death of a relative.

I. Military Leave Any full-time employee shall be entitled up to 176 hours per year of military leave for military training with full pay.

J. Health Insurance The City of Centerville shall pay 100% of the health insurance premiums for all full-time employees covered under this ordinance.

The City of Centerville shall provide Health Insurance for the Mayor and any City Council member requesting said insurance, provided however, that the Mayor and City Council members shall reimburse the City for the costs of such insurance.

K. Uniforms Police personnel shall be furnished with uniforms as needed. The number of total uniformed police personnel times \$275.00 shall be the dollar amount budgeted for annually; \$600 shall be the dollar amount budgeted annually for Police Detectives. Employees of the Public Works Department shall be furnished work uniforms and other safety equipment as needed.

No employee shall wear or use any uniform or city-owned equipment except while on duty for the City or traveling to or from their job. All uniforms remain the property of the City of Centerville and the cost of any lost or unreturned uniforms shall be reimbursed to the city by the employee.

L. Supplemental Retirement Plan Any full-time employee of the City who is eligible for participation in the Public Employees Retirement System or the Police and Firemen's Disability and Pension Fund of the State of Ohio shall be entitled to the following supplemental retirement benefits upon retirement. To receive said benefits, the employee must have accrued 80 hours of sick leave for each year of service with the City up to a maximum of 600 hours accrued sick leave required for participation.

Provided the employee has met the foregoing requirements, upon retirement or disability retirement the employee shall be allowed to exchange the unused sick leave days for a cash payment of three hundred (\$320.00) dollars per year of service, or increment of this amount to be rounded up to the nearest quarter of a year.

In the event of the death of an employee, the immediate family of the employee is entitled to make the same exchange of unused sick leave days for cash payment regardless of whether said employee's immediate family is eligible for participation in Public Employee's Retirement System or the Police Pension Fund of Ohio or any other public employee benefit program.

M. Employee Merit and Longevity Program Full-time employees with 6.5 or more years of service with the City, in addition to being at the top step of their pay grade, are eligible for an annual bonus payment, which will reward longevity of employment and meritorious service to the City.

Eligibility for the bonus is determined by length of service, and the employee achieving an overall "above average" rating of their job performance, as determined by their department head/supervisor.

The following service levels and amounts will be implemented:

<u>Years of Service</u>	<u>Amount</u>
after 6.5 years but less than 10 years	\$250
after 10 years but less than 15 years	\$300

after 15 years but less than 20 years	\$350
after 20+ years	\$400

City Council will decide on an annual basis whether or not the program will be implemented, based upon their assessment of the financial condition of the City. Council will also annually determine the award amounts to be given for each level of service.

The City Manager and Clerk of Council shall not be eligible for the merit longevity program, however, City Council hereby authorizes a merit payment, to be based upon a percentage of annual salary, for the City Manager. The merit payment for the City Manager shall be 8.427% of the annual salary, or \$7,500. Said payment shall be made no later than February 26, 1998.

N. Retirement Awards Any regular full-time employee who retires from the city with twenty-five (25) or more years of service shall be awarded a \$500 gift certificate from The Golf Club at Yankee Trace. The City Manager may approve the award of police badge and service revolver to any sworn police employee who retires with twenty-five (25) or more years of service.

Section 9. Regular Part-time Employee Benefits

A. Seasonal and Temporary employees shall not be eligible for any fringe benefits.

B. Part-time employees who work under 20 hours per week on a consistent basis shall not be eligible for any fringe benefits.

C. Benefits shall be pro-rated based upon the average number of hours worked per week, for those part-time employees who work between 20 and 39 hours per week and were employed on or before January 1, 1993; in addition to the benefits listed below those employees shall also be eligible for, on a pro-rated basis, the supplemental retirement plan, and the longevity-merit program as outlined in Section 8 of this Ordinance.

Part-time employees employed after January 1, 1993, who are employed an average of 52 weeks per year and work between 20 and 39 hours on a consistent basis in Class IV, shall be eligible for the following benefits:

Seven 4 hour Holidays per year

Four 4 hour Personal Leave Days per year

Vacation according to the following schedule:

less than 5 years -	4 hours/month
After 5 years but less than 10 years -	5 hours/month
After 10 years but less than 15 years -	6 hours/month
After 15 years -	7.34 hours/month

Life Insurance - amount of coverage equal to the annualized wage of the employee.

Injury leave - at the discretion of the City Manager, according to Section 8. E. of this Ordinance.

Sick Leave - 6 hours accumulation per month, according to Section 8. F. of this Ordinance, but shall not be eligible for sick leave exchange. Part-time employees who are employed in Class IV on or after January 1, 1995, shall accumulate 4 hours per month of sick leave.

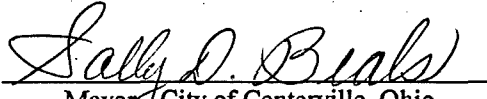
Family Leave - at the discretion of the City Manager, according to Section 8. G. of this Ordinance.

Bereavement Leave - at the discretion of the City Manager, according to Section 8. H. of this Ordinance.

Health Insurance - if employee wishes to be covered by the health insurance provided by the City, they shall pay ½ of the monthly premium (or designated market value, if premium not applicable).

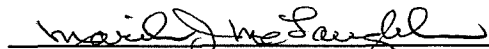
Section 10. This Ordinance is hereby declared to be an emergency measure and shall become effective immediately. An emergency affecting the public welfare is declared to exist by virtue of the immediate need to reorganize the personnel of the City.

PASSED this 21st day of DECEMBER, 1998.



Mayor of City of Centerville, Ohio

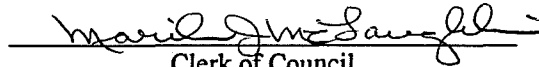
ATTEST:



Clerk of Council of the City of Centerville, Ohio

CERTIFICATE

The undersigned, Clerk of Council of the City of Centerville, Ohio, hereby certifies the foregoing to be a true and correct copy of an ordinance passed by the Council of the City of Centerville, Ohio, on the 21st day of DECEMBER, 1998.



Clerk of Council

Approved as to legal form and consistency with existing ordinances, the Charter and constitutional provisions.

Department of Law
Robert N. Farquhar
Municipal Attorney

Attachment A

A. Unclassified Council Appointed Class I

Each employee listed in Class I shall be paid the salary specified below. Each employee shall be evaluated annually and will be eligible to receive a merit payment based upon performance. Each employee in Class I is eligible for benefits as listed in Section 8 herein.

<u>Title</u>	<u>Salary</u>
Clerk of Council	\$50,600
City Manager	\$89,000
Assistant Clerk of Council	\$35,500

B. Unclassified Manager Appointed Class II

All employees in Class II shall be paid within the designated pay range. The range shall increase with the annual wage adjustment made for all other employees, the individual salaries shall not increase automatically. Each employee shall receive six month evaluations and will be eligible to receive a merit payment and/or increase, based upon a percentage of annual salary. The amount of the merit payment and/or increase shall be based upon performance up to the maximum amount of the pay range, at any time during the year. Those persons who are at the maximum amount of their pay range shall be eligible to receive an additional merit payment of up to 3% of their annual salary. Each employee in Class II is eligible for benefits described in Section 8 herein.

<u>Title</u>	<u>Pay Range</u>
Chief of Police	\$62,071 - 73,961
Finance Director	\$62,071 - 73,961
Public Works Director	\$62,071 - 73,961
City Engineer	\$59,972 - 69,040 * for those persons hired prior to 1/1/97
City Engineer	\$46,521 - 63,221 * for those persons hired after 1/1/97
City Planner	\$46,521 - 63,221
Assistant City Manager	\$46,521 - 63,221
Assistant to the City Manager	\$42,208 - 52,900
Benham's Grove Administrator	\$27,000 - 37,000
Administrator Walton House Museum	\$27,000 - 37,000
Community Resources Coordinator	\$27,000 - 37,000 * a part-time position eligible for benefits under Section 9 herein.

C. Classified Regular Full-time Employees Class III

All employees in Class III shall be paid within the designated pay range. Ranges and individual wages will be automatically adjusted based upon the annual wage adjustment. Each employee shall receive six month evaluations and will be eligible for a merit step increase once per year, based upon the attached pay scale. Each employee in Class III is eligible for benefits described in Section 8 herein.

<u>Title</u>	<u>Pay Grade</u>
Assistant Finance Director	51
Assistant City Engineer	48
Public Works Operations Manager	47
Chief Building Official	46
Building Inspector/Computer Specialist	45
Assistant City Planner	45
Building Inspector	44
Electrical Inspector	44
Superintendent of Taxation	44
Public Works Supervisor	41

Classified Regular Full-time Employees Class III (continued)

Master Mechanic	41
Zoning/Code Enforcement Inspector	40
Planner II	39
Engineer. Aide/Public Works Inspector II	38
Planner I	35
Secretary to the City Manager	35
City Horticulturalist	34
Engineer. Aide/Public Works Inspector I	34
Secretary II	31
Vehicle/Equipment Mechanic	31
Assistant Superintendent of Taxation	30
Secretary I	29
Group Leader	29
Finance Clerk II	28
Account Clerk II	26
Equipment Operator	25
Aux. Refuse Equipment Operator	24
Clerk-Typist II	24
Finance Clerk I	24
Clerk-Typist I	22
Account Clerk I	22
Mechanic's Helper	22
Maintenance Worker	22
Custodian	22
Benham's Grove Groundskeeper	20
Event Coordinator	17
Operator/Receptionist	17

D. Police Employees Class IV

All employees in Class IV shall be paid within the designated pay range below. Ranges and individual wages will be automatically adjusted based upon the annual wage adjustment. Each employee shall receive, at a minimum, six month evaluations and will be eligible for a merit step increase once per year, based upon the scale below. Each employee in Class IV is eligible for benefits described in Section 8 herein. The City shall pay 8.5% of the employee's share of retirement contributions to PFDPF or PERS for all positions listed below.

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	
Police Lieutenant	20.94	21.98	23.09	24.24	25.45	26.72	28.06	(hourly)
Police Sergeant	18.05	18.95	19.90	20.90	21.94	23.04	24.20	(hourly)
Police Officer	15.19	16.19	17.25	18.38	19.39	20.36	21.38	(hourly)
Staff Services Coordinator	15.19	16.19	17.25	18.38	19.39	20.36	21.38	(hourly)
Police Records/ Communications Supervisor	12.78	13.65	14.51	15.38	16.245	17.11	17.99	(hourly)
Police Records/ Communications Specialist	11.29	12.04	12.83	13.67	14.42	15.15	15.89	(hourly)
Police Cadet/Intern	7.99	8.52	9.09	9.68	10.20	10.71	11.26	(hourly)

E. Regular Part-Time Employees Class V

All employees in Class V shall be paid within the designated pay range. Ranges and individual wages will be automatically adjusted based upon the annual wage adjustment. Each employee shall receive six month evaluations and will be eligible for a merit step increase once per year, based upon the attached pay scale. Each employee who works an average of 20 hours or more per week on a consistent year-round basis in Class V, is eligible for benefits described in Section 9 herein.

<u>Title</u>	<u>Pay Grade</u>
Economic Development Administrator	50
Information Systems Coordinator	39
Secretary II	31
Secretary I	29
Finance Clerk II	28
Account Clerk II	26
Finance Clerk I	24
Clerk-Typist II	24
Account Clerk I	22
Clerk-Typist I	22
Groundskeeper	20
Operator/Receptionist	17
Benham's Grove Events Host	17
Code Enforcement Officer	5
Laborer II	5
Laborer I	1

F. Part-Time/Seasonal Employees Class VI

All employees in Class VI will be paid within the designated range. The range or the wages will not be affected by the annual wage adjustment. Each employee shall be evaluated as appropriate, and may receive a merit increase as appropriate. Employees in Class VI shall not be eligible for benefits.

<u>Title</u>	<u>Pay Range</u>
Clerk/Typist I	\$8.00 - 11.50
Benham's Grove Events Host	\$6.00 - 8.00
Operator/ Receptionist	\$5.75 - 7.75
Laborer	\$5.15 - 7.50
Intern	\$6.00 - 8.00

G. Municipal Attorney

The Municipal Attorney shall be paid at a rate of \$95.00 per hour and shall not be eligible for any benefits outlined in Section 8 herein.

City of Centerville, Ohio

1999 Paychart Schedule

1.034	A	B	C	D	E	F	G
1 Hourly	\$6.09	\$6.39	\$6.71	\$7.04	\$7.40	\$7.77	\$8.15
2 Hourly	\$6.24	\$6.55	\$6.88	\$7.22	\$7.58	\$7.96	\$8.36
3 Hourly	\$6.39	\$6.71	\$7.05	\$7.40	\$7.77	\$8.16	\$8.57
4 Hourly	\$6.55	\$6.88	\$7.22	\$7.59	\$7.97	\$8.36	\$8.78
5 Hourly	\$6.72	\$7.05	\$7.41	\$7.78	\$8.16	\$8.57	\$9.00
6 Hourly	\$6.88	\$7.23	\$7.59	\$7.97	\$8.37	\$8.79	\$9.23
7 Hourly	\$7.06	\$7.41	\$7.78	\$8.17	\$8.58	\$9.01	\$9.46
8 Hourly	\$7.23	\$7.59	\$7.97	\$8.37	\$8.79	\$9.23	\$9.69
9 Hourly	\$7.41	\$7.78	\$8.17	\$8.58	\$9.01	\$9.46	\$9.94
10 Hourly	\$7.60	\$7.98	\$8.38	\$8.80	\$9.24	\$9.70	\$10.18
11 Hourly	\$7.79	\$8.18	\$8.59	\$9.02	\$9.47	\$9.94	\$10.44
12 Hourly	\$7.98	\$8.38	\$8.80	\$9.24	\$9.70	\$10.19	\$10.70
13 Hourly	\$8.18	\$8.59	\$9.02	\$9.47	\$9.95	\$10.44	\$10.97
14 Hourly	\$8.39	\$8.81	\$9.25	\$9.71	\$10.20	\$10.71	\$11.24
15 Hourly	\$8.60	\$9.03	\$9.48	\$9.95	\$10.45	\$10.97	\$11.52
16 Hourly	\$8.81	\$9.25	\$9.72	\$10.20	\$10.71	\$11.25	\$11.81
17 Hourly	\$9.03	\$9.48	\$9.96	\$10.46	\$10.98	\$11.53	\$12.11
18 Hourly	\$9.26	\$9.72	\$10.21	\$10.72	\$11.25	\$11.82	\$12.41
19 Hourly	\$9.49	\$9.97	\$10.46	\$10.99	\$11.54	\$12.11	\$12.72
20 Hourly	\$9.73	\$10.21	\$10.72	\$11.26	\$11.82	\$12.42	\$13.04
21 Hourly	\$9.97	\$10.47	\$10.99	\$11.54	\$12.12	\$12.73	\$13.36

City of Centerville, Ohio

1999 Paychart Schedule

1.034	A	B	C	D	E	F	G
22 Hourly	\$10.22	\$10.73	\$11.27	\$11.83	\$12.42	\$13.04	\$13.70
23 Hourly	\$10.48	\$11.00	\$11.55	\$12.13	\$12.73	\$13.37	\$14.04
24 Hourly	\$10.74	\$11.27	\$11.84	\$12.43	\$13.05	\$13.70	\$14.39
25 Hourly	\$11.01	\$11.56	\$12.13	\$12.74	\$13.38	\$14.05	\$14.75
26 Hourly	\$11.28	\$11.85	\$12.44	\$13.06	\$13.71	\$14.40	\$15.12
27 Hourly	\$11.56	\$12.14	\$12.75	\$13.39	\$14.06	\$14.76	\$15.50
28 Hourly	\$11.85	\$12.45	\$13.07	\$13.72	\$14.41	\$15.13	\$15.88
29 Hourly	\$12.15	\$12.76	\$13.39	\$14.06	\$14.77	\$15.51	\$16.28
30 Hourly	\$12.45	\$13.08	\$13.73	\$14.42	\$15.14	\$15.89	\$16.69
31 Hourly	\$12.76	\$13.40	\$14.07	\$14.78	\$15.51	\$16.29	\$17.10
32 Hourly	\$13.08	\$13.74	\$14.42	\$15.15	\$15.90	\$16.70	\$17.53
33 Hourly	\$13.41	\$14.08	\$14.78	\$15.52	\$16.30	\$17.11	\$17.97
34 Hourly	\$13.75	\$14.43	\$15.15	\$15.91	\$16.71	\$17.54	\$18.42
35 Hourly	\$14.09	\$14.79	\$15.53	\$16.31	\$17.13	\$17.98	\$18.88
36 Hourly	\$14.44	\$15.16	\$15.92	\$16.72	\$17.55	\$18.43	\$19.35
37 Hourly	\$14.80	\$15.54	\$16.32	\$17.14	\$17.99	\$18.89	\$19.84
38 Hourly	\$15.17	\$15.93	\$16.73	\$17.56	\$18.44	\$19.36	\$20.33
39 Hourly	\$15.55	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85	\$20.84
40 Hourly	\$15.94	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.36
41 Hourly	\$16.34	\$17.16	\$18.01	\$18.91	\$19.86	\$20.85	\$21.90
42 Hourly	\$16.75	\$17.58	\$18.46	\$19.39	\$20.36	\$21.37	\$22.44

City of Centerville, Ohio

1999 Paychart Schedule

1.034	A	B	C	D	E	F	G
43 Hourly	\$17.17	\$18.02	\$18.93	\$19.87	\$20.87	\$21.91	\$23.00
44 Hourly	\$17.60	\$18.47	\$19.40	\$20.37	\$21.39	\$22.46	\$23.58
45 Hourly	\$18.03	\$18.94	\$19.88	\$20.88	\$21.92	\$23.02	\$24.17
46 Hourly	\$18.49	\$19.41	\$20.38	\$21.40	\$22.47	\$23.59	\$24.77
47 Hourly	\$18.95	\$19.90	\$20.89	\$21.93	\$23.03	\$24.18	\$25.39
48 Hourly	\$19.42	\$20.39	\$21.41	\$22.48	\$23.61	\$24.79	\$26.03
49 Hourly	\$19.91	\$20.90	\$21.95	\$23.05	\$24.20	\$25.41	\$26.68
50 Hourly	\$20.40	\$21.43	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34
51 Hourly	\$20.91	\$21.96	\$23.06	\$24.21	\$25.42	\$26.69	\$28.03
52 Hourly	\$21.44	\$22.51	\$23.64	\$24.82	\$26.06	\$27.36	\$28.73
53 Hourly	\$21.97	\$23.07	\$24.23	\$25.44	\$26.71	\$28.04	\$29.45
54 Hourly	\$22.52	\$23.65	\$24.83	\$26.07	\$27.38	\$28.75	\$30.18
55 Hourly	\$23.09	\$24.24	\$25.45	\$26.73	\$28.06	\$29.46	\$30.94
56 Hourly	\$23.66	\$24.85	\$26.09	\$27.39	\$28.76	\$30.20	\$31.71
57 Hourly	\$24.25	\$25.47	\$26.74	\$28.08	\$29.48	\$30.96	\$32.50
58 Hourly	\$24.86	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$33.32
59 Hourly	\$25.48	\$26.76	\$28.09	\$29.50	\$30.97	\$32.52	\$34.15
60 Hourly	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75	\$33.34	\$35.00