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CITY OF CUYAHOGA FALLS, OHIO

ORDINANCE NO. 72 - 2014

AN ORDINANCE ESTABLISHING COMPENSATION LEVELS FOR NON-BARGAINING EMPLOYEES OF THE CITY OF CUYAHOGA FALLS FOR CALENDAR YEARS 2014, AND 2015, AND DECLARING AN EMERGENCY.

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

Section 1. That compensation levels for non-bargaining employees employed with the City of Cuyahoga Falls on and including the date of passage of this ordinance as listed on Exhibit A are hereby established as set forth in Exhibit B for the calendar years 2014, and 2015 respectively.

Section 2. That any ordinances or resolutions or portions of ordinances and resolutions inconsistent herewith be and the same are hereby repealed, but any ordinances and resolutions not inconsistent herewith and which have not previously been repealed are hereby ratified and confirmed.

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

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

Passed: 7/28/2014

Mary Ellen Pyke
President of Council

David C. Davis
Clerk of Council

Approved: 7-29-2014

[Signature]
Mayor

7/14/14

CITY OF CUYAHOGA FALLS
 FULL-TIME NON-BARGAINING POSITION & PAY GRADE CLASSIFICATIONS
 AS OF APRIL 22, 2013

July 28, 2014 mp

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.	N24
ASST PARKS & REC. SUPT	N32
ASST STREET & SANITATION SUPT.	N29
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 IT SERVICES	N33
DIVISION OF PLANNING DIRECTOR	N33
ELECTRIC METER/SUBSTATION FOREMAN	N29
ELECTRIC TECHNOLOGY MANAGER	N29
ELECTRIC UTILITY SUPT	N34
FACILITY DIRECTOR	N32
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

Position Title	Grade
LINE FOREMAN	N29
MAINTENANCE SUPERVISOR	N25
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
SEWER COLLECTIONS MANAGER	N28
STREET & SANITATION SUPERINTENDENT	N32
SUPT MOTOR VEHICLES	N29
TREASURER	N29
UTILITIES BILLING MANAGER	N31
WATER DISTRIBUTION MANAGER	N28
WATER TREATMENT PLANT MANAGER	N28
WATER UTILITIES SUPT	N34
WEB DEVELOPER	N25

EXHIBIT B
NON-BARGAINING 2014 SALARY SCHEDULE - 2.35% (EFFECTIVE JANUARY 1, 2014)

SALARY GRADE	ENTRY MINIMUM	ENTRY MAXIMUM	JAN. 1, 2014			JAN. 1, 2014			JAN. 1, 2014			JAN. 1, 2014			JAN. 1, 2014									
			HOURLY W/ 2014	\$ FURLOUGH DAYS	STO. MINIMUM	STO. MAXIMUM	HOURLY W/ 2014	\$ FURLOUGH DAYS	PCI ONE	PCI ONE	HOURLY W/ 2014	\$ FURLOUGH DAYS	PCI TWO	PCI TWO	HOURLY W/ 2014	\$ FURLOUGH DAYS	THREE	THREE	HOURLY W/ 2014	\$ FURLOUGH DAYS	MIDPOINT	MIDPOINT	HOURLY W/ 2014	\$ FURLOUGH DAYS
N19	10	30,472	14,6498	14,3681	20	32,376	15,5652	15,2659	30	33,784	16,2421	15,9298	40	35,218	16,9319	16,6063	50	36,654	17,6220	17,2831	60	38,089	18,3121	17,9600
	11	30,775	14,7957	14,5112	32,679	15,7111	15,4090	31	34,115	16,4013	16,0859	41	35,549	17,0911	16,7824	51	36,957	17,6680	17,4253	61	38,393	18,4381	18,1032	
	12	30,940	14,8752	14,5891	32,845	15,7909	15,4872	32	34,280	16,4808	16,1639	42	35,715	17,1707	16,8405	52	37,151	17,8609	17,5174	62	38,588	18,5377	18,1812	
	13	31,714	15,2469	14,9537	33,673	16,1889	15,8776	33	35,136	16,8822	16,5674	43	36,599	17,5955	17,2571	53	38,082	18,2989	17,9470	63	39,524	19,0019	18,6385	
	14	31,906	15,3395	15,0445	33,866	16,2818	15,9687	34	35,301	16,9718	16,6454	44	36,792	17,6883	17,3482	54	38,255	18,3919	18,0382	64	39,717	19,0949	18,7277	
	15	32,679	15,7111	15,4090	34,666	16,6665	16,3460	35	36,185	17,3966	17,0621	45	37,675	18,1128	17,7645	55	39,155	18,8295	18,4674	65	40,683	19,5593	19,1832	
16	32,845	15,7909	15,4872	34,860	16,7595	16,4372	36	36,350	17,4761	17,1400	46	37,868	18,2059	17,8558	56	39,358	18,9223	18,5584	66	40,848	19,6386	19,2609		
20	10	39,497	18,9888	18,6236	41,953	20,1697	19,7818	30	43,803	21,0589	20,6539	40	45,652	21,9479	21,5258	50	47,501	22,8370	22,3978	60	49,350	23,7261	23,2698	
	11	39,800	19,1348	18,7668	42,256	20,3156	19,9249	31	44,106	21,2049	20,7971	41	45,956	22,0940	21,6691	51	47,804	22,9829	22,5409	61	49,654	23,8719	23,4128	
	12	39,966	19,2143	18,8448	42,450	20,4085	20,0180	32	44,272	21,2845	20,8752	42	46,121	22,1735	21,7471	52	47,998	23,0758	22,6321	62	49,847	23,9648	23,5040	
	13	40,959	19,6920	19,3133	43,489	20,9128	20,5106	33	45,403	21,8285	21,4087	43	47,280	22,7308	22,2937	53	49,184	23,6463	23,1916	63	51,009	24,5620	24,0897	
	14	41,153	19,7852	19,4047	43,654	20,9924	20,5887	34	45,569	21,9082	21,4869	44	47,473	22,8237	22,3848	54	49,350	23,7261	23,2698	64	51,255	24,6417	24,1678	
	15	42,146	20,2627	19,8730	44,741	21,5100	21,0984	35	46,873	22,4390	22,0075	45	48,632	23,3809	22,9313	55	50,564	24,3098	23,8423	65	52,497	25,2388	24,7535	
16	42,340	20,3556	19,9642	44,907	21,5897	21,1745	36	46,866	22,5315	22,0982	46	48,798	23,4606	23,0095	56	50,756	24,4029	23,0095	66	52,690	25,3316	24,8445		
21	10	40,766	19,5992	19,2223	43,306	20,8200	20,4196	30	45,210	21,7357	21,3177	40	47,114	22,6511	22,2155	50	49,019	23,5668	23,1136	60	50,951	24,4957	24,0246	
	11	41,070	19,7451	19,3654	43,609	20,9660	20,5628	31	45,541	21,8947	21,4737	41	47,446	22,8104	22,3718	51	49,350	23,7261	22,2698	61	51,255	24,6417	24,1678	
	12	41,235	19,8246	19,4434	43,803	21,0589	20,6539	32	45,707	21,9743	21,5517	42	47,611	22,8900	22,4498	52	49,515	23,8055	23,3477	62	51,420	24,7213	24,2459	
	13	42,285	20,3291	19,9382	44,878	21,5762	21,1613	33	46,838	22,5185	22,0855	43	48,798	23,4606	23,0095	53	50,758	24,4029	23,9336	63	52,717	25,3448	24,8574	
	14	42,450	20,4085	20,0180	45,072	21,6692	21,2525	34	47,032	22,6115	22,1767	44	48,964	23,5403	23,0876	54	50,924	24,4825	24,0117	64	52,883	25,4246	24,9357	
	15	43,471	20,8996	20,4977	46,149	22,1868	21,7801	35	48,163	23,1554	22,7101	45	50,178	24,1240	23,6601	55	52,165	25,0795	24,5972	65	54,180	26,0482	25,5473	
16	43,664	20,9924	20,5887	46,342	22,2799	21,8515	36	48,356	23,2483	22,8012	46	50,343	24,2036	23,7382	56	52,358	25,1723	24,6882	66	54,373	26,1410	25,6383		
22	10	42,146	20,2627	19,8730	44,786	21,5366	21,1225	30	46,756	22,4787	22,0464	40	48,743	23,4341	22,9835	50	50,730	24,3895	23,9205	60	52,690	25,3316	24,8445	
	11	42,478	20,4220	20,0293	45,100	21,6825	21,2655	31	47,087	22,6378	22,2025	41	49,047	23,5892	23,1266	51	51,034	24,5355	24,0637	61	52,993	25,4776	24,9877	
	12	42,643	20,5014	20,1072	45,265	21,7520	21,3435	32	47,252	22,7175	22,2806	42	49,240	23,6730	23,2178	52	51,200	24,6150	24,1415	62	53,187	25,5705	25,0788	
	13	43,719	21,0189	20,6147	46,397	22,3062	21,8773	33	48,439	23,2882	22,8404	43	50,454	24,3588	23,7903	53	52,469	25,2256	24,7405	63	54,511	26,2074	25,7034	
	14	43,886	21,0988	20,6931	46,550	22,3988	21,9681	34	48,605	23,3677	22,9183	44	50,620	24,3363	23,6883	54	52,662	25,3183	24,8314	64	54,677	26,2870	25,7815	
	15	44,962	21,6163	21,2006	47,722	22,9433	22,5021	35	49,791	23,9382	23,4779	45	51,862	24,9336	24,4541	55	53,932	25,9288	25,4302	65	56,029	26,9371	26,4191	
16	45,127	21,6958	21,2786	47,887	23,0228	22,5801	36	49,985	24,0313	23,5692	46	52,055	25,0264	24,5451	56	54,125	26,0218	25,5214	66	56,195	27,0168	26,4973		

EXHIBIT B
NON-BARGAINING 2014 SALARY SCHEDULE - 2.25% (EFFECTIVE JANUARY 1, 2014)

GRADE	SALARY	JAN. 1, 2014					JAN. 1, 2014					JAN. 1, 2014					JAN. 1, 2014							
		MINIMUM	ENTRY	HOURLY	5 FURLOUGH	MINIMUM	ENTRY	HOURLY	5 FURLOUGH	MINIMUM	ENTRY	HOURLY	5 FURLOUGH	MINIMUM	ENTRY	HOURLY	5 FURLOUGH	MINIMUM	ENTRY	HOURLY	5 FURLOUGH			
23	5 years	43,747	21,0323	20,6278	20	46,480	22,3460	21,9163	30	48,522	23,3279	22,8793	40	50,592	24,3230	23,8653	50	52,634	25,3050	24,8194	60	54,677	26,2870	25,7815
	10 years	44,051	21,1783	20,7710	21	46,783	22,4920	22,0595	31	48,853	23,4872	23,0355	41	50,996	24,4690	23,9985	51	52,938	25,4509	24,9615	61	55,008	26,4462	25,9376
	12 years	44,244	21,2712	20,8622	22	46,977	22,5849	22,1506	32	49,019	23,5868	23,1136	42	51,061	24,5487	24,0766	52	53,131	25,5438	25,0526	62	55,174	26,5299	26,0158
	15 years	45,348	21,8021	21,3828	23	48,136	23,1421	22,6971	33	50,233	24,1505	23,6861	43	52,331	25,1591	24,6753	53	54,456	26,1808	25,6773	63	56,554	27,1894	26,6665
	18 years	45,514	21,8816	21,4608	24	48,301	23,2218	22,7752	34	50,427	24,2436	23,7774	44	52,524	25,2521	24,7655	54	54,622	26,2605	25,7555	64	56,719	27,2688	26,7444
20 years	46,618	22,4125	21,9815	25	49,488	23,7921	23,3346	35	51,641	24,8274	24,3500	45	53,794	25,8624	25,3851	55	55,947	26,8976	26,3804	65	58,099	27,9323	27,3952	
24	5 years	46,811	22,5051	22,0723	26	49,681	23,8891	23,4258	36	51,834	24,9203	24,4411	46	53,987	25,9553	25,4662	56	56,140	26,9902	26,4712	66	58,293	28,0254	27,4865
	10 years	45,320	21,7885	21,3695	20	48,163	23,1554	22,7101	30	50,288	24,1771	23,7122	40	52,414	25,1988	24,7142	50	54,539	26,2207	25,7155	60	56,665	27,2427	26,7188
	12 years	45,552	21,9479	21,5258	21	48,467	23,3013	22,8532	31	50,582	24,3230	23,8553	41	52,717	25,3448	24,8574	51	54,843	26,3667	25,8597	61	56,968	27,3884	26,8617
	15 years	46,817	22,0274	21,6038	22	49,687	23,3943	22,9444	32	50,785	24,4180	23,9465	42	52,910	25,4377	24,9485	52	55,035	26,4593	25,9505	62	57,161	27,4813	26,9528
	18 years	46,949	22,5717	22,1376	23	49,874	23,9781	23,5170	33	52,055	25,0264	24,5451	43	54,235	26,0747	25,5733	53	56,416	27,1229	26,6013	63	58,569	28,1580	27,6165
20 years	47,142	22,6643	22,2285	24	50,040	24,0576	23,5950	34	52,220	25,1060	24,6232	44	54,401	26,1544	25,6515	54	56,581	27,2025	26,6794	64	58,762	28,2511	27,7078	
25	5 years	48,301	23,2218	22,7752	25	51,285	24,6417	24,1678	35	53,490	25,7163	25,2216	45	55,726	26,7913	26,2761	55	57,962	27,8662	27,3303	65	60,197	28,9409	28,3944
	10 years	48,467	23,3013	22,8532	26	51,448	24,7344	24,2588	36	53,683	25,8092	25,3129	46	55,892	26,8711	26,3544	56	58,127	27,9455	27,4081	66	60,363	29,0205	28,4624
	12 years	47,308	22,7441	22,3067	20	50,261	24,1640	23,6993	30	52,469	25,2256	24,7405	40	54,705	26,3004	25,7946	50	56,913	27,3618	26,8356	60	59,121	28,4235	27,8769
	15 years	47,611	22,8900	22,4498	21	50,564	24,3098	23,8423	31	52,800	25,3848	24,8967	41	55,008	26,4462	25,9376	51	57,217	27,5080	26,9790	61	59,452	28,5826	28,0330
	18 years	47,777	22,9896	22,5279	22	50,788	24,4029	23,9336	32	52,966	25,4642	24,9745	42	55,174	26,5299	26,0158	52	57,409	27,6006	27,0698	62	59,618	28,6623	28,1111
20 years	48,991	23,5535	23,1006	23	52,000	24,9998	24,5191	33	54,291	26,1014	25,5995	43	56,554	27,1894	26,6665	53	58,845	28,2907	27,7467	63	61,108	29,3789	28,8139	
26	5 years	49,157	23,6331	23,1786	24	52,193	25,0930	24,6105	34	54,456	26,1808	25,6773	44	56,747	27,2822	26,7576	54	59,010	28,3703	27,8247	64	61,273	29,4584	28,8919
	10 years	50,343	24,2036	23,7392	25	53,462	25,7031	25,2088	35	55,781	26,8177	26,3020	45	58,127	27,9455	27,4081	55	60,445	28,9603	28,5015	65	62,764	30,1751	29,9548
	12 years	50,537	24,2966	23,8294	26	53,628	25,7927	25,2869	36	55,974	26,9107	26,3832	46	58,293	28,0254	27,4865	56	60,639	29,1532	28,5926	66	62,957	30,2679	29,6898
	15 years	49,515	23,8055	23,3477	20	52,607	25,2918	24,8054	30	54,925	26,4064	25,8986	40	57,272	27,5344	27,0049	50	59,590	28,6490	28,0981	60	61,908	29,7636	29,1912
	18 years	49,847	23,9648	23,5040	21	52,938	25,4509	24,9615	31	55,257	26,5657	26,0548	41	57,575	27,6802	27,1479	51	59,894	28,7951	28,2414	61	62,212	29,9098	29,3346
20 years	50,012	24,0444	23,5820	22	53,104	25,5306	25,0396	32	55,422	26,6453	26,1329	42	57,741	27,7600	27,2262	52	60,059	28,8745	28,3192	62	62,378	29,9892	29,4125	
27	5 years	51,235	24,6417	24,1678	23	54,429	26,1677	25,6645	33	56,802	27,3088	26,7837	43	59,176	28,4500	27,9029	53	61,577	29,6044	29,0351	63	63,951	30,7456	30,1544
	10 years	51,420	24,7213	24,2459	24	54,595	26,2474	25,7427	34	56,996	27,4017	26,8748	44	59,369	28,5439	27,9941	54	61,743	29,6841	29,1133	64	64,116	30,8252	30,2324
	12 years	52,690	25,3316	24,8445	25	55,947	26,8976	26,3804	35	58,376	28,0852	27,5555	45	60,805	29,2339	28,6708	55	63,261	30,4139	29,8250	65	65,690	31,9817	30,9744
	15 years	52,855	25,4112	24,9225	26	56,112	26,9771	26,4593	36	58,541	28,1448	27,6036	46	60,997	29,3256	28,7617	56	63,426	30,4934	29,9070	66	65,856	31,6613	31,0525

EXHIBIT B
NON-BARGAINING 2014 SALARY SCHEDULE - 2.25% (EFFECTIVE JANUARY 1, 2014)

GRADE	SALARY	ENTRY MINIMUM	ENTRY	JAN. 1, 2014		MINIMUM	STD.	MINIMUM	STD.	JAN. 1, 2014		MINIMUM	STD.	JAN. 1, 2014		MINIMUM	STD.	JAN. 1, 2014		MINIMUM	STD.	JAN. 1, 2014		MINIMUM	STD.	
				HOURLY	F FURLOUGH					HOURLY	F FURLOUGH			HOURLY	F FURLOUGH			HOURLY	F FURLOUGH			HOURLY	F FURLOUGH			HOURLY
27	5 years	10	52,000	24,9998	24,5191	20	55,257	26,5657	26,0548	30	57,665	27,7334	27,2001	40	60,115	28,9014	28,3456	50	62,571	30,0823	29,5038	60	65,000	31,2458	30,6489	
		11	52,304	25,1460	24,6624	21	55,560	26,7117	26,1980	31	57,989	27,8795	27,3434	41	60,445	29,0603	28,5015	51	62,974	30,2280	29,6467	61	65,303	31,3958	30,7921	
		12	52,497	25,2388	24,7535	22	55,726	26,7913	26,2761	32	58,182	27,9723	27,4344	42	60,611	29,1400	28,5795	52	63,040	30,3076	29,7248	62	65,469	31,4754	30,8701	
		13	53,794	25,8624	25,3651	23	57,133	27,4679	26,9397	33	59,618	28,6623	28,1111	43	62,129	29,8698	29,2954	53	64,614	31,0642	30,4688	63	67,125	32,2716	31,6510	
		14	53,959	25,9419	25,4430	24	57,299	27,5477	27,0180	34	59,811	28,7851	28,2021	44	62,295	29,9495	29,3736	54	64,807	31,1571	30,5579	64	67,290	32,3512	31,7291	
		15 years	15	55,285	26,5791	26,0680	25	58,707	28,2244	27,6916	35	61,246	29,4453	28,8791	45	63,613	30,6792	30,0892	55	66,380	31,9135	31,2998	65	68,947	33,1475	32,5101
28	5 years	10	54,677	26,2870	25,7815	20	58,099	27,9323	27,3992	30	60,666	29,1665	28,6056	40	63,233	30,4006	29,8160	50	65,800	31,6345	31,0262	60	68,340	32,8556	32,2238	
		11	55,008	26,4462	25,9376	21	58,403	28,0783	27,5384	31	60,970	29,3126	28,7489	41	63,537	30,5467	29,9593	51	66,104	31,7806	31,1695	61	68,671	33,0148	32,3789	
		12 years	12	55,174	26,5259	26,0158	22	58,596	28,1713	27,6286	32	61,163	29,4054	28,8399	42	63,702	30,6262	30,0373	52	66,270	31,8604	31,2477	62	68,836	33,0942	32,4578
		13	56,584	27,1894	26,6665	23	60,059	28,8745	28,3192	33	62,681	30,1351	29,5566	43	65,303	31,3958	30,7921	53	67,925	32,6564	32,0294	63	70,547	33,9168	33,2646	
		14	56,719	27,2688	26,7444	24	60,225	28,9541	28,3973	34	62,847	30,2149	29,6339	44	65,469	31,4754	30,8701	54	68,119	32,7493	32,1195	64	70,741	34,0100	33,3560	
		15 years	15	58,099	27,9323	27,3992	25	61,688	29,6576	29,0873	35	64,392	30,9579	30,3826	45	67,070	32,2450	31,6249	55	69,774	33,5454	32,8003	65	72,452	34,8327	34,1629
29	5 years	10	58,293	28,0254	27,4865	26	61,880	29,7501	29,1760	36	64,589	31,0378	30,4409	46	67,263	32,3381	31,7182	56	69,940	33,6250	32,9784	66	72,645	34,9255	34,2539	
		11	57,796	27,7865	27,2522	20	61,412	29,5249	28,9571	30	64,116	30,8252	30,2324	40	66,821	32,1256	31,5076	50	69,526	33,4282	32,7834	60	72,231	34,7266	34,0588	
		12 years	12	58,099	27,9323	27,3992	21	61,715	29,6708	29,1002	31	64,420	30,9710	30,3754	41	67,125	32,2716	31,6510	51	69,830	33,5720	32,9264	61	72,562	34,8858	34,2149
		13	58,285	28,0120	27,4733	22	61,880	29,7501	29,1780	32	64,586	31,0508	30,4537	42	67,318	32,3645	31,7421	52	70,023	33,6650	33,0176	62	72,728	34,9654	34,2930	
		14	59,921	28,8083	28,2543	23	63,426	30,4934	29,9070	33	66,214	31,8338	31,2216	43	68,974	33,1606	32,5229	53	71,762	34,5010	33,8375	63	74,549	35,8411	35,1519	
		15 years	15	61,384	29,5116	28,9441	24	63,620	30,5863	29,9981	34	66,380	31,9135	31,2998	44	69,167	33,2536	32,6141	54	71,927	34,5804	33,9154	64	74,715	35,9207	35,2299
30	5 years	10	61,549	29,5910	29,0220	25	65,165	31,3295	30,7270	35	68,008	32,6963	32,0876	45	70,851	34,0632	33,4082	55	73,694	35,4296	34,7483	65	76,537	36,7966	36,0980	
		11	61,273	29,4583	28,8918	20	65,103	31,2995	30,6976	30	67,971	32,6784	32,0650	40	70,848	34,0615	33,4065	50	73,719	35,4416	34,7601	60	76,589	36,8217	36,1136	
		12 years	12	61,589	29,6101	29,0407	21	65,418	31,4511	30,8463	31	68,286	32,8298	32,1985	41	71,162	34,2125	33,5546	51	74,034	35,5932	34,9087	61	76,904	36,9733	36,2623
		13	61,760	29,6925	29,1215	22	65,590	31,5337	30,9273	32	68,458	32,9124	32,2795	42	71,334	34,2953	33,6358	52	74,205	35,6754	34,9894	62	77,075	37,0555	36,3429	
		14	63,304	30,4347	29,8494	23	67,230	32,3219	31,7003	33	70,169	33,7350	33,0863	43	73,117	35,1824	34,4764	53	76,080	36,5671	35,6659	63	79,002	37,9819	37,2515	
		15 years	15	65,029	31,2638	30,6626	24	69,049	33,1967	32,5583	34	72,061	34,6445	33,9783	44	75,080	36,0962	35,4021	54	78,036	37,5460	36,8240	64	81,109	38,9945	38,2446
30	5 years	16	65,208	31,3501	30,7472	26	69,228	33,2829	32,6429	36	72,240	34,7308	34,0829	46	75,259	36,1824	35,4866	56	78,275	37,6323	36,9086	66	81,290	39,0815	38,3300	

EXHIBIT B
NON-BARGAINING 2014 SALARY SCHEDULE - 2.25% (EFFECTIVE JANUARY 1, 2014)

SALARY GRADE	ENTRY MINIMUM	MINIMUM	JAN. 1, 2014			STP.	MINIMUM	JAN. 1, 2014			STP.	MINIMUM	JAN. 1, 2014			STP.	MINIMUM	JAN. 1, 2014						
			2014	HOURLY W/ FURLOUGH	DAYS			2014	HOURLY W/ FURLOUGH	DAYS			2014	HOURLY W/ FURLOUGH	DAYS			2014	HOURLY W/ FURLOUGH	DAYS	2014	HOURLY W/ FURLOUGH	DAYS	
31	10	65,000	31,2498	30,6489	20	69,084	33,2137	32,5750	30	72,093	34,6601	33,9936	40	75,157	36,1331	35,4383	50	78,220	37,6050	36,8828	60	81,256	39,0655	38,3143
	11	65,331	31,4091	30,8051	21	69,388	33,3597	32,7182	31	72,424	34,8194	34,1498	41	75,488	36,2923	35,5944	51	78,524	37,7519	37,0259	61	81,587	39,2247	38,4704
	12	65,496	31,4887	30,8832	22	69,554	33,4393	32,7953	32	72,569	34,8987	34,2276	42	75,554	36,3719	35,6725	52	78,690	37,8315	37,1040	62	81,753	39,3045	38,5487
	13	67,125	32,2716	31,6510	23	71,283	34,2754	33,6163	33	74,411	35,7747	35,0868	43	77,531	37,2744	36,5576	53	80,677	38,7871	38,0412	63	83,796	40,2885	39,5118
	14	67,318	32,3845	31,7421	24	71,486	34,3682	33,7073	34	74,577	35,8544	35,1649	44	77,724	37,3871	36,6485	54	80,843	38,8666	38,1192	64	83,961	40,3661	39,5899
	15	68,947	33,1475	32,5101	25	73,225	35,2042	34,5272	35	76,399	36,7302	36,0239	45	79,628	38,2828	37,5466	55	82,802	39,8087	39,0432	65	86,003	41,3478	40,5527
32	16	69,140	33,2404	32,6012	26	73,380	35,2837	34,6052	36	76,592	36,8231	36,1150	46	79,794	38,3624	37,6247	56	82,986	39,9017	39,1344	66	86,197	41,4409	40,6440
	10	69,361	33,3464	32,7051	20	73,721	35,4429	34,7613	30	76,951	36,9956	36,2842	40	80,208	38,5615	37,8200	50	83,465	40,1272	39,3556	60	86,722	41,6931	40,8913
	11	69,692	33,5057	32,8614	21	74,025	35,5890	34,9046	31	77,282	37,1548	36,4403	41	80,511	38,7074	37,9631	51	83,768	40,2732	39,4987	61	87,025	41,8390	41,0344
	12	69,858	33,5854	32,9396	22	74,191	35,6687	34,9828	32	77,448	37,2344	36,5184	42	80,705	38,8003	38,0642	52	83,961	40,3661	39,5899	62	87,191	41,9186	41,1125
	13	71,596	34,4212	33,7593	23	76,040	36,5575	35,8545	33	79,380	38,1633	37,4294	43	82,720	39,7691	39,0043	53	86,059	41,3744	40,5788	63	89,371	42,9669	42,1406
	14	71,790	34,5143	33,8506	24	76,233	36,6504	35,9456	34	79,573	38,2662	37,5205	44	82,885	39,8466	39,0823	54	86,225	41,4541	40,6589	64	89,564	43,0587	42,2317
33	15	73,528	35,3502	34,6704	25	78,083	37,5399	36,8180	35	81,505	39,1850	38,4315	45	84,900	40,8173	40,0324	55	88,322	42,4625	41,6459	65	91,745	44,1061	43,2599
	16	73,721	35,4429	34,7613	26	78,276	37,6325	36,9088	36	81,671	39,2647	38,5096	46	85,093	40,9101	40,1234	56	88,515	42,5555	41,7372	66	91,910	44,1875	43,3378
	10	73,970	35,5623	34,8784	20	78,579	37,7784	37,0519	30	82,057	39,4504	38,6918	40	85,507	41,1091	40,3186	50	88,985	42,7812	41,9585	60	92,482	44,4530	43,5982
	11	74,273	35,7084	35,0217	21	78,910	37,9376	37,2081	31	82,360	39,5962	38,8348	41	85,838	41,2684	40,4748	51	89,288	42,9270	42,1015	61	92,766	44,5991	43,7415
	12	74,439	35,7880	35,0998	22	79,076	38,0175	37,2864	32	82,526	39,6760	38,9130	42	86,003	41,3478	40,5527	52	89,461	43,0198	42,1925	62	92,932	44,6788	43,8186
	13	76,316	36,6903	35,9847	23	81,036	38,9594	38,2102	33	84,596	40,6712	39,8891	43	88,156	42,3828	41,5676	53	91,717	44,0949	43,2470	63	95,250	45,7933	44,9127
34	14	76,482	36,7700	36,0629	24	81,229	39,0523	38,3013	34	84,790	40,7642	39,9903	44	88,322	42,4625	41,6459	54	91,883	44,1746	43,3251	64	95,443	45,8862	45,0038
	15	78,359	37,6724	36,9480	25	83,216	40,0079	38,2385	35	86,831	41,7459	40,9431	45	90,475	43,4977	42,6612	55	94,119	45,2493	44,3792	65	97,762	47,0010	46,0092
	16	78,524	37,7519	37,0259	26	83,382	40,0874	39,3165	36	87,025	41,8390	41,0344	46	90,668	43,5906	42,7524	56	94,312	45,3423	44,4704	66	97,955	47,0937	46,1881
	10	79,380	38,1633	37,4294	20	84,348	40,5519	36,7721	30	88,074	42,3433	41,5290	40	91,772	44,1213	43,2728	50	95,499	45,9129	45,0300	60	99,224	47,7040	46,7867
	11	79,683	38,3092	37,5725	21	84,651	40,6977	36,9151	31	88,377	42,4891	41,6720	41	92,103	44,2804	43,4289	51	95,830	46,0720	45,1860	61	99,528	47,8502	46,9300
	12	79,876	38,4021	37,6636	22	84,817	40,7775	36,9933	32	88,543	42,5687	41,7501	42	92,269	44,3603	43,5073	52	95,996	46,1517	45,2642	62	99,721	47,9430	47,0211
35	13	81,864	39,3375	38,6007	23	86,942	41,7990	40,9952	33	90,751	43,6504	42,7914	43	94,588	45,4750	44,6005	53	98,397	47,3061	46,3964	63	102,206	49,1374	48,1925
	14	82,029	39,4371	38,6787	24	87,136	41,8923	41,0867	34	90,944	43,7233	42,8825	44	94,753	45,5544	44,6784	54	98,582	47,3857	46,4745	64	102,371	49,2169	48,2705
	15	84,044	40,4058	39,6288	25	89,261	42,9138	42,0886	35	93,153	44,7849	43,9237	45	97,072	46,6691	45,7717	55	100,963	48,5401	47,6067	65	104,883	50,4244	49,4547
	16	84,210	40,4855	39,7070	26	89,426	42,9934	42,1686	36	93,345	44,8776	44,0146	46	97,238	46,7489	45,8498	56	101,157	48,6330	47,6978	66	105,048	50,5039	49,5327