EMPLOYEE ORGANIZATION AGREEMENT

BETWEEN

CITY OF HOLLYWOOD

AND

American Federation of State, County and Municipal Employees Local 2432

October 1, 1986
through
September 30, 1989

CONTENTS

EMPLOYEE ORGANIZATION AGREEMENT

THIS AGREEMENT is entered into by and between the City of Hollywood, Florida, hereinafter referred to as the "Employer" or the "City", and the Hollywood, Florida, City Employees, Local 2432, American Federation of State, County and Municipal Employees (AFL-CIO), hereinafter referred to as the "Union". It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto, to provide an orderly, prompt and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein basic and full agreement between the parties concerning rates of pay, wages, hours of employment, pensions, and other terms and conditions of employment. It is understood that the City of Hollywood is engaged in furnishing essential public services which vitally affect the health, safety, comfort and well-being of the public, and both parties hereto recognize the need for continuous and reliable service to the public.

ARTICLE 1: RECOGNITION

The Employer recognizes Local 2432, AFSCME, AFL-CIO as the sole and exclusive bargaining agent, with respect to wages, hours, pensions, and other conditions of employment, for all Employees in the bargaining unit, as per Certification #151 granted by the Florida Public Employees Relations Commission and as may be amended in the future by the appropriate authority of the State of Florida.

ARTICLE 2: REPRESENTATION BY THE CITY

Sec. 1: The City shall be represented by the City Manager, or a person or persons designated in writing to the Union by the City Manager. The City Manager shall have the authority to execute an Agreement on behalf of the City upon being directed by an official resolution of the City Commission. It is understood that the City representative or representatives are the official representatives of the City for the purpose of negotiating with the Union and administration of the Collective Bargaining Agreement between the parties. Negotiations entered into with persons other than those as defined herein, regardless of their position or association with the City, shall be deemed unauthorized and shall have no weight of authority in committing or in any way obligating the City.

ARTICLE 3: UNION REPRESENTATION

Sec. 1: The City recognizes and shall deal with the appropriate Union Business Agent, International Representatives and any other Union members and/or attorneys, designated by the Union President, in those matters relating to collective bargaining and administration of the Collective Bargaining Agreement between the parties. Changes of representatives shall be submitted to the City Manager, in writing, by the Union President.

ARTICLE 4: DISCRIMINATION

1. Sec. 1: The Employer and the Union agree that the
2. basic intent of this Agreement is to provide a fair
3. day's work in return for a fair day's pay and to
4. provide conditions of employment suitable to maintain a
5. competent work force. The Employer and the Union agree
6. that all provisions of this Agreement shall be applied
7. to all Employees covered by it and that the Employer
8. and the Union affirm their joint opposition to any
9. discriminatory practices in connection with employment,
10. promotion or training, remembering that the public
11. interest requires the full utilization of employee's
12. skill and ability without regard to race, color, creed,
13. national origin or sex.
14. Sec. 2: Employees shall have the right to join
15. the Union, to engage in lawful concerted activities for
16. the purpose of collective bargaining, to express and
17. communicate any view, grievance, complaint, or opinion,
18. within the bounds of good taste, relative to the
19. conditions or compensation of public employment or its
20. betterment, all free of restraint, coercion,
21. intimidation or reprisal against any employee because
22. of that employee's membership or lack of membership in
23. the Union or by virtue of his/her holding office or not
24. holding office in the Union. This provision shall be
25. applied to all Employees by the Employer and the Union.
26. Sec. 3: Local 2432, American Federation of
27. State, County and Municipal Employees, AFL-CIO,
28. exercises rights granted under State Statute 447.401
29. and will not represent non-members of the Union in the
30. grievance procedure.

ARTICLE 5: MANAGEMENT SECURITY

Sec. 1: The Employer and the Union recognize the mutually beneficial effects of a harmonious and cooperative relationship between said parties, and agree to comply diligently and fully with the requirements of the Florida Public Employees Relations Act.

Sec. 2: There will be no strikes, work stoppages, picketing, slowdowns, or other concerted failure or refusal to perform assigned work by the Employees of the Union and there will be no lockouts by the City for the duration of the Agreement. The Union guarantees to support the City fully in maintaining operations in every way.

Sec. 3: Any Employee who participates in or promotes a strike, work stoppage, picket line, slowdown, or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the City.

Sec. 4: It is recognized by the parties that the City is responsible for and engaged in activities which are the basis of the health and welfare of our citizens and that any violation of the Article would give a rise to irreparable damage to the City and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Article, the City shall be entitled to seek and obtain immediate injunctive relief, provided, however, it is agreed that the Union shall not be responsible for any act alleged to constitute a breach of this Article if the Union did not instigate or support in any manner such action and, further, that the Union has used every reasonable means to prevent or terminate such action.

Sec. 5: Picketing, as referred to in this Article, shall mean any action by way of demonstrating which may have the effect of preventing or discouraging any Employee from coming to work, or have the effect of preventing or discouraging any supplier or contractor from entering any City premise. No employee shall picket concerning a matter that is subject to the grievance or arbitration procedure.

ARTICLE 6: MANAGEMENT RIGHTS

Sec. 1: Except as provided in this Agreement, it is the right of the Public Employer to determine unilaterally the purpose of each of its constituent agencies; set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the right of the Public Employer to direct its Employees, take disciplinary action for proper cause, and relieve its Employees from duty because of lack of work or for other legitimate reasons, provided, however, that the exercise of such rights shall not preclude Employees or their representatives from raising grievances should decisions on the above matters have the practical consequences of violating the terms and conditions of employment.

ARTICLE 7: PAYROLL DEDUCTION OF DUES

Sec. 1: On receipt of a lawfully executed written authorization from an employee, the City will deduct from the employee's pay the amount so specified by said employee, but not less than regular dues.

Sec. 2: The City will remit to the Union Treasurer such sums within fifteen (15) days, together with a list of employees for whom deductions were made.

Sec. 3: Changes in the Union's membership dues rate shall be certified to the City, in writing, over the signatures of the authorized officer or officers of the Union, at least thirty (30) days in advance of the effective date of such change.

Sec. 4: The City's remittance shall be deemed correct if the Union does not give a written notice to the City within two (2) calendar weeks after remittance is received of its belief, with reasons stated therefor, that the remittance is incorrect.

Sec. 5: An employee may revoke, in writing, with thirty (30) days prior notice to the City and the Union, his authorization for dues or other deductions.

Sec. 6: The Union will indemnify, defend and hold the City harmless against any claims made and against any suit instituted against the City on account of any check-off of Union dues.

ARTICLE 8: UNION BUSINESS

Sec. 1: The City and the Union agree to the creation of a Union Time Pool. Each member of the bargaining unit shall contribute one (1) hour of accrued vacation leave, not more than once each year, to the Union Time Pool. Such contribution shall be posted and deducted from the contributing member's accrued vacation time in the last pay period of October.

Sec. 2: The Union Time Pool shall be used only for Union business by the Union President, or such individuals approved by the Union President, including:

a) regular monthly Union meeting and Special Union meetings;

b) Council meetings or Executive Board meetings which he must attend;

c) such meetings of the City Commission, Civil Service Board, or any other City Board or Commission, when specific matters affecting the Union or the members of the Bargaining Unit will be discussed or acted upon by the respective Commission or Board;

d) meetings in negotiations on the Agreement between the City and the Union;

e) grievance proceedings, disciplinary sessions, or counseling sessions for which Union Representation is requested.

Sec. 3: Requests for time off utilizing Time Pool hours, as approved by the Union President, shall be made in writing to the employee's Department Head not less than fourteen (14) calendar days in advance of the time off requested; such requests will be honored provided it shall not disrupt the effective operations of the Department or cause the Department to have to

hire overtime, and shall be charged hour-for-hour.

Sec. 4: If at the end of the fiscal year the Union Time Pool is not fully depleted, the balance of the hours shall be maintained and carried forward to the following year.

ARTICLE 9: UNION STEWARDS

Sec. 1: Stewards may investigate and discuss grievances during working hours in their respective areas; provided, however, they first receive permission of the Division Head or, in his absence, his designee. Employee questions concerning the contract and its implementation should first be directed to the above or the Union Steward. Provided, further, that such permission shall not be unreasonably denied. The Union shall not make an unreasonable number of requests.

Sec. 2: Stewards may process grievances in accordance with provisions of Article 29 - Grievance Procedure.

ARTICLE 10: WAGES

Sec. 1: All wage schedules as embodied in the appropriate pay plan for members of this bargaining unit will be modified as follows:

(a) effective 4/1/87, by 2%

(b) effective 4/1/88, by 3%

(c) reopener on wages only for fiscal year beginning 10/1/88; negotiations to start 5/1/88.

Sec. 2: Each of the above increases will be implemented the start of the pay period in which each specific date falls.

Sec. 3: Each of the above increases will be cumulative upon the prior increase.

Sec. 4: The City agrees to re-evaluate the following positions covered by this Unit; the City and the Union agree that if it is determined that those positions should be reclassified, such reclassifications and any wage adjustments thereon will be made, effective April 1, 1987:

1) Gail Miller, Clerk Typist, Utilities Accounting Division

2) Theresa Skelley, Clerk Typist, Police Administration

3) George Moore, Police Storekeeper, Police Services

4) Noel Lussier, Automotive Mechanic, Fire Department

ARTICLE 11: ASSIGNMENT PAY

Sec. 1: Employees assigned by their Department or Division Head to perform all of the duties of another classification paid at a pay grade higher than their own will receive one (1) pay step above the employee's base pay rate.

Sec. 2: Provided, however, that this article shall not apply to time periods of less than four (4) hours.

ARTICLE 12: LEADWORKER PAY

Sec. 1: Employees given assignments by the Department or Division Head as leadworkers in responsible charge of a crew or work unit, consisting of at least two (2) employees other than the designated leadworker, will receive additional compensation in the amount of one (1) pay step above their base hourly rate.

Sec. 2: Responsible charge shall be defined as having temporary supervisory powers and operating within the Chain of Command between the crew or work unit supervised and the immediate supervisor of the Employee. Employees whose duties and responsibilities normally include supervision, will not be covered by this section.

Sec. 3: This section shall not apply to time periods of less than four (4) hours.

ARTICLE 13: CERTIFICATION PAY

Sec. 1: Water and Wastewater Plant Operators will continue to receive a one (1) pay step differential above their base rate of pay upon attainment of their certification (Class C license).

Sec. 2: Any certified Water or Wastewater Plant Operator who attains a Class B license will receive an added 2 1/2% differential over the Class C entitlement.

Sec. 3: Any certified Water or Wastewater Plant Operator who attains a Class A license will receive and added 2 1/2% differential over the Class B entitlement (for a total 5% over the Class C entitlement).

ARTICLE 14: WORK SCHEDULING AND OVERTIME

Sec. 1: The normal work week shall consist of forty (40) hours per week beginning with the employee's first regular shift. The normal work day shall consist of either (8) or ten (10) hours of work in the twenty-four (24) hour period. The employer shall provide to the Union a list of all bargaining unit employees who currently work a ten (10) hour day. The current task basis system in the Sanitation Division shall continue.

Sec. 2: The employer reserves the right to designate a change in the work schedule, weeks, days, hours and shifts of its employees, however, no individual employee shall have his/her work schedule or day off schedule changed for the purpose of avoiding the payment of overtime. The employer agrees to consult with the local Union President or Vice President prior to making any such change. In addition, notice of not less than five (5) working days shall be given to affected employees, Local President or Vice President.

Sec. 3: Work schedules and regular days off can be changed to provide manning for emergencies, sickness, vacations, terminations and any other absence even when such action would have the effect of preventing overtime and not allow five (5) working days notice to the affected employees and the Union. In these cases, the parties mentioned above will be notified as soon as practicable.

Sec. 4: The employer and the Union recognize that certain type of activities operating on a continuous basis require different treatment as to hours worked, and agree that in those instances, an eight (8) consecutive hour shift, including lunch period, may be allowed. In the Public Works Department, personnel

assigned to beach maintenance will be permitted to operate in a flexible but not split shift work schedule. In the Recreation Division, program supervisors and staff will be permitted to operate in a flexible but not split shift work schedule; personnel assigned to ballfield maintenance will be permitted to operate in a flexible but not split shift work schedule for such events that occur sporadically. Employees assigned to the Police Department who are ordered to extended standby by the Court Liaison Officer, will receive one (1) hour of compensatory time at straight time, for such inconvenience. This section shall not apply if the employee is called into court during this period and callback pay is provided (Sec. 5).

Sec. 5: An employee who is called into work outside his normal work schedule will be guaranteed a minimum of three (3) hours pay at time and one-half rate regardless of the number of hours worked during the work week. This does not apply in the case of scheduled overtime, or if the call-out occurs within one (1) hour of the start of the employee's normal work schedule.

Sec. 6: Opportunity to work overtime will be distributed as equally as practicable among employees in the same job classification in the same work section and area starting with the most senior employee, provided the employees are qualified to perform the overtime work required. Overtime opportunities will be accumulated on adequate records and will be available to the Union and employees. Shop Stewards will have reasonable opportunity to review such records. If an employee establishes that he has not received his fair share of overtime opportunities, such employee shall

have first preference to future overtime work.

Sec. 7: Scheduling for overtime and holiday work in the Water Treatment Plant shall be assigned from a rotation list composed of qualified operators grouped by classification, provided a certified operator is on duty at all times. Qualified, certified supervisory personnel may be called upon, at the discretion of Management, for appointment to overtime or holiday work based upon the unavailability of employees with the Operator classification.

Sec. 8: By mutual agreement between the employer, the Union and the employee involved, compensatory time at the appropriate rate may be granted in lieu of premium overtime pay. Such compensatory time may be accumulated up to forty (40) hours and is to be granted within the ninety (90) calendar day period succeeding the date on which the overtime is worked. If a written request is received prior to or within forty-five (45) days after the date on which the overtime is worked, the compensatory time off shall, subject to management's responsibility to maintain efficient operations, be scheduled and granted as requested by the employee. If the employer does not schedule the compensatory time in accordance with the employee's request, or at some other time mutually agreed to, prior to the completion of the ninety (90) calendar day period succeeding the date on which the overtime is worked, the employee shall be compensated at the appropriate rate of pay in lieu of paid time off.

Sec. 9: The provisions of the Fair Labor Standards Act, as they are applicable to municipal employees, shall apply to the provisions of this article.

ARTICLE 15: LABOR-MANAGEMENT COMMITTEE

Sec. 1: There shall be a Labor-Management Committee formed within each major department as indicated, affected by this Agreement. Said Committee shall consist of three (3) members designated by the Union and three (3) members designated by the Department Director of each affected Department:

Police Department

Public Works Department

Public Utilities Department

Leisure Services Department

There shall not be more than one (1) employee designated by the Union from any one (1) division within each department.

Sec 2: There shall be a Labor-Management Committee to collectively represent the departments in City Hall. Said Committee shall consist of three (3) members designated by the Union and three (3) members designated by the various Department Directors of each affected Department; there shall not be more than one (1) employee designated by the Union from any one (1) Department in City Hall.

Sec. 3: The Union membership of each committee shall consist of persons from within the position classifications covered by this Agreement and the Management shall consist of persons within the affected Department. Time off with pay, as required, shall be granted to employees designated as Committee members for attendance at Labor-Management Committee meetings.

Sec. 4: Each committee shall meet once every two (2) months or at other times by mutual consent. Minutes will then be taken and kept of all meetings of each committee. Meetings will be conducted during

normal operating hours of the Department. If the course of the meeting should extend beyond the Union designated employee's normal working hours, that employee shall not be entitled to any additional compensation beyond his/her normal day's wage.

Sec. 5: The purpose of each Labor-Management Committee shall be limited to discussion of general departmental internal problems and to assist in the dissemination of departmental communications to its employees. The Committee shall not engage in any labor negotiations, nor shall it be or become a vehicle for grievance handling, processing or resolution.

ARTICLE 16: VOLUNTARY DEMOTIONS

Sec. 1: Any employee holding permanent status within the classified system may voluntarily request a demotion to a lower paid position without having to take the usual examination for appointment to the lower paid position.

Sec. 2: Prerequisites for such voluntary demotion:

(a) the employee must submit the request in writing to the Personnel Department and must state the title of the lower position requested, the reason(s) for the request, an acknowledgement that they understand that the demotion will involve a reduction in pay and, once approved and effected, is permanent and cannot be reversed except through the regular promotional procedures for classified employees;

(b) the employee must meet the minimum requirements for the lower paid position as set forth in the classified code book; determination as to whether or not employee meets the minimum requirements will be made by the Chief Test Examiner;

(c) there must be a budgeted vacancy in the lower position available; no employee holding such lower position may be involuntarily bumped out of that position for the purpose of providing room for the voluntarily demoting employee;

(d) the receiving Department Head must consent to accepting the voluntarily demoting employee;

(e) there will be no probationary period for the voluntarily demoting employee in the new lower paid position.

Sec. 3: The voluntarily demoting employee will retain such seniority and other benefits earned prior to the effective date of the demotion.

Sec. 4: As indicated in Sec. 2(a) above, the voluntarily demoting employee may not proceed to any higher paid position (including the classification from which demoted) unless such employee has applied for and competed in the regular promotional examination, and been certified as eligible for appointemnt (and promotion) in accordance with the classified system's regular promotional appointment procedures.

Sec. 5: The provisions of this Article shall be grievable but not arbitrable, nor shall matters of interpretation or application of these provisions be arbitrable.

ARTICLE 17: PERFORMANCE REVIEW AND MERIT PAY INCREASES

Sec. 1: All employees covered by this Agreement who successfully complete their probationary period (original appointment or promotion appointment) receiving a satisfactory or better performance review, shall receive a one step merit pay increase. Employees on (1) year probation are reviewed at end of six (6) months and if satisfactory will receive merit step; next merit review one year and annually thereafter.

Sec. 2: All employees covered by this Agreement shall be evaluated, at least annually, by their supervisors. Employees qualifying for merit raises (not having reached top-of-scale), shall be evaluated by their supervisor within sixty (60) days prior to the pay period in which their merit pay review date falls, following completion of their probationary period. If the evaluation results in a satisfactory or better performance review, the employee shall receive a one (1) step merit pay increase. Such merit pay increases shall not exceed the maximum pay step indicated in the Official Pay Schedules for the particular classifications.

Sec. 3: All employees covered by this Agreement whose annual performance review evaluation is less than satisfactory, shall be denied a merit pay increase. The employer reserves the right to review the employee's performance more often than once each year, where less than satisfactory performance is the reason; upon such re-reviews, if the performance improves to a satisfactory rating, the merit pay step will be granted; this shall not change the employee's annual merit review date.

Sec. 4: Employees covered by this Agreement, whose annual performance review evaluation is less than satisfactory, but who is not eligible for a merit increase having reached the top of the wage scale, shall be counseled and re-reviewed following 90 days; if upon re-review, the performance is still less than satisfactory, the employee shall be issued a written reprimand including detailed notice of his/her performance failures, and notice that performance will be re-reviewed at 90 day intervals and continued failure to achieve a satisfactory performance review will result in imposition of increasingly severe disciplinary action.

Sec. 5: The provisions of Section 4 (above) shall also apply to an employee who has not reached top-of-scale as otherwise covered under Section 3 (above).

Sec. 6: Employees who do not agree with their annual performance review evaluation may appeal to the Department Head.

ARTICLE 18: PENSION AND PENSION PLAN

1. Sec. 1: The City and the Union recognize that
2. there are two (2) pension (retirement) plans currently
3. in existence, that are applicable, the one or the
4. other, to the members of the bargaining unit:
5. (a) Prior Plan: as codified in the City Charter,
6. of Hollywood, Volume I, Art. IX, entitled "Pensions and
7. Retirement".
8. (b) Supplemental Plan: as codified in the Code of
9. Ordinances, City of Hollywood, Volume II, Art. I, II,
10. IV and Art. V, Div. 1, entitled "Supplemental
11. Retirement System - General Employees".
12. Sec. 2: The provisions of the (a) Prior Plan and
13. (b) Supplemental Plan, as they are currently applied to
14. the various members of this bargaining unit, shall
15. remain in full force and effect without change, for the
16. term of this agreement.
17. Sec. 3: The two (2) employee members of the
18. Pension Board of Trustees shall be elected to their
19. positions by the members of both pension systems
20. (Sec. 1 above). Qualifications for election shall be:
21. (a) candidate be an active member of the pension
22. system,
23. (b) with not less than eight (8) years of credited
24. service therein. Elections to be conducted by the City
25. Clerk.
26. Sec. 4: Term of office to be for three (3) years,
27. unless the newly elected Trustee is filling the
28. incompleted term of a prior employee member; in that
29. case it shall be for the period of the balance of the
30. incompleted term.

Sec. 5: In the event the City approves tax qualification of the Pension Plans under the provisions of Section 414(H)(2) of the Internal Revenue Code, such approval shall be implemented as soon thereafter as possible.

Sec. 6: Explanation of all City Pension Plans to be distributed to all participants. Such explanation shall be written in laymen's terms.

Sec. 7: Notwithstanding Section 2(b), the parties agree that there shall be an amendment to the Supplemental Plan to provide for a coordination-of-benefits in the following limited situtation:

(a) a regular full-time general employee who has not become eligible for vested rights under the Supplemental Plan and who is promoted to the position of firefighter in the fire service of the City, without any break in City employment,

(b) shall have a one-time option to transfer the credits earned under the General Employees' Pension Plan to the Firefighters' Pension Plan, 2 1/2% benefits provision, by paying into that plan a sum necessary to meet the required employee contribution; the option must be exercised within 60 days of effective date of promotion or adoption of the necessary ordinances (subsection c) whichever is later and the sums must be paid in full within one (1) year of the date of exercise of the option.

(c) the provisions of this Section shall be conditioned upon a corresponding contract provision to be agreed upon and be part of the Firefighter's Contract; following such agreements and contract ratifications between the City and both units affected, the necessary ordinances will be promulgated to effect the agreed upon change.

ARTICLE 19: REST PERIODS

Sec. 1: Each employee shall be granted two (2) fifteen (15) minute rest periods with pay on a regular basis except at times of operational problems. The first rest period will be scheduled approximately mid-point in the first one-half of the employee's regular work shift and the second rest period will be scheduled approximately mid-point in the second one-half in the second one-half of the employee's regular work-shift.

ARTICLE 20: SICK LEAVE

Sec. 1: Employees shall accrue one (1) sick leave day for each month worked. Sick leave shall be allowed to accrue without limit. Employees covered by this contract and serving a probationary period of employment may use accrued sick leave in the same manner as permanent employees.

Sec. 2: In order to qualify for sick leave pay, employees on shift work must notify their supervisor of their illness as soon as practicable but not later than one-half hour prior to the start of their scheduled shift; non-shift personnel within one-half (1/2) hour after shift starts, except in case of emergency, such notification shall be made each day of illness absence, by the employee or a responsible member of his household, unless the employee is hospitalized, or under doctor's care.

Sec. 3: Sick leave shall be allowed to accrue without limit. When employees have accumulated fifty (50) sick leave days, they shall have the option of converting the next four (4) sick leave days to vacation days. In any case, the employee's entire sick leave accumulation on Janury 1st shall be the deciding factor for converting sick leave days to vacation days for that calendar year. No more than four (4) sick leave days can be converted to vacation days in any calendar year.

Sec. 4: Employees terminating their employment with the City, for any cause whatsoever, prior to completing five (5) years of continuous service shall forfeit all unused sick time. Employees having completed five (5) years of continuous service will thereafter, upon permanently terminating their employment with the City be entitled to payment

covering their unused accrued sick leave, or it may be paid to the employee's estate at death, if death occurs while the employee is employed by the City; provided however, that these provisions shall not apply if the employee was terminated for moral turpitude, such as conduct for which a criminal charge could apply, in which case unused sick time will be forfeit. The options chosen by all covered employees in 1980 shall remain in full force and effect, except as may be modified herein.

Sec. 5: Sick leave pay is authorized only for personal illness and not for personal business. Department Heads may require proof of illness in cases of chronic and repeated illnesses. Excessive use of sick leave shall be considered a serious offense and may be grounds for disciplinary action.

ARTICLE 21: VOTING TIME

Sec. 1: In order to vote in general elections and primaries held prior thereto, employees covered by this contract who make a request to their Division Head or Supervisor in charge of the Division, may be allowed one (1) hour off without loss of pay at the start or end of their shift to vote in State, County, City or National elections, provided such requests may not be unreasonably denied.

Sec. 2: In order to be granted time off, an employee must sign a Voting Roster five (5) working days before the election date, and present a valid voter's registration card. The Division Head or Supervisor will post a list of personnel and the time off granted at least two (2) working days before the election date.

Sec. 3: The City shall grant such requests provided the requirements of Sec. 2 are met, and further provided same will not substantially hinder the regulation operation of the division.

ARTICLE 22: SUB-CONTRACTING

Sec. 1: If the City believes that it is necessary to contract out or sub-contract work where the direct effect would result in the lay-off or employees, the City shall meet with the Union prior to making any such decision. The Union shall have the opportunity to present alternative proposals to the administration before the administration submits its recommendations to the City Commission; thereafter, the Union shall have an additional opportunity to present its alternative proposals to the City Commission prior to the Commission making the final decision on the matter. If the decision is then made to contract out or sub-contract work, any reduction in force will be handled insofar as practicable through attrition and/or transfer to other positions.

Sec. 2: The City agrees that it will include in every contract with a sub-contractor a provision that the sub-contractor is urged by the City to hire as many of its (City's) displaced employees as possible in order to provide a continuity in service.

ARTICLE 23: WORK UNIFORMS AND LAUNDRY

Sec. 1: The Union recognizes the City's need for appropriate dress and/or uniformity of apparel among its various employees who are covered by this Agreement. To that extent, the Uniform Committee shall review annually standards of dress and appearance, color, fabric and style. Such standards shall not be unreasonable.

Sec. 2: The City agrees that it will issue work uniforms to those employees who are required to wear uniforms; color, style and fabric of said uniforms shall be determined by the City. Employees shall be required to wear and maintain uniforms (where laundry service is not supplied). Employees terminating their employment shall be required to return such uniforms prior to receiving their final pay checks. Wearing of City supplied uniforms while engaged in non-City work or recreational activities is prohibited.

Sec. 3: The City recognizes that certain occupations would subject the uniforms to soiling conditions that would require commercial laundry services. To that extent, the City agrees to furnish full laundry service to only those classifications assigned to certain divisions, as listed below:

(A) Public Works - Streets Maintenance

Maintenanceman

Foreman II

Equipment Operator

Laborer

Electrician

Street Light Electrician

(B) Public Works - Forestry/Landscaping

Irrigation Crew

Nursery Crew

Tree Crew - Heavy Equipment Operator only; standard issue uniforms without laundry service for balance of crew. City will inspect tree crew and will determine if laundry service is warranted for any other members of crew.

Right-of-Way Crew - State licensed individual applying chemicals and any subordinate personnel who apply the chemicals only; standard issue uniforms without laundry service for balance of crew.

(C) Public Works - Property Maintenance

Refrigeration Mechanic

Plumber

(D) Public Works - Garages: Central, Police, Fire

Chief Mechanic

Automotive Mechanic

Automotive Serviceman

(E) Police Department

Detention Officers

I.D. Technicians

(F) Public Utilities[1]

Water Plant Personnel

Water Distribution Personnel

Sewer Collection Personnel

Sewer Plant Personnel

Sanitation Garage Personnel

(1) excluding clerical and office persons

(G) Leisure Services

Maintenance Personnel at Orangebrook Golf Course including Auto Mechanic and Auto Serviceman

Sec. 4: (A) Civilian police personnel are issued uniforms and are required to maintain and launder them; they do not receive laundry service except as indicated in Sec. 3 above.

(B) Replacement of issue items will be furnished by the City to Civilian Police and Fire personnel, on a turn-in, reissue basis, due to being worn-out or damaged, up to the following maximums, each year:

Quantity		Item Description
Inside Personnel	Outside Personnel	
2 each	3 each	Short sleeve shirts
1 each	2 each	Trousers
	1 each	Baseball Type Cap

Any other uniform replacements will be determined on an individual-by-individual basis.

(C) Community Service Officers who are assigned to road patrol will be furnished personal storage lockers:

(1) provided such lockers are available after all Police Officers have been issued such storage lockers;

(2) assignment will be made based upon City-wide seniority.

ARTICLE 24: LIFE AND HEALTH GROUP BENEFITS PLAN

Sec. 1: For the purpose of this Article:

(a) a Life and Health Insurance Company is defined as a recognized group insurance company, selected and approved by the City Commission which provides life and health insurance on a group basis;

(b) a Health Maintenance Organization (HMO) is defined as a federally qualified health maintenance organization that has a designed service area including Broward and Dade Counties, Florida.

Sec. 2: The City shall provide group health insurance for its regular, full-time employees, subject to the following conditions:

(a) the benefit levels as provided in the current program will be maintained unless there is a change in the company providing the same; in which event, the benefit levels will be comparable;

(b) the premium paid by the City shall be the full, single coverage premium for the employee.

Sec. 3: The City shall make available optional dependent coverage as part of the master health insurance contracts, dependent eligibility in accordance with the terms thereof; premium costs for such dependent coverage shall be paid by the City.

Sec. 4: Employees shall not be permitted to transfer membership from one health benefits plan to another except during the yearly group enrollment period.

Sec. 5: The City shall provide a dental insurance plan for its regular full-time employees and such dependents meeting eligibility requirements thereof at a total cost not to exceed $16.00 per employee per

month. Any premium requirements in excess of $16.00 per employee per month will be borne by the participating employee. Implementation of the dental insurance plan will be April 1, 1988.

Sec. 6: Upon retirement, members shall have the option of continuing under the City's health insurance plan under the same terms and conditions as if they were still active employees, except that they shall pay for dependant coverage for eligible dependents. The provisions of this section shall be effective April 1, 1988 and shall have no retroactive application to any employee who retired for any reason prior to April 1, 1988.

Sec. 7: The City shall continue to provide a term life insurance policy in the face amount of $15,000.00 with double indemnity provision, for each employee; said term shall be for the term of active employment of the employee and shall cease upon the employee's termination of service for any reason. There shall be no optional dependent life insurance coverage provided.

ARTICLE 25: SAFETY COMMITTEE, EQUIPMENT AND APPAREL

1. Sec. 1: The Employer and the Union recognize the
2. importance of an adequate Safety Program. The Union
3. agrees to select a three (3) member Safety Committee.
4. The Employer agrees to assign the Safety Supervisor to
5. meet on a regular monthly basis with the Union Safety
6. Committee to review the adequacy of the Safety Program,
7. and to submit a written report of such meetings to the
8. City Manager or his designee.

9. Sec. 2: The Employer agrees to institute safety
10. inspection programs on a semi-annual basis on all
11. aerial vehicles. These inspections are to be made by
12. qualified personnel. If any safety equipment or
13. apparel is required by the City in any work area, such
14. equipment or apparel shall be furnished by the City at
15. no cost to the Employees. Failure of Employees to wear
16. said furnished apparel or to use said furnished
17. equipment, may result in disciplinary action. If any
18. agency other than the City of Hollywood requires
19. wearing or use of safety equipment or apparel, the
20. parties will negotiate the cost.

21. Sec. 3: Employees who are required to wear eye
22. protection under OSHR #12, effective 4/22/75 sub (3)
23. Policy Procedure, sub (A) 1 through 10 and wear
24. prescription glasses will be reimbursed the cost
25. differences not to exceed $25.00 per year, between
26. regular prescription glasses and industrial safety
27. glasses. Prior to utilization, employees shall make a
28. request in writing and receive written approval from
29. their Department or Division Head, proof of purchase
30. and payment shall be submitted through channels.

31. Sec. 4: In the event said glasses are broken
32. during the course of employment, as a result of being
33. struck by an object as outlined in 3A reference above,

the City shall pay the full reasonable replacement cost unless employee's carelessness caused the loss.

Sec. 5: Sanitation Collectors shall receive two (2) pair each year of the hard-soled work shoes as required by the City at no cost to the employees; Sanitation Drivers shall continue to receive one (1) pair each year of these shoes.

Sec. 6: If an employee believes he is being required to work under unsafe conditions, he shall notify in writing his immediate supervisor who will investigate the condition within one working day and take corrective action, if warranted. The supervisor will respond in writing to the employee within two (2) working days.

Sec. 7: The City shall provide sun-screen lotions to the employees of the Beach Safety Division. The City will also provide regular full-time Marine Safety Officers with sunglasses; in the event such sunglasses are damaged or lost due to the negligence or carelessness of the employee, then that employee will be required to reimburse the City for a replacement pair.

Sec. 8: The City shall undertake to have the First Aid Stations and the Lifeguard Towers outfitted with lightening protection equipment.

ARTICLE 26: WORK RULES

Sec. 1: The City agrees to meet and consult with the Union whenever it proposes to institute or modify any written work rules affecting employees covered by this Agreement. Operational procedures are not considered work rules.

Sec. 2: The City will issue a copy of the Rules and Regulations to each new employee on hire, who is subject to those Rules and Regulations. The employee will sign, acknowledging receipt of the copy and will be held accountable for compliance therewith.

ARTICLE 27: UNION BULLETIN BOARDS

Sec. 1: The Employer will make available to the Union a minimum of twenty (20) 2' x 2' Bulletin Boards to be used for the posting of Union Notices and other Union information. The Union and Management will agree upon the location of said boards. However, such bulletin boards will not be placed in areas readily accessible to the general public.

Sec. 2: Notices will be posted only with the prior approval of the President of Local 2432.

ARTICLE 28: LAY-OFF AND RECALL

Sec. 1: For the purpose of determining lay-off order, seniority lists shall be established by the Employer.

Sec. 2: Seniority lists shall be established for each class of position affected by a reduction in force. All employees occupying positions in the affected class shall be placed on a seniority list according to the number of consecutive years service with the City. As each position is abolished, the employee lowest on the seniority list for that class of position shall be removed from employment in the class.

Sec. 3: An employee whose job is abolished shall have the option of bumping either laterally or downward in a job classification for which the employee is reasonably qualified, based on City-wide seniority.

Sec. 4: Permanent employees demoted or laid off shall be granted the option of displacing a temporary, provisional or probationary employee occupying a position in the class for which the permanent employee is qualified by utilizing the City-wide seniority.

Sec. 5: Employees laid off in accordance with these rules and regulations shall be granted first consideration for appointment to any vacancies in a class of position for which they qualify and possess City-wide seniority. The order of re-employment appointments made under this section shall be according to seniority earned with the City prior to lay-off.

Sec. 6: All employees affected by lay-off, demotion or transfer under this section shall be returned to the class position held prior to such action as vacancies occur in the class, in order of standing on the appropriate seniority list.

Sec. 7: Any employee, whose name is listed on a recall list as a result of a reduction in force, who refuses a recall for any reason, will have his name stricken from said list and will have no further right to recall.

ARTICLE 29: GRIEVANCE PROCEDURE AND ARBITRATION

Sec. 1: Any grievance, defined as a claim reasonably and suitably founded on a violation of the terms and conditions of this Agreement, shall systematically follow the steps outlined below as the Grievance Procedure. Any grievance filed shall set forth the facts pertaining to the alleged violations, and such grievance shall be limited to the application and interpretation of this Agreement. A grievance must be communicated to the Employer in writing by the Employee or the Union within ten (10) working days from the events giving rise to the grievance or as soon as might reasonably be known to exist, otherwise it is deemed to be waived.

Sec. 2:

Step 1:

The aggrieved employee shall present in writing his grievance to his Division Head or his designee and if the employee desires, he will be accompanied by his Union Steward. The grievance will be dated and signed by the employee and his Steward. Discussions will be informal for the purpose of settling differences in the simplest and most direct manner. The Division Head or his designee shall reach a decision and communicate it in writing to the aggrieved employee within five (5) working days from the date the grievance was presented to him.

Step 2:

If the grievance is not settled at the first step, and the employee wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be referred in writing to the Department Head, within three (3) working days. The Department Head or his designee shall within five (5) working days following receipt of the written grievance conduct a meeting between himself, his designee, the Union Steward, or Union representative at a time mutually agreeable to both parties. The Department Head, or his designee shall notify the Union in writing of his decision not later than five (5) working days following the meeting date.

Step 3:

If the grievance is not settled at the second step, the Union within three (3) working days shall forward the written grievance to the office of the City Manager. The City Manager or his designee shall meet with the Union Steward or Union representative within ten (10) working days after receipt of the grievance unless such time is mutually extended in writing. The City manager shall furnish a copy of his decision in writing to the Union within five (5) working days after the meeting, unless this period is extended by mutual agreement in writing.

Step 4:

If the grievance is not settled at Step 3 above, the grievance shall be submitted, within ten (10) working days, to arbitration under the rules of the American Arbitration Association, and the award of the arbitrator shall be final and binding on both parties.

Sec. 3: RULES FOR GRIEVANCE PROCESSING:

It is agreed -

A. The grievance shall be submitted on the Official AFSCME Grievance Form. Non-members can use an alternate form.

B. Time limit at any state of the grievance procedure may be extended by written mutual agreement of the parties involved at that step.

C. A grievance presented at Step 2 and above shall be dated and signed by the aggrieved Employee and/or the Union. A decision rendered shall be written to the aggrieved Employee and the Union, and shall be dated and signed by the Employer's representative at that step.

D. When a written grievance is presented, the Employer's representative shall acknowledge receipt of it and the date thereof in writing.

E. A grievance not advance to the higher step within the time limit provided shall be deemed permanently withdrawn as having been settled on the basis of the decision most recently given. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the Employee to proceed to the next step.

F. The cost of the Arbitration shall be borne equally by both parties; provided, however, either party requesting a transcript of the hearing shall bear the cost of same.

G. An Employee who has rights under this grievance procedure shall have the option of utilizing this grievance procedure or, if available to the Employee, the Civil Service appeal procedure, but such Employee cannot use both the grievance procedure and the Civil Service appeal.

ARTICLE 30: SPECIAL LEAVE

Sec. 1: An employee who incurs a temporary medically disabling condition, not attributable to work, may upon written request be granted an unpaid leave of absence. The initial period for said leave of absence shall not exceed four (4) months. Upon further written request, the Department Head may extend such leave up to an additional eight (8) months. The total combined leave of absence shall not exceed twelve (12) months. Upon return, the employee shall present a letter from his/her physician stating that the employee is fit to return to full, unrestricted duty.

Sec. 2: The temporary disability of pregnancy shall be treated in the same manner as any other temporary medical disability.

Sec. 3: The length of time that the employee is on an approved disability leave of absence may not be charged to any accrued paid leaves.

Sec. 4: During said leave, the employee shall not accrue vacation or sick leave or be entitled to any other benefits of employment other than health and life insurance as set forth in Article 24. Employee's sick and vacation leave balances earned and unused at the start of the disability leave, shall remain frozen, to be resumed upon the employee's return to duty. Additionally, seniority will continue to accrue as if the employee remained in full duty status.

Sec. 5: An employee who incurs such a temporary medically disabling condition during a probationary period and is granted an unpaid leave of absence as indicated above, shall have his/her probation suspended at that point. Upon the return to work, the probationary period shall be resumed so that the appropriate total of either twelve (12) or six (6)

1. months is spent in a probationary status.

2. <u>Sec. 6:</u> Upon the birth or adoption of a child,
3. the male employee may request and shall be granted an
4. unpaid leave of absence for one (1) week (40 hours).
5. Employees shall have the right to use accrued vacation
6. leave for this time off. This section shall apply to a
7. female employee only in the case of adoption.

ARTICLE 31: SAVINGS CLAUSE

Sec. 1: If any provisions of this Agreement, or the application of such provision, shall be rendered or declared invalid by any court of competent jurisdiction, the remaining parts or portions of this Agreement shall remain in full force and effect. The parties will sit to renegotiate a replacement provision.

Sec. 2: If any provision of this Agreement, or the application of such provision is in conflict with mandatory Federal or State Laws, or mandatory provisions of the City Charter, such provisions shall be renegotiated and the appropriate mandatory provisions shall prevail.

Sec. 3: If any provision of this Agreement, or the application of such provision, is increased or modified by action of the State Legislature, the parties agree to meet to negotiate a replacement provision. The effect of the provision or the application thereof will be stayed pending the agreement on the replacement provision.

ARTICLE 32: HOLIDAYS

Sec. 1: The following legal holidays will be observed:

New Year's Day

Martin Luther King Jr.'s Birthday

George Washington's Birthday (President's Day)

Memorial Day

Fourth of July

Labor Day

Veteran's Day

Thanksgiving Day

Christmas Eve (one-half (1/2) day)

Christmas Day

New Year's Eve (one-half (1/2) day)

Employee's Birthday: The birthday holiday shall be taken at the discretion of the Employee with the consent of the Employee's Supervisor, provided the Employee shall not receive the holiday more than one (1) week prior to the actual birthday.

Sec. 2: In addition to the above listed holidays, there is one (1) additional holiday, which shall be either the day after Thanksgiving, the day after Christmas, the full day before Christmas, or the full day before New Year's Day, in the City's discretion, after discussion with the Union. The City shall designate this additional holiday at least three (3) months in advance.

Sec. 3: Personnel working on a regular ten (10) hour work schedule, who are scheduled to work on a holiday, and are unable to work due to illness, will receive ten (10) hours pay for that date, none of which is chargeable to sick leave.

1. Sec. 4: Non-sworn Police Department employees,
2. employees of Beach Safety and the Golf Course who have
3. their holidays added to their vacation will continue
4. this practice, and in addition, will receive two (2)
5. floating holidays per calendar year. Said holidays
6. must be requested ten (10) working days in advance of
7. the date requested. In the event of manning and
8. scheduling conflicts, Management reserves the right to
9. deny the request for a particular day. In any event,
10. subject personnel will receive two (2) floating
11. holidays off each contract year.
12. Sec. 5: In accordance with standing procedure, an
13. employee must be in pay status on his workday
14. immediately preceding and immediately following the
15. holiday to be eligible to be paid for the holiday.
16. Sec. 6: In the Sanitation Division, garbage
17. collection employees will observe the following
18. holidays, as scheduled, as a day off:
19. Martin Luther King Jr.'s Birthday
20. Christmas Day
21. Employee's Birthday
22. These employees will work on all other holidays in
23. accordance with current practice. In the event Broward
24. County closes the County landfill on any other holiday
25. that is an observed holiday of the City of Hollywood,
26. then those scheduled holidays may also be observed as a
27. day off.

ARTICLE 33: OFFICIAL DUTY USE OF PERSONAL VEHICLE

Sec. 1: Whenever an employee covered by this Agreement is authorized, in writing, by his Department/Division Head, to use his own vehicle in the performance of his official City duties, the employee will be compensated at the rate of twenty-one cents (.21) per mile for such use.

Sec. 2: If the mileage allowance as authorized by State Statute (F.S. 112.061) is changed from the current twenty-one (.21) cents per mile, this contract allowance (Sec. 1 above) shall be automatically adjusted to equal the State authorized allowance.

ARTICLE 34: BEREAVEMENT LEAVE

1. Sec. 1: In the event of death in the immediate
2. family, an Employee shall be granted up to a maximum of
3. three (3) days leave with pay. Said leave is not to be
4. charged to accrued sick leave. The City reserves the
5. right to request proof of death. Immediate family is
6. exclusively defined as current spouse, children,
7. mother, father, brother, sister, mother-in-law, father-
8. in-law, grandparents, step-mother, and step-father.
9. Upon notice of the death a three day leave shall be
10. granted. Consideration may be given for bereavement
11. leave for other relatives related by blood, where the
12. relative at the time of death had legal residence in
13. the employee's household or for step-children who at
14. any time prior to their death were legal dependents of
15. the employee.

ARTICLE 35: JURY DUTY

Sec. 1: Any employee lawfully summoned for Jury Duty shall present the summons to his supervisor on the first work day next following receipt of same. The supervisor shall note the dates of reporting and shall schedule the employee for official jury leave for the period concerned.

Sec. 2: Upon reporting to the Courts for said Jury Duty, the employee will present a form to the Court Clerk for recording his attendance; the necessary form is to be obtained by the supervisor for the employee from the Personnel Department in advance of reporting. The Court Clerk will return the completed form to the Personnel Department. The form will include tear-off receipts to show it has been received by the Court.

Sec. 3: The employee shall be paid his regular day's wage for each day served on Jury Duty, as for a normally scheduled work day. If the employee is excused in advance by the Court, for any full day during the service period, he shall report for his normal work day to perform his regular and usual duties. The employee shall sign over to the City all fees received from the Court for his jury service less any amounts paid as mileage or meal allowances. Payment of regular salary for Jury Duty service shall not exceed fifteen (15) days in any twelve (12) month period; except that upon review by the City Manager, this may be extended.

Sec. 4: The City reserves the right to request from the proper authorities that the employee be excused from Jury Duty, when in the judgment of the City, their serves are necessary to the City.

1. Sec. 5: The provisions of this Article are not
2. applicable to an employee who without being summoned
3. volunteers for Jury Duty.
4. Sec. 6: The provisions of this Article shall
5. apply when an employee who is scheduled to work is
6. subpoenaed as a witness for the City in the Federal,
7. Circuit or Civil Courts. In these circumstances, if an
8. employee is off-duty, call-out rate shall apply.

ARTICLE 36: LONGEVITY COMPENSATION

1. Sec. 1: Employees with ten (10) years and fifteen (15)
2. years of continuous service with the City shall receive
3. additional compensation. For employees with ten (10)
4. years of continuous service, this shall be five percent
5. (5%) above the standard base pay as provided in the pay
6. plan. For employees with fifteen (15) years of
7. continuous service, this shall be an additional five
8. percent (5%) above the five percent (5%) given for ten
9. (10) years of service (as enumerated above) of the
10. standard base pay as provided in the pay plan.
11. Standard base pay shall be construed to be the (A)
12. through (F) steps as indicated in the pay plan for a
13. particular pay grade, without regard to actual
14. compensation received by the member.

ARTICLE 37: VACATIONS

All regular full time Employee are eligible for paid vacation following their employment anniversary date as set forth below:

Sec. 1: Employees who regularly work forty (40) hours per week are eligible for vacation:

a) more than 1 but less than 7 completed years	10 days
b) more than 7 but less than 10 completed years	12 days
c) more than 10 but less than 15 completed years	15 days
d) more than 15 but less than 20 completed years	17 days
e) more than 20 years and thereafter	20 days

Sec. 2: Whether Employees work a five (5) day, eight (8) hour per day work week, or a four (4) day, ten (10) hour per day work week, vacations will be based on forty (40) hours pay for each full vacation week.

Sec. 3: Vacations shall be chosen by City-wide seniority by job classification within a Division, unless a particular work group within a Division unanimously agrees to continue the existing vacation selection method.

Sec. 4: Employees who utilize their vacation other than in one consecutive period may exercise their seniority for the first vacation period and shall not select the second vacation period until all other employees in their group have selected a primary vacation.

Sec. 5: Employees who, in the previous calendar year, have no written report of discourtesy to the public in their record and who have not been involved in a preventable accident in the previous calendar year shall receive one (1) additional day of vacation.

Holidays occurring within a vacation may be added to the vacation.

1. Sec. 6: Vacations shall be scheduled by the
2. calendar year and Employees must select vacation periods
3. by March 1, or sooner, each year. After completion of
4. the first full year of service, vacation time accrued as
5. of September 30 of each year is to be utilized during
6. the following fifteen (15) months. Cash payments in
7. lieu of unused vacation shall be made only on
8. termination of employment or upon approval of the City
9. Commission.
10. Sec. 7: Vacation pay shall be computed by using the
11. Employee's regular straight time rate of pay as of the
12. first day of vacation. Employees may request their
13. vacation pay in advance of any scheduled vacation leave
14. by submitting a written request to their Department Head
15. four (4) weeks in advance of the day they want the
16. vacation pay. Advance vacation pay will only be
17. distributed on regular pay days. Advance vacation pay
18. must be requested for entire pay periods.

ARTICLE 38: DISCIPLINARY ACTION

1. Sec. 1: It is agreed that the most effective means of
2. maintaining discipline is through the promotion of
3. cooperation and sustained good working relationships.
4. In those cases where specific corrective action becomes
5. necessary, the disciplinary measures taken shall be for
6. just cause and shall be progressive; however, in
7. specific instances where warranted, severe disciplinary
8. measures up to and including termination may be imposed
9. without utilization of progressive procedures.
10. Sec. 2: A) When an employee is called in by his
11. supervisor for the purpose of an oral counseling or
12. warning, the employee shall not be entitled to have a
13. Union representative present.
14. B) When an employee is called in by his
15. supervisor or higher authority to receive a written
16. warning, reprimand, or other notice of discipline to be
17. administered, he shall be entitled, at his request, to
18. have his area Shop Steward present. In the event the
19. area steward is not available (illness, day off,
20. vacation), and the supervisor determines not to wait for
21. the area steward's return, the Chief Steward shall
22. substitute.
23. C) When the employee called in pursuant
24. to (B) above is the Shop Steward himself, and he
25. requests Union representation, the Chief Steward shall
26. respond.
27. D) When the Shop Steward (or Chief
28. Steward) responds pursuant to an employee's request (B
29. or C above), the Steward shall only advise the employee
30. of his rights under the Contract; the Steward shall not
31. interfere in the conduct of the meeting nor shall he
32. question or raise questions to the supervisor or other
33. higher management authority.

E) While the parties understand and agree that a performance evaluation is not a form of disciplinary action and is not grievable, they realize that at times the employee will be counseled, warned or reprimanded, in writing, to improve deficient job performance. To this end, the following procedure will apply: When the supervisor calls the employee in to review a performance evaluation that is less than satisfactory in whole or part, he is to so advise the employee who shall then be entitled upon request to have Shop Steward present (or the Chief Steward if it is the Shop Steward himself); the Steward (or Chief Steward) shall not interfere in the conduct of the meeting nor shall he question or raise questions to the supervisor.

Sec. 3: The City agrees to furnish the Union with a copy of any written disciplinary action notice issued to any employee in the Bargaining Unit.

Sec. 4: Employees shall receive copies of Performance Reports, Evaluations, Statement or Reprimands at the same time the documents are filed in the Employee's personnel folder; the employee may only file a written response thereto.

Sec. 5: Discipline and/or counseling will be carried out in a manner which does not embarrass or humiliate the employee.

Sec. 6: In disciplinary action appeals from discharge, suspension or demotion, if the action is reversed and the Civil Service Board or an arbitration directs, then, all reference to the allegations will be removed from the Employee's personnel file, if permitted by Florida Public Records Law.

ARTICLE 39: EMERGENCY FOOD AND SUPPLIES

Sec. 1: In the event of a hurricane or other unusual emergency condition, the City will make every effort to provide food and necessary supplies to any member covered by this agreement who:

(a) works six hours beyond his regularly scheduled shift; for six (6) hours or more.

(b) is called back after having completed his normal work day, and works six (6) or more continuous hours.

ARTICLE 40: SERVICES TO THE UNION

Sec. 1: The City agrees to furnish one copy each to the Union at no cost:

City Commission Meeting Agendas

City Commission Meeting Minutes

Proposed and Final Budget

Civil Service Board Agendas and Minutes

Civil Service Examination Announcements

Civil Service Certified Eligibility Lists

City-wide Administrative Orders and Personnel Policy Procedures Pertaining to the Bargaining Unit.

Semi-annual list of all employees in the Bargaining Unit, including classification, date of hire, and departmental assignment; home address, zip code, and home telephone number will be provided in the months of April and October, each year.

Bi-weekly list of employees hired into or separated from the Bargaining Unit.

General Employees' Pension Board Agendas, Minutes and Quarterly Reports.

Sec. 2: The Union President or authorized representative agrees to pick up the copies referred to in Sec. 1 above from the Personnel Officer upon notification of their availability.

Sec. 3: The parties agree that the City will not have any liability if they inadvertently neglect to provide any of the above mentioned servies to the Union.

Sec. 4: The City will provide 600 copies of the contract to the Union at no charge.

ARTICLE 41: SERVICE POINTS - CIVIL SERVICE EXAMS

Sec. 1: All employees of this bargaining unit shall receive one-half (1/2) point per full year of City of Hollywood service credited on any Civil Service exam taken, regardless if the exam is an "open competitive" or "closed promotional". These service points will be added in addition to the test score of such exams, and the total of both shall be the final score of employees. These City of Hollywood service points shall be separate from any Veteran's points due to employees. In order to utilize service points, employees must first obtain a passing grade.

ARTICLE 42: SENIORITY

1. Sec. 1: DEFINITION

2. A. Seniority as used herein is defined as the right
3. accruing to employees through length of continuous
4. service which entitles them to certain considerations and
5. preferences as provided for in this Agreement. Seniority
6. shall mean the length of continuous service an employee
7. has with the City beginning with the date of hire.

8. B. Probationary employees shall have no seniority
9. rights. However, upon completion of an employee's
10. probation, he/she shall be given seniority credit from
11. their date of hire.

12. C. An employee's continuous service record shall be
13. broken by voluntary resignation, lay-off, discharge for
14. just cause and retirement. If an employee returns to
15. work for the City in any capacity within five (5) years
16. of date of leaving, his/her seniority date will be
17. adjusted by the length of absence.

18. D. Employees on approved leaves of absence shall not
19. be considered to have had a break in service.

20. E. There shall be no deduction from continuous
21. service for any time lost which does not constitute a
22. break in continuous service.

23. Sec. 2: USE OF SENIORITY

24. A. Seniority will be given due consideration in
25. making work assignments and shift assignment. Seniority
26. will also be used as provided in Article 14, Work Week
27. and Overtime, Article 28, Lay-Off and Recall, and
28. Article 37, Vacations.

29. B. The provisions of this Article pertaining to
30. work assignments and shift assignments shall be grievable
31. but not arbitrable, nor shall matters of interpretation
32. or application of these provisions be arbitrable.

ARTICLE 43: JOB TRANSFERS

Sec. 1: Seniority will be given due consideration for the job transfers between divisions and departments for the same job classification. If the request to transfer is between departments, and is rejected by the receiving Department Head, it shall be in writing and the reason stated. The use of seniority in job transfers shall be grievable but not arbitrable, nor shall matters of interpretation or application of this Article be arbitrable.

ARTICLE 44: PREVAILING BENEFITS

Sec. 1: All benefits of employment specifically included or specifically referred to in this Agreement, in addition to and including those stated or referred to in Sec. 2, below, shall be maintained in full force and effect for the duration of this Agreement.

Sec. 2: The City will maintain its existing policy with respect to:

a) Shower time for Water and Wastewater Treatment personnel;

b) Compensatory time for blood donation;

c) Permanent, non-rotating shifts by assignment to:

(1) utilities plant personnel

(2) police civilian personnel, excluding detention personnel, I.D. Technicians, and Community Service Officers.

ARTICLE 45 - WORKER'S COMP/SUPPLEMENTAL COMP

Sec. 1: Upon an on-the-job injury, until the employee reaches entitlement for worker's compensation payment, he shall receive supplemental compensation.

Sec. 2: An employee, on becoming eligible for worker's compensation occasioned by a job-related accident-injury, and after recommendation of the Department Head and approval by the City Manager or his designee, may receive supplemental compensation from the City for a period of up to six (6) weeks. The amount of supplemental compensation shall be the difference between the employee's base weekly rate (exclusive of any added incentives or premiums except longevity), which the employee would otherwise receive, and the statutory amount of the employee's weekly worker's compensation benefit as set forth in Florida Statutes, Chapter 440.12.

Sec. 3: This supplemental benefit may be extended beyond the six (6) weeks allowed in Sec. 1 hereof by the City Manager or his designee, in exceptional cases and only upon recommendation of the Department Head, and such decision shall be final.

Sec. 4: In the event worker's compensation is denied and the claim controverted, then such time paid as supplemental compensation shall be charged to the employee's accrued sick leave account (or accrued vacation leave if sick leave is insufficient to cover the period).

ARTICLE 46: CLASSIFICATION EVALUATION AND REVISION

Sec. 1: It is the sole responsibility of the City to determine the job content, qualification requirements, duties, and the relative significance to the City's operation of each job within the bargaining unit. Whenever there is a proposed change in the job description or title of a class within the bargaining unit, the City will discuss the proposed change with the Union at least twenty (20) calendar days prior to implementation of such change; copies of the changed specifications will be furnished to the Union prior to the discussion(s).

Sec. 2: A request for study of an individual position may be initiated by an employee, if the employee believes that the position has changed so substantially as to warrant an evaluation and revision of the classification title and/or specifications. Such request shall first be submitted to the employee's Department Head for review and comment and then forwarded to the Personnel Department for internal study and review; the request shall contain specifics and detail in support thereof. Failure to provide such back-up material shall cause the request to be automatically rejected.

Sec. 3: A request for study of an individual position may be initiated by the Department Head, if the Department Head believes that the position has changed so substantially as to warrant an evaluation and revision of the classification title and/or specifications. Such request shall first be discussed with the concerned employee, for comment, and then forwarded to the Personnel Department for internal study and review; the request shall contain specifics and detail in support thereof. Failure to provide such

1. back-up material shall cause the request to be
2. automatically rejected.
3. Sec. 4: Requests for study of an individual
4. position as outlined in Sections 2 or 3 above, shall be
5. forwarded to Personnel not later than January 31 of the
6. calendar year. The Personnel Department shall report
7. its findings and recommendations within sixty (60) days
8. of its receipt of the request, to the City Manager with
9. copies to the Department Head and the employee. Any
10. changes recommended, and approved by the City Manager,
11. will be effected at the start of the following fiscal
12. year (October 1).
13. Sec. 5: The provisions of this article shall be
14. grievable but not arbitrable.

ARTICLE 47: DURATION OF AGREEMENT

Sec. 1: This Agreement shall be effective October 1, 1986, or upon ratification of the parties, whichever is later, and shall remain in full force and effect until September 30, 1989.

Sec. 2: The parties agree that upon written notice by either party to the other, not later than March 15, 1988, negotiations only on the limited issues of Wages (Article 10) and any two (2) other non-economic articles, will commence in April 1988. Non-economic articles are those which do not provide a direct benefit to the employee resulting in increased costs to the City.

Sec. 3: This Agreement shall automatically be renewed from year to year thereafter unless either party shall have notified the other, in writing, not later than March 15, 1989, that it desires to modify the Agreement with negotiations to begin in April, 1989.

WITNESSES:

HOLLYWOOD, FLORIDA, CITY EMPLOYEES LOCAL 2432, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFL-CIO)

By: Thomas R. Cooper
Bargaining Agent

Date: 8/13/86

As to Local 2432

8-13-86
As to City

CITY OF HOLLYWOOD, a municipal corporation of the State of Florida

By:
Date: Aug 13/86

EXECUTION OF AGREEMENT

THIS AGREEMENT, having been duly ratified by vote of the members of the Bargaining Unit covered hereunder, and the City Commission of the City of Hollywood, is hereby executed with the signature affixed hereto.

Dated this 3d day of September, 1986

WITNESSES:

Wesley E. Burnett Jr.

Christian Hoeksbeer

HOLLYWOOD, FLORIDA, CITY EMPLOYEES, LOCAL 2432, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFL-CIO)

By: Thomas R. Cooper
President

Date: 9/8/86

As to Local 2432

CITY OF HOLLYWOOD, a municipal corporation of the State of Florida

Terry S. Cairns

Natalie Breyan
As to City

By Mara Giulianti
Mayor

Attest: Marietta S. Lambert
City Clerk

Approved: Paul B. Wimbish
Finance Director

APPROVED AS TO FORM:

City Attorney

8/30/86-HC/dt

INDEX

AFSCME LOCAL _____

APPENDIX "A"

STEP _____

OFFICIAL GRIEVANCE FORM

NAME OF EMPLOYEE _____ DEPARTMENT _____

CLASSIFICATION _____

WORK LOCATION _____ IMMEDIATE SUPERVISOR _____

TITLE _____

GRIEVANT'S HOME ADDRESS _____

STATEMENT OF GRIEVANCE:

List applicable violation: _____

_____

_____

_____

Adjustment required: _____

_____

_____

_____

I authorize the A.F.S.C.M.E. Local _____ as my representative to act for me in the disposition of this grievance

Date _____ Signature of Employee _____

Signature of Union Representative _____ Title _____

Date Presented to Management Representative _____

Signature _____ Title _____

Disposition of Grievance: _____

_____

_____

THIS STATEMENT OF GRIEVANCE IS TO BE MADE OUT IN TRIPLICATE. ALL THREE ARE TO BE SIGNED BY THE EMPLOYEE AND/OR THE AFSCME REPRESENTATIVE HANDLING THE CASE.

ORIGINAL TO _____

COPY _____

COPY: LOCAL UNION GRIEVANCE FILE

NOTE: ONE COPY OF THIS GRIEVANCE AND ITS DISPOSITION TO BE KEPT IN GRIEVANCE FILE OF LOCAL UNION.

APPENDIX "B"

SALARY SCHEDULE

CITY OF HOLLYWOOD, FLORIDA

CLASS CODE	CLASS TITLE	PAY GRADE
	GENERAL ADMINISTRATIVE	
1011	Assistant Planner	36
1012	Associate Planner	41
	CLERICAL & RELATED	
1028	Clerk I	06
1032	Clerk II	13
1036	Clerk III	17
1037	Police Information Clerk	17
1040	Chief Clerk	25
1048	Clerk Typist	15
1054	Secretary	19
1058	Administrative Secretary	26
1080	Mail Courier	13
1082	Printer	21
1130	Communications Clerk	23
	DATA PROCESSING	
1101	Key Punch Operator	18
1102	Data Entry Clerk	22
1108	Computer Operator I	32
1109	Computer Operator II	38
1111	Computer Programmer Trainee	34
1112	Computer Programmer I	38
1115	Computer Programmer II	43
	FINANCE & ACCOUNTING	
1120	Stores Clerk	18
1122	Storekeeper	23
1204	Bookkeeping Clerk	18
1208	Accounting Clerk	27
1210	Senior Accounting Clerk	31
1216	Cashier	18

CLASS CODE	CLASS TITLE	PAY GRADE
	LEISURE SERVICES	
2002	Golf Course Attendant	01
2011	Security Guard Leader	14
2012	School Crossing Guard Leader	09
2013	Security Guard	07
2014	School Crossing Guard	07
2015	Beach Attendant	14
2016	Lifeguard	17
2017	Marine Security Guard	11
2021	Marine Safety Officer	34
2028	Recreation Aide	01
2032	Recreation Leader Trainee	12
2036	Recreation Leader	19
2040	Center Coordinator	27
	FIRE	
2998	Fire Dispatcher	24
	POLICE	
3012	Parking Meter Checker	16
3020	Security Aide	16
3022	Police Storekeeper	23
3026	Police Aide	24
3030	Telecommunicator I	24
3031	Telecommunicator II	26
3032	Detention Officer	31
3034	Photo Lab Technician	27
3036	Fingerprint Technician	25
3037	Latent Fingerprint Examiner	34
3040	Identification Technician I	34
3044	Identification Technician II	38
3046	Community Service Officer	24
	ENGINEERING & RELATED	
5001	Engineering Aide I	18
5004	Engineering Aide II	24
5008	Survey Party Chief	34
5020	Drafter	34
5022	Graphics Aide	30
5023	Graphics Designer	34
5036	Civil Engineer I	41

CLASS CODE	CLASS TITLE	PAY GRADE
	INSPECTION	
5201	Code Enforcement Officer	36
5204	A/C Mechanical Inspector I	38
5208	A/C Mechanical Inspector II	41
5212	Building Inspector I	38
5216	Building Inspector II	41
5220	Electrical Inspector I	38
5224	Electrical Inspector II	41
5228	Plumbing Inspector I	38
5232	Plumbing Inspector II	41
	UTILITIES	
5401	Utilities Serviceworker I	24
5404	Utilities Serviceworker II	27
5427	Automotive Equipment Operator	28
5429	Plant Operator I	31
5430	Plant Operator II	33
5431	Utility Shift Supervisor	38
5446	Lab Technician II	35
5447	Lab Technician I	31
5452	Treatment Plant Mechanic I	27
5456	Treatment Plant Mechanic II	33
5457	Chief Utilities Mechanic	37
5458	Utility Maintenance Helper	24
5459	Utility Locator & Inspector	32
5464	Service Representative	25
5468	Water Meter Reader I	24
5472	Water Meter Reader II	26
6005	Utility Laborer	21
6009	Custodian	21
6266	Welder	31
6280	Meter Repair Technician I	26
6284	Meter Repair Technician II	33
6286	Control Technician	38
	PUBLIC WORKS, MAINTENANCE & RELATED	
6004	Laborer	14
6008	Groundskeeper	20
6020	Equipment Operator	22
6024	Heavy Equipment Operator	28
6027	Refuse Collector	SANITATION-21
6028	Packer Operator	SANITATION-26
6029	Sanitation Equipment Mechanic	31
6036	Public Works Supervisor	34
6040	Nursery Supervisor	34
6048	Refuse Collection Section Supervisor	34

CLASS CODE	CLASS TITLE	PAY GRADE
	MECHANICAL REPAIR & TRADES	
6201	Automotive Helper	20
6202	Small Engine Mechanic	22
6204	Automotive Mechanic	30
6208	Chief Mechanic	37
6216	Communications Technician	38
6218	Communications Supervisor	42
6220	Carpenter	30
6225	Carpenter Supervisor	36
6228	Electrician I	31
6230	Electrician II	34
6232	Electrician Supervisor	37
6236	Maintenance Technician	22
6244	Painter	27
6252	Parking Meter Technician	20
6260	Plumber	30
6288	Refrigeration Mechanic	31

APPENDIX "C"

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
01	A	9,228.00	9,689.00	10,174.00	10,683.00	11,217.00	11,778.00	12,366.00	12,985.00	13,634.00	14,316.00	15,031.00	15,783.00
	B	354.93	372.67	391.30	410.87	431.42	452.98	475.63	499.42	524.38	550.60	578.13	607.03
	H	4.4366	4.6584	4.8913	5.1359	5.3927	5.6623	5.9454	6.2427	6.5548	6.8825	7.2266	7.5879
02	A	9,442.00	9,914.00	10,410.00	10,930.00	11,477.00	12,050.00	12,653.00	13,286.00	13,950.00	14,648.00	15,380.00	16,149.00
	B	363.15	381.31	400.38	420.39	441.41	463.48	486.66	510.99	536.54	563.37	591.54	621.11
	H	4.5394	4.7664	5.0047	5.2549	5.5176	5.7935	6.0832	6.3874	6.7068	7.0421	7.3942	7.7639
03	A	9,632.00	10,114.00	10,619.00	11,150.00	11,708.00	12,293.00	12,908.00	13,553.00	14,231.00	14,942.00	15,689.00	16,474.00
	B	370.46	388.98	408.43	428.86	450.30	472.81	496.45	521.27	547.34	574.70	603.44	633.62
	H	4.6308	4.8623	5.1054	5.3607	5.6287	5.9101	6.2056	6.5159	6.8417	7.1838	7.5430	7.9202
04	A	9,846.00	10,338.00	10,855.00	11,398.00	11,968.00	12,566.00	13,194.00	13,854.00	14,547.00	15,274.00	16,038.00	16,840.00
	B	378.69	397.62	417.50	438.38	460.30	483.31	507.48	532.86	559.50	587.47	616.85	647.69
	H	4.7336	4.9703	5.2188	5.4797	5.7537	6.0414	6.3435	6.6607	6.9937	7.3436	7.7106	8.0961
05	A	10,059.00	10,562.00	11,090.00	11,665.00	12,227.00	12,838.00	13,480.00	14,154.00	14,862.00	15,605.00	16,385.00	17,204.00
	B	386.89	406.23	426.54	447.87	470.26	493.78	518.46	544.38	571.60	600.18	630.19	661.70
	H	4.8361	5.0779	5.3318	5.5984	5.8783	6.1722	6.4808	6.8048	7.1450	7.5023	7.8776	8.2713
06	A	10,274.00	10,788.00	11,327.00	11,894.00	12,488.00	13,113.00	13,768.00	14,457.00	15,180.00	15,939.00	16,735.00	17,572.00
	B	395.16	414.92	435.66	457.45	480.32	504.34	529.55	556.03	583.83	613.02	643.67	675.86
	H	4.9395	5.1865	5.4458	5.7181	6.0040	6.3042	6.6194	6.9504	7.2979	7.6628	8.0459	8.4482
07	A	10,464.00	10,987.00	11,536.00	12,113.00	12,719.00	13,355.00	14,022.00	14,723.00	15,460.00	16,233.00	17,044.00	17,896.00
	B	402.46	422.58	443.70	465.89	489.18	513.64	539.32	566.29	594.60	624.33	655.54	688.32
	H	5.0307	5.2822	5.5463	5.8236	6.1148	6.4205	6.7415	7.0786	7.4325	7.8041	8.1943	8.6040
08	A	10,701.00	11,236.00	11,798.00	12,388.00	13,007.00	13,658.00	14,341.00	15,058.00	15,810.00	16,601.00	17,431.00	18,303.00
	B	411.58	432.16	453.77	476.46	500.28	525.30	551.56	579.14	608.10	638.50	670.43	703.95
	H	5.1448	5.4020	5.6721	5.9557	6.2535	6.5662	6.8945	7.2392	7.6012	7.9813	8.3804	8.7994
09	A	10,916.00	11,461.00	12,034.00	12,636.00	13,268.00	13,931.00	14,628.00	15,359.00	16,127.00	16,934.00	17,780.00	18,669.00
	B	419.83	440.82	462.86	486.01	510.31	535.82	562.62	590.74	620.28	651.30	683.86	718.06
	H	5.2479	5.5103	5.7858	6.0751	6.3789	6.6978	7.0327	7.3843	7.7535	8.1412	8.5483	8.9757
10	A	11,177.00	11,736.00	12,323.00	12,939.00	13,586.00	14,265.00	14,978.00	15,727.00	16,514.00	17,339.00	18,206.00	19,117.00
	B	429.88	451.38	473.94	497.64	522.52	548.65	576.08	604.89	635.14	666.90	700.24	735.26
	H	5.3735	5.6422	5.9243	6.2205	6.5315	6.8581	7.2010	7.5611	7.9392	8.3362	8.7530	9.1907

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
11	A	11,414.00	11,985.00	12,584.00	13,214.00	13,874.00	14,568.00	15,296.00	16,061.00	16,864.00	17,707.00	18,593.00	19,522.00
	B	439.02	460.97	484.02	508.22	533.62	560.30	588.32	617.74	648.62	681.06	715.11	750.86
	H	5.4877	5.7621	6.0502	6.3527	6.6703	7.0038	7.3540	7.7217	8.1078	8.5132	8.9389	9.3858
12	A	11,675.00	12,258.00	12,871.00	13,515.00	14,191.00	14,900.00	15,645.00	16,428.00	17,249.00	18,111.00	19,017.00	19,968.00
	B	449.03	471.48	495.06	519.81	545.80	573.09	601.74	631.83	663.42	696.59	731.42	767.99
	H	5.6129	5.8935	6.1882	6.4976	6.8225	7.1636	7.5218	7.8979	8.2928	8.7074	9.1428	9.5999
13	A	11,913.00	12,509.00	13,134.00	13,791.00	14,480.00	15,204.00	15,965.00	16,763.00	17,601.00	18,481.00	19,405.00	20,376.00
	B	458.19	481.10	505.16	530.42	556.94	584.78	614.02	644.73	676.97	710.82	746.36	783.68
	H	5.7274	6.0138	6.3145	6.6302	6.9617	7.3098	7.6753	8.0591	8.4621	8.8852	9.3295	9.7960
14	A	12,174.00	12,783.00	13,422.00	14,094.00	14,798.00	15,538.00	16,315.00	17,131.00	17,987.00	18,887.00	19,831.00	20,823.00
	B	468.25	491.66	516.25	542.06	569.17	597.62	627.50	658.88	691.82	726.42	762.74	800.87
	H	5.8531	6.1458	6.4531	6.7758	7.1146	7.4703	7.8438	8.2360	8.6478	9.0802	9.5342	10.0109
15	A	12,412.00	13,033.00	13,685.00	14,369.00	15,087.00	15,842.00	16,634.00	17,466.00	18,339.00	19,256.00	20,219.00	21,230.00
	B	477.40	501.27	526.34	552.66	580.29	609.30	639.77	671.76	705.35	740.62	777.65	816.53
	H	5.9675	6.2659	6.5792	6.9082	7.2536	7.6163	7.9971	8.3970	8.8169	9.2577	9.7206	10.2066
16	A	12,697.00	13,332.00	13,998.00	14,698.00	15,433.00	16,205.00	17,015.00	17,866.00	18,759.00	19,697.00	20,682.00	21,716.00
	B	488.34	512.76	538.40	565.32	593.58	623.26	654.42	687.14	721.50	757.58	795.46	835.23
	H	6.1043	6.4095	6.7300	7.0665	7.4198	7.7908	8.1803	8.5893	9.0188	9.4697	9.9432	10.4404
17	A	12,983.00	13,632.00	14,314.00	15,029.00	15,781.00	16,570.00	17,398.00	18,268.00	19,181.00	20,140.00	21,147.00	22,205.00
	B	499.34	524.30	550.52	578.05	606.95	637.30	669.16	702.62	737.74	774.63	813.36	854.03
	H	6.2417	6.5538	6.8815	7.2256	7.5869	7.9662	8.3645	8.7827	9.2218	9.6829	10.1670	10.6754
18	A	13,267.00	13,931.00	14,627.00	15,359.00	16,127.00	16,933.00	17,780.00	18,669.00	19,602.00	20,582.00	21,611.00	22,692.00
	B	510.29	535.80	562.59	590.72	620.26	651.27	683.83	718.02	753.93	791.62	831.21	872.77
	H	6.3786	6.6975	7.0324	7.3840	7.7532	8.1409	8.5479	8.9753	9.4241	9.8953	10.3901	10.9096
19	A	13,552.00	14,230.00	14,942.00	15,689.00	16,473.00	17,297.00	18,162.00	19,070.00	20,023.00	21,024.00	22,076.00	23,180.00
	B	521.25	547.31	574.68	603.42	633.58	665.26	698.53	733.46	770.13	808.63	849.06	891.52
	H	6.5156	6.8414	7.1835	7.5427	7.9198	8.3158	8.7316	9.1682	9.6266	10.1079	10.6133	11.1440
20	A	13,862.00	14,555.00	15,283.00	16,047.00	16,849.00	17,691.00	18,576.00	19,505.00	20,480.00	21,504.00	22,579.00	23,708.00
	B	533.14	559.80	587.79	617.18	648.04	680.44	714.46	750.18	787.70	827.08	868.43	911.86
	H	6.6643	6.9975	7.3474	7.7148	8.1005	8.5055	8.9308	9.3773	9.8462	10.3385	10.8554	11.3982

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
21	A	14,170.00	14,879.00	15,623.00	16,404.00	17,224.00	18,085.00	18,990.00	19,939.00	20,936.00	21,983.00	23,082.00	24,236.00
	B	545.02	572.26	600.88	630.93	662.47	695.59	730.37	766.89	805.23	845.50	887.77	932.16
	H	6.8127	7.1533	7.5110	7.8866	8.2809	8.6949	9.1296	9.5861	10.0656	10.5687	11.0971	11.6520
22	A	14,503.00	15,228.00	15,990.00	16,789.00	17,629.00	18,510.00	19,436.00	20,408.00	21,428.00	22,500.00	23,625.00	24,806.00
	B	557.82	585.70	614.99	645.74	678.03	711.94	747.54	784.91	824.16	865.37	908.64	954.07
	H	6.9727	7.3213	7.6874	8.0718	8.4754	8.8992	9.3442	9.8114	10.3020	10.8171	11.3580	11.9259
23	A	14,812.00	15,553.00	16,330.00	17,147.00	18,004.00	18,904.00	19,850.00	20,842.00	21,884.00	22,979.00	24,128.00	25,334.00
	B	569.69	598.18	628.09	659.50	692.47	727.10	763.45	801.62	841.70	883.79	927.98	974.38
	H	7.1211	7.4772	7.8511	8.2437	8.6559	9.0887	9.5431	10.0203	10.5213	11.0474	11.5998	12.1798
24	A	15,145.00	15,902.00	16,697.00	17,532.00	18,409.00	19,329.00	20,295.00	21,310.00	22,376.00	23,495.00	24,669.00	25,903.00
	B	582.49	611.62	642.20	674.31	708.02	743.42	780.59	819.62	860.61	903.64	948.82	996.26
	H	7.2811	7.6452	8.0275	8.4289	8.8503	9.2928	9.7574	10.2453	10.7576	11.2955	11.8603	12.4533
25	A	15,477.00	16,251.00	17,064.00	17,917.00	18,813.00	19,754.00	20,741.00	21,778.00	22,867.00	24,010.00	25,211.00	26,472.00
	B	595.28	625.05	656.30	689.12	723.58	759.75	797.74	837.62	879.50	923.48	969.66	1,018.14
	H	7.4410	7.8131	8.2038	8.6140	9.0447	9.4969	9.9717	10.4703	10.9938	11.5435	12.1207	12.7267
26	A	15,834.00	16,625.00	17,457.00	18,330.00	19,246.00	20,208.00	21,219.00	22,280.00	23,394.00	24,564.00	25,792.00	27,081.00
	B	608.99	639.44	671.42	704.98	740.23	777.24	816.10	856.91	899.76	944.75	991.99	1,041.59
	H	7.6124	7.9930	8.3927	8.8123	9.2529	9.7155	10.2013	10.7114	11.2470	11.8094	12.3999	13.0199
27	A	16,166.00	16,974.00	17,823.00	18,714.00	19,650.00	20,633.00	21,664.00	22,748.00	23,885.00	25,079.00	26,333.00	27,650.00
	B	621.78	652.86	685.50	719.78	755.77	793.56	833.24	874.90	918.65	964.58	1,012.82	1,063.46
	H	7.7722	8.1608	8.5688	8.9972	9.4471	9.9195	10.4155	10.9363	11.4831	12.0573	12.6602	13.2932
28	A	16,546.00	17,373.00	18,242.00	19,154.00	20,112.00	21,117.00	22,173.00	23,282.00	24,446.00	25,668.00	26,951.00	28,299.00
	B	636.38	668.20	701.61	736.69	773.52	812.20	852.81	895.45	940.22	987.23	1,036.59	1,088.42
	H	7.9548	8.3525	8.7701	9.2086	9.6690	10.1525	10.6601	11.1931	11.7528	12.3404	12.9574	13.6053
29	A	16,926.00	17,773.00	18,661.00	19,594.00	20,574.00	21,603.00	22,683.00	23,817.00	25,008.00	26,258.00	27,571.00	28,950.00
	B	651.01	683.56	717.74	753.62	791.30	830.87	872.42	916.04	961.84	1,009.94	1,060.43	1,113.46
	H	8.1376	8.5445	8.9717	9.4203	9.8913	10.3859	10.9052	11.4505	12.0230	12.6242	13.2554	13.9182
30	A	17,330.00	18,197.00	19,106.00	20,062.00	21,065.00	22,118.00	23,224.00	24,386.00	25,605.00	26,885.00	28,229.00	29,641.00
	B	666.54	699.87	734.86	771.61	810.19	850.70	893.24	937.90	984.80	1,034.04	1,085.74	1,140.03
	H	8.3318	8.7484	9.1858	9.6451	10.1274	10.6338	11.1655	11.7238	12.3100	12.9255	13.5718	14.2504

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
31	A	17,711.00	18,596.00	19,526.00	20,502.00	21,527.00	22,604.00	23,734.00	24,920.00	26,167.00	27,475.00	28,849.00	30,291.00
	B	681.18	715.23	750.99	788.54	827.97	869.37	912.84	958.48	1,006.41	1,056.73	1,109.57	1,165.05
	H	8.5147	8.9404	9.3874	9.8568	10.3496	10.8671	11.4105	11.9810	12.5801	13.2091	13.8696	14.5631
32	A	18,115.00	19,020.00	19,971.00	20,970.00	22,018.00	23,119.00	24,275.00	25,489.00	26,763.00	28,102.00	29,507.00	30,982.00
	B	696.71	731.54	768.12	806.53	846.86	889.20	933.66	980.34	1,029.36	1,080.83	1,134.87	1,191.62
	H	8.7089	9.1443	9.6015	10.0816	10.5857	11.1150	11.6708	12.2543	12.8670	13.5104	14.1859	14.8952
33	A	18,518.00	19,444.00	20,417.00	21,438.00	22,509.00	23,635.00	24,816.00	26,057.00	27,360.00	28,728.00	30,165.00	31,673.00
	B	712.25	747.86	785.26	824.52	865.74	909.03	954.48	1,002.21	1,052.32	1,104.94	1,160.18	1,218.19
	H	8.9031	9.3483	9.8157	10.3065	10.8218	11.3629	11.9310	12.5276	13.1540	13.8117	14.5023	15.2274
34	A	18,946.00	19,893.00	20,888.00	21,932.00	23,029.00	24,180.00	25,389.00	26,659.00	27,991.00	29,391.00	30,861.00	32,403.00
	B	728.68	765.11	803.37	843.54	885.71	930.00	976.50	1,025.33	1,076.59	1,130.42	1,186.94	1,246.29
	H	9.1085	9.5639	10.0421	10.5442	11.0714	11.6250	12.2063	12.8166	13.4574	14.1303	14.8368	15.5786
35	A	19,374.00	20,342.00	21,360.00	22,428.00	23,549.00	24,726.00	25,963.00	27,261.00	28,624.00	30,055.00	31,558.00	33,136.00
	B	745.14	782.40	821.52	862.60	905.73	951.02	998.57	1,048.50	1,100.92	1,155.97	1,213.77	1,274.46
	H	9.3143	9.7800	10.2690	10.7825	11.3216	11.8877	12.4821	13.1062	13.7615	14.4496	15.1721	15.9307
36	A	19,825.00	20,817.00	21,857.00	22,950.00	24,098.00	25,303.00	26,568.00	27,896.00	29,291.00	30,756.00	32,293.00	33,908.00
	B	762.51	800.64	840.67	882.70	926.84	973.18	1,021.84	1,072.94	1,126.58	1,182.91	1,242.06	1,304.16
	H	9.5314	10.0080	10.5084	11.0338	11.5855	12.1648	12.7730	13.4117	14.0823	14.7864	15.5257	16.3020
37	A	20,276.00	21,290.00	22,355.00	23,473.00	24,646.00	25,879.00	27,172.00	28,531.00	29,958.00	31,455.00	33,028.00	34,679.00
	B	779.86	818.86	859.80	902.79	947.93	995.33	1,045.10	1,097.35	1,152.22	1,209.82	1,270.31	1,333.82
	H	9.7483	10.2357	10.7475	11.2849	11.8491	12.4416	13.0637	13.7169	14.4027	15.1228	15.8789	16.6728
38	A	20,752.00	21,790.00	22,880.00	24,024.00	25,225.00	26,486.00	27,810.00	29,201.00	30,661.00	32,194.00	33,804.00	35,494.00
	B	798.17	838.08	879.98	923.98	970.18	1,018.70	1,069.63	1,123.11	1,179.26	1,238.22	1,300.14	1,365.14
	H	9.9771	10.4760	10.9998	11.5498	12.1273	12.7337	13.3704	14.0389	14.7408	15.4778	16.2517	17.0643
39	A	21,227.00	22,288.00	23,403.00	24,573.00	25,802.00	27,092.00	28,446.00	29,869.00	31,362.00	32,930.00	34,577.00	36,306.00
	B	816.42	857.25	900.11	945.12	992.38	1,041.99	1,094.09	1,148.79	1,206.23	1,266.54	1,329.87	1,396.37
	H	10.2053	10.7156	11.2514	11.8140	12.4047	13.0249	13.6761	14.3599	15.0779	15.8318	16.6234	17.4546
40	A	21,726.00	22,812.00	23,953.00	25,151.00	26,408.00	27,728.00	29,115.00	30,571.00	32,099.00	33,704.00	35,390.00	37,159.00
	B	835.61	877.39	921.26	967.33	1,015.70	1,066.48	1,119.81	1,175.80	1,234.59	1,296.32	1,361.14	1,429.19
	H	10.4451	10.9674	11.5158	12.0916	12.6962	13.3310	13.9976	14.6975	15.4324	16.2040	17.0142	17.8649

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
41	A	22,201.00	23,311.00	24,477.00	25,700.00	26,986.00	28,335.00	29,751.00	31,239.00	32,801.00	34,441.00	36,163.00	37,971.00
	B	853.88	896.58	941.41	988.48	1,037.90	1,089.80	1,144.29	1,201.50	1,261.58	1,324.66	1,390.89	1,460.43
	H	10.6735	11.2072	11.7676	12.3560	12.9738	13.6225	14.3036	15.0188	15.7697	16.5582	17.3861	18.2554
42	A	22,724.00	23,861.00	25,054.00	26,307.00	27,622.00	29,003.00	30,453.00	31,976.00	33,575.00	35,254.00	37,016.00	38,867.00
	B	874.02	917.72	963.61	1,011.79	1,062.38	1,115.50	1,171.28	1,229.85	1,291.34	1,355.91	1,423.70	1,494.89
	H	10.9252	11.4715	12.0451	12.6474	13.2798	13.9438	14.6410	15.3731	16.1418	16.9489	17.7963	18.6861
43	A	23,247.00	24,409.00	25,630.00	26,911.00	28,257.00	29,670.00	31,153.00	32,711.00	34,347.00	36,064.00	37,867.00	39,760.00
	B	894.12	938.82	985.77	1,035.06	1,086.81	1,141.15	1,198.21	1,258.12	1,321.02	1,387.07	1,456.42	1,529.25
	H	11.1765	11.7353	12.3221	12.9382	13.5851	14.2644	14.9776	15.7265	16.5128	17.3384	18.2053	19.1156
44	A	23,794.00	24,984.00	26,233.00	27,544.00	28,922.00	30,368.00	31,886.00	33,480.00	35,154.00	36,912.00	38,758.00	40,696.00
	B	915.14	960.90	1,008.95	1,059.40	1,112.37	1,167.98	1,226.38	1,287.70	1,352.09	1,419.70	1,490.68	1,565.22
	H	11.4393	12.0113	12.6119	13.2425	13.9046	14.5998	15.3298	16.0963	16.9011	17.7462	18.6335	19.5652
45	A	24,340.00	25,557.00	26,834.00	28,176.00	29,585.00	31,064.00	32,618.00	34,248.00	35,961.00	37,759.00	39,647.00	41,629.00
	B	936.14	982.95	1,032.10	1,083.70	1,137.89	1,194.78	1,254.52	1,317.25	1,383.11	1,452.26	1,524.88	1,601.13
	H	11.7018	12.2869	12.9012	13.5463	14.2236	14.9348	15.6815	16.4656	17.2889	18.1533	19.0610	20.0141
46	A	24,934.00	26,181.00	27,489.00	28,864.00	30,307.00	31,822.00	33,414.00	35,084.00	36,838.00	38,680.00	40,614.00	42,645.00
	B	958.99	1,006.94	1,057.29	1,110.15	1,165.66	1,223.94	1,285.14	1,349.39	1,416.86	1,487.70	1,562.09	1,640.19
	H	11.9874	12.5868	13.2161	13.8769	14.5707	15.2992	16.0642	16.8674	17.7108	18.5963	19.5261	20.9024
47	A	25,504.00	26,779.00	28,118.00	29,524.00	31,000.00	32,550.00	34,178.00	35,886.00	37,681.00	39,565.00	41,543.00	43,620.00
	B	980.91	1,029.96	1,081.46	1,135.53	1,192.30	1,251.92	1,314.52	1,380.25	1,449.26	1,521.73	1,597.82	1,677.70
	H	12.2614	12.8745	13.5182	14.1941	14.9038	15.6490	16.4315	17.2531	18.1158	19.0216	19.9727	20.9713
48	A	26,098.00	27,403.00	28,773.00	30,212.00	31,722.00	33,308.00	34,974.00	36,723.00	38,559.00	40,487.00	42,511.00	44,637.00
	B	1,003.77	1,053.96	1,106.66	1,161.99	1,220.09	1,281.10	1,345.15	1,412.41	1,483.03	1,557.18	1,635.04	1,716.79
	H	12.5471	13.1745	13.8332	14.5249	15.2511	16.0137	16.8144	17.6551	18.5379	19.4648	20.4380	21.4599
49	A	26,692.00	28,027.00	29,428.00	30,899.00	32,444.00	34,066.00	35,770.00	37,558.00	39,436.00	41,408.00	43,478.00	45,652.00
	B	1,026.62	1,077.94	1,131.84	1,188.43	1,247.86	1,310.25	1,375.76	1,444.55	1,516.78	1,592.62	1,672.25	1,755.86
	H	12.8327	13.4743	14.1480	14.8554	15.5982	16.3781	17.1970	18.0569	18.9597	19.9077	20.9031	21.9483
50	A	27,333.00	28,700.00	30,135.00	31,641.00	33,223.00	34,885.00	36,629.00	38,460.00	40,383.00	42,402.00	44,523.00	46,749.00
	B	1,051.27	1,103.83	1,159.02	1,216.98	1,277.82	1,341.71	1,408.80	1,479.24	1,553.20	1,630.86	1,712.41	1,798.03
	H	13.1409	13.7979	14.4878	15.2122	15.9728	16.7714	17.6100	18.4905	19.4150	20.3858	21.4051	22.4754

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
51	A	27,975.00	29,374.00	30,843.00	32,385.00	34,004.00	35,704.00	37,490.00	39,364.00	41,332.00	43,399.00	45,569.00	47,847.00
	B	1,075.97	1,129.77	1,186.26	1,245.57	1,307.85	1,373.24	1,441.90	1,514.00	1,589.70	1,669.19	1,752.65	1,840.28
	H	13.4496	14.1221	14.8282	15.5696	16.3481	17.1655	18.0238	18.9250	19.8713	20.8649	21.9081	23.0035
52	A	28,616.00	30,047.00	31,549.00	33,127.00	34,783.00	36,522.00	38,348.00	40,266.00	42,279.00	44,393.00	46,612.00	48,943.00
	B	1,100.62	1,155.66	1,213.44	1,274.11	1,337.82	1,404.70	1,474.94	1,548.68	1,626.11	1,707.42	1,792.78	1,882.42
	H	13.7578	14.4457	15.1680	15.9264	16.7227	17.5588	18.4367	19.3585	20.3264	21.3427	22.4098	23.5303
53	A	29,282.00	30,746.00	32,283.00	33,898.00	35,592.00	37,372.00	39,241.00	41,203.00	43,263.00	45,426.00	47,698.00	50,082.00
	B	1,126.23	1,182.54	1,241.67	1,303.75	1,368.94	1,437.38	1,509.26	1,584.72	1,663.96	1,747.16	1,834.52	1,926.25
	H	14.0779	14.7818	15.5209	16.2969	17.1117	17.9673	18.8657	19.8090	20.7995	21.8395	22.9315	24.0781
54	A	29,971.00	31,469.00	33,043.00	34,695.00	36,430.00	38,251.00	40,164.00	42,172.00	44,281.00	46,495.00	48,819.00	51,260.00
	B	1,152.72	1,210.36	1,270.88	1,334.42	1,401.14	1,471.20	1,544.76	1,622.00	1,703.10	1,788.26	1,877.67	1,971.55
	H	14.4090	15.1295	15.8860	16.6803	17.5143	18.3900	19.3095	20.2750	21.2888	22.3532	23.4709	24.6444
55	A	30,684.00	32,218.00	33,829.00	35,521.00	37,297.00	39,162.00	41,120.00	43,176.00	45,335.00	47,601.00	49,982.00	52,481.00
	B	1,180.15	1,239.16	1,301.12	1,366.18	1,434.49	1,506.22	1,581.53	1,660.61	1,743.64	1,830.82	1,922.37	2,018.49
	H	14.7519	15.4895	16.2640	17.0772	17.9311	18.8277	19.7691	20.7576	21.7955	22.8853	24.0296	25.2311
56	A	31,397.00	32,966.00	34,615.00	36,346.00	38,163.00	40,071.00	42,074.00	44,178.00	46,387.00	48,707.00	51,142.00	53,699.00
	B	1,207.56	1,267.94	1,331.34	1,397.90	1,467.80	1,541.19	1,618.25	1,699.16	1,784.12	1,873.33	1,966.99	2,065.34
	H	15.0945	15.8492	16.6417	17.4738	18.3475	19.2649	20.2281	21.2395	22.3015	23.4166	24.5874	25.8168
57	A	32,142.00	33,749.00	35,437.00	37,208.00	39,069.00	41,022.00	43,073.00	45,227.00	47,488.00	49,863.00	52,356.00	54,974.00
	B	1,236.23	1,298.04	1,362.94	1,431.09	1,502.64	1,577.78	1,656.66	1,739.50	1,826.47	1,917.79	2,013.68	2,114.37
	H	15.4529	16.2255	17.0368	17.8886	18.7830	19.7222	20.7083	21.7437	22.8309	23.9724	25.1710	26.4296
58	A	32,894.00	34,538.00	36,265.00	38,078.00	39,982.00	41,981.00	44,080.00	46,284.00	48,599.00	51,028.00	53,580.00	56,259.00
	B	1,265.14	1,328.39	1,394.81	1,464.55	1,537.78	1,614.66	1,695.40	1,780.17	1,869.18	1,962.63	2,060.76	2,163.80
	H	15.8142	16.6049	17.4351	18.3069	19.2222	20.1833	21.1925	22.2521	23.3647	24.5329	25.7595	27.0475
59	A	33,679.00	35,363.00	37,131.00	38,988.00	40,937.00	42,984.00	45,133.00	47,390.00	49,759.00	52,247.00	54,859.00	57,602.00
	B	1,295.34	1,360.10	1,428.11	1,499.52	1,574.50	1,653.22	1,735.89	1,822.68	1,913.82	2,009.50	2,109.98	2,215.47
	H	16.1917	17.0013	17.8514	18.7440	19.6812	20.6653	21.6986	22.7835	23.9227	25.1188	26.3747	27.6934
60	A	34,485.00	36,209.00	38,020.00	39,921.00	41,917.00	44,013.00	46,213.00	48,524.00	50,950.00	53,498.00	56,172.00	58,981.00
	B	1,326.35	1,392.67	1,462.30	1,535.42	1,612.18	1,692.79	1,777.43	1,866.30	1,959.62	2,057.60	2,160.48	2,268.50
	H	16.5794	17.4084	18.2788	19.1927	20.1523	21.1599	22.2179	23.3288	24.4952	25.7200	27.0060	28.3563

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE OCT.1,1986 TO MAR.31,1987

PERCENT OF INCREASE: 0.0

SANITATION DEPARTMENT

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
SAN-14	A	12,379.00	12,998.00	13,648.00	14,330.00	15,047.00	15,799.00	16,589.00	17,418.00	18,289.00	19,204.00	20,164.00	21,172.00
	W	238.05	249.96	262.45	275.58	289.36	303.82	319.02	334.97	351.72	369.30	387.76	407.15
	H	5.9513	6.2489	6.5613	6.8894	7.2339	7.5956	7.9756	8.3742	8.7929	9.2325	9.6941	10.1788
SAN-21	A	14,412.00	15,133.00	15,890.00	16,684.00	17,519.00	18,394.00	19,314.00	20,280.00	21,294.00	22,359.00	23,477.00	24,650.00
	W	277.16	291.02	305.57	320.85	336.90	353.74	371.43	390.00	409.50	429.98	451.48	474.05
	H	6.9290	7.2755	7.6393	8.0213	8.4224	8.8435	9.2857	9.7500	10.2375	10.7494	11.2869	11.8512
SAN-22	A	14,751.00	15,489.00	16,263.00	17,076.00	17,930.00	18,826.00	19,768.00	20,756.00	21,794.00	22,884.00	24,028.00	25,229.00
	W	283.67	297.86	312.75	328.38	344.80	362.04	380.15	399.16	419.11	440.07	462.07	485.18
	H	7.0918	7.4464	7.8187	8.2096	8.6201	9.0511	9.5037	9.9789	10.4778	11.0017	11.5518	12.1294
SAN-25	A	15,744.00	16,531.00	17,357.00	18,225.00	19,136.00	20,093.00	21,098.00	22,153.00	23,260.00	24,423.00	25,645.00	26,927.00
	W	302.76	317.90	333.80	350.48	368.01	386.41	405.73	426.02	447.32	469.68	493.16	517.82
	H	7.5690	7.9475	8.3449	8.7621	9.2002	9.6602	10.1432	10.6504	11.1829	11.7420	12.3291	12.9456
SAN-26	A	16,107.00	16,912.00	17,758.00	18,646.00	19,578.00	20,557.00	21,585.00	22,664.00	23,797.00	24,987.00	26,237.00	27,549.00
	W	309.75	325.24	341.50	358.57	376.50	395.32	415.09	435.85	457.64	480.52	504.55	529.78
	H	7.7437	8.1309	8.5374	8.9643	9.4125	9.8831	10.3773	10.8962	11.4410	12.0131	12.6138	13.2445
SAN-28	A	16,832.00	17,674.00	18,557.00	19,485.00	20,459.00	21,482.00	22,556.00	23,684.00	24,868.00	26,112.00	27,417.00	28,788.00
	W	323.69	339.88	356.87	374.71	393.45	413.12	433.78	455.46	478.24	502.15	527.26	553.62
	H	8.0923	8.4969	8.9217	9.3678	9.8362	10.3280	10.8446	11.3866	11.9559	12.5537	13.1816	13.8405

APPENDIX "D"

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
01	A	9,413.00	9,883.00	10,378.00	10,896.00	11,441.00	12,013.00	12,614.00	13,245.00	13,907.00	14,602.00	15,332.00	16,099.00
	B	362.02	380.13	399.14	419.10	440.05	462.05	485.15	509.41	534.88	561.62	589.70	619.19
	H	4.5253	4.7516	4.9892	5.2387	5.5006	5.7756	6.0644	6.3676	6.6840	7.0203	7.3713	7.7399
02	A	9,631.00	10,112.00	10,618.00	11,149.00	11,706.00	12,292.00	12,906.00	13,551.00	14,229.00	14,940.00	15,687.00	16,472.00
	B	370.42	388.94	408.38	428.80	450.24	472.75	496.39	521.21	547.27	574.63	603.36	633.53
	H	4.6302	4.8617	5.1048	5.3600	5.6280	5.9094	6.2049	6.5151	6.8409	7.1829	7.5420	7.9191
03	A	9,825.00	10,316.00	10,832.00	11,373.00	11,942.00	12,539.00	13,166.00	13,825.00	14,516.00	15,241.00	16,004.00	16,804.00
	B	377.87	396.77	416.61	437.44	459.31	482.28	506.39	531.71	558.30	586.21	615.52	646.30
	H	4.7234	4.9596	5.2076	5.4680	5.7414	6.0285	6.3299	6.6464	6.9787	7.3276	7.6940	8.0787
04	A	10,043.00	10,545.00	11,072.00	11,626.00	12,207.00	12,818.00	13,458.00	14,131.00	14,838.00	15,580.00	16,359.00	17,177.00
	B	386.26	405.58	425.86	447.15	469.51	492.98	517.63	543.51	570.69	599.22	629.18	660.64
	H	4.8283	5.0697	5.3232	5.5894	5.8689	6.1623	6.4706	6.7939	7.1336	7.4903	7.8648	8.2580
05	A	10,260.00	10,773.00	11,312.00	11,877.00	12,471.00	13,095.00	13,750.00	14,437.00	15,159.00	15,917.00	16,713.00	17,548.00
	B	394.62	414.35	435.07	456.82	479.66	503.65	528.83	555.27	583.03	612.18	642.79	674.93
	H	4.9328	5.1794	5.4384	5.7103	5.9958	6.2956	6.6104	6.9409	7.2879	7.6523	8.0349	8.4366
06	A	10,480.00	11,004.00	11,554.00	12,131.00	12,738.00	13,375.00	14,044.00	14,746.00	15,483.00	16,257.00	17,070.00	17,924.00
	B	403.06	423.22	444.38	466.59	489.92	514.42	540.14	567.14	595.50	625.28	656.54	689.37
	H	5.0383	5.2902	5.5547	5.8324	6.1240	6.4302	6.7517	7.0893	7.4438	7.8160	8.2068	8.6171
07	A	10,673.00	11,207.00	11,767.00	12,356.00	12,973.00	13,622.00	14,303.00	15,018.00	15,769.00	16,558.00	17,386.00	18,255.00
	B	410.50	431.03	452.58	475.22	498.98	523.93	550.13	577.63	606.51	636.84	668.68	702.11
	H	5.1313	5.3879	5.6573	5.9402	6.2372	6.5491	6.8766	7.2204	7.5814	7.9605	8.3585	8.7764
08	A	10,915.00	11,461.00	12,034.00	12,636.00	13,267.00	13,931.00	14,627.00	15,359.00	16,127.00	16,933.00	17,780.00	18,669.00
	B	419.82	440.81	462.85	485.99	510.29	535.80	562.59	590.72	620.26	651.27	683.83	718.02
	H	5.2477	5.5101	5.7856	6.0749	6.3786	6.6975	7.0324	7.3840	7.7532	8.1409	8.5479	8.9753
09	A	11,134.00	11,691.00	12,275.00	12,889.00	13,533.00	14,210.00	14,920.00	15,667.00	16,450.00	17,272.00	18,136.00	19,043.00
	B	428.23	449.64	472.12	495.73	520.51	546.54	573.86	602.56	632.69	664.32	697.54	732.42
	H	5.3529	5.6205	5.9015	6.1966	6.5064	6.8317	7.1733	7.5320	7.9086	8.3040	8.7192	9.1552
10	A	11,400.00	11,971.00	12,569.00	13,198.00	13,858.00	14,550.00	15,278.00	16,042.00	16,844.00	17,686.00	18,571.00	19,499.00
	B	438.48	460.41	483.43	507.60	532.98	559.63	587.62	617.00	647.85	680.24	714.26	749.97
	H	5.4810	5.7551	6.0429	6.3450	6.6623	6.9954	7.3452	7.7125	8.0981	8.5030	8.9282	9.3746

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
11	A	11,643.00	12,225.00	12,836.00	13,478.00	14,152.00	14,860.00	15,603.00	16,383.00	17,202.00	18,062.00	18,965.00	19,914.00
	B	447.80	470.19	493.70	518.39	544.31	571.53	600.10	630.11	661.62	694.70	729.43	765.90
	H	5.5975	5.8774	6.1713	6.4799	6.8039	7.1441	7.5013	7.8764	8.2702	8.6837	9.1179	9.5738
12	A	11,908.00	12,504.00	13,129.00	13,786.00	14,475.00	15,199.00	15,959.00	16,757.00	17,595.00	18,474.00	19,398.00	20,368.00
	B	458.02	480.92	504.97	530.22	556.73	584.57	613.80	644.49	676.71	710.54	746.07	783.38
	H	5.7252	6.0115	6.3121	6.6277	6.9591	7.3071	7.6725	8.0561	8.4589	8.8818	9.3259	9.7922
13	A	12,151.00	12,759.00	13,397.00	14,066.00	14,770.00	15,508.00	16,283.00	17,098.00	17,952.00	18,850.00	19,793.00	20,782.00
	B	467.35	490.72	515.26	541.02	568.06	596.46	626.29	657.60	690.48	725.01	761.26	799.32
	H	5.8419	6.1340	6.4407	6.7627	7.1008	7.4558	7.8286	8.2200	8.6310	9.0626	9.5157	9.9915
14	A	12,418.00	13,039.00	13,691.00	14,375.00	15,094.00	15,849.00	16,641.00	17,473.00	18,347.00	19,264.00	20,227.00	21,239.00
	B	477.62	501.50	526.57	552.90	580.54	609.57	640.05	672.05	705.65	740.93	777.98	816.87
	H	5.9702	6.2687	6.5821	6.9112	7.2568	7.6196	8.0006	8.4006	8.8206	9.2616	9.7247	10.2109
15	A	12,661.00	13,294.00	13,958.00	14,656.00	15,389.00	16,158.00	16,966.00	17,815.00	18,705.00	19,640.00	20,622.00	21,653.00
	B	486.95	511.30	536.86	563.70	591.89	621.48	652.55	685.18	719.43	755.40	793.17	832.82
	H	6.0869	6.3912	6.7108	7.0463	7.3986	7.7685	8.1569	8.5647	8.9929	9.4425	9.9146	10.4103
16	A	12,951.00	13,598.00	14,278.00	14,992.00	15,742.00	16,529.00	17,355.00	18,223.00	19,134.00	20,091.00	21,096.00	22,151.00
	B	498.11	523.02	549.17	576.62	605.46	635.73	667.51	700.89	735.94	772.74	811.38	851.94
	H	6.2264	6.5377	6.8646	7.2078	7.5682	7.9466	8.3439	8.7611	9.1992	9.6592	10.1422	10.6493
17	A	13,242.00	13,904.00	14,600.00	15,330.00	16,096.00	16,901.00	17,746.00	18,633.00	19,565.00	20,543.00	21,570.00	22,649.00
	B	509.32	534.78	561.52	589.60	619.08	650.03	682.54	716.66	752.50	790.12	829.62	871.10
	H	6.3665	6.6848	7.0190	7.3700	7.7385	8.1254	8.5317	8.9583	9.4062	9.8765	10.3703	10.8888
18	A	13,533.00	14,210.00	14,920.00	15,666.00	16,449.00	17,272.00	18,136.00	19,042.00	19,995.00	20,994.00	22,044.00	23,146.00
	B	520.50	546.52	573.85	602.54	632.67	664.30	697.52	732.40	769.02	807.47	847.85	890.24
	H	6.5062	6.8315	7.1731	7.5318	7.9084	8.3038	8.7190	9.1550	9.6128	10.0934	10.5981	11.1280
19	A	13,823.00	14,515.00	15,240.00	16,002.00	16,803.00	17,643.00	18,525.00	19,451.00	20,424.00	21,445.00	22,517.00	23,643.00
	B	531.67	558.26	586.17	615.48	646.26	678.57	712.50	748.12	785.53	824.81	866.05	909.35
	H	6.6459	6.9782	7.3271	7.6935	8.0782	8.4821	8.9062	9.3515	9.8191	10.3101	10.8256	11.3669
20	A	14,139.00	14,846.00	15,588.00	16,368.00	17,186.00	18,045.00	18,948.00	19,895.00	20,890.00	21,935.00	23,031.00	24,183.00
	B	543.81	571.00	599.55	629.53	661.01	694.06	728.76	765.20	803.46	843.64	885.82	930.11
	H	6.7976	7.1375	7.4944	7.8691	8.2626	8.6757	9.1095	9.5650	10.0433	10.5455	11.0728	11.6264

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
21	A	14,454.00	15,177.00	15,936.00	16,732.00	17,569.00	18,447.00	19,370.00	20,338.00	21,355.00	22,423.00	23,544.00	24,721.00
	B	555.92	583.72	612.90	643.55	675.73	709.51	744.98	782.23	821.34	862.41	905.53	950.81
	H	6.9490	7.2965	7.6613	8.0444	8.4466	8.8689	9.3123	9.7779	10.2668	10.7801	11.3191	11.8851
22	A	14,793.00	15,533.00	16,310.00	17,125.00	17,982.00	18,881.00	19,825.00	20,816.00	21,857.00	22,950.00	24,097.00	25,302.00
	B	568.98	597.42	627.30	658.66	691.60	726.18	762.50	800.62	840.66	882.69	926.82	973.17
	H	7.1122	7.4678	7.8412	8.2333	8.6450	9.0773	9.5312	10.0078	10.5082	11.0336	11.5853	12.1646
23	A	15,108.00	15,864.00	16,657.00	17,489.00	18,364.00	19,282.00	20,246.00	21,258.00	22,321.00	23,437.00	24,609.00	25,840.00
	B	581.08	610.14	640.64	672.67	706.30	741.62	778.70	817.63	858.51	901.44	946.51	993.84
	H	7.2635	7.6267	8.0080	8.4084	8.8288	9.2702	9.7337	10.2204	10.7314	11.2680	11.8314	12.4230
24	A	15,448.00	16,220.00	17,031.00	17,882.00	18,777.00	19,715.00	20,701.00	21,736.00	22,823.00	23,964.00	25,162.00	26,421.00
	B	594.14	623.84	655.03	687.78	722.18	758.29	796.20	836.01	877.81	921.70	967.78	1,016.18
	H	7.4267	7.7980	8.1879	8.5973	9.0272	9.4786	9.9525	10.4501	10.9726	11.5212	12.0973	12.7022
25	A	15,787.00	16,576.00	17,405.00	18,275.00	19,189.00	20,149.00	21,156.00	22,214.00	23,324.00	24,491.00	25,715.00	27,001.00
	B	607.18	637.54	669.42	702.90	738.04	774.94	813.69	854.38	897.10	941.95	989.05	1,038.50
	H	7.5898	7.9693	8.3678	8.7862	9.2255	9.6868	10.1711	10.6797	11.2137	11.7744	12.3631	12.9813
26	A	16,150.00	16,958.00	17,806.00	18,696.00	19,631.00	20,612.00	21,643.00	22,725.00	23,861.00	25,054.00	26,307.00	27,623.00
	B	621.17	652.22	684.83	719.07	755.02	792.78	832.42	874.04	917.74	963.63	1,011.82	1,062.41
	H	7.7646	8.1528	8.5604	8.9884	9.4378	9.9097	10.4052	10.9255	11.4718	12.0454	12.6477	13.2801
27	A	16,489.00	17,314.00	18,180.00	19,089.00	20,043.00	21,045.00	22,098.00	23,202.00	24,363.00	25,581.00	26,860.00	28,203.00
	B	634.21	665.92	699.22	734.18	770.89	809.43	849.90	892.40	937.02	983.87	1,033.06	1,084.72
	H	7.9276	8.3240	8.7402	9.1772	9.6361	10.1179	10.6238	11.1550	11.7128	12.2984	12.9133	13.5590
28	A	16,877.00	17,721.00	18,607.00	19,537.00	20,514.00	21,540.00	22,617.00	23,748.00	24,935.00	26,182.00	27,491.00	28,865.00
	B	649.11	681.57	715.65	751.43	789.00	828.45	869.87	913.37	959.04	1,006.99	1,057.34	1,110.21
	H	8.1139	8.5196	8.9456	9.3929	9.8625	10.3556	10.8734	11.4171	11.9880	12.5874	13.2168	13.8776
29	A	17,265.00	18,128.00	19,034.00	19,986.00	20,986.00	22,035.00	23,137.00	24,294.00	25,508.00	26,784.00	28,123.00	29,529.00
	B	664.03	697.23	732.10	768.70	807.14	847.50	889.87	934.37	981.09	1,030.14	1,081.65	1,135.73
	H	8.3004	8.7154	9.1512	9.6088	10.0892	10.5937	11.1234	11.6796	12.2636	12.8768	13.5206	14.1966
30	A	17,677.00	18,560.00	19,489.00	20,463.00	21,486.00	22,561.00	23,688.00	24,873.00	26,116.00	27,422.00	28,793.00	30,233.00
	B	679.87	713.86	749.56	787.04	826.39	867.71	911.10	956.65	1,004.48	1,054.70	1,107.44	1,162.82
	H	8.4984	8.9233	9.3695	9.8380	10.3299	10.8464	11.3887	11.9581	12.5560	13.1838	13.8430	14.5352

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
31	A	18,065.00	18,968.00	19,917.00	20,913.00	21,958.00	23,056.00	24,209.00	25,419.00	26,690.00	28,024.00	29,426.00	30,897.00
	B	694.80	729.54	766.02	804.33	844.54	886.77	931.10	977.66	1,026.54	1,077.86	1,131.76	1,188.35
	H	8.6850	9.1193	9.5753	10.0541	10.5568	11.0846	11.6388	12.2207	12.8317	13.4733	14.1470	14.8544
32	A	18,477.00	19,401.00	20,371.00	21,389.00	22,459.00	23,582.00	24,761.00	25,999.00	27,299.00	28,664.00	30,097.00	31,602.00
	B	710.65	746.18	783.50	822.67	863.81	907.00	952.35	999.97	1,049.97	1,102.46	1,157.58	1,215.46
	H	8.8831	9.3273	9.7937	10.2834	10.7976	11.3375	11.9044	12.4996	13.1246	13.7808	14.4698	15.1933
33	A	18,889.00	19,833.00	20,825.00	21,866.00	22,960.00	24,108.00	25,313.00	26,579.00	27,908.00	29,303.00	30,768.00	32,307.00
	B	726.50	762.82	800.97	841.02	883.06	927.22	973.58	1,022.26	1,073.37	1,127.04	1,183.39	1,242.56
	H	9.0812	9.5353	10.0121	10.5127	11.0383	11.5902	12.1697	12.7782	13.4171	14.0880	14.7924	15.5320
34	A	19,325.00	20,291.00	21,305.00	22,371.00	23,489.00	24,664.00	25,897.00	27,192.00	28,552.00	29,979.00	31,478.00	33,052.00
	B	743.26	780.42	819.44	860.42	903.44	948.62	996.05	1,045.85	1,098.14	1,153.05	1,210.70	1,271.24
	H	9.2907	9.7552	10.2430	10.7552	11.2930	11.8577	12.4506	13.0731	13.7268	14.4131	15.1338	15.8905
35	A	19,761.00	20,749.00	21,787.00	22,876.00	24,020.00	25,221.00	26,482.00	27,806.00	29,196.00	30,656.00	32,189.00	33,798.00
	B	760.05	798.05	837.95	879.85	923.84	970.03	1,018.54	1,069.46	1,122.94	1,179.08	1,238.03	1,299.94
	H	9.5006	9.9756	10.4744	10.9981	11.5480	12.1254	12.7317	13.3683	14.0367	14.7385	15.4754	16.2492
36	A	20,222.00	21,233.00	22,294.00	23,409.00	24,580.00	25,809.00	27,099.00	28,454.00	29,877.00	31,371.00	32,939.00	34,586.00
	B	777.76	816.65	857.48	900.35	945.37	992.64	1,042.27	1,094.38	1,149.10	1,206.56	1,266.89	1,330.23
	H	9.7220	10.2081	10.7185	11.2544	11.8171	12.4080	13.0284	13.6798	14.3638	15.0820	15.8361	16.6279
37	A	20,682.00	21,716.00	22,802.00	23,942.00	25,139.00	26,396.00	27,716.00	29,101.00	30,557.00	32,084.00	33,689.00	35,373.00
	B	795.46	835.24	877.00	920.85	966.89	1,015.23	1,065.99	1,119.29	1,175.26	1,234.02	1,295.72	1,360.50
	H	9.9433	10.4405	10.9625	11.5106	12.0861	12.6904	13.3249	13.9911	14.6907	15.4252	16.1969	17.0063
38	A	21,167.00	22,226.00	23,337.00	24,504.00	25,729.00	27,015.00	28,366.00	29,785.00	31,274.00	32,838.00	34,480.00	36,203.00
	B	814.13	854.83	897.58	942.46	989.58	1,039.06	1,091.01	1,145.56	1,202.84	1,262.98	1,326.14	1,392.44
	H	10.1766	10.6854	11.2197	11.7807	12.3697	12.9882	13.6376	14.3195	15.0355	15.7873	16.5767	17.4055
39	A	21,652.00	22,734.00	23,871.00	25,064.00	26,318.00	27,633.00	29,015.00	30,466.00	31,989.00	33,589.00	35,268.00	37,032.00
	B	832.75	874.39	918.11	964.02	1,012.22	1,062.82	1,115.97	1,171.77	1,230.36	1,291.88	1,356.47	1,424.30
	H	10.4094	10.9299	11.4764	12.0502	12.6527	13.2853	13.9496	14.6471	15.3795	16.1485	16.9559	17.8037
40	A	22,160.00	23,268.00	24,432.00	25,653.00	26,936.00	28,283.00	29,697.00	31,182.00	32,741.00	34,378.00	36,097.00	37,902.00
	B	852.32	894.94	939.68	986.66	1,036.00	1,087.80	1,142.19	1,199.30	1,259.27	1,322.23	1,388.34	1,457.76
	H	10.6540	11.1867	11.7460	12.3333	12.9500	13.5975	14.2774	14.9913	15.7409	16.5279	17.3543	18.2220

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
41	A	22,645.00	23,777.00	24,966.00	26,215.00	27,525.00	28,902.00	30,347.00	31,864.00	33,458.00	35,131.00	36,887.00	38,731.00
	B	870.96	914.51	960.24	1,008.26	1,058.67	1,111.61	1,167.19	1,225.55	1,286.83	1,351.18	1,418.74	1,489.67
	H	10.8870	11.4314	12.0030	12.6032	13.2334	13.8951	14.5899	15.3194	16.0854	16.8897	17.7342	18.6209
42	A	23,179.00	24,338.00	25,555.00	26,832.00	28,174.00	29,583.00	31,062.00	32,615.00	34,246.00	35,958.00	37,756.00	39,644.00
	B	891.50	936.07	982.87	1,032.02	1,083.62	1,137.80	1,194.69	1,254.42	1,317.14	1,383.00	1,452.15	1,524.76
	H	11.1437	11.7009	12.2859	12.9002	13.5452	14.2225	14.9336	15.6803	16.4643	17.2875	18.1519	19.0595
43	A	23,712.00	24,898.00	26,142.00	27,450.00	28,822.00	30,263.00	31,776.00	33,365.00	35,033.00	36,785.00	38,624.00	40,555.00
	B	912.00	957.60	1,005.48	1,055.75	1,108.54	1,163.96	1,222.16	1,283.27	1,347.43	1,414.80	1,485.54	1,559.82
	H	11.4000	11.9700	12.5685	13.1969	13.8567	14.5495	15.2770	16.0409	16.8429	17.6850	18.5693	19.4978
44	A	24,270.00	25,483.00	26,757.00	28,095.00	29,500.00	30,975.00	32,524.00	34,150.00	35,857.00	37,650.00	39,533.00	41,510.00
	B	933.45	980.12	1,029.13	1,080.58	1,134.62	1,191.34	1,250.91	1,313.46	1,379.13	1,448.09	1,520.50	1,596.52
	H	11.6681	12.2515	12.8641	13.5073	14.1827	14.8918	15.6364	16.4182	17.2391	18.1011	19.0062	19.9565
45	A	24,828.00	26,068.00	27,371.00	28,740.00	30,177.00	31,686.00	33,270.00	34,934.00	36,680.00	38,514.00	40,440.00	42,462.00
	B	954.86	1,002.61	1,052.74	1,105.38	1,160.65	1,218.68	1,279.62	1,343.60	1,410.78	1,481.32	1,555.38	1,633.15
	H	11.9358	12.5326	13.1592	13.8172	14.5081	15.2335	15.9952	16.7950	17.6348	18.5165	19.4423	20.4144
46	A	25,432.00	26,704.00	28,039.00	29,441.00	30,913.00	32,459.00	34,082.00	35,786.00	37,575.00	39,454.00	41,427.00	43,498.00
	B	978.17	1,027.08	1,078.43	1,132.35	1,188.97	1,248.42	1,310.84	1,376.38	1,445.20	1,517.46	1,593.34	1,673.00
	H	12.2271	12.8385	13.4804	14.1544	14.8621	15.6052	16.3855	17.2048	18.0650	18.9683	19.9167	20.9125
47	A	26,014.00	27,314.00	28,680.00	30,114.00	31,620.00	33,201.00	34,861.00	36,604.00	38,434.00	40,356.00	42,374.00	44,492.00
	B	1,000.53	1,050.55	1,103.08	1,158.23	1,216.14	1,276.95	1,340.80	1,407.84	1,478.23	1,552.14	1,629.75	1,711.24
	H	12.5066	13.1319	13.7885	14.4779	15.2018	15.9619	16.7600	17.5980	18.4779	19.4018	20.3719	21.3905
48	A	26,620.00	27,951.00	29,348.00	30,816.00	32,357.00	33,975.00	35,673.00	37,457.00	39,330.00	41,296.00	43,361.00	45,529.00
	B	1,023.84	1,075.03	1,128.78	1,185.22	1,244.49	1,306.71	1,372.05	1,440.65	1,512.68	1,588.31	1,667.73	1,751.11
	H	12.7980	13.4379	14.1098	14.8153	15.5561	16.3339	17.1506	18.0081	18.9085	19.8539	20.8466	21.8889
49	A	27,226.00	28,587.00	30,017.00	31,518.00	33,093.00	34,748.00	36,485.00	38,310.00	40,229.00	42,237.00	44,349.00	46,566.00
	B	1,047.15	1,099.51	1,154.49	1,212.22	1,272.82	1,336.46	1,403.29	1,473.46	1,547.13	1,624.49	1,705.71	1,791.00
	H	13.0894	13.7439	14.4311	15.1527	15.9103	16.7058	17.5411	18.4182	19.3391	20.3061	21.3214	22.3875
50	A	27,880.00	29,274.00	30,737.00	32,274.00	33,888.00	35,582.00	37,361.00	39,229.00	41,191.00	43,250.00	45,413.00	47,684.00
	B	1,072.30	1,125.91	1,182.21	1,241.32	1,303.38	1,368.55	1,436.98	1,508.82	1,584.26	1,663.48	1,746.66	1,833.99
	H	13.4037	14.0739	14.7776	15.5165	16.2923	17.1069	17.9622	18.8603	19.8033	20.7935	21.8332	22.9249

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
51	A	28,535.00	29,961.00	31,459.00	33,032.00	34,684.00	36,418.00	38,239.00	40,151.00	42,158.00	44,266.00	46,479.00	48,803.00
	B	1,097.49	1,152.36	1,209.98	1,270.47	1,333.99	1,400.69	1,470.72	1,544.26	1,621.47	1,702.54	1,787.67	1,877.06
	H	13.7186	14.4045	15.1247	15.8809	16.6749	17.5086	18.3840	19.3032	20.2684	21.2818	22.3459	23.4632
52	A	29,189.00	30,648.00	32,181.00	33,790.00	35,479.00	37,253.00	39,116.00	41,072.00	43,125.00	45,282.00	47,546.00	49,923.00
	B	1,122.64	1,178.78	1,237.71	1,299.60	1,364.58	1,432.82	1,504.46	1,579.68	1,658.66	1,741.60	1,828.68	1,920.11
	H	14.0330	14.7347	15.4714	16.2450	17.0573	17.9102	18.8057	19.7460	20.7333	21.7700	22.8585	24.0014
53	A	29,868.00	31,361.00	32,929.00	34,576.00	36,305.00	38,120.00	40,026.00	42,027.00	44,129.00	46,335.00	48,652.00	51,084.00
	B	1,148.76	1,206.20	1,266.51	1,329.84	1,396.34	1,466.15	1,539.46	1,616.43	1,697.26	1,782.12	1,871.22	1,964.78
	H	14.3595	15.0775	15.8314	16.6230	17.4542	18.3269	19.2432	20.2054	21.2157	22.2765	23.3903	24.5598
54	A	30,570.00	32,099.00	33,704.00	35,389.00	37,158.00	39,016.00	40,967.00	43,015.00	45,166.00	47,424.00	49,796.00	52,285.00
	B	1,175.78	1,234.57	1,296.30	1,361.11	1,429.17	1,500.62	1,575.66	1,654.44	1,737.16	1,824.02	1,915.22	2,010.98
	H	14.6972	15.4321	16.2037	17.0139	17.8646	18.7578	19.6957	20.6805	21.7145	22.8002	23.9402	25.1372
55	A	31,298.00	32,862.00	34,506.00	36,231.00	38,042.00	39,945.00	41,942.00	44,039.00	46,241.00	48,553.00	50,980.00	53,529.00
	B	1,203.75	1,263.94	1,327.14	1,393.50	1,463.17	1,536.33	1,613.14	1,693.80	1,778.49	1,867.42	1,960.78	2,058.82
	H	15.0469	15.7992	16.5892	17.4187	18.2896	19.2041	20.1643	21.1725	22.2311	23.3427	24.5098	25.7353
56	A	32,025.00	33,626.00	35,307.00	37,072.00	38,926.00	40,872.00	42,916.00	45,062.00	47,315.00	49,680.00	52,164.00	54,773.00
	B	1,231.71	1,293.30	1,357.96	1,425.86	1,497.15	1,572.01	1,650.61	1,733.14	1,819.79	1,910.78	2,006.32	2,106.64
	H	15.3964	16.1662	16.9745	17.8232	18.7144	19.6501	20.6326	21.6642	22.7474	23.8848	25.0790	26.3330
57	A	32,785.00	34,424.00	36,145.00	37,953.00	39,850.00	41,843.00	43,935.00	46,131.00	48,438.00	50,860.00	53,403.00	56,073.00
	B	1,260.96	1,324.01	1,390.21	1,459.72	1,532.70	1,609.34	1,689.80	1,774.29	1,863.00	1,956.15	2,053.96	2,156.66
	H	15.7620	16.5501	17.3776	18.2465	19.1588	20.1167	21.1225	22.1786	23.2875	24.4519	25.6745	26.9582
58	A	33,551.00	35,229.00	36,991.00	38,840.00	40,782.00	42,821.00	44,962.00	47,210.00	49,571.00	52,050.00	54,652.00	57,385.00
	B	1,290.44	1,354.96	1,422.71	1,493.85	1,568.54	1,646.97	1,729.32	1,815.78	1,906.58	2,001.90	2,102.00	2,207.10
	H	16.1305	16.9370	17.7839	18.6731	19.6068	20.5871	21.6165	22.6973	23.8322	25.0238	26.2750	27.5888
59	A	34,352.00	36,070.00	37,873.00	39,767.00	41,755.00	43,843.00	46,035.00	48,337.00	50,754.00	53,291.00	55,956.00	58,754.00
	B	1,321.24	1,387.30	1,456.67	1,529.50	1,605.98	1,686.27	1,770.58	1,859.11	1,952.06	2,049.66	2,152.14	2,259.75
	H	16.5155	17.3413	18.2084	19.1188	20.0747	21.0784	22.1323	23.2389	24.4008	25.6208	26.9018	28.2469
60	A	35,175.00	36,934.00	38,780.00	40,719.00	42,755.00	44,893.00	47,138.00	49,495.00	51,969.00	54,568.00	57,296.00	60,161.00
	B	1,352.88	1,420.53	1,491.55	1,566.13	1,644.43	1,726.66	1,812.99	1,903.64	1,998.82	2,098.77	2,203.70	2,313.89
	H	16.9110	17.7566	18.6444	19.5766	20.5554	21.5832	22.6624	23.7955	24.9853	26.2346	27.5463	28.9236

DATE RUN: 8/14/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1987 TO MAR.31,1988

PERCENT OF INCREASE: 2.0

SANITATION DEPARTMENT

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
SAN-14	A	12,626.00	13,258.00	13,920.00	14,616.00	15,347.00	16,115.00	16,920.00	17,766.00	18,655.00	19,587.00	20,567.00	21,595.00
	W	242.81	254.95	267.70	281.08	295.14	309.90	325.39	341.66	358.74	376.68	395.52	415.29
	H	6.0703	6.3738	6.6925	7.0271	7.3785	7.7476	8.1348	8.5415	8.9686	9.4170	9.8879	10.3823
SAN-21	A	14,701.00	15,436.00	16,208.00	17,018.00	17,869.00	18,762.00	19,700.00	20,685.00	21,720.00	22,806.00	23,946.00	25,143.00
	W	282.70	296.84	311.68	327.27	343.63	360.81	378.85	397.80	417.68	438.57	460.50	483.52
	H	7.0676	7.4210	7.7921	8.1817	8.5908	9.0203	9.4713	9.9449	10.4421	10.9642	11.5124	12.0880
SAN-22	A	15,046.00	15,798.00	16,588.00	17,418.00	18,289.00	19,203.00	20,163.00	21,171.00	22,230.00	23,341.00	24,508.00	25,734.00
	W	289.34	303.81	319.00	334.96	351.70	369.29	387.75	407.14	427.50	448.87	471.32	494.88
	H	7.2336	7.5953	7.9751	8.3739	8.7926	9.2322	9.6938	10.1785	10.6874	11.2218	11.7829	12.3720
SAN-25	A	16,058.00	16,861.00	17,704.00	18,590.00	19,519.00	20,495.00	21,520.00	22,596.00	23,726.00	24,912.00	26,157.00	27,465.00
	W	308.82	324.26	340.47	357.49	375.37	394.14	413.84	434.54	456.26	479.08	503.03	528.18
	H	7.7204	8.1064	8.5117	8.9373	9.3842	9.8534	10.3461	10.8634	11.4066	11.9769	12.5757	13.2045
SAN-26	A	16,429.00	17,250.00	18,113.00	19,019.00	19,970.00	20,968.00	22,016.00	23,117.00	24,273.00	25,487.00	26,761.00	28,099.00
	W	315.94	331.74	348.33	365.74	384.03	403.23	423.39	444.56	466.79	490.13	514.64	540.37
	H	7.8986	8.2935	8.7082	9.1436	9.6008	10.0808	10.5848	11.1140	11.6697	12.2532	12.8659	13.5092
SAN-28	A	17,169.00	18,027.00	18,928.00	19,875.00	20,868.00	21,912.00	23,007.00	24,158.00	25,366.00	26,634.00	27,966.00	29,364.00
	W	330.16	346.67	364.00	382.20	401.32	421.38	442.45	464.57	487.80	512.19	537.80	564.69
	H	8.2541	8.6668	9.1001	9.5551	10.0329	10.5345	11.0612	11.6143	12.1950	12.8048	13.4450	16.1173

APPENDIX "E"

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
01	A	9,695.00	10,180.00	10,689.00	11,223.00	11,784.00	12,374.00	12,992.00	13,642.00	14,324.00	15,040.00	15,792.00	16,582.00
	B	372.89	391.54	411.11	431.66	453.25	475.91	499.70	524.69	550.92	578.46	607.38	637.75
	H	4.6611	4.8942	5.1389	5.3958	5.6656	5.9489	6.2463	6.5586	6.8865	7.2308	7.5923	7.9719
02	A	9,920.00	10,416.00	10,937.00	11,483.00	12,058.00	12,660.00	13,293.00	13,958.00	14,656.00	15,389.00	16,158.00	16,966.00
	B	381.53	400.61	420.64	441.67	463.75	486.94	511.28	536.85	563.69	591.87	621.46	652.54
	H	4.7691	5.0076	5.2580	5.5209	5.7969	6.0867	6.3910	6.7106	7.0461	7.3984	7.7683	8.1567
03	A	10,119.00	10,625.00	11,157.00	11,715.00	12,300.00	12,915.00	13,561.00	14,239.00	14,951.00	15,699.00	16,484.00	17,308.00
	B	389.21	408.67	429.10	450.56	473.09	496.74	521.58	547.66	575.05	603.80	633.99	665.69
	H	4.8651	5.1084	5.3638	5.6320	5.9136	6.2093	6.5198	6.8458	7.1881	7.5475	7.9249	8.3211
04	A	10,344.00	10,861.00	11,404.00	11,975.00	12,573.00	13,202.00	13,862.00	14,555.00	15,283.00	16,047.00	16,850.00	17,692.00
	B	397.85	417.74	438.63	460.56	483.59	507.77	533.16	559.82	587.81	617.20	648.06	680.46
	H	4.9731	5.2218	5.4829	5.7570	6.0449	6.3471	6.6645	6.9977	7.3476	7.7150	8.1008	8.5058
05	A	10,568.00	11,096.00	11,651.00	12,234.00	12,845.00	13,488.00	14,162.00	14,870.00	15,614.00	16,394.00	17,214.00	18,075.00
	B	406.46	426.78	448.12	470.53	494.06	518.76	544.70	571.93	600.53	630.55	662.08	695.18
	H	5.0808	5.3348	5.6015	5.8816	6.1757	6.4845	6.8087	7.1491	7.5066	7.8819	8.2760	8.6898
06	A	10,794.00	11,334.00	11,900.00	12,495.00	13,120.00	13,776.00	14,465.00	15,188.00	15,948.00	16,745.00	17,582.00	18,462.00
	B	415.15	435.91	457.70	480.59	504.62	529.86	556.35	584.17	613.38	644.05	676.25	710.06
	H	5.1894	5.4489	5.7213	6.0074	6.3078	6.6232	6.9544	7.3021	7.6672	8.0506	8.4531	8.8758
07	A	10,993.00	11,543.00	12,120.00	12,726.00	13,363.00	14,031.00	14,732.00	15,469.00	16,242.00	17,054.00	17,907.00	18,802.00
	B	422.82	443.96	466.16	489.47	513.94	539.64	566.62	594.95	624.70	655.93	688.73	723.17
	H	5.2852	5.5495	5.8270	6.1184	6.4243	6.7455	7.0828	7.4369	7.8087	8.1991	8.6091	9.0396
08	A	11,243.00	11,805.00	12,395.00	13,015.00	13,666.00	14,349.00	15,066.00	15,820.00	16,611.00	17,441.00	18,314.00	19,229.00
	B	432.41	454.03	476.74	500.58	525.61	551.89	579.48	608.46	638.88	670.82	704.37	739.58
	H	5.4051	5.6754	5.9592	6.2572	6.5701	6.8986	7.2435	7.6057	7.9860	8.3853	8.8046	9.2448
09	A	11,468.00	12,042.00	12,644.00	13,276.00	13,940.00	14,637.00	15,368.00	16,137.00	16,943.00	17,791.00	18,680.00	19,614.00
	B	441.08	463.14	486.30	510.61	536.14	562.94	591.09	620.64	651.67	684.26	718.47	754.39
	H	5.5135	5.7892	6.0787	6.3826	6.7017	7.0368	7.3886	7.7580	8.1459	8.5532	8.9809	9.4299
10	A	11,742.00	12,330.00	12,946.00	13,593.00	14,273.00	14,987.00	15,736.00	16,523.00	17,349.00	18,217.00	19,128.00	20,084.00
	B	451.63	474.22	497.93	522.82	548.97	576.42	605.24	635.50	667.28	700.65	735.68	772.46
	H	5.6454	5.9277	6.2241	6.5353	6.8621	7.2052	7.5655	7.9438	8.3410	8.7581	9.1960	9.6558

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
11	A	11,992.00	12,592.00	13,221.00	13,882.00	14,576.00	15,305.00	16,070.00	16,874.00	17,718.00	18,604.00	19,534.00	20,510.00
	B	461.23	484.30	508.51	533.94	560.63	588.66	618.10	649.00	681.45	715.52	751.30	788.86
	H	5.7654	6.0537	6.3564	6.6742	7.0079	7.3583	7.7262	8.1125	8.5181	8.9440	9.3912	9.8608
12	A	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00	15,655.00	16,437.00	17,259.00	18,122.00	19,028.00	19,980.00	20,979.00
	B	471.76	495.35	520.12	546.13	573.43	602.10	632.21	663.82	697.01	731.86	768.45	806.87
	H	5.8970	6.1919	6.5015	6.8266	7.1679	7.5263	7.9026	8.2977	8.7126	9.1482	9.6056	10.0859
13	A	12,516.00	13,142.00	13,799.00	14,489.00	15,213.00	15,974.00	16,772.00	17,611.00	18,492.00	19,416.00	20,387.00	21,406.00
	B	481.38	505.45	530.72	557.26	585.12	614.38	645.10	677.35	711.22	746.78	784.11	823.32
	H	6.0172	6.3181	6.6340	6.9657	7.3140	7.6797	8.0637	8.4669	8.8902	9.3347	9.8014	10.2915
14	A	12,791.00	13,430.00	14,102.00	14,807.00	15,547.00	16,324.00	17,140.00	17,997.00	18,897.00	19,842.00	20,834.00	21,876.00
	B	491.94	516.54	542.37	569.49	597.96	627.86	659.25	692.21	726.82	763.16	801.32	841.38
	H	6.1493	6.4568	6.7796	7.1186	7.4745	7.8482	8.2406	8.6526	9.0852	9.5395	10.0165	10.5173
15	A	13,041.00	13,693.00	14,377.00	15,096.00	15,851.00	16,644.00	17,476.00	18,350.00	19,267.00	20,230.00	21,242.00	22,304.00
	B	501.56	526.64	552.98	580.62	609.66	640.14	672.14	705.75	741.06	778.10	817.00	857.85
	H	6.2695	6.5830	6.9122	7.2578	7.6207	8.0017	8.4018	8.8219	9.2630	9.7262	10.2125	10.7231
16	A	13,339.00	14,007.00	14,707.00	15,442.00	16,214.00	17,025.00	17,876.00	18,770.00	19,709.00	20,694.00	21,729.00	22,815.00
	B	513.06	538.71	565.65	593.93	623.62	654.81	687.55	721.93	758.02	795.93	835.73	877.51
	H	6.4132	6.7339	7.0706	7.4241	7.7953	8.1851	8.5944	9.0241	9.4753	9.9491	10.4466	10.9689
17	A	13,640.00	14,322.00	15,038.00	15,790.00	16,579.00	17,408.00	18,279.00	19,193.00	20,152.00	21,160.00	22,218.00	23,329.00
	B	524.60	550.83	578.38	607.30	637.66	669.54	703.02	738.18	775.09	813.84	854.54	897.26
	H	6.5575	6.8854	7.2297	7.5912	7.9708	8.3693	8.7878	9.2272	9.6886	10.1730	10.6817	11.2158
18	A	13,939.00	14,636.00	15,368.00	16,136.00	16,943.00	17,790.00	18,679.00	19,613.00	20,594.00	21,624.00	22,705.00	23,840.00
	B	536.11	562.92	591.06	620.62	651.65	684.23	718.44	754.36	792.08	831.69	873.27	916.94
	H	6.7014	7.0365	7.3883	7.7577	8.1456	8.5529	8.9805	9.4295	9.9010	10.3961	10.9159	11.4617
19	A	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00	18,172.00	19,081.00	20,035.00	21,036.00	22,088.00	23,193.00	24,352.00
	B	547.62	575.01	603.76	633.95	665.65	698.93	733.87	770.57	809.10	849.55	892.03	936.63
	H	6.8453	7.1876	7.5470	7.9244	8.3206	8.7366	9.1734	9.6321	10.1137	10.6194	11.1504	11.7079
20	A	14,563.00	15,291.00	16,056.00	16,859.00	17,702.00	18,587.00	19,516.00	20,492.00	21,517.00	22,592.00	23,722.00	24,908.00
	B	560.12	588.13	617.54	648.42	680.84	714.88	750.62	788.15	827.56	868.94	912.38	958.00
	H	7.0015	7.3516	7.7192	8.1052	8.5105	8.9360	9.3828	9.8519	10.3445	10.8617	11.4048	11.9750

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
21	A	14,888.00	15,632.00	16,414.00	17,234.00	18,096.00	19,001.00	19,951.00	20,949.00	21,996.00	23,096.00	24,251.00	25,464.00
	B	572.60	601.23	631.30	662.86	696.01	730.81	767.35	805.72	846.01	888.31	932.73	979.37
	H	7.1575	7.5154	7.8912	8.2858	8.7001	9.1351	9.5919	10.0715	10.5751	11.1039	11.6591	12.2621
22	A	15,237.00	15,999.00	16,799.00	17,639.00	18,521.00	19,447.00	20,419.00	21,440.00	22,512.00	23,638.00	24,820.00	26,061.00
	B	586.05	615.35	646.12	678.42	712.36	747.96	785.36	824.63	865.86	909.16	954.62	1,002.34
	H	7.3256	7.6919	8.0765	8.4803	8.9043	9.3495	9.8170	10.3079	10.8233	11.3645	11.9327	12.5293
23	A	15,561.00	16,339.00	17,156.00	18,014.00	18,915.00	19,861.00	20,854.00	21,896.00	22,991.00	24,141.00	25,348.00	26,615.00
	B	598.51	628.44	659.86	692.86	727.50	763.87	802.06	842.17	884.28	928.50	974.92	1,023.66
	H	7.4814	7.8555	8.2483	8.6607	9.0937	9.5484	10.0258	10.5271	11.0535	11.6062	12.1865	12.7958
24	A	15,911.00	16,707.00	17,542.00	18,419.00	19,340.00	20,307.00	21,322.00	22,389.00	23,508.00	24,684.00	25,918.00	27,214.00
	B	611.96	642.56	674.69	708.42	743.85	781.04	820.10	861.10	904.16	949.37	996.86	1,046.68
	H	7.6495	8.0320	8.4336	8.8553	9.2981	9.7630	10.2512	10.7638	11.3020	11.8671	12.4605	13.0835
25	A	16,260.00	17,073.00	17,927.00	18,823.00	19,765.00	20,753.00	21,790.00	22,880.00	24,024.00	25,225.00	26,487.00	27,811.00
	B	625.40	656.67	689.50	723.98	760.18	798.18	838.10	880.00	924.00	970.20	1,018.71	1,069.65
	H	7.8175	8.2084	8.6188	9.0497	9.5022	9.9773	10.4762	11.0000	11.5500	12.1275	12.7339	13.3706
26	A	16,635.00	17,467.00	18,340.00	19,257.00	20,220.00	21,231.00	22,293.00	23,407.00	24,578.00	25,807.00	27,097.00	28,452.00
	B	639.80	671.79	705.38	740.66	777.69	816.58	857.41	900.28	945.30	992.56	1,042.19	1,094.30
	H	7.9975	8.3974	8.8173	9.2582	9.7211	10.2072	10.7176	11.2535	11.8162	12.4070	13.0274	13.6788
27	A	16,984.00	17,833.00	18,725.00	19,661.00	20,644.00	21,677.00	22,760.00	23,898.00	25,093.00	26,348.00	27,665.00	29,049.00
	B	653.23	685.90	720.19	756.20	794.01	833.71	875.40	919.17	965.13	1,013.38	1,064.06	1,117.26
	H	8.1654	8.5737	9.0024	9.4525	9.9251	10.4214	10.9425	11.4896	12.0641	12.6673	13.3007	13.9657
28	A	17,383.00	18,252.00	19,165.00	20,123.00	21,129.00	22,186.00	23,295.00	24,460.00	25,683.00	26,967.00	28,316.00	29,732.00
	B	668.58	702.02	737.12	773.98	812.67	853.30	895.97	940.77	987.81	1,037.20	1,089.06	1,143.52
	H	8.3573	8.7752	9.2140	9.6747	10.1584	10.6663	11.1996	11.7596	12.3476	12.9650	13.6133	14.2940
29	A	17,783.00	18,672.00	19,605.00	20,586.00	21,615.00	22,696.00	23,831.00	25,022.00	26,274.00	27,587.00	28,967.00	30,415.00
	B	683.95	718.15	754.06	791.76	831.35	872.92	916.57	962.40	1,010.52	1,061.05	1,114.10	1,169.81
	H	8.5494	8.9769	9.4257	9.8970	10.3919	10.9115	11.4571	12.0300	12.6315	13.2631	13.9263	14.6226
30	A	18,207.00	19,117.00	20,073.00	21,077.00	22,131.00	23,238.00	24,399.00	25,619.00	26,900.00	28,245.00	29,658.00	31,141.00
	B	700.27	735.29	772.06	810.66	851.19	893.75	938.44	985.36	1,034.63	1,086.36	1,140.68	1,197.71
	H	8.7534	9.1911	9.6507	10.1332	10.6399	11.1719	11.7305	12.3170	12.9329	13.5795	14.2585	14.9714

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
31	A	18,607.00	19,537.00	20,514.00	21,540.00	22,617.00	23,748.00	24,935.00	26,182.00	27,491.00	28,865.00	30,309.00	31,824.00
	B	715.65	751.43	789.00	828.45	869.87	913.37	959.04	1,006.99	1,057.34	1,110.21	1,165.72	1,224.01
	H	8.9456	9.3929	9.8625	10.3556	10.8734	11.4171	11.9880	12.5874	13.2168	13.8776	14.5715	15.3001
32	A	19,031.00	19,983.00	20,982.00	22,031.00	23,133.00	24,289.00	25,504.00	26,779.00	28,118.00	29,524.00	31,000.00	32,550.00
	B	731.97	768.57	807.00	847.35	889.72	934.21	980.92	1,029.97	1,081.46	1,135.54	1,192.31	1,251.93
	H	9.1496	9.6071	10.0875	10.5919	11.1215	11.6776	12.2615	12.8746	13.5183	14.1942	14.9039	15.6491
33	A	19,455.00	20,428.00	21,450.00	22,522.00	2[illegible],648.00	24,831.00	26,072.00	27,376.00	28,745.00	30,182.00	31,691.00	33,276.00
	B	748.29	785.70	824.99	866.24	909.55	955.03	1,002.78	1,052.92	1,105.57	1,160.85	1,218.89	1,279.83
	H	9.3536	9.8213	10.3124	10.8280	1.3694	11.9379	12.5348	13.1615	13.8196	14.5106	15.2361	15.9979
34	A	19,904.00	20,900.00	21,945.00	23,042.00	24,[illegible]34.00	25,404.00	26,674.00	28,008.00	29,408.00	30,878.00	32,422.00	34,044.00
	B	765.55	803.83	844.02	886.22	[illegible]30.54	977.06	1,025.92	1,077.22	1,131.08	1,187.63	1,247.02	1,309.37
	H	9.5694	10.0479	10.5503	11.0778	1[illegible].6317	12.2133	12.8240	13.4652	14.1385	14.8454	15.5877	16.3671
35	A	20,354.00	21,372.00	22,440.00	23,562.00	24,740.00	25,977.00	27,276.00	28,640.00	30,072.00	31,576.00	33,155.00	34,812.00
	B	782.85	821.99	863.09	906.24	951.55	999.13	1,049.09	1,101.54	1,156.62	1,214.46	1,275.18	1,338.94
	H	9.7856	10.2749	10.7886	11.3280	11.8944	12.4891	13.1136	13.7693	14.4578	15.1807	15.9397	16.7367
36	A	20,828.00	21,870.00	22,963.00	24,112.00	25,317.00	26,583.00	27,912.00	29,308.00	30,773.00	32,312.00	33,927.00	35,624.00
	B	801.10	841.15	883.21	927.37	973.74	1,022.42	1,073.54	1,127.22	1,183.58	1,242.76	1,304.90	1,370.14
	H	10.0137	10.5144	11.0401	11.5921	12.1717	12.7803	13.4193	14.0903	14.7948	15.5345	16.3112	17.1268
37	A	21,303.00	22,368.00	23,486.00	24,660.00	25,894.00	27,188.00	28,548.00	29,975.00	31,474.00	33,047.00	34,700.00	36,435.00
	B	819.33	860.30	903.31	948.48	995.90	1,045.70	1,097.98	1,152.88	1,210.53	1,271.06	1,334.61	1,401.34
	H	10.2416	10.7537	11.2914	11.8560	12.4488	13.0712	13.7248	14.4110	15.1316	15.8882	16.6826	17.5167
38	A	21,802.00	22,892.00	24,037.00	25,239.00	26,501.00	27,826.00	29,217.00	30,678.00	32,212.00	33,822.00	35,514.00	37,289.00
	B	838.55	880.48	924.50	970.73	1,019.26	1,070.22	1,123.74	1,179.92	1,238.92	1,300.86	1,365.90	1,434.20
	H	10.4819	11.0060	11.5563	12.1341	12.7408	13.3778	14.0467	14.7490	15.4865	16.2608	17.0738	17.9275
39	A	22,301.00	23,416.00	24,587.00	25,816.00	27,107.00	28,463.00	29,886.00	31,380.00	32,949.00	34,596.00	36,326.00	38,142.00
	B	857.74	900.62	945.66	992.94	1,042.58	1,094.71	1,149.45	1,206.92	1,267.26	1,330.62	1,397.15	1,467.01
	H	10.7217	11.2578	11.8207	12.4117	13.0323	13.6839	14.3681	15.0865	15.8408	16.6328	17.4644	18.3376
40	A	22,825.00	23,966.00	25,165.00	26,423.00	27,744.00	29,131.00	30,588.00	32,117.00	33,723.00	35,410.00	37,180.00	39,039.00
	B	877.89	921.78	967.87	1,016.26	1,067.08	1,120.43	1,176.46	1,235.28	1,297.09	1,361.90	1,430.00	1,501.50
	H	10.9736	11.5223	12.0984	12.7033	13.3385	14.0054	14.7057	15.4410	16.2131	17.0238	17.8750	18.7688

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
41	A	23,324.00	24,491.00	25,715.00	27,001.00	28,351.00	29,769.00	31,257.00	32,820.00	34,461.00	36,184.00	37,993.00	39,893.00
	B	897.09	941.94	989.04	1,038.50	1,090.42	1,144.94	1,202.19	1,262.30	1,325.42	1,391.69	1,461.27	1,534.34
	H	11.2136	11.7743	12.3630	12.9812	13.6303	14.3118	15.0274	15.7788	16.5677	17.3961	18.2659	19.1792
42	A	23,874.00	25,068.00	26,321.00	27,637.00	29,019.00	30,470.00	31,994.00	33,594.00	35,273.00	37,037.00	38,889.00	40,833.00
	B	918.24	964.15	1,012.36	1,062.98	1,116.13	1,171.94	1,230.54	1,292.06	1,356.66	1,424.50	1,495.72	1,570.50
	H	11.4780	12.0519	12.6545	13.2872	13.9516	14.6492	15.3817	16.1508	16.9583	17.8062	18.6965	19.6313
43	A	24,423.00	25,645.00	26,927.00	28,273.00	29,687.00	31,171.00	32,730.00	34,366.00	36,084.00	37,889.00	39,783.00	41,772.00
	B	939.36	986.33	1,035.65	1,087.43	1,141.80	1,198.89	1,258.83	1,321.78	1,387.86	1,457.26	1,530.12	1,606.62
	H	11.7420	12.3291	12.9456	13.5929	14.2725	14.9861	15.7354	16.5222	17.3483	18.2157	19.1265	20.0828
44	A	24,998.00	26,248.00	27,560.00	28,938.00	30,385.00	31,904.00	33,499.00	35,174.00	36,933.00	38,780.00	40,718.00	42,754.00
	B	961.45	1,009.52	1,060.00	1,113.00	1,168.65	1,227.08	1,288.43	1,352.86	1,420.50	1,491.52	1,566.10	1,644.40
	H	12.0181	12.6190	13.2500	13.9125	14.6081	15.3385	16.1054	16.9107	17.7562	18.6440	19.5762	20.5550
45	A	25,571.00	26,850.00	28,192.00	29,602.00	31,082.00	32,636.00	34,268.00	35,982.00	37,780.00	39,670.00	41,653.00	43,736.00
	B	983.51	1,032.69	1,084.32	1,138.54	1,195.46	1,255.24	1,318.00	1,383.90	1,453.10	1,525.75	1,602.04	1,682.14
	H	12.2939	12.9086	13.5540	14.2317	14.9433	15.6905	16.4750	17.2988	18.1637	19.0719	20.0255	21.0268
46	A	26,195.00	27,505.00	28,880.00	30,324.00	31,841.00	33,433.00	35,104.00	36,860.00	38,703.00	40,638.00	42,670.00	44,803.00
	B	1,007.51	1,057.89	1,110.78	1,166.32	1,224.64	1,285.87	1,350.17	1,417.68	1,488.57	1,563.00	1,641.15	1,723.21
	H	12.5939	13.2236	13.8848	14.5790	15.3080	16.0734	16.8771	17.7210	18.6071	19.5375	20.5144	21.5401
47	A	26,794.00	28,134.00	29,541.00	31,018.00	32,568.00	34,197.00	35,907.00	37,702.00	39,587.00	41,566.00	43,645.00	45,827.00
	B	1,030.54	1,082.07	1,136.18	1,192.98	1,252.63	1,315.26	1,381.02	1,450.07	1,522.58	1,598.70	1,678.64	1,762.58
	H	12.8818	13.5259	14.2022	14.9123	15.6579	16.4408	17.2628	18.1259	19.0322	19.9838	20.9830	22.0322
48	A	27,418.00	28,789.00	30,229.00	31,740.00	33,327.00	34,994.00	36,743.00	38,581.00	40,510.00	42,535.00	44,662.00	46,895.00
	B	1,054.55	1,107.28	1,162.65	1,220.78	1,281.82	1,345.91	1,413.21	1,483.87	1,558.06	1,635.97	1,717.77	1,803.66
	H	13.1819	13.8410	14.5331	15.2598	16.0228	16.8239	17.6651	18.5484	19.4758	20.4496	21.4721	22.5457
49	A	28,043.00	29,445.00	30,917.00	32,463.00	34,086.00	35,791.00	37,580.00	39,459.00	41,432.00	43,504.00	45,679.00	47,963.00
	B	1,078.57	1,132.50	1,189.12	1,248.58	1,311.01	1,376.56	1,445.39	1,517.66	1,593.54	1,673.22	1,756.89	1,844.74
	H	13.4821	14.1562	14.8640	15.6072	16.3876	17.2070	18.0674	18.9708	19.9193	20.9153	21.9611	23.0592
50	A	28,716.00	30,152.00	31,659.00	33,242.00	34,904.00	36,650.00	38,482.00	40,406.00	42,427.00	44,548.00	46,776.00	49,114.00
	B	1,104.46	1,159.69	1,217.67	1,278.55	1,342.48	1,409.61	1,480.09	1,554.10	1,631.80	1,713.39	1,799.06	1,889.02
	H	13.8058	14.4961	15.2209	15.9819	16.7810	17.6201	18.5011	19.4262	20.3975	21.4174	22.4883	23.6127

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
51	A	29,391.00	30,860.00	32,403.00	34,023.00	35,725.00	37,511.00	39,386.00	41,356.00	43,424.00	45,595.00	47,874.00	50,268.00
	B	1,130.42	1,186.94	1,246.28	1,308.59	1,374.02	1,442.73	1,514.86	1,590.61	1,670.14	1,753.64	1,841.32	1,933.38
	H	14.1302	14.8367	15.5785	16.3574	17.1753	18.0341	18.9358	19.8826	20.8767	21.9205	23.0165	24.1673
52	A	30,064.00	31,568.00	33,146.00	34,803.00	36,543.00	38,370.00	40,289.00	42,303.00	44,419.00	46,640.00	48,972.00	51,420.00
	B	1,156.32	1,214.14	1,274.84	1,338.58	1,405.51	1,475.78	1,549.58	1,627.06	1,708.41	1,793.83	1,883.52	1,977.70
	H	14.4540	15.1767	15.9355	16.7323	17.5689	18.4473	19.3697	20.3382	21.3551	22.4229	23.5440	24.7212
53	A	30,764.00	32,302.00	33,917.00	35,613.00	37,394.00	39,263.00	41,226.00	43,288.00	45,452.00	47,725.00	50,111.00	52,617.00
	B	1,183.22	1,242.38	1,304.50	1,369.73	1,438.22	1,510.13	1,585.63	1,664.91	1,748.16	1,835.57	1,927.34	2,023.71
	H	14.7903	15.5298	16.3063	17.1216	17.9777	18.8766	19.8204	20.8114	21.8520	22.9446	24.0918	25.2964
54	A	31,487.00	33,062.00	34,715.00	36,451.00	38,273.00	40,187.00	42,196.00	44,306.00	46,521.00	48,847.00	51,289.00	53,854.00
	B	1,211.05	1,271.60	1,335.18	1,401.94	1,472.04	1,545.64	1,622.92	1,704.06	1,789.26	1,878.73	1,972.66	2,071.30
	H	15.1381	15.8950	16.6898	17.5243	18.4005	19.3205	20.2865	21.3008	22.3658	23.4841	24.6583	25.8912
55	A	32,236.00	33,848.00	35,541.00	37,318.00	39,184.00	41,143.00	43,200.00	45,360.00	47,628.00	50,009.00	52,510.00	55,136.00
	B	1,239.86	1,301.86	1,366.95	1,435.30	1,507.06	1,582.42	1,661.54	1,744.62	1,831.85	1,923.44	2,019.62	2,120.60
	H	15.4983	16.2732	17.0869	17.9412	18.8383	19.7802	20.7692	21.8077	22.8981	24.0430	25.2452	26.5075
56	A	32,985.00	34,634.00	36,366.00	38,185.00	40,094.00	42,099.00	44,204.00	46,414.00	48,734.00	51,171.00	53,730.00	56,416.00
	B	1,268.66	1,332.10	1,398.70	1,468.64	1,542.07	1,619.18	1,700.14	1,785.14	1,874.40	1,968.12	2,066.53	2,169.86
	H	15.8583	16.6512	17.4838	18.3580	19.2759	20.2397	21.2517	22.3143	23.4300	24.6015	25.8316	27.1232
57	A	33,769.00	35,457.00	37,230.00	39,091.00	41,046.00	43,098.00	45,253.00	47,516.00	49,891.00	52,386.00	55,005.00	57,755.00
	B	1,298.79	1,363.73	1,431.91	1,503.50	1,578.68	1,657.62	1,740.50	1,827.52	1,918.90	2,014.84	2,115.58	2,221.36
	H	16.2349	17.0466	17.8989	18.7938	19.7335	20.7202	21.7562	22.8440	23.9862	25.1855	26.4448	27.7670
58	A	34,558.00	36,286.00	38,100.00	40,005.00	42,006.00	44,106.00	46,311.00	48,627.00	51,058.00	53,611.00	56,292.00	59,106.00
	B	1,329.15	1,395.61	1,465.39	1,538.66	1,615.60	1,696.38	1,781.20	1,870.26	1,963.78	2,061.97	2,165.06	2,273.32
	H	16.6144	17.4451	18.3174	19.2333	20.1950	21.2048	22.2650	23.3783	24.5472	25.7746	27.0633	28.4165
59	A	35,383.00	37,152.00	39,010.00	40,960.00	43,008.00	45,159.00	47,417.00	49,787.00	52,277.00	54,891.00	57,635.00	60,517.00
	B	1,360.88	1,428.93	1,500.38	1,575.39	1,654.16	1,736.87	1,823.71	1,914.90	2,010.66	2,111.18	2,216.74	2,327.58
	H	17.0110	17.8616	18.7547	19.6924	20.6770	21.7109	22.7964	23.9362	25.1330	26.3897	27.7092	29.0947
60	A	36,230.00	38,042.00	39,944.00	41,941.00	44,038.00	46,240.00	48,552.00	50,979.00	53,528.00	56,205.00	59,015.00	61,966.00
	B	1,393.46	1,463.14	1,536.30	1,613.11	1,693.77	1,778.46	1,867.38	1,960.74	2,058.78	2,161.72	2,269.81	2,383.30
	H	17.4183	18.2892	19.2037	20.1639	21.1721	22.2307	23.3422	24.5093	25.7348	27.0215	28.3726	29.7912

DATE RUN: 8/15/86

SCHEDULE OF PAY GRADES
EFFECTIVE APR.1,1988 TO SEP. 30,1988

PERCENT OF INCREASE: 3.0

SANITATION DEPARTMENT

		A	B	C	D	E	F	L-1	L-2	L-2/A-1	L-2/A-2	25%	30%
SAN-14	A	13,005.00	13,655.00	14,338.00	15,055.00	15,808.00	16,598.00	17,428.00	18,299.00	19,214.00	20,175.00	21,184.00	22,243.00
	W	250.10	262.60	275.73	289.52	304.00	319.20	335.16	351.91	369.51	387.98	407.38	427.75
	H	6.2524	6.5650	6.8933	7.2380	7.5999	7.9799	8.3789	8.7978	9.2377	9.6996	10.1846	10.6938
SAN-21	A	15,142.00	15,899.00	16,694.00	17,528.00	18,405.00	19,325.00	20,291.00	21,306.00	22,371.00	23,490.00	24,664.00	25,898.00
	W	291.18	305.74	321.03	337.08	353.94	371.64	390.22	409.73	430.22	451.73	474.32	498.03
	H	7.2796	7.6436	8.0258	8.4271	8.8435	9.2909	9.7554	10.2432	10.7554	11.2932	11.8579	12.4508
SAN-22	A	15,497.00	16,272.00	17,086.00	17,940.00	18,837.00	19,779.00	20,768.00	21,806.00	22,897.00	24,041.00	25,244.00	26,506.00
	W	298.02	312.92	328.57	345.00	362.25	380.36	399.38	419.35	440.32	462.34	485.45	509.72
	H	7.4506	7.8231	8.2143	8.6250	9.0563	9.5091	9.9846	10.4838	11.0080	11.5584	12.1363	12.7431
SAN-25	A	16,540.00	17,367.00	18,236.00	19,147.00	20,105.00	21,110.00	22,166.00	23,274.00	24,438.00	25,660.00	26,942.00	28,290.00
	W	318.08	333.98	350.68	368.22	386.63	405.96	426.26	447.58	469.96	493.45	518.12	544.03
	H	7.9520	8.3496	8.7671	9.2055	9.6658	10.1491	10.6566	11.1894	11.7489	12.3363	12.9531	13.6008
SAN-26	A	16,922.00	17,768.00	18,657.00	19,589.00	20,569.00	21,597.00	22,677.00	23,811.00	25,002.00	26,252.00	27,564.00	28,943.00
	W	325.42	341.70	358.78	376.72	395.56	415.33	436.10	457.90	480.80	504.84	530.08	556.59
	H	8.1356	8.5424	8.9695	9.4180	9.8889	10.3833	10.9025	11.4476	12.0200	12.6210	13.2521	13.9147
SAN-28	A	17,684.00	18,568.00	19,496.00	20,471.00	21,495.00	22,569.00	23,698.00	24,883.00	26,127.00	27,433.00	28,804.00	30,245.00
	W	340.07	357.07	374.92	393.67	413.36	434.02	455.72	478.51	502.44	527.56	553.93	581.63
	H	8.5017	8.9268	9.3731	9.8418	10.3339	10.8506	11.3931	11.9628	12.5609	13.1889	13.8483	14.5407