

ORDINANCE NO. C-12-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING SCHEDULES 01 AND 02 OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY MODIFYING THE PAY RANGE AMOUNTS FOR SCHEDULE I, TO WIT: SUPERVISORY, PROFESSIONAL, AND MANAGERIAL - P.E.R.C.- EXEMPT EMPLOYEES, AND SCHEDULE II, TO WIT: NON-BARGAINING CONFIDENTIAL EMPLOYEES, TO PROVIDE IN FISCAL YEAR 2013 FOR A ONE PERCENT COST-OF-LIVING ADJUSTMENT, A THREE PERCENT DECREASE OF THE MINIMUM OF EACH PAY RANGE, AND A THREE PERCENT INCREASE OF THE MAXIMUM OF EACH PAY RANGE, TO PROVIDE IN FISCAL YEAR 2014 FOR A ONE PERCENT COST-OF-LIVING ADJUSTMENT AND A THREE PERCENT INCREASE OF THE MAXIMUM OF EACH PAY RANGE; ELIMINATING PAY RANGE STEPS; AMENDING SECTION 20-67 OF THE CODE OF ORDINANCES OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY ELIMINATING LONGEVITY PAYMENTS FOR EMPLOYEES HIRED ON OR AFTER OCTOBER 1, 2012; AMENDING THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY ELIMINATING THE RETIREE HEALTH INSURANCE BENEFIT FOR SCHEDULE I AND SCHEDULE II EMPLOYEES HIRED ON OR AFTER OCTOBER 1, 2012; AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

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WHEREAS, the City Manager and the Director of Human Resources have recommended that Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, applicable to supervisory, professional, and managerial – P.E.R.C.-exempt employees, and non-bargaining confidential employees, be amended, subject to appropriation and approval of the Fiscal Year 2013 annual budget, by providing a one percent general wage increase effective October 1, 2012 , and then decreasing by three percent the minimum of each pay range and increasing by three percent the maximum of each pay range, effective October 14, 2012; and

WHEREAS, the City Manager and the Director of Human Resources have recommended that Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, applicable to supervisory, professional, and managerial – P.E.R.C.-exempt employees, and non-bargaining confidential employees, be amended, subject to appropriation and approval of the Fiscal Year 2014 annual budget, by providing a one percent general wage increase effective October 1, 2013, and then increasing by three percent the maximum of each pay range, effective October 13, 2013; and

WHEREAS, the City Manager and the Director of Human Resources have recommended that the Pay Plan of the City of Fort Lauderdale, Florida, be amended to eliminate longevity payments and the retiree health insurance benefit for employees hired on or after October 1, 2012; and

WHEREAS, the City Commission agrees with the City Manager's and Director of Human Resources's recommendations to amend the City of Fort Lauderdale, Florida, Pay Plan as set forth herein,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That effective October 1, 2012, Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and

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Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended by providing a one percent general wage increase, subject to appropriation and approval of the Fiscal Year 2013 annual budget, and by replacing Schedules 01 and 02 with Schedules 01 and 02 that are attached hereto, and which are incorporated herein.

SECTION 2. That effective October 14, 2012, Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2013 annual budget, by replacing Schedules 01 and 02 with Schedules 01(a) and 02(a) that are attached hereto, and which are incorporated herein.

SECTION 3. That effective October 1, 2013, Schedules 01(a) and 02(a) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended by providing a one percent general wage increase, subject to appropriation and approval of the Fiscal Year 2014 annual budget, and by replacing Schedules 01(a) and 02(a) with Schedules 01(b) and 02(b) that are attached hereto, and which are incorporated herein.

SECTION 4. That effective October 13, 2013, Schedules 01(b) and 02(b) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2014 annual budget, by replacing Schedules 01(b) and 02(b) with Schedules 01(c) and 02(c) that are attached hereto, and which are incorporated herein.

SECTION 5. That the decrease of the minimum salaries and the increase of the maximum salaries reflected in Section 2 of this Ordinance do not affect the salaries of incumbent employees heretofore at the minimum or maximum of their respective pay ranges.

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SECTION 6. That Subsection 20-67(d) of the Code of Ordinances of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

(d) Notwithstanding anything contained in this Section to the contrary, Schedule I and Schedule II employees hired on or after October 1, 2012, shall not receive any longevity payment.

SECTION 7. That Section 7 of Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, of the Pay Plan of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

Section 7 – Notwithstanding anything contained in Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, to the contrary, employees hired on or after October 1, 2012, shall not receive any retiree health insurance benefit.

SECTION 8. That Section 7 of Schedule II, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, of the Pay Plan of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

Section 7 – Notwithstanding anything contained in Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, to the contrary, employees hired on or after October 1, 2012, shall not receive any retiree health insurance benefit.

SECTION 9. That if any clause, section or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

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SECTION 10. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed.

SECTION 11. That this Ordinance shall become effective immediately upon its final adoption.

PASSED FIRST READING this the ____ day of _____, 2012.

PASSED SECOND READING this the ____ day of _____, 2012.

Mayor
JOHN P. "JACK" SEILER

ATTEST:

City Clerk
JONDA K. JOSEPH

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SCHEDULE 01

PAY RANGE AMOUNTS

SUPERVISORY, PROFESSIONAL AND MANAGERIAL - P.E.R.C. EXEMPT
EFFECTIVE 10/01/2012 (1% GENERAL WAGE INCREASE)

MAXIMUM															
MANAGEMENT CATEGORY V				MANAGEMENT CATEGORY IIII				MANAGEMENT CATEGORY II				MANAGEMENT CATEGORY I			
HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	
\$19.97	\$1,597.60	\$41,537.60	\$27.56	\$2,204.80	\$57,324.80	\$28.25	\$2,260.00	\$58,760.00	\$28.97	\$2,317.60	\$60,257.60	N/A	N/A	N/A	
\$20.48	\$1,638.40	\$42,598.40	\$28.25	\$2,260.00	\$58,760.00	\$28.97	\$2,317.60	\$60,257.60	\$29.67	\$2,373.60	\$61,713.60	N/A	N/A	N/A	
\$20.99	\$1,679.20	\$43,659.20	\$28.97	\$2,317.60	\$60,257.60	\$29.67	\$2,373.60	\$61,713.60	\$30.40	\$2,432.00	\$63,232.00	N/A	N/A	N/A	
\$21.51	\$1,720.80	\$44,740.80	\$29.67	\$2,373.60	\$61,713.60	\$30.40	\$2,432.00	\$63,232.00	\$31.18	\$2,494.40	\$64,854.40	N/A	N/A	N/A	
\$22.06	\$1,764.80	\$45,884.80	\$30.40	\$2,432.00	\$63,232.00	\$31.18	\$2,494.40	\$64,854.40	\$31.97	\$2,557.60	\$66,497.60	N/A	N/A	N/A	
\$22.61	\$1,808.80	\$47,028.80	\$31.18	\$2,494.40	\$64,854.40	\$31.97	\$2,557.60	\$66,497.60	\$32.73	\$2,618.40	\$68,078.40	N/A	N/A	N/A	
\$23.18	\$1,854.40	\$48,214.40	\$31.97	\$2,557.60	\$66,497.60	\$32.73	\$2,618.40	\$68,078.40	\$33.56	\$2,684.80	\$69,804.80	N/A	N/A	N/A	
\$23.77	\$1,901.60	\$49,441.60	\$32.73	\$2,618.40	\$68,078.40	\$33.56	\$2,684.80	\$69,804.80	\$34.41	\$2,752.80	\$71,572.80	N/A	N/A	N/A	
\$24.34	\$1,947.20	\$50,627.20	\$33.56	\$2,684.80	\$69,804.80	\$34.41	\$2,752.80	\$71,572.80	\$35.26	\$2,820.80	\$73,340.80	N/A	N/A	N/A	
\$24.97	\$1,997.60	\$51,937.60	\$34.41	\$2,752.80	\$71,572.80	\$35.26	\$2,820.80	\$73,340.80	\$36.13	\$2,890.40	\$75,150.40	N/A	N/A	N/A	
\$25.57	\$2,045.60	\$53,185.60	\$35.26	\$2,820.80	\$73,340.80	\$36.13	\$2,890.40	\$75,150.40	\$37.05	\$2,964.00	\$77,064.00	N/A	N/A	N/A	
\$26.23	\$2,098.40	\$54,558.40	\$36.13	\$2,890.40	\$75,150.40	\$37.05	\$2,964.00	\$77,064.00	\$37.98	\$3,038.40	\$79,998.40	N/A	N/A	N/A	
\$26.90	\$2,152.00	\$55,952.00	\$37.05	\$2,964.00	\$77,064.00	\$37.98	\$3,038.40	\$79,998.40	\$38.95	\$3,116.00	\$81,016.00	N/A	N/A	N/A	
\$27.56	\$2,204.80	\$57,324.80	\$37.98	\$3,038.40	\$79,998.40	\$38.95	\$3,116.00	\$81,016.00	\$40.91	\$3,272.80	\$85,092.80	\$41.92	\$3,353.60	\$87,193.60	
\$28.25	\$2,260.00	\$58,760.00	\$38.95	\$3,116.00	\$81,016.00	\$40.91	\$3,272.80	\$85,092.80	\$41.92	\$3,353.60	\$87,193.60	N/A	N/A	N/A	
\$28.97	\$2,317.60	\$60,257.60	\$39.88	\$3,190.40	\$82,950.40	\$40.91	\$3,272.80	\$85,092.80	\$42.97	\$3,437.60	\$89,377.60	N/A	N/A	N/A	
\$29.67	\$2,373.60	\$61,713.60	\$40.91	\$3,272.80	\$85,092.80	\$41.92	\$3,353.60	\$87,193.60	\$44.04	\$3,523.20	\$91,603.20	N/A	N/A	N/A	
\$30.40	\$2,432.00	\$63,232.00	\$42.97	\$3,437.60	\$89,377.60	\$44.04	\$3,523.20	\$91,603.20	\$46.26	\$3,700.80	\$96,220.80	N/A	N/A	N/A	
\$31.18	\$2,494.40	\$64,854.40	\$44.04	\$3,523.20	\$91,603.20	\$46.26	\$3,700.80	\$96,220.80	\$47.42	\$3,793.60	\$98,633.60	N/A	N/A	N/A	
\$32.73	\$2,618.40	\$68,078.40	\$45.13	\$3,610.40	\$93,870.40	\$47.42	\$3,793.60	\$98,633.60	\$48.60	\$3,888.00	\$101,088.00	N/A	N/A	N/A	
\$33.56	\$2,684.80	\$69,804.80	\$46.26	\$3,700.80	\$96,220.80	\$48.60	\$3,888.00	\$101,088.00	\$49.82	\$3,985.60	\$103,625.60	N/A	N/A	N/A	
\$34.41	\$2,752.80	\$71,572.80	\$47.42	\$3,793.60	\$98,633.60	\$49.82	\$3,985.60	\$103,625.60	\$51.06	\$4,084.80	\$106,204.80	\$52.35	\$4,188.00	\$108,888.00	
\$35.26	\$2,820.80	\$73,340.80	\$48.60	\$3,888.00	\$101,088.00	\$49.82	\$3,985.60	\$103,625.60	\$53.64	\$4,291.20	\$111,571.20	\$54.97	\$4,397.60	\$114,337.60	
\$36.13	\$2,890.40	\$75,150.40	\$49.82	\$3,985.60	\$103,625.60	\$51.06	\$4,084.80	\$106,204.80	\$56.35	\$4,508.00	\$117,208.00	\$57.75	\$4,620.00	\$120,120.00	
\$36.98	\$2,972.80	\$77,064.00	\$51.06	\$4,084.80	\$106,204.80	\$53.64	\$4,291.20	\$111,571.20	\$59.22	\$4,737.60	\$123,177.60	\$60.70	\$4,856.00	\$126,256.00	
\$37.05	\$2,964.00	\$77,064.00	\$53.64	\$4,291.20	\$111,571.20	\$54.97	\$4,397.60	\$114,337.60	\$56.35	\$4,508.00	\$117,208.00	\$59.22	\$4,737.60	\$123,177.60	
\$37.98	\$3,038.40	\$78,998.40	\$54.97	\$4,397.60	\$114,337.60	\$56.35	\$4,508.00	\$117,208.00	\$57.75	\$4,620.00	\$120,120.00	\$60.70	\$4,856.00	\$126,256.00	
\$38.95	\$3,116.00	\$81,016.00	\$56.35	\$4,508.00	\$117,208.00	\$59.22	\$4,737.60	\$123,177.60	\$62.21	\$4,976.80	\$129,396.80	\$63.76	\$5,100.80	\$135,969.60	
\$39.88	\$3,190.40	\$82,950.40	\$57.75	\$4,620.00	\$120,120.00	\$59.22	\$4,737.60	\$123,177.60	\$65.37	\$5,229.60	\$135,969.60	\$66.99	\$5,359.20	\$139,339.20	
\$40.91	\$3,272.80	\$85,092.80	\$59.22	\$4,737.60	\$123,177.60	\$60.70	\$4,856.00	\$126,256.00	\$68.68	\$5,494.40	\$142,854.40	\$70.40	\$5,632.00	\$146,432.00	
\$41.92	\$3,353.60	\$87,193.60	\$60.70	\$4,856.00	\$126,256.00	\$62.21	\$4,976.80	\$129,396.80	\$72.13	\$5,770.40	\$150,030.40	\$73.94	\$5,915.20	\$153,795.20	
\$42.97	\$3,437.60	\$89,377.60	\$62.21	\$4,976.80	\$129,396.80	\$63.76	\$5,100.80	\$132,620.80	\$75.79	\$6,063.20	\$153,795.20	\$77.75	\$6,216.00	\$157,643.20	
\$44.04	\$3,523.20	\$91,603.20	\$63.76	\$5,100.80	\$132,620.80	\$65.37	\$5,229.60	\$135,969.60	\$79.65	\$6,372.00	\$157,643.20	\$81.61	\$6,528.80	\$161,616.00	
\$45.13	\$3,610.40	\$93,870.40	\$65.37	\$5,229.60	\$135,969.60	\$66.99	\$5,359.20	\$139,339.20	\$83.66	\$6,692.80	\$161,616.00	\$85.75	\$6,860.00	\$168,736.00	
\$46.26	\$3,700.80	\$96,220.80	\$66.99	\$5,359.20	\$139,339.20	\$68.68	\$5,494.40	\$142,854.40	\$88.75	\$7,033.60	\$168,736.00	\$90.12	\$7,209.60	\$174,449.60	
\$47.42	\$3,793.60	\$98,633.60	\$68.68	\$5,494.40	\$142,854.40	\$70.40	\$5,632.00	\$146,432.00	\$91.61	\$7,209.60	\$174,449.60	\$95.32	\$7,572.00	\$181,616.00	
\$48.60	\$3,888.00	\$101,088.00	\$70.40	\$5,632.00	\$146,432.00	\$72.13	\$5,770.40	\$150,030.40	\$98.75	\$7,860.00	\$178,360.00	\$103.12	\$8,187.60	\$191,616.00	
\$49.82	\$3,985.60	\$103,625.60	\$72.13	\$5,770.40	\$150,030.40	\$73.94	\$5,915.20	\$153,795.20	\$108.66	\$8,692.80	\$187,360.00	\$113.66	\$8,952.00	\$199,616.00	
\$51.06	\$4,084.80	\$106,204.80	\$73.94	\$5,915.20	\$153,795.20	\$75.79	\$6,063.20	\$157,643.20	\$120.12	\$9,536.00	\$200,120.00	\$125.60	\$9,736.00	\$205,120.00	
\$52.35	\$4,188.00	\$108,888.00	\$75.79	\$6,063.20	\$157,643.20	\$77.75	\$6,216.00	\$161,616.00	\$137.60	\$10,880.00	\$225,600.00	\$145.60	\$12,240.00	\$249,600.00	
\$53.64	\$4,291.20	\$111,571.20	\$77.75	\$6,216.00	\$161,616.00	\$79.65	\$6,372.00	\$165,672.00	\$153.60	\$12,432.00	\$253,600.00	\$165.60	\$14,272.00	\$281,600.00	
\$54.97	\$4,397.60	\$114,337.60	\$79.65	\$6,372.00	\$165,672.00	\$81.61	\$6,528.80	\$169,748.80	\$174.40	\$14,336.00	\$281,600.00	\$191.60	\$16,592.00	\$329,600.00	
\$56.35	\$4,508.00	\$117,208.00	\$81.61	\$6,528.80	\$169,748.80	\$83.66	\$6,692.80	\$174,449.60	\$200.12	\$18,012.00	\$329,600.00	\$225.60	\$20,240.00	\$381,600.00	
\$57.75	\$4,620.00	\$120,120.00	\$83.66	\$6,692.80	\$174,449.60	\$85.75	\$6,860.00	\$178,360.00	\$249.60	\$22,752.00	\$409,600.00	\$281.60	\$26,592.00	\$481,600.00	
\$59.22	\$4,737.60	\$123,177.60	\$85.75	\$6,860.00	\$178,360.00	\$88.75	\$7,033.60	\$182,873.60	\$300.12	\$27,012.00	\$481,600.00	\$345.60	\$31,272.00	\$571,600.00	

SCHEDULE 01(b)

PAY RANGE AMOUNTS

**SUPERVISORY, PROFESSIONAL AND MANAGERIAL - P.E.R.C. EXEMPT
EFFECTIVE 10/01/2013 (1% GENERAL WAGE INCREASE)**

MAXIMUM

MINIMUM

HOURLY	MANAGEMENT CATEGORY V			MANAGEMENT CATEGORY IV			MANAGEMENT CATEGORY III			MANAGEMENT CATEGORY II			MANAGEMENT CATEGORY I				
	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL
\$19.56	\$1,564.80	\$40,694.80	\$28.67	\$2,293.60	\$59,633.60	\$29.39	\$2,351.20	\$61,131.20	\$30.14	\$2,411.20	\$62,691.20	N/A	N/A	N/A	N/A	N/A	N/A
\$20.07	\$1,605.60	\$41,745.60	\$29.39	\$2,351.20	\$61,131.20	\$30.14	\$2,411.20	\$62,691.20	\$30.87	\$2,469.60	\$64,209.60	N/A	N/A	N/A	N/A	N/A	N/A
\$20.56	\$1,644.80	\$42,764.80	\$30.14	\$2,411.20	\$62,691.20	\$30.87	\$2,469.60	\$64,209.60	\$31.62	\$2,529.60	\$65,769.60	N/A	N/A	N/A	N/A	N/A	N/A
\$21.07	\$1,685.60	\$43,825.60	\$30.87	\$2,469.60	\$64,209.60	\$31.62	\$2,529.60	\$65,769.60	\$32.44	\$2,595.20	\$67,475.20	N/A	N/A	N/A	N/A	N/A	N/A
\$21.61	\$1,728.80	\$44,948.80	\$31.62	\$2,529.60	\$65,769.60	\$32.44	\$2,595.20	\$67,475.20	\$33.26	\$2,660.80	\$69,180.80	N/A	N/A	N/A	N/A	N/A	N/A
\$22.15	\$1,772.00	\$46,072.00	\$32.44	\$2,595.20	\$67,475.20	\$33.26	\$2,660.80	\$69,180.80	\$34.05	\$2,724.00	\$70,824.00	N/A	N/A	N/A	N/A	N/A	N/A
\$22.70	\$1,816.00	\$47,216.00	\$33.26	\$2,660.80	\$69,180.80	\$34.05	\$2,724.00	\$70,824.00	\$34.92	\$2,793.60	\$72,633.60	N/A	N/A	N/A	N/A	N/A	N/A
\$23.29	\$1,863.20	\$48,443.20	\$34.05	\$2,724.00	\$70,824.00	\$34.92	\$2,793.60	\$72,633.60	\$35.79	\$2,863.20	\$74,443.20	N/A	N/A	N/A	N/A	N/A	N/A
\$23.85	\$1,908.00	\$49,608.00	\$34.92	\$2,793.60	\$72,633.60	\$35.79	\$2,863.20	\$74,443.20	\$36.68	\$2,934.40	\$76,294.40	N/A	N/A	N/A	N/A	N/A	N/A
\$24.46	\$1,956.80	\$50,876.80	\$35.79	\$2,863.20	\$74,443.20	\$36.68	\$2,934.40	\$76,294.40	\$37.58	\$3,006.40	\$78,166.40	N/A	N/A	N/A	N/A	N/A	N/A
\$25.05	\$2,004.00	\$52,104.00	\$36.68	\$2,934.40	\$76,294.40	\$37.58	\$3,006.40	\$78,166.40	\$38.54	\$3,083.20	\$80,163.20	N/A	N/A	N/A	N/A	N/A	N/A
\$25.69	\$2,055.20	\$53,435.20	\$37.58	\$3,006.40	\$78,166.40	\$38.54	\$3,083.20	\$80,163.20	\$39.51	\$3,160.80	\$82,180.80	N/A	N/A	N/A	N/A	N/A	N/A
\$26.35	\$2,108.00	\$54,808.00	\$38.54	\$3,083.20	\$80,163.20	\$39.51	\$3,160.80	\$82,180.80	\$40.52	\$3,241.60	\$84,281.60	N/A	N/A	N/A	N/A	N/A	N/A
\$27.00	\$2,160.00	\$56,160.00	\$39.51	\$3,160.80	\$82,180.80	\$40.52	\$3,241.60	\$84,281.60	\$41.49	\$3,319.20	\$86,299.20	N/A	N/A	N/A	N/A	N/A	N/A
\$27.67	\$2,213.60	\$57,553.60	\$40.52	\$3,241.60	\$84,281.60	\$41.49	\$3,319.20	\$86,299.20	\$42.56	\$3,404.80	\$88,524.80	N/A	N/A	N/A	N/A	N/A	N/A
\$28.38	\$2,270.40	\$59,030.40	\$41.49	\$3,319.20	\$86,299.20	\$42.56	\$3,404.80	\$88,524.80	\$43.61	\$3,488.80	\$90,708.80	N/A	N/A	N/A	N/A	N/A	N/A
\$29.07	\$2,325.60	\$60,465.60	\$42.56	\$3,404.80	\$88,524.80	\$43.61	\$3,488.80	\$90,708.80	\$44.70	\$3,576.00	\$92,976.00	N/A	N/A	N/A	N/A	N/A	N/A
\$29.78	\$2,382.40	\$61,942.40	\$43.61	\$3,488.80	\$90,708.80	\$44.70	\$3,576.00	\$92,976.00	\$45.81	\$3,664.80	\$95,284.80	N/A	N/A	N/A	N/A	N/A	N/A
\$30.54	\$2,443.20	\$63,523.20	\$44.70	\$3,576.00	\$92,976.00	\$45.81	\$3,664.80	\$95,284.80	\$46.94	\$3,755.20	\$97,635.20	N/A	N/A	N/A	N/A	N/A	N/A
\$31.32	\$2,505.60	\$65,145.60	\$45.81	\$3,664.80	\$95,284.80	\$46.94	\$3,755.20	\$97,635.20	\$48.13	\$3,850.40	\$100,110.40	N/A	N/A	N/A	N/A	N/A	N/A
\$32.07	\$2,565.60	\$66,705.60	\$46.94	\$3,755.20	\$97,635.20	\$48.13	\$3,850.40	\$100,110.40	\$49.33	\$3,946.40	\$102,606.40	N/A	N/A	N/A	N/A	N/A	N/A
\$32.88	\$2,630.40	\$68,390.40	\$48.13	\$3,850.40	\$100,110.40	\$49.33	\$3,946.40	\$102,606.40	\$50.56	\$4,044.80	\$105,164.80	N/A	N/A	N/A	N/A	N/A	N/A
\$33.71	\$2,696.80	\$70,116.80	\$49.33	\$3,946.40	\$102,606.40	\$50.56	\$4,044.80	\$105,164.80	\$51.82	\$4,145.60	\$107,785.60	N/A	N/A	N/A	N/A	N/A	N/A
\$34.54	\$2,763.20	\$71,843.20	\$50.56	\$4,044.80	\$105,164.80	\$51.82	\$4,145.60	\$107,785.60	\$53.12	\$4,249.60	\$110,489.60	N/A	N/A	N/A	N/A	N/A	N/A
\$35.40	\$2,832.00	\$73,632.00	\$51.82	\$4,145.60	\$107,785.60	\$53.12	\$4,249.60	\$110,489.60	\$54.46	\$4,356.80	\$113,276.80	N/A	N/A	N/A	N/A	N/A	N/A
\$36.30	\$2,904.00	\$75,504.00	\$53.12	\$4,249.60	\$110,489.60	\$54.46	\$4,356.80	\$113,276.80	\$55.80	\$4,464.00	\$116,064.00	N/A	N/A	N/A	N/A	N/A	N/A
\$37.21	\$2,976.80	\$77,396.80	\$54.46	\$4,356.80	\$113,276.80	\$55.80	\$4,464.00	\$116,064.00	\$57.19	\$4,575.20	\$118,955.20	N/A	N/A	N/A	N/A	N/A	N/A
\$38.16	\$3,052.80	\$79,372.80	\$55.80	\$4,464.00	\$116,064.00	\$57.19	\$4,575.20	\$118,955.20	\$58.62	\$4,689.60	\$121,929.60	N/A	N/A	N/A	N/A	N/A	N/A
\$39.07	\$3,125.60	\$81,265.60	\$57.19	\$4,575.20	\$118,955.20	\$58.62	\$4,689.60	\$121,929.60	\$60.07	\$4,805.60	\$124,945.60	N/A	N/A	N/A	N/A	N/A	N/A
\$40.08	\$3,206.40	\$83,366.40	\$58.62	\$4,689.60	\$124,945.60	\$60.07	\$4,805.60	\$124,945.60	\$61.61	\$4,928.80	\$128,148.80	N/A	N/A	N/A	N/A	N/A	N/A
\$41.07	\$3,285.60	\$85,425.60	\$60.07	\$4,805.60	\$124,945.60	\$61.61	\$4,928.80	\$128,148.80	\$63.15	\$5,052.00	\$131,352.00	N/A	N/A	N/A	N/A	N/A	N/A
\$42.10	\$3,368.00	\$87,568.00	\$61.61	\$4,928.80	\$128,148.80	\$63.15	\$5,052.00	\$131,352.00	\$64.72	\$5,177.60	\$134,617.60	N/A	N/A	N/A	N/A	N/A	N/A
\$43.15	\$3,452.00	\$89,752.00	\$63.15	\$5,052.00	\$131,352.00	\$64.72	\$5,177.60	\$134,617.60	\$66.33	\$5,306.40	\$137,966.40	N/A	N/A	N/A	N/A	N/A	N/A
\$44.22	\$3,537.60	\$91,977.60	\$64.72	\$5,177.60	\$134,617.60	\$66.33	\$5,306.40	\$137,966.40	\$68.00	\$5,440.00	\$141,440.00	N/A	N/A	N/A	N/A	N/A	N/A
\$45.32	\$3,625.60	\$94,265.60	\$66.33	\$5,306.40	\$137,966.40	\$68.00	\$5,440.00	\$141,440.00	\$69.69	\$5,575.20	\$144,955.20	N/A	N/A	N/A	N/A	N/A	N/A
\$46.46	\$3,716.80	\$96,636.80	\$68.00	\$5,440.00	\$141,440.00	\$69.69	\$5,575.20	\$144,955.20	\$71.45	\$5,716.00	\$148,616.00	N/A	N/A	N/A	N/A	N/A	N/A
\$47.61	\$3,808.80	\$99,028.80	\$69.69	\$5,575.20	\$144,955.20	\$71.45	\$5,716.00	\$148,616.00	\$73.24	\$5,859.20	\$152,338.20	N/A	N/A	N/A	N/A	N/A	N/A
\$48.81	\$3,904.80	\$101,524.80	\$71.45	\$5,716.00	\$148,616.00	\$73.24	\$5,859.20	\$152,338.20	\$75.03	\$6,002.40	\$156,062.40	N/A	N/A	N/A	N/A	N/A	N/A
\$50.03	\$4,002.40	\$104,062.40	\$73.24	\$5,859.20	\$152,338.20	\$75.03	\$6,002.40	\$156,062.40	\$76.92	\$6,153.60	\$159,993.60	N/A	N/A	N/A	N/A	N/A	N/A
\$51.29	\$4,103.20	\$106,683.20	\$75.03	\$6,002.40	\$156,062.40	\$76.92	\$6,153.60	\$159,993.60	\$78.84	\$6,307.20	\$163,987.20	N/A	N/A	N/A	N/A	N/A	N/A
\$52.55	\$4,204.00	\$109,304.00	\$76.92	\$6,153.60	\$159,993.60	\$78.84	\$6,307.20	\$163,987.20	\$80.83	\$6,466.40	\$168,126.40	N/A	N/A	N/A	N/A	N/A	N/A
\$53.85	\$4,308.00	\$112,008.00	\$78.84	\$6,307.20	\$163,987.20	\$80.83	\$6,466.40	\$168,126.40	\$82.86	\$6,628.80	\$172,348.80	N/A	N/A	N/A	N/A	N/A	N/A
\$55.21	\$4,416.80	\$114,836.80	\$80.83	\$6,466.40	\$168,126.40	\$82.86	\$6,628.80	\$172,348.80	\$84.90	\$6,792.00	\$176,592.00	N/A	N/A	N/A	N/A	N/A	N/A
\$56.58	\$4,526.40	\$117,686.40	\$82.86	\$6,628.80	\$172,348.80	\$84.90	\$6,792.00	\$176,592.00	\$87.03	\$6,962.40	\$181,022.40	N/A	N/A	N/A	N/A	N/A	N/A
\$58.01	\$4,640.80	\$120,660.80	\$84.90	\$6,792.00	\$176,592.00	\$87.03	\$6,962.40	\$181,022.40	\$89.20	\$7,136.00	\$185,536.00	N/A	N/A	N/A	N/A	N/A	N/A
			\$89.20	\$7,136.00	\$185,536.00	\$91.47	\$7,317.60	\$190,257.60	\$93.75	\$7,500.00	\$195,000.00						

SCHEDULE 01 (C)

PAY RANGE AMOUNTS

SUPERVISORY, PROFESSIONAL AND MANAGERIAL - P.E.R.C. EXEMPT

3% MAXIMUM RANGE ADJUSTMENT

EFFECTIVE 10/13/2013

MAXIMUM

MANAGEMENT CATEGORY I											
HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL
\$19.56	\$1,564.80	\$40,684.80	\$29.53	\$2,362.40	\$61,422.40	\$30.27	\$2,421.60	\$62,961.60	\$31.04	\$2,483.20	\$64,563.20
\$20.07	\$1,605.60	\$41,745.60	\$30.27	\$2,421.60	\$62,961.60	\$31.04	\$2,483.20	\$64,563.20	\$31.80	\$2,544.00	\$66,144.00
\$20.56	\$1,644.80	\$42,764.80	\$31.04	\$2,483.20	\$64,563.20	\$31.80	\$2,544.00	\$66,144.00	\$32.57	\$2,605.60	\$67,745.60
\$21.07	\$1,685.60	\$43,825.60	\$31.80	\$2,544.00	\$66,144.00	\$32.57	\$2,605.60	\$67,745.60	\$33.41	\$2,672.80	\$69,492.80
\$21.61	\$1,728.80	\$44,948.80	\$32.57	\$2,605.60	\$67,745.60	\$33.41	\$2,672.80	\$69,492.80	\$34.26	\$2,740.80	\$71,260.80
\$22.15	\$1,772.00	\$46,072.00	\$33.41	\$2,672.80	\$69,492.80	\$34.26	\$2,740.80	\$71,260.80	\$35.07	\$2,805.60	\$72,945.60
\$22.70	\$1,816.00	\$47,216.00	\$34.26	\$2,740.80	\$71,260.80	\$35.07	\$2,805.60	\$72,945.60	\$35.86	\$2,877.60	\$74,817.60
\$23.29	\$1,863.20	\$48,443.20	\$35.07	\$2,805.60	\$72,945.60	\$35.86	\$2,877.60	\$74,817.60	\$36.78	\$2,948.80	\$76,688.80
\$23.85	\$1,908.00	\$49,608.00	\$35.86	\$2,877.60	\$74,817.60	\$36.78	\$2,948.80	\$76,688.80	\$37.78	\$3,022.40	\$78,582.40
\$24.46	\$1,956.80	\$50,876.80	\$36.78	\$2,948.80	\$76,688.80	\$37.78	\$3,022.40	\$78,582.40	\$38.71	\$3,096.80	\$80,516.80
\$25.05	\$2,004.00	\$52,104.00	\$37.78	\$3,022.40	\$78,582.40	\$38.71	\$3,096.80	\$80,516.80	\$39.70	\$3,176.00	\$82,576.00
\$25.69	\$2,055.20	\$53,435.20	\$38.71	\$3,096.80	\$80,516.80	\$39.70	\$3,176.00	\$82,576.00	\$40.74	\$3,256.00	\$84,656.00
\$26.35	\$2,108.00	\$54,808.00	\$39.70	\$3,176.00	\$82,576.00	\$40.74	\$3,256.00	\$84,656.00	\$41.74	\$3,339.20	\$86,819.20
\$27.00	\$2,160.00	\$56,160.00	\$40.74	\$3,256.00	\$84,656.00	\$41.74	\$3,339.20	\$86,819.20	\$42.73	\$3,418.40	\$88,878.40
\$27.67	\$2,213.60	\$57,553.60	\$41.74	\$3,339.20	\$86,819.20	\$42.73	\$3,418.40	\$88,878.40	\$43.84	\$3,507.20	\$91,187.20
\$28.38	\$2,270.40	\$59,030.40	\$42.73	\$3,418.40	\$88,878.40	\$43.84	\$3,507.20	\$91,187.20	\$44.92	\$3,593.60	\$93,433.60
\$29.07	\$2,325.60	\$60,465.60	\$43.84	\$3,507.20	\$91,187.20	\$44.92	\$3,593.60	\$93,433.60	\$46.04	\$3,683.20	\$95,763.20
\$29.78	\$2,382.40	\$61,942.40	\$44.92	\$3,593.60	\$93,433.60	\$46.04	\$3,683.20	\$95,763.20	\$47.18	\$3,774.40	\$98,134.40
\$30.54	\$2,443.20	\$63,523.20	\$46.04	\$3,683.20	\$95,763.20	\$47.18	\$3,774.40	\$98,134.40	\$48.35	\$3,868.00	\$100,568.00
\$31.32	\$2,505.60	\$65,145.60	\$47.18	\$3,774.40	\$98,134.40	\$48.35	\$3,868.00	\$100,568.00	\$49.57	\$3,965.60	\$103,105.60
\$32.07	\$2,565.60	\$66,705.60	\$48.35	\$3,868.00	\$100,568.00	\$49.57	\$3,965.60	\$103,105.60	\$50.81	\$4,064.80	\$105,684.80
\$32.88	\$2,630.40	\$68,390.40	\$49.57	\$3,965.60	\$103,105.60	\$50.81	\$4,064.80	\$105,684.80	\$52.08	\$4,166.40	\$108,326.40
\$33.71	\$2,696.80	\$70,116.80	\$50.81	\$4,064.80	\$105,684.80	\$52.08	\$4,166.40	\$108,326.40	\$53.37	\$4,269.60	\$111,009.60
\$34.54	\$2,763.20	\$71,893.20	\$52.08	\$4,166.40	\$108,326.40	\$53.37	\$4,269.60	\$111,009.60	\$54.71	\$4,376.80	\$113,796.80
\$35.40	\$2,832.00	\$73,732.00	\$53.37	\$4,269.60	\$111,009.60	\$54.71	\$4,376.80	\$113,796.80	\$56.09	\$4,487.20	\$116,667.20
\$36.30	\$2,904.00	\$75,604.00	\$54.71	\$4,376.80	\$113,796.80	\$56.09	\$4,487.20	\$116,667.20	\$57.47	\$4,597.60	\$119,537.60
\$37.21	\$2,976.80	\$77,596.80	\$56.09	\$4,487.20	\$116,667.20	\$57.47	\$4,597.60	\$119,537.60	\$58.91	\$4,712.80	\$122,532.80
\$38.16	\$3,052.80	\$79,732.80	\$57.47	\$4,597.60	\$119,537.60	\$58.91	\$4,712.80	\$122,532.80	\$60.38	\$4,830.40	\$125,590.40
\$39.07	\$3,125.60	\$81,265.60	\$58.91	\$4,712.80	\$122,532.80	\$60.38	\$4,830.40	\$125,590.40	\$61.87	\$4,949.60	\$128,689.60
\$40.08	\$3,206.40	\$83,366.40	\$60.38	\$4,830.40	\$125,590.40	\$61.87	\$4,949.60	\$128,689.60	\$63.46	\$5,076.80	\$131,996.80
\$41.07	\$3,285.60	\$85,425.60	\$61.87	\$4,949.60	\$128,689.60	\$63.46	\$5,076.80	\$131,996.80	\$65.04	\$5,203.20	\$135,283.20
\$42.10	\$3,368.00	\$87,568.00	\$63.46	\$5,076.80	\$131,996.80	\$65.04	\$5,203.20	\$135,283.20	\$66.66	\$5,332.80	\$138,652.80
\$43.15	\$3,452.00	\$89,752.00	\$65.04	\$5,203.20	\$135,283.20	\$66.66	\$5,332.80	\$138,652.80	\$68.32	\$5,465.60	\$142,105.60
\$44.22	\$3,537.60	\$91,977.60	\$66.66	\$5,332.80	\$138,652.80	\$68.32	\$5,465.60	\$142,105.60	\$70.04	\$5,603.20	\$145,683.20
\$45.32	\$3,625.60	\$94,265.60	\$68.32	\$5,465.60	\$142,105.60	\$70.04	\$5,603.20	\$145,683.20	\$71.78	\$5,742.40	\$149,302.40
\$46.46	\$3,716.80	\$96,636.80	\$70.04	\$5,603.20	\$145,683.20	\$71.78	\$5,742.40	\$149,302.40	\$73.59	\$5,887.20	\$153,067.20
\$47.61	\$3,808.80	\$99,028.80	\$71.78	\$5,742.40	\$149,302.40	\$73.59	\$5,887.20	\$153,067.20	\$75.44	\$6,035.20	\$156,915.20
\$48.81	\$3,904.80	\$101,524.80	\$73.59	\$5,887.20	\$153,067.20	\$75.44	\$6,035.20	\$156,915.20	\$77.28	\$6,182.40	\$160,742.40
\$50.03	\$4,002.40	\$104,062.40	\$75.44	\$6,035.20	\$156,915.20	\$77.28	\$6,182.40	\$160,742.40	\$79.23	\$6,338.40	\$164,798.40
\$51.29	\$4,103.20	\$106,683.20	\$77.28	\$6,182.40	\$160,742.40	\$79.23	\$6,338.40	\$164,798.40	\$81.21	\$6,496.80	\$168,916.80
\$52.55	\$4,204.00	\$109,304.00	\$79.23	\$6,338.40	\$164,798.40	\$81.21	\$6,496.80	\$168,916.80	\$83.25	\$6,660.00	\$173,160.00
\$53.85	\$4,306.00	\$112,006.00	\$81.21	\$6,496.80	\$168,916.80	\$83.25	\$6,660.00	\$173,160.00	\$85.35	\$6,828.00	\$177,528.00
\$55.21	\$4,414.80	\$114,836.80	\$83.25	\$6,660.00	\$173,160.00	\$85.35	\$6,828.00	\$177,528.00	\$87.45	\$7,000.00	\$181,896.00
\$56.58	\$4,526.40	\$117,686.40	\$85.35	\$6,828.00	\$177,528.00	\$87.45	\$7,000.00	\$181,896.00	\$89.64	\$7,171.20	\$186,451.20
\$58.01	\$4,640.80	\$120,660.80	\$87.45	\$7,000.00	\$181,896.00	\$89.64	\$7,171.20	\$186,451.20	\$91.88	\$7,350.40	\$191,110.40
			\$89.64	\$7,171.20	\$186,451.20	\$91.88	\$7,350.40	\$191,110.40	\$94.21	\$7,536.80	\$195,956.80
						\$94.21	\$7,536.80	\$195,956.80	\$96.56	\$7,724.80	\$200,844.80

MANAGEMENT CATEGORY II

MANAGEMENT CATEGORY III

MANAGEMENT CATEGORY IV

MANAGEMENT CATEGORY V

MANAGEMENT CATEGORY VI

MANAGEMENT CATEGORY VII

MANAGEMENT CATEGORY VIII

MANAGEMENT CATEGORY IX

MANAGEMENT CATEGORY X

MANAGEMENT CATEGORY XI

MANAGEMENT CATEGORY XII

MANAGEMENT CATEGORY XIII

MANAGEMENT CATEGORY XIV

MANAGEMENT CATEGORY XV

MANAGEMENT CATEGORY XVI

MANAGEMENT CATEGORY XVII

MANAGEMENT CATEGORY XVIII

MANAGEMENT CATEGORY XIX

**SCHEDULE 02
PAY RANGE AMOUNTS
NONBARGAINING UNIT CONFIDENTIAL
EFFECTIVE 10/1/2012
1% GENERAL WAGE INCREASE**

RANGE	MINIMUM				MAXIMUM			
	HOURLY	BIWEEKLY	MONTHLY	ANNUAL	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
C026	\$13.61	\$1,088.80	\$2,359.07	\$28,308.80	\$18.31	\$1,464.80	\$3,173.73	\$38,084.80
C027	\$13.97	\$1,117.60	\$2,421.47	\$29,057.60	\$18.79	\$1,503.20	\$3,256.93	\$39,083.20
C028	\$14.29	\$1,143.20	\$2,476.93	\$29,723.20	\$19.24	\$1,539.20	\$3,334.93	\$40,019.20
C029	\$14.67	\$1,173.60	\$2,542.80	\$30,513.60	\$19.73	\$1,578.40	\$3,419.87	\$41,038.40
C030	\$15.02	\$1,201.60	\$2,603.47	\$31,241.60	\$20.20	\$1,616.00	\$3,501.33	\$42,016.00
C031	\$15.40	\$1,232.00	\$2,669.33	\$32,032.00	\$20.72	\$1,657.60	\$3,591.47	\$43,097.60
C032	\$15.79	\$1,263.20	\$2,736.93	\$32,843.20	\$21.23	\$1,698.40	\$3,679.87	\$44,158.40
C033	\$16.20	\$1,296.00	\$2,808.00	\$33,696.00	\$21.77	\$1,741.60	\$3,773.47	\$45,281.60
C034	\$16.59	\$1,327.20	\$2,875.60	\$34,507.20	\$22.29	\$1,783.20	\$3,863.60	\$46,363.20
C035	\$17.02	\$1,361.60	\$2,950.13	\$35,401.60	\$22.88	\$1,830.40	\$3,965.87	\$47,590.40
C036	\$17.44	\$1,395.20	\$3,022.93	\$36,275.20	\$23.41	\$1,872.80	\$4,057.73	\$48,692.80
C037	\$17.87	\$1,429.60	\$3,097.47	\$37,169.60	\$24.02	\$1,921.60	\$4,163.47	\$49,961.60
C038	\$18.31	\$1,464.80	\$3,173.73	\$38,084.80	\$24.61	\$1,968.80	\$4,265.73	\$51,188.80
C039	\$18.79	\$1,503.20	\$3,256.93	\$39,083.20	\$25.22	\$2,017.60	\$4,371.47	\$52,457.60
C040	\$19.24	\$1,539.20	\$3,334.93	\$40,019.20	\$25.86	\$2,068.80	\$4,482.40	\$53,788.80
C041	\$19.73	\$1,578.40	\$3,419.87	\$41,038.40	\$26.50	\$2,120.00	\$4,593.33	\$55,120.00
C042	\$20.20	\$1,616.00	\$3,501.33	\$42,016.00	\$27.16	\$2,172.80	\$4,707.73	\$56,492.80
C043	\$20.72	\$1,657.60	\$3,591.47	\$43,097.60	\$27.84	\$2,227.20	\$4,825.60	\$57,907.20
C044	\$21.23	\$1,698.40	\$3,679.87	\$44,158.40	\$29.25	\$2,340.00	\$5,070.00	\$60,840.00
C045	\$21.77	\$1,741.60	\$3,773.47	\$45,281.60	\$30.74	\$2,459.20	\$5,328.27	\$63,939.20
C046	\$22.29	\$1,783.20	\$3,863.60	\$46,363.20	\$31.50	\$2,520.00	\$5,460.00	\$65,520.00
C047	\$22.88	\$1,830.40	\$3,965.87	\$47,590.40	\$32.31	\$2,584.80	\$5,600.40	\$67,204.80
C048	\$23.41	\$1,872.80	\$4,057.73	\$48,692.80	\$33.12	\$2,649.60	\$5,740.80	\$68,889.60
C049	\$24.02	\$1,921.60	\$4,163.47	\$49,961.60	\$33.92	\$2,713.60	\$5,879.47	\$70,553.60
C050	\$24.61	\$1,968.80	\$4,265.73	\$51,188.80	\$34.78	\$2,782.40	\$6,028.53	\$72,342.40

SCHEDULE 02(a)
PAY RANGE AMOUNTS
NONBARGAINING UNIT CONFIDENTIAL
EFFECTIVE 10/14/12
3% ADJUSTMENTS TO MAX RANGE
-3% ADJUSTMENTS TO MIN RANGE

RANGE	MINIMUM				MAXIMUM			
	HOURLY	BIWEEKLY	MONTHLY	ANNUAL	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
C026	\$13.20	\$1,056.00	\$2,288.00	\$27,456.00	\$18.86	\$1,508.80	\$3,269.07	\$39,228.80
C027	\$13.55	\$1,084.00	\$2,348.67	\$28,184.00	\$19.35	\$1,548.00	\$3,354.00	\$40,248.00
C028	\$13.86	\$1,108.80	\$2,402.40	\$28,828.80	\$19.82	\$1,585.60	\$3,435.47	\$41,225.60
C029	\$14.23	\$1,138.40	\$2,466.53	\$29,598.40	\$20.32	\$1,625.60	\$3,522.13	\$42,265.60
C030	\$14.57	\$1,165.60	\$2,525.47	\$30,305.60	\$20.81	\$1,664.80	\$3,607.07	\$43,284.80
C031	\$14.94	\$1,195.20	\$2,589.60	\$31,075.20	\$21.34	\$1,707.20	\$3,698.93	\$44,387.20
C032	\$15.32	\$1,225.60	\$2,655.47	\$31,865.60	\$21.87	\$1,749.60	\$3,790.80	\$45,489.60
C033	\$15.71	\$1,256.80	\$2,723.07	\$32,676.80	\$22.42	\$1,793.60	\$3,886.13	\$46,633.60
C034	\$16.09	\$1,287.20	\$2,788.93	\$33,467.20	\$22.96	\$1,836.80	\$3,979.73	\$47,756.80
C035	\$16.51	\$1,320.80	\$2,861.73	\$34,340.80	\$23.57	\$1,885.60	\$4,085.47	\$49,025.60
C036	\$16.92	\$1,353.60	\$2,932.80	\$35,193.60	\$24.11	\$1,928.80	\$4,179.07	\$50,148.80
C037	\$17.33	\$1,386.40	\$3,003.87	\$36,046.40	\$24.74	\$1,979.20	\$4,288.27	\$51,459.20
C038	\$17.76	\$1,420.80	\$3,078.40	\$36,940.80	\$25.35	\$2,028.00	\$4,394.00	\$52,728.00
C039	\$18.23	\$1,458.40	\$3,159.87	\$37,918.40	\$25.98	\$2,078.40	\$4,503.20	\$54,038.40
C040	\$18.66	\$1,492.80	\$3,234.40	\$38,812.80	\$26.64	\$2,131.20	\$4,617.60	\$55,411.20
C041	\$19.14	\$1,531.20	\$3,317.60	\$39,811.20	\$27.30	\$2,184.00	\$4,732.00	\$56,784.00
C042	\$19.59	\$1,567.20	\$3,395.60	\$40,747.20	\$27.97	\$2,237.60	\$4,848.13	\$58,177.60
C043	\$20.10	\$1,608.00	\$3,484.00	\$41,808.00	\$28.68	\$2,294.40	\$4,971.20	\$59,654.40
C044	\$20.59	\$1,647.20	\$3,568.93	\$42,827.20	\$30.13	\$2,410.40	\$5,222.53	\$62,670.40
C045	\$21.12	\$1,689.60	\$3,660.80	\$43,929.60	\$31.66	\$2,532.80	\$5,487.73	\$65,852.80
C046	\$21.62	\$1,729.60	\$3,747.47	\$44,969.60	\$32.45	\$2,596.00	\$5,624.67	\$67,496.00
C047	\$22.19	\$1,775.20	\$3,846.27	\$46,155.20	\$33.28	\$2,662.40	\$5,768.53	\$69,222.40
C048	\$22.71	\$1,816.80	\$3,936.40	\$47,236.80	\$34.11	\$2,728.80	\$5,912.40	\$70,948.80
C049	\$23.30	\$1,864.00	\$4,038.67	\$48,464.00	\$34.94	\$2,795.20	\$6,056.27	\$72,675.20
C050	\$23.87	\$1,909.60	\$4,137.47	\$49,649.60	\$35.82	\$2,865.60	\$6,208.80	\$74,505.60

SCHEDULE 02(b)
PAY RANGE AMOUNTS
NONBARGAINING UNIT CONFIDENTIAL
EFFECTIVE 10/01/2013 1% COLA

RANGE	MINIMUM				MAXIMUM			
	HOURLY	BIWEEKLY	MONTHLY	ANNUAL	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
C026	\$13.33	\$1,066.40	\$2,310.53	\$27,726.40	\$19.05	\$1,524.00	\$3,302.00	\$39,624.00
C027	\$13.69	\$1,095.20	\$2,372.93	\$28,475.20	\$19.54	\$1,563.20	\$3,386.93	\$40,643.20
C028	\$14.00	\$1,120.00	\$2,426.67	\$29,120.00	\$20.02	\$1,601.60	\$3,470.13	\$41,641.60
C029	\$14.37	\$1,149.60	\$2,490.80	\$29,889.60	\$20.52	\$1,641.60	\$3,556.80	\$42,681.60
C030	\$14.72	\$1,177.60	\$2,551.47	\$30,617.60	\$21.02	\$1,681.60	\$3,643.47	\$43,721.60
C031	\$15.09	\$1,207.20	\$2,615.60	\$31,387.20	\$21.55	\$1,724.00	\$3,735.33	\$44,824.00
C032	\$15.47	\$1,237.60	\$2,681.47	\$32,177.60	\$22.09	\$1,767.20	\$3,828.93	\$45,947.20
C033	\$15.87	\$1,269.60	\$2,750.80	\$33,009.60	\$22.64	\$1,811.20	\$3,924.27	\$47,091.20
C034	\$16.25	\$1,300.00	\$2,816.67	\$33,800.00	\$23.19	\$1,855.20	\$4,019.60	\$48,235.20
C035	\$16.68	\$1,334.40	\$2,891.20	\$34,694.40	\$23.81	\$1,904.80	\$4,127.07	\$49,524.80
C036	\$17.09	\$1,367.20	\$2,962.27	\$35,547.20	\$24.35	\$1,948.00	\$4,220.67	\$50,648.00
C037	\$17.50	\$1,400.00	\$3,038.33	\$36,400.00	\$24.99	\$1,999.20	\$4,331.60	\$51,979.20
C038	\$17.94	\$1,435.20	\$3,109.60	\$37,315.20	\$25.60	\$2,048.00	\$4,437.33	\$53,248.00
C039	\$18.41	\$1,472.80	\$3,191.07	\$38,292.80	\$26.24	\$2,099.20	\$4,548.27	\$54,579.20
C040	\$18.85	\$1,508.00	\$3,267.33	\$39,208.00	\$26.91	\$2,152.80	\$4,664.40	\$55,972.80
C041	\$19.33	\$1,546.40	\$3,350.53	\$40,206.40	\$27.57	\$2,205.60	\$4,778.80	\$57,345.60
C042	\$19.79	\$1,583.20	\$3,430.27	\$41,163.20	\$28.25	\$2,260.00	\$4,896.67	\$58,760.00
C043	\$20.30	\$1,624.00	\$3,518.67	\$42,224.00	\$28.97	\$2,317.60	\$5,021.47	\$60,257.60
C044	\$20.80	\$1,664.00	\$3,605.33	\$43,264.00	\$30.43	\$2,434.40	\$5,274.53	\$63,294.40
C045	\$21.33	\$1,706.40	\$3,697.20	\$44,366.40	\$31.98	\$2,558.40	\$5,543.20	\$66,518.40
C046	\$21.84	\$1,747.20	\$3,785.60	\$45,427.20	\$32.77	\$2,621.60	\$5,680.13	\$68,161.60
C047	\$22.41	\$1,792.80	\$3,884.40	\$46,612.80	\$33.61	\$2,688.80	\$5,825.73	\$69,908.80
C048	\$22.94	\$1,835.20	\$3,976.27	\$47,715.20	\$34.45	\$2,756.00	\$5,971.33	\$71,656.00
C049	\$23.53	\$1,882.40	\$4,078.53	\$48,942.40	\$35.29	\$2,823.20	\$6,116.93	\$73,403.20
C050	\$24.11	\$1,928.80	\$4,179.07	\$50,148.80	\$36.18	\$2,894.40	\$6,271.20	\$75,254.40

SCHEDULE 02(c)
PAY RANGE AMOUNTS
NONBARGAINING UNIT CONFIDENTIAL
EFFECTIVE 10/13/2013 3% MAX RANGE INCREASE

RANGE	MINIMUM				MAXIMUM			
	HOURLY	BIWEEKLY	MONTHLY	ANNUAL	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
C026	\$13.33	\$1,066.40	\$2,310.53	\$27,726.40	\$19.62	\$1,569.60	\$3,302.00	\$40,809.60
C027	\$13.69	\$1,095.20	\$2,372.93	\$28,475.20	\$20.13	\$1,610.40	\$3,386.93	\$41,870.40
C028	\$14.00	\$1,120.00	\$2,426.67	\$29,120.00	\$20.62	\$1,649.60	\$3,470.13	\$42,889.60
C029	\$14.37	\$1,149.60	\$2,490.80	\$29,889.60	\$21.14	\$1,691.20	\$3,556.80	\$43,971.20
C030	\$14.72	\$1,177.60	\$2,551.47	\$30,617.60	\$21.65	\$1,732.00	\$3,643.47	\$45,032.00
C031	\$15.09	\$1,207.20	\$2,615.60	\$31,387.20	\$22.20	\$1,776.00	\$3,735.33	\$46,176.00
C032	\$15.47	\$1,237.60	\$2,681.47	\$32,177.60	\$22.75	\$1,820.00	\$3,828.93	\$47,320.00
C033	\$15.87	\$1,269.60	\$2,750.80	\$33,009.60	\$23.32	\$1,865.60	\$3,924.27	\$48,505.60
C034	\$16.25	\$1,300.00	\$2,816.67	\$33,800.00	\$23.89	\$1,911.20	\$4,019.60	\$49,691.20
C035	\$16.68	\$1,334.40	\$2,891.20	\$34,694.40	\$24.52	\$1,961.60	\$4,127.07	\$51,001.60
C036	\$17.09	\$1,367.20	\$2,962.27	\$35,547.20	\$25.08	\$2,006.40	\$4,220.67	\$52,166.40
C037	\$17.50	\$1,400.00	\$3,033.33	\$36,400.00	\$25.74	\$2,059.20	\$4,331.60	\$53,539.20
C038	\$17.94	\$1,435.20	\$3,109.60	\$37,315.20	\$26.37	\$2,109.60	\$4,437.33	\$54,849.60
C039	\$18.41	\$1,472.80	\$3,191.07	\$38,292.80	\$27.03	\$2,162.40	\$4,548.27	\$56,222.40
C040	\$18.85	\$1,508.00	\$3,267.33	\$39,208.00	\$27.72	\$2,217.60	\$4,664.40	\$57,657.60
C041	\$19.33	\$1,546.40	\$3,350.53	\$40,206.40	\$28.40	\$2,272.00	\$4,778.80	\$59,072.00
C042	\$19.79	\$1,583.20	\$3,430.27	\$41,163.20	\$29.10	\$2,328.00	\$4,896.67	\$60,528.00
C043	\$20.30	\$1,624.00	\$3,518.67	\$42,224.00	\$29.84	\$2,387.20	\$5,021.47	\$62,067.20
C044	\$20.80	\$1,664.00	\$3,605.33	\$43,264.00	\$31.34	\$2,507.20	\$5,274.53	\$65,187.20
C045	\$21.33	\$1,706.40	\$3,697.20	\$44,366.40	\$32.94	\$2,635.20	\$5,543.20	\$68,515.20
C046	\$21.84	\$1,747.20	\$3,785.60	\$45,427.20	\$33.75	\$2,700.00	\$5,680.13	\$70,200.00
C047	\$22.41	\$1,792.80	\$3,884.40	\$46,612.80	\$34.62	\$2,769.60	\$5,825.73	\$72,009.60
C048	\$22.94	\$1,835.20	\$3,976.27	\$47,715.20	\$35.48	\$2,838.40	\$5,971.33	\$73,798.40
C049	\$23.53	\$1,882.40	\$4,078.53	\$48,942.40	\$36.35	\$2,908.00	\$6,116.93	\$75,608.00
C050	\$24.11	\$1,928.80	\$4,179.07	\$50,148.80	\$37.27	\$2,981.60	\$6,271.20	\$77,521.60