

CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING
Between
City of Inglewood
and
Inglewood Police Management Association (IPMA)

JANUARY 1, 2014 through JUNE 30, 2017
Three-and-one-half years (42 months) Agreement

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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 the Inglewood Police Management Association (IPMA), (hereinafter referred to as "IPMA") pursuant to Government Code Section 3500, et seq.

SECTION II – EMPLOYER – EMPLOYEE RELATIONS RESOLUTION

The Rules and Regulations governing the City's Employer-Employee Relations program pursuant to Government Code Section 3500, et seq., is set forth in the City's Employer-Employee Relations Resolution # 7177, and incorporated herein by reference.

SECTION III – RECOGNITION CLAUSE

The City recognizes the Inglewood Police Management Association, Incorporated (IPMA) as the recognized exclusive representative organization for the classifications of Deputy Police Chief, Police Captain, Police Lieutenant, and Police Sergeant.

SECTION IV- DUES DEDUCTIONS

A. City Deduct Dues

The City shall deduct dues on a regular basis from the pay of all classifications and positions recognized to be represented by IPMA and who voluntarily authorize such deductions in writing on a form provided for this purpose by the City.

B. Remit Dues to IPMA

The City shall remit such funds to IPMA within thirty (30) calendar days or sooner when practicable following the deductions.

C. Indemnification

The IPMA agrees to hold the City harmless and indemnify the City against claims, causes of action, or lawsuits arising out of the dues deductions or transmittal of such funds to IPMA.

SECTION V – TIME OFF FOR MEETING AND CONFERRING

A. Release Time Off

The City recognizes that due to the unique nature of the services performed by peace officers it is of benefit both to the City and IPMA that the City permit an IPMA employer-employee relations committee to be granted leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the parties.

When unit employees participate in meet and confer session(s) during non-scheduled work hours, the unit employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s).

In no event shall the number of committee-persons exceed five (5).

B. Full Pay Defined

1. Full pay, as used above, shall mean the unit employee's current base salary, benefits, and any assigned bonus.
2. Full pay shall not include any overtime or compensatory time when meet and confer session(s) are held at times which would if worked, constitute time worked for which unit employees would receive overtime and/or compensatory time off.

C. IPMA Provide List of Employer – Employee Relations Team

1. The IPMA shall provide the Police Chief and the Human Resources Director with a written list of up to five (5) individuals who will serve as the IPMA employer-employee relations' team for the purpose of the meeting and conferring process.
2. Such list shall be provided at least two (2) calendar weeks prior to the date set for meeting and conferring.
3. Such requirement shall be waived by the City should the City request meet and confer session(s) at a time when it would be impractical for the IPMA to meet such requirements.

SECTION VI – TIME OFF FOR GRIEVANCE PROCESSING

A. Release Time for Grievance Representation

1. One of two representatives designated by the IPMA shall be entitled to receive time off upon approval of the Police Chief for the purpose of processing and/or adjusting a grievance for the unit employees covered by this agreement.
2. The Police Chief shall not unreasonably withhold approval of time off without cause.
3. The IPMA representative, as a fulltime sworn management peace officer of the Police Department, shall conduct his/her Association activities in such a manner as to minimize his/her time away from regular police department duties.

B. Provide Names of IPMA Representatives for Grievances

1. Upon execution of this Memorandum of Understanding the IPMA shall notify the Police Chief and the Human Resources Director of the name or names of individuals who are initially authorized by the IPMA to adjust and/or process grievances.
2. If there is any change in persons designated to process and/or adjust grievances, the IPMA shall immediately notify the Police Chief and the Human Resources Director in writing of such changes.

C. IPMA Representation Responsibilities

1. In the performance of his/her duties the IPMA representative who processes and/or adjusts grievances shall not unduly interfere with the work of other members of the Police Department or the normal operations of the Police Department but shall carry out his/her duties so as to minimize other unit employees' lost work time as a result of the processing or adjusting of grievances by the IPMA representative.
2. IPMA representative will notify his/her immediate management supervisor upon his/her return to his/her job site so that the time spent on such Association business can be documented and submitted to the Police Chief.
3. Documentation shall be limited to name of IPMA representative, date and time spent, and general division of department in which grievant is assigned.

D. Permission to Leave Job Site

Permission to leave the job site and approval of time off shall not, considering all circumstances such as emergencies, be arbitrarily withheld by the representative's immediate management supervisor or the Police Chief.

SECTION VII – TIME OFF FOR ASSOCIATION BOARD MEETINGS

A. Not to Exceed Five Hundred (500) Hours

The City shall grant IPMA board members time off not to exceed a total of five hundred (500) hours collectively for all members of the board.

B. IPMA President's Hours for Association Business

1. The president of the Association may take up to twenty five (25) working days off during any fiscal year for Association business and the Association shall reimburse the City for salary paid to the president for these days off.
2. The twenty-five (25) days shall not count in computing the five hundred (500) hours set forth above.

ARTICLE TWO—GRIEVANCE PROCEDURE

The following grievance procedure shall be the sole and exclusive procedure for all fulltime probationary and permanent status Police management employees.

SECTION I – PURPOSE OF GRIEVANCE PROCEDURES

A. Improve Employer – Employee Relations

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.

B. Settled As Informally As Possible

To provide that grievances shall be heard and settled as informally as possible.

C. Settled As Promptly As Possible

To enable grievances to be settled as promptly and as nearly as possible to the point of origin.

D. Consideration on Questions and Disputes

To afford unit employees individually, or through qualified representation, a systematic means of obtaining considerations on questions and disputes.

SECTION II – CONDUCT OF GRIEVANCE PROCEDURES

A. Request Assistance

A unit 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.

B. Reasonable Amount of Work Time

The unit 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.

C. Retroactivity

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 unit employee to have had prior knowledge of an accounting error.

D. Time Limits

The time limits specified may be extended to a definite date by mutual agreement of the unit employee and the reviewer concerned.

E. Free From Reprisal

Unit employees shall be free from reprisal for using the grievance procedure.

SECTION III – MATTERS SUBJECT TO GRIEVANCE PROCEDURE

A. Grievances Defined

1. Grievance shall be defined as a dispute between the City and a unit employee, group of unit employees, the Association on behalf of an individual unit employee or group of unit employees, or the Association on its own behalf, regarding the application or interpretation of specific expressed provisions of this MOU, Civil Service Rules and Regulations, and/or departmental rules and regulations.
2. In addition, fulltime unit employees having probationary or permanent status may process a personal grievance on one (1) or more than one of the following grounds:
 - a. Improper application of rules, regulations, and procedures.
 - b. Unfair treatment, including coercion, restraint, or reprisal.
 - c. Reduction in force action – layoffs.
 - d. Promotion procedures implemented unfairly.
 - e. Classification of position.
 - f. Non-selection for training opportunities.
 - g. Discrimination because of race, religion, color, creed, or national origin.
 - h. Any matter personally affecting a unit employee such as:

Working Schedule	Performance Rating
Fringe Benefits	Retirement
Holidays	Change in Classification
Vacation	Change in Salary
Sick Leave	
3. Appeals of disciplinary action as defined in California Government Code Section 3303.

B. Probationary Unit Employees

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

SECTION IV – GRIEVANCE PROCEDURE STEPS

A unit employee whose grievance involves the appeal of a disciplinary action that has already been sustained by the Police Chief following a pre-disciplinary (i.e., *Skelly*) hearing shall proceed directly to Step Five – Advisory Arbitration, by filing an appeal within ten calendar days of receiving the Notice of

Disciplinary Action with the Director of Human Resources. If the disciplinary action consists of a dismissal, demotion, punitive reduction in pay, or suspension without pay equal to more than thirty (30) hours of straight time pay, the unit employee may, in lieu of proceeding through the process in this Article, elect to proceed under the arbitration process set forth in Appendix Two of this MOU by so notifying the Director of Human Resources in the notice of appeal. All other grievances, including disciplinary actions not enumerated above and disciplinary actions less than thirty (30) hours would proceed through the process in this Article.

A. Step One – Informal Process

1. A unit employee must attempt first to resolve a grievance through a discussion with his/her immediate supervisor without undue delay on an informal basis.
2. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision.
3. In order that this informal procedure may be responsive, all parties involved shall expedite this process.
4. In no case may more than twenty-one (21) calendar days on all grievance matters elapse from the date of the alleged incident and the filing of a written formal grievance with the Human Resources Director with a copy to the Police Chief.

B. Step Two – Formal Process – Management Supervisor

1. If the grievance is not resolved through the informal process and a written grievance is filed within the time limit set forth above, the grievant shall discuss the grievance with his/her immediate management supervisor.
2. The immediate management supervisor shall render a decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

C. Step Three – Formal Process – Commanding Officer

1. If the grievance is not resolved in Step Two, or if no answer has been received from his/her immediate management supervisor within seven (7) calendar days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to his/her Commanding Officer.
2. The Commanding Officer shall discuss the grievance with the grievant, render a decision and comment in writing, and return them to the grievant within seven (7) calendar days after receiving the grievance.

D. Step Four – Formal Process – Police Chief

1. If the grievance is not resolved in Step Three, or if no answer has been received within seven (7) calendar days from the presentation of the written grievance, the grievant may, within the next seven (7) days, present the grievance in writing to the Police Chief.
2. Failure of the grievant to take this action will constitute termination of the grievance.

3. The Police Chief shall further review and discuss the grievance with the grievant and shall render his/her decision and comments in writing and return them to the grievant within seven (7) calendar days after receiving the grievance.

E. Step Five – Formal Process – Advisory Arbitration

1. If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant may appeal the matter to advisory arbitration by presenting the grievance in writing to the Human Resources Director for processing within ten (10) calendar days.
2. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
3. Advisory arbitration shall be limited to appeals of disciplinary action. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager (Administrative Officer)).
4. A grievant that chooses advisory arbitration shall be deemed to have made a choice between the Civil Service Board of Review and arbitration, and therefore may not seek two (2) hearings on the same grievance.
5.
 - a. The Human Resources Director shall request a list of nine (9) arbitrators from the American Arbitration Association or the State Mediation and Conciliation Service.
 - b. If a mutual agreement cannot be reached at a meeting of the two 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 arbitrator.
 - c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
 - d. The priority of striking names shall alternate from one party to the other each time advisory arbitration is invoked by the same parties.
 - e. The appointment of an arbitrator shall be on a case-by-case basis.
6.
 - a. The Arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
 - b. The Arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
 - c. The Arbitrator shall be bound by the express terms and conditions of the Memorandum and Understanding as well as the Civil Service Rules 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, or procedures.
 - d. Moreover, the arbitrator shall be limited to ascertaining whether or not the department proved each charge by preponderance of the evidence, and as to those sustained charges what discipline is appropriate.
 - e. 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 unit employees have not adhered to such time limits.

7. a. Unit employees called as witnesses shall be scheduled to be released from duty to testify at the hearings without loss of compensation.
 - b. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not unreasonably disrupted.
 - c. The parties must exchange at least five (5) working days prior to the scheduled arbitration hearing date a list of anticipated witnesses and the estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief and the opposing party, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing unreasonable interference with the normal operations and efficiency of the Police Department.
8. The findings of fact and the recommendations of the Arbitrator shall be transmitted to the involved parties and the City Manager (Administrative Officer).
 9. a. The Arbitrator's fees and any mutually agreed upon expenses shall be borne one-half (½) by the City and one-half (½) by the grieving unit employee.
 - b. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

F. Step Six – Final Process

1. Upon being provided the decision following advisory arbitration, the City Manager (Administrative Officer) may elect the method consistent with law that he/she considers appropriate for the study of the issues and render a decision to the parties within thirty (30) calendar days.
2. 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 – SALARIES

A. Salary Adjustment Criteria

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

B. Salary Ranges

1. As of January 1, 2014, the following table summarizes the current salary ranges for IPMA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	321.5	\$ 6,916.00	336.5	\$ 8,029.26
666	Police Lieutenant	341.5	\$ 8,438.83	354.0	\$ 9,556.30
665	Police Captain	359.0	\$ 10,043.76	371.5	\$11,374.27
698	Deputy Police Chief	376.5	\$ 11,954.47	379.5	\$12,316.70

2. Salary step increases within the ranges shall be given at the beginning of the payroll period in which the unit employee's step increase anniversary date falls.

C. Salary Increases with Corresponding CalPERS Contributions

1. Effective on or about July 18, 2014, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to five percent (5%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	325.5	\$ 7,196.82	340.5	\$ 8,355.28
666	Police Lieutenant	345.5	\$ 8,781.48	358.0	\$ 9,944.32
665	Police Captain	363.0	\$ 10,451.58	375.5	\$11,836.11
698	Deputy Police Chief	380.5	\$ 12,439.87	383.5	\$12,816.81

2. Effective on or about July 18, 2015, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by five and one-half (5½) range points (e.g., eleven [11] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding

pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to one percent (1%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	331.0	\$ 7,601.48	346.0	\$ 8,825.08
666	Police Lieutenant	351.0	\$ 9,275.25	363.5	\$10,503.94
665	Police Captain	368.5	\$ 11,039.75	381.0	\$12,501.64
698	Deputy Police Chief	386.0	\$ 13,139.35	389.0	\$13,537.48

- Effective on or about July 18, 2016, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay one percent (1%) of the CalPERS employee rate, which represents the full (e.g., 100%) employee CalPERS contribution of nine percent (9%), and three (3) points of the employer's CalPERS rate, bringing the total employee CalPERS payment by unit employees to twelve percent (12%), and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision shall eliminate any Employer Paid Member Contribution (EPMC) premiums paid by the City.

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	335.0	\$ 7,910.13	350.0	\$ 9,183.42
666	Police Lieutenant	355.0	\$ 9,651.86	367.5	\$10,930.45
665	Police Captain	372.5	\$ 11,488.01	385.0	\$13,009.25
698	Deputy Police Chief	390.0	\$ 13,672.86	393.0	\$14,087.16

D. Salary Compaction

- The base pay range differential between detective and bottom step sergeant shall not be less than ten (10) range points (e.g., twenty [20] half-points).
- The base pay range for sergeant shall include three (3) merit pay steps of approximately five (5) range points (e.g., ten [10] half-points) each.
- The base pay range differential between top-step sergeant and bottom-step lieutenant shall not be less than five (5) range points (e.g., ten [10] half-points).
- The lieutenant pay base range shall include two (2) merit pay steps of approximately five (5) range points (e.g., ten [10] half-points) each and one merit pay step of approximately two-and-one-half (2½) range points (e.g., five [5] half-points).
- The pay range differential between the top-step lieutenant and bottom-step captain shall not be less than five (5) range points (e.g., ten [10] half-points).

SECTION II – MERIT PAY PLAN**A. Appointment and Probationary Status**

1. a. It shall be the policy that upon promotion unit employees shall be assigned to the step in the higher salary range that shall provide at least a five (5) range point (e.g., ten [10] half-points) increase over their former base salary.
- b. If the pay provided for at such step is not five (5) range points (e.g., ten [10] half-points) above the base pay* of the highest paid subordinate supervised by the promoted unit employee, the promoted unit employee shall be assigned to a step that provides him or her a minimum of a five (5) range point (e.g., ten [10] half-points) base pay differential.
- c. In no event shall a unit employee be paid a base salary above top step of the range of the class he or she occupies.
2. Each initial and promotional appointment to a fulltime Police management position shall be subject to probationary period of one (1) year.
3. Upon satisfactory completion of the probationary period, a five (5) range point (e.g., ten [10] half-points) base salary increase will be granted.
4. A unit employee's probationary status may be extended by the appointing authority for a six (6) month period.

* In the case of newly appointed sergeants, base pay as here used shall be deemed to include the special pay rate paid to former police agents under Salary Ordinance Number 2423.

B. Merit Increases

1. Merit Increase Increments
 - a. Upon successful completion of the probationary period, the Police management employee is eligible to receive merit increases in one (1) range point (e.g., two [2] half-points) increments at any time during the fiscal year on the recommendation of the unit employee's supervisor and the approval of the Police Chief.
 - b. 1) Merit increases are not granted automatically at specific intervals, but at the discretion of the department head based on unit employee performance.
 - 2) Five (5) range points (e.g., ten [10] half-points) per year is considered a normal advancement through the salary range for unit employees whose job performance is rated satisfactory by their supervisor.
 - 3) Advancements that are below or above this norm may be granted when warranted and justified.
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 job 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.
 - a. The Police Chief shall evaluate each police management employee at least once annually.
 - b. An opportunity will be afforded each police management 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. With all performance evaluations that include a recommendation for merit pay, upon approval and availability within the approved salary range, such merit pay shall be paid retroactively to the unit member's promotional anniversary date.

D. Reduction in Pay

1. The City Manager must give written approval for reducing pay or approving a reduction in a unit employee's compensation in one (1) range point (e.g., two [2] half-points) increments to not lower than Step B, but 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

1. 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 operation of the plan.
2. 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 a point within the assigned salary range of a classification, exclusive of longevity pay, deferred compensation, and any bonus or assignment differentials. Appendix One defines how the salary ranges are calculated along with the associated pay rates with each range.

G. Supervisory Differential

1. All unit employees promoted to or serving in a higher job classification, and who are required to supervise unit employees of a lower 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) above the base salary of any unit employee in a lower job classification whom they supervise.

SECTION III – SUPPLEMENTAL COMPENSATION

A. Bilingual Interpretation Assignment Pay

A unit employee who is qualified and responsible for bilingual interpretation, and whose use of the language is of significant benefit to the operations of the department as determined by the Police Chief, shall receive bonus pay according to the following rules:

1. To be eligible for this bilingual interpretation assignment pay, a unit employee must pass a language proficiency test, which is a job related to the duties and responsibilities performed. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
2. The City will pay each eligible designated unit employee twenty five dollars (\$25) per pay period for the duration of the bilingual interpretation assignment.

The parties agree that to the extent permitted by law, the compensation for Bilingual Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

B. POST Certificate Incentive Pay¹

1. Eligibility for POST education incentive plan is established as of the date the employee's certificate was validated by POST.
2. POST incentive pay will not be computed in establishing salary steps upon promotion or assignment to higher positions.
3. Intermediate POST Certificate incentive pay shall be an additional seven-and-one-half (7½) range points (e.g., fifteen [15] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.
4. Advanced and/or Management POST Certificate incentive pay shall be an additional twelve-and-one-half (12½) range points (e.g., twenty-five [25] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.
5. Employees receiving the Advanced and/or Management POST Certificate incentive pay shall not receive the Intermediate POST Certificate incentive pay.
6. Police Management employees who possess a POST Supervisory Certificate and three (3) or more years of supervisory experience at the rank of Sergeant shall be paid seventeen-and-one-

¹ Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent that this is special compensation and thus pensionable for employees and to comport with CalPERS guidelines. This clarification and use of Appendix One is made retroactive to January 1, 2010.

half (17½) range points (e.g., thirty-five [35] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.

7. An employee shall be paid only for the highest level of certificate for which he or she qualifies.
8. In computing the overall pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are collectively summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.
9. POST eligibility standards for the purpose of this POST education incentive plan shall be those approved by the State POST Commission.

C. Overtime

1. No Police Management employee will be paid overtime hours unless approved in advance by the Police Chief or designee.
2.
 - a. Whenever a unit employee in the classification of police sergeant is required to perform services at a time outside of his/her regular work schedule that are "event driven," the unit employee shall receive premium overtime compensation equal to one and one-half (1½) times the unit employee's regular rate of pay in cash or compensatory time off, at the unit employee's option, subject to the limitations described below.
 - b. Whenever a unit employee in the classification of police lieutenant is required to perform services at a time outside of his/her regular work schedule that are "event driven," the unit employee shall receive premium overtime compensation equal to one and one-half (1½) times the unit employee's regular rate of pay in cash or compensatory time off, at the unit employee's option, subject to the limitations described below.
 - c. "Event driven" means major disasters, riots, major investigations, tactical situations, or any other similar activity designated by the Police Chief.
3.
 - a. All police lieutenants shall be prohibited from being paid for any non-reimbursement overtime through the term of this agreement unless authorized in writing by the Police Chief.
 - b. Non-reimbursed overtime is defined as any overtime, which is charged to the City's General Fund and not reimbursable from any outside source.
 - c. Police lieutenants shall continue to be eligible to receive overtime for which the City is reimbursed from an outside source.
4. In recognition of the fact that any police lieutenant may be called in due to "event-driven" emergencies and in conjunction with police lieutenants not being eligible for General Fund-based overtime as defined above, effective January 7, 2011, each police lieutenant shall be provided a City-owned vehicle to drive to and from work.
5.
 - a. Unit employees may accumulate compensatory time off up to a maximum of one hundred and twenty (120) hours. Upon attaining that maximum level, all overtime compensation shall be provided in cash.

- b. On September 30th of each calendar year, any such compensatory time off credited to a unit employee that is in excess of sixty (60) hours shall be paid in cash to the unit employee at his/her or her current regular rate of pay plus longevity pay and POST certificate pay.
- c. This compensatory time off bank shall be separate from and in addition to the sixty (60) hours of annual Administrative time off hours awarded under Article Five, Section V.

D. Standby Pay

Eligible unit employees designated by the Police Chief, who are assigned to “standby” for homicides or officer-involved shootings, will only be compensated at a rate of nine (9) hours of compensatory time off (CTO), for each week assigned to standby. Unit employees will accrue one (1) hour of CTO for each weekday and two (2) hours of CTO off for each Saturday or Sunday in which they are on “standby.”

E. Longevity Pay Program (See Appendix One for More Information)

The City provides the following retention incentive plan for all eligible fulltime Police management employees:

1. Upon completion of five (5) years of fulltime service with the City – three (3) range points (e.g., six [6] half-point increments).
2. Upon completion of ten (10) years of fulltime service with the City – six (6) range points (e.g., twelve [12] half-point increments).
3. Upon completion of fifteen (15) years of fulltime service with the City – nine (9) range points (e.g., eighteen [18] half-point increments).
4. Upon completion of twenty (20) years of fulltime service with the City – twelve (12) range points (e.g., twenty-four [24] half-point increments).
5. Upon completion of twenty five (25) years of fulltime service with the City – fifteen (15) range points (e.g., thirty [30] half-point increments).
6. In computing the overall pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are collectively summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.

F. Uniform Allowance

Effective the first pay period in October of each year, all Police management employees shall receive an annual uniform allowance of one thousand fifty dollars (\$1,050) per year. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

G. Voluntary Deferred Compensation

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

H. Lateral Hire Incentive Program

All police management hired after August 1, 2007, that have served as a police officer in another law enforcement agency or agencies and successfully completed probation in that agency or agencies, and upon successfully completing probation in the City of Inglewood, shall receive:

- a. Service credit for their years of active employment as a police officer on a full-year for full-year basis for up to ten (10) years.
- b. These years of service in another agency or agencies will be considered for calculating longevity pay, vacation accrual, sick leave accrual, and seniority points for promotions.

I. Educational Incentive

1. Each October (same pay period as uniform allowances are paid) thereafter, each member possessing a Master's or Doctorate Degree will be compensated one thousand dollars (\$1,000) per year.
2. Unit employees who obtain a Master's or Doctorate Degree after October 1st, in any calendar year, shall be paid a pro-rated amount for the time period remaining before the next educational incentive bonus is paid (e.g., an eligible Master's or Doctorate degree earned on June 1st equals a pro-rated amount of eighty three dollars and thirty-three cents (\$83.33) per month, which represents the four [4] months from June 1st to September 30th). Pro-rated amounts will be based upon full months.
3. The parties agree that to the extent permitted by law, the compensation for POST Certificate Incentive Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a) (2) Educational Incentive Pay.

SECTION IV - RETIREMENT**A. Retirement System**

The City shall provide the following retirement coverage through the California Public Employees Retirement System (CalPERS).

B. Contributions

1. Employer

The City shall continue to pay its statutory contribution rate, which is established by CalPERS and may vary.

2. Employee

The City shall pay nine percent (9%) of the employee's CalPERS contribution to CalPERS on account of benefits payable under that retirement system to each employee. On or about July 18, 2014, this provision shall be modified herein.

C. Additional Retirement Benefits—“Classic Members”

The term “Classic Members” as that term is used in the California Public Employees’ Pension Reform Act of 2013, shall receive in addition to mandatory retirement benefits the following:

1. One-year highest compensation as specified in Government Code, Section 20042;
2. Military service credit as specified in Government Code, Section 21024;
3. Post-retirement survivor allowance as specified in Government Code, Sections 21624-21626;
4. Effective January 1984, or as soon thereafter as possible, 1959 Survivor Benefits Level 2, as specified in Government Code Section 21572.
5. Effective August 18, 2001, the City shall report the value of Employer Paid Member Contributions as additional compensation as provided in Government Code, Section 20636(c)(4). On or about July 18, 2014, this provision shall be modified per Article Three, Section I.
6. Effective January 1, 2002, the City shall provide the 3% @ 50 formula in accordance with Government Code, Section 21362.2 for all unit employees hired prior to January 7, 2011.
7. All unit employees hired on or after January 7, 2011, and before January 1, 2013, shall be provided the 3% @ 55 formula in accordance with Government Code, Section 21363.1.

D. PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) —“New Members”

1. “New Members,” as that term is used in the California Public Employees’ Pension Reform Act of 2013, shall receive the following benefits:

2. 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.

3. PEPRA – New Hires January 1, 2013

Effective January 1, 2013, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2013, or new hires with a break in CalPERS service of more than six (6) months will receive:

- a) 2.7% @ 57 CalPERS retirement benefit formula as specified in Government Code, Section 7522.25
- b) Thirty-six (36) consecutive months for the final highest compensation formula as specified in Government Code, Section 20037
- c) Unit employees pay fifty percent (50%) of the “normal” CalPERS benefit costs
- d) No EPMC
- e) Military service credit as specified in Government Code, Section 21024;

SECTION V – ACTING SUPERVISOR APPOINTMENTS

A. Definition

1. 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.
2. A vacated position shall mean one from which the incumbent unit 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 designate.

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 City Council.

5. Appointment Pay

Upon assignment of acting duty status, a unit employee will begin to earn a base salary that is equal to Step A of the salary range for the acting position assigned, 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

- a. 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.
- b. However, such salary increases will be paid only to maintain a five (5) range point (e.g., ten [10] half-point increments) 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 base salary that is at least ten (10) range points (e.g., twenty [20] half-point increments) more than the salary to which they are entitled in their permanent position.

8. An employee's time spent in an acting assignment shall not be considered as "time in grade" should the employee ultimately promote to that classification.

9. The parties agree that to the extent permitted by law, the compensation for Temporary Upgrade Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(3) Premium Pay.

C. Ineligibility for Supervisory Differential

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.

ARTICLE FOUR—FRINGE BENEFITS***SECTION I – FRINGE BENEFITS ADMINISTRATION PROVISION*****A. Administration**

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

B. Selection and Funding

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

C. Changes

The City shall meet and confer with the IPMA prior to any changes of insurance carrier or method of funding coverage for any fringe benefits provided in Section II below.

SECTION II – BENEFITS**A. Medical Insurance Plan – All Active Unit Employees**

1. The City will make medical benefits available to all active eligible unit employees and retirees, as set forth in this Article.
2. An active fulltime unit employee who elects not to obtain coverage for him or herself shall be required to complete necessary written certification that he/she has medical coverage under another medical plan, and shall identify such coverage.
3. Enrollment shall occur as provided in program requirements.
4. Any unit employee enrolled in the Aetna 90/60 as of January 1, 2009, shall be permitted to remain in such plan. Any unit employee not so enrolled shall not be permitted to select the Aetna 90/60 plan.
5. The City will institute a domestic partner benefit, for the domestic partners of eligible unit employees as defined, specified and amended by federal and state law.

B. Medical Insurance Plan – Active Unit Employees Hired Before August 1, 2007

1. a. The City shall pay the premiums for the City sponsored group medical benefit plans up to a maximum of the cost of the monthly premium for the 80/60 PPO family plan offered by the City.
- b. Unit employees electing coverage in a group medical insurance benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

C. Medical Insurance Plan – Active Employees Hired after 8/1/07 and before 1/7/11

1. a. The City shall pay the premiums for the City sponsored group medical benefit plans up to a maximum of the cost of the most costly monthly premium for any of the family HMO plans offered by the City.
- b. Unit employees electing coverage in a group medical insurance benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

C. Medical Premiums – New Employees Hired on or after January 7, 2011

1. All unit employees shall pay five percent (5%) of the monthly premiums and the City shall pay ninety five percent (95%) of the total monthly medical insurance premiums for eligible unit employee based on their enrollment eligibility up to the Kaiser medical plan family rate (based upon number of dependents enrolled, if any) which was in effect on December 31, 2010.
2. Unit employees who chose to participate in another City medical plan will pay all the difference in the monthly premium costs which are higher than the Kaiser medical plan.

D. Options Fund /Waiver of Medical Insurance Coverage

1. The City shall provide active unit employees with an Options Fund / Waiver of Medical Insurance Coverage. Active unit employees may elect to receive payment from the fund for one of the following choices:
 - a. Receive one-half ($\frac{1}{2}$) of the savings realized by the City from the unit employee's refusal of medical insurance coverage, for the least expensive City sponsored group benefit plan; or
 - b. Receive one-half ($\frac{1}{2}$) of the savings realized by the City from the unit employee's refusal of medical insurance coverage, for the least expensive City sponsored group benefit plan or receive it as a deferred compensation contribution.
2. Active unit employees shall receive the options fund payment only after completion of the necessary documents in the Human Resources Department.

E. Medical Insurance Plan – Retired and Grandfathered Unit Employees

1. The City provides retired unit employees with the opportunity to participate in group medical insurance plans contracted for by the City. All appropriate and necessary arrangements must be made prior to the effective date of retirement.
2. **For police management employees that have retired from City employment prior to January 1, 2008:**

The City agrees to pay fifty percent (50%) per month for all existing and future retired Police management employees for medical benefit coverage with the City's medical plans.

- a. 1) **Effective August 1, 1986, the City agrees to pay on behalf of unit employees who terminate City employment through CalPERS retirement on or after August 1, 1985, and who then have served at least fifteen (15) consecutive years as fulltime City**

employees, seventy five percent (75%) of the required monthly premium for unit employee and one dependent coverage for the life of the unit employee under the City's then approved medical insurance plan as then in effect in which the qualifying retiring unit employee had been enrolled prior to retirement; provided such unit employee duly selected to continue said insurance coverage past retirement, and provided the said insurance carrier accepts the retiring unit employee for coverage.

- 2) **For Police management employees retiring after October 1, 1999, and prior to January 1, 2008**, the City agrees that unit employees in the unit who have twenty five (25) consecutive years or more of City service and who terminate City employment through CalPERS retirement with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of utilizing such five hundred (500) hours for purposes described in Section II, utilize such five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City plans for the lifetime of the retiring unit employee. As used in this Section II, the term "City service" may include up to a maximum of four (4) years of military service credit, as provided by Government Code Section 20930.3, if fully purchased by the unit employee before the effective date of retirement. A unit employee claiming military service credit shall furnish to the City satisfactory proof of purchase of credit so claimed before the effective date of retirement. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
- 3) Effective August 13, 2001, the City agrees that police management employees retiring who have twenty (20) consecutive years or more of City service and who terminate City employment through CalPERS retirement, with accumulated unused sick leave and/or vacation leave of seven hundred and fifty (750) hours or more may utilize such seven hundred and fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City plans for the lifetime of the retiring unit employee. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
- 4) Police management employees retiring, who terminate City employment through CalPERS retirement, with one thousand hours (1000) of accumulated sick and/or vacation leave may utilize such one thousand hours (1000) to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City's plans for the lifetime of the retiring unit employee. If the unit employee predeceases the one qualified dependent, the City shall pay seventy five percent (75%) of the dependents medical premium.
- 5) If the City should change health insurance carriers, the retired unit employee would continue to receive the fifty percent (50%) premium payment by the City towards a designated City plan if retirement occurred prior to August 1, 1985; if retirement occurred on or after August 1, 1985, the unit employee would continue to receive the seventy five (75%) percent premium payment by the City; if retirement occurred after July 6, 1987, and the unit employee elected to receive the one hundred percent (100%) premium payment by the City in accordance with the above paragraph, the unit employee would continue to receive this one hundred percent (100%) premium payment.

- 6) With respect to retirees who are required under their medical plan to pay for 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 herein, without taking into account any reduction in such medical premiums occasioned by the Medicare Coverage.
3. For police management employees who have terminated from City employment between January 1, 2008, and May 1, 2014, and were hired as a fulltime employee prior to August 1, 2007, as well as the eight (8) grandfathered employees specifically listed in Appendix Three to this MOU:
 - a. The City agrees to pay for all future retired Police management employees a contribution for medical benefits of up to fifty percent (50%) of the required monthly premium for Employee-only coverage under the City's 80/60 PPO medical plan, or any HMO plan in effect in which the unit employee is enrolled at the time of the unit employee's termination/retirement.
 - b. For unit employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement, who elect to remain in the plan during retirement, the City shall contribute an equal amount to fifty percent (50%) of the plan. The unit employee shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premiums.
 - c.
 - 1) **The City agrees to pay on behalf of Police management employees who terminate City employment through CalPERS retirement with at least fifteen (15) consecutive years as fulltime City employees**, seventy five-percent (75%) of the required monthly premiums for Employee Plus One dependent coverage for the life of the unit employee under the City's 80/60 PPO medical plan, or any HMO plan in effect, in which the qualifying retiring unit employee had been enrolled prior to retirement; provided such unit employee duly selected to continue said insurance coverage past retirement, and provided the said insurance carrier accepts the retiring unit employee for coverage.
 - 2) **For Police management employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement who elects to remain in the plan during retirement**, the City shall contribute an amount equal to seventy-five percent (75%) of the required monthly premium for the City's 80/60 PPO medical plan. The unit employee shall pay the difference, if any, between the costs of the City's 90/80 PPO Plan and the cost of the City's 80/60 PPO plan monthly premiums.
 - 3) **The City agrees that Police management employees in the unit who have twenty five (25) consecutive years or more of the City service and who terminate City employment through CalPERS retirement** with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of utilizing such five hundred (500) hours for purposes described in Section II-B, utilize such five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. As used in this Section II, the term "City service" may include up to a maximum of four (4) years of military service credit, as provided by Government Code Section 20930.3, if fully purchased by the unit employee before the effective date of retirement. A unit employee claiming military service credit shall furnish to the City satisfactory proof of purchase of credit so claimed before the effective date of retirement. All other restrictions

contained in Section II-B above shall apply to any unit employee qualifying for medical premium coverage under this Section II.

- 4) **For unit employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement who elect to remain in the plan during retirement**, the City shall contribute an amount equal to the one hundred percent (100%) of the required monthly premium for the City's 80/60 PPO medical plan. The unit employee shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premiums.
 - 5) **The City agrees that unit employees retiring in this unit who have twenty (20) consecutive years or more of City service and who terminate City employment through CalPERS retirement** with accumulated unused sick leave and/or vacation leave of seven hundred and fifty (750) hours or more may utilize such seven hundred and fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
 - 6) **Unit employees retiring in this unit, who terminate City employment through CalPERS retirement** with one thousand hours (1000) of accumulated sick and/or vacation leave may utilize such one thousand hours (1000) to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. If the unit employee predeceases the one qualified dependent, the City shall pay seventy-five percent (75%) of the premium due for that one dependent for the lifetime of that dependent.
- d. **If the City should change the health insurance carriers**, the retired unit employee would continue to receive the same percentage of the premium payment by the City towards the plan under the new carrier that most closely matches the plan they were enrolled in previously.
 - e. **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 under Section II, without taking into account any reduction in such medical premiums occasioned by the Medicare coverage.

F. Retiree Medical Plan Effective May 1, 2014

Due to the overwhelming unfunded liability of the City's Retiree Health Benefit Plans that were available for eligible fulltime unit employees prior to May 1, 2014, the City hereby eliminates such Plans effective May 1, 2014, for all existing fulltime unit employees, except those eight (8) grandfathered employees specifically set forth in Appendix Three, who retire from the City. Such plan is replaced by the plan set forth below:

1. A Retiree Health Savings (RHS) Plan shall be created for all fulltime unit employees.
2. Any of the eight (8) grandfathered employees specifically listed in Appendix Three to this MOU shall have the right to "opt-out" of their respective retiree medical benefit as described above and

accept the terms and conditions stipulated below in Tier 1 below (Item 4 a) provided they do so within thirty (30) days of MOU adoption.

3. Sick-Leave-to-RHS Conversion Bank:
 - a. All unit employees shall be permitted to convert up to one thousand (1,000) hours of accrued sick leave hours at 50% of the employee's base hourly rate of pay to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
 - b. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015, and August 1, 2016, respectively. Following the final one-third ($\frac{1}{3}$) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS-Conversion-Bank" will have no balance and cease to exist.
 - c. Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their sick leave bank and need to use the sick leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank for purposes of time off; such a request by the employee shall be granted. The employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
 - d. Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
4. **Tier 1:** Benefits for employees with fifteen (15) or more years of fulltime City service as of May 1, 2014.
 - a. Monthly stipend for medical premiums: Upon retirement from the City, the City shall pay on behalf of each Tier 1 retiree, the actual cost of the retiree and dependents' medical insurance premium, not to exceed nine hundred dollars (\$900) per month, beginning the first month after retirement from the City and continuing for one hundred eighty (180) months. The stipend will be paid directly to the City's medical benefit provider. The retiree/dependents shall be responsible for any difference in the medical premium.
 - b. Upon retirement, a Tier 1 retiree may, in lieu of the one hundred eighty (180) stipend payments, elect to receive forty percent (40%) of the value of these stipends (e.g., \$900 x 180 months x .40 = \$64,800) as a one-time, lump sum payment deposited into his or her RHS Plan.
 - c. The retiree medical stipend will terminate forever, if at any time the retiree/dependent(s) fails to pay the difference between the stipend and the cost of the monthly medical insurance premium, after reasonable notice of such failure to pay is received by the retiree retiree/dependent(s).
 - d. The dependent of a deceased Tier I retiree who was receiving a stipend shall continue to receive the balance of such stipend payments provided said dependent(s) maintain(s) the City's medical coverage paying any necessary difference.

- e. All unit employees in Tier 1 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667. This amount may be modified from time to time by IPMA, in which case the parties shall amend this provision of the MOU.
5. **Tier 2:** Benefits for employees with less than fifteen (15) years of fulltime service to the City on or before May 1, 2014.
 - a. Monthly stipend for medical premiums: Upon retirement from the City, the City shall pay on behalf of each Tier 2 retiree the actual cost of the retiree and dependents' health insurance, not to exceed five hundred dollars (\$500) per month, beginning the first month after retirement from the City and continuing for one hundred eighty (180) months. The stipend is paid directly to the City's medical benefit provider. The retiree/dependents shall be responsible for any difference in the medical premium.
 - b. Upon retirement, a Tier 2 retiree may, in lieu of the one hundred eighty (180) stipend payments, elect to receive forty percent (40%) of the value these stipends (e.g., \$500 x 180 months x .40 = \$36,000.00) as a one-time, lump sum payment deposited into his or her RHS Plan.
 - c. The retiree medical stipend will terminate forever, if at any time the retiree/dependent(s) fails to pay the difference between the stipend and the cost of the monthly medical insurance premium, after reasonable notice of such failure to pay is received by the retiree/dependent(s).
 - d. The dependents of a deceased Tier 2 retiree who was receiving a stipend shall continue to receive the balance of such stipend payments provided said dependent(s) maintain(s) the City's medical coverage.
 - e. All unit employees in Tier 2 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667. This amount may be modified from time to time by IPMA, in which case the parties shall amend this provision of the MOU.
 6. RHS "Seed" Money for Tier 1 and Tier 2 Employees
 - a. All unit employees in Tier 1 and Tier 2 shall receive a City contribution to "seed" their RHS Plan accounts as set forth in the table below. These "seed" contributions shall be paid in equal installments over three (3) years (e.g., one-third [$\frac{1}{3}$] of the value each year).

Years of City Service (as of May 1, 2014)	Percent of Annual Base Salary
Less than Fifteen (15) Years (less than 180 months)	10%
Fifteen (15) years or more (180 months or more)	12.5%

- b. Example: An employee with more than fifteen years of service who would receive a 12.5% “seed” contribution who makes \$100,000 in base salary shall receive three (3) yearly payments to his/her RHS account in the amount of \$4,166.67.
 - c. Newly promoted unit employees (e.g., Inglewood Police Officers Association [IPOA] unit employees who promote into IPMA on or after May 1, 2014) are not eligible for this benefit.
7. Tier 3: IPOA Promotions into IPMA after May 1, 2014—Effect on Alternative Retiree Medical Plan
- a. IPOA unit employees who promote into IPMA on or after May 1, 2014, shall retain their retiree medical stipend eligibility, if any, and conversion election (if any existed on the date his/her promotion becomes effective) per the terms of the IPOA MOU in effect at the time of promotion.
 - b. Any IPOA unit employees who promote into IPMA prior to the completion of any sick-leave-to-RHS conversion shall continue to have said conversion accomplished until completed as specified in the IPOA MOU.
 - c. The City shall continue its matching contribution (if any) to employees’ RHS Plan accounts as follows: For all unit employees previously in IPOA Tiers 2, 3, or 4, the City shall make a matching annual contribution to each unit employee’s RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.
 - d. No other IPOA benefits shall follow the promoted employee unless otherwise negotiated in the future.
8. As the date this MOU was created, there existed one IPMA employee who was serving a “temporary” demotion. The intent of the parties is that this employee, once reinstated into the IPMA bargaining unit would receive benefits as a Tier 1 employee. Moreover, a unit employee as of May 1, 2014, who is demoted out of the unit and subsequently reinstated or re-promoted, shall return to whichever tier (Tier 1 or Tier 2) the employee occupied prior to his or her temporary demotion.
9. Dental Plan
- a. A unit employee and family dental plan is provided by the City. The City shall pay all monthly dental premiums for eligible Police management employees and their dependents. The City shall pay all dental premium increases that occur during the term of this agreement.
 - b. The plan has a deductible of twenty five dollars (\$25) per CalPERS on per year (maximum \$75 per family annually) on charges other than examination, cleaning, and x-rays.

- c. Examinations, cleaning once every six (6) months, and full mouth x-rays are covered at one hundred percent (100%).
- d. Fillings, extractions, root canals, and certain other routine items are covered at one hundred percent (100%).
- e. Prosthetic work is covered at sixty percent (60%).
- f. The City shall provide orthodontic coverage; no deductible, one hundred percent (100%) up to \$2,000 per eligible dependent.

10. Life Insurance

- a. The City pays the premiums for each Police management employee for a term life policy equal to the unit employee's annual salary rounded off to the nearest five hundred dollars (\$500).
- b. In the case of accidental death the benefit will equal two (2) times the amount provided.

11. Life Insurance for Retired or Terminated Unit Employees

- a. Retiring unit employees or those unit employees who terminate may elect to convert group life coverage to individual coverage.
- b. Necessary arrangements must be made with the City and the insurance company before the effective termination date.
- c. Cost of life insurance continuance upon retirement will be borne by the unit employee.

12. Accidental Death Benefit

The City will provide to the family of a unit employee who dies as a result of an accidental on-the-job injury a benefit of \$2,500 per child for the education of the surviving dependent children under twenty-one (21) years of age, if the deceased unit employee was responsible for the support of the child.

13. Optical

The City shall provide a pre-paid vision care program.

14. Education Reimbursement

- a. Policy
 - 1) The City shall provide reimbursement for up to sixteen (16) semester or twenty-four (24) quarter units for educational development of unit employees per City fiscal year.
 - 2) Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at accredited public institutions and eighty percent (80%) for courses taken at accredited private institutions.

3) The City shall not pay any other fees or charges associated with the costs of education.

b. Eligibility

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

c. Service Requirement

It is understood that any unit employee who receives approved educational reimbursement from the City must continue to be employed by the City of Inglewood for at least two (2) years (e.g., twenty four [24] months) after the completion of the course(s) for which reimbursement was made. This provision does not apply to employees who separate due to medical disability or whose separation is not voluntary.

15. Biennial Physical Examination – With Stress Testing

- a. The City will provide a biennial physical examination, including stress testing, for all Police management employees. Unit employees will be contacted by the Human Resources Department regarding their intent to utilize the City's medical services.
- b. Police management employees who have undergone physical testing with abnormal or questionable results will be provided an annual physical examination upon written request from the unit employee.
- c. Unit employees wishing to obtain their own physical examination may present the Human Resources Department with a bill from their own physician for such service. The City will pay up to the required medical standards for management physicals set forth in the City's medical contract, which is currently one hundred and fifty dollars (\$150). Such service must be performed and billed between January and March of the calendar year.
- d. In lieu of a biennial physical examination, Police management employees may be eligible to receive a "body-scan." Each eligible unit employee may substitute at least one "body-scan" for one physical examination within a four (4) year period; a "body-scan" is limited to one every other biennial physical.

16. Travel to Conferences

- a. Police management employees who travel at their own expense to conferences for the purpose of professional growth and development may be granted, by the Police Chief, reasonable time for such trips. This time is not to be charged to their leave or compensatory time.
- b. The City will, at the discretion of the Police Chief, pay conference registration fees for Police management employees up to one hundred dollars (\$100) in any one fiscal year.

17. Parking

Police management employees will be provided free parking privileges in the City's parking facilities.

18. Library Privilege

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

19. Replacing or Repairing Property of Unit Employees

a. Policy and Procedures

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of a unit employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the unit employee) when any such items are lost or damaged in the line of duty without fault or neglect of the unit 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 unit 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 unit 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:

Age In Service Life	Percent of Reimbursement
0 to less than 18 months	75% of present list price
18 to less than 36 months	65% of present list price
36 to less than 48 months	55% of present list price
48 months and over	50% of present list price

c. Maximum on Watches

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

20. Physical Fitness Program

a. Improved Fitness

The City and IPMA agree to institute a program designed to promote the overall physical fitness of Police management. The objectives of this program include:

- 1) Determining the level of health and fitness of each participant;
- 2) Providing training in health, nutrition, and physical fitness;
- 3) Improving overall fitness and health level of the organization.

b. Program Objective

The object of this program is to raise the fitness level of the unit employees in the unit. To accomplish this goal, the City agrees to provide the following:

- 1) A physical examination to provide a screening device and determine participants' existing fitness level.
- 2) Provide training for management employees to administer the testing procedure.
- 3) Compensate successful program participants as prescribed in the achievement incentives section.
- 4) Provide time for on-duty testing.

c. Program

- 1) The City and IPMA agree to utilize an aerobic fitness program to accomplish the stated objectives. An exercise "prescription" from the physical examination and trained management employees will provide the participant with a program to follow.
- 2) The parties are considering using the program designed by the Cooper Institute of Aerobic Fitness, but have not reached final agreement concerning the content of the fitness program.

d. Achievement Incentives

- 1) The City agrees to provide a reward for successful program participants. This reward will be based on individual performance testing. Utilizing the Cooper Institute's fitness scale, the following achievement categories will be rewarded accordingly:
 - a) Excellent--Six (6) hours compensatory time per quarter
 - b) Good--Four (4) hours compensatory time per quarter
 - c) Average--Three (3) hours compensatory time per quarter
- 2) Administrative time off earned under the physical fitness program shall be taken as time off only.

e. Voluntary Participation

- 1) The parties understand, acknowledge, and agree that participation in the physical fitness program is on a voluntary basis.
- 2) Unit employees participating in the physical fitness program will, as a condition of participation, execute an acknowledgement that:
 - a) Their participation in the physical fitness program is voluntary; and
 - b) Injuries occurring as a result of off-duty fitness activities in which an officer is engaged shall not be deemed an injury arising out of employment.

f. Fitness Scale and Standards

The fitness scale and fitness standards mentioned herein shall comply with all relevant laws pertaining to discrimination in employment. The IPMA agrees to indemnify and hold the City harmless from any claims of employment discrimination arising from the negotiation, administration, or implementation of the physical fitness program.

g. Setting Standards

The IPMA and the Police Chief shall meet and jointly agree to applicable fitness standards.

ARTICLE FIVE—LEAVES

SECTION I – HOLIDAYS

A. Holidays Recognized

All Police management employees are eligible for the following thirteen (13) recognized holidays and one (1) floating holiday:

1. New Year's Day (January 1)
2. Martin Luther King, Jr.'s birthday (third Monday in January)
3. President's Day (third Monday in February)
4. Caesar Chavez Birthday (March 31st)
5. Memorial Day (last Monday in May)
6. Independence Day (July 4)
7. Labor Day (first Monday in September)
8. Veteran's Day (November 11)
9. Thanksgiving Day (forth Thursday in November)
10. Day following Thanksgiving Day
11. Christmas Eve Day (December 24)
12. Christmas Day (December 25)
13. New Year's Eve Day (December 31)
14. One (1) Floating Holiday

B. Holiday In-Lieu Pay

1. Unit employees shall receive one hundred and forty (140) hours of holiday in lieu pay in lieu of thirteen (13) recognized holidays and one (1) floating holiday each year.
2. Holiday In-Lieu Pay accrues at the rate of ten (10) hours for each holiday listed in this Article and is credited in the pay period in which the holiday occurs. The floating holiday accrues December 26 each year.
3. Upon written approval of the Police Chief, a unit member may be permitted to take off a holiday recognized by the City in lieu of receiving holiday pay.
4. Holiday requests will be granted on the basis of seniority.
5. Payment of holiday-in-lieu shall be made at the end of the first pay period in December of each year at the unit employee's base rate of pay plus longevity.
6. Holiday in lieu pay year starts with Christmas Eve of each calendar year and ends with the day after Thanksgiving.

SECTION II – VACATION

A. Accumulation

1. Vacation leave is accumulated yearly and is computed on the basis of the unit employee's hire date as a full time unit employee, and is payable upon termination at the unit employee's base

hourly rate (exclusive of longevity pay, deferred compensation, or any other bonus or assignment differential).

2. If a legal City holiday occurs while a unit employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the unit employee is entitled.
3. The City agrees to pay for all accumulated vacation leave to unit employees who terminate.
4. Annual vacation, which is not used in any one (1) year, may be accumulated for use in succeeding years.
5. Unit employees may accrue vacation time on an unlimited basis.
6. Every effort must be made by both unit employee and department head to schedule reasonable times for earned vacation to be taken annually.

B. Vacation Cash-Out

1. Vacation hours accumulated in excess of two hundred and forty (240) hours are redeemable at base salary for up to a maximum of eighty (80) hours once in any 12-month period.
2. Before second occurrence, the unit employee must have taken a minimum of eighty (80) hours vacation time.

C. Vacation Accrual Schedule

Police Management vacation accrual schedule is as follows:

Years of Service	Vacation Days Earned	Vacation Hours Earned
1	10	80
2	12	96
3	14	112
4	16	128
5	16	128
6	16	128
7	16	128
8	16	128
9	18	144
10	18	144
11	18	144
12	18	144
13	18	144
14	18	144
15	20	160
16	20	160
17	22	176
18	22	176
19	22	176

SECTION III – SICK LEAVE**A. Sick Leave Accrual Rate**

All full time Police management employees shall earn sick leave at the rate of one (1) day (eight hours) per month.

B. Cash-Out at Retirement/Termination or Death

At retirement, death, or termination after ten (10) years' service, fifty percent (50%) of accumulated sick leave will be paid off at the unit employee's base rate (exclusive of longevity pay, deferred compensation, or any other bonus or assignment differential).

C. Serious Illness or Injury

Unit 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.

D. Sick Leave Cash-Out

Once annually during the fiscal year, a unit employee shall be granted the option of cashing out accumulated sick leave at base salary according to the following schedule:

1. 20% of the value in excess of 30 days at 5 years;
2. 25% of the value in excess of 30 days at 6 years;
3. 30% of the value in excess of 30 days at 7 years;
4. 35% of the value in excess of 30 days at 8 years;
5. 40% of the value in excess of 30 days at 9 years;
6. 50% of the value in excess of 30 days at 10 years or more.

SECTION IV – ADMINISTRATIVE TIME

All Police management employees shall be granted sixty (60) hours of administrative time off per fiscal year at the unit employee's regular base hourly rate of pay. This administrative leave shall be granted as time off at the discretion of the Police Chief.

SECTION V – OTHER LEAVES**A. Bereavement Leave**

1. All full time Police management employees may have up to three (3) consecutive work 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 unit employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster father, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), and all degree of relatives not listed, but living within the household of the unit employee.
3. Only sixteen (16) working hours of sick leave can be used for funeral time per occurrence, and not more than thirty two (32) working hours of sick leave for bereavement travel may be used in any one 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 unit employee.
3. The unit 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 thirty (30) calendar days in any one (1) calendar year. The unit employee must give the City any fees received as a juror, excluding mileage fees (unless a City vehicle is used), 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.

G. Personal Leave

1. No personal leave shall be converted to cash.
2. Eligibility to accrue and/or utilize the personal leave described herein is contingent upon the unit employee being employed by the City on the date that the leave is accrued and/or utilized.
3. Utilization of this personal leave shall be subject to all use and approval rules, regulations, and restrictions, which apply to use of holiday time.
4. Compensated time off by use of personal leave shall be in the number of hours equal to the unit employee's scheduled daily hours of work on the date that the personal leave is used.
5. Each Police management employee shall be credited with two (2) ten (10) hour personal leave days per calendar year.

6. The personal leave day credited shall be available for use only up to and including December 31st of each year. If not used, it shall be lost without payment of any compensation.
7. Payroll shall credit this personal leave in an account separate and distinct from "holiday leave" and the unit employee's payroll check shall show this separate accounting.

SECTION VI – FAMILY AND 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 unit 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

1. A unit employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least one thousand, two hundred and fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible unit employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date a unit employee's leave first begins.
3. A unit 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 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.

ARTICLE SIX—WORKING CONDITIONS

SECTION I – WORK SCHEDULE

All unit employees shall be regularly scheduled to work a 4/10 work schedule, except sergeants assigned to patrol and motors who work a 3/12 work schedule.

SECTION II – PATROL SHIFT ASSIGNMENT

The practice regarding the scheduling of patrol shift assignments and days off will be continued by the Department. Should the Police Chief want to make a change in such practice, the Chief will first notify IPMA and upon request, meet and confer with IPMA regarding the proposed change.

SECTION III – AMERICANS WITH DISABILITIES ACT

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

SECTION IV – EMPLOYMENT OF RELATIVES

A. Purpose

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 unit 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

Unit employees who are working for the City prior to the effective date of this Policy under circumstances, which would violate the provisions of paragraph 1 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 unit 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

Unit employees of the City who become relatives after the effective date of this policy and work in circumstances, which violate the provisions of paragraph 1 above, will be subject to this Policy. 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 Unit Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, a unit employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the unit 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 unit 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 unit employee.

F. Advising Immediate Supervisors

Unit employees are responsible for advising their immediate supervisor if they are related or become related to another unit employee or City Council member.

SECTION V – 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 one pay period and thirty three percent (33%) of unused sick leave as severance pay, and thirty (30) days' notice.

B. Layoff Procedure

The City Council or City Manager (Administrative Officer) may separate any class or position without cause because of financial need, reduction of work, or abandonment of activities, after giving a thirty (30) days advance notice of separation and the reasons therefore to such affected unit employee(s). However, no permanent fulltime unit employee shall be laid off or separated from any department while there are emergency, seasonal, probationary, part-time, permanent part-time, temporary employees or probationary employees serving in the same class of positions in the department.

1. Order of Separation

Unit employees within a classification shall be laid off in inverse order of their seniority within such class. Seniority within class for the purpose of layoffs is defined as the length of the unit employee's fulltime cumulative service time with the City of Inglewood, within the rank or class targeted for layoff, plus any time in a higher rank or class. Ties in seniority within the class shall be broken based upon the order in which unit employees were selected for promotion by the department head, in the case of entry level positions, their selection for fulltime employment.

2. Bumping Rights

A unit employee who is subject to layoff may exercise his/her or her right to bump into a lower rank or class within the same department provided that the unit employee has previously held permanent fulltime employment within such lower rank or class and the unit employee has greater seniority than the unit employee he/she or she seeks to displace. For purposes of this provision only, seniority is defined as cumulative fulltime service with the City of Inglewood, within the rank or class to which the unit employee seeks to bump, plus any time served in a higher rank or class in that classification series. Ties in seniority shall be broken in the following order: 1) cumulative fulltime service with the unit employee's current department; 2) for sworn law enforcement unit employees, total fulltime service as a sworn law enforcement officer with a POST certified agency; 3) total cumulative fulltime service with the City of Inglewood.

3. Offer of Reassignment

The City Manager (Administrative Officer) may approve the appointment of a unit employee who is to be laid off to an existing budgeted vacant position in a lower classification or equal classification for which the unit employee meets the minimum qualifications of the classification and for which the unit employee can perform the essential functions of the position. If the appointed unit employee has not previously served in the classification, the unit employee will have to serve a probationary period, provided the appointing authority agrees to appoint affected unit employee to said position.

4. Re-employment Lists

Permanent unit employees who are separated due to layoff, bump into a lower classification due to layoff or who accept an offer of reassignment in lieu of layoff shall be placed on a re-employment list according to seniority within such class for a period of two (2) years following such unit employee's separation from employment. The most senior unit employee in the class on such re-employment list shall be the first one offered re-employment. No candidate for employment on an employment eligibility list shall be offered employment in a classification for which there is an existing re-employment list. Any unit employee on a re-employment list shall be removed from such list if the unit employee is offered employment into the classification for which the re-employment list exists by the City and rejects such offer.

SECTION VI – REINSTATEMENT

A. Employee Reinstatement within Six (6) Months

A unit employee who has resigned may be eligible for reinstatement to his/her former position without reexamination provided all of the following circumstances have been met:

1. There is a vacancy in the class and position for which the former employee is seeking reinstatement.
2. Not more than six (6) months has elapsed between the time the former employee's resignation became effective and the effective date his/her proposed reinstatement.

3. The former employee meets the medical requirements of the position by taking such medical examination(s) by a City-designated physician as would be required by the Human Resources Director.
4. The former employee restore to the City all payments in lieu of sick leave and other benefits he/she received as a result of his/her termination of employment with the City, which the Finance Director or his/her designee will consider due to the City because of the lapse of time between the effective dates of resignation/separation and prospective reinstatement period. The benefits that he/she repays to the City shall be restored to his/her credit.
5. That his/her work performance and evaluations at the time of separation were at least satisfactory or higher.
6. The City Manager (Administrative Officer) on recommendation from the Police Chief approves of any reinstatement requests prior to any appointment by the appointing authority.
7. That nothing has occurred during the break in employment that will reflect adversely on the City or will impair the individual's abilities to perform his/her duties effectively.

B. Employee Reinstatement within Six (6) Months

It is understood that this updated reinstatement provision shall supersede Civil Service Rule IV, Section II Reinstatement as of January 1, 2014.

ARTICLE SEVEN—GENERAL PROVISIONS

SECTION I – WAIVER OF BARGAINING DURING TERM OF AGREEMENT

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

SECTION II – EMERGENCY WAIVER PROVISION

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

SECTION III – SEVERABILITY PROVISION

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

SECTION IV – LAW, RULES, REGULATIONS, AND AMENDMENTS

A. Sole and Entire Memorandum of Understanding

1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of understanding, oral or written, express or implied, between the parties, and shall govern their entire relationship, and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise.
2. This Memorandum of Understanding is not intended to cover any matters preempted by Federal or State law or City Charter.

B. Civil Service and Departmental Rules and Regulations

1. It is understood and agreed that there exists within the City, in written form, Civil Service and Departmental Rules and Regulations. Except as specifically modified by this Memorandum of Understanding, these rules and regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this Memorandum of Understanding.
2. Before any new or subsequent amendments to these Civil Service and/or Departmental Rules and Regulations directly affecting wages, hours, and terms and conditions of employment are implemented; the City shall meet and confer in accordance with Government Code, Section 3500 et seq., with the IPMA regarding such changes.

3. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IPMA as required by law.

SECTION V – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

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

SECTION VI – TERM OF THIS AGREEMENT

The term of this agreement shall cover the period from January 1, 2014, through June 30, 2017 (42 months).

SECTION VII – RATIFICATION AND EXECUTION

The City and IPMA acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPMA, and entered into this _____ day of May 2014.

PARTNERS TO AGREEMENT

INGLEWOOD POLICE MANAGEMENT ASSOCIATION

CITY OF INGLEWOOD

Neal Cochran
FOR ROBERT W WEXLER
Robert M. Wexler, IPMA Chief Negotiator

John F. Hoffman
John F. Hoffman, City's Chief Negotiator

Sgt. Edward Ridens, Jr.
Sgt. Edward Ridens, Jr., IPMA President

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

Neal Cochran
FOR MARK FRIED
Lt. Mark C. Fried, IPMA Vice President

David L. Esparza
David L. Esparza, Assistant City Manager

Ed Ridens for Neal Cochran
Lt. Neal Cochran, IPMA Representative

Jose Cortes
Jose Cortes, Assistant Human Resources Manager

Brian Spencer
Sgt. Brian Spencer, IPMA Representative

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 20th day of May 2014.

INGLEWOOD POLICE MANAGEMENT ASSOCIATION

CITY OF INGLEWOOD, CALIFORNIA

Sgt. Edward Ridens, Jr.
Sgt. Edward Ridens, Jr., IPMA President

Artie Fields
Artie Fields, City Manager

APPENDIX ONE— 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 Excel-based formula is used to determine the corresponding annual 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.

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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090
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

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120
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
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

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

APPENDIX TWO— New Arbitration Provision

The following provisions are taken from the new IPMA MOU and are applicable to all IPMA unit employees who elect final arbitration regarding discharges, demotions, punitive disciplinary reductions of pay, or suspensions without pay of more than thirty (30) hours of straight time pay, not to exceed thirty (30) days (240 hours) unless this process is terminated pursuant to Section III, below.

A. Step Five – Arbitration

1. Scope of Arbitration

If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant must within ten (10) calendar days present the grievance in writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.

- a. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager (Administrative Officer)).
- b. An eligible grievant, as set forth in this Step Five, who chooses arbitration shall be deemed to have made a choice between the Civil Service Board of Review and Arbitration, and therefore may not seek two (2) hearings on the same grievance.

2. Selection of an Arbitrator

The Human Resources Director will process the grievance by invoking the arbitration process with an impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) working days unless external constraints prohibit compliance, whereupon the earliest date available shall apply.

- a. An Arbitrator shall be selected from a list of nine (9) Arbitrators from the American Arbitration Association within two (2) working days after receipt of said list by both parties.
- b. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become arbitrator.
- c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
- d. The priority of striking names shall alternate from one (1) party to the other each time arbitration is invoked by the same parties.
- e. The appointment of an arbitrator shall be on a case-by-case basis.

3. Arbitrator Guidelines

- a. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
- b. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
- c. The arbitrator shall be bound by the express terms and conditions of the Memorandum of Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the disciplinary matter submitted to arbitration 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, or procedures.
- d. 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.
- e. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings.
- f. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
- g. The grievant must submit at least five (5) working days prior to the scheduled arbitration hearing date a list of officers and estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing interference with the normal operations and efficiency of the Police Department.

4. Arbitrator Decisions

The findings of fact and the decision of the arbitrator shall be final except for discharge cases that may be overturned by the City Council by majority vote by or before sixty (60) calendar days of the written decision of the arbitrator is received by the City Manager (Administrative Officer) and the decision shall be transmitted to the involved parties and the City Manager (Administrative Officer).

B. All Proposed Disciplinary Actions – Skelly Process Required

All unit employees who have been served with proposed disciplinary actions must participate in the *Skelly* Process with the Police Chief or designee.

C. Cost of Arbitrator

The arbitrator's fees and any mutually agreed upon expenses shall be borne one-half ($\frac{1}{2}$) by the City and one-half ($\frac{1}{2}$) by the grieving employee.

SECTION III - ARBITRATION TERMINATION CLAUSE

If the City Council elects to terminate the provisions of Appendix Two after June 30, 2017, all appeals of disciplinary action for misconduct that occurred after that date shall be governed by the procedures set forth in Article Two of this MOU.

APPENDIX THREE— Grandfathered Employees

The following IPMA unit employees retain the retiree medical benefit as outlined in Article Four—Fringe Benefits, Section II. Benefits, E. Medical Insurance Plan – Retired and Grandfathered Unit Employees, Item 3.

The eight (8) grandfathered unit employees who are eligible for this benefit are listed below by serial number and employee number.

Employee Serial/Badge Number	Employee ID Number
517	813100
546	182790
560	562500
564	864501
601	082610
602	462900
633	035555
657	236700