

ORDINANCE NO. 21-87

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCILMAN J. V. Stone ON  
THE 18th DAY OF January, 1988.

AN ORDINANCE TO REPEAL ORDINANCE NUMBER 21-86 AND ORDINANCE 13-87 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Ordinance 21-86 and Ordinance 13-87 are hereby repealed in their entirety.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	\$25,000
City Manager	\$60,000
B. <u>Regular, Full-Time Employees</u>	
Senior City Engineer	60
Finance Director	58
Chief of Police	58
Service Director	58
City Engineer	58
Assistant City Engineer	48
City Planner	58
Assistant City Manager	54
Administrative Assistant to the City Manager	42
Superintendent of Taxation	44

Assistant Superintendent of Taxation	30
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	45
Service Foremen	39
Master Mechanic	45
Mechanic	31
Group Leader	29
Equipment Operator	25
Aux. Refuse Equipment Operator	24
Mechanic's Helper	22
Laborer	22
Police Lieutenant	51
Police Sergeant	45
Police Officer	40
Police Dispatcher II	28
Police Dispatcher I	24
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

C. Regular, Part-Time Employees

Secretary II	31
Secretary I	29
Account Clerk II	26
Account Clerk I	22
Clerk-Typist II	24
Clerk-Typist I	22
PBX Operator/Receptionist	17
Coordinator of Volunteers	25
Building Maintenance	24

D. Temporary Employees

Development Inspector	35
Clerk-Typist I	22
Intern	20
Utility Worker	X

E. Employees Retained on Annual Retainer Basis      Annual Retainer

Municipal Attorney (1)	\$4,800
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(1) Includes performing the services of attorney for the City and the officers thereof in their official capacities; attendance at one regular meeting per month of the Legislative Authority; preparation of ordinances and resolutions; the rendering of legal opinions, either written or oral, as requested by the Legislative Authority or officials of the City upon request in writing; and, sundry telephone conversations with City officials and others.

Fees for services rendered in addition to the above named services shall be charged at a rate not to exceed \$75 per hour.

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 permanent 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 budgetary 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 permanent 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. Regular 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 pro-rated for regular 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. Regular part-time personnel who are employed on a specific part-time schedule amounting to a minimum of (1040) hours per year shall be eligible for holiday leave on a pro-rated basis.

Employees must, on the forms provided, notify their department head at least 3 days prior to the use of a personal

leave day. Personal leave days may not be accumulated beyond the year earned, and will be pro-rated 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, regular 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	12 days per year
Over 5 years but less than 10 years	15 days per year
Over 10 years but less than 15 years	18 days per year
Over 15 years	22 days per year
City Manager	20 day per year
City Clerk of Council	27 days per year

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. Regular part-time personnel who are employed on a specific part-time schedule amounting to a minimum of (1040) hours per year and who have more than twelve (12) months service, shall be eligible for vacation allowance on a pro-rated basis. The City shall not recognize prior public service for the purposes of computing vacation accrual.

C. Life Insurance All regular 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 regular full-time employees of the City of Centerville shall accumulate eighteen (18) days of sick leave per year of employment with a maximum of ninety (90) days 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 regular full-time employee may, after accumulation of one hundred five (105) days unused sick leave, elect at his option to exchange excessive sick leave for one day's pay; provided, however, that said exchange may only be made after an employee is entitled to at least five (5) days of pay as provided hereunder. 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 one hundred twenty (120) days of total sick leave. Regular part-time employees shall receive sick leave as noted above, however, it shall be pro-rated based upon the average hours worked. The City shall not credit new employees with sick leave accrued while with a previous employer.

F. Maternity Leave A female employee with over six months of service with the City shall be entitled to maternity leave. Upon confirmation of her pregnancy, the employee shall provide the Personnel Officer with a doctor's statement stating the expected date of deliver, and providing a date until which she may safely continue to work. The start of maternity leave may begin earlier than this date if requested by the employee and approved by the department head. After delivery the employee will be reinstated without any break in service, provided she has notified the City within thirty (30) days of delivery indicating her desire to return to work and returns to work not more than ninety (90) days after delivery. Maternity leave may be taken without pay and considered as a leave of absence. Any leave of absence exceeding 6 months shall be classified as special leave. An employee who has accrued vacation time and/or sick leave may elect to use all or part of this compensatory time as maternity leave.

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

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

The City of Centerville shall provide Hospitalization and Surgical and Major Medical insurance costs 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 uniform replacement: Upon appointment, all Police Officers shall be furnished minimum uniforms required. Maintenance and replacement of said uniforms is accomplished by budgeting an amount equal to \$175.00 per man times the number of sworn officers to be expended 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 regular 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 ten (10) days of sick leave for each year of service with the City up to a maximum of seventy-five (75) days 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. 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.

#### Section 9. Application for Employment

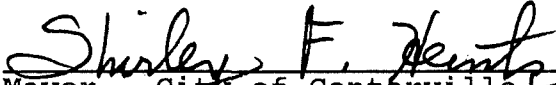
A. All persons applying for City employment shall complete the standard job application form of the City. Each person so applying for employment may have a police file and character check as prescribed by the Personnel Officer.

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 10. Effective Date The compensation provided herein shall be effective on the first day of January 1988.

Section 11. This Ordinance shall take effect at the earliest date allowed by law.

PASSED this 18th day of January, 1988.

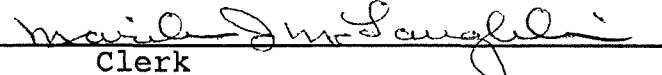
  
Mayor - City of Centerville, Ohio

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 18th day of January, 1988.

  
Clerk

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

Department of Law  
Robert N. Farquhar  
Municipal Attorney



1988 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	\$3.90	\$4.10	\$4.30	\$4.52	\$4.74	\$4.98	\$5.23
	Weekly	\$156.00	\$164.00	\$172.00	\$180.80	\$189.60	\$199.20	\$209.20
	Annual	\$8,112.00	\$8,528.00	\$8,944.00	\$9,401.60	\$9,859.20	\$10,358.40	\$10,878.40
2	Hourly	\$4.00	\$4.20	\$4.41	\$4.63	\$4.86	\$5.11	\$5.36
	Weekly	\$160.00	\$168.00	\$176.40	\$185.20	\$194.40	\$204.40	\$214.40
	Annual	\$8,320.00	\$8,736.00	\$9,172.80	\$9,630.40	\$10,108.80	\$10,628.80	\$11,148.80
3	Hourly	\$4.10	\$4.31	\$4.52	\$4.75	\$4.98	\$5.23	\$5.49
	Weekly	\$164.00	\$172.40	\$180.80	\$190.00	\$199.20	\$209.20	\$219.60
	Annual	\$8,528.00	\$8,964.80	\$9,401.60	\$9,880.00	\$10,358.40	\$10,878.40	\$11,419.20
4	Hourly	\$4.20	\$4.41	\$4.63	\$4.87	\$5.11	\$5.36	\$5.63
	Weekly	\$168.00	\$176.40	\$185.20	\$194.80	\$204.40	\$214.40	\$225.20
	Annual	\$8,736.00	\$9,172.80	\$9,630.40	\$10,129.60	\$10,628.80	\$11,148.80	\$11,710.40
5	Hourly	\$4.31	\$4.52	\$4.75	\$4.99	\$5.24	\$5.50	\$5.77
	Weekly	\$172.40	\$180.80	\$190.00	\$199.60	\$209.60	\$220.00	\$230.80
	Annual	\$8,964.80	\$9,401.60	\$9,880.00	\$10,379.20	\$10,899.20	\$11,440.00	\$12,001.60
6	Hourly	\$4.42	\$4.64	\$4.87	\$5.11	\$5.37	\$5.64	\$5.92
	Weekly	\$176.80	\$185.60	\$194.80	\$204.40	\$214.80	\$225.60	\$236.80
	Annual	\$9,193.60	\$9,651.20	\$10,129.60	\$10,628.80	\$11,169.60	\$11,731.20	\$12,313.60
7	Hourly	\$4.53	\$4.75	\$4.99	\$5.24	\$5.50	\$5.78	\$6.07
	Weekly	\$181.20	\$190.00	\$199.60	\$209.60	\$220.00	\$231.20	\$242.80
	Annual	\$9,422.40	\$9,880.00	\$10,379.20	\$10,899.20	\$11,440.00	\$12,022.40	\$12,625.60
8	Hourly	\$4.64	\$4.87	\$5.11	\$5.37	\$5.64	\$5.92	\$6.22
	Weekly	\$185.60	\$194.80	\$204.40	\$214.80	\$225.60	\$236.80	\$248.80
	Annual	\$9,651.20	\$10,129.60	\$10,628.80	\$11,169.60	\$11,731.20	\$12,313.60	\$12,937.60
9	Hourly	\$4.76	\$4.99	\$5.24	\$5.50	\$5.78	\$6.07	\$6.37
	Weekly	\$190.40	\$199.60	\$209.60	\$220.00	\$231.20	\$242.80	\$254.80
	Annual	\$9,900.80	\$10,379.20	\$10,899.20	\$11,440.00	\$12,022.40	\$12,625.60	\$13,249.60
10	Hourly	\$4.87	\$5.12	\$5.37	\$5.64	\$5.92	\$6.22	\$6.53
	Weekly	\$194.80	\$204.80	\$214.80	\$225.60	\$236.80	\$248.80	\$261.20
	Annual	\$10,129.60	\$10,649.60	\$11,169.60	\$11,731.20	\$12,313.60	\$12,937.60	\$13,582.40
11	Hourly	\$5.00	\$5.25	\$5.51	\$5.78	\$6.07	\$6.38	\$6.69
	Weekly	\$200.00	\$210.00	\$220.40	\$231.20	\$242.80	\$255.20	\$267.60
	Annual	\$10,400.00	\$10,920.00	\$11,460.80	\$12,022.40	\$12,625.60	\$13,270.40	\$13,915.20

1988 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	\$5.12	\$5.38	\$5.65	\$5.93	\$6.22	\$6.54	\$6.86
12 Weekly	\$204.80	\$215.20	\$226.00	\$237.20	\$248.80	\$261.60	\$274.40
12 Annual	\$10,649.60	\$11,190.40	\$11,752.00	\$12,334.40	\$12,937.60	\$13,603.20	\$14,268.80
13 Hourly	\$5.25	\$5.51	\$5.79	\$6.08	\$6.38	\$6.70	\$7.03
13 Weekly	\$210.00	\$220.40	\$231.60	\$243.20	\$255.20	\$268.00	\$281.20
13 Annual	\$10,920.00	\$11,460.80	\$12,043.20	\$12,646.40	\$13,270.40	\$13,936.00	\$14,622.40
14 Hourly	\$5.38	\$5.65	\$5.93	\$6.23	\$6.54	\$6.87	\$7.21
14 Weekly	\$215.20	\$226.00	\$237.20	\$249.20	\$261.60	\$274.80	\$288.40
14 Annual	\$11,190.40	\$11,752.00	\$12,334.40	\$12,958.40	\$13,603.20	\$14,289.60	\$14,996.80
15 Hourly	\$5.51	\$5.79	\$6.08	\$6.38	\$6.70	\$7.04	\$7.39
15 Weekly	\$220.40	\$231.60	\$243.20	\$255.20	\$268.00	\$281.60	\$295.60
15 Annual	\$11,460.80	\$12,043.20	\$12,646.40	\$13,270.40	\$13,936.00	\$14,643.20	\$15,371.20
16 Hourly	\$5.65	\$5.93	\$6.23	\$6.54	\$6.87	\$7.21	\$7.57
16 Weekly	\$226.00	\$237.20	\$249.20	\$261.60	\$274.80	\$288.40	\$302.80
16 Annual	\$11,752.00	\$12,334.40	\$12,958.40	\$13,603.20	\$14,289.60	\$14,996.80	\$15,745.60
17 Hourly	\$5.79	\$6.08	\$6.39	\$6.71	\$7.04	\$7.39	\$7.76
17 Weekly	\$231.60	\$243.20	\$255.60	\$268.40	\$281.60	\$295.60	\$310.40
17 Annual	\$12,043.20	\$12,646.40	\$13,291.20	\$13,956.80	\$14,643.20	\$15,371.20	\$16,140.80
18 Hourly	\$5.94	\$6.24	\$6.55	\$6.87	\$7.22	\$7.58	\$7.96
18 Weekly	\$237.60	\$249.60	\$262.00	\$274.80	\$288.80	\$303.20	\$318.40
18 Annual	\$12,355.20	\$12,979.20	\$13,624.00	\$14,289.60	\$15,017.60	\$15,766.40	\$16,556.80
19 Hourly	\$6.09	\$6.39	\$6.71	\$7.05	\$7.40	\$7.77	\$8.16
19 Weekly	\$243.60	\$255.60	\$268.40	\$282.00	\$296.00	\$310.80	\$326.40
19 Annual	\$12,667.20	\$13,291.20	\$13,956.80	\$14,664.00	\$15,392.00	\$16,161.60	\$16,972.80
20 Hourly	\$6.24	\$6.55	\$6.88	\$7.22	\$7.58	\$7.96	\$8.36
20 Weekly	\$249.60	\$262.00	\$275.20	\$288.80	\$303.20	\$318.40	\$334.40
20 Annual	\$12,979.20	\$13,624.00	\$14,310.40	\$15,017.60	\$15,766.40	\$16,556.80	\$17,388.80
21 Hourly	\$6.40	\$6.71	\$7.05	\$7.40	\$7.77	\$8.16	\$8.57
21 Weekly	\$256.00	\$268.40	\$282.00	\$296.00	\$310.80	\$326.40	\$342.80
21 Annual	\$13,312.00	\$13,956.80	\$14,664.00	\$15,392.00	\$16,161.60	\$16,972.80	\$17,825.60
22 Hourly	\$6.56	\$6.88	\$7.23	\$7.59	\$7.97	\$8.37	\$8.78
22 Weekly	\$262.40	\$275.20	\$289.20	\$303.60	\$318.80	\$334.80	\$351.20
22 Annual	\$13,644.80	\$14,310.40	\$15,038.40	\$15,787.20	\$16,577.60	\$17,409.60	\$18,262.40

1988 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 \$6.72	\$7.05	\$7.41	\$7.78	\$8.17	\$8.58	\$9.00
	Weekly \$268.80	\$282.00	\$296.40	\$311.20	\$326.80	\$343.20	\$360.00
	Annual \$13,977.60	\$14,664.00	\$15,412.80	\$16,182.40	\$16,993.60	\$17,846.40	\$18,720.00
24	Hourly \$6.89	\$7.23	\$7.59	\$7.97	\$8.37	\$8.79	\$9.23
	Weekly \$275.60	\$289.20	\$303.60	\$318.80	\$334.80	\$351.60	\$369.20
	Annual \$14,331.20	\$15,038.40	\$15,787.20	\$16,577.60	\$17,409.60	\$18,283.20	\$19,198.40
25	Hourly \$7.06	\$7.41	\$7.78	\$8.17	\$8.58	\$9.01	\$9.46
	Weekly \$282.40	\$296.40	\$311.20	\$326.80	\$343.20	\$360.40	\$378.40
	Annual \$14,684.80	\$15,412.80	\$16,182.40	\$16,993.60	\$17,846.40	\$18,740.80	\$19,676.80
26	Hourly \$7.24	\$7.60	\$7.98	\$8.38	\$8.79	\$9.23	\$9.70
	Weekly \$289.60	\$304.00	\$319.20	\$335.20	\$351.60	\$369.20	\$388.00
	Annual \$15,059.20	\$15,808.00	\$16,598.40	\$17,430.40	\$18,283.20	\$19,198.40	\$20,176.00
27	Hourly \$7.42	\$7.79	\$8.18	\$8.59	\$9.01	\$9.47	\$9.94
	Weekly \$296.80	\$311.60	\$327.20	\$343.60	\$360.40	\$378.80	\$397.60
	Annual \$15,433.60	\$16,203.20	\$17,014.40	\$17,867.20	\$18,740.80	\$19,697.60	\$20,675.20
28	Hourly \$7.60	\$7.98	\$8.38	\$8.80	\$9.24	\$9.70	\$10.19
	Weekly \$304.00	\$319.20	\$335.20	\$352.00	\$369.60	\$388.00	\$407.60
	Annual \$15,808.00	\$16,598.40	\$17,430.40	\$18,304.00	\$19,219.20	\$20,176.00	\$21,195.20
29	Hourly \$7.79	\$8.18	\$8.59	\$9.02	\$9.47	\$9.94	\$10.44
	Weekly \$311.60	\$327.20	\$343.60	\$360.80	\$378.80	\$397.60	\$417.60
	Annual \$16,203.20	\$17,014.40	\$17,867.20	\$18,761.60	\$19,697.60	\$20,675.20	\$21,715.20
30	Hourly \$7.99	\$8.39	\$8.81	\$9.25	\$9.71	\$10.19	\$10.70
	Weekly \$319.60	\$335.60	\$352.40	\$370.00	\$388.40	\$407.60	\$428.00
	Annual \$16,619.20	\$17,451.20	\$18,324.80	\$19,240.00	\$20,196.80	\$21,195.20	\$22,256.00
31	Hourly \$8.19	\$8.60	\$9.03	\$9.48	\$9.95	\$10.45	\$10.97
	Weekly \$327.60	\$344.00	\$361.20	\$379.20	\$398.00	\$418.00	\$438.80
	Annual \$17,035.20	\$17,888.00	\$18,782.40	\$19,718.40	\$20,696.00	\$21,736.00	\$22,817.60
32	Hourly \$8.39	\$8.81	\$9.25	\$9.71	\$10.20	\$10.71	\$11.24
	Weekly \$335.60	\$352.40	\$370.00	\$388.40	\$408.00	\$428.40	\$449.60
	Annual \$17,451.20	\$18,324.80	\$19,240.00	\$20,196.80	\$21,216.00	\$22,276.80	\$23,379.20
33	Hourly \$8.60	\$9.03	\$9.48	\$9.96	\$10.45	\$10.98	\$11.53
	Weekly \$344.00	\$361.20	\$379.20	\$398.40	\$418.00	\$439.20	\$461.20
	Annual \$17,888.00	\$18,782.40	\$19,718.40	\$20,716.80	\$21,736.00	\$22,838.40	\$23,982.40

1988 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	\$8.82	\$9.26	\$9.72	\$10.21	\$10.72	\$11.25	\$11.81
34 Weekly	\$352.80	\$370.40	\$388.80	\$408.40	\$428.80	\$450.00	\$472.40
34 Annual	\$18,345.60	\$19,260.80	\$20,217.60	\$21,236.80	\$22,297.60	\$23,400.00	\$24,564.80
35 Hourly	\$9.04	\$9.49	\$9.96	\$10.46	\$10.98	\$11.53	\$12.11
35 Weekly	\$361.60	\$379.60	\$398.40	\$418.40	\$439.20	\$461.20	\$484.40
35 Annual	\$18,803.20	\$19,739.20	\$20,716.80	\$21,756.80	\$22,838.40	\$23,982.40	\$25,188.80
36 Hourly	\$9.26	\$9.73	\$10.21	\$10.72	\$11.26	\$11.82	\$12.41
36 Weekly	\$370.40	\$389.20	\$408.40	\$428.80	\$450.40	\$472.80	\$496.40
36 Annual	\$19,260.80	\$20,238.40	\$21,236.80	\$22,297.60	\$23,420.80	\$24,585.60	\$25,812.80
37 Hourly	\$9.49	\$9.97	\$10.47	\$10.99	\$11.54	\$12.12	\$12.72
37 Weekly	\$379.60	\$398.80	\$418.80	\$439.60	\$461.60	\$484.80	\$508.80
37 Annual	\$19,739.20	\$20,737.60	\$21,777.60	\$22,859.20	\$24,003.20	\$25,209.60	\$26,457.60
38 Hourly	\$9.73	\$10.22	\$10.73	\$11.26	\$11.83	\$12.42	\$13.04
38 Weekly	\$389.20	\$408.80	\$429.20	\$450.40	\$473.20	\$496.80	\$521.60
38 Annual	\$20,238.40	\$21,257.60	\$22,318.40	\$23,420.80	\$24,606.40	\$25,833.60	\$27,123.20
39 Hourly	\$9.97	\$10.47	\$11.00	\$11.55	\$12.12	\$12.73	\$13.37
39 Weekly	\$398.80	\$418.80	\$440.00	\$462.00	\$484.80	\$509.20	\$534.80
39 Annual	\$20,737.60	\$21,777.60	\$22,880.00	\$24,024.00	\$25,209.60	\$26,478.40	\$27,809.60
40 Hourly	\$10.22	\$10.73	\$11.27	\$11.84	\$12.43	\$13.05	\$13.70
40 Weekly	\$408.80	\$429.20	\$450.80	\$473.60	\$497.20	\$522.00	\$548.00
40 Annual	\$21,257.60	\$22,318.40	\$23,441.60	\$24,627.20	\$25,854.40	\$27,144.00	\$28,496.00
41 Hourly	\$10.48	\$11.00	\$11.55	\$12.13	\$12.74	\$13.37	\$14.04
41 Weekly	\$419.20	\$440.00	\$462.00	\$485.20	\$509.60	\$534.80	\$561.60
41 Annual	\$21,798.40	\$22,880.00	\$24,024.00	\$25,230.40	\$26,499.20	\$27,809.60	\$29,203.20
42 Hourly	\$10.74	\$11.28	\$11.84	\$12.43	\$13.06	\$13.71	\$14.39
42 Weekly	\$429.60	\$451.20	\$473.60	\$497.20	\$522.40	\$548.40	\$575.60
42 Annual	\$22,339.20	\$23,462.40	\$24,627.20	\$25,854.40	\$27,164.80	\$28,516.80	\$29,931.20
43 Hourly	\$11.01	\$11.56	\$12.14	\$12.75	\$13.38	\$14.05	\$14.75
43 Weekly	\$440.40	\$462.40	\$485.60	\$510.00	\$535.20	\$562.00	\$590.00
43 Annual	\$22,900.80	\$24,044.80	\$25,251.20	\$26,520.00	\$27,830.40	\$29,224.00	\$30,680.00
44 Hourly	\$11.28	\$11.85	\$12.44	\$13.06	\$13.72	\$14.40	\$15.12
44 Weekly	\$451.20	\$474.00	\$497.60	\$522.40	\$548.80	\$576.00	\$604.80
44 Annual	\$23,462.40	\$24,648.00	\$25,875.20	\$27,164.80	\$28,537.60	\$29,952.00	\$31,449.60

1988 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 \$11.57	\$12.15	\$12.75	\$13.39	\$14.06	\$14.76	\$15.50
	Weekly \$462.80	\$486.00	\$510.00	\$535.60	\$562.40	\$590.40	\$620.00
	Annual \$24,065.60	\$25,272.00	\$26,520.00	\$27,851.20	\$29,244.80	\$30,700.80	\$32,240.00
46	Hourly \$11.86	\$12.45	\$13.07	\$13.73	\$14.41	\$15.13	\$15.89
	Weekly \$474.40	\$498.00	\$522.80	\$549.20	\$576.40	\$605.20	\$635.60
	Annual \$24,668.80	\$25,896.00	\$27,185.60	\$28,558.40	\$29,972.80	\$31,470.40	\$33,051.20
47	Hourly \$12.15	\$12.76	\$13.40	\$14.07	\$14.77	\$15.51	\$16.29
	Weekly \$486.00	\$510.40	\$536.00	\$562.80	\$590.80	\$620.40	\$651.60
	Annual \$25,272.00	\$26,540.80	\$27,872.00	\$29,265.60	\$30,721.60	\$32,260.80	\$33,883.20
48	Hourly \$12.46	\$13.08	\$13.73	\$14.42	\$15.14	\$15.90	\$16.69
	Weekly \$498.40	\$523.20	\$549.20	\$576.80	\$605.60	\$636.00	\$667.60
	Annual \$25,916.80	\$27,206.40	\$28,558.40	\$29,993.60	\$31,491.20	\$33,072.00	\$34,715.20
49	Hourly \$12.77	\$13.41	\$14.08	\$14.78	\$15.52	\$16.30	\$17.11
	Weekly \$510.80	\$536.40	\$563.20	\$591.20	\$620.80	\$652.00	\$684.40
	Annual \$26,561.60	\$27,892.80	\$29,286.40	\$30,742.40	\$32,281.60	\$33,904.00	\$35,588.80
50	Hourly \$13.09	\$13.74	\$14.43	\$15.15	\$15.91	\$16.70	\$17.54
	Weekly \$523.60	\$549.60	\$577.20	\$606.00	\$636.40	\$668.00	\$701.60
	Annual \$27,227.20	\$28,579.20	\$30,014.40	\$31,512.00	\$33,092.80	\$34,736.00	\$36,483.20
51	Hourly \$13.41	\$14.08	\$14.79	\$15.53	\$16.31	\$17.12	\$17.98
	Weekly \$536.40	\$563.20	\$591.60	\$621.20	\$652.40	\$684.80	\$719.20
	Annual \$27,892.80	\$29,286.40	\$30,763.20	\$32,302.40	\$33,924.80	\$35,609.60	\$37,398.40
52	Hourly \$13.75	\$14.44	\$15.16	\$15.92	\$16.71	\$17.55	\$18.43
	Weekly \$550.00	\$577.60	\$606.40	\$636.80	\$668.40	\$702.00	\$737.20
	Annual \$28,600.00	\$30,035.20	\$31,532.80	\$33,113.60	\$34,756.80	\$36,504.00	\$38,334.40
53	Hourly \$14.09	\$14.80	\$15.54	\$16.31	\$17.13	\$17.99	\$18.89
	Weekly \$563.60	\$592.00	\$621.60	\$652.40	\$685.20	\$719.60	\$755.60
	Annual \$29,307.20	\$30,784.00	\$32,323.20	\$33,924.80	\$35,630.40	\$37,419.20	\$39,291.20
54	Hourly \$14.45	\$15.17	\$15.93	\$16.72	\$17.56	\$18.44	\$19.36
	Weekly \$578.00	\$606.80	\$637.20	\$668.80	\$702.40	\$737.60	\$774.40
	Annual \$30,056.00	\$31,553.60	\$33,134.40	\$34,777.60	\$36,524.80	\$38,355.20	\$40,268.80
55	Hourly \$14.81	\$15.55	\$16.32	\$17.14	\$18.00	\$18.90	\$19.84
	Weekly \$592.40	\$622.00	\$652.80	\$685.60	\$720.00	\$756.00	\$793.60
	Annual \$30,804.80	\$32,344.00	\$33,945.60	\$35,651.20	\$37,440.00	\$39,312.00	\$41,267.20

1988 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	\$15.18	\$15.94	\$16.73	\$17.57	\$18.45	\$19.37	\$20.34
56 Weekly	\$607.20	\$637.60	\$669.20	\$702.80	\$738.00	\$774.80	\$813.60
56 Annual	\$31,574.40	\$33,155.20	\$34,798.40	\$36,545.60	\$38,376.00	\$40,289.60	\$42,307.20
57 Hourly	\$15.56	\$16.33	\$17.15	\$18.01	\$18.91	\$19.85	\$20.85
57 Weekly	\$622.40	\$653.20	\$686.00	\$720.40	\$756.40	\$794.00	\$834.00
57 Annual	\$32,364.80	\$33,966.40	\$35,672.00	\$37,460.80	\$39,332.80	\$41,288.00	\$43,368.00
58 Hourly	\$15.95	\$16.74	\$17.58	\$18.46	\$19.38	\$20.35	\$21.37
58 Weekly	\$638.00	\$669.60	\$703.20	\$738.40	\$775.20	\$814.00	\$854.80
58 Annual	\$33,176.00	\$34,819.20	\$36,566.40	\$38,396.80	\$40,310.40	\$42,328.00	\$44,449.60
59 Hourly	\$16.34	\$17.16	\$18.02	\$18.92	\$19.87	\$20.86	\$21.90
59 Weekly	\$653.60	\$686.40	\$720.80	\$756.80	\$794.80	\$834.40	\$876.00
59 Annual	\$33,987.20	\$35,692.80	\$37,481.60	\$39,353.60	\$41,329.60	\$43,388.80	\$45,552.00
60 Hourly	\$16.75	\$17.59	\$18.47	\$19.39	\$20.36	\$21.38	\$22.45
60 Weekly	\$670.00	\$703.60	\$738.80	\$775.60	\$814.40	\$855.20	\$898.00
60 Annual	\$34,840.00	\$36,587.20	\$38,417.60	\$40,331.20	\$42,348.80	\$44,470.40	\$46,696.00
X Hourly	\$4.00						
X Weekly	\$160.00						
X Annual	\$8,320.00						