

ORDINANCE NO. 18-92

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCILMEMBER Brooks Compton ON THE 21st  
DAY OF December, 1992.

AN EMERGENCY ORDINANCE TO REPEAL ORDINANCES NUMBER 28-91 AND  
NUMBER 8-92 IN THEIR ENTIRETY, TO ESTABLISH CLASS TITLES,  
PAY 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 and Pay Grades

Ordinance 28-91 and Ordinance 8-92 are hereby repealed in their entirety.  
The following listing of employee class titles and pay grade designations are hereby  
authorized and established.

<u>Title</u>	<u>Pay Grade</u>
A. <u>Unclassified</u>	
Clerk of Council	\$36,250
City Manager	\$72,000
B. <u>Full-Time Employees</u>	
Finance Director	60
Chief of Police	60
Service Director	60
City Engineer	60
Assistant City Engineer	48
City Planner	60
Assistant City Manager	54

Assistant to the City Manager	42
Superintendent of Taxation	44
Assistant Superintendent of Taxation	30
Golfing Operations Director	58
Recreational Services Director	42
Chief Building Official	46
Building Inspector	44
Electrical Inspector	44
Zoning/Code Enforcement Inspector	40
Engineer. Aide/Public Works Inspector II	38
Engineer. Aide/Public Works Inspector I	34
Engineering Intern	26
Assistant City Planner	44
Planner II	39
Planner I	35
Service Superintendent	47
Golf Course Superintendent/Agronomist	47
Service Foremen	41
Master Mechanic	45
Vehicle/Equipment Mechanic	31
Golf Course Mechanic	26
Group Leader	29
Equipment Operator	25
Aux. Refuse Equipment Operator	24
Mechanic's Helper	22
Maintenance Worker	22
Groundskeeper	20
Police Lieutenant	51
Police Sergeant	45
Police Officer	40
Police Dispatcher II	28
Police Dispatcher I	24
Police Records Clerk	26
Police Cadet	14
Assistant to the Finance Director	36
Secretary to the City Manager	35
Secretary III	33
Secretary II	31
Secretary I	29
Clerk-Typist II	24
Clerk-Typist I	22
Finance Clerk II	28
Finance Clerk I	24
Account Clerk II	26
Account Clerk I	22
Billing Clerk II	26
Billing Clerk I	22

PBX Operator/Receptionist	17
Custodian	22
Laborer II	5
Laborer I	1

C. Part-Time Employees

Code Enforcement Specialist	36
Administrator/MuseumCurator	31
Secretary II	31
Secretary I	29
Account Clerk II	26
Account Clerk I	22
Finance Clerk II	28
Finance Clerk I	24
Clerk-Typist II	24
Clerk-Typist I	22
PBX Operator/Receptionist	17
Coordinator of Volunteers	25
Building Maintenance	24
Groundskeeper	20
Events Host	17
Laborer II	5
Laborer I	1

D. Temporary Employees

Development Inspector	35
Clerk-Typist I	22
Intern	20
Laborer II	5
Laborer I	1

Section 3. Merit Salary and Wage Plan

Attachment A

Section 4. Pay Periods

All employees shall be paid on a weekly basis.

Section 5. Employment and Advancement

A. The Wage and Salary Plan prescribes the basic rates of pay for various classes of employees. Employees will normally be hired at Step A, but may enter the plan at a higher step 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. Upon completion of the 6 months probationary period, an employee may be hired as a continuing employee, have his 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 at the same pay grade, or lower, consistent with budget authorizations.

C. Subject to satisfactory efficiency ratings, an employee may be moved into the next salary step upon the successful completion of his/her probationary period and thereafter on the anniversary date of his/her continuing employment per the Salary and Wage Plan.

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

E. 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. 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, 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 employees for all time worked in excess of their workday or week as listed below. All overtime shall be approved by the Department Head. Overtime pay shall not apply to employees performing the duties of Department Directors, Assistants, and Division Heads as determined by the City Manager.

Notwithstanding the preceding paragraph, Service Department employees may be entitled to Call-In Pay as prescribed and approved by the Service Director.

#### 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

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

New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and 4 Personal Leave Days.

Employees must, on the forms provided, notify their department head at least three days prior to the use of a personal leave day. Personal leave days may not be accumulated beyond the year earned, and will be prorated for new employees.

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. Vacation Leave After one year of service, full-time employees shall receive vacation leave at the following rates, to be accrued weekly. After completing probation, employees may request vacation leave as such leave is accumulated.

<u>Uninterrupted Service</u>	<u>Vacation</u>
After 1 year but less than 5 years	8 hours/month
Over 5 years but less than 10 years	10 hours/month
Over 10 years but less than 15 years	12 hours/month
Over 15 years	14.67 hours/month
City Clerk of Council	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, and is lost if not taken. The City shall not recognize prior public service for the purposes of computing vacation accrual.

C. 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. 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.

D. Injury Leave At the discretion of the City Manager, any employee receiving Workmen's Compensation Benefits, but not receiving Sick Leave, may be paid the difference between such compensation and his regular pay if permitted by the rules and regulations of the Workmen'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.

E. Sick Leave All full-time employees of the City of Centerville shall accumulate 12 hours of sick leave per month of employment with a maximum of 720 hours to be used in the event of sickness; that said sick leave shall be computed weekly and effective from day of employment. After three (3) days of illness,

a doctor's certificate shall be presented to the Personnel Officer confirming said illness. Each full-time employee may, after accumulation of 840 hours unused sick leave, elect at his option to exchange that unused sick leave over and above 720 hours for 40 hours regular 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.

F. Family Leave Any full-time employee requiring a leave for the birth or adoption of a child, shall be entitled to unpaid family leave for up to 90 days. Employees may use any accrued sick leave for the birth of a child, in addition to any accrued vacation or personal leave in order to be compensated during this time off. For the adoption of a child, employees may use accrued vacation or personal leave in order to be compensated during this time off.

This leave shall in no way affect vacation or sick leave accrual, health insurance or other benefits or the employee's job status. The employee will be reinstated with a break in service, provided the employee notifies the City of the approximate date within the 90 day period that the employee desires to return to work. Notification must be made within 30 days of the beginning of family leave.

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

H. Health Insurance The City of Centerville shall pay 100% of the Hospitalization and Surgical and Major Medical insurance premiums for all full-time employees.

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.

I. Uniforms Police personnel uniform replacement: Upon appointment, all Police personnel shall be furnished minimum uniforms required. Maintenance and replacement of said uniforms is accomplished by budgeting an amount equal to \$250 per person times the number of total uniformed personnel, for replacement of worn and damaged uniforms and equipment. All uniforms are, and remain the property of the City of Centerville.

Employees of the Service Department shall be furnished work uniforms and other safety equipment as needed.

No employee shall wear or use any City owned or furnished clothing or equipment except while on duty for the City or traveling to or from their job.

J. Supplemental Retirement Plan Any full-time employee of the City who is eligible for participation in the Public Employees Retirement System or the Police 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 two hundred fifty (\$250.00) 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.

K. Health Insurance Incentive As part of the City's Self-Funded Insurance Plan, employees may share in 25% of the net savings when the Insurance Reserve Fund operates at a level below that predicted by the consultant on annual basis. Standards for distribution and participation shall be left to the discretion of the City Manager.

L. Employee Merit and Longevity Program Effective 6/1/91, full-time employees with 6.5 or more years of service with the City, in addition to being at the top grade of their pay step, are eligible for an annual bonus award 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 plateau levels and award amounts will be implemented:

<u>Years of Service</u>	<u>Award Amount</u>
6.5 to 10 years	\$250
10+ to 15 years	\$300
15+ to 20 years	\$350
Over 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.

Section 9. 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 be eligible for, on a pro-rated basis, the supplemental retirement plan, health insurance incentive 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 shall be eligible for the following benefits:

28 hours of Holiday Pay per year

16 hours of Personal Leave Pay per year

Vacation according to the following schedule:

After 1 year but less than 5 years -	4 hours/month
Over 5 years but less than 10 years -	5 hours/month
Over 10 years but less than 15 years -	6 hours/month
Over 15 years -	7.34 hours/month

Life Insurance - amount of coverage equal to 2 times the actual annual wage of the employee.

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

Sick Leave - 6 hours accumulation per month, according to Section 8.E. of this Ordinance.

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

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

Health Insurance - if employee wishes to be covered by the City's health insurance policy they shall pay 1/2 of the monthly premium (or designated market value, if premium not applicable).



Section 10. Application for Employment

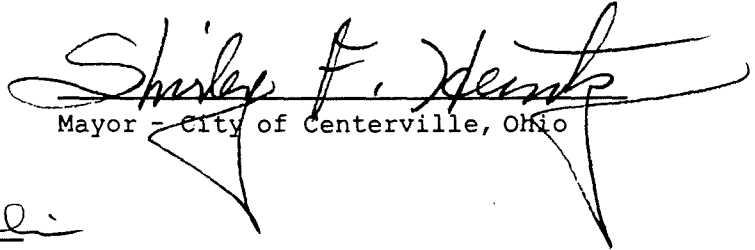
A. All persons applying for City employment shall complete the standard job application form of the City. Each person so applying for employment may have a police file and character check as prescribed by the Personnel Officer.

B. Applicants for Police Department employment and promotion shall be subject to additional standards and form prescribed by the Police Department in addition to the above as set forth in the Police Department Rules, Regulations and Policies.

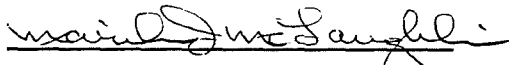
Section 11. Effective Date The compensation provided herein shall be effective on January 4, 1993.

Section 12. 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, 1992.

  
Mayor - City of Centerville, Ohio

ATTEST:

  
Clerk of Council of the  
City of Centerville, Ohio

C E R T I F I C A T E

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, 1992.

  
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

1993 Paychart Schedule

Grade		A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
1	Hourly	\$4.93	\$5.18	\$5.43	\$5.71	\$5.99	\$6.29	\$6.61
	Weekly	\$197.20	\$207.20	\$217.20	\$228.40	\$239.60	\$251.60	\$264.40
	Annual	\$10,254.40	\$10,774.40	\$11,294.40	\$11,876.80	\$12,459.20	\$13,083.20	\$13,748.80
2	Hourly	\$5.05	\$5.30	\$5.57	\$5.85	\$6.14	\$6.45	\$6.77
	Weekly	\$202.00	\$212.00	\$222.80	\$234.00	\$245.60	\$258.00	\$270.80
	Annual	\$10,504.00	\$11,024.00	\$11,585.60	\$12,168.00	\$12,771.20	\$13,416.00	\$14,081.60
3	Hourly	\$5.18	\$5.44	\$5.71	\$5.99	\$6.29	\$6.61	\$6.94
	Weekly	\$207.20	\$217.60	\$228.40	\$239.60	\$251.60	\$264.40	\$277.60
	Annual	\$10,774.40	\$11,315.20	\$11,876.80	\$12,459.20	\$13,083.20	\$13,748.80	\$14,435.20
4	Hourly	\$5.31	\$5.57	\$5.85	\$6.14	\$6.45	\$6.77	\$7.11
	Weekly	\$212.40	\$222.80	\$234.00	\$245.60	\$258.00	\$270.80	\$284.40
	Annual	\$11,044.80	\$11,585.60	\$12,168.00	\$12,771.20	\$13,416.00	\$14,081.60	\$14,788.80
5	Hourly	\$5.44	\$5.71	\$6.00	\$6.30	\$6.61	\$6.94	\$7.29
	Weekly	\$217.60	\$228.40	\$240.00	\$252.00	\$264.40	\$277.60	\$291.60
	Annual	\$11,315.20	\$11,876.80	\$12,480.00	\$13,104.00	\$13,748.80	\$14,435.20	\$15,163.20
6	Hourly	\$5.58	\$5.86	\$6.15	\$6.46	\$6.78	\$7.12	\$7.47
	Weekly	\$223.20	\$234.40	\$246.00	\$258.40	\$271.20	\$284.80	\$298.80
	Annual	\$11,606.40	\$12,188.80	\$12,792.00	\$13,436.80	\$14,102.40	\$14,809.60	\$15,537.60
7	Hourly	\$5.72	\$6.00	\$6.30	\$6.62	\$6.95	\$7.30	\$7.66
	Weekly	\$228.80	\$240.00	\$252.00	\$264.80	\$278.00	\$292.00	\$306.40
	Annual	\$11,897.60	\$12,480.00	\$13,104.00	\$13,769.60	\$14,456.00	\$15,184.00	\$15,932.80
8	Hourly	\$5.86	\$6.15	\$6.46	\$6.78	\$7.12	\$7.48	\$7.85
	Weekly	\$234.40	\$246.00	\$258.40	\$271.20	\$284.80	\$299.20	\$314.00
	Annual	\$12,188.80	\$12,792.00	\$13,436.80	\$14,102.40	\$14,809.60	\$15,558.40	\$16,328.00
9	Hourly	\$6.01	\$6.31	\$6.62	\$6.95	\$7.30	\$7.66	\$8.05
	Weekly	\$240.40	\$252.40	\$264.80	\$278.00	\$292.00	\$306.40	\$322.00
	Annual	\$12,500.80	\$13,124.80	\$13,769.60	\$14,456.00	\$15,184.00	\$15,932.80	\$16,744.00
10	Hourly	\$6.16	\$6.46	\$6.79	\$7.13	\$7.48	\$7.86	\$8.25
	Weekly	\$246.40	\$258.40	\$271.60	\$285.20	\$299.20	\$314.40	\$330.00
	Annual	\$12,812.80	\$13,436.80	\$14,123.20	\$14,830.40	\$15,558.40	\$16,348.80	\$17,160.00
11	Hourly	\$6.31	\$6.62	\$6.96	\$7.30	\$7.67	\$8.05	\$8.45
	Weekly	\$252.40	\$264.80	\$278.40	\$292.00	\$306.80	\$322.00	\$338.00
	Annual	\$13,124.80	\$13,769.60	\$14,476.80	\$15,184.00	\$15,953.60	\$16,744.00	\$17,576.00

1993 Paychart Schedule

Grade	A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
12 Hourly	\$6.47	\$6.79	\$7.13	\$7.49	\$7.86	\$8.25	\$8.67
12 Weekly	\$258.80	\$271.60	\$285.20	\$299.60	\$314.40	\$330.00	\$346.80
12 Annual	\$13,457.60	\$14,123.20	\$14,830.40	\$15,579.20	\$16,348.80	\$17,160.00	\$18,033.60
13 Hourly	\$6.63	\$6.96	\$7.31	\$7.67	\$8.06	\$8.46	\$8.88
13 Weekly	\$265.20	\$278.40	\$292.40	\$306.80	\$322.40	\$338.40	\$355.20
13 Annual	\$13,790.40	\$14,476.80	\$15,204.80	\$15,953.60	\$16,764.80	\$17,596.80	\$18,470.40
14 Hourly	\$6.79	\$7.13	\$7.49	\$7.87	\$8.26	\$8.67	\$9.11
14 Weekly	\$271.60	\$285.20	\$299.60	\$314.80	\$330.40	\$346.80	\$364.40
14 Annual	\$14,123.20	\$14,830.40	\$15,579.20	\$16,369.60	\$17,180.80	\$18,033.60	\$18,948.80
15 Hourly	\$6.96	\$7.31	\$7.68	\$8.06	\$8.47	\$8.89	\$9.33
15 Weekly	\$278.40	\$292.40	\$307.20	\$322.40	\$338.80	\$355.60	\$373.20
15 Annual	\$14,476.80	\$15,204.80	\$15,974.40	\$16,764.80	\$17,617.60	\$18,491.20	\$19,406.40
16 Hourly	\$7.14	\$7.50	\$7.87	\$8.26	\$8.68	\$9.11	\$9.57
16 Weekly	\$285.60	\$300.00	\$314.80	\$330.40	\$347.20	\$364.40	\$382.80
16 Annual	\$14,851.20	\$15,600.00	\$16,369.60	\$17,180.80	\$18,054.40	\$18,948.80	\$19,905.60
17 Hourly	\$7.32	\$7.68	\$8.07	\$8.47	\$8.89	\$9.34	\$9.81
17 Weekly	\$292.80	\$307.20	\$322.80	\$338.80	\$355.60	\$373.60	\$392.40
17 Annual	\$15,225.60	\$15,974.40	\$16,785.60	\$17,617.60	\$18,491.20	\$19,427.20	\$20,404.80
18 Hourly	\$7.50	\$7.87	\$8.27	\$8.68	\$9.12	\$9.57	\$10.05
18 Weekly	\$300.00	\$314.80	\$330.80	\$347.20	\$364.80	\$382.80	\$402.00
18 Annual	\$15,600.00	\$16,369.60	\$17,201.60	\$18,054.40	\$18,969.60	\$19,905.60	\$20,904.00
19 Hourly	\$7.69	\$8.07	\$8.48	\$8.90	\$9.34	\$9.81	\$10.30
19 Weekly	\$307.60	\$322.80	\$339.20	\$356.00	\$373.60	\$392.40	\$412.00
19 Annual	\$15,995.20	\$16,785.60	\$17,638.40	\$18,512.00	\$19,427.20	\$20,404.80	\$21,424.00
20 Hourly	\$7.88	\$8.27	\$8.69	\$9.12	\$9.58	\$10.06	\$10.56
20 Weekly	\$315.20	\$330.80	\$347.60	\$364.80	\$383.20	\$402.40	\$422.40
20 Annual	\$16,390.40	\$17,201.60	\$18,075.20	\$18,969.60	\$19,926.40	\$20,924.80	\$21,964.80
21 Hourly	\$8.08	\$8.48	\$8.90	\$9.35	\$9.82	\$10.31	\$10.82
21 Weekly	\$323.20	\$339.20	\$356.00	\$374.00	\$392.80	\$412.40	\$432.80
21 Annual	\$16,806.40	\$17,638.40	\$18,512.00	\$19,448.00	\$20,425.60	\$21,444.80	\$22,505.60
22 Hourly	\$8.28	\$8.69	\$9.13	\$9.58	\$10.06	\$10.57	\$11.09
22 Weekly	\$331.20	\$347.60	\$365.20	\$383.20	\$402.40	\$422.80	\$443.60
22 Annual	\$17,222.40	\$18,075.20	\$18,990.40	\$19,926.40	\$20,924.80	\$21,985.60	\$23,067.20

1993 Paychart Schedule

Grade	A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
23	Hourly \$8.49	\$8.91	\$9.35	\$9.82	\$10.31	\$10.83	\$11.37
	Weekly \$339.60	\$356.40	\$374.00	\$392.80	\$412.40	\$433.20	\$454.80
	Annual \$17,659.20	\$18,532.80	\$19,448.00	\$20,425.60	\$21,444.80	\$22,526.40	\$23,649.60
24	Hourly \$8.70	\$9.13	\$9.59	\$10.07	\$10.57	\$11.10	\$11.66
	Weekly \$348.00	\$365.20	\$383.60	\$402.80	\$422.80	\$444.00	\$466.40
	Annual \$18,096.00	\$18,990.40	\$19,947.20	\$20,945.60	\$21,985.60	\$23,088.00	\$24,252.80
25	Hourly \$8.91	\$9.36	\$9.83	\$10.32	\$10.84	\$11.38	\$11.95
	Weekly \$356.40	\$374.40	\$393.20	\$412.80	\$433.60	\$455.20	\$478.00
	Annual \$18,532.80	\$19,468.80	\$20,446.40	\$21,465.60	\$22,547.20	\$23,670.40	\$24,856.00
26	Hourly \$9.14	\$9.59	\$10.07	\$10.58	\$11.11	\$11.66	\$12.25
	Weekly \$365.60	\$383.60	\$402.80	\$423.20	\$444.40	\$466.40	\$490.00
	Annual \$19,011.20	\$19,947.20	\$20,945.60	\$22,006.40	\$23,108.80	\$24,252.80	\$25,480.00
27	Hourly \$9.37	\$9.83	\$10.33	\$10.84	\$11.38	\$11.95	\$12.55
	Weekly \$374.80	\$393.20	\$413.20	\$433.60	\$455.20	\$478.00	\$502.00
	Annual \$19,489.60	\$20,446.40	\$21,486.40	\$22,547.20	\$23,670.40	\$24,856.00	\$26,104.00
28	Hourly \$9.60	\$10.08	\$10.58	\$11.11	\$11.67	\$12.25	\$12.87
	Weekly \$384.00	\$403.20	\$423.20	\$444.40	\$466.80	\$490.00	\$514.80
	Annual \$19,968.00	\$20,966.40	\$22,006.40	\$23,108.80	\$24,273.60	\$25,480.00	\$26,769.60
29	Hourly \$9.84	\$10.33	\$10.85	\$11.39	\$11.96	\$12.56	\$13.19
	Weekly \$393.60	\$413.20	\$434.00	\$455.60	\$478.40	\$502.40	\$527.60
	Annual \$20,467.20	\$21,486.40	\$22,568.00	\$23,691.20	\$24,876.80	\$26,124.80	\$27,435.20
30	Hourly \$10.09	\$10.59	\$11.12	\$11.68	\$12.26	\$12.87	\$13.52
	Weekly \$403.60	\$423.60	\$444.80	\$467.20	\$490.40	\$514.80	\$540.80
	Annual \$20,987.20	\$22,027.20	\$23,129.60	\$24,294.40	\$25,500.80	\$26,769.60	\$28,121.60
31	Hourly \$10.34	\$10.86	\$11.40	\$11.97	\$12.57	\$13.19	\$13.85
	Weekly \$413.60	\$434.40	\$456.00	\$478.80	\$502.80	\$527.60	\$554.00
	Annual \$21,507.20	\$22,588.80	\$23,712.00	\$24,897.60	\$26,145.60	\$27,435.20	\$28,808.00
32	Hourly \$10.60	\$11.13	\$11.68	\$12.27	\$12.88	\$13.52	\$14.20
	Weekly \$424.00	\$445.20	\$467.20	\$490.80	\$515.20	\$540.80	\$568.00
	Annual \$22,048.00	\$23,150.40	\$24,294.40	\$25,521.60	\$26,790.40	\$28,121.60	\$29,536.00
33	Hourly \$10.86	\$11.40	\$11.98	\$12.57	\$13.20	\$13.86	\$14.56
	Weekly \$434.40	\$456.00	\$479.20	\$502.80	\$528.00	\$554.40	\$582.40
	Annual \$22,588.80	\$23,712.00	\$24,918.40	\$26,145.60	\$27,456.00	\$28,828.80	\$30,284.80

1993 Paychart Schedule

Grade	A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
34 Hourly	\$11.13	\$11.69	\$12.27	\$12.89	\$13.53	\$14.21	\$14.92
34 Weekly	\$445.20	\$467.60	\$490.80	\$515.60	\$541.20	\$568.40	\$596.80
34 Annual	\$23,150.40	\$24,315.20	\$25,521.60	\$26,811.20	\$28,142.40	\$29,556.80	\$31,033.60
35 Hourly	\$11.41	\$11.98	\$12.58	\$13.21	\$13.87	\$14.56	\$15.29
35 Weekly	\$456.40	\$479.20	\$503.20	\$528.40	\$554.80	\$582.40	\$611.60
35 Annual	\$23,732.80	\$24,918.40	\$26,166.40	\$27,476.80	\$28,849.60	\$30,284.80	\$31,803.20
36 Hourly	\$11.70	\$12.28	\$12.90	\$13.54	\$14.22	\$14.93	\$15.68
36 Weekly	\$468.00	\$491.20	\$516.00	\$541.60	\$568.80	\$597.20	\$627.20
36 Annual	\$24,336.00	\$25,542.40	\$26,832.00	\$28,163.20	\$29,577.60	\$31,054.40	\$32,614.40
37 Hourly	\$11.99	\$12.59	\$13.22	\$13.88	\$14.57	\$15.30	\$16.07
37 Weekly	\$479.60	\$503.60	\$528.80	\$555.20	\$582.80	\$612.00	\$642.80
37 Annual	\$24,939.20	\$26,187.20	\$27,497.60	\$28,870.40	\$30,305.60	\$31,824.00	\$33,425.60
38 Hourly	\$12.29	\$12.90	\$13.55	\$14.23	\$14.94	\$15.68	\$16.47
38 Weekly	\$491.60	\$516.00	\$542.00	\$569.20	\$597.60	\$627.20	\$658.80
38 Annual	\$25,563.20	\$26,832.00	\$28,184.00	\$29,598.40	\$31,075.20	\$32,614.40	\$34,257.60
39 Hourly	\$12.60	\$13.23	\$13.89	\$14.58	\$15.31	\$16.08	\$16.88
39 Weekly	\$504.00	\$529.20	\$555.60	\$583.20	\$612.40	\$643.20	\$675.20
39 Annual	\$26,208.00	\$27,518.40	\$28,891.20	\$30,326.40	\$31,844.80	\$33,446.40	\$35,110.40
40 Hourly	\$12.91	\$13.56	\$14.23	\$14.95	\$15.69	\$16.48	\$17.30
40 Weekly	\$516.40	\$542.40	\$569.20	\$598.00	\$627.60	\$659.20	\$692.00
40 Annual	\$26,852.80	\$28,204.80	\$29,598.40	\$31,096.00	\$32,635.20	\$34,278.40	\$35,984.00
41 Hourly	\$13.23	\$13.90	\$14.59	\$15.32	\$16.09	\$16.89	\$17.73
41 Weekly	\$529.20	\$556.00	\$583.60	\$612.80	\$643.60	\$675.60	\$709.20
41 Annual	\$27,518.40	\$28,912.00	\$30,347.20	\$31,865.60	\$33,467.20	\$35,131.20	\$36,878.40
42 Hourly	\$13.56	\$14.24	\$14.96	\$15.70	\$16.49	\$17.31	\$18.18
42 Weekly	\$542.40	\$569.60	\$598.40	\$628.00	\$659.60	\$692.40	\$727.20
42 Annual	\$28,204.80	\$29,619.20	\$31,116.80	\$32,656.00	\$34,299.20	\$36,004.80	\$37,814.40
43 Hourly	\$13.90	\$14.60	\$15.33	\$16.10	\$16.90	\$17.75	\$18.63
43 Weekly	\$556.00	\$584.00	\$613.20	\$644.00	\$676.00	\$710.00	\$745.20
43 Annual	\$28,912.00	\$30,368.00	\$31,886.40	\$33,488.00	\$35,152.00	\$36,920.00	\$38,750.40
44 Hourly	\$14.25	\$14.96	\$15.71	\$16.50	\$17.32	\$18.19	\$19.10
44 Weekly	\$570.00	\$598.40	\$628.40	\$660.00	\$692.80	\$727.60	\$764.00
44 Annual	\$29,640.00	\$31,116.80	\$32,676.80	\$34,320.00	\$36,025.60	\$37,835.20	\$39,728.00

1993 Paychart Schedule

Grade	A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
45 Hourly	\$14.61	\$15.34	\$16.11	\$16.91	\$17.76	\$18.64	\$19.58
45 Weekly	\$584.40	\$613.60	\$644.40	\$676.40	\$710.40	\$745.60	\$783.20
45 Annual	\$30,388.80	\$31,907.20	\$33,508.80	\$35,172.80	\$36,940.80	\$38,771.20	\$40,726.40
46 Hourly	\$14.97	\$15.72	\$16.51	\$17.33	\$18.20	\$19.11	\$20.07
46 Weekly	\$598.80	\$628.80	\$660.40	\$693.20	\$728.00	\$764.40	\$802.80
46 Annual	\$31,137.60	\$32,697.60	\$34,340.80	\$36,046.40	\$37,856.00	\$39,748.80	\$41,745.60
47 Hourly	\$15.35	\$16.11	\$16.92	\$17.77	\$18.65	\$19.59	\$20.57
47 Weekly	\$614.00	\$644.40	\$676.80	\$710.80	\$746.00	\$783.60	\$822.80
47 Annual	\$31,928.00	\$33,508.80	\$35,193.60	\$36,961.60	\$38,792.00	\$40,747.20	\$42,785.60
48 Hourly	\$15.73	\$16.52	\$17.34	\$18.21	\$19.12	\$20.08	\$21.08
48 Weekly	\$629.20	\$660.80	\$693.60	\$728.40	\$764.80	\$803.20	\$843.20
48 Annual	\$32,718.40	\$34,361.60	\$36,067.20	\$37,876.80	\$39,769.60	\$41,766.40	\$43,846.40
49 Hourly	\$16.12	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61
49 Weekly	\$644.80	\$677.20	\$711.20	\$746.80	\$784.00	\$823.20	\$864.40
49 Annual	\$33,529.60	\$35,214.40	\$36,982.40	\$38,833.60	\$40,768.00	\$42,806.40	\$44,948.80
50 Hourly	\$16.53	\$17.35	\$18.22	\$19.13	\$20.09	\$21.09	\$22.15
50 Weekly	\$661.20	\$694.00	\$728.80	\$765.20	\$803.60	\$843.60	\$886.00
50 Annual	\$34,382.40	\$36,088.00	\$37,897.60	\$39,790.40	\$41,787.20	\$43,867.20	\$46,072.00
51 Hourly	\$16.94	\$17.79	\$18.68	\$19.61	\$20.59	\$21.62	\$22.70
51 Weekly	\$677.60	\$711.60	\$747.20	\$784.40	\$823.60	\$864.80	\$908.00
51 Annual	\$35,235.20	\$37,003.20	\$38,854.40	\$40,788.80	\$42,827.20	\$44,969.60	\$47,216.00
52 Hourly	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.16	\$23.27
52 Weekly	\$694.40	\$729.20	\$765.60	\$804.00	\$844.40	\$886.40	\$930.80
52 Annual	\$36,108.80	\$37,918.40	\$39,811.20	\$41,808.00	\$43,908.80	\$46,092.80	\$48,401.60
53 Hourly	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85
53 Weekly	\$712.00	\$747.60	\$784.80	\$824.00	\$865.20	\$908.80	\$954.00
53 Annual	\$37,024.00	\$38,875.20	\$40,809.60	\$42,848.00	\$44,990.40	\$47,257.60	\$49,608.00
54 Hourly	\$18.24	\$19.16	\$20.11	\$21.12	\$22.17	\$23.28	\$24.45
54 Weekly	\$729.60	\$766.40	\$804.40	\$844.80	\$886.80	\$931.20	\$978.00
54 Annual	\$37,939.20	\$39,852.80	\$41,828.80	\$43,929.60	\$46,113.60	\$48,422.40	\$50,856.00
55 Hourly	\$18.70	\$19.63	\$20.62	\$21.65	\$22.73	\$23.87	\$25.06
55 Weekly	\$748.00	\$785.20	\$824.80	\$866.00	\$909.20	\$954.80	\$1,002.40
55 Annual	\$38,896.00	\$40,830.40	\$42,889.60	\$45,032.00	\$47,278.40	\$49,649.60	\$52,124.80

1993 Paychart Schedule

Grade	A Start	B 6 Months	C 18 Months	D 30 Months	E 42 Months	F 54 Months	G 66 Months
56 Hourly	\$19.17	\$20.13	\$21.13	\$22.19	\$23.30	\$24.46	\$25.69
56 Weekly	\$766.80	\$805.20	\$845.20	\$887.60	\$932.00	\$978.40	\$1,027.60
56 Annual	\$39,873.60	\$41,870.40	\$43,950.40	\$46,155.20	\$48,464.00	\$50,876.80	\$53,435.20
57 Hourly	\$19.65	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07	\$26.33
57 Weekly	\$786.00	\$825.20	\$866.40	\$909.60	\$955.20	\$1,002.80	\$1,053.20
57 Annual	\$40,872.00	\$42,910.40	\$45,052.80	\$47,299.20	\$49,670.40	\$52,145.60	\$54,766.40
58 Hourly	\$20.14	\$21.14	\$22.20	\$23.31	\$24.48	\$25.70	\$26.99
58 Weekly	\$805.60	\$845.60	\$888.00	\$932.40	\$979.20	\$1,028.00	\$1,079.60
58 Annual	\$41,891.20	\$43,971.20	\$46,176.00	\$48,484.80	\$50,918.40	\$53,456.00	\$56,139.20
59 Hourly	\$20.64	\$21.67	\$22.76	\$23.89	\$25.09	\$26.34	\$27.66
59 Weekly	\$825.60	\$866.80	\$910.40	\$955.60	\$1,003.60	\$1,053.60	\$1,106.40
59 Annual	\$42,931.20	\$45,073.60	\$47,340.80	\$49,691.20	\$52,187.20	\$54,787.20	\$57,532.80
60 Hourly	\$21.16	\$22.21	\$23.33	\$24.49	\$25.72	\$27.00	\$28.35
60 Weekly	\$846.40	\$888.40	\$933.20	\$979.60	\$1,028.80	\$1,080.00	\$1,134.00
60 Annual	\$44,012.80	\$46,196.80	\$48,526.40	\$50,939.20	\$53,497.60	\$56,160.00	\$58,968.00