

RESOLUTION NO. 2021-29

A RESOLUTION TO ESTABLISH EMPLOYEE COMPENSATION FOR 2022

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF MADISON, SOUTH DAKOTA:

That the position grade assignments, salaries, wages, grade and step scale and benefits as indicated in the attachments hereto shall be administered for twenty-six (26) bi-weekly pay periods effective with the first pay period of 2022.

The grade and step scale was adjusted by 3.00%. In addition, following the approval of their department head, an additional 1.50% effective with the first pay period of 2022. Furthermore, wages listed in Section E and F will be adjusted by the same 3.00% and, following the approval of their department head, an additional 1.50% effective with the first pay period of 2022.

Dated this 23rd day of November, 2021.

CITY OF MADISON

/s/Marshall Dennert
Mayor

ATTEST: /s/Sonya Wilt
Finance Officer

SECTION A

GRADE ASSIGNMENT FOR FULL-TIME EXEMPT DEPARTMENT HEAD POSITIONS

<u>Administration</u>	<u>Grade</u>
City Administrator	26
<u>Finance</u>	<u>Grade</u>
Finance Officer	22
<u>Human Resources</u>	<u>Grade</u>
Human Resources Director	21
<u>Engineer & Community Development</u>	<u>Grade</u>
Engineering and Community Development Director	22
<u>Police</u>	<u>Grade</u>
Police Chief	23
<u>Fire</u>	<u>Grade</u>
Fire Chief	21
<u>Streets, Parks, Solid Waste & Recycling</u>	<u>Grade</u>
Streets, Parks, Solid Waste & Recycling Director	22
<u>Library</u>	<u>Grade</u>
Library Director	20
<u>Utilities</u>	<u>Grade</u>
Utilities Director	25
<u>Community Center</u>	<u>Grade</u>
Community Center Director	21

BENEFITS FOR SECTION A

- 1) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 2) Sick – 104 hours per year. 30% payable upon resignation or retirement as a lump sum payment or earlier with 15 years of service, 1500 hours and 55 years old if hired before January 1, 2005. If hired after January 1, 2005, 30% payable upon resignation or retirement as a lump sum payment or earlier with 15 years of service, 1500 hours and 55 years old, up to a total of 576 hours. Any amount paid before resignation or retirement shall be deducted from the lump sum balance due at the time of resignation or retirement.
- 3) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year’s Day, Martin Luther King Day, President’s Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 4) Retirement – 8% for Fire Chief and Police Chief. 6% all others.
- 5) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 6) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 11) Severance – 40 hours per each 5 years of service to begin after 5 years of service.
- 12) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Engineer, Police and Fire.

SECTION B

GRADE ASSIGNMENT/SALARY FOR FULL-TIME EXEMPT POSITIONS

<u>Parks</u>	<u>Grade</u>
Superintendent – Parks	19
<u>Electric</u>	<u>Grade</u>
Superintendent – Electric	23
<u>Utilities</u>	<u>Grade</u>
Superintendent - Plants	21
Superintendent - Distribution & Collection	21
GIS & Project Engineer	20
Utility Services Coordinator	18
<u>Community Center</u>	<u>Grade/Salary</u>
Assistant Director	17
Recreation/Intramurals/Special Event Coordinator	12
Fitness & Special Events Coordinator	12
Fitness Coordinator	12 + commission

BENEFITS FOR SECTION B

- 1) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 2) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 3) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year’s Day, Martin Luther King Day, President’s Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 4) Retirement – 6%.
- 5) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 6) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 11) Severance – 40 hours per each 5 years of service to begin after 5 years of service.
- 12) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Utilities.

SECTION C

GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT POSITIONS

<u>Finance</u>	<u>Grade</u>
Finance Assistant	12
Utility Clerk	12
<u>Human Resources</u>	<u>Grade</u>
Human Resources Assistant	15
<u>Engineer & Community Development</u>	<u>Grade</u>
Building Official/Code Enforcement Officer	19
Engineering Technician	16
Administrative Assistant	12
<u>Police</u>	<u>Grade</u>
Police Sergeant - Patrol	19
Police Sergeant - CID	19
Senior Police Officer	17
Police Officer	16
Administrative Assistant	12
<u>Library</u>	<u>Grade</u>
Systems Librarian	13
Children's Librarian	13
Library Assistant II	10
Library Assistant I	9
<u>Community Center</u>	<u>Grade</u>
Youth Coordinator	10
Aquatics Coordinator	9

BENEFITS FOR SECTION C

- 1) Compensation time.
- 2) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 3) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 13) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 4) Retirement – 8% for Police Sergeants and Officers. 6% all others.
- 5) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 6) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 7) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 8) Life Insurance – \$30,000 term policy.
- 9) Flexible Benefits Plan – healthcare and dependent care options.
- 10) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center. Community Center employees receive single Community Center membership.
- 11) Severance – 40 hours per each 5 years of service to begin after 5 years of service.
- 12) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Engineer and Police.
- 13) Shift Differential – Weekday Night and Weekend Night 5pm –7 am \$2.00 (Police Dept Only)
- 14) Shift Differential – Weekend Day 7am – 5pm \$1.50 (Police Dept Only)

SECTION D

**GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT
TEAMSTERS LOCAL UNION NO.120 POSITIONS**

<u>Streets, Parks, Solid Waste & Recycling</u>	<u>Grade</u>
Administrative Coordinator	16
Building Maintenance Operator	16
Mechanic	14
Lead Heavy Equipment Operator	15
Heavy Equipment Operator with Spraying Certification	14
Heavy Equipment Operator	13
Park Technician with Spraying Certification	14
Park Technician	13
General Laborer - Recycling	10

<u>Utilities</u>	<u>Grade</u>
Distribution & Collection Operator II	15
Water & Wastewater Operator II	15
Distribution & Collection Operator I	14
Water & Wastewater Operator I	14
Distribution & Collection Operator	13
Water & Wastewater Operator	13

BENEFITS FOR SECTION D

- 1) Compensation time.
- 2) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 3) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 4) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year’s Day, Martin Luther King Day, President’s Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 5) Retirement – 6%.
- 6) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 7) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 8) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 9) Life Insurance – \$30,000 term policy.
- 10) Flexible Benefits Plan – healthcare and dependent care options.
- 11) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center.
- 12) Severance – 40 hours per each 5 years of service to begin after 5 years of service.
- 13) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, Streets, Parks, Solid Waste, Recycling and Utilities
- 14) Others as negotiated by union contract.

SECTION E

WAGES FOR FULL-TIME NON-EXEMPT IBEW UNION POSITIONS

<u>Utilities</u>	<u>Wage</u>
Lead Lineworker	\$41.74
Journey Lineworker with Electrician's License	\$39.73
Journey Lineworker without Electrician's License	\$39.14
Meter Reader	\$30.53
Lineworker Apprentice	
8 th 6 Months (90%)	\$35.23
7 th 6 Months (85%)	\$33.27
6 th 6 Months (80%)	\$31.31
5 th 6 Months (75%)	\$29.36
4 th 6 Months (70%)	\$27.40
3 rd 6 Months (65%)	\$25.44
2 nd 6 Months (60%)	\$23.48
1 st 6 Months (55%)	\$21.53

BENEFITS FOR SECTION E

- 1) Compensation time.
- 2) Vacation – 80 hours per year through 5th year; 6-13 years - 120 hours per year; 14-25 years - 160 hours per year; 25+ years - 200 hours per year.
- 3) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 4) Holidays – 2021 Christmas Eve (4 hours), 2021 Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day. Holidays hours based on shift scheduled.
- 5) Retirement – 6%.
- 6) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 7) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 8) Retired Health/Dental Insurance – able to retain group health and dental coverage by paying 100% of each monthly premium if eligible for SDRS benefits and has 15 years of full-time cumulative service. Coverage may continue until retiree reaches the age of 65 or otherwise qualifies for the Medicare program.
- 9) Life Insurance – \$30,000 term policy.
- 10) Flexible Benefits Plan – healthcare and dependent care options.
- 11) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center.
- 12) Severance – 40 hours per each 5 years of service to begin after 5 years of service.
- 13) Boot Allowance – \$150.00 annually with PR#1 to safety sensitive, utilities.
- 14) Others as negotiated by union contract.

SECTION F

WAGES FOR PART-TIME WITH BENEFITS NON-EXEMPT POSITIONS

<u>Finance</u>	<u>Wage</u>
Utility Clerk	\$15.23
<u>Library</u>	<u>Wage</u>
Library Assistant I	\$17.22

BENEFITS FOR SECTION F

- 1) Vacation – pro-rated on hours worked.
- 2) Retirement – 6%.
- 3) Health Insurance – single \$582.34 per month; employee + one \$1,014.06 per month; employee + children \$1,146.22 per month; family \$1,191.86 per month (city benefit towards premium).
- 4) Dental Insurance – single \$36.70 per month; employee + one \$68.02 per month; employee + children \$68.31 per month; family \$88.94 per month (city benefit towards premium).
- 5) Life Insurance – \$30,000 term policy. Applicable only if Affordable Care Act criteria met.
- 6) Flexible Benefits Plan – healthcare and dependent care options.
- 7) Wellness – \$10.00 bi-weekly if employee is member of Community Center or local fitness center.

		A	B	C	D	E	F	G	H	I	J	K	L	M
8	*HOURLY	15.9000	16.1400	16.3900	16.6300	16.8700	17.1300	17.4000	17.6400	17.9100	18.1800	18.4500	18.7300	19.0100
	2080 Hrs	33,072.00	33,571.20	34,091.20	34,590.40	35,089.60	35,630.40	36,192.00	36,691.20	37,252.80	37,814.40	38,376.00	38,958.40	39,540.80
9	*HOURLY	16.7100	16.9500	17.2100	17.4700	17.7300	17.9900	18.2600	18.5400	18.8300	19.1000	19.3800	19.6800	19.9700
	2080 Hrs	34,756.80	35,256.00	35,796.80	36,337.60	36,878.40	37,419.20	37,980.80	38,563.20	39,166.40	39,728.00	40,310.40	40,934.40	41,537.60
10	*HOURLY	17.5500	17.8200	18.0900	18.3500	18.6300	18.9100	19.2000	19.4900	19.7700	20.0600	20.3700	20.6700	20.9900
	2080 Hrs	36,504.00	37,065.60	37,627.20	38,168.00	38,750.40	39,332.80	39,936.00	40,539.20	41,121.60	41,724.80	42,369.60	42,993.60	43,659.20
11	*HOURLY	18.4400	18.7200	18.9900	19.2800	19.5700	19.8700	20.1700	20.4700	20.7800	21.0800	21.4000	21.7200	22.0500
	2080 Hrs	38,355.20	38,937.60	39,499.20	40,102.40	40,705.60	41,329.60	41,953.60	42,577.60	43,222.40	43,846.40	44,512.00	45,177.60	45,864.00
12	*HOURLY	19.3700	19.6600	19.9600	20.2600	20.5700	20.8800	21.1800	21.5000	21.8300	22.1600	22.4800	22.8200	23.1600
	2080 Hrs	40,289.60	40,892.80	41,516.80	42,140.80	42,785.60	43,430.40	44,054.40	44,720.00	45,406.40	46,092.80	46,758.40	47,465.60	48,172.80
13	*HOURLY	20.3500	20.6600	20.9700	21.2900	21.6100	21.9200	22.2500	22.5900	22.9300	23.2700	23.6200	23.9800	24.3300
	2080 Hrs	42,328.00	42,972.80	43,617.60	44,283.20	44,948.80	45,593.60	46,280.00	46,987.20	47,694.40	48,401.60	49,129.60	49,878.40	50,606.40
14	*HOURLY	21.3800	21.7100	22.0300	22.3600	22.7000	23.0400	23.3900	23.7400	24.0900	24.4500	24.8200	25.1900	25.5700
	2080 Hrs	44,470.40	45,156.80	45,822.40	46,508.80	47,216.00	47,923.20	48,651.20	49,379.20	50,107.20	50,856.00	51,625.60	52,395.20	53,185.60
15	*HOURLY	22.4600	22.8000	23.1400	23.4900	23.8400	24.2100	24.5700	24.9400	25.3100	25.6900	26.0700	26.4600	26.8700
	2080 Hrs	46,716.80	47,424.00	48,131.20	48,859.20	49,587.20	50,356.80	51,105.60	51,875.20	52,644.80	53,435.20	54,225.60	55,036.80	55,889.60
16	*HOURLY	23.6100	23.9600	24.3200	24.6800	25.0500	25.4200	25.8100	26.2000	26.5900	27.0000	27.4000	27.8000	28.2300
	2080 Hrs	49,108.80	49,836.80	50,585.60	51,334.40	52,104.00	52,873.60	53,684.80	54,496.00	55,307.20	56,160.00	56,992.00	57,824.00	58,718.40
17	*HOURLY	24.8000	25.1700	25.5500	25.9400	26.3300	26.7200	27.1200	27.5200	27.9400	28.3600	28.7800	29.2100	29.6500
	2080 Hrs	51,584.00	52,353.60	53,144.00	53,955.20	54,766.40	55,577.60	56,409.60	57,241.60	58,115.20	58,988.80	59,862.40	60,756.80	61,672.00
18	*HOURLY	26.0500	26.4400	26.8500	27.2500	27.6600	28.0700	28.4900	28.9100	29.3400	29.8000	30.2400	30.6800	31.1600
	2080 Hrs	54,184.00	54,995.20	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,132.80	61,027.20	61,984.00	62,899.20	63,814.40	64,812.80
19	*HOURLY	27.3800	27.7900	28.2000	28.6200	29.0600	29.4900	29.9300	30.3900	30.8400	31.3000	31.7800	32.2500	32.7200
	2080 Hrs	56,950.40	57,803.20	58,656.00	59,529.60	60,444.80	61,339.20	62,254.40	63,211.20	64,147.20	65,104.00	66,102.40	67,080.00	68,057.60
20	*HOURLY	28.7600	29.1900	29.6300	30.0800	30.5300	30.9800	31.4500	31.9200	32.3900	32.8800	33.3800	33.8900	34.3900
	2080 Hrs	59,820.80	60,715.20	61,630.40	62,566.40	63,502.40	64,438.40	65,416.00	66,393.60	67,371.20	68,390.40	69,430.40	70,491.20	71,531.20
21	*HOURLY	31.7500	32.2300	32.7000	33.2000	33.6900	34.2000	34.7100	35.2400	35.7600	36.3000	36.8400	37.4000	37.9600
	2080 Hrs	66,040.00	67,038.40	68,016.00	69,056.00	70,075.20	71,136.00	72,196.80	73,299.20	74,380.80	75,504.00	76,627.20	77,792.00	78,956.80
22	*HOURLY	35.0400	35.5700	36.1000	36.6500	37.1900	37.7500	38.3200	38.8900	39.4800	40.0700	40.6600	41.2700	41.8900
	2080 Hrs	72,883.20	73,985.60	75,088.00	76,232.00	77,355.20	78,520.00	79,705.60	80,891.20	82,118.40	83,345.60	84,572.80	85,841.60	87,131.20
23	*HOURLY	38.6900	39.2600	39.8400	40.4500	41.0600	41.6700	42.3000	42.9400	43.5800	44.2300	44.8800	45.5600	46.2400
	2080 Hrs	80,475.20	81,660.80	82,867.20	84,136.00	85,404.80	86,673.60	87,984.00	89,315.20	90,646.40	91,998.40	93,350.40	94,764.80	96,179.20
24	*HOURLY	42.6900	43.3300	43.9800	44.6400	45.3200	46.0000	46.6900	47.3900	48.1000	48.8200	49.5500	50.2900	51.0500
	2080 Hrs	88,795.20	90,126.40	91,478.40	92,851.20	94,265.60	95,680.00	97,115.20	98,571.20	100,048.00	101,545.60	103,064.00	104,603.20	106,184.00
25	*HOURLY	47.1300	47.8400	48.5600	49.2900	50.0300	50.7800	51.5300	52.3000	53.0900	53.8800	54.6800	55.5200	56.3500
	2080 Hrs	98,030.40	99,507.20	101,004.80	102,523.20	104,062.40	105,622.40	107,182.40	108,784.00	110,427.20	112,070.40	113,734.40	115,481.60	117,208.00
26	*HOURLY	52.0200	52.8000	53.6100	54.4000	55.2100	56.0500	56.8800	57.7400	58.6100	59.4800	60.3700	61.2900	62.2000
	2080 Hrs	108,201.60	109,824.00	111,508.80	113,152.00	114,836.80	116,584.00	118,310.40	120,099.20	121,908.80	123,718.40	125,569.60	127,483.20	129,376.00

		N	O	P	Q	R	S	T	U	V	W	X	Y
8	*HOURLY	19.3000	19.5900	19.8800	20.1900	20.4800	20.7900	21.0900	21.4100	21.7400	22.0600	22.3900	22.7300
	2080 Hrs	40,144.00	40,747.20	41,350.40	41,995.20	42,598.40	43,243.20	43,867.20	44,532.80	45,219.20	45,884.80	46,571.20	47,278.40
9	*HOURLY	20.2800	20.5800	20.8900	21.2000	21.5200	21.8400	22.1700	22.5000	22.8400	23.1900	23.5300	23.8900
	2080 Hrs	42,182.40	42,806.40	43,451.20	44,096.00	44,761.60	45,427.20	46,113.60	46,800.00	47,507.20	48,235.20	48,942.40	49,691.20
10	*HOURLY	21.3000	21.6200	21.9400	22.2700	22.6000	22.9400	23.2900	23.6400	23.9900	24.3500	24.7200	25.0900
	2080 Hrs	44,304.00	44,969.60	45,635.20	46,321.60	47,008.00	47,715.20	48,443.20	49,171.20	49,899.20	50,648.00	51,417.60	52,187.20
11	*HOURLY	22.3800	22.7200	23.0600	23.4000	23.7500	24.1100	24.4700	24.8400	25.2100	25.5900	25.9800	26.3600
	2080 Hrs	46,550.40	47,257.60	47,964.80	48,672.00	49,400.00	50,148.80	50,897.60	51,667.20	52,436.80	53,227.20	54,038.40	54,828.80
12	*HOURLY	23.5100	23.8700	24.2300	24.5900	24.9600	25.3300	25.7100	26.0900	26.4800	26.8800	27.2800	27.7000
	2080 Hrs	48,900.80	49,649.60	50,398.40	51,147.20	51,916.80	52,686.40	53,476.80	54,267.20	55,078.40	55,910.40	56,742.40	57,616.00
13	*HOURLY	24.7000	25.0700	25.4500	25.8300	26.2200	26.6200	27.0100	27.4200	27.8200	28.2500	28.6800	29.1000
	2080 Hrs	51,376.00	52,145.60	52,936.00	53,726.40	54,537.60	55,369.60	56,180.80	57,033.60	57,865.60	58,760.00	59,654.40	60,528.00
14	*HOURLY	25.9600	26.3400	26.7400	27.1300	27.5500	27.9600	28.3800	28.8000	29.2300	29.6700	30.1200	30.5700
	2080 Hrs	53,996.80	54,787.20	55,619.20	56,430.40	57,304.00	58,156.80	59,030.40	59,904.00	60,798.40	61,713.60	62,649.60	63,585.60
15	*HOURLY	27.2700	27.6800	28.0900	28.5100	28.9400	29.3800	29.8200	30.2600	30.7100	31.1800	31.6400	32.1200
	2080 Hrs	56,721.60	57,574.40	58,427.20	59,300.80	60,195.20	61,110.40	62,025.60	62,940.80	63,876.80	64,854.40	65,811.20	66,809.60
16	*HOURLY	28.6500	29.0800	29.5100	29.9500	30.4100	30.8600	31.3200	31.8000	32.2700	32.7500	33.2500	33.7400
	2080 Hrs	59,592.00	60,486.40	61,380.80	62,296.00	63,252.80	64,188.80	65,145.60	66,144.00	67,121.60	68,120.00	69,160.00	70,179.20
17	*HOURLY	30.1000	30.5500	31.0000	31.4700	31.9400	32.4200	32.9100	33.4000	33.9100	34.4100	34.9300	35.4500
	2080 Hrs	62,608.00	63,544.00	64,480.00	65,457.60	66,435.20	67,433.60	68,452.80	69,472.00	70,532.80	71,572.80	72,654.40	73,736.00
18	*HOURLY	31.6200	32.0900	32.5800	33.0600	33.5600	34.0600	34.5800	35.0900	35.6200	36.1500	36.7000	37.2400
	2080 Hrs	65,769.60	66,747.20	67,766.40	68,764.80	69,804.80	70,844.80	71,926.40	72,987.20	74,089.60	75,192.00	76,336.00	77,459.20
19	*HOURLY	33.2300	33.7200	34.2200	34.7400	35.2700	35.7900	36.3200	36.8700	37.4300	38.0000	38.5400	39.1300
	2080 Hrs	69,118.40	70,137.60	71,177.60	72,259.20	73,361.60	74,443.20	75,545.60	76,689.60	77,854.40	79,040.00	80,163.20	81,390.40
20	*HOURLY	34.9000	35.4300	35.9700	36.4900	37.0400	37.6000	38.1700	38.7500	39.3200	39.9000	40.5000	41.1200
	2080 Hrs	72,592.00	73,694.40	74,817.60	75,899.20	77,043.20	78,208.00	79,393.60	80,600.00	81,785.60	82,992.00	84,240.00	85,529.60
21	*HOURLY	38.5200	39.1000	39.6900	40.2900	40.8900	41.5100	42.1300	42.7500	43.3900	44.0400	44.7100	45.3800
	2080 Hrs	80,121.60	81,328.00	82,555.20	83,803.20	85,051.20	86,340.80	87,630.40	88,920.00	90,251.20	91,603.20	92,996.80	94,390.40
22	*HOURLY	42.5300	43.1700	43.8200	44.4800	45.1400	45.8100	46.5000	47.2000	47.9200	48.6300	49.3600	50.1000
	2080 Hrs	88,462.40	89,793.60	91,145.60	92,518.40	93,891.20	95,284.80	96,720.00	98,176.00	99,673.60	101,150.40	102,668.80	104,208.00
23	*HOURLY	46.9400	47.6400	48.3500	49.0800	49.8100	50.5700	51.3400	52.1100	52.8800	53.6700	54.4800	55.2900
	2080 Hrs	97,635.20	99,091.20	100,568.00	102,086.40	103,604.80	105,185.60	106,787.20	108,388.80	109,990.40	111,633.60	113,318.40	115,003.20
24	*HOURLY	51.8100	52.5800	53.3700	54.1900	55.0000	55.8200	56.6500	57.5000	58.3800	59.2500	60.1300	61.0400
	2080 Hrs	107,764.80	109,366.40	111,009.60	112,715.20	114,400.00	116,105.60	117,832.00	119,600.00	121,430.40	123,240.00	125,070.40	126,963.20
25	*HOURLY	57.2000	58.0500	58.9300	59.8100	60.7100	61.6000	62.5300	63.4800	64.4300	65.3900	66.3700	67.3700
	2080 Hrs	118,976.00	120,744.00	122,574.40	124,404.80	126,276.80	128,128.00	130,062.40	132,038.40	134,014.40	136,011.20	138,049.60	140,129.60
26	*HOURLY	63.1300	64.0900	65.0400	66.0200	67.0100	68.0200	69.0400	70.0800	71.1300	72.1900	73.2700	74.3700
	2080 Hrs	131,310.40	133,307.20	135,283.20	137,321.60	139,380.80	141,481.60	143,603.20	145,766.40	147,950.40	150,155.20	152,401.60	154,689.60