

City of Cuyahoga Falls, Ohio

Notice

**Order of Business for
Regular City Council Meeting**

Notice is hereby given that the Order of Business for Regular City Council Meetings shall be observed at the City Council Meeting held on Monday, December 21, 2015, at 6:30 p.m. for the following purposes:

1. To introduce and assign to committee the following ordinances:

Finance Committee:

Temp Ord B-128

AN ORDINANCE PROVIDING FOR SUPPLEMENTAL AND/OR AMENDED APPROPRIATIONS OF MONEY FOR CURRENT OPERATING EXPENSES AND CAPITAL EXPENDITURES OF THE CITY OF CUYAHOGA FALLS, AND AUTHORIZING THE TRANSFER OF APPROPRIATIONS WITHIN AND FOR THE VARIOUS FUNDS HEREINAFTER SET FORTH, AND DECLARING AN EMERGENCY.

Public Affairs Committee:

Temp Ord B-129

AN ORDINANCE ESTABLISHING COMPENSATION LEVELS FOR NON-BARGAINING EMPLOYEES OF THE CITY OF CUYAHOGA FALLS FOR CALENDAR YEARS 2015, 2016, 2017 AND 2018, AND DECLARING AN EMERGENCY.

2. To conduct any other business, including without limitation, rules suspensions and executive sessions necessary to accomplish the foregoing.

Dated at Cuyahoga Falls, Ohio this 18th day of December, 2015.

_____/s/Don Walters
Don Walters
Mayor

2
3 CITY OF CUYAHOGA FALLS, OHIO

4
5 ORDINANCE NO. - 2015

6
7 AN ORDINANCE PROVIDING FOR SUPPLEMENTAL AND/OR
8 AMENDED APPROPRIATIONS OF MONEY FOR CURRENT
9 OPERATING EXPENSES AND CAPITAL EXPENDITURES OF THE
10 CITY OF CUYAHOGA FALLS, AND AUTHORIZING THE
11 TRANSFER OF APPROPRIATIONS WITHIN AND FOR THE
12 VARIOUS FUNDS HEREINAFTER SET FORTH, AND DECLARING
13 AN EMERGENCY.

14
15 WHEREAS, Article VI, Sections 7 and 8 of the City Charter provide that City Council may
16 revise, amend, and supplement budgetary appropriations during the fiscal year, and may
17 authorize the transfer of unencumbered appropriations within various accounts,
18

19 NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Cuyahoga Falls,
20 County of Summit and State of Ohio, that:

21
22 Section 1. In order to provide moneys to pay employee compensation, other expenses
23 and capital expenditures during the fiscal year 2015, moneys are hereby appropriated, re-
24 appropriated and transferred from the unexpended appropriations and from the un-appropriated
25 fund balances of the departments or divisions as set forth in Exhibits A and B attached hereto
26 and made a part hereof.

27
28 Section 2. Any other ordinances and resolutions or portions of ordinances and
29 resolutions inconsistent herewith are hereby repealed, but any ordinances and resolutions or
30 portions of ordinances and resolutions not inconsistent herewith and which have not previously
31 been repealed are hereby ratified and confirmed.

32
33 Section 3. It is found and determined that all formal actions of this Council concerning
34 and relating to the adoption of this ordinance were adopted in an open meeting of this Council
35 and that all deliberations of this Council and of any of its committees that resulted in such formal
36 action were in meetings open to the public, in compliance with all legal requirements including
37 Chapter 107 of the Codified Ordinances.

38
39 Section 4. This ordinance is hereby declared to be an emergency measure necessary for
40 the preservation of the public peace, health, safety, convenience and welfare of the City of
41 Cuyahoga Falls and the inhabitants thereof, and provided it receives the affirmative vote of
42 two-thirds of the members elected or appointed to Council, it shall take effect and be in force
43 immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in
44 force at the earliest period allowed by law.

45
46
47 Passed: _____
48 _____
49 President of Council

50
51 _____
52 Clerk of Council

53
54
55 Approved: _____
56 _____
57 Mayor

57 12/21/15

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT A**

<u>FUND</u>	<u>ORIGINAL APPROPRIATION</u>	<u>AMENDED APPROPRIATION</u>
GENERAL	\$ 32,747,275	\$ 33,351,763
MUNICIPAL INCOME TAX	21,462,883	22,364,229
STATE HIGHWAY IMPROVEMENT	144,000	144,000
STREET CONST., MAINT. & REPAIR	3,524,403	3,687,403
POLICE PENSION	969,150	969,150
FIRE PENSION	1,373,363	1,373,363
RECREATION LEVY	1,876,686	1,876,686
PERMISSIVE TAX	218,000	-
COMMUNITY / ECONOMIC DEVELOPMENT	1,552	1,552
C.D.B.G.	880,092	939,723
ENTERPRISE ZONE COMMUNITY REINVESTMENT	8,100	8,100
DRUG LAW ENFORCEMENT	31,240	43,240
LAW ENFORCEMENT TRUST	21,823	21,823
ENFORCEMENT AND EDUCATION	1,000	1,000
MOTOR VEHICLE LICENSE TAX	109,000	109,000
FEDERAL LAW ENFORCEMENT	23,000	23,000
LAW ENFORCEMENT ASSISTANCE	7,700	7,700
GENERAL BOND RETIREMENT	501,172	501,172
CAPITAL PROJECTS	14,339,869	14,554,185
CAPITAL IMPROVEMENT RESERVE	-	357,452
SEWER	8,271,475	7,741,475
WATER	8,272,159	8,172,159
ELECTRIC	52,682,281	44,671,281
SANITATION	3,715,876	4,022,176
LEISURE TIME	11,236,313	11,236,313
STORM DRAINAGE UTILITY	1,509,675	1,478,675
GARAGE	2,322,946	2,322,946
OFFICE SUPPLY	-	3,261
UTILITY BILLING	1,422,546	1,487,546
SELF INSURANCE	5,792,454	5,792,454
WORKERS' COMPENSATION	468,700	511,550
COMPENSATED ABSENCES	750,000	400,000
TOTAL	\$ 174,684,733	\$ 168,174,377

EXHIBIT A2

CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT A PAGE 2

That there be and hereby are transferred funds in accordance with the schedule set forth below:

<u>TRANSFER FROM:</u>	<u>TRANSFER TO:</u>	<u>AMOUNT</u>
GENERAL FUND	S.C.M.R. FUND	\$ 600,000
GENERAL FUND	GENERAL BOND RETIREMENT FUND	501,172
GENERAL FUND	CAPITAL PROJECTS FUND	446,280
GENERAL FUND	ELECTRIC FUND	1,800,000
GENERAL FUND	POLICE PENSION FUND	595,000
GENERAL FUND	FIRE PENSION FUND	957,000
GENERAL FUND	LEISURE TIME FUND	614,450
RECREATION LEVY FUND	LEISURE TIME FUND	750,000
CAPITAL IMPROVEMENT RESERVE FUND	GENERAL FUND - RESIDUAL EQUITY	357,452
ELECTRIC FUND	GENERAL FUND	-
OFFICE SUPPLY FUND	GENERAL FUND - RESIDUAL EQUITY	2,810

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	<u>2015 Adopted Budget</u>	<u>Supplemental Appropriations</u>	<u>Requested Amendments</u>	<u>2015 Revised Adopted Budget</u>
<u>GENERAL FUND</u>				
GENERAL ADMINISTRATION	\$ 3,414,980			\$ 4,282,432
Other Operations	934,980			934,980
Transfer (S.C.M.R. Fund)	400,000	200,000		600,000
Transfer (General Bond Retirement Fund)	280,000	221,172		501,172
Transfer (Capital Projects Fund)	-	357,452	88,828	446,280
Transfer (Electric Fund: Kwh Tax - Inside Sales)	1,800,000			1,800,000
COUNCIL	\$ 270,586			\$ 270,586
Personal Services	268,852			268,852
Other Operations	1,734			1,734
MAYOR	\$ 243,288			\$ 243,288
Personal Services	234,488			234,488
Other Operations	7,307			7,307
Debt Service	1,493			1,493
FINANCE DIRECTOR	\$ 851,284			\$ 851,284
Personal Services	764,487			764,487
Other Operations	84,349			84,349
Debt Service	2,448			2,448
LAW DIRECTOR	\$ 859,358			\$ 887,876
Personal Services	724,894	8,518	(10,000)	723,412
Other Operations	132,146	30,000		162,146
Debt Service	2,318			2,318
SERVICE DIRECTOR	\$ 346,062			\$ 354,580
Personal Services	329,037	8,518		337,555
Other Operations	15,532			15,532
Debt Service	1,493			1,493
CIVIL SERVICE COMMISSION	\$ 36,431			\$ 36,431
Personal Services	13,008			13,008
Other Operations	23,423			23,423
ENGINEERING	\$ 1,048,142			\$ 1,048,142
Personal Services	961,831			961,831
Other Operations	84,143			84,143
Debt Service	2,168			2,168
HUMAN RESOURCES / RECORDS	\$ 228,537			\$ 228,537
Personal Services	216,746		2,000	218,746
Other Operations	9,473		(2,000)	7,473
Debt Service	2,318			2,318
BUILDING AND GROUNDS MAINTENANCE	\$ 1,104,715			\$ 1,104,715
Personal Services	677,854			677,854
Other Operations	426,487			426,487
Debt Service	374			374

EXHIBIT B

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	2015 Adopted Budget	Supplemental Appropriations	Requested Amendments	2015 Revised Adopted Budget
POLICE	\$ 8,495,509			\$ 8,385,509
Personal Services	6,867,504		(100,000)	6,767,504
Other Operations	1,014,250			1,014,250
Debt Service	8,755			8,755
Transfer (Police Pension Fund)	605,000		(10,000)	595,000
FIRE	\$ 8,967,849			\$ 8,699,849
Personal Services	7,154,766		(225,000)	6,929,766
Other Operations	803,137			803,137
Debt Service	9,946			9,946
Transfer (Fire Pension Fund)	1,000,000		(43,000)	957,000
TECHNICAL SERVICES	\$ 485,076			\$ 495,076
Personal Services	420,299		8,000	428,299
Other Operations	64,403	10,000	(8,000)	66,403
Capital Outlay	374			374
COMMUNICATIONS	\$ 1,219,709			\$ 1,109,709
Personal Services	1,072,571		(110,000)	962,571
Other Operations	146,764			146,764
Debt Service	374			374
RIVERFRONT CENTRE DISTRICT	\$ 535,151			\$ 535,151
Personal Services	281,577			281,577
Other Operations	253,574			253,574
PARKS & RECREATION	\$ 2,898,023			\$ 2,868,023
Personal Services	1,563,140		(30,000)	1,533,140
Other Operations	717,067			717,067
Debt Service	3,366			3,366
Transfer (Leisure Time Fund)	614,450			614,450
COMMUNITY / ECONOMIC DEVELOPMENT	\$ 791,617			\$ 1,019,617
Personal Services	692,467		(15,000)	677,467
Other Operations	96,156	228,000	15,000	339,156
Debt Service	2,994			2,994
MAYOR'S COURT	\$ 193,109			\$ 173,109
Personal Services	157,866		(20,000)	137,866
Other Operations	32,925			32,925
Debt Service	2,318			2,318
INFORMATION SERVICES	\$ 757,849			\$ 757,849
Personal Services	622,655			622,655
Other Operations	123,926			123,926
Debt Service	11,268			11,268
Total Fund Appropriation	\$ 32,747,275	\$ 1,063,660	\$ (459,172)	\$ 33,351,763

EXHIBIT B

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	<u>2015 Adopted Budget</u>	<u>Supplemental Appropriations</u>	<u>Requested Amendments</u>	<u>2015 Revised Adopted Budget</u>
<u>MUNICIPAL INCOME TAX FUND</u>				
Personal Services	327,403			327,403
Other Operations	732,789	115,000		847,789
Debt Service	2,691			2,691
Transfer (General Fund)	12,784,680		492,803	13,277,483
Transfer (Capital Projects Fund)	5,983,320		230,635	6,213,955
Transfer (Recreation Levy Fund)	1,632,000		62,908	1,694,908
Total Fund Appropriation	\$ 21,462,883	\$ 115,000	\$ 786,346	\$ 22,364,229
<u>STATE HIGHWAY IMPROVEMENT FUND</u>				
Other Operations	144,000			144,000
Total Fund Appropriation	\$ 144,000			\$ 144,000
<u>STREET CONST., MAINT. & REPAIR FUND</u>				
Personal Services	1,896,945		(150,000)	1,746,945
Other Operations	1,627,084	313,000		1,940,084
Debt Service	374			374
Total Fund Appropriation	\$ 3,524,403	\$ 313,000	\$ (150,000)	\$ 3,687,403
<u>POLICE PENSION FUND</u>				
Personal Services	958,200			958,200
Other Operations	10,950			10,950
Total Fund Appropriation	\$ 969,150			\$ 969,150
<u>FIRE PENSION FUND</u>				
Personal Services	1,362,413			1,362,413
Other Operations	10,950			10,950
Total Fund Appropriation	\$ 1,373,363			\$ 1,373,363
<u>RECREATION LEVY FUND</u>				
Other Operations	179,531			179,531
Capital Outlay	507,553			507,553
Debt Service	439,602			439,602
Transfer (Leisure Time Fund)	750,000			750,000
Total Fund Appropriation	\$ 1,876,686			\$ 1,876,686
<u>PERMISSIVE TAX FUND</u>				
Capital Outlay	218,000		(218,000)	-
Total Fund Appropriation	\$ 218,000		\$ (218,000)	\$ -
<u>COMMUNITY / ECONOMIC DEVELOPMENT FUND</u>				
Other Operations	1,552			1,552
Total Fund Appropriation	\$ 1,552			\$ 1,552
<u>C.D.B.G. FUND</u>				
Personal Services	88,108			88,108
Other Operations	560,964	309,270	(200,000)	670,234
Capital Outlay	231,020	75,361	(125,000)	181,381
Total Fund Appropriation	\$ 880,092	\$ 384,631	\$ (325,000)	\$ 939,723

EXHIBIT B

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	<u>2015 Adopted Budget</u>	<u>Supplemental Appropriations</u>	<u>Requested Amendments</u>	<u>2015 Revised Adopted Budget</u>
<u>ENTERPRISE ZONE COMMUNITY REINVESTMENT FUND</u>				
Other Operations	8,100			8,100
Total Fund Appropriation	\$ 8,100			\$ 8,100
<u>DRUG LAW ENFORCEMENT FUND</u>				
Other Operations	11,240			11,240
Capital Outlay	20,000	12,000		32,000
Total Fund Appropriation	\$ 31,240	\$ 12,000		\$ 43,240
<u>LAW ENFORCEMENT TRUST FUND</u>				
Other Operations	21,823			21,823
Total Fund Appropriation	\$ 21,823			\$ 21,823
<u>ENFORCEMENT & EDUCATION FUND</u>				
Other Operations	1,000			1,000
Total Fund Appropriation	\$ 1,000			\$ 1,000
<u>MOTOR VEHICLE LICENSE TAX FUND</u>				
Other Operations	109,000			109,000
Total Fund Appropriation	\$ 109,000			\$ 109,000
<u>FEDERAL LAW ENFORCEMENT FUND</u>				
Other Operations	23,000			23,000
Total Fund Appropriation	\$ 23,000			\$ 23,000
<u>LAW ENFORCEMENT ASSISTANCE</u>				
Other Operations	7,700			7,700
Total Fund Appropriation	\$ 7,700			\$ 7,700
<u>GENERAL BOND RETIREMENT FUND</u>				
Other Operations	100			100
Debt Service	501,072			501,072
Total Fund Appropriation	\$ 501,172			\$ 501,172
<u>CAPITAL PROJECTS FUND</u>				
Capital Outlay	5,818,282		750,000	6,568,282
Debt Service	8,521,587		(750,000)	7,771,587
Advance Repayment (Capital Improvement Reserve Fund)	-	214,316		214,316
Total Fund Appropriation	\$ 14,339,869	214,316	-	\$ 14,554,185
<u>CAPITAL IMPROVEMENT RESERVE FUND</u>				
Transfer (General Fund)	-	357,452		357,452
Total Fund Appropriation	\$ -	357,452		\$ 357,452
<u>SEWER FUND</u>				
Personal Services	719,779			719,779
Other Operations	5,530,898			5,530,898
Capital Outlay	1,035,000	220,000	(750,000)	505,000
Debt Service	985,798			985,798
Total Fund Appropriation	\$ 8,271,475	\$ 220,000	\$ (750,000)	\$ 7,741,475

EXHIBIT B

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	<u>2015 Adopted Budget</u>	<u>Supplemental Appropriations</u>	<u>Requested Amendments</u>	<u>2015 Revised Adopted Budget</u>
<u>WATER FUND</u>				
Personal Services	1,506,977		25,000	1,531,977
Other Operations	1,857,347		(25,000)	1,832,347
Capital Outlay	2,560,000	100,000	(200,000)	2,460,000
Debt Service	2,347,835			2,347,835
Total Fund Appropriation	\$ 8,272,159	\$ 100,000	\$ (200,000)	\$ 8,172,159
<u>ELECTRIC FUND</u>				
Personal Services	3,656,090		(175,000)	3,481,090
Other Operations	43,754,416		(5,000,000)	38,754,416
Capital Outlay	2,406,667		(1,000,000)	1,406,667
Debt Service	1,029,108			1,029,108
Transfer (KwH Tax - Total)	1,836,000		(1,836,000)	-
Total Fund Appropriation	\$ 52,682,281		\$ (8,011,000)	\$ 44,671,281
<u>SANITATION FUND</u>				
Personal Services	1,282,861			1,282,861
Other Operations	1,776,376			1,776,376
Capital Outlay	624,000	306,300		930,300
Debt Service	32,639			32,639
Total Fund Appropriation	\$ 3,715,876	\$ 306,300		\$ 4,022,176
<u>LEISURE TIME FUND</u>				
Personal Services	3,015,882			3,015,882
Other Operations	1,983,906			1,983,906
Capital Outlay	-			-
Debt Service	6,236,525			6,236,525
Total Fund Appropriation	\$ 11,236,313			\$ 11,236,313
<u>STORM DRAINAGE UTILITY FUND</u>				
Personal Services	510,247			510,247
Other Operations	547,428		(100,000)	447,428
Capital Outlay	452,000	221,795	(200,000)	473,795
Debt Service		47,205		47,205
Total Fund Appropriation	\$ 1,509,675	\$ 269,000	\$ (300,000)	\$ 1,478,675
<u>GARAGE FUND</u>				
Personal Services	573,739			573,739
Other Operations	1,748,833			1,748,833
Capital Outlay	-			-
Debt Service	374			374
Total Fund Appropriation	\$ 2,322,946			\$ 2,322,946
<u>OFFICE SUPPLY FUND</u>				
Other Operations	-	451		451
Transfer (General Fund)	-	2,810		2,810
Total Fund Appropriation	\$ -	\$ 3,261		\$ 3,261

EXHIBIT B

**CITY OF CUYAHOGA FALLS
2015 APPROPRIATIONS
EXHIBIT B**

	<u>2015 Adopted Budget</u>	<u>Supplemental Appropriations</u>	<u>Requested Amendments</u>	<u>2015 Revised Adopted Budget</u>
<u>UTILITY BILLING FUND</u>				
Personal Services	1,051,225		(10,000)	1,041,225
Other Operations	366,636		75,000	441,636
Debt Service	4,685			4,685
Total Fund Appropriation	\$ 1,422,546		\$ 65,000	\$ 1,487,546
<u>SELF INSURANCE FUND</u>				
Personal Services	81,182			81,182
Other Operations	5,711,272			5,711,272
Total Fund Appropriation	\$ 5,792,454			\$ 5,792,454
<u>WORKERS COMPENSATION FUND</u>				
Personal Services	90,000			90,000
Other Operations	378,700			378,700
Capital Outlay	-	42,850		42,850
Total Fund Appropriation	\$ 468,700	42,850		\$ 511,550
<u>COMPENSATED ABSENCES FUND</u>				
Personal Services	750,000		(350,000)	400,000
Total Fund Appropriation	\$ 750,000		(350,000)	\$ 400,000
TOTAL APPROPRIATION	<u>\$ 174,684,733</u>	<u>\$ 3,401,470</u>	<u>\$ (9,911,826)</u>	<u>\$ 168,174,377</u>

2
3 CITY OF CUYAHOGA FALLS, OHIO

4
5 ORDINANCE NO. - 2015

6
7 AN ORDINANCE ESTABLISHING COMPENSATION LEVELS
8 FOR NON-BARGAINING EMPLOYEES OF THE CITY OF
9 CUYAHOGA FALLS FOR CALENDAR YEARS 2015, 2016,
10 2017 AND 2018, AND DECLARING AN EMERGENCY.

11
12 BE IT ORDAINED by the Council of the City of Cuyahoga Falls, County of Summit,
13 and State of Ohio, that:

14
15 Section 1. Compensation levels for non-bargaining employees employed with the City
16 of Cuyahoga Falls on and including the date of passage of this ordinance as listed on
17 Exhibit A are hereby established as set forth in Exhibit B for the calendar years 2015,
18 2016, 2017 and 2018 respectively.

19
20 Section 2. Any ordinances or resolutions or portions of ordinances and resolutions
21 inconsistent herewith are hereby repealed, but any ordinances and resolutions not
22 inconsistent herewith and which have not previously been repealed are hereby ratified
23 and confirmed.

24
25 Section 3. It is found and determined that all formal actions of this Council
26 concerning and relating to the passage of this ordinance were taken in an open meeting
27 of this Council and that all deliberations of this Council and of any committees that
28 resulted in those formal actions were in meetings open to the public, in compliance with
29 all legal requirements including Chapter 107 of the Codified Ordinances.

30
31 Section 4. This ordinance is hereby declared to be an emergency measure necessary
32 for the preservation of the public peace, health, safety, convenience and welfare of the
33 City of Cuyahoga Falls and the inhabitants thereof, and provided it receives the
34 affirmative vote of two-thirds of the members elected or appointed to Council, it shall take
35 effect and be in force immediately upon its passage and approval by the Mayor; otherwise
36 it shall take effect and be in force at the earliest period allowed by law.

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39 Passed: _____

President of Council

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44 Clerk of Council

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47 Approved: _____

Mayor

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51 12/21/15

B-129

EXHIBIT A

**CITY OF CUYAHOGA FALLS
FULL-TIME NON-BARGAINING POSITION & PAY GRADE CLASSIFICATIONS
AS OF JANUARY 1, 2016**

POSITION TITLE	GRADE
ACCOUNTANT	N25
ADMINISTRATIVE ASSISTANT	N31
ADMINISTRATIVE SERVICES SUPV	N25
ADMINISTRATIVE SPECIALIST	N21
APPLICATION SUPPORT COORD.	N23
AQUATIC SUPERVISOR	N25
ASSISTANT CITY ENGINEER	N32
ASSISTANT TO THE MAYOR	N24
ASST ELECTRIC UTILITY SUPT	N32
ASST FIRE CHIEF	N32
ASST GOLF COURSE SUPV.	N22
ASST PARKS & REC. SUPT	N32
ASST STREET & SANITATION SUPT.	N29
ASST UTILITY BILLING MANAGER	N27
AUXILIARY SERVICES MANAGER	N28
BLDG & GRNDS MAINT SUPT	N29
BUSINESS SYSTEM COORDINATOR	N21
CDBG/ENTITLEMENT ADMINISTRATOR	N27
CHIEF CODE ENFORCEMENT OFFICER	N27
CITY ENGINEER	N34
CLERK TYPIST II	N19
COLLECTION SPECIALIST	N19
DEPUTY DIRECTOR OF COMM. DEV.	N31
DEPUTY FINANCE DIRECTOR	N33
DEPUTY LAW DIRECTOR	N33
DEPUTY SERVICE DIRECTOR	N31
DIRECTOR OF COMMUNITY DEVELOP	ESG
DIRECTOR OF IT SERVICES	N33
DIVISION OF PLANNING DIRECTOR	N33
ELECTRIC METER/SUBSTATION FOREMAN	N29
ELECTRIC TECHNOLOGY MANAGER	N29
ELECTRIC UTILITY SUPT	N34
FACILITY DIRECTOR	N32

FINANCE DIRECTOR	ESG
FIRE CHIEF	N34
FOREMAN (Street/Sanitation/Bldg. Grounds)	N27
GENERAL MGR OF GOLF OPERATIONS	N29
GOLF COURSE MAINT SUPV	N25
HUMAN RESOURCES COORDINATOR	N22
HUMAN RESOURCES DIRECTOR/RECORDS CLERK	N29
HUMAN RESOURCES TECHNICIAN	N20
INFORMATION SERV PROGRAMMER	N25
INFORMATION SERVICES MGR	N29
INVENTORY CONTROL MANAGER	N27
JUVENILE DIVERSION CASEWORKER	N19
LAW DEPT OFFICE MANAGER	N23
LAW DIRECTOR	ESG
LINE FOREMAN	N29
MAINTENANCE SUPERVISOR	N25
MAYOR	MSG
MAYOR'S COURT CLERK	N25
NETWORK SPECIALIST	N27
OFFICE MANAGER	N22
OPERATIONS SUPERVISOR	N25
PARK SUPERVISOR	N26
PARKS & RECREATION SUPT	N34
PAYROLL ADMINISTRATOR	N25
POLICE CAPTAIN	N32
POLICE CHIEF	N34
PROGRAM SUPERVISOR	N25
PROSECUTOR	N29
PUBLIC UTILITY CUST ADVOCATE	N24
RECREATION PROGRAM SUPV	N25
RIVERFRONT CENTRE DIST MANAGER	N28
SECRETARY I (EXEMPT)	N20
SECRETARY II (EXEMPT)	N21
SENIOR ADULT PROGRAM SUPV	N25
SENIOR PLANNER	N26
SERVICE DIRECTOR	ESG
SEWER COLLECTIONS MANAGER	N28
STREET & SANTIATION SUPERINTENDENT	N34
SUPT MOTOR VEHICLES	N29
TAX ADMINISTRATOR	N31

TREASURER	N29
UTILITIES BILLING MANAGER	N31
WATER DISTRIBUTION MANAGER	N28
WATER TREATMENT PLANT MANAGER	N28
WATER UTILITIES SUPT	N34
WEB DEVELOPER	N25

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JULY 1, 2015)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2015				JULY 1, 2015				JULY 1, 2015				JULY 1, 2015				JULY 1, 2015						
			HOURLY	\$ FURLOUGH	HOURLY w/	STD. MINIMUM	STD. MINIMUM	HOURLY	\$ FURLOUGH	HOURLY w/	PCI ONE	PCI ONE	HOURLY	\$ FURLOUGH	HOURLY w/	PCI TWO	PCI TWO	HOURLY	\$ FURLOUGH	HOURLY w/	PCI THREE	PCI THREE	HOURLY	\$ FURLOUGH	HOURLY w/
N19		10	31,081	14,9428	14.6555	20	33,023	15.8765	15.5712	30	34,459	16.5669	16.2484	40	35,923	17.2705	16.9384	50	37,387	17.9744	17.6288	60	38,851	18.6783	18.3192
	5 years	11	31,391	15.0916	14.8014	21	33,333	16.0253	15.7172	31	34,797	16.7293	16.4076	41	36,260	17.4329	17.0976	51	37,697	18.1234	17.7748	61	39,161	18.8273	18.4653
	10 years	12	31,559	15.1727	14.8809	22	33,502	16.1067	15.7969	32	34,966	16.8104	16.4872	42	36,429	17.5141	17.1773	52	37,894	18.2181	17.8677	62	39,330	18.9085	18.5448
	12 years	13	32,348	15.5518	15.2528	23	34,346	16.5127	16.1952	33	35,838	17.2300	16.8987	43	37,331	17.9474	17.6022	53	38,823	18.6649	18.3059	63	40,314	19.3819	19.0092
	15 years	14	32,544	15.6463	15.3454	24	34,543	16.6074	16.2881	34	36,007	17.3112	16.9783	44	37,528	18.0421	17.6952	54	39,020	18.7597	18.3990	64	40,512	19.4768	19.1023
	18 years	15	33,333	16.0253	15.7172	25	35,360	16.9998	16.6729	35	36,909	17.7445	17.4033	45	38,428	18.4751	18.1198	55	39,949	19.2061	18.8367	65	41,497	19.9505	19.5669
	20 years	16	33,502	16.1067	15.7969	26	35,557	17.0947	16.7659	36	37,077	17.8256	17.4828	46	38,626	18.5700	18.2129	56	40,145	19.3007	18.9296	66	41,665	20.0314	19.6461
20		10	40,287	19.3686	18.9961	20	42,792	20.5731	20.1774	30	44,679	21.4801	21.0670	40	46,565	22.3969	21.9563	50	48,451	23.2937	22.8458	60	50,337	24.2006	23.7352
	5 years	11	40,596	19.5175	19.1421	21	43,102	20.7219	20.3234	31	44,988	21.6290	21.2130	41	46,875	22.5359	22.1025	51	48,761	23.4426	22.9917	61	50,647	24.3493	23.8811
	10 years	12	40,765	19.5986	19.2217	22	43,299	20.8167	20.4163	32	45,157	21.7102	21.2927	42	47,043	22.6170	22.1820	52	48,958	23.5373	23.0847	62	50,844	24.4441	23.9741
	12 years	13	41,778	20.0858	19.6996	23	44,369	21.3311	20.9208	33	46,311	22.2651	21.8369	43	48,226	23.1854	22.7396	53	50,168	24.1192	23.6554	63	52,111	25.0532	24.5715
	15 years	14	41,976	20.1809	19.7928	24	44,537	21.4122	21.0005	34	46,481	22.3464	21.9166	44	48,423	23.2802	22.8325	54	50,337	24.2006	23.7352	64	52,280	25.1345	24.6512
	18 years	15	42,989	20.6680	20.2705	25	45,636	21.9402	21.5183	35	47,607	22.8878	22.4477	45	49,605	23.8485	23.3899	55	51,576	24.7960	24.3191	65	53,547	25.7436	25.2486
	20 years	16	43,186	20.7627	20.3635	26	45,805	22.0215	21.5980	36	47,803	22.9821	22.5402	46	49,774	23.9298	23.4697	56	51,773	24.8910	24.4123	66	53,743	25.8382	25.3414
21		10	41,582	19.9912	19.6067	20	44,172	21.2364	20.8280	30	46,114	22.1704	21.7441	40	48,057	23.1041	22.6598	50	49,999	24.0381	23.5759	60	51,970	24.9856	24.5051
	5 years	11	41,891	20.1400	19.7527	21	44,481	21.3853	20.9741	31	46,452	22.3326	21.9032	41	48,395	23.2666	22.8192	51	50,337	24.2006	23.7352	61	52,280	25.1345	24.6512
	10 years	12	42,060	20.2211	19.8323	22	44,679	21.4801	21.0670	32	46,621	22.4138	21.9827	42	48,563	23.3478	22.8988	52	50,506	24.2816	23.8147	62	52,449	25.2157	24.7308
	12 years	13	43,130	20.7357	20.3370	23	45,776	22.0077	21.5845	33	47,775	22.9689	22.5272	43	49,774	23.9298	23.4697	53	51,773	24.8910	24.4123	63	53,772	25.8517	25.3545
	15 years	14	43,299	20.8167	20.4163	24	45,973	22.1026	21.6776	34	47,972	23.0637	22.6202	44	49,943	24.0111	23.5494	54	51,942	24.9722	24.4919	64	53,941	25.9331	25.4344
	18 years	15	44,341	21.3176	20.9077	25	47,071	22.6305	22.1953	35	49,126	23.6185	23.1643	45	51,182	24.6065	24.1333	55	53,209	25.5811	25.0891	65	55,264	26.5692	26.0582
	20 years	16	44,537	21.4122	21.0005	26	47,269	22.7255	22.2885	36	49,324	23.7133	23.2572	46	51,350	24.6877	24.2130	56	53,405	25.6757	25.1820	66	55,461	26.6638	26.1511
22		10	42,989	20.6680	20.2705	20	45,692	21.9673	21.5450	30	47,691	22.9283	22.4873	40	49,718	23.9028	23.4432	50	51,745	24.8773	24.3989	60	53,743	25.8382	25.3414
	5 years	11	43,327	20.8304	20.4299	21	46,002	22.1162	21.6908	31	48,028	23.0906	22.6466	41	50,028	24.0518	23.5893	51	52,054	25.0262	24.5450	61	54,053	25.9872	25.4875
	10 years	12	43,496	20.9114	20.5093	22	46,170	22.1972	21.7704	32	48,198	23.1719	22.7262	42	50,225	24.1465	23.6822	52	52,224	25.1075	24.6246	62	54,250	26.0819	25.6804
	12 years	13	44,594	21.4393	21.0270	23	47,325	22.7523	22.3148	33	49,408	23.7540	23.2972	43	51,463	24.7419	24.2661	53	53,519	25.7301	25.2353	63	55,602	26.7315	26.2175
	15 years	14	44,763	21.5208	21.1070	24	47,521	22.8468	22.4075	34	49,577	23.8351	23.3767	44	51,632	24.8230	24.3457	54	53,715	25.8247	25.3280	64	55,770	26.8127	26.2971
	18 years	15	45,861	22.0486	21.6246	25	48,677	23.4022	22.9521	35	50,787	24.4170	23.9475	45	52,899	25.4323	24.9432	55	52,991	26.4474	25.9388	65	55,915	27.4758	26.9475
	20 years	16	46,030	22.1297	21.7042	26	48,845	23.4833	23.0317	36	50,985	24.5119	24.0406	46	53,096	25.5269	25.0360	56	55,208	26.5422	26.0318	66	57,319	27.5571	27.0272
23		10	44,622	21.4529	21.0404	20	47,409	22.7929	22.3546	30	49,493	23.7945	23.3369	40	51,604	24.8095	24.3324	50	53,687	25.8111	25.3148	60	55,770	26.8127	26.2971
	5 years	11	44,932	21.6019	21.1864	21	47,719	22.9418	22.5007	31	49,830	23.9569	23.4962	41	51,913	24.9584	24.4785	51	53,997	25.9599	25.4607	61	56,108	27.9751	27.4554
	10 years	12	45,129	21.6966	21.2794	22	47,916	23.0366	22.5936	32	49,999	24.0381	23.5759	42	52,083	25.0397	24.5581	52	54,194	26.0547	25.5537	62	56,277	27.0564	26.5361
	12 years	13	46,255	22.2381	21.8105	23	49,098	23.6049	23.1510	33	51,238	24.6335	24.1598	43	53,378	25.6623	25.1888	53	55,545	26.7044	26.1908	63	57,685	27.7332	27.1998
	15 years	14	46,424	22.3192	21.8900	24	49,267	23.6862	23.2307	34	51,435	24.7285	24.2529	44	53,575	25.7571	25.2618	54	55,714	26.7857	26.2706	64	57,854	27.8142	27.2793
	18 years	15	47,550	22.8608	22.4211	25	50,477	24.2679	23.8013	35	52,674	25.3239	24.8370	45	54,870	26.3796	25.8724	55	57,066	27.4356	26.9080	65	59,261	28.4909	27.9431
	20 years	16	47,747	22.9552	22.5137	26	50,675	24.3628	23.8943	36	52,871	25.4187	24.9299	46	55,067	26.4744	25.9653	56	57,262	27.5300	27.0006	66	59,459	28.5859	28.0362
24		10	46,227	22.2243	21.7969	20	49,126	23.6185	23.1643	30	51,294	24.6606	24.1864	40	53,462	25.7028	25.2085	50	55,630	26.7451	26.2308	60	57,798	27.7876	27.2532
	5 years	11	46,565	22.3869	21.9563	21	49,436	23.7673	23.3103	31	51,604	24.8095	24.3324	41	53,772	25.8517	25.3545	51	55,940	26.8940	26.3769	61	58,107	27.9362	27.3989
	10 years	12	46,733	22.4679	22.0359	22	49,633	23.8622	23.4033	32	51,801	24.9043	24.4254	42	53,969	25.9465	25.4475	52	56,136	26.9885	26.4695	62	58,304	28.0309	27.4919
	12 years	13	47,888	23.0231	22.5804	23	50,872	24.4577	23.9873	33	53,096	25.5269	25.0360	43	55,320	26.5962	26.0848	53	57,544	27.6654	27.1333	63	59,740	28.7212	28.1688
	15 years	14	48,085	23.1176	22.6731	24	51,041	24.5388	24.0669	34	53,265	25.6081	25.1157	44	55,489	26.6775	26.1645	54	57,713	27.7466	27.2130	64	59,937	28.8161	28.2620
	18 years	15	49,267	23.6862	23.2307	25	52,280	25.1345	24.6512	35	54,560	26.2306	25.7262	45											

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JANUARY 1, 2016)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JAN. 1, 2016					JAN. 1, 2016					JAN. 1, 2016					JAN. 1, 2016							
			HOURLY	5 FURLOUGH DAYS	STD. MINIMUM	STD. MINIMUM	HOURLY	5 FURLOUGH DAYS	PCI ONE	PCI ONE	HOURLY	5 FURLOUGH DAYS	PCI TWO	PCI TWO	HOURLY	5 FURLOUGH DAYS	PCI THREE	PCI THREE	HOURLY	5 FURLOUGH DAYS	MIDPOINT	MIDPOINT	HOURLY	5 FURLOUGH DAYS	
N19	10	31,703	15,2417	14,9486	20	33,684	16,1940	15,8826	30	35,148	16,8982	16,5734	40	36,641	17,6159	17,2772	50	38,135	18,3339	17,9814	60	39,628	19,0519	18,6856	
	5 years	11	32,018	15,3934	15,0974	21	33,999	16,3458	16,0315	31	35,493	17,0639	16,7358	41	36,986	17,7816	17,4396	51	38,451	18,4859	18,1303	61	39,944	19,2038	18,8346
	10 years	12	32,190	15,4762	15,1785	22	34,172	16,4288	16,1128	32	35,665	17,1466	16,8169	42	37,158	17,8644	17,5208	52	38,652	18,5825	18,2251	62	40,116	19,2867	18,9157
	12 years	13	32,995	15,8628	15,5579	23	35,033	16,8430	16,5191	33	36,555	17,5746	17,2367	43	38,077	18,3063	17,9542	53	39,599	19,0382	18,6720	63	41,121	19,7695	19,3894
	15 years	14	33,195	15,9592	15,6523	24	35,234	16,9395	16,6139	34	36,727	17,6574	17,3179	44	38,278	18,4029	18,0491	54	39,801	19,1349	18,7670	64	41,322	19,8663	19,4843
	18 years	15	33,999	16,3458	16,0315	25	36,067	17,3398	17,0064	35	37,647	18,0994	17,7514	45	39,197	18,8446	18,4822	55	40,748	19,5902	19,2134	65	42,327	20,3495	19,9582
	20 years	16	34,172	16,4288	16,1128	26	36,268	17,4366	17,1012	36	37,819	18,1821	17,8325	46	39,398	18,9414	18,5772	56	40,948	19,6867	19,3082	66	42,499	20,4320	20,0390
20	10	41,092	19,7560	19,3760	20	43,648	20,9846	20,5809	30	45,572	21,9097	21,4883	40	47,496	22,8346	22,3954	50	49,420	23,7596	23,3027	60	51,344	24,6846	24,2099	
	5 years	11	41,408	19,9079	19,5249	21	43,964	21,1363	20,7299	31	45,888	22,0616	21,6373	41	47,812	22,9866	22,5446	51	49,736	23,9115	23,4515	61	51,660	24,8363	24,3587
	10 years	12	41,580	19,9906	19,6061	22	44,165	21,2330	20,8246	32	46,060	22,1444	21,7186	42	47,984	23,0693	22,6256	52	49,937	24,0080	23,5464	62	51,861	24,9330	24,4536
	12 years	13	42,614	20,4875	20,0936	23	45,296	21,7577	21,3392	33	47,238	22,1004	22,2736	43	49,190	23,6491	23,1944	53	51,171	24,6016	24,1285	63	53,153	25,5543	25,0629
	15 years	14	42,816	20,5845	20,1887	24	45,428	21,8404	21,4205	34	47,410	22,7933	22,3549	44	49,391	23,7458	23,2892	54	51,344	24,6846	24,2099	64	53,325	25,6372	25,1442
	18 years	15	43,849	21,0814	20,6759	25	46,548	22,3790	21,9487	35	48,559	23,3456	22,8967	45	50,597	24,3255	23,8577	55	52,607	25,2919	24,8055	65	54,618	26,2585	25,7536
	20 years	16	44,050	21,1780	20,7708	26	46,721	22,4619	22,0300	36	48,759	23,4417	22,9910	46	50,769	24,4084	23,9391	56	52,809	25,3888	24,9005	66	54,818	26,3550	25,8482
21	10	42,413	20,3910	19,9988	20	45,055	21,6611	21,2446	30	47,037	22,6138	22,1790	40	49,018	23,5662	23,1130	50	50,999	24,5189	24,0474	60	53,009	25,4853	24,9952	
	5 years	11	42,729	20,5428	20,1478	21	45,371	21,8130	21,3936	31	47,381	22,7793	22,3413	41	49,362	23,7319	23,2756	51	51,344	24,6846	24,2099	61	53,325	25,6372	25,1442
	10 years	12	42,901	20,6255	20,2289	22	45,572	21,9097	21,4883	32	47,553	22,8621	22,4224	42	49,535	23,8148	23,3568	52	51,516	24,7672	24,2910	62	53,498	25,7200	25,2254
	12 years	13	43,993	21,1504	20,7437	23	46,692	22,4479	22,0162	33	48,731	23,4283	22,9777	43	50,769	24,4084	23,9391	53	52,809	25,3888	24,9005	63	54,847	26,3687	25,8616
	15 years	14	44,165	21,2330	20,8246	24	46,893	22,5447	22,1112	34	48,932	23,5250	23,0726	44	50,942	24,4913	24,0204	54	52,981	25,4716	24,9817	64	55,020	26,4518	25,9431
	18 years	15	45,228	21,7440	21,3259	25	48,013	23,0831	22,6392	35	50,109	24,0909	23,6276	45	52,205	25,0986	24,6160	55	54,273	26,0927	25,5909	65	56,369	27,1006	26,5794
	20 years	16	45,428	21,8404	21,4205	26	48,214	23,1800	22,7343	36	50,310	24,1876	23,7223	46	52,378	25,1815	24,6973	56	54,474	26,1892	25,6856	66	56,570	27,1971	26,6741
22	10	43,849	21,0814	20,6759	20	46,606	22,4066	21,9759	30	48,645	23,3869	22,9370	40	50,712	24,3809	23,9121	50	52,780	25,3748	24,8869	60	54,818	26,3550	25,8482	
	5 years	11	44,194	21,2470	20,8385	21	46,922	22,5585	22,1246	31	48,989	23,5524	23,0995	41	51,028	24,5267	24,0611	51	53,096	25,5627	25,0359	61	55,134	26,5069	25,9973
	10 years	12	44,366	21,3296	20,9195	22	47,093	22,6411	22,2058	32	49,161	23,6353	23,1807	42	51,229	24,6294	24,1558	52	53,268	25,6097	25,1171	62	55,335	26,6035	26,0920
	12 years	13	45,486	21,8681	21,4475	23	48,271	23,2073	22,7611	33	50,397	24,2291	23,7631	43	52,492	25,2367	24,7514	53	54,589	26,2447	25,7400	63	56,713	27,2419	26,7419
	15 years	14	45,658	21,9512	21,5291	24	48,472	23,3037	22,8557	34	50,569	24,3118	23,8442	44	52,665	25,3195	24,8326	54	54,790	26,3412	25,8346	64	56,886	27,3490	26,8230
	18 years	15	46,778	22,4896	22,0571	25	49,650	23,8702	23,4111	35	51,803	24,9053	24,4265	45	53,957	25,9409	25,4421	55	56,111	26,9763	26,4576	65	58,293	28,0253	27,4865
	20 years	16	46,950	22,5723	22,1383	26	49,822	23,9530	23,4923	36	52,004	25,0021	24,5214	46	54,158	26,0374	25,5367	56	56,312	27,0730	26,5524	66	58,465	28,1082	27,5677
23	10	45,515	21,8820	21,4612	20	48,358	23,2488	22,8017	30	50,482	24,2704	23,8036	40	52,636	25,3057	24,8190	50	54,761	26,3273	25,8211	60	56,886	27,3490	26,8230	
	5 years	11	45,831	22,0339	21,6101	21	48,673	23,4006	22,9507	31	50,827	24,4360	23,9651	41	52,952	25,4576	24,9681	51	55,077	26,4791	25,9699	61	57,230	27,5146	26,9855
	10 years	12	46,031	22,1305	21,7050	22	48,874	23,4973	23,0455	32	50,999	24,5189	24,0474	42	53,124	25,5405	25,0493	52	55,278	26,5758	26,0648	62	57,403	27,5975	27,0668
	12 years	13	47,180	22,6829	22,2467	23	50,080	24,0770	23,6140	33	52,262	25,1262	24,6430	43	54,445	26,1755	25,6722	53	56,656	27,2385	26,7146	63	58,839	28,2879	27,7438
	15 years	14	47,352	22,7656	22,3278	24	50,253	24,1599	23,6953	34	52,464	25,2231	24,7380	44	54,646	26,2722	25,7670	54	56,829	27,3214	26,7960	64	59,011	28,3705	27,8249
	18 years	15	48,501	23,3180	22,8695	25	51,487	24,7533	24,2773	35	53,727	25,8304	25,3337	45	55,967	26,9072	26,3898	55	58,207	27,9843	27,4462	65	60,446	29,0607	28,5020
	20 years	16	48,702	23,4143	22,9640	26	51,688	24,8501	24,3722	36	53,928	25,9271	25,4285	46	56,168	27,0039	26,4846	56	58,408	28,0806	27,5406	66	60,648	29,1576	28,5969
24	10	47,151	22,6688	22,2328	20	50,109	24,0909	23,6276	30	52,320	25,1538	24,6701	40	54,531	26,2169	25,7127	50	56,742	27,2800	26,7554	60	58,954	28,3434	27,7983	
	5 years	11	47,496	22,8346	22,3954	21	50,425	24,2426	23,7765	31	52,636	25,3057	24,8190	41	54,847	26,3687	25,8616	51	57,058	27,4319	26,9044	61	59,269	28,4949	27,9469
	10 years	12	47,668	22,9173	22,4766	22	50,626	24,3394	23,8714	32	52,837	25,4024	24,9139	42	55,048	26,4654	25,9565	52	57,259	27,5283	26,9989	62	59,470	28,5915	28,0417
	12 years	13	48,846	23,4836	23,0320	23	51,890	24,9469	24,4670	33	54,158	26,0374	25,5367	43	56,426	27,1281	26,6065	53	58,695	28,2187	27,6760	63	60,935	29,2956	28,7322
	15 years	14	49,046	23,5800	23,1266	24	52,062	25,0296	24,5482	34	54,330	26,1203	25,6180	44	56,599	27,2111	26,6878	54	58,867	28,3015	27,7573	64	61,136	29,3924	28,8272
	18 years	15	50,253	24,1599	23,6953	25	53,325	25,6372	25,1442	35	55,651	26,7552	26,2407	45	57,977	27,8736	27,3376	55	60,303	28,9920	28,4				

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JANUARY 1, 2016)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JAN. 1, 2016				JAN. 1, 2016				JAN. 1, 2016				JAN. 1, 2016				JAN. 1, 2016						
			HOURLY	HOURLY w/ 5 FURLOUGH	ST.D. MINIMUM	ST.D. MINIMUM	HOURLY	HOURLY w/ 5 FURLOUGH	PCI ONE	PCI ONE	HOURLY	HOURLY w/ 5 FURLOUGH	PCI TWO	PCI TWO	HOURLY	HOURLY w/ 5 FURLOUGH	PCI THREE	PCI THREE	HOURLY	HOURLY w/ 5 FURLOUGH	MIDPOINT	MIDPOINT	HOURLY	HOURLY w/ 5 FURLOUGH	
27	10	54,100	26,0098	25,5097	20	57,489	27,6389	27,1074	30	60,016	28,8539	28,2990	40	62,544	30,0690	29,4908	50	65,099	31,2976	30,6958	60	67,626	32,5123	31,8871	
	5 years	11	54,417	26,1619	25,6587	21	57,805	27,7908	27,2564	31	60,332	29,0058	28,4481	41	62,887	30,2343	29,6529	51	65,415	31,4493	30,8444	61	67,942	32,6642	32,0361
	10 years	12	54,618	26,2585	25,7536	22	57,977	27,8736	27,3376	32	60,533	29,1023	28,5428	42	63,060	30,3173	29,7342	52	65,587	31,5321	30,9257	62	68,114	32,7470	32,1173
	12 years	13	55,967	26,9072	26,3898	23	59,441	28,5776	28,0281	33	62,026	29,8202	29,2468	43	64,639	31,0765	30,4789	53	67,224	32,3192	31,6976	63	69,837	33,5753	32,9297
	15 years	14	56,139	26,9899	26,4709	24	59,614	28,6607	28,1096	34	62,227	29,9168	29,3414	44	64,812	31,1595	30,5603	54	67,425	32,4158	31,7925	64	70,009	33,6582	33,0110
	18 years	15	57,518	27,6529	27,1212	25	61,079	29,3647	28,7999	35	63,721	30,6349	30,0458	45	66,391	31,9187	31,3048	55	69,062	33,2028	32,5643	65	71,732	34,4867	33,8235
	20 years	16	57,718	27,7492	27,2156	26	61,251	29,4475	28,8812	36	63,922	30,7316	30,1406	46	66,592	32,0154	31,3998	56	69,234	33,2856	32,6455	66	71,904	34,5693	33,9046
28	10	56,886	27,3490	26,8230	20	60,446	29,0607	28,5020	30	63,117	30,3448	29,7613	40	65,788	31,6288	31,0205	50	68,458	32,9125	32,2796	60	71,101	34,1830	33,5257	
	5 years	11	57,230	27,5146	26,9855	21	60,762	29,2127	28,6510	31	63,434	30,4969	29,9104	41	66,104	31,7808	31,1697	51	68,774	33,0645	32,4288	61	71,445	34,3486	33,6881
	10 years	12	57,403	27,5975	27,0688	22	60,964	29,3094	28,7458	32	63,634	30,5934	30,0050	42	66,276	31,8635	31,2508	52	68,947	33,1476	32,5102	62	71,617	34,4312	33,7691
	12 years	13	58,839	28,2879	27,7438	23	62,485	30,0410	29,4633	33	65,213	31,3526	30,7496	43	67,942	32,6642	32,0361	53	70,669	33,9757	33,3224	63	73,397	35,2870	34,6085
	15 years	14	59,011	28,3705	27,8249	24	62,658	30,1239	29,5445	34	65,386	31,4356	30,8311	44	68,114	32,7470	32,1173	54	70,871	34,0724	33,4171	64	73,599	35,3840	34,7036
	18 years	15	60,446	29,0607	28,5020	25	64,180	30,8558	30,2624	35	66,994	32,2086	31,5893	45	69,779	33,5477	32,9025	55	72,593	34,9006	34,2295	65	75,379	36,2400	35,5431
	20 years	16	60,648	29,1576	28,5969	26	64,380	30,9520	30,3568	36	67,167	32,2918	31,6707	46	69,981	33,6446	32,9975	56	72,766	34,9835	34,3108	66	75,580	36,3365	35,6378
29	10	60,131	28,9090	28,3531	20	63,893	30,7177	30,1269	30	66,707	32,0705	31,4537	40	69,521	33,4235	32,7808	50	72,335	34,7766	34,1079	60	75,149	36,1295	35,4348	
	5 years	11	60,446	29,0607	28,5020	21	64,209	30,8695	30,2758	31	67,022	32,2222	31,6026	41	69,837	33,5753	32,9297	51	72,651	34,9283	34,2566	61	75,494	36,2952	35,5972
	10 years	12	60,619	29,1436	28,5833	22	64,380	30,9520	30,3568	32	67,195	32,3052	31,6841	42	70,038	33,6200	33,0244	52	72,852	35,0251	34,3516	62	75,666	36,3780	35,6785
	12 years	13	62,141	29,8755	29,3010	23	65,989	31,7254	31,1152	33	68,889	33,1199	32,4829	43	71,761	34,5003	33,8369	53	74,661	35,8948	35,2046	63	77,561	37,2891	36,5720
	15 years	14	62,342	29,9722	29,3958	24	66,190	31,8220	31,2101	34	69,062	33,2028	32,5643	44	71,962	34,5971	33,9317	54	74,833	35,9774	35,2856	64	77,734	37,3719	36,6532
	18 years	15	63,864	30,7038	30,1135	25	67,798	32,5952	31,9683	35	70,756	34,0172	33,3632	45	73,714	35,4394	34,7579	55	76,671	36,8610	36,1522	65	79,629	38,2832	37,5470
	20 years	16	64,036	30,7865	30,1944	26	67,970	32,6780	32,0496	36	70,928	34,0998	33,4441	46	73,886	35,5221	34,8389	56	76,844	36,9440	36,2336	66	79,830	38,3797	37,6417
30	10	63,749	30,6485	30,0590	20	67,733	32,5640	31,9378	30	70,717	33,9986	33,3448	40	73,710	35,4376	34,7561	50	76,697	36,8734	36,1644	60	79,683	38,3093	37,5726	
	5 years	11	64,077	30,8063	30,2139	21	68,061	32,7217	32,0925	31	71,045	34,1561	33,4994	41	74,037	35,5947	34,9102	51	77,025	37,0312	36,3190	61	80,012	38,4671	37,7273
	10 years	12	64,256	30,8921	30,2980	22	68,240	32,8077	32,1767	32	71,223	34,2420	33,5836	42	74,216	35,6808	34,9947	52	77,203	37,1167	36,4030	62	80,189	38,5525	37,8112
	12 years	13	65,862	31,6643	31,0553	23	69,946	33,6277	32,9810	33	73,004	35,0979	34,4230	43	76,071	36,5725	35,8692	53	79,132	38,0444	37,3128	63	82,194	39,5163	38,7564
	15 years	14	66,045	31,7522	31,1415	24	70,129	33,7157	33,0674	34	73,186	35,1857	34,5092	44	76,253	36,6599	35,9550	54	79,315	38,1324	37,3991	64	82,376	39,6038	38,8423
	18 years	15	67,656	32,5269	31,9014	25	71,839	34,5378	33,8737	35	74,972	36,0441	35,3511	45	78,113	37,5545	36,8323	55	81,251	39,0628	38,3117	65	84,385	40,5699	39,7897
	20 years	16	67,843	32,6166	31,9893	26	72,025	34,6276	33,9617	36	75,159	36,1339	35,4391	46	78,300	37,6441	36,9202	56	81,437	39,1526	38,3997	66	84,574	40,6604	39,8785
31	10	67,626	32,5123	31,8871	20	71,876	34,5556	33,8910	30	75,006	36,0604	35,3670	40	78,193	37,5929	36,8700	50	81,381	39,1253	38,3729	60	84,539	40,6437	39,8622	
	5 years	11	67,970	32,6780	32,0496	21	72,191	34,7074	34,0401	31	75,350	36,2261	35,5295	41	78,538	37,7585	37,0324	51	81,696	39,2770	38,5217	61	84,884	40,8094	40,0246
	10 years	12	68,143	32,7609	32,1309	22	72,364	34,7903	34,1212	32	75,522	36,3086	35,6104	42	78,710	37,8413	37,1137	52	81,869	39,3599	38,6030	62	85,056	40,8924	40,1061
	12 years	13	69,837	33,5753	32,9297	23	74,173	35,6601	34,9744	33	77,418	37,2200	36,5043	43	80,663	38,7803	38,0346	53	83,937	40,3541	39,5780	63	87,181	41,9140	41,1080
	15 years	14	70,038	33,6720	33,0244	24	74,374	35,7567	35,0690	34	77,590	37,3029	36,5856	44	80,864	38,8767	38,1291	54	84,109	40,4368	39,6592	64	87,354	41,9969	41,1893
	18 years	15	71,732	34,4867	33,8235	25	76,183	36,6265	35,9221	35	79,485	38,2141	37,4793	45	82,845	39,8295	39,0635	55	86,147	41,4170	40,6206	65	89,478	43,0183	42,1911
	20 years	16	71,933	34,5833	33,9183	26	76,355	36,7092	36,0032	36	79,686	38,3108	37,5740	46	83,017	39,9122	39,1447	56	86,348	41,5137	40,7154	66	89,679	43,1151	42,2860
32	10	72,163	34,6936	34,0264	20	76,700	36,8748	36,1656	30	80,060	38,4902	37,7501	40	83,448	40,1194	39,3479	50	86,836	41,7483	40,9456	60	90,225	43,3775	42,5433	
	5 years	11	72,507	34,8593	34,1890	21	77,016	37,0268	36,3148	31	80,404	38,6559	37,9125	41	83,764	40,2711	39,4968	51	87,153	41,9003	41,0945	61	90,541	43,5293	42,6922
	10 years	12	72,680	34,9422	34,2704	22	77,188	37,1097	36,3962	32	80,576	38,7387	37,9938	42	83,965	40,3678	39,5916	52	87,354	41,9969	41,1893	62	90,713	43,6121	42,7735
	12 years	13	74,489	35,8118	35,1232	23	79,112	38,0345	37,3030	33	82,587	39,7051	38,9416	43	86,062	41,3758	40,5801	53	89,535	43,0459	42,2182	63	92,982	44,7027	43,8431
	15 years	14	74,690	35,9087	35,2182	24	79,313	38,1311	37,3978	34	82,788	39,8017	39,0363	44	86,234	41,4585	40,6612	54	89,708	43,1289	42,2994	64	93,183	44,7993	43,9378
	18 years	15	76,499	36,7783	36,0711	25	81,238	39,0565	38,3055	35	84,798	40,7681	39,9841	45	88,330	42,4663									

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JULY 1, 2016)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2016				JULY 1, 2016				JULY 1, 2016				JULY 1, 2016				JULY 1, 2016					
			HOURLY	5 FURLOUGH DAYS	STD. MINIMUM	STD. MINIMUM	HOURLY	5 FURLOUGH DAYS	PCI ONE	PCI ONE	HOURLY	5 FURLOUGH DAYS	PCI TWO	PCI TWO	HOURLY	5 FURLOUGH DAYS	PCI THREE	PCI THREE	HOURLY	5 FURLOUGH DAYS	MIDPOINT	MIDPOINT	HOURLY	5 FURLOUGH DAYS
N19	10	32,337	15.5465	15.2476	20	34,357	16.5179	16.2003	30	35,851	17.2362	16.9049	40	37,374	17.9682	17.6227	50	38,897	18.7006	18.3410	60	40,420	19.4329	19.0593
	11	32,659	15.7013	15.3993	21	34,679	16.6727	16.3521	31	36,203	17.4052	17.0705	41	37,725	18.1372	17.7884	51	39,220	18.8556	18.4929	61	40,743	19.5879	19.2113
	12	32,834	15.7857	15.4821	22	34,855	16.7574	16.4351	32	36,378	17.4895	17.1532	42	37,901	18.2217	17.8712	52	39,425	18.9542	18.5896	62	40,919	19.6724	19.2940
	13	33,655	16.1801	15.8691	23	35,734	17.1799	16.8495	33	37,286	17.9261	17.5814	43	38,839	18.6724	18.3133	53	40,392	19.4190	19.0454	63	41,943	20.1649	19.7772
	14	33,859	16.2784	15.9653	24	35,939	17.2783	16.9462	34	37,462	18.0105	17.6643	44	39,044	18.7710	18.4101	54	40,597	19.5176	19.1423	64	42,148	20.2636	19.8740
	15	34,679	16.6727	16.3521	25	36,788	17.6866	17.3465	35	38,400	18.4614	18.1064	45	39,981	19.2215	18.8518	55	41,563	19.9820	19.5977	65	43,174	20.7565	20.3574
	16	34,855	16.7574	16.4351	26	36,993	17.7853	17.4432	36	38,575	18.5457	18.1892	46	40,186	19.3202	18.9487	56	41,767	20.0804	19.6944	66	43,348	20.8406	20.4398
20	10	41,914	20.1511	19.7635	20	44,521	21.4043	20.9925	30	46,484	22.3479	21.9181	40	48,446	23.2913	22.8433	50	50,408	24.2348	23.7688	60	52,371	25.1783	24.6941
	11	42,237	20.3061	19.9154	21	44,843	21.5590	21.1445	31	46,806	22.5028	22.0700	41	48,768	23.4463	22.9955	51	50,731	24.3897	23.9205	61	52,693	25.3330	24.8459
	12	42,412	20.3904	19.9982	22	45,048	21.6577	21.2411	32	46,982	22.5873	22.1530	42	48,944	23.5307	23.0781	52	50,935	24.4882	24.0173	62	52,898	25.4317	24.9427
	13	43,466	20.8973	20.4955	23	46,161	22.1929	21.7660	33	48,182	23.1646	22.7191	43	50,174	24.1221	23.6583	53	52,195	25.0936	24.6111	63	54,216	26.0654	25.5642
	14	43,672	20.9862	20.5925	24	46,337	22.2772	21.8489	34	48,358	23.2492	22.8020	44	50,379	24.2207	23.7550	54	52,371	25.1783	24.6941	64	54,392	26.1499	25.6471
	15	44,726	21.5030	21.0894	25	47,479	22.8266	22.3877	35	49,530	23.8125	23.3546	45	51,609	24.8120	24.3349	55	53,659	25.7977	25.3016	65	55,710	26.7837	26.2687
	16	44,931	21.6016	21.1862	26	47,655	22.9111	22.4706	36	49,734	23.9105	23.4508	46	51,785	24.8966	24.4179	56	53,865	25.8966	25.3985	66	55,915	26.8821	26.3652
21	10	43,262	20.7988	20.3988	20	45,956	22.0943	21.6695	30	47,977	23.0661	22.6226	40	49,998	24.0375	23.5753	50	52,019	25.0093	24.5283	60	54,070	25.9950	25.4951
	11	43,584	20.9537	20.5508	21	46,279	22.2493	21.8215	31	48,329	23.2349	22.7881	41	50,350	24.2065	23.7411	51	52,371	25.1783	24.6941	61	54,392	26.1499	25.6471
	12	43,759	21.0380	20.6335	22	46,484	22.3479	21.9181	32	48,504	23.3193	22.8708	42	50,525	24.2911	23.8239	52	52,546	25.2625	24.7768	62	54,568	26.2344	25.7299
	13	44,873	21.5734	21.1586	23	47,626	22.8969	22.4564	33	49,706	23.8969	23.4373	43	51,785	24.8966	24.4179	53	53,865	25.8966	25.3985	63	55,944	26.8961	26.3788
	14	45,048	21.6577	21.2411	24	47,831	22.9956	22.5534	34	49,911	23.9955	23.5341	44	51,961	24.9811	24.5008	54	54,040	25.9810	25.4813	64	56,120	26.9808	26.4620
	15	46,132	22.1789	21.7524	25	48,973	23.5448	23.0920	35	51,111	24.5727	24.1002	45	53,249	25.6006	25.1083	55	55,358	26.6146	26.1027	65	57,497	27.6426	27.1110
	16	46,337	22.2772	21.8489	26	49,179	23.6436	23.1890	36	51,317	24.6714	24.1967	46	53,425	25.6851	25.1912	56	55,563	26.7130	26.1993	66	57,701	27.7410	27.2076
22	10	44,726	21.5030	21.0894	20	47,538	22.8547	22.4154	30	49,618	23.8546	23.3957	40	51,726	24.8685	24.3903	50	53,835	25.8823	25.3846	60	55,915	26.8821	26.3652
	11	45,078	21.6719	21.2553	21	47,860	23.0097	22.5671	31	49,969	24.0234	23.5615	41	52,049	25.0235	24.5423	51	54,157	26.0372	25.5366	61	56,237	27.0710	26.5172
	12	45,253	21.7562	21.3379	22	48,035	23.0939	22.6499	32	50,145	24.1080	23.6443	42	52,254	25.1220	24.6389	52	54,334	26.1219	25.6194	62	56,442	27.1356	26.6138
	13	46,395	22.3055	21.8765	23	49,237	23.6714	23.2163	33	51,404	24.7137	24.2384	43	53,542	25.7414	25.2464	53	55,681	26.7696	26.2548	63	57,848	27.8114	27.2767
	14	46,572	22.3902	21.9597	24	49,441	23.7698	23.3128	34	51,580	24.7980	24.3211	44	53,718	25.8259	25.3293	54	55,885	26.8680	26.3513	64	58,024	27.8960	27.3595
	15	47,714	22.9394	22.4982	25	50,643	24.3394	23.8793	35	52,963	25.4034	24.9150	45	55,036	26.4597	25.9509	55	57,233	27.5158	26.9868	65	59,458	28.5858	28.0362
	16	47,889	23.0237	22.5811	26	50,819	24.4321	23.9621	36	53,044	25.5021	25.0118	46	55,241	26.5581	26.0474	56	57,438	27.6145	27.0834	66	59,634	28.6704	28.1191
23	10	46,425	22.3196	21.8904	20	49,325	23.7138	23.2577	30	51,492	24.7558	24.2797	40	53,689	25.8118	25.3154	50	55,856	26.8538	26.3375	60	58,024	27.8960	27.3595
	11	46,747	22.4746	22.0423	21	49,647	23.8686	23.4097	31	51,843	24.9247	24.4454	41	54,011	25.9688	25.4675	51	56,178	27.0087	26.4893	61	58,375	28.0649	27.5252
	12	46,952	22.5731	22.1391	22	49,852	23.9672	23.5064	32	52,019	25.0093	24.5283	42	54,187	26.0513	25.5503	52	56,383	27.1073	26.5861	62	58,551	28.1495	27.6081
	13	48,124	23.1366	22.6916	23	51,082	24.5585	24.0863	33	53,308	25.6287	25.1359	43	55,534	26.6990	26.1856	53	57,789	27.7833	27.2489	63	60,016	28.8537	28.2987
	14	48,299	23.2209	22.7744	24	51,258	24.6431	24.1692	34	53,513	25.7276	25.2328	44	55,739	26.7976	26.2823	54	57,965	27.8678	27.3319	64	60,191	28.9379	28.3814
	15	49,472	23.7844	23.3269	25	52,517	25.2484	24.7628	35	54,802	26.3470	25.8404	45	57,086	27.4453	26.9176	55	59,372	28.5440	27.9951	65	61,655	29.6419	29.0720
	16	49,676	23.8826	23.4233	26	52,722	25.3471	24.8596	36	55,007	26.4456	25.9371	46	57,292	27.5440	27.0143	56	59,576	28.6422	28.0914	66	61,861	29.7408	29.1688
24	10	48,094	23.1222	22.6775	20	51,111	24.5727	24.1002	30	53,366	25.6569	25.1635	40	55,622	26.7412	26.2270	50	57,877	27.8256	27.2905	60	60,133	28.9103	28.3543
	11	48,446	23.2913	22.8433	21	51,433	24.7275	24.2520	31	53,689	25.8118	25.3154	41	55,944	26.8961	26.3788	51	58,199	27.9805	27.4425	61	60,455	29.0648	28.5058
	12	48,621	23.3756	22.9261	22	51,638	24.8262	24.3488	32	53,894	25.9104	25.4122	42	56,149	26.9947	26.4756	52	58,404	28.0789	27.5389	62	60,660	29.1633	28.6025
	13	49,823	23.9533	23.4926	23	52,927	25.4458	24.9563	33	55,241	26.5581	26.0474	43	57,555	27.6707	27.1386	53	59,869	28.7831	28.2295	63	62,154	29.8815	29.3068
	14	50,027	24.0516	23.5891	24	53,103	25.5302	25.0392	34	55,417	26.6427	26.1304	44	57,731	27.7553	27.2216	54	60,044	28.8675	28.3124	64	62,359	29.9802	29.4037
	15	51,258	24.6431	24.1692	25	54,392	26.1499	25.6471	35	56,764	27.2903	26.7655	45	59,137	28.3131	27.8844	55	61,509	29.5718	29.0031	65	63,882	30.7123	30.1217
	16	51,433	24.7275	24.2520	26	54,597	26.2484	25.7437	36	56,969	27.3889	26.8623	46	59,313	28.5158	27.9675	56							

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JULY 1, 2016)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS	STD. MINIMUM	STD. MINIMUM	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS	PCI ONE	PCI ONE	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS	PCI TWO	PCI TWO	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS	PCI THREE	PCI THREE	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS	MIDPOINT	MIDPOINT	JULY 1, 2016 HOURLY	JULY 1, 2016 HOURLY w/ \$ FURLOUGH DAYS
27	10	55,182	26.5300	26.0199	20	58,639	28.1917	27.6495	30	61,216	29.4310	28.8650	40	63,794	30.6704	30.0806	50	66,401	31.9236	31.3097	60	69,300	33.1625	32.5248
	11	55,505	26.6851	26.1719	21	58,961	28.3466	27.8015	31	61,539	29.5859	29.0171	41	64,145	30.8390	30.2460	51	66,723	32.0783	31.4613	61	69,300	33.3175	32.6768
	12	55,710	26.7837	26.2687	22	59,137	28.4311	27.8844	32	61,743	29.6843	29.1137	42	64,321	30.9236	30.3289	52	66,898	32.1627	31.5442	62	69,476	33.4019	32.7596
	13	57,086	27.4453	26.9176	23	60,630	29.1492	28.5887	33	63,267	30.4166	29.8317	43	65,932	31.6980	31.0885	53	68,568	32.9656	32.3316	63	71,233	34.2468	33.5883
	15	57,262	27.5297	27.0003	24	60,807	29.2339	28.6718	34	63,471	30.5151	29.9282	44	66,108	31.7827	31.1715	54	68,773	33.0641	32.4284	64	71,409	34.3314	33.6712
	18	58,668	28.2060	27.6636	25	62,300	29.9520	29.3759	35	64,995	31.2476	30.6467	45	67,719	32.5571	31.9309	55	70,443	33.8669	33.2156	65	73,167	35.1764	34.5000
	20	58,873	28.3042	27.7599	26	62,476	30.0365	29.4588	36	65,200	31.3462	30.7434	46	67,924	32.6557	32.0278	56	70,619	33.9513	33.2984	66	73,342	35.2607	34.5827
28	10	58,024	27.8960	27.3595	20	61,655	29.6419	29.0720	30	64,380	30.9517	30.3565	40	67,104	32.2614	31.6409	50	69,827	33.5708	32.9252	60	72,523	34.8667	34.1982
	11	58,375	28.0649	27.5252	21	61,978	29.7970	29.2240	31	64,702	31.1068	30.5086	41	67,426	32.4164	31.7931	51	70,150	33.7258	33.0774	61	72,874	35.0356	34.3619
	12	58,551	28.1495	27.6081	22	62,183	29.8956	29.3207	32	64,907	31.2053	30.6051	42	67,602	32.5008	31.8758	52	70,326	33.8106	33.1604	62	73,049	35.1198	34.4445
	13	60,016	28.8537	28.2987	23	63,735	30.6418	30.0526	33	66,518	31.9797	31.3646	43	69,300	33.3175	32.6768	53	72,083	34.6552	33.9888	63	74,865	35.9927	35.3007
	15	60,191	28.9379	28.3814	24	63,911	30.7264	30.1354	34	66,694	32.0643	31.4477	44	69,476	33.4019	32.7596	54	72,288	34.7538	34.0854	64	75,071	36.0917	35.3977
	18	61,655	29.6419	29.0720	25	65,464	31.4729	30.8676	35	68,334	32.8528	32.2211	45	71,175	34.2187	33.5606	55	74,045	35.5986	34.9141	65	76,887	36.9648	36.2540
	20	61,861	29.7408	29.1688	26	65,668	31.5710	30.9639	36	68,510	32.9376	32.3041	46	71,380	34.3175	33.6575	56	74,221	35.6832	34.9970	66	77,091	37.0632	36.3506
29	10	61,333	29.4872	28.9202	20	65,171	31.3321	30.7294	30	68,041	32.7119	32.0828	40	70,911	34.0920	33.4364	50	73,782	35.4721	34.7901	60	76,652	36.8521	36.1435
	11	61,655	29.6419	29.0720	21	65,493	31.4869	30.8813	31	68,363	32.8666	32.2347	41	71,233	34.2468	33.5883	51	74,104	35.6269	34.9417	61	77,004	37.0211	36.3091
	12	61,831	29.7265	29.1550	22	65,668	31.5710	30.9639	32	68,539	32.9513	32.3178	42	71,438	34.3454	33.6849	52	74,309	35.7256	35.0386	62	77,180	37.1056	36.3921
	13	63,384	30.4730	29.8870	23	67,309	32.3599	31.7375	33	70,267	33.7823	33.1326	43	73,196	35.1903	34.5136	53	76,154	36.6127	35.9087	63	79,113	38.0349	37.3034
	15	63,589	30.5716	29.9837	24	67,513	32.4584	31.8343	34	70,443	33.8669	33.2156	44	73,401	35.2890	34.6103	54	76,330	36.6969	35.9913	64	79,288	38.1193	37.3863
	18	65,141	31.3179	30.7158	25	69,154	33.2471	32.6077	35	72,171	34.6975	34.0305	45	75,188	36.1482	35.4531	55	78,204	37.5982	36.8752	65	81,222	39.0489	38.2979
	20	65,317	31.4022	30.7983	26	69,330	33.3316	32.6906	36	72,346	34.7818	34.1130	46	75,364	36.2325	35.5357	56	78,380	37.6829	36.9583	66	81,426	39.1473	38.3945
30	10	65,024	31.2615	30.6602	20	69,088	33.2153	32.5766	30	72,131	34.6786	34.0117	40	75,185	36.1464	35.4512	50	78,231	37.6109	36.8877	60	81,277	39.0755	38.3241
	11	65,359	31.4224	30.8182	21	69,422	33.3744	32.7344	31	72,466	34.8392	34.1694	41	75,518	36.3066	35.6084	51	78,565	37.7718	37.0454	61	81,612	39.2364	38.4818
	12	65,541	31.5099	30.9040	22	69,605	33.4639	32.8202	32	72,648	34.9268	34.2553	42	75,700	36.3944	35.6946	52	78,747	37.8590	37.1311	62	81,793	39.3236	38.5674
	13	67,179	32.2976	31.6744	23	71,345	34.3003	33.6406	33	74,464	35.7999	35.1115	43	77,592	37.3040	36.5866	53	80,715	38.8053	38.0591	63	83,838	40.2696	39.5315
	15	67,365	32.3872	31.7643	24	71,531	34.3900	33.7287	34	74,650	35.8894	35.1994	44	77,778	37.3931	36.6741	54	80,902	38.8950	38.1471	64	84,023	40.3959	39.6191
	18	69,009	33.1774	32.5394	25	73,275	35.2286	34.5512	35	76,471	36.7650	36.0581	45	79,676	38.3056	37.5689	55	82,876	39.8441	39.0779	65	86,073	41.3811	40.5855
	20	69,199	33.2689	32.6291	26	73,466	35.3202	34.6409	36	76,662	36.8566	36.1479	46	79,866	38.3970	37.6586	56	83,066	39.9357	39.1677	66	86,265	41.4736	40.6761
31	10	68,978	33.1625	32.5248	20	73,313	35.2467	34.5688	30	76,506	36.7816	36.0743	40	79,577	38.3448	37.6074	50	83,008	39.9078	39.1404	60	86,230	41.4566	40.6594
	11	69,330	33.3316	32.6906	21	73,635	35.4015	34.7209	31	76,857	36.9506	36.2401	41	80,108	38.5137	37.7730	51	83,330	40.0625	39.2921	61	86,581	41.6256	40.8251
	12	69,505	33.4161	32.7735	22	73,811	35.4861	34.8036	32	77,032	37.0348	36.3226	42	80,284	38.5981	37.8560	52	83,506	40.1471	39.3751	62	86,757	41.7102	40.9082
	13	71,233	34.2468	33.5883	23	75,656	36.3733	35.6739	33	78,966	37.9644	37.2344	43	82,276	39.5559	38.7953	53	85,615	41.1612	40.3696	63	88,925	42.7523	41.9302
	15	71,438	34.3454	33.6849	24	75,861	36.4718	35.7704	34	79,142	38.0490	37.3173	44	82,481	39.6542	38.8917	54	85,791	41.2455	40.4524	64	89,101	42.8368	42.0131
	18	73,167	35.1764	34.5000	25	77,707	37.3590	36.6405	35	81,075	38.9784	38.2289	45	84,502	40.6261	39.8448	55	88,070	42.2453	41.4330	65	91,268	43.8778	43.0349
	20	73,372	35.2750	34.5967	26	77,882	37.4434	36.7233	36	81,280	39.0770	38.3255	46	84,678	40.7104	39.9276	56	88,076	42.3440	41.5297	66	91,473	43.9774	43.1317
32	10	73,606	35.3875	34.7069	20	78,234	37.6123	36.8889	30	81,661	39.2600	38.5051	40	85,117	40.9218	40.1349	50	88,573	42.5833	41.7645	60	92,030	44.2451	43.3942
	11	73,958	35.5665	34.8728	21	78,556	37.7673	37.0411	31	82,012	39.4290	38.6708	41	85,439	41.0765	40.2867	51	88,896	42.7383	41.9164	61	92,352	44.3999	43.5460
	12	74,133	35.6410	34.9558	22	78,732	37.8519	37.1241	32	82,188	39.5135	38.7537	42	85,644	41.1752	40.3834	52	89,101	42.8368	42.0131	62	92,527	44.4843	43.6290
	13	75,978	36.5280	35.8257	23	80,694	38.7952	38.0491	33	84,238	40.4992	39.7204	43	87,783	42.2033	41.3917	53	91,326	43.9068	43.0626	63	94,841	45.5968	44.7200
	15	76,184	36.6269	35.9226	24	80,899	38.8937	38.1458	34	84,443	40.5977	39.8170	44	87,958	42.2877	41.4744	54	91,502	43.9915	43.1454	64	95,046	45.6953	44.8166
	18	78,029	37.5139	36.7925	25	82,862	39.8376	39.0716	35	86,494	41.5835	40.7838	45	90,096	43.3156	42.4827	55	93,728	45.0616	44.1950	65	97,360	46.8079	45.9078
	20	78,234	37.6123	36.8889	26	83,067	39.9360	39.1679	36	86,669	41.6680	40.8667	46	90,302	43.4142	42.5793	56	93,933	45.1602	44.2918	66	97,536	46.8922	45.9905
33	10	78,497	37.7390	37.0133	20	83,389	40.0908	39.3198	30	87,079	41.8651	41.0600	40	90,741	43.6253	42.7865	50	94,431	45.3997	44.5268	60	98,122	47.1739	46.2668
	11	78,820	37.8941	37.1652	21	83,740	40.2597	39.4855	31	87,401	42.0198	41.2118	41	91,092	43.7944	42.9522	51	94,753	45.5544	44.6784	61	98,444	47.3289	46.4188
	12	78,995	37.9786	37.2482	22	83,917	40.3446																	

B-129 EXHIBIT B
NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JULY 1, 2017)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2017				STD. MINIMUM	STD. MINIMUM	JULY 1, 2017				PCI ONE	PCI ONE	JULY 1, 2017				PCI THREE	PCI THREE	JULY 1, 2017			
			HOURLY	HOURLY w/ \$ FURLOUGH	ST.D. MINIMUM	ST.D. MINIMUM			HOURLY	HOURLY w/ \$ FURLOUGH	PCI TWO	PCI TWO			HOURLY	HOURLY w/ \$ FURLOUGH	PCI THREE	PCI THREE			HOURLY	HOURLY w/ \$ FURLOUGH	MIDPOINT	MIDPOINT
			MINIMUM	DAYS	MINIMUM	DAYS			MINIMUM	DAYS	MINIMUM	DAYS			MINIMUM	DAYS	MINIMUM	DAYS			MINIMUM	DAYS	MINIMUM	DAYS
N19	10	32,983	15,8574	15,5526	20	35,044	16,8483	16,5243	30	36,568	17,5809	17,2430	40	38,121	18,3276	17,9752	50	39,675	19,0746	18,7078	60	41,229	19,8216	19,4405
	11	33,312	16,0153	15,7073	21	35,373	17,0062	16,6791	31	36,927	17,7533	17,4119	41	38,480	18,4999	18,1442	51	40,004	19,2327	18,8628	61	41,558	19,9797	19,5955
	12	33,491	16,1014	15,7917	22	35,552	17,0925	16,7638	32	37,106	17,8393	17,4963	42	38,659	18,5861	18,2286	52	40,213	19,3333	18,9614	62	41,737	20,0658	19,6799
	13	34,328	16,5037	16,1865	23	36,449	17,5235	17,3300	33	38,032	18,2846	17,9330	43	39,615	19,0458	18,6796	53	41,199	19,8074	19,4263	63	42,782	20,5682	20,1727
	14	34,536	16,6040	16,2846	24	36,658	17,6239	17,2851	34	38,211	18,3707	18,0176	44	39,825	19,1464	18,7783	54	41,409	19,9080	19,5251	64	42,991	20,6689	20,2715
	15	35,373	17,0062	16,6791	25	37,524	18,0403	17,6934	35	39,168	18,8306	18,4685	45	40,780	19,6059	19,2288	55	42,394	20,3816	19,9897	65	44,037	21,1716	20,7645
	16	35,552	17,0925	16,7638	26	37,733	18,1410	17,7921	36	39,347	18,9166	18,5530	46	40,990	19,7066	19,3277	56	42,603	20,4820	20,0883	66	44,215	21,2574	20,8486
20	10	42,753	20,5541	20,1588	20	45,411	21,8324	21,4124	30	47,413	22,7949	22,3565	40	49,415	23,7571	23,3002	50	51,417	24,7195	24,2442	60	53,418	25,6819	25,1880
	11	43,081	20,7122	20,3137	21	45,740	21,9902	21,5674	31	47,742	22,9529	22,5114	41	49,744	23,9152	23,4554	51	51,745	24,8775	24,3989	61	53,747	25,8397	25,3428
	12	43,260	20,7982	20,3982	22	45,949	22,0909	21,6659	32	47,921	23,0390	22,5961	42	49,923	24,0013	23,5397	52	51,954	24,9780	24,4976	62	53,956	25,9403	25,4416
	13	44,336	21,3152	20,9054	23	47,085	22,6368	22,2013	33	49,146	23,6279	23,1735	43	51,177	24,6045	24,1315	53	53,239	25,5955	25,1033	63	55,300	26,5867	26,0755
	14	44,545	21,4161	21,0044	24	47,263	22,7227	22,2859	34	49,326	23,7142	23,2580	44	51,387	24,7051	24,2301	54	53,418	25,6819	25,1880	64	55,480	26,6729	26,1600
	15	45,621	21,9331	21,5112	25	48,429	23,2831	22,8355	35	50,521	24,2888	23,8217	45	52,641	25,3082	24,8216	55	54,732	26,3137	25,8076	65	56,824	27,3194	26,7941
	16	45,830	22,0336	21,6099	26	48,608	23,3693	22,9200	36	50,728	24,3887	23,9198	46	52,821	25,3945	24,9063	56	54,942	26,4145	25,9065	66	57,033	27,4197	26,8925
21	10	44,127	21,2148	20,8068	20	46,875	22,5362	22,1029	30	48,937	23,5274	23,0751	40	50,998	24,5183	24,0468	50	53,060	25,5095	25,0189	60	55,151	26,5149	26,0050
	11	44,455	21,3728	20,9618	21	47,204	22,6943	22,2579	31	49,295	23,6996	23,2439	41	51,356	24,6906	24,2159	51	53,418	25,6819	25,1880	61	55,480	26,6729	26,1600
	12	44,634	21,4588	21,0462	22	47,413	22,7949	22,3565	32	49,474	23,7857	23,3282	42	51,536	24,7769	24,3004	52	53,597	25,7678	25,2723	62	55,659	26,7591	26,2445
	13	45,770	22,0049	21,5818	23	48,578	23,3548	22,9056	33	50,700	24,7748	23,9060	43	52,821	25,3945	24,9063	53	54,942	26,4145	25,9065	63	57,063	27,4340	26,9064
	14	45,949	22,0909	21,6659	24	48,787	23,4555	23,0045	34	50,909	24,4754	24,0048	44	53,000	25,4807	24,9908	54	55,121	26,5006	25,9909	64	57,242	27,5204	26,9912
	15	47,055	22,6225	22,1874	25	49,953	24,0157	23,5538	35	52,134	25,0642	24,5822	45	54,314	26,1126	25,6105	55	56,466	27,1469	26,6248	65	58,647	28,1955	27,6532
	16	47,263	22,7227	22,2859	26	50,162	24,1165	23,6528	36	52,343	25,1648	24,6806	46	54,494	26,1988	25,6950	56	56,674	27,2473	26,7233	66	58,855	28,2958	27,7518
22	10	45,621	21,9331	21,5112	20	48,489	23,3118	22,8637	30	50,610	24,3317	23,8636	40	52,761	25,3659	24,8781	50	54,912	26,3999	25,8923	60	57,033	27,4197	26,8925
	11	45,979	22,1053	21,6804	21	48,817	23,4699	23,0184	31	50,968	24,5039	24,0327	41	53,090	25,5240	25,0331	51	55,240	26,5579	25,5603	61	57,362	27,5777	26,9075
	12	46,158	22,1913	21,7647	22	48,996	23,5558	23,1029	32	51,148	24,5902	24,1172	42	53,299	25,6244	25,1317	52	55,420	26,6443	26,1318	62	57,571	27,6783	27,1461
	13	47,323	22,7516	22,3140	23	50,221	24,1448	23,6806	33	52,433	25,2080	24,7232	43	54,613	26,2562	25,7513	53	56,794	27,3050	26,7799	63	59,005	28,3676	27,8222
	14	47,503	22,8380	22,3989	24	50,430	24,2452	23,7791	34	52,612	25,2940	24,8075	44	54,792	26,3424	25,8359	54	57,003	27,4054	26,8783	64	59,184	28,4539	27,9067
	15	48,668	23,3982	22,9482	25	51,656	24,8346	24,3569	35	53,896	25,9115	25,4133	45	56,137	26,9889	26,4699	55	58,377	28,0661	27,5265	65	60,648	29,1575	28,5969
	16	48,847	23,4842	23,0327	26	51,835	24,9207	24,4413	36	54,105	26,0121	25,5120	46	56,346	27,0893	26,5683	56	58,587	28,1668	27,6251	66	60,827	29,2438	28,6815
23	10	47,353	22,7660	22,3282	20	50,311	24,1881	23,7229	30	52,522	25,2509	24,7653	40	54,762	26,3280	25,8217	50	56,973	27,3909	26,8643	60	59,184	28,4539	27,9067
	11	47,682	22,9241	22,4831	21	50,640	24,3460	23,8779	31	52,880	25,4232	24,9343	41	55,091	26,4861	25,9769	51	57,302	27,5489	26,9581	61	59,542	28,6262	28,0757
	12	47,891	23,0246	22,5819	22	50,849	24,4465	23,9765	32	53,060	25,5095	25,0189	42	55,270	26,5723	26,0613	52	57,511	27,6494	27,1178	62	59,722	28,7125	28,1603
	13	49,087	23,5993	23,1454	23	52,103	25,0497	24,5680	33	54,374	26,1413	25,6386	43	56,645	27,2330	26,7093	53	59,945	28,3390	27,7939	63	61,216	29,4308	28,8647
	14	49,265	23,6853	23,2299	24	52,283	25,1360	24,6526	34	54,588	26,2422	25,7375	44	56,854	27,3336	26,8079	54	59,124	28,4252	27,8785	64	61,395	29,5167	28,9490
	15	50,461	24,2601	23,7934	25	53,567	25,7534	25,2581	35	55,898	26,8739	26,3572	45	58,228	27,9942	27,4560	55	60,559	29,1149	28,5550	65	62,888	30,2347	29,6534
	16	50,669	24,3603	23,8918	26	53,776	25,8540	25,3568	36	56,107	26,9745	26,4558	46	58,437	28,0949	27,5546	56	60,767	29,2150	28,6532	66	63,098	30,3356	29,7522
24	10	49,056	23,5846	23,1311	20	52,134	25,0642	24,5822	30	54,434	26,1700	25,6668	40	56,734	27,2760	26,7515	50	59,035	28,3821	27,8363	60	61,336	29,4885	28,9214
	11	49,415	23,7571	23,3002	21	52,462	25,2221	24,7370	31	54,762	26,3280	25,8217	41	57,063	27,4340	26,9064	51	59,363	28,5401	27,9914	61	61,664	29,6461	29,0759
	12	49,594	23,8431	23,3846	22	52,671	25,3227	24,8358	32	54,971	26,4286	25,9204	42	57,272	27,5346	27,0051	52	59,572	28,6405	28,0897	62	61,873	29,7466	29,1746
	13	50,819	24,4324	23,9625	23	53,986	25,9547	25,4554	33	56,346	27,0893	26,5683	43	58,706	28,2241	27,6814	53	61,066	29,3588	28,7941	63	63,397	30,4791	29,8929
	14	51,028	24,5326	24,0609	24	54,165	26,0408	25,5400	34	56,525	27,1756	26,6530	44	58,886	28,3104	27,7660	54	61,245	29,4449	28,8786	64	63,606	30,5798	29,9918
	15	52,283	25,1360	24,6526	25	55,480	26,6729	26,1600	35	57,899	27,8361	27,3008	45	60,319	28,9997	28,4421	55	62,739	30,1632	29,5832	65	65,159	31,3265	30,7241
	16	52,462	25,2221	24,7370	26	55,689	26,7734	26,2586	36	58,108	27,9367	27,3995	46	60,499	29,0861	28,5269	56	62,918	30,2491	29,6674	66	65,338	31,4727	30,8085
25	10	51,208	24,6190	24,1455	20	54,404	26,1559	25,6529	30	56,794	27,3050	26,7799	40	59,214	28,4684	27,9209	50	61,604	29,6172	29,0477	60	63,994	30,7665	30,1749
	11	51,536	24,7769	24,3004	21	54,732	26,3137	25,8076	31	57,153	27,4774	26,9490	41	59,542	28,6262	28,0757	51	61,933	29,7756	29,2030	61	64,352	30,9387	30,3439
	12	51,715	24,8631	24,3850	22	54,942	26,4145	25,9065	32	57,332	27,5634	27,0333	42	59,722	28,7125	28,1603	52	62,142	29,8758	29,3012	62	64,532	31,0249	

B-129 EXHIBIT B
 NON-BARGAINING SALARY SCHEDULE - 2.00% (EFFECTIVE JULY 1, 2017)

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2017				JULY 1, 2017				JULY 1, 2017				JULY 1, 2017				JULY 1, 2017						
			HOURLY	HOURLY w/ \$ FURLOUGH	STD. MINIMUM	STD. MINIMUM	HOURLY	HOURLY w/ \$ FURLOUGH	PCI ONE	PCI ONE	HOURLY	HOURLY w/ \$ FURLOUGH	PCI TWO	PCI TWO	HOURLY	HOURLY w/ \$ FURLOUGH	PCI THREE	PCI THREE	HOURLY	HOURLY w/ \$ FURLOUGH	MIDPOINT	MIDPOINT	HOURLY	HOURLY w/ \$ FURLOUGH	
27	5 years	10	56,286	27,0606	26,5403	20	59,811	28,7555	28,2025	30	62,441	30,0196	29,4423	40	65,070	31,2838	30,6822	50	67,729	32,5621	31,9359	60	70,358	33,8258	33,1753
	10 years	11	56,615	27,2188	26,6953	21	60,140	28,9135	28,3575	31	62,769	30,1776	29,5974	41	65,428	31,4558	30,8509	51	68,057	32,7199	32,0905	61	70,687	33,9839	33,3303
	12 years	12	56,824	27,3194	26,7941	22	60,319	28,9997	28,4421	32	62,978	30,2780	29,6960	42	65,608	31,5421	30,9355	52	68,236	32,8060	32,1751	62	70,865	34,0699	33,4148
	15 years	13	58,228	27,9942	27,4560	23	61,843	29,7322	29,1605	33	64,532	31,0249	30,4283	43	67,251	32,3320	31,7103	53	69,940	33,6249	32,9782	63	72,658	34,9317	34,2601
	18 years	14	58,407	28,0803	27,5403	24	62,023	29,8186	29,2452	34	64,741	31,1254	30,5268	44	67,430	32,4184	31,7949	54	70,149	33,7254	33,0770	64	72,837	35,0180	34,3446
	20 years	15	59,842	28,7701	28,2169	25	63,546	30,5510	29,9634	35	66,295	31,8726	31,2596	45	69,073	33,2082	32,5695	55	71,852	34,5442	33,8799	65	74,630	35,8799	35,1900
	20 years	16	60,050	28,8703	28,3151	26	63,725	30,6372	30,0480	36	66,504	31,9731	31,3583	46	69,282	33,3088	32,6684	56	72,031	34,6303	33,9644	66	74,809	35,9659	35,2744
28	5 years	10	59,184	28,4539	27,9067	20	62,888	30,2347	29,6534	30	65,667	31,5707	30,9636	40	68,446	32,9066	32,2737	50	71,224	34,2422	33,5837	60	73,973	35,5640	34,8801
	10 years	11	59,542	28,6262	28,0757	21	63,217	30,3929	29,8085	31	65,996	31,7289	31,1188	41	68,775	33,0647	32,4290	51	71,553	34,4003	33,7389	61	74,332	35,7363	35,0491
	12 years	12	59,722	28,7125	28,1603	22	63,426	30,4935	29,9071	32	66,205	31,8294	31,2172	42	68,954	33,1508	32,5133	52	71,733	34,4868	33,8236	62	74,510	35,8222	35,1334
	15 years	13	61,216	29,4308	28,8647	23	65,010	31,2546	30,6537	33	67,848	32,6193	31,9919	43	70,687	33,9839	33,3303	53	73,524	35,3483	34,6686	63	76,362	36,7126	36,0067
	18 years	14	61,395	29,5167	28,9490	24	65,189	31,3409	30,7381	34	68,028	32,7056	32,0767	44	70,865	34,0699	33,4148	54	73,734	35,4489	34,7671	64	76,572	36,8135	36,1057
	20 years	15	62,888	30,2347	29,6534	25	66,773	32,1024	31,4850	35	69,701	33,5099	32,8655	45	72,598	34,9031	34,2318	55	75,526	36,3106	35,6124	65	78,425	37,7041	36,9791
	20 years	16	63,098	30,3356	29,7522	26	66,981	32,2024	31,5832	36	69,881	33,5964	32,9502	46	72,808	35,0039	34,3307	56	75,706	36,3969	35,6969	66	78,633	37,8045	37,0776
29	5 years	10	62,560	30,0769	29,4986	20	66,474	31,9587	31,3440	30	69,401	33,3661	32,7245	40	72,330	34,7738	34,1051	50	75,258	36,1815	35,4859	60	78,185	37,5891	36,8664
	10 years	11	62,888	30,2347	29,6534	21	66,803	32,1166	31,4989	31	69,730	33,5239	32,8794	41	72,658	34,9317	34,2601	51	75,586	36,3394	35,6405	61	78,544	37,7615	37,0353
	12 years	12	63,068	30,3210	29,7381	22	66,981	32,2024	31,5832	32	69,909	33,6103	32,9642	42	72,867	35,0323	34,3586	52	75,795	36,4401	35,7394	62	78,723	37,8477	37,1199
	15 years	13	64,652	31,0825	30,4847	23	68,655	33,0071	32,3723	33	71,672	34,4579	33,7953	43	74,660	35,8941	35,2039	53	77,678	37,3450	36,6269	63	80,695	38,7956	38,0495
	18 years	14	64,861	31,1830	30,5834	24	68,864	33,1076	32,4710	34	71,852	34,5442	33,8799	44	74,869	35,9948	35,3025	54	77,856	37,4308	36,7111	64	80,874	38,8817	38,1340
	20 years	15	66,444	31,9443	31,3301	25	70,537	33,9120	33,2599	35	73,614	35,3915	34,7111	45	76,692	36,8712	36,1622	55	79,768	38,3502	37,6127	65	82,846	39,8299	39,0639
	20 years	16	66,623	32,0302	31,4143	26	70,716	33,9982	33,3444	36	73,793	35,4774	34,7953	46	76,871	36,9572	36,2464	56	79,948	38,4366	37,6975	66	83,055	39,9302	39,1624
30	5 years	10	66,324	31,8867	31,2734	20	70,470	33,8796	33,2281	30	73,574	35,3722	34,6919	40	76,688	36,8693	36,1602	50	79,795	38,3631	37,6255	60	82,903	39,8570	39,0906
	10 years	11	66,666	32,0508	31,4346	21	70,811	34,0436	33,3891	31	73,915	35,5360	34,8528	41	77,028	37,0327	36,3206	51	80,137	38,5272	37,7863	61	83,244	40,0211	39,2514
	12 years	12	66,851	32,1401	31,5221	22	70,997	34,1332	33,4766	32	74,101	35,6253	34,9404	42	77,214	37,1223	36,4085	52	80,322	38,6162	37,8737	62	83,429	40,1101	39,3877
	15 years	13	68,523	32,9436	32,3099	23	72,772	34,9863	34,3134	33	75,953	36,5159	35,8137	43	79,144	38,0501	37,3183	53	82,329	39,5814	38,8203	63	85,514	41,1127	40,3221
	18 years	14	68,713	33,0349	32,3996	24	72,962	35,0778	34,4033	34	76,143	36,6072	35,9034	44	79,333	38,1410	37,4076	54	82,520	39,6729	38,9100	64	85,704	41,2038	40,4115
	20 years	15	70,389	33,8409	33,1902	25	74,741	35,9332	35,2422	35	78,001	37,5003	36,7793	45	81,269	39,0717	38,3203	55	84,533	40,6410	39,5595	65	87,795	42,2089	41,3972
	20 years	16	70,583	33,9343	33,2817	26	74,935	36,0266	35,3337	36	78,195	37,5937	36,8709	46	81,463	39,1649	38,4118	56	84,728	40,7344	39,9511	66	87,990	42,3031	41,4896
31	5 years	10	70,358	33,8258	33,1753	20	74,779	35,9516	35,2602	30	78,036	37,5172	36,7958	40	81,352	39,1117	38,3595	50	84,668	40,7060	39,9232	60	87,954	42,2857	41,4726
	10 years	11	70,716	33,9982	33,3444	21	75,108	36,1095	35,4153	31	78,394	37,6896	36,9649	41	81,711	39,2840	38,5285	51	84,997	40,8638	40,0779	61	88,313	42,4581	41,6416
	12 years	12	70,896	34,0844	33,4290	22	75,287	36,1958	35,4997	32	78,573	37,7755	37,0491	42	81,890	39,3701	38,6131	52	85,176	40,9500	40,1626	62	88,492	42,5444	41,7264
	15 years	13	72,658	34,9317	34,2801	23	77,170	37,1008	36,3874	33	80,545	38,7237	37,9791	43	83,922	40,3470	39,5712	53	87,328	41,9844	41,1770	63	90,703	43,6073	42,7688
	18 years	14	72,867	35,0323	34,3586	24	77,378	37,2012	36,4858	34	80,725	38,8100	38,0636	44	84,130	40,4473	39,6695	54	87,506	42,0704	41,2614	64	90,882	43,6935	42,8534
	20 years	15	74,630	35,8799	35,1900	25	79,261	38,1062	37,3733	35	82,697	39,7580	38,9935	45	86,192	41,4386	40,6417	55	89,628	43,0902	42,2617	65	93,093	44,7563	43,8956
	20 years	16	74,839	35,9805	35,2886	26	79,440	38,1923	37,4578	36	82,906	39,8585	39,0920	46	86,371	41,5246	40,7262	56	89,837	43,1909	42,3603	66	93,302	44,8569	43,9943
32	5 years	10	75,078	36,0953	35,4010	20	79,798	38,3645	37,6267	30	83,294	40,0452	39,2752	40	86,820	41,7402	40,9376	50	90,345	43,4350	42,5998	60	93,870	45,1300	44,2621
	10 years	11	75,437	36,2676	35,5703	21	80,127	38,5226	37,7819	31	83,653	40,2176	39,4442	41	87,148	41,8980	41,0924	51	90,674	43,5931	42,7547	61	94,199	45,2879	44,4169
	12 years	12	75,616	36,3538	35,6549	22	80,307	38,6089	37,8666	32	83,832	40,3038	39,5288	42	87,357	41,9987	41,1911	52	90,882	43,6935	42,8534	62	94,378	45,3740	44,5016
	15 years	13	77,498	37,2586	36,5422	23	82,308	39,5711	38,8101	33	85,923	41,3092	40,5148	43	89,539	43,0474	42,2195	53	93,153	44,7849	43,9239	63	96,738	46,5087	45,6144
	18 years	14	77,708	37,3594	36,6411	24	82,517	39,6716	38,9087	34	86,132	41,4097	40,6133	44	89,718	43,1335	42,3039	54	93,332	44,8713	44,0083	64	96,947	46,6092	45,7129
	20 years	15	79,590	38,2642	37,5284	25	84,520	40,6344	39,8530	35	88,224	42,4152													