

CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING

Between

**City of Inglewood and
Inglewood Police Civilian Management Association (IPCMA)
Covering Non-Sworn Management, Supervisory, and Professional Employees**

January 1, 2014 through December 31, 2017 (48 Months)

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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 Police Civilian Management Association (hereinafter referred to as IPCMA) pursuant to Government Code Section 3500.

SECTION II – EMPLOYEE – EMPLOYER RELATIONS RESOLUTION

The Rules and Regulations governing the City’s Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City’s Employer-Employee Relations Resolution # 7177.

SECTION III – RECOGNITION CLAUSE

A. Recognized IPCMA

The City recognizes the Inglewood Police Civilian Management Association (IPCMA) as the recognized exclusive representative organization for all fulltime general non-sworn police management, supervisory, and professional classifications as set forth in Section IV below:

B. Represented Job Classification Titles / Job Class Codes

Job Class Code	Job Classification Title
806	Crime Analyst
804	Community Affairs Program Specialist
816	Public Safety Dispatch Manager
819	Public Safety Dispatch Supervisor
874	Forensic Supervisor
834	Jail Manager
828	Jail Supervisor
842	Police Administrative Secretary
654	Police Administrative Coordinator
869	Police Administrative Specialist
818	Police Fiscal Services Analyst
852	Police Fiscal Services Coordinator
850	Police Grants Coordinator
688	Police Records Manager
623	Police Records Supervisor
831	Property Room Supervisor
881	Senior Community Affairs Liaison
807	Senior Crime Analyst
684	Special Enforcement Manager
633	Special Enforcement Supervisor

C. Class Titles: Added “Police” in Title

Any unit classification title, which was changed to include “police” in their class title (e.g., Police Administrative Coordinator, Police Administrative Secretary, Police Grants Coordinator, and Police Administrative Specialist) when the IPCMA Unit was created in 2010, shall continue to be in the same classification series for seniority and layoff purposes.

ARTICLE TWO – GRIEVANCE PROCEDURES**SECTION I – GRIEVANCE PROCEDURE**

The following grievance procedure shall be the sole and exclusive procedure for all fulltime probationary and permanent status general management, supervisory, and professional employees.

A. Purpose of Grievance Procedure

1. To promote improved employer-employee relations by establishing grievance procedures on matters for which an appeal, hearing, or process is not provided by other regulations.
2. To provide that grievances shall be heard and settled as informally as possible.
3. To enable grievances to be settled promptly and as nearly as possible to the point of origin.
4. To afford employees individually, or through qualified representation, a systematic means of attempting to resolve issues and or obtaining considerations of questions and disputes.

B. Conduct of Grievance Procedure

1. An employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her grievance at any level of review; or may be represented by a recognized employee organization, or may represent himself/herself.
2. The employee and his/her representative, if any, may use a reasonable amount of work time, as determined by the appropriate management supervisor, in conferring about and presenting a grievance and shall be free from reprisal for using the grievance procedure.
3. Any retroactivity on monetary grievances shall be limited to the date the grievance was filed in writing, except in cases where it was impossible for the employee to have had prior knowledge of an accounting error.
4. The time limits specified may be extended to a definite date by mutual agreement of the employee and the reviewer concerned.
5. Employees shall be free from reprisal for using the grievance procedure.
6. Business days, for the purposes of the grievance procedure, shall mean Monday through Thursday excluding recognized City holidays.

SECTION II – MATTERS SUBJECT TO GRIEVANCE PROCEDURE**A. Processing a Personal Grievance**

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 matter personally affecting an employee's:

Holidays	Retirement	Performance Rating
Vacation	Fringe Benefits	Classification
Sick Leave	Salary	Working Schedule

B. Probationary Employees

Probationary employees may file a grievance under all of the above, but not as applied to their performance rating or discharge.

SECTION III – GRIEVANCE PROCEDURE STEPS

A. Step One

- 1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. 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, if any, and his/her department head if necessary. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision.
- 2. At no time may the informal process go beyond the department head concerned.
- 3. 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) business 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

- 1. If the grievance is not resolved through the informal process, the employee shall have the right within seven (7) business days from the decision or completion of the informal process to file the grievance in writing and present it through channels to his/her immediate management supervisor.
- 2. The immediate management supervisor shall discuss the grievance with the employee and shall render a decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance in writing.

C. Step Three

1. If the grievance is not resolved in Step Two, or if no answer has been received within seven (7) business days from the presentation of the written grievance, the employee may, within the next seven (7) business days, present the grievance in writing to his/her department head.
2. Failure of the employee to take this action will constitute termination of the grievance. The department head shall further review and discuss the grievance with the employee and shall render his/her decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance.

D. Step Four – Advisory Arbitration

1. If the grievance is not resolved in Step Three, or if no answer has been received within the time limits established in Step Three, the employee may within seven (7) business days present the grievance in writing to the Human Resources Manager 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 Four of the grievance procedures and advance to Step Five. 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 Manager 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) business days from the date the grievant submitted the written grievance to the Human Resources Manager 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) business 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 (1) 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 (1) 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, demotion, 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 and 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 Human Resources Manager or designee with a copy to the department head five (5) business days prior to the scheduled arbitration date.
7. The findings of facts and the recommendations of the arbitrator shall be transmitted to the involved parties and the City Manager (City Administrator).
8. The arbitrator's fee and any mutually agreed upon expenses shall be borne one-half ($\frac{1}{2}$) by the grieving employee and one-half ($\frac{1}{2}$) by the City. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

E. Step Five – Final Process/City Manager (City Administrator)

1. If the 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 (15) business days.
2. For all cases involving advisory arbitration recommendations, the City Manager (Administrative Officer) shall review the entire matter within ten (10) business days after receipt of arbitrator's recommendations and render his/her decision.
3. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

ARTICLE THREE – SALARIES AND COMPENSATION

SECTION I – MANAGEMENT, SUPERVISORY & PROFESSIONAL EMPLOYEE SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

SECTION II – 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 Four, Section IV – Retirement - CalPERS, 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 Four, Section IV – Retirement - CalPERS, 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.
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 III – SALARIES SCHEDULE FOR UNIT EMPLOYEES

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

SECTION IV – MERIT PAY PLAN

A. Appointment & Probationary Status

1. Employees appointed to Step A of a salary range typically receive a salary increase of five (5) range points (e.g., ten [10] half-points) at the conclusion of their probationary period.
2. It will be general practice to hire new employees at the first step, but promoted employees may be assigned a higher salary range in accordance with the City's Civil Service Rules and Regulations.
3. All initial and promotional appointments to fulltime positions shall be subject to probationary appointment status for a period that may vary from one (1) day to one (1) year.
4. Appointees may be granted permanent status at any time during this one (1) year period if the appointing authority objectively determines that the appointee has sufficiently met all the standards and requirements of the position.
5. An employee's probationary status may be extended by the appointing authority for a six (6) month period.

B. Merit Increases

1. Merit Increase Increments:
 - a. After an employee has completed the probationary period, he/she shall receive an automatic merit increase of five (5) range points (e.g., ten [10] half-points) unless such an increase would exceed the maximum salary range of the position. Additionally, an employee shall receive another automatic increase of five (5) range points (e.g., ten [10] half-points) one (1) year after completion of probation unless such an increase would exceed the maximum salary range of the position.
 - b. Thereafter, he/she is eligible to receive merit increases in one (1) range point (e.g., two [2] half-point) increments at any time during a fiscal year on the recommendation of the employee's supervisor and the approval of the department head and City Manager (Administrative Officer).
 - c. Merit increases, other than those specified above, are not granted automatically specific intervals, but at the discretion of the department head and City Manager (Administrative Officer) based upon employee job performance. Salary increases of five (5) range points (e.g., ten [10] half-points) per year is considered a normal advancement through the salary range for employees whose job performance is rated satisfactory by their supervisor. Advancements which are below or above this norm may be granted when warranted and justified accordingly.

2. Criteria for Merit Increases

Criteria for granting merit increases by department heads shall include but not be limited to:

- a. Ability, skill, and knowledge
- b. Competency in completing assignments and performing responsibilities
- c. Productivity
- d. Creativity
- e. Attitude and integrity in the performance of their job duties and responsibilities
- f. Present salary and total compensation
- g. Actions toward self-improvement

C. Performance Evaluations

1. Department heads shall evaluate each unit employee at least once annually. An opportunity will be afforded each unit employee to participate in a face-to-face evaluation.
2. Evaluations will be made in writing and will contain a recommendation indicating whether or not a merit increase is to be granted and supporting statements for the recommendation.
3. Human Resources staff members will be responsible for monitoring and requiring that evaluations are completed in a timely manner.
4. A two and one-half percent (2.5%) merit increase shall be awarded to the bargaining unit member (up to the maximum of the salary range) annually when no annual evaluation is provided within ninety (90) days of the anniversary date. The increase shall be retroactive to the anniversary date.

D. Reduction In Pay

1. The City Manager (Administrative Officer) must give written approval for reducing pay or approving a reduction in an unit employee's compensation in one (1) range point (e.g., two [2] half-point) increments (not lower than step B) and not without consultation with the department head and affected unit employee.
2. All such reduction actions shall be subject to the City's grievance procedure.

E. Administration Of Merit Pay Plan

The Human Resources Department is responsible for the administration and coordination of the merit pay plan as well as the training of the unit employees on the objectives and operations of the plan. Requests for further information and clarification of the merit pay plan should be directed to the Human Resources Department.

F. Base Salary

Base salary is defined as the assigned salary range to any classification, exclusive of retention incentive, deferred compensation, and any bonus or assignment differentials.

G. Supervisory Differential

1. All unit employees promoted to or serving in a higher job classification, and who are required to directly supervise unit employees of a lower-level job classification, shall for the purpose of this provision be referred to as "supervisors."
2. All supervisors shall receive a rate of pay which is at least five (5) range points (e.g., ten [10] half-points) per pay period above the base salary (exclusive of retention incentive or any other bonus or assignment differential) of any unit employee of a lower-level classification whom they supervise, (excluding temporary, part-time, or Y-rated unit employees).
3. Unit employees who are appointed to "acting" appointments shall not be eligible for supervisory differential compensation during the time they are serving in an "acting" appointment.

SECTION V - SUPPLEMENTAL COMPENSATION**A. Bilingual Interpretation Assignment**

A unit employee who is qualified and assigned the responsibility for bilingual interpretation and whose use of the language is of significant benefit to the operations of the department as determined by the department head, shall receive assignment pay according to the following rules:

1. To be eligible for this assignment pay, a unit employee must pass a language proficiency test, which is job related to the duties and responsibilities performed.
2. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated unit employee forty dollars (\$40) per pay period for the duration of the assignment.

B. Voluntary Deferred Compensation

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

C. Shift Differential

1. The City will pay general management, supervisory, and professional unit employees a shift differential of five (5) range points (e.g., ten [10] half-points) per pay period above base salary if a unit employee's regular schedule of work requires that he/she work at least three (3) hours between 5:00 p.m. and 7:00 a.m. and/or on Saturday or Sunday.
2. If not all workdays qualify for the differential, then the five (5) range points (e.g., ten [10] half-points) shall be prorated according to the percentage of days in the pay period in which the unit employee is required to work on Saturdays or Sundays and/or at least three (3) hours a full work day between 5:00 p.m. and 7:00 a.m.

D. Overtime

No management, supervisory, and/or professional unit employee will be paid overtime hours unless approved in writing in advance by the City Manager (Administrative Officer).

E. Forensic Supervisor Assignment and Compensation

1. Definition
 - a. Standby is defined as the time when the Forensic Supervisor is directed by the authorized supervisor to be available for work on an on-call basis during a specified off-duty period of time.
 - b. The Forensic Supervisor assigned to standby must be able to be reached at any time during the assignment by a designated telephone number.

2. Rate of Pay

- a. The Forensic Supervisor assigned to standby shall be paid at one and one half (1½) times the regular rate for the following periods of time:
 - (1) Two (2) hours of pay for each sixteen (16) hours of weekday standby: and
 - (2) Four (4) hours of pay for each twenty four (24) hours of weekend and holiday standby.
- b. The Forensic Supervisor called back to work during an authorized standby assignment shall be entitled to receive the minimums described in E2. a (1) and (2) above if hours worked including travel time up to one (1) hour equals an amount that is the same or less than E2. (1) and (2) above.
- c. The Forensic Supervisor called back to work during an authorized standby assignment and whose hours worked including travel time up to one (1) hour exceeds the minimums established in E2. (1) and (2) above, the Forensic Supervisor shall have the total hours reported and paid as call-back hours.
- d. There shall be no pyramiding of standby and call-back pay.

F. Special Assignment Pay

1. On occasion a City employee may volunteer, or otherwise agree, to perform special projects or other additional duties outside the scope of his/her normal responsibilities. In event that these duties do not result in an acting appointment, the City Manager (Administrative Officer) shall have the authority to grant Special Assignment Pay as compensation if the unit employee performs these duties consistently for more than twenty (20) consecutive days and the unit employee's department head has submitted a written request to give the unit employee such pay.
2. The Special Assignment Pay can be requested in one (1) to ten (10) range point (e.g., two [2] to 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. The department head's written request will clearly define the nature of the additional duties, and the start and end date for the Special Assignment Pay. In the event the department head believes the assignment warrants an extension beyond the twelve (12) month period set forth above, a new written request must be provided to the City Manager (Administrative Officer).
3. Unit employee shall not be eligible for "acting" appointments or supervisory differential compensation during the time they receive Special Assignment Pay. Requests for the special pay may not result in a deficit to the requesting department's total operating budget.
4. The Special Assignment Pay shall not be used to compensate unit employees for working long hours, stellar performance, or as a way to increase a unit employee's pay when the employee has reached his/her classification's maximum salary step. Special Assignment Pay is not available to employees whose duties have changed as a result of an accretion of duties. Nothing in this provision however, shall be construed to prevent a unit employee or a City Manager (Administrative Officer) from pursuing a request for reclassification, provided the request is in compliance with City rules regarding reclassification.

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

An acting status 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 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.

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 the incumbent has returned to duty.

3. Extension of Appointments

Acting appointments may not be extended for a period greater than ninety (90) days without special 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, a 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 unit employee's permanent position.

6. Benefit Accrual

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

7. Appointments While Maintaining Current Responsibilities

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 which 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. Permanent Appointment

With approval of the City Manager (Administrative Officer), a department head may appoint a unit employee to a vacant position for a period not to exceed three (3) months, except as provided above. In conjunction with the appointment, the department head shall initiate a recruitment process to permanently fill the position.

SECTION VII – FILLING CIVILIAN UNIT POSITIONS

The filling of vacant non-sworn police civilian positions by police sworn employee(s) shall be limited to six (6) months. The Police Chief agrees to meet with IPCMA representatives over the impact of continuing to fill this vacant non-sworn civilian unit position longer than six (6) months, basing the decision on operational efficiency, resources limitations or budget constraints.

SECTION VIII – EDUCATION REIMBURSEMENT

A. Purpose

1. The City shall provide reimbursement to each management, supervisory, and professional unit employee for educational development after the completion of one (1) full year of City service.
2. Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at either public or private institutions.
3. The maximum payment per fiscal year is eight hundred dollars (\$800) per unit employee.
4. Expenses in excess of eight hundred dollars (\$800) per fiscal year may be reimbursed up to a maximum of eight hundred dollars (\$800) in subsequent fiscal years as long as the unit employee remains active in the City's service.

SECTION IX – PROFESSIONAL DEVELOPMENT ALLOWANCE PROGRAM

A. Allowance

1. Management, supervisory, and professional unit employees shall receive an allowance of five hundred dollars (\$500) for expenses each fiscal year for professional and personal development.
2. The specific details of the Professional Development Allowance are set forth in Appendix Two.

SECTION X – TRAVEL TO CONFERENCES

A. Travel

1. Management/Supervisory/Professional unit employees who travel at their own expense to conferences for the purpose of professional growth and development may be granted reasonable time for such trips by their department head. This time is not to be charged to their vacation or administrative leave time.

2. The City will, at the department head discretion, pay conference registration fees for management/supervisory/professional unit employees

SECTION XI – LIBRARY PRIVILEGE

Unit employees who are not residents of Inglewood may be allowed the privilege of using the library services without charge.

SECTION XII – UNIFORMS

A. Uniforms for Code Enforcement Management Employees

1. The City shall provide unit employees required to wear City uniforms in the performance of their duties an initial uniform allowance of three hundred seventy five dollars (\$375).
2. The City will provide a uniform replacement allowance of three hundred thirty dollars (\$330) per fiscal year payable once annually during the last pay period of each fiscal year.

ARTICLE FOUR – FRINGE BENEFITS**SECTION I – FRINGE BENEFITS****A. Medical Insurance Plan**

1. The City currently contracts with Wells Fargo Insurance Services Medical program to make available to active unit employees and eligible retirees the medical benefits available under the program.
2. Enrollment shall occur as provided in program requirements.
3. All newly hired unit employee(s) are required to pay their first month medical insurance plan premium.
4. At no time shall unit employees be able to enroll in the Aetna 90/60 plan or equal after January 1, 2009. Employees enrolled in the Aetna 90/60 plan or equal as of December 31, 2008, or before, may continue enrollment in the plan.

B. Medical Insurance – Employees Hired Before October 1, 2007

1. Eligible unit employees hired before October 1, 2007, were grandfathered into their existing medical plans, as long as the plans are available, and shall receive paid health premiums from the City while actively employed by the City.
2. Effective October 1, 2007, all bargaining unit employees who retire from the City with at least five (5) years of fulltime service to the City prior to June 17, 2014, shall be eligible to participate in the existing retiree medical plan of their current enrollment, as long as the plan is available, regardless of which plan is chosen.
3. At the time of retirement all unit employees who were eligible may elect to retain their existing medical plan at the retiree plus one (1) qualified dependent pursuant to Section VI Retiree Medical Plan.
4. Those unit employees in a plan who experience a qualifying event for a change in insurance coverage (i.e., 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.
5. Should a medical plan no longer be available to the City, a replacement plan will be made available.

C. Medical Insurance – Unit Employees Hired after October 1, 2007

1. Unit employees entering the bargaining unit after October 1, 2007, shall receive a City contribution up to the cost of the Kaiser HMO Employee plus Family rate.
2. Unit employees shall not receive the difference in premium cost in the event he/she chooses a plan less than the cost of the Kaiser HMO Employee plus Family rate.
3. Any bargaining unit member and retiree, including newly hired bargaining unit members, 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 (i.e., the bargaining unit employee will

then pay the difference in cost between the Kaiser HMO Employee plus Family rates and the plan selected).

4. Enrollment shall occur as provided in program requirements.

D. Medical Insurance – Unit Employees Hired on or after December 24, 2010

1. All unit employees (not promoted employees or employees rehired from a City layoff re-employment list) hired on or after December 24, 2010, shall pay five percent (5%) of the monthly medical premiums and the City shall pay ninety-five (95%) of the total monthly medical insurance premiums for eligible unit employees based on their enrollment eligibility up to the Kaiser HMO Employee plus Family rate (based on the number of dependents enrolled in said plan).
2. Unit employees who chose to participate in another City offered medical plan will pay all the difference in the monthly premium cost which is higher than the Kaiser HMO medical plan.

E. Medical Insurance Waiver

Unit employees who choose to waive medical insurance shall receive a monthly stipend of two hundred dollars (\$200) per month.

1. The City shall pay all active fulltime unit employees who elect to waive their medical coverage in writing in lieu of participating in one of the City's sponsored group medical insurance plans, two hundred dollars (\$200) per month for their Medical Waiver.
2. Unit employees who have waived medical insurance plan coverage after paying the first month's premium of selected plan shall be eligible to re-enroll in a City offered plan during open enrollment and/or following a qualifying event under the guidelines in this Article Four.
3. Eligible once applicable forms are completed in Human Resources Department.

SECTION II – DENTAL INSURANCE PLAN

A. Dental Insurance

An employee and family dental plan is provided by the City. The City shall pay all monthly dental premiums for eligible management, supervisory and professional employees and their dependents and all premium increases during the term of this agreement.

B. Benefits

1. Dental non-orthodontia benefits for unit 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 unit 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.

SECTION III – OPTICAL PLAN

The City shall provide a vision care program for its employees and qualified dependents.

SECTION IV – RETIREMENT - CalPERS**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%) 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. 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 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%) as additional compensation as provided in Government Code Section 20636 (c) 4 in accordance with Government Code Section 20691 for all 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 unit employees hired from outside the City shall receive the 2.5% @ 55 CalPERS formula in accordance with Government Code 21354.4.
 - 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 unit employees shall pay the full eight percent (8%), which is one hundred percent (100%) of the employee CalPERS rate and two (2) points of the CalPERS employer rate 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.
5. The City provides for the highest single year of compensation as specified in Government Code, Section 20042 for all unit 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 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 Three, Section II above.
9. The City will provide the 1959 Survivor Allowance Benefit:
 - a. Miscellaneous Group Level 3 in accordance with Government Code Section 21573.

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 six [6] months).
- b. Effective January 1, 2013, the City will implement a new retirement formula (2% @ 62) for new unit employees into CalPERS in accordance with Government Code Section 7522.20 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 members must pay the greater of fifty percent (50%) of "Normal Cost" or the contribution rate of similarly situated employees.
- e. No EPMC for new members.
- f. The earliest retirement age shall be 52 with five (5) years of service.

SECTION VI – RETIREE BENEFIT MEDICAL PROGRAM

The following retiree medical insurance provision applies only to fulltime employees who retire prior to June 17, 2014, and who have at least five (5) years of fulltime service to the City:

A. Medical Insurance Option for Employees Retiring Prior to June 17, 2014

1. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of eight hundred (800) hours or more may, in lieu of receiving payment for such eight hundred (800) hours utilize such eight hundred (800) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee

and one (1) qualified dependent under the City plans as described in this section for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.

2. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of six hundred (600) hours or more may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay seventy-five percent (75%) of the total medical premium for the retiring employee and one (1) qualified dependent under the City plans as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
3. Effective January 1, 2002, retiring employees with **25 YEARS OR MORE** of City service and six hundred (600) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
4. Effective January 1, 2002, retiring employees with **25 YEARS or more** of City service and four hundred (400) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such four hundred (400) hours utilize such four hundred hours (400) to have the City pay seventy-five percent (75%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
5. Employees who retire from City service after June 21, 1977, shall receive a contribution by the City in the amount of twenty-five percent (25%) of their personal medical insurance monthly premium pursuant to the City's then approved medical insurance plans as then in effect, provided that they have duly selected to continue said City insurance coverage past retirement, and provided the insurance carrier accepts the retiring employee for coverage.
6. Retiring employees who elect any of the options available may add or substitute dependents after retirement at the retiring employee's expense.
7. Any accumulated vacation and/or sick leave hours not utilized under the options of this section shall be paid to the retiring employee as provided for in Articles Four and Five.
8. With respect to retirees who shall be required under the applicable medical plan to pay for coverage under Medicare, the City will reimburse such retiree for the premium for such mandatory Medicare coverage, against written verification of payment, up to a maximum amount equal to the premium contributions provided for in this section without taking into account any reduction in such medical premiums provided by the Medicare coverage.

B. Retiree Medical Benefits – Hired on or After December 24, 2010

The following applies to employees hired on or after December 24, 2010:

1. Unit employees (not promoted employees or employees rehired from a City layoff re-employment list) who are hired on or after December 24, 2010, and retire prior to June 17, 2014, into a fulltime capacity from outside the agency can earn the City's contribution up to the Kaiser Employee-Only rate upon retirement as follows:

Per MOU, Retiring Employees may exchange Sick/Vacation hours for Retiree Medical Program	Years of Service	City's Monthly Contribution for Retired Employees Hired on or After December 24, 2010, and Retire Prior to June 17, 2014
NOT AVAILABLE	1 to 5 years 12 months to 60 months	No City contribution; employee may participate at their own cost
Exchange 500 Sick / Vacation Hours	5 to 10 years 61 months to 120 months	30% of Kaiser employee only rate
Exchange 600 Sick / Vacation Hours	10 to 15 years 121 months to 180 months	60% of Kaiser employee only rate
Exchange 700 Sick/ Vacation Hours	15 to 20 years 181 months to 240 months	80% of Kaiser employee only rate
Exchange 800 Sick / Vacation Hours	20+ years 241 months and more	100% of Kaiser employee only rate

2. Continued mandatory Medicare enrollment at age 65.
3. Retiring employee may pay difference to enroll in any plan up to the 80/60 PPO, and for spouse and/or family coverage.

C. Effective June 17, 2014, Retiree Health Benefit Plan – Eliminated

Due to the overwhelming unfunded liability of the City's Retiree Health Benefit Plan, which was available for eligible unit employees prior to June 17, 2014, the retiree health benefit plan was eliminated effective June 17, 2014, for all current and future eligible fulltime unit employees who retire from the City.

D. Modified Benefit Plan – Effective June 17, 2014

1. In exchange for the elimination of the previous Retiree Health Benefit Plan, effective June 17, 2014, one (1) of the following two (2) options are available for all eligible fulltime unit employees who retire from the City on or after June 17, 2014.
 2. Option A
 - a. Option A involves a straight cash-out payment equal to one thousand dollars (\$1,000) times each year of fulltime service to the City of Inglewood (e.g., a taxable cash payment to the eligible unit employee selecting this option).
 - b. Unit employees must choose this option by completing and signing a selection form not later than June 27, 2014, or they will automatically be given Option B.
 - c. Unit employees selecting Option A must notify Human Resources not later than July 3, 2014, how he/she wishes to receive the one-time payment (e.g., the unit employee must complete an Action Status Form indicating how much [if any] he/she may wish to have contributed to his/her 457 Deferred Compensation Account, which must be established and ready to receive funds). If no election is made, the one-time payment will be paid as taxable cash.
 - d. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.

- e. Those unit employees who may be required by the City to wait twelve (12) months from the date of Option A payments due to cash flow limitations of the City will receive eight percent (8%) simple interest in addition to their Option A payment.

3. Option B

- a. Those unit employees who do not select Option A will receive Option B, which involves an amortized payout annually as detailed in the table below.

Tiers Total Fulltime Years of Service to the City Prior to June 17, 2014	Option B Amount and Payment Terms	Option B Destination of Funds
<u>Tier 1</u> Twenty-five (25) or more years of service <i>(e.g., 300 months or more)</i>	\$90,000 paid over five (5) years <i>(e.g., \$18,000 per fiscal year per person)</i>	<ol style="list-style-type: none"> 1. Seventy five percent (75%) to the unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan. 2. Twenty five percent (25%) to be contributed to the unit employee's Retiree Health Savings (RHS) Plan.
<u>Tier 2</u> More than fifteen (15) but less twenty five (25) years of service <i>(e.g., 180 months to less than 300 months)</i>	\$60,000 over eight (8) years <i>(e.g., \$7,500 per fiscal year per person)</i>	<ol style="list-style-type: none"> 1. Forty percent (40%) to the unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan. 2. Sixty percent (60%) to be contributed to the unit employee's Retiree Health Savings (RHS) Plan.
<u>Tier 3</u> More than ten (10) but less fifteen (15) years of service <i>(e.g., 120 months to less than 180 months)</i>	\$40,000 over eight (8) years <i>(e.g., \$5,000 per fiscal year per person)</i>	One hundred percent (100%) to unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan.
<u>Tier 4</u> More than five (5) but less ten (10) years of service <i>(e.g., 60 months to less than 120 months)</i>	\$25,000 over eight (8) years <i>(e.g., \$3,125 per fiscal year per person)</i>	One hundred percent (100%) to unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan.
<u>Tier 5</u> Existing City employees who promote or transfer into IPCMA	<i>Employees shall retain the benefits of their previous bargaining unit.</i>	

- b. City shall make its best effort to make the first payment within thirty (30) days after the adoption of the MOU by the City Council provided all unit employees have established their respective deferred compensation accounts and Retiree Health Savings Accounts and all accounts are prepared to receive said payments.
- c. City shall make subsequent year payments by October 31st of each fiscal year for the duration of the term of the MOU (e.g., there are five [5] guaranteed payments over the four [4] year term of this MOU—July 2014, October 2014, October 2015, October 2016, and October 2017). Subject to future MOU negotiations, upon expiration of the current MOU, there may be up to three (3) additional payments for Tiers 2, 3, and 4, that would be scheduled for October 2018, October 2019, and October 2020.

- d. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.
- e. Should a unit employee voluntarily retire, resign, or be terminated for cause prior to the completion of all guaranteed payments, said unit employee shall forfeit any remaining payments.
- f. Should a unit employee be involuntarily separated as a result of a workforce reduction plan approved by the City Council, he/she shall receive all remaining payments that would have been paid during the term of the MOU.

E. Installment Leave Payment – Retiring Employees

1. Vacation time and sick leave accrued by an employee entitled to be paid therefore upon retirement or separation from City service ("employee") shall be paid no later than thirty (30) days after the date of retirement or separation from service of the employee unless the employee elects to receive the payment due in no more than two (2) installments, one (1) payable no later than thirty (30) days after the date of retirement or separation from service and the second payable on January 15 of the calendar year after the year of retirement or separation from service.
2. If two (2) installments are elected, the second installment shall be no less than fifty percent (50%) of the total payment. The payment designated as the second payment may consist of one hundred percent (100%) of the total payment and such payment shall be deemed to be a permissible "installment" for purposes of this policy.
3. For employees retiring or separating from City service after December 31st of any calendar year, such election shall be made on or before the last day of the calendar year preceding the year of retirement or separation from service of the employee and once made shall be irrevocable after such dates.

SECTION VII – LIFE INSURANCE PLAN

The City pays the premiums for the following policies for each general management, supervisory, and professional employee:

1. A five-thousand dollars (\$5,000) whole life policy, effective upon the completion of one (1) year of uninterrupted service.
2. A term life policy equal to the employee's annual salary rounded off to the nearest five hundred dollars (\$500).

SECTION VIII – BENEFITS PAYABLE ON RETIREMENT, TERMINATION, OR DEATH

A. Life Insurance at Retirement

1. Retiring employees, or those employees who terminate, may elect to convert group life coverage to individual coverage.
2. Such conversion right is subject to acceptance by the carrier.
3. Necessary arrangements must be made with the City and the insurance company before the effective termination date.

4. Cost of life insurance continuance upon retirement will be borne by the employee.

SECTION IX – ACCIDENTAL DEATH BENEFITS

The City will provide to the family of an employee who dies as a result of an accidental on-the-job injury 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, if the deceased employee was responsible for the support of the child.

SECTION X – SHORT AND LONG-TERM DISABILITY PLAN (PAYROLL PROTECTION)

Both short- and long-term disability plan is provided for general management, supervisory, and professional employees by the City. The City pays the monthly premiums and premium increases for the plan. The basic benefit coverage for non-occupational injury or illness is as follows:

1. Short-Term Disability Benefits

Short-term disability benefits are paid after twenty-nine (29) days waiting period. The maximum benefit is sixty six and two-thirds percent (66 $\frac{2}{3}$ %) of the affected unit employee's base salary up to eight hundred sixty four dollars (\$864) per month, not to exceed a total of one hundred eighty (180) days.

2. Long-Term Disability Benefits

After the short-term disability benefit expires after one hundred eighty (180) days and if the affected employee is still disabled from a non-occupational injury or illness, the long-term disability benefits begins. The long-term benefits are up to age 65 based upon when the disability began. The maximum benefit is sixty six and two-thirds percent (66 $\frac{2}{3}$ %) of employee's base salary up to five thousand (\$5,000) per month.

3. Benefit

Benefit payments begin after the thirtieth calendar day of disability. Employees may elect to utilize their sick leave time prior to receiving benefits.

SECTION XI – BIENNIAL PHYSICAL EXAMINATION

A. Physical Examination

1. The City shall provide each management, supervisory and professional employee with a biennial physical examination to include a stress electrocardiogram.
2. Employees must contact the Human Resources Department regarding their intent to utilize the City's medical services for their biennial physicals.

B. Process

1. Employees wishing to obtain their own biennial physical examination may present the Human Resources Department with a bill from their own physician for such service.
2. The City will pay up to the required medical standards for management physicals set forth in the City's medical contract, which is currently three hundred and fifty dollars (\$350) annually.

C. Report

A copy of each management, supervisory and professional employee's medical examination report shall be submitted to the City and maintained in separate confidential medical files.

ARTICLE FIVE – LEAVE TIME BENEFITS

SECTION I – CITY RECOGNIZED HOLIDAYS

A. Holidays Recognized

1. **All fulltime general management/professional employees are eligible for the following City recognized thirteen (13) holidays:**

- a. New Year's Day
- b. Martin Luther King, Jr. birthday (3rd Monday in January)
- c. Washington's Birthday (3rd Monday in February)
- d. Cesar Chavez Birthday (March 31st)
- e. Memorial Day (last Monday in May)
- f. Independence Day
- g. Labor Day (1st Monday in September)
- h. Veteran's Day (November 11th)
- i. Thanksgiving Day
- j. Day following Thanksgiving Day
- k. Christmas Eve Day
- l. Christmas Day
- m. New Year's Eve Day

2. **Holiday Hours**

Effective December 24, 2010, the holiday time, for unit employees who do not receive holiday-in-lieu pay, will be valued at the unit employee's regular assigned work schedule hours for that recognized City holiday.

3. **Floating Holiday**

Effective January 1, 2002, reinstate one (1) floating holiday for unit employees.

4. **Weekend Holiday**

Friday is a holiday when regular holiday falls on Saturday, and Monday is a holiday when regular holiday falls on Sunday.

5. **Two (2) Consecutive Holidays Policy**

- a. 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 off on either the preceding Thursday or the following Monday.
- b. 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.
- c. In instances of two (2) consecutive holidays falling on Saturday and Sunday, one-half of the employees shall observe the holiday on the preceding Friday and one-half of the employees shall observe the holiday on the following Tuesday. Employees shall observe Monday as a holiday.

- d. 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.
- e. 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. This policy shall not be applicable to Thanksgiving holidays.

B. Holiday-In-Lieu Pay – Regularly Assigned To Work Holidays

- 1. Effective December 24, 2010, unit members assigned to the following classifications shall receive Holiday-In-Lieu pay in exchange for no holiday time off and shall not receive overtime (1 ½) for any time worked on said recognized city holidays.
 - a. Emergency Services Dispatcher Supervisor
 - b. Emergency Services Dispatcher Manager
 - c. Jail Supervisor
 - d. Jail Manager
 - e. Special Enforcement Supervisor
 - f. Special Enforcement Manager
- 2. Upon written approval from their supervisor, eligible unit employees may be permitted to take the recognized holiday off in lieu of receiving holiday pay. Holiday time off will be granted based on staffing needs and on a first come first serve basis or in conjunction with prearranged vacation time off.
- 3. Holiday-In-Lieu pay shall begin December 24th on each calendar year and ends with the day after Thanksgiving, and shall be paid in a separate check on the first pay period in December of each year.
- 4. Unit members who are not eligible for Holiday-In-Lieu pay, who work on a City recognized holiday shall receive their regular pay, plus overtime at time and one half (1 ½) for all hours worked on said holidays, and paid on the pay check for that pay period.
- 5. Holidays recognized by the City for holidays-in-lieu pay are as set forth in this agreement.

C. Holiday-In-Lieu Pay – 3/12 Work Schedule COMMS Unit Employees

Effective June 17, 2012, unit employees assigned to work the 3/12 work schedule in the Police Department communications division (COMMS) shall receive Holiday-In-Lieu Pay in exchange for no Holiday time off for a total of one-hundred and thirty hours (130) per calendar year.

D. Emergency Services Dispatcher Manager's Work Schedule

- 1. The Emergency Services Dispatcher Manager will continue to have assigned workdays that do not include the weekend days off Saturday or Sunday, except under the following conditions.
- 2. With the understanding that the Emergency Services Dispatcher Manager can adjust her/his work schedule as needed to control overtime costs.

E. Meal Breaks – COMMS

All paid meal breaks for COMMS unit employees shall be taken within their assigned twelve (12) hour work schedule, unless emergencies occur which would prevent a meal break during the employees assigned work schedule.

F. Review of 3/12 Work Schedule

Effective January 1, 2013, and thereafter Police Management agrees to review the results of the 3/12 work schedule and may return to another work schedule if the 3/12 work schedule is found to increase operational issues such as, but not limited to, increase sick leave usage and/or employee fatigue issues, communication problems such as release time, accidents, increased IOD's, or increased costs such as overtime.

SECTION II – EXEMPT FROM YEAR-ENDING HOLIDAY SCHEDULE

IPCMA unit employees are exempt from the provisions of Appendix Four Year-Ending Holiday schedule.

SECTION III – VACATION LEAVE

1. Vacation leave is accumulated yearly and is computed on the basis of the employee's hire date as a fulltime employee, and is payable upon termination at the employee's base hourly rate exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.
2. If a legal City holiday occurs while an employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.
3. Annual vacation which is not used in any one year (1) may be accumulated for use in succeeding years.
4. Every effort must be made by both employee and department head to schedule reasonable times for earned vacation to be taken annually.
5. Effective June 1, 2006, vacation hours accumulated in excess of two hundred forty (240) hours are redeemable at base salary for up to a maximum of one hundred (100) hours in a 12-month period. Further, there will no longer be a need for employees to take a minimum number of days off before second redemption.
6. Effective June 1, 2006, the vacation accumulation schedule shall be converted into hours instead of days.
7. The vacation accumulation schedule for general management, supervisory, and professional employees hired before July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	112
4	128	4.923	128
5	128	4.923	128
6	128	4.923	128
7	128	4.923	128
8	128	4.923	128
9	144	5.538	144
10	144	5.538	144
11	144	5.538	144
12	144	5.538	144
13	144	5.538	144
14	144	5.538	144
15	160	6.154	160
16	160	6.154	160
17	176	6.769	176
18	176	6.769	176
19	176	6.769	176

8. The vacation accumulation schedule for Management/Professional employees hired after July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	96
4	112	4.308	96
5	112	4.308	112
6	112	4.308	112
7	128	4.923	128
8	128	4.923	128
9	128	4.923	128
10	128	4.923	128
11	128	4.923	128
12	128	4.923	128
13	128	4.923	128
14	144	5.538	144
15	144	5.538	144
16	144	5.538	144
17	144	5.538	144
18	144	5.538	144
19	144	5.538	144
20	160	6.154	160

9. The City will pay for all duly accumulated unused vacation leave to employees who terminate their employment with the City at the employee's base hourly rate, exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.

SECTION IV – SICK LEAVE

1. Effective June 1, 2006, sick leave accrual for unit employees shall be increased to nine (9) hours per month.
2. Employees who are incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such request upon return to work from sick leave.
3. Effective June 1, 2006, once annually during the fiscal year, an employee shall be granted the option of cashing out up to five hundred (500) hours of accumulated sick leave at their base salary according to the following schedule:
 - a. Twenty five percent (25%) of value in excess of two hundred forty (240) hours at five (5) years
 - b. Forty percent (40%) of value in excess of two hundred forty (240) hours at eight (8) years
 - c. Fifty percent (50%) of value in excess of two hundred forty (240) hours at ten (10) years
4. At retirement, termination after ten (10) years of service, or death, fifty percent (50%) of duly accumulated unused, uncompensated sick leave will be paid out at the unit employee's base hourly rate (exclusive of retention incentive, special adjustment, or any other bonus or assignment differential).

SECTION V – VACATION AND SICK LEAVE HOUR DONATION

1. Unit employees (donors) will be permitted to transfer accumulated vacation and sick time only, to one or more employees in an IPCMA and/or IMEO represented job classification. Unit employee's (recipient) sick leave account balance is subjected to the following conditions:
 - a. The recipient or his/her spouse, children or step-children have sustained a life threatening or debilitating illness, injury, or condition.
 - b. The recipient has exhausted all accumulated vacation and sick leave.
 - c. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
 - d. The recipient shall continue to accrue vacation and sick time as currently prescribed in this MOU.
 - e. The total leave donation received by the recipient shall not exceed seven hundred fifty (750) hours. If the recipient exhausts all of the donated leave due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
 - f. 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.

- g. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.
 - h. A donor offering the transfer must maintain a minimum accrued vacation and sick leave balance of forty (40) hours after any transfer.
 - i. Any unused vacation and sick leave time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the City of Inglewood as prescribed in this MOU.
 - j. A form exercising this elected donation shall be completed prior to the transfer.
2. The names of all donors shall remain confidential.

SECTION VI- ADMINISTRATIVE LEAVE-TIME OFF

The City shall provide each management and professional employee with seventy two (72) hours of administrative leave per fiscal year. Administrative Leave will be granted as time off only and cannot be carried forward to succeeding fiscal years.

SECTION VII – OTHER LEAVES

A. Bereavement Leave

- 1. All fulltime general management, supervisory, and professional employees may have up to three (3) days of bereavement leave with pay when a death occurs in their immediate family
- 2. 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), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), legal guardian and conservator, and all degree of relatives not listed but living within the household of the employee.
- 3. Only eighteen (18) working hours (e.g., two [2] days) of sick leave may be used for bereavement travel time per occurrence, and not more than thirty six (36) working hours (e.g., four [4] days) of sick leave may be used for this purpose in any one (1) fiscal year.

B. Maternity Leave

- 1. A pregnant unit employee may work as long as she is able to perform the duties assigned to her classification. The unit employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.

2. 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.
3. The employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

C. Jury Duty

1. Full pay for jury duty will be limited to ten (10) calendar days in any one (1) calendar year. The employee must give the City any fees received as a juror, excluding mileage fees, in exchange for their regular paycheck.
2. This time may be extended should a formal request be submitted to the Human Resources Director by the Jury Commissioner.

SECTION VIII – FAMILY MEDICAL CARE LEAVE POLICY

A. Required By State and Federal Laws

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 1993 ("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

An employee is eligible for leave if he/she has been employed for at least twelve (12) consecutive months and has worked at least twelve hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.

1. Eligible employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins.
2. 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.

C. Request for Medical Leave

1. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave.
2. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the employee shall also concurrently exhaust sick leave.

SECTION IX – NON-SAFETY JOB-RELATED INJURY LEAVE WITH PAY

A. Injury on Duty Leave Time

Effective June 17, 2014, all non-safety unit 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 be 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 leave hours (e.g., sick leave, vacation leave, or 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 June 17, 2014.

ARTICLE SIX – WORKING CONDITIONS**SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES****A. Job Elimination Policy**

Any fulltime unit employee with less than ten (10) years of service and satisfactory or above performance rating whose job is eliminated and employment terminated shall receive base compensation for two (2) pay periods and thirty three percent (33%) of unused sick leave as severance pay, and two (2) weeks' notice.

B. Layoff Procedure

The City Council or City Manager (Administrative Officer) may separate any unit employee or class or position without prejudice because of financial economy, reduction of work, or abandonment of activities, after giving a reasonable advance notice of separation and reasons therefore to such employee. 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. The conditions of reduction in force layoffs shall be as follows:

1. 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 of service.

2. Offer of Reassignment

Unit employee's appointment shall not be terminated as a result of a reduction in force procedure before he has been made a reasonable offer of reassignment, if such offer is immediately possible;

3. 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 an 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 (1) year. The City Manager (Administrative Officer) can extend the active period of re-employment lists or an individual employee's eligibility on such lists for six (6) month periods as he determines to be the best interest of the City.

4. 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, provided the appropriate appointing authority so appoints.

SECTION II –WORK SCHEDULES

It is understood that the City may have alternate work schedules which unit employees may work. These work schedules include the 9/80, 4/10, 3/12, or 5/40 work schedule or as further modified by this MOU.

SECTION III – TRAINING OPPORTUNITIES

Any employee may submit training requests with justification to the Department Head. In the event the Department Head does not approve the employee's request, the employee may submit the training request to City Manager (Administrative Officer) for consideration.

SECTION IV – EMPLOYMENT OF RELATIVES

A. Employment of Relatives

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:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative.
3. One person would 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;

B. Violation of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances which would violate the provisions of paragraph A. 1, 2, and 3 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 circumstances which would create a violation of paragraph A., 1, 2, and 3 of this Policy.

C. Reasonable Effort to Reassign

Employees of the City who become relatives after the effective date of this policy and work in circumstances which violate the provisions of paragraph A. 1, 2, and 3 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.

D. Affected Employees

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.

E. Relatives Defined

For purposes of this policy "relatives" includes: spouse; a spousal 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.

F. Advising Immediate Supervisor

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council Member.

SECTION V – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES

A. Policy and Procedures

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. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy. 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 VI – EMPLOYEE PARKING

Management, supervisory, and professional employees will be provided free parking privileges in the City's parking facilities.

SECTION VII – JOINT LABOR MANAGEMENT MEETINGS

City Manager (Administrative Officer) or designee agrees to meet with IPCMA Board members on a quarterly basis.

SECTION VIII – AMERICANS WITH DISABILITIES ACT (ADA)

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

ARTICLE SEVEN – GENERAL PROVISIONS

SECTION I – MAINTENANCE OF BENEFITS

All benefits affecting management, supervisory, and professional employees shall remain in effect unless changed after meeting and conferring with IPCMA Representatives.

SECTION II – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

Provisions of this MOU can be amended, supplemented, rescinded or otherwise altered only by mutual agreement in writing, hereafter signed by the City Manager or designated representatives of the City and the IPCMA president or designee and when required adopted by the City Council of the City of Inglewood.

SECTION III – TERM OF THIS AGREEMENT

The term of this new Memorandum of Understanding shall be from January 1, 2014, through December 31, 2017.

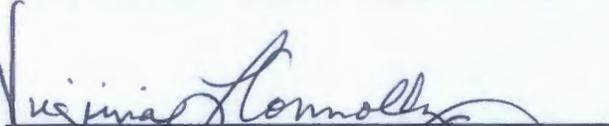
SECTION IV – RATIFICATION AND EXECUTION

The City and the IPCMA acknowledge that the 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 IPCMA and entered into this ____ day of June 2014.

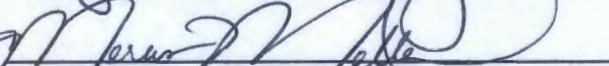
PARTNERS TO AGREEMENT

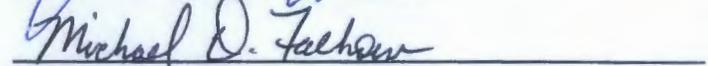
**INGLEWOOD POLICE CIVILIAN
MANAGEMENT ASSOCIATION (IPCMA)**

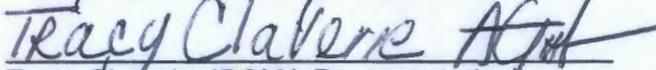
CITY OF INGLEWOOD

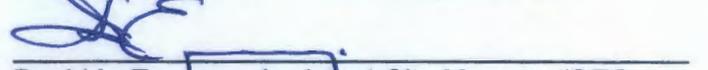

Virginia Connolly, Acting IPCMA President

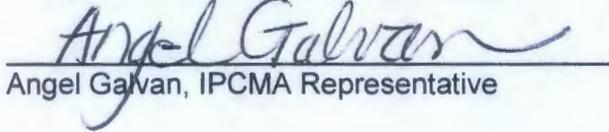

John F. Hoffman, Chief Negotiator


Meran Metters, IPCMA Representative


Michael D. Falkow, Assistant City Manager


Tracy Claverie, IPCMA Representative


David L. Esparza, Assistant City Manager/CFO


Angel Galvan, IPCMA Representative

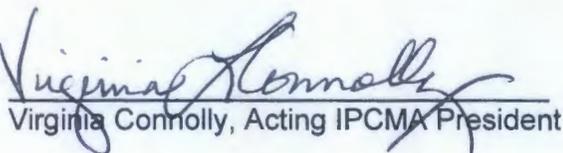

Jose Cortes, Assistant Human Resources Manager

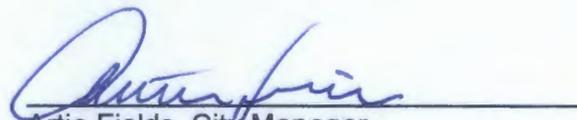
EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 17th day of June 2014.

**INGLEWOOD POLICE CIVILIAN
MANAGEMENT ASSOCIATION (IPCMA)**

CITY OF INGLEWOOD, CALIFORNIA


Virginia Connolly, Acting IPCMA President


Artie Fields, City Manager

APPENDIX ONE – 2013 -2014 SALARY ORDINANCE

Management, Supervisory, and Professional Job Classifications

FY 2013 – 2014 (Amended June 17, 2014, to show the ten [10] range point increase across the board in exchange for unit employees paying ten percent [10%] of the cost of CalPERS)

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
804	Community Affairs Program Specialist	272.0	\$ 4,226.07	307.0	\$ 5,986.67
806	Crime Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
874	Forensic Supervisor	302.0	\$ 5,696.11	337.0	\$ 8,069.13
834	Jail Manager	276.0	\$ 4,397.67	311.0	\$ 6,229.75
828	Jail Supervisor	256.0	\$ 3,604.09	291.0	\$ 5,105.56
842	Police Administrative Secretary	255.0	\$ 3,568.40	290.0	\$ 5,055.01
654	Police Administrative Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
869	Police Administrative Specialist	259.0	\$ 3,713.29	294.0	\$ 5,260.26
818	Police Fiscal Services Analyst	293.0	\$ 5,208.18	328.0	\$ 7,377.92
852	Police Fiscal Services Coordinator	293.0	\$ 5,208.18	328.0	\$ 7,377.92
850	Police Grants Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
688	Police Records Manager	291.0	\$ 5,105.56	326.0	\$ 7,232.55
623	Police Records Supervisor	246.0	\$ 3,262.73	281.0	\$ 4,622.00
831	Property Room Supervisor	262.0	\$ 3,825.81	297.0	\$ 5,419.65
816	Public Safety Dispatch Manager	286.0	\$ 4,857.76	321.0	\$ 6,881.52
819	Public Safety Dispatch Supervisor	259.0	\$ 3,713.29	294.0	\$ 5,260.26
881	Senior Community Affairs Liaison	284.0	\$ 4,762.05	319.0	\$ 6,745.93
807	Senior Crime Analyst	284.0	\$ 4,762.05	319.0	\$ 6,745.93

APPENDIX TWO – PROFESSIONAL DEVELOPMENT ALLOWANCE ADMINISTRATIVE POLICY

Approved and Issued by the City Manager (Administrative Officer)
Effective October 15, 2010

A. Purpose

The following policy is the guideline for the Annual Professional Development Allowance provided for Management, Supervisory and Professional Employees.

B. Policy

1. It is the policy of the City of Inglewood to encourage continued and active participation on the part of all Management, Supervisory and Professional Employees in professional growth activities designed to improve and enhance the services of the City.
2. In recognition of the important duties and responsibilities performed by the City Management, Supervisory and Professional Employees, the City grants an annual allowance of five-hundred dollars (\$500), once, each City fiscal year to assist and encourage these employees to participate in self-improvement and skills development programs, activities and events.
3. Beginning in FY 2011-12, all payments will be made in September and reported on the employees' W-2. No forms will be required.

C. Items eligible for the Professional Development Allowance

The following is a list of items where the professional development allowance could be utilized each fiscal year:

1. Computer Equipment:
 - a. CPUs, Video monitors, Laptop computers, PDA and GPS
 - b. Repair to these items
2. Computer Peripherals:
 - a. Digital cameras, lens and accessories, Keyboards, Mouse, Printers, Scanners
 - b. Storage Memory, Modems, and routers, and Network Cards
 - c. Repairs to these items
3. Computer Supplies and Accessories
 - a. Software, Laptop computer cases, Cables, plugs, etc.
 - b. Ink Cartridges
 - c. Paper
4. Communications:
 - a. Telephones, cell phones & batteries, cell phone accessories (including automotive hands-free installations or hands-free devices)
 - b. Personal tape recorder, installation charges for phone, fax, or Internet access
 - c. Internet access
 - d. Monthly charges for any of these items
 - e. Repairs for any of these items

5. Education: Tuition, Books, Campus Parking, and Supplies for post-secondary education
6. Training, Memberships and Subscriptions:
 - a. Professional training and conferences
 - b. Books for professional or personal development
 - c. Books on tape
 - d. Professional series, language instruction, and "self-help" audio tapes
 - e. Newspapers
 - f. Journals
 - g. Periodicals
 - h. Museum Memberships
 - i. Lecture Series Fees
 - j. Professional Memberships
 - k. Office Furnishings (excludes home office)
 - l. Furnishings to enhance office or work space
7. Professional and Personal Services:
 - a. Financial planning
 - b. Computer skills
 - c. Fitness trainer
 - d. Language and communication skills
 - e. Art and music instruction
8. Fitness Equipment for the Home: Conventional exercise equipment commonly found in health clubs and residences. (Excludes Jacuzzis, whirlpool baths, saunas, and steam equipment.)
9. Health Services – excludes non-prescriptive drugs or vitamins:
 - a. Health and fitness club memberships
 - b. Spa Treatments
 - c. Weight reduction programs (excluding food)
 - d. Medical, dental, or psychological services and prescriptions not paid for by the City's plans
 - e. Holistic medical treatments
 - f. Smoking cessation programs
 - g. Lasik surgery
 - h. Hearing aids
10. Entertainment: Not eligible
11. Dining: Not eligible unless it is related to approved training, travel, or other professional activities.
12. Sports Equipment Purchases: Not eligible (e.g., golf clubs, tennis racquets, bats, balls, gloves, etc.)
13. Travel:
 - a. Other than Formal Training and Conferences, Prior approval required by Department Head.
 - b. Professional travel dedicated proportionately to the expense claimed (e.g., employee spends \$5,000 on a 10-day trip, and devotes a full day to visiting government offices or programs may be eligible to claim up to five hundred dollars (\$500) reimbursed under the Professional Development program. City may require reasonable proof of professional development travel activities).

14. Cosmetics: Not eligible: Any services or material items of a strictly cosmetic nature, e.g., hairdressers, barbers, manicures, make-up, wigs, hairpieces, clothing (excludes uniforms), non-prescriptive eyewear, etc.

D. Conditions for Receiving Allowance

The following shall be the terms and conditions governing this policy:

1. All Fulltime Management, Supervisory, and Professional employees shall receive this allowance once per each City fiscal year.
2. Newly hired Management, Supervisory, and Professional employees must complete one (1) full year of City employment and pass probation in their current Management, Supervisory, and Professional classification **before** receiving their payment in September.
3. No receipts or forms will be required to receiving allowance.
4. This allowance will only be paid once annually on a separate check on the second pay date in September. This allowance will be reportable by the City as taxable earnings and included in your annual W-2.

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

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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

APPENDIX FOUR – Holiday Schedule for 2014-2015 and 2015-2016

Holiday Schedule for 2014-2015

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 22, 2014, through Thursday, January 1, 2015, with staff returning to work on Monday, January 5, 2015.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 22, 2014, through Friday, January 2, 2015.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Wednesday, December 24, 2014) and Christmas Day (Thursday, December 25, 2014) along with New Year’s Eve (Wednesday, December 31, 2014) and New Year’s Day (Thursday, January 1, 2015).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, four (4) days of this two-week period will be holidays resulting in two weeks with only Monday and Tuesday workdays with one Friday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the five (5) work days as shown above with red boxes.

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 (e.g., the Wednesdays or Thursdays).

In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday, November 28, 2014) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

Holiday Schedule for 2015-2016

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 21, 2015, through Friday, January 1, 2016, with staff returning to work on Monday, January 4, 2016.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 21, 2015, through Friday, January 1, 2016.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Thursday, December 24, 2015) and Christmas Day (Friday, December 25, 2015) along with New Year’s Eve (Thursday, December 31, 2015) and New Year’s Day (Friday, January 1, 2016).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, three (3) days of this two-week period will be holidays with one holiday falling on a Friday when City Hall is scheduled to be closed (e.g., Friday, January 1, 2016). Therefore, civilian staff will receive eight (8) hours of compensatory time for that holiday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the six (6) work days as shown above with red boxes.

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.

In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday November 27, 2015) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.