



Exempt Compensation Plan

Amended: January 27, 2025
Effective: January 1, 2025

**Mojave Desert
Air Quality
Management District**

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**MOJAVE DESERT
AIR QUALITY MANAGEMENT DISTRICT
EXEMPT COMPENSATION PLAN**

INTRODUCTION

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.

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.

1. 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.

1.1. Group E Executive Management

Executive Director/APCO

1.2. Group A Management

Compliance Manager
Deputy Air Pollution Control Officer
District Counsel
Finance Manager
Human Resources Manager
Planning/Air Monitoring Manager
Permit Engineering Manager
Support Services Manager

1.3. Group B Program Management and Confidential

Compliance Supervisor I/II
Human Resources Supervisor I/II
Permit Engineering Supervisor I/II

Planning/Air Monitoring Supervisor I/II
Public Information Officer I/II
Senior Executive Analyst - Confidential
Support Supervisor I/II

2. ADMINISTRATION OF PERSONNEL

2.1. 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.

2.2. 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.

2.3. 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.

3. BENEFITS

3.1. 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.

3.1.1. Health

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

3.1.2. 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 pay period 25. The calculation of premium required and implementation shall be performed according to the following schedule:

On or about August 31 of each year adjustments will be calculated for the Flexible Benefit Plan dollars and will be implemented on or about PP25 of that same year.

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 pay period 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 pay period 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 pay period 25 the Flexible Benefit Plan dollars would be adjusted to \$915 (the minimum Flexible Benefit Plan dollars).

Employees hired on or before 07/01/2023 will receive all flexible benefit plan dollars not used for the purchase of medical, dental or other insurance programs paid to the employee as taxable wages.

Employees hired on or after 07/01/2023 will receive flexible benefit plan dollars not used for the purchase of medical, dental or other insurance programs up to a maximum amount of \$500 per month. This payment will be paid to the employee as taxable wages. If the alternative medical coverage is lost, they will have the ability to enroll as a qualifying event under the District's medical plan.

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.

3.2. Other Benefits

3.2.1. Vision Care & Dental Care

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

3.2.2. Dependent Care Assistance Plan & Medical Spending Accounts

3.2.2a. 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 Human Resources. An employee election to participate may not be changed for the remainder of the plan year, except to the extent permitted under IRS regulations.

3.2.2b. 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.

3.2.3. Disability Insurance & Worker's Compensation

3.2.3a. 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 the current benefit amount set forth by the State of California Employment Development Department (EDD) and never be calculated at less than 55% of the base salary. 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.

3.2.2b. 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.

3.2.2c. Long Term Disability Insurance: The District will provide employees in the Exempt Groups with long term disability insurance subject to carrier requirements and approval.

3.2.4. Life Insurance

The District agrees to pay the premium for a Fifty Thousand Dollar (\$50,000) term life insurance policy for each employee in the Exempt Groups. This benefit shall only apply to regular full-time employees.

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.

3.2.5. 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.

3.2.6. Leave Donation Program

3.2.6a. 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.

3.2.6b. 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 Human Resources.

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.

3.2.6c. 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.

3.2.6d. 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 Human Resources for the transfer of accrual by completing a Leave Donation Form developed and issued by Human Resources. Human Resources 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).

3.2.6e. 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.

3.2.7. 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.

3.2.8. Cell Phone Stipend

A stipend in the amount of \$125 will be paid annually. Beginning 01/01/2021 a stipend in the amount of \$300 annually to be paid out equally by pay period 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.

If the employee chooses not to use their personal cell phone to conduct any business with the District, then the District shall provide an assigned cell phone for the employee to use. Such cell phone shall have the capability for business necessities.

3.2.9. Employee Wellness Program

The District will reimburse up to \$420 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, a smoking cessation program or for the purchase of gym equipment. Program qualification will be subject to justification and approval by the APCO. Reimbursement may be lump sum on evidence of payment or per pay period benefit for recurring contracts.

3.2.10. 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.

District offices will be closed on the following dates. Employees will receive compensation for two of the closed working days, as indicated.

December 26 through 30, 2022;

District pays December 27 and 28;
Observe the **December 24** holiday on December 26, Observe the **December 25** holiday on December 29 and observe the **December 31** holiday on December 30.

December 26 through 29, 2023;

District pays December 27 and 28;
Observe the **December 24** holiday on December 26, and observe the **December 31** holiday on December 29)

December 23, 2024 through January 2, 2025;

District pays December 26 and 27;
Employees will be required to use **3 days of accrued leave** for the closure.

December 24, 2025 through January 2, 2026;

District pays December 26, 29 and 30;

December 23, 2026 through January 1, 2027;

District pays December 28 and 29;
Observe the **January 1** holiday on December 30.

December 23, 2027 through January 1, 2028;

District pays December 23, 28 and 29;
Observe the **December 25** holiday on December 27, observe the **January 1** holiday on December 30.

3.2.11. Bereavement Leave

When a death occurs in the immediate family, regular employees are entitled up to five 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. The days of bereavement leave do not have to be taken consecutively and the bereavement leave must be completed within three months of the date of the death of the family member. If requested by the District, the employee within 30 days must provide documentation of the death of the family member. Documentation includes, but is not limited to, a death certificate, a published obituary, or written

verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency

3.3. Retirement Program

3.3.1. Retirement program

Employee Contributions to the San Bernardino County Employees' Retirement Association (“SBCERA”). The District shall pick up a portion of the required contribution as periodically established by SBCERA for each eligible employee except as set forth in 3.3.1c below to SBCERA as follows:

3.3.1a. For Employees Hired on or Before 6/30/2009: 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 07/01/2017 the District pickup shall be reduced by 1%, with further 1% reductions effective 07/01/2018, 07/01/2019, 07/01/2020, and 07/01/2021. 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. The provisions of this paragraph shall expire on 06/30/2022.

3.3.1b. For Employees Hired on or After 7/1/2009: 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 07/01/2017 the employee share shall increase by 1%, with further 1% increases effective 07/01/2018, 07/01/2019, 07/01/2020, and 07/01/2021. 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. The provisions of this paragraph shall expire on 06/30/2022.

3.3.1c. **Effective 07/01/2022**, for employees hired on or before 12/31/2012: Employees shall pay the full amount of their required member contribution rate as determined by SBCERA **not to exceed twelve percent (12%)**. The District will pick up the employee required contribution rate in excess of 12%.

3.3.1d. For Employees Hired on or After 01/01/2013: 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.

3.3.1e. Employee Determined to be a Tier 1 Member: 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 3.3.1c

3.3.1f. Thirty (30) Years' Service Credit: 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 01/01/2013: and subject to the Public Employees' Pension Reform Act are not eligible for this provision (Government Code §7522).

3.3.2. 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 3.3.1 above as follows:

Group E	Executive Management	per contract
Group A	Management	\$760/month
Group B	Program Management & Confidential	\$360/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.

3.3.3. Retiree Medical Benefit

3.3.3a. 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

3.3.3b. 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.

3.3.3c. 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 07/01/1993 and 07/01/2009 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 Section 3.1 above.

3.3.3d. 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.

3.3.3e. Member Agency: For the purposes of Section 3.3.3b, a "member agency" is defined as a city or county that lies in whole or in part within the boundaries of the District.

3.3.4. 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.

3.3.5. 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.

4. CLASSIFICATION

4.1. 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.

4.2. Classified & Unclassified Service

4.2.1. 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.

4.2.2. Unclassified Service includes positions which are other than classified positions. Unclassified positions do not have appeal rights.

4.3. 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.

4.4. 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.

5. COMPENSATION

5.1. Wages

Effective 01/28/2023 the wage rate for each employee in Groups E, A, and B will increase **2.5%** as set forth in the 1/28/2023 Salary Range Table.

Effective 07/01/2023 the wage rate for each employee in Groups E, A, and B will increase **1.5%** as set forth in the 7/1/2023 Salary Range Table.

Effective 07/01/2024 the wage rate for each employee in Groups E, A, and B will increase **3.5%** as set forth in the 7/1/2024 Salary Range Table.

Effective 01/01/2025 a one-time, **10%** adjustment to the current District Salary Table for each employee in group E, A and B.

Effective 07/01/2025 the wage rate for each employee in Groups E, A, and B will increase **2.5%** as set forth in the 7/1/2025 Salary Range Table.

Effective 07/01/2026 the wage rate for each employee in Groups E, A, and B will increase **2.5%** as set forth in the 7/1/2026 Salary Range Table.

Effective 07/01/2027 the wage rate for each employee in Groups E, A, and B will increase **2.5%** as set forth in the 7/1/2027 Salary Range Table.

5.2. 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 as “unsatisfactory,” “meets,” and “outstanding.” Salary increases will be given for performance evaluations rated or scored 2.0, or higher on a scale of 1 to 3. The maximum salary adjustment available is 2.5% of base hourly rate of pay, as set forth in the appropriate Salary Range Table attached hereto.

5.3. Longevity Award

In pay period one, longevity awards shall be granted to eligible employees in an amount not to exceed 2.5% 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 5.2 above

5.4. 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.

6. 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.

6.1. Sick Leave

6.1.1. Accrual Rate: 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.

6.1.2. Cash Out: 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 06/30/2016 to convert 30% of unused sick leave earned from 07/01/2016 –06/30/2017 to cash in July 2017 if the employee’s remaining sick leave balance at the time of conversion will be at least 160 hours.

6.1.3. Cash Out Upon Separation: 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.

6.1.4. 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.

6.2. Vacation Leave

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

Accrual of 3.08 hours per pay period during the first four years of continuous employment;

Accrual of 4.62 hours per pay period during the years five through nine of continuous employment; and

Accrual of 6.15 hours per pay period the years nine through fourteen years of continuous employment.

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.

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.

6.2.2. Cash Out Upon Separation: Upon separation from District employment, employees shall be compensated for any unused accrued vacation time remaining on their last date of employment at their then current hourly rate.

6.2.3. Prior Service Credit: . 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.

6.2.4. Vacation Cash Out: 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:

6.2.4a. 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.

6.2.4b. 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.

6.3. Holiday Leave

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

6.3.1. Cash Out Upon Separation: Upon separation from District employment, employees shall be compensated for any unused accrued holiday time remaining on their last day of employment at their then current hourly rate.

6.3.2. Cash Out: 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:

6.3.2a. 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 9 hours and may not exceed 45 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.

6.3.2b. Existing Accruals: Existing accruals may be cashed out in whole hour increments with a minimum cash-out of 9 hours and will be subject to a 10% penalty.

6.4. 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 and Confidential	80 hours/year

6.5. 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.

6.6. 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:

6.6.1. 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.

6.6.2. 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.

6.7. 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.

6.8. 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:

Medically incapacitated to perform the duties of the position;

Desires to engage in a relevant course of study which will enhance the employee's value to the District;

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.

6.9. 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.

6.10. 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.

6.11. 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.

6.12. Blood Donations

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

6.13. Benefit Date

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

If the first working day of the pay period was worked, the benefit date is defined as the first day of the pay period.

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.

The benefit date of an employee who is absent without pay may be adjusted accordingly.

7. SPECIAL PROVISIONS

7.1. Expense Reimbursement

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

7.1.1. 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.

7.1.2. Meals & 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.

7.2. Tuition Reimbursement & 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, not to exceed \$20,000, and may be available for withdrawal for tuition reimbursement requests in accordance with Standard Practice No. 2-12, as

amended. Effective 07/01/2023, the District will no longer accrue any unspent funds remaining for tuition. Any amounts accrued up until 07/01/2023 will be available for withdrawal for tuition reimbursement requests in accordance with Standard Practice 2-12, as amended.

The maximum reimbursement amount for each full-time employee will be \$2,500 per semester or quarter. If funding is still available at Fiscal Year End, employees can request additional reimbursement of eligible expenses on a first come, first serve basis.

The Tuition Reimbursement program does not cover any degree, license, or certification beyond a Master's degree or two years of post-graduate study equivalence.

In case of termination of employment either voluntary or involuntary and with the exception of retirement, while the employee is participating in the District's tuition reimbursement program, or within 24 months of course/program completion, the employee is responsible to repay MDAQMD for 100% of the tuition reimbursement monies provided by the organization.

7.3. Personal Protective Equipment

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.

Beginning **07/01/2022** the maximum benefit available will be two hundred fifty dollars (\$250) per calendar year. 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 \$250 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.

7.4. 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.

7.5. 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.

7.6. 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.

7.7. Work Performance

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

7.7.1. 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.

7.7.2. 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.

Unclassified employees shall be evaluated periodically by their appointing authority.

Revision History

Amended January 23, 2023

Amended August 23, 2021
Amended February 24, 2020 conforming with adopted MOU
Amended August 26, 2019; ¹Typo corrected per Action #5 August 26, 2019
Amended July1, 2017
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Amended January 12, 2012
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Amended June 25, 2001
Approved and Adopted November 27, 2000

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Salary Table 1/28/2023

1/28/2023											Not attainable as of January 1, 2000						MONTHLY	
	RANGE	1	2	3	4	5	6	7	8	9	E	F	G	H	I	J		
16.19	600	16.60	17.01	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	2,877	3,505
16.60	601	17.01	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	2,949	3,593
17.01	602	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	3,022	3,682
17.44	603	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	3,098	3,775
17.87	604	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	3,175	3,869
18.32	605	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	3,255	3,966
18.78	606	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	3,336	4,065
19.25	607	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	3,420	4,166
19.73	608	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	3,505	4,271
20.22	609	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	3,593	4,377
20.73	610	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	3,682	4,487
21.25	611	21.78	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	3,775	4,599
21.78	612	22.32	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	3,869	4,714
22.32	613	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	3,966	4,832
22.88	614	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	4,065	4,953
23.45	615	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	4,166	5,076
24.04	616	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	4,271	5,203
24.64	617	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	4,377	5,333
25.25	618	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	4,487	5,467
25.89	619	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	4,599	5,603
26.53	620	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	4,714	5,743
27.20	621	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	4,832	5,887
27.88	622	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	4,953	6,034
28.57	623	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	5,076	6,185
29.29	624	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	5,203	6,340
30.02	625	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	5,333	6,498
30.77	626	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	5,467	6,661
31.54	627	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	5,603	6,827
32.33	628	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	5,743	6,998
33.14	629	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	5,887	7,173
33.96	630	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	6,034	7,352
34.81	631	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	6,185	7,536
35.68	632	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	6,340	7,724
36.58	633	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	6,498	7,917
37.49	634	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	6,661	8,115
38.43	635	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	6,827	8,318
39.39	636	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	6,998	8,526
40.37	637	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	7,173	8,739
41.38	638	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	7,352	8,958
42.42	639	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	7,536	9,182
43.48	640	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	7,724	9,411
44.56	641	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	7,917	9,647
45.68	642	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	8,115	9,888
46.82	643	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	8,318	10,135
47.99	644	49.19	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	8,526	10,388
49.19	645	50.42	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	8,739	10,648
50.42	646	51.68	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	8,958	10,914
51.68	647	52.97	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	9,182	11,187
52.97	648	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	9,411	11,467
54.30	649	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	9,647	11,753
55.65	650	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	9,888	12,047
57.04	651	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	10,135	12,348
58.47	652	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	10,388	12,657
59.93	653	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	10,648	12,974
61.43	654	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	10,914	13,298
62.97	655	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	11,187	13,630
64.54	656	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	11,467	13,971
66.15	657	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	11,753	14,320
67.81	658	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.21	12,047	14,678
69.50	659	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.21	100.66	12,348	15,045
71.24	660	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.21	100.66	103.18	12,657	15,421
73.02	661	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.21	100.66	103.18	105.76	12,974	15,807
74.85	662	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19									

Salary Table 7/1/2023

7/1/2023	RANGE										Not attainable as of January 1, 2000						MONTHLY		
		1	2	3	4	5	6	7	8	9	E	F	G	H	I	J			
16.60	600	16.85	17.27	17.70	18.14	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	2,920	-	3,558
17.01	601	17.27	17.70	18.14	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	2,993	-	3,647
17.44	602	17.70	18.14	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	3,068	-	3,738
17.87	603	18.14	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	3,144	-	3,831
18.32	604	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	3,223	-	3,927
18.78	605	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	3,304	-	4,025
19.25	606	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	3,386	-	4,126
19.73	607	20.02	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	3,471	-	4,229
20.22	608	20.52	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	3,558	-	4,335
20.73	609	21.04	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	3,647	-	4,443
21.25	610	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	3,738	-	4,554
21.78	611	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	3,831	-	4,668
22.32	612	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	3,927	-	4,785
22.88	613	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	4,025	-	4,904
23.45	614	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	4,126	-	5,027
24.04	615	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	4,229	-	5,153
24.64	616	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	4,335	-	5,281
25.25	617	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	4,443	-	5,413
25.89	618	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	4,554	-	5,549
26.53	619	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	4,668	-	5,687
27.20	620	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	4,785	-	5,830
27.88	621	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	4,904	-	5,975
28.57	622	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	5,027	-	6,125
29.29	623	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	5,153	-	6,278
30.02	624	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	5,281	-	6,435
30.77	625	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	5,413	-	6,596
31.54	626	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	5,549	-	6,761
32.33	627	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	5,687	-	6,930
33.14	628	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	5,830	-	7,103
33.96	629	34.47	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	5,975	-	7,280
34.81	630	35.33	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	6,125	-	7,462
35.68	631	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	6,278	-	7,649
36.58	632	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	6,435	-	7,840
37.49	633	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	6,596	-	8,036
38.43	634	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	6,761	-	8,237
39.39	635	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	6,930	-	8,443
40.37	636	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	7,103	-	8,654
41.38	637	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	7,280	-	8,870
42.42	638	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	7,462	-	9,092
43.48	639	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	7,649	-	9,319
44.56	640	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	7,840	-	9,552
45.68	641	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	8,036	-	9,791
46.82	642	47.52	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	8,237	-	10,036
47.99	643	48.71	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	8,443	-	10,287
49.19	644	49.93	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	8,654	-	10,544
50.42	645	51.18	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	8,870	-	10,808
51.68	646	52.45	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	9,092	-	11,078
52.97	647	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	9,319	-	11,355
54.30	648	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	9,552	-	11,639
55.65	649	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	9,791	-	11,930
57.04	650	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	10,036	-	12,228
58.47	651	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	10,287	-	12,534
59.93	652	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	10,544	-	12,847
61.43	653	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	10,808	-	13,168
62.97	654	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	11,078	-	13,497
64.54	655	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	11,355	-	13,835
66.15	656	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	94.88	11,639	-	14,181
67.81	657	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	94.88	97.25	11,930	-	14,535
69.50	658	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	94.88	97.25	99.68	12,228	-	14,899
71.24	659	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	94.88	97.25	99.68	102.17	12,534	-	15,271
73.02	660	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	94.88	97.25	99.68	102.17	104.73	12,847	-	1

Salary Table 2024

7/1/2024	RANGE										Not attainable as of January 1, 2000						MONTHLY
		1	2	3	4	5	6	7	8	9	E	F	G	H	I	J	
16.85	600	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	3,022 - 3,682
17.27	601	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	3,098 - 3,774
17.70	602	18.32	18.78	19.25	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	3,175 - 3,869
18.14	603	18.78	19.25	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	3,254 - 3,965
18.59	604	19.25	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	3,336 - 4,064
19.06	605	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	3,419 - 4,166
19.54	606	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	3,505 - 4,270
20.02	607	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	3,592 - 4,377
20.52	608	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	3,682 - 4,486
21.04	609	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	3,774 - 4,598
21.56	610	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	3,869 - 4,713
22.10	611	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	3,965 - 4,831
22.66	612	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	4,064 - 4,952
23.22	613	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	4,166 - 5,076
23.80	614	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	4,270 - 5,203
24.40	615	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	4,377 - 5,333
25.01	616	25.88	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	4,486 - 5,466
25.63	617	26.53	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	4,598 - 5,603
26.27	618	27.19	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	4,713 - 5,743
26.93	619	27.87	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	4,831 - 5,886
27.60	620	28.57	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	4,952 - 6,034
28.29	621	29.28	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	5,076 - 6,184
29.00	622	30.02	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	5,203 - 6,339
29.73	623	30.77	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	5,333 - 6,498
30.47	624	31.54	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	5,466 - 6,660
31.23	625	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	5,603 - 6,826
32.01	626	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	5,743 - 6,997
32.81	627	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	5,886 - 7,172
33.63	628	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	6,034 - 7,351
34.47	629	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	6,184 - 7,535
35.33	630	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	6,339 - 7,724
36.22	631	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	6,498 - 7,917
37.12	632	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	6,660 - 8,115
38.05	633	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	6,826 - 8,317
39.00	634	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	6,997 - 8,525
39.98	635	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	7,172 - 8,738
40.98	636	42.41	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	7,351 - 8,957
42.00	637	43.47	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	7,535 - 9,181
43.05	638	44.56	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	7,724 - 9,410
44.13	639	45.67	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	7,917 - 9,646
45.23	640	46.81	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	8,115 - 9,887
46.36	641	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	8,317 - 10,134
47.52	642	49.18	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	8,525 - 10,387
48.71	643	50.41	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	8,738 - 10,647
49.93	644	51.67	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	8,957 - 10,913
51.18	645	52.97	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	9,181 - 11,186
52.45	646	54.29	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	9,410 - 11,466
53.77	647	55.65	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	9,646 - 11,752
55.11	648	57.04	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	9,887 - 12,046
56.49	649	58.47	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	10,134 - 12,347
57.90	650	59.93	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	10,387 - 12,656
59.35	651	61.42	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	10,647 - 12,972
60.83	652	62.96	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	10,913 - 13,297
62.35	653	64.53	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	11,186 - 13,629
63.91	654	66.15	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	11,466 - 13,970
65.51	655	67.80	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	11,752 - 14,319
67.15	656	69.50	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	12,046 - 14,677
68.83	657	71.23	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	12,347 - 15,044
70.55	658	73.01	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	103.17	12,656 - 15,420
72.31	659	74.84	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	103.17	105.75	12,972 - 15,806
74.12	660	76.71	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	103.17	105.75	108.39	13,297 - 16,201
75.97	661	78.63	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	103.17	105.75	108.39	111.10	13,629 - 16,606
77.87	662	80.59	82.61	84.67	86.79	88.96	91.19	93.47	95.80	98.20	100.65	103.17	105.75	108.39	111.10	113.88	13,970 - 17,021
79.82	663	82.61	84.67	86.79	88.96	91.19	93.47										

Salary Table 1/1/2025

1/1/2025	RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MONTHLY
17.44	600	19.18	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	3,324 - 4,697
17.87	601	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	3,407 - 4,815
18.32	602	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	3,493 - 4,935
18.78	603	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	3,580 - 5,058
19.25	604	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	3,669 - 5,185
19.73	605	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	3,761 - 5,314
20.22	606	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	3,855 - 5,447
20.73	607	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	3,952 - 5,583
21.24	608	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	4,050 - 5,723
21.77	609	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	4,152 - 5,866
22.32	610	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	4,255 - 6,013
22.88	611	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	4,362 - 6,163
23.45	612	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	4,471 - 6,317
24.03	613	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	4,583 - 6,475
24.64	614	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	4,697 - 6,637
25.25	615	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	4,815 - 6,803
25.88	616	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	4,935 - 6,973
26.53	617	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	5,058 - 7,147
27.19	618	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	5,185 - 7,326
27.87	619	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	5,314 - 7,509
28.57	620	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	5,447 - 7,697
29.28	621	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	5,583 - 7,889
30.02	622	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	5,723 - 8,087
30.77	623	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	5,866 - 8,289
31.54	624	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	6,013 - 8,496
32.32	625	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	6,163 - 8,708
33.13	626	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	6,317 - 8,926
33.96	627	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	6,475 - 9,149
34.81	628	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	6,637 - 9,378
35.68	629	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	6,803 - 9,612
36.57	630	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	6,973 - 9,853
37.49	631	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	7,147 - 10,099
38.42	632	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	7,326 - 10,351
39.38	633	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	7,509 - 10,610
40.37	634	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	7,697 - 10,875
41.38	635	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	7,889 - 11,147
42.41	636	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	8,087 - 11,426
43.47	637	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	8,289 - 11,712
44.56	638	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	8,496 - 12,004
45.67	639	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	8,708 - 12,305
46.81	640	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	8,926 - 12,612
47.99	641	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	9,149 - 12,928
49.18	642	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	9,378 - 13,251
50.41	643	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	9,612 - 13,582
51.67	644	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	9,853 - 13,922
52.97	645	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	10,099 - 14,270
54.29	646	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	10,351 - 14,626
55.65	647	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	10,610 - 14,992
57.04	648	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	10,875 - 15,367
58.47	649	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	11,147 - 15,751
59.93	650	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	11,426 - 16,145
61.42	651	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	11,712 - 16,548
62.96	652	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	12,004 - 16,962
64.53	653	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	12,305 - 17,386
66.15	654	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	12,612 - 17,821
67.80	655	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	12,928 - 18,266
69.50	656	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	13,251 - 18,723
71.23	657	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	13,582 - 19,191
73.01	658	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	13,922 - 19,671
74.84	659	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	14,270 - 20,163
76.71	660	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	14,626 - 20,667
78.63	661	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	14,992 - 21,183
80.59	662	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	15,367 - 21,713
82.61	663	90.87	93.14	95.47	97.86												

Salary Table 7/1/2025

7/1/2025	RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MONTHLY
19.18	600	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	3,407 - 4,152
19.66	601	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	3,493 - 4,255
20.15	602	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	3,580 - 4,362
20.65	603	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	3,669 - 4,471
21.17	604	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	3,761 - 4,583
21.70	605	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	3,855 - 4,697
22.24	606	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	3,952 - 4,815
22.80	607	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	4,050 - 4,935
23.37	608	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	4,152 - 5,058
23.95	609	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	4,255 - 5,185
24.55	610	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	4,362 - 5,314
25.16	611	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	4,471 - 5,447
25.79	612	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	4,583 - 5,583
26.44	613	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	4,697 - 5,723
27.10	614	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	4,815 - 5,866
27.78	615	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	4,935 - 6,013
28.47	616	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	5,058 - 6,163
29.18	617	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	5,185 - 6,317
29.91	618	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	5,314 - 6,475
30.66	619	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	5,447 - 6,637
31.43	620	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	5,583 - 6,803
32.21	621	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	5,723 - 6,973
33.02	622	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	5,866 - 7,147
33.84	623	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	6,013 - 7,326
34.69	624	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	6,163 - 7,509
35.56	625	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	6,317 - 7,697
36.45	626	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	6,475 - 7,889
37.36	627	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	6,637 - 8,087
38.29	628	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	6,803 - 8,289
39.25	629	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	6,973 - 8,496
40.23	630	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	7,147 - 8,708
41.23	631	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	7,326 - 8,926
42.27	632	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	7,509 - 9,149
43.32	633	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	7,697 - 9,378
44.40	634	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	7,889 - 9,612
45.52	635	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	8,087 - 9,853
46.65	636	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	8,289 - 10,099
47.82	637	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	8,496 - 10,351
49.01	638	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	8,708 - 10,610
50.24	639	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	8,926 - 10,875
51.50	640	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	9,149 - 11,147
52.78	641	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	9,378 - 11,426
54.10	642	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	9,612 - 11,712
55.46	643	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	9,853 - 12,004
56.84	644	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	10,099 - 12,305
58.26	645	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	10,351 - 12,612
59.72	646	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	10,610 - 12,928
61.21	647	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	10,875 - 13,251
62.74	648	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	11,147 - 13,582
64.31	649	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	11,426 - 13,922
65.92	650	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	11,712 - 14,270
67.57	651	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	12,004 - 14,626
69.26	652	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	12,305 - 14,992
70.99	653	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	12,612 - 15,367
72.76	654	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	12,928 - 15,751
74.58	655	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	13,251 - 16,145
76.45	656	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	13,582 - 16,548
78.36	657	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	13,922 - 16,962
80.32	658	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	14,270 - 17,386
82.32	659	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	14,626 - 17,821
84.38	660	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	14,992 - 18,266
86.49	661	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	15,367 - 18,723
88.65	662	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.40	15,751 - 19,191
90.87	663	93.14	95.47	97.86	10												

Salary Table 2026

	RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MONTHLY
7/1/2026																	
19.66	600	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	3,493 - 4,255
20.15	601	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	3,580 - 4,362
20.65	602	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	3,669 - 4,471
21.17	603	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	3,761 - 4,583
21.70	604	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	3,855 - 4,697
22.24	605	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	3,952 - 4,815
22.80	606	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	4,050 - 4,935
23.37	607	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	4,152 - 5,058
23.95	608	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	4,255 - 5,185
24.55	609	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	4,362 - 5,314
25.16	610	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	4,471 - 5,447
25.79	611	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	4,583 - 5,583
26.44	612	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	4,697 - 5,723
27.10	613	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	4,815 - 5,866
27.78	614	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	4,935 - 6,013
28.47	615	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	5,058 - 6,163
29.18	616	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	5,185 - 6,317
29.91	617	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	5,314 - 6,475
30.66	618	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	5,447 - 6,637
31.43	619	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	5,583 - 6,803
32.21	620	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	5,723 - 6,973
33.02	621	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	5,866 - 7,147
33.84	622	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	6,013 - 7,326
34.69	623	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	6,163 - 7,509
35.56	624	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	6,317 - 7,697
36.45	625	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	6,475 - 7,889
37.36	626	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	6,637 - 8,087
38.29	627	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	6,803 - 8,289
39.25	628	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	6,973 - 8,496
40.23	629	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	7,147 - 8,708
41.23	630	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	7,326 - 8,926
42.27	631	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	7,509 - 9,149
43.32	632	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	7,697 - 9,378
44.40	633	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	7,889 - 9,612
45.52	634	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	8,087 - 9,853
46.65	635	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	8,289 - 10,099
47.82	636	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	8,496 - 10,351
49.01	637	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	8,708 - 10,610
50.24	638	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	8,926 - 10,875
51.50	639	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	9,149 - 11,147
52.78	640	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	9,378 - 11,426
54.10	641	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	9,612 - 11,712
55.46	642	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	9,853 - 12,004
56.84	643	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	10,099 - 12,305
58.26	644	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	10,351 - 12,612
59.72	645	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	10,610 - 12,928
61.21	646	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	10,875 - 13,251
62.74	647	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	11,147 - 13,582
64.31	648	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	11,426 - 13,922
65.92	649	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	11,712 - 14,270
67.57	650	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	12,004 - 14,626
69.26	651	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	12,305 - 14,992
70.99	652	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	12,612 - 15,367
72.76	653	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	12,928 - 15,751
74.58	654	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	13,251 - 16,145
76.45	655	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	13,582 - 16,548
78.36	656	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	13,922 - 16,962
80.32	657	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	14,270 - 17,386
82.32	658	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	14,626 - 17,821
84.38	659	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	14,992 - 18,266
86.49	660	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	15,367 - 18,723
88.65	661	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.40	15,751 - 19,191
90.87	662	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.40		

Salary Table 2027

	RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MONTHLY
7/1/2027																	
20.15	600	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	3,580 - 4,362
20.65	601	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	3,669 - 4,471
21.17	602	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	3,761 - 4,583
21.70	603	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	3,855 - 4,697
22.24	604	22.80	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	3,952 - 4,815
22.80	605	23.37	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	4,050 - 4,935
23.37	606	23.95	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	4,152 - 5,058
23.95	607	24.55	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	4,255 - 5,185
24.55	608	25.16	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	4,362 - 5,314
25.16	609	25.79	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	4,471 - 5,447
25.79	610	26.44	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	4,583 - 5,583
26.44	611	27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	4,697 - 5,723
27.10	612	27.78	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	4,815 - 5,866
27.78	613	28.47	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	4,935 - 6,013
28.47	614	29.18	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	5,058 - 6,163
29.18	615	29.91	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	5,185 - 6,317
29.91	616	30.66	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	5,314 - 6,475
30.66	617	31.43	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	5,447 - 6,637
31.43	618	32.21	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	5,583 - 6,803
32.21	619	33.02	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	5,723 - 6,973
33.02	620	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	5,866 - 7,147
33.84	621	34.69	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	6,013 - 7,326
34.69	622	35.56	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	6,163 - 7,509
35.56	623	36.45	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	6,317 - 7,697
36.45	624	37.36	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	6,475 - 7,889
37.36	625	38.29	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	6,637 - 8,087
38.29	626	39.25	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	6,803 - 8,289
39.25	627	40.23	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	6,973 - 8,496
40.23	628	41.23	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	7,147 - 8,708
41.23	629	42.27	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	7,326 - 8,926
42.27	630	43.32	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	7,509 - 9,149
43.32	631	44.40	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	7,697 - 9,378
44.40	632	45.52	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	7,889 - 9,612
45.52	633	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	8,087 - 9,853
46.65	634	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	8,289 - 10,099
47.82	635	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	8,496 - 10,351
49.01	636	50.24	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	8,708 - 10,610
50.24	637	51.50	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	8,926 - 10,875
51.50	638	52.78	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	9,149 - 11,147
52.78	639	54.10	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	9,378 - 11,426
54.10	640	55.46	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	9,612 - 11,712
55.46	641	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	9,853 - 12,004
56.84	642	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	10,099 - 12,305
58.26	643	59.72	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	10,351 - 12,612
59.72	644	61.21	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	10,610 - 12,928
61.21	645	62.74	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	10,875 - 13,251
62.74	646	64.31	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	11,147 - 13,582
64.31	647	65.92	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	11,426 - 13,922
65.92	648	67.57	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	11,712 - 14,270
67.57	649	69.26	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	12,004 - 14,626
69.26	650	70.99	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	12,305 - 14,992
70.99	651	72.76	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	12,612 - 15,367
72.76	652	74.58	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	12,928 - 15,751
74.58	653	76.45	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	13,251 - 16,145
76.45	654	78.36	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	13,582 - 16,548
78.36	655	80.32	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	13,922 - 16,962
80.32	656	82.32	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	14,270 - 17,386
82.32	657	84.38	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	14,626 - 17,821
84.38	658	86.49	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	14,992 - 18,266
86.49	659	88.65	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	15,367 - 18,723
88.65	660	90.87	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.40	15,751 - 19,191
90.87	661	93.14	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.40	131.61	16,145 - 19,671
93.14	662	95.47	97.86	100.30	102.81	105.38	108.02	110.72	113.49	116.32	119.23	122.21	125.27	128.4			

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