

**CITY OF INGLEWOOD**  
**Human Resources Department**



**MEMORANDUM OF UNDERSTANDING**

**Between**

**City of Inglewood and  
Inglewood Executive Organization (IEO)**

**January 1, 2016 through December 31, 2019 (4 years)**

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**ARTICLE ONE – MEMORANDUM OF UNDERSTANDING****SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (hereinafter referred to as “MOU” or “Agreement,” interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as “City”) and Inglewood Executive Organization (hereinafter referred to as IEO) pursuant to Government Code Section 3500, et seq.

**SECTION II – RECOGNITION RIGHTS**

The City’s rules and regulations governing the City’s Employer-Employee Relations pursuant to Government Code 3500, as amended, et seq., are set forth in the City’s Employer-Employee Resolution #7177.

**SECTION III – RECOGNITION CLAUSE****A. Inglewood Executive Organization (IEO)**

The City recognizes the Inglewood Executive Organization (IEO) as the recognized representative organization for all fulltime executive classifications as follows.

**B. Executive Designated Classes**

The following executive classes are not confidential for employee relations matters. This means they can represent IEO members in employee-relations issues:

1. Public Works Director
2. Parks, Recreation, and Library Services Director
3. Residential Sound Insulation Program Director

**C. Employee Relations - Confidential Executive Classes**

The following executive classes are designated as confidential for the purposes of employee relations matters. This means they cannot represent IEO members in employee-relations issues:

1. Assistant City Manager (Administrative Officer)
2. Assistant City Manager (Administrative Officer) – CFO
3. Police Chief
4. Chief Assistant City Attorney
5. Finance Director
6. Human Resources Director
7. Information, Technology and Communications Director
8. Executive Assistant to the Mayor and City Manager (Administrative Officer)

**D. Non-Represented Executive Classes**

The following executive classes are not represented executive classes:

1. City Manager (Administrative Officer)
2. City Attorney
3. City Clerk

**SECTION IV – MANAGEMENT RIGHTS AND RESPONSIBILITIES****A. Management Rights**

The City reserves, retains, and is vested with, solely and exclusively, all rights of Management that have not been expressly abridged by specific provisions of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this MOU. The sole and exclusive rights of management, as they are not abridged by this agreement or by law, shall include but not be limited to the following:

1. To manage the City generally and to determine the issues of policy.
2. To determine the existence or nonexistence of facts that are the basis of a Management decision.
3. To determine the necessity and organization of any service or activity conducted by the City and to expand or diminish services.
4. To determine the nature, manner, means, technology, and extent of services to be provided to the public.
5. To determine types of equipment or technology to be used.
6. To determine and/or change the facilities, methods, technology, means, organizational structure, and size and composition of the work force, and to allocate and assign work by which the City's operations are to be conducted.
7. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operation of the City.
8. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice.
9. To lay off employees from duties because of the lack of work or funds or under conditions where continued work would be ineffective or non-productive.
10. To establish and modify productivity and performance programs and standards.
11. To discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees for cause.
12. To determine minimum qualifications, skills, abilities, knowledge, selection procedures and standards, and job classifications, and to reclassify employees in accordance with this MOU and applicable resolutions and codes of the City.
13. To hire, transfer, promote, and demote employees for non-disciplinary reasons in accordance with this MOU and applicable resolutions and codes of the City.
14. To determine policies, procedures, and standards for selection, training, and promotion of employees in accordance with this MOU and applicable resolutions and codes of the City.
15. To establish reasonable employee performance standards, including but not limited to qualitative and quantitative measures, and to require compliance therewith.

16. To maintain order and efficiency in its facilities and operations.
17. To establish and promulgate and/or modify rules and regulations to maintain order, safety, and health in the City, which are not in contravention with this MOU.
18. To restrict the activity of an employee organization on municipal property and on municipal time except as set forth in this MOU and other applicable laws.
19. To take any and all necessary action to carry out the mission of the City in emergencies.

**B. Authority of Third-Party Neutral**

All management rights, powers, authority, and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third-party neutral shall have the authority to diminish any of the management rights, which are included in this section.

**C. Impact of Management Rights**

Where required by law, the City agrees prior to implementation to meet and confer with the IEO over the impact of the exercise of a management right upon wages, hours, and other terms and conditions of employment of its members unless the impact consequences of the exercise of a management right upon the IEO's members is provided for in this MOU, Civil Service Rules, and Regulations or department rules and regulations.

**D. Americans with Disabilities Act (ADA) Provision**

In recognition of the parties' joint responsibility under the ADA, it is agreed that the City shall be permitted to implement reasonable accommodations and take such other actions necessary to comply with the Act.

## ARTICLE TWO – SALARIES AND COMPENSATION

### SECTION I – SALARIES ADJUSTMENTS and CalPERS and EMPLOYER RATE PAYMENTS

#### A. Employee-Paid CalPERS Contributions

1. Effective the pay period beginning on or about July 18, 2014, all “Classic Members of CalPERS” as defined in Article Three, Section VI – Retirement, A. CalPERS Benefits, Paragraph 8 who are in employee classifications set forth in the City’s Salary Ordinance attached as Appendix One shall pay eight percent (8%) of the CalPERS employee rate, which is the full 100% CalPERS employee rate plus an additional two percent (2%) or two (2) points of the City’s CalPERS employer rate.
2. All “New Members of CalPERS” as defined by Article Three, Section VI – Retirement, A. CalPERS Benefits, Paragraph 8, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees, plus three and three-fourths percent (3.75%) of the employer rate (for a total of ten percent [10%]).
3. All payments to CalPERS by unit employees are on a pre-tax basis.
4. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.

#### B. Salary Range Increases

1. Effective the pay period beginning on or about July 18, 2014, the salary ranges for all unit employees shall increase by ten (10) range points (e.g., twenty [20] half-points) on the salary range scale meaning all unit employees will move up in salary by remaining at the same step within their range. See Appendix Three for a complete list of all ranges and corresponding pay rates. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.
2. Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent to determine pensionable compensation for employees and to comport with CalPERS guidelines. This clarification is made retroactive to January 1, 2010.

### SECTION II – SALARIES SCHEDULE FOR EXECUTIVE UNIT EMPLOYEES—APPENDIX TWO

The assigned salary schedule for each unit executive employee, which incorporates the ten (10) range point (e.g., twenty [20] half-point) salary adjustment set forth in Section I A above, is located in Appendix Two.

### SECTION III – SALARY ADJUSTMENT CRITERIA FOR EXECUTIVES

The following criteria shall be considered for executive salary adjustments:

#### A. Appointment

The minimum salary of each range will normally be considered the starting salary for new executives when hired.

**B. Merit Salary Increases****1. Merit Salary Adjustment**

Each executive unit employee may receive a merit salary adjustment within the salary range for their classification as set forth in the Salary Ordinance, see Appendix Two. These merit salary adjustments shall be in accordance with standards set forth by City Council and City Manager and based upon the executive's merit and job performance.

**2. Criteria for Salary Increases**

The City Manager (Administrative Officer) may budget a lump sum to be utilized in considering compensation increases for each executive, to be given the first day of each fiscal year. Criteria for granting merit salary increases for executives shall include, but not limited to, the following:

- a) Present salary and total compensation.
- b) Length of service with the City as an executive.
- c) Total Compensation Comparisons to Labor Market Cities.
- d) Competency and Job Performance meeting and/or exceeding job duties and responsibilities.
- e) Loyalty to the City and Community in the performance of job duties and responsibilities.
- f) Attitude and integrity in the performance of their job duties and responsibilities.
- g) Specific actions taken for self-improvement in professional development.
- h) Recognition of excellence in the accomplishments of significant goals, objectives, and projects.

**3. Salary Increase Increments**

All salary increases will be calculated and granted in one (1) range point (e.g., two [2] half-point) increments but shall not exceed the maximum salary range as specified by the City's Salary Ordinance for any given position.

**4. Approval of Merit Salary Increases**

- a. With the exception of the City Manager (Administrative Officer), Police Chief, and City Attorney (all of whose performance is reviewed by the City Council), the salary and total compensation and job performance of executive employees shall be periodically reviewed and adjusted by the City Manager (Administrative Officer) in accordance with the same guidelines and procedures applicable to positions included in the City's Salary Ordinance (see Appendix Two).
- b. The City Manager (Administrative Officer) with the City Council's approval may grant a special "one-time" per fiscal year merit bonus, which shall not be subject to CalPERS compensation, if the executive has continuously exceeded the criteria set forth in the Criteria for Salary Increases above.

**5. Salary and Total Compensation Analysis**

All executive employees' salaries should be reviewed by the Human Resources Department so that total compensation changes in the labor market and cost of living increases can be reported to the City Manager (Administrative Officer) for his/her analysis and evaluation.

**SECTION IV – CITY CLERK**

The additional duties and compensation of the City Clerk are set forth in the Salary Ordinance.

**SECTION V – ACTING APPOINTMENTS****A. Definition**

An acting status executive unit employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly-created fulltime position of a higher level than that currently held by the executive unit employee. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated employment with the City.

**B. Policies and Procedures****1. Authority for Appointments**

The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designee.

**2. Types of Appointments**

Acting appointments may be made only to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as incumbent has returned to duty.

**3. Extension of Appointments**

Acting appointments may not be extended for a period greater than one hundred twenty days (120) days without written approval of the City Manager (Administrative Officer).

**4. Limitation on Appointments**

Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the Mayor and City Council Members.

**5. Appointment Pay**

Upon assignment of acting duty status, an executive unit employee will begin to earn a salary which is equal to Step A of the salary assigned to the acting position; but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the employee's permanent position or at least five (5) range points (e.g., ten [10] half-points) above the salary of any employee he/she supervises while in the acting position, whichever is greater.

**6. Benefit Accrual**

- a. While working in an acting capacity, executive unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the employee's permanent position.
- b. However, such salary increases will be paid only to maintain a minimum of a five (5) range points (e.g., ten [10] half-points) differential above the salary to which an employee is entitled in his/her permanent position.

**7. Appointments While Maintaining Current Responsibilities**

Executive unit employees who are appointed to a higher level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary that is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.

**8. Department Head Temporary Appointment Authority**

With approval from the City Manager (Administrative Officer), a department head may appoint an employee to a vacant position in his/her department for a period not to exceed one hundred twenty (120) days, except as provided in Subsection 3, of this section. In conjunction with the appointment, the department head shall initiate a recruitment process to permanently fill the position.

**SECTION VI – SPECIAL ASSIGNMENT PAY****A. Compensation**

1. An executive unit employee may volunteer, or otherwise agree, to perform special projects or other additional duties outside the scope of his/her duties and responsibilities.
2. In the event that these duties do not result in an acting appointment, the City Manager (Administrative Officer) or his/her assigned designee, shall have the authority to grant Special Assignment Pay as compensation if the executive employee performs these duties consistently for more than twenty (20) consecutive days.
3. The Special Assignment Pay can be requested in one (1) range point (e.g., two [2] half-point) to ten (10) range point (e.g., twenty [20] half-point) increments, not to exceed ten (10) range points (e.g., twenty [20] half-points) for additional responsibilities for a period up to twelve (12) months.
4. The written request for special assignment pay shall clearly define the nature of the additional duties and the start and end date for the special assignment pay. In the event an assignment warrants an extension beyond the twelve (12) month period set forth above, a new written request must be provided to and approved by the City Manager (Administrative Officer) or his/her assigned designee.
5. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5), which describes how CalPERS treats special compensation.

**B. Limitations**

1. Executive employees shall not be eligible for "acting" appointments or supervisory differential compensation during the time they receive special assignment pay. This special assignment pay is not available to executive employees whose duties have changed as a result of an increase in duties.
2. Nothing in this provision, however, shall be construed to prevent an employee or the City Manager (Administrative Officer) from pursuing a request for reclassification, provided the request is in compliance with City's rules regarding reclassification.

**SECTION VII – Voluntary Deferred Compensation (457 Plan)**

The City provides a voluntary deferred compensation 457 plan as per standards approved for all employees who elect to participate.

**SECTION VIII – Retention Incentive – Safety Executives**

The general employee retention incentive plan provided for in Ordinance No. 2005 (Schedule 2A) shall be paid only to executive employees in the "safety" member category who are eligible based on years of fulltime consecutive years of service with the City.

**SECTION IX – Retention Incentive – Non-Safety, Non-Elected Executives**

**A. Definition**

Retention Incentive (Longevity) pay shall be defined as an additional number of range points added to a unit employee's base pay based upon the number of years of fulltime service BOTH as an employee of the City of Inglewood and as an executive.

**B. Eligibility and Compensation Amount**

Non-elected executive unit employees shall be eligible for longevity pay as described in the table below where the first column denotes Years of City Service and Years of Service as an Executive and the second column denotes the number of ranges points to be added to the unit employee's base salary. It is further understood that all longevity pay shall be pensionable and shall be treated as CalPERS-based compensation.

<b>Years of City Service <u>AND</u> Years of Service as an Executive</b>	<b>Longevity Pay</b>
5 years and 1 year	4 Range Points
10 years and 5 years	7 Range Points
15 years and 10 years	10 Range Points
20 years and 15 years	13 Range Points

**SECTION X – Automobile Allowance**

**A. Compensation**

The car allowance for executive employees shall be two hundred fifty two dollars and fifty cents (\$252.50) per month.

**B. Payment In-Lieu of Reimbursement**

Said payment shall be in lieu of payment of any mileage reimbursement of any other automobile-related compensation.

**C. City Vehicle In-Lieu of Reimbursement or Mileage Reimbursement**

The City Manager may authorize the use of an assigned City vehicle including fuel and applicable insurance coverage to an executive unit employee. Such authorization, however, is only for the purposes of commuting to/from the City and for City-related business.

**ARTICLE THREE – FRINGE BENEFITS****SECTION I - FRINGE BENEFITS ADMINISTRATION PROVISION****A. Administration**

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exists or may exist in the future during the term of this MOU.

**B. Selection and Funding**

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in this Article 3, Section II during the term of this MOU.

**C. Changes**

The City shall consult with the IEO Representatives prior to any change of insurance carrier or method of funding coverage for any fringe benefits provided in this Article Three, Section II during the term of this MOU. No changes in insurance carrier or methods of funding coverage shall result in the reduction of benefits to any employee covered by this Agreement.

**SECTION II – SUPPLEMENTAL EXECUTIVE COMPENSATION AND FRINGE BENEFITS**

In addition to the benefits granted general and safety bi-weekly employees and management/professional employees, executive employees shall be entitled to the following benefits set forth in this article and which shall cease upon the employee's termination from the City.

**A. Annual Physical Examination**

1. The City provides an annual physical examination for all executive employees. Employees will be contacted by Human Resources Department regarding their intent to utilize the City's medical services for their annual physicals.
2. Employees wishing to obtain their own annual physical may present the Human Resources Department with a bill from their physician for such service. The City will pay up to four hundred fifty dollars (\$450) annually.

**B. Optical Vision Insurance Plan**

The City shall provide executive employees a pre-paid vision care insurance program with premiums paid by the City.

**C. Short-Term Disability Income Insurance (Payroll Protection)**

1. The short-term disability plan provided by the City (through the City's authorized vendor) includes coverage for executive employee's non-occupational injury or illness of up to sixty percent (60%) of total weekly earnings up to a maximum weekly benefit of \$3,462.
2. Short-term disability benefit payments begin on the 30<sup>th</sup> day following the date of the non-occupational injury or illness.

3. The maximum benefit period is nine (9) weeks.

**D. Long-Term Disability Income Insurance (Payroll Protection)**

1. The long-term disability plan provided by the City (through the City's authorized vendor) includes coverage for executive employees non-occupational injury or illness of up to sixty percent (60%) of base salary to the maximum monthly policy benefit payable of \$15,000 for those unit employees hired on or before December 31, 2012, and \$10,000 for those unit employees hired on or after January 1, 2013.
2. Benefit payments begin after ninety (90) days or the end of the executive employee's Short Term Disability Maximum Benefit Period, whichever is later. Executive employees may elect to utilize accrued leave time or Paid Time Off (PTO) prior to receiving their long-term disability benefits.
3. The following table illustrates the executive employee's Maximum Benefit Period or the employee's Normal Retirement Age under the 1983 amendments to the Federal Social Security Act, whichever is longer:

<b>Age at Disability</b>	<b>Maximum Benefit Period</b>
Less than age 60	To age 65, but not less than 60 months
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

**E. Dental Plan**

1. Dental non-orthodontia benefits for executive employees shall be a maximum of twelve hundred dollars (\$1,200) per calendar year.
2. The City shall provide a one-time orthodontics benefit for executive employees with no deductible, one hundred percent (100%) coverage up to two thousand dollars (\$2,000) for each eligible dependent.
3. Dental plan premiums shall be paid by the City.

**F. Life Insurance Plan**

The City pays the premiums for the following Life Insurance policies for each executive employee:

1. A five thousand dollar (\$5,000) whole life policy, effective upon the completion of one (1) year of uninterrupted service.
2. A term life policy equal to one-and-one-half (1½) times the employee's annual base salary including applicable POST (e.g., Police Chief) and longevity pay salary rounded off to the nearest five hundred dollars (\$500) up to a maximum benefit of four hundred fifty thousand dollars (\$450,000). Executive employees may purchase additional supplemental term life insurance to the extent available at their

own expense through payroll deduction, and any supplemental term life insurance shall not impact the term life maximum provided by the City and shall serve to be additional coverage.

3. Terminating and/or retiring executive employees have the option to continue their term and/or whole life insurance policies at their own expense after leaving employment with City.
4. Necessary arrangements must be made with the City and the insurance company within thirty (30) calendar days of termination/retirement to convert term and/or whole life policies to individual life insurance policies.
5. In the event an executive employee dies as a result of an accidental injury or experiences a form of dismemberment as defined by the City's policy, the AD&D (Accidental Death & Dismemberment) life insurance benefit shall be equal to one-and-one-half (1½) times the employee's annual base salary including applicable POST (e.g., Police Chief) and longevity pay rounded off to the nearest five hundred dollars (\$500) up to a maximum benefit of four hundred fifty thousand dollars (\$450,000). The AD&D coverage is in addition to the term life insurance policy defined in item 2 above, which brings the maximum benefit of the combined coverages to nine hundred thousand dollars (\$900,000).
6. In addition, the City will pay a benefit of twenty-five hundred dollars (\$2,500) per child for the education of the surviving dependent children under twenty-one (21) years of age.

### **SECTION III – MEDICAL INSURANCE BENEFITS (ACTIVE EXECUTIVE EMPLOYEES)**

#### **A. Medical Insurance – Executive Employees Hired Before December 14, 2010**

1. Effective October 2008, all executive employees are grandfathered into the medical plan of their current enrollment regardless of the plan.
2. Executive employees in a medical plan who experience a qualifying event for a change in insurance coverage (e.g., marriage, birth, adoption, etc.) shall be permitted to retain their current medical plan with no additional out-of-pocket cost for the cost of insurance coverage based upon the unit employee's new status.
3. Employees entering the executive unit after October 2008 shall receive a monthly City contribution up to the cost of the Kaiser HMO Employee-Plus-Family Plan.
4. Executive employees shall not receive the difference in rate cost in the event he/she chooses a plan less than the cost of the Kaiser HMO Employee-Plus-Family Plan.
5. Any executive employee may purchase a higher costing plan than the Kaiser HMO Employee-Plus-Family Plan, except for the Aetna 90/60 Plan, during the annual open enrollment period (the executive employee shall pay the difference in cost between the Kaiser HMO Employee-Plus-Plan and the selected plan if it is higher in premiums).

#### **B. Medical Insurance – Executive Employees Hired on or After December 14, 2010**

1. Executive employees hired by the City on or after December 14, 2010 (e.g., not existing City employees promoted into an executive position), shall pay five percent (5%) of the monthly medical premium and the City shall pay ninety five percent (95%) of the total monthly medical insurance premium for eligible executive employees based on their enrollment eligibility up to the Kaiser HMO

Employee-Plus-Family Plan rate (based on number of dependents enrolled if any which was in effect December 1, 2010).

2. Executive employees who chose to participate in another City medical plan shall pay the difference in the monthly premium costs if they are higher than the Kaiser HMO Employee-Plus-Family Plan.

**C. Medical Insurance Waiver Payment**

The monthly stipend to an executive employee who waives his/her City medical plan coverage shall be two hundred dollars (\$200) per month.

**SECTION IV – Retiree Medical Insurance for Retired Employees**

The following retiree medical insurance benefits “shall only be available” for executive employees who retired on a non-industrial, service-related retirement from the City on or before December 31, 2013.

**A. Retiree Medical: Executive Employees Hired Prior to October 1, 2012**

1. Executive Employees with 25 or More Years of City Service—300 Hours

Employees with 25 years of City service who retire after July 1, 2000, and prior to January 1, 2014, with accumulated unused sick leave and/or vacation leave of three hundred (300) hours or more may, in lieu of receiving payment for such three hundred (300) hours as provided in this section, may utilize three hundred (300) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under the City plan as described in this Section II, for the lifetimes of the retiring employee and dependent. The retiring employee may add or substitute dependents after retirement at the retiring employee’s expense.

2. Executive Employees with Less Than 25 Years of City Service—500 Hours

Employees with less than 25 years of City service who retire after July 1, 2000, and prior to January 1, 2014, with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of receiving payment for such five hundred (500) hours as provided in this section, may utilize five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under the City plan as described in this Section II, for the lifetime of the retiring employee and dependent. Retiring employees may add or substitute dependents after retirement at the retiring employee’s expense.

3. Medicare: Retired employees must enroll in Medicare at age 65.
4. Vacation and Sick Leave Cashed Out: Any accumulated unused vacation and/or sick leave hours not so utilized were paid to the retiring employees as provided herein.

**B. Effective January 1, 2014, Retiree Health Benefit Plan – Eliminated**

1. Due to the overwhelming unfunded liability of the City’s Retiree Health Benefit Plan, which was available for eligible unit employees prior to January 1, 2014, the retiree health benefit plan was eliminated effective January 1, 2014, for all current and future eligible fulltime executive employees who retire from the City.
2. The Retiree Health Benefit Plan shall be replaced by the following new modified Retiree Health Benefit Plan for all executive unit employees as set forth below. (NOTE: *The Police Chief chose not to opt into*

*the Modified Retiree Health Benefit Plan, as such, modifications to Administrative Leave, conversion of vacation and sick leave to PTO, etc., will not be applicable to him. However, the Police Chief may choose to convert unused sick leave to a tax-free RHS contribution upon retirement at fifty percent [50%] value in lieu of cashing out the unused sick leave for the same value per this MOU.)*

**C. Modified Retiree Health Benefit Plan – Effective January 1, 2014**

1. In exchange for the elimination of the previous Retiree Health Benefit Plan, effective January 1, 2014, a new modified Retired Employee Health Benefit Plan for all eligible fulltime executive employees who retire from the City on or after January 1, 2014, has been implemented.
2. The City shall create and implement a Retiree Health Savings (RHS) Plan for all executive employees within thirty (30) to sixty (60) days after the adoption of this MOU.
3. Sick Leave Hours Conversion to RHS (One-Time)

All executive employees hired on or before October 1, 2012, shall have their existing accumulated sick leave up to one thousand (1,000) hours cashed out at 100% value (e.g., each hour multiplied by the employee’s base hourly rate at the time the RHS Plan is implemented) and deposited tax-free into the employee’s RHS Plan as a one-time contribution to be made when the RHS Plan has been implemented.

4. One-Time, Lump Sum Contribution to RHS by City (Upon Implementation of the RHS Plan)

All executive employees hired on or before October 1, 2012, shall receive a one-time, lump sum contribution to each existing unit employee’s RHS Plan in an amount specified in the table below, which is based upon years of service to the City at the time the MOU is adopted:

Years of Service (as of December 31, 2013)	Percent of Annual Base Salary
Less than 10 Years ( < 120 months)	3%
Greater than 10 years but less than 15 years ( > 120 months and < 180 months)	5%
Greater than 15 years but less than 20 years ( > 180 months and < 240 months)	10%
Greater than 20 years ( > 240 months)	15%

5. Unit Employee Contribution to Employee RHS Plan
  - a. Each unit employee shall make an annual contribution of two percent (2%) of his/her base salary excluding any applicable POST or longevity pay to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.
  - b. Effective on or about January 1, 2016, the annual contribution amount shall increase to four percent (4%) from two percent (2%) as described above.

6. Matching Contribution by City to Employee RHS Plan (Per Pay Period—24 per year)

- a. The City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of base salary excluding any applicable POST or longevity pay. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall coincide with the employee contribution defined in Item 5 above and begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
- b. Effective on or about January 1, 2016, the annual matching contribution amount shall increase to four percent (4%) from two percent (2%) as described above.

7. One-Time, Lump Sum Contribution to RHS by City (Upon Separation)

All unit employees shall receive a one-time, lump sum contribution to each existing unit employee's RHS Plan in an amount specified in the table below, which is based upon years of service to the City at the time of separation (Note: Newly hired unit employees or existing fulltime City employees that become executives after January 1, 2014, must pass probation in their respective executive classification and satisfy Item 9. Vesting Requirements set forth below to be eligible for this RHS Plan separation payment):

<b>Years of Service (at the Time of Separation)</b>	<b>Percent of Annual Base Salary</b>
Less than 10 Years ( < 120 months)	3%
Greater than 10 years but less than 15 years ( > 120 months and < 180 months)	5%
Greater than 15 years but less than 20 years ( > 180 months and < 240 months)	10%
Greater than 20 years ( > 240 months)	15%

8. One-Time, Lump Sum Contribution to RHS by City (July 2016)

All unit employees, including the Police Chief, employed with the City on July 1, 2016, shall receive a one-time, lump sum contribution to his/her RHS Plan in the amount of four percent (4%) of their annual base pay excluding any applicable POST or longevity pay. This one-time payment shall be made by the City on or about July 1, 2016.

9. Retiree Medical Stipend/Allotment

- a. Eligible existing fulltime executive employees hired on or before October 1, 2012, shall be eligible to receive a monthly stipend/allotment to be paid on behalf of the unit employee toward continuation of the City's medical coverage (e.g., the stipend/allotment shall not be paid directly to the employee) as follows:

1) Tier 1: Ten (10) Years or More Consecutive Fulltime Service as of January 1, 2014

Eligible existing fulltime executive employees with ten (10) years or more of consecutive service to the City (e.g., one hundred twenty [120] months or more) as of January 1, 2014,

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and retire from the City with a non-industrial, service-related retirement shall receive a monthly stipend/allotment from the City for up to fifteen (15) years of up to eight hundred fifty dollars (\$850) per month towards the employee health benefit plan premium beginning from the date of retirement.

### 2) Tier 2: Less Than Ten (10) Years of Consecutive Fulltime Service as of January 1, 2014

Eligible existing fulltime executive employees with less than ten (10) years of consecutive service to the City (e.g., less than one hundred twenty [120] months) as of January 1, 2014, and retire from the City with a non-industrial, service-related retirement shall receive a monthly stipend/allotment from the City for up to fifteen (15) years of up to six hundred fifty dollars (\$650) per month towards the employee health benefit plan premium beginning from the date of retirement provided the executive employee has at least five (5) years of fulltime consecutive service with the City at the time of retirement.

### 3) Tier 3: Existing City Employees Hired Before January 1, 2014, who are Promoted to Executive Positions after January 1, 2014

a) Existing City employees hired before January 1, 2014, who are promoted to executive positions after January 1, 2014, and retire from the City with a non-industrial, service-related retirement shall receive a monthly stipend/allotment from the City for up to fifteen (15) years of up to six hundred fifty dollars (\$650) per month towards the employee health benefit plan premium beginning from the date of retirement provided the executive employee has at least five (5) years of fulltime consecutive service with the City at the time of retirement provided the following criteria is met:

- i. In order to receive this executive benefit, any payments received by the existing City employee for alternative retiree medical benefits from a non-stipend/allotment-based prior collective bargaining group MOU (specifically, IMEO or IPCMA) shall be paid back to the City at the time of retirement.
- ii. Said payment (e.g., reimbursement to the City) shall be made from accrued leave and/or via personal check made payable to the City of Inglewood or no executive stipend/allotment shall be received.
- iii. Should the executive employee choose to opt out of this provision or choose not to reimburse the City, he/she shall be paid any remaining alternative retiree medical benefits per the prior collective bargaining group MOU provisions in force at the time of promotion.

b) The intent of this provision is to provide the promoted executive employee with the greater of the two benefits but not both.

### b. Irrevocable Conversion Option at Retirement

Should an existing, eligible Tier 1, Tier 2, or Tier 3 executive employee as defined above wish to forego receiving the monthly stipend/allotment, he/she can select a one-time irrevocable conversion at retirement whereby forty percent (40%) of the total value of the stipend/allotment over the fifteen (15) years would be paid out and deposited into the unit employee's Retiree Health Savings (RHS) Plan as a tax-free contribution at retirement.

c. Limitations

- 1) This retiree medical stipend/allotment will be terminated forever if at any time the retiree fails to pay the difference between the stipend/allotment and the cost of the City's monthly medical insurance premium.
- 2) This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth above for the given years of fulltime service to the City at the time of MOU ratification and adoption. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly stipend/allotment based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
- 3) An executive employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
- 4) If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.

10. Vesting Requirements

- a. To qualify for one hundred percent (100%) of the Lump Sum Contributions, fulltime executive employees must possess five (5) years of fulltime consecutive years of service with the City.
- b. Executive employees with less than five (5) years of fulltime consecutive years of service with the City shall vest in an amount of twenty percent (20%) per year of said one time lump sum up to a maximum of one hundred percent (100%) after five (5) years of total fulltime consecutive years of service with the City.
- c. Executive employees who terminate prior to possessing at least five (5) years of fulltime consecutive years of service to the City will only be eligible to keep the prorated amount of the lump sum plus any earnings on the total amount of the lump sum. Any unvested amount maintained and/or returned to the City will be processed in accordance with the governing RHS Plan documents.

11. Continuation of Medical Coverage Upon Separation

Eligible executive employees who retire, separate, or are laid off from employment with the City on or after January 1, 2014, may continue to participate in the City's group medical plan as long as those employees pay one hundred percent (100%) of their full monthly benefit premiums payable to the City-defined, third-party, benefit administrator less any stipend/allotment that may be provided as set forth above (if applicable).

**SECTION V – Benefits Payable on Retirement, Termination, or Death****A. PTO Cash Out at Retirement**

In exchange for the elimination of the former retiree medical insurance plan, the former vacation cash-out at retirement policy has been replaced with a Paid Time off (PTO) plan as set forth in Article Four.

**SECTION VI – RETIREMENT****A. CalPERS Benefits**

1. The City provides retirement coverage through the California Public Employees' Retirement System (CalPERS).
2. The City's contribution is established by the California Public Employees' Retirement System and varies.
3. Effective April 26, 2002, the employee's contribution is eight percent (8%) and nine percent (9%) for safety executives of the total required reportable contribution to the system. The contribution rate for employees is governed by State legislation.
  - a. Effective April 26, 2002, the City shall provide the 3% @ 60 formula for miscellaneous employees in accordance with Government Code, Section 21354.3 and 3% @ 50 for safety employees in accordance with Government Code, Section 21362.2. These formulas are valid for all employees hired before December 14, 2010.
  - b. The City shall pay eight percent (8%) of the employee's CalPERS contribution rate for miscellaneous employees and nine percent (9%) for safety executives as deferred compensation paid to CalPERS on account of benefits payable under that retirement system to each employee.
  - c. Effective January 1, 2007, the City shall report the value of Employer Paid Member Contributions (EPMC) of eight percent (8%) or nine percent (9%) for safety executives as additional compensation as provided in Government Code Section 20636 (C) 4 in accordance with Government Code Section 20691 for all executive unit employees hired prior to January 1, 2013. This EPMC benefit shall be discontinued effective on or about the pay period beginning July 18, 2014.
  - d. Effective December 14, 2010, all new executive employees hired from outside the City shall receive the 2.5% @ 55 CalPERS formula in accordance with Government Code 21354.4 and 3% @ 55 for safety executives (Police Chief) in accordance with Government Code 21363.1.
  - e. Effective on or about the pay period beginning July 18, 2014, and in conjunction with the implementation of the ten (10) range point (e.g., twenty [20] half-point) salary increase, the executive unit employees shall pay the full eight percent (8%) or nine percent (9%) for safety executives, each of which is one hundred percent (100%) of the employee CalPERS rate and two (2) points of the CalPERS employer rate (or one [1] point for safety executives) for a total CalPERS employee payment of ten percent (10%). This provision supersedes Item 3 b above.
4. The City provides the military service credits provision as specified in Government Code, Section 21024.

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5. The City provides for the highest single year of compensation as specified in Government Code, Section 20042 for all executive employees hired prior to January 1, 2013.
6. The City provides the pre-retirement optional settlement (2) death benefit as specified in Government Code, Section 21548.
7. Effective on or about the pay period beginning July 18, 2014, the City will cease reporting EPMC as reportable income to CalPERS for each executive unit employee.
8. New unit employees, who are not classified as "Classic Employees" by CalPERS, hired on or after January 1, 2013, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees. Effective the pay period beginning July 18, 2014, New Members of CalPERS shall begin paying an additional three and three-fourths percent (3.75%) for miscellaneous employees, which coincides with the salary increases described in Article Two, Section I above.
9. The City will provide the 1959 Survivor Allowance Benefit:
  - a. Miscellaneous Group Level 3 in accordance with Government Code Section 21573.
  - b. Safety Group Level 2 (e.g., Police Chief) in accordance with Government Code Section 21572.

### **B. Public Employee Pension Reform Act of 2013 (PEPRA)**

#### 1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

#### 2. PEPRA

- a. This provision affects new members of CalPERS as of January 1, 2013 (or new hires with a break in CalPERS service of more than 6 months).
- b. Effective January 1, 2013, the City will implement a new retirement formula (2% @ 62) for new executive unit members into CalPERS in accordance with Government Code Section 7522.20 and safety executives (2.7% @ 57 [e.g., Police Chief]) in accordance with Government Code Section 7522.25 as required by the Public Employee Pension Reform Act of 2013 (PEPRA).
- c. Final compensation will be based on any thirty-six (36) consecutive months of employment in accordance with Government Code Section 20037.
- d. New member must pay greater of fifty percent (50%) of "Normal Cost" or contribution rate of similarly situated employees.
- e. No EPMC's for new members.
- f. The earliest retirement age shall be 52 with five (5) years of service.

### **SECTION VII – TRAVEL INSURANCE**

The City provides travel insurance for all executives while on City business.

**SECTION VIII – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES**

**A. Policy and Procedures**

1. The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the employee) when any such items are lost or damaged in the line of duty without fault or neglect of the employee.
2. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy.
3. Proof of ownership of such items must be shown in writing or by other reasonable evidence by the employee to the City, and the loss or damage to the items occurring while in the line of assigned duty must be verified by the employee’s immediate supervisor.

**B. Reimbursement Schedule**

The reimbursement of items damaged within time noted (from the date of original purchase) shall be as follows:

<u>Time Period</u>	<u>Percent of Reimbursement</u>
0 to less than 6 months	100% of present list price
6 to less than 18 months	75% of present list price
18 to less than 36 months	60% of present list price
36 to less than 48 months	50% of present list price
48 months or more	25% of present list price

**C. Maximum on Watches**

The maximum reimbursement for lost or damaged watches shall not exceed one hundred dollars (\$100).

**SECTION IX – PROFESSIONAL JOB-RELATED DEVELOPMENT REIMBURSEMENT**

Effective January 1, 2016, the City shall provide reimbursement for up to two thousand dollars (\$2,000) per fiscal year for professional job-related development for executive employees. All professional development work-related reimbursements must be approved by the City Manager (Administrative Officer) on forms provided by the Human Resources Department. Eligible expenses include but are not limited to memberships to professional organizations, travel-related costs to professional, work-related conferences, seminars, or workshops, professional-related journals, books, or other subscriptions. Any other reimbursement request must be approved in advance by the City Manager (Administrative Officer).

**SECTION X – EDUCATION REIMBURSEMENT**

**A. Policy**

1. After one (1) full year of executive service to the City, the City shall provide reimbursement for up to sixteen (16) semester or twenty-four (24) quarter units for educational development of unit employees per City fiscal

year.

2. Payable expenses include one hundred percent (100%) coverage for tuition, books, and fees (exclusive of any travel costs or credit card or borrowing-related costs) for courses taken at accredited public institutions and eighty percent (80%) for courses taken at accredited private institutions unless the cost for the private institution is less than the cost of a comparable California public institution.
3. The City will not pay any other fees or charges related to the costs of education.

**B. Eligibility**

1. The unit employee must first submit a written notice to the City Manager of any intended educational reimbursement indicating the prospective accredited school the unit employee plans to attend and the intended course(s) of study. The intent of this notice is for informational purposes only and shall not be used as a basis for denial.
2. No payment for approved educational reimbursement shall be made until a) final proof that the unit employee has received a passing grade, which is defined as a "C" or better or "pass" if the course is taken on a pass/fail basis, and b) the request for reimbursement is made in writing to the City Manager or designee not later than 6 months after the classes were completed or grades were received, whichever is later.
3. No unit employee shall be entitled to any reimbursement for any interest, fees, penalties, or the like, that may be applicable on his/her personal credit or student loans for any approved educational reimbursement.

**C. Service Requirement**

1. It is understood that any unit employee who receives approved educational reimbursement from the City must continue to be employed by the City of Inglewood for at least two (2) years (e.g., twenty four [24] months) after the completion of the course(s) for which reimbursement was made. This provision does not apply to employees who separate due to medical disability or whose separation is not voluntary.
2. The City will create an enforceable agreement that must be executed by any unit employee seeking reimbursement under this provision. By this agreement, affected unit employees who voluntarily terminate their employment with the City prior to the completion of their two-year commitment as set forth above must pay back any portion of the reimbursement received for which the two-year commitment was not fulfilled. Any payment due to the City shall be made by the affected unit employee prior to their date of voluntary separation. Should payment due to the City not be made prior to the unit employee's date of voluntary separation, it is agreed that any monies due shall be deducted from the unit employee's final compensation.

**D. Limitation**

Effective with the inception of this educational reimbursement program, a unit employee is only eligible to obtain reimbursement for one (1) advanced degree (e.g., a post-baccalaureate degree). Any existing education reimbursement prior to January 1, 2016, shall be reimbursed using the following methodology: for any private institution-based education, reimbursement shall be made for only eighty percent (80%) of the total cost less any amounts already received prior to January 1, 2016. For any public institution-based education, reimbursement shall be made for any remaining balance.

**SECTION XI – LIBRARY PRIVILEGE**

Employees who are not residents of Inglewood may be allowed the privilege of using the Library services without charge.

**SECTION XII – RESIDENCY INCENTIVE**

**A. Loan Terms**

Each executive employee shall be entitled to a loan for the purpose of purchasing a residence in the City of Inglewood. The loan terms shall be as follows:

1. The property must be the executive employee's intended residence within the corporate boundaries of the City of Inglewood.
2. The loan shall be evidenced by a note secured by a First Deed of Trust in a form approved by the City Attorney's office.
3. The loan shall not exceed ninety percent (90%) of the appraised value (or purchase price, whichever is lower) of the property as determined by the Chief Financial Officer (or the City Manager [Administrative Officer]) for a home purchased by the Chief Financial Officer).
4. The loan shall not exceed the sum of five (5) times the employee's annual salary, including all forms of compensation normally reportable to the Public Employees' Retirement System.
5. The loan shall be fully amortized thirty (30) year note with monthly payments.
6. For executive employees employed before July 1, 1992, the loan amount may be increased to ninety-five percent (95%) of the appraised value of the property, provided further that if the loan exceeds ninety percent (90%) of the value of the property, the amortization period shall be twenty (20) years.
7. The initial annual interest rate on the loan shall be one-half ( $\frac{1}{2}$ ) percentage point greater than the effective yield on investments in the State of California Local Agency Investment Fund for the month immediately preceding execution of the loan agreement.
8. On August 1<sup>st</sup>, of each year the interest rate shall be reset one-half percentage point above the effective yield on investments in the State of California Local Agency Investment Fund for the month ending the preceding June 30<sup>th</sup>, provided further that the interest rate shall neither increase nor decrease by more than two percent (2%) during the life of the loan from the initial rate established in accordance with Item 7 above.

**B. Loan Specifications**

1. The loan shall be payable in full within thirty (30) months of the date employee leaves employment with the City.
2. Notwithstanding the foregoing, an employee who retires while in the employ of the City of Inglewood shall be entitled to continue such loan while he or she remains a permanent resident of Inglewood or for ten (10) years, whichever period is greater.
3. For the purpose of this section the word "retire" shall mean a non-industrial, service-related retirement from the State of California Public Employees' Retirement System.
4. In any event, the loan shall become due and payable in not more than nine (9) months of the date that employee ceases to reside in the mortgaged residence.
5. In enforcing its rights and collecting any sums due, the City shall have all rights normally possessed by a lien-holder in such a transaction and, in addition shall have the power to collect sums due by payroll

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deduction or by deduction from other employee benefits payable to employee if that is deemed necessary by the City Manager (Administrative Officer) to protect the interests of the City.

### **C. Other Requirements**

1. Cash expenses to fund the loan, including escrow fees, appraisal fees, and title fees shall be paid by the employee (unless paid by the seller of the property), but may be added to the principal amount of the loan.
2. The employee shall be required to employ an appraiser who meets the approval of the City.

### **D. Loan Availability**

1. The availability of loans for executive employees pursuant to this benefit shall be subject to the availability of sufficient cash reserves as determined by the City Manager (Administrative Officer).
2. Executives who wish to utilize this benefit are required to consult with the City Manager (Administrative Officer) a minimum of ninety (90) days before the desired loan date to determine if adequate cash reserves are available.

## ARTICLE FOUR – LEAVES

## SECTION I – HOLIDAYS RECOGNIZED

**A. Eligible Holidays**

All executive employees are eligible for the following thirteen (13) City recognized holidays:

1. New Year's Day
2. Martin Luther King, Jr. Birthday (third Monday in January)
3. Washington's Birthday (third Monday in February)
4. Cesar Chavez Birthday (March 31<sup>st</sup>)
5. Memorial Day (last Monday in May)
6. Independence Day
7. Labor Day (first Monday in September)
8. Veteran's Day (November 11)
9. Thanksgiving Day
10. Day following Thanksgiving
11. Christmas Eve Day
12. Christmas Day
13. New Year's Eve Day

**B. Monday – Friday Holidays**

Effective June 1, 2006, holidays falling on Monday through Thursday will be valued at nine (9) hours, and holidays falling on a Friday will be valued at eight (8) hours.

**C. Floating Holiday – Eliminated**

Effective upon adoption of this MOU, the one (1) floating holiday for each executive unit employee shall be eliminated.

**D. Weekend Holiday**

1. Friday is a holiday when a regular holiday falls on Saturday.
2. Monday is a holiday when a regular holiday falls on Sunday.

**E. Two Consecutive Holidays Policy**

1. In instances of two (2) consecutive holidays where the first day of the regular holiday is Friday, and the second day of the regular holiday is Saturday, employees shall receive holiday time for either the preceding Thursday or the following Monday.
2. In instances of two (2) consecutive holidays where the first day of the regular holiday is Sunday, and the second day of the regular holiday is Monday, employees shall receive holiday time off on either the preceding Friday or the following Tuesday.
3. In instances of two (2) consecutive holidays falling on Saturday and Sunday, one-half (½) of the employees shall observe the holiday on the preceding Friday and one-half (½) of the employees shall observe the holiday on the following Tuesday and one-half (½) of the employees shall observe Monday as a holiday.

- a. The scheduling of holiday time shall be the obligation and responsibility of the employee's supervisor in accordance with the operational needs of the department and the City and the desires or needs of the employees.
- b. Written notice of holiday scheduling shall be posted thirty (30) days in advance of the first applicable day off. Scheduling may be modified in cases of emergencies or unforeseen staffing needs.

**F. Holiday Schedule for 2014-2015 and 2015-2016**

The holiday schedules for 2014-2015 and 2015-2016 are attached in Appendix One.

**SECTION II – ADMINISTRATIVE LEAVE TIME**

**A. Existing Administrative Leave Time**

1. Effective October 1, 2010, executive employees shall receive administrative leave time in the total amount of one hundred twenty-three (123) hours at the beginning of each fiscal year.
2. Any unused administrative leave shall be lost if not used by September 30<sup>th</sup> of each fiscal year.

**B. Administrative Leave Time Conversion to Paid Time Off (PTO)**

1. Effective July 18, 2014, any unused administrative leave time shall be converted to PTO leave and added to each respective executive employee's PTO Bank.
2. Effective October 1, 2014, executive employees shall receive PTO leave in lieu of administrative leave at the beginning of each fiscal year in the total amount of one hundred twenty-three (123) hours.

**SECTION III – INGLEWOOD EXECUTIVE ORGANIZATION PAID TIME OFF (PTO) PLAN**

In exchange for the elimination of the current retiree medical benefit plan, effective on or about the pay period beginning July 18, 2014, a new Paid Time Off (PTO) Plan shall be implemented that replaces the accrual of sick leave and vacation leave as follows:

**A. Old Leave Bank**

1. All unit employees hired on or before October 1, 2012, shall have their existing sick leave and vacation leave banks merged at full value and placed in a leave bank entitled "Old Leave Bank."
2. The value of this leave bank will be frozen at the base hourly rate in effect on or about July 18, 2014, of each respective unit employee for the purposes of cash out or upon retirement, termination, or death of the employee.
3. Unit employees may, however, at any time use the leave within the "Old Leave Bank" in an hour-for-hour exchange (e.g., if an employee wishes to take nine [9] hours of leave from his/her "Old Leave Bank," nine [9] hours will be deducted from the "Old Leave Bank").
4. In August following the implementation of the MOU and every August thereafter, one hundred fifty (150) hours from the "Old Leave Bank" (or the total number of hours in the unit employee's bank if less than one hundred fifty [150] hours are available) shall be deferred at the unit employee's base

**ARTICLE FOUR**

hourly rate that was in effect on or about July 18, 2014 ("Annual Contribution Amount") to the unit employee's 457 Plan and any portion of the Annual Contribution Amount remaining shall be contributed to the unit employee's 401(a) Plan.

5. At retirement, resignation, termination, or death, executive unit employees shall cash out one hundred percent (100%) of their accumulated "Old Leave Bank," paid at the employee's base hourly rate in effect on or about July 18, 2014, exclusive of retention incentive, specialty pay, deferred compensation, or any other bonus or assignment differential.

**B. Accrual of Paid Time Off (PTO)**

Effective on or about the pay period beginning on July 18, 2014, all unit employees shall begin to accrue PTO leave in an amount as follows (this replaces all vacation leave accrual and sick leave accrual that was in effect prior to the implementation of the PTO Plan):

<u>Years of Service</u>	<u>Hourly Accrual Rate of Vacation Per Pay Period</u>	<u>Hourly Accrual of Sick Leave Per Pay Period (75% of Original Amount of 4.15 hours)</u>	<u>NEW HOURLY ACCRUAL OF PTO (Total of Vacation Plus New Sick Accrual)</u>
0 to 1 (0 to 12 months)	4.308	3.113	7.421
1 to 2 (13 to 24 months)	4.923	3.113	8.036
2 to 3 (25 to 36 months)	5.538	3.113	8.651
3 to 8 (37 to 96 months)	6.154	3.113	9.267
8 to 14 (97 to 168 months)	6.769	3.113	9.882
14 to 16 (169 to 192 months)	7.384	3.113	10.497
16 to 20+ (193 to more than 240 months)	8.000	3.113	11.113

**C. Paid Time Off (PTO) Replaces Sick Leave/Vacation Leave**

Effective on or about July 18, 2014, all future reference to accumulated leave for vacation leave and/or sick leave shall now be called Paid Time Off (PTO), and there shall be no future use of the term vacation leave or sick leave except in reference to the "Old Leave Bank."

**D. Maximum Accumulation of PTO—Handling of Excess Hours**

1. PTO leave will accrue to a maximum of four hundred (400) hours (e.g., the PTO Cap).
2. Beginning the first pay period following the end of the fiscal year and every twelve (12) months after the implementation of this MOU, all PTO hours above the PTO Cap shall be handled in the following manner:
  - a. The total value of all excess PTO hours above the PTO Cap shall be determined by multiplying the hours (if any) times the unit employee's base hourly rate plus any applicable longevity ("Excess PTO Value").
  - b. The first \$10,000 (or the total amount if less than \$10,000) of the Excess PTO Value shall be paid to the unit employee as taxable compensation in a separate payroll-style check in accordance with applicable withholding laws, rules, and procedures.
  - c. The remaining Excess PTO Value shall be deferred to the unit employee's 457 Plan with any portion that may exceed the annual 457 Plan contribution limits as set forth by the Internal

Revenue Service (IRS) being deferred to the unit employee's 401(a) Plan with any portion that may exceed the annual 401(a) contribution limits as set forth by the IRS being deferred to the unit employee's RHS Plan.

**SECTION IV – VACATION LEAVE ACCRUAL**

**A. Vacation Accrual Schedule – Executives hired before July 1, 1996**

1. The vacation accumulation schedule for executive employees hired before July 1, 1996, was as follows:

<u>Years of Service</u>	<u>Vacation Days Earned</u>	<u>Hourly Accrual Rate Per Pay Period</u>
1	14	4.308
2	16	4.923
3	18	5.538
4 to 8	20	6.154
9 to 14	22	6.769
15 to 16	24	7.384
17 or more	26	8.000

2. This vacation accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above. *(Note: This schedule shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)*

**B. Vacation Accrual Schedule – Executives hired after July 1, 1996—Discontinued July 18, 2014**

1. The vacation accumulation schedule for executive employees hired before July 1, 1996, which was effective through July 18, 2014, was as follows:

<u>Years of Service</u>	<u>Vacation Days Earned</u>	<u>Hourly Accrual Rate Per Pay Period</u>
1 to 4	15	4.615
5 to 8	16	4.923
9 to 14	17	5.231
15 to 19	18	5.534
20 or more	20	6.154

2. This vacation accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above.

**SECTION V – SICK LEAVE—DISCONTINUED EFFECTIVE July 18, 2014**

**A. Sick Leave Accrual Rate**

1. Effective April 1, 2005, through July 18, 2014, all executives shall earn sick leave at the rate of nine (9) hours per month, which is 4.15 hours per pay period.

2. This sick leave accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above. *(Note: This schedule shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)*

**B. Sick Leave Redemption—Effective Through July 18, 2014**

Effective June 1, 2006, through July 18, 2014, once annually during the fiscal year, an executive employee shall be granted the option of cashing out up to five hundred (500) hours of accumulated sick leave at his/her base hourly rate in effect at the time of cash out according to the following schedule:

- Twenty five percent (25%) of value in excess of two hundred forty (240) hours at five (5) years (e.g., 60 months)
- Forty percent (40%) of value in excess of two hundred forty (240) hours at eight (8) years (e.g., 96 months)
- Fifty percent (50%) of value in excess of two hundred forty (240) hours at ten (10) years (e.g., 120 months)

*(Note: This redemption policy shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)*

**C. Paid Time Off (PTO) Hour Donation Program**

1. Executive employees (donors) will be permitted to transfer their accumulated PTO hours only, to any employee's (recipient) sick leave account or executive PTO account if applicable subject to the following conditions:
2. The recipient or his/her spouse, children, or step-children have sustained a life threatening or debilitating illness, injury, or condition.
3. The recipient has exhausted all accumulated sick leave or PTO time.
4. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
5. The recipient shall continue to accrue sick leave or PTO time as set forth in their respective MOU.
6. The total leave credits received by the recipient shall not exceed seven hundred fifty (750) hours. If the recipient exhausts all of the donated leave credits due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
7. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
8. Any donated hours remaining in the recipient's accrued leave account at the time of retirement or separation from the City shall be subject to the provisions of the respective cash out provisions of the governing MOU but may not be used to obtain any retiree health insurance as set forth within any MOU.
9. A donor offering the transfer must maintain a minimum accrued PTO leave balance of forty (40) hours after any transfer.

10. A form exercising this elected donation shall be completed prior to the transfer.

11. The names of all donors shall remain confidential.

**D. Cash Out of Paid Time Off (PTO) at Retirement, Resignation, Termination, or Death**

At retirement, resignation, termination, or death, executive unit employees shall cash out one hundred percent (100%) of their accumulated unused PTO time, paid at the employee's current base hourly rate exclusive of retention incentive, specialty pay, deferred compensation, or any other bonus or assignment differential.

**SECTION VI- BEREAVEMENT LEAVE**

**A. Up to Three (3) Days**

All fulltime executive employees may have up to three (3) work days of bereavement leave with pay when a death occurs in their immediate family.

**B. Immediate Family**

Immediate family shall be defined as that group of individuals including the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), step-grandchild(ren), and all degree of relatives not listed but living within the household of the employee.

**C. Use of Accrued PTO Leave or "Old Leave Bank" Hours**

Only two (2) days of accrued PTO leave or "Old Leave Bank" Hours may be used for bereavement travel time per occurrence, and four (4) days of PTO leave or "Old Leave Bank" Hours may be used for this purpose in any one fiscal year.

**SECTION VII – JURY DUTY**

Full pay for jury duty will be limited to ten (10) calendar days in any one calendar year. The employee must give the City and fees received as a juror, excluding mileage fees, in exchange for their regular pay check;

**SECTION VIII – MATERNITY LEAVE**

**A. Perform Duties of Classification**

A pregnant employee may work as long as she is able to perform the duties assigned to her classification. The employee will be required to submit a report from her personal physician stating:

1. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
2. When she may return to work after the termination of her pregnancy.

**B. Length of Maternity Leave**

The City will grant a six (6) month maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums for the employee.

**C. Use of Accumulated PTO Leave**

The employee has the option to use her accumulated PTO leave or "Old Leave Bank" hours before or after her maternity leave of absence.

**SECTION IX – FAMILY AND MEDICAL CARE LEAVE POLICY**

**A. State & Federal Law**

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and medical Leave Act of 1994 ("FMLA") and the regulations of the California Family Rights Act ("CFRA") (Government Code § 12945.2). Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

**B. Eligibility**

1. An employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least twelve hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible employees are entitled to a total of twelve (12) work weeks of leave during and twelve (12) month period measured forward from the date an employee's leave first begins.
3. An employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.
4. If any employee request leave for any reason permitted under the law, he/she must exhaust all accrued leaves in connection with the leave.
  - a. The exhaustion of accrued leave will run concurrently with the leave.
  - b. If any employee requests leave for his/her own serious health condition, the employee shall also exhaust all accrued leave including PTO leave.

**SECTION X – SABBATICAL LEAVE**

Executive employees shall be allowed, if approved by the City Manager (Administrative Officer), one (1) week sabbatical leave of absence with pay per fiscal year for attendance at an educational course for credit (not to exceed three [3] weeks per fiscal year), which course shall be applicable to the executive position with the City. The executive employee may use PTO leave, "Old Leave Bank" hours, or administrative leave for any additional time necessary.

**SECTION XI – NON-SAFETY JOB RELATED INJURY LEAVE WITH PAY**

**A. Injury on Duty Leave Time**

Effective June 17, 2014, all non-safety executive employees who are absent from job duty because of an injury or illness arising out of and in the course of their employment with the City shall eligible to receive up to six (6) months of full pay.

**B. Leave of Absence Beyond Six (6) Months**

If the unit employee remains on worker's compensation leave after six (6) months, he/she may elect to supplement their temporary disability payments with accumulated PTO leave, "Old Leave Bank" hours, and administrative leave to equal their full pay.

**C. Supersedes Civil Service Rules**

It is understood that this adjustment of non-safety employee job-related injury leave with pay to a maximum of six (6) months shall supersede any higher non-safety job-related injury or illness leave set forth in the City's Civil Service Rules and Regulations in effect as of the date of the adoption of this MOU by City Council.

## ARTICLE FIVE – LAYOFFS

## SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES

A. Job Elimination Policy

1. Any fulltime unit employee with less than ten (10) years of fulltime service and satisfactory or above performance ratings whose job is eliminated and employment terminated involuntarily shall receive two (2) weeks' notice plus base compensation for two (2) additional pay periods (e.g., one [1] month) as severance pay.
2. Any fulltime unit employee with more than ten (10) years of fulltime service and satisfactory or above performance ratings whose job is eliminated and employment terminated involuntarily shall receive two (2) weeks' notice plus base compensation for four (4) additional pay periods (e.g., two [2] months) as severance pay.

## SECTION II – LAYOFF PROCEDURE

A. Layoff Procedure

1. The City Council or City Manager (Administrative Officer) may separate any employee or class or position without prejudice because of financial economy, reduction of work, or abandonment of activities, after giving reasonable advanced notice of separation and reasons to such employee.
2. However, no permanent fulltime employee shall be separated from any department while there are emergency, seasonal, probationary, part-time, or temporary employees serving in the same class of positions in any department.
3. The conditions of reduction in force layoffs shall be as follows:
  - a. **Order of Separation**  
Preference for retention shall be based equally upon performance as determined and supported in writing by each supervisory level involved, and upon seniority or service.
  - b. **Offer of Reassignment**  
An employee's appointment shall not be terminated as a result of a reduction in force procedure before he/she has been made a reasonable offer of reassignment, if such offer is immediately possible.
  - c. **Laid-Off Employees – Re-employment Register**  
The names of permanent employees who have been laid off due to reduction in force shall be placed on appropriate layoff re-employment list according to date separated and shall be eligible for re-employment. Such re-employment shall be based on the last employee laid off is the first employee on the list, with other employees being eligible in sequential order thereafter. Each employee on a layoff list shall remain on that list for one year. The City Manager (Administrative Officer) can extend the active period or re-employment lists or an individual employee's eligibility on such lists for a two (2) year period as he determines to be the best interest of the City.
  - d. **Appointment of Laid-Off Employees to Lower Class**  
The City Manager (Administrative Officer) may approve the appointment of an employee who is to be laid off to an existing vacancy in a lower or equal class for which he/she is qualified without requiring an examination.

**ARTICLE SIX – GRIEVANCE PROCEDURE****SECTION I – GRIEVANCE PROCEDURE****A. Matters Subject to Grievance Procedure**

Fulltime employees having probationary or permanent status may process a personal grievance on one or more than one of the following grounds:

1. Improper application of rules, regulations, and procedures.
2. Unfair treatment, including coercion, restraint, or reprisal.
3. Reduction in force action – layoffs.
4. Promotion procedures implemented unfairly.
5. Classification of position.
6. Non-selection for training opportunities.
7. Discrimination because of race, religion, color, creed, or national origin.
8. Any of the following which personally affect an employee to include: holidays, vacation, sick leave, retirement, fringe benefits, salary, performance rating, classification, working schedule.

**SECTION II – GRIEVANCE PROCEDURE STEPS****A. Step One – Informal Process**

1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis, unless the employee's immediate supervisor is the City Manager (Administrative Officer). In this case, the City Manager (Administrative Officer) shall appoint an independent party to hear and attempt to resolve the grievance during the informal Step One process.
2. If after such discussion the employee does not believe the problem has been satisfactorily resolved, he/she shall have the right and obligation to discuss it with his/her supervisor's immediate superior unless said supervisor is the City Manager (Administrative Officer) wherein the employee would move to Step Three unless the grievance is subject to advisory arbitration, in which case it would move to Step Two.
3. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision. At no time may the informal process go beyond the department head concerned. In order that this informal procedure may be responsive, all parties involved shall expedite this process. In no case may more than twenty one (21) calendar days elapse from the date of the alleged incident or action and the resolution of the grievance or completion of the informal process.

**B. Step Two - Advisory Arbitration**

1. If the grievance is not resolved in Step One, or if no answer has been received within the time limits established in Step One, the employee may within seven (7) calendar days present the grievance in

## ARTICLE SIX

- writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The scope of advisory arbitration of grievances shall be limited to discharges, demotions, or suspensions without pay. All other grievances shall bypass Step One of the grievance procedures and advance to Step Two. A grievant that chooses advisory arbitration shall be deemed to have made a choice for arbitration and shall be deemed to have waived his/her rights of appeal under the Civil Service Board of Review.
  3. The Human Resources Director will process the grievance by invoking the advisory arbitration process with said impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) calendar days from the date the grievant submitted the written grievance to the Human Resources Director for processing in Step Four, unless external constraints prohibit compliance, whereupon the earliest date available shall apply.
  4. Arbitrator shall be selected from a list provided by the State of California Conciliation and Mediation Services within five (5) calendar days after receipt of said list by both parties. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become the arbitrator. The party to have the first opportunity to strike a name from the list of arbitrators shall be determined by lot. The priority of striking names shall alternate from one party to the other each time advisory arbitration is invoked by the same parties. The appointment of an arbitrator shall be on a case-by-case basis.
  5. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party. The arbitrator shall be bound by the express terms and conditions of the MOU, as well as the Civil Service Rules and Regulations, and departmental rules and regulations in determining the validity of the discharge, demotions, or suspension without pay, and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules or Regulations, or departmental rules, regulations, and procedures. Moreover, the arbitrator shall be limited to ascertaining whether or not the individual grievant was discharged, demoted, or suspended without pay in violation of this MOU, Civil Service Rules and Regulations, or departmental rules and regulations. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.
  6. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings. So that arrangements can be made for employees to be released from duty without causing interference with the normal operations and efficiency of the department, the grievant must submit a list of witnesses, the estimated time that their testimonies will take, and the hearing date to the Employee Relations/Human Resources Director with a copy to the department head five days prior to the scheduled arbitration date.
  7. The findings of fact and the recommendations of the arbitrator shall be transmitted to the involved parties and the City Manager (Administrative Officer).
  8. The arbitrator's fee and any mutually agreed upon expenses shall be borne one-half (½) by the grieving employee and one-half by the City. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

**C. Step Three – Final Process/City Manager (Administrative Officer)**

1. If a grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Manager (Administrative Officer), in non-arbitral cases, may elect the methods he/she considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen calendar days.
2. For all cases involving advisory arbitration recommendations, the City Manager (Administrative Officer) shall review the entire matter within ten calendar days after receipt of arbitrator's recommendations and render his decision.
3. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

**ARTICLE SEVEN – WORKING CONDITIONS****SECTION I – AMERICANS WITH DISABILITIES ACT**

The City shall take all actions necessary to comply with the ADA.

**SECTION II – EMPLOYMENT OF RELATIVES****A. Purpose of Policy**

1. In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore applicants will not be hired and employees will not be placed into positions if the result would be that one person would:
  - a. Be supervised by or be in the chain of command of a relative;
  - b. Participate in making, or advising on, employment decisions concerning a relative.
  - c. Be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives;
2. Employees who are working for the City prior to the effective date of this Policy under circumstances which would violate the provisions of Section II A. above, will not have their employment circumstances modified on account of this policy provided these circumstances do not, in the judgment of the City, create a problem of supervision, morale, safety, or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in the circumstances which would create a violation of Paragraph A.
3. Employees of the City who become relatives after the effective date of this policy and work in circumstances which violate the provisions of Section II, A.1., above will be subject to this Regulation. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security or morale.
4. If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected.

**B. Relatives Defined**

1. For purposes of this policy "relatives" includes: spouse, a spouse type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.
2. Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council Member.

**ARTICLE EIGHT – GENERAL PROVISION****SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT**

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to rates, wages, hours, and terms and conditions of employment, whether or not covered by this MOU or in the negotiations leading thereto, and irrespective of whether or not matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this MOU, and any rights in that respect are hereby expressly waived during the term of this agreement.

**SECTION II - EMERGENCY WAIVER PROVISION**

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, the provisions of this MOU, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IEO shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the MOU.

**SECTION III - SEVERABILITY PROVISION**

Should any provision of this MOU be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU.

**SECTION IV - LAWS, RULES, REGULATIONS, AND AMENDMENTS****A. Sole and Entire Memorandum of Understanding**

It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior agreements and MOU's, oral or written, expressed or implied, between the parties; and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise. This MOU is not intended to cover any matters preempted by Federal or State Law or City Charter.

**B. Civil Service and Departmental Rules and Regulations**

It is understood and agreed that there exist within the City, in written form, Civil Service Rules and Regulations, and departmental rules, regulations, and procedures. Except as specifically modified by this MOU, these rules and regulations and any subsequent amendments thereto shall be in full force and effect during the term of this MOU. Before any new or subsequent amendments to these Civil Service Rules and Regulations and/or departmental rules, regulations, and procedures directly affecting wages, hours, and/or terms and conditions of employment are implemented, the City shall meet and confer with the IEO over the impact of such changes in accordance with Government Code Section 3500 et seq. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IEO.

**C. Updating Civil Service Rules and Regulations**

It is understood that the City's Civil Service Rules and Regulations are being updated. The IEO fully supports this modernization of the City's Civil Service Rules. IEO pledges in good faith to review and recommend to the City Council the approval of these new rules as soon as reasonable possible.

**SECTION V - IMPASSE PROVISIONS**

The impasse procedure to be utilized for resolving impasses between the City and the IEO evolving from meet and confer sessions, for a new MOU or over the interpretation or the application of a currently existing MOU, or as relating to matters within the scope of representation and evolving from meet and confer sessions for a new MOU shall be the impasse procedure set forth in the City of Inglewood's Employer-Employee Relations Resolution #7177, Article III, Sections 12 and 13 and as further modified in State Law, Government Code Section 3500, et seq.

**SECTION VI - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING**

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IEO and the City Manager, unless said amendments are required to be adopted by the City Council of the City of Inglewood.

**SECTION VII – STADIUM REOPENER CLAUSE**

The City would consider a 'reopener' clause if both parties agree in writing as to the specific subjects that could be re-opened. It is understood that if no written agreement is reached on any of the re-opened subjects discussed, there would be no impasse on any of these issues and no changes to the MOU would be made unless mutually agreed to by both parties in writing.

**SECTION VIII - TERM OF THIS AGREEMENT**

The term of this new Memorandum of Understanding shall be from January 1, 2016, through December 31, 2019.

**SECTION IX - RATIFICATION AND EXECUTION**

The City and the IEO acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IEO and entered into this \_\_\_\_ day of December 2015.

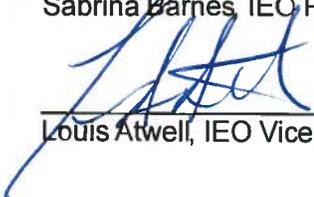
**PARTIES TO AGREEMENT**

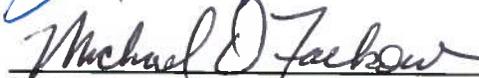
**INGLEWOOD EXECUTIVE ORGANIZATION (IEO)**

**CITY OF INGLEWOOD**

  
\_\_\_\_\_  
Sabrina Barnes, IEO President, Chief Negotiator

  
\_\_\_\_\_  
John F. Hoffman, Chief Negotiator

  
\_\_\_\_\_  
Louis Atwell, IEO Vice President

  
\_\_\_\_\_  
Michael D. Falkow, Assistant City Manager

  
\_\_\_\_\_  
David L. Esparza, Assistant City Manager/CFO

  
\_\_\_\_\_  
Jose Cortes, Human Resources Director

**EXECUTION OF AGREEMENT**

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 15 day of December 2015.

**IEO EXECUTIVE EMPLOYEES**

**CITY OF INGLEWOOD, CALIFORNIA**

  
\_\_\_\_\_  
Sabrina Barnes, IEO President

  
\_\_\_\_\_  
Artie Fields, City Manager

## APPENDIX ONE — City Policy to Close City Hall during the Last Two Weeks of the Year

### Background

For the past four (4) years and continuing this year (e.g., December 21, 2015, through January 1, 2016), the City closed and will close City Hall during the last two weeks of the calendar year (e.g., “End-of-Year Closure”) with authorized essential staff permitted to work as approved by the City Manager. This policy has been found to be very well received throughout the entire City organization.

### Continuation of Policy

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays and to avoid scheduling conflicts among employees, the City Council has authorized the continued implementation of this practice going forward until such time as Council might take action in the alternative.

### MOU Provisions

The existing, respective MOU provisions will continue to apply as far as the need to use accrued leave time (e.g., compensatory, sick, vacation, PTO, Old Leave Bank, etc.) for the days that are recognized City holidays for which employees might be entitled to paid time off.

The following table provides a five-year projection of the dates City Hall will be closed and the hours of leave that will need to be used by fulltime employees:

City Hall Closure Dates (Five-Year Projection)			Accrued Leave Needed
Monday, December 19, 2016	through and including	Monday, January 2, 2017	53 hours
Monday, December 18, 2017	through and including	Monday, January 1, 2018	53 hours
Monday, December 17, 2018	through and including	Tuesday, January 1, 2019	62 hours
Monday, December 23, 2019	through and including	Friday, January 3, 2020	44 hours
Monday, December 21, 2020	through and including	Friday, January 1, 2021	44 hours

### Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure.

**APPENDIX TWO — Salary Ordinance**  
**Executive Job Classifications**  
**FY 2015 – 2016**

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
914	City Manager	437.5	\$ 21,934.83	448.5	\$ 24,471.99
934	Assistant City Manager	368.0	\$ 10,984.72	423.0	\$ 18,987.36
931	Assistant City Manager - Chief Financial Officer	368.0	\$ 10,984.72	423.0	\$ 18,987.36
916	City Attorney	368.0	\$ 10,984.72	423.0	\$ 18,987.36
922	Public Works Director	358.0	\$ 9,944.32	413.0	\$ 17,189.01
932	Police Chief	394.5	\$ 14,299.31	409.0	\$ 16,518.30
918	Finance Director	344.0	\$ 8,651.19	399.0	\$ 14,953.80
928	Human Resources Director	344.0	\$ 8,651.19	399.0	\$ 14,953.80
939	Information Technology & Communications Director	344.0	\$ 8,651.19	399.0	\$ 14,953.80
948	Parks, Recreation & Library Services Director	344.0	\$ 8,651.19	399.0	\$ 14,953.80
919	Residential Sound Insulation Program Director	344.0	\$ 8,651.19	399.0	\$ 14,953.80
940	Chief Assistant City Attorney	346.0	\$ 8,825.08	386.0	\$ 13,139.35
930	Deputy City Manager	330.0	\$ 7,526.22	370.0	\$ 11,205.51
943	Executive Assistant to the Mayor & City Manager	326.0	\$ 7,232.55	381.0	\$ 12,501.64

**APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts**

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ( $\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0)}-1)}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1})$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

COPY

Resolution No. 16-15

1  
2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE  
5 UNDERSTANDING REACHED WITH REPRESENTATIVE FROM THE  
6 INGLEWOOD EXECUTIVE ORGANIZATION PURSUANT TO THE STATE  
7 MEET AND CONFER LAWS.

8  
9 WHEREAS, the City has reached a Memorandum of Understanding with  
10 the Inglewood Executive Organization (IEO) embracing the period  
11 beginning January 1, 2016, through December 31, 2019;

12  
13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,  
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:

15  
16 SECTION 1. INGLEWOOD EXECUTIVE ORGANIZATION

17 That insofar as is legally possible, all provisions of the Memorandum  
18 of Understanding between the City of Inglewood and the Inglewood  
19 Executive Organization (attached hereto as Exhibit A) are approved and  
20 shall be implemented and made effective for the period beginning  
21 January 1, 2016, through December 31, 2019.

22  
23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

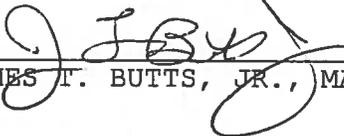
24 All previous monetary and non-monetary benefits accorded to employees  
25 designated in this resolution shall be carried over and continued to  
26 be paid and accorded in addition to the benefits referred to herein  
27 except only to the extent this resolution amends or modifies such  
28 preexisting benefits.

Resolution No. 16-15

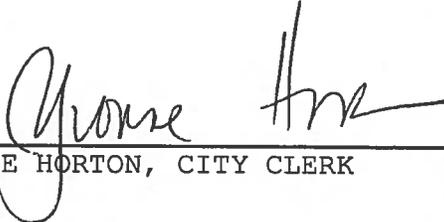
**SECTION 3. CERTIFICATION**

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

**PASSED, APPROVED, AND ADOPTED THIS 15th DAY OF DECEMBER 2015.**

  
\_\_\_\_\_  
JAMES F. BUTTS, JR., MAYOR

**ATTEST:**

  
\_\_\_\_\_  
YVONNE HORTON, CITY CLERK

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