

AGREEMENT

Between

THE COUNTY OF CUMBERLAND, NEW JERSEY

And

LOCAL 2327, UNITED AUTO WORKERS OF AMERICA

JANUARY 1, 2006 THROUGH DECEMBER 31, 2011



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ARTICLE 1

PREAMBLE

This agreement entered into by the County of Cumberland, New Jersey, hereinafter referred to as the "Employer" and Local 2327, United Auto Workers of America, 598-600 Shiloh Pike, Bridgeton, New Jersey, 08302, hereinafter referred to as the "Union", has as its purpose the harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 2

RECOGNITION

The employer recognized the Union as the designated representative for the purpose of collective negotiations according to law for all full-time and regularly scheduled or permanent part-time employees as per Appendix "A" attached. Also, all new titles which are appropriate to this designated representation, will be included under this contract as they are established by the Employer. Excluded are all other employees including casual or seasonal employees, managerial and/or supervisory employees and confidential employees.

ARTICLE 3

MANAGEMENT RIGHTS

All of the authority, rights and responsibilities possessed by the County are retained by it. Management reserves all rights subject to specific limitations of this Agreement it had prior to this Agreement, including but not limited to the right of the County to determine the standards of service to be offered by its employees, determine the standards of selection of employment, direct its employees, take disciplinary action for just cause, relieve its employees from duty

because of lack of work or for any other legitimate reason, maintain the efficiency of its operations, determine the amount of overtime to be worked, determine the methods, means and personnel by which its operations are to be conducted, determine the content of work assignments, schedule the hours, take all necessary actions to carry out its mission in emergencies, and exercise complete control and discretion over its organization and the technology of performing its work.

#### ARTICLE 4

##### MAINTENANCE OF STANDARDS

With respect to matters not covered by this Agreement, the County will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without negotiations with the Union; provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the County by the Management Rights clause of this Agreement.

Employees shall retain all civil rights under the New Jersey State and Federal law.

#### ARTICLE 5

##### EXISTING LAW

All rights, privileges, prerogatives, duties and obligations of parties contained in the N.J. State Constitution, Title II, Civil Service, of the Revised Statutes of N.J., in its present or amended form, shall be contained during the life of this Agreement.

In the event any portion of this Agreement shall be in conflict with or contravene said Constitution, the Revised Statutes of any other law of the State of New Jersey, or United States, that portion shall be null and void, and the remainder of this Agreement shall remain in full force and effect.

ARTICLE 6

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all negotiable or bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 7

HEALTH AND SAFETY

The County shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state and local laws. To that end, a Safety and Health Committee composed of three representatives each from Management and the Union shall be created which shall meet bi-monthly for purposes of reviewing health and safety conditions and making recommendations for their improvement. Such committee shall be responsible for creation of subcommittees to deal with particular problems.

If the County is aware of abnormally dangerous safety or health hazards not known to employees the employees involved shall be told of such hazards, the symptoms of possible exposure, necessary medical tests or treatment and what suggested precautionary steps, if any, should be taken. No employees are expected to perform work which exposes them to abnormally dangerous safety or health hazards.

The County will provide any necessary material, clothing and equipment to do the job safely.

ARTICLE 8

BULLETIN BOARDS

Bulletin boards will be made available by the Employer at various locations in the Court House and other permanent work locations for the use of the Union for the purpose of posting Union announcements. Political or derogatory material shall not be posted.

ARTICLE 9

NON-DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, Union membership or Union activities.

ARTICLE 10

NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize, or support any strike (e.g., the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the County. The union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenant and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or

employees, subject, however, to the application of the grievance procedure contained in Article 26.

C. The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the County.

#### ARTICLE 11

#### UNION VISITATION

Union representatives may visit County facilities for purposes of administering this Agreement provided they sign in advance and contact the appropriate supervisor. There shall be no undue interference with work.

#### ARTICLE 11A

#### LEAVE TO CONDUCT UNION BUSINESS

Employee(s) appointed by the Union shall upon written request from the Union be permitted to receive a leave of absence without pay to perform union activities for a period not to exceed one year. While on such leave, employee(s) will continue to accrue seniority and receive PERS credit pursuant to Chapter 368, P.L. 2005 and Division of Pension regulations regarding leave for union service. The Union shall be responsible for the cost of the Employer's portion of the pension contributions during the leave of absence period. The Union shall also be responsible for the cost of the Employer's costs associated with the employee's health benefits coverage during the leave of absence period if said employee is enrolled in a County health benefits plan. Such leave may be extended for additional time periods by agreement of the parties. No more than one (1) employee shall be granted such leave of absence at one time..



## ARTICLE 12

### OVERTIME

Employees may be required to work in excess of the hours designated as the normal work week for their class title. Any employee who is authorized or required to work beyond forty (40) hours per week / 8 hours per day for their class title shall be compensated by cash at one and one-half time the regular pay. Those employees who receive a paid lunch shall receive straight time for any length of time worked after the normal quitting time up to the length of the meal break. Overtime at the Manor shall be paid for work performed in excess of seventy-five (75) hours actual work / 8 hours per day in a pay period. All thirty-five (35) hours a week employees will be paid cash at time and a half for all hours actually worked over thirty-five (35) hours per week / 8 hours per day (effective December 1, 2002). Instead of overtime, employees may elect to take compensatory time off at the rate of time and one-half if specifically approved by the department head. The compensatory time must be taken within thirty (30) days of the accrual.

Holidays, personal, vacation, sick and union business days shall be treated as time worked for purposes of calculating overtime.

Part-time employees are those who work less than the standard full time hours per week for that position. Part-time employees are considered to be "hourly" employees and are not entitled to overtime pay or compensatory time off for less than a full week's work. Compensation shall be at a straight time rate for all hours worked up to forty (40) hours and time and a half for all extra hours in any work-week.

Effective upon the signing of this contract, full-time employees who work seven (7) consecutive full calendar work days shall be paid double time for the seventh and eighth consecutive full work days only. Paid holidays shall be included in the computation of the seven

(7) calendar work days but sick days, personal days, vacation or other time off shall not. This provision shall apply even if the seven (7) consecutive calendar days spans more than one (1) pay period. It is further understood that for this provision to apply an employee must work all regularly scheduled hours (7 hours or 8 hours depending on job title) in each of the seven (7) consecutive calendar days.

### ARTICLE 13

#### SHIFT DIFFERENTIAL

A. Employees who work the majority of their hours between 6:00 P.M. and 6:00 A.M. will receive a shift differential rate of at least twenty-five (25) cents per hour. Those who are receiving a greater differential will not be reduced.

B. Employees called to work on nonscheduled shifts shall be paid for the entire shift, with a one (1) hour grace period to allow employee to report to work.

C. Whenever an employee is called to return to work after having left the work premises, such employee shall be entitled to a minimum of four (4) hours pay, regardless of the number of hours worked upon such return.

### ARTICLE 13A

#### SHIFT AND SCHEDULE NOTIFICATION

The County agrees that it will notify the Union shop stewards and the Union President at the Union's business office address sufficiently in advance of proposed schedule, shift or work assignment changes. The County agrees that the Union will be given the opportunity to present recommendations concerning the non-mandatorily negotiable changes and to negotiate over the negotiable changes.

ARTICLE 14

WORKING OUT OF CLASSIFICATION

Employees working full time out of classification for two (2) consecutive work days shall, commencing with the third (3<sup>rd</sup>) consecutive work day, be paid at the higher rate of pay of the two respective classifications if they are substantially performing the duties of the higher classification. For purposes of this Article, employees will be paid at their current step on the salary scale in the higher classification.

ARTICLE 15

PROMOTIONS

In the event an employee's name is submitted for promotion as part of the budget process, he/she will be advised in writing within forty-five days of the application whether he/she has been awarded the position. In the event that a promotional candidate is not successful, he/she shall be advised in writing of the reason for the denial within forty-five days of the application on the form attached hereto as Exhibit A.

Bona fide promotions shall result in a minimum increase of \$2,500.00 per annum (Bona Fide to be interpreted as those promotions complying with the language of the Personnel Manual); however, where the \$2,500.00 increase will result in an employee's salary being greater than the maximum salary for his or her job title, that employee shall be capped at the maximum salary for the job title for which he or she is promoted. It is understood that newly created job titles shall not be eligible for this increase.

ARTICLE 16

HOLIDAYS

New Year's Day

Labor Day

Martin Luther King Day

Columbus Day

Lincoln's Birthday

General Election Day

President's Day

Veterans Day

Good Friday

Thanksgiving Day

Memorial Day

Christmas

Fourth of July

In addition to the aforementioned holidays, the Board will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for the State employees, providing adequate prior notice of such intent is received by the County to allow for an orderly arrangement of County affairs of business; or when the Board of Chosen Freeholders of the County of Cumberland declares a holiday for all County Employees.

Holidays which fall within an employee's vacation period shall be celebrated as soon as possible following the vacation. Holidays which fall on a Saturday shall be celebrated on the preceding Friday; and holidays which fall on Sunday shall be celebrated on the following Monday. Employees who work on a County holiday shall be paid double time and one-half (2½x) the regular salary rate for holiday hours worked with no additional day off. No compensatory time will be allowed. In order to receive holiday pay, the employee must have worked the scheduled work day before the holiday and the scheduled day after the holiday unless excused by illness supported by a doctor's excuse or other justifiable cause.

#### ARTICLE 17

#### VACATIONS

As of the effective date of this Agreement, full-time employees shall be entitled to vacation with pay as follows:

For employees with less than one full year of service one (1) working day for each month of service. Vacation days must be accrued and will not be advanced.

After completion of 1 year and up to 5 years .....	12 days
After completion of 5 years and up to 12 years .....	15 days
After completion of 12 years and up to 20 years .....	20 days
After completion of 20 years .....	25 days

Except for permanent employees, employees cannot take vacation until after 90 days employment.

Where in any calendar year the vacation or any part thereof is not granted by pressure of work, such vacation period or parts thereof of not granted shall accumulate and shall be granted during the next succeeding calendar year. Unused vacation time in excess of four (4) days must be approved for carry over by the Department Head and the Personnel Department.

Employees may take vacations in periods of one-half day increments with the approval of their department head. Employees shall sign up for vacation for the calendar year by the end of January. If there is a conflict in a particular work area, the senior employee shall have preference. After the end of the sign up period, vacations shall be granted on a first come basis provided work requirements shall be met.

## ARTICLE 18

### SICK LEAVE

Sick leave may be utilized by all full-time employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

1. During the remainder of the calendar year in which an employee is first appointed, he/she will accumulate sick leave privileges as earned on the basis on 1 ¼ days per

month of service. Effective January 1, 1996, sick leave days shall not be advanced during the first year of employment.

2. In each full calendar year thereafter, an employee shall be entitled to fifteen (15) days sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established County policy. Such leave earned but not utilized shall be cumulative.

Part time employees will receive sick leave on a pro-rata basis in proportion to the amount of time worked.

3. In all cases of illness, whether of short or long term, the employee is required to notify his superior of the reason for the absence at the earliest possible time but in no event less than his usual possible reporting time, or other time as required, or necessitated by the circumstances. Failure to so notify the Department Head may be cause of denial of the use of sick leave for that absence and constitute cause of disciplinary action.

4. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness within five (5) days after he returns to work from such illness.

5. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

#### ARTICLE 19

#### DISABILITY LEAVE: OCCUPATIONAL INJURY

When an employee is incapacitated and unable to work because of any occupational injury or disease, as evidenced by certificate of a County designated physician or other doctor acceptable to the County, he shall be granted in addition to his annual sick leave with pay or any

accumulations thereof, leave of absence with pay for a period of thirty (30) days or so much thereof as may be required, as evidenced by certificate of the County designated or accepted physician, but not longer than a period of which worker's compensation payments are allowed.

If at the end of such thirty (30) day period the employee is unable to return to his respective employment, a certificate from the County designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all or any part of the sick leave and vacation accumulated. In the absence of such election only worker's compensation payments will be paid to the employee after the disability leave period and accumulated sick leave shall not be affected in any manner.

During the thirty (30) day disability leave period in which the full salary or wages of any employee is paid by the County of Cumberland, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the County of Cumberland by the insurance carrier or the employee.

Whenever the County designated or accepted physician shall report in writing that the employee is fit to resume his or her duties, such employee shall forthwith report for duty.

Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the County may, at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by a County designated physician or other physician acceptable to the County.

Any employee on injury leave, resulting from injury while on duty, shall continue to accrue sick leave credits while their name remains on the payroll.

ARTICLE 20

LEAVE OF ABSENCE

A. General Leave

Leaves of absence except as otherwise expanded herein, are to be administered according to the provisions of the New Jersey Administrative Code, Title 4A, Department of Personnel.

B. Personal Leave

1. All employees covered in the contract shall be granted an annual allowance of three (3) days personal leave with pay. Newly hired employees shall be credited with the right to use such three personal days at the rate of one (1) day for each four (4) months of service. Those leaving the employ of the County who have then exceeded the use of personal days shall have the compensation for same deducted on a prorated basis from their last employment check; provided, however, that this shall not apply to retirees.

2. Personal leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation shall be canceled.

The employee must notify his supervisor at least forty-eight (48) hours in advance except in extreme emergency, whereby the supervisor may waive this requirement. Such personal day will be granted if there is no undue burden upon work requirements. The County will make very reasonable effort to grant employees days off requested.

3. Priority in granting such request for personal leave:

- (a) Emergencies
- (b) Observation of religious or other days of celebration
- (c) Employee personal business



4. Personal leave may be taken in conjunction with other types of paid leave.

C. Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of State, the leave of absence shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, grandchildren, brother, sister, mother-in-law and father-in-law, step-mother, step-father, step-son, step-daughter and members of the family living in the same household with the employee. Proof of death may be required.

D. Leave for Attendance at Local 2327, UAW

Convention and other Union Business

A total of 21 days leave with pay shall be afforded to Local 2327, UAW Stewards and local officers in any one calendar year to attend Annual Convention or for any other Union business. The Union shall have free option of selecting the most appropriate use of these 21 days; that is, one individual may use 21 days or 21 individuals may each use one day or any other combination not exceeding a total of 21 days. Unused leave days shall not be cumulative and cannot be transferred in whole or part of the next succeeding year.

Written notice, from the Union of the authorization of such Steward or Officer to utilize such leave time shall be given to the Employer at least ten (10) days in advance.

Effective January 1, 2003 union day total will be increased by (1) one day for each additional month of contract through December 31, 2005. Total days will become fifty-seven (57) per year at end of contract.

E. Military Service

1. An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States who is required to undergo field training shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his commanding officer prior to the effective date of such leave. Such leave of absence shall not exceed two (2) weeks.

2. Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein with the Armed Forces of the United States at the time of war or emergency pursuant to or in connection with the operation of any system of Selected Service. Employees having only temporary status who went on active duty with the Armed Forces of the United States shall be regarded as having resigned.

3. Any employee shall be given time off without loss of pay when:

- (a) Performing jury duty;
- (b) Commanded to appear as a witness and not a party before a Court, Legislative Committee, or Judicial or Quasi Judicial Body, other than in connection with the performance of his duty as employee;

(c) Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the president, for a period not to exceed two (2) weeks.

4. Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other rights, privileges or benefits of employees.

## ARTICLE 21

### HEALTH INSURANCE BENEFITS

All bargaining unit employees shall have the option of choosing between the following medical benefits plans offered by the County: (1) Horizon Blue Cross / Blue Shield of New Jersey PPO ("Horizon"); and (2) Aetna US Healthcare – HMO ("Aetna"). Effective December 1, 2006, the Horizon plan shall be modified as follows:

- In-network coinsurance shall be modified from 90% to 80% and out-of-network coinsurance shall be modified from 70% to 60%. In-network coinsurance shall be limited to \$400.00 per individual and \$800.00 per family. Out-of-network coinsurance shall be limited to \$800.00 per individual and \$1,600.00 per family.
- Physician co-pay (office visits) shall be modified from \$10.00 to \$20.00;
- Emergency room co-pay shall be modified from \$25.00 to \$50.00;

Effective December 1, 2006, prescription plan co-pay shall be \$10.00 for generic prescriptions and \$25.00 for name brand prescriptions. The prescription plan co-pay for single source name brand drugs with no generic equivalent shall be \$25.00. The stated co-pay shall cover up to a 30 day supply of the prescription; however, where the mail order prescription plan is utilized, the stated co-pay shall cover up to a 90 day supply of the prescription.

The Employer shall have the right to substitute a different insurance carrier or plan to implement a self-insured health benefit plan that provides eligible employees and eligible family members with benefits that are equivalent to or better than the benefits provided under the Aetna or Horizon plan (whichever plan is being replaced) now in effect as modified above.

In the event that the Employer seeks to make any subsequent changes in the delivery of health care benefits during the remainder of this Agreement, the Employer agrees to provide the Union with 30 days notice before any such change is to take place, in order to permit the Union and the Employer to meet and discuss the proposed change and the effects of such change on bargaining unit employees.

Where an employee has dependant(s) covered under the County Health Benefits Plan, and such dependant(s) subsequently become ineligible to participate in the County Health Benefits Plan due to death, divorce, or otherwise, the employee shall, within thirty (30) days of the event triggering the dependant's ineligibility, notify the County Human Resource Department of the change in coverage. If the employee fails to give said notification, the employee shall reimburse the County for expenditures made relating to the insurance coverage of said dependant(s) during the period of ineligibility. Moreover, the employee's failure to provide timely notice is grounds for discipline.

The County dental plan benefit level shall be 50/50 of covered benefit limits with an employee co-pay of 20% of the cost of the premium.

The County optical plan coverage employee co-pay shall be \$10.00 per examination and \$10.00 per pair of eyeglasses.

Subject to the following conditions, the county shall provide health benefit coverage for employees retiring from County employment, subject to 20% premium co-pay. To be eligible, the retiring employee must:

A. Retire from active employment with Cumberland County under the N.J. State Pension Program; and

B. Be enrolled in the County Medical Plan or HMO; and

C. Be at least 55 years of age; and

D. Have at least 25 years of employment service with Cumberland County if a non-veteran, or at least 20 years of employment service with Cumberland County if a veteran.

E. The following retired employees shall be excluded from eligibility even though they would otherwise qualify;

1. Employees who although they meet the age eligibility requirement of the Federal Medicare Program are not covered by the Federal Program.

2. Employees who are eligible under a like or similar coverage under another group program covering the employee or his/her spouse.

F. Eligible employees shall have 30 days after the date of retirement from County employment to elect coverage.

G. All coverage under this plan shall terminate upon the death of the retired employee.

H. Those Bargaining Union members who are married and both employed by the County of Cumberland in UAW Local #2327 covered positions shall be reimbursed for out of pocket expenses incurred as follows:

Those covered under the medical policy as a dependent to receive the maximum annual reimbursement of:

Individual in-network - \$200.00

Family in-network - \$400.00

Individual out-of-network - \$600.00

Family out-of-network - \$1,200.00

#### ARTICLE 22

#### LIFE INSURANCE

Employer shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy Death Benefit shall be in the amount of \$2,500.00. Effective July 1, 1996, the death benefit shall increase to \$7,500.00.

When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for worker's compensation.

#### ARTICLE 23

#### CREDITS FOR EMPLOYEES

A. The employer agrees to relieve the employee's expense of a Physical Examination when it is required by the employer such as in the case of the Cumberland Manor.

B. Effective December 1, 2006, mileage allowance for authorized use of personal automobile will be at the rate of forty (.40) cents a mile.

C. Effective December 1, 2006, it is agreed that the Employer will pay to all Road Department employees covered by this Agreement, a sum of \$10.00 for each mealtime the employee would normally experience while he/she was requested to perform emergency work such as removing ice and/or snow after his/her normal workday ended.

D. Public Health Nurses shall receive the sum of \$25.00 per year as a coat allowance. Said allowances shall be paid on or about December 15 of each year to employees whose name appears as being currently employed.

E. At Cumberland Manor, when an LPN is assigned to assume charge of a clinical floor or when an LPN or RN is assigned to assume charge of the house, he/she will be paid additional compensation at the rate of sixty-five (65) cents per hour for charge of floor and one (\$1.00) dollar per hour for charge of house.

#### ARTICLE 24

#### RETIREMENT

A permanent employee who enters retirement and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive fifty percent (50%) of his/her accumulated sick time as severance pay, said payment not to exceed \$9,000.00. This payment shall be paid in a lump sum after the effective date of retirement, or at a mutually agreed time within reason between the retired employee and Employer.

#### ARTICLE 25

#### SENIORITY

A. Seniority once an employee becomes a permanent employee is defined as an employee's total length of continuous service with the Employer, beginning with their original date of hire, provided that such service was not interrupted except by authorized leave of absence

and except as modified by the N.J. Department of Personnel (Formerly N.J. Civil Service). Employees promoted to positions outside this Agreement shall maintain their seniority in prior position for a period of one (1) year.

B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply:

1. If hired prior to the effective date of this Agreement, seniority preference among such employee shall be determined by the order in which such employees are already shown on the Employer's payroll records.

2. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in accordance with N.J. Department of Personnel Rules and Regulations or in alphabetical order whichever is applicable.

#### ARTICLE 26

#### GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without the intervention of the Union.

There shall be no meeting of management which results in disciplinary action unless the employee has been given the right to have a Union representative present with him.



B. Definition

The term "Grievance" means any complaint, dispute or controversy concerning the interpretation, application or operation of this Agreement. Only one subject matter can be conferred in any one grievance and the article number must be specified on the Grievance Form.

Where the grievance involves an alleged violation of rights and privileges specified in Civil Service law and rules for which there is specific appeal to Civil Service, this matter shall be presented to Civil Service directly.

The Employer and the Union agree in conjunction with the Grievance Procedure that each will give reasonable consideration to request of the other party for meetings to discuss grievances pending at any step of the grievance procedure.

Any grievance, dispute or complaint that might arise between the parties shall be settled as set forth in the following:

(i) Employee Grievances

Step 1. The grievance shall be taken up with the employee's Administrative Supervisor, in writing within five (5) working days of the occurrence or within five (5) working days after he would reasonable be expected to know if its occurrence. Failure to act within said five (5) days shall be deemed to constitute an abandonment of the grievance. Upon proper presentation of a grievance, the Supervisor shall then attempt to adjust the matter and shall respond within five (5) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing, by the Union and the employee to the Department Head within five (5) working days following the determination of Step 1. The Department Head shall meet with the Union and/or employee and respond in writing within five (5) working days after the receipt of the grievance.

Step 3. If the grievance still remains unadjusted, it shall be presented by the Union and the employee to the Personnel Committee of the Board of Freeholders in writing within five (5) working days after the response from the Department head is due. A hearing maybe requested before Employer's Personnel Committee. The Employer's Personnel Committee shall include a Freeholder member or their designee to the County Personnel Committee.

The Employer's Personnel Committee will render its decision within ten (10) working days.

The Union shall have 30 days after this period to submit the grievance to the American Arbitration Association to be handled in accordance with the normal Rules and Regulations of the American Arbitration Association. The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render an award which goes beyond the provisions of this Agreement. The fees and expenses for the Arbitrator shall be shared equally between the parties.

Should employees elect to proceed under this Article they shall not have the right then to proceed on the same grievance within the Civil Service Rules and Regulations. If the employee proceeds under the Civil Service Rules and Regulations he shall have not rights under this Article.

(ii) Employer Grievances

If the Employer has a grievance against the Union it shall present its grievance to the Union in writing within five (5) working days of the occurrence or within five (5) working days after it would reasonable be expected to know if the occurrence. Failure to act within the said five (5) days shall be deemed to constitute an abandonment of the grievance.

The Union shall respond to Employer within five (5) working days. If the grievance remains unadjusted it shall be presented at a meeting of employer's representatives and representatives of the Union.

The Union shall render its decision within 10 working days.

The Employer shall have thirty (30) days after this period to submit the grievance to the American Arbitration Association. The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render and award which goes beyond the provisions of this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

#### ARTICLE 27

#### STEWARDS

It is agreed that there shall be one steward representing the following departments or areas:

Road Department, Engineering and Planning Board,  
Registered Nurses, Licensed Practical Nurses,  
Maintenance – Boiler Room, Laundry, Detention,  
Clerical, Public Health, Public Safety Telecommunications / 911

There shall be two stewards representing the following areas and/or departments:

Aides  
Dietary  
Housekeeping  
Activity and Therapy in Day Care  
Courthouse, Jail, Office of Aging and Superintendent of Schools.

Stewards in administering the collective bargaining agreement shall conduct their business wherever possible on non-working time. When it is necessary to do it on working time, interference with work shall be kept to an absolute minimum. Stewards shall notify and get approval from their supervisors prior to leaving their work and such approval shall not be

unreasonable withheld. Stewards shall be allowed up to two hours off per month with pay nine times per year, if scheduled to work in order to attend meetings which may be scheduled when they are normally working. Stewards shall notify their supervisor of this need at least ten days in advance.

## ARTICLE 28

### CHECKOFF

Upon receipt of written authorization from employees the County shall deduct regular union dues initiation fees and assessments. If allowable by law, the County shall, upon receipt of written authorization from an employee, deduct contributions as set forth in such authorization for the Martin Luther King fund and/or the Local 2327 Credit Union.

Employees who have not signed and submitted to the County a written authorization allowing the deduction of regular Union dues, initiation fees and assessments shall be required to pay to the Union a representation fee in lieu of dues in an amount not to exceed 85% of such regular membership dues, fees and assessments.

Deductions shall be made in the last pay of the month and shall be forwarded to the Union no later than the 10<sup>th</sup> day of the following month. The normal monthly dues applicable to employees covered under this Agreement as of its effective date if 1.5% of the employee's salary.

A pro-rata representation fee shall be deducted from all non-members, part-time pool employees on the following basis:  $(0.85) \times (0.015) \times (\text{number of non-overtime hours worked that pay period}) = \text{pro-rate representation fee that pay period}$ . No initiation fee shall be assessed to such employees. In the event, however, that a part-time pool employee becomes a Union member, regular union dues shall be assessed.

The union agrees to indemnify and save the County harmless from any suit or liability arising because of action taken or not taken by County pursuant to this Article.

During the life of this Agreement, the County agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes or has executed the following "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form; provided further, however, that the County will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file and unrevoked "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the County before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable Authorization for Assignment and Check-off of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the County from the employees first union dues period in the first month following receipt of the check-off authorization card and shall continue until the check-off authorization is revoked in writing. The

County agrees to remit said deductions promptly to UAW V-CAP, in care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The County further agrees to furnish UAW V-CAP with the name, address, Social Security number, and date of last Authorization of those employees for whom deductions have been made. The County further agrees to furnish UAW V-CAP with a monthly and year-to-date report of each such employee's deductions. This information shall be furnished along with each remittance on a floppy disk or magnetic tape, in ACSII or some other common format conveniently available to the County's accounting systems.

#### ARTICLE 29

#### MISCELLANEOUS

1. Perspective applicants referred by the Union for job openings will be considered on an equal basis with other applicants.
2. Job vacancies shall be posted in accordance with Civil Service Rules and Regulations. Effective January 1, 1996, if all qualifications are otherwise equal, the determining factor in filling a job posting shall be employee seniority.
3. Effective upon signing of the Collective Bargaining Agreement, the Employer agrees that in the event it determines that a reduction in the work force or involuntary transfers of bargaining unit employees should be implemented, it will provide the Union with advance notice before any such proposed changes are scheduled to take effect, and that the Employer will meet with the Union to discuss the proposed change(s), alternatives to the proposed change(s), and minimizing the effects on senior employees and to discuss the effects of such change(s) on bargaining unit employees.

4. If it is necessary to subcontract work the Union shall be notified in advance of the subcontract which would result in layoffs in order to discuss the reasons for subcontracting.

5. The Union shall be notified of employees who are discharged.

6. Employees who are promoted from positions within the bargaining unit to positions outside the bargaining unit shall retain their seniority rights for a period of one year.

7. The County agrees to reimburse any employee for school tuition costs incurred by the employee within the unit on the following basis:

- (a) The course must be taken at a school approved by the county before tuition costs are incurred;
- (b) The course must be directly related to the employee's present work duties;
- (c) The employee must submit an application for tuition reimbursement at least three (3) weeks prior to the start of the course. Applications shall be submitted to the Personnel Director, County of Cumberland for approval. The County will forward to the UAW office copies of all approved tuition applications.

The County will reimburse the employee after successfully completing the approved course with a passing grade. Proof of passing grade and tuition charge is required.

In no event shall the County pay tuition reimbursement costs in excess of a sum equal to one-half of one percent of the total annual payroll for any calendar year under this Agreement.

8. The Union and the County shall each appoint up to six (6) persons to a joint Medical Center Attendance and Scheduling Committee which shall meet from time to time to discuss Medical Center attendance and scheduling problems.

ARTICLE 30

LONGEVITY

A. Effective January 2, 1985, longevity pay will be paid in accordance with the longevity program adopted by Freeholder Resolution #111 in the year 1970 and any amendments and supplements thereto.

5 - 9 years of service .....	\$100.00 each year
10 - 14 years of service .....	\$200.00 each year
15 - 19 years of service .....	\$300.00 each year
20 - 24 years of service .....	\$400.00 each year
25 years of service thereafter .....	\$500.00 each year

Years of service would mean the employee's total length of continuous service beginning with his original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by Civil Service. Effective January 1, 1991 each of the above service categories shall be increased by \$100.00 as follows:

5 - 9 years of service .....	\$200.00 each year
10 - 14 years of service .....	\$300.00 each year
15 - 19 years of service .....	\$400.00 each year
20 - 24 years of service .....	\$500.00 each year
25 years of service thereafter .....	\$600.00 each year



ARTICLE 31

SALARIES AND WAGES

The rates of pay for all employees covered by this Agreement for calendar years 2006, 2007, 2008, 2009, 2010 and 2011 shall be set forth in the compensation schedule attached as Schedule A. Employees will move up one step on the guide for every year of service with the County or until they reach the maximum step for their job title. Step movement for employees hired prior to January 1, 2006 will occur on January 1 for each year of the contract. Step movement for employees hired on or after January 1, 2006 will occur on the employee's anniversary date for each year of the contract. During the term of this Agreement, the compensation schedule will not be changed unless by mutual consent of the Employer and Union.

ARTICLE 32

DURATION

This Agreement shall be effective as of January 1, 2006, and continue until the 31<sup>st</sup> Day of December, 2011.

This Agreement shall automatically renew itself on a year-to-year basis after the initial ~~six-year~~ term unless either party gives at least sixty (60) days notice to terminate or modify this Agreement, and it shall remain in full force and effect during all period of negotiation and until the new Agreement is formally agreed to.

*Handwritten initials:*  
JA  
KH

This Agreement between the County of Cumberland, New Jersey and Local 2327, United Auto Workers of America, has been executed this 12 day of March, 2006.7

COUNTY OF CUMBERLAND

Douglas Rainear  
DOUGLAS M RAINEAR, DIRECTOR

Ken Mecouch  
KEN MECOUCH, ADMINISTRATOR

LOCAL 2327, UNITED AUTO  
WORKERS OF AMERICA

Fran Smith  
FRAN SMITH, PRESIDENT

Bereha M. Kinkce

James E. Fair  
Matthew E. Piszarski

Fran Smith

Michael J. Scantle

Jenny Williams

Gloria Soneq

Carol Festore Warner

Jo Ann Russo

Marjorie Perice

Patty Oliver

William W. Kosliff

Exhibit A

LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF CUMBERLAND  
&  
LOCAL 2327 UAW

1. The County agrees to abide by the arbitration opinion and awarded in the matter of the arbitration between the County of Cumberland and Local 2327 UAW, Case No. 18-390-00461-94L unless and until changed by subsequent negotiation and agreement.
2. The County and the Union agree to form an overtime review committee consisting of five members appointed by the Union and five members appointed by the County. The committee shall study the issue of how the County computes and pays overtime to Bargaining Unit Employees. The committee shall make nonbinding recommendations regarding any suggested changes to the existing overtime policy. The Collective Bargaining shall be subject to a reopener in the third year as to the issue of overtime computation and compensation. The County and Union agree to negotiate and bargain in good faith on that issue.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

\_\_\_\_\_

DATED:

\_\_\_\_\_

DATED:

\_\_\_\_\_

Item 1 - County of Cumberland Letter Dated 12-18-95

Item 2 - Memorandum of Agreement Dated 12-18-95

#1

LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF CUMBERLAND  
&  
LOCAL 2327

1. Bargaining Unit employees who are regularly scheduled to work twenty (20) or more hours per week shall receive the complete medical benefits package currently provided to full-time employees for the life of the Collective Bargaining Agreement.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

\_\_\_\_\_  
DATED:

\_\_\_\_\_  
DATED:

Item 1 - County of Cumberland Letter Dated 12-18-95  
Item 2 - Memorandum of Agreement Dated 2-8-99

LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF CUMBERLAND  
&  
LOCAL 2327 UAW

1. Anyone employed effective January 1, 1995 will be entitled to the salary increases subject to provisions of Article XXXI, B which is part of this contract.
2. 911 Communications Center and Juvenile Detention Center, Senior and Principal titles will increase proportionately based on the new hiring rate for these two (2) facilities.
3. 911 Communication Operator Trainee - newly hired shall receive a salary rate \$1,000 lower than the communication operators salary established for that year. Upon completion of training and certification the trainee will move up to the established hiring rate for communication operators and in subsequent years receive their appropriate increase according to the collective bargaining agreement.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

\_\_\_\_\_

DATED:

\_\_\_\_\_

DATED:

Item 1 & 2 - Local 2327 UAW Letter Dated 1-25-96  
Item 3 - Local 2327 UAW Letter Dated 1-31-96

#3



COUNTY OF CUMBERLAND  
BRIDGETON, NEW JERSEY 08302

RICHARD J. GEIGER  
COUNTY COUNSEL

December 18, 1995

P.O. BOX 440  
146 W. BROAD STREET

ELDON C. SCHULMAN  
DEPUTY COUNTY COUNSEL

TELEPHONE  
451-8000, EXT 458  
FAX 451-0270

Cleary & Josem  
Attn: William Josem  
Suite 300  
1420 Walnut Street  
Philadelphia, PA 19102-4097

Re: Cumberland County and UAW Local 2327

Dear Mr. Josem:

During the course of collective bargaining negotiations, several issues arose. The purpose of this letter is to clarify each of those issues.

Bargaining Unit employees who are regularly scheduled to work twenty (20) or more hours per week shall receive the complete medical benefits package currently provided to full-time employees for the life of the Collective Bargaining Agreement.

The County agrees to abide by the arbitration opinion and award in the matter of the arbitration between the County of Cumberland and UAW District 65, Local 2327, Case No. 18 390 00401 94L unless and until changed by subsequent negotiation and agreement.

A pro-rata representation fee shall be deducted from all non-member, part-time pool employees on the following basis:  $(0.85) \times (0.015) \times (\text{number of non-overtime hours worked that pay period}) = \text{pro-rata representation fee that pay period}$ . No initiation fee shall be assessed to such employees. In the event, however, that a part-time pool employee becomes a union member, regular union dues and the ~~\$50.00~~ union initiation fee shall be assessed.

*RJG*  
*JS*  
12/18/95

Very truly yours,

Richard J. Geiger  
County Counsel

RJG:k

AGREED TO:

*Fran Smith*  
\_\_\_\_\_  
Fran Smith for UAW Local 2327

*Layne Ball*

*David W. Gray*  
\_\_\_\_\_  
David W. Gray for County of Cumberland

*Carl P. Bowler*

# County of Cumberland

## Employee Promotion Notification Letter

*Be advised, the County Administrator has submitted your name to the Cumberland County Board of Chosen Freeholders for promotion.*

Employee Name: \_\_\_\_\_ Date Promotion Submitted: \_\_\_\_\_  
Current Title: \_\_\_\_\_ Promotional Title: \_\_\_\_\_  
Date of Hire: \_\_\_\_\_ Date of last promotion: \_\_\_\_\_

- The Cumberland County Board of Chosen Freeholders congratulates you on your promotion effective \_\_\_\_\_.

---

The Cumberland County Board of Chosen Freeholders regrets that your promotion could not be approved for the following reason (s).

- You do not meet minimum qualifications of the higher title.
- Your current title is not part of the title series.
- You do not have at least one year of continuous permanent service in the lower title.
- You are not in the unit scope (department) of the higher title.
- Budgetary constraints prevent the funding of the higher title.
- Other: \_\_\_\_\_

---

*Signature of County Administrator*

Cc:



## Schedule A





Records Analyzed	46,000	49,881	24,171	20,459	20,143	30,143	31,489	31,058	22,087	33,600	33,029	34,616	34,000
Recreation Leader	27,200	30,424	24,171	20,459	20,143	30,143	31,489	31,058	22,087	33,600	33,029	34,616	34,000
Recreation Leader Arts & Crafts	27,200	30,424	24,171	20,459	20,143	30,143	31,489	31,058	22,087	33,600	33,029	34,616	34,000
Reference Librarian	25,800	25,762	26,514	27,707	27,429	28,563	29,918	29,267	30,974	31,620	31,086	32,486	32,000
Sanitary Inspector	29,800	29,800	30,867	29,976	30,771	32,671	37,767	37,429	38,883	39,620	38,943	40,424	40,000
Sanitary Inspector Trainee	31,000	31,000	30,867	29,976	30,771	32,671	37,767	37,429	38,883	39,620	38,943	40,424	40,000
Secretary to Div Head	0	27,661	0	28,827	0	28,608	28,879	0	31,686	32,651	0	0	0
Bills Manager Nutrition Program	24,800	25,516	24,806	26,243	26,571	27,047	28,693	28,243	29,416	30,244	29,226	30,478	31,000
Social Case Worker-Bilingual	28,800	30,932	28,806	30,937	31,714	32,711	34,344	33,629	35,361	36,188	35,169	37,000	37,500
Social Services Assistant	28,100	28,100	28,067	28,068	28,114	28,271	28,438	28,605	28,772	28,939	29,106	29,273	29,440
Social Worker Adult	29,800	30,932	29,806	30,937	31,714	32,711	34,344	33,629	35,361	36,188	35,169	37,000	37,500
Social Worker Health	29,800	30,932	29,806	30,937	31,714	32,711	34,344	33,629	35,361	36,188	35,169	37,000	37,500
Social Worker Inpatient	29,800	30,932	29,806	30,937	31,714	32,711	34,344	33,629	35,361	36,188	35,169	37,000	37,500
Sr Account Clerk	24,800	26,021	24,806	26,027	26,700	27,373	28,046	28,719	29,392	30,065	29,738	30,411	30,900
Sr Account Clerk Typing	24,800	26,021	24,806	26,027	26,700	27,373	28,046	28,719	29,392	30,065	29,738	30,411	30,900
Sr Alcoholism Counselor	26,800	27,693	26,806	27,694	28,214	29,097	30,080	30,963	31,946	32,929	32,812	33,795	34,778
Sr Building Maintenance Worker	22,800	22,813	22,814	22,828	22,842	22,856	22,870	22,884	22,898	22,912	22,926	22,940	22,954
Sr Building Service Worker	22,800	22,813	22,814	22,828	22,842	22,856	22,870	22,884	22,898	22,912	22,926	22,940	22,954
Sr Casual Supply Clerk	20,800	20,800	20,714	20,728	20,742	20,756	20,770	20,784	20,798	20,812	20,826	20,840	20,854
Sr Clean Program Aide	20,800	20,800	20,714	20,728	20,742	20,756	20,770	20,784	20,798	20,812	20,826	20,840	20,854
Sr Clerk Stenographer	24,800	24,800	24,700	24,800	24,900	25,000	25,100	25,200	25,300	25,400	25,500	25,600	25,700
Sr Clerk Typist	24,800	24,800	24,700	24,800	24,900	25,000	25,100	25,200	25,300	25,400	25,500	25,600	25,700
Sr Clerk Typist Bilingual	24,800	24,800	24,700	24,800	24,900	25,000	25,100	25,200	25,300	25,400	25,500	25,600	25,700
Sr Code Enforcement Officer	26,800	27,693	26,806	27,694	28,214	29,097	30,080	30,963	31,946	32,929	32,812	33,795	34,778
Sr Counselor-Penal Institution	26,800	27,693	26,806	27,694	28,214	29,097	30,080	30,963	31,946	32,929	32,812	33,795	34,778
Sr Dental Assistant	24,000	24,188	24,071	24,259	24,447	24,635	24,823	25,011	25,199	25,387	25,575	25,763	25,951
Sr Dental Clerk Typing	24,000	24,188	24,071	24,259	24,447	24,635	24,823	25,011	25,199	25,387	25,575	25,763	25,951
Sr Dentist	24,800	24,800	24,700	24,800	24,900	25,000	25,100	25,200	25,300	25,400	25,500	25,600	25,700
Sr Dentist Technician	24,800	24,800	24,700	24,800	24,900	25,000	25,100	25,200	25,300	25,400	25,500	25,600	25,700
Sr Electrician	28,800	30,461	28,806	30,462	31,123	32,784	34,445	35,106	36,767	38,428	39,089	40,750	41,411
Sr English as a Second Language Aide	30,800	31,873	30,806	31,874	32,947	34,020	35,093	36,166	37,239	38,312	39,385	40,458	41,531
Sr Enrollment/Therapy Aide	21,700	22,677	21,700	22,677	23,654	24,631	25,608	26,585	27,562	28,539	29,516	30,493	31,470
Sr Food Service Worker	21,700	22,677	21,700	22,677	23,654	24,631	25,608	26,585	27,562	28,539	29,516	30,493	31,470
Sr Groundskeeper	20,800	20,800	20,700	20,800	20,900	21,000	21,100	21,200	21,300	21,400	21,500	21,600	21,700
Sr Inspector Mergers Examination	30,800	31,873	30,806	31,874	32,947	34,020	35,093	36,166	37,239	38,312	39,385	40,458	41,531
Sr Juvenile Detention Officer	26,800	27,693	26,806	27,694	28,214	29,097	30,080	30,963	31,946	32,929	32,812	33,795	34,778
Sr Librarian	26,800	27,693	26,806	27,694	28,214	29,097	30,080	30,963	31,946	32,929	32,812	33,795	34,778
Sr Library Assistant	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Sr Maintenance Repairer	27,200	28,523	27,200	28,523	29,846	31,169	32,492	33,815	35,138	36,461	37,784	39,107	40,430
Sr Maintenance Repairer - Carpenter	32,800	34,383	32,800	34,383	35,966	37,549	39,132	40,715	42,298	43,881	45,464	47,047	48,630
Sr Maintenance Repairer - L.P.I.	28,800	30,201	28,800	30,201	31,602	33,003	34,404	35,805	37,206	38,607	40,008	41,409	42,810
Sr Mechanic	28,800	30,201	28,800	30,201	31,602	33,003	34,404	35,805	37,206	38,607	40,008	41,409	42,810
Sr Painter	30,800	31,873	30,806	31,874	32,947	34,020	35,093	36,166	37,239	38,312	39,385	40,458	41,531
Sr Pharmacy Aide	21,700	22,677	21,700	22,677	23,654	24,631	25,608	26,585	27,562	28,539	29,516	30,493	31,470
Sr Planner	28,800	30,081	28,800	30,081	31,364	32,847	34,330	35,813	37,296	38,779	40,262	41,745	43,228
Sr Plumber	27,200	28,523	27,200	28,523	29,846	31,169	32,492	33,815	35,138	36,461	37,784	39,107	40,430
Sr Probate Clerk Typing	31,200	32,703	31,200	32,703	34,206	35,709	37,212	38,715	40,218	41,721	43,224	44,727	46,230
Sr Program Specialist Special Child Health	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800
Sr Public Safety Telecommunications	23,200	24,283	23,200	24,283	25,366	26,449	27,532	28,615	29,698	30,781	31,864	32,947	34,030
Sr Purchasing Assistant	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800	28,800
Sr Road Inspector	32,000	40,000	32,000	40,000	32,000	40,000	32,000	40,000	32,000	40,000	32,000	40,000	32,000
Sr Sanitary Inspector	44,804	48,802	44,804	48,802	48,802	48,802	48,802	48,802	48,802	48,802	48,802	48,802	48,802
Sr Social Worker Institution	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800	29,800
Sr Stock Clerk	30,100	31,413	30,100	31,413	32,726	34,039	35,352	36,665	37,978	39,291	40,604	41,917	43,230
Sr Traffic Maintenance Worker	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Stock Clerk	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Stock Handler	22,800	24,408	22,800	24,408	25,014	26,620	27,226	27,832	28,438	29,044	29,650	30,256	30,862
Storeroom	22,800	24,408	22,800	24,408	25,014	26,620	27,226	27,832	28,438	29,044	29,650	30,256	30,862
Supervising Omnibus Operator	22,800	24,408	22,800	24,408	25,014	26,620	27,226	27,832	28,438	29,044	29,650	30,256	30,862
Supervisor of Accounts	22,800	24,408	22,800	24,408	25,014	26,620	27,226	27,832	28,438	29,044	29,650	30,256	30,862
Teacher-Benavilla Detention Facilities	28,000	29,289	28,000	29,289	30,578	31,867	33,156	34,445	35,734	37,023	38,312	39,601	40,890



	2007 - 4th		Step 1		Step 2 2007		Step 3 2007		Step 4 2007		Step 5 2007		Step 6 2007		Step 7 2007		Master Step 8 2007	
	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY	JAN	JULY
Account Clerk	23,408	24,344	24,244	25,214	25,918	26,853	27,822	28,892	29,922	30,952	31,982	33,012	34,042	35,072	36,102	37,132	38,162	39,192
Account Clerk Typing	23,408	24,344	24,244	25,214	25,918	26,853	27,822	28,892	29,922	30,952	31,982	33,012	34,042	35,072	36,102	37,132	38,162	39,192
Administrative Clerk	33,358	34,308	34,568	35,648	36,748	37,868	39,008	40,168	41,348	42,548	43,768	45,008	46,268	47,548	48,848	50,168	51,508	52,868
Admitting Officer	31,488	32,488	33,518	34,578	35,668	36,788	37,938	39,118	40,328	41,568	42,838	44,138	45,468	46,828	48,208	49,618	51,058	52,528
Alcoholism Counselor	27,888	28,888	29,918	30,978	32,068	33,188	34,338	35,518	36,728	37,968	39,238	40,538	41,868	43,228	44,618	46,038	47,488	48,968
Ass Buyer	32,804	33,804	34,834	35,894	36,984	38,104	39,254	40,434	41,644	42,884	44,154	45,454	46,784	48,144	49,534	50,954	52,404	53,884
Assistant Cook	21,000	21,500	22,000	22,500	23,000	23,500	24,000	24,500	25,000	25,500	26,000	26,500	27,000	27,500	28,000	28,500	29,000	29,500
Assistant Planner	25,214	26,474	27,734	29,004	30,284	31,584	32,904	34,244	35,604	36,984	38,384	39,804	41,244	42,704	44,184	45,684	47,204	48,744
Assistant Supt of Building Services	26,762	27,822	28,902	30,002	31,122	32,262	33,422	34,602	35,802	37,022	38,262	39,522	40,802	42,102	43,422	44,762	46,142	47,542
Assistant Supt Traffic Maintenance	34,278	35,648	37,038	38,488	39,928	41,448	42,948	44,428	45,928	47,448	48,948	50,428	51,928	53,448	54,948	56,448	57,948	59,448
Assistant Superv. Housekeeper	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000
Building Maintenance Worker	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000
Building Maintenance Worker PL	27,688	28,800	29,938	31,108	32,308	33,538	34,788	36,158	37,558	38,968	40,408	41,878	43,368	44,878	46,408	47,958	49,528	51,118
Building Services Worker	20,800	21,738	22,676	23,624	24,584	25,554	26,534	27,524	28,524	29,534	30,554	31,584	32,624	33,674	34,734	35,804	36,884	37,974
Buyer	40,000	42,000	44,000	46,000	48,000	50,000	52,000	54,000	56,000	58,000	60,000	62,000	64,000	66,000	68,000	70,000	72,000	74,000
Cabinet Maker	28,200	29,334	30,484	31,654	32,844	34,054	35,284	36,534	37,804	39,094	40,404	41,734	43,084	44,454	45,844	47,254	48,684	50,134
Carpenter	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000
Check Biographer	19,228	19,932	20,648	21,376	22,116	22,868	23,632	24,408	25,196	25,996	26,808	27,632	28,468	29,316	30,176	31,048	31,932	32,828
Check Typist	24,702	25,732	26,772	27,822	28,882	29,952	31,032	32,122	33,222	34,332	35,452	36,582	37,722	38,872	40,032	41,202	42,382	43,572
Check Typist Bilingual	24,744	25,774	26,814	27,864	28,924	29,994	31,074	32,164	33,264	34,374	35,494	36,624	37,764	38,914	40,074	41,244	42,424	43,614
Code Enforcement Officer	27,688	28,800	29,938	31,108	32,308	33,538	34,788	36,158	37,558	38,968	40,408	41,878	43,368	44,878	46,408	47,958	49,528	51,118
Community Service Aide	20,084	20,887	21,690	22,503	23,326	24,159	25,002	25,855	26,718	27,591	28,474	29,367	30,270	31,183	32,106	33,039	33,982	34,935
Community Youth Worker	28,762	29,666	30,580	31,504	32,438	33,382	34,336	35,300	36,274	37,258	38,252	39,256	40,270	41,294	42,328	43,372	44,426	45,490
Computer Operator	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000
Confidential Assistant	30,723	31,701	32,699	33,717	34,755	35,813	36,891	37,989	39,107	40,235	41,383	42,551	43,739	44,947	46,175	47,423	48,681	49,949
Cook	22,000	23,000	24,000	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000
Coord. Long Term Care for Elderly	38,241	40,000	41,768	43,544	45,328	47,119	48,917	50,722	52,534	54,352	56,176	58,006	59,842	61,684	63,542	65,406	67,286	69,172
Coord. of Volunteers	31,453	32,701	33,969	35,247	36,535	37,833	39,141	40,459	41,787	43,125	44,473	45,831	47,199	48,577	49,965	51,363	52,771	54,189
Coordinator Penal Institution	30,932	32,073	33,233	34,403	35,583	36,773	37,973	39,183	40,403	41,633	42,873	44,163	45,473	46,793	48,133	49,493	50,873	52,273
County Emergency Management Planner	37,207	38,793	40,389	41,995	43,611	45,237	46,873	48,519	50,175	51,831	53,497	55,173	56,859	58,555	60,261	61,977	63,703	65,439
County Radiological Defense Coordinator	34,741	36,484	38,237	39,990	41,752	43,523	45,303	47,093	48,893	50,703	52,523	54,353	56,193	58,043	59,903	61,773	63,653	65,543
County Radiological Defense Coordinator	34,741	36,484	38,237	39,990	41,752	43,523	45,303	47,093	48,893	50,703	52,523	54,353	56,193	58,043	59,903	61,773	63,653	65,543
Cultural Worker/PL	29,918	31,008	32,108	33,218	34,338	35,468	36,608	37,758	38,918	40,088	41,268	42,458	43,658	44,868	46,088	47,318	48,558	49,808
Data Processing Technician	39,900	41,488	43,086	44,694	46,312	47,940	49,578	51,226	52,884	54,552	56,230	57,918	59,616	61,324	63,042	64,770	66,508	68,256
Design Artist	32,671	33,878	35,095	36,322	37,559	38,806	40,063	41,330	42,607	43,894	45,191	46,508	47,835	49,172	50,519	51,876	53,243	54,620
Designer	42,073	43,768	45,483	47,208	48,953	50,718	52,503	54,308	56,133	57,978	59,843	61,728	63,633	65,558	67,503	69,468	71,453	73,458
Docket Clerk Typing	18,510	19,052	19,604	20,156	20,718	21,280	21,842	22,404	22,966	23,528	24,090	24,652	25,214	25,776	26,338	26,900	27,462	28,024
Drawing Technician	23,408	24,344	25,280	26,216	27,152	28,088	29,024	29,960	30,896	31,832	32,768	33,704	34,640	35,576	36,512	37,448	38,384	39,320
Electrician	37,559	38,677	39,805	40,943	42,091	43,249	44,417	45,595	46,783	47,981	49,189	50,407	51,635	52,873	54,121	55,379	56,647	57,925
Employee - Apicalium Est Garden	25,518	26,536	27,564	28,592	29,620	30,658	31,706	32,754	33,802	34,850	35,908	36,966	38,034	39,102	40,170	41,238	42,306	43,374
Employing Aide	29,280	30,430	31,580	32,730	33,880	35,030	36,180	37,330	38,480	39,630	40,780	41,930	43,080	44,230	45,380	46,530	47,680	48,830
Environmental Specialist	39,281	40,880	42,479	44,078	45,677	47,276	48,875	50,474	52,073	53,672	55,271	56,870	58,469	60,068	61,667	63,266	64,865	66,464
Environmental Specialist	39,281	40,880	42,479	44,078	45,677	47,276	48,875	50,474	52,073	53,672	55,271	56,870	58,469	60,068	61,667	63,266	64,865	66,464
Environmental Therapy Aide	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000
Equipment Operator	29,200	30,430	31,660	32,890	34,120	35,350	36,580	37,810	39,040	40,270	41,500	42,730	43,960	45,190	46,420	47,650	48,880	50,110
Equipment Operator/Truck Driver	28,000	29,138	30,276	31,414	32,552	33,690	34,828	35,966	37,104	38,242	39,380	40,518	41,656	42,794	43,932	45,070	46,208	47,346
Excavation Clerk	26,814	27,972	29,130	30,288	31,446	32,604	33,762	34,920	36,078	37,236	38,394	39,552	40,710	41,868	43,026	44,184	45,342	46,500
Field Bus Disease Control	28,424	29,682	30,940	32,198	33,456	34,714	35,972	37,230	38,488	39,746	41,004	42,262	43,520	44,778	46,036	47,294	48,552	49,810
Field Bus Health Education	28,424	29,682	30,940	32,198	33,456	34,714	35,972	37,230	38,488	39,746	41,004	42,262	43,520	44,778	46,036	47,294	48,552	49,810
Field Bus Health Education	28,424	29,682	30,940	32,198	33,456	34,714	35,972	37,230	38,488	39,746	41,004	42,262	43,520	44,778	46,036	47,294	48,552	49,810
Field Bus Senior Citizens Program	28,424	29,682	30,940	32,198	33,456	34,714	35,972	37,230	38,488	39,746	41,004	42,262	43,520	44,778	46,036	47,294	48,552	49,810
Food Service Worker	20,084	20,887	21,690	22,503	23,326	24,15												

Graduate Nurse	42,635	44,788	46,800	44,169	48,388	48,674	45,861	47,985	50,249	47,204	48,584	51,894	48,727	51,184	53,800	50,180	52,792	55,276	51,774	54,341	56,860	53,423	58,084	60,765	
Graduate Nurse/Minor	47,432	49,329	51,088	48,102	51,088	50,772	48,072	52,404	54,604	52,404	54,604	58,112	54,112	58,112	60,112	55,182	60,112	60,112	57,652	60,112	64,341	66,860	63,423	68,084	70,765
Graduate Nurse/Personal Inhibition	60,422	62,446	64,188	60,422	64,188	63,772	60,772	65,104	67,304	65,104	67,304	71,812	67,812	71,812	73,812	68,882	73,812	73,812	71,352	73,812	78,341	80,860	77,423	82,084	84,765
Graduate Nurse/Public Health	42,635	44,788	46,800	44,169	48,388	48,674	45,861	47,985	50,249	47,204	48,584	51,894	48,727	51,184	53,800	50,180	52,792	55,276	51,774	54,341	56,860	53,423	58,084	60,765	
Graduate Nurse/Phlebotomy	25,152	27,176	28,918	25,152	28,918	28,502	25,502	29,834	32,034	29,834	32,034	36,542	36,542	36,542	38,542	33,612	38,542	38,542	36,082	38,542	43,051	45,570	42,133	46,797	49,478
Head Cook	25,152	27,176	28,918	25,152	28,918	28,502	25,502	29,834	32,034	29,834	32,034	36,542	36,542	36,542	38,542	33,612	38,542	38,542	36,082	38,542	43,051	45,570	42,133	46,797	49,478
Head Nurse	44,284	46,188	47,930	44,284	47,930	47,514	44,514	48,846	51,046	48,846	51,046	55,554	55,554	55,554	57,554	52,624	57,554	57,554	55,094	57,554	62,063	64,582	61,145	65,809	68,490
Head Nurse-Adjunct	25,152	27,176	28,918	25,152	28,918	28,502	25,502	29,834	32,034	29,834	32,034	36,542	36,542	36,542	38,542	33,612	38,542	38,542	36,082	38,542	43,051	45,570	42,133	46,797	49,478
Health Educator	25,090	26,834	28,576	25,090	28,576	28,160	25,160	29,492	31,692	29,492	31,692	36,200	36,200	36,200	38,200	33,270	38,200	38,200	35,740	38,200	42,709	45,228	41,791	46,455	49,136
Health Educator Clerk	21,738	23,582	25,324	21,738	25,324	24,908	21,908	26,240	28,440	26,240	28,440	32,948	32,948	32,948	34,948	29,918	34,948	34,948	32,488	34,948	39,457	41,976	38,539	43,203	45,884
Heavy Equipment Operator	31,786	33,930	36,074	31,786	36,074	35,658	32,658	36,990	39,190	36,990	39,190	43,698	43,698	43,698	45,698	40,668	45,698	45,698	43,238	45,698	50,207	52,726	49,289	53,953	56,634
Historian	68,226	71,182	74,138	68,226	74,138	73,722	70,722	75,054	79,386	75,054	79,386	83,894	83,894	83,894	87,402	82,472	87,402	87,402	84,942	87,402	91,911	94,430	90,993	95,657	98,338
Inspector/Machinery Examination	28,280	30,424	32,568	28,280	32,568	32,152	29,152	33,484	35,684	33,484	35,684	40,192	40,192	40,192	42,192	37,262	42,192	42,192	39,732	42,192	46,701	49,220	45,783	50,447	53,128
Inspector/Technical Examination	28,424	30,568	32,712	28,424	32,712	32,296	29,296	33,628	35,828	33,628	35,828	40,336	40,336	40,336	42,336	37,406	42,336	42,336	39,876	42,336	46,805	49,324	45,887	50,551	53,232
Inspector/Technical Examination	28,424	30,568	32,712	28,424	32,712	32,296	29,296	33,628	35,828	33,628	35,828	40,336	40,336	40,336	42,336	37,406	42,336	42,336	39,876	42,336	46,805	49,324	45,887	50,551	53,232
Investigator/Consumer Protection	25,080	26,924	28,666	25,080	28,666	28,250	25,250	29,582	31,782	29,582	31,782	36,290	36,290	36,290	38,290	33,360	38,290	38,290	35,830	38,290	42,800	45,319	41,881	46,545	49,226
Juvenile Detention Officer	29,880	31,924	33,968	29,880	33,968	33,552	30,552	34,884	37,084	34,884	37,084	41,592	41,592	41,592	43,592	38,662	43,592	43,592	41,132	43,592	48,101	50,620	47,183	51,847	54,528
Laundry Worker	20,800	22,384	24,068	20,800	24,068	23,652	20,652	24,984	27,184	24,984	27,184	31,692	31,692	31,692	33,692	28,762	33,692	33,692	31,232	33,692	38,201	40,720	37,283	41,947	44,628
Librarian	20,864	22,448	24,132	20,864	24,132	23,716	20,716	25,048	27,248	25,048	27,248	31,756	31,756	31,756	33,756	28,826	33,756	33,756	31,296	33,756	38,265	40,784	37,347	42,011	44,692
Librarian	20,864	22,448	24,132	20,864	24,132	23,716	20,716	25,048	27,248	25,048	27,248	31,756	31,756	31,756	33,756	28,826	33,756	33,756	31,296	33,756	38,265	40,784	37,347	42,011	44,692
Librarian Assistant	18,008	19,592	21,176	18,008	21,176	20,760	17,760	22,092	24,292	22,092	24,292	28,800	28,800	28,800	30,800	25,870	30,800	30,800	28,340	30,800	35,310	37,829	34,391	39,055	41,736
Mechanics	25,816	27,960	29,702	25,816	29,702	29,286	26,286	30,618	32,818	30,618	32,818	37,326	37,326	37,326	39,326	34,396	39,326	39,326	36,866	39,326	43,835	46,354	42,917	47,581	50,262
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	39,600	39,600	41,600	36,670	41,600	41,600	39,140	41,600	46,110	48,629	45,191	49,855	52,536
Mechanics	27,888	29,932	31,976	27,888	31,976	31,560	28,560	32,892	35,092	32,892	35,092	39,600	3												





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Tescher-Juvenile Detention Facilities	25,260	20,723	22,186	30,308	31,820	33,338	31,350	33,118	34,468	36,784	34,488	39,209	37,834	35,650	37,307	39,083	36,663	38,488	40,220
Telephone Operator	22,572	23,471	24,171	23,378	24,174	24,980	24,184	24,980	25,787	26,593	27,400	28,207	29,014	29,821	30,628	31,435	32,242	33,049	33,856
Traffic Maintenance Worker	28,843	29,381	29,919	29,457	30,002	30,547	30,092	30,637	31,182	31,727	32,272	32,817	33,362	33,907	34,452	34,997	35,542	36,087	36,632
Traffic Safety Coordinator	31,434	32,014	32,594	32,174	32,754	33,334	32,914	33,494	34,074	34,654	35,234	35,814	36,394	36,974	37,554	38,134	38,714	39,294	41,189
Truck Signal Electronics	29,280	29,430	29,580	29,730	29,880	29,980	30,080	30,180	30,280	30,380	30,480	30,580	30,680	30,780	30,880	30,980	31,080	31,180	31,280
Truck Driver	26,752	27,022	27,292	27,562	27,832	28,102	28,372	28,642	28,912	29,182	29,452	29,722	29,992	30,262	30,532	30,802	31,072	31,342	31,612
Youth Clerk	20,084	20,097	20,110	20,123	20,136	20,149	20,162	20,175	20,188	20,201	20,214	20,227	20,240	20,253	20,266	20,279	20,292	20,305	20,318
Youth Group Worker	27,588	28,097	30,347	28,079	30,082	31,481	29,659	27,687	32,615	30,844	33,072	33,089	31,629	35,786	33,500	38,178	34,850	34,858	38,024
Youth Worker	22,154	23,040	22,345	22,878	23,863	31,481	23,738	24,018	24,297	25,516	26,216	26,510	27,185	25,601	27,077	27,752	28,427	29,102	31,077

	Step 1 2005		Step 2 2006		Step 3 2008		Step 4 2009		Step 5 2010		Step 6 2011		Step 7 2012		Step 8 2013		Step 9 2014		Step 10 2015	
	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-	-4007-	4007-
Account Clerk	26,214	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222	39,222
Account Clerk Typing	24,244	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214	26,214
Administrative Clerk	35,942	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570	37,570
Admitting Officer	37,107	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661	38,661
Alcoholism Counselor	31,431	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661
Alert Buyer	35,119	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924	36,924
Assistant Cook	22,004	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208	23,208
Assistant Planner	29,728	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578	31,578
Assistant Supv of Building Services	29,516	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388	31,388
Assistant Supv Traffic Maintenance	36,820	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848	38,848
Assistant Superv Housekeeper	30,616	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744	32,744
Assistant Supervisor Worker	27,046	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887	28,887
Building Maintenance Worker	29,751	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699	31,699
Building Services Worker	24,612	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648
Buyer	41,449	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844	43,844
Cabinet Maker	39,239	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844	41,844
Carpenter	29,673	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511	31,511
Clerk	20,711	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440	22,440
Clerk Stenographer	27,522	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448
Clerk Typist	24,244	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318
Clerk Typist, Bilingual	25,214	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448	27,448
Cook Enforcement Officer	29,716	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848	31,848
Community Services Aide	20,607	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777	22,777
Community Youth Worker	29,816	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048	32,048
Computer Operator	22,413	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648	24,648
Confidential Aide	27,634	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911	29,911
Confidential Agent	33,083	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511	35,511
Confidential Agent/Secretary	31,862	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340	34,340
Cook	22,860	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786	24,786
Coord. Long Term/Alt Care for Elderly	40,262	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488	43,488
Coord. Of Volunteers	32,701	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048	35,048
Counselor Panel (amblyon)	34,728	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188
Counselor Panel (amblyon)	34,728	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188
County Emergency Management Planner	34,728	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188	37,188
County Radiological Division Coordinator	44,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488	47,488
Classified Vocational PL	27,218	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448	29,448
Data Processing Technician	24,313	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648	26,648
Dental Assistant	23,416	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848	25,848
Deletion	43,768	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608	46,608
Docket Clerk Typing	19,852	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848	21,848
Drafting Technician	24,244	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318	26,318
Electrician	31,431	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661	33,661
Employee - Agriculture Ext Services	27,488	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648	29,648
Employee Aide	31,517	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778	33,778
Endocrinology Monthy Education	39,232	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648	41,648
Environmental Specialist	35,403	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911	37,911
Environmental Therapy Aide	25,053																			

	51,008	53,109	55,003	54,916	54,540	55,721	55,275	55,528	50,013	50,534	50,750	51,230	50,835
Graduate Nurse/Mentor	54,166	54,364	55,023	55,010	55,003	55,323	55,396	55,375	51,133	50,478	50,750	51,230	50,835
Graduate Nurse/Pain Institution	48,674	50,511	51,248	51,002	51,924	52,326	52,365	52,365	48,216	47,488	48,000	48,188	48,188
Graduate Nurse/Public Health	38,515	39,488	39,510	39,002	39,003	39,002	39,002	39,002	35,164	35,161	35,161	35,161	35,161
Head Cook	25,018	25,088	25,100	25,002	25,003	25,002	25,002	25,002	25,164	25,161	25,161	25,161	25,161
Head Nurse	47,769	48,440	48,589	48,589	48,589	48,589	48,589	48,589	43,000	43,000	43,000	43,000	43,000
Health Aide-Bilingual	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000
Health Educator	22,674	23,118	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256
Health Ins Benefits Clerk	22,674	23,118	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256	23,256
Heavy Equipment Operator	34,210	34,168	34,220	34,220	34,220	34,220	34,220	34,220	34,220	34,220	34,220	34,220	34,220
Hydrogen	33,317	33,378	33,440	33,440	33,440	33,440	33,440	33,440	33,440	33,440	33,440	33,440	33,440
Instructor/Medical Examination	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616	30,616
Instructor/Medical/Monitors Examination	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674	22,674
Individuals Assistant	27,015	27,088	27,161	27,161	27,161	27,161	27,161	27,161	27,161	27,161	27,161	27,161	27,161
Investigator Consumer Protection	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Investigator Consumer Protection	22,674	23,118	23,256	23,256	23,256	23,256	23,256	23,256	22,674	22,674	22,674	22,674	22,674
Juvvenile Detention Officer	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Laundry Worker	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Lift/Driver	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253
Library Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Maintenance Repairer	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Maintenance Repairer/PLI	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Mechanic	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Mechanic	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Motor Vehicle Operator-Handicapped	23,478	24,146	24,814	24,814	24,814	24,814	24,814	24,814	23,478	23,478	23,478	23,478	23,478
Onibus Operator	24,814	25,482	26,150	26,150	26,150	26,150	26,150	26,150	24,814	24,814	24,814	24,814	24,814
Operator Typing	27,015	27,088	27,161	27,161	27,161	27,161	27,161	27,161	27,015	27,015	27,015	27,015	27,015
Painter	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253
Paramedical Specialist	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Payroll Clerk	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253
Plumbing Aide	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Printer	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Practical Nurse	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Practical Nurse/Mentor	31,677	32,778	33,879	33,879	33,879	33,879	33,879	33,879	31,677	31,677	31,677	31,677	31,677
Practical Nurse/Pain Institution	40,662	41,763	42,864	42,864	42,864	42,864	42,864	42,864	40,662	40,662	40,662	40,662	40,662
Practical Nurse/Pain Institution	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253	20,253
Principal Alcohol Counselor	35,094	36,195	37,296	37,296	37,296	37,296	37,296	37,296	35,094	35,094	35,094	35,094	35,094
Principal Clerk	27,015	27,088	27,161	27,161	27,161	27,161	27,161	27,161	27,015	27,015	27,015	27,015	27,015
Principal Clerk Stenographer	33,248	34,349	35,450	35,450	35,450	35,450	35,450	35,450	33,248	33,248	33,248	33,248	33,248
Principal Clerk Typist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Desktop Clerk Typing	33,248	34,349	35,450	35,450	35,450	35,450	35,450	35,450	33,248	33,248	33,248	33,248	33,248
Principal Engineering Aide	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Librarian	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Library Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Planner	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Purchasing Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Principal Sanitary Inspector	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Printing Operator Tech II	33,248	34,349	35,450	35,450	35,450	35,450	35,450	35,450	33,248	33,248	33,248	33,248	33,248
Probate Clerk Typing Bilingual	27,015	27,088	27,161	27,161	27,161	27,161	27,161	27,161	27,015	27,015	27,015	27,015	27,015
Program Development Specialist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Program Development Specialist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Program Development Specialist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Program Development Specialist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Program Development Specialist	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Public Health Inspector	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Public Health Inspector	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Public Safety Telecommunications 911	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Public Safety Telecommunications 911	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Purchasing Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Radiologic Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Radiologic Assistant	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Radio Operator Bilingual	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018
Receptionist/Telephone Operator	25,018	25,088	25,100	25,100	25,100	25,100	25,100	25,100	25,018	25,018	25,018	25,018	25,018



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Traffic Operator	25,476	24,414
Traffic Maintenance Worker	29,896	31,188
Traffic Safety Coordinator	32,691	33,989
Traffic Signal Electrician	30,430	31,648
Truck Driver	27,822	29,935
Ward Clerk	20,857	21,751
Youth Group Worker	30,347	31,581
Youth Worker	23,040	23,952

24,513	24,204	25,182	24,990	27,028	26,529	27,807	27,687	28,773	28,608	29,644	29,528	31,285
31,067	31,810	32,138	33,209	34,881	34,331	36,082	35,583	38,717	38,423	41,880	41,532	49,837
39,858	39,313	38,526	38,183	37,671	37,360	36,883	36,627	40,088	39,685	45,253	44,784	53,420
31,617	31,776	32,004	32,001	31,631	31,778	32,181	32,404	37,218	36,951	44,428	44,104	53,420
28,816	28,088	29,210	30,003	31,038	31,787	33,048	33,780	34,101	33,784	37,138	36,712	47,043
31,612	32,477	33,357	33,024	34,014	34,346	35,402	35,693	41,877	41,533	49,881	49,504	59,783
31,461	31,641	32,518	32,669	34,044	34,346	36,082	36,789	47,116	46,800	55,234	54,924	66,118
33,083	34,617	35,566	35,678	38,029	38,332	41,316	41,768	51,241	50,977	60,097	59,827	71,677









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Teacher-Inmate Detention Facility	31,473	34,512	24,888	38,048	35,584	37,295	37,083	39,542	38,265	39,718	39,451	41,023	40,545	42,372	44,817
Langston Charles	24,414	26,596	25,288	29,217	28,108	27,384	27,078	28,518	27,902	28,118	28,778	29,224	29,648	30,322	32,374
Traffic Maintenance Worker	31,195	32,443	32,310	33,892	33,228	34,780	34,638	36,318	35,853	37,079	36,767	38,237	37,880	39,395	41,134
Traffic Study Coordinator	33,069	34,388	34,213	36,051	35,224	37,183	37,041	39,148	38,483	40,207	40,068	41,871	41,263	43,204	45,808
Traffic Signs Element	31,845	32,714	32,778	34,018	33,608	35,284	34,924	36,740	36,188	37,818	37,288	39,061	38,493	40,315	42,745
Truck Driver	29,895	30,892	29,968	31,187	31,002	32,343	32,056	33,517	33,068	34,351	34,105	35,465	35,158	36,641	38,081
Ward Clerk	21,701	22,568	22,477	23,478	23,361	24,381	24,248	25,387	25,177	26,344	26,177	27,460	27,261	28,661	30,111
Youth Group Worker	31,851	32,833	32,688	33,898	33,715	35,058	34,845	36,310	36,068	37,662	37,408	39,134	38,874	40,734	42,922
Youth Worker	23,852	24,920	24,817	25,918	25,873	26,998	26,938	28,090	28,051	29,261	29,241	30,511	30,507	31,834	33,284





Receptionist/Telephone Operator	22,689	21,472	24,161	33,148	24,887	18,497	26,784	31,828	33,900	27,864	27,405	24,051	29,823
Records Analyst 3	56,883	61,119	64,257	83,237	63,349	48,514	66,641	80,660	87,082	69,119	66,526	70,378	80,823
Recreation Leader	31,673	33,282	34,927	46,027	35,249	28,574	38,641	46,660	50,182	39,119	36,526	40,378	47,823
Recreation Leader Aide & Crafts	31,673	33,282	34,927	46,027	35,249	28,574	38,641	46,660	50,182	39,119	36,526	40,378	47,823
Religious Librarian	31,673	33,282	34,927	46,027	35,249	28,574	38,641	46,660	50,182	39,119	36,526	40,378	47,823
Road Inspector	29,718	31,350	33,024	43,238	32,242	25,448	34,562	42,580	45,602	34,562	32,242	34,562	40,378
Road Inspector	29,718	31,350	33,024	43,238	32,242	25,448	34,562	42,580	45,602	34,562	32,242	34,562	40,378
Sanitary Inspector	34,871	36,788	38,744	50,744	38,744	30,744	41,744	50,744	54,744	41,744	38,744	41,744	50,744
Sanitary Inspector Trainee	34,871	36,788	38,744	50,744	38,744	30,744	41,744	50,744	54,744	41,744	38,744	41,744	50,744
Secretary to DW Head	31,104	32,548	34,048	44,548	34,048	27,548	37,048	45,048	48,548	37,048	34,048	37,048	44,548
Secretary to DW Head	31,104	32,548	34,048	44,548	34,048	27,548	37,048	45,048	48,548	37,048	34,048	37,048	44,548
Senior Case Worker-Bilingual	31,673	33,282	34,927	46,027	35,249	28,574	38,641	46,660	50,182	39,119	36,526	40,378	47,823
Senior Case Worker-Bilingual	31,673	33,282	34,927	46,027	35,249	28,574	38,641	46,660	50,182	39,119	36,526	40,378	47,823
Social Services Assistant	23,660	24,927	26,242	34,238	26,242	20,744	28,242	34,238	36,744	28,242	26,242	28,242	34,238
Social Worker Aide	35,024	36,788	38,548	50,744	38,548	30,548	41,548	50,744	54,744	41,548	38,548	41,548	50,744
Social Worker Health	35,024	36,788	38,548	50,744	38,548	30,548	41,548	50,744	54,744	41,548	38,548	41,548	50,744
Social Worker Inpatient	35,024	36,788	38,548	50,744	38,548	30,548	41,548	50,744	54,744	41,548	38,548	41,548	50,744
Sr Accountant Clerk	29,710	31,440	33,170	43,238	33,170	26,170	35,170	43,238	46,170	35,170	33,170	35,170	43,238
Sr Accountant Clerk	29,710	31,440	33,170	43,238	33,170	26,170	35,170	43,238	46,170	35,170	33,170	35,170	43,238
Sr Alcoholism Counselor	35,281	37,189	39,145	51,245	39,145	31,145	41,245	51,245	55,245	41,245	39,145	41,245	51,245
Sr Alcoholism Counselor	35,281	37,189	39,145	51,245	39,145	31,145	41,245	51,245	55,245	41,245	39,145	41,245	51,245
Sr Building Maintenance Worker	26,448	27,868	29,288	38,238	29,288	23,288	31,288	38,238	41,238	31,288	29,288	31,288	38,238
Sr Building Maintenance Worker	26,448	27,868	29,288	38,238	29,288	23,288	31,288	38,238	41,238	31,288	29,288	31,288	38,238
Sr Capital Supply Clerk	26,448	27,868	29,288	38,238	29,288	23,288	31,288	38,238	41,238	31,288	29,288	31,288	38,238
Sr Capital Supply Clerk	26,448	27,868	29,288	38,238	29,288	23,288	31,288	38,238	41,238	31,288	29,288	31,288	38,238
Sr Citizen Program Aide	25,810	27,350	28,890	37,238	28,890	23,390	31,238	37,238	40,238	31,238	28,890	31,238	37,238
Sr Citizen Program Aide	25,810	27,350	28,890	37,238	28,890	23,390	31,238	37,238	40,238	31,238	28,890	31,238	37,238
Sr Clerk Steno/typist	33,051	34,742	36,433	47,238	36,433	29,433	39,238	47,238	51,238	39,238	36,433	39,238	47,238
Sr Clerk Typist	33,051	34,742	36,433	47,238	36,433	29,433	39,238	47,238	51,238	39,238	36,433	39,238	47,238
Sr Clerk Typist Bilingual	35,070	36,840	38,610	50,744	38,610	31,610	41,548	50,744	54,744	41,548	38,610	41,548	50,744
Sr Clerk Typist Bilingual	35,070	36,840	38,610	50,744	38,610	31,610	41,548	50,744	54,744	41,548	38,610	41,548	50,744
Sr Code Enforcement Officer	33,371	35,189	37,007	48,238	37,007	30,007	40,238	48,238	52,238	40,238	37,007	40,238	48,238
Sr Code Enforcement Officer	33,371	35,189	37,007	48,238	37,007	30,007	40,238	48,238	52,238	40,238	37,007	40,238	48,238
Sr. Counsellor-Personal Institution	47,106	49,880	52,654	68,238	52,654	42,654	56,238	68,238	74,238	56,238	52,654	56,238	68,238
Sr. Counsellor-Personal Institution	47,106	49,880	52,654	68,238	52,654	42,654	56,238	68,238	74,238	56,238	52,654	56,238	68,238
Sr. Dental Assistant	29,528	31,172	32,816	42,238	32,816	26,816	35,238	42,238	46,238	35,238	32,816	35,238	42,238
Sr. Dental Assistant	29,528	31,172	32,816	42,238	32,816	26,816	35,238	42,238	46,238	35,238	32,816	35,238	42,238
Sr. Desktop Clerk Typing	26,270	27,714	29,158	37,238	29,158	23,158	31,238	37,238	40,238	31,238	29,158	31,238	37,238
Sr. Desktop Clerk Typing	26,270	27,714	29,158	37,238	29,158	23,158	31,238	37,238	40,238	31,238	29,158	31,238	37,238
Sr. Floorplan	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Floorplan	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Frontloading Aide	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Frontloading Aide	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. General Therapist Aide	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. General Therapist Aide	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Good Service Worker	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Good Service Worker	34,653	36,433	38,213	49,238	38,213	31,213	41,238	49,238	53,238	41,238	38,213	41,238	49,238
Sr. Groundskeeper	26,568	28,068	29,568	37,238	29,568	23,568	31,238	37,238	40,238	31,238	29,568	31,238	37,238
Sr. Groundskeeper	26,568	28,068	29,568	37,238	29,568	23,568	31,238	37,238	40,238	31,238	29,568	31,238	37,238
Sr. Inspector Motorists Examination	33,081	34,841	36,601	47,238	36,601	29,601	39,238	47,238	51,238	39,238	36,601	39,238	47,238
Sr. Inspector Motorists Examination	33,081	34,841	36,601	47,238	36,601	29,601	39,238	47,238	51,238	39,238	36,601	39,238	47,238
Sr. Juvenile Detention Officer	36,602	38,462	40,322	52,238	40,322	33,322	43,238	52,238	56,238	43,238	40,322	43,238	52,238
Sr. Juvenile Detention Officer	36,602	38,462	40,322	52,238	40,322	33,322	43,238	52,238	56,238	43,238	40,322	43,238	52,238
Sr. Librarian	34,887	36,747	38,607	49,238	38,607	31,607	41,238	49,238	53,238	41,238	38,607	41,238	49,238
Sr. Librarian	34,887	36,747	38,607	49,238	38,607	31,607	41,238	49,238	53,238	41,238	38,607	41,238	49,238
Sr. Maintenance Repairer	21,189	22,449	23,709	31,238	23,709	18,709	25,238	31,238	34,238	25,238	23,709	25,238	31,238
Sr. Maintenance Repairer	21,189	22,449	23,709	31,238	23,709	18,709	25,238	31,238	34,238	25,238	23,709	25,238	31,238
Sr. Maintenance Repairer - Carpenter	32,081	33,941	35,801	46,238	35,801	28,801	38,238	46,238	50,238	38,238	35,801	38,238	46,238
Sr. Maintenance Repairer - Carpenter	32,081	33,941	35,801	46,238	35,801	28,801	38,238	46,238	50,238	38,238	35,801	38,238	46,238
Sr. Maintenance Repairer PL	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Maintenance Repairer PL	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Mechanic	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Mechanic	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Painter	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Painter	33,971	35,831	37,691	49,238	37,691	30,691	40,238	49,238	53,238	40,238	37,691	40,238	49,238
Sr. Plastering Aide	35,807	37,667	39,527	51,238	39,527	32,527	42,238	51,238	55,238	42,238	39,527	42,238	51,238
Sr. Plastering Aide	35,807	37,667	39,527	51,238	39,527	32,527	42,238	51,238	55,238	42,238	39,527	42,238	51,238
Sr. Plumber	36,828	38,688	40,548	52,238	40,548	33,548	43,238	52,238	56,238	43,238	40,548	43,238	52,238
Sr. Plumber	36,828	38,688	40,548	52,238	40,548	33,548	43,238	52,238	56,238	43,238	40,548	43,238	52,238
Sr. Probate Clerk Typing	32,081	33,941	35,801	46,238	35,801	28,801	38,238	46,238	50,238	38,238	35,801	38,238	46,238
Sr. Probate Clerk Typing	32,081	33,941	35,801	46,238</									

Teacher-Juvenile Detention Facilities	34,612	36,206	39,058	37,488	37,259	38,751	36,542	40,084	39,788	41,477	41,023	42,070	42,721	43,868	44,887	47,166
Telephone Operator	26,900	26,406	26,207	27,249	27,204	28,312	28,119	29,285	29,018	30,179	29,924	31,121	30,822	32,065	32,974	34,788
Traffic Maintenance Worker	32,443	33,741	33,002	34,248	34,763	35,811	35,918	37,082	37,073	38,251	38,233	39,437	39,365	40,671	42,134	44,461
Traffic Safety Counselor	35,389	36,773	36,271	37,698	37,183	38,748	38,148	39,742	39,077	40,707	40,029	41,693	41,934	43,634	45,371	48,337
Traffic Signal Electrician	32,514	34,210	33,271	34,988	35,266	36,978	36,249	38,068	37,533	39,353	38,727	40,553	39,892	41,725	43,564	46,084
Truck Driver	30,592	31,428	31,187	32,078	32,442	33,383	33,517	34,509	34,587	35,627	35,685	36,784	36,841	38,003	39,081	41,200
Unit Clerk	23,688	24,412	23,916	24,611	24,765	25,448	25,387	26,107	26,074	26,821	26,784	27,554	27,486	28,281	29,111	30,981
Youth Group Worker	32,823	34,183	33,698	34,911	35,166	36,416	36,240	37,584	37,312	38,641	38,384	40,281	39,984	41,856	42,322	44,850
Youth Worker	24,920	26,817	26,110	27,843	28,700	27,768	27,890	29,833	29,851	31,849	29,571	30,548	30,366	31,771	32,364	34,744

	2010 -4.5%		Step 4		Step 5		Step 6		Step 7		Month Step 8 (4.5%)	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Account Clerk	27,284	26,818	28,838	28,372	30,920	30,454	32,574	32,108	34,748	34,282	36,936	36,470
Account Clerk Typing	27,384	26,918	28,972	28,506	30,596	30,130	32,224	31,758	34,448	33,982	36,672	36,206
Administrative Clerk	30,088	29,622	31,716	31,250	33,480	33,014	35,176	34,710	37,416	36,950	39,646	39,180
Admissions Officer	40,324	39,858	41,912	41,446	43,596	43,130	45,224	44,758	47,456	46,990	49,686	49,220
Alcoholism Counselor	34,188	33,722	35,270	34,804	36,352	35,886	37,434	36,968	38,516	38,050	39,598	39,132
Asst. Dir.	39,122	38,656	39,700	39,234	40,816	40,350	41,466	41,000	42,518	42,052	43,600	43,134
Assistant Cook	24,568	24,102	25,190	24,724	25,812	25,346	26,434	25,968	27,056	26,590	27,678	27,212
Assistant Planner	31,188	30,722	31,816	31,350	32,080	31,614	32,348	31,882	32,616	32,150	32,884	32,418
Assistant Supervisor of Building Services	31,288	30,822	31,456	30,990	31,664	31,198	31,872	31,406	31,920	31,454	31,968	31,502
Assistant Supervisor Traffic Maintenance	40,088	39,622	40,256	39,790	40,000	39,534	39,778	39,312	39,556	39,090	39,334	38,868
Assistant Executive Housekeeper	33,240	32,774	33,308	32,842	33,310	32,844	33,346	32,880	33,388	32,922	33,430	32,964
Building Maintenance Worker	33,240	32,774	33,308	32,842	33,310	32,844	33,346	32,880	33,388	32,922	33,430	32,964
Building Maintenance Worker-PL	32,288	31,822	32,356	31,890	32,360	31,894	32,406	31,940	32,410	31,944	32,456	31,990
Building Services Worker	24,488	24,022	24,590	24,124	24,692	24,226	24,798	24,332	24,906	24,440	25,014	24,548
Buyer	49,484	49,018	50,106	49,640	50,728	50,262	51,350	50,884	51,972	51,506	52,594	52,128
Carpenter	39,208	38,742	39,376	38,910	39,480	39,014	39,518	39,052	39,556	39,090	39,594	39,128
Clerk	32,484	32,018	32,552	32,086	32,190	31,724	32,226	31,760	32,264	31,798	32,296	31,830
Clerk Stenographer	34,284	33,818	34,352	33,886	33,990	33,524	34,026	33,560	34,058	33,592	34,096	33,630
Clerk Typist	27,284	26,818	28,372	27,906	29,390	28,924	30,408	29,942	31,426	30,960	32,444	31,978
Clerk Typist Bilingual	28,324	27,858	28,492	28,026	28,540	28,074	28,588	28,122	28,636	28,170	28,684	28,218
Code Enforcement Officer	32,374	31,908	32,442	31,976	32,080	31,614	32,116	31,650	32,148	31,682	32,186	31,720
Community Services Aide	22,472	22,006	22,574	22,108	22,680	22,214	22,716	22,250	22,758	22,292	22,790	22,324
Community Youth Worker	31,288	30,822	31,356	30,890	31,460	30,994	31,570	31,104	31,610	31,144	31,650	31,184
Computer Operator	28,248	27,782	28,316	27,850	27,954	27,488	27,998	27,532	28,042	27,576	28,086	27,620
Confidential Aide	38,242	37,776	38,310	37,844	37,948	37,482	37,992	37,526	38,030	37,564	38,068	37,602
Confidential Assistant/Secretary	36,737	36,271	36,339	35,873	35,977	35,511	36,015	35,549	36,053	35,587	36,091	35,625
Coord. Long Term/Alt Care for Elders	36,784	36,318	36,382	35,916	36,020	35,554	36,058	35,592	36,096	35,630	36,134	35,668
Coord. Of Volunteers	38,274	37,808	38,342	37,876	37,980	37,514	38,018	37,552	38,056	37,590	38,134	37,668
Counselor Penal Institution	45,842	45,376	45,440	44,974	45,078	44,612	45,116	44,650	45,188	44,722	45,260	44,794
County Emergency Management Planner	16,320	15,854	15,918	15,452	15,556	15,090	15,194	15,232	15,270	15,308	15,346	15,384
County Residential Defense Coordinator	40,278	39,812	40,342	39,876	40,380	39,914	40,414	39,948	40,452	39,986	40,520	40,054
Custodial Worker/PL	46,877	46,411	46,475	46,009	46,113	45,647	45,751	45,285	45,389	44,923	45,027	44,561
Data Processing Technician	28,408	27,942	28,006	27,540	27,644	27,178	27,282	26,816	26,920	26,454	26,558	26,092
Dialysis	49,318	48,852	48,916	48,450	48,554	48,088	48,192	47,726	47,830	47,364	47,468	47,002
Deerect Clerk Typing	27,284	26,818	28,372	27,906	29,390	28,924	30,408	29,942	31,426	30,960	32,444	31,978
Drafting Technician	34,384	33,918	33,982	33,516	33,620	33,154	33,192	32,726	33,260	32,794	33,328	32,862
Employee - Agriculture Ext Services	34,228	33,762	33,826	33,360	33,464	33,000	33,104	32,640	33,178	32,714	33,252	32,786
Engineering Aide	44,110	43,644	43,708	43,242	43,346	42,880	42,984	42,518	43,052	42,586	43,120	42,654
Environmental Inequities Ext/Institution	40,248	39,782	39,846	39,380	39,484	39,018	39,122	38,656	39,190	38,724	39,258	38,792
Environmental Specialist	28,248	27,782	27,846	27,380	27,484	27,018	27,122	26,656	27,190	26,724	27,258	26,792
Environmental Therapy Aide	34,230	33,764	33,828	33,362	33,466	33,000	33,104	32,638	33,172	32,706	33,240	32,774
Equipment Operator	29,828	29,362	29,426	28,960	29,064	28,598	28,702	28,236	28,770	28,304	28,838	28,372
Equipment Operator/Truck Driver	32,762	32,296	32,360	31,894	31,998	31,532	31,636	31,170	31,704	31,238	31,772	31,306
Excavation Clerk	29,828	29,362	29,426	28,960	29,064	28,598	28,702	28,236	28,770	28,304	28,838	28,372
Field Rep Deanna Control	36,170	35,704	35,768	35,302	35,406	34,940	35,044	34,578	35,112	34,646	35,180	34,714
Field Rep Health Education	34,170	33,704	33,768	33,302	33,406	32,940	33,044	32,578	33,112	32,646	33,180	32,714
Field Rep Senior Citizens Program	35,170	34,704	34,768	34,302	34,406	33,940	34,044	33,578	34,112	33,646	34,180	33,714
Food Service Worker	22,472	22,006	22,070	21,604	21,708	21,242	21,346	20,880	21,414	20,948	21,482	21,016
Gift Program Assnt	29,828	29,362	29,426	28,960	29,064	28,598	28,702	28,236	28,770	28,304	28,838	28,372
Geographic Info Systems Specialist I	40,678	40,212	40,276	39,810	39,914	39,448	39,552	39,086	39,620	39,154	39,688	39,222
Geographic Info Systems Specialist II	37,162	36,696	36,760	36,294	36,398	35,932	36,036	35,570	36,104	35,638	36,172	35,706
Geographic Info Systems Specialist III	35,202	34,736	34,800	34,334	34,438	33,972	34,076	33,610	34,144	33,678	34,212	33,746



23,472	24,311	24,406	24,144	24,280	24,587	24,751	24,928	25,104	25,281	25,458	25,635	25,812	25,989	26,166	26,343	26,520	26,697	26,874	27,051	27,228	27,405	27,582	27,759	27,936	28,113	28,290	28,467	28,644	28,821	28,998	29,175	29,352	29,529	29,706	29,883	30,060	30,237	30,414	30,591	30,768	30,945	31,122	31,299	31,476	31,653	31,830	32,007	32,184	32,361	32,538	32,715	32,892	33,069	33,246	33,423	33,600	33,777	33,954	34,131	34,308	34,485	34,662	34,839	35,016	35,193	35,370	35,547	35,724	35,901	36,078	36,255	36,432	36,609	36,786	36,963	37,140	37,317	37,494	37,671	37,848	38,025	38,202	38,379	38,556	38,733	38,910	39,087	39,264	39,441	39,618	39,795	39,972	40,149	40,326	40,503	40,680	40,857	41,034	41,211	41,388	41,565	41,742	41,919	42,096	42,273	42,450	42,627	42,804	42,981	43,158	43,335	43,512	43,689	43,866	44,043	44,220	44,397	44,574	44,751	44,928	45,105	45,282	45,459	45,636	45,813	45,990	46,167	46,344	46,521	46,698	46,875	47,052	47,229	47,406	47,583	47,760	47,937	48,114	48,291	48,468	48,645	48,822	49,000	49,177	49,354	49,531	49,708	49,885	50,062	50,239	50,416	50,593	50,770	50,947	51,124	51,301	51,478	51,655	51,832	52,009	52,186	52,363	52,540	52,717	52,894	53,071	53,248	53,425	53,602	53,779	53,956	54,133	54,310	54,487	54,664	54,841	55,018	55,195	55,372	55,549	55,726	55,903	56,080	56,257	56,434	56,611	56,788	56,965	57,142	57,319	57,496	57,673	57,850	58,027	58,204	58,381	58,558	58,735	58,912	59,089	59,266	59,443	59,620	59,797	59,974	60,151	60,328	60,505	60,682	60,859	61,036	61,213	61,390	61,567	61,744	61,921	62,098	62,275	62,452	62,629	62,806	62,983	63,160	63,337	63,514	63,691	63,868	64,045	64,222	64,399	64,576	64,753	64,930	65,107	65,284	65,461	65,638	65,815	65,992	66,169	66,346	66,523	66,700	66,877	67,054	67,231	67,408	67,585	67,762	67,939	68,116	68,293	68,470	68,647	68,824	69,001	69,178	69,355	69,532	69,709	69,886	70,063	70,240	70,417	70,594	70,771	70,948	71,125	71,302	71,479	71,656	71,833	72,010	72,187	72,364	72,541	72,718	72,895	73,072	73,249	73,426	73,603	73,780	73,957	74,134	74,311	74,488	74,665	74,842	75,019	75,196	75,373	75,550	75,727	75,904	76,081	76,258	76,435	76,612	76,789	76,966	77,143	77,320	77,497	77,674	77,851	78,028	78,205	78,382	78,559	78,736	78,913	79,090	79,267	79,444	79,621	79,798	79,975	80,152	80,329	80,506	80,683	80,860	81,037	81,214	81,391	81,568	81,745	81,922	82,099	82,276	82,453	82,630	82,807	82,984	83,161	83,338	83,515	83,692	83,869	84,046	84,223	84,400	84,577	84,754	84,931	85,108	85,285	85,462	85,639	85,816	85,993	86,170	86,347	86,524	86,701	86,878	87,055	87,232	87,409	87,586	87,763	87,940	88,117	88,294	88,471	88,648	88,825	89,002	89,179	89,356	89,533	89,710	89,887	90,064	90,241	90,418	90,595	90,772	90,949	91,126	91,303	91,480	91,657	91,834	92,011	92,188	92,365	92,542	92,719	92,896	93,073	93,250	93,427	93,604	93,781	93,958	94,135	94,312	94,489	94,666	94,843	95,020	95,197	95,374	95,551	95,728	95,905	96,082	96,259	96,436	96,613	96,790	96,967	97,144	97,321	97,498	97,675	97,852	98,029	98,206	98,383	98,560	98,737	98,914	99,091	99,268	99,445	99,622	99,799	99,976	100,153	100,330	100,507	100,684	100,861	101,038	101,215	101,392	101,569	101,746	101,923	102,100	102,277	102,454	102,631	102,808	102,985	103,162	103,339	103,516	103,693	103,870	104,047	104,224	104,401	104,578	104,755	104,932	105,109	105,286	105,463	105,640	105,817	105,994	106,171	106,348	106,525	106,702	106,879	107,056	107,233	107,410	107,587	107,764	107,941	108,118	108,295	108,472	108,649	108,826	109,003	109,180	109,357	109,534	109,711	109,888	110,065	110,242	110,419	110,596	110,773	110,950	111,127	111,304	111,481	111,658	111,835	112,012	112,189	112,366	112,543	112,720	112,897	113,074	113,251	113,428	113,605	113,782	113,959	114,136	114,313	114,490	114,667	114,844	115,021	115,198	115,375	115,552	115,729	115,906	116,083	116,260	116,437	116,614	116,791	116,968	117,145	117,322	117,499	117,676	117,853	118,030	118,207	118,384	118,561	118,738	118,915	119,092	119,269	119,446	119,623	119,800	119,977	120,154	120,331	120,508	120,685	120,862	121,039	121,216	121,393	121,570	121,747	121,924	122,101	122,278	122,455	122,632	122,809	122,986	123,163	123,340	123,517	123,694	123,871	124,048	124,225	124,402	124,579	124,756	124,933	125,110	125,287	125,464	125,641	125,818	125,995	126,172	126,349	126,526	126,703	126,880	127,057	127,234	127,411	127,588	127,765	127,942	128,119	128,296	128,473	128,650	128,827	129,004	129,181	129,358	129,535	129,712	129,889	130,066	130,243	130,420	130,597	130,774	130,951	131,128	131,305	131,482	131,659	131,836	132,013	132,190	132,367	132,544	132,721	132,898	133,075	133,252	133,429	133,606	133,783	133,960	134,137	134,314	134,491	134,668	134,845	135,022	135,199	135,376	135,553	135,730	135,907	136,084	136,261	136,438	136,615	136,792	136,969	137,146	137,323	137,500	137,677	137,854	138,031	138,208	138,385	138,562	138,739	138,916	139,093	139,270	139,447	139,624	139,801	139,978	140,155	140,332	140,509	140,686	140,863	141,040	141,217	141,394	141,571	141,748	141,925	142,102	142,279	142,456	142,633	142,810	142,987	143,164	143,341	143,518	143,695	143,872	144,049	144,226	144,403	144,580	144,757	144,934	145,111	145,288	145,465	145,642	145,819	146,000	146,177	146,354	146,531	146,708	146,885	147,062	147,239	147,416	147,593	147,770	147,947	148,124	148,301	148,478	148,655	148,832	149,009	149,186	149,363	149,540	149,717	149,894	150,071	150,248	150,425	150,602	150,779	150,956	151,133	151,310	151,487	151,664	151,841	152,018	152,195	152,372	152,549	152,726	152,903	153,080	153,257	153,434	153,611	153,788	153,965	154,142	154,319	154,496	154,673	154,850	155,027	155,204	155,381	155,558	155,735	155,912	156,089	156,266	156,443	156,620	156,797	156,974	157,151	157,328	157,505	157,682	157,859	158,036	158,213	158,390	158,567	158,744	158,921	159,098	159,275	159,452	159,629	159,806	159,983	160,160	160,337	160,514	160,691	160,868	161,045	161,222	161,399	161,576	161,753	161,930	162,107	162,284	162,461	162,638	162,815	162,992	163,169	163,346	163,523	163,700	163,877	164,054	164,231	164,408	164,585	164,762	164,939	165,116	165,293	165,470	165,647	165,824	166,001	166,178	166,355	166,532	166,709	166,886	167,063	167,240	167,417	167,594	167,771	167,948	168,125	168,302	168,479	168,656	168,833	169,010	169,187	169,364	169,541	169,718	169,895	170,072	170,249	170,426	170,603	170,780	170,957	171,134	171,311	171,488	171,665	171,842	172,019	172,196	172,373	172,550	172,727	172,904	173,081	173,258	173,435	173,612	173,789	173,966	174,143	174,320	174,497	174,674	174,851	175,028	175,205	175,382	175,559	175,736	175,913	176,090	176,267	176,444	176,621	176,798	176,975	177,152	177,329	177,506	177,683	177,860	178,037	178,214	178,391	178,568	178,745	178,922	179,100	179,277	179,454	179,631	179,808	179,985	180,162	180,339	180,516	180,693	180,870	181,047	181,224	181,401	181,578	181,755	181,932	182,109	182,286	182,463	182,640	182,817	182,994	183,171	183,348	183,525	183,702	183,879	184,056	184,233	184,410	184,587	184,764	184,941	185,118	185,295	185,472	185,649	185,826	186,003	186,180	186,357	186,534	186,711	186,888	187,065	187,242	187,419	187,596	187,773	187,950	188,127	188,304	188,481	188,658	188,835	189,012	189,189	189,366	189,543	189,720	189,897	190,074	190,251	190,428	190,605	190,782	190,959	191,136	191,313	191,490	191,667	191,844	192,021	192,198	192,375	192,552	192,729	192,906	193,083	193,260	193,437	193,614	193,791	193,968	194,145	194,322	194,499	194,676	194,853	195,030	195,207	195,384	195,561	195,738	195,915
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HWORR13MURDCUWwshp\_Plan Grid

Teachers/Juvenile Detention Facilities	38,205	37,834	37,480	35,118	34,751	40,837	40,084	41,018	41,377	43,230	42,576	44,330	43,083	42,341	47,358	45,990
Telephone Operator	24,406	27,834	27,348	28,079	29,022	29,838	30,256	30,260	30,178	31,837	31,121	32,822	32,068	32,808	34,788	36,701
Traffic Maintenance Worker	33,741	35,218	34,946	35,416	36,051	37,737	37,368	38,037	38,591	40,207	39,787	41,568	40,871	42,815	44,851	46,888
Traffic Safety Coordinator	38,778	38,423	38,088	39,139	39,303	41,171	40,712	42,844	42,524	45,814	45,337	48,228	47,681	48,810	50,327	50,888
Traffic Signal/Emplician	34,280	35,778	35,485	37,043	36,919	39,238	38,943	41,348	40,948	43,554	43,148	45,848	45,388	48,188	48,988	49,776
Truck Driver	31,286	32,734	32,419	33,872	34,528	36,081	35,688	38,288	37,877	40,578	39,984	42,784	42,091	44,891	45,330	46,158
Ward Clerk	23,472	24,828	24,511	25,868	26,148	27,501	27,188	28,541	28,221	29,574	29,049	30,402	29,691	31,044	31,623	32,192
Youth Group Worker	34,598	36,872	36,388	38,644	38,678	40,934	39,784	41,816	40,712	42,788	42,531	44,602	43,451	45,523	47,658	47,105
Youth Worker	26,917	27,083	26,952	28,068	27,763	28,871	28,083	29,188	28,920	30,183	30,645	31,910	31,471	32,887	34,144	34,932