

SPONSORED BY COUNCILMAN Jeffrey S. Lee ON THE
16th DAY OF December, 1985.

AN EMERGENCY ORDINANCE TO REPEAL ORDINANCE NUMBER 43-84
 IN ITS 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Ordinance 43-84 is hereby repealed in its entirety. The following listing of employee class titles and pay grade designations are hereby authorized and established:

| <u>Title</u> | <u>Pay Grade</u> |
|---|------------------|
| <u>A. Unclassified</u> | |
| Clerk of Council | \$22,351 |
| City Manager | \$48,204 |
| <u>B. 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 | 48 |
| Assistant City Manager | 54 |
| Administrative Assistant to the City Manager | 42 |
| Superintendent of Taxation | 35 |
| 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 |
| Planner II | 39 |
| Planner I | 35 |
| Service Superintendent | 45 |
| Service Foreman | 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 | 49 |
| Police Sergeant | 45 |
| Police Officer | 40 |
| Police Dispatcher II | 28 |
| Police Dispatcher I | 24 |
| Police Cadet | 14 |
| Assistant to the Finance Director | 31 |
| Secretary to the City Manager | 30 |
| Secretary III | 30 |

| | |
|---------------------------|----|
| Secretary II | 28 |
| Secretary I | 26 |
| 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 | 28 |
| Secretary I | 26 |
| Account Clerk II | 26 |
| Account Clerk I | 22 |
| Clerk-Typist II | 24 |
| Clerk-Typist I | 22 |
| PBX Operator/Receptionist | 13 |
| Coordinator of Volunteers | 25 |
| Building Maintenance | 24 |

D. Temporary Employees

| | |
|----------------|----|
| Clerk-Typist I | 22 |
| Intern | 20 |
| Utility Worker | X |

E. Employees Retained on an Annual Retainer Basis

Annual Retainer

Municipal Attorney (2) \$4,800

- (1) An additional \$5,200 shall annually be paid into the deferred compensation plan as established and adopted by the City of Centerville.
- (2) 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. Employees hired on or after January 1, 1984 will fall under the scope of Schedule B of the Wage and Salary Plan, while those hired on or before December 31, 1983 will fall under the scope of Schedule A of the Wage and Salary Plan.

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 work day 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 City Manager.

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.

| <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 days 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 (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 18 days of sick leave per year of employment with a maximum of ninety 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 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 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 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 delivery, 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 (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 a death in the immediate family.

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 Employees 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 an 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 This Ordinance shall become effective on the first day of January 1986.

Section 11. 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 16th day of December, 1985.

Shirley F. Hunt
Mayor - City of Centerville, Ohio

ATTEST:

Wanda S. Saulters
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 16th day of December, 1985.

Wanda S. Saulters
Clerk

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

Department of Law
Robert N. Farquhar
Municipal Attorney

1986 Paychart Schedule A

| Grade | | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-------|--------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 1 | Hourly | \$3.52 | \$3.70 | \$3.88 | \$4.08 | \$4.28 | \$4.50 | \$4.72 |
| | Weekly | \$140.80 | \$148.00 | \$155.20 | \$163.20 | \$171.20 | \$180.00 | \$188.80 |
| | Annual | \$7,321.60 | \$7,696.00 | \$8,070.40 | \$8,486.40 | \$8,902.40 | \$9,360.00 | \$9,817.60 |
| 2 | Hourly | \$3.61 | \$3.79 | \$3.98 | \$4.18 | \$4.39 | \$4.61 | \$4.84 |
| | Weekly | \$144.40 | \$151.60 | \$159.20 | \$167.20 | \$175.60 | \$184.40 | \$193.60 |
| | Annual | \$7,508.80 | \$7,883.20 | \$8,278.40 | \$8,694.40 | \$9,131.20 | \$9,588.80 | \$10,067.20 |
| 3 | Hourly | \$3.70 | \$3.89 | \$4.08 | \$4.29 | \$4.50 | \$4.72 | \$4.96 |
| | Weekly | \$148.00 | \$155.60 | \$163.20 | \$171.60 | \$180.00 | \$188.80 | \$198.40 |
| | Annual | \$7,696.00 | \$8,091.20 | \$8,486.40 | \$8,923.20 | \$9,360.00 | \$9,817.60 | \$10,316.80 |
| 4 | Hourly | \$3.79 | \$3.98 | \$4.18 | \$4.39 | \$4.61 | \$4.84 | \$5.08 |
| | Weekly | \$151.60 | \$159.20 | \$167.20 | \$175.60 | \$184.40 | \$193.60 | \$203.20 |
| | Annual | \$7,883.20 | \$8,278.40 | \$8,694.40 | \$9,131.20 | \$9,588.80 | \$10,067.20 | \$10,566.40 |
| 5 | Hourly | \$3.89 | \$4.08 | \$4.29 | \$4.50 | \$4.73 | \$4.96 | \$5.21 |
| | Weekly | \$155.60 | \$163.20 | \$171.60 | \$180.00 | \$189.20 | \$198.40 | \$208.40 |
| | Annual | \$8,091.20 | \$8,486.40 | \$8,923.20 | \$9,360.00 | \$9,838.40 | \$10,316.80 | \$10,836.80 |
| 6 | Hourly | \$3.99 | \$4.19 | \$4.39 | \$4.61 | \$4.85 | \$5.09 | \$5.34 |
| | Weekly | \$159.60 | \$167.60 | \$175.60 | \$184.40 | \$194.00 | \$203.60 | \$213.60 |
| | Annual | \$8,299.20 | \$8,715.20 | \$9,131.20 | \$9,588.80 | \$10,088.00 | \$10,587.20 | \$11,107.20 |
| 7 | Hourly | \$4.09 | \$4.29 | \$4.50 | \$4.73 | \$4.97 | \$5.21 | \$5.48 |
| | Weekly | \$163.60 | \$171.60 | \$180.00 | \$189.20 | \$198.80 | \$208.40 | \$219.20 |
| | Annual | \$8,507.20 | \$8,923.20 | \$9,360.00 | \$9,838.40 | \$10,337.60 | \$10,836.80 | \$11,398.40 |
| 8 | Hourly | \$4.19 | \$4.40 | \$4.62 | \$4.85 | \$5.09 | \$5.35 | \$5.61 |
| | Weekly | \$167.60 | \$176.00 | \$184.80 | \$194.00 | \$203.60 | \$214.00 | \$224.40 |
| | Annual | \$8,715.20 | \$9,152.00 | \$9,609.60 | \$10,088.00 | \$10,587.20 | \$11,128.00 | \$11,668.80 |
| 9 | Hourly | \$4.29 | \$4.51 | \$4.73 | \$4.97 | \$5.22 | \$5.48 | \$5.75 |
| | Weekly | \$171.60 | \$180.40 | \$189.20 | \$198.80 | \$208.80 | \$219.20 | \$230.00 |
| | Annual | \$8,923.20 | \$9,380.80 | \$9,838.40 | \$10,337.60 | \$10,857.60 | \$11,398.40 | \$11,960.00 |
| 10 | Hourly | \$4.40 | \$4.62 | \$4.85 | \$5.09 | \$5.35 | \$5.62 | \$5.90 |
| | Weekly | \$176.00 | \$184.80 | \$194.00 | \$203.60 | \$214.00 | \$224.80 | \$236.00 |
| | Annual | \$9,152.00 | \$9,609.60 | \$10,088.00 | \$10,587.20 | \$11,128.00 | \$11,689.60 | \$12,272.00 |
| 11 | Hourly | \$4.51 | \$4.74 | \$4.97 | \$5.22 | \$5.48 | \$5.76 | \$6.04 |
| | Weekly | \$180.40 | \$189.60 | \$198.80 | \$208.80 | \$219.20 | \$230.40 | \$241.60 |
| | Annual | \$9,380.80 | \$9,859.20 | \$10,337.60 | \$10,857.60 | \$11,398.40 | \$11,980.80 | \$12,563.20 |
| 12 | Hourly | \$4.62 | \$4.85 | \$5.10 | \$5.35 | \$5.62 | \$5.90 | \$6.20 |
| | Weekly | \$184.80 | \$194.00 | \$204.00 | \$214.00 | \$224.80 | \$236.00 | \$248.00 |
| | Annual | \$9,609.60 | \$10,088.00 | \$10,608.00 | \$11,128.00 | \$11,689.60 | \$12,272.00 | \$12,896.00 |
| 13 | Hourly | \$4.74 | \$4.98 | \$5.22 | \$5.49 | \$5.76 | \$6.05 | \$6.35 |
| | Weekly | \$189.60 | \$199.20 | \$208.80 | \$219.60 | \$230.40 | \$242.00 | \$254.00 |
| | Annual | \$9,859.20 | \$10,358.40 | \$10,857.60 | \$11,419.20 | \$11,980.80 | \$12,584.00 | \$13,208.00 |
| 14 | Hourly | \$4.86 | \$5.10 | \$5.35 | \$5.62 | \$5.90 | \$6.20 | \$6.51 |
| | Weekly | \$194.40 | \$204.00 | \$214.00 | \$224.80 | \$236.00 | \$248.00 | \$260.40 |
| | Annual | \$10,108.80 | \$10,608.00 | \$11,128.00 | \$11,689.60 | \$12,272.00 | \$12,896.00 | \$13,540.80 |
| 15 | Hourly | \$4.98 | \$5.23 | \$5.49 | \$5.76 | \$6.05 | \$6.35 | \$6.67 |
| | Weekly | \$199.20 | \$209.20 | \$219.60 | \$230.40 | \$242.00 | \$254.00 | \$266.80 |
| | Annual | \$10,358.40 | \$10,878.40 | \$11,419.20 | \$11,980.80 | \$12,584.00 | \$13,208.00 | \$13,873.60 |

1986 Paychart Schedule A (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 16 Hourly | \$5.10 | \$5.36 | \$5.63 | \$5.91 | \$6.20 | \$6.51 | \$6.84 |
| 16 Weekly | \$204.00 | \$214.40 | \$225.20 | \$236.40 | \$248.00 | \$260.40 | \$273.60 |
| 16 Annual | \$10,608.00 | \$11,148.80 | \$11,710.40 | \$12,292.80 | \$12,896.00 | \$13,540.80 | \$14,227.20 |
| 17 Hourly | \$5.23 | \$5.49 | \$5.77 | \$6.05 | \$6.36 | \$6.68 | \$7.01 |
| 17 Weekly | \$209.20 | \$219.60 | \$230.80 | \$242.00 | \$254.40 | \$267.20 | \$280.40 |
| 17 Annual | \$10,878.40 | \$11,419.20 | \$12,001.60 | \$12,584.00 | \$13,228.80 | \$13,894.40 | \$14,580.80 |
| 18 Hourly | \$5.36 | \$5.63 | \$5.91 | \$6.21 | \$6.52 | \$6.84 | \$7.18 |
| 18 Weekly | \$214.40 | \$225.20 | \$236.40 | \$248.40 | \$260.80 | \$273.60 | \$287.20 |
| 18 Annual | \$11,148.80 | \$11,710.40 | \$12,292.80 | \$12,916.80 | \$13,561.60 | \$14,227.20 | \$14,934.40 |
| 19 Hourly | \$5.50 | \$5.77 | \$6.06 | \$6.36 | \$6.68 | \$7.01 | \$7.36 |
| 19 Weekly | \$220.00 | \$230.80 | \$242.40 | \$254.40 | \$267.20 | \$280.40 | \$294.40 |
| 19 Annual | \$11,440.00 | \$12,001.60 | \$12,604.80 | \$13,228.80 | \$13,894.40 | \$14,580.80 | \$15,308.80 |
| 20 Hourly | \$5.63 | \$5.91 | \$6.21 | \$6.52 | \$6.85 | \$7.19 | \$7.55 |
| 20 Weekly | \$225.20 | \$236.40 | \$248.40 | \$260.80 | \$274.00 | \$287.60 | \$302.00 |
| 20 Annual | \$11,710.40 | \$12,292.80 | \$12,916.80 | \$13,561.60 | \$14,248.00 | \$14,955.20 | \$15,704.00 |
| 21 Hourly | \$5.77 | \$6.06 | \$6.37 | \$6.68 | \$7.02 | \$7.37 | \$7.74 |
| 21 Weekly | \$230.80 | \$242.40 | \$254.80 | \$267.20 | \$280.80 | \$294.80 | \$309.60 |
| 21 Annual | \$12,001.60 | \$12,604.80 | \$13,249.60 | \$13,894.40 | \$14,601.60 | \$15,329.60 | \$16,099.20 |
| 22 Hourly | \$5.92 | \$6.21 | \$6.52 | \$6.85 | \$7.19 | \$7.55 | \$7.93 |
| 22 Weekly | \$236.80 | \$248.40 | \$260.80 | \$274.00 | \$287.60 | \$302.00 | \$317.20 |
| 22 Annual | \$12,313.60 | \$12,916.80 | \$13,561.60 | \$14,248.00 | \$14,955.20 | \$15,704.00 | \$16,494.40 |
| 23 Hourly | \$6.07 | \$6.37 | \$6.69 | \$7.02 | \$7.37 | \$7.74 | \$8.13 |
| 23 Weekly | \$242.80 | \$254.80 | \$267.60 | \$280.80 | \$294.80 | \$309.60 | \$325.20 |
| 23 Annual | \$12,625.60 | \$13,249.60 | \$13,915.20 | \$14,601.60 | \$15,329.60 | \$16,099.20 | \$16,910.40 |
| 24 Hourly | \$6.22 | \$6.53 | \$6.85 | \$7.20 | \$7.56 | \$7.93 | \$8.33 |
| 24 Weekly | \$248.80 | \$261.20 | \$274.00 | \$288.00 | \$302.40 | \$317.20 | \$333.20 |
| 24 Annual | \$12,937.60 | \$13,582.40 | \$14,248.00 | \$14,976.00 | \$15,724.80 | \$16,494.40 | \$17,326.40 |
| 25 Hourly | \$6.37 | \$6.69 | \$7.03 | \$7.38 | \$7.75 | \$8.13 | \$8.54 |
| 25 Weekly | \$254.80 | \$267.60 | \$281.20 | \$295.20 | \$310.00 | \$325.20 | \$341.60 |
| 25 Annual | \$13,249.60 | \$13,915.20 | \$14,622.40 | \$15,350.40 | \$16,120.00 | \$16,910.40 | \$17,763.20 |
| 26 Hourly | \$6.53 | \$6.86 | \$7.20 | \$7.56 | \$7.94 | \$8.34 | \$8.75 |
| 26 Weekly | \$261.20 | \$274.40 | \$288.00 | \$302.40 | \$317.60 | \$333.60 | \$350.00 |
| 26 Annual | \$13,582.40 | \$14,268.80 | \$14,976.00 | \$15,724.80 | \$16,515.20 | \$17,347.20 | \$18,200.00 |
| 27 Hourly | \$6.70 | \$7.03 | \$7.38 | \$7.75 | \$8.14 | \$8.55 | \$8.97 |
| 27 Weekly | \$268.00 | \$281.20 | \$295.20 | \$310.00 | \$325.60 | \$342.00 | \$358.80 |
| 27 Annual | \$13,936.00 | \$14,622.40 | \$15,350.40 | \$16,120.00 | \$16,931.20 | \$17,784.00 | \$18,657.60 |
| 28 Hourly | \$6.86 | \$7.21 | \$7.57 | \$7.94 | \$8.34 | \$8.76 | \$9.20 |
| 28 Weekly | \$274.40 | \$288.40 | \$302.80 | \$317.60 | \$333.60 | \$350.40 | \$368.00 |
| 28 Annual | \$14,268.80 | \$14,996.80 | \$15,745.60 | \$16,515.20 | \$17,347.20 | \$18,220.80 | \$19,136.00 |
| 29 Hourly | \$7.03 | \$7.39 | \$7.76 | \$8.14 | \$8.55 | \$8.98 | \$9.43 |
| 29 Weekly | \$281.20 | \$295.60 | \$310.40 | \$325.60 | \$342.00 | \$359.20 | \$377.20 |
| 29 Annual | \$14,622.40 | \$15,371.20 | \$16,140.80 | \$16,931.20 | \$17,784.00 | \$18,678.40 | \$19,614.40 |
| 30 Hourly | \$7.21 | \$7.57 | \$7.95 | \$8.35 | \$8.76 | \$9.20 | \$9.66 |
| 30 Weekly | \$288.40 | \$302.80 | \$318.00 | \$334.00 | \$350.40 | \$368.00 | \$386.40 |
| 30 Annual | \$14,996.80 | \$15,745.60 | \$16,536.00 | \$17,368.00 | \$18,220.80 | \$19,136.00 | \$20,092.80 |

1986 Paychart Schedule A (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 31 Hourly | \$7.39 | \$7.76 | \$8.15 | \$8.56 | \$8.98 | \$9.43 | \$9.90 |
| 31 Weekly | \$295.60 | \$310.40 | \$326.00 | \$342.40 | \$359.20 | \$377.20 | \$396.00 |
| 31 Annual | \$15,371.20 | \$16,140.80 | \$16,952.00 | \$17,804.80 | \$18,678.40 | \$19,614.40 | \$20,592.00 |
| 32 Hourly | \$7.58 | \$7.95 | \$8.35 | \$8.77 | \$9.21 | \$9.67 | \$10.15 |
| 32 Weekly | \$303.20 | \$318.00 | \$334.00 | \$350.80 | \$368.40 | \$386.80 | \$406.00 |
| 32 Annual | \$15,766.40 | \$16,536.00 | \$17,368.00 | \$18,241.60 | \$19,156.80 | \$20,113.60 | \$21,112.00 |
| 33 Hourly | \$7.76 | \$8.15 | \$8.56 | \$8.99 | \$9.44 | \$9.91 | \$10.41 |
| 33 Weekly | \$310.40 | \$326.00 | \$342.40 | \$359.60 | \$377.60 | \$396.40 | \$416.40 |
| 33 Annual | \$16,140.80 | \$16,952.00 | \$17,804.80 | \$18,699.20 | \$19,635.20 | \$20,612.80 | \$21,652.80 |
| 34 Hourly | \$7.96 | \$8.36 | \$8.77 | \$9.21 | \$9.67 | \$10.16 | \$10.67 |
| 34 Weekly | \$318.40 | \$334.40 | \$350.80 | \$368.40 | \$386.80 | \$406.40 | \$426.80 |
| 34 Annual | \$16,556.80 | \$17,388.80 | \$18,241.60 | \$19,156.80 | \$20,113.60 | \$21,132.80 | \$22,193.60 |
| 35 Hourly | \$8.16 | \$8.57 | \$8.99 | \$9.44 | \$9.92 | \$10.41 | \$10.93 |
| 35 Weekly | \$326.40 | \$342.80 | \$359.60 | \$377.60 | \$396.80 | \$416.40 | \$437.20 |
| 35 Annual | \$16,972.80 | \$17,825.60 | \$18,699.20 | \$19,635.20 | \$20,633.60 | \$21,652.80 | \$22,734.40 |
| 36 Hourly | \$8.36 | \$8.78 | \$9.22 | \$9.68 | \$10.16 | \$10.67 | \$11.21 |
| 36 Weekly | \$334.40 | \$351.20 | \$368.80 | \$387.20 | \$406.40 | \$426.80 | \$448.40 |
| 36 Annual | \$17,388.80 | \$18,262.40 | \$19,177.60 | \$20,134.40 | \$21,132.80 | \$22,193.60 | \$23,316.80 |
| 37 Hourly | \$8.57 | \$9.00 | \$9.45 | \$9.92 | \$10.42 | \$10.94 | \$11.49 |
| 37 Weekly | \$342.80 | \$360.00 | \$378.00 | \$396.80 | \$416.80 | \$437.60 | \$459.60 |
| 37 Annual | \$17,825.60 | \$18,720.00 | \$19,656.00 | \$20,633.60 | \$21,673.60 | \$22,755.20 | \$23,899.20 |
| 38 Hourly | \$8.78 | \$9.22 | \$9.69 | \$10.17 | \$10.68 | \$11.21 | \$11.77 |
| 38 Weekly | \$351.20 | \$368.80 | \$387.60 | \$406.80 | \$427.20 | \$448.40 | \$470.80 |
| 38 Annual | \$18,262.40 | \$19,177.60 | \$20,155.20 | \$21,153.60 | \$22,214.40 | \$23,316.80 | \$24,481.60 |
| 39 Hourly | \$9.00 | \$9.45 | \$9.93 | \$10.42 | \$10.94 | \$11.49 | \$12.07 |
| 39 Weekly | \$360.00 | \$378.00 | \$397.20 | \$416.80 | \$437.60 | \$459.60 | \$482.80 |
| 39 Annual | \$18,720.00 | \$19,656.00 | \$20,654.40 | \$21,673.60 | \$22,755.20 | \$23,899.20 | \$25,105.60 |
| 40 Hourly | \$9.23 | \$9.69 | \$10.18 | \$10.68 | \$11.22 | \$11.78 | \$12.37 |
| 40 Weekly | \$369.20 | \$387.60 | \$407.20 | \$427.20 | \$448.80 | \$471.20 | \$494.80 |
| 40 Annual | \$19,198.40 | \$20,155.20 | \$21,174.40 | \$22,214.40 | \$23,337.60 | \$24,502.40 | \$25,729.60 |
| 41 Hourly | \$9.46 | \$9.93 | \$10.43 | \$10.95 | \$11.50 | \$12.07 | \$12.68 |
| 41 Weekly | \$378.40 | \$397.20 | \$417.20 | \$438.00 | \$460.00 | \$482.80 | \$507.20 |
| 41 Annual | \$19,676.80 | \$20,654.40 | \$21,694.40 | \$22,776.00 | \$23,920.00 | \$25,105.60 | \$26,374.40 |
| 42 Hourly | \$9.70 | \$10.18 | \$10.69 | \$11.23 | \$11.79 | \$12.38 | \$12.99 |
| 42 Weekly | \$388.00 | \$407.20 | \$427.60 | \$449.20 | \$471.60 | \$495.20 | \$519.60 |
| 42 Annual | \$20,176.00 | \$21,174.40 | \$22,235.20 | \$23,358.40 | \$24,523.20 | \$25,750.40 | \$27,019.20 |
| 43 Hourly | \$9.94 | \$10.44 | \$10.96 | \$11.51 | \$12.08 | \$12.69 | \$13.32 |
| 43 Weekly | \$397.60 | \$417.60 | \$438.40 | \$460.40 | \$483.20 | \$507.60 | \$532.80 |
| 43 Annual | \$20,675.20 | \$21,715.20 | \$22,796.80 | \$23,940.80 | \$25,126.40 | \$26,395.20 | \$27,705.60 |
| 44 Hourly | \$10.19 | \$10.70 | \$11.23 | \$11.79 | \$12.38 | \$13.00 | \$13.65 |
| 44 Weekly | \$407.60 | \$428.00 | \$449.20 | \$471.60 | \$495.20 | \$520.00 | \$546.00 |
| 44 Annual | \$21,195.20 | \$22,256.00 | \$23,358.40 | \$24,523.20 | \$25,750.40 | \$27,040.00 | \$28,392.00 |
| 45 Hourly | \$10.44 | \$10.96 | \$11.51 | \$12.09 | \$12.69 | \$13.33 | \$13.99 |
| 45 Weekly | \$417.60 | \$438.40 | \$460.40 | \$483.60 | \$507.60 | \$533.20 | \$559.60 |
| 45 Annual | \$21,715.20 | \$22,796.80 | \$23,940.80 | \$25,147.20 | \$26,395.20 | \$27,726.40 | \$29,099.20 |

1986 Paychart Schedule A (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 46 Hourly | \$10.70 | \$11.24 | \$11.80 | \$12.39 | \$13.01 | \$13.66 | \$14.34 |
| 46 Weekly | \$428.00 | \$449.60 | \$472.00 | \$495.60 | \$520.40 | \$546.40 | \$573.60 |
| 46 Annual | \$22,256.00 | \$23,379.20 | \$24,544.00 | \$25,771.20 | \$27,060.80 | \$28,412.80 | \$29,827.20 |
| 47 Hourly | \$10.97 | \$11.52 | \$12.10 | \$12.70 | \$13.34 | \$14.00 | \$14.70 |
| 47 Weekly | \$438.80 | \$460.80 | \$484.00 | \$508.00 | \$533.60 | \$560.00 | \$588.00 |
| 47 Annual | \$22,817.60 | \$23,961.60 | \$25,168.00 | \$26,416.00 | \$27,747.20 | \$29,120.00 | \$30,576.00 |
| 48 Hourly | \$11.25 | \$11.81 | \$12.40 | \$13.02 | \$13.67 | \$14.35 | \$15.07 |
| 48 Weekly | \$450.00 | \$472.40 | \$496.00 | \$520.80 | \$546.80 | \$574.00 | \$602.80 |
| 48 Annual | \$23,400.00 | \$24,564.80 | \$25,792.00 | \$27,081.60 | \$28,433.60 | \$29,848.00 | \$31,345.60 |
| 49 Hourly | \$11.53 | \$12.10 | \$12.71 | \$13.34 | \$14.01 | \$14.71 | \$15.45 |
| 49 Weekly | \$461.20 | \$484.00 | \$508.40 | \$533.60 | \$560.40 | \$588.40 | \$618.00 |
| 49 Annual | \$23,982.40 | \$25,168.00 | \$26,436.80 | \$27,747.20 | \$29,140.80 | \$30,596.80 | \$32,136.00 |
| 50 Hourly | \$11.81 | \$12.41 | \$13.03 | \$13.68 | \$14.36 | \$15.08 | \$15.83 |
| 50 Weekly | \$472.40 | \$496.40 | \$521.20 | \$547.20 | \$574.40 | \$603.20 | \$633.20 |
| 50 Annual | \$24,564.80 | \$25,812.80 | \$27,102.40 | \$28,454.40 | \$29,868.80 | \$31,366.40 | \$32,926.40 |
| 51 Hourly | \$12.11 | \$12.72 | \$13.35 | \$14.02 | \$14.72 | \$15.46 | \$16.23 |
| 51 Weekly | \$484.40 | \$508.80 | \$534.00 | \$560.80 | \$588.80 | \$618.40 | \$649.20 |
| 51 Annual | \$25,188.80 | \$26,457.60 | \$27,768.00 | \$29,161.60 | \$30,617.60 | \$32,156.80 | \$33,758.40 |
| 52 Hourly | \$12.41 | \$13.03 | \$13.69 | \$14.37 | \$15.09 | \$15.84 | \$16.63 |
| 52 Weekly | \$496.40 | \$521.20 | \$547.60 | \$574.80 | \$603.60 | \$633.60 | \$665.20 |
| 52 Annual | \$25,812.80 | \$27,102.40 | \$28,475.20 | \$29,889.60 | \$31,387.20 | \$32,947.20 | \$34,590.40 |
| 53 Hourly | \$12.72 | \$13.36 | \$14.03 | \$14.73 | \$15.46 | \$16.24 | \$17.05 |
| 53 Weekly | \$508.80 | \$534.40 | \$561.20 | \$589.20 | \$618.40 | \$649.60 | \$682.00 |
| 53 Annual | \$26,457.60 | \$27,788.80 | \$29,182.40 | \$30,638.40 | \$32,156.80 | \$33,779.20 | \$35,464.00 |
| 54 Hourly | \$13.04 | \$13.69 | \$14.38 | \$15.10 | \$15.85 | \$16.64 | \$17.48 |
| 54 Weekly | \$521.60 | \$547.60 | \$575.20 | \$604.00 | \$634.00 | \$665.60 | \$699.20 |
| 54 Annual | \$27,123.20 | \$28,475.20 | \$29,910.40 | \$31,408.00 | \$32,968.00 | \$34,611.20 | \$36,358.40 |
| 55 Hourly | \$13.37 | \$14.04 | \$14.74 | \$15.47 | \$16.25 | \$17.06 | \$17.91 |
| 55 Weekly | \$534.80 | \$561.60 | \$589.60 | \$618.80 | \$650.00 | \$682.40 | \$716.40 |
| 55 Annual | \$27,809.60 | \$29,203.20 | \$30,659.20 | \$32,177.60 | \$33,800.00 | \$35,484.80 | \$37,252.80 |
| 56 Hourly | \$13.70 | \$14.39 | \$15.11 | \$15.86 | \$16.65 | \$17.49 | \$18.36 |
| 56 Weekly | \$548.00 | \$575.60 | \$604.40 | \$634.40 | \$666.00 | \$699.60 | \$734.40 |
| 56 Annual | \$28,496.00 | \$29,931.20 | \$31,428.80 | \$32,988.80 | \$34,632.00 | \$36,379.20 | \$38,188.80 |
| 57 Hourly | \$14.04 | \$14.75 | \$15.48 | \$16.26 | \$17.07 | \$17.92 | \$18.82 |
| 57 Weekly | \$561.60 | \$590.00 | \$619.20 | \$650.40 | \$682.80 | \$716.80 | \$752.80 |
| 57 Annual | \$29,203.20 | \$30,680.00 | \$32,198.40 | \$33,820.80 | \$35,505.60 | \$37,273.60 | \$39,145.60 |
| 58 Hourly | \$14.39 | \$15.11 | \$15.87 | \$16.66 | \$17.50 | \$18.37 | \$19.29 |
| 58 Weekly | \$575.60 | \$604.40 | \$634.80 | \$666.40 | \$700.00 | \$734.80 | \$771.60 |
| 58 Annual | \$29,931.20 | \$31,428.80 | \$33,009.60 | \$34,652.80 | \$36,400.00 | \$38,209.60 | \$40,123.20 |
| 59 Hourly | \$14.75 | \$15.49 | \$16.27 | \$17.08 | \$17.93 | \$18.83 | \$19.77 |
| 59 Weekly | \$590.00 | \$619.60 | \$650.80 | \$683.20 | \$717.20 | \$753.20 | \$790.80 |
| 59 Annual | \$30,680.00 | \$32,219.20 | \$33,841.60 | \$35,526.40 | \$37,294.40 | \$39,166.40 | \$41,121.60 |
| 60 Hourly | \$15.12 | \$15.88 | \$16.67 | \$17.51 | \$18.38 | \$19.30 | \$20.27 |
| 60 Weekly | \$604.80 | \$635.20 | \$666.80 | \$700.40 | \$735.20 | \$772.00 | \$810.80 |
| 60 Annual | \$31,449.60 | \$33,030.40 | \$34,673.60 | \$36,420.80 | \$38,230.40 | \$40,144.00 | \$42,161.60 |
| X Hourly | \$4.00 | | | | | | |
| X Weekly | \$160.00 | | | | | | |
| X Annual | \$8,320.00 | | | | | | |

1986 Paychart Schedule B

| Grade | | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-------|--------|------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 1 | Hourly | \$3.32 | \$3.48 | \$3.88 | \$4.08 | \$4.28 | \$4.50 | \$4.72 |
| | Weekly | \$132.80 | \$139.20 | \$155.20 | \$163.20 | \$171.20 | \$180.00 | \$188.80 |
| | Annual | \$6,905.60 | \$7,238.40 | \$8,070.40 | \$8,486.40 | \$8,902.40 | \$9,360.00 | \$9,817.60 |
| 2 | Hourly | \$3.40 | \$3.57 | \$3.98 | \$4.18 | \$4.39 | \$4.61 | \$4.84 |
| | Weekly | \$136.00 | \$142.80 | \$159.20 | \$167.20 | \$175.60 | \$184.40 | \$193.60 |
| | Annual | \$7,072.00 | \$7,425.60 | \$8,278.40 | \$8,694.40 | \$9,131.20 | \$9,588.80 | \$10,067.20 |
| 3 | Hourly | \$3.48 | \$3.66 | \$4.08 | \$4.29 | \$4.50 | \$4.72 | \$4.96 |
| | Weekly | \$139.20 | \$146.40 | \$163.20 | \$171.60 | \$180.00 | \$188.80 | \$198.40 |
| | Annual | \$7,238.40 | \$7,612.80 | \$8,486.40 | \$8,923.20 | \$9,360.00 | \$9,817.60 | \$10,316.80 |
| 4 | Hourly | \$3.57 | \$3.75 | \$4.18 | \$4.39 | \$4.61 | \$4.84 | \$5.08 |
| | Weekly | \$142.80 | \$150.00 | \$167.20 | \$175.60 | \$184.40 | \$193.60 | \$203.20 |
| | Annual | \$7,425.60 | \$7,800.00 | \$8,694.40 | \$9,131.20 | \$9,588.80 | \$10,067.20 | \$10,566.40 |
| 5 | Hourly | \$3.66 | \$3.84 | \$4.29 | \$4.50 | \$4.73 | \$4.96 | \$5.21 |
| | Weekly | \$146.40 | \$153.60 | \$171.60 | \$180.00 | \$189.20 | \$198.40 | \$208.40 |
| | Annual | \$7,612.80 | \$7,987.20 | \$8,923.20 | \$9,360.00 | \$9,838.40 | \$10,316.80 | \$10,836.80 |
| 6 | Hourly | \$3.75 | \$3.94 | \$4.39 | \$4.61 | \$4.85 | \$5.09 | \$5.34 |
| | Weekly | \$150.00 | \$157.60 | \$175.60 | \$184.40 | \$194.00 | \$203.60 | \$213.60 |
| | Annual | \$7,800.00 | \$8,195.20 | \$9,131.20 | \$9,588.80 | \$10,088.00 | \$10,587.20 | \$11,107.20 |
| 7 | Hourly | \$3.85 | \$4.04 | \$4.50 | \$4.73 | \$4.97 | \$5.21 | \$5.48 |
| | Weekly | \$154.00 | \$161.60 | \$180.00 | \$189.20 | \$198.80 | \$208.40 | \$219.20 |
| | Annual | \$8,008.00 | \$8,403.20 | \$9,360.00 | \$9,838.40 | \$10,337.60 | \$10,836.80 | \$11,398.40 |
| 8 | Hourly | \$3.94 | \$4.14 | \$4.62 | \$4.85 | \$5.09 | \$5.35 | \$5.61 |
| | Weekly | \$157.60 | \$165.60 | \$184.80 | \$194.00 | \$203.60 | \$214.00 | \$224.40 |
| | Annual | \$8,195.20 | \$8,611.20 | \$9,609.60 | \$10,088.00 | \$10,587.20 | \$11,128.00 | \$11,668.80 |
| 9 | Hourly | \$4.04 | \$4.24 | \$4.73 | \$4.97 | \$5.22 | \$5.48 | \$5.75 |
| | Weekly | \$161.60 | \$169.60 | \$189.20 | \$198.80 | \$208.80 | \$219.20 | \$230.00 |
| | Annual | \$8,403.20 | \$8,819.20 | \$9,838.40 | \$10,337.60 | \$10,857.60 | \$11,398.40 | \$11,960.00 |
| 10 | Hourly | \$4.14 | \$4.35 | \$4.85 | \$5.09 | \$5.35 | \$5.62 | \$5.90 |
| | Weekly | \$165.60 | \$174.00 | \$194.00 | \$203.60 | \$214.00 | \$224.80 | \$236.00 |
| | Annual | \$8,611.20 | \$9,048.00 | \$10,088.00 | \$10,587.20 | \$11,128.00 | \$11,689.60 | \$12,272.00 |
| 11 | Hourly | \$4.24 | \$4.46 | \$4.97 | \$5.22 | \$5.48 | \$5.76 | \$6.04 |
| | Weekly | \$169.60 | \$178.40 | \$198.80 | \$208.80 | \$219.20 | \$230.40 | \$241.60 |
| | Annual | \$8,819.20 | \$9,276.80 | \$10,337.60 | \$10,857.60 | \$11,398.40 | \$11,980.80 | \$12,563.20 |
| 12 | Hourly | \$4.35 | \$4.57 | \$5.10 | \$5.35 | \$5.62 | \$5.90 | \$6.20 |
| | Weekly | \$174.00 | \$182.80 | \$204.00 | \$214.00 | \$224.80 | \$236.00 | \$248.00 |
| | Annual | \$9,048.00 | \$9,505.60 | \$10,608.00 | \$11,128.00 | \$11,689.60 | \$12,272.00 | \$12,896.00 |
| 13 | Hourly | \$4.46 | \$4.68 | \$5.22 | \$5.49 | \$5.76 | \$6.05 | \$6.35 |
| | Weekly | \$178.40 | \$187.20 | \$208.80 | \$219.60 | \$230.40 | \$242.00 | \$254.00 |
| | Annual | \$9,276.80 | \$9,734.40 | \$10,857.60 | \$11,419.20 | \$11,980.80 | \$12,584.00 | \$13,208.00 |
| 14 | Hourly | \$4.57 | \$4.80 | \$5.35 | \$5.62 | \$5.90 | \$6.20 | \$6.51 |
| | Weekly | \$182.80 | \$192.00 | \$214.00 | \$224.80 | \$236.00 | \$248.00 | \$260.40 |
| | Annual | \$9,505.60 | \$9,984.00 | \$11,128.00 | \$11,689.60 | \$12,272.00 | \$12,896.00 | \$13,540.80 |
| 15 | Hourly | \$4.69 | \$4.92 | \$5.49 | \$5.76 | \$6.05 | \$6.35 | \$6.67 |
| | Weekly | \$187.60 | \$196.80 | \$219.60 | \$230.40 | \$242.00 | \$254.00 | \$266.80 |
| | Annual | \$9,755.20 | \$10,233.60 | \$11,419.20 | \$11,980.80 | \$12,584.00 | \$13,208.00 | \$13,873.60 |

1986 Paychart Schedule B (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 16 Hourly | \$4.80 | \$5.04 | \$5.63 | \$5.91 | \$6.20 | \$6.51 | \$6.84 |
| 16 Weekly | \$192.00 | \$201.60 | \$225.20 | \$236.40 | \$248.00 | \$260.40 | \$273.60 |
| 16 Annual | \$9,984.00 | \$10,483.20 | \$11,710.40 | \$12,292.80 | \$12,896.00 | \$13,540.80 | \$14,227.20 |
| 17 Hourly | \$4.92 | \$5.17 | \$5.77 | \$6.05 | \$6.36 | \$6.68 | \$7.01 |
| 17 Weekly | \$196.80 | \$206.80 | \$230.80 | \$242.00 | \$254.40 | \$267.20 | \$280.40 |
| 17 Annual | \$10,233.60 | \$10,753.60 | \$12,001.60 | \$12,584.00 | \$13,228.80 | \$13,894.40 | \$14,580.80 |
| 18 Hourly | \$5.05 | \$5.30 | \$5.91 | \$6.21 | \$6.52 | \$6.84 | \$7.18 |
| 18 Weekly | \$202.00 | \$212.00 | \$236.40 | \$248.40 | \$260.80 | \$273.60 | \$287.20 |
| 18 Annual | \$10,504.00 | \$11,024.00 | \$12,292.80 | \$12,916.80 | \$13,561.60 | \$14,227.20 | \$14,934.40 |
| 19 Hourly | \$5.17 | \$5.43 | \$6.06 | \$6.36 | \$6.68 | \$7.01 | \$7.36 |
| 19 Weekly | \$206.80 | \$217.20 | \$242.40 | \$254.40 | \$267.20 | \$280.40 | \$294.40 |
| 19 Annual | \$10,753.60 | \$11,294.40 | \$12,604.80 | \$13,228.80 | \$13,894.40 | \$14,580.80 | \$15,308.80 |
| 20 Hourly | \$5.30 | \$5.57 | \$6.21 | \$6.52 | \$6.85 | \$7.19 | \$7.55 |
| 20 Weekly | \$212.00 | \$222.80 | \$248.40 | \$260.80 | \$274.00 | \$287.60 | \$302.00 |
| 20 Annual | \$11,024.00 | \$11,585.60 | \$12,916.80 | \$13,561.60 | \$14,248.00 | \$14,955.20 | \$15,704.00 |
| 21 Hourly | \$5.43 | \$5.71 | \$6.37 | \$6.68 | \$7.02 | \$7.37 | \$7.74 |
| 21 Weekly | \$217.20 | \$228.40 | \$254.80 | \$267.20 | \$280.80 | \$294.80 | \$309.60 |
| 21 Annual | \$11,294.40 | \$11,876.80 | \$13,249.60 | \$13,894.40 | \$14,601.60 | \$15,329.60 | \$16,099.20 |
| 22 Hourly | \$5.57 | \$5.85 | \$6.52 | \$6.85 | \$7.19 | \$7.55 | \$7.93 |
| 22 Weekly | \$222.80 | \$234.00 | \$260.80 | \$274.00 | \$287.60 | \$302.00 | \$317.20 |
| 22 Annual | \$11,585.60 | \$12,168.00 | \$13,561.60 | \$14,248.00 | \$14,955.20 | \$15,704.00 | \$16,494.40 |
| 23 Hourly | \$5.71 | \$5.99 | \$6.69 | \$7.02 | \$7.37 | \$7.74 | \$8.13 |
| 23 Weekly | \$228.40 | \$239.60 | \$267.60 | \$280.80 | \$294.80 | \$309.60 | \$325.20 |
| 23 Annual | \$11,876.80 | \$12,459.20 | \$13,915.20 | \$14,601.60 | \$15,329.60 | \$16,099.20 | \$16,910.40 |
| 24 Hourly | \$5.85 | \$6.14 | \$6.85 | \$7.20 | \$7.56 | \$7.93 | \$8.33 |
| 24 Weekly | \$234.00 | \$245.60 | \$274.00 | \$288.00 | \$302.40 | \$317.20 | \$333.20 |
| 24 Annual | \$12,168.00 | \$12,771.20 | \$14,248.00 | \$14,976.00 | \$15,724.80 | \$16,494.40 | \$17,326.40 |
| 25 Hourly | \$6.00 | \$6.30 | \$7.03 | \$7.38 | \$7.75 | \$8.13 | \$8.54 |
| 25 Weekly | \$240.00 | \$252.00 | \$281.20 | \$295.20 | \$310.00 | \$325.20 | \$341.60 |
| 25 Annual | \$12,480.00 | \$13,104.00 | \$14,622.40 | \$15,350.40 | \$16,120.00 | \$16,910.40 | \$17,763.20 |
| 26 Hourly | \$6.15 | \$6.46 | \$7.20 | \$7.56 | \$7.94 | \$8.34 | \$8.75 |
| 26 Weekly | \$246.00 | \$258.40 | \$288.00 | \$302.40 | \$317.60 | \$333.60 | \$350.00 |
| 26 Annual | \$12,792.00 | \$13,436.80 | \$14,976.00 | \$15,724.80 | \$16,515.20 | \$17,347.20 | \$18,200.00 |
| 27 Hourly | \$6.30 | \$6.62 | \$7.38 | \$7.75 | \$8.14 | \$8.55 | \$8.97 |
| 27 Weekly | \$252.00 | \$264.80 | \$295.20 | \$310.00 | \$325.60 | \$342.00 | \$358.80 |
| 27 Annual | \$13,104.00 | \$13,769.60 | \$15,350.40 | \$16,120.00 | \$16,931.20 | \$17,784.00 | \$18,657.60 |
| 28 Hourly | \$6.46 | \$6.78 | \$7.57 | \$7.94 | \$8.34 | \$8.76 | \$9.20 |
| 28 Weekly | \$258.40 | \$271.20 | \$302.80 | \$317.60 | \$333.60 | \$350.40 | \$368.00 |
| 28 Annual | \$13,436.80 | \$14,102.40 | \$15,745.60 | \$16,515.20 | \$17,347.20 | \$18,220.80 | \$19,136.00 |
| 29 Hourly | \$6.62 | \$6.95 | \$7.76 | \$8.14 | \$8.55 | \$8.98 | \$9.43 |
| 29 Weekly | \$264.80 | \$278.00 | \$310.40 | \$325.60 | \$342.00 | \$359.20 | \$377.20 |
| 29 Annual | \$13,769.60 | \$14,456.00 | \$16,140.80 | \$16,931.20 | \$17,784.00 | \$18,678.40 | \$19,614.40 |
| 30 Hourly | \$6.79 | \$7.13 | \$7.95 | \$8.35 | \$8.76 | \$9.20 | \$9.66 |
| 30 Weekly | \$271.60 | \$285.20 | \$318.00 | \$334.00 | \$350.40 | \$368.00 | \$386.40 |
| 30 Annual | \$14,123.20 | \$14,830.40 | \$16,536.00 | \$17,368.00 | \$18,220.80 | \$19,136.00 | \$20,092.80 |

1986 Paychart Schedule B (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 31 Hourly | \$6.96 | \$7.30 | \$8.15 | \$8.56 | \$8.98 | \$9.43 | \$9.90 |
| 31 Weekly | \$278.40 | \$292.00 | \$326.00 | \$342.40 | \$359.20 | \$377.20 | \$396.00 |
| 31 Annual | \$14,476.80 | \$15,184.00 | \$16,952.00 | \$17,804.80 | \$18,678.40 | \$19,614.40 | \$20,592.00 |
| 32 Hourly | \$7.13 | \$7.49 | \$8.35 | \$8.77 | \$9.21 | \$9.67 | \$10.15 |
| 32 Weekly | \$285.20 | \$299.60 | \$334.00 | \$350.80 | \$368.40 | \$386.80 | \$406.00 |
| 32 Annual | \$14,830.40 | \$15,579.20 | \$17,368.00 | \$18,241.60 | \$19,156.80 | \$20,113.60 | \$21,112.00 |
| 33 Hourly | \$7.31 | \$7.67 | \$8.56 | \$8.99 | \$9.44 | \$9.91 | \$10.41 |
| 33 Weekly | \$292.40 | \$306.80 | \$342.40 | \$359.60 | \$377.60 | \$396.40 | \$416.40 |
| 33 Annual | \$15,204.80 | \$15,953.60 | \$17,804.80 | \$18,699.20 | \$19,635.20 | \$20,612.80 | \$21,652.80 |
| 34 Hourly | \$7.49 | \$7.86 | \$8.77 | \$9.21 | \$9.67 | \$10.16 | \$10.67 |
| 34 Weekly | \$299.60 | \$314.40 | \$350.80 | \$368.40 | \$386.80 | \$406.40 | \$426.80 |
| 34 Annual | \$15,579.20 | \$16,348.80 | \$18,241.60 | \$19,156.80 | \$20,113.60 | \$21,132.80 | \$22,193.60 |
| 35 Hourly | \$7.68 | \$8.06 | \$8.99 | \$9.44 | \$9.92 | \$10.41 | \$10.93 |
| 35 Weekly | \$307.20 | \$322.40 | \$359.60 | \$377.60 | \$396.80 | \$416.40 | \$437.20 |
| 35 Annual | \$15,974.40 | \$16,764.80 | \$18,699.20 | \$19,635.20 | \$20,633.60 | \$21,652.80 | \$22,734.40 |
| 36 Hourly | \$7.87 | \$8.26 | \$9.22 | \$9.68 | \$10.16 | \$10.67 | \$11.21 |
| 36 Weekly | \$314.80 | \$330.40 | \$368.80 | \$387.20 | \$406.40 | \$426.80 | \$448.40 |
| 36 Annual | \$16,369.60 | \$17,180.80 | \$19,177.60 | \$20,134.40 | \$21,132.80 | \$22,193.60 | \$23,316.80 |
| 37 Hourly | \$8.07 | \$8.47 | \$9.45 | \$9.92 | \$10.42 | \$10.94 | \$11.49 |
| 37 Weekly | \$322.80 | \$338.80 | \$378.00 | \$396.80 | \$416.80 | \$437.60 | \$459.60 |
| 37 Annual | \$16,785.60 | \$17,617.60 | \$19,656.00 | \$20,633.60 | \$21,673.60 | \$22,755.20 | \$23,899.20 |
| 38 Hourly | \$8.27 | \$8.68 | \$9.69 | \$10.17 | \$10.68 | \$11.21 | \$11.77 |
| 38 Weekly | \$330.80 | \$347.20 | \$387.60 | \$406.80 | \$427.20 | \$448.40 | \$470.80 |
| 38 Annual | \$17,201.60 | \$18,054.40 | \$20,155.20 | \$21,153.60 | \$22,214.40 | \$23,316.80 | \$24,481.60 |
| 39 Hourly | \$8.47 | \$8.90 | \$9.93 | \$10.42 | \$10.94 | \$11.49 | \$12.07 |
| 39 Weekly | \$338.80 | \$356.00 | \$397.20 | \$416.80 | \$437.60 | \$459.60 | \$482.80 |
| 39 Annual | \$17,617.60 | \$18,512.00 | \$20,654.40 | \$21,673.60 | \$22,755.20 | \$23,899.20 | \$25,105.60 |
| 40 Hourly | \$8.69 | \$9.12 | \$10.18 | \$10.68 | \$11.22 | \$11.78 | \$12.37 |
| 40 Weekly | \$347.60 | \$364.80 | \$407.20 | \$427.20 | \$448.80 | \$471.20 | \$494.80 |
| 40 Annual | \$18,075.20 | \$18,969.60 | \$21,174.40 | \$22,214.40 | \$23,337.60 | \$24,502.40 | \$25,729.60 |
| 41 Hourly | \$8.90 | \$9.35 | \$10.43 | \$10.95 | \$11.50 | \$12.07 | \$12.68 |
| 41 Weekly | \$356.00 | \$374.00 | \$417.20 | \$438.00 | \$460.00 | \$482.80 | \$507.20 |
| 41 Annual | \$18,512.00 | \$19,448.00 | \$21,694.40 | \$22,776.00 | \$23,920.00 | \$25,105.60 | \$26,374.40 |
| 42 Hourly | \$9.13 | \$9.58 | \$10.69 | \$11.23 | \$11.79 | \$12.38 | \$12.99 |
| 42 Weekly | \$365.20 | \$383.20 | \$427.60 | \$449.20 | \$471.60 | \$495.20 | \$519.60 |
| 42 Annual | \$18,990.40 | \$19,926.40 | \$22,235.20 | \$23,358.40 | \$24,523.20 | \$25,750.40 | \$27,019.20 |
| 43 Hourly | \$9.35 | \$9.82 | \$10.96 | \$11.51 | \$12.08 | \$12.69 | \$13.32 |
| 43 Weekly | \$374.00 | \$392.80 | \$438.40 | \$460.40 | \$483.20 | \$507.60 | \$532.80 |
| 43 Annual | \$19,448.00 | \$20,425.60 | \$22,796.80 | \$23,940.80 | \$25,126.40 | \$26,395.20 | \$27,705.60 |
| 44 Hourly | \$9.59 | \$10.07 | \$11.23 | \$11.79 | \$12.38 | \$13.00 | \$13.65 |
| 44 Weekly | \$383.60 | \$402.80 | \$449.20 | \$471.60 | \$495.20 | \$520.00 | \$546.00 |
| 44 Annual | \$19,947.20 | \$20,945.60 | \$23,358.40 | \$24,523.20 | \$25,750.40 | \$27,040.00 | \$28,392.00 |
| 45 Hourly | \$9.83 | \$10.32 | \$11.51 | \$12.09 | \$12.69 | \$13.33 | \$13.99 |
| 45 Weekly | \$393.20 | \$412.80 | \$460.40 | \$483.60 | \$507.60 | \$533.20 | \$559.60 |
| 45 Annual | \$20,446.40 | \$21,465.60 | \$23,940.80 | \$25,147.20 | \$26,395.20 | \$27,726.40 | \$29,099.20 |

1986 Paychart Schedule B (Continued)

| Grade | A Start | B 6 Months | C 18 Months | D 30 Months | E 42 Months | F 54 Months | G 66 Months |
|-----------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 46 Hourly | \$10.07 | \$10.58 | \$11.80 | \$12.39 | \$13.01 | \$13.66 | \$14.34 |
| Weekly | \$402.80 | \$423.20 | \$472.00 | \$495.60 | \$520.40 | \$546.40 | \$573.60 |
| Annual | \$20,945.60 | \$22,006.40 | \$24,544.00 | \$25,771.20 | \$27,060.80 | \$28,412.80 | \$29,827.20 |
| 47 Hourly | \$10.33 | \$10.84 | \$12.10 | \$12.70 | \$13.34 | \$14.00 | \$14.70 |
| Weekly | \$413.20 | \$433.60 | \$484.00 | \$508.00 | \$533.60 | \$560.00 | \$588.00 |
| Annual | \$21,486.40 | \$22,547.20 | \$25,168.00 | \$26,416.00 | \$27,747.20 | \$29,120.00 | \$30,576.00 |
| 48 Hourly | \$10.58 | \$11.11 | \$12.40 | \$13.02 | \$13.67 | \$14.35 | \$15.07 |
| Weekly | \$423.20 | \$444.40 | \$496.00 | \$520.80 | \$546.80 | \$574.00 | \$602.80 |
| Annual | \$22,006.40 | \$23,108.80 | \$25,792.00 | \$27,081.60 | \$28,433.60 | \$29,848.00 | \$31,345.60 |
| 49 Hourly | \$10.85 | \$11.39 | \$12.71 | \$13.34 | \$14.01 | \$14.71 | \$15.45 |
| Weekly | \$434.00 | \$455.60 | \$508.40 | \$533.60 | \$560.40 | \$588.40 | \$618.00 |
| Annual | \$22,568.00 | \$23,691.20 | \$26,436.80 | \$27,747.20 | \$29,140.80 | \$30,596.80 | \$32,136.00 |
| 50 Hourly | \$11.12 | \$11.68 | \$13.03 | \$13.68 | \$14.36 | \$15.08 | \$15.83 |
| Weekly | \$444.80 | \$467.20 | \$521.20 | \$547.20 | \$574.40 | \$603.20 | \$633.20 |
| Annual | \$23,129.60 | \$24,294.40 | \$27,102.40 | \$28,454.40 | \$29,868.80 | \$31,366.40 | \$32,926.40 |
| 51 Hourly | \$11.40 | \$11.97 | \$13.35 | \$14.02 | \$14.72 | \$15.46 | \$16.23 |
| Weekly | \$456.00 | \$478.80 | \$534.00 | \$560.80 | \$588.80 | \$618.40 | \$649.20 |
| Annual | \$23,712.00 | \$24,897.60 | \$27,768.00 | \$29,161.60 | \$30,617.60 | \$32,156.80 | \$33,758.40 |
| 52 Hourly | \$11.68 | \$12.27 | \$13.69 | \$14.37 | \$15.09 | \$15.84 | \$16.63 |
| Weekly | \$467.20 | \$490.80 | \$547.60 | \$574.80 | \$603.60 | \$633.60 | \$665.20 |
| Annual | \$24,294.40 | \$25,521.60 | \$28,475.20 | \$29,889.60 | \$31,387.20 | \$32,947.20 | \$34,590.40 |
| 53 Hourly | \$11.97 | \$12.57 | \$14.03 | \$14.73 | \$15.46 | \$16.24 | \$17.05 |
| Weekly | \$478.80 | \$502.80 | \$561.20 | \$589.20 | \$618.40 | \$649.60 | \$682.00 |
| Annual | \$24,897.60 | \$26,145.60 | \$29,182.40 | \$30,638.40 | \$32,156.80 | \$33,779.20 | \$35,464.00 |
| 54 Hourly | \$12.27 | \$12.89 | \$14.38 | \$15.10 | \$15.85 | \$16.64 | \$17.48 |
| Weekly | \$490.80 | \$515.60 | \$575.20 | \$604.00 | \$634.00 | \$665.60 | \$699.20 |
| Annual | \$25,521.60 | \$26,811.20 | \$29,910.40 | \$31,408.00 | \$32,968.00 | \$34,611.20 | \$36,358.40 |
| 55 Hourly | \$12.58 | \$13.21 | \$14.74 | \$15.47 | \$16.25 | \$17.06 | \$17.91 |
| Weekly | \$503.20 | \$528.40 | \$589.60 | \$618.80 | \$650.00 | \$682.40 | \$716.40 |
| Annual | \$26,166.40 | \$27,476.80 | \$30,659.20 | \$32,177.60 | \$33,800.00 | \$35,484.80 | \$37,252.80 |
| 56 Hourly | \$12.90 | \$13.54 | \$15.11 | \$15.86 | \$16.65 | \$17.49 | \$18.36 |
| Weekly | \$516.00 | \$541.60 | \$604.40 | \$634.40 | \$666.00 | \$699.60 | \$734.40 |
| Annual | \$26,832.00 | \$28,163.20 | \$31,428.80 | \$32,988.80 | \$34,632.00 | \$36,379.20 | \$38,188.80 |
| 57 Hourly | \$13.22 | \$13.88 | \$15.48 | \$16.26 | \$17.07 | \$17.92 | \$18.82 |
| Weekly | \$528.80 | \$555.20 | \$619.20 | \$650.40 | \$682.80 | \$716.80 | \$752.80 |
| Annual | \$27,497.60 | \$28,870.40 | \$32,198.40 | \$33,820.80 | \$35,505.60 | \$37,273.60 | \$39,145.60 |
| 58 Hourly | \$13.55 | \$14.23 | \$15.87 | \$16.66 | \$17.50 | \$18.37 | \$19.29 |
| Weekly | \$542.00 | \$569.20 | \$634.80 | \$666.40 | \$700.00 | \$734.80 | \$771.60 |
| Annual | \$28,184.00 | \$29,598.40 | \$33,009.60 | \$34,652.80 | \$36,400.00 | \$38,209.60 | \$40,123.20 |
| 59 Hourly | \$13.89 | \$14.58 | \$16.27 | \$17.08 | \$17.93 | \$18.83 | \$19.77 |
| Weekly | \$555.60 | \$583.20 | \$650.80 | \$683.20 | \$717.20 | \$753.20 | \$790.80 |
| Annual | \$28,891.20 | \$30,326.40 | \$33,841.60 | \$35,526.40 | \$37,294.40 | \$39,166.40 | \$41,121.60 |
| 60 Hourly | \$14.23 | \$14.95 | \$16.67 | \$17.51 | \$18.38 | \$19.30 | \$20.27 |
| Weekly | \$569.20 | \$598.00 | \$666.80 | \$700.40 | \$735.20 | \$772.00 | \$810.80 |
| Annual | \$29,598.40 | \$31,096.00 | \$34,673.60 | \$36,420.80 | \$38,230.40 | \$40,144.00 | \$42,161.60 |
| X Hourly | \$4.00 | | | | | | |
| Weekly | \$160.00 | | | | | | |
| Annual | \$8,320.00 | | | | | | |