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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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 the yare 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.

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.

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.

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 <u>full</u> 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.

WORKING OUT OF CLASSIFICATION

Employees working full time out of classification for two (2) consecutive work days shall, commencing with the third (3rd) 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 then 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

Lincoln's Birthday

President's Day

Good Friday

Memorial Day

Fourth of July

Columbus Day

General Election Day

Veterans Day

Thanksgiving Day

Christmas

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 1/4 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.

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 prorate 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.

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 dependent(s) covered under the County Health Benefits Plan, and such dependent(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 dependent'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 dependent(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

Employee Stall 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 and 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.

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. <u>Definition</u>

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 10th 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: $(0.85) \times (0.015) \times (0.015$

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 discuss Medical Center attendance and scheduling problems.

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	

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 31st 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.

This Agreement between the County of Cumberlan	nd, New Jersey and Local 2327, United
Auto Workers of America, has been executed this/2	day of March, 2008.7
COUNTY OF CUMBERLAND	LOCAL 2327, UNITED AUTO WORKERS OF AMERICA
DOUGLASM RAINEAR, DIRECTOR	FRAN SMITH, PRESIDENT
KEN MECOUCH, ADMINISTRATOR	Bereha M. Kenthee
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	Muchal Santon
	glows Soned
	Joann Musso Marjone Preice
	Willin Wosly

Exhibit A

LETTER OF AGREEMENT BETWEEN COUNTY OF CUMBERLAND & LOCAL 2327 UAW

- The County agrees to abide by the arbitration opinion and awared 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.
- 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.

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COUNTY OF CUMBERLAND

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LETTER OF AGREEMENT BETWEEN COUNTY OF CUMBERLAND & LOCAL 2327

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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

١.	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 Comunication 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.

DATED:

LOCAL 2327 UAW

DATED:



COUNTY OF CUMBERLAND

BRIDGETON, NEW JERSEY 08302

CHARD J. GEIGER

December 18, 1995

P.O. BOX 440 146W. BROAD STREET

ELDON C. SCHULMAN

TELEPHONE 451-8000, EXT 458 FAX 451-0279

Cleary & Josem Attn: William Josem Suite 300 1420 Walmit Street

Philadelphia, PA 19102-4097

Re: Cumberland County and UAW Local 2327

Dear Mr. Joseph:

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 00461 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: $(0.85) \times (0.015) \times (\text{number of non-overtime hours worked that pay period) = pro-rata representation fee that pay period. No initiation fee shall be assessed to such employees. In the event, however, that a part-time pool employee becomes a union member, regular union dues and the <math>450-900$ junion initiation fee shall be assessed.

` Ve:

Very truly yours,

Richard J. Geiger County Counsel

RJG:k

AGREED TO:

Fran Smith for UAW Local 2327

David W. Gray for County of Cumberland

Ago D. Browder

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.

B	mployee Name:	Date Promotion Submitted:
Ċ	urrent Title	Promotional Title:
D	ate of Hire:	Date of last promotion:
	•	
Ö	The Cumberland County	Board of Chosen Freeholders congratulates you on your
	promotion effective	
	e Cumberland County Board of be approved for the following	of Chosen Freeholders regrets that your promotion could greason (s).
	You do not meet minimum	n qualifications of the higher title.
Ď	Your ourrent title is not pa	ut of the title series.
0	You do not have at least o	ne year of continuous permanent service in the lower title.
	You are not in the unit sco	pe (department) of the higher title.
3	Budgetary constraints prev	ent the funding of the higher title.
]	Other:	
ignat	ure of County Administrator	

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Schedule A

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78.7 P. 28.37	15.976	24.857
22,286 23,319	2,812	21,843 22,812
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Recreation Leader	27,200	23,424	26,171	29,039	20.143	38,484	180,144	34.489	34.088	19.416	22 067	23.600	33 026	F 848	1	į
Regression Leader Arts & Crafts	27,200	28.424	28,174	22,438	29,143	30,464	30,114	31,488	34,086	32,486	32,067	33,500	33 029		1.	36.64
Reference Librarian	200	26,762	28,514	27,707	27,429	28,863	28,343	29,818	29.257	10,674	30.17 1.05	34,528	31,086		L	2
Road inspecier	24,000	25,080	24,867	26,978	\$6,714	26,871	28,571	17,757	27,429	25 653	28.288	29,558	28 143 3		L	100 %
Sanitary Inspector	28,500	37,400	30,667	30,667 38,671	31,714	29,642	32,77	40,713	33,629	17.75	34.586	42,866	35.943	42 228	37,000	45 000
Sanilary inspector Trainee	۶ 8	31,000 e promoted	noted within or	he year or zemoved.		1	0		0	•	0	•	-		Ł	
Secretary to Div Head		27,66	0	28,627	•	203,603	o	30,579	0	21,886	0	12,531	0	209'80	1	34.588
Cooled Case Morked Riboted	200	20,02	23,500	1	26,574	27.707	27.467	278,693	28,343	20,818	26,229	30,644	30,114 8		Ш	32,473
Spoie Service Assets	38,48	24.318	100	25.00F		2 2	20 44	24,240	20 00	36,361	200	36,456	20.00	37,600	37,000 3	768
Social Morker Aging	29.000	30.932	30,657	╀			1	14 248	1000	24 4 E	1	70,707	2000		Ŀ	
Social Worker Health	28,600	30,932	30,687	L	T.	13.46	14.68	17575	3 5	28.164	1 1000	28 488	200390	27,000	000	38,768
Social Morber inelitations	20,500	30,832	190,05	Ļ	34714	100	144	27,77	22 620	26.186	24 888	No Ann	4K 044	V- 1000 10	1	
Sr Account Clerk	24,300	26,021	26,700	₽	28,500	27,653	27,300	18.638	28 100	20.265	200	30.904	29 707 80	Ī	200	
Sr Appount Clerk Typing	24,900	26,02	26,700	┞	26.500	27.893	27.300	14.624	28 100	20.386	28.800	80.304	20 700 1	Ī	Ŀ	
Sr Alcohollam Countain	28,900	30,201	29,843	ļ	30.788	32.47	34.728	13.47	32.674	14.44	71.8.53	38.427	34 687	T		
Sr.Building Maintenance Worker	26,600	27,693	27,387	┖	28.214	29.484	78.074	\$0.578	20.02	M.276	30,788	12.171	31,643	Ī	2500	
Sr Building Service Worker	22,500	23,613	23,214	Ŀ	23.629	26,000	24,843	24,762	18.36	15.401	26.071	27.244	26,786 27,391	Ţ.	27,600	į
Sr Central Supply Clerk	22,600	23,513	23,214	Ш	23,829	24,000	24,643	24.342	28,367	28,481	28.071	27.244	26,766		27,600 2	808
Sr Citten Program Aide	20,000	20,900	20,714	Ш	21,428	52,423	22,43	23,139.	22,857	25,288	22,571	14,692	24.245 2		25,000	8489
Sr Clerk Stenographer	84 180	29,366	29,014	Ц	29,929	\$1,276	30,40	12,23	81,767	32,186	32.67	34,141	33,566		808	2
Sr Clerk Typist	24,900	28,621	25,700	Ц	28,500	27,103	27,300	28,429	28,100	29,368	25,100	10:204	29,700		0.500	1
Sr Clerk Typist Bilingual	28,700	28,167	26,500	27,693	27,300	28,526	28,100	24,468	28,900	10.20	29.700	11,037	30,500		300	7.17
Sr Code Enforcement Officer	28,900	30,201	29,843	Ц	30,786	22.171	34,729	13,467	32,571	34,141	33.814	18.127	34,667		8,500	
Sr. Counselor-Penal Institution	37,668	18,593	38,24	41,007	40,694	12,421	N. P.	23.836	43,300	46.346	44.863	46,662	46.006 48.078		7.36	ŀ
Sr Daatal Assistant	24,100	26,188	24,871	Ц	26,643	26,797	26.414	27,403	27.486	28,400	27,467	28,216	28.729		B500	ļ
Sr Dooket Clerk Typing	21.600	. 22.572	22.27	Ц	23 143	ž	72.014	24,880	24,086	15.7	26.467	20,408	28.229		7 500.	2
Sr Dratting Technician	24,800	26,021	26,700	Ц	26,500	27,603	27,200	26,479	28 100	29,365	22,500	36,204	29,700		905 0	2
Sr Electrolan	28,800	30.201	20.843	4	30,766	82.fT/	31,729	\$4,167	82,671	34,141	15,614	36,127	34,867		98.9	Ę
Sr Engineering Aide	30,800	2,00	3,800	274	\$2,500	22.252	13/300	36,968	34,600		36,500	37,088	36,500		\$ 009 ZE	- F
ST ERVIOUS AND INSTRUMENTS		32,813	0	4		24.00		86.948	0		٥	38,008	0 36,683		0	0.274
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United States of the Parket St	26,100	28,208	100	4	200	21.278	30.00	27.434	34,767	1116	1300	1	33 480		34,800 3	6,123
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Ser. Perce Applean	400 65	48.846	12.87	1	27.07	20.404		20 500				24,143	200		90	2
Sr Merstenanne Reneiter	27.800	26.620	28.484	1		10.00	100	20.44		ł	100.00	41,40	200		3	3
Sr Maintenance Repairer, Comenter	33 86	18.169	35.067	1	36 398	- No. 4-5	35 /86	41, an	700.00	1	201/108	44 890	44.814		000.51	
Sr Mentenanos Rabeirer P	28.900	30.204	26 843	Ļ	20.784	Š	136	1		1	2 2	107.20				2
Mchanio	28 900	20 204	20.843	1	30,760			100	38	777.76	1	12/00	100		П	
Sr. Painler	30.500	21,873	31.500	55	35.00	20,72	200	26.404	2	1	28.80	17 AB	38 Ann 38 449		32,000	
Sr Pharmacy Aide	21,600	22.672	22.77	Ļ	22.40	24.564	25.014	11077	24.686	26,707	26.457	26.803	26 226		200	
Sr Planner	28,800	280'01	29,629	L	36,867	#2.3%	21,866	13,321	22.814	ı	23.043	26.470	22.074		2000	
Sr Plumber	29,700	\$4,047	30.671	L	31,643	24,867	32.614	31.102	34.686	1	34.667	\$6.112	36,629		36.800	2
Sr Probele Chark Typing	27,300	28,529	28.188	737'85	20,074	20,179	29,657	31,306	30,543	12,231	31,729	13,167	32,614		13,500	6.00
3r Program Specialist Special Child Health	31,200	\$2,700	22,328	_	23,367	24,262	24,386	36,313	35,414	H	36,443	28,048	37 471		38,500	860
Sr Public Selety Telecommunicator		29,262		4		31,163	1	22,118		11,074		24,029				ŝ
on Purchasing Assistant	8	24.348	24,043	4	24,786	28.801	82,92	20,678	28.271	H	27,014	28,230	191,12		1	28,464
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StockHandler	600	18,810	18.671	Ļ	10.140	28.804	48.744	26.891	20.20		20.05	24.706	100			10 075
Storetmenar	27,400	23,408	23,200	Ц	24,000	28,586	24,500	28,916	26,800	20,212	26.400	27,580	27,200		28,000	18-130
Supervieling Omnibue Operator	22,400	23,408	23,200	1	24,000	26,060	24,800	26,916	25,600		28,480	27,466	27,200		1 (20,330
Supervisor of Accounts	٩	20,153	-	100	8	37716	4	18,187	-	1178	e.	36,546		36,621	•	7.784
Tencher-Myverile Detendon Fedilites	28,000	28,260	28,000	4	angar.	1 31,540	31,000	32,396	32,000	33,440	33,000	34,486	94,000		╝	16,663
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Column C	endiger Planter	25.214	26.474	27.736	26.116	17.420	28.726	27.014	1	29.748 27	ļ		7	ł	Г	1.	ı	32,688	30,816 32,14	3,876		Н
Marie Mari	referent Story of Building Services	26.762	27 822		77.707	28.816		28.85	1	12	1	t	т	1	Г	_	l		32,486 33,71		1	₩
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Marie Mari	seleter: Executive Housekeeper	28,424	29.661		20,436	\$0,616		30,464	\$1,673	5		1728	32	ŀ	7	33,600	Ш		34,516 48,88		ш	201
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Graduate Nurse/ Manor	3	69.32		2	K4.088	2	2000	40,400	7 S	1	48,004	27.00	ļ	30.50	26 763	20,140			200		00,100
Graduale Nurse/Penal Institution	50,432	62,440		52.102	1			E4.022)	1	200	5 6	12 89 396	-	L	1 2 2	50.462	62.870	62, 122	86.073	
- Graduale Nurse /Pubilo Heath	2,538	44,768	48,000	44.169	46.366	48.574	200	T	ED 240		t	81 974 487	L	009 13	L	1	66 276 61 772	64.164 66.850	+-	200 03	SR 785
Groundskaaper	26,762	27, 823		27,707	20,0%	٠.	28,067	22		29.518 80	30.803	30.574	L		31.629	12,790		-	33,520	36.113	
Head Cook	26,762	27,122		101,12	29,816		100.0	29,110	2	ŀ	E	8	ŀ		L	12,780	32,486	\$8,784	33,520	38,113	
Head Nurse	48,264	56,195		49,778	84,769		1,346	62,339	12		56,087	64,846	١.		L	629	58,183	60,610	60,044	108.53	
Health Aide-Billogual	26.214	26,222		26,116	77,160		8,077	П			Н	П	11		Ц	П	H		31,683	33,093	
Therein Educator	2	20,334	27,588	25.976	27.274	28,573	2/2	٦	29,548 27,			30,543 23,0	Ы	31,630	_		32,615 30,454		500 34,426	12,996	34,588
Heave Politomen Desertor	27 / 28	27,50		22.612	27.7		1288	77	7	24.085	26,028	7	_1	-	28 M7	28.62	26,394		27,236	28,629	
Pilaiortan	96.09	EN 202		3] }			1		90,	207 / 100	1	1		30,576	96,778	28,900	41,496	
Inspector Morquito Extermination	28,280	30,430		30,306	34.67		1380	22.604	3	30 966	33 691		147 148	1	L	78 8 %	029.55	26 9.54	26 863		1
	28,424	29.861		20.439	20.846		757.0	10.10		ŀ		2 2	ļ		1	9	34 646		34 648	104	
* Instlutional Allendani	200	27.067	22 070	100	2 2	22 650	1	†	100	L	19 20 00	000 00 300 70	49 / 64	2600	2000	1	24.042	1	28 700 58 440	100/6	74 06
Investigator Consumer Protection	25.080	26.083		36.97	77.046	2	1	37.0 46	_	24.60	†	т-	Т	27 07	20,480	†		1			41 00 ¢
Juvenile Detention Officer	29 260	30.430		Š	21 617		9	744.5	1	L			l		707.75	+	26.620	96 964	1000 00	20172	7
Laborar	00802	21.736		2 648	22.53		238.2		1	1			36 37 976	T	200	2000	OCO OC	28.304	28 4 88	20 00	I
Laundry Worker	28.08 A80.08	20.887		20.781	24.672	-	19	27.387	3 5	L		1 2	.[I		100 70	24.363	96 238	25 440	76477	Ţ
- Ubrarian	26.762	28,090	79.427	70,72	28.082	30,478	18.6003	L	34.536	L	t	37 Ken 30.	1	33 634	000	29.4	34 642 37 48G	1	35 733 23 650	1	18 973
Library Assistent	18, 803	19,656	*-	19,474	20,253		20.148	26.581		L	24.860	т	1		22.180	20.02	72,831	23.746		17, 17,	7 10 10
Mahlananca Repairer	25,815	28,958		29.62	27,316		17.767	28.07	28	ı	978	100	HB 20 803	-	30 644	31 986	1		32.473	27.446	I
Maintenance Repairsr LPL	27,886	28,692		28.873	29.716		999	30,744	1		1	34.696	L		22 814	12 646	33,600		34 568	36.30	
Mechanic	27,588	28.692		28,573	25.718		699.63	30.744	8	30 544	34,786	34.520	L		32.574	33.816	33,500		34.668	3.8 20a	I
Messenger	16,610	19,862		19,268	20,029		90.0	20.404	8	ı	E S	20.60	L	Ŀ	7. P.	26.894	21.487	٠.	21,896	23.042	
Motor Vehicle Operator-Handcapped	22,572	13,476		23,378	24,313	Ŀ	18.7	26.162	75	L	26,930	2	L		28,603	27.467	27.409	-	28.263	29.625	
Omribus Operation	26,080	18,063		28,976	27,018		1,687	DF 27	12	L	20,877	2	l.	٥	28,550	30,74	30 464	\$1,673	31.426	32.818	
Omribue Operator Typing	23,405	14,344		24,244	25,214		25,080	28,011	*	100	Se Contract	28,762	L		27,588	28,692	28.424	2	28,330	30,723	
Palater	25.26D	30,430		30,306	31,617		1,350	12,804	12.3	22		83	HO 84,778		34,486	36,864	35,550	36,984	38,663	38.404	Ī
	28,736	29,888		29,782	30,974		10,828	92,084	34		14.0	32,	81	9	E96GE	35,322	36,008	80708	36,139	37,868	
Payed Cark	18,810	19,662		19,407	20,183		10,004	20,805	8	L	255	χ.	L		21,798	22,867	22,383	•	23,045	24.140	I
Planning Aide	22.74	17,121		23,616	24,660		14,514	П		25,416 28	П	26,31	11d 27,369	П	27,217	28,306	28,116	28,24,1		30.478	
* Plumber	28,424	29.846	31,266	29,439	30,911	32,383	10,434	Ī	33,500 34			34,616 32,465		33,733	33,500	38,178	36,860 34,515	38,241	37,467 35,616	37.388	39.177
Practical Mures	36,112	36,869	F 623	36,368	38,484	40,003	17,620	39,60	41,382 39		40,818	-	Ц	П	43,362	43,451	45,520 42,838	44,766	200 Ch 000	48.108	48,385
Preside Introduction	× 94	38,422		38.34	38,687		19,750	41,340	41		789	42,556	Ļ		43,959	46,717	45,387	47,178	1 46 765	48,986	
Practical Nurse/Penal institution	38.844	40,802		40.347	41.207	-	09/14	43,420	43	Ц	6/8/79	77		8	45,869	47,757	47,382	۳	48.768	61,081	
Principal Account Clerk	2862	29,778		8	30,648		90,00	31,617	_	31,141 32		_		۲	32,013			34,895	Н	36,209	
Principal Alcohol Counselor	32.03	34.464	ğ	28,788	38.438	37.178	ž.	35,523	38,262,36		7	39 346 36,	36,764 38,531	1 40,429	37,73		41,513 38,725	199'07	42,597 39,805	41,796	43,768
Potocosi Cierx Sieposta sher	20,414	26,222		28 1 16	27,169	+	101	21.08		┙	29,032	5	4.		29,747	30,906	30,616	31.041	31,583	19 003	
Drinchal Clark Type	1	14.00		20,000	44.40		2		1			+			8	72.7	37.770	2	36,/68	40,598	
Principal Docket Clark Typing	24 035	24.696		27 677		-	200		5 6	1		<u>ة</u> ا	1		22.072	123	33.643	34.30	200	16,200	
Principal Engineering Alde	24.486	\$8,86¢		25.00	36.38		829			1	426		207 July 10.		24 740	100	10,00	42 386	41 900	47,026	
Principal Librarian	31,977	31,576	36,176	32,932	34,579	38,225	822,03	T	37.277 34	L	t	36,328 35.	Ľ	19.378	38.764	100	40.429 37.74	139.586 41	461 38.75k	9	42 633
Principal Library Assistant	21,423	22,278		22,019	22,100		22,617		-		H	Г	23,811 24,784	r	24,408	16.38.	26,00	26,008 28,006	26,664	16,883	
Principal Planner	80	36.768	88.60s	38,233	31,046	39,856	1,501		41,251 33		Н	42,694 46,	40,172 42,181	11 44,189	41,677	43,566	46,736 43,033	48,185 47	33.6	118,87	49,110
Principal Purchasting Assistant	26,961	28.038		77,737	21,647		ZB 53.4	20,22	8	28,280	30,452	8		22	30.842	32,076	34,415	82,683	. 32,473	31018	
Darling Sanitary inspector	27.5				46,374		28	46,428	9	Į	2	*		9	¥	2 78 7 78	46,925	60,883	50,000	52,376	
Destroy Operation 1 ear. 1)	70.5	200.00		100	7		3	20.00	8	ŀ	=	8	36,732 38,201	-	EL IE	238	38,822	40,375	39,962	41.860	
Probate Clark Tunion Hillprines	26.763	27 822		70,042	27,316	1	/9//2	71,57	7	1	200	2012	1	100	30.544	17.00	31.46	F	32,473	2	
Program Development Spec-Aging	888	37,74	200	2 2	100 00	40.068	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	T	-	O BANGE	44 700	1	404 31,0/3	V 404	CO 00	27.00	15 601 10 081	70127	40 040 48 049	2	47.0
	35.048	\$7.745	30.543	37.222	39.634	40.958	36.516	177	100	L	t	43 780 44	41 083 43 437	t	136.00	77.77	48 804 45 RES	15 835	48 046 48 043	L	1,4
3	16,4682	17.29.77	13,1161	7.134	17.9071	18.7598	7,6504	L	-	L	T	-		۳	•	L	1	21.0014		1	***
Program Specialist-Special Child Health	30'06	109,14	83, ISB	11.17	32,730	34,288	32.248	23,666	38 470 33		1	36.653		Т	35.470	Γ	39.017 36.545	28.372		L	44.481
Public Health investigator	27,000	28,080		28,071	29,184		20,42	ş	ສ	30,213	Γ	-	31.264 82,536			15,048	8	5 34,762	34,500	35,139	
Public Health Mune	44,308	46,623	48,738	. IV 9	48,628	50,315	17.17.		61,892 48		61,037	53,488 60		13 66,046	1.01.19	7 2 2	55,619 52,90	529'93	68,198 64,470	L	59,917
Public Salety Telecommunications 911	28,762	27,822		102'22	28,818		296.83	92.0		29,612	Н	•	30,574 14,723			32,780		48,784		28,443	
Public Safety Teleconyn, 911 Trainse	25,080	26,083		25,976	27,016		25.671	27,946	12	Ц	718,822	78	П	9	29,65	\$0,741	30,45		31,426	Ш	
Purchaseing Assessant	21.00	2012		2012	# F	1	22.20	- -	7	1	25	×		3	78,877	26,642	26.39	₽.	27.23		
Nacia Dispelate	21,78	22 68		2002	ST.	†	23.28	27.50	22		26,024	77	24,841 26,834	3	28,617	26,642	26.394		27,236	Ц	
Cade Disparent Chingual	22,400	*		24244	25,214		25.080	24,013	2		2	2		- 2	27,588	28,692	28,42	4 29 ABY	29,330	30,723	
6 of 24								ľ					İ.							ļ	

				7	36,872					7	42,633	7	7	42,633	┪		7	40,806			T	T			-	54,672			.†	40,905					П	39,763	3		2	2		200			44,362	2	72		10 64.676	1	99	869	127	R	
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1, 10, 10, 10, 10, 10, 10, 10, 10, 10,	-	_		38 88	34,108	_4	_		6			3		200	200	32,276	32,278	37.816	24,380	101 23,111	111,02 180		F	673 83,147	112 37.567	60,480	١¢	409 28,506	037 32,278	12 1/19/18	083 1 48 648				38,727	067 36,882	007 35.448			112 37,567				DB2 36,445	167 41,116	765'95 299'							2	1,424 29,68	L
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	24,3		C by		원	30.4	e e	9	20.00	+	-	8	7			31.6	-	뭐		77	27	d s	34	ř	198	٤	30	123	_	_		26	36	36		8	77	2	30	. 36	8			-	_	7E	200	+		7	100	9	2		
Column C	24,693	L	. [33,105	30,741	44,589	0	33,832	34.788	38.278	28,742	┙	38.278	38 279		31409	\$6,883	9	18 224	28,334		1	1	1	L	L	Ц	ř	7	929	12	38,507	Ц	Ц	Ц	1	1	7 36 532	7 36,532	199'98 8	_	1	L	1	H		1		7				L	
Columbra	23,647		2000	_	\equiv	28,658	42,865	0	72,534	윈				ä	8	F .			22,171	77.24	27,244	24,6.2	2000	H	36.127			26,800	위	H	30 00	.26.26	7.7	37,09			21,78	200	36,12	38,12	37,08	8	9	P	+	34,00	28.2	32.17	2 P		30,20	36,60	372	27.6	
1,000,000,000,000,000,000,000,000,000,0	23,848		33,784	Ħ		29,810	43,466	- {	-1	30,863	37,713	26,028	37,118	17.119	87,410	١	30,619	36,548	-	1	1		:	34.403	16.507	17.87.1	29,646	25,129		1	10,470	26.854	34,814	25,486	36,674		┸	1	24,607	108,807	37,486	_	L	L	Ľ			١	1		١.			27 622	
Colored State Colored Colore	22,930	0	37,465	_		28,665	41,784	0	37,566	_	_	_	_	7	_	28.366	_	7	31.278	28,498	26,498	25.480	2000	30.204	34.14	+	ន	75,757	-	_	200,000	25.543		34,063	М	1	27,188	200		37.25	36,053	\rightarrow	-	-	T	П	37.45	31.27	7	7	.29,36	26.25	16/2	28.72	
The column The	23,102		32,728	Н	H	28,877	575	-	\$1,802	٦	7	1	1		1	29,870		H	3(,534	21,782	20,782	24,086	20,020	967.08	54775	t	t	26,990		1		96.849	33.620	16,408	Н	H	27,428	27,000	17.483	34,483	38,408	1	\dagger	t	t	Ħ	27,746	1.694	Ť	1	28,670	35,928	22,719	26.00	
The column The	274	•	31,400				40,713	•	30,679			23,378	55 34,246	842,48	56 34,246	28,529	28,528		875,06	25,762	26,762	22 (38		20.306	i iii	7=	_	24,990				27.02	32.234	36,008		я	20,600	900	12.18	33,167	35,008	a			-	_	26,676	30,379	-	_	28,629	34.546	製料	25.016	
The color The	2,357	0	1,673	П	П		1,228	•	0,787		7	7		П	7	3,800	2,846	П	0,663	\$,006	5,006	9778	7000	0 670	12.488	t	ŀ	16,162	П	Т	10.27	18.074	12.827	15,121	П	П	No Ros	227.10	13.46	33,468	16,121	T	1	T	t	Н	26,937	10,063	+	†	28,808	24,356	967/1	28.068	
The column	Н	4	_	Ц	L	Н	Ц	Ц	Ц	Ц	Ц	_	4	Ц	4	Ц	Ц	Ц	4	4	4	4	ļ	1	╄	Ļ	Ŀ	L	Ц	4	4	1	╀	L		Ц	4	20 Eve	22.174	┞	Ц	4	1	+	╀	L	106	ş	+	╀	L	L	10002	2000	
The control of the co										П	╗	П			7	-				-						t	t		П	1					П	П						П	T	Ţ	Т	Ī			1	Ť	-	*			
The control of the co	Н	4	_	Ц	_	Ц			4	Ц	4	4	4	Ц	4	_	Ц	Ц	4	4	4	4	4	1	1	1	L	L		4	1	1	┸	L		Ц	4	4	1	L	Ц	H	4	1	L	L			ļ.		Ł	L		L	
Mark 20,064 20,087	. 20,74	0	28.4	Н		25,91	38,61	0	28,62	7	-1	-	Н	Н	- 1	26,81	Н	Н	28,51	24.2	24.2	27.5	200	100	2 10	†	1	23.3.	1	1	32.8	10.00	303	32,9	1	Н	19.4	20.4	31.1	<u> </u>	32,9	$\overline{}$	_	_	1	1	26.1	28,6	┱	1	26,8	1,55	26	100	
An State 20,084 44,084 4	20,667	67,067	28,861	H	Н	26,083	18,000	32,240	28,767	Н	7	H	-	Н	H	27,061	Н	Н	28,800	24,463	24,463	24.736	20.00	41,00	24 400	+	╁	22,475	Н	\vdash	13,147	24.1ZE	30.639	33,447	+	Н	19,682		1 60 7	37.409	23,147	Н	+	╁	+	╁	25,322	28,800	╅	╌	27.061	12,713	19,637	18,6652	
Hone Operator Acts & Crafts Taines	Н	4	4	Ц	Ц	Ц	4	_	Ц	_	4	Ц	_	Ц	4		Ц			_	4	-4	4	+	4.	ļ.	1	ı	П	1	ı	1	1	l·	ŧ I		. 1	Ł		L		Ц	4	4	┺	╄	Н	Ц	4	┸	╀	₽	Ц	1	_
	hone Operator			ofte & Crafts		-				5		100		4					iai														1						T						-	+				†					

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1	86,488	29,62	37,168	10.7	38,404	36.112	26.334	36,256	20,077
	36,663	28,283	36,139	19,290	26,663	13,620	25,140	34,668	27,789
. :	39 063							36,850	۱
	37,307	96,80	18,423	960'68	195 96	13,784	25,338	3E.176	27,877
	36,630	27.409	35,022	38,188	36,630	32,485	24.383	33,500	28,904
	37.834						_	35,786	
	26,203	27,867	28,363	\$5,627	35,854	32.730	24.595	07. X	27,188
	34,488	26,603	22,282	37.046	34.486	24,629	73,647	22.514	28 110
	36,784				L			34.862	
	28,112	26,829	34.284	37.369	34,778	187.18	25.146	39,106	28,932
	33,440	25,707	27.90	36.022	9	14408	22.00	31,528	25.216
	36,636					ŀ		22,589	
,	34,016	28,980	11.208	26, 451	\$3,695	26 803	23 102	32,672	25,508
	22.325	24,990	3,522	24.80	28 28 28	20 Att	22274	25.5	24.627
	28	L				L	L	32,616	
	200	28.462	32.48	36.028	12.6M	29.110	71.57	31,037	24.516
•	31,360	24:14	30,00	372.53	31,260	28,063	23.487	28,669	22,736
	33,336							31.431	
	31,520	24.313	280'58	12,140	31,517	28,816	21.812	10,002	23,863
	80,308	23,378	228,872	32,550	30,306	707,72	20,761	28,573	22,945
	32,186							30,347	
	30,723	22,476	29,898	12,601	30,430	27,822	20,867	28,967	23,040
	29,260	11512	28,842	31,434	29,260	26,752	20,054	27,588	22,164
	ezoher-Juvenile Delenilon Facililee	elephone Operator	natio Maintenance Worker	raffic Safety Coordinator	netho Signat Electrician	ruck Orlver	And Clerk	outh Group Worker	outh Worker

Max/Step 6 (6.6%) 2006

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100% 100%

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2		Account Cities	ACCOUNT CHEEK BY	April Miraline Clark		Alcorrollers Cours	Assi Duyar	ASSISTANT COOK	Assistant Planner	Assistant Supy of Building Services	Assistan Subv In	Assistant Emouth	Building Maintene	Building Maintenance Worker LPL	Bullding Service	Buyar	Cabinet Makes	Carpenter	7 7	Clerk Stenographe	Clerk Typisi	Clark Typial Billingua	Code Enforcement Offices	Community Service Acts	Community Youth Worker	Compular Dografo	Confidential Aids	Confidential Assi/Segratary	Oook	Coord, Long Tean/At Care for Elderly	Cond. Of Volunieers	Counselor Penal institution	County Emergency	County Redicingles	Cuelodial Worksell PL	Date Processing	Denkel Assistant	Dietoran	Doctet Clerk Typing	Classician	Smolenee - Anders	Profession Alda	Entomologist Mose	Environmenta Spacialist	Environmental The	Equipment Operator	Equipment Operate	Execution Clerk	Field Rep Disease Control	Flood Rep Headh E	Pied Map & Brior C	TOOK SEVING WORL	Gangenhie info Bestems Specialist	Reservation in 8v	Geographic Into Sy	13 of 24			

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Sr Bulleting Service evolver		. 1	28.238	27,288	27.048	22,123	27,05	ł	20,000		29,467	30,848	30,276			3,616
Sr Central Supply Clark	Į N	26,448	28,238	27,288	27,048	21,121	27,96	Hi	28,960	79,807	29.467	373 ['] 08	30,276		1	23,486
Sr Cilizan Program Aide	22,606		23.412	24.348	24,221	26,189	29,02		35,258	f	26.642	707.72	27,450		1	30,832
Sr Clark Stanographer	34,781		32.794	37,168	35,828	18,181	87	ı	36,864	L	36.827	38,404	37,961		Г	2 134
Sr Clerk Trolet	28,144		29,048	30.246	29.052	34,150	30,666	l	31.78	×	32.686	35.971	33.589	-	1	17,240
Sr Clerk Typiet Billingual	29.048	30,240	29 962	31,169	99.04	F6.58	13.50	Ī	32 665	33.47	43.849	27,012	57.75		ł	33.0
Sr Oode Enforcement Officer	33.686	13.974	10,15	36.066	34.797	28.188		ł	74 927	1	27 600	20 813	20 060		Ł	
Sr. Counselor-Penal Institution	45 254	47.461	46.912	25,28	48.629	E 470	17.00	ı	136 14				R4 000		1	
Sr Deole Assistant	27.240	28 328	28.444	20 238	38 044	172.42	100	1	5	н		25 68			1	
Sr Deckel Clerk Typing	24.44	5K 80.6	7.6 2.6.6	26 247	1		ĮŠ.	ı		ı		100				10,045
Or Dusting Technique		A778 00	1200	47.94	-		20,000	I		1	27.70		0.00	20,022	9	7,07
Or Electron	1072	42 044		27.5	200			1		ì	9	2	2	7,812	DE OF	11.749
Do Danisa Alexandra		20.00	1000	40110			3 3	1		1		41,782	41 312	42,866	43,165	46,620
Or Grand Thermal Black		75000			5		8	1	300	ł	9778	414/30	47.286	42,806	2430	27.28
Or Charles of the Charles	200	3000	78.00					100	4	ı	7,42	42,788	42.772	43.055	44.62	48,607
ST LOSG & BLANCE MICHAEL	70.00	2000	7000	Z (2)	28,077	27,120	21 II	1	27.822		28-403	28,638	29.1771	30,344	20,677	11,164
Gr Grownderpepar	1	13001	32,794	2,756	33,628	36,111	2 2	I	18 B	1	125'96	38,404	13/ 964	39,480	750 esc	12,134
Sr Inspector Morogulo Extermination	2	15,862	85,804	37,428	88,734	38,203	37,58		18. SS		1 40,126	41,730	41,265	42,905	43,410	18,700
Sr. Juvenite Delention Officer	E A	36,562	35.442	36,360	38,411	17,367	a7 a7 a	H	94.53E	88,863	39,346	70,890	40.266	41,168	42.263	5
Sr Ibraden	23,688	34,847	34,888	24,475	35,760	87,211	36,60		37,500		300 CR	40,620	40,484	41,787	41.938	4.3.66
Gr Library Assistant	20,346	71,188 i	20,990	21,130	21,637	22,802	22.28		22.22		23,674	24.617	24.221	26,189	25.487	18 665
Sr.Metrienance Repairer	30,866	82,091	31,553	13,132	32,558	34,172	133,88		34,36	16.25 16.25	203.18	\$7,287	20,063	86,937	38.780	10.03
Sr Maintenance Repairer - Carpenter	36,266	39,789	\$69,65	117	41,002	42.442		ŀ	2.5	i	46.401	45.906	46.468	48 925	Fag. R.	K E
Sr Mahlenanos Rapaltar LPL	32,666	35,974	£. 53	15 EBS	24.75	18.488	4.5	1	36 00	1	200 45	26 843	30 050	40 893		
Sr Machanio	32,666	83.974	200	36,086	10/12	26 448	26.00	L	24 600	1	200	30 E43	182	75.00		
Sr. Paloler		34.862	28.88	37,628			1	Ì.	1 29 60	72.97	10.00		1000	14001		
Sr Phermacy Alda	24.242	28.380	26.285	20.207	24 165	27.30		1	100 10			700 000		20, 444		1
Or Planet	2	38,807	36,860	17,000	36,889	1979	150	l	35.24	78 845	18/19	108 67		27.47	182	3
3r Plumber	36.606	36,926	36,067	22.72	37.425	12.01	88.68	l.	40.46	14.17	41312	43 9RK	1000	24.77	100	
Sr Probate Clerk Typing	30,866	\$2,081	34,858	11,122	\$2,868	12.12	22.30	36.214	35.80	36.36	36.662	17 207	38 863	28 337	38 780	Į.
Sr Program Specialist Special Child Health	37.419	18.016	38.640	16.194	39.678	14.43	9	ı	15 25	96977	20.5	46.245	72,77	AR 69.0		
Sr Public Selety Telecommunicator	31.638	32.905	32.677	33.973	25 708	78087	11.1		1 25	105 45	ALC: N	978	37 8.0	10 000		
Or Perohapina Appletant	26.336	27,380	27.1%	28.262	28 64.5	28.136	N. R.	26 000	20 60	30 846	127 01	24 982		15 150	500	100
Sn Road Inspector	29.852	31.460	30 524	11.168	31.888	22 485	22.55	ı	CH CH	l	20, 70	26.488		197.45	i	1000
Sr Sentery Inspector	43,284	985.77	44.623	46.189	16 641	707.67		l	2 1	ı	200	E 640	77.0	444		
Sr. Sools! Worker knellfution	82,538	56.742	M 312	27.72	107.0	66.733	18	27.4	94.76	71.50	404	AK ROK	20.00	100		
Sr Stook Clark	23.623	24.668	24.386	18.540	25.46	28.119	26.At	L	20.00	١.		187.88		20000	171.00	I
S- Gloreksaper	28.144	24.276	20.048	10244	28 862	21 450	20 PK	1	1	19 744		14.65	200	2070	10.23	
Sr Tradio Maintenance Worker	2,00	36,382	36 126	26.641	26 246	47,690	. 37.32	l.	0.5	ł	100	-	100			1
Slook Clerk	20.757	24.829	2 645	23.44	22,282	23,773	200	22 948	13,62	1867		207.00		720.00		
Shock Handlar	2000	2 480	20 000) May	1	37 883	1	L		ı						
Giorakaabar	28.348	28.131	28,222	17.7		11.213	THE PERSON NAMED IN	L	100	1	200	1	27.65	40 100		
Supervieting Omnibus Operator	25.318	26.331	28.222	777	200	22.52	To at	21.153	20.444	Ŀ	2 2 2	180	200	10.0		
Supervisor of Acounts	32,624	33,929	22,73	21.15	34.660	76.18	136	L	17.38	22.777	77.5	38.083	S Propos	41 404		
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	2	7117		Ž	90	35.184	27.200	27,050				700	_	* p*g'n*	7 (7)	_	190
hane Operator	24.414	28,350		26.268	28,297	18/68	Į.	27.078	1	27.5	L	28.7	L	78,546		L	574
Maintenance Worker	31,196	32.443		32.340	11,682	1	Ļ	813 NZ	l	188	L	28	L	# OP# /E	365,	39,937 43	70
Safety Coordinator	35,000	36,389		26.2.13	36.621	10 H	L	77.841	ļ	188	L	9	Ļ	4 243 4	124	Ļ	808
Signes Electricien	31,648	22.314		32,71	14.039	13 bes	L	32,030	1	ě	L	18.	L	9 82/38	1,066	L	746
Driver '	28,936	20,082		29.968	14,187	34,562	L	32,036	1	Į.	L	77	L	1 36,136 1	37.04	L	1.80
Clerk	7,73	22,548		22.477	23.276	22.28	Ļ	24,028	1	24.1	L	26.4	L	28,351 2	7,406	L	1.60
Group Worker	31,581	42,623		32,688	33,996	13.5H6	14.48	34,343	26.346	36,060	87.812	37,19	18,684	38,324 3	0,355	118	42,322
Worker,	23,862	24,920		24,817	16.810	25,673	L	26.679	l	27.3	L	28.2	L	29,097 3	30	E	786
						-	ļ		Į		Ì	-	İ		The same of the sa		

Max/Step 8 (5.5%) 2010	34,078	35,076	54 427	77,620	10.249	32,864	40,807	41,250	82,926	43.807	200	32.27	65,573	47,356	40,684	28,434	41,230	36,076	37,107	42,619	30,923	11.430	44.21	47.360	34,428	60,887		80,052	1	39.942	5 62,441	1 34,786	70.73	1	ı	19.326	ţ.			\$ \$8,869		1 1	- 1	46.003	.1	-1	1		L	Ш
2003	34,198	34,186	48.746	42 322	0.00	31,480	38,680	39,081	50,072	41.623	30,038	30.632	60.643	44,58	38,474	28,069	39,041	24.48	35,173	40.302	729.31	20,000	41.972	44,882	32,633	007,73	45,933	47,462	0000	37.85	59,48	32,074	97.46	70,45	10.30	37.27.	42.74	63,53	49,55	36,55	42,74	42,74	7.75	81	2 5	200		16.57	45,560	44,58
8tep 7 2010	3 13,262	3 33,262	6 47 338	41.46	2 46,313	26,199	6 47,603	2	8 40,081	5 40.378	7Z9'92'	8 25 640	7 68,617		B 37,583			13 282	14 34,230	2 39,180	25 001	744 00	16 46.274	56 43,643	21 31,838	64 66,811	44,862	40.470	00 0 00	96 38,814	74 67,378	990'88 289'06	64,767		66 41 461	64 28,248	997 71 606	39 62,362	199 48,463	57 16,827	100 41,865	161 40, 132	128 38 222	27.00	ACC 42, / 00	27 28	100 52 00		G.778 44.480	
2006	31,97	3/10	46.576	30.05	44.62	28,03	28,42	36.54	48,FI	28,525	27.50	28.648	212	42.27	38,23	28,26	36,64	31.8	32,914	37.8	777	9 4	7.86.7	Ž.	30.4	63,6	42.0		900	36.3	68	30.6	7/8	107	30.6	37.0	38.0	603	897	TE.	38	39,7	2				7,75		2	1.27
2640	\$2,274	12.274	100,21	1 4	4.5	29,177	\$6,770	186,884	47,250	30,190		28.816	67,848	42,670	36,576	28,611	16,884	32.274	33,262	31,037	77.077	40 000	36,496	1		1	1		1	Ł		14,121	ı	166.63	1	25,182	40,343	П		Н	40,343	\$8.407	34,156	4461			27.776	L	43.287	П
2084	31,038	31,033	44 235	199 68	43,223	22,065	39,268	36,465	45,441	37,682	00753	100	66,621	41,029	36,168	26,402	36,468	31,083	31,873	36.574	CO P. C.	36 440	76.967	40,730	28,392	42,084	41.081	13.56	0.000	34,363	50,500	29,824	66.178	1	38.684	33 629	38,791	48,958	146,304	33,260	32,791	37.866	5	200,000	90 90	SOUR POR	20,000		41,903	41,028
Step F. 2078	11,386	31,296:	44,000	28.02	43,590	20,191	35,665	36,707	46,627	00/98	TO CO	19 52	58,476	45.57	36,467	26,704	18,767	31.216	12,274	28,884	20.020	39,707	38,501	44,078	25,854	62,625	42,030		0.0000	37,648	13,653	10,170	102.20	170	20 202	37, 116	41,120	49,172	48.90	12,113	38,120	31,12	2	40,195	20,180		26,478	1 1 1 1 1 1	42,045	11,377
2009	30,082	200'06	200	37.642	41,913	27,507	34.284	34,381	44,064	38.541	22.25	26 Add	54.015	19 A	34,100	24,719	1927/2	30,082	31,033	86.48	20,794	100	36,190	28 486	28,39k	909'09	40.418	7,000	00000	30.31	61,603	29.048	54,067	20,000	37.872	12,804	37.815	47.277	44,480	32,242	37,616	38,678	32,780	30000	2000		1000	43.240	40,428	39,786
#tep 4 2010	10,213	30,318	43.277	17.72	42,828	27,238	17978	34,849	777	24.65	200	27 670	84,508	40,064	34,367	70877	1,643	30.341	11.286	18,733	.,	28 959	24,760	29,702	26.636	50,882	48,723	1	0000	14,556	59,762	29.236	287	200	787.78	23,050	17,188	47,78	44,704	12,463	17.191	36,707.	32,926			277.07		1	10,172	130'01
2008	29,162	20,02	7 100	36.36	709.09	28,190	33.212	35,317	42,586	35.35		26 025	62,400	Ž,	300,035	\$145,524 E	13,317	29,162	30,082	34.368	74.75	27.078	22,22	36,262	27,436	48,926	55.58	207	00000	22,276	48,762	28,110	25.297	400 400	978.88	192.12	38,448	46,696	42,884	31,234	38,40	36,362	34.764	100			107 15	202	39,262	38,542
Step 3	28,240	071'02	47.23	38.676	40,866	28,517	33,426	13,632	73.957	36,627	27.430	10172	12,836	38,791	33,249	24,100.	\$2,632	29,340	36,348	34,680	20.142	375-46	12.123	\$16,500	27,670	48,219	18:410	700	0,000	11,411	46,002	28.282	92,736	77	34,81	31.964	36.676	16,181	197'87	11,486	16.676	19793	11.900	2302.72	200	3/10	22.00	16861	39,500	182'80
990	28.212	26,212	40.244	86,468	20.204	26,306	32.141	22,12	41310	10.00	30,720	28,165	60,803	37,289	34,870	23,173	32.20	28212	29,162	33250	24,157	***	31,666	37,028	26,510	9PE 29	3,88		0.0000	31.234	48,0739	22,204	102,00	1	38.48	20,754	36.264	414.41	44,780	20,226	36,364	34,089	30,78		8 6	2007	(E 47	699.04	38,077	37,269
2010 2010	28,362	29,262	10.45	1	19,644	78,427	32,343	32,413	41,630		277.00	26.12	53,164	37,4M	\$2,141	29,287	32,411	28-263	82 82 83 84	33.427			24,084	17,228	26,631	47,698	38,077	140,84	0000	1401	41,312	27.243	1100	3 23 35	36.366	80,916	36,463	44,651	11.194	10,384	13792	1,100	30,694			27.07	777		36,377	37,400
2009	1221	27,271	20.07	33,996	37,946	24,449	34,070	31,167	28 68	21.13	22.52	27.32	49,197	36,056	308.06	22,401	31,167	27.27	28.2.12	82.47	200		29,849	36.743	25.612	46.785	36.632	30,118	00000	30,483	46,454	187.98	1000		30 00	25,725	34,068	42,943	9/5/04	29.246	14,089	22,736	23,706	SWC .	200	100	30.246	30712	36,801	26,066
Mirking 4 2010	27,184	27,384	38,038	34,138	36,141	24,587	31,188	31,286	40,098	33,262	200 000	24.450	48,484	36,200	31,033	22,484	34,286	27,384	28,362	\$2,274	******	36.730	29.346	36,342	26,737	18,383	36,784		16.4220	\$0,818	46,677	16,406	49.218	22,000	17.73	29,842	34,230	43,110	40,945	29,340	54,280	12,761	29 823	36.178	10 170	21.05	20 083	40,078	37,166	36,206
	26,331	28,831	100 000	32,823	36,575	23,622	29,898	30,092	38,566	31,873		23.510	47,590	34,812	29,630	21,629	30,082	28,231	22.27	88.	27,000	27.750	28,122	34,659	24,747	44,186	8	十	Ť.	1	44,682	25,390	47.328	7,100	SO 623	28,704	32,914	41,462	31,370	28,212	22,914	31,603	20,002			02000	200 42	183	38,778	34.812
2010 -4% .	Slack	Account Clerk Typing	Administrative Clear	m Counselor	, a	Gook	Planner	Assistant Supvol Building Services	Assistant Supy Imitio Maintenance	Assistant Executive Housekeeper	District Materials Worker Di	Bulkding Sarvice Worker		fakar			nographer	-	Clark Typiet Silngte:	Code Enforcement Officer	Constituting Service And B	-Onemdor	led Aide	Confidential Asst/Secretary		Coord, Long Term/All Carls for Elderly	Coord, Of Valuriesm	County Segments Medium	County Redicional Defense Coordinates	Cyalodial Wartadi.Pl.	Data Processing Technician	akitni		John Lyping	Total Committee	Employee - Agriculture Ext Bervice	ng Alde	Entomologie Mosquito Extermination	sela Specialist	ental Therapy Alde	Equipment Operator	t Operation Truck Orlvar	Clerk Clerk	Flaid Rep Disease Control	Pealth Edvosign	Senior Cargonal Programs	m A selei	Geographia Into Systems Soucialist i	to Into Systems Specialist !!	Geographic Info Sysiems Specialist III
шт	Account Clerk	Aocourt		Abshole	Assi Buyer	Assistant Gook	Ameletani Planner	Assistant	Assistant	Assistant	O COLUMN	Bulkding	Buyer	Cabinet Maker	Cerpenter	Š	Clark Stenographar	O Y	OF THE		Comment		Confidential Akie	Confident	Cook	Coord, La	i So C	County	County R	Cuetode	Dala Pro	Dental Assistant	See See	COORT CARRY MAIN	Catching a	Employe	Engineering Aide	Entomole	Environm	Environm	Едиртес	Equipmen	Extegrillon Clerk	TIME KOD	S S S S S S S S S S S S S S S S S S S	Cond Comits Mark	AH Dronge A sele	Geograph	Geograph	Geograph

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Graduale Nurse/Manor Graduale Nurse/Manor Graduale Nurse/Penal Institution Graduale Nurse/Penal Institution Graduale Nurse/Penal Institution Graduale Nurse/Penal Institution Graduale Nurse Head Nurse Head Nurse Head Nurse Head Nurse Head Nurse State State Head Nurse State Sta	68,469		67,442	67.113	50,336	08,900	6H,350	80 00 P	57.203	62,747 64,122	16.267	64,626; 87,211	068,830	121
	L		Ļ.	1 40 164	67.50E	20,734		17 Y 70	P. B.(4	Be, 122	787			
			_	* 200720		1 24 / 30	16,243	207	20,00			68,000 70,726	72.428	76,411
J.C.	Ц	62,638	Ц	64,350	58,524.	68,161	68,408	67.874	80,293	59,765	177	61,597 64,061	66,407	48,004
Ja	Н			37,242	13,522	33,917	24,843	34,391	18,767	35,465	18,594	35,541 28,003	39,081	41,230
	Н		L	\$2.242	41,42	33,317	84,848	34,39	36,767	33/468	36,884	36.541 19,003	38,081	41,280
	Ц			67,786	890'09	69,682	995'1-9	61,469	61,928	13,424	66.961	55.445 68,055	70,005	73,865
	4			139/04	31,576	81.40	32,047	32,414	84,710	33,427	24,744	34,439 36,817	35,834	38,660
Je	_			31,970	83,249	33,036	34,387	}701'h€	16,467	35,166	36,578	36,233 37,683	. 38,474	40,691
	26,42B		3 26,336	781,902	27,248	27,070	25,(61	27.942	29,060	28,818	29,968	20,669 30,877	31,753	33,500
	_		Ц	38.287	\$18.84	39,663	41,148	40,840	12,473	42,148	43,861	43.382 45,127	45,408	48,981
-	-		4	0	0	- 0	•	0		•	4			0
nepactor Mosquilo Extermination 32,914	-1	-	4	36.264	17,71	36,440	87,18	37,616	38,120	38,791	40,343	300 900 61 000	42.745	45.096
П	_		_	762,12	22,91	36,396	36,114	38,641	38,003	\$7,862	961.04	-	41,523	43,607
178,821 Int	Ш	24,724	4 26.7 (3	26,676	26,699	25,23	87,486	27,282	28,873	28,138	29,250	28,986 30,148	30,760	12,472
	L		L	30,528	84,488	H 234	12,483	32,242	33,632	13,250	34,690	34,267 38,827	36,638	38,853
Juvenille Delention Officer 32,914	34,230	_	L	35.264	38.778	35.460	87.698	37.8.18	88.120	38,731	44,343	39,066 41,555	42,745	46.096
	L	·	L	28,486	28.197	88088	27.076	26.868	27.643	77.707	28.616	28,548 29,590	30,532	32.211
22.569	L		Ļ	100 70	26 448	24 6.87	98 087	2K 784	36:00	28 800	27.684	27,405 28,501	2034	24 023
34 828	Ļ	1	Ļ	100	- Land	25.52	173.65	18 T/K	87 P.4	37 643	20 012	38 649 45 486	41 636	43 207
24 460	1			100					1110	1000	25.02	28 682 OF 708	27.66	0.00
Ì	4		4	77,00	Z3.607	72	24.283	7	REL 192	77.77	476-07	100 Feb 300 Feb		20,378
Mentenance Perperar	30,318		3.40	3,234	272	32.23	13,451	33.377	24,648	S. Y.	26.733	PLEYER GREEN		39,942
	_1	-	4	33,250	34,500	34.368	18,733	38,485	36,514	38,574	38,037	37,552 38,180	40,302	42,619
31,032	Ц		ــ	33,250	34.660	136,08	18,733	36,480	36,384	38,574	780,83	37,862 38,190	4b.302	42,619
21.159	L	21 883	L	25 488	25 045	23 870	11.11	41.2	24 460	77.67.8	374 828	24 181 28 148	28 647	27.057
Motor Vahiole Operator Hondigsoned 98 360	Ļ		Ļ		10.465	20 446	20.00	12.00		1	797.72	30 829 39 BAR	23.01	200
THE PERSON NAMED IN COLUMN	4	-	Ļ		7,57							200000		
Strained Spending		6070	4	27.5	27.53	-	27.602	13.446	15,032	7	24,010	770'05 767'50	2000	35 55
	4		4	20213	214.0	75172	80.370	30,082,	31.201		32.274	91 8/3 39,202	34,186	3E 076
	4		4	38,264	36,178	36.440	37,898	37,8161	89,126	38,791	10343	39,965 41,565	42,745	46,036
Paralagal Specialist 32,326	4		_	34,677	35.064	25,65	37,287	37,028	36,500	38,20	19.732	39,378 40,854	42,134	44,462
11.159	22,005			22.602	27,402	23-73	24.100	23.346	24.300	24.617	28,488	25,160 28,197	26.866	28,346
26.850	L		Ļ,	37,675	F 67.	28 EBS	20 792	20,602	36.784	30.648	24.840	31.827 \$2.882	33.919	36.786
33.848	Ļ		1	25.35	27.603.	77.65	18 896	900	78.78	30 858	100	44 045 42 708	44 80.4	14 001
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	4		ļ	44,769	20	Ē		2//2	49,662	487.00	1,204	90/72 /77/00	93 00	221
			4	44,713	48,602	46,292	48,143	47,870	49,764	49.448	61,426	51,026 63,067	54,523	67,622
neilluion.	48,559		47,200	6,963	48.842	18.545	80,483	60,418	62,124	969 19	53,766	63,276 66,407	66,865	286,65
			L	34 060	36.463	35,679	38,435	35,970	37.409	38,310	28,287	37,851 38,856	40,302	42.518
Principal Alcohol Countation 39.040	L		Ļ	11 384	43.646	128.5	4,250	43.728	467	77 801	46.897	46.073 47.916	48.734	81.4.18
	L	Ī	Ļ	198 05	34 8/45	107.17	33.65	49.243	24 648	20,00	77.767	24 42B 28.847	38.82	2 860
	37 450	77 044	1	0C+ 05	30.00	30 404	1211	1000		150	119 067	47 448 44 445	18.48	
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		-	4	34,069	35,463	888	36,481	36,970	87.409	36,910	38,387	37,861 39,356	40,30	42.619
Principal Dockel Cark Typing 27,038	4		_	26,300	1 29,818	29,051	30.213	29,723	30,312	30,394	87,610	31,067, 33,310	32,874	7.786
		•		41,142	42,788	42,317	44.014	43,483	48,234	44,668	48,456	45,844 47,578	48.85	61,638
Principal Librarian		-	14 40,748	40,319	41,932	41,458	43,14	205/21	44,296	43,728	48,477		47,462	60,062
saistani	L	-	L	25.441	26,469	1 28,112	27.157	26.786	. 27.86g	27.456	28.654	28,128 29,263	29.92	31.687
	L		L	44.817	44.672	46.178	42.028	17.70.5	48.707	137 67	81 446		54 BR	87.888
Principal Purchasing Assistant	Ŀ	-	Ļ	3000	12.55	ALD CT.	34.788	28 820	1	34 663	AR 04.	34 587 34 989	37 18	1
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	313		4	31,234	377483	32,276	33,665	115-125	24,649	34,400	36,733	410,85 BW,CC	7	7
			4	22,174	33.46	33.216	34,644	34,267	\$8,627	36,999	38,715	38,339 37,792	38,83	40,97
Program Development Spec-Aping 42,769	_	44,198	-	45,824	729,73	47,362	49,246	48,879	458,83	60,407	27.423	51,234 54,011	55,14	63,18
ment Spe-Coom, Service 42,789	L	-	L	45.824	123 47	44	40.248	48.679	£0.£3.4 ·	50.407	2773	51.934 54.011	68 14	68.18
Propriet Daysloamen Shap-Youn Bardos 18 594	20.3712	1 20 2906	24.4023	20.9983	24 £4 £5	24 BOSE	72 5634	27 3to 1 A	23.9878	22 0445	24.0446	23.7967 24.7488	25 2848	26.684
Property Specialist Charles I AS ART	L	-	L	726.86	40 840	778 05	956.57	2000	13 660	200	43 680	070 44 074 04	46 16	74.00
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1	4	64,420	4	28	68.871	10, 631	177	100	64,848	01.238	62,648	62.94/ 66.456	55 55	70.38
Public Satety Telecommunications 811 30,057	4	-	_	22.40	13,632	33,317	34,648	34391	36,767	38,465	36,884	35,541 28,003	30 05	i i
	Ц		Ц	30,226	31,436	31,234	17,413	32,342	13,69.2	33,280	089"78		28,65	36,06
Purchasing Assistant	26,428	25,323	25,336	26,197	27,248	27,070	20,153	27.942	28 080	28,816	29 7 5 2	1,19,01 B88,25	31,78	33,60
	L		L	28.187	27.244	27.070	20,169	27.942	24,080	28.816	396.82	718,05 28,82	31,76	12.60
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50 144				7, 000	38.638	A 166		10.200	200			30,432	47,452	47,462	47,462	37,249	37.249	45,528	39,68	33,606	33.685	\$10 OE	20.02	37.74	36 228	23.00	80.740	36,028	32.974	27.24	45,628	46,796	46,807	32.36	42,43	45,79	44.57	44.24	40.04	81.88	43,355	43.36	46,78	32.87	46,169	10,00	120 07	41 89	34.608	39,66	65,340	19.11	31.14	37.240	45,18	26,008	34-105	34.10	
97 ANEL 28 RM 1		82K 46 178	676 40 378	38 645 42.188	267 18 m7	444 64 387		804 90 40%	308 38 R14		0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	20,00	088 454 B	888 46 476	688 44.476	.DH2 34,308	9H2 38,306	866 44,683	196 38,884	468 32,746	31,466 22,745	648 29 300	440 41 586	012 34.108	862 37,286	1.62-1 42,245	189 69 487	770 \$8.127	122 12,088	1912 36,308	1,968 44,683	1,906 44,621	1,963 45,722	344 34,556	480 41 088	42 906 44 624	100	100 36 407	8 857 BB 877		40,821 42,248		42,905 44,621	0.672 33.066	3478	74.00 4.00	8 588 48 481	0.365 46.928	2,628 32,933	7,186 80,684	1,225 64,312	7,666 70,383	9,203 30,371	15.20	720 40 100	- 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1973 33,252	973 34,282	77.2 47
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267.94	0	38.56	25.6	36,376	32.34	47.00	0	36.48	20.347	200	1			200	400	a'cz	380	40,50	136,18	129.EC	X87	28,84	27.25	100	E E	39.4	123	18. 18.	29,00	20,00	40.E.	404	416	1	21.5	4 04.	200		77.37	464	38,404	787			4 4	36.2	44.0	123	30,6	16,1	493	2	**	199	24.3	23.848	00g)	30,052	44 999
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24.267		36.308	36,364	36,239	31.234	45,797	۰	34.387	32.776	40.744	78 787	175.97		*	4074	122,081	32.001	36,449	34,02	25,967	28,467	26,025	386,248	32.0gr	8,83	37.297	62,163	34,049	28,110	140,55	30 440	20.273	6 49	27.220	44,00	40.07	28.20	25.155	38.211	44,063	37,297	17.77	20.379	30 644	40,048	36.214	42,752	38,128	30,006	2,43	8		40.004	100	23.846	22,173	29,162	1.29,162	137 SAM
1 28.128		16.67	36,027	36,457	34,424	46,376		24.631	32,423	41 807	28.14.5			41,80	44,007	22.286	12.106	18,807	34,402	28,263	19,163	18,197	16,681	L		L	Ц	L	28,792	Ц	4	10. as	4	4	1	1	Ļ	L	\$16,639	Ц	Ц	4	1	1	40 548	Ļ	ļ.	26,460	Ц	4	4	4	1	1	L	L		_	17.100
24.464	•	24.25	94.25	34,162	12.0E	44,602		32,289	3,23	16/45	7070	10 ASA	200		39,430	27.55	34,160	38.276	23,186	28,128	28,128	25,169	36,181	34,180	100,001	36,188	01)'09.	SP 05	27,204	31,460	D. 7.	283				77.80	. 1. 21.1	22.502	34,172	42,842	36,546	14.4	SE SE	100	10.522	24,472	41,473	15,064	29,136	23,188	4		737.76	37.089	22,23	22,562	28,24(2	26.2/2	136.36
24,517		14.438	34,410	11213	20,168	551'97	•	33,430	31.401	L	L	L	1		1	1	_]	_	_	┙	26,879	26,323	0.77 JR	L		L	Ц	Ш	27,340		_	-1			4	38.234	4-	L	24,487	Ц	\bot	4	4	18.00	L	L	Ш	16,218	J	1	┵	1	1	L	L	12,749	21,202	76.40	36.648
52,376	•	33,176	33,116	372,966	29,219	(8E'23 ·	0	32.20H	30.00	38,146	24,762	20.11			38,116	20.61	7	12. ST.	22,161	.27,281	27,258	24.348	34,108	30,210	31,150	35,080	48,788	29,226	26.297	20,210	87.19	37.028	20.00	20.574	\$ 12 E	36 860	36.073	21,830	33,132	47.23	35,060	000	200 30	27 046	120	20,00	40,195	\$19,679	26,262	32,166	45.48	3 4 6	20.040	36.54	22.49	21,830	27,271	77.71	35,140
23,472	61,119	£3,252	33,262	33,102	29,340	43,870	35,266	32,348	30,318	\$6,274	24,930	2774	36 974				3	17.70	32,380	27,500	27,546	24,480	34,362	35,440	31418	36,530	49,890	29.462	26,406	30440	37,369		1	27 262	37.286	97.2hg	38,334	22,008	33,274	41,381	38.230	2002	36 466	17,219	38,403	33,374	40,572	34.277	28,484	32,386		26 880	20.440	36,797	22,494	22,508	27,384	27.48%	36.286
22,589	66,883	31,873	31,973	31,828	28,212	42,162																											28.5	200	28 88	36 163	34,107	21,169	32,08H	39,789	120 02		200.00	N A	-	-	_	22,905	27,369	200	44,430	24.664	20 270	36,382	21,629	24,169	78,831	198.201	33,928
Receptionis/Telaphone Operator	13	Recrestion Leader	der Arts & Crafts	trian		Kor	Nor Traines	v Head	Bite Manager Nutrition Program	orke-Billingual	Confiltent	Quin	teally.	patterilone	TIONE SHOULD		rx sypang	Cotastino	or cueding Maintenance Worker	Vice Works	Sy Clerk	nem Akde	mpher		Sr Clerk Typist Billngual	ement Officer	ent Ineffution		Typing	nician	27.7	7.000	O. Error Originality Commany Column	in.	Sr inspector Moscutto Externination	Sr Juvanila Detantion Officer		11000	Sr Meintenapoe Repairs	Rapairer - Carpenter	St Maintenence Repairer LPL		40			Sr Probate Clark Typing	oiallat Spacial Child Hea	Sr Public Safety Telecommunicator	seislani	9	to facilitation	AL WILLIAM PARTIT		Sr Traffic Maintenance Worker			Storekeeper	Nous Operator	counts
Melioligeos	Records Analysi 3	soresion Les	norteeffor Las	Serence Library	Road Inspector	Sanilary inspector	Senitary Inspector Traines	ecretery to D.	lle Manager!	nofel Oasts W	Social Service Assistant	Social Worker Aging	oots! Worker	Soots Mindred Betterflore	A COMPANY		Sr Abbount Clerk Lyping	Albohollem	SUMBING ME	Sr Building Service Work	Sr Caninal Supply Clark	Sr Cilizen Program Aide	Sr Clerk Stanographer	Clerk Type	H	Code Enfort	. Courselpf.	Sr Denial Assistant	Sr Docket Clerit Typing	Omiling 1so		Crig in Belling	Part Service	Sr Goundakeaner	napapilor Mo	Lyanila Del	Srubnarian	Sr Library Assistant	Welntemanoe	Maintenanos	Maintenance	Sr Mechanic	Sr Phermany Aide	Sr Plarmer	Sr Plumber	Probate Clar	Program Sp.	Public Safet	Sr Purchasing Assistan	or Kond Inspector	Or Social Made at Italiation	Sr Slook Clark	Sr Stornstranger	Traffo Mainte	Stook Clerk	ok Hendler	recessor.	MANAGE OF	Supervisor of Accounts

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Teachar Juventa Delenion Facilities	24,812	38,206	36,058	17,406	17,299	185.791	38.542	-48,084	130,200	41,277	41,029	42,670	142,272	1963	44,867	47,168
Telephone Operator	36,350	24,406	26,297	27,340	27,204	21217	28,150	20,126	25,018	86,579	129,824	14,121	30,572	12,065	32,974	34,788
Traffic Maintenance Worker	22,43	33,741	33,502	製業	34,780	34.36	200	17,246	37.078	717	18.139	19,767	30,346	140,074	42,134	3
Treffic Sefety Countinator	35,369	16,773	36,621	36,038	27,143	200	38.146	10.772	40,407	42.024	-1314	45,537	42.834	44,651	46,804	48.327
Trestle Stonel Electrician	\$2,814	14,230	34,089	16,4453	38,164	E ST	36.440	27,598	37.816	35,120	16,791	10,343	89,966	999'17	43,746	360,84
Truck Driver	30,002	1-726	24,167	32,413	12.242	22,532	1808	24,540	PR.150	36.267	86.486	36,684	38.84	800,88	130,05	11,230
Ward Clerk	22,689	23,472	25,276	14311	が存	28.448	24,967	28.807	28,794	26.826	28, 800	27,664	27.408	28,504	2834	30,023
Youth Group Worker	32,823	34,138	38,59	16,368	16,168	38,576	36,340	37,7k	97.512	19,012	28,584	10,221	39,66	13717	42,322	44 860
Youth Worker	24,920	25,917	26,810	26,843	26,700	27.768	27.500	21,433	28,481	29,820	29,371	30,646	30.260	31.471	32,364	14.54
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Max/Stap. R (6.8%) 2011		38,66	39,061	54,266	64,732	47,105	63,013	34,671	43,057	13,485	56,732	46.216	40,779	4,178	200	0/ cago	2000		207.47	18,047	29.748	44.857	32,625	13.481	36,347	16,745	19.67	36,322	22.837	97,178	04,018 A0,4K0		42,139	17.830	26,70	200	20.00	40.47	2014	47,576			E P	67.678	211		2000	100	12.02.1	44,018	64.08 6	49,950
2010		36,076	35,076	61,427	62,826	44,680	50,248	32,064	40.007	41,230	62,628	43,807	38,663	41.074		1	DOD'S		1022	38.078	37.10	42.619	20,023	41230	33,500	4281	47,360	34,426	79650	2000	100	0	38.942	1773	34,785	77.	10.00	1000	827 R	45,096	56,796	62.276	38,063	46,086	2 C		200.00	300	30,823	42,069	61,246	45,171
Stap 7 2010 2011		33,252 34,748	13,252 14,748	47,393 48,631	48,726 80,919	41,451 43,516	46,313 48,397	30,188 31,688	37,842 19,588	30,000 80,73			36.627 37.231	20 084 40 424	AG 847 BY 462	25 050	37 463 20 370	27 344 98 844	36.003 39.713	35,252 84,748	34,230 38,770	39,190 40,063	28,501 29,784	34,003 39,713	30,877 32,368	40.274 42.085	43.843 48.807	31,646 33,067	72# Pa 1 19 77	44 478 40 600	62,995 66,380	00000 0,0000	38,814 BE.AT1		32,065 33,508	78 407 44 450	23.262 14.748	41,461 43,516	36,248 87,880	41,565 43,436	62,362 54,704	6 60 50 53	30,921 37,231	41.5 41.436	18 252 44 552	20,77,50	2708 77 803	42,704 44,628	28,501 29,784	36,861 40,735	47.414 40.548	42,963 46,941
Stap 6 2010 x011			- 1	40,004 48,014	1	1	ı	ı	36/10 31/26	ł	1	-1	1	20 000 000	1	1	1	1	١.	32.274 33,726	Ц	L				38 434 40,486	1	20.087 31,943	L	1	61,437 69,784	1	078 48 31	1	ł	ı	274 11-71			10.242 42.188	1	47.210 49.334	1	1	AK 4KK 46 747	1	1	ł	П	1 1	46 192 48.270	42,670, 44,690
Stop 8 2011		32,704	12,704	48.618	47.989	40,783	46,46	23.400 ·	0021/2	3/4/8	67,560	27,73		30,000	74.20	43 536.	17 (41	24,168	87.478	32,704	34,728	38,544	28,031	37,370	30,368	26.246	72.27	54 888	160	46.740	62,523	0.0000	36,204	277	1,007	20040	32.704	40,761	200'215	46.880	62.488	48,474	48.480	20 444	38.678	42.004	250	42.004	21,043	27,680	40,402	44.256
2010		31,296	77	456	2	25,012			9000		777	3 1		27 823	2 150		192	25,708	36.767	31,296	12.7	36.8	26.1	36,767	285	36.6	41.0	20 60	200		49.87E	000	200		1	12	31.2	er.	34,716	38,120	482				27.0	3	a l	40	7	74.64		
office A		31.682	24,682	5				20405	26.308	1				20 300	86.168	44,188	16.803	26.024	36,208	31,852	13.55	37,340	27,158	38,208	28.420	72737	34 646	17.	13.686	44,281	46,484	0,000,0	100 T	10.460	2000	28.488	3-1,662	18,496	14,638	38,603	122		100	18 463	34.611	40,891	40,691	40,69-1	27,168	10.01	1	4 86
g g		38.518	30.318	100				177.00	27.270	708.77		1		1999	90979	40 084	34.257	24,804	34,849	30,218	34236	22.23	25.887	3,68	23,163	100 X	72.76	60.882	14. OF	142.374	48,3/1	00000	2000	2012	7077	36108	30,318	37,794	800	37, 488		5 1	1	24.707	33,026	25.00	20.50	184,88	1808	2		10.064
Step 5 -2011		100 m	1000		100			950	170 37	100.77	1		26.042	27.878	66,212	18,4	174.74	28,188	38,041	30,080	36,682	36.736	25,280	76 B	28 471	70.07	1238	F) 484	44.162	42,882	. 998-97	0,0000		20.000		24.466	26.650	27.15	75757	22.5			10.138	37,048	11.12	15,171	24,171	16,578	26.230	1		46607
2010				200		900	1	20.00	22 623	es e	100		25	28.48	62,635	36.35	33,249	24,100	33,622	9888	1878	24,580	29.140	23,223	27.246	20,522	27.600	40,120	39,410	41,007	46,761	00000	2 42	28,380		23,422	28,320	9.G/86	7				38.676	38,48	31,900	37,563	27,443	37,003	38.5	22	3000	328,791
Map 2 2011	20 646				38.448	4382	7.49 82	12.72	11,170	45.388	26,963	200	34,146	28.462	1 497 53	30746	33,587	24,344	23.67	20,628	20000	100		23-5/2	27,072	28.900	27.134	49,787	10,01	41,428	117.77	00000	SP AND	14.671	27.	17,72	989'87	98.37	27.75	100.00	497	51,786	37,048	25,35	12.264	\$4,046	24,068	# F		24.480	4.4	181787
2016	24 147		186,07	44.746	36.365	789.887	28.427	32,313	32,413	200	34,439	30 388	33.443	26,223	121,154	37,496	32,141	23.297	32,413	V I				26 25		37.228	28 418	47,500	100 at	39,64	45.20		46.342	27,340	188	22,703	23,352			77.	10.57	30,388	35,453	34,106	36,894	36,/26	36,25	36 636	74 ARB	4,307	38,377	37,498
Min/Step 4 2011	-	78 676	Ļ	Ļ	38.672	Ļ	L	L	L	L	34,748	Ļ	L	25,866	-1	4	32,429	4	4	28,610	1	1	1	10 1 10 10 10 10 10 10 10 10 10 10 10 10	1	1	L	Н	-1	-1	46,607	4	18,771	┺	L	Ш	4	4	╀	Ļ	42.786	L	36,776	Ц	4	-ļ	4	4	31.200	1	1	1 37,834
290	27.384	27.84	39.03	40.343	34,186	29, 65	24,667	31,18	31,206	40,04	33,262	29.340	32,38	24,460	4	36.205	31,033	22,694	31.286	700,72	100	1000	34 706	25 45	32.5	38,942	26,737	45,963	38,784	1	45.64	+	48.67	26,408	49,219	22,006	27.484	200	100,000	42,110	40 946	28,340	34,230	32,783	29,629	35,170	2 8		2000	40.078	37,166	36,206
Z011.4.6%	Account Clerk	Account Clack Typing	Administrative Clerk	Admitting Officer	Alcohollem Counselor	Asal Buyer	Assistant Cook	Assistant Planner	Aesistant Supv of Building Services	Assistant Supy Traffo Maintenance	Aesistant Executive Housekseper	Building Maintenance Worker	Building Maintenance Worksv-LPL	Building Service Worker	Jakh G	CANAGEMENT	Carpener		Clark Statistical Principle	Clark Toolel Allinoiral	Code Enforcement Officer	Community Service Aids	Community Yorkh Worker	Computer Operator	Confidential Alde	Cohildential Assidsonstary	Ooak	Coord, Long Term/All Care for Elderly	Coord, Of Voluntaers	Countries of Penal Institution	County Emergency Management Planner	Custodial Worksoft P.	Date Processing Technicism	Deniel Assistant	Okulden	Dooket Clerit Typing	CARLING TRACKINGS	Emolouse - Anthulture Fot Service	Engineering Aide	Enternologiet Mosquilo Externamenten	Environmental Specialist	Environmental Therapy Alde	Equipment Operator	Equipment Operator/Truck Driver	Execution Clark	Field Kep Daspas Control	Field Rep Meetin traucesion	Food Section White	4H Program Assist	Geographic Info Systems Specialist I	Geographic info Systems Specialist II	Geographic Infe Systems Specialist III

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		Constitute Number	200	06,130	64.640	67,093	2000	18,087	88 408	64,036	60.203	200 23	1777	04,87E	1000	23.6	1	2 2
		Constitution Printer and Property Constitution of the Constitution	2000	1000	0)(4.6	84,027				11. N	27000	201'03	1	1207	1000	200 6	1	7 2
		Graduale Nurse Public Health	22.736	65.480	64.840	100	ACT PA	100.00	S S S S S S S S S S S S S S S S S S S	64 84 R	2000	100	Ļ	84.678	64.061	6.843	L	2 760
		Groundskaeper	31,296	22.70d	32,413	11.00	E E	36 (4)	37, 549	26,200	28.10	37.576	1	19 84	38,003	19,713	1_	2.408
		Head Cook	31,286	32,704	32.413	13,177	3112	16.04:	34 649	36 209	26.367	37.376	1	35,644	38,008	19,711	L	1,498
		Head Nurse	68,462	50,503	68,233	136,364	50,068	17,00	61.046	E4.763	62,828	88,808		68,830	68,065	1,120		7.947
10.00 10.0	1.00 1.00	Heelih Akte-Bilingusi	29,497	30,624	30,560	31,326	31,678	33,400	32,007	14,128	32,746	18,227		38,429	36,817 2	17.429		100.01
1,10, 1,10	1.40 1.50	Health Educator,	31 033	32.429	32,141	13,487	25,28	34,748	2,367.	36,903	36.467	37,063	1	18,221	37,883	19,379		12,823
1,12,12, 1,13,12,12, 1,13,12,12, 1,13,12,12, 1,13,12,12, 1,13,12,12, 1,13,12,12,12,12,12,12,12,12,12,12,12,12,12,	12.00 12.0	Health the Senetits Clerk	26,428	28,672	26 236	27,822	17.14	19,274	28,485	29,420	29,060	10,468	Н	51,217	10,00	12,286	Ш	6,342
1970 1970	1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Heavy Equipment Operator	37.18	30,636	38 482	40,224	38,818	41,010	41,546	42,997	2723	44,385	. 1	46,772	. 45,127	67,186	_(1981
1,10,	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,		a contract	100	0	•	4	9	8	-		0	+	-	3	1		اد
1,450 1,50	1,450 1,45	Interpretation of the second second				240	30.578	977.92	100	202.00	22,28	20 000	2	110.23	100	48 A30	2	1,014
1,100 1,10	17.00 17.0	Inspector (raines Mosquis Externameten		34.74	34 (53	25,163	22,92	27,237	20.844	100	200 88	E	29,190	40,963	40.278	47,785	3	27.6
1,100 1,100 1,00	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Introvensi Atendatik		200	20/13	28,170	20,500	27,736	7.480	22.72	28,313	23,680	29.260	30,677	30,148	21,602	77	6258
1,100 1,10	17.00 17.0	INVESTIGATION CONSUMED PROTECTION	200	30,000	20,386	31,768	8	37,550	32,463	22,245	122,522	36.041	77	34,136	38,82	37,231	3	10,779
Color Colo	Color Colo	JUVERS DOLONIES OFFICE	B / 2	36.770	36,462	37,048	36,875	38,726	37,898	20,678	30,120	40,534	40,343	42,158	41.865	43,420	46,098	979'4
Column C	Column C	Laborer ·	74450	28,660	. 25,323	28462	28,487	27.116	27,070	20,218	77.942	20 206	28,518	30,172	22,880	31,026	32,211	23 383
Column C	Column C	Laundry Worker	22.472	24.628	24311	26,406	28,48	26,210	28,067	27,564	28.428	28,022	27,664	28,909	28,501	29,784	2	12,621
Column C	Column C	Librarian	29,102	1,000	34,283	\$4,026	28,467	17,061	300,048	18,218	37,436	39,833	39,012	40,768	40,196	42,004	287	15,678
1972 1775 1760	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Library Assistant	21,006	22,316	22.7M	.23,896	73,587	3,6238	\$2,245	38,449	23,138	26.276	25,824	27,091	26,700	27,611	9,58	36,572
1,10 1,10	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Maintangnos Repairer	30,318	36,882	31,401	32,514	27,453	32.078	1 53,500	35,077	97775	16,368	36,733	17,320	38,814	48,471	2	42,138
1970 1970		Maintenance Repairer LPL	32.274	31,726	13,427	14.031	34,680	20,150	S2 97	17,540	36,864	38,544	18,037	29,748	39,190	40,948		44,857
CATACOL TRANS CATACOL	CALMEN NING TAILED CALMEN NING TAILED <	. Mechanic	32,274	41,726	13,427	34,931	34,580	36,134	36.73	87-540	36,564	13,644	38,037	39,748	39,190	40,063	42,519	14,857
Column C	Column C	Mestenger	22,005	22,996	423.22	23,643	23,003	24,000	73:42	24,638	24,100	23,148	24,625	26,783	26,148	26,280	27,087	28,548
20.544 14.04 20.04 14.14 15.44 13.14 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.45 13.44 13.	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Moler Vehicle Operator-Handoapped	26,406	27,594	27,349	23,579	28,282	28.566	29.236	20,20	30.(79)	81,627	14.12	12.622	\$2,086	\$3,608	34,788	36.704
1,200 1,50	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Omnibus Operator	29,540	30,680	30,388	84,766	31.486	52.460	32,483	38.148	127.12	21,14	34.580	18.136	38,829	37.234	32.665	46 77.0
14.00 14.10 14.00 14.	March Marc	Oppublic Operator Typing	27,384	28,616	28,852	20,636	2 2	30.500	10.318	24,000	31,296	12,724	25.77	14,726	33,262	34,748	Ł	28.084
10.00 11.0	2000 21440 22700 23724 22600 23444 24401	Painter	24.230	34,770	36.453	37,040	\$0.676	46,126	87,898	38,501	38,120	44,000	40,343	42,188	41,645	43,436	<u>!</u>	47.628
	2,100 2,144 2,145 2,145 2,145 2,144 2,144 2,145 2,14	Pernisge Specialist	33,679	38,192	34.842	91,748	36,064	27,007	25.78	38,365	33,509	40,242	29,722	41,620	40,064	42,797	44,452	968,97
Color Colo	Street	Payroll Clark	22,005	22,896	22,703	22,738	23,462	24,486	24,100	26,186	24,680	25.246	25,496	36,646	16,157	27,876	28,346	20,02
Color Alive Aliv	Control Cont	Planning Alde	26,672	27,768	27,426	28,869	28 678	29.00	29,722	\$1,070	30,786	32.171	31,840	38.173	32.882	34.872	36.786	37.763
Color Colo	4,4,5,9 4,4,2,3 <t< td=""><td>Plumber</td><td>35,170</td><td>36,763</td><td>36,428</td><td>38,056</td><td>37,683</td><td>275.05</td><td>36,634</td><td>103,04</td><td>40,196</td><td>42,004</td><td>41.461</td><td>42.516</td><td>2</td><td>44,629</td><td>46,003</td><td>46.633</td></t<>	Plumber	35,170	36,763	36,428	38,056	37,683	275.05	36,634	103,04	40,196	42,004	41.461	42.516	2	44,629	46,003	46.633
4,5 to 4,5 to	4,514 4,514 4,416 4,41	Precion Nume	43.446	607'87	44.997	47,022	46,540	A1,122.	44,101	40.20¢	40 665	(4,817	\$1,204	69,80	766	66,130	66,657	69.962
Color Colo	1,550 1,75	Predict Numeranor	43,210	78,164	14,861	448,879	46 502	7887	4.43	Ma.340	49,785	62,026	61.426	69,740	190,53	66,456	67,622	60.686
10,007 18,004 34,407 34,004 34,407 34,004 3	1,400 1,40	Practical Nurse/Penal Institution	45,550	47,604	47,200	155,43	48.542	61,443	- 60.483	62,766	£2,124	64.470	53,764	94,186	66,407	-67,900	59.962	63,281
Color Colo	1,000 0,00	Principal Account Clark	19	96,084	34475		36,463	87,948	1 300,000	42,070	37.408	33,092	38,387	40,114	39,366	41,136	42,518	44,867
1,140 10,055 1,140 1,1	12,497 30,524 20,524 4,225 4,425 4	Principal Alcohol Counselor	e e	42.438	4.82	⅃	0000	44,077	98.7	48.287	148,477	47,524	46,687	46,796	47.916	50,072	51,415	64,143
1,400 1,50	1,100 1,10	Principal Chark	200	20,024	39,660	-	31,683	13,076	32.607	24.136	33,637	18,161	34,764	35,128	35,817	37,429	35,069	40,937
25.14 24.15 24.15 24.2	25,115 21,125 25,125 2	Principal Clerk Stenographer	8	99 082	34,626	_1	200	45,429	40,762	42.50	41,679	43,764	42,097	16.031	44,156	46,100	47,872	60,294
1,000 1,00	Color	Friedra Cleux Lypiat	15.45	18,004	34,476	_1	25,65	27,048	16.01	36,076		29,062	36.387	40,114	39,365	41,126	42,510	44,867
1,000 1,00	Action A	Principal Docket Clerk Typist	2013	28,363	28.816	_1	29.615	10,143	30.213	31,673	30.072	32,303	134,510	13,013	22.40	13,783	34,765	36,761
March Marc	March Marc	Principal Engineering Alde	40,343	20,168	41686	┙	42,786	2.73	44.010	46.89	46 233	47.200	46,455	48.646.	47,678	40,623	61,536	54,372
Columb	Color Colo	Principal Librarian	196,000	41.20	40.746	4	4	43.819	414	750,52	44.295	44.20	46.471	47,024	46,850	48,780	50 962	62.816
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Columb	Principal Library Agentians	100		20/02	1		27,150		28,27.0	27.466	29,100	1	20,000	28,262	20,570	31,067	32.308
		Principal Pignish		20702		1		1	4000	107	107.00	61,242	124	032.83	52.247	65,543	900/10	8000
According 19, 19, 19, 19, 19, 19, 19, 19, 19, 19,		Defended to a floor languages			200	1					88.376	3	2	80,712	20,000	26,80A	38,842	57.23
1,200 1,20	1,200 1,20	Driedles Operator Tach II		20.400	7)4700	1		979			1000	10170	7 Se Se	209	07.730	58,872	5	2
	1,286 31,714 31,715 31,414 31,417 34	Probe Clear Nation	30348	24 FE	24 404	1				7707		800	1		40.410	47,400	2	798-10
4,440 4,442 4,443 <th< td=""><td>CALLIANO ALALAS CALLIANO <</td><td>Donbele Clear Dates Affection</td><td>34 300</td><td></td><td>964.55</td><td>-</td><td></td><td>+</td><td></td><td></td><td>200</td><td></td><td></td><td></td><td></td><td>174.45</td><td>7</td><td>42,738</td></th<>	CALLIANO ALALAS CALLIANO <	Donbele Clear Dates Affection	34 300		964.55	-		+			200					174.45	7	42,738
4,400 4,400 <th< td=""><td>4,410 4,420 4,420 4,420 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,6140 6,624 6,6140 <</td><td>Process Development Spec Achin</td><td>77.480</td><td>1</td><td>10000</td><td>L</td><td>200</td><td>1</td><td>100</td><td></td><td>70.00</td><td>1000</td><td>8</td><td>48.402</td><td>37.17</td><td>200</td><td>40.873</td><td>43.226</td></th<>	4,410 4,420 4,420 4,420 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,624 6,6140 6,624 6,6140 <	Process Development Spec Achin	77.480	1	10000	L	200	1	100		70.00	1000	8	48.402	37.17	200	40.873	43.226
20,271.2 31,220 24,420 24,420 31,220 24,420 31,420 32,420 31,420 32,42	Total Transist T	Description Description of the Control of the Contr	087.77	1	200	L		1		700	00,00	1		287.487	5	7	8	01,300
77.266 33.576 34.577 34.278 34.289 44.724 44.724 44.724 44.724 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289 44.724 47.289	37.246 38.571 4.000 3.000 4.000 <	Program Development Specifically Septiment	37.15	ŧ	77 7700	1	PRO TO			AL AND A	2000	22123	92,423	64,732	10.491	20 442	96,180	98
55,656 \$15,000 <th< td=""><td>54,856 37,686<</td><td>Officers Specialist Sharfel Child Health</td><td>316</td><td>1</td><td></td><td>L</td><td></td><td></td><td>1</td><td>10,000</td><td>0.00</td><td>-</td><td></td><td>28,0421</td><td>24,17480</td><td>20.02</td><td>20 0046</td><td>21,1205</td></th<>	54,856 37,686<	Officers Specialist Sharfel Child Health	316	1		L			1	10,000	0.00	-		28,0421	24,17480	20.02	20 0046	21,1205
State Stat	SALES FLANE SALES SALE			1		1					8074	1/4/4	75,000	44.164	40-218	47,388	46.708	100
31,236	1 1 1 1 1 1 1 1 1 1	State Line in Lines		L.		L	25.4	20.02				100	24°B0	19,563	33,403	70.00	42.436	710
21,240 34,540 3	212-00 81,674	Disking Section Column Control Columnia	1	ŀ	10000	L			3	10072	01,876	Z Z	800 20	799 82	65,455	E8411	705.07	14227
2.56.428 34.675 24.528 71.242 71.242 44.475 24.445 75.000 16.516 15.517 15.258 15.000 12.5448 15.000 16.516 15.000 12.5448 15.000 16.516 15.000 12.5448 15.0	Table Tabl	2) thin Safety Telegony 044 Traines	9 6	1	200	L	7007			20202	100	37.57	38 864	18,644	38,003	28,713	41,230	
26-228 314-77 24-228 77-224 14-77 25-125 12-420 36-24-35 12-450 31-25 12-450 31-25 12-450 31-25 12-250 31-25 12-250 31-25 12-250 31-25 12-250 31-25 12-250 31-250 3	25-228 34-572 24-238 27-224 24-77-2248 24-77-2248 24-77-2248 24-77-22-77	Juchama Arristan	25 A28	L.	26.868	L			**	1978		111111	30 060	001.00	78.00	36,4691	200.00	
27,204 28,816 27,202 21,028 10,810 10	27,384 21,616 22,282 21,638 10,855 34,745 31,586 32,704 12,274 32,774 32,775 34,745 34,745 34,745	Andio Dispatcher	28.23	L	25.25	L	77.248	100	28 (83)	28,220	1000	20 100	20 ORR	+ 43.73	150	22 264	100	
		Sadle Dispatcher Bulingual	27.384	L	23.262	L	28.50	16 866	20.348	1 1 1 1 1 1	31.786	1	126.65	100	200	147.76		

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Sohone Coemitor	26.408	27,894	27.34	48.879	182	Ļ	-	ľ	20.660	30.178	72.07	2		32,066			6,701
Me Maintenance Worker	33.741	16,259	34.54	16.645	38	Ļ		Į	19 047	36.561	46,297	39,76		1.26'01'	•		5,596
Me Safety Coordinator	38.778	33,428	2	85.846	8	Ļ		l	7776	12.624	43.848	43,23	ĺ	14,001	,	18,327	336,0
Mo Signal Plactrician	34,230	38.776	37.85	37.048	3	1		ł	19,563	100	40.886	40,54	١.	141,566	43,438		7,676
or Orber	34.286	32.734	32.41	3 23.272	198	Ļ		l	88.269	38.707	37.376.	36.88		500'91		Ш	3,498
in Clark	23.672	27,626	24.34	26.458	20	Ł		1	27.156	28.623	26,033	27,65		28,504	29,764	Ц	2,623
uth Group Worker	37,736	36,872	36.36	5 16,146	H	18.675		37.704	39.466	38,012	40,768	19.23	1 42,042	4,161,4	376	14,550	47,105
uth Worker	26,917	27,063	26.54	28,066	12	Ļ		1	29.968	29,620	30,052	30,64		31,474 35	507	L	LE 022
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