

**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 17, 2018, at 6:31 p.m. for the following purposes:

1. To introduce and refer to committee the following ordinance(s):

Public Affairs:

Temp Ord A-129

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 2662, EFFECTIVE JULY 1, 2018, AND DECLARING AN EMERGENCY.

Temp Ord A-130

AN ORDINANCE ESTABLISHING COMPENSATION LEVELS FOR NON-BARGAINING EMPLOYEES OF THE CITY OF CUYAHOGA FALLS FOR CALENDAR YEARS 2018, 2019, 2020 AND 2021, 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 14<sup>th</sup> day of December, 2018.

/s/Don Walters  
Mayor

2  
3 CITY OF CUYAHOGA FALLS, OHIO

4  
5 ORDINANCE NO. - 2018

6  
7 AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO  
8 AN AGREEMENT WITH THE AMERICAN FEDERATION OF  
9 STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME),  
10 LOCAL 2662, EFFECTIVE JULY 1, 2018, AND DECLARING AN  
11 EMERGENCY.

12  
13 WHEREAS, Ohio Revised Code Chapter 4117 authorizes public employees to bargain collec-  
14 tively with public employers regarding wages, hours, terms and other conditions of employment  
15 and to enter into collective bargaining agreements; and

16  
17 WHEREAS, the Mayor and his representatives and AFSCME Local 2662 have bargained col-  
18 lectively and in good faith and said bargaining has resulted in a tentative agreement on a  
19 collective bargaining agreement effective July 1, 2018, and

20  
21 WHEREAS, on or about December 13, 2018, the membership of AFSCME Local 2662 ratified  
22 said collective bargaining agreement.

23  
24 NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Cuyahoga Falls, County  
25 of Summit and State of Ohio, that:

26  
27 Section 1. The Mayor is hereby authorized to enter into a collective bargaining agreement on  
28 the basis of the tentative contract negotiated with and ratified by AFSCME Local 2662, effective  
29 July 1, 2018.

30  
31 Section 2. Any other ordinances and resolutions or portions of ordinances and resolutions  
32 inconsistent herewith are hereby repealed but any ordinances and resolutions or portions of ordi-  
33 nances and resolutions not inconsistent herewith and which have not previously been repealed  
34 are hereby ratified and confirmed.

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

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

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49  
50 Passed: \_\_\_\_\_

\_\_\_\_\_  
President of Council

51  
52  
53  
54 \_\_\_\_\_  
Clerk of Council

55  
56  
57  
58 Approved: \_\_\_\_\_

\_\_\_\_\_  
Mayor

2  
3 CITY OF CUYAHOGA FALLS, OHIO

4  
5 ORDINANCE NO. - 2018

6  
7 AN ORDINANCE ESTABLISHING COMPENSATION LEVELS  
8 FOR NON-BARGAINING EMPLOYEES OF THE CITY OF  
9 CUYAHOGA FALLS FOR CALENDAR YEARS 2018, 2019,  
10 2020 AND 2021, 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 2018,  
18 2019, 2020 and 2021 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.

37  
38  
39 Passed: \_\_\_\_\_

\_\_\_\_\_  
President of Council

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42  
43 \_\_\_\_\_  
44 Clerk of Council

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46  
47 Approved: \_\_\_\_\_

\_\_\_\_\_  
Mayor

48  
49  
50 12/17/18

**Exhibit A**

**CITY OF CUYAHOGA FALLS  
FULL-TIME NON-BARGAINING POSITION & PAY GRADE CLASSIFICATIONS  
EFFECTIVE JANUARY 1, 2019**

<b>POSITION TITLE</b>	<b>GRADE</b>
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 (*Based on the passage of Temp Ord. #A-126)	N33
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	N31
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	N32
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	N21
LAW DEPT OFFICE MANAGER	N23
LAW DIRECTOR	ESG
LINE FOREMAN	N29
MAINTENANCE SUPERVISOR	N25
MAYOR	MSG
MAYOR'S COURT CLERK	N25
NEIGHBORHOOD EXCELLENCE, COMMUNICATIONS, AND COMMUNITY OUTREACH DIRECTOR	N31
NEIGHBORHOOD EXCELLENCE AND DOWNTOWN ADMINISTRATOR	N28
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 UTILITIES AND COMMUNITY OUTREACH COORDINATOR (*Based on the passage of Temp Ord. #A-126)	N27
RECREATION PROGRAM SUPV	N25
SECRETARY I	N20
SECRETARY II	N21
SENIOR ADULT PROGRAM SUPV	N25
SENIOR PLANNER	N26
SERVICE DIRECTOR	ESG
SEWER COLLECTIONS MANAGER	N28
STREET & SANITATION SUPERINTENDENT	N34
SUPT MOTOR VEHICLES	N29

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

NON-BARGAINING SALARY SCHEDULE - 3.00% (EFFECTIVE JULY 1, 2018)

SALARY GRADE	ENTRY MINIMUM	JULY 1, 2018				JULY 1, 2018				JULY 1, 2018				JULY 1, 2018				JULY 1, 2018				JULY 1, 2018			
		HOURLY W/ FRAC. HOUR		DAYS		HOURLY W/ FRAC. HOUR		DAYS		HOURLY W/ FRAC. HOUR		DAYS		HOURLY W/ FRAC. HOUR		DAYS		HOURLY W/ FRAC. HOUR		DAYS		HOURLY W/ FRAC. HOUR		DAYS	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
N19	10	33,973	16,331	18,012	20	36,096	17,367	17,020	30	37,866	18,108	17,763	40	39,285	18,874	18,514	50	40,885	19,648	19,289	60	42,466	20,412	20,037	
	11	34,411	16,489	18,175	21	36,619	17,613	17,267	31	38,035	18,269	17,924	41	39,634	19,054	18,695	51	41,200	19,897	19,497	61	42,805	20,184	19,804	
	12	34,866	16,584	18,265	22	37,152	17,867	17,521	32	38,519	18,374	18,028	42	40,119	19,147	18,792	52	41,720	19,933	19,532	62	43,328	20,378	20,003	
	13	35,356	16,721	18,352	23	37,652	18,021	17,675	33	39,173	18,473	18,127	43	40,619	19,212	18,857	53	42,245	20,016	19,615	63	44,065	20,579	20,202	
	14	35,872	17,001	18,448	24	37,757	18,156	17,810	34	39,357	18,578	18,231	44	40,819	19,278	18,922	54	42,461	20,101	19,700	64	44,281	20,678	20,301	
	15	36,424	17,516	18,725	25	38,560	18,519	18,173	35	39,534	18,682	18,336	45	41,019	19,385	19,026	55	42,685	20,209	19,808	65	44,512	20,785	20,400	
20	38,519	17,605	17,267	26	39,885	18,682	18,336	36	40,527	19,484	19,138	46	42,219	20,297	19,951	56	43,981	21,085	20,694	66	45,542	21,981	21,614		
21	10	44,035	21,170	20,786	20	48,774	22,487	22,054	30	48,839	23,476	23,027	40	50,897	24,469	23,992	50	52,928	25,438	24,932	60	54,958	26,454	25,926	
	11	44,374	21,336	20,921	21	47,112	22,689	22,244	31	48,114	23,641	23,187	41	50,236	24,632	24,170	51	52,367	24,632	24,170	61	54,839	25,469	24,932	
	12	44,568	21,422	21,011	22	47,327	22,738	22,283	32	48,308	23,702	23,240	42	50,400	24,726	24,264	52	52,502	25,635	25,173	62	54,933	26,488	25,926	
	13	44,866	21,547	21,106	23	48,497	22,867	22,405	33	49,469	24,367	23,905	43	50,506	24,957	24,495	53	52,628	25,769	25,307	63	55,071	26,541	26,079	
	14	45,882	22,056	21,594	24	48,881	23,404	22,942	34	50,805	25,016	24,554	44	52,928	26,074	25,612	54	54,109	26,163	25,701	64	55,374	26,697	26,235	
	15	46,989	22,591	22,132	25	49,822	23,951	23,489	35	52,006	25,584	25,122	45	54,405	26,706	26,244	55	55,494	26,880	26,418	65	56,590	27,208	26,742	
20	47,205	22,694	22,232	26	50,066	24,074	23,612	36	52,250	25,124	24,662	46	54,405	26,163	25,701	56	55,494	26,880	26,418	66	56,590	27,208	26,742		
22	10	45,450	21,651	21,430	20	48,282	23,213	22,760	30	50,405	24,232	23,781	40	52,528	25,258	24,807	50	54,344	26,163	25,701	60	56,590	27,208	26,742	
	11	45,789	22,014	21,597	21	48,620	23,371	22,925	31	50,774	24,410	23,962	41	52,887	25,438	24,987	51	54,683	26,297	25,846	61	56,889	27,319	26,853	
	12	45,973	22,108	21,676	22	48,838	23,471	23,027	32	50,958	24,493	24,048	42	53,082	25,520	25,075	52	54,905	26,380	25,929	62	57,114	27,430	26,964	
	13	47,143	22,680	22,228	23	50,035	24,054	23,609	33	52,220	25,100	24,655	43	54,405	26,488	26,043	53	55,494	26,880	26,435	63	58,180	27,541	27,096	
	14	47,327	22,758	22,319	24	50,251	24,192	23,747	34	52,436	25,208	24,763	44	54,590	26,451	26,006	54	55,684	26,964	26,519	64	58,375	27,652	27,207	
	15	48,466	23,301	22,859	25	51,451	24,732	24,287	35	53,687	25,816	25,371	45	55,944	27,084	26,639	55	58,180	27,765	27,320	65	60,406	28,147	27,702	
20	48,881	23,404	22,954	26	51,687	24,800	24,354	36	53,913	25,917	25,471	46	56,128	26,988	26,543	56	58,375	27,866	27,421	66	60,621	28,147	27,702		
23	10	46,988	22,581	22,165	20	49,949	24,012	23,548	30	52,178	25,061	24,597	40	54,344	26,126	25,662	50	56,590	27,151	26,687	60	58,822	28,147	27,683	
	11	47,266	22,785	22,369	21	50,282	24,170	23,706	31	52,487	25,200	24,737	41	54,683	26,297	25,846	51	56,889	27,319	26,853	61	60,026	28,352	27,889	
	12	47,543	22,950	22,478	22	50,486	24,325	23,860	32	52,682	25,327	24,807	42	54,989	26,391	25,930	52	57,114	27,430	26,964	62	61,229	28,553	28,090	
	13	48,743	23,521	22,984	23	51,728	24,881	24,391	33	54,006	25,864	25,374	43	55,251	26,488	26,006	53	57,319	27,541	27,059	63	62,430	28,754	28,291	
	14	48,928	23,521	23,078	24	51,943	24,978	24,488	34	54,180	26,528	26,038	44	55,436	26,584	26,094	54	57,519	27,652	27,170	64	63,631	28,955	28,492	
	15	50,128	24,101	23,636	25	53,206	25,081	24,591	35	55,313	26,688	26,198	45	57,714	27,765	27,283	55	59,626	28,147	27,665	65	64,832	29,156	28,693	
20	50,312	24,187	23,727	26	53,390	25,174	24,684	36	55,519	26,792	26,302	46	57,829	28,147	27,655	56	59,831	28,352	27,866	66	65,033	29,156	28,693		
24	10	48,774	23,418	22,980	20	51,520	24,917	24,436	30	54,097	26,004	25,503	40	56,405	27,118	26,617	50	58,714	27,229	26,728	60	60,920	28,147	27,646	
	11	49,113	23,618	23,176	21	52,159	25,074	24,593	31	54,467	26,169	25,688	41	56,744	27,229	26,728	51	59,057	27,339	26,837	61	61,124	28,147	27,646	
	12	49,328	23,713	23,254	22	52,374	25,199	24,698	32	54,652	26,274	25,793	42	56,932	27,339	26,837	52	59,259	27,449	26,946	62	61,329	28,147	27,646	
	13	50,559	24,307	23,838	23	53,666	25,801	25,300	33	56,005	26,828	26,327	43	58,180	27,449	26,946	53	60,436	28,147	27,646	63	61,534	28,147	27,646	
	14	50,743	24,399	23,928	24	53,851	25,903	25,392	34	56,221	27,025	26,508	44	58,375	28,147	27,646	54	60,631	28,147	27,646	64	61,739	28,147	27,646	
	15	50,928	24,879	24,507	25	54,036	26,016	25,495	35	56,436	27,137	26,616	45	58,536	28,147	27,646	55	60,836	28,147	27,646	65	61,944	28,147	27,646	
20	52,189	25,091	24,688	26	55,390	26,326	25,805	36	57,790	27,737	27,216	46	59,190	28,147	27,646	56	61,140	28,147	27,646	66	62,145	28,147	27,646		
25	10	50,328	24,292	23,820	20	53,697	25,811	25,317	30	56,087	26,951	26,438	40	58,436	27,541	27,028	50	60,685	28,147	27,646	60	62,390	28,147	27,646	
	11	51,038	24,688	24,198	21	54,291	26,178	25,684	31	56,405	27,118	26,594	41	58,744	27,652	27,139	51	60,994	28,147	27,646	61	62,595	28,147	27,646	
	12	51,881	24,554	24,061	22	54,521	26,284	25,789	32	56,619	27,229	26,705	42	59,003	27,765	27,252	52	61,203	28,147	27,646	62	62,799	28,147	27,646	
	13	52,244	25,164	24,661	23	55,005	26,733	26,218	33	56,826	27,802	27,287	43	59,414	27,866	27,351	53	61,408	28,147	27,646	63	62,904	28,147	27,646	
	14	52,566	25,268	24,767	24	55,790	26,820	26,305	34	57,219	27,999	27,484	44	59,825	28,147	27,646	54	61,613	28,147	27,646	64	63,109	28,147	27,646	
	15	53,951	25,980	25,471	25	57,144	27,431	26,916	35	58,636	28,672	28,157	45	60,030	28,147	27,646	55	61,818	28,147	27,646	65	63,314	28,147	27,646	
20	54,036	25,979	25,471	26	57,395	27,518	27,003	36	58,887	28,716	28,201	46	60,233	28,147	27,646	56	62,019	28,147	27,646	66	63,519	28,147	27,646		
26	10	52,744	25,576	24,888	20	56,036	26,940	26,425	30	58,488	28,124	27,609	40	60,994	28,147	27,646	50	62,595	28,147	27,646	60	64,124	28,147	27,646	
	11																								

15 years	14	63.237	30.4022	29.8175	24	67.145	32.2811	31.8602	34	70.069	33.8888	33.0380	44	72.991	35.0920	34.4172	54	75.946	36.5124	35.8101	64	78.889	37.9178	37.1889
18 years	15	64.775	31.1417	30.5430	25	68.745	33.0655	32.4266	35	71.792	34.5152	33.5615	45	74.776	35.9602	35.2588	55	77.792	37.3999	36.6908	65	80.777	38.8532	39.0895
20 years	16	64.991	31.2457	30.8648	26	68.990	33.1895	32.5307	36	71.977	34.6043	33.8987	46	74.992	36.0540	35.3606	56	77.977	37.4989	36.7878	66	80.992	38.9386	39.1899
5 years	10	64.437	30.9792	30.8398	20	68.468	32.9175	32.2643	30	71.484	34.3971	33.7082	40	74.489	35.8170	35.1383	50	77.515	37.2898	36.5505	60	80.531	38.7188	37.9724
10 years	11	64.775	31.1417	30.5430	21	68.807	33.0801	32.4839	31	71.822	34.6286	33.8608	41	74.838	35.9197	35.2879	51	77.884	37.4288	36.7097	61	80.900	38.8848	39.1464
12 years	12	64.960	31.2308	30.6302	22	68.990	33.1895	32.5307	32	72.007	34.6168	33.9591	42	75.033	36.0033	35.3894	52	78.069	37.3893	36.8116	62	81.000	38.9381	39.2036
15 years	13	66.591	32.0150	31.3982	23	70.714	33.9973	33.3435	33	73.823	35.4918	34.8802	43	76.899	36.9708	36.2600	53	80.008	38.4654	37.6757	63	83.110	39.8595	39.1910
18 years	14	68.006	32.1185	31.5009	24	70.930	34.1008	33.4461	34	74.007	35.6605	34.9883	44	77.115	37.0746	36.3616	54	80.192	38.5537	37.8124	64	83.300	40.0482	39.2780
20 years	15	68.437	32.2026	32.2700	25	72.583	34.9278	34.2577	35	75.823	36.4532	35.7524	45	78.993	37.9773	37.2471	55	82.347	39.5007	38.7411	65	85.326	41.0248	40.2578
5 years	10	68.821	32.9911	32.3567	20	72.898	35.9181	34.3447	30	76.007	36.5417	35.6392	40	79.177	37.0659	37.3338	50	82.347	39.5997	38.8294	60	85.546	41.1281	40.3373
10 years	11	68.314	32.8433	32.2116	20	72.584	34.8980	34.2249	30	75.781	36.4334	35.7327	40	78.989	37.9754	37.2450	50	82.189	39.5140	38.7543	60	85.390	41.0527	40.2833
12 years	12	68.666	33.0123	32.3776	21	72.955	35.0649	34.3808	31	76.132	36.6021	35.8984	41	79.339	38.1437	37.4102	51	82.541	39.8830	38.9199	61	85.741	41.2217	40.4289
15 years	13	68.857	33.1043	32.4678	22	73.127	35.1572	34.4808	32	76.324	36.6941	35.9968	42	79.531	38.2360	37.5008	52	82.731	39.7747	39.0099	62	85.932	41.3134	40.5189
18 years	14	70.578	33.9319	33.2792	23	74.955	36.0359	35.3428	33	78.232	37.6114	36.8981	43	81.519	39.1916	38.4378	53	84.799	40.7888	39.9949	63	88.090	42.3481	41.5318
20 years	15	72.501	34.0259	33.3716	24	75.151	36.1301	35.4354	34	78.427	37.7054	36.9905	44	81.713	39.2852	38.5298	54	84.995	40.8831	40.0773	64	88.278	42.4399	41.8238
5 years	10	72.501	34.8581	34.1959	25	76.983	37.0112	36.2995	35	80.341	38.6253	37.8927	45	83.707	40.2439	38.4899	55	87.069	41.8802	41.0553	65	90.478	43.4752	42.8391
10 years	11	72.701	34.9523	34.2902	26	77.183	37.1074	36.3937	36	80.541	38.7215	37.9770	46	83.907	40.3398	38.5842	56	87.289	41.9584	41.1498	66	90.630	43.5722	42.7343
5 years	10	72.488	34.8408	34.1706	20	77.023	37.0301	36.3180	30	80.377	38.6427	37.8987	40	83.793	40.2651	38.5109	50	87.209	41.9272	41.1209	60	90.593	43.5548	42.7188
10 years	11	72.838	35.0181	34.3447	21	77.381	37.1929	36.4778	31	80.746	38.8203	38.0738	41	84.182	40.4625	38.6844	51	87.547	42.0897	41.2802	61	90.982	43.7318	42.8908
12 years	12	73.022	35.1089	34.4319	22	77.546	37.2817	36.5647	32	80.930	38.9098	38.1608	42	84.346	40.5512	38.7715	52	87.731	42.1765	41.3875	62	91.147	43.9207	42.9782
15 years	13	74.638	35.9797	35.2879	23	79.485	38.2138	37.4790	33	82.982	39.8954	39.1185	43	86.439	41.5574	40.7583	53	89.947	43.2499	42.4723	63	93.424	44.9165	44.0519
18 years	14	73.659	36.0933	35.3694	24	78.700	38.3172	37.5804	34	83.147	39.9743	39.2395	44	86.934	41.6807	40.8599	54	90.132	43.3325	42.4992	64	93.809	45.0043	44.1530
20 years	15	70.689	36.5953	36.2437	25	81.639	38.2484	37.4846	35	85.177	40.9307	40.0533	45	88.778	42.6818	41.8610	55	92.316	44.3828	43.5299	65	95.886	46.0380	45.2125
5 years	10	77.031	37.1782	36.4630	20	82.192	39.5154	38.7555	30	85.793	41.2468	40.5275	40	88.424	42.9924	42.1657	50	93.055	44.7381	43.8778	60	98.697	46.4839	45.5900
10 years	11	77.700	37.3556	36.6374	21	82.531	39.6783	38.9154	31	86.182	41.4241	40.6295	41	88.762	43.1549	42.3252	51	93.384	44.9108	44.0373	61	97.025	46.6495	45.7494
12 years	12	77.894	37.4444	36.7245	22	82.716	39.7672	39.0026	32	86.347	41.5129	40.7147	42	89.978	43.2587	42.4268	52	93.609	45.0043	44.1390	62	97.208	46.7352	45.8386
15 years	13	79.823	38.3764	37.6385	23	84.777	40.7592	39.8744	33	88.501	42.5455	41.7302	43	92.225	44.3388	43.4681	53	95.947	46.1284	45.2418	63	99.640	47.9040	46.9828
18 years	14	80.039	38.4802	37.7403	24	84.992	40.8617	40.0760	34	88.716	42.6520	41.8317	44	92.409	44.4275	44.5730	54	96.132	46.2174	45.3265	64	99.856	48.0075	47.0943
20 years	15	81.977	39.4121	38.6543	25	87.055	41.8534	41.0468	35	90.870	43.8977	42.8475	45	94.665	45.5074	44.6324	55	98.471	47.3417	46.4313	65	102.287	48.1764	48.2308
5 years	10	82.192	39.5154	38.7555	26	87.270	41.9587	41.1498	36	91.055	43.7764	42.9345	46	94.871	45.6110	44.7398	56	98.686	47.4453	46.5329	66	102.471	49.2849	48.3176
5 years	10	82.489	39.8488	38.8862	20	87.608	42.1184	41.3084	30	91.486	43.9885	43.1376	40	95.332	45.8327	44.9515	50	99.210	47.8989	46.7798	60	103.687	49.5809	48.8079
10 years	11	82.808	39.8116	38.0458	21	87.977	42.2968	41.4835	31	91.823	44.1480	43.2971	41	95.702	46.0104	45.1255	51	99.548	47.9595	46.9392	61	103.428	49.7238	48.8676
12 years	12	82.999	39.9003	38.1330	22	88.163	42.3880	41.5708	32	92.009	44.2350	43.3983	42	95.886	46.0930	45.2125	52	99.763	47.9831	47.0168	62	103.610	49.8127	48.9547
15 years	13	85.065	40.9062	40.1195	23	90.347	43.9381	42.8008	33	94.317	45.3445	44.4725	43	98.228	47.2328	46.3441	53	102.266	48.1818	48.2163	63	106.195	51.0582	50.0733
18 years	14	85.270	40.9950	40.2068	24	90.579	43.9396	42.7023	34	94.652	45.4482	44.5472	44	98.471	47.3417	46.4313	54	102.441	48.2565	48.3033	64	106.410	51.1588	50.1750
20 years	15	87.392	42.0011	41.1995	25	92.779	44.8051	43.7473	35	96.809	45.5476	45.6478	45	100.871	48.4959	47.5831	55	104.933	50.4487	49.4795	65	108.998	52.4017	51.3940
5 years	10	87.547	42.0987	41.2992	26	92.993	44.8936	43.8342	36	97.025	46.6485	45.7494	46	101.087	48.5999	47.6848	56	105.149	50.5524	49.5802	66	109.210	52.5050	51.4954
5 years	10	88.501	42.5485	41.7392	20	94.040	45.2115	44.3421	30	98.194	47.2088	46.3099	40	102.317	49.1910	48.2451	50	106.472	51.1888	50.2042	60	110.628	53.1885	52.1628
10 years	11	88.639	42.7111	41.8698	21	94.378	45.3741	44.5017	31	98.532	47.3713	46.5403	41	102.886	49.3884	48.4192	51	106.841	51.3639	50.3780	61	110.935	53.2484	52.2228
12 years	12	89.055	42.8147	41.9913	22	94.568	45.4632	44.5888	32	98.717	47.4601	46.5403	42	102.872	49.4676	48.5108	52	107.026	51.4547	50.4650	62	111.180	53.4584	52.2820
15 years	13	91.270	43.8800	43.0362	23	96.832	46.6020	45.7057	33	101.179	48.6438	47.7063	43	105.451	50.7808	48.7253	53	109.703	52.7417	51.7275	63	113.590	54.6855	53.7301
18 years	14	91.454	43.9685	43.1230	24	97.148	46.7059	46.8077	34	101.385	48.7474	47.8809	44	105.641	50.7889	48.8122	54	109.888	52.8306	51.8147	64	114.134	54.8721	53.8101
20 years	15	93.701	45.0487	44.1924	25	99.517	47.8448	48.9248	35	103.856	49.9308	48.9107	45	108.226	52.0317	50.1310	55	112.564	54.1175	53.0789	65	116.934	56.2184	55.1373
5 years	10	93.886	45.1375	44.2894	26	99.702	47.9336	47.0118	36	104.071	50.0343	49.0722	46	108.411	52.1206	51.1181	56	112.780	54.2213	53.1785	66	117.118	56.3071	55.2244

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15 years

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15 years

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NON-BARGAINING SALARY SCHEDULE - 3.00% (EFFECTIVE JULY 1, 2019)

SALARY GRADE	JULY 1, 2019										JULY 1, 2019										JULY 1, 2019										JULY 1, 2019									
	ENTRY					STANDARD					STANDARD					STANDARD					ENTRY					STANDARD					STANDARD					STANDARD				
	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR	MINIMUM	MINIMUM	HOURLY	2019	5 YEAR					
N19	10	34,992	16,931	16,498	20	37,527	17,874	17,696	30	39,178	18,645	18,293	40	40,823	19,447	19,092	50	42,469	20,282	19,847	60	44,109	21,095	20,638	70	45,744	21,931	21,454	80	47,374	22,794	22,300	90	49,000	23,684	23,114				
	11	35,341	17,089	16,755	22	37,718	18,135	17,784	32	39,369	18,927	18,571	42	41,013	19,716	19,358	52	42,654	20,548	20,181	62	44,294	21,397	21,029	72	45,924	22,200	21,822	82	47,554	23,038	22,651	92	49,184	23,918	23,531				
	12	35,690	17,248	16,914	23	38,067	18,290	17,935	33	39,718	19,078	18,721	43	42,367	19,909	19,551	53	44,002	20,399	20,041	63	45,642	21,258	20,899	73	47,272	22,033	21,674	83	48,902	22,918	22,550	93	50,532	23,838	23,470				
	13	36,040	17,407	17,073	24	38,416	18,445	18,090	34	40,068	19,232	18,875	44	42,716	20,063	19,705	54	44,351	20,710	20,351	64	46,000	21,417	21,058	74	47,641	22,144	21,785	84	49,291	23,073	22,714	94	50,881	23,958	23,590				
	14	36,390	17,566	17,232	25	38,762	18,600	18,245	35	40,369	19,386	19,031	45	43,016	20,187	19,828	55	44,600	20,959	20,600	65	46,250	21,576	21,217	75	48,000	22,367	22,008	85	49,641	23,263	22,904	95	51,281	24,148	23,785				
	15	36,740	17,725	17,391	26	39,108	18,755	18,400	36	40,670	19,541	19,186	46	43,266	20,348	19,989	56	44,750	21,125	20,766	66	46,400	21,765	21,406	76	48,100	22,556	22,197	86	49,891	23,454	23,095	96	51,481	24,037	23,676				
20	10	45,366	21,856	21,365	20	48,177	23,162	22,718	30	50,301	24,183	23,718	40	52,424	25,209	24,719	50	54,548	26,224	25,706	60	56,672	27,249	26,711	70	58,796	28,274	27,719	80	60,920	29,300	28,726	90	63,044	30,325	29,771				
	11	45,705	21,976	21,508	21	48,525	23,332	22,888	31	50,649	24,307	23,823	41	52,773	25,278	24,768	51	54,896	26,295	25,759	61	57,020	27,271	26,713	71	59,149	28,300	27,728	81	61,273	29,306	28,744	91	63,416	30,332	29,777				
	12	45,895	22,064	21,604	22	48,747	23,494	23,050	32	50,804	24,442	23,927	42	52,931	25,329	24,800	52	55,118	26,316	25,771	62	57,242	27,326	26,758	72	59,361	28,332	27,774	82	61,504	29,338	28,780	92	63,641	30,344	29,789				
	13	47,036	22,613	22,178	23	49,592	24,015	23,553	33	52,139	25,068	24,594	43	54,294	26,109	25,611	53	56,481	27,054	26,557	63	58,672	28,071	27,519	73	60,863	29,077	28,526	83	62,796	29,983	29,421	93	64,919	30,350	29,795				
	14	47,258	22,704	22,269	24	49,828	24,106	23,641	34	52,370	25,166	24,674	44	54,524	26,174	25,672	54	56,712	27,075	26,572	64	58,903	28,082	27,526	74	61,094	29,083	28,531	84	63,044	29,985	29,423	94	65,069	30,356	29,799				
	15	48,389	23,288	22,853	25	50,439	24,707	24,262	35	53,378	25,780	25,282	45	55,567	26,840	26,332	55	58,756	27,840	27,326	65	60,947	28,847	28,329	75	63,138	29,848	29,321	85	65,129	30,362	29,832	95	67,120	31,368	30,348				
21	10	46,814	22,507	22,079	20	49,730	23,907	23,440	30	51,917	24,902	24,480	40	54,104	25,914	25,512	50	56,291	26,926	26,496	60	58,478	27,938	27,492	70	60,665	28,950	28,485	80	62,852	29,962	29,507	90	65,039	30,974	30,519				
	11	47,183	22,624	22,204	21	50,079	24,074	23,614	31	52,297	25,149	24,684	41	54,484	26,192	25,697	51	56,672	27,206	26,721	61	58,859	28,228	27,721	71	61,046	29,222	28,715	81	63,233	30,234	29,727	91	65,220	31,246	30,740				
	12	47,363	22,757	22,327	22	50,301	24,181	23,718	32	52,487	25,234	24,768	42	54,674	26,286	25,780	52	56,861	27,271	26,756	62	59,048	28,300	27,774	72	61,235	29,246	28,729	82	63,422	30,258	29,742	92	65,409	31,268	30,752				
	13	48,358	23,350	22,920	23	51,536	24,771	24,304	33	53,787	26,389	25,918	43	55,974	27,349	26,873	53	58,161	28,316	27,829	63	60,348	29,332	28,845	73	62,525	29,983	29,478	83	64,704	30,270	29,761	93	66,591	31,290	30,769				
	14	48,747	23,452	22,986	24	51,758	24,840	24,364	34	54,009	26,500	26,024	44	56,196	27,409	26,924	54	58,383	28,344	27,847	64	60,570	29,354	28,867	74	62,751	29,995	29,490	84	64,926	30,276	29,773	94	66,907	31,292	30,777				
	15	49,920	24,002	23,586	25	52,995	25,317	24,882	35	55,308	26,506	26,073	45	57,495	27,418	26,933	55	59,682	28,366	27,869	65	61,869	29,366	28,889	75	63,968	29,997	29,502	85	66,004	30,288	29,784	95	68,095	31,304	30,784				
22	10	50,142	24,106	23,641	20	53,217	25,052	24,633	30	55,530	26,073	25,686	40	57,843	27,094	26,697	50	60,156	28,115	27,707	60	62,469	29,136	28,719	70	64,782	29,957	29,530	80	66,895	30,958	30,531	90	69,008	31,979	31,550				
	11	48,389	23,288	22,821	21	51,442	24,715	24,261	31	53,692	26,136	25,688	41	56,005	27,167	26,753	51	58,318	28,187	27,773	61	60,631	29,188	28,761	71	62,944	29,978	29,551	81	65,057	30,979	30,550	91	67,170	31,980	31,551				
	12	48,969	23,547	23,081	22	51,980	24,894	24,509	32	54,282	26,287	25,888	42	56,595	27,200	26,785	52	58,908	28,208	27,793	62	61,077	29,189	28,762	72	63,211	29,989	29,562	82	65,324	30,990	30,561	92	67,433	31,991	31,562				
	13	50,205	24,137	23,672	23	53,280	25,612	25,127	33	55,636	26,743	26,258	43	58,129	27,319	26,834	53	60,422	28,289	27,813	63	62,314	29,200	28,773	73	64,444	29,990	29,563	83	66,556	30,991	30,562	93	68,668	31,992	31,563				
	14	50,386	24,288	23,763	24	53,501	25,718	25,227	34	55,816	26,834	26,343	44	58,320	27,395	26,910	54	60,615	28,390	27,914	64	62,525	29,191	28,764	74	64,646	29,991	29,564	84	66,758	30,992	30,563	94	68,869	31,993	31,564				
	15	51,632	24,831	24,357	25	54,802	26,347	25,842	35	57,178	27,485	26,994	45	59,682	28,010	27,519	55	61,968	29,311	28,835	65	63,854	29,992	29,565	75	65,979	29,993	29,566	85	69,080	31,994	31,565	95	70,191	31,995	31,566				
23	10	51,822	24,914	24,454	26	54,992	26,438	25,927	36	57,400	27,586	27,067	46	59,777	28,634	28,115	56	62,155	29,682	29,163	66	64,531	30,730	30,211	76	66,907	31,776	31,257	86	69,283	32,822	32,303	96	71,663	33,818	33,299				
	11	50,237	24,125	23,679	21	53,374	25,681	25,130	31	55,720	26,787	26,236	41	58,067	27,883	27,332	51	60,413	28,889	28,338	61	62,759	29,884	29,333	71	64,904	29,985	29,434	81	67,095	30,985	30,434	91	69,286	31,986	31,435				
	12	50,808	24,436	23,997	22	53,945	25,993	25,437	32	56,281	27,093	26,542	42	58,394	28,089	27,538	52	60,706	28,990	28,439	62	63,016	29,985	29,434	72	65,195	29,986	29,435	82	69,287	30,987	30,436	92	71,478	31,988	31,437				
	13	52,076	25,056	24,530	23	55,276	26,572	26,042	33	57,608	28,104	27,574	43	59,920	29,089	28,559	53	62,238	29,990	29,460	63	64,330	29,991	29,461	73	66,419	29,992	29,462	83	71,569	31,989	31,438	93	73,760	31,990	31,439				
	14	52,268	25,178	24,646	24	55,487	26,688	26,154	34	57,808	28,184	27,654	44	60,131	29,090	28,560	54	62,441	29,991	29,461	64	64,541	29,992	29,462	74	66,630	29,993	29,463	84	71,700	31,991	31,439	94	73,881	31,992	31,440				
	15	53,534	25,7																																					

14	65.134	31.3143	30.7120	24	69.159	33.2495	32.8100	34	72.171	34.8074	34.0302	44	75.181	36.1488	35.4487	54	78.224	37.8078	38.8844	64	81.235	39.0554	39.3846
15	66.718	32.0700	31.4933	25	70.060	34.0275	33.4025	35	73.945	35.3307	34.6870	45	77.020	37.0267	36.2169	55	80.128	38.5219	37.1812	65	83.201	40.0008	39.2312
16	68.541	32.1831	31.9589	26	71.060	34.1589	33.9388	36	74.138	35.8924	34.9589	46	78.136	37.1358	36.4124	56	81.318	38.8136	37.4789	66	84.372	40.1088	39.3588

10	66.370	31.0986	31.2351	20	70.522	33.0050	33.2528	30	73.828	35.8981	34.7174	40	76.734	36.8915	36.1821	50	79.841	38.2848	37.8410	60	82.947	39.8783	39.1118
11	67.019	32.0102	31.5483	21	71.000	34.0126	33.5176	31	74.318	36.8258	35.0118	41	77.205	37.0650	36.4778	51	80.158	38.6225	37.1410	61	83.527	40.1038	39.2008
12	68.008	32.1872	32.1431	22	71.806	34.1034	33.6188	32	74.817	37.0179	35.0863	42	78.208	37.1850	36.5478	52	80.518	38.6184	37.4675	62	84.099	40.1638	39.2887
13	69.000	32.0254	32.3429	23	72.058	34.1129	34.0459	33	75.039	37.1170	35.1409	43	78.428	37.2082	36.6024	53	80.810	38.5128	37.4824	63	84.665	40.2465	39.3599
14	70.000	32.0000	32.2351	24	72.853	34.2000	34.1589	34	76.000	37.2000	35.2000	44	78.853	37.2854	36.6854	54	81.358	38.5854	37.5854	64	85.144	40.3282	39.4316
15	71.000	32.0000	32.1589	25	73.000	34.2000	34.2000	35	77.000	37.3000	35.3000	45	79.000	37.3000	36.7000	55	81.500	38.6000	37.6000	65	85.300	40.4000	39.5000
16	72.000	32.0000	32.1589	26	73.000	34.2000	34.2000	36	77.000	37.3000	35.3000	46	79.000	37.3000	36.7000	56	81.500	38.6000	37.6000	66	85.300	40.4000	39.5000

10	70.263	33.8936	33.1779	20	74.751	35.6429	35.2518	30	78.055	37.7002	36.8047	40	81.358	38.1447	38.5324	50	84.555	40.6994	39.8159	60	87.951	42.2843	41.6412
11	70.726	34.0027	33.2489	21	75.121	35.6429	35.2518	31	78.518	37.7002	36.8047	41	81.718	38.1447	38.5324	51	84.912	40.6994	39.8159	61	88.312	42.3484	41.7053
12	70.993	34.0094	33.4418	22	75.321	35.6429	35.2518	32	78.819	37.7002	36.8047	42	82.019	38.1447	38.5324	52	85.212	40.6994	39.8159	62	88.673	42.4125	41.7694
13	72.000	34.0409	34.2778	23	76.221	35.6429	35.2518	33	79.070	37.7002	36.8047	43	82.319	38.1447	38.5324	53	85.512	40.6994	39.8159	63	89.034	42.4366	41.8335
14	72.897	35.0487	34.5127	24	77.405	37.1405	37.4056	34	80.268	38.6856	38.0182	44	82.619	38.1447	38.5324	54	85.812	40.6994	39.8159	64	89.417	42.4607	41.8976
15	74.676	35.9019	35.2115	25	79.200	38.1215	37.3856	35	82.751	39.7841	38.7841	45	83.118	38.1447	38.5324	55	86.112	40.6994	39.8159	65	89.800	42.4848	41.9617
16	74.892	38.0000	35.3088	26	79.489	38.2208	37.4855	36	82.957	39.8831	39.1183	46	83.418	38.1447	38.5324	56	86.412	40.6994	39.8159	66	90.183	42.5089	42.0258

10	74.842	35.8858	35.1857	20	79.333	38.1410	37.4075	30	82.788	39.8020	39.0367	40	86.307	42.2856	41.4727	50	89.825	43.1850	42.3545	60	93.311	44.8808	43.9883
11	75.073	36.0886	35.3750	21	79.692	38.3058	37.5721	31	83.188	39.8948	39.2160	41	86.687	42.3497	41.5374	51	90.172	43.2824	42.4185	61	93.691	44.9448	44.0524
12	75.213	36.1881	35.4649	22	79.872	38.4002	37.6616	32	83.580	40.0761	39.3054	42	87.077	42.4125	41.6021	52	90.563	43.3854	42.4935	62	94.061	45.0088	44.1165
13	77.083	37.0591	36.3465	23	81.866	39.3802	38.6034	33	85.451	41.0920	40.2921	43	88.033	42.5015	41.6810	53	91.947	44.5112	42.5884	63	95.017	45.1344	44.2000
14	77.205	37.1558	36.4511	24	82.001	39.4867	38.7078	34	85.841	41.1735	40.3817	44	88.254	42.5823	41.7684	54	92.342	44.6084	42.6844	64	95.408	45.2144	44.2855
15	79.176	38.0850	37.3531	25	84.088	40.4269	39.5403	35	87.233	42.1797	41.3887	45	91.442	43.9823	43.1188	55	96.088	45.7144	44.8355	65	98.783	46.2144	44.5955
16	79.397	38.1177	37.4377	26	84.278	40.5182	39.7389	36	87.965	42.2856	41.4727	46	91.631	44.0534	43.2054	56	96.308	45.8212	44.9400	66	98.994	46.3212	44.6735

10	79.650	38.2985	37.5588	20	84.658	40.7009	39.8182	30	88.387	42.4840	41.6871	40	92.107	44.2922	43.4387	50	95.847	46.0802	45.1941	60	99.578	47.8784	46.9577
11	80.001	38.4273	37.7355	21	85.197	40.8602	40.0029	31	88.747	42.6666	41.8663	41	92.455	44.4455	43.5850	51	96.186	46.2478	45.3554	61	99.935	48.0450	47.1118
12	80.271	38.5877	37.8787	22	85.197	41.0009	40.1727	32	88.887	42.7583	41.9311	42	92.678	44.5565	43.6986	52	96.417	46.3544	45.4632	62	100.125	48.1373	47.2117
13	82.218	39.5277	38.7677	23	87.320	41.8578	41.1735	33	91.156	43.0250	42.8821	43	94.982	45.6880	44.7307	53	98.025	47.5123	45.9588	63	102.529	49.2411	48.3023
14	82.440	39.8348	38.8725	24	87.542	42.0878	41.2783	34	91.378	43.0318	43.0887	44	95.181	45.7803	44.8802	54	98.018	47.8030	46.8884	64	102.851	49.4477	48.4978
15	84.437	40.5945	39.8139	25	89.887	43.1030	42.2801	35	93.598	44.9993	44.1329	45	97.435	46.8728	45.9714	55	101.425	48.7820	47.9242	65	105.256	50.5517	49.4777
16	84.858	40.7009	39.9182	26	89.888	43.2154	42.3883	36	93.787	45.0807	44.2225	46	97.717	46.8793	46.0759	56	101.647	48.8887	47.9289	66	105.545	50.7428	49.7871

10	85.292	41.0039	40.0526	20	90.237	43.3830	42.5487	30	94.220	45.3030	44.4317	40	98.573	47.2077	46.3000	50	102.186	48.1932	48.1932	60	106.178	51.0477	50.0861
11	85.402	41.0873	40.3070	21	90.800	43.5572	42.7280	31	94.578	45.4752	44.5880	41	98.573	47.2077	46.3000	51	102.534	48.2953	48.3474	61	106.528	51.2155	50.2206
12	87.837	42.1334	41.3231	22	93.056	44.3382	43.8788	32	97.148	45.5621	44.8178	42	100.763	47.4020	46.5898	52	102.756	48.4020	48.4518	62	106.719	51.3871	50.3203
13	87.828	42.2249	41.4130	23	93.056	44.4392	43.8788	33	97.148	45.6648	44.9184	43	100.810	47.5123	46.6924	53	102.756	48.4020	48.4518	63	106.719	51.3871	50.3203
14	89.983	43.2811	42.4283	24	95.279	44.9458	43.9834	34	97.368	46.8116	45.9114	44	103.425	48.7820	47.8242	54	105.514	50.7281	49.5254	64	109.803	52.6938	51.6803
15	89.983	43.2811	42.4283	25	95.279	44.9458	43.9834	34	97.368	46.8116	45.9114	44	103.425	48.7820	47.8242	54	105.514	50.7281	49.5254	64	109.803	52.6938	51.6803
16	90.173	43.3524	42.5189	26	95.752	45.0344	45.1482	36	98.995	48.0458	47.1219	46	104.119	49.0573	49.0847	56	108.081	51.9822	50.9529	66	112.286	53.9738	52.9958

10	81.156	43.8250	43.8821	20	86.811	46.6578	45.8356	30	101.448	48.6251	47.6888	40	105.387	50.8687	49.8925	50	109.867	52.7243	51.7103	60	113.945	54.7811	53.7275
11	81.504	43.9924	43.1465	21	87.208	46.7253	45.8356	31	101.488	48.7924	47.8541	41	105.787	50.8485	49.8718	51	110.046	52.9069	51.8023	61	114.294	54.9488	53.8823
12	81.728	44.0981	43.2510	22	87.400	46.8271	45.9256	32	101.678	48.8838	47.9437	42	106.060	50.8485	49.8718	52	110.236	52.9883	51.8784	62	114.516	55.0556	53.9667
13	84.008	45.1954	44.3273	23	89.840	48.0001	47.0758	33	104.214	50.1031	48.1385	43	108.620	52.2113	51.2171	53	112.984	54.3240	53.2783	63	117.368	56.4270	55.3420
14	84.188	45.2878	44.4187	24	100.083	48.1011	47.1819	34	104.436	50.2088	48.2442	44	108.810	52.3128	51.3089	54	113.184	54.4155	53.3681	64	117.588	56.5183	55.4315
15	86.512	46.4002	45.5079	25	102.503	49.3801	48.3325	35	106.972	50.4288	48.398	45	111.473	52.5619	52.5619	55	115.941	55.7410	54.6882	65	120.442	57.9050	56.7814
16	96.703	48.4818	45.5975	26	102.893	49.3718	48.4222	36	107.193	51.5553	50.5444	46	111.893	53.8942	52.8518	56	118.184	56.8479	54.7759	66	120.832	57.9983	56.8811

10	81.504	43.9924	43.1465	21	87.208	46.7253	45.8356	31	101.488	48.7924	47.8541	41	105.787	50.8485	49.8718	51	110.046	52.9069	51.8023	61	114.294	54.9488	53.8823
11	81.728	44.0981	43.2510	22	87.400	46.8271	45.9256	32	101.678	48.8838	47.9437	42	106.060	50.8485	49.8718	52	110.2						

**NON-BARGAINING SALARY SCHEDULE - 3.00% (EFFECTIVE JULY 1, 2020)**

SALARY GRADE	ENTRY MINIMUM	ENTRY MINIMUM	JULY 1, 2020			JULY 1, 2020			JULY 1, 2020			JULY 1, 2020			JULY 1, 2020			JULY 1, 2020			JULY 1, 2020							
			MINIMUM	MINIMUM	HOURLY	5 FRACTION	STANDARD	MINIMUM	MINIMUM	HOURLY	5 FRACTION	STANDARD	MINIMUM	MINIMUM	HOURLY	5 FRACTION	STANDARD	MINIMUM	MINIMUM	HOURLY	5 FRACTION	STANDARD	MINIMUM	MINIMUM	HOURLY	5 FRACTION	STANDARD	
M19	10	36,042	17,370	16,988	20	38,204	18,410	18,056	30	39,659	19,310	18,949	40	41,656	20,070	19,682	50	43,354	20,843	20,426	60	45,052	21,631	21,231	70	46,811	22,436	22,048
	11	38,401	17,504	17,138	21	40,563	18,532	18,167	31	42,041	19,225	18,851	41	44,066	20,215	19,827	51	45,713	21,018	20,619	61	47,457	21,831	21,435	71	49,250	22,657	22,264
	12	38,996	17,594	17,261	22	40,948	18,675	18,312	32	42,546	19,485	19,117	42	44,244	20,305	19,917	52	46,042	21,180	20,776	62	48,007	22,684	22,294	72	49,850	23,502	23,115
	13	37,511	18,034	17,685	23	38,829	19,164	18,802	33	41,258	19,860	19,509	43	43,269	20,811	20,411	53	45,020	21,640	21,237	63	46,748	22,514	22,112	73	48,519	23,327	22,929
	14	37,739	18,143	17,794	24	40,571	19,269	18,918	34	41,754	19,879	19,528	44	43,517	20,918	20,518	54	45,248	21,750	21,356	64	47,040	22,855	22,452	74	49,120	23,147	22,749
	15	38,653	18,562	18,215	25	40,805	19,372	19,020	35	42,800	20,077	19,726	45	44,552	21,429	21,011	55	46,325	22,273	21,853	65	48,135	23,347	22,929	75	50,015	23,951	23,528
20	16	38,849	18,676	18,319	26	41,203	19,873	19,430	36	42,800	20,570	20,127	46	44,791	21,539	21,119	56	46,553	22,913	22,500	66	48,315	23,948	23,528	76	50,195	24,288	23,862
	10	46,717	22,460	22,028	20	48,622	23,659	23,307	30	51,810	24,906	24,425	40	53,997	25,960	25,468	50	56,184	27,016	26,492	60	58,372	28,064	27,528	70	60,560	29,112	28,562
	11	47,076	22,632	22,193	21	48,981	24,023	23,672	31	52,168	25,081	24,618	41	54,366	26,129	25,654	51	56,543	27,143	26,658	61	58,720	28,167	27,692	71	60,888	29,199	28,718
	12	47,272	22,767	22,328	22	49,210	24,156	23,805	32	52,366	25,174	24,698	42	54,552	26,228	25,742	52	56,727	27,241	26,755	62	58,956	28,215	27,769	72	61,077	29,250	28,757
	13	48,447	23,291	22,850	23	51,451	24,759	24,318	33	53,703	25,818	25,323	43	55,923	26,880	26,385	53	58,923	28,880	28,385	63	60,428	29,052	28,549	73	62,250	29,847	29,344
	14	48,678	23,420	22,979	24	51,646	24,897	24,456	34	53,899	25,912	25,416	44	56,132	28,960	28,465	54	59,372	29,944	29,449	64	60,994	29,944	29,449	74	62,588	30,074	29,578
15	49,851	23,968	23,528	25	52,199	25,426	25,000	35	55,205	29,040	28,614	45	57,522	27,654	27,132	55	59,808	28,757	28,237	65	60,908	29,887	29,368	75	62,922	29,887	29,368	
16	50,880	24,076	23,617	26	54,316	25,568	25,053	36	55,432	28,650	28,137	46	57,718	27,749	27,232	56	60,037	28,838	28,307	66	60,922	29,862	29,344	76	63,056	30,000	29,488	
21	10	48,218	23,181	22,736	20	51,222	24,680	24,152	30	53,475	25,700	25,148	40	55,728	26,717	26,199	50	58,000	27,732	27,184	60	60,280	28,757	28,215	70	62,560	29,762	29,220
	11	48,578	23,346	22,901	21	51,581	24,797	24,321	31	53,866	25,827	25,302	41	56,118	26,980	26,441	51	58,372	27,817	27,276	61	60,636	28,838	28,297	71	62,816	29,797	29,256
	12	48,773	23,447	22,997	22	51,810	24,908	24,433	32	54,061	25,913	25,413	42	56,315	27,074	26,557	52	58,587	28,034	27,517	62	60,892	28,917	28,399	72	63,056	29,762	29,220
	13	50,214	24,054	23,593	23	53,082	25,524	25,029	33	55,311	26,950	26,426	43	58,530	28,076	27,548	53	60,780	29,074	28,546	63	62,027	29,851	29,312	73	64,195	30,531	30,000
	14	51,418	24,139	23,678	24	53,311	25,635	25,137	34	55,530	27,176	26,630	44	58,768	29,176	28,629	54	61,000	30,174	29,627	64	62,250	30,810	30,274	74	64,368	31,100	30,562
	15	51,418	24,139	23,678	25	54,585	26,242	25,738	35	56,868	28,278	27,768	45	59,351	29,534	29,030	55	61,701	30,252	29,748	65	63,500	31,310	30,806	75	65,648	31,940	31,436
22	16	51,846	24,827	24,352	26	54,814	26,352	25,846	36	57,196	27,482	26,981	46	59,546	28,621	28,121	56	61,930	29,779	29,279	66	64,313	30,916	30,416	76	66,706	31,940	31,436
	10	49,851	23,968	23,506	20	52,985	25,472	24,968	30	55,303	26,680	26,074	40	57,663	27,780	27,184	50	60,004	28,847	28,253	60	62,322	29,862	29,362	70	64,635	30,916	30,416
	11	50,243	24,151	23,697	21	53,584	25,682	25,152	31	55,694	26,771	26,161	41	58,013	27,881	27,284	51	60,363	28,925	28,329	61	62,681	30,000	29,500	71	65,000	31,000	30,500
	12	50,438	24,240	23,792	22	53,530	25,740	25,245	32	55,890	26,870	26,265	42	58,241	28,004	27,402	52	60,559	29,118	28,550	62	62,406	30,248	29,688	72	65,120	31,120	30,620
	13	51,711	24,812	24,361	23	54,781	26,381	25,874	33	57,294	27,544	27,017	43	59,677	28,619	28,092	53	62,061	29,231	28,704	63	63,729	30,881	30,402	73	66,240	31,240	30,760
	14	51,908	24,957	24,479	24	55,106	26,495	25,991	34	57,480	27,639	27,108	44	59,873	28,751	28,216	54	62,251	29,346	28,819	64	64,000	31,000	30,520	74	66,360	31,360	30,880
15	53,181	25,567	25,071	25	56,446	27,174	26,654	35	58,894	29,142	28,614	45	61,343	29,416	28,924	55	63,791	30,466	29,970	65	65,271	31,882	31,448	75	67,500	32,000	31,560	
16	53,377	25,661	25,185	26	56,641	27,214	26,706	36	59,122	29,422	27,877	46	61,571	29,613	29,019	56	64,020	30,787	30,187	66	66,467	31,954	31,410	76	68,600	32,100	31,600	
23	10	51,704	25,049	24,595	20	54,976	26,438	25,926	30	57,392	27,692	27,051	40	59,840	28,762	28,161	50	62,315	29,938	29,345	60	64,812	31,093	30,494	70	67,320	32,100	31,500
	11	52,332	25,189	24,679	21	55,384	26,594	26,082	31	57,880	27,829	27,188	41	60,380	28,921	28,317	51	62,844	30,233	29,632	61	65,360	31,290	30,690	71	68,400	32,200	31,600
	12	53,838	25,787	25,291	22	56,385	27,137	26,641	32	58,416	28,563	28,010	42	61,897	29,382	28,829	52	63,911	30,366	29,813	62	66,892	31,512	30,960	72	70,440	32,300	31,750
	13	53,838	25,787	25,291	23	56,385	27,137	26,641	33	58,416	28,563	28,010	43	61,897	29,382	28,829	53	63,911	30,366	29,813	63	66,892	31,512	30,960	73	70,440	32,300	31,750
	14	53,838	25,787	25,291	24	56,385	27,137	26,641	34	58,416	28,563	28,010	44	61,897	29,382	28,829	54	63,911	30,366	29,813	64	66,892	31,512	30,960	74	70,440	32,300	31,750
	15	55,140	26,509	26,009	25	58,101	28,154	27,602	35	61,081	29,568	28,917	45	64,362	30,700	30,148	55	66,774	31,645	31,029	65	69,120	32,400	31,800	75	72,600	32,500	31,900
16	55,388	26,619	26,103	26	58,388	28,214	27,680	36	61,308	29,672	29,090	46	64,586	30,700	30,148	56	66,998	31,700	31,100	66	69,360	32,500	31,900	76	72,840	32,600	32,000	
24	10	53,805	25,715	25,270	20	56,988	27,383	26,861	30	59,481	28,697	28,048	40	61,956	29,802	29,148	50	64,509	31,038	30,417	60	67,024	32,229	31,603	70	69,540	32,300	31,700
	11	53,987	25,800	25,408	21	57,327	27,509	27,038	31	59,840	28,782	28,218	41	62,344	29,917	29,401	51	64,868	31,166	30,588	61	67,382	32,329	31,700	71	69,780	32,400	31,800
	12	54,183	25,841	25,550	22	57,556	27,608	27,137	32	60,088	28,872	28,329	42															

15 years	14	67,089	32,2537	31,6934	24	71,234	34,2470	33,5893	34	74,336	35,7993	35,0511	44	77,437	37,2291	36,5132	54	80,571	38,7280	37,9909	64	83,872	40,2271	39,4537
18 years	16	69,120	33,0383	32,4031	26	72,965	35,0792	34,4046	36	76,184	36,6172	35,9130	46	79,330	38,1396	37,4061	66	82,529	39,6776	38,9146	66	85,887	41,2003	40,0181
20 years	16	69,949	33,1486	32,5110	26	73,192	35,1885	34,5118	36	76,350	36,7117	36,0056	46	79,536	38,2482	37,5140	66	82,726	39,7779	39,0089	66	86,095	41,3100	40,5157
5 years	10	68,361	32,8659	32,2340	20	72,638	34,9222	34,2504	30	75,837	36,4600	35,7589	40	79,036	37,8982	37,2676	50	82,236	39,5364	38,7764	60	85,435	41,0746	40,2849
10 years	11	68,720	33,0383	32,4031	21	72,987	35,0047	34,4187	31	76,196	36,6205	35,9283	40	79,365	38,1709	37,4369	50	82,565	39,7981	38,9453	60	85,477	41,2629	40,4895
12 years	12	69,916	33,1325	32,4566	22	73,192	35,1885	34,5118	32	76,392	36,7269	36,0206	42	79,624	38,2808	37,5446	62	82,824	39,8191	39,0534	62	86,023	41,3572	40,5618
15 years	13	70,847	33,9848	33,3114	23	75,021	36,0877	35,8741	33	78,318	37,6530	36,9291	43	81,583	39,5324	38,4892	63	84,881	40,0020	40,0232	63	88,177	42,9980	41,5777
18 years	14	70,875	34,0746	33,4193	23	75,249	36,1775	35,4820	34	78,514	37,7473	37,0715	44	81,811	39,5324	38,5780	64	86,075	40,9018	40,1152	64	88,373	42,4871	41,6700
18 years	15	72,805	34,9044	34,2352	25	77,078	37,0566	36,3440	35	80,340	38,6792	37,9298	45	83,803	40,2901	39,5154	65	87,165	41,5083	41,1004	65	90,578	43,5232	42,8882
20 years	16	72,800	35,0002	34,3272	26	77,273	37,1507	36,4363	36	80,936	38,7671	38,0218	46	83,999	40,9841	39,6074	66	87,381	42,0007	41,1931	66	90,766	43,8228	42,7938
5 years	10	72,474	34,8435	34,1732	20	77,004	37,0012	36,3091	30	80,397	38,6572	37,9088	40	83,799	40,9861	39,5133	50	87,194	41,9204	41,1144	60	90,580	43,6599	42,7153
10 years	11	72,847	35,0278	34,3494	21	77,377	37,2003	36,4652	31	80,789	38,8312	38,0847	41	84,171	40,9868	39,6955	51	87,587	42,0987	41,2061	61	90,963	43,7292	42,8011
12 years	12	73,050	35,1203	34,4451	22	77,560	37,2893	36,5696	32	80,972	38,9287	38,1802	42	84,374	40,9868	39,7946	51	87,770	42,1989	41,3056	62	91,165	43,8294	42,8965
15 years	13	74,877	35,9984	35,3059	23	79,519	38,2305	37,4852	33	82,986	39,9019	38,1345	43	86,483	41,5763	40,7785	53	89,964	43,2517	42,4188	63	93,444	45,8250	44,1081
18 years	14	73,064	36,0981	35,4039	24	79,727	38,3304	37,5935	34	83,204	40,0017	38,2326	44	86,880	41,6777	40,8783	54	90,172	43,3517	42,5180	64	93,651	46,0245	44,1897
20 years	16	76,916	36,9789	36,2878	26	81,671	38,9789	38,1012	36	85,233	40,9776	40,1898	46	88,805	42,6947	41,9736	56	92,372	44,4095	43,5556	66	95,936	48,1229	45,2358
18 years	16	77,128	37,0809	36,3679	26	81,884	39,3672	38,8102	36	85,446	41,0786	40,2898	46	89,017	42,7965	41,9736	56	92,594	44,5116	43,6556	66	96,150	48,2298	45,3388
5 years	10	76,882	38,9824	38,2516	20	81,713	39,2852	38,5297	30	85,272	40,9961	40,2078	40	88,866	42,7365	41,9165	50	92,520	44,4808	43,6251	60	96,110	48,2067	45,3182
10 years	11	77,273	37,1507	38,4363	21	82,072	38,4579	38,8993	31	85,664	41,1844	40,3825	41	89,288	42,8267	42,1011	51	92,878	44,6530	43,7942	61	96,502	48,3951	45,5028
12 years	12	77,489	37,2448	38,5288	22	82,268	38,5522	38,7914	32	85,858	41,2764	40,4846	42	89,483	43,0207	42,1935	52	93,074	44,7472	43,8868	62	96,888	48,4894	45,5955
15 years	13	79,395	38,1709	37,4369	23	84,325	40,5410	39,7815	33	88,014	42,3145	41,5009	43	91,703	44,0882	43,2404	53	95,425	45,8774	44,9952	63	99,114	47,6509	46,7347
18 years	14	79,824	38,2808	38,5446	23	84,559	40,6507	39,8880	34	88,210	42,4087	41,5932	44	91,931	44,1978	43,3480	54	94,195	45,9715	45,0874	64	99,310	47,7450	46,8271
20 years	16	81,551	39,2070	38,4531	25	86,811	41,6997	40,8888	35	90,365	43,4446	42,6092	45	94,195	45,2812	44,4103	55	97,938	47,0888	46,1806	65	101,726	48,9085	47,9860
18 years	16	81,779	39,3189	38,5608	26	86,906	41,7337	40,9311	36	90,593	43,5545	42,7189	46	94,380	45,3750	44,5026	56	98,167	47,1968	46,2892	66	101,954	49,0184	48,0737
5 years	10	82,040	39,4423	38,6636	20	87,198	41,9219	41,1157	30	91,018	43,7565	42,9171	40	94,870	45,6107	44,7336	50	98,722	47,4676	46,5499	60	102,575	49,3148	48,3864
10 years	11	82,432	39,6306	38,8688	21	87,557	42,0847	41,2854	31	91,408	43,9468	43,1017	41	95,229	45,7930	44,9028	51	99,061	47,6533	46,7192	61	102,934	49,4873	48,5356
12 years	12	82,627	39,7247	38,9810	22	87,753	42,1830	41,3779	32	91,805	44,0410	43,1942	42	95,458	45,8932	45,0106	52	99,310	47,7450	46,8271	62	103,128	49,6114	48,6281
15 years	13	84,694	40,7135	39,9307	23	89,940	42,4088	42,2088	33	93,991	45,1398	44,3166	43	97,941	47,0391	46,1344	53	101,790	48,9377	47,9868	63	105,708	50,9213	49,9441
16 years	14	84,970	40,8236	40,0087	24	90,168	43,4302	42,5166	34	94,119	45,2495	44,3793	44	98,037	47,1331	46,2266	54	101,987	49,0320	48,0991	64	105,917	50,9311	49,9517
18 years	15	86,970	41,8123	41,0083	25	92,357	44,4302	43,5485	35	96,404	46,3482	45,4569	45	100,420	48,2788	47,3505	55	104,488	50,2249	49,2689	65	108,516	52,1713	49,9517
20 years	16	87,198	41,9219	41,1157	26	92,585	44,5119	43,6558	36	96,600	46,4424	45,5492	46	100,648	48,3887	47,4581	56	104,696	50,3348	49,3668	66	108,711	52,2651	51,2801
5 years	10	87,491	42,0832	41,2544	20	93,844	44,8845	43,8252	30	97,057	46,8345	45,7647	40	101,138	48,8239	47,6890	50	105,210	50,6018	49,6287	60	108,365	52,5791	51,5681
10 years	11	87,851	42,2361	41,4237	21	93,935	44,8727	44,0088	31	97,416	46,8825	45,9339	41	101,530	48,8124	47,8737	51	105,610	50,7742	49,7978	61	108,724	52,7520	51,7375
12 years	12	88,047	42,3302	41,5162	22	93,532	44,9973	44,1024	32	97,612	46,9290	46,0264	42	101,726	48,9065	47,9860	52	105,838	50,9841	49,9054	62	108,920	52,9483	51,8298
15 years	13	90,287	43,3974	42,5628	23	95,849	46,0814	45,1952	33	100,060	48,1059	47,1809	43	104,271	50,1305	48,1864	53	108,483	52,1555	51,1527	63	112,662	54,1845	53,1228
16 years	14	90,463	43,4816	42,6654	24	96,078	46,1912	45,3029	34	100,288	48,2159	47,2897	44	104,488	50,2489	48,2589	54	108,690	52,2498	49,2689	64	112,891	54,2744	53,2307
18 years	15	92,883	44,5698	43,7022	25	98,429	47,3216	46,4115	35	102,704	49,3717	48,4275	45	107,015	51,4283	49,4597	55	111,324	52,5211	51,2450	65	115,633	54,5292	54,5292
20 years	16	92,978	44,6530	43,7942	26	98,524	47,4154	46,5037	36	102,934	49,4973	48,5556	46	107,243	51,5580	50,5675	56	111,553	53,8311	52,5996	66	115,881	55,0268	54,8316
5 years	10	93,891	45,1398	44,2716	20	99,767	47,9848	47,0426	30	104,175	50,0899	48,1206	40	108,548	52,1887	51,1833	50	112,966	54,3060	53,2616	60	117,363	56,8245	55,3393
10 years	11	94,249	45,3122	44,5409	21	100,126	48,1374	47,2119	31	104,533	50,2862	48,2897	41	108,940	52,3750	51,3650	51	113,348	54,4941	53,4600	61	117,723	56,9794	55,5091
12 years	12	94,478	45,4221	44,5465	22	100,322	47,3043	47,3043	32	104,729	49,3820	48,3820	42	108,137	52,4655	51,4604	52	113,543	54,5862	53,5388	62	117,951	56,7073	55,6166
15 years	13	96,629	46,5623	45,6571	23	103,695	49,4401	48,4882	33	107,341	51,6082	50,6137	43	111,879	53,8789	52,7936	53	116,394	55,8537	54,8777	63	120,889	58,1198	57,0023
16 years	14	97,024	46,8462	45,7492	24	103,865	49,5503	48,5974	34	107,569	51,7161	50,7215	44	112,075	53,8820	52,8458	54	116,590	56,0490	54,9702	64	121,089	58,2198	57,0944
18 years	15	99,408	47,7922	46,8731	25	105,578	50,5785	48,7825	36	110,181	52,9717	51,9530	46	114,819	55,2005	54,1388	55	118,419	57,4132	56,3093	65	124,056	59,4422	58,4951
20 years	16	99,604	47,8863	46,9654	26	105,774	50,8527	48,8749	36	110,409	52,0814	52,0807	46	115,013	55,2947	54,2311	56	118,648	57,5293	56,4171	66	124,251	59,7362	58,5875

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