



***EXEMPT
COMPENSATION
PLAN***

*Amended
July 1, 2017*

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INTRODUCTION

1. This Exempt Compensation Plan (“Plan”) provides written description of the benefits, compensation, and special provisions available to positions and/or classifications defined herein but generally those not represented in the General Bargaining Unit established in January, 1994, and subsequently amended or the Confidential Group as established September 26, 2011 and subsequently amended.
2. This Plan is not intended to serve as a representation document for the specified classifications. This Plan is not intended to serve as a negotiating tool and it is not a collective bargaining agreement nor was it created by any negotiating team. This Plan shall in no manner be interpreted as a guaranteed or implied contract between the District and any employee or group of employees.

I. EXEMPT CLASSIFICATION GROUPS

The classifications generally referred to in this Plan are employee positions that are strategically placed to drive the District’s business processes. The incumbents in these positions, and those that may be identified in the future, formulate or administer significant executive policy, employee relations responsibilities and/or District confidential, proprietary information.

1. Group E Executive Management

Executive Director/APCO

2. Group A Management

Deputy Director / Mojave Desert Operation
Deputy Director / Antelope Valley Operations
Deputy Director / Administration
District Counsel

3. Group B Program Management

Finance Manager
Community Relations & Education Manager
Human Resources Specialist
Executive Office Manager
Compliance Supervisor
Permit Engineering Supervisor
Air Monitoring Supervisor

II. ADMINISTRATION OF PERSONNEL

A. PROMOTIONS

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or a two range salary increase, whichever is greater; provided that no employee is thereby advanced in step nor advanced above the top (or final) step of the higher base salary range. The APCO may approve placing an employee at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the APCO.

B. DEMOTIONS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the disciplinary action.

An employee demoted for non-disciplinary reasons shall be retained at the same salary rate, provided, that the salary rate does not exceed the top (or final) step of the salary range of the demoted class, except that such an employee may be placed on an "X" step as provided herein, with the approval of the APCO.

C. DUAL APPOINTMENTS

The appointment of two full-time employees to the same budgeted regular position may be authorized by the APCO to facilitate training, to make assignments to a position which is vacant due to extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status.

III. BENEFITS

A. FLEXIBLE BENEFIT PLAN

Each regular, full-time employee holding a position that is identified in an Exempt Group as defined herein shall be eligible for health, dental, vision and disability programs offered by the District. Qualified dependents of regular full-time employees shall be eligible for health, dental, and vision programs offered by the District.

1. HEALTH AND DENTAL

Each regular, full-time employee holding a position that is identified in an Exempt Group as defined herein shall be entitled to a monthly benefit not less than the level set forth below plus or minus any adjustments calculated pursuant to the annual adjustment procedure herein:

Group A Management = \$915 per month
Group B Program Management = \$915 per month

2. ANNUAL ADJUSTMENT PROCEDURE

About August 31, each year, or as soon as benefit cost information is available from CalPERS, the District shall calculate 80% of the premium required by the Kaiser HMO Family plan (for Los Angeles Area Region including Los Angeles, San Bernardino and Ventura counties) offered for regular employees and families under the District's plan with CalPERS "Flexible Benefit Plan Dollars"). The "Flexible Benefit Plan Dollars" shall be implemented on or about payperiod 25. The calculation of premium required and implementation shall be performed according to the following schedule:

- On or about August 31, 2017 adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25/2017;
- On or about August 31, 2018 adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25/2018;
- On or about August 31, 2019 adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25/2019;
- On or about August 31, 2020 adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25/2020;
- On or about August 31, 2021 adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25/2021.

Example 1 (Using the Exempt Group B Benefit Level): In August, CalPERS informs the District regarding the premium amounts for District plans for the next calendar year. The monthly premium required for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,200. Calculate 80% of \$1,200 = \$960. On or about payperiod 25 the Flexible Benefit Plan dollars will be adjusted to \$960 until the next premium rate change is issued by CalPERS.

Example 2 (Using the Exempt Group B Benefit Level): In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Region) for families is \$1,190. Calculate 80% of \$1,190 = \$952. Then on or about payperiod 25 the Flexible Benefit Plan dollars would be adjusted to \$952.

Example 3 (Using the Exempt Group B Benefit Level): In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Region) for families is \$1,125. Calculate 80% of \$1,125 = \$900. Then on or about payperiod 25 the Flexible Benefit Plan dollars would be adjusted to \$915 (the minimum Flexible Benefit Plan dollars).

Any funds not used for the purchase of medical, dental, and other insurance programs shall be paid to the employee as taxable wages.

In the event health care reform crafted by the State of California and/or the Federal government is imposed in such a manner that such reform impacts these agreed upon matters regarding the Flexible Benefit Plan, management may adjust the plan to meet those new requirements.

B. OTHER BENEFITS

1. VISION CARE

Subject to carrier requirements, the District will pay the premiums for vision care insurance for employees in the Exempt Groups and their dependents.

2. DEPENDENT CARE ASSISTANCE PLAN & MEDICAL SPENDING ACCOUNTS

Dependent Care Assistance Plan: Employees in regular positions and receiving a minimum of 41 hours pay per pay period are eligible to participate in the Dependent Care Assistance Plan (DCAP). DCAP allows eligible employees to elect to receive dependent care assistance benefits which are excludable under Sections 125 and 129 of the Internal Revenue Code, as amended. DCAP exclusions from gross income do not affect compensation for retirement purposes.

Employees shall be eligible to participate the first day of the month following thirty (30) days from the date they submit their enrollment. An employee must contribute to DCAP through salary reduction on forms approved by Administrative Services. An employee election to participate may not be changed for the remainder of the plan year, except to the extent permitted under IRS regulations.

Medical Spending Accounts: The District has established a program for purposes of allowing employees to contribute to a tax exempt savings account for reimbursing medical and other allowable expenses pursuant to the provisions of applicable law and described in Article X of the MDAQMD Flexible Benefit Plan.

3. SHORT-TERM DISABILITY & WORKER'S COMPENSATION

Short Term Disability Insurance: The District agrees to pay the premium for short-term disability insurance for regular employees in the Exempt Groups earning Forty-one (41) hours or more per pay period.

The short-term disability insurance plan coverage shall include a provision for a Fourteen (14) calendar day waiting period from the first day of disability before benefits begin. Benefits shall be equal to fifty-five percent (55%) of the base salary, up to a maximum benefit of \$959.00 (nine hundred fifty-nine dollars) per week. Benefit payments terminate when the employee is no longer disabled, or upon termination of employment from the District, or after Fifty-two (52) weeks of disability, whichever occurs first. Other benefit conditions shall be determined by the District and/or the provider of the benefit.

Workers' Compensation Insurance: Workers' compensation insurance is provided for all employees of the District. Employees shall receive a maximum of three (3) consecutive days of paid leave, with no charge to sick leave or vacation leave, following an occupational injury or illness, provided the leave is authorized in a bona fide off-work order and the injury or illness qualifies for coverage under the California Workers' Compensation Act.

Upon request, the employee may continue to receive their regular pay during periods of disability due to an illness or injury covered under the California Workers' Compensation Act by supplementing workers' compensation benefit payments with accrued sick leave or vacation pay. Under this policy, an employee may coordinate benefits with accrued sick leave and vacation leave to receive payment equivalent to regular salary per pay period. In no event shall an employee receive more than their regular salary by means of this process.

4. LONG TERM DISABILITY

The District will provide employees in the Exempt Groups with long term disability insurance subject to carrier requirements and approval.

5. LIFE INSURANCE

The District agrees to pay the premium for a Fifty Thousand Dollar (\$50,000.00) term life insurance policy for each employee in the Exempt Groups. This benefit shall only apply to regular full-time employees.

The District will also make available to each employee in the Exempt Groups a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in amounts equivalent to one times or two times the employee's annual gross earnings, subject to the approval of the provider of such benefit.

New employees shall become eligible to participate in these programs on the start of the pay period following the completion of 13 pay periods of satisfactory performance.

6. EMPLOYEE ASSISTANCE PROGRAM

The District agrees to provide an employee assistance program available to employees in the Exempt Groups to provide confidential counseling for employees and their eligible dependents who request such services.

7. LEAVE DONATION PROGRAM

General: Full time, regular employees may voluntarily donate their accrued leave to another eligible employee experiencing a serious health condition or whose immediate family member is experiencing a serious condition. The district recognizes that there are occurrences brought about by prolonged medical conditions that cause employees to exhaust all available leave and, therefore, must be placed on leave without pay. It is recognized that such employees forced to go on leave without pay could be without their regular salary income and medical benefits at the most critical point in their work life.

Eligibility for Program: A voluntary donation of leave from one employee to another may be permitted for the purpose of providing a full time, regular employee with paid sick leave time for the care of themselves, or an immediate family member, who is experiencing a serious health condition as determined by a physician or other qualified health care provider.

An employee is eligible to receive voluntary donations of leave when all of the following conditions have been met:

The employee who is, or whose immediate family member is, experiencing a serious health condition provides documentation of such serious health condition as verified by a qualified health care provider. Employees are eligible to receive leave donations where they (or their immediate family member) have, are, or are expected to experience a serious, catastrophic or unforeseen illness, injury or impairment that meets both of the following criteria: a) has caused or is likely to cause, the employee to take leave without pay; b) requires continuing treatment or supervision by a licensed health care provider. The definitions and documentation of catastrophic or unforeseen illness, injury or impairment will be interpreted and documented in accordance with the provisions of Family Medical Leave Act (FMLA).

The employee receiving donated leave has exhausted, or soon will exhaust, all accrued leave such as vacation leave, comp time, sick leave, holiday leave, and/or administrative leave, if applicable. Employees in these situations must make application to receive donated sick leave by completing the Application for Donated Leave form developed and issued by Administrative Services.

Employees subject to this program and determined eligible to receive donated sick leave are also required to submit a claim for short-term disability. Use of the employee's own accrued leave balance and any donated leave amounts will be coordinated with disability benefits to achieve at or near the equivalent of 80 hours of pay per pay period. Use of donated leave is taxable income to the recipient and subject to withholding as required by law.

Continuation of Benefits for Employee: Employees who are on an approved medical leave of absence or an approved leave of absence without pay under FMLA will continue to receive benefits as set forth in the PPP Section 5.3 Continuation of Benefits Coverage.

Donation Procedure & Limitations: Donations of accrued leave time shall be made in minimum increments of four (4) whole hour blocks of time.

To retain sufficient accrued leave to meet their own needs, donors contributing accrued leave must not reduce their total accumulated accrued leave balances to fewer than one hundred sixty (160) hours. The donation of leave accrual shall not be counted against the current year accrual and will not, therefore, count against usage for the current year for purposes of the annual sick leave cash out program (Standard Practice 2-9). Donation of accrued leave is irrevocable and will be deducted from the donor's accruals in the pay period following the request. Donated accrued leave will be reimbursed if it has not been used by the end of the recipient's need. Verification, obtained by the APCO or designee, ensuring that these conditions have been met will be done prior to the transfer of time from one employee to another

Nothing in this program shall be construed to require donations of time from one employee to another. To emphasize the voluntary nature of the donation, the names of the donors will not be made available to the recipient. Recipient employees are expected to refrain from personally soliciting donations from other District employees. However, the APCO or designee may announce a need and offer all District employees the opportunity to contribute. The notice of need shall not be construed as a demand or as an order for employees to contribute. There shall remain confidentiality of employees subject to the receipt of donated leave

Employees who wish to donate leave accrual must provide written authorization to the Director of Administrative Services for the transfer of accrual by completing a Leave Donation Form developed and issued by Administrative Services. Administrative Services will confirm the donor has sufficient accrued leave for donation and sufficient leave accruals (particularly sick leave) available for the donating employee to meet their own needs.

The accrued leave donated will be converted to its cash value at the donor's base rate of pay and then credited to the recipient in equivalent hours of sick leave at the recipient's base rate of pay. For example: Employee A donates 10 hours of leave at Employee A's rate of pay \$50/hour. Employee B's rate of pay is \$25/hour, therefore the donated leave available to Employee B is 20 hours.

Following verification, the donations will be used for the recipient in the order they were received. Once the recipient has exhausted all paid leave, donations will be processed on a pay period by pay period basis. This process will continue until such time as the recipient's status changes and they are no longer eligible for donations, or until no donations are available. When the need is resolved or the process is concluded, any remaining unused donations will be returned to the donor(s).

Definitions: "Immediate family" - The husband, wife, father/step, mother/step, brother/step, sister/step, child/step, legally registered domestic partners and legal dependents of the employee receiving the donation of leave.

"Serious health condition" - An illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continuing treatment by a health care provider which is expected to incapacitate the employee or a member of the employee's immediate family requiring the employee to take time off from work to care for themselves or that family member.

Any other definition and or procedure not otherwise defined in this standard practice shall be as defined or set forth in the FMLA and its implementing regulations.

8. EXECUTIVE PHYSICAL EXAMINATION

To encourage the health and well-being of classifications assigned to Exempt Groups E and A may annually receive a complete executive physical and health examination. Such services may include, but not be limited to a comprehensive medical examination including services such as in-depth health assessment, diagnostic screenings, physical and nutritional assessments, and services included in a program specifically designed for executive professionals. Employees in Group E shall be reimbursed out of pocket expenses for such services per contract. Employees

in Group A shall be reimbursed out of pocket expenses for such services up to \$500 per fiscal year.

9. CELL PHONE STIPEND

A stipend in the amount of \$125 will be paid annually to employees who choose to use their personal cell phones to conduct any business with the District (including communication with supervisor or co-workers about attendance, etc.). Employees will have to "elect" to receive the stipend and sign a waiver/disclosure that they are permitting District staff to contact them via text or phone and that they understand that some of the information on their personal cell phones may be subject to retention and disclosure under the California Public Records Act. The District will pay the stipend in payperiod 15 for 2017, and payperiod 1 for 2018, 2019, 2020, 2021, and 2022 on presentation of the election agreement.

10. EMPLOYEE WELLNESS PROGRAM

The District will reimburse up to \$240 per year based on evidence of payment via contract or payroll deduction for membership fees paid. Programs may include gym membership, or participation in a wellness activity including but not limited to a weight loss program, or a smoking cessation program. Program qualification will be subject to justification and approval by the APCO. Reimbursement may be lump sum on evidence of payment or per payperiod benefit for recurring contracts.

11. HOLIDAY CLOSURE

District offices will be closed on the following dates without loss of compensation to employees:

- December 27 and 28, 2017.
- December 26 and 27, 2018.
- December 23, 26 and 30, 2019.
- December 29 and 30, 2020 and "move" Holiday hours for December 25 (Friday) to Monday December 28.
- December 28 and 29, 2021 and "move" Holiday hours for December 24 (Friday) to Monday December 27.

12. BEREAVEMENT LEAVE

When a death occurs in the immediate family, regular employees are entitled up to three days paid (without impact to employee's leave accruals) Bereavement Leave. Bereavement Leave may be used only in the loss of a spouse, domestic partner, children, parents, parents of current spouse, sister, brother, grandparents, step-parents, half-brother, half-sister, sister-in-law, brother-in-law or any individual who may have a true parental relationship to the employee.

C. RETIREMENT PROGRAM

1. RETIREMENT PROGRAM

Employee Contributions to SBCERA. The District shall pick up a portion of the required contribution of each eligible employee except as set forth in 1.3 below to the San Bernardino County Employees' Retirement Association as follows:

1.1 For employees hired on or before 6/30/09: The District shall pay (“pick up”) the first seven percent (7%) of the employee's earnable compensation, as that term is defined in the County Employees Retirement Law of 1937 (“CERL”) , towards the required member contribution. Beginning July 1, 2017 the District pickup shall be reduced by 1%, with further 1% reductions effective July 1, 2018, 2019, 2020, and 2021.

Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. Notwithstanding further, the member contribution shall not exceed 10% of the employee’s earnable compensation.

1.2 For employees hired on or after 7/1/09: Employees shall pay the first seven percent (7%) of the employee's earnable compensation, as that term is defined in CERL,, towards the member contribution. Beginning July 1, 2017 the employee share shall increase by 1%, with further 1% increases effective July 1, 2018, 2019, 2020, and 2021. Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. The District will pick up the balance of the required member contribution. Notwithstanding further, the member contribution shall not exceed 10% of the employee’s earnable compensation.

1.3 For employees hired on or after 1/1/2013: Employees that are determined to be Tier 2 members by SBCERA shall pay the required member contribution rate as determined by SBCERA. The District will not be responsible for any portion of the required member contribution. This provision shall remain in effect through the term of this agreement and shall not be reversed or invalidated on expiration of the agreement.

1.4 A new employee hired on or after 01/01/2013 who is determined to be a Tier 1 member by SBCERA shall be subject to the same terms set forth in Section C.1.1.

Employees who have thirty (30) years of service credit: and no longer make retirement contributions under the provisions of the County Employee's Retirement Law of 1937 and employees over the age of 60 in a regular position who choose not to be a member of the Retirement Association, shall be paid in taxable wages in the amount of the District's retirement contribution.

Employees hired on or after January 1, 2013: and subject to the Public Employees’ Pension Reform Act are not eligible for this provision (Government Code §7522).

2. RETIREMENT CONTRIBUTIONS

Additionally, employees in the Exempt Groups shall receive the following amounts monthly to be applied to the portion of the employee's retired contribution not covered by the provisions of Section III.D.1 above as follows:

Group E	Executive Management	per contract
Group A	Management	\$380/month
Group B	Program Management	\$180/month

Any dollars which are remaining after all retirement system obligations are fully satisfied shall be paid to the employee in cash and will be subject to applicable taxes.

Employees hired on or after October 24, 2016 and employees that transition to a position in the Exempt Groups on or after that date are not eligible for this benefit.

3. RETIREE MEDICAL BENEFIT

General: The District agrees to pay to eligible retired employees who retire from active service at the MDAQMD a portion of the premium of CalPERS health insurance for the employee and his or her spouse

Eligibility: Retiring employee shall be eligible for retiree medical benefits under the following conditions:

Retiring employee must be enrolled in the District's CalPERS health plan at the time of the retirement.

Retiring employee must have a minimum total of twenty (20) years of public service with any of the member agencies of the District and any air district in California.

However, a minimum of ten (10) years of must have been served with the District and/or its predecessor agency. Years of public service with the District shall be calculated in the same manner as the calculation of time of employment set forth in Health & Safety Code §41265.

Calculation of Premium Portion: The portion of the premium to be paid shall be calculated as 2% per service year from the date of hire with the District. The date of hire with the District shall be calculated in the same manner as the calculation of time of employment set forth in Health & Safety Code §41265. For those eligible employees hired between 7/1/1993 and 7/1/2009 years of service with a member agency or any air district in California shall be added to District years of service for the purposes of the premium portion calculation.

In no case shall the portion of the premium to be paid exceed the Flexible Benefit amount for a full time employee as set forth in III.A.1 above.

Length of Benefit: Such benefit is payable from the date of retirement to five (5) years, or until the date retiree becomes eligible for Medicare, or until the date retiree discontinues the coverage, whichever occurs first.

Member Agency: For the purposes of Section III.D.4, a “member agency” is defined as a city or county that lies in whole or in part within the boundaries of the District.

4. DEFERRED COMPENSATION PLAN

Employees shall be eligible to enroll in deferred compensation plans offered by the District from the first day of employment. Employees are permitted to specify amounts to be deducted from the employee's paycheck for deposit to the District's deferred compensation account. The MDAQMD Deferred Compensation Plan (457(b)) contains the plan specifics.

5. 401(A) MATCHING CONTRIBUTION PLAN

The District has established a 401(a) Matching Contribution Plan. The District will contribute an amount equal to 6% of the employee’s salary deferrals made during the prior calendar year to the MDAQMD Deferred Compensation Plan (457(b)). The District’s match shall not be applied to catch-up contributions and additional elective deferrals. (See MDAQMD 401(a) Matching Contribution Plan, Article VII).

Employees are eligible to be credited the matching contribution when they have elected to participate in the MDAQMD Deferred Compensation Plan. (See MDAQMD 401(a) Matching Contribution Plan, Article VI)

Employees are fully vested and shall have a non-forfeitable and vested right to their retirement account (401(a)) following five years of service with the District. (See MDAQMD 401(a) Matching Contribution Plan, Article IX)

In no event shall any contribution into the District’s 401(a) Matching Contribution Plan exceed the maximum amount allowable by law.

IV. CLASSIFICATION

A. PURPOSE

Classification is a management tool to ensure the accurate reflection of tasks and duties involved in each Exempt position for the purpose of recruitment, compensation and organizational structuring. Whenever positions are subject to any change as a result of classification review, and are allocated within the Exempt Group, any Governing Board action shall be on the recommendation of the APCO. Requests to review a classification action shall be submitted to the APCO. Positions allocated to the Exempt Group shall not be subject to any classification appeal procedure.

The purpose of Classification review is to ensure the accurate reflection of tasks and duties involved in the Exempt position. Factors involved in this process include recruitment, retention, compensation and

organizational structure. Any changes to Exempt position responsibilities are subject to classification review with the APCO having the final and binding authority in the review process determination.

B. CLASSIFIED AND UNCLASSIFIED SERVICE

1. Classified Service includes those positions which are authorized and regular positions and to which appointments are made through a competitive process governed by merit system requirements and in which an employee can achieve regular employee status.
2. Unclassified Service includes positions which are other than classified positions. Unclassified positions do not have appeal rights.

C. CLASSIFICATION ADJUSTMENTS

An upgrade is a reclassification of a position from one classification to another classification having a higher base salary range.

When a position is downgraded, the APCO may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no further salary rate increases until the salary rate of the position held exceeds the "X" step.

D. EXEMPT CONFIDENTIAL EMPLOYEE

An exempt confidential employee is a direct subordinate of exempt executive or management employees where the duties of the exempt executive or management employees require imparting confidential information and entrusting confidence to the subordinate; and where the subordinate is required to exercise independent judgment and cautions to prevent dereliction of confidence or injury to the District.

V. COMPENSATION

A. WAGES

Effective July 1, 2017, the wage rate for each employee in the Groups A and B will increase **2.0%** as set forth in Exhibit 1 – Salary Range Table.

Effective July 1, 2018 the wage rate for each employee in the Groups A and B will increase **2.0%** as set forth in Exhibit 2 – Salary Range Table.

Effective July 1, 2019 the wage rate for each employee in the Groups A and B will increase **2.0%** as set forth in Exhibit 3 – Salary Range Table.

Effective July 1, 2020 the wage rate for each employee in the Groups A and B will increase **2.5%** as set forth in Exhibit 4 – Salary Range Table.

Effective July 1, 2021 the wage rate for each employee in the Groups A and B will increase **2.5%** as set forth in Exhibit 5 – Salary Range Table.

B. SALARY ADJUSTMENTS

The performance evaluation shall be made up of a list of duties and standards that reflects the employee's position description and duties. Employees will be evaluated based upon these standards. Salary increases will be given for performance evaluations rated “meets,” “satisfactory,” or scored 3.0, or higher on a scale of 1 to 5. The maximum salary adjustment available is 2½% of base hourly rate of pay, as set forth in the appropriate Salary Range Table as set forth in Exhibit 2 attached hereto.

C. LONGEVITY AWARD

In pay period one, longevity awards shall be granted to eligible employees in an amount not to exceed 2½% of the annual base pay as calculated in pay period 26 of the prior calendar year subject to:

The employee having reached or passed the top (or final) step in their respective pay range on July 1 of the previous calendar year; and

The employee having received a successfully rated performance evaluation as described in section V.B above

D. SPECIAL ASSIGNMENT COMPENSATION

Special assignment compensation is a classification concept which allows for temporary increases in pay beyond that which is normally allowed when duties performed support such additional pay for specific periods of time.

Increases in pay may be granted to recognize the temporary assignment of more difficult duties requiring a greater level of skills. “Temporary assignment” shall mean a period of one calendar year or less. Selected positions may be authorized for special assignment compensation, rather than being permanently reclassified to a higher level, to allow for employee rotation to enhance upward mobility. Increases in pay shall be temporary so long as the higher level duties are assigned and performed, not to exceed one calendar year. Such increases in pay shall not affect an employee’s step advancement in the base range. The amount of additional pay awarded will be determined by the APCO subject to procedures approved by the Governing Board.

VI. LEAVE PROVISIONS

Employees in the Exempt Groups shall apply available paid leave time whenever a leave of absence is approved. However, employees who are on an approved leave of absence for less than one full day, who do not have sufficient leave time available to cover the absence, shall be paid the full salary for their regular work day.

A. SICK LEAVE

1. The accrual rate for sick leave for regular full-time employees shall be 3.69 hours per pay period or prorated on the basis of 96 hours per calendar year.
2. Any employee may elect to convert to cash at the employee's current hourly rate of pay thirty percent (30%) of the unused sick leave each July that was accrued during the preceding fiscal year provided the subject employee leaves a minimum sick leave balance of 160 hours. Employees must submit a pre-election agreement to convert sick leave to cash by June 30 of the year before the leave will accrue. For example, an employee must elect by June 30, 2016 to convert 30% of unused sick leave earned from July 1, 2016 – June 30, 2017 to cash in July 2017 if the employee's remaining sick leave balance at the time of conversion will be at least 160 hours.
3. After 10 years of continuous service from the date of hire in a regular position, and upon retirement, death, or separation, an employee will be paid for unused sick leave balances according to the following formula:

<u>Sick Leave Balance as of Date of Separation</u>	<u>Cash Payment Percentage of Hours of Sick Leave Balance</u>
480 hours or less	30%
481 to 600 hours	35%
601 to 720 hours	40%
721 to 840 hours	45%
841 to 1,000 hours	50%

Employees who receive a disability retirement due to permanent incapacity to work shall be entitled to 100% cash payment of any unused sick leave balances, computed at their then current base hourly rate, if they elect an early retirement in lieu of exhausting such accrued sick leave balances. In no event shall any employee, except those receiving a disability retirement, receive compensation under this subsection in excess of five hundred (500) hours pay computed at the then current base hourly rate of said employee.

4. **Vacation Conversion Option.** Employees may exchange accrued sick leave hours in excess of eight hundred forty (840) hours for vacation time on the basis of two hours of sick leave for one hour of vacation leave. Any such exchange must be made in forty (40) hour increments of accrued sick leave.

B. VACATION LEAVE

The accrual rate for vacation leave for regular full-time employees shall be as follows:

1. Accrual of 3.08 hours per pay period during the first four years of continuous employment;
2. Accrual of 4.62 hours per pay period during the years five through nine of continuous employment; and

3. Accrual of 6.15 hours per pay period the years nine through fourteen years of continuous employment.
4. Accrual of 6.46 hours per pay period following the fourteenth year of continuous employment and increasing by 0.3077 hours per pay period each successive year thereafter of continuous employment up to a maximum of 9.23 hours per pay period.
5. There shall be no limit on vacation accruals, however exempt employees are strongly encouraged to use at least 40 hours of vacation leave during the calendar year.
6. Employees not planning to return to District employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation and shall not be carried on the payroll. Retiring employees may elect to use vacation leave to enhance retirement benefits or be compensated in a lump sum payment for accrued vacation leave.
7. **Prior Service.** Employees in regular positions who have been employed by a public jurisdiction in a comparable position or a position which has prepared such employees for an assignment to a position in the Exempt Group may receive credit for such previous experience in the former agency in determining their vacation accrual rate. Such determination as the comparability of previous experience and amount of credit to be granted rests solely with the APCO.
8. **Vacation sell-back.** An employee may sell back vacation time at their base hourly rate. Eligible employees may exercise this option under procedures established by the District, subject to the following:
 - a.) **Future Accruals.** An employee must make an irrevocable election during the month of December, specifying the number of hours to be sold back from the next calendar year's vacation time accrual. Such election must be made in increments of not less than 40 hours and may not exceed 160 hours. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will automatically be converted into cash in pay period 26.
 - b.) **Existing Accruals.** Existing accruals may be cashed out in whole hour increments with a minimum cash-out of 40 hours and will be subject to a 10% penalty.

C. HOLIDAY LEAVE

All employees in regular positions shall be entitled to established District holidays.

1. Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.

2. An employee may sell back holiday time at their base hourly rate. Eligible employees may exercise this option under procedures established by the District, subject to the following:
 - a) Future Accruals. An employee must make an irrevocable election during the month of December, specifying the number of hours to be sold back from the next calendar year's holiday time accrual. Such election must be made in increments of not less than 8 hours and may not exceed 40 hours. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will automatically be converted into cash in pay period 26.
 - b) Existing Accruals. Existing accruals may be cashed out in whole hour increments with a minimum cash-out of 8 hours and will be subject to a 10% penalty.

D. ADMINISTRATIVE LEAVE

Effective pay period 1 of each year an employee in a regular position will be provided with Administrative Leave for the employee's use in the amounts allocated in this section. Employees hired after the beginning of pay period 1 shall receive a prorated number of hours. Such Administrative Leave may be cashed out at the employee's then current base rate of pay to the extent that the hours would have accrued at the appropriate accrual rate per pay period minus any hours used up to that time. Any Administrative Leave accrual balances in effect at the end of the last pay period paid in the calendar year will automatically be paid at employee's then current base rate of pay. Upon termination of employment unused Administrative Leave will be paid at the current rate of pay only by the amount of hours that would have been accrued at the appropriate rate per pay period that exceeds the total number of hours previously used and cashed out.

Group E	Executive Management	per contract
Group A	Management	120 hours/year
Group B	Program Management	80 hrs/year

Employees hired on or after October 24, 2016 and employees that transition to a position in the Exempt Groups on or after that date are allocated administrative leave as follows:

Group E	Executive Management	per contract
Group A	Management	40 hours/year
Group B	Program Management	26 hours/year

E. COMPULSORY LEAVE

If in the opinion of the APCO employees are unable to perform the duties of their position for physical or psychological reasons, an examination may be required by a physician or other competent authority designated by the APCO. If the examination report shows the employee to be in an unfit condition to perform the duties required of the position, the APCO shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty.

F. MILITARY LEAVE

As provided in the Military and Veterans Code Section 395 et seq., and any amendment thereto, a District employee may be entitled to the following rights concerning military leave:

1. **Temporary Duty.** Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed 180 calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave and step advances that would have been enjoyed had the employee not been absent, providing such employee has been employed by the District for at least one year immediately prior to the date such leave begins. In determining the one year employment requirement all time spent in recognized military service shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one year employment requirement shall be entitled to receive their regular salary or compensation for the first 30 calendar days of any such temporary leave. Pay for such purpose shall not exceed 30 calendar days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays.

The compensation provision does not include an employee's attendance at weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. The 30 day compensation provision also applies to an employee on military leave other than temporary military leave who is ordered into active military duty or is inducted, enlists, enters, or is otherwise called into active military duty.

Copy of military orders must accompany the request for leave form.

2. **Active Duty.** Employees who resign from their positions to serve in the Armed Forces of the United States or of this State shall have a right to return to their former classification, subject to a physical/psychological examination, on serving a written notice to the APCO within six months of the termination of their active service with the Armed Forces; provided, that such right to return to former classification shall not be granted to such employees who fail to return to their position within 12 months after the first date upon which they could terminate their active service with the Armed Forces.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration. However, such employee will not have accrued vacation, sick leave, other benefits while absent from District employment, except as provided in the temporary duty provision.

G. POLITICAL LEAVE

Any employee who is a declared candidate for public office shall have the right to a leave of absence without pay for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay contained herein.

H. SPECIAL LEAVES OF ABSENCES WITHOUT PAY

A special leave of absence without pay for a period not exceeding one year may be granted to an employee who is:

1. Medically incapacitated to perform the duties of the position;
2. Desires to engage in a relevant course of study which will enhance the employee's value to the District;
3. For any reason considered appropriate by the APCO.

Such request must be in writing and requires the approval of the APCO. Upon request, the APCO may grant successive leaves of absence. Leaves of absence without pay may be given to a regular employee with or without right to return to classification.

I. JURY LEAVE

Employees in regular positions who are ordered to serve jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage.

J. EXAMINATION TIME

Employees having regular status in regular positions at the time of application shall be entitled to a reasonable amount of time off with pay for the purpose of taking District promotional examinations or for selection interviews. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Such time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate.

K. WITNESS LEAVE

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen out of the employee's scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the District.

L. BLOOD DONATIONS

Employees in regular positions may be granted time to donate blood without receiving compensation for such donation.

M BENEFIT DATE

For the purpose of step advancements, sick and vacation leave accrual, the benefit date is defined as follows for each employee:

1. If the first working day of the pay period was worked, the benefit date is defined as the first day of the pay period.
2. If the employee started any time after the first working day of the pay period, then the benefit date will be the first day of the following pay period.
3. The benefit date of an employee who is absent without pay may be adjusted accordingly.

VII. SPECIAL PROVISIONS

A. EXPENSE REIMBURSEMENT

Employees in the Exempt Group are subject to the District's expense reimbursement policies except as provided in this section.

1. **Travel via Private Vehicle.** Reimbursement for use of privately owned vehicles to conduct District business, approved by the APCO or designee, shall be at the standard mileage rates published periodically by the U.S. Internal Revenue Service per mile for all miles traveled. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private vehicle, insurance, maintenance and all other transportation-related costs. The District does not provide any insurance for private vehicles used on District business. The owner of a vehicle is responsible for the personal liability and property damage insurance when the vehicle is used on District business.
2. **Meals and Expenses.** Per diem allowances for lodging and meals shall not be allowed without prior approval of the APCO or designee as necessary for the purposes of conducting

District business. Excess charges greater than the allowances listed below may be authorized under special conditions, such as a convention requirement or in an area of high cost. Receipts are mandatory to obtain reimbursement for all lodging.

The allowance for meals and incidental expenses is the amount as published in the most recent GSA Per Diem Rates currently located at <https://www.gsa.gov/perdiem>. Receipts will be required for meal purchases exceeding the limits for the region where the travel occurred.

B. TUITION REIMBURSEMENT AND MEMBERSHIP DUES

The District shall maintain a Tuition and Dues Reimbursement Fund for exempt employees

Reimbursement from the Fund may be used for tuition or professional dues or both so long as the employee does not use the reimbursement for dues of more than two (2) professional organizations.

Reimbursement is available for each such full-time employee pursuant to Standard Practice 2-12. Any reimbursement that exceeds limits of Governing Board Policy 94-1 is subject to the approval of the District's Governing Board.

The District agrees to appropriate to the Fund each fiscal year sufficient sums to make available an aggregate amount equal to six hundred dollars (\$600) per each full time exempt employee. The District also agrees that on June 30 of each year, the amount remaining in the Fund will be moved for separate accounting and allowed to accrue each year, without interest, and may be available for withdrawal for tuition reimbursement requests in accordance with Standard Practice No. 2-12, as amended.

C. PERSONAL PROTECTIVE EQUIPMENT ENHANCEMENT

Governing Board Policy No. 96-5 Occupational Illness and Injury Prevention Program ensures District compliance with providing personal protective equipment for all District employees.

Employees are eligible to enhance their personalized protective equipment if their position requires it as part of their field work. If it is uncertain whether an employee will be required to wear enhanced personalized protective equipment, no purchase will be made until it is actually needed. Enhanced personalized protective equipment shall be described as safety shoes and safety prescription eyeglasses.

The maximum benefit available per calendar year will be one hundred thirty Dollars (\$130.00). Employees may purchase any kind of enhanced personalized protective equipment, as described above that will be acceptable at the locations where they will be required to wear them. Employees will be responsible for any amount exceeding \$130.00 during the calendar year.

Safety shoes will be replaced when they wear out. New employees whose position require wearing safety shoes will be fitted for safety shoes shortly after they start working for the District. Employees who are in designated job categories will be required to wear safety shoes while on duty in the field.

Safety prescription eyeglasses will be replaced as prescribed by the employee's attending eye care professional.

D. CONDITIONS OF EMPLOYMENT

In the event an employee's position is abolished the District will make reasonable efforts to place the employee in a comparable position based upon the employee's skills, knowledge and abilities, as well as consideration of the employee's length of service with the District. If reasonable efforts to place the Exempt employee are unsuccessful, the employee will be subject to layoff according to established District procedures. An Exempt employee does not have bumping rights to other District positions, whether previously held or not.

E. HOURS OF WORK

Employees in the Exempt Groups shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the APCO and such hours may be varied so long as the work requirements and efficient operations of the District are assured.

The nature of exempt employment for affected employee classifications is such that work outside normal District business hours may be needed to fulfill the responsibilities and requirements of the position. Usually, additional time and effort are proportionate to the importance and level of the responsible position. These factors of time and effort are incorporated when the compensation level of exempt positions are established.

F. REEMPLOYMENT

A regular employee in good standing who has terminated District employment, and who is subsequently rehired may receive restoration according to established District policy.

G. WORK PERFORMANCE

Work performance criteria for employees in classified exempt positions are governed by the Personnel Policies and Procedures.

1. Probationary Period. Employees in these Exempt Groups are required to serve a probationary period except in those circumstances where the same has been waived by the APCO.
2. Performance evaluations. For those Classified Exempt employees who have attained regular status in an Exempt position, a performance evaluation is to be issued at least on an annual basis and/or whenever an employee's work performance necessitates documentation. The evaluation includes the measurement of both conduct and production standards.
3. Unclassified employees shall be evaluated periodically by their appointing authority.

Revision History

Amended September 26, 2016

Amended January 12, 2012

Amended Tables October 24, 2011

Amended September 26, 2011,

Amended January 24, 2011

Amended August 24, 2009

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Amended August 28, 2006

Amended April 24, 2006

Amended January 23, 2006

Amended June 27, 2005

Amended April 26, 2004

Amended June 25, 2001

Approved and Adopted November 27, 2000

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.11	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	2,445 - 2,979
601	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.94	20.43	2,507 - 3,054
602	14.83	15.20	15.58	15.97	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.94	20.44	20.95	2,570 - 3,131
603	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.94	20.43	20.94	21.46	2,633 - 3,208
604	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.44	20.95	21.47	22.01	2,700 - 3,289
605	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	2,766 - 3,371
606	16.37	16.77	17.19	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	2,837 - 3,456
607	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.43	20.94	21.47	22.01	22.56	23.12	23.70	2,907 - 3,542
608	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.12	23.69	24.29	2,979 - 3,630
609	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.30	24.90	3,055 - 3,722
610	18.06	18.51	18.98	19.45	19.94	20.43	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	3,131 - 3,814
611	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.29	24.89	25.51	26.15	3,208 - 3,909
612	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.89	25.52	26.16	26.81	3,289 - 4,008
613	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	3,370 - 4,107
614	19.93	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	3,455 - 4,210
615	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	3,542 - 4,315
616	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	28.87	29.59	3,630 - 4,423
617	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	28.17	28.87	29.59	30.33	3,720 - 4,533
618	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	3,814 - 4,647
619	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	3,910 - 4,764
620	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	4,007 - 4,882
621	23.70	24.29	24.90	25.52	26.16	26.81	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	4,108 - 5,005
622	24.29	24.90	25.52	26.16	26.82	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	34.33	4,211 - 5,131
623	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	4,315 - 5,258
624	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	32.67	33.49	34.32	35.18	36.06	4,424 - 5,390
625	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	4,534 - 5,524
626	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96	37.88	4,647 - 5,662
627	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	4,763 - 5,803
628	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	4,882 - 5,948
629	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	5,004 - 6,097
630	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	5,129 - 6,249
631	30.34	31.10	31.87	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.84	39.81	40.80	41.82	42.87	5,259 - 6,407
632	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	42.85	43.93	5,388 - 6,565
633	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	5,524 - 6,730
634	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	5,663 - 6,899
635	33.48	34.32	35.18	36.05	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	5,803 - 7,071
636	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	5,949 - 7,249
637	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	6,097 - 7,429
638	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	6,250 - 7,616
639	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.94	52.22	6,406 - 7,805
640	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	6,566 - 8,000
641	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	6,730 - 8,200
642	39.80	40.79	41.81	42.86	43.93	45.02	46.15	47.30	48.49	49.70	50.94	52.21	53.52	54.86	56.23	6,898 - 8,404
643	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.24	57.64	7,071 - 8,615
644	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.23	57.64	59.08	7,248 - 8,831
645	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	7,430 - 9,053
646	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	62.08	7,616 - 9,279
647	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	7,805 - 9,510
648	46.15	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	8,000 - 9,747
649	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	8,200 - 9,991
650	48.49	49.71	50.95	52.22	53.53	54.87	56.24	57.64	59.08	60.56	62.08	63.63	65.22	66.85	68.52	8,405 - 10,241
651	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	62.08	63.63	65.22	66.85	68.53	70.24	8,616 - 10,498
652	50.95	52.22	53.53	54.87	56.24	57.64	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	8,831 - 10,760
653	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	9,051 - 11,028
654	53.53	54.87	56.24	57.64	59.09	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	9,278 - 11,305
655	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	9,509 - 11,586
656	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.52	70.23	71.98	73.78	75.63	77.52	79.46	9,747 - 11,876
657	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	9,991 - 12,173
658	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	10,241 - 12,478
659	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	85.57	10,497 - 12,790
660	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.46	81.44	83.48	85.56	87.70	10,759 - 13,109
661	63.63	65.22	66.85	68.52	70.24	71.99	73.79	75.64	77.53	79.47	81.45	83.49	85.58	87.72	89.91	11,029 - 13,438
662	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	83.48	85.56	87.70	89.90	92.14	11,303 - 13,772
663	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.44	83.48	85.57	87.71	89.90	92.15	94.45	11,587 - 14,117
664	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.49	85.57	87.71	89.91	92.15	94.46	96.82	11,877 - 14,471
665	70.23	71.98	73.78	75.63	77.52	79.46	81.44	83.48	85.56	87.70	89.90	92.14	94.45	96.81	99.23	12,173 - 14,831
666	71.99	73.78	75.63	77.52	79.46	81.44	83.48	85.57	87.71	89.90	92.1					

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.39	14.75	15.12	15.50	15.88	16.28	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	2,494 - 3,039
601	14.75	15.12	15.50	15.88	16.28	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	2,557 - 3,115
602	15.12	15.50	15.89	16.28	16.69	17.11	17.54	17.98	18.42	18.89	19.36	19.84	20.34	20.85	21.37	2,621 - 3,194
603	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	2,686 - 3,272
604	15.89	16.28	16.69	17.11	17.54	17.97	18.42	18.88	19.36	19.84	20.34	20.84	21.37	21.90	22.45	2,754 - 3,355
605	16.28	16.69	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	2,822 - 3,438
606	16.69	17.11	17.54	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	2,893 - 3,525
607	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	21.36	21.90	22.45	23.01	23.58	24.17	2,965 - 3,613
608	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	3,039 - 3,702
609	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	3,116 - 3,797
610	18.42	18.88	19.36	19.84	20.34	20.84	21.36	21.90	22.45	23.01	23.58	24.17	24.78	25.40	26.03	3,193 - 3,891
611	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.68	3,272 - 3,987
612	19.36	19.84	20.34	20.84	21.37	21.90	22.45	23.01	23.58	24.17	24.77	25.39	26.02	26.68	27.35	3,355 - 4,088
613	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	3,438 - 4,189
614	20.33	20.84	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	3,524 - 4,294
615	20.84	21.36	21.90	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	3,613 - 4,402
616	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	3,703 - 4,511
617	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	28.73	29.44	30.18	30.93	3,795 - 4,624
618	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	3,890 - 4,740
619	23.01	23.58	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	3,988 - 4,859
620	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	4,087 - 4,980
621	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.74	29.45	30.19	30.95	31.72	32.51	33.32	34.16	4,190 - 5,105
622	24.78	25.40	26.03	26.68	27.35	28.04	28.74	29.45	30.19	30.95	31.72	32.51	33.33	34.16	35.01	4,295 - 5,233
623	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	4,402 - 5,363
624	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.16	35.01	35.88	36.78	4,512 - 5,498
625	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.00	35.88	36.78	37.70	4,624 - 5,634
626	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	4,740 - 5,775
627	28.03	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	4,858 - 5,919
628	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	4,979 - 6,067
629	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.60	40.60	41.61	5,104 - 6,219
630	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	5,231 - 6,374
631	30.94	31.72	32.51	33.32	34.16	35.01	35.89	36.78	37.70	38.65	39.61	40.60	41.62	42.66	43.72	5,364 - 6,535
632	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	43.71	44.80	5,496 - 6,697
633	32.50	33.32	34.15	35.00	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	5,634 - 6,865
634	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.65	43.72	44.81	45.93	47.08	5,776 - 7,037
635	34.15	35.00	35.88	36.78	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.08	48.25	5,919 - 7,212
636	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	6,068 - 7,394
637	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	6,219 - 7,577
638	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	6,375 - 7,768
639	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	6,534 - 7,961
640	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	6,697 - 8,160
641	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.69	51.96	53.26	54.59	55.96	6,865 - 8,364
642	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.35	7,036 - 8,572
643	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.97	53.26	54.60	55.96	57.36	58.79	7,212 - 8,788
644	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	7,393 - 9,007
645	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	7,578 - 9,234
646	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	7,768 - 9,464
647	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	61.77	63.31	64.90	7,961 - 9,700
648	47.08	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	8,160 - 9,942
649	48.25	49.46	50.70	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.90	66.52	68.18	8,364 - 10,191
650	49.46	50.70	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	8,574 - 10,446
651	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	64.91	66.53	68.19	69.90	71.64	8,789 - 10,708
652	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	9,008 - 10,975
653	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	9,232 - 11,248
654	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.27	77.15	9,464 - 11,531
655	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	9,699 - 11,818
656	57.36	58.79	60.26	61.77	63.31	64.90	66.52	68.18	69.89	71.63	73.42	75.26	77.14	79.07	81.05	9,942 - 12,113
657	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	10,190 - 12,416
658	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	10,446 - 12,728
659	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	87.28	10,707 - 13,046
660	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	10,974 - 13,371
661	64.90	66.53	68.19	69.89	71.64	73.43	75.27	77.15	79.08	81.06	83.08	85.16	87.29	89.47	91.71	11,250 - 13,707
662	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	91.69	93.99	11,530 - 14,048
663	68.18	69.89	71.63	73.43	75.26	77.14	79.07	81.05	83.07	85.15	87.28	89.46	91.70	93.99	96.34	11,818 - 14,399
664	69.89	71.64	73.43	75.27	77.15	79.08	81.05	83.08	85.16	87.28	89.47	91.70	94.00	96.35	98.75	12,114 - 14,760
665	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	91.69	93.99	96.34	98.74	101.21	12,416 - 15,128
666	73.42	75.26	77.14	79.07	81.05	83.07	85.15	87.28	89.46	91.70						

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	2,544 - 3,100
601	15.05	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,178
602	15.42	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	2,674 - 3,258
603	15.80	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	2,739 - 3,338
604	16.20	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	2,809 - 3,422
605	16.60	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	2,878 - 3,507
606	17.03	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	2,951 - 3,596
607	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	3,024 - 3,685
608	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	3,100 - 3,776
609	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	3,178 - 3,872
610	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	3,257 - 3,968
611	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	3,338 - 4,067
612	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	3,422 - 4,170
613	20.23	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	3,507 - 4,273
614	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	3,595 - 4,380
615	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	3,685 - 4,490
616	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	3,777 - 4,602
617	22.33	22.89	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	3,871 - 4,716
618	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	3,968 - 4,835
619	23.47	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,068 - 4,956
620	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	4,169 - 5,079
621	24.66	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	4,274 - 5,207
622	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
623	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	4,490 - 5,470
624	26.55	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	4,602 - 5,608
625	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	4,717 - 5,747
626	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	4,835 - 5,891
627	28.59	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	4,955 - 6,037
628	29.30	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,188
629	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	5,206 - 6,344
630	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	5,336 - 6,501
631	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	5,471 - 6,666
632	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	5,606 - 6,831
633	33.15	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	5,747 - 7,002
634	33.99	34.84	35.71	36.60	37.52	38.45	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	5,891 - 7,178
635	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	6,038 - 7,356
636	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	6,190 - 7,541
637	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	6,343 - 7,729
638	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	6,503 - 7,923
639	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	6,664 - 8,120
640	39.41	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	6,831 - 8,323
641	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
642	41.40	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	7,177 - 8,744
643	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	7,357 - 8,963
644	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
645	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	7,730 - 9,418
646	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
647	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	8,120 - 9,894
648	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
649	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
650	50.45	51.71	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	8,745 - 10,655
651	51.72	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	8,965 - 10,922
652	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	9,188 - 11,194
653	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	9,417 - 11,473
654	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	9,653 - 11,761
655	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	9,893 - 12,054
656	58.51	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	10,141 - 12,356
657	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	10,394 - 12,664
658	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	10,655 - 12,982
659	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
660	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	11,194 - 13,638
661	66.20	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	11,475 - 13,981
662	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93.53	95.87	11,760 - 14,329
663	69.55	71.28	73.07	74.89	76.77	78.69	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	12,055 - 14,687
664	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	12,357 - 15,056
665	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.26	100.72	103.24	12,664 - 15,430
666	74.89	76.77	78.68	80.65	82.67	84.74	86.85	89.02	91.25	93.						

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,177
601	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	2,673 - 3,257
602	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	2,740 - 3,339
603	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	22.89	2,808 - 3,421
604	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	2,879 - 3,508
605	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	2,950 - 3,594
606	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.79	22.34	22.90	23.47	24.06	24.66	3,025 - 3,686
607	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	3,100 - 3,777
608	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	3,177 - 3,871
609	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	26.56	3,258 - 3,969
610	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	27.22	3,339 - 4,068
611	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	3,421 - 4,168
612	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	28.59	3,508 - 4,274
613	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	29.30	3,594 - 4,379
614	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	3,685 - 4,489
615	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	3,777 - 4,602
616	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	3,871 - 4,717
617	22.89	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	3,967 - 4,834
618	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,067 - 4,956
619	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	4,169 - 5,080
620	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	4,273 - 5,206
621	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
622	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.61	4,490 - 5,471
623	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	4,602 - 5,607
624	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	4,717 - 5,748
625	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	39.41	4,835 - 5,891
626	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	40.40	4,956 - 6,038
627	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,188
628	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	5,206 - 6,343
629	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	5,337 - 6,502
630	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.58	5,469 - 6,664
631	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	5,608 - 6,833
632	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	5,746 - 7,001
633	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	5,891 - 7,177
634	34.84	35.71	36.60	37.52	38.45	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	49.23	6,039 - 7,357
635	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	6,189 - 7,540
636	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	6,344 - 7,730
637	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	6,502 - 7,922
638	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	6,666 - 8,121
639	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	6,831 - 8,323
640	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
641	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	7,177 - 8,745
642	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	59.96	7,356 - 8,962
643	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
644	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.01	7,729 - 9,417
645	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
646	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	66.20	8,121 - 9,895
647	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
648	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
649	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	8,744 - 10,654
650	51.71	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	8,964 - 10,921
651	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	74.90	9,189 - 11,196
652	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	9,418 - 11,474
653	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	9,652 - 11,760
654	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	9,894 - 12,055
655	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	10,141 - 12,355
656	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	84.73	10,394 - 12,665
657	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	10,654 - 12,981
658	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
659	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.25	11,194 - 13,639
660	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	11,473 - 13,979
661	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	95.88	11,762 - 14,331
662	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93.53	95.87	98.26	12,054 - 14,687
663	71.28	73.07	74.89	76.77	78.69	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	100.72	12,356 - 15,055
664	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	103.25	12,666 - 15,432
665	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.26	100.72	103.24	105.82	12,981 - 15,816
666	76.77	78.68	80.65	82.67	84.74	86.85	89.02	91.25	93.53							

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	15.35	15.73	16.12	16.53	16.94	17.36	17.80	18.24	18.70	19.16	19.64	20.13	20.64	21.15	21.68	2,660 - 3,241
601	15.73	16.12	16.53	16.94	17.36	17.80	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.68	22.23	2,727 - 3,322
602	16.13	16.53	16.94	17.37	17.80	18.25	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	2,795 - 3,406
603	16.52	16.94	17.36	17.79	18.24	18.69	19.16	19.64	20.13	20.63	21.15	21.68	22.22	22.78	23.35	2,864 - 3,489
604	16.94	17.36	17.80	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.78	23.35	23.94	2,936 - 3,578
605	17.36	17.79	18.24	18.69	19.16	19.64	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	3,009 - 3,666
606	17.80	18.25	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	3,086 - 3,759
607	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.68	22.23	22.78	23.35	23.94	24.53	25.15	25.78	3,162 - 3,853
608	18.70	19.16	19.64	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.42	3,241 - 3,948
609	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.43	27.09	3,323 - 4,049
610	19.65	20.14	20.64	21.16	21.69	22.23	22.78	23.35	23.94	24.54	25.15	25.78	26.42	27.08	27.76	3,405 - 4,149
611	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.42	27.08	27.75	28.45	3,490 - 4,252
612	20.64	21.16	21.69	22.23	22.78	23.35	23.94	24.54	25.15	25.78	26.42	27.08	27.76	28.46	29.17	3,578 - 4,359
613	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.08	27.75	28.45	29.16	29.89	3,666 - 4,467
614	21.68	22.23	22.78	23.35	23.93	24.53	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	3,758 - 4,579
615	22.23	22.78	23.35	23.94	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.41	3,853 - 4,694
616	22.78	23.35	23.93	24.53	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	3,949 - 4,811
617	23.35	23.93	24.53	25.14	25.77	26.41	27.07	27.75	28.45	29.16	29.89	30.63	31.40	32.18	32.99	4,047 - 4,931
618	23.94	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	4,149 - 5,055
619	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	4,253 - 5,182
620	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	34.66	35.53	4,359 - 5,311
621	25.78	26.42	27.08	27.76	28.46	29.17	29.90	30.64	31.41	32.20	33.00	33.83	34.67	35.54	36.43	4,468 - 5,444
622	26.42	27.09	27.76	28.46	29.17	29.90	30.64	31.41	32.20	33.00	33.83	34.67	35.54	36.43	37.34	4,580 - 5,581
623	27.08	27.76	28.45	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.53	36.42	37.33	38.26	4,694 - 5,719
624	27.76	28.45	29.17	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.54	36.42	37.33	38.27	39.22	4,812 - 5,863
625	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	4,931 - 6,008
626	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.53	36.42	37.33	38.26	39.22	40.20	41.21	5,055 - 6,159
627	29.89	30.63	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	5,181 - 6,312
628	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.41	37.33	38.26	39.21	40.20	41.20	42.23	43.29	5,310 - 6,470
629	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.29	44.37	5,443 - 6,632
630	32.19	32.99	33.81	34.66	35.53	36.41	37.32	38.26	39.21	40.19	41.20	42.23	43.29	44.37	45.48	5,579 - 6,797
631	33.00	33.82	34.67	35.54	36.43	37.34	38.27	39.23	40.21	41.21	42.24	43.30	44.38	45.49	46.63	5,720 - 6,969
632	33.81	34.66	35.53	36.41	37.33	38.26	39.21	40.20	41.20	42.23	43.29	44.37	45.48	46.61	47.78	5,861 - 7,141
633	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	6,008 - 7,321
634	35.53	36.42	37.33	38.27	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.62	47.79	48.99	50.21	6,159 - 7,505
635	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	6,312 - 7,691
636	37.33	38.27	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.79	48.99	50.21	51.47	52.75	6,471 - 7,885
637	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	6,632 - 8,081
638	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.79	48.99	50.21	51.47	52.75	54.07	55.42	6,799 - 8,284
639	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.41	56.80	6,968 - 8,489
640	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	7,142 - 8,702
641	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.42	56.80	58.22	59.68	7,321 - 8,919
642	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.45	52.74	54.06	55.41	56.80	58.22	59.67	61.16	7,503 - 9,142
643	44.37	45.48	46.62	47.79	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	7,691 - 9,371
644	45.48	46.62	47.78	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	64.27	7,884 - 9,605
645	46.63	47.79	48.99	50.21	51.47	52.75	54.07	55.42	56.81	58.23	59.68	61.18	62.71	64.27	65.88	8,082 - 9,847
646	47.79	48.99	50.21	51.47	52.75	54.07	55.42	56.81	58.23	59.68	61.18	62.71	64.27	65.88	67.53	8,284 - 10,093
647	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	64.26	65.87	67.52	69.21	8,490 - 10,344
648	50.20	51.46	52.74	54.06	55.41	56.80	58.22	59.67	61.17	62.69	64.26	65.87	67.52	69.20	70.93	8,702 - 10,602
649	51.46	52.74	54.06	55.41	56.80	58.22	59.68	61.17	62.70	64.26	65.87	67.52	69.20	70.93	72.71	8,919 - 10,867
650	52.75	54.07	55.42	56.80	58.22	59.68	61.17	62.70	64.27	65.87	67.52	69.21	70.94	72.71	74.53	9,143 - 11,140
651	54.07	55.42	56.81	58.23	59.69	61.18	62.71	64.27	65.88	67.53	69.22	70.95	72.72	74.54	76.40	9,372 - 11,419
652	55.42	56.80	58.22	59.68	61.17	62.70	64.27	65.88	67.52	69.21	70.94	72.71	74.53	76.40	78.30	9,606 - 11,704
653	56.80	58.22	59.67	61.17	62.70	64.26	65.87	67.52	69.20	70.93	72.71	74.53	76.39	78.30	80.26	9,845 - 11,995
654	58.23	59.68	61.17	62.70	64.27	65.88	67.52	69.21	70.94	72.72	74.53	76.40	78.31	80.26	82.27	10,092 - 12,297
655	59.67	61.17	62.69	64.26	65.87	67.52	69.20	70.93	72.71	74.52	76.39	78.30	80.25	82.26	84.32	10,343 - 12,602
656	61.17	62.70	64.26	65.87	67.52	69.21	70.94	72.71	74.53	76.39	78.30	80.26	82.26	84.32	86.43	10,602 - 12,918
657	62.70	64.26	65.87	67.52	69.20	70.93	72.71	74.52	76.39	78.30	80.26	82.26	84.32	86.43	88.59	10,867 - 13,241
658	64.27	65.87	67.52	69.21	70.94	72.71	74.53	76.39	78.30	80.26	82.27	84.33	86.43	88.59	90.81	11,140 - 13,573
659	65.88	67.52	69.21	70.94	72.71	74.53	76.40	78.30	80.26	82.27	84.33	86.43	88.59	90.81	93.08	11,418 - 13,912
660	67.52	69.20	70.93	72.71	74.53	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	11,703 - 14,259
661	69.21	70.94	72.72	74.54	76.40	78.31	80.27	82.27	84.33	86.44	88.60	90.81	93.08	95.41	97.80	11,997 - 14,617
662	70.93	72.71	74.52	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	97.78	100.23	12,295 - 14,981
663	72.71	74.53	76.39	78.30	80.26	82.27	84.32	86.43	88.59	90.81	93.08	95.40	97.79	100.23	102.74	12,603 - 15,356
664	74.53	76.40	78.31	80.26	82.27	84.33	86.44	88.60	90.81	93.08	95.41	97.79	100.24	102.74	105.31	12,919 - 15,741
665	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	97.78	100.23	102.73	105.30	107.94	13,241 - 16,132
666	78.30	80.26	82.27	84.32	86.43	88.59	90.81	93.08	95.40</							

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**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 3

PAGE 2

FINANCIAL DATA: The approximate cost for the proposed wage adjustments is \$40,000 (together with the adjustments for Teamsters members). A number of negotiated terms have various values based on participation by employees and some have no direct cost. The proposed budget for FY 18 includes the costs associated with the recommended terms and conditions.

PRESENTER: Brad Poiriez, Executive Director/APCO

ACTION OF THE GOVERNING BOARD

APPROVED (AMENDED)

Upon Motion by **ROBERT LOVINGOOD**, Seconded by **PAUL RUSS**, as approved by the following roll call vote:

Ayes: **11** **DECONINCK, HERNANDEZ, LOVINGOOD, RUSS, CAMARGO, RIORDAN, COX, COLE, LEONE, WILLIAMS, STANTON**

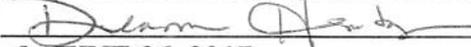
Noes:

Absent: **2** **RAMOS, PEREZ**

Abstain:

Vacant:

DEANNA HERNANDEZ, EXECUTIVE OFFICE MANAGER

BY 

Dated: JUNE 26, 2017

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 3

PAGE 3

Exhibit 1

Policy Documents

The MDAQMD Exempt Compensation Plan (ECP) is the written description of the benefits, compensation, and special provisions available to classifications designated as exempt. The classifications included in ECP are exempt from payment of overtime under the Fair Labor and Standard Act (FLSA). These classifications generally meet the duties tests by performing exempt job duties. Employees in the classifications included in the Exempt Groups are not represented by any labor organization at this time.

The personnel management of MDAQMD employees is also governed by other documents. The Personnel Policies and Procedures (PPP) contains broad policies and applies to all employees. The Memorandum of Understanding (MOU) is a negotiated labor contract which applies to the employees in the General Unit represented by the Teamsters Local 1932. On June 12, 2017 the Governing Board adopted five year successor MOU with the Teamsters Local 1932.

Amendments to District personnel documents such as the PPP and MOU are subject to meet and confer with the employees union. The ECP has no requirement for meet and confer as the classifications included are not represented.

Recommended Revisions to the ECP – The proposed specified changes, summarized below, conform to the terms and conditions of the proposed five year MOU expected to be effective July 1, 2017, and generally follow the order of the ECP. In addition, there are two specific administrative changes specific to the ECP (update the classifications and revise Administrative Leave allowances)

I. Exempt Classification Groups – this **administrative change** reflects recent organizational changes and updates the position classifications named as well as their assigned exempt groups.

III. Benefits –

A. Health and Dental - An **administrative change** will shift the effective date for the annual adjustment for the Flexible Benefit Plan (health benefit subsidy). This action will withhold premium contributions in advance of the District's obligation for the monthly medical insurance payment. This change conforms the ECP to the terms provided in the MOU.

B. Other Benefits –

9. **Cell phone stipend.** This **new** benefit provides an annual stipend (\$125) to employees who choose to use their personal cell phones in the course and scope of their work, subject to some limitations. This is voluntary and employees will be asked to sign a waiver/disclosure addressing the use of their personal devices and acknowledgement regarding potential retention and disclosure under the California

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Public Records Act. This change conforms the ECP to the terms provided in the MOU.

10. **Wellness Program.** This **new** benefit provides reimbursement up to \$240 per year for employees who pay for and participate in programs that promote personal health. Examples include gym memberships, weight loss programs, smoking cessation, or other similar wellbeing programs. This change conforms the ECP to the terms provided in the MOU.
11. **Holiday Closure.** The District approved holidays shortens the work weeks between (approximately) December 23 and January 3 each year. This action will close the office on the working days (two days each year of the contract, and three days in one year) between Christmas and New Year's, on dates that vary each year of the contract. These days will be paid without impacting employees' leave accruals. This change conforms the ECP to the terms provided in the MOU.
12. **Bereavement Leave.** This **new** benefit provides up to three days paid leave to employees who have a death in their immediate family. In addition, the PPP provides that a death in the family is considered an allowable use of accrued sick leave. This change conforms the ECP to the terms provided in the MOU.

C. Retirement Program

1. Retirement Program. The recommended change initiates a long term plan to **shift retirement costs** associated with the employee's required contribution from the District to the employee. The District contracts with the San Bernardino County Employees Retirement Association (SBCERA) for retirement benefits. This "1937 Act" Retirement System is similar, but not the same, as CalPERS; each employee hired before January 1, 2013 has a unique contribution amount based on age of entry. The District has picked up 7% of the required contribution for employees hired before June 30, 2009. Employees hired after July 1, 2009 pay the first 7% of the required contribution. Employees (new members to SBCERA) hired after January 1, 2013 have a fixed rate as specified in retirement reform legislation. On July 1, 2017 the contribution rate for employees in this group will be 8.74%.

This recommendation will shift contributions 1% per year each year of the agreement until the employee is paying 10% of the required contribution. For example, the District will reduce the "7% pickup" each year for the next five years for "pre-2009" employees. "Post-2009" employees will increase their contribution 1% per year or until their 7% contribution reaches 10%. Employees hired after January 1, 2013 and subject to the fixed rate are unaffected by this action. In Section V.A Compensation/Wages, a portion of the wage adjustment serves to "offset" the new cost to employees. This change conforms the ECP to the terms provided in the MOU.

5. **401(a) Matching Contribution Plan.** This action **fixes at 6%** (of the contributed amount, up to the maximum allowed by law) the District's "match" into a deferred

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compensation plan for employees who contribute to the District's 457 Deferred Compensation Plan. This method replaces a plan where the match was tiered (1%, 2%, 4%, and 6%) based on the amount of the contribution up to the maximum allowed by law. This change conforms the ECP to the terms provided in the MOU.

V. Compensation

A. Wages - This change conforms the ECP to the terms provided in the MOU:

- **2.0%** on July 1, 2017
- **2.0%** on July 1, 2018
- **2.0%** on July 1, 2019
- **2.5%** on July 1, 2020
- **2.5%** on July 1, 2021

VI. Leave Provisions

D. Administrative Leave. This leave is provided in lieu of overtime to employees in the exempt groups. This recommended **administrative change** adjusts the leave hours for employees in Group B by **increasing the allowance** from 20 hours per year to 26 hours per year. On October 24, 2016 the Governing Board approved an amendment to the ECP that modified this benefit (reduced the hours from 80 to 20) for employees hired on or after that date. Applying this benefit through the payroll system requires an accrual of less than one hour per payperiod. The District's payroll has 26 pay periods and applying a whole number is convenient and practical with minimal cost per year.

VII. Special Provisions. "Subsistence" was renamed, "**Meals and Expenses**" and rather than fixed amounts for expenses, allowances will be associated with the schedule published by the General Services Administration (GSA) which is reflective of the region where the travel occurs. This change conforms the ECP to the terms provided in the MOU.

If adopted these changes will be effective July 1, 2017 along with those approved for the represented employees.