

ORDINANCE NO. 72-76

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCILMAN NOVAK ON THE
20th DAY OF December, 1976.

AN EMERGENCY ORDINANCE TO AMEND ORDINANCE 100-75 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, honesty and respect among all persons.

Section 2. Exclusions.

The provisions of this ordinance do not apply to, and they are excluded here from, all regular full time hourly rated non-supervisory, non-clerical and seasonal employees of the City employed in the Department of Public Service, Division of Streets and Division of Refuse Collection, except as may be specifically mentioned herein.

Section 3. Class Titles and Pay Grades.

Ordinance 100-75 attached hereto, made part hereof and bracketed is hereby repealed. 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	\$12,220
City Manager	\$28,875
B. <u>Regular, Full Time Employees</u>	
Finance Director	50
Chief of Police	53
Service Director	49
City Engineer	57
City Planner	48
Director of Parks and Recreation	44
Assistant City Manager	51
Administrative Assistant to the City Manager	42
Superintendent of Taxation	35
Building Inspector	44
Electrical Inspector	44
Engineering Aide II	37
Engineering Aide I	33
Youth Center Director	34
Service Superintendent	42
Foreman (Refuse and Street)	37
Detective Sergeant	45
Police Sergeant	45
Police Officer	40
Chief Dispatcher	32
Police Dispatcher	22
Police Cadet	14
Secretary II	28
Secretary I	24
Clerk-Typist II	24
Clerk-Typist I	20

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	13
Custodian	22

C. Regular, Part-Time Employees

Secretary II	28
Secretary I	24
Account Clerk II	26
Account Clerk I	22
Clerk-Typist II	24
Clerk-Typist I	20
PBX Operator/Receptionist	13

D. Temporary Employees

Engineering Intern	24
Planning Intern	16
Utility Man	6
Recreation Leader	4

E. Employees Retained on an Annual Retainer Basis

Annual Retainer

Municipal Attorney	\$3,600 *
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* 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 in accordance with the Dayton Bar Association's minimum fee schedule. In the event the fee for a particular service is not established by the Dayton Bar Association's minimum fee schedule, the charge shall be computed upon an hourly fee basis in accordance with the Dayton Bar Association's hourly fee rate by using the minimum hourly fee rate as a maximum fee charged.

F. All matters relating to the employment of all regular full time hourly rated non-supervisory, non-clerical and non-seasonal employees of the Department of Service in the Division of Streets and Division of Refuse Collection shall be governed by the terms of a collective bargaining agreement entered into by the City of Centerville and the Dayton Public Service Union, Local No. 101, American Federation of State, County, and Municipal Employees, AFL-CIO on May 10, 1974, or subsequent contracts entered into by the City of Centerville and the aforementioned Union.

Section 4. Merit Salary and Wage Plan.

Attachment A

Section 5. Pay Periods.

All employees shall be paid on a weekly basis.

Section 6. 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, based upon his performance. 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 shall be moved into the next salary step on the anniversary date of his permanent employment per the Salary and Wage Plan.

D. Any employee advanced to a higher position through promotion or reclassification 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, such as the summer months. Fringe benefits apply only to Full Time Employees, except when prorated for regular part-time employees by authorization of the City Manager, except as otherwise provided herein.

Section 7. Overtime.

Overtime pay at 1 1/2 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 City Manager. Overtime pay shall not apply to employees performing the duties of Department Directors, Assistants, and Division Heads as determined by the City Manager.

Section 8. Work Week.

The regular work week shall consist of 5 consecutive 8 hour days for all regular employees except the Police Department. The Police Department shall operate on a schedule of an eight (8) hour day on a rotating basis.

Notwithstanding the foregoing, the City Manager is authorized to implement for trial purposes variations to the above on a temporary basis.

Section 9. 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, Veterans Day, Thanksgiving Day, Christmas Day, Employee's Birthday and 2 Personal Leave Days.

Employees must, on the forms provided, notify his 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.

Any employee eligible for overtime compensation who works on a holiday will receive an extra days pay.

B. Vacation Leave

Regular full time employees shall receive vacation leave at the following rates:

<u>Uninterrupted Service</u>	<u>Vacation</u>
Over 1 year but less than 6 years	10 Days
Over 6 years but less than 11 years	12 Days
Over 11 years but less than 16 years	16 Days
Over 16 years	20 Days

All employees are expected to take vacation leave each year. Vacation may not be accumulated and is lost if not taken. Notwithstanding the foregoing, the City Manager may authorize a six month holdover of vacation.

All vacation times must be approved by the City Manager.

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 their annual salary as rounded off to the nearest

thousand dollars, including double indemnity for accidental death, and dismemberment, to be effective for each employee when he or she completes his or her first six months of employment with the City. 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 received full wages from the City.

E. Sick Leave

All regular full time employees of the City of Centerville shall accumulate one and one-half days sick leave per month of employment with a maximum of ninety days to be used in the event of sickness; that said sick leave shall be computed and effective from day of employment. After three (3) days of illness, a doctor's certificate shall be presented to the City Manager confirming said illness. Each regular full time employee may, after accumulation of 105 days unused sick leave, elect at his option to exchange excess sick leave (over and above the said 90 days) for pay at the rate of three days 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 City Manager in writing whereupon said payment shall be made. Regular part-time employees shall receive sick leave as noted above, however, it shall be prorated based upon the average hours worked.

F. Maternity Leave

Any female employee becoming pregnant after six (6) or more months of service with the City shall be entitled to maternity leave. The starting date of maternity leave shall be at the reasonable discretion of the supervisor or earlier at the employee's request, if reasonable notice is given by the employee. She 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 disability 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 costs for all full time employees and the City Attorney.

Such employees must elect to subscribe to the above-mentioned plans before such payment will be made by the City. In the event an employee should elect not to subscribe to the plan, the additional compensation shall not be paid on behalf of said employee and the pay scale provided for herein shall be the full and total compensation to be paid to said employee.

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 Building Maintenance Division 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 his job.

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 shall have a police file and character check as prescribed on said form.

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

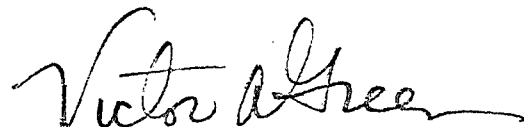
Section 11. Effective Date.

The compensation provided herein shall be effective on the first day of January, 1977.

Section 12.

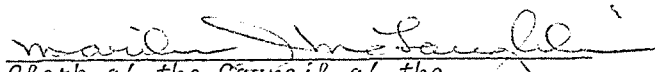
This Ordinance is hereby declared to be an emergency measure and shall become effective immediately. An emergency affecting the public welfare is declared to exist by virtue of the immediate need to reorganize the personnel of the City.

PASSED this 20th day of December, 1976.



Mayor - City of Centerville, Ohio

ATTEST:


Clerk of the Council of the
City of Centerville, Ohio

C E R T I F I C A T E

The undersigned, Clerk of the 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 20th day of December, 1976.

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


Clerk

Department of Law
Robert N. Farquhar
Municipal Attorney

MERIT SALARY AND WAGE PLAN

SECTION 4. ATTACHMENT A

<u>Grade</u>	<u>A.</u> <u>Start</u>	<u>B.</u> <u>6 Months</u>	<u>C.</u> <u>18 Months</u>	<u>D.</u> <u>30 Months</u>	<u>E.</u> <u>42 Months</u>	<u>F.</u> <u>54 Months</u>	<u>G.</u> <u>66 Months</u>	
1	Hourly Weekly Annual	\$2.19 \$87.60 \$4,555.20	\$2.29 \$91.60 \$4,763.20	\$2.41 \$96.40 \$5,012.80	\$2.53 \$101.20 \$5,262.40	\$2.65 \$106.00 \$5,512.00	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40
2	Hourly Weekly Annual	\$2.24 \$89.60 \$4,659.20	\$2.36 \$94.40 \$4,908.80	\$2.47 \$98.80 \$5,137.60	\$2.60 \$104.00 \$5,408.00	\$2.73 \$109.20 \$5,678.40	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80
3	Hourly Weekly Annual	\$2.29 \$91.60 \$4,763.20	\$2.41 \$96.40 \$5,012.80	\$2.53 \$101.20 \$5,262.40	\$2.65 \$106.00 \$5,512.00	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40	\$3.08 \$123.20 \$6,406.40
4	Hourly Weekly Annual	\$2.36 \$94.40 \$4,908.80	\$2.47 \$98.80 \$5,137.60	\$2.60 \$104.00 \$5,408.00	\$2.73 \$109.20 \$5,678.40	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80	\$3.16 \$126.40 \$6,572.80
5	Hourly Weekly Annual	\$2.41 \$96.40 \$5,012.80	\$2.53 \$101.20 \$5,262.40	\$2.65 \$106.00 \$5,512.00	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40	\$3.08 \$123.20 \$6,406.40	\$3.24 \$129.60 \$6,739.20
6	Hourly Weekly Annual	\$2.47 \$98.80 \$5,137.60	\$2.60 \$104.00 \$5,408.00	\$2.73 \$109.20 \$5,678.40	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80	\$3.16 \$126.40 \$6,572.80	\$3.32 \$132.80 \$6,905.60
7	Hourly Weekly Annual	\$2.53 \$101.20 \$5,262.40	\$2.65 \$106.00 \$5,512.00	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40	\$3.08 \$123.20 \$6,406.40	\$3.24 \$129.60 \$6,739.20	\$3.39 \$135.60 \$7,051.20
8	Hourly Weekly Annual	\$2.60 \$104.00 \$5,408.00	\$2.73 \$109.20 \$5,678.40	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80	\$3.16 \$126.40 \$6,572.80	\$3.32 \$132.80 \$6,905.60	\$3.49 \$139.60 \$7,259.20
9	Hourly Weekly Annual	\$2.65 \$106.00 \$5,512.00	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40	\$3.08 \$123.20 \$6,406.40	\$3.24 \$129.60 \$6,739.20	\$3.39 \$135.60 \$7,051.20	\$3.56 \$142.40 \$7,404.80
10	Hourly Weekly Annual	\$2.73 \$109.20 \$5,678.40	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80	\$3.16 \$126.40 \$6,572.80	\$3.32 \$132.80 \$6,905.60	\$3.49 \$139.60 \$7,259.20	\$3.67 \$146.80 \$7,633.60
11	Hourly Weekly Annual	\$2.79 \$111.60 \$5,803.20	\$2.93 \$117.20 \$6,094.40	\$3.08 \$123.20 \$6,406.40	\$3.24 \$129.60 \$6,739.20	\$3.39 \$135.60 \$7,051.20	\$3.56 \$142.40 \$7,404.80	\$3.74 \$149.60 \$7,779.20
12	Hourly Weekly Annual	\$2.87 \$114.80 \$5,969.60	\$3.01 \$120.40 \$6,260.80	\$3.16 \$126.40 \$6,572.80	\$3.32 \$132.80 \$6,905.60	\$3.49 \$139.60 \$7,259.20	\$3.67 \$148.60 \$7,633.60	\$3.85 \$154.00 \$8,008.00
13	Hourly Weekly Annual	\$2.95 \$118.00 \$6,136.00	\$3.10 \$124.00 \$6,448.00	\$3.26 \$130.40 \$6,780.80	\$3.42 \$136.80 \$7,113.60	\$3.58 \$143.20 \$7,446.40	\$3.76 \$150.40 \$7,820.80	\$3.96 \$158.40 \$8,236.80
14	Hourly Weekly Annual	\$3.04 \$121.60 \$6,323.20	\$3.18 \$127.20 \$6,614.40	\$3.34 \$133.60 \$6,947.20	\$3.51 \$140.40 \$7,300.80	\$3.69 \$147.60 \$7,675.20	\$3.87 \$154.80 \$8,049.60	\$4.06 \$162.40 \$8,444.80
15	Hourly Weekly Annual	\$3.08 \$123.20 \$6,406.40	\$3.24 \$129.60 \$6,739.20	\$3.39 \$135.60 \$7,051.20	\$3.56 \$142.40 \$7,404.80	\$3.74 \$149.60 \$7,779.20	\$3.93 \$157.20 \$8,174.40	\$4.13 \$165.20 \$8,590.40
16	Hourly Weekly Annual	\$3.18 \$127.20 \$6,614.40	\$3.34 \$133.60 \$6,947.20	\$3.51 \$140.40 \$7,300.80	\$3.69 \$147.60 \$7,675.20	\$3.87 \$154.80 \$8,049.60	\$4.06 \$162.40 \$8,444.80	\$4.26 \$170.40 \$8,860.80
17	Hourly Weekly Annual	\$3.24 \$129.60 \$6,739.20	\$3.39 \$135.60 \$7,051.20	\$3.56 \$142.40 \$7,404.80	\$3.74 \$149.60 \$7,779.20	\$3.93 \$157.20 \$8,174.40	\$4.13 \$165.20 \$8,590.40	\$4.35 \$174.00 \$9,048.00

ATTACHMENT A (CONT'D)

Grade		A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months
18	Hourly	\$3.32	\$3.49	\$3.67	\$3.85	\$4.04	\$4.24	\$4.45
	Weekly	\$132.80	\$139.60	\$148.60	\$154.00	\$161.60	\$169.60	\$178.00
	Annual	\$6,905.60	\$7,259.20	\$7,633.60	\$8,008.00	\$8,430.20	\$8,819.20	\$9,256.00
19	Hourly	\$3.39	\$3.56	\$3.74	\$3.93	\$4.13	\$4.35	\$4.57
	Weekly	\$135.60	\$142.40	\$149.60	\$157.20	\$165.20	\$174.00	\$182.80
	Annual	\$7,051.20	\$7,404.80	\$7,779.20	\$8,174.40	\$8,590.40	\$9,048.00	\$9,505.60
20	Hourly	\$3.51	\$3.69	\$3.87	\$4.06	\$4.26	\$4.47	\$4.70
	Weekly	\$140.40	\$147.60	\$154.80	\$162.40	\$170.40	\$178.80	\$188.00
	Annual	\$7,300.80	\$7,675.20	\$8,049.60	\$8,444.80	\$8,860.80	\$9,297.60	\$9,776.00
21	Hourly	\$3.56	\$3.74	\$3.93	\$4.13	\$4.35	\$4.57	\$4.80
	Weekly	\$142.40	\$149.60	\$157.20	\$165.20	\$174.00	\$182.80	\$192.00
	Annual	\$7,404.80	\$7,779.20	\$8,174.40	\$8,590.40	\$9,048.00	\$9,505.60	\$9,984.00
22	Hourly	\$3.69	\$3.87	\$4.06	\$4.26	\$4.47	\$4.70	\$4.93
	Weekly	\$147.60	\$154.80	\$162.40	\$170.40	\$178.80	\$188.00	\$197.20
	Annual	\$7,675.20	\$8,049.60	\$8,444.80	\$8,860.80	\$9,297.60	\$9,776.00	\$10,254.40
23	Hourly	\$3.74	\$3.93	\$4.13	\$4.35	\$4.57	\$4.80	\$5.04
	Weekly	\$149.60	\$157.20	\$165.20	\$174.00	\$182.80	\$192.00	\$201.60
	Annual	\$7,779.20	\$8,174.40	\$8,590.40	\$9,048.00	\$9,505.60	\$9,984.00	\$10,483.20
24	Hourly	\$3.88	\$4.07	\$4.27	\$4.48	\$4.71	\$4.94	\$5.18
	Weekly	\$155.20	\$162.80	\$170.80	\$179.20	\$188.40	\$197.60	\$207.20
	Annual	\$8,070.40	\$8,465.60	\$8,881.60	\$9,318.40	\$9,796.80	\$10,275.20	\$10,774.40
25	Hourly	\$3.93	\$4.13	\$4.35	\$4.57	\$4.80	\$5.04	\$5.30
	Weekly	\$157.20	\$165.20	\$174.00	\$182.80	\$192.00	\$201.60	\$212.00
	Annual	\$8,174.40	\$8,590.40	\$9,048.00	\$9,505.60	\$9,984.00	\$10,483.20	\$11,024.00
26	Hourly	\$4.08	\$4.28	\$4.49	\$4.72	\$4.95	\$5.19	\$5.46
	Weekly	\$163.20	\$171.20	\$179.60	\$188.80	\$198.00	\$207.60	\$218.40
	Annual	\$8,486.40	\$8,902.40	\$9,339.20	\$9,817.60	\$10,296.00	\$10,795.20	\$11,356.80
27	Hourly	\$4.13	\$4.35	\$4.57	\$4.80	\$5.04	\$5.30	\$5.56
	Weekly	\$165.20	\$174.00	\$182.80	\$192.00	\$201.60	\$212.00	\$222.40
	Annual	\$8,590.40	\$9,048.00	\$9,505.60	\$9,984.00	\$10,483.20	\$11,024.00	\$11,564.80
28	Hourly	\$4.29	\$4.50	\$4.73	\$4.96	\$5.20	\$5.47	\$5.74
	Weekly	\$171.60	\$180.00	\$189.20	\$198.40	\$208.00	\$218.80	\$229.60
	Annual	\$8,923.20	\$9,360.00	\$9,838.40	\$10,316.80	\$10,816.00	\$11,377.60	\$11,939.20
29	Hourly	\$4.35	\$4.57	\$4.80	\$5.04	\$5.30	\$5.56	\$5.84
	Weekly	\$174.00	\$182.80	\$192.00	\$201.60	\$212.00	\$222.40	\$233.60
	Annual	\$9,048.00	\$9,505.60	\$9,984.00	\$10,483.20	\$11,024.00	\$11,564.80	\$12,147.20
30	Hourly	\$4.45	\$4.67	\$4.91	\$5.15	\$5.40	\$5.68	\$5.96
	Weekly	\$178.00	\$186.80	\$196.40	\$206.00	\$216.00	\$227.20	\$238.40
	Annual	\$9,256.00	\$9,713.60	\$10,212.80	\$10,712.00	\$11,232.00	\$11,814.40	\$12,396.80
31	Hourly	\$4.57	\$4.80	\$5.04	\$5.30	\$5.56	\$5.84	\$6.13
	Weekly	\$182.80	\$192.00	\$201.60	\$212.00	\$222.40	\$233.60	\$245.20
	Annual	\$9,505.60	\$9,984.00	\$10,483.20	\$11,024.00	\$11,564.80	\$12,147.20	\$12,750.40
32	Hourly	\$4.73	\$4.96	\$5.20	\$5.47	\$5.74	\$6.03	\$6.33
	Weekly	\$189.20	\$198.40	\$208.00	\$218.80	\$229.60	\$241.20	\$253.20
	Annual	\$9,838.40	\$10,316.80	\$10,816.00	\$11,377.60	\$11,939.20	\$12,542.40	\$13,166.40
33	Hourly	\$4.83	\$5.08	\$5.33	\$5.59	\$5.87	\$6.17	\$6.47
	Weekly	\$193.20	\$203.20	\$213.20	\$223.60	\$234.80	\$246.80	\$258.80
	Annual	\$10,046.40	\$10,566.40	\$11,086.40	\$11,627.20	\$12,209.60	\$12,833.60	\$13,457.60
34	Hourly	\$4.95	\$5.19	\$5.46	\$5.73	\$6.02	\$6.31	\$6.63
	Weekly	\$198.00	\$207.60	\$218.40	\$229.20	\$240.80	\$252.40	\$265.20
	Annual	\$10,296.00	\$10,795.20	\$11,356.80	\$11,918.40	\$12,521.60	\$13,124.80	\$13,790.40

ATTACHMENT A (CONT'D)

Grade	A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months	
35	Hourly Weekly Annual	\$5.08 \$203.20 \$10,566.40	\$5.33 \$213.20 \$11,086.40	\$5.59 \$223.60 \$11,627.20	\$5.87 \$234.80 \$12,209.60	\$6.17 \$246.80 \$12,833.60	\$6.47 \$258.80 \$13,457.60	\$6.80 \$272.00 \$14,144.00
36	Hourly Weekly Annual	\$5.15 \$206.00 \$10,712.00	\$5.40 \$216.00 \$11,232.00	\$5.68 \$227.20 \$11,814.40	\$5.96 \$238.40 \$12,396.80	\$6.26 \$250.40 \$13,020.80	\$6.58 \$263.20 \$13,686.40	\$6.91 \$276.40 \$14,372.80
37	Hourly Weekly Annual	\$5.33 \$213.20 \$11,086.40	\$5.59 \$223.60 \$11,627.20	\$5.87 \$234.80 \$12,209.60	\$6.17 \$246.80 \$12,833.60	\$6.47 \$258.80 \$13,457.60	\$6.80 \$272.00 \$14,144.00	\$7.14 \$285.60 \$14,851.20
38	Hourly Weekly Annual	\$5.40 \$216.00 \$11,232.00	\$5.68 \$227.20 \$11,814.40	\$5.96 \$238.40 \$12,396.80	\$6.26 \$250.40 \$13,020.80	\$6.58 \$263.20 \$13,686.40	\$6.91 \$276.40 \$14,372.80	\$7.25 \$290.00 \$15,080.00
39	Hourly Weekly Annual	\$5.56 \$222.40 \$11,564.80	\$5.84 \$233.60 \$12,147.20	\$6.13 \$245.20 \$12,750.40	\$6.44 \$257.60 \$13,395.20	\$6.76 \$270.40 \$14,060.80	\$7.10 \$284.00 \$14,768.00	\$7.46 \$298.40 \$15,516.80
40	Hourly Weekly Annual	\$5.73 \$229.20 \$11,918.40	\$6.02 \$240.80 \$12,521.60	\$6.31 \$252.40 \$13,124.80	\$6.63 \$265.20 \$13,790.40	\$6.96 \$278.40 \$14,476.80	\$7.31 \$292.40 \$15,204.80	\$7.68 \$307.20 \$15,974.40
41	Hourly Weekly Annual	\$5.84 \$233.60 \$12,147.20	\$6.13 \$245.20 \$12,750.40	\$6.44 \$257.60 \$13,395.20	\$6.76 \$270.40 \$14,060.80	\$7.10 \$284.00 \$14,768.00	\$7.46 \$298.40 \$15,516.80	\$7.83 \$313.20 \$16,286.40
42	Hourly Weekly Annual	\$6.02 \$240.80 \$12,521.60	\$6.31 \$252.40 \$13,124.80	\$6.63 \$265.20 \$13,790.40	\$6.96 \$278.40 \$14,476.80	\$7.31 \$292.40 \$15,204.80	\$7.68 \$307.20 \$15,974.40	\$8.06 \$322.40 \$16,764.80
43	Hourly Weekly Annual	\$6.13 \$245.20 \$12,750.40	\$6.44 \$257.60 \$13,395.20	\$6.76 \$270.40 \$14,060.80	\$7.10 \$284.00 \$14,768.00	\$7.46 \$298.40 \$15,516.80	\$7.83 \$313.20 \$16,286.40	\$8.22 \$328.80 \$17,097.60
44	Hourly Weekly Annual	\$6.32 \$252.80 \$13,145.60	\$6.64 \$265.60 \$13,811.20	\$6.97 \$278.80 \$14,497.60	\$7.32 \$292.80 \$15,225.60	\$7.69 \$307.60 \$15,995.20	\$8.07 \$322.80 \$16,785.60	\$8.47 \$338.80 \$17,617.60
45	Hourly Weekly Annual	\$6.48 \$259.20 \$13,478.40	\$6.81 \$272.40 \$14,164.80	\$7.15 \$286.00 \$14,872.00	\$7.51 \$300.40 \$15,620.80	\$7.89 \$315.60 \$16,411.20	\$8.28 \$331.20 \$17,222.40	\$8.69 \$347.60 \$18,075.20
46	Hourly Weekly Annual	\$6.58 \$263.20 \$13,686.40	\$6.91 \$276.40 \$14,372.80	\$7.25 \$290.00 \$15,080.00	\$7.61 \$304.40 \$15,828.80	\$7.99 \$319.60 \$16,619.20	\$8.40 \$336.00 \$17,472.00	\$8.82 \$352.80 \$18,345.60
47	Hourly Weekly Annual	\$6.76 \$270.40 \$14,060.80	\$7.10 \$284.00 \$14,768.00	\$7.46 \$298.40 \$15,516.80	\$7.83 \$313.20 \$16,286.40	\$8.22 \$328.80 \$17,097.60	\$8.63 \$345.20 \$17,950.40	\$9.06 \$362.40 \$18,844.80
48	Hourly Weekly Annual	\$6.98 \$279.20 \$14,518.40	\$7.33 \$293.20 \$15,246.40	\$7.70 \$308.00 \$16,016.00	\$8.08 \$323.20 \$16,806.40	\$8.48 \$339.20 \$17,638.40	\$8.90 \$356.00 \$18,512.00	\$9.35 \$374.00 \$19,448.00
49	Hourly Weekly Annual	\$7.15 \$286.00 \$14,872.00	\$7.51 \$300.40 \$15,620.80	\$7.89 \$315.60 \$16,411.20	\$8.28 \$331.20 \$17,222.40	\$8.69 \$347.60 \$18,075.20	\$9.13 \$365.20 \$18,990.40	\$9.58 \$383.20 \$19,926.40
50	Hourly Weekly Annual	\$7.32 \$292.80 \$15,225.60	\$7.69 \$307.60 \$15,995.20	\$8.07 \$322.80 \$16,785.60	\$8.47 \$338.80 \$17,617.60	\$8.89 \$355.60 \$18,491.20	\$9.34 \$373.60 \$19,427.20	\$9.80 \$392.00 \$20,384.00
51	Hourly Weekly Annual	\$7.51 \$300.40 \$15,620.80	\$7.89 \$315.60 \$16,411.20	\$8.28 \$331.20 \$17,222.40	\$8.69 \$347.60 \$18,075.20	\$9.13 \$365.20 \$18,990.40	\$9.58 \$383.20 \$19,926.40	\$10.06 \$402.40 \$20,924.80

ATTACHMENT A (CONT'D)

<u>Grade</u>		<u>A.</u> <u>Start</u>	<u>B.</u> <u>6 Months</u>	<u>C.</u> <u>18 Months</u>	<u>D.</u> <u>30 Months</u>	<u>E.</u> <u>42 Months</u>	<u>F.</u> <u>54 Months</u>	<u>G.</u> <u>66 Months</u>
52	<u>Hourly</u>	\$7.61	\$7.99	\$8.40	\$8.82	\$9.26	\$9.73	\$10.22
	<u>Weekly</u>	\$304.40	\$319.60	\$336.00	\$352.80	\$370.40	\$389.20	\$408.80
	<u>Annual</u>	\$15,828.80	\$16,619.20	\$17,472.00	\$18,345.60	\$19,260.80	\$20,238.40	\$21,257.60
53	<u>Hourly</u>	\$7.88	\$8.27	\$8.68	\$9.12	\$9.57	\$10.05	\$10.55
	<u>Weekly</u>	\$315.20	\$330.80	\$347.20	\$364.80	\$382.80	\$402.00	\$422.00
	<u>Annual</u>	\$16,390.40	\$17,201.60	\$18,054.40	\$18,969.60	\$19,905.60	\$20,904.00	\$21,944.00
54	<u>Hourly</u>	\$7.99	\$8.40	\$8.82	\$9.26	\$9.73	\$10.22	\$10.72
	<u>Weekly</u>	\$319.60	\$336.00	\$352.80	\$370.40	\$389.20	\$408.80	\$428.80
	<u>Annual</u>	\$16,619.20	\$17,472.00	\$18,345.60	\$19,260.80	\$20,238.40	\$21,257.60	\$22,297.60
55	<u>Hourly</u>	\$8.22	\$8.63	\$9.06	\$9.52	\$9.99	\$10.49	\$11.02
	<u>Weekly</u>	\$328.80	\$345.20	\$362.40	\$380.80	\$399.60	\$419.60	\$440.80
	<u>Annual</u>	\$17,097.60	\$17,950.40	\$18,844.80	\$19,801.60	\$20,779.20	\$21,819.20	\$22,921.60
56	<u>Hourly</u>	\$8.40	\$8.82	\$9.26	\$9.73	\$10.22	\$10.72	\$11.26
	<u>Weekly</u>	\$336.00	\$352.80	\$370.40	\$389.20	\$408.80	\$428.80	\$450.40
	<u>Annual</u>	\$17,472.00	\$18,345.60	\$19,260.80	\$20,238.40	\$21,257.60	\$22,297.60	\$23,420.80
57	<u>Hourly</u>	\$8.69	\$9.13	\$9.58	\$10.06	\$10.56	\$11.09	\$11.64
	<u>Weekly</u>	\$347.60	\$365.20	\$383.20	\$402.40	\$422.40	\$443.60	\$465.60
	<u>Annual</u>	\$18,075.20	\$18,990.40	\$19,926.40	\$20,924.80	\$21,964.80	\$23,067.20	\$24,211.20
58	<u>Hourly</u>	\$8.82	\$9.26	\$9.73	\$10.22	\$10.72	\$11.26	\$11.82
	<u>Weekly</u>	\$352.80	\$370.40	\$389.20	\$408.80	\$428.80	\$450.40	\$472.80
	<u>Annual</u>	\$18,345.60	\$19,260.80	\$20,238.40	\$21,257.60	\$22,297.60	\$23,420.80	\$24,585.60
59	<u>Hourly</u>	\$9.06	\$9.52	\$9.99	\$10.49	\$11.02	\$11.57	\$12.15
	<u>Weekly</u>	\$362.40	\$380.80	\$399.60	\$419.60	\$440.80	\$462.80	\$486.00
	<u>Annual</u>	\$18,844.80	\$19,801.60	\$20,779.20	\$21,819.20	\$22,921.60	\$24,065.60	\$25,272.00
60	<u>Hourly</u>	\$9.26	\$9.73	\$10.22	\$10.72	\$11.26	\$11.82	\$12.42
	<u>Weekly</u>	\$370.40	\$389.20	\$408.80	\$428.80	\$450.40	\$472.80	\$496.80
	<u>Annual</u>	\$19,260.80	\$20,238.40	\$21,257.60	\$22,297.60	\$23,420.80	\$24,585.60	\$25,833.60

SPONSORED BY COUNCILMAN Ralph Spivey ON THE
5th DAY OF January, 1976.

AN ORDINANCE AMENDING ORDINANCE 32-75 AND ESTABLISHING 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, honesty and respect among all persons.

Section 2. Exclusions.

The provisions of this ordinance do not apply to, and they are excluded here from, all regular full-time hourly rated non-supervisory, non-clerical and seasonal employees of the City employed in the Department of Public Service, Division of Streets and Division of Refuse Collection, except as may be specifically mentioned herein.

Section 3. Class Titles and Pay Grades.

Ordinance 32-75 attached hereto, made part hereof and bracketed is hereby repealed. 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	\$11,003.20 - \$11,544.00
City Manager	\$26,250.00

In the case of unclassified employees, the lower rate shall prevail unless the City Council, by resolution, authorizes compensation at the higher rate.

B. Regular, Full Time Employees

Finance Director	50
Chief of Police	53
Service Director	49
City Engineer	57
City Planner	48
Director of Parks and Recreation	44
Administrative Assistant to the City Manager	42
Superintendent of Taxation	35
Building Inspector	44
Electrical Inspector	44
Engineering Aide II	37
Engineering Aide I	33
Youth Center Director	34
Service Foreman	42
Waste Foreman	37
Supervisor of Recreation	33
Detective Sergeant	45
Police Sergeant	45
Police Officer	40
Chief Dispatcher	32
Police Dispatcher	22
Police Cadet	14
Secretary II	28
Secretary I	24
Clerk-Typist II	24
Clerk-Typist I	20

Finance Clerk II	28
Finance Clerk I	24
Account Clerk II	26
Account Clerk I	22
Billing Clerk II	26
Billing Clerk I	22
Custodian	22

C. Regular, Part-time Employees

Secretary II	28
Secretary I	24
Account Clerk II	26
Account Clerk I	22
PBX Operator/Receptionist	13

D. Temporary Employees

Engineering Intern	24
Planning Intern	16
I.O.E. Clerk-Typist	8
Utility Man	6
Recreation Leader	4

E. <u>Employees Retained on an Annual Retainer Basis</u>	<u>Annual Retainer</u>
Municipal Attorney	\$2,400 *

* 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 in accordance with the Dayton Bar Association's minimum fee schedule. In the event the fee for a particular service is not established by the Dayton Bar Association's minimum fee schedule, the charge shall be computed upon an hourly fee basis in accordance with the Dayton Bar Association's hourly fee rate by using the minimum hourly fee rate as a maximum fee charged.

F. All matters relating to the employment of all regular full time hourly rated non-supervisory, non-clerical and non-seasonal employees of the Department of Service in the Division of Streets and Division of Refuse Collection shall be governed by the terms of a collective bargaining agreement entered into by the City of Centerville and the Dayton Public Service Union, Local No. 101, American Federation of State, County, and Municipal Employees, AFL-CIO on May 10, 1974.

Section 4. Merit Salary and Wage Plan.

Attachment A

Section 5. Pay Periods.

All employees shall be paid on a weekly basis.

Section 6. 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, based upon his performance. 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 shall be moved into the next salary step on the anniversary date of his permanent employment per the salary and wage plan.

D. Any employee advanced to a higher position through promotion or reclassification 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 around basis. Regular part-time employees are those who work fewer than forty hours per week on a year around basis. Temporary workers are those who work only during short periods of the year, such as the summer months. 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 7. Overtime.

Overtime pay at 1 1/2 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 City Manager. Overtime pay shall not apply to employees performing the duties of Department Directors, Assistants, and Division Heads as determined by the City Manager.

Section 8. Work Week.

The regular work week shall consist of 5 consecutive 8 hour days for all regular employees except the Police Department. The Police Department shall operate on a schedule of an eight (8) hour day on a rotating basis.

Notwithstanding the foregoing, the City Manager is authorized to implement for trial purposes variations to the above on a temporary basis.

Section 9. 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, Veterans Day, Thanksgiving Day, Christmas Day, Employee's Birthday and 2 Personal Leave Days.

Employees must, on the forms provided, notify his 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.

Any employee eligible for overtime compensation who works on a holiday will receive an extra days pay.

B. Vacation Leave

Regular full time employees shall receive vacation leave at the following rates:

<u>Uninterrupted Service</u>	<u>Vacation</u>
Over 1 year but less than 10 years	10 Days
Over 10 years but less than 20 years	15 Days
Over 20 years	20 Days

All employees are expected to take vacation leave each year. Vacation may not be accumulated and is lost if not taken. Notwithstanding the foregoing, the City Manager may authorize a six month holdover of vacation.

All vacation times must be approved by the City Manager.

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 their annual salary as rounded off to the nearest thousand dollars, including double indemnity for accidental death, and dismemberment, to be effective for each employee when he or she completes his or

her first six months of employment with the City. 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 received full wages from the City.

E. Sick Leave

All regular full time employees of the City of Centerville shall accumulate one and one-half days sick leave per month of employment with a maximum of ninety days to be used in the event of sickness; that said sick leave shall be computed and effective from day of employment. After three (3) days of illness, a doctor's certificate shall be presented to the City Manager confirming said illness. Each regular full time employee may, after accumulation of 105 days unused sick leave, elect at his option to exchange excess sick leave (over and above the said 90 days) for pay at the rate of three days 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 City Manager in writing whereupon said payment shall be made. Regular part-time employees shall receive sick leave as noted above, however, it shall be pro-rated based upon the average hours worked.

F. Maternity Leave

Any female employee becoming pregnant after six (6) or more months of service with the City shall be entitled to maternity leave. The starting date of maternity leave shall be at the reasonable discretion of the supervisor or earlier at the employee's request, if reasonable notice is given by the employee. She 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 disability 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. Hospitalization and Surgical Plan

The City of Centerville shall pay 100% of the Hospitalization and Surgical and Major Medical insurance costs for all full time employees and the City Attorney.

Such employees must elect to subscribe to the above-mentioned plans before such payment will be made by the City. In the event an employee should elect not to subscribe to the plan, the additional compensation shall not be paid on behalf of said employee and the pay scale provided for herein shall be the full and total compensation to be paid to said employee.

II. 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 Building Maintenance Division 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 his job.

I. Provision for Death in Family

Any regular full time employee may, upon authorization of the City Manager, receive up to 3 days paid leave for death in the immediate family.

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 shall have a police file and character check as prescribed on said form.

b. Applicants for Police Department employment and promotion shall be subject to additional standards and form proscribed 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 the first day of January, 1976.

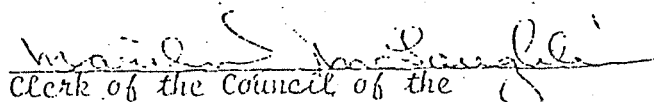
Section 12.

This Ordinance shall become effective on the earliest date allowed by law.

PASSED this 5th day of January, 1976.


Mayor - City of Centerville, Ohio

ATTEST:


Clerk of the Council of the
City of Centerville, Ohio

C E R T I F I C A T E

The undersigned, Clerk of the 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 5th day of January, 1976.


Clerk

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

Department of Law
Robert N. Farquhar
Municipal Attorney

MERIT SALARY AND WAGE PLAN

SECTION 4. ATTACHMENT A

Grade		A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months
1	Hourly	\$2.07	\$2.17	\$2.28	\$2.39	\$2.51	\$2.64	\$2.77
	Weekly	\$82.80	\$86.80	\$91.20	\$95.60	\$100.40	\$105.60	\$110.80
	Annual	\$4,305.60	\$4,513.60	\$4,742.40	\$4,971.20	\$5,220.80	\$5,491.20	\$5,761.60
2	Hourly	\$2.12	\$2.23	\$2.34	\$2.46	\$2.58	\$2.71	\$2.85
	Weekly	\$84.80	\$89.20	\$93.60	\$98.40	\$103.20	\$108.40	\$114.00
	Annual	\$4,409.60	\$4,638.40	\$4,867.20	\$5,116.80	\$5,366.40	\$5,636.80	\$5,928.00
3	Hourly	\$2.17	\$2.28	\$2.39	\$2.51	\$2.64	\$2.77	\$2.91
	Weekly	\$86.80	\$91.20	\$95.60	\$100.40	\$105.60	\$110.80	\$116.40
	Annual	\$4,513.60	\$4,742.40	\$4,971.20	\$5,220.80	\$5,491.20	\$5,761.60	\$6,052.80
4	Hourly	\$2.23	\$2.34	\$2.46	\$2.58	\$2.71	\$2.85	\$2.99
	Weekly	\$89.20	\$93.60	\$98.40	\$103.20	\$108.40	\$114.00	\$119.60
	Annual	\$4,638.40	\$4,867.20	\$5,116.80	\$5,366.40	\$5,636.80	\$5,928.00	\$6,219.20
5	Hourly	\$2.28	\$2.39	\$2.51	\$2.64	\$2.77	\$2.91	\$3.06
	Weekly	\$91.20	\$95.60	\$100.40	\$105.60	\$110.80	\$116.40	\$122.40
	Annual	\$4,742.40	\$4,971.20	\$5,220.80	\$5,491.20	\$5,761.60	\$6,052.80	\$6,364.80
6	Hourly	\$2.34	\$2.46	\$2.58	\$2.71	\$2.85	\$2.99	\$3.14
	Weekly	\$93.60	\$98.40	\$103.20	\$108.40	\$114.00	\$119.60	\$125.60
	Annual	\$4,867.20	\$5,116.80	\$5,366.40	\$5,636.80	\$5,928.00	\$6,219.20	\$6,531.20
7	Hourly	\$2.40	\$2.52	\$2.65	\$2.78	\$2.92	\$3.07	\$3.22
	Weekly	\$96.00	\$100.80	\$106.00	\$111.20	\$116.80	\$122.80	\$128.80
	Annual	\$4,992.00	\$5,241.00	\$5,512.00	\$5,782.40	\$6,073.60	\$6,385.60	\$6,697.60
8	Hourly	\$2.46	\$2.58	\$2.71	\$2.85	\$2.99	\$3.14	\$3.30
	Weekly	\$98.40	\$103.20	\$108.40	\$114.00	\$119.60	\$125.60	\$132.00
	Annual	\$5,116.80	\$5,366.40	\$5,636.80	\$5,928.00	\$6,219.20	\$6,531.20	\$6,864.00
9	Hourly	\$2.53	\$2.66	\$2.79	\$2.93	\$3.08	\$3.23	\$3.39
	Weekly	\$101.20	\$106.40	\$111.60	\$117.20	\$123.20	\$129.20	\$135.60
	Annual	\$5,262.00	\$5,532.80	\$5,803.20	\$6,094.40	\$6,406.40	\$6,718.40	\$7,051.20
10	Hourly	\$2.59	\$2.72	\$2.86	\$3.00	\$3.15	\$3.31	\$3.48
	Weekly	\$103.60	\$108.80	\$114.40	\$120.00	\$126.00	\$132.40	\$139.20
	Annual	\$5,387.20	\$5,657.60	\$5,948.80	\$6,240.00	\$6,552.00	\$6,884.80	\$7,238.40
11	Hourly	\$2.65	\$2.78	\$2.92	\$3.07	\$3.22	\$3.38	\$3.55
	Weekly	\$106.00	\$111.20	\$116.80	\$122.80	\$128.80	\$135.20	\$142.00
	Annual	\$5,512.00	\$5,782.40	\$6,073.60	\$6,385.60	\$6,697.60	\$7,030.40	\$7,384.00
12	Hourly	\$2.72	\$2.86	\$3.00	\$3.15	\$3.31	\$3.48	\$3.65
	Weekly	\$108.80	\$114.40	\$120.00	\$126.00	\$132.40	\$139.20	\$146.00
	Annual	\$5,657.60	\$5,948.80	\$6,240.00	\$6,552.00	\$6,884.80	\$7,238.40	\$7,592.00
13	Hourly	\$2.79	\$2.93	\$3.08	\$3.23	\$3.39	\$3.56	\$3.74
	Weekly	\$111.60	\$117.20	\$123.20	\$129.20	\$135.60	\$142.40	\$149.60
	Annual	\$5,803.20	\$6,094.40	\$6,406.40	\$6,718.40	\$7,051.20	\$7,404.80	\$7,779.20
14	Hourly	\$2.87	\$3.01	\$3.16	\$3.32	\$3.49	\$3.66	\$3.84
	Weekly	\$114.80	\$120.40	\$126.40	\$132.80	\$139.60	\$146.40	\$153.60
	Annual	\$5,969.60	\$6,260.80	\$6,572.80	\$6,905.60	\$7,259.20	\$7,612.80	\$7,987.20
15	Hourly	\$2.94	\$3.09	\$3.24	\$3.40	\$3.57	\$3.75	\$3.94
	Weekly	\$117.60	\$123.60	\$129.60	\$136.00	\$142.80	\$150.00	\$157.60
	Annual	\$6,115.20	\$6,427.20	\$6,739.20	\$7,072.00	\$7,425.60	\$7,800.00	\$8,195.20
16	Hourly	\$3.01	\$3.16	\$3.32	\$3.49	\$3.66	\$3.84	\$4.03
	Weekly	\$120.40	\$126.40	\$132.80	\$139.60	\$146.40	\$153.60	\$161.20
	Annual	\$6,260.80	\$6,572.80	\$6,905.60	\$7,259.20	\$7,612.80	\$7,987.20	\$8,382.40

ATTACHMENT A (CONT'D)

Grade		A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months
17	Hourly	\$3.08	\$3.23	\$3.39	\$3.56	\$3.74	\$3.93	\$4.13
	Weekly	\$123.20	\$129.20	\$135.60	\$142.40	\$149.60	\$157.20	\$165.20
	Annual	\$6,406.40	\$6,718.40	\$7,051.20	\$7,404.80	\$7,779.20	\$8,174.40	\$8,590.40
18	Hourly	\$3.16	\$3.32	\$3.49	\$3.66	\$3.84	\$4.03	\$4.23
	Weekly	\$126.40	\$132.80	\$139.60	\$146.40	\$153.60	\$161.20	\$169.20
	Annual	\$6,572.80	\$6,905.60	\$7,259.20	\$7,612.80	\$7,987.20	\$8,382.40	\$8,798.40
19	Hourly	\$3.24	\$3.40	\$3.57	\$3.75	\$3.94	\$4.14	\$4.35
	Weekly	\$129.60	\$136.00	\$142.80	\$150.00	\$157.60	\$165.60	\$174.00
	Annual	\$6,739.20	\$7,072.00	\$7,425.60	\$7,800.00	\$8,195.20	\$8,611.20	\$9,048.00
20	Hourly	\$3.32	\$3.49	\$3.66	\$3.84	\$4.03	\$4.23	\$4.44
	Weekly	\$132.80	\$139.60	\$146.40	\$153.60	\$161.20	\$169.20	\$177.60
	Annual	\$6,905.60	\$7,259.20	\$7,612.80	\$7,987.20	\$8,382.40	\$8,798.40	\$9,235.20
21	Hourly	\$3.41	\$3.58	\$3.76	\$3.95	\$4.15	\$4.36	\$4.58
	Weekly	\$136.40	\$143.20	\$150.40	\$158.00	\$166.00	\$174.40	\$183.20
	Annual	\$7,092.80	\$7,446.40	\$7,820.80	\$8,216.00	\$8,632.00	\$9,068.80	\$9,526.40
22	Hourly	\$3.49	\$3.66	\$3.84	\$4.03	\$4.23	\$4.44	\$4.66
	Weekly	\$139.60	\$146.40	\$153.60	\$161.20	\$169.20	\$177.60	\$186.40
	Annual	\$7,259.20	\$7,612.80	\$7,987.20	\$8,382.40	\$8,798.40	\$9,235.20	\$9,692.80
23	Hourly	\$3.58	\$3.76	\$3.95	\$4.15	\$4.36	\$4.58	\$4.81
	Weekly	\$143.20	\$150.40	\$158.00	\$166.00	\$174.40	\$183.20	\$192.40
	Annual	\$7,446.40	\$7,820.80	\$8,216.00	\$8,632.00	\$9,068.80	\$9,526.40	\$10,004.80
24	Hourly	\$3.67	\$3.85	\$4.04	\$4.24	\$4.45	\$4.67	\$4.90
	Weekly	\$146.80	\$154.00	\$161.60	\$169.60	\$178.00	\$186.80	\$196.00
	Annual	\$7,633.60	\$8,008.00	\$8,403.20	\$8,819.20	\$9,256.00	\$9,713.60	\$10,192.00
25	Hourly	\$3.76	\$3.95	\$4.15	\$4.36	\$4.58	\$4.81	\$5.05
	Weekly	\$150.40	\$158.00	\$166.00	\$174.40	\$183.20	\$192.40	\$202.00
	Annual	\$7,820.80	\$8,216.00	\$8,632.00	\$9,068.80	\$9,526.40	\$10,004.80	\$10,504.00
26	Hourly	\$3.86	\$4.05	\$4.25	\$4.46	\$4.68	\$4.91	\$5.16
	Weekly	\$154.40	\$162.00	\$170.00	\$178.40	\$187.20	\$196.40	\$206.40
	Annual	\$8,028.80	\$8,424.00	\$8,840.00	\$9,276.80	\$9,734.40	\$10,212.80	\$10,732.80
27	Hourly	\$3.95	\$4.15	\$4.36	\$4.58	\$4.81	\$5.05	\$5.30
	Weekly	\$158.00	\$166.00	\$174.40	\$183.20	\$192.40	\$202.00	\$212.00
	Annual	\$8,216.00	\$8,632.00	\$9,068.80	\$9,526.40	\$10,004.80	\$10,504.00	\$11,024.00
28	Hourly	\$4.06	\$4.26	\$4.47	\$4.69	\$4.92	\$5.17	\$5.43
	Weekly	\$162.40	\$170.40	\$178.80	\$187.60	\$196.80	\$206.80	\$217.20
	Annual	\$8,444.80	\$8,860.80	\$9,297.60	\$9,755.20	\$10,233.60	\$10,753.60	\$11,294.40
29	Hourly	\$4.15	\$4.36	\$4.58	\$4.81	\$5.05	\$5.30	\$5.57
	Weekly	\$166.00	\$174.40	\$183.20	\$192.40	\$202.00	\$212.00	\$222.80
	Annual	\$8,632.00	\$9,068.80	\$9,526.40	\$10,004.80	\$10,504.00	\$11,024.00	\$11,585.60
30	Hourly	\$4.25	\$4.46	\$4.68	\$4.91	\$5.16	\$5.42	\$5.69
	Weekly	\$170.00	\$178.40	\$187.20	\$196.40	\$206.40	\$216.80	\$227.60
	Annual	\$8,840.00	\$9,276.80	\$9,734.40	\$10,212.80	\$10,732.80	\$11,273.60	\$11,835.20
31	Hourly	\$4.36	\$4.58	\$4.81	\$5.05	\$5.30	\$5.57	\$5.85
	Weekly	\$174.40	\$183.20	\$192.40	\$202.00	\$212.00	\$222.80	\$234.00
	Annual	\$9,068.80	\$9,526.40	\$10,004.80	\$10,504.00	\$11,024.00	\$11,585.60	\$12,168.00
32	Hourly	\$4.47	\$4.69	\$4.92	\$5.17	\$5.43	\$5.70	\$5.99
	Weekly	\$178.80	\$187.60	\$196.80	\$206.80	\$217.20	\$228.00	\$239.60
	Annual	\$9,297.60	\$9,755.20	\$10,233.60	\$10,753.60	\$11,294.40	\$11,856.00	\$12,459.20
33	Hourly	\$4.57	\$4.80	\$5.04	\$5.29	\$5.55	\$5.83	\$6.12
	Weekly	\$182.80	\$192.00	\$201.60	\$211.60	\$222.00	\$233.20	\$244.80
	Annual	\$9,505.60	\$9,984.00	\$10,483.20	\$11,003.20	\$11,544.00	\$12,126.40	\$12,729.60
34	Hourly	\$4.68	\$4.91	\$5.16	\$5.42	\$5.69	\$5.97	\$6.27
	Weekly	\$185.60	\$196.40	\$206.40	\$216.80	\$227.60	\$238.80	\$250.80
	Annual	\$9,651.20	\$10,212.80	\$10,732.80	\$11,273.60	\$11,835.20	\$12,417.60	\$13,041.60

ATTACHMENT A (CONT'D)

Grade		A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months
35	Hourly	\$4.80	\$5.04	\$5.29	\$5.55	\$5.83	\$6.12	\$6.43
	Weekly	\$192.00	\$201.60	\$211.60	\$222.00	\$233.20	\$244.80	\$257.20
	Annual	\$9,984.00	\$10,483.20	\$11,003.20	\$11,544.00	\$12,126.40	\$12,729.60	\$13,374.40
36	Hourly	\$4.93	\$5.18	\$5.44	\$5.71	\$6.00	\$6.30	\$6.62
	Weekly	\$197.20	\$207.20	\$217.60	\$228.40	\$240.00	\$252.00	\$264.80
	Annual	\$10,254.40	\$10,774.40	\$11,315.20	\$11,876.80	\$12,480.00	\$13,104.00	\$13,769.60
37	Hourly	\$5.04	\$5.29	\$5.55	\$5.83	\$6.12	\$6.43	\$6.75
	Weekly	\$201.60	\$211.60	\$222.00	\$233.20	\$244.80	\$257.20	\$270.00
	Annual	\$10,483.20	\$11,003.20	\$11,544.00	\$12,126.40	\$12,729.60	\$13,374.40	\$14,040.00
38	Hourly	\$5.17	\$5.43	\$5.70	\$5.99	\$6.29	\$6.60	\$6.93
	Weekly	\$206.80	\$217.20	\$228.00	\$239.60	\$251.60	\$264.00	\$277.20
	Annual	\$10,753.60	\$11,294.40	\$11,856.00	\$12,459.20	\$13,083.20	\$13,728.00	\$14,414.40
39	Hourly	\$5.29	\$5.55	\$5.83	\$6.12	\$6.43	\$6.75	\$7.09
	Weekly	\$211.60	\$222.00	\$233.20	\$244.80	\$257.20	\$270.00	\$283.60
	Annual	\$11,003.20	\$11,544.00	\$12,126.40	\$12,729.60	\$13,374.40	\$14,040.00	\$14,747.20
40	Hourly	\$5.42	\$5.69	\$5.97	\$6.27	\$6.58	\$6.91	\$7.26
	Weekly	\$216.80	\$227.60	\$238.80	\$250.80	\$263.20	\$276.40	\$290.40
	Annual	\$11,273.60	\$11,835.20	\$12,417.60	\$13,041.60	\$13,686.40	\$14,372.80	\$15,100.80
41	Hourly	\$5.56	\$5.84	\$6.13	\$6.44	\$6.76	\$7.10	\$7.46
	Weekly	\$222.40	\$233.60	\$245.20	\$257.60	\$270.40	\$284.00	\$298.40
	Annual	\$11,564.80	\$12,147.20	\$12,750.40	\$13,395.20	\$14,060.80	\$14,768.00	\$15,516.80
42	Hourly	\$5.69	\$5.97	\$6.27	\$6.58	\$6.91	\$7.26	\$7.62
	Weekly	\$227.60	\$238.80	\$250.80	\$263.20	\$276.40	\$290.40	\$304.80
	Annual	\$11,835.20	\$12,417.60	\$13,041.60	\$13,686.40	\$14,372.80	\$15,100.80	\$15,849.60
43	Hourly	\$5.84	\$6.13	\$6.44	\$6.76	\$7.10	\$7.46	\$7.83
	Weekly	\$233.60	\$245.20	\$257.60	\$270.40	\$284.00	\$298.40	\$313.20
	Annual	\$12,147.20	\$12,750.40	\$13,395.20	\$14,060.80	\$14,768.00	\$15,516.80	\$16,286.40
44	Hourly	\$5.98	\$6.28	\$6.59	\$6.92	\$7.27	\$7.63	\$8.01
	Weekly	\$239.20	\$251.20	\$263.60	\$276.80	\$290.80	\$305.20	\$320.40
	Annual	\$12,438.40	\$13,062.40	\$13,707.20	\$14,393.60	\$15,121.60	\$15,870.40	\$16,660.80
45	Hourly	\$6.13	\$6.44	\$6.76	\$7.10	\$7.46	\$7.83	\$8.22
	Weekly	\$245.20	\$257.60	\$270.40	\$284.00	\$298.40	\$313.20	\$328.80
	Annual	\$12,750.40	\$13,395.20	\$14,060.80	\$14,768.00	\$15,516.80	\$16,286.40	\$17,097.60
46	Hourly	\$6.28	\$6.59	\$6.92	\$7.27	\$7.63	\$8.01	\$8.41
	Weekly	\$251.20	\$263.60	\$276.80	\$290.80	\$305.20	\$320.40	\$336.40
	Annual	\$13,062.40	\$13,707.20	\$14,393.60	\$15,121.60	\$15,870.40	\$16,660.80	\$17,492.80
47	Hourly	\$6.44	\$6.76	\$7.10	\$7.46	\$7.83	\$8.22	\$8.63
	Weekly	\$257.60	\$270.40	\$284.00	\$298.40	\$313.20	\$328.80	\$345.20
	Annual	\$13,395.20	\$14,060.80	\$14,768.00	\$15,516.80	\$16,286.40	\$17,097.60	\$17,950.40
48	Hourly	\$6.60	\$6.93	\$7.28	\$7.64	\$8.02	\$8.42	\$8.84
	Weekly	\$264.00	\$277.20	\$291.20	\$305.60	\$320.80	\$336.80	\$353.60
	Annual	\$13,728.00	\$14,414.40	\$15,142.40	\$15,891.20	\$16,681.60	\$17,513.60	\$18,387.20
49	Hourly	\$6.76	\$7.10	\$7.46	\$7.83	\$8.22	\$8.63	\$9.06
	Weekly	\$270.40	\$284.00	\$298.40	\$313.20	\$328.80	\$345.20	\$362.40
	Annual	\$14,060.80	\$14,768.00	\$15,516.80	\$16,286.40	\$17,097.60	\$17,950.40	\$18,844.80
50	Hourly	\$6.92	\$7.27	\$7.63	\$8.01	\$8.41	\$8.83	\$9.27
	Weekly	\$276.80	\$290.80	\$305.20	\$320.40	\$336.40	\$353.20	\$370.80
	Annual	\$14,393.60	\$15,121.60	\$15,870.40	\$16,660.80	\$17,492.80	\$18,366.40	\$19,281.60
51	Hourly	\$7.10	\$7.46	\$7.83	\$8.22	\$8.63	\$9.06	\$9.51
	Weekly	\$284.00	\$298.40	\$313.20	\$328.80	\$345.20	\$362.40	\$380.40
	Annual	\$14,768.00	\$15,516.80	\$16,286.40	\$17,097.60	\$17,950.40	\$18,844.80	\$19,780.80

ATTACHMENT A (CONT'D)

Grade		A. Start	B. 6 Months	C. 18 Months	D. 30 Months	E. 42 Months	F. 54 Months	G. 66 Months
52	Hourly	\$7.28	\$7.64	\$8.02	\$8.42	\$8.84	\$9.28	\$9.74
	Weekly	\$291.20	\$305.60	\$320.80	\$336.80	\$353.60	\$371.20	\$389.60
	Annual	\$15,142.40	\$15,891.20	\$16,681.60	\$17,513.60	\$18,387.20	\$19,302.40	\$20,259.20
53	Hourly	\$7.45	\$7.82	\$8.21	\$8.62	\$9.05	\$9.50	\$9.98
	Weekly	\$298.00	\$312.80	\$328.40	\$344.80	\$362.00	\$380.00	\$399.20
	Annual	\$15,496.00	\$16,265.60	\$17,076.80	\$17,929.60	\$18,824.00	\$19,760.00	\$20,758.40
54	Hourly	\$7.64	\$8.02	\$8.42	\$8.84	\$9.28	\$9.74	\$10.23
	Weekly	\$305.60	\$320.80	\$336.80	\$353.60	\$371.20	\$389.60	\$409.20
	Annual	\$15,891.20	\$16,681.60	\$17,513.60	\$18,387.20	\$19,302.40	\$20,259.20	\$21,278.40
55	Hourly	\$7.82	\$8.21	\$8.62	\$9.05	\$9.50	\$9.98	\$10.48
	Weekly	\$312.80	\$328.40	\$344.80	\$362.00	\$380.00	\$399.20	\$419.20
	Annual	\$16,265.60	\$17,076.80	\$17,929.60	\$18,824.00	\$19,760.00	\$20,758.40	\$21,798.40
56	Hourly	\$8.02	\$8.42	\$8.84	\$9.28	\$9.74	\$10.23	\$10.74
	Weekly	\$320.80	\$336.80	\$353.60	\$371.20	\$389.60	\$409.20	\$429.60
	Annual	\$16,681.60	\$17,513.60	\$18,387.60	\$19,302.40	\$20,259.20	\$21,278.40	\$22,339.20
57	Hourly	\$8.22	\$8.63	\$9.06	\$9.51	\$9.99	\$10.49	\$11.01
	Weekly	\$328.80	\$345.20	\$362.40	\$380.40	\$399.60	\$419.60	\$440.40
	Annual	\$17,097.60	\$17,950.40	\$18,844.80	\$19,780.80	\$20,779.20	\$21,819.20	\$22,900.80
58	Hourly	\$8.42	\$8.84	\$9.28	\$9.74	\$10.23	\$10.74	\$11.28
	Weekly	\$336.80	\$353.60	\$371.20	\$389.60	\$409.20	\$429.60	\$451.20
	Annual	\$17,513.60	\$18,387.20	\$19,302.40	\$20,259.20	\$21,278.40	\$22,339.20	\$23,462.40
59	Hourly	\$8.63	\$9.06	\$9.51	\$9.99	\$10.49	\$11.01	\$11.56
	Weekly	\$345.20	\$362.40	\$380.40	\$399.60	\$419.60	\$440.40	\$462.40
	Annual	\$17,950.40	\$18,844.80	\$19,780.80	\$20,779.20	\$21,819.20	\$22,900.80	\$24,044.80
60	Hourly	\$8.85	\$9.29	\$9.75	\$10.24	\$10.75	\$11.29	\$11.85
	Weekly	\$354.00	\$371.60	\$390.00	\$409.60	\$430.00	\$451.60	\$474.00
	Annual	\$18,408.00	\$19,323.20	\$20,280.00	\$21,299.20	\$22,360.00	\$23,483.20	\$24,648.00